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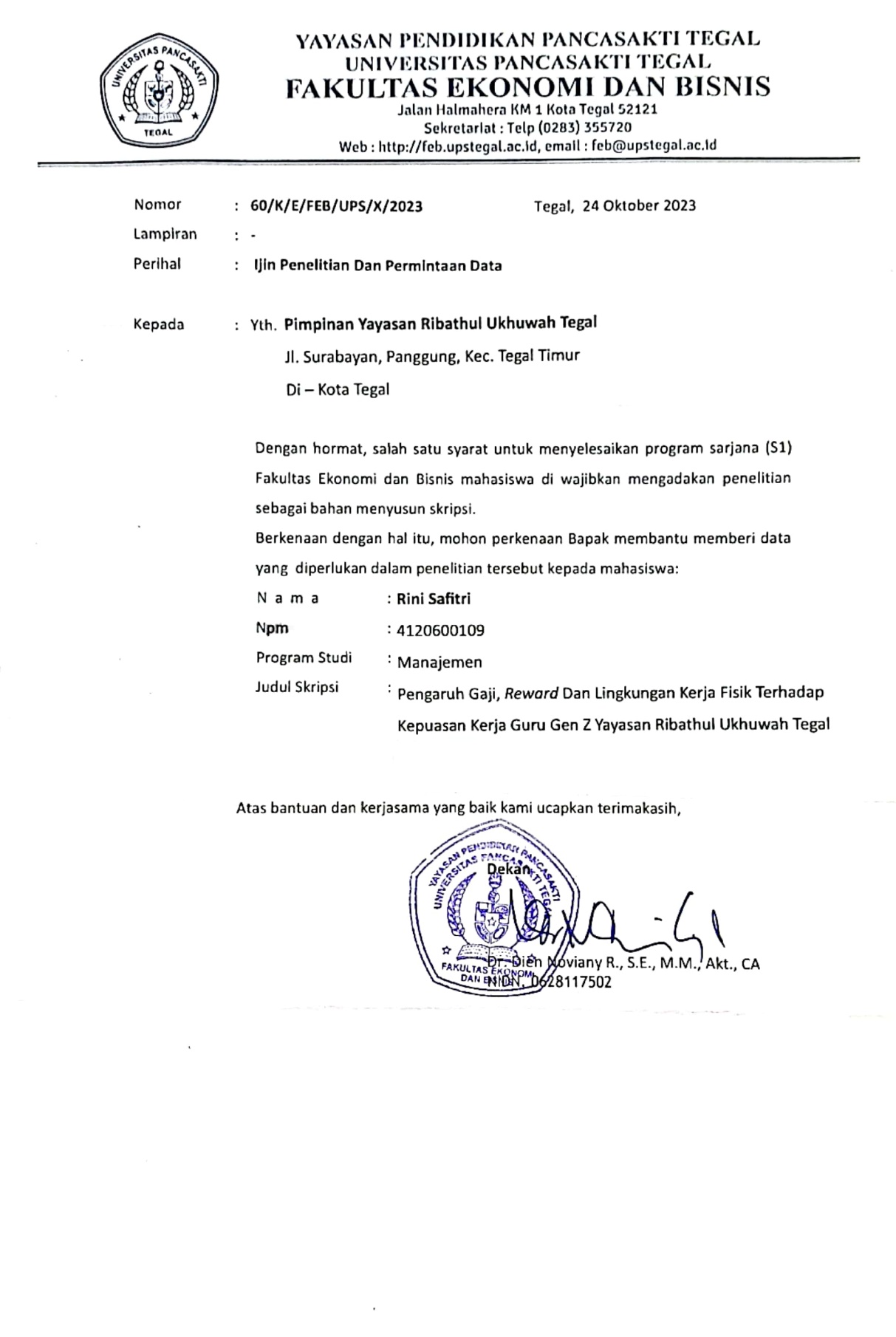
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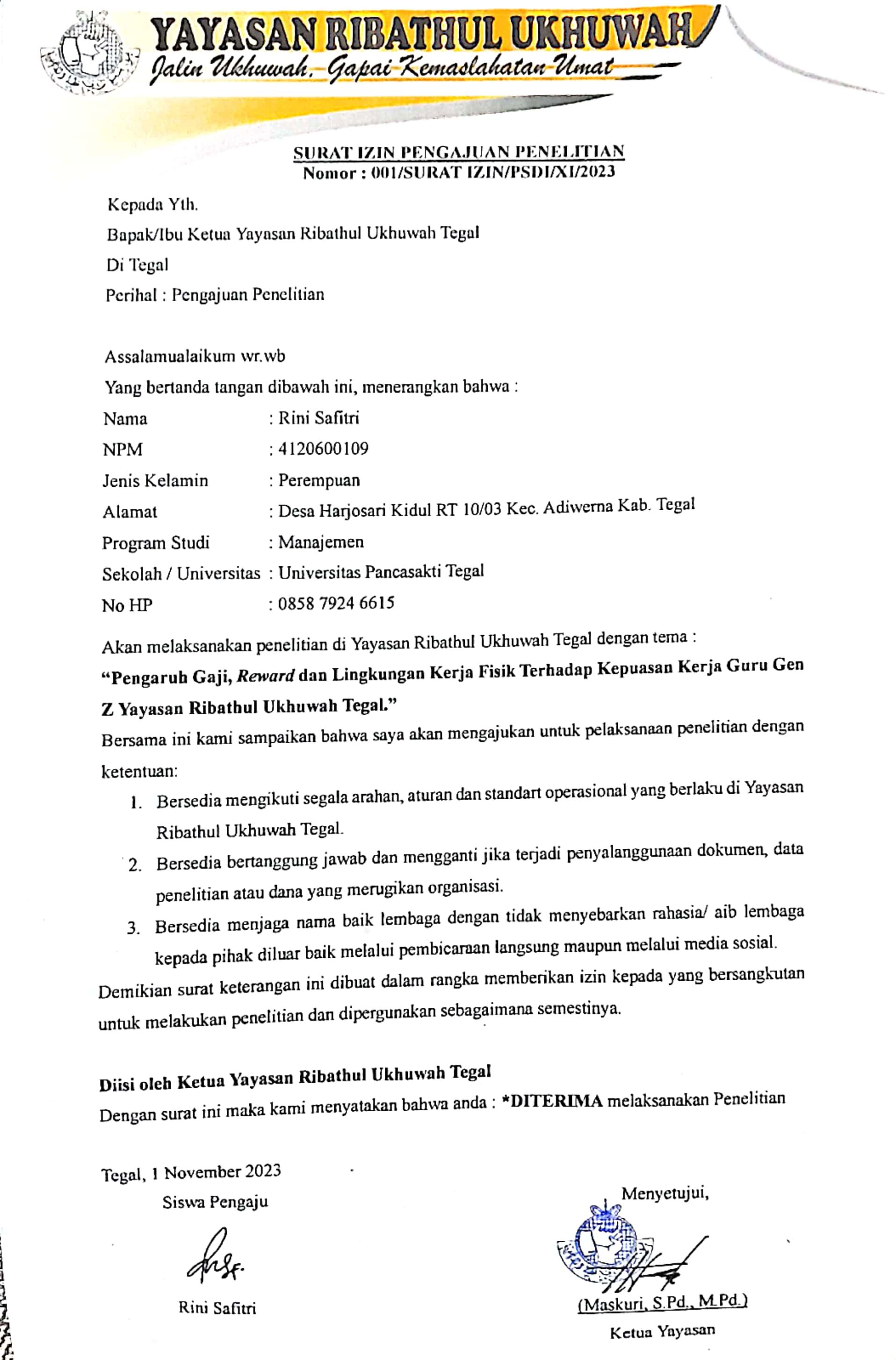
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# LAMPIRAN

**Lampiran 1 Surat Izin Penelitian**

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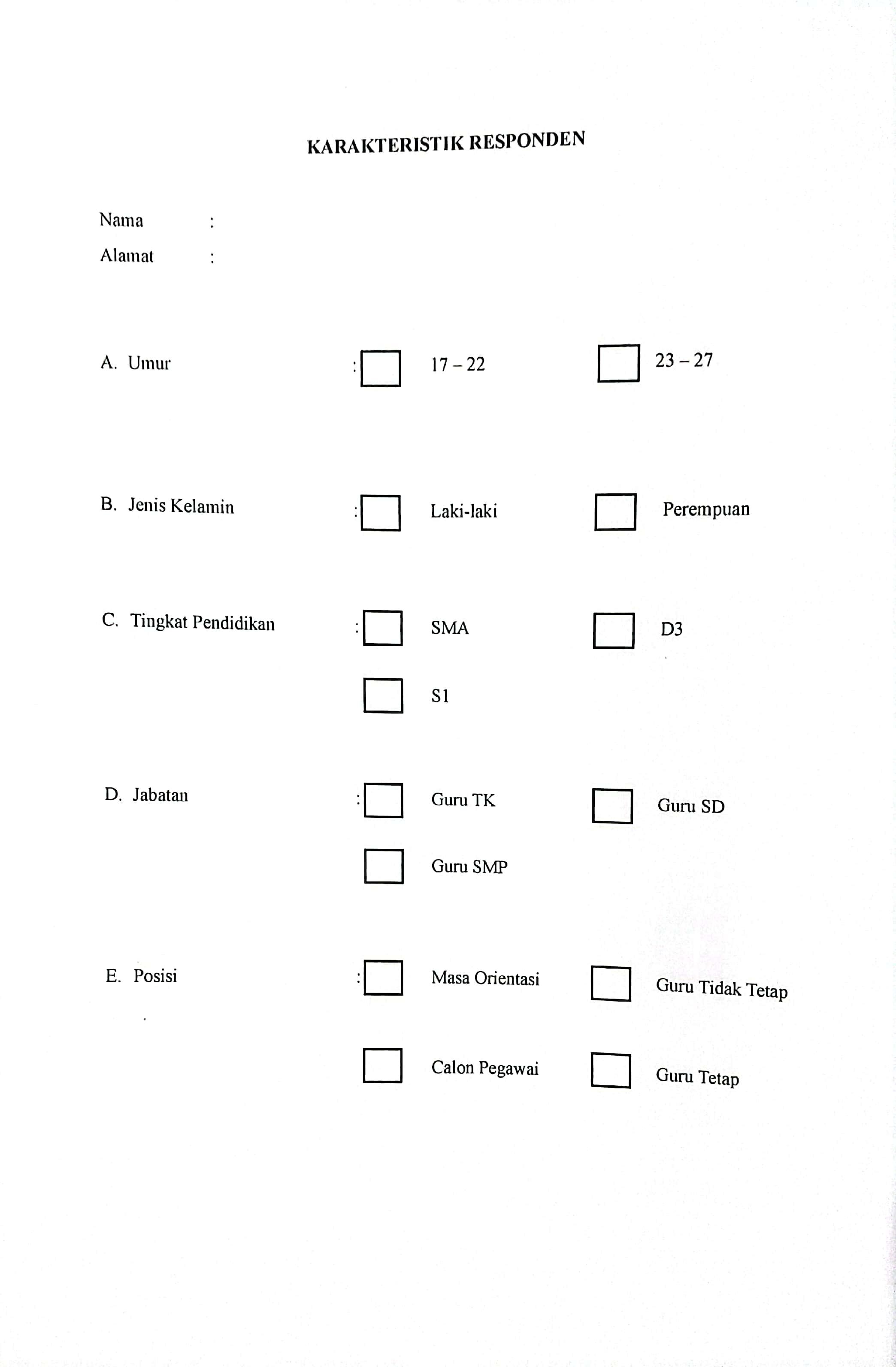
**Lampiran 2 Surat Balasan Penelitian**

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**Lampiran 3 Dokumentasi Penyebaran Kuesioner**

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**Lampiran 4 Permohonan Pengisian Kuesioner**

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1. Petunjuk Pengisian : Berikan tanda check list (√) pada jawaban yang sesuai dengan pendapat anda.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**DAFTAR PERTANYAAN RESPONDEN**

1. **Kuesioner Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Tanggung Jawab** | | | | | | |
|  | Saya memiliki rasa tanggung jawab terhadap jabatan/posisi yang saya tempati saat ini. |  |  |  |  |  |
|  | Saya mengerjakan tugas dari pimpinan dengan penuh tanggung jawab. |  |  |  |  |  |
| **Kecukupan Pembayaran Gaji** | | | | | | |
|  | Saya merasa cukup dengan gaji yang diberikan organisasi. |  |  |  |  |  |
|  | Saya merasa puas dengan gaji yang diberikan organisasi. |  |  |  |  |  |
| **Bimbingan dari Supervisor** | | | | | | |
|  | Pimpinan melakukan bimbingan dalam pelaksanaan pekerjaan. |  |  |  |  |  |
|  | Saat melakukan kesalahan saya mendapat arahan dari pimpinan. |  |  |  |  |  |
| **Transparansi Kesempatan Promosi** | | | | | | |
|  | Seluruh karyawan memiliki kesempatan yang sama untuk promosi. |  |  |  |  |  |
|  | Seluruh karyawan mengetahui ketentuan dalam promosi jabatan. |  |  |  |  |  |
| **Jenjang Karir** | | | | | | |
|  | Organisasi menjanjikan jenjang karir yang jelas. |  |  |  |  |  |
|  | Seluruh karyawan memiliki kesempatan yang sama dalam berkarir di organisasi. |  |  |  |  |  |
| **Saling Membantu Dalam Bekerja** | | | | | | |
|  | Saat saya kesulitan rekan kerja saya mau membantu. |  |  |  |  |  |
|  | Saat rekan kerja saya kesulitan saya akan membantu. |  |  |  |  |  |

1. **Kuesioner Gaji (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Keadilan Internal Kenaikan Gaji** | | | | | | |
|  | Organisasi memberikan besarnya kenaikan gaji sesuai dengan kompetensi yang dimiliki karyawan. |  |  |  |  |  |
|  | Saya merasa adil untuk kenaikan gaji yang ditetapkan organisasi. (secara internal organisasi) |  |  |  |  |  |
| **Keadilan Internal Gaji** | | | | | | |
|  | Organisasi memberikan besarnya gaji sesuai dengan kompetensi yang dimiliki karyawan. |  |  |  |  |  |
|  | Saya merasa adil untuk gaji yang diberikan organisasi. (secara internal organisasi) |  |  |  |  |  |
| **Keadilan Internal Insentif** | | | | | | |
|  | Organisasi memberikan besarnya insentif (tambahan penghasilan diluar gaji) sesuai dengan kompetensi yang dimiliki karyawan. |  |  |  |  |  |
|  | Saya merasa adil untuk insentif (tambahan penghasilan diluar gaji) yang diberikan organisasi. |  |  |  |  |  |
| **Keadilan Eksternal Kenaikan Gaji** | | | | | | |
|  | Organisasi memberikan besarnya kenaikan gaji sesuai dengan kompetensi yang dimiliki jika dibandingkan dengan karyawan di organisasi lain. |  |  |  |  |  |
|  | Saya merasa adil untuk kenaikan gaji yang ditetapkan organisasi jika dibandingkan dengan organisasi lain. |  |  |  |  |  |
| **Keadilan Ekternal Insentif** | | | | | | |
|  | Organisasi memberikan besarnya insentif (tambahan penghasilan diluar gaji) sesuai dengan kompetensi yang dimiliki jika dibandingkan dengan karyawan di organisasi lain. |  |  |  |  |  |
|  | Saya merasa adil untuk insentif (tambahan penghasilan diluar gaji) yang diberikan organisasi jika dibandingkan dengan organisasi lain. |  |  |  |  |  |
| **Keadilan Eksternal Gaji** | | | | | | |
|  | Organisasi memberikan besarnya gaji sesuai dengan kompetensi yang dimiliki jika dibandingkan dengan karyawan di organisasi lain. |  |  |  |  |  |
|  | Saya merasa adil untuk besarnya gaji yang ditetapkan organisasi jika dibandingkan dengan organisasi lain. |  |  |  |  |  |

1. **Kuesioner *Reward* (X2)**

| **No** | **Pernyataan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Perasaan Mencapai Prestasi** | | | | | | |
|  | Saya merasa senang jika meraih prestasi dalam organisasi. |  |  |  |  |  |
|  | Saya merasa sedih jika gagal dalam melaksanakan tantangan yang diberikan organisasi. |  |  |  |  |  |
| **Pengakuan Secara Informal** | | | | | | |
|  | Saya mendapat pengakuan secara informal atas apa yang saya raih. |  |  |  |  |  |
|  | Rekan kerja saya mengakui kompetensi yang saya miliki walau hanya lewat kabar mulut ke mulut. |  |  |  |  |  |
| **Pengembangan Diri** | | | | | | |
|  | Saat saya mendapatkan penghargaan dari organisasi saya merasa termotivasi untuk mengembangkan diri. |  |  |  |  |  |
|  | Organisasi memberikan pelatihan untuk mengembangkan skills sebagai penghargaan atas apa yang telah diraih. |  |  |  |  |  |
| **Pengakuan Secara Formal** | | | | | | |
|  | Saya mendapatkan pengakuan secara formal atas pencapaian yang diraih. |  |  |  |  |  |
|  | Organisasi memberikan sertifikasi atas pencapaian yang telah saya raih. |  |  |  |  |  |
| **Pembayaran Insentif** | | | | | | |
|  | Saya mendapatkan insentif material apabila bekerja dengan maksimal. |  |  |  |  |  |
|  | Saya mendapatkan insentif non material apabila bekerja dengan maksimal. |  |  |  |  |  |
| **Promosi** | | | | | | |
|  | Mendapatkan kesempatan naik jabatan apalagi bekerja dengan baik. |  |  |  |  |  |
|  | Saat mendapatkan pencapaian tertentu yang berhubungan dengan pekerjaan, kemudian organisasi memberikan kesempatan promosi untuk saya. |  |  |  |  |  |

1. **Kuesioner Lingkungan Kerja Fisik (X3)**

| **No** | **Pertanyaan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Keindahan** | | | | | | |
|  | Bangunan tempat kerja saya enak dipandang mata. |  |  |  |  |  |
|  | Ruang mengajar enak dipandang mata. |  |  |  |  |  |
| **Penerangan** | | | | | | |
|  | Kantor guru memiliki penerangan yang cukup. |  |  |  |  |  |
|  | Ruang mengajar memiliki penerangan yang cukup. |  |  |  |  |  |
| **Kebisingan** | | | | | | |
|  | Kantor guru tidak bising sehingga bekerja lebih fokus. |  |  |  |  |  |
|  | Ruang mengajar tidak bising sehingga mengajar lebih maksimal. |  |  |  |  |  |
| **Kebersihan** | | | | | | |
|  | Ruang mengajar selalu dalam keadaan bersih sehingga nyaman dalam bekerja. |  |  |  |  |  |
|  | Kantor guru selalu dalam keadaan bersih sehingga nyaman dalam melakukan pekerjaan. |  |  |  |  |  |
| **Tersedianya Fasilitas Printer** | | | | | | |
|  | Seluruh karyawan disediakan fasilitas printer oleh organisasi. |  |  |  |  |  |
|  | Tidak keseluruhan karyawan yang disediakan fasilitas printer oleh organisasi. |  |  |  |  |  |
| **Tersedianya Fasilitas Komputer/Laptop** | | | | | | |
|  | Seluruh karyawan disediakan fasilitas laptop oleh organisasi. |  |  |  |  |  |
|  | Tidak keseluruhan karyawan yang disediakan fasilitas laptop oleh organisasi. |  |  |  |  |  |
| **Tersedianya Tempat Ibadah** | | | | | | |
|  | Organisasi menyediakan tempat untuk beribadah. |  |  |  |  |  |
|  | Tempat ibadah yang disediakan organisasi terasa nyaman. |  |  |  |  |  |

**Lampiran 5 Karakteristik Responden**

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Jenis Kelamin** | **Jumlah** | **Presentase (%)** |
| 1. | Laki-Laki | 9 | 77,5% |
| 2. | Perempuan | 31 | 22,5% |
| Jumlah | | 40 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Usia** | **Jumlah** | **Presentase (%)** |
| 1. | 17 – 22 | 12 | 30% |
| 2. | 23 – 27 | 28 | 70% |
| Jumlah | | 40 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Tingkat Pendidikan** | **Jumlah** | **Presentase (%)** |
| 1. | SMA | 20 | 50% |
| 2. | D3 | 5 | 12,5% |
| 3. | S1 | 15 | 37,5% |
| Jumlah | | 40 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Jabatan** | **Jumlah** | **Presentase** |
|  | Guru RA | 11 | 27,5% |
|  | Guru SMP | 24 | 60% |
|  | Guru SMP | 5 | 12,5% |
| Jumlah | | 40 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Posisi** | **Jumlah** | **Presentase** |
|  | Orientasi | 1 | 2,5% |
|  | Calon Pegawai | 11 | 27,5% |
|  | Guru Tidak Tetap | 27 | 67,5% |
|  | Guru Tetap | 1 | 2.5% |
| Jumlah | | 40 | 100% |

**Lampiran 6 Tabulasi Data Penelitian**

1. **Kapuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Kepuasan Kerja** | | | | | | | | | | | | |
| **No.** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Total Y** |
|  | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 45 |
|  | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 49 |
|  | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 46 |
|  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
|  | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 42 |
|  | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 34 |
|  | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
|  | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
|  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
|  | 4 | 3 | 4 | ~~4~~ | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
|  | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 49 |
|  | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 50 |
|  | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 44 |
|  | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 48 |
|  | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 54 |
|  | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 5 | 44 |
|  | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
|  | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 39 |
|  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 59 |
|  | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 43 |
|  | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
|  | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 45 |
|  | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 52 |
|  | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 48 |
|  | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 3 | 5 | 5 | 34 |
|  | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
|  | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 42 |
|  | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 44 |
|  | 3 | 1 | 3 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 37 |
|  | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
|  | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 44 |
|  | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 56 |
|  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 59 |
|  | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 47 |
|  | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
|  | 4 | 2 | 3 | 4 | 2 | 5 | 5 | 2 | 5 | 3 | 3 | 42 |
|  | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 5 | 36 |
|  | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 55 |
|  | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 48 |
|  | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 55 |

1. **Gaji (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gaji** | | | | | | | | | | | | | |
| **No.** | **X1.3** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **Total X1** |
| 1. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 49 |
| 2. | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 3. | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 4. | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 5. | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 6. | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 7. | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 8. | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 39 |
| 9. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 10. | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 11. | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 40 |
| 12. | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 13. | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 |
| 14. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 48 |
| 15. | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 16. | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 17. | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| 18. | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 38 |
| 19. | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| 20. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 21. | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 53 |
| 22. | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 23. | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 41 |
| 24. | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 48 |
| 25. | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 26. | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27. | 3 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 31 |
| 28. | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 29 |
| 29. | 4 | 4 | 4 | 2 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 30. | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 31. | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 43 |
| 32. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 47 |
| 33. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 34. | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 51 |
| 35. | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| 36. | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 28 |
| 37. | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 38. | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 39. | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 47 |
| 40. | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 53 |

1. ***Reward* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Reward*** | | | | | | | | | | | | | |
| **No.** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** | **Total X2** |
| 1. | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 45 |
| 2. | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 43 |
| 3. | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 39 |
| 4. | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 40 |
| 5. | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 42 |
| 6. | 4 | 3 | 2 | 3 | 5 | 3 | 2 | 1 | 1 | 3 | 3 | 4 | 34 |
| 7. | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 45 |
| 8. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 43 |
| 9. | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 43 |
| 10. | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 51 |
| 11. | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 12. | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 55 |
| 13. | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 45 |
| 14. | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 44 |
| 15. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 59 |
| 16. | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 17. | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 56 |
| 18. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 19. | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 20. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 21. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 50 |
| 22. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 23. | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 24. | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| 25. | 5 | 5 | 3 | 3 | 5 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 28 |
| 26. | 4 | 4 | 1 | 2 | 4 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 24 |
| 27. | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 3 | 30 |
| 28. | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 35 |
| 29. | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 48 |
| 30. | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 31. | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 50 |
| 32. | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 51 |
| 33. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 34. | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 3 | 49 |
| 35. | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 44 |
| 36. | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| 37. | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 36 |
| 38. | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 39. | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 51 |
| 40. | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |

1. **Lingkungan Kerja Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lingkungan Kerja Fisik** | | | | | | | | | | | | | | | |
| **No.** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** | **Total X3** |
| 1. | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 56 |
| 2. | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 57 |
| 3. | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 43 |
| 4. | 3 | 3 | 3 | 3 | 2 | 3 | 5 | 5 | 2 | 3 | 3 | 3 | 3 | 5 | 46 |
| 5. | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 43 |
| 6. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 44 |
| 7. | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 3 | 51 |
| 8. | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 51 |
| 9. | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 42 |
| 10. | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 51 |
| 11. | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 4 | 3 | 48 |
| 12. | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 66 |
| 13. | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 54 |
| 14. | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 58 |
| 15. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 57 |
| 16. | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 17. | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 60 |
| 18. | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 51 |
| 19. | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 65 |
| 20. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 55 |
| 21. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 66 |
| 22. | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 46 |
| 23. | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 3 | 4 | 4 | 5 | 60 |
| 24. | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 66 |
| 25. | 1 | 1 | 3 | 3 | 5 | 1 | 1 | 5 | 1 | 3 | 1 | 3 | 3 | 1 | 32 |
| 26. | 4 | 1 | 3 | 3 | 4 | 5 | 5 | 4 | 1 | 3 | 1 | 3 | 3 | 1 | 41 |
| 27. | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 1 | 3 | 1 | 3 | 3 | 3 | 38 |
| 28. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 54 |
| 29. | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 52 |
| 30. | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 63 |
| 31. | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 1 | 4 | 4 | 5 | 52 |
| 32. | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 57 |
| 33. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 34. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 67 |
| 35. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 57 |
| 36. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 51 |
| 37. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 5 | 42 |
| 38. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 5 | 53 |
| 39. | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 56 |
| 40. | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 59 |

**Lampiran 7 Hasil Uji Validitas Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y2.1 | Y2.2 | Y3.1 | Y3.2 | Y4.1 | Y4.2 | Y5.1 | Y5.2 | Y6.1 | Y25 | TOTAL |
| Y1.1 | Pearson Correlation | 1 | .855\*\* | .169 | -.051 | -.147 | .381\* | .017 | .279 | .293 | .422\* | .338 | .536\*\* | .463\*\* |
| Sig. (2-tailed) |  | .000 | .373 | .791 | .437 | .038 | .929 | .135 | .116 | .020 | .067 | .002 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | .855\*\* | 1 | .152 | -.103 | -.105 | .373\* | .077 | .300 | .283 | .622\*\* | .289 | .469\*\* | .485\*\* |
| Sig. (2-tailed) | .000 |  | .424 | .589 | .579 | .042 | .685 | .107 | .130 | .000 | .122 | .009 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2.1 | Pearson Correlation | .169 | .152 | 1 | .871\*\* | .296 | .087 | .120 | .177 | .216 | .275 | .432\* | .203 | .564\*\* |
| Sig. (2-tailed) | .373 | .424 |  | .000 | .113 | .649 | .529 | .350 | .252 | .142 | .017 | .283 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2.2 | Pearson Correlation | -.051 | -.103 | .871\*\* | 1 | .361\* | .058 | .050 | .127 | .163 | .086 | .366\* | .173 | .459\* |
| Sig. (2-tailed) | .791 | .589 | .000 |  | .050 | .759 | .795 | .503 | .388 | .651 | .046 | .360 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3.1 | Pearson Correlation | -.147 | -.105 | .296 | .361\* | 1 | .557\*\* | .680\*\* | .647\*\* | .613\*\* | .440\* | .207 | .145 | .659\*\* |
| Sig. (2-tailed) | .437 | .579 | .113 | .050 |  | .001 | .000 | .000 | .000 | .015 | .272 | .446 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3.2 | Pearson Correlation | .381\* | .373\* | .087 | .058 | .557\*\* | 1 | .488\*\* | .527\*\* | .716\*\* | .457\* | .425\* | .482\*\* | .704\*\* |
| Sig. (2-tailed) | .038 | .042 | .649 | .759 | .001 |  | .006 | .003 | .000 | .011 | .019 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4.1 | Pearson Correlation | .017 | .077 | .120 | .050 | .680\*\* | .488\*\* | 1 | .619\*\* | .715\*\* | .688\*\* | .233 | .164 | .664\*\* |
| Sig. (2-tailed) | .929 | .685 | .529 | .795 | .000 | .006 |  | .000 | .000 | .000 | .216 | .387 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4.2 | Pearson Correlation | .279 | .300 | .177 | .127 | .647\*\* | .527\*\* | .619\*\* | 1 | .738\*\* | .640\*\* | .225 | .275 | .739\*\* |
| Sig. (2-tailed) | .135 | .107 | .350 | .503 | .000 | .003 | .000 |  | .000 | .000 | .231 | .141 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5.1 | Pearson Correlation | .293 | .283 | .216 | .163 | .613\*\* | .716\*\* | .715\*\* | .738\*\* | 1 | .614\*\* | .456\* | .537\*\* | .836\*\* |
| Sig. (2-tailed) | .116 | .130 | .252 | .388 | .000 | .000 | .000 | .000 |  | .000 | .011 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5.2 | Pearson Correlation | .422\* | .622\*\* | .275 | .086 | .440\* | .457\* | .688\*\* | .640\*\* | .614\*\* | 1 | .377\* | .466\*\* | .787\*\* |
| Sig. (2-tailed) | .020 | .000 | .142 | .651 | .015 | .011 | .000 | .000 | .000 |  | .040 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6.1 | Pearson Correlation | .338 | .289 | .432\* | .366\* | .207 | .425\* | .233 | .225 | .456\* | .377\* | 1 | .679\*\* | .633\*\* |
| Sig. (2-tailed) | .067 | .122 | .017 | .046 | .272 | .019 | .216 | .231 | .011 | .040 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y25 | Pearson Correlation | .536\*\* | .469\*\* | .203 | .173 | .145 | .482\*\* | .164 | .275 | .537\*\* | .466\*\* | .679\*\* | 1 | .625\*\* |
| Sig. (2-tailed) | .002 | .009 | .283 | .360 | .446 | .007 | .387 | .141 | .002 | .010 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .463\*\* | .485\*\* | .564\*\* | .459\* | .659\*\* | .704\*\* | .664\*\* | .739\*\* | .836\*\* | .787\*\* | .633\*\* | .625\*\* | 1 |
| Sig. (2-tailed) | .010 | .007 | .001 | .011 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 8 Hasil Uji Validitas Gaji (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | TOTALX1 |
| X1.1 | Pearson Correlation | 1 | .732\*\* | .799\*\* | .694\*\* | .699\*\* | .657\*\* | .738\*\* | .650\*\* | .775\*\* | .499\*\* | .616\*\* | .400\* | .834\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .732\*\* | 1 | .752\*\* | .829\*\* | .704\*\* | .650\*\* | .637\*\* | .705\*\* | .716\*\* | .739\*\* | .690\*\* | .631\*\* | .886\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .799\*\* | .752\*\* | 1 | .768\*\* | .728\*\* | .690\*\* | .677\*\* | .566\*\* | .705\*\* | .400\* | .587\*\* | .307 | .810\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 | .028 | .001 | .099 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .694\*\* | .829\*\* | .768\*\* | 1 | .588\*\* | .555\*\* | .608\*\* | .789\*\* | .739\*\* | .505\*\* | .535\*\* | .545\*\* | .824\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .001 | .001 | .000 | .000 | .000 | .004 | .002 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .699\*\* | .704\*\* | .728\*\* | .588\*\* | 1 | .902\*\* | .735\*\* | .589\*\* | .748\*\* | .464\*\* | .586\*\* | .507\*\* | .830\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 |  | .000 | .000 | .001 | .000 | .010 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .657\*\* | .650\*\* | .690\*\* | .555\*\* | .902\*\* | 1 | .701\*\* | .577\*\* | .627\*\* | .502\*\* | .576\*\* | .551\*\* | .802\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 |  | .000 | .001 | .000 | .005 | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .738\*\* | .637\*\* | .677\*\* | .608\*\* | .735\*\* | .701\*\* | 1 | .690\*\* | .910\*\* | .669\*\* | .745\*\* | .616\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .650\*\* | .705\*\* | .566\*\* | .789\*\* | .589\*\* | .577\*\* | .690\*\* | 1 | .820\*\* | .657\*\* | .667\*\* | .803\*\* | .851\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .001 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .775\*\* | .716\*\* | .705\*\* | .739\*\* | .748\*\* | .627\*\* | .910\*\* | .820\*\* | 1 | .651\*\* | .740\*\* | .631\*\* | .908\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .499\*\* | .739\*\* | .400\* | .505\*\* | .464\*\* | .502\*\* | .669\*\* | .657\*\* | .651\*\* | 1 | .877\*\* | .783\*\* | .770\*\* |
| Sig. (2-tailed) | .005 | .000 | .028 | .004 | .010 | .005 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .616\*\* | .690\*\* | .587\*\* | .535\*\* | .586\*\* | .576\*\* | .745\*\* | .667\*\* | .740\*\* | .877\*\* | 1 | .723\*\* | .832\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .002 | .001 | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .400\* | .631\*\* | .307 | .545\*\* | .507\*\* | .551\*\* | .616\*\* | .803\*\* | .631\*\* | .783\*\* | .723\*\* | 1 | .743\*\* |
| Sig. (2-tailed) | .028 | .000 | .099 | .002 | .004 | .002 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTALX1 | Pearson Correlation | .834\*\* | .886\*\* | .810\*\* | .824\*\* | .830\*\* | .802\*\* | .872\*\* | .851\*\* | .908\*\* | .770\*\* | .832\*\* | .743\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 9 Hasil Uji Validitas Reward (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .286 | .497\*\* | .374\* | .441\* | .447\* | .297 | .217 | .534\*\* | .065 | .506\*\* | .365\* | .616\*\* |
| Sig. (2-tailed) |  | .125 | .005 | .042 | .015 | .013 | .110 | .250 | .002 | .732 | .004 | .047 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .286 | 1 | .146 | .575\*\* | .612\*\* | .454\* | .480\*\* | .349 | .340 | .274 | .417\* | .463\* | .637\*\* |
| Sig. (2-tailed) | .125 |  | .442 | .001 | .000 | .012 | .007 | .059 | .066 | .143 | .022 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .497\*\* | .146 | 1 | .346 | .266 | .173 | .391\* | .063 | .319 | .072 | .340 | .210 | .463\*\* |
| Sig. (2-tailed) | .005 | .442 |  | .061 | .155 | .361 | .033 | .742 | .086 | .706 | .066 | .266 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .374\* | .575\*\* | .346 | 1 | .603\*\* | .600\*\* | .540\*\* | .516\*\* | .468\*\* | .419\* | .568\*\* | .570\*\* | .785\*\* |
| Sig. (2-tailed) | .042 | .001 | .061 |  | .000 | .000 | .002 | .004 | .009 | .021 | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .441\* | .612\*\* | .266 | .603\*\* | 1 | .541\*\* | .535\*\* | .169 | .331 | .169 | .437\* | .345 | .644\*\* |
| Sig. (2-tailed) | .015 | .000 | .155 | .000 |  | .002 | .002 | .373 | .074 | .373 | .016 | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .447\* | .454\* | .173 | .600\*\* | .541\*\* | 1 | .522\*\* | .537\*\* | .534\*\* | .232 | .490\*\* | .450\* | .733\*\* |
| Sig. (2-tailed) | .013 | .012 | .361 | .000 | .002 |  | .003 | .002 | .002 | .217 | .006 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .297 | .480\*\* | .391\* | .540\*\* | .535\*\* | .522\*\* | 1 | .504\*\* | .490\*\* | .200 | .592\*\* | .544\*\* | .745\*\* |
| Sig. (2-tailed) | .110 | .007 | .033 | .002 | .002 | .003 |  | .004 | .006 | .289 | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .217 | .349 | .063 | .516\*\* | .169 | .537\*\* | .504\*\* | 1 | .686\*\* | .420\* | .437\* | .523\*\* | .673\*\* |
| Sig. (2-tailed) | .250 | .059 | .742 | .004 | .373 | .002 | .004 |  | .000 | .021 | .016 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .534\*\* | .340 | .319 | .468\*\* | .331 | .534\*\* | .490\*\* | .686\*\* | 1 | .391\* | .613\*\* | .482\*\* | .770\*\* |
| Sig. (2-tailed) | .002 | .066 | .086 | .009 | .074 | .002 | .006 | .000 |  | .033 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .065 | .274 | .072 | .419\* | .169 | .232 | .200 | .420\* | .391\* | 1 | .445\* | .640\*\* | .535\*\* |
| Sig. (2-tailed) | .732 | .143 | .706 | .021 | .373 | .217 | .289 | .021 | .033 |  | .014 | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .506\*\* | .417\* | .340 | .568\*\* | .437\* | .490\*\* | .592\*\* | .437\* | .613\*\* | .445\* | 1 | .704\*\* | .809\*\* |
| Sig. (2-tailed) | .004 | .022 | .066 | .001 | .016 | .006 | .001 | .016 | .000 | .014 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .365\* | .463\* | .210 | .570\*\* | .345 | .450\* | .544\*\* | .523\*\* | .482\*\* | .640\*\* | .704\*\* | 1 | .775\*\* |
| Sig. (2-tailed) | .047 | .010 | .266 | .001 | .062 | .013 | .002 | .003 | .007 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .616\*\* | .637\*\* | .463\*\* | .785\*\* | .644\*\* | .733\*\* | .745\*\* | .673\*\* | .770\*\* | .535\*\* | .809\*\* | .775\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .010 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 10 Hasil Uji Validitas Lingkungan Kerja Fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .775\*\* | .579\*\* | .539\*\* | .470\*\* | .726\*\* | .733\*\* | .337 | .471\*\* | .197 | .194 | .504\*\* | .350 | .508\*\* | .770\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .002 | .009 | .000 | .000 | .069 | .009 | .298 | .305 | .005 | .058 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .775\*\* | 1 | .448\* | .351 | .520\*\* | .629\*\* | .647\*\* | .315 | .575\*\* | .179 | .430\* | .521\*\* | .626\*\* | .670\*\* | .819\*\* |
| Sig. (2-tailed) | .000 |  | .013 | .057 | .003 | .000 | .000 | .090 | .001 | .344 | .018 | .003 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .579\*\* | .448\* | 1 | .859\*\* | .705\*\* | .359 | .409\* | .674\*\* | .315 | .034 | -.042 | .298 | .480\*\* | .345 | .663\*\* |
| Sig. (2-tailed) | .001 | .013 |  | .000 | .000 | .051 | .025 | .000 | .090 | .860 | .824 | .110 | .007 | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .539\*\* | .351 | .859\*\* | 1 | .679\*\* | .424\* | .382\* | .624\*\* | .246 | .050 | .001 | .270 | .345 | .207 | .602\*\* |
| Sig. (2-tailed) | .002 | .057 | .000 |  | .000 | .020 | .037 | .000 | .190 | .791 | .995 | .150 | .062 | .272 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .470\*\* | .520\*\* | .705\*\* | .679\*\* | 1 | .650\*\* | .417\* | .606\*\* | .520\*\* | .043 | .305 | .284 | .556\*\* | .280 | .735\*\* |
| Sig. (2-tailed) | .009 | .003 | .000 | .000 |  | .000 | .022 | .000 | .003 | .821 | .101 | .128 | .001 | .135 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .726\*\* | .629\*\* | .359 | .424\* | .650\*\* | 1 | .723\*\* | .307 | .492\*\* | .143 | .441\* | .355 | .352 | .389\* | .736\*\* |
| Sig. (2-tailed) | .000 | .000 | .051 | .020 | .000 |  | .000 | .099 | .006 | .449 | .015 | .054 | .056 | .034 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .733\*\* | .647\*\* | .409\* | .382\* | .417\* | .723\*\* | 1 | .327 | .403\* | -.021 | .280 | .276 | .205 | .451\* | .654\*\* |
| Sig. (2-tailed) | .000 | .000 | .025 | .037 | .022 | .000 |  | .078 | .027 | .913 | .133 | .139 | .278 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .337 | .315 | .674\*\* | .624\*\* | .606\*\* | .307 | .327 | 1 | .533\*\* | .198 | .110 | .255 | .525\*\* | .499\*\* | .688\*\* |
| Sig. (2-tailed) | .069 | .090 | .000 | .000 | .000 | .099 | .078 |  | .002 | .294 | .563 | .174 | .003 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .471\*\* | .575\*\* | .315 | .246 | .520\*\* | .492\*\* | .403\* | .533\*\* | 1 | .166 | .437\* | .412\* | .547\*\* | .631\*\* | .748\*\* |
| Sig. (2-tailed) | .009 | .001 | .090 | .190 | .003 | .006 | .027 | .002 |  | .379 | .016 | .024 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .197 | .179 | .034 | .050 | .043 | .143 | -.021 | .198 | .166 | 1 | .276 | .594\*\* | .238 | .321 | .366\* |
| Sig. (2-tailed) | .298 | .344 | .860 | .791 | .821 | .449 | .913 | .294 | .379 |  | .139 | .001 | .206 | .084 | .047 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .194 | .430\* | -.042 | .001 | .305 | .441\* | .280 | .110 | .437\* | .276 | 1 | .103 | .330 | .291 | .465\*\* |
| Sig. (2-tailed) | .305 | .018 | .824 | .995 | .101 | .015 | .133 | .563 | .016 | .139 |  | .587 | .075 | .118 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .504\*\* | .521\*\* | .298 | .270 | .284 | .355 | .276 | .255 | .412\* | .594\*\* | .103 | 1 | .407\* | .477\*\* | .600\*\* |
| Sig. (2-tailed) | .005 | .003 | .110 | .150 | .128 | .054 | .139 | .174 | .024 | .001 | .587 |  | .026 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | .350 | .626\*\* | .480\*\* | .345 | .556\*\* | .352 | .205 | .525\*\* | .547\*\* | .238 | .330 | .407\* | 1 | .689\*\* | .726\*\* |
| Sig. (2-tailed) | .058 | .000 | .007 | .062 | .001 | .056 | .278 | .003 | .002 | .206 | .075 | .026 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .508\*\* | .670\*\* | .345 | .207 | .280 | .389\* | .451\* | .499\*\* | .631\*\* | .321 | .291 | .477\*\* | .689\*\* | 1 | .753\*\* |
| Sig. (2-tailed) | .004 | .000 | .062 | .272 | .135 | .034 | .012 | .005 | .000 | .084 | .118 | .008 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .770\*\* | .819\*\* | .663\*\* | .602\*\* | .735\*\* | .736\*\* | .654\*\* | .688\*\* | .748\*\* | .366\* | .465\*\* | .600\*\* | .726\*\* | .753\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .047 | .010 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |

**Lampiran 11 Hasil Uji Reliabilitas Kepuasan Kerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .756 | 13 |

**Lampiran 12 Hasil Uji Reliabilitas Gaji (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .780 | 13 |

**Lampiran 13 Hasil Uji Reliabilitas Reward (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .764 | 13 |

**Lampiran 14 Hasil Uji Reliabilitas Lingkungan Kerja Fisik (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .749 | 15 |

**Lampiran 15 Analisis Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kepuasan Kerja | 40 | 33.55 | 56.90 | 47.5000 | 5.06575 |
| Gaji | 40 | 12.00 | 59.00 | 42.8500 | 8.76926 |
| Reward | 40 | 24.00 | 59.00 | 45.4250 | 8.25518 |
| Ling Kerja Fisik | 40 | 32.00 | 67.00 | 52.9500 | 8.29257 |
| Valid N (listwise) | 40 |  |  |  |  |

**Lampiran 16 Transformasi Data**

1. **Metode Suksesif Interval Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 2.464 | 2.422 | 3.669 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 4.170 | 3.338 | 3.473 | 2.708 | 3.272 | 3.580 | 3.445 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 2.708 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 3.826 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 3.669 | 3.272 | 1.000 | 1.000 |
| 2.502 | 2.468 | 2.927 | 1.000 | 2.571 | 2.821 | 2.464 | 2.422 | 2.708 | 2.237 | 2.269 | 2.132 |
| 1.000 | 1.000 | 3.826 | 1.000 | 1.000 | 1.000 | 1.676 | 1.676 | 2.708 | 1.000 | 1.000 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 4.170 | 3.338 | 3.473 | 3.669 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 3.669 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 3.826 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 3.669 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 4.170 | 3.338 | 3.473 | 3.669 | 4.445 | 3.580 | 3.445 |
| 2.502 | 2.468 | 1.884 | 2.472 | 2.571 | 2.821 | 4.445 | 3.473 | 4.738 | 4.445 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 4.445 | 3.473 | 3.669 | 3.272 | 3.580 | 3.445 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 4.170 | 2.464 | 3.473 | 2.708 | 2.237 | 1.000 | 2.132 |
| 2.502 | 3.918 | 3.826 | 2.472 | 2.571 | 4.170 | 2.464 | 2.422 | 2.708 | 2.237 | 3.580 | 3.445 |
| 3.980 | 3.918 | 3.826 | 3.954 | 4.088 | 4.170 | 4.445 | 3.473 | 3.669 | 3.272 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 2.464 | 1.676 | 3.669 | 2.237 | 2.269 | 3.445 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 4.445 | 4.738 | 4.738 | 4.445 | 3.580 | 3.445 |
| 1.000 | 1.000 | 2.927 | 1.000 | 2.571 | 1.762 | 2.464 | 2.422 | 2.708 | 2.237 | 2.269 | 2.132 |
| 3.980 | 3.918 | 4.617 | 3.954 | 4.088 | 4.170 | 4.445 | 4.738 | 3.669 | 4.445 | 3.580 | 3.445 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 1.762 | 2.464 | 2.422 | 2.708 | 2.237 | 2.269 | 3.445 |
| 3.980 | 3.918 | 3.826 | 2.472 | 4.088 | 4.170 | 3.338 | 3.473 | 4.738 | 4.445 | 2.269 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 3.669 | 3.272 | 1.000 | 1.000 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 4.445 | 3.473 | 4.738 | 4.445 | 3.580 | 3.445 |
| 2.502 | 2.468 | 4.617 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 2.708 | 3.272 | 3.580 | 1.000 |
| 1.000 | 1.000 | 2.927 | 1.000 | 1.000 | 1.762 | 1.000 | 1.000 | 1.000 | 2.237 | 3.580 | 3.445 |
| 2.502 | 2.468 | 1.000 | 2.472 | 2.571 | 2.821 | 3.338 | 3.473 | 3.669 | 3.272 | 2.269 | 3.445 |
| 2.502 | 2.468 | 1.884 | 1.000 | 2.571 | 2.821 | 3.338 | 2.422 | 2.708 | 3.272 | 1.000 | 2.132 |
| 2.502 | 2.468 | 2.927 | 2.472 | 2.571 | 2.821 | 3.338 | 2.422 | 1.777 | 3.272 | 2.269 | 2.132 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 4.170 | 2.464 | 3.473 | 2.708 | 2.237 | 1.000 | 1.000 |
| 3.980 | 3.918 | 4.617 | 3.954 | 4.088 | 2.821 | 4.445 | 4.738 | 4.738 | 4.445 | 3.580 | 3.445 |
| 2.502 | 2.468 | 1.884 | 2.472 | 2.571 | 2.821 | 2.464 | 2.422 | 2.708 | 3.272 | 2.269 | 3.445 |
| 3.980 | 3.918 | 4.617 | 3.954 | 4.088 | 4.170 | 3.338 | 3.473 | 3.669 | 3.272 | 3.580 | 3.445 |
| 3.980 | 3.918 | 4.617 | 3.954 | 4.088 | 4.170 | 4.445 | 4.738 | 4.738 | 4.445 | 2.269 | 3.445 |
| 2.502 | 2.468 | 4.617 | 2.472 | 2.571 | 2.821 | 2.464 | 3.473 | 2.708 | 2.237 | 2.269 | 3.445 |
| 3.980 | 3.918 | 2.927 | 3.954 | 4.088 | 4.170 | 4.445 | 4.738 | 4.738 | 4.445 | 3.580 | 3.445 |
| 2.502 | 2.468 | 1.884 | 1.000 | 2.571 | 1.000 | 4.445 | 4.738 | 1.777 | 4.445 | 1.000 | 1.000 |
| 1.000 | 1.000 | 1.884 | 1.000 | 1.000 | 1.762 | 1.676 | 2.422 | 1.777 | 2.237 | 2.269 | 3.445 |
| 3.980 | 3.918 | 2.927 | 2.472 | 4.088 | 2.821 | 4.445 | 4.738 | 4.738 | 4.445 | 2.269 | 3.445 |
| 2.502 | 2.468 | 1.884 | 2.472 | 2.571 | 4.170 | 4.445 | 3.473 | 2.708 | 4.445 | 2.269 | 2.132 |
| 3.980 | 3.918 | 2.927 | 2.472 | 4.088 | 2.821 | 4.445 | 4.738 | 3.669 | 4.445 | 3.580 | 3.445 |

1. **Metode Suksesif Interval Gaji (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** |
| 4.738 | 4.818 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 2.768 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 3.669 | 3.587 | 3.469 | 3.668 | 3.338 | 2.360 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 2.660 | 3.587 | 2.433 | 2.504 | 3.338 | 2.360 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 3.669 | 3.587 | 3.469 | 3.668 | 2.231 | 3.584 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 2.660 | 3.587 | 2.433 | 3.668 | 2.231 | 2.360 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 2.708 | 2.752 | 3.778 | 2.660 | 2.672 | 2.768 |
| 3.669 | 3.587 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 3.669 | 2.421 | 3.469 | 2.504 | 3.338 | 3.584 | 5.093 | 5.401 | 4.892 | 4.985 | 4.985 | 5.401 |
| 2.660 | 2.421 | 2.433 | 2.504 | 2.231 | 2.360 | 3.827 | 2.752 | 2.744 | 3.785 | 3.751 | 4.032 |
| 4.738 | 3.587 | 4.617 | 3.668 | 4.738 | 3.584 | 5.093 | 4.069 | 4.892 | 3.785 | 4.985 | 4.032 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 3.827 | 2.752 | 3.778 | 3.785 | 3.751 | 4.032 |
| 3.669 | 3.587 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 4.069 | 4.892 | 4.985 | 2.672 | 2.768 |
| 3.669 | 3.587 | 4.617 | 4.950 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 3.669 | 2.421 | 3.469 | 2.504 | 3.338 | 3.584 | 3.827 | 2.752 | 3.778 | 3.785 | 3.751 | 4.032 |
| 2.660 | 2.421 | 2.433 | 2.504 | 3.338 | 2.360 | 2.708 | 2.752 | 2.744 | 2.660 | 3.751 | 2.768 |
| 3.669 | 3.587 | 3.469 | 3.668 | 4.738 | 4.985 | 3.827 | 4.069 | 4.892 | 4.985 | 3.751 | 4.032 |
| 2.660 | 2.421 | 2.433 | 2.504 | 2.231 | 2.360 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 4.738 | 4.818 | 3.469 | 3.668 | 4.738 | 4.985 | 3.827 | 4.069 | 2.744 | 4.985 | 4.985 | 4.032 |
| 3.669 | 2.421 | 2.433 | 2.504 | 3.338 | 2.360 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 3.669 | 2.421 | 4.617 | 2.504 | 3.338 | 2.360 | 3.827 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 2.660 | 3.587 | 3.469 | 3.668 | 4.738 | 3.584 | 2.708 | 4.069 | 3.778 | 3.785 | 4.985 | 4.032 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 2.660 | 1.000 | 1.000 | 1.000 | 2.231 | 2.360 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 2.660 | 2.421 | 2.433 | 3.668 | 1.676 | 2.360 | 1.777 | 2.752 | 1.777 | 1.676 | 1.777 | 1.676 |
| 1.676 | 2.421 | 1.615 | 2.504 | 1.676 | 1.550 | 1.777 | 2.752 | 1.777 | 2.660 | 1.777 | 2.768 |
| 3.669 | 3.587 | 3.469 | 1.615 | 4.738 | 4.985 | 2.708 | 2.752 | 2.744 | 2.660 | 2.672 | 2.768 |
| 4.738 | 4.818 | 3.469 | 4.950 | 4.738 | 4.985 | 5.093 | 5.401 | 4.892 | 4.985 | 4.985 | 5.401 |
| 3.669 | 2.421 | 3.469 | 2.504 | 3.338 | 3.584 | 3.827 | 2.752 | 2.744 | 2.660 | 3.751 | 4.032 |
| 4.738 | 3.587 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 2.752 | 3.778 | 3.785 | 3.751 | 2.768 |
| 4.738 | 3.587 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 4.738 | 4.818 | 4.617 | 4.950 | 3.338 | 3.584 | 2.708 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 2.660 | 3.587 | 2.433 | 3.668 | 3.338 | 3.584 | 2.708 | 4.069 | 2.744 | 3.785 | 2.672 | 4.032 |
| 1.676 | 1.526 | 1.615 | 1.615 | 3.338 | 3.584 | 1.777 | 1.550 | 1.777 | 1.676 | 1.777 | 1.676 |
| 2.660 | 3.587 | 3.469 | 3.668 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 3.669 | 2.421 | 2.433 | 2.504 | 3.338 | 3.584 | 3.827 | 4.069 | 3.778 | 3.785 | 3.751 | 4.032 |
| 3.669 | 3.587 | 4.617 | 3.668 | 4.738 | 3.584 | 3.827 | 2.752 | 3.778 | 2.660 | 3.751 | 2.768 |
| 4.738 | 3.587 | 4.617 | 3.668 | 4.738 | 4.985 | 5.093 | 4.069 | 4.892 | 3.785 | 3.751 | 2.768 |

1. **Metode Suksesif Interval *Reward* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** |
| 2.369 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 2.433 | 3.261 | 3.218 | 2.348 | 3.194 | 2.433 |
| 2.369 | 3.063 | 2.623 | 3.479 | 2.814 | 3.304 | 2.433 | 2.267 | 2.345 | 2.348 | 3.194 | 3.469 |
| 1.000 | 1.000 | 2.623 | 2.185 | 1.777 | 3.304 | 3.431 | 3.261 | 2.345 | 2.348 | 3.194 | 2.433 |
| 2.369 | 3.063 | 2.623 | 2.185 | 2.814 | 2.185 | 2.433 | 2.267 | 3.218 | 2.348 | 2.377 | 2.433 |
| 2.369 | 1.990 | 2.623 | 3.479 | 2.814 | 3.304 | 2.433 | 3.261 | 2.345 | 2.348 | 3.194 | 2.433 |
| 2.369 | 1.990 | 1.676 | 2.185 | 4.176 | 2.185 | 1.615 | 1.000 | 1.000 | 2.348 | 2.377 | 3.469 |
| 3.821 | 3.063 | 3.751 | 3.479 | 4.176 | 2.185 | 3.431 | 2.267 | 2.345 | 2.348 | 2.377 | 3.469 |
| 2.369 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 2.267 | 2.345 | 2.348 | 2.377 | 2.433 |
| 2.369 | 1.000 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 2.345 | 2.348 | 3.194 | 2.433 |
| 3.821 | 4.334 | 3.751 | 3.479 | 4.176 | 3.304 | 3.431 | 4.442 | 2.345 | 2.348 | 4.334 | 3.469 |
| 3.821 | 4.334 | 2.623 | 3.479 | 4.176 | 3.304 | 3.431 | 3.261 | 3.218 | 3.339 | 3.194 | 3.469 |
| 3.821 | 3.063 | 4.985 | 4.892 | 4.176 | 3.304 | 4.536 | 3.261 | 4.287 | 3.339 | 4.334 | 3.469 |
| 3.821 | 4.334 | 3.751 | 3.479 | 2.814 | 3.304 | 2.433 | 2.267 | 2.345 | 2.348 | 3.194 | 2.433 |
| 3.821 | 3.063 | 2.623 | 3.479 | 4.176 | 3.304 | 2.433 | 2.267 | 2.345 | 2.348 | 3.194 | 2.433 |
| 3.821 | 4.334 | 4.985 | 4.892 | 4.176 | 4.551 | 4.536 | 4.442 | 4.287 | 4.402 | 4.334 | 3.469 |
| 2.369 | 3.063 | 2.623 | 2.185 | 1.777 | 2.185 | 2.433 | 2.267 | 3.218 | 3.339 | 2.377 | 2.433 |
| 3.821 | 4.334 | 3.751 | 4.892 | 4.176 | 4.551 | 3.431 | 4.442 | 3.218 | 3.339 | 4.334 | 4.617 |
| 2.369 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 3.218 | 3.339 | 2.377 | 3.469 |
| 3.821 | 4.334 | 3.751 | 4.892 | 2.814 | 4.551 | 3.431 | 3.261 | 4.287 | 4.402 | 4.334 | 4.617 |
| 1.000 | 1.990 | 2.623 | 2.185 | 1.777 | 2.185 | 2.433 | 2.267 | 2.345 | 2.348 | 2.377 | 2.433 |
| 3.821 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 2.267 | 4.287 | 4.402 | 3.194 | 3.469 |
| 3.821 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 3.218 | 3.339 | 3.194 | 3.469 |
| 2.369 | 3.063 | 3.751 | 3.479 | 4.176 | 4.551 | 3.431 | 3.261 | 3.218 | 3.339 | 3.194 | 3.469 |
| 2.369 | 3.063 | 2.623 | 3.479 | 4.176 | 4.551 | 4.536 | 4.442 | 4.287 | 3.339 | 3.194 | 3.469 |
| 3.821 | 4.334 | 2.623 | 2.185 | 4.176 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 2.369 | 3.063 | 1.000 | 1.000 | 2.814 | 2.185 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 2.369 | 1.990 | 2.623 | 2.185 | 1.000 | 2.185 | 1.615 | 1.601 | 1.666 | 1.000 | 1.762 | 2.433 |
| 2.369 | 3.063 | 3.751 | 2.185 | 2.814 | 2.185 | 2.433 | 1.601 | 1.666 | 1.602 | 1.762 | 1.615 |
| 3.821 | 1.990 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 2.345 | 2.348 | 4.334 | 4.617 |
| 3.821 | 1.990 | 4.985 | 4.892 | 4.176 | 4.551 | 4.536 | 4.442 | 4.287 | 4.402 | 4.334 | 4.617 |
| 3.821 | 4.334 | 3.751 | 3.479 | 4.176 | 4.551 | 2.433 | 2.267 | 3.218 | 3.339 | 3.194 | 3.469 |
| 3.821 | 4.334 | 2.623 | 3.479 | 4.176 | 4.551 | 2.433 | 3.261 | 3.218 | 3.339 | 4.334 | 3.469 |
| 2.369 | 3.063 | 3.751 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 3.218 | 3.339 | 3.194 | 3.469 |
| 3.821 | 1.990 | 3.751 | 3.479 | 4.176 | 4.551 | 4.536 | 3.261 | 4.287 | 1.000 | 4.334 | 2.433 |
| 3.821 | 3.063 | 3.751 | 3.479 | 4.176 | 3.304 | 2.433 | 3.261 | 3.218 | 1.602 | 1.762 | 2.433 |
| 2.369 | 3.063 | 1.676 | 3.479 | 2.814 | 3.304 | 3.431 | 3.261 | 3.218 | 3.339 | 3.194 | 4.617 |
| 2.369 | 1.990 | 2.623 | 2.185 | 2.814 | 2.185 | 2.433 | 3.261 | 1.666 | 2.348 | 1.762 | 1.615 |
| 3.821 | 3.063 | 4.985 | 4.892 | 4.176 | 4.551 | 4.536 | 4.442 | 4.287 | 4.402 | 4.334 | 4.617 |
| 3.821 | 3.063 | 4.985 | 3.479 | 4.176 | 3.304 | 4.536 | 2.267 | 3.218 | 3.339 | 3.194 | 3.469 |
| 3.821 | 4.334 | 2.623 | 3.479 | 4.176 | 4.551 | 2.433 | 2.267 | 2.345 | 2.348 | 2.377 | 2.433 |

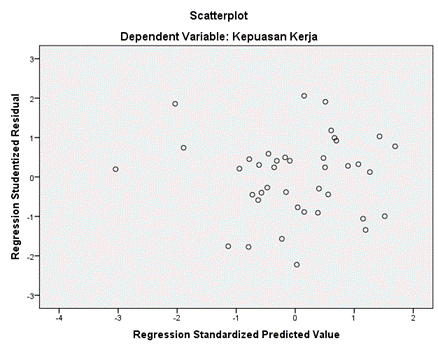
1. **Metode Suksesif Interval Lingkungan Kerja Fisik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** |
| 2.009 | 3.461 | 2.426 | 2.426 | 2.027 | 2.823 | 4.445 | 4.396 | 3.083 | 2.426 | 4.228 | 2.426 | 2.412 | 2.773 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 4.445 | 4.396 | 2.466 | 2.426 | 2.626 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 1.000 | 1.000 | 2.027 | 2.823 | 3.239 | 2.185 | 1.927 | 1.000 | 1.894 | 1.000 | 1.000 | 2.038 |
| 2.009 | 2.283 | 1.000 | 1.000 | 1.000 | 2.823 | 4.445 | 4.396 | 1.927 | 1.000 | 2.626 | 1.000 | 1.000 | 3.861 |
| 3.268 | 2.283 | 1.000 | 1.000 | 1.000 | 1.864 | 2.265 | 2.185 | 4.159 | 1.000 | 2.626 | 1.000 | 1.000 | 2.038 |
| 2.009 | 2.283 | 1.000 | 1.000 | 2.027 | 2.823 | 2.265 | 2.185 | 4.159 | 1.000 | 2.626 | 1.000 | 1.000 | 2.038 |
| 4.671 | 4.950 | 2.426 | 2.426 | 2.027 | 2.823 | 3.239 | 3.206 | 1.927 | 2.426 | 1.894 | 2.426 | 2.412 | 2.038 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.027 | 2.823 | 3.239 | 3.206 | 3.083 | 2.426 | 1.894 | 2.426 | 2.412 | 2.038 |
| 2.009 | 1.615 | 1.000 | 1.000 | 1.000 | 1.864 | 3.239 | 3.206 | 1.927 | 1.000 | 3.326 | 1.000 | 1.000 | 2.773 |
| 3.268 | 1.615 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 3.083 | 2.426 | 1.894 | 2.426 | 2.412 | 2.038 |
| 3.268 | 2.283 | 1.000 | 1.000 | 2.027 | 2.823 | 2.265 | 2.185 | 4.159 | 1.000 | 4.228 | 1.000 | 2.412 | 2.038 |
| 4.671 | 3.461 | 3.860 | 3.860 | 3.918 | 3.811 | 4.445 | 3.206 | 4.159 | 3.860 | 4.228 | 3.860 | 3.825 | 2.773 |
| 4.671 | 3.461 | 2.426 | 2.426 | 2.875 | 2.823 | 1.550 | 2.185 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 3.861 |
| 4.671 | 3.461 | 2.426 | 2.426 | 3.918 | 2.823 | 3.239 | 3.206 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 2.823 | 2.265 | 1.000 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 2.773 |
| 3.268 | 2.283 | 2.426 | 2.426 | 3.918 | 3.811 | 4.445 | 4.396 | 4.159 | 2.426 | 3.326 | 2.426 | 2.412 | 3.861 |
| 3.268 | 2.283 | 2.426 | 2.426 | 1.000 | 1.864 | 2.265 | 2.185 | 4.159 | 2.426 | 4.228 | 2.426 | 2.412 | 2.773 |
| 3.268 | 3.461 | 3.860 | 3.860 | 2.875 | 3.811 | 4.445 | 4.396 | 4.159 | 3.860 | 4.228 | 2.426 | 3.825 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 2.466 | 2.426 | 2.626 | 2.426 | 2.412 | 3.861 |
| 4.671 | 3.461 | 3.860 | 3.860 | 3.918 | 4.892 | 3.239 | 3.206 | 4.159 | 3.860 | 3.326 | 3.860 | 3.825 | 3.861 |
| 3.268 | 3.461 | 1.000 | 1.000 | 2.027 | 2.823 | 2.265 | 2.185 | 2.466 | 1.000 | 2.626 | 1.000 | 1.000 | 3.861 |
| 4.671 | 4.950 | 2.426 | 2.426 | 3.918 | 4.892 | 4.445 | 4.396 | 1.927 | 2.426 | 2.626 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 3.860 | 3.860 | 3.918 | 4.892 | 3.239 | 4.396 | 3.083 | 3.860 | 4.228 | 3.860 | 3.825 | 3.861 |
| 1.000 | 1.000 | 1.000 | 1.000 | 3.918 | 1.000 | 1.000 | 4.396 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 3.268 | 1.000 | 1.000 | 1.000 | 2.875 | 4.892 | 4.445 | 3.206 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 3.268 | 2.283 | 1.000 | 1.000 | 1.000 | 1.864 | 3.239 | 2.185 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.038 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 3.083 | 2.426 | 1.894 | 2.426 | 2.412 | 2.773 |
| 2.009 | 2.283 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 3.083 | 2.426 | 2.626 | 2.426 | 2.412 | 2.038 |
| 4.671 | 3.461 | 2.426 | 2.426 | 3.918 | 4.892 | 4.445 | 4.396 | 4.159 | 2.426 | 1.894 | 3.860 | 3.825 | 3.861 |
| 4.671 | 2.283 | 2.426 | 2.426 | 2.027 | 2.823 | 2.265 | 4.396 | 3.083 | 2.426 | 1.000 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.027 | 2.823 | 4.445 | 4.396 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 3.083 | 2.426 | 3.326 | 2.426 | 2.412 | 2.773 |
| 4.671 | 4.950 | 3.860 | 3.860 | 3.918 | 4.892 | 4.445 | 4.396 | 3.083 | 3.860 | 2.626 | 3.860 | 3.825 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 3.239 | 3.206 | 2.466 | 2.426 | 4.228 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.027 | 3.811 | 3.239 | 3.206 | 1.927 | 2.426 | 1.894 | 2.426 | 2.412 | 2.773 |
| 2.009 | 2.283 | 1.000 | 1.000 | 2.027 | 2.823 | 2.265 | 2.185 | 1.927 | 1.000 | 1.894 | 1.000 | 1.000 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.027 | 3.811 | 3.239 | 3.206 | 1.927 | 2.426 | 2.626 | 2.426 | 2.412 | 3.861 |
| 3.268 | 3.461 | 2.426 | 2.426 | 2.875 | 3.811 | 4.445 | 4.396 | 2.466 | 2.426 | 2.626 | 2.426 | 2.412 | 2.773 |
| 3.268 | 3.461 | 2.426 | 2.426 | 3.918 | 2.823 | 4.445 | 4.396 | 4.159 | 2.426 | 2.626 | 2.426 | 2.412 | 3.861 |

**Lampiran 17 Hasil Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 40 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 4.67534054 |
| Most Extreme Differences | Absolute | .123 |
| Positive | .062 |
| Negative | -.123 |
| Test Statistic | | .123 |
| Asymp. Sig. (2-tailed) | | .127c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**Lampiran 18 Hasil Uji Heteroskedasitas Dengan Grafik Scatterplot**



**Lampiran 19 Hasil Uji multikolinieritas**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 17.761 | 5.160 |  | 3.442 | .001 |  |  |
| Gaji | .188 | .131 | .249 | 1.435 | .160 | .460 | 2.173 |
| Reward | .200 | .149 | .249 | 1.338 | .189 | .401 | 2.494 |
| Lingkungan Kerja Fisik | .238 | .140 | .298 | 1.706 | .097 | .453 | 2.209 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | | |

**Lampiran 20 Hasil Uji Parsial t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17.761 | 2.115 |  | 8.396 | .000 |
| Gaji | .188 | .054 | .325 | 3.501 | .001 |
| Reward | .200 | .061 | .325 | 3.264 | .002 |
| Ling Kerja Fisik | .238 | .057 | .390 | 4.162 | .000 |
| a. Dependent Variable: Y1 | | | | | | |

**Lampiran 21 Hasil Uji Simultan F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 857.506 | 3 | 285.835 | 71.806 | .000b |
| Residual | 143.304 | 36 | 3.981 |  |  |
| Total | 1000.811 | 39 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Ling Kerja Fisik, Gaji, Reward | | | | | | |

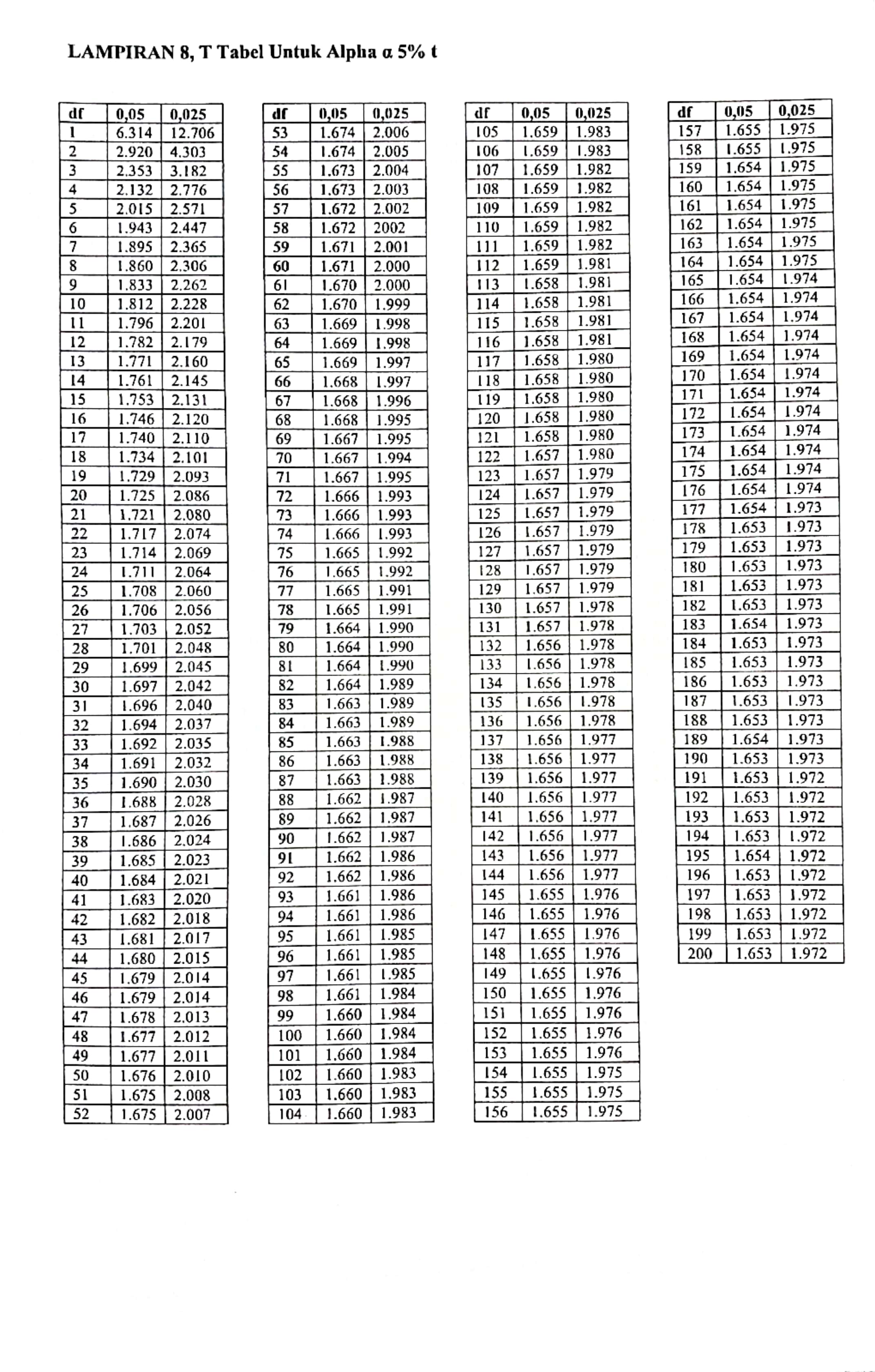
**Lampiran 22 Hasil Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17.761 | 2.115 |  | 8.396 | .000 |
| Gaji | .188 | .054 | .325 | 3.501 | .001 |
| Reward | .200 | .061 | .325 | 3.264 | .002 |
| Ling Kerja Fisik | .238 | .057 | .390 | 4.162 | .000 |
| a. Dependent Variable: Y1 | | | | | | |

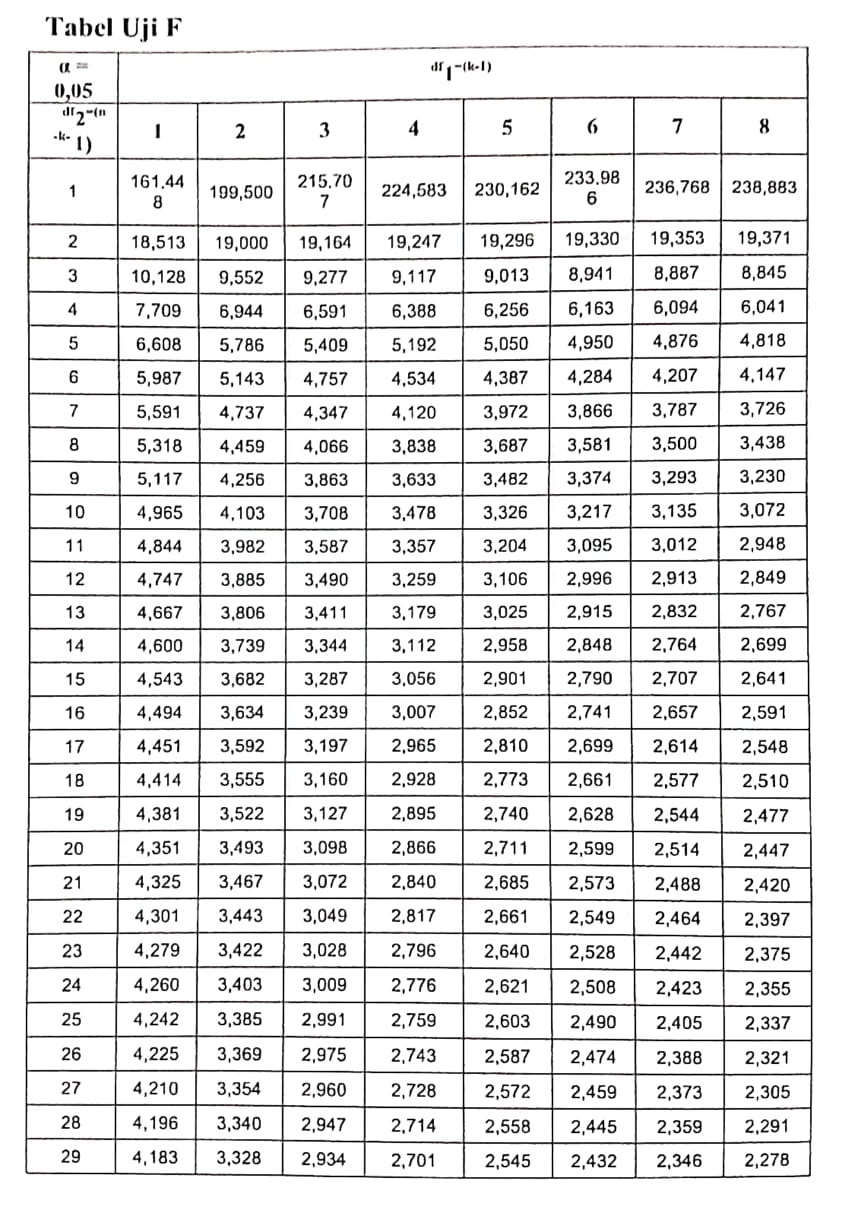
**Lampiran 23 Hasil Uji Koefisien Determinan**

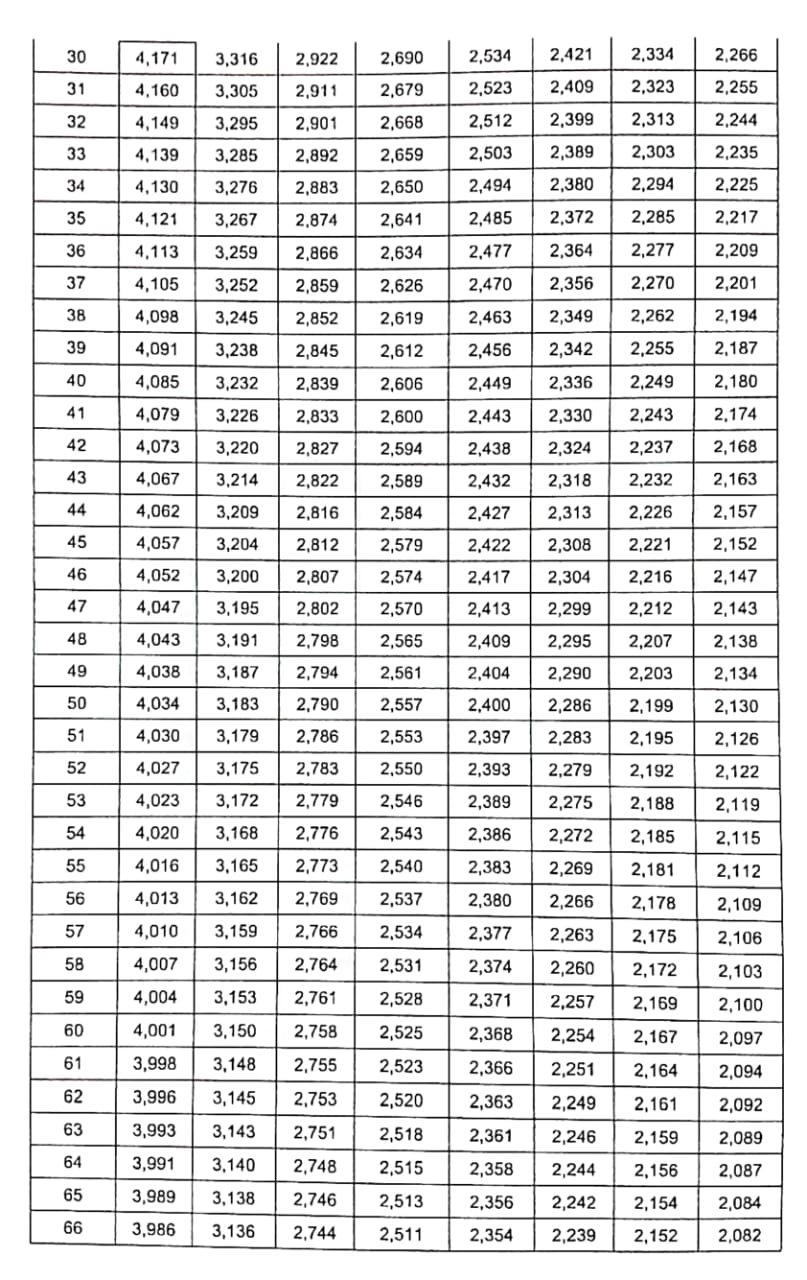
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .926a | .857 | .845 | 1.99516 |
| a. Predictors: (Constant), Ling Kerja Fisik, Gaji, Reward | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | |

**Lampiran 24 t Tabel Untuk Alpha 5%**

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**Lampiran 25 Tabel F Hitung**

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