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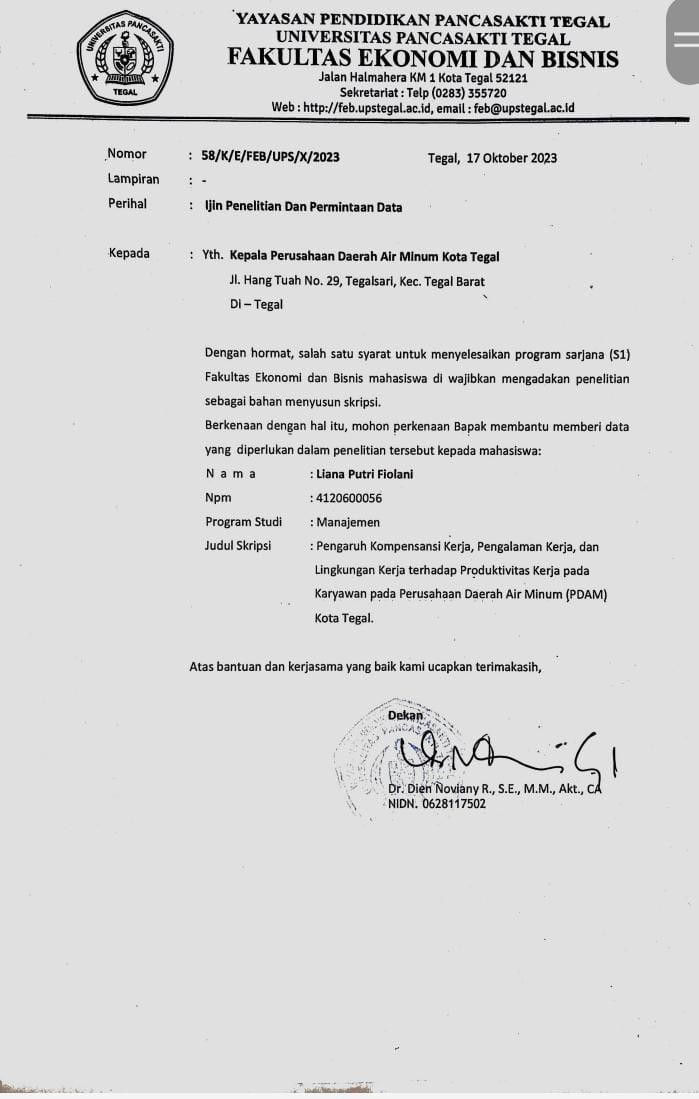
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**LAMPIRAN**

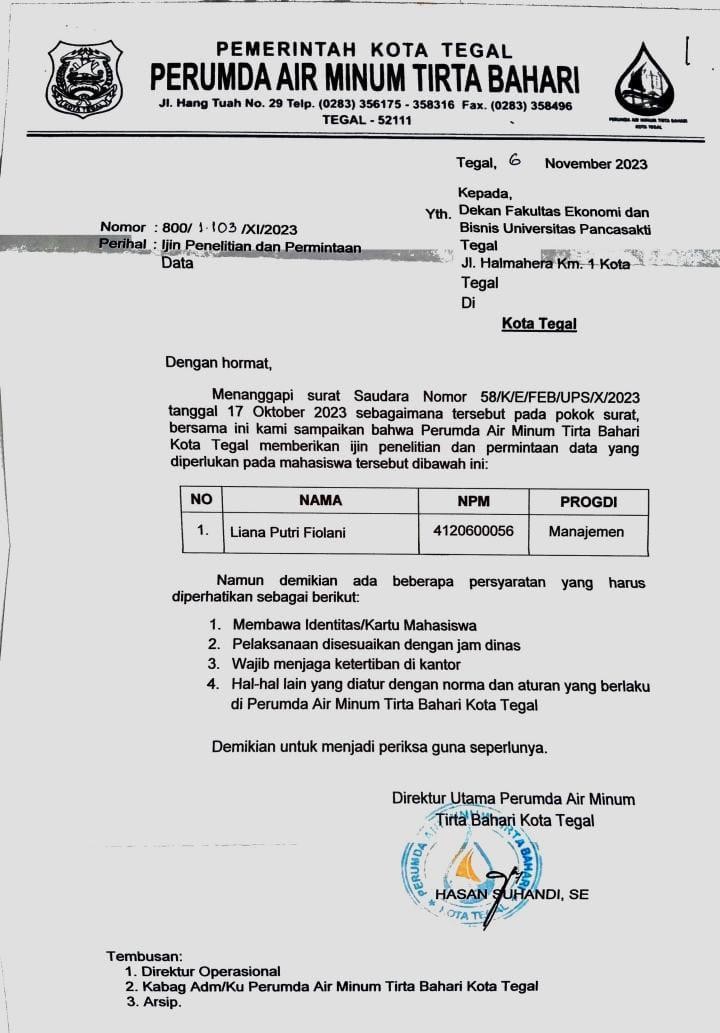
**Lampiran 1**

**Surat Izin Penelitian dari Fakultas Ekonomi dan Bisnis**



**Lampiran 2**

**Surat Balasan Penelitian di PDAM Kota Tegal**



**Lampiran 3**

**Data Karyawan Bagian Teknik**

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Nama | Jenis Karyawan | Bagian |
| 1. | Agus Waluyo | Tetap | Staf Transmisi & Distribusi |
| 2. | Budi Hartono | Tetap | Staf Transmisi & Distribusi |
| 3. | Imron | Tetap | Staf Transmisi & Distribusi |
| 4. | Maman Suherman | Tetap | Staf Transmisi & Distribusi |
| 5. | Moh. Solikhin | Tetap | Staf Transmisi & Distribusi |
| 6. | Muh. Fikri Robbani | Tetap | Staf Transmisi & Distribusi |
| 7. | Prayitno | Tetap | Staf Transmisi & Distribusi |
| 8. | Sodikin | Tetap | Staf Transmisi & Distribusi |
| 9. | Suhandi | Tetap | Staf Transmisi & Distribusi |
| 10 | Trias Budiarto, SE | Tetap | Staf Transmisi & Distribusi |
| 11. | Umbar Taat | Tetap | Staf Transmisi & Distribusi |
| 12. | Hendra Zein Alhadad, SE | Tetap | Staf Transmisi & Distribusi |
| 13. | Nurita Budi Pratiwi, SE | Tetap | Staf Transmisi & Distribusi |
| 14. | Khizazi | Tetap | Staf Transmisi & Distribusi |
| 15 | Rizki Yuniar Rosiani, S.H | Tetap | Staf Transmisi & Distribusi |
| 16. | Ahmad Ully Fahmi, S.Pd | Tetap | Staf Transmisi & Distribusi |
| 17. | Brian Fariz Maulana, S.Kom | Tetap | Staf Transmisi & Distribusi |
| 18. | Abdillah Akhmad | Tetap | Staf Perencana & Pengawasan |
| 19. | Ihza Wahyu Pradita, A.Md | Tetap | Staf Perencana & Pengawasan |
| 20. | Eko Doni Irawan | Tetap | Staf Peralatan & Bangunan |
| 21. | Endang Legowati | Tetap | Staf Peralatan & Bangunan |
| 22. | Hayatunisah | Tetap | Staf Peralatan & Bangunan |
| 23. | Aditya Wiyono | Tetap | Staf Peralatan & Bangunan |
| 24. | Wahyuddin | Tetap | Staf Peralatan & Bangunan |
| 25. | Budiman | Tetap | Staf Sumber |
| 26. | Mutaufik | Tetap | Staf Sumber |
| 27. | Rastono | Tetap | Staf Sumber |
| 28. | Riyanto | Tetap | Staf Sumber |
| 29. | Muhammad Jenudin | Tetap | Staf Sumber |
| 30. | Sigit Pri Hastanto, ST | Tetap | Staf Sumber |
| 31. | Agus Setiawan | Kontrak | Staf Transmisi & Distribusi |
| 32. | Aji Rifqi Yafis | Kontrak | Staf Transmisi & Distribusi |
| 33. | Mukhamad Apip | Kontrak | Staf Transmisi & Distribusi |
| 34. | Khoerul Fikri | Kontrak | Staf Transmisi & Distribusi |
| 35. | AKBar Al Yufi | Kontrak | Staf Transmisi & Distribusi |
| 36. | Azidni Faza, A.Md.T | Kontrak | Staf Transmisi & Distribusi |
| 37. | Muhamad Ardiansyah | Kontrak | Staf Transmisi & Distribusi |
| 38. | Muhamad Isro | Kontrak | Staf Transmisi & Distribusi |
| 39. | Setiawan Firmansyah | Kontrak | Staf Transmisi & Distribusi |
| 40. | Irfan Budi Prakoso | Kontrak | Staf Transmisi & Distribusi |
| 41. | Muhamad Ardiansyah | Kontrak | Staf Transmisi & Distribusi |
| 42. | Muhamad Isro | Kontrak | Staf Transmisi & Distribusi |
| 43. | Setiawan Firmansyah | Kontrak | Staf Transmisi & Distribusi |
| 44. | Irfan Budi Prakoso | Kontrak | Staf Transmisi & Distribusi |
| 45. | Alaik Fathur Roziq | Kontrak | Staf Transmisi & Distribusi |
| 46. | Dede Akhmad Zulfikar | Kontrak | Staf Transmisi & Distribusi |
| 47. | Moh. Fadil Sanjaya | THL | Staf Transmisi & Distribusi |
| 48. | Salimi | THL | Staf Transmisi & Distribusi |
| 49.. | Linda Marlina, A.Md.T | Kontrak | Staf Perencana & Pengawasan |

**Lampiran 4**

**Hasil Wawancara Karyawan PDAM Kota Tegal**

L : Bu, untuk jenis kompensansi yang diberikan pada karyawan bagian teknik apa saja ya bu?

Ibu A : untuk jenis yang diterima seluruh karyawan sama semua, hanya beda di nominalnya saja

L : baik bu, untuk karyawan bagian teknik jam kerjanya gimana bu?

Ibu A : untuk jam kerjanya mereka harus stanby 24 jam mba, jadi mereka harus siap apabila tiba-tiba harus bekerja untuk mengatasi permasalahan kehilangan air dan pemasangan baru. Maka dari itu, beberapa dari mereka ada yang mengeluhkan terkait insentif yang diterima

L : baik bu, karena mereka merasa harus stanby 24 jam tetapi menerima insentif yang sama dengan karyawan yang memiliki jam kerja yang tetap ya

Ibu A : iya betul mba, tapi ya memang sudah kebijakanya seperti itu

L : lalu untuk pengalaman kerja bagaimana bu? Pada saat merekrut melihat dari pengalaman bekerja?

Ibu A : dari pihak manajemen si tidak terlalu melihat pengalaman bekerja mba

L : oh baik bu, untuk lingkungan kerja karyawan bagian teknik berarti bekerja di luar ruangan semua bu? Walaupun kategori karyawan tersebut karyawan tetap?

Ibu A : iya mba, semua di lapangan kecuali yang perempuan di kantor

L : oh baik bu, kalo sedang tidak ada yang dikerjakan berarti dimana bu?

Ibu A : pasti ada yang dikerjakan mba, tidak hanya mengatasi masalah kehilangan air tetapi untuk pemasangan juga

L : baik bu, lalu untuk lingkungan kerja non fisik seperti hubungan sesama karyawan maupun dengan atasa bagaimana bu?

Ibu A : kalo untuk hubungan sesama karyawan itu terjadi pengelompokan seperti senior dengan senior dan junior dengan junior jadi emang jarang terlihat Bersama, terus emang biasanya kontribusi yang junior jarang dilihat mba, kalo dengan atasan yae mang kurang dekat

L : baik bu, terimakasih untuk informasinya nggih Ibu A : iya, sama-sama mba

**Lampiran 5 Kuesioner Penelitian**

KUESIONER PENELITIAN

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kompensansi Kerja, Pengalaman Kerja, dan Lingkungan Kerja terhadap Produktivitas Kerja pada Karyawan PDAM Kota Tegal

Kepada Yth,

Bpk / Ibu / Sdr Responden Di Tempat

Sehubungan dengan penilitian yang saya lakukan, saya mahasiswa program studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, sedang melakukan penelitian tentang **“Pengaruh Kompensansi Kerja, Pengalaman Kerja, dan Lingkungan Kerja terhadap Produktivitas Kerja pada Karyawan PDAM Kota Tegal “**

Saya bermaksud memohon kesediaan Bapak / Ibu / Sdr untuk dapat berkenan meluangkan waktunya sejenak untuk mengisi kuesioner yang dilampirkan Bersama surat ini. Data yang diperoleh akan kami rahasiakan dan tidak akan kami sebar luaskan, karena hanya akan digunakan untuk keperluan penelitian, sesuai etika penilitian.

Atas Kerjasama dan kesediaan Bapak / Ibu / Sdr, peneliti mengucapkan terimakasih

Hormat Saya, Liana Putri Fiolani

KARAKTERISTIK RESPONDEN

1. Jenis Kelamin :
   * Laki – Laki
   * Perempuan
2. Pendidikan Terakhir :
   * SD
   * SMP
   * SMA / SMK / MA
   * D3
   * S1
3. Umur :
   * 18 – 28 Tahun
   * 28 – 38 Tahun
   * 38 – 48 Tahun
   * >48 Tahun
4. Lama Bekerja :
   * 1-4 Bulan
   * 1-5 Tahun
   * 6-10 Tahun
   * 11-15 Tahun
   * >20 Tahun

Jawaban dibagi dalam 5 kategori penilaian yang masing – masing pertanyaan akan di beri skor 1 sampai dengan 5, antara lain :

|  |  |
| --- | --- |
| Jawaban | Skor |
| Sangat Setuju | 5 |
| Setuju | 4 |
| Netral | 3 |
| Tidak Setuju | 2 |
| Sangat Tidak Setuju | 1 |

Kompensansi Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya menerima gaji sesuai dengan beban tugas yang diberikan oleh Perusahaan |  |  |  |  |  |
| 2. | Gaji yang diterima per bulan dapat menjamin kebutuhan saya |  |  |  |  |  |
| 3. | Saya menerima insentif di luar gaji yang saya terima |  |  |  |  |  |
| 4. | Saya menerima insentif sesuai dengan keterampilan kinerja yang saya miliki |  |  |  |  |  |
| 5. | Saya menerima bonus sesuai dengan prestasi kerja yang sudah saya lakukan untuk perusahaan |  |  |  |  |  |
| 6. | Saya menerima tunjangan sesuai dengan jabatan yang saya tempati |  |  |  |  |  |
| 7. | Saya menerima tunjangan (THR) yang dapat membantu dalam memenuhi kebutuhan |  |  |  |  |  |
| 8. | Saya dapat izin cuti dari perusahaan apabila terdapat hal yang mendesak |  |  |  |  |  |
| 9. | Saya menerima asuransi dari perusahaan, seperti asuransi jiwa, asuransi kesehatan, dan asuransi kecelakaan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 10. | Saya mendapatkan fasilitas kantor (pelatihan, alat kerja, tempat ibadah, kantin dan fasilitas Kesehatan) lengkap dan memadai |  |  |  |  |  |

Pengalaman Kerja (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Lama waktu saya bekerja di perusahaan ini dapat memudahkan saya dalam melakukan pekerjaan |  |  |  |  |  |
| 2. | Saya selalu optimis dalam melakukan setiap pekerjaan yang diberikan oleh perusahaan |  |  |  |  |  |
| 3. | Saya mempunyai pengetahuan tentang pekerjaan yang sudah diberikan oleh perusahaan |  |  |  |  |  |
| 4. | Saya memiliki pengalaman kerja yang baik terkait bidang / posisi saat ini sebelum ditempatkan di pekerjaan ini |  |  |  |  |  |
| 5. | Saya memiliki keterampilan terkait pekerjaan yang sudah diberikan oleh perusahaan |  |  |  |  |  |
| 6. | Saya memiliki sifat yang inovatif tentang pekerjaan yang sudah diberikan oleh perusahaan |  |  |  |  |  |
| 7. | Saya dapat menguasai bidang pekerjaan saat ini |  |  |  |  |  |
| 8. | Saya dapat menyelesaikan pekerjaan sesuai target dengan tepat waktu |  |  |  |  |  |

Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
|  | **A. Lingkungan Kerja Fisik** |  |  |  |  |  |
| 1. | Saya merasa suasana tempat kerja yang nyaman sehingga saya bersemangat untuk bekerja |  |  |  |  |  |
| 2. | Saya merasa aman dalam bekerja |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 3. | Saya dapat bekerja secara maksimal meskipun saat panas dan suhu udara meningkat |  |  |  |  |  |
| 4. | Saya memiliki tempat kerja dengan suhu yang nyaman untuk bekerja |  |  |  |  |  |
| 5. | Peralatan dan fasilitas ditempat kerja saya terjamin keamanannya |  |  |  |  |  |
| 6. | Sarana dan prasarana ditempat kerja sudah cukup memadai dan dapat  mendukung pekerjaan saya |  |  |  |  |  |
|  | **B. Lingkungan Kerja Non Fisik** |  |  |  |  |  |
| 7. | Saya berkomunikasi baik dengan sesama rekan kerja baik dengan senior maupun junior, dan saya merasa senang |  |  |  |  |  |
| 8. | Saya memiliki hubungan yang baik dengan seluruh karyawan |  |  |  |  |  |
| 9. | Saya suka membantu atau menolong rekan kerja yang sedang mengalami kesulitan dalam melakukan pekerjaannya |  |  |  |  |  |
| 10. | Saya memiliki hubungan yang harmonis dengan atasan |  |  |  |  |  |
| 11. | Saya memiliki komunikasi yang baik dengan atasan |  |  |  |  |  |
| 12. | Saya merasa dihargai oleh pimpinan atas pekerjaan yang telah saya lakukan |  |  |  |  |  |
| 13. | Saya dapat bekerja lebih semangat apabila atasan memberikan support dan perhatian dalam melakukan pekerjaan |  |  |  |  |  |

Produktivitas kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya memahami tugas dan tanggung jawab dalam bekerja |  |  |  |  |  |
| 2. | Saya dapat mempelajari hal-hal baru dengan cepat |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 3. | Saya memiliki keterampilan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Saya bertanggung jawab untuk menyelesaikan tugas yang diberikan perusahaan |  |  |  |  |  |
| 5. | Saya mampu mencapai target yang telah ditentukan perusahaan |  |  |  |  |  |
| 6. | Saya dapat mengelola waktu dan sumber daya untuk mencapai target |  |  |  |  |  |
| 7. | Saya selalu berusaha untuk memberikan hasil yang terbaik untuk perusahaan |  |  |  |  |  |
| 8. | Saya selalu bersungguh-sungguh dalam mengerjakan tugas |  |  |  |  |  |
| 9. | Saya dapat menyelesaikan tugas tepat waktu |  |  |  |  |  |
| 10. | Saya bersedia lembur agar pekerjaan dapat cepat selesai |  |  |  |  |  |
| 11. | Saya merasa bangga dengan pekerjaan yang saya dapatkan |  |  |  |  |  |
| 12. | Saya merasa perusahaan menghargai potensi karyawan |  |  |  |  |  |
| 13. | Saya mendapatkan kesempatan dan peluang untuk tumbuh melalui program pelatihan / kursus yang diberikan oleh perusahaan |  |  |  |  |  |
| 14. | Saya melaksanakan tugas sesuai standar dan ketentuan perusahaan |  |  |  |  |  |
| 15. | Saya mampu menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |

**Lampiran 6**

**Data Uji Validitas dan Reliabilitas Variabel Kompensansi Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.T |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 42 |
| 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 42 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 2 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 42 |
| 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 36 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Lampiran 7**

**Data Uji Validitas dan Reliabilitas Variabel Pengalaman Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.T |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 31 |
| 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 31 |
| 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 32 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 5 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 28 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 29 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 31 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |

**Lampiran 8**

**Data Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja (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.T |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 63 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 63 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 54 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 52 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 53 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 62 |
| 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 63 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 54 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 63 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 42 |
| 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 51 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 48 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |

**Lampiran 9**

**Data Uji Validitas dan Reliabilitas Variabel Produktivitas 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 | Y.13 | Y.14 | Y.15 | Y.T |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 58 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 58 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 64 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 69 |
| 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 61 |
| 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 62 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 70 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 59 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 63 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 53 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 70 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |

**Lampiran 10**

**Output SPSS Uji Validitas Kompensansi Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.T |
| X1.1 | Pearson  Correlation | 1 | .490\*\* | .212 | .227 | .131 | .564\*\* | .267 | .611\*\* | .205 | .577\*\* | 554\*\* |
| Sig. (2-tailed) |  | .006 | .260 | .229 | .489 | .001 | .154 | .000 | .278 | .001 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson  Correlation | .490\*\* | 1 | .536\*\* | .624\*\* | .424\* | .590\*\* | .428\* | .497\*\* | .572\*\* | .641\*\* | .754\*\* |
| Sig. (2-tailed) | .006 |  | .002 | .000 | .019 | .001 | .018 | .005 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson  Correlation | .212 | .536\*\* | 1 | .821\*\* | .684\*\* | .714\*\* | .795\*\* | .283 | .587\*\* | .401\* | .797\*\* |
| Sig. (2-tailed) | .260 | .002 |  | .000 | .000 | .000 | .000 | .129 | .001 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson  Correlation | .227 | .624\*\* | .821\*\* | 1 | .823\*\* | .721\*\* | .715\*\* | .482\*\* | .639\*\* | .465\*\* | .856\*\* |
| Sig. (2-tailed) | .229 | .000 | .000 |  | .000 | .000 | .000 | .007 | .000 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson  Correlation | .131 | .424\* | .684\*\* | .823\*\* | 1 | .716\*\* | .768\*\* | .442\* | .716\*\* | .493\*\* | .803\*\* |
| Sig. (2-tailed) | .489 | .019 | .000 | .000 |  | .000 | .000 | .014 | .000 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson  Correlation | .564\*\* | .590\*\* | .714\*\* | .721\*\* | .716\*\* | 1 | .732\*\* | .692\*\* | .709\*\* | .678\*\* | .927\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson  Correlation | .267 | .428\* | .795\*\* | .715\*\* | .768\*\* | .732\*\* | 1 | .295 | .638\*\* | .462\* | .788\*\* |
| Sig. (2-tailed) | .154 | .018 | .000 | .000 | .000 | .000 |  | .113 | .000 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson  Correlation | .611\*\* | .497\*\* | .283 | .482\*\* | .442\* | .692\*\* | .295 | 1 | .452\* | .630\*\* | .691\*\* |
| Sig. (2-tailed) | .000 | .005 | .129 | .007 | .014 | .000 | .113 |  | .012 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson  Correlation | .205 | .572\*\* | .587\*\* | .639\*\* | .716\*\* | .709\*\* | .638\*\* | .452\* | 1 | .600\*\* | .782\*\* |
| Sig. (2-tailed) | .278 | .001 | .001 | .000 | .000 | .000 | .000 | .012 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson  Correlation | .577\*\* | .641\*\* | .401\* | .465\*\* | .493\*\* | .678\*\* | .462\* | .630\*\* | .600\*\* | 1 | .756\*\* |
| Sig. (2-tailed) | .001 | .000 | .028 | .010 | .006 | .000 | .010 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.T | Pearson  Correlation | .554\*\* | .754\*\* | .797\*\* | .856\*\* | .803\*\* | .927\*\* | .788\*\* | .691\*\* | .782\*\* | .756\*\* | 1 |
| Sig. (2-tailed) | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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**

**Output SPSS 26 Uji Validitas Pengalaman Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.T |
| X2.1 | Pearson Correlation | 1 | .749\*\* | .556\*\* | .631\*\* | .506\*\* | .517\*\* | .482\*\* | .800\*\* | .752\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .004 | .003 | .007 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .749\*\* | 1 | .709\*\* | .575\*\* | .723\*\* | .775\*\* | .377\* | .719\*\* | .820\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .001 | .000 | .000 | .040 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .556\*\* | .709\*\* | 1 | .756\*\* | .907\*\* | .897\*\* | .693\*\* | .696\*\* | .914\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .631\*\* | .575\*\* | .756\*\* | 1 | .813\*\* | .790\*\* | .730\*\* | .660\*\* | .877\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .506\*\* | .723\*\* | .907\*\* | .813\*\* | 1 | .873\*\* | .671\*\* | .609\*\* | .902\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .517\*\* | .775\*\* | .897\*\* | .790\*\* | .873\*\* | 1 | .672\*\* | .674\*\* | .916\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .482\*\* | .377\* | .693\*\* | .730\*\* | .671\*\* | .672\*\* | 1 | .758\*\* | .790\*\* |
| Sig. (2-tailed) | .007 | .040 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .800\*\* | .719\*\* | .696\*\* | .660\*\* | .609\*\* | .674\*\* | .758\*\* | 1 | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.T | Pearson Correlation | .752\*\* | .820\*\* | .914\*\* | .877\*\* | .902\*\* | .916\*\* | .790\*\* | .856\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 12**

**Output SPSS 26 Uji Validitas Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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.T |
| X3.1 | Pearso n  Correlat ion | 1 | .878\*\* | .756\*\* | .729\*\* | .765\*\* | .650\*\* | .822\*\* | .562\*\* | .671\*\* | .603\*\* | .562\*\* | .621\*\* | .657\*\* | .845\*\* |
| Sig. (2-  tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearso n  Correlat ion | .878\*\* | 1 | .746\*\* | .841\*\* | .858\*\* | .731\*\* | .822\*\* | .539\*\* | .677\*\* | .624\*\* | .539\*\* | .577\*\* | .670\*\* | .867\*\* |
| Sig. (2-  tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .002 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearso n  Correlat ion | .756\*\* | .746\*\* | 1 | .789\*\* | .878\*\* | .627\*\* | .839\*\* | .578\*\* | .839\*\* | .732\*\* | .722\*\* | .791\*\* | .628\*\* | .903\*\* |
| Sig. (2-  tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearso n  Correlat ion | .729\*\* | .841\*\* | .789\*\* | 1 | .844\*\* | .660\*\* | .736\*\* | .475\*\* | .667\*\* | .622\*\* | .475\*\* | .512\*\* | .534\*\* | .811\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .008 | .000 | .000 | .008 | .004 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearso n  Correlat ion | .765\*\* | .858\*\* | .878\*\* | .844\*\* | 1 | .703\*\* | .797\*\* | .617\*\* | .714\*\* | .643\*\* | .617\*\* | .671\*\* | .628\*\* | .886\*\* |
| Sig. (2-  tailed) | .000 | .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 | 30 |
| X3.6 | Pearso n  Correlat ion | .650\*\* | .731\*\* | .627\*\* | .660\*\* | .703\*\* | 1 | .682\*\* | .531\*\* | .615\*\* | .488\*\* | .389\* | .635\*\* | .603\*\* | .763\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .003 | .000 | .006 | .034 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearso n  Correlat ion | .822\*\* | .822\*\* | .839\*\* | .736\*\* | .797\*\* | .682\*\* | 1 | .696\*\* | .923\*\* | .797\*\* | .696\*\* | .796\*\* | .826\*\* | .947\*\* |
| Sig. (2-  tailed) | .000 | .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 | 30 |
| X3.8 | Pearso n  Correlat ion | .562\*\* | .539\*\* | .578\*\* | .475\*\* | .617\*\* | .531\*\* | .696\*\* | 1 | .696\*\* | .617\*\* | .739\*\* | .790\*\* | .832\*\* | .783\*\* |
| Sig. (2-  tailed) | .001 | .002 | .001 | .008 | .000 | .003 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.9 | Pearso n  Correlat ion | .671\*\* | .677\*\* | .839\*\* | .667\*\* | .714\*\* | .615\*\* | .923\*\* | .696\*\* | 1 | .797\*\* | .696\*\* | .867\*\* | .826\*\* | .906\*\* |
| Sig. (2-  tailed) | .000 | .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 | 30 |
| X3.10 | Pearso n  Correlat ion | .603\*\* | .624\*\* | .732\*\* | .622\*\* | .643\*\* | .488\*\* | .797\*\* | .617\*\* | .797\*\* | 1 | .881\*\* | .595\*\* | .705\*\* | .820\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .006 | .000 | .000 | .000 |  | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearso n  Correlat ion | .562\*\* | .539\*\* | .722\*\* | .475\*\* | .617\*\* | .389\* | .696\*\* | .739\*\* | .696\*\* | .881\*\* | 1 | .715\*\* | .681\*\* | .783\*\* |
| Sig. (2-  tailed) | .001 | .002 | .000 | .008 | .000 | .034 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearso n  Correlat ion | .621\*\* | .577\*\* | .791\*\* | .512\*\* | .671\*\* | .635\*\* | .796\*\* | .790\*\* | .867\*\* | .595\*\* | .715\*\* | 1 | .772\*\* | .848\*\* |
| Sig. (2-  tailed) | .000 | .001 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearso n  Correlat ion | .657\*\* | .670\*\* | .628\*\* | .534\*\* | .628\*\* | .603\*\* | .826\*\* | .832\*\* | .826\*\* | .705\*\* | .681\*\* | .772\*\* | 1 | .848\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.T | Pearso n  Correlat ion | .845\*\* | .867\*\* | .903\*\* | .811\*\* | .886\*\* | .763\*\* | .947\*\* | .783\*\* | .906\*\* | .820\*\* | .783\*\* | .848\*\* | .848\*\* | 1 |
| Sig. (2-  tailed) | .000 | .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 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | |

**Lampiran 13**

**Output SPSS 26 Uji Validitas Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.T |
| Y.1 | Pearso n  Correlat ion | 1 | .678\*\* | .580\*\* | .764\*\* | .726\*\* | .751\*\* | .722\*\* | .845\*\* | .767\*\* | .647\*\* | .725\*\* | .733\*\* | .767\*\* | .777\*\* | .707\*\* | .852\*\* |
| Sig. (2-  tailed) |  | .000 | .001 | .000 | .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 | 30 | 30 | 30 |
| Y.2 | Pearso n  Correlat ion | .678\*\* | 1 | .855\*\* | .855\*\* | .684\*\* | .835\*\* | .415\* | .714\*\* | .917\*\* | .769\*\* | .615\*\* | .736\*\* | .737\*\* | .674\*\* | .845\*\* | .867\*\* |
| Sig. (2-  tailed) | .000 |  | .000 | .000 | .000 | .000 | .023 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearso n  Correlat ion | .580\*\* | .855\*\* | 1 | .760\*\* | .625\*\* | .775\*\* | .406\* | .629\*\* | .772\*\* | .706\*\* | .518\*\* | .680\*\* | .571\*\* | .589\*\* | .712\*\* | .778\*\* |
| Sig. (2-  tailed) | .001 | .000 |  | .000 | .000 | .000 | .026 | .000 | .000 | .000 | .003 | .000 | .001 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearso n  Correlat ion | .764\*\* | .855\*\* | .760\*\* | 1 | .733\*\* | .786\*\* | .579\*\* | .706\*\* | .752\*\* | .833\*\* | .706\*\* | .778\*\* | .752\*\* | .775\*\* | .693\*\* | .875\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearso n  Correlat ion | .726\*\* | .684\*\* | .625\*\* | .733\*\* | 1 | .883\*\* | .731\*\* | .703\*\* | .709\*\* | .848\*\* | .703\*\* | .731\*\* | .852\*\* | .759\*\* | .720\*\* | .882\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| Y.6 | Pearso n  Correlat ion | .751\*\* | .835\*\* | .775\*\* | .786\*\* | .883\*\* | 1 | .716\*\* | .755\*\* | .854\*\* | .830\*\* | .661\*\* | .819\*\* | .854\*\* | .816\*\* | .866\*\* | .940\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| Y.7 | Pearso n  Correlat ion | .722\*\* | .415\* | .406\* | .579\*\* | .731\*\* | .716\*\* | 1 | .762\*\* | .514\*\* | .668\*\* | .762\*\* | .702\*\* | .691\*\* | .719\*\* | .556\*\* | .764\*\* |
| Sig. (2-  tailed) | .000 | .023 | .026 | .001 | .000 | .000 |  | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearso n  Correlat ion | .845\*\* | .714\*\* | .629\*\* | .706\*\* | .703\*\* | .755\*\* | .762\*\* | 1 | .811\*\* | .629\*\* | .786\*\* | .825\*\* | .714\*\* | .736\*\* | .748\*\* | .867\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| Y.9 | Pearso n  Correlat ion | .767\*\* | .917\*\* | .772\*\* | .752\*\* | .709\*\* | .854\*\* | .514\*\* | .811\*\* | 1 | .725\*\* | .617\*\* | .826\*\* | .824\*\* | .765\*\* | .922\*\* | .903\*\* |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearso n  Correlat ion | .647\*\* | .769\*\* | .706\*\* | .833\*\* | .848\*\* | .830\*\* | .668\*\* | .629\*\* | .725\*\* | 1 | .713\*\* | .747\*\* | .802\*\* | .777\*\* | .739\*\* | .882\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| Y.11 | Pearso n  Correlat ion | .725\*\* | .615\*\* | .518\*\* | .706\*\* | .703\*\* | .661\*\* | .762\*\* | .786\*\* | .617\*\* | .713\*\* | 1 | .739\*\* | .811\*\* | .736\*\* | .658\*\* | .822\*\* |
| Sig. (2-  tailed) | .000 | .000 | .003 | .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 | 30 | 30 | 30 |
| Y.12 | Pearso n  Correlat ion | .733\*\* | .736\*\* | .680\*\* | .778\*\* | .731\*\* | .819\*\* | .702\*\* | .825\*\* | .826\*\* | .747\*\* | .739\*\* | 1 | .826\*\* | .792\*\* | .762\*\* | .898\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| Y.13 | Pearso n  Correlat ion | .767\*\* | .737\*\* | .571\*\* | .752\*\* | .852\*\* | .854\*\* | .691\*\* | .714\*\* | .824\*\* | .802\*\* | .811\*\* | .826\*\* | 1 | .861\*\* | .841\*\* | .916\*\* |
| Sig. (2-  tailed) | .000 | .000 | .001 | .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 | 30 | 30 | 30 |
| Y.14 | Pearso n  Correlat ion | .777\*\* | .674\*\* | .589\*\* | .775\*\* | .759\*\* | .816\*\* | .719\*\* | .736\*\* | .765\*\* | .777\*\* | .736\*\* | .792\*\* | .861\*\* | 1 | .883\*\* | .894\*\* |
| Sig. (2-  tailed) | .000 | .000 | .001 | .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 | 30 | 30 | 30 |
| Y.15 | Pearso n  Correlat ion | .707\*\* | .845\*\* | .712\*\* | .693\*\* | .720\*\* | .866\*\* | .556\*\* | .748\*\* | .922\*\* | .739\*\* | .658\*\* | .762\*\* | .841\*\* | .883\*\* | 1 | .895\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.T | Pearso n  Correlat ion | .852\*\* | .867\*\* | .778\*\* | .875\*\* | .882\*\* | .940\*\* | .764\*\* | .867\*\* | .903\*\* | .882\*\* | .822\*\* | .898\*\* | .916\*\* | .894\*\* | .895\*\* | 1 |
| Sig. (2-  tailed) | .000 | .000 | .000 | .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 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | |

**Lampiran 14**

**Output SPSS Uji Reliabilitas Kompensansi Kerja (X1)**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized  Items | N of Items |
| .921 | .924 | 10 |

**Lampiran 15**

**Output SPSS Uji Reliabilitas Pengalaman Kerja (X2)**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized  Items | N of Items |
| .946 | .947 | 8 |

**Lampiran 16**

**Output SPSS Uji Reliabilitas Lingkungan Kerja (X3)**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized  Items | N of Items |
| .966 | .967 | 13 |

**Lampiran 17**

**Output SPSS Uji Reliabilitas Lingkungan Kerja (X3)**

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized  Items | N of Items |
| .976 | .977 | 15 |

**Lampiran 18**

**Data Penelitian n=30 Variabel Kompensansi Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.T |
| 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 43 |
| 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 34 |
| 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 3 | 3 | 3 | 2 | 2 | 5 | 4 | 4 | 4 | 3 | 34 |
| 3 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 38 |
| 3 | 3 | 5 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 35 |
| 3 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 29 |
| 3 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 2 | 48 |
| 3 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 3 | 46 |
| 4 | 4 | 3 | 5 | 4 | 2 | 2 | 2 | 3 | 3 | 39 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 43 |
| 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 45 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 38 |
| 5 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 44 |
| 5 | 5 | 2 | 4 | 3 | 2 | 2 | 3 | 4 | 3 | 44 |
| 4 | 4 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 47 |
| 4 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 42 |
| 5 | 5 | 2 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 41 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 44 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 44 |
| 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 45 |
| 4 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 44 |
| 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |

**Lampiran 19**

**Data Penelitian n=30 Variabel Pengalaman Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.T |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 |
| 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 37 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 34 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 32 |
| 5 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 34 |
| 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 1 | 33 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 36 |
| 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 35 |
| 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 31 |
| 5 | 4 | 4 | 4 | 3 | 3 | 2 | 1 | 26 |
| 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 35 |
| 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 34 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 3 | 2 | 4 | 4 | 2 | 4 | 28 |
| 5 | 4 | 5 | 3 | 1 | 4 | 5 | 4 | 31 |
| 4 | 5 | 3 | 5 | 2 | 5 | 5 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |

**Lampiran 20**

**Data Penelitian n=30 Variabel Lingkungan Kerja (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.T |
| 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| 2 | 2 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 48 |
| 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 45 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 53 |
| 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 2 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 5 | 4 | 5 | 4 | 5 | 43 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 59 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 57 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 53 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 59 |
| 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 57 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 58 |
| 5 | 5 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 50 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 56 |
| 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 55 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 60 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 55 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 57 |
| 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 59 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 55 |
| 5 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 55 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 59 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |

**Lampiran 21**

**Data Penelitian n=30 Variabel Produktivitas 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 | Y.13 | Y.14 | Y.15 | Y.T |
| 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 55 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 55 |
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 54 |
| 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 58 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 62 |
| 4 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 47 |
| 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 5 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 61 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 53 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 53 |
| 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 57 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 48 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 56 |
| 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 56 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 62 |
| 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | 4 | 59 |
| 4 | 4 | 3 | 3 | 5 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 55 |
| 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 58 |
| 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 56 |
| 5 | 5 | 5 | 3 | 5 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 53 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 67 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 67 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 58 |
| 3 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 59 |
| 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 60 |
| 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |

**Lampiran 22**

**Perhitungan MSI Variabel Kompensansi Kerja (X1) Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | X1.T |
| 3,426 | 3,426 | 3,811 | 3,330 | 2,137 | 3,544 | 1,914 | 4,554 | 4,172 | 3,660 | 33,974 |
| 1,000 | 1,000 | 2,759 | 2,149 | 3,469 | 2,528 | 2,759 | 2,061 | 1,000 | 2,411 | 21,136 |
| 2,249 | 2,249 | 3,811 | 2,149 | 3,469 | 3,544 | 2,759 | 3,218 | 2,531 | 3,660 | 29,639 |
| 2,249 | 2,249 | 2,759 | 1,000 | 3,469 | 2,528 | 2,759 | 4,554 | 2,531 | 3,660 | 27,758 |
| 3,426 | 3,426 | 3,811 | 4,695 | 3,469 | 3,544 | 2,759 | 4,554 | 2,531 | 4,879 | 37,094 |
| 1,000 | 1,000 | 1,964 | 1,000 | 1,000 | 3,544 | 2,759 | 3,218 | 2,531 | 2,411 | 20,427 |
| 1,000 | 1,000 | 3,811 | 2,149 | 3,469 | 2,528 | 2,759 | 4,554 | 1,000 | 3,660 | 25,929 |
| 1,000 | 1,000 | 3,811 | 2,149 | 2,137 | 1,000 | 1,914 | 3,218 | 1,000 | 2,411 | 19,640 |
| 1,000 | 1,000 | 2,759 | 2,149 | 4,982 | 3,544 | 3,899 | 3,218 | 2,531 | 4,879 | 29,961 |
| 1,000 | 1,000 | 2,759 | 2,149 | 3,469 | 3,544 | 2,759 | 3,218 | 1,000 | 2,411 | 23,309 |
| 1,000 | 1,000 | 2,759 | 2,149 | 3,469 | 3,544 | 3,899 | 3,218 | 4,172 | 1,000 | 26,210 |
| 1,000 | 1,000 | 1,964 | 3,330 | 3,469 | 1,000 | 1,000 | 2,061 | 2,531 | 2,411 | 19,766 |
| 2,249 | 2,249 | 1,964 | 4,695 | 3,469 | 1,000 | 1,000 | 1,000 | 1,000 | 2,411 | 21,037 |
| 1,000 | 1,000 | 1,964 | 3,330 | 3,469 | 2,528 | 2,759 | 3,218 | 2,531 | 3,660 | 25,457 |
| 1,000 | 1,000 | 2,759 | 3,330 | 3,469 | 1,875 | 1,914 | 3,218 | 1,000 | 2,411 | 21,976 |
| 3,426 | 3,426 | 2,759 | 3,330 | 3,469 | 1,875 | 1,914 | 2,061 | 2,531 | 2,411 | 27,203 |
| 2,249 | 2,249 | 2,759 | 3,330 | 3,469 | 1,875 | 1,914 | 3,218 | 1,000 | 2,411 | 24,475 |
| 3,426 | 3,426 | 1,964 | 3,330 | 3,469 | 1,875 | 1,914 | 2,061 | 2,531 | 2,411 | 26,408 |
| 3,426 | 3,426 | 1,000 | 3,330 | 2,137 | 1,000 | 1,000 | 2,061 | 2,531 | 2,411 | 22,323 |
| 2,249 | 2,249 | 1,000 | 3,330 | 3,469 | 1,000 | 1,000 | 1,000 | 2,531 | 1,000 | 18,828 |
| 2,249 | 2,249 | 1,000 | 2,149 | 2,137 | 1,000 | 1,000 | 2,061 | 2,531 | 3,660 | 20,037 |
| 3,426 | 3,426 | 1,000 | 2,149 | 2,137 | 2,528 | 3,899 | 3,218 | 2,531 | 3,660 | 27,974 |
| 1,000 | 1,000 | 1,964 | 2,149 | 2,137 | 1,875 | 2,759 | 2,061 | 1,000 | 2,411 | 18,356 |
| 2,249 | 2,249 | 1,964 | 3,330 | 4,982 | 3,544 | 3,899 | 3,218 | 2,531 | 3,660 | 31,626 |
| 2,249 | 2,249 | 2,759 | 3,330 | 3,469 | 2,528 | 2,759 | 3,218 | 2,531 | 3,660 | 28,751 |
| 2,249 | 2,249 | 1,964 | 3,330 | 3,469 | 2,528 | 2,759 | 3,218 | 2,531 | 3,660 | 27,956 |
| 2,249 | 2,249 | 1,000 | 3,330 | 4,982 | 2,528 | 3,899 | 3,218 | 2,531 | 2,411 | 28,397 |
| 2,249 | 2,249 | 2,759 | 2,149 | 3,469 | 1,000 | 1,000 | 2,061 | 2,531 | 3,660 | 23,128 |
| 2,249 | 2,249 | 1,000 | 1,000 | 2,137 | 1,875 | 1,914 | 3,218 | 2,531 | 2,411 | 20,585 |
| 2,249 | 2,249 | 1,000 | 3,330 | 3,469 | 2,528 | 2,759 | 3,218 | 2,531 | 2,411 | 25,744 |

**Lampiran 23**

**Perhitungan MSI Variabel Pengalaman Kerja (X2) Succesive Interval**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.T |
| 1,000 | 1,000 | 3,731 | 2,850 | 4,459 | 2,999 | 3,966 | 2,617 | 22,624 |
| 2,656 | 2,597 | 2,360 | 2,850 | 4,459 | 2,999 | 2,503 | 3,966 | 24,392 |
| 2,656 | 2,597 | 2,360 | 2,850 | 3,088 | 2,999 | 3,966 | 2,617 | 23,134 |
| 2,656 | 2,597 | 2,360 | 4,254 | 4,459 | 4,318 | 2,503 | 3,966 | 27,113 |
| 2,656 | 2,597 | 3,731 | 4,254 | 3,088 | 2,999 | 3,966 | 3,966 | 27,258 |
| 1,000 | 2,597 | 2,360 | 2,850 | 3,088 | 2,999 | 2,503 | 2,617 | 20,016 |
| 2,656 | 2,597 | 3,731 | 4,254 | 2,022 | 4,318 | 2,503 | 3,966 | 26,047 |
| 1,000 | 2,597 | 2,360 | 2,850 | 4,459 | 2,999 | 2,503 | 2,617 | 21,387 |
| 2,656 | 1,000 | 1,000 | 2,850 | 4,459 | 2,999 | 2,503 | 3,966 | 21,434 |
| 2,656 | 1,000 | 2,360 | 4,254 | 3,088 | 4,318 | 2,503 | 3,966 | 24,145 |
| 1,000 | 1,000 | 3,731 | 2,850 | 3,088 | 2,999 | 2,503 | 1,650 | 18,823 |
| 2,656 | 2,597 | 3,731 | 2,850 | 3,088 | 1,910 | 3,966 | 1,650 | 22,449 |
| 2,656 | 1,000 | 1,000 | 1,708 | 3,088 | 2,999 | 3,966 | 2,617 | 19,035 |
| 1,000 | 1,000 | 2,360 | 2,850 | 3,088 | 2,999 | 2,503 | 2,617 | 18,419 |
| 2,656 | 2,597 | 2,360 | 4,254 | 3,088 | 4,318 | 2,503 | 1,000 | 22,776 |
| 2,656 | 2,597 | 2,360 | 2,850 | 3,088 | 4,318 | 3,966 | 2,617 | 24,453 |
| 2,656 | 2,597 | 2,360 | 2,850 | 3,088 | 1,910 | 2,503 | 2,617 | 20,582 |
| 1,000 | 2,597 | 2,360 | 4,254 | 3,088 | 4,318 | 2,503 | 2,617 | 22,738 |
| 2,656 | 2,597 | 2,360 | 2,850 | 3,088 | 1,910 | 3,966 | 3,966 | 23,394 |
| 2,656 | 1,000 | 2,360 | 2,850 | 3,088 | 1,000 | 2,503 | 2,617 | 18,075 |
| 2,656 | 1,000 | 2,360 | 2,850 | 2,022 | 1,910 | 1,000 | 1,000 | 14,797 |
| 2,656 | 1,000 | 2,360 | 4,254 | 2,022 | 4,318 | 2,503 | 3,966 | 23,079 |
| 2,656 | 1,000 | 1,000 | 4,254 | 4,459 | 2,999 | 2,503 | 2,617 | 21,489 |
| 2,656 | 2,597 | 3,731 | 4,254 | 4,459 | 4,318 | 3,966 | 3,966 | 29,947 |
| 2,656 | 2,597 | 3,731 | 4,254 | 4,459 | 4,318 | 3,966 | 3,966 | 29,947 |
| 2,656 | 1,000 | 1,000 | 1,000 | 3,088 | 2,999 | 1,000 | 2,617 | 15,360 |
| 2,656 | 1,000 | 3,731 | 1,708 | 1,000 | 2,999 | 3,966 | 2,617 | 19,678 |
| 1,000 | 2,597 | 1,000 | 4,254 | 1,575 | 4,318 | 3,966 | 3,966 | 22,676 |
| 1,000 | 1,000 | 2,360 | 2,850 | 3,088 | 2,999 | 2,503 | 2,617 | 18,419 |
| 1,000 | 1,000 | 2,360 | 2,850 | 3,088 | 2,999 | 2,503 | 2,617 | 18,419 |

**Lampiran 24**

**Perhitungan MSI Variabel Lingkungan Kerja (X3) Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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.T |
| 3,926 | 3,774 | 2,940 | 3,366 | 1,000 | 3,048 | 2,860 | 3,846 | 2,243 | 4,030 | 2,559 | 2,423 | 3,351 | 39,365 |
| 1,000 | 1,000 | 2,061 | 2,134 | 2,168 | 1,993 | 2,860 | 3,846 | 2,243 | 2,549 | 2,559 | 3,846 | 3,351 | 31,610 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,168 | 1,993 | 1,817 | 2,423 | 2,243 | 2,549 | 1,000 | 1,000 | 2,096 | 21,289 |
| 2,747 | 2,615 | 2,940 | 2,134 | 2,940 | 3,048 | 2,860 | 2,423 | 3,607 | 4,030 | 4,067 | 2,423 | 2,096 | 37,929 |
| 1,873 | 1,820 | 2,940 | 1,000 | 2,168 | 3,048 | 2,860 | 2,423 | 2,243 | 2,549 | 2,559 | 3,846 | 3,351 | 32,680 |
| 1,873 | 1,820 | 2,061 | 2,134 | 2,168 | 3,048 | 2,860 | 1,000 | 1,000 | 2,549 | 2,559 | 2,423 | 1,000 | 26,496 |
| 1,873 | 1,820 | 2,940 | 1,000 | 2,168 | 3,048 | 2,860 | 2,423 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 37,033 |
| 1,873 | 1,820 | 2,061 | 2,134 | 2,168 | 1,993 | 2,860 | 2,423 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 29,202 |
| 1,000 | 1,000 | 2,061 | 2,134 | 2,168 | 1,993 | 1,817 | 2,423 | 3,607 | 2,549 | 2,559 | 2,423 | 2,096 | 27,830 |
| 1,000 | 1,000 | 1,000 | 2,134 | 1,000 | 1,000 | 1,000 | 2,423 | 3,607 | 2,549 | 4,067 | 2,423 | 3,351 | 26,554 |
| 2,747 | 2,615 | 4,030 | 3,366 | 3,905 | 4,318 | 4,193 | 3,846 | 3,607 | 4,030 | 2,559 | 2,423 | 1,000 | 42,639 |
| 3,926 | 3,774 | 4,030 | 3,366 | 3,905 | 4,318 | 2,860 | 2,423 | 2,243 | 2,549 | 2,559 | 2,423 | 1,000 | 39,376 |
| 1,873 | 2,615 | 2,061 | 2,134 | 2,940 | 3,048 | 1,817 | 3,846 | 3,607 | 2,549 | 2,559 | 3,846 | 3,351 | 36,244 |
| 2,747 | 2,615 | 4,030 | 3,366 | 3,905 | 4,318 | 4,193 | 3,846 | 2,243 | 2,549 | 2,559 | 2,423 | 3,351 | 42,144 |
| 2,747 | 3,774 | 4,030 | 1,000 | 3,905 | 3,048 | 2,860 | 2,423 | 2,243 | 4,030 | 4,067 | 3,846 | 2,096 | 40,070 |
| 2,747 | 2,615 | 4,030 | 3,366 | 3,905 | 3,048 | 2,860 | 2,423 | 3,607 | 4,030 | 2,559 | 2,423 | 3,351 | 40,965 |
| 3,926 | 3,774 | 2,061 | 1,000 | 2,168 | 3,048 | 4,193 | 2,423 | 1,000 | 1,000 | 2,559 | 2,423 | 2,096 | 31,671 |
| 2,747 | 2,615 | 2,940 | 3,366 | 3,905 | 4,318 | 4,193 | 3,846 | 1,000 | 2,549 | 2,559 | 2,423 | 2,096 | 38,556 |
| 1,873 | 1,820 | 4,030 | 3,366 | 3,905 | 4,318 | 4,193 | 3,846 | 2,243 | 2,549 | 2,559 | 2,423 | 1,000 | 38,125 |
| 2,747 | 3,774 | 4,030 | 2,134 | 3,905 | 4,318 | 4,193 | 3,846 | 3,607 | 2,549 | 2,559 | 2,423 | 3,351 | 43,436 |
| 2,747 | 3,774 | 4,030 | 3,366 | 2,940 | 3,048 | 2,860 | 1,000 | 2,243 | 2,549 | 2,559 | 3,846 | 2,096 | 37,057 |
| 2,747 | 2,615 | 2,940 | 2,134 | 2,940 | 3,048 | 4,193 | 2,423 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 34,909 |
| 3,926 | 3,774 | 4,030 | 1,000 | 2,168 | 4,318 | 4,193 | 3,846 | 3,607 | 1,000 | 4,067 | 3,846 | 1,000 | 40,775 |
| 3,926 | 3,774 | 2,061 | 2,134 | 2,940 | 1,993 | 2,860 | 2,423 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 41,011 |
| 3,926 | 2,615 | 2,940 | 2,134 | 3,905 | 3,048 | 4,193 | 1,000 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 42,661 |
| 2,747 | 2,615 | 2,940 | 2,134 | 2,940 | 4,318 | 4,193 | 2,423 | 3,607 | 4,030 | 1,000 | 1,000 | 3,351 | 37,297 |
| 3,926 | 3,774 | 2,061 | 3,366 | 2,168 | 3,048 | 4,193 | 2,423 | 3,607 | 4,030 | 1,000 | 1,000 | 3,351 | 37,947 |
| 2,747 | 2,615 | 2,940 | 3,366 | 3,905 | 4,318 | 2,860 | 3,846 | 3,607 | 2,549 | 2,559 | 3,846 | 3,351 | 42,508 |
| 2,747 | 2,615 | 4,030 | 3,366 | 3,905 | 4,318 | 2,860 | 2,423 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 38,135 |
| 2,747 | 2,615 | 2,940 | 3,366 | 3,905 | 3,048 | 4,193 | 2,423 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 37,106 |

**Lampiran 25**

**Perhitungan MSI Variabel Produktivitas Kerja (Y) Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** | **Y.T** |
| 1,000 | 1,000 | 2,406 | 2,356 | 3,426 | 3,811 | 3,330 | 2,137 | 4,627 | 1,000 | 2,243 | 4,030 | 2,559 | 2,423 | 3,351 | 39,699 |
| 2,277 | 2,474 | 1,000 | 2,356 | 1,000 | 2,759 | 2,149 | 3,469 | 4,627 | 3,031 | 2,243 | 2,549 | 2,559 | 3,846 | 3,351 | 39,690 |
| 2,277 | 2,474 | 2,406 | 2,356 | 2,249 | 3,811 | 2,149 | 3,469 | 3,273 | 3,031 | 2,243 | 2,549 | 1,000 | 1,000 | 2,096 | 36,384 |
| 2,277 | 2,474 | 2,406 | 3,553 | 2,249 | 2,759 | 1,000 | 3,469 | 3,273 | 3,031 | 3,607 | 4,030 | 4,067 | 2,423 | 2,096 | 42,714 |
| 2,277 | 2,474 | 3,811 | 2,356 | 3,426 | 3,811 | 4,695 | 3,469 | 4,627 | 3,031 | 2,243 | 2,549 | 2,559 | 3,846 | 3,351 | 48,525 |
| 2,277 | 1,000 | 1,000 | 2,356 | 1,000 | 1,964 | 1,000 | 1,000 | 2,068 | 4,539 | 1,000 | 2,549 | 2,559 | 2,423 | 1,000 | 27,735 |
| 2,277 | 1,000 | 2,406 | 2,356 | 1,000 | 3,811 | 2,149 | 3,469 | 4,627 | 4,539 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 46,535 |
| 3,544 | 2,474 | 2,406 | 1,000 | 1,000 | 3,811 | 2,149 | 2,137 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 36,695 |
| 3,544 | 3,987 | 2,406 | 3,553 | 1,000 | 2,759 | 2,149 | 4,982 | 4,627 | 4,539 | 3,607 | 2,549 | 2,559 | 2,423 | 2,096 | 46,780 |
| 2,277 | 2,474 | 2,406 | 2,356 | 1,000 | 2,759 | 2,149 | 3,469 | 3,273 | 3,031 | 3,607 | 2,549 | 4,067 | 2,423 | 3,351 | 41,191 |
| 2,277 | 2,474 | 1,000 | 2,356 | 1,000 | 2,759 | 2,149 | 3,469 | 2,068 | 1,708 | 3,607 | 4,030 | 2,559 | 2,423 | 1,000 | 34,880 |
| 2,277 | 2,474 | 2,406 | 1,000 | 1,000 | 1,964 | 3,330 | 3,469 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 1,000 | 34,997 |
| 3,544 | 2,474 | 2,406 | 1,000 | 2,249 | 1,964 | 4,695 | 3,469 | 2,068 | 3,031 | 3,607 | 2,549 | 2,559 | 3,846 | 3,351 | 42,810 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,964 | 3,330 | 3,469 | 2,068 | 1,708 | 2,243 | 2,549 | 2,559 | 2,423 | 3,351 | 30,663 |
| 1,000 | 2,474 | 2,406 | 1,000 | 1,000 | 2,759 | 3,330 | 3,469 | 3,273 | 3,031 | 2,243 | 4,030 | 4,067 | 3,846 | 2,096 | 40,023 |
| 1,000 | 1,000 | 2,406 | 1,000 | 3,426 | 2,759 | 3,330 | 3,469 | 3,273 | 3,031 | 3,607 | 4,030 | 2,559 | 2,423 | 3,351 | 40,664 |
| 3,544 | 3,987 | 3,811 | 3,553 | 2,249 | 2,759 | 3,330 | 3,469 | 3,273 | 3,031 | 1,000 | 1,000 | 2,559 | 2,423 | 2,096 | 42,084 |
| 3,544 | 2,474 | 2,406 | 2,356 | 3,426 | 1,964 | 3,330 | 3,469 | 1,000 | 4,539 | 1,000 | 2,549 | 2,559 | 2,423 | 2,096 | 39,135 |
| 2,277 | 2,474 | 1,000 | 1,000 | 3,426 | 1,000 | 3,330 | 2,137 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 1,000 | 33,722 |
| 2,277 | 2,474 | 1,000 | 2,356 | 2,249 | 1,000 | 3,330 | 3,469 | 2,068 | 3,031 | 3,607 | 2,549 | 2,559 | 2,423 | 3,351 | 37,743 |
| 2,277 | 2,474 | 2,406 | 1,000 | 2,249 | 1,000 | 2,149 | 2,137 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 3,846 | 2,096 | 35,289 |
| 3,544 | 3,987 | 3,811 | 1,000 | 3,426 | 1,000 | 2,149 | 2,137 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 39,229 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,964 | 2,149 | 2,137 | 3,273 | 3,031 | 3,607 | 1,000 | 4,067 | 3,846 | 1,000 | 31,074 |
| 3,544 | 2,474 | 2,406 | 2,356 | 2,249 | 1,964 | 3,330 | 4,982 | 3,273 | 4,539 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 50,017 |
| 2,277 | 2,474 | 3,811 | 2,356 | 2,249 | 2,759 | 3,330 | 3,469 | 3,273 | 4,539 | 3,607 | 4,030 | 4,067 | 3,846 | 3,351 | 49,438 |
| 1,000 | 2,474 | 2,406 | 1,000 | 2,249 | 1,964 | 3,330 | 3,469 | 3,273 | 3,031 | 3,607 | 4,030 | 1,000 | 1,000 | 3,351 | 37,183 |
| 1,000 | 1,000 | 2,406 | 1,000 | 2,249 | 1,000 | 3,330 | 4,982 | 4,627 | 4,539 | 3,607 | 4,030 | 1,000 | 1,000 | 3,351 | 39,120 |
| 1,000 | 1,000 | 3,811 | 1,000 | 2,249 | 2,759 | 2,149 | 3,469 | 3,273 | 3,031 | 3,607 | 2,549 | 2,559 | 3,846 | 3,351 | 39,653 |
| 2,277 | 2,474 | 2,406 | 1,000 | 2,249 | 1,000 | 1,000 | 2,137 | 2,068 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 31,512 |
| 2,277 | 2,474 | 2,406 | 1,000 | 2,249 | 1,000 | 3,330 | 3,469 | 3,273 | 3,031 | 2,243 | 2,549 | 2,559 | 2,423 | 2,096 | 36,379 |

**Lampiran 26**

**Output SPSS 26 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized  Residual |
| N | | 30 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.63189722 |
| Most Extreme Differences | Absolute | .097 |
| Positive | .097 |
| Negative | -.081 |
| Test Statistic | | .097 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

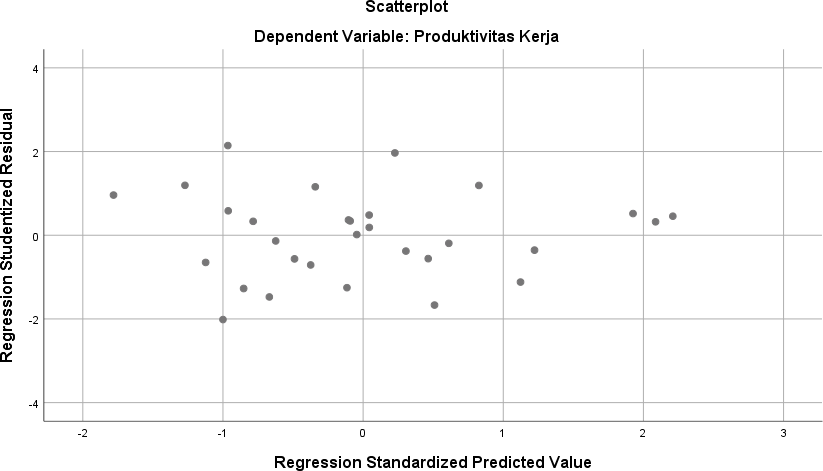
**Lampiran 27**

**Output SPSS 26 Uji Multikolnieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 9.727 | 6.644 |  | 1.464 | .155 |  |  |
| Kompensasi  Kerja | .432 | .172 | .365 | 2.513 | .019 | .774 | 1.291 |
| Pengalaman  Kerja | .765 | .216 | .513 | 3.537 | .002 | .776 | 1.288 |
| Lingkungan  Kerja | .048 | .126 | .049 | .380 | .707 | .994 | 1.006 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | | | |

**Lampiran 28**

**Output SPSS 26 Uji Heterokedastisitas**



**Lampiran 29**

**Output SPSS 26 Analisis Regresi Linier Berganda, Uji t, Uji F**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables  Entered | Variables  Removed | Method |
| 1 | Lingkungan Kerja , Pengalaman Kerja, Kompensasi  Kerjab | . | Enter |
| a. Dependent Variable: Produktivitas Kerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 516.937 | 3 | 172.312 | 11.712 | .000b |
| Residual | 382.530 | 26 | 14.713 |  |  |
| Total | 899.467 | 29 |  |  |  |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja , Pengalaman Kerja, Kompensasi Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized  Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9.727 | 6.644 |  | 1.464 | .155 |
| Kompensasi | .432 | .172 | .365 | 2.513 | .019 |
| Pengalaman Kerja | .765 | .216 | .513 | 3.537 | .002 |
| Lingkungan Kerja | .048 | .126 | .049 | .380 | .707 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |

**Lampiran 30**

**Output SPSS 26 Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R  Square | Std. Error of the  Estimate |
| 1 | .758a | .575 | .526 | 3.836 |
| a. Predictors: (Constant), Lingkungan Kerja , Pengalaman Kerja,  Kompensasi | | | | |