

Lampiran I

Bandar Lampung, Februari 2022

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :
Bapak/ Ibu
Di Tempat

Dengan ini saya :

Nama : Putri Desva Sari
NPM : 1812110342
Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan Jaya Bakery Cabang Pagar Alam, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH KOMPENSASI FINANSIAL, LINGKUNGAN KERJA FISIK DAN KETERLIBATAN KARYAWAN TERHADAP PRODUKTIVITAS KERJA KARYAWAN JAYA BAKERY CABANG PAGAR ALAM”** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Putri Desva Sari
NPM. 1812110342

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH KOMPENSASI FINANSIAL, LINGKUNGAN KERJA FISIK DAN KETERLIBATAN KARYAWAN TERHADAP PRODUKTIVITAS KERJA KARYAWAN JAYA BAKERY CABANG PAGAR ALAM

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju S = Setuju CS = Cukup Setuju

TS = Tidak Setuju STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden :

(boleh tidak diisi)

2. Jenis Kelamin : Laki – Laki Perempuan

3. Usia : 17 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun

DAFTAR PERNYATAAN

<i>Kompensasi Finansial</i>						
No	Pernyataan	STS	TS	CS	S	SS
Gaji						
1	Gaji yang saya terima sudah sesuai dengan standar yang ditentukan perusahaan					
2	Saya menerima gaji sesuai waktu yang ditentukan perusahaan					
3	Sistem gaji di perusahaan sangat transparansi					
Bonus						
4	Pemberian bonus memberikan semangat yang lebih kepada saya dalam bekerja					
5	Perusahaan tempat saya bekerja telah memberikan bonus secara adil kepada karyawan					
6	Besaran bonus sudah sesuai dengan harapan					
Insentif						
7	Insentif yang diterima dari perusahaan yang diberikan kepada saya telah sesuai dengan yang diharapkan					
8	Perusahaan memberikan insentif kepada karyawan sesuai dengan kebijakan yang telah ditetapkan					
9	Insentif yang diberikan sesuai hasil kerja					

<i>Lingkungan Kerja Fisik</i>						
No	Pernyataan	STS	TS	CS	S	SS
Suasan Kerja						
1	Ruangan yang bersih membuat saya nyaman bekerja					
2	Sirkulasi udara di ruang kerja sangat baik					
3	Saya fokus bekerja karena ditunjang dengan penerangan yang baik					
Tersedianya Fasilitas						
4	Perlengkapan yang ada sudah membantu jalannya aktivitas pekerjaan saya					
5	Penggunaan perlengkapan sudah sesuai dengan aturan yang ditetapkan					
6	Perlengkapan kerja sudah memadai					

<i>Keterlibatan Karyawan</i>						
No	Pernyataan	STS	TS	CS	S	SS
Partisipasi						
1	Selalu hadir dalam kegiatan pelaksanaan kerja					
2	Mampu mengikuti semua kegiatan yang diberikan perusahaan kepadanya					
Keikutsertaan						
3	Selalu ikut andil dalam setiap tugas yang diberikan kepadanya					
4	Ikut serta dalam hal apapun yang berhubungan dengan pekerja					
Kerjasama						
5	Mampu bekerjasama dalam pengerjaan tugas yang diberikan					
6	Selalu berinisiatif dalam membantu sesama rekan kerja					

Produktivitas Kerja						
No	Pernyataan	STS	TS	CS	S	SS
<i>Kemampuan Untuk Melaksanakan Tugas</i>						
1	Memahami tugas pekerjaan yang diberikan					
2	Memilik keterampilan dalam melaksanakan tugas kerja					
<i>Meningkatkan Hasil Yang Dicapai</i>						
3	Selalu memenuhi target yang telah ditentukan perusahaan					
4	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
<i>Semangat Kerja</i>						
5	Bersedia diberi tambahan pekerjaan diluar jam kerja					
6	Tidak pernah mengeluh terhadap beban kerja yang diberikan perusahaan					
<i>Pengembangan Diri</i>						
7	Selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan					
8	Perusahaan membukan peluang untuk meningkatkan keahlian dalam bekerja					
<i>Mutu</i>						
9	Hasil kerja selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan					
10	Bekerja sesuai dengan program kerja yang ada di perusahaan					
<i>Efisien</i>						
11	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
12	Menggunakan waktu kerja dengan baik					

Lampiran II (Hasil Jawaban Responden)

No	KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	KF9	KF	LF1	LF2	LF3	LF4	LF5	LF6	LK	KE1	KE2	KE3	KE4	KE5	KE6	KE
1	2	2	2	1	1	1	1	1	1	12	5	5	3	4	4	3	24	1	1	1	1	1	1	6
2	2	3	2	1	3	3	2	2	4	22	3	3	2	2	5	2	17	2	2	3	2	3	3	15
3	3	4	5	4	5	5	5	4	5	40	3	4	4	4	3	4	22	4	3	4	3	4	4	22
4	4	4	3	5	5	4	5	5	5	40	4	3	3	5	4	4	23	3	3	3	2	2	4	17
5	3	2	2	3	3	3	2	3	3	24	3	2	3	3	4	1	16	3	3	2	4	2	3	17
6	3	3	3	3	3	3	3	5	3	29	3	3	3	5	5	3	22	3	3	3	5	3	4	21
7	2	2	2	3	2	2	2	3	2	20	2	2	3	2	3	3	15	3	2	2	3	2	2	14
8	3	3	4	3	4	3	4	5	3	32	3	4	3	5	5	3	23	3	3	4	5	3	3	21
9	3	3	3	3	3	3	3	3	3	27	3	3	2	3	4	5	20	2	3	3	3	4	3	19
10	3	5	5	3	5	3	5	5	3	37	5	5	3	5	5	3	26	3	5	5	5	5	2	25
11	5	5	5	5	5	5	5	5	5	45	5	5	3	5	5	2	25	3	5	5	5	5	4	27
12	2	2	2	2	2	2	2	2	2	18	2	2	4	2	4	1	15	4	2	2	4	2	2	16
13	3	4	3	3	3	3	3	3	3	28	4	3	4	3	5	3	22	4	4	3	5	4	4	24
14	2	2	3	3	3	2	3	3	2	23	2	3	3	3	5	3	19	3	2	3	5	2	4	19
15	3	3	4	3	4	3	4	4	3	31	3	4	4	4	5	3	23	4	3	4	5	3	3	22
16	2	2	3	2	3	2	3	3	2	22	2	3	4	3	4	3	19	4	2	3	4	2	3	18
17	3	3	3	3	3	3	3	3	3	27	3	3	2	3	5	2	18	2	3	3	5	3	4	20
18	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	3	23	4	4	4	4	4	3	23
19	3	4	5	3	5	3	5	5	3	36	4	5	4	5	5	4	27	4	4	5	5	4	4	26
20	3	3	3	3	3	3	3	3	3	27	3	3	3	3	4	3	19	3	3	3	4	3	3	19
21	2	2	3	2	3	2	3	3	2	22	2	3	3	3	4	3	18	3	2	3	4	2	2	16
22	2	2	3	2	3	2	3	3	2	22	2	3	1	3	3	2	14	1	2	3	3	2	3	14
23	3	3	4	3	4	3	4	4	3	31	3	4	4	4	4	3	22	4	3	4	4	3	3	21
24	4	4	4	4	4	4	4	4	4	36	4	4	3	4	3	3	21	3	4	4	3	4	2	20
25	3	3	3	3	3	3	3	3	3	27	3	3	3	3	4	4	20	3	3	3	4	3	3	19
26	4	4	3	4	3	4	3	4	4	33	4	4	4	4	5	4	25	4	4	4	5	4	3	24
27	4	4	3	4	3	4	3	3	4	32	4	3	3	3	4	3	20	3	4	3	4	4	2	20
28	3	3	4	3	4	3	4	4	3	31	3	4	4	4	4	3	22	4	3	4	4	3	4	22
29	3	4	4	3	4	4	3	4	4	33	4	4	4	4	4	4	24	4	4	4	4	4	4	24
30	3	3	4	3	4	3	4	4	3	31	3	4	5	4	5	3	24	5	3	4	5	3	4	24
31	4	4	5	4	4	4	5	5	5	40	4	4	5	4	4	4	25	4	4	5	5	5	5	28
32	4	5	4	4	4	3	5	5	4	38	5	4	4	4	3	4	24	4	4	4	5	4	5	26

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	PK
1	2	3	2	1	2	3	2	2	2	2	3	3	27
2	2	2	3	3	2	2	3	2	2	2	3	5	31
3	5	4	3	4	4	4	3	4	4	2	3	4	44
4	5	4	4	3	3	4	4	3	3	4	4	3	44
5	2	1	3	2	3	5	3	2	3	1	3	5	33
6	3	3	3	3	3	3	3	3	3	3	3	5	38
7	2	3	2	2	3	3	2	2	3	3	2	5	32
8	4	3	3	4	3	3	3	4	3	3	3	4	40
9	3	5	3	3	2	1	3	3	2	5	3	3	36
10	5	3	5	5	3	3	5	5	3	3	5	5	50
11	5	2	5	5	3	2	5	5	3	2	5	5	47
12	2	1	2	2	4	1	2	2	4	2	5	2	29
13	3	3	4	3	4	3	4	3	4	3	4	3	41
14	3	3	2	3	3	3	2	3	3	3	2	3	33
15	4	3	3	4	4	3	3	4	4	3	3	4	42
16	3	3	2	3	4	3	2	3	4	3	5	3	38
17	3	2	3	3	2	2	3	3	2	2	3	3	31
18	4	3	4	4	4	3	4	4	4	3	4	4	45
19	5	4	4	5	4	4	4	5	4	4	4	5	52
20	3	3	3	3	3	3	3	3	3	3	3	3	36
21	3	3	2	3	3	3	2	3	3	3	2	3	33
22	3	2	2	3	1	2	2	3	5	5	5	3	36
23	4	3	3	4	4	3	3	4	4	3	3	4	42
24	4	3	4	4	3	3	4	4	3	3	4	4	43
25	3	4	3	3	3	4	3	3	3	4	3	3	39
26	3	4	4	4	4	4	4	4	4	4	4	4	47
27	3	3	4	3	3	3	4	3	3	3	4	3	39
28	4	3	3	4	4	3	3	4	4	3	3	4	42
29	3	4	4	4	4	4	4	4	4	4	4	4	47
30	4	3	3	4	5	3	3	4	5	3	3	4	44
31	3	4	3	3	4	4	3	4	5	5	4	4	46
32	5	5	4	5	5	4	5	4	5	5	4	4	55

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	21	65.6	65.6	65.6
Perempuan	11	34.4	34.4	100.0
Total	32	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	6	18.8	18.8	18.8
17 – 22 tahun	8	25.0	25.0	43.8
23 – 28 tahun	10	31.3	31.3	75.0
29 – 34 tahun	8	25.0	25.0	100.0
Total	32	100.0	100.0	

KF1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	25.0	25.0	25.0
3	16	50.0	50.0	75.0
4	7	21.9	21.9	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KF2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	25.0	25.0	25.0
3	11	34.4	34.4	59.4
4	10	31.3	31.3	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

KF3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	15.6	15.6	15.6
3	13	40.6	40.6	56.3
4	9	28.1	28.1	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

KF4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
Valid 2	4	12.5	12.5	18.8
Valid 3	17	53.1	53.1	71.9
Valid 4	7	21.9	21.9	93.8
Valid 5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KF5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	2	6.3	6.3	9.4
Valid 3	14	43.8	43.8	53.1
Valid 4	10	31.3	31.3	84.4
Valid 5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

KF6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	6	18.8	18.8	21.9
Valid 3	16	50.0	50.0	71.9
Valid 4	7	21.9	21.9	93.8
Valid 5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KF7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	4	12.5	12.5	15.6
Valid 3	13	40.6	40.6	56.3
Valid 4	7	21.9	21.9	78.1
Valid 5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

KF8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	2	6.3	6.3	9.4
Valid 3	12	37.5	37.5	46.9
Valid 4	9	28.1	28.1	75.0
Valid 5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

KF9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	6	18.8	18.8	21.9
Valid 3	14	43.8	43.8	65.6
Valid 4	7	21.9	21.9	87.5
Valid 5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

LF1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	18.8	18.8	18.8
Valid 3	13	40.6	40.6	59.4
Valid 4	9	28.1	28.1	87.5
Valid 5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

LF2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.4	9.4	9.4
Valid 3	13	40.6	40.6	50.0
Valid 4	12	37.5	37.5	87.5
Valid 5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

LF3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
Valid 2	3	9.4	9.4	12.5
Valid 3	14	43.8	43.8	56.3
Valid 4	12	37.5	37.5	93.8
Valid 5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

LF4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.4	9.4	9.4
Valid 3	11	34.4	34.4	43.8
Valid 4	12	37.5	37.5	81.3
Valid 5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

LF5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	15.6	15.6	15.6
4	15	46.9	46.9	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

LF6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	17	53.1	53.1	71.9
4	8	25.0	25.0	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KE1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
2	3	9.4	9.4	15.6
3	13	40.6	40.6	56.3
4	13	40.6	40.6	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KE2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	7	21.9	21.9	25.0
3	13	40.6	40.6	65.6
4	9	28.1	28.1	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KE3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
3	13	40.6	40.6	53.1
4	11	34.4	34.4	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

KE4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	2	6.3	6.3	9.4
3	4	12.5	12.5	21.9
4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

KE5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	8	25.0	25.0	28.1
3	11	34.4	34.4	62.5
4	9	28.1	28.1	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

KE6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	6	18.8	18.8	21.9
3	11	34.4	34.4	56.3
4	12	37.5	37.5	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	15.6	15.6	15.6
3	14	43.8	43.8	59.4
4	7	21.9	21.9	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	17	53.1	53.1	71.9
4	7	21.9	21.9	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.9	21.9	21.9
3	14	43.8	43.8	65.6
4	9	28.1	28.1	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
3	14	43.8	43.8	56.3
4	10	31.3	31.3	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	4	12.5	12.5	15.6
3	13	40.6	40.6	56.3
4	12	37.5	37.5	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	17	53.1	53.1	71.9
4	8	25.0	25.0	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.9	21.9	21.9
3	14	43.8	43.8	65.6
4	8	25.0	25.0	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	15.6	15.6	15.6
3	12	37.5	37.5	53.1
4	12	37.5	37.5	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	12.5	12.5	12.5
3	13	40.6	40.6	53.1
4	11	34.4	34.4	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

PK10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
2	6	18.8	18.8	21.9
3	16	50.0	50.0	71.9
4	5	15.6	15.6	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

PK11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.4	9.4	9.4
3	14	43.8	43.8	53.1
4	10	31.3	31.3	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

PK12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.1	3.1	3.1
3	12	37.5	37.5	40.6
4	12	37.5	37.5	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

		Correlations									Kompensasi Finansial
		KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	KF9	
KF1	Pearson Correlation	1	.814**	.546**	.884**	.586**	.827**	.633**	.651**	.810**	.853**
	Sig. (2-tailed)		.000	.001	.000	.000	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF2	Pearson Correlation	.814**	1	.698**	.704**	.714**	.770**	.733**	.680**	.783**	.878**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF3	Pearson Correlation	.546**	.698**	1	.538**	.859**	.598**	.898**	.783**	.538**	.833**
	Sig. (2-tailed)	.001	.000		.001	.000	.000	.000	.000	.001	.000
	N	32	32	32	32	32	32	32	32	32	32
KF4	Pearson Correlation	.884**	.704**	.538**	1	.640**	.806**	.697**	.706**	.771**	.856**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF5	Pearson Correlation	.586**	.714**	.859**	.640**	1	.703**	.930**	.836**	.691**	.897**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF6	Pearson Correlation	.827**	.770**	.598**	.806**	.703**	1	.624**	.594**	.945**	.871**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF7	Pearson Correlation	.633**	.733**	.898**	.697**	.930**	.624**	1	.872**	.646**	.907**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF8	Pearson Correlation	.651**	.680**	.783**	.706**	.836**	.594**	.872**	1	.600**	.866**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	32	32	32	32	32	32	32	32	32	32
KF9	Pearson Correlation	.810**	.783**	.538**	.771**	.691**	.945**	.646**	.600**	1	.862**
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000		.000
	N	32	32	32	32	32	32	32	32	32	32
Kompensasi Finansial	Pearson Correlation	.853**	.878**	.833**	.856**	.897**	.871**	.907**	.866**	.862**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		LF1	LF2	LF3	LF4	LF5	LF6	Lingkungan Kerja Fisik
LF1	Pearson Correlation	1	.702**	.208	.602**	.126	.287	.760**
	Sig. (2-tailed)		.000	.254	.000	.491	.111	.000
	N	32	32	32	32	32	32	32
LF2	Pearson Correlation	.702**	1	.317	.758**	.232	.347	.858**
	Sig. (2-tailed)	.000		.077	.000	.201	.052	.000
	N	32	32	32	32	32	32	32
LF3	Pearson Correlation	.208	.317	1	.280	.084	.268	.550**
	Sig. (2-tailed)	.254	.077		.120	.647	.138	.001
	N	32	32	32	32	32	32	32
LF4	Pearson Correlation	.602**	.758**	.280	1	.274	.354*	.836**
	Sig. (2-tailed)	.000	.000	.120		.130	.047	.000
	N	32	32	32	32	32	32	32
LF5	Pearson Correlation	.126	.232	.084	.274	1	-.127	.360*
	Sig. (2-tailed)	.491	.201	.647	.130		.489	.043
	N	32	32	32	32	32	32	32
LF6	Pearson Correlation	.287	.347	.268	.354*	-.127	1	.557**
	Sig. (2-tailed)	.111	.052	.138	.047	.489		.001
	N	32	32	32	32	32	32	32
Lingkungan Kerja Fisik	Pearson Correlation	.760**	.858**	.550**	.836**	.360*	.557**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.043	.001	
	N	32	32	32	32	32	32	32

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		KE1	KE2	KE3	KE4	KE5	KE6	Keterlibatan Karyawan
KE1	Pearson Correlation	1	.411*	.501**	.522**	.406*	.371*	.677**
	Sig. (2-tailed)		.019	.003	.002	.021	.037	.000
	N	32	32	32	32	32	32	32
KE2	Pearson Correlation	.411*	1	.768**	.549**	.920**	.360*	.854**
	Sig. (2-tailed)	.019		.000	.001	.000	.043	.000
	N	32	32	32	32	32	32	32
KE3	Pearson Correlation	.501**	.768**	1	.557**	.828**	.483**	.879**
	Sig. (2-tailed)	.003	.000		.001	.000	.005	.000
	N	32	32	32	32	32	32	32
KE4	Pearson Correlation	.522**	.549**	.557**	1	.505**	.471**	.773**
	Sig. (2-tailed)	.002	.001	.001		.003	.007	.000
	N	32	32	32	32	32	32	32
KE5	Pearson Correlation	.406*	.920**	.828**	.505**	1	.391*	.863**
	Sig. (2-tailed)	.021	.000	.000	.003		.027	.000
	N	32	32	32	32	32	32	32
KE6	Pearson Correlation	.371*	.360*	.483**	.471**	.391*	1	.652**
	Sig. (2-tailed)	.037	.043	.005	.007	.027		.000
	N	32	32	32	32	32	32	32
Keterlibatan Karyawan	Pearson Correlation	.677**	.854**	.879**	.773**	.863**	.652**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas Kerja
PK1	Pearson Correlation	1	.414*	.626**	.845**	.390*	.229	.650**	.838**	.315	.227	.283	.279	.808**
	Sig. (2-tailed)		.019	.000	.000	.027	.207	.000	.000	.079	.212	.117	.122	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK2	Pearson Correlation	.414*	1	.260	.359*	.313	.349	.320	.389*	.182	.723**	-.102	-.014	.565**
	Sig. (2-tailed)	.019		.150	.043	.081	.050	.074	.028	.320	.000	.577	.938	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK3	Pearson Correlation	.626**	.260	1	.697**	.257	.241	.981**	.668**	.051	.116	.462**	.420*	.757**
	Sig. (2-tailed)	.000	.150		.000	.156	.185	.000	.000	.783	.526	.008	.017	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK4	Pearson Correlation	.845**	.359*	.697**	1	.455**	.163	.721**	.925**	.384*	.275	.314	.445*	.869**
	Sig. (2-tailed)	.000	.043	.000		.009	.373	.000	.000	.030	.127	.080	.011	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK5	Pearson Correlation	.390*	.313	.257	.455**	1	.426*	.310	.450**	.668**	.089	.110	.138	.604**
	Sig. (2-tailed)	.027	.081	.156	.009		.015	.084	.010	.000	.628	.549	.452	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK6	Pearson Correlation	.229	.349	.241	.163	.426*	1	.266	.218	.295	.100	-.128	.329	.453**
	Sig. (2-tailed)	.207	.050	.185	.373	.015		.141	.231	.101	.586	.485	.066	.009
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK7	Pearson Correlation	.650**	.320	.981**	.721**	.310	.266	1	.657**	.110	.177	.457**	.408*	.794**
	Sig. (2-tailed)	.000	.074	.000	.000	.084	.141		.000	.549	.333	.009	.021	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK8	Pearson Correlation	.838**	.389*	.668**	.925**	.450**	.218	.657**	1	.415*	.298	.339	.392*	.869**
	Sig. (2-tailed)	.000	.028	.000	.000	.010	.231	.000		.018	.098	.057	.027	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK9	Pearson Correlation	.315	.182	.051	.384*	.668**	.295	.110	.415*	1	.433*	.377*	.012	.560**
	Sig. (2-tailed)	.079	.320	.783	.030	.000	.101	.549	.018		.013	.034	.946	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK10	Pearson Correlation	.227	.723**	.116	.275	.089	.100	.177	.298	.433*	1	.199	-.153	.473**
	Sig. (2-tailed)	.212	.000	.526	.127	.628	.586	.333	.098	.013		.276	.402	.006
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK11	Pearson Correlation	.283	-.102	.462**	.314	.110	-.128	.457**	.339	.377*	.199	1	-.056	.426*
	Sig. (2-tailed)	.117	.577	.008	.080	.549	.485	.009	.057	.034	.276		.759	.015
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK12	Pearson Correlation	.279	-.014	.420*	.445*	.138	.329	.408*	.392*	.012	-.153	-.056	1	.408*
	Sig. (2-tailed)	.122	.938	.017	.011	.452	.066	.021	.027	.946	.402	.759		.020
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
Produktivitas Kerja	Pearson Correlation	.808**	.565**	.757**	.869**	.604**	.453**	.794**	.869**	.560**	.473**	.426*	.408*	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.009	.000	.000	.001	.006	.015	.020	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.959	9

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.744	6

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.874	6

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.864	12

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Kompensasi Finansial	Lingkungan Kerja Fisik	Keterlibatan Karyawan	Produktivitas Kerja
N		32	32	32	32
Normal Parameters ^{a,b}	Mean	29.75	21.16	20.28	40.06
	Std. Deviation	7.457	3.409	4.567	6.881
Most Extreme Differences	Absolute Positive	.098	.160	.108	.098
	Absolute Negative	.069	.067	.051	.098
	Positive	-.098	-.160	-.108	-.080
Kolmogorov-Smirnov Z		.553	.906	.612	.552
Asymp. Sig. (2-tailed)		.919	.384	.847	.920

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja Kompensasi Finansial	* Between Groups	(Combined)	1355.042	16	84.690	11.259	.000
		Linearity	1092.666	1	1092.666	145.258	.000
		Deviation from Linearity	262.376	15	17.492	2.325	.057
	Within Groups	112.833	15	7.522			
Total			1467.875	31			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja Lingkungan Kerja Fisik	* Between Groups	(Combined)	991.342	13	76.257	2.880	.020
		Linearity	878.958	1	878.958	33.201	.000
		Deviation from Linearity	112.383	12	9.365	.354	.964
	Within Groups		476.533	18	26.474		
	Total		1467.875	31			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja Keterlibatan Karyawan	* Between Groups	(Combined)	1258.792	15	83.919	6.422	.000
		Linearity	1028.570	1	1028.570	78.711	.000
		Deviation from Linearity	230.222	14	16.444	1.258	.327
	Within Groups		209.083	16	13.068		
	Total		1467.875	31			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	6.688	3.324		2.012	.054		
Kompensasi Finansial	.368	.131	.399	2.804	.009	.282	3.545
1 Lingkungan Kerja Fisik	.604	.213	.299	2.841	.008	.516	1.939
Keterlibatan Karyawan	.476	.205	.316	2.316	.028	.308	3.249

a. Dependent Variable: Produktivitas Kerja

Lampiran IX (Hasil Uji Regresi Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Keterlibatan Karyawan, Lingkungan Kerja Fisik, Kompensasi Finansial ^b	.	Enter

a. Dependent Variable: Produktivitas Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 ^a	.840	.823	2.896

a. Predictors: (Constant), Keterlibatan Karyawan, Lingkungan Kerja Fisik, Kompensasi Finansial

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1232.964	3	410.988	48.987	.000 ^b
	Residual	234.911	28	8.390		
	Total	1467.875	31			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Keterlibatan Karyawan, Lingkungan Kerja Fisik, Kompensasi Finansial

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.688	3.324		2.012	.054
	Kompensasi Finansial	.368	.131	.399	2.804	.009
	Lingkungan Kerja Fisik	.604	.213	.299	2.841	.008
	Keterlibatan Karyawan	.476	.205	.316	2.316	.028

a. Dependent Variable: Produktivitas Kerja