

LAMPIRAN

Lampiran 1 : Tabulasi

X1 VARIABEL LINGKUNGAN KERJA

NO	ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	ITEM 9	ITEM 10	TOTAL
1	5	4	3	4	5	5	5	5	4	3	43
2	4	4	5	4	3	5	5	4	3	3	40
3	5	3	5	3	5	4	5	3	4	5	42
4	3	4	4	5	4	5	3	3	5	3	39
5	4	4	5	3	5	3	4	4	3	4	39
6	4	5	5	3	3	4	3	3	5	5	40
7	4	5	4	3	4	4	4	5	4	3	40
8	5	5	3	4	5	3	4	4	5	4	42
9	4	5	4	5	4	4	5	5	3	4	43
10	3	4	4	4	3	3	4	5	3	3	36
11	5	5	5	3	4	5	5	3	4	5	44
12	5	5	3	3	5	5	3	5	3	4	41
13	4	4	3	5	4	3	5	4	3	3	38
14	4	5	4	4	4	4	5	4	5	4	43
15	5	4	3	3	3	5	4	3	3	4	37
16	5	4	5	5	5	2	2	4	5	3	40
17	4	5	4	3	4	4	3	4	4	3	38
18	1	2	2	2	2	2	2	2	2	2	19
19	5	5	2	4	4	5	2	3	5	4	39
20	5	5	5	5	5	5	3	4	4	5	46
21	5	4	5	3	4	5	3	5	5	3	42
22	5	3	4	3	3	4	2	4	5	3	36
23	4	3	3	5	5	4	5	5	3	4	41
24	1	2	2	2	5	3	3	4	2	1	25
25	5	5	4	2	4	4	3	5	4	3	39
26	5	3	4	3	5	5	5	4	5	4	43
27	4	4	3	3	5	4	5	3	4	2	37
28	3	4	5	2	5	4	4	3	3	4	37
29	3	5	5	4	4	5	3	4	5	3	41
30	5	4	5	2	3	3	5	5	4	5	41
31	4	2	2	4	4	4	5	2	5	5	37
32	5	5	2	4	4	5	2	3	5	4	39
33	5	5	5	5	5	5	3	4	4	5	46
34	5	4	5	3	4	5	3	5	5	3	42
35	5	3	4	3	3	4	2	4	5	3	36
36	4	3	3	5	5	4	5	5	3	4	41
TOTAL	152	146	139	128	149	148	134	142	144	130	

X2 VARIABEL KELEBIHAN BEBAN KERJA

NO	ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	ITEM 9	ITEM 10	TOTAL
1	3	4	5	4	5	5	4	3	4	5	42
2	5	4	4	4	5	4	4	5	4	3	42
3	5	3	5	3	5	5	3	5	3	5	42
4	4	5	3	4	5	3	4	4	5	4	41
5	5	3	4	4	4	4	4	5	3	5	41
6	5	3	4	5	5	4	5	5	3	3	42
7	4	3	4	5	4	4	5	3	3	3	38
8	3	4	5	5	5	5	5	3	4	5	44
9	4	5	4	5	5	4	5	4	5	4	45
10	4	4	3	4	4	3	4	4	4	3	37
11	5	3	5	3	5	5	3	5	3	4	41
12	3	3	4	4	5	4	4	3	3	5	38
13	3	5	4	4	4	4	4	3	5	4	40
14	4	4	4	5	4	4	5	4	4	4	42
15	3	3	5	4	4	5	4	3	3	3	37
16	5	5	5	3	4	5	3	5	5	5	45
17	4	3	4	5	4	4	5	4	3	4	40
18	2	2	3	2	1	3	2	3	2	2	22
19	2	4	5	5	4	5	5	2	4	4	40
20	5	5	5	5	4	5	5	5	5	5	49
21	5	3	5	3	4	5	3	5	3	4	40
22	4	3	5	3	4	5	3	4	3	3	37
23	3	5	4	4	5	4	4	5	5	5	44
24	2	2	1	2	5	1	2	2	2	5	24
25	4	2	5	5	4	5	5	4	2	4	40
26	4	3	5	3	4	5	3	4	3	5	39
27	3	3	4	4	4	4	4	3	3	5	37
28	5	2	3	4	5	3	4	5	2	5	38
29	5	4	3	5	4	3	5	5	4	4	42
30	5	2	5	4	5	5	4	5	2	3	40
31	2	4	4	2	4	4	2	2	4	4	32
32	2	4	5	5	4	5	5	2	4	4	40
33	5	5	5	5	4	5	5	5	5	5	49
34	5	3	5	4	5	5	4	5	3	4	43
35	4	3	5	3	4	5	3	4	3	3	37
36	3	5	4	3	5	4	3	3	5	5	40
TOTAL	139	128	153	142	156	153	142	141	128	148	

Y VARIABEL KEPUASAN KERJA

No	ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	ITEM 9	ITEM 10	Total
1	5	5	5	5	5	5	5	4	5	5	49
2	3	5	5	4	4	4	4	4	5	5	43
3	5	5	5	5	5	3	5	3	4	5	45
4	4	3	3	3	3	3	3	4	5	3	34
5	5	4	4	4	4	4	4	4	3	4	40
6	3	3	3	4	4	4	4	5	4	3	37
7	3	5	4	4	4	4	4	5	3	4	40
8	5	4	4	5	5	5	5	5	3	4	45
9	4	5	5	4	4	4	4	5	4	5	44
10	3	4	4	3	3	4	3	4	3	4	35
11	4	5	5	5	5	5	5	4	5	5	48
12	5	3	3	5	4	5	5	5	5	3	43
13	4	5	5	4	4	4	4	4	3	5	42
14	4	5	5	4	4	5	4	5	4	5	45
15	3	4	4	5	5	5	5	4	5	4	44
16	5	4	2	5	5	5	5	4	2	2	39
17	4	3	3	4	4	4	4	5	4	3	38
18	2	5	2	1	3	5	1	2	2	2	25
19	4	5	2	5	5	5	5	5	5	2	43
20	5	5	3	5	5	4	5	5	5	3	45
21	4	4	3	5	5	5	5	4	5	3	43
22	3	4	2	5	5	4	5	3	4	2	37
23	5	5	5	4	4	4	4	3	4	5	43
24	5	3	2	1	1	3	5	2	3	2	27
25	4	3	3	5	5	5	5	5	4	3	42
26	5	5	5	5	5	5	5	3	5	5	48
27	5	5	5	4	4	4	4	4	4	5	44
28	5	4	4	3	3	4	3	4	4	4	38
29	4	3	3	3	3	3	3	5	5	3	35
30	3	5	5	5	5	5	5	4	3	5	45
31	4	5	5	4	4	4	4	4	2	5	41
32	4	2	2	5	5	5	5	5	5	2	40
33	5	3	3	5	5	5	5	5	5	3	44
34	4	5	3	5	5	5	4	5	5	3	44
35	3	5	2	5	5	5	3	4	4	2	38
36	5	5	5	4	4	4	5	5	4	5	46
Total	148	153	133	152	153	157	154	151	145	133	

Lampiran 2 : Deskripsi Jawaban Responden

Frequency Table Lingkungan Kerja (X1)

X1P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	5.6	5.6	5.6
	Netral	4	11.1	11.1	16.7
	Setuju	12	33.3	33.3	50.0
	Sangat Setuju	18	50.0	50.0	100.0
	Total	36	100.0	100.0	

X1P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	8.3	8.3	8.3
	Netral	6	16.7	16.7	25.0
	Setuju	13	36.1	36.1	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

X1P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	13.9	13.9	13.9
	Netral	8	22.2	22.2	36.1
	Setuju	10	27.8	27.8	63.9
	Sangat Setuju	13	36.1	36.1	100.0
	Total	36	100.0	100.0	

X1P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	13.9	13.9	13.9
	Netral	14	38.9	38.9	52.8
	Setuju	9	25.0	25.0	77.8
	Sangat Setuju	8	22.2	22.2	100.0
	Total	36	100.0	100.0	

X1P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.8	2.8	2.8
	Netral	7	19.4	19.4	22.2
	Setuju	14	38.9	38.9	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

X1P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	5.6	5.6	5.6
	Netral	6	16.7	16.7	22.2
	Setuju	14	38.9	38.9	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

X1P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	16.7	16.7	16.7
	Netral	11	30.6	30.6	47.2
	Setuju	6	16.7	16.7	63.9
	Sangat Setuju	13	36.1	36.1	100.0
	Total	36	100.0	100.0	

X1P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	5.6	5.6	5.6
	Netral	9	25.0	25.0	30.6
	Setuju	14	38.9	38.9	69.4
	Sangat Setuju	11	30.6	30.6	100.0
	Total	36	100.0	100.0	

X1P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	5.6	5.6	5.6
	Netral	10	27.8	27.8	33.3
	Setuju	10	27.8	27.8	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

X1P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Tidak Setuju	2	5.6	5.6	8.3
	Netral	14	38.9	38.9	47.2
	Setuju	12	33.3	33.3	80.6
	Sangat Setuju	7	19.4	19.4	100.0
	Total	36	100.0	100.0	

Frequency Kelebihan Beban Kerja (X2)

X2P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	13.9	13.9	13.9
	Netral	8	22.2	22.2	36.1
	Setuju	10	27.8	27.8	63.9
	Sangat Setuju	13	36.1	36.1	100.0
	Total	36	100.0	100.0	

X2P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	13.9	13.9	13.9
	Netral	14	38.9	38.9	52.8
	Setuju	9	25.0	25.0	77.8
	Sangat Setuju	8	22.2	22.2	100.0
	Total	36	100.0	100.0	

X2P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Netral	5	13.9	13.9	16.7
	Setuju	13	36.1	36.1	52.8
	Sangat Setuju	17	47.2	47.2	100.0
	Total	36	100.0	100.0	

X2P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	8.3	8.3	8.3
	Netral	8	22.2	22.2	30.6
	Setuju	13	36.1	36.1	66.7
	Sangat Setuju	12	33.3	33.3	100.0
	Total	36	100.0	100.0	

X2P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Setuju	20	55.6	55.6	58.3
	Sangat Setuju	15	41.7	41.7	100.0
	Total	36	100.0	100.0	

X2P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Netral	5	13.9	13.9	16.7
	Setuju	13	36.1	36.1	52.8
	Sangat Setuju	17	47.2	47.2	100.0
	Total	36	100.0	100.0	

X2P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	8.3	8.3	8.3
	Netral	8	22.2	22.2	30.6
	Setuju	13	36.1	36.1	66.7
	Sangat Setuju	12	33.3	33.3	100.0
	Total	36	100.0	100.0	

X2P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	11.1	11.1	11.1
	Netral	9	25.0	25.0	36.1
	Setuju	9	25.0	25.0	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

X2P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	13.9	13.9	13.9
	Netral	14	38.9	38.9	52.8
	Setuju	9	25.0	25.0	77.8
	Sangat Setuju	8	22.2	22.2	100.0
	Total	36	100.0	100.0	

X2P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.8	2.8	2.8
	Netral	8	22.2	22.2	25.0
	Setuju	13	36.1	36.1	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

Frequency Kelebihan Kepuasan Kerja (Y)

YP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.8	2.8	2.8
	Netral	8	22.2	22.2	25.0
	Setuju	13	36.1	36.1	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

YP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.8	2.8	2.8
	Netral	8	22.2	22.2	25.0
	Setuju	8	22.2	22.2	47.2
	Sangat Setuju	19	52.8	52.8	100.0
	Total	36	100.0	100.0	

YP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	19.4	19.4	19.4
	Netral	10	27.8	27.8	47.2
	Setuju	6	16.7	16.7	63.9
	Sangat Setuju	13	36.1	36.1	100.0
	Total	36	100.0	100.0	

YP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	5.6	5.6	5.6
	Netral	4	11.1	11.1	16.7
	Setuju	12	33.3	33.3	50.0
	Sangat Setuju	18	50.0	50.0	100.0
	Total	36	100.0	100.0	

YP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Netral	5	13.9	13.9	16.7
	Setuju	13	36.1	36.1	52.8
	Sangat Setuju	17	47.2	47.2	100.0
	Total	36	100.0	100.0	

YP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	4	11.1	11.1	11.1
	Setuju	15	41.7	41.7	52.8
	Sangat Setuju	17	47.2	47.2	100.0
	Total	36	100.0	100.0	

YP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.8	2.8	2.8
	Netral	5	13.9	13.9	16.7
	Setuju	12	33.3	33.3	50.0
	Sangat Setuju	18	50.0	50.0	100.0
	Total	36	100.0	100.0	

YP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	5.6	5.6	5.6
	Netral	4	11.1	11.1	16.7
	Setuju	15	41.7	41.7	58.3
	Sangat Setuju	15	41.7	41.7	100.0
	Total	36	100.0	100.0	

YP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	8.3	8.3	8.3
	Netral	7	19.4	19.4	27.8
	Setuju	12	33.3	33.3	61.1
	Sangat Setuju	14	38.9	38.9	100.0
	Total	36	100.0	100.0	

YP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	19.4	19.4	19.4
	Netral	10	27.8	27.8	47.2
	Setuju	6	16.7	16.7	63.9
	Sangat Setuju	13	36.1	36.1	100.0
	Total	36	100.0	100.0	

Lampiran 3 : Hasil Uji Persyaratan Instrumen

Uji Validitas Lingkungan Kerja (X1)

Correlations

		Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	Lingkungan Kerja	total lingkungan kerja
Lingkungan Kerja	Pearson Correlation	1	.417*	.283	.180	.193	.435**	.053	.259	.543**	.542**	.756**
	Sig. (2-tailed)		.011	.094	.295	.259	.008	.757	.128	.001	.001	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.417*	1	.342*	.207	.098	.364*	-.091	.238	.282	.303	.604**
	Sig. (2-tailed)	.011		.041	.227	.570	.029	.599	.161	.096	.072	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.283	.342*	1	-.033	.022	.137	.061	.260	.223	.305	.519**
	Sig. (2-tailed)	.094	.041		.850	.898	.427	.723	.125	.192	.070	.001
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.180	.207	-.033	1	.282	.154	.140	.132	.150	.231	.469**
	Sig. (2-tailed)	.295	.227	.850		.095	.370	.416	.444	.384	.176	.004
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.193	.098	.022	.282	1	.133	.253	.203	.000	.140	.428**
	Sig. (2-tailed)	.259	.570	.898	.095		.439	.136	.236	1.000	.415	.009
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.435**	.364*	.137	.154	.133	1	.031	.044	.337*	.286	.551**
	Sig. (2-tailed)	.008	.029	.427	.370	.439		.855	.798	.045	.091	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.053	-.091	.061	.140	.253	.031	1	.153	-.263	.290	.341*
	Sig. (2-tailed)	.757	.599	.723	.416	.136	.855		.372	.121	.087	.042
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.259	.238	.260	.132	.203	.044	.153	1	-.100	-.125	.391*
	Sig. (2-tailed)	.128	.161	.125	.444	.236	.798	.372		.560	.466	.018
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.543**	.282	.223	.150	.000	.337*	-.263	-.100	1	.248	.463**
	Sig. (2-tailed)	.001	.096	.192	.384	1.000	.045	.121	.560		.145	.004
	N	36	36	36	36	36	36	36	36	36	36	36
Lingkungan Kerja	Pearson Correlation	.542**	.303	.305	.231	.140	.286	.290	-.125	.248	1	.636**
	Sig. (2-tailed)	.001	.072	.070	.176	.415	.091	.087	.466	.145		.000
	N	36	36	36	36	36	36	36	36	36	36	36
total lingkungan kerja	Pearson Correlation	.756**	.604**	.519**	.469**	.428**	.551**	.341*	.391*	.463**	.636**	1
	Sig. (2-tailed)	.000	.000	.001	.004	.009	.000	.042	.018	.004	.000	
	N	36	36	36	36	36	36	36	36	36	36	36

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

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

Uji Reabilitas Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.691	10

Uji Validitas Kelebihan Beban Kerja

Correlations

		Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Kelebihan beban kerja	Total kelebihan beban kerja
Kelebihan beban kerja	Pearson Correlation	1	-.033	.242	.215	.270	.242	.215	.926**	-.033	.017	.577**
	Sig. (2-tailed)		.850	.154	.207	.111	.154	.207	.000	.850	.920	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	-.033	1	.126	.273	.164	.126	.273	.018	1.000**	.294	.587**
	Sig. (2-tailed)	.850		.463	.107	.339	.463	.107	.916	.000	.082	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.242	.126	1	.215	.042	1.000**	.215	.202	.126	.037	.569**
	Sig. (2-tailed)	.154	.463		.209	.809	.000	.209	.237	.463	.831	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.215	.273	.215	1	.185	.215	1.000**	.137	.273	.043	.642**
	Sig. (2-tailed)	.207	.107	.209		.281	.209	.000	.424	.107	.804	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.270	.164	.042	.185	1	.042	.185	.216	.164	.428**	.453**
	Sig. (2-tailed)	.111	.339	.809	.281		.809	.281	.207	.339	.009	.006
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.242	.126	1.000**	.215	.042	1	.215	.202	.126	.037	.569**
	Sig. (2-tailed)	.154	.463	.000	.209	.809		.209	.237	.463	.831	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.215	.273	.215	1.000**	.185	.215	1	.137	.273	.043	.642**
	Sig. (2-tailed)	.207	.107	.209	.000	.281	.209		.424	.107	.804	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.926**	.018	.202	.137	.216	.202	.137	1	.018	.042	.550**
	Sig. (2-tailed)	.000	.916	.237	.424	.207	.237	.424		.916	.806	.001
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	-.033	1.000**	.126	.273	.164	.126	.273	.018	1	.294	.587**
	Sig. (2-tailed)	.850	.000	.463	.107	.339	.463	.107	.916		.082	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kelebihan beban kerja	Pearson Correlation	.017	.294	.037	.043	.428**	.037	.043	.042	.294	1	.374*
	Sig. (2-tailed)	.920	.082	.831	.804	.009	.831	.804	.806	.082		.025
	N	36	36	36	36	36	36	36	36	36	36	36
Total kelebihan beban kerja	Pearson Correlation	.577**	.587**	.569**	.642**	.453**	.569**	.642**	.550**	.587**	.374*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.006	.000	.000	.001	.000	.025	
	N	36	36	36	36	36	36	36	36	36	36	36

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

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

Uji reabilitas kelebihan beban kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.753	10

Uji Validitas Kepuasan Kerja

Correlations

		Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Kepuasan kerja	Total Kepuasan kerja
Kepuasan kerja	Pearson Correlation	1	-.074	.207	.196	.037	-.120	.472**	.087	.168	.207	.397*
	Sig. (2-tailed)		.669	.226	.253	.831	.487	.004	.615	.326	.226	.016
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	-.074	1	.561**	.121	.235	.127	-.086	-.212	-.171	.561**	.408*
	Sig. (2-tailed)	.669		.000	.483	.168	.460	.617	.215	.320	.000	.013
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.207	.561**	1	.128	.074	-.109	.109	.004	-.018	1.000**	.613**
	Sig. (2-tailed)	.226	.000		.458	.667	.528	.528	.982	.919	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.196	.121	.128	1	.935**	.525**	.682**	.461**	.416*	.128	.806**
	Sig. (2-tailed)	.253	.483	.458		.000	.001	.000	.005	.012	.458	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.037	.235	.074	.935**	1	.635**	.535**	.341*	.317	.074	.725**
	Sig. (2-tailed)	.831	.168	.667	.000		.000	.001	.042	.060	.667	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	-.120	.127	-.109	.525**	.635**	1	.247	.219	.114	-.109	.396*
	Sig. (2-tailed)	.487	.460	.528	.001	.000		.147	.200	.509	.528	.017
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.472**	-.086	.109	.682**	.535**	.247	1	.221	.313	.109	.636**
	Sig. (2-tailed)	.004	.617	.528	.000	.001	.147		.195	.063	.528	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.087	-.212	.004	.461**	.341*	.219	.221	1	.337*	.004	.421*
	Sig. (2-tailed)	.615	.215	.982	.005	.042	.200	.195		.044	.982	.011
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.168	-.171	-.018	.416*	.317	.114	.313	.337*	1	-.018	.435**
	Sig. (2-tailed)	.326	.320	.919	.012	.060	.509	.063	.044		.919	.008
	N	36	36	36	36	36	36	36	36	36	36	36
Kepuasan kerja	Pearson Correlation	.207	.561**	1.000**	.128	.074	-.109	.109	.004	-.018	1	.613**
	Sig. (2-tailed)	.226	.000	.000	.458	.667	.528	.528	.982	.919	.000	.000
	N	36	36	36	36	36	36	36	36	36	36	36
Total Kepuasan kerja	Pearson Correlation	.397*	.408*	.613**	.806**	.725**	.396*	.636**	.421*	.435**	.613**	1
	Sig. (2-tailed)	.016	.013	.000	.000	.000	.017	.000	.011	.008	.000	
	N	36	36	36	36	36	36	36	36	36	36	36

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

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

Uji Reabilitas Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.745	10

Lampiran 4 : Hasil Uji Persyaratan Analisis data

Uji linierlitas

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kepuasan kerja *	36	100.0%	0	0.0%	36	100.0%
Lingkungan kerja						
Kepuasan kerja *	36	100.0%	0	0.0%	36	100.0%
Kelebihan beban kerja						

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan kerja *	Between	(Combined)	590.008	12	49.167	2.955	.012
Kelebihan beban kerja	Groups	Linearity	427.271	1	427.271	25.676	.000
		Deviation from Linearity	162.737	11	14.794	.889	.564
Within Groups			382.742	23	16.641		
Total			972.750	35			

Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	8.170	3.691		2.213	.034		
Lingkungan Kerja	1.410	.227	1.346	6.219	.000	.167	5.988
Kelebihan beban kerja	-.564	.216	-.566	2.614	.013	.167	5.988

a. Dependent Variable: Kepuasan kerja

Lampiran 5 : Hasil Uji Metode analisis data

Linier berganda bersama uji t dan F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	721.588	2	360.794	47.405	.000 ^b
	Residual	251.162	33	7.611		
	Total	972.750	35			

a. Dependent Variable: Kepuasan kerja

b. Predictors: (Constant), Kelebihan beban kerja, Lingkungan kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	8.170	3.691		2.213	.034					
Lingkungan kerja	1.410	.227	1.346	6.219	.000	.830	.735	.550	.167	5.988
Kelebihan beban kerja	-.564	.216	-.566	2.614	.013	.663	-.414	-.231	.167	5.988

a. Dependent Variable: Kepuasan kerja

Lampiran 6 : Distribusi R_{tabel} DISTRIBUSI NILAI r_{tabel} SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

Distribusi nilai r tabel signifikansi 5% & 1 %

Lampiran 7 : Distribusi Nilai t_{tabel}

Titik Persentase Distribusi t (df = 1 - 40)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

Lampiran 8 : Distribusi Nilai f_{tabel}

Titik Persentase Distribusi F untuk Probabilitas = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

