

LAMPIRAN

LAMPIRAN 1 : KUESIONER PENELITIAN



PROGRAM STUDI MANAJEMEN
INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
BANDAR LAMPUNG

Jalan Zainal Abidin Pagar Alam No.93 Bandar Lampung. Lampung 35142

KUESIONER

6 “PENGARUH LINGKUNGAN KERJA FISIK DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PT. DHARMA GUNA PERDANA BANDAR LAMPUNG”

I. PETUNJUK PENGISIAN :

1. Jawablah pernyataan ini dengan jujur dan benar.
2. Pilih salah satu jawaban yang menurut anda paling tepat dengan memberikan tanda (√) pada kolom yang disediakan.

II. IDENTITAS RESPONDEN

Nama : (Boleh Tidak Diisi)

Jenis Kelamin : Laki – Laki Perempuan

Usia : 17 tahun – 25 Tahun 26 Tahun – 35 Tahun
 36 Tahun – 50 Tahun >50 Tahun

Pendidikan Terakhir : SMA/SMK Diploma (D3)
 Sarjana (S1) 0 – 3 Pasca Sarjana (S2)

Lama Kerja : Tahun 7 – 9 Tahun
 4 – 6 Tahun > 10 Tahun

Isilah jawaban berikut sesuai pendapat saudara dengan memberikan tanda *checkbox* (√).

Adapun makna dalam kolom adalah sebagai berikut :

Jawaban	Bobot
Sangat setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

LINGKUNGAN KERJA FISIK (X1)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Bangunan tempat kerja						
1	Bangunan perusahaan tempat saya bekerja terlihat menarik.					
2	Atap bangunan kantor perusahaan tidak ada yang bocor.					
3	Dinding bangunan perusahaan terlihat kukuh.					
Peralatan kerja yang memadai						
4	Peralatan kerja yang disediakan perusahaan sangat membantu karyawan dalam menyelesaikan pekerjaan.					
5	Peralatan kerja yang disediakan perusahaan sesuai dengan standar kebutuhan pekerjaan.					
6	Jumlah peralatan kerja yang disediakan perusahaan sesuai dengan kebutuhan pekerjaan.					
Fasilitas						
7	Keberadaan tempat ibadah yang disediakan oleh perusahaan sudah memadai.					
8	Ketersediaan tempat istirahat yang disediakan oleh perusahaan sudah memadai .					
9	Ketersediaan tempat parkir kendaraan yang disediakan perusahaan sudah memadai.					
Tersedianya sarana angkutan						
10	Perusahaan menyediakan sarana angkutan untuk karyawan.					
11	Sarana angkutan yang disediakan membantu karyawan untuk datang tepat waktu ke kantor.					
12	Jumlah sarana angkutan untuk karyawan sudah cukup memadai.					

Sumber: Siagian (2014)

7 KOMPENSASI (X2)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Upah dan gaji						
1	Gaji yang diterima sesuai harapan.					
2	Gaji secara keseluruhan sesuai dengan usaha yang dikeluarkan.					
3	Gaji diberikan tepat waktu.					
Insentif						
4	Bonus yang diberikan perusahaan sebanding dengan waktu kerja lembur.					
5	Karyawan menerima insentif apabila mereka telah mendapatkan tambahan jam kerja.					
6	Insentif yang diberikan dapat meningkatkan semangat kerja.					
Tunjangan						
7	Perusahaan memberikan Tunjangan Hari Raya kepada					

	karyawan.					
8	Tunjangan yang diberikan sesuai dengan peranan/posisi karyawan.					
9	Perusahaan memberikan Tunjangan transportasi kepada karyawan.					
Fasilitas						
10	Perusahaan memperhatikan pemenuhan kebutuhan dan fasilitas karyawan					
11	Fasilitas kerja sudah mendukung dan memadai dalam menunjang pekerjaan.					
12	Perusahaan memberikan fasilitas jaminan kesehatan dan pensiun pada karyawan					

Sumber: Simamora (2015)

8 KINERJA PEGAWAI (Y)

No.	PERTANYAAN	SS	S	N	TS	STS
		5	4	3	2	1
Kuantitas Pekerjaan						
1	Saya dapat memenuhi beban kerja yang telah ditetapkan perusahaan.					
2	Saya dapat melebihi volume pekerjaan yang telah ditetapkan perusahaan.					
Kualitas Pekerjaan						
3	Saya cermat dan meminimalkan kesalahan dalam bekerja.					
4	Saya mampu bekerja sesuai persyaratan atau standart kerja yang ditetapkan perusahaan.					
Kemandirian						
5	Saya mampu mengerjakan tugas atau pekerjaan secara mandiri.					
6	Saya mampu melakukan pekerjaan tanpa harus meminta bantuan dari pimpinan.					
Inisiatif						
7	Saya memiliki inisiatif selama melaksanakan tugas pekerjaan.					
8	Saya dapat mengambil inisiatif dalam menyelesaikan permasalahan yang timbul dalam pekerjaan.					
Adaptabilitas						
9	Saya mampu beradaptasi dengan sesama karyawan lingkungan kerja dengan baik.					
10	Saya dapat menyesuaikan kemampuan yang saya miliki terhadap jenis pekerjaan yang di berikan.					
Kerjasama						
11	Saya selalu bekerja sama dengan karyawan lain dalam menyelesaikan pekerjaan.					
12	Saya menghargai perbedaan pendapat dengan rekan karyawan dalam melakukan pekerjaan.					

Sumber: Sutrisno (2016)

LAMPIRAN 2 : DATA FREKUENSI VARIABEL LINGKUNGAN KERJA FISIK

LKF01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	7.5	7.5
	3	3	7.5	7.5	15.0
	4	25	62.5	62.5	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

LKF02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	3	7.5	7.5	12.5
	4	28	70.0	70.0	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

LKF03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	2	5.0	5.0	10.0
	4	26	65.0	65.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

LKF04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	28	70.0	70.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

LKF05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	30	77.5	77.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

LKF06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	25	62.5	62.5	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

LKF07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	28	70.0	70.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

LKF08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10.0	10.0	10.0
	4	25	62.5	62.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

LKF09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	24	60.0	60.0	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

LKF10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	29	72.5	72.5	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

LKF11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	33	82.5	82.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

LKF12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	24	60.0	60.0	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

LAMPIRAN 3 : DATA FREKUENSI VARIABEL KOMPENSASI

K01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	26	65.0	65.0	67.5
	5	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

K02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	27	67.5	67.5	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

K03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	28	70.0	70.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

K04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	29	72.5	72.5	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

K05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	32	80.0	80.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

K06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	27	67.5	67.5	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

K07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	24	60.0	60.0	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

K08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	27	67.5	67.5	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

K09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	30	75.0	75.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

K10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	30	75.0	75.0	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

K11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	31	77.5	77.5	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

K12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	30	75.0	75.0	75.0
	5	10	25.0	25.0	100.0
	Total	40	100.0	100.0	

LAMPIRAN 4 : DATA FREKUENSI VARIABEL KINERJA KARYAWAN

KK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	28	70.0	70.0	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

KK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	3	7.5	7.5	10.0
	4	28	70.0	70.0	80.0
	5	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

KK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	27	67.5	67.5	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

KK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	31	77.5	77.5	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

KK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	12.5	12.5	12.5
	4	30	75.0	75.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

KK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	25	62.5	62.5	67.5
	5	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

KK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.5	2.5	2.5
	4	27	67.5	67.5	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

KK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	33	82.5	82.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

KK09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	31	77.5	77.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

KK10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7.5	7.5	7.5
	4	31	77.5	77.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

KK11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	7.5	7.5
	3	3	7.5	7.5	15.0
	4	25	62.5	62.5	77.5
	5	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

KK12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	3	7.5	7.5	12.5
	4	28	70.0	70.0	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

LAMPIRAN 5 : DATA TABULASI VARIABEL LINGKUNGAN KERJA FISIK (X1)

LINGKUNGAN KERJA FISIK (X1)													
NO	LKF01	LKF02	LKF03	LKF04	LKF05	LKF06	LKF07	LKF08	LKF09	LKF10	LKF11	LKF12	JUMLAH
1	4	4	4	4	4	4	4	4	4	4	4	4	48
2	4	4	4	4	4	4	4	4	4	4	4	4	48
3	5	5	5	5	5	5	5	5	5	5	5	5	60
4	4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	5	5	5	5	5	5	5	5	60
6	4	4	4	4	4	4	4	4	4	4	4	4	48
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	4	4	4	4	4	4	4	5	5	4	4	4	50
10	4	4	5	5	5	4	4	4	5	4	4	5	53
11	4	5	4	4	5	4	4	4	4	4	4	5	51
12	4	4	3	3	3	4	4	3	4	5	3	3	43
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	2	4	4	4	4	4	4	4	4	4	4	4	46
15	3	4	4	4	4	4	4	4	4	4	4	4	47
16	3	4	3	3	4	4	4	3	4	4	5	5	46
17	5	5	5	5	4	5	5	4	5	5	4	5	57
18	4	4	4	4	4	4	4	4	4	4	4	4	48
19	2	2	2	4	4	4	4	4	4	4	4	4	42
20	2	2	2	4	4	4	4	4	4	4	4	4	42
21	4	4	4	4	4	4	4	4	4	4	4	5	49
22	4	4	4	4	4	4	4	4	4	5	4	5	50
23	5	4	5	5	4	5	5	4	5	5	4	4	55
24	5	4	5	5	5	4	5	4	5	5	4	4	55
25	5	4	5	5	4	5	5	4	5	5	4	4	55
26	4	3	4	4	4	4	4	4	4	4	4	4	47
27	4	3	4	4	4	4	4	4	4	4	4	4	47
28	4	4	4	4	4	4	5	4	5	4	4	5	52
29	4	4	4	4	4	4	5	4	5	5	4	5	52
30	4	4	4	4	4	4	4	4	4	4	4	4	48
31	4	4	4	4	4	4	4	3	3	3	4	4	45
32	4	4	4	4	4	4	5	4	4	5	4	4	50
33	4	4	4	4	4	4	4	4	4	4	4	4	48
34	5	5	5	5	5	5	5	5	5	4	4	4	57
35	4	4	4	4	4	4	5	4	5	4	4	5	51
36	3	3	4	4	4	4	5	5	5	4	5	5	52
37	4	4	4	4	4	4	5	4	5	4	3	4	48
38	5	5	5	5	5	5	5	5	5	5	5	5	60
39	5	5	5	5	5	5	5	5	5	4	5	5	59
40	4	4	4	4	4	4	3	3	3	3	4	4	44
	4,0	4,0	4,1	4,2	4,2	4,3	4,2	4,2	4,3	4,2	4,1	4,3	4,2

LAMPIRAN 6 : DATA TABULASI VARIABEL KOMPENSASI (X2)

KOMPENSASI (X2)													
NO	K01	K02	K03	K04	K05	K06	K07	K08	K09	K10	K11	K12	JUMLAH
1	4	4	4	4	4	4	4	4	4	4	4	4	48
2	4	4	4	4	4	4	4	4	4	4	4	4	48
3	5	5	5	5	5	5	5	5	5	5	5	5	60
4	4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	5	5	5	5	5	5	5	5	60
6	4	4	4	4	4	4	4	4	4	4	4	4	48
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	4	4	4	4	4	4	5	4	5	4	5	5	52
10	4	4	4	5	5	4	4	4	4	4	4	5	51
11	4	5	4	4	4	4	5	4	4	4	4	4	50
12	3	3	4	3	3	3	4	3	3	3	3	4	39
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	4	4	4	4	4	4	4	4	4	4	4	4	48
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	5	5	5	4	4	5	5	4	4	4	4	4	53
17	5	5	5	5	5	5	5	5	5	5	5	5	60
18	4	4	4	4	4	4	4	4	4	4	4	4	48
19	4	4	4	4	4	4	4	4	4	4	4	4	48
20	4	4	4	4	4	4	4	4	4	4	4	4	48
21	4	4	4	4	4	4	4	4	4	4	4	4	48
22	5	4	5	5	4	5	5	3	4	5	4	5	54
23	5	4	5	5	4	5	5	5	4	5	4	5	56
24	5	4	5	5	4	5	5	5	4	5	4	5	56
25	5	4	5	5	4	5	5	5	4	5	5	5	57
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	4	4	4	4	4	4	4	4	4	4	4	4	48
28	5	5	4	4	4	4	4	4	4	4	4	4	50
29	5	5	4	4	4	4	4	4	4	4	4	4	50
30	4	4	4	4	4	4	4	4	4	4	4	4	48
31	4	4	4	4	5	4	4	3	4	4	4	4	48
32	4	4	4	4	4	5	5	5	4	4	4	4	51
33	4	5	4	4	4	4	4	4	4	4	4	4	49
34	4	4	4	4	4	4	4	4	3	4	4	4	47
35	5	4	4	4	3	4	5	4	5	4	5	4	51
36	4	5	5	5	4	5	5	5	4	4	5	4	55
37	5	5	5	4	4	4	5	5	5	4	4	5	55
38	4	3	3	4	4	3	3	5	5	5	5	4	48
39	5	5	3	3	3	3	3	4	5	5	4	4	47
40	4	4	4	4	4	4	4	4	4	4	4	4	48
	4,3	4,225	4,2	4,175	4,05	4,175	4,3	4,175	4,15	4,2	4,175	4,25	4,20

LAMPIRAN 7 : DATA TABULASI VARIABEL KINERJA KARYAWAN (Y)

KINERJA KARYAWAN (Y)													
NO	KK01	KK02	KK03	KK04	KK05	KK06	KK07	KK08	KK09	KK10	KK11	KK12	JUMLAH
1	4	4	4	4	4	4	4	4	4	4	4	4	48
2	4	4	4	4	4	4	4	4	4	4	4	4	48
3	5	5	5	5	5	5	5	5	5	5	5	5	60
4	4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	5	5	5	5	5	5	5	5	60
6	5	4	5	4	4	4	4	4	4	4	4	4	50
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	4	4	4	4	4	4	4	4	4	4	4	4	48
10	5	5	5	4	5	5	5	4	4	5	4	4	55
11	5	5	4	4	4	5	5	4	4	4	4	5	53
12	4	4	4	4	4	4	4	4	3	4	4	4	47
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	4	4	4	4	4	4	4	4	4	4	2	4	46
15	5	4	4	4	4	4	4	4	3	4	3	4	47
16	4	3	5	4	4	5	4	4	4	4	3	4	48
17	5	5	5	5	5	5	5	5	5	5	5	5	60
18	4	4	4	4	4	4	4	4	4	4	4	4	48
19	4	4	4	4	4	4	4	4	4	4	2	2	44
20	4	2	4	4	4	4	4	4	4	4	2	2	42
21	4	4	4	4	4	4	4	4	3	4	4	4	47
22	4	4	4	4	4	4	4	4	4	4	4	4	48
23	5	4	5	5	4	5	5	4	5	4	5	4	55
24	5	4	5	5	4	5	5	5	5	4	5	4	56
25	5	4	5	5	4	5	5	4	5	5	5	4	56
26	4	4	5	4	4	4	4	4	4	4	4	3	48
27	4	4	4	4	4	4	4	4	4	4	4	3	47
28	4	4	4	4	4	4	4	4	4	4	4	4	48
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	4	3	4	4	4	4	4	4	4	4	4	4	47
31	4	4	4	4	4	4	4	4	4	3	4	4	47
32	4	4	4	4	4	4	4	4	4	4	4	4	48
33	4	4	4	4	4	4	4	4	4	4	4	4	48
34	4	4	4	3	3	3	4	3	4	3	5	5	45
35	4	4	4	4	3	4	5	4	4	5	4	4	49
36	4	5	4	4	3	5	5	4	4	4	3	3	48
37	5	5	4	4	4	5	5	3	4	4	4	4	51
38	4	4	5	4	3	5	4	4	4	4	5	5	51
39	4	5	5	5	5	5	5	3	4	4	5	5	55
40	3	3	3	3	3	3	3	4	4	3	4	4	40
	4,25	4,08	4,28	4,13	4,00	4,28	4,28	4,03	4,08	4,08	4,00	4,00	4,12

LAMPIRAN 8 : OUTPUT UJI VALIDITAS VARIABEL LINGKUNGAN KERJA FISIK (X1)

Correlations														
		LKF01	LKF02	LKF03	LKF04	LKF05	LKF06	LKF07	LKF08	LKF09	LKF10	LKF11	LKF12	JUMLAH
LKF01	Pearson Correlation	1	.722	.830	.633	.439	.435	.506	.275	.522	.409	.162	.174	.761
	Sig. (2-tailed)		.000	.000	.000	.005	.005	.001	.086	.001	.009	.319	.283	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF02	Pearson Correlation	.722	1	.745	.439	.507	.359	.365	.254	.402	.236	.280	.335	.700
	Sig. (2-tailed)	.000		.000	.005	.001	.023	.020	.114	.010	.143	.080	.035	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF03	Pearson Correlation	.830	.745	1	.784	.591	.461	.574	.383	.564	.385	.313	.308	.846
	Sig. (2-tailed)	.000	.000		.000	.000	.003	.000	.015	.000	.014	.049	.053	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF04	Pearson Correlation	.633	.439	.784	1	.734	.510	.712	.468	.669	.435	.368	.317	.829
	Sig. (2-tailed)	.000	.005	.000		.000	.001	.000	.002	.000	.005	.019	.046	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF05	Pearson Correlation	.439	.507	.591	.734	1	.298	.512	.461	.499	.171	.586	.499	.723
	Sig. (2-tailed)	.005	.001	.000	.000		.062	.001	.003	.001	.293	.000	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF06	Pearson Correlation	.435	.359	.461	.510	.298	1	.699	.716	.701	.313	.407	.355	.728
	Sig. (2-tailed)	.005	.023	.003	.001	.062		.000	.000	.000	.049	.009	.025	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF07	Pearson Correlation	.506	.365	.574	.712	.512	.699	1	.551	.757	.642	.491	.317	.819
	Sig. (2-tailed)	.001	.020	.000	.000	.001	.000		.000	.000	.000	.001	.046	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF08	Pearson Correlation	.275	.254	.383	.468	.461	.716	.551	1	.604	.038	.440	.375	.641
	Sig. (2-tailed)	.086	.114	.015	.002	.003	.000	.000		.000	.815	.004	.017	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF09	Pearson Correlation	.522	.402	.564	.669	.499	.701	.757	.604	1	.408	.281	.355	.792
	Sig. (2-tailed)	.001	.010	.000	.000	.001	.000	.000	.000		.009	.079	.025	.000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF10	Pearson Correlation	.409**	.236	.385*	.435**	.171	.313	.642**	.038	.408**	1	.248	.313	.527**
	Sig. (2-tailed)	.009	.143	.014	.005	.293	.049	.000	.815	.009		.123	.049	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF11	Pearson Correlation	.162	.280	.313	.368	.586**	.407**	.491**	.440**	.281	.248	1	.619	.567**
	Sig. (2-tailed)	.319	.080	.049	.019	.000	.009	.001	.004	.079	.123		.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
LKF12	Pearson Correlation	.174	.335	.308	.317	.499	.355	.317	.375	.355	.313	.619	1	.558
	Sig. (2-tailed)	.283	.035	.053	.046	.001	.025	.046	.017	.025	.049	.000		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
JUMLA H	Pearson Correlation	.761**	.700**	.846**	.829**	.723**	.728**	.819**	.641**	.792**	.527**	.567**	.558**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

LAMPIRAN 9 : OUTPUT UJI VALIDITAS VARIABEL KOMPENSASI (X2)

Correlations														
		K01	K02	K03	K04	K05	K06	K07	K08	K09	K10	K11	K12	JUMLAH
K01	Pearson Correlation	1	.590	.538	.486	.154	.533	.476	.443	.535	.706	.434	.566	.760
	Sig. (2-tailed)		.000	.000	.001	.341	.000	.002	.004	.000	.000	.005	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K02	Pearson Correlation	.590	1	.393	.234	.274	.389	.369	.301	.365	.229	.263	.193	.550
	Sig. (2-tailed)	.000		.012	.146	.087	.013	.019	.059	.020	.155	.102	.233	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K03	Pearson Correlation	.538	.393	1	.754	.397	.868	.845	.416	.082	.364	.289	.679	.789
	Sig. (2-tailed)	.000	.012		.000	.011	.000	.000	.008	.614	.021	.070	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K04	Pearson Correlation	.486	.234	.754	1	.643	.818	.627	.538	.207	.618	.548	.730	.843
	Sig. (2-tailed)	.001	.146	.000		.000	.000	.000	.000	.201	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K05	Pearson Correlation	.154	.274	.397	.643	1	.482	.242	.275	.201	.319	.338	.455	.549
	Sig. (2-tailed)	.341	.087	.011	.000		.002	.132	.086	.215	.045	.033	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K06	Pearson Correlation	.533	.389	.868	.818	.482	1	.819	.490	.092	.463	.395	.559	.822
	Sig. (2-tailed)	.000	.013	.000	.000	.002		.000	.001	.573	.003	.012	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K07	Pearson Correlation	.476	.369	.845	.627	.242	.819	1	.406	.207	.255	.397	.622	.750
	Sig. (2-tailed)	.002	.019	.000	.000	.132	.000		.009	.200	.113	.011	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K08	Pearson Correlation	.443	.301	.416	.538	.275	.490	.406	1	.478	.563	.604	.452	.702
	Sig. (2-tailed)	.004	.059	.008	.000	.086	.001	.009		.002	.000	.000	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K09	Pearson Correlation	.535	.365	.082	.207	.201	.092	.207	.478	1	.549	.707	.424	.555
	Sig. (2-tailed)	.000	.020	.614	.201	.215	.573	.200	.002		.000	.000	.006	.000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K10	Pearson Correlation	.706**	.229	.364*	.618**	.319	.463**	.255	.563**	.549**	1	.569**	.630**	.723**
	Sig. (2-tailed)	.000	.155	.021	.000	.045	.003	.113	.000	.000		.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K11	Pearson Correlation	.434*	.263	.289	.548**	.338	.395	.397	.604**	.707**	.569**	1	.426*	.690**
	Sig. (2-tailed)	.005	.102	.070	.000	.033	.012	.011	.000	.000	.000		.006	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
K12	Pearson Correlation	.566**	.193	.679**	.730**	.455	.559	.622**	.452**	.424**	.630**	.426*	1	.783**
	Sig. (2-tailed)	.000	.233	.000	.000	.003	.000	.000	.003	.006	.000	.006		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
JUMLA H	Pearson Correlation	.760**	.550**	.789**	.843**	.549	.822**	.750**	.702**	.555**	.723**	.690**	.783**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

LAMPIRAN 10 : OUTPUT UJI VALIDITAS VARIABEL KINERJA KARYAWAN (Y)

Correlations														
		KK01	KK02	KK03	KK04	KK05	KK06	KK07	KK08	KK09	KK10	KK11	KK12	JUMLAH
KK01	Pearson Correlation	1	.528	.642	.645	.513	.680	.745	.338	.465	.575	.331	.306	.783
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.000	.033	.002	.000	.037	.055	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK02	Pearson Correlation	.528	1	.344	.416	.411	.539	.673	.091	.244	.419	.425	.491	.684
	Sig. (2-tailed)	.000		.030	.008	.008	.000	.000	.576	.130	.007	.006	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK03	Pearson Correlation	.642	.344	1	.725	.501	.730	.599	.327	.553	.553	.452	.299	.781
	Sig. (2-tailed)	.000	.030		.000	.001	.000	.000	.040	.000	.000	.003	.061	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK04	Pearson Correlation	.645	.416	.725	1	.656	.761	.725	.507	.656	.656	.423	.244	.849
	Sig. (2-tailed)	.000	.008	.000		.000	.000	.000	.001	.000	.000	.007	.129	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK05	Pearson Correlation	.513	.411	.501	.656	1	.457	.401	.359	.320	.534	.194	.224	.635
	Sig. (2-tailed)	.001	.008	.001	.000		.003	.010	.023	.044	.000	.231	.165	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK06	Pearson Correlation	.680	.539	.730	.761	.457	1	.821	.298	.505	.602	.295	.272	.805
	Sig. (2-tailed)	.000	.000	.000	.000	.003		.000	.062	.001	.000	.065	.089	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK07	Pearson Correlation	.745	.673	.599	.725	.401	.821	1	.207	.553	.660	.388	.299	.826
	Sig. (2-tailed)	.000	.000	.000	.000	.010	.000		.200	.000	.000	.013	.061	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK08	Pearson Correlation	.338	.091	.327	.507	.359	.298	.207	1	.502	.502	.155	.089	.474
	Sig. (2-tailed)	.033	.576	.040	.001	.023	.062	.200		.001	.001	.341	.584	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK09	Pearson Correlation	.465	.244	.553	.656	.320	.505	.553	.502	1	.430	.482	.239	.686
	Sig. (2-tailed)	.002	.130	.000	.000	.044	.001	.000	.001		.006	.002	.138	.000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK10	Pearson Correlation	.575**	.419**	.553**	.656**	.534**	.602**	.660**	.502**	.430**	1	.207	.159	.709**
	Sig. (2-tailed)	.000	.007	.000	.000	.000	.000	.000	.001	.006		.201	.327	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK11	Pearson Correlation	.331	.425**	.452**	.423**	.194	.295	.388	.155	.482**	.207	1	.722**	.654**
	Sig. (2-tailed)	.037	.006	.003	.007	.231	.065	.013	.341	.002	.201		.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
KK12	Pearson Correlation	.306	.491**	.299	.244	.224	.272	.299	.089	.239	.159	.722**	1	.573**
	Sig. (2-tailed)	.055	.001	.061	.129	.165	.089	.061	.584	.138	.327	.000		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
JUMLA H	Pearson Correlation	.783**	.684**	.781**	.849**	.635**	.805**	.826**	.474**	.686**	.709**	.654**	.573**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

**LAMPIRAN 11 : OUTPUT UJI RELIABILITAS VARIABEL LINGKUNGAN
KERJA FISIK (X1)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.907	12

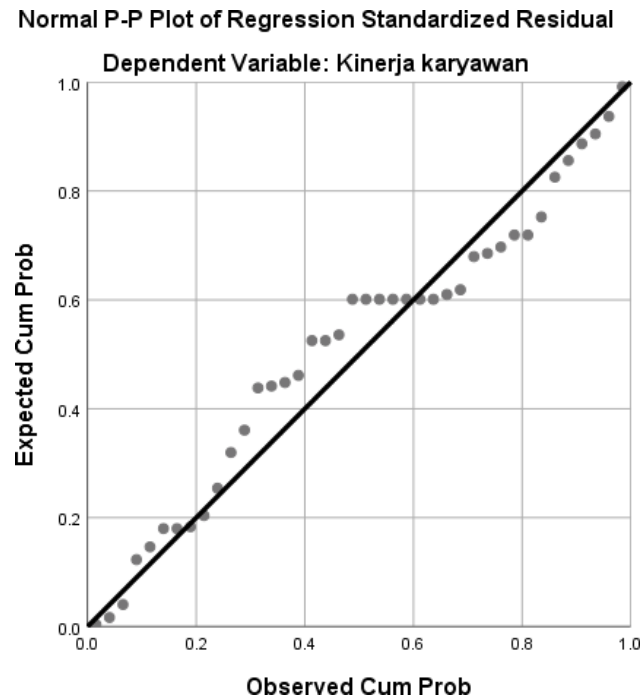
LAMPIRAN 12 : OUTPUT UJI RELIABILITAS VARIABEL KOMPENSASI (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.910	12

**LAMPIRAN 13 : OUTPUT UJI RELIABILITAS VARIABEL KINERJA
KARYAWAN (Y)**

Reliability Statistics	
Cronbach's Alpha	N of Items
.900	12

LAMPIRAN 14 : OUTPUT UJI NORMALITAS MENGGUNAKAN P-P PLOT



LAMPIRAN 15 : OUTPUT UJI NORMALITAS MENGGUNAKAN KOLMOGOROV SMIRNOV

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.43007315
Most Extreme Differences	Absolute	.132
	Positive	.104
	Negative	-.132
Test Statistic		.132
Asymp. Sig. (2-tailed)		.079 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

**LAMPIRAN 16 : OUTPUT UJI LINEARITAS VARIABEL LINGKUNGAN
KERJA FISIK DAN KINERJA KARYAWAN**

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
y * x1	Between Groups	(Combined)	612.525	15	40.835	5.068	.000
		Linearity	491.157	1	491.157	60.958	.000
		Deviation from Linearity	121.368	14	8.669	1.076	.423
	Within Groups		193.375	24	8.057		
	Total		805.900	39			

**LAMPIRAN 17 : OUTPUT UJI LINEARITAS VARIABEL KOMPENSASI DAN
KINERJA KARYAWAN**

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja karyawan * Kompensasi	Between Groups	(Combined)	588.619	12	49.052	6.095	.000
		Linearity	418.278	1	418.278	51.977	.000
		Deviation from Linearity	170.341	11	15.486	1.924	.081
	Within Groups		217.281	27	8.047		
	Total		805.900	39			

LAMPIRAN 18 : OUTPUT ANALISIS REGRESI LINEAR BERGANDA

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.795	4.988		.560	.579
	x1	.505	.100	.546	5.027	.000
	x2	.425	.115	.400	3.683	.001
a. Dependent Variable: y						

LAMPIRAN 19 : OUTPUT UJI R-SQUARE

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.845 ^a	.714	.699	2.495
a. Predictors: (Constant), x2, x1				
b. Dependent Variable: y				

LAMPIRAN 20 : OUTPUT UJI-t

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.795	4.988		.560	.579
	x1	.505	.100	.546	5.027	.000
	x2	.425	.115	.400	3.683	.001
a. Dependent Variable: y						

LAMPIRAN OUTPUT UJI-F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	575.595	2	287.798	46.237	.000 ^b
	Residual	230.305	37	6.224		
	Total	805.900	39			
a. Dependent Variable: y						
b. Predictors: (Constant), x2, x1						





