

LAMPIRAN

LAMPIRAN 1 : KUESIONER PENELITIAN



PROGRAM MAGISTER MANAJEMEN
INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
BANDAR LAMPUNG

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

KUESIONER

“PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI HONORER DI DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL 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 : 21 tahun – 30 Tahun 41 Tahun – 50 Tahun
 31 Tahun – 40 Tahun >50 Tahun

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

Lama Kerja : ≤ 3 Tahun ≥ 6 Tahun
 3 – 6 Tahun

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

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 (X1)

NO	Pernyataan	SS	S	RR	TS	STS
		5	4	3	2	1
	Pencahayaan					
1	Penerangan sinar matahari yang ada di ruangan kantor sudah memadai.					
2	Penerangan cahaya lampu (listrik) yang ada di ruangan kantor sudah memadai.					
	Sirkulasi ruang kerja					
3	Sirkulasi udara di ruang kerja sudah cukup baik					
4	Ketersediaan pendingin ruangan (AC) membuat pegawai bekerja dengan lebih nyaman.					
	Tata Letak Ruangan					
5	Letak ruang kerja tersusun secara rapih					
6	Suasana ruang kerja nyaman					
	Dekorasi					
7	Pemilihan warna ruangan yang menarik					
8	Tata letak ruangan tersusun secara rapih					
	Kebisingan					
9	Ruangan kantor bekerja tidak terganggu dengan suara-suara bising dari luar kantor.					
10	Ruangan kantor bekerja tidak terganggu dengan suara-suara bising dari dalam kantor.					
	Fasilitas					
11	Tersedianya fasilitas kerja yang lengkap					
12	Fasilitas menunjang proses kelancaran dalam bekerja					

Sumber: Sunyoto (2012)

MOTIVASI PEGAWAI (X2)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
Fisiologis						
1	Kantor tempat saya bekerja menyediakan sarana dan prasarana yang mendukung semua aktivitas kegiatan tugas.					
2	Kantor tempat saya bekerja memberikan jam istirahat yang cukup.					
Keamanan						
4	Saya merasa aman dalam melakukan pekerjaan.					
5	Pimpinan memberikan sanksi bila pegawai melakukan kesalahan dalam melakukan tugas.					
Sosial						
7	Saya merasa mempunyai banyak sahabat di tempat kerja ini.					
8	Saya dan rekan kerja lain tidak saling membedakan.					
9	Saya dan rekan kerja selalu saling membantu bila terjadi masalah.					
Penghargaan						
10	Instansi selalu memberikan hadiah bagi pegawainya yang berprestasi.					
11	Pendapat saya selalu dihargai oleh pimpinan.					
12	Pimpinan memberikan pujian bila saya melakukan pekerjaan dengan baik.					
Aktualisasi diri						
	Saya selalu menerapkan pengetahuan yang saya miliki dalam melakukan pekerjaan.					
	Saya selalu menyampaikan ide-ide dalam penyelesaian masalah pekerjaan.					

Sumber: Hamali (2016)

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 instansi.					
2	Saya dapat melebihi volume pekerjaan yang telah ditetapkan instansi.					
	Kualitas Pekerjaan					
3	Pegawai cermat dan meminimalkan kesalahan dalam bekerja.					
4	Pegawai memenuhi persyaratan atau standart kerja yang ditetapkan instansi.					
	Kemandirian					
5	Setiap pegawai dapat mengerjakan tugas atau pekerjaan secara mandiri.					
6	Pegawai mampu melakukan pekerjaan tanpa harus meminta bantuan dari pimpinan.					
	Inisiatif					
7	Pegawai memiliki inisiatif selama melaksanakan tugas pekerjaan.					
8	Pegawai 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 pegawai lain dalam menyelesaikan pekerjaan.					
12	Saya menghargai perbedaan pendapat dalam pekerjaan.					

Sumber: Sutrisno,2016

LAMPIRAN 2 : DATA FREKUENSI

LINGKUNGAN KERJA

LK01

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	11,7	11,7	11,7
3	31	51,7	51,7	63,3
Valid 4	19	31,7	31,7	95,0
5	3	5,0	5,0	100,0
Total	60	100,0	100,0	

LK02

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6,7	6,7	6,7
3	31	51,7	51,7	58,3
Valid 4	25	41,7	41,7	100,0
Total	60	100,0	100,0	

LK03

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3,3	3,3	3,3
2	3	5,0	5,0	8,3
Valid 3	29	48,3	48,3	56,7
4	24	40,0	40,0	96,7
5	2	3,3	3,3	100,0
Total	60	100,0	100,0	

LK04

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	10,0	10,0	10,0
3	24	40,0	40,0	50,0
Valid 4	18	30,0	30,0	80,0
5	12	20,0	20,0	100,0
Total	60	100,0	100,0	

LK05

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	13,3	13,3	13,3
3	30	50,0	50,0	63,3
Valid 4	18	30,0	30,0	93,3
5	4	6,7	6,7	100,0
Total	60	100,0	100,0	

LK06

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	11,7	11,7	11,7

	3	26	43,3	43,3	55,0
	4	27	45,0	45,0	100,0
	Total	60	100,0	100,0	

LK07

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	13	21,7	21,7
	3	29	48,3	70,0
Valid	4	13	21,7	91,7
	5	5	8,3	100,0
	Total	60	100,0	100,0

LK08

	Frequency	Percent	Valid Percent	Cumulative Percent
	3	24	40,0	40,0
Valid	4	36	60,0	100,0
	Total	60	100,0	100,0

LK09

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	3,3	3,3
	3	23	38,3	41,7
Valid	4	31	51,7	93,3
	5	4	6,7	100,0
	Total	60	100,0	100,0

LK10

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	7	11,7	11,7
	3	18	30,0	41,7
Valid	4	16	26,7	68,3
	5	19	31,7	100,0
	Total	60	100,0	100,0

LK11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	11,7	11,7
	3	39	65,0	76,7

4	12	20,0	20,0	96,7
5	2	3,3	3,3	100,0
Total	60	100,0	100,0	

LK12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	16,7	16,7	16,7
3	17	28,3	28,3	45,0
Valid 4	13	21,7	21,7	66,7
5	20	33,3	33,3	100,0
Total	60	100,0	100,0	

MOTIVASI KERJA

MK01

	Frequency	Percent	Valid Percent	Cumulative Percent
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	2	5	8,3	8,3	8,3
	3	19	31,7	31,7	40,0
Valid	4	16	26,7	26,7	66,7
	5	20	33,3	33,3	100,0
	Total	60	100,0	100,0	

MK02

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	7	11,7	11,7
	3	17	28,3	40,0
Valid	4	17	28,3	68,3
	5	19	31,7	100,0
	Total	60	100,0	

MK03

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1,7	1,7
	2	5	8,3	10,0
Valid	3	32	53,3	63,3
	4	12	20,0	83,3
	5	10	16,7	100,0
	Total	60	100,0	

MK04

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	3,3	3,3
	3	22	36,7	40,0
Valid	4	20	33,3	73,3
	5	16	26,7	100,0
	Total	60	100,0	

MK05

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	12	20,0	20,0
	3	23	38,3	58,3
Valid	4	15	25,0	83,3
	5	10	16,7	100,0
	Total	60	100,0	

MK06

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	21,7	21,7
	3	26	43,3	65,0

	4	14	23,3	23,3	88,3
	5	7	11,7	11,7	100,0
	Total	60	100,0	100,0	

MK07

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	5	8,3	8,3
	3	34	56,7	65,0
Valid	4	14	23,3	88,3
	5	7	11,7	100,0
	Total	60	100,0	100,0

MK08

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	4	6,7	6,7
	3	28	46,7	53,3
Valid	4	21	35,0	88,3
	5	7	11,7	100,0
	Total	60	100,0	100,0

MK09

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	3,3	3,3
	3	22	36,7	40,0
Valid	4	20	33,3	73,3
	5	16	26,7	100,0
	Total	60	100,0	100,0

MK10

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	1,7	1,7
	3	21	35,0	36,7
Valid	4	16	26,7	63,3
	5	22	36,7	100,0
	Total	60	100,0	100,0

MK11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8,3	8,3
	3	19	31,7	40,0

	4	16	26,7	26,7	66,7
	5	20	33,3	33,3	100,0
	Total	60	100,0	100,0	

MK12

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	7	11,7	11,7
	3	17	28,3	40,0
Valid	4	17	28,3	68,3
	5	19	31,7	100,0
	Total	60	100,0	

KINERJA PEGAWAI

KP01

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	5	8,3	8,3
Valid	3	24	40,0	48,3
	4	17	28,3	76,7

5	14	23,3	23,3	100,0
Total	60	100,0	100,0	

KP02

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3,3	3,3	3,3
3	22	36,7	36,7	40,0
Valid 4	20	33,3	33,3	73,3
5	16	26,7	26,7	100,0
Total	60	100,0	100,0	

KP03

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,7	1,7	1,7
3	21	35,0	35,0	36,7
Valid 4	16	26,7	26,7	63,3
5	22	36,7	36,7	100,0
Total	60	100,0	100,0	

KP04

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8,3	8,3	8,3
3	19	31,7	31,7	40,0
Valid 4	16	26,7	26,7	66,7
5	20	33,3	33,3	100,0
Total	60	100,0	100,0	

KP05

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	11,7	11,7	11,7
3	17	28,3	28,3	40,0
Valid 4	17	28,3	28,3	68,3
5	19	31,7	31,7	100,0
Total	60	100,0	100,0	

KP06

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	13,3	13,3	13,3
Valid 3	24	40,0	40,0	53,3
4	15	25,0	25,0	78,3
5	13	21,7	21,7	100,0

Total	60	100,0	100,0
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KP07

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6,7	6,7	6,7
3	20	33,3	33,3	40,0
Valid 4	15	25,0	25,0	65,0
5	21	35,0	35,0	100,0
Total	60	100,0	100,0	

KP08

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5,0	5,0	5,0
3	27	45,0	45,0	50,0
Valid 4	20	33,3	33,3	83,3
5	10	16,7	16,7	100,0
Total	60	100,0	100,0	

KP09

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,7	1,7	1,7
2	5	8,3	8,3	10,0
Valid 3	33	55,0	55,0	65,0
4	17	28,3	28,3	93,3
5	4	6,7	6,7	100,0
Total	60	100,0	100,0	

KP10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	13,3	13,3	13,3
3	30	50,0	50,0	63,3
Valid 4	18	30,0	30,0	93,3
5	4	6,7	6,7	100,0
Total	60	100,0	100,0	

KP11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	11,7	11,7	11,7
Valid 3	26	43,3	43,3	55,0
4	27	45,0	45,0	100,0
Total	60	100,0	100,0	

KP12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	21,7	21,7	21,7
3	29	48,3	48,3	70,0
Valid 4	13	21,7	21,7	91,7
5	5	8,3	8,3	100,0
Total	60	100,0	100,0	

LAMPIRAN 3 : TABULASI DATA VARIABEL LINGKUNGAN KERJA, MOTIVASI KERJA DAN KINERJA

LINGKUNGAN KERJA (X1)

NO	LK01	LK02	LK03	LK04	LK05	LK06	LK07	LK08	LK09	LK10	LK11	LK12	jumlah
1	3	4	3	4	4	4	4	4	3	4	3	5	45
2	3	3	4	5	4	4	4	3	4	5	3	3	45
3	3	3	4	2	3	3	3	3	4	2	3	4	37
4	4	4	4	4	3	4	4	4	4	4	4	5	48
5	3	3	3	4	3	4	3	3	3	4	3	4	40
6	4	4	4	5	3	4	3	4	4	5	3	5	48
7	3	4	3	3	4	4	3	4	3	3	3	5	42
8	4	4	4	5	3	3	3	4	4	5	3	4	46
9	5	4	5	3	5	4	4	4	5	3	3	5	50
10	4	4	4	5	4	4	5	4	4	5	3	5	51
11	3	3	3	3	2	3	2	3	3	3	3	5	36
12	3	3	3	3	3	3	3	3	3	3	3	3	36
13	4	4	4	3	4	4	5	4	4	3	3	4	46
14	3	3	3	2	3	3	3	3	3	2	3	5	36
15	4	4	4	5	3	4	4	4	4	5	4	4	49
16	3	4	3	4	4	4	4	4	3	4	3	5	45
17	3	3	4	5	4	4	4	3	4	5	4	5	48
18	3	3	4	2	3	3	3	3	4	2	5	4	39
19	4	4	4	4	3	4	4	4	4	4	4	5	48
20	3	3	3	4	3	4	3	3	3	4	3	5	41
21	4	4	4	5	3	4	3	4	4	5	3	3	46
22	3	4	3	3	4	4	3	4	3	3	4	5	43
23	4	4	4	5	3	3	3	4	4	5	3	3	45
24	5	4	5	3	5	4	4	4	5	3	3	5	50
25	4	4	4	5	4	4	5	4	4	5	3	5	51

26	3	3	3	4	4	3	3	3	3	4	3	5	41
27	4	3	4	2	5	4	3	3	4	2	3	3	40
28	3	3	2	4	3	3	3	3	2	4	4	4	38
29	3	4	2	3	2	2	3	4	2	3	3	5	36
30	3	4	3	3	5	3	3	4	3	3	4	4	42
31	2	3	2	4	3	3	2	4	3	4	3	4	37
32	3	3	4	3	2	2	3	3	4	5	3	3	38
33	3	3	3	4	4	4	4	3	4	2	5	2	41
34	3	3	4	4	2	2	3	4	4	4	4	3	40
35	2	3	3	3	4	4	2	3	3	4	3	2	36
36	4	3	1	3	3	3	3	4	4	5	2	2	37
37	2	2	3	3	3	3	2	4	3	3	3	2	33
38	3	3	3	5	3	3	2	4	4	5	3	3	41
39	3	2	3	3	3	3	2	4	5	3	3	2	36
40	4	4	3	2	2	2	3	4	4	5	2	3	38
41	2	3	3	3	3	3	2	3	3	3	3	5	36
42	3	3	3	4	4	4	3	3	3	3	3	3	39
43	5	4	4	4	4	4	5	4	4	3	4	4	49
44	3	3	3	3	2	2	3	3	3	2	2	3	32
45	4	4	4	4	4	4	4	4	4	5	4	5	50
46	4	4	3	5	4	4	3	4	3	4	2	4	44
47	4	3	4	4	3	3	5	3	4	5	3	4	45
48	3	3	4	4	3	3	4	3	4	2	3	2	38
49	4	4	4	3	3	3	4	4	4	4	4	3	44
50	3	3	3	3	3	3	2	3	3	4	2	4	36
51	3	4	4	3	3	3	3	4	4	5	3	3	42
52	3	3	4	4	2	2	3	4	4	4	4	3	40
53	2	3	3	3	4	4	2	3	3	4	3	2	36
54	4	3	1	3	3	3	3	4	4	5	2	2	37

55	2	2	3	3	3	3	2	4	3	3	3	2	33
56	3	3	3	5	3	3	2	4	4	5	3	3	41
57	3	2	3	3	3	3	2	4	5	3	3	2	36
58	4	4	3	2	2	2	3	4	4	5	2	3	38
59	2	3	3	3	3	3	2	3	3	3	3	5	36
60	3	3	3	4	4	4	3	3	3	3	3	3	39
	3,30	3,35	3,35	3,60	3,30	3,33	3,17	3,60	3,62	3,78	3,15	3,72	3,44

MOTIVASI KERJA (X2)

NO	MK01	MK02	MK03	MK04	MK05	MK06	MK07	MK08	MK09	MK10	MK11	MK12	jumlah
1	5	5	3	5	4	4	3	4	5	4	5	5	52
2	5	3	3	4	3	3	3	3	4	3	5	3	42
3	5	4	3	4	2	2	3	3	4	5	5	4	44
4	5	5	3	5	3	3	4	3	5	5	5	5	51
5	4	4	2	3	2	2	3	3	3	3	4	4	37
6	5	5	3	5	2	2	3	3	5	5	5	5	48
7	3	5	4	3	2	2	3	2	3	4	3	5	39
8	5	4	2	5	3	3	3	3	5	5	5	4	47
9	5	5	3	5	2	2	3	4	5	5	5	5	49
10	5	5	3	5	3	3	3	3	5	5	5	5	50
11	2	5	4	3	5	5	3	3	3	5	2	5	45
12	5	3	3	4	3	3	3	4	4	3	5	3	43
13	5	4	4	5	4	4	3	4	5	5	5	4	52
14	5	5	3	4	3	3	3	3	4	5	5	5	48
15	4	4	5	5	5	5	4	4	5	3	4	4	52
16	5	5	3	5	4	4	3	4	5	5	5	5	53
17	5	5	3	4	4	4	4	5	4	5	5	5	53
18	2	4	5	4	2	2	5	3	4	5	2	4	42
19	5	5	3	5	3	3	4	3	5	3	5	5	49
20	3	5	3	3	4	4	3	5	3	5	3	5	46
21	5	3	4	3	5	5	3	3	3	5	5	3	47
22	5	5	3	5	4	4	4	3	5	5	5	5	53
23	3	3	4	5	5	5	3	4	5	5	3	3	48
24	3	5	3	4	2	2	3	3	4	5	3	5	42
25	5	5	2	5	3	3	3	4	5	5	5	5	50
26	5	5	5	5	3	3	3	4	5	5	5	5	53

27	4	3	2	4	3	3	3	2	4	3	4	3	38
28	3	4	3	4	3	3	4	5	4	5	3	4	45
29	5	5	5	5	2	2	3	4	5	5	5	5	51
30	4	4	4	3	5	5	4	4	3	3	4	4	47
31	2	4	2	3	3	3	3	3	3	3	2	4	35
32	4	3	4	4	2	2	3	3	4	4	4	3	40
33	2	2	3	2	4	4	5	3	2	5	2	2	36
34	4	3	4	4	2	2	4	3	4	4	4	3	41
35	3	2	3	3	4	4	3	3	3	3	3	2	36
36	3	2	1	3	3	3	2	3	3	2	3	2	30
37	3	2	3	4	3	3	3	2	4	3	3	2	35
38	3	3	3	3	3	3	3	3	3	3	3	3	36
39	2	2	3	3	3	3	3	2	3	3	2	2	31
40	3	3	3	4	2	2	2	4	4	3	3	3	36
41	4	5	3	2	3	3	3	3	2	3	4	5	40
42	4	3	3	3	4	4	3	3	3	3	4	3	40
43	4	4	4	4	4	4	4	4	4	4	4	4	48
44	4	3	3	4	2	2	2	3	4	4	4	3	38
45	4	5	4	3	4	4	4	4	3	3	4	5	47
46	3	4	3	3	4	4	2	4	3	4	3	4	41
47	3	4	4	3	3	3	3	3	3	4	3	4	40
48	3	2	4	3	3	3	3	3	3	4	3	2	36
49	3	3	3	4	3	3	4	4	4	4	3	3	41
50	3	4	3	3	3	3	2	3	3	3	3	4	37
51	3	3	3	5	3	3	3	4	5	4	3	3	42
52	3	3	3	3	3	3	3	4	3	3	3	3	37
53	4	4	5	3	4	4	4	5	3	3	4	4	47
54	4	4	5	4	5	5	5	4	4	4	4	4	52
55	3	2	3	3	4	3	4	5	3	3	3	2	38

56	4	4	5	4	5	3	5	5	4	4	4	4	51
57	5	4	5	4	5	3	5	4	4	3	5	4	51
58	4	3	5	3	4	2	4	4	3	4	4	3	43
59	4	3	3	3	5	5	5	5	3	4	4	3	47
60	3	3	5	4	5	4	5	3	4	4	3	3	46
	3,85	3,80	3,42	3,83	3,38	3,25	3,38	3,52	3,83	3,98	3,85	3,80	3,66

KINERJA PEGAWAI (Y)

NO	KP01	KP02	KP03	KP04	KP05	KP06	KP07	KP08	KP09	KP10	KP11	KP12	Jumlah
1	3	5	4	5	5	4	5	3	3	4	4	4	49
2	3	4	3	5	3	3	5	3	3	4	4	4	44
3	2	4	5	5	4	4	4	2	3	3	3	3	42
4	5	5	5	5	5	5	5	5	3	3	4	4	54
5	4	3	3	4	4	3	5	4	2	3	4	3	42
6	4	5	5	5	5	3	3	4	3	3	4	3	47
7	5	3	4	3	5	3	5	5	4	4	4	3	48
8	3	5	5	5	4	5	3	3	2	3	3	3	44
9	3	5	5	5	5	5	5	3	3	5	4	4	52
10	5	5	5	5	5	5	5	5	3	4	4	5	56
11	5	3	5	2	5	5	5	5	4	2	3	2	46
12	3	4	3	5	3	3	3	3	3	3	3	3	39
13	4	5	5	5	4	4	4	4	4	4	4	5	52
14	5	4	5	5	5	5	5	5	3	3	3	3	51
15	3	5	3	4	4	3	4	3	5	3	4	4	45
16	3	5	5	5	5	3	5	3	3	4	4	4	49
17	3	4	5	5	5	3	5	3	3	4	4	4	48
18	2	4	5	2	4	2	4	2	5	3	3	3	39
19	5	5	3	5	5	5	5	5	3	3	4	4	52
20	4	3	5	3	5	4	5	4	3	3	4	3	46
21	4	3	5	5	3	4	3	4	4	3	4	3	45
22	5	5	5	5	5	5	5	5	3	4	4	3	54
23	3	5	5	3	3	3	3	3	4	3	3	3	41
24	3	4	5	3	5	3	5	3	3	5	4	4	47
25	5	5	5	5	5	5	5	5	2	4	4	5	55

26	5	5	5	5	5	5	5	5	5	4	3	3	55
27	3	4	3	4	3	3	3	3	2	5	4	3	40
28	4	4	5	3	4	4	4	4	3	3	3	3	44
29	5	5	5	5	5	5	5	5	5	2	2	3	52
30	3	3	3	4	4	3	4	3	4	5	3	3	42
31	3	3	3	2	4	4	3	4	2	3	3	2	36
32	4	4	4	4	3	3	2	3	4	2	2	3	38
33	2	2	5	2	2	2	2	2	3	4	4	4	34
34	4	4	4	4	3	3	3	3	4	2	2	3	39
35	3	3	3	3	2	2	3	3	3	4	4	2	35
36	3	3	2	3	2	2	3	3	1	3	3	3	31
37	4	4	3	3	2	2	4	3	3	3	3	2	36
38	3	3	3	3	3	3	3	3	3	3	3	2	35
39	3	3	3	2	2	2	3	3	3	3	3	2	32
40	4	4	3	3	3	3	4	4	3	2	2	3	38
41	3	2	3	4	5	5	4	4	3	3	3	2	41
42	3	3	3	4	3	3	3	3	3	4	4	3	39
43	4	4	4	4	4	4	4	4	4	4	4	5	49
44	5	4	4	4	3	3	5	4	3	2	2	3	42
45	2	3	3	4	5	5	3	4	4	4	4	4	45
46	4	3	4	3	4	4	4	4	3	4	4	3	44
47	4	3	4	3	4	4	4	3	4	3	3	5	44
48	5	3	4	3	2	2	2	4	4	3	3	4	39
49	3	4	4	3	3	3	3	4	3	3	3	4	40
50	5	3	3	3	4	4	3	3	3	3	3	2	39
51	3	5	4	3	3	3	3	4	3	3	3	3	40
52	2	3	3	3	3	3	2	3	3	2	2	3	32
53	3	3	3	4	4	4	3	3	3	4	4	2	40
54	5	4	4	4	4	4	4	5	4	4	3	3	47

55	3	3	3	3	2	2	3	3	3	3	3	2	33
56	4	4	4	4	4	4	4	4	4	3	3	2	44
57	4	4	3	5	4	4	3	4	3	3	3	2	42
58	4	3	4	4	3	3	5	3	4	2	2	3	40
59	3	3	4	4	3	3	4	3	4	3	3	2	39
60	4	4	4	3	3	3	4	4	4	4	4	3	44
	3,67	3,83	3,98	3,85	3,80	3,55	3,88	3,62	3,30	3,30	3,33	3,17	3,61

LAMPIRAN 4 : OUTPUT UJI VALIDITAS VARIABEL LINGKUNGAN KERJA, MOTIVASI KERJA DAN KINERJA

(VARIABEL LINGKUNGAN KERJA)

Correlations

		LK01	LK02	LK03	LK04	LK05	LK06	LK07	LK08	LK09	LK10	LK11	LK12	JUMLAH
LK01	Pearson Correlation	1	,629**	,431**	,178	,220	,235	,658**	,425**	,578**	,264*	-,024	,229	,708**
	Sig. (2-tailed)		,000	,001	,175	,091	,071	,000	,001	,000	,041	,854	,079	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK02	Pearson Correlation	,629**	1	,347**	,224	,238	,288*	,565**	,476**	,086	,315*	,079	,530**	,717**
	Sig. (2-tailed)	,000		,007	,085	,067	,026	,000	,000	,513	,014	,551	,000	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK03	Pearson Correlation	,431**	,347**	1	,198	,241	,256*	,491**	,062	,558**	,012	,359**	,255*	,627**
	Sig. (2-tailed)	,001	,007		,129	,064	,048	,000	,639	,000	,929	,005	,049	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK04	Pearson Correlation	,178	,224	,198	1	,121	,377**	,296*	,200	,077	,550**	,156	,153	,574**
	Sig. (2-tailed)	,175	,085	,129		,357	,003	,022	,125	,558	,000	,235	,245	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK05	Pearson Correlation	,220	,238	,241	,121	1	,759**	,348**	,009	,094	-,170	,173	,216	,479**
	Sig. (2-tailed)	,091	,067	,064	,357		,000	,007	,947	,477	,195	,186	,097	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK06	Pearson Correlation	,235	,288*	,256*	,377**	,759**	1	,393**	,000	,062	,008	,227	,308*	,596**
	Sig. (2-tailed)	,071	,026	,048	,003	,000		,002	1,000	,636	,951	,082	,017	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK07	Pearson Correlation	,658**	,565**	,491**	,296*	,348**	,393**	1	,158	,318*	,136	,282*	,351**	,760**
	Sig. (2-tailed)	,000	,000	,000	,022	,007	,002		,227	,013	,298	,029	,006	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
LK08	Pearson Correlation	,425**	,476**	,062	,200	,009	,000	,158	1	,350**	,361**	-,021	,037	,411**

LK09	Sig. (2-tailed)	,001	,000	,639	,125	,947	1,000	,227		,006	,005	,875	,778	,001
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,578**	,086	,558**	,077	,094	,062	,318*	,350**	1	,199	,095	-,196	,442**
LK10	Sig. (2-tailed)	,000	,513	,000	,558	,477	,636	,013	,006		,128	,472	,134	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,264*	,315*	,012	,550**	-,170	,008	,136	,361**	,199	1	-,202	,020	,414**
LK11	Sig. (2-tailed)	,041	,014	,929	,000	,195	,951	,298	,005	,128		,122	,882	,001
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	-,024	,079	,359**	,156	,173	,227	,282*	-,021	,095	-,202	1	,175	,329*
LK12	Sig. (2-tailed)	,854	,551	,005	,235	,186	,082	,029	,875	,472	,122		,180	,010
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,229	,530**	,255*	,153	,216	,308*	,351**	,037	-,196	,020	,175	1	,516**
JUMLA H	Sig. (2-tailed)	,079	,000	,049	,245	,097	,017	,006	,778	,134	,882	,180		,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,708**	,717**	,627**	,574**	,479**	,596**	,760**	,411**	,442**	,414**	,329*	,516**	1
H	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001	,000	,001	,010	,000	
	N	60	60	60	60	60	60	60	60	60	60	60	60	60

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

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

(VARIABEL MOTIVASI KERJA)

Correlations

	MK01	MK02	MK03	MK04	MK05	MK06	MK07	MK08	MK09	MK10	MK11	MK12	JUMLAH	
MK01	Pearson Correlation	1	,473**	,032	,584**	-,009	-,032	,010	,166	,584**	,266*	1,000**	,473**	,698**
	Sig. (2-tailed)		,000	,806	,000	,943	,807	,942	,206	,000	,040	,000	,000	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK02	Pearson Correlation	,473**	1	,107	,402**	-,073	-,018	,012	,172	,402**	,480**	,473**	1,000**	,688**
	Sig. (2-tailed)	,000		,414	,001	,577	,893	,925	,189	,001	,000	,000	,000	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK03	Pearson Correlation	,032	,107	1	,067	,358**	,172	,510**	,256*	,067	,152	,032	,107	,418**
	Sig. (2-tailed)	,806	,414		,612	,005	,189	,000	,048	,612	,246	,806	,414	,001
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK04	Pearson Correlation	,584**	,402**	,067	1	-,141	-,115	-,004	,103	1,000**	,456**	,584**	,402**	,647**
	Sig. (2-tailed)	,000	,001	,612		,282	,380	,975	,434	,000	,000	,000	,001	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK05	Pearson Correlation	-,009	-,073	,358**	-,141	1	,884**	,471**	,412**	-,141	-,050	-,009	-,073	,387**
	Sig. (2-tailed)	,943	,577	,005	,282		,000	,000	,001	,282	,704	,943	,577	,002
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK06	Pearson Correlation	-,032	-,018	,172	-,115	,884**	1	,277*	,304*	-,115	,005	-,032	-,018	,345**
	Sig. (2-tailed)	,807	,893	,189	,380	,000		,032	,018	,380	,969	,807	,893	,007
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK07	Pearson Correlation	,010	,012	,510**	-,004	,471**	,277*	1	,322*	-,004	,103	,010	,012	,386**
	Sig. (2-tailed)	,942	,925	,000	,975	,000	,032		,012	,975	,431	,942	,925	,002
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK08	Pearson Correlation	,166	,172	,256*	,103	,412**	,304*	,322*	1	,103	,132	,166	,172	,478**
	Sig. (2-tailed)	,206	,189	,048	,434	,001	,018	,012		,434	,313	,206	,189	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
MK09	Pearson Correlation	,584**	,402**	,067	1,000**	-,141	-,115	-,004	,103	1	,456**	,584**	,402**	,647**
	Sig. (2-tailed)	,000	,001	,612	,000	,282	,380	,975	,434		,000	,000	,001	,000

MK10	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,266*	,480**	,152	,456**	-,050	,005	,103	,132	,456**	1	,266*	,480**	,561**
	Sig. (2-tailed)	,040	,000	,246	,000	,704	,969	,431	,313	,000		,040	,000	,000
MK11	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	1,000**	,473**	,032	,584**	-,009	-,032	,010	,166	,584**	,266*	1	,473**	,698**
	Sig. (2-tailed)	,000	,000	,806	,000	,943	,807	,942	,206	,000	,040		,000	,000
MK12	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,473**	1,000**	,107	,402**	-,073	-,018	,012	,172	,402**	,480**	,473**	1	,688**
	Sig. (2-tailed)	,000	,000	,414	,001	,577	,893	,925	,189	,001	,000	,000		,000
JUMLA H	N	60	60	60	60	60	60	60	60	60	60	60	60	60
	Pearson Correlation	,698**	,688**	,418**	,647**	,387**	,345**	,386**	,478**	,647**	,561**	,698**	,688**	1
	Sig. (2-tailed)	,000	,000	,001	,000	,002	,007	,002	,000	,000	,000	,000	,000	
	N	60	60	60	60	60	60	60	60	60	60	60	60	60

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

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

(VARIABEL KINERJA PEGAWAI)

Correlations

		KP01	KP02	KP03	KP04	KP05	KP06	KP07	KP08	KP09	KP10	KP11	KP12	JUMLAH
KP01	Pearson Correlation	1	,266 [*]	,258 [*]	,239	,320 [*]	,426 ^{**}	,459 ^{**}	,778 ^{**}	,161	-,208	-,062	,091	,550 ^{**}
	Sig. (2-tailed)		,040	,047	,066	,013	,001	,000	,000	,218	,111	,636	,490	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP02	Pearson Correlation	,266 [*]	1	,456 ^{**}	,584 ^{**}	,402 ^{**}	,349 ^{**}	,377 ^{**}	,288 [*]	,099	,099	,124	,421 ^{**}	,646 ^{**}
	Sig. (2-tailed)	,040		,000	,000	,001	,006	,003	,026	,450	,450	,343	,001	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP03	Pearson Correlation	,258 [*]	,456 ^{**}	1	,266 [*]	,480 ^{**}	,378 ^{**}	,387 ^{**}	,244	,272 [*]	,080	,149	,376 ^{**}	,625 ^{**}
	Sig. (2-tailed)	,047	,000		,040	,000	,003	,002	,060	,035	,546	,256	,003	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP04	Pearson Correlation	,239	,584 ^{**}	,266 [*]	1	,473 ^{**}	,523 ^{**}	,386 ^{**}	,261 [*]	-,007	,189	,227	,346 ^{**}	,658 ^{**}
	Sig. (2-tailed)	,066	,000	,040		,000	,000	,002	,044	,961	,147	,082	,007	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP05	Pearson Correlation	,320 [*]	,402 ^{**}	,480 ^{**}	,473 ^{**}	1	,771 ^{**}	,656 ^{**}	,511 ^{**}	,118	,244	,341 ^{**}	,306 [*]	,821 ^{**}
	Sig. (2-tailed)	,013	,001	,000	,000		,000	,000	,000	,369	,060	,008	,017	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP06	Pearson Correlation	,426 ^{**}	,349 ^{**}	,378 ^{**}	,523 ^{**}	,771 ^{**}	1	,457 ^{**}	,620 ^{**}	,046	,068	,152	,209	,740 ^{**}
	Sig. (2-tailed)	,001	,006	,003	,000	,000		,000	,000	,727	,606	,246	,109	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP07	Pearson Correlation	,459 ^{**}	,377 ^{**}	,387 ^{**}	,386 ^{**}	,656 ^{**}	,457 ^{**}	1	,449 ^{**}	,112	,179	,238	,284 [*]	,728 ^{**}
	Sig. (2-tailed)	,000	,003	,002	,002	,000	,000		,000	,392	,172	,067	,028	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP08	Pearson Correlation	,778 ^{**}	,288 [*]	,244	,261 [*]	,511 ^{**}	,620 ^{**}	,449 ^{**}	1	,076	-,081	,111	,138	,641 ^{**}
	Sig. (2-tailed)	,000	,026	,060	,044	,000	,000	,000		,566	,539	,400	,292	,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP09	Pearson Correlation	,161	,099	,272 [*]	-,007	,118	,046	,112	,076	1	-,148	-,190	,074	,225

	Sig. (2-tailed)	,218	,450	,035	,961	,369	,727	,392	,566		,261	,147	,572	,084
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP10	Pearson Correlation	-,208	,099	,080	,189	,244	,068	,179	-,081	-,148	1	,759**	,348**	,328*
	Sig. (2-tailed)	,111	,450	,546	,147	,060	,606	,172	,539	,261		,000	,007	,011
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP11	Pearson Correlation	-,062	,124	,149	,227	,341**	,152	,238	,111	-,190	,759**	1	,393**	,429**
	Sig. (2-tailed)	,636	,343	,256	,082	,008	,246	,067	,400	,147	,000		,002	,001
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
KP12	Pearson Correlation	,091	,421**	,376**	,346**	,306*	,209	,284*	,138	,074	,348**	,393**	1	,556**
	Sig. (2-tailed)	,490	,001	,003	,007	,017	,109	,028	,292	,572	,007	,002		,000
	N	60	60	60	60	60	60	60	60	60	60	60	60	60
JUMLA	Pearson Correlation	,550**	,646**	,625**	,658**	,821**	,740**	,728**	,641**	,225	,328*	,429**	,556**	1
H	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,084	,011	,001	,000	
	N	60	60	60	60	60	60	60	60	60	60	60	60	60

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

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

**LAMPIRAN 5 : OUTPUT UJI RELIABILITAS VARIABEL LINGKUNGAN KERJA,
MOTIVASI DAN KENERJA**

Lingkungan Kerja

**Reliability
Statistics**

Cronbach's Alpha	N of Items
,775	12

Motivasi Kerja

**Reliability
Statistics**

Cronbach's Alpha	N of Items
,797	12

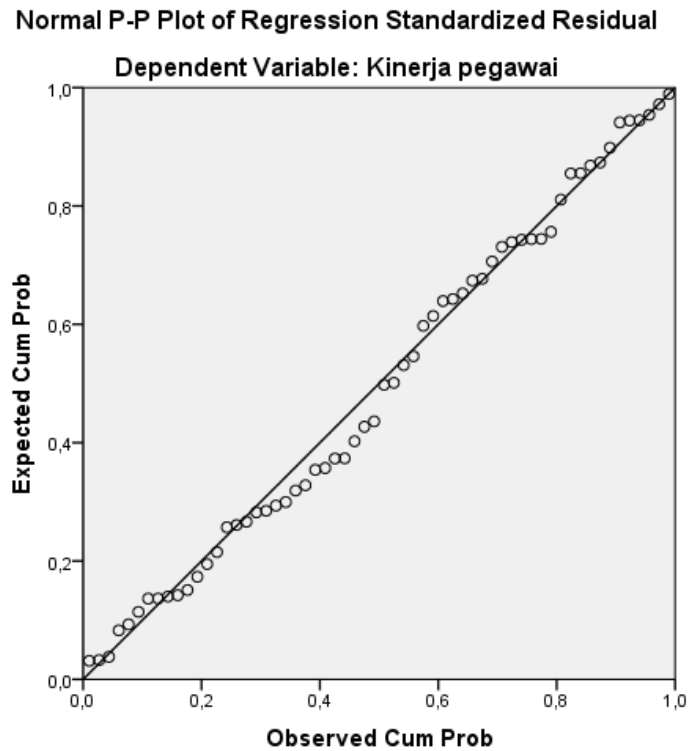
Kinerja Pegawai

**Reliability
Statistics**

Cronbach's Alpha	N of Items
,830	12

LAMPIRAN 6 : OUTPUT UJI NORMALITAS

a) Uji Normalitas Menggunakan P-P Plot



b) Uji Normalitas Menggunakan Kolmogorov Smirnov

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	3,37085196
Most Extreme Differences	Absolute	,079
	Positive	,079
	Negative	-,044
Kolmogorov-Smirnov Z		,610
Asymp. Sig. (2-tailed)		,851

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN 7 : OUTPUT UJI LINEARITAS

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja pegawai * Lingkungan kerja		(Combined)	1218,823	16	76,176	2,926	,003
	Between Groups	Linearity	848,522	1	848,522	32,596	,000
		Deviation from Linearity	370,301	15	24,687	,948	,522
	Within Groups		1119,361	43	26,032		
	Total		2338,183	59			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja pegawai * Motivasi kerja		(Combined)	1883,800	20	94,190	8,084	,000
	Between Groups	Linearity	1549,156	1	1549,156	132,965	,000
		Deviation from Linearity	334,644	19	17,613	1,512	,135
	Within Groups		454,383	39	11,651		
	Total		2338,183	59			

LAMPIRAN 8 : OUTPUT UJI R-SQUARE

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,845 ^a	,713	,703	3,429

a. Predictors: (Constant), VAR00002, VAR00001

LAMPIRAN 9 : OUTPUT UJI PARSIAL (Uji-t)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-,418	3,950		-,106	,916
Lingkungan kerja	,319	,101	,260	3,176	,002
Motivasi kerja	,695	,083	,684	8,346	,000

a. Dependent Variable: Kinerja pegawai

LAMPIRAN 10 : OUTPUT UJI SIMULTAN (Uji-F)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1667,787	2	833,894	70,901	,000 ^b
Residual	670,396	57	11,761		
Total	2338,183	59			

a. Dependent Variable: Kinerja pegawai

b. Predictors: (Constant), Motivasi kerja, Lingkungan kerja