

Lampiran I

Bandar Lampung, 24 Januari 2023

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Sofyani
NPM : 1912110105
Jurusan : S1 Manajemen
Dosen Pembimbing : Dr. Yunada Arpan
E-mail : soffy122@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan Rumah Sakit Ibu Dan Anak Puri Betik Hati Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang **“PENGARUH MOTIVASI KERJA DAN LINGKUNGAN KERJA FISIK TERHADAP KINERJA KARYAWAN PADA RUMAH SAKIT IBU DAN ANAK PURI BETIK HATI BANDAR LAMPUNG”**.

Sehubungan dengan maksud di atas, 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.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Sofiyani
NPM. 1912110105

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH MOTIVASI KERJA DAN LINGKUNGAN KERJA FISIK
TERHADAP KINERJA KARYAWAN PADA RUMAH SAKIT IBU DAN
ANAK PURI BETIK HATI BANDAR LAMPUNG”.**

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
Setuju

S = Setuju

CS = Cukup

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh/tidak diisi)
2. Umur : 17 – 25 tahun 40 – 45 tahun

26 – 34 tahun >43 tahun
 35 – 43 tahun
3. Jenis Kelamin : Laki – Laki Perempuan
4. Pendidikan Terakhir : SMA
 D3
 S1
5. Masa Kerja : 0 – 2 tahun 5 – 6 tahun
 3 – 4 tahun >7 tahun

DAFTAR PERNYATAAN

Motivasi Kerja (X₁)

| No | Pernyataan | Jawaban | | | | |
|--|--|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Kebutuhan Fisiologi (physiological needs) | | | | | | |
| 1. | Gaji yang diberikan perusahaan sesuai dengan ketentuan jam kerja. | | | | | |
| 2. | Insentif yang dibayarkan perusahaan selalu tepat waktu. | | | | | |
| Kebutuhan Rasa Aman (safety needs) | | | | | | |
| 3. | Diberikan jaminan keamanan dan perlindungan dari bahaya kecelakaan kerja. | | | | | |
| 4. | Merasa puas dengan cara perusahaan melindungi karyawan dari bahaya kecelakaan kerja. | | | | | |
| Kebutuhan Sosial (social needs) | | | | | | |
| 5. | Komunikasi dengan atasan dan rekan kerja berjalan dengan baik. | | | | | |
| 6. | Evaluasi hasil kerja sangat berpengaruh terhadap kekompakan team. | | | | | |

Sumber : dari Latief (2018)

Lingkungan Kerja Fisik (X₂)

| No | Pernyataan | Jawaban | | | | |
|-------------------------------------|--|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Bangunan Tempat Kerja | | | | | | |
| 1. | Di dalam ruangan kerja, pewarnaan ruangan sudah tertata dengan baik sehingga dapat menunjang saya dalam bekerja. | | | | | |
| 2. | Penerangan di ruang kerja cukup baik dan tidak menyilaukan sehingga mendukung aktivitas pekerjaan saya | | | | | |
| Peralatan Kerja yang memadai | | | | | | |
| 3. | Tata letak peralatan kerja seperti meja, kursi dll tersusun rapi di ruang kerja | | | | | |
| 4. | Perlengkapan kerja yang sudah memadai guna menunjang aktivitas pekerjaan | | | | | |
| Fasilitas kerja | | | | | | |
| 5. | Fasilitas yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya. | | | | | |
| 6. | Tersedianya kafetaria dan sarana ibadah yang cukup luas | | | | | |

Sumber : dari Wangi (2020)

Kinerja (Y)

| No | Pernyataan | Jawaban | | | | |
|--------------------------------|--|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Kuantitas | | | | | | |
| 1. | Merasa seluruh karyawan cermat dalam berkerja dan meminimalkan kesalahan dalam bekerja. | | | | | |
| 2. | Karyawan mempunyai rasa ingin tahu yang tinggi terhadap suatu pekerjaan yang belum diketahui. | | | | | |
| Pemanfaatan Waktu Kerja | | | | | | |
| 3. | Karyawan bersedia lembur kerja jika perkerjaan belum diselesaikan dengan tuntas. | | | | | |
| 4. | Karyawan mampu menyelesaikan pekerjaan yang ada dengan cepat dan tidak menunda-nunda pekerjaan. | | | | | |
| Kerja Sama | | | | | | |
| 5. | Karyawan saling bertukar pikiran, memberikan saran, kritik atau masukan kepada sesama tim agar tim selalu solid | | | | | |
| 6. | Karyawan tidak memiliki permasalahan dengan sesama rekan kerja dan hubungan sesama rekan kerja berjalan dengan baik. | | | | | |

Sumber : dari Khurosani (2018)

Lampiran II
Hasil Jawaban Responden
Hasil jawaban Responden Motivasi Kerja (X1)

| NO | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | TOTAL |
|----------|------------|------------|------------|------------|------------|------------|------------|
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 2 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 6 | 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 7 | 1 | 4 | 3 | 4 | 4 | 3 | 19 |
| 8 | 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 9 | 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 10 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 11 | 3 | 4 | 3 | 3 | 1 | 3 | 17 |
| 12 | 2 | 4 | 3 | 2 | 1 | 2 | 14 |
| 13 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 14 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 15 | 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 18 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 19 | 3 | 4 | 4 | 4 | 3 | 5 | 23 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 21 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 22 | 3 | 5 | 4 | 4 | 4 | 4 | 24 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 25 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 26 | 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 27 | 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 28 | 2 | 5 | 5 | 4 | 4 | 4 | 24 |
| 29 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 30 | 4 | 5 | 5 | 3 | 5 | 4 | 26 |
| 31 | 1 | 4 | 2 | 4 | 4 | 4 | 19 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 33 | 3 | 4 | 3 | 3 | 1 | 3 | 17 |
| 34 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 35 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| T | 113 | 153 | 140 | 140 | 129 | 142 | 817 |

Hasil jawaban Responden Lingkungan Kerja Fisik (X2)

| NO | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | TOTAL |
|----|---------|---------|---------|---------|---------|---------|-------|
| 1 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 2 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 6 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 8 | 2 | 2 | 4 | 2 | 2 | 4 | 16 |
| 9 | 2 | 2 | 4 | 2 | 2 | 4 | 16 |
| 10 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 11 | 2 | 4 | 4 | 4 | 3 | 3 | 20 |
| 12 | 2 | 3 | 4 | 3 | 1 | 3 | 16 |
| 13 | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 14 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 15 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 16 | 4 | 5 | 5 | 5 | 1 | 4 | 24 |
| 17 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 18 | 4 | 5 | 5 | 5 | 3 | 4 | 26 |
| 19 | 3 | 5 | 5 | 5 | 3 | 5 | 26 |
| 20 | 4 | 5 | 5 | 5 | 2 | 4 | 25 |
| 21 | 4 | 4 | 5 | 4 | 2 | 5 | 24 |
| 22 | 3 | 4 | 5 | 4 | 3 | 4 | 23 |
| 23 | 3 | 5 | 5 | 5 | 3 | 5 | 26 |
| 24 | 4 | 5 | 4 | 5 | 3 | 4 | 25 |
| 25 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 26 | 3 | 5 | 5 | 5 | 4 | 5 | 27 |
| 27 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 28 | 3 | 4 | 5 | 4 | 3 | 4 | 23 |
| 29 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 30 | 5 | 5 | 5 | 5 | 3 | 3 | 26 |
| 31 | 2 | 2 | 4 | 2 | 2 | 4 | 16 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 33 | 2 | 4 | 4 | 4 | 3 | 3 | 20 |
| 34 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 35 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| T | 122 | 147 | 154 | 147 | 108 | 144 | 822 |

Hasil jawaban Responden Kinerja (Y)

| NO | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | TOTAL |
|----------|------------|------------|------------|------------|------------|------------|------------|
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 2 | 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 5 | 2 | 2 | 2 | 2 | 2 | 4 | 14 |
| 6 | 2 | 2 | 2 | 2 | 3 | 4 | 15 |
| 7 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 8 | 2 | 2 | 4 | 4 | 4 | 2 | 18 |
| 9 | 2 | 2 | 4 | 4 | 4 | 2 | 18 |
| 10 | 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 11 | 3 | 2 | 2 | 2 | 4 | 3 | 16 |
| 12 | 2 | 2 | 2 | 3 | 4 | 3 | 16 |
| 13 | 4 | 3 | 2 | 2 | 4 | 3 | 18 |
| 14 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 15 | 3 | 4 | 4 | 4 | 5 | 5 | 25 |
| 16 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 17 | 4 | 4 | 4 | 3 | 5 | 5 | 25 |
| 18 | 3 | 4 | 5 | 5 | 5 | 5 | 27 |
| 19 | 3 | 3 | 3 | 4 | 5 | 4 | 22 |
| 20 | 3 | 3 | 3 | 3 | 4 | 5 | 21 |
| 21 | 3 | 3 | 3 | 4 | 5 | 5 | 23 |
| 22 | 3 | 3 | 4 | 3 | 4 | 4 | 21 |
| 23 | 3 | 3 | 4 | 3 | 5 | 4 | 22 |
| 24 | 3 | 4 | 4 | 5 | 5 | 5 | 26 |
| 25 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| 26 | 4 | 3 | 3 | 3 | 5 | 4 | 22 |
| 27 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 28 | 3 | 4 | 3 | 3 | 4 | 5 | 22 |
| 29 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 30 | 3 | 4 | 4 | 4 | 5 | 5 | 25 |
| 31 | 2 | 2 | 4 | 4 | 4 | 2 | 18 |
| 32 | 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 33 | 3 | 2 | 2 | 2 | 4 | 3 | 16 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 35 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| T | 108 | 109 | 119 | 123 | 147 | 139 | 745 |

Lampiran III

Hasil Uji Karakteristik Responden

UMUR

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 17-25 Tahun | 27 | 77,1 | 77,1 | 77,1 |
| | 26-34 Tahun | 8 | 22,9 | 22,9 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

JENIS KELAMIN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki Laki | 23 | 65,7 | 65,7 | 65,7 |
| | Perempuan | 12 | 34,3 | 34,3 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

MASA KERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | 0-2 Tahun | 13 | 37,1 | 37,1 | 37,1 |
| | 3-4 Tahun | 17 | 48,6 | 48,6 | 85,7 |
| | 5-6 Tahun | 4 | 11,4 | 11,4 | 97,1 |
| | >7 Tahun | 1 | 2,9 | 2,9 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

PEND TERAKHIR

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | SMA | 6 | 17,1 | 17,1 | 17,1 |
| | D3 | 12 | 34,3 | 34,3 | 51,4 |
| | S1 | 17 | 48,6 | 48,6 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

Lampiran IV

Hasil Uji Frekuensi Jawaban Variabel

Hasil Uji Frekuensi Jawaban Motivasi Kerja (X1)

Motivasi Kerja 1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | 1 | 2 | 5,7 | 5,7 | 5,7 |
| | 2 | 4 | 11,4 | 11,4 | 17,1 |
| Valid | 3 | 14 | 40,0 | 40,0 | 57,1 |
| | 4 | 14 | 40,0 | 40,0 | 97,1 |
| | 5 | 1 | 2,9 | 2,9 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

Motivasi Kerja 2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | 3 | 2 | 5,7 | 5,7 | 5,7 |
| Valid | 4 | 18 | 51,4 | 51,4 | 57,1 |
| | 5 | 15 | 42,9 | 42,9 | 100,0 |
| | Total | 35 | 100,0 | 100,0 | |

Motivasi Kerja 3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 5 | 14,3 | 14,3 | 22,9 |
| Valid 4 | 16 | 45,7 | 45,7 | 68,6 |
| 5 | 11 | 31,4 | 31,4 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Motivasi Kerja 4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 4 | 11,4 | 11,4 | 14,3 |
| Valid 4 | 24 | 68,6 | 68,6 | 82,9 |
| 5 | 6 | 17,1 | 17,1 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Motivasi Kerja 5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 9 | 25,7 | 25,7 | 34,3 |
| Valid 4 | 16 | 45,7 | 45,7 | 80,0 |
| 5 | 7 | 20,0 | 20,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Motivasi Kerja 6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 4 | 11,4 | 11,4 | 14,3 |
| Valid 4 | 22 | 62,9 | 62,9 | 77,1 |
| 5 | 8 | 22,9 | 22,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Lingkungan Kerja Fisik (X2)**Lingkungan Kerja Fisik 1**

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 8 | 22,9 | 22,9 | 40,0 |
| Valid 4 | 19 | 54,3 | 54,3 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lingkungan Kerja Fisik 2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 1 | 2,9 | 2,9 | 11,4 |
| Valid 4 | 17 | 48,6 | 48,6 | 60,0 |
| 5 | 14 | 40,0 | 40,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lingkungan Kerja Fisik 3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 2 | 5,7 | 5,7 | 5,7 |
| Valid 4 | 17 | 48,6 | 48,6 | 54,3 |
| 5 | 16 | 45,7 | 45,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lingkungan Kerja Fisik 4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 3 | 8,6 | 8,6 | 8,6 |
| Valid 3 | 1 | 2,9 | 2,9 | 11,4 |
| 4 | 17 | 48,6 | 48,6 | 60,0 |
| 5 | 14 | 40,0 | 40,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lingkungan Kerja Fisik 5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1 | 2 | 5,7 | 5,7 | 5,7 |
| Valid 2 | 5 | 14,3 | 14,3 | 20,0 |
| 3 | 17 | 48,6 | 48,6 | 68,6 |
| 4 | 10 | 28,6 | 28,6 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lingkungan Kerja Fisik 6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 5 | 14,3 | 14,3 | 14,3 |
| 4 | 22 | 62,9 | 62,9 | 77,1 |
| 5 | 8 | 22,9 | 22,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Kinerja

Kinerja 1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 21 | 60,0 | 60,0 | 77,1 |
| 4 | 7 | 20,0 | 20,0 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Kinerja 2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 2 | 8 | 22,9 | 22,9 | 22,9 |
| 3 | 15 | 42,9 | 42,9 | 65,7 |
| 4 | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Kinerja 3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 10 | 28,6 | 28,6 | 45,7 |
| Valid 4 | 18 | 51,4 | 51,4 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Kinerja 4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 5 | 14,3 | 14,3 | 14,3 |
| 3 | 9 | 25,7 | 25,7 | 40,0 |
| Valid 4 | 19 | 54,3 | 54,3 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Kinerja 5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 3 | 8,6 | 8,6 | 11,4 |
| Valid 4 | 19 | 54,3 | 54,3 | 65,7 |
| 5 | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Kinerja 6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 5 | 14,3 | 14,3 | 22,9 |
| Valid 4 | 17 | 48,6 | 48,6 | 71,4 |
| 5 | 10 | 28,6 | 28,6 | 100,0 |
| Total | 35 | 100,0 | 100,0 | |

Lampiran V

Hasil Uji Validitas

Motivasi Kerja

| | | Correlations | | | | | | TOTAL |
|----------------------------|---------------------|--------------|--------|--------|--------|--------|--------|----------|
| | | MOTIVA | MOTIVA | MOTIVA | MOTIVA | MOTIVA | MOTIVA | MOTIVASI |
| | | SI | SI | SI | SI | SI | SI | MOTIVASI |
| | | KERJA1 | KERJA2 | KERJA3 | KERJA4 | KERJA5 | KERJA6 | KERJA |
| MOTIVASI KERJA1 | Pearson Correlation | 1 | ,488** | ,712** | ,352* | ,285 | ,498** | ,748** |
| | Sig. (2-tailed) | | ,003 | ,000 | ,038 | ,097 | ,002 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| MOTIVASI KERJA2 | Pearson Correlation | ,488** | 1 | ,542** | ,383* | ,369* | ,450** | ,683** |
| | Sig. (2-tailed) | ,003 | | ,001 | ,023 | ,029 | ,007 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| MOTIVASI KERJA3 | Pearson Correlation | ,712** | ,542** | 1 | ,354* | ,451** | ,474** | ,802** |
| | Sig. (2-tailed) | ,000 | ,001 | | ,037 | ,007 | ,004 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| MOTIVASI KERJA4 | Pearson Correlation | ,352* | ,383* | ,354* | 1 | ,510** | ,872** | ,731** |
| | Sig. (2-tailed) | ,038 | ,023 | ,037 | | ,002 | ,000 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| MOTIVASI KERJA5 | Pearson Correlation | ,285 | ,369* | ,451** | ,510** | 1 | ,544** | ,733** |
| | Sig. (2-tailed) | ,097 | ,029 | ,007 | ,002 | | ,001 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| MOTIVASI KERJA6 | Pearson Correlation | ,498** | ,450** | ,474** | ,872** | ,544** | 1 | ,820** |
| | Sig. (2-tailed) | ,002 | ,007 | ,004 | ,000 | ,001 | | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL MOTIVASI KERJA | Pearson Correlation | ,748** | ,683** | ,802** | ,731** | ,733** | ,820** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

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

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

Lingkungan Kerja Fisik

Correlations

| | | LINGKU NGAN KERJA FISIK1 | LINGKU NGAN KERJA FISIK2 | LINGKU NGAN KERJA FISIK3 | LINGKU NGAN KERJA FISIK4 | LINGKU NGAN KERJA FISIK5 | LINGKU NGAN KERJA FISIK6 | TOTAL LINGKUNGA N KERJA FISIK |
|------------------------------------|------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--|
| LINGKUNGAN KERJA FISIK1 | Pearson Correlation | 1 | ,660** | ,354* | ,660** | ,371* | ,276 | ,858** |
| | Sig. (2-tailed) | | ,000 | ,037 | ,000 | ,028 | ,108 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LINGKUNGAN KERJA FISIK2 | Pearson Correlation | ,660** | 1 | ,460** | 1,000** | ,397* | ,279 | ,923** |
| | Sig. (2-tailed) | ,000 | | ,005 | ,000 | ,018 | ,104 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LINGKUNGAN KERJA FISIK3 | Pearson Correlation | ,354* | ,460** | 1 | ,460** | ,044 | ,417* | ,520** |
| | Sig. (2-tailed) | ,037 | ,005 | | ,005 | ,802 | ,013 | ,001 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LINGKUNGAN KERJA FISIK4 | Pearson Correlation | ,660** | 1,000** | ,460** | 1 | ,397* | ,279 | ,923** |
| | Sig. (2-tailed) | ,000 | ,000 | ,005 | | ,018 | ,104 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LINGKUNGAN KERJA FISIK5 | Pearson Correlation | ,371* | ,397* | ,044 | ,397* | 1 | ,297 | ,503** |
| | Sig. (2-tailed) | ,028 | ,018 | ,802 | ,018 | | ,083 | ,002 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LINGKUNGAN KERJA FISIK6 | Pearson Correlation | ,276 | ,279 | ,417* | ,279 | ,297 | 1 | ,351* |
| | Sig. (2-tailed) | ,108 | ,104 | ,013 | ,104 | ,083 | | ,039 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL LINGKUNGAN KERJA FISIK | Pearson Correlation | ,858** | ,923** | ,520** | ,923** | ,503** | ,351* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,002 | ,039 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

Kinerja

Correlations

| | | K1 | K2 | K3 | K4 | K5 | K6 | TOTAL KINERJA |
|------------------|------------------------|--------|--------|--------|--------|--------|--------|------------------|
| K1 | Pearson Correlation | 1 | ,700** | ,248 | ,126 | ,431** | ,475** | ,653** |
| | Sig. (2-tailed) | | ,000 | ,151 | ,471 | ,010 | ,004 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K2 | Pearson Correlation | ,700** | 1 | ,593** | ,519** | ,550** | ,745** | ,924** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,001 | ,001 | ,000 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K3 | Pearson Correlation | ,248 | ,593** | 1 | ,789** | ,514** | ,220 | ,761** |
| | Sig. (2-tailed) | ,151 | ,000 | | ,000 | ,002 | ,205 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K4 | Pearson Correlation | ,126 | ,519** | ,789** | 1 | ,420* | ,223 | ,702** |
| | Sig. (2-tailed) | ,471 | ,001 | ,000 | | ,012 | ,199 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K5 | Pearson Correlation | ,431** | ,550** | ,514** | ,420* | 1 | ,330 | ,717** |
| | Sig. (2-tailed) | ,010 | ,001 | ,002 | ,012 | | ,053 | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K6 | Pearson Correlation | ,475** | ,745** | ,220 | ,223 | ,330 | 1 | ,686** |
| | Sig. (2-tailed) | ,004 | ,000 | ,205 | ,199 | ,053 | | ,000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL KINERJA | Pearson Correlation | ,653** | ,924** | ,761** | ,702** | ,717** | ,686** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

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

Lampiran VI
Hasil Uji Reliabilitas

Motivasi Kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,833 | 6 |

Lingkungan Kerja Fisik

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,821 | 6 |

Kinerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,832 | 6 |

Lampiran VII

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | TOTAL MOTIVASI KERJA | TOTAL LINGKUNGAN KERJA FISIK | TOTAL KINERJA |
|----------------------------------|----------------|----------------------------|------------------------------------|------------------|
| N | | 35 | 35 | 35 |
| Normal Parameters ^{a,b} | Mean | 23,34 | 23,89 | 21,29 |
| | Std. Deviation | 3,638 | 4,178 | 3,477 |
| | Absolute | ,139 | ,197 | ,099 |
| Mo Extreme Differences | Positive | ,061 | ,105 | ,085 |
| | Negative | -,139 | -,197 | -,099 |
| Kolmogorov-Smirnov Z | | ,822 | 1,163 | ,584 |
| Asymp. Sig. (2-tailed) | | ,509 | ,134 | ,885 |

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VIII

Hasil Uji Linieritas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------------|---------|-----------------------------|-------------------|----|----------------|--------|------|
| (Combined) | | | 236,593 | 12 | 19,716 | 2,485 | ,031 |
| TOTAL KINERJA * | Between | Linearity | 174,978 | 1 | 174,978 | 22,054 | ,000 |
| TOTAL MOTIVASI KERJA | Groups | Deviation from Linearity | 61,614 | 11 | 5,601 | ,706 | ,720 |
| Within Groups | | | 174,550 | 22 | 7,934 | | |
| Total | | | 411,143 | 34 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------------|---------------|--------------------------|----------------|----|-------------|--------|------|
| (Combined) | | | 287,560 | 11 | 26,142 | 4,865 | ,001 |
| TOTAL KINERJA * | Between | Linearity | 179,211 | 1 | 179,211 | 33,353 | ,000 |
| TOTAL LINGKUNGAN | Groups | Deviation from Linearity | 108,349 | 10 | 10,835 | 2,016 | ,080 |
| KERJA FISIK | Within Groups | | 123,583 | 23 | 5,373 | | |
| Total | | | 411,143 | 34 | | | |

Lampiran IX

Hasil Uji Multikolinieritas

Coefficients^a

| Locdel | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 5,189 | 2,901 | | 1,788 | ,083 | | |
| 1 TOTAL MOTIVASI | ,352 | ,171 | ,368 | 2,059 | ,048 | ,486 | 2,056 |
| TOTAL LINGKUNGAN | ,330 | ,149 | ,396 | 2,214 | ,034 | ,486 | 2,056 |
| KERJA FISIK | | | | | | | |

a. Dependent Variable: TOTAL KINERJA

Lampiran X

Hasil Uji Regresi Berganda

Uji t

X1-Y

| Model Summary | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .652 ^a | .426 | .408 | 2.675 |

a. Predictors: (Constant), TOTAL MOTIVASI KERJA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 174.978 | 1 | 174.978 | 24.450 | .000 ^b |
| | Residual | 236.164 | 33 | 7.156 | | |
| | Total | 411.143 | 34 | | | |

a. Dependent Variable: TOTAL KINERJA

b. Predictors: (Constant), TOTAL MOTIVASI KERJA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.728 | 2.979 | | 2.259 | .031 |
| | TOTAL MOTIVASI KERJA | .624 | .126 | .652 | 4.945 | .000 |

a. Dependent Variable: TOTAL KINERJA

X2-Y

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .660 ^a | .436 | .419 | 2.651 |

a. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 179.211 | 1 | 179.211 | 25.499 | .000 ^b |
| | Residual | 231.932 | 33 | 7.028 | | |
| | Total | 411.143 | 34 | | | |

a. Dependent Variable: TOTAL KINERJA

b. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 8.161 | 2.638 | | 3.094 | .004 |
| | TOTAL LINGKUNGAN KERJA FISIK | .549 | .109 | .660 | 5.050 | .000 |

a. Dependent Variable: TOTAL KINERJA

Uji F

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,708 ^a | ,502 | ,471 | 2,530 |

a. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK, TOTAL MOTIVASI KERJA

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 206,352 | 2 | 103,176 | 16,122 | ,000 ^b |
| Residual | 204,790 | 32 | 6,400 | | |
| Total | 411,143 | 34 | | | |

a. Dependent Variable: TOTAL KINERJA

b. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK, TOTAL MOTIVASI KERJA

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 5,189 | 2,901 | | 1,788 | ,083 |
| 1 TOTAL MOTIVASI KERJA | ,352 | ,171 | ,368 | 2,059 | ,048 |
| TOTAL LINGKUNGAN KERJA FISIK | ,330 | ,149 | ,396 | 2,214 | ,034 |

a. Dependent Variable: TOTAL KINERJA