

## Lampiran I

Bandar Lampung, Januari 2023

### **Hal : Permohonan Bantuan Pengisian Kuesioner**

Kepada Yth :  
Bapak/ Ibu  
Di Tempat

Dengan ini saya :

Nama : Putu Silo Swardana  
NPM : 1912110195  
Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada pegawai UPTD Puskesmas Kota Metro, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya Konsentrasi Manajemen Sumber Daya Manusia. Sehubungan dengan maksud diatas, saya mengharapkan bantuan bapak/ibu untuk bersedia mengisi pernyataan kuesioner penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Putu Silo Swardana  
NPM. 1912110195

## PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul  
**Pengaruh Lingkungan Kerja, Motivasi Kerja Dan Budaya Organisasi  
Terhadap Kepuasan Kerja Pegawai UPTD Puskesmas Kota Metro**

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

Keterangan:

SS	Sangat Setuju	Skor 5
S	Setuju	Skor 4
CS	Cukup Setuju	Skor 3
TS	Tidak Setuju	Skor 2
STS	Sangat Tidak Setuju	Skor 1

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : .....(boleh tidak diisi)
2. Jenis Kelamin :  Laki-Laki  
 Perempuan
3. Usia :  20-27 Tahun  44-51 Tahun  
 28-35 Tahun  > 51 Tahun  
 36-43 Tahun
4. Jumlah Anggota Keluarga :  1-3  
 4-6  
 > 6
5. Penghasilan :  Rp. 1.000.0000- Rp. 2.000.0000  
 Rp. 3.000.0000- Rp. 4.000.0000

Rp. 5.000.0000- Rp. 6.000.0000

> Rp. 6.000.0000

## DAFTAR PERNYATAAN

<b>Lingkungan Kerja</b>						
No	Pernyataan	STS	TS	CS	S	SS
<b><i>Penerangan</i></b>						
<b>1</b>	Puskesmas memiliki penerangan yang baik untuk menunjang pelayanan					
<b>2</b>	Puskesmas memiliki penerangan yang merata di setiap ruangan					
<b><i>Sirkulasi Udara</i></b>						
<b>3</b>	Puskesmas memiliki ventilasi udara yang memadai sehingga nyaman melakukan pelayanan					
<b>4</b>	Kualitas udara di sekitar Puskesmas cukup baik					
<b><i>Kebisingan</i></b>						
<b>5</b>	Puskesmas jauh dari kebisingan yang dapat mengganggu konsentrasi dalam melakukan pelayanan					
<b>6</b>	Kondisi lingkungan kerja di Puskesmas dalam keadaan tenang					
<b><i>Keamanan</i></b>						
<b>7</b>	Puskesmas memiliki perlengkapan keamanan yang baik yang sehingga merasa aman saat melakukan pelayanan					
<b>8</b>	Puskesmas memberikan jaminan keamanan dalam bekerja					
<b><i>Hubungan Pegawai</i></b>						
<b>9</b>	Hubungan antara sesama rekan kerja di Puskesmas sudah terjalin harmonis					
<b>10</b>	Sesama rekan kerja di Puskesmas saling menunjang untuk meningkatkan kinerja pelayanan					

Sumber: Sulistiawan, Riadi, dan Maria (2018)

<b>Motivasi Kerja</b>						
No	Pernyataan	STS	TS	CS	S	SS
<b><i>Fisikologi</i></b>						

1	Puskesmas memberikan jaminan sosial yang berguna					
2	Puskesmas menyediakan tempat istirahat yang nyaman pada saat jam istirahat					
<b>Rasa Aman</b>						
3	Puskesmas memperhatikan keselamatan kerja kepada setiap karyawan					
4	Puskesmas memberikan tunjangan Kesehatan kepada setiap karyawan					
<b>Sosial</b>						
5	Puskesmas memberikan ruang untuk berinteraksi dengan sesama rekan kerja					
6	Puskesmas memperbolehkan kerjasama dengan Unit kerja lainnya					
<b>Penghargaan</b>						
7	Pimpinan di Puskesmas menghargai setiap hasil kerja pegawainya					
8	Pimpinan di Puskesmas memberikan penghargaan bagi pegawai yang berprestasi					
<b>Aktualisasi Diri</b>						
9	Puskesmas memberikan peluang dan kesempatan untuk mengembangkan ketrampilan dan kemampuan					
10	Pimpinan melibatkan pegawai dalam pengambilan keputusan					

Sumber: Fadhil dan Mayowan (2018)

<b>Budaya Organiasai</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Misi</i></b>						
<b>1</b>	Puskesmas memiliki misi yang mendorong pegawainya memberikan pelayanan terbaik					
<b>2</b>	Puskesmas mampu mengedepankan visi dan misi instansi					
<b><i>Konsisten</i></b>						
<b>3</b>	Puskesmas mendorong setiap pegawainya dalam memberikan pelayanan harus sesuai dengan SOP					
<b>4</b>	Puskesmas mendorong setiap pegawainya untuk bertanggung jawab atas hasil pekerjaannya					
<b><i>Adaptabilitas</i></b>						
<b>5</b>	Puskesmas mendorong pegawainya untuk terus meningkatkan pelayanan					
<b>6</b>	Puskesmas mendorong pegawainya untuk terus bekerja secara optimal dalam memberi pelayan					
<b><i>Keterlibatan</i></b>						
<b>7</b>	Puskesmas memberikan kesempatan kepada saya untuk melakukan inovasi dalam memberikan pelayanan					
<b>8</b>	Puskesmas mendorong pegawainya untuk memiliki inisiatif dalam memberikan pelayanan					

Sumber: Sulistiawan, Riadi, dan Maria (2018)

<b>KEPUASAN KERJA</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Pekerjaan</i></b>						
<b>1</b>	Pimpinan di Puskesmas memberikan kepercayaan penuh kepada pegawai untuk memberikan pelayanan terbaik					
<b>2</b>	Pekerjaan yang diberikan Puskesmas menambah kemampuan dan keterampilan					
<b><i>Pembayaran</i></b>						
<b>3</b>	Gaji yang diberikan Puskesmas sesuai dengan keterampilan yang dimiliki					
<b>4</b>	Sistem pemberian gaji di Puskesmas sudah sesuai					
<b><i>Promosi</i></b>						
<b>5</b>	Puskesmas memberikan kesempatan promosi kenaikan jabatan untuk seluruh pegawainya					
<b>6</b>	Kebijakan promosi pegawai sudah ditetapkan dengan baik oleh Puskesmas					
<b><i>Supervisi</i></b>						
<b>7</b>	Pimpinan di Puskesmas secara obyektif menilai prestasi kerja pegawainya					
<b>8</b>	Pimpinan di Puskesmas memberikan catatan kepada karyawan dalam menyelesaikan tugas pekerjaan					
<b><i>Rekan Kerja</i></b>						
<b>9</b>	Seluruh rekan kerja bertanggung jawab terhadap hasil pekerjaan di Puskesmas					
<b>10</b>	Saling menghargai pendapat diantara sesama rekan kerja di Puskesmas					

Sumber: Sholihin (2021)

## Lampiran II (Hasil Jawaban Responden)

No	Lk 1	Lk 2	Lk 3	Lk 4	Lk 5	Lk 6	Lk 7	Lk 8	Lk 9	Lk10	Lingkungan_Kerja
1	3	4	4	4	4	4	3	4	4	4	38
2	3	2	4	4	3	3	3	2	4	4	32
3	2	2	3	4	3	2	2	2	3	4	27
4	3	3	4	4	3	3	3	3	4	4	34
5	3	3	4	3	4	4	3	3	4	3	34
6	4	5	5	5	5	4	4	5	5	5	47
7	4	4	5	5	5	4	4	4	5	5	45
8	4	4	5	5	5	5	4	4	5	4	45
9	4	4	5	5	5	4	4	4	5	5	45
10	3	3	5	5	4	5	3	3	5	5	41
11	4	4	5	5	5	4	4	4	5	5	45
12	4	4	4	5	5	5	4	4	4	5	44
13	3	3	4	5	4	4	3	3	4	5	38
14	4	3	5	5	4	5	4	3	5	5	43
15	4	4	5	4	5	4	4	4	5	4	43
16	4	4	4	4	4	4	4	4	4	4	40
17	4	4	4	5	4	5	4	4	4	5	43
18	3	4	5	4	4	4	3	4	5	4	40
19	3	4	4	4	4	4	3	4	4	4	38
20	5	4	4	4	4	4	5	4	4	4	42
21	1	4	4	4	4	4	1	4	4	4	34
22	1	4	4	4	3	4	1	4	4	4	33
23	1	2	2	4	2	4	1	2	2	4	24
24	1	2	2	4	2	4	1	2	2	4	24
25	4	4	4	5	4	4	4	4	4	5	42
26	4	3	4	4	4	5	4	3	5	4	40
27	4	4	5	5	4	5	4	4	5	5	45
28	2	3	4	5	5	4	2	3	4	5	37
29	3	3	4	3	4	4	3	3	4	3	34
30	4	5	5	5	5	3	4	5	5	5	46
31	1	2	2	4	2	4	1	2	2	4	24
32	3	4	4	4	4	4	3	4	4	4	38
33	3	2	4	4	3	3	3	2	4	4	32
34	2	2	3	4	3	2	2	2	3	4	27
35	3	3	4	4	3	3	3	3	4	4	34
36	3	3	4	3	4	4	3	3	4	3	34
37	4	5	5	5	5	4	4	5	5	5	47
38	4	4	5	5	5	4	4	4	5	5	45
39	4	4	5	5	5	5	4	4	5	5	46
40	4	4	5	5	5	4	4	4	5	5	45
41	3	3	5	5	4	5	3	3	5	5	41
42	4	4	5	5	5	4	4	4	5	5	45
43	4	4	5	5	5	4	4	4	5	5	45
44	5	5	5	5	5	5	5	5	5	5	50
Jumlah	143	155	187	195	179	177	143	155	188	194	1716

No	Mk1	Mk2	Mk3	Mk4	Mk5	Mk6	Mk7	Mk8	Mk9	Mk10	Motivasi_Kerja
1	5	5	5	5	5	5	5	5	5	5	50
2	3	2	4	4	3	3	1	3	2	3	28
3	2	2	3	4	3	2	1	2	1	1	21
4	3	3	4	4	3	3	3	3	4	4	34
5	3	3	4	3	4	4	3	4	3	3	34
6	4	5	5	5	5	4	5	4	4	3	44
7	4	4	5	5	5	4	4	4	4	5	44
8	4	4	5	5	5	5	5	5	4	4	46
9	4	4	5	5	5	4	4	4	4	3	42
10	3	3	5	5	4	5	3	5	2	3	38
11	4	4	5	5	5	4	4	4	3	3	41
12	4	4	4	5	5	5	4	5	4	3	43
13	3	3	4	5	4	4	4	4	5	3	39
14	4	3	5	5	4	5	4	5	4	3	42
15	4	4	5	4	5	4	4	4	4	3	41
16	4	4	5	5	5	4	5	5	5	4	46
17	4	4	4	5	4	5	3	5	4	3	41
18	3	4	5	4	4	4	2	4	2	4	36
19	3	4	4	4	4	4	4	4	3	3	37
20	5	4	4	4	4	4	5	4	5	2	41
21	1	4	4	4	4	4	5	4	5	1	36
22	1	4	4	4	3	4	2	4	2	3	31
23	1	2	2	4	2	4	4	4	4	2	29
24	1	2	2	4	2	4	4	4	4	2	29
25	4	4	4	5	4	4	3	4	3	3	38
26	4	3	5	5	4	5	3	5	3	4	41
27	4	4	5	5	4	5	3	5	3	4	42
28	2	3	4	5	5	4	4	4	4	3	38
29	3	3	4	3	4	4	3	4	3	3	34
30	4	5	5	5	5	3	5	4	4	3	43
31	1	2	2	4	2	4	4	4	4	2	29
32	3	4	4	4	4	4	4	4	3	3	37
33	3	2	4	4	3	3	1	3	2	3	28
34	2	2	3	4	3	2	1	2	1	1	21
35	3	3	4	4	3	3	3	3	4	4	34
36	3	3	4	3	4	4	3	4	3	3	34
37	4	5	5	5	5	4	5	4	4	3	44
38	4	4	5	5	5	4	4	4	4	5	44
39	4	4	5	5	5	5	5	5	4	4	46
40	4	4	5	5	5	4	4	4	4	3	42
41	3	3	5	5	4	5	3	5	2	3	38
42	4	4	5	5	5	4	4	4	3	3	41
43	4	4	5	5	5	4	5	5	5	4	46
44	5	5	5	5	5	5	5	5	5	5	50
Jumlah	145	156	190	198	181	178	160	181	155	139	1683



No	BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	Budaya_Organisasi
1	1	1	1	1	1	1	1	1	8
2	1	1	1	1	1	1	1	1	8
3	1	1	1	1	1	1	1	1	8
4	4	3	4	4	3	2	2	4	26
5	3	4	3	3	3	3	4	3	26
6	5	4	4	3	4	4	4	5	33
7	5	4	4	5	4	4	4	5	35
8	5	5	4	4	4	4	3	5	34
9	5	4	4	3	4	5	5	5	35
10	5	5	2	3	3	3	4	5	30
11	5	4	3	3	3	3	3	4	28
12	5	5	4	3	3	3	4	5	32
13	5	4	5	3	3	4	3	4	31
14	5	5	4	3	3	4	3	5	32
15	4	4	4	3	4	4	5	5	33
16	5	5	4	4	4	4	4	4	34
17	5	5	4	3	4	4	4	5	34
18	4	4	2	4	4	4	4	4	30
19	4	4	3	3	3	4	4	4	29
20	4	4	5	2	2	2	2	2	23
21	4	4	5	2	2	2	2	3	24
22	4	4	2	3	3	4	4	4	28
23	4	4	4	2	2	4	4	4	28
24	4	4	4	2	2	4	4	4	28
25	5	4	3	3	3	3	4	4	29
26	5	5	3	4	3	3	3	5	31
27	5	5	3	4	4	4	4	5	34
28	5	4	4	3	4	3	3	4	30
29	3	4	3	3	3	3	4	3	26
30	5	4	4	3	4	4	4	5	33
31	4	4	4	2	2	4	4	4	28
32	4	4	3	3	3	3	3	4	27
33	4	3	2	3	2	2	2	4	22
34	4	3	2	2	3	3	3	4	24
35	4	3	4	4	3	2	2	4	26
36	3	4	3	3	3	3	4	3	26
37	5	4	4	3	4	4	4	5	33
38	5	4	4	5	4	4	4	5	35
39	5	5	4	4	4	4	3	5	34
40	5	4	4	3	4	5	5	5	35
41	5	5	2	3	3	3	4	5	30
42	5	4	3	3	3	3	3	4	28
43	5	5	5	4	4	4	4	4	35
44	5	5	5	5	5	5	5	5	40
Jumlah	188	175	150	135	138	147	151	179	1263

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kepuasan_Kerja
1	4	4	3	4	4	4	3	3	3	3	35
2	4	3	3	2	4	3	1	3	2	3	28
3	4	3	2	2	3	2	1	2	1	1	21
4	4	3	3	3	4	3	3	3	4	4	34
5	3	4	3	3	4	4	3	4	3	3	34
6	5	5	4	5	5	4	5	4	4	3	44
7	5	5	4	4	5	4	4	4	4	5	44
8	5	5	4	4	5	5	5	5	4	4	46
9	5	5	4	4	5	4	4	4	4	3	42
10	5	4	3	3	5	5	3	5	2	3	38
11	5	5	4	4	5	4	4	4	3	3	41
12	5	5	4	4	4	5	4	5	4	3	43
13	5	4	3	3	4	4	4	4	5	3	39
14	5	4	4	3	5	5	4	5	4	3	42
15	4	5	4	4	5	4	4	4	4	3	41
16	3	3	4	4	3	4	4	3	3	3	34
17	5	4	4	4	4	5	3	5	4	3	41
18	4	4	3	4	5	4	2	4	2	4	36
19	4	4	3	4	4	4	4	4	3	3	37
20	4	4	5	4	4	4	5	4	5	3	42
21	4	4	1	4	4	4	5	4	5	2	37
22	4	3	1	4	4	4	2	4	2	3	31
23	4	2	1	2	2	4	4	4	4	2	29
24	4	2	1	2	2	4	4	4	4	2	29
25	5	4	4	4	4	4	3	4	3	3	38
26	5	4	4	3	5	5	3	5	3	4	41
27	5	4	4	4	5	5	3	5	3	4	42
28	5	5	2	3	4	4	4	4	4	3	38
29	3	4	3	3	4	4	3	4	3	3	34
30	5	5	4	5	5	3	5	4	4	3	43
31	4	2	1	2	2	4	4	4	4	2	29
32	4	4	3	4	4	4	4	4	3	3	37
33	4	3	3	2	4	3	1	3	2	3	28
34	4	3	2	2	3	2	1	2	1	1	21
35	4	3	3	3	4	3	3	3	4	4	34
36	3	4	3	3	4	4	3	4	3	3	34
37	5	5	4	5	5	4	5	4	4	3	44
38	5	5	4	4	5	4	4	4	4	5	44
39	5	5	4	4	5	5	5	5	4	4	46
40	5	5	4	4	5	4	4	4	4	3	42
41	5	4	3	3	5	5	3	5	2	3	38
42	5	5	4	4	5	4	4	4	3	3	41
43	2	2	3	4	2	2	3	3	5	4	30
44	5	5	5	5	5	5	5	5	5	5	50
Jumlah	192	175	142	155	184	175	155	175	151	138	1642

### Lampiran III (Hasil Uji Deskriptif)

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	18	40.9	40.9	40.9
Valid Perempuan	26	59.1	59.1	100.0
Total	44	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 51 Tahun	8	18.2	18.2	18.2
Valid 20-27 Tahun	6	13.6	13.6	31.8
Valid 28-35 Tahun	13	29.5	29.5	61.4
Valid 36-43 Tahun	7	15.9	15.9	77.3
Valid 44-51 Tahun	10	22.7	22.7	100.0
Total	44	100.0	100.0	

#### Anggota Keluarga

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid >6	4	9.1	9.1	9.1
Valid 1-3	34	77.3	77.3	86.4
Valid 4-6	6	13.6	13.6	100.0
Total	44	100.0	100.0	

#### Penghasilan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > Rp. 6.000.0000	1	2.3	2.3	2.3
Valid Rp. 1.000.0000-Rp. 2.000.0000	14	31.8	31.8	34.1
Valid Rp. 3.000.0000-Rp. 4.000.0000	21	47.7	47.7	81.8
Valid Rp. 5.000.0000-Rp. 6.000.0000	8	18.2	18.2	100.0
Total	44	100.0	100.0	

#### Lk1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.4	11.4	11.4
Valid 2	3	6.8	6.8	18.2
Valid 3	14	31.8	31.8	50.0
Valid 4	20	45.5	45.5	95.5
Valid 5	2	4.5	4.5	100.0
Total	44	100.0	100.0	

**Lk2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.9	15.9	15.9
3	11	25.0	25.0	40.9
4	22	50.0	50.0	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**Lk3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.8	6.8	6.8
3	2	4.5	4.5	11.4
4	20	45.5	45.5	56.8
5	19	43.2	43.2	100.0
Total	44	100.0	100.0	

**Lk4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.8	6.8	6.8
4	19	43.2	43.2	50.0
5	22	50.0	50.0	100.0
Total	44	100.0	100.0	

**Lk5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.8	6.8	6.8
3	7	15.9	15.9	22.7
4	18	40.9	40.9	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

**Lk6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.5	4.5	4.5
3	5	11.4	11.4	15.9
4	27	61.4	61.4	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**Lk7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.4	11.4	11.4
2	3	6.8	6.8	18.2
3	14	31.8	31.8	50.0
4	20	45.5	45.5	95.5
5	2	4.5	4.5	100.0
Total	44	100.0	100.0	

**Lk8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.9	15.9	15.9
3	11	25.0	25.0	40.9
4	22	50.0	50.0	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**Lk9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.8	6.8	6.8
3	2	4.5	4.5	11.4
4	19	43.2	43.2	54.5
5	20	45.5	45.5	100.0
Total	44	100.0	100.0	

**Lk10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.8	6.8	6.8
4	20	45.5	45.5	52.3
5	21	47.7	47.7	100.0
Total	44	100.0	100.0	

**Mk1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.4	11.4	11.4
2	3	6.8	6.8	18.2
3	13	29.5	29.5	47.7
4	20	45.5	45.5	93.2
5	3	6.8	6.8	100.0
Total	44	100.0	100.0	

**Mk2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	15.9	15.9	15.9
3	11	25.0	25.0	40.9
Valid 4	21	47.7	47.7	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

**Mk3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	2	4.5	4.5	11.4
Valid 4	17	38.6	38.6	50.0
5	22	50.0	50.0	100.0
Total	44	100.0	100.0	

**Mk4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.8	6.8	6.8
Valid 4	16	36.4	36.4	43.2
5	25	56.8	56.8	100.0
Total	44	100.0	100.0	

**Mk5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	7	15.9	15.9	22.7
Valid 4	16	36.4	36.4	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

**Mk6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	5	11.4	11.4	15.9
Valid 4	26	59.1	59.1	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

**Mk7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	9.1	9.1	9.1
2	2	4.5	4.5	13.6
3	11	25.0	25.0	38.6
4	16	36.4	36.4	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

**Mk8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.5	4.5	4.5
3	4	9.1	9.1	13.6
4	25	56.8	56.8	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

**Mk9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	6	13.6	13.6	18.2
3	10	22.7	22.7	40.9
4	19	43.2	43.2	84.1
5	7	15.9	15.9	100.0
Total	44	100.0	100.0	

**Mk10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	4	9.1	9.1	15.9
3	24	54.5	54.5	70.5
4	9	20.5	20.5	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**BO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
3	3	6.8	6.8	13.6
4	14	31.8	31.8	45.5
5	24	54.5	54.5	100.0
Total	44	100.0	100.0	

**BO2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
Valid 3	4	9.1	9.1	15.9
Valid 4	25	56.8	56.8	72.7
Valid 5	12	27.3	27.3	100.0
Total	44	100.0	100.0	

**BO3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
Valid 2	6	13.6	13.6	20.5
Valid 3	10	22.7	22.7	43.2
Valid 4	20	45.5	45.5	88.6
Valid 5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

**BO4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
Valid 2	6	13.6	13.6	20.5
Valid 3	23	52.3	52.3	72.7
Valid 4	9	20.5	20.5	93.2
Valid 5	3	6.8	6.8	100.0
Total	44	100.0	100.0	

**BO5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
Valid 2	6	13.6	13.6	20.5
Valid 3	18	40.9	40.9	61.4
Valid 4	16	36.4	36.4	97.7
Valid 5	1	2.3	2.3	100.0
Total	44	100.0	100.0	

**BO6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
Valid 2	5	11.4	11.4	18.2
Valid 3	13	29.5	29.5	47.7
Valid 4	20	45.5	45.5	93.2
Valid 5	3	6.8	6.8	100.0
Total	44	100.0	100.0	

**BO7**



	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	5	11.4	11.4	18.2
3	10	22.7	22.7	40.9
4	22	50.0	50.0	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**BO8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	1	2.3	2.3	9.1
3	4	9.1	9.1	18.2
4	18	40.9	40.9	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.3	2.3	2.3
3	4	9.1	9.1	11.4
4	17	38.6	38.6	50.0
5	22	50.0	50.0	100.0
Total	44	100.0	100.0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	9.1	9.1	9.1
3	8	18.2	18.2	27.3
4	17	38.6	38.6	65.9
5	15	34.1	34.1	100.0
Total	44	100.0	100.0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.4	11.4	11.4
2	3	6.8	6.8	18.2
3	15	34.1	34.1	52.3
4	19	43.2	43.2	95.5
5	2	4.5	4.5	100.0
Total	44	100.0	100.0	

**KK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.9	15.9	15.9
3	11	25.0	25.0	40.9
4	22	50.0	50.0	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**KK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	9.1	9.1	9.1
3	3	6.8	6.8	15.9
4	18	40.9	40.9	56.8
5	19	43.2	43.2	100.0
Total	44	100.0	100.0	

**KK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.8	6.8	6.8
3	5	11.4	11.4	18.2
4	26	59.1	59.1	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	9.1	9.1	9.1
2	2	4.5	4.5	13.6
3	13	29.5	29.5	43.2
4	17	38.6	38.6	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

**KK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.5	4.5	4.5
3	7	15.9	15.9	20.5
4	25	56.8	56.8	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**KK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.5	4.5	4.5
2	6	13.6	13.6	18.2
3	12	27.3	27.3	45.5
4	19	43.2	43.2	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

**KK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.5	4.5	4.5
2	4	9.1	9.1	13.6
3	27	61.4	61.4	75.0
4	8	18.2	18.2	93.2
5	3	6.8	6.8	100.0
Total	44	100.0	100.0	

### Lampiran IV (Hasil Uji Validitas)

		Correlations										
		Lk1	Lk2	Lk3	Lk4	Lk5	Lk6	Lk7	Lk8	Lk9	Lk10	Lingkungan_Kerja
Lk1	Pearson Correlation	1	.633**	.739**	.465**	.738**	.353	1.000**	.633**	.753**	.441**	.870**
	Sig. (2-tailed)		.000	.000	.001	.000	.019	.000	.000	.000	.003	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk2	Pearson Correlation	.633**	1	.704**	.470**	.780**	.381*	.633**	1.000**	.683**	.452**	.847**
	Sig. (2-tailed)	.000		.000	.001	.000	.011	.000	.000	.000	.002	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk3	Pearson Correlation	.739**	.704**	1	.543**	.840**	.370*	.739**	.704**	.984**	.513**	.896**
	Sig. (2-tailed)	.000	.000		.000	.000	.013	.000	.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk4	Pearson Correlation	.465**	.470**	.543**	1	.567**	.385**	.465**	.470**	.520**	.971**	.688**
	Sig. (2-tailed)	.001	.001	.000		.000	.010	.001	.001	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk5	Pearson Correlation	.738**	.780**	.840**	.567**	1	.387**	.738**	.780**	.831**	.531**	.903**
	Sig. (2-tailed)	.000	.000	.000	.000		.010	.000	.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk6	Pearson Correlation	.353	.381*	.370*	.385**	.387**	1	.353	.381*	.404**	.337*	.523**
	Sig. (2-tailed)	.019	.011	.013	.010	.010		.019	.011	.007	.025	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk7	Pearson Correlation	1.000**	.633**	.739**	.465**	.738**	.353	1	.633**	.753**	.441**	.870**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.019		.000	.000	.003	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk8	Pearson Correlation	.633**	1.000**	.704**	.470**	.780**	.381*	.633**	1	.683**	.452**	.847**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.011	.000		.000	.002	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk9	Pearson Correlation	.753**	.683**	.984**	.520**	.831**	.404**	.753**	.683**	1	.491**	.893**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.007	.000	.000		.001	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lk10	Pearson Correlation	.441**	.452**	.513**	.971**	.531**	.337*	.441**	.452**	.491**	1	.659**
	Sig. (2-tailed)	.003	.002	.000	.000	.000	.025	.003	.002	.001		.000
	N	44	44	44	44	44	44	44	44	44	44	44
Lingkungan Kerja	Pearson Correlation	.870**	.847**	.896**	.688**	.903**	.523**	.870**	.847**	.893**	.659**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44	44	44	44	44

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

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

**Correlations**

		Mk1	Mk2	Mk3	Mk4	Mk5	Mk6	Mk7	Mk8	Mk9	Mk10	Motivasi Kerja
Mk1	Pearson Correlation	1	.660**	.768**	.526**	.753**	.383*	.392**	.439**	.344*	.618**	.790**
	Sig. (2-tailed)		.000	.000	.000	.000	.010	.009	.003	.022	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk2	Pearson Correlation	.660**	1	.704**	.493**	.793**	.412**	.649**	.489**	.470**	.487**	.830**
	Sig. (2-tailed)	.000		.000	.001	.000	.005	.000	.001	.001	.001	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk3	Pearson Correlation	.768**	.704**	1	.561**	.838**	.414**	.323*	.483**	.170	.642**	.776**
	Sig. (2-tailed)	.000	.000		.000	.000	.005	.032	.001	.270	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk4	Pearson Correlation	.526**	.493**	.561**	1	.583**	.446**	.438**	.515**	.329*	.403**	.678**
	Sig. (2-tailed)	.000	.001	.000		.000	.002	.003	.000	.029	.007	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk5	Pearson Correlation	.753**	.793**	.838**	.583**	1	.399**	.573**	.484**	.388**	.504**	.844**
	Sig. (2-tailed)	.000	.000	.000	.000		.007	.000	.001	.009	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk6	Pearson Correlation	.383*	.412**	.414**	.446**	.399**	1	.494**	.942**	.379*	.443**	.681**
	Sig. (2-tailed)	.010	.005	.005	.002	.007		.001	.000	.011	.003	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk7	Pearson Correlation	.392**	.649**	.323*	.438**	.573**	.494**	1	.595**	.854**	.276	.770**
	Sig. (2-tailed)	.009	.000	.032	.003	.000	.001		.000	.000	.069	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk8	Pearson Correlation	.439**	.489**	.483**	.515**	.484**	.942**	.595**	1	.474**	.487**	.765**
	Sig. (2-tailed)	.003	.001	.001	.000	.001	.000	.000		.001	.001	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk9	Pearson Correlation	.344*	.470**	.170	.329*	.388**	.379*	.854**	.474**	1	.324*	.663**
	Sig. (2-tailed)	.022	.001	.270	.029	.009	.011	.000	.001		.032	.000
	N	44	44	44	44	44	44	44	44	44	44	44
Mk10	Pearson Correlation	.618**	.487**	.642**	.403**	.504**	.443**	.276	.487**	.324*	1	.689**
	Sig. (2-tailed)	.000	.001	.000	.007	.000	.003	.069	.001	.032		.000
	N	44	44	44	44	44	44	44	44	44	44	44
Motivasi Kerja	Pearson Correlation	.790**	.830**	.776**	.678**	.844**	.681**	.770**	.765**	.663**	.689**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44	44	44	44	44

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

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

**Correlations**

		BO1	BO2	BO3	BO4	BO5	BO6	BO7	BO8	Budaya_Organisasi
BO1	Pearson Correlation	1	.841**	.613**	.658**	.745**	.697**	.591**	.892**	.906**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44
BO2	Pearson Correlation	.841**	1	.566**	.614**	.679**	.699**	.679**	.778**	.876**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44
BO3	Pearson Correlation	.613**	.566**	1	.424**	.497**	.527**	.374*	.460**	.672**
	Sig. (2-tailed)	.000	.000		.004	.001	.000	.012	.002	.000
	N	44	44	44	44	44	44	44	44	44
BO4	Pearson Correlation	.658**	.614**	.424**	1	.805**	.533**	.462**	.680**	.766**
	Sig. (2-tailed)	.000	.000	.004		.000	.000	.002	.000	.000
	N	44	44	44	44	44	44	44	44	44
BO5	Pearson Correlation	.745**	.679**	.497**	.805**	1	.766**	.705**	.781**	.887**
	Sig. (2-tailed)	.000	.000	.001	.000		.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44
BO6	Pearson Correlation	.697**	.699**	.527**	.533**	.766**	1	.872**	.768**	.876**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	44	44	44	44	44	44	44	44	44
BO7	Pearson Correlation	.591**	.679**	.374*	.462**	.705**	.872**	1	.698**	.804**
	Sig. (2-tailed)	.000	.000	.012	.002	.000	.000		.000	.000
	N	44	44	44	44	44	44	44	44	44
BO8	Pearson Correlation	.892**	.778**	.460**	.680**	.781**	.768**	.698**	1	.907**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	.000		.000
	N	44	44	44	44	44	44	44	44	44
Budaya Organisasi	Pearson Correlation	.906**	.876**	.672**	.766**	.887**	.876**	.804**	.907**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44	44	44

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

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

**Correlations**

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kepuasan_Kerja
KK1	Pearson Correlation	1	.631**	.393**	.306*	.642**	.523**	.347*	.544**	.124	.212	.639**
	Sig. (2-tailed)		.000	.008	.043	.000	.000	.021	.000	.421	.167	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK2	Pearson Correlation	.631**	1	.678**	.684**	.853**	.462**	.508**	.480**	.226	.405**	.832**
	Sig. (2-tailed)	.000		.000	.000	.000	.002	.000	.001	.141	.006	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK3	Pearson Correlation	.393**	.678**	1	.624**	.675**	.341*	.347*	.354*	.253	.587**	.746**
	Sig. (2-tailed)	.008	.000		.000	.000	.024	.021	.018	.098	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK4	Pearson Correlation	.306*	.684**	.624**	1	.571**	.319*	.610**	.367*	.418**	.495**	.771**
	Sig. (2-tailed)	.043	.000	.000		.000	.035	.000	.014	.005	.001	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK5	Pearson Correlation	.642**	.853**	.675**	.571**	1	.484**	.264	.502**	.013	.531**	.762**
	Sig. (2-tailed)	.000	.000	.000	.000		.001	.084	.001	.931	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK6	Pearson Correlation	.523**	.462**	.341*	.319*	.484**	1	.481**	.924**	.243	.349*	.692**
	Sig. (2-tailed)	.000	.002	.024	.035	.001		.001	.000	.113	.020	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK7	Pearson Correlation	.347*	.508**	.347*	.610**	.264	.481**	1	.527**	.787**	.262	.742**
	Sig. (2-tailed)	.021	.000	.021	.000	.084	.001		.000	.000	.085	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK8	Pearson Correlation	.544**	.480**	.354*	.367*	.502**	.924**	.527**	1	.342*	.399**	.738**
	Sig. (2-tailed)	.000	.001	.018	.014	.001	.000	.000		.023	.007	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK9	Pearson Correlation	.124	.226	.253	.418**	.013	.243	.787**	.342*	1	.359*	.557**
	Sig. (2-tailed)	.421	.141	.098	.005	.931	.113	.000	.023		.017	.000
	N	44	44	44	44	44	44	44	44	44	44	44
KK10	Pearson Correlation	.212	.405**	.587**	.495**	.531**	.349*	.262	.399**	.359*	1	.643**
	Sig. (2-tailed)	.167	.006	.000	.001	.000	.020	.085	.007	.017		.000
	N	44	44	44	44	44	44	44	44	44	44	44
Kepuasan Kerja	Pearson Correlation	.639**	.832**	.746**	.771**	.762**	.692**	.742**	.738**	.557**	.643**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44	44	44	44	44

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

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

**Lampiran V (Hasil Uji Reliabilitas)**

**Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.939	10

**Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.908	10

**Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.938	8

**Case Processing Summary**

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.889	10



## Lampiran VI (Hasil Uji Normalitas)

**One-Sample Kolmogorov-Smirnov Test**

		Lingkungan_Kerja	Motivasi_Kerja	Budaya_Organisasi	Kepuasan_Kerja
		a	a	si	a
N		44	44	44	44
Normal Parameters <sup>a</sup>	Mean	39.00	38.25	28.70	37.32
	Std. Deviation <sup>b</sup>	6.868	6.844	6.869	6.501
Most Extreme Differences	Absolute Positive	.129	.156	.188	.146
	Negative	.099	.083	.157	.084
		-.129	-.156	-.188	-.146
Kolmogorov-Smirnov Z		.855	1.035	1.246	.970
Asymp. Sig. (2-tailed)		.457	.234	.090	.304

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran VII (Hasil Uji Linaeritas)

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan_Kerja * Lingkungan_Kerja	(Combined)		1596.879	15	106.459	13.508	.000
	Between Groups	Linearity	1386.750	1	1386.750	175.962	.000
		Deviation from Linearity	210.129	14	15.009	1.904	.071
	Within Groups		220.667	28	7.881		
	Total		1817.545	43			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan_Kerja * Motivasi_Kerja	(Combined)		1499.712	14	107.122	9.774	.000
	Between Groups	Linearity	1305.331	1	1305.331	119.102	.000
		Deviation from Linearity	194.381	13	14.952	1.364	.235
	Within Groups		317.833	29	10.960		
	Total		1817.545	43			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan_Kerja * Budaya_Organisasi	(Combined)		1164.212	14	83.158	3.691	.001
	Between Groups	Linearity	781.321	1	781.321	34.681	.000
		Deviation from Linearity	382.891	13	29.453	1.307	.264
	Within Groups		653.333	29	22.529		
	Total		1817.545	43			

## Lampiran VI (Hasil Uji Multikolinearitas)

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.790	2.636		1.059	.296	
	Lingkungan_Kerja	.448	.139	.473	3.219	.003	.214
	Motivasi_Kerja	.310	.135	.326	2.301	.027	.230
	Budaya_Organisasi	.182	.080	.192	2.262	.029	.639

a. Dependent Variable: Kepuasan\_Kerja

## Lampiran VI (Hasil Uji Regresi Linear Berganda)

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 <sup>a</sup>	.763	.757	3.203

a. Predictors: (Constant), Lingkungan\_Kerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 <sup>a</sup>	.718	.711	3.492

a. Predictors: (Constant), Motivasi\_Kerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.656 <sup>a</sup>	.430	.416	4.967

a. Predictors: (Constant), Budaya\_Organisasi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.903 <sup>a</sup>	.815	.802	2.896

a. Predictors: (Constant), Budaya\_Organisasi, Motivasi\_Kerja, Lingkungan\_Kerja

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.790	2.636		1.059	.296
	Lingkungan_Kerja	.448	.139	.473	3.219	.003
	Motivasi_Kerja	.310	.135	.326	2.301	.027
	Budaya_Organisasi	.182	.080	.192	2.262	.029

a. Dependent Variable: Kepuasan\_Kerja

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1482.019	3	494.006	58.893	.000 <sup>b</sup>
	Residual	335.526	40	8.388		
	Total	1817.545	43			

a. Dependent Variable: Kepuasan\_Kerja

b. Predictors: (Constant), Budaya\_Organisasi, Motivasi\_Kerja, Lingkungan\_Kerja