

Lampiran I

Bandar Lampung, 04 July 2023

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : M. Fityatal Haqqi

NPM : 1812110280

Jurusan : S1 Manajemen

Dosen Pembimbing : Dr. Anuar Sanusi S.E.,M.Si

E-mail : Fityatalhaqqi@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT. Unitama Agrimas Mulia. 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 KOMPETENSI DAN KOMPETENSI TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN PRODUKSI PT. UNITAMA AGRIMAS MULIA**”.

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. 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,

M. Fityatal Haqqi
NPM. 1812110280

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

“PENGARUH KOMPETENSI DAN KOMPETENSI TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN PRODUKSI PT. UNITAMA AGRIMAS MULIA”

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

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh/tidak diisi)
2. Umur : 20 – 30 tahun 41 – 50 tahun
 31 – 40 tahun > 50 tahun
3. Jenis Kelamin : Laki – Laki Perempuan
4. Pendidikan Terakhir : SMA
 Diploma
 S1
5. Masa Kerja : 0 – 2 tahun 5 – 6 tahun
 3 – 4 tahun > 7 tahun

DAFTAR PERNYATAAN

Kompetensi Kerja (X₁)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
Keterampilan menjalankan tugas (Task-skills)						
1.	Memiliki kemampuan yang cukup untuk menjalankan tugas.					
2.	Percaya diri dengan kemampuan yang dimiliki.					
Keterampilan mengelola tugas (Task management skills)						
3.	Memiliki komunikasi yang baik untuk meyakinkan atasan.					
4.	Bertanggung jawab dalam menjaga peralatan kerja					
Keterampilan mengambil tindakan (Contingency management skills)						
5.	Cepat dan tanggap dalam mengambil tindakan.					
6.	Memperhitungkan resiko yang terjadi ketika melihat peluang.					
Keterampilan bekerja sama (Job role environment skills)						
7.	Hubungan yang baik dengan pimpinan dapat meningkatkan tanggung jawab terhadap perusahaan.					
8.	Lingkungan kerja yang baik dan perhatian pimpinan tentang pekerjaan dapat memperlancar aktifitas kerja.					
Keterampilan menjaga sikap (Job role environment skills)						
9.	Memiliki sikap kerja yang baik kepada setiap karyawan					
10.	Attitude yang saya miliki membuat saya lebih mudah dalam berkomunikasi					

Kompetensi (X₂)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
Perhatian Dan Dukungan						
1.	Dukungan dan perhatian pimpinan tentang pekerjaan dapat memperlancar aktifitas kerja.					
2.	Hubungan kerja antara atasan dengan bawahan berjalan dengan baik.					
Kerjasama Antar Kelompok						
3.	Sesama karyawan tertanam sikap saling tolong menolong di dalam maupun di luar pekerjaan.					
4.	Sistem pemberian fasilitas kerja perusahaan memudahkan saya dalam bekerja.					
Kelancaran Komunikasi						
5.	Komunikasi dan toleransi sesama karyawan berjalan dengan baik.					
6.	Merasa aman dari bentuk intimidasi dan senioritas dari karyawan lain.					

Produktivitas (Y)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
Kemampuan						
1.	Sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan.					
2.	Menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan pekerjaan saya.					
Meningkatkan Hasil Yang Dicapai						
3.	Mutu dari hasil kerja selalu memenuhi standar yang telah ditetapkan.					
4.	Jumlah dari hasil pekerjaan yang ditangani selalu memenuhi target yang telah ditetapkan.					
Semangat Kerja						
5.	Selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan.					
6.	Merasa bangga dengan pekerjaan yang dibebankan kepada saya.					

Lampiran II

Hasil Jawaban Responden

Hasil jawaban Responden Kompetensi (X1)

KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	TOTAL KO
4	4	5	5	5	5	4	5	5	4	46
4	4	4	5	5	4	3	5	4	3	41
3	4	5	4	4	2	4	4	2	4	36
3	4	4	4	4	3	3	4	3	3	35
5	4	4	4	4	5	2	4	5	3	40
1	4	4	4	4	5	2	4	5	2	35
1	4	4	4	4	2	3	4	2	3	31
1	2	2	4	4	4	2	4	4	2	29
1	2	2	4	4	4	2	4	4	2	29
3	4	4	4	4	3	3	4	3	3	35
3	2	4	4	3	2	3	3	2	3	29
2	2	3	4	2	2	2	2	1	1	21
3	3	4	4	3	4	4	3	4	4	36
3	3	4	3	4	3	3	4	3	3	33
4	5	5	5	4	4	3	4	4	3	41
4	4	5	5	4	4	5	4	4	5	44
4	4	5	5	5	4	4	5	4	4	44
4	4	5	5	4	4	3	4	4	3	40
3	3	5	5	5	2	3	5	2	3	36
4	4	5	5	4	3	3	4	3	3	38
4	4	4	5	5	4	3	5	4	3	41
3	3	4	5	4	5	3	4	5	3	39
4	3	5	5	5	4	3	5	4	3	41
4	4	5	4	4	4	3	4	4	3	39
4	4	4	5	4	3	3	4	3	3	37
4	3	5	5	5	3	4	5	3	4	41
4	4	5	5	5	3	4	5	3	4	42
2	3	4	5	4	4	3	4	4	3	36
3	3	4	3	4	3	3	4	3	3	33
4	5	5	5	4	4	3	4	4	3	41
1	2	2	4	4	4	2	4	4	2	29
3	4	4	4	4	3	3	4	3	3	35
3	2	4	4	3	2	3	3	2	3	29
2	2	3	4	3	2	2	2	1	1	22
3	3	4	4	3	4	4	3	4	4	36
3	3	4	3	4	3	3	4	3	3	33

4	5	5	5	4	4	3	4	4	3	41
4	4	5	5	4	4	5	4	4	5	44
4	4	5	5	5	4	4	5	4	4	44
4	4	5	5	4	4	3	4	4	3	40
3	3	5	5	5	2	3	5	2	3	36
4	4	5	5	4	3	3	4	3	3	38
4	4	5	5	5	5	4	5	5	4	46
4	4	4	5	5	4	3	5	4	3	41
3	4	5	4	4	2	4	4	2	4	36
3	4	4	4	4	3	3	4	3	3	35
5	4	4	4	4	5	2	4	5	2	39
3	4	4	4	4	5	3	4	5	3	39
1	4	4	4	4	4	4	4	2	3	34
3	2	2	4	4	4	4	4	4	2	33
160	176	211	221	205	177	158	204	173	154	1839

Hasil jawaban Responden Lingkungan kerja Non Fisik (X2)

KO1	KO2	KO3	KO4	KO5	KO6	TOTAL KO
4	5	5	4	5	5	28
4	5	4	5	4	4	26
4	4	4	4	4	2	22
3	4	4	4	4	3	22
2	4	4	4	2	5	21
1	4	4	4	4	5	22
3	4	3	4	3	2	19
2	4	2	4	4	4	20
2	4	2	4	4	4	20
3	4	4	4	4	3	22
2	4	3	3	4	2	18
2	4	3	2	3	2	16
3	4	3	3	4	4	21
3	3	4	4	4	3	21
4	5	5	4	5	4	27
4	5	5	4	5	4	27
4	5	5	5	5	4	28
4	5	5	4	5	4	27
3	5	4	5	4	2	23
3	5	5	4	4	3	24
3	5	5	5	5	4	27
3	5	4	4	5	5	26
3	5	4	5	5	4	26
4	4	5	4	5	4	26
3	5	4	4	4	3	23
3	5	4	5	4	3	24
4	5	4	5	4	3	25
4	5	5	4	4	4	26
3	3	4	4	4	3	21
4	5	5	3	5	4	26
2	4	2	4	4	4	20
3	4	4	4	4	3	22
2	4	3	3	4	2	18
2	4	3	2	3	2	16
3	4	3	3	4	4	21
3	3	4	4	4	3	21
4	5	5	4	5	4	27
4	5	5	4	5	4	27

4	5	5	5	5	4	28
4	5	5	4	5	4	27
3	5	4	5	4	2	23
3	5	5	4	4	3	24
4	5	5	4	5	5	28
4	5	4	5	4	4	26
4	4	4	4	4	2	22
3	4	4	4	4	3	22
2	4	4	4	2	5	21
1	4	4	4	4	5	22
3	4	3	4	3	4	21
2	4	2	4	4	4	20
154	221	200	201	207	177	1160

Hasil jawaban Responden Produktivitas (Y)

P1	P2	P3	P4	P5	P6	TOTAL P
5	5	5	4	5	5	29
5	5	4	5	5	4	28
4	4	4	4	4	2	22
4	4	4	4	4	3	23
4	4	4	4	4	5	25
4	4	4	4	4	5	25
4	4	3	4	4	2	21
4	4	2	4	4	4	22
4	4	2	4	4	4	22
4	4	4	4	4	3	23
4	4	3	3	3	2	19
4	4	3	2	2	1	16
4	4	3	3	3	4	21
3	3	4	4	4	3	21
5	5	5	4	4	4	27
5	5	5	4	4	4	27
5	5	5	5	5	4	29
5	5	5	4	4	4	27
5	5	4	5	5	2	26
5	5	5	4	4	3	26
5	5	5	5	5	4	29
5	5	4	4	4	5	27
5	5	4	5	5	4	28

4	4	5	4	4	4	25
5	5	4	4	4	3	25
5	5	4	5	5	3	27
5	5	4	5	5	3	27
5	5	5	4	4	4	27
3	3	4	4	4	3	21
5	5	5	3	4	4	26
4	4	2	4	4	4	22
4	4	4	4	4	3	23
4	4	3	3	3	2	19
4	4	3	2	2	1	16
4	4	3	3	3	4	21
3	3	4	4	4	3	21
5	5	5	4	4	4	27
5	5	5	4	4	4	27
5	5	5	5	5	4	29
5	5	5	4	4	4	27
5	5	4	5	5	2	26
5	5	5	4	4	3	26
5	5	5	4	5	5	29
5	5	4	5	5	4	28
4	4	4	4	4	2	22
4	4	4	4	4	3	23
4	4	4	4	4	5	25
4	4	4	4	4	5	25
4	4	3	4	4	2	21
4	4	2	4	4	4	22
221	221	200	201	204	173	1220

Lampiran III

Hasil Uji Karakteristik Responden

UMUR

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 Tahun	36	72,0	72,0	72,0
31-40 Tahun	10	20,0	20,0	92,0
41-50 Tahun	4	8,0	8,0	100,0
Total	50	100,0	100,0	

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki Laki	50	100,0	100,0	100,0

PEND TERAKHIR

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	50	100,0	100,0	100,0

MASA KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-2 Tahun	32	64,0	64,0	64,0
3-4 Tahun	12	24,0	24,0	88,0
5-6 Tahun	4	8,0	8,0	96,0
>7 Tahun	2	4,0	4,0	100,0
Total	50	100,0	100,0	

Lampiran IV

Hasil Uji Frekuensi Jawaban Variabel

Hasil Uji Frekuensi Jawaban Kompetensi (X1)

KO1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	12,0	12,0	12,0
2	3	6,0	6,0	18,0
Valid 3	18	36,0	36,0	54,0
4	21	42,0	42,0	96,0
5	2	4,0	4,0	100,0
Total	50	100,0	100,0	

KO2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	16,0	16,0	16,0
3	11	22,0	22,0	38,0
Valid 4	28	56,0	56,0	94,0
5	3	6,0	6,0	100,0
Total	50	100,0	100,0	

KO3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8,0	8,0	8,0
3	2	4,0	4,0	12,0
Valid 4	23	46,0	46,0	58,0
5	21	42,0	42,0	100,0
Total	50	100,0	100,0	

KO4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6,0	6,0	6,0
Valid 4	23	46,0	46,0	52,0
5	24	48,0	48,0	100,0
Total	50	100,0	100,0	

KO5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2,0	2,0	2,0
Valid 3	5	10,0	10,0	12,0
4	32	64,0	64,0	76,0
5	12	24,0	24,0	100,0
Total	50	100,0	100,0	

KO6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	18,0	18,0	18,0
Valid 3	12	24,0	24,0	42,0
4	22	44,0	44,0	86,0
5	7	14,0	14,0	100,0
Total	50	100,0	100,0	

K07

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	16,0	16,0	16,0
3	28	56,0	56,0	72,0
Valid 4	12	24,0	24,0	96,0
5	2	4,0	4,0	100,0
Total	50	100,0	100,0	

K08

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4,0	4,0	4,0
3	4	8,0	8,0	12,0
Valid 4	32	64,0	64,0	76,0
5	12	24,0	24,0	100,0
Total	50	100,0	100,0	

K09

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4,0	4,0	4,0
2	8	16,0	16,0	20,0
Valid 3	12	24,0	24,0	44,0
4	21	42,0	42,0	86,0
5	7	14,0	14,0	100,0
Total	50	100,0	100,0	

KO10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4,0	4,0	4,0
2	6	12,0	12,0	16,0
Valid 3	30	60,0	60,0	76,0
4	10	20,0	20,0	96,0
5	2	4,0	4,0	100,0
Total	50	100,0	100,0	

Hasil Uji Frekuensi Jawaban Lingkungan kerja Non Fisik (X2)**LKNF1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4,0	4,0	4,0
2	10	20,0	20,0	24,0
Valid 3	20	40,0	40,0	64,0
4	18	36,0	36,0	100,0
Total	50	100,0	100,0	

LKNF2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6,0	6,0	6,0
Valid 4	23	46,0	46,0	52,0
5	24	48,0	48,0	100,0
Total	50	100,0	100,0	

LKNF3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8,0	8,0	8,0
3	8	16,0	16,0	24,0
Valid 4	22	44,0	44,0	68,0
5	16	32,0	32,0	100,0
Total	50	100,0	100,0	

LKNF4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4,0	4,0	4,0
3	5	10,0	10,0	14,0
Valid 4	33	66,0	66,0	80,0
5	10	20,0	20,0	100,0
Total	50	100,0	100,0	

LKNF5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4,0	4,0	4,0
3	4	8,0	8,0	12,0
Valid 4	29	58,0	58,0	70,0
5	15	30,0	30,0	100,0
Total	50	100,0	100,0	

LKNF6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	18,0	18,0	18,0
3	12	24,0	24,0	42,0
Valid 4	22	44,0	44,0	86,0
5	7	14,0	14,0	100,0
Total	50	100,0	100,0	

Hasil Uji Frekuensi Jawaban Produktivitas (Y)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6,0	6,0	6,0
Valid 4	23	46,0	46,0	52,0
5	24	48,0	48,0	100,0
Total	50	100,0	100,0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	12,0	6,0	6,0
Valid 4	20	40,0	46,0	52,0
5	24	46,0	48,0	100,0
Total	50	100,0	100,0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	8,0	8,0	8,0
3	8	16,0	16,0	24,0
Valid 4	22	44,0	44,0	68,0
5	16	32,0	32,0	100,0
Total	50	100,0	100,0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4,0	4,0	4,0
3	5	10,0	10,0	14,0
Valid 4	33	66,0	66,0	80,0
5	10	20,0	20,0	100,0
Total	50	100,0	100,0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4,0	4,0	4,0
3	4	8,0	8,0	12,0
Valid 4	32	64,0	64,0	76,0
5	12	24,0	24,0	100,0
Total	50	100,0	100,0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4,0	4,0	4,0
2	8	16,0	16,0	20,0
Valid 3	12	24,0	24,0	44,0
4	21	42,0	42,0	86,0
5	7	14,0	14,0	100,0
Total	50	100,0	100,0	

Lampiran V

Hasil Uji Validitas

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	Total_KO
KO1	Pearson Correlation	1	,528**	,648**	,472**	,361*	,237	,326*	,369**	,339*	,464**	,730**
	Sig. (2-tailed)		,000	,000	,001	,010	,098	,021	,008	,016	,001	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO2	Pearson Correlation	,528**	1	,684**	,403**	,391**	,306*	,291*	,417**	,324*	,451**	,722**
	Sig. (2-tailed)	,000		,000	,004	,005	,031	,040	,003	,022	,001	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO3	Pearson Correlation	,648**	,684**	1	,519**	,398**	-,023	,519**	,412**	,043	,679**	,713**
	Sig. (2-tailed)	,000	,000		,000	,004	,872	,000	,003	,764	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO4	Pearson Correlation	,472**	,403**	,519**	1	,513**	,234	,301*	,497**	,265	,347*	,648**
	Sig. (2-tailed)	,001	,004	,000		,000	,101	,033	,000	,063	,014	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO5	Pearson Correlation	,361*	,391**	,398**	,513**	1	,275	,265	,980**	,350*	,377**	,693**
	Sig. (2-tailed)	,010	,005	,004	,000		,053	,063	,000	,013	,007	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO6	Pearson Correlation	,237	,306*	-,023	,234	,275	1	,020	,303*	,947**	,102	,556**
	Sig. (2-tailed)	,098	,031	,872	,101	,053		,892	,032	,000	,479	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO7	Pearson Correlation	,326*	,291*	,519**	,301*	,265	,020	1	,293*	,035	,872**	,560**
	Sig. (2-tailed)	,021	,040	,000	,033	,063	,892		,039	,811	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
KO8	Pearson Correlation	,369**	,417**	,412**	,497**	,980**	,303*	,293*	1	,394**	,426**	,723**

KO9	Sig. (2-tailed)	,008	,003	,003	,000	,000	,032	,039		,005	,002	,000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,339*	,324*	,043	,265	,350*	,947**	,035	,394**	1	,197	,629**
KO10	Sig. (2-tailed)	,016	,022	,764	,063	,013	,000	,811	,005		,171	,000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,464**	,451**	,679**	,347*	,377**	,102	,872**	,426**	,197	1	,717**
KOMPETENSI	Sig. (2-tailed)	,001	,001	,000	,014	,007	,479	,000	,002	,171		,000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,730**	,722**	,713**	,648**	,693**	,556**	,560**	,723**	,629**	,717**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Correlations

		LKNF1	LKNF2	LKNF3	LKNF4	LKNF5	LKNF6	LINGKUNGAN KERJA NON FISIK
LKNF1	Pearson Correlation	1	,523**	,662**	,346*	,572**	,021	,750**
	Sig. (2-tailed)		,000	,000	,014	,000	,884	,000
	N	50	50	50	50	50	50	50
LKNF2	Pearson Correlation	,523**	1	,556**	,420**	,509**	,234	,749**
	Sig. (2-tailed)	,000		,000	,002	,000	,101	,000
	N	50	50	50	50	50	50	50
LKNF3	Pearson Correlation	,662**	,556**	1	,330*	,527**	,237	,811**
	Sig. (2-tailed)	,000	,000		,019	,000	,097	,000
	N	50	50	50	50	50	50	50
LKNF4	Pearson Correlation	,346*	,420**	,330*	1	,281*	,202	,593**
	Sig. (2-tailed)	,014	,002	,019		,048	,159	,000
	N	50	50	50	50	50	50	50
LKNF5	Pearson Correlation	,572**	,509**	,527**	,281*	1	,242	,744**
	Sig. (2-tailed)	,000	,000	,000	,048		,091	,000
	N	50	50	50	50	50	50	50
LKNF6	Pearson Correlation	,021	,234	,237	,202	,242	1	,504**
	Sig. (2-tailed)	,884	,101	,097	,159	,091		,000
	N	50	50	50	50	50	50	50
LINGKUNGAN KERJA NON FISIK	Pearson Correlation	,750**	,749**	,811**	,593**	,744**	,504**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50

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

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

Correlations

		P1	P2	P3	P4	P5	P6	PRODUKTIVITAS
P1	Pearson Correlation	1	1,000**	,556**	,420**	,497**	,265	,786**
	Sig. (2-tailed)		,000	,000	,002	,000	,063	,000
	N	50	50	50	50	50	50	50
P2	Pearson Correlation	1,000**	1	,556**	,420**	,497**	,265	,786**
	Sig. (2-tailed)	,000		,000	,002	,000	,063	,000
	N	50	50	50	50	50	50	50
P3	Pearson Correlation	,556**	,556**	1	,330*	,422**	,300*	,721**
	Sig. (2-tailed)	,000	,000		,019	,002	,034	,000
	N	50	50	50	50	50	50	50
P4	Pearson Correlation	,420**	,420**	,330*	1	,940**	,298*	,735**
	Sig. (2-tailed)	,002	,002	,019		,000	,036	,000
	N	50	50	50	50	50	50	50
P5	Pearson Correlation	,497**	,497**	,422**	,940**	1	,394**	,818**
	Sig. (2-tailed)	,000	,000	,002	,000		,005	,000
	N	50	50	50	50	50	50	50
P6	Pearson Correlation	,265	,265	,300*	,298*	,394**	1	,635**
	Sig. (2-tailed)	,063	,063	,034	,036	,005		,000
	N	50	50	50	50	50	50	50
PRODUKTIVITAS	Pearson Correlation	,786**	,786**	,721**	,735**	,818**	,635**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50

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

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

Lampiran VI
Hasil Uji Reliabilitas

Kompetensi (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,854	10

Lingkungan kerja Non Fisik (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,768	6

Produktivitas (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,768	6

Lampiran VII
Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		KOMPETENSI	LINGKUNGAN KERJA NON FISIK	PRODUKTIVITAS
N		50	50	50
Normal Parameters ^{a,b}	Mean	36,78	23,20	24,40
	Std. Deviation	5,515	3,258	3,350
	Absolute	,113	,165	,151
Most Extreme Differences	Positive	,082	,144	,103
	Negative	-,113	-,165	-,151
Kolmogorov-Smirnov Z		,802	1,167	1,068
Asymp. Sig. (2-tailed)		,541	,132	,204

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VIII
Hasil Uji Lineritas

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
PRODUKTIVITAS * KOMPETENSI	(Combined)	477,869	15	31,858	15,01 7	,000
	Between Groups	458,169	1	458,169	215,9 65	,000
	Deviation from Linearity	19,700	14	1,407	,663	,792
	Within Groups	72,131	34	2,121		
	Total	550,000	49			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			503,738	11	45,794	37,616	,000
PRODUKTIVITAS * LINGKUNGAN KERJA NON FISIK	Between Groups	Linearity	480,769	1	480,769	394,909	,000
		Deviation from Linearity	22,969	10	2,297	1,887	,078
Within Groups			46,262	38	1,217		
Total			550,000	49			

Lampiran IX

Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,877	1,136		1,653	,105	
	KOMPETENSI	,218	,069	,358	3,136	,003	,170
	LINGKUNGAN KERJA NON FISIK	,626	,117	,609	5,328	,000	,170

a. Dependent Variable: PRODUKTIVITAS

Lampiran X

Hasil Uji Regresi Berganda

UJI- t

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,913 ^a	,833	,830	1,383

a. Predictors: (Constant), KOMPETENSI

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	458,169	1	458,169	239,483	,000 ^b
	Residual	91,831	48	1,913		
	Total	550,000	49			

a. Dependent Variable: PRODUKTIVITAS

b. Predictors: (Constant), KOMPETENSI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,009	1,332		3,009	,004		
	KOMPETENSI	,554	,036	,913	15,475	,000	1,000	1,000

a. Dependent Variable: PRODUKTIVITAS

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,935 ^a	,874	,872	1,201

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	480,769	1	480,769	333,333	,000 ^b
	Residual	69,231	48	1,442		
	Total	550,000	49			

a. Dependent Variable: PRODUKTIVITAS

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,092	1,234		1,696	,096		
	LINGKUNGAN KERJA NON FISIK	,962	,053	,935	18,257	,000	1,000	1,000

a. Dependent Variable: PRODUKTIVITAS

UJI-F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,947 ^a	,896	,891	1,104

a. Predictors: (Constant), LINGKUNGAN KERJA NON FISIK, KOMPETENSI

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	492,748	2	246,374	202,255	,000 ^b
	Residual	57,252	47	1,218		
	Total	550,000	49			

a. Dependent Variable: PRODUKTIVITAS

b. Predictors: (Constant), LINGKUNGAN KERJA NON FISIK, KOMPETENSI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,877	1,136		1,653	,105		
	KOMPETENSI	,218	,069	,358	3,136	,003	,170	5,891
	LINGKUNGAN KERJA NON FISIK	,626	,117	,609	5,328	,000	,170	5,891

a. Dependent Variable: PRODUKTIVITAS