

Lampiran I

Bandar Lampung, Januari 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Efrizal Amin

NPM : 2012110102

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT. Golden Communication Bandar Lampung dengan posisi jabatan sebagai sales, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH MOTIVASI KERJA LINGKUNGAN KERJA NON FISIK DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN (STUDI KASUS PADA PT. GOLDEN COMMUNICATION BANDAR LAMPUNG)”**, Sehubungan dengan maksud diatas, 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,

Efrizal Amin

NPM. 2012110102

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH MOTIVASI KERJA LINGKUNGAN KERJA NON FISIK
DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN (STUDI
KASUS PADA PT. GOLDEN COMMUNICATION 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 S = Setuju CS = Cukup Setuju

TS = Tidak Setuju STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden..... (boleh tidak diisi)

2. Jenis Kelamin : Laki – Laki Perempuan

3. Usia : 17 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun

DAFTAR PERNYATAAN

Motivasi Kerja						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Kebutuhan Fisik						
1	Jam istirahat yang diberikan oleh perusahaan sudah cukup					
2	Jaminan kesehatan yang diberikan oleh perusahaan cukup baik					
Kebutuhan Rasa Aman						
3	Keamanan di lingkungan perusahaan sudah dikelola dengan baik					
4	Keselamatan kerja di perusahaan ini sudah diperhatikan dengan baik					
Kebutuhan Sosial						
5	Ikut terlibat di dalam kegiatan-kegiatan kebersamaan yang diadakan di luar perusahaan					
6	Dapat bersosialisasi dengan baik terhadap sesama rekan kerja di lingkungan perusahaan					
Kebutuhan Penghargaan						
7	Atasan memberikan pujian bila ada bawahan yang mampu menjalankan tugas pekerjaan dengan baik					
8	Atasan memberikan penghargaan bagi bawahan yang berprestasi					
Kebutuhan Aktualisasi Diri						
9	Pekerjaan sudah sesuai dengan keterampilan dan latar belakang Pendidikan yang dimiliki					
10	Perusahaan memberikan pelatihan kepada karyawan agar meningkatkan kemampuan dalam bekerja					

Lingkungan Kerja Non Fisik						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Prosedur Kerja						
1	Penerapan sistem kerja di perusahaan sangat terstruktur					
2	Kebijakan dan aturan kerja di perusahaan sangat jelas					
Standar Kerja						
3	Karyawan dituntut selalu melaporkan setiap kegiatan pekerjaan kepada atasan					
4	Atasan memberikan batas waktu penyelesaian tugas pekerjaan					
Pertanggung Jawaban						
5	Pembagian tugas kerja sesuai dengan tanggung jawab yang ada					
6	Atasan mengevaluasi pekerjaan semua karyawan dengan adil					
Kejelasan Tugas						
7	Kejelasan tugas yang ada diberikan atasan memperlancar kegiatan pekerjaan karyawan					
8	Atasan memberikan intruksi dalam menyelesaikan tugas pekerjaan					
Sistem Penghargaan						
9	Perusahaan memberikan penilaian karyawan secara objektif untuk mendapatkan penghargaan					
10	Perusahaan memberikan peluang yang sama bagi semua karyawan untuk memperoleh penghargaan					
Hubungan Antar Karyawan						
11	Perusahaan sangat mengedepankan kerja sama tim					
12	Hubungan antar karyawan di perusahaan berjalan dengan baik					

Kepuasan Kerja						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Kedisiplinan						
1	Selalu dapat menaati peraturan yang berlaku di perusahaan					
2	Selalu dapat menaati waktu kerja yang telah ditetapkan					
Moral						
3	Selalu dapat mengutamakan pekerjaan dan tanggung jawab saya saat bekerja setiap hari					
4	Merasa bersemangat dalam melaksanakan pekerjaan					
Trun Over						
5	Puas pada pekerjaan saya dan tidak berpikir untuk pindah pekerjaan					
6	Merasa nyaman dengan pekerjaan dan tidak berpikir untuk berhenti dari pekerjaan					

Kinerja Karyawan						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Kualitas						
1	Selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh perusahaan					
2	Selalu mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
Kuantitas						
3	Dapat memenuhi target pekerjaan yang ditetapkan oleh perusahaan					
4	Bersedia diberi tambahan pekerjaan jika diperlukan					
Ketepatan Waktu						
5	Tidak pernah menunda-nunda waktu dalam menyelesaikan pekerjaan					
6	Selalu menyelesaikan pekerjaan tepat waktu					
Kemampuan Bekerja Sama						
7	Mampu bekerja bersama dengan seluruh karyawan					
8	Menyelesaikan tugas pekerjaan bersana team					
Kehadiran						
9	Selalu datang lebih awal dari jam kantor					
10	Selalu hadir di setiap aktivitas pekerjaan di perusahaan					

No	L1	L2	L3	L4	L5	L6	L7	L8	L9	L10	L11	L12	Lingkungan_Kerja_Non_Fisik
1	4	4	4	4	4	4	4	4	4	4	4	3	47
2	4	4	4	3	4	4	3	5	3	4	3	4	45
3	2	3	4	3	3	4	2	5	4	3	3	5	41
4	2	3	5	3	2	3	4	2	3	2	4	2	35
5	3	3	5	3	3	4	5	3	3	3	4	3	42
6	2	3	2	2	2	2	3	2	2	2	3	3	28
7	3	3	3	3	4	3	5	4	3	4	5	4	44
8	3	2	3	3	3	4	4	3	3	3	4	4	39
9	3	3	3	2	3	4	2	4	3	4	3	4	38
10	2	3	3	3	2	3	2	5	3	3	2	5	36
11	5	4	3	4	4	5	5	3	3	5	5	3	49
12	5	4	5	5	5	4	5	3	5	5	5	3	54
13	5	4	2	5	5	3	5	5	2	2	5	5	48
14	3	3	3	3	3	3	4	3	3	3	4	3	38
15	4	4	4	4	4	3	5	3	4	4	5	3	47
16	4	3	4	4	3	2	4	3	4	3	4	3	41
17	3	4	3	3	4	4	4	4	3	4	4	4	44
18	4	4	4	4	4	4	4	3	4	4	4	3	46
19	3	5	3	3	4	4	5	4	3	4	5	4	47
20	1	2	4	2	2	1	2	2	4	5	2	2	29
21	5	4	3	4	5	4	5	3	3	3	5	3	47
22	2	3	2	3	2	2	4	5	2	3	4	5	37
23	4	4	3	5	5	5	4	5	3	4	4	5	51
24	3	4	2	4	5	5	5	1	2	3	5	1	40
25	3	3	3	4	5	4	3	5	3	2	3	5	43
26	5	3	3	3	2	3	3	3	3	2	3	3	36
27	5	3	1	2	2	2	2	2	1	2	2	2	26
28	4	4	2	1	2	2	2	2	2	2	2	2	27
29	5	4	3	3	3	4	3	3	3	3	3	3	40
30	5	3	3	3	2	2	2	3	3	3	2	3	34
31	5	3	5	5	5	2	5	5	5	5	5	5	55
32	5	3	5	5	5	4	5	5	5	5	5	5	57
33	2	4	2	2	2	2	4	2	2	2	4	2	30

No	K1	K2	K3	K4	K5	K6	Kepuasan_Kerja
1	2	2	3	4	5	6	22
2	4	2	4	4	4	5	23
3	3	3	3	4	3	5	21
4	3	4	4	4	3	4	22
5	4	3	4	4	4	3	22
6	3	2	2	4	3	2	16
7	3	3	4	3	3	3	19
8	2	2	2	3	2	2	13
9	3	4	4	5	3	4	23
10	3	3	4	3	3	3	19
11	5	5	5	5	5	5	30
12	5	5	5	5	5	5	30
13	2	2	3	2	2	2	13
14	4	3	4	3	4	3	21
15	2	3	3	3	2	3	16
16	3	4	4	4	3	4	22
17	2	3	3	3	2	3	16
18	3	3	3	4	3	3	19
19	4	4	4	4	4	4	24
20	4	5	5	5	4	5	28
21	3	3	3	3	3	3	18
22	2	3	3	4	2	3	17
23	2	3	3	3	2	3	16
24	3	4	4	4	3	4	22
25	4	4	4	4	4	4	24
26	3	3	3	3	3	3	18
27	4	4	4	3	4	4	23
28	4	3	3	3	4	3	20
29	3	4	4	4	3	4	22
30	4	4	4	3	4	4	23
31	3	4	4	4	3	4	22
32	4	3	3	3	4	3	20
33	2	1	1	2	2	2	10

No	KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10	Kinerja_Karyawan
1	5	5	5	5	5	5	5	5	5	5	50
2	5	5	4	4	4	4	3	3	4	4	40
3	5	5	4	3	3	4	4	4	3	3	38
4	3	2	1	2	3	5	3	3	2	3	27
5	3	3	3	3	3	3	3	3	3	3	30
6	2	2	3	2	3	3	2	2	2	3	24
7	4	4	3	4	3	3	3	3	4	3	34
8	3	3	5	3	2	1	3	3	3	2	28
9	3	3	4	2	4	4	3	4	3	3	33
10	4	3	4	4	3	4	3	5	3	3	36
11	4	4	5	3	5	5	5	5	4	4	44
12	2	3	5	4	5	5	5	5	4	4	42
13	4	4	2	3	2	3	2	2	3	3	28
14	3	3	4	3	3	4	3	3	3	3	32
15	3	3	4	4	4	4	4	4	4	4	38
16	3	3	3	3	3	3	4	4	3	3	32
17	4	4	3	4	4	3	3	3	4	4	36
18	4	3	4	4	4	4	4	4	4	4	39
19	4	4	3	4	5	3	3	3	4	5	38
20	2	2	3	2	2	3	2	3	2	3	24
21	4	4	4	3	3	3	4	4	4	3	36
22	3	5	3	3	3	3	2	4	2	2	30
23	3	5	4	3	4	4	3	4	5	5	40
24	1	4	4	2	3	4	2	3	3	3	29
25	4	4	4	4	4	3	3	2	3	3	34
26	2	5	5	5	5	5	3	5	3	3	41
27	4	5	5	5	5	5	3	5	2	4	43
28	2	4	2	2	2	4	4	2	1	3	26
29	4	5	3	4	3	5	4	3	3	2	36
30	4	5	3	2	3	5	3	3	3	3	34
31	2	2	3	2	3	3	3	3	5	3	29
32	2	2	2	5	3	2	5	5	3	3	32
33	2	2	1	2	4	1	2	2	2	4	22

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	27	81.8	81.8	81.8
Valid Perempuan	6	18.2	18.2	100.0
Total	33	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	5	15.2	15.2	15.2
Valid 17 – 22 tahun	9	27.3	27.3	42.4
Valid 23 – 28 tahun	5	15.2	15.2	57.6
Valid 29 – 34 tahun	14	42.4	42.4	100.0
Total	33	100.0	100.0	

M1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	33.3	33.3	33.3
Valid 3	12	36.4	36.4	69.7
Valid 4	7	21.2	21.2	90.9
Valid 5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

M2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	27.3	27.3	27.3
Valid 3	15	45.5	45.5	72.7
Valid 4	9	27.3	27.3	100.0
Total	33	100.0	100.0	

M3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.2	21.2	21.2
Valid 3	18	54.5	54.5	75.8
Valid 4	6	18.2	18.2	93.9
Valid 5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

M4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	24.2	24.2	24.2
3	8	24.2	24.2	48.5
4	10	30.3	30.3	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

M5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.1	6.1	6.1
2	3	9.1	9.1	15.2
3	13	39.4	39.4	54.5
4	8	24.2	24.2	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

M6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.2	21.2	21.2
3	8	24.2	24.2	45.5
4	14	42.4	42.4	87.9
5	4	12.1	12.1	100.0
Total	33	100.0	100.0	

M7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	10	30.3	30.3	51.5
4	10	30.3	30.3	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

M8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	24.2	24.2	24.2
3	11	33.3	33.3	57.6
4	8	24.2	24.2	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

M9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	27.3	27.3	27.3
3	13	39.4	39.4	66.7
4	11	33.3	33.3	100.0
Total	33	100.0	100.0	

M10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.2	21.2	21.2
3	14	42.4	42.4	63.6
4	10	30.3	30.3	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

L1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	9	27.3	27.3	48.5
4	7	21.2	21.2	69.7
5	10	30.3	30.3	100.0
Total	33	100.0	100.0	

L2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.1	6.1	6.1
3	16	48.5	48.5	54.5
4	14	42.4	42.4	97.0
5	1	3.0	3.0	100.0
Total	33	100.0	100.0	

L3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	14	42.4	42.4	63.6
4	7	21.2	21.2	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

L4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	5	15.2	15.2	18.2
3	14	42.4	42.4	60.6
4	8	24.2	24.2	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

L5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	30.3	30.3	30.3
3	7	21.2	21.2	51.5
4	8	24.2	24.2	75.8
5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

L6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	8	24.2	24.2	27.3
3	7	21.2	21.2	48.5
4	14	42.4	42.4	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

L7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.2	21.2	21.2
3	5	15.2	15.2	36.4
4	10	30.3	30.3	66.7
5	11	33.3	33.3	100.0
Total	33	100.0	100.0	

L8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	12	36.4	36.4	57.6
4	5	15.2	15.2	72.7
5	9	27.3	27.3	100.0
Total	33	100.0	100.0	

L9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	17	51.5	51.5	72.7
4	6	18.2	18.2	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

L10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	24.2	24.2	24.2
3	11	33.3	33.3	57.6
4	9	27.3	27.3	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

L11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	15.2	15.2	15.2
3	7	21.2	21.2	36.4
4	11	33.3	33.3	69.7
5	10	30.3	30.3	100.0
Total	33	100.0	100.0	

L12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	5	15.2	15.2	18.2
3	13	39.4	39.4	57.6
4	6	18.2	18.2	75.8
5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	24.2	24.2	24.2
3	13	39.4	39.4	63.6
4	10	30.3	30.3	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	5	15.2	15.2	18.2
3	14	42.4	42.4	60.6
4	10	30.3	30.3	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	2	6.1	6.1	9.1
3	12	36.4	36.4	45.5
4	15	45.5	45.5	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.1	6.1	6.1
3	13	39.4	39.4	45.5
4	13	39.4	39.4	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	21.2	21.2	21.2
3	13	39.4	39.4	60.6
4	10	30.3	30.3	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	12.1	12.1	12.1
3	13	39.4	39.4	51.5
4	10	30.3	30.3	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

KI1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	8	24.2	24.2	27.3
3	9	27.3	27.3	54.5
4	12	36.4	36.4	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

KI2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	18.2	18.2	18.2
3	9	27.3	27.3	45.5
4	9	27.3	27.3	72.7
5	9	27.3	27.3	100.0
Total	33	100.0	100.0	

KI3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.1	6.1	6.1
2	3	9.1	9.1	15.2
3	11	33.3	33.3	48.5
4	11	33.3	33.3	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

KI4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	27.3	27.3	27.3
3	10	30.3	30.3	57.6
4	10	30.3	30.3	87.9
5	4	12.1	12.1	100.0
Total	33	100.0	100.0	

KI5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	12.1	12.1	12.1
3	15	45.5	45.5	57.6
4	8	24.2	24.2	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

KI6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.1	6.1	6.1
2	1	3.0	3.0	9.1
3	12	36.4	36.4	45.5
4	10	30.3	30.3	75.8
5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

KI7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	18.2	18.2	18.2
3	16	48.5	48.5	66.7
4	7	21.2	21.2	87.9
5	4	12.1	12.1	100.0
Total	33	100.0	100.0	

KI8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	15.2	15.2	15.2
3	13	39.4	39.4	54.5
4	8	24.2	24.2	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

KI9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.0	3.0	3.0
2	6	18.2	18.2	21.2
3	14	42.4	42.4	63.6
4	9	27.3	27.3	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

KI10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.1	9.1	9.1
3	19	57.6	57.6	66.7
4	8	24.2	24.2	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	Motivasi Kerja
M1	Pearson Correlation	1	.690**	.636**	.533**	.493**	.203	.627**	.529**	.652**	.550**	.794**
	Sig. (2-tailed)		.000	.000	.001	.004	.258	.000	.002	.000	.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M2	Pearson Correlation	.690	1	.466	.267	.260	.172	.573	.237	.952	.389	.643
	Sig. (2-tailed)	.000		.006	.133	.143	.340	.000	.184	.000	.025	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M3	Pearson Correlation	.636	.466	1	.623	.750	.425	.382	.549	.434	.922	.834
	Sig. (2-tailed)	.000	.006		.000	.000	.014	.028	.001	.012	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M4	Pearson Correlation	.533	.267	.623	1	.784	.433	.451	.682	.219	.654	.794
	Sig. (2-tailed)	.001	.133	.000		.000	.012	.008	.000	.221	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M5	Pearson Correlation	.493	.260	.750	.784	1	.465	.400	.649	.216	.775	.809
	Sig. (2-tailed)	.004	.143	.000	.000		.006	.021	.000	.228	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M6	Pearson Correlation	.203	.172	.425	.433	.465	1	.343	.565	.208	.406	.588
	Sig. (2-tailed)	.258	.340	.014	.012	.006		.050	.001	.246	.019	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M7	Pearson Correlation	.627	.573	.382	.451	.400	.343	1	.541	.514	.268	.703
	Sig. (2-tailed)	.000	.000	.028	.008	.021	.050		.001	.002	.131	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M8	Pearson Correlation	.529	.237	.549	.682	.649	.565	.541	1	.198	.465	.765
	Sig. (2-tailed)	.002	.184	.001	.000	.000	.001	.001		.269	.006	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M9	Pearson Correlation	.652	.952	.434	.219	.216	.208	.514	.198	1	.397	.611
	Sig. (2-tailed)	.000	.000	.012	.221	.228	.246	.002	.269		.022	.000
	N	33	33	33	33	33	33	33	33	33	33	33
M10	Pearson Correlation	.550	.389	.922	.654	.775	.406	.268	.465	.397	1	.786
	Sig. (2-tailed)	.001	.025	.000	.000	.000	.019	.131	.006	.022		.000
	N	33	33	33	33	33	33	33	33	33	33	33
Motivasi Kerja	Pearson Correlation	.794	.643	.834	.794	.809	.588	.703	.765	.611	.786	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Correlations

		L1	L2	L3	L4	L5	L6	L7	L8	L9	L10	L11	L12	Lingkungan Kerja Non Fisik
L1	Pearson Correlation	1	.351*	.071	.502**	.443**	.230	.264	.097	.188	.170	.248	.032	.477**
	Sig. (2-tailed)		.045	.696	.003	.010	.197	.138	.592	.294	.344	.164	.861	.005
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L2	Pearson Correlation	.351*	1	-.128	.246	.444**	.440*	.386*	.026	-.086	.108	.401*	-.099	.373*
	Sig. (2-tailed)	.045		.478	.167	.010	.010	.026	.888	.633	.550	.021	.582	.033
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L3	Pearson Correlation	.071	-.128	1	.442*	.287	.180	.293	.228	.873**	.560**	.283	.159	.557**
	Sig. (2-tailed)	.696	.478		.010	.106	.315	.098	.202	.000	.001	.111	.378	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L4	Pearson Correlation	.502**	.246	.442*	1	.818**	.459**	.659**	.443**	.550**	.430*	.678**	.410*	.881**
	Sig. (2-tailed)	.003	.167	.010		.000	.007	.000	.010	.001	.013	.000	.018	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L5	Pearson Correlation	.443**	.444**	.287	.818**	1	.631**	.660**	.400*	.411*	.478**	.707**	.348*	.873**
	Sig. (2-tailed)	.010	.010	.106	.000		.000	.000	.021	.018	.005	.000	.047	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L6	Pearson Correlation	.230	.440*	.180	.459**	.631**	1	.376*	.241	.154	.283	.429*	.199	.601**
	Sig. (2-tailed)	.197	.010	.315	.007	.000		.031	.178	.391	.110	.013	.267	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L7	Pearson Correlation	.264	.386*	.293	.659**	.660**	.376*	1	.061	.264	.338	.965**	.064	.698**
	Sig. (2-tailed)	.138	.026	.098	.000	.000	.031		.735	.138	.054	.000	.723	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L8	Pearson Correlation	.097	.026	.228	.443**	.400*	.241	.061	1	.321	.287	.131	.954**	.570**
	Sig. (2-tailed)	.592	.888	.202	.010	.021	.178	.735		.069	.106	.468	.000	.001
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L9	Pearson Correlation	.188	-.086	.873**	.550**	.411*	.154	.264	.321	1	.715**	.315	.276	.654**
	Sig. (2-tailed)	.294	.633	.000	.001	.018	.391	.138	.069		.000	.074	.120	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L10	Pearson Correlation	.170	.108	.560**	.430*	.478**	.283	.338	.287	.715**	1	.388*	.219	.648**
	Sig. (2-tailed)	.344	.550	.001	.013	.005	.110	.054	.106	.000		.026	.222	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L11	Pearson Correlation	.248	.401*	.283	.678**	.707**	.429*	.965**	.131	.315	.388*	1	.137	.744**
	Sig. (2-tailed)	.164	.021	.111	.000	.000	.013	.000	.468	.074	.026		.447	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
L12	Pearson Correlation	.032	-.099	.159	.410*	.348*	.199	.064	.954**	.276	.219	.137	1	.511**
	Sig. (2-tailed)	.861	.582	.378	.018	.047	.267	.723	.000	.120	.222	.447		.002
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
Lingkungan Kerja Fisik	Pearson Correlation	.477**	.373*	.557**	.881**	.873**	.601**	.698**	.570**	.654**	.648**	.744**	.511**	1
	Sig. (2-tailed)	.005	.033	.001	.000	.000	.000	.000	.001	.000	.000	.000	.002	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		K1	K2	K3	K4	K5	K6	Kepuasan_Kerja
K1	Pearson Correlation	1	.614**	.688**	.396*	.831**	.518**	.813**
	Sig. (2-tailed)		.000	.000	.023	.000	.002	.000
	N	33	33	33	33	33	33	33
K2	Pearson Correlation	.614**	1	.850**	.574**	.456**	.638**	.831**
	Sig. (2-tailed)	.000		.000	.000	.008	.000	.000
	N	33	33	33	33	33	33	33
K3	Pearson Correlation	.688**	.850**	1	.576**	.606**	.716**	.891**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	33	33	33	33	33	33	33
K4	Pearson Correlation	.396*	.574**	.576**	1	.554**	.751**	.767**
	Sig. (2-tailed)	.023	.000	.000		.001	.000	.000
	N	33	33	33	33	33	33	33
K5	Pearson Correlation	.831**	.456**	.606**	.554**	1	.661**	.824**
	Sig. (2-tailed)	.000	.008	.000	.001		.000	.000
	N	33	33	33	33	33	33	33
K6	Pearson Correlation	.518**	.638**	.716**	.751**	.661**	1	.860**
	Sig. (2-tailed)	.002	.000	.000	.000	.000		.000
	N	33	33	33	33	33	33	33
Kepuasan_Kerja	Pearson Correlation	.813**	.831**	.891**	.767**	.824**	.860**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33

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

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

Correlations

		KI1	KI2	KI3	KI4	KI5	KI6	KI7	KI8	KI9	KI10	Kinerja Karyawan
KI1	Pearson Correlation	1	.556**	.253	.415*	.230	.249	.260	.147	.356*	.247	.578**
	Sig. (2-tailed)		.001	.156	.016	.199	.163	.144	.414	.042	.166	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI2	Pearson Correlation	.556**	1	.417*	.379*	.301	.469**	.104	.206	.196	.148	.603**
	Sig. (2-tailed)	.001		.016	.030	.089	.006	.566	.250	.273	.410	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI3	Pearson Correlation	.253	.417*	1	.443**	.494**	.391*	.334	.591**	.435*	.208	.715**
	Sig. (2-tailed)	.156	.016		.010	.003	.025	.058	.000	.011	.244	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI4	Pearson Correlation	.415*	.379*	.443**	1	.549**	.208	.461**	.567**	.358*	.319	.721**
	Sig. (2-tailed)	.016	.030	.010		.001	.246	.007	.001	.041	.070	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI5	Pearson Correlation	.230	.301	.494**	.549**	1	.424*	.352*	.522**	.437*	.713**	.755**
	Sig. (2-tailed)	.199	.089	.003	.001		.014	.045	.002	.011	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI6	Pearson Correlation	.249	.469**	.391*	.208	.424*	1	.357*	.436*	.136	.222	.612**
	Sig. (2-tailed)	.163	.006	.025	.246	.014		.042	.011	.449	.213	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI7	Pearson Correlation	.260	.104	.334	.461**	.352*	.357*	1	.594**	.396*	.265	.623**
	Sig. (2-tailed)	.144	.566	.058	.007	.045	.042		.000	.022	.136	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI8	Pearson Correlation	.147	.206	.591**	.567**	.522**	.436*	.594**	1	.337	.254	.716**
	Sig. (2-tailed)	.414	.250	.000	.001	.002	.011	.000		.055	.154	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI9	Pearson Correlation	.356*	.196	.435*	.358*	.437*	.136	.396*	.337	1	.530**	.627**
	Sig. (2-tailed)	.042	.273	.011	.041	.011	.449	.022	.055		.002	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI10	Pearson Correlation	.247	.148	.208	.319	.713**	.222	.265	.254	.530**	1	.566**
	Sig. (2-tailed)	.166	.410	.244	.070	.000	.213	.136	.154	.002		.001
	N	33	33	33	33	33	33	33	33	33	33	33
Kinerja Karyawan	Pearson Correlation	.578**	.603**	.715**	.721**	.755**	.612**	.623**	.716**	.627**	.566**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	33	33	33	33	33	33	33	33	33	33	33

** . 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	33	100.0
	Excluded ^a	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.902	10

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded ^a	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.864	12

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded ^a	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.910	6

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded ^a	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.848	10

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Motivasi Kerja	Lingkungan Kerja Non Fisik	Kepuasan Kerja	Kinerja Karyawan
N		33	33	33	33
Normal Parameters ^{a,b}	Mean	32.61	41.24	20.42	34.09
	Std. Deviation	6.995	8.043	4.465	6.458
Most Extreme Differences	Absolute Positive	.132	.070	.131	.071
	Positive	.083	.070	.131	.070
	Negative	-.132	-.066	-.123	-.071
Kolmogorov-Smirnov Z		.759	.405	.750	.407
Asymp. Sig. (2-tailed)		.612	.997	.628	.996

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Motivasi_Kerja	(Combined)		963.727	18	53.540	2.020	.093
	Between Groups	Linearity	334.917	1	334.917	12.638	.003
		Deviation from Linearity	628.810	17	36.989	1.396	.267
	Within Groups		371.000	14	26.500		
	Total		1334.727	32			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Lingkungan_Kerja_Non_Fisik	(Combined)		1154.227	24	48.093	2.132	.134
	Between Groups	Linearity	238.248	1	238.248	10.559	.012
		Deviation from Linearity	915.980	23	39.825	1.765	.206
	Within Groups		180.500	8	22.563		
	Total		1334.727	32			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Kepuasan_Kerja	(Combined)		664.132	12	55.344	1.651	.155
	Between Groups	Linearity	172.465	1	172.465	5.144	.035
		Deviation from Linearity	491.667	11	44.697	1.333	.277
	Within Groups		670.595	20	33.530		
	Total		1334.727	32			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.717	6.669		.108	.915		
1 Motivasi_Kerja	.419	.125	.454	3.344	.002	.984	1.017
Lingkungan_Kerja_Non_Fisik	.258	.110	.321	2.342	.026	.965	1.037
Kepuasan_Kerja	.443	.197	.307	2.253	.032	.980	1.020

a. Dependent Variable: Kinerja_Karyawan

Lampiran IX (Hasil Jawaban Responden)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan_Kerja ^a , Motivasi_Kerja, Lingkungan_Kerja_Non_Fisik ^b		Enter

a. Dependent Variable: Kinerja_Karyawan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.688 ^a	.474	.419	4.922

a. Predictors: (Constant), Kepuasan_Kerja, Motivasi_Kerja, Lingkungan_Kerja_Non_Fisik

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.717	6.669		.108	.915
	Motivasi_Kerja	.419	.125	.454	3.344	.002
	Lingkungan_Kerja_Non_Fisik	.258	.110	.321	2.342	.026
	Kepuasan_Kerja	.443	.197	.307	2.253	.032

a. Dependent Variable: Kinerja_Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	632.040	3	210.680	8.695	.000 ^b
	Residual	702.688	29	24.231		
	Total	1334.727	32			

a. Dependent Variable: Kinerja_Karyawan

b. Predictors: (Constant), Kepuasan_Kerja, Motivasi_Kerja, Lingkungan_Kerja_Non_Fisik