

LAMPIRAN

Lampiran I

Bandar Lampung, 27 Mei 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :
Bapak/ Ibu
Di Tempat

Dengan ini saya :

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NPM : 1912110070
Jurusan : S1 Manajemen
Dosen Pembimbing : Zuriana, S.E., M.M
E-mail : tomychandra2000@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT Santosa Utama Lestari Lampung Selatan. 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 PENGARUH LINGKUNGAN KERJA NON FISIK DAN MOTIVASI EKSTRINSIK TERHADAP PRODUKTIVITAS KARYAWAN PT. BIMA SAKTI BAKTI PERSADA LAMPUNG SELATAN”**.

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,

TOMY CANDRA M

NPM.1912110070

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH LINGKUNGAN KERJA NON FISIK DAN MOTIVASI
EKSTRINSIK TERHADAP PRODUKTIVITAS KARYAWAN PT. BIMA
SAKTI BAKTI PERSADA LAMPUNG SELATAN”**

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 35 – 43 tahun
 26 – 34 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

Lingkungan Kerja Non Fisik (X_1)

| No | Pernyataan | Jawaban | | | | |
|-----|--|---------|--------|---------|---------|----------|
| | | SS 5 | S 4 | CS 3 | TS 2 | STS 1 |
| 1. | Perusahaan tidak membeda-bedakan pembagian tugas antar karyawan satu dengan lainnya. | | | | | |
| 2. | Pemberian tugas kerja sesuai dengan jobdesk yang seharusnya diterima. | | | | | |
| 3. | Selalu tepat waktu dalam mengerjakan pekerjaan yang diberikan. | | | | | |
| 4. | Berani mengambil resiko dalam melaksanakan pekerjaan yang diberikan. | | | | | |
| 5. | Dukungan dan perhatian pimpinan tentang pekerjaan dapat memperlancar aktifitas kerja. | | | | | |
| 6. | Sistem pemberian fasilitas kerja perusahaan memudahkan saya dalam bekerja. | | | | | |
| 7. | Saling tolongmenolong di dalam maupun di luar pekerjaan ketika rekan kerja mengalami permasalahan. | | | | | |
| 8. | Hubungan kerja antara atasan dengan bawahan berjalan dengan baik. | | | | | |
| 9. | Komunikasi dan toleransi sesama karyawan berjalan dengan baik. | | | | | |
| 10. | Tidak menerima adanya sifat senioritas dari karyawan lain. | | | | | |

Motivasi Ekstrinsik(X_2)

| No | Pernyataan | Jawaban | | | | |
|-----|---|---------|--------|---------|---------|----------|
| | | SS 5 | S 4 | CS 3 | TS 2 | STS 1 |
| 1. | Kebijakan yang diterapkan pimpinan sudah sesuai dengan standart perusahaan. | | | | | |
| 2. | Sistem administrasi perusahaan memudahkan saya dalam bekerja. | | | | | |
| 3. | Pengawasan yang dilakukan oleh perusahaan terhadap karyawan sudah baik. | | | | | |
| 4. | Pimpinan perusahaan sangat peduli terhadap permasalahan karyawan. | | | | | |
| 5. | Hubungan antara karyawan dan atasan harmonis. | | | | | |
| 6. | Hubungan antar masing-masing karyawan harmonis. | | | | | |
| 7. | Lingkungan kerja perusahaan pada saat ini sangat menyenangkan. | | | | | |
| 8. | Sistem pemberian fasilitas kerja perusahaan memudahkan saya dalam bekerja. | | | | | |
| 9. | Perusahaan memberikan gaji dan insentif yang sesuai dengan prestasi saya. | | | | | |
| 10. | Perusahaan membayarkan tambahan gaji (insentif) tepat waktu. | | | | | |

Produktivitas (Y)

| No | Pernyataan | Jawaban | | | | |
|-----|--|---------|--------|---------|---------|----------|
| | | SS 5 | S 4 | CS 3 | TS 2 | STS 1 |
| 1. | Sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan. | | | | | |
| 2. | Menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan pekerjaan. | | | | | |
| 3. | Pekerjaanselalu diselesaikan tepat waktu. | | | | | |
| 4. | Jumlah dari hasil pekerjaan yang ditangani selalu memenuhi target yang telah ditetapkan. | | | | | |
| 5. | Selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan. | | | | | |
| 6. | Merasa bangga dengan pekerjaan yang dibebankan kepada saya. | | | | | |
| 7. | Mutu dari hasil kerja selalu memenuhi standar yang telah ditetapkan perusahaan. | | | | | |
| 8. | Termotivasi melakukan pekerjaan yang lebih baik dari karyawan lain. | | | | | |
| 9. | Bertanggung jawab atas pekerjaan yang diberikan. | | | | | |
| 10. | Selalu berusaha melakukan yang terbaik dalam setiap pekerjaan guna kemajuan perusahaan. | | | | | |

Lampiran II

Hasil jawaban Responden Lingkungan kerja Non Fisik (X1)

| No. | LKNF 1 | LKNF 2 | LKNF 3 | LKNF 4 | LKNF 5 | LKNF 6 | LKNF 7 | LKNF 8 | LKNF 9 | LKNF 10 | Total LKNF |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|---------------|
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 2 | 41 |
| 6 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 40 |
| 7 | 1 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 33 |
| 8 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 30 |
| 9 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 30 |
| 10 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 11 | 3 | 2 | 4 | 4 | 3 | 3 | 1 | 3 | 2 | 3 | 28 |
| 12 | 2 | 2 | 3 | 4 | 3 | 2 | 1 | 2 | 1 | 1 | 21 |
| 13 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 34 |
| 14 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 34 |
| 15 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 44 |
| 16 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 18 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 42 |
| 19 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 3 | 36 |
| 20 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 41 |
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 43 |
| 22 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 39 |
| 23 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 42 |
| 24 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 41 |
| 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 |
| Total | 107 | 114 | 138 | 145 | 132 | 132 | 122 | 134 | 119 | 103 | 1246 |

Hasil jawaban Responden Motivasi Ekstrinsik (X2)

| No. | ME1 | ME2 | ME3 | ME4 | ME5 | ME6 | ME7 | ME8 | ME9 | ME10 | Total ME |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|----------|
| 1 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 5 | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | 2 | 2 | 29 |
| 6 | 1 | 1 | 1 | 4 | 1 | 4 | 4 | 4 | 2 | 3 | 25 |
| 7 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 3 | 4 | 35 |
| 8 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | 2 | 4 | 31 |
| 9 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | 2 | 4 | 31 |
| 10 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 36 |
| 11 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 4 | 31 |
| 12 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 28 |
| 13 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 33 |
| 14 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 17 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 19 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 40 |
| 20 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 39 |
| 21 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 42 |
| 22 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 4 | 38 |
| 23 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 42 |
| 24 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| 25 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 39 |
| 26 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 40 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 28 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 36 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 30 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 31 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | 2 | 4 | 31 |
| 32 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 36 |
| 33 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 4 | 31 |
| Total | 110 | 113 | 137 | 138 | 103 | 114 | 138 | 146 | 102 | 139 | 1240 |

Hasil jawaban Responden Produktivitas Kerja (Y)

| No | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Total P |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---------|
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 2 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 5 | 5 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 5 | 30 |
| 6 | 5 | 2 | 2 | 2 | 2 | 3 | 4 | 5 | 1 | 1 | 27 |
| 7 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 32 |
| 8 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 31 |
| 9 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 31 |
| 10 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 33 |
| 11 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 26 |
| 12 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 25 |
| 13 | 4 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 30 |
| 14 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 15 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 16 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 17 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 41 |
| 18 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| 19 | 2 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 36 |
| 20 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 35 |
| 21 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 40 |
| 22 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 36 |
| 23 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 38 |
| 24 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 25 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | 3 | 4 | 37 |
| 27 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 28 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 2 | 35 |
| 29 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 30 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 40 |
| 31 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 31 |
| 32 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 33 |
| 33 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 26 |
| Total | 117 | 101 | 102 | 111 | 115 | 139 | 131 | 135 | 113 | 103 | 1167 |

Lampiran III

Hasil Uji Karakteristik Responden

UMUR

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid 17-25 Tahun | 26 | 78.8 | 78.8 | 78.8 |
| Valid 26-34 Tahun | 5 | 15.2 | 15.2 | 93.9 |
| Valid 35-43 Tahun | 2 | 6.1 | 6.1 | 100.0 |
| Total | 33 | 100.0 | 100.0 | |

JENIS KELAMIN

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki Laki | 33 | 100.0 | 100.0 | 100.0 |

PEND TERAKHIR

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Valid SMA | 33 | 100.0 | 100.0 | 100.0 |

MASA KERJA

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid 0-2 Tahun | 21 | 63.6 | 63.6 | 63.6 |
| Valid 3-4 Tahun | 8 | 24.2 | 24.2 | 87.9 |
| Valid 5-6 Tahun | 3 | 9.1 | 9.1 | 97.0 |
| Valid >7 Tahun | 1 | 3.0 | 3.0 | 100.0 |
| Total | 33 | 100.0 | 100.0 | |

Lampiran IV

Hasil Uji Frekuensi Jawaban Variabel

Hasil Uji Frekuensi Jawaban Lingkungan kerja Non Fisik (X1)

LKNF1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 6,1 | 6,1 | 6,1 |
| 2 | 4 | 12,1 | 12,1 | 18,2 |
| 3 | 12 | 36,4 | 36,4 | 54,5 |
| 4 | 14 | 42,4 | 42,4 | 97,0 |
| 5 | 1 | 3,0 | 3,0 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 6 | 18,2 | 18,2 | 18,2 |
| 3 | 8 | 24,2 | 24,2 | 42,4 |
| 4 | 17 | 51,5 | 51,5 | 93,9 |
| 5 | 2 | 6,1 | 6,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3 | 9,1 | 9,1 | 9,1 |
| 3 | 1 | 3,0 | 3,0 | 12,1 |
| 4 | 16 | 48,5 | 48,5 | 60,6 |
| 5 | 13 | 39,4 | 39,4 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 2 | 6,1 | 6,1 | 6,1 |
| Valid 4 | 16 | 48,5 | 48,5 | 54,5 |
| Valid 5 | 15 | 45,5 | 45,5 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3 | 9,1 | 9,1 | 9,1 |
| Valid 3 | 5 | 15,2 | 15,2 | 24,2 |
| Valid 4 | 14 | 42,4 | 42,4 | 66,7 |
| Valid 5 | 11 | 33,3 | 33,3 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1 | 3,0 | 3,0 | 3,0 |
| Valid 3 | 4 | 12,1 | 12,1 | 15,2 |
| Valid 4 | 22 | 66,7 | 66,7 | 81,8 |
| Valid 5 | 6 | 18,2 | 18,2 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3 | 9,1 | 9,1 | 9,1 |
| Valid 3 | 8 | 24,2 | 24,2 | 33,3 |
| Valid 4 | 15 | 45,5 | 45,5 | 78,8 |
| Valid 5 | 7 | 21,2 | 21,2 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 3,0 | 3,0 | 3,0 |
| 3 | 4 | 12,1 | 12,1 | 15,2 |
| Valid 4 | 20 | 60,6 | 60,6 | 75,8 |
| 5 | 8 | 24,2 | 24,2 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1 | 1 | 3,0 | 3,0 | 3,0 |
| 2 | 3 | 9,1 | 9,1 | 12,1 |
| Valid 3 | 10 | 30,3 | 30,3 | 42,4 |
| 4 | 13 | 39,4 | 39,4 | 81,8 |
| 5 | 6 | 18,2 | 18,2 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

LKNF10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1 | 1 | 3,0 | 3,0 | 3,0 |
| 2 | 4 | 12,1 | 12,1 | 15,2 |
| Valid 3 | 20 | 60,6 | 60,6 | 75,8 |
| 4 | 6 | 18,2 | 18,2 | 93,9 |
| 5 | 2 | 6,1 | 6,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Motivasi Ekstrinsik (X2)

ME1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1 | 3,0 | 3,0 | 3,0 |
| 2 | 5 | 15,2 | 15,2 | 18,2 |
| 3 | 10 | 30,3 | 30,3 | 48,5 |
| 4 | 16 | 48,5 | 48,5 | 97,0 |
| 5 | 1 | 3,0 | 3,0 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1 | 3,0 | 3,0 | 3,0 |
| 2 | 5 | 15,2 | 15,2 | 18,2 |
| 3 | 8 | 24,2 | 24,2 | 42,4 |
| 4 | 17 | 51,5 | 51,5 | 93,9 |
| 5 | 2 | 6,1 | 6,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1 | 3,0 | 3,0 | 3,0 |
| 2 | 1 | 3,0 | 3,0 | 6,1 |
| 3 | 2 | 6,1 | 6,1 | 12,1 |
| 4 | 17 | 51,5 | 51,5 | 63,6 |
| 5 | 12 | 36,4 | 36,4 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1 | 3,0 | 3,0 | 3,0 |
| 3 | 2 | 6,1 | 6,1 | 9,1 |
| 4 | 20 | 60,6 | 60,6 | 69,7 |
| 5 | 10 | 30,3 | 30,3 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 15,2 | 15,2 | 15,2 |
| 2 | 2 | 6,1 | 6,1 | 21,2 |
| 3 | 11 | 33,3 | 33,3 | 54,5 |
| 4 | 14 | 42,4 | 42,4 | 97,0 |
| 5 | 1 | 3,0 | 3,0 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 6 | 18,2 | 18,2 | 18,2 |
| 3 | 8 | 24,2 | 24,2 | 42,4 |
| 4 | 17 | 51,5 | 51,5 | 93,9 |
| 5 | 2 | 6,1 | 6,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3 | 9,1 | 9,1 | 9,1 |
| 3 | 1 | 3,0 | 3,0 | 12,1 |
| 4 | 16 | 48,5 | 48,5 | 60,6 |
| 5 | 13 | 39,4 | 39,4 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 2 | 6,1 | 6,1 | 6,1 |
| 4 | 15 | 45,5 | 45,5 | 51,5 |
| 5 | 16 | 48,5 | 48,5 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 8 | 24,2 | 24,2 | 24,2 |

| | | | | |
|-------|----|-------|-------|-------|
| 3 | 14 | 42,4 | 42,4 | 66,7 |
| 4 | 11 | 33,3 | 33,3 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

ME10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 3,0 | 3,0 | 3,0 |
| 3 | 3 | 9,1 | 9,1 | 12,1 |
| Valid 4 | 17 | 51,5 | 51,5 | 63,6 |
| 5 | 12 | 36,4 | 36,4 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Produktivitas Kerja(Y)**P1**

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 5 | 15,2 | 15,2 | 15,2 |
| 3 | 9 | 27,3 | 27,3 | 42,4 |
| Valid 4 | 15 | 45,5 | 45,5 | 87,9 |
| 5 | 4 | 12,1 | 12,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 6 | 18,2 | 18,2 | 18,2 |
| 3 | 20 | 60,6 | 60,6 | 78,8 |
| Valid 4 | 6 | 18,2 | 18,2 | 97,0 |
| 5 | 1 | 3,0 | 3,0 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 8 | 24,2 | 24,2 | 24,2 |
| 3 | 14 | 42,4 | 42,4 | 66,7 |
| Valid 4 | 11 | 33,3 | 33,3 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 6 | 18,2 | 18,2 | 18,2 |
| 3 | 10 | 30,3 | 30,3 | 48,5 |
| Valid 4 | 16 | 48,5 | 48,5 | 97,0 |
| 5 | 1 | 3,0 | 3,0 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 5 | 15,2 | 15,2 | 15,2 |
| 3 | 9 | 27,3 | 27,3 | 42,4 |
| Valid 4 | 17 | 51,5 | 51,5 | 93,9 |
| 5 | 2 | 6,1 | 6,1 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 3,0 | 3,0 | 3,0 |
| 3 | 3 | 9,1 | 9,1 | 12,1 |
| Valid 4 | 17 | 51,5 | 51,5 | 63,6 |
| 5 | 12 | 36,4 | 36,4 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 3 | 9,1 | 9,1 | 9,1 |
| 3 | 5 | 15,2 | 15,2 | 24,2 |
| Valid 4 | 15 | 45,5 | 45,5 | 69,7 |
| 5 | 10 | 30,3 | 30,3 | 100,0 |
| Total | 33 | 100,0 | 100,0 | |

P8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|-----------|---------|---------------|--------------------|
|--|-----------|---------|---------------|--------------------|

| | | | | | |
|-------|-------|----|-------|-------|-------|
| | 3 | 5 | 15,2 | 15,2 | 15,2 |
| Valid | 4 | 20 | 60,6 | 60,6 | 75,8 |
| | 5 | 8 | 24,2 | 24,2 | 100,0 |
| | Total | 33 | 100,0 | 100,0 | |

P9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| | 1 | 1 | 3,0 | 3,0 |
| | 2 | 5 | 15,2 | 18,2 |
| Valid | 3 | 8 | 24,2 | 42,4 |
| | 4 | 17 | 51,5 | 93,9 |
| | 5 | 2 | 6,1 | 100,0 |
| | Total | 33 | 100,0 | |

P10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| | 1 | 5 | 15,2 | 15,2 |
| | 2 | 2 | 6,1 | 21,2 |
| Valid | 3 | 11 | 33,3 | 54,5 |
| | 4 | 14 | 42,4 | 97,0 |
| | 5 | 1 | 3,0 | 100,0 |
| | Total | 33 | 100,0 | |

Lampiran V**Hasil Uji Validitas****Hasil Uji Validitas Lingkungan kerja Non Fisik (X1)****Correlations**

| | | LK NF 1 | LK NF 2 | LK NF 3 | LK NF 4 | LK NF 5 | LK NF 6 | LK NF 7 | LK NF 8 | LK NF 9 | LK NF 10 | TOTA L LING KUN GAN KERJ A NON FISIK |
|-------|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|--|
| LKNF1 | Pearson Correlati on | 1 | ,59 0** | ,70 1** | ,48 5** | ,71 4** | ,35 3* | ,28 5 | ,49 8** | ,27 3 | ,44 9** | ,746** |
| | Sig. (2- tailed) | | ,00 0 | ,00 0 | ,00 4 | ,00 0 | ,04 4 | ,10 8 | ,00 3 | ,12 5 | ,00 9 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF2 | Pearson Correlati on | ,59 0** | 1 | ,66 3** | ,41 8* | ,76 9** | ,32 6 | ,63 7** | ,36 2* | ,39 3* | ,44 6** | ,802** |
| | Sig. (2- tailed) | ,00 0 | | ,00 0 | ,01 5 | ,00 0 | ,06 4 | ,00 0 | ,03 9 | ,02 4 | ,00 9 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF3 | Pearson Correlati on | ,70 1** | ,66 3** | 1 | ,44 4** | ,79 5** | ,26 8 | ,15 5 | ,38 4* | ,08 4 | ,61 7** | ,708** |
| | Sig. (2- tailed) | ,00 0 | ,00 0 | | ,01 0 | ,00 0 | ,13 2 | ,39 0 | ,02 7 | ,64 3 | ,00 0 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF4 | Pearson Correlati on | ,48 5** | ,41 8* | ,44 4** | 1 | ,54 8** | ,38 8* | ,36 9* | ,45 2** | ,31 5 | ,40 2* | ,646** |
| | Sig. (2- tailed) | ,00 4 | ,01 5 | ,01 0 | | ,00 1 | ,02 6 | ,03 5 | ,00 8 | ,07 5 | ,02 0 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF5 | Pearson Correlati on | ,71 4** | ,76 9** | ,79 5** | ,54 8** | 1 | ,35 4* | ,45 4** | ,47 4** | ,30 1 | ,53 0** | ,835** |
| | Sig. (2- tailed) | ,00 0 | ,00 0 | ,00 0 | ,00 1 | | ,04 4 | ,00 8 | ,00 5 | ,08 8 | ,00 2 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF6 | Pearson Correlati on | ,35 3* | ,32 6 | ,26 8 | ,38 8* | ,35 4* | 1 | ,51 4** | ,87 2** | ,42 6* | ,46 1** | ,663** |
| | Sig. (2- tailed) | ,04 4 | ,06 4 | ,13 2 | ,02 6 | ,04 4 | | ,00 2 | ,00 0 | ,01 3 | ,00 7 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF7 | Pearson Correlati on | ,28 5 | ,63 7** | ,15 5 | ,36 9* | ,45 4** | ,51 4** | 1 | ,54 7** | ,76 8** | ,21 5 | ,715** |

| | | | | | | | | | | | | |
|----------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,108 | ,000 | ,390 | ,035 | ,008 | ,002 | | ,001 | ,000 | ,231 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF8 | Pearson Correlation | ,498** | ,362* | ,384* | ,452** | ,474** | ,872** | ,547** | 1 | ,435* | ,474** | ,742** |
| | Sig. (2-tailed) | ,003 | ,039 | ,027 | ,008 | ,005 | ,000 | ,001 | | ,011 | ,005 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF9 | Pearson Correlation | ,273 | ,393* | ,084 | ,315 | ,301 | ,426* | ,768** | ,435* | 1 | ,327 | ,628** |
| | Sig. (2-tailed) | ,125 | ,024 | ,643 | ,075 | ,088 | ,013 | ,000 | ,011 | | ,063 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| LKNF10 | Pearson Correlation | ,449** | ,446** | ,617** | ,402* | ,530** | ,461** | ,215 | ,474** | ,327 | 1 | ,672** |
| | Sig. (2-tailed) | ,009 | ,009 | ,000 | ,020 | ,002 | ,007 | ,231 | ,005 | ,063 | | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| TOTAL LINGKUNGAN KERJA NON FISIK | Pearson Correlation | ,746** | ,802** | ,708** | ,646** | ,835** | ,663** | ,715** | ,742** | ,628** | ,672** | 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).

Hasil Uji Validitas Motivasi Ekstrinsik (X2)

Correlations

| | | ME 1 | ME 2 | ME 3 | ME 4 | ME 5 | ME 6 | ME 7 | ME 8 | ME 9 | ME 10 | TOTA L MOTI VASI EKST RINSI K |
|-----|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|---|
| ME1 | Pearson Correlati on | 1 | ,83 8** | ,63 3** | ,51 5** | ,14 7 | ,28 3 | ,15 9 | ,36 2* | ,59 7** | ,55 4** | ,704** |
| | Sig. (2- tailed) | | ,00 0 | ,00 0 | ,00 2 | ,41 3 | ,11 1 | ,37 6 | ,03 8 | ,00 0 | ,00 1 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME2 | Pearson Correlati on | ,83 8** | 1 | ,54 8** | ,41 3* | ,15 9 | ,29 3 | ,13 1 | ,16 6 | ,55 5** | ,45 2** | ,643** |
| | Sig. (2- tailed) | ,00 0 | | ,00 1 | ,01 7 | ,37 6 | ,09 8 | ,46 9 | ,35 5 | ,00 1 | ,00 8 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME3 | Pearson Correlati on | ,63 3** | ,54 8** | 1 | ,56 1** | ,38 5* | ,14 8 | ,35 6* | ,61 1** | ,56 6** | ,93 0** | ,786** |
| | Sig. (2- tailed) | ,00 0 | ,00 1 | | ,00 1 | ,02 7 | ,41 1 | ,04 2 | ,00 0 | ,00 1 | ,00 0 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME4 | Pearson Correlati on | ,51 5** | ,41 3* | ,56 1** | 1 | ,30 0 | ,27 8 | ,41 0* | ,48 1** | ,56 6** | ,66 4** | ,696** |
| | Sig. (2- tailed) | ,00 2 | ,01 7 | ,00 1 | | ,09 0 | ,11 8 | ,01 8 | ,00 5 | ,00 1 | ,00 0 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME5 | Pearson Correlati on | ,14 7 | ,15 9 | ,38 5* | ,30 0 | 1 | ,55 6** | ,74 2** | ,47 2** | ,53 8** | ,31 0 | ,666** |
| | Sig. (2- tailed) | ,41 3 | ,37 6 | ,02 7 | ,09 0 | | ,00 1 | ,00 0 | ,00 6 | ,00 1 | ,07 9 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME6 | Pearson Correlati on | ,28 3 | ,29 3 | ,14 8 | ,27 8 | ,55 6** | 1 | ,66 3** | ,38 9* | ,68 8** | ,23 4 | ,641** |
| | Sig. (2- tailed) | ,11 1 | ,09 8 | ,41 1 | ,11 8 | ,00 1 | | ,00 0 | ,02 5 | ,00 0 | ,19 0 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| ME7 | Pearson Correlati on | ,15 9 | ,13 1 | ,35 6* | ,41 0* | ,74 2** | ,66 3** | 1 | ,48 8** | ,71 6** | ,41 8* | ,715** |
| | Sig. (2- tailed) | ,37 6 | ,46 9 | ,04 2 | ,01 8 | ,00 0 | ,00 0 | | ,00 4 | ,00 0 | ,01 6 | ,000 |

| | | | | | | | | | | | | |
|---------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| ME8 | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,362* | ,166 | ,611** | ,481** | ,472** | ,389* | ,488** | 1 | ,514** | ,690** | ,693** |
| | Sig. (2-tailed) | ,038 | ,355 | ,000 | ,005 | ,006 | ,025 | ,004 | | ,002 | ,000 | ,000 |
| ME9 | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,597** | ,555** | ,566** | ,566** | ,538** | ,688** | ,716** | ,514** | 1 | ,572** | ,877** |
| | Sig. (2-tailed) | ,000 | ,001 | ,001 | ,001 | ,001 | ,000 | ,000 | ,002 | | ,001 | ,000 |
| ME10 | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,554** | ,452** | ,930** | ,664** | ,310 | ,234 | ,418* | ,690** | ,572** | 1 | ,786** |
| | Sig. (2-tailed) | ,001 | ,008 | ,000 | ,000 | ,079 | ,190 | ,016 | ,000 | ,001 | | ,000 |
| TOTAL MOTIVASI EKSTRINSIK | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,704** | ,643** | ,786** | ,696** | ,666** | ,641** | ,715** | ,693** | ,877** | ,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).

Hasil Uji Validitas Produktivitas Kerja (Y)

Correlations

| | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL PRODUKTIVITAS KERJA |
|----|---------------------|-------|--------|--------|--------|--------|--------|--------|------|--------|--------|---------------------------------|
| P1 | Pearson Correlation | 1 | -,004 | ,242 | ,313 | ,053 | -,085 | ,284 | ,239 | ,050 | ,150 | ,363* |
| | Sig. (2-tailed) | | ,980 | ,174 | ,076 | ,771 | ,639 | ,109 | ,180 | ,781 | ,405 | ,038 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P2 | Pearson Correlation | -,004 | 1 | ,685** | ,231 | ,108 | ,454** | ,486** | ,128 | ,197 | ,509** | ,580** |
| | Sig. (2-tailed) | ,980 | | ,000 | ,197 | ,550 | ,008 | ,004 | ,478 | ,273 | ,002 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P3 | Pearson Correlation | ,242 | ,685** | 1 | ,592** | ,517** | ,572** | ,760** | ,241 | ,555** | ,538** | ,889** |
| | Sig. (2-tailed) | ,174 | ,000 | | ,000 | ,002 | ,001 | ,000 | ,176 | ,001 | ,001 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P4 | Pearson Correlation | ,313 | ,231 | ,592** | 1 | ,783** | ,537** | ,222 | ,296 | ,808** | ,087 | ,747** |
| | Sig. (2-tailed) | ,076 | ,197 | ,000 | | ,000 | ,001 | ,214 | ,095 | ,000 | ,630 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P5 | Pearson Correlation | ,053 | ,108 | ,517** | ,783** | 1 | ,436* | ,224 | ,211 | ,969** | ,070 | ,678** |
| | Sig. (2-tailed) | ,771 | ,550 | ,002 | ,000 | | ,011 | ,210 | ,239 | ,000 | ,701 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P6 | Pearson Correlation | -,085 | ,454** | ,572** | ,537** | ,436* | 1 | ,332 | ,292 | ,452** | ,310 | ,648** |
| | Sig. (2-tailed) | ,639 | ,008 | ,001 | ,001 | ,011 | | ,059 | ,099 | ,008 | ,079 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P7 | Pearson Correlation | ,284 | ,486** | ,760** | ,222 | ,224 | ,332 | 1 | ,275 | ,234 | ,708** | ,725** |

| | | | | | | | | | | | | |
|----------------------------|---------------------|-------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|
| P8 | Sig. (2-tailed) | ,109 | ,004 | ,000 | ,214 | ,210 | ,059 | | ,122 | ,191 | ,000 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,239 | ,128 | ,241 | ,296 | ,211 | ,292 | ,275 | 1 | ,197 | ,162 | ,442* |
| | Sig. (2-tailed) | ,180 | ,478 | ,176 | ,095 | ,239 | ,099 | ,122 | | ,271 | ,367 | ,010 |
| P9 | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,050 | ,197 | ,555** | ,808** | ,969** | ,452** | ,234 | ,197 | 1 | ,159 | ,720** |
| | Sig. (2-tailed) | ,781 | ,273 | ,001 | ,000 | ,000 | ,008 | ,191 | ,271 | | ,376 | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| P10 | Pearson Correlation | ,150 | ,509** | ,538** | ,087 | ,070 | ,310 | ,708** | ,162 | ,159 | 1 | ,610** |
| | Sig. (2-tailed) | ,405 | ,002 | ,001 | ,630 | ,701 | ,079 | ,000 | ,367 | ,376 | | ,000 |
| | N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| | Pearson Correlation | ,363* | ,580** | ,889** | ,747** | ,678** | ,648** | ,725** | ,442* | ,720** | ,610** | 1 |
| TOTAL PRODUK TIVITAS KERJA | Sig. (2-tailed) | ,038 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,010 | ,000 | ,000 | |
| | N | 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).

Lampiran VI

Hasil Uji Reliabilitas**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,890 | 10 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,889 | 10 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,835 | 10 |

Lampiran VII**Hasil Uji Lineritas**

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| TOTAL | | (Combined) | 727,220 | 16 | 45,451 | 3,702 | ,006 |
| PRODUKTIVITAS KERJA * | Between Groups | Linearity | 629,137 | 1 | 629,137 | 51,249 | ,000 |
| TOTAL LINGKUNGAN KERJA NON FISIK | | Deviation from Linearity | 98,082 | 15 | 6,539 | ,533 | ,885 |
| | Within Groups | | 196,417 | 16 | 12,276 | | |
| | Total | | 923,636 | 32 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------------------|----------------|--------------------------|----------------|----|-------------|---------|------|
| TOTAL | | (Combined) | 872,136 | 15 | 58,142 | 19,193 | ,000 |
| PRODUKTIVITAS KERJA * | Between Groups | Linearity | 829,732 | 1 | 829,732 | 273,892 | ,000 |
| TOTAL MOTIVASI EKSTRINSIK | | Deviation from Linearity | 42,404 | 14 | 3,029 | 1,000 | ,494 |
| | Within Groups | | 51,500 | 17 | 3,029 | | |
| | Total | | 923,636 | 32 | | | |

Lampiran VIII

Hasil Uji Multikolinieritas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------------------------|------------|---------------------------|------|-------|-------------------------|------------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1,683 | 1,803 | | ,934 | ,358 | |
| | TOTAL LINGKUNGAN KERJA NON FISIK | ,218 | ,068 | ,249 | 3,221 | ,003 | ,423 2,367 |
| | TOTAL MOTIVASI EKSTRINSIK | ,677 | ,069 | ,759 | 9,830 | ,000 | ,423 2,367 |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

Lampiran IX

Hasil Uji Regresi Berganda Uji t

Lingkungan kerja Non Fisik terhadap Produktivitas Kerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,825 ^a | ,681 | ,671 | 3,082 |

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

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 629,137 | 1 | 629,137 | 66,225 | ,000 ^b |
| | Residual | 294,499 | 31 | 9,500 | | |
| | Total | 923,636 | 32 | | | |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

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

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 8,025 | 3,402 | | 2,359 | ,025 |
| | TOTAL LINGKUNGAN KERJA NON FISIK | ,724 | ,089 | ,825 | 8,138 | ,000 |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

Motivasi Ekstrinsik terhadap Produktivitas Kerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,948 ^a | ,898 | ,895 | 1,740 |

a. Predictors: (Constant), TOTAL MOTIVASI EKSTRINSIK

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 829,732 | 1 | 829,732 | 273,914 | ,000 ^b |
| | Residual | 93,904 | 31 | 3,029 | | |
| | Total | 923,636 | 32 | | | |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

b. Predictors: (Constant), TOTAL MOTIVASI EKSTRINSIK

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3,585 | 1,944 | | 1,844 | ,075 |
| | TOTAL MOTIVASI EKSTRINSIK | ,846 | ,051 | ,948 | 16,550 | ,000 |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

Hasil Uji Regresi Berganda Uji F

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,961 ^a | ,924 | ,919 | 1,525 |

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

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 853,867 | 2 | 426,934 | 183,578 | ,000 ^b |
| | Residual | 69,769 | 30 | 2,326 | | |
| | Total | 923,636 | 32 | | | |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

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

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1,683 | 1,803 | | ,934 | ,358 |
| | TOTAL LINGKUNGAN KERJA NON FISIK | ,218 | ,068 | ,249 | 3,221 | ,003 |
| | TOTAL MOTIVASI EKSTRINSIK | ,677 | ,069 | ,759 | 9,830 | ,000 |

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA