

LAMPIRAN

Pernyataan Kuesioner Variabel Kepuasan Kerja (X1)

No	Pernyataan	SS	S	N	TS	STS
Pekerjaan Itu Sendiri						
1	Saya puas terhadap pekerjaan yang dipercayakan kepada saya saat ini					
Pembayaran						
2	Saya puas terhadap gaji yang saya terima dari perusahaan					
Promosi						
3	Saya puas terhadap kesempatan promosi dan kenaikan jabatan					
Supervisi						
4	Saya puas terhadap pengawasan atasan saya					

Rekan Kerja

5 Saya puas terhadap rekan kerja saya di perusahaan

Sumber : Sholihin, (2021)

Pernyataan Kuesioner Variabel Lingkungan Kerja (X2)

No	Pernyataan	SS	S	N	TS	STS
Penerangan						
1	Pencahayaannya di tempat kerja saya nyaman bekerja					
2	Saya merasa cahaya listrik yang ada di ruangan sangat membantu penglihatan					
Siklus udara						
3	Jumlah ventilasi yang ada di ruang kerja saya, membuat sirkulasi udara berjalan dengan baik					
4	Saya merasa suhu di ruangan membuat tenang dan nyaman dalam bekerja					
Keamanan di tempat kerja						
5	Petugas keamanan di tempat kerja selalu siap sedia menjaga keamanan lingkungan kerja saya					
6	Saya merasa mengamankan asset perusahaan yang saya gunakan dalam bekerja					
Hubungan antara pimpinan dan bawahan						
7	Pimpinan saya memberikan arahan sebelum saya melaksanakan pekerjaan					
8	Saya merasa nyaman bekerja karena adanya hubungan yang baik antara saya dan pimpinan					
Hubungan antara karyawan dengan karyawan lain nya						
9	Kerjasama dalam <i>team work</i> terjalin dengan baik					
10	Saya merasa nyaman dengan suasana kerja yang di perusahaan					

Sumber : Sedarmayanti, (2017)

Pernyataan Kuesioner Variabel Kinerja Karyawan (Y)

No.	Pernyataan	SS	S	N	TS	STS
Kinerja Tugas						
1	Saya dapat mengelola rencana kerja saya, sehingga pekerjaan saya bisa selesai tepat waktu					
2	Perencanaan kerja saya telah optimal					
Kinerja Kontekstual						
3	Saya dapat mencatat hasil yang dicapai dalam pekerjaan					
4	Saya merasa berani mengambil tanggung jawab lebih					
Perilaku Kerja Kontraproduktif						
5	Saya mampu memulai pekerjaan baru saya, ketika pekerjaan lama telah selesai					

Sumber : Koopmans, *et all* (2014)

Hasil Jawaban Responen Pernyataan Kepuasan Kerja (X₁)

No.	X1.1	X1.2	X1.3	X1.4	X1.5
1	4	5	5	5	5
2	3	5	5	5	5
3	3	5	5	5	5
4	5	5	5	5	5
5	5	5	5	5	5
6	5	5	5	5	5
7	3	5	5	5	5
8	5	5	5	5	5
9	5	5	5	5	5
10	5	5	5	5	5
11	3	5	5	5	5
12	5	5	4	4	1
13	4	5	4	4	2
14	2	5	4	4	2
15	5	4	4	4	3
16	2	5	5	5	5
17	4	4	4	4	4
18	2	4	4	4	4
19	2	2	2	2	2
20	4	4	4	4	4
21	4	4	4	4	4
22	4	4	4	4	4
23	1	1	1	1	1
24	4	4	4	4	4
25	1	4	4	4	4

26	1	5	5	5	5
27	1	4	4	3	2
28	5	5	5	5	5
29	2	2	2	2	2
30	4	5	4	4	2
31	5	5	5	5	5
32	2	1	2	2	2
33	4	4	4	4	4
34	4	4	4	4	4
35	5	5	5	5	5
36	4	4	4	4	4
37	5	5	5	5	5
38	4	4	4	4	4
39	4	4	4	5	3
40	5	5	5	5	5
41	4	4	4	4	3
42	1	2	3	2	2
43	5	5	5	5	2
44	5	5	5	5	4
45	5	5	5	5	2
46	5	5	5	5	3
47	3	3	3	3	3
48	4	4	4	4	4
49	5	5	5	5	2
50	4	4	4	4	4
51	5	5	5	2	1
52	5	5	5	2	1
53	5	4	4	4	4
54	5	5	5	1	2
55	5	5	5	1	2
56	4	4	4	4	4
57	5	5	5	5	1
58	5	5	4	4	3
59	4	4	4	4	3
60	4	4	4	1	2
61	5	5	5	5	2
62	5	5	5	1	2
63	4	4	4	4	4
64	4	4	4	4	4
65	2	2	2	2	2
66	2	2	2	2	2

35	5	5	5	5	5	5	5	5	5	5
36	4	4	4	4	4	4	4	4	4	4
37	5	5	5	5	5	5	5	5	5	5
38	2	2	2	2	2	2	4	2	1	2
39	4	4	4	4	4	5	4	4	4	4
40	5	5	5	5	5	5	5	5	5	5
41	4	4	4	4	4	4	4	4	4	4
42	1	1	1	1	1	2	3	1	1	1
43	5	5	5	5	5	5	5	5	5	5
44	5	5	5	5	5	5	5	5	5	5
45	5	5	5	5	5	5	5	5	5	5
46	5	5	5	5	5	5	5	5	5	5
47	3	3	3	3	3	3	4	3	2	3
48	4	4	4	4	4	4	4	4	4	4
49	5	5	5	5	5	5	5	5	5	5
50	4	2	4	4	4	4	4	4	2	4
51	5	2	5	5	5	5	5	5	2	5
52	5	2	5	5	5	5	5	5	2	5
53	5	1	4	4	4	4	4	4	4	5
54	5	5	5	5	5	5	5	5	1	5
55	5	1	5	5	5	5	5	5	1	5
56	4	1	5	4	2	4	4	4	3	5
57	4	4	2	3	2	4	5	4	2	5
58	4	1	2	3	2	4	4	4	4	5
59	4	4	2	4	1	4	4	4	4	5
60	4	4	4	4	2	4	4	4	4	4
61	5	5	5	5	5	5	5	5	5	5
62	5	5	5	5	5	5	5	5	5	5
63	4	4	4	4	4	4	5	1	2	2
64	4	4	4	4	4	4	4	4	4	4
65	2	2	2	2	2	2	2	2	2	2
66	2	3	2	2	2	2	4	1	1	2
67	1	1	1	1	1	1	1	1	1	1
68	4	4	4	4	4	4	4	3	2	3
Total	278	256	272	276	269	282	296	271	242	277

Hasil Jawaban Responden Pernyataan Kinerja Karyawan (Y)

No.	Y.1	Y.2	Y.3	Y.4	Y.5
1	5	5	5	5	5
2	5	5	5	5	5
3	5	5	5	5	5

4	5	5	5	5	5
5	5	5	5	5	5
6	5	5	5	5	5
7	5	5	5	5	5
8	5	5	5	5	5
9	5	5	5	5	5
10	5	5	5	5	5
11	5	5	5	5	5
12	5	4	4	4	2
13	5	3	3	3	3
14	2	3	3	4	3
15	1	3	3	5	4
16	5	5	5	5	5
17	2	4	4	5	4
18	2	2	2	2	2
19	4	4	4	4	4
20	4	4	4	4	4
21	4	4	4	4	4
22	4	4	4	4	4
23	1	1	1	1	1
24	4	4	4	4	4
25	5	5	5	5	5
26	5	5	5	5	5
27	5	5	5	5	5
28	5	5	5	5	5
29	1	2	2	3	2
30	3	4	4	5	4
31	5	4	5	5	5
32	3	3	3	3	2
33	4	4	4	4	4
34	4	4	5	5	5
35	5	5	5	5	5
36	4	4	4	4	4
37	5	5	5	5	5
38	4	4	4	4	4
39	4	4	4	4	4
40	5	5	5	5	5
41	4	4	4	4	4
42	2	1	2	2	2
43	5	5	5	5	5
44	5	5	5	5	5

45	5	5	5	5	5
46	5	5	5	5	5
47	3	3	3	3	3
48	4	4	4	4	4
49	5	5	5	5	5
50	4	4	4	4	4
51	5	5	5	5	5
52	5	5	5	5	5
53	5	4	4	4	4
54	5	5	5	5	5
55	5	5	5	5	5
56	4	4	4	4	4
57	4	4	4	4	4
58	4	4	4	4	4
59	4	4	4	4	4
60	2	5	5	5	5
61	2	5	5	5	5
62	2	5	5	5	5
63	2	2	2	4	2
64	3	5	4	4	4
65	2	4	2	2	2
66	2	4	2	2	2
67	1	1	1	5	1
68	1	4	4	5	4
Total	265	284	282	295	280

Hasil Uji Validitas Kepuasan Kerja (X1)

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	Total_X1
X1.1	Pearson Correlation	1	.663**	.655**	.373**	.177	.708**
	Sig. (2-tailed)		.000	.000	.002	.148	.000
	N	68	68	68	68	68	68
X1.2	Pearson Correlation	.663**	1	.957**	.626**	.390**	.883**
	Sig. (2-tailed)	.000		.000	.000	.001	.000
	N	68	68	68	68	68	68
X1.3	Pearson Correlation	.655**	.957**	1	.627**	.466**	.902**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	68	68	68	68	68	68
X1.4	Pearson Correlation	.373**	.626**	.627**	1	.678**	.833**
	Sig. (2-tailed)	.002	.000	.000		.000	.000
	N	68	68	68	68	68	68
X1.5	Pearson Correlation	.177	.390**	.466**	.678**	1	.697**
	Sig. (2-tailed)	.148	.001	.000	.000		.000
	N	68	68	68	68	68	68
Total_X1	Pearson Correlation	.708**	.883**	.902**	.833**	.697**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68

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

Hasil Uji Validitas Lingkungan Kerja (X2)

		Correlations										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total_X2
X2.1	Pearson Correlation	1	.696**	.927**	.976**	.826**	.952**	.836**	.923**	.726**	.940**	.971**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	68	68	68	68	68	68	68	68	68	68	68
X2.2	Pearson Correlation	.696**	1	.690**	.728**	.654**	.684**	.665**	.640**	.742**	.596**	.796**

Total_X2 Pearson												
Correlation	.971**	.796**	.939**	.981**	.877**	.963**	.834**	.941**	.812**	.914**		1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
N	68	68	68	68	68	68	68	68	68	68		68

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

Hasil Uji Validitas Variabel Kinerja Karyawan (Y)

		Correlations					
		Y.1	Y.2	Y.3	Y.4	Y.5	Total_Y
Y.1	Pearson Correlation	1	.703**	.762**	.502**	.690**	.828*
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	68	68	68	68	68	68
Y.2	Pearson Correlation	.703**	1	.922**	.710**	.890**	.930*
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	68	68	68	68	68	68
Y.3	Pearson Correlation	.762**	.922**	1	.816**	.964**	.983*
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	68	68	68	68	68	68
Y.4	Pearson Correlation	.502**	.710**	.816**	1	.821**	.831*
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	68	68	68	68	68	68
Y.5	Pearson Correlation	.690**	.890**	.964**	.821**	1	.958*
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	68	68	68	68	68	68
Total_Y	Pearson Correlation	.828**	.930**	.983**	.831**	.958**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	68	68	68	68	68	68

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

Hasil Uji Reliabilitas Kepuasan Kerja (X₁)

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded ^a	0	.0
	Total	68	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.850	5

Hasil Uji Reliabilitas Lingkungan Kerja (X₂)

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded ^a	0	.0
	Total	68	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.972	10

Hasil Uji Reliabilitas Variabel Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	68	100.0
	Excluded ^a	0	.0
	Total	68	100.0

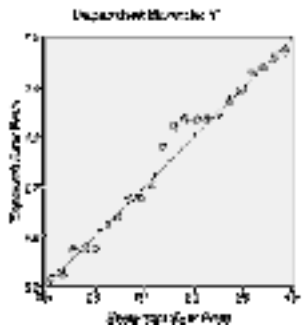
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.940	5

Hasil Uji Normalitas Variabel Kepuasan Kerja (X₁)

Normal Q-Q Plot of Dependent Variable: Y



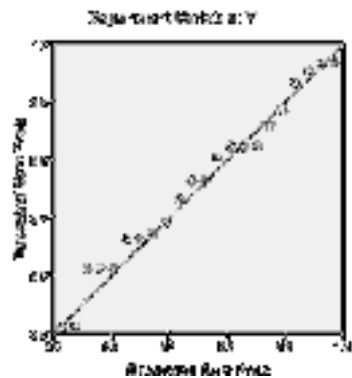
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		68
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.88796581
Most Extreme Differences	Absolute	.144
	Positive	.084
	Negative	-.144
Kolmogorov-Smirnov Z		.674
Asymp. Sig. (2-tailed)		.755

a. Test distribution is Normal.

Hasil Uji Normalitas Variabel Lingkungan Kerja (X₂)

Normal P-P Plot of Regression Standardized Residuals



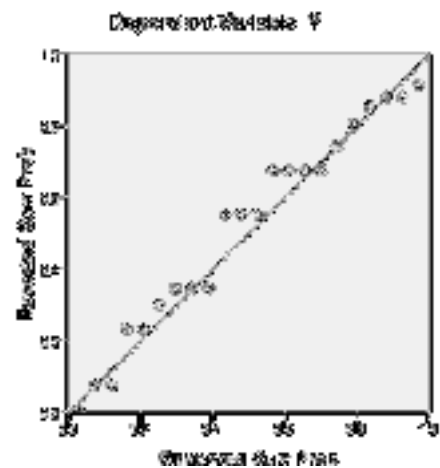
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		68
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.87809593
Most Extreme Differences	Absolute	.125
	Positive	.080
	Negative	-.125
Kolmogorov-Smirnov Z		.586
Asymp. Sig. (2-tailed)		.883

a. Test distribution is Normal.

Hasil Uji Normalitas Variabel Kinerja Karyawan (Y)

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		68
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.85965947
Most Extreme Differences	Absolute	.144
	Positive	.079
	Negative	-.144
Kolmogorov-Smirnov Z		.677
Asymp. Sig. (2-tailed)		.749

a. Test distribution is Normal.

Hasil Uji Multikolinearitas Kepuasan Kerja (X₁) dan Lingkungan Kerja (X₂)

Coefficients ^a		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
KepuasanKerja_X1	.318	3.149
LingkunganKerja_X2	.318	3.149

a. Dependent Variable: kinerja_y

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.164	.996		3.177	.002		
X1	.043	.087	.042	.500	.619	.318	3.149
X2	.417	.039	.889	10.581	.000	.318	3.149

a. Dependent Variable: Y

Hasil Uji Linearitas Kepuasan Kerja (X₁), Lingkungan Kerja (X₂) terhadap Kinerja Karyawan (Y)

ANOVA Table						
		Sum of Squares	df	Mean Square	F	Sig.
Y * X1 Between Groups	(Combined)	1229.523	14	87.823	10.267	.000
	Linearity	1015.047	1	1015.047	118.664	.000
	Deviation from Linearity	214.476	13	16.498	1.929	.047
Within Groups		453.359	53	8.554		
Total		1682.882	67			

	Sum of Squares	Df	Mean Square	F	Sig.
Deviation from Linearity	214.476	13	16.498	1.929	.047

Hasil Uji Regresi Linear Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.164	.996		3.177	.002
X1	.043	.087	.042	.500	.619
X2	.417	.039	.889	10.581	.000

a. Dependent Variable: Y

Hasil Uji Parsial / Uji t

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.164	.996		3.177	.002
X1	.043	.087	.042	.500	.619
X2	.417	.039	.889	10.581	.000

a. Dependent Variable:

t Tabel (a/2 : n-k = 68-2 = 66)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
Df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079

71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Hasil Uji Koefisien Determinasi (R Square)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.924 ^a	.854	.850	1.94263

a. Predictors: (Constant), X2, X1

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		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1437.585	2	718.792	190.469	.000 ^a
	Residual	245.298	65	3.774		
	Total	1682.882	67			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: