

## Lampiran I

Bandar Lampung, 18 Januari 2024

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :  
Bapak/ Ibu  
Di Tempat

Dengan ini saya :

Nama : Listia Bimantoro Putri  
NPM : 1912110082  
Jurusan : S1 Manajemen  
Dosen Pembimbing : Aswin, S.E., M.M  
E-mail : listiabimantoroputri@gmail.com

Dengan Hormat,

**Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT. Indonesia Evergreen Agriculture 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 LINGKUNGAN KERJA FISIK DAN PELATIHAN TERHADAP PRODUKTIVITAS KARYAWAN PT. INDONESIA EVERGREEN AGRICULTURE LAMPUNG SELATAN”.**

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

LISTIA BIMANTORO. P  
NPM. 1912110082

### KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

#### **PENGARUH LINGKUNGAN KERJA FISIK DAN PELATIHAN TERHADAP PRODUKTIVITAS KARYAWAN PT. INDONESIA EVERGREEN AGRICULTURE 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 | S   | = Setuju              | CS | = Cukup |
| Setuju |                 |     |                       |    |         |
| TS     | = Tidak Setuju  | STS | = Sangat Tidak Setuju |    |         |

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : ..... (boleh/tidak

di isi)

2. Jenis Kelamin : Laki – Laki Perempuan

3. Pendidikan Terakhir : SMA  
Diploma  
S1

4. Usia : 20 – 30 tahun 41 – 50 tahun  
31 – 40 tahun > > 50 tahun

5. Masa Kerja : 1 - 2 tahun 3 – 4 tahun  
2 - 3 tahun > 4 tahun

### DAFTAR PERNYATAAN

#### Lingkungan Kerja Fisik (X<sub>1</sub>)

| No                    | Pernyataan                                                                                                                                       | Jawaban |     |     |     |     |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----|-----|-----|-----|
|                       |                                                                                                                                                  | SS      | S   | C   | TS  | STS |
|                       |                                                                                                                                                  | (5)     | (4) | (3) | (2) | (1) |
| Penerangan            |                                                                                                                                                  |         |     |     |     |     |
| 1.                    | Penerangan yang ada di Perusahaan sudah sangat baik                                                                                              |         |     |     |     |     |
| 2.                    | Tata letak lampu yang ada di perusahaan dapat memperlancar aktivitas pekerjaan di kantor                                                         |         |     |     |     |     |
| Pewarnaan             |                                                                                                                                                  |         |     |     |     |     |
| 3.                    | Penyesuaian warna yang ada di perusahaan dapat meningkatkan semangat saya dalam berkerja                                                         |         |     |     |     |     |
| 4.                    | Warna membuat saya lebih nyaman dalam melakukan pekerjaan                                                                                        |         |     |     |     |     |
| Kebersihan            |                                                                                                                                                  |         |     |     |     |     |
| 5.                    | Kerbersihan menjadi salah satu SOP yang harus di jaga oleh masing masing karyawan                                                                |         |     |     |     |     |
| 6.                    | Kebersihan didalam lingkungan pekerjaan sangat terjaga dengan baik                                                                               |         |     |     |     |     |
| Pertukaran Udara      |                                                                                                                                                  |         |     |     |     |     |
| 7.                    | Ventilasi udara yang ada di ruang kerja berfungsi dengan sangat baik                                                                             |         |     |     |     |     |
| 8.                    | Pertukaran udara dari dalam – keluar kantor, atau sebaliknya sudah berjalan dengan baik dan seluruh karyawan merasakan kenyamanan dalam berkerja |         |     |     |     |     |
| Suara atau Kebisingan |                                                                                                                                                  |         |     |     |     |     |
| 9.                    | Suara yang diciptkan dari mesin mesin tidak mengganggu aktifitas kerja karyawan                                                                  |         |     |     |     |     |
| 10.                   | Suara dari lingkungan perusahaan tidak terdengar sampai didalam lingkup Perusahaan                                                               |         |     |     |     |     |

#### PELATIHAN (X<sub>2</sub>)

| No         | Pernyataan                                                                                         | Jawaban   |          |           |           |            |
|------------|----------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
|            |                                                                                                    | SS<br>(5) | S<br>(4) | CS<br>(3) | TS<br>(2) | STS<br>(1) |
| Instruktur |                                                                                                    |           |          |           |           |            |
| 1          | Kualifikasi instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan |           |          |           |           |            |
|            |                                                                                                    |           |          |           |           |            |

|                |                                                                                                                                         |  |  |  |  |  |  |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|--|
| 2              | Dalam menyampaikan materi Instruktur sangat profesional dan mudah dimengerti                                                            |  |  |  |  |  |  |
| <b>Peserta</b> |                                                                                                                                         |  |  |  |  |  |  |
| 3              | Saya menguasai berbagai materi pelatihan yang diberikan dengan cepat.                                                                   |  |  |  |  |  |  |
| 4              | Saya aktif dalam pelaksanaan program pelatihan dengan melakukan tanya jawab                                                             |  |  |  |  |  |  |
| <b>Materi</b>  |                                                                                                                                         |  |  |  |  |  |  |
| 5              | Keseluruhan materi yang diberikan sangat berkaitan dengan pekerjaan sehingga memudahkan saya dalam berkerja setelah mengikuti pelatihan |  |  |  |  |  |  |
| 6              | Materi pelatihan terkait standart operasional prosedur yang diberikan sesuai dengan kebutuhan saya                                      |  |  |  |  |  |  |
| <b>Metode</b>  |                                                                                                                                         |  |  |  |  |  |  |
| 7              | Metode pelatihan yang digunakan sesuai dengan penyampaian materi                                                                        |  |  |  |  |  |  |
| 8              | Metode pelatihan yang diberikan lengkap dan dapat dengan mudah dipahami                                                                 |  |  |  |  |  |  |
| <b>Tujuan</b>  |                                                                                                                                         |  |  |  |  |  |  |
| 9              | Pelatihan memotivasi saya agar dapat bekerja lebih baik                                                                                 |  |  |  |  |  |  |
| 10             | Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja karyawan produksi                                                          |  |  |  |  |  |  |

### *Produktivitas (Y)*

| No                              | Pernyataan                                                                                                                          | Jawaban   |          |           |           |            |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
|                                 |                                                                                                                                     | SS<br>(5) | S<br>(4) | CS<br>(3) | TS<br>(2) | STS<br>(1) |
| Kemampuan                       |                                                                                                                                     |           |          |           |           |            |
| 1.                              | Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan.                                                               |           |          |           |           |            |
| 2.                              | Menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan pekerjaan.                                                     |           |          |           |           |            |
| Meningkatkan Hasil Yang Dicapai |                                                                                                                                     |           |          |           |           |            |
| 3.                              | hasil kerja karyawan selalu memenuhi standar yang telah ditetapkan dengan dapat mencapai seluruh target yang ditetapkan perusahaan. |           |          |           |           |            |
| 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.                                                                         |           |          |           |           |            |
| Pengembangan Diri               |                                                                                                                                     |           |          |           |           |            |
| 7.                              | Tidak mudah merasa puas dengan pencapaian yang telah di lakukan.                                                                    |           |          |           |           |            |
| 8.                              | Selalu menerima tantangan baru yang diajukan perusahaan.                                                                            |           |          |           |           |            |

| Mutu      |                                                                                         |  |  |  |  |
|-----------|-----------------------------------------------------------------------------------------|--|--|--|--|
| 9.        | Mutu dari hasil kerja selalu memenuhi standar yang telah ditetapkan perusahaan.         |  |  |  |  |
| 10.       | Termotivasi melakukan pekerjaan yang lebih baik dari karyawan lain.                     |  |  |  |  |
| Efisiensi |                                                                                         |  |  |  |  |
| 11.       | Bertanggung jawab atas pekerjaan yang diberikan.                                        |  |  |  |  |
| 12.       | Selalu berusaha melakukan yang terbaik dalam setiap pekerjaan guna kemajuan perusahaan. |  |  |  |  |

## Lampiran II

### Hasil Jawaban Responden

#### Hasil jawaban Responden Lingkungan Kerja Fisik (X1)

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | BUTIR 9 | BUTIR 10 | TOTAL LKF |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|
| 4       | 4       | 5       | 5       | 5       | 4       | 5       | 5       | 5       | 4        | 46        |
| 4       | 4       | 4       | 5       | 5       | 5       | 5       | 5       | 5       | 5        | 47        |
| 3       | 4       | 5       | 4       | 4       | 4       | 3       | 4       | 5       | 4        | 40        |
| 3       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 3       | 3        | 37        |
| 5       | 4       | 4       | 4       | 4       | 4       | 5       | 4       | 5       | 2        | 41        |
| 3       | 4       | 4       | 4       | 4       | 4       | 5       | 4       | 5       | 3        | 40        |
| 1       | 4       | 4       | 4       | 3       | 4       | 4       | 3       | 3       | 3        | 33        |
| 2       | 2       | 2       | 4       | 2       | 4       | 4       | 4       | 4       | 2        | 30        |
| 2       | 2       | 2       | 4       | 2       | 4       | 4       | 4       | 4       | 2        | 30        |
| 3       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 3       | 3        | 37        |
| 3       | 2       | 4       | 4       | 3       | 3       | 1       | 3       | 2       | 3        | 28        |
| 2       | 2       | 3       | 4       | 3       | 2       | 1       | 2       | 1       | 1        | 21        |
| 3       | 3       | 4       | 4       | 3       | 3       | 3       | 3       | 4       | 4        | 34        |
| 3       | 3       | 4       | 3       | 4       | 4       | 3       | 4       | 3       | 3        | 34        |
| 4       | 5       | 5       | 5       | 5       | 4       | 5       | 4       | 4       | 3        | 44        |
| 4       | 4       | 5       | 5       | 5       | 4       | 4       | 4       | 4       | 5        | 44        |
| 4       | 4       | 5       | 5       | 5       | 5       | 5       | 5       | 4       | 4        | 46        |
| 4       | 4       | 5       | 5       | 5       | 4       | 4       | 4       | 4       | 3        | 42        |
| 3       | 3       | 5       | 4       | 4       | 4       | 3       | 5       | 2       | 3        | 36        |
| 4       | 4       | 5       | 5       | 5       | 4       | 4       | 4       | 3       | 3        | 41        |

|     |     |     |     |     |     |     |     |     |     |      |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
| 4   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 3   | 43   |
| 3   | 3   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 3   | 39   |
| 4   | 3   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 3   | 42   |
| 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 3   | 41   |
| 4   | 4   | 4   | 5   | 4   | 4   | 3   | 4   | 3   | 3   | 38   |
| 4   | 3   | 5   | 5   | 4   | 5   | 3   | 5   | 3   | 4   | 41   |
| 4   | 4   | 5   | 5   | 4   | 5   | 3   | 5   | 3   | 4   | 42   |
| 2   | 3   | 4   | 5   | 5   | 4   | 4   | 4   | 4   | 3   | 38   |
| 3   | 3   | 4   | 3   | 4   | 4   | 3   | 4   | 3   | 3   | 34   |
| 4   | 5   | 5   | 5   | 5   | 3   | 5   | 4   | 4   | 3   | 43   |
| 1   | 2   | 2   | 4   | 2   | 4   | 4   | 4   | 4   | 2   | 29   |
| 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 37   |
| 3   | 2   | 4   | 4   | 3   | 3   | 1   | 3   | 2   | 3   | 28   |
| 107 | 114 | 138 | 145 | 132 | 132 | 122 | 134 | 119 | 103 | 1246 |

### Hasil jawaban Responden Pelatihan (X2)

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | BUTIR 9 | BUTIR 10 | TOTAL PEL |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-----------|
| 4       | 4       | 4       | 5       | 4       | 4       | 5       | 5       | 4       | 4        | 43        |
| 4       | 4       | 5       | 4       | 4       | 4       | 4       | 5       | 4       | 5        | 43        |
| 4       | 4       | 4       | 4       | 3       | 4       | 5       | 4       | 4       | 4        | 40        |
| 4       | 4       | 4       | 4       | 3       | 4       | 4       | 4       | 3       | 4        | 38        |
| 2       | 2       | 2       | 2       | 5       | 4       | 4       | 4       | 2       | 2        | 29        |
| 1       | 1       | 1       | 4       | 1       | 4       | 4       | 4       | 2       | 3        | 25        |
| 4       | 4       | 4       | 3       | 1       | 4       | 4       | 4       | 3       | 4        | 35        |
| 4       | 4       | 4       | 4       | 1       | 2       | 2       | 4       | 2       | 4        | 31        |
| 4       | 4       | 4       | 4       | 1       | 2       | 2       | 4       | 2       | 4        | 31        |
| 3       | 3       | 4       | 4       | 3       | 4       | 4       | 4       | 3       | 4        | 36        |
| 2       | 2       | 4       | 4       | 3       | 2       | 4       | 4       | 2       | 4        | 31        |
| 2       | 2       | 4       | 3       | 2       | 2       | 3       | 4       | 2       | 4        | 28        |
| 2       | 2       | 4       | 4       | 3       | 3       | 4       | 4       | 3       | 4        | 33        |
| 3       | 4       | 3       | 4       | 3       | 3       | 4       | 3       | 3       | 3        | 33        |
| 4       | 4       | 5       | 5       | 4       | 5       | 5       | 5       | 4       | 5        | 46        |
| 4       | 4       | 5       | 5       | 4       | 4       | 5       | 5       | 4       | 5        | 45        |
| 4       | 3       | 5       | 5       | 4       | 4       | 5       | 5       | 4       | 5        | 44        |
| 5       | 5       | 5       | 5       | 4       | 4       | 5       | 5       | 4       | 5        | 47        |
| 3       | 4       | 5       | 4       | 3       | 3       | 5       | 5       | 3       | 5        | 40        |
| 3       | 3       | 4       | 4       | 4       | 4       | 5       | 5       | 3       | 4        | 39        |
| 3       | 4       | 5       | 5       | 4       | 4       | 4       | 5       | 3       | 5        | 42        |
| 4       | 3       | 4       | 5       | 3       | 3       | 4       | 5       | 3       | 4        | 38        |
| 4       | 3       | 5       | 5       | 4       | 3       | 5       | 5       | 3       | 5        | 42        |
| 4       | 5       | 5       | 5       | 4       | 4       | 5       | 4       | 4       | 5        | 45        |
| 3       | 4       | 4       | 4       | 4       | 4       | 4       | 5       | 3       | 4        | 39        |
| 3       | 3       | 5       | 4       | 4       | 3       | 5       | 5       | 3       | 5        | 40        |
| 4       | 4       | 5       | 4       | 4       | 4       | 5       | 5       | 4       | 5        | 44        |
| 3       | 3       | 4       | 4       | 2       | 3       | 4       | 5       | 4       | 4        | 36        |
| 3       | 4       | 3       | 4       | 3       | 3       | 4       | 3       | 3       | 3        | 33        |
| 4       | 4       | 5       | 5       | 4       | 5       | 5       | 5       | 4       | 5        | 46        |
| 4       | 4       | 4       | 4       | 1       | 2       | 2       | 4       | 2       | 4        | 31        |
| 3       | 3       | 4       | 4       | 3       | 4       | 4       | 4       | 3       | 4        | 36        |
| 2       | 2       | 4       | 4       | 3       | 2       | 4       | 4       | 2       | 4        | 31        |
| 110     | 113     | 137     | 138     | 103     | 114     | 138     | 146     | 102     | 139      | 1240      |

### Hasil jawaban Responden Produktivitas Kerja (Y)

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | BUTIR 9 | BUTIR 10 | BUTIR 11 | BUTIR 12 | TOTAL P |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|---------|
| 5       | 4       | 4       | 4       | 4       | 4       | 5       | 4       | 4       | 4        | 4        | 5        | 42      |
| 4       | 3       | 4       | 4       | 4       | 5       | 4       | 5       | 4       | 4        | 4        | 4        | 41      |
| 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 3        | 4        | 5        | 39      |
| 3       | 3       | 3       | 4       | 4       | 4       | 4       | 4       | 4       | 3        | 4        | 4        | 36      |
| 5       | 2       | 2       | 2       | 2       | 2       | 4       | 4       | 2       | 5        | 4        | 4        | 30      |
| 5       | 2       | 2       | 2       | 2       | 3       | 4       | 5       | 1       | 1        | 4        | 4        | 27      |
| 2       | 3       | 3       | 4       | 4       | 4       | 3       | 4       | 4       | 1        | 4        | 4        | 32      |
| 4       | 2       | 2       | 4       | 4       | 4       | 2       | 4       | 4       | 1        | 2        | 2        | 31      |
| 4       | 2       | 2       | 4       | 4       | 4       | 2       | 4       | 4       | 1        | 2        | 2        | 31      |
| 3       | 3       | 3       | 3       | 3       | 4       | 4       | 4       | 3       | 3        | 4        | 4        | 33      |

|     |     |     |     |     |     |     |     |     |     |     |     |      |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
|     |     |     |     |     |     |     |     |     |     |     |     |      |
| 2   | 3   | 2   | 2   | 2   | 4   | 3   | 3   | 2   | 3   | 2   | 4   | 26   |
| 2   | 2   | 2   | 2   | 3   | 4   | 3   | 3   | 2   | 2   | 2   | 3   | 25   |
| 4   | 4   | 3   | 2   | 2   | 4   | 3   | 3   | 2   | 3   | 3   | 4   | 30   |
| 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 34   |
| 4   | 3   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 41   |
| 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 4   | 4   | 5   | 43   |
| 4   | 4   | 4   | 4   | 3   | 5   | 5   | 5   | 3   | 4   | 4   | 5   | 41   |
| 4   | 3   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 4   | 5   | 44   |
| 2   | 3   | 3   | 3   | 4   | 5   | 4   | 5   | 4   | 3   | 3   | 5   | 36   |
| 3   | 3   | 3   | 3   | 3   | 4   | 5   | 4   | 3   | 4   | 4   | 5   | 35   |
| 4   | 3   | 3   | 3   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 40   |
| 5   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 36   |
| 4   | 3   | 3   | 4   | 3   | 5   | 4   | 5   | 3   | 4   | 3   | 5   | 38   |
| 4   | 3   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 4   | 5   | 43   |
| 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 36   |
| 3   | 4   | 3   | 3   | 3   | 5   | 4   | 5   | 3   | 4   | 3   | 5   | 37   |
| 3   | 4   | 4   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 41   |
| 4   | 3   | 4   | 3   | 3   | 4   | 5   | 4   | 3   | 2   | 3   | 4   | 35   |
| 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 34   |
| 4   | 3   | 4   | 4   | 4   | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 40   |
| 4   | 2   | 2   | 4   | 4   | 4   | 2   | 4   | 4   | 1   | 2   | 2   | 31   |
| 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 33   |
| 2   | 3   | 2   | 2   | 2   | 4   | 3   | 3   | 2   | 3   | 2   | 4   | 26   |
| 117 | 101 | 102 | 111 | 115 | 139 | 131 | 135 | 113 | 103 | 114 | 138 | 1167 |

### Lampiran III

#### Hasil Uji Karakteristik Responden

| 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   | 31        | 93.9    | 93.9          | 93.9               |
|               | S1    | 2         | 6.1     | 6.1           | 100.0              |
|               | Total | 33        | 100.0   | 100.0         |                    |

| USIA  |             |           |         |               |                    |
|-------|-------------|-----------|---------|---------------|--------------------|
|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-30 TAHUN | 14        | 42.4    | 42.4          | 42.4               |
|       | 31-40 TAHUN | 15        | 45.5    | 45.5          | 87.9               |
|       | 41-50       | 3         | 9.1     | 9.1           | 97.0               |
|       | >50 TAHUN   | 1         | 3.0     | 3.0           | 100.0              |
|       | Total       | 33        | 100.0   | 100.0         |                    |

| MASA KERJA |           |           |         |               |                    |
|------------|-----------|-----------|---------|---------------|--------------------|
|            |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid      | 1-2 Tahun | 18        | 54.5    | 54.5          | 54.5               |
|            | 2-3 Tahun | 10        | 30.3    | 30.3          | 84.8               |
|            | 3-4 Tahun | 3         | 9.1     | 9.1           | 93.9               |
|            | >4 Tahun  | 2         | 6.1     | 6.1           | 100.0              |
|            | Total     | 33        | 100.0   | 100.0         |                    |

### Lampiran IV

#### Hasil Uji Frekuensi Jawaban Variabel

#### Hasil Uji Frekuensi Jawaban Lingkungan Kerja Fisik (X1)

| LKF1 |           |         |               |                    |
|------|-----------|---------|---------------|--------------------|
|      | 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 |       |

| LKF2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| LKF3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| LKF4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3     | 2         | 6.1     | 6.1           | 6.1                |
|       | 4     | 16        | 48.5    | 48.5          | 54.5               |
|       | 5     | 15        | 45.5    | 45.5          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| LKF5  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 3         | 9.1     | 9.1           | 9.1                |
|       | 3     | 5         | 15.2    | 15.2          | 24.2               |
|       | 4     | 14        | 42.4    | 42.4          | 66.7               |
|       | 5     | 11        | 33.3    | 33.3          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| LKF6  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 1         | 3.0     | 3.0           | 3.0                |
|       | 3     | 4         | 12.1    | 12.1          | 15.2               |
|       | 4     | 22        | 66.7    | 66.7          | 81.8               |
|       | 5     | 6         | 18.2    | 18.2          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| LKF7  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1     | 3         | 9.1     | 9.1           | 9.1                |
|       | 3     | 8         | 24.2    | 24.2          | 33.3               |
|       | 4     | 15        | 45.5    | 45.5          | 78.8               |
|       | 5     | 7         | 21.2    | 21.2          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| LKF8  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 1         | 3.0     | 3.0           | 3.0                |
|       | 3     | 4         | 12.1    | 12.1          | 15.2               |
|       | 4     | 20        | 60.6    | 60.6          | 75.8               |
|       | 5     | 8         | 24.2    | 24.2          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| LKF9  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1     | 1         | 3.0     | 3.0           | 3.0                |
|       | 2     | 3         | 9.1     | 9.1           | 12.1               |
|       | 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         |                    |

| LKF10 |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1     | 1         | 3.0     | 3.0           | 3.0                |
|       | 2     | 4         | 12.1    | 12.1          | 15.2               |
|       | 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 Pelatihan (X2)

| PEL1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL5 |  |  |  |  |  |
|------|--|--|--|--|--|
|      |  |  |  |  |  |



|       |       | 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         |                    |

| PEL6  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL7  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL8  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL9  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| PEL10 |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 1         | 3.0     | 3.0           | 3.0                |
|       | 3     | 3         | 9.1     | 9.1           | 12.1               |
|       | 4     | 17        | 51.5    | 51.5          | 63.6               |
|       | 5     | 12        | 36.4    | 36.4          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

### Hasil Uji Frekuensi Jawaban Produktivitas Kerja

| P1    |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 5         | 15.2    | 15.2          | 15.2               |
|       | 3     | 9         | 27.3    | 27.3          | 42.4               |
|       | 4     | 15        | 45.5    | 45.5          | 87.9               |
|       | 5     | 4         | 12.1    | 12.1          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

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|  |
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| P2    |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 6         | 18.2    | 18.2          | 18.2               |
|       | 3     | 20        | 60.6    | 60.6          | 78.8               |
|       | 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 |
| 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         |                    |

| P4    |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 6         | 18.2    | 18.2          | 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         |                    |

| P5    |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 5         | 15.2    | 15.2          | 15.2               |
|       | 3     | 9         | 27.3    | 27.3          | 42.4               |
|       | 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 |
| Valid | 2     | 1         | 3.0     | 3.0           | 3.0                |
|       | 3     | 3         | 9.1     | 9.1           | 12.1               |
|       | 4     | 17        | 51.5    | 51.5          | 63.6               |
|       | 5     | 12        | 36.4    | 36.4          | 100.0              |
|       | Total | 33        | 100.0   | 100.0         |                    |

| P7    |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2     | 3         | 9.1     | 9.1           | 9.1                |
|       | 3     | 5         | 15.2    | 15.2          | 24.2               |
|       | 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 |
| Valid | 3 | 5         | 15.2    | 15.2          | 15.2               |
|       | 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 |
| 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         |                    |

| P10   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| P11   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

| P12   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | 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         |                    |

**Lampiran V**  
**Hasil Uji Validitas**  
**Lingkungan Kerja Fisik**

| Correlations |                     |                    |                    |                    |                    |                    |                     |                    |                    |                    |       |                              |
|--------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|--------------------|--------------------|--------------------|-------|------------------------------|
|              |                     | LKF1               | LKF2               | LKF3               | LKF4               | LKF5               | LKF6                | LKF7               | LKF8               | LKF9               | LKF10 | TOTAL LINGKUNGAN KERJA FISIK |
| LKF1         | Pearson Correlation | 1                  | .722 <sup>**</sup> | .635 <sup>**</sup> | .635 <sup>**</sup> | .652 <sup>**</sup> | .722 <sup>**</sup>  | .206               | .635 <sup>**</sup> | .652 <sup>**</sup> | .318  | .671 <sup>**</sup>           |
|              | Sig. (2-tailed)     |                    | .018               | .049               | .049               | .041               | .018                | .567               | .049               | .041               | .371  | .034                         |
|              | N                   | 10                 | 10                 | 10                 | 10                 | 10                 | 10                  | 10                 | 10                 | 10                 | 10    | 10                           |
| LKF2         | Pearson Correlation | .722 <sup>**</sup> | 1                  | .919 <sup>**</sup> | .919 <sup>**</sup> | .846 <sup>**</sup> | 1.000 <sup>**</sup> | .643 <sup>**</sup> | .919 <sup>**</sup> | .846 <sup>**</sup> | .583  | .907 <sup>**</sup>           |

|                                                              |                     |                   |                     |                     |                     |                     |                    |                    |                     |                     |                    |                    |
|--------------------------------------------------------------|---------------------|-------------------|---------------------|---------------------|---------------------|---------------------|--------------------|--------------------|---------------------|---------------------|--------------------|--------------------|
|                                                              | Sig. (2-tailed)     | .018              |                     | .000                | .000                | .002                | .000               | .045               | .000                | .002                | .077               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF3                                                         | Pearson Correlation | .635 <sup>*</sup> | .919 <sup>**</sup>  | 1                   | 1.000 <sup>**</sup> | .853 <sup>**</sup>  | .919 <sup>**</sup> | .846 <sup>**</sup> | 1.000 <sup>**</sup> | .853 <sup>**</sup>  | .671 <sup>*</sup>  | .965 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .049              | .000                |                     | .000                | .002                | .000               | .002               | .000                | .002                | .034               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF4                                                         | Pearson Correlation | .635 <sup>*</sup> | .919 <sup>**</sup>  | 1.000 <sup>**</sup> | 1                   | .853 <sup>**</sup>  | .919 <sup>**</sup> | .846 <sup>**</sup> | 1.000 <sup>**</sup> | .853 <sup>**</sup>  | .671 <sup>*</sup>  | .965 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .049              | .000                | .000                |                     | .002                | .000               | .002               | .000                | .002                | .034               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF5                                                         | Pearson Correlation | .652 <sup>*</sup> | .846 <sup>**</sup>  | .853 <sup>**</sup>  | .853 <sup>**</sup>  | 1                   | .846 <sup>**</sup> | .668 <sup>*</sup>  | .853 <sup>**</sup>  | 1.000 <sup>**</sup> | .770 <sup>**</sup> | .923 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .041              | .002                | .002                | .002                |                     | .002               | .035               | .002                | .000                | .009               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF6                                                         | Pearson Correlation | .722 <sup>*</sup> | 1.000 <sup>**</sup> | .919 <sup>**</sup>  | .919 <sup>**</sup>  | .846 <sup>**</sup>  | 1                  | .643 <sup>*</sup>  | .919 <sup>**</sup>  | .846 <sup>**</sup>  | .583               | .907 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .018              | .000                | .000                | .000                | .002                |                    | .045               | .000                | .002                | .077               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF7                                                         | Pearson Correlation | .206              | .643 <sup>*</sup>   | .846 <sup>**</sup>  | .846 <sup>**</sup>  | .668 <sup>*</sup>   | .643 <sup>*</sup>  | 1                  | .846 <sup>**</sup>  | .668 <sup>*</sup>   | .772 <sup>**</sup> | .830 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .567              | .045                | .002                | .002                | .035                | .045               |                    | .002                | .035                | .009               | .003               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF8                                                         | Pearson Correlation | .635 <sup>*</sup> | .919 <sup>**</sup>  | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .853 <sup>**</sup>  | .919 <sup>**</sup> | .846 <sup>**</sup> | 1                   | .853 <sup>**</sup>  | .671 <sup>*</sup>  | .965 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .049              | .000                | .000                | .000                | .002                | .000               | .002               |                     | .002                | .034               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF9                                                         | Pearson Correlation | .652 <sup>*</sup> | .846 <sup>**</sup>  | .853 <sup>**</sup>  | .853 <sup>**</sup>  | 1.000 <sup>**</sup> | .846 <sup>**</sup> | .668 <sup>*</sup>  | .853 <sup>**</sup>  | 1                   | .770 <sup>**</sup> | .923 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .041              | .002                | .002                | .002                | .000                | .002               | .035               | .002                |                     | .009               | .000               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| LKF10                                                        | Pearson Correlation | .318              | .583                | .671 <sup>*</sup>   | .671 <sup>*</sup>   | .770 <sup>**</sup>  | .583               | .772 <sup>**</sup> | .671 <sup>*</sup>   | .770 <sup>**</sup>  | 1                  | .760 <sup>*</sup>  |
|                                                              | Sig. (2-tailed)     | .371              | .077                | .034                | .034                | .009                | .077               | .009               | .034                | .009                |                    | .011               |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| TOTAL LINGKUNGAN KERJA FISIK                                 | Pearson Correlation | .671 <sup>*</sup> | .907 <sup>**</sup>  | .965 <sup>**</sup>  | .965 <sup>**</sup>  | .923 <sup>**</sup>  | .907 <sup>**</sup> | .830 <sup>**</sup> | .965 <sup>**</sup>  | .923 <sup>**</sup>  | .760 <sup>*</sup>  | 1                  |
|                                                              | Sig. (2-tailed)     | .034              | .000                | .000                | .000                | .000                | .000               | .003               | .000                | .000                | .011               |                    |
|                                                              | N                   | 10                | 10                  | 10                  | 10                  | 10                  | 10                 | 10                 | 10                  | 10                  | 10                 | 10                 |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |                   |                     |                     |                     |                     |                    |                    |                     |                     |                    |                    |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |                   |                     |                     |                     |                     |                    |                    |                     |                     |                    |                    |

## Pelatihan

| Correlations |                     |                    |                    |                     |                     |       |       |       |       |       |                    |                       |
|--------------|---------------------|--------------------|--------------------|---------------------|---------------------|-------|-------|-------|-------|-------|--------------------|-----------------------|
|              |                     | PEL 1              | PEL 2              | PEL 3               | PEL 4               | PEL 5 | PEL 6 | PEL 7 | PEL 8 | PEL 9 | PEL 10             | TOTAL PELATIHAN KERJA |
| PEL1         | Pearson Correlation | 1                  | .965 <sup>**</sup> | .933 <sup>**</sup>  | .933 <sup>**</sup>  | .519  | .196  | .294  | .294  | .519  | .760 <sup>*</sup>  | .704 <sup>*</sup>     |
|              | Sig. (2-tailed)     |                    | .000               | .000                | .000                | .124  | .587  | .409  | .409  | .124  | .011               | .023                  |
|              | N                   | 10                 | 10                 | 10                  | 10                  | 10    | 10    | 10    | 10    | 10    | 10                 | 10                    |
| PEL2         | Pearson Correlation | .965 <sup>**</sup> | 1                  | .964 <sup>**</sup>  | .964 <sup>**</sup>  | .592  | .192  | .335  | .447  | .592  | .837 <sup>**</sup> | .765 <sup>**</sup>    |
|              | Sig. (2-tailed)     | .000               |                    | .000                | .000                | .071  | .596  | .343  | .195  | .071  | .003               | .010                  |
|              | N                   | 10                 | 10                 | 10                  | 10                  | 10    | 10    | 10    | 10    | 10    | 10                 | 10                    |
| PEL3         | Pearson Correlation | .933 <sup>**</sup> | .964 <sup>**</sup> | 1                   | 1.000 <sup>**</sup> | .605  | .205  | .404  | .404  | .605  | .864 <sup>**</sup> | .769 <sup>**</sup>    |
|              | Sig. (2-tailed)     | .000               | .000               |                     | .000                | .064  | .569  | .247  | .247  | .064  | .001               | .009                  |
|              | N                   | 10                 | 10                 | 10                  | 10                  | 10    | 10    | 10    | 10    | 10    | 10                 | 10                    |
| PEL4         | Pearson Correlation | .933 <sup>**</sup> | .964 <sup>**</sup> | 1.000 <sup>**</sup> | 1                   | .605  | .205  | .404  | .404  | .605  | .864 <sup>**</sup> | .769 <sup>**</sup>    |



|                                                              |                     |                    |                   |                     |                     |                     |                   |                   |                   |                     |                     |                     |                     |                    |
|--------------------------------------------------------------|---------------------|--------------------|-------------------|---------------------|---------------------|---------------------|-------------------|-------------------|-------------------|---------------------|---------------------|---------------------|---------------------|--------------------|
| P6                                                           | Pearson Correlation | .803 <sup>*</sup>  | .732 <sup>*</sup> | .803 <sup>*</sup>   | .538                | .538                | 1                 | .803 <sup>*</sup> | .745 <sup>*</sup> | .538                | .538                | .538                | .538                | .653 <sup>*</sup>  |
|                                                              | Sig. (2-tailed)     | .005               | .016              | .005                | .108                | .108                |                   | .005              | .013              | .108                | .108                | .108                | .108                | .041               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P7                                                           | Pearson Correlation | .935 <sup>**</sup> | .843 <sup>*</sup> | 1.000 <sup>**</sup> | .605                | .605                | .803 <sup>*</sup> | 1                 | .868 <sup>*</sup> | .605                | .605                | .605                | .605                | .690 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .000               | .002              | .000                | .064                | .064                | .005              |                   | .001              | .064                | .064                | .064                | .064                | .027               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P8                                                           | Pearson Correlation | .778 <sup>*</sup>  | .673 <sup>*</sup> | .868 <sup>*</sup>   | .742 <sup>*</sup>   | .742 <sup>*</sup>   | .745 <sup>*</sup> | .868 <sup>*</sup> | 1                 | .742 <sup>*</sup>   | .742 <sup>*</sup>   | .742 <sup>*</sup>   | .742 <sup>*</sup>   | .751 <sup>*</sup>  |
|                                                              | Sig. (2-tailed)     | .008               | .033              | .001                | .014                | .014                | .013              | .001              |                   | .014                | .014                | .014                | .014                | .012               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P9                                                           | Pearson Correlation | .584               | .578              | .605                | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .538              | .605              | .742 <sup>*</sup> | 1                   | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .935 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .076               | .080              | .064                | .000                | .000                | .108              | .064              | .014              |                     | .000                | .000                | .000                | .000               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P10                                                          | Pearson Correlation | .584               | .578              | .605                | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .538              | .605              | .742 <sup>*</sup> | 1.000 <sup>**</sup> | 1                   | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .935 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .076               | .080              | .064                | .000                | .000                | .108              | .064              | .014              | .000                |                     | .000                | .000                | .000               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P11                                                          | Pearson Correlation | .584               | .578              | .605                | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .538              | .605              | .742 <sup>*</sup> | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | 1                   | 1.000 <sup>**</sup> | .935 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .076               | .080              | .064                | .000                | .000                | .108              | .064              | .014              | .000                | .000                |                     | .000                | .000               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| P12                                                          | Pearson Correlation | .584               | .578              | .605                | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .538              | .605              | .742 <sup>*</sup> | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | 1                   | .935 <sup>**</sup> |
|                                                              | Sig. (2-tailed)     | .076               | .080              | .064                | .000                | .000                | .108              | .064              | .014              | .000                | .000                | .000                |                     | .000               |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| TOTAL PRODUKTIVITAS                                          | Pearson Correlation | .678 <sup>*</sup>  | .665 <sup>*</sup> | .690 <sup>*</sup>   | .935 <sup>**</sup>  | .935 <sup>**</sup>  | .653 <sup>*</sup> | .690 <sup>*</sup> | .751 <sup>*</sup> | .935 <sup>**</sup>  | .935 <sup>**</sup>  | .935 <sup>**</sup>  | .935 <sup>**</sup>  | 1                  |
|                                                              | Sig. (2-tailed)     | .031               | .036              | .027                | .000                | .000                | .041              | .027              | .012              | .000                | .000                | .000                | .000                |                    |
|                                                              | N                   | 10                 | 10                | 10                  | 10                  | 10                  | 10                | 10                | 10                | 10                  | 10                  | 10                  | 10                  | 10                 |
| **. 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

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .971                   | 10         |

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .933                   | 10         |

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .968                   | 12         |

## Lampiran VII

### Hasil Uji Linieritas

| ANOVA Table |        |    |      |   |      |
|-------------|--------|----|------|---|------|
|             | Sum of | df | Mean | F | Sig. |

|                                                          |                |                          | Squares |    | Square  |        |      |
|----------------------------------------------------------|----------------|--------------------------|---------|----|---------|--------|------|
| TOTAL PRODUKTIVITAS KERJA * TOTAL LINGKUNGAN KERJA FISIK | Between Groups | (Combined)               | 727,220 | 16 | 45,451  | 3,702  | ,006 |
|                                                          |                | Linearity                | 629,137 | 1  | 629,137 | 51,249 | ,000 |
|                                                          |                | 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 PRODUKTIVITAS KERJA * TOTAL PELATIHAN | Between Groups | (Combined)               | 872,136        | 15 | 58,142      | 19,193  | ,000 |
|                                             |                | Linearity                | 829,732        | 1  | 829,732     | 273,892 | ,000 |
|                                             |                | 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 <sup>a</sup> |                              |                             |            |                           |       |      |                         |       |
|---------------------------|------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| 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 FISIK | ,218                        | ,068       | ,249                      | 3,221 | ,003 | ,423                    | 2,367 |
|                           | TOTAL PELATIHAN              | ,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 Fisik terhadap Produktivitas Kerja

| Model Summary |  |  |  |  |
|---------------|--|--|--|--|
|               |  |  |  |  |

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

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

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

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

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

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

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

### Pelatihan terhadap Produktivitas Kerja

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | ,948 <sup>a</sup> | ,898     | ,895              | 1,740                      |

a. Predictors: (Constant), TOTAL PELATIHAN

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

a. Dependent Variable: TOTAL PRODUKTIVITAS KERJA

b. Predictors: (Constant), TOTAL PELATIHAN

| Coefficients <sup>a</sup> |                 |                             |            |                           |        |      |
|---------------------------|-----------------|-----------------------------|------------|---------------------------|--------|------|
| Model                     |                 | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                           |                 | B                           | Std. Error | Beta                      |        |      |
| 1                         | (Constant)      | 3,585                       | 1,944      |                           | 1,844  | ,075 |
|                           | TOTAL PELATIHAN | ,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 <sup>a</sup> | ,924     | ,919              | 1,525                      |

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

| ANOVA <sup>a</sup> |  |                |    |             |   |      |
|--------------------|--|----------------|----|-------------|---|------|
| Model              |  | Sum of Squares | df | Mean Square | F | Sig. |
|                    |  |                |    |             |   |      |



