

Lampiran 1

Kepada Yth

Bapak/ Ibu / Saudara/i Responden

Di Tempat

Dengan Hormat,

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH LINGKUNGAN KERJA DAN INSENTIF TERHADAP KEPUASAN KERJA KARYAWAN PT POS INDONESIA KOTA METRO”**.

Bersama ini saya,

Nama : Rizky Hidayat

NPM : 1212110302

Fakultas/Jurusan : Ekonomi / Manajemen

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya diucapkan terima kasih.

Hormat Saya,

Rizky Hidayat

DAFTAR PERNYATAAN

I. PETUNJUK PENGISIAN

1. Daftar pernyataan ini merupakan sumber data bagi peneliti dalam menyusun skripsi dan tidak akan berpengaruh secara langsung terhadap anda selaku responden.
2. Bacalah dengan teliti dan pahami terlebih dahulu pernyataan yang diajukan serta pilihan jawabannya.
3. Pilihlah salah satu pernyataan dibawah ini dengan memberitanda (\surd) pada kolom yang sudah disediakan. Adapun item responden yang tersedia adalah :

SS	(5)	=	Sangat Setuju
S	(4)	=	Setuju
KS	(3)	=	Kurang Setuju
TS	(2)	=	Tidak Setuju
STS	(1)	=	Sangat Tidak Setuju

II. IDENTITAS RESPONDEN

1. Nomor Responden :
2. Jenis Kelamin :
3. Usia : 20 – 30 tahun 31 – 40 tahun 41 – 50 tahun

- ### III. Pilihlah salah satu pernyataan dibawah ini dengan member tanda (\surd) pada kolom yang sudah disediakan.

Variabel Lingkungan Kerja (X₁)

No.	Pernyataan	SS	S	KS	TS	STS
1.	Penataan cahaya sudah baik					
2.	Penerangan dalam ruang kerja dapat memperlancar pekerjaan					
3.	Suhu udara ditempat kerja sudah nyaman					
4.	Adanya ventilasi udara membuat pekerjaan lancar					
5.	Pemimpin memiliki rasa percaya diri dalam menjalankan tugas					
6.	Temperatur setiap ruangan sudah baik					
7.	Suara bising memperlambat pekerjaan saya					
8.	Hubungan komunikasi antara karyawan dan atasan baik					
9.	mempunyai hubungan baik dengan rekan kerja yang lain					
10.	Perusahaan memberikan jaminan keamanan lingkungan kerja					
11.	Perusahaan telah memberikan perlindungan bagi karyawannya					

Variabel Insentif (X₂)

No.	Pernyataan	SS	S	KS	TS	STS
1.	menerima insentif sesuai dengan kinerja yang saya capai.					
2.	menerima insentif setiap bulannya					
3.	menerima insentif dengan tepat waktu					
4.	Insentif yang diterima dapat memenuhi kebutuhan sehari-hari					
5.	Sistem insentif yang diterapkan oleh perusahaan diberlakukan sama rata atau adil					
6.	Sistem insentif yang diterapkan oleh perusahaan tidak jauh berbeda dengan perusahaan sejenis					
7.	Lama kerja menentukan insentif yang diterima					

Variabel Kepuasan Kerja (Y)

No.	Pernyataan	SS	S	KS	TS	STS
1.	Posisi pekerjaan sudah sesuai dengan kemampuan					
2.	Untuk meningkatkan kemampuan dilakukan pelatihan					
3.	Penghasilan yang diberikan oleh perusahaan sudah cukup memuaskan					
4.	Adanya peluang mengembangkan karir					
5.	Tugas yang dikerjakan terselesaikan dengan baik					

6.	melapor pada atasan tentang segala sesuatu yang telah dikerjakan					
7.	Setiap karyawan memiliki kesempatan yang sama untuk peningkatan karier atau untuk dipromosikan					
8	Tugas yang dapat diselesaikan tepat waktu mendapatkan pujian dari atasan					
9	terbiasa bekerja dengan sungguh-sungguh					
10	mudah jenuh dengan pekerjaan					

p7	Pearson Correlation	.384**	.133	.111	.421**	.235	-.203	1	.108	.453**	.128	-.004	.481**
	Sig. (2-tailed)	.005	.349	.434	.002	.093	.149		.448	.001	.367	.980	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52
p8	Pearson Correlation	.269	.412**	.225	.282*	.180	.114	.108	1	.297*	.191	.080	.550**
	Sig. (2-tailed)	.053	.002	.109	.043	.203	.420	.448		.032	.175	.572	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52
p9	Pearson Correlation	.426**	.319*	.127	.988**	.335*	.072	.453**	.297*	1	.254	.161	.762**
	Sig. (2-tailed)	.002	.021	.370	.000	.015	.613	.001	.032		.069	.255	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52
p10	Pearson Correlation	.615**	.456**	.066	.239	.256	-.066	.128	.191	.254	1	.117	.572**
	Sig. (2-tailed)	.000	.001	.644	.088	.066	.643	.367	.175	.069		.410	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52
p11	Pearson Correlation	.070	.216	-.132	.128	.024	.080	-.004	.080	.161	.117	1	.328*
	Sig. (2-tailed)	.620	.125	.352	.365	.868	.573	.980	.572	.255	.410		.017
	N	52	52	52	52	52	52	52	52	52	52	52	52
lingkungan kerja	Pearson Correlation	.713**	.652**	.289*	.738**	.503**	.196	.481**	.550**	.762**	.572**	.328*	1
	Sig. (2-tailed)	.000	.000	.038	.000	.000	.165	.000	.000	.000	.000	.017	
	N	52	52	52	52	52	52	52	52	52	52	52	52

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

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

Hasil Uji Validitas Variabel Insentif (X2)

Correlations

		p1	p2	p3	p4	p5	p6	p7	insentif
p1	Pearson Correlation	1	.438**	.434**	.354*	.249	.871**	.458**	.754**
	Sig. (2-tailed)		.001	.001	.010	.076	.000	.001	.000
	N	52	52	52	52	52	52	52	52
p2	Pearson Correlation	.438**	1	.325*	.526**	.377**	.535**	.561**	.722**
	Sig. (2-tailed)	.001		.019	.000	.006	.000	.000	.000
	N	52	52	52	52	52	52	52	52
p3	Pearson Correlation	.434**	.325*	1	.428**	.217	.426**	.419**	.615**
	Sig. (2-tailed)	.001	.019		.002	.122	.002	.002	.000
	N	52	52	52	52	52	52	52	52
p4	Pearson Correlation	.354*	.526**	.428**	1	.548**	.474**	.930**	.806**
	Sig. (2-tailed)	.010	.000	.002		.000	.000	.000	.000
	N	52	52	52	52	52	52	52	52
p5	Pearson Correlation	.249	.377**	.217	.548**	1	.400**	.462**	.631**
	Sig. (2-tailed)	.076	.006	.122	.000		.003	.001	.000
	N	52	52	52	52	52	52	52	52
p6	Pearson Correlation	.871**	.535**	.426**	.474**	.400**	1	.495**	.829**
	Sig. (2-tailed)	.000	.000	.002	.000	.003		.000	.000
	N	52	52	52	52	52	52	52	52
p7	Pearson Correlation	.458**	.561**	.419**	.930**	.462**	.495**	1	.821**
	Sig. (2-tailed)	.001	.000	.002	.000	.001	.000		.000
	N	52	52	52	52	52	52	52	52
insentif	Pearson Correlation	.754**	.722**	.615**	.806**	.631**	.829**	.821**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52	52	52

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

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

p9	Pearson Correlation	.108	-.128	.061	.339*	.116	.423**	.884**	.255	1	.204	.579**
	Sig. (2-tailed)	.445	.365	.665	.014	.412	.002	.000	.068		.147	.000
	N	52	52	52	52	52	52	52	52	52	52	52
p10	Pearson Correlation	.567**	.466**	.156	.076	.080	.202	.050	.960**	.204	1	.737**
	Sig. (2-tailed)	.000	.000	.268	.593	.571	.152	.726	.000	.147		.000
	N	52	52	52	52	52	52	52	52	52	52	52
kepuasan kerja	Pearson Correlation	.630**	.477**	.309*	.402**	.400**	.540**	.558**	.791**	.579**	.737**	1
	Sig. (2-tailed)	.000	.000	.026	.003	.003	.000	.000	.000	.000	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52

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

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

Lampiran 3

Hasil Uji Reliabilitas Variabel Lingkungan Kerja (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.728	.807	12

Hasil Uji Reliabilitas Variabel Insentif (X2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.782	.904	8

Hasil Uji Reliabilitas Variabel Kepuasan Kerja (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.734	.808	11

Lampiran 4

Karakteristik responden berdasarkan jenis kelamin

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	38	73.08	73.08	73.08
	Perempuan	14	26.92	26.92	100.0
	Total	52	100.0	100.0	

Karakteristik responden berdasarkan usia

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	40	76,92	76,92	76,92
	31-40	7	13,46	13,46	13,46
	41-50	5	9,62	9,62	100.0
	Total	52	100.0	100.0	

Lampiran 5

Hasil jawaban responden untuk variabel lingkungan kerja (X1)

no	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	p11	x1
1	4	5	3	3	3	3	2	4	3	5	4	39
2	3	4	4	3	3	3	3	2	3	3	5	36
3	3	3	2	4	4	4	4	3	4	3	4	38
4	2	3	4	2	4	5	2	4	2	2	3	33
5	5	5	4	4	4	3	3	4	4	5	4	45
6	3	4	5	4	4	4	4	5	4	3	5	45
7	3	3	4	5	4	2	5	5	5	3	5	44
8	3	3	5	4	5	4	2	5	4	3	4	42
9	3	4	3	5	4	5	4	5	5	3	4	45
10	4	4	3	4	5	4	4	2	4	4	5	43
11	4	4	3	5	5	2	5	5	5	4	5	47
12	5	5	3	5	5	5	2	5	5	5	5	50
13	5	4	5	4	5	3	4	3	4	5	3	45
14	3	5	5	4	5	3	4	5	4	3	4	45
15	5	5	4	3	5	3	5	5	3	5	4	47
16	4	4	4	5	5	4	3	4	5	4	4	46
17	3	3	4	3	4	3	3	4	3	3	4	37
18	4	2	3	3	4	5	3	3	3	4	5	39
19	4	3	4	4	4	3	4	2	4	4	4	40
20	3	2	4	3	3	4	3	4	3	3	4	36
21	5	4	5	4	4	3	5	4	4	5	3	46
22	4	4	4	4	4	2	4	4	4	4	5	43
23	5	4	3	5	4	4	4	4	5	5	4	47
24	4	4	5	4	4	3	5	4	4	4	4	45
25	4	5	5	5	5	5	3	4	5	4	3	48
26	4	4	5	4	4	3	4	5	4	4	4	45
27	5	5	5	5	3	5	5	5	5	4	5	52
28	5	4	5	5	5	4	4	4	5	5	3	49
29	4	3	5	4	5	3	4	5	4	5	1	43
30	5	3	5	4	5	3	4	4	4	4	3	44
31	4	4	4	2	5	3	4	4	2	5	3	40
32	2	4	3	2	4	4	2	4	2	4	3	34
33	3	2	4	2	3	2	3	3	2	2	2	28
34	4	3	5	4	2	3	3	4	4	3	2	37
35	5	4	3	4	4	5	5	3	4	4	3	44
36	2	2	4	4	4	2	4	2	4	5	3	36
37	4	3	3	4	5	3	5	2	4	2	3	38
38	3	2	3	2	3	3	2	3	2	4	5	32
39	2	3	4	3	4	3	3	2	3	3	5	35
40	3	4	3	3	3	3	4	4	3	2	2	34

41	5	4	3	4	4	3	5	5	4	3	3	43
42	5	4	3	3	3	4	4	5	3	5	5	44
43	5	4	3	4	4	4	4	4	4	5	4	45
44	3	4	3	4	4	3	4	4	4	5	2	40
45	3	3	3	5	3	3	3	4	5	3	3	38
46	3	3	4	3	3	4	4	2	3	3	1	33
47	4	3	3	4	4	3	2	3	3	3	2	34
48	4	5	3	3	3	3	2	4	3	5	4	39
49	3	4	4	3	3	3	3	2	3	3	5	36
50	3	3	2	4	4	4	4	3	4	3	4	38
51	2	3	4	2	4	5	2	4	2	2	3	33
52	5	5	4	4	4	3	3	4	4	5	4	45

Hasil jawaban responden untuk variabel insentif (X2)

no	p1	p2	p3	p4	p5	p6	p7	x2
1	5	5	5	5	3	5	5	33
2	3	4	3	4	2	3	4	23
3	3	3	3	3	3	3	3	21
4	2	3	3	5	5	2	5	25
5	5	5	4	5	3	5	5	32
6	3	4	5	4	2	3	4	25
7	3	3	3	3	3	3	3	21
8	3	3	3	3	3	3	3	21
9	3	4	3	4	4	3	4	25

10	4	4	3	4	5	4	4	28
11	4	4	4	4	5	4	4	29
12	5	5	4	5	4	5	5	33
13	5	4	5	4	4	5	4	31
14	3	5	5	5	5	3	5	31
15	5	5	3	5	5	5	5	33
16	4	4	5	4	3	4	4	28
17	3	3	4	3	3	3	3	22
18	4	2	3	2	2	4	2	19
19	4	3	4	3	3	4	3	24
20	3	2	4	2	4	3	2	20
21	5	4	3	4	4	5	4	29
22	4	4	4	4	4	4	4	28
23	5	4	4	4	4	5	4	30
24	4	4	4	4	4	4	4	28
25	4	5	4	4	5	4	4	30
26	4	4	4	4	4	4	4	28
27	5	5	4	4	4	5	4	31
28	5	4	4	5	5	5	5	33
29	4	3	3	5	4	4	5	28
30	5	3	3	4	4	5	4	28
31	4	4	4	4	5	4	4	29
32	2	4	2	3	2	2	3	18
33	3	2	4	4	3	3	4	23
34	4	3	4	5	5	4	5	30
35	5	4	5	5	4	5	5	33
36	2	2	3	3	2	2	3	17
37	4	3	5	5	4	4	5	30
38	3	2	3	4	3	3	4	22
39	2	3	3	3	3	2	3	19
40	3	4	4	3	4	3	3	24
41	5	4	5	4	4	5	4	31
42	5	4	5	5	5	5	5	34
43	5	4	5	5	4	5	5	33
44	3	4	5	5	4	3	5	29
45	3	3	3	4	3	3	4	23
46	3	3	3	3	3	3	3	21
47	4	3	5	4	3	4	4	27
48	2	4	3	4	5	4	4	26
49	3	5	4	5	4	5	5	31
50	4	4	4	4	4	5	4	29
51	2	3	4	5	5	3	3	25
52	3	4	4	5	5	5	4	30

Hasil jawaban responden untuk variabel kepuasan kerja (Y)

no	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	y1
1	5	5	5	3	3	3	3	5	3	5	40
2	3	3	3	3	4	2	3	3	3	3	30
3	3	3	3	4	3	3	4	3	4	3	33
4	4	4	4	4	5	5	5	5	5	5	46
5	5	5	5	3	3	3	3	5	3	5	40
6	3	3	3	3	4	2	3	3	3	3	30
7	3	3	3	4	3	3	4	3	4	3	33
8	3	3	4	4	3	3	4	3	4	3	34
9	3	4	5	4	4	4	4	4	4	4	40
10	4	5	4	4	5	5	4	5	4	5	45
11	4	4	5	5	5	5	5	4	5	4	46
12	5	5	4	4	5	4	4	5	4	5	45
13	5	4	4	5	5	4	5	4	5	4	45
14	3	4	4	4	4	5	4	4	4	4	40
15	5	4	4	5	4	5	5	4	5	4	45
16	4	4	2	4	3	3	5	4	5	4	38
17	3	2	5	5	2	3	4	2	4	2	32
18	4	5	3	5	5	2	4	5	4	5	42
19	4	3	3	4	4	3	3	3	3	3	33
20	3	3	4	4	3	4	5	3	5	3	37
21	4	4	4	3	4	4	3	4	3	4	37
22	4	4	4	5	4	4	3	4	3	4	39
23	4	4	4	3	4	4	4	4	4	4	39

24	4	4	4	3	4	5	4	4	4	4	40
25	4	4	4	4	5	4	4	4	4	4	41
26	4	4	5	4	5	4	4	5	4	5	44
27	4	5	4	4	5	3	5	4	5	4	43
28	4	4	4	4	5	4	4	4	4	4	41
29	4	4	3	5	5	5	5	3	5	3	42
30	3	3	4	4	5	2	4	2	4	2	33
31	3	4	5	5	2	3	4	2	4	2	34
32	3	5	3	4	5	3	2	2	2	2	31
33	3	3	5	4	4	4	3	3	3	3	35
34	3	5	3	3	5	4	3	2	3	2	33
35	3	3	4	4	5	4	4	2	4	2	35
36	3	4	4	3	4	4	3	2	3	2	32
37	3	4	5	3	5	4	4	2	4	2	36
38	4	3	4	4	3	4	4	4	4	4	38
39	4	4	4	3	5	5	4	2	4	2	37
40	3	3	3	5	5	5	4	4	4	4	40
41	4	3	3	2	5	4	4	3	4	3	35
42	5	3	4	3	4	3	4	4	4	4	38
43	3	3	4	4	4	4	4	4	4	4	38
44	3	3	4	3	4	4	5	2	5	2	35
45	3	3	4	3	4	4	4	2	4	2	33
46	3	3	4	4	4	2	3	2	3	2	30
47	4	4	3	3	4	3	2	2	2	2	29
48	4	5	3	3	3	3	2	4	4	5	36
49	3	4	4	3	3	3	3	2	3	3	31
50	3	3	2	4	4	4	4	3	4	2	33
51	2	3	4	2	4	5	2	4	4	5	35
52	5	5	4	4	4	3	3	4	3	5	40

Lampiran 6

Hasil uji linieritas kepuasan kerja * lingkungan kerja

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kepuasan kerja * lingkungan kerja	Between Groups	(Combined)	637.500	19	33.553	2.129	.029
		Linearity	297.872	1	297.872	18.903	.000
		Deviation from Linearity	339.628	18	18.868	1.197	.319
	Within Groups		504.250	32	15.758		
	Total		1141.750	51			

Hasil uji linieritas kepuasan kerja * insentif

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kepuasan kerja * insentif	Between Groups	(Combined)	462.543	17	27.208	1.362	.216
		Linearity	202.313	1	202.313	10.127	.003
		Deviation from Linearity	260.230	16	16.264	.814	.662
	Within Groups		679.207	34	19.977		
	Total		1141.750	51			

Lampiran 7

Hasil pengujian analisis regresi berganda

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.528 ^a	.279	.249	4.100	1.630

a. Predictors: (Constant), insentif, lingkungan kerja

b. Dependent Variable: kepuasan kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.941	4.485		4.001	.000
	lingkungan kerja	.357	.136	.406	2.624	.012
	insentif	.175	.159	.169	1.096	.278

a. Dependent Variable: kepuasan kerja

Lampiran 9

Hasil uji t lingkungan kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.861	4.414		4.273	.000
lingkungan kerja	.449	.107	.511	4.201	.000

a. Dependent Variable: kepuasan kerja

Hasil uji t Insentif

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	25.572	3.609		7.085	.000
insentif	.433	.132	.421	3.281	.002

a. Dependent Variable: kepuasan kerja

Lampiran 10

Tabel Nilai t

df	t.100	t.050	t.025	t.010	t.005
1	3.078	6.314	12.706	31.821	63.657
2	1.886	2.920	4.303	6.965	9.925
3	1.638	2.353	3.182	4.541	5.841
4	1.533	2.132	2.776	3.747	4.604
5	1.476	2.015	2.571	3.365	4.032
6	1.44	1.943	2.447	3.143	3.707
7	1.415	1.895	2.365	2.998	3.499
8	1.397	1.860	2.306	2.896	3.355
9	1.383	1.833	2.262	2.821	2.250
10	1.372	1.812	2.228	2.764	3.169
11	1.363	1.796	2.201	2.718	3.106
12	1.356	1.782	2.179	2.681	3.055
13	1.35	1.771	2.160	2.65	3.012
14	1.345	1.761	2.145	2.624	2.977
15	1.341	1.753	2.131	2.602	2.947
16	1.337	1.746	2.12	2.583	2.921
17	1.333	1.74	2.11	2.567	2.898
18	1.33	1.734	2.101	2.552	2.878
19	1.328	1.729	2.093	2.539	2.861
20	1.325	1.725	2.086	2.528	2.845
21	1.323	1.721	2.08	2.518	2.831
22	1.321	1.717	2.074	2.508	2.819
23	1.319	1.714	2.069	2.500	2.807
24	1.318	1.711	2.064	2.492	2.797
25	1.316	1.708	2.06	2.485	2.787
26	1.315	1.706	2.056	2.479	2.779
27	1.314	1.703	2.052	2.473	2.771
28	1.313	1.701	2.048	2.467	2.763
29	1.311	1.699	2.045	2.462	2.756
30	1.310	1.697	2.042	2.457	2.75
35	1.306	1.69	2.030	2.438	2.724
40	1.303	1.684	2.021	2.423	2.705
45	1.301	1.679	2.014	2.412	2.690
50	1.299	1.676	2.009	2.403	2.678
60	1.296	1.671	2.000	2.390	2.66
70	1.294	1.667	1.994	2.381	2.648
80	1.292	1.664	1.990	2.374	2.639
90	1.291	1.662	1.987	2.369	2.632
100	1.290	1.660	1.984	2.364	2.626
120	1.289	1.658	1.980	2.358	2.617
140	1.288	1.656	1.977	2.353	2.611
160	1.287	1.654	1.975	2.350	2.607
180	1.286	1.653	1.973	2.347	2.603
200	1.286	1.653	1.972	2.345	2.601
∞	1.282	1.645	1.960	2.326	2.576

Lampiran 11

Tabel Nilai R

n	Taraf Signifikan		n	Taraf Signifikan		n	Taraf Signifikan	
	5%	1%		5%	1%		5%	1%
3	0,997	0,999	27	0,381	0,487	55	0,266	0,345
4	0,950	0,990	28	0,374	0,478	60	0,254	0,330
5	0,878	0,959	29	0,367	0,470	65	0,244	0,317
6	0,811	0,917	30	0,361	0,463	70	0,235	0,306
7	0,754	0,874	31	0,355	0,456	75	0,227	0,296
8	0,707	0,834	32	0,349	0,449	80	0,220	0,286
9	0,666	0,798	33	0,344	0,442	85	0,213	0,278
10	0,632	0,765	34	0,339	0,436	90	0,207	0,270
11	0,602	0,735	35	0,334	0,430	95	0,202	0,263
12	0,576	0,708	36	0,329	0,424	10	0,195	0,256
13	0,553	0,684	37	0,325	0,418	12	0,176	0,230
14	0,532	0,661	38	0,320	0,413	15	0,159	0,210
15	0,514	0,641	39	0,316	0,408	17	0,148	0,194
16	0,497	0,623	40	0,312	0,403	20	0,138	0,181
17	0,482	0,606	41	0,308	0,398	30	0,113	0,148
18	0,468	0,590	42	0,304	0,393	40	0,098	0,128
19	0,456	0,575	43	0,301	0,389	50	0,088	0,115
20	0,444	0,561	44	0,297	0,384	60	0,080	0,105
21	0,433	0,549	45	0,294	0,380	700	0,074	0,097
22	0,423	0,537	46	0,291	0,376	800	0,070	0,091
23	0,413	0,526	47	0,288	0,372	900	0,065	0,086
24	0,404	0,515	48	0,284	0,368	1000	0,062	0,081
25	0,396	0,505	49	0,281	0,364			
26	0,388	0,494	50	0,279	0,361			

Lampiran 12

Hasil data jawaban responden variabel lingkungan kerja (X1)

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	17	32.7	32.7	42.3
	4	16	30.8	30.8	73.1
	5	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	16	30.8	30.8	40.4
	4	22	42.3	42.3	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	19	36.5	36.5	40.4
	4	18	34.6	34.6	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	11.5	11.5	11.5
	3	12	23.1	23.1	34.6
	4	24	46.2	46.2	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	12	23.1	23.1	25.0
	4	25	48.1	48.1	73.1
	5	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	26	50.0	50.0	59.6
	4	13	25.0	25.0	84.6
	5	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	17.3	17.3	17.3
	3	13	25.0	25.0	42.3
	4	21	40.4	40.4	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	15.4	15.4	15.4
	3	8	15.4	15.4	30.8
	4	23	44.2	44.2	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	11.5	11.5	11.5
	3	13	25.0	25.0	36.5
	4	23	44.2	44.2	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	17	32.7	32.7	42.3
	4	14	26.9	26.9	69.2
	5	16	30.8	30.8	100.0
	Total	52	100.0	100.0	

p11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	5	9.6	9.6	13.5
	3	14	26.9	26.9	40.4
	4	18	34.6	34.6	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

Hasil data jawaban responden variabel insentif (X2)

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	11.5	11.5	11.5
	3	17	32.7	32.7	44.2
	4	15	28.8	28.8	73.1
	5	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	15	28.8	28.8	38.5
	4	24	46.2	46.2	84.6
	5	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	18	34.6	34.6	36.5
	4	21	40.4	40.4	76.9
	5	12	23.1	23.1	100.0
	Total	52	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	10	19.2	19.2	23.1
	4	23	44.2	44.2	67.3
	5	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	14	26.9	26.9	36.5
	4	20	38.5	38.5	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	16	30.8	30.8	38.5
	4	15	28.8	28.8	67.3
	5	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	11	21.2	21.2	25.0
	4	24	46.2	46.2	71.2
	5	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

Hasil data jawaban responden variabel kepuasan kerja (Y)

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	24	46.2	46.2	48.1
	4	20	38.5	38.5	86.5
	5	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	20	38.5	38.5	40.4
	4	21	40.4	40.4	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	13	25.0	25.0	28.8
	4	28	53.8	53.8	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	17	32.7	32.7	36.5
	4	24	46.2	46.2	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	10	19.2	19.2	23.1
	4	21	40.4	40.4	63.5
	5	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	16	30.8	30.8	40.4
	4	21	40.4	40.4	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	13	25.0	25.0	32.7
	4	26	50.0	50.0	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	26.9	26.9	26.9
	3	11	21.2	21.2	48.1
	4	20	38.5	38.5	86.5
	5	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	13	25.0	25.0	28.8
	4	28	53.8	53.8	82.7
	5	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	26.9	26.9	26.9
	3	11	21.2	21.2	48.1
	4	17	32.7	32.7	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	