

## Lampiran 1 : Kuesioner Penelitian

Kepada Yth.  
Bapak/Ibu/Saudara/i  
Karyawan PT. Tunas Dwipa Matra

Dengan hormat, bersama kuesioner ini saya:

Nama : Auzin Darma Putra

NPM : 1312110370

Jurusan : Manajemen

Fakultas : Ekonomi dan Bisnis

Institut Informatika & Bisnis Darmajaya Bandar Lampung

Memohon kesediaan Bapak/Ibu/Saudara/i untuk bersedia mengisi kuesioner yang terkait dengan penyusunan skripsi saya yang berjudul: **“Pengaruh Faktor Motivational dan Hygiene Terhadap Kepuasan Kerja Karyawan Pada PT. Tunas Dwipa Matra Bandar Lampung”**. Penelitian ini semata-mata hanya untuk kepentingan penulisan skripsi saya sehingga Bapak/Ibu/Saudara/i diharapkan agar mengisi kuesioner sesuai dengan kenyataan dan keadaan sebenarnya dan data Bapak/Ibu/Saudara/i akan saya rahasiakan.

Atas kesediaan Bapak/Ibu/Saudara/i dalam menjawab kuesioner ini, saya sampaikan terima kasih.

Hormat saya,

Auzin Darma Putra

Identitas Responden

Nama : Boleh diisi, boleh tidak

Jenis Kelamin :

Usia :

**Petunjuk Pengisian**

Keterangan :

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

*Motivational*

| Pertanyaan   | STS | TS | N | S | SS |
|--|-----|----|---|---|----|
| 1. Manajer selalu memotivasi semua karyawannya agar lebih berprestasi  |     |    |   |   |    |
| 2. Manajer selalu memberikan dorongan kepada semua karyawannya untuk dapat menyelesaikan pekerjaan tepat waktu       |     |    |   |   |    |
| 3. Manajer memberikan penghargaan kepada karyawan yang mampu menyelesaikan pekerjaannya tepat waktu                  |     |    |   |   |    |
| 4. Manajer memberikan penghargaan kepada karyawan yang mampu menyelesaikan pekerjaannya dengan mutu yang berkualitas |     |    |   |   |    |
| 5. Karyawan yang disiplin dalam bekerja akan mendapatkan promosi jabatan   |     |    |   |   |    |
| 6. Karyawan yang menyelesaikan pendidikan akan mendapatkan promosi jabatan   |     |    |   |   |    |
| 7. Pekerjaan yang diberikan disesuaikan dengan latar belakang pendidikan   |     |    |   |   |    |
| 8. Pekerjaan yang diberikan disesuaikan dengan kemampuan yang dimiliki   |     |    |   |   |    |
| 9. Tanggungjawab yang diberikan sesuai dengan fungsi dan jabatan   |     |    |   |   |    |
| 10. Tanggungjawab yang diberikan sesuai dengan kemampuan   |     |    |   |   |    |

### Hygiene

| Pertanyaan   | STS | TS | N | S | SS |
|--|-----|----|---|---|----|
| 1. Karyawan yang melanggar peraturan perusahaan akan mendapatkan <i>punishment</i>           |     |    |   |   |    |
| 2. <i>Punishment</i> diberikan secara adil tanpa memihak siapa pun                           |     |    |   |   |    |
| 3. Bapak/Ibu/Saudara/i mempunyai hubungan yang baik antar sesama karyawan                    |     |    |   |   |    |
| 4. Bapak/Ibu/Saudara/i menjalin komunikasi yang baik antar sesama karyawan                   |     |    |   |   |    |
| 5. Bapak/Ibu/Saudara/i mempunyai hubungan yang baik dengan manajer atau pimpinan perusahaan  |     |    |   |   |    |
| 6. Bapak/Ibu/Saudara/i menjalin komunikasi yang baik dengan manajer atau pimpinan perusahaan |     |    |   |   |    |
| 7. Gaji yang diberikan oleh perusahaan disesuaikan dengan beban kerja                        |     |    |   |   |    |
| 8. Perusahaan memberikan bonus atau insentif bagi karyawan yang berprestasi                  |     |    |   |   |    |
| 9. Situasi di lingkungan kerja sangat nyaman   |     |    |   |   |    |
| 10. Keamanan lingkungan kerja terjamin   |     |    |   |   |    |

### Kepuasan Kerja

| Pertanyaan  | STS | TS | N | S | SS |
|---|-----|----|---|---|----|
| 1. Pekerjaan yang diberikan oleh perusahaan sesuai dengan latar belakang pendidikan Bapak/Ibu/Saudara/i |     |    |   |   |    |
| 2. Pekerjaan yang diberikan oleh perusahaan sesuai dengan kemampuan yang dimiliki Bapak/Ibu/Saudara/i   |     |    |   |   |    |
| 3. Gaji yang diterima Bapak/Ibu/Saudara/i sesuai dengan beban kerja yang diberikan oleh perusahaan      |     |    |   |   |    |
| 4. Tunjangan yang diterima sesuai dengan jabatan Bapak/Ibu/Saudara/i                                    |     |    |   |   |    |
| 5. Terdapat jenjang karir dalam perusahaan  |     |    |   |   |    |
| 6. Karyawan yang berprestasi dapat dipromosikan untuk naik jabatan                                      |     |    |   |   |    |
| 7. Manajer perusahaan selalu mengawasi pekerjaan yang dilakukan Bapak/Ibu/Saudara/i                     |     |    |   |   |    |

|  |  |  |  |  |  |
|--|--|--|--|--|--|
| 8. Manajer perusahaan selalu memberikan petunjuk dalam pelaksanaan kerja           |  |  |  |  |  |
| 9. Rekan kerja Bapak/Ibu/Saudara/i selalu berusaha untuk berkomunikasi dengan baik |  |  |  |  |  |
| 10. Rekan kerja Bapak/Ibu/Saudara/i selalu berusaha untuk bersikap baik            |  |  |  |  |  |







**Lampiran 5 : Rekapitulasi Hasil Penelitian Variabel Motivational (X1)**

| No. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | X1 |
|-----|----|----|----|----|----|----|----|----|----|-----|----|
| 1   | 5  | 4  | 4  | 5  | 4  | 5  | 5  | 5  | 5  | 4   | 46 |
| 2   | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 5   | 42 |
| 3   | 4  | 5  | 4  | 4  | 5  | 4  | 5  | 5  | 4  | 4   | 44 |
| 4   | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 5  | 4   | 46 |
| 5   | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 42 |
| 6   | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 5  | 4   | 44 |
| 7   | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 5   | 44 |
| 8   | 5  | 5  | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 5   | 46 |
| 9   | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4   | 46 |
| 10  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 5  | 4   | 42 |
| 11  | 5  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 4   | 44 |
| 12  | 5  | 4  | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 5   | 46 |
| 13  | 4  | 5  | 4  | 5  | 5  | 5  | 4  | 5  | 4  | 5   | 46 |
| 14  | 4  | 5  | 5  | 4  | 5  | 4  | 4  | 5  | 5  | 5   | 46 |
| 15  | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 4  | 4   | 44 |
| 16  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 4   | 44 |
| 17  | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 4   | 44 |
| 18  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 5   | 43 |
| 19  | 4  | 5  | 4  | 4  | 5  | 5  | 4  | 5  | 4  | 4   | 44 |
| 20  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 5  | 5   | 46 |
| 21  | 4  | 5  | 5  | 4  | 5  | 5  | 5  | 4  | 4  | 5   | 46 |
| 22  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4   | 42 |
| 23  | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 4   | 45 |
| 24  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 5   | 42 |
| 25  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5   | 42 |
| 26  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 5  | 5   | 46 |
| 27  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 4   | 44 |
| 28  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 4   | 44 |
| 29  | 4  | 5  | 4  | 4  | 5  | 4  | 5  | 5  | 4  | 4   | 44 |
| 30  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 42 |
| 31  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 5  | 4   | 46 |
| 32  | 5  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 5  | 5   | 46 |
| 33  | 5  | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 46 |
| 34  | 5  | 5  | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4   | 46 |
| 35  | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 5   | 46 |
| 36  | 5  | 4  | 5  | 4  | 5  | 5  | 5  | 5  | 4  | 4   | 46 |



|                  |      |      |      |      |                         |      |      |      |      |      |    |  |
|------------------|------|------|------|------|-------------------------|------|------|------|------|------|----|--|
| 37               | 5    | 5    | 4    | 5    | 4                       | 5    | 4    | 5    | 5    | 4    | 46 |  |
| 38               | 5    | 4    | 5    | 5    | 5                       | 4    | 5    | 5    | 4    | 4    | 46 |  |
| 39               | 5    | 4    | 5    | 4    | 5                       | 4    | 4    | 4    | 5    | 4    | 44 |  |
| 40               | 4    | 4    | 4    | 4    | 5                       | 4    | 4    | 5    | 5    | 5    | 44 |  |
| 41               | 5    | 4    | 5    | 5    | 4                       | 4    | 4    | 4    | 5    | 4    | 44 |  |
| 42               | 4    | 4    | 5    | 5    | 4                       | 4    | 5    | 5    | 5    | 5    | 46 |  |
| 43               | 4    | 4    | 4    | 4    | 5                       | 4    | 4    | 4    | 4    | 5    | 42 |  |
| 44               | 4    | 4    | 5    | 4    | 4                       | 4    | 5    | 4    | 5    | 5    | 44 |  |
| 45               | 4    | 5    | 4    | 5    | 4                       | 5    | 5    | 4    | 5    | 5    | 46 |  |
| 46               | 4    | 4    | 5    | 4    | 5                       | 4    | 5    | 5    | 5    | 5    | 46 |  |
| 47               | 4    | 4    | 4    | 5    | 5                       | 4    | 5    | 4    | 4    | 5    | 44 |  |
| 48               | 4    | 5    | 4    | 4    | 5                       | 5    | 4    | 5    | 4    | 4    | 44 |  |
| 49               | 4    | 4    | 4    | 4    | 5                       | 5    | 4    | 5    | 4    | 5    | 44 |  |
| 50               | 4    | 5    | 4    | 5    | 5                       | 4    | 5    | 4    | 5    | 5    | 46 |  |
| 51               | 4    | 4    | 4    | 4    | 5                       | 4    | 4    | 4    | 5    | 4    | 42 |  |
| 52               | 4    | 4    | 5    | 4    | 5                       | 5    | 4    | 5    | 4    | 4    | 44 |  |
| 53               | 5    | 5    | 5    | 4    | 5                       | 4    | 4    | 4    | 5    | 4    | 45 |  |
| 54               | 4    | 4    | 4    | 5    | 4                       | 4    | 4    | 5    | 4    | 4    | 42 |  |
| 55               | 4    | 4    | 4    | 5    | 4                       | 4    | 4    | 4    | 5    | 4    | 42 |  |
| 56               | 4    | 5    | 4    | 4    | 4                       | 5    | 4    | 5    | 4    | 5    | 44 |  |
| 57               | 4    | 5    | 5    | 4    | 5                       | 5    | 4    | 4    | 5    | 5    | 46 |  |
| Jumlah           | 248  | 253  | 250  | 249  | 261                     | 252  | 247  | 257  | 262  | 254  |    |  |
| Rata-rata        | 4,35 | 4,44 | 4,39 | 4,37 | 4,58                    | 4,42 | 4,33 | 4,51 | 4,60 | 4,46 |    |  |
| Respon Tertinggi |      |      | 262  | 4,60 | (Butir Pertanyaan Ke-9) |      |      |      |      |      |    |  |
| Respon Terendah  |      |      | 247  | 4,33 | (Butir Pertanyaan Ke-7) |      |      |      |      |      |    |  |

**Lampiran 6 : Rekapitulasi Hasil Penelitian Variabel Hygiene (X2)**

| No. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | X2 |
|-----|----|----|----|----|----|----|----|----|----|-----|----|
| 1   | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 43 |
| 2   | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 41 |
| 3   | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4   | 42 |
| 4   | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 5   | 43 |
| 5   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 6   | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 4   | 42 |
| 7   | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 5   | 42 |
| 8   | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 4   | 44 |
| 9   | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 5  | 4   | 43 |
| 10  | 4  | 5  | 2  | 2  | 4  | 5  | 5  | 4  | 5  | 5   | 41 |
| 11  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5   | 42 |
| 12  | 5  | 5  | 2  | 2  | 5  | 4  | 5  | 5  | 5  | 5   | 43 |
| 13  | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 5  | 4  | 4   | 44 |
| 14  | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4   | 43 |
| 15  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 4   | 42 |
| 16  | 5  | 4  | 2  | 3  | 5  | 5  | 5  | 5  | 5  | 5   | 44 |
| 17  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4  | 4   | 42 |
| 18  | 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 42 |
| 19  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 4   | 42 |
| 20  | 5  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 4  | 5   | 44 |
| 21  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4   | 42 |
| 22  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 23  | 5  | 4  | 2  | 3  | 5  | 4  | 5  | 5  | 5  | 5   | 43 |
| 24  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 25  | 4  | 4  | 2  | 3  | 4  | 4  | 5  | 4  | 4  | 5   | 39 |
| 26  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5   | 43 |
| 27  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 5  | 5   | 44 |
| 28  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 41 |
| 29  | 5  | 4  | 2  | 2  | 4  | 5  | 5  | 5  | 5  | 5   | 42 |
| 30  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 41 |
| 31  | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 5  | 4   | 43 |
| 32  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 5   | 44 |
| 33  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 5   | 43 |
| 34  | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 5   | 44 |
| 35  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 5   | 43 |
| 36  | 5  | 5  | 2  | 2  | 5  | 5  | 5  | 5  | 5  | 5   | 44 |

|                  |      |      |      |      |                          |      |      |      |      |      |    |  |
|------------------|------|------|------|------|--------------------------|------|------|------|------|------|----|--|
| 37               | 4    | 5    | 4    | 4    | 5                        | 4    | 5    | 4    | 4    | 4    | 43 |  |
| 38               | 4    | 4    | 2    | 3    | 4                        | 4    | 4    | 4    | 4    | 4    | 37 |  |
| 39               | 4    | 4    | 2    | 3    | 5                        | 5    | 5    | 4    | 5    | 5    | 42 |  |
| 40               | 4    | 4    | 2    | 2    | 4                        | 4    | 4    | 5    | 4    | 5    | 38 |  |
| 41               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 5    | 4    | 5    | 42 |  |
| 42               | 5    | 5    | 2    | 2    | 5                        | 5    | 4    | 5    | 5    | 5    | 43 |  |
| 43               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 44               | 5    | 5    | 2    | 2    | 5                        | 5    | 5    | 5    | 5    | 5    | 44 |  |
| 45               | 4    | 5    | 4    | 4    | 4                        | 4    | 5    | 4    | 4    | 5    | 43 |  |
| 46               | 5    | 4    | 4    | 4    | 5                        | 5    | 4    | 4    | 5    | 4    | 44 |  |
| 47               | 4    | 4    | 4    | 4    | 4                        | 4    | 5    | 4    | 4    | 4    | 41 |  |
| 48               | 5    | 5    | 2    | 2    | 5                        | 4    | 5    | 5    | 5    | 5    | 43 |  |
| 49               | 5    | 5    | 2    | 2    | 5                        | 4    | 5    | 5    | 5    | 4    | 42 |  |
| 50               | 4    | 4    | 4    | 4    | 4                        | 5    | 4    | 5    | 5    | 4    | 43 |  |
| 51               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 52               | 5    | 5    | 4    | 4    | 4                        | 4    | 4    | 5    | 4    | 5    | 44 |  |
| 53               | 5    | 4    | 2    | 2    | 5                        | 5    | 5    | 5    | 5    | 5    | 43 |  |
| 54               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 55               | 4    | 4    | 2    | 2    | 4                        | 4    | 5    | 5    | 4    | 5    | 39 |  |
| 56               | 4    | 5    | 2    | 2    | 4                        | 5    | 5    | 4    | 5    | 5    | 41 |  |
| 57               | 5    | 5    | 2    | 2    | 5                        | 5    | 5    | 5    | 5    | 5    | 44 |  |
| Jumlah           | 249  | 243  | 193  | 197  | 247                      | 250  | 256  | 255  | 253  | 258  |    |  |
| Rata-rata        | 4,37 | 4,26 | 3,39 | 3,46 | 4,33                     | 4,39 | 4,49 | 4,47 | 4,44 | 4,53 |    |  |
| Respon Tertinggi |      |      | 258  | 4,53 | (Butir Pertanyaan Ke-10) |      |      |      |      |      |    |  |
| Respon Terendah  |      |      | 3,39 | 3,39 | (Butir Pertanyaan Ke-3)  |      |      |      |      |      |    |  |

**Lampiran 7 : Rekapitulasi Hasil Penelitian Kepuasan Kerja (Y)**

| No. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Y  |
|-----|----|----|----|----|----|----|----|----|----|-----|----|
| 1   | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 42 |
| 2   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3   | 38 |
| 3   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 4   | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 41 |
| 5   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 6   | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 42 |
| 7   | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 41 |
| 8   | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 42 |
| 9   | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 41 |
| 10  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3   | 38 |
| 11  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 12  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 41 |
| 13  | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 42 |
| 14  | 5  | 5  | 4  | 5  | 4  | 4  | 5  | 4  | 3  | 2   | 41 |
| 15  | 5  | 4  | 5  | 5  | 4  | 4  | 5  | 5  | 3  | 2   | 42 |
| 16  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4   | 42 |
| 17  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 18  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 19  | 4  | 4  | 5  | 5  | 4  | 4  | 5  | 5  | 3  | 2   | 41 |
| 20  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4   | 42 |
| 21  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 42 |
| 22  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 4  | 2  | 2   | 39 |
| 23  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 41 |
| 24  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 3  | 3   | 39 |
| 25  | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 2  | 2   | 38 |
| 26  | 4  | 4  | 5  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 42 |
| 27  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 4  | 2  | 2   | 42 |
| 28  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40 |
| 29  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 41 |
| 30  | 5  | 5  | 5  | 4  | 5  | 4  | 4  | 4  | 2  | 2   | 40 |
| 31  | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 5  | 3  | 2   | 42 |
| 32  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4   | 42 |
| 33  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 41 |
| 34  | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 42 |
| 35  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 42 |
| 36  | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 42 |

|                  |      |      |      |      |                          |      |      |      |      |      |    |  |
|------------------|------|------|------|------|--------------------------|------|------|------|------|------|----|--|
| 37               | 4    | 5    | 4    | 4    | 5                        | 4    | 4    | 4    | 4    | 4    | 42 |  |
| 38               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 3    | 3    | 38 |  |
| 39               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 40               | 4    | 4    | 4    | 4    | 4                        | 4    | 5    | 4    | 3    | 2    | 38 |  |
| 41               | 4    | 4    | 5    | 5    | 4                        | 5    | 4    | 4    | 3    | 2    | 40 |  |
| 42               | 4    | 5    | 4    | 5    | 5                        | 4    | 5    | 5    | 2    | 2    | 41 |  |
| 43               | 4    | 5    | 5    | 4    | 5                        | 4    | 4    | 5    | 2    | 2    | 40 |  |
| 44               | 5    | 5    | 4    | 5    | 5                        | 5    | 5    | 4    | 2    | 2    | 42 |  |
| 45               | 5    | 5    | 5    | 4    | 5                        | 5    | 4    | 5    | 2    | 2    | 42 |  |
| 46               | 5    | 5    | 4    | 5    | 4                        | 5    | 5    | 5    | 2    | 2    | 42 |  |
| 47               | 4    | 4    | 5    | 4    | 5                        | 5    | 4    | 5    | 2    | 2    | 40 |  |
| 48               | 4    | 4    | 5    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 41 |  |
| 49               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 50               | 4    | 5    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 41 |  |
| 51               | 5    | 4    | 4    | 5    | 5                        | 4    | 5    | 4    | 2    | 2    | 40 |  |
| 52               | 5    | 4    | 4    | 5    | 4                        | 4    | 4    | 4    | 4    | 4    | 42 |  |
| 53               | 4    | 4    | 4    | 4    | 5                        | 4    | 4    | 4    | 4    | 4    | 41 |  |
| 54               | 4    | 4    | 5    | 4    | 5                        | 5    | 4    | 4    | 2    | 2    | 39 |  |
| 55               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 3    | 3    | 38 |  |
| 56               | 4    | 4    | 4    | 4    | 4                        | 4    | 4    | 4    | 4    | 4    | 40 |  |
| 57               | 4    | 5    | 4    | 5    | 5                        | 5    | 5    | 5    | 2    | 2    | 42 |  |
| Jumlah           | 242  | 244  | 245  | 243  | 246                      | 244  | 242  | 238  | 191  | 185  |    |  |
| Rata-rata        | 4,25 | 4,28 | 4,30 | 4,26 | 4,32                     | 4,28 | 4,25 | 4,18 | 3,35 | 3,25 |    |  |
| Respon Tertinggi |      |      | 246  | 4,32 | (Butir Pertanyaan Ke-5)  |      |      |      |      |      |    |  |
| Respon Terendah  |      |      | 185  | 3,25 | (Butir Pertanyaan Ke-10) |      |      |      |      |      |    |  |

### Lampiran 8 : Data Penelitian

| No. | X1 | X2 | Y  |
|-----|----|----|----|
| 1   | 46 | 43 | 42 |
| 2   | 42 | 41 | 38 |
| 3   | 44 | 42 | 40 |
| 4   | 46 | 43 | 41 |
| 5   | 42 | 40 | 40 |
| 6   | 44 | 42 | 42 |
| 7   | 44 | 42 | 41 |
| 8   | 46 | 44 | 42 |
| 9   | 46 | 43 | 41 |
| 10  | 42 | 41 | 38 |
| 11  | 44 | 42 | 40 |
| 12  | 46 | 43 | 41 |
| 13  | 46 | 44 | 42 |
| 14  | 46 | 43 | 41 |
| 15  | 44 | 42 | 42 |
| 16  | 44 | 44 | 42 |
| 17  | 44 | 42 | 40 |
| 18  | 43 | 42 | 40 |
| 19  | 44 | 42 | 41 |
| 20  | 46 | 44 | 42 |
| 21  | 46 | 42 | 42 |
| 22  | 42 | 40 | 39 |
| 23  | 45 | 43 | 41 |
| 24  | 42 | 40 | 39 |
| 25  | 42 | 39 | 38 |
| 26  | 46 | 43 | 42 |
| 27  | 44 | 44 | 42 |
| 28  | 44 | 41 | 40 |
| 29  | 44 | 42 | 41 |
| 30  | 42 | 41 | 40 |
| 31  | 46 | 43 | 42 |
| 32  | 46 | 44 | 42 |
| 33  | 46 | 43 | 41 |
| 34  | 46 | 44 | 42 |
| 35  | 46 | 43 | 42 |
| 36  | 46 | 44 | 42 |

|    |    |    |    |
|----|----|----|----|
| 37 | 46 | 43 | 42 |
| 38 | 46 | 37 | 38 |
| 39 | 44 | 42 | 40 |
| 40 | 44 | 38 | 38 |
| 41 | 44 | 42 | 40 |
| 42 | 46 | 43 | 41 |
| 43 | 42 | 40 | 40 |
| 44 | 44 | 44 | 42 |
| 45 | 46 | 43 | 42 |
| 46 | 46 | 44 | 42 |
| 47 | 44 | 41 | 40 |
| 48 | 44 | 43 | 41 |
| 49 | 44 | 42 | 40 |
| 50 | 46 | 43 | 41 |
| 51 | 42 | 40 | 40 |
| 52 | 44 | 44 | 42 |
| 53 | 45 | 43 | 41 |
| 54 | 42 | 40 | 39 |
| 55 | 42 | 39 | 38 |
| 56 | 44 | 41 | 40 |
| 57 | 46 | 44 | 42 |

## Lampiran 9 : Deskripsi Karakteristik Responden

### Jenis Kelamin

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Laki-Laki       | 39        | 68,4    | 68,4          | 68,4               |
| Valid Perempuan | 18        | 31,6    | 31,6          | 100,0              |
| Total           | 57        | 100,0   | 100,0         |                    |

### Usia

|                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| < 20 Tahun        | 2         | 3,5     | 3,5           | 3,5                |
| 21-25 Tahun       | 17        | 29,8    | 29,8          | 33,3               |
| Valid 25-30 Tahun | 22        | 38,6    | 38,6          | 71,9               |
| > 30 Tahun        | 16        | 28,1    | 28,1          | 100,0              |
| Total             | 57        | 100,0   | 100,0         |                    |



**Lampiran 10 : Deskripsi Jawaban Responden Variabel *Motivational* (X1)**

**P1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 37        | 64,9    | 64,9          | 64,9               |
| Valid 5 | 20        | 35,1    | 35,1          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 32        | 56,1    | 56,1          | 56,1               |
| Valid 5 | 25        | 43,9    | 43,9          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 35        | 61,4    | 61,4          | 61,4               |
| Valid 5 | 22        | 38,6    | 38,6          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 36        | 63,2    | 63,2          | 63,2               |
| Valid 5 | 21        | 36,8    | 36,8          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 24        | 42,1    | 42,1          | 42,1               |
| Valid 5 | 33        | 57,9    | 57,9          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 33        | 57,9    | 57,9          | 57,9               |
| Valid 5 | 24        | 42,1    | 42,1          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P7**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 38      | 66,7          | 66,7               |
| Valid | 5         | 19      | 33,3          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P8**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 28      | 49,1          | 49,1               |
| Valid | 5         | 29      | 50,9          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P9**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 23      | 40,4          | 40,4               |
| Valid | 5         | 34      | 59,6          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P10**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 31      | 54,4          | 54,4               |
| Valid | 5         | 26      | 45,6          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**Lampiran 11 : Deskripsi Jawaban Responden Variabel *Hygiene* (X2)**

**P1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 36        | 63,2    | 63,2          | 63,2               |
| Valid 5 | 21        | 36,8    | 36,8          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 42        | 73,7    | 73,7          | 73,7               |
| Valid 5 | 15        | 26,3    | 26,3          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 18        | 31,6    | 31,6          | 31,6               |
| Valid 4 | 38        | 66,7    | 66,7          | 98,2               |
| Valid 5 | 1         | 1,8     | 1,8           | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 13        | 22,8    | 22,8          | 22,8               |
| Valid 3 | 5         | 8,8     | 8,8           | 31,6               |
| Valid 4 | 39        | 68,4    | 68,4          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 38        | 66,7    | 66,7          | 66,7               |
| Valid 5 | 19        | 33,3    | 33,3          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 35        | 61,4    | 61,4          | 61,4               |
| Valid 5 | 22        | 38,6    | 38,6          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P7**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 29      | 50,9          | 50,9               |
| Valid | 5         | 28      | 49,1          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P8**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 30      | 52,6          | 52,6               |
| Valid | 5         | 27      | 47,4          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P9**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 32      | 56,1          | 56,1               |
| Valid | 5         | 25      | 43,9          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**P10**

|       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
|       | 4         | 27      | 47,4          | 47,4               |
| Valid | 5         | 30      | 52,6          | 100,0              |
|       | Total     | 57      | 100,0         | 100,0              |

**Lampiran 12 : Deskripsi Jawaban Responden Variabel Kepuasan Kerja (Y)**

**P1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 43        | 75,4    | 75,4          | 75,4               |
| Valid 5 | 14        | 24,6    | 24,6          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 41        | 71,9    | 71,9          | 71,9               |
| Valid 5 | 16        | 28,1    | 28,1          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 40        | 70,2    | 70,2          | 70,2               |
| Valid 5 | 17        | 29,8    | 29,8          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 42        | 73,7    | 73,7          | 73,7               |
| Valid 5 | 15        | 26,3    | 26,3          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 39        | 68,4    | 68,4          | 68,4               |
| Valid 5 | 18        | 31,6    | 31,6          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 41        | 71,9    | 71,9          | 71,9               |
| Valid 5 | 16        | 28,1    | 28,1          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 43        | 75,4    | 75,4          | 75,4               |
| 5       | 14        | 24,6    | 24,6          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 47        | 82,5    | 82,5          | 82,5               |
| 5       | 10        | 17,5    | 17,5          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 13        | 22,8    | 22,8          | 22,8               |
| 3       | 11        | 19,3    | 19,3          | 42,1               |
| 4       | 33        | 57,9    | 57,9          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**P10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 19        | 33,3    | 33,3          | 33,3               |
| 3       | 5         | 8,8     | 8,8           | 42,1               |
| 4       | 33        | 57,9    | 57,9          | 100,0              |
| Total   | 57        | 100,0   | 100,0         |                    |

**Lampiran 13 : Hasil Uji Validitas Variabel *Motivational* (X1)**

**Correlations**

|     | P1                  | P2     | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | X1     |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P1  | Pearson Correlation | 1      | ,000   | ,134   | ,685** | ,471*  | ,043   | ,257   | ,134   | ,257   | ,043   | ,548** |
|     | Sig. (1-tailed)     |        | ,500   | ,287   | ,000   | ,018   | ,429   | ,137   | ,287   | ,137   | ,429   | ,006   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P2  | Pearson Correlation | ,000   | 1      | ,126   | ,061   | -,067  | ,545** | ,061   | ,378   | ,545** | ,061   | ,476*  |
|     | Sig. (1-tailed)     | ,500   |        | ,298   | ,400   | ,390   | ,007   | ,400   | ,050   | ,007   | ,400   | ,017   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P3  | Pearson Correlation | ,134   | ,126   | 1      | -,023  | ,126   | -,023  | ,663** | ,048   | -,023  | ,892** | ,523** |
|     | Sig. (1-tailed)     | ,287   | ,298   |        | ,462   | ,298   | ,462   | ,001   | ,421   | ,462   | ,000   | ,009   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P4  | Pearson Correlation | ,685** | ,061   | -,023  | 1      | ,787** | ,121   | ,121   | ,206   | ,341   | -,099  | ,573** |
|     | Sig. (1-tailed)     | ,000   | ,400   | ,462   |        | ,000   | ,306   | ,306   | ,192   | ,071   | ,339   | ,004   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P5  | Pearson Correlation | ,471*  | -,067  | ,126   | ,787** | 1      | -,182  | ,303   | ,126   | ,061   | ,061   | ,476*  |
|     | Sig. (1-tailed)     | ,018   | ,390   | ,298   | ,000   |        | ,222   | ,097   | ,298   | ,400   | ,400   | ,017   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P6  | Pearson Correlation | ,043   | ,545** | -,023  | ,121   | -,182  | 1      | ,121   | ,435*  | ,780** | ,121   | ,533** |
|     | Sig. (1-tailed)     | ,429   | ,007   | ,462   | ,306   | ,222   |        | ,306   | ,028   | ,000   | ,306   | ,008   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P7  | Pearson Correlation | ,257   | ,061   | ,663** | ,121   | ,303   | ,121   | 1      | ,206   | ,341   | ,780** | ,694** |
|     | Sig. (1-tailed)     | ,137   | ,400   | ,001   | ,306   | ,097   | ,306   |        | ,192   | ,071   | ,000   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P8  | Pearson Correlation | ,134   | ,378   | ,048   | ,206   | ,126   | ,435*  | ,206   | 1      | ,435*  | -,023  | ,523** |
|     | Sig. (1-tailed)     | ,287   | ,050   | ,421   | ,192   | ,298   | ,028   | ,192   |        | ,028   | ,462   | ,009   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P9  | Pearson Correlation | ,257   | ,545** | -,023  | ,341   | ,061   | ,780** | ,341   | ,435*  | 1      | ,121   | ,694** |
|     | Sig. (1-tailed)     | ,137   | ,007   | ,462   | ,071   | ,400   | ,000   | ,071   | ,028   |        | ,306   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P10 | Pearson Correlation | ,043   | ,061   | ,892** | -,099  | ,061   | ,121   | ,780** | -,023  | ,121   | 1      | ,533** |
|     | Sig. (1-tailed)     | ,429   | ,400   | ,000   | ,339   | ,400   | ,306   | ,000   | ,462   | ,306   |        | ,008   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| X1  | Pearson Correlation | ,548** | ,476*  | ,523** | ,573** | ,476*  | ,533** | ,694** | ,523** | ,694** | ,533** | 1      |
|     | Sig. (1-tailed)     | ,006   | ,017   | ,009   | ,004   | ,017   | ,008   | ,000   | ,009   | ,000   | ,008   |        |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |

**Lampiran 14 : Hasil Uji Validitas Variabel *Hygiene* (X2)**

**Correlations**

|     | P1                  | P2     | P3     | P4     | P5    | P6     | P7     | P8     | P9     | P10    | X2     |        |
|-----|---------------------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|
| P1  | Pearson Correlation | 1      | ,866** | ,545** | ,200  | -,243  | ,378   | ,346   | ,378   | ,303   | ,174   | ,697** |
|     | Sig. (1-tailed)     |        | ,000   | ,007   | ,199  | ,151   | ,050   | ,067   | ,050   | ,097   | ,231   | ,000   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P2  | Pearson Correlation | ,866** | 1      | ,681** | ,289  | -,210  | ,491*  | ,250   | ,218   | ,157   | ,050   | ,662** |
|     | Sig. (1-tailed)     | ,000   |        | ,000   | ,109  | ,187   | ,014   | ,144   | ,178   | ,254   | ,417   | ,001   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P3  | Pearson Correlation | ,545** | ,681** | 1      | ,061  | ,279   | ,435*  | ,105   | ,206   | ,560** | -,032  | ,666** |
|     | Sig. (1-tailed)     | ,007   | ,000   |        | ,400  | ,117   | ,028   | ,330   | ,192   | ,005   | ,447   | ,001   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P4  | Pearson Correlation | ,200   | ,289   | ,061   | 1     | ,081   | ,126   | ,346   | ,378   | -,182  | ,174   | ,427*  |
|     | Sig. (1-tailed)     | ,199   | ,109   | ,400   |       | ,367   | ,298   | ,067   | ,050   | ,222   | ,231   | ,030   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P5  | Pearson Correlation | -,243  | -,210  | ,279   | ,081  | 1      | ,336   | ,140   | ,336   | ,572** | ,183   | ,420*  |
|     | Sig. (1-tailed)     | ,151   | ,187   | ,117   | ,367  |        | ,074   | ,278   | ,074   | ,004   | ,220   | ,033   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P6  | Pearson Correlation | ,378   | ,491*  | ,435*  | ,126  | ,336   | 1      | ,000   | ,286   | ,435*  | ,066   | ,612** |
|     | Sig. (1-tailed)     | ,050   | ,014   | ,028   | ,298  | ,074   |        | ,500   | ,111   | ,028   | ,391   | ,002   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P7  | Pearson Correlation | ,346   | ,250   | ,105   | ,346  | ,140   | ,000   | 1      | ,000   | ,105   | ,704** | ,545** |
|     | Sig. (1-tailed)     | ,067   | ,144   | ,330   | ,067  | ,278   | ,500   |        | ,500   | ,330   | ,000   | ,006   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P8  | Pearson Correlation | ,378   | ,218   | ,206   | ,378  | ,336   | ,286   | ,000   | 1      | ,435*  | ,066   | ,570** |
|     | Sig. (1-tailed)     | ,050   | ,178   | ,192   | ,050  | ,074   | ,111   | ,500   |        | ,028   | ,391   | ,004   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P9  | Pearson Correlation | ,303   | ,157   | ,560** | -,182 | ,572** | ,435*  | ,105   | ,435*  | 1      | ,179   | ,625** |
|     | Sig. (1-tailed)     | ,097   | ,254   | ,005   | ,222  | ,004   | ,028   | ,330   | ,028   |        | ,225   | ,002   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P10 | Pearson Correlation | ,174   | ,050   | -,032  | ,174  | ,183   | ,066   | ,704** | ,066   | ,179   | 1      | ,474*  |
|     | Sig. (1-tailed)     | ,231   | ,417   | ,447   | ,231  | ,220   | ,391   | ,000   | ,391   | ,225   |        | ,017   |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| X2  | Pearson Correlation | ,697** | ,662** | ,666** | ,427* | ,420*  | ,612** | ,545** | ,570** | ,625** | ,474*  | 1      |
|     | Sig. (1-tailed)     | ,000   | ,001   | ,001   | ,030  | ,033   | ,002   | ,006   | ,004   | ,002   | ,017   |        |
|     | N                   | 20     | 20     | 20     | 20    | 20     | 20     | 20     | 20     | 20     | 20     | 20     |

**Lampiran 15 : Hasil Uji Validitas Variabel Kepuasan Kerja (Y)**



**Correlations**

|     | P1                  | P2     | P3     | P4     | P5     | P6     | P7     | P8     | P9     | P10    | Y      |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P1  | Pearson Correlation | 1      | ,553** | ,612** | ,553** | ,327   | ,612** | ,612** | ,681** | ,866** | ,289   | ,828** |
|     | Sig. (1-tailed)     |        | ,006   | ,002   | ,006   | ,079   | ,002   | ,002   | ,000   | ,000   | ,109   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P2  | Pearson Correlation | ,553** | 1      | ,287   | ,192   | ,592** | ,287   | ,287   | ,601** | ,406*  | ,522** | ,644** |
|     | Sig. (1-tailed)     | ,006   |        | ,110   | ,209   | ,003   | ,110   | ,110   | ,003   | ,038   | ,009   | ,001   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P3  | Pearson Correlation | ,612** | ,287   | 1      | ,698** | ,312   | ,792** | ,792** | ,471*  | ,707** | ,236   | ,814** |
|     | Sig. (1-tailed)     | ,002   | ,110   |        | ,000   | ,090   | ,000   | ,000   | ,018   | ,000   | ,159   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P4  | Pearson Correlation | ,553** | ,192   | ,698** | 1      | ,154   | ,698** | ,698** | ,390*  | ,638** | ,058   | ,703** |
|     | Sig. (1-tailed)     | ,006   | ,209   | ,000   |        | ,259   | ,000   | ,000   | ,045   | ,001   | ,404   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P5  | Pearson Correlation | ,327   | ,592** | ,312   | ,154   | 1      | ,089   | ,089   | ,252   | ,126   | ,882** | ,515*  |
|     | Sig. (1-tailed)     | ,079   | ,003   | ,090   | ,259   |        | ,354   | ,354   | ,142   | ,298   | ,000   | ,010   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P6  | Pearson Correlation | ,612** | ,287   | ,792** | ,698** | ,089   | 1      | 1,000* | ,685** | ,707** | ,236   | ,844** |
|     | Sig. (1-tailed)     | ,002   | ,110   | ,000   | ,000   | ,354   |        | ,000   | ,000   | ,000   | ,159   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P7  | Pearson Correlation | ,612** | ,287   | ,792** | ,698** | ,089   | 1,000* | 1      | ,685** | ,707** | ,236   | ,844** |
|     | Sig. (1-tailed)     | ,002   | ,110   | ,000   | ,000   | ,354   | ,000   |        | ,000   | ,000   | ,159   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P8  | Pearson Correlation | ,681** | ,601** | ,471*  | ,390*  | ,252   | ,685** | ,685** | 1      | ,545** | ,424*  | ,785** |
|     | Sig. (1-tailed)     | ,000   | ,003   | ,018   | ,045   | ,142   | ,000   | ,000   |        | ,007   | ,031   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P9  | Pearson Correlation | ,866** | ,406*  | ,707** | ,638** | ,126   | ,707** | ,707** | ,545** | 1      | ,067   | ,787** |
|     | Sig. (1-tailed)     | ,000   | ,038   | ,000   | ,001   | ,298   | ,000   | ,000   | ,007   |        | ,390   | ,000   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| P10 | Pearson Correlation | ,289   | ,522** | ,236   | ,058   | ,882** | ,236   | ,236   | ,424*  | ,067   | 1      | ,533** |
|     | Sig. (1-tailed)     | ,109   | ,009   | ,159   | ,404   | ,000   | ,159   | ,159   | ,031   | ,390   |        | ,008   |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |
| Y   | Pearson Correlation | ,828** | ,644** | ,814** | ,703** | ,515*  | ,844** | ,844** | ,785** | ,787** | ,533** | 1      |
|     | Sig. (1-tailed)     | ,000   | ,001   | ,000   | ,000   | ,010   | ,000   | ,000   | ,000   | ,000   | ,008   |        |
|     | N                   | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     | 20     |

**Lampiran 16 : Hasil Uji Reliabilitas Variabel *Motivational* (X1)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,755             | 10         |

**Lampiran 17 : Hasil Uji Reliabilitas Variabel *Hygiene* (X2)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,768             | 10         |

**Lampiran 18 : Hasil Uji Reliabilitas Variabel Kepuasan Kerja (Y)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,902             | 10         |

**Lampiran 19 : Hasil Uji Normalitas**

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 57                      |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                    |
|                                  | Std. Deviation | ,60315416               |
| Most Extreme Differences         | Absolute       | ,148                    |
|                                  | Positive       | ,129                    |
|                                  | Negative       | -,148                   |
| Kolmogorov-Smirnov Z             |                | 1,119                   |
| Asymp. Sig. (2-tailed)           |                | ,163                    |

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran 20 : Hasil Uji Linearitas Variabel *Motivational* (X1) dan Kepuasan Kerja (Y)**

**ANOVA Table**

|                                  |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|----------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Kepuasan Kerja *<br>Motivational |                | (Combined)               | 47,991         | 4  | 11,998      | 13,014 | ,000 |
|                                  | Between Groups | Linearity                | 45,656         | 1  | 45,656      | 49,523 | ,000 |
|                                  |                | Deviation from Linearity | 2,335          | 3  | ,778        | ,844   | ,476 |
|                                  |                | Within Groups            | 47,939         | 52 | ,922        |        |      |
|                                  |                | Total                    | 95,930         | 56 |             |        |      |

**Lampiran 21 : Hasil Uji Linearitas Variabel *Hygiene* (X2) dan Kepuasan Kerja (Y)**

**ANOVA Table**

|                             |                          | Sum of Squares | df | Mean Square | F       | Sig. |
|-----------------------------|--------------------------|----------------|----|-------------|---------|------|
| (Combined)                  |                          | 76,577         | 7  | 10,940      | 27,699  | ,000 |
| Kepuasan Kerja *<br>Hygiene | Between Groups           | 72,587         | 1  | 72,587      | 183,788 | ,000 |
|                             | Deviation from Linearity | 3,990          | 6  | ,665        | 1,684   | ,145 |
|                             | Within Groups            | 19,353         | 49 | ,395        |         |      |
|                             | Total                    | 95,930         | 56 |             |         |      |

## Lampiran 22 : Hasil Uji Multikolinearitas

**Coefficients<sup>a</sup>**

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | Collinearity Statistics |      |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|
|       | B                           | Std. Error | Beta                      |      |       | Tolerance               | VIF  |
|       |                             |            |                           |      |       |                         |      |
| 1     | (Constant)                  | 7,690      | 2,521                     |      | 3,051 | ,004                    |      |
|       | Motivational                | ,198       | ,070                      | ,228 | 2,806 | ,007                    | ,594 |
|       | Hygiene                     | ,575       | ,065                      | ,724 | 8,903 | ,000                    | ,594 |

a. Dependent Variable: Kepuasan Kerja



### Lampiran 23 : Hasil Analisis Data

**Coefficients<sup>a</sup>**

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | Collinearity Statistics |      |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|
|       | B                           | Std. Error | Beta                      |      |       | Tolerance               | VIF  |
|       |                             |            |                           |      |       |                         |      |
| 1     | (Constant)                  | 7,690      | 2,521                     |      | 3,051 | ,004                    |      |
|       | Motivational                | ,198       | ,070                      | ,228 | 2,806 | ,007                    | ,594 |
|       | Hygiene                     | ,575       | ,065                      | ,724 | 8,903 | ,000                    | ,594 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 24 : Hasil Uji t

**Coefficients<sup>a</sup>**

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
|                |                             |            |                           |       |      |                         |       |
| (Constant)     | 7,690                       | 2,521      |                           | 3,051 | ,004 |                         |       |
| 1 Motivational | ,198                        | ,070       | ,228                      | 2,806 | ,007 | ,594                    | 1,683 |
| Hygiene        | ,575                        | ,065       | ,724                      | 8,903 | ,000 | ,594                    | 1,683 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 25 : Hasil Uji F

ANOVA<sup>a</sup>

| Model        | Sum of Squares | df | Mean Square | F       | Sig.              |
|--------------|----------------|----|-------------|---------|-------------------|
| 1 Regression | 75,557         | 2  | 37,779      | 100,137 | ,000 <sup>b</sup> |
| Residual     | 20,373         | 54 | ,377        |         |                   |
| Total        | 95,930         | 56 |             |         |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Hygiene, Motivational

