

## Lampiran 1 Kuesioner

### KUESIONER

Pernyataan dibawah ini dalam rangka penelitian skripsi dengan judul:

#### ***PENGARUH LINGKUNGAN KERJA DAN KOMPETENSI PROFESIONAL TERHADAP KINERJA GURU SMP MUHAMMADIYAH 3 BANDAR LAMPUNG***

#### PETUNJUK PENGISISAN

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  
**R** = Ragu- Ragu  
**TS** = Tidak Setuju  
**STS** = Sangat Tidak Setuju

#### IDENTITAS RESPONDEN

1. Nama Responden :
2. Jenis Kelamin :  1. Laki-laki  2. Perempuan
3. Usia :
4. Pendidikan :  PG-SLTP  
 D3  
 S1  
 S2

## Lingkungan Kerja (X1)

No	Pernyataan	SS	S	R	TS	STS
	<b>Keamanan Kerja</b>					
		5	4	3	2	1
1	Keberadaan satuan pengamanan (Satpam) yang ada sangat membantu sekali agar konsentrasi bekerja tetap terjaga					
2	Satuan pengamanan yang ada telah berjalan dengan baik, sehingga mampu menjaga keadaan tetap aman					
	<b>Bau –bauan di Tempat Kerja</b>					
3	Di tempat saya bekerja tidak terdapat bau-bauan yang tidak sedap					
4	Pengharum ruangan terdapat ditempat kerja saya untuk mengatasi bau tidak sedap					
	<b>Suara Bising</b>					
5	Suasana ruangan kerja jauh dari kebisingan membuat guru merasa nyaman saat bekerja					
6	Suasana ruangan kerja yang tenang akan sangat membantu konsentrasi pegawai dalam bekerja					
	<b>Suhu Udara</b>					
7	Suhu udara ditempat bekerja cukup baik sehingga tidak menimbulkan kepanasan dan kegerahan					
8	Ventilasi atau sirkulasi udara ditempat kerja cukup baik sehingga guru merasa nyaman dalam bekerja					
	<b>Hubungan Dengan Atasan</b>					
9	Hubungan kerja antar bawahan dan atasan terjalin dengan baik					
10	Komunikasih saya dengan atasan selalu berjalan dengan baik					

	<b>Hubungan Sesama Rekan Kerja</b>					
11	Saya bekerja sama dengan dengan setiap rekan kerja					
12	Hubungan rekan kerja sesama guru ditempat kerja berjalan dengan baik					

### Kompetensi Profesional (X2)

No	Pernyataan	SS	S	R	TS	STS
	<b>Menguasai Landasan Pendidikan</b>					
		5	4	3	2	1
1	Guru mampu membuat metode pembejaran dengan kreatif					
2	Guru mampu membuat suasana belajar kondusif dan menyenangkan					
	<b>Menguasai bahan pengajaran</b>					
3	Guru mampu menjelaskan materi pelajaran dengan baik dan dapat di mengerti oleh siswa					
4	Guru mampu menyimpulkan pelajaran dengan jelas					
	<b>Menyusun Program Pembelajaran</b>					
5	Guru menjelaskan pokok-pokok bahasan dalam pembelajaran sesuai dengan urutan di buku					
6	Selain membuka buku pelajaran, guru juga membuka RPP ( Rencana pelaksanaan pembelajaran pada saat menjelaskan pokok-pokok pembahasan					
	<b>Melaksanakan Program Pengajaran</b>					
7	Jika siswa merasa jenuh, maka guru segera mengganti cara menyampaikan pelajaran dengan cara yang lebih menarik, sehingga siswa tidak merasa cepat jenuh					
8	Guru menggunakan media pada saat menjelaskan pokok bahasan yang membutuhkan media					

	<b>Evaluasi hasil Pembelajaran</b>					
9	Guru menetapkan peringkat secara terbuka, sesuai dengan hasil evaluasi yang dapat dihitung dengan perhitungan yang jelas					
10	Selain menilai hasil proses belajar mengajar, guru juga memberikan saran kepada siswa agar dapat belajar dengan baik					

**Kinerja (Y)**

No	Pernyataan	SS	S	R	TS	STS
	Jumlah Pekerjaan					
		5	4	3	2	1
1	Tingkat pencapaian volume kerja yang saya hasilkan telah sesuai dengan harapan sekolah					
2	Sekolah menetapkan target kerja dengan penuh perhitungan					
	<b>Kualitas Pekerjaan</b>					
3	saya mempunyai target kerja yang harus dicapai dalam suatu periode					
4	Saya mengerjakan suatu pekerjaan dengan cekatan					
	<b>Ketepatan Waktu</b>					
5	Dalam mengerjakan pekerjaan saya selalu menyelesaikan dengan tepat waktu					
6	Saya selalu bekerja dengan teliti, cepat dan tepat dalam melaksanakan pekerjaan yang diterima					
	<b>Kehadiran</b>					
7	Saya tiba di tempat kerja selalu tepat waktu					
8	Saya sadar kehadiran adalah kewajiban para guru					
	<b>Kemampuan Kerja Sama</b>					
9	Saya dapat bekerja dengan baik dalam team					
10	saya mampu bekerja sama dengan sesame rekan kerja					

## Lampiran 2

### Hasil jawaban responden variabel Lingkungan kerja (X1)45 data

N0	Butir Pernyataan												Skor Total
	1	2	3	4	5	6	7	8	9	10	11	12	
1	4	4	4	3	4	4	3	4	4	5	3	5	47
2	4	4	4	4	3	4	5	4	4	4	4	4	48
3	4	3	4	4	4	4	5	4	4	4	4	4	48
4	3	4	4	4	4	4	5	4	4	4	4	4	48
5	4	4	4	5	5	4	4	3	5	5	4	5	52
6	3	5	4	4	4	4	4	4	4	4	4	4	48
7	4	4	4	4	4	4	4	4	4	4	4	5	49
8	3	4	5	4	4	4	5	5	5	5	4	5	53
9	4	5	5	5	5	5	5	4	5	5	5	5	58
10	4	3	5	5	5	5	5	5	5	5	5	4	56
11	5	4	4	3	3	4	4	3	4	4	4	4	46
12	4	4	4	4	4	4	4	3	4	4	4	4	47
13	3	4	5	4	3	5	4	4	4	5	3	4	48
14	5	5	4	5	5	5	5	5	5	4	5	3	56
15	4	5	5	5	5	5	4	5	4	5	5	5	57
16	5	3	4	4	4	4	5	4	3	4	4	4	48
17	4	5	5	5	5	5	5	5	5	5	5	4	58
18	5	4	4	4	4	4	4	4	4	3	3	4	47
19	4	3	4	5	4	4	3	5	3	4	4	3	46
20	4	4	3	4	3	5	4	4	4	4	5	4	48
21	5	5	4	4	4	4	4	5	4	5	4	4	52
22	4	4	4	5	5	5	5	5	5	5	5	4	56
23	5	4	5	4	5	4	5	4	3	4	5	5	53
24	5	3	4	4	3	5	4	5	4	4	4	4	49
25	4	4	5	3	4	4	5	4	4	3	5	5	50
26	5	5	4	5	5	5	5	5	5	5	4	5	58
27	4	4	4	4	4	4	4	4	4	4	4	4	48
28	4	3	4	3	5	4	5	5	4	4	5	5	51
29	5	5	3	4	4	5	5	5	4	3	4	4	51
30	5	4	4	4	5	4	5	4	5	4	5	4	53
31	4	5	3	5	5	5	4	4	5	5	4	4	53
32	5	4	4	4	4	4	5	5	4	4	5	4	52
33	4	5	4	5	5	5	5	5	3	5	4	4	54
34	5	5	5	4	4	4	5	3	3	4	5	5	52
35	5	5	4	5	5	5	5	5	5	5	5	4	58
36	4	4	4	4	4	4	4	4	4	4	4	4	48
37	5	5	4	5	5	5	5	5	5	5	5	4	58
38	3	4	4	4	4	4	4	4	4	4	5	3	47

39	4	5	5	3	3	5	3	5	4	5	4	4	50
40	3	5	4	4	4	4	5	4	4	4	3	3	47
41	4	4	4	4	5	4	5	4	3	5	5	4	51
42	5	3	4	3	3	5	4	5	4	4	4	4	48
43	4	4	3	4	4	4	5	4	4	3	5	3	47
44	5	5	4	5	5	5	5	5	5	5	5	4	58
45	4	4	4	4	4	3	5	4	4	4	5	4	49

### Kompetensi Profesional (X2)

N0	Butir Pertanyaan										skor Total	
	1	2	3	4	5	6	7	8	9	10		
1	4	4	4	3	4	5	4	4	4	4	4	40
2	3	4	4	4	4	5	4	4	4	4	4	40
3	4	4	4	4	4	5	4	4	4	4	4	41
4	4	4	5	5	4	4	3	5	5	4	4	43
5	5	4	4	4	4	4	4	4	4	4	4	41
6	4	4	4	4	4	4	4	4	4	4	4	40
7	4	4	4	4	4	5	5	5	5	5	5	45
8	5	5	5	5	5	5	4	5	5	5	5	49
9	3	5	5	5	5	5	5	5	5	5	5	48
10	4	4	3	3	4	4	3	4	4	4	4	37
11	4	4	4	4	4	4	3	4	4	4	4	39
12	4	4	4	4	5	4	4	4	4	4	4	41
13	5	5	4	5	4	4	5	5	5	4	4	46
14	4	4	4	4	5	5	4	4	4	3	4	41
15	5	4	4	4	4	4	4	5	5	5	5	44
16	4	5	5	5	5	5	5	4	4	4	4	46
17	4	4	4	4	4	4	4	4	5	4	4	41
18	4	5	4	5	4	4	5	4	4	4	4	43
19	5	5	5	4	5	5	4	5	4	4	4	46
20	5	4	5	4	4	4	5	5	3	4	4	43
21	4	3	4	5	4	5	5	4	4	4	4	42
22	4	5	5	5	5	5	4	5	4	4	4	46
23	5	4	4	4	4	4	5	5	5	5	5	45
24	4	4	5	5	5	5	4	4	4	4	4	44
25	5	5	3	4	5	5	5	5	5	5	5	47
26	4	3	4	5	5	4	4	3	4	5	4	41
27	4	5	4	4	4	5	5	4	4	4	4	43
28	4	5	4	5	4	4	4	5	4	5	4	44
29	4	4	4	5	5	5	4	4	3	4	4	42
30	5	4	4	4	4	4	5	3	4	4	4	41

31	4	4	5	5	4	3	4	4	3	4	40
32	5	5	4	4	4	4	5	5	4	4	44
33	4	4	4	4	4	4	5	5	4	4	42
34	5	5	5	5	5	4	4	5	5	5	48
35	4	4	3	4	4	4	4	4	4	4	39
36	4	4	4	4	4	4	4	4	4	4	40
37	5	5	4	4	4	4	5	5	4	4	44
38	4	4	4	4	4	4	4	3	4	3	38
39	4	4	5	5	4	4	4	5	5	4	44
40	4	4	4	5	4	4	5	5	4	3	42
41	5	4	5	4	4	5	4	4	4	4	43
42	4	3	5	5	4	4	4	5	4	4	42
43	3	4	4	5	3	4	4	4	3	3	37
44	3	4	5	5	4	4	4	4	4	4	41
45	4	4	5	5	4	4	4	5	4	4	43



## Kinerja Karyawan (Y)

NO	Butir Pernyataan										skor total
	1	2	3	4	5	6	7	8	9	10	
1	5	4	4	4	4	4	4	4	4	4	41
2	4	4	4	4	4	4	4	5	4	4	41
3	4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	4	40
5	4	4	4	4	4	4	4	5	4	4	41
6	4	4	4	3	4	4	4	4	4	4	39
7	5	5	5	5	5	5	5	5	5	5	50
8	5	5	5	5	5	5	5	5	5	5	50
9	4	4	5	5	4	4	5	4	4	4	43
10	4	4	4	4	4	4	4	5	5	4	42
11	4	4	4	4	4	4	5	5	4	4	42
12	4	4	4	4	4	4	4	4	4	4	40
13	4	4	4	4	4	4	4	4	4	4	40
14	4	5	5	5	5	5	5	4	4	4	46
15	4	5	5	5	4	5	5	5	4	4	46
16	4	4	4	4	4	4	4	5	4	4	41
17	4	4	5	5	4	4	4	4	4	4	42
18	4	5	4	5	4	4	5	4	4	4	43
19	5	5	5	4	5	5	4	5	4	4	46
20	5	5	5	4	4	4	5	5	4	4	45
21	4	5	5	5	4	5	5	4	4	4	45
22	4	5	5	5	5	5	5	5	4	4	47
23	5	4	5	4	4	5	5	5	5	5	47
24	4	4	5	5	5	5	4	4	4	4	44
25	5	5	5	5	5	5	5	5	5	5	50
26	5	5	5	5	5	5	5	5	5	5	50
27	4	5	4	4	4	5	5	4	4	4	43
28	4	5	4	5	4	5	4	5	4	5	45
29	4	4	4	5	5	5	4	4	4	4	43
30	5	4	4	4	4	4	5	3	4	4	41
31	4	4	5	5	4	4	4	4	4	4	42
32	5	5	4	4	4	4	5	5	4	4	44
33	4	4	4	4	4	4	5	5	4	4	42
34	5	5	5	5	5	4	4	5	5	5	48
35	4	4	4	4	4	4	4	4	4	4	40
36	4	4	4	4	4	4	4	4	4	4	40
37	5	5	4	4	4	4	5	5	4	4	44
38	4	4	4	4	4	4	4	3	4	4	39
39	4	4	5	5	4	4	4	5	5	4	44
40	4	4	5	5	4	4	5	5	4	4	44

41	5	4	5	4	4	5	4	4	4	4	43
42	4	4	5	5	4	4	4	5	4	4	43
43	4	4	5	5	4	4	4	4	4	4	42
44	4	4	5	5	4	4	4	4	4	4	42
45	4	4	5	5	4	4	4	5	4	4	43

### Lampiran 3

#### Hasil Jawaban Responden Berdasarkan Jenis Kelamin

		jenis kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	15	33.3	33.3	33.3
	Perempuan	30	66.7	66.7	100.0
	Total	45	100.0	100.0	

### Lampiran 4

#### Hasil Jawaban Responden Berdasarkan Umur

		Umur			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24-35	10	22.2	22.2	22.2
	36-49	20	44.4	44.4	66.7
	>50	15	33.3	33.3	100.0
	Total	45	100.0	100.0	

### Lampiran 5

#### Hasil Jawaban Responden Berdasarkan Pendidikan

		Pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	37	82.2	82.2	82.2
	S2	5	11.1	11.1	93.3
	PG-SLTP	3	6.7	6.7	100.0
	Total	45	100.0	100.0	

## Lampiran 6

### Deskripsi Jawaban Lingkungan Kerja (X)

#### Pernyataan 1

LK1_X1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	13.3	13.3	13.3
4	23	51.1	51.1	64.4
5	16	35.6	35.6	100.0
Total	45	100.0	100.0	

#### Pernyataan 2

LK2_X1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	15.6	15.6	15.6
4	22	48.9	48.9	64.4
5	16	35.6	35.6	100.0
Total	45	100.0	100.0	

#### Pernyataan 3

LK3_X1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8.9	8.9	8.9
4	31	68.9	68.9	77.8
5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

#### Pernyataan 4

LK4_X1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	13.3	13.3	13.3
4	25	55.6	55.6	68.9
5	14	31.1	31.1	100.0
Total	45	100.0	100.0	

#### Pernyataan 5

**LK5\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	15.6	15.6	15.6
4	21	46.7	46.7	62.2
5	17	37.8	37.8	100.0
Total	45	100.0	100.0	

Pernyataan 6

**LK6\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.2	2.2	2.2
4	26	57.8	57.8	60.0
5	18	40.0	40.0	100.0
Total	45	100.0	100.0	

Pernyataan 7

**LK7\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.7	6.7	6.7
4	16	35.6	35.6	42.2
5	26	57.8	57.8	100.0
Total	45	100.0	100.0	

Pernyataan 8

**LK8\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8.9	8.9	8.9
4	22	48.9	48.9	57.8
5	19	42.2	42.2	100.0
Total	45	100.0	100.0	

Pernyataan 9

**LK9\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	13.3	13.3	13.3
Valid 4	26	57.8	57.8	71.1
5	13	28.9	28.9	100.0
Total	45	100.0	100.0	

Pertanyaan 10

**LK10\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.9	8.9	8.9
Valid 4	23	51.1	51.1	60.0
5	18	40.0	40.0	100.0
Total	45	100.0	100.0	

Pertanyaan 11

**LK11\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.9	8.9	8.9
Valid 4	21	46.7	46.7	55.6
5	20	44.4	44.4	100.0
Total	45	100.0	100.0	

Pertanyaan 12

**LK12\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.1	11.1	11.1
Valid 4	29	64.4	64.4	75.6
5	11	24.4	24.4	100.0
Total	45	100.0	100.0	

## Deskripsi Jawaban Responden Kompetensi Profesional (X2)

### Pernyataan 1

KP1_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.9	8.9	8.9
Valid 4	28	62.2	62.2	71.1
5	13	28.9	28.9	100.0
Total	45	100.0	100.0	

### Pernyataan 2

KP2_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.7	6.7	6.7
Valid 4	29	64.4	64.4	71.1
5	13	28.9	28.9	100.0
Total	45	100.0	100.0	

### Pernyataan 3

KP3_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.7	6.7	6.7
Valid 4	27	60.0	60.0	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

### Pernyataan 4

KP4_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.4	4.4	4.4
Valid 4	23	51.1	51.1	55.6
5	20	44.4	44.4	100.0
Total	45	100.0	100.0	

Pernyataan 5

KP5_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.2	2.2	2.2
Valid 4	32	71.1	71.1	73.3
Valid 5	12	26.7	26.7	100.0
Total	45	100.0	100.0	

Pernyataan 6

KP6_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.2	2.2	2.2
Valid 4	28	62.2	62.2	64.4
Valid 5	16	35.6	35.6	100.0
Total	45	100.0	100.0	

Pernyataan 7

KP7_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.7	6.7	6.7
Valid 4	27	60.0	60.0	66.7
Valid 5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

Pernyataan 8

KP8_X2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.7	6.7	6.7
Valid 4	22	48.9	48.9	55.6
Valid 5	20	44.4	44.4	100.0
Total	45	100.0	100.0	



Pernyataan 9

**KP9\_X2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.9	8.9	8.9
Valid 4	30	66.7	66.7	75.6
5	11	24.4	24.4	100.0
Total	45	100.0	100.0	

Pernyataan 10

**KP10\_X2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.9	8.9	8.9
Valid 4	32	71.1	71.1	80.0
5	9	20.0	20.0	100.0
Total	45	100.0	100.0	

## Deskripsi Jawaban Responden Kinerja Guru (Y)

### Pertanyaan 1

K1_Y				
	Frequency	Percent	Valid Percent	Cumulative Percent
	4	32	71.1	71.1
Valid	5	13	28.9	100.0
Total	45	100.0	100.0	

### Pertanyaan 2

K2_Y				
	Frequency	Percent	Valid Percent	Cumulative Percent
	4	29	64.4	64.4
Valid	5	16	35.6	100.0
Total	45	100.0	100.0	

### Pertanyaan 3

K3_Y				
	Frequency	Percent	Valid Percent	Cumulative Percent
	4	22	48.9	48.9
Valid	5	23	51.1	100.0
Total	45	100.0	100.0	

### Pertanyaan 4

K4_Y				
	Frequency	Percent	Valid Percent	Cumulative Percent
	3	1	2.2	2.2
Valid	4	22	48.9	51.1
	5	22	48.9	100.0
Total	45	100.0	100.0	

Pertanyaan 5

**K5\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	35	77.8	77.8	77.8
Valid 5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

Pertanyaan 6

**K6\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	30	66.7	66.7	66.7
Valid 5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

Pertanyaan 7

**K7\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	26	57.8	57.8	57.8
Valid 5	19	42.2	42.2	100.0
Total	45	100.0	100.0	

Pertanyaan 8

**K8\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.4	4.4	4.4
Valid 4	20	44.4	44.4	48.9
5	23	51.1	51.1	100.0
Total	45	100.0	100.0	

Pertanyaan 9

**K9\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	37	82.2	82.2	82.2

5	8	17.8	17.8	100.0
Total	45	100.0	100.0	

Pertanyaan 10

**K10\_Y**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	38	84.4	84.4	84.4
Valid 5	7	15.6	15.6	100.0
Total	45	100.0	100.0	





LK12_X1	Pearson Correlation	.096	.045	.438**	-.123	.202	-.019	.058	-.121	.065	.252*	.052	1	.296*
	Sig. (1-tailed)	.265	.386	.001	.210	.092	.450	.353	.214	.337	.047	.367		.024
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
TOTAL_X1	Pearson Correlation	.315*	.514**	.307*	.683**	.752**	.601**	.478**	.514**	.588**	.602**	.544**	.296*	1
	Sig. (1-tailed)	.017	.000	.020	.000	.000	.000	.000	.000	.000	.000	.000	.024	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45

\*. Correlation is significant at the 0.05 level (1-tailed).

\*\*. Correlation is significant at the 0.01 level (1-tailed).





KP8_X2	Pearson Correlation	.290*	.412**	.285*	.204	.065	.024	.221	1	.419**	.356**	.667**
	Sig. (1-tailed)	.027	.002	.029	.089	.337	.439	.072		.002	.008	.000
	N	45	45	45	45	45	45	45	45	45	45	45
KP9_X2	Pearson Correlation	.248	.249*	.009	.014	.191	.129	.079	.419**	1	.549**	.569**
	Sig. (1-tailed)	.051	.050	.476	.464	.104	.199	.303	.002		.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
KP10_X2	Pearson Correlation	.291*	.221	.049	.074	.334*	.109	.123	.356**	.549**	1	.603**
	Sig. (1-tailed)	.026	.073	.374	.315	.013	.238	.211	.008	.000		.000
	N	45	45	45	45	45	45	45	45	45	45	45
TOTAL_X2	Pearson Correlation	.433**	.618**	.442**	.381**	.556**	.373**	.429**	.667**	.569**	.603**	1
	Sig. (1-tailed)	.001	.000	.001	.005	.000	.006	.002	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45	45	45

\*. Correlation is significant at the 0.05 level (1-tailed).

## Validitas Kinerja (Y)

### Correlations

		K1_Y	K2_Y	K3_Y	K4_Y	K5_Y	K6_Y	K7_Y	K8_Y	K9_Y	K10_Y	TOTAL_X2
K1_Y	Pearson Correlation	1	.448**	.231	-.097	.367**	.277*	.349**	.247	.473**	.538**	.570**
	Sig. (1-tailed)		.001	.063	.264	.007	.033	.009	.051	.001	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K2_Y	Pearson Correlation	.448**	1	.262*	.303*	.496**	.558**	.587**	.362**	.262*	.450**	.739**
	Sig. (1-tailed)	.001		.041	.022	.000	.000	.000	.007	.041	.001	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K3_Y	Pearson Correlation	.231	.262*	1	.679**	.416**	.409**	.206	.250*	.338*	.297*	.651**
	Sig. (1-tailed)	.063	.041		.000	.002	.003	.087	.049	.011	.024	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K4_Y	Pearson Correlation	-.097	.303*	.679**	1	.428**	.348**	.177	.155	.243	.309*	.571**
	Sig. (1-tailed)	.264	.022	.000		.002	.010	.122	.154	.054	.019	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K5_Y	Pearson Correlation	.367**	.496**	.416**	.428**	1	.643**	.192	.215	.450**	.508**	.715**
	Sig. (1-tailed)	.007	.000	.002	.002		.000	.103	.078	.001	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K6_Y	Pearson Correlation	.277*	.558**	.409**	.348**	.643**	1	.350**	.162	.288*	.477**	.693**
	Sig. (1-tailed)	.033	.000	.003	.010	.000		.009	.144	.028	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K7_Y	Pearson Correlation	.349**	.587**	.206	.177	.192	.350**	1	.243	.191	.254*	.562**
	Sig. (1-tailed)	.009	.000	.087	.122	.103	.009		.054	.105	.046	.000
	N	45	45	45	45	45	45	45	45	45	45	45
K8_Y	Pearson Correlation	.247	.362**	.250*	.155	.215	.162	.243	1	.427**	.394**	.557**

	Sig. (1-tailed)	.051	.007	.049	.154	.078	.144	.054		.002	.004	.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.473**	.262*	.338*	.243	.450**	.288*	.191	.427**	1	.763**	.657**
K9_Y	Sig. (1-tailed)	.001	.041	.011	.054	.001	.028	.105	.002		.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.538**	.450**	.297*	.309*	.508**	.477**	.254*	.394**	.763**	1	.742**
K10_Y	Sig. (1-tailed)	.000	.001	.024	.019	.000	.000	.046	.004	.000		.000
	N	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.570**	.739**	.651**	.571**	.715**	.693**	.562**	.557**	.657**	.742**	1
TOTAL_X2	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45	45	45

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

## Lampiran 8

### HASIL UJI RELIABILITAS

**Case Processing Summary**

		N	%
Cases	Valid	45	100.0
	Excluded <sup>a</sup>	0	.0
	Total	45	100.0

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

### VARIABEL LINGKUNGAN KERJA (X1)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.753	12

### Variabel Kompetensi Profesioanl (X2)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.677	10

### Variabel Kinerja (Y)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.756	11

**Lampiran 9**

**HASIL UJI LINIERITAS**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F
		(Combined)	234.567	12	19.547	3.71
	Between Groups	Linearity	143.376	1	143.376	27.27
K_Y * KP_X2		Deviation from Linearity	91.190	11	8.290	1.57
	Within Groups		168.233	32	5.257	
	Total		402.800	44		

**ANOVA Table**

			Sum of Squares	df	Mean Square	F
		(Combined)	143.867	11	13.079	1.66
	Between Groups	Linearity	29.348	1	29.348	3.74
K_Y * LK_X1		Deviation from Linearity	114.519	10	11.452	1.45
	Within Groups		258.933	33	7.846	
	Total		402.800	44		

## Lampiran 10

### HASIL Uji Multikolinieritas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics		
	B	Std. Error	Beta	Tolerance	VIF	
1	(Constant)	8.502	6.872			
	LK_X1	.170	.092	.221	.993	1.007
	KP_X2	.616	.127	.578	.993	1.007

a. Dependent Variable: K\_Y

## Lampiran 11

### HASIL PENGOLAHAN DATA REGRESI LINIER BERGANDA

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.636 <sup>a</sup>	.405	.376	2.390

a. Predictors: (Constant), KP\_X2, LK\_X1

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.502	6.872		1.237	.223		
1	LK_X1	.170	.092	.221	1.851	.071	.993	1.007
1	KP_X2	.616	.127	.578	4.837	.000	.993	1.007

a. Dependent Variable: K\_Y

## Lampiran 12

**R**<sub>Tabel</sub>

df=(N-2)	Tingkat signifikan untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.6877	0.9969	0.9995	0,9999	1. 0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5460	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3365	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2879	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3206	0.3760	0.4129	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2683	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950



40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694

Lampiran 13

**T**<sub>Tabel</sub>

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148

## Lampiran 14

 $F_{Tabel}$ 

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	2	3	4	5	6	7	8	9	10
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05