

## Lampiran I

Bandar Lampung, 6 Agustus 2020

**Hal : Permohonan Bantuan Pengisian Kuesioner**

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Pujakusuma

NPM : 1612110143

Jurusan : S1 Manajemen

Dosen Pembimbing : Dr.Lukmanul Hakim

E-mail : Pujakusumakusuma926@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan RGB Screen Printing. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang **“PENGARUH LINGKUNGAN KERJA FISIK DAN KOMPENSASI FINANSIAL TERHADAP PRODUKTIVITAS KERJA KARYAWAN RGB SCREEN PRINTING”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara.

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

Hormat Saya,

**Pujakusuma**

NPM.161211043

## KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

### PENGARUH LINGKUNGAN KERJA FISIK DAN KOMPENSASI FINANSIAL TERHADAP PRODUKTIVITAS KERJA KARYAWAN RGB SCREEN PRINTING

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

**SS = Sangat Setuju**

**S = Setuju**

**CS = Cukup Setuju**

**TS = Tidak Setuju**

**STS = Sangat Tidak Setuju**

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : ..... (boleh/tidak di isi)
2. Jenis Kelamin :  Laki – Laki                       Perempuan
3. Usia :  17 – 23 tahun                       31 – 37 tahun  
 24 – 30 tahun                       > 38 tahun
4. Masa Kerja :  0 – 1 tahun                       4 – 5 tahun  
 2 – 3 tahun                       > 6 tahun

## DAFTAR PERNYATAAN

### Lingkungan Kerja

| No  | Pernyataan   | Jawaban   |          |           |           |            |
|---|--|-----------|----------|-----------|-----------|------------|
|   |  | SS<br>(5) | S<br>(4) | CS<br>(3) | TS<br>(2) | STS<br>(1) |
| <b><i>Suasana Kerja</i></b>               |  |           |          |           |           |            |
| 1   | Keadaan ruangan kerja dalam keadaan bersih                 |           |          |           |           |            |
| 2   | Sirkulasi udara di ruang kerja sangat baik                 |           |          |           |           |            |
| <b><i>Hubungan Antara Rekan Kerja</i></b> |  |           |          |           |           |            |
| 3   | Kerjasama antara karyawan rekan kerja berjalan dengan baik |           |          |           |           |            |
| 4   | Saling menghargai pendapat sesama rekan kerja              |           |          |           |           |            |
| <b><i>Tersedianya Fasilitas Kerja</i></b> |  |           |          |           |           |            |
| 5   | Ruangan kerja yang tersedai sudah tertata                  |           |          |           |           |            |
| 6   | Perlengkapan kerja sudah memadai                           |           |          |           |           |            |

Sumber : Ghulam Ahmad Fatoni, 2018

## Kompensasi

| No                     | Pernyataan  | Jawaban   |          |           |           |            |
|------------------------|---|-----------|----------|-----------|-----------|------------|
|                        |   | SS<br>(5) | S<br>(4) | CS<br>(3) | TS<br>(2) | STS<br>(1) |
| <b><i>Gaji</i></b>     |   |           |          |           |           |            |
| 1                      | Gaji yang diberikan sesuai dengan harapan                                     |           |          |           |           |            |
| 2                      | Gaji yang diberikan sesuai dengan kontribusi yang diberikan kepada perusahaan |           |          |           |           |            |
| <b><i>Upah</i></b>     |   |           |          |           |           |            |
| 3                      | Upah yang diberikan perusahaan dapat memenuhi kebutuhan sehari-hari           |           |          |           |           |            |
| 4                      | Perusahaan telah memberikan upah yang adil dan layak                          |           |          |           |           |            |
| <b><i>Insentif</i></b> |   |           |          |           |           |            |
| 5                      | Insentif diberikan kepada karyawan yang berprestasi                           |           |          |           |           |            |
| 6                      | Pemberian insentif memberikan semangat yang lebih dalam bekerja               |           |          |           |           |            |
| <b><i>Bonus</i></b>    |   |           |          |           |           |            |
| 7                      | Perusahaan memberikan bonus tepat pada waktunya                               |           |          |           |           |            |
| 8                      | Perusahaan memberikan bonus sesuai dengan lama kerja karyawan                 |           |          |           |           |            |

Sumber : Meiropa Lusiana, 2019

## Produktivitas

| No   | Pernyataan  | Jawaban   |          |           |           |            |
|--|---|-----------|----------|-----------|-----------|------------|
|  |   | SS<br>(5) | S<br>(4) | CS<br>(3) | TS<br>(2) | STS<br>(1) |
| <b><i>Kemampuan Untuk Melaksanakan Tugas</i></b> |   |           |          |           |           |            |
| 1  | Paham dan mengerti mengenai pekerjaan yang saya lakukan                   |           |          |           |           |            |
| 2  | Mampu menyelesaikan pekerjaan tepat pada waktunya                         |           |          |           |           |            |
| <b><i>Meningkatkan Hasil Yang Dicapai</i></b>    |   |           |          |           |           |            |
| 3  | Hasil kerja semakin meningkat karena ketrampilan yang dimiliki            |           |          |           |           |            |
| 4  | Menggunakan pengalaman kerja yang dimiliki untuk meningkatkan hasil kerja |           |          |           |           |            |
| <b><i>Semangat Kerja</i></b>                     |   |           |          |           |           |            |
| 5  | Sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan           |           |          |           |           |            |
| 6  | Mampu memenuhi tuntutan kerja dengan maksimal                             |           |          |           |           |            |
| <b><i>Pengembangan Diri</i></b>                  |   |           |          |           |           |            |
| 7  | Pekerjaan yang tangani selalu memenuhi target yang telah ditetapkan       |           |          |           |           |            |
| 8  | Hasil kerja selalu memenuhi standar yang telah ditetapkan                 |           |          |           |           |            |
| <b><i>Mutu</i></b>                               |   |           |          |           |           |            |
| 9  | Selalu berusaha untuk meningkatkan kualitas kerja                         |           |          |           |           |            |
| 10   | Mempunyai ketekunan dalam mencapai tujuan yang telah ditetapkan           |           |          |           |           |            |
| <b><i>Efisien</i></b>                            |   |           |          |           |           |            |
| 11   | Menggunakan waktu kerja dengan baik.                                      |           |          |           |           |            |
| 12   | Sesama rekan kerja saling mendukung dalam menyelesaikan tugas kerja       |           |          |           |           |            |

Sumber : Eko Hertanto 2017

## Lampiran II

### Hasil Jawaban Responden

#### Hasil jawaban Responden Lingkungan Kerja

| No           | LK1 | LK2 | LK3 | LK4 | LK5 | LK6 | Lingkungan Kerja |
|--------------|-----|-----|-----|-----|-----|-----|------------------|
| 1            | 3   | 4   | 2   | 4   | 4   | 3   | 20               |
| 2            | 2   | 3   | 3   | 4   | 3   | 2   | 17               |
| 3            | 4   | 3   | 2   | 4   | 3   | 4   | 20               |
| 4            | 4   | 4   | 3   | 4   | 4   | 4   | 23               |
| 5            | 5   | 3   | 2   | 3   | 3   | 1   | 17               |
| 6            | 3   | 3   | 3   | 3   | 3   | 3   | 18               |
| 7            | 3   | 2   | 2   | 3   | 2   | 3   | 15               |
| 8            | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 9            | 1   | 3   | 3   | 3   | 3   | 5   | 18               |
| 10           | 3   | 3   | 5   | 3   | 3   | 3   | 20               |
| 11           | 2   | 5   | 5   | 5   | 5   | 2   | 24               |
| 12           | 2   | 2   | 2   | 2   | 2   | 1   | 11               |
| 13           | 3   | 3   | 3   | 3   | 3   | 3   | 18               |
| 14           | 3   | 2   | 3   | 3   | 2   | 3   | 16               |
| 15           | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 16           | 3   | 2   | 3   | 2   | 2   | 3   | 15               |
| 17           | 2   | 3   | 3   | 3   | 3   | 2   | 16               |
| 18           | 3   | 4   | 4   | 4   | 4   | 3   | 22               |
| 19           | 4   | 3   | 5   | 3   | 3   | 4   | 22               |
| 20           | 3   | 3   | 3   | 3   | 3   | 3   | 18               |
| 21           | 3   | 2   | 3   | 2   | 2   | 3   | 15               |
| 22           | 2   | 2   | 3   | 2   | 2   | 2   | 13               |
| 23           | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 24           | 3   | 4   | 4   | 4   | 4   | 3   | 22               |
| 25           | 4   | 3   | 3   | 3   | 3   | 4   | 20               |
| 26           | 3   | 4   | 3   | 4   | 4   | 3   | 21               |
| 27           | 3   | 4   | 3   | 4   | 4   | 3   | 21               |
| 28           | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 29           | 4   | 3   | 4   | 3   | 4   | 4   | 22               |
| 30           | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 31           | 3   | 4   | 3   | 4   | 4   | 3   | 21               |
| 32           | 3   | 3   | 4   | 3   | 3   | 3   | 19               |
| 33           | 5   | 3   | 4   | 3   | 3   | 4   | 22               |
| 34           | 3   | 4   | 3   | 4   | 4   | 3   | 21               |
| 35           | 3   | 4   | 4   | 4   | 3   | 3   | 21               |
| <b>TOTAL</b> | 107 | 110 | 117 | 114 | 110 | 105 | 663              |

### Hasil jawaban Responden Kompensasi

| No           | KM1        | KM2 | KM3 | KM4 | KM5        | KM6        | KM7 | KM8 | Kompensasi |
|--------------|------------|-----|-----|-----|------------|------------|-----|-----|------------|
| 1            | 3          | 3   | 4   | 2   | 5          | 4          | 4   | 5   | 30         |
| 2            | 2          | 2   | 3   | 3   | 5          | 3          | 3   | 3   | 24         |
| 3            | 4          | 4   | 3   | 4   | 3          | 4          | 3   | 4   | 29         |
| 4            | 3          | 3   | 4   | 3   | 4          | 4          | 4   | 3   | 28         |
| 5            | 3          | 3   | 3   | 2   | 4          | 3          | 3   | 2   | 23         |
| 6            | 3          | 3   | 3   | 3   | 5          | 4          | 3   | 3   | 27         |
| 7            | 3          | 3   | 2   | 2   | 3          | 2          | 2   | 2   | 19         |
| 8            | 3          | 3   | 3   | 4   | 5          | 3          | 3   | 4   | 28         |
| 9            | 2          | 2   | 3   | 3   | 4          | 4          | 3   | 3   | 24         |
| 10           | 3          | 3   | 5   | 5   | 5          | 2          | 5   | 5   | 33         |
| 11           | 3          | 3   | 5   | 5   | 5          | 4          | 5   | 5   | 35         |
| 12           | 4          | 4   | 2   | 2   | 4          | 2          | 2   | 2   | 22         |
| 13           | 4          | 4   | 4   | 3   | 5          | 4          | 4   | 3   | 31         |
| 14           | 3          | 3   | 2   | 3   | 5          | 4          | 2   | 3   | 25         |
| 15           | 4          | 4   | 3   | 4   | 5          | 3          | 3   | 4   | 30         |
| 16           | 4          | 4   | 2   | 3   | 4          | 3          | 2   | 3   | 25         |
| 17           | 2          | 2   | 3   | 3   | 5          | 4          | 3   | 3   | 25         |
| 18           | 4          | 4   | 4   | 4   | 4          | 3          | 4   | 4   | 31         |
| 19           | 4          | 4   | 4   | 5   | 5          | 4          | 4   | 5   | 35         |
| 20           | 3          | 3   | 3   | 3   | 4          | 3          | 3   | 3   | 25         |
| 21           | 3          | 3   | 2   | 3   | 4          | 2          | 2   | 3   | 22         |
| 22           | 1          | 1   | 2   | 3   | 3          | 3          | 2   | 3   | 18         |
| 23           | 4          | 4   | 3   | 4   | 4          | 3          | 3   | 4   | 29         |
| 24           | 3          | 3   | 4   | 4   | 3          | 2          | 4   | 4   | 27         |
| 25           | 3          | 3   | 3   | 3   | 4          | 3          | 3   | 3   | 25         |
| 26           | 4          | 4   | 4   | 4   | 5          | 3          | 4   | 4   | 32         |
| 27           | 3          | 3   | 4   | 3   | 4          | 2          | 4   | 3   | 26         |
| 28           | 4          | 4   | 3   | 4   | 4          | 4          | 3   | 4   | 30         |
| 29           | 4          | 4   | 4   | 4   | 4          | 4          | 4   | 4   | 32         |
| 30           | 5          | 5   | 3   | 4   | 5          | 4          | 3   | 4   | 33         |
| 31           | 5          | 5   | 5   | 5   | 4          | 3          | 5   | 5   | 37         |
| 32           | 4          | 4   | 4   | 5   | 5          | 4          | 4   | 4   | 34         |
| 33           | 4          | 4   | 4   | 4   | 4          | 4          | 4   | 4   | 32         |
| 34           | 2          | 4   | 4   | 4   | 4          | 4          | 4   | 2   | 28         |
| 35           | 3          | 4   | 4   | 4   | 3          | 4          | 4   | 4   | 30         |
| <b>TOTAL</b> | <b>116</b> | 119 | 118 | 124 | <b>149</b> | <b>116</b> | 118 | 124 | 984        |

### Hasil jawaban Responden Produktivitas Kerja

| No           | PK1        | PK2 | PK3 | PK4 | PK5 | PK6 | PK7 | PK8 | PK9 | PK10       | PK11 | PK12 | Produktivitas Kerja |
|--------------|------------|-----|-----|-----|-----|-----|-----|-----|-----|------------|------|------|---------------------|
| 1            | 3          | 4   | 4   | 3   | 3   | 4   | 5   | 4   | 5   | 4          | 5    | 4    | 48                  |
| 2            | 2          | 3   | 3   | 2   | 3   | 3   | 3   | 2   | 2   | 3          | 3    | 3    | 31                  |
| 3            | 4          | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3          | 2    | 3    | 42                  |
| 4            | 4          | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4          | 4    | 3    | 43                  |
| 5            | 1          | 3   | 2   | 3   | 2   | 3   | 2   | 3   | 1   | 3          | 3    | 2    | 31                  |
| 6            | 3          | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3          | 3    | 3    | 36                  |
| 7            | 3          | 2   | 2   | 3   | 3   | 2   | 2   | 3   | 3   | 2          | 2    | 2    | 29                  |
| 8            | 3          | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3          | 3    | 4    | 39                  |
| 9            | 5          | 3   | 3   | 2   | 5   | 3   | 3   | 2   | 5   | 3          | 3    | 3    | 36                  |
| 10           | 3          | 5   | 5   | 3   | 3   | 5   | 5   | 3   | 3   | 5          | 5    | 5    | 50                  |
| 11           | 2          | 5   | 5   | 3   | 2   | 5   | 5   | 3   | 2   | 5          | 5    | 5    | 47                  |
| 12           | 1          | 2   | 2   | 4   | 2   | 2   | 2   | 4   | 2   | 5          | 2    | 2    | 29                  |
| 13           | 3          | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4          | 4    | 3    | 42                  |
| 14           | 3          | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2          | 2    | 3    | 32                  |
| 15           | 3          | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3          | 3    | 4    | 41                  |
| 16           | 3          | 2   | 3   | 4   | 3   | 2   | 3   | 4   | 3   | 5          | 2    | 3    | 37                  |
| 17           | 2          | 3   | 3   | 2   | 2   | 3   | 3   | 2   | 2   | 3          | 3    | 3    | 31                  |
| 18           | 3          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 4          | 4    | 4    | 45                  |
| 19           | 4          | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4          | 4    | 5    | 51                  |
| 20           | 3          | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3          | 3    | 3    | 36                  |
| 21           | 3          | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 2          | 2    | 3    | 32                  |
| 22           | 2          | 2   | 3   | 1   | 2   | 2   | 3   | 5   | 5   | 5          | 2    | 3    | 35                  |
| 23           | 3          | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3          | 3    | 4    | 41                  |
| 24           | 3          | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4          | 4    | 4    | 43                  |
| 25           | 4          | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 3          | 3    | 3    | 39                  |
| 26           | 4          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4          | 4    | 4    | 48                  |
| 27           | 3          | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4          | 4    | 3    | 40                  |
| 28           | 3          | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3          | 3    | 4    | 41                  |
| 29           | 4          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4          | 4    | 4    | 48                  |
| 30           | 3          | 3   | 4   | 5   | 3   | 3   | 4   | 5   | 3   | 3          | 3    | 4    | 43                  |
| 31           | 3          | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 4          | 4    | 3    | 40                  |
| 32           | 3          | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 3          | 3    | 4    | 41                  |
| 33           | 4          | 4   | 3   | 3   | 4   | 3   | 3   | 4   | 3   | 2          | 3    | 3    | 39                  |
| 34           | 4          | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 5   | 4          | 3    | 3    | 42                  |
| 35           | 4          | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 3          | 4    | 3    | 40                  |
| <b>TOTAL</b> | <b>108</b> | 115 | 120 | 115 | 111 | 114 | 121 | 120 | 114 | <b>122</b> | 114  | 119  | 1388                |



### Lampiran III

#### Hasil Uji Karakteristik Responden

##### Jenis Kelamin

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Laki - laki     | 25        | 71.4    | 71.4          | 71.4               |
| Valid Perempuan | 10        | 28.6    | 28.6          | 100.0              |
| Total           | 35        | 100.0   | 100.0         |                    |

##### Usia

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| 17 – 23 Tahun       | 9         | 25.7    | 25.7          | 25.7               |
| 24 – 30 Tahun       | 18        | 51.4    | 51.4          | 77.1               |
| Valid 31 – 37 Tahun | 5         | 14.3    | 14.3          | 91.4               |
| > 38 Tahun          | 3         | 8.6     | 8.6           | 100.0              |
| Total               | 35        | 100.0   | 100.0         |                    |

##### Masa Kerja

|                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| 0 - 1 Tahun       | 7         | 20.0    | 20.0          | 20.0               |
| 2 - 3 Tahun       | 6         | 17.1    | 17.1          | 37.1               |
| Valid 4 - 5 Tahun | 15        | 42.9    | 42.9          | 80.0               |
| > 6 Tahun         | 7         | 20.0    | 20.0          | 100.0              |
| Total             | 35        | 100.0   | 100.0         |                    |

## Lampiran IV

### Hasil Uji Frekuensi Jawaban Variabel

#### Hasil Uji Frekuensi Jawaban Lingkungan Kerja

**Lingkungan Kerja 1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 2         | 5.7     | 5.7           | 5.7                |
| 2       | 4         | 11.4    | 11.4          | 17.1               |
| Valid 3 | 22        | 62.9    | 62.9          | 80.0               |
| 4       | 6         | 17.1    | 17.1          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lingkungan Kerja 2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 19        | 54.3    | 54.3          | 71.4               |
| Valid 4 | 9         | 25.7    | 25.7          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lingkungan Kerja 3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 5         | 14.3    | 14.3          | 14.3               |
| 3       | 16        | 45.7    | 45.7          | 60.0               |
| Valid 4 | 11        | 31.4    | 31.4          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lingkungan Kerja 4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 11.4    | 11.4          | 11.4               |
| 3       | 19        | 54.3    | 54.3          | 65.7               |
| Valid 4 | 11        | 31.4    | 31.4          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lingkungan Kerja 5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 19        | 54.3    | 54.3          | 71.4               |
| Valid 4 | 9         | 25.7    | 25.7          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lingkungan Kerja 6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2.9     | 2.9           | 2.9                |
| 2       | 5         | 14.3    | 14.3          | 17.1               |
| Valid 3 | 22        | 62.9    | 62.9          | 80.0               |
| 4       | 5         | 14.3    | 14.3          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

## Hasil Uji Frekuensi Jawaban Kompensasi

### Kompensasi 1

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2.9     | 2.9           | 2.9                |
| 2       | 4         | 11.4    | 11.4          | 14.3               |
| Valid 3 | 15        | 42.9    | 42.9          | 57.1               |
| 4       | 13        | 37.1    | 37.1          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

### Kompensasi 2

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2.9     | 2.9           | 2.9                |
| 2       | 3         | 8.6     | 8.6           | 11.4               |
| Valid 3 | 14        | 40.0    | 40.0          | 51.4               |
| 4       | 15        | 42.9    | 42.9          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

### Kompensasi 3

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 13        | 37.1    | 37.1          | 54.3               |
| Valid 4 | 13        | 37.1    | 37.1          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Kompensasi 4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 11.4    | 11.4          | 11.4               |
| 3       | 13        | 37.1    | 37.1          | 48.6               |
| Valid 4 | 13        | 37.1    | 37.1          | 85.7               |
| 5       | 5         | 14.3    | 14.3          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Kompensasi 5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3       | 5         | 14.3    | 14.3          | 14.3               |
| Valid 4 | 16        | 45.7    | 45.7          | 60.0               |
| 5       | 14        | 40.0    | 40.0          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Kompensasi 6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| Valid 3 | 12        | 34.3    | 34.3          | 51.4               |
| 4       | 17        | 48.6    | 48.6          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Kompensasi 7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 13        | 37.1    | 37.1          | 54.3               |
| Valid 4 | 13        | 37.1    | 37.1          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Kompensasi 8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 11.4    | 11.4          | 11.4               |
| 3       | 13        | 37.1    | 37.1          | 48.6               |
| Valid 4 | 13        | 37.1    | 37.1          | 85.7               |
| 5       | 5         | 14.3    | 14.3          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Hasil Uji Frekuensi Jawaban Produktivitas Kerja****Produktivitas Kerja 1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 2         | 5.7     | 5.7           | 5.7                |
| 2       | 4         | 11.4    | 11.4          | 17.1               |
| Valid 3 | 19        | 54.3    | 54.3          | 71.4               |
| 4       | 9         | 25.7    | 25.7          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 15        | 42.9    | 42.9          | 60.0               |
| Valid 4 | 12        | 34.3    | 34.3          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 3         | 8.6     | 8.6           | 8.6                |
| 3       | 17        | 48.6    | 48.6          | 57.1               |
| Valid 4 | 12        | 34.3    | 34.3          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2.9     | 2.9           | 2.9                |
| 2       | 3         | 8.6     | 8.6           | 11.4               |
| Valid 3 | 17        | 48.6    | 48.6          | 60.0               |
| 4       | 13        | 37.1    | 37.1          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 5         | 14.3    | 14.3          | 14.3               |
| 3       | 20        | 57.1    | 57.1          | 71.4               |
| Valid 4 | 9         | 25.7    | 25.7          | 97.1               |
| 5       | 1         | 2.9     | 2.9           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 6         | 17.1    | 17.1          | 17.1               |
| 3       | 16        | 45.7    | 45.7          | 62.9               |
| Valid 4 | 11        | 31.4    | 31.4          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 3         | 8.6     | 8.6           | 8.6                |
| 3       | 17        | 48.6    | 48.6          | 57.1               |
| Valid 4 | 11        | 31.4    | 31.4          | 88.6               |
| 5       | 4         | 11.4    | 11.4          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 3         | 8.6     | 8.6           | 8.6                |
| 3       | 16        | 45.7    | 45.7          | 54.3               |
| Valid 4 | 14        | 40.0    | 40.0          | 94.3               |
| 5       | 2         | 5.7     | 5.7           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2.9     | 2.9           | 2.9                |
| 2       | 4         | 11.4    | 11.4          | 14.3               |
| Valid 3 | 19        | 54.3    | 54.3          | 68.6               |
| 4       | 7         | 20.0    | 20.0          | 88.6               |
| 5       | 4         | 11.4    | 11.4          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 11.4    | 11.4          | 11.4               |
| 3       | 15        | 42.9    | 42.9          | 54.3               |
| Valid 4 | 11        | 31.4    | 31.4          | 85.7               |
| 5       | 5         | 14.3    | 14.3          | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |



**Produktivitas Kerja 11**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 7         | 20.0    | 20.0          | 20.0               |
| 3       | 15        | 42.9    | 42.9          | 62.9               |
| Valid 4 | 10        | 28.6    | 28.6          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Produktivitas Kerja 12**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 3         | 8.6     | 8.6           | 8.6                |
| 3       | 18        | 51.4    | 51.4          | 60.0               |
| Valid 4 | 11        | 31.4    | 31.4          | 91.4               |
| 5       | 3         | 8.6     | 8.6           | 100.0              |
| Total   | 35        | 100.0   | 100.0         |                    |

**Lampiran V**  
**Hasil Uji Validitas**

**Correlations**

|                       |                        | Lingkungan<br>Kerja 1 | Lingkungan<br>Kerja 2 | Lingkungan<br>Kerja 3 | Lingkungan<br>Kerja 4 | Lingkungan<br>Kerja 5 | Lingkungan<br>Kerja 6 | Total<br>Lingkungan<br>Kerja |
|-----------------------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|
|                       | Pearson<br>Correlation | 1                     | .100                  | .218                  | .104                  | .150                  | .228                  | .490**                       |
| Lingkungan<br>Kerja 1 | Sig. (2-<br>tailed)    |                       | .569                  | .208                  | .551                  | .391                  | .188                  | .003                         |
|                       | N                      | 35                    | 35                    | 35                    | 35                    | 35                    | 35                    | 35                           |
|                       | Pearson<br>Correlation | .100                  | 1                     | .301                  | .900**                | .945**                | .036                  | .831**                       |
| Lingkungan<br>Kerja 2 | Sig. (2-<br>tailed)    | .569                  |                       | .079                  | .000                  | .000                  | .839                  | .000                         |
|                       | N                      | 35                    | 35                    | 35                    | 35                    | 35                    | 35                    | 35                           |
|                       | Pearson<br>Correlation | .218                  | .301                  | 1                     | .146                  | .301                  | .014                  | .539**                       |
| Lingkungan<br>Kerja 3 | Sig. (2-<br>tailed)    | .208                  | .079                  |                       | .403                  | .079                  | .938                  | .001                         |
|                       | N                      | 35                    | 35                    | 35                    | 35                    | 35                    | 35                    | 35                           |
|                       | Pearson<br>Correlation | .104                  | .900**                | .146                  | 1                     | .842**                | .025                  | .758**                       |
| Lingkungan<br>Kerja 4 | Sig. (2-<br>tailed)    | .551                  | .000                  | .403                  |                       | .000                  | .885                  | .000                         |
|                       | N                      | 35                    | 35                    | 35                    | 35                    | 35                    | 35                    | 35                           |
| Lingkungan<br>Kerja 5 | Pearson<br>Correlation | .150                  | .945**                | .301                  | .842**                | 1                     | .086                  | .845**                       |

|                    |                     |        |        |        |        |        |       |       |
|--------------------|---------------------|--------|--------|--------|--------|--------|-------|-------|
|                    | Sig. (2-tailed)     | .391   | .000   | .079   | .000   |        | .625  | .000  |
|                    | N                   | 35     | 35     | 35     | 35     | 35     | 35    | 35    |
| Lingkungan Kerja 6 | Pearson Correlation | .228   | .036   | .014   | .025   | .086   | 1     | .379* |
|                    | Sig. (2-tailed)     | .188   | .839   | .938   | .885   | .625   |       | .025  |
|                    | N                   | 35     | 35     | 35     | 35     | 35     | 35    | 35    |
| Total              | Pearson Correlation | .490** | .831** | .539** | .758** | .845** | .379* | 1     |
| Lingkungan Kerja   | Sig. (2-tailed)     | .003   | .000   | .001   | .000   | .000   | .025  |       |
|                    | N                   | 35     | 35     | 35     | 35     | 35     | 35    | 35    |

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

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

#### Correlations

|                     | Kompensasi 1 | Kompensasi 2 | Kompensasi 3 | Kompensasi 4 | Kompensasi 5 | Kompensasi 6 | Kompensasi 7 | Kompensasi 8 | Total kompensasi |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------------|
| Pearson Correlation | 1            | .905**       | .229         | .384*        | .154         | .069         | .229         | .422*        | .637**           |
| Sig. (2-tailed)     |              | .000         | .186         | .023         | .378         | .693         | .186         | .011         | .000             |
| N                   | 35           | 35           | 35           | 35           | 35           | 35           | 35           | 35           | 35               |
| Pearson Correlation | .905**       | 1            | .309         | .447**       | .069         | .165         | .309         | .329         | .664**           |
| Sig. (2-tailed)     | .000         |              | .071         | .007         | .692         | .344         | .071         | .053         | .000             |





|                       |                             |        |        |        |      |      |        |        |        |        |        |        |        |        |
|-----------------------|-----------------------------|--------|--------|--------|------|------|--------|--------|--------|--------|--------|--------|--------|--------|
|                       | Pearson                     | .253   | .583** | 1      | .322 | .130 | .608** | .979** | .285   | .171   | .286   | .561** | .976** | .833** |
| Produktivitas Kerja 3 | Correlation Sig. (2-tailed) | .142   | .000   |        | .059 | .457 | .000   | .000   | .097   | .327   | .095   | .000   | .000   | .000   |
|                       | N                           | 35     | 35     | 35     | 35   | 35   | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35     |
|                       | Pearson                     | .181   | .142   | .322   | 1    | .173 | .111   | .294   | .541** | -.064  | .048   | .060   | .289   | .432** |
| Produktivitas Kerja 4 | Correlation Sig. (2-tailed) | .298   | .416   | .059   |      | .319 | .526   | .087   | .001   | .716   | .784   | .731   | .092   | .010   |
|                       | N                           | 35     | 35     | 35     | 35   | 35   | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35     |
|                       | Pearson                     | .951** | .216   | .130   | .173 | 1    | .176   | .115   | -.089  | .655** | -.231  | .115   | .086   | .368*  |
| Produktivitas Kerja 5 | Correlation Sig. (2-tailed) | .000   | .212   | .457   | .319 |      | .311   | .511   | .613   | .000   | .182   | .509   | .623   | .030   |
|                       | N                           | 35     | 35     | 35     | 35   | 35   | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35     |
|                       | Pearson                     | .221   | .935** | .608** | .111 | .176 | 1      | .612** | -.090  | .066   | .432** | .963** | .623** | .787** |
| Produktivitas Kerja 6 | Correlation Sig. (2-tailed) | .203   | .000   | .000   | .526 | .311 |        | .000   | .605   | .706   | .010   | .000   | .000   | .000   |
|                       | N                           | 35     | 35     | 35     | 35   | 35   | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35     |
| Produktivitas Kerja 7 | Pearson Correlation         | .238   | .586** | .979** | .294 | .115 | .612** | 1      | .299   | .231   | .293   | .605** | .958** | .843** |

|                        |                             |        |        |        |        |        |        |        |       |      |        |        |        |        |
|------------------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|-------|------|--------|--------|--------|--------|
|                        | Sig.                        | .169   | .000   | .000   | .087   | .511   | .000   |        | .081  | .182 | .087   | .000   | .000   | .000   |
|                        | (2-tailed)                  |        |        |        |        |        |        |        |       |      |        |        |        |        |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | -.013  | -.062  | .285   | .541** | -.089  | -.090  | .299   | 1     | .223 | .256   | -.083  | .257   | .372*  |
| Produktivitas Kerja 8  | Correlation Sig. (2-tailed) | .939   | .723   | .097   | .001   | .613   | .605   | .081   |       | .198 | .137   | .634   | .136   | .028   |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | .722** | .094   | .171   | -.064  | .655** | .066   | .231   | .223  | 1    | .131   | .097   | .141   | .406*  |
| Produktivitas Kerja 9  | Correlation Sig. (2-tailed) | .000   | .590   | .327   | .716   | .000   | .706   | .182   | .198  |      | .453   | .579   | .421   | .016   |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | -.212  | .408*  | .286   | .048   | -.231  | .432** | .293   | .256  | .131 | 1      | .435** | .308   | .441** |
| Produktivitas Kerja 10 | Correlation Sig. (2-tailed) | .221   | .015   | .095   | .784   | .182   | .010   | .087   | .137  | .453 |        | .009   | .072   | .008   |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | .165   | .903** | .561** | .060   | .115   | .963** | .605** | -.083 | .097 | .435** | 1      | .617** | .759** |
| Produktivitas Kerja 11 | Correlation Sig. (2-tailed) | .345   | .000   | .000   | .731   | .509   | .000   | .000   | .634  | .579 | .009   |        | .000   | .000   |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | .165   | .903** | .561** | .060   | .115   | .963** | .605** | -.083 | .097 | .435** | 1      | .617** | .759** |
| Produktivitas Kerja 11 | Correlation Sig. (2-tailed) | .345   | .000   | .000   | .731   | .509   | .000   | .000   | .634  | .579 | .009   |        | .000   | .000   |
|                        | N                           | 35     | 35     | 35     | 35     | 35     | 35     | 35     | 35    | 35   | 35     | 35     | 35     | 35     |
|                        | Pearson                     | .165   | .903** | .561** | .060   | .115   | .963** | .605** | -.083 | .097 | .435** | 1      | .617** | .759** |

|                           |                     |        |        |        |        |       |        |        |       |       |        |        |        |        |
|---------------------------|---------------------|--------|--------|--------|--------|-------|--------|--------|-------|-------|--------|--------|--------|--------|
|                           | N                   | 35     | 35     | 35     | 35     | 35    | 35     | 35     | 35    | 35    | 35     | 35     | 35     | 35     |
|                           | Pearson Correlation | .214   | .598** | .976** | .289   | .086  | .623** | .958** | .257  | .141  | .308   | .617** | 1      | .821** |
| Produktivitas Kerja 12    | Sig. (2-tailed)     | .218   | .000   | .000   | .092   | .623  | .000   | .000   | .136  | .421  | .072   | .000   |        | .000   |
|                           | N                   | 35     | 35     | 35     | 35     | 35    | 35     | 35     | 35    | 35    | 35     | 35     | 35     | 35     |
|                           | Pearson Correlation | .466** | .787** | .833** | .432** | .368* | .787** | .843** | .372* | .406* | .441** | .759** | .821** | 1      |
| Total Produktivitas Kerja | Sig. (2-tailed)     | .005   | .000   | .000   | .010   | .030  | .000   | .000   | .028  | .016  | .008   | .000   | .000   |        |
|                           | N                   | 35     | 35     | 35     | 35     | 35    | 35     | 35     | 35    | 35    | 35     | 35     | 35     | 35     |

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

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



## Lampiran VI

### Hasil Uji Reliabilitas

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 35 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 35 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .696             | 6          |

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 35 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 35 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .834             | 8          |

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 35 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 35 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .851             | 12         |

**Lampiran VII**  
**Hasil Uji Normalitas**

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Total<br>Lingkungan<br>Kerja | Total<br>kompensasi | Total<br>Produktivitas<br>Kerja |
|----------------------------------|----------------|------------------------------|---------------------|---------------------------------|
| N                                |                | 35                           | 35                  | 35                              |
| Normal Parameters <sup>a,b</sup> | Mean           | 18.94                        | 28.11               | 39.66                           |
|                                  | Std. Deviation | 2.910                        | 4.568               | 6.000                           |
|                                  | Absolute       | .136                         | .095                | .114                            |
| Most Extreme Differences         | Positive       | .090                         | .095                | .099                            |
|                                  | Negative       | -.136                        | -.089               | -.114                           |
| Kolmogorov-Smirnov Z             |                | .807                         | .563                | .672                            |
| Asymp. Sig. (2-tailed)           |                | .533                         | .909                | .758                            |

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran VIII**  
**Hasil Uji Lineritas**

**ANOVA Table**

|  |                   |                             | Sum of<br>Squares | df     | Mean<br>Square | F      | Sig. |
|--|-------------------|-----------------------------|-------------------|--------|----------------|--------|------|
| Total Produktivitas<br>Kerja * Total<br>Lingkungan Kerja | Between<br>Groups | (Combined)                  | 944.169           | 11     | 85.834         | 7.058  | .000 |
|  |                   | Linearity                   | 755.331           | 1      | 755.331        | 62.108 | .000 |
|  |                   | Deviation from<br>Linearity | 188.838           | 10     | 18.884         | 1.553  | .184 |
|  | Within Groups     | 279.717                     | 23                | 12.162 |                |        |      |
|  | Total             | 1223.886                    | 34                |        |                |        |      |

ANOVA Table

|  |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|--|----------------|--------------------------|----------------|----|-------------|--------|------|
| Total Produktivitas Kerja * Total kompensasi |                | (Combined)               | 995.219        | 16 | 62.201      | 4.896  | .001 |
|  | Between Groups | Linearity                | 768.371        | 1  | 768.371     | 60.484 | .000 |
|  |                | Deviation from Linearity | 226.848        | 15 | 15.123      | 1.190  | .358 |
|  | Within Groups  |                          | 228.667        | 18 | 12.704      |        |      |
|  | Total          |                          | 1223.886       | 34 |             |        |      |

## Lampiran VIII

## Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | Collinearity Statistics |      |       |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|-------|
|       | B                           | Std. Error | Beta                      |      |       | Tolerance               | VIF  |       |
|       | 1                           | (Constant) | 5.398                     |      |       |                         |      | 3.905 |
|       | Total Lingkungan Kerja      | .903       | .295                      | .438 | 3.062 | .004                    | .440 | 2.273 |
|       | Total kompensasi            | .610       | .188                      | .465 | 3.250 | .003                    | .440 | 2.273 |

a. Dependent Variable: Total Produktivitas Kerja

## Lampiran X

## Hasil Uji Regresi Berganda Uji t

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .786 <sup>a</sup> | .617     | .606              | 3.768                      |

a. Predictors: (Constant), Total Lingkungan Kerja

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 755.331        | 1  | 755.331     | 53.197 | .000 <sup>b</sup> |
|       | Residual   | 468.555        | 33 | 14.199      |        |                   |
|       | Total      | 1223.886       | 34 |             |        |                   |

a. Dependent Variable: Total Produktivitas Kerja

b. Predictors: (Constant), Total Lingkungan Kerja

Coefficients<sup>a</sup>

| Model |                        | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                        | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)             | 8.974                       | 4.255      |                           | 2.109 | .043 |
|       | Total Lingkungan Kerja | 1.620                       | .222       | .786                      | 7.294 | .000 |

a. Dependent Variable: Total Produktivitas Kerja

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .792 <sup>a</sup> | .628     | .617              | 3.715                      |

a. Predictors: (Constant), Total kompensasi

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 768.371        | 1  | 768.371     | 55.665 | .000 <sup>b</sup> |
|       | Residual   | 455.514        | 33 | 13.803      |        |                   |
|       | Total      | 1223.886       | 34 |             |        |                   |

a. Dependent Variable: Total Produktivitas Kerja

b. Predictors: (Constant), Total kompensasi

Coefficients<sup>a</sup>

| Model |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                  | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)       | 10.401                      | 3.971      |                           | 2.619 | .013 |
|       | Total kompensasi | 1.041                       | .139       | .792                      | 7.461 | .000 |

a. Dependent Variable: Total Produktivitas Kerja

## Hasil Uji Regresi Berganda Uji F

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .844 <sup>a</sup> | .712     | .694              | 3.318                      |

a. Predictors: (Constant), Total kompensasi, Total Lingkungan Kerja

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

| Model |                        | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                        | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)             | 5.398                       | 3.905      |                           | 1.382 | .176 |
|       | Total Lingkungan Kerja | .903                        | .295       | .438                      | 3.062 | .004 |
|       | Total kompensasi       | .610                        | .188       | .465                      | 3.250 | .003 |

a. Dependent Variable: Total Produktivitas Kerja

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 871.598        | 2  | 435.799     | 39.586 | .000 <sup>b</sup> |
|       | Residual   | 352.287        | 32 | 11.009      |        |                   |
|       | Total      | 1223.886       | 34 |             |        |                   |

a. Dependent Variable: Total Produktivitas Kerja

b. Predictors: (Constant), Total kompensasi, Total Lingkungan Kerja