

## Lampiran I

Bandar Lampung, Februari 2021

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Hada Topela

NPM : 1512110482

Jurusan : S1 Manajemen

Dosen Pembimbing :

E-mail :

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Matra Agung Persada. 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 KOMPENSASI FINANSIAL DAN LINGKUNGAN KERJA NON FISIK TERHADAP PRODUKTIVITAS KERJA PT. MATRA AGUNG PERSADA”**.

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,

Hada Topela  
NPM.1512110482



## DAFTAR PERNYATAAN

### Kompensasi Finansial

No	Pernyataan	Jawaban				
		STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Nominal besaran gaji yang diberikan sesuai dengan harapan saya					
2	Gaji yang diberikan sesuai dengan kontribusi yang diberikan kepada perusahaan					
3	Upah yang diberikan perusahaan dapat memenuhi kebutuhan sehari-hari					
4	Perusahaan telah memberikan upah yang adil dan layak					
5	Pemberian insentif tepat waktu dan sesuai dengan kinerja karyawan					
6	Pemberian insentif memberikan semangat yang lebih dalam bekerja					
7	Perusahaan memberikan bonus tepat pada waktunya					
8	Perusahaan memberikan bonus sesuai dengan lama kerja karyawan					

## Lingkungan Non Fisik

No	Pernyataan	Jawaban				
		STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Penerapan sistem kerja di perusahaan sangat terstruktur					
2	Kebijakan dan aturan kerja di perusahaan sangat jelas					
3	Pembagian tugas kerja sesuai dengan tanggung jawab yang ada					
4	Ikut bertanggung jawab atas pekerjaan yang diberikan kepada rekan kerja					
5	Atasan sangat mengapresiasi hasil pekerjaan yang dilakukan bawahan					
6	Atasan memberikan arahan yang jelas kepada bawahan					
7	Perusahaan sangat mengedepankan kerja sama tim					
8	Hubungan antar unit kerja di perusahaan berjalan dengan baik					
9	Komunikasi atasan dan bawahan berjalan dengan baik					
10	Komunikasi sesama rekan kerja berjalan dengan baik					

## Produktivitas Kerja

No	Pernyataan	Jawaban				
		STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Paham dan mengerti mengenai pekerjaan yang saya lakukan					
2	Mampu menyelesaikan pekerjaan tepat pada waktunya					
3	Hasil kerja semakin meningkat karena ketrampilan yang dimiliki					
4	Menggunakan pengalaman kerja yang dimiliki untuk meningkatkan hasil kerja					
5	Sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan					
6	Mampu memenuhi tuntutan kerja dengan maksimal					
7	Pekerjaan yang tangani selalu memenuhi target yang telah ditetapkan					
8	Hasil kerja selalu memenuhi standar yang telah ditetapkan					
9	Selalu berusaha untuk meningkatkan kualitas kerja					
10	Mempunyai ketekunan dalam mencapai tujuan yang telah ditetapkan					
11	Menggunakan waktu kerja dengan baik.					
12	Sesama rekan kerja saling mendukung dalam menyelesaikan tugas kerja					

## Lampiran II

### Hasil Jawaban Responden

#### Kompensasi Finansial

No	KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	KF
1	3	4	3	4	4	4	4	4	30
2	5	5	5	5	4	5	4	5	38
3	2	4	2	4	5	3	5	5	30
4	5	5	5	5	4	5	4	5	38
5	3	3	3	3	3	3	3	4	25
6	4	3	4	3	4	3	4	5	30
7	4	5	4	5	5	5	5	5	38
8	4	5	4	5	4	3	4	5	34
9	5	5	5	5	5	4	5	5	39
10	3	3	3	3	4	5	4	4	29
11	4	4	4	4	4	4	4	5	33
12	5	4	5	4	5	3	5	4	35
13	5	4	5	4	4	3	4	5	34
14	4	4	4	4	4	2	4	4	30
15	4	4	4	4	5	3	5	5	34
16	4	4	4	4	5	4	5	4	34
17	4	5	4	5	4	4	4	5	35
18	3	4	3	4	4	2	4	5	29
19	5	3	5	3	4	3	4	3	30
20	4	4	4	4	4	5	4	5	34
21	4	3	4	3	4	3	4	4	29
22	5	5	3	5	5	4	4	5	36
23	4	4	4	4	4	3	4	3	30
24	4	4	4	4	3	3	3	5	30
25	3	4	3	4	4	2	4	5	29
26	5	3	5	3	4	3	4	3	30
27	4	4	4	4	4	5	4	5	34
28	3	5	3	5	5	2	5	5	33
29	3	4	3	4	4	5	4	5	32
30	2	2	2	2	3	3	3	4	21
31	5	4	5	4	5	4	5	5	37
32	3	4	3	4	4	5	4	4	31

## Lingkungan Kerja Non Fisik

No	LKNF1	LKNF2	LKNF3	LKNF4	LKNF5	LKNF6	LKNF7	LKNF8	LKNF9	LKNF10	LKNF
1	4	4	3	3	4	3	3	4	3	4	35
2	4	4	3	4	3	3	3	3	5	4	36
3	4	3	3	3	3	4	3	3	4	3	33
4	3	3	3	3	3	5	3	3	4	4	34
5	3	4	3	3	3	3	3	3	3	5	33
6	5	5	3	4	2	3	3	4	5	3	37
7	4	4	4	4	2	2	3	4	5	2	34
8	5	3	3	4	3	2	3	3	4	3	33
9	5	3	3	5	4	3	4	4	5	3	39
10	4	3	3	3	3	3	3	3	3	3	31
11	5	4	4	4	4	3	3	2	3	2	34
12	5	4	3	5	5	4	4	4	3	4	41
13	5	5	5	5	4	4	2	4	4	3	41
14	4	3	4	4	5	5	4	4	4	5	42
15	5	5	5	5	5	5	4	3	3	4	44
16	5	4	3	3	4	4	4	4	4	3	38
17	5	5	5	5	5	5	4	4	4	2	44
18	4	4	4	4	3	4	3	4	3	3	36
19	4	3	3	4	4	4	4	4	3	4	37
20	4	5	3	4	3	2	3	5	4	4	37
21	4	4	3	4	4	4	3	4	3	4	37
22	3	4	3	4	3	4	2	3	3	3	32
23	5	4	4	4	4	4	3	5	5	4	42
24	5	4	4	4	4	4	3	5	5	4	42
25	4	4	4	4	3	4	3	4	3	3	36
26	4	3	3	4	4	4	4	4	3	4	37
27	5	5	4	5	3	4	5	4	4	5	44
28	5	5	5	4	5	5	4	5	5	4	47
29	5	5	4	5	4	4	5	3	4	5	44
30	4	4	4	4	3	4	3	3	3	3	35
31	4	5	4	5	5	5	5	4	5	5	47
32	4	4	3	3	3	3	3	3	4	3	33

## Produktivitas Kerja

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	PK
1	3	5	4	4	3	4	3	3	4	3	5	4	45
2	3	5	5	5	5	5	3	3	5	5	5	4	53
3	4	5	4	4	4	4	4	4	4	4	5	4	50
4	4	5	3	4	3	3	4	4	3	5	5	5	48
5	3	4	3	3	3	3	3	3	3	3	4	3	38
6	3	5	5	5	5	5	4	3	5	3	5	3	51
7	3	5	5	5	5	5	2	2	5	5	5	5	52
8	2	5	4	5	4	5	5	5	5	5	5	5	55
9	5	5	2	5	5	5	3	3	2	4	5	5	49
10	3	4	3	5	3	4	3	3	5	3	4	3	43
11	4	5	3	3	3	5	4	4	4	4	5	4	48
12	4	4	3	5	3	5	4	4	4	4	4	4	48
13	4	5	4	5	4	4	4	4	4	4	5	4	51
14	5	4	4	4	4	5	4	4	4	4	4	4	50
15	4	5	3	4	3	5	4	4	4	4	5	4	49
16	4	4	4	5	4	4	4	4	4	4	4	4	49
17	5	5	4	5	4	4	5	5	4	5	5	5	56
18	4	5	3	4	3	5	4	4	4	4	5	4	49
19	3	4	3	4	3	4	3	3	4	3	3	3	40
20	4	5	4	4	4	5	4	4	4	4	5	4	51
21	3	4	3	4	3	4	3	3	4	5	4	3	43
22	3	5	3	3	3	4	3	3	4	5	5	5	46
23	3	4	5	4	5	4	3	3	4	5	3	4	47
24	4	5	3	4	3	4	4	4	4	3	5	4	47
25	4	5	3	4	3	5	4	4	4	4	5	4	49
26	3	3	3	4	3	4	3	3	4	3	3	3	39
27	4	5	4	4	4	4	4	4	4	4	5	4	50
28	5	5	5	5	5	4	5	5	5	5	5	5	59
29	4	5	4	5	4	4	4	4	4	4	5	4	51
30	2	4	3	3	3	3	4	2	3	2	4	2	35
31	4	5	5	5	5	5	4	4	5	4	5	4	55
32	4	4	4	4	4	5	4	4	4	4	4	4	49



### Lampiran III

#### Hasil Uji Deskriptif Jawaban Responden

#### Kompensasi Finansial

**KF1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	8	25.0	25.0	31.3
Valid 4	13	40.6	40.6	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

**KF2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
Valid 4	17	53.1	53.1	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**KF3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	9	28.1	28.1	34.4
Valid 4	13	40.6	40.6	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**KF4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
Valid 4	17	53.1	53.1	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**KF5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
Valid 4	20	62.5	62.5	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

**KF6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	13	40.6	40.6	53.1
Valid 4	7	21.9	21.9	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**KF7**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
Valid 4	21	65.6	65.6	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**KF8**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
Valid 4	9	28.1	28.1	37.5
5	20	62.5	62.5	100.0
Total	32	100.0	100.0	

**Lingkungan Kerja Non Fisik****LKNF1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
Valid 4	15	46.9	46.9	56.3
5	14	43.8	43.8	100.0
Total	32	100.0	100.0	

**LKNF2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	25.0	25.0	25.0
Valid 4	15	46.9	46.9	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

**LKNF3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	17	53.1	53.1	53.1
Valid 4	11	34.4	34.4	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

**LKNF4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.9	21.9	21.9
4	17	53.1	53.1	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**LKNF5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	13	40.6	40.6	46.9
4	11	34.4	34.4	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

**LKNF6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	8	25.0	25.0	34.4
4	15	46.9	46.9	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

**LKNF7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	18	56.3	56.3	62.5
4	9	28.1	28.1	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

**LKNF8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	11	34.4	34.4	37.5
4	16	50.0	50.0	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

**LKNF9**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
4	11	34.4	34.4	75.0
Valid 5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**LKNF10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	12	37.5	37.5	46.9
Valid 4	12	37.5	37.5	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

**Produktivitas Kerja****PK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	11	34.4	34.4	40.6
Valid 4	15	46.9	46.9	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

**PK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.1	3.1	3.1
Valid 4	10	31.3	31.3	34.4
5	21	65.6	65.6	100.0
Total	32	100.0	100.0	

**PK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	14	43.8	43.8	46.9
Valid 4	11	34.4	34.4	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

**PK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	12.5	12.5	12.5
4	15	46.9	46.9	59.4
Valid 5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

**PK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	15	46.9	46.9	46.9
4	10	31.3	31.3	78.1
Valid 5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

**PK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
4	15	46.9	46.9	56.3
Valid 5	14	43.8	43.8	100.0
Total	32	100.0	100.0	

**PK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
Valid 4	18	56.3	56.3	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

**PK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	11	34.4	34.4	40.6
Valid 4	16	50.0	50.0	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

**PK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	3	9.4	9.4	12.5
Valid 4	21	65.6	65.6	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

**PK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	7	21.9	21.9	25.0
Valid 4	15	46.9	46.9	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

**PK11**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.4	9.4	9.4
Valid 4	8	25.0	25.0	34.4
5	21	65.6	65.6	100.0
Total	32	100.0	100.0	

**PK12**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
Valid 4	18	56.3	56.3	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

**Lampiran IV****Hasil Uji Karakteristi Responden****Jenis\_Kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki - Laki	26	81.3	81.3	81.3
Perempuan	6	18.8	18.8	100.0
Total	32	100.0	100.0	

**Usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
18 - 23 Tahun	8	25.0	25.0	25.0
24 - 29 Tahun	15	46.9	46.9	71.9
Valid 30 - 35 Tahun	6	18.8	18.8	90.6
> 35 Tahun	3	9.4	9.4	100.0
Total	32	100.0	100.0	

**Masa Kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 Tahun	5	15.6	15.6	15.6
1 - 2 Tahun	7	21.9	21.9	37.5
Valid 2 - 3 Tahun	12	37.5	37.5	75.0
> 3 Tahun	8	25.0	25.0	100.0
Total	32	100.0	100.0	

**Lampiran V**

**Hasil Uji Validitas**

**Kompensasi Finansial**

**Correlations**

	KF1	KF2	KF3	KF4	KF5	KF6	KF7	KF8	KF
Pearson Correlation	1	.332	.921**	.332	.278	.171	.218	-.022	.677**
KF1 Sig. (2-tailed)		.064	.000	.064	.123	.350	.230	.905	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.332	1	.239	1.000**	.500**	.251	.442	.568**	.818**
KF2 Sig. (2-tailed)	.064		.187	.000	.004	.166	.011	.001	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.921**	.239	1	.239	.181	.143	.240	-.073	.613**
KF3 Sig. (2-tailed)	.000	.187		.187	.321	.434	.185	.691	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.332	1.000**	.239	1	.500**	.251	.442	.568**	.818**
KF4 Sig. (2-tailed)	.064	.000	.187		.004	.166	.011	.001	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.278	.500**	.181	.500**	1	.077	.955**	.228	.647**
KF5 Sig. (2-tailed)	.123	.004	.321	.004		.674	.000	.209	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.171	.251	.143	.251	.077	1	.057	.186	.477**
KF6 Sig. (2-tailed)	.350	.166	.434	.166	.674	.756	.309	.006	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.218	.442	.240	.442	.955**	.057	1	.196	.613**
KF7 Sig. (2-tailed)	.230	.011	.185	.011	.000	.756		.282	.000
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	-.022	.568**	-.073	.568**	.228	.186	.196	1	.480**
KF8 Sig. (2-tailed)	.905	.001	.691	.001	.209	.309	.282		.005
N	32	32	32	32	32	32	32	32	32
Pearson Correlation	.677**	.818**	.613**	.818**	.647**	.477**	.613**	.480**	1
KF Sig. (2-tailed)	.000	.000	.000	.000	.000	.006	.000	.005	
N	32	32	32	32	32	32	32	32	32

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

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







PK4	Pearson Correlation	.245	.203	.450**	1	.603**	.355	.175	.275	.454**	.294	.207	.337	.634**
	Sig. (2-tailed)	.176	.266	.010		.000	.046	.338	.128	.009	.103	.255	.059	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK5	Pearson Correlation	.217	.290	.759**	.603**	1	.354	.044	.053	.330	.400**	.210	.366**	.652**
	Sig. (2-tailed)	.233	.107	.000	.000		.047	.811	.771	.065	.023	.248	.039	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK6	Pearson Correlation	.237	.279	.207	.355	.354	1	.079	.205	.392	.246	.282	.290	.526**
	Sig. (2-tailed)	.191	.122	.256	.046	.047		.667	.259	.026	.175	.119	.107	.002
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK7	Pearson Correlation	.414**	.309	.126	.175	.044	.079	1	.856**	.110	.118	.357**	.237	.517**
	Sig. (2-tailed)	.018	.085	.492	.338	.811	.667		.000	.548	.522	.045	.191	.002
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK8	Pearson Correlation	.593**	.349	.118	.275	.053	.205	.856**	1	.176	.374	.369	.501**	.665**
	Sig. (2-tailed)	.000	.050	.521	.128	.771	.259	.000		.334	.035	.038	.004	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK9	Pearson Correlation	-.203	.152	.683**	.454**	.330	.392	.110	.176	1	.240	.135	.069	.482**
	Sig. (2-tailed)	.266	.405	.000	.009	.065	.026	.548	.334		.186	.461	.706	.005
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK10	Pearson Correlation	.255	.363**	.343	.294	.400	.246	.118	.374	.240	1	.300	.760**	.658**
	Sig. (2-tailed)	.159	.041	.055	.103	.023	.175	.522	.035	.186		.095	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK11	Pearson Correlation	.318	.936**	.154	.207	.210	.282	.357	.369	.135	.300	1	.558**	.633**
	Sig. (2-tailed)	.076	.000	.399	.255	.248	.119	.045	.038	.461	.095		.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK12	Pearson Correlation	.479**	.601**	.196	.337	.366	.290	.237	.501**	.069	.760**	.558**	1	.741**
	Sig. (2-tailed)	.006	.000	.283	.059	.039	.107	.191	.004	.706	.000	.001		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PK	Pearson Correlation	.531**	.659**	.598**	.634**	.652**	.526**	.517**	.665**	.482**	.658**	.633**	.741**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.002	.002	.000	.005	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

## Lampiran VI

### Hasil Uji Reliabilitas

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.781	8

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.788	10

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.843	12

## Lampiran VII

### Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		KF	LKNF	PK
N		32	32	32
Normal Parameters <sup>a,b</sup>	Mean	32.22	37.97	48.28
	Std. Deviation	3.933	4.547	5.250
	Absolute	.151	.178	.166
Most Extreme Differences	Positive	.151	.178	.115
	Negative	-.144	-.095	-.166
Kolmogorov-Smirnov Z		.855	1.008	.940
Asymp. Sig. (2-tailed)		.457	.262	.340

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran VIII

### Hasil Uji Linearitas

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	542.260	12	45.188	2.750	.024
Between Groups Linearity	369.716	1	369.716	22.500	.000
PK * KF Deviation from Linearity	172.544	11	15.686	.955	.515
Within Groups	312.208	19	16.432		
Total	854.469	31			

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	444.835	12	37.070	1.719	.141
Between Groups Linearity	177.479	1	177.479	8.232	.010
PK * LKNF Deviation from Linearity	267.356	11	24.305	1.127	.394
Within Groups	409.633	19	21.560		
Total	854.469	31			

## Lampiran IX

### Hasil Uji Multikolinearitas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	8.944	7.076		1.264	.216		
1 KF	.781	.174	.585	4.484	.000	.949	1.054
LKNF	.374	.151	.324	2.482	.019	.949	1.054

a. Dependent Variable: PK

## Lampiran X

### Hasil Uji Regresi Linear Berganda

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.729 <sup>a</sup>	.532	.500	3.713

a. Predictors: (Constant), LKNF, KF

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	454.673	2	227.336	16.490	.000 <sup>b</sup>
	Residual	399.796	29	13.786		
	Total	854.469	31			

a. Dependent Variable: PK

b. Predictors: (Constant), LKNF, KF

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.944	7.076		1.264	.216
	KF	.781	.174	.585	4.484	.000
	LKNF	.374	.151	.324	2.482	.019

a. Dependent Variable: PK