

LAMPIRAN

Lampiran 1

Bandar Lampung, Februari 2022

Hal : **Permohonan Bantuan Pengisian Kuisisioner**

Kepada Yth :

Bapak/ Ibu

Di

Tempat

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Arta Boga Cemerlang di Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen SDM. Tentang **“Pengaruh Lingkungan Kerja Dan Kompensasi Finansial Terhadap Kinerja Karyawan Pada PT. Arta Boga Cemerlang Di Bandar Lampung”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument 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 jawaban tersebut tidak berpengaruh terhadap kondisi saudara.

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

Hormat Saya

Yuni Cut Lestari

NPM. 1812110241

KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH LINGKUNGAN KERJA DAN KOMPENSASI FINANSIAL TERHADAP
KINERJA KARYAWAN PADA PT. ARTA BOGA CEMERLANG
DI BANDAR LAMPUNG**

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

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden :(boleh tidak diisi)

2. Divisi :

3. Jenis Kelamin : Laki – Laki Perempuan

4. Masa Kerja : 0 – 6 Bulan > 15 Bulan

7 – 15 Bulan

5. Usia : 17 -30 Tahun 41 – 50 Tahun

31 – 40 Tahun > 50 tahun

6. Pendidikan Terakhir : SMA S1

D3 S2

DAFTAR PERNYATAAN

Lingkungan Kerja (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Penerangan						
1	Cahaya lampu penerangan diruang kerja sudah sangat baik dan memadai.					
2	Cahaya lampu penerangan diseluruh lingkungan sangat diperhatikan perusahaan					
Sirkulasi Udara						
3	Ventilasi jendela ruangan kantor ditempat saya bekerja cukup baik.					
4	Perusahaan selalu memperhatikan fasilitas seperti, AC, Kipas angin) Temperature suhu udara di dalam perusahaan stabil.					
Kebisingan						
5	Kegiatan dilingkungan kerja bagian bongkar muat barang menimbulkan suara bising.					
6	Suara bising dari kendaraan yang keluar masuk untuk melakukan bongkar muat mengganggu aktivitas dan pendengaran karyawan dalam bekerja.					
Bau Tidak Sedap						
7	Perusahaan kurang menyediakan tempat sampah yang baik, sehingga adanya aroma bau dilingkungan perusahaan.					
8	Perusahaan kurang memperhatikan aroma bau yang tidak sedap yang keluar dari sisa barang bekas bongkar.					
Hubungan Dengan Rekan Kerja						

9	Kerja sama antara pimpinan dan karyawan terjalin dengan baik					
10	Saya menjalin hubungan baik dengan para karyawan lain					

Kompensasi Finansial (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Gaji						
1	Karyawan menerima hak dari gaji selalu tepat waktu					
2	Karyawan merasa terpenuhi kebutuhannya dari gaji yang diterima					
3	Saya merasa perusahaan sudah memberikan gaji karyawan sesuai dengan standart yang berlaku					
Insentif						
4	Perusahaan memberikan bonus tambahan apa bila dapat mencapai atau melebihi target yang telah ditetapkan					
5	Karyawan mendapatkan tambahan gaji sesuai jam lembur					
6	Setiap karyawan mendapatkan bonus insentif tiap tembus target					
Tunjangan						
7	Setiap tahun karyawan mendapatkan tunjangan hari raya					

8	Perusahaan memberikan tunjangan asuransi jiwa					
9	Karyawan menerima tunjangan hari raya sesuai dengan prestasi kerja karyawan					
10	Setiap tahun karyawan mendapatkan tunjangan liburan					

Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Kualitas Kerja						
1	Saya berusaha menghasilkan kualitas kerja yang baik dibandingkan dengan rekan kerja					
2	Standar kualitas kerja yang telah ditetapkan oleh perusahaan selama ini dapat saya capai dengan baik					
3	Karyawan selalu mengerjakan pekerjaan dengan teliti sehingga tidak terdapat kesalahan					
Kuantitas Kerja						
4	Saya selalu berusaha mencapai target kerja yang di tetapkan perusahaan					
5	Saya diberikan kesempatan berinisiatif sendiri untuk mencapai target kerja yang ditetapkan perusahaan.					
6	Karyawan dapat menyelesaikan pekerjaan lebih dari yang ditargetkan					
Ketetapan Waktu						
7	Saya sadar disiplin waktu kewajiban para karyawan					

8	karyawan mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.					
9	Saya bekerja sesuai dengan jam kerja yang ditetapkan perusahaan					
10	Dalam bekerja karyawan menggunakan waktu yang ada dengan sebaik - baiknya					

Lampiran 2

Hasil jawaban kuesioner Responden

- Hasil jawaban Variabel Lingkungan Kerja (X_1)

No responden	Butir Pernyataan										Total
	p1	p2	p3	p4	p5	p6	p7	p8	p9	P10	
1	4	4	3	3	4	3	3	4	3	2	33
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	3	3	32
5	3	4	3	3	3	3	3	3	3	2	30
6	5	5	4	5	3	4	5	4	4	5	44
7	5	5	5	4	5	5	4	5	5	4	47
8	5	5	4	5	4	4	5	3	4	5	44
9	4	4	4	4	3	4	3	3	3	3	35
10	4	5	4	5	5	5	5	4	5	5	47
11	4	4	3	3	3	3	3	3	4	3	33
12	5	5	3	4	2	3	3	4	5	3	37
13	4	4	4	4	2	2	3	4	5	2	34
14	5	3	3	4	3	2	3	3	4	3	33
15	5	3	3	5	4	3	4	4	5	3	39
16	4	3	3	3	3	3	3	3	3	3	31
17	5	4	4	4	4	3	3	2	3	2	34
18	5	4	3	5	5	4	4	4	3	4	41
19	5	5	5	5	4	4	2	4	4	3	41
20	4	3	4	4	5	5	4	4	4	5	42
21	5	5	5	5	5	5	4	3	3	4	44
22	5	4	3	3	4	4	4	4	4	3	38
23	5	5	5	5	5	5	4	4	4	2	44
24	4	4	4	4	3	4	3	4	3	3	36
25	4	3	3	4	4	4	4	4	3	4	37

26	4	5	3	4	3	2	3	5	4	4	37
27	4	4	3	4	4	4	3	4	3	4	37
28	3	4	3	4	3	4	2	3	3	3	32
29	5	4	4	4	4	4	3	5	5	4	42
30	5	4	4	4	4	4	3	5	5	4	42
31	4	4	4	3	4	3	4	3	3	4	36
32	4	4	4	5	5	5	5	3	3	4	42
33	5	5	5	2	4	2	4	4	4	5	40
34	4	4	4	5	4	5	4	4	4	4	42
35	3	3	3	4	3	4	3	3	3	3	32
36	4	4	4	4	4	4	4	4	4	4	40
37	5	5	5	3	5	3	5	5	5	5	46
38	4	4	4	3	5	3	5	4	4	4	40
39	3	3	3	2	3	2	3	2	2	3	26
40	5	5	5	5	5	5	5	4	4	5	48
41	4	4	4	3	4	3	4	4	4	4	38
42	4	4	4	4	5	4	5	3	3	4	40
43	5	5	5	4	5	4	5	5	5	5	48
44	4	4	4	4	5	4	5	5	5	4	44
45	5	5	5	5	5	5	5	5	5	5	50
46	4	4	4	3	5	3	5	3	3	4	38
47	4	4	4	4	3	4	3	4	4	4	38
48	5	5	5	5	5	5	5	4	4	5	48
49	4	4	4	5	5	5	5	4	4	4	44
50	4	4	4	4	4	4	4	4	4	4	40
51	5	5	5	4	4	4	4	4	4	5	44
52	5	5	5	4	5	4	5	4	4	5	46
53	4	4	4	4	5	4	5	5	5	4	44
54	4	4	4	3	4	3	4	4	4	4	38
55	4	4	4	5	4	5	4	3	3	4	40

56	4	4	4	4	4	4	4	4	4	4	40
57	4	4	4	4	4	4	4	3	3	4	38
58	5	4	5	3	3	3	3	3	3	4	36
59	4	4	4	3	4	3	4	3	3	4	36
60	3	3	3	4	4	4	4	4	4	3	36
61	4	4	4	4	3	2	3	2	4	4	34

- Hasil Jawaban Variabel Kompensasi Finansial (X₂)

No Responden	Butir Pernyataan											Total
	p1	p2	p3	p4	p5	p6	p7	p8	P9	P10		
1	5	5	3	4	5	5	4	4	4	3	42	
2	4	5	4	4	3	4	4	4	4	5	41	
3	4	4	4	5	4	5	4	4	4	4	42	
4	5	4	4	5	4	5	4	4	4	3	42	
5	4	4	4	5	4	5	4	4	4	3	41	
6	5	3	3	4	5	5	4	4	4	4	41	
7	4	5	4	4	3	5	5	5	5	5	45	
8	4	5	5	5	4	3	4	4	2	4	40	
9	5	3	4	5	5	5	4	4	4	3	42	
10	4	4	4	5	5	5	3	3	3	5	41	
11	4	4	4	4	4	4	4	4	4	4	40	
12	5	5	5	5	4	4	4	4	4	5	45	
13	5	5	4	4	4	5	3	4	3	5	42	
14	4	5	4	5	4	5	4	4	3	4	42	
15	4	4	4	3	3	4	3	3	3	5	36	
16	4	4	4	3	5	4	4	4	4	3	39	
17	3	3	3	4	4	3	3	3	3	3	32	
18	2	3	4	4	4	4	4	4	4	3	36	

19	4	3	3	4	5	3	4	4	4	4	38
20	5	4	5	5	5	3	4	4	4	4	43
21	3	3	4	4	4	3	5	5	5	4	40
22	3	4	4	4	4	4	4	4	4	4	39
23	4	5	4	2	2	4	4	4	4	5	38
24	1	3	4	4	3	3	4	4	4	4	34
25	2	3	3	4	5	4	4	4	4	3	36
26	3	4	5	5	4	5	4	4	4	4	42
27	4	4	2	3	2	3	4	4	4	3	33
28	2	3	3	3	2	2	4	4	4	3	30
29	4	5	4	4	2	4	3	3	3	3	35
30	3	3	3	5	3	1	2	2	2	4	28
31	4	3	3	5	3	4	4	3	3	4	36
32	4	4	3	3	4	4	5	3	3	3	36
33	4	4	3	5	3	5	4	4	4	5	41
34	3	3	4	4	3	3	4	4	4	5	37
35	4	3	4	5	5	4	3	3	5	5	41
36	4	4	4	5	3	5	4	4	5	4	42
37	3	3	4	4	3	4	5	5	4	4	39
38	4	4	3	4	4	5	5	4	5	4	42
39	4	4	3	5	5	5	3	2	3	4	38
40	4	3	4	4	3	4	5	4	3	4	38
41	5	5	5	4	4	5	4	4	3	4	43
42	3	4	4	3	4	4	5	3	3	4	37
43	3	4	3	5	3	4	5	5	4	5	41
44	3	3	4	5	3	3	5	5	5	4	40
45	4	2	3	3	2	4	5	5	4	4	36
46	3	3	4	5	3	5	5	3	4	5	40
47	5	4	3	4	4	5	3	4	5	4	41
48	3	3	1	3	3	3	5	4	4	4	33

49	4	3	3	3	2	4	5	4	4	4	36
50	4	4	4	5	3	5	4	4	4	5	42
51	2	3	2	4	4	3	4	4	5	3	34
52	3	3	2	3	2	4	5	4	5	3	34
53	2	3	1	4	4	3	5	5	4	3	34
54	3	3	4	3	3	5	4	4	5	4	38
55	3	3	4	5	3	4	4	3	4	3	36
56	4	5	3	5	5	4	4	4	3	3	40
57	4	4	4	3	3	3	4	3	3	3	34
58	5	5	5	4	4	4	3	3	3	3	39
59	4	3	3	4	2	2	4	3	3	4	32
60	5	3	4	4	4	4	4	4	2	5	39
61	4	3	4	3	3	3	3	2	5	4	34

27	4	4	4	2	3	4	4	4	4	4	37
28	5	4	4	4	3	5	3	4	3	4	39
29	4	4	3	3	5	4	4	4	4	3	38
30	3	3	2	2	3	3	4	3	4	2	29
31	3	4	4	4	3	4	3	3	4	3	35
32	3	5	5	5	5	5	3	3	5	5	44
33	4	2	4	4	4	4	4	4	4	4	38
34	4	5	3	4	3	3	4	4	3	5	38
35	3	4	3	3	3	3	3	3	3	3	31
36	4	4	4	4	4	4	4	4	4	4	40
37	5	3	5	5	5	4	5	5	5	5	47
38	4	3	4	5	4	4	4	4	4	4	40
39	2	2	3	3	3	3	4	2	3	2	27
40	4	5	5	5	5	5	4	4	5	4	46
41	4	5	4	4	4	5	4	4	4	4	42
42	3	5	5	5	5	5	4	3	5	3	43
43	3	4	5	5	5	5	2	2	5	5	41
44	2	4	4	5	4	5	5	5	5	5	44
45	5	4	2	5	5	5	3	3	2	4	38
46	3	4	3	5	3	4	3	3	5	3	36
47	4	3	3	3	3	5	4	4	4	4	37
48	4	5	3	5	3	5	4	4	4	4	41
49	4	4	4	5	4	4	4	4	4	4	41
50	5	4	4	4	4	5	4	4	4	4	42
51	4	4	3	4	3	5	4	4	4	4	39
52	4	4	4	5	4	4	4	4	4	4	41
53	5	4	4	5	4	4	5	5	4	5	45
54	4	3	3	4	3	5	4	4	4	4	38
55	3	5	3	4	3	4	3	3	4	3	35
56	4	4	4	4	4	5	4	4	4	4	41

57	3	4	3	4	3	4	3	3	4	5	36
58	3	3	3	3	3	4	3	3	4	5	34
59	3	4	5	4	5	4	3	3	4	5	40
60	4	4	3	4	3	4	4	4	4	3	37
61	3	4	2	3	3	4	5	3	3	4	34

Lampiran 3

Hasil uji frekuensi karakteristik responden

1. Karakteristik berdasarkan Jenis Kelamin Responden

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki Laki	37	60.7	60.7	60.7
	Perempuan	24	39.3	39.3	100.0
	Total	61	100.0	100.0	

2. Karakteristik berdasarkan Masa Kerja Responden

Masa_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 6 Bulan	8	13.1	13.1	13.1
	7 - 15 Bulan	20	32.8	32.8	45.9
	> 15 Bulan	33	54.1	54.1	100.0
	Total	61	100.0	100.0	

3. Karakteristik berdasarkan Usia Responden

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 30 tahun	29	47.5	47.5	47.5
	31 - 40 tahun	32	52.5	52.5	100.0
	Total	61	100.0	100.0	

4. Karakteristik berdasarkan Pendidikan Responden

Pendidikan_Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	14	23.0	23.0	23.0
	D3	32	52.5	52.5	75.4
	S1	6	9.8	9.8	85.2
	S2	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

Lampiran 4

HasilUjifrekuensiJawabanResponden

1. Variabel Lingkungan Kerja (X_1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	9.8	9.8	9.8
4	32	52.5	52.5	62.3
5	23	37.7	37.7	100.0
Total	61	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	16.4	16.4	16.4
4	34	55.7	55.7	72.1
5	17	27.9	27.9	100.0
Total	61	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	19	31.1	31.1	31.1
4	29	47.5	47.5	78.7
5	13	21.3	21.3	100.0
Total	61	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	15	24.6	24.6	27.9
4	29	47.5	47.5	75.4
5	15	24.6	24.6	100.0
Total	61	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	17	27.9	27.9	31.1
4	23	37.7	37.7	68.9
5	19	31.1	31.1	100.0
Total	61	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.8	9.8	9.8
	3	16	26.2	26.2	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	22	36.1	36.1	39.3
	4	21	34.4	34.4	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	20	32.8	32.8	37.7
	4	29	47.5	47.5	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	21	34.4	34.4	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	15	24.6	24.6	32.8
	4	29	47.5	47.5	80.3
	5	12	19.7	19.7	100.0
	Total	61	100.0	100.0	

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26	1	1.6	1.6	1.6
	30	1	1.6	1.6	3.3
	31	1	1.6	1.6	4.9
	32	3	4.9	4.9	9.8
	33	4	6.6	6.6	16.4
	34	3	4.9	4.9	21.3
	35	1	1.6	1.6	23.0
	36	6	9.8	9.8	32.8
	37	4	6.6	6.6	39.3
	38	6	9.8	9.8	49.2
	39	1	1.6	1.6	50.8
	40	7	11.5	11.5	62.3
	41	2	3.3	3.3	65.6
	42	5	8.2	8.2	73.8
	44	8	13.1	13.1	86.9
	46	2	3.3	3.3	90.2
	47	2	3.3	3.3	93.4
	48	3	4.9	4.9	98.4
	50	1	1.6	1.6	100.0
Total		61	100.0	100.0	

2. Variabel Kompensasi Finansial (X₂)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.6	1.6	1.6
2	5	8.2	8.2	9.8
3	15	24.6	24.6	34.4
4	29	47.5	47.5	82.0
5	11	18.0	18.0	100.0
Total	61	100.0	100.0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
3	27	44.3	44.3	45.9
4	21	34.4	34.4	80.3
5	12	19.7	19.7	100.0
Total	61	100.0	100.0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.3	3.3	3.3
2	3	4.9	4.9	8.2
3	18	29.5	29.5	37.7
4	32	52.5	52.5	90.2
5	6	9.8	9.8	100.0
Total	61	100.0	100.0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
3	13	21.3	21.3	23.0
4	25	41.0	41.0	63.9
5	22	36.1	36.1	100.0
Total	61	100.0	100.0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	13.1	13.1	13.1
3	20	32.8	32.8	45.9
4	22	36.1	36.1	82.0
5	11	18.0	18.0	100.0
Total	61	100.0	100.0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.6	1.6	1.6
2	2	3.3	3.3	4.9
3	14	23.0	23.0	27.9
4	24	39.3	39.3	67.2
5	20	32.8	32.8	100.0
Total	61	100.0	100.0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
3	10	16.4	16.4	18.0
4	35	57.4	57.4	75.4
5	15	24.6	24.6	100.0
Total	61	100.0	100.0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	4.9	4.9	4.9
3	13	21.3	21.3	26.2
4	38	62.3	62.3	88.5
5	7	11.5	11.5	100.0
Total	61	100.0	100.0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	4.9	4.9	4.9
3	16	26.2	26.2	31.1
4	31	50.8	50.8	82.0
5	11	18.0	18.0	100.0
Total	61	100.0	100.0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	19	31.1	31.1	31.1
4	28	45.9	45.9	77.0
5	14	23.0	23.0	100.0
Total	61	100.0	100.0	

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	28	1	1.6	1.6	1.6
	30	1	1.6	1.6	3.3
	32	2	3.3	3.3	6.6
	33	2	3.3	3.3	9.8
	34	6	9.8	9.8	19.7
	35	1	1.6	1.6	21.3
	36	8	13.1	13.1	34.4
	37	2	3.3	3.3	37.7
	38	5	8.2	8.2	45.9
	39	5	8.2	8.2	54.1
	40	6	9.8	9.8	63.9
	41	8	13.1	13.1	77.0
	42	10	16.4	16.4	93.4
	43	2	3.3	3.3	96.7
	45	2	3.3	3.3	100.0
Total		61	100.0	100.0	

3. Variabel Kinerja Karyawan (Y)

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	14	23.0	23.0	26.2
4	32	52.5	52.5	78.7
5	13	21.3	21.3	100.0
Total	61	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.6	1.6	1.6
2	4	6.6	6.6	8.2
3	10	16.4	16.4	24.6
4	33	54.1	54.1	78.7
5	13	21.3	21.3	100.0
Total	61	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	6.6	6.6	6.6
3	18	29.5	29.5	36.1
4	31	50.8	50.8	86.9
5	8	13.1	13.1	100.0
Total	61	100.0	100.0	

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	11	18.0	18.0	21.3
4	33	54.1	54.1	75.4
5	15	24.6	24.6	100.0
Total	61	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	25	41.0	41.0	41.0
4	20	32.8	32.8	73.8
5	16	26.2	26.2	100.0
Total	61	100.0	100.0	

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	9.8	9.8	9.8
	4	33	54.1	54.1	63.9
	5	22	36.1	36.1	100.0
	Total	61	100.0	100.0	

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	20	32.8	32.8	36.1
	4	28	45.9	45.9	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

R8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	16	26.2	26.2	34.4
	4	31	50.8	50.8	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

R9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	15	24.6	24.6	27.9
	4	30	49.2	49.2	77.0
	5	14	23.0	23.0	100.0
	Total	61	100.0	100.0	

R10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	12	19.7	19.7	24.6
	4	35	57.4	57.4	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

TOTAL_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	1	1.6	1.6	1.6
	29	1	1.6	1.6	3.3
	31	1	1.6	1.6	4.9
	33	4	6.6	6.6	11.5
	34	4	6.6	6.6	18.0
	35	3	4.9	4.9	23.0
	36	2	3.3	3.3	26.2
	37	3	4.9	4.9	31.1
	38	6	9.8	9.8	41.0
	39	6	9.8	9.8	50.8
	40	8	13.1	13.1	63.9
	41	9	14.8	14.8	78.7
	42	2	3.3	3.3	82.0
	43	3	4.9	4.9	86.9
	44	3	4.9	4.9	91.8
	45	1	1.6	1.6	93.4
	46	2	3.3	3.3	96.7
	47	1	1.6	1.6	98.4
	50	1	1.6	1.6	100.0
Total		61	100.0	100.0	

Lampiran 5

Hasil Uji Persyaratan Instrumen

1. Hasil Uji Validitas

- Variabel Lingkungan Kerja (X_1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL_X1
P1	Pearson Correlation	1	.367*	.456*	.548**	.389*	.053	.375*	.296	.407*	.199	.624**
	Sig. (2-tailed)		.046	.011	.002	.034	.781	.041	.113	.026	.291	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.367*	1	.567**	.515**	.193	.182	.254	.286	.243	.210	.587**
	Sig. (2-tailed)	.046		.001	.004	.306	.337	.175	.125	.196	.265	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.456*	.567**	1	.557**	.485**	.515**	.235	.216	.198	.143	.683**
	Sig. (2-tailed)	.011	.001		.001	.007	.004	.211	.252	.295	.451	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.548**	.515**	.557**	1	.452*	.279	.474**	.211	.242	.443*	.739**
	Sig. (2-tailed)	.002	.004	.001		.012	.136	.008	.262	.197	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.389*	.193	.485**	.452*	1	.659**	.506**	.260	-.016	.377*	.704**
	Sig. (2-tailed)	.034	.306	.007	.012		.000	.004	.165	.934	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.053	.182	.515**	.279	.659**	1	.405*	.132	-.096	.416*	.597**
	Sig. (2-tailed)	.781	.337	.004	.136	.000		.027	.487	.614	.022	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.375*	.254	.235	.474**	.506**	.405*	1	.155	.197	.586**	.679**
	Sig. (2-tailed)	.041	.175	.211	.008	.004	.027		.413	.297	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.296	.286	.216	.211	.260	.132	.155	1	.494**	.326	.534**
	Sig. (2-tailed)	.113	.125	.252	.262	.165	.487	.413		.006	.079	.002
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.407*	.243	.198	.242	-.016	-.096	.197	.494**	1	.253	.454*
	Sig. (2-tailed)	.026	.196	.295	.197	.934	.614	.297	.006		.178	.012
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.199	.210	.143	.443*	.377*	.416*	.586**	.326	.253	1	.658**
	Sig. (2-tailed)	.291	.265	.451	.014	.040	.022	.001	.079	.178		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.624**	.587**	.683**	.739**	.704**	.597**	.679**	.534**	.454*	.658**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.001	.000	.002	.012	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

• Variabel Kompensasi Finansial (X₂)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL_X2
Q1	Pearson Correlation	1	.523**	.182	.216	.297	.474**	-.009	.062	-.042	.216	.637**
	Sig. (2-tailed)		.003	.336	.251	.111	.008	.961	.745	.827	.251	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.523**	1	.417*	.009	-.224	.411*	.060	.139	-.140	.432*	.519**
	Sig. (2-tailed)	.003		.022	.962	.235	.024	.753	.463	.461	.017	.003
	N	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.182	.417*	1	.426*	.159	.279	.181	.201	-.024	.403*	.593**
	Sig. (2-tailed)	.336	.022		.019	.403	.136	.340	.286	.901	.027	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.216	.009	.426*	1	.479**	.218	-.086	-.102	-.231	-.019	.407*
	Sig. (2-tailed)	.251	.962	.019		.007	.248	.652	.593	.219	.922	.025
	N	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.297	-.224	.159	.479**	1	.367*	.128	.143	.084	-.120	.494**
	Sig. (2-tailed)	.111	.235	.403	.007		.046	.500	.451	.658	.527	.006
	N	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.474**	.411*	.279	.218	.367*	1	.272	.343	.277	.123	.759**
	Sig. (2-tailed)	.008	.024	.136	.248	.046		.145	.064	.139	.516	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	-.009	.060	.181	-.086	.128	.272	1	.951**	.814**	-.050	.508**
	Sig. (2-tailed)	.961	.753	.340	.652	.500	.145		.000	.000	.793	.004
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.062	.139	.201	-.102	.143	.343	.951**	1	.780**	.036	.571**
	Sig. (2-tailed)	.745	.463	.286	.593	.451	.064	.000		.000	.849	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	-.042	-.140	-.024	-.231	.084	.277	.814**	.780**	1	-.069	.371*
	Sig. (2-tailed)	.827	.461	.901	.219	.658	.139	.000	.000		.719	.044
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.216	.432*	.403*	-.019	-.120	.123	-.050	.036	-.069	1	.369*
	Sig. (2-tailed)	.251	.017	.027	.922	.527	.516	.793	.849	.719		.045
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.637**	.519**	.593**	.407*	.494**	.759**	.508**	.571**	.371*	.369*	1
	Sig. (2-tailed)	.000	.003	.001	.025	.006	.000	.004	.001	.044	.045	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

- Variabel Kinerja Karyawan (Y)

Correlations

		R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	TOTAL_Y
R1	Pearson Correlation	1	.364*	.212	.294	.096	1.000**	-.053	.364*	-.053	.212	.547**
	Sig. (2-tailed)		.048	.260	.115	.615	.000	.779	.048	.779	.260	.002
	N	30	30	30	30	30	30	30	30	30	30	30
R2	Pearson Correlation	.364*	1	.073	.176	.199	.364*	.161	1.000**	.161	.073	.688**
	Sig. (2-tailed)	.048		.703	.351	.291	.048	.396	.000	.396	.703	.000
	N	30	30	30	30	30	30	30	30	30	30	30
R3	Pearson Correlation	.212	.073	1	.639**	-.153	.212	.200	.073	.200	1.000**	.554**
	Sig. (2-tailed)	.260	.703		.000	.421	.260	.289	.703	.289	.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30
R4	Pearson Correlation	.294	.176	.639**	1	.149	.294	-.035	.176	-.035	.639**	.531**
	Sig. (2-tailed)	.115	.351	.000		.433	.115	.853	.351	.853	.000	.003
	N	30	30	30	30	30	30	30	30	30	30	30
R5	Pearson Correlation	.096	.199	-.153	.149	1	.096	.325	.199	.325	-.153	.402
	Sig. (2-tailed)	.615	.291	.421	.433		.615	.080	.291	.080	.421	.028
	N	30	30	30	30	30	30	30	30	30	30	30
R6	Pearson Correlation	1.000**	.364*	.212	.294	.096	1	-.053	.364*	-.053	.212	.547**
	Sig. (2-tailed)	.000	.048	.260	.115	.615		.779	.048	.779	.260	.002
	N	30	30	30	30	30	30	30	30	30	30	30
R7	Pearson Correlation	-.053	.161	.200	-.035	.325	-.053	1	.161	1.000**	.200	.559**
	Sig. (2-tailed)	.779	.396	.289	.853	.080	.779		.396	.000	.289	.001
	N	30	30	30	30	30	30	30	30	30	30	30
R8	Pearson Correlation	.364*	1.000**	.073	.176	.199	.364*	.161	1	.161	.073	.688**
	Sig. (2-tailed)	.048	.000	.703	.351	.291	.048	.396		.396	.703	.000
	N	30	30	30	30	30	30	30	30	30	30	30
R9	Pearson Correlation	-.053	.161	.200	-.035	.325	-.053	1.000**	.161	1	.200	.559**
	Sig. (2-tailed)	.779	.396	.289	.853	.080	.779	.000	.396		.289	.001
	N	30	30	30	30	30	30	30	30	30	30	30
R10	Pearson Correlation	.212	.073	1.000**	.639**	-.153	.212	.200	.073	.200	1	.554**
	Sig. (2-tailed)	.260	.703	.000	.000	.421	.260	.289	.703	.289	.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_Y	Pearson Correlation	.547**	.688**	.554**	.531**	.402	.547**	.559**	.688**	.559**	.554**	1
	Sig. (2-tailed)	.002	.000	.002	.003	.028	.002	.001	.000	.001	.002	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

2. Hasil Uji Reliabilitas

- **Variabel Lingkungan Kerja (X_1)**

Reliability Statistics

Cronbach's Alpha	N of Items
.754	11

- **Variabel Kompensasi Finansial (X_2)**

Reliability Statistics

Cronbach's Alpha	N of Items
.724	11

- **Variabel Kinerja Karyawan (Y)**

Reliability Statistics

Cronbach's Alpha	N of Items
.738	11

Lampiran 6

Hasil Uji Analisa Data

1. Hasil Uji Normal

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_Y
N		61	61	61
Normal Parameters ^{a,b}	Mean	39.13	38.33	38.90
	Std. Deviation	5.198	3.714	4.358
Most Extreme Differences	Absolute	.088	.133	.107
	Positive	.078	.096	.102
	Negative	-.088	-.133	-.107
Kolmogorov-Smirnov Z		.686	1.037	.832
Asymp. Sig. (2-tailed)		.734	.233	.493

a. Test distribution is Normal.

b. Calculated from data.

2. Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11.109	6.624		1.677	.099		
	TOTAL_X1	.360	.095	.429	3.766	.000	.992	1.008
	TOTAL_X2	.358	.134	.305	2.679	.010	.992	1.008

a. Dependent Variable: TOTAL_Y

3. Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	494.919	18	27.496	1.792	.060
		Linearity	183.771	1	183.771	11.976	.001
		Deviation from Linearity	311.149	17	18.303	1.193	.311
Within Groups			644.490	42	15.345		
Total			1139.410	60			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	289.077	14	20.648	1.117	.369
		Linearity	81.050	1	81.050	4.385	.042
		Deviation from Linearity	208.027	13	16.002	.866	.592
Within Groups			850.333	46	18.486		
Total			1139.410	60			

Lampiran 7

Hasil Uji Regresi Linier Berganda Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.504 ^a	.254	.228	3.829

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	288.974	2	144.487	9.854	.000 ^b
	Residual	850.436	58	14.663		
	Total	1139.410	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.109	6.624		1.677	.099
	TOTAL_X1	.360	.095	.429	3.766	.000
	TOTAL_X2	.358	.134	.305	2.679	.010

a. Dependent Variable: TOTAL_Y

Lampiran 8

Tabel Nilai-nilai r Product Moment

N	Tarf Signifikansi		N	Tarf Signifikansi	
	5 %	1 %		5 %	1 %
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384
10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,279	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,456	0,575	70	0,235	0,306
20	0,444	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,381	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,349	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105
34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081