

# 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. Catur Sentosa Anugerah 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 FISIK DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. CATUR SENTOSA ANUGERAH 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

Mastiur Sinaga

NPM. 1812110001

## KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH LINGKUNGAN KERJA FISIK DAN BEBAN KERJA TERHADAP  
KINERJA KARYAWAN PADA PT. CATUR SENTOSA ANUGERAH  
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 (X<sub>1</sub>)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
<b>Lingkungan Kerja Fisik</b>						
<b>Penerangan</b>						
1	Perlengkapan penerangan lampu dalam ruangan sudah memadai					
2	Cahaya lampu penerangan diseluruh lingkungan sangat diperhatikan perusahaan					
<b>Sirkulasi Udara</b>						
3	Sirkulasi udara didalam ruangan sudah sesuai dengan standar kesehatan dan lingkungan					
4	Perusahaan selalu memperhatikan fasilitas seperti, AC, Kipas angin) Temperature suhu udara di dalam perusahaan stabil.					
<b>Kebisingan</b>						
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.					
<b>Bau Tidak Sedap</b>						

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.					
<b>Keamanan</b>						
9	Saya mendapatkan jaminan keamanan dan kenyamanan dalam bekerja baik didalam maupun diluar ruangan					
10	Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman					

## Beban Kerja (X<sub>2</sub>)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
<b>Target yang harus di capai</b>						
1	Target yang harus saya capai dalam pekerjaan sudah jelas					
2	Saya selalu mampu mencapai target pekerjaan yang diberikan perusahaan					
<b>Kondisi Pekerjaan</b>						
3	Kondisi lingkungan kerja yang ada memungkinkan semua pekerjaan					
4	Saya selalu giat bekerja dengan kondisi ruang kerja yang nyaman					
<b>Penggunaan Waktu</b>						
5	Waktu kerja telah sesuai dengan SOP					
6	Waktu untuk menyelesaikan pekerjaan sudah cukup					
<b>Standar Pekerjaan</b>						
7	Beban kerja saya sehari – hari sudah sesuai dengan standar pekerjaan					
8	Standar pekerjaan yang ditetapkan perusahaan terlalu tinggi					

## Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
<b>Kualitas Kerja</b>						
1	Karyawan dapat menyelesaikan pekerjaan sesuai standar yang ditetapkan oleh perusahaan.					
2	Pemimpin harus dapat memenuhi persyaratan tertentu untuk dapat menghasilkan pekerjaan sesuai kualitas yang dituntut suatu pekerjaan tertentu.					
<b>Kuantitas Kerja</b>						
3	Saya selalu berusaha mencapai target kerja yang ditetapkan perusahaan					
4	Saya diberikan kesempatan berinisiatif sendiri untuk mencapai target kerja yang ditetapkan perusahaan.					
<b>Ketepatan Waktu</b>						
5	Waktu yang diberikan untuk melaksanakan pekerjaan sudah sesuai dengan target yang ditetapkan perusahaan					
6	karyawan mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.					
<b>Efektivitas</b>						
7	Saya selalu berinisiatif dalam memperbaiki dan mengatasi setiap masalah pekerjaan.					
8	Saya mampu bereaksi untuk mengubah situasi/kondisi, apabila terjadi masalah pekerjaan didalam perusahaan.					
<b>Kemandirian</b>						
9	Saya mampu menyelesaikan setiap masalah-masalah					

	dalam pekerjaan.					
10	Saya mampu mempercepat menyelesaikan pekerja sebelum batas waktu yang ditentukan.					



## Lampiran 2

### Hasil jawaban kuesioner Responden

- Hasiljawaban Variabel Lingkungan Kerja Fisik( $X_1$ )

No responden	ButirPernyataan										Total
	p1	p2	p3	p4	p5	p6	p7	p8	p9	P10	
1	3	4	4	4	3	4	3	3	4	3	35
2	3	5	5	5	5	5	3	3	5	5	44
3	4	2	4	4	4	4	4	4	4	4	38
4	4	5	3	4	3	3	4	4	3	5	38
5	3	4	3	3	3	3	3	3	3	3	31
6	4	4	4	4	4	4	4	4	4	4	40
7	5	3	5	5	5	4	5	5	5	5	47
8	4	3	4	5	4	4	4	4	4	4	40
9	2	2	3	3	3	3	4	2	3	2	27
10	4	5	5	5	5	5	4	4	5	4	46
11	4	5	4	4	4	5	4	4	4	4	42
12	3	5	5	5	5	5	4	3	5	3	43
13	3	4	5	5	5	5	2	2	5	5	41
14	2	4	4	5	4	5	5	5	5	5	44
15	5	4	2	5	5	5	3	3	2	4	38
16	3	4	3	5	3	4	3	3	5	3	36
17	4	3	3	3	3	5	4	4	4	4	37
18	4	5	3	5	3	5	4	4	4	4	41
19	4	4	4	5	4	4	4	4	4	4	41
20	5	4	4	4	4	5	4	4	4	4	42
21	4	4	3	4	3	5	4	4	4	4	39
22	4	4	4	5	4	4	4	4	4	4	41
23	5	4	4	5	4	4	5	5	4	5	45
24	4	3	3	4	3	5	4	4	4	4	38
25	3	5	3	4	3	4	3	3	4	3	35

<b>26</b>	4	4	4	4	4	5	4	4	4	4	<b>41</b>
<b>27</b>	3	4	3	4	3	4	3	3	4	5	<b>36</b>
<b>28</b>	3	3	3	3	3	4	3	3	4	5	<b>34</b>
<b>29</b>	3	4	5	4	5	4	3	3	4	5	<b>40</b>
<b>30</b>	4	4	3	4	3	4	4	4	4	3	<b>37</b>
<b>31</b>	5	5	4	4	3	2	3	4	3	4	<b>37</b>
<b>32</b>	4	4	4	4	3	3	5	4	5	5	<b>41</b>
<b>33</b>	4	4	4	4	4	5	4	4	4	3	<b>40</b>
<b>34</b>	5	2	5	5	3	4	3	4	5	4	<b>40</b>
<b>35</b>	5	5	4	4	4	3	5	4	3	4	<b>41</b>
<b>36</b>	4	4	4	4	5	4	3	3	5	5	<b>41</b>
<b>37</b>	4	4	4	4	3	3	4	4	4	4	<b>38</b>
<b>38</b>	4	4	4	4	3	5	4	3	5	3	<b>39</b>
<b>39</b>	4	4	4	4	4	3	4	4	3	2	<b>36</b>
<b>40</b>	4	4	4	2	3	3	4	3	5	3	<b>35</b>
<b>41</b>	5	4	4	4	3	3	3	3	4	4	<b>37</b>
<b>42</b>	4	4	3	3	5	3	4	3	5	4	<b>38</b>
<b>43</b>	3	3	2	2	3	4	4	4	3	3	<b>31</b>
<b>44</b>	4	4	4	4	3	4	3	2	3	4	<b>35</b>
<b>45</b>	4	3	3	5	3	3	3	4	5	3	<b>36</b>
<b>46</b>	5	5	2	3	4	3	4	3	4	4	<b>37</b>
<b>47</b>	4	2	3	3	4	4	3	5	5	4	<b>37</b>
<b>48</b>	4	3	4	3	4	4	4	3	4	4	<b>37</b>
<b>49</b>	4	4	2	2	3	4	4	4	5	4	<b>36</b>
<b>50</b>	5	1	3	3	4	3	3	4	3	4	<b>33</b>
<b>51</b>	4	3	3	4	5	4	5	5	3	4	<b>40</b>
<b>52</b>	4	4	4	4	3	3	4	3	4	3	<b>36</b>
<b>53</b>	3	3	3	3	3	3	4	4	5	4	<b>35</b>
<b>54</b>	4	4	5	5	5	4	5	4	3	4	<b>43</b>
<b>55</b>	5	3	5	3	5	3	5	4	5	3	<b>41</b>

<b>56</b>	4	4	4	4	4	4	5	4	3	4	<b>40</b>
<b>57</b>	4	4	4	4	3	3	3	5	3	4	<b>37</b>
<b>58</b>	3	3	4	4	2	3	3	4	4	4	<b>34</b>
<b>59</b>	4	4	4	4	3	5	3	4	3	3	<b>37</b>
<b>60</b>	5	5	4	4	5	3	4	5	4	4	<b>43</b>
<b>61</b>	4	3	5	5	5	3	3	4	3	4	<b>39</b>
<b>62</b>	4	4	4	4	5	5	3	3	4	3	<b>39</b>
<b>63</b>	5	5	5	5	4	3	2	4	3	4	<b>40</b>
<b>64</b>	4	4	4	4	4	3	5	5	3	4	<b>40</b>
<b>65</b>	3	3	5	5	4	5	3	4	5	4	<b>41</b>
<b>66</b>	3	3	4	4	3	3	4	4	2	4	<b>34</b>
<b>67</b>	4	4	4	4	5	4	3	5	3	3	<b>39</b>
<b>68</b>	4	4	5	5	5	3	3	4	2	4	<b>39</b>
<b>69</b>	5	5	4	4	3	3	2	2	2	4	<b>34</b>
<b>70</b>	4	4	4	4	4	4	5	4	3	3	<b>39</b>
<b>71</b>	4	3	3	4	3	4	3	3	2	4	<b>33</b>
<b>72</b>	3	3	3	3	3	3	4	4	3	4	<b>33</b>
<b>73</b>	3	5	4	3	5	4	3	5	2	3	<b>37</b>
<b>74</b>	4	4	4	4	2	2	4	4	2	3	<b>33</b>
<b>75</b>	4	2	4	3	3	5	4	3	3	4	<b>35</b>
<b>76</b>	4	3	3	4	3	4	3	3	2	3	<b>32</b>
<b>77</b>	3	4	4	4	3	4	3	3	4	3	<b>35</b>

- Hasil Jawaban Variabel Beban Kerja( $X_2$ )

No Responden	Butir Pernyataan								Total
	p1	p2	p3	p4	p5	p6	p7	p8	
<b>1</b>	4	4	4	3	4	3	4	3	<b>29</b>
<b>2</b>	4	4	4	5	5	5	5	3	<b>35</b>

<b>3</b>	5	5	5	2	4	2	4	4	<b>31</b>
<b>4</b>	4	4	4	5	4	5	4	4	<b>34</b>
<b>5</b>	3	3	3	4	3	4	3	3	<b>26</b>
<b>6</b>	4	4	4	4	4	4	4	4	<b>32</b>
<b>7</b>	5	5	5	3	5	3	5	5	<b>36</b>
<b>8</b>	4	4	4	3	5	3	5	4	<b>32</b>
<b>9</b>	3	3	3	2	3	2	3	2	<b>21</b>
<b>10</b>	5	5	5	5	5	5	5	4	<b>39</b>
<b>11</b>	4	4	4	3	4	3	4	4	<b>30</b>
<b>12</b>	4	4	4	4	5	4	5	3	<b>33</b>
<b>13</b>	5	5	5	4	5	4	5	5	<b>38</b>
<b>14</b>	4	4	4	4	5	4	5	5	<b>35</b>
<b>15</b>	5	5	5	5	5	5	5	5	<b>40</b>
<b>16</b>	4	4	4	3	5	3	5	3	<b>31</b>
<b>17</b>	4	4	4	4	3	4	3	4	<b>30</b>
<b>18</b>	5	5	5	5	5	5	5	4	<b>39</b>
<b>19</b>	4	4	4	5	5	5	5	4	<b>36</b>
<b>20</b>	4	4	4	4	4	4	4	4	<b>32</b>
<b>21</b>	5	5	5	4	4	4	4	4	<b>35</b>
<b>22</b>	5	5	5	4	5	4	5	4	<b>37</b>
<b>23</b>	4	4	4	4	5	4	5	5	<b>35</b>
<b>24</b>	4	4	4	3	4	3	4	4	<b>30</b>
<b>25</b>	4	4	4	5	4	5	4	3	<b>33</b>
<b>26</b>	4	4	4	4	4	4	4	4	<b>32</b>
<b>27</b>	4	4	4	4	4	4	4	3	<b>31</b>
<b>28</b>	5	4	5	3	3	3	3	3	<b>29</b>
<b>29</b>	4	4	4	3	4	3	4	3	<b>29</b>
<b>30</b>	3	3	3	4	4	4	4	4	<b>29</b>
<b>31</b>	3	4	3	4	4	4	4	2	<b>28</b>
<b>32</b>	5	5	5	5	4	4	5	5	<b>38</b>

<b>33</b>	2	4	2	4	5	5	5	3	<b>30</b>
<b>34</b>	5	5	5	5	4	4	5	5	<b>38</b>
<b>35</b>	3	3	3	3	3	3	4	3	<b>25</b>
<b>36</b>	4	4	4	4	4	4	5	5	<b>34</b>
<b>37</b>	3	5	3	5	5	5	5	2	<b>33</b>
<b>38</b>	3	4	3	4	4	4	5	5	<b>32</b>
<b>39</b>	2	2	2	2	3	3	4	3	<b>21</b>
<b>40</b>	5	4	5	4	5	5	5	4	<b>37</b>
<b>41</b>	3	4	3	4	4	4	4	5	<b>31</b>
<b>42</b>	4	3	4	3	4	4	5	3	<b>30</b>
<b>43</b>	4	5	4	5	5	5	5	5	<b>38</b>
<b>44</b>	4	5	4	5	4	4	5	3	<b>34</b>
<b>45</b>	5	5	5	5	5	5	5	4	<b>39</b>
<b>46</b>	3	3	3	3	4	4	4	5	<b>29</b>
<b>47</b>	4	4	4	4	4	4	5	4	<b>33</b>
<b>48</b>	5	4	5	4	5	5	4	3	<b>35</b>
<b>49</b>	5	4	5	4	4	4	5	3	<b>34</b>
<b>50</b>	4	4	4	4	4	4	4	2	<b>30</b>
<b>51</b>	4	4	4	4	5	5	5	3	<b>34</b>
<b>52</b>	4	4	4	4	5	5	4	4	<b>34</b>
<b>53</b>	4	5	4	5	4	4	5	4	<b>35</b>
<b>54</b>	3	4	3	4	4	4	5	2	<b>29</b>
<b>55</b>	5	3	5	3	4	4	3	3	<b>30</b>
<b>56</b>	4	4	4	4	4	4	5	5	<b>34</b>
<b>57</b>	4	3	4	3	4	4	4	3	<b>29</b>
<b>58</b>	5	5	3	5	5	4	5	4	<b>36</b>
<b>59</b>	4	4	4	4	4	4	3	3	<b>30</b>
<b>60</b>	4	4	4	4	3	3	5	3	<b>30</b>
<b>61</b>	4	4	4	4	4	4	4	3	<b>31</b>
<b>62</b>	3	3	4	4	3	4	4	4	<b>29</b>

<b>63</b>	4	4	4	4	5	5	4	5	<b>35</b>
<b>64</b>	4	4	4	4	4	4	4	4	<b>32</b>
<b>65</b>	3	4	4	4	3	3	3	3	<b>27</b>
<b>66</b>	4	4	4	3	4	3	3	4	<b>29</b>
<b>67</b>	3	4	5	3	5	3	4	3	<b>30</b>
<b>68</b>	4	4	4	4	5	3	5	5	<b>34</b>
<b>69</b>	3	3	3	4	4	4	4	3	<b>28</b>
<b>70</b>	3	3	3	4	3	4	3	3	<b>26</b>
<b>71</b>	4	4	5	5	5	4	5	4	<b>36</b>
<b>72</b>	5	5	5	5	5	5	5	4	<b>39</b>
<b>73</b>	4	4	4	4	3	4	4	4	<b>31</b>
<b>74</b>	5	5	4	4	3	5	4	4	<b>34</b>
<b>75</b>	5	4	4	3	3	2	4	3	<b>28</b>
<b>76</b>	5	5	3	4	5	5	4	2	<b>33</b>
<b>77</b>	4	4	4	3	4	3	4	3	<b>29</b>

- **Hasil Jawaban Kuesioner Kinerja Karyawan (Y)**

No Responden	Butir Pernyataan										Hasil
	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	
<b>1</b>	4	4	3	3	4	3	3	4	3	2	<b>33</b>
<b>2</b>	4	4	3	4	3	3	3	3	5	4	<b>36</b>
<b>3</b>	4	3	3	3	3	4	3	3	4	3	<b>33</b>
<b>4</b>	3	3	3	3	3	5	3	3	3	3	<b>32</b>
<b>5</b>	3	4	3	3	3	3	3	3	3	2	<b>30</b>
<b>6</b>	5	5	4	5	3	4	5	4	4	5	<b>44</b>
<b>7</b>	5	5	5	4	5	5	4	5	5	4	<b>47</b>
<b>8</b>	5	5	4	5	4	4	5	3	4	5	<b>44</b>

<b>9</b>	4	4	4	4	3	4	3	3	3	3	<b>35</b>
<b>10</b>	4	5	4	5	5	5	5	4	5	5	<b>47</b>
<b>11</b>	4	4	3	3	3	3	3	3	4	3	<b>33</b>
<b>12</b>	5	5	3	4	2	3	3	4	5	3	<b>37</b>
<b>13</b>	4	4	4	4	2	2	3	4	5	2	<b>34</b>
<b>14</b>	5	3	3	4	3	2	3	3	4	3	<b>33</b>
<b>15</b>	5	3	3	5	4	3	4	4	5	3	<b>39</b>
<b>16</b>	4	3	3	3	3	3	3	3	3	3	<b>31</b>
<b>17</b>	5	4	4	4	4	3	3	2	3	2	<b>34</b>
<b>18</b>	5	4	3	5	5	4	4	4	3	4	<b>41</b>
<b>19</b>	5	5	5	5	4	4	2	4	4	3	<b>41</b>
<b>20</b>	4	3	4	4	5	5	4	4	4	5	<b>42</b>
<b>21</b>	5	5	5	5	5	5	4	3	3	4	<b>44</b>
<b>22</b>	5	4	3	3	4	4	4	4	4	3	<b>38</b>
<b>23</b>	5	5	5	5	5	5	4	4	4	2	<b>44</b>
<b>24</b>	4	4	4	4	3	4	3	4	3	3	<b>36</b>
<b>25</b>	4	3	3	4	4	4	4	4	3	4	<b>37</b>
<b>26</b>	4	5	3	4	3	2	3	5	4	4	<b>37</b>
<b>27</b>	4	4	3	4	4	4	3	4	3	4	<b>37</b>
<b>28</b>	3	4	3	4	3	4	2	3	3	3	<b>32</b>
<b>29</b>	5	4	4	4	4	4	3	5	5	4	<b>42</b>
<b>30</b>	5	4	4	4	4	4	3	5	5	4	<b>42</b>
<b>31</b>	4	4	3	3	4	3	3	4	3	2	<b>33</b>
<b>32</b>	4	4	3	4	3	3	3	3	5	4	<b>36</b>
<b>33</b>	4	3	3	3	3	4	3	3	4	3	<b>33</b>
<b>34</b>	3	3	3	3	3	5	3	3	3	3	<b>32</b>
<b>35</b>	3	4	3	3	3	3	3	3	3	2	<b>30</b>
<b>36</b>	5	5	4	5	3	4	5	4	4	5	<b>44</b>
<b>37</b>	5	5	5	4	5	5	4	5	5	4	<b>47</b>
<b>38</b>	5	5	4	5	4	4	5	3	4	5	<b>44</b>

<b>39</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>35</b>
<b>40</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>47</b>
<b>41</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>33</b>
<b>42</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>37</b>
<b>43</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>34</b>
<b>44</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>33</b>
<b>45</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>39</b>
<b>46</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>31</b>
<b>47</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>34</b>
<b>48</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>41</b>
<b>49</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>41</b>
<b>50</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>42</b>
<b>51</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>44</b>
<b>52</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>38</b>
<b>53</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>44</b>
<b>54</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>36</b>
<b>55</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>37</b>
<b>56</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>37</b>
<b>57</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>37</b>
<b>58</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>32</b>
<b>59</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>42</b>
<b>60</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>42</b>
<b>61</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>40</b>
<b>62</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>42</b>
<b>63</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>42</b>
<b>64</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>41</b>
<b>65</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>34</b>
<b>66</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>38</b>
<b>67</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>46</b>
<b>68</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>36</b>



<b>69</b>	3	3	4	4	3	2	3	2	3	4	<b>31</b>
<b>70</b>	5	5	3	3	4	4	3	4	5	4	<b>40</b>
<b>71</b>	4	4	4	4	4	3	4	4	4	5	<b>40</b>
<b>72</b>	4	4	4	4	5	4	5	3	5	4	<b>42</b>
<b>73</b>	5	5	3	4	5	3	3	3	3	3	<b>37</b>
<b>74</b>	5	2	3	3	4	3	3	5	4	5	<b>37</b>
<b>75</b>	4	1	4	3	4	3	5	3	5	4	<b>36</b>
<b>76</b>	4	4	3	3	3	4	3	4	3	4	<b>35</b>
<b>77</b>	4	4	3	3	4	3	3	4	3	2	<b>33</b>

### Lampiran 3

#### Hasil uji frekuensi karakteristik responden

##### 1. Karakteristik berdasarkan Jenis Kelamin Responden

###### JENISKELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI - LAKI	40	52.6	52.6	52.6
	PERMEPUAN	36	47.4	47.4	100.0
	Total	76	100.0	100.0	

##### 2. Karakteristik berdasarkan Masa Kerja Responden

###### MASAKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 6 BULAN	14	18.4	18.4	18.4
	7 - 15 BULAN	30	39.5	39.5	57.9
	> 15 BULAN	32	42.1	42.1	100.0
	Total	76	100.0	100.0	

##### 3. Karakteristik berdasarkan Usia Responden

###### USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 30 TAHUN	32	42.1	42.1	42.1
	31 - 40 TAHUN	42	55.3	55.3	97.4
	41 - 50 TAHUN	2	2.6	2.6	100.0
	Total	76	100.0	100.0	

##### 4. Karakteristik berdasarkan Pekerjaan Responden

###### PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	29	38.2	38.2	38.2
	D3	27	35.5	35.5	73.7
	S1	20	26.3	26.3	100.0
	Total	76	100.0	100.0	

## Lampiran 4

### Hasil Uji frekuensi Jawaban Responden

#### 1. Variabel Lingkungan Kerja Fisik ( $X_1$ )

##### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	17	22.4	22.4	25.0
4	43	56.6	56.6	81.6
5	14	18.4	18.4	100.0
Total	76	100.0	100.0	

##### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	5	6.6	6.6	7.9
3	18	23.7	23.7	31.6
4	38	50.0	50.0	81.6
5	14	18.4	18.4	100.0
Total	76	100.0	100.0	

##### P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.3	5.3	5.3
3	21	27.6	27.6	32.9
4	38	50.0	50.0	82.9
5	13	17.1	17.1	100.0
Total	76	100.0	100.0	

##### P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	3.9	3.9	3.9
3	14	18.4	18.4	22.4
4	39	51.3	51.3	73.7
5	20	26.3	26.3	100.0
Total	76	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	34	44.7	44.7	47.4
4	22	28.9	28.9	76.3
5	18	23.7	23.7	100.0
Total	76	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	26	34.2	34.2	36.8
4	29	38.2	38.2	75.0
5	19	25.0	25.0	100.0
Total	76	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	3.9	3.9	3.9
3	28	36.8	36.8	40.8
4	34	44.7	44.7	85.5
5	11	14.5	14.5	100.0
Total	76	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.3	5.3	5.3
3	22	28.9	28.9	34.2
4	40	52.6	52.6	86.8
5	10	13.2	13.2	100.0
Total	76	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	10.5	10.5	10.5
3	21	27.6	27.6	38.2
4	28	36.8	36.8	75.0
5	19	25.0	25.0	100.0
Total	76	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	20	26.3	26.3	28.9
4	43	56.6	56.6	85.5
5	11	14.5	14.5	100.0
Total	76	100.0	100.0	

**TOTAL\_X1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 27	1	1.3	1.3	1.3
31	2	2.6	2.6	3.9
32	1	1.3	1.3	5.3
33	4	5.3	5.3	10.5
34	4	5.3	5.3	15.8
35	6	7.9	7.9	23.7
36	6	7.9	7.9	31.6
37	10	13.2	13.2	44.7
38	6	7.9	7.9	52.6
39	7	9.2	9.2	61.8
40	9	11.8	11.8	73.7
41	10	13.2	13.2	86.8
42	2	2.6	2.6	89.5
43	3	3.9	3.9	93.4
44	2	2.6	2.6	96.1
45	1	1.3	1.3	97.4
46	1	1.3	1.3	98.7
47	1	1.3	1.3	100.0
Total	76	100.0	100.0	

## 2. Variabel Beban Kerja ( $X_2$ )

### Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	15	19.7	19.7	22.4
4	38	50.0	50.0	72.4
5	21	27.6	27.6	100.0
Total	76	100.0	100.0	

### Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
3	11	14.5	14.5	15.8
4	45	59.2	59.2	75.0
5	19	25.0	25.0	100.0
Total	76	100.0	100.0	

### Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.6	2.6	2.6
3	14	18.4	18.4	21.1
4	41	53.9	53.9	75.0
5	19	25.0	25.0	100.0
Total	76	100.0	100.0	

### Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	3.9	3.9	3.9
3	16	21.1	21.1	25.0
4	40	52.6	52.6	77.6
5	17	22.4	22.4	100.0
Total	76	100.0	100.0	

### Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	17.1	17.1	17.1
4	35	46.1	46.1	63.2
5	28	36.8	36.8	100.0
Total	76	100.0	100.0	

**Q6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.9	3.9	3.9
	3	15	19.7	19.7	23.7
	4	39	51.3	51.3	75.0
	5	19	25.0	25.0	100.0
	Total	76	100.0	100.0	

**Q7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	11.8	11.8	11.8
	4	32	42.1	42.1	53.9
	5	35	46.1	46.1	100.0
	Total	76	100.0	100.0	

**Q8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.9	7.9	7.9
	3	27	35.5	35.5	43.4
	4	28	36.8	36.8	80.3
	5	15	19.7	19.7	100.0
	Total	76	100.0	100.0	

**TOTAL\_X2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	2	2.6	2.6	2.6
	25	1	1.3	1.3	3.9
	26	2	2.6	2.6	6.6
	27	1	1.3	1.3	7.9
	28	3	3.9	3.9	11.8
	29	9	11.8	11.8	23.7
	30	10	13.2	13.2	36.8
	31	6	7.9	7.9	44.7
	32	6	7.9	7.9	52.6
	33	5	6.6	6.6	59.2
	34	9	11.8	11.8	71.1
	35	7	9.2	9.2	80.3
	36	4	5.3	5.3	85.5
	37	2	2.6	2.6	88.2
	38	4	5.3	5.3	93.4
	39	4	5.3	5.3	98.7
	40	1	1.3	1.3	100.0
	Total	76	100.0	100.0	

### 3. Variabel Kinerja Karyawan (Y)

**R1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	10.5	10.5	10.5
4	35	46.1	46.1	56.6
5	33	43.4	43.4	100.0
Total	76	100.0	100.0	

**R2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.3	1.3	1.3
2	1	1.3	1.3	2.6
3	18	23.7	23.7	26.3
4	34	44.7	44.7	71.1
5	22	28.9	28.9	100.0
Total	76	100.0	100.0	

**R3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.3	1.3	1.3
3	36	47.4	47.4	48.7
4	30	39.5	39.5	88.2
5	9	11.8	11.8	100.0
Total	76	100.0	100.0	

**R4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	18	23.7	23.7	23.7
4	41	53.9	53.9	77.6
5	17	22.4	22.4	100.0
Total	76	100.0	100.0	

**R5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.3	5.3	5.3
3	27	35.5	35.5	40.8
4	27	35.5	35.5	76.3
5	18	23.7	23.7	100.0
Total	76	100.0	100.0	



**R6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	9.2	9.2	9.2
	3	23	30.3	30.3	39.5
	4	32	42.1	42.1	81.6
	5	14	18.4	18.4	100.0
	Total	76	100.0	100.0	

**R7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.6	6.6	6.6
	3	41	53.9	53.9	60.5
	4	20	26.3	26.3	86.8
	5	10	13.2	13.2	100.0
	Total	76	100.0	100.0	

**R8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.9	3.9	3.9
	3	28	36.8	36.8	40.8
	4	35	46.1	46.1	86.8
	5	10	13.2	13.2	100.0
	Total	76	100.0	100.0	

**R9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	36.8	36.8	36.8
	4	28	36.8	36.8	73.7
	5	20	26.3	26.3	100.0
	Total	76	100.0	100.0	

**R10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	13.2	13.2	13.2
	3	26	34.2	34.2	47.4
	4	28	36.8	36.8	84.2
	5	12	15.8	15.8	100.0
	Total	76	100.0	100.0	

**TOTAL\_Y**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30	2	2.6	2.6	2.6
	31	3	3.9	3.9	6.6
	32	4	5.3	5.3	11.8
	33	8	10.5	10.5	22.4
	34	5	6.6	6.6	28.9
	35	3	3.9	3.9	32.9
	36	6	7.9	7.9	40.8
	37	10	13.2	13.2	53.9
	38	3	3.9	3.9	57.9
	39	2	2.6	2.6	60.5
	40	3	3.9	3.9	64.5
	41	5	6.6	6.6	71.1
	42	9	11.8	11.8	82.9
	44	8	10.5	10.5	93.4
	46	1	1.3	1.3	94.7
	47	4	5.3	5.3	100.0
Total		76	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	.017	-.035	.245	.214	.217	.394	.581**	-.207	.230	.467**
	Sig. (2-tailed)		.928	.856	.192	.257	.250	.031	.001	.272	.221	.009
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.017	1	.174	.392*	.186	.294	-.153	.015	.189	.106	.397*
	Sig. (2-tailed)	.928		.356	.032	.324	.115	.421	.939	.318	.576	.030
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	-.035	.174	1	.439*	.745**	.231	.112	.113	.695**	.323	.669**
	Sig. (2-tailed)	.856	.356		.015	.000	.219	.554	.554	.000	.082	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.245	.392*	.439*	1	.598**	.372*	.170	.276	.454*	.285	.732**
	Sig. (2-tailed)	.192	.032	.015		.000	.043	.368	.140	.012	.126	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.214	.186	.745**	.598**	1	.389*	.025	.045	.334	.381*	.693**
	Sig. (2-tailed)	.257	.324	.000	.000		.034	.897	.814	.071	.038	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.217	.294	.231	.372*	.389*	1	.050	.182	.402*	.237	.571**
	Sig. (2-tailed)	.250	.115	.219	.043	.034		.792	.336	.027	.208	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.394	-.153	.112	.170	.025	.050	1	.852**	.111	.078	.445*
	Sig. (2-tailed)	.031	.421	.554	.368	.897	.792		.000	.561	.682	.014
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.581**	.015	.113	.276	.045	.182	.852**	1	.178	.355	.617**
	Sig. (2-tailed)	.001	.939	.554	.140	.814	.336	.000		.346	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	-.207	.189	.695**	.454*	.334	.402*	.111	.178	1	.243	.579**
	Sig. (2-tailed)	.272	.318	.000	.012	.071	.027	.561	.346		.197	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.230	.106	.323	.285	.381*	.237	.078	.355	.243	1	.576**
	Sig. (2-tailed)	.221	.576	.082	.126	.038	.208	.682	.054	.197		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.467**	.397*	.669**	.732**	.693**	.571**	.445*	.617**	.579**	.576**	1
	Sig. (2-tailed)	.009	.030	.000	.000	.000	.001	.014	.000	.001	.001	
	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 Beban Kerja (X<sub>2</sub>)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	TOTAL_X2
Q1	Pearson Correlation	1	.954**	1.000**	.129	.418	.129	.418	.460	.715**
	Sig. (2-tailed)		.000	.000	.496	.021	.496	.021	.010	.000
	N	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.954**	1	.954**	.189	.539**	.189	.539**	.536**	.789**
	Sig. (2-tailed)	.000		.000	.318	.002	.318	.002	.002	.000
	N	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	1.000**	.954**	1	.129	.418	.129	.418	.460	.715**
	Sig. (2-tailed)	.000	.000		.496	.021	.496	.021	.010	.000
	N	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.129	.189	.129	1	.365	1.000**	.365	.259	.662**
	Sig. (2-tailed)	.496	.318	.496		.047	.000	.047	.167	.000
	N	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.418	.539**	.418	.365	1	.365	1.000**	.503**	.790**
	Sig. (2-tailed)	.021	.002	.021	.047		.047	.000	.005	.000
	N	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.129	.189	.129	1.000**	.365	1	.365	.259	.662**
	Sig. (2-tailed)	.496	.318	.496	.000	.047		.047	.167	.000
	N	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.418	.539**	.418	.365	1.000**	.365	1	.503**	.790**
	Sig. (2-tailed)	.021	.002	.021	.047	.000	.047		.005	.000
	N	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.460	.536**	.460	.259	.503**	.259	.503**	1	.679**
	Sig. (2-tailed)	.010	.002	.010	.167	.005	.167	.005		.000
	N	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.715**	.789**	.715**	.662**	.790**	.662**	.790**	.679**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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	.306	.464**	.538**	.394*	.061	.352	.303	.361*	.215	.615**
	Sig. (2-tailed)		.094	.009	.002	.028	.743	.052	.097	.046	.246	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R2	Pearson Correlation	.306	1	.520**	.500**	.169	.162	.269	.257	.279	.172	.566**
	Sig. (2-tailed)	.094		.003	.004	.363	.385	.144	.162	.129	.355	.001
	N	31	31	31	31	31	31	31	31	31	31	31
R3	Pearson Correlation	.464**	.520**	1	.553**	.488**	.517**	.223	.222	.174	.153	.681**
	Sig. (2-tailed)	.009	.003		.001	.005	.003	.227	.231	.349	.411	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R4	Pearson Correlation	.538**	.500**	.553**	1	.451*	.278	.472**	.210	.239	.439*	.739**
	Sig. (2-tailed)	.002	.004	.001		.011	.130	.007	.257	.195	.014	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R5	Pearson Correlation	.394*	.169	.488**	.451*	1	.660**	.497**	.264	-.029	.381*	.703**
	Sig. (2-tailed)	.028	.363	.005	.011		.000	.004	.152	.879	.034	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R6	Pearson Correlation	.061	.162	.517**	.278	.660**	1	.397*	.135	-.104	.419*	.596**
	Sig. (2-tailed)	.743	.385	.003	.130	.000		.027	.468	.577	.019	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R7	Pearson Correlation	.352	.269	.223	.472**	.497**	.397*	1	.147	.210	.568**	.675**
	Sig. (2-tailed)	.052	.144	.227	.007	.004	.027		.429	.256	.001	.000
	N	31	31	31	31	31	31	31	31	31	31	31
R8	Pearson Correlation	.303	.257	.222	.210	.264	.135	.147	1	.470**	.331	.533**
	Sig. (2-tailed)	.097	.162	.231	.257	.152	.468	.429		.008	.069	.002
	N	31	31	31	31	31	31	31	31	31	31	31
R9	Pearson Correlation	.361*	.279	.174	.239	-.029	-.104	.210	.470**	1	.224	.444*
	Sig. (2-tailed)	.046	.129	.349	.195	.879	.577	.256	.008		.225	.012
	N	31	31	31	31	31	31	31	31	31	31	31
R10	Pearson Correlation	.215	.172	.153	.439*	.381*	.419*	.568**	.331	.224	1	.654**
	Sig. (2-tailed)	.246	.355	.411	.014	.034	.019	.001	.069	.225		.000
	N	31	31	31	31	31	31	31	31	31	31	31
TOTAL_Y	Pearson Correlation	.615**	.566**	.681**	.739**	.703**	.596**	.675**	.533**	.444*	.654**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.002	.012	.000	
	N	31	31	31	31	31	31	31	31	31	31	31

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

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

## 2. Hasil Uji Reliabilitas

- **Variabel Lingkungan Kerja ( $X_1$ )**

### Reliability Statistics

Cronbach's Alpha	N of Items
.741	11

- **Variabel Beban Kerja ( $X_2$ )**

### Reliability Statistics

Cronbach's Alpha	N of Items
.774	9

- **Variabel Kinerja Karyawan (Y)**

### Reliability Statistics

Cronbach's Alpha	N of Items
.753	11

## Lampiran 6

### Hasil Uji Analisa Data

#### 1. Hasil Uji Normal

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_Y
N		76	76	76
Normal Parameters <sup>a,b</sup>	Mean	38.09	32.25	37.99
	Std. Deviation	3.674	3.967	4.675
Most Extreme Differences	Absolute	.083	.088	.123
	Positive	.083	.083	.123
	Negative	-.080	-.088	-.096
Kolmogorov-Smirnov Z		.721	.766	1.073
Asymp. Sig. (2-tailed)		.675	.600	.200

a. Test distribution is Normal.

b. Calculated from data.

#### 2. Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.967	6.009		2.823	.006		
	TOTAL_X1	.296	.142	.232	2.086	.040	.940	1.064
	TOTAL_X2	.303	.131	.257	2.307	.024	.940	1.064

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)	596.003	17	35.059	1.950	.031
		Linearity	142.707	1	142.707	7.936	.007
		Deviation from Linearity	453.296	16	28.331	1.575	.105
Within Groups			1042.984	58	17.982		
Total			1638.987	75			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	574.923	16	35.933	1.992	.029
		Linearity	161.249	1	161.249	8.941	.004
		Deviation from Linearity	413.674	15	27.578	1.529	.124
Within Groups			1064.064	59	18.035		
Total			1638.987	75			

## 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	.386 <sup>a</sup>	.149	.126	4.371

a. Predictors: (Constant), TOTAL\_X2, TOTAL\_X1

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	244.388	2	122.194	6.396	.003 <sup>b</sup>
	Residual	1394.599	73	19.104		
	Total	1638.987	75			

a. Dependent Variable: TOTAL\_Y

b. Predictors: (Constant), TOTAL\_X2, TOTAL\_X1

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.967	6.009		2.823	.006
	TOTAL_X1	.296	.142	.232	2.086	.040
	TOTAL_X2	.303	.131	.257	2.307	.024

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