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LAMPIRAN 1
KUESIONER PENELITIAN

**PENGARUH KEPEMIMPINAN, LINGKUNGAN KERJA, DAN
KEPUASAN KERJA PADA KINERJA KARYAWAN KORINDO GROUP
JAKARTA**

Digunakan dalam Rangka Penyusunan Skripsi Pada Program Studi Program
Sarjana Manajemen Fakultas Ekonomi dan Bisnis Universitas Binaniaga
Indonesia

Petunjuk Umum Pengisian Kuesioner :

1. Pertanyaan-pertanyaan yang diajukan tidak berpengaruh terhadap kedudukan dan tugas Bapak/Ibu.
2. Pertanyaan-pertanyaan yang diajukan murni untuk kepentingan ilmiah, yaitu penelitian skripsi dengan judul sebagaimana tersebut diatas.
3. Mohon diisi dengan memberi tanda (√) untuk setiap pertanyaan yang sesuai dengan persepsi anda pada kolom jawaban yang tersedia.

Keterangan Jawaban :

ST	= Sangat Setuju	Skor 5
S	= Setuju	Skor 4
N	= Netral	Skor 3
TS	= Tidak Setuju	Skor 2
STS	= Sangat Tidak Setuju	Skor 1

A. Karakteristik Responden

1. Jenis Kelamin

Pria

Wanita

2. Pendidikan

D3

S1

S2

3. Penghasilan

4 Juta - 6 Juta

6 Juta – 9 Juta

9 Juta – 15 Juta

4. Status

Menikah

Belum Menikah

5. Umur

20 Tahun – 35 Tahun

35 Tahun – 45 Tahun

45 Tahun – 60 Tahun

6. Lama Masa Kerja

1 Tahun – 10 Tahun

10 Tahun – 30 Tahun

30 Tahun – 40 Tahun

B. Kepemimpinan

No	Pertanyaan	SS	S	N	TS	STS
Kecerdasan						
1	Atasan memberikan kepada karyawan untuk mengemukakan pendapat					
2	Atasan dapat menjalankan wewenangnya dengan baik					
3	Atasan mengajak karyawannya dalam mengambil keputusan					
Kedewasaan						
4	Pemimpin dapat menciptakan suasana kerja yang kondusif					
5	Pemimpin dapat mengarahkan karyawannya yang sedang kesulitan dalam melakukan pekerjaannya					
6	Saya bersedia melakukan pekerjaan tanpa disuruh oleh pemimpin					
Perhatian						
7	Pemimpin memberikan penghargaan kepada karyawan yang telah melakukan pekerjaan dengan baik					
8	Pemimpin tidak membedakan sikap dan perilaku antar karyawan					
9	Pemimpin selalu menjalin kedekatan dengan karyawannya					
Motivasi						
10	Pemimpin memberikan motivasi kepada karyawannya dengan memberikan pengarahan					
11	Pemimpin selalu memberikan briefing kepada karyawannya dengan memberikan motivasi					
12	Pemimpin selalu memberikan ide dan gagasan baru					

C. Lingkungan Kerja

No	Pertanyaan	SS	S	N	TS	STS
	Penerangan					
1	Penerangan dilingkungan kerja membantu aktivitas kerja					
2	Penerangan yang memadai dapat meningkatkan ketelitian karyawan saat bekerja					
	Suhu Udara					
3	Sirkulasi udara diperusahaan dapat menjadikan karyawan nyaman dalam melakukan pekerjaan					
4	Penghijauan di tempat kerja memadai sehingga menjadikan karyawan merasa nyaman dan sejuk					
	Kerapian					
5	Meja kerja tertata rapih					
6	Jumlah karyawan dalam satu ruangan terlalu banyak					
	Kebersihan					
7	Setiap harinya ada staff kebersihan yang membersihkan lingkungan kerja					
8	Lingkungan kerja terjaga kebersihannya					
	Keamanan Kerja					
9	Perusahaan menjaga keamanan dengan adanya satpam yang bertugas setiap hari					
10	Keamanan lingkungan kerja membuat karyawan tenang dan nyaman dalam bekerja					
	Hubungan Karyawan					
11	Rekan kerja saling memberitahu apabila ada pekerjaan yang keliru atau sulit					

- 12 Terjadi komunikasi aktif antar karyawan

D. Kepuasan Kerja

No	Pertanyaan	SS	S	N	TS	STS
Gaji						
1	Saya merasa perusahaan sudah memberi gaji dengan standar yang berlaku					
2	Saya mendapat kesempatan untuk naik gaji					
3	Saya menerima gaji sesuai dengan harapan dan kompetensi yang di miliki					
Promosi						
4	Saya senang dengan promosi yang sering terjadi di perusahaan					
5	Saya senang penilaian untuk promosi berdasarkan prestasi dan hasil kerja karyawan					
6	Saya merasa senang karena ada kesempatan terbuka untuk dipromosikan					
Rekan Kerja						
7	Saya mempunyai rekan kerja yang memberi dukungan cukup kepada saya dalam menjalankan pekerjaan					
8	Saya mempunyai rekan kerja mempunyai hubungan yang harmonis satu sama lain					
9	Saya senang mempunyai rekan kerja yang mempunyai motivasi kerja yang tinggi					
Atasan						
10	Saya senang atasan memberikan dukungan kepada bawahannya					

- 11 Saya merasa atasan berperilaku adil kepada semua karyawan
- 12 Saya merasa atasan telah membantu memberikan solusi jika karyawan memiliki permasalahan kerja
- Pekerjaan Itu Sendiri
- 13 Saya senang dengan pekerjaan saat ini karena sesuai dengan pengalaman dan pendidikan saya
- 14 Saya senang karena pekerjaan saya didukung dengan fasilitas yang diberikan oleh perusahaan

E. Kinerja Karyawan

No	Pertanyaan	SS	S	N	TS	STS
Kuantitas						
1	Saya bertanggung jawab atas pekerjaan yang saya kerjakan					
2	Saya mengatur waktu agar tetap bisa belajar dan mengembangkan diri dalam perusahaan					
Kualitas						
3	Saya menunjukkan hasil pekerjaan yang baik					
4	Saya berinteraksi dan berkomunikasi untuk menghasilkan pekerjaan yang baik					
5	Saya dapat menyelesaikan pekerjaan sesuai dengan standar yang telah ditentukan oleh perusahaan					
Ketepatan Waktu						

- 6 Saya dapat melakukan pekerjaan dengan tepat waktu
- 7 Saya tidak pernah datang terlambat

**Rekapitulasi Kuesioner Untuk Uji Validitas Dan Reliabilitas Variabel
Lingkungan Kerja (X2)**

Responden	Butir Pertanyaan												Total
	1	2	3	4	5	6	7	8	9	10	11	12	
1	4	4	4	4	4	3	3	4	4	4	4	4	46
2	5	5	4	4	5	4	4	4	4	4	4	5	52
3	5	5	5	5	4	5	5	5	5	4	5	5	58
4	5	3	5	5	4	5	5	4	3	4	4	2	49
5	4	5	4	4	4	5	4	4	4	5	5	3	51
6	4	2	2	4	4	2	4	4	2	2	4	2	36
7	4	4	4	4	4	4	4	4	4	4	4	4	48
8	4	5	4	4	4	4	4	3	4	4	3	3	46
9	4	4	3	4	5	4	1	4	4	4	4	4	45
10	3	3	4	3	4	5	3	4	4	4	4	4	45
11	4	4	4	4	4	5	5	4	3	4	4	3	48
12	4	4	4	3	4	3	4	4	3	4	4	2	43
13	4	4	4	4	4	5	5	4	4	4	4	4	50
14	3	4	4	3	4	4	4	2	4	4	2	3	41
15	4	5	4	4	5	4	4	4	4	4	4	5	51
16	4	5	4	4	4	3	4	4	4	5	4	4	49
17	4	4	4	4	4	4	4	4	4	4	2	3	45
18	4	5	5	5	5	4	5	5	3	5	4	5	55
19	4	4	4	2	3	5	4	4	4	4	4	3	45
20	4	5	4	4	4	4	4	5	3	5	5	3	50
21	4	4	4	4	5	4	5	5	5	4	4	4	52
22	4	5	3	4	4	4	4	4	4	4	4	1	45
23	4	2	5	5	4	3	4	3	4	4	4	1	43
24	4	4	5	5	5	3	5	4	5	4	4	4	52
25	4	5	4	3	3	4	4	3	4	4	4	3	45
26	5	4	4	4	5	4	4	4	4	4	4	5	51
27	4	4	4	4	4	4	4	4	4	4	4	3	47
28	5	4	4	4	4	5	4	2	4	4	3	4	47
29	4	4	3	2	3	3	4	3	4	4	4	1	39
30	4	4	3	3	4	4	3	4	3	4	4	4	44

**Rekapitulasi Kuesioner Untuk Uji Validitas Dan Reliabilitas Variabel
Kepuasan Kerja (X3)**

Responden	Butir Pertanyaan														Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	3	4	4	4	4	4	4	4	4	4	4	4	4	4	55
2	4	5	4	4	5	4	5	4	5	4	4	4	4	4	60
3	5	5	5	5	5	5	5	5	5	4	5	5	5	5	69
4	5	5	5	5	4	5	3	4	2	4	3	3	3	5	56
5	4	4	4	4	4	5	5	4	3	5	4	4	4	5	59
6	4	4	2	4	4	2	2	4	2	2	2	2	2	2	38
7	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
8	4	4	4	4	4	4	5	3	3	1	4	4	4	4	52
9	1	4	3	4	5	4	4	4	4	4	4	4	4	4	53
10	3	3	4	3	4	5	3	4	4	4	4	4	4	5	54
11	5	4	4	4	4	5	4	4	3	4	3	3	3	5	55
12	4	4	4	3	4	3	4	4	2	4	3	3	3	3	48
13	5	4	4	4	4	5	4	4	4	4	4	4	4	5	59
14	4	3	4	3	4	4	4	2	3	4	4	4	4	4	51
15	4	4	4	4	5	4	5	4	5	4	4	4	4	4	59
16	4	4	4	4	4	3	5	4	4	5	4	4	4	3	56
17	4	4	4	4	4	4	4	4	3	4	4	4	4	4	55
18	5	4	5	5	5	4	5	5	5	5	3	3	3	4	61
19	5	4	4	2	3	5	4	4	5	4	4	4	4	5	57
20	4	4	4	4	4	4	5	5	5	5	3	3	3	4	57
21	5	4	4	4	5	4	4	5	4	4	4	4	4	4	59
22	4	4	5	4	4	4	5	4	1	4	4	4	4	4	55
23	4	4	5	5	4	3	2	3	1	4	4	4	4	3	50
24	5	4	5	5	5	3	4	4	4	4	5	5	5	3	61
25	4	4	4	3	3	4	1	3	3	4	4	4	4	4	49
26	4	5	4	4	5	4	4	4	5	4	4	4	4	4	59
27	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
28	5	4	4	4	4	5	4	2	4	4	4	4	4	5	57
29	4	4	2	3	3	3	2	3	1	4	4	4	4	3	44
30	3	4	3	3	4	4	4	4	4	4	2	2	2	4	47

LAMPIRAN 3
HASIL UJI VALIDITAS

VARIABEL KEPEMIMPINAN (X₁)

		Correlations												
		Soal_1	Soal_2	Soal_3	Soal_4	Soal_5	Soal_6	Soal_7	Soal_8	Soal_9	Soal_10	Soal_11	Soal_12	Jumlah_Soal
Soal_1	Pearson Correlation	1	.687**	.440	.247	-.034	.208	.086	.078	.046	.059	.051	.102	.457
	Sig. (2-tailed)		.000	.015	.189	.857	.270	.653	.681	.811	.758	.788	.591	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_2	Pearson Correlation	.687**	1	.323	.263	.014	.065	.089	.188	.059	-.002	.002	-.016	.407
	Sig. (2-tailed)	.000		.082	.160	.944	.734	.642	.319	.758	.991	.991	.931	.026
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_3	Pearson Correlation	.440	.323	1	.522**	.314	.364	.354	.191	.148	.303	.129	.410	.682**
	Sig. (2-tailed)	.015	.082		.003	.091	.048	.055	.313	.434	.103	.496	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_4	Pearson Correlation	.247	.263	.522**	1	.613**	-.057	.222	.305	.023	.057	.074	.164	.491**
	Sig. (2-tailed)	.189	.160	.003		.000	.765	.239	.101	.903	.765	.697	.386	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_5	Pearson Correlation	-.034	.014	.314	.613**	1	-.013	.519**	.452	.481**	.089	.149	.186	.589**
	Sig. (2-tailed)	.857	.944	.091	.000		.947	.003	.012	.007	.641	.433	.325	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_6	Pearson Correlation	.208	.065	.364	-.057	-.013	1	.304	.070	.377**	.238	-.002	.215	.466**
	Sig. (2-tailed)	.270	.734	.048	.765	.947		.103	.713	.040	.206	.991	.255	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_7	Pearson Correlation	.086	.089	.354	.222	.519**	.304	1	.393	.527**	.212	.003	.171	.661**
	Sig. (2-tailed)	.653	.642	.055	.239	.003	.103		.032	.003	.260	.987	.366	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_8	Pearson Correlation	.078	.188	.191	.305	.452	.070	.393	1	.420	.300	.337	-.134	.574**
	Sig. (2-tailed)	.681	.319	.313	.101	.012	.713	.032		.021	.107	.068	.479	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_9	Pearson Correlation	.046	.059	.148	.023	.481**	.377**	.527**	.420	1	.271	.133	.192	.651**
	Sig. (2-tailed)	.811	.758	.434	.903	.007	.040	.003	.021		.147	.484	.309	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_10	Pearson Correlation	.059	-.002	.303	.057	.089	.238	.212	.300	.271	1	.692**	.117	.523**
	Sig. (2-tailed)	.758	.991	.103	.765	.641	.206	.260	.107	.147		.000	.537	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_11	Pearson Correlation	.051	.002	.129	.074	.149	-.002	.003	.337	.133	.692**	1	.087	.392**
	Sig. (2-tailed)	.788	.991	.496	.697	.433	.991	.987	.068	.484	.000		.647	.032
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_12	Pearson Correlation	.102	-.016	.410	.164	.186	.215	.171	-.134	.192	.117	.087	1	.377**
	Sig. (2-tailed)	.591	.931	.024	.386	.325	.255	.366	.479	.309	.537	.647		.040
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Jumlah_Soal	Pearson Correlation	.457	.407	.682**	.491**	.589**	.466**	.661**	.574**	.651**	.523**	.392**	.377**	1
	Sig. (2-tailed)	.011	.026	.000	.006	.001	.010	.000	.001	.000	.003	.032	.040	
	N	30	30	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 LINGKUNGAN KERJA (X₂)

Correlations

		Soal_1	Soal_2	Soal_3	Soal_4	Soal_5	Soal_6	Soal_7	Soal_8	Soal_9	Soal_10	Soal_11	Soal_12	Jumlah_Soal
Soal_1	Pearson Correlation	1	.140	.225	.407	.201	.182	.257	.138	.055	-.028	.249	.235	.452
	Sig. (2-tailed)		.460	.231	.026	.287	.335	.170	.469	.771	.885	.184	.210	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_2	Pearson Correlation	.140	1	.134	-.025	.108	.267	.097	.204	.303	.625**	.153	.408	.554**
	Sig. (2-tailed)	.460		.479	.894	.570	.154	.610	.280	.103	.000	.421	.025	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_3	Pearson Correlation	.225	.134	1	.523**	.193	.327	.512**	.132	.385*	.502**	.070	.276	.660**
	Sig. (2-tailed)	.231	.479		.003	.308	.077	.004	.487	.036	.005	.713	.140	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_4	Pearson Correlation	.407	-.025	.523**	1	.586**	.000	.337	.333	.091	.108	.175	.242	.576*
	Sig. (2-tailed)	.026	.894	.003		.001	1.000	.069	.073	.631	.570	.356	.198	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_5	Pearson Correlation	.201	.108	.193	.586**	1	-.077	-.010	.375	.155	.085	.036	.586**	.520**
	Sig. (2-tailed)	.287	.570	.308	.001		.687	.958	.041	.413	.655	.848	.001	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_6	Pearson Correlation	.182	.267	.327	.000	-.077	1	.162	.060	.203	.336	.066	.295	.463**
	Sig. (2-tailed)	.335	.154	.077	1.000	.687		.391	.753	.283	.069	.728	.114	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_7	Pearson Correlation	.257	.097	.512**	.337	-.010	.162	1	.183	.077	.076	.071	-.013	.430
	Sig. (2-tailed)	.170	.610	.004	.069	.958	.391		.333	.687	.688	.710	.945	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_8	Pearson Correlation	.138	.204	.132	.333	.375	.060	.183	1	-.049	.205	.614**	.336	.561**
	Sig. (2-tailed)	.469	.280	.487	.073	.041	.753	.333		.799	.276	.000	.069	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_9	Pearson Correlation	.055	.303	.385*	.091	.155	.203	.077	-.049	1	.239	-.040	.306	.429
	Sig. (2-tailed)	.771	.103	.036	.631	.413	.283	.687	.799		.204	.833	.100	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_10	Pearson Correlation	-.028	.625**	.502**	.108	.085	.336	.076	.205	.239	1	.220	.238	.550**
	Sig. (2-tailed)	.885	.000	.005	.570	.655	.069	.688	.276	.204		.243	.206	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_11	Pearson Correlation	.249	.153	.070	.175	.036	.066	.071	.614**	-.040	.220	1	.092	.403
	Sig. (2-tailed)	.184	.421	.713	.356	.848	.728	.710	.000	.833	.243		.628	.027
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_12	Pearson Correlation	.235	.408	.276	.242	.586**	.295	-.013	.336	.306	.238	.092	1	.690**
	Sig. (2-tailed)	.210	.025	.140	.198	.001	.114	.945	.069	.100	.206	.628		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Jumlah_Soal	Pearson Correlation	.452	.554**	.660**	.576**	.520**	.463**	.430	.561**	.429	.550**	.403	.690**	1
	Sig. (2-tailed)	.012	.001	.000	.001	.003	.010	.018	.001	.001	.002	.027	.000	
	N	30	30	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 KEPUASAN KERJA (X₃)

Correlations

		Soal_1	Soal_2	Soal_3	Soal_4	Soal_5	Soal_6	Soal_7	Soal_8	Soal_9	Soal_10	Soal_11	Soal_12	Soal_13	Soal_14	Jumlah_Soal
Soal_1	Pearson Correlation	1	.254	.440	.247	-.034	.208	.086	.078	.046	.059	.102	.102	.102	.208	.377
	Sig. (2-tailed)		.175	.015	.189	.857	.270	.653	.681	.811	.758	.591	.591	.591	.270	.040
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_2	Pearson Correlation	.254	1	.206	.452	.345	.094	.156	.343	.180	.007	.053	.053	.053	.094	.381
	Sig. (2-tailed)	.175		.274	.012	.062	.623	.410	.064	.342	.972	.782	.782	.782	.623	.038
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_3	Pearson Correlation	.440	.206	1	.522	.314	.364	.354	.191	.148	.303	.410	.410	.410	.364	.695
	Sig. (2-tailed)	.015	.274		.003	.091	.048	.055	.313	.434	.103	.024	.024	.024	.048	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_4	Pearson Correlation	.247	.452	.522	1	.613	-.057	.222	.305	.023	.057	.164	.164	.164	-.057	.451
	Sig. (2-tailed)	.189	.012	.003		.000	.765	.239	.101	.903	.765	.386	.386	.386	.765	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_5	Pearson Correlation	-.034	.345	.314	.613	1	-.013	.519	.452	.481	.089	.186	.186	.186	-.013	.560
	Sig. (2-tailed)	.857	.062	.091	.000		.947	.003	.012	.007	.641	.325	.325	.325	.947	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_6	Pearson Correlation	.208	.094	.364	-.057	-.013	1	.304	.070	.377	.238	.215	.215	.215	1.000	.583
	Sig. (2-tailed)	.270	.623	.048	.765	.947		.103	.713	.040	.206	.255	.255	.255	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_7	Pearson Correlation	.086	.156	.354	.222	.519	.304	1	.393	.527	.212	.171	.171	.171	.304	.653
	Sig. (2-tailed)	.653	.410	.055	.239	.003	.103		.032	.003	.260	.366	.366	.366	.103	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_8	Pearson Correlation	.078	.343	.191	.305	.452	.070	.393	1	.420	.300	-.134	-.134	-.134	.070	.438
	Sig. (2-tailed)	.681	.064	.313	.101	.012	.713	.032		.021	.107	.479	.479	.479	.713	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_9	Pearson Correlation	.046	.180	.148	.023	.481	.377	.527	.420	1	.271	.192	.192	.192	.377	.649
	Sig. (2-tailed)	.811	.342	.434	.903	.007	.040	.003	.021		.147	.309	.309	.309	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_10	Pearson Correlation	.059	.007	.303	.057	.089	.238	.212	.300	.271	1	.117	.117	.117	.238	.429
	Sig. (2-tailed)	.758	.972	.103	.765	.641	.206	.260	.107	.147		.537	.537	.537	.206	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_11	Pearson Correlation	.102	.053	.410	.164	.186	.215	.171	-.134	.192	.117	1	1.000	1.000	.215	.581
	Sig. (2-tailed)	.591	.782	.024	.386	.325	.255	.366	.479	.309	.537	.000	.000	.000	.255	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_12	Pearson Correlation	.102	.053	.410	.164	.186	.215	.171	-.134	.192	.117	1.000	1	1.000	.215	.581
	Sig. (2-tailed)	.591	.782	.024	.386	.325	.255	.366	.479	.309	.537	.000	.000	.000	.255	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_13	Pearson Correlation	.102	.053	.410	.164	.186	.215	.171	-.134	.192	.117	1.000	1.000	1	.215	.581
	Sig. (2-tailed)	.591	.782	.024	.386	.325	.255	.366	.479	.309	.537	.000	.000	.000	.255	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Soal_14	Pearson Correlation	.208	.094	.364	-.057	-.013	1.000	.304	.070	.377	.238	.215	.215	.215	1	.583
	Sig. (2-tailed)	.270	.623	.048	.765	.947	.000	.103	.713	.040	.206	.255	.255	.255	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Jumlah_Soal	Pearson Correlation	.377	.381	.695	.451	.560	.583	.653	.438	.649	.429	.581	.581	.581	.583	1
	Sig. (2-tailed)	.040	.038	.000	.012	.001	.001	.000	.015	.000	.018	.001	.001	.001	.001	.000
	N	30	30	30	30	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 KINERJA KARYAWAN (Y)

Correlations

		Soal_1	Soal_2	Soal_3	Soal_4	Soal_5	Soal_6	Soal_7	Jumlah_Soal
Soal_1	Pearson Correlation	1	.488**	.582**	.426*	.066	.582**	-.084	.649**
	Sig. (2-tailed)		.006	.001	.019	.730	.001	.658	.000
	N	30	30	30	30	30	30	30	30
Soal_2	Pearson Correlation	.488**	1	.894**	.131	.135	.894**	.025	.696**
	Sig. (2-tailed)	.006		.000	.490	.477	.000	.897	.000
	N	30	30	30	30	30	30	30	30
Soal_3	Pearson Correlation	.582**	.894**	1	.244	.302	1.000**	.165	.849**
	Sig. (2-tailed)	.001	.000		.194	.105	.000	.382	.000
	N	30	30	30	30	30	30	30	30
Soal_4	Pearson Correlation	.426*	.131	.244	1	.110	.244	.081	.576**
	Sig. (2-tailed)	.019	.490	.194		.562	.194	.672	.001
	N	30	30	30	30	30	30	30	30
Soal_5	Pearson Correlation	.066	.135	.302	.110	1	.302	.382*	.505**
	Sig. (2-tailed)	.730	.477	.105	.562		.105	.037	.004
	N	30	30	30	30	30	30	30	30
Soal_6	Pearson Correlation	.582**	.894**	1.000**	.244	.302	1	.165	.849**
	Sig. (2-tailed)	.001	.000	.000	.194	.105		.382	.000
	N	30	30	30	30	30	30	30	30
Soal_7	Pearson Correlation	-.084	.025	.165	.081	.382*	.165	1	.440*
	Sig. (2-tailed)	.658	.897	.382	.672	.037	.382		.015
	N	30	30	30	30	30	30	30	30
Jumlah_Soal	Pearson Correlation	.649**	.696**	.849**	.576**	.505**	.849**	.440*	1
	Sig. (2-tailed)	.000	.000	.000	.001	.004	.000	.015	
	N	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).

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VARIABEL KEPEMIMPINAN (X₁)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.757	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Soal_1	43.17	22.833	.312	.750
Soal_2	43.30	23.597	.280	.752
Soal_3	43.27	21.444	.591	.719
Soal_4	43.37	22.999	.375	.742
Soal_5	43.10	22.852	.506	.732
Soal_6	43.23	23.013	.336	.746
Soal_7	43.33	20.092	.519	.723
Soal_8	43.40	22.317	.466	.733
Soal_9	43.73	19.306	.472	.734
Soal_10	43.30	22.562	.401	.739
Soal_11	43.23	23.702	.264	.753
Soal_12	43.50	23.914	.254	.754

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
47.27	26.064	5.105	12

VARIABEL LINGKUNGAN KERJA (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.754	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Soal_1	43.17	19.661	.364	.742
Soal_2	43.13	17.913	.412	.734
Soal_3	43.30	17.803	.566	.718
Soal_4	43.40	17.903	.447	.730
Soal_5	43.13	19.016	.422	.736
Soal_6	43.27	18.685	.314	.746
Soal_7	43.23	18.875	.273	.752
Soal_8	43.40	18.179	.439	.731
Soal_9	43.43	19.289	.305	.746
Soal_10	43.20	19.062	.464	.733
Soal_11	43.37	19.413	.273	.749
Soal_12	43.90	15.266	.513	.724

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
47.27	21.444	4.631	12

VARIABEL KEPUASAN KERJA X3

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.807	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Soal_1	50.80	31.545	.244	.810
Soal_2	50.83	32.764	.313	.804
Soal_3	50.90	29.059	.620	.781
Soal_4	51.00	31.310	.346	.801
Soal_5	50.73	31.030	.484	.793
Soal_6	50.87	29.913	.487	.791
Soal_7	50.97	27.620	.532	.787
Soal_8	51.03	31.344	.330	.802
Soal_9	51.37	26.585	.497	.794
Soal_10	50.93	31.306	.314	.804
Soal_11	51.13	30.395	.497	.791
Soal_12	51.13	30.395	.497	.791
Soal_13	51.13	30.395	.497	.791
Soal_14	50.87	29.913	.487	.791

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
54.90	34.576	5.880	14

VARIABEL KINERJA KARYAWAN (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.726	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Soal_1	24.60	3.559	.494	.681
Soal_2	24.73	3.651	.587	.670
Soal_3	24.70	3.321	.781	.626
Soal_4	24.90	3.403	.296	.751
Soal_5	24.83	3.868	.325	.718
Soal_6	24.70	3.321	.781	.626
Soal_7	24.93	3.857	.169	.772

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.90	4.645	2.155	7

37	4	4	4	5	5	3	4	4	4	4	4	4	49
38	3	3	3	3	3	3	3	3	3	3	3	3	36
39	4	4	4	3	2	4	4	4	4	4	2	2	41
40	3	4	5	2	1	2	2	2	2	2	1	1	27
41	5	3	3	2	4	2	3	4	4	4	3	2	39
42	4	5	4	4	3	4	4	4	5	4	3	3	47
43	4	4	4	4	4	5	5	5	5	4	4	3	51
44	4	3	5	5	5	4	2	1	3	3	4	4	43
45	5	5	5	5	4	4	4	3	2	4	4	4	49
46	5	4	4	4	4	5	4	4	3	4	4	3	48
47	4	5	5	3	3	5	5	5	4	3	2	4	45
48	5	5	5	3	4	4	2	4	4	4	4	4	48
49	4	5	4	4	3	4	4	2	4	4	4	4	46
50	4	4	5	5	5	5	5	4	2	4	4	4	51
51	4	4	4	4	4	4	4	5	4	4	2	1	44
52	4	4	4	4	4	5	3	4	4	4	2	1	43
53	5	5	5	5	5	4	5	4	5	4	4	2	53
54	4	4	5	5	4	3	4	5	3	4	3	4	48
55	4	4	4	4	4	4	5	5	5	5	5	3	52
56	5	4	5	4	5	4	5	5	5	5	5	5	57
57	4	5	4	5	3	4	4	2	4	5	5	5	50
58	5	4	5	3	4	5	4	3	4	4	2	1	44
59	4	4	4	5	4	5	4	3	4	5	3	3	48
60	5	4	4	3	4	5	5	4	4	4	3	4	49
61	3	4	4	4	3	4	5	2	3	4	3	4	43
62	4	3	5	4	4	4	4	2	4	4	4	2	44
63	4	3	5	4	2	3	1	3	4	2	3	4	38
64	4	3	5	3	4	2	3	3	3	4	4	4	42
65	4	4	4	3	4	4	4	4	3	4	5	5	48
66	5	5	5	5	5	3	4	4	3	2	3	2	46
67	4	4	5	3	4	3	4	3	4	5	5	2	46
68	5	4	4	3	4	3	3	5	3	5	4	3	46
69	4	4	4	3	4	3	4	2	1	5	5	5	44
70	5	4	4	4	4	3	4	4	3	4	4	3	46
71	3	4	4	4	4	3	4	4	4	4	4	4	46
72	4	5	4	4	5	4	5	4	5	4	4	4	52
73	5	5	5	5	5	5	5	5	5	4	5	5	59
74	5	5	5	5	4	5	3	4	2	4	4	3	49
75	4	4	4	4	4	5	5	4	3	5	5	4	51
76	4	4	2	4	4	2	2	4	2	2	4	2	36
77	4	4	4	4	4	4	4	4	4	4	4	4	48
78	4	4	4	4	4	4	5	3	3	4	3	4	46
79	1	1	2	2	1	2	2	2	3	2	1	1	20
80	3	3	4	3	4	5	3	4	4	4	4	4	45
81	5	4	4	4	4	5	4	4	3	4	4	3	48
82	4	4	4	3	4	3	4	4	2	4	4	3	43
83	5	4	4	4	4	5	4	4	4	4	4	4	50

84	4	3	4	3	4	4	4	2	3	4	5	4	44
85	4	4	4	4	5	4	5	4	5	4	4	4	51
86	4	4	4	4	4	3	5	4	4	5	4	2	47
87	4	4	4	4	4	4	4	4	3	4	4	4	47
88	5	4	5	5	5	4	5	5	5	4	4	3	54
89	5	4	4	2	3	5	4	4	5	4	4	4	48
90	3	4	4	4	4	4	5	3	5	5	3	5	49

Rekapitulasi Hasil Penyebaran Kuesioner Variabel Lingkungan Kerja (X2)

Responden	Butir Pertanyaan												Total
	1	2	3	4	5	6	7	8	9	10	11	12	
1	4	4	4	4	5	3	3	4	4	4	4	3	46
2	5	5	5	5	5	4	4	4	4	4	4	4	53
3	5	5	5	4	5	4	4	4	4	4	3	5	52
4	4	5	5	5	4	3	4	4	4	4	4	4	50
5	5	5	5	4	4	4	4	4	4	4	4	4	51
6	4	4	4	4	4	4	4	4	4	4	4	4	48
7	5	4	5	4	5	4	4	4	5	5	5	3	53
8	5	4	4	3	4	5	4	5	4	4	4	4	50
9	4	5	4	4	5	4	5	4	4	4	3	4	50
10	5	4	4	4	5	4	4	4	4	4	4	4	50
11	5	5	5	4	5	5	4	5	4	5	4	4	55
12	1	2	1	2	2	2	1	2	1	2	1	1	18
13	5	4	4	4	3	4	4	4	4	4	5	4	49
14	4	4	4	4	5	4	4	4	4	4	4	4	49
15	5	5	5	4	4	4	4	4	4	3	3	3	48
16	4	4	3	3	4	3	3	4	5	4	3	5	45
17	4	4	3	4	5	4	4	4	4	4	4	4	48
18	3	3	4	3	4	5	3	4	4	4	4	4	45
19	4	4	4	4	4	5	5	4	3	4	4	3	48
20	4	4	4	3	4	3	4	4	3	4	4	5	46
21	4	4	4	4	4	5	5	4	4	4	4	4	50
22	3	4	4	3	4	4	4	5	4	4	5	3	47
23	4	5	4	4	5	4	4	4	4	4	4	5	51
24	4	5	4	4	4	3	4	4	4	5	4	4	49
25	4	4	4	4	4	4	4	4	4	4	5	3	48
26	4	5	5	5	5	4	5	5	3	5	4	5	55
27	4	4	4	5	3	5	4	4	4	4	4	3	48
28	4	5	4	4	4	4	4	5	3	5	5	3	50
29	4	4	4	4	4	3	3	4	4	4	4	4	46
30	5	5	4	4	5	4	4	4	4	4	4	5	52
31	5	5	5	5	4	5	5	5	5	4	5	5	58
32	5	3	5	5	4	5	5	4	3	4	4	4	51
33	4	5	4	4	4	5	4	4	4	5	5	3	51
34	4	4	5	5	4	4	4	4	4	5	4	4	51
35	4	4	4	5	4	4	4	4	4	4	4	4	49
36	4	5	4	4	4	4	4	5	4	4	3	3	48
37	4	4	4	4	5	5	5	5	5	5	4	4	54
38	5	4	5	4	4	4	5	4	4	4	4	4	51
39	5	5	5	4	4	4	4	5	4	4	5	4	53

40	5	4	4	4	3	4	4	4	5	4	4	3	48
41	4	5	4	4	3	5	4	4	4	5	5	4	51
42	5	5	5	5	4	5	5	5	4	4	4	4	55
43	5	4	4	4	4	4	4	4	4	4	4	4	49
44	5	4	4	3	3	4	4	4	4	3	3	3	44
45	5	4	5	5	4	3	4	5	4	4	4	4	51
46	4	4	4	4	3	4	4	5	4	5	4	4	49
47	4	4	4	4	5	4	5	4	4	4	4	4	50
48	5	5	3	3	5	3	5	5	4	4	4	4	50
49	5	4	5	5	4	4	4	4	4	4	4	3	50
50	5	4	4	4	5	5	5	5	4	4	4	5	54
51	5	4	5	4	4	5	5	5	5	5	5	5	57
52	5	4	4	4	5	5	5	4	4	4	4	4	52
53	5	4	4	4	5	4	4	4	4	4	4	5	51
54	4	4	4	4	4	4	4	5	4	4	4	3	48
55	5	4	4	4	4	5	4	4	4	4	3	4	49
56	4	4	4	5	3	3	4	5	4	4	4	5	49
57	4	4	5	3	4	4	5	4	3	4	4	4	48
58	5	5	5	4	5	4	5	5	5	5	5	4	57
59	4	5	5	5	3	5	4	4	4	4	4	3	50
60	5	5	4	4	3	4	5	4	4	4	4	4	50
61	5	5	5	4	4	4	4	4	4	4	4	5	52
62	4	4	4	3	4	5	4	4	4	4	3	3	46
63	5	4	4	3	3	4	4	4	4	4	3	3	45
64	4	4	4	4	4	4	4	4	4	4	4	4	48
65	4	4	4	4	4	4	4	4	4	4	4	4	48
66	3	3	3	3	3	3	3	3	3	3	3	3	36
67	4	4	4	4	4	4	5	5	5	4	4	4	51
68	5	5	5	3	5	3	5	4	4	4	4	4	51
69	5	5	5	4	4	4	4	4	4	4	4	4	51
70	5	5	5	5	4	4	4	4	4	4	3	2	49
71	5	4	5	5	3	4	4	4	4	4	4	3	49
72	4	4	4	4	4	4	5	4	4	5	4	4	50
73	4	4	4	4	4	4	4	4	3	4	4	4	47
74	5	4	5	5	5	4	5	5	5	5	4	3	55
75	4	4	4	4	4	3	4	4	3	4	4	4	46
76	5	4	4	4	5	4	4	4	4	4	4	5	51
77	4	4	4	4	4	4	4	4	4	4	4	3	47
78	5	4	4	4	4	5	4	5	4	4	3	4	50
79	1	2	1	2	1	2	1	2	1	2	1	2	18
80	4	4	3	3	4	4	3	4	3	4	4	4	44
81	5	5	5	4	4	4	4	4	4	4	4	2	49
82	5	5	5	4	4	4	4	4	4	4	4	4	51
83	3	4	4	4	5	4	3	5	5	5	3	5	50
84	4	4	4	5	4	5	4	4	4	4	4	5	51
85	4	4	4	5	4	4	5	5	5	4	4	5	53
86	4	5	4	3	4	5	4	3	3	3	4	4	46

87	4	4	4	4	4	4	4	4	4	4	4	4	48
88	4	4	4	4	3	4	5	5	5	5	5	5	53
89	5	5	4	3	5	5	5	4	4	4	4	4	52
90	5	4	4	3	3	4	3	4	4	4	4	4	46

Rekapitulasi Hasil Penyebaran Kuesioner Variabel Kepuasan Kerja (X3)

Butir Pertanyaan

46	5	4	4	4	3	4	5	5	5	4	4	4	3	4	58
47	4	3	5	5	2	3	4	4	4	4	4	4	4	4	54
48	4	4	4	4	3	3	5	4	5	3	4	5	4	5	57
49	5	5	5	3	4	3	4	5	4	3	3	5	4	5	58
50	4	4	4	4	4	3	4	5	3	4	5	3	4	3	54
51	3	3	3	4	4	3	4	5	4	4	4	4	4	4	53
52	4	3	4	4	3	3	4	4	3	4	3	4	3	4	50
53	5	4	5	2	4	4	4	5	4	5	2	3	2	3	52
54	4	4	4	2	3	4	3	4	3	4	3	1	1	1	41
55	5	5	5	1	2	4	4	5	5	3	3	2	2	2	48
56	4	4	4	1	4	2	5	4	4	4	3	2	3	2	46
57	4	3	5	3	4	2	4	5	5	5	4	4	3	4	55
58	4	4	4	3	3	4	5	4	4	4	3	3	4	3	52
59	5	4	5	1	4	3	3	3	5	5	4	3	4	3	52
60	5	5	4	2	5	3	4	4	4	4	5	4	3	4	56
61	5	5	3	2	4	4	4	5	3	3	4	5	2	5	54
62	3	5	4	4	4	3	5	4	4	4	3	5	3	5	56
63	4	5	4	3	5	4	5	5	5	4	4	5	4	5	62
64	5	5	4	2	3	3	5	3	4	4	5	4	4	4	55
65	4	4	4	2	4	4	5	4	5	4	4	5	4	5	58
66	4	4	5	5	3	3	5	5	4	5	3	5	5	5	61
67	4	4	5	2	3	5	4	4	5	4	2	5	5	5	57
68	3	3	4	3	5	5	5	4	4	5	3	4	5	4	57
69	4	4	3	4	4	5	4	4	3	4	4	4	5	4	56
70	3	4	4	4	3	5	5	4	4	5	5	5	4	5	60
71	4	4	4	3	2	5	4	4	5	4	5	4	4	4	56
72	5	4	4	3	4	4	3	5	4	4	5	4	5	4	58
73	3	3	5	3	4	3	4	4	5	3	4	5	4	5	55
74	4	4	4	3	4	4	5	4	5	5	3	4	3	4	56
75	4	4	5	3	3	4	5	3	3	3	4	3	4	3	51
76	5	4	4	4	3	4	4	4	4	4	4	4	5	4	57
77	4	4	3	3	3	4	5	5	4	4	4	5	4	5	57
78	3	4	4	4	3	3	4	5	4	4	4	5	5	5	57
79	1	2	1	2	2	2	1	1	1	2	2	2	1	2	22
80	4	4	4	2	2	3	4	5	4	4	4	3	5	3	51
81	4	4	5	3	1	3	4	4	4	5	4	4	3	4	52
82	4	4	5	2	2	2	4	4	4	4	4	4	3	4	50
83	3	5	4	2	4	2	4	5	3	4	3	3	3	3	48
84	4	5	3	3	4	4	4	4	2	5	4	4	3	4	53
85	3	4	4	3	4	1	4	5	4	4	3	3	2	3	47
86	4	3	5	2	4	1	4	4	3	4	4	4	3	2	47
87	4	4	5	3	4	4	5	3	4	3	3	3	3	3	51
88	4	5	5	3	3	3	4	5	4	3	5	4	4	4	56
89	4	5	5	3	5	4	3	4	5	4	4	5	2	5	58
90	5	5	4	3	4	3	3	5	5	4	4	5	2	5	57

Rekapitulasi Hasil Penyebaran Kuesioner Variabel Kinerja Karyawan (Y)

Responden	Butir Pertanyaan							Total
	1	2	3	4	5	6	7	
1	4	4	4	4	4	4	4	28
2	5	5	5	4	3	3	3	28

3	5	5	5	4	4	4	4	31
4	4	4	4	4	3	4	3	26
5	4	4	4	4	4	4	4	28
6	5	4	5	4	5	4	5	32
7	4	5	4	5	4	4	4	30
8	4	4	4	5	5	5	5	32
9	4	3	3	4	3	4	4	25
10	3	4	4	4	4	3	3	25
11	4	5	3	4	3	5	4	28
12	2	2	2	1	1	1	1	10
13	5	4	4	4	4	4	3	28
14	4	4	3	4	3	4	3	25
15	4	4	3	4	3	4	3	25
16	4	5	3	3	3	5	4	27
17	4	4	4	3	4	5	4	28
18	5	5	5	5	4	5	5	34
19	3	3	4	3	4	5	4	26
20	3	4	5	3	4	5	5	29
21	4	5	3	5	3	4	4	28
22	4	3	4	4	4	4	5	28
23	3	5	4	3	5	4	4	28
24	4	5	4	4	3	4	5	29
25	4	4	4	4	3	4	5	28
26	4	4	4	4	4	4	5	29
27	4	5	4	3	4	3	3	26
28	3	4	3	4	3	4	3	24
29	4	5	5	5	4	5	3	31
30	4	3	3	3	4	4	5	26
31	4	5	4	3	4	4	4	28
32	5	5	5	5	3	4	4	31
33	5	3	4	4	3	4	5	28
34	5	4	4	4	4	4	4	29
35	5	4	5	4	3	4	3	28
36	3	4	3	4	5	4	4	27
37	4	5	3	4	5	3	5	29
38	5	5	4	3	4	4	4	29
39	5	4	4	5	4	3	3	28
40	4	2	4	4	4	4	4	26
41	4	4	4	5	3	4	5	29
42	4	4	4	3	4	4	4	27
43	4	5	3	4	5	4	3	28
44	4	4	4	3	4	5	4	28
45	5	4	3	4	4	4	5	29
46	5	4	4	4	4	4	4	29
47	4	5	4	3	4	5	3	28
48	4	4	4	3	4	5	4	28
49	4	3	4	4	3	4	4	26

50	4	4	4	3	4	3	4	26
51	4	4	5	4	5	4	3	29
52	5	4	5	5	4	5	4	32
53	4	4	5	5	4	5	5	32
54	5	5	4	3	5	4	4	30
55	3	5	4	5	5	5	3	30
56	4	4	3	3	4	5	3	26
57	4	4	3	5	4	5	3	28
58	4	4	3	4	5	4	3	27
59	4	5	3	5	4	4	4	29
60	5	4	4	4	4	5	4	30
61	3	4	5	5	5	5	5	32
62	3	4	5	4	5	4	4	29
63	4	4	4	4	4	4	5	29
64	5	4	3	5	4	4	5	30
65	4	3	4	5	4	4	4	28
66	4	4	5	5	4	4	5	31
67	5	5	4	3	3	5	4	29
68	4	5	3	5	4	4	5	30
69	4	4	4	4	4	3	2	25
70	5	5	4	4	5	5	4	32
71	4	2	3	5	4	4	4	26
72	3	3	4	5	4	3	5	27
73	4	5	3	5	4	3	5	29
74	5	5	4	4	4	4	4	30
75	4	4	3	3	3	5	5	27
76	4	4	4	4	4	5	2	27
77	4	5	4	5	5	5	5	33
78	5	4	3	4	5	4	3	28
79	1	2	1	2	1	2	1	10
80	3	4	5	5	5	5	3	30
81	3	3	3	4	4	4	4	25
82	3	4	5	3	4	4	4	27
83	5	4	2	3	4	3	4	25
84	4	4	3	4	5	3	4	27
85	4	4	4	4	4	4	4	28
86	4	5	5	5	5	3	4	31
87	3	3	4	3	4	3	4	24
88	4	4	5	4	4	4	3	28
89	5	5	4	5	4	3	4	30
90	4	4	4	4	5	4	5	30

LAMPIRAN 6

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters ^{a,b}	Mean	.0E-7
	Std. Deviation	2.35403580
Most Extreme Differences	Absolute	.078
	Positive	.078
	Negative	-.047
Kolmogorov-Smirnov Z		.738
Asymp. Sig. (2-tailed)		.648

a. Test distribution is Normal.

b. Calculated from data.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.516	2.511		1.400	.165		
	Kepemimpinan	.103	.048	.192	2.137	.035	.681	1.469
	Lingkungan Kerja	.141	.062	.235	2.268	.026	.512	1.952
	Kepuasan Kerja	.233	.054	.425	4.303	.000	.562	1.779

a. Dependent Variable: Kinerja Karyawan

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Kepemimpinan, Lingkungan Kerja ^b		Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726 ^a	.528	.511	2.395

a. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan, Lingkungan Kerja

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	551.263	3	183.754	32.042	.000 ^b
	Residual	493.192	86	5.735		
	Total	1044.456	89			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan, Lingkungan Kerja

Coefficients^a

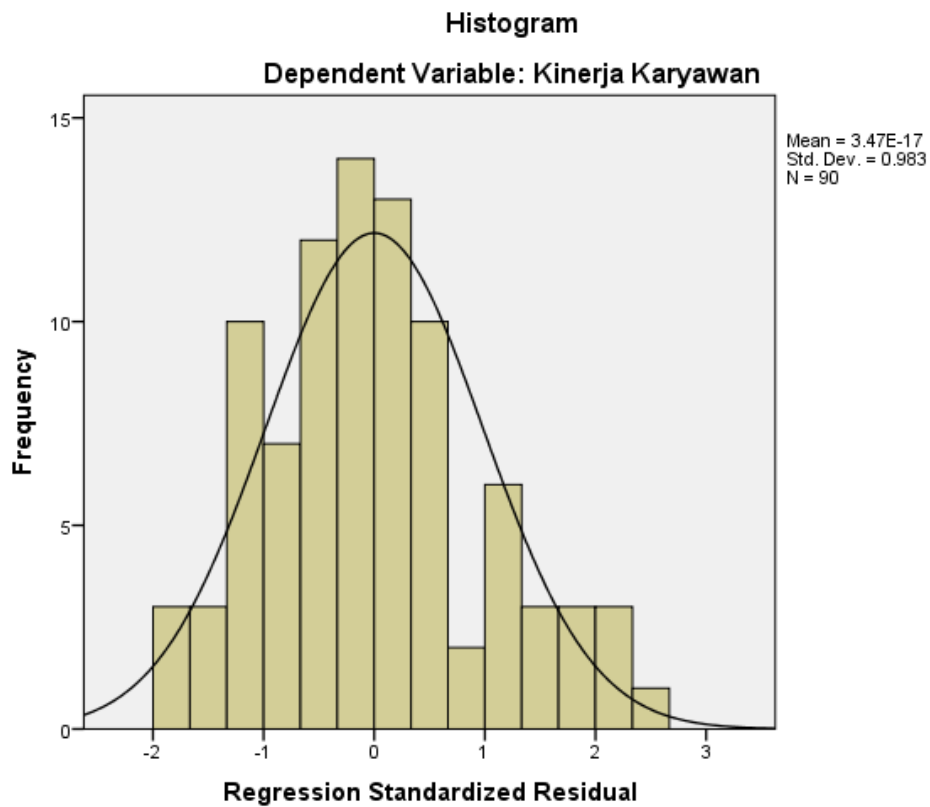
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.516	2.511		1.400	.165
	Kepemimpinan	.103	.048	.192	2.137	.035
	Lingkungan Kerja	.141	.062	.235	2.268	.026
	Kepuasan Kerja	.233	.054	.425	4.303	.000

a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12.57	30.47	27.92	2.489	90
Std. Predicted Value	-6.168	1.024	.000	1.000	90
Standard Error of Predicted Value	.257	1.591	.448	.233	90
Adjusted Predicted Value	14.61	30.61	27.95	2.229	90
Residual	-4.344	6.061	.000	2.354	90
Std. Residual	-1.814	2.531	.000	.983	90
Stud. Residual	-1.832	2.579	-.006	1.014	90
Deleted Residual	-5.506	6.293	-.033	2.524	90
Stud. Deleted Residual	-1.858	2.669	-.003	1.025	90
Mahal. Distance	.035	38.302	2.967	5.891	90
Cook's Distance	.000	.543	.021	.074	90
Centered Leverage Value	.000	.430	.033	.066	90

a. Dependent Variable: Kinerja Karyawan



Normal P-P Plot of Regression Standardized Residual**Dependent Variable: Kinerja Karyawan**