

Lampiran 1

**KUESIONER**

Sebelumnya saya ucapkan terima kasih atas bantuan dan waktu yang anda berikan kepada saya. Saya mahasiswa Unika Widya Manadala Surabaya jurusan Manajemen fakultas Bisnis memohon bantuan Anda untuk mengisi angket ini dengan jujur sesuai dengan keadaan Anda, dan data yang diperoleh akan digunakan untuk menyusun skripsi/tugas akhir saya yaitu:

**PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP  
KINERJA KARYAWAN DI SEBUAH PERUSAHAAN YANG  
BERGERAK DALAM BIDANG PENDISTRIBUSIAN  
ALAT-ALAT PERTANIAN DI SURABAYA**

**Petunjuk Pengisian:**

1. Semua jawaban tidak ada yang benar atau salah
2. Berilah tanda silang (X) pada kolom yang merupakan jawaban atas pernyataan
3. Jawaban tidak berpengaruh terhadap konduite Bapak/Ibu/Saudara

**IDENTITAS RESPONDEN**

1. Jenis Kelamin : .....
2. Lama Bekerja : .....
3. Pendidikan Terakhir : .....

## A. Motivasi

Bacalah pernyataan berikut dengan cermat, kemudian pilihlah satu alternatif jawaban :

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Netral (N)

4 = Setuju (S)

5 = Sangat Setuju (SS)

dengan cara memberi tanda (X) yang menurut Bapak/Ibu paling tepat:

| No. | Keterangan                                                                                                                 | STS | TS | N | S | SS |
|-----|----------------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
|     |                                                                                                                            | 1   | 2  | 3 | 4 | 5  |
| 1.  | Jumlah imbalan yang Anda terima dalam bentuk uang baik upah maupun bonus sesuai dengan pekerjaan yang Anda lakukan.        |     |    |   |   |    |
| 2.  | Perusahaan memberikan jaminan keselamatan kerja.                                                                           |     |    |   |   |    |
| 3.  | Penyelia/Supervisor selalu mau memberikan bantuan dan dorongan kepada Anda untuk melaksanakan tugas-tugas dalam pekerjaan. |     |    |   |   |    |
| 4.  | Hasil kerja yang telah Anda lakukan mendapat pengakuan/pujian dari atasan.                                                 |     |    |   |   |    |
| 5.  | Pekerjaan yang dilakukan memberikan kesempatan menggunakan keterampilan yang dimiliki.                                     |     |    |   |   |    |

Sumber : dikutip dalam Penti (2005)

## B. Lingkungan Kerja

Bacalah pernyataan berikut dengan cermat, kemudian pilihlah satu

alternatif jawaban :

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Netral (N)

4 = Setuju (S)

5 = Sangat Setuju (SS)

dengan cara memberi tanda (X) yang menurut Bapak/Ibu paling tepat:

### 1. Pewarnaan

| No. | Keterangan                                                                                                                | STS | TS | N | S | SS |
|-----|---------------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Sistem pewarnaan di lingkungan kerja pada perusahaan anda sudah cukup baik dan tidak menimbulkan kebosanan dalam bekerja. |     |    |   |   |    |

### 2. Kebersihan

| No. | Keterangan                                                          | STS | TS | N | S | SS |
|-----|---------------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Lingkungan ditempat anda bekerja sudah cukup bersih.                |     |    |   |   |    |
| 2.  | Pada lingkungan kerja anda terdapat sarana kebersihan yang memadai. |     |    |   |   |    |

### 3. Pertukaran Udara

| No. | Keterangan                                                     | STS | TS | N | S | SS |
|-----|----------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Kondisi pertukaran udara tempat anda bekerja sudah cukup baik. |     |    |   |   |    |
| 2.  | Perusahaan sudah memperhatikan sarana pertukaran udara.        |     |    |   |   |    |

### 4. Penerangan

| No. | Keterangan                                                    | STS | TS | N | S | SS |
|-----|---------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Kondisi penerangan tempat anda bekerja sudah cukup baik.      |     |    |   |   |    |
| 2.  | Sarana penerangan yang disediakan perusahaan sudah mencukupi. |     |    |   |   |    |

### 5. Keamanan

| No. | Keterangan                                                      | STS | TS | N | S | SS |
|-----|-----------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Anda merasa cukup aman dalam bekerja.                           |     |    |   |   |    |
| 2.  | Perusahaan anda sudah menyediakan sarana keamanan yang memadai. |     |    |   |   |    |

### 6. Kebisingan

| No. | Keterangan                                                                 | STS | TS | N | S | SS |
|-----|----------------------------------------------------------------------------|-----|----|---|---|----|
| 1.  | Frekuensi suara tempat kerja anda tidak mengganggu konsentrasi kerja anda. |     |    |   |   |    |

Sumber: [http://repository.upnyk.ac.id/1488/1/Skripsi\\_Eko.pdf](http://repository.upnyk.ac.id/1488/1/Skripsi_Eko.pdf) (minggu, 19/01/2014 pukul 18:46) dikutip dalam Eko (2011)

## B. Kinerja Karyawan

Bacalah pernyataan berikut dengan cermat, kemudian pilihlah satu alternatif jawaban :

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Netral (N)

4 = Setuju (S)

5 = Sangat Setuju (SS)

dengan cara memberi tanda (X) yang menurut Bapak/Ibu paling tepat:

| NO | KETERANGAN                                                                       | STS | TS | N | S | SS |
|----|----------------------------------------------------------------------------------|-----|----|---|---|----|
| 1  | Menyelesaikan tugas yang diberikan secara memadai                                | 1   | 2  | 3 | 4 | 5  |
| 2  | Memenuhi tanggungjawab yang ditentukan dalam deskripsi pekerjaan                 | 1   | 2  | 3 | 4 | 5  |
| 3  | Melakukan tugas yang diharapkan                                                  | 1   | 2  | 3 | 4 | 5  |
| 4  | Memenuhi persyaratan kinerja formal Pekerjaan                                    | 1   | 2  | 3 | 4 | 5  |
| 5  | Terlibat dalam kegiatan yang akan secara langsung mempengaruhi evaluasi kerjanya | 1   | 2  | 3 | 4 | 5  |
| 6  | Mengabaikan aspek-aspek pekerjaan yang Merupakan kewajibannya untuk melaksanakan | 1   | 2  | 3 | 4 | 5  |
| 7  | Gagal untuk menyelesaikan tugas-tugas penting                                    | 1   | 2  | 3 | 4 | 5  |

Sumber: Williams dan Anderson(1991) dikutip dalam Wulani (2007)

# DATA RESPONDEN

| NO. | Motivasi |   |   |   |   | Lingkungan kerja |   |   |   |    |    |    |    |    |    |    |    |    |    |    | Kineja |    |   |  |  |  |  |
|-----|----------|---|---|---|---|------------------|---|---|---|----|----|----|----|----|----|----|----|----|----|----|--------|----|---|--|--|--|--|
|     | 1        | 2 | 3 | 4 | 5 | 6                | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21     | 22 |   |  |  |  |  |
| 1   | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 4  | 4  | 3  | 3  | 4  | 42 | 5  | 5  | 5  | 5  | 5      | 5  | 5 |  |  |  |  |
| 2   | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 5 | 5  | 5  | 4  | 4  | 3  | 4  | 40 | 4  | 5  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 3   | 2        | 4 | 4 | 4 | 5 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 37 | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 4   | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 5  | 5  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 5   | 2        | 4 | 4 | 4 | 5 | 19               | 2 | 3 | 4 | 4  | 5  | 5  | 5  | 3  | 4  | 4  | 37 | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 6   | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 42 | 5  | 5  | 4  | 5      | 5  | 5 |  |  |  |  |
| 7   | 5        | 5 | 4 | 4 | 4 | 21               | 4 | 5 | 4 | 5  | 4  | 4  | 5  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 8   | 3        | 3 | 3 | 3 | 3 | 15               | 4 | 5 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 9   | 2        | 4 | 4 | 4 | 4 | 19               | 2 | 3 | 4 | 4  | 5  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 10  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 11  | 4        | 4 | 4 | 4 | 4 | 20               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 5  | 4  | 4      | 4  | 4 |  |  |  |  |
| 12  | 5        | 5 | 4 | 4 | 4 | 21               | 4 | 5 | 4 | 5  | 4  | 5  | 5  | 3  | 4  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 13  | 3        | 4 | 4 | 4 | 5 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 14  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 5  | 4  | 5  | 5      | 4  | 4 |  |  |  |  |
| 15  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 5  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 5  | 4  | 4      | 4  | 4 |  |  |  |  |
| 16  | 5        | 3 | 3 | 3 | 3 | 15               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 17  | 5        | 4 | 4 | 4 | 4 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 18  | 4        | 4 | 4 | 4 | 4 | 20               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 5  | 4  | 5      | 4  | 4 |  |  |  |  |
| 19  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 5  | 5  | 5  | 5      | 4  | 4 |  |  |  |  |
| 20  | 5        | 3 | 3 | 3 | 3 | 15               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5      | 3  | 3 |  |  |  |  |
| 21  | 5        | 4 | 5 | 3 | 5 | 18               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 5  | 4  | 4  | 5  | 4  | 4      | 4  | 4 |  |  |  |  |
| 22  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 3  | 3 |  |  |  |  |
| 23  | 5        | 5 | 4 | 5 | 4 | 20               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 24  | 2        | 1 | 3 | 4 | 5 | 15               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 25  | 2        | 5 | 5 | 4 | 5 | 21               | 5 | 4 | 5 | 5  | 2  | 5  | 4  | 4  | 4  | 3  | 2  | 3  | 4  | 4  | 3      | 4  | 4 |  |  |  |  |
| 26  | 2        | 4 | 4 | 4 | 4 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 27  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 3  | 3 |  |  |  |  |
| 28  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 29  | 3        | 5 | 4 | 4 | 4 | 19               | 3 | 5 | 4 | 4  | 2  | 4  | 3  | 2  | 4  | 2  | 3  | 4  | 4  | 4  | 4      | 5  | 4 |  |  |  |  |
| 30  | 2        | 4 | 4 | 4 | 4 | 18               | 3 | 5 | 5 | 5  | 5  | 5  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 31  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 4  | 4  | 5  | 3  | 3  | 4  | 4  | 5  | 5  | 5  | 5      | 4  | 4 |  |  |  |  |
| 32  | 5        | 5 | 5 | 5 | 5 | 25               | 3 | 4 | 4 | 4  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 5      | 5  | 5 |  |  |  |  |
| 33  | 5        | 5 | 5 | 5 | 5 | 25               | 3 | 5 | 5 | 5  | 3  | 5  | 5  | 5  | 5  | 5  | 4  | 4  | 5  | 5  | 4      | 4  | 4 |  |  |  |  |
| 34  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 35  | 4        | 4 | 4 | 4 | 4 | 20               | 3 | 5 | 5 | 5  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 5  | 5      | 5  | 5 |  |  |  |  |
| 36  | 3        | 4 | 4 | 3 | 5 | 19               | 4 | 3 | 3 | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 37  | 2        | 4 | 4 | 4 | 5 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 38  | 5        | 4 | 4 | 4 | 4 | 20               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 5  | 5      | 4  | 4 |  |  |  |  |
| 39  | 5        | 5 | 5 | 5 | 5 | 25               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 3      | 4  | 4 |  |  |  |  |
| 40  | 4        | 4 | 4 | 4 | 4 | 20               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3      | 4  | 4 |  |  |  |  |
| 41  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 42  | 4        | 4 | 4 | 3 | 4 | 20               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4      | 4  | 4 |  |  |  |  |
| 43  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 44  | 4        | 4 | 4 | 4 | 4 | 20               | 5 | 5 | 5 | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 45  | 3        | 3 | 3 | 3 | 3 | 15               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 46  | 4        | 4 | 4 | 4 | 4 | 20               | 3 | 3 | 3 | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 47  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 48  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 49  | 4        | 5 | 5 | 5 | 5 | 20               | 3 | 4 | 4 | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 5  | 5      | 5  | 5 |  |  |  |  |
| 50  | 2        | 2 | 2 | 2 | 2 | 10               | 1 | 1 | 1 | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1      | 1  | 1 |  |  |  |  |
| 51  | 2        | 4 | 4 | 4 | 4 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 52  | 4        | 4 | 4 | 4 | 4 | 20               | 3 | 5 | 4 | 4  | 2  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 53  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 4  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 5      | 5  | 5 |  |  |  |  |
| 54  | 4        | 4 | 4 | 4 | 4 | 20               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 55  | 1        | 4 | 5 | 4 | 5 | 19               | 2 | 2 | 3 | 5  | 2  | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 4  | 4  | 5      | 4  | 4 |  |  |  |  |
| 56  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 4  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 5      | 5  | 4 |  |  |  |  |
| 57  | 2        | 4 | 4 | 4 | 4 | 19               | 2 | 3 | 4 | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 58  | 2        | 3 | 3 | 2 | 4 | 14               | 5 | 4 | 3 | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 5      | 4  | 4 |  |  |  |  |
| 59  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 4  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 5      | 4  | 4 |  |  |  |  |
| 60  | 2        | 4 | 4 | 1 | 4 | 15               | 5 | 3 | 4 | 5  | 2  | 3  | 2  | 3  | 1  | 3  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 61  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 62  | 2        | 5 | 4 | 4 | 4 | 19               | 5 | 4 | 4 | 4  | 2  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 63  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 64  | 3        | 4 | 4 | 4 | 4 | 18               | 2 | 4 | 4 | 4  | 4  | 4  | 4  | 3  | 4  | 2  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 65  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 5  | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 66  | 2        | 4 | 4 | 4 | 4 | 18               | 4 | 4 | 4 | 4  | 2  | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 67  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 68  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 5  | 5      | 4  | 4 |  |  |  |  |
| 69  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 70  | 4        | 4 | 4 | 4 | 4 | 20               | 4 | 4 | 5 | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 71  | 5        | 5 | 4 | 4 | 4 | 22               | 5 | 4 | 5 | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 72  | 4        | 4 | 4 | 4 | 4 | 20               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5      | 4  | 4 |  |  |  |  |
| 73  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 5  | 5  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 3  | 3 |  |  |  |  |
| 74  | 2        | 3 | 3 | 4 | 4 | 16               | 4 | 4 | 4 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4      | 5  | 5 |  |  |  |  |
| 75  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 5  | 5  | 5      | 5  | 5 |  |  |  |  |
| 76  | 4        | 4 | 4 | 4 | 4 | 20               | 5 | 5 | 5 | 5  | 5  | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |
| 77  | 4        | 5 | 4 | 3 | 4 | 20               | 3 | 4 | 4 | 3  | 5  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 5      | 5  | 5 |  |  |  |  |
| 78  | 4        | 4 | 5 | 5 | 5 | 23               | 4 | 5 | 5 | 5  | 5  | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 4      | 4  | 4 |  |  |  |  |

|      |       |      |       |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------|-------|------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Mean | 3,68  | 4,22 | 4,13  | 3,91 | 4,29 | 4,05 | 3,69 | 3,97 | 4,26 | 4,24 | 3,77 | 4,21 | 4,10 | 3,78 | 3,78 | 3,78 | 3,81 | 4,26 | 4,31 | 4,23 | 4,26 | 4,37 | 4,14 | 4,39 |
|      | 3,679 | 4,19 | 4,114 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |

**LAMPIRAN 2**  
**HASIL TANGGAPAN RESPONDEN**

Frequencies

Statistics

|         | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | Motivasi | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Lingkungan Kerja | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Kinerja |
|---------|------|------|------|------|------|----------|------|------|------|------|------|------|------|------|------|-------|------------------|-----|-----|-----|-----|-----|-----|-----|---------|
| N Valid | 78   | 78   | 78   | 78   | 78   | 78       | 78   | 78   | 78   | 78   | 78   | 78   | 78   | 78   | 78   | 78    | 78               | 78  | 78  | 78  | 78  | 78  | 78  | 78  | 78      |
| Missing | 0    | 0    | 0    | 0    | 0    | 0        | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0                | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0       |

Frequency Table

X1.1

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 19        | 24,4    | 24,4          | 25,6               |
|       | Netral              | 4         | 5,1     | 5,1           | 30,8               |
|       | Setuju              | 34        | 43,6    | 43,6          | 74,4               |
|       | Sangat Setuju       | 20        | 25,6    | 25,6          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X1.3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 7         | 9,0     | 9,0           | 10,3               |
|       | Setuju        | 51        | 65,4    | 65,4          | 75,8               |
|       | Sangat Setuju | 19        | 24,4    | 24,4          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

X1.2

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 1         | 1,3     | 1,3           | 2,6                |
|       | Netral              | 6         | 7,7     | 7,7           | 10,3               |
|       | Setuju              | 42        | 53,8    | 53,8          | 64,1               |
|       | Sangat Setuju       | 28        | 35,9    | 35,9          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X1.4

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 2         | 2,6     | 2,6           | 3,8                |
|       | Netral              | 16        | 20,5    | 20,5          | 24,4               |
|       | Setuju              | 43        | 55,1    | 55,1          | 79,5               |
|       | Sangat Setuju       | 16        | 20,5    | 20,5          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X1.5

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1,3     | 1,3           | 1,3                |
|       | Netral        | 4         | 5,1     | 5,1           | 6,4                |
|       | Setuju        | 44        | 56,4    | 56,4          | 62,8               |
|       | Sangat Setuju | 29        | 37,2    | 37,2          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |



## Frequency Table

### Motivasi

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 10,00 | 1         | 1,3     | 1,3           | 1,3                |
|       | 14,00 | 1         | 1,3     | 1,3           | 2,6                |
|       | 15,00 | 6         | 7,7     | 7,7           | 10,3               |
|       | 16,00 | 1         | 1,3     | 1,3           | 11,5               |
|       | 18,00 | 4         | 5,1     | 5,1           | 16,7               |
|       | 19,00 | 14        | 17,9    | 17,9          | 34,6               |
|       | 20,00 | 23        | 29,5    | 29,5          | 64,1               |
|       | 21,00 | 1         | 1,3     | 1,3           | 65,4               |
|       | 22,00 | 12        | 15,4    | 15,4          | 80,8               |
|       | 23,00 | 12        | 15,4    | 15,4          | 96,2               |
|       | 25,00 | 3         | 3,8     | 3,8           | 100,0              |
|       | Total | 78        | 100,0   | 100,0         |                    |

## Frequency Table

X2.1

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 11        | 14,1    | 14,1          | 15,4               |
|       | Netral              | 20        | 25,6    | 25,6          | 41,0               |
|       | Setuju              | 25        | 32,1    | 32,1          | 73,1               |
|       | Sangat Setuju       | 21        | 26,9    | 26,9          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.2

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 1         | 1,3     | 1,3           | 2,6                |
|       | Netral              | 18        | 23,1    | 23,1          | 25,6               |
|       | Setuju              | 37        | 47,4    | 47,4          | 73,1               |
|       | Sangat Setuju       | 21        | 26,9    | 26,9          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.3

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Netral              | 10        | 12,8    | 12,8          | 14,1               |
|       | Setuju              | 34        | 43,6    | 43,6          | 57,7               |
|       | Sangat Setuju       | 33        | 42,3    | 42,3          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.4

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Netral              | 7         | 9,0     | 9,0           | 10,3               |
|       | Setuju              | 41        | 52,6    | 52,6          | 62,8               |
|       | Sangat Setuju       | 29        | 37,2    | 37,2          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

## Frequency Table

X2.5

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 10        | 12,8    | 12,8          | 14,1               |
|       | Netral              | 19        | 24,4    | 24,4          | 38,5               |
|       | Setuju              | 24        | 30,8    | 30,8          | 69,2               |
|       | Sangat Setuju       | 24        | 30,8    | 30,8          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.6

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Netral              | 11        | 14,1    | 14,1          | 15,4               |
|       | Setuju              | 36        | 46,2    | 46,2          | 61,5               |
|       | Sangat Setuju       | 30        | 38,5    | 38,5          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.7

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1,3     | 1,3           | 1,3                |
|       | Tidak Setuju        | 2         | 2,6     | 2,6           | 3,8                |
|       | Netral              | 12        | 15,4    | 15,4          | 19,2               |
|       | Setuju              | 36        | 46,2    | 46,2          | 65,4               |
|       | Sangat Setuju       | 27        | 34,6    | 34,6          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.8

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3         | 3,8     | 3,8           | 3,8                |
|       | Tidak Setuju        | 3         | 3,8     | 3,8           | 7,7                |
|       | Netral              | 45        | 57,7    | 57,7          | 65,4               |
|       | Setuju              | 23        | 29,5    | 29,5          | 94,9               |
|       | Sangat Setuju       | 4         | 5,1     | 5,1           | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

## Frequency Table

X2.9

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | 2,6     | 2,6           | 2,6                |
|       | Netral              | 26        | 33,3    | 33,3          | 35,9               |
|       | Setuju              | 35        | 44,9    | 44,9          | 80,8               |
|       | Sangat Setuju       | 15        | 19,2    | 19,2          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

X2.10

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2         | 2,6     | 2,6           | 2,6                |
|       | Tidak Setuju        | 8         | 10,3    | 10,3          | 12,8               |
|       | Netral              | 11        | 14,1    | 14,1          | 26,9               |
|       | Setuju              | 41        | 52,6    | 52,6          | 79,5               |
|       | Sangat Setuju       | 16        | 20,5    | 20,5          | 100,0              |
|       | Total               | 78        | 100,0   | 100,0         |                    |

Lingkungan Kerja

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 10,00 | 1         | 1,3     | 1,3           | 1,3                |
|       | 30,00 | 8         | 10,3    | 10,3          | 11,5               |
|       | 31,00 | 2         | 2,6     | 2,6           | 14,1               |
|       | 32,00 | 2         | 2,6     | 2,6           | 16,7               |
|       | 33,00 | 2         | 2,6     | 2,6           | 19,2               |
|       | 34,00 | 1         | 1,3     | 1,3           | 20,5               |
|       | 35,00 | 1         | 1,3     | 1,3           | 21,8               |
|       | 36,00 | 1         | 1,3     | 1,3           | 23,1               |
|       | 37,00 | 10        | 12,8    | 12,8          | 35,9               |
|       | 38,00 | 2         | 2,6     | 2,6           | 38,5               |
|       | 39,00 | 2         | 2,6     | 2,6           | 41,0               |
|       | 40,00 | 17        | 21,8    | 21,8          | 62,8               |
|       | 42,00 | 12        | 15,4    | 15,4          | 78,2               |
|       | 46,00 | 12        | 15,4    | 15,4          | 93,6               |
|       | 48,00 | 4         | 5,1     | 5,1           | 98,7               |
|       | 50,00 | 1         | 1,3     | 1,3           | 100,0              |
|       | Total | 78        | 100,0   | 100,0         |                    |

## Frequency Table

Y.1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Setuju        | 58        | 74,4    | 74,4          | 74,4               |
|       | Sangat Setuju | 20        | 25,6    | 25,6          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

Y.2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 1         | 1,3     | 1,3           | 1,3                |
|       | Setuju        | 52        | 66,7    | 66,7          | 67,9               |
|       | Sangat Setuju | 25        | 32,1    | 32,1          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

Y.3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 2         | 2,6     | 2,6           | 2,6                |
|       | Setuju        | 56        | 71,8    | 71,8          | 74,4               |
|       | Sangat Setuju | 20        | 25,6    | 25,6          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

Y.4

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Setuju        | 58        | 74,4    | 74,4          | 74,4               |
|       | Sangat Setuju | 20        | 25,6    | 25,6          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

Y.5

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 3         | 3,8     | 3,8           | 3,8                |
|       | Setuju        | 51        | 65,4    | 65,4          | 69,2               |
|       | Sangat Setuju | 24        | 30,8    | 30,8          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

**Frequency Table**

**Y.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 3         | 3,8     | 3,8           | 3,8                |
|       | Setuju        | 61        | 78,2    | 78,2          | 82,1               |
|       | Sangat Setuju | 14        | 17,9    | 17,9          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

**Y.7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral        | 4         | 5,1     | 5,1           | 5,1                |
|       | Setuju        | 55        | 70,5    | 70,5          | 75,6               |
|       | Sangat Setuju | 19        | 24,4    | 24,4          | 100,0              |
|       | Total         | 78        | 100,0   | 100,0         |                    |

**Kinerja**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 17,00 | 1         | 1,3     | 1,3           | 1,3                |
|       | 19,00 | 2         | 2,6     | 2,6           | 3,8                |
|       | 20,00 | 1         | 1,3     | 1,3           | 5,1                |
|       | 21,00 | 3         | 3,8     | 3,8           | 9,0                |
|       | 22,00 | 7         | 9,0     | 9,0           | 17,9               |
|       | 23,00 | 26        | 33,3    | 33,3          | 51,3               |
|       | 24,00 | 15        | 19,2    | 19,2          | 70,5               |
|       | 25,00 | 3         | 3,8     | 3,8           | 74,4               |
|       | 26,00 | 2         | 2,6     | 2,6           | 76,9               |
|       | 27,00 | 4         | 5,1     | 5,1           | 82,1               |
|       | 28,00 | 13        | 16,7    | 16,7          | 98,7               |
|       | 29,00 | 1         | 1,3     | 1,3           | 100,0              |
|       | Total | 78        | 100,0   | 100,0         |                    |

### **LAMPIRAN 3**

### **UJI VALIDITAS DAN RELIBILITAS**

## Uji Validitas Variabel Motivasi

Correlations

|          |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | Motivasi |
|----------|---------------------|--------|--------|--------|--------|--------|----------|
| X1.1     | Pearson Correlation | 1      | ,400** | ,208   | ,197   | -,084  | ,542**   |
|          | Sig. (2-tailed)     |        | ,000   | ,068   | ,084   | ,466   | ,000     |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |
| X1.2     | Pearson Correlation | ,400** | 1      | ,420** | ,143   | ,110   | ,654**   |
|          | Sig. (2-tailed)     | ,000   |        | ,000   | ,213   | ,337   | ,000     |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |
| X1.3     | Pearson Correlation | ,208   | ,420** | 1      | ,641** | ,749** | ,805**   |
|          | Sig. (2-tailed)     | ,068   | ,000   |        | ,000   | ,000   | ,000     |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |
| X1.4     | Pearson Correlation | ,197   | ,143   | ,641** | 1      | ,603** | ,741**   |
|          | Sig. (2-tailed)     | ,084   | ,213   | ,000   |        | ,000   | ,000     |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |
| X1.5     | Pearson Correlation | -,084  | ,110   | ,749** | ,603** | 1      | ,558**   |
|          | Sig. (2-tailed)     | ,466   | ,337   | ,000   | ,000   |        | ,000     |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |
| Motivasi | Pearson Correlation | ,542** | ,654** | ,805** | ,741** | ,558** | 1        |
|          | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   |          |
|          | N                   | 78     | 78     | 78     | 78     | 78     | 78       |

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



## Uji Validitas Variabel Lingkungan Kerja

### Correlations

|                  |                     | X2.1     | X2.2     | X2.3     | X2.4     | X2.5     | X2.6     | X2.7     | X2.8     | X2.9     | X2.10    | Lingkungan Kerja |
|------------------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------------|
| X2.1             | Pearson Correlation | 1        | ,572(**) | ,630(**) | ,302(**) | ,303(**) | ,297(**) | ,282(*)  | ,540(**) | ,358(**) | ,487(**) | ,675(**)         |
|                  | Sig. (2-tailed)     |          | ,000     | ,000     | ,007     | ,007     | ,008     | ,013     | ,000     | ,001     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.2             | Pearson Correlation | ,572(**) | 1        | ,780(**) | ,666(**) | ,570(**) | ,232(*)  | ,284(*)  | ,212     | ,178     | ,252(*)  | ,655(**)         |
|                  | Sig. (2-tailed)     | ,000     |          | ,000     | ,000     | ,000     | ,041     | ,012     | ,062     | ,118     | ,026     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.3             | Pearson Correlation | ,630(**) | ,780(**) | 1        | ,647(**) | ,508(**) | ,682(**) | ,648(**) | ,430(**) | ,459(**) | ,535(**) | ,865(**)         |
|                  | Sig. (2-tailed)     | ,000     | ,000     |          | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.4             | Pearson Correlation | ,302(**) | ,666(**) | ,647(**) | 1        | ,611(**) | ,417(**) | ,340(**) | ,242(*)  | ,130     | ,352(**) | ,638(**)         |
|                  | Sig. (2-tailed)     | ,007     | ,000     | ,000     |          | ,000     | ,000     | ,002     | ,033     | ,257     | ,002     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.5             | Pearson Correlation | ,303(**) | ,570(**) | ,508(**) | ,611(**) | 1        | ,214     | ,371(**) | ,233(*)  | ,216     | ,549(**) | ,650(**)         |
|                  | Sig. (2-tailed)     | ,007     | ,000     | ,000     | ,000     |          | ,060     | ,001     | ,040     | ,057     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.6             | Pearson Correlation | ,297(**) | ,232(*)  | ,682(**) | ,417(**) | ,214     | 1        | ,874(**) | ,497(**) | ,738(**) | ,572(**) | ,742(**)         |
|                  | Sig. (2-tailed)     | ,008     | ,041     | ,000     | ,000     | ,060     |          | ,000     | ,000     | ,000     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.7             | Pearson Correlation | ,282(*)  | ,284(*)  | ,648(**) | ,340(**) | ,371(**) | ,874(**) | 1        | ,560(**) | ,774(**) | ,719(**) | ,797(**)         |
|                  | Sig. (2-tailed)     | ,013     | ,012     | ,000     | ,002     | ,001     | ,000     |          | ,000     | ,000     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.8             | Pearson Correlation | ,540(**) | ,212     | ,430(**) | ,242(*)  | ,233(*)  | ,497(**) | ,560(**) | 1        | ,638(**) | ,672(**) | ,693(**)         |
|                  | Sig. (2-tailed)     | ,000     | ,062     | ,000     | ,033     | ,040     | ,000     | ,000     |          | ,000     | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.9             | Pearson Correlation | ,358(**) | ,178     | ,459(**) | ,130     | ,216     | ,738(**) | ,774(**) | ,638(**) | 1        | ,680(**) | ,709(**)         |
|                  | Sig. (2-tailed)     | ,001     | ,118     | ,000     | ,257     | ,057     | ,000     | ,000     | ,000     |          | ,000     | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| X2.10            | Pearson Correlation | ,487(**) | ,252(*)  | ,535(**) | ,352(**) | ,549(**) | ,572(**) | ,719(**) | ,672(**) | ,680(**) | 1        | ,815(**)         |
|                  | Sig. (2-tailed)     | ,000     | ,026     | ,000     | ,002     | ,000     | ,000     | ,000     | ,000     | ,000     |          | ,000             |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |
| Lingkungan Kerja | Pearson Correlation | ,675(**) | ,655(**) | ,865(**) | ,638(**) | ,650(**) | ,742(**) | ,797(**) | ,693(**) | ,709(**) | ,815(**) | 1                |
|                  | Sig. (2-tailed)     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     | ,000     |                  |
|                  | N                   | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78       | 78               |

\*\* Correlation is significant at the 0.01 level (2-tailed). \* Correlation is significant at the 0.05 level (2-tailed).

## Uji Validitas Variabel Kinerja

Correlations

|         |                     | Y.1     | Y.2    | Y.3    | Y.4     | Y.5    | Y.6    | Y.7    | Kinerja |
|---------|---------------------|---------|--------|--------|---------|--------|--------|--------|---------|
| Y.1     | Pearson Correlation | 1       | ,411** | ,331** | 1,000** | ,052** | ,210   | ,182   | ,410**  |
|         | Sig. (2-tailed)     |         | ,000   | ,003   | ,000    | ,000   | ,005   | ,110   | ,000    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.2     | Pearson Correlation | ,411**  | 1      | ,029** | ,411**  | ,328** | ,331** | ,382** | ,480**  |
|         | Sig. (2-tailed)     | ,000    |        | ,000   | ,000    | ,003   | ,003   | ,001   | ,000    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.3     | Pearson Correlation | ,331**  | ,029** | 1      | ,331**  | ,264*  | ,208   | ,240*  | ,321**  |
|         | Sig. (2-tailed)     | ,003    | ,000   |        | ,003    | ,019   | ,067   | ,035   | ,004    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.4     | Pearson Correlation | 1,000** | ,411** | ,331** | 1       | ,052** | ,210   | ,182   | ,410**  |
|         | Sig. (2-tailed)     | ,000    | ,000   | ,003   |         | ,000   | ,065   | ,110   | ,000    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.5     | Pearson Correlation | ,052**  | ,328** | ,264*  | ,052**  | 1      | ,107   | ,191   | ,321**  |
|         | Sig. (2-tailed)     | ,000    | ,003   | ,019   | ,000    |        | ,143   | ,094   | ,004    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.6     | Pearson Correlation | ,210    | ,331** | ,200   | ,210    | ,167   | 1      | ,731** | ,252**  |
|         | Sig. (2-tailed)     | ,005    | ,003   | ,007   | ,005    | ,143   |        | ,000   | ,002    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Y.7     | Pearson Correlation | ,182    | ,302** | ,240*  | ,182    | ,191   | ,731** | 1      | ,338**  |
|         | Sig. (2-tailed)     | ,110    | ,001   | ,035   | ,110    | ,094   | ,000   |        | ,003    |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |
| Kinerja | Pearson Correlation | ,410**  | ,480** | ,321** | ,410**  | ,321** | ,352** | ,338** | 1       |
|         | Sig. (2-tailed)     | ,000    | ,000   | ,004   | ,000    | ,004   | ,002   | ,003   |         |
|         | N                   | 78      | 78     | 78     | 78      | 78     | 78     | 78     | 78      |

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

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

## Uji Reliabilitas variabel Motivasi

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 78 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 78 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,661             | 5          |

### Item Statistics

|      | Mean   | Std. Deviation | N  |
|------|--------|----------------|----|
| X1.1 | 3,6795 | 1,14522        | 78 |
| X1.2 | 4,2179 | ,74985         | 78 |
| X1.3 | 4,1282 | ,61070         | 78 |
| X1.4 | 3,9103 | ,79259         | 78 |
| X1.5 | 4,2949 | ,62645         | 78 |

### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1 | 16,5513                    | 4,406                          | ,253                             | ,742                             |
| X1.2 | 16,0128                    | 5,026                          | ,400                             | ,616                             |
| X1.3 | 16,1026                    | 4,691                          | ,707                             | ,511                             |
| X1.4 | 16,3205                    | 4,558                          | ,516                             | ,561                             |
| X1.5 | 15,9359                    | 5,385                          | ,397                             | ,622                             |

## Uji Reliabilitas variabel Lingkungan Kerja

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 78 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 78 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,895             | 10         |

### Item Statistics

|       | Mean   | Std. Deviation | N  |
|-------|--------|----------------|----|
| X2.1  | 3,6923 | 1,06060        | 78 |
| X2.2  | 3,9744 | ,82138         | 78 |
| X2.3  | 4,2564 | ,78021         | 78 |
| X2.4  | 4,2436 | ,72409         | 78 |
| X2.5  | 3,7692 | 1,06811        | 78 |
| X2.6  | 4,2051 | ,77893         | 78 |
| X2.7  | 4,1026 | ,84653         | 78 |
| X2.8  | 3,2821 | ,78785         | 78 |
| X2.9  | 3,7821 | ,84742         | 78 |
| X2.10 | 3,7821 | ,97564         | 78 |

## Uji Reliabilitas variabel Lingkungan Kerja

### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1  | 35,3974                    | 31,567                         | ,566                             | ,891                             |
| X2.2  | 35,1154                    | 33,350                         | ,570                             | ,888                             |
| X2.3  | 34,8333                    | 31,569                         | ,828                             | ,873                             |
| X2.4  | 34,8462                    | 34,158                         | ,561                             | ,889                             |
| X2.5  | 35,3205                    | 31,857                         | ,534                             | ,894                             |
| X2.6  | 34,8846                    | 32,779                         | ,678                             | ,882                             |
| X2.7  | 34,9872                    | 31,675                         | ,739                             | ,877                             |
| X2.8  | 35,8077                    | 33,196                         | ,619                             | ,886                             |
| X2.9  | 35,3077                    | 32,605                         | ,631                             | ,885                             |
| X2.10 | 35,3077                    | 30,398                         | ,751                             | ,876                             |

## Uji Reliabilitas variabel Kinerja

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 78 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | ,0    |
|       | Total                 | 78 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,809             | 7          |

### Item Statistics

|     | Mean   | Std. Deviation | N  |
|-----|--------|----------------|----|
| Y.1 | 4,2564 | ,43948         | 78 |
| Y.2 | 4,3077 | ,49169         | 78 |
| Y.3 | 4,2308 | ,48142         | 78 |
| Y.4 | 4,2564 | ,43948         | 78 |
| Y.5 | 4,2692 | ,52652         | 78 |
| Y.6 | 4,1410 | ,44792         | 78 |
| Y.7 | 4,1923 | ,51112         | 78 |

### Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y.1 | 25,3974                    | 3,853                          | ,678                             | ,762                             |
| Y.2 | 25,3462                    | 3,814                          | ,604                             | ,773                             |
| Y.3 | 25,4231                    | 4,065                          | ,473                             | ,796                             |
| Y.4 | 25,3974                    | 3,853                          | ,678                             | ,762                             |
| Y.5 | 25,3846                    | 3,850                          | ,527                             | ,788                             |
| Y.6 | 25,5128                    | 4,201                          | ,444                             | ,801                             |
| Y.7 | 25,4615                    | 4,044                          | ,443                             | ,803                             |

## **LAMPIRAN 4**

### **HASIL ANALISIS REGRESI LINIER BERGANDA**

## Hasil Analisis Regresi

### Regression

**Descriptive Statistics**

|                  | Mean    | Std. Deviation | N  |
|------------------|---------|----------------|----|
| Kinerja          | 24,0769 | 2,48512        | 78 |
| Motivasi         | 20,0513 | 2,70592        | 78 |
| Lingkungan Kerja | 39,0897 | 6,27960        | 78 |

**Correlations**

|                     |                  | Kinerja | Motivasi | Lingkungan Kerja |
|---------------------|------------------|---------|----------|------------------|
| Pearson Correlation | Kinerja          | 1,000   | ,449     | ,094             |
|                     | Motivasi         | ,449    | 1,000    | ,529             |
|                     | Lingkungan Kerja | ,094    | ,529     | 1,000            |
| Sig. (1-tailed)     | Kinerja          | .       | ,000     | ,205             |
|                     | Motivasi         | ,000    | .        | ,000             |
|                     | Lingkungan Kerja | ,205    | ,000     | .                |
| N                   | Kinerja          | 78      | 78       | 78               |
|                     | Motivasi         | 78      | 78       | 78               |
|                     | Lingkungan Kerja | 78      | 78       | 78               |

**Variables Entered/Removed<sup>b</sup>**

| Model | Variables Entered                          | Variables Removed | Method |
|-------|--------------------------------------------|-------------------|--------|
| 1     | Lingkungan Kerja, <sup>a</sup><br>Motivasi | .                 | Enter  |

a. All requested variables entered.

b. Dependent Variable: Kinerja

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | ,480 <sup>a</sup> | ,231     | ,210              | 2,20877                    | 1,872         |

a. Predictors: (Constant), Lingkungan Kerja, Motivasi

b. Dependent Variable: Kinerja

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 109,639        | 2  | 54,820      | 11,237 | ,000 <sup>a</sup> |
|       | Residual   | 365,899        | 75 | 4,879       |        |                   |
|       | Total      | 475,538        | 77 |             |        |                   |

a. Predictors: (Constant), Lingkungan Kerja, Motivasi

b. Dependent Variable: Kinerja



Coefficients<sup>a</sup>

| Model |                  | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Correlations |         |       | Collinearity Statistics |       |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|-------|-------------------------|-------|
|       |                  | B                           | Std. Error | Beta                      |        |      | Zero-order   | Partial | Part  | Tolerance               | VIF   |
| 1     | (Constant)       | 16,942                      | 2,002      |                           | 8,462  | ,000 |              |         |       |                         |       |
|       | Motivasi         | ,510                        | ,110       | ,555                      | 4,648  | ,000 | ,449         | ,473    | ,471  | ,720                    | 1,389 |
|       | Lingkungan Kerja | -,079                       | ,047       | -,199                     | -1,670 | ,099 | ,094         | -,189   | -,169 | ,720                    | 1,389 |

a. Dependent Variable: Kinerja

Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |          |                  |
|-------|-----------|------------|-----------------|----------------------|----------|------------------|
|       |           |            |                 | (Constant)           | Motivasi | Lingkungan Kerja |
| 1     | 1         | 2,979      | 1,000           | ,00                  | ,00      | ,00              |
|       | 2         | ,013       | 15,354          | ,48                  | ,02      | ,84              |
|       | 3         | ,008       | 18,845          | ,52                  | ,98      | ,16              |

a. Dependent Variable: Kinerja

Residuals Statistics<sup>a</sup>

|                                   | Minimum  | Maximum | Mean    | Std. Deviation | N  |
|-----------------------------------|----------|---------|---------|----------------|----|
| Predicted Value                   | 21,2492  | 27,3161 | 24,0769 | 1,19327        | 78 |
| Std. Predicted Value              | -2,370   | 2,715   | ,000    | 1,000          | 78 |
| Standard Error of Predicted Value | ,250     | 1,250   | ,400    | ,166           | 78 |
| Adjusted Predicted Value          | 19,4821  | 27,9550 | 24,0574 | 1,29032        | 78 |
| Residual                          | -6,97898 | 5,56924 | ,00000  | 2,17989        | 78 |
| Std. Residual                     | -3,160   | 2,521   | ,000    | ,987           | 78 |
| Stud. Residual                    | -3,181   | 2,631   | ,004    | 1,017          | 78 |
| Deleted Residual                  | -7,07275 | 6,06174 | ,01947  | 2,32142        | 78 |
| Stud. Deleted Residual            | -3,397   | 2,743   | ,003    | 1,037          | 78 |
| Mahal. Distance                   | ,000     | 23,673  | 1,974   | 3,239          | 78 |
| Cook's Distance                   | ,000     | ,666    | ,023    | ,081           | 78 |
| Centered Leverage Value           | ,000     | ,307    | ,026    | ,042           | 78 |

a. Dependent Variable: Kinerja

## Uji Normalitas

### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

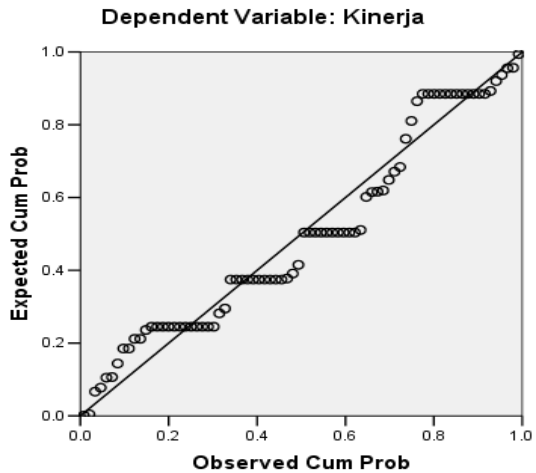
|                          |                | Unstandardized Residual |
|--------------------------|----------------|-------------------------|
| N                        |                | 78                      |
| Normal Parameters a,b    | Mean           | ,0000000                |
|                          | Std. Deviation | 2,17989397              |
| Most Extreme Differences | Absolute       | ,130                    |
|                          | Positive       | ,130                    |
|                          | Negative       | -,119                   |
| Kolmogorov-Smirnov Z     |                | 1,149                   |
| Asymp. Sig. (2-tailed)   |                | ,142                    |

a. Test distribution is Normal.

b. Calculated from data.

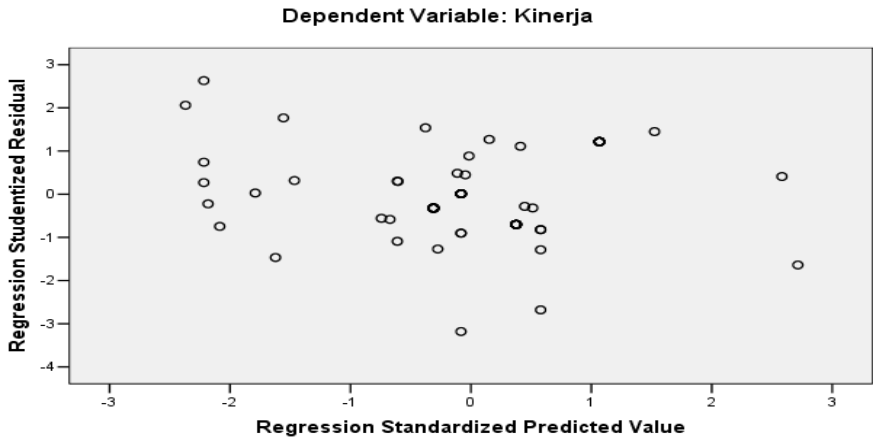
### Charts

#### Normal P-P Plot of Regression Standardized Residual



## Uji Heteroskedastisitas

### Scatterplot



## Nonparametric Correlations

### Correlations

|                |                         |                         | Motivasi | Lingkungan Kerja | Kinerja | Unstandardized Residual |
|----------------|-------------------------|-------------------------|----------|------------------|---------|-------------------------|
| Spearman's rho | Motivasi                | Correlation Coefficient | 1,000    | ,560**           | ,488**  | ,078                    |
|                |                         | Sig. (2-tailed)         | .        | ,000             | ,000    | ,497                    |
|                |                         | N                       | 78       | 78               | 78      | 78                      |
|                | Lingkungan Kerja        | Correlation Coefficient | ,560**   | 1,000            | ,118    | ,065                    |
|                |                         | Sig. (2-tailed)         | ,000     | .                | ,303    | ,571                    |
|                |                         | N                       | 78       | 78               | 78      | 78                      |
|                | Kinerja                 | Correlation Coefficient | ,488**   | ,118             | 1,000   | ,841**                  |
|                |                         | Sig. (2-tailed)         | ,000     | ,303             | .       | ,000                    |
|                |                         | N                       | 78       | 78               | 78      | 78                      |
|                | Unstandardized Residual | Correlation Coefficient | ,078     | ,065             | ,841**  | 1,000                   |
|                |                         | Sig. (2-tailed)         | ,497     | ,571             | ,000    | .                       |
|                |                         | N                       | 78       | 78               | 78      | 78                      |

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

**LAMPIRAN 5**

**SURAT KETERANGAN PERUSAHAAN**

**SURAT KETERANGAN PENELITIAN***LPAPA No.31/VII/14*

Yang bertanda tangan di bawah ini :

**N a m a** : Pilipus Budi Hariyono  
**J a b a t a n** : Manajer Personalia  
**Perusahaan** : PT.RUTAN  
**A l a m a t** : Jl. Ikan Dorang no 5-7, Surabaya.

Dengan ini menerangkan bahwa :

**N a m a** : Iradat Hanna Lewi Wijaya  
**N R P** : 3103009191  
**Fakultas / Jurusan** : Bisnis / Manajemen  
**Universitas** : Universitas Katolik Widya Mandala Surabaya

Telah melakukan penelitian dalam rangka penulisan skripsinya yang berjudul :

**PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN DI SEBUAH  
PERUSAHAAN YANG BERGERAK DALAM BIDANG PENDISTRIBUSIAN  
ALAT-ALAT PERTANIAN DI SURABAYA**

Pada tanggal 21 Mei 2014.

Demikian surat keterangan ini dibuat dan diberikan kepada yang bersangkutan untuk dipergunakan seperlunya.

Surabaya, 10 Juli 2014

PT. RUTAN

 **PT RUTAN**

Pilipus Budi Hariyono  
Manager Personalia