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Lampiran 1 Surat Ijin Penelitian



UNIVERSITAS NASIONAL FAKULTAS EKONOMI DAN BISNIS

PROGRAM STUDI : SI - MANAJEMEN, SI - AKUNTANSI, DAN SI - PARIWISATA
Jl. Sawo Manila No. 61 Pejaten, Pasar Minggu, Jakarta 12520 Telp. (021) 78833307, 7806700 (Hunting)
Fax. 7802718, 7802719 Homepage : <http://www.unas.ac.id> Email : febunas49@gmail.com

Nomor : 242/D-FEB/V/2022
Lampiran : -
Perihal : Permohonan Riset

Kepada : Yang terhormat :
Bapak/Ibu Pimpinan Perusahaan/Instansi,
Kantor Kementerian Agama Provinsi Maluku Utara
Jl. KM No. 40 Desa/ Kel. Sofili
Kec. Oba Utara, Kabupaten Kota Tidare
Kep. Provinsi Maluku Utara

Dengan hormat,

Sehubungan dengan tugas penulisan skripsi bagi mahasiswa Semester Akhir, maka kami mohon izin pada Bapak /Ibu Pimpinan agar memberikan akses untuk informasi data yang diperlukan mahasiswa berikut :

Nama Mahasiswa : Haris Hi Abd Salam
Nomor Pokok : 183112340250409
Program Studi : Manajemen
Konsentrasi : Manajemen SDM
Judul Skripsi : Pengaruh Kepemimpinan Lingkungan Kerja Non Fisik dan Motivasi Terhadap Kinerja Pegawai Kementerian Agama Provinsi Maluku Utara
Alamat : Jl. Ketapang RT/04/10 No. 3 Kel. Jati Padang, Kec. Pasar Minggu, Jakarta Selatan
Telepon : 081354683401

Perlu kami jelaskan, bahwa data dan informasi yang diperoleh akan dipergunakan untuk kepentingan pengembangan ilmu pengetahuan dan tidak untuk dipublikasikan.

Atas diterimanya permohonan ini serta kerjasamanya yang baik, kami ucapkan terima kasih.



Jakarta, 31 Mei 2022
Dekan Fakultas Ekonomi dan Bisnis,

Digdowiseiso
Digma Digdowiseiso, SE., M.App. Ec., Ph.D.
NIP. : 0102150848

Tembusan Yth. :

1. Wakil Dekan FEB;
2. Ka. Prodi FEB, Unas;
3. Arsip.

Lampiran 2 Surat Balasan Ijin Penelitian



**KEMENTERIAN AGAMA
KANTOR WILAYAH PROVINSI MALUKU UTARA**

Jl. Kilometer 40 Telp. 0921-3129108 Fax. 0921-3129107

Website : <http://malut.kemenag.go.id/> email : kanwilmalut@kemenag.go.id

SOFIFI

Nomor : B-379 /Kw.27.1/2/Kp.02.107/2022

Sofifi, 18 Juli 2022

Sifat : biasa

Lampiran :

Perihal : Permohonan Izin Riset

Kepada Yth

Dekan Fakultas Ekonomi dan Bisnis

Univ.Nasional Jakarta

Tempat

Assalamu'alaikum Wr Wb

Sesuai surat Dekan Fakultas Ekonomi dan Bisnis Univ. Nasional Jakarta nomor 242/D-FEB/2022 tanggal 31 Mei 2022 tentang permohonan riset an.HARIS Hi ABD SALAM nomor pokok.183112340250409 pada dasarnya kami tidak keberatan / Menerima yang bersangkutan untuk melakukan riset Di lingkungan Kantor Wilayah Kementerian Agama Provinsi Maluku utara terhitung mulai tanggal 18 juli 2022 sampai selesai.

Demikian Kami samapikan atas Perhatianya di ucapkan terimakasih.

Wassalamu'alaikum Wr-Wb



Drs. AMAR MANAF, M.Si
NIP.1986091994031005

Lampiran 3 Kuesioner Penelitian

PENGARUH KEPEMIMPINAN, LINGKUNGAN KERJA NON FISIK, DAN MOTIVASI, TERHADAP KINERJA PEGAWAI KEMENTERIAN AGAMA PROVINSI MALUKU UTARA

Yth bapak/ibu, pegawai kanwil depag Dengan hormat

Dalam rangka melengkapi data yang diperlukan untuk memenuhi tugas akhir, bersama ini peneliti menyampaikan kuesioner penelitian yang berjudul “**Pengaruh Kepemimpinan, Lingkungan Kerja Non Fisik Dan Motivasi Terhadap Kinerja Pegawai**”. Adapun hasil dari kuesioner ini akan digunakan sebagai bahan penyusunan tugas akhir pada program sarjana Universitas Nasional.

Peneliti memahami waktu Bapak/Ibu sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Bapak/Ibu untuk membantu penelitian ini dengan mengisi secara lengkap kuesioner yang terlampir. Perlu peneliti jelaskan, bahwa data dan informasi yang diperoleh akan dipergunakan untuk kepentingan pengembangan ilmu pengetahuan dan tidak untuk dipublikasikan. Untuk itu Peneliti mengucapkan terima kasih yang sebesar-besarnya atas kesediaan Bapak/Ibu telah meluangkan waktu untuk menjawab semua pertanyaan dalam kuesioner ini.

1. PETUNJUK :

- a. Kuesioner ini merupakan instrumen yang digunakan dalam penelitian untuk mendapatkan data sebagai bahan referensi.
- b. Penulis mengharapkan Bapak/Ibu/Sdr/i dapat mengisi dan memberikan jawaban atas kuesioner dengan sejujur-jujurnya dan seobyektif mungkin, sesuai keadaan yang sebenarnya, jawaban atas kuesioner akan dijamin kerahasiaannya dan tidak mempunyai konsekuensi apapun terhadap diri pribadi Bapak/Ibu/Sdr/i, melainkan diperlukan semata-mata untuk keperluan studi.
- c. Bapak/Ibu/Sdr/i, diminta untuk memberikan tanggapan/penilaian atas pernyataan- pernyataan, dengan cara memberikan tanda Ceklis jawaban yaitu Sangat Setuju (SS) dengan skor 5 (lima), Setuju (S) dengan skor 4

(empat), Ragu-ragu (R) dengan skor 3 (tiga), Tidak Setuju (TS) dengan skor 2 (dua), Sangat Tidak Setuju (STS) dengan skor 1 (satu).

| Jawaban Responden | Skor Penilaian |
|---------------------|----------------|
| Sangat Setuju | 5 |
| Setuju | 4 |
| Ragu-Ragu | 3 |
| Tidak Setuju | 2 |
| Sangat Tidak Setuju | 1 |

2. IDENTITAS RESPONDEN

- 
- a. Nama :
- b. Jabatan :
- c. Jenis kelamin : Perempuan Laki-laki
- d. Usia : 18-24 Tahun 35-45 Tahun
 26-35 Tahun ≥ 46-55 Tahun
- e. Lama kerja : 0-5 Tahun 11-15 Tahun
 6-10 Tahun 16-20 Tahun
- f. Tingkat pendidikan : SMA D-I/II/II S-1 S-2 S-3

3. Isilah Pertanyaan Ini Sesuai Dengan Keadaan Anda. Berilah Tanda Ceklis (☑) Pada Kolom Yang Tersedia Sesuai Dengan Keadaan Sesungguhnya

A. KINERJA

| No | Pernyataan/Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|------------------------------|--|----|---|------|----|----|
| | | TP | P | N/KK | SL | SR |
| Kuantitas Kerja | | | | | | |
| 1 | Saya langsung mengerjakan tugas yang diberikan kepada saya | | | | | |
| 2 | Saya berusaha semaksimal mungkin untuk menyelesaikan tugas tepat waktu | | | | | |
| 3 | Saya mengerjakan tugas mendekati waktu deadline | | | | | |
| Kualitas Kerja | | | | | | |
| 4 | Saya merupakan orang yang berintegritas tinggi | | | | | |
| 5 | Saya bersemangat dan memiliki motivasi terhadap pekerjaan | | | | | |
| 6 | Saya ahli dalam bidang pekerjaan | | | | | |
| 7 | Saya teliti dalam bekerja | | | | | |
| Kedalaman Pengetahuan | | | | | | |
| 8 | Saya tau apa yang perlu saya lakukan dalam pekerjaan | | | | | |
| 9 | Saya sering merasa kebingungan dengan apa yang perlu dikerjakan | | | | | |
| 10 | Saya paham dengan tugas yang diberikan | | | | | |

B. KEPEMIMPINAN (X1)

| N O | PERNYATAAN | SS | S | R | TS | STS |
|----------------|---|-----------|----------|----------|-----------|------------|
| | Pengaruh Ideal | | | | | |
| 1 | Atasan saya membuat saya senang berada disekitarnya | | | | | |
| 2 | Saya bangga berhubungan dengan atasan saya | | | | | |
| | Motivasi inspirasi | | | | | |
| 3 | Atasan saya menyampaikan dengan kata-kata yang sederhana apa yang saya lakukan | | | | | |
| 4 | Atasan saya memberikan kesan yang menarik tentang apa yang dapat saya lakukan | | | | | |
| | Imbalan | | | | | |
| 5 | Atasan saya menjelaskan kepada saya apa yang harus dilakukan, jika saya ingin mendapatkan imbalan dari pekerjaan saya | | | | | |
| 6 | atasan saya menaruh perhatian pada apa yang saya peroleh dari pekerjaan saya | | | | | |
| | Stimulasi Intelektual | | | | | |
| 7 | Atasan saya mendorong saya untuk mencari cara-cara kerja baru dalam menyelesaikan tugas | | | | | |
| 8 | Ide-ide atasan menjadikan saya memikirkan kembali beberapa ide saya, yang saya pikir sudah sempurna | | | | | |
| | Konsiderasi Individu | | | | | |
| 9 | Atasan saya membantu mengembangkan diri saya | | | | | |
| 10 | Atasan saya membiarkan saya mengetahui bagaimana ia memikirkan apa yang saya kerjakan | | | | | |

C. LINGKUNGAN KERJA NON FISIK (X2)

| NO | PERNYATAAN | SS | S | R | TS | STS |
|--------------------------|--|----|---|---|----|-----|
| Penerangan/cahaya | | | | | | |
| 1 | Penerangan yang ada (sinar matahari dan listrik) diruang kerja telah sesuai dengan kebutuhan | | | | | |
| 2 | cahaya penerangan (listrik) yang ada memancar dengan tepat/tidak menyilaukan mata | | | | | |
| Sirkulasi udara | | | | | | |
| 3 | Kondisi udara diruang kerja memberikan kenyamanan pada saya selama bekerja | | | | | |
| 4 | Ventilasi diruang kerja karyawan berfungsi dengan baik | | | | | |
| Kebisingan | | | | | | |
| 5 | Lingkungan pegawai tenang dan bebas dari suara bising mesin. | | | | | |
| 6 | Lingkungan kerja pegawai tenang dan bebas dari kebisingan suara lalu lalang kendaraan | | | | | |
| Bau tidak sedap | | | | | | |
| 7 | Adanya AC membantu bau-bauan tidak sedap yang mengganggu diruang kerja sehingga merasa betah dalam bekerja | | | | | |
| 8 | Adanya pewangi ruangan membantu menghilangkan bau tidak sedap didalam ruangan kerja | | | | | |
| Keamanan | | | | | | |
| 9 | Keamanan gedung dalam kantor sudah terjamin | | | | | |
| 10 | Adanya petugas keamanan/satpam dilingkungan kantor, membuat saya tenang dalam bekerja | | | | | |

D. MOTIVASI (X3)

| NO | PERNYATAAN | SS | S | R | TS | STS |
|----|---|----|---|---|----|-----|
| | Gaji (salary). | | | | | |
| 1 | kanwil memberikan gaji yang sesuai dengan tingkat Pendidikandan kesulitan pekerjaan | | | | | |
| | Kebijakan dan Administrasi. | | | | | |
| 2 | Kanwil memberikan jaminan kesehatan kepada saya. | | | | | |
| 3 | Kanwil memberikan jaminan hari tua kepada saya | | | | | |
| | Peluang untuk Maju | | | | | |
| 5 | Kanwil memberi kesempatan untuk mengembangkan diridalam berkarir | | | | | |
| 6 | Kanwil meberikan kebebasan menggunakan cara barudalam melakukan pekerjaan | | | | | |
| | Pekerjaan itu Sendiri. | | | | | |
| 7 | Adanya kebijakan yang ditentukan kanwil dan berfokus untkkemajuan bersama. | | | | | |
| 8 | Mendapatkan keadilan tanpa membedakan jenis pekerjaan. | | | | | |
| | Penghargaan atau Pengakuan. | | | | | |
| 9 | Kanwil memberikan penghargaan atas prestasi kerja pegawai. | | | | | |
| 10 | Kanwil memberikan kepercayaan dan kerjasama yang baik didalam pelayanan pekerjaan | | | | | |
| | Hubungan sesama rekan kerja | | | | | |
| 11 | Hubungan dengan atasan anda terjalin dengan baik dan harmonis | | | | | |
| 12 | Anda dan rekan kerja memiliki hubungan yang baik dan saling mendukung | | | | | |

Lampiran 4 Master Tabel Uji Validitas dan Reliabilitas

| No | Kinerja | | | | | | | | | | Total |
|----|---------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|
| | Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Soal 9 | Soal 10 | |
| 1 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 15 |
| 2 | 5 | 5 | 4 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 37 |
| 3 | 5 | 5 | 5 | 5 | 1 | 1 | 3 | 3 | 3 | 5 | 36 |
| 4 | 3 | 3 | 3 | 4 | 2 | 1 | 3 | 3 | 3 | 3 | 28 |
| 5 | 3 | 3 | 3 | 5 | 1 | 1 | 5 | 5 | 5 | 3 | 34 |
| 6 | 5 | 5 | 5 | 4 | 1 | 1 | 5 | 4 | 4 | 5 | 39 |
| 7 | 5 | 4 | 5 | 5 | 1 | 1 | 5 | 5 | 5 | 5 | 41 |
| 8 | 3 | 5 | 4 | 5 | 1 | 5 | 4 | 5 | 4 | 5 | 41 |
| 9 | 4 | 5 | 4 | 4 | 1 | 3 | 3 | 3 | 3 | 4 | 34 |
| 13 | 3 | 3 | 3 | 4 | 1 | 3 | 5 | 2 | 4 | 3 | 31 |
| 11 | 5 | 2 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 43 |
| 12 | 5 | 3 | 1 | 4 | 2 | 2 | 3 | 5 | 4 | 1 | 30 |
| 13 | 4 | 4 | 4 | 5 | 1 | 5 | 5 | 5 | 1 | 4 | 38 |
| 14 | 2 | 5 | 2 | 3 | 1 | 3 | 3 | 3 | 1 | 2 | 25 |
| 15 | 1 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 1 | 1 | 17 |
| 16 | 5 | 5 | 5 | 4 | 1 | 5 | 2 | 4 | 1 | 5 | 37 |
| 17 | 3 | 3 | 3 | 1 | 1 | 5 | 5 | 5 | 2 | 3 | 31 |
| 18 | 2 | 2 | 2 | 4 | 1 | 4 | 4 | 4 | 1 | 2 | 26 |
| 19 | 2 | 5 | 2 | 5 | 1 | 1 | 5 | 5 | 4 | 2 | 32 |
| 23 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 3 | 5 | 1 | 19 |
| 21 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 2 | 4 | 4 | 39 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 2 | 5 | 4 | 5 | 42 |
| 23 | 5 | 4 | 5 | 2 | 2 | 4 | 1 | 1 | 5 | 5 | 34 |
| 24 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 25 | 4 | 5 | 4 | 1 | 1 | 5 | 5 | 5 | 5 | 4 | 39 |
| 26 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 30 | 2 | 5 | 2 | 4 | 5 | 4 | 1 | 1 | 1 | 2 | 27 |

| Kepemimpinan | | | | | | | | | | |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|
| Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Soal 9 | Soal 10 | Total |
| 3 | 4 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 3 | 20 |
| 1 | 3 | 3 | 1 | 1 | 3 | 5 | 1 | 3 | 1 | 22 |
| 1 | 5 | 5 | 1 | 1 | 5 | 5 | 1 | 5 | 2 | 31 |
| 1 | 2 | 3 | 1 | 1 | 2 | 4 | 3 | 3 | 1 | 21 |
| 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 25 |
| 2 | 3 | 4 | 5 | 2 | 4 | 3 | 5 | 4 | 2 | 34 |
| 2 | 5 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 2 | 33 |
| 2 | 5 | 4 | 3 | 2 | 4 | 5 | 3 | 5 | 2 | 35 |
| 5 | 3 | 3 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 40 |
| 4 | 3 | 3 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 39 |
| 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 5 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 1 | 2 | 3 | 5 | 1 | 3 | 3 | 5 | 3 | 1 | 27 |
| 1 | 2 | 1 | 4 | 1 | 1 | 2 | 4 | 1 | 1 | 18 |
| 4 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 4 | 30 |
| 4 | 2 | 2 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 30 |
| 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 40 |
| 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 34 |
| 5 | 1 | 3 | 5 | 5 | 3 | 1 | 5 | 3 | 5 | 36 |
| 4 | 2 | 2 | 5 | 4 | 2 | 2 | 5 | 2 | 4 | 32 |
| 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 1 | 4 | 4 | 3 | 1 | 4 | 2 | 3 | 4 | 1 | 27 |
| 5 | 3 | 2 | 5 | 5 | 2 | 3 | 5 | 4 | 5 | 39 |
| 1 | 5 | 4 | 2 | 1 | 4 | 5 | 2 | 5 | 1 | 30 |

| Lingkungan Non Fisik | | | | | | | | | | | |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|
| No | Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Soal 9 | Soal 10 | Total |
| 1 | 1 | 1 | 4 | 1 | 1 | 3 | 1 | 3 | 5 | 3 | 23 |
| 2 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 48 |
| 4 | 3 | 1 | 1 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 5 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 4 | 4 | 20 |
| 6 | 4 | 4 | 1 | 4 | 4 | 4 | 1 | 1 | 4 | 3 | 30 |
| 7 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 8 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 9 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 13 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 23 |
| 11 | 4 | 1 | 1 | 2 | 4 | 2 | 2 | 4 | 1 | 2 | 23 |
| 12 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| 13 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 14 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 39 |
| 15 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 16 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 5 | 18 |
| 17 | 2 | 5 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 26 |
| 18 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 1 | 4 | 4 | 26 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 38 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 3 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 34 |
| 23 | 3 | 2 | 1 | 3 | 3 | 2 | 1 | 2 | 2 | 2 | 21 |
| 24 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 4 | 4 | 24 |
| 25 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 37 |
| 29 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 36 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |

| Motivasi | | | | | | | | | | | | |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|-------|
| Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Soal 9 | Soal 10 | Soal 11 | Soal 12 | Total |
| 3 | 3 | 2 | 5 | 2 | 4 | 2 | 2 | 2 | 5 | 3 | 5 | 38 |
| 3 | 3 | 3 | 1 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 1 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 4 | 3 | 4 | 3 | 1 | 1 | 3 | 4 | 1 | 1 | 4 | 3 | 32 |
| 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 49 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 4 | 3 | 4 | 3 | 1 | 1 | 3 | 4 | 1 | 1 | 4 | 3 | 32 |
| 3 | 5 | 3 | 2 | 3 | 3 | 5 | 3 | 3 | 3 | 5 | 2 | 40 |
| 4 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 31 |
| 3 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 48 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 4 | 53 |
| 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 1 | 5 | 1 | 5 | 2 | 2 | 5 | 1 | 2 | 2 | 1 | 5 | 32 |
| 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 18 |
| 2 | 2 | 2 | 5 | 5 | 1 | 2 | 2 | 5 | 1 | 2 | 5 | 34 |
| 2 | 2 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 33 |
| 4 | 1 | 4 | 4 | 4 | 1 | 4 | 4 | 5 | 1 | 4 | 4 | 40 |
| 1 | 5 | 1 | 5 | 2 | 2 | 5 | 1 | 2 | 2 | 1 | 5 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 1 | 1 | 1 | 4 | 4 | 1 | 5 | 1 | 5 | 1 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 56 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 3 | 5 | 3 | 5 | 2 | 2 | 5 | 3 | 2 | 2 | 3 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 52 |
| 4 | 1 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 44 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |

Lampiran 5 Hasil Uji Validitas dan Reliabilitas

Kinerja

| | | Soal_1 | Soal_2 | Soal_3 | Soal_4 | Soal_5 | Soal_6 | Soal_7 | Soal_8 | Soal_9 | Soal_10 | Total_KINE RJA |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------------------|
| Soal_1 | Pearson Correlation | 1 | .530** | .854** | .226 | .306 | .228 | .250 | .388* | .489** | .840** | .834** |
| | Sig. (2-tailed) | | .003 | .000 | .229 | .100 | .226 | .183 | .034 | .006 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_2 | Pearson Correlation | .530** | 1 | .592** | .215 | .420* | .210 | .025 | .142 | .132 | .609** | .629** |
| | Sig. (2-tailed) | .003 | | .001 | .254 | .021 | .265 | .897 | .453 | .485 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_3 | Pearson Correlation | .854** | .592** | 1 | .266 | .302 | .353 | .274 | .299 | .424* | .986** | .876** |
| | Sig. (2-tailed) | .000 | .001 | | .156 | .105 | .055 | .143 | .108 | .020 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_4 | Pearson Correlation | .226 | .215 | .266 | 1 | .206 | .005 | .195 | .149 | .081 | .236 | .414* |
| | Sig. (2-tailed) | .229 | .254 | .156 | | .275 | .979 | .302 | .431 | .670 | .209 | .023 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_5 | Pearson Correlation | .306 | .420* | .302 | .206 | 1 | .386* | -.112 | -.045 | .155 | .263 | .494** |
| | Sig. (2-tailed) | .100 | .021 | .105 | .275 | | .035 | .557 | .815 | .414 | .160 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_6 | Pearson Correlation | .228 | .210 | .353 | .005 | .386* | 1 | -.014 | .157 | -.166 | .337 | .429* |
| | Sig. (2-tailed) | .226 | .265 | .055 | .979 | .035 | | .942 | .408 | .381 | .069 | .018 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | |
|----------|---------------------|--------|--------|--------|-------|--------|-------|--------|--------|--------|--------|--------|
| Soal_7 | Pearson Correlation | .250 | .025 | .274 | .195 | -.112 | -.014 | 1 | .713** | .400* | .293 | .477** |
| | Sig. (2-tailed) | .183 | .897 | .143 | .302 | .557 | .942 | | .000 | .029 | .117 | .008 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_8 | Pearson Correlation | .388* | .142 | .299 | .149 | -.045 | .157 | .713** | 1 | .329 | .329 | .549** |
| | Sig. (2-tailed) | .034 | .453 | .108 | .431 | .815 | .408 | .000 | | .076 | .076 | .002 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_9 | Pearson Correlation | .489** | .132 | .424* | .081 | .155 | -.166 | .400* | .329 | 1 | .445* | .537** |
| | Sig. (2-tailed) | .006 | .485 | .020 | .670 | .414 | .381 | .029 | .076 | | .014 | .002 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Soal_10 | Pearson Correlation | .840** | .609** | .986** | .236 | .263 | .337 | .293 | .329 | .445* | 1 | .873** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .209 | .160 | .069 | .117 | .076 | .014 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total_KI | Pearson Correlation | .834** | .629** | .876** | .414* | .494** | .429* | .477** | .549** | .537** | .873** | 1 |
| NERJA | Sig. (2-tailed) | .000 | .000 | .000 | .023 | .006 | .018 | .008 | .002 | .002 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .810 | 10 |

Kepemimpinan

| | | Correlations | | | | | | | | | | Total_KE PEMIMPI |
|----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------|
| | | N1 | N2 | N3 | N4 | N5 | N6 | N7 | N8 | N9 | N10 | NAN |
| N1 | Pearson Correlation | 1 | .061 | .167 | .618** | .975** | .205 | .005 | .585** | .186 | .994** | .777** |
| | Sig. (2-tailed) | | .750 | .379 | .000 | .000 | .278 | .978 | .001 | .326 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N2 | Pearson Correlation | .061 | 1 | .698** | -.175 | .047 | .718** | .731** | -.251 | .752** | .086 | .484** |
| | Sig. (2-tailed) | .750 | | .000 | .356 | .806 | .000 | .000 | .181 | .000 | .651 | .007 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N3 | Pearson Correlation | .167 | .698** | 1 | .119 | .218 | .987** | .648** | .103 | .912** | .201 | .687** |
| | Sig. (2-tailed) | .379 | .000 | | .532 | .246 | .000 | .000 | .587 | .000 | .287 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N4 | Pearson Correlation | .618** | -.175 | .119 | 1 | .677** | .173 | -.106 | .968** | .108 | .592** | .637** |
| | Sig. (2-tailed) | .000 | .356 | .532 | | .000 | .362 | .575 | .000 | .572 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N5 | Pearson Correlation | .975** | .047 | .218 | .677** | 1 | .253 | .088 | .653** | .241 | .970** | .821** |
| | Sig. (2-tailed) | .000 | .806 | .246 | .000 | | .178 | .643 | .000 | .200 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N6 | Pearson Correlation | .205 | .718** | .987** | .173 | .253 | 1 | .623** | .118 | .906** | .240 | .715** |
| | Sig. (2-tailed) | .278 | .000 | .000 | .362 | .178 | | .000 | .535 | .000 | .202 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N7 | Pearson Correlation | .005 | .731** | .648** | -.106 | .088 | .623** | 1 | -.101 | .695** | .027 | .482** |
| | Sig. (2-tailed) | .978 | .000 | .000 | .575 | .643 | .000 | | .597 | .000 | .885 | .007 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N8 | Pearson Correlation | .585** | -.251 | .103 | .968** | .653** | .118 | -.101 | 1 | .084 | .555** | .599** |
| | Sig. (2-tailed) | .001 | .181 | .587 | .000 | .000 | .535 | .597 | | .659 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N9 | Pearson Correlation | .186 | .752** | .912** | .108 | .241 | .906** | .695** | .084 | 1 | .215 | .697** |
| | Sig. (2-tailed) | .326 | .000 | .000 | .572 | .200 | .000 | .000 | .659 | | .254 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| N10 | Pearson Correlation | .994** | .086 | .201 | .592** | .970** | .240 | .027 | .555** | .215 | 1 | .786** |
| | Sig. (2-tailed) | .000 | .651 | .287 | .001 | .000 | .202 | .885 | .001 | .254 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total_ | Pearson Correlation | .777** | .484** | .687** | .637** | .821** | .715** | .482** | .599** | .697** | .786** | 1 |
| KEPE | Sig. (2-tailed) | .000 | .007 | .000 | .000 | .000 | .000 | .007 | .000 | .000 | .000 | |
| MIMPI | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| NAN | | | | | | | | | | | | |

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .863 | 10 |

Lingkungan Kerja Non Fisik

| | | S1 | S2 | S3 | S4 | S5 | S6 | S7 | S8 | S9 | S10 | Total_LINGKUNGAN |
|----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------------|
| S1 | Pearson Correlation | 1 | .584** | .461* | .694** | .900** | .294 | .535** | .665** | .336 | .208 | .741** |
| | Sig. (2-tailed) | | .001 | .010 | .000 | .000 | .115 | .002 | .000 | .070 | .270 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S2 | Pearson Correlation | .584** | 1 | .633** | .680** | .674** | .476** | .683** | .642** | .561** | .514** | .852** |
| | Sig. (2-tailed) | .001 | | .000 | .000 | .000 | .008 | .000 | .000 | .001 | .004 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S3 | Pearson Correlation | .461* | .633** | 1 | .366* | .482** | .360 | .719** | .661** | .581** | .447* | .761** |
| | Sig. (2-tailed) | .010 | .000 | | .047 | .007 | .051 | .000 | .000 | .001 | .013 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S4 | Pearson Correlation | .694** | .680** | .366* | 1 | .786** | .456* | .665** | .679** | .468** | .365* | .804** |
| | Sig. (2-tailed) | .000 | .000 | .047 | | .000 | .011 | .000 | .000 | .009 | .047 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S5 | Pearson Correlation | .900** | .674** | .482** | .786** | 1 | .417* | .599** | .724** | .422* | .384* | .832** |
| | Sig. (2-tailed) | .000 | .000 | .007 | .000 | | .022 | .000 | .000 | .020 | .036 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S6 | Pearson Correlation | .294 | .476** | .360 | .456* | .417* | 1 | .405* | .316 | .743** | .492** | .633** |
| | Sig. (2-tailed) | .115 | .008 | .051 | .011 | .022 | | .026 | .089 | .000 | .006 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S7 | Pearson Correlation | .535** | .683** | .719** | .665** | .599** | .405* | 1 | .776** | .416* | .427* | .826** |
| | Sig. (2-tailed) | .002 | .000 | .000 | .000 | .000 | .026 | | .000 | .022 | .018 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S8 | Pearson Correlation | .665** | .642** | .661** | .679** | .724** | .316 | .776** | 1 | .448* | .339 | .826** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .089 | .000 | | .013 | .067 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S9 | Pearson Correlation | .336 | .561** | .581** | .468** | .422* | .743** | .416* | .448* | 1 | .713** | .732** |
| | Sig. (2-tailed) | .070 | .001 | .001 | .009 | .020 | .000 | .022 | .013 | | .000 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| S10 | Pearson Correlation | .208 | .514** | .447* | .365* | .384* | .492** | .427* | .339 | .713** | 1 | .628** |
| | Sig. (2-tailed) | .270 | .004 | .013 | .047 | .036 | .006 | .018 | .067 | .000 | | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .741** | .852** | .761** | .804** | .832** | .633** | .826** | .826** | .732** | .628** | 1 |
| _LIN | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| GKU | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| NGA | | | | | | | | | | | | |
| N | | | | | | | | | | | | |

Reliability

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .921 | 10 |

Motivasi

| | | T1 | T2 | T3 | T4 | T5 | T6 | T7 | T8 | T9 | T10 | T11 | T12 | TOTAL_ MOTIVAS I |
|----|---------------------|--------|------|--------|------|--------|--------|--------|--------|--------|--------|-------|---------|------------------|
| T1 | Pearson Correlation | 1 | .274 | .950** | .225 | .555** | .695** | .433* | .992** | .520** | .662** | .451* | .225 | .838** |
| | Sig. (2-tailed) | | .144 | .000 | .231 | .001 | .000 | .017 | .000 | .003 | .000 | .012 | .231 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T2 | Pearson Correlation | .274 | 1 | .290 | .208 | .108 | .408* | .489** | .273 | .038 | .424* | -.132 | .208 | .428* |
| | Sig. (2-tailed) | .144 | | .121 | .269 | .570 | .025 | .006 | .144 | .841 | .019 | .486 | .269 | .018 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T3 | Pearson Correlation | .950** | .290 | 1 | .257 | .604** | .693** | .470** | .958** | .570** | .650** | .457* | .257 | .858** |
| | Sig. (2-tailed) | .000 | .121 | | .170 | .000 | .000 | .009 | .000 | .001 | .000 | .011 | .170 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T4 | Pearson Correlation | .225 | .208 | .257 | 1 | .322 | .381* | .325 | .200 | .306 | .369* | .024 | 1.000** | .517** |
| | Sig. (2-tailed) | .231 | .269 | .170 | | .083 | .038 | .079 | .290 | .100 | .045 | .901 | .000 | .003 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | |
|-----|---------------------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|-------|-------|--------|
| T5 | Pearson Correlation | .555** | .108 | .604** | .322 | 1 | .684** | .584** | .572** | .971** | .658** | .271 | .322 | .800** |
| | Sig. (2-tailed) | .001 | .570 | .000 | .083 | .000 | .001 | .001 | .001 | .000 | .000 | .148 | .083 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T6 | Pearson Correlation | .695** | .408* | .693** | .381* | .684** | 1 | .494** | .669** | .604** | .975** | .323 | .381* | .878** |
| | Sig. (2-tailed) | .000 | .025 | .000 | .038 | .000 | .006 | .000 | .000 | .000 | .000 | .081 | .038 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T7 | Pearson Correlation | .433* | .489** | .470** | .325 | .584** | .494** | 1 | .461* | .555** | .442* | .189 | .325 | .683** |
| | Sig. (2-tailed) | .017 | .006 | .009 | .079 | .001 | .006 | .010 | .001 | .014 | .317 | .079 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| T8 | Pearson Correlation | .992** | .273 | .958** | .200 | .572** | .669** | .461* | 1 | .537** | .626** | .454* | .200 | .834** |
| | Sig. (2-tailed) | .000 | .144 | .000 | .290 | .001 | .000 | .010 | .002 | .000 | .012 | .290 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| T9 | Pearson Correlation | .520** | .038 | .570** | .306 | .971** | .604** | .555** | .537** | 1 | .599** | .301 | .306 | .758** |
| | Sig. (2-tailed) | .003 | .841 | .001 | .100 | .000 | .000 | .001 | .002 | .000 | .105 | .100 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| T10 | Pearson Correlation | .662** | .424* | .650** | .369* | .658** | .975** | .442* | .626** | .599** | 1 | .280 | .369* | .849** |
| | Sig. (2-tailed) | .000 | .019 | .000 | .045 | .000 | .000 | .014 | .000 | .000 | .134 | .045 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |

| | | | | | | | | | | | | | | |
|---------------|---------------------|--------|-------|--------|---------|--------|--------|--------|--------|--------|--------|-------|--------|--------|
| T11 | Pearson Correlation | .451* | -.132 | .457* | .024 | .271 | .323 | .189 | .454* | .301 | .280 | 1 | .024 | .438* |
| | Sig. (2-tailed) | .012 | .486 | .011 | .901 | .148 | .081 | .317 | .012 | .105 | .134 | | .901 | .015 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T12 | Pearson Correlation | .225 | .208 | .257 | 1.000** | .322 | .381* | .325 | .200 | .306 | .369* | .024 | 1 | .517** |
| | Sig. (2-tailed) | .231 | .269 | .170 | .000 | .083 | .038 | .079 | .290 | .100 | .045 | .901 | | .003 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL_ MOTIVA | Pearson Correlation | .838** | .428* | .858** | .517** | .800** | .878** | .683** | .834** | .758** | .849** | .438* | .517** | 1 |
| | Sig. (2-tailed) | .000 | .018 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .015 | .003 | |
| SI | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .908 | 12 |



| | | | | | | | | | | | | | |
|----|----|----|----|----|---|---|---|---|---|---|---|---|----------|
| 22 | 34 | 28 | 31 | 40 | 1 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | -218.698 |
| 23 | 41 | 39 | 41 | 43 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | .05013 |
| 24 | 34 | 28 | 30 | 39 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 1 | -179.480 |
| 25 | 42 | 37 | 42 | 44 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 111.479 |
| 26 | 40 | 30 | 31 | 46 | 1 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 192.331 |
| 27 | 40 | 39 | 38 | 49 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | -192.260 |
| 28 | 43 | 39 | 41 | 45 | 1 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 157.251 |
| 29 | 40 | 31 | 42 | 46 | 1 | 4 | 2 | 3 | 2 | 1 | 2 | 2 | .00772 |
| 30 | 36 | 26 | 29 | 52 | 2 | 4 | 2 | 2 | 1 | 1 | 1 | 2 | -228.909 |
| 31 | 36 | 29 | 30 | 37 | 2 | 4 | 2 | 3 | 1 | 1 | 1 | 1 | .45440 |
| 32 | 40 | 42 | 39 | 48 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | -252.244 |
| 33 | 41 | 43 | 42 | 45 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | -149.457 |
| 34 | 38 | 30 | 32 | 33 | 1 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 287.446 |
| 35 | 40 | 39 | 35 | 44 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | -.26841 |
| 36 | 33 | 28 | 33 | 29 | 2 | 3 | 2 | 3 | 1 | 1 | 1 | 1 | -.86683 |
| 37 | 36 | 30 | 29 | 36 | 1 | 4 | 2 | 3 | 1 | 1 | 1 | 1 | .61816 |
| 38 | 30 | 30 | 30 | 42 | 2 | 4 | 2 | 2 | 1 | 1 | 1 | 2 | -696.808 |
| 39 | 37 | 35 | 32 | 39 | 1 | 4 | 2 | 3 | 1 | 2 | 1 | 1 | -.70053 |
| 40 | 42 | 45 | 39 | 47 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | -.96891 |
| 41 | 41 | 36 | 45 | 40 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | .83832 |
| 42 | 42 | 44 | 39 | 45 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | -.26286 |
| 43 | 46 | 44 | 37 | 48 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 332.746 |
| 44 | 41 | 45 | 28 | 37 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 210.635 |
| 45 | 41 | 37 | 37 | 45 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | .64287 |
| 46 | 43 | 38 | 34 | 33 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 574.030 |
| 47 | 41 | 43 | 36 | 45 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | -.57430 |
| 48 | 38 | 41 | 29 | 43 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | -156.619 |

| | | | | | | | | | | | | | |
|----|----|----|----|----|---|---|---|---|---|---|---|---|----------|
| 49 | 38 | 37 | 32 | 50 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | -278.429 |
| 50 | 39 | 44 | 36 | 43 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | -232.511 |
| 51 | 39 | 38 | 31 | 34 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 196.162 |
| 52 | 39 | 37 | 31 | 46 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | -.67567 |
| 53 | 30 | 26 | 29 | 37 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | -470.695 |
| 54 | 40 | 22 | 26 | 36 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 690.570 |
| 55 | 36 | 32 | 45 | 39 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | -300.917 |
| 56 | 35 | 30 | 37 | 36 | 1 | 2 | 1 | 3 | 1 | 1 | 2 | 1 | -160.886 |
| 57 | 39 | 43 | 36 | 46 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | -281.311 |
| 58 | 42 | 37 | 44 | 43 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 104.684 |
| 59 | 43 | 37 | 47 | 40 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 230.314 |
| 60 | 41 | 28 | 34 | 48 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 244.240 |
| 61 | 45 | 38 | 41 | 48 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 308.450 |
| 62 | 36 | 31 | 34 | 42 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | -181.001 |
| 63 | 50 | 40 | 34 | 45 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 941.773 |
| 64 | 39 | 38 | 43 | 45 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | -250.582 |
| 65 | 41 | 38 | 34 | 46 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | .63577 |
| 66 | 35 | 30 | 39 | 44 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | -382.610 |
| 67 | 37 | 28 | 34 | 41 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | .11407 |
| 68 | 34 | 37 | 41 | 36 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | -482.135 |
| 69 | 47 | 37 | 40 | 45 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 618.274 |
| 70 | 42 | 39 | 29 | 44 | 1 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | 265.185 |
| 71 | 48 | 34 | 36 | 41 | 1 | 3 | 2 | 3 | 2 | 1 | 2 | 1 | 943.676 |
| 72 | 38 | 38 | 29 | 40 | 2 | 3 | 2 | 2 | 1 | 2 | 1 | 1 | -.16448 |
| 73 | 48 | 40 | 34 | 49 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 646.249 |
| 74 | 39 | 42 | 41 | 48 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | -382.920 |
| 75 | 36 | 31 | 39 | 39 | 2 | 3 | 1 | 2 | 1 | 1 | 2 | 1 | -186.047 |

| | | | | | | | | | | | | | |
|----|----|----|----|----|---|---|---|---|---|---|---|---|----------|
| 76 | 45 | 38 | 42 | 43 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 412.517 |
| 77 | 38 | 28 | 33 | 43 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | .78983 |
| 78 | 37 | 31 | 32 | 51 | 1 | 3 | 1 | 3 | 1 | 1 | 1 | 2 | -265.254 |
| 79 | 33 | 34 | 37 | 33 | 1 | 3 | 2 | 2 | 1 | 1 | 2 | 1 | -380.614 |
| 80 | 34 | 32 | 26 | 38 | 2 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | -185.618 |
| 81 | 45 | 37 | 40 | 45 | 1 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 418.274 |
| 82 | 35 | 26 | 38 | 35 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 1 | -.60973 |
| 83 | 43 | 36 | 35 | 47 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 270.043 |
| 84 | 37 | 29 | 33 | 40 | 2 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | .27783 |



Lampiran 7 Pengolahan Hasil Penelitian

Statistics

| | | KINERJA | KEPEMIMPINAN | LINGKUNGAN KERJA | MOTIVASI |
|--------|---------|---------|--------------|---------------------|----------|
| N | Valid | 84 | 84 | 84 | 84 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 38.87 | 35.07 | 34.95 | 41.93 |
| Median | | 39.00 | 37.00 | 34.50 | 43.00 |
| Mode | | 38 | 37 | 39 | 45 |
| Sum | | 3265 | 2946 | 2936 | 3522 |

Jenis_Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-Laki | 45 | 53.6 | 53.6 | 53.6 |
| | Perempuan | 39 | 46.4 | 46.4 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

Usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 18-24 Tahun | 15 | 17.9 | 17.9 | 17.9 |
| | 25-35 Tahun | 43 | 51.2 | 51.2 | 69.0 |
| | 36-45 Tahun | 17 | 20.2 | 20.2 | 89.3 |
| | 46-55 Tahun | 9 | 10.7 | 10.7 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

Lama_Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | < 10 Tahun | 55 | 65.5 | 65.5 | 65.5 |
| | >= 10 Tahun | 29 | 34.5 | 34.5 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

Tingkat_Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | SMA | 12 | 14.3 | 14.3 | 14.3 |
| | S1 | 51 | 60.7 | 60.7 | 75.0 |
| | S2 | 21 | 25.0 | 25.0 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

KINERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Kurang | 41 | 48.8 | 48.8 | 48.8 |
| | Baik | 43 | 51.2 | 51.2 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

KEPEMIMPINAN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Baik | 38 | 45.2 | 45.2 | 45.2 |
| | Baik | 46 | 54.8 | 54.8 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

LINGKUNGAN KERJA NON FISIK

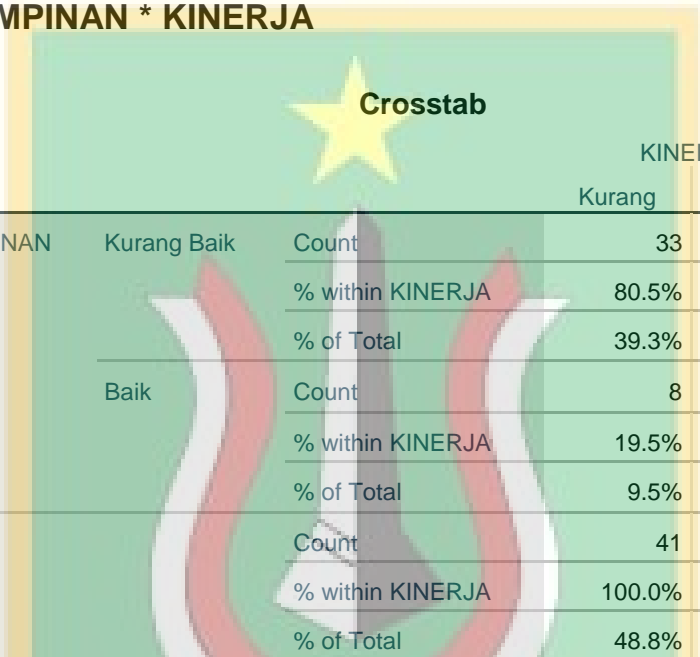
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Baik | 42 | 50.0 | 50.0 | 50.0 |
| | Baik | 42 | 50.0 | 50.0 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

MOTIVASI

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 36 | 42.9 | 42.9 | 42.9 |
| | Tinggi | 48 | 57.1 | 57.1 | 100.0 |
| | Total | 84 | 100.0 | 100.0 | |

Crosstabs

KEPEMIMPINAN * KINERJA



Crosstab

| | | | KINERJA | | Total |
|--------------|------------------|------------------|---------|--------|-------|
| | | | Kurang | Baik | |
| KEPEMIMPINAN | Kurang Baik | Count | 33 | 5 | 38 |
| | | % within KINERJA | 80.5% | 11.6% | 45.2% |
| | | % of Total | 39.3% | 6.0% | 45.2% |
| | Baik | Count | 8 | 38 | 46 |
| | | % within KINERJA | 19.5% | 88.4% | 54.8% |
| | | % of Total | 9.5% | 45.2% | 54.8% |
| Total | Count | 41 | 43 | 84 | |
| | % within KINERJA | 100.0% | 100.0% | 100.0% | |
| | % of Total | 48.8% | 51.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 40.172 ^a | 1 | .000 | | |
| Continuity Correction ^b | 37.440 | 1 | .000 | | |
| Likelihood Ratio | 44.301 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 39.694 | 1 | .000 | | |
| N of Valid Cases | 84 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 18,55.

b. Computed only for a 2x2 table

Risk Estimate

| | Value | 95% Confidence Interval | |
|--|--------|-------------------------|---------|
| | | Lower | Upper |
| Odds Ratio for KEPEMIMPINAN (Kurang Baik / Baik) | 31.350 | 9.341 | 105.213 |
| For cohort KINERJA = Kurang | 4.993 | 2.628 | 9.488 |
| For cohort KINERJA = Baik | .159 | .070 | .364 |
| N of Valid Cases | 84 | | |

LINGKUNGAN KERJA NON FISIK * KINERJA

Crosstab

| | | | KINERJA | | Total |
|-------------------------------|------------------|------------------|---------|--------|-------|
| | | | Kurang | Baik | |
| LINGKUNGAN KERJA NON FISIK | Kurang Baik | Count | 31 | 11 | 42 |
| | | % within KINERJA | 75.6% | 25.6% | 50.0% |
| | | % of Total | 36.9% | 13.1% | 50.0% |
| | Baik | Count | 10 | 32 | 42 |
| | | % within KINERJA | 24.4% | 74.4% | 50.0% |
| | | % of Total | 11.9% | 38.1% | 50.0% |
| Total | Count | 41 | 43 | 84 | |
| | % within KINERJA | 100.0% | 100.0% | 100.0% | |
| | % of Total | 48.8% | 51.2% | 100.0% | |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| Pearson Chi-Square | 21.012 ^a | 1 | .000 | | |
| Continuity Correction ^b | 19.058 | 1 | .000 | | |
| Likelihood Ratio | 21.992 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 20.762 | 1 | .000 | | |
| N of Valid Cases | 84 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,50.

b. Computed only for a 2x2 table

Risk Estimate

| | Value | 95% Confidence Interval | |
|--|-------|-------------------------|--------|
| | | Lower | Upper |
| Odds Ratio for LINGKUNGAN KERJA NON FISIK (Kurang Baik / Baik) | 9.018 | 3.356 | 24.236 |
| For cohort KINERJA = Kurang | 3.100 | 1.753 | 5.483 |
| For cohort KINERJA = Baik | .344 | .201 | .587 |
| N of Valid Cases | 84 | | |

MOTIVASI * KINERJA

Crosstab

| MOTIVASI | | | KINERJA | | Total |
|----------|------------------|--|---------|--------|--------|
| | | | Kurang | Baik | |
| Rendah | Count | | 29 | 7 | 36 |
| | % within KINERJA | | 70.7% | 16.3% | 42.9% |
| | % of Total | | 34.5% | 8.3% | 42.9% |
| Tinggi | Count | | 12 | 36 | 48 |
| | % within KINERJA | | 29.3% | 83.7% | 57.1% |
| | % of Total | | 14.3% | 42.9% | 57.1% |
| Total | Count | | 41 | 43 | 84 |
| | % within KINERJA | | 100.0% | 100.0% | 100.0% |
| | % of Total | | 48.8% | 51.2% | 100.0% |

Chi-Square Tests

| | Value | df | Asymptotic Significance (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|------------------------------------|---------------------|----|-----------------------------------|----------------------|----------------------|
| Pearson Chi-Square | 25.411 ^a | 1 | .000 | | |
| Continuity Correction ^b | 23.236 | 1 | .000 | | |
| Likelihood Ratio | 26.949 | 1 | .000 | | |
| Fisher's Exact Test | | | | .000 | .000 |
| Linear-by-Linear Association | 25.109 | 1 | .000 | | |
| N of Valid Cases | 84 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 17,57.

b. Computed only for a 2x2 table

Risk Estimate

| | Value | 95% Confidence Interval | |
|---|--------|-------------------------|--------|
| | | Lower | Upper |
| Odds Ratio for MOTIVASI (Rendah / Tinggi) | 12.429 | 4.338 | 35.611 |
| For cohort KINERJA = Kurang | 3.222 | 1.924 | 5.396 |
| For cohort KINERJA = Baik | .259 | .131 | .514 |
| N of Valid Cases | 84 | | |

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .647 ^a | .419 | .397 | 3.259 |

a. Predictors: (Constant), MOTIVASI, LINGKUNGAN KERJA, KEPEMIMPINAN

b. Dependent Variable: KINERJA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 611.979 | 3 | 203.993 | 19.209 | .000 ^b |
| | Residual | 849.580 | 80 | 10.620 | | |
| | Total | 1461.560 | 83 | | | |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), MOTIVASI, LINGKUNGAN KERJA, KEPEMIMPINAN

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 15.484 | 3.307 | | 4.682 | .000 | | |
| | KEPEMIMPINAN | .228 | .077 | .319 | 2.979 | .004 | .634 | 1.578 |
| | LINGKUNGAN KERJA | .153 | .074 | .209 | 2.071 | .042 | .715 | 1.399 |
| | MOTIVASI | .239 | .083 | .280 | 2.863 | .005 | .760 | 1.315 |

a. Dependent Variable: KINERJA

Collinearity Diagnostics^a

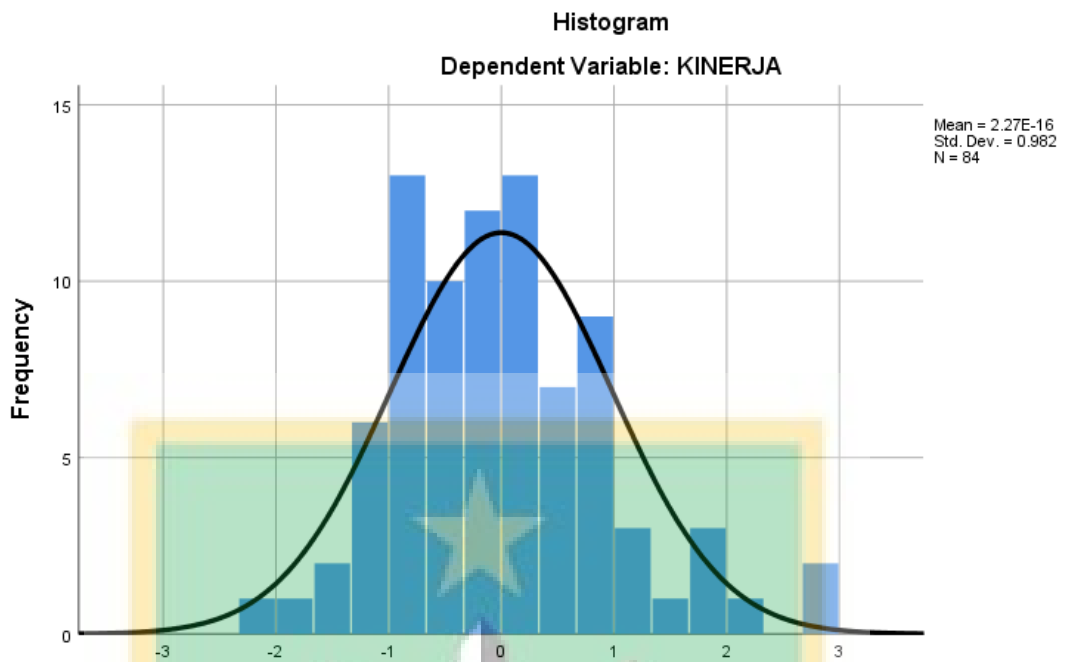
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions (Constant) | Variance Proportions | | |
|-------|-----------|------------|-----------------|------------------------------------|----------------------|----------------------|--------------|
| | | | | | KEPEMIMPI NAN | LINGKUNGA N KERJA | MOTIVA SI |
| 1 | 1 | 3.965 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .016 | 15.858 | .22 | .18 | .39 | .13 |
| | 3 | .013 | 17.582 | .03 | .72 | .59 | .01 |
| | 4 | .006 | 24.875 | .75 | .09 | .02 | .86 |

a. Dependent Variable: KINERJA

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value | 33.09 | 44.15 | 38.87 | 2.715 | 84 |
| Std. Predicted Value | -2.127 | 1.946 | .000 | 1.000 | 84 |
| Standard Error of Predicted Value | .384 | 1.333 | .689 | .176 | 84 |
| Adjusted Predicted Value | 32.54 | 44.47 | 38.88 | 2.732 | 84 |
| Residual | -6.968 | 9.437 | .000 | 3.199 | 84 |
| Std. Residual | -2.138 | 2.896 | .000 | .982 | 84 |
| Stud. Residual | -2.168 | 2.931 | -.001 | 1.005 | 84 |
| Deleted Residual | -7.165 | 9.689 | -.009 | 3.353 | 84 |
| Stud. Deleted Residual | -2.221 | 3.083 | .003 | 1.022 | 84 |
| Mahal. Distance | .167 | 12.893 | 2.964 | 2.216 | 84 |
| Cook's Distance | .000 | .098 | .012 | .019 | 84 |
| Centered Leverage Value | .002 | .155 | .036 | .027 | 84 |

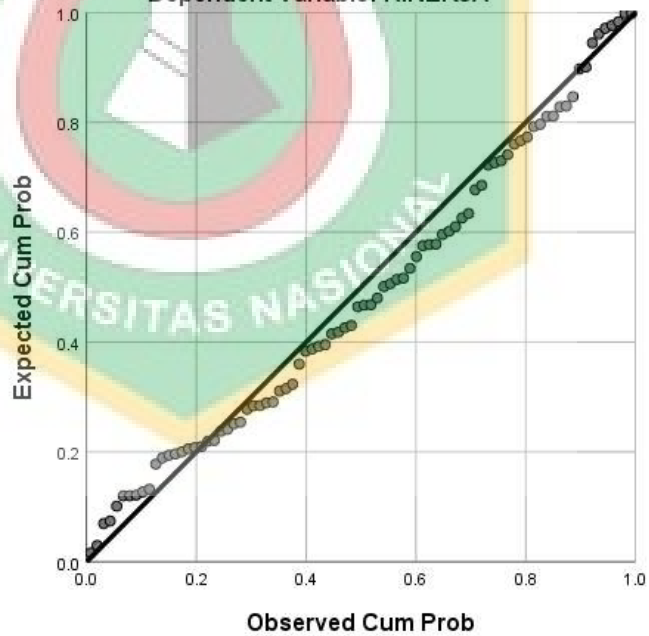
a. Dependent Variable: KINERJA

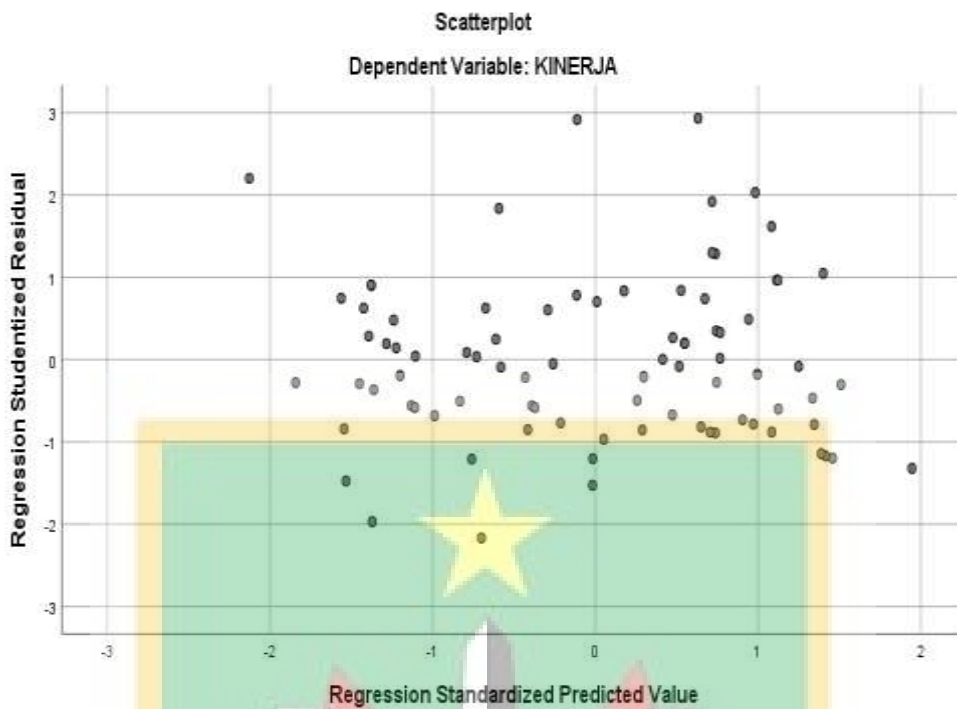


Regression Standardized Residual

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KINERJA





NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 84 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.19936048 |
| Most Extreme Differences | Absolute | .067 |
| | Positive | .067 |
| | Negative | -.056 |
| Test Statistic | | .067 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

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