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PengaruhLingkunganKerja, Motivasi, Pelatihan dan Kompensasiterhadap

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**Lampiran Kuesioner**

**KUESIONER PENELITIAN**  
**PENGARUH PELATIHAN, MOTIVASI KERJA DAN LINGKUNGAN**  
**KERJA TERHADAP KINERJA PEGAWAI DINAS PENDIDIKAN DKI**  
**JAKARTA BIDANG KEUANGAN**

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Kepada Yth

Bapak/Ibu Pegawai Dinas Pendidikan Provinsi DKI JAKARTA Bidang KEUANGAN

Di Tempat.

Assalamu'alaikum Wr.Wb

Pekernalkan Nama saya Fahriza Nugroho Mahasiswa Fakultas Ekonomi dan Bisnis Dengan Program Studi Manajemen di Universitas Nasional Saya Sedang Melakukan Penelitian Yang Berjudul "**Pengaruh PELATIHAN, MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DINAS PENDIDIKAN DKI JAKARTA BIDANG KEUANGAN**" Yang Berkaitan Dengan Penulis tugas akhir Unutk Menyelesaikan Program Studi S1 Manajemen di Falkutas Ekonomi dan Bisnis Universitas Nasional

Mahasiswa Memohon dengan hormat kesedian Bapak/Ibu Untuk meluangkan waktunya untuk mengisi kuesioner ini dan kuesioner ini tidak bermaksud untuk mengetahui apa yang benar dan apa yang salah atau sebaliknya maka dari itu mahasiswa berharap pengisian kuesioner ini menurut kenyataan yang sebenarnya atau apa adanya berdasarkan kondisi yang di rasakan saat bekerja di Dinas Pendidikan Provinsi DKI JAKARTA Semua informasi Yang didapatkan akan menjadi Bahan penelitian secara akademis dan semua jawaban yang diberikan akan kerahasiannya

Setiap Jawaban Yang diberikan Merupakan Bantuan yang tidak ternilai Harganya bagi Peneliti ini. Atas perhatian dan bantuanya saya mengucapkan Terima Kasih .

Hormat Saya

Fahriza Nugroho

193402516081

## I. Identitas Responden

Beri tanda *cek-list*  ( ) pada jawaban yang mewakili anda sebagai responden padamasing-masing pertanyaan di bawah ini.

1. Nama (boleh dikosongkan).

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2. Jenis Kelamin

Perempuan

Laki-Laki

3. Usia

20– 30 tahun

31 – 40 tahun

41 – 50 tahun

50 tahun keatas

4. Pendidikan Terakhir

SMA/ Sederajat

D3

S1

S2

5. Lamanya Bekerja

Kurang dari 1 tahun

2 – 5 tahun

5 – 10 tahun

Lebih dari 10 tahun



## II. Pendapat Responden

Petunjuk pengisian

Silahkan pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada

di bawah ini dengan tanda *cek-list* ( ) pada pilihan jawaban yang tersedia.

Keterangan :

5 = SS (Sangat Setuju)

2 = TS (Tidak Setuju)

4 = S (Setuju)

1 = STS (Sangat Tidak Setuju)

3 = N (Netral)

| <b>KUISIONER</b>      |  |         |   |   |    |     |
|-----------------------|--|---------|---|---|----|-----|
| <b>Pelatihan (X1)</b> |  |         |   |   |    |     |
| No                    | Pernyataan   | Jawaban |   |   |    |     |
|                       |  | SS      | S | N | TS | STS |
| <b>Instruktur</b>     |  |         |   |   |    |     |
| 1.                    | Pelatihan yang saya ikuti dipandu oleh instruktur yang sesuai dengan pekerjaan |         |   |   |    |     |
| 2.                    | Instruktur ahli dalam menyampaikan materi pelatihan                            |         |   |   |    |     |
| <b>Peserta</b>        |  |         |   |   |    |     |
| 3.                    | Saya selalu berpartisipasi aktif dalam setiap pelaksanaan program pelatihan    |         |   |   |    |     |
| 4.                    | Saya mengikuti pelatihan karena sosialisasi yang diberikan oleh perusahaan     |         |   |   |    |     |
| <b>Materi</b>         |  |         |   |   |    |     |
| 5.                    | Materi pelatihan yang diberikan sesuai dengan kebutuhan pekerjaansay           |         |   |   |    |     |
| 6.                    | Saya menguasai berbagai materi pelatihan yang diberikan dengan cepat           |         |   |   |    |     |
| <b>Metode</b>         |  |         |   |   |    |     |

|               |   |  |  |  |  |  |
|---------------|---|--|--|--|--|--|
| 7.            | Tingkat ketepatan metode pelatihan yang digunakan sesuai dengan penyampaian materi          |  |  |  |  |  |
| 8.            | Metode pelatihan yang diberikan menarik minat saya untuk mengikutinya                       |  |  |  |  |  |
| <b>Tujuan</b> |   |  |  |  |  |  |
| 9.            | Setelah mengikuti pelatihan saya mampu menyelesaikan pekerjaan dengan lebih mudah dan cepat |  |  |  |  |  |
| 10.           | Dengan pelatihan saya dapat menyelesaikan pekerjaan dengan lebih baik dan optimal           |  |  |  |  |  |

### Motivasi Kerj (X2)

| No                        | Pernyataan  | Jawaban |   |   |    |     |
|---------------------------|---|---------|---|---|----|-----|
|                           |   | SS      | S | N | TS | STS |
| <b>Tanggung Jawab</b>     |   |         |   |   |    |     |
| 1.                        | Saya mampu bekerja dengan penuh rasa tanggung jawab   |         |   |   |    |     |
| 2.                        | Tanggung jawab pekerjaan yang diberikan sesuai dengan uraian pekerjaan saya                   |         |   |   |    |     |
| <b>Prestasi Kerja</b>     |   |         |   |   |    |     |
| 3.                        | Saya memberikan kontribusi terbaik sesuai dengan kemampuan yang saya miliki                   |         |   |   |    |     |
| 4.                        | Saya bersungguh-sungguh dalam bekerja   |         |   |   |    |     |
| <b>Peluang Untuk Maju</b> |   |         |   |   |    |     |
| 5.                        | Saya termotivasi untuk bekerja keras agar memperoleh penilaian terbaik dan cepat naik pangkat |         |   |   |    |     |

|                                 |   |  |  |  |  |  |
|---------------------------------|---|--|--|--|--|--|
| 6.                              | Pimpinan memberikan kesempatan kepada saya untuk mengembangkan keterampilan dan kemampuan dalam Bekerja                 |  |  |  |  |  |
| <b>Pengakuan Atas Kinerja</b>   |   |  |  |  |  |  |
| 7.                              | Saya merasa senang menerima penghargaan atas prestasi kerja yang sudah saya lakukan                                     |  |  |  |  |  |
| 8.                              | Saya merasa puas menerima bonus yang sesuai dengan penilaian hasil kinerja pribadi                                      |  |  |  |  |  |
| <b>Pekerjaan Yang Menantang</b> |   |  |  |  |  |  |
| 9.                              | Semangat dan berusaha maksimal dalam bekerja sesuai dengan kemampuan yang ada dalam diri saya untuk mengejar kekurangan |  |  |  |  |  |
| 10.                             | saya giat mempelajari lebih mendalam lagi bidang pekerjaan saya   |  |  |  |  |  |

### Lingkungan Kerja (X3)

| No                | Pernyataan  | Jawaban |   |   |    |     |
|-------------------|---|---------|---|---|----|-----|
|                   |   | SS      | S | N | TS | STS |
| <b>Penerangan</b> |   |         |   |   |    |     |
| 1.                | Pencapaian ditempat kerja membantu saya dalam menyelesaikan pekerjaan |         |   |   |    |     |
| 2.                | Penerangan ditempat saya bekerja sudah memadai                        |         |   |   |    |     |
| <b>Kebisingan</b> |   |         |   |   |    |     |



|                                  |   |  |  |  |  |  |
|----------------------------------|---|--|--|--|--|--|
| 3.                               | Saya merasa lebih rileks dan nyaman dengan adanya pemutaran musik dalam ruangan kerja pada waktu tertentu |  |  |  |  |  |
| 4.                               | Suara alat kerja ditempat bekerja tidak mengganggu  |  |  |  |  |  |
| <b>Sirkulasi udara</b>           |   |  |  |  |  |  |
| 5.                               | Di tempat saya bekerja tidak terdapat pencemaran udara  |  |  |  |  |  |
| 6.                               | Fasilitas AC yang tersedia sudah sesuai dengan jumlah pegawai di ruangan saya                             |  |  |  |  |  |
| <b>Pengawasan</b>                |   |  |  |  |  |  |
| 7.                               | Saya merasa pengawasan dalam pekerjaan sudah dilakukan dengan bijak                                       |  |  |  |  |  |
| 8.                               | Pengawasan ditempat kerja tidak memberatkan saya dalam beraktivitas                                       |  |  |  |  |  |
| <b>Perlakuan dengan baik</b>     |   |  |  |  |  |  |
| 9.                               | Pimpinan tidak membeda-bedakan antar pegawai satu dengan lainnya  |  |  |  |  |  |
| 10.                              | Kompensasi yang diberikan sudah sesuai dan adil   |  |  |  |  |  |
| <b>Kerja sama antar Kelompok</b> |   |  |  |  |  |  |
| 11.                              | Hubungan antara saya dengan rekan kerja terjalin sangat harmonis serta menyenangkan                       |  |  |  |  |  |

|     |  |  |  |  |  |  |
|-----|--|--|--|--|--|--|
| 12. | Terjalin kerja sama yang baik antara saya dengan rekan kerja dalam menyelesaikan suatu tugas |  |  |  |  |  |
|-----|--|--|--|--|--|--|

### Kinerja Pegawai (Y)

| No  | Pernyataan  | Jawaban |   |   |    |     |
|-----|---|---------|---|---|----|-----|
|     |   | SS      | S | N | TS | STS |
|     | <b>Kuantitas</b>  |         |   |   |    |     |
| 1.  | Saya memiliki kualitas kerja yang sangat baik                                   |         |   |   |    |     |
| 2.  | Selama Saya bekerja hasil pekerjaan saya selalu meningkat dari waktu ke waktu   |         |   |   |    |     |
|     | <b>Kualitas</b>   |         |   |   |    |     |
| .3. | Tingkat pencapaian volume kerja saya sesuai dengan harapan                      |         |   |   |    |     |
| 4.  | Selama Saya bekerja hasil pekerjaan saya selalu meningkat dari waktu ke waktu   |         |   |   |    |     |
|     | <b>Efisiensi ketepatan waktu</b>  |         |   |   |    |     |
| 5.  | Saya dapat menyelesaikan pekerjaan secara tepat waktu                           |         |   |   |    |     |
| 6.  | Saya selalu menjaga ketepatan waktu dalam kesempurnaan hasil atas pekerjaan     |         |   |   |    |     |
|     | <b>Kreativitas</b>  |         |   |   |    |     |
| 7.  | Saya selalu memberikan ide baru dalam menyelesaikan masalah dalam pekerjaan     |         |   |   |    |     |
| 8.  | Saya didorong untuk berfikir kreatif dalam mengerjakan pekerjaan yang diberikan |         |   |   |    |     |
|     | <b>Inisiatif</b>  |         |   |   |    |     |
| 9.  | Saya mampu memilah dan melihat masalah dari sudut pandang yang                  |         |   |   |    |     |

|     |   |  |  |  |  |  |
|-----|---|--|--|--|--|--|
|     | berbeda dengan rekan kerja yang lain                              |  |  |  |  |  |
| 10. | Saya selalu mengerjakan pekerjaan sebelum diperintaholeh pimpinan |  |  |  |  |  |

## Lampiran Tabulasi Data

## Pelatihan (X1)

| No | Pelatihan X1 |   |   |   |   |   |   |   |   |    | Jumlah |
|----|--------------|---|---|---|---|---|---|---|---|----|--------|
|    | 1            | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |        |
| 1  | 4            | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3  | 40     |
| 2  | 3            | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5  | 43     |
| 3  | 3            | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4  | 43     |
| 4  | 3            | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4  | 44     |
| 5  | 3            | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3  | 43     |
| 6  | 3            | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4  | 43     |
| 7  | 4            | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5  | 45     |
| 8  | 4            | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5  | 45     |
| 9  | 4            | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4  | 45     |
| 10 | 4            | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3  | 41     |
| 11 | 3            | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4  | 41     |
| 12 | 3            | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4  | 40     |
| 13 | 4            | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4  | 42     |
| 14 | 4            | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3  | 45     |
| 15 | 4            | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4  | 47     |
| 16 | 3            | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5  | 43     |
| 17 | 4            | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5  | 44     |
| 18 | 5            | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4  | 48     |
| 19 | 5            | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4  | 46     |
| 20 | 4            | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3  | 40     |
| 21 | 3            | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3  | 37     |
| 22 | 4            | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4  | 42     |
| 23 | 4            | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3  | 43     |
| 24 | 4            | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4  | 43     |
| 25 | 4            | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4  | 42     |
| 26 | 5            | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 3  | 42     |
| 27 | 5            | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 42     |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 31 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 38 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 43 |
| 36 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 43 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 40 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 41 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 41 |
| 42 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 43 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 41 |
| 44 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 35 |
| 45 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 43 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 47 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 42 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 55 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 41 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 57 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 38 |
| 58 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 41 |
| 59 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 44 |
| 60 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 61 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 62 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 42 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 40 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 66 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 67 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 45 |
| 68 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 45 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 70 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 43 |
| 71 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 3 | 39 |







|     |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|----|
| 99  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

## Lingkungan Kerja (X3)

| No | Motivasi Kerja X2 |   |   |   |   |   |   |   |   |    |    |    | Jumlah |
|----|-------------------|---|---|---|---|---|---|---|---|----|----|----|--------|
|    | 1                 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |        |
| 1  | 5                 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 48     |
| 2  | 5                 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5  | 4  | 4  | 57     |
| 3  | 5                 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4  | 5  | 5  | 57     |
| 4  | 5                 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4  | 4  | 4  | 56     |
| 5  | 5                 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3  | 5  | 5  | 56     |
| 6  | 5                 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4  | 4  | 4  | 55     |
| 7  | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |
| 8  | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |
| 9  | 5                 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4  | 4  | 4  | 53     |
| 10 | 4                 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4  | 4  | 5  | 48     |
| 11 | 5                 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4  | 4  | 4  | 53     |
| 12 | 5                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 4  | 48     |
| 13 | 5                 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5  | 4  | 4  | 53     |
| 14 | 5                 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3  | 4  | 4  | 50     |
| 15 | 5                 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4  | 3  | 4  | 50     |
| 16 | 5                 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5  | 4  | 4  | 56     |
| 17 | 4                 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5  | 5  | 5  | 55     |
| 18 | 5                 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 57     |
| 19 | 5                 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4  | 4  | 4  | 54     |
| 20 | 4                 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4  | 4  | 4  | 45     |
| 21 | 4                 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3  | 3  | 4  | 41     |
| 22 | 5                 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 50     |
| 23 | 4                 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4  | 5  | 4  | 50     |
| 24 | 4                 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4  | 5  | 4  | 51     |
| 25 | 3                 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 5  | 5  | 49     |
| 26 | 4                 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4  | 4  | 4  | 46     |
| 27 | 4                 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 49     |
| 28 | 4                 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 49     |
| 29 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |
| 30 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |
| 31 | 4                 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4  | 4  | 3  | 46     |
| 32 | 5                 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4  | 4  | 4  | 52     |
| 33 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |
| 34 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 3  | 57     |
| 35 | 4                 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4  | 4  | 5  | 50     |
| 36 | 4                 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4  | 4  | 4  | 49     |
| 37 | 4                 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 49     |
| 38 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 4  | 4  | 58     |



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

|     |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 84  | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 85  | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 49 |
| 86  | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 87  | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 52 |
| 88  | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 50 |
| 89  | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 45 |
| 90  | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 91  | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 92  | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 48 |
| 93  | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 46 |
| 94  | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 95  | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 57 |
| 96  | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 97  | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| 98  | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 54 |
| 99  | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 58 |

### Kinerja Pegawai

| No | Kinerja Pegawai |   |   |   |   |   |   |   |   |    | Jumlah |
|----|-----------------|---|---|---|---|---|---|---|---|----|--------|
|    | 1               | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |        |
| 1  | 5               | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4  | 40     |
| 2  | 5               | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4  | 46     |
| 3  | 4               | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5  | 47     |
| 4  | 4               | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4  | 45     |
| 5  | 4               | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5  | 46     |
| 6  | 5               | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4  | 45     |
| 7  | 5               | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4  | 46     |
| 8  | 5               | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4  | 45     |
| 9  | 5               | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4  | 43     |
| 10 | 3               | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5  | 40     |
| 11 | 2               | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5  | 43     |
| 12 | 1               | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 35     |
| 13 | 3               | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4  | 39     |
| 14 | 3               | 2 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4  | 38     |
| 15 | 4               | 2 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4  | 41     |
| 16 | 4               | 1 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5  | 41     |
| 17 | 4               | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5  | 41     |
| 18 | 5               | 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4  | 42     |
| 19 | 5               | 1 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4  | 41     |
| 20 | 5               | 2 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 4  | 35     |
| 21 | 5               | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4  | 38     |
| 22 | 5               | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4  | 42     |
| 23 | 5               | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5  | 43     |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 24 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 25 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 26 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 40 |
| 27 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 28 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 29 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 30 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 31 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 41 |
| 32 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 33 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 34 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 46 |
| 35 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 42 |
| 36 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 44 |
| 37 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 46 |
| 38 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 39 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 45 |
| 40 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 41 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 38 |
| 42 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 45 |
| 44 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 41 |
| 45 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 46 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 43 |
| 47 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 49 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 42 |
| 50 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 51 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 52 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 53 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 54 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 55 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 41 |
| 58 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 39 |
| 59 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 45 |
| 60 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 61 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 62 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 63 | 2 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 40 |
| 64 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 65 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 66 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 67 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 43 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 46 |

|     |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|----|
| 69  | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 44 |
| 70  | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 43 |
| 71  | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 41 |
| 72  | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 44 |
| 73  | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 45 |
| 74  | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 46 |
| 75  | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 76  | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 40 |
| 77  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 40 |
| 78  | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 42 |
| 79  | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 42 |
| 80  | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 45 |
| 81  | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 42 |
| 82  | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 47 |
| 83  | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 84  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 42 |
| 85  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 86  | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 41 |
| 87  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 88  | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 45 |
| 89  | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 90  | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 91  | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 92  | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 93  | 5 | 2 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 39 |
| 94  | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 41 |
| 95  | 5 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 96  | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 44 |
| 97  | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 98  | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 45 |
| 99  | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 100 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |

## Lampiran 3 Hasil Output SPSS 23

## A. Analisis Deskriptif

## 1. Pelatihan

**Descriptive Statistics**

|      | N   | Mean | Std.<br>Deviation |
|------|-----|------|-------------------|
| X1.1 | 100 | 4.07 | .685              |
| X1.2 | 100 | 4.21 | .537              |
| X1.3 | 100 | 4.17 | .604              |
| X1.4 | 100 | 4.22 | .613              |

|                    |     |       |       |
|--------------------|-----|-------|-------|
| X1.5               | 100 | 4.22  | .613  |
| X1.6               | 100 | 4.51  | .577  |
| X1.7               | 100 | 4.54  | .558  |
| X1.8               | 100 | 4.66  | .476  |
| X1.9               | 100 | 4.34  | .639  |
| X1.10              | 100 | 3.85  | .702  |
| Pelatihan          | 100 | 42.79 | 2.965 |
| Valid N (listwise) | 100 |       |       |

## 2. Motivasi Kerja

### Descriptive Statistics

|                    | N   | Mean  | Std. Deviation |
|--------------------|-----|-------|----------------|
| X2.1               | 100 | 4.32  | .510           |
| X2.2               | 100 | 4.19  | .545           |
| X2.3               | 100 | 4.29  | .498           |
| X2.4               | 100 | 4.15  | .435           |
| X2.5               | 100 | 4.13  | .485           |
| X2.6               | 100 | 4.27  | .510           |
| X2.7               | 100 | 4.27  | .489           |
| X2.8               | 100 | 4.11  | .424           |
| X2.9               | 100 | 4.09  | .514           |
| X2.10              | 100 | 4.18  | .458           |
| Motivasi Kerja     | 100 | 42.00 | 4.048          |
| Valid N (listwise) | 100 |       |                |

## 3. Lingkungan Kerja

### Descriptive Statistics

|      | N   | Mean | Std. Deviation |
|------|-----|------|----------------|
| X3.1 | 100 | 4.51 | .577           |
| X3.2 | 100 | 4.54 | .558           |
| X3.3 | 100 | 4.66 | .476           |
| X3.4 | 100 | 4.34 | .639           |
| X3.5 | 100 | 3.85 | .702           |
| X3.6 | 100 | 4.02 | .666           |
| X3.7 | 100 | 4.21 | .743           |

|                  |   |     |       |       |
|------------------|---|-----|-------|-------|
| X3.8             |   | 100 | 4.19  | .647  |
| X3.9             |   | 100 | 4.41  | .605  |
| X3.10            |   | 100 | 4.02  | .651  |
| X3.11            |   | 100 | 4.09  | .514  |
| X3.12            |   | 100 | 4.18  | .458  |
| Lingkungan Kerja |   | 100 | 51.02 | 4.082 |
| Valid (listwise) | N | 100 |       |       |

## 4. Kinerja pegawai

**Descriptive Statistics**

|                  | N   | Mean  | Std. Deviation |
|------------------|-----|-------|----------------|
| Y1.1             | 100 | 4.56  | .770           |
| Y1.2             | 100 | 4.24  | 1.215          |
| Y1.3             | 100 | 4.32  | .510           |
| Y1.4             | 100 | 4.19  | .545           |
| Y1.5             | 100 | 4.54  | .558           |
| Y1.6             | 100 | 4.66  | .476           |
| Y1.7             | 100 | 4.34  | .639           |
| Y1.8             | 100 | 3.85  | .702           |
| Y1.9             | 100 | 4.02  | .666           |
| Y1.10            | 100 | 4.27  | .510           |
| Kinerja Pegawai  | 100 | 42.99 | 2.743          |
| Valid (listwise) | N   | 100   |                |

## B. Regresi linear

**Coefficients<sup>a</sup>**

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|----------------|-----------------------------|------------|---------------------------|-------|------|
|                | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)   | 7.266                       | 3.573      |                           | 2.034 | .045 |
| Pelatihan      | .234                        | .082       | .252                      | 2.841 | .005 |
| Motivasi Kerja | .263                        | .048       | .388                      | 5.474 | .000 |

|                  |      |      |      |       |      |
|------------------|------|------|------|-------|------|
| Lingkungan Kerja | .288 | .060 | .429 | 4.823 | .000 |
|------------------|------|------|------|-------|------|

a. Dependent Variable: Kinerja Pegawai

### C. Uji Instrumen

#### 1. Uji Validitas

##### 1). Pelatihan

#### Correlations

|      |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7  | X1.8 | X1.9 | X1.10 | Pelatihan |
|------|---------------------|--------|--------|--------|--------|--------|--------|-------|------|------|-------|-----------|
| X1.1 | Pearson Correlation | 1      | .508** | .264** | .300** | .228*  | .113   | -.047 | .012 | .130 | .106  | .554**    |
|      | Sig. (2-tailed)     |        | .000   | .008   | .002   | .023   | .263   | .642  | .908 | .199 | .294  | .000      |
|      | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100  | 100  | 100   | 100       |
| X1.2 | Pearson Correlation | .508** | 1      | .293** | .318** | .226*  | -.121  | -.011 | .006 | .025 | .084  | .472**    |
|      | Sig. (2-tailed)     | .000   |        | .003   | .001   | .023   | .106   | .910  | .956 | .803 | .404  | .000      |
|      | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100  | 100  | 100   | 100       |
| X1.3 | Pearson Correlation | .264** | .293** | 1      | .690** | .307** | -.135  | .025  | .027 | .020 | .037  | .511**    |
|      | Sig. (2-tailed)     | .008   | .003   |        | .000   | .002   | .180   | .807  | .787 | .840 | .715  | .000      |
|      | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100  | 100  | 100   | 100       |
| X1.4 | Pearson Correlation | .300** | .318** | .690** | 1      | .462** | -.206* | .056  | .018 | .012 | .007  | .515**    |
|      | Sig. (2-tailed)     | .002   | .001   | .000   |        | .000   | .040   | .583  | .859 | .903 | .945  | .000      |
|      | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100  | 100  | 100   | 100       |
| X1.5 | Pearson Correlation | .228*  | .226*  | .307** | .462** | 1      | -.035  | .092  | .017 | .039 | .007  | .482**    |

|           |                     |        |        |        |        |        |        |        |        |        |        |
|-----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|           | Sig. (2-tailed)     | .023   | .023   | .002   | .000   | .731   | .362   | .870   | .699   | .945   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.6      | Pearson Correlation | .113   | -.121  | -.135  | -.206* | -.035  | .547** | .123   | .347** | .291** | .388** |
|           | Sig. (2-tailed)     | .263   | .231   | .180   | .040   | .731   | .000   | .224   | .000   | .003   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.7      | Pearson Correlation | -.047  | -.011  | .025   | .056   | .092   | .547** | .356** | .386** | .312** | .509** |
|           | Sig. (2-tailed)     | .642   | .910   | .808   | .583   | .362   | .000   | .000   | .000   | .002   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.8      | Pearson Correlation | .012   | .006   | .027   | .018   | .017   | .123   | .356** | .450** | .239*  | .414** |
|           | Sig. (2-tailed)     | .908   | .956   | .787   | .859   | .870   | .224   | .000   | .000   | .017   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.9      | Pearson Correlation | .130   | .025   | -.020  | -.012  | .039   | .347** | .386** | .450** | .340** | .544** |
|           | Sig. (2-tailed)     | .199   | .803   | .840   | .903   | .699   | .000   | .000   | .000   | .001   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X1.10     | Pearson Correlation | .106   | .084   | .037   | .007   | .007   | .291** | .312** | .239*  | .340** | .514** |
|           | Sig. (2-tailed)     | .294   | .404   | .715   | .945   | .945   | .003   | .002   | .017   | .001   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| Pelatihan | Pearson Correlation | .554** | .472** | .511** | .515** | .482** | .388** | .509** | .414** | .544** | 1      |
|           | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|           | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |

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





|                |                     |        |        |        |        |        |        |        |        |        |        |        |
|----------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X2.7           | Pearson Correlation | .783** | .828** | .670** | .756** | .659** | .920** | 1      | .537** | .585** | .682** | .897** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X2.8           | Pearson Correlation | .536** | .477** | .565** | .786** | .666** | .563** | .537** | 1      | .695** | .730** | .777** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X2.9           | Pearson Correlation | .467** | .443** | .567** | .706** | .519** | .561** | .585** | .695** | 1      | .660** | .742** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X2.10          | Pearson Correlation | .573** | .590** | .610** | .674** | .712** | .655** | .682** | .730** | .660** | 1      | .823** |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| Motivasi Kerja | Pearson Correlation | .832** | .802** | .826** | .889** | .838** | .891** | .897** | .777** | .742** | .823** | 1      |
|                | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|                | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |

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

### 3). Lingkungan Kerja

#### Correlations



|      |                      |        |        |        |        |        |        |        |        |        |        |       |        |        |
|------|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|
| X3.5 | Pears on Correlation | .291** | .312** | .239*  | .340** | 1      | .352** | .468** | .397** | .313** | .383** | -.158 | -.229* | .604** |
|      | Sig. (2-tailed)      | .003   | .002   | .017   | .001   |        | .000   | .000   | .000   | .002   | .000   | .116  | .022   | .000   |
|      | N                    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100    | 100    |
| X3.6 | Pears on Correlation | .157   | .161   | .308** | .174   | .352** | 1      | .543** | .366** | .381** | .348** | -.005 | -.144  | .583** |
|      | Sig. (2-tailed)      | .119   | .110   | .002   | .084   | .000   |        | .000   | .000   | .000   | .000   | .958  | .152   | .000   |
|      | N                    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100    | 100    |
| X3.7 | Pears on Correlation | .219*  | .284** | .347** | .487** | .468** | .543** | 1      | .568** | .526** | .326** | .162  | -.023  | .775** |
|      | Sig. (2-tailed)      | .029   | .004   | .000   | .000   | .000   | .000   |        | .000   | .000   | .001   | .108  | .819   | .000   |
|      | N                    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100    | 100    |
| X3.8 | Pears on Correlation | .225*  | .301** | .310** | .575** | .397** | .366** | .568** | 1      | .600** | .447** | .130  | -.083  | .756** |
|      | Sig. (2-tailed)      | .024   | .002   | .002   | .000   | .000   | .000   | .000   |        | .000   | .000   | .196  | .414   | .000   |
|      | N                    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100   | 100    | 100    |
| X3.9 | Pears on Correlation | .060   | .295** | .419** | .420** | .313** | .381** | .526** | .600** | 1      | .415** | .205* | -.014  | .709** |

|                  |                     |         |        |        |        |        |        |        |        |        |        |        |        |        |
|------------------|---------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                  | Sig. (2-tailed)     | .550    | .003   | .000   | .000   | .002   | .000   | .000   | .000   | .000   | .000   | .041   | .891   | .000   |
|                  | N                   | 100     | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |
| X3.10            | Pearson Correlation | .161    | .053   | .250*  | .372** | .383** | .348** | .326** | .447** | .415** | 1      | .025   | -.148  | .578** |
|                  | Sig. (2-tailed)     | .110    | .598   | .012   | .000   | .000   | .000   | .001   | .000   | .000   | .807   | .142   | .000   |        |
|                  | N                   | 100     | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| X3.11            | Pearson Correlation | -.190   | .005   | .002   | .090   | .158   | .005   | .162   | .130   | .205*  | .025   | 1      | .660** | .244*  |
|                  | Sig. (2-tailed)     | .058    | .961   | .981   | .371   | .116   | .958   | .108   | .196   | .041   | .807   | .000   | .014   |        |
|                  | N                   | 100     | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| X3.12            | Pearson Correlation | -.274** | -.107  | .006   | .004   | .229*  | .144   | .023   | .083   | .013   | .148   | .660** | 1      | .536   |
|                  | Sig. (2-tailed)     | .006    | .287   | .956   | .967   | .022   | .152   | .819   | .414   | .891   | .142   | .000   | .723   |        |
|                  | N                   | 100     | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Lingkungan Kerja | Pearson Correlation | .416**  | .536** | .560** | .710** | .604** | .583** | .775** | .756** | .709** | .578** | .244*  | .036   | 1      |
|                  | Sig. (2-tailed)     | .000    | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .014   | .723   |        |

|   |    |    |    |    |    |    |    |    |    |    |    |    |     |
|---|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 100 |
|   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  |     |

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

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

### Kinerja Pegawai

#### Correlations

|      |                     | Y1.1  | Y1.2 | Y1.3   | Y1.4   | Y1.5  | Y1.6   | Y1.7   | Y1.8   | Y1.9  | Y1.10  | Kinerja Pegawai |
|------|---------------------|-------|------|--------|--------|-------|--------|--------|--------|-------|--------|-----------------|
| Y1.1 | Pearson Correlation | 1     | .136 | -.049  | .064   | -.123 | .056   | -.001  | .007   | -.002 | -.029  | .299**          |
|      | Sig. (2-tailed)     |       | .178 | .625   | .530   | .222  | .578   | .994   | .941   | .981  | .776   | .002            |
|      | N                   | 100   | 100  | 100    | 100    | 100   | 100    | 100    | 100    | 100   | 100    | 100             |
| Y1.2 | Pearson Correlation | .136  | 1    | .005   | .129   | -.148 | .055   | -.171  | -.111  | .019  | -.057  | .413**          |
|      | Sig. (2-tailed)     | .178  |      | .959   | .202   | .141  | .586   | .089   | .270   | .851  | .575   | .000            |
|      | N                   | 100   | 100  | 100    | 100    | 100   | 100    | 100    | 100    | 100   | 100    | 100             |
| Y1.3 | Pearson Correlation | -.049 | .005 | 1      | .688** | .061  | -.047  | .128   | .119   | .138  | .752** | .421**          |
|      | Sig. (2-tailed)     | .625  | .959 |        | .000   | .546  | .645   | .206   | .240   | .171  | .000   | .000            |
|      | N                   | 100   | 100  | 100    | 100    | 100   | 100    | 100    | 100    | 100   | 100    | 100             |
| Y1.4 | Pearson Correlation | .064  | .129 | .688** | 1      | .009  | .096   | .016   | .110   | .094  | .759** | .474**          |
|      | Sig. (2-tailed)     | .530  | .202 | .000   |        | .932  | .343   | .877   | .278   | .352  | .000   | .000            |
|      | N                   | 100   | 100  | 100    | 100    | 100   | 100    | 100    | 100    | 100   | 100    | 100             |
| Y1.5 | Pearson Correlation | -.123 | .136 | .064   | -.064  | 1     | .356** | .386** | .312** | .161  | -.021  | .380**          |

|                 |                     |        |        |        |        |        |        |        |        |        |        |        |
|-----------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | Sig. (2-tailed)     | .222   | .141   | .546   | .932   | .000   | .000   | .002   | .110   | .839   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Y1.6            | Pearson Correlation | .056   | .055   | -.047  | .096   | .356** | .1     | .450** | .239*  | .308** | .007   | .539** |
|                 | Sig. (2-tailed)     | .578   | .586   | .645   | .343   | .000   | .000   | .007   | .002   | .941   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Y1.7            | Pearson Correlation | -.001  | -.171  | .128   | .016   | .386** | .450** | .340** | .174   | .056   | .480** |        |
|                 | Sig. (2-tailed)     | .994   | .089   | .206   | .877   | .000   | .000   | .001   | .084   | .577   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Y1.8            | Pearson Correlation | .007   | .111   | .119   | .110   | .312** | .239*  | .340** | .352** | -.083  | .419** |        |
|                 | Sig. (2-tailed)     | .941   | .270   | .240   | .278   | .002   | .017   | .001   | .000   | .410   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Y1.9            | Pearson Correlation | -.002  | .019   | .138   | .094   | .161   | .308** | .174   | .352** | -.135  | .398** |        |
|                 | Sig. (2-tailed)     | .981   | .851   | .171   | .352   | .110   | .002   | .084   | .000   | .180   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Y1.10           | Pearson Correlation | -.029  | .057   | .752** | .759** | .021   | .007   | .056   | .083   | .135   | .399** |        |
|                 | Sig. (2-tailed)     | .776   | .575   | .000   | .000   | .839   | .941   | .577   | .410   | .180   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |
| Kinerja Pegawai | Pearson Correlation | .299** | .413** | .421** | .474** | .380** | .539** | .480** | .419** | .399** | 1      |        |
|                 | Sig. (2-tailed)     | .002   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|                 | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    | 100    |        |

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

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

#### D. Uji Reliabilitas

##### 1. Pepaltihan

###### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .650             | 10         |

##### 2. Motivasi Kerja

###### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .949             | 10         |

##### 3. Lingkungan kerja

###### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840             | 10         |

##### 4. Kinerja Pegawai

###### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .607             | 10         |

#### E. Uji Asumsi Klasik

##### 1. Uji normalitas

###### One-Sample Kolmogorov-Smirnov Test

|                                       | Unstandardized Residual |
|---------------------------------------|-------------------------|
| N                                     | 100                     |
| Normal Parameters <sup>a,b</sup> Mean | .0000000                |



|                          |  |                   |                   |
|--------------------------|--|-------------------|-------------------|
|                          |  | Std. Deviation    | 1.85522481        |
| Most Extreme Differences |  | Absolute Positive | .118              |
|                          |  | Negative          | -.118             |
| Test Statistic           |  |                   | .118              |
| Asymp. Sig. (2-tailed)   |  |                   | .096 <sup>c</sup> |

- a. Test distribution is Normal.  
b. Calculated from data.  
c. Lilliefors Significance Correction.

## 2. Uji Multikolinieritas

**Coefficients<sup>a</sup>**

| Model |                  | Collinearity Statistics |       |
|-------|------------------|-------------------------|-------|
|       |                  | Tolerance               | VIF   |
| 1     | (Constant)       |                         |       |
|       | Pelatihan        | .603                    | 1.657 |
|       | Motivasi Kerja   | .949                    | 1.054 |
|       | Lingkungan Kerja | .604                    | 1.657 |

- a. Dependent Variable: Kinerja Pegawai

## 3. Uji Heteroskedastisitas

**Coefficients<sup>a</sup>**

| Model |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                  | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)       | .902                        | 2.362      |                           | .382  | .703 |
|       | Pelatihan        | -.043                       | .054       | -.103                     | -.786 | .434 |
|       | Motivasi Kerja   | .006                        | .032       | .021                      | .201  | .841 |
|       | Lingkungan Kerja | .040                        | .039       | .132                      | 1.011 | .315 |

- a. Dependent Variable: ABS\_RES

## 4. Uji autokorelasi

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

| Model | Durbin-Watson |
|-------|---------------|
| 1     | .897          |

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

b. Dependent Variable: Kinerja Pegawai

## F. Uji Kelayakan model

## 1. Uji F

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 404.246        | 3  | 134.749     | 37.964 | .000 <sup>b</sup> |
|       | Residual   | 340.744        | 96 | 3.549       |        |                   |
|       | Total      | 744.990        | 99 |             |        |                   |

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Lingkungan Kerja , Motivasi Kerja, Pelatihan

## 2. Uji determinasi

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .737 <sup>a</sup> | .543     | .528              | 1.884                      |

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

b. Dependent Variable: Kinerja Pegawai

## 3. Uji T

**Coefficients<sup>a</sup>**

| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|---------------------------|---|------|
|-------|-----------------------------|---------------------------|---|------|

|   |                     | B     | Std.<br>Error | Beta |       |      |
|---|---------------------|-------|---------------|------|-------|------|
| 1 | (Constant)          | 7.266 | 3.573         |      | 2.034 | .045 |
|   | Pelatihan           | .234  | .082          | .252 | 2.841 | .000 |
|   | Motivasi<br>Kerja   | .263  | .048          | .388 | 5.474 | .000 |
|   | Lingkungan<br>Kerja | .288  | .060          | .429 | 4.823 | .000 |

a. Dependent Variable: Kinerja Pegawai



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