

**KUESIONER**  
**PENGARUH KEPUASAN KERJA, LINGKUNGAN KERJA**  
**DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN**  
**DI PT HASKONING INDONESIA**

**Identitas Pribadi Responden**

- Nama : .....
- Jenis Kelamin : 1. Laki-laki 2. Perempuan
- Usia : 1. 20- 30 tahun  
2. 30 - 40 tahun  
3. 40 – 50 tahun  
4. > 50 tahun
- Latar Belakang : 1. SMA  
2. D3 (Diploma)  
3. S1 (Strata 1)  
4. S2 (Strata 2)
- Masa Kerja : 1. < 1 tahun  
2. 1-5 tahun  
3. 5-10 tahun  
4. >10 tahun

**Petunjuk pengisian kuesioner :**

1. Pilih jawaban yang sesuai dengan diri anda. Tidak ada jawaban yang dianggap salah, semua jawaban adalah benar.
2. Pilih salah satu (1) jawaban saja dari 5 pilihan jawaban yang tersedia dengan memberikan tanda silang (X) atau checklist (√) pada kotak yang tersedia.

**Keterangan :** 1 = sangat setuju  
2 = setuju  
3 = netral  
4 = tidak setuju  
5 = sangat tidak setuju

Variabel Kepuasan Kerja

No	Pernyataan	1	2	3	4	5
<b>Gaji</b>						
1	Penghasilan yang diperoleh sesuai dengan tanggung jawab kerja					
2	Penghasilan yang diperoleh sudah memuaskan					
3	Kenaikan gaji sesuai dengan yang saya harapkan					
4	Kenaikan gaji sesuai dengan prestasi kerja					
5	Bonus yang diterima sesuai yang diharapkan					
6	Saya memperoleh fasilitas lain diluar asuransi kesehatan dan jamsostek					
<b>Pekerjaan</b>						
7	Saya merasa cocok dengan pekerjaan yang sedang saya tangani					
8	Pekerjaan saya sesuai dengan keinginan					
9	Saya sangat senang dengan pekerjaan sekarang					
10	Perasaan senang membuat pekerjaan saya cepat selesai					
11	Saya diberi kebebasan dalam menyelesaikan pekerjaan					
12	Saya dapat bekerja baik jika diberi kebebasan dalam bekerja					
<b>Pengembangan Karir</b>						
13	Perusahaan mempersiapkan pengembangan karir saya					
14	Perusahaan memberi kesempatan saya untuk mengembangkan karir					
15	Promosi karyawan berjalan dengan adil					
16	Promosi diberikan pada karyawan yang berprestasi					
17	Saya memahami kemana karir saya akan berkembang					
18	Ada kejelasan pengembangan karir bagi karyawan					
<b>Keadaan Diri Sendiri</b>						
19	Pendidikan saya sesuai dengan pekerjaan saya					

20	Ketrampilan saya sekarang diperoleh dari latar belakang pendidikan saya					
21	Pendidikan saya mendukung pekerjaan saya					
22	Kesehatan saya mendukung pekerjaan saya					
23	Pekerjaan saya membuat saya merasa sehat					

#### Variabel Lingkungan Kerja

No	Pernyataan	1	2	3	4	5
<b>Rekan Kerja</b>						
24	Saya mampu berkerjasama dengan rekan kerja					
25	Saya berhubungan baik dengan rekan kerja					
26	Saya mampu bekerja sebagai anggota team					
27	Saya dan rekan kerja dapat menjadi team yang handal					
28	Rekan kerja saya sangat terbuka dalam membagi ilmu dan pengetahuan					
29	Rekan kerja saya bersedia membantu jika saya dalam kesulitan					
<b>Atasan</b>						
30	Atasan saya bersikap adil					
31	Atasan saya bersikap obyektif					
32	Atasan saya bersikap baik					
33	Atasan saya mempercayai kemampuan saya					
34	Atasan saya tidak pernah meremehkan kemampuan saya					
35	Atasan saya selalu siap membantu saya					
36	Saya dan atasan saya dapat berkomunikasi dengan baik					
37	Atasan saya dapat menciptakan lingkungan kerja yang nyaman					
<b>Perlengkapan Kerja</b>						
38	Perusahaan menyediakan semua perlengkapan untuk kerja					

39	Saya dapat dengan mudah memperoleh perlengkapan kerja					
40	Perlengkapan kerja mendukung pekerjaan saya					
41	Perlengkapan kerja yang tidak memadai akan menghambat saya dalam bekerja					
<b>Kondisi Kerja</b>						
42	Suasana di tempat kerja mendukung pekerjaan saya					
43	Posisi tempat duduk saya membuat saya bekerja dengan baik					
44	Saya dapat dengan mudah mencapai lokasi tempat kerja					
45	Saya selalu datang tepat waktu					
46	Suasana kerja sangat nyaman					
47	Saya dapat beribadah dengan baik di tempat kerja					

#### Variabel Motivasi Kerja

No	Pernyataan	1	2	3	4	5
<b>Kebutuhan Fisiologis</b>						
48	Saya dapat mencukupi kebutuhan saya dan keluarga					
49	Tunjangan kesehatan dan jaminan hari tua yang saya peroleh membuat saya bekerja dengan tenang					
50	Saya sangat terbantu dengan adanya uang lembur					
51	Saya dapat membiayai tempat tinggal yang layak					
52	Saya ingin/sudah memiliki tempat tinggal milik sendiri					
<b>Kebutuhan Keamanan</b>						
53	Saya merasa aman dalam bekerja					
54	Saya membutuhkan rasa aman					
55	Perusahaan menjamin keamanan status pekerjaan saya					
56	Perusahaan menjamin kelangsungan status pekerjaan saya					
57	Adanya jaminan keamanan dalam bekerja					
58	Adanya jaminan keselamatan dalam bekerja					

Kebutuhan Sosial						
59	Saya memiliki hubungan yang baik dengan rekan kerja					
60	Saya memiliki hubungan yang baik dengan atasan					
61	Saya menjadi bagian dari kelompok kerja					
62	Saya menikmati bekerja dengan teman-teman di sini					
63	Perusahaan mendukung suasana kekeluargaan di sini					
Kebutuhan Dihargai						
64	Perusahaan menghargai keberadaan saya					
65	Perusahaan menghargai hasil kerja saya					
66	Saya butuh penghargaan atas hasil kerja					
67	Saya diberi wewenang yang cukup atas pekerjaan saya					
68	Saya dipercaya untuk memiliki wewenang atas pekerjaan					
Kebutuhan Aktualisasi Diri						
69	Saya sangat ingin mengembangkan diri					
70	Perusahaan memfasilitasi saya untuk berkembang					
71	Perusahaan mengakui kemampuan saya					
72	Perusahaan memerlukan kemampuan saya					

#### Variabel Kinerja

No	Pernyataan	1	2	3	4	5
Kualitas Kerja						
73	Saya dapat bekerja sesuai standart yang ditetapkan					
74	Saya menjaga semangat kerja agar selalu baik					
75	Saya merasa memiliki kemampuan yang sangat menunjang pekerjaan saya					
76	Hasil kerja saya selalu memenuhi standart					
77	Saya harus mempertahankan kualitas hasil kerja saya					

78	Hasil kerja saya sesuai dengan harapan					
Kuantitas Kerja						
79	Saya mampu mengerjakan beberapa pekerjaan					
80	Saya mampu menjaga konsistensi untuk beberapa pekerjaan					
81	Saya selalu bersemangat untuk bekerja					
82	Saya mampu mengerjakan satu pekerjaan dengan jumlah yang banyak					
83	Saya mampu menyelesaikan pekerjaan di atas rata-rata					
84	Saya mampu mempertanggungjawabkan pekerjaan saya					
Efektifitas Kerja						
85	Saya bekerja sesuai kemampuan saya					
86	Saya mampu menyelesaikan sendiri pekerjaan saya					
87	Saya bekerja sesuai jadwal yang ditetapkan					
88	Saya mampu bekerja dengan efektif					
89	Saya mendorong team saya bekerja optimal					
Ketepatan Waktu						
90	Saya bekerja sesuai standart waktu yang ditetapkan					
91	Saya bekerja sesuai target					
92	Jika tidak diperlukan saya tidak akan bekerja lembur					
93	Saya berusaha menggunakan waktu kerja dengan optimal					

~~~~~ TERIMA KASIH ~~~~~

REKAP KUESIONER

|    | Variabel Kepuasan Kerja |   |   |   |   |   |           |   |   |    |    |    |                    |    |    |    |    |    |                      |    |    |    |    |
|----|-------------------------|---|---|---|---|---|-----------|---|---|----|----|----|--------------------|----|----|----|----|----|----------------------|----|----|----|----|
|    | Gaji                    |   |   |   |   |   | Pekerjaan |   |   |    |    |    | Pengembangan Karir |    |    |    |    |    | Keadaan Diri Sendiri |    |    |    |    |
|    | 1                       | 2 | 3 | 4 | 5 | 6 | 7         | 8 | 9 | 10 | 11 | 12 | 13                 | 14 | 15 | 16 | 17 | 18 | 19                   | 20 | 21 | 22 | 23 |
| 1  | 1                       | 4 | 5 | 1 | 4 | 5 | 2         | 2 | 2 | 1  | 1  | 1  | 2                  | 2  | 3  | 2  | 2  | 3  | 2                    | 2  | 2  | 2  | 3  |
| 2  | 3                       | 3 | 3 | 3 | 2 | 2 | 2         | 2 | 3 | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 3  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 3  | 3                       | 4 | 4 | 3 | 3 | 5 | 2         | 2 | 2 | 2  | 3  | 3  | 3                  | 2  | 3  | 3  | 2  | 2  | 2                    | 2  | 2  | 2  | 3  |
| 4  | 2                       | 4 | 4 | 2 | 4 | 2 | 3         | 3 | 3 | 2  | 3  | 2  | 3                  | 3  | 3  | 1  | 2  | 2  | 2                    | 3  | 4  | 2  | 2  |
| 5  | 2                       | 2 | 2 | 2 | 2 | 2 | 2         | 2 | 2 | 2  | 2  | 2  | 3                  | 3  | 3  | 2  | 3  | 3  | 1                    | 1  | 1  | 1  | 3  |
| 6  | 3                       | 4 | 2 | 4 | 4 | 2 | 3         | 3 | 3 | 3  | 2  | 1  | 3                  | 3  | 3  | 3  | 3  | 3  | 3                    | 4  | 3  | 3  | 3  |
| 7  | 2                       | 4 | 4 | 4 | 4 | 2 | 4         | 4 | 4 | 4  | 4  | 2  | 4                  | 4  | 4  | 4  | 2  | 4  | 2                    | 2  | 2  | 2  | 4  |
| 8  | 2                       | 5 | 3 | 3 | 3 | 4 | 2         | 3 | 2 | 1  | 4  | 1  | 5                  | 4  | 3  | 3  | 2  | 2  | 2                    | 2  | 2  | 1  | 1  |
| 9  | 2                       | 2 | 3 | 3 | 3 | 2 | 2         | 2 | 2 | 2  | 2  | 2  | 4                  | 2  | 3  | 3  | 2  | 4  | 2                    | 2  | 2  | 2  | 2  |
| 10 | 3                       | 3 | 4 | 4 | 4 | 3 | 2         | 3 | 3 | 2  | 4  | 2  | 3                  | 3  | 3  | 3  | 2  | 4  | 2                    | 2  | 2  | 2  | 4  |
| 11 | 2                       | 3 | 3 | 2 | 3 | 2 | 2         | 2 | 2 | 2  | 2  | 1  | 3                  | 3  | 2  | 3  | 3  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 12 | 2                       | 2 | 2 | 2 | 2 | 4 | 1         | 1 | 1 | 2  | 1  | 1  | 1                  | 1  | 3  | 1  | 1  | 2  | 2                    | 2  | 2  | 2  | 2  |
| 13 | 2                       | 3 | 2 | 1 | 1 | 3 | 2         | 2 | 2 | 1  | 2  | 3  | 2                  | 2  | 2  | 1  | 2  | 3  | 1                    | 1  | 1  | 1  | 1  |
| 14 | 1                       | 2 | 3 | 1 | 2 | 2 | 1         | 1 | 2 | 2  | 2  | 2  | 1                  | 2  | 2  | 2  | 2  | 3  | 1                    | 1  | 1  | 1  | 1  |
| 15 | 4                       | 4 | 5 | 5 | 5 | 5 | 2         | 2 | 2 | 1  | 2  | 2  | 4                  | 4  | 4  | 4  | 2  | 5  | 4                    | 4  | 4  | 2  | 3  |
| 16 | 3                       | 4 | 2 | 5 | 5 | 4 | 4         | 4 | 4 | 1  | 3  | 1  | 5                  | 5  | 5  | 5  | 1  | 5  | 4                    | 5  | 1  | 1  | 4  |
| 17 | 3                       | 4 | 3 | 3 | 4 | 3 | 2         | 2 | 2 | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 3  | 3  | 2                    | 2  | 1  | 1  | 2  |
| 18 | 2                       | 2 | 3 | 3 | 4 | 4 | 2         | 2 | 3 | 3  | 2  | 2  | 3                  | 2  | 3  | 2  | 2  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 19 | 3                       | 4 | 4 | 4 | 4 | 4 | 2         | 2 | 2 | 3  | 3  | 3  | 4                  | 4  | 4  | 4  | 3  | 4  | 2                    | 2  | 2  | 2  | 3  |
| 20 | 4                       | 4 | 5 | 5 | 4 | 5 | 3         | 4 | 3 | 3  | 3  | 2  | 5                  | 5  | 5  | 3  | 2  | 4  | 5                    | 3  | 3  | 1  | 3  |
| 21 | 3                       | 3 | 4 | 3 | 4 | 4 | 2         | 2 | 2 | 2  | 2  | 2  | 4                  | 4  | 3  | 3  | 3  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 22 | 2                       | 3 | 3 | 3 | 4 | 4 | 2         | 2 | 2 | 3  | 2  | 2  | 3                  | 3  | 3  | 2  | 3  | 3  | 2                    | 2  | 2  | 2  | 3  |
| 23 | 4                       | 4 | 3 | 1 | 3 | 4 | 2         | 2 | 2 | 3  | 2  | 1  | 2                  | 2  | 3  | 2  | 2  | 1  | 2                    | 2  | 2  | 2  | 2  |
| 24 | 2                       | 2 | 2 | 2 | 3 | 3 | 2         | 2 | 3 | 3  | 2  | 2  | 3                  | 2  | 3  | 3  | 2  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 25 | 2                       | 2 | 2 | 3 | 2 | 2 | 2         | 2 | 3 | 3  | 3  | 1  | 3                  | 3  | 3  | 3  | 3  | 3  | 2                    | 2  | 2  | 1  | 3  |
| 26 | 4                       | 4 | 4 | 4 | 2 | 4 | 3         | 3 | 3 | 2  | 3  | 1  | 3                  | 4  | 4  | 2  | 2  | 3  | 2                    | 2  | 2  | 2  | 2  |
| 27 | 4                       | 4 | 5 | 3 | 4 | 4 | 2         | 2 | 2 | 2  | 1  | 1  | 3                  | 3  | 3  | 3  | 3  | 2  | 2                    | 2  | 2  | 3  | 2  |
| 28 | 2                       | 3 | 3 | 3 | 3 | 3 | 2         | 2 | 2 | 1  | 2  | 1  | 3                  | 3  | 3  | 3  | 3  | 2  | 2                    | 2  | 2  | 2  | 2  |
| 29 | 2                       | 2 | 2 | 2 | 2 | 2 | 2         | 2 | 2 | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2  | 2                    | 2  | 2  | 2  | 2  |
| 30 | 2                       | 3 | 4 | 2 | 3 | 3 | 2         | 3 | 3 | 3  | 4  | 2  | 3                  | 4  | 4  | 2  | 3  | 4  | 3                    | 4  | 3  | 2  | 3  |
| 31 | 3                       | 4 | 4 | 4 | 4 | 5 | 2         | 3 | 3 | 2  | 2  | 2  | 2                  | 2  | 3  | 2  | 1  | 2  | 1                    | 1  | 1  | 1  | 3  |
| 32 | 2                       | 3 | 3 | 2 | 3 | 4 | 2         | 3 | 3 | 2  | 3  | 2  | 3                  | 3  | 3  | 2  | 2  | 3  | 2                    | 2  | 2  | 2  | 3  |
| 33 | 1                       | 2 | 1 | 2 | 1 | 2 | 3         | 3 | 2 | 2  | 4  | 4  | 1                  | 2  | 1  | 1  | 2  | 2  | 4                    | 4  | 5  | 5  | 4  |
| 34 | 3                       | 4 | 4 | 4 | 5 | 4 | 4         | 3 | 2 | 2  | 3  | 2  | 2                  | 3  | 3  | 3  | 3  | 3  | 1                    | 1  | 1  | 1  | 1  |
| 35 | 4                       | 4 | 4 | 3 | 3 | 3 | 2         | 2 | 2 | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 3  | 3  | 1                    | 1  | 1  | 1  | 1  |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 36 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |   |
| 37 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 5 | 5 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 3 |
| 38 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |   |
| 39 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 1 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 |   |
| 40 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |   |
| 41 | 2 | 4 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |   |
| 42 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 |   |
| 43 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 2 |   |
| 44 | 1 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 1 | 1 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 45 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 1 | 3 | 1 | 3 | 3 | 5 | 1 | 2 | 3 | 2 | 2 | 2 |   |
| 46 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 2 | 2 | 3 | 5 | 1 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 3 |   |
| 47 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 |   |
| 48 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 49 | 2 | 2 | 2 | 2 | 2 | 4 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 3 |   |
| 50 | 2 | 2 | 2 | 1 | 3 | 4 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 3 |   |
| 51 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 |   |
| 52 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 5 |   |
| 53 | 4 | 4 | 3 | 2 | 3 | 4 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 5 |   |
| 54 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 1 | 3 | 2 | 4 |   |
| 55 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 |   |
| 56 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 1 | 4 | 1 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 4 |   |
| 57 | 5 | 5 | 3 | 3 | 5 | 5 | 2 | 5 | 3 | 3 | 5 | 1 | 5 | 5 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 3 |   |
| 58 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 2 |   |
| 59 | 2 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 |   |
| 60 | 2 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 3 |   |
| 61 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 1 | 4 | 1 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 2 | 2 |   |
| 62 | 4 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 3 |   |
| 63 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 2 |   |
| 64 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 65 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 66 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |   |
| 68 | 3 | 3 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 |   |
| 69 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 |   |
| 70 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 71 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 |   |
| 72 | 1 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 |   |
| 73 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 74 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |   |
| 75 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 1 |   |



|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 76  | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 |
| 77  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 |
| 78  | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 79  | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 |
| 80  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 81  | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |
| 82  | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 83  | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 84  | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| 85  | 1 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 86  | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 |
| 87  | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 |
| 88  | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 |
| 89  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 |
| 90  | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| 91  | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 92  | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| 93  | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 2 |
| 94  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 95  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 |
| 96  | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 97  | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 |
| 98  | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 99  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 |
| 100 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 |
| 101 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 102 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 |
| 103 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 104 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 |
| 105 | 2 | 2 | 3 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 106 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 107 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 |
| 108 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 109 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 |
| 110 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 |
| 111 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 112 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 113 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 114 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

REKAP KUISIONER

|    |  | Variabel Lingkungan Kerja |    |    |    |    |    |        |    |    |    |    |    |                    |    |    |    |               |    |    |    |    |    |    |    |
|----|--|---------------------------|----|----|----|----|----|--------|----|----|----|----|----|--------------------|----|----|----|---------------|----|----|----|----|----|----|----|
|    |  | Rekan Kerja               |    |    |    |    |    | Atasan |    |    |    |    |    | Perlengkapan Kerja |    |    |    | Kondisi Kerja |    |    |    |    |    |    |    |
|    |  | 24                        | 25 | 26 | 27 | 28 | 29 | 30     | 31 | 32 | 33 | 34 | 35 | 36                 | 37 | 38 | 39 | 40            | 41 | 42 | 43 | 44 | 45 | 46 | 47 |
| 1  |  | 2                         | 2  | 2  | 2  | 3  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 4  | 3  | 2  | 1             | 2  | 5  | 3  | 3  | 3  | 3  |    |
| 2  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 3  | 3             | 3  | 3  | 2  | 2  | 2  | 2  |    |
| 3  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 2  | 2  | 3  | 2  | 2                  | 4  | 3  | 2  | 1             | 2  | 2  | 2  | 2  | 2  | 2  |    |
| 4  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 4      | 2  | 2  | 2  | 2  | 4  | 2                  | 4  | 3  | 3  | 3             | 2  | 2  | 2  | 2  | 2  | 2  |    |
| 5  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 3  | 2  | 2  | 2  | 2  |    |
| 6  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 3  | 3  | 3  | 3  | 3                  | 2  | 3  | 1  | 1             | 3  | 2  | 2  | 3  | 2  | 2  |    |
| 7  |  | 2                         | 2  | 2  | 4  | 4  | 3  | 4      | 3  | 4  | 2  | 3  | 4  | 3                  | 4  | 4  | 2  | 2             | 3  | 3  | 4  | 4  | 4  | 2  |    |
| 8  |  | 3                         | 3  | 3  | 3  | 2  | 2  | 2      | 2  | 2  | 3  | 4  | 4  | 3                  | 3  | 3  | 3  | 2             | 1  | 2  | 3  | 2  | 1  | 2  |    |
| 9  |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 2  | 2  | 1  | 2  | 2  |    |
| 10 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 3  | 3  | 3  | 2  | 3                  | 3  | 3  | 3  | 2             | 2  | 3  | 2  | 3  | 3  | 2  |    |
| 11 |  | 2                         | 1  | 1  | 1  | 2  | 2  | 2      | 3  | 2  | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 1             | 2  | 2  | 2  | 2  | 2  | 3  |    |
| 12 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 1      | 1  | 1  | 1  | 1  | 1  | 1                  | 2  | 2  | 2  | 1             | 2  | 2  | 2  | 2  | 2  | 3  |    |
| 13 |  | 1                         | 1  | 1  | 2  | 2  | 2  | 3      | 2  | 3  | 2  | 2  | 3  | 2                  | 3  | 1  | 1  | 1             | 1  | 2  | 2  | 3  | 2  | 3  |    |
| 14 |  | 1                         | 1  | 1  | 1  | 1  | 1  | 3      | 3  | 2  | 1  | 2  | 3  | 3                  | 4  | 3  | 4  | 4             | 5  | 5  | 5  | 2  | 4  | 1  |    |
| 15 |  | 1                         | 1  | 1  | 2  | 4  | 4  | 4      | 4  | 3  | 3  | 3  | 4  | 5                  | 5  | 2  | 2  | 2             | 1  | 2  | 2  | 3  | 4  | 2  |    |
| 16 |  | 1                         | 1  | 1  | 1  | 1  | 1  | 5      | 5  | 5  | 3  | 1  | 4  | 4                  | 5  | 4  | 4  | 1             | 1  | 4  | 2  | 3  | 4  | 1  |    |
| 17 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 3  | 3             | 2  | 2  | 3  | 3  | 3  | 3  |    |
| 18 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 2  | 2             | 2  | 3  | 3  | 3  | 3  | 3  |    |
| 19 |  | 2                         | 2  | 2  | 3  | 3  | 3  | 3      | 3  | 3  | 3  | 3  | 2  | 2                  | 3  | 3  | 4  | 2             | 2  | 3  | 3  | 3  | 3  | 3  |    |
| 20 |  | 2                         | 2  | 2  | 2  | 2  | 1  | 5      | 5  | 3  | 3  | 3  | 3  | 3                  | 2  | 2  | 2  | 1             | 4  | 3  | 4  | 3  | 4  | 2  |    |
| 21 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 3                  | 2  | 3  | 2  | 2             | 2  | 2  | 2  | 3  | 2  | 2  |    |
| 22 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 3  | 2  | 2  | 2  | 2  | 2                  | 4  | 4  | 3  | 2             | 2  | 2  | 3  | 3  | 3  | 1  |    |
| 23 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 2  | 2             | 2  | 2  | 2  | 2  | 2  | 2  |    |
| 24 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 3  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 2  | 2  | 3  | 3  | 2  |    |
| 25 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 2  | 2  | 3  | 3  | 2  | 3                  | 3  | 2  | 2  | 1             | 3  | 3  | 4  | 3  | 3  | 2  |    |
| 26 |  | 1                         | 1  | 1  | 1  | 2  | 2  | 3      | 2  | 3  | 3  | 3  | 2  | 2                  | 2  | 2  | 2  | 1             | 3  | 3  | 4  | 3  | 3  | 2  |    |
| 27 |  | 1                         | 1  | 1  | 1  | 1  | 1  | 1      | 1  | 1  | 1  | 1  | 1  | 1                  | 2  | 2  | 2  | 2             | 2  | 2  | 3  | 2  | 2  | 2  |    |
| 28 |  | 2                         | 2  | 2  | 3  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 2  | 2  | 4  | 2  | 2  |    |
| 29 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 4  | 1  | 3  | 3  | 2  |    |
| 30 |  | 2                         | 2  | 2  | 2  | 3  | 2  | 4      | 3  | 3  | 3  | 4  | 3  | 4                  | 4  | 2  | 2  | 2             | 2  | 4  | 1  | 3  | 2  | 3  |    |
| 31 |  | 1                         | 1  | 1  | 1  | 3  | 2  | 2      | 2  | 2  | 3  | 3  | 3  | 2                  | 3  | 4  | 4  | 1             | 1  | 2  | 3  | 2  | 1  | 3  |    |
| 32 |  | 1                         | 1  | 3  | 3  | 3  | 3  | 2      | 3  | 2  | 2  | 3  | 3  | 3                  | 2  | 3  | 2  | 3             | 2  | 3  | 3  | 3  | 3  | 3  |    |
| 33 |  | 2                         | 1  | 2  | 2  | 1  | 1  | 2      | 1  | 2  | 2  | 1  | 2  | 1                  | 1  | 2  | 1  | 3             | 3  | 4  | 2  | 1  | 2  | 1  |    |
| 34 |  | 2                         | 2  | 3  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 4  | 4  | 4  | 4             | 4  | 4  | 4  | 4  | 2  | 2  |    |
| 35 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 3  | 3  | 3  | 3  | 3                  | 3  | 3  | 3  | 3             | 3  | 2  | 3  | 2  | 3  | 2  |    |
| 36 |  | 2                         | 2  | 2  | 2  | 3  | 3  | 4      | 4  | 3  | 3  | 4  | 4  | 3                  | 5  | 2  | 3  | 2             | 2  | 2  | 4  | 2  | 4  | 3  |    |
| 37 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 5      | 5  | 5  | 4  | 4  | 4  | 3                  | 5  | 2  | 3  | 2             | 2  | 2  | 2  | 1  | 2  | 2  |    |
| 38 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 5      | 5  | 5  | 2  | 2  | 2  | 2                  | 4  | 2  | 4  | 2             | 3  | 2  | 3  | 3  | 3  | 3  |    |
| 39 |  | 2                         | 2  | 2  | 2  | 3  | 2  | 3      | 3  | 3  | 3  | 3  | 3  | 3                  | 2  | 4  | 2  | 2             | 2  | 2  | 3  | 1  | 2  | 2  |    |
| 40 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 3  | 3  | 3  | 2  | 2                  | 3  | 2  | 3  | 2             | 3  | 2  | 3  | 2  | 2  | 2  |    |
| 41 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 3  | 3  | 3  | 2  | 2                  | 2  | 2  | 2  | 2             | 2  | 3  | 3  | 3  | 3  | 3  |    |
| 42 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 4  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2             | 3  | 3  | 3  | 1  | 1  | 1  |    |
| 43 |  | 1                         | 1  | 1  | 1  | 1  | 1  | 3      | 2  | 3  | 2  | 2  | 2  | 3                  | 3  | 2  | 2  | 2             | 2  | 2  | 2  | 2  | 3  | 3  |    |
| 44 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 3  | 2  | 2  | 2  | 3  | 3                  | 5  | 1  | 3  | 1             | 1  | 2  | 2  | 1  | 2  | 3  |    |
| 45 |  | 2                         | 2  | 2  | 2  | 1  | 2  | 3      | 3  | 2  | 2  | 2  | 3  | 3                  | 5  | 3  | 4  | 3             | 3  | 3  | 5  | 3  | 5  | 3  |    |
| 46 |  | 2                         | 2  | 2  | 3  | 2  | 3  | 4      | 5  | 3  | 3  | 3  | 3  | 3                  | 3  | 3  | 3  | 3             | 3  | 3  | 3  | 3  | 3  | 3  |    |
| 47 |  | 3                         | 3  | 3  | 3  | 3  | 3  | 3      | 3  | 3  | 3  | 3  | 3  | 3                  | 2  | 2  | 2  | 2             | 2  | 2  | 2  | 1  | 2  | 2  |    |
| 48 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 3      | 2  | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 3  | 4             | 2  | 1  | 2  | 2  | 2  | 2  |    |
| 49 |  | 2                         | 2  | 2  | 2  | 2  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 4  | 2             | 1  | 2  | 2  | 4  | 2  | 2  |    |
| 50 |  | 2                         | 1  | 1  | 2  | 3  | 2  | 2      | 2  | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 4  | 2             | 1  | 2  | 2  | 4  | 2  | 2  |    |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 51  | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 2 |
| 52  | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 3 | 1 | 2 | 4 | 2 | 2 | 1 | 1 | 2 | 2 | 5 | 3 | 3 | 5 |
| 53  | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 3 |
| 54  | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 3 | 2 | 1 | 1 | 4 | 3 | 3 | 1 | 3 |
| 55  | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 5 | 4 | 1 | 1 |
| 56  | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 1 | 2 | 2 | 3 | 3 | 3 | 2 |
| 57  | 3 | 3 | 3 | 1 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 1 | 3 | 5 | 5 | 5 | 3 | 3 |
| 58  | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 1 |
| 59  | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 60  | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 |
| 61  | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 |
| 62  | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 |
| 63  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 |
| 64  | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 65  | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 66  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 |
| 67  | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 |
| 68  | 1 | 1 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
| 69  | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 70  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 71  | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 72  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 73  | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 74  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 75  | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 |
| 76  | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |
| 77  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 78  | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| 79  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 |
| 80  | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 81  | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 |
| 82  | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| 83  | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 84  | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 85  | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 |
| 86  | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 87  | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 88  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 89  | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 |
| 90  | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 |
| 91  | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| 92  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 |
| 93  | 2 | 1 | 3 | 3 | 3 | 1 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 |
| 94  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |
| 95  | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 96  | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 97  | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 |
| 98  | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 |
| 99  | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 |
| 100 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 101 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |
| 102 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 1 |
| 103 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 104 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| 105 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 106 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 |   |
| 107 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 |
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| 109 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 110 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 |
| 111 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 112 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 |
| 113 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| 114 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

REKAP KUESIONER

|    | Variabel Motivasi    |    |    |    |    |                    |    |    |    |    |                  |    |    |    |    |                    |    |    |    |                            |    |    |    |    |
|----|----------------------|----|----|----|----|--------------------|----|----|----|----|------------------|----|----|----|----|--------------------|----|----|----|----------------------------|----|----|----|----|
|    | Kebutuhan Fisiologis |    |    |    |    | Kebutuhan Keamanan |    |    |    |    | Kebutuhan Sosial |    |    |    |    | Kebutuhan Dihargai |    |    |    | Kebutuhan Aktualisasi Diri |    |    |    |    |
|    | 48                   | 49 | 50 | 51 | 52 | 53                 | 54 | 55 | 56 | 57 | 58               | 59 | 60 | 61 | 62 | 63                 | 64 | 65 | 66 | 67                         | 68 | 69 | 70 | 71 |
| 1  | 3                    | 4  | 3  | 4  | 3  | 3                  | 3  | 4  | 4  | 4  | 4                | 3  | 3  | 3  | 3  | 3                  | 3  | 3  | 3  | 3                          | 1  | 4  | 3  | 2  |
| 2  | 3                    | 3  | 3  | 3  | 2  | 3                  | 2  | 3  | 3  | 3  | 3                | 2  | 2  | 2  | 3  | 3                  | 3  | 3  | 3  | 3                          | 3  | 3  | 3  | 3  |
| 3  | 2                    | 2  | 3  | 3  | 2  | 2                  | 2  | 3  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 3                  | 3  | 3  | 2  | 3                          | 3  | 2  | 3  | 2  |
| 4  | 3                    | 4  | 1  | 4  | 1  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 4  | 1  | 2                          | 4  | 2  | 4  | 3  |
| 5  | 2                    | 2  | 2  | 2  | 3  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 6  | 2                    | 2  | 3  | 2  | 2  | 3                  | 1  | 2  | 2  | 2  | 2                | 2  | 3  | 2  | 3  | 3                  | 2  | 2  | 2  | 3                          | 2  | 1  | 3  | 2  |
| 7  | 2                    | 2  | 4  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 3  | 3                  | 2  | 2  | 2  | 3                          | 4  | 2  | 4  | 3  |
| 8  | 4                    | 4  | 4  | 3  | 1  | 3                  | 2  | 3  | 4  | 3  | 3                | 3  | 3  | 3  | 2  | 4                  | 4  | 3  | 2  | 3                          | 3  | 2  | 4  | 3  |
| 9  | 2                    | 1  | 1  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 1  | 2  | 2                          | 1  | 2  | 2  | 2  |
| 10 | 2                    | 2  | 3  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 3                  | 2  | 2  | 2  | 2                          | 2  | 3  | 2  | 2  |
| 11 | 3                    | 3  | 3  | 3  | 3  | 2                  | 1  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 3                  | 2  | 2  | 2  | 2                          | 1  | 2  | 2  | 2  |
| 12 | 2                    | 2  | 4  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 1  | 2  | 2  | 2  |
| 13 | 2                    | 2  | 3  | 3  | 4  | 2                  | 1  | 2  | 3  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 1  | 1  | 1  | 2  |
| 14 | 2                    | 1  | 2  | 2  | 2  | 3                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 3  | 3  | 3                          | 2  | 2  | 2  | 2  |
| 15 | 3                    | 2  | 4  | 3  | 2  | 2                  | 1  | 3  | 3  | 3  | 3                | 2  | 2  | 2  | 3  | 3                  | 3  | 3  | 2  | 3                          | 3  | 2  | 4  | 2  |
| 16 | 1                    | 1  | 3  | 3  | 1  | 2                  | 2  | 4  | 4  | 4  | 4                | 2  | 4  | 4  | 3  | 5                  | 5  | 5  | 1  | 3                          | 3  | 1  | 5  | 5  |
| 17 | 3                    | 3  | 3  | 3  | 3  | 3                  | 3  | 3  | 3  | 3  | 3                | 2  | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 3                          | 1  | 3  | 3  | 3  |
| 18 | 2                    | 4  | 4  | 3  | 2  | 2                  | 2  | 2  | 3  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 2  | 3                          | 2  | 4  | 2  | 2  |
| 19 | 3                    | 3  | 4  | 3  | 3  | 3                  | 3  | 4  | 4  | 4  | 4                | 3  | 3  | 3  | 3  | 3                  | 3  | 3  | 3  | 3                          | 2  | 3  | 3  | 3  |
| 20 | 4                    | 4  | 3  | 3  | 5  | 2                  | 1  | 3  | 3  | 3  | 2                | 2  | 2  | 2  | 3  | 2                  | 3  | 4  | 2  | 3                          | 3  | 1  | 4  | 2  |
| 21 | 4                    | 4  | 2  | 2  | 4  | 2                  | 2  | 3  | 3  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 2  | 2                          | 2  | 3  | 3  | 3  |
| 22 | 2                    | 3  | 4  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 3  | 3  | 3  |
| 23 | 2                    | 2  | 4  | 3  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 24 | 2                    | 2  | 3  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 25 | 2                    | 2  | 3  | 2  | 2  | 2                  | 1  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 3  | 2  | 2  | 2                          | 1  | 3  | 3  | 3  |
| 26 | 4                    | 4  | 3  | 4  | 2  | 2                  | 1  | 2  | 2  | 3  | 3                | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 2  | 3                          | 3  | 2  | 3  | 2  |
| 27 | 4                    | 2  | 2  | 3  | 1  | 1                  | 2  | 1  | 1  | 2  | 1                | 1  | 1  | 1  | 1  | 1                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 28 | 2                    | 3  | 3  | 3  | 2  | 2                  | 2  | 2  | 3  | 3  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 29 | 2                    | 2  | 2  | 2  | 4  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2                          | 2  | 2  | 2  | 2  |
| 30 | 3                    | 2  | 2  | 3  | 2  | 2                  | 2  | 3  | 3  | 2  | 2                | 2  | 3  | 2  | 2  | 3                  | 3  | 3  | 2  | 3                          | 3  | 1  | 3  | 2  |
| 31 | 3                    | 3  | 4  | 3  | 2  | 2                  | 2  | 3  | 2  | 4  | 4                | 2  | 2  | 2  | 2  | 2                  | 3  | 3  | 3  | 3                          | 3  | 3  | 3  | 3  |
| 32 | 4                    | 3  | 2  | 3  | 3  | 3                  | 2  | 3  | 3  | 2  | 2                | 2  | 2  | 2  | 2  | 3                  | 3  | 3  | 3  | 3                          | 2  | 1  | 2  | 1  |
| 33 | 1                    | 1  | 1  | 2  | 2  | 2                  | 1  | 2  | 2  | 2  | 1                | 1  | 2  | 2  | 2  | 3                  | 3  | 3  | 2  | 2                          | 3  | 3  | 3  | 3  |
| 34 | 2                    | 2  | 2  | 2  | 2  | 2                  | 2  | 2  | 2  | 2  | 2                | 2  | 2  | 2  | 3  | 2                  | 3  | 2  | 2  | 2                          | 3  | 3  | 3  | 3  |
| 35 | 3                    | 2  | 2  | 3  | 2  | 2                  | 2  | 3  | 3  | 3  | 2                | 2  | 2  | 3  | 2  | 3                  | 2  | 3  | 2  | 2                          | 3  | 3  | 3  | 3  |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 36 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 |
| 37 | 3 | 2 | 1 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 5 | 3 | 3 |
| 38 | 4 | 2 | 1 | 4 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 1 | 2 | 2 | 2 |   |
| 39 | 2 | 2 | 1 | 4 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 |
| 40 | 3 | 3 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 |
| 41 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 42 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| 43 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 |
| 44 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 45 | 3 | 2 | 3 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 |
| 46 | 2 | 3 | 5 | 2 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 4 | 3 | 3 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 48 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 49 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 1 | 2 | 2 | 2 |
| 50 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 2 |
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| 52 | 4 | 3 | 1 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| 53 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 3 | 3 | 3 |
| 54 | 3 | 3 | 3 | 4 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 2 |
| 55 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 |
| 56 | 3 | 2 | 5 | 3 | 2 | 2 | 1 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 3 | 4 | 1 | 3 | 3 | 2 |
| 57 | 3 | 3 | 3 | 3 | 1 | 3 | 1 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 |
| 58 | 2 | 2 | 1 | 2 | 4 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 2 | 3 |
| 59 | 4 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 60 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 |
| 61 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 4 | 2 | 2 |
| 62 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 |
| 63 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 |
| 64 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 65 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| 66 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 67 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
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| 72 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| 73 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 74 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 75 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 76  | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 |
| 77  | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 |
| 78  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 |
| 79  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 2 |
| 80  | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 81  | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 |
| 82  | 3 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 83  | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 |
| 84  | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 |
| 85  | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 |
| 86  | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 87  | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 |
| 88  | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 2 |
| 89  | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 |
| 90  | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 |
| 91  | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 |
| 92  | 3 | 3 | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 |
| 93  | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 94  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 95  | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 96  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 97  | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 98  | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 |
| 99  | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 |
| 100 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 |
| 101 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |
| 102 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| 103 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 104 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 |
| 105 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 |
| 106 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 |
| 107 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 108 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| 109 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 110 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |
| 111 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| 112 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |
| 113 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 2 |
| 114 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 |

REKAP KUESIONER

|    | Variabel Kinerja |    |    |    |    |    |                 |    |    |    |    |    |                   |    |    |    |    |    |                 |    |    |  |
|----|------------------|----|----|----|----|----|-----------------|----|----|----|----|----|-------------------|----|----|----|----|----|-----------------|----|----|--|
|    | Kualitas Kerja   |    |    |    |    |    | Kuantitas Kerja |    |    |    |    |    | Efektifitas Kerja |    |    |    |    |    | Ketepatan Waktu |    |    |  |
|    | 73               | 74 | 75 | 76 | 77 | 78 | 79              | 80 | 81 | 82 | 83 | 84 | 85                | 86 | 87 | 88 | 89 | 90 | 91              | 92 | 93 |  |
| 1  | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 1                 | 2  | 2  | 2  | 2  | 2  | 2               | 1  | 1  |  |
| 2  | 3                | 2  | 2  | 2  | 2  | 3  | 3               | 3  | 2  | 3  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 3  | 2  |  |
| 3  | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 4  | 4                | 2  | 2  | 3  | 2  | 2  | 2               | 2  | 2  | 3  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 5  | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 6  | 1                | 1  | 1  | 2  | 1  | 2  | 1               | 1  | 2  | 1  | 1  | 1  | 1                 | 1  | 1  | 1  | 1  | 1  | 1               | 1  | 1  |  |
| 7  | 2                | 2  | 2  | 3  | 2  | 2  | 2               | 2  | 4  | 4  | 3  | 2  | 2                 | 2  | 3  | 2  | 4  | 2  | 2               | 2  | 2  |  |
| 8  | 1                | 1  | 3  | 2  | 3  | 2  | 2               | 2  | 3  | 2  | 2  | 4  | 4                 | 1  | 1  | 1  | 5  | 2  | 2               | 1  | 2  |  |
| 9  | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 10 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 11 | 1                | 1  | 1  | 2  | 1  | 2  | 2               | 2  | 2  | 2  | 3  | 1  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 1  | 1  |  |
| 12 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 2  | 2  | 2  | 3  | 2  | 2               | 2  | 2  |  |
| 13 | 2                | 2  | 2  | 3  | 1  | 2  | 2               | 3  | 3  | 3  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 1  | 1  |  |
| 14 | 4                | 3  | 3  | 4  | 3  | 3  | 3               | 2  | 2  | 2  | 2  | 3  | 2                 | 2  | 2  | 2  | 2  | 4  | 4               | 4  | 4  |  |
| 15 | 1                | 1  | 1  | 2  | 2  | 1  | 2               | 2  | 2  | 3  | 2  | 1  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 1  | 1  |  |
| 16 | 2                | 2  | 2  | 2  | 2  | 2  | 1               | 1  | 2  | 2  | 2  | 2  | 2                 | 4  | 3  | 3  | 2  | 2  | 2               | 1  | 1  |  |
| 17 | 3                | 3  | 3  | 3  | 2  | 2  | 2               | 2  | 2  | 3  | 3  | 2  | 2                 | 3  | 3  | 3  | 3  | 3  | 2               | 2  | 2  |  |
| 18 | 2                | 2  | 3  | 3  | 2  | 2  | 2               | 2  | 3  | 4  | 3  | 2  | 2                 | 2  | 2  | 2  | 3  | 2  | 2               | 2  | 2  |  |
| 19 | 3                | 3  | 3  | 3  | 2  | 3  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 3  | 2  |  |
| 20 | 2                | 2  | 3  | 2  | 1  | 2  | 2               | 2  | 2  | 2  | 2  | 1  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 21 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 22 | 2                | 2  | 3  | 3  | 2  | 3  | 3               | 3  | 3  | 3  | 3  | 2  | 2                 | 3  | 2  | 2  | 2  | 2  | 2               | 3  | 2  |  |
| 23 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 1  | 2  |  |
| 24 | 2                | 2  | 2  | 2  | 2  | 2  | 3               | 3  | 3  | 3  | 3  | 2  | 2                 | 3  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 25 | 2                | 2  | 2  | 3  | 1  | 3  | 2               | 2  | 3  | 3  | 3  | 2  | 2                 | 2  | 2  | 3  | 3  | 2  | 2               | 1  | 1  |  |
| 26 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 2  | 2  | 2                 | 3  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 27 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 3  | 3  | 2  | 2  | 3  | 3               | 2  | 2  |  |
| 28 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 29 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 2  | 2                 | 2  | 2  | 2  | 2  | 2  | 2               | 2  | 2  |  |
| 30 | 2                | 2  | 2  | 2  | 2  | 2  | 2               | 3  | 3  | 3  | 3  | 2  | 3                 | 2  | 2  | 3  | 3  | 2  | 2               | 2  | 2  |  |
| 31 | 1                | 1  | 1  | 1  | 1  | 1  | 1               | 1  | 1  | 2  | 1  | 1  | 1                 | 1  | 1  | 1  | 2  | 1  | 1               | 1  | 1  |  |
| 32 | 2                | 2  | 3  | 3  | 2  | 2  | 2               | 2  | 2  | 2  | 3  | 3  | 2                 | 2  | 2  | 3  | 2  | 2  | 4               | 2  | 2  |  |
| 33 | 1                | 1  | 2  | 3  | 2  | 2  | 2               | 2  | 1  | 3  | 2  | 1  | 2                 | 2  | 1  | 2  | 1  | 2  | 2               | 1  | 1  |  |
| 34 | 2                | 2  | 2  | 2  | 2  | 1  | 2               | 1  | 1  | 3  | 3  | 3  | 2                 | 2  | 2  | 2  | 2  | 1  | 1               | 2  | 2  |  |
| 35 | 3                | 2  | 3  | 2  | 2  | 2  | 3               | 2  | 2  | 3  | 3  | 2  | 2                 | 2  | 3  | 3  | 3  | 3  | 3               | 2  | 2  |  |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 36 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 37 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 38 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 39 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 |
| 40 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 41 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 42 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 43 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| 44 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 4 | 2 |
| 45 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 |
| 46 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 48 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 49 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 50 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 |
| 51 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |
| 52 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 |
| 53 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 2 |
| 54 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 1 |
| 55 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 56 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |
| 57 | 3 | 1 | 3 | 5 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 5 | 1 |
| 58 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 59 | 2 | 2 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 |
| 60 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 |
| 61 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 1 | 2 |
| 62 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 63 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 64 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 65 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 66 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 67 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 68 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| 69 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 |
| 70 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |
| 71 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 2 |
| 72 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 74 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 75 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 76  | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| 77  | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 |
| 78  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |   |
| 79  | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |   |
| 80  | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 2 |   |
| 81  | 2 | 3 | 2 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 3 | 2 | 2 |   |
| 82  | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |   |
| 83  | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 |   |
| 84  | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 |   |
| 85  | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 |   |
| 86  | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 |   |
| 87  | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 |   |
| 88  | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 |   |
| 89  | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 |   |
| 90  | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 |   |
| 91  | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 2 |   |
| 92  | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |   |
| 93  | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 2 | 1 | 1 | 2 |   |
| 94  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 95  | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 96  | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |   |
| 97  | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 |   |
| 98  | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 |   |
| 99  | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 100 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 3 | 3 | 3 |   |
| 101 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 102 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 103 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 |   |
| 104 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 |   |
| 105 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 |   |
| 106 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |   |
| 107 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |   |
| 108 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 |   |
| 109 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| 110 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 |   |
| 111 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 |   |
| 112 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 |   |
| 113 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 |   |
| 114 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |   |

## Regression

[DataSet1] D:\MentengMinggu\Tesis\Mine\Hasil olah data\17082013\Data114V3.sav

**Descriptive Statistics**

|                  | Mean    | Std. Deviation | N   |
|------------------|---------|----------------|-----|
| Kinerja          | 38,4561 | 6,78903        | 114 |
| Kepuasan Kerja   | 49,0526 | 10,03255       | 114 |
| Lingkungan Kerja | 45,1140 | 7,98645        | 114 |
| Motivasi         | 47,8333 | 9,83934        | 114 |

**Correlations**

|                     |                  | Kinerja | Kepuasan Kerja | Lingkungan Kerja | Motivasi |
|---------------------|------------------|---------|----------------|------------------|----------|
| Pearson Correlation | Kinerja          | 1,000   | ,311           | ,330             | ,441     |
|                     | Kepuasan Kerja   | ,311    | 1,000          | ,660             | ,605     |
|                     | Lingkungan Kerja | ,330    | ,660           | 1,000            | ,672     |
|                     | Motivasi         | ,441    | ,605           | ,672             | 1,000    |
| Sig. (1-tailed)     | Kinerja          | ,000    | ,000           | ,000             | ,000     |
|                     | Kepuasan Kerja   | ,000    | ,000           | ,000             | ,000     |
|                     | Lingkungan Kerja | ,000    | ,000           | ,000             | ,000     |
|                     | Motivasi         | ,000    | ,000           | ,000             | ,000     |
| N                   | Kinerja          | 114     | 114            | 114              | 114      |
|                     | Kepuasan Kerja   | 114     | 114            | 114              | 114      |
|                     | Lingkungan Kerja | 114     | 114            | 114              | 114      |
|                     | Motivasi         | 114     | 114            | 114              | 114      |

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

| Model | Variables Entered                                       | Variables Removed | Method |
|-------|---------------------------------------------------------|-------------------|--------|
| 1     | Motivasi, Kepuasan Kerja, Lingkungan Kerja <sup>b</sup> |                   | Enter  |

a. Dependent Variable: Kinerja

b. All requested variables entered.

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |               |
| 1     | ,445 <sup>a</sup> | ,198     | ,176              | 6,16223                    | ,198              | 9,052    | 3   | 110 | ,000          | 2,065         |

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

b. Dependent Variable: Kinerja

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
|-------|------------|----------------|-----|-------------|-------|-------------------|
| 1     | Regression | 1031,238       | 3   | 343,746     | 9,052 | ,000 <sup>b</sup> |
|       | Residual   | 4177,043       | 110 | 37,973      |       |                   |
|       | Total      | 5208,281       | 113 |             |       |                   |

a. Dependent Variable: Kinerja

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

Coefficients<sup>a</sup>

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | 95,0% Confidence Interval for B |             | Correlations |         |      | Collinearity Statistics |      |       |
|-------|-----------------------------|------------|---------------------------|------|-------|---------------------------------|-------------|--------------|---------|------|-------------------------|------|-------|
|       | B                           | Std. Error | Beta                      |      |       | Lower Bound                     | Upper Bound | Zero-order   | Partial | Part | Tolerance               | VIF  |       |
| 1     | (Constant)                  | 22,577     | 3,495                     |      | 6,459 | ,000                            | 15,650      | 29,504       |         |      |                         |      |       |
|       | Kepuasan Kerja              | ,038       | ,080                      | ,056 | ,472  | ,638                            | -,121       | ,197         | ,311    | ,045 | ,040                    | ,517 | 1,936 |
|       | Lingkungan Kerja            | ,031       | ,109                      | ,037 | ,286  | ,775                            | -,184       | ,246         | ,330    | ,027 | ,024                    | ,447 | 2,237 |
|       | Motivasi                    | ,264       | ,083                      | ,382 | 3,173 | ,002                            | ,099        | ,428         | ,441    | ,290 | ,271                    | ,503 | 1,990 |

a. Dependent Variable: Kinerja

Coefficient Correlations<sup>a</sup>

| Model            |              | Motivasi         | Kepuasan Kerja | Lingkungan Kerja |       |
|------------------|--------------|------------------|----------------|------------------|-------|
| 1                | Correlations | Motivasi         | 1,000          | -,290            | -,455 |
|                  |              | Kepuasan Kerja   | -,290          | 1,000            | -,430 |
|                  |              | Lingkungan Kerja | -,455          | -,430            | 1,000 |
|                  | Covariances  | Motivasi         | ,007           | -,002            | -,004 |
| Kepuasan Kerja   |              | -,002            | ,006           | -,004            |       |
| Lingkungan Kerja |              | -,004            | -,004          | ,012             |       |

a. Dependent Variable: Kinerja

Charts

