

## **LAMPIRAN**

## KUESIONER PENELITIAN

Kepada :

Yth. Bapak/Ibu/Pegawai Dinas perhubungan kota makassar

Assalamualaikum Wr. Wb

Sebagai salah satu syarat menyelesaikan S1 Manajemen, saya melakukan penelitian mengenai “Pengaruh Lingkungan Kerja dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Dinas Perhubungan Kota Makassar”. Saya memohon kesediaan Bapak/Ibu bersedia meluangkan waktu untuk mengisi kuesioner di bawah ini. Daftar pertanyaan semata-mata bersifat ilmiah, yaitu sebagai bahan penelitian akademis di fakultas ekonomi dan bisnis, Universitas Muslim Indonesia.

Saya yang bertanda tangan di bawah ini :

Nama : Amaliah Rahma

N I M : 02220200331

Program Studi/Jurusan : Fakultas Ekonomi dan Bisnis

Dengan ini memohon kesediaan Bapak/Ibu untuk mengisi kuisisioner ini dan memberikan informasi pada masing-masing pertanyaan berikut ini dengan sebenar-benarnya dan jujur sesuai dengan petunjuk pengisian. Data yang anda berikan hanya akan dipergunakan untuk kepentingan karya tulis ilmiah. Atas perhatian dan kerjasamanya dalam pengisian kuisisioner ini saya ucapkan terima kasih.

**IDENTITAS PEGAWAI**

Nama :  
Jenis Kelamin : P/L  
Umur : Tahun  
Pendidikan Terakhir :  
Pekerjaan :

**Petunjuk Pengisian**

1. Jawablah masing-masing pertanyaan di bawah ini dengan keadaan yang ada selama ini bapak/ibu alami selama bekerja.
2. Pilihlah salah satu jawaban dari kelima alternative jawaban yang ada dengan cara memberi tanda centang (✓) pada jawaban yang anda pilih.

**Keterangan skor penilaian :**

5 = Sangat Setuju (SS)

4 = Setuju (S)

3 = Kurang Setuju (KS)

2 = Tidak Setuju (TS)

1 = Sangat Tidak Setuju (STS)

## LINGKUNGAN KERJA (X1)

| No | Pernyataan                                                                                                        | Pilihan Jawaban |   |    |    |     |
|----|-------------------------------------------------------------------------------------------------------------------|-----------------|---|----|----|-----|
|    |                                                                                                                   | SS              | S | KS | TS | STS |
| 1  | Selalu terdengar kebisingan saat bekerja.                                                                         |                 |   |    |    |     |
| 2  | Ruangan yang disediakan oleh dinas cukup luas untuk melakukan pekerjaan saudara.                                  |                 |   |    |    |     |
| 3  | Hubungan antara sesama rekan kerja membantu saudara dalam bekerja dan menjalankan tugas-tugas dilingkungan dinas. |                 |   |    |    |     |
| 4  | Pimpinan memiliki hubungan yang baik dengan semua pegawai tanpa membedakan status kepegawaian.                    |                 |   |    |    |     |
| 5  | Fasilitas peralatan kantor yang disediakan oleh dinas sudah cukup lengkap dan memadai                             |                 |   |    |    |     |
| 6  | Jumlah unit komputer yang tersedi saat ini sudah cukup memadai untuk mendukung aktivitas kerja                    |                 |   |    |    |     |

## MOTIVASI KERJA (X2)

| No | Pernyataan                                                                                                                           | Pilihan Jawaban |   |    |    |     |
|----|--------------------------------------------------------------------------------------------------------------------------------------|-----------------|---|----|----|-----|
|    |                                                                                                                                      | SS              | S | KS | TS | STS |
| 1  | Hasil kerja yang telah anda lakukan mendapatkan pengakuan/pujian dari atasan.                                                        |                 |   |    |    |     |
| 2  | Tanggung jawab yang diberikan pada seorang pegawai memotivasi pegawai tersebut dalam bekerja                                         |                 |   |    |    |     |
| 3  | Saudara memiliki hubungan yang baik dengan sesama rekan kerja di lingkungan dinas                                                    |                 |   |    |    |     |
| 4  | Kemajuan dinas memberikan semangat pada pegawai untuk giat bekerja.                                                                  |                 |   |    |    |     |
| 5  | Pemberian penghargaan bagi pegawai yang berprestasi akan memberikan motivasi kerja bagi pegawai untuk meningkatkan prestasi kerjanya |                 |   |    |    |     |
| 6  | Pekerjaan yang saudara lakukan saat ini sangat menantang untuk memberikan prestasi yang maksimal                                     |                 |   |    |    |     |

## KINERJA PEGAWAI (Y)

| No | Pernyataan                                                                                       | Pilihan Jawaban |   |    |    |     |
|----|--------------------------------------------------------------------------------------------------|-----------------|---|----|----|-----|
|    |                                                                                                  | SS              | S | KS | TS | STS |
| 1  | Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti                     |                 |   |    |    |     |
| 2  | Hasil kerja saya sesuai dengan kualitas yang telah ditentukan                                    |                 |   |    |    |     |
| 3  | Kuantitas kerja saya melebihi rata-rata pegawai lain                                             |                 |   |    |    |     |
| 4  | Saya mampu menyelesaikan jumlah pekerjaan seperti yang ditetapkan oleh dinas                     |                 |   |    |    |     |
| 5  | Saya merasa dapat menyelesaikan pekerjaan dengan tetap sesuai standar yang ditetapkan oleh dinas |                 |   |    |    |     |
| 6  | Saya dapat menyelesaikan pekerjaan dengan cepat                                                  |                 |   |    |    |     |
| 7  | Skill yang saya miliki sesuai dengan pekerjaan dan tugas yang saya kerjakan saat ini             |                 |   |    |    |     |

## Lampiran 2

| No. | LINGKUNGAN KERJA (X1) |      |      |      |      |      | TOTAL |
|-----|-----------------------|------|------|------|------|------|-------|
|     | X1.1                  | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 |       |
| 1   | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 2   | 4                     | 5    | 5    | 4    | 5    | 5    | 28    |
| 3   | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 4   | 4                     | 5    | 5    | 5    | 5    | 5    | 29    |
| 5   | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 6   | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 7   | 4                     | 4    | 4    | 4    | 5    | 4    | 25    |
| 8   | 4                     | 5    | 5    | 4    | 4    | 4    | 26    |
| 9   | 4                     | 4    | 4    | 4    | 5    | 5    | 26    |
| 10  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 11  | 5                     | 3    | 4    | 4    | 3    | 2    | 21    |
| 12  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 13  | 4                     | 4    | 5    | 5    | 5    | 5    | 28    |
| 14  | 5                     | 5    | 4    | 4    | 5    | 5    | 28    |
| 15  | 5                     | 5    | 5    | 5    | 4    | 4    | 28    |
| 16  | 5                     | 5    | 4    | 5    | 5    | 5    | 29    |
| 17  | 3                     | 4    | 4    | 4    | 4    | 4    | 23    |
| 18  | 5                     | 5    | 4    | 4    | 4    | 4    | 26    |
| 19  | 5                     | 5    | 4    | 4    | 5    | 5    | 28    |
| 20  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 21  | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 22  | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 23  | 5                     | 5    | 4    | 5    | 5    | 5    | 29    |
| 24  | 4                     | 4    | 4    | 4    | 5    | 4    | 25    |
| 25  | 5                     | 5    | 3    | 3    | 5    | 5    | 26    |
| 26  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 27  | 4                     | 4    | 5    | 4    | 5    | 5    | 27    |
| 28  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 29  | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 30  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 31  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 32  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 33  | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 34  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 35  | 4                     | 4    | 4    | 4    | 5    | 4    | 25    |
| 36  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 37  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 38  | 5                     | 5    | 5    | 5    | 5    | 5    | 30    |
| 39  | 4                     | 5    | 5    | 5    | 5    | 4    | 28    |
| 40  | 4                     | 4    | 4    | 4    | 4    | 4    | 24    |
| 41  | 5                     | 4    | 4    | 4    | 5    | 5    | 27    |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 43 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 46 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 48 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 49 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 50 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 51 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 52 | 5 | 5 | 3 | 3 | 5 | 5 | 26 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 55 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 57 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 58 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 59 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 62 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 65 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 66 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 67 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 68 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 72 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 74 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 79 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 80 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 81 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 82 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 84 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 86 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 87 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 88 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 89 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 90 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

| No. | MOTIVASI KERJA (X2) |      |      |      |      |      | TOTAL |
|-----|---------------------|------|------|------|------|------|-------|
|     | X2.1                | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 |       |
| 1   | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 2   | 5                   | 4    | 5    | 5    | 5    | 4    | 28    |
| 3   | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 4   | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 5   | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 6   | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 7   | 4                   | 5    | 4    | 5    | 4    | 5    | 27    |
| 8   | 5                   | 5    | 5    | 4    | 5    | 4    | 28    |
| 9   | 4                   | 5    | 4    | 4    | 5    | 5    | 27    |
| 10  | 4                   | 4    | 5    | 5    | 5    | 5    | 28    |
| 11  | 4                   | 4    | 4    | 4    | 3    | 4    | 23    |
| 12  | 4                   | 4    | 4    | 4    | 5    | 4    | 25    |
| 13  | 4                   | 5    | 5    | 5    | 5    | 5    | 29    |
| 14  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 15  | 5                   | 5    | 5    | 4    | 5    | 4    | 28    |
| 16  | 5                   | 5    | 5    | 5    | 4    | 4    | 28    |
| 17  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 18  | 4                   | 4    | 5    | 5    | 5    | 5    | 28    |
| 19  | 4                   | 5    | 5    | 5    | 4    | 5    | 28    |
| 20  | 4                   | 4    | 4    | 4    | 5    | 4    | 25    |
| 21  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 22  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 23  | 4                   | 4    | 4    | 4    | 5    | 5    | 26    |
| 24  | 5                   | 4    | 4    | 4    | 5    | 5    | 27    |
| 25  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 26  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 27  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 28  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 29  | 4                   | 5    | 4    | 5    | 4    | 5    | 27    |
| 30  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 31  | 4                   | 4    | 5    | 5    | 5    | 5    | 28    |
| 32  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 33  | 4                   | 5    | 5    | 5    | 5    | 5    | 29    |
| 34  | 4                   | 4    | 5    | 5    | 4    | 4    | 26    |
| 35  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 36  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 37  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 38  | 5                   | 5    | 5    | 5    | 5    | 5    | 30    |
| 39  | 5                   | 4    | 5    | 5    | 5    | 5    | 29    |
| 40  | 4                   | 3    | 5    | 5    | 4    | 5    | 26    |
| 41  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |
| 42  | 4                   | 4    | 4    | 4    | 4    | 4    | 24    |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 46 | 4 | 4 | 4 | 5 | 5 | 2 | 24 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 48 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 51 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 54 | 5 | 5 | 5 | 5 | 2 | 2 | 24 |
| 55 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 57 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 58 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 59 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 61 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 62 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 63 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 64 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 65 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 66 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 67 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 68 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 70 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 71 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 72 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 73 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 74 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 75 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 77 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 80 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 81 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 84 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 85 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 86 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 87 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 88 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 89 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 90 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 91 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 92 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |

| No. | KINERJA PEGAWAI (Y) |     |     |     |     |     |     | TOTAL |
|-----|---------------------|-----|-----|-----|-----|-----|-----|-------|
|     | Y.1                 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 |       |
| 1   | 4                   | 4   | 4   | 4   | 5   | 4   | 4   | 29    |
| 2   | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 3   | 5                   | 4   | 4   | 4   | 4   | 4   | 4   | 29    |
| 4   | 5                   | 4   | 4   | 4   | 4   | 4   | 4   | 29    |
| 5   | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 6   | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 7   | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 8   | 5                   | 4   | 5   | 4   | 5   | 4   | 4   | 31    |
| 9   | 4                   | 4   | 4   | 4   | 5   | 5   | 5   | 31    |
| 10  | 4                   | 4   | 4   | 4   | 5   | 5   | 4   | 30    |
| 11  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 12  | 4                   | 4   | 4   | 4   | 4   | 5   | 4   | 29    |
| 13  | 4                   | 4   | 4   | 4   | 5   | 5   | 4   | 30    |
| 14  | 5                   | 4   | 5   | 4   | 5   | 4   | 5   | 32    |
| 15  | 5                   | 4   | 5   | 4   | 4   | 5   | 4   | 31    |
| 16  | 5                   | 5   | 4   | 5   | 4   | 5   | 4   | 32    |
| 17  | 4                   | 3   | 3   | 4   | 3   | 3   | 4   | 24    |
| 18  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 19  | 5                   | 4   | 4   | 4   | 4   | 5   | 5   | 31    |
| 20  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 21  | 5                   | 5   | 5   | 5   | 4   | 4   | 4   | 32    |
| 22  | 5                   | 5   | 5   | 5   | 4   | 4   | 4   | 32    |
| 23  | 4                   | 4   | 5   | 5   | 4   | 4   | 5   | 31    |
| 24  | 3                   | 4   | 4   | 4   | 5   | 5   | 5   | 30    |
| 25  | 5                   | 4   | 5   | 4   | 5   | 5   | 4   | 32    |
| 26  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 27  | 5                   | 4   | 5   | 4   | 4   | 4   | 4   | 30    |
| 28  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 29  | 5                   | 3   | 4   | 4   | 2   | 4   | 4   | 26    |
| 30  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 31  | 4                   | 4   | 4   | 4   | 3   | 3   | 4   | 26    |
| 32  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 33  | 5                   | 5   | 5   | 5   | 5   | 4   | 4   | 33    |
| 34  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |
| 35  | 5                   | 5   | 5   | 5   | 4   | 5   | 5   | 34    |
| 36  | 4                   | 5   | 4   | 4   | 4   | 4   | 4   | 29    |
| 37  | 4                   | 5   | 4   | 4   | 4   | 4   | 4   | 29    |
| 38  | 5                   | 5   | 4   | 5   | 4   | 5   | 4   | 32    |
| 39  | 4                   | 4   | 5   | 5   | 5   | 4   | 5   | 32    |
| 40  | 4                   | 4   | 5   | 4   | 3   | 4   | 4   | 28    |
| 41  | 4                   | 4   | 5   | 4   | 5   | 5   | 4   | 31    |
| 42  | 4                   | 4   | 4   | 4   | 4   | 4   | 4   | 28    |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 27 |
| 44 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 33 |
| 45 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 31 |
| 46 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 47 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 32 |
| 48 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 32 |
| 49 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 32 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 52 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 57 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 30 |
| 58 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 26 |
| 62 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 30 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 26 |
| 65 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 66 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 67 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 30 |
| 68 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 69 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 33 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 71 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 72 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 73 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 74 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 30 |
| 75 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 76 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 78 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 79 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 80 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 30 |
| 81 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 82 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 83 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 84 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 30 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 87 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 32 |
| 88 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 89 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 90 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |

### Lampiran 3

#### Statistik Deskriptif

| Descriptive Statistics |    |         |         |         |                |
|------------------------|----|---------|---------|---------|----------------|
|                        | N  | Minimum | Maximum | Mean    | Std. Deviation |
| Lingkungan kerja       | 92 | 21,00   | 30,00   | 26,4239 | 2,31685        |
| Motivasi kerja         | 92 | 23,00   | 30,00   | 27,5435 | 2,12992        |
| Kinerja pegawai        | 92 | 24,00   | 35,00   | 29,9565 | 2,25765        |
| Valid N (listwise)     | 92 |         |         |         |                |

#### Deskripsi variabel

### X1

| X1.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,1     | 1,1           | 1,1                |
|       | 4,00  | 54        | 58,7    | 58,7          | 59,8               |
|       | 5,00  | 37        | 40,2    | 40,2          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| X1.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,1     | 1,1           | 1,1                |
|       | 4,00  | 49        | 53,3    | 53,3          | 54,3               |
|       | 5,00  | 42        | 45,7    | 45,7          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| <b>X1.3</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 3,00  | 2         | 2,2     | 2,2           | 2,2                |
|             | 4,00  | 53        | 57,6    | 57,6          | 59,8               |
|             | 5,00  | 37        | 40,2    | 40,2          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

| <b>X1.4</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 3,00  | 2         | 2,2     | 2,2           | 2,2                |
|             | 4,00  | 58        | 63,0    | 63,0          | 65,2               |
|             | 5,00  | 32        | 34,8    | 34,8          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

| <b>X1.5</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 3,00  | 1         | 1,1     | 1,1           | 1,1                |
|             | 4,00  | 42        | 45,7    | 45,7          | 46,7               |
|             | 5,00  | 49        | 53,3    | 53,3          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

| <b>X1.6</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 2,00  | 1         | 1,1     | 1,1           | 1,1                |
|             | 4,00  | 56        | 60,9    | 60,9          | 62,0               |
|             | 5,00  | 35        | 38,0    | 38,0          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

## X2

| X2.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 48        | 52,2    | 52,2          | 52,2               |
|       | 5,00  | 44        | 47,8    | 47,8          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| X2.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,1     | 1,1           | 1,1                |
|       | 4,00  | 45        | 48,9    | 48,9          | 50,0               |
|       | 5,00  | 46        | 50,0    | 50,0          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| X2.3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 34        | 37,0    | 37,0          | 37,0               |
|       | 5,00  | 58        | 63,0    | 63,0          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| X2.4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 36        | 39,1    | 39,1          | 39,1               |
|       | 5,00  | 56        | 60,9    | 60,9          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| <b>X2.5</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 2,00  | 1         | 1,1     | 1,1           | 1,1                |
|             | 3,00  | 1         | 1,1     | 1,1           | 2,2                |
|             | 4,00  | 22        | 23,9    | 23,9          | 26,1               |
|             | 5,00  | 68        | 73,9    | 73,9          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

| <b>X2.6</b> |       |           |         |               |                    |
|-------------|-------|-----------|---------|---------------|--------------------|
|             |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid       | 2,00  | 2         | 2,2     | 2,2           | 2,2                |
|             | 4,00  | 28        | 30,4    | 30,4          | 32,6               |
|             | 5,00  | 62        | 67,4    | 67,4          | 100,0              |
|             | Total | 92        | 100,0   | 100,0         |                    |

## Y

| <b>Y.1</b> |       |           |         |               |                    |
|------------|-------|-----------|---------|---------------|--------------------|
|            |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid      | 3,00  | 7         | 7,6     | 7,6           | 7,6                |
|            | 4,00  | 56        | 60,9    | 60,9          | 68,5               |
|            | 5,00  | 29        | 31,5    | 31,5          | 100,0              |
|            | Total | 92        | 100,0   | 100,0         |                    |

| Y.2   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 2,2     | 2,2           | 2,2                |
|       | 4,00  | 65        | 70,7    | 70,7          | 72,8               |
|       | 5,00  | 25        | 27,2    | 27,2          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| Y.3   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 1         | 1,1     | 1,1           | 1,1                |
|       | 4,00  | 65        | 70,7    | 70,7          | 71,7               |
|       | 5,00  | 26        | 28,3    | 28,3          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| Y.4   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 4,00  | 66        | 71,7    | 71,7          | 71,7               |
|       | 5,00  | 26        | 28,3    | 28,3          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| Y.5   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 1         | 1,1     | 1,1           | 1,1                |
|       | 3,00  | 3         | 3,3     | 3,3           | 4,3                |
|       | 4,00  | 53        | 57,6    | 57,6          | 62,0               |
|       | 5,00  | 35        | 38,0    | 38,0          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| Y.6   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00  | 2         | 2,2     | 2,2           | 2,2                |
|       | 4,00  | 55        | 59,8    | 59,8          | 62,0               |
|       | 5,00  | 35        | 38,0    | 38,0          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |

| Y.7   |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00  | 2         | 2,2     | 2,2           | 2,2                |
|       | 4,00  | 65        | 70,7    | 70,7          | 72,8               |
|       | 5,00  | 25        | 27,2    | 27,2          | 100,0              |
|       | Total | 92        | 100,0   | 100,0         |                    |



**X2**

|                |                     | Correlations |        |        |        |        |        | Motivasi kerja |
|----------------|---------------------|--------------|--------|--------|--------|--------|--------|----------------|
|                |                     | X2.1         | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   |                |
| X2.1           | Pearson Correlation | 1            | ,563** | ,372** | ,143   | ,157   | ,190   | ,586**         |
|                | Sig. (2-tailed)     |              | <,001  | <,001  | ,173   | ,135   | ,070   | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| X2.2           | Pearson Correlation | ,563**       | 1      | ,546** | ,411** | ,123   | ,229*  | ,695**         |
|                | Sig. (2-tailed)     | <,001        |        | <,001  | <,001  | ,242   | ,028   | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| X2.3           | Pearson Correlation | ,372**       | ,546** | 1      | ,770** | ,291** | ,352** | ,802**         |
|                | Sig. (2-tailed)     | <,001        | <,001  |        | <,001  | ,005   | <,001  | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| X2.4           | Pearson Correlation | ,143         | ,411** | ,770** | 1      | ,223*  | ,395** | ,710**         |
|                | Sig. (2-tailed)     | ,173         | <,001  | <,001  |        | ,033   | <,001  | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| X2.5           | Pearson Correlation | ,157         | ,123   | ,291** | ,223*  | 1      | ,499** | ,583**         |
|                | Sig. (2-tailed)     | ,135         | ,242   | ,005   | ,033   |        | <,001  | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| X2.6           | Pearson Correlation | ,190         | ,229*  | ,352** | ,395** | ,499** | 1      | ,685**         |
|                | Sig. (2-tailed)     | ,070         | ,028   | <,001  | <,001  | <,001  |        | <,001          |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |
| Motivasi kerja | Pearson Correlation | ,586**       | ,695** | ,802** | ,710** | ,583** | ,685** | 1              |
|                | Sig. (2-tailed)     | <,001        | <,001  | <,001  | <,001  | <,001  | <,001  |                |
|                | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92             |

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

## Y

|     |                     | <b>Correlations</b> |        |        |        |        |        |        |         |
|-----|---------------------|---------------------|--------|--------|--------|--------|--------|--------|---------|
|     |                     | Y.1                 | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | kinerja |
| Y.1 | Pearson Correlation | 1                   | ,254*  | ,442** | ,367** | -,006  | ,184   | -,035  | ,511**  |
|     | Sig. (2-tailed)     |                     | ,014   | <,001  | <,001  | ,958   | ,080   | ,743   | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.2 | Pearson Correlation | ,254*               | 1      | ,422** | ,377** | ,210*  | ,162   | ,153   | ,574**  |
|     | Sig. (2-tailed)     | ,014                |        | <,001  | <,001  | ,044   | ,122   | ,145   | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.3 | Pearson Correlation | ,442**              | ,422** | 1      | ,357** | ,347** | ,223*  | ,180   | ,672**  |
|     | Sig. (2-tailed)     | <,001               | <,001  |        | <,001  | <,001  | ,032   | ,086   | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.4 | Pearson Correlation | ,367**              | ,377** | ,357** | 1      | ,225*  | ,354** | ,264*  | ,657**  |
|     | Sig. (2-tailed)     | <,001               | <,001  | <,001  |        | ,031   | <,001  | ,011   | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.5 | Pearson Correlation | -,006               | ,210*  | ,347** | ,225*  | 1      | ,605** | ,436** | ,673**  |
|     | Sig. (2-tailed)     | ,958                | ,044   | <,001  | ,031   |        | <,001  | <,001  | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.6 | Pearson Correlation | ,184                | ,162   | ,223*  | ,354** | ,605** | 1      | ,355** | ,680**  |
|     | Sig. (2-tailed)     | ,080                | ,122   | ,032   | <,001  | <,001  |        | <,001  | <,001   |
|     | N                   | 92                  | 92     | 92     | 92     | 92     | 92     | 92     | 92      |
| Y.7 | Pearson Correlation | -,035               | ,153   | ,180   | ,264*  | ,436** | ,355** | 1      | ,559**  |
|     | Sig. (2-tailed)     | ,743                | ,145   | ,086   | ,011   | <,001  | <,001  |        | <,001   |

|                                                              |                     |        |        |        |        |        |        |        |    |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|----|
|                                                              | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92 |
| kinerja                                                      | Pearson Correlation | ,511** | ,574** | ,672** | ,657** | ,673** | ,680** | ,559** | 1  |
|                                                              | Sig. (2-tailed)     | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |    |
|                                                              | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92 |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |    |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |    |

b. Uji Reliabilitas

**X1**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,830                   | 6          |

**X2**

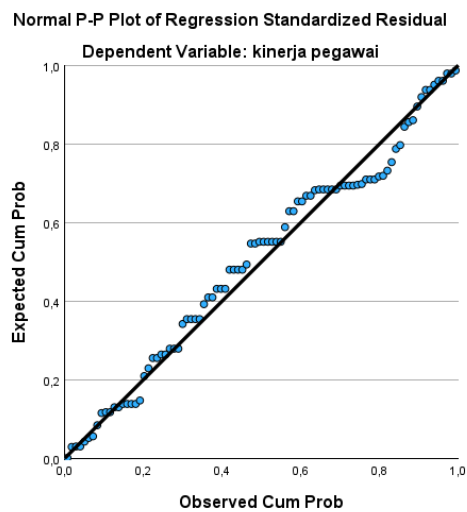
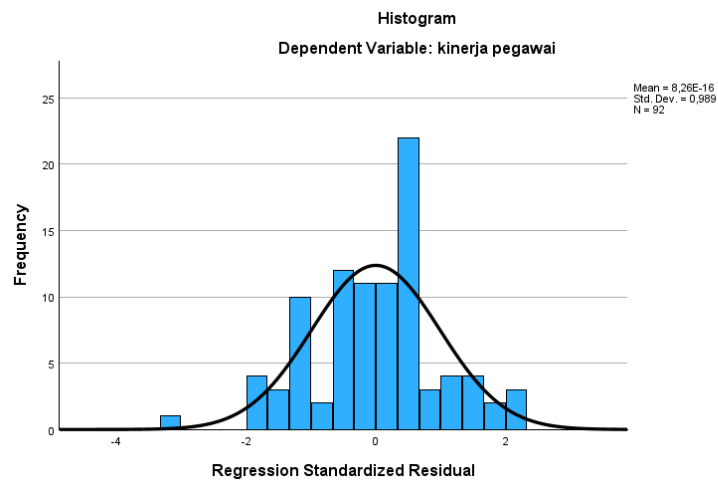
| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,759                   | 6          |

**Y**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,723                   | 7          |

## Uji Asumsi Klasik

### 1. Uji Normalitas



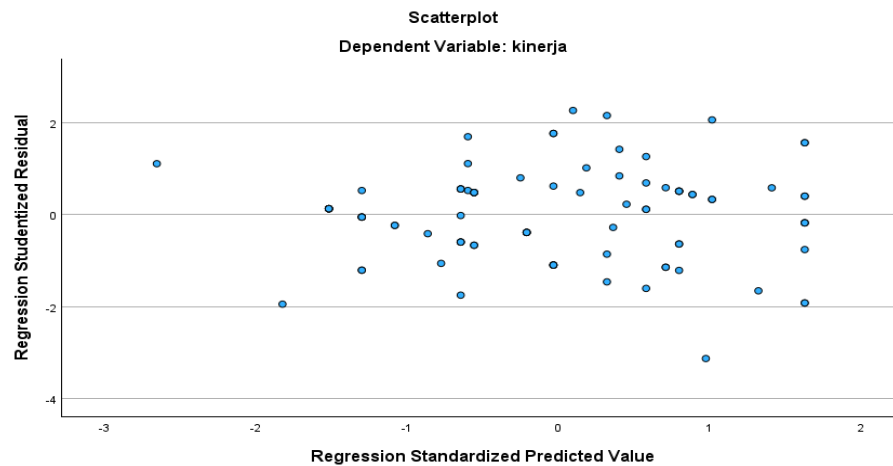
## Uji Kolmogorov-Smirnov

| One-Sample Kolmogorov-Smirnov Test                                                                                                                                                              |                         |             | Unstandardized Residual |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------|-------------------------|
| N                                                                                                                                                                                               |                         |             | 92                      |
| Normal Parameters <sup>a,b</sup>                                                                                                                                                                | Mean                    |             | ,0000000                |
|                                                                                                                                                                                                 | Std. Deviation          |             | ,05792153               |
| Most Extreme Differences                                                                                                                                                                        | Absolute                |             | ,090                    |
|                                                                                                                                                                                                 | Positive                |             | ,090                    |
|                                                                                                                                                                                                 | Negative                |             | -,082                   |
| Test Statistic                                                                                                                                                                                  |                         |             | ,090                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>                                                                                                                                                             |                         |             | ,064                    |
| Monte Carlo Sig. (2-tailed) <sup>d</sup>                                                                                                                                                        | Sig.                    |             | ,068                    |
|                                                                                                                                                                                                 | 99% Confidence Interval | Lower Bound | ,061                    |
|                                                                                                                                                                                                 |                         | Upper Bound | ,074                    |
| a. Test distribution is Normal.<br>b. Calculated from data.<br>c. Lilliefors Significance Correction.<br>d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 299883525. |                         |             |                         |

## 2. Uji Multikolinearitas

| Coefficients <sup>a</sup>              |           |                         |
|----------------------------------------|-----------|-------------------------|
| Model                                  | Tolerance | Collinearity Statistics |
|                                        |           | VIF                     |
| 1 Lingkungan Kerja                     | .818      | 1,223                   |
| Motivasi Kerja                         | .818      | 1,223                   |
| a. Dependent Variable: Kinerja Pegawai |           |                         |

### 3. Uji Heteroskedastisitas



### Hipotesis

#### 1. Uji Analisis Regresi Linear Berganda

| <b>Coefficients<sup>a</sup></b> |                             |            |                           |       |      |
|---------------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model                           | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                                 | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)                    | 9,655                       | 2,674      |                           | 3,611 | ,001 |
| Lingkungan Kerja                | ,441                        | ,088       | ,453                      | 5,016 | ,001 |
| Motivasi Kerja                  | ,314                        | ,096       | ,296                      | 3,280 | ,001 |

a. Dependent Variable: kinerja Pegawai

#### 2. Hasil Uji Kofesien Determinasi ( $R^2$ )

| <b>Model Summary<sup>b</sup></b> |                   |          |                   |                            |
|----------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                            | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                | ,638 <sup>a</sup> | ,407     | ,394              | 1,75775                    |

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

b. Dependent Variable: Kinerja Pegawai

