

LAMPIRAN

Lampiran 1 Kuesioner

Beban Kerja

NO.	Quesioner	SS	S	TS	STS
		4	3	2	1
Pemberian Tugas					
1	Saya selalu melakukan pekerjaan yang sama tiap harinya				
2	Saya mengerjakan banyak pekerjaan setiap harinya yang harus segera diselesaikan				
3	Pimpinan saya sering mengharuskan setiap pegawai memiliki target kerja baik di dalam maupun luar kantor				
Kesesuaian Tugas					
4	Target yang harus saya capai dalam pekerjaan terlalu tinggi				
5	Saya mendapatkan dan menyelesaikan pekerjaan dengan tingkat kesulitan yang tinggi				
6	Pada waktu tertentu saya sangat sibuk dengan pekerjaan saya				
Kemampuan Individu					
7	Keamanan hasil kerja saya terjamin				
8	Saya harus mempelajari setiap tugas baru yang diberikan kepada saya				
Waktu yang Di Berikan					
v	Tugas yang selalu diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat				
10	Pada waktu tertentu saya sangat sibuk dengan pekerjaan saya				

Lingkungan Kerja

NO.	Quesioner	SS	S	TS	STS
		4	3	2	1
Keamanan					
1	Menurut saya, tingkat kepercayaan pada lingkungan kerja harus tinggi				

2	Keamanan saya bekerja cukup memadai				
3	Tempat kerja saya menjamin keamanan pegawainya dalam bekerja				
Kebersihan					
4	Saya ikut serta menjaga kebersihan ditempat kerja				
5	Kebersihan kantor saya telah terkelola dengan baik				
6	kebersihan kantor memberikan kenyamanan bagi saya dalam melakukan pekerjaan				
Suasana Kerja					
7	Kondisi udara di ruang kerja saya memberikan kesan nyaman				
8	Lingkungan kerja yang kondusif sangat mendukung kelancaran pelaksanaan kerja				
Hubungan Antar Rekan Kerja					
9	Menurut saya, kesempatan berprestasi dalam bekerja terbuka bagi semua rekan kerja				
10	Menurut saya, komunikasi yang baik antara rekan kerja membantu kelancaran pelaksanaan pekerjaan				

Kinerja Karyawan

NO.	Quesioner	SS	S	TS	STS
		4	3	2	1
Kualitas					
1	Saya dapat melakukan pekerjaan dengan baik				
2	Saya mengerjakan pekerjaan sesuai dengan arahan				
Kuantitas					
3	Saya tidak merasa terbebakan dengan tugas yang diberikan				
4	Saya dapat bekerja melebihi volume pekerjaan yang telah ditetapkan pimpinan				
Tanggung Jawab					

5	Saya merasa malu jika pekerjaan tidak terselesaikan				
6	Saya bersedia memakai waktu diluar jam kerja jika pekerjaan belum terselesaikan				
Ketaatan Terhadap Aturan					
7	Menurut saya, Aturan yang ditetapkan seharusnya memudahkan dalam melakukan pekerjaan				
8	Saya dapat mengerjakan pekerjaan sesuai dengan aturan yang telah ditetapkan				



The CV is presented on a white background with a red and dark blue geometric header. On the left, a vertical grey bar contains a circular profile picture of Kevin Dhermawan. The right side of the CV is divided into sections by horizontal lines. The 'ABOUT' section includes personal details like height, weight, and religion. The 'WORK EXPERIENCE' section lists roles such as 'Head of Logistic & Decaoration' and 'Writers'. The 'EDUCATION' section lists schools from elementary to high school. The left sidebar contains sections for 'PROFESSIONAL SKILLS', 'LANGUAGE', 'COMMUNICATION', 'PERSONAL SKILLS', 'CONTACT', and 'SOCIAL'.

KEVIN DHERMAWAN

ABOUT

My name is Kevin Dhermawan, i was born in Jakarta, November 30th 2000.
I am currently studying at Pembangunan Jaya University in Management Major.
Height: 168 cm
Weight: 92 kg
Religion: Islam

Perumahan Eka Bhakti
Jl.Cendrawasih Blok BC/60
Pondok Jagung, Serpong Utara,
Tangerang Selatan, Banten 15326

WORK EXPERIENCE

FUSION (Fun Euphoria on SMAN 7 Education & Competition) 2017
Head of Logistic & Decaoration

PRM (Pekan Raya Manajemen) 2019
Head of Division

Etal's 8 2019
Writers

Etela Fest 2019
Ticketing

Kementrian Pertanian
Archieving

EDUCATION

Elementary Islamic Raudhah School (2006 - 2012)
Sinar Cendekia Islamic Junior High School (2012 - 2015)
SMAN 7 Tangerang Selatan (2015 - 2018)

PROFESSIONAL SKILLS

Computerization:
Microsoft Word
Microsoft Excel
Microsoft Power Point

LANGUAGE

Indonesia
English

COMMUNICATION

Listening
Public Speaking
Verbal & Non Verbal

PERSONAL SKILLS

Creative spirit
Reliable and professional
Organized
Time management
Team player
Fast learner
Motivated

CONTACT

Phone: 081283289821
Email: Kevindhrmwn3011@gmail.com

SOCIAL

Instagram: kevindhrmwn_
Linkedin: Kevin Dhermawan
Facebook: Kevin Dhermawan

Lampiran 3 Data Responden

No	Jenis Kelamin	Jumlah Responden	Presentase
1.	Laki-Laki	47	52,9%
2.	Perempuan	38	47,1%
Total		70	100%

No	Usia	Jumlah Responden	Presentase
1	20-30 Tahun	62	78,57%
2	31-40 Tahun	18	14,28%
3	41-50 Tahun	5	7,15%
4	51-60 Tahun	0	0%
Total		85	100%

No	Tingkat Pendidikan	Jumlah Responden	Presentase
1	SMA	6	4,3%
2	D3	17	17,14%
3	S1	57	71,42%
4	S2	5	7,14%
Total		85	100%

NO	Lama Bekerja	Jumlah Responden	Presentase
1	<1 Tahun	34	40%
2	1-3 Tahun	28	31,4%
3	3-5 Tahun	9	11,4%
4	>5 Tahun	14	17,1%
Total		85	100%

NO	Lama Bekerja	Jumlah Responden	Presentase
1	<1 Tahun	33	40%
2	1-3 Tahun	26	31,4%
3	3-5 Tahun	12	11,4%
4	>5 Tahun	14	17,1%
Total		70	100%

Lampiran 4 Daftar Jawaban Beban Kerja

Responden	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	3	3	3	3	3	3	3	3	3	3	30
2	3	3	4	3	4	3	4	4	3	3	34
3	3	3	3	3	3	4	3	4	3	4	33
4	3	3	3	3	3	2	3	3	3	3	29
5	4	4	4	4	4	4	4	4	4	4	40
6	4	4	4	4	3	4	4	4	4	4	39
7	4	4	4	4	4	4	4	4	4	4	40
8	3	4	4	3	4	4	4	4	4	4	38
9	3	4	3	4	4	4	4	4	4	4	38
10	4	4	4	4	4	4	4	4	4	4	40
11	3	4	4	3	3	3	3	3	3	3	32
12	4	4	4	4	4	4	4	4	4	4	40
13	3	4	4	3	3	2	3	2	3	3	30
14	3	3	3	3	3	3	3	3	3	3	30
15	4	3	3	3	2	2	2	3	2	4	28
16	4	4	3	4	2	3	3	3	3	4	33
17	2	2	2	2	2	2	2	2	2	2	20
18	3	3	3	3	3	3	3	3	3	3	30
19	3	4	3	3	3	2	3	2	3	3	29
20	3	3	3	3	3	3	3	3	3	3	30
21	2	3	4	3	4	3	3	3	3	3	31
22	4	4	4	4	3	3	3	3	4	4	36
23	4	4	4	4	3	3	3	4	4	3	36
24	3	4	3	3	4	4	3	4	3	3	34
25	4	4	4	3	3	3	4	3	3	4	35
26	2	2	2	2	2	2	2	2	2	2	20
27	3	4	4	3	3	3	3	3	3	3	32
28	3	3	4	3	2	2	3	3	3	2	28
29	3	4	2	3	2	3	3	3	3	2	28
30	4	4	4	4	3	3	4	3	4	2	35
31	2	3	3	2	2	2	2	2	3	2	23

32	4	3	4	4	4	4	4	4	3	3	37
33	3	4	4	3	3	3	3	3	3	3	32
34	4	3	2	2	2	2	3	2	2	3	25
35	4	4	4	4	4	2	4	3	4	1	34
36	4	4	4	4	4	4	3	4	4	4	39
37	2	4	4	4	4	4	4	4	4	1	35
38	4	4	4	4	3	3	3	3	3	4	35
39	3	3	3	3	2	2	2	3	3	2	26
40	3	2	4	3	3	2	3	2	4	3	29
41	3	4	3	4	4	3	4	4	4	4	37
42	4	4	3	4	4	4	4	4	4	4	39
43	2	2	3	4	4	4	4	4	3	2	32
44	2	2	2	3	3	4	1	2	2	3	24
45	4	4	3	3	4	4	4	4	3	3	36
46	4	4	4	3	3	3	3	3	3	4	34
47	3	3	4	3	3	4	4	3	3	4	34
48	3	2	2	4	4	3	3	4	3	4	32
49	4	4	4	4	4	4	4	4	4	4	40
50	3	3	3	3	3	3	3	3	3	3	30
51	4	4	3	3	4	3	3	3	4	3	34
52	4	4	3	4	3	3	3	3	3	3	33
53	4	4	4	4	3	3	3	3	4	3	35
54	4	4	4	4	4	4	4	4	4	4	40
55	4	4	4	4	4	4	4	4	4	4	40
56	4	3	3	3	4	4	4	3	4	4	36
57	4	3	3	3	4	3	4	4	3	3	34
58	4	4	4	4	4	4	4	4	4	4	40
59	4	4	4	4	4	4	4	4	4	4	40
60	3	4	4	4	4	3	3	3	4	3	35
61	3	3	3	4	3	4	3	4	3	4	34
62	3	3	4	4	3	3	3	3	4	4	34
63	4	4	4	4	4	4	4	4	4	4	40
64	3	3	4	4	4	4	4	3	3	3	35
65	3	3	4	3	3	3	3	3	3	3	31
66	4	4	4	4	4	4	4	4	4	4	40
67	3	3	3	3	3	3	3	3	3	3	30
68	4	4	4	4	4	4	4	4	4	4	40
69	4	4	4	4	4	4	4	3	3	3	37
70	4	3	4	4	4	3	4	4	4	3	37
71	3	4	4	3	4	4	4	4	4	4	38
72	3	4	3	4	4	4	4	4	4	4	38
73	4	4	4	4	4	4	4	4	4	4	40
74	3	4	4	3	3	3	3	3	3	3	32

75	4	4	4	4	4	4	4	4	4	4	40
76	3	4	4	3	3	2	3	2	3	3	30
77	3	3	3	3	3	3	3	3	3	3	30
78	4	3	3	3	2	2	2	3	2	4	28
79	4	4	3	4	2	3	3	3	3	4	33
80	2	2	2	2	2	2	2	2	2	2	20
81	3	3	3	3	3	3	3	3	3	3	30
82	4	4	3	4	4	4	4	4	4	4	39
83	2	2	3	4	4	4	4	4	3	2	32
84	2	2	2	3	3	4	1	2	2	3	24
85	4	4	3	3	4	4	4	4	3	3	36

Lampiran 5 Daftar Jawaban Lingkungan Kerja

Responden	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	3	3	3	3	3	3	3	3	3	3	30
2	3	3	3	3	3	4	3	3	3	3	30
3	3	4	4	4	3	3	2	2	3	3	36
4	3	4	4	3	4	3	2	4	3	4	36
5	4	4	4	4	4	2	4	3	2	4	38
6	4	4	4	4	4	3	3	2	4	2	38
7	3	4	3	3	4	4	4	3	3	4	34
8	4	4	4	4	4	3	4	4	2	3	38
9	3	4	4	3	3	3	3	3	3	3	37
10	3	3	4	3	2	2	3	3	3	2	38
11	3	4	2	3	2	3	3	3	3	2	35
12	4	4	4	4	3	3	4	3	4	2	37
13	2	3	3	2	2	2	2	2	3	2	36
14	3	3	3	3	3	2	4	4	4	4	35
15	4	3	3	3	3	4	3	3	3	3	31
16	4	4	4	3	4	3	3	3	4	3	34
17	3	4	2	3	3	3	3	3	4	4	30
18	4	4	4	3	3	3	4	3	3	3	34
19	4	4	3	3	3	3	3	3	3	3	32
20	4	3	3	3	3	3	3	3	4	4	33
21	3	3	3	3	3	3	3	3	3	3	30
22	4	4	4	4	4	3	3	4	2	2	36
23	4	4	3	3	4	3	3	3	3	3	33
24	4	4	4	3	3	3	3	4	3	3	33
25	4	4	4	4	4	3	3	3	3	3	35
26	3	3	3	3	3	3	3	3	4	3	31
27	3	3	4	3	4	3	4	3	3	3	33
28	3	3	4	3	3	3	3	3	4	3	31
29	3	3	3	4	3	3	3	3	3	3	31
30	3	3	3	3	4	3	3	3	3	3	31
31	3	3	3	3	3	3	3	4	4	3	31
32	4	4	2	2	4	4	3	3	4	3	32
33	3	3	3	4	3	4	4	3	4	3	31
34	3	3	2	3	4	3	4	3	4	3	30
35	4	4	4	4	4	3	3	3	3	3	35
36	4	4	4	4	4	3	3	3	3	3	35
37	4	4	4	4	4	3	3	2	2	3	36
38	3	4	3	3	4	3	3	3	3	3	32
39	3	3	3	3	3	3	4	3	3	3	31
40	3	3	3	3	4	3	3	3	4	3	32

41	3	3	4	3	3	4	4	3	3	4	35
42	3	2	2	4	4	3	3	4	3	4	33
43	4	4	4	4	4	4	4	4	4	4	33
44	2	3	3	4	3	3	4	3	4	3	32
45	4	4	3	4	4	3	3	4	3	3	35
46	4	4	3	4	3	3	4	3	3	3	33
47	4	3	3	3	3	3	4	3	4	3	33
48	3	3	3	3	3	4	4	4	3	3	30
49	4	4	4	4	4	3	3	4	3	3	36
50	4	4	4	3	3	3	3	3	3	3	33
51	3	4	3	4	4	3	3	3	4	3	34
52	4	3	3	3	3	3	4	3	3	3	32
53	4	3	3	4	3	3	3	3	3	4	33
54	4	4	4	4	4	3	3	3	3	3	35
55	4	4	4	4	4	3	3	3	3	3	35
56	4	3	4	3	4	3	3	3	3	3	33
57	4	4	4	4	4	3	4	3	3	3	36
58	3	4	4	4	4	3	3	3	4	3	35
59	4	4	4	4	4	3	3	4	3	3	36
60	4	3	4	4	3	3	3	3	3	3	33
61	4	4	4	4	4	3	3	2	2	3	36
62	4	4	4	4	4	3	2	3	3	2	36
63	4	4	4	4	4	3	3	3	3	3	35
64	4	4	4	4	4	3	3	3	3	4	36
65	3	4	3	4	4	3	3	4	3	3	34
66	4	4	4	4	4	3	3	3	3	3	35
67	3	3	3	3	3	3	3	3	4	3	31
68	3	3	4	4	3	3	4	3	3	3	33
69	3	3	3	4	4	3	3	3	3	3	32
70	4	4	4	3	3	3	3	3	3	3	33
71	3	3	3	3	3	3	3	3	3	3	30
72	4	4	4	4	4	3	3	4	2	2	36
73	4	4	3	3	4	3	3	3	3	3	33
74	4	4	4	3	3	3	3	4	3	3	33
75	4	4	4	4	4	3	3	3	3	3	35
76	3	3	3	3	3	3	3	3	4	3	31
77	3	3	4	3	4	3	4	3	3	3	33
78	3	3	4	3	3	3	3	3	4	3	31
79	3	3	3	4	3	3	3	3	3	3	31
80	3	3	3	3	4	3	3	3	3	3	31
81	3	3	3	3	3	3	3	4	4	3	31
82	4	4	2	2	4	4	3	3	4	3	32
83	4	4	4	4	4	3	3	2	2	3	36

84	4	4	4	4	4	3	2	3	3	2	36
85	4	4	4	4	4	3	3	3	3	3	35

Lampiran 6 Daftar Jawaban Kinerja Karyawan

Responden	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Total
1	3	3	3	3	3	3	3	3	24
2	3	3	4	3	3	3	4	3	26
3	4	3	3	4	3	3	3	3	26
4	3	3	3	3	3	3	4	3	25
5	4	4	4	4	4	4	4	4	32
6	4	4	3	4	4	4	4	4	31
7	4	4	3	4	3	4	4	4	30
8	4	4	4	4	3	3	4	3	29
9	4	4	3	4	3	3	4	4	29
10	4	4	4	4	4	4	4	4	32
11	3	3	3	3	3	3	3	4	25
12	4	4	4	4	4	4	4	4	32
13	3	3	3	1	3	3	4	3	23
14	4	3	4	3	3	3	3	3	26
15	4	4	3	3	3	3	4	4	28
16	4	4	4	3	3	3	3	3	27
17	3	3	3	2	3	3	3	3	23
18	4	4	3	3	3	3	3	3	26
19	3	3	3	2	3	3	4	3	24
20	3	3	4	3	4	3	3	3	26
21	3	3	3	2	3	2	3	3	22
22	3	3	4	3	4	4	4	3	28
23	4	4	4	4	4	4	4	4	32
24	4	4	3	4	4	4	3	4	30
25	4	4	3	4	3	3	3	4	28
26	3	3	3	3	3	3	3	3	24
27	4	4	4	4	4	4	4	4	32
28	4	3	3	3	3	3	3	3	25
29	3	3	3	3	4	3	3	3	25
30	4	4	4	4	4	4	4	4	32
31	3	3	3	3	3	2	3	4	24
32	3	3	4	4	3	3	3	4	27
33	3	3	3	4	3	3	4	3	26
34	3	3	3	3	3	3	3	3	24
35	4	4	4	3	4	4	4	4	31
36	4	4	4	4	4	4	4	4	32
37	4	4	4	4	4	4	4	4	32
38	4	4	4	3	3	4	3	3	28
39	4	3	3	3	3	3	3	3	25
40	4	3	4	2	4	3	3	3	26

41	4	4	3	3	4	4	4	4	30
42	3	4	3	4	4	4	3	4	29
43	4	4	3	3	4	4	3	3	28
44	3	3	3	4	3	3	4	4	27
45	4	4	4	4	4	4	4	3	31
46	4	3	3	3	3	3	3	3	25
47	3	4	3	3	3	3	3	3	25
48	4	4	4	4	4	3	4	4	31
49	4	4	4	4	4	4	4	4	32
50	3	3	3	3	3	3	3	3	24
51	3	4	4	3	4	3	4	4	29
52	3	3	3	3	3	3	3	3	24
53	4	3	4	4	3	3	4	4	29
54	4	3	3	3	3	3	3	3	25
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58	4	4	4	4	4	4	4	4	32
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62	4	4	4	3	3	4	4	3	29
63	4	4	4	4	4	4	4	4	32
64	3	3	3	4	4	4	4	4	29
65	4	4	4	4	4	4	4	4	32
66	4	4	4	4	4	4	4	4	32
67	3	3	3	3	3	3	3	3	24
68	4	3	3	3	4	4	3	3	27
69	4	3	4	3	4	3	4	3	28
70	4	3	3	3	4	4	4	3	28
71	3	3	3	2	3	2	3	3	22
72	3	3	4	3	4	4	4	3	28
73	4	4	4	4	4	4	4	4	32
74	4	4	3	4	4	4	3	4	30
75	4	4	3	4	3	3	3	4	28
76	3	3	3	3	3	3	3	3	24
77	4	4	4	4	4	4	4	4	32
78	4	3	3	3	3	3	3	3	25
79	3	3	3	3	4	3	3	3	25
80	4	4	4	4	4	4	4	4	32
81	4	3	3	3	3	3	3	3	25
82	3	4	3	3	3	3	3	3	25
83	4	4	4	4	4	3	4	4	31

84	4	4	4	4	4	4	4	4	4	32
85	3	3	3	3	3	3	3	3	3	24

Lampiran 7 Hasil Uji Validitas

Correlations

		Total
X1.1	Pearson Correlation	.606**
		.000
		85
X1.2	Pearson Correlation	.621**
	Sig. (2-tailed)	.000
	N	85
X1.3	Pearson Correlation	.591**
	Sig. (2-tailed)	.000
	N	85
X1.4	Pearson Correlation	.767**
	Sig. (2-tailed)	.000
	N	85
X1.5	Pearson Correlation	.734**
	Sig. (2-tailed)	.000
	N	85
X1.6	Pearson Correlation	.728**
	Sig. (2-tailed)	.000
	N	85
X1.7	Pearson Correlation	.750**
	Sig. (2-tailed)	.000
	N	85
X1.8	Pearson Correlation	.777**
	Sig. (2-tailed)	.000
	N	85
X1.9	Pearson Correlation	.793**
	Sig. (2-tailed)	.000
	N	85
X1.10	Pearson Correlation	.540**
	Sig. (2-tailed)	.000
	N	85
X2.1	Pearson Correlation	.427**
	Sig. (2-tailed)	.000
	N	85

X2.2	Pearson Correlation	.301 [*]
	Sig. (2-tailed)	.011
	N	85
X2.3	Pearson Correlation	.347 ^{**}
	Sig. (2-tailed)	.003
	N	85
X2.4	Pearson Correlation	.425 ^{**}
	Sig. (2-tailed)	.000
	N	85
X2.5	Pearson Correlation	.270 [*]
	Sig. (2-tailed)	.024
	N	85
X2.6	Pearson Correlation	.403 ^{**}
	Sig. (2-tailed)	.001
	N	85
X2.7	Pearson Correlation	.477 ^{**}
	Sig. (2-tailed)	.000
	N	85
X2.8	Pearson Correlation	.470 ^{**}
	Sig. (2-tailed)	.000
	N	85
X2.9	Pearson Correlation	.329 ^{**}
	Sig. (2-tailed)	.005
	N	85
X2.10	Pearson Correlation	.255 [*]
	Sig. (2-tailed)	.033
	N	85
Y.1	Pearson Correlation	.607 ^{**}
	Sig. (2-tailed)	.000
	N	85
Y.2	Pearson Correlation	.652 ^{**}
	Sig. (2-tailed)	.000
	N	85
Y.3	Pearson Correlation	.534 ^{**}
	Sig. (2-tailed)	.000
	N	85
Y.4	Pearson Correlation	.649 ^{**}
	Sig. (2-tailed)	.000
	N	85
Y.5	Pearson Correlation	.543 ^{**}
	Sig. (2-tailed)	.000
	N	85

	Sig. (2-tailed)	.000
	N	85
Y.6	Pearson Correlation	.740**
	Sig. (2-tailed)	.000
	N	85
Y.7	Pearson Correlation	.562**
	Sig. (2-tailed)	.000
	N	85
Y.8	Pearson Correlation	.545**
	Sig. (2-tailed)	.000
	N	85
Total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	85

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

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

Lampiran 8 Hasil Uji Realibilitas Beban Kerja

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	30.27	20.404	.591	.897
X1.2	30.17	20.521	.583	.898
X1.3	30.17	20.608	.567	.898
X1.4	30.21	19.968	.752	.888
X1.5	30.31	19.523	.710	.889
X1.6	30.41	19.522	.673	.892
X1.7	30.31	19.378	.764	.886
X1.8	30.34	19.533	.745	.887
X1.9	30.30	19.923	.747	.888
X1.10	30.40	20.417	.484	.906

Reliability Statistics

Cronbach's Alpha	N of Items
.903	10

Lampiran 9 Hasil uji Reliabilitas Lingkungan Kerja

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	29.36	12.349	.579	.818
X2.2	29.19	12.530	.536	.822
X2.3	29.31	12.566	.439	.832
X2.4	29.43	12.364	.607	.816
X2.5	29.39	12.182	.547	.821
X2.6	29.61	12.269	.574	.818
X2.7	29.49	12.253	.604	.816
X2.8	29.54	12.339	.559	.820
X2.9	29.47	12.977	.387	.836
X2.10	29.51	12.543	.490	.826

Reliability Statistics

Cronbach's Alpha	N of Items
.838	10

Lampiran 10 Hasil Uji Reliabilitas Kinerja Karyawan

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	24.37	7.425	.555	.850
Y.2	24.51	7.036	.678	.836
Y.3	24.53	7.354	.547	.850
Y.4	24.63	6.498	.633	.843
Y.5	24.56	7.265	.584	.846
Y.6	24.59	6.710	.724	.830
Y.7	24.47	7.354	.551	.850
Y.8	24.54	7.208	.606	.844

Reliability Statistics	
Cronbach's Alpha	N of Items
.861	8

Lampiran 11 Hasil Uji Normalitas

		Unstandardized Residual
N		85
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.09021586
Most Extreme Differences	Absolute	.076
	Positive	.076
	Negative	-.060
Test Statistic		.076
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Lampiran 12 Hasil Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.421	3.698		1.466	.147		
	Beban Kerja	.362	.056	.593	6.461	.000	.850	1.177
	Lingkungan Kerja	.315	.121	.240	2.613	.011	.850	1.177

a. Dependent Variable: Total y

Lampiran 13 Hasil Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.294	2.296		.999	.321
	Beban Kerja	.026	.035	.099	.748	.457
	Lingkungan Kerja	-.047	.075	-.083	-.626	.533

a. Dependent Variable: Abs_RES

Lampiran 14 Hasil Analisis Regresi Linear

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.421	3.698		1.466	.147
Beban kerja (X ₁)	.362	.056	.593	6.461	.000
Lingkungan Kerja (X ₂)	.315	.121	.240	2.613	.011

Lampiran 15 Tabel Pengujian Hipotesis

		Coefficients^a						
		Unstandardized Coefficients		Standardized Coefficients			95,0% Confidence Interval for B	
Model		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound
1	(Constant)	5.421	3.698		1.466	.147	-1.961	12.803
	Total_X	.362	.056	.593	6.461	.000	.250	.474
	Total_X2	.315	.121	.240	2.613	.011	.074	.555

a. Dependent Variable: Total_Y

		ANOVA^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	326.482	2	163.241	36.280	.000 ^b
	Residual	301.461	67	4.499		
	Total	627.943	69			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X

Lampiran 16 Hasil Uji f

30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082

67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076
70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074

Lampiran 17 Hasil Uji t

df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
1	6,314	12,706
2	2,920	4,303
3	2,353	3,182
4	2,132	2,776
5	2,015	2,571
6	1,943	2,447
7	1,895	2,365
8	1,860	2,306
9	1,833	2,262
10	1,812	2,228
11	1,796	2,201
12	1,782	2,179
13	1,771	2,160
14	1,761	2,145
15	1,753	2,131
16	1,746	2,120
17	1,740	2,110
18	1,734	2,101
19	1,729	2,093
20	1,725	2,086
21	1,721	2,080
22	1,717	2,074
23	1,714	2,069
24	1,711	2,064
25	1,708	2,060
26	1,706	2,056
27	1,703	2,052
28	1,701	2,048
29	1,699	2,045
30	1,697	2,042
31	1,696	2,040
32	1,694	2,037
33	1,692	2,035
34	1,691	2,032
35	1,690	2,030
36	1,688	2,028
37	1,687	2,026
38	1,686	2,024
39	1,685	2,023
40	1,684	2,021
41	1,683	2,020

42	1,682	2,018
43	1,681	2,017
44	1,680	2,015
45	1,679	2,014
46	1,679	2,013
47	1,678	2,012
48	1,677	2,011
49	1,677	2,010
df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
51	1,675	2,008
52	1,675	2,007
53	1,674	2,006
54	1,674	2,005
55	1,673	2,004
56	1,673	2,003
57	1,672	2,002
58	1,672	2,002
59	1,671	2,001
60	1,671	2,000
61	1,670	2,000
62	1,670	1,999
63	1,669	1,998
64	1,669	1,998
65	1,669	1,997
66	1,668	1,997
67	1,668	1,996
68	1,668	1,995
69	1,667	1,995
70	1,667	1,994

Lampiran 18 Hasil Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.721 ^a	.520	.506	2.121

a. Predictors: (Constant), Total x2, Total X

b. Dependent Variable: Total y