


Lampiran 1 Surat Izin Penelitian



KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS NEGERI JAKARTA

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Building Future Leaders

Nomor : 0992/UN39.12/KM/2017

23 Maret 2017

Lamp : -

H a l : Permohonan Izin Mengadakan Penelitian
 untuk Penulisan Skripsi

Yth. Pimpinan PT Asuransi Jiwa Bumi Putera
Jl. Daan Mogot No. C-D
Tangerang

Kami mohon kesediaan Saudara, untuk dapat menerima Mahasiswa Universitas Negeri Jakarta :

| | |
|---------------|--------------------------------------|
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| Program Studi | : Pendidikan Ekonomi |
| Fakultas | : Ekonomi Universitas Negeri Jakarta |
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Dengan ini kami mohon diberikan ijin mahasiswa tersebut, untuk dapat mengadakan penelitian guna mendapatkan data yang diperlukan dalam rangka penulisan skripsi dengan judul:

"Pengaruh Lingkungan Kerja dan Motivasi Kerja Terhadap Prestasi Kerja pada Karyawan PT Asuransi Jiwa Bumi Putera Kota Tangerang"

Atas perhatian dan kerjasama Saudara, kami sampaikan terima kasih.

Tembusan :

1. Dekan Fakultas Ekonomi
2. Kaprog / Jurusan Ekonomi dan Administrasi



Kepala Biro Administrasi
 Akademik dan Kemahasiswaan,
Drs. Syaifullah
 NIP. 195702161984031001

Lampiran 2 Surat Keterangan Telah Penelitian

Lampiran 3 Prestasi Kerja Karyawan

| No | Nama Siswa | Target | | | Realisasi | | |
|----|--------------------|-------------|------------|-------------|-------------|------------|-------|
| | | Kuantitatif | Kualitatif | Rata - rata | Kuantitatif | Kualitatif | Waktu |
| 1 | Adit Firmansyah | 390 | 80 | 235 | 500 | 100 | 12 |
| 2 | Ainun Hasanah | 390 | 78 | 234 | 500 | 100 | 12 |
| 3 | Anggun Kurniati | 410 | 72 | 241 | 500 | 100 | 12 |
| 4 | Annisa Febriyani | 428 | 70 | 249 | 500 | 100 | 12 |
| 5 | Arsya Kamila Arisa | 444 | 74 | 259 | 500 | 100 | 12 |
| 6 | Cindy Komala sari | 422 | 70 | 246 | 500 | 100 | 12 |
| 7 | Diah Aryani | 444 | 88 | 266 | 500 | 100 | 12 |
| 8 | Dzulaikha Ika D | 420 | 82 | 251 | 500 | 100 | 12 |
| 9 | Eva Lestari | 410 | 76 | 243 | 500 | 100 | 12 |
| 10 | Fitri Andini Rachm | 432 | 86 | 259 | 500 | 100 | 12 |
| 11 | Fitriani | 448 | 86 | 267 | 500 | 100 | 12 |
| 12 | Herni Mulyanti | 410 | 82 | 246 | 500 | 100 | 12 |
| 13 | Indah Deviana | 416 | 82 | 249 | 500 | 100 | 12 |
| 14 | Jihan Savira | 398 | 66 | 232 | 500 | 100 | 12 |
| 15 | Kartika Sulistyowa | 410 | 82 | 246 | 500 | 100 | 12 |
| 16 | Luvita Meilda Ang | 430 | 80 | 255 | 500 | 100 | 12 |
| 17 | Maya Wulandari | 440 | 88 | 264 | 500 | 100 | 12 |
| 18 | Mimin | 444 | 88 | 266 | 500 | 100 | 12 |
| 19 | Mohammad Adam | 420 | 70 | 245 | 500 | 100 | 12 |
| 20 | Nindi Miranti | 440 | 76 | 258 | 500 | 100 | 12 |
| 21 | Nona Apriliana | 434 | 82 | 258 | 500 | 100 | 12 |
| 22 | Nur Fitriana Zahra | 408 | 72 | 240 | 500 | 100 | 12 |
| 23 | Oktapiyanti | 422 | 80 | 251 | 500 | 100 | 12 |
| 24 | Prully Angely Dom | 442 | 64 | 253 | 500 | 100 | 12 |
| 25 | Reka Amelia | 390 | 80 | 235 | 500 | 100 | 12 |
| 26 | Rini | 468 | 86 | 277 | 500 | 100 | 12 |
| 27 | Rizka Ameylia | 462 | 68 | 265 | 500 | 100 | 12 |
| 28 | Silviana Maulida | 442 | 70 | 256 | 500 | 100 | 12 |
| 29 | Siti Latifah | 392 | 78 | 235 | 500 | 100 | 12 |
| 30 | Siti Nur Jannah | 390 | 64 | 227 | 500 | 100 | 12 |
| 31 | Ajeng Aprillia T | 400 | 68 | 234 | 500 | 100 | 12 |
| 32 | Anida Ailia | 400 | 64 | 232 | 500 | 100 | 12 |
| 33 | Annisa Rizki Rama | 446 | 88 | 267 | 500 | 100 | 12 |
| 34 | Aulia Murdiani | 398 | 58 | 228 | 500 | 100 | 12 |
| 35 | Ayu Retnowati | 430 | 70 | 250 | 500 | 100 | 12 |
| 36 | Citra Maulida | 430 | 78 | 254 | 500 | 100 | 12 |
| 37 | Dian Purwatiningsi | 420 | 68 | 244 | 500 | 100 | 12 |
| 38 | Dwi Didik Sulistio | 390 | 68 | 229 | 500 | 100 | 12 |
| 39 | Egha Sukma Alivh | 420 | 70 | 245 | 500 | 100 | 12 |
| 40 | Halimah Nur Fitri | 382 | 62 | 222 | 500 | 100 | 12 |
| 41 | Helmia | 434 | 78 | 256 | 500 | 100 | 12 |
| 42 | Hidayatullah | 452 | 82 | 267 | 500 | 100 | 12 |
| 43 | Indah Sari | 432 | 68 | 250 | 500 | 100 | 12 |
| 44 | Laras Panca Lestar | 422 | 80 | 251 | 500 | 100 | 12 |
| 45 | Lusiana Yolanda | 420 | 78 | 249 | 500 | 100 | 12 |
| 46 | Maylisy | 434 | 70 | 252 | 500 | 100 | 12 |
| 47 | Melisa Komalasari | 460 | 74 | 267 | 500 | 100 | 12 |
| 48 | Nadia Ulan Sari | 456 | 80 | 268 | 500 | 100 | 12 |
| 49 | Nia Eka Septyani | 456 | 70 | 263 | 500 | 100 | 12 |
| 50 | Novia Eka Pratiwi | 420 | 78 | 249 | 500 | 100 | 12 |

| | | | | | | | |
|----|---------------------|-----|----|-----|-----|-----|----|
| 51 | Pratiwi Nurhayati | 444 | 66 | 255 | 500 | 100 | 12 |
| 52 | Rahmania Suci Les | 470 | 76 | 273 | 500 | 100 | 12 |
| 53 | Resti Agustina | 400 | 70 | 235 | 500 | 100 | 12 |
| 54 | Rita Novitasari | 478 | 64 | 271 | 500 | 100 | 12 |
| 55 | Sinta Nurhayati | 398 | 64 | 231 | 500 | 100 | 12 |
| 56 | Siti Muhaeni | 440 | 64 | 252 | 500 | 100 | 12 |
| 57 | Siti Nuryani | 382 | 66 | 224 | 500 | 100 | 12 |
| 58 | Suheti Sri Lestari | 436 | 80 | 258 | 500 | 100 | 12 |
| 59 | Tuti Alawiyah | 434 | 82 | 258 | 500 | 100 | 12 |
| 60 | Virga Indriani | 466 | 72 | 269 | 500 | 100 | 12 |
| 61 | Adni Khusnul Kho | 488 | 82 | 285 | 500 | 100 | 12 |
| 62 | Alifia Yunita | 400 | 80 | 240 | 500 | 100 | 12 |
| 63 | Annisa Agustin | 410 | 74 | 242 | 500 | 100 | 12 |
| 64 | Aradea Bunga Nov | 432 | 72 | 252 | 500 | 100 | 12 |
| 65 | Ayu Arizka Putri | 388 | 62 | 225 | 500 | 100 | 12 |
| 66 | Bella Sabilla | 408 | 76 | 242 | 500 | 100 | 12 |
| 67 | Dina Nirmala | 432 | 60 | 246 | 500 | 100 | 12 |
| 68 | Dyah Lorena | 400 | 88 | 244 | 500 | 100 | 12 |
| 69 | Endah Susanti | 452 | 70 | 261 | 500 | 100 | 12 |
| 70 | Ii Merani | 400 | 80 | 240 | 500 | 100 | 12 |
| 71 | Intan Purnamasari | 408 | 58 | 233 | 500 | 100 | 12 |
| 72 | Lusiana Ferliawati | 430 | 58 | 244 | 500 | 100 | 12 |
| 73 | M. Dandy Ramadh | 440 | 88 | 264 | 500 | 100 | 12 |
| 74 | Mega Juniar | 456 | 60 | 258 | 500 | 100 | 12 |
| 75 | Mila Indah Sari | 388 | 56 | 222 | 500 | 100 | 12 |
| 76 | Mitha Indriani | 390 | 56 | 223 | 500 | 100 | 12 |
| 77 | Nailah khoiriyah | 420 | 60 | 240 | 500 | 100 | 12 |
| 78 | Niken Puji Rahayu | 422 | 58 | 240 | 500 | 100 | 12 |
| 79 | Nisa Safira | 430 | 78 | 254 | 500 | 100 | 12 |
| 80 | Novianti | 432 | 70 | 251 | 500 | 100 | 12 |
| 81 | Nurul Istiana | 464 | 86 | 275 | 500 | 100 | 12 |
| 82 | Pritania Gustriandi | 392 | 78 | 235 | 500 | 100 | 12 |
| 83 | Putri Permata Sari | 388 | 74 | 231 | 500 | 100 | 12 |
| 84 | Ratih Kumalasari | 468 | 70 | 269 | 500 | 100 | 12 |
| 85 | Rezky Amelia | 410 | 70 | 240 | 500 | 100 | 12 |
| 86 | Riyah Sukmawati | 424 | 82 | 253 | 500 | 100 | 12 |
| 87 | Rizky Hartanti | 388 | 66 | 227 | 500 | 100 | 12 |
| 88 | Ruth Meilan | 400 | 70 | 235 | 500 | 100 | 12 |
| 89 | Siskanti | 432 | 68 | 250 | 500 | 100 | 12 |

Lampiran 4 Kuesioner Uji Coba Lingkungan Kerja

Kuesioner Lingkungan Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1 | Ruang kerja karyawan memiliki sirkulasi udara yang berfungsi dengan baik, sehingga karyawan merasa nyaman. | | | | | |
| 2 | Sirkulasi udara yang nyaman pada ruang kerja karyawan berpengaruh terhadap tingkat produktifitas kerja karyawan. | | | | | |
| 3 | Alat pendingin suhu udara sangat membantu sirkulasi udara diruang kerja karyawan. | | | | | |
| 4 | <i>Sirkulasi udara yang tidak berfungsi dengan baik menyebabkan karyawan tidak nyaman dalam bekerja.</i> | | | | | |
| 5 | Dengan berfungsinya sirkulasi udara diruang kerja dapat membuat karyawan merasa nyaman. | | | | | |
| 6 | <i>Pencahayaan yang tidak baik diruang kerja karyawan menyebabkan penglihatan karyawan terganggu.</i> | | | | | |
| 7 | Kondisi cahaya yang terang dilingkungan kerja karyawan dapat mempengaruhi fisik karyawan saat bekerja. | | | | | |
| 8 | Pencahayaan yang terang dilingkungan kerja karyawan dapat mempengaruhi produktifitas kerja karyawan. | | | | | |
| 9 | Alat penerangan di dalam ruangan kerja karyawan telah memberikan pencahayaan yang cukup memadai untuk melaksanakan pekerjaan. | | | | | |
| 10 | Cahaya matahari yang masuk ke ruang kerja karyawan sangat membantu karyawan dalam bekerja | | | | | |
| 11 | <i>Suara bising dari luar ruangan mengganggu konsentrasi karyawan dalam bekerja</i> | | | | | |
| 12 | Suara yang bising yang ditimbulkan oleh mesin kantor sangat mengganggu konsentrasi kerja karyawan | | | | | |
| 13 | Ruangan kerja karyawan terhindar dari suara bising. | | | | | |
| 14. | Ruang Kerja jauh dari mesin yang mengeluarkan suara bising | | | | | |
| 15. | Suara rekan kerja karyawan bergema sehingga mengganggu konsentrasi kerja karyawan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 16 | <i>Warna dinding diruang kerja karyawan menimbulkan rasa bosan .</i> | | | | | |
| 17 | Warna dinding pada ruuang kerja karyawan sangat manraik sehingga membuat karyawan lebih bersemangat dalam bekerja. | | | | | |
| 18 | Warna benda-benda pada ruang kerja karyawan sangat mendukung keadaan pikiran untuk bekerja. | | | | | |
| 19 | Warna pada ruang kerja karyawan telah terkombinasi dengan baik. | | | | | |

Lampiran 5 Kuesioner Final Lingkungan Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1 | Ruang kerja karyawan memiliki sirkulasi udara yang berfungsi dengan baik, sehingga karyawan merasa nyaman. | | | | | |
| 2 | Sirkulasi udara yang nyaman pada ruang kerja karyawan berpengaruh terhadap tingkat produktifitas kerja karyawan. | | | | | |
| 3 | Alat pendingin suhu udara sangat membantu sirkulasi udara diruang kerja karyawan. | | | | | |
| 4 | <i>Sirkulasi udara yang tidak berfungsi dengan baik menyebabkan karyawan tidak nyaman dalam bekerja.</i> | | | | | |
| 5 | Dengan berfungsinya sirkulasi udara diruang kerja dapat membuat karyawan merasa nyaman. | | | | | |
| 6 | <i>Pencahayaan yang tidak baik diruang kerja karyawan menyebabkan penglihatan karyawan terganggu.</i> | | | | | |
| 7 | Pencahayaan yang terang dilingkungan kerja karyawan dapat mempengaruhi produktifitas kerja karyawan. | | | | | |
| 8 | Alat penerangan di dalam ruangan kerja karyawan telah memberikan pencahayaan yang cukup memadai untuk melaksanakan pekerjaan. | | | | | |
| 9 | Cahaya matahari yang masuk ke ruang kerja karyawan sangat membantu karyawan dalam bekerja | | | | | |
| 10 | <i>Suara bising dari luar ruangan mengganggu konsentrasi karyawan dalam bekerja</i> | | | | | |
| 11 | Suara yang bising yang ditimbulkan oleh mesin kantor sangat mengganggu konsentrasi kerja karyawan | | | | | |
| 12 | Ruangan kerja karyawan terhindar dari suara bising. | | | | | |
| 13. | Ruang Kerja jauh dari mesin yang mengeluarkan suara bising | | | | | |
| 14. | Suara rekan kerja karyawan bergema sehingga mengganggu konsentrasi kerja karyawan | | | | | |
| | | | | | | |
| 15 | Warna dinding pada ruuang kerja karyawan sangat manraik sehingga membuat karyawan lebih bersemangat dalam bekerja. | | | | | |
| | | | | | | |
| 16 | Warna benda-benda pada ruang kerja karyawan sangat mendukung keadaan pikiran untuk bekerja. | | | | | |
| 17 | Warna pada ruang kerja karyawan telah terkombinasi dengan baik. | | | | | |

Lampiran 6 Uji Validitas Instrumen Lingkungan kerja

Data Hasil Uji Coba
Variabel X₁ (Lingkungan Kerja)

| No. Resp. | Butir Item | | | | | | | | | | | | | | | | | | | Xt | Xt ² |
|---------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|-----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | | |
| 1 | 4 | 5 | 4 | 2 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 76 | 5776 |
| 2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 82 | 6724 |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 78 | 6084 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 80 | 6400 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 84 | 7056 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 82 | 6724 |
| 7 | 5 | 4 | 5 | 2 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 84 | 7056 |
| 8 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 4 | 70 | 4900 |
| 9 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 81 | 6561 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 85 | 7225 |
| 11 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 | 6561 |
| 12 | 5 | 5 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 2 | 4 | 5 | 2 | 72 | 5184 |
| 13 | 3 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 1 | 4 | 4 | 70 | 4900 |
| 14 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 2 | 1 | 3 | 4 | 5 | 70 | 4900 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 2 | 2 | 2 | 2 | 2 | 60 | 3600 |
| 16 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 5 | 63 | 3969 |
| 17 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 2 | 3 | 5 | 3 | 3 | 4 | 2 | 3 | 5 | 72 | 5184 |
| 18 | 3 | 3 | 3 | 4 | 2 | 2 | 5 | 5 | 5 | 3 | 4 | 3 | 2 | 3 | 1 | 5 | 4 | 5 | 5 | 67 | 4489 |
| 19 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 2 | 5 | 5 | 4 | 5 | 2 | 4 | 2 | 4 | 78 | 6084 |
| 20 | 5 | 2 | 2 | 2 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 1 | 3 | 4 | 57 | 3249 |
| 21 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 80 | 6400 |
| 22 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 64 | 4096 |
| 23 | 3 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 1 | 5 | 3 | 2 | 4 | 62 | 3844 |
| 24 | 2 | 2 | 2 | 2 | 2 | 3 | 5 | 3 | 5 | 3 | 4 | 5 | 3 | 2 | 4 | 5 | 3 | 2 | 3 | 60 | 3600 |
| 25 | 2 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 5 | 1 | 4 | 4 | 2 | 1 | 2 | 50 | 2500 |
| 26 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 2 | 4 | 5 | 5 | 87 | 7569 |
| 27 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 81 | 6561 |
| 28 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 64 | 4096 |
| 29 | 3 | 3 | 2 | 2 | 1 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 52 | 2704 |
| 30 | 2 | 2 | 3 | 2 | 3 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 69 | 4761 |
| ΣX | 116 | 120 | 116 | 112 | 113 | 115 | 117 | 117 | 120 | 110 | 108 | 118 | 115 | 112 | 110 | 112 | 100 | 110 | 120 | 2161 | 158757 |
| ΣXi^2 | 482 | 514 | 494 | 458 | 469 | 473 | 493 | 481 | 512 | 426 | 416 | 500 | 479 | 452 | 442 | 466 | 372 | 438 | 508 | | |
| $\Sigma XiXt$ | 8522 | 8835 | 8590 | 8248 | 8349 | 8414 | 8523 | 8575 | 8826 | 8047 | 7904 | 8655 | 8446 | 8301 | 8104 | 8119 | 7387 | 8126 | 8786 | | |
| r _{tabel} | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | | |
| r _{hitung} | 0,516 | 0,589 | 0,624 | 0,513 | 0,571 | 0,413 | 0,282 | 0,532 | 0,579 | 0,466 | 0,429 | 0,466 | 0,472 | 0,721 | 0,521 | 0,133 | 0,531 | 0,618 | 0,483 | | |
| Ket | valid | valid | valid | valid | valid | valid | drop | valid | valid | valid | valid | valid | valid | valid | valid | drop | valid | valid | valid | | |

Lampiran 7 Hasil Uji Coba Reliabilitas Lingkungan kerja (X1)

Data Hasil Uji Reliabilitas Variabel X₁ Variabel X1 (Lingkungan Kerja)

| No. | S _i ² |
|-----|-----------------------------|
| 1 | 1,12 |
| 2 | 1,13 |
| 3 | 1,52 |
| 4 | 1,33 |
| 5 | 1,45 |
| 6 | 1,07 |
| 7 | 1,29 |
| 8 | 0,83 |
| 9 | 1,07 |
| 10 | 0,76 |
| 11 | 0,91 |
| 12 | 1,20 |
| 13 | 1,16 |
| 14 | 1,13 |
| 15 | 1,34 |
| 16 | 1,29 |
| 17 | 0,93 |
| Σ | 19,51 |

1. Menghitung Varians tiap butir dengan rumus contoh butir ke 1

$$S_i^2 = \frac{\sum X_i^2 - \frac{(\sum X_i)^2}{n}}{n}$$

$$= \frac{482 - \frac{116^2}{30}}{30} = 1,12$$

2. Menghitung varians total

$$St^2 = \frac{\sum Xt^2 - \frac{(\sum Xt)^2}{n}}{n}$$

$$= \frac{127320 - \frac{1932^2}{30}}{30} = 96,64$$

3. Menghitung Reliabilitas

$$r_{11} = \frac{k}{k-1} \left(1 - \frac{\sum si^2}{st^2} \right)$$

$$= \frac{17}{17-1} \left(1 - \frac{19,51}{96,64} \right)$$

$$= 0,848$$

Kesimpulan

Dari perhitungan di atas menunjukkan bahwa r_{ii} termasuk dalam kategori (0,800 - 1,000). Maka instrumen memiliki **reliabilitas yang sangat tinggi**

Tabel Interpretasi

| Besarnya nilai r | Interpretasi |
|------------------|---------------|
| 0,800 - 1,000 | Sangat tinggi |
| 0,600 - 0,799 | Tinggi |
| 0,400 - 0,599 | Cukup |
| 0,200 - 0,399 | Rendah |

Lampiran 8 Data Final Lingkungan kerja (X1)

Data Final Variabel X1 Lingkungan Kerja

| No. Resp. | Butir Item | | | | | | | | | | | | | | | | | Xt | Xt ² | |
|--------------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|-----------------|------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | | | |
| 1 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 58 | 3364 | |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 59 | 3481 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 62 | 3844 | |
| 4 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 70 | 4900 | |
| 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 72 | 5184 | |
| 6 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 61 | 3721 | |
| 7 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 73 | 5329 | |
| 8 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 69 | 4761 | |
| 9 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 3844 | |
| 10 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 72 | 5184 | |
| 11 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 77 | 5929 | |
| 12 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 63 | 3969 | |
| 13 | 5 | 4 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 2 | 5 | 4 | 3 | 71 | 5041 | |
| 14 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 57 | 3249 | |
| 15 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 63 | 3969 | |
| 16 | 5 | 3 | 3 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 68 | 4624 | |
| 17 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 73 | 5329 | |
| 18 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 74 | 5476 | |
| 19 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 62 | 3844 | |
| 20 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 71 | 5041 | |
| 21 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 71 | 5041 | |
| 22 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 61 | 3721 | |
| 23 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 70 | 4900 | |
| 24 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 69 | 4761 | |
| 25 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 57 | 3249 | |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 83 | 6889 | |
| 27 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 73 | 5329 | |
| 28 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 69 | 4761 | |
| 29 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 58 | 3364 | |
| 30 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 52 | 2704 | |
| 31 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 60 | 3600 | |
| 32 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 57 | 3249 | |
| 33 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 77 | 5929 | |
| 34 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 54 | 2916 | |
| 35 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 68 | 4624 | |
| 36 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 68 | 4624 | |
| 37 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 65 | 4225 | |
| 38 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 51 | 2601 | |
| 39 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 62 | 3844 | |
| 40 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 51 | 2601 | |
| 41 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 68 | 4624 | |
| 42 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 77 | 5929 | |
| 43 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 73 | 5329 | |
| 44 | 4 | 1 | 5 | 4 | 5 | 2 | 1 | 5 | 3 | 5 | 4 | 1 | 5 | 4 | 5 | 5 | 1 | 60 | 3600 | |
| 45 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 82 | 6724 | |
| 46 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 74 | 5476 | |
| 47 | 3 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 4 | 66 | 4356 | |
| 48 | 5 | 4 | 5 | 2 | 3 | 3 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 67 | 4489 | |
| 49 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 71 | 5041 | |
| 50 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 73 | 5329 | |

| | | | | | | | | | | | | | | | | | | | |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|--------|
| 51 | 5 | 4 | 3 | 2 | 3 | 3 | 5 | 2 | 1 | 4 | 5 | 5 | 2 | 1 | 4 | 5 | 5 | 59 | 3481 |
| 52 | 4 | 2 | 3 | 2 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 65 | 4225 |
| 53 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 59 | 3481 | |
| 54 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 77 | 5929 | |
| 55 | 2 | 2 | 2 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 67 | 4489 | |
| 56 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 71 | 5041 | |
| 57 | 1 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 62 | 3844 | |
| 58 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 2 | 3 | 5 | 4 | 5 | 5 | 70 | 4900 | |
| 59 | 4 | 1 | 5 | 1 | 3 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 64 | 4096 | |
| 60 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 65 | 4225 | |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 82 | 6724 | |
| 62 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 56 | 3136 | |
| 63 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 79 | 6241 | |
| 64 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 72 | 5184 | |
| 65 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 67 | 4489 | |
| 66 | 2 | 3 | 3 | 1 | 1 | 3 | 2 | 1 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 55 | 3025 | |
| 67 | 5 | 5 | 4 | 4 | 3 | 1 | 3 | 2 | 3 | 5 | 2 | 5 | 4 | 4 | 3 | 4 | 61 | 3721 | |
| 68 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 68 | 4624 | |
| 69 | 3 | 5 | 1 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 76 | 5776 | |
| 70 | 4 | 1 | 4 | 1 | 3 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 63 | 3969 | |
| 71 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 79 | 6241 | |
| 72 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 70 | 4900 | |
| 73 | 4 | 5 | 4 | 3 | 1 | 4 | 2 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 62 | 3844 | |
| 74 | 3 | 1 | 5 | 2 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 67 | 4489 | |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 | 4624 | |
| 76 | 4 | 3 | 5 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 66 | 4356 | |
| 77 | 4 | 2 | 4 | 2 | 4 | 2 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 61 | 3721 | |
| 78 | 4 | 2 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 62 | 3844 | |
| 79 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 79 | 6241 | |
| 80 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 69 | 4761 | |
| 81 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 80 | 6400 | |
| 82 | 3 | 1 | 2 | 1 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 53 | 2809 | |
| 83 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 76 | 5776 | |
| 84 | 1 | 2 | 5 | 5 | 4 | 3 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 65 | 4225 | |
| 85 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 76 | 5776 | |
| 86 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 1 | 3 | 3 | 5 | 5 | 5 | 4 | 67 | 4489 | |
| 87 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 52 | 2704 | |
| 88 | 4 | 3 | 5 | 5 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 57 | 3249 | |
| 89 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 70 | 4900 | |
| ΣX | 344 | 327 | 359 | 326 | 349 | 326 | 345 | 327 | 329 | 352 | 356 | 372 | 363 | 367 | 370 | 372 | 357 | 5941 | 401861 |

Lampiran 9 Data Skor Indikator Lingkungan kerja (X1)

Skor Indikator Lingkungan Kerja

| Indikator | Item | Skor | N | Total Skor | Mean | Presentase |
|-----------------|------|------|----|------------|---------|------------|
| Sirkulasi Udara | 1 | 344 | 5 | 1705 | 341.00 | 24.34% |
| | 2 | 327 | | | | |
| | 3 | 359 | | | | |
| | 4 | 326 | | | | |
| | 5 | 349 | | | | |
| Pencahayaannya | 6 | 326 | 4 | 1327 | 331.75 | 23.68% |
| | 7 | 345 | | | | |
| | 8 | 327 | | | | |
| | 9 | 329 | | | | |
| Kebisingan | 10 | 352 | 5 | 1810 | 362.00 | 25.84% |
| | 11 | 356 | | | | |
| | 12 | 372 | | | | |
| | 13 | 363 | | | | |
| | 14 | 367 | | | | |
| Warna | 15 | 370 | 3 | 1099 | 366.33 | 26.15% |
| | 16 | 372 | | | | |
| | 17 | 357 | | | | |
| Total | | 5941 | 17 | 5941 | 1401.08 | 100% |

Lampiran 10 Kuesioner Uji Coba Motivasi Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Perusahaan selalu memberika pengakuan kepada karyawan yang giat bekerja. | | | | | |
| 2 | Pengakuan yang diraih oleh karyawan dapat menambah semangatbekerja | | | | | |
| 3 | Perusahaan memberikan penghargaan kepada karyawan yang berprestasi. | | | | | |
| 4 | Atasan memberikan pujian kepada karyawan agar semangat dalam bekerja | | | | | |
| 5 | Perusahaan memberikan bonus kepada karyawan yang bekerja dengan bersungguh-sungguh | | | | | |
| 6 | <i>Karyawan yang berprestasi kerja baik tidak dihargai oleh atasan.</i> | | | | | |
| 7 | Penghargaan dari perusahaan dan pujian dari atasan membuat karyawan termotivasi untuk bekerja lebih baik | | | | | |
| | | | | | | |
| 8 | Atasan memberikan pujian secara lisan kepada karyawan terhadap keberhasilan tugas yang baik | | | | | |
| 9 | Perusahaan memberikan penghargaan yang layak bagi karyawan berprestasi | | | | | |
| 10 | Perusahaan menindaklanjuti atas pemberian penghargaan dengan menaikkan status jabatan | | | | | |
| 11 | Karyawan yang menerima tugas dari pimpinan melaksanakan tugas dengan penuh tanggung jawab. | | | | | |
| 12 | Karyawan mengerjakan setiap pekerjaan dengan penuh tanggung jawab | | | | | |
| 13 | Karyawan berusaha untuk memenuhi tanggung jawabnya dalam mengerjakan tugas yang diberikan oleh pimpinan. | | | | | |
| 14 | <i>Karyawan tidak peduli dengan tanggung jawabnya dalam bekerja.</i> | | | | | |
| 15 | Karyawan bertanggung jawab menjaga nama baik perusahaan. | | | | | |
| 16 | Karyawan bekerja keras untuk memenuhi tanggung jawabnya agar perusahaan mencapai target | | | | | |
| 17 | Karyawan selaluberusaha bertanggung jawab kepada tugasnya dengan bekerja secara prosuktif. | | | | | |
| 18 | Karyawan mendapat kesempatan untuk belajar hal-hal yangbaru | | | | | |
| 19 | Karyawan memiliki peluang dan kesempatan untukmengembangkan ketrampilan dan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | kemampuannya | | | | | |
| 20 | Karyawan mendapat kesempatan ikut berpartisipasi dalam menentukan tujuan perusahaan | | | | | |
| 21 | Perusahaan memberikan kesempatan kepada karyawan untuk mendapatkan jabatan yang lebih tinggi | | | | | |

Lampiran 11. Kuesioner Final Motivasi Kerja (X2)

| No | Pernyataan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Perusahaan selalu memberika pengakuan kepada karyawan yang giat bekerja. | | | | | |
| 2 | Pengakuan yang diraih oleh karyawan dapat menambah semangatbekerja | | | | | |
| 3 | Perusahaan memberikan penghargaan kepada karyawan yang berprestasi. | | | | | |
| 4 | Perusahaan memberikan bonus kepada karyawan yang bekerja dengan bersungguh-sungguh | | | | | |
| 5 | <i>Karyawan yang berprestasi kerja baik tidak dihargai oleh atasan.</i> | | | | | |
| 6 | Penghargaan dari perusahaan dan pujian dari atasan membuat karyawan termotivasi untuk bekerja lebih baik | | | | | |
| 7 | Atasan memberikan pujian secara lisan kepada karyawan terhadap keberhasilan tugas yang baik | | | | | |
| 8 | Perusahaan memberikan penghargaan yang layak bagi karyawan berprestasi | | | | | |
| 9 | Perusahaan menindaklanjuti atas pemberian penghargaan dengan menaikkan status jabatan | | | | | |
| 10 | Karyawan yang menerima tugas dari pimpinan melaksanakan tugas dengan penuh tanggung jawab. | | | | | |
| 11 | Karyawan mengerjakan setiap pekerjaan dengan penuh tanggung jawab | | | | | |
| 12 | Karyawan berusaha untuk memenuhi tanggung jawabnya dalam mengerjakan tugas yang diberikan oleh pimpinan. | | | | | |
| 13 | <i>Karyawan tidak peduli dengan tanggung jawabnya dalam bekerja.</i> | | | | | |
| 14 | Karyawan bertanggung jawab menjaga nama baik perusahaan. | | | | | |
| 15 | Karyawan bekerja keras untuk memenuhi tanggung jawabnya agar perusahaan mencapai target | | | | | |
| 16 | Karyawan selaluberusaha bertanggung jawab kepada tugasnya dengan bekerja secara prosuktif. | | | | | |
| 17 | Karyawan mendapat kesempatan untuk belajar hal-hal yangbaru | | | | | |
| 18 | Karyawan mendapat kesempatan ikut berpartisipasi dalam menentukan tujuan perusahaan | | | | | |
| 19 | Perusahaan memberikan kesempatan kepada karyawan untukmendapatkan jabatan yang lebih tinggi | | | | | |

Lampiran 12. Uji Validitas Instrumen Uji Coba Motivasi Kerja (X2)

Data Hasil Uji Coba
Variabel X2 (Motivasi Kerja)

| No. Resp. | Butir Item | | | | | | | | | | | | | | | | | | | | | Xt | Xt ² | |
|---------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | | | |
| 1 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 1 | 3 | 4 | 3 | 4 | 2 | 3 | 5 | 5 | 5 | 4 | 77 | 5929 | |
| 2 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 4 | 5 | 3 | 5 | 73 | 5329 | |
| 3 | 3 | 1 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 2 | 3 | 1 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 68 | 4624 | |
| 4 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 2 | 3 | 5 | 4 | 4 | 3 | 84 | 7056 | |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 88 | 7744 | |
| 6 | 2 | 3 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 81 | 6561 | |
| 7 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 5 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 5 | 4 | 3 | 3 | 72 | 5184 | |
| 8 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 2 | 4 | 5 | 5 | 3 | 4 | 2 | 3 | 3 | 77 | 5929 | |
| 9 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 2 | 5 | 3 | 82 | 6724 | |
| 10 | 1 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 70 | 4900 | |
| 11 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 79 | 6241 | |
| 12 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 87 | 7569 | |
| 13 | 4 | 2 | 5 | 5 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 1 | 64 | 4096 | |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 5 | 71 | 5041 | |
| 15 | 3 | 5 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 68 | 4624 | |
| 16 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 2 | 3 | 2 | 2 | 2 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 77 | 5929 | |
| 17 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 3 | 2 | 2 | 4 | 3 | 1 | 57 | 3249 | |
| 18 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 1 | 3 | 4 | 3 | 3 | 4 | 5 | 59 | 3481 | |
| 19 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 1 | 2 | 3 | 2 | 5 | 3 | 5 | 2 | 2 | 3 | 4 | 5 | 5 | 68 | 4624 | |
| 20 | 2 | 4 | 5 | 4 | 5 | 2 | 3 | 5 | 2 | 2 | 4 | 4 | 2 | 3 | 5 | 2 | 5 | 5 | 2 | 2 | 1 | 69 | 4761 | |
| 21 | 2 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 1 | 3 | 3 | 2 | 2 | 1 | 5 | 73 | 5329 | |
| 22 | 3 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 2 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 78 | 6084 | |
| 23 | 4 | 5 | 3 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 3 | 3 | 5 | 85 | 7225 | |
| 24 | 4 | 3 | 2 | 5 | 3 | 2 | 4 | 2 | 4 | 3 | 5 | 3 | 2 | 3 | 5 | 2 | 4 | 5 | 2 | 2 | 2 | 67 | 4489 | |
| 25 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 91 | 8281 | |
| 26 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 2 | 5 | 5 | 92 | 8464 | |
| 27 | 3 | 4 | 4 | 3 | 3 | 5 | 2 | 2 | 3 | 5 | 2 | 3 | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 5 | 5 | 73 | 5329 | |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 104 | 10816 | |
| 29 | 4 | 3 | 3 | 5 | 2 | 3 | 3 | 5 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 63 | 3969 | |
| 30 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 101 | 10201 | |
| ΣX | 102 | 108 | 109 | 124 | 116 | 122 | 110 | 106 | 100 | 101 | 101 | 111 | 111 | 100 | 116 | 110 | 108 | 119 | 97 | 111 | 116 | 2298 | 179782 | |
| ΣXi ² | 384 | 418 | 427 | 546 | 482 | 522 | 442 | 426 | 370 | 379 | 373 | 455 | 445 | 360 | 496 | 440 | 414 | 505 | 347 | 455 | 506 | | | |
| ΣXiXt | 7995 | 8445 | 8522 | 9548 | 9035 | 9514 | 8608 | 8391 | 7892 | 7983 | 7916 | 8689 | 8663 | 7875 | 9094 | 8627 | 8409 | 9278 | 7477 | 8705 | 9116 | | | |
| r _{tabel} | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | 0,361 | | | |
| r _{hitung} | 0,486 | 0,520 | 0,506 | 0,140 | 0,421 | 0,542 | 0,478 | 0,617 | 0,625 | 0,644 | 0,510 | 0,457 | 0,447 | 0,679 | 0,494 | 0,542 | 0,443 | 0,462 | 0,132 | 0,496 | 0,496 | | | |
| Ket | valid | valid | valid | drop | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | drop | valid | valid | | |

Lampiran 13. Hasil Data Uji Coba Reliabilitas Motivasi Kerja (X2)

Data Hasil Uji Reliabilitas Variabel X₁ Variabel X₂ (Motivasi Kerja)

| No. | Si ² |
|-----|-----------------|
| 1 | 1,24 |
| 2 | 0,97 |
| 3 | 1,03 |
| 4 | 1,12 |
| 5 | 0,86 |
| 6 | 1,29 |
| 7 | 1,72 |
| 8 | 1,22 |
| 9 | 1,30 |
| 10 | 1,10 |
| 11 | 1,48 |
| 12 | 1,14 |
| 13 | 0,89 |
| 14 | 1,58 |
| 15 | 1,22 |
| 16 | 0,84 |
| 17 | 1,10 |
| 18 | 1,48 |
| 19 | 1,92 |
| Σ | 23,49 |

1. Menghitung Varians tiap butir dengan rumus contoh butir ke 1

$$S_i^2 = \frac{\sum X_i^2 - \frac{(\sum X_i)^2}{n}}{n}$$

$$= \frac{384 - \frac{102^2}{30}}{30} = 1,24$$

2. Menghitung varians total

$$S_t^2 = \frac{\sum X_t^2 - \frac{(\sum X_t)^2}{n}}{n}$$

$$= \frac{147417 - \frac{2077^2}{30}}{30} = 120,65$$

3. Menghitung Reliabilitas

$$r_{11} = \frac{k}{k-1} \left(1 - \frac{\sum s_i^2}{st^2} \right)$$

$$= \frac{19}{19-1} \left(1 - \frac{23,49}{120,6} \right)$$

$$= 0,850$$

Kesimpulan

Dari perhitungan di atas menunjukkan bahwa r_{ii} termasuk dalam kategori (0,800 - 1,000). Maka instrumen memiliki **reliabilitas yang sangat tinggi**

Tabel Interpretasi

| Besarnya nilai r | Interpretasi |
|------------------|---------------|
| 0,800 - 1,000 | Sangat tinggi |
| 0,600 - 0,799 | Tinggi |
| 0,400 - 0,599 | Cukup |
| 0,200 - 0,399 | Rendah |

Lampiran 14. Uji Validitas Instrumen Final Motivasi Kerja (X2)

Data Final
Variabel X₂ (Motivasi Kerja)

| No. Resp. | Butir Item | | | | | | | | | | | | | | | | | | | Xt | Xt ² |
|--------------|------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|------|-----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | | |
| 1 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 1 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 61 | 3721 |
| 2 | 3 | 2 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 62 | 3844 |
| 3 | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 66 | 4356 |
| 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 70 | 4900 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 76 | 5776 |
| 6 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 68 | 4624 |
| 7 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 79 | 6241 |
| 8 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 71 | 5041 |
| 9 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 5 | 2 | 2 | 5 | 4 | 3 | 69 | 4761 |
| 10 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 76 | 5776 |
| 11 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 81 | 6561 |
| 12 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 68 | 4624 |
| 13 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 71 | 5041 |
| 14 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 63 | 3969 | |
| 15 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 68 | 4624 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 72 | 5184 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 79 | 6241 |
| 18 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 78 | 6084 |
| 19 | 2 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 68 | 4624 |
| 20 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 76 | 5776 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 2 | 3 | 2 | 3 | 5 | 4 | 77 | 5929 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 66 | 4356 |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 71 | 5041 |
| 24 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 70 | 4900 |
| 25 | 2 | 2 | 5 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 62 | 3844 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 88 | 7744 |
| 27 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 79 | 6241 |
| 28 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 72 | 5184 |
| 29 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 3 | 4 | 62 | 3844 |
| 30 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 55 | 3025 |
| 31 | 2 | 2 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 64 | 4096 |
| 32 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 2 | 3 | 2 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 61 | 3721 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 81 | 6561 |
| 34 | 3 | 1 | 2 | 5 | 1 | 1 | 5 | 1 | 3 | 5 | 5 | 3 | 4 | 2 | 1 | 5 | 2 | 5 | 5 | 59 | 3481 |
| 35 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 5 | 3 | 5 | 5 | 5 | 71 | 5041 |
| 36 | 5 | 1 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 74 | 5476 |
| 37 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 69 | 4761 |
| 38 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 57 | 3249 |
| 39 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 5 | 68 | 4624 |
| 40 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 1 | 4 | 3 | 3 | 2 | 3 | 2 | 55 | 3025 |
| 41 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 73 | 5329 |
| 42 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 83 | 6889 |
| 43 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 71 | 5041 |
| 44 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 2 | 3 | 73 | 5329 |
| 45 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 70 | 4900 |
| 46 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 76 | 5776 |
| 47 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 84 | 7056 |
| 48 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 80 | 6400 |
| 49 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 | 5929 |
| 50 | 2 | 2 | 2 | 3 | 5 | 3 | 2 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 62 | 3844 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|--------|
| 51 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 80 | 6400 | |
| 52 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 2 | 5 | 3 | 4 | 3 | 4 | 4 | 71 | 5041 | |
| 53 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 73 | 5329 | |
| 54 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 2 | 5 | 4 | 74 | 5476 | |
| 55 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 2 | 5 | 4 | 68 | 4624 | |
| 56 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 72 | 5184 | |
| 57 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 74 | 5476 | |
| 58 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 77 | 5929 | |
| 59 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 1 | 3 | 5 | 3 | 3 | 2 | 1 | 1 | 4 | 3 | 5 | 66 | 4356 | |
| 60 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 81 | 6561 | |
| 61 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 87 | 7569 | |
| 62 | 5 | 3 | 3 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 1 | 2 | 1 | 5 | 4 | 4 | 4 | 66 | 4356 | |
| 63 | 4 | 1 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 66 | 4356 | |
| 64 | 4 | 2 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 65 | 4225 | |
| 65 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 2 | 1 | 1 | 2 | 4 | 3 | 2 | 3 | 56 | 3136 | |
| 66 | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 5 | 5 | 2 | 3 | 2 | 4 | 64 | 4096 | |
| 67 | 3 | 5 | 3 | 4 | 4 | 2 | 2 | 5 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 57 | 3249 | |
| 68 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 67 | 4489 | |
| 69 | 3 | 4 | 2 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 2 | 5 | 75 | 5625 | |
| 70 | 5 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 64 | 4096 | |
| 71 | 4 | 1 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 1 | 2 | 2 | 2 | 5 | 4 | 4 | 60 | 3600 | |
| 72 | 5 | 3 | 3 | 4 | 4 | 4 | 2 | 5 | 4 | 2 | 3 | 2 | 2 | 1 | 2 | 5 | 2 | 3 | 58 | 3364 | |
| 73 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 5 | 2 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 56 | 3136 | |
| 74 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 80 | 6400 | |
| 75 | 5 | 4 | 4 | 4 | 5 | 5 | 1 | 5 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 76 | 5776 | |
| 76 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 69 | 4761 | |
| 77 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 73 | 5329 | |
| 78 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 66 | 4356 | |
| 79 | 3 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 75 | 5625 | |
| 80 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 | 5929 | |
| 81 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 70 | 4900 | |
| 82 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 5 | 3 | 60 | 3600 | |
| 83 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 72 | 5184 | |
| 84 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 70 | 4900 | |
| 85 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 65 | 4225 | |
| 86 | 4 | 4 | 4 | 3 | 4 | 5 | 2 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 72 | 5184 | |
| 87 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 57 | 3249 | |
| 88 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 60 | 3600 | |
| 89 | 3 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 73 | 5329 | |
| ΣX | 332 | 313 | 312 | 345 | 350 | 345 | 307 | 315 | 343 | 313 | 334 | 288 | 334 | 319 | 333 | 321 | 333 | 345 | 342 | 6224 | 440424 |

Lampiran 15. Data Skor Indikator Motivasi Kerja (X2)

| Indikator | Sub Indikator | Item | Skor | N | Total Skor | Mean | Presentase |
|-----------|--------------------|------|------|----|------------|--------|------------|
| Internal | Pengakuan | 1 | 332 | 9 | 2962 | 329.11 | 33.26% |
| | | 2 | 313 | | | | |
| | | 3 | 312 | | | | |
| | | 4 | 345 | | | | |
| | | 5 | 350 | | | | |
| | | 6 | 345 | | | | |
| | | 7 | 307 | | | | |
| | | 8 | 315 | | | | |
| | | 9 | 343 | | | | |
| | Tanggung Jawab | 10 | 313 | 7 | 2242 | 320.29 | 32.37% |
| | | 11 | 334 | | | | |
| | | 12 | 288 | | | | |
| | | 13 | 334 | | | | |
| | | 14 | 319 | | | | |
| | | 15 | 333 | | | | |
| | | 16 | 321 | | | | |
| | Peluang untuk maju | 17 | 333 | 3 | 1020 | 340.00 | 34.36% |
| | | 18 | 345 | | | | |
| | | 19 | 342 | | | | |
| Total | | | 6224 | 19 | 6224 | 989.40 | 100% |

Lampiran 16. Data Mentah Variabel Lingkungan kerja (X1), Motivasi Kerja (X2) dan Prestasi kerja karyawan Y

| No. | Y | X1 | X2 |
|-----|-----|----|----|
| 1 | 235 | 58 | 61 |
| 2 | 234 | 59 | 62 |
| 3 | 241 | 62 | 66 |
| 4 | 249 | 70 | 70 |
| 5 | 259 | 72 | 76 |
| 6 | 246 | 61 | 68 |
| 7 | 266 | 73 | 79 |
| 8 | 251 | 69 | 71 |
| 9 | 243 | 62 | 69 |
| 10 | 259 | 72 | 76 |
| 11 | 267 | 77 | 81 |
| 12 | 246 | 63 | 68 |
| 13 | 249 | 71 | 71 |
| 14 | 232 | 57 | 63 |
| 15 | 246 | 63 | 68 |
| 16 | 255 | 68 | 72 |
| 17 | 264 | 73 | 79 |
| 18 | 266 | 74 | 78 |
| 19 | 245 | 62 | 68 |
| 20 | 258 | 71 | 76 |
| 21 | 258 | 71 | 77 |
| 22 | 240 | 61 | 66 |
| 23 | 251 | 70 | 71 |
| 24 | 253 | 69 | 70 |
| 25 | 235 | 57 | 62 |

| | | | |
|----|-----|----|----|
| 26 | 277 | 83 | 88 |
| 27 | 265 | 73 | 79 |
| 28 | 256 | 69 | 72 |
| 29 | 235 | 58 | 62 |
| 30 | 227 | 52 | 55 |
| 31 | 234 | 60 | 64 |
| 32 | 232 | 57 | 61 |
| 33 | 267 | 77 | 81 |
| 34 | 228 | 54 | 59 |
| 35 | 250 | 68 | 71 |
| 36 | 254 | 68 | 74 |
| 37 | 244 | 65 | 69 |
| 38 | 229 | 51 | 57 |
| 39 | 245 | 62 | 68 |
| 40 | 222 | 51 | 55 |
| 41 | 256 | 68 | 73 |
| 42 | 267 | 77 | 83 |
| 43 | 250 | 73 | 71 |
| 44 | 251 | 60 | 73 |
| 45 | 249 | 82 | 70 |
| 46 | 252 | 74 | 76 |
| 47 | 267 | 66 | 84 |
| 48 | 268 | 67 | 80 |
| 49 | 263 | 71 | 77 |
| 50 | 249 | 73 | 62 |

| | | | |
|----|-----|----|----|
| 51 | 255 | 59 | 80 |
| 52 | 273 | 65 | 71 |
| 53 | 235 | 59 | 73 |
| 54 | 271 | 77 | 74 |
| 55 | 231 | 67 | 68 |
| 56 | 252 | 71 | 72 |

| | | | |
|----|-----|----|----|
| 57 | 224 | 62 | 74 |
| 58 | 258 | 70 | 77 |
| 59 | 258 | 64 | 66 |
| 60 | 269 | 65 | 81 |
| 61 | 285 | 82 | 87 |
| 62 | 240 | 56 | 66 |
| 63 | 242 | 79 | 66 |
| 64 | 252 | 72 | 65 |
| 65 | 225 | 67 | 56 |
| 66 | 242 | 55 | 64 |
| 67 | 246 | 61 | 57 |
| 68 | 244 | 68 | 67 |
| 69 | 261 | 76 | 75 |
| 70 | 240 | 63 | 64 |
| 71 | 233 | 79 | 60 |
| 72 | 244 | 70 | 58 |
| 73 | 264 | 62 | 56 |
| 74 | 258 | 67 | 80 |
| 75 | 222 | 68 | 76 |

| | | | |
|----|-----|----|----|
| 76 | 223 | 66 | 69 |
| 77 | 240 | 61 | 73 |
| 78 | 240 | 62 | 66 |
| 79 | 254 | 79 | 75 |
| 80 | 251 | 69 | 77 |
| 81 | 275 | 80 | 70 |
| 82 | 235 | 53 | 60 |
| 83 | 231 | 76 | 72 |
| 84 | 269 | 65 | 70 |
| 85 | 240 | 76 | 65 |
| 86 | 253 | 67 | 72 |
| 87 | 227 | 52 | 57 |
| 88 | 235 | 57 | 60 |
| 89 | 250 | 70 | 73 |

Lampiran 17. Proses Perhitungan Gambar Grafik Prestasi kerja karyawan (Y)

Distribusi Frekuensi Variabel Prestasi Kerja (Y)

1. Menentukan Rentang Kelas

$$\begin{aligned}\text{Rentang} &= \text{Data terbesar} - \text{data terkecil} \\ &= 284 - 222 \\ &= 62\end{aligned}$$

2. Banyaknya Kelas Interval

$$\begin{aligned}K &= 1 + (3,3) \text{ Log } n \\ &= 1 + (3,3) \log 89 \\ &= 1 + (3,3) 1,95 \\ &= 1 + 6,43 \\ &= 7,43 \text{ (dibulatkan menjadi 7)}\end{aligned}$$

3. Panjang Kelas Interval

$$\begin{aligned}P &= \frac{62}{7} \\ &= 8,86 \text{ (ditetapkan menjadi 9)}\end{aligned}$$

Lampiran 18. Proses Perhitungan Gambar Grafik Lingkungan kerja(X2)Distribusi Frekuensi Variabel Lingkungan Kerja (X_1)

1. Menentukan Rentang Kelas

$$\begin{aligned}\text{Rentang} &= \text{Data terbesar} - \text{data terkecil} \\ &= 83 - 51 \\ &= 32\end{aligned}$$

2. Banyaknya Kelas Interval

$$\begin{aligned}K &= 1 + (3,3) \text{ Log } n \\ &= 1 + (3,3) \log 89 \\ &= 1 + (3,3) 1,95 \\ &= 1 + 6,43 \\ &= 7,43 \text{ (dibulatkan menjadi 7)}\end{aligned}$$

3. Panjang Kelas Interval

$$\begin{aligned}P &= \frac{32}{7} \\ &= 4,57 \text{ (ditetapkan menjadi 5)}\end{aligned}$$

Lampiran 19. Proses Perhitungan Gambar Grafik Motivasi Kerja (Y)Distribusi Frekuensi Variabel Motivasi Kerja (X_2)

1. Menentukan Rentang Kelas

$$\begin{aligned}\text{Rentang} &= \text{Data terbesar} - \text{data terkecil} \\ &= 88 - 55 \\ &= 33\end{aligned}$$

2. Banyaknya Kelas Interval

$$\begin{aligned}K &= 1 + (3,3) \text{ Log } n \\ &= 1 + (3,3) \log 89 \\ &= 1 + (3,3) 1,95 \\ &= 1 + 6,43 \\ &= 7,43 \text{ (dibulatkan menjadi 7)}\end{aligned}$$

3. Panjang Kelas Interval

$$\begin{aligned}P &= \frac{33}{7} \\ &= 4,71 \text{ (ditetapkan menjadi 5)}\end{aligned}$$

Lampiran 20. Tabel Statistik

**TABEL PENENTUAN JUMLAH SAMPEL DARI POPULASI TERTENTU
DENGAN TARAF KESALAHAN, 1, 5, DAN 10 %**

| N | Siginfikasi | | | N | Siginfikasi | | |
|-----|-------------|-----|-----|------|-------------|-----|-----|
| | 1% | 5% | 10% | | 1% | 5% | 10% |
| 10 | 10 | 10 | 10 | 280 | 197 | 155 | 138 |
| 15 | 15 | 14 | 14 | 290 | 202 | 158 | 140 |
| 20 | 19 | 19 | 19 | 300 | 207 | 161 | 143 |
| 25 | 24 | 23 | 23 | 320 | 216 | 167 | 147 |
| 30 | 29 | 28 | 28 | 340 | 225 | 172 | 151 |
| 35 | 33 | 32 | 32 | 360 | 234 | 177 | 155 |
| 40 | 38 | 36 | 36 | 380 | 242 | 182 | 158 |
| 45 | 42 | 40 | 39 | 400 | 250 | 186 | 162 |
| 50 | 47 | 44 | 42 | 420 | 257 | 191 | 165 |
| 55 | 51 | 48 | 46 | 440 | 265 | 195 | 168 |
| 60 | 55 | 51 | 49 | 460 | 272 | 198 | 171 |
| 65 | 59 | 55 | 53 | 480 | 279 | 202 | 173 |
| 70 | 63 | 58 | 56 | 500 | 285 | 205 | 176 |
| 75 | 67 | 62 | 59 | 550 | 301 | 213 | 182 |
| 80 | 71 | 65 | 62 | 600 | 315 | 221 | 187 |
| 85 | 75 | 68 | 65 | 650 | 329 | 227 | 191 |
| 90 | 79 | 72 | 68 | 700 | 341 | 233 | 195 |
| 95 | 83 | 75 | 71 | 750 | 352 | 238 | 199 |
| 100 | 87 | 78 | 73 | 800 | 363 | 243 | 202 |
| 110 | 94 | 84 | 78 | 850 | 373 | 247 | 205 |
| 120 | 102 | 89 | 83 | 900 | 382 | 251 | 208 |
| 130 | 109 | 95 | 88 | 950 | 391 | 255 | 211 |
| 140 | 116 | 100 | 92 | 1000 | 399 | 258 | 213 |
| 150 | 122 | 105 | 97 | 1100 | 414 | 265 | 217 |

| | | | | | | | |
|------------|-----|-----|-----|------|------------|-----|-----|
| 160 | 129 | 110 | 101 | 1200 | 427 | 270 | 221 |
| 170 | 135 | 114 | 105 | 1300 | 440 | 275 | 224 |
| 180 | 142 | 119 | 108 | 1400 | 450 | 279 | 227 |
| 190 | 148 | 123 | 112 | 1500 | 460 | 283 | 229 |
| 200 | 154 | 127 | 115 | 1600 | 469 | 286 | 232 |
| 210 | 160 | 131 | 118 | 1700 | 477 | 289 | 234 |
| 220 | 165 | 135 | 122 | 1800 | 485 | 292 | 235 |
| 230 | 171 | 139 | 125 | 1900 | 492 | 294 | 237 |
| 240 | 176 | 142 | 127 | 2000 | 498 | 297 | 238 |
| 250 | 182 | 146 | 130 | 2200 | 510 | 301 | 241 |
| 260 | 187 | 149 | 133 | 2400 | 520 | 304 | 243 |
| 270 | 192 | 152 | 135 | 2600 | 529 | 307 | 245 |

Tabel Nilai-nilai r Product Moment dari Pearson

| N | Taraf Signifikan | | N | Taraf Signifikan | | N | Taraf Signifikan | |
|----|------------------|-------|----|------------------|-------|-----|------------------|-------|
| | 5% | 1% | | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 26 | 0.388 | 0.496 | 55 | 0.266 | 0.345 |
| 4 | 0.950 | 0.990 | 27 | 0.381 | 0.487 | 60 | 0.254 | 0.330 |
| 5 | 0.878 | 0.959 | 28 | 0.374 | 0.478 | 65 | 0.244 | 0.317 |
| 6 | 0.811 | 0.917 | 29 | 0.367 | 0.470 | 70 | 0.235 | 0.306 |
| 7 | 0.754 | 0.874 | 30 | 0.361 | 0.463 | 75 | 0.227 | 0.296 |
| 8 | 0.707 | 0.834 | 31 | 0.355 | 0.456 | 80 | 0.220 | 0.286 |
| 9 | 0.666 | 0.798 | 32 | 0.349 | 0.449 | 85 | 0.213 | 0.278 |
| 10 | 0.632 | 0.765 | 33 | 0.344 | 0.442 | 90 | 0.207 | 0.270 |
| 11 | 0.602 | 0.735 | 34 | 0.339 | 0.436 | 95 | 0.202 | 0.263 |
| 12 | 0.576 | 0.708 | 35 | 0.334 | 0.430 | 100 | 0.194 | 0.256 |
| 13 | 0.553 | 0.684 | 36 | 0.329 | 0.424 | 125 | 0.176 | 0.230 |
| 14 | 0.532 | 0.661 | 37 | 0.325 | 0.418 | 150 | 0.159 | 0.210 |
| 15 | 0.514 | 0.641 | 38 | 0.320 | 0.413 | 175 | 0.148 | 0.194 |
| 16 | 0.497 | 0.623 | 39 | 0.316 | 0.408 | 200 | 0.138 | 0.181 |
| 17 | 0.482 | 0.606 | 40 | 0.312 | 0.403 | 300 | 0.113 | 0.148 |
| 18 | 0.463 | 0.590 | 41 | 0.308 | 0.398 | 400 | 0.098 | 0.128 |
| 19 | 0.456 | 0.575 | 42 | 0.304 | 0.393 | 500 | 0.088 | 0.115 |
| 20 | 0.444 | 0.561 | 43 | 0.301 | 0.389 | 600 | 0.080 | 0.105 |

Sumber : Conover, W.J., *Practical Nonparametric Statistics*, John Wiley & Sons, Inc., 19

Tabel F
 $\alpha = 5\%$

| df v2 | v1 | | | | | | | | | | | | | | |
|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.26 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

| df V2 | V1 | | | | | | | | | | | | | | |
|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56 | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57 | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58 | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61 | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62 | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65 | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66 | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71 | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75 | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83 | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84 | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

Diterbitkan oleh : Tutorial Penelitian <http://Tu.LaporanPenelitian.com>

Distribusi Nilai t_{tabel}

| d.f | t0.10 | t0.05 | t0.025 | t0.01 | t0.005 | d.f | t0.10 | t0.05 | t0.025 | t0.01 | t0.005 |
|-----|-------|-------|--------------|-------|--------|-----|-------|-------|--------|-------|--------|
| 1 | 3.078 | 6.314 | 12.71 | 31.82 | 63.66 | 61 | 1.296 | 1.671 | 2 | 2.39 | 2.659 |
| 2 | 1.886 | 2.92 | 4.303 | 6.965 | 9.925 | 62 | 1.296 | 1.671 | 1.999 | 2.389 | 2.659 |
| 3 | 1.638 | 2.353 | 3.182 | 4.541 | 5.841 | 63 | 1.296 | 1.67 | 1.999 | 2.389 | 2.658 |
| 4 | 1.533 | 2.132 | 2.776 | 3.747 | 4.604 | 64 | 1.296 | 1.67 | 1.999 | 2.388 | 2.657 |
| 5 | 1.476 | 2.015 | 2.571 | 3.365 | 4.032 | 65 | 1.296 | 1.67 | 1.998 | 2.388 | 2.657 |
| 6 | 1.44 | 1.943 | 2.447 | 3.143 | 3.707 | 66 | 1.295 | 1.67 | 1.998 | 2.387 | 2.656 |
| 7 | 1.415 | 1.895 | 2.365 | 2.998 | 3.499 | 67 | 1.295 | 1.67 | 1.998 | 2.387 | 2.655 |
| 8 | 1.397 | 1.86 | 2.306 | 2.896 | 3.355 | 68 | 1.295 | 1.67 | 1.997 | 2.386 | 2.655 |
| 9 | 1.383 | 1.833 | 2.262 | 2.821 | 3.25 | 69 | 1.295 | 1.669 | 1.997 | 2.386 | 2.654 |
| 10 | 1.372 | 1.812 | 2.228 | 2.764 | 3.169 | 70 | 1.295 | 1.669 | 1.997 | 2.385 | 2.653 |
| 11 | 1.363 | 1.796 | 2.201 | 2.718 | 3.106 | 71 | 1.295 | 1.669 | 1.996 | 2.385 | 2.653 |
| 12 | 1.356 | 1.782 | 2.179 | 2.681 | 3.055 | 72 | 1.295 | 1.669 | 1.996 | 2.384 | 2.652 |
| 13 | 1.35 | 1.771 | 2.16 | 2.65 | 3.012 | 73 | 1.295 | 1.669 | 1.996 | 2.384 | 2.651 |
| 14 | 1.345 | 1.761 | 2.145 | 2.624 | 2.977 | 74 | 1.295 | 1.668 | 1.995 | 2.383 | 2.651 |
| 15 | 1.341 | 1.753 | 2.131 | 2.602 | 2.947 | 75 | 1.295 | 1.668 | 1.995 | 2.383 | 2.65 |
| 16 | 1.337 | 1.746 | 2.12 | 2.583 | 2.921 | 76 | 1.294 | 1.668 | 1.995 | 2.382 | 2.649 |
| 17 | 1.333 | 1.74 | 2.11 | 2.567 | 2.898 | 77 | 1.294 | 1.668 | 1.994 | 2.382 | 2.649 |
| 18 | 1.33 | 1.734 | 2.101 | 2.552 | 2.878 | 78 | 1.294 | 1.668 | 1.994 | 2.381 | 2.648 |
| 19 | 1.328 | 1.729 | 2.093 | 2.539 | 2.861 | 79 | 1.294 | 1.668 | 1.994 | 2.381 | 2.647 |
| 20 | 1.325 | 1.725 | 2.086 | 2.528 | 2.845 | 80 | 1.294 | 1.667 | 1.993 | 2.38 | 2.647 |
| 21 | 1.323 | 1.721 | 2.08 | 2.518 | 2.831 | 81 | 1.294 | 1.667 | 1.993 | 2.38 | 2.646 |
| 22 | 1.321 | 1.717 | 2.074 | 2.508 | 2.819 | 82 | 1.294 | 1.667 | 1.993 | 2.379 | 2.645 |
| 23 | 1.319 | 1.714 | 2.069 | 2.5 | 2.807 | 83 | 1.294 | 1.667 | 1.992 | 2.379 | 2.645 |
| 24 | 1.318 | 1.711 | 2.064 | 2.492 | 2.797 | 84 | 1.294 | 1.667 | 1.992 | 2.378 | 2.644 |
| 25 | 1.316 | 1.708 | 2.06 | 2.485 | 2.787 | 85 | 1.294 | 1.666 | 1.992 | 2.378 | 2.643 |
| 26 | 1.315 | 1.706 | 2.056 | 2.479 | 2.779 | 86 | 1.293 | 1.666 | 1.991 | 2.377 | 2.643 |
| 27 | 1.314 | 1.703 | 2.052 | 2.473 | 2.771 | 87 | 1.293 | 1.666 | 1.991 | 2.377 | 2.642 |
| 28 | 1.313 | 1.701 | 2.048 | 2.467 | 2.763 | 88 | 1.293 | 1.666 | 1.991 | 2.376 | 2.641 |
| 29 | 1.311 | 1.699 | 2.045 | 2.462 | 2.756 | 89 | 1.293 | 1.666 | 1.99 | 2.376 | 2.641 |
| 30 | 1.31 | 1.697 | 2.042 | 2.457 | 2.75 | 90 | 1.293 | 1.666 | 1.99 | 2.375 | 2.64 |
| 31 | 1.309 | 1.696 | 2.04 | 2.453 | 2.744 | 91 | 1.293 | 1.665 | 1.99 | 2.374 | 2.639 |
| 32 | 1.309 | 1.694 | 2.037 | 2.449 | 2.738 | 92 | 1.293 | 1.665 | 1.989 | 2.374 | 2.639 |
| 33 | 1.308 | 1.692 | 2.035 | 2.445 | 2.733 | 93 | 1.293 | 1.665 | 1.989 | 2.373 | 2.638 |
| 34 | 1.307 | 1.691 | 2.032 | 2.441 | 2.728 | 94 | 1.293 | 1.665 | 1.989 | 2.373 | 2.637 |
| 35 | 1.306 | 1.69 | 2.03 | 2.438 | 2.724 | 95 | 1.293 | 1.665 | 1.988 | 2.372 | 2.637 |
| 36 | 1.306 | 1.688 | 2.028 | 2.434 | 2.719 | 96 | 1.292 | 1.664 | 1.988 | 2.372 | 2.636 |
| 37 | 1.305 | 1.687 | 2.026 | 2.431 | 2.715 | 97 | 1.292 | 1.664 | 1.988 | 2.371 | 2.635 |
| 38 | 1.304 | 1.686 | 2.024 | 2.429 | 2.712 | 98 | 1.292 | 1.664 | 1.987 | 2.371 | 2.635 |
| 39 | 1.304 | 1.685 | 2.023 | 2.426 | 2.708 | 99 | 1.292 | 1.664 | 1.987 | 2.37 | 2.634 |
| 40 | 1.303 | 1.684 | 2.021 | 2.423 | 2.704 | 100 | 1.292 | 1.664 | 1.987 | 2.37 | 2.633 |
| 41 | 1.303 | 1.683 | 2.02 | 2.421 | 2.701 | 101 | 1.292 | 1.663 | 1.986 | 2.369 | 2.633 |
| 42 | 1.302 | 1.682 | 2.018 | 2.418 | 2.698 | 102 | 1.292 | 1.663 | 1.986 | 2.369 | 2.632 |
| 43 | 1.302 | 1.681 | 2.017 | 2.416 | 2.695 | 103 | 1.292 | 1.663 | 1.986 | 2.368 | 2.631 |
| 44 | 1.301 | 1.68 | 2.015 | 2.414 | 2.692 | 104 | 1.292 | 1.663 | 1.985 | 2.368 | 2.631 |
| 45 | 1.301 | 1.679 | 2.014 | 2.412 | 2.69 | 105 | 1.292 | 1.663 | 1.985 | 2.367 | 2.63 |
| 46 | 1.3 | 1.679 | 2.013 | 2.41 | 2.687 | 106 | 1.291 | 1.663 | 1.985 | 2.367 | 2.629 |
| 47 | 1.3 | 1.678 | 2.012 | 2.408 | 2.685 | 107 | 1.291 | 1.662 | 1.984 | 2.366 | 2.629 |
| 48 | 1.299 | 1.677 | 2.011 | 2.407 | 2.682 | 108 | 1.291 | 1.662 | 1.984 | 2.366 | 2.628 |
| 49 | 1.299 | 1.677 | 2.01 | 2.405 | 2.68 | 109 | 1.291 | 1.662 | 1.984 | 2.365 | 2.627 |
| 50 | 1.299 | 1.676 | 2.009 | 2.403 | 2.678 | 110 | 1.291 | 1.662 | 1.983 | 2.365 | 2.627 |
| 51 | 1.298 | 1.675 | 2.008 | 2.402 | 2.676 | 111 | 1.291 | 1.662 | 1.983 | 2.364 | 2.626 |
| 52 | 1.298 | 1.675 | 2.007 | 2.4 | 2.674 | 112 | 1.291 | 1.661 | 1.983 | 2.364 | 2.625 |
| 53 | 1.298 | 1.674 | 2.006 | 2.399 | 2.672 | 113 | 1.291 | 1.661 | 1.982 | 2.363 | 2.625 |
| 54 | 1.297 | 1.674 | 2.005 | 2.397 | 2.67 | 114 | 1.291 | 1.661 | 1.982 | 2.363 | 2.624 |
| 55 | 1.297 | 1.673 | 2.004 | 2.396 | 2.668 | 115 | 1.291 | 1.661 | 1.982 | 2.362 | 2.623 |
| 56 | 1.297 | 1.673 | 2.003 | 2.395 | 2.667 | 116 | 1.29 | 1.661 | 1.981 | 2.362 | 2.623 |
| 57 | 1.297 | 1.672 | 2.002 | 2.394 | 2.665 | 117 | 1.29 | 1.661 | 1.981 | 2.361 | 2.622 |
| 58 | 1.296 | 1.672 | 2.002 | 2.392 | 2.663 | 118 | 1.29 | 1.66 | 1.981 | 2.361 | 2.621 |
| 59 | 1.296 | 1.671 | 2.001 | 2.391 | 2.662 | 119 | 1.29 | 1.66 | 1.98 | 2.36 | 2.621 |
| 60 | 1.296 | 1.671 | 2 | 2.39 | 2.66 | 120 | 1.29 | 1.66 | 1.98 | 2.36 | 2.62 |

DAFTAR RIWAYAT HIDUP



Saya Dina Iswara, lahir di Tangerang pada tanggal 1 Desember 1996, Anak ke tiga dari Bapak Drs.Andreas Soehartono dan Ibu Suti Sulaeman. Bertempat tinggal di kec. Rajeg kab.tangerang. Mulai pendidikan dasar di SDN Gintung II tahun 2001-2007. Selanjutnya melaksanakan pendidikan di Pondok Modern DAARUL HIKMAH tahun 2007-2010 dan lulus dari SMAN 2 Kab. Tangerang Tahun 2013. Setelah lulus dari SMAN 2 Kab.Tangerang Melanjutkan kembali pendidikan S1 di Fakultas Ekonomi Universitas Negeri Jakarta, Program Studi Pendidikan Administrasi Perkantoran.

Selama perkuliahan saya memiliki pengalaman mengajar di SMK Negeri 40 Jakarta Timur pada tahun 2016 sebagai guru mata pelajaran Kearsipan dan memiliki pengalaman Praktik Kerja Lapangan di Bagian Arsip di Kantor DPRD (Dewan Perwakilan Rakyat Daerah) Kota. Tangerang.