

DAFTAR PUSTAKA

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Sidoarjo Siap Jadi Wilayah Industri Yang Maju, m.republika.co.id diakses tanggal 22 November 2018.

Lampiran 1 : Surat Keterangan Penelitian



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.fe.unipasby.ac.id>

Nomor : 19671019.199203.2001/FE/V/2019
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
UD. Andri Jaya
Ds. Simoangin angin RT 12 RW 04 Wonoayu
di -
Sidoarjo

Sesuai kurikulum Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : M. Rizaldi Setiawan
NIM : 151500098
Prodi : Manajemen
Judul Skripsi : Pengaruh Gaya Kepemimpinan, Lingkungan Kerja Fisik Dan Kompensasi Terhadap Kepuasan Kerja Karyawan Pada UD. Andri Jaya Sidoarjo

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 10 Mei 2019

Drs. Siti Istikhoro, M.Si
NIP. 19671019.199203.2001

Lampiran 2 : Bukti Cek Plagiasi

SURAT PERNYATAAN BEBAS PLAGIAT

Yang bertanda tangan dibawah ini :

Nama : Rina Fariana, SE., M.Ak.
Jabatan : Kepala Lab. Bank Mini

Menyatakan bahwa :

Nama : Muhamad Rizaldi Setiawan
NIM : 151500098
Prodi : Manajemen

telah melakukan uji plagiasi dengan judul artikel Pengaruh Gaya Kepemimpinan, Lingkungan Kerja Fisik Dan Kompensasi Terhadap Kepuasan Kerja Karyawan Ud. Andri Jaya Di Sidoarjo, dengan hasil 24,99 % Similarities.

Demikian surat pernyataan ini kami buat untuk dipergunakan sebagaimana mestinya.

Surabaya, 24 Juli 2019
Kepala Lab. Bank Mini,



Rina Fariana, SE., M.Ak.

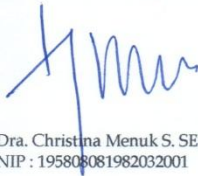
Lampiran 3 : Lembar Persetujuan

LEMBAR PERSETUJUAN

Skripsi ini telah disetujui oleh dosen pembimbing dan layak
untuk di uji:

Tanggal : 22 Juli 2019

Dosen Pembimbing I



Dra. Christina Menuk S. SE.,MM
NIP : 195808081982032001

Dosen Pembimbing II



Widhayani Puri S. S.Sos., SE., MSM
NPP: 1507733/ DY
















Lamiran 4 : Daftar Hadir Seminar Proposal

DAFTAR HADIR PESERTA SEMINAR PROPOSAL PENELITIAN

PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA FISIK DAN KOMPENSASI TERHADAP KEPUASAN KERJA KARYAWAN PADA UD. ANDRI JAYA SIDOARJO

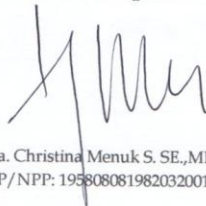
Nama : M. Rizaldi Setiawan
Program Studi/Angkatan : Manajemen/2015
NIM : 151500098

| NO | NIM | NAMA | TTD |
|----|-------------|----------------------|-------------|
| 1 | 15-150-0046 | Endah Tri Agustini | [Signature] |
| 2 | 15-150-0030 | Dian Lani Sapranaati | [Signature] |
| 3 | 15-150-0063 | Mawar Widya Putri | [Signature] |
| 4 | 15-150-0088 | Putri Mia Agustini | [Signature] |
| 5 | 15-150-0192 | Rinda Ayu Mentari | [Signature] |
| 6 | 15-150-0135 | BACHEL ANAM | [Signature] |
| 7 | 15-150-0026 | Yoga dan ps | [Signature] |
| 8 | 15-150-0112 | Agus Budiman | [Signature] |
| 9 | 15-150-0202 | Muhaimi Kusrihaini | [Signature] |
| 10 | 15-150-0021 | Subeki | [Signature] |
| 11 | 15-150-0029 | Ayu Nur M | [Signature] |
| 12 | 15-150-0026 | FENIKI ANDRIANTA | [Signature] |
| 13 | 15-150-0051 | Diyah Dewi Utami | [Signature] |
| 14 | 15-150-0170 | Alana Sevinis | [Signature] |

| | | | |
|----|-------------|---------------------|---|
| 15 | 15 150 0033 | M. AMIRUDDIN |  |
| 16 | 15 150 0181 | Dwi Cahyaning A |  |
| 17 | 15-150-0075 | Ngka Sari A |  |
| 18 | 15-150-0039 | Anyke Sumaryanti |  |
| 19 | 15-150-0193 | Dwi Wijayanti S. |  |
| 20 | 15-150-0083 | Pohma Ika Arvianita |  |
| 21 | 15-150-0076 | Prinanda Dony A |  |
| 22 | 15150 0194 | Citra H |  |
| 23 | 15-150-0040 | A. Rizki |  |
| 24 | 15-150-0250 | Lima Wahyu |  |
| 25 | 15-150-0123 | Abdiaz. M. Fekhal F |  |
| 26 | 15-150-0190 | Detis Arlita |  |
| 27 | 15-150-0200 | Ayu Trianeng M.p |  |
| 28 | 15-150-0180 | Ajeng Sekar W |  |
| 29 | 12-150-0092 | Twendy Tiyo.s. |  |
| 30 | | | |

Surabaya, 29 Januari 2019

Dosen Pembimbing I



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Dosen Pembimbing II



Widhayani Puri S. S.Sos., SE., MSM
NIP/NPP: 1507733/ DY

Lampiran 5 : Berita Acara Seminar Proposal



UNIVERSITAS PGRI ADIBUANA SURABAYA

Kampus I : Jl. Ngagel Dadi III-B/37, Surabaya. Telp. 031-5041097

Kampus II : Jl. Dukuh Menanggal XII/4, Surabaya. Telp. 031-8281181

BERITA ACARA SEMINAR PROPOSAL SKRIPSI

Judul : Pengaruh Gaya Kepemimpinan, Lingkungan Kerja Fisik dan Kompensasi Terhadap Kepuasan Kerja Karyawan pada UD. Andri Jaya Sidoarjo

Penulis : M. Rizaldi Setiawan

NIM : 15-150-0098

Telah melaksanakan seminar Proposal skripsi pada tanggal di 29 Januari 2019.

Surabaya, 29 Januari 2019

Mengetahui
Dosen Pembimbing I

Dra. Christina Menuk S. SE., MM
NIP : 195808081982032001

Mengetahui
Dosen Pembimbing II

Widhayani Puri S. S.Sos., SE., MSM
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BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : M. Rizaldi Setiawan
 2. NIM : 151500098
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 5. Judul Skripsi : Pengaruh Gaya
 Kepemimpinan
 Lingkungan Kerja Fisik
 dan Kompensasi
 Terhadap Kepuasan
 Kerja UD. Andri Jaya di
 Sidoarjo
 6. Dosen Pembimbing : 1. Dra. Christina Menuk S.
 SE.,MM
 2. Widhayani Puri S. S.Sos.
 ,SE., MSM
 7. Konsultasi :

| No | Tanggal | Materi Bimbingan | Keterangan | Paraf | |
|----|------------|---------------------------------|------------|-------|----|
| | | | | I | II |
| 1 | 18-10-2018 | Judul dan Matrik | Revisi | | |
| 2 | 12-11-2018 | Judul dan Matrik | ACC | | |
| 3 | 05-12-2018 | BAB I | Revisi | | |
| 4 | 10-12-2018 | BAB I | ACC | | |
| 5 | 17-12-2018 | BAB II | Revisi | | |
| 6 | 20-12-2018 | BAB II | ACC | | |
| 7 | 04-01-2019 | BAB I-III | Revisi | | |
| 8 | 09-01-2019 | BAB I-III | ACC | | |
| 9 | 28-01-2019 | Kuesioner & Seminar Proposal | ACC | | |
| 10 | 29-01-2019 | Seminar Proposal | | | |

| | | | | | |
|----|------------|------------|--------|--|--|
| 11 | 02-07-2019 | BAB IV & V | Revisi | | |
| 12 | 08-07-2019 | BAB IV & V | ACC | | |
| 13 | 11-07-2019 | BAB IV & V | Revisi | | |
| 14 | 18-07-2019 | BAB IV & V | ACC | | |

8. Tanggal selesai menulis skripsi : 19 Juli 2019

9. Telah diuji dengan nilai :

Surabaya, 19 Juli 2019

Dosen Pembimbing I



Dra. Christina Menuk S. SE., MM
NIP : 195808081982032001

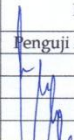







Dosen Pembimbing II



Widhayani Puri S. S.Sos., SE., MSM
NPP: 1507733/ DY

BERITA ACARA BIMBINGAN REVISI SKRIPSI

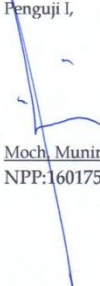
1. Nama Mahasiswa : M. Rizaldi Setiawan
2. NIM : 151500098
3. Program Studi : Manajemen
4. Judul Skripsi : Pengaruh Gaya Kepemimpinan, Lingkungan Kerja Fisik dan Kompensasi Terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo.
5. Tanggal Ujian Skripsi : 29 Juli 2019
6. Penguji : 1. Moch. Munir Rakhman, Drs., EC., M.Si., Dr.
2. Rina Fariana, SE., AK., M.A


| No. | Tanggal | Materi Konsultasi | Keterangan | Paraf | |
|-----|------------|-------------------|------------|---|---|
| | | | | Penguji I | Penguji II |
| 1. | 08/08/2019 | Bab II | ACC |  |  |
| 2. | 08/08/2019 | Bab III | ACC |  |  |
| 3. | 08/08/2019 | Bab IV | ACC |  |  |
| 4. | 08/05/2019 | Bab V | ACC |  |  |

Penguji I,

Surabaya, 08 Agustus 2019

Penguji II,


Moch. Munir Rakhman, Drs., EC., M.Si., Dr.
NPP:1601751/DY


Rina Fariana, SE, AK, M.A
NPP:1308665/DY

Kuesioner Penelitian

Kepada Yth :
Bapak/ Ibu Karyawan
UD. Andri Jaya Sidoarjo
di tempat

Dengan Hormat,

Dalam rangka memenuhi tugas akhir perguruan tinggi berkaitan dengan penulisan skripsi, maka bersama ini saya mahasiswa Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya memohon kesediaan bapak/ibu untuk memberikan dukungan kepada saya dengan mengisi kuesioner seperti dibawah ini. Kuesioner ini hanya dipergunakan untuk kepentingan akademis, sifatnya rahasia dan tidak dipublikasikan. Atas kesediaan, bantuan dan kepercayaanya saya ucapkan terima kasih.

Surabaya, 11 Mei 2019
Hormat Saya,

M. Rizaldi Setiawan

Identitas Karyawan

1. Nama :
2. Usia :
3. Jenis Kelamin :

Petunjuk Pengisian

1. Berilah tanda check-list (√) terhadap jawaban yang sesuai dengan pilihan anda. Kriteria Penelitian sebagai berikut :

| No | Jawaban | Skor |
|----|---------------------------|------|
| 1. | Sangat Setuju (SS) | 5 |
| 2. | Setuju (S) | 4 |
| 3. | Ragu-ragu (RG) | 3 |
| 4. | Tidak Setuju (TS) | 2 |
| 5. | Sangat Tidak Setuju (STS) | 1 |

2. Setiap pernyataan hanya membutuhkan satu jawaban saja

A. Gaya Kepemimpinan (X_1)

| No. | Pernyataan | Jawaban | | | | |
|-------------------------------|---|---------|----|----|----|-----|
| | | SS | ST | RG | ST | STS |
| Kemampuan Mengambil Keputusan | | | | | | |
| 1. | Pimpinan mengambil keputusan setelah menerima saran dari bawahan | | | | | |
| 2. | Pimpinan menganggap keputusan yang dibuatnya mutlak dan harus di kerjakan | | | | | |
| Kemampuan Memotivasi | | | | | | |
| 3. | Pemimpin selalu memotivasi saya dalam bekerja | | | | | |
| 4. | Pemimpin peduli dengan masalah kerja yang dapat menghambat | | | | | |

| | | | | | | |
|---------------------------------|--|--|--|--|--|--|
| | kinerja dengan memberikan motivasi | | | | | |
| Kemampuan Komunikasi | | | | | | |
| 5. | Pemimpin dapat mengkomunikasikan tugas dengan jelas | | | | | |
| 6. | Pemimpin memberikan saran atau nasehat yang berkaitan dengan pekerjaan | | | | | |
| Kemampuan Mengendalikan Bawahan | | | | | | |
| 7. | Pemimpin memberikan intruksi dengan tegas | | | | | |
| 8. | Pemimpin selalu mengawasi proses kerja karyawan | | | | | |

B. Lingkungan Kerja Fisik (X_2)

| No. | Pernyataan | Jawaban | | | | |
|--|--|---------|----|----|----|-----|
| | | SS | ST | RG | TS | STS |
| Temperatur di ruangan kerja | | | | | | |
| 1. | Suhu di ruangan sudah membuat saya nyaman | | | | | |
| 2. | Saya merasakan suhu di ruangan tidak menghambat pekerjaan | | | | | |
| Sirkulasi udara di tempat kerja | | | | | | |
| 3. | Saya merasa sirkulasi udara di ruangan tempat bekerja sudah memenuhi standar | | | | | |
| 4. | Saya merasa udara diruangan tidak menghambat pekerjaan | | | | | |
| Penerangan atau cahaya di tempat kerja | | | | | | |
| 5. | Saya merasa cahaya di ruangan membuat nyaman | | | | | |
| 6. | Saya merasa cahaya listrik yang ada di ruangan sangat membantu penglihatan | | | | | |
| Tingkat kebisingan suara di tempat kerja | | | | | | |
| 7. | Saya merasa suara mesin tidak mengganggu pendengaran | | | | | |
| 8. | Saya merasa suara bising | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | mengganggu pekerjaan | | | | | |
| | Fasilitas | | | | | |
| 9. | Saya merasa fasilitas yang disediakan sudah lengkap | | | | | |
| 10 | Saya merasa fasilitas yang disediakan sangat membantu pekerjaan | | | | | |

C. Kompensasi (X_3)

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|----|----|----|-----|
| | | SS | ST | RG | TS | STS |
| | Gaji | | | | | |
| 1. | Saya merasa gaji yang diterima sudah cukup | | | | | |
| 2. | Saya merasa gaji sesuai dengan pekerjaan | | | | | |
| | Tunjangan | | | | | |
| 3. | Saya merasa tunjangan yang diberikan sudah cukup | | | | | |
| 4. | Saya merasa tunjangan yang diberikan sudah sesuai | | | | | |
| | Insentif | | | | | |
| 5. | Saya mendapat insentif sesuai keterampilan | | | | | |
| 6. | Saya merasa insentif sudah sesuai dengan hasil kerja saya | | | | | |
| | Bonus | | | | | |
| 7. | Saya merasa bonus yang diberikan sesuai dengan kinerja | | | | | |
| 8. | Saya merasa bonus selalu diberikan setiap hasil kerja tercapai | | | | | |

D. Kepuasan Kerja (Y)

| No. | Pernyataan | Jawaban | | | | |
|-----|--|---------|----|----|----|-----|
| | | SS | ST | RG | TS | STS |
| | Kesetiaan | | | | | |
| 1. | Saya bersedia menjaga nama baik perusahaan | | | | | |

| | | | | | | |
|-------------|--|--|--|--|--|--|
| 2. | Saya akan memberi tindakan bagi orang yang tidak bertanggung jawab terhadap perusahaan | | | | | |
| Kemampuan | | | | | | |
| 3. | Saya mampu memberikan hasil sesuai target | | | | | |
| 4. | Saya mampu memberikan kualitas kerja yang baik | | | | | |
| Kejujuran | | | | | | |
| 5. | Saya bekerja dengan jujur | | | | | |
| 6. | Saya memenuhi perjanjian saya dengan perusahaan | | | | | |
| Kreatifitas | | | | | | |
| 7. | Saya dapat melakukan tindakan lain demi menyelesaikan pekerjaan dengan baik | | | | | |
| 8. | Saya dapat memberikan inovasi dalam kegiatan kerja demi pekerjaan berjalan dengan baik | | | | | |

MATRIK PENELITIAN
PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA FISIK DAN KOMPENSASI
TERHADAP KEPUASAN KERJA KARYAWAN UD. ANDRI JAYA DI SIDOARJO

| Rumusan Masalah | Konsep | Variabel dan Indikator | Hipotesis Penelitian | Sumber Data | Metode Penelitian | | | Daftar Pustaka |
|--|---|---|--|---|---|----------------------------------|--|---|
| | | | | | Populasi dan Sampel | Teknik Pengambilan Data | Analisis Data | |
| <p>1. Apakah Gaya Kepemimpinan berpengaruh terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo ?</p> <p>2. Apakah Lingkungan Kerja Fisik</p> | <ul style="list-style-type: none"> • Gaya kepemimpinan merupakan norma perilaku yang digunakan oleh seseorang pada saat orang tersebut mencoba mempengaruhi perilaku orang lain atau bawahan (Miftah Thoha, 2010). • Lingkungan | <p>Gaya Kepemimpinan (X_1)</p> <ul style="list-style-type: none"> • Kemampuan mengambil keputusan. • Kemampuan memotivasi • Kemampuan komunikasi. | <p>1. Gaya Kepemimpinan berpengaruh signifikan terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo.</p> <p>2. Lingkungan Kerja Fisik berpengaruh</p> | <p>Karyawan UD. Andri Jaya Sidoarjo</p> | <p>1. Populasi dalam penelitian ini adalah seluruh karyawan UD. Andri Jaya di Sidoarjo</p> <p>2. Sampel dalam penelitian ini sebanyak 79 orang.</p> | <p>Kuesioner dan Dokumentasi</p> | <p>1. Uji Validitas</p> <p>2. Uji Reliabilitas</p> <p>3. Uji Asumsi Klasik</p> <ul style="list-style-type: none"> • Uji Multi kolinieritas • Uji Heterokedastisitas • Uji Normalitas • Uji Autokorelasi • Uji Linieritas <p>4. Analisis Regresi Linier Berganda</p> <p>$Y' = a + b_1X_1 +$</p> | <p>A.A. Anwar Prabu Mangkunegara, 2011, Manajemen Sumber Daya Manusia Perusahaan, PT. Remaja Rosdakarya, Bandung</p> <p>Kilapong, Samuel Novial, 2013, Kepemimpinan Transformasional, <i>Self Efficacy</i>,</p> |

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|---|--|---|--|--|--|--|--------------------------|--|
| <p>berpengaruh terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo ?</p> <p>3. Apakah Kompensasi berpengaruh terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo ?</p> <p>4. Apakah Gaya Kepemimpinan, Lingkungan Kerja</p> | <p>kerja yang baik secara fisik maupun non fisik sangat diharapkan oleh karyawan untuk bekerja secara maksimal, begitu pula sebaliknya jika lingkungan kerja buruk, maka karyawan tidak akan mempunyai kepuasan dalam bekerja (Anas, 2013)</p> <ul style="list-style-type: none"> • Kompensasi yang diberikan kepada pegawai sangat berpengaruh pada tingkat kepuasan kerja serta hasil kerja | <ul style="list-style-type: none"> • Kemampuan mengenai dalil bawahan. <p>Lingkungan Kerja Fisik (X_2)</p> <ul style="list-style-type: none"> • Temperatur di ruangan kerja • Sirkulasi udara ditempat kerja. • Penerangan atau cahaya ditempat kerja • Tingkat kebisingan suara ditempat | <p>ruah signifikan terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo.</p> <p>3. Kompensasi berpengaruh signifikan terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo.</p> <p>4. Gaya Kepemimpinan, Lingkungan Kerja Fisik dan</p> | | <p>3. Teknik sampel menggunakan <i>sampel jenuh</i> adalah teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel.</p> | | $b_2X_2 + b_3 + X_3 + e$ | <p><i>Self Esteem</i> Pengaruhnya Terhadap Kepuasan Kerja Karyawan PT. TROPICA COCOPRIMA MANADO, Universitas Sam Ratulangi, Manado.</p> <p>Sudjiono, Anas, 2013, Pengantar Evaluasi Pendidikan, PT. Raja Grafindo Persada, Jakarta.</p> <p>Surodilogo, Leonardus Bintoro, 2010, Analisis Pengaruh Lingkungan Kerja Dan</p> |
|---|--|---|--|--|--|--|--------------------------|--|

| | | | | | | | | |
|---|-----------------------------|--|--|--|--|--|--|---|
| <p>Fisik dan Kompensasi secara simultan berpengaruh terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo ?</p> | <p>(Mangkunegara, 2011)</p> | <p>kerja</p> <ul style="list-style-type: none"> • Fasilitas <p>Kompensasi (X_3)</p> <ul style="list-style-type: none"> • Gaji • Tunjangan • Insentif • Bonus <p>Kepuasan Kerja (Y)</p> <ul style="list-style-type: none"> • Kesetiaan • Kemampuan • Kejujuran • Kreatifitas | <p>Kompensasi berpengaruh secara simultan terhadap Kepuasan Kerja Karyawan UD. Andri Jaya di Sidoarjo.</p> | | | | | <p>Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT. SUMBER SEHAT SEMARANG, Universitas Diponegoro, Semarang.</p> <p>Toha, Miftah, 2010, Kepemimpinan Dalam Manajemen, Rajawali Pers, Jakarta.</p> <p>Yasa, I Putu Sedhana dan I Wayan Mudiarta, 2014, Pengaruh Kompensasi Dan Lingkungan</p> |
|---|-----------------------------|--|--|--|--|--|--|---|

| | | | | | | | | |
|--|--|--|--|--|--|--|--|---|
| | | | | | | | | Kerja Terhadap Kepuasan Kerja Dan Kinerja Karyawan Pada Karma Jimbaran, Universitas Udayana, Bali. |
|--|--|--|--|--|--|--|--|---|

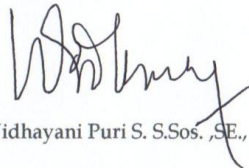
Surabaya, 12 November 2018

Dosen Pembimbing I



Dra. Christina Menuk S. SE., MM

Dosen Pembimbing II



Widhayani Puri S. S.Sos., SE., MSM

Mahasiswa Peneliti



M. Rizaldi Setiawan

Lampiran 6 Hasil Kuesioner Variabel Gaya Kepemimpinan (X_i)

| Resp | GAYA KEPEMIPINAN | | | | | | | | TOTAL |
|---------|------------------|--------|--------|--------|--------|--------|--------|--------|-------|
| | X1_1_1 | X1_1_2 | X1_2_1 | X1_2_2 | X1_3_1 | X1_3_2 | X1_4_1 | X1_4_2 | |
| Resp_1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_2 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| Resp_3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 28 |
| Resp_5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_6 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |
| Resp_7 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 35 |
| Resp_8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_9 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| Resp_10 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_11 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 18 |
| Resp_12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_15 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 35 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_17 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| Resp_18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_19 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |
| Resp_20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_21 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 27 |
| Resp_22 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| Resp_23 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| Resp_24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_25 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_28 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| Resp_29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| Resp_31 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| Resp_32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_33 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |
| Resp_34 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 27 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_54 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| Resp_55 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_56 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_57 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| Resp_58 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 22 |
| Resp_59 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 28 |
| Resp_60 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_61 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| Resp_62 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 27 |
| Resp_63 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_66 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 18 |
| Resp_67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_70 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_72 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_73 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| Resp_74 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |
| Resp_75 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_76 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 22 |
| Resp_77 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| Resp_78 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| Resp_79 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 36 |

Lampiran 7 Hasil Kuesioner Variabel Lingkungan Kerja Fisik (X₂)

| LINGKUNGAN KERJA FISIK | | | | | | | | | | | |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|
| Resp | X2_1_1 | X2_1_2 | X2_2_1 | X2_2_2 | X2_3_1 | X2_3_2 | X2_4_1 | X2_4_2 | X2_5_1 | X2_5_2 | TOTAL |
| Resp_1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| Resp_2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| Resp_3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| Resp_4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| Resp_5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| Resp_6 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 43 |
| Resp_7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| Resp_8 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| Resp_9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| Resp_10 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |
| Resp_11 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 32 |
| Resp_12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_13 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| Resp_14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_15 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |

| | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|----|
| Resp_16 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| Resp_17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| Resp_19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_20 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| Resp_21 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| Resp_22 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| Resp_23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| Resp_24 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| Resp_25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| Resp_26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| Resp_28 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| Resp_29 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| Resp_30 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| Resp_31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_32 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| Resp_33 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 33 |
| Resp_34 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 36 |

| | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|----|
| Resp_73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_74 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| Resp_75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp_77 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| Resp_78 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| Resp_79 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_16 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| Resp_17 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| Resp_18 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| Resp_19 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| Resp_20 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| Resp_21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_22 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| Resp_23 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| Resp_24 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 28 |
| Resp_25 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| Resp_26 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| Resp_27 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| Resp_28 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 26 |
| Resp_29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_32 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| Resp_33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_34 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_35 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 28 |
| Resp_36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_37 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 36 |
| Resp_38 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| Resp_39 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 36 |
| Resp_40 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| Resp_41 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| Resp_42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_43 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 |
| Resp_44 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 29 |
| Resp_45 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| Resp_46 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| Resp_47 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 36 |
| Resp_48 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| Resp_49 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 12 |
| Resp_50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_51 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_52 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| Resp_53 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_54 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| Resp_55 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 26 |
| Resp_56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_57 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| Resp_58 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| Resp_59 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| Resp_60 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| Resp_61 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| Resp_62 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 35 |
| Resp_63 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| Resp_64 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| Resp_65 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| Resp_66 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| Resp_67 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 18 |
| Resp_68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_69 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_70 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| Resp_71 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 36 |
| Resp_72 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_73 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| Resp_74 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| Resp_75 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| Resp_76 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| Resp_77 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| Resp_78 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 35 |
| Resp_79 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_35 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 37 |
| Resp_36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_37 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| Resp_38 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37 |
| Resp_39 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| Resp_40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_41 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 |
| Resp_42 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| Resp_43 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| Resp_44 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 36 |
| Resp_45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_48 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 20 |
| Resp_49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_50 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 |
| Resp_51 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| Resp_52 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| Resp_53 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |

| | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|----|
| Resp_54 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |
| Resp_55 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 22 |
| Resp_56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Resp_57 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 12 |
| Resp_58 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| Resp_59 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| Resp_60 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| Resp_61 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| Resp_62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_63 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| Resp_64 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 37 |
| Resp_65 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| Resp_66 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| Resp_67 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| Resp_68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_69 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 |
| Resp_70 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| Resp_71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_72 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |

Lampiran 10 Uji Instrumen Penelitian

Uji Validitas Variabel Gaya Kepemimpinan (X₁)

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X1_1_1 | 4.0000 | .667 | .900 | .810 | . |
| X1_1_1 | 4.1266 | .702 | .900 | .810 | . |

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X1_2_1 | 3.8861 | .692 | .851 | .724 | . |
| X1_2_2 | 3.9747 | .717 | .851 | .724 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X1_3_1 | 3.9367 | .752 | .701 | .491 | . |
| X1_3_2 | 3.9747 | .743 | .701 | .491 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X1_4_1 | 3.9873 | .731 | .867 | .752 | . |
| X1_4_2 | 4.0759 | .635 | .867 | .752 | . |

Uji Validitas Variabel Lingkungan Kerja Fisik (X₂)

| Item-Total Statistics | | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X2_1_1 | 4.3165 | .501 | .786 | .618 | . |
| X2_1_2 | 4.4304 | .453 | .786 | .618 | . |

| Item-Total Statistics | | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X2_2_1 | 4.2911 | .389 | .699 | .489 | . |
| X2_2_2 | 4.2405 | .518 | .699 | .489 | . |

| Item-Total Statistics | | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |

| | | | | | |
|--------|--------|------|------|------|---|
| X2_3_1 | 4.2405 | .518 | .678 | .460 | . |
| X2_3_2 | 4.3418 | .484 | .678 | .460 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| X2_4_1 | 4.2025 | .497 | .558 | .311 | . |
| X2_4_2 | 4.2911 | .440 | .558 | .311 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| X2_5_1 | 4.2278 | .486 | .578 | .334 | . |
| X2_5_2 | 4.2025 | .420 | .578 | .334 | . |

Uji Validitas Variabel Kompensasi (X_3)

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X3_1_1 | 4.2532 | .833 | .863 | .744 | . |
| X3_1_2 | 4.2025 | .830 | .863 | .744 | . |

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X3_2_1 | 4.1899 | .848 | .741 | .548 | . |
| X3_2_2 | 4.1519 | .772 | .741 | .548 | . |

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X3_3_1 | 4.1013 | .708 | .661 | .437 | . |
| X3_3_2 | 4.1392 | .762 | .661 | .437 | . |

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X3_4_1 | 4.2405 | .800 | .787 | .620 | . |
| X3_4_2 | 4.2785 | .819 | .787 | .620 | . |

Uji Validitas Variabel Kepuasan Kerja (Y)

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Y_1_1 | 4.3544 | .668 | .810 | .656 | . |
| Y_1_2 | 4.3924 | .600 | .810 | .656 | . |

| Item-Total Statistics | | | | | |
|------------------------------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| Y_2_1 | 4.2532 | .550 | .649 | .421 | . |
| Y_2_2 | 4.2785 | .614 | .649 | .421 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| Y_3_1 | 4.3165 | .834 | .762 | .581 | . |
| Y_3_2 | 4.2405 | .749 | .762 | .581 | . |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-------|-------------------------------|-----------------------------------|--|------------------------------------|--|
| Y_4_1 | 4.2152 | .684 | .633 | .400 | . |
| Y_4_2 | 4.2911 | .542 | .633 | .400 | . |

Uji Reliabilitas Variabel Gaya Kepemimpinan (X₁)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .947 | .947 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .919 | .920 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .824 | .824 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .928 | .929 | 2 |

Uji Reliabilitas Variabel Lingkungan Kerja Fisik (X₂)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .880 | .880 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .818 | .823 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .808 | .808 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| | | |

| | | |
|------|------|---|
| .715 | .716 | 2 |
|------|------|---|

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .731 | .732 | 2 |

Uji Reliabilitas Variabel kompensasi (X_3)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .926 | .926 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .850 | .851 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| | | |

| | | |
|------|------|---|
| .796 | .796 | 2 |
|------|------|---|

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .881 | .881 | 2 |

Uji Reliabilitas Variabel Kepuasan Kerja (Y)

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .894 | .895 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .787 | .787 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .864 | .865 | 2 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .772 | .775 | 2 |

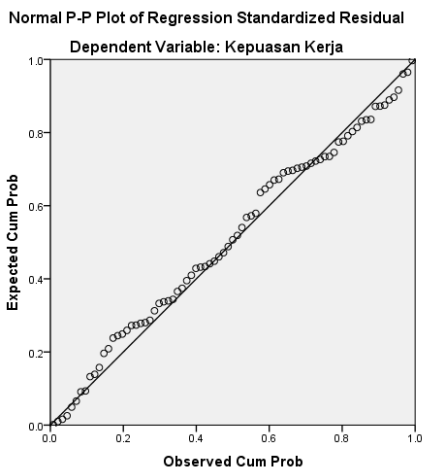
Lampiran 11 Uji Asumsi Klasik

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 79 |
| Normal Parameters ^{a,b} | Mean | .000000 |
| | Std. Deviation | 3.83227691 |
| Most Extreme Differences | Absolute | .069 |
| | Positive | .048 |
| | Negative | -.069 |
| Test Statistic | | .069 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

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



Uji Multikolinieritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Gaya Kepemimpinan | .894 | 1.119 |
| | Lingkungan Kerja Fisik | .904 | 1.106 |
| | Kompensasi | .958 | 1.044 |
| | | | |

a. Dependent Variable: Kepuasan Kerja

Uji Autokorelasi

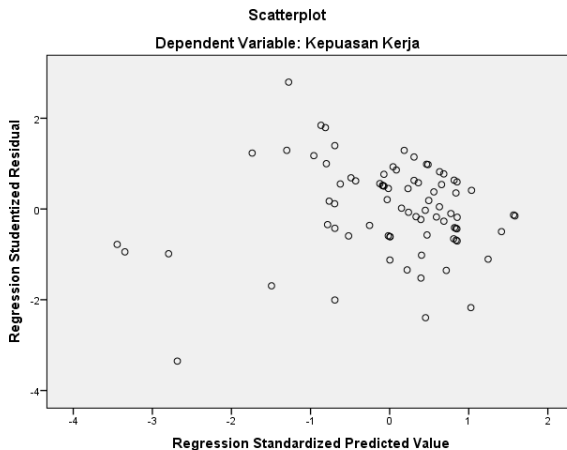
Model Summary^b

| Model | Durbin-Watson |
|-------|--------------------|
| 1 | 1.814 ^a |

a. Predictors: (Constant), Kompensasi, Lingkungan Kerja Fisik, Gaya Kepemimpinan

b. Dependent Variable: Kepuasan Kerja

Uji Heterokedastisitas



Lampiran 12 Analisis Regresi Linier Berganda, Uji T, Uji F

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .716 ^a | .513 | .494 | 3.90817 |

a. Predictors: (Constant), Kompensasi, Lingkungan Kerja, Gaya Kepemimpinan

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | .139 | 4.039 | | .034 | .973 |
| | Gaya Kepemimpinan | .308 | .077 | .342 | 4.018 | .000 |
| | Lingkungan Kerja Fisik | .301 | .083 | .308 | 3.635 | .001 |
| | Kompensasi | .342 | .072 | .394 | 4.781 | .000 |

a. Dependent Variable: Kepuasan Kerja

Uji T

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .139 | 4.039 | | .034 | .973 |
| | Gaya Kepemimpinan | .308 | .077 | .342 | 4.018 | .000 |
| | Lingkungan Kerja Fisik | .301 | .083 | .308 | 3.635 | .001 |
| | Kompensasi | .342 | .072 | .394 | 4.781 | .000 |

a. Dependent Variable: Kepuasan Kerja

Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 1208.237 | 3 | 402.746 | 26.368 | .000 ^b |
| | Residual | 1145.535 | 75 | 15.274 | | |
| | Total | 2353.772 | 78 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi, Lingkungan Kerja Fisik, Gaya Kepemimpinan