

# **LAMPIRAN-LAMPIRAN**

## Lampiran 1 : Kuesioner Penelitian



### KUESIONER PENELITIAN

**Kepada Yth**

**Sdr. Karyawan PT. XYZ**

**Di Tempat**

Berdasarkan dengan yang dilakukan dengan judul : **Pengaruh *Reward*, *Punishment*, Dan Lingkungan Kerja Fisik Terhadap Kepuasan Kerja PT. XYZ Di Kota Gresik**. Sebagai salah satu syarat untuk memperoleh gelar sarjana Strata Satu (S1) Manajemen pada Universitas Muhammadiyah Gresik, maka dengan tanpa mengurangi rasa hormat dan kerendahan hati saya kepada bapak/ibu/saudara/i untuk memohon kesediaanya untuk meluangkan waktunya sejenak yang berguna untuk mengisi kuesioner dengan lengkap dan subjektif.

Sesuai dengan kode etik penelitian, saya akan menjamin kerahasiaan semua data pribadi responden dan kuesioner ini hanya digunakan untuk kepentingan akademis serta hanya digunakan untuk menyelesaikan studi saya pada program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Gresik. Kediaan dan partisipasi dari bapak/ibu/saudara/i adalah bantuan yang tak ternilai bagi peneliti.

Saya ucapkan terima kasih sebanyak-banyaknya atas waktu dan partisipasi yang telah bapak/ibu/saudara/i berikan dan luangkan untuk mengisi kuesioner ini.

Hormat saya,

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NO :

**A. IDENTITAS RESPONDEN**

Identitas responden (berikan tanda *check* (✓) pada pilihan jawaban)

1. Nama : \_\_\_\_\_
2. Jenis Kelamin :  Laki-laki       Perempuan
3. Usia :  20-25 th       36-45 th  
 26-35 th       Di atas 45 th
4. Masa Kerja :  < 1 th       6-10 th  
 1-5 th       Di atas 10 th
5. Pendidikan Terakhir :  SMA/SMK       S1 (Strata 1)  
 D III       S2  
 Lainnya : \_\_\_\_\_

## B. PETUNJUK PENGISIAN KUESIONER

- a. Pengisian kuesioner dilakukan oleh karyawan PT. XYZ.
- b. Sebelum menjawab kuesioner, mohon lengkapi identitas responden dengan mengisi nama, jenis kelamin, usia, masa kerja, dan pendidikan terakhir.
- c. Untuk menjawab kuesioner beri tanda *check* (✓) pada kolom **SS, S, RR, TS, STS** yang tersedia dan terdapat lima alternative jawaban yang mengacu pada teknik skala likert yaitu :

|                     |         |     |
|---------------------|---------|-----|
| Sangat Setuju       | ( SS )  | = 5 |
| Setuju              | ( S )   | = 4 |
| Ragu-ragu           | ( RR )  | = 3 |
| Tidak Setuju        | ( TS )  | = 2 |
| Sangat Tidak Setuju | ( STS ) | = 1 |

- d. Pilih jawaban yang paling sesuai dengan keadaan yang sebenarnya, setiap pertanyaan hanya boleh diisi dengan satu jawaban.

Berilah jawaban pada masing-masing pilihan yang tersedia dengan memberikan tanda *check* (✓) pada jawaban yang Bapak/Ibu/Saudara/i pilih.

Keterangan :

1. Sangat Setuju (SS)
2. Setuju (S)
3. Ragu-ragu (RR)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

| 1. Variabel Kepuasan Kerja (Y) |   |                 |   |    |    |     |
|--------------------------------|---|-----------------|---|----|----|-----|
| No                             | PERTANYAAN  | PILIHAN JAWABAN |   |    |    |     |
|                                |   | SS              | S | RR | TS | STS |
|                                |   | 5               | 4 | 3  | 2  | 1   |
| 1                              | Saya merasa puas dengan moral kerja berupa komunikasi yang baik antar karyawan dan umpan balik ( <i>feedback</i> ) yang diterapkan oleh setiap karyawan untuk mencapai tujuan perusahaan. |                 |   |    |    |     |
| 2                              | Saya selalu datang ke kantor sesuai dengan jam masuk kerja yang telah ditetapkan oleh perusahaan.   |                 |   |    |    |     |
| 3                              | Karyawan yang keluar dari pekerjaan menunjukkan bahwa karyawan tersebut tidak mendapatkan kepuasan di tempat kerja.   |                 |   |    |    |     |

| 2. Variabel Reward (X1) |  |                 |   |    |    |     |
|-------------------------|--|-----------------|---|----|----|-----|
| No                      | PERTANYAAN   | PILIHAN JAWABAN |   |    |    |     |
|                         |  | SS              | S | RR | TS | STS |
|                         |  | 5               | 4 | 3  | 2  | 1   |
| 1                       | Upah yang diberikan oleh perusahaan sebanding dengan pekerjaan yang saya kerjakan.                           |                 |   |    |    |     |
| 2                       | Kenaikan gaji yang diberikan oleh perusahaan dapat meningkatkan kepuasan dan semangat kerja saya.            |                 |   |    |    |     |
| 3                       | Insentif yang diberikan oleh perusahaan kepada karyawan dapat meningkatkan kepuasan dan semangat kerja saya. |                 |   |    |    |     |

| <b>3. Variabel <i>Punishment</i> (X2)</b> |  |                        |          |           |           |            |
|---|--|------------------------|----------|-----------|-----------|------------|
| <b>No</b>                                 | <b>PERTANYAAN</b>  | <b>PILIHAN JAWABAN</b> |          |           |           |            |
|   |  | <b>SS</b>              | <b>S</b> | <b>RR</b> | <b>TS</b> | <b>STS</b> |
|   |  | <b>5</b>               | <b>4</b> | <b>3</b>  | <b>2</b>  | <b>1</b>   |
| 1   | Perusahaan memberikan hukuman ringan berupa teguran secara lisan, teguran secara tertulis, pernyataan tidak puas secara tertulis kepada karyawan yang bersangkutan untuk memberikan efek jera agar tidak mengulangi kesalahan yang sama. |                        |          |           |           |            |
| 2   | Perusahaan memberikan hukuman sedang berupa penundaan kenaikan gaji, penurunan gaji, dan penundaan kenaikan pangkat kepada karyawan yang bersangkutan dengan alasan yang logis dan jelas   |                        |          |           |           |            |
| 3   | Perusahaan memberikan hukuman berat berupa penurunan pangkat, pembebasan dari jabatan, pemberhentian, dan pemecatan kepada karyawan yang bersangkutan dengan alasan yang logis dan jelas.  |                        |          |           |           |            |

| <b>4. Variabel Lingkungan Kerja Fisik (X3)</b> |   |                        |          |           |           |            |
|--|---|------------------------|----------|-----------|-----------|------------|
| <b>No</b>                                      | <b>PERTANYAAN</b>   | <b>PILIHAN JAWABAN</b> |          |           |           |            |
|  |   | <b>SS</b>              | <b>S</b> | <b>RR</b> | <b>TS</b> | <b>STS</b> |
|  |   | <b>5</b>               | <b>4</b> | <b>3</b>  | <b>2</b>  | <b>1</b>   |
| 1  | Pewarnaan di ruang kerja saya sudah memiliki kualitas yang baik sehingga memberikan kenyamanan saat berkerja. |                        |          |           |           |            |
| 2  | Kebersihan ruangan kerja dapat mempengaruhi kenyamanan saya saat berkerja.                                    |                        |          |           |           |            |
| 3  | Pencahayaan diruangan tempat kerja saya dapat mempengaruhi ketelitian saya dalam mengerjakan pekerjaan.       |                        |          |           |           |            |
| 4  | Sirkulasi udara di ruangan kerja yang saya tempati sudah memadai.   |                        |          |           |           |            |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 5 | Dengan adanya musik di dalam ruangan kerja dapat menimbulkan rasa <i>relax</i> dalam melakukan pekerjaan saya. |  |  |  |  |  |
| 6 | Kualitas kemandirian yang diberikan perusahaan sudah membuat saya merasa aman dan nyaman saat bekerja.         |  |  |  |  |  |

**Lampiran 2 : Tabulasi Responden**

| No | Nama      | Jenis Kelamin | Usia      | Lama Bekerja    | Pendidikan | Kepuasan Kerja (Y) |      |      |       | Reward (X1) |      |      |       | Punishment (X2) |      |      |       | Lingkungan Kerja fisik (X3) |      |      |      |      |      |       |
|----|-----------|---------------|-----------|-----------------|------------|--------------------|------|------|-------|-------------|------|------|-------|-----------------|------|------|-------|-----------------------------|------|------|------|------|------|-------|
|    |           |               |           |                 |            | Y1.1               | Y1.2 | Y1.3 | Total | X1.1        | X1.2 | X1.3 | Total | X2.1            | X2.2 | X2.3 | Total | X3.1                        | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Total |
|    |           |               |           |                 |            | 1                  | 2    | 3    |       | 1           | 2    | 3    |       | 1               | 2    | 3    |       | 1                           | 2    | 3    | 4    | 5    | 6    |       |
| 1  | Responden | laki-laki     | diatas 45 | diatas 10 tahun | S1         | 5                  | 5    | 5    | 15    | 5           | 5    | 5    | 15    | 5               | 5    | 5    | 15    | 5                           | 5    | 5    | 5    | 5    | 5    | 30    |
| 2  | Responden | laki-laki     | diatas 45 | diatas 10 tahun | S1         | 5                  | 4    | 3    | 12    | 2           | 3    | 2    | 7     | 2               | 5    | 4    | 11    | 4                           | 4    | 4    | 4    | 5    | 4    | 25    |
| 3  | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | S1         | 4                  | 4    | 4    | 12    | 5           | 4    | 4    | 13    | 5               | 4    | 4    | 13    | 5                           | 4    | 3    | 5    | 4    | 4    | 25    |
| 4  | Responden | Perempuan     | diatas 45 | diatas 10 tahun | S1         | 5                  | 5    | 5    | 15    | 4           | 5    | 3    | 12    | 4               | 5    | 5    | 14    | 4                           | 5    | 3    | 3    | 4    | 5    | 24    |
| 5  | Responden | Perempuan     | 26-35 tah | 1-5 tahun       | S1         | 5                  | 5    | 5    | 15    | 5           | 5    | 5    | 15    | 5               | 5    | 5    | 15    | 4                           | 5    | 4    | 3    | 4    | 3    | 23    |
| 6  | Responden | laki-laki     | diatas 45 | 1-5 tahun       | SD         | 4                  | 4    | 4    | 12    | 4           | 4    | 4    | 12    | 4               | 4    | 4    | 12    | 5                           | 5    | 5    | 4    | 3    | 5    | 27    |
| 7  | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | SMA/SMK    | 5                  | 5    | 5    | 15    | 5           | 5    | 5    | 15    | 5               | 5    | 5    | 15    | 3                           | 3    | 3    | 3    | 4    | 3    | 19    |
| 8  | Responden | laki-laki     | 26-35 tah | 6-10 tahun      | SMA/SMK    | 3                  | 4    | 3    | 10    | 5           | 3    | 5    | 13    | 5               | 3    | 4    | 12    | 3                           | 3    | 3    | 4    | 4    | 3    | 20    |
| 9  | Responden | Perempuan     | 20-25 tah | 1-5 tahun       | S1         | 4                  | 4    | 4    | 12    | 4           | 4    | 4    | 12    | 4               | 4    | 4    | 12    | 3                           | 3    | 3    | 3    | 5    | 3    | 20    |
| 10 | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | SMA/SMK    | 5                  | 5    | 5    | 15    | 4           | 4    | 3    | 11    | 4               | 5    | 5    | 14    | 5                           | 5    | 5    | 5    | 5    | 5    | 30    |
| 11 | Responden | laki-laki     | diatas 45 | 6-10 tahun      | SMA/SMK    | 3                  | 3    | 2    | 8     | 3           | 3    | 3    | 9     | 3               | 3    | 3    | 9     | 4                           | 3    | 5    | 5    | 4    | 4    | 25    |
| 12 | Responden | Perempuan     | 26-35 tah | diatas 10 tahun | S1         | 5                  | 5    | 5    | 15    | 4           | 4    | 4    | 12    | 4               | 5    | 5    | 14    | 5                           | 5    | 5    | 5    | 5    | 5    | 30    |
| 13 | Responden | laki-laki     | diatas 45 | 1-5 tahun       | SMP        | 5                  | 4    | 3    | 12    | 4           | 3    | 5    | 12    | 4               | 5    | 4    | 13    | 4                           | 3    | 3    | 4    | 4    | 3    | 21    |
| 14 | Responden | Perempuan     | 26-35 tah | 6-10 tahun      | S1         | 5                  | 5    | 5    | 15    | 4           | 3    | 5    | 12    | 5               | 5    | 5    | 15    | 5                           | 4    | 3    | 5    | 4    | 4    | 25    |
| 15 | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | D3         | 5                  | 5    | 5    | 15    | 5           | 4    | 5    | 14    | 4               | 5    | 5    | 14    | 5                           | 4    | 5    | 5    | 5    | 5    | 29    |
| 16 | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | S1         | 5                  | 5    | 5    | 15    | 5           | 5    | 5    | 15    | 5               | 5    | 5    | 15    | 3                           | 3    | 4    | 3    | 3    | 3    | 19    |
| 17 | Responden | laki-laki     | diatas 45 | diatas 10 tahun | SMA/SMK    | 3                  | 3    | 3    | 9     | 4           | 5    | 3    | 12    | 3               | 3    | 3    | 9     | 3                           | 3    | 3    | 4    | 4    | 3    | 20    |
| 18 | Responden | laki-laki     | 26-35 tah | 1-5 tahun       | S1         | 5                  | 5    | 4    | 14    | 5           | 4    | 4    | 13    | 4               | 5    | 5    | 14    | 5                           | 5    | 5    | 5    | 4    | 5    | 29    |
| 19 | Responden | laki-laki     | diatas 45 | diatas 10 tahun | SMA/SMK    | 4                  | 4    | 4    | 12    | 3           | 3    | 3    | 9     | 3               | 3    | 3    | 9     | 5                           | 5    | 5    | 5    | 5    | 5    | 30    |
| 20 | Responden | laki-laki     | 36-45 tah | 6-10 tahun      | S1         | 3                  | 4    | 4    | 11    | 5           | 5    | 4    | 14    | 4               | 3    | 4    | 11    | 5                           | 4    | 4    | 5    | 5    | 5    | 28    |
| 21 | Responden | laki-laki     | 20-25 tah | 1-5 tahun       | S1         | 4                  | 4    | 4    | 12    | 4           | 4    | 4    | 12    | 4               | 4    | 4    | 12    | 4                           | 5    | 5    | 4    | 4    | 5    | 27    |
| 22 | Responden | laki-laki     | 36-45 tah | diatas 10 tahun | S1         | 5                  | 5    | 5    | 15    | 4           | 4    | 4    | 12    | 5               | 5    | 5    | 15    | 5                           | 5    | 5    | 4    | 4    | 5    | 28    |



|    |           |           |                 |                 |         |   |   |   |    |   |   |   |    |   |   |   |    |   |   |   |   |   |   |    |
|----|-----------|-----------|-----------------|-----------------|---------|---|---|---|----|---|---|---|----|---|---|---|----|---|---|---|---|---|---|----|
| 23 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | S1      | 1 | 3 | 3 | 7  | 5 | 4 | 4 | 13 | 2 | 2 | 2 | 6  | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 24 | Responden | laki-laki | 26-35 tahun     | 6-10 tahun      | S1      | 5 | 5 | 4 | 14 | 5 | 5 | 5 | 15 | 4 | 1 | 3 | 8  | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 25 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 26 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | D3      | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 27 | Responden | laki-laki | 26-35 tahun     | 6-10 tahun      | S1      | 4 | 5 | 4 | 13 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 13 | 4 | 4 | 3 | 5 | 4 | 4 | 24 |
| 28 | Responden | laki-laki | diatas 45 tahun | 6-10 tahun      | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 14 | 4 | 4 | 5 | 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 29 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 14 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 30 | Responden | laki-laki | diatas 45 tahun | 1-5 tahun       | SMA/SMK | 3 | 3 | 2 | 8  | 1 | 1 | 1 | 3  | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 31 | Responden | laki-laki | 20-25 tahun     | 1-5 tahun       | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 2 | 3 | 3 | 8  | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 32 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 33 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | SMP     | 3 | 4 | 3 | 10 | 4 | 3 | 4 | 11 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 34 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | D3      | 3 | 2 | 3 | 8  | 2 | 2 | 4 | 8  | 4 | 3 | 4 | 11 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 35 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | S1      | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 3 | 3 | 2 | 8  | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 36 | Responden | laki-laki | 36-45 tahun     | 6-10 tahun      | S1      | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 37 | Responden | laki-laki | 26-35 tahun     | diatas 10 tahun | S1      | 4 | 3 | 5 | 12 | 4 | 3 | 5 | 12 | 4 | 4 | 4 | 12 | 3 | 4 | 3 | 2 | 3 | 3 | 18 |
| 38 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 4 | 3 | 12 | 5 | 4 | 5 | 14 | 4 | 4 | 3 | 11 | 3 | 5 | 4 | 5 | 4 | 5 | 26 |
| 39 | Responden | laki-laki | 36-45 tahun     | 6-10 tahun      | SMA/SMK | 4 | 5 | 3 | 12 | 4 | 5 | 3 | 12 | 5 | 5 | 4 | 14 | 3 | 3 | 3 | 5 | 5 | 3 | 22 |
| 40 | Responden | laki-laki | 36-45 tahun     | 1-5 tahun       | S1      | 5 | 5 | 4 | 14 | 5 | 5 | 4 | 14 | 4 | 4 | 5 | 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 41 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | S1      | 3 | 3 | 3 | 9  | 3 | 3 | 3 | 9  | 5 | 5 | 5 | 15 | 4 | 3 | 3 | 3 | 4 | 4 | 21 |
| 42 | Responden | laki-laki | 26-35 tahun     | 6-10 tahun      | D3      | 3 | 4 | 5 | 12 | 3 | 4 | 5 | 12 | 3 | 3 | 3 | 9  | 4 | 2 | 3 | 3 | 3 | 2 | 17 |
| 43 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | SMA/SMK | 4 | 3 | 5 | 12 | 4 | 3 | 5 | 12 | 4 | 3 | 4 | 11 | 3 | 3 | 3 | 5 | 5 | 3 | 22 |
| 44 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 4 | 5 | 14 | 5 | 4 | 5 | 14 | 5 | 4 | 3 | 12 | 5 | 3 | 5 | 5 | 5 | 3 | 26 |

|    |           |           |                 |                 |         |   |   |   |    |   |   |   |    |   |   |   |    |   |   |   |   |   |   |    |
|----|-----------|-----------|-----------------|-----------------|---------|---|---|---|----|---|---|---|----|---|---|---|----|---|---|---|---|---|---|----|
| 45 | Responden | Perempuan | 20-25 tahun     | 1-5 tahun       | S1      | 4 | 5 | 3 | 12 | 4 | 5 | 3 | 12 | 4 | 5 | 4 | 13 | 4 | 3 | 5 | 5 | 4 | 3 | 24 |
| 46 | Responden | laki-laki | 36-45 tahun     | 6-10 tahun      | SMA/SMK | 5 | 5 | 4 | 14 | 5 | 5 | 4 | 14 | 4 | 4 | 5 | 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 47 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 3 | 3 | 3 | 9  | 3 | 3 | 3 | 9  | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 48 | Responden | laki-laki | 26-35 tahun     | 1-5 tahun       | S2      | 3 | 4 | 5 | 12 | 3 | 4 | 5 | 12 | 4 | 3 | 3 | 10 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 49 | Responden | laki-laki | 26-35 tahun     | 1-5 tahun       | S1      | 4 | 5 | 3 | 12 | 4 | 4 | 4 | 12 | 4 | 3 | 4 | 11 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 50 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | S1      | 5 | 5 | 4 | 14 | 4 | 4 | 4 | 12 | 4 | 4 | 5 | 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 51 | Responden | laki-laki | 26-35 tahun     | 6-10 tahun      | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 14 | 2 | 3 | 2 | 5 | 4 | 2 | 18 |
| 52 | Responden | Perempuan | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 14 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 53 | Responden | laki-laki | 36-45 tahun     | 6-10 tahun      | S1      | 2 | 3 | 2 | 7  | 4 | 5 | 3 | 12 | 5 | 4 | 3 | 12 | 5 | 4 | 4 | 5 | 5 | 3 | 26 |
| 54 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | S1      | 5 | 4 | 4 | 13 | 5 | 5 | 4 | 14 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 55 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 4 | 5 | 3 | 12 | 3 | 3 | 3 | 9  | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 56 | Responden | laki-laki | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 3 | 4 | 5 | 12 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 57 | Responden | laki-laki | 26-35 tahun     | 6-10 tahun      | SMA/SMK | 4 | 4 | 4 | 12 | 4 | 3 | 5 | 12 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 3 | 4 | 5 | 27 |
| 58 | Responden | laki-laki | diatas 45 tahun | diatas 10 tahun | SMA/SMK | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 14 | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 59 | Responden | Perempuan | 26-35 tahun     | diatas 10 tahun | S1      | 5 | 3 | 5 | 13 | 4 | 5 | 3 | 12 | 3 | 4 | 3 | 10 | 3 | 3 | 3 | 5 | 5 | 3 | 22 |
| 60 | Responden | laki-laki | 26-35 tahun     | 1-5 tahun       | S1      | 4 | 4 | 4 | 12 | 5 | 5 | 4 | 14 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 3 | 2 | 3 | 14 |
| 61 | Responden | Perempuan | 36-45 tahun     | diatas 10 tahun | S1      | 4 | 4 | 3 | 11 | 3 | 3 | 3 | 9  | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 62 | Responden | laki-laki | diatas 45 tahun | 1-5 tahun       | SMA/SMK | 3 | 3 | 3 | 9  | 3 | 4 | 5 | 12 | 3 | 3 | 2 | 8  | 3 | 2 | 4 | 5 | 2 | 5 | 21 |
| 63 | Responden | Perempuan | 26-35 tahun     | 1-5 tahun       | SMA/SMK | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 | 4 | 5 | 2 | 5 | 4 | 5 | 25 |
| 64 | Responden | Perempuan | 36-45 tahun     | diatas 10 tahun | SMA/SMK | 4 | 3 | 5 | 12 | 4 | 4 | 4 | 12 | 5 | 4 | 3 | 12 | 5 | 2 | 2 | 5 | 5 | 4 | 23 |
| 65 | Responden | Perempuan | diatas 45 tahun | diatas 10 tahun | SMA/SMK | 4 | 3 | 5 | 12 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 | 2 | 5 | 5 | 4 | 4 | 4 | 24 |

### Lampiran 3 : Data Statistik SPSS

#### Frekuensi Tanggapan Responden

##### Jenis Kelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-Laki | 53        | 81,5    | 81,5          | 81,5               |
|       | Perempuan | 12        | 18,5    | 18,5          | 100,0              |
|       | Total     | 65        | 100,0   | 100,0         |                    |

##### Usia

|       |                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------------|-----------|---------|---------------|--------------------|
| Valid | 20-25 Tahun     | 4         | 6,2     | 6,2           | 6,2                |
|       | 26-35 Tahun     | 16        | 24,6    | 24,6          | 30,8               |
|       | 36-45 Tahun     | 27        | 41,5    | 41,5          | 72,3               |
|       | Diatas 45 Tahun | 18        | 27,7    | 27,7          | 100,0              |
|       | Total           | 65        | 100,0   | 100,0         |                    |

##### Pendidikan

|       |         | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | SD      | 1         | 1,5     | 1,5           | 1,5                |
|       | SMP     | 2         | 3,1     | 3,1           | 4,6                |
|       | SMA/SMK | 28        | 43,1    | 43,1          | 47,7               |
|       | D3      | 4         | 6,2     | 6,2           | 53,8               |
|       | S1      | 29        | 44,6    | 44,6          | 98,5               |
|       | S2      | 1         | 1,5     | 1,5           | 100,0              |
|       | Total   | 65        | 100,0   | 100,0         |                    |

##### Lama Bekerja

|       |                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------------|-----------|---------|---------------|--------------------|
| Valid | 1-5 Tahun       | 15        | 23,1    | 23,1          | 23,1               |
|       | 6-10 Tahun      | 14        | 21,5    | 21,5          | 44,6               |
|       | Diatas 10 Tahun | 36        | 55,4    | 55,4          | 100,0              |
|       | Total           | 65        | 100,0   | 100,0         |                    |

**Y1.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 1     | 1         | 1,5     | 1,5           | 1,5                   |
|       | 2     | 1         | 1,5     | 1,5           | 3,1                   |
|       | 3     | 12        | 18,5    | 18,5          | 21,5                  |
|       | 4     | 20        | 30,8    | 30,8          | 52,3                  |
|       | 5     | 31        | 47,7    | 47,7          | 100,0                 |
|       | Total | 65        | 100,0   | 100,0         |                       |

**Y1.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 1         | 1,5     | 1,5           | 1,5                   |
|       | 3     | 13        | 20,0    | 20,0          | 21,5                  |
|       | 4     | 21        | 32,3    | 32,3          | 53,8                  |
|       | 5     | 30        | 46,2    | 46,2          | 100,0                 |
|       | Total | 65        | 100,0   | 100,0         |                       |

**Y1.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 3         | 4,6     | 4,6           | 4,6                   |
|       | 3     | 16        | 24,6    | 24,6          | 29,2                  |
|       | 4     | 18        | 27,7    | 27,7          | 56,9                  |
|       | 5     | 28        | 43,1    | 43,1          | 100,0                 |
|       | Total | 65        | 100,0   | 100,0         |                       |

**X1.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 1     | 1         | 1,5     | 1,5           | 1,5                   |
|       | 2     | 2         | 3,1     | 3,1           | 4,6                   |
|       | 3     | 10        | 15,4    | 15,4          | 20,0                  |
|       | 4     | 24        | 36,9    | 36,9          | 56,9                  |
|       | 5     | 28        | 43,1    | 43,1          | 100,0                 |
|       | Total | 65        | 100,0   | 100,0         |                       |

**X1.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,5     | 1,5           | 1,5                |
|       | 2     | 1         | 1,5     | 1,5           | 3,1                |
|       | 3     | 14        | 21,5    | 21,5          | 24,6               |
|       | 4     | 25        | 38,5    | 38,5          | 63,1               |
|       | 5     | 24        | 36,9    | 36,9          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X1.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,5     | 1,5           | 1,5                |
|       | 2     | 1         | 1,5     | 1,5           | 3,1                |
|       | 3     | 13        | 20,0    | 20,0          | 23,1               |
|       | 4     | 23        | 35,4    | 35,4          | 58,5               |
|       | 5     | 27        | 41,5    | 41,5          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X2.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4,6     | 4,6           | 4,6                |
|       | 3     | 7         | 10,8    | 10,8          | 15,4               |
|       | 4     | 27        | 41,5    | 41,5          | 56,9               |
|       | 5     | 28        | 43,1    | 43,1          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X2.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,5     | 1,5           | 1,5                |
|       | 2     | 1         | 1,5     | 1,5           | 3,1                |
|       | 3     | 13        | 20,0    | 20,0          | 23,1               |
|       | 4     | 18        | 27,7    | 27,7          | 50,8               |
|       | 5     | 32        | 49,2    | 49,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X2.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4,6     | 4,6           | 4,6                |
|       | 3     | 12        | 18,5    | 18,5          | 23,1               |
|       | 4     | 18        | 27,7    | 27,7          | 50,8               |
|       | 5     | 32        | 49,2    | 49,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4,6     | 4,6           | 4,6                |
|       | 3     | 12        | 18,5    | 18,5          | 23,1               |
|       | 4     | 20        | 30,8    | 30,8          | 53,8               |
|       | 5     | 30        | 46,2    | 46,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 6,2     | 6,2           | 6,2                |
|       | 3     | 15        | 23,1    | 23,1          | 29,2               |
|       | 4     | 16        | 24,6    | 24,6          | 53,8               |
|       | 5     | 30        | 46,2    | 46,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 6,2     | 6,2           | 6,2                |
|       | 3     | 16        | 24,6    | 24,6          | 30,8               |
|       | 4     | 15        | 23,1    | 23,1          | 53,8               |
|       | 5     | 30        | 46,2    | 46,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1,5     | 1,5           | 1,5                |
|       | 3     | 11        | 16,9    | 16,9          | 18,5               |
|       | 4     | 18        | 27,7    | 27,7          | 46,2               |
|       | 5     | 35        | 53,8    | 53,8          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4,6     | 4,6           | 4,6                |
|       | 3     | 4         | 6,2     | 6,2           | 10,8               |
|       | 4     | 33        | 50,8    | 50,8          | 61,5               |
|       | 5     | 25        | 38,5    | 38,5          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

**X3.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 3,1     | 3,1           | 3,1                |
|       | 3     | 18        | 27,7    | 27,7          | 30,8               |
|       | 4     | 15        | 23,1    | 23,1          | 53,8               |
|       | 5     | 30        | 46,2    | 46,2          | 100,0              |
|       | Total | 65        | 100,0   | 100,0         |                    |

## Uji Validitas Kepuasan Kerja Karyawan (Y)

|                |                     | Correlations |        |        | KEPUASAN<br>KERJA |
|----------------|---------------------|--------------|--------|--------|-------------------|
|                |                     | Y1.1         | Y1.2   | Y1.3   |                   |
| Y1.1           | Pearson Correlation | 1            | ,703** | ,622** | ,908**            |
|                | Sig. (2-tailed)     |              | ,000   | ,000   | ,000              |
|                | N                   | 65           | 65     | 65     | 65                |
| Y1.2           | Pearson Correlation | ,703**       | 1      | ,460** | ,831**            |
|                | Sig. (2-tailed)     | ,000         |        | ,000   | ,000              |
|                | N                   | 65           | 65     | 65     | 65                |
| Y1.3           | Pearson Correlation | ,622**       | ,460** | 1      | ,824**            |
|                | Sig. (2-tailed)     | ,000         | ,000   |        | ,000              |
|                | N                   | 65           | 65     | 65     | 65                |
| KEPUASAN KERJA | Pearson Correlation | ,908**       | ,831** | ,824** | 1                 |
|                | Sig. (2-tailed)     | ,000         | ,000   | ,000   |                   |
|                | N                   | 65           | 65     | 65     | 65                |

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

## Uji Validitas *Reward* (X1)

|        |                     | Correlations |        |        |        |
|--------|---------------------|--------------|--------|--------|--------|
|        |                     | X1.1         | X1.2   | X1.3   | REWARD |
| X1.1   | Pearson Correlation | 1            | ,716** | ,600** | ,926** |
|        | Sig. (2-tailed)     |              | ,000   | ,000   | ,000   |
|        | N                   | 65           | 65     | 65     | 65     |
| X1.2   | Pearson Correlation | ,716**       | 1      | ,319** | ,811** |
|        | Sig. (2-tailed)     | ,000         |        | ,010   | ,000   |
|        | N                   | 65           | 65     | 65     | 65     |
| X1.3   | Pearson Correlation | ,600**       | ,319** | 1      | ,767** |
|        | Sig. (2-tailed)     | ,000         | ,010   |        | ,000   |
|        | N                   | 65           | 65     | 65     | 65     |
| REWARD | Pearson Correlation | ,926**       | ,811** | ,767** | 1      |
|        | Sig. (2-tailed)     | ,000         | ,000   | ,000   |        |
|        | N                   | 65           | 65     | 65     | 65     |

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



## Uji Validitas *Punishment* (X2)

|            |                     | Correlations |        |        |            |
|------------|---------------------|--------------|--------|--------|------------|
|            |                     | X2.1         | X2.2   | X2.3   | PUNISHMENT |
| X2.1       | Pearson Correlation | 1            | ,568** | ,620** | ,818**     |
|            | Sig. (2-tailed)     |              | ,000   | ,000   | ,000       |
|            | N                   | 65           | 65     | 65     | 65         |
| X2.2       | Pearson Correlation | ,568**       | 1      | ,778** | ,898**     |
|            | Sig. (2-tailed)     | ,000         |        | ,000   | ,000       |
|            | N                   | 65           | 65     | 65     | 65         |
| X2.3       | Pearson Correlation | ,620**       | ,778** | 1      | ,915**     |
|            | Sig. (2-tailed)     | ,000         | ,000   |        | ,000       |
|            | N                   | 65           | 65     | 65     | 65         |
| PUNISHMENT | Pearson Correlation | ,818**       | ,898** | ,915** | 1          |
|            | Sig. (2-tailed)     | ,000         | ,000   | ,000   |            |
|            | N                   | 65           | 65     | 65     | 65         |

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

## Uji Validitas Lingkungan Kerja Fisik (X3)

|                              |                     | Correlations |        |        |        |        |        | LINGKUNGAN<br>KERJA<br>FISIK |
|------------------------------|---------------------|--------------|--------|--------|--------|--------|--------|------------------------------|
|                              |                     | X3.1         | X3.2   | X3.3   | X3.4   | X3.5   | X3.6   |                              |
| X3.1                         | Pearson Correlation | 1            | ,550** | ,601** | ,425** | ,459** | ,628** | ,814**                       |
|                              | Sig. (2-tailed)     |              | ,000   | ,000   | ,000   | ,000   | ,000   | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| X3.2                         | Pearson Correlation | ,550**       | 1      | ,647** | ,210   | ,366** | ,732** | ,796**                       |
|                              | Sig. (2-tailed)     | ,000         |        | ,000   | ,093   | ,003   | ,000   | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| X3.3                         | Pearson Correlation | ,601**       | ,647** | 1      | ,332** | ,325** | ,641** | ,804**                       |
|                              | Sig. (2-tailed)     | ,000         | ,000   |        | ,007   | ,008   | ,000   | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| X3.4                         | Pearson Correlation | ,425**       | ,210   | ,332** | 1      | ,549** | ,399** | ,620**                       |
|                              | Sig. (2-tailed)     | ,000         | ,093   | ,007   |        | ,000   | ,001   | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| X3.5                         | Pearson Correlation | ,459**       | ,366** | ,325** | ,549** | 1      | ,289*  | ,633**                       |
|                              | Sig. (2-tailed)     | ,000         | ,003   | ,008   | ,000   |        | ,019   | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| X3.6                         | Pearson Correlation | ,628**       | ,732** | ,641** | ,399** | ,289*  | 1      | ,833**                       |
|                              | Sig. (2-tailed)     | ,000         | ,000   | ,000   | ,001   | ,019   |        | ,000                         |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |
| LINGKUNGAN<br>KERJA<br>FISIK | Pearson Correlation | ,814**       | ,796** | ,804** | ,620** | ,633** | ,833** | 1                            |
|                              | Sig. (2-tailed)     | ,000         | ,000   | ,000   | ,000   | ,000   | ,000   |                              |
|                              | N                   | 65           | 65     | 65     | 65     | 65     | 65     | 65                           |

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

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

## Uji Reabilitas

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,814             | 3          |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,783             | 3          |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,852             | 3          |

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,848             | 6          |

## Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

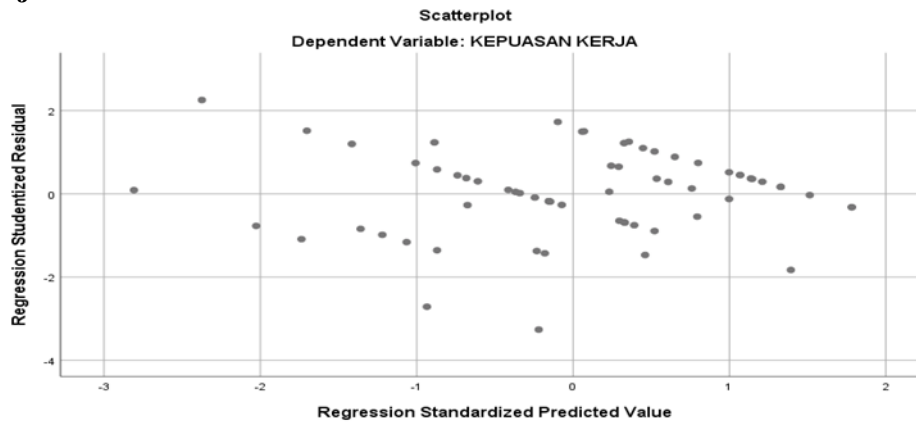
|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 65                      |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 1,56214767              |
| Most Extreme Differences         | Absolute       | ,099                    |
|                                  | Positive       | ,052                    |
|                                  | Negative       | -,099                   |
| Test Statistic                   |                | ,099                    |
| Asymp. Sig. (2-tailed)           |                | ,186 <sup>c</sup>       |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

## Uji Heteroskedastisitas



## Uji Colinerity

### Coefficients<sup>a</sup>

| Model |                        | Collinearity Statistics |       |
|-------|------------------------|-------------------------|-------|
|       |                        | Tolerance               | VIF   |
| 1     | (Constant)             |                         |       |
|       | REWARD                 | ,996                    | 1,004 |
|       | PUNISHMENT             | ,996                    | 1,004 |
|       | LINGKUNGAN KERJA FISIK | ,992                    | 1,008 |

a. Dependent Variable: KEPUASAN KERJA

## Uji Linier Berganda

### Coefficients<sup>a</sup>

| Model |                        | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                        | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)             | -2,181                      | 1,997      |                           | -1,092 | ,279 |
|       | REWARD                 | ,625                        | ,089       | ,619                      | 7,035  | ,000 |
|       | PUNISHMENT             | ,338                        | ,086       | ,347                      | 3,944  | ,000 |
|       | LINGKUNGAN KERJA FISIK | ,108                        | ,050       | ,192                      | 2,174  | ,034 |

a. Dependent Variable: KEPUASAN KERJA

## Uji Koefisien Determinasi

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,728 <sup>a</sup> | ,530     | ,507              | 1,60010                    |

a. Predictors: (Constant), LINGKUNGAN KERJA FISIK, PUNISHMENT, REWARD

b. Dependent Variable: KEPUASAN KERJA

## Uji Signifikasi (Uji T)

### Coefficients<sup>a</sup>

| Model |                        | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                        | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)             | -2,181                      | 1,997      |                           | -1,092 | ,279 |
|       | REWARD                 | ,625                        | ,089       | ,619                      | 7,035  | ,000 |
|       | PUNISHMENT             | ,338                        | ,086       | ,347                      | 3,944  | ,000 |
|       | LINGKUNGAN KERJA FISIK | ,108                        | ,050       | ,192                      | 2,174  | ,034 |

a. Dependent Variable: KEPUASAN KERJA

**Lampiran 4**  
**Tabel r**

| DF = n-2 | 0,1     | 0,05   | 0,02    | 0,01   | 0,001   |
|----------|---------|--------|---------|--------|---------|
|          | r 0,005 | r 0,05 | r 0,025 | r 0,01 | r 0,001 |
| 1        | 0,9877  | 0,9969 | 0,9995  | 0,9999 | 1,0000  |
| 2        | 0,9000  | 0,9500 | 0,9800  | 0,9900 | 0,9990  |
| 3        | 0,8054  | 0,8783 | 0,9343  | 0,9587 | 0,9911  |
| 4        | 0,7293  | 0,8114 | 0,8822  | 0,9172 | 0,9741  |
| 5        | 0,6694  | 0,7545 | 0,8329  | 0,8745 | 0,9509  |
| 6        | 0,6215  | 0,7067 | 0,7887  | 0,8343 | 0,9249  |
| 7        | 0,5822  | 0,6664 | 0,7498  | 0,7977 | 0,8983  |
| 8        | 0,5494  | 0,6319 | 0,7155  | 0,7646 | 0,8721  |
| 9        | 0,5214  | 0,6021 | 0,6851  | 0,7348 | 0,8470  |
| 10       | 0,4973  | 0,5760 | 0,6581  | 0,7079 | 0,8233  |
| 11       | 0,4762  | 0,5529 | 0,6339  | 0,6835 | 0,8010  |
| 12       | 0,4575  | 0,5324 | 0,6120  | 0,6614 | 0,7800  |
| 13       | 0,4409  | 0,5140 | 0,5923  | 0,6411 | 0,7604  |
| 14       | 0,4259  | 0,4973 | 0,5742  | 0,6226 | 0,7419  |
| 15       | 0,4124  | 0,4821 | 0,5577  | 0,6055 | 0,7247  |
| 16       | 0,4000  | 0,4683 | 0,5425  | 0,5897 | 0,7084  |
| 17       | 0,3887  | 0,4555 | 0,5285  | 0,5751 | 0,6932  |
| 18       | 0,3783  | 0,4438 | 0,5155  | 0,5614 | 0,6788  |
| 19       | 0,3687  | 0,4329 | 0,5034  | 0,5487 | 0,6652  |
| 20       | 0,3598  | 0,4227 | 0,4921  | 0,5368 | 0,6524  |
| 21       | 0,3515  | 0,4132 | 0,4815  | 0,5256 | 0,6402  |
| 22       | 0,3438  | 0,4044 | 0,4716  | 0,5151 | 0,6287  |
| 23       | 0,3365  | 0,3961 | 0,4622  | 0,5052 | 0,6178  |
| 24       | 0,3297  | 0,3882 | 0,4534  | 0,4958 | 0,6074  |
| 25       | 0,3233  | 0,3809 | 0,4451  | 0,4869 | 0,5974  |
| 26       | 0,3172  | 0,3739 | 0,4372  | 0,4785 | 0,5880  |
| 27       | 0,3115  | 0,3673 | 0,4297  | 0,4705 | 0,5790  |
| 28       | 0,3061  | 0,3610 | 0,4226  | 0,4629 | 0,5703  |
| 29       | 0,3009  | 0,3550 | 0,4158  | 0,4556 | 0,5620  |
| 30       | 0,2960  | 0,3494 | 0,4093  | 0,4487 | 0,5541  |
| 31       | 0,2913  | 0,3440 | 0,4032  | 0,4421 | 0,5465  |
| 32       | 0,2869  | 0,3388 | 0,3972  | 0,4357 | 0,5392  |
| 33       | 0,2826  | 0,3338 | 0,3916  | 0,4296 | 0,5322  |
| 34       | 0,2785  | 0,3291 | 0,3862  | 0,4238 | 0,5254  |
| 35       | 0,2746  | 0,3246 | 0,3810  | 0,4182 | 0,5189  |
| 36       | 0,2709  | 0,3202 | 0,3760  | 0,4128 | 0,5126  |
| 37       | 0,2673  | 0,3160 | 0,3712  | 0,4076 | 0,5066  |
| 38       | 0,2638  | 0,3120 | 0,3665  | 0,4026 | 0,5007  |
| 39       | 0,2605  | 0,3081 | 0,3621  | 0,3978 | 0,4950  |
| 40       | 0,2573  | 0,3044 | 0,3578  | 0,3932 | 0,4896  |
| 41       | 0,2542  | 0,3008 | 0,3536  | 0,3887 | 0,4843  |
| 42       | 0,2512  | 0,2973 | 0,3496  | 0,3843 | 0,4791  |

| DF = n-2 | 0,1     | 0,05   | 0,02    | 0,01   | 0,001   |
|----------|---------|--------|---------|--------|---------|
|          | r 0,005 | r 0,05 | r 0,025 | r 0,01 | r 0,001 |
| 43       | 0,2483  | 0,2940 | 0,3457  | 0,3801 | 0,4742  |
| 44       | 0,2455  | 0,2907 | 0,3420  | 0,3761 | 0,4694  |
| 45       | 0,2429  | 0,2876 | 0,3384  | 0,3721 | 0,4647  |
| 46       | 0,2403  | 0,2845 | 0,3348  | 0,3683 | 0,4601  |
| 47       | 0,2377  | 0,2816 | 0,3314  | 0,3646 | 0,4557  |
| 48       | 0,2353  | 0,2787 | 0,3281  | 0,3610 | 0,4514  |
| 49       | 0,2329  | 0,2759 | 0,3249  | 0,3575 | 0,4473  |
| 50       | 0,2306  | 0,2732 | 0,3218  | 0,3542 | 0,4432  |
| 51       | 0,2284  | 0,2706 | 0,3188  | 0,3509 | 0,4393  |
| 52       | 0,2262  | 0,2681 | 0,3158  | 0,3477 | 0,4354  |
| 53       | 0,2241  | 0,2656 | 0,3129  | 0,3445 | 0,4317  |
| 54       | 0,2221  | 0,2632 | 0,3102  | 0,3415 | 0,4280  |
| 55       | 0,2201  | 0,2609 | 0,3074  | 0,3385 | 0,4244  |
| 56       | 0,2181  | 0,2586 | 0,3048  | 0,3357 | 0,4210  |
| 57       | 0,2162  | 0,2564 | 0,3022  | 0,3328 | 0,4176  |
| 58       | 0,2144  | 0,2542 | 0,2997  | 0,3301 | 0,4143  |
| 59       | 0,2126  | 0,2521 | 0,2972  | 0,3274 | 0,4110  |
| 60       | 0,2108  | 0,2500 | 0,2948  | 0,3248 | 0,4079  |
| 61       | 0,2091  | 0,2480 | 0,2925  | 0,3223 | 0,4048  |
| 62       | 0,2075  | 0,2461 | 0,2902  | 0,3198 | 0,4018  |
| 63       | 0,2058  | 0,2441 | 0,2880  | 0,3173 | 0,3988  |
| 64       | 0,2042  | 0,2423 | 0,2858  | 0,3150 | 0,3959  |
| 65       | 0,2027  | 0,2404 | 0,2837  | 0,3126 | 0,3931  |
| 66       | 0,2012  | 0,2387 | 0,2816  | 0,3104 | 0,3903  |
| 67       | 0,1997  | 0,2369 | 0,2796  | 0,3081 | 0,3876  |
| 68       | 0,1982  | 0,2352 | 0,2776  | 0,3060 | 0,3850  |
| 69       | 0,1968  | 0,2335 | 0,2756  | 0,3038 | 0,3823  |
| 70       | 0,1954  | 0,2319 | 0,2737  | 0,3017 | 0,3798  |
| 71       | 0,1940  | 0,2303 | 0,2718  | 0,2997 | 0,3773  |
| 72       | 0,1927  | 0,2287 | 0,2700  | 0,2977 | 0,3748  |
| 73       | 0,1914  | 0,2272 | 0,2682  | 0,2957 | 0,3724  |
| 74       | 0,1901  | 0,2257 | 0,2664  | 0,2938 | 0,3701  |
| 75       | 0,1888  | 0,2242 | 0,2647  | 0,2919 | 0,3678  |
| 76       | 0,1876  | 0,2227 | 0,2630  | 0,2900 | 0,3655  |
| 77       | 0,1864  | 0,2213 | 0,2613  | 0,2882 | 0,3633  |
| 78       | 0,1852  | 0,2199 | 0,2597  | 0,2864 | 0,3611  |
| 79       | 0,1841  | 0,2185 | 0,2581  | 0,2847 | 0,3589  |
| 80       | 0,1829  | 0,2172 | 0,2565  | 0,2830 | 0,3568  |
| 81       | 0,1818  | 0,2159 | 0,2550  | 0,2813 | 0,3547  |
| 82       | 0,1807  | 0,2146 | 0,2535  | 0,2796 | 0,3527  |
| 83       | 0,1796  | 0,2133 | 0,2520  | 0,2780 | 0,3507  |
| 84       | 0,1786  | 0,2120 | 0,2505  | 0,2764 | 0,3487  |
| 85       | 0,1775  | 0,2108 | 0,2491  | 0,2748 | 0,3468  |
| 86       | 0,1765  | 0,2096 | 0,2477  | 0,2732 | 0,3449  |

| DF = n-2 | 0,1     | 0,05   | 0,02    | 0,01   | 0,001   |
|----------|---------|--------|---------|--------|---------|
|          | r 0,005 | r 0,05 | r 0,025 | r 0,01 | r 0,001 |
| 87       | 0,1755  | 0,2084 | 0,2463  | 0,2717 | 0,3430  |
| 88       | 0,1745  | 0,2072 | 0,2449  | 0,2702 | 0,3412  |
| 89       | 0,1735  | 0,2061 | 0,2435  | 0,2687 | 0,3393  |
| 90       | 0,1726  | 0,2050 | 0,2422  | 0,2673 | 0,3375  |
| 91       | 0,1716  | 0,2039 | 0,2409  | 0,2659 | 0,3358  |
| 92       | 0,1707  | 0,2028 | 0,2396  | 0,2645 | 0,3341  |
| 93       | 0,1698  | 0,2017 | 0,2384  | 0,2631 | 0,3323  |
| 94       | 0,1689  | 0,2006 | 0,2371  | 0,2617 | 0,3307  |
| 95       | 0,1680  | 0,1996 | 0,2359  | 0,2604 | 0,3290  |
| 96       | 0,1671  | 0,1986 | 0,2347  | 0,2591 | 0,3274  |
| 97       | 0,1663  | 0,1975 | 0,2335  | 0,2578 | 0,3258  |
| 98       | 0,1654  | 0,1966 | 0,2324  | 0,2565 | 0,3242  |
| 99       | 0,1646  | 0,1956 | 0,2312  | 0,2552 | 0,3226  |
| 100      | 0,1638  | 0,1946 | 0,2301  | 0,2540 | 0,3211  |

**Lampiran 5**  
**Tabel t**

| d.f.      | TINGKAT SIGNIFIKANSI |       |        |        |        |         |         |      |
|-----------|----------------------|-------|--------|--------|--------|---------|---------|------|
|           | dua sisi             | 20%   | 10%    | 5%     | 2%     | 1%      | 0,2%    | 0,1% |
| satu sisi | 10%                  | 5%    | 2,5%   | 1%     | 0,5%   | 0,1%    | 0,05%   |      |
| 1         | 3,078                | 6,314 | 12,706 | 31,821 | 63,657 | 318,309 | 636,619 |      |
| 2         | 1,886                | 2,920 | 4,303  | 6,965  | 9,925  | 22,327  | 31,599  |      |
| 3         | 1,638                | 2,353 | 3,182  | 4,541  | 5,841  | 10,215  | 12,924  |      |
| 4         | 1,533                | 2,132 | 2,776  | 3,747  | 4,604  | 7,173   | 8,610   |      |
| 5         | 1,476                | 2,015 | 2,571  | 3,365  | 4,032  | 5,893   | 6,869   |      |
| 6         | 1,440                | 1,943 | 2,447  | 3,143  | 3,707  | 5,208   | 5,959   |      |
| 7         | 1,415                | 1,895 | 2,365  | 2,998  | 3,499  | 4,785   | 5,408   |      |
| 8         | 1,397                | 1,860 | 2,306  | 2,896  | 3,355  | 4,501   | 5,041   |      |
| 9         | 1,383                | 1,833 | 2,262  | 2,821  | 3,250  | 4,297   | 4,781   |      |
| 10        | 1,372                | 1,812 | 2,228  | 2,764  | 3,169  | 4,144   | 4,587   |      |
| 11        | 1,363                | 1,796 | 2,201  | 2,718  | 3,106  | 4,025   | 4,437   |      |
| 12        | 1,356                | 1,782 | 2,179  | 2,681  | 3,055  | 3,930   | 4,318   |      |
| 13        | 1,350                | 1,771 | 2,160  | 2,650  | 3,012  | 3,852   | 4,221   |      |
| 14        | 1,345                | 1,761 | 2,145  | 2,624  | 2,977  | 3,787   | 4,140   |      |
| 15        | 1,341                | 1,753 | 2,131  | 2,602  | 2,947  | 3,733   | 4,073   |      |
| 16        | 1,337                | 1,746 | 2,120  | 2,583  | 2,921  | 3,686   | 4,015   |      |
| 17        | 1,333                | 1,740 | 2,110  | 2,567  | 2,898  | 3,646   | 3,965   |      |
| 18        | 1,330                | 1,734 | 2,101  | 2,552  | 2,878  | 3,610   | 3,922   |      |
| 19        | 1,328                | 1,729 | 2,093  | 2,539  | 2,861  | 3,579   | 3,883   |      |
| 20        | 1,325                | 1,725 | 2,086  | 2,528  | 2,845  | 3,552   | 3,850   |      |
| 21        | 1,323                | 1,721 | 2,080  | 2,518  | 2,831  | 3,527   | 3,819   |      |
| 22        | 1,321                | 1,717 | 2,074  | 2,508  | 2,819  | 3,505   | 3,792   |      |
| 23        | 1,319                | 1,714 | 2,069  | 2,500  | 2,807  | 3,485   | 3,768   |      |
| 24        | 1,318                | 1,711 | 2,064  | 2,492  | 2,797  | 3,467   | 3,745   |      |
| 25        | 1,316                | 1,708 | 2,060  | 2,485  | 2,787  | 3,450   | 3,725   |      |
| 26        | 1,315                | 1,706 | 2,056  | 2,479  | 2,779  | 3,435   | 3,707   |      |
| 27        | 1,314                | 1,703 | 2,052  | 2,473  | 2,771  | 3,421   | 3,690   |      |
| 28        | 1,313                | 1,701 | 2,048  | 2,467  | 2,763  | 3,408   | 3,674   |      |
| 29        | 1,311                | 1,699 | 2,045  | 2,462  | 2,756  | 3,396   | 3,659   |      |
| 30        | 1,310                | 1,697 | 2,042  | 2,457  | 2,750  | 3,385   | 3,646   |      |
| 31        | 1,309                | 1,696 | 2,040  | 2,453  | 2,744  | 3,375   | 3,633   |      |
| 32        | 1,309                | 1,694 | 2,037  | 2,449  | 2,738  | 3,365   | 3,622   |      |
| 33        | 1,308                | 1,692 | 2,035  | 2,445  | 2,733  | 3,356   | 3,611   |      |
| 34        | 1,307                | 1,691 | 2,032  | 2,441  | 2,728  | 3,348   | 3,601   |      |
| 35        | 1,306                | 1,690 | 2,030  | 2,438  | 2,724  | 3,340   | 3,591   |      |
| 36        | 1,306                | 1,688 | 2,028  | 2,434  | 2,719  | 3,333   | 3,582   |      |
| 37        | 1,305                | 1,687 | 2,026  | 2,431  | 2,715  | 3,326   | 3,574   |      |
| 38        | 1,304                | 1,686 | 2,024  | 2,429  | 2,712  | 3,319   | 3,566   |      |
| 39        | 1,304                | 1,685 | 2,023  | 2,426  | 2,708  | 3,313   | 3,558   |      |
| 40        | 1,303                | 1,684 | 2,021  | 2,423  | 2,704  | 3,307   | 3,551   |      |
| 41        | 1,303                | 1,683 | 2,020  | 2,421  | 2,701  | 3,301   | 3,544   |      |



| d.f.      | TINGKAT SIGNIFIKANSI |       |       |       |       |       |       |
|-----------|----------------------|-------|-------|-------|-------|-------|-------|
| dua sisi  | 20%                  | 10%   | 5%    | 2%    | 1%    | 0,2%  | 0,1%  |
| satu sisi | 10%                  | 5%    | 2,5%  | 1%    | 0,5%  | 0,1%  | 0,05% |
| 42        | 1,302                | 1,682 | 2,018 | 2,418 | 2,698 | 3,296 | 3,538 |
| 43        | 1,302                | 1,681 | 2,017 | 2,416 | 2,695 | 3,291 | 3,532 |
| 44        | 1,301                | 1,680 | 2,015 | 2,414 | 2,692 | 3,286 | 3,526 |
| 45        | 1,301                | 1,679 | 2,014 | 2,412 | 2,690 | 3,281 | 3,520 |
| 46        | 1,300                | 1,679 | 2,013 | 2,410 | 2,687 | 3,277 | 3,515 |
| 47        | 1,300                | 1,678 | 2,012 | 2,408 | 2,685 | 3,273 | 3,510 |
| 48        | 1,299                | 1,677 | 2,011 | 2,407 | 2,682 | 3,269 | 3,505 |
| 49        | 1,299                | 1,677 | 2,010 | 2,405 | 2,680 | 3,265 | 3,500 |
| 50        | 1,299                | 1,676 | 2,009 | 2,403 | 2,678 | 3,261 | 3,496 |
| 51        | 1,298                | 1,675 | 2,008 | 2,402 | 2,676 | 3,258 | 3,492 |
| 52        | 1,298                | 1,675 | 2,007 | 2,400 | 2,674 | 3,255 | 3,488 |
| 53        | 1,298                | 1,674 | 2,006 | 2,399 | 2,672 | 3,251 | 3,484 |
| 54        | 1,297                | 1,674 | 2,005 | 2,397 | 2,670 | 3,248 | 3,480 |
| 55        | 1,297                | 1,673 | 2,004 | 2,396 | 2,668 | 3,245 | 3,476 |
| 56        | 1,297                | 1,673 | 2,003 | 2,395 | 2,667 | 3,242 | 3,473 |
| 57        | 1,297                | 1,672 | 2,002 | 2,394 | 2,665 | 3,239 | 3,470 |
| 58        | 1,296                | 1,672 | 2,002 | 2,392 | 2,663 | 3,237 | 3,466 |
| 59        | 1,296                | 1,671 | 2,001 | 2,391 | 2,662 | 3,234 | 3,463 |
| 60        | 1,296                | 1,671 | 2,000 | 2,390 | 2,660 | 3,232 | 3,460 |
| 61        | 1,296                | 1,670 | 2,000 | 2,389 | 2,659 | 3,229 | 3,457 |
| 62        | 1,295                | 1,670 | 1,999 | 2,388 | 2,657 | 3,227 | 3,454 |
| 63        | 1,295                | 1,669 | 1,998 | 2,387 | 2,656 | 3,225 | 3,452 |
| 64        | 1,295                | 1,669 | 1,998 | 2,386 | 2,655 | 3,223 | 3,449 |
| 65        | 1,295                | 1,669 | 1,997 | 2,385 | 2,654 | 3,220 | 3,447 |
| 66        | 1,295                | 1,668 | 1,997 | 2,384 | 2,652 | 3,218 | 3,444 |
| 67        | 1,294                | 1,668 | 1,996 | 2,383 | 2,651 | 3,216 | 3,442 |
| 68        | 1,294                | 1,668 | 1,995 | 2,382 | 2,650 | 3,214 | 3,439 |
| 69        | 1,294                | 1,667 | 1,995 | 2,382 | 2,649 | 3,213 | 3,437 |
| 70        | 1,294                | 1,667 | 1,994 | 2,381 | 2,648 | 3,211 | 3,435 |
| 71        | 1,294                | 1,667 | 1,994 | 2,380 | 2,647 | 3,209 | 3,433 |
| 72        | 1,293                | 1,666 | 1,993 | 2,379 | 2,646 | 3,207 | 3,431 |
| 73        | 1,293                | 1,666 | 1,993 | 2,379 | 2,645 | 3,206 | 3,429 |
| 74        | 1,293                | 1,666 | 1,993 | 2,378 | 2,644 | 3,204 | 3,427 |
| 75        | 1,293                | 1,665 | 1,992 | 2,377 | 2,643 | 3,202 | 3,425 |
| 76        | 1,293                | 1,665 | 1,992 | 2,376 | 2,642 | 3,201 | 3,423 |
| 77        | 1,293                | 1,665 | 1,991 | 2,376 | 2,641 | 3,199 | 3,421 |
| 78        | 1,292                | 1,665 | 1,991 | 2,375 | 2,640 | 3,198 | 3,420 |
| 79        | 1,292                | 1,664 | 1,990 | 2,374 | 2,640 | 3,197 | 3,418 |
| 80        | 1,292                | 1,664 | 1,990 | 2,374 | 2,639 | 3,195 | 3,416 |
| 81        | 1,292                | 1,664 | 1,990 | 2,373 | 2,638 | 3,194 | 3,415 |
| 82        | 1,292                | 1,664 | 1,989 | 2,373 | 2,637 | 3,193 | 3,413 |
| 83        | 1,292                | 1,663 | 1,989 | 2,372 | 2,636 | 3,191 | 3,412 |
| 84        | 1,292                | 1,663 | 1,989 | 2,372 | 2,636 | 3,190 | 3,410 |

| d.f.      | TINGKAT SIGNIFIKANSI |       |       |       |       |       |       |
|-----------|----------------------|-------|-------|-------|-------|-------|-------|
| dua sisi  | 20%                  | 10%   | 5%    | 2%    | 1%    | 0,2%  | 0,1%  |
| satu sisi | 10%                  | 5%    | 2,5%  | 1%    | 0,5%  | 0,1%  | 0,05% |
| 85        | 1,292                | 1,663 | 1,988 | 2,371 | 2,635 | 3,189 | 3,409 |
| 86        | 1,291                | 1,663 | 1,988 | 2,370 | 2,634 | 3,188 | 3,407 |
| 87        | 1,291                | 1,663 | 1,988 | 2,370 | 2,634 | 3,187 | 3,406 |
| 88        | 1,291                | 1,662 | 1,987 | 2,369 | 2,633 | 3,185 | 3,405 |
| 89        | 1,291                | 1,662 | 1,987 | 2,369 | 2,632 | 3,184 | 3,403 |
| 90        | 1,291                | 1,662 | 1,987 | 2,368 | 2,632 | 3,183 | 3,402 |
| 91        | 1,291                | 1,662 | 1,986 | 2,368 | 2,631 | 3,182 | 3,401 |
| 92        | 1,291                | 1,662 | 1,986 | 2,368 | 2,630 | 3,181 | 3,399 |
| 93        | 1,291                | 1,661 | 1,986 | 2,367 | 2,630 | 3,180 | 3,398 |
| 94        | 1,291                | 1,661 | 1,986 | 2,367 | 2,629 | 3,179 | 3,397 |
| 95        | 1,291                | 1,661 | 1,985 | 2,366 | 2,629 | 3,178 | 3,396 |
| 96        | 1,290                | 1,661 | 1,985 | 2,366 | 2,628 | 3,177 | 3,395 |
| 97        | 1,290                | 1,661 | 1,985 | 2,365 | 2,627 | 3,176 | 3,394 |
| 98        | 1,290                | 1,661 | 1,984 | 2,365 | 2,627 | 3,175 | 3,393 |
| 99        | 1,290                | 1,660 | 1,984 | 2,365 | 2,626 | 3,175 | 3,392 |
| 100       | 1,290                | 1,660 | 1,984 | 2,364 | 2,626 | 3,174 | 3,390 |