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LAMPIRAN

Lampiran 1. Biodata Peneliti

BIODATA

Identitas Diri

Nama : Diva Sofyana Y
Tempat, Tanggal Lahir : Makassar, 06 Februari 2001
Jenis Kelamin : Perempuan
Alamat : Jl. Muh. Yamin Baru No. 9
No. Handphone : +62 82344222208
E-Mail : divasofyanaa@gmail.com



Riwayat Pendidikan

2008-2013 SDN 28 Pangkep
2013-2016 SMP Islam Athirah Makassar
2016-2019 SMA Islam Terpadu Ibnu Sina Makassar
2019-2023 S1 Administrasi Publik Fakultas Ilmu Sosial dan Ilmu Politik
Universitas Hasanudin

Lampiran 2. Kuesioner Penelitian

No Kuesioner :



Kuesioner Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Pendapatan Daerah Kota Makassar

Assalamu'alaikum Warahmatullahi Wabarakatuh Responden yang terhormat,Sehubungan dengan penelitian yang saya lakukan sebagai salah satu syarat untuk memperoleh gelar sarjana sosial politik, dengan ini saya;

Nama : Diva Sofyana Yusri
NIM : E011191044
Status : Mahasiswi Program Studi Administrasi Publik Fakultas Ilmu Sosial dan Ilmu Politik Universitas Hasanuddin.

Memohon partisipasi Bapak/Ibu/Saudara(i) untuk memberikan informasi yang sekiranya penulis butuhkan untuk mengembangkan penelitian yang penulis lakukan melalui kuesioner ini.Semua informasi yang penulis peroleh dari kuesioner ini hanya akan digunakan untuk kepentingan penelitian ini. Partisipasi Bapak/Ibu/Saudara(i) sangat bermanfaat dalam menunjang keberhasilan penelitian yang penulis lakukan.

Penulis sangat berharap agar dalam pengisian kuesioner ini Bapak/Ibu/ Saudara(i) berkenan mengisinya dengan lengkap dan jujur sesuai dengan keadaan. Setiap jawaban Bapak/ Ibu/ Saudara(i) merupakan bantuan yang sangat bernilai bagi penelitian ini. Atas kerjasamanya, penulis mengucapkan terimakasih.

Hormat Saya

Divia Sofyana Yusri
Peneliti



Kuesioner Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Pendapatan Daerah Kota Makassar

IDENTITAS RESPONDEN

1. Nama Responden :
2. Jenis kelamin :
3. Usia :
4. Pendidikan Terakhir :
5. Golongan :
6. Jabatan :
7. Lama Bekerja :

Petunjuk Pengisian Kuesioner

- a. Mohon dibaca setiap pernyataan dengan teliti
- b. Pilihlah salah satu jawaban yang paling sesuai dengan kondisi yang ada selama Bapak/Ibu bekerja, kemudian berikan ceklis (\surd) untuk salah satu jawaban, dengan keterangan sebagai berikut:
- c. Sangat Sesuai (SS), Sesuai (S), Tidak Sesuai (TS), Sangat Tidak Sesuai (STS)
- d. Dalam mengisi kuesioner ini mohon dijawab semua pernyataan yang ada, karena penulis membutuhkan jawaban untuk kepentingan penelitian.



Kuesioner Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Pendapatan Daerah Kota Makassar

DAFTAR PERTANYAAN

| NO | PERTANYAAN | RESPON | | | |
|-----------------------------|--|---------------|--------|---------------|---------------------|
| | | Sangat Sesuai | Sesuai | Kurang Sesuai | Sangat Tidak Sesuai |
| Lingkungan Kerja (X) | | | | | |
| 1. | Kelengkapan ATK di ruangan kerja saya mempengaruhi semangat saya dan mendukung saya dalam bekerja | | | | |
| 2. | Fasilitas penunjang yang memadai dapat meningkatkan produktivitas saya dalam bekerja | | | | |
| 3. | Akses internet meningkatkan efektifitas dan kualitas hasil pekerjaan saya | | | | |
| 4. | Lokasi ruang kerja yang strategis dapat mendukung fisik dan produktivitas saya dalam bekerja | | | | |
| 5. | Luas ruang kerja yang memadai mempermudah dan meningkatkan kualitas kerja saya | | | | |
| 6. | Suhu diruang kerja saya dapat mendukung produktifitas dan kenyamanan saya dalam bekerja | | | | |
| 7. | Suasana ruang kerja meningkatkan fokus dan ketelitian saya dalam bekerja | | | | |
| 8 | Kebersihan ruang kerja mendukung kejiwaan dan semangat saya dalam bekerja | | | | |
| 9 | Ketersediaan WC bersih dan nyaman mendukung kejiwaan dan semangat saya dalam bekerja | | | | |
| 10 | Jaminan keselamatan karyawan ketika bekerja membuat saya merasa nyaman dan meningkatkan produktivitas saya dalam bekerja | | | | |
| 11 | Jaminan keselamatan barang-barang saya selama bekerja mempengaruhi produktivitas saya dalam bekerja | | | | |

| | | | | | |
|----------------------------|--|--|--|--|--|
| 12 | Peralatan di tempat kerja membuat saya merasa aman dan berkonsentrasi terhadap pekerjaan saya | | | | |
| 13 | Jaminan keamanan dari ancaman pihak luar saya merasa aman dan mempengaruhi kondisi mental saya dalam bekerja | | | | |
| Kinerja Pegawai (Y) | | | | | |
| 1 | Saya bersungguh-sungguh mengerjakan pekerjaan yang diberikan kepada saya dengan penuh tanggung jawab | | | | |
| 2 | Saya menggunakan berbagai fasilitas teknologi untuk menunjang pekerjaan saya | | | | |
| 3 | Saya meminimalisir sekecil mungkin kesalahan yang terjadi dalam pekerjaan saya | | | | |
| 4 | Saya telah memperhitungkan hambatan yang akan saya temui sebelum saya bekerja | | | | |
| 5 | Hasil pekerjaan saya sesuai dengan target yang diharapkan | | | | |
| 6 | Saya mengerjakan pekerjaan saya sesuai dengan Tupoksi saya | | | | |
| 7 | Saya mempunyai rencana kerja harian yang harus diselesaikan | | | | |
| 8 | Saya mengerjakan pekerjaan saya sesuai dengan rencana kerja harian saya | | | | |
| 9 | Saya mengerjakan tugas saya semampu mungkin sesuai dengan tupoksi saya | | | | |
| 10 | Hasil pekerjaan saya melebihi dari standar target Lembaga yang telah ditentukan | | | | |
| 11 | Saya memperhatikan target penyelesaian pekerjaan saya sesuai dengan yang direncanakan | | | | |
| 12 | Hasil penyelesaian pekerjaan saya tepat waktu sesuai dengan target yang direncanakan | | | | |
| 13 | Saya memanfaatkan waktu luang saya untuk mengerjakan pekerjaan yang cepat selesai | | | | |
| 14 | Saya memanfaatkan waktu se- | | | | |

| | | | | | |
|----|---|--|--|--|--|
| | efektif dan efficient mungkin ketika bekerja | | | | |
| 15 | Saya berada dikantor saat jam kerja kecuali ada tugas lapangan yang diberikan | | | | |
| 16 | Saya datang dan pulang kerja sesuai dengan jadwal yang ditentukan | | | | |
| 17 | Saya mengikuti kegiatan yang diadakan bidag maupun institusi saya dan berperan aktif didalamnya | | | | |
| 18 | Saya mengikuti rapat pada waktu dan luar jam kerja | | | | |
| 19 | Saya bekerjasama dengan pegawai lainnya. | | | | |

Lampiran 3: Tabulasi Data

| No | Nama Responden | Jenis Kelamin | Usia (Tahun) | Pendidikan terakhir | Golongan | Lama bekerja (Tahun) |
|----|-------------------------|---------------|--------------|---------------------|----------|----------------------|
| 1 | Syarifuddin Saleh | Laki-laki | 36 | S2 | IV/B | 14 |
| 2 | Rahmawati | Perempuan | 44 | S2 | III/D | 19 |
| 3 | Muh. Ansar | Laki-laki | 45 | S1 | III/B | 27 |
| 4 | Hastuti | Perempuan | 50 | S1 | III/B | 16 |
| 5 | Fara Ariyana | Perempuan | 39 | SMA | II/D | 15 |
| 6 | Khaerawati Jusuf | Perempuan | 52 | S1 | III/D | 10 |
| 7 | Mochammad Virgiawan | Laki-laki | 25 | S1 | III/A | 9 |
| 8 | Firman | Laki-laki | 39 | S1 | III/C | 12 |
| 9 | Muh.Nasir. D | Laki-laki | 39 | S1 | II/C | 7 |
| 10 | St. Nurjayani Rahim | Perempuan | 32 | S1 | III/B | 7 |
| 11 | Wiwin Suryani | Perempuan | 52 | S1 | III/D | 20 |
| 12 | Suleha | Perempuan | 45 | S1 | III/D | 13 |
| 13 | Hasmiati | Perempuan | 55 | S1 | III/C | 17 |
| 14 | Nurliah | Perempuan | 37 | S1 | II/B | 10 |
| 15 | Kemal Abdullah Saud | Laki-laki | 51 | S2 | III/D | 14 |
| 16 | Baharuddin Rahman | Laki-laki | 49 | S1 | IV/A | 20 |
| 17 | Suhara | Laki-laki | 36 | S2 | III/B | 8 |
| 18 | Amiruddin Ismail | Laki-laki | 38 | S2 | III/D | 12 |
| 19 | Moch. Ashari | Laki-laki | 45 | S2 | IV/A | 15 |
| 20 | Nurmaeli | Perempuan | 50 | S1 | III/B | 17 |
| 21 | Nur Endang | Perempuan | 45 | S1 | III/C | 5 |
| 22 | Sukmawati | Perempuan | 41 | S1 | III/A | 5 |
| 23 | Nurhaedah | Perempuan | 53 | SMA | III/A | 15 |
| 24 | Nurhayati | Perempuan | 51 | S2 | IV/A | 20 |
| 25 | M. Yusuf | Laki-laki | 36 | S2 | III/D | 10 |
| 26 | Ilham | Laki-laki | 31 | S1 | III/B | 7 |
| 27 | Safriady | Laki-laki | 41 | S1 | III/A | 12 |
| 28 | Diana | Perempuan | 34 | SMA | III/B | 10 |
| 29 | Ashadi | Laki-laki | 34 | S1 | II/D | 10 |
| 30 | Muhammad Armanto Arsyad | Laki-laki | 42 | S2 | III/D | 12 |
| 31 | Edhi Agustianto FS | Laki-laki | 45 | SMA | II/C | 15 |
| 32 | Farman | Laki-laki | 38 | S1 | II/D | 13 |
| 33 | Cynthia Dwi Alyza | Perempuan | 38 | S2 | III/C | 8 |
| 34 | Reni Dahniar | Perempuan | 53 | S2 | III/B | 14 |
| 35 | Irmayunita Tahir | Perempuan | 43 | S2 | III/D | 16 |
| 36 | Barling | Laki-laki | 48 | S2 | IV/A | 11 |
| 37 | Hernawati | Perempuan | 52 | S1 | III/D | 15 |
| 38 | Nur'asia | Perempuan | 54 | S2 | III/D | 18 |
| 39 | Muh. Syarifuddin | Laki-laki | 37 | S1 | III/A | 6 |
| 40 | Bohari | Laki-laki | 58 | S1 | III/B | 20 |
| 41 | Ismail | Laki-laki | 49 | S1 | III/A | 12 |
| 42 | Andi Rifai | Laki-laki | 29 | SMA | II/D | 9 |
| 43 | Anriyani Anwar | Perempuan | 47 | S2 | IV/A | 17 |
| 44 | Sarnani | Perempuan | 52 | S2 | III/A | 25 |
| 45 | Ahmad | Laki-laki | 56 | S1 | III/A | 27 |
| 46 | Hamsina | Perempuan | 55 | S1 | III/C | 23 |
| 47 | Giyanto | Laki-laki | 54 | S1 | III/D | 21 |
| 48 | Riri Fauzari zainal | Perempuan | 58 | S2 | III/D | 25 |
| 49 | Radikal Gunther | Laki-laki | 53 | S1 | III/B | 23 |

| | | | | | | |
|----|--------------------|-----------|----|-----|-------|----|
| 50 | Syamsinar Abunawas | Perempuan | 59 | S1 | III/D | 32 |
| 51 | Agussalim | Laki-laki | 23 | SMA | II/D | 5 |
| 52 | Samsudin Malitung | Laki-laki | 31 | S1 | III/B | 13 |
| 53 | Nasaryddin Rasyid | Laki-laki | 45 | S1 | III/B | 14 |
| 54 | Bahrul Tompo N | Laki-laki | 56 | S1 | III/D | 29 |
| 55 | Amiruddin | Laki-laki | 55 | S1 | III/A | 29 |
| 56 | Idris K | Laki-laki | 58 | S1 | IV/A | 30 |
| 57 | Shalwiyati M | Perempuan | 53 | D3 | III/C | 33 |

| Lingkungan Kerja | | | | | | | | | | | | | |
|------------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-------|
| X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | Total |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 44 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 49 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 45 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 50 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 43 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 43 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 1 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 3 | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 3 | 2 | 36 |
| 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 42 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 38 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 43 |
| 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 45 |
| 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 2 | 3 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 1 | 1 | 3 | 1 | 30 |
| 3 | 3 | 2 | 3 | 3 | 2 | 1 | 4 | 4 | 1 | 1 | 1 | 2 | 30 |
| 4 | 2 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 43 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 48 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 46 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 46 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 47 |
| 2 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 44 |
| 2 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 3 | 1 | 1 | 3 | 1 | 34 |
| 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 1 | 1 | 2 | 1 | 36 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|---|----|
| 2 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 1 | 1 | 3 | 1 | 35 |
| 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 38 |
| 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 4 | 34 |
| 3 | 3 | 3 | 1 | 1 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 35 |
| 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 34 |
| 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 31 |
| 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 28 |
| 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 41 |
| 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 24 |
| 2 | 1 | 3 | 4 | 2 | 1 | 3 | 4 | 2 | 1 | 3 | 3 | 4 | 33 |
| 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 33 |
| 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 33 |
| 2 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 38 |
| 1 | 2 | 1 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 1 | 2 | 1 | 31 |
| 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 1 | 4 | 34 |
| 2 | 3 | 4 | 3 | 4 | 2 | 1 | 3 | 4 | 3 | 4 | 21 | 3 | 57 |
| 2 | 4 | 1 | 3 | 2 | 4 | 1 | 3 | 1 | 3 | 2 | 4 | 1 | 31 |

| Kinerja Pegawai | | | | | | | | | | | | | | | | | | | |
|-----------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Total |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 64 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 58 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 73 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 64 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 59 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 67 |
| 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 62 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 72 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 58 |
| 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 61 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 73 |
| 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 54 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 59 |
| 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 61 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 55 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 65 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 73 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 4 | 3 | 3 | 1 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 3 | 1 | 2 | 4 | 2 | 3 | 2 | 1 | 49 |
| 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 4 | 58 |
| 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 57 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 59 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 66 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 54 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 65 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 67 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 67 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 66 |
| 4 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 64 |
| 3 | 4 | 3 | 1 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 4 | 55 |
| 4 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 3 | 2 | 4 | 57 |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 2 | 1 | 4 | 1 | 2 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 3 | 4 | 4 | 55 |
| 3 | 3 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 3 | 2 | 1 | 2 | 2 | 4 | 2 | 3 | 4 | 2 | 50 |
| 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 51 |
| 2 | 2 | 4 | 4 | 4 | 1 | 1 | 1 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 4 | 4 | 4 | 3 | 46 |
| 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 46 |
| 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 49 |
| 4 | 4 | 4 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 52 |
| 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 46 |
| 2 | 2 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 48 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 47 |
| 2 | 1 | 3 | 4 | 2 | 1 | 3 | 4 | 2 | 1 | 3 | 4 | 2 | 1 | 3 | 4 | 2 | 1 | 3 | 46 |
| 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 47 |
| 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 3 | 2 | 1 | 4 | 47 |
| 3 | 2 | 3 | 1 | 1 | 2 | 3 | 2 | 3 | 1 | 1 | 2 | 3 | 2 | 2 | 1 | 1 | 2 | 3 | 38 |
| 2 | 1 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 1 | 1 | 1 | 2 | 1 | 2 | 3 | 4 | 3 | 4 | 48 |
| 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | 4 | 2 | 2 | 2 | 3 | 4 | 51 |
| 4 | 3 | 4 | 2 | 1 | 2 | 1 | 2 | 1 | 3 | 4 | 3 | 4 | 2 | 1 | 2 | 1 | 2 | 1 | 43 |
| 3 | 2 | 4 | 3 | 1 | 4 | 2 | 3 | 1 | 4 | 2 | 2 | 2 | 3 | 4 | 1 | 1 | 3 | 4 | 49 |

Lampiran 4: Output SPSS

4.1 Deskriptif Responden Berdasarkan Jenis Kelamin

| | | Jenis Kelamin | | | |
|-------|-----------|---------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 31 | 54.4 | 54.4 | 54.4 |
| | Perempuan | 26 | 45.6 | 45.6 | 100.0 |
| | Total | 57 | 100.0 | 100.0 | |

4.2 Deskriptif Responden Berdasarkan Usia

| | | Usia | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | <30 | 1 | 1.8 | 1.8 | 1.8 |
| | <30 | 1 | 1.8 | 1.8 | 3.5 |
| | <30 | 1 | 1.8 | 1.8 | 5.3 |
| | 30-39 | 2 | 3.5 | 3.5 | 8.8 |
| | 30-39 | 1 | 1.8 | 1.8 | 10.5 |
| | 30-39 | 2 | 3.5 | 3.5 | 14.0 |
| | 30-39 | 3 | 5.3 | 5.3 | 19.3 |
| | 30-39 | 2 | 3.5 | 3.5 | 22.8 |
| | 30-39 | 3 | 5.3 | 5.3 | 28.1 |
| | 30-39 | 3 | 5.3 | 5.3 | 33.3 |
| | 40-49 | 2 | 3.5 | 3.5 | 36.8 |
| | 40-49 | 1 | 1.8 | 1.8 | 38.6 |
| | 40-49 | 1 | 1.8 | 1.8 | 40.4 |
| | 40-49 | 1 | 1.8 | 1.8 | 42.1 |
| | 40-49 | 6 | 10.5 | 10.5 | 52.6 |
| | 40-49 | 1 | 1.8 | 1.8 | 54.4 |
| | 40-49 | 1 | 1.8 | 1.8 | 56.1 |
| | 40-49 | 2 | 3.5 | 3.5 | 59.6 |
| | >49 | 2 | 3.5 | 3.5 | 63.2 |
| | >49 | 2 | 3.5 | 3.5 | 66.7 |
| | >49 | 4 | 7.0 | 7.0 | 73.7 |
| | >49 | 4 | 7.0 | 7.0 | 80.7 |
| | >49 | 2 | 3.5 | 3.5 | 84.2 |
| | >49 | 3 | 5.3 | 5.3 | 89.5 |
| | >49 | 2 | 3.5 | 3.5 | 93.0 |
| | >49 | 3 | 5.3 | 5.3 | 98.2 |
| | >49 | 1 | 1.8 | 1.8 | 100.0 |
| | Total | 57 | 100.0 | 100.0 | |

4.3 Deskriptif Responden Berdasarkan Pendidikan Terakhir

| Pendidikan | | | | |
|------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| | D3 | 1 | 1.8 | 1.8 |
| | S1 | 33 | 57.9 | 59.6 |
| Valid | S2 | 17 | 29.8 | 89.5 |
| | SMA | 6 | 10.5 | 100.0 |
| | Total | 57 | 100.0 | |

4.4 Deskriptif Responden Berdasarkan Golongan

| Golongan | | | | |
|----------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| | II/B | 1 | 1.8 | 1.8 |
| | II/C | 2 | 3.5 | 5.3 |
| | II/D | 5 | 8.8 | 14.0 |
| | III/A | 9 | 15.8 | 29.8 |
| Valid | III/B | 12 | 21.1 | 50.9 |
| | III/C | 6 | 10.5 | 61.4 |
| | III/D | 15 | 26.3 | 87.7 |
| | IV/A | 6 | 10.5 | 98.2 |
| | IV/B | 1 | 1.8 | 100.0 |
| | Total | 57 | 100.0 | |

4.5 Deskriptif Responden Berdasarkan Lama Bekerja

| Masa Kerja | | | | |
|------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| | <10 | 3 | 5.3 | 5.3 |
| | <10 | 1 | 1.8 | 7.0 |
| | <10 | 3 | 5.3 | 12.3 |
| | <10 | 2 | 3.5 | 15.8 |
| | <10 | 2 | 3.5 | 19.3 |
| | 10-17 | 5 | 8.8 | 28.1 |
| | 10-17 | 1 | 1.8 | 29.8 |
| | 10-17 | 5 | 8.8 | 38.6 |
| Valid | 10-17 | 3 | 5.3 | 43.9 |
| | 10-17 | 4 | 7.0 | 50.9 |
| | 10-17 | 5 | 8.8 | 59.6 |
| | 10-17 | 2 | 3.5 | 63.2 |
| | 10-17 | 3 | 5.3 | 68.4 |
| | 18-25 | 1 | 1.8 | 70.2 |
| | 18-25 | 1 | 1.8 | 71.9 |
| | 18-25 | 4 | 7.0 | 78.9 |
| | 18-25 | 1 | 1.8 | 80.7 |
| | 18-25 | 2 | 3.5 | 84.2 |

| | | | | |
|-------|----|-------|-------|-------|
| 18-25 | 2 | 3.5 | 3.5 | 87.7 |
| >25 | 2 | 3.5 | 3.5 | 91.2 |
| >25 | 2 | 3.5 | 3.5 | 94.7 |
| >25 | 1 | 1.8 | 1.8 | 96.5 |
| >25 | 1 | 1.8 | 1.8 | 98.2 |
| >25 | 1 | 1.8 | 1.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

4.6 Deskriptif Statistik Pernyataan

a. Deskriptif Statistik Pernyataan Variabel Lingkungan Kerja

X1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 10 | 17.5 | 17.5 | 24.6 |
| Valid Sesuai | 20 | 35.1 | 35.1 | 59.6 |
| Sangat sesuai | 23 | 40.4 | 40.4 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 15.8 |
| Valid Sesuai | 25 | 43.9 | 43.9 | 59.6 |
| Sangat sesuai | 23 | 40.4 | 40.4 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 21.1 |
| Valid Sesuai | 21 | 36.8 | 36.8 | 57.9 |
| Sangat sesuai | 24 | 42.1 | 42.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 5 | 8.8 | 8.8 | 8.8 |
| Tidak sesuai | 2 | 3.5 | 3.5 | 12.3 |
| Valid Sesuai | 27 | 47.4 | 47.4 | 59.6 |
| Sangat sesuai | 23 | 40.4 | 40.4 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 5 | 8.8 | 8.8 | 14.0 |
| Sesuai | 32 | 56.1 | 56.1 | 70.2 |
| Sangat sesuai | 17 | 29.8 | 29.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 2 | 3.5 | 3.5 | 3.5 |
| Tidak sesuai | 8 | 14.0 | 14.0 | 17.5 |
| Sesuai | 28 | 49.1 | 49.1 | 66.7 |
| Sangat sesuai | 19 | 33.3 | 33.3 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 13 | 22.8 | 22.8 | 33.3 |
| Sesuai | 24 | 42.1 | 42.1 | 75.4 |
| Sangat sesuai | 14 | 24.6 | 24.6 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 2 | 3.5 | 3.5 | 3.5 |
| Tidak sesuai | 4 | 7.0 | 7.0 | 10.5 |
| Sesuai | 31 | 54.4 | 54.4 | 64.9 |
| Sangat sesuai | 20 | 35.1 | 35.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 2 | 3.5 | 3.5 | 3.5 |
| Tidak sesuai | 4 | 7.0 | 7.0 | 10.5 |
| Sesuai | 29 | 50.9 | 50.9 | 61.4 |
| Sangat sesuai | 22 | 38.6 | 38.6 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 8 | 14.0 | 14.0 | 14.0 |
| Tidak sesuai | 7 | 12.3 | 12.3 | 26.3 |
| Sesuai | 32 | 56.1 | 56.1 | 82.5 |
| Sangat sesuai | 10 | 17.5 | 17.5 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 10 | 17.5 | 17.5 | 17.5 |
| Tidak sesuai | 7 | 12.3 | 12.3 | 29.8 |
| Sesuai | 31 | 54.4 | 54.4 | 84.2 |

| | | | | |
|---------------|----|-------|-------|-------|
| Sangat sesuai | 9 | 15.8 | 15.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 4 | 7.0 | 7.0 | 17.5 |
| Valid Sesuai | 30 | 52.6 | 52.6 | 70.2 |
| Sangat sesuai | 17 | 29.8 | 29.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

X13

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 8 | 14.0 | 14.0 | 14.0 |
| Tidak sesuai | 8 | 14.0 | 14.0 | 28.1 |
| Valid Sesuai | 23 | 40.4 | 40.4 | 68.4 |
| Sangat sesuai | 18 | 31.6 | 31.6 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

b. Deskriptif Statistik Pernyataan Variabel Kinerja Pegawai

Y1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak sesuai | 7 | 12.3 | 12.3 | 12.3 |
| Valid Sesuai | 25 | 43.9 | 43.9 | 56.1 |
| Sangat sesuai | 25 | 43.9 | 43.9 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 7 | 12.3 | 12.3 | 19.3 |
| Valid Sesuai | 25 | 43.9 | 43.9 | 63.2 |
| Sangat sesuai | 21 | 36.8 | 36.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 3 | 5.3 | 5.3 | 10.5 |
| Valid Sesuai | 30 | 52.6 | 52.6 | 63.2 |
| Sangat sesuai | 21 | 36.8 | 36.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 21.1 |
| Sesuai | 29 | 50.9 | 50.9 | 71.9 |
| Sangat sesuai | 16 | 28.1 | 28.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 7 | 12.3 | 12.3 | 22.8 |
| Sesuai | 32 | 56.1 | 56.1 | 78.9 |
| Sangat sesuai | 12 | 21.1 | 21.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 6 | 10.5 | 10.5 | 10.5 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 21.1 |
| Sesuai | 25 | 43.9 | 43.9 | 64.9 |
| Sangat sesuai | 20 | 35.1 | 35.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 7 | 12.3 | 12.3 | 12.3 |
| Tidak sesuai | 8 | 14.0 | 14.0 | 26.3 |
| Sesuai | 27 | 47.4 | 47.4 | 73.7 |
| Sangat sesuai | 15 | 26.3 | 26.3 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 2 | 3.5 | 3.5 | 3.5 |
| Tidak sesuai | 11 | 19.3 | 19.3 | 22.8 |
| Sesuai | 27 | 47.4 | 47.4 | 70.2 |
| Sangat sesuai | 17 | 29.8 | 29.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 8 | 14.0 | 14.0 | 21.1 |
| Sesuai | 34 | 59.6 | 59.6 | 80.7 |
| Sangat sesuai | 11 | 19.3 | 19.3 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak sesuai | 8 | 14.0 | 14.0 | 14.0 |
| Tidak sesuai | 5 | 8.8 | 8.8 | 22.8 |
| Sesuai | 25 | 43.9 | 43.9 | 66.7 |

| | | | | |
|---------------|----|-------|-------|-------|
| Sangat sesuai | 19 | 33.3 | 33.3 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 7 | 12.3 | 12.3 | 12.3 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 22.8 |
| Valid Sesuai | 24 | 42.1 | 42.1 | 64.9 |
| Sangat sesuai | 20 | 35.1 | 35.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 5 | 8.8 | 8.8 | 8.8 |
| Tidak sesuai | 6 | 10.5 | 10.5 | 19.3 |
| Valid Sesuai | 34 | 59.6 | 59.6 | 78.9 |
| Sangat sesuai | 12 | 21.1 | 21.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y13

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 11 | 19.3 | 19.3 | 26.3 |
| Valid Sesuai | 32 | 56.1 | 56.1 | 82.5 |
| Sangat sesuai | 10 | 17.5 | 17.5 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y14

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 5 | 8.8 | 8.8 | 8.8 |
| Tidak sesuai | 9 | 15.8 | 15.8 | 24.6 |
| Valid Sesuai | 28 | 49.1 | 49.1 | 73.7 |
| Sangat sesuai | 15 | 26.3 | 26.3 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y15

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 4 | 7.0 | 7.0 | 14.0 |
| Valid Sesuai | 28 | 49.1 | 49.1 | 63.2 |
| Sangat sesuai | 21 | 36.8 | 36.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y16

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 9 | 15.8 | 15.8 | 21.1 |
| Valid Sesuai | 27 | 47.4 | 47.4 | 68.4 |
| Sangat sesuai | 17 | 29.8 | 29.8 | 98.2 |
| 5 | 1 | 1.8 | 1.8 | 100.0 |

| | | | |
|-------|----|-------|-------|
| Total | 57 | 100.0 | 100.0 |
|-------|----|-------|-------|

Y17

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 7 | 12.3 | 12.3 | 17.5 |
| Valid Sesuai | 34 | 59.6 | 59.6 | 77.2 |
| Sangat sesuai | 13 | 22.8 | 22.8 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y18

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 3 | 5.3 | 5.3 | 5.3 |
| Tidak sesuai | 14 | 24.6 | 24.6 | 29.8 |
| Valid Sesuai | 28 | 49.1 | 49.1 | 78.9 |
| Sangat sesuai | 12 | 21.1 | 21.1 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

Y19

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Sangat tidak sesuai | 4 | 7.0 | 7.0 | 7.0 |
| Tidak sesuai | 3 | 5.3 | 5.3 | 12.3 |
| Valid Sesuai | 20 | 35.1 | 35.1 | 47.4 |
| Sangat sesuai | 30 | 52.6 | 52.6 | 100.0 |
| Total | 57 | 100.0 | 100.0 | |

4.7 Uji Validitas

a. Uji Validitas Variabel Lingkungan Kerja

Correlations

| | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | Total X |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| X1 | Pearson Correlation | 1 | .645** | .540** | .286* | .583** | .206 | .328* | .025 | .435** | .236 | .133 | -.045 | .408** | .554** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,031 | ,000 | ,124 | ,013 | ,853 | ,001 | ,078 | ,324 | ,741 | ,002 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X2 | Pearson Correlation | .645** | 1 | .545** | .340** | .468** | .457** | .278* | .138 | .328* | .343** | .192 | .211 | .046 | .614** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,010 | ,000 | ,000 | ,036 | ,305 | ,013 | ,009 | ,153 | ,116 | ,736 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X3 | Pearson Correlation | .540** | .545** | 1 | .478** | .412** | .287* | .473** | .246 | .335* | .169 | .384** | .120 | .210 | .713** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,001 | ,030 | ,000 | ,066 | ,011 | ,209 | ,003 | ,373 | ,117 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X4 | Pearson Correlation | .286* | .340** | .478** | 1 | .340** | .226 | .156 | .526** | .036 | -.101 | -.033 | .383** | -.118 | .422** |
| | Sig. (2-tailed) | ,031 | ,010 | ,000 | | ,010 | ,091 | ,248 | ,000 | ,791 | ,454 | ,808 | ,003 | ,383 | ,001 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X5 | Pearson Correlation | .583** | .468** | .412** | .340** | 1 | .393** | .202 | -.008 | .455** | .418** | .217 | .023 | .357** | .666** |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | ,010 | | ,002 | ,132 | ,951 | ,000 | ,001 | ,105 | ,865 | ,006 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X6 | Pearson Correlation | .206 | .457** | .287* | .226 | .393** | 1 | .229 | .017 | .133 | .293* | .029 | .073 | -.074 | .327* |
| | Sig. (2-tailed) | ,124 | ,000 | ,030 | ,091 | ,002 | | ,087 | ,903 | ,326 | ,027 | ,829 | ,587 | ,586 | ,013 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X7 | Pearson Correlation | .328* | .278* | .473** | .156 | .202 | .229 | 1 | .272* | .277* | .558** | .595** | .324* | .431** | .573** |
| | Sig. (2-tailed) | ,013 | ,036 | ,000 | ,248 | ,132 | ,087 | | ,041 | ,037 | ,000 | ,000 | ,014 | ,001 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X8 | Pearson Correlation | .025 | .138 | .246 | .526** | -.008 | .017 | .272* | 1 | .102 | .156 | .176 | .434** | -.091 | .349** |
| | Sig. (2-tailed) | ,853 | ,305 | ,066 | ,000 | ,951 | ,903 | ,041 | | ,452 | ,247 | ,190 | ,001 | ,501 | ,008 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X9 | Pearson Correlation | .435** | .328* | .335* | .036 | .455** | .133 | .277* | .102 | 1 | .272* | .113 | -.061 | .250 | .502** |
| | Sig. (2-tailed) | ,001 | ,013 | ,011 | ,791 | ,000 | ,326 | ,037 | ,452 | | ,041 | ,404 | ,654 | ,061 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X10 | Pearson Correlation | .236 | .343** | .169 | -.101 | .418** | .293* | .558** | .156 | .272* | 1 | .663** | .357** | .499** | .640** |
| | Sig. (2-tailed) | ,078 | ,009 | ,209 | ,454 | ,001 | ,027 | ,000 | ,247 | ,041 | | ,000 | ,006 | ,000 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

| | | | | | | | | | | | | | | | | | | | | |
|---------|---------------------|--------|--------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|----|----|----|----|----|
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X11 | Pearson Correlation | ,133 | ,192 | ,384** | -,033 | ,217 | ,029 | ,595** | ,176 | ,113 | ,663** | 1 | ,448** | ,523** | ,659** | | | | | |
| | Sig. (2-tailed) | ,324 | ,153 | ,003 | ,808 | ,105 | ,829 | ,000 | ,190 | ,404 | ,000 | | ,000 | ,000 | ,000 | | | | | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X12 | Pearson Correlation | -,045 | ,211 | ,120 | ,383** | ,023 | ,073 | ,324* | ,434** | -,061 | ,357** | ,448** | 1 | ,041 | ,368** | | | | | |
| | Sig. (2-tailed) | ,741 | ,116 | ,373 | ,003 | ,865 | ,587 | ,014 | ,001 | ,654 | ,006 | ,000 | | ,760 | ,005 | | | | | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X13 | Pearson Correlation | ,408** | ,046 | ,210 | -,118 | ,357** | -,074 | ,431** | -,091 | ,250 | ,499** | ,523** | ,041 | 1 | ,478** | | | | | |
| | Sig. (2-tailed) | ,002 | ,736 | ,117 | ,383 | ,006 | ,586 | ,001 | ,501 | ,061 | ,000 | ,000 | ,760 | | ,000 | | | | | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Total_X | Pearson Correlation | ,554** | ,614** | ,713** | ,422** | ,666** | ,327* | ,573** | ,349** | ,502** | ,640** | ,659** | ,368** | ,478** | 1 | | | | | |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,001 | ,000 | ,013 | ,000 | ,008 | ,000 | ,000 | ,000 | ,005 | ,000 | | | | | | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

b. Uji Validitas Variabel Kinerja Pegawai

Correlations

| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Total_Y |
|----|---------------------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|-------|-------|--------|--------|-------|--------|--------|--------|--------|---------|
| Y1 | Pearson Correlation | 1 | ,684** | ,310* | ,104 | ,156 | ,507** | ,061 | ,207 | ,185 | ,407** | ,133 | ,262* | ,420** | ,686** | ,160 | ,158 | ,207 | ,274* | ,149 | ,573** |
| | Sig. (2-tailed) | | ,000 | ,019 | ,439 | ,245 | ,000 | ,653 | ,122 | ,168 | ,002 | ,325 | ,049 | ,001 | ,000 | ,235 | ,240 | ,123 | ,039 | ,268 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y2 | Pearson Correlation | ,684** | 1 | ,282* | ,027 | ,204 | ,533** | -,006 | ,020 | ,246 | ,512** | ,269* | ,134 | ,304* | ,722** | ,267* | ,041 | ,403** | ,546** | ,279* | ,620** |
| | Sig. (2-tailed) | ,000 | | ,034 | ,841 | ,127 | ,000 | ,967 | ,883 | ,065 | ,000 | ,043 | ,320 | ,021 | ,000 | ,045 | ,762 | ,002 | ,000 | ,036 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y3 | Pearson Correlation | ,310* | ,282* | 1 | ,113 | ,013 | ,185 | ,353** | -,099 | -,087 | ,102 | ,329* | -,089 | ,084 | ,231 | ,333* | -,018 | -,031 | ,247 | ,582** | ,371** |
| | Sig. (2-tailed) | ,019 | ,034 | | ,404 | ,926 | ,167 | ,007 | ,465 | ,522 | ,449 | ,012 | ,511 | ,535 | ,084 | ,011 | ,897 | ,821 | ,064 | ,000 | ,004 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y4 | Pearson Correlation | ,104 | ,027 | ,113 | 1 | ,472** | ,210 | ,328* | ,494** | ,272* | -,120 | -,020 | ,237 | ,215 | ,175 | -,157 | ,452** | ,209 | ,090 | ,105 | ,403** |
| | Sig. (2-tailed) | ,439 | ,841 | ,404 | | ,000 | ,116 | ,013 | ,000 | ,041 | ,375 | ,882 | ,076 | ,109 | ,192 | ,244 | ,000 | ,119 | ,504 | ,435 | ,002 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y5 | Pearson Correlation | ,156 | ,204 | ,013 | ,472** | 1 | ,420** | ,373** | ,289* | ,403** | ,180 | -,042 | ,138 | ,126 | ,198 | ,052 | ,429** | ,572** | ,305* | ,031 | ,511** |
| | Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,245 | ,127 | ,926 | ,000 | | ,001 | ,004 | ,029 | ,002 | ,180 | ,757 | ,305 | ,349 | ,139 | ,703 | ,001 | ,000 | ,021 | ,816 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y6 | Pearson Correlation | .507** | .533** | ,185 | ,210 | .420** | 1 | .425** | ,258 | .293* | .531** | ,231 | -,089 | ,245 | .538** | .375** | ,020 | ,225 | .449** | .332* | .656** |
| | Sig. (2-tailed) | ,000 | ,000 | ,167 | ,116 | ,001 | | ,001 | ,053 | ,027 | ,000 | ,084 | ,511 | ,067 | ,000 | ,004 | ,881 | ,092 | ,000 | ,012 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y7 | Pearson Correlation | ,061 | -,006 | .353** | .328* | .373** | .425** | 1 | .383** | ,249 | ,052 | .307* | -,057 | ,211 | ,246 | .384** | ,190 | ,100 | ,000 | .526** | .507** |
| | Sig. (2-tailed) | ,653 | ,967 | ,007 | ,013 | ,004 | ,001 | | ,003 | ,061 | ,701 | ,020 | ,672 | ,116 | ,065 | ,003 | ,158 | ,460 | ,998 | ,000 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y8 | Pearson Correlation | ,207 | ,020 | -,099 | .494** | .289* | ,258 | .383** | 1 | .346** | ,180 | ,159 | .493** | .344** | .332* | ,045 | .533** | ,236 | -,075 | ,136 | .507** |
| | Sig. (2-tailed) | ,122 | ,883 | ,465 | ,000 | ,029 | ,053 | ,003 | | ,008 | ,180 | ,238 | ,000 | ,009 | ,012 | ,741 | ,000 | ,077 | ,581 | ,312 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y9 | Pearson Correlation | ,185 | ,246 | -,087 | .272* | .403** | .293* | ,249 | .346** | 1 | .360** | ,255 | ,240 | .291* | .325* | ,102 | .335* | .601** | .401** | ,200 | .575** |
| | Sig. (2-tailed) | ,168 | ,065 | ,522 | ,041 | ,002 | ,027 | ,061 | ,008 | | ,006 | ,056 | ,073 | ,028 | ,014 | ,448 | ,011 | ,000 | ,002 | ,136 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y10 | Pearson Correlation | .407** | .512** | ,102 | -,120 | ,180 | .531** | ,052 | ,180 | .360** | 1 | .564** | ,258 | .396** | .584** | .496** | ,131 | .331* | .412** | ,198 | .646** |
| | Sig. (2-tailed) | ,002 | ,000 | ,449 | ,375 | ,180 | ,000 | ,701 | ,180 | ,006 | | ,000 | ,052 | ,002 | ,000 | ,000 | ,331 | ,012 | ,001 | ,140 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y11 | Pearson Correlation | ,133 | .269* | .329* | -,020 | -,042 | ,231 | .307* | ,159 | ,255 | .564** | 1 | .377** | .365** | .329* | .541** | .262* | ,168 | ,179 | .396** | .575** |
| | Sig. (2-tailed) | ,325 | ,043 | ,012 | ,882 | ,757 | ,084 | ,020 | ,238 | ,056 | ,000 | | ,004 | ,005 | ,012 | ,000 | ,049 | ,211 | ,182 | ,002 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y12 | Pearson Correlation | .262* | ,134 | -,089 | ,237 | ,138 | -,089 | -,057 | .493** | ,240 | ,258 | .377** | 1 | .611** | .338* | ,042 | .606** | .288* | -,149 | -,166 | .422** |
| | Sig. (2-tailed) | ,049 | ,320 | ,511 | ,076 | ,305 | ,511 | ,672 | ,000 | ,073 | ,052 | ,004 | | ,000 | ,010 | ,755 | ,000 | ,030 | ,268 | ,217 | ,001 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y13 | Pearson Correlation | .420** | .304* | ,084 | ,215 | ,126 | ,245 | ,211 | .344** | .291* | .396** | .365** | .611** | 1 | .542** | ,118 | .443** | .267* | ,214 | ,000 | .591** |
| | Sig. (2-tailed) | ,001 | ,021 | ,535 | ,109 | ,349 | ,067 | ,116 | ,009 | ,028 | ,002 | ,005 | ,000 | | ,000 | ,383 | ,001 | ,045 | ,111 | 1,000 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y14 | Pearson Correlation | .686** | .722** | ,231 | ,175 | ,198 | .538** | ,246 | .332* | .325* | .584** | .329* | .338* | .542** | 1 | .328* | ,199 | .294* | .360** | .355** | .750** |
| | Sig. (2-tailed) | ,000 | ,000 | ,084 | ,192 | ,139 | ,000 | ,065 | ,012 | ,014 | ,000 | ,012 | ,010 | ,000 | | ,013 | ,137 | ,026 | ,006 | ,007 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

| | | | | | | | | | | | | | | | | | | | | | |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y15 | Pearson Correlation | ,160 | .267* | .333* | -,157 | ,052 | .375** | .384** | ,045 | ,102 | .496** | .541** | ,042 | ,118 | .328* | 1 | -,012 | ,112 | ,138 | .511** | .481** |
| | Sig. (2-tailed) | ,235 | ,045 | ,011 | ,244 | ,703 | ,004 | ,003 | ,741 | ,448 | ,000 | ,000 | ,755 | ,383 | ,013 | | ,929 | ,405 | ,307 | ,000 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y16 | Pearson Correlation | ,158 | ,041 | -,018 | .452** | .429** | ,020 | ,190 | .533** | .335* | ,131 | .262* | .606** | .443** | ,199 | -,012 | 1 | .539** | ,170 | ,098 | .528** |
| | Sig. (2-tailed) | ,240 | ,762 | ,897 | ,000 | ,001 | ,881 | ,158 | ,000 | ,011 | ,331 | ,049 | ,000 | ,001 | ,137 | ,929 | | ,000 | ,207 | ,467 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y17 | Pearson Correlation | ,207 | .403** | -,031 | ,209 | .572** | ,225 | ,100 | ,236 | .601** | .331* | ,168 | .288* | .267* | .294* | ,112 | .539** | 1 | .553** | ,217 | .595** |
| | Sig. (2-tailed) | ,123 | ,002 | ,821 | ,119 | ,000 | ,092 | ,460 | ,077 | ,000 | ,012 | ,211 | ,030 | ,045 | ,026 | ,405 | ,000 | | ,000 | ,106 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y18 | Pearson Correlation | .274* | .546** | ,247 | ,090 | .305* | .449** | ,000 | -,075 | .401** | .412** | ,179 | -,149 | ,214 | .360** | ,138 | ,170 | .553** | 1 | .319* | .520** |
| | Sig. (2-tailed) | ,039 | ,000 | ,064 | ,504 | ,021 | ,000 | ,998 | ,581 | ,002 | ,001 | ,182 | ,268 | ,111 | ,006 | ,307 | ,207 | ,000 | | ,015 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y19 | Pearson Correlation | ,149 | .279* | .582** | ,105 | ,031 | .332* | .526** | ,136 | ,200 | ,198 | .396** | -,166 | ,000 | .355** | .511** | ,098 | ,217 | .319* | 1 | .516** |
| | Sig. (2-tailed) | ,268 | ,036 | ,000 | ,435 | ,816 | ,012 | ,000 | ,312 | ,136 | ,140 | ,002 | ,217 | 1,000 | ,007 | ,000 | ,467 | ,106 | ,015 | | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Total_Y | Pearson Correlation | .573** | .620** | .371** | .403** | .511** | .656** | .507** | .507** | .575** | .646** | .575** | .422** | .591** | .750** | .481** | .528** | .595** | .520** | .516** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,004 | ,002 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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

4.8 Uji Realibilitas

a. Uji Realibilitas Variabel Lingkungan Kerja

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .827 | 13 |

b. Uji Realibilitas Variabel Kinerja Pegawai

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .868 | 19 |

4.9 Uji Normalitas

a. Uji Normalitas Kolmogorov Smirnov

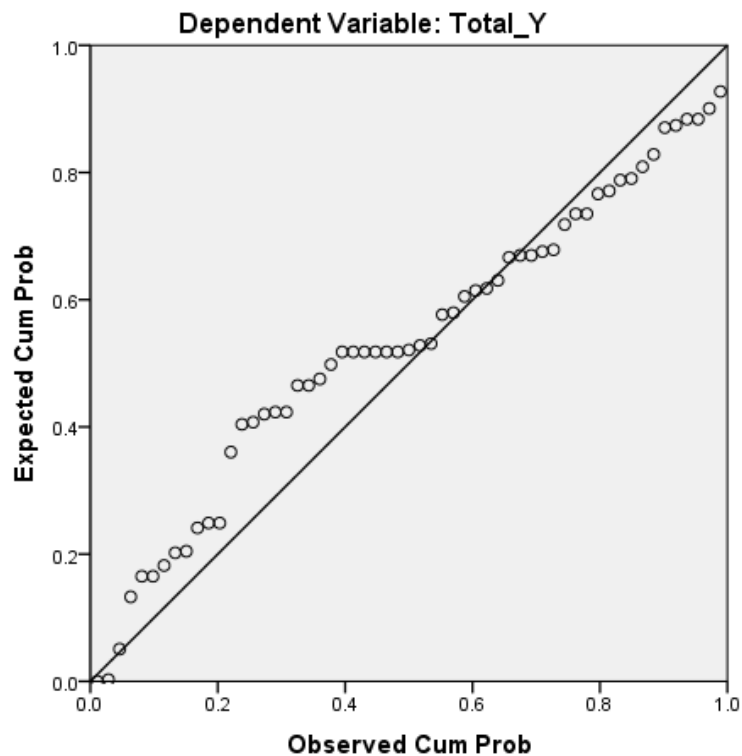
| One-Sample Kolmogorov-Smirnov Test | | Unstandardized Residual |
|------------------------------------|----------------|-------------------------|
| N | | 57 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 6.35216656 |
| Most Extreme Differences | Absolute | .175 |
| | Positive | .080 |
| | Negative | -.175 |
| Kolmogorov-Smirnov Z | | 1.322 |
| Asymp. Sig. (2-tailed) | | .061 |

a. Test distribution is Normal.

b. Calculated from data.

b. Uji Normalitas Normal Probability Plot

Normal P-P Plot of Regression Standardized Residual



4.10 Uji Heteroskedastisitas

Correlations

| | | | Total_X | abs |
|----------------|---------|-------------------------|---------|-------|
| Spearman's rho | Total_X | Correlation Coefficient | 1.000 | .145 |
| | | Sig. (2-tailed) | . | .283 |
| | | N | 57 | 57 |
| | abs | Correlation Coefficient | .145 | 1.000 |
| | | Sig. (2-tailed) | .283 | . |
| | | N | 57 | 57 |

4.11 Uji Regresi Linier Sederhana

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 21.833 | 5.017 | | 4.352 | .000 |
| Total_X | .894 | .124 | .696 | 7.194 | .000 |

a. Dependent Variable: Total_Y

4.12 Uji Korelasi dan Koefisien Determinasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .696 ^a | .485 | .475 | 6.410 | 1.663 |

a. Predictors: (Constant), Total_X

b. Dependent Variable: Total_Y

4.13 Uji Hipotesis (Uji t)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 21.833 | 5.017 | | 4.352 | .000 |
| Total_X | .894 | .124 | .696 | 7.194 | .000 |

a. Dependent Variable: Total_Y

Lampiran 5. Surat Izin Penelitian

**PEMERINTAH KOTA MAKASSAR**
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Makassar, 18 Januari 2023

Kepada
Yth. KEPALA BADAN PENDAPATAN DAERAH
KOTA MAKASSAR

Di -
MAKASSAR

SURAT IZIN PENELITIAN
Nomor : 070/133-4/BKBP/2023

Dasar : 1. Undang-Undang Nomor 11 Tahun 2019 tentang Sistem Nasional Ilmu Pengetahuan dan Teknologi.
2. Peraturan Menteri Dalam Negeri Nomor 17 Tahun 2016 tentang Pedoman Penelitian dan Pengembangan di Kementerian Dalam Negeri dan Pemerintahan Daerah.
3. Peraturan Daerah Kota Makassar Nomor 8 Tahun 2016 tentang Pembentukan dan Susunan Perangkat Daerah Kota Makassar (Lembaran Daerah Kota Makassar Tahun 2016 Nomor 8).

Memperhatikan : Surat Kepala Dinas Perencanaan Modal dan Pelayanan Terpadu Satu Pintu Provinsi Sulawesi Selatan nomor : 13627/S.01/PTSP/2022 Tanggal 16 Januari 2023 perihal izin Penelitian.

Setelah membaca maksud dan tujuan penelitian yang tercantum dalam proposal penelitian, maka pada prinsipnya Kami menyetujui dan memberikan izin Penelitian kepada :

Nama : **DIVA SOFYANA YUSRI**
NIM / Jurusan : **E011191044 / Ilmu Administrasi Publik**
Pekerjaan : **Mahasiswa (S1) / UNHAS**
Tanggal pelaksanaan : **16 Januari s.d 6 Februari 2023**
Jenis Penelitian : **Skrpsi**
Alamat : **Jl. P. Kemerdekaan Km. 10, Makassar**
Judul : **"PENGARUH LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR BADAN PENDAPATAN DAERAH KOTA MAKASSAR"**

Demikian Surat Izin Penelitian ini diberikan agar digunakan sebagaimana mestinya dan selanjutnya yang bersangkutan melaporkan hasilnya kepada Walikota melalui Kepala Badan Kesatuan Bangsa dan Politik Kota Makassar Melalui Email bidangshudat@kesbangmakassar@gmail.com.

WALIKOTA MAKASSAR
KEPALA BADAN KESBANGPOL


SEKRETARIS

DR. HARI S.I.P., S.H., M.H., M.Si., M.I.Kom
Pangkat : Pembina Tingkat II IV, b
NIP : 19730907 199311 1 001

Tembusan :

1. Walikota Makassar di Makassar (sebagai laporan);
2. Kepala Badan Kesatuan Bangsa dan Politik Prov. Sul - Sel. di Makassar;
3. Kepala Badan Kesatuan Bangsa dan Politik Kota Makassar (sebagai laporan);
4. Kepala Unit Pelaksana Teknis P2T Badan Koordinasi Perencanaan Modal Daerah Prov. Sul Sel di Makassar;
5. Dekan FISIP UNHAS di Makassar;
6. Mahasiswa yang bersangkutan;
7. Arsip.



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS ILMU SOSIAL DAN ILMU POLITIK
KAMPUS TAMALANREA
Jl. PERINTIS KEMERDEKAAN KM. 10 MAKASSAR 90245

Nomor : 308 /UN4.8.1/PT.01.00/2023
Hal : Permohonan Izin Melakukan Penelitian / Wawancara
12 Januari 2023

Yth. Gubernur Sulawesi Selatan
c.q. Kepala UPT P2T, BKPM Provinsi Sulsel
Makassar.

Dengan hormat, kami sampaikan bahwa mahasiswa Fakultas Ilmu Sosial dan Ilmu Politik Universitas Hasanuddin yakni:

nama : Diva Sofyana Yusri
no. pokok : E011 19 1044
departemen : Ilmu Administrasi
prog. Studi : Administrasi Publik
alamat : Jln. Mah. Yamin Baru no. 09

Bermaksud melakukan Penelitian lapangan/kepastakaan dalam rangka penyusunan skripsi yang berjudul : Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai pada Kantor Badan Pendapatan Daerah Kota Makassar

Sehubungan dengan hal tersebut, maka kami mohon kiranya agar yang bersangkutan diberikan izin melakukan penelitian yang dimaksud.

Demikian penyampaian kami, atas perhatian dan bantuannya diucapkan terima kasih.



u.n. Dekan
Wakil Dekan Bidang Akademik
dan Kemahasiswaan

Tembusan :
1. Dekan Fisip Unhas
2. Ketua Departemen Ilmu Administrasi Fisip Unhas
Dr. Hasnati, S.Sos., M.Si
NIP 196801011997022001

Lampiran 6. Dokumentasi Penelitian



Foto pengisian kuesioner



Foto pengisian kuesioner



Foto pengisian kuesioner



Foto pengisian kuesioner



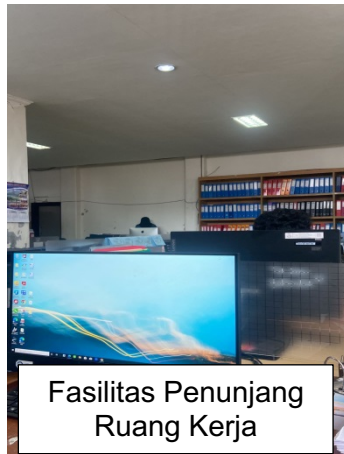
Foto pengisian kuesioner



Foto pengisian kuesioner



Fasilitas Penunjang Ruang Kerja



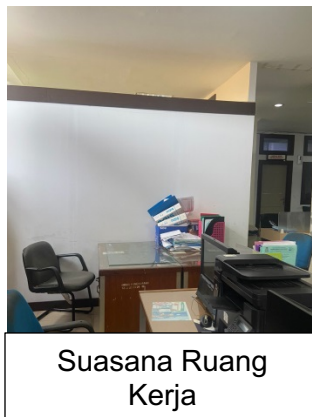
Fasilitas Penunjang Ruang Kerja



Fasilitas Penunjang Ruang Kerja



Suasana Ruang Kerja



Suasana Ruang Kerja