

## Lampiran I

### KUISIONER PENELITIAN

#### PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, MOTIVASI, DAN KERJA SAMA TERHADAP KINERJA PEGAWAI PADA UPT PENGELOLAAN IRIGASI KUALUH BARUMUN RANTAUPRAPAT

Demi tercapainya penelitian ini, maka penyusun mohon kesediaan dari Bapak/Ibu untuk membantu mengisi angket atau daftar pertanyaan yang telah disediakan berikut ini. Informasi yang Bapak/Ibu berikan sangat berarti dalam penyelesaian proposal ini.

Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenarnya demi membantu penelitian ini. Atas kesediaannya saya ucapkan terima kasih.

#### ➤ IDENTITAS RESPONEN

1. Nama :
2. Jenis Kelamin : Pria Wanita
3. Usia :
4. Pendidikan : SMP SMA S1 S2
5. Status : Belum Menikah Sudah Menikah

#### ➤ PETUNJUK PENGISIAN

Untuk pertanyaan dibawah ini pilihlah salah satu jawaban yang menurut Bapak/Ibu paling tepat dengan mencentang (√) di kolom yang tersedia, isilah jawaban sesuai dengan keadaan yang sebenarnya.

#### Keterangan :

- SS : Sangat Setuju  
S : Setuju  
KS : Kurang Setuju  
TS : Tidak Setuju

STS : Sangat Tidak Setuju

➤ **DAFTAR PERTANYAAN VARIABEL**

Variabel Lingkungan Kerja ( $X_1$ )

No	Pernyataan	SS	S	KS	TS	STS
1	Penerangan Cahaya di tempat kerja sangat Baik					
2	Keamanan di tempat kerja sudah Sesuai					
3	Kebersihan yang terjaga					

Variabel Disiplin Kerja ( $X_2$ )

No	Pernyataan	SS	S	KS	TS	STS
1	ketepatan waktu datang ke tempat kerja					
2	Ketepatan jam pulang ke rumah					
3	kepatuhan terhadap peraturan yang berlaku					

Variabel Motivasi ( $X_3$ )

No	Pernyataan	SS	S	KS	TS	STS
1	Menggerakkan sesama rekan Kerja agar mampu berperilaku secara tepat dalam mencapai tujuan.					
2	Melakukan sesuatu karena pengaruh dari luar, seperti orang lain atau lingkungan untuk Bekerja dengan baik					
3	persetujuan atas permintaan dari orang lain untuk membantu mengerjakan pekerjaannya.					

## Variabel Kerja Sama (X4)

No	Pernyataan	SS	S	KS	TS	STS
1	Saya Bersedia menerima tanggung jawab					
2	Saya ringan tangan membantu teman					
3	Saya menghargai pendapat teman kerja					

## Variabel Kinerja Pegawai (Y)

No	Pernyataan	SS	S	KS	TS	STS
1	Kemampuan yang dimiliki oleh pegawai					
2	Keinginan/ minat seorang pegawai dalam bekerja					
3	Lingkungan yang ada disekitar pegawai					

### Tabulasi Jawaban Responden

Responden	Jawaban Responden																			
	X	X1-	X1-3	Total	X2-1	X2-2	X2-3	Total	X3_	X3_	X3_	Total	X4_	X4_	X4_	Total	Y_1	Y-2	Y-3	Total
1	4	5	4	<b>13</b>	5	4	5	<b>14</b>	4	4	4	<b>12</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>
2	5	4	5	<b>14</b>	4	3	5	<b>12</b>	5	3	3	<b>11</b>	4	4	4	<b>12</b>	4	4	5	<b>13</b>
3	3	5	4	<b>12</b>	5	5	5	<b>15</b>	3	5	4	<b>12</b>	5	4	4	<b>13</b>	5	4	5	<b>14</b>
4	3	3	3	<b>9</b>	3	3	3	<b>9</b>	4	4	5	<b>13</b>	4	3	3	<b>10</b>	4	3	4	<b>11</b>
5	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	5	5	<b>15</b>
6	4	4	5	<b>13</b>	4	4	4	<b>12</b>	5	3	5	<b>13</b>	3	4	4	<b>11</b>	4	3	4	<b>11</b>
7	3	5	3	<b>11</b>	4	3	5	<b>12</b>	3	4	4	<b>11</b>	4	4	4	<b>12</b>	4	3	5	<b>12</b>
8	5	4	5	<b>14</b>	4	4	4	<b>12</b>	4	4	5	<b>13</b>	4	4	5	<b>13</b>	5	3	5	<b>13</b>
9	3	4	4	<b>11</b>	3	3	3	<b>9</b>	3	3	3	<b>9</b>	3	3	3	<b>9</b>	3	3	4	<b>10</b>
10	4	3	5	<b>12</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>
11	4	4	4	<b>12</b>	3	4	4	<b>11</b>	5	5	5	<b>15</b>	3	4	4	<b>11</b>	3	4	5	<b>12</b>
12	5	3	3	<b>11</b>	4	3	4	<b>11</b>	3	4	4	<b>11</b>	4	3	5	<b>12</b>	3	3	5	<b>11</b>
13	3	5	4	<b>12</b>	4	4	4	<b>12</b>	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>
14	5	4	5	<b>14</b>	3	5	4	<b>12</b>	5	4	3	<b>12</b>	3	4	4	<b>11</b>	4	4	5	<b>13</b>
15	3	4	4	<b>11</b>	5	4	5	<b>14</b>	5	3	3	<b>11</b>	5	4	5	<b>14</b>	4	4	5	<b>13</b>
16	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	5	5	<b>15</b>	5	5	5	<b>15</b>	5	5	5	<b>15</b>
17	3	4	4	<b>11</b>	4	3	5	<b>12</b>	5	4	4	<b>13</b>	4	4	4	<b>12</b>	5	3	4	<b>12</b>
18	4	5	5	<b>14</b>	5	5	5	<b>15</b>	5	3	5	<b>13</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>
19	4	5	4	<b>13</b>	4	3	3	<b>10</b>	4	4	4	<b>12</b>	3	4	4	<b>11</b>	4	3	4	<b>11</b>
20	5	5	5	<b>15</b>	4	3	5	<b>12</b>	4	5	4	<b>13</b>	4	4	5	<b>13</b>	5	4	5	<b>14</b>
21	3	4	4	<b>11</b>	3	4	4	<b>11</b>	3	3	4	<b>10</b>	4	3	4	<b>11</b>	4	3	4	<b>11</b>
22	5	4	4	<b>13</b>	4	5	4	<b>13</b>	4	4	5	<b>13</b>	4	5	4	<b>13</b>	5	4	4	<b>13</b>
23	5	5	5	<b>15</b>	4	5	4	<b>13</b>	5	5	5	<b>15</b>	4	4	5	<b>13</b>	4	5	5	<b>14</b>
24	3	4	4	<b>11</b>	4	3	4	<b>11</b>	3	4	4	<b>11</b>	4	4	4	<b>12</b>	4	3	4	<b>11</b>
25	5	4	5	<b>14</b>	5	4	4	<b>13</b>	5	4	5	<b>14</b>	5	4	4	<b>13</b>	5	4	5	<b>14</b>
26	3	4	4	<b>11</b>	3	3	5	<b>11</b>	3	3	4	<b>10</b>	3	3	4	<b>10</b>	4	3	4	<b>11</b>
27	4	4	4	<b>12</b>	3	4	4	<b>11</b>	4	4	4	<b>12</b>	4	5	4	<b>13</b>	3	4	5	<b>12</b>
28	4	4	4	<b>12</b>	4	4	5	<b>13</b>	4	3	4	<b>11</b>	5	4	3	<b>12</b>	5	4	4	<b>13</b>
29	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	5	5	<b>15</b>	5	5	5	<b>15</b>	5	5	5	<b>15</b>
30	4	4	5	<b>13</b>	5	4	4	<b>13</b>	5	5	5	<b>15</b>	5	4	5	<b>14</b>	5	4	5	<b>14</b>
31	3	3	3	<b>9</b>	3	3	3	<b>9</b>	3	4	3	<b>10</b>	4	3	3	<b>10</b>	3	4	3	<b>10</b>
32	5	4	5	<b>14</b>	4	4	4	<b>12</b>	5	4	5	<b>14</b>	4	4	4	<b>12</b>	5	4	4	<b>13</b>
33	3	3	3	<b>9</b>	4	3	3	<b>10</b>	4	3	4	<b>11</b>	3	3	3	<b>9</b>	4	3	3	<b>10</b>
34	4	5	4	<b>13</b>	4	3	5	<b>12</b>	5	3	4	<b>12</b>	4	4	5	<b>13</b>	5	3	5	<b>13</b>
35	5	4	3	<b>12</b>	4	4	4	<b>12</b>	4	3	4	<b>11</b>	4	3	4	<b>11</b>	4	3	5	<b>12</b>

## Lampiran III

## 1. Tabel t

Titik Persentase Distribusi t (dk = 1 – 40)

Pr df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127

## 2. Tabel f

	df untuk penyebut (N2)					df untuk pembilang (N1)					
	1	2	3	4	5	6	7	8	9	10	11
1	161	199	216	225	230	234	237	239	241	242	243
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03

## Lampiran IV

### HASIL PENGOLAHAN DATA MENGGUNAKAN SPSS 25.0

#### A. Hasil Uji Validitas dan Reliabilitas

##### Correlations

		X1_1	X1_2	X1_3	Total_X1
X1_1	Pearson Correlation	1	.193	.553**	.801**
	Sig. (2-tailed)		.268	.001	.000
	N	35	35	35	35
X1_2	Pearson Correlation	.193	1	.380*	.645**
	Sig. (2-tailed)	.268		.024	.000
	N	35	35	35	35
X1_3	Pearson Correlation	.553**	.380*	1	.841**
	Sig. (2-tailed)	.001	.024		.000
	N	35	35	35	35
Total_X1	Pearson Correlation	.801**	.645**	.841**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35

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

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

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.642	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1_1	8.43	1.370	.457	.550
X1_2	8.26	1.961	.316	.706
X1_3	8.23	1.417	.614	.316

**Correlations**

		X2_1	X2_2	X2_3	Total_X2
X2_1	Pearson Correlation	1	.321	.538**	.828**
	Sig. (2-tailed)		.060	.001	.000
	N	35	35	35	35
X2_2	Pearson Correlation	.321	1	.197	.662**
	Sig. (2-tailed)	.060		.256	.000
	N	35	35	35	35
X2_3	Pearson Correlation	.538**	.197	1	.771**
	Sig. (2-tailed)	.001	.256		.000
	N	35	35	35	35
Total_X2	Pearson Correlation	.828**	.662**	.771**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35

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



## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	N of Items
.623	3

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2_1	8.06	1.173	.557	.330
X2_2	8.34	1.585	.296	.700
X2_3	7.83	1.323	.458	.485

#### Correlations

		X3_1	X3_2	X3_3	Total_X3
X3_1	Pearson Correlation	1	.213	.427*	.738**
	Sig. (2-tailed)		.220	.010	.000
	N	35	35	35	35
X3_2	Pearson Correlation	.213	1	.464**	.729**
	Sig. (2-tailed)	.220		.005	.000
	N	35	35	35	35
X3_3	Pearson Correlation	.427*	.464**	1	.814**
	Sig. (2-tailed)	.010	.005		.000
	N	35	35	35	35

Total_X3	Pearson Correlation	.738**	.729**	.814**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35

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

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

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	N of Items
.628	3

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3_1	8.23	1.593	.369	.633
X3_2	8.54	1.667	.390	.595
X3_3	8.20	1.518	.572	.350

### Correlations

		X4_1	X4_2	X4_3	Total_X4
X4_1	Pearson Correlation	1	.383*	.499**	.816**
	Sig. (2-tailed)		.023	.002	.000
	N	35	35	35	35
X4_2	Pearson Correlation	.383*	1	.434**	.730**
	Sig. (2-tailed)	.023		.009	.000
	N	35	35	35	35
X4_3	Pearson Correlation	.499**	.434**	1	.824**
	Sig. (2-tailed)	.002	.009		.000
	N	35	35	35	35
Total_X4	Pearson Correlation	.816**	.730**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35

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

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

### Reliability

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

##### Reliability Statistics

Cronbach's	
Alpha	N of Items
.699	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X4_1	8.14	1.185	.526	.599
X4_2	8.40	1.541	.472	.665
X4_3	8.03	1.205	.564	.544

**Correlations**

		Y_1	Y_2	Y_3	Total_Y
Y_1	Pearson Correlation	1	.330	.276	.744**
	Sig. (2-tailed)		.053	.108	.000
	N	35	35	35	35
Y_2	Pearson Correlation	.330	1	.414*	.774**
	Sig. (2-tailed)	.053		.013	.000
	N	35	35	35	35
Y_3	Pearson Correlation	.276	.414*	1	.725**
	Sig. (2-tailed)	.108	.013		.000
	N	35	35	35	35
Total_Y	Pearson Correlation	.744**	.774**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35

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

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

**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.602	3

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y_1	8.29	1.151	.362	.584
Y_2	8.91	1.139	.460	.428
Y_3	8.06	1.291	.420	.495

## B. Hasil Uji Regresi Linier Berganda

### Regression

#### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Pegawai (Y)	12.63	1.497	35
Lingkungan Kerja (X1)	12.46	1.738	35
Disiplin Kerja (X2)	12.11	1.605	35
Motivasi (X3)	12.49	1.738	35
Kerjasama (X4)	12.29	1.601	35

#### Correlations

		Kinerja Pegawai (Y)	Lingkungan Kerja (X1)	Disiplin Kerja (X2)	Motivasi (X3)	Kerjasama (X4)
Pearson Correlation	Kinerja Pegawai (Y)	1.000	.780	.863	.716	.892
	Lingkungan Kerja (X1)	.780	1.000	.614	.606	.639
	Disiplin Kerja (X2)	.863	.614	1.000	.486	.834
	Motivasi (X3)	.716	.606	.486	1.000	.636
	Kerjasama (X4)	.892	.639	.834	.636	1.000
Sig. (1-tailed)	Kinerja Pegawai (Y)	.	.000	.000	.000	.000
	Lingkungan Kerja (X1)	.000	.	.000	.000	.000
	Disiplin Kerja (X2)	.000	.000	.	.002	.000
	Motivasi (X3)	.000	.000	.002	.	.000

	Kerjasama (X4)	.000	.000	.000	.000	.
N	Kinerja Pegawai (Y)	35	35	35	35	35
	Lingkungan Kerja (X1)	35	35	35	35	35
	Disiplin Kerja (X2)	35	35	35	35	35
	Motivasi (X3)	35	35	35	35	35
	Kerjasama (X4)	35	35	35	35	35

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kerjasama (X4), Motivasi (X3), Lingkungan Kerja (X1), Disiplin Kerja (X2) <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Pegawai (Y)

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.958 <sup>a</sup>	.918	.907	.457

a. Predictors: (Constant), Kerjasama (X4), Motivasi (X3), Lingkungan Kerja (X1), Disiplin Kerja (X2)

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69.914	4	17.478	83.790	.000 <sup>b</sup>
	Residual	6.258	30	.209		
	Total	76.171	34			

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Kerjasama (X4), Motivasi (X3), Lingkungan Kerja (X1), Disiplin Kerja (X2)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	.281	.687		.409	.686
	Lingkungan Kerja (X1)	.206	.064	.239	3.217	.003
	Disiplin Kerja (X2)	.331	.092	.355	3.615	.001
	Motivasi (X3)	.168	.063	.195	2.668	.012
	Kerjasama (X4)	.298	.102	.319	2.939	.006

a. Dependent Variable: Kinerja Pegawai (Y)