

LAMPIRAN OUTPUT SPSS

Lampiran 1: Karakteristik Responden

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 23 - 25 Tahun	2	2.1	2.1	2.1
26 - 35 Tahun	26	26.8	26.8	28.9
36 - 45 Tahun	34	35.1	35.1	64.0
46 - 55 Tahun	29	29.8	29.8	93.8
55 - 56 Tahun	6	6.2	6.2	100.0
Total	97	100.0	100.0	

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	74	76.3	76.3	76.3
Wanita	23	23.7	23.7	100.0
Total	97	100.0	100.0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 5	15	15.5	15.5	15.5
6 - 10	17	17.5	17.5	33.0
11 - 15	32	33.0	33.0	66.0
16 - 20	21	21.7	21.7	87.7
>20	12	12.3	12.3	100.0
Total	97	100.0	100.0	

Pendidikan_Terakhir

121

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMU	35	36.1	36.1	36.1
D3	14	14.4	14.4	50.5
S1	44	45.4	45.4	95.9
S2	4	4.1	4.1	100.0
Total	97	100.0	100.0	

Status_Pernikahan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Menikah	83	85.6	85.6	85.6
Belum menikah	14	14.4	14.4	100.0
Total	97	100.0	100.0	

Lampiran 2: Pengujian Validitas dan Reliabilitas Variabel Lingkungan Kerja

Correlations

		X1	X2	X3	X4	X5	X6	X_Tot
Spearman's r _s X1	Correlation Coefficient	1.000	.145	.276	.439**	.616**	.468**	.670**
	Sig. (1-tailed)	.	.222	.070	.008	.000	.005	.000
	N	30	30	30	30	30	30	30
X2	Correlation Coefficient	.145	1.000	.843**	.709**	.139	.554**	.701**
	Sig. (1-tailed)	.222	.	.000	.000	.232	.001	.000
	N	30	30	30	30	30	30	30
X3	Correlation Coefficient	.276	.843**	1.000	.677**	.251	.590**	.750**
	Sig. (1-tailed)	.070	.000	.	.000	.090	.000	.000
	N	30	30	30	30	30	30	30
X4	Correlation Coefficient	.439**	.709**	.677**	1.000	.254	.221	.759**
	Sig. (1-tailed)	.008	.000	.000	.	.088	.120	.000
	N	30	30	30	30	30	30	30
X5	Correlation Coefficient	.616**	.139	.251	.254	1.000	.426**	.699**
	Sig. (1-tailed)	.000	.232	.090	.088	.	.010	.000
	N	30	30	30	30	30	30	30
X6	Correlation Coefficient	.468**	.554**	.590**	.221	.426**	1.000	.695**
	Sig. (1-tailed)	.005	.001	.000	.120	.010	.	.000
	N	30	30	30	30	30	30	30
X_Tot	Correlation Coefficient	.670**	.701**	.750**	.759**	.699**	.695**	1.000
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.
	N	30	30	30	30	30	30	30

**Correlation is significant at the 0.01 level (1-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.794	6

Variabel Disiplin Kerja

Correlations

		X1	X2	X3	X4	X5	X6	X_Tot
Spearman's r _s X1	Correlation Coefficient	1.000	.809**	.754**	.730**	.387*	.352*	.827**
	Sig. (1-tailed)	.	.000	.000	.000	.017	.028	.000
	N	30	30	30	30	30	30	30
X2	Correlation Coefficient	.809**	1.000	.741**	.695**	.278	.435**	.830**
	Sig. (1-tailed)	.000	.	.000	.000	.068	.008	.000
	N	30	30	30	30	30	30	30
X3	Correlation Coefficient	.754**	.741**	1.000	.462**	.483**	.409*	.803**
	Sig. (1-tailed)	.000	.000	.	.005	.003	.012	.000
	N	30	30	30	30	30	30	30
X4	Correlation Coefficient	.730**	.695**	.462**	1.000	.389*	.300	.770**
	Sig. (1-tailed)	.000	.000	.005	.	.017	.054	.000
	N	30	30	30	30	30	30	30
X5	Correlation Coefficient	.387*	.278	.483**	.389*	1.000	.609**	.705**
	Sig. (1-tailed)	.017	.068	.003	.017	.	.000	.000
	N	30	30	30	30	30	30	30
X6	Correlation Coefficient	.352*	.435**	.409*	.300	.609**	1.000	.698**
	Sig. (1-tailed)	.028	.008	.012	.054	.000	.	.000
	N	30	30	30	30	30	30	30
X_Tot	Correlation Coefficient	.827**	.830**	.803**	.770**	.705**	.698**	1.000
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.
	N	30	30	30	30	30	30	30

**Correlation is significant at the 0.01 level (1-tailed).

*Correlation is significant at the 0.05 level (1-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.842	6

Variabel Motivasi

Correlations

			X1	X2	X3	X4	X5	X_Tot
Spearman's rho	X1	Correlation Coefficient	1.000	.475**	.327*	.567**	.619**	.770**
		Sig. (1-tailed)	.	.004	.039	.001	.000	.000
		N	30	30	30	30	30	30
	X2	Correlation Coefficient	.475**	1.000	.037	.021	.433**	.515**
		Sig. (1-tailed)	.004	.	.423	.457	.008	.002
		N	30	30	30	30	30	30
	X3	Correlation Coefficient	.327*	.037	1.000	.594**	.642**	.705**
		Sig. (1-tailed)	.039	.423	.	.000	.000	.000
		N	30	30	30	30	30	30
	X4	Correlation Coefficient	.567**	.021	.594**	1.000	.689**	.780**
		Sig. (1-tailed)	.001	.457	.000	.	.000	.000
		N	30	30	30	30	30	30
	X5	Correlation Coefficient	.619**	.433**	.642**	.689**	1.000	.908**
		Sig. (1-tailed)	.000	.008	.000	.000	.	.000
		N	30	30	30	30	30	30
X_Tot		Correlation Coefficient	.770**	.515**	.705**	.780**	.908**	1.000
		Sig. (1-tailed)	.000	.002	.000	.000	.000	.
		N	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.795	5

Variabel Sarana

Correlations

			X1	X2	X3	X_Tot
Spearman's rho	X1	Correlation Coefficient	1.000	.500**	.637**	.848**
		Sig. (1-tailed)	.	.002	.000	.000
		N	30	30	30	30
	X2	Correlation Coefficient	.500**	1.000	.567**	.790**
		Sig. (1-tailed)	.002	.	.001	.000
		N	30	30	30	30
	X3	Correlation Coefficient	.637**	.567**	1.000	.886**
		Sig. (1-tailed)	.000	.001	.	.000
		N	30	30	30	30
X_Tot		Correlation Coefficient	.848**	.790**	.886**	1.000
		Sig. (1-tailed)	.000	.000	.000	.
		N	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.799	3

Variabel Prasarana

Correlations

			X1	X2	X3	X_Tot
Spearman's rho	X1	Correlation Coefficient	1.000	.480**	.239	.736**
		Sig. (1-tailed)	.	.004	.102	.000
		N	30	30	30	30
	X2	Correlation Coefficient	.480**	1.000	.452**	.833**
		Sig. (1-tailed)	.004	.	.006	.000
		N	30	30	30	30
	X3	Correlation Coefficient	.239	.452**	1.000	.741**
		Sig. (1-tailed)	.102	.006	.	.000
		N	30	30	30	30
	X_Tot	Correlation Coefficient	.736**	.833**	.741**	1.000
		Sig. (1-tailed)	.000	.000	.000	.
		N	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

Reliability Statistics

Cronbach's Alpha	N of Items
.658	3

**Lampiran 3: Deskriptif Variabel
Variabel Lingkungan Kerja**

X1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sesuai	3	3.1	3.1	3.1
sangat sesuai	21	21.6	21.6	24.7
sangat sesuai sekali	73	75.3	75.3	100.0
Total	97	100.0	100.0	

X2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sesuai	60	61.9	61.9	61.9
sangat sesuai	37	38.1	38.1	100.0
Total	97	100.0	100.0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tersedia	69	71.1	71.1	71.1
sangat tersedia	28	28.9	28.9	100.0
Total	97	100.0	100.0	

X4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak cukup	23	23.7	23.7	23.7
kurang cukup	31	32.0	32.0	55.7
cukup	43	44.3	44.3	100.0
Total	97	100.0	100.0	

X5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid kurang baik	14	14.4	14.4	14.4
baik	37	38.1	38.1	52.6
sangat baik	46	47.4	47.4	100.0
Total	97	100.0	100.0	

X6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang baik	1	1.0	1.0	1.0
	baik	43	44.3	44.3	45.4
	sangat baik	53	54.6	54.6	100.0
	Total	97	100.0	100.0	

Variabel Disiplin Kerja**X1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang taat	27	27.8	27.8	27.8
	taat	70	72.2	72.2	100.0
	Total	97	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat patuh	36	37.1	37.1	37.1
	sangat patuh sekali	61	62.9	62.9	100.0
	Total	97	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang taat	22	22.7	22.7	22.7
	taat	73	75.3	75.3	97.9
	sangat taat	2	2.1	2.1	100.0
	Total	97	100.0	100.0	

X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang patuh	3	3.1	3.1	3.1
	patuh	22	22.7	22.7	25.8
	sangat patuh	44	45.4	45.4	71.1
	sangat patuh sekali	28	28.9	28.9	100.0
	Total	97	100.0	100.0	

X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang patuh	29	29.9	29.9	29.9
	patuh	53	54.6	54.6	84.5
	sangat patuh	15	15.5	15.5	100.0
	Total	97	100.0	100.0	

X6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sesuai	67	69.1	69.1	69.1
	sangat sesuai	3	3.1	3.1	72.2
	sangat sesuai sekali	27	27.8	27.8	100.0
	Total	97	100.0	100.0	

Variabel Motivasi**X1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang sesuai	23	23.7	23.7	23.7
	sesuai	60	61.9	61.9	85.6
	sangat sesuai	12	12.4	12.4	97.9
	sangat sesuai sekali	2	2.1	2.1	100.0
	Total	97	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang sesuai	11	11.3	11.3	11.3
	sesuai	33	34.0	34.0	45.4
	sangat sesuai	53	54.6	54.6	100.0
	Total	97	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	berperan	17	17.5	17.5	17.5
	sangat berperan	61	62.9	62.9	80.4
	sangat berperan sekali	19	19.6	19.6	100.0
	Total	97	100.0	100.0	

X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak berkesempatan	2	2.1	2.1	2.1
	kurang berkesempatan	9	9.3	9.3	11.3
	berkesempatan	40	41.2	41.2	52.6
	sangat berkesempatan	46	47.4	47.4	100.0
	Total	97	100.0	100.0	

X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	mampu	26	26.8	26.8	26.8
	sangat mampu	51	52.6	52.6	79.4
	sangat mampu sekali	20	20.6	20.6	100.0
	Total	97	100.0	100.0	

Variabel Sarana**X1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak cukup	8	8.2	8.2	8.2
	kurang cukup	60	61.9	61.9	70.1
	cukup	29	29.9	29.9	100.0
	Total	97	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kurang cukup	6	6.2	6.2	6.2
	cukup	35	36.1	36.1	42.3
	sangat cukup	56	57.7	57.7	100.0
	Total	97	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak cukup	2	2.1	2.1	2.1
	kurang cukup	44	45.4	45.4	47.4
	cukup	47	48.5	48.5	95.9
	sangat cukup	4	4.1	4.1	100.0
	Total	97	100.0	100.0	

Variabel Prasarana

X1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid kurang baik	47	48.5	48.5	48.5
baik	50	51.5	51.5	100.0
Total	97	100.0	100.0	

X2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strategis	38	39.2	39.2	39.2
sangat strategis	59	60.8	60.8	100.0
Total	97	100.0	100.0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid kurang baik	2	2.1	2.1	2.1
baik	55	56.7	56.7	58.8
sangat baik	37	38.1	38.1	96.9
sangat baik sekali	3	3.1	3.1	100.0
Total	97	100.0	100.0	

Lampiran 4: Pengujian Regresi Hipotesis Pertama

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Disiplin_Kerja, Lingkungan_Kerja(a)		Enter

a All requested variables entered.

b Dependent Variable: Motivasi

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.637(a)	.406	.393	1.94751

a Predictors: (Constant), Disiplin_Kerja, Lingkungan_Kerja

b Dependent Variable: Motivasi

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	243.249	2	121.624	32.067	.000(a)
	Residual	356.525	94	3.793		
	Total	599.773	96			

a Predictors: (Constant), Disiplin_Kerja, Lingkungan_Kerja

b Dependent Variable: Motivasi

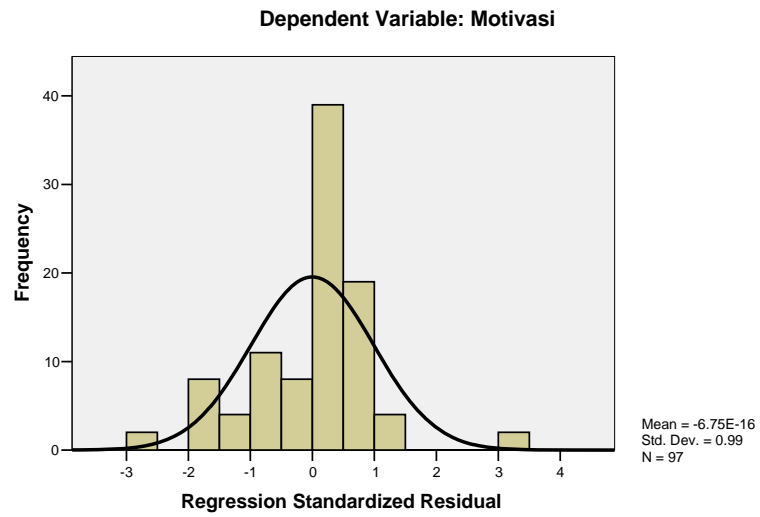
Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.925	1.727		2.272	.025		
	Lingkungan_Kerja	.455	.095	.461	4.771	.000	.678	1.474
	Disiplin_Kerja	.215	.083	.250	2.591	.011	.678	1.474

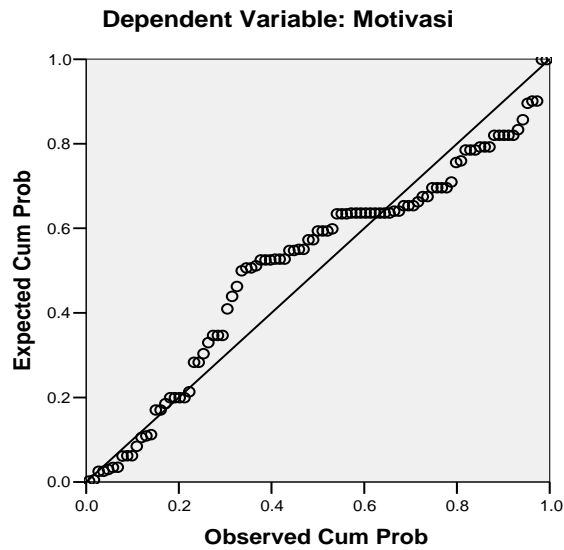
a Dependent Variable: Motivasi

Charts

Histogram

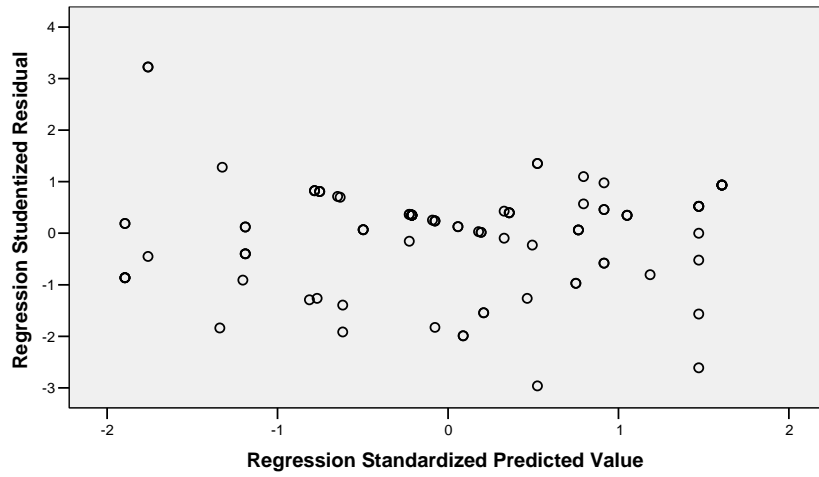


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Motivasi



Lampiran 5: Pengujian Regresi Hipotesis Kedua

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	Prasarana, Sarana(a)	.	Enter

a All requested variables entered.

b Dependent Variable: Lingkungan_Kerja

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.700(a)	.490	.479	1.82908	.700(a)

a Predictors: (Constant), Prasarana, Sarana

b Dependent Variable: Lingkungan_Kerja

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	301.643	2	150.822	45.081	.000(a)
	Residual	314.481	94	3.346		
	Total	616.124	96			

a Predictors: (Constant), Prasarana, Sarana

b Dependent Variable: Lingkungan_Kerja

Coefficients(a)

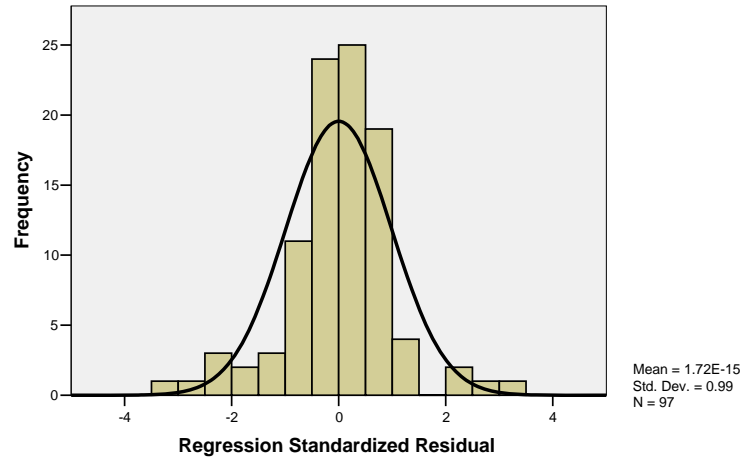
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.306	1.676		3.763	.000		
	Sarana	.668	.148	.406	4.502	.000	.667	1.498
	Prasarana	.904	.213	.382	4.234	.000	.667	1.498

a Dependent Variable: Lingkungan_Kerja

Charts

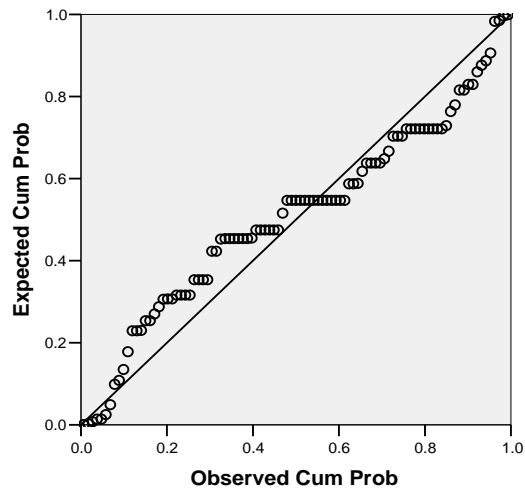
Histogram

Dependent Variable: Lingkungan_Kerja



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Lingkungan_Kerja



Scatterplot

Dependent Variable: Lingkungan_Kerja

