

# **LAMPIRAN 1**

## **Pengantar Kuesioner**





## **Pengantar Kuesioner**

### **ANALISIS LINGKUNGAN KERJA, PENDIDIKAN DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN**

**(Studi Pada DIRA SHOPING BALUNG - JEMBER)**

Kepada Yth. Bpk/Ibu Karyawan

Dira Shopping Balung

di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Analisis Lingkungan Kerja, Pendidikan dan Komitmen Organisasi Terhadap Kinerja Karyawan Dira Shopping Balung” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

**Fifin zahrotun magfiroh**

**NIM. 14.10.411.131**



**LAMPIRAN 2**  
**Identitas Responden**

## KUISIONER PENELITIAN

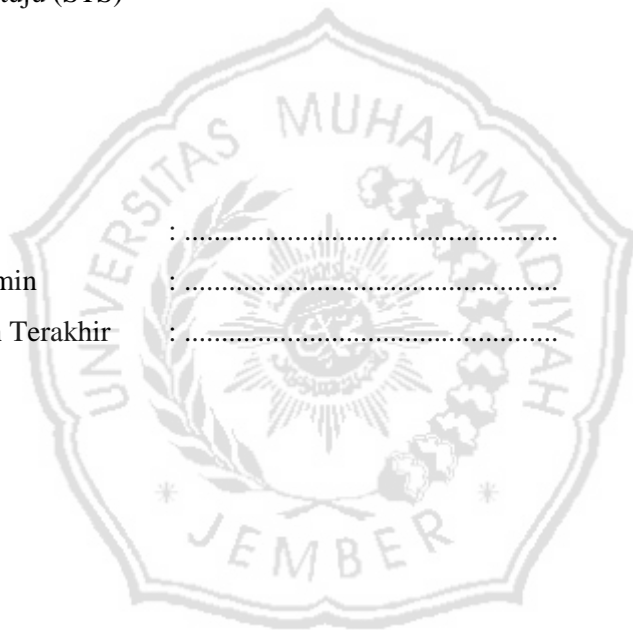
### Petunjuk Pengisian:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

Identitas responden

1. Usia : .....
2. Jenis Kelamin : .....
3. Pendidikan Terakhir : .....





**LAMPIRAN 3**  
**Pengisian Kuesioner**

### 1. LINGKUNGAN KERJA (X1)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	KS	TS	STS
1.	Tempat atau ruang kerja memiliki sirkulasi udara dan penerangan yang baik					
2.	Hubungan karyawan dan pimpinan diperusahaan ini berlangsung baik					
3.	Hubungan antar karyawan diperusahaan ini berlangsung baik dan kondusif					

**SS : Sangat Setuju**

**S : Setuju**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

### 2. PENDIDIKAN (X2)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	KS	TS	STS
1.	Tingkat pendidikan yang telah anda capai akan berpengaruh terhadap kinerja anda					
2.	Diperusahaan ini bidang pekerjaan yang anda emban dan berkesesuaian dengan tingkat pendidikan anda					
3.	Pendidikan anda mampu membantu anda dalam menyelesaikan					
4.	Ilmu yang anda miliki dari pendidikan formal, dapat membantu bidang pekerjaan anda					

**SS : Sangat Setuju**

**S : Setuju**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

**3. KOMITMEN ORGANISASI (X3)**

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	KS	TS	STS
1.	Anda merasa telah menjadi bagian dari perusahaan ini, karena merasa ada ikatan emosional yang kuat					
2.	Anda bekerja dan bertahan disini, karena tidak semata-mata kebutuhan gaji semata, tetapi karena merasa nyaman					
3.	Anda bertahan menjadi karyawan ini, karena sadar bahwa itu merupakan keharusan karyawan untuk memajukan perusahaan					

**SS : Sangat Setuju**

**S : Setuju**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

**4. KINERJA KARYAWAN (Y)**

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	KS	TS	STS
1.	Anda telah memberikan kualitas yang baik terhadap pekerjaan dan perusahaan					
2.	Anda mampu bekerja memenuhi standart kerja dari sisi kuantitas yang ditetapkan perusahaan					
3.	Anda selalu mampu memenuhi target kerja sesuai waktu yang ditentukan					
4.	Anda mampu menyelesaikan pekerjaan secara efektif					
5.	Anda mampu bekerja secara mandiri dalam menyelesaikan pekerjaan yang diberikan oleh perusahaan.					

**SS : Sangat Setuju**

**S : Setuju**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**





# **LAMPIRAN 4**

## **Rekapitulasi Kuesioner**





**LAMPIRAN 5**  
**Frekuensi Pernyataan**  
**Responden**



## Frekuensi Pernyataan Responden

### 1. Lingkungan kerja

**Statistics**

		LING1	LING2	LING3
N	Valid	62	62	62
	Missing	0	0	0

**LING1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	21.0	21.0	21.0
	4	42	67.7	67.7	88.7
	5	7	11.3	11.3	100.0
Total		62	100.0	100.0	

**LING2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	24.2	24.2	24.2
	4	43	69.4	69.4	93.5
	5	4	6.5	6.5	100.0
Total		62	100.0	100.0	

**LING3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	12.9	12.9	12.9
	4	49	79.0	79.0	91.9
	5	5	8.1	8.1	100.0
Total		62	100.0	100.0	

## 2. pendidikan

**Statistics**

		PEN1	PEN2	PEN3	PEN4
N	Valid	62	62	62	62
	Missing	0	0	0	0

**PEN1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	5	8.1	8.1	9.7
	4	50	80.6	80.6	90.3
	5	6	9.7	9.7	100.0
	Total	62	100.0	100.0	

**PEN2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	19.4	19.4	19.4
	4	46	74.2	74.2	93.5
	5	4	6.5	6.5	100.0
	Total	62	100.0	100.0	

**PEN3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.2	3.2	3.2
	3	7	11.3	11.3	14.5
	4	46	74.2	74.2	88.7
	5	7	11.3	11.3	100.0
	Total	62	100.0	100.0	

**PEN4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.2	3.2	3.2
	3	10	16.1	16.1	19.4
	4	49	79.0	79.0	98.4
	5	1	1.6	1.6	100.0
	Total	62	100.0	100.0	

**3. komitmen organisasi****Statistics**

		X3.1	X3.2	X3.3	X3
N	Valid	62	62	62	62
	Missing	0	0	0	0

**KOMIT.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	17.7	17.7	17.7
	4	44	71.0	71.0	88.7
	5	7	11.3	11.3	100.0
	Total	62	100.0	100.0	

**KOMIT.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	24.2	24.2	24.2
	4	43	69.4	69.4	93.5
	5	4	6.5	6.5	100.0
	Total	62	100.0	100.0	

**KOMIT.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	19.4	19.4	19.4
	4	45	72.6	72.6	91.9
	5	5	8.1	8.1	100.0
	Total	62	100.0	100.0	

**4. kinerja karyawan****Statistics**

		KIN1	KIN2	KIN3	KIN4	KIN5
N	Valid	62	62	62	62	62
	Missing	0	0	0	0	0

**KIN1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	34	54.8	54.8	54.8
	5	28	45.2	45.2	100.0
	Total	62	100.0	100.0	

**KIN2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	30	48.4	48.4	48.4
	5	32	51.6	51.6	100.0
	Total	62	100.0	100.0	

**KIN3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	43.5	43.5	43.5
	5	35	56.5	56.5	100.0
	Total	62	100.0	100.0	

**KIN4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	12	19.4	19.4	19.4
	5	50	80.6	80.6	100.0
	Total	62	100.0	100.0	

**KIN5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	43.5	43.5	43.5
	5	35	56.5	56.5	100.0
	Total	62	100.0	100.0	



### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	62	3	5	3.90	.564
X1.2	62	3	5	3.82	.529
X1.3	62	3	5	3.95	.459
X1	62	3.000	4.000	3.56452	.499868
X2.1	62	2	5	3.98	.496
X2.2	62	3	5	3.87	.495
X2.3	62	2	5	3.94	.597
X2.4	62	2	5	3.79	.517
X2	62	3.000	4.500	3.89516	.308846
X3.1	62	3	5	3.94	.539
X3.2	62	3	5	3.82	.529
X3.3	62	3	5	3.89	.515
X3	62	3.000	4.667	3.88176	.325472
Y.1	62	4	5	4.45	.502
Y.2	62	4	5	4.52	.504
Y.3	62	4	5	4.56	.500
Y.4	62	4	5	4.81	.398
Y.5	62	4	5	4.56	.500
Y	62	4.000	5.000	4.58065	.289057
Valid N (listwise)	62				



**LAMPIRAN 6**  
**Hasil Uji Validitas**

## UJI VALIDITAS

### 1. Lingkungan Kerja

#### CORRELATIONS

/VARIABLES=LING1 LING2 LING3 TOTAL1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		LING1	LING2	LING3	TOTAL1
LING1	Pearson Correlation	1	.017	.209	.672**
	Sig. (2-tailed)		.898	.103	.000
	N	62	62	62	62
LING2	Pearson Correlation	.017	1	-.015	.543**
	Sig. (2-tailed)	.898		.911	.000
	N	62	62	62	62
LING3	Pearson Correlation	.209	-.015	1	.635**
	Sig. (2-tailed)	.103	.911		.000
	N	62	62	62	62
TOTAL1	Pearson Correlation	.672**	.543**	.635**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	62	62	62	62

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

## 2. Pendidikan

### CORRELATIONS

/VARIABLES=PEN1 PEN2 PEN3 PEN4 TOTAL

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	.058	.273*	.051	.578**
	Sig. (2-tailed)		.653	.032	.696	.000
	N	62	62	62	62	62
X2.2	Pearson Correlation	.058	1	.138	.085	.526**
	Sig. (2-tailed)	.653		.286	.513	.000
	N	62	62	62	62	62
X2.3	Pearson Correlation	.273*	.138	1	.115	.696**
	Sig. (2-tailed)	.032	.286		.374	.000
	N	62	62	62	62	62
X2.4	Pearson Correlation	.051	.085	.115	1	.528**
	Sig. (2-tailed)	.696	.513	.374		.000
	N	62	62	62	62	62
X2	Pearson Correlation	.578**	.526**	.696**	.528**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	62	62	62	62	62

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

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

### 3. Komitmen Organisasi

CORRELATIONS

/VARIABLES=KOMIT1 KOMIT2 KOMIT3 TOTAL2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

		X3.1	X3.2	X3.3	X3
X3.1	Pearson Correlation	1	.017	.209	.672**
	Sig. (2-tailed)		.898	.103	.000
	N	62	62	62	62
X3.2	Pearson Correlation	.017	1	-.015	.543**
	Sig. (2-tailed)	.898		.911	.000
	N	62	62	62	62
X3.3	Pearson Correlation	.209	-.015	1	.635**
	Sig. (2-tailed)	.103	.911		.000
	N	62	62	62	62
X3	Pearson Correlation	.672**	.543**	.635**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	62	62	62	62

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

## 4. Kinerja Karyawan

### CORRELATIONS

/VARIABLES=KIN1 KIN2 KIN3 KIN4 KIN5 TOTAL3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		KIN1	KIN2	KIN3	KIN4	KIN5	TOTAL3
KIN1	Pearson Correlation	1	.165	.209	.034	.209	.559**
	Sig. (2-tailed)		.199	.103	.791	.103	.000
	N	62	62	62	62	62	62
KIN2	Pearson Correlation	.165	1	-.004	.179	-.004	.452**
	Sig. (2-tailed)	.199		.974	.163	.974	.000
	N	62	62	62	62	62	62
KIN3	Pearson Correlation	.209	-.004	1	.064	1.000**	.780**
	Sig. (2-tailed)	.103	.974		.623	.000	.000
	N	62	62	62	62	62	62
KIN4	Pearson Correlation	.034	.179	.064	1	.064	.394**
	Sig. (2-tailed)	.791	.163	.623		.623	.002
	N	62	62	62	62	62	62
KIN5	Pearson Correlation	.209	-.004	1.000**	.064	1	.780**
	Sig. (2-tailed)	.103	.974	.000	.623		.000
	N	62	62	62	62	62	62
TOTAL3	Pearson Correlation	.559**	.452**	.780**	.394**	.780**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.000	
	N	62	62	62	62	62	62

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



**LAMPIRAN 7**  
**Hasil Uji Reliabilitas**

# UJI RELIABILITAS

## 1. Lingkungan Kerja

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

**Case Processing Summary**

		N	%
Cases	Valid	60	96.8
	Excluded <sup>a</sup>	2	3.2
	Total	62	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.604	4

## 2. Pendidikan

RELIABILITY

/VARIABLES=X2.2 X2.1 X2.3 X2.4 X2

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA



### Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded <sup>a</sup>	0	.0
	Total	62	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.616	5

### 3. Komitmen Organisasi

RELIABILITY

```
/VARIABLES=X3.1 X3.2 X3.3 X3  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA
```

### Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded <sup>a</sup>	0	.0
	Total	62	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.593	4

## 4. Kinerja Karyawan

RELIABILITY

```
/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA
```

#### Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded <sup>a</sup>	0	.0
	Total	62	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.702	6

**LAMPIRAN 8**  
**Hasil Analisis Regresi Linear**  
**Berganda**



REGRESSION

```
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT Y  
/METHOD=ENTER X1 X2 X3  
/SCATTERPLOT=(*ZRESID ,*ZPRED)  
/RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID)
```

## Regression

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X2 <sup>a</sup>		Enter

a. Tolerance = ,000 limits reached.

b. Dependent Variable: Y

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.524 <sup>a</sup>	.275	.250	.250260	1.729

a. Predictors: (Constant), X3, X2

b. Dependent Variable: Y

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.402	2	.701	11.190	.000 <sup>a</sup>
	Residual	3.695	59	.063		
	Total	5.097	61			

a. Predictors: (Constant), X3, X2

b. Dependent Variable: Y

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.422	.458		5.293	.000
	X2	.324	.119	.346	2.730	.008
	X3	.231	.113	.260	2.048	.045

a. Dependent Variable: Y

**Excluded Variables<sup>b</sup>**

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	X1	. <sup>a</sup>	.	.	.	.000

a. Predictors in the Model: (Constant), X3, X2

b. Dependent Variable: Y

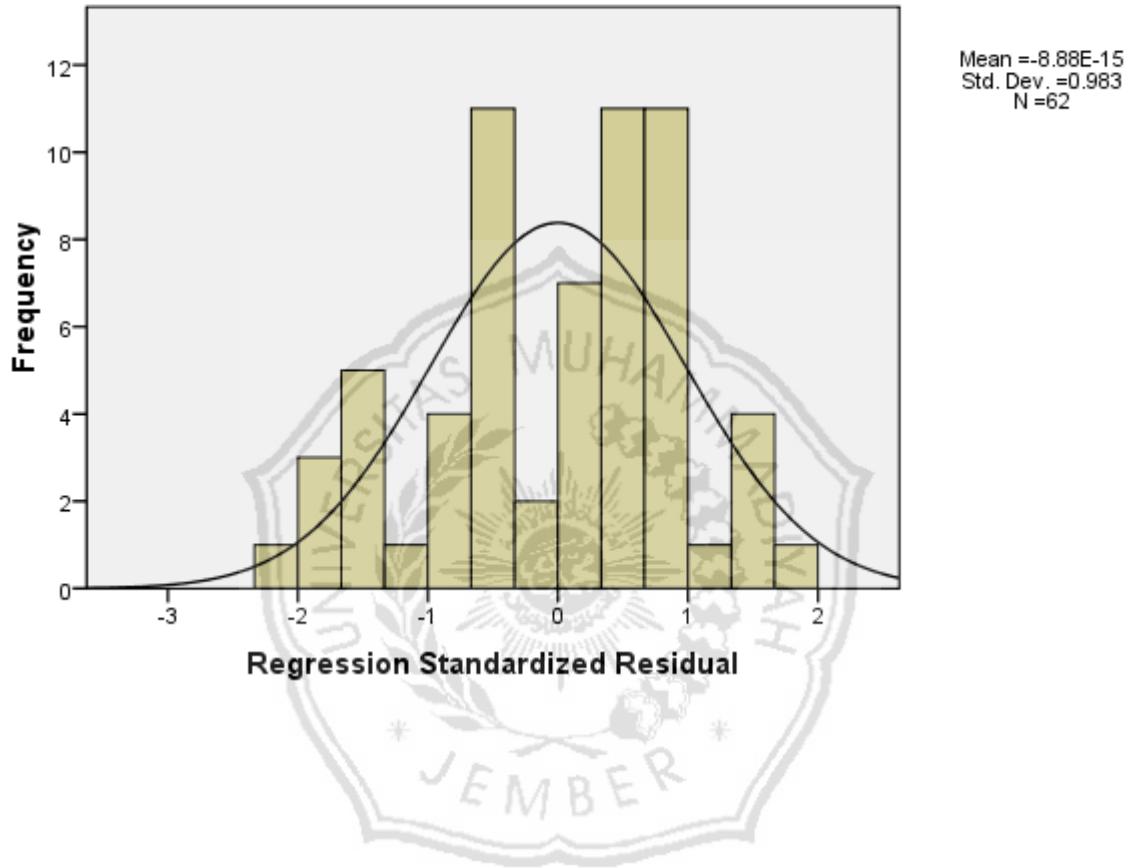
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.08699	4.80399	4.58065	.151582	62
Residual	-.565070	.434930	.000000	.246123	62
Std. Predicted Value	-3.257	1.473	.000	1.000	62
Std. Residual	-2.258	1.738	.000	.983	62

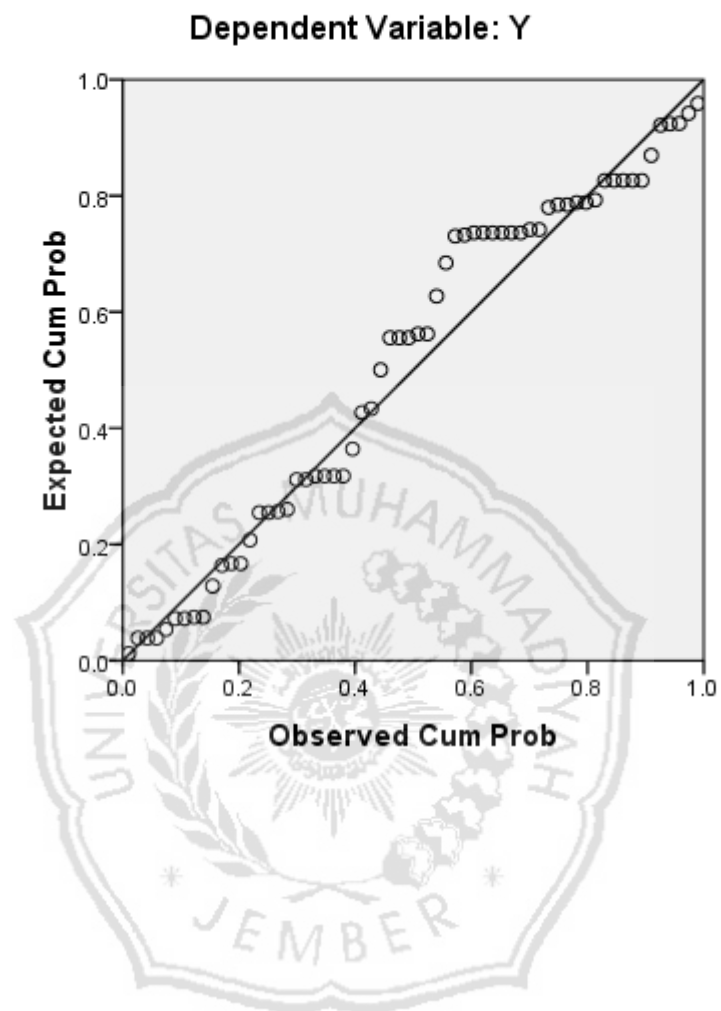
a. Dependent Variable: Y

# Histogram

Dependent Variable: Y

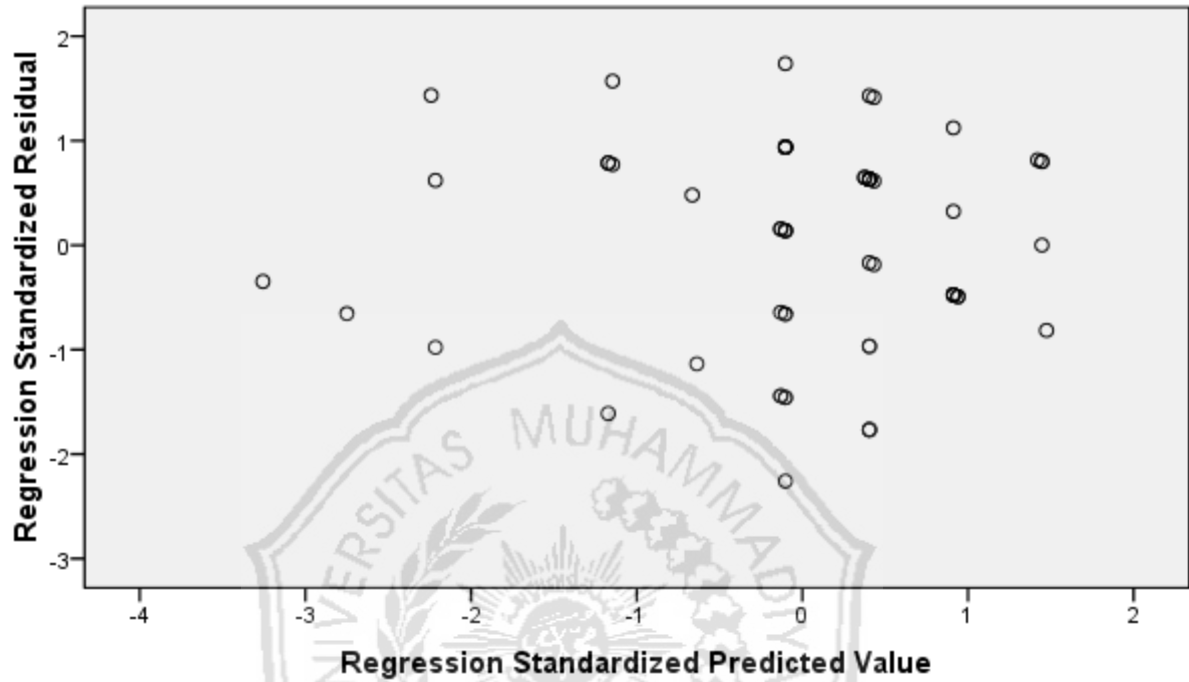


## Normal P-P Plot of Regression Standardized Residual



# Scatterplot

Dependent Variable: Y





# **LAMPIRAN 9**

## **Hasil Uji Linearitas**



## HASIL UJI LINEARITAS

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

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2.422	.458		5.293	.000					
X2	.324	.119	.346	2.730	.008	.473	.335	.303	.764	1.310
X3	.231	.113	.260	2.048	.045	.428	.258	.227	.764	1.310

a. Dependent Variable: Y

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics		
					Tolerance	VIF	Minimum Tolerance
1 X1	. <sup>a</sup>	.	.	.	.000	.	.000

a. Predictors in the Model: (Constant), X3, X2

b. Dependent Variable: Y

# **LAMPIRAN 10**

# **DOKUMENTASI**







