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Lampiran 1. Lembar Kuesioner

KUESIONER PENELITIAN

JUDUL PENELITIAN: PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR DINAS ENERGI DAN SUMBER DAYA MINERAL PROVINSI SULAWESI SELATAN KOTA MAKASSAR

Kepada Yth,bapak ibu responden perkenalkan nama saya Keyza Mulyani Aqilah. A (02220220021) dalam rangka memenuhi tugas akhir skripsi pada program studi manajemen fakultas ekonomi dan bisnis universitas muslim indonesia dengan itu, saya membutuhkan sejumlah data melalui kuesioner ini. kami meminta kesediaan bapak/ibu untuk mengisi kuesioner di bawah sesuai dengan apa yang dialami. Data yang terkumpul terjamin keamanannya dan tidak akan digunakan selain untuk kepentingan penelitian. atas kerjasamanya, saya ucapkan terima kasih.

1. Lingkungan kerja (X1)

No	Pernyataan	SS	S	TS	CS	STS
1	Ruangan kerja saya memiliki pencahayaan yang cukup.					
2	Pencahayaan di tempat kerja tidak membuat mata saya cepat lelah.					
3	kerja mendukung saya dalam menyelesaikan tugas dengan baik.					
4	Udara di ruang kerja terasa segar dan tidak pengap.					
5	Ruangan kerja memiliki ventilasi atau pendingin udara yang memadai.					

2. Motivasi (X2)

No	pernyataan	SS	S	TS	CS	STS
1	Gaji yang saya terima cukup untuk memenuhi kebutuhan makan dan minum saya.					
2	Saya dapat membeli pakaian yang layak dari penghasilan saya.					
3	Saya merasa pekerjaan saya memberikan rasa aman secara finansial.					
4	Saya merasa terlindungi dari risiko yang membahayakan saat bekerja.					
5	Saya merasa stabil dan tidak khawatir akan kehilangan pekerjaan dalam waktu dekat.					

3. Kinerja pegawai

No	pernyataan	SS	S	TS	CS	STS
1	Saya memiliki kemampuan kerja yang sesuai dengan tuntutan pekerjaan saya.					
2	Saya mampu mencapai target kerja yang telah ditetapkan oleh atasan					
3	Saya sering menghasilkan pekerjaan yang melebihi target yang ditentukan.					
4	Saya selalu menjaga kerapian dalam hasil pekerjaan saya					
5	Saya mampu menyelesaikan pekerjaan dengan cara-cara yang kreatif					

Lampiran 2. Rekapitulasi Jawaban Responden

No	Usia	Jenis Kelamin	X1.1	X1.2	X1.3	X1.4	X1.5	TOTAL	MEAN	X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL	MEAN	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTAL	MEAN
1	47	p	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
2	48	p	5	5	5	5	5	25	5	5	4	5	5	5	24	4,8	5	5	4	4	4	22	4,4
3	46	p	5	5	5	5	5	25	5	5	5	4	5	5	24	4,8	5	5	4	5	5	24	4,8
4	50	p	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
5	31	L	5	5	4	4	4	22	4,4	4	4	4	4	5	21	4,2	5	5	5	4	4	23	4,6
6	44	L	4	4	4	5	5	22	4,4	4	4	4	4	4	20	4	4	4	4	4	5	21	4,2
7	33	L	5	5	4	4	4	22	4,4	4	4	4	4	5	21	4,2	4	4	4	4	4	20	4
8	27	p	4	4	4	4	4	20	4	5	4	4	4	4	21	4,2	4	5	4	4	5	22	4,4
9	47	L	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	3	3	4	18	3,6
10	56	p	5	5	5	5	4	24	4,8	4	4	4	4	3	19	3,8	4	4	4	4	4	20	4
11	40	L	4	4	4	4	4	20	4	4	4	3	4	3	18	3,6	4	4	4	4	4	20	4
12	39	P	5	5	5	5	5	25	5	5	5	5	3	5	23	4,6	5	5	5	5	5	25	5
13	21	L	5	5	5	5	5	25	5	4	4	4	4	4	20	4	4	4	4	4	4	20	4
14	36	L	4	4	4	4	5	21	4,2	4	4	4	4	4	20	4	4	4	4	4	4	20	4
15	21	P	5	5	5	5	5	25	5	5	5	3	5	5	23	4,6	5	5	5	5	4	24	4,8
16	30	P	4	4	4	4	5	21	4,2	4	4	4	4	4	20	4	4	4	4	5	5	22	4,4
17	54	L	5	4	4	1	5	19	3,8	5	4	4	4	5	22	4,4	5	5	4	5	5	24	4,8
18	48	L	5	4	4	4	5	22	4,4	5	5	4	4	5	23	4,6	5	4	5	4	4	22	4,4
19	31	L	5	5	5	5	4	24	4,8	4	4	4	4	4	20	4	4	4	5	5	5	23	4,6
20	30	P	5	5	5	4	4	23	4,6	5	5	4	4	4	22	4,4	5	5	5	4	5	24	4,8
21	35	P	4	4	5	4	4	21	4,2	4	4	4	4	4	20	4	4	4	4	4	5	21	4,2
22	54	L	5	5	5	5	4	24	4,8	5	4	5	5	5	24	4,8	5	5	5	5	5	25	5
23	48	L	5	5	4	4	5	23	4,6	4	5	4	5	5	23	4,6	5	5	4	5	4	23	4,6
24	31	L	5	5	5	5	5	25	5	4	5	4	5	5	23	4,6	4	4	4	5	5	22	4,4
25	30	P	4	4	4	4	4	20	4	5	5	4	4	4	22	4,4	4	4	4	4	4	20	4
26	52	L	5	5	5	5	5	25	5	4	4	4	5	5	22	4,4	3	5	4	4	4	20	4
27	33	L	4	3	4	4	4	19	3,8	4	4	4	4	5	21	4,2	5	5	5	5	5	25	5
28	40	L	5	5	4	5	4	23	4,6	5	5	5	5	5	25	4	4	4	4	5	21	4,2	
29	44	P	5	5	4	5	4	23	4,6	5	5	5	4	5	24	4,8	5	4	4	5	4	22	4,4
30	43	L	5	5	5	5	5	25	5	4	4	4	4	4	20	4	4	4	4	4	4	20	4
31	43	L	5	3	5	4	5	22	4,4	5	5	5	5	5	25	5	4	5	4	4	4	21	4,2
32	40	L	5	4	5	5	5	24	4,8	5	5	5	5	5	25	5	5	5	5	5	5	25	5
33	50	P	5	5	5	4	4	23	4,6	5	3	4	4	5	21	4,2	5	5	5	5	5	25	5
34	50	L	5	5	5	5	5	25	5	5	5	2	2	5	19	3,8	5	5	5	5	5	25	5
35	55	L	5	5	4	5	5	24	4,8	4	4	4	4	4	20	4	4	4	4	4	4	20	4
36	35	L	5	5	4	4	4	22	4,4	4	4	4	4	4	20	4	5	4	4	5	5	23	4,6
37	30	L	4	4	4	4	4	20	4	4	4	4	4	4	20	4	5	5	5	5	5	25	5
38	43	L	4	4	4	4	4	20	4	4	4	5	4	4	21	4,2	5	4	4	4	4	21	4,2
39	50	P	4	4	4	4	4	20	4	4	4	4	4	4	20	4	5	5	4	4	4	22	4,4
40	37	P	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
41	46	P	4	4	4	5	5	22	4,4	4	4	4	4	4	20	4	4	4	2	4	4	18	3,6
42	48	P	4	4	4	4	4	20	4	4	4	4	4	4	20	4	5	5	5	4	4	23	4,6
43	40	P	4	4	5	5	5	23	4,6	5	5	4	4	4	22	4,4	4	4	4	4	4	20	4
44	43	P	5	5	5	5	5	25	5	4	4	4	4	4	20	4	4	4	2	4	2	16	3,2
45	44	P	4	3	4	4	4	19	3,8	4	4	4	4	4	20	4	4	4	4	4	4	20	4
46	35	L	4	4	5	5	5	23	4,6	4	4	4	4	4	20	4	4	4	4	4	4	20	4
47	35	P	4	4	5	5	4	22	4,4	4	4	4	4	4	20	4	5	5	4	4	4	22	4,4
48	55	L	4	4	4	4	4	20	4	5	5	5	5	5	25	5	4	4	4	4	4	20	4
49	38	L	5	4	4	4	4	21	4,2	4	4	4	4	4	20	4	4	4	4	4	4	20	4
50	48	L	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
51	40	L	4	5	5	4	4	22	4,4	4	4	4	4	4	20	4	5	4	4	4	4	21	4,2
52	33	P	4	5	5	4	4	22	4,4	4	4	4	4	4	20	4	5	4	4	4	4	21	4,2
53	56	P	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4
54	39	L	4	4	4	4	5	21	4,2	4	4	4	4	5	21	4,2	5	5	5	5	5	25	5
55	49	P	4	4	4	4	4	20	4	4	4	4	4	4	20	4	4	4	4	4	4	20	4

Lampiran 3. Frekuensi Jawaban Responden Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5
N	Valid	55	55	55	55	55
	Missing	0	0	0	0	0
Mean		3.4545	3.2364	3.2909	3.4182	2.9091
Std. Error of Mean		.11840	.11881	.12356	.11804	.13552
Minimum		2.00	2.00	1.00	2.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00
Sum		190.00	178.00	181.00	188.00	160.00

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	10.9	10.9	10.9
	3.00	26	47.3	47.3	58.2
	4.00	15	27.3	27.3	85.5
	5.00	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	12	21.8	21.8	21.8
	3.00	22	40.0	40.0	61.8
	4.00	17	30.9	30.9	92.7
	5.00	4	7.3	7.3	100.0
	Total	55	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.6	3.6	3.6
	2.00	6	10.9	10.9	14.5
	3.00	26	47.3	47.3	61.8
	4.00	16	29.1	29.1	90.9
	5.00	5	9.1	9.1	100.0
	Total	55	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	10.9	10.9	10.9
	3.00	28	50.9	50.9	61.8
	4.00	13	23.6	23.6	85.5
	5.00	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.6	3.6	3.6
	2.00	18	32.7	32.7	36.4
	3.00	24	43.6	43.6	80.0
	4.00	5	9.1	9.1	89.1
	5.00	6	10.9	10.9	100.0
	Total	55	100.0	100.0	

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5
N	Valid	55	55	55	55	55
	Missing	0	0	0	0	0
Mean		3.2909	3.0000	2.8545	3.4364	2.9636
Std. Error of Mean		.14136	.12445	.14545	.12650	.15989
Minimum		1.00	2.00	1.00	2.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00
Sum		181.00	165.00	157.00	189.00	163.00

Frequency Table**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.6	3.6	3.6
	2.00	10	18.2	18.2	21.8
	3.00	21	38.2	38.2	60.0
	4.00	14	25.5	25.5	85.5
	5.00	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	21	38.2	38.2	38.2
	3.00	15	27.3	27.3	65.5
	4.00	17	30.9	30.9	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	9.1	9.1	9.1
	2.00	19	34.5	34.5	43.6
	3.00	12	21.8	21.8	65.5
	4.00	17	30.9	30.9	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	16.4	16.4	16.4
	3.00	21	38.2	38.2	54.5
	4.00	17	30.9	30.9	85.5
	5.00	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.3	7.3	7.3
	2.00	19	34.5	34.5	41.8
	3.00	15	27.3	27.3	69.1
	4.00	9	16.4	16.4	85.5
	5.00	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5
N	Valid	55	55	55	55	55
	Missing	0	0	0	0	0
Mean		2.8364	2.7455	2.5273	2.5455	3.1091
Std. Error of Mean		.12106	.12232	.15320	.13687	.12890
Minimum		1.00	1.00	1.00	1.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00
Sum		156.00	151.00	139.00	140.00	171.00

Frequency Table**Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.6	3.6	3.6
	2.00	19	34.5	34.5	38.2
	3.00	22	40.0	40.0	78.2
	4.00	10	18.2	18.2	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.6	3.6	3.6
	2.00	23	41.8	41.8	45.5
	3.00	19	34.5	34.5	80.0
	4.00	9	16.4	16.4	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	11	20.0	20.0	20.0
	2.00	19	34.5	34.5	54.5
	3.00	12	21.8	21.8	76.4
	4.00	11	20.0	20.0	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	10.9	10.9	10.9
	2.00	26	47.3	47.3	58.2
	3.00	12	21.8	21.8	80.0
	4.00	9	16.4	16.4	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.3	7.3	7.3
	2.00	8	14.5	14.5	21.8
	3.00	23	41.8	41.8	63.6
	4.00	18	32.7	32.7	96.4
	5.00	2	3.6	3.6	100.0
	Total	55	100.0	100.0	

Lampiran 4. Olah Data SPSS

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Lingkungan Kerja	55	2.20	5.00	3.2618	.71789
Motivasi	55	1.60	4.80	3.1091	.92442
Kinerja pegawai	55	1.00	5.00	2.7527	.90018
Valid N (listwise)	55				

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	T_X1
X1.1	Pearson Correlation	1	.696**	.638**	.447**	.740**	.876**
	Sig. (2-tailed)		.000	.000	.001	.000	.000
	N	55	55	55	55	55	55
X1.2	Pearson Correlation	.696**	1	.464**	.518**	.589**	.812**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55
X1.3	Pearson Correlation	.638**	.464**	1	.099	.431**	.658**
	Sig. (2-tailed)	.000	.000		.470	.001	.000
	N	55	55	55	55	55	55
X1.4	Pearson Correlation	.447**	.518**	.099	1	.612**	.684**
	Sig. (2-tailed)	.001	.000	.470		.000	.000
	N	55	55	55	55	55	55
X1.5	Pearson Correlation	.740**	.589**	.431**	.612**	1	.859**
	Sig. (2-tailed)	.000	.000	.001	.000		.000
	N	55	55	55	55	55	55
T_X1	Pearson Correlation	.876**	.812**	.658**	.684**	.859**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	T_X2
X2.1	Pearson Correlation	1	.593**	.890**	.509**	.858**	.876**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55
X2.2	Pearson Correlation	.593**	1	.707**	.855**	.745**	.864**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55
X2.3	Pearson Correlation	.890**	.707**	1	.668**	.922**	.948**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55
X2.4	Pearson Correlation	.509**	.855**	.668**	1	.647**	.811**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55
X2.5	Pearson Correlation	.858**	.745**	.922**	.647**	1	.946**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	55	55	55	55	55	55
T_X2	Pearson Correlation	.876**	.864**	.948**	.811**	.946**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	T_Y
Y1.1	Pearson Correlation	1	.812**	.758**	.811**	.798**	.725**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55
Y1.2	Pearson Correlation	.812**	1	.815**	.797**	.823**	.751**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55
Y1.3	Pearson Correlation	.758**	.815**	1	.774**	.816**	.790**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55
Y1.4	Pearson Correlation	.811**	.797**	.774**	1	.796**	.772**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55
Y1.5	Pearson Correlation	.798**	.823**	.816**	.796**	1	.727**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	55	55	55	55	55	55
T_Y	Pearson Correlation	.725**	.751**	.790**	.772**	.727**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55

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

Reliability Statistics

Cronbach's Alpha	N of Items
.846	5

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.4545	.87809	55
X1.2	3.2364	.88115	55
X1.3	3.2909	.91637	55
X1.4	3.4182	.87540	55
X1.5	2.9091	1.00504	55

Reliability Statistics

Cronbach's Alpha	N of Items
.934	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.2909	1.04833	55
X2.2	3.0000	.92296	55
X2.3	2.8545	1.07872	55
X2.4	3.4364	.93815	55
X2.5	2.9636	1.18577	55

Reliability Statistics

Cronbach's Alpha	N of Items
.950	5

Item Statistics

	Mean	Std. Deviation	N
Y1.1	2.8364	.89781	55
Y1.2	2.7455	.90714	55
Y1.3	2.5273	1.13618	55
Y1.4	2.5455	1.01504	55
Y1.5	3.1091	.95593	55

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.40962088
Most Extreme Differences	Absolute	.114
	Positive	.114
	Negative	-.081
Test Statistic		.114
Asymp. Sig. (2-tailed)		.071 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Koefisien Diterminasi (R^2)Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.890 ^a	.793	.785	.41742

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Uji F (simultasn)ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	34.696	2	17.348	99.564	.000 ^b
Residual	9.061	52	.174		
Total	43.757	54			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Uji t (parsial)Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.604	.325		4.928	.000		
	X1	.685	.079	.546	8.655	.000	.640	1.320
	X2	.683	.061	.701	11.109	.000	.503	1.430

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	X1	X2
1	1	2.916	1.000	.00	.01	.01
	2	.065	6.701	.02	.25	.76
	3	.019	12.340	.98	.75	.23

a. Dependent Variable: Y

Residuals Statistics^a

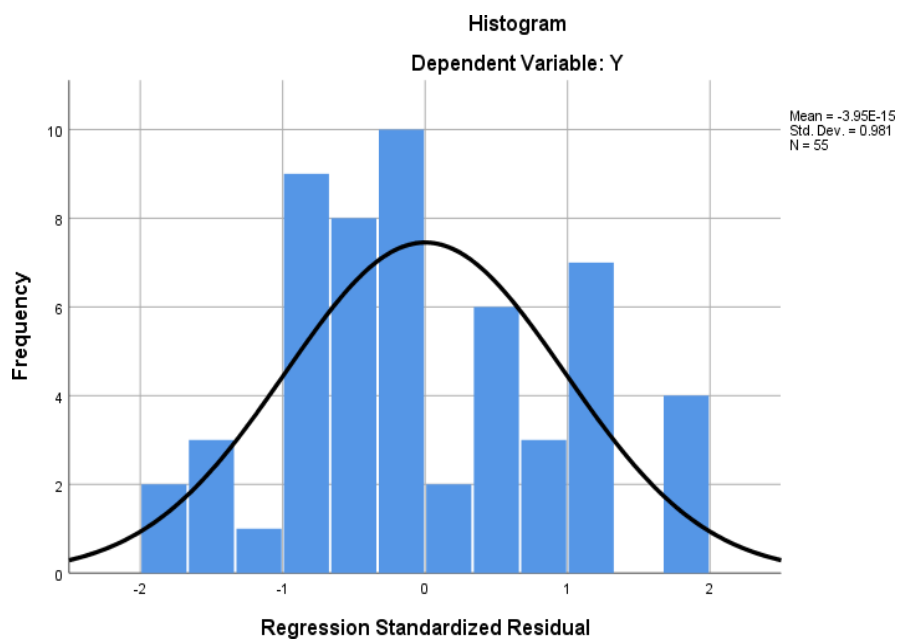
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.4063	5.0974	2.7527	.80158	55
Std. Predicted Value	-1.680	2.925	.000	1.000	55
Standard Error of Predicted Value	.060	.181	.094	.025	55
Adjusted Predicted Value	1.4392	5.1200	2.7535	.80394	55
Residual	-.70811	.82537	.00000	.40962	55
Std. Residual	-1.696	1.977	.000	.981	55
Stud. Residual	-1.728	2.048	-.001	1.008	55
Deleted Residual	-.73476	.88551	-.00079	.43204	55
Stud. Deleted Residual	-1.763	2.115	.002	1.021	55
Mahal. Distance	.136	9.172	1.964	1.773	55
Cook's Distance	.000	.102	.018	.024	55
Centered Leverage Value	.003	.170	.036	.033	55

a. Dependent Variable: Y

Uji Asumsi Klasik

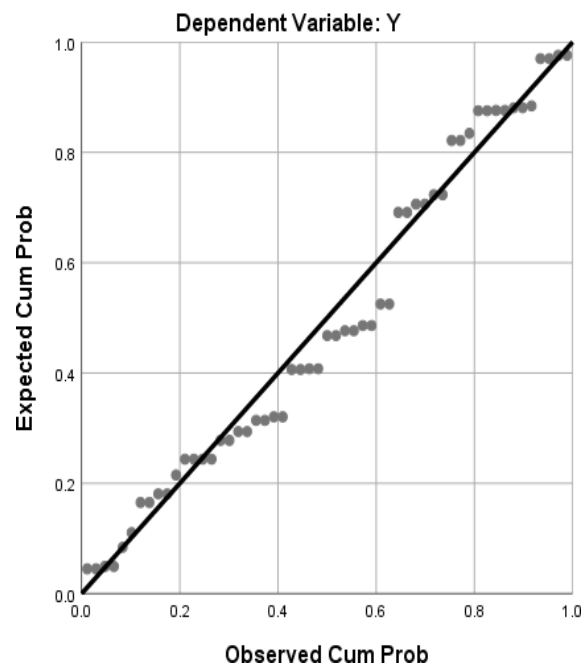
Uji Normalitas

Uji Normalitas Histogram



Uji Normalitas P-P Plot

Normal P-P Plot of Regression Standardized Residual



Uji Heteroskedastisitas

