

## LAMPIRAN-LAMPIRAN

### LAMPIRAN 1. KUESIONER PENELITIAN

#### PENGARUH MOTIVASI, LINGKUNGAN KERJA DAN KOMITMEN TERHADAP KINERJA PEGAWAI PADA KECAMATAN BIKOMI UTARA

##### A. IDENTITAS RESPONDEN

1. Nama :
2. Jenis kelamin :
3. Umur :

##### B. PETUNJUK PENGISIAN KUESIONER

1. Pilihlah jawaban pertanyaan di bawah ini yang sesuai dengan jawaban anda dengan jujur dan tanpa di pengaruhi oleh orang lain.
2. anda dengan memberikan tanda  $\surd$  pada 5 pilihan jawaban yang tersedia, dimana keterangan dari 5 pilihan jawaban yaitu:

- |                              |     |
|------------------------------|-----|
| 1) Sangat setuju (SS)        | = 5 |
| 2) Setuju (S)                | = 4 |
| 3) Kurang setuju (KS)        | = 3 |
| 4) Tidak setuju (TS)         | = 2 |
| 5) Sangat tidak setuju (STS) | = 1 |

NO	Motivasi (X <sub>1</sub> )	Jawaban			
		STS	TS	S	SS
1	Saya mampu bekerja dengan penuh rasa tanggung jawab				
2	Saya merasa termotivasi untuk melakukan pekerjaan secara tepat dan cepat				
3	Tugas dan tanggung jawab yang diberikan pimpinan sesuai dengan pendidikan dan kemampuan saya				
4	Saya merasa tidak senang menerima tantangan kerja yang diberikan oleh pemimpin				
5	Saya dapat menyelesaikan setiap pekerjaan dengan teliti dan rapi				

NO	Lingkungan Kerja (X <sub>2</sub> )	Jawaban			
		STS	TS	S	SS
1	Saya dapat berkonsentrasi dengan baik				
2	Saya bekerja sama dengan setiap rekan kerja.				
3	Saya tidak mempunyai konflik dengan sesama.				
4	Satuan keamanan ditempat kerja saya sudah bekerja dengan baik sehingga saya merasa aman.				

NO	Komitmen (X <sub>3</sub> )	Jawaban			
		STS	TS	S	SS
1	Saya merasa bangga menjadi bagian organisasi				
2	Saya yakin bekerja terhadap organisasi ini				
3	Saya sadar bahwa komitmen adalah hal yang harus saya lakukan				
4	Saya masih ada tanggung jawab jika saya ingin keluar				

NO	Kinerja Pegawai (Y)	Jawaban			
		STS	TS	S	SS
1	Kemampuan bekerja dengan waktu yang ditentukan				
2	Kemampuan menjaga mutu pekerjaan				
3	Pemahaman terhadap pekerjaan tidak rutin yang diberikan				
4	Penggunaan wawasan yang luas dalam bekerja				

## LAMPIRAN 2 TABULASI DATA

Karakteristik Responden		Motivasi (X1)					Total X1	Lingkungan kerja (X2)				Total X2	Komitmen (X3)				Total X3	Kinerja pegawai (Y)				Total Y
jenis kelamin	usia	X1.1	X1.2	X1.3	X1.4	X1.5		X2.1	X2.2	X2.3	X2.4		X3.1	X3.2	X3.3	X3.4		Y1	Y2	Y3	Y4	
Laki-laki	58	5	5	5	5	5	25	4	4	4	5	17	5	5	5	4	19	4	4	4	5	17
Laki-laki	40	5	5	5	4	4	23	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Laki-laki	44	4	4	4	5	4	21	5	4	5	4	18	5	5	4	5	19	5	4	5	4	18
Laki-laki	38	5	5	4	5	5	24	4	4	4	5	17	5	5	5	4	19	4	4	4	5	17
Laki-laki	41	4	5	4	5	4	22	5	4	5	4	18	4	4	5	5	18	5	4	5	4	18
Laki-laki	58	4	5	4	5	4	22	5	4	5	4	18	5	4	5	4	18	5	4	5	4	18
Laki-laki	35	5	4	5	5	4	23	5	4	5	5	19	4	4	5	4	17	5	4	5	5	19
Laki-laki	30	5	4	5	4	5	23	5	4	5	5	19	5	4	5	4	18	5	4	5	5	19
Laki-laki	27	4	5	4	5	4	22	4	4	5	4	17	4	5	4	4	17	4	4	5	4	17
Perempuan	37	5	4	5	5	5	24	5	4	5	4	18	5	4	5	4	18	5	4	5	4	18
Perempuan	38	5	4	5	5	4	23	5	4	5	4	18	4	4	5	4	17	5	4	5	4	18
Perempuan	30	5	5	5	4	5	24	5	5	4	5	19	4	5	4	4	17	5	5	4	5	19
Laki-laki	28	4	5	5	4	5	23	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
Laki-laki	28	5	4	4	4	4	21	4	5	5	5	19	4	5	5	4	18	4	5	5	5	19
Laki-laki	45	5	4	5	5	5	24	4	4	5	5	18	4	4	5	5	18	4	5	5	5	19
Laki-laki	45	4	5	4	5	4	22	5	5	5	5	20	5	5	5	4	19	5	5	5	5	20
Laki-laki	30	5	4	4	4	5	22	4	4	5	4	17	4	5	5	5	19	4	4	5	4	17
Laki-laki	39	5	4	4	4	4	21	5	5	5	5	20	4	5	5	5	19	5	5	5	5	20
Laki-laki	50	5	5	5	5	5	25	5	4	4	4	17	5	4	4	5	18	5	4	4	4	17
Laki-laki	48	4	4	4	4	4	20	4	5	5	4	18	4	4	5	4	17	4	5	5	4	18
Laki-laki	45	4	5	5	5	5	24	5	4	5	5	19	5	4	4	4	17	5	4	5	5	19
Laki-laki	40	4	4	4	4	4	20	4	5	4	5	18	5	5	4	5	19	4	5	4	5	18
Laki-laki	38	4	4	5	5	4	22	5	5	5	5	20	5	5	5	4	19	5	5	5	5	20
Laki-laki	44	5	4	5	5	4	23	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Perempuan	26	4	5	4	4	5	22	5	5	5	4	19	5	5	5	4	19	5	5	5	4	19
Perempuan	42	5	5	4	5	5	24	4	5	4	4	17	4	5	4	5	18	4	5	4	4	17
Perempuan	39	5	4	5	4	5	23	5	5	4	5	19	5	5	5	5	20	5	5	4	5	19
Laki-laki	50	4	5	4	5	4	22	4	5	5	5	19	5	5	5	4	19	4	5	5	5	19
Laki-laki	40	5	4	4	5	5	23	5	5	5	4	19	5	5	5	4	19	5	5	5	4	19
Laki-laki	38	4	5	4	4	4	21	4	4	5	4	17	4	4	4	4	16	4	4	5	4	17
Laki-laki	48	5	4	5	5	5	24	5	5	5	5	20	5	5	5	4	19	5	5	5	5	20
Perempuan	35	4	4	5	5	4	22	4	4	5	4	17	4	5	4	4	17	4	4	5	4	17
Perempuan	27	4	4	5	4	5	22	4	5	4	4	17	4	5	4	4	17	4	5	4	4	17
Laki-laki	47	5	4	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
Perempuan	30	5	4	5	4	4	22	4	4	4	4	16	4	4	4	5	17	4	4	4	4	16
Perempuan	47	4	4	4	5	4	21	4	5	5	5	19	4	5	5	5	19	4	5	5	5	19
Perempuan	47	4	4	4	4	4	20	5	5	5	5	20	5	4	4	5	19	5	5	5	5	20
Laki-laki	40	4	4	4	4	5	21	5	4	5	5	19	5	4	5	5	19	5	4	5	5	19
Laki-laki	38	4	4	4	5	5	22	5	4	5	5	19	4	4	4	5	17	5	4	5	5	19
Laki-laki	42	5	5	4	4	5	23	5	4	5	5	19	5	4	5	5	19	5	4	5	5	19
Laki-laki	39	4	4	4	4	5	21	5	5	5	5	20	4	5	5	5	19	5	5	5	5	20
Laki-laki	35	5	4	5	5	4	23	4	4	4	4	16	4	4	4	4	16	4	4	5	4	17
Laki-laki	30	4	4	4	4	4	20	5	4	5	5	19	4	4	4	4	16	5	4	5	5	19
Perempuan	22	5	5	5	5	5	25	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
Laki-laki	30	5	5	5	4	5	24	5	5	5	5	20	5	4	5	5	19	5	5	5	5	20
Laki-laki	35	4	4	5	4	4	21	4	5	5	5	19	4	5	4	4	17	4	5	5	5	19
Laki-laki	42	5	5	5	4	5	24	5	5	5	5	20	4	4	5	4	17	5	5	5	5	20
Laki-laki	50	4	4	4	4	4	20	5	4	4	4	17	5	5	5	4	19	5	4	4	4	17
Laki-laki	40	5	5	4	5	5	24	5	5	5	5	20	5	4	5	5	19	5	5	5	5	20
Laki-laki	48	4	5	5	5	5	24	5	5	5	4	19	5	5	5	5	20	5	5	5	4	19
Laki-laki	40	4	4	4	4	4	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
Laki-laki	50	5	5	4	5	5	24	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Laki-laki	42	5	4	4	4	5	22	4	4	5	4	17	4	4	5	4	17	4	5	5	4	18
Laki-laki	30	5	5	5	5	5	25	5	5	4	5	19	4	5	5	5	19	5	5	4	5	19
Laki-laki	47	5	5	5	5	5	25	4	4	4	4	16	4	4	5	4	17	4	4	4	4	16
Perempuan	38	4	4	4	5	4	21	5	5	5	5	20	4	4	5	4	17	5	5	5	5	20
Laki-laki	40	5	5	4	5	5	24	5	5	5	4	19	4	5	4	4	17	5	5	5	4	19
Laki-laki	32	5	5	5	5	4	24	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Laki-laki	38	5	4	4	4	4	21	5	5	4	5	19	5	5	5	5	20	5	5	4	5	19
Laki-laki	47	4	4	4	4	4	20	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16
Perempuan	34	5	5	4	5	5	24	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20
Perempuan	37	4	4	4	4	4	20	4	4	4	4	16	4	5	4	4	17	4	4	4	4	16
Perempuan	40	5	5	5	5	5	25	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20
Perempuan	27	5	4	4	4	4	21	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
Perempuan	25	4	4	4	4	5	21	5	5	5	4	19	5	5	4	5	19	5	5	5	5	20
Laki-laki	28	4	4	5	5	4	22	4	4	4	4	16	4	4	4	4	16	4	5	4	4	17
Laki-laki	38	5	5	5	5	5	25	4	5	5	5	19	5	5	5	5	20	4	5	5	5	19
Laki-laki	28	4	4	4	4	4	20	5	4	5	5	19	5	4	4	4	17	5	4	5	5	19
Laki-laki	47	4	4	4	4	4	20	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16
Laki-laki	55	5	5	5	5	5	25	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Laki-laki	29	4	4	4	4	4	20	5	5	5	5	20	4	4	4	5	17	5	5	5	5	20
Laki-laki	31	4	5	5	5	5	24	4	4	4	5	17	5	5	5	5	20	4	5	5	5	17
Laki-laki	50	4	4	4	5	4	21	4	5	5	5	19	5	5	5	5	20	4	5	5	5	19
Laki-laki	40	5	5	4	5	5	24	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
Laki-laki	29	4	4	4	4	4	20	5	5	5	4	19	5	4	4	4	17	4	4	5	4	17

**LAMPIRAN 3**  
**HASIL OLAHAN DATA**

A. Uji Validitas

1. Motivasi (X<sub>1</sub>)

		<b>Correlations</b>					
		x1.1	x1.2	x1.3	x1.4	x1.5	Total
x1.1	Pearson Correlation	1	.235*	.368**	.197	.440**	.683**
	Sig. (2-tailed)		.042	.001	.090	.000	.000
	N	75	75	75	75	75	75
x1.2	Pearson Correlation	.235*	1	.159	.352**	.420**	.658**
	Sig. (2-tailed)	.042		.174	.002	.000	.000
	N	75	75	75	75	75	75
x1.3	Pearson Correlation	.368**	.159	1	.268*	.284*	.632**
	Sig. (2-tailed)	.001	.174		.020	.014	.000
	N	75	75	75	75	75	75
x1.4	Pearson Correlation	.197	.352**	.268*	1	.173	.605**
	Sig. (2-tailed)	.090	.002	.020		.138	.000
	N	75	75	75	75	75	75
x1.5	Pearson Correlation	.440**	.420**	.284*	.173	1	.706**
	Sig. (2-tailed)	.000	.000	.014	.138		.000
	N	75	75	75	75	75	75
Total	Pearson Correlation	.683**	.658**	.632**	.605**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75

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

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

## 2. Lingkungan Kerja (X<sub>2</sub>)

**Correlations**

		x2.1	x2.2	x2.3	x2.4	Total
x2.1	Pearson Correlation	1	.335**	.477**	.352**	.742**
	Sig. (2-tailed)		.003	.000	.002	.000
	N	75	75	75	75	75
x2.2	Pearson Correlation	.335**	1	.321**	.441**	.724**
	Sig. (2-tailed)	.003		.005	.000	.000
	N	75	75	75	75	75
x2.3	Pearson Correlation	.477**	.321**	1	.322**	.718**
	Sig. (2-tailed)	.000	.005		.005	.000
	N	75	75	75	75	75
x2.4	Pearson Correlation	.352**	.441**	.322**	1	.730**
	Sig. (2-tailed)	.002	.000	.005		.000
	N	75	75	75	75	75
Total	Pearson Correlation	.742**	.724**	.718**	.730**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	75	75	75	75	75

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

## 3. Komitmen (X<sub>3</sub>)

**Correlations**

		x3.1	x3.2	x3.3	x3.4	Total
x3.1	Pearson Correlation	1	.335**	.395**	.307**	.738**
	Sig. (2-tailed)		.003	.000	.007	.000
	N	75	75	75	75	75
x3.2	Pearson Correlation	.335**	1	.246*	.291*	.678**
	Sig. (2-tailed)	.003		.033	.011	.000
	N	75	75	75	75	75
x3.3	Pearson Correlation	.395**	.246*	1	.253*	.682**
	Sig. (2-tailed)	.000	.033		.028	.000
	N	75	75	75	75	75
x3.4	Pearson Correlation	.307**	.291*	.253*	1	.669**
	Sig. (2-tailed)	.007	.011	.028		.000
	N	75	75	75	75	75
Total	Pearson Correlation	.738**	.678**	.682**	.669**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	75	75	75	75	75

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

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

#### 4. Kinerja Pegawai (Y)

**Correlations**

		Y1	Y2	Y3	Y4	Total
Y1	Pearson Correlation	1	.248*	.428**	.405**	.725**
	Sig. (2-tailed)		.032	.000	.000	.000
	N	75	75	75	75	75
Y2	Pearson Correlation	.248*	1	.275*	.463**	.696**
	Sig. (2-tailed)	.032		.017	.000	.000
	N	75	75	75	75	75
Y3	Pearson Correlation	.428**	.275*	1	.313**	.690**
	Sig. (2-tailed)	.000	.017		.006	.000
	N	75	75	75	75	75
Y4	Pearson Correlation	.405**	.463**	.313**	1	.763**
	Sig. (2-tailed)	.000	.000	.006		.000
	N	75	75	75	75	75
Total	Pearson Correlation	.725**	.696**	.690**	.763**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	75	75	75	75	75

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

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

#### B. Uji Reliabilitas

##### 1. Motivasi (X<sub>1</sub>)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.671	5

##### 2. Lingkungan Kerja (X<sub>2</sub>)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.705	4

##### 3. Komitmen (X<sub>3</sub>)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.637	4

4. Komitmen (Y)

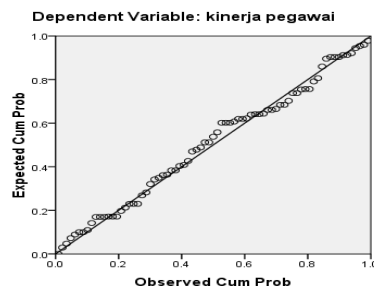
**Reliability Statistics**

Cronbach's Alpha	N of Items
.688	4

C. Uji Asumsi Klasik

1. Uji Normalitas

Normal P-P Plot of Regression Standardized Residual



2. Uji Multikolinearitas

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.920	.968		17.477	.000		
	motivasi	-.291	.050	-.536	-5.870	.000	.611	1.638
	lingkungan kerja	.765	.073	1.199	10.442	.000	.386	2.589
	komitmen	-.335	.069	-.581	-4.866	.000	.357	2.803

a. Dependent Variable: kinerja pegawai

3. Uji Autokorelasi

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

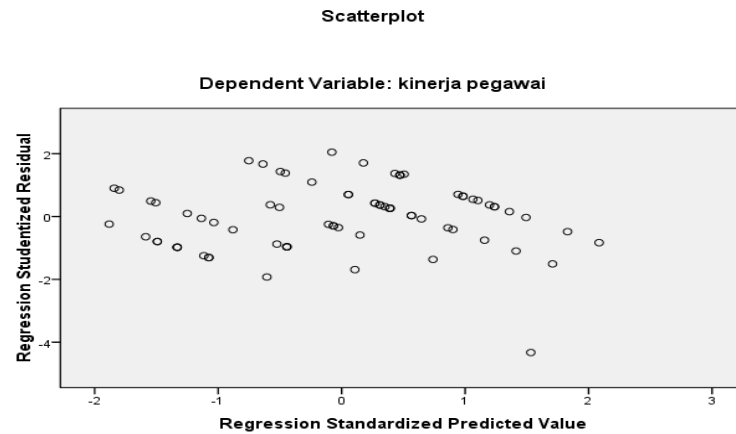
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.799 <sup>a</sup>	.638	.623	.870	2.153

a. Predictors: (Constant), komitmen, motivasi, lingkungan kerja

b. Dependent Variable: kinerja pegawai



#### 4. Uji Heteroskedastisitas



#### 5. Uji Linearitas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
kinerja pegawai * motivasi	Between Groups	(Combined)	12.930	5	2.586	1.315	.268
		Linearity	.319	1	.319	.162	.688
		Deviation from Linearity	12.611	4	3.153	1.603	.183
	Within Groups		135.737	69	1.967		
	Total		148.667	74			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
kinerja pegawai * lingkungan kerja	Between Groups	(Combined)	140.224	4	35.056	290.670	.000
		Linearity	140.095	1	140.095	1.162E3	.000
		Deviation from Linearity	.129	3	.043	.358	.784
	Within Groups		8.442	70	.121		
	Total		148.667	74			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja pegawai * komitmen	Between Groups	(Combined)	28.313	4	7.078	4.117	.005
		Linearity	22.647	1	22.647	13.172	.001
		Deviation from Linearity	5.665	3	1.888	1.098	.356
	Within Groups		120.354	70	1.719		
	Total		148.667	74			

#### D. Hasil Analisis Inferensial

##### 1. Regresi Linear Sederhana

#### Pengaruh Motivasi ( $X_1$ ) Terhadap Kinerja Pegawai ( $Y$ )

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.584	.341	.332	1.783

a. Predictors: (Constant), motivasi

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

Model	Variables Entered	Variables Removed	Method
1	motivasi		Enter

a. All requested variables entered.

b. Dependent Variable: kinerja pegawai

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	120.096	1	120.096	37.764	.000
	Residual	232.152	73	3.180		
	Total	352.248	74			

a. Predictors: (Constant), motivasi

b. Dependent Variable: kinerja pegawai

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.399	1.791		4.131	.000
	motivasi	.487	.079	.584	6.145	.000

a. Dependent Variable: kinerja pegawai

**Pengaruh Lingkungan Kerja (X<sub>2</sub>) Terhadap Kinerja Pegawai (Y)**

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

Model	Variables Entered	Variables Removed	Method
1	lingkungan kerja	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja pegawai

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.656	.430	.422	1.077

a. Predictors: (Constant), lingkungan kerja

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.918	1	63.918	55.057	.000
	Residual	84.749	73	1.161		
	Total	148.667	74			

a. Predictors: (Constant), lingkungan kerja

b. Dependent Variable: kinerja pegawai

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	8.687	1.306		6.652	.000
	lingkungan kerja	.527	.071	.656	7.420	.000

a. Dependent Variable: kinerja pegawai

**Pengaruh Komitmen (X<sub>3</sub>) Terhadap Kinerja Pegawai (Y)**

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

Model	Variables Entered	Variables Removed	Method
1	komitmen <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: kinerja pegawai

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621	.386	.377	1.722

a. Predictors: (Constant), komitmen

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.886	1	135.886	45.847	.000
	Residual	216.363	73	2.964		
	Total	352.248	74			

a. Predictors: (Constant), komitmen

b. Dependent Variable: kinerja pegawai

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.255	2.236		1.456	.150
	komitmen	.835	.123	.621	6.771	.000

a. Dependent Variable: kinerja pegawai

## 2. Regresi Linear Berganda

### **Pengaruh Variabel Motivasi (X<sub>1</sub>), Lingkungan Kerja (X<sub>2</sub>), dan Komitmen (X<sub>3</sub>) Terhadap Kinerja Pegawai (Y)**

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

Model	Variables Entered	Variables Removed	Method
1	lingkungan kerja, motivasi, komitmen	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja pegawai

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773	.597	.580	1.413

a. Predictors: (Constant), lingkungan kerja, motivasi, komitmen

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

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	210.429	3	70.143	35.116	.000
Residual	141.819	71	1.997		
Total	352.248	74			

a. Predictors: (Constant), lingkungan kerja, motivasi, komitmen

b. Dependent Variable: kinerja pegawai

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	13.041	3.201		-4.075	.000
motivasi	.382	.091	.319	4.214	.000
komitmen	.401	.121	.271	3.313	.001
lingkungan kerja	.850	.124	.561	6.866	.000

a. Dependent Variable: kinerja pegawai

T TABEL

**Titik Persentase Distribusi t (df = 1 – 40)**

<b>Pr</b>	<b>0.25</b>	<b>0.10</b>	<b>0.05</b>	<b>0.025</b>	<b>0.01</b>	<b>0.005</b>	<b>0.001</b>
<b>df</b>	<b>0.50</b>	<b>0.20</b>	<b>0.10</b>	<b>0.050</b>	<b>0.02</b>	<b>0.010</b>	<b>0.002</b>
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

Titik Persentase Distribusi t (df = 41 – 80)

df \ Pr	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
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526



## F TABEL

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.26	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

Titik Persentase Distribusi F untuk Probabilitas = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.85	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78