

Lampiran 3

Tabulasi Pre-Test 30 Responden

No	Lingkungan Kerja					Kompetensi					Kepuasan Kerja					Kinerja Karyawan					TOTAL										
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		21	22	23	24	25	26	27	28	29	30
1	4	3	3	4	3	3	4	4	4	4	4	3	4	3	3	4	3	4	3	3	4	4	4	3	3	3	4	4	3	106	
2	3	4	3	3	3	3	3	3	3	3	3	4	3	4	3	3	3	3	3	3	4	4	4	3	3	3	4	3	4	97	
3	3	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	3	95	
4	4	3	3	3	3	3	3	4	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	4	97	
5	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	4	3	3	2	3	3	3	3	3	2	4	88	
6	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	3	3	4	4	3	3	97	
7	4	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	95	
8	3	4	3	4	4	4	3	3	3	3	3	3	3	4	3	3	3	3	4	4	4	4	4	4	4	4	4	3	4	105	
9	3	3	4	3	3	4	3	4	3	4	3	3	4	4	3	4	4	4	4	3	3	3	3	3	3	3	4	3	4	101	
10	3	4	3	3	3	3	3	4	3	3	3	4	3	4	3	4	3	4	4	4	4	4	3	4	3	4	3	3	4	103	
11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	3	92	
12	4	3	4	3	3	4	3	4	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	97	
13	3	3	3	3	4	3	4	4	3	3	4	3	4	4	4	3	4	3	4	3	4	4	4	4	3	3	4	3	4	105	
14	4	4	2	3	3	3	4	3	3	4	3	3	3	4	3	3	3	3	4	3	4	3	3	4	4	3	4	3	3	98	
15	4	2	3	4	4	3	4	3	3	4	4	3	3	3	3	4	3	3	4	3	4	3	4	3	4	4	3	3	4	101	
16	3	4	3	3	4	4	4	3	4	4	4	3	3	3	3	3	4	3	4	3	4	3	4	3	3	4	4	4	3	104	
17	3	4	3	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	4	3	4	3	3	3	3	4	3	3	3	95	
18	2	2	2	2	2	2	1	2	2	2	2	1	2	3	2	2	3	2	2	2	1	2	1	2	2	1	2	2	2	2	57
19	2	3	3	3	4	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	3	4	3	2	3	3	3	3	4	89	
20	3	1	1	2	1	1	2	3	1	2	2	3	2	2	2	2	3	3	3	1	2	3	2	2	1	2	3	1	3	62	
21	2	1	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	1	3	3	3	2	1	3	3	3	3	80	
22	3	1	2	2	2	2	2	2	2	2	2	3	3	3	3	3	2	2	1	3	2	3	3	1	1	3	3	2	2	66	
23	2	2	3	3	4	3	2	2	3	2	2	2	3	3	3	2	3	2	2	3	4	3	4	3	2	2	3	4	2	78	
24	4	3	4	1	3	4	3	2	3	4	3	3	3	3	2	4	3	3	3	3	3	3	3	3	3	3	4	3	3	93	
25	2	1	2	3	3	2	3	2	3	3	3	4	2	3	3	2	2	2	3	3	4	3	3	3	3	3	2	4	2	80	
26	4	3	3	3	3	3	3	4	3	3	4	4	3	4	3	4	3	3	3	3	3	4	3	3	3	3	3	4	3	98	
27	3	3	1	3	4	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	4	3	3	3	3	3	2	4	91	
28	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	3	94	
29	3	4	3	4	3	3	3	4	3	3	3	4	3	3	3	3	4	3	4	3	3	3	3	3	3	3	3	3	4	97	
30	3	3	4	3	3	3	2	3	3	4	3	2	3	2	3	3	3	3	3	3	3	2	3	3	3	3	3	2	3	90	











		Correlations														
		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007	VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	VAR00013	VAR00014	VAR00015
VAR000025	Pearson Correlation	.416	.799**	0.315	.427	.518**	.544**	.623**	0.313	.585**	.630**	.649**	0.267	0.242	0.283	.416
	Sig. (2-tailed)	0.022	0.000	0.090	0.019	0.003	0.002	0.000	0.093	0.001	0.000	0.000	0.154	0.198	0.130	0.022
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR000026	Pearson Correlation	0.226	.444*	0.327	.436*	.482**	.448*	.571**	.429**	.561**	.392**	.416**	.539**	.408*	.392	.716**
	Sig. (2-tailed)	0.231	0.014	0.078	0.016	0.007	0.013	0.001	0.018	0.001	0.032	0.022	0.002	0.025	0.032	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR000027	Pearson Correlation	0.324	.524**	0.125	0.190	0.153	0.217	.460*	0.267	0.298	0.318	.367*	.375*	0.299	0.085	.397*
	Sig. (2-tailed)	0.081	0.003	0.509	0.315	0.420	0.250	0.010	0.154	0.110	0.086	0.046	0.041	0.109	0.654	0.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR000028	Pearson Correlation	.426	.569**	.785**	0.223	.418*	.816**	.484**	.375*	.815**	.681**	.502**	0.237	0.094	0.340	0.203
	Sig. (2-tailed)	0.019	0.001	0.000	0.237	0.021	0.000	0.007	0.041	0.000	0.000	0.005	0.208	0.623	0.066	0.283
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR000029	Pearson Correlation	0.023	0.152	0.000	.483**	.681**	0.314	0.315	0.147	0.354	0.194	0.304	0.206	0.122	0.360	.363*
	Sig. (2-tailed)	0.903	0.424	1.000	0.007	0.000	0.091	0.090	0.440	0.055	0.304	0.103	0.276	0.521	0.051	0.049
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR000030	Pearson Correlation	0.310	.505**	0.327	0.259	0.066	0.360	.406*	.786**	0.345	0.291	0.331	.445*	.520*	0.189	0.354
	Sig. (2-tailed)	0.095	0.004	0.078	0.166	0.727	0.051	0.026	0.000	0.062	0.119	0.074	0.014	0.003	0.317	0.055
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.529**	.747**	.526**	.560**	.614**	.723**	.783**	.648**	.799**	.686**	.739**	.586**	.415**	.487**	.606**
	Sig. (2-tailed)	0.003	0.000	0.003	0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.001	0.023	0.006	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30









**Correlations**

	VAR000016	VAR000017	VAR000018	VAR000019	VAR000020	VAR000021	VAR000022	VAR000023	VAR000024	VAR000025	VAR000026	VAR000027	VAR000028	VAR000029	VAR000030	TOTAL
VAR000019	Pearson Correlation Sig. (2-tailed) N	.737** 0.000 30	.439* 0.015 30	1  30	0.352 0.056 30	.392 0.032 30	-.055 0.771 30	.392 0.032 30	.401 0.028 30	0.352 0.056 30	.392 0.032 30	0.318 0.086 30	0.340 0.066 30	-.055 0.771 30	1.000 0.000 30	.601 0.000 30
VAR000020	Pearson Correlation Sig. (2-tailed) N	.499** 0.005 30	0.317* 0.015 30	0.352 0.056 30	1  30	.422 0.020 30	0.304 0.102 30	.422 0.020 30	.830** 0.000 30	1.000** 0.000 30	.422 0.020 30	.570** 0.001 30	.525** 0.003 30	0.304 0.102 30	0.352 0.056 30	.793** 0.000 30
VAR000021	Pearson Correlation Sig. (2-tailed) N	0.354 0.055 30	0.325 0.079 30	.392 0.032 30	.422 0.020 30	1  30	.443 0.014 30	1.000** 0.000 30	.401 0.028 30	.422 0.020 30	1.000** 0.000 30	.435 0.016 30	.425 0.019 30	.443 0.014 30	.392 0.032 30	.743** 0.000 30
VAR000022	Pearson Correlation Sig. (2-tailed) N	0.066 0.729 30	0.217 0.249 30	0.217 0.249 30	0.304 0.102 30	.443 0.014 30	1  30	.443 0.014 30	0.334 0.071 30	0.304 0.102 30	.443 0.014 30	-.032 0.867 30	0.140 0.462 30	1.000** 0.000 30	-.055 0.771 30	.455* 0.011 30
VAR000023	Pearson Correlation Sig. (2-tailed) N	0.354 0.055 30	0.325 0.079 30	.392 0.032 30	.422 0.020 30	1.000** 0.000 30	.443 0.014 30	1  30	.401 0.028 30	.422 0.020 30	1.000** 0.000 30	.435 0.016 30	.425 0.019 30	.443 0.014 30	.392 0.032 30	.743** 0.000 30
VAR000024	Pearson Correlation Sig. (2-tailed) N	.462 0.010 30	0.344 0.063 30	.401 0.028 30	.830** 0.000 30	.401 0.028 30	0.334 0.071 30	.401 0.028 30	1  30	.830** 0.000 30	.401 0.028 30	.490** 0.006 30	.395 0.031 30	0.334 0.071 30	.401 0.028 30	.761** 0.000 30



**Lampiran 5**  
**Hasil Uji Reliabilitas**

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	30	100,0
	Excluded <sup>a</sup>	0	,0
	Total	30	100,0

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

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
0.949	30