

Lampiran 1**KUISIONER PENELITIAN****Data pribadi responden karyawan PT. Novell Pharmaceutical Laboratories**

Berilah tanda (X) dan isi dengan benar pada setiap jawaban di bawah sesuai dengan data pribadi anda.

1. Jenis Kelamin :
 - a. Wanita
 - c. Pria
2. Usia :
 - a. <20th
 - c. 26-30th
 - b. 21-25th
 - d. >30th
3. Pendidikan Terakhir:
 - a. SMA/SMK
 - c. S1
 - b. D3
 - d. S2
4. Masa Kerja :
 - a. <1th
 - c. 3-4th
 - b. 1-2th
 - d. >4th

Anda diminta untuk memberikan opini pada pertanyaan-pertanyaan yang menyangkut tentang perusahaan dengan cara memberikan tanda (X) pada setiap kolom di bawah ini:

Keterangan:

- a. 1 = Sangat Tidak Setuju/Sangat Tidak Puas
- b. 2 = Tidak Setuju/Tidak Puas
- c. 3 = Cukup Setuju/Puas
- d. 4 = Setuju/Sangat Puas
- e. 5 = Sangat Setuju

No	LINGKUNGAN KERJA	STS	TS	CS	S	STS
		BOBOT				
	Pernyataan	1	2	3	4	5
1.	Kondisi kerja didalam kantor membuat saya nyaman dan aman.					
2.	Hubungan saya dengan atasan terjalin baik.					
3.	Kerjasama antara saya dengan rekan kerja terjalin baik.					
4.	Komunikasi antara saya dengan rekan kerja terjalin baik.					
5.	Ruang kerja dikantor saya dilengkapi fasilitas penerangan yang baik.					
6.	Kantor dimana saya bekerja memiliki sistem peranganin atau AC yang baik.					
7.	Kantor ditempat saya bekerja memiliki fasilitas kamar mandi yang bersih.					
8.	Kantor dimana saya bekerja memiliki tempat parkir yang luas.					

No.	KOMITMEN ORGANISASIONAL	STS	TS	CS	S	SS
		BOBOT				
	Pernyataan	1	2	3	4	5
9.	Saya selalu menjaga nama baik PT. Novell Pharmaceutical Laboratories					
10.	Saya merasa menjadi salah satu bagian dari PT. Novell Pharmaceutical Laboratories					
11.	Saya selalu merasa keberhasilan dari PT. Novell Pharmaceutical Laboratories merupakan bagian dari keberhasilan saya.					
12.	PT. Novell Pharmaceutical Laboratories selalu melakukan sosialisasi atau pengenalan yang menyangkut lingkungan kerja maupun pekerjaan.					

No	KEPUASAN KERJA	STS	TS	CS	S	SS
		BOBOT				
	Pernyataan	1	2	3	4	5
13.	Balas jasa yang diberikan PT. Novell Pharmaceutical Laboratories kepada saya sudah adil dan layak.					
14.	Saya mendapatkan jaminan sosial seperti BPJS dari PT. Novell Pharmaceutical Laboratories.					
15.	Kondisi kerja didalam organisasi sesuai yang saya inginkan nyaman dan aman.					
16.	Saya selalu melakukan pekerjaan saya dengan senang hati.					
17.	Saya merasa senang karena memiliki hubungan yang baik dengan atasan.					
18.	Saya merasa senang karena memiliki hubungan yang baik dengan sesama rekan kerja.					

Lampiran 2

RESPONDEN 30
LINGKUNGAN KERJA
(X₁)

No.	LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	TOTAL
1	4	5	5	5	5	5	5	5	39
2	4	4	4	4	4	4	4	4	32
3	5	5	5	4	5	5	4	5	38
4	3	3	3	3	3	3	3	3	24
5	5	5	5	5	5	5	5	5	40
6	4	4	4	4	4	4	4	4	32
7	4	4	4	4	4	4	4	4	32
8	4	4	4	4	4	4	4	4	32
9	5	5	4	5	5	4	5	5	38
10	4	4	4	4	4	4	4	4	32
11	5	5	4	4	5	5	5	5	38
12	5	5	5	5	5	5	5	5	40
13	4	4	4	4	4	4	4	4	32
14	5	5	5	5	4	5	5	5	39
15	4	4	4	4	4	4	4	4	32
16	5	5	5	5	4	5	5	5	39
17	5	5	5	5	5	5	5	5	40
18	4	4	4	4	4	4	4	4	32
19	5	5	4	5	5	5	4	5	38
20	3	5	5	5	5	4	5	5	37
21	4	4	4	4	4	4	4	4	32
22	5	5	4	5	5	4	5	5	38
23	4	4	4	4	4	4	4	4	32
24	4	4	4	4	4	4	4	4	32
25	4	4	4	4	4	4	4	4	32
26	4	4	4	4	4	4	4	4	32
27	4	4	4	4	4	4	4	4	32
28	5	5	5	5	5	4	5	5	39
29	4	4	4	4	4	4	4	4	32
30	4	5	5	5	5	4	5	5	38

RESPONDEN 30
BUDAYA ORGANISASI
(X₂)

N0	KO1	KO2	KO3	KO4	TOTAL
1	4	4	4	4	16
2	3	3	3	3	12
3	4	4	3	3	14
4	3	3	4	4	14
5	5	3	3	3	14
6	4	4	4	4	16
7	3	3	3	3	12
8	3	5	3	3	14
9	3	3	3	3	12
10	3	3	4	4	14
11	3	5	3	3	14
12	3	3	3	3	12
13	4	4	4	4	16
14	4	4	4	4	16
15	4	4	4	4	16
16	3	3	5	3	14
17	4	4	3	3	14
18	3	3	4	4	14
19	3	3	3	3	12
20	3	3	4	3	13
21	4	4	3	3	14
22	3	3	3	3	12
23	4	4	4	4	16
24	3	3	3	3	12
25	4	4	4	4	16
26	3	3	4	4	14
27	3	3	3	5	14
28	3	3	3	3	12
29	4	4	3	3	14
30	3	3	3	3	12

RESPONDEN 30
KEPUASAN KERJA (Y)

No.	KK1	KK2	KK3	KK4	KK5	KK6	TOTAL
1	3	3	4	3	4	3	20
2	3	3	4	3	4	3	20
3	3	4	3	4	3	3	20
4	3	4	3	3	3	3	19
5	3	3	3	4	3	3	19
6	4	4	3	3	3	4	21
7	3	3	4	3	4	5	22
8	3	3	3	4	3	3	19
9	4	4	4	3	4	4	23
10	3	3	3	3	3	3	18
11	4	4	3	3	3	3	20
12	3	3	3	3	3	3	18
13	3	3	3	4	3	4	20
14	4	4	5	3	5	4	25
15	3	3	3	4	3	4	20
16	3	3	3	3	3	3	18
17	4	4	4	4	4	4	24
18	3	3	4	3	4	3	20
19	3	3	3	3	3	3	18
20	4	4	4	5	4	3	24
21	4	4	3	3	3	5	22
22	3	3	3	3	3	3	18
23	4	4	3	4	3	3	21
24	3	3	3	3	3	3	18
25	4	4	4	4	4	4	24
26	3	3	3	3	3	3	18
27	4	4	3	5	3	3	22
28	3	3	3	3	3	3	18
29	4	4	3	5	3	3	22
30	3	3	4	3	4	3	20

33	5	5	5	4	5	5	4	5	38
34	3	3	3	3	3	3	3	3	24
35	5	5	5	5	5	5	5	5	40
36	4	4	4	4	4	4	4	4	32
37	4	4	4	4	4	4	4	4	32
38	4	4	4	4	4	4	4	4	32
39	5	5	4	5	5	4	5	5	38
40	4	4	4	4	4	4	4	4	32
41	5	5	4	4	5	5	5	5	38
42	5	5	5	5	5	5	5	5	40
43	4	4	4	4	4	4	4	4	32
44	5	5	5	5	4	5	5	5	39
45	4	4	4	4	4	4	4	4	32
46	5	5	5	5	4	5	5	5	39
47	5	5	5	5	5	5	5	5	40
48	4	4	4	4	4	4	4	4	32
49	5	5	4	5	5	5	4	5	38
50	3	5	5	5	5	4	5	5	37
51	4	4	4	4	4	4	4	4	32
52	5	5	4	5	5	4	5	5	38
53	4	4	4	4	4	4	4	4	32
54	4	4	4	4	4	4	4	4	32
55	4	4	4	4	4	4	4	4	32
56	4	4	4	4	4	4	4	4	32
57	4	4	4	4	4	4	4	4	32
58	5	5	5	5	5	4	5	5	39
59	4	4	4	4	4	4	4	4	32
60	4	5	5	5	5	4	5	5	38
61	4	5	5	5	5	5	5	5	39
62	4	4	4	4	4	4	4	4	32
63	5	5	5	4	5	5	4	5	38
64	3	3	3	3	3	3	3	3	24
65	5	5	5	5	5	5	5	5	40
66	4	4	4	4	4	4	4	4	32
67	4	4	4	4	4	4	4	4	32
68	4	4	4	4	4	4	4	4	32
69	5	5	4	5	5	4	5	5	38
70	4	4	4	4	4	4	4	4	32
71	5	5	4	4	5	5	5	5	38

RESPODEN 100
 VARIABEL KOMITMEN
 ORGANISASIONAL (X₂)

No	KO1	KO2	KO3	KO4	TOTAL
1	4	4	4	4	16
2	3	3	3	3	12
3	4	4	3	3	14
4	3	3	4	4	14
5	5	3	3	3	14
6	4	4	4	4	16
7	3	3	3	3	12
8	3	5	3	3	14
9	3	3	3	3	12
10	3	3	4	4	14
11	3	5	3	3	14
12	3	3	3	3	12
13	4	4	4	4	16
14	4	4	4	4	16
15	4	4	4	4	16
16	3	3	5	3	14
17	4	4	3	3	14
18	3	3	4	4	14
19	3	3	3	3	12
20	3	3	4	3	13
21	4	4	3	3	14
22	3	3	3	3	12
23	4	4	4	4	16
24	3	3	3	3	12
25	4	4	4	4	16
26	3	3	4	4	14
27	3	3	3	5	14
28	3	3	3	3	12
29	4	4	3	3	14
30	3	3	3	3	12
31	4	4	4	4	16
32	3	3	3	3	12
33	4	4	3	3	14
34	3	3	4	4	14

35	5	3	3	3	14
36	4	4	4	4	16
37	3	3	3	3	12
38	3	5	3	3	14
39	3	3	3	3	12
40	3	3	4	4	14
41	3	5	3	3	14
42	3	3	3	3	12
43	4	4	4	4	16
44	4	4	4	4	16
45	4	4	4	4	16
46	3	3	5	3	14
47	4	4	3	3	14
48	3	3	4	4	14
49	3	3	3	3	12
50	3	3	4	3	13
51	4	4	3	3	14
52	3	3	3	3	12
53	4	4	4	4	16
54	3	3	3	3	12
55	4	4	4	4	16
56	3	3	4	4	14
57	3	3	3	5	14
58	3	3	3	3	12
59	4	4	3	3	14
60	3	3	3	3	12
61	4	4	4	4	16
62	3	3	3	3	12
63	4	4	3	3	14
64	3	3	4	4	14
65	5	3	3	3	14
66	4	4	4	4	16
67	3	3	3	3	12
68	3	5	3	3	14
69	3	3	3	3	12
70	3	3	4	4	14
71	3	5	3	3	14
72	3	3	3	3	12

73	4	4	4	4	16
74	4	4	4	4	16
75	4	4	4	4	16
76	3	3	5	3	14
77	4	4	3	3	14
78	3	3	4	4	14
79	3	3	3	3	12
80	3	3	4	3	13
81	4	4	3	3	14
82	3	3	3	3	12
83	4	4	4	4	16
84	3	3	3	3	12
85	4	4	4	4	16
86	3	3	4	4	14
87	3	3	3	5	14
88	3	3	3	3	12
89	4	4	3	3	14
90	3	3	3	3	12
91	3	3	3	3	12
92	4	4	4	4	16
93	3	3	4	4	14
94	3	3	3	5	14
95	3	3	3	3	12
96	4	4	3	3	14
97	3	3	3	3	12
98	4	4	4	4	16
99	3	3	3	3	12
100	4	4	3	3	14

RESPONDEN 100
VARIABEL KEPUASAN
KERJA (Y)

No.	KK1	KK2	KK3	KK4	KK5	KK6	TOTAL
1	3	3	4	3	4	3	20
2	3	3	4	3	4	3	20
3	3	4	3	4	3	3	20
4	3	4	3	3	3	3	19
5	3	3	3	4	3	3	19
6	4	4	3	3	3	4	21

7	3	3	4	3	4	5	22
8	3	3	3	4	3	3	19
9	4	4	4	3	4	4	23
10	3	3	3	3	3	3	18
11	4	4	3	3	3	3	20
12	3	3	3	3	3	3	18
13	3	3	3	4	3	4	20
14	4	4	5	3	5	4	25
15	3	3	3	4	3	4	20
16	3	3	3	3	3	3	18
17	4	4	4	4	4	4	24
18	3	3	4	3	4	3	20
19	3	3	3	3	3	3	18
20	4	4	4	5	4	3	24
21	4	4	3	3	3	5	22
22	3	3	3	3	3	3	18
23	4	4	3	4	3	3	21
24	3	3	3	3	3	3	18
25	4	4	4	4	4	4	24
26	3	3	3	3	3	3	18
27	4	4	3	5	3	3	22
28	3	3	3	3	3	3	18
29	4	4	3	5	3	3	22
30	3	3	4	3	4	3	20
31	3	3	4	3	4	3	20
32	3	3	4	3	4	3	20
33	3	4	3	4	3	3	20
34	3	4	3	3	3	3	19
35	3	3	3	4	3	3	19
36	4	4	3	3	3	4	21
37	3	3	4	3	4	5	22
38	3	3	3	4	3	3	19
39	4	4	4	3	4	4	23
40	3	3	3	3	3	3	18
41	4	4	3	3	3	3	20
42	3	3	3	3	3	3	18
43	3	3	3	4	3	4	20
44	4	4	5	3	5	4	25
45	3	3	3	4	3	4	20
46	3	3	3	3	3	3	18
47	4	4	4	4	4	4	24
48	3	3	4	3	4	3	20
49	3	3	3	3	3	3	18
50	4	4	4	5	4	3	24
51	4	4	3	3	3	5	22

52	3	3	3	3	3	3	18
53	4	4	3	4	3	3	21
54	3	3	3	3	3	3	18
55	4	4	4	4	4	4	24
56	3	3	3	3	3	3	18
57	4	4	3	5	3	3	22
58	3	3	3	3	3	3	18
59	4	4	3	5	3	3	22
60	3	3	4	3	4	3	20
61	3	3	4	3	4	3	20
62	3	3	4	3	4	3	20
63	3	4	3	4	3	3	20
64	3	4	3	3	3	3	19
65	3	3	3	4	3	3	19
66	4	4	3	3	3	4	21
67	3	3	4	3	4	5	22
68	3	3	3	4	3	3	19
69	4	4	4	3	4	4	23
70	3	3	3	3	3	3	18
71	4	4	3	3	3	3	20
72	3	3	3	3	3	3	18
73	3	3	3	4	3	4	20
74	4	4	5	3	5	4	25
75	3	3	3	4	3	4	20
76	3	3	3	3	3	3	18
77	4	4	4	4	4	4	24
78	3	3	4	3	4	3	20
79	3	3	3	3	3	3	18
80	4	4	4	5	4	3	24
81	4	4	3	3	3	5	22
82	3	3	3	3	3	3	18
83	4	4	3	4	3	3	21
84	3	3	3	3	3	3	18
85	4	4	4	4	4	4	24
86	3	3	3	3	3	3	18
87	4	4	3	5	3	3	22
88	3	3	3	3	3	3	18
89	4	4	3	5	3	3	22
90	3	3	4	3	4	3	20
91	4	4	4	4	4	4	24
92	3	3	3	3	3	3	18
93	4	4	3	5	3	3	22
94	3	3	3	3	3	3	18
95	4	4	3	5	3	3	22
96	3	3	4	3	4	3	20

97	3	3	4	3	4	3	20
98	3	3	4	3	4	3	20
99	3	4	3	4	3	3	20
100	3	4	3	3	3	3	19

Universitas
Esa Unggul

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Lampiran 4

UJI VALIDITAS DAN RELIABILITAS LINGKUNGAN KERJA

Descriptive Statistics			
	Mean	Std. Deviation	N
LK1	4.3000	.59596	30
LK2	4.4333	.56832	30
LK3	4.3000	.53498	30
LK4	4.3667	.55605	30
LK5	4.3667	.55605	30
LK6	4.2667	.52083	30
LK7	4.3667	.55605	30
LK8	4.4333	.56832	30
TOTALLK	34.8333	3.94866	30

Correlations										
		LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	TOTAL LK
LK1	Pearson Correlation	1	.723**	.465**	.593**	.593**	.733**	.593**	.723**	.769**
	Sig. (2-tailed)		.000	.010	.001	.001	.000	.001	.000	.000
	Sum of Squares and Cross-products	10.300	7.100	4.300	5.700	5.700	6.600	5.700	7.100	52.500
	Covariance	.355	.245	.148	.197	.197	.228	.197	.245	1.810
	N	30	30	30	30	30	30	30	30	30
LK2	Pearson Correlation	.723**	1	.805**	.898**	.898**	.761**	.898**	1.000*	.986**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	Sum of Squares and Cross-products	7.100	9.367	7.100	8.233	8.233	6.533	8.233	9.367	64.167
	Covariance	.245	.323	.245	.284	.284	.225	.284	.323	2.213

	Sum of Squares and Cross-products	6.600	6.533	5.600	5.067	5.067	7.867	5.067	6.533	48.333
	Covariance	.228	.225	.193	.175	.175	.271	.175	.225	1.667
	N	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.593**	.898**	.777**	.888**	.777**	.603**	1	.898**	.908**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000		.000	.000
LK7	Sum of Squares and Cross-products	5.700	8.233	6.700	7.967	6.967	5.067	8.967	8.233	57.833
	Covariance	.197	.284	.231	.275	.240	.175	.309	.284	1.994
	N	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.723**	1.000**	.805**	.898**	.898**	.761**	.898**	1	.986**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
LK8	Sum of Squares and Cross-products	7.100	9.367	7.100	8.233	8.233	6.533	8.233	9.367	64.167
	Covariance	.245	.323	.245	.284	.284	.225	.284	.323	2.213
	N	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.769**	.986**	.841**	.908**	.877**	.810**	.908**	.986**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
TOTALLK	Sum of Squares and Cross-products	52.500	64.167	51.500	57.833	55.833	48.333	57.833	64.167	452.167
	Covariance	1.810	2.213	1.776	1.994	1.925	1.667	1.994	2.213	15.592
	N	30	30	30	30	30	30	30	30	30

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

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.961	.961	8

Item Statistics

	Mean	Std. Deviation	N
LK1	4.3000	.59596	30
LK2	4.4333	.56832	30
LK3	4.3000	.53498	30
LK4	4.3667	.55605	30
LK5	4.3667	.55605	30
LK6	4.2667	.52083	30
LK7	4.3667	.55605	30
LK8	4.4333	.56832	30

Inter-Item Correlation Matrix

	LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8
LK1	1.000	.723	.465	.593	.593	.733	.593	.723
LK2	.723	1.000	.805	.898	.898	.761	.898	1.000
LK3	.465	.805	1.000	.777	.661	.693	.777	.805
LK4	.593	.898	.777	1.000	.777	.603	.888	.898
LK5	.593	.898	.661	.777	1.000	.603	.777	.898
LK6	.733	.761	.693	.603	.603	1.000	.603	.761
LK7	.593	.898	.777	.888	.777	.603	1.000	.898
LK8	.723	1.000	.805	.898	.898	.761	.898	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.354	4.267	4.433	.167	1.039	.004	8
Item Variances	.311	.271	.355	.084	1.309	.001	8
Inter-Item Covariances	.234	.148	.323	.175	2.178	.002	8
Inter-Item Correlations	.754	.465	1.000	.535	2.150	.017	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
LK1	30.5333	12.326	.695	.	.965
LK2	30.4000	11.490	.981	.	.947
LK3	30.5333	12.326	.793	.	.958
LK4	30.4667	11.913	.878	.	.953
LK5	30.4667	12.051	.837	.	.956
LK6	30.5667	12.530	.757	.	.960
LK7	30.4667	11.913	.878	.	.953
LK8	30.4000	11.490	.981	.	.947

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.8333	15.592	3.94866	8

Intraclass Correlation Coefficient

	Intraclass Correlation ^b	95% Confidence Interval		F Test with True Value 0			
		Lower Bound	Upper Bound	Value	df1	df2	Sig
Single Measures	.753 ^a	.643	.852	25.396	29	203	.000
Average Measures	.961 ^c	.935	.979	25.396	29	203	.000

UJI VALIDITAS DAN RELIABILITAS KOMITMEN ORGANISASIONAL

Descriptive Statistics

	Mean	Std. Deviation	N
KO1	3.4333	.56832	30
KO2	3.5000	.62972	30
KO3	3.4667	.57135	30
KO4	3.4333	.56832	30
TOTALKO	13.8333	1.48750	30

Correlations

		KO1	KO2	KO3	KO4	TOTALKO
KO1	Pearson Correlation	1	.434*	.099	.146	.659**
	Sig. (2-tailed)		.017	.602	.442	.000
	Sum of Squares and Cross-products	9.367	4.500	.933	1.367	16.167
	Covariance	.323	.155	.032	.047	.557
	N	30	30	30	30	30
KO2	Pearson Correlation	.434*	1	.000	.048	.607**
	Sig. (2-tailed)	.017		1.000	.800	.000
	Sum of Squares and Cross-products	4.500	11.500	.000	.500	16.500
	Covariance	.155	.397	.000	.017	.569
	N	30	30	30	30	30
KO3	Pearson Correlation	.099	.000	1	.524**	.622**
	Sig. (2-tailed)	.602	1.000		.003	.000
	Sum of Squares and Cross-products	.933	.000	9.467	4.933	15.333
	Covariance	.032	.000	.326	.170	.529
	N	30	30	30	30	30
KO4	Pearson Correlation	.146	.048	.524**	1	.659**
	Sig. (2-tailed)	.442	.800	.003		.000
	Sum of Squares and Cross-products	1.367	.500	4.933	9.367	16.167
	Covariance	.047	.017	.170	.323	.557

	N	30	30	30	30	30
	Pearson Correlation	.659**	.607**	.622**	.659**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
TOTALKO	Sum of Squares and Cross-products	16.167	16.500	15.333	16.167	64.167
	Covariance	.557	.569	.529	.557	2.213
	N	30	30	30	30	30

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

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

Case Processing Summary

		N	%
	Valid	30	100.0
Cases	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.508	.513	4

Inter-Item Correlation Matrix

	KO1	KO2	KO3	KO4
KO1	1.000	.434	.099	.146
KO2	.434	1.000	.000	.048
KO3	.099	.000	1.000	.524
KO4	.146	.048	.524	1.000

Inter-Item Covariance Matrix

	KO1	KO2	KO3	KO4
KO1	.323	.155	.032	.047
KO2	.155	.397	.000	.017
KO3	.032	.000	.326	.170
KO4	.047	.017	.170	.323

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.458	3.433	3.500	.067	1.019	.001	4
Item Variances	.342	.323	.397	.074	1.228	.001	4
Inter-Item Covariances	.070	.000	.170	.170	10000000000 0000000000.0 00	.005	4
Inter-Item Correlations	.208	.000	.524	.524	10000000000 0000000000.0 00	.043	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KO1	10.4000	1.421	.346	.205	.396
KO2	10.3333	1.471	.226	.190	.509
KO3	10.3667	1.482	.291	.277	.445
KO4	10.4000	1.421	.346	.283	.396

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
13.8333	2.213	1.48750	4

Intraclass Correlation Coefficient

	Intraclass Correlation ^b	95% Confidence Interval		F Test with True Value 0			
		Lower Bound	Upper Bound	Value	df1	df2	Sig
Single Measures	.205 ^a	.039	.420	2.034	29	87	.006
Average Measures	.508 ^c	.141	.743	2.034	29	87	.006

UJI VALIDITAS DAN REABILITAS KEPUASAN KERJA

Descriptive Statistics

	Mean	Std. Deviation	N
KK	3.3667	.49013	30
KK2	3.4333	.50401	30
KK3	3.3667	.55605	30
KK4	3.4667	.68145	30
KK5	3.3667	.55605	30
KK6	3.3667	.61495	30
TOTAL	20.3667	2.12511	30

Correlations

		KK	KK2	KK3	KK4	KK5	KK6	TOTAL
KK	Pearson Correlation	1	.870**	.249	.399*	.249	.339	.793**
	Sig. (2-tailed)		.000	.185	.029	.185	.067	.000
	Sum of Squares and Cross-products	6.967	6.233	1.967	3.867	1.967	2.967	23.967
	Covariance	.240	.215	.068	.133	.068	.102	.826
	N	30	30	30	30	30	30	30
KK2	Pearson Correlation	.870**	1	.152	.395*	.152	.248	.716**
	Sig. (2-tailed)	.000		.423	.031	.423	.186	.000
	Sum of Squares and Cross-products	6.233	7.367	1.233	3.933	1.233	2.233	22.233
	Covariance	.215	.254	.043	.136	.043	.077	.767
	N	30	30	30	30	30	30	30
KK3	Pearson Correlation	.249	.152	1	-.103	1.000**	.299	.670**

	Sig. (2-tailed)	.185	.423		.588	.000	.108	.000
	Sum of Squares and Cross-products	1.967	1.233	8.967	-1.133	8.967	2.967	22.967
	Covariance	.068	.043	.309	-.039	.309	.102	.792
	N	30	30	30	30	30	30	30
	Pearson Correlation	.399*	.395*	-.103	1	-.103	-.093	.425*
	Sig. (2-tailed)	.029	.031	.588		.588	.624	.019
KK4	Sum of Squares and Cross-products	3.867	3.933	-1.133	13.467	-1.133	-1.133	17.867
	Covariance	.133	.136	-.039	.464	-.039	-.039	.616
	N	30	30	30	30	30	30	30
	Pearson Correlation	.249	.152	1.000**	-.103	1	.299	.670**
	Sig. (2-tailed)	.185	.423	.000	.588		.108	.000
KK5	Sum of Squares and Cross-products	1.967	1.233	8.967	-1.133	8.967	2.967	22.967
	Covariance	.068	.043	.309	-.039	.309	.102	.792
	N	30	30	30	30	30	30	30
	Pearson Correlation	.339	.248	.299	-.093	.299	1	.553**
	Sig. (2-tailed)	.067	.186	.108	.624	.108		.002
KK6	Sum of Squares and Cross-products	2.967	2.233	2.967	-1.133	2.967	10.967	20.967
	Covariance	.102	.077	.102	-.039	.102	.378	.723
	N	30	30	30	30	30	30	30
	Pearson Correlation	.793**	.716**	.670**	.425*	.670**	.553**	1
	Sig. (2-tailed)	.000	.000	.000	.019	.000	.002	
TOTAL	Sum of Squares and Cross-products	23.967	22.233	22.967	17.867	22.967	20.967	130.967
	Covariance	.826	.767	.792	.616	.792	.723	4.516
	N	30	30	30	30	30	30	30

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

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

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0

Total	30	100.0
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- a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.680	.710	6

Item Statistics

	Mean	Std. Deviation	N
KK	3.3667	.49013	30
KK2	3.4333	.50401	30
KK3	3.3667	.55605	30
KK4	3.4667	.68145	30
KK5	3.3667	.55605	30
KK6	3.3667	.61495	30

Inter-Item Correlation Matrix

	KK	KK2	KK3	KK4	KK5	KK6
KK	1.000	.870	.249	.399	.249	.339
KK2	.870	1.000	.152	.395	.152	.248
KK3	.249	.152	1.000	-.103	1.000	.299
KK4	.399	.395	-.103	1.000	-.103	-.093
KK5	.249	.152	1.000	-.103	1.000	.299
KK6	.339	.248	.299	-.093	.299	1.000

Inter-Item Covariance Matrix

	KK	KK2	KK3	KK4	KK5	KK6
KK	.240	.215	.068	.133	.068	.102
KK2	.215	.254	.043	.136	.043	.077
KK3	.068	.043	.309	-.039	.309	.102

KK4	.133	.136	-.039	.464	-.039	-.039
KK5	.068	.043	.309	-.039	.309	.102
KK6	.102	.077	.102	-.039	.102	.378

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.394	3.367	3.467	.100	1.030	.002	6
Item Variances	.326	.240	.464	.224	1.933	.007	6
Inter-Item Covariances	.085	-.039	.309	.348	-7.912	.009	6
Inter-Item Correlations	.290	-.103	1.000	1.103	-9.696	.094	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK	17.0000	3.103	.679	.	.559
KK2	16.9333	3.237	.565	.	.593
KK3	17.0000	3.241	.482	.	.615
KK4	16.9000	3.748	.115	.	.753
KK5	17.0000	3.241	.482	.	.615
KK6	17.0000	3.448	.302	.	.678

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.3667	4.516	2.12511	6

Intraclass Correlation Coefficient

Intraclass Correlation ^b	95% Confidence Interval		F Test with True Value 0			
	Lower Bound	Upper Bound	Value	df1	df2	Sig

Single Measures	.262 ^a	.126	.448	3.130	29	145	.000
Average Measures	.680 ^c	.464	.829	3.130	29	145	.000

Lampiran 5

UJI REGRESI SECARA PARSIAL LINGKUNGAN KERJA DAN KOMITMEN ORGANISASIONAL TERHADAP KEPUASAN KERJA

Descriptive Statistics

	Mean	Std. Deviation	N
KEPUASANKERJA	20.3600	2.07204	100
LINKUNGANKERJA	34.9600	3.87929	100
KOMITMENORGANISASIONAL	13.8100	1.47501	100

Correlations

		KEPUASANKE RJA	LINKUNGANKE RJA	KOMITMENOR GANISASIONA L
Pearson Correlation	KEPUASANKERJA	1.000	.081	.247
	LINKUNGANKERJA	.081	1.000	-.241
	KOMITMENORGANISASIONAL	.247	-.241	1.000
Sig. (1-tailed)	KEPUASANKERJA	.	.212	.007
	LINKUNGANKERJA	.212	.	.008
	KOMITMENORGANISASIONAL	.007	.008	.
N	KEPUASANKERJA	100	100	100
	LINKUNGANKERJA	100	100	100
	KOMITMENORGANISASIONAL	100	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KOMITMENORGANISASIONAL LINKUNGANKERJA ^b		Enter

a. Dependent Variable: KEPUASANKERJA

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
					Sig. F Change
1	.287 ^a	.082	.063	2.00541	.016

a. Predictors: (Constant), KOMITMENORGANISASIONAL, LINKUNGANKERJA

b. Dependent Variable: KEPUASAKERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.938	2	17.469	4.344	.016 ^b
	Residual	390.102	97	4.022		
	Total	425.040	99			

a. Dependent Variable: KEPUASANKERJA

b. Predictors: (Constant), KOMITMENORGANISASIONAL, LINKUNGANKERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	LINKUNGANKERJA	.080	.054	.149	1.490	.139
	KOMITMENORGANISASIONAL I	.398	.141	.283	2.827	.006

a. Dependent Variable: KEPUASANKERJA

Collinearity Diagnostics^a

Model	Dimensio n	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	LINKUNGA NKERJA	KOMITMENORGA NISASIONAL
1	1	2.983	1.000	.00	.00	.00
	2	.014	14.387	.00	.40	.36
	3	.003	31.815	1.00	.60	.64

a. Dependent Variable: KEPUASANKERJA

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.4032	21.5543	20.3600	.59406	100
Residual	-2.99570	3.95843	.00000	1.98505	100
Std. Predicted Value	-1.611	2.010	.000	1.000	100
Std. Residual	-1.494	1.974	.000	.990	100

a. Dependent Variable: KEPUASANKERJA

LINGKUNGAN KERJA TERHADAP KOMITMEN ORGANISASIONAL**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	LINKUNGANKE RJA ^b	.	Enter

a. Dependent Variable: KOMITMENORGANISASIONAL

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.241 ^a	.058	.049	1.43866	.058	6.065	1	98	.016	2.477

a. Predictors: (Constant), LINKUNGANKERJA

b. Dependent Variable: KOMITMENORGANISASIONAL

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	12.554	1	12.554	6.065	.016 ^b
	Residual	202.836	98	2.070		
	Total	215.390	99			

a. Dependent Variable: KOMITMENORGANISASIONAL

b. Predictors: (Constant), LINKUNGANKERJA

Coefficients^a

del	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
	B	Std. Error				Lower Bound	Upper Bound	Zero-order	Partial	Partial	Tolerance	VIF	
(Constant)	17.019	1.311		12.982	.000	14.418	19.621						
LINKUNGANKERJA	-.092	.037	-.241	-2.463	.016	-.166	-.018	-.241	.241	-.241	.241	1.000	1.000

a. Dependent Variable: KOMITMENORGANISASIONAL

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	LINKUNGANKERJA
1	1	1.994	1.000	.00	.00
	2	.006	18.170	1.00	1.00

a. Dependent Variable: KOMITMENORGANISASIONAL

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.3474	14.8161	13.8100	.35610	100
Residual	-2.08171	2.56085	.00000	1.43138	100
Std. Predicted Value	-1.299	2.825	.000	1.000	100
Std. Residual	-1.447	1.780	.000	.995	100

a. Dependent Variable: KOMITMENORGANISASIONAL