

**LAMPIRAN 1
PRA SURVEY**

Kepada Yth,
Bapak/Ibu Saudara/i
Karyawan PT. Cometa Can bagian produksi
Tangerang

Dengan ini, saya Santika May Rahayu dari Fakultas Ekonomi dan Bisnis, Jurusan Manajemen, Universitas Esa Unggul, ingin melakukan pra survey untuk memenuhi tugas akhir. Terimakasih atas partisipasi anda untuk meluangkan waktu dalam mengisi daftar pernyataan pra survey ini, dengan tujuan sebagai data penelitian saya mengenai pengaruh keselamatan, kesehatan, dan disiplin kerja terhadap kinerja karyawan. Saya berharap responden dapat menjawab dengan sebaik-baiknya. Pernyataan mengenai keselamatan kerja, kesehatan kerja, dan disiplin kerja terhadap kinerja karyawan

IDENTITAS RESPONDEN

Nama :

Usia :

Petunjuk pengisian

Jawablah pernyataan dengan cara dibulatkan (SETUJU/TIDAK) dan berikan alasannya

1. Penanganan keselamatan kerja karyawan sudah baik
a. Setuju b. Tidak Setuju
Alasan:.....
.....
.....
2. Perawatan kesehatan karyawan saat bekerja sudah baik
a. Setuju b. Tidak Setuju
Alasan:.....
.....
.....
3. Disiplin kerja karyawan pada PT. Cometa Can sudah baik
a. Setuju b. Tidak Setuju
Alasan:.....
.....
.....

LAMPIRAN 2



**KUESIONER PENELITIAN
PENGARUH KESELAMATAN KERJA, KESEHATAN
KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA
KARYAWAN PT.COMETA CAN TANGERANG**

Kepada Yth.
Bapak/Ibu/saudara/i
Ditempat

Dengan hormat,

Dalam rangka memenuhi tugas akhir berupa skripsi pada Universitas Esa Unggul. Saya Santika May Rahayu, mahasiswi Fakultas Ekonomi dan Bisnis Jurusan Manajemen Sumber Daya Manusia (SDM), memohon dengan segala kerendahan hati kepada Bapak/Ibu/Saudara/i untuk membantu dalam proses penyelesaian penulisan skripsi dengan menjawab kuesioner penelitian sesuai dengan fakta yang ada dilapangan. Kuesioner penelitian ini berisi pernyataan mengenai **“Pengaruh Keselamatan kerja, Kesehatan kerja dan Disiplin Kerja Terhadap Kinerja Karyawan pada PT.Cometa Can Tangerang”**.

Pengumpulan data dan informasi yang diperoleh melalui kuesioner penelitian semata-mata hanya akan digunakan untuk kepentingan penulisan skripsi, sehingga akan dijamin kerahasiannya.

Demikianlah permohonan ini saya buat, atas kesediaan Bapak/Ibu/Saudara/i dalam meluangkan waktunya untuk mengisi kuesioner penelitian ini, saya ucapkan terima kasih.

Hormat Saya,

Santika May Rahayu



KUESIONER PENELITIAN
PENGARUH KESELAMATAN KERJA, KESEHATAN
KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA
KARYAWAN PT.COMETA CAN TANGERANG

Dengan ini, saya santika mayrahayu fakultas ekonomi jurusan manajemen sedang menyusun sebuah skripsi sebagai salah satu syarat untuk memperoleh gelar sarjana manajemen, maka sangat dibutuhkan pendapat berupa jawaban kuesioner dari Bapak/Ibu untuk melengkapi penelitian ini. Jawaban dari Bapak/Ibu selanjutnya akan diolah untuk menghasilkan hasil penelitian dengan judul “pengaruh keselamatan kerja, kesehatan kerja, dan disiplin kerja teradap kinerja karyawan PT. Cometa Can Tangerang”. Besar harapan saya, kiranya Bapak/Ibu bersedia mengisi kuesioner ini dengan sejujur-jujurnya. Atas bantuan Bapak/Ibu saya ucapkan terima kasih.

Petunjuk :

Isilah pernyataan-pernyataan dibawah ini dengan tepat mulai dari bagian identitas responden sampai bagian tabel pernyataan terakhir. Pernyataan dalam bagian siisi dengan memberikan tanda checlist (√) pada kolom pilihan jawaban anda paling sesuai dengan kondisi kerja. Dan setiap pernyataan hanya membutuhkan satu jawaban saja.

Identitas Responden :

- | | | |
|--------------------|-------------------------------------|---------------------------------------|
| Jenis Kelamin | <input type="radio"/> Laki-Laki | <input type="radio"/> Perempuan |
| Tingkat Pendidikan | <input type="radio"/> Sma Sederajat | <input type="radio"/> S1 |
| | <input type="radio"/> D3 | |
| Tingkat Usia | <input type="radio"/> 21-30 tahun | <input type="radio"/> 41-50 tahun |
| | <input type="radio"/> 31-40 tahun | <input type="radio"/> diatas 50 tahun |
| Masa Kerja | <input type="radio"/> 1-10 tahun | <input type="radio"/> diatas 20 tahun |
| | <input type="radio"/> 11-20 tahun | |

Tabel Daftar Pernyataan

Keterangan:

- | | |
|---------------------------|----------|
| Sangat Setuju (SS) | = skor 4 |
| Setuju (S) | = skor 3 |
| Tidak Setuju (TS) | = skor 2 |
| Sangat Tidak Setuju (STS) | = skor 1 |

No	PERNYATAAN	STS	TS	S	SS
Keselamatan Kerja (X₁)		1	2	3	4
1	Perusahaan saya telah memberikan tanda-tanda yang baik dalam penempatan benda				
2	Semua bagian dari peralatan yang berbahaya telah di beri suatu tanda-tanda				
3	Perusahaan saya menyediakan peralatan <i>safety</i> atau alat perlindungan diri untuk karyawan seperti helmet, safety shoes, masker, kacamata, sarung tangan, earclup dan lain sebagainya yang dapat menghindari dari terjadinya kecelakaan kerja				
4	Perusahaan saya selalu melakukan pengecekan alat-alat keselamatan kerja secara rutin				
5	Semua peralatan kerja saya dalam kondisi baik dan layak pakai				
6	Saya selalu menjaga mesin-mesin produksi				
7	Saya selalu berhati-hati saat pembersihan mesin-mesin				
8	Saya selalu melakukan pengecekan terhadap mesin-mesin sebelum dioperasikan				
9	Perusahaan saya telah membuat aturan mengenai ketertiban organisasi				
10	Perusahaan saya memberikakan asuransi kecelakaan kerja bagi karyawan yang mengalami kecelakaan kerja				
Kesehatan Kerja (X₂)		STS	TS	S	SS
11	Perusahaan saya memperhatikan kebersihan lingkungan kerja				
12	Saya bekerja dalam kondisi lingkungan kerja yang aman, bersih				
13	Keadaan suhu ditempat kerja saya sudah sangat baik				
14	Ventilasi udara di tempat kerja saya sudah sangat baik				
15	Perusahaan saya telah memiliki sistem pembuangan limbah yang baik				
16	Perusahaan saya telah menyediakan air bersih				
17	Sarana kamar mandi yang ada diperusahaan saya sudah sangat baik				

No	PERNYATAAN	STS	TS	S	SS
Kesehatan kerja		1	2	3	4
18	Perusahaan saya telah memberikan pelayanan kesehatan bagi karyawan				
19	Perusahaan saya menyediakan obat-obatan untuk pertolongan pertama apabila terjadi kecelakaan				
20	Tempat kerja saya memberikan jaminan kesehatan kepada setiap karyawan				
21	Perusahaan saya melakukan pengecekan kesehatan secara berkala				
Disiplin kerja		STS	TS	S	SS
22	Saya selalu bekerja sesuai aturan kerja perusahaan				
23	Saya tidak pernah meninggalkan pekerjaan sebelum jam kerja selesai.				
24	Saya selalu tepat waktu keluar jam waktu pulang.				
25	Saya selalu taat terhadap aturan yang ada dalam perusahaan.				
26	Saya menggunakan peralatan kerja sesuai dengan kebutuhan produksi				
27	Saya selalu menghindari pemakaian alat komunikasi saat bekerja				
28	Saya menggunakan waktu istirahat saya tepat pada waktunya				
29	Saya biasa membersihkan dan menjaga perlengkapan kerja saya				
30	Peraturan-peraturan yang ada di perusahaan dapat saya laksanakan dengan baik.				
31	saya tidak pernah menunjukkan sikap malas selama bekerja				
32	Saya patuh pada SOP (standar operasional perusahaan) yang ada di perusahaan				
33	Perusahaan memberlakukan sanksi yang jelas kepada karyawan yang melakukan kesalahan.				
34	Dengan adanya sanksi yang tegas membantu karyawan menjadi lebih disiplin.				
35	Penegakan hukum yang jelas akan mengurangi kelalaian bagi karyawan yang melanggar disiplin.				

No	PERNYATAAN	STS	TS	S	SS
	Kinerja Karyawan (Y)	1	2	3	4
36	Perusahaan memberlakukan hukuman yang tegas untuk mengurangi kelalaian.				
37	Saya memiliki tingkat kualitas kerja yang tinggi didalam pekerjaan				
38	Saya memiliki semangat kerja yang tinggi				
39	Saya mengerjakan pekerjaan dengan teliti				
40	Saya selalu bekerja sesuai standar mutu yang telah ditetapkan perusahaan				
41	Saya memiliki tingkat kuantitas kerja yang sangat maksimal dalam bekerja				
42	Saya mampu menyelesaikan pekerjaan sesuai target yang ditentukan				
43	Saya selalu menetapkan target dalam bekerja				
44	Saya bekerja dengan mutu hasil yang efektif dan efisien				
45	Saya dapat mempergunakan waktu semaksimal mungkin dalam bekerja				
46	Saya tidak pernah menunda-nunda pekerjaan				
47	Saya selalu melaksanakan tugas dengan sebaik-baiknya				
48	Saya selalu teliti dalam melaksanakan tugas yang diberikan				
49	Saya mampu bekerja dengan standar perusahaan				
50	Saya mampu bekerja sama dengan rekan kerja saya				

Lampiran 3
Tabel Tabulasi *Pre-test* 30 Responden

No	Keselamatan Kerja (X ₁)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	3	3	3	3	3	2	3	3	3	3	29
2	4	3	3	3	3	3	3	4	3	3	32
3	4	4	4	4	3	3	4	4	4	4	38
4	3	3	3	3	3	3	3	3	3	3	30
5	4	4	4	4	4	3	2	3	3	4	35
6	4	4	3	3	3	3	3	3	3	3	32
7	4	3	3	3	3	4	4	3	3	4	34
8	3	3	3	3	2	3	3	3	3	3	29
9	3	3	4	4	3	3	3	4	3	4	34
10	4	4	4	3	3	3	4	4	4	3	36
11	3	3	3	3	2	2	3	3	3	3	28
12	3	3	3	3	3	3	3	3	3	4	31
13	3	3	3	4	3	3	3	3	3	3	31
14	4	3	3	3	3	4	4	3	3	3	33
15	3	3	3	3	2	2	3	3	3	3	28
16	3	3	4	3	3	4	3	4	3	3	33
17	4	4	4	4	3	3	4	4	4	4	38
18	4	4	4	3	3	3	4	4	3	3	35
19	4	3	3	4	3	3	3	4	3	3	33
20	4	3	3	3	4	4	3	4	3	4	35
21	4	3	3	3	3	4	3	4	3	3	33
22	4	3	3	4	4	4	4	4	3	4	37
23	3	3	3	3	3	4	3	3	3	3	31
24	4	3	3	3	3	4	3	4	3	4	34
25	4	3	3	4	4	3	3	3	3	3	33
26	3	3	3	3	4	3	3	4	3	3	32
27	3	3	3	3	3	3	4	4	4	4	34
28	3	3	3	4	4	3	4	4	4	3	35
29	3	3	3	3	3	2	3	3	3	3	29
30	3	3	3	4	3	3	3	3	3	4	32

No	Kesehatan Kerja (X ₂)											Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	
1	3	3	3	3	3	3	3	3	3	3	3	33
2	3	3	3	3	3	3	3	3	3	3	3	33
3	3	3	3	3	3	3	3	3	3	3	3	33
4	4	4	4	4	4	4	4	4	4	4	4	44
5	4	4	4	4	4	4	4	4	4	4	4	44
6	4	4	4	4	4	4	4	4	4	4	4	44
7	4	4	4	4	4	4	4	4	4	4	4	44
8	4	3	3	3	3	4	3	3	4	4	4	38
9	3	3	3	3	3	3	3	3	3	3	3	33
10	4	3	3	3	3	3	3	3	3	3	3	34
11	4	4	4	4	3	3	3	3	3	3	3	37
12	3	3	3	3	3	3	3	3	4	4	4	36
13	3	3	4	4	4	4	4	3	4	4	4	41
14	3	3	3	3	3	3	3	3	3	3	3	33
15	3	3	3	4	4	3	4	3	3	4	4	38
16	4	3	4	4	3	3	3	3	3	3	3	36
17	3	3	3	3	3	3	3	3	3	3	3	33
18	4	4	4	4	4	4	4	4	4	4	4	44
19	4	4	4	4	3	3	3	3	3	3	3	37
20	3	3	3	3	3	3	3	3	3	3	3	33
21	3	3	3	3	3	3	3	3	3	3	3	33
22	3	3	3	3	3	3	3	3	3	3	3	33
23	3	3	3	3	3	3	3	3	3	3	3	33
24	4	4	3	4	4	4	4	4	4	4	4	43
25	4	3	3	3	3	3	3	3	3	3	3	34
26	4	4	3	4	4	4	4	4	4	4	4	43
27	3	4	4	3	3	3	3	3	3	3	3	35
28	3	4	4	3	3	3	3	3	3	3	3	35
29	3	3	4	3	3	3	3	3	3	3	3	34
30	4	3	3	3	4	4	3	3	3	3	3	36

No	Disiplin Kerja (X ₃)														Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
1	3	3	3	4	4	4	4	3	3	3	4	3	3	3	47
2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	43
5	3	3	3	4	4	4	3	3	4	3	3	3	4	4	48
6	4	3	3	3	4	4	3	3	3	3	3	3	3	3	45
7	3	4	4	3	3	3	3	3	3	3	3	3	4	3	45
8	3	3	3	3	4	4	4	3	3	3	3	3	4	3	46
9	3	3	3	3	3	4	3	3	3	2	2	2	3	3	40
10	4	3	3	3	3	3	3	3	3	3	3	3	3	3	43
11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
12	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
13	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
14	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
15	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
16	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
17	4	4	4	4	4	4	4	3	4	3	3	3	3	4	51
18	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
19	3	4	3	3	3	3	3	3	3	3	3	3	3	3	43
20	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
22	3	4	4	3	3	3	3	3	3	3	3	3	3	3	44
23	3	3	3	3	3	4	4	4	4	4	4	4	4	4	51
24	4	4	4	4	4	4	3	4	3	3	3	3	3	3	49
25	4	3	4	4	3	3	3	3	3	3	3	3	3	3	45
26	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
27	4	4	4	4	4	4	4	4	4	4	4	3	3	3	53
28	4	4	4	4	3	3	3	3	3	3	3	4	4	4	49
29	3	3	3	3	3	3	4	4	3	3	4	4	3	3	46
30	4	3	3	3	3	3	3	4	3	3	4	3	3	3	45

No	Kinerja Karyawan (Y)															
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	Total
1	2	2	3	2	3	2	2	3	3	3	2	3	2	2	3	37
2	2	3	3	2	3	3	3	3	3	3	3	2	2	3	3	41
3	3	4	4	3	4	4	3	3	3	4	4	3	3	4	4	53
4	3	3	2	3	3	3	2	2	3	2	3	4	3	3	3	42
5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
6	3	3	3	4	4	4	4	3	3	3	3	4	4	4	4	53
7	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	47
8	3	4	4	3	3	3	4	4	3	3	3	3	3	3	4	50
9	3	3	3	3	3	3	3	3	3	4	2	3	3	3	3	45
10	3	4	4	4	3	3	3	3	4	3	3	3	3	3	3	49
11	3	3	3	3	4	4	3	3	3	3	2	3	3	3	3	46
12	3	3	3	3	2	3	3	3	2	2	3	3	3	3	2	41
13	3	3	3	4	3	3	4	4	3	3	3	2	2	3	3	46
14	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	43
15	3	4	3	3	4	3	3	3	3	3	3	3	3	4	4	49
16	3	3	3	4	3	3	3	3	3	3	3	2	3	3	3	45
17	3	4	3	3	3	4	3	3	3	3	3	3	4	3	3	48
18	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	43
19	2	2	2	3	3	3	3	3	3	3	4	4	3	3	4	45
20	3	3	3	4	3	4	2	2	3	3	3	3	3	2	3	44
21	3	3	3	3	3	3	3	3	4	3	3	3	3	2	3	45
22	4	4	3	4	3	3	4	4	3	4	3	3	3	3	3	51
23	3	3	2	2	3	3	3	3	3	3	3	2	2	3	3	41
24	4	3	4	3	4	4	4	4	4	3	4	4	3	3	4	55
25	3	3	3	3	3	3	3	3	2	2	3	3	3	2	3	42
26	3	4	4	4	4	3	3	3	3	3	3	4	4	3	4	52
27	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	43
28	3	3	3	3	3	3	3	3	3	3	4	4	4	3	3	48
29	3	4	3	4	3	3	3	4	4	4	3	4	3	3	4	52
30	3	3	2	3	3	3	3	3	3	2	3	3	3	3	4	44

Lampiran 4
Tabel Tabulasi Uji Regresi

No	Keselamatan Kerja (X ₁)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	3	3	3	2	2	2	3	3	3	3	27
2	4	4	4	3	4	3	3	3	4	3	35
3	4	3	3	3	3	3	4	3	3	3	32
4	3	4	3	4	4	4	4	4	3	4	37
5	4	4	4	4	3	3	4	4	4	4	38
6	4	3	3	3	4	4	4	4	3	3	35
7	4	4	4	3	3	4	4	4	3	3	36
8	4	3	3	3	3	4	3	3	3	3	32
9	4	4	4	4	3	3	4	4	4	3	37
10	3	3	3	3	3	3	4	4	3	3	32
11	3	3	3	3	2	3	2	3	3	3	28
12	4	3	3	3	3	3	3	4	3	3	32
13	4	3	3	3	3	4	4	3	3	3	33
14	4	4	4	3	3	2	2	3	3	3	31
15	4	3	3	3	3	3	3	3	4	4	33
16	4	4	3	3	3	3	3	3	3	4	33
17	4	3	3	3	4	4	4	4	3	3	35
18	4	3	3	3	2	3	4	4	3	3	32
19	3	3	4	3	3	3	3	4	3	4	33
20	4	4	4	4	4	4	4	4	4	4	40
21	4	3	3	3	3	3	4	4	3	3	33
22	4	4	4	4	4	4	4	4	4	3	39
23	4	4	3	4	4	4	3	3	4	4	37
24	4	3	4	3	4	3	4	4	4	3	36
25	3	3	3	3	3	3	3	3	3	3	30
26	4	4	3	3	4	2	3	4	3	4	34
27	3	3	4	4	3	3	3	3	3	3	32
28	4	4	3	3	4	4	4	4	4	3	37
29	3	3	2	3	3	3	4	3	4	4	32
30	4	4	3	4	2	3	3	3	4	3	33
31	4	4	4	3	4	3	3	4	3	4	36
32	3	3	4	3	4	4	4	4	3	3	35
33	4	4	3	3	3	3	4	4	4	4	36
34	4	3	3	4	3	3	3	3	3	4	33
35	4	4	4	3	4	4	4	4	4	3	38
36	3	4	4	4	4	4	4	3	3	4	37
37	4	3	3	3	3	3	3	3	3	3	31
38	3	3	3	3	3	3	4	4	4	4	34

No	Keselamatan Kerja (X ₁)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
39	3	3	3	4	4	4	4	4	4	4	37
40	4	3	3	3	3	3	3	4	3	4	33
41	4	2	3	4	3	4	4	3	4	3	34
42	3	3	3	3	3	3	4	3	3	3	31
43	4	4	4	4	4	4	4	3	3	4	38
44	4	3	4	3	3	3	3	4	4	4	35
45	4	4	4	3	3	3	3	4	4	3	35
46	4	3	3	3	3	3	3	4	3	4	33
47	3	3	3	3	3	3	3	3	3	4	31
48	4	3	3	4	4	2	4	4	4	3	35
49	4	4	4	4	4	4	3	3	3	4	37
50	3	3	4	3	4	3	4	3	4	3	34
51	3	3	3	3	3	3	3	3	3	4	31
52	4	3	3	3	3	3	3	4	3	4	33
53	4	4	4	4	4	4	3	3	4	4	38
54	3	3	4	3	3	2	4	3	3	4	32
55	4	3	3	3	3	3	4	4	4	4	35
56	4	4	4	4	3	3	4	3	4	4	37
57	4	4	4	4	4	2	4	4	3	4	37
58	3	3	4	4	3	3	3	2	3	4	32
59	4	4	3	4	3	3	3	2	3	3	32
60	4	4	3	4	4	2	4	4	3	4	36
61	4	4	3	4	3	2	4	4	3	4	35
62	4	4	3	4	3	3	4	4	3	4	36
63	3	3	4	3	4	3	3	3	3	3	32
64	3	3	3	3	3	2	3	3	4	4	31
65	4	4	4	4	4	3	3	3	3	3	35
66	4	4	4	4	3	3	3	3	3	3	34
67	3	3	4	4	3	3	4	3	4	4	35
68	3	3	3	3	2	3	3	3	3	4	30
69	4	4	4	4	3	3	3	3	3	3	34
70	3	3	3	4	4	3	4	4	4	4	36
71	4	3	4	3	3	2	3	4	3	4	33
72	4	3	3	4	3	3	4	3	3	4	34
73	4	4	4	3	3	3	4	4	3	3	35
74	3	3	3	3	4	4	3	3	4	4	34
75	4	3	4	3	4	4	3	4	3	3	35
76	4	4	3	3	3	3	4	4	4	4	36
77	4	3	3	3	3	3	3	4	3	4	33
78	3	3	3	3	3	3	3	3	3	3	30
79	4	3	4	4	3	3	4	3	3	4	35
80	3	3	4	3	4	3	3	4	4	3	34

No	Keselamatan Kerja (X ₁)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
81	3	3	3	3	3	4	4	3	3	4	33
82	3	4	3	3	4	3	3	3	4	4	34
83	4	3	3	3	3	3	3	4	3	4	33
84	4	3	3	3	3	3	4	4	4	3	34
85	4	4	3	4	3	3	3	3	3	4	34
86	4	2	4	3	4	3	4	3	3	4	34
87	3	4	4	4	4	4	4	4	4	4	39
88	3	3	4	3	3	4	3	4	3	4	34
89	3	3	4	3	4	3	4	3	3	4	34
90	3	3	3	2	3	2	2	3	3	3	27

No	Kesehatan Kerja (X_2)											Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	
1	3	3	3	3	3	3	3	3	3	3	3	33
2	4	3	3	3	3	3	3	3	3	3	4	35
3	3	3	3	3	4	3	3	3	4	4	4	37
4	4	4	3	4	3	4	4	4	4	3	4	41
5	4	3	3	3	3	4	3	3	4	4	4	38
6	4	3	3	4	3	3	3	3	3	3	3	35
7	3	3	3	3	3	3	3	3	4	4	4	36
8	4	4	4	4	3	3	3	3	4	4	3	39
9	4	4	4	3	4	3	4	4	4	4	3	41
10	4	3	3	4	3	3	3	3	3	3	3	35
11	3	4	3	3	3	4	3	3	3	3	4	36
12	4	3	3	3	4	4	4	4	3	3	3	38
13	4	3	3	3	3	3	3	3	3	3	3	34
14	3	4	4	3	4	3	4	3	3	4	4	39
15	4	4	4	4	4	4	3	3	3	3	4	40
16	4	3	4	3	3	4	3	4	4	4	4	40
17	4	4	4	4	3	3	3	3	3	3	3	37
18	3	4	3	3	4	4	4	4	4	4	4	41
19	3	3	3	3	3	3	3	3	3	3	3	33
20	4	4	4	3	4	3	4	4	4	4	3	41
21	3	3	3	4	4	3	4	3	3	4	4	38
22	4	4	4	4	4	4	4	4	4	4	4	44
23	4	3	4	3	3	4	3	4	3	4	4	39
24	4	4	4	4	3	4	3	3	4	3	3	39
25	4	4	3	3	4	3	3	3	4	3	3	37
26	4	4	4	4	3	3	4	4	3	4	4	41
27	3	4	3	4	4	4	4	3	4	3	4	40
28	4	4	4	4	3	3	3	3	3	4	3	38
29	3	3	3	3	3	3	4	3	4	3	4	36
30	4	4	4	4	3	3	3	4	3	3	3	38
31	3	4	3	4	4	3	3	3	3	3	4	37
32	4	4	4	4	4	4	4	4	3	3	3	41
33	4	4	4	4	3	3	4	4	4	4	4	42
34	3	3	3	3	3	3	3	4	4	3	4	36
35	4	4	4	3	4	4	4	3	4	3	3	40
36	4	4	4	4	3	3	3	3	3	3	3	37
37	3	3	3	3	3	3	3	3	3	3	3	33
38	3	3	3	3	4	3	4	3	3	3	3	35
39	4	4	3	3	3	4	4	4	3	4	4	40
40	4	4	4	4	4	4	3	3	4	3	4	41
41	4	4	4	4	4	3	3	4	4	3	4	41
42	3	3	3	4	4	4	3	4	4	4	4	40

No	Kesehatan Kerja (X_2)											Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	
43	3	3	3	3	3	3	3	3	4	3	3	34
44	4	4	3	3	3	3	4	3	3	4	4	38
45	4	4	4	4	3	3	3	3	3	3	3	37
46	3	3	4	4	4	4	4	4	4	4	4	42
47	4	3	3	3	3	4	3	4	3	3	3	36
48	4	4	4	4	3	3	3	4	4	3	4	40
49	4	4	4	4	4	4	4	4	4	4	3	43
50	4	4	3	3	3	3	4	3	3	4	4	38
51	3	3	4	4	4	3	4	4	4	3	3	39
52	4	4	4	3	3	4	3	3	3	3	4	38
53	4	4	4	4	3	3	3	3	4	4	4	40
54	4	3	4	3	4	4	4	4	3	3	3	39
55	3	4	4	4	4	4	4	4	4	4	4	43
56	4	4	3	4	4	3	3	3	3	4	3	38
57	4	4	4	4	4	4	4	4	4	4	4	44
58	4	4	3	3	4	3	4	3	4	3	4	39
59	4	3	4	4	3	3	4	3	3	3	3	37
60	3	4	3	3	3	3	3	3	3	3	4	35
61	4	4	3	4	3	4	3	4	3	3	3	38
62	4	4	3	4	4	4	4	4	4	4	4	43
63	4	3	3	3	3	3	3	3	3	3	3	34
64	3	3	4	3	3	3	4	4	3	4	3	37
65	3	4	3	4	4	4	4	4	4	4	4	42
66	4	3	3	4	4	3	4	3	4	3	4	39
67	4	4	3	3	4	3	3	3	3	4	4	38
68	3	4	4	4	3	4	4	4	3	3	3	39
69	3	3	3	4	3	3	3	4	4	4	4	38
70	4	4	4	4	4	4	4	4	4	4	4	44
71	4	4	4	4	4	4	4	4	4	3	3	42
72	4	3	3	3	3	3	3	3	3	3	3	34
73	3	4	4	3	4	3	3	4	4	3	3	38
74	4	4	4	4	3	3	4	4	4	4	4	42
75	4	4	4	4	3	4	4	4	3	3	3	40
76	3	4	3	4	4	3	3	3	3	4	4	38
77	3	3	3	3	3	4	3	3	3	3	3	34
78	3	3	3	4	4	4	4	3	4	3	4	39
79	3	3	4	3	3	3	3	4	3	4	4	37
80	4	4	3	4	3	3	3	3	3	3	3	36
81	4	4	4	3	4	4	4	4	4	4	4	43
82	4	4	4	3	3	4	4	4	3	3	3	39
83	3	3	4	4	4	4	4	3	4	4	4	41
84	4	4	4	4	4	4	3	3	3	4	3	40

No	Kesehatan Kerja (X_2)											Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	
85	4	3	3	3	3	3	3	3	4	3	3	35
86	3	4	3	4	4	4	3	3	3	4	4	39
87	4	3	3	3	3	3	4	4	4	3	3	37
88	4	4	4	3	3	4	4	4	3	3	4	40
89	4	4	4	3	3	3	4	4	3	3	4	39
90	4	3	4	4	3	3	4	4	3	4	3	39

No	Disiplin Kerja (X ₃)														Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
1	3	3	4	3	3	3	2	2	2	3	3	3	3	3	40
2	3	3	4	4	3	4	3	3	3	3	3	3	3	3	45
3	3	3	4	4	4	3	3	3	3	4	3	4	3	4	48
4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	49
5	4	4	4	4	3	3	3	4	3	3	3	3	3	3	47
6	4	3	3	3	4	3	4	3	3	3	3	3	4	3	46
7	4	3	3	3	4	3	4	3	3	3	4	4	3	3	47
8	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
9	3	4	4	3	4	4	3	3	3	4	4	4	4	4	51
10	3	4	4	3	3	3	3	3	3	3	3	4	3	3	45
11	3	3	3	3	3	3	3	3	3	4	3	3	4	4	45
12	4	3	4	4	3	4	3	3	3	4	3	3	3	3	47
13	3	4	3	3	3	3	2	3	2	3	3	3	3	4	42
14	4	3	4	4	3	4	3	3	3	3	3	3	3	3	46
15	4	4	4	3	4	3	3	2	3	4	4	4	3	4	49
16	4	4	4	3	3	3	3	2	3	4	4	3	4	3	47
17	4	4	4	3	3	3	3	3	3	4	3	3	3	3	46
18	4	4	4	3	3	4	3	2	3	3	4	3	4	3	47
19	3	3	3	3	4	3	4	2	3	4	4	3	4	3	46
20	4	4	4	4	4	4	4	3	4	3	3	3	3	4	51
21	4	4	4	4	3	3	3	3	3	3	3	4	3	3	47
22	3	4	4	3	4	4	4	4	4	4	4	3	4	4	53
23	3	4	4	4	3	3	4	3	3	3	3	3	3	4	47
24	3	4	4	3	3	3	3	4	3	4	4	3	4	3	48
25	3	4	4	3	3	3	3	3	3	3	3	3	3	3	44
26	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
27	4	3	3	3	4	3	3	3	3	3	3	3	3	3	44
28	3	4	4	4	3	3	3	4	3	4	4	4	3	3	49
29	4	4	4	3	4	4	3	3	3	3	3	3	3	4	48
30	3	3	3	3	3	3	3	4	3	4	4	4	3	4	47
31	3	3	4	3	3	4	3	3	3	3	3	3	3	3	44
32	4	4	3	3	4	4	3	3	3	3	4	3	4	3	48
33	3	4	3	3	4	4	3	3	4	4	4	3	4	3	49
34	4	3	4	3	3	4	3	3	3	3	3	3	3	4	46
35	3	4	4	4	3	3	4	3	3	3	4	4	4	4	50
36	3	4	4	4	3	3	4	3	3	3	3	3	3	4	47
37	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
38	3	4	3	3	3	3	3	3	3	3	3	3	3	3	43
39	4	4	3	4	3	3	3	4	3	4	4	3	4	4	50
40	4	3	3	3	3	4	3	3	3	4	4	4	3	3	47
41	4	4	4	4	4	3	3	3	3	3	3	3	3	4	48
42	3	3	3	3	3	4	4	4	4	4	4	4	4	4	51

No	Disiplin Kerja (X ₃)														Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
43	4	4	4	4	4	4	3	4	3	3	3	3	3	3	49
44	3	4	4	3	3	4	4	4	4	4	4	4	4	4	53
45	3	3	3	3	3	3	3	3	3	4	4	4	3	4	46
46	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
47	4	3	4	3	3	3	3	3	3	3	3	4	3	4	46
48	4	3	4	3	3	3	3	3	4	3	4	3	4	3	47
49	4	3	4	3	3	3	3	3	3	4	4	3	3	4	47
50	4	3	4	4	4	4	3	3	3	3	4	4	3	4	50
51	4	3	4	3	3	3	3	3	3	4	3	4	4	4	48
52	4	4	4	4	3	3	3	3	3	3	3	4	3	4	48
53	4	3	4	3	4	4	4	4	4	4	4	4	4	4	54
54	4	4	4	4	4	4	4	4	4	4	4	3	3	3	53
55	3	4	4	4	4	3	4	3	3	3	3	4	3	4	49
56	4	3	3	3	3	4	4	4	3	3	3	3	4	4	48
57	3	3	3	3	4	4	3	4	4	4	4	4	4	4	51
58	4	3	3	3	3	4	3	3	4	4	4	4	4	4	50
59	3	3	3	3	3	3	2	3	2	3	3	3	3	3	40
60	4	3	3	3	3	3	3	3	3	3	3	4	3	4	45
61	4	4	4	4	3	3	3	3	3	3	3	4	4	4	49
62	4	3	3	3	4	3	3	3	4	4	4	4	3	3	48
63	4	4	4	4	4	4	4	4	3	3	4	3	3	3	51
64	4	4	4	4	3	3	3	3	3	3	3	4	3	3	47
65	3	3	3	3	4	4	4	4	4	4	4	4	4	4	52
66	4	3	3	4	3	3	3	3	3	3	3	4	4	3	46
67	4	4	4	4	3	3	3	3	3	3	3	4	4	4	49
68	3	3	3	3	3	3	4	4	3	3	4	4	3	3	46
69	4	3	3	3	3	3	3	4	3	3	4	3	3	3	45
70	4	4	4	4	3	3	4	4	4	3	4	4	4	4	53
71	4	4	4	4	4	2	2	3	4	4	3	4	3	3	48
72	4	4	3	3	3	3	3	3	3	3	4	3	3	4	46
73	4	3	3	3	3	4	4	3	3	3	3	3	3	3	45
74	4	3	3	3	2	3	4	4	3	3	3	3	3	3	44
75	3	3	4	3	3	3	3	4	3	3	4	3	3	3	45
76	4	4	4	3	3	3	4	4	4	3	3	3	3	4	49
77	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
78	4	3	4	4	3	3	3	3	3	3	3	3	3	3	45
79	3	3	3	3	3	3	3	3	3	3	3	4	4	4	45
80	3	4	4	4	3	3	3	3	3	4	4	4	3	3	48
81	3	3	4	3	3	4	3	3	3	3	3	3	3	3	44
82	3	4	4	3	4	3	4	3	3	3	3	3	3	3	46
83	3	3	4	4	3	4	3	3	3	3	4	3	3	3	46
84	3	3	3	3	3	3	3	4	4	4	3	3	4	4	47

No	Disiplin Kerja (X ₃)														Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
85	3	4	3	3	4	4	3	3	2	3	3	3	3	3	44
86	3	3	4	3	3	3	3	2	2	3	3	3	3	3	41
87	3	3	4	3	4	3	3	3	3	3	3	3	3	3	44
88	4	4	4	3	3	4	3	3	3	4	4	3	3	3	48
89	3	3	3	3	3	3	3	4	4	3	3	3	4	4	46
90	3	3	3	3	3	3	3	3	3	3	3	4	3	3	43

No	Kinerja Karyawan (Y)															Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P14	
1	2	2	2	3	3	3	2	2	3	2	4	3	4	3	3	41
2	3	3	3	3	2	3	3	3	3	3	4	3	3	4	2	45
3	4	3	2	3	3	3	3	3	3	4	4	4	3	3	3	48
4	3	3	4	3	3	3	3	3	4	3	3	3	4	3	3	48
5	3	3	4	3	3	4	3	3	3	3	4	3	3	3	4	49
6	2	3	3	3	3	4	4	4	3	4	3	4	3	3	3	49
7	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	47
8	3	3	4	4	3	3	3	3	3	3	3	3	3	4	3	48
9	4	4	3	3	2	4	4	2	4	3	3	4	3	3	4	50
10	3	3	2	3	2	3	3	2	3	3	4	3	3	3	4	44
11	3	3	3	3	3	3	3	2	3	3	4	3	4	3	3	46
12	3	3	3	3	2	4	3	3	3	3	4	3	3	3	4	47
13	3	2	2	3	3	3	3	3	4	3	3	4	4	3	3	46
14	2	3	3	3	3	3	2	3	4	3	4	3	3	3	4	46
15	3	3	4	3	4	4	3	2	3	4	4	3	4	3	3	50
16	3	3	3	2	3	3	2	3	3	3	3	3	3	4	4	45
17	2	3	3	3	3	3	3	3	4	2	4	3	3	3	4	46
18	3	3	4	3	3	3	3	3	4	2	4	4	3	3	3	48
19	2	2	3	2	2	2	2	3	3	3	3	3	4	3	3	40
20	3	4	4	3	4	4	4	2	3	3	4	3	4	3	3	51
21	4	3	4	3	3	4	3	3	3	3	4	4	3	4	3	51
22	4	4	4	3	4	4	3	3	4	3	3	3	4	3	3	52
23	4	3	3	3	3	3	3	4	3	3	3	4	3	3	2	47
24	3	4	2	3	4	3	4	3	3	2	3	3	3	4	3	47
25	3	3	3	3	3	3	2	3	3	3	4	4	4	3	2	46
26	3	3	2	3	3	2	2	3	3	3	4	3	4	3	3	44
27	3	3	2	3	3	3	3	3	2	4	3	3	3	4	4	46
28	3	4	3	3	3	3	3	3	4	4	3	3	4	3	3	49
29	3	3	3	3	3	3	3	3	3	2	4	4	3	3	2	45
30	4	4	4	3	4	4	3	3	2	3	3	3	4	4	3	51
31	3	3	2	3	3	3	3	3	3	2	3	3	4	3	3	44
32	4	3	3	3	4	4	3	3	3	3	3	3	3	4	3	49
33	3	3	3	3	3	3	3	2	3	3	4	3	4	3	2	45
34	3	3	3	4	3	3	4	4	3	3	4	3	3	3	4	50
35	4	4	3	4	3	3	4	3	3	3	4	3	4	3	3	51
36	4	4	3	3	3	3	3	3	3	2	3	4	3	4	3	48
37	2	3	2	2	3	2	2	2	3	3	3	3	4	3	3	40
38	3	3	3	3	3	2	3	2	3	3	3	4	4	3	3	45
39	3	3	3	3	3	3	3	3	4	4	4	3	3	4	3	49
40	2	3	3	3	4	4	4	2	4	3	4	3	3	3	4	49
41	3	3	2	3	3	3	3	3	4	4	3	3	4	3	3	47
42	2	3	2	3	4	4	3	3	3	3	4	3	4	3	3	47

No	Kinerja Karyawan (Y)															
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P14	Total
43	4	4	3	3	3	3	2	2	3	3	4	3	4	3	2	46
44	3	3	3	4	4	3	4	4	3	3	3	3	3	3	4	50
45	2	4	3	3	3	3	3	3	4	3	3	3	3	4	3	47
46	3	3	2	3	3	3	3	3	3	4	4	3	4	3	3	47
47	3	3	2	3	3	3	3	2	3	3	4	3	4	3	3	45
48	2	4	3	3	2	3	4	4	4	3	4	3	4	4	2	49
49	4	3	3	4	3	3	3	3	3	3	4	4	3	3	3	49
50	3	4	3	3	4	4	3	3	3	3	4	3	4	3	3	50
51	2	3	3	3	4	3	4	4	3	3	4	3	3	3	2	47
52	3	3	3	3	3	3	4	3	4	4	3	3	4	3	3	49
53	3	3	3	3	3	3	3	3	3	4	4	3	4	3	3	48
54	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	47
55	3	3	3	3	4	4	3	4	4	3	4	4	3	3	3	51
56	3	3	3	3	3	4	4	4	3	3	4	3	3	4	3	50
57	4	4	4	3	4	4	3	3	4	3	3	3	4	3	4	53
58	3	3	2	4	3	3	3	3	3	4	3	3	3	4	4	48
59	2	3	3	3	3	4	3	3	3	3	4	3	4	3	3	47
60	3	4	3	3	3	3	3	3	3	3	4	4	3	3	3	48
61	3	3	4	4	3	3	3	3	3	3	3	3	4	2	4	48
62	3	3	4	3	4	4	3	3	3	3	3	3	4	3	4	50
63	3	3	3	2	3	3	3	3	3	4	4	4	3	3	3	47
64	3	3	2	3	3	3	3	3	3	3	4	3	4	3	3	46
65	3	4	4	3	4	4	3	3	3	4	3	4	3	3	4	52
66	3	3	2	3	3	3	3	3	2	3	4	3	4	3	3	45
67	4	3	3	3	3	3	3	3	3	4	3	3	4	4	3	49
68	3	3	3	3	3	3	3	3	3	3	4	4	3	3	2	46
69	3	3	3	3	3	3	3	3	3	4	3	4	3	4	3	48
70	4	4	3	4	3	3	3	4	4	4	3	3	4	4	3	53
71	2	3	4	3	4	4	3	3	4	3	4	3	3	3	4	50
72	3	4	2	3	3	3	2	3	3	3	3	3	3	4	4	46
73	4	3	4	3	3	4	4	3	3	4	3	4	3	3	2	50
74	3	3	3	3	2	3	3	2	3	3	4	3	4	3	3	45
75	3	3	4	3	3	3	3	4	3	3	4	3	3	4	2	48
76	3	3	3	3	3	4	3	3	3	3	4	3	3	4	3	48
77	3	3	2	3	3	3	3	3	3	3	4	3	4	3	3	46
78	3	3	3	2	3	3	2	3	3	2	3	4	4	3	3	44
79	3	3	2	3	4	4	3	3	3	3	4	3	3	4	3	48
80	4	4	3	3	3	3	3	3	3	4	4	3	3	4	3	50
81	4	3	3	3	3	3	2	3	3	3	4	3	3	3	4	47
82	2	3	3	3	3	3	3	3	3	2	3	4	3	4	3	45
83	3	3	2	3	3	3	3	4	4	3	3	3	4	3	3	47
84	3	3	4	3	3	3	3	3	4	3	3	3	3	3	4	48

No	Kinerja Karyawan (Y)															
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P14	Total
85	4	3	3	3	2	3	3	3	3	2	4	3	3	4	3	46
86	3	3	2	3	3	3	2	3	3	3	4	4	3	3	3	45
87	4	3	3	3	3	3	3	3	3	3	3	3	3	3	4	47
88	3	3	2	3	3	3	4	3	3	2	4	4	3	3	3	46
89	3	3	3	3	3	3	3	2	3	2	3	3	4	4	3	45
90	2	2	3	3	3	3	3	3	2	4	3	3	4	3	3	44

Lampiran 5

Uji Validitas

Keselamatan Kerja (X₁)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X
X1.1	Pearson Correlation	1	.500**	.236	.141	.309	.431*	.260	.333	.089	.208	.645**
	Sig. (2-tailed)		.005	.208	.456	.096	.017	.165	.072	.638	.271	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.500**	1	.709**	.177	.062	-.108	.228	.167	.447*	.138	.533**
	Sig. (2-tailed)	.005		.000	.350	.745	.571	.226	.379	.013	.466	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.236	.709**	1	.279	.044	.008	.174	.394*	.388*	.234	.569**
	Sig. (2-tailed)	.208	.000		.136	.818	.964	.357	.031	.034	.212	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.141	.177	.279	1	.394*	-.038	.046	.141	.253	.342	.473**
	Sig. (2-tailed)	.456	.350	.136		.031	.841	.809	.456	.177	.064	.008
	N	30	30	30	30	30	30	30	30	30	30	30

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X
X1.5	Pearson Correlation	.309	.062	.044	.394*	1	.360	.024	.309	.083	.244	.543**
	Sig. (2-tailed)	.096	.745	.818	.031		.050	.899	.096	.663	.194	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.431*	-.108	.008	-.038	.360	1	.204	.323	-.096	.283	.497**
	Sig. (2-tailed)	.017	.571	.964	.841	.050		.281	.081	.612	.129	.005
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.260	.228	.174	.046	.024	.204	1	.391*	.640**	.144	.547**
	Sig. (2-tailed)	.165	.226	.357	.809	.899	.281		.033	.000	.447	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.333	.167	.394*	.141	.309	.323	.391*	1	.447*	.208	.670**
	Sig. (2-tailed)	.072	.379	.031	.456	.096	.081	.033		.013	.271	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.089	.447*	.388*	.253	.083	-.096	.640**	.447*	1	.217	.566**
	Sig. (2-tailed)	.638	.013	.034	.177	.663	.612	.000	.013		.250	.001
	N	30	30	30	30	30	30	30	30	30	30	30

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X
X1.10	Pearson Correlation	.208	.138	.234	.342	.244	.283	.144	.208	.217	1	.545**
	Sig. (2-tailed)	.271	.466	.212	.064	.194	.129	.447	.271	.250		.002
	N	30	30	30	30	30	30	30	30	30	30	30
X	Pearson Correlation	.645**	.533**	.569**	.473**	.543**	.497**	.547**	.670**	.566**	.545**	1
	Sig. (2-tailed)	.000	.002	.001	.008	.002	.005	.002	.000	.001	.002	
	N	30	30	30	30	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).

Kesehatan Kerja (X₂)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2
X2.1	Pearson Correlation	1	.536**	.327	.600**	.472**	.614**	.408*	.590**	.472**	.397*	.397*	.656**
	Sig. (2-tailed)		.002	.077	.000	.008	.000	.025	.001	.008	.030	.030	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.536**	1	.649**	.649**	.489**	.489**	.558**	.725**	.489**	.426*	.426*	.724**
	Sig. (2-tailed)	.002		.000	.000	.006	.006	.001	.000	.006	.019	.019	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.327	.649**	1	.583**	.289	.289	.356	.354	.289	.226	.226	.520**
	Sig. (2-tailed)	.077	.000		.001	.122	.122	.053	.055	.122	.230	.230	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.600**	.649**	.583**	1	.722**	.577**	.802**	.676**	.577**	.649**	.649**	.843**
	Sig. (2-tailed)	.000	.000	.001		.000	.001	.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.472**	.489**	.289	.722**	1	.850**	.926**	.780**	.700**	.783**	.783**	.873**
	Sig. (2-tailed)	.008	.006	.122	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2
X2.6	Pearson Correlation	.614**	.489**	.289	.577**	.850**	1	.772**	.780**	.850**	.783**	.783**	.873**
	Sig. (2-tailed)	.000	.006	.122	.001	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.408*	.558**	.356	.802**	.926**	.772**	1	.843**	.772**	.860**	.860**	.913**
	Sig. (2-tailed)	.025	.001	.053	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.590**	.725**	.354	.676**	.780**	.780**	.843**	1	.780**	.725**	.725**	.892**
	Sig. (2-tailed)	.001	.000	.055	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.472**	.489**	.289	.577**	.700**	.850**	.772**	.780**	1	.929**	.929**	.873**
	Sig. (2-tailed)	.008	.006	.122	.001	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.397*	.426*	.226	.649**	.783**	.783**	.860**	.725**	.929**	1	1.000**	.872**
	Sig. (2-tailed)	.030	.019	.230	.000	.000	.000	.000	.000	.000		0.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2
X2.11	Pearson Correlation	.397*	.426*	.226	.649**	.783**	.783**	.860**	.725**	.929**	1.000**	1	.872**
	Sig. (2-tailed)	.030	.019	.230	.000	.000	.000	.000	.000	.000	0.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.656**	.724**	.520**	.843**	.873**	.873**	.913**	.892**	.873**	.872**	.872**	1
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	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).

Disiplin Kerja (X₃)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3
X3.1	Pearson Correlation	1	.380*	.489**	.558**	.380*	.213	.075	.337	.207	.176	.165	.098	-.067	.207	.536**
	Sig. (2-tailed)		.038	.006	.001	.038	.258	.692	.069	.272	.353	.384	.606	.723	.272	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.380*	1	.737**	.441*	.255	.111	.118	.176	.247	.192	.012	.117	.176	.247	.527**
	Sig. (2-tailed)	.038		.000	.015	.174	.558	.534	.352	.188	.309	.949	.538	.352	.188	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.489**	.737**	1	.558**	.202	.053	.075	.135	.207	.176	-.012	.098	.135	.207	.513**
	Sig. (2-tailed)	.006	.000		.001	.284	.780	.692	.477	.272	.353	.951	.606	.477	.272	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.558**	.441*	.558**	1	.627**	.446*	.315	.176	.479**	.192	.197	.117	.176	.479**	.720**
	Sig. (2-tailed)	.001	.015	.001		.000	.014	.090	.352	.007	.309	.297	.538	.352	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.380*	.255	.202	.627**	1	.780**	.512**	.176	.479**	.192	.197	-.102	.176	.247	.648**
	Sig. (2-tailed)	.038	.174	.284	.000		.000	.004	.352	.007	.309	.297	.590	.352	.188	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3
X3.6	Pearson Correlation	.213	.111	.053	.446*	.780**	1	.530**	.253	.555**	.150	.110	-.131	.253	.347	.585**
	Sig. (2-tailed)	.258	.558	.780	.014	.000		.003	.177	.001	.429	.561	.489	.177	.061	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.075	.118	.075	.315	.512**	.530**	1	.447*	.539**	.477**	.625**	.371*	.224	.294	.674**
	Sig. (2-tailed)	.692	.534	.692	.090	.004	.003		.013	.002	.008	.000	.043	.235	.115	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.337	.176	.135	.176	.176	.253	.447*	1	.351	.521**	.698**	.415*	.040	.088	.576**
	Sig. (2-tailed)	.069	.352	.477	.352	.352	.177	.013		.057	.003	.000	.023	.834	.645	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.207	.247	.207	.479**	.479**	.555**	.539**	.351	1	.582**	.337	.200	.351	.712**	.740**
	Sig. (2-tailed)	.272	.188	.272	.007	.007	.001	.002	.057		.001	.069	.289	.057	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.176	.192	.176	.192	.192	.150	.477**	.521**	.582**	1	.712**	.571**	.237	.270	.630**
	Sig. (2-tailed)	.353	.309	.353	.309	.309	.429	.008	.003	.001		.000	.001	.207	.149	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3
X3.11	Pearson Correlation	.165	.012	-.012	.197	.197	.110	.625**	.698**	.337	.712**	1	.595**	.070	.107	.565**
	Sig. (2-tailed)	.384	.949	.951	.297	.297	.561	.000	.000	.069	.000		.001	.714	.573	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson Correlation	.098	.117	.098	.117	-.102	-.131	.371*	.415*	.200	.571**	.595**	1	.415*	.473**	.478**
	Sig. (2-tailed)	.606	.538	.606	.538	.590	.489	.043	.023	.289	.001	.001		.023	.008	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.13	Pearson Correlation	-.067	.176	.135	.176	.176	.253	.224	.040	.351	.237	.070	.415*	1	.614**	.439*
	Sig. (2-tailed)	.723	.352	.477	.352	.352	.177	.235	.834	.057	.207	.714	.023		.000	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.14	Pearson Correlation	.207	.247	.207	.479**	.247	.347	.294	.088	.712**	.270	.107	.473**	.614**	1	.619**
	Sig. (2-tailed)	.272	.188	.272	.007	.188	.061	.115	.645	.000	.149	.573	.008	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.536**	.527**	.513**	.720**	.648**	.585**	.674**	.576**	.740**	.630**	.565**	.478**	.439*	.619**	1
	Sig. (2-tailed)	.002	.003	.004	.000	.000	.001	.000	.001	.000	.000	.001	.008	.015	.000	
	N	30	30	30	30	30	30	30	30	30	30	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).

Kinerja Karyawan (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y
Y1	Pearson Correlation	1	.484**	.284	.415*	.211	.392'	.491**	.364'	.191	.155	.176	.139	.295	.164	.027	.560**
	Sig. (2-tailed)		.007	.129	.023	.263	.032	.006	.048	.313	.414	.353	.464	.114	.386	.886	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.484**	1	.533**	.418*	.271	.271	.312	.313	.182	.315	.102	.059	.360	.409*	.287	.649**
	Sig. (2-tailed)	.007		.002	.021	.147	.147	.093	.093	.335	.090	.591	.758	.051	.025	.124	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	.284	.533**	1	.374*	.382*	.255	.338	.367*	.244	.317	.120	.092	.211	.120	.192	.595**
	Sig. (2-tailed)	.129	.002		.042	.037	.174	.068	.046	.193	.088	.528	.629	.263	.528	.308	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.415*	.418*	.374*	1	.159	.277	.288	.183	.183	.184	.097	.234	.408*	.127	.198	.573**
	Sig. (2-tailed)	.023	.021	.042		.403	.138	.123	.334	.334	.330	.610	.213	.025	.504	.295	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.211	.271	.382*	.159	1	.514**	.239	.078	.233	.247	.127	.312	.291	.483**	.613**	.623**
	Sig. (2-tailed)	.263	.147	.037	.403		.004	.203	.683	.215	.189	.503	.094	.118	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y
Y6	Pearson Correlation	.392*	.271	.255	.277	.514**	1	.239	-.078	.078	.112	.280	.195	.426*	.331	.245	.537**
	Sig. (2-tailed)	.032	.147	.174	.138	.004		.203	.683	.683	.555	.134	.302	.019	.074	.192	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.491**	.312	.338	.288	.239	.239	1	.799**	.110	.230	.261	-.014	.127	.414*	.282	.605**
	Sig. (2-tailed)	.006	.093	.068	.123	.203	.203		.000	.562	.221	.163	.942	.504	.023	.131	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.364*	.313	.367*	.183	.078	-.078	.799**	1	.254	.374*	.132	-.022	-.116	.161	.282	.488**
	Sig. (2-tailed)	.048	.093	.046	.334	.683	.683	.000		.176	.042	.488	.906	.541	.395	.131	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.191	.182	.244	.183	.233	.078	.110	.254	1	.503**	.132	.202	.013	.015	.282	.438*
	Sig. (2-tailed)	.313	.335	.193	.334	.215	.683	.562	.176		.005	.488	.285	.946	.939	.131	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.155	.315	.317	.184	.247	.112	.230	.374*	.503**	1	-.004	-.006	.004	.257	.183	.469**
	Sig. (2-tailed)	.414	.090	.088	.330	.189	.555	.221	.042	.005		.982	.973	.984	.170	.333	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y
Y11	Pearson Correlation	.176	.102	.120	.097	.127	.280	.261	.132	.132	-.004	1	.323	.257	.292	.323	.435*
	Sig. (2-tailed)	.353	.591	.528	.610	.503	.134	.163	.488	.488	.982		.082	.170	.118	.082	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y12	Pearson Correlation	.139	.059	.092	.234	.312	.195	-.014	-.022	.202	-.006	.323	1	.588**	.117	.495**	.480**
	Sig. (2-tailed)	.464	.758	.629	.213	.094	.302	.942	.906	.285	.973	.082		.001	.537	.005	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y13	Pearson Correlation	.295	.360	.211	.408*	.291	.426*	.127	-.116	.013	.004	.257	.588**	1	.249	.325	.560**
	Sig. (2-tailed)	.114	.051	.263	.025	.118	.019	.504	.541	.946	.984	.170	.001		.185	.080	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y14	Pearson Correlation	.164	.409*	.120	.127	.483**	.331	.414*	.161	.015	.257	.292	.117	.249	1	.369*	.538**
	Sig. (2-tailed)	.386	.025	.528	.504	.007	.074	.023	.395	.939	.170	.118	.537	.185		.045	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y15	Pearson Correlation	.027	.287	.192	.198	.613**	.245	.282	.282	.282	.183	.323	.495**	.325	.369*	1	.638**
	Sig. (2-tailed)	.886	.124	.308	.295	.000	.192	.131	.131	.131	.333	.082	.005	.080	.045		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y
Y	Pearson Correlation	.560**	.649**	.595**	.573**	.623**	.537**	.605**	.488**	.438*	.469**	.435*	.480**	.560**	.538**	.638**	1
	Sig. (2-tailed)	.001	.000	.001	.001	.000	.002	.000	.006	.015	.009	.016	.007	.001	.002	.000	
	N	30	30	30	30	30	30	30	30	30	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).

Lampiran 6
Uji Reabilitas

Keselamatan Kerja (X₁)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.747	10

Kesehatan Kerja (X₂)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.946	11

Disiplin Kerja (X₃)**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.851	14

Kinerja Karyawan (Y)**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.829	15

Lampiran 7
Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Keselamatan Kerja	Kesehatan Kerja	Disiplin Kerja	Kinerja Karyawan
N		90	90	90	90
Normal Parameters ^{a,b}	Mean	34.03	38.51	46.90	47.40
	Std. Deviation	2.533	2.695	2.964	2.525
	Most Extreme Differences				
	Absolute	.086	.091	.089	.085
	Positive	.085	.072	.089	.085
	Negative	-.086	-.091	-.081	-.082
Test Statistic		.086	.091	.089	.085
Asymp. Sig. (2-tailed)		.097 ^c	.061 ^c	.078 ^c	.117 ^c

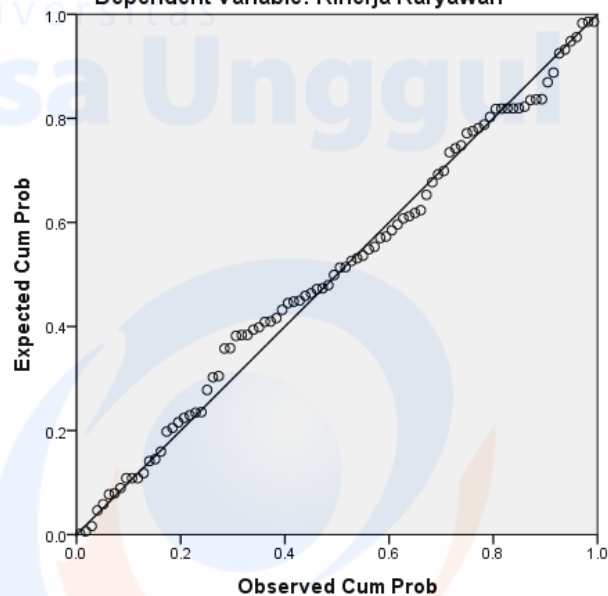
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan



Lampiran
Uji Multikolinearitas

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 ^a	.500	.483	1.817

a. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	283.798	3	94.599	28.666	.000 ^b
	Residual	283.802	86	3.300		
	Total	567.600	89			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.376	3.676		3.638	.000		
	Keselamatan Kerja	.251	.085	.252	2.946	.004	.796	1.256
	Kesehatan Kerja	.277	.079	.296	3.517	.001	.824	1.214
	Disiplin Kerja	.316	.076	.371	4.141	.000	.725	1.380

a. Dependent Variable: Kinerja Karyawan

Lampiran 8
Uji Heterokedastisitas

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.136 ^a	.019	-.016	1.15201

a. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.156	3	.719	.542	.655 ^b
	Residual	114.133	86	1.327		
	Total	116.289	89			

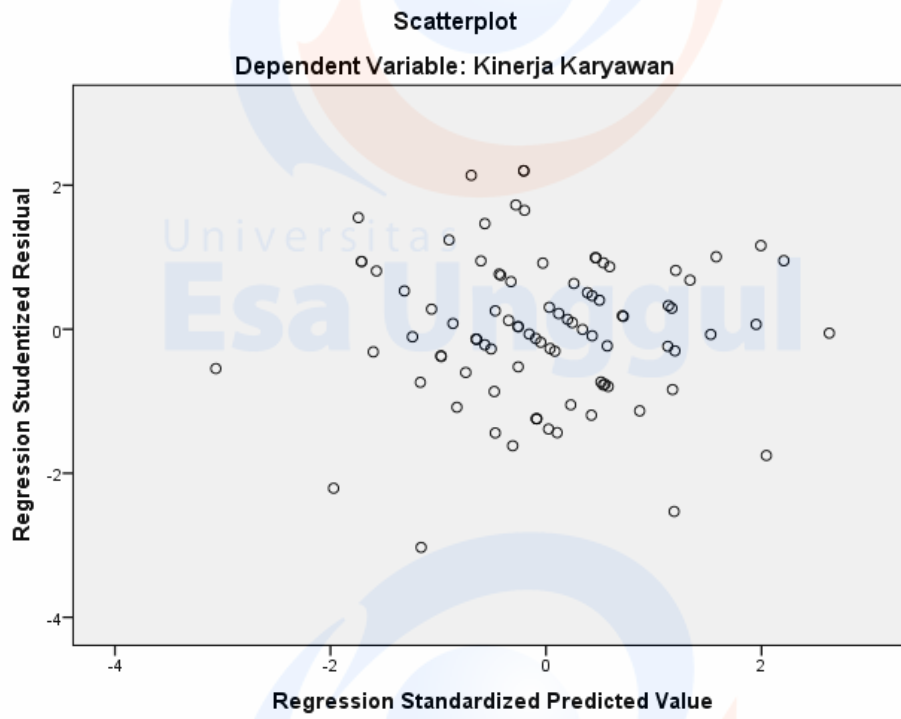
a. Dependent Variable: abs_RES

b. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.924	2.331		1.683	.096
	Keselamatan Kerja	-.004	.054	-.010	-.082	.935
	Kesehatan Kerja	-.051	.050	-.121	-1.029	.306
	Disiplin Kerja	-.009	.048	-.024	-.189	.850

a. Dependent Variable: abs_RES



Lampiran 9
Uji Regresi Berganda

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 ^a	.500	.483	1.817

a. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	283.798	3	94.599	28.666	.000 ^b
	Residual	283.802	86	3.300		
	Total	567.600	89			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja , Kesehatan Kerja , Keselamatan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.376	3.676		3.638	.000
	Keselamatan Kerja	.251	.085	.252	2.946	.004
	Kesehatan Kerja	.277	.079	.296	3.517	.001
	Disiplin Kerja	.316	.076	.371	4.141	.000

a. Dependent Variable: Kinerja Karyawan