

LAMPIRAN

LAMPIRAN 1 (KUESIONER)

KUESIONER PENELITIAN

Yth

Bapak/Ibu

Seluruh Karyawan PT. Aseli Dagadu Djogdja Di

Yogyakarta

Dengan Hormat,

Saya Hari Sabarno Mahasiswa Jurusan Ilmu Administrasi Bisnis Fakultas Ilmu Sosial Dan Ilmu Politik Universitas Pembangunan Nasional “VETERAN” Yogyakarta. Bersama dengan ini saya bermaksud untuk melakukan penelitian yang berjudul “**Analisis Pengaruh Lingkungan Kerja, Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan**”. Oleh karena itu untuk mendukung penelitian tersebut saya memohon bantuan dan kesediaan Bapak/Ibu Karyawan PT. Aseli Dagadu Djogdja untuk meluangkan waktunya mengisi kuesioner penelitian ini. Untuk ini saya mengharapkan kejujuran dan kesediaan Bapak/Ibu dalam mengisi kuesioner ini demi membantu penelitian. Atas partisipasi dan kerja sama Bapak/Ibu saya ucapkan terima kasih.

Hormat Saya.



Hari Sabarno

1. Petunjuk Pengisian kuesioner

- a. Sebelum mengisi kuesioner, diharapkan Bapak/Ibu membaca setiap pernyataan dengan cermat.
- b. Mohon bapak/ibu memberi tanda check list (√) pada kolom jawaban yang sesuai dengan pilihan
- c. Setiap butir pernyataan hanya diperbolehkan memilih satu jawaban saja.
- d. Setelah mengisi kuesioner mohon bapak/ibu berikan kepada yang menyerahkan kuesioner.

2. Keterangan jawaban

- a. SS : Apabila Bapak/Ibu merasa sangat setuju
- b. S : Apabila Bapak/Ibu merasa setuju
- c. RG : Apabila Bapak/Ibu merasa ragu-ragu
- d. TS : Apabila Bapak/Ibu merasa Tidak setuju
- e. STS : Apabila Bapak/Ibu merasa Sangat Tidak setuju

3. Identitas Responden

- a. Nama :
- b. Usia :
- c. Jenis Kelamin : Laki-Laki/Perempuan
- d. Lama Bekerja :

e. Pendidikan :

f. status perkawinan :

No	Pernyataan	SS	S	RG	TS	STS
Lingkungan Kerja						
Penerangan						
1	cahaya dalam ruangan sudah cukup memadai					
2	Pencahayaan dalam ruangan sesuai dengan kebutuhan karyawan					
Temperatur Udara						
1	Suhu udara dari AC/Kipas angin sudah cukup nyaman					
2	Suhu ruangan sesuai dengan kebutuhan karyawan					
Kebisingan						
1	Perusahaan telah berupaya mengurangi tingkat kebisingan di tempat kerja					
2	Tempat kerja tenang dan bebas dari kebisingan					
Tata warna ruangan						
1	Tata warna ruangan nyaman dilihat oleh mata					
2	Tata warna ruangan sesuai dengan kemauan karyawan					
Keamanan kerja						
1	Perusahaan sudah memastikan keamanan tempat kerja					
2	Saya merasa tempat kerja sudah aman dan nyaman					
Ruang untuk bergerak						
1	Ruang kerja cukup leluasa untuk pergerakan karyawan					
2	Ruangan kerja terasa lega dan nyaman untuk bekerja					
Hubungan antar karyawan						
1	Terjalin komunikasi yang lancar antar karyawan					
2	Terdapat hubungan yang baik diantara karyawan					

No	Pernyataan	SS	S	RG	TS	STS
Motivasi Kerja						
Kebutuhan Fisiologis						
1	Gaji yang diterima cukup untuk memenuhi kebutuhan hidup sehari-hari					
2	Sesuai dengan pekerjaan yang saya lakukan di perusahaan ini					
Kebutuhan Rasa Aman						
1	Tingkat keamanan di tempat kerja sudah memadai sehingga saya dapat bekerja dengan tenang					
2	Keamanan dan keselamatan kerja dilingkungan tempay saya bekerja sudah di Kelola dengan baik					
Kebutuhan Sosial						
1	Saya merasa senang karena rekan-rekan kerja menerima saya dengan baik					
2	Hubungan dengan rekan kerja saya terjalin dengan sangat baik					
Kebutuhan Harga Diri						
1	Rekan kerja saling menghormati di tempat kerja					
2	Perusahaan memberikan apresiasi terhadap karyawan yang mampu berprestasi dalam menjalankan pekerjaan					
Kebutuhan Aktualisasi Diri						
1	Perusahaan memberikan kesempatan kepada karyawan untuk meningkatkan kemampuan dan keterampilan dalam bekerja					
2	Saya senantiasa terdorong untuk memiliki mencapai prestasi yang dibanggakan perusahaan					
Kepuasan Kerja						
Gaji						
1	Saya puas dengan besaran gaji yang diterima dari perusahaan					
2	Saya puas terhadap ketepatan perusahaan dalam pembayaran gaji					
Promosi						
1	Saya puas dengan sistem promosi dalam perusahaan tempat saya bekerja					
2	Saya puas terhadap kesempatan promosi yang diberikan oleh perusahaan					
Pengawasan						

No	Pernyataan	SS	S	RG	TS	STS
1	Saya puas dengan sistem pengawasan pada perusahaan tempat saya bekerja					
2	Saya puas dengan cara atasan saya mengawasi pekerjaan saya					
Rekan Kerja						
1	Saya puas dengan kondisi hubungan kerja antara rekan kerja saya					
2	Saya puas bekerja dengan rekan-rekan kerja saya					
Keseluruhan						
1	Saya merasa puas terhadap pekerjaan saya dan apa yang ada didalamnya					
Kinerja Karyawan						
Hasil Kerja						
1	Saya mampu menyelesaikan pekerjaan sesuai dengan jumlah yang ditentukan					
2	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					
Pengetahuan Kerja						
1	Saya sangat memahami tugas yang diberikan oleh perusahaan					
2	Saya mampu bekerja dengan baik karena memiliki pengetahuan yang memadai					
Inisiatif						
1	Saya selalu berinisiatif untuk menyelesaikan masalah dengan baik					
2	Saya selalu berinisiatif menyelesaikan tugas tanpa menimbulkan masalah					
Sikap						
1	Saya selalu bersemangat dalam melaksanakan pekerjaan					
2	Saya selalu berpikir positif dalam menjalankan pekerjaan					
Kedisiplinan						
1	Saya selalu patuh terhadap peraturan yang telah ditentukan perusahaan					
2	Saya selalu tepat waktu dalam menyelesaikan tugas yang diberikan oleh perusahaan					

LAMPIRAN 2 (UJI VALIDITAS DAN RELIABILITAS)

Lingkungan Kerja

		Correlations														
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1_Total
X1.1	Pearson Correlation	1	.583**	.480**	.520**	.678**	.368*	.602**	.580**	.485**	.273	.510**	.485**	.625**	.741**	.755**
	Sig. (2-tailed)		.001	.007	.003	.000	.046	.000	.001	.007	.145	.004	.007	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.583**	1	.405*	.466**	.477**	.520**	.685**	.472**	.718**	.512**	.516**	.494**	.688**	.506**	.762**
	Sig. (2-tailed)	.001		.027	.009	.008	.003	.000	.008	.000	.004	.004	.006	.000	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.480**	.405*	1	.559**	.554**	.385*	.393*	.534**	.515**	.421*	.623**	.515**	.661**	.676**	.733**
	Sig. (2-tailed)	.007	.027		.001	.002	.035	.032	.002	.004	.020	.000	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.520**	.466**	.559**	1	.609**	.337	.515**	.713**	.423*	.476**	.448*	.330	.499**	.574**	.705**
	Sig. (2-tailed)	.003	.009	.001		.000	.068	.004	.000	.020	.008	.013	.075	.005	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.678**	.477**	.554**	.609**	1	.484**	.602**	.486**	.572**	.374*	.589**	.572**	.479**	.679**	.772**
	Sig. (2-tailed)	.000	.008	.002	.000		.007	.000	.006	.001	.041	.001	.001	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.368*	.520**	.385*	.337	.484**	1	.604**	.486**	.669**	.585**	.567**	.566**	.484**	.469**	.705**
	Sig. (2-tailed)	.046	.003	.035	.068	.007		.000	.006	.000	.001	.001	.001	.007	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.602**	.685**	.393*	.515**	.602**	.604**	1	.623**	.612**	.582**	.579**	.410*	.543**	.687**	.794**
	Sig. (2-tailed)	.000	.000	.032	.004	.000	.000		.000	.000	.001	.001	.025	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.580**	.472**	.534**	.713**	.486**	.486**	.623**	1	.412*	.382*	.457*	.412*	.486**	.587**	.718**
	Sig. (2-tailed)	.001	.008	.002	.000	.006	.006	.000		.024	.037	.011	.024	.006	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.485**	.718**	.515**	.423*	.572**	.669**	.612**	.412*	1	.554**	.683**	.485**	.517**	.485**	.770**
	Sig. (2-tailed)	.007	.000	.004	.020	.001	.000	.000	.024		.001	.000	.007	.003	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.273	.512**	.421*	.476**	.374*	.585**	.582**	.382*	.554**	1	.631**	.436*	.584**	.555**	.687**
	Sig. (2-tailed)	.145	.004	.020	.008	.041	.001	.001	.037	.001		.000	.016	.001	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.510**	.516**	.623**	.448*	.589**	.567**	.579**	.457*	.683**	.631**	1	.545**	.697**	.712**	.809**
	Sig. (2-tailed)	.004	.004	.000	.013	.001	.001	.001	.011	.000	.000		.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	.485**	.494**	.515**	.330	.572**	.566**	.410*	.412*	.485**	.436*	.545**	1	.572**	.621**	.705**
	Sig. (2-tailed)	.007	.006	.004	.075	.001	.001	.025	.024	.007	.016	.002		.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.13	Pearson Correlation	.625**	.688**	.661**	.499**	.479**	.484**	.543**	.486**	.517**	.584**	.697**	.572**	1	.732**	.810**
	Sig. (2-tailed)	.000	.000	.000	.005	.007	.007	.002	.006	.003	.001	.000	.001		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	.741**	.506**	.676**	.574**	.679**	.469**	.687**	.587**	.485**	.555**	.712**	.621**	.732**	1	.855**
	Sig. (2-tailed)	.000	.004	.000	.001	.000	.009	.000	.001	.007	.001	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_Total	Pearson Correlation	.756**	.762**	.733**	.705**	.772**	.705**	.794**	.718**	.770**	.687**	.809**	.705**	.810**	.855**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability Statistics

Cronbach's Alpha	N of Items
.942	14

Motivasi Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2_Total
X2.1	Pearson Correlation	1	.607**	.550**	.649**	.512**	.580**	.485**	.649**	.536**	.578**	.774**
	Sig. (2-tailed)		.000	.002	.000	.004	.001	.007	.000	.002	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.607**	1	.436*	.613**	.690**	.626**	.523**	.536**	.653**	.657**	.804**
	Sig. (2-tailed)	.000		.016	.000	.000	.000	.003	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.550**	.436*	1	.404*	.658**	.497**	.381*	.778**	.518**	.681**	.746**
	Sig. (2-tailed)	.002	.016		.027	.000	.005	.038	.000	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.649**	.613**	.404*	1	.556**	.606**	.506**	.560**	.523**	.600**	.767**
	Sig. (2-tailed)	.000	.000	.027		.001	.000	.004	.001	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.512**	.690**	.658**	.556**	1	.469**	.649**	.578**	.637**	.519**	.794**
	Sig. (2-tailed)	.004	.000	.000	.001		.009	.000	.001	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.580**	.626**	.497**	.606**	.469**	1	.478**	.508**	.532**	.755**	.768**
	Sig. (2-tailed)	.001	.000	.005	.000	.009		.008	.004	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.485**	.523**	.381*	.506**	.649**	.478**	1	.486**	.656**	.591**	.736**
	Sig. (2-tailed)	.007	.003	.038	.004	.000	.008		.007	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.649**	.536**	.778**	.560**	.578**	.508**	.486**	1	.700**	.679**	.826**
	Sig. (2-tailed)	.000	.002	.000	.001	.001	.004	.007		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.536**	.653**	.518**	.523**	.637**	.532**	.656**	.700**	1	.554**	.807**
	Sig. (2-tailed)	.002	.000	.003	.003	.000	.002	.000	.000		.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.578**	.657**	.681**	.600**	.519**	.755**	.591**	.679**	.554**	1	.843**
	Sig. (2-tailed)	.001	.000	.000	.000	.003	.000	.001	.000	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2_Total	Pearson Correlation	.774**	.804**	.746**	.767**	.794**	.768**	.736**	.826**	.807**	.843**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	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).

Reliability Statistics

Cronbach's Alpha	N of Items
.931	10

Kepuasan Kerja

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3_Total
X3.1	Pearson Correlation	1	.500**	.492**	.720**	.560**	.546**	.687**	.638**	.491**	.793**
	Sig. (2-tailed)		.005	.006	.000	.001	.002	.000	.000	.006	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.500**	1	.465**	.651**	.568**	.518**	.639**	.597**	.647**	.781**
	Sig. (2-tailed)	.005		.010	.000	.001	.003	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.492**	.465**	1	.585**	.643**	.592**	.459*	.476**	.547**	.729**
	Sig. (2-tailed)	.006	.010		.001	.000	.001	.011	.008	.002	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.720**	.651**	.585**	1	.695**	.687**	.692**	.703**	.468**	.863**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000	.000	.009	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.560**	.568**	.643**	.695**	1	.815**	.615**	.640**	.706**	.840**
	Sig. (2-tailed)	.001	.001	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.546**	.518**	.592**	.687**	.815**	1	.703**	.749**	.687**	.843**
	Sig. (2-tailed)	.002	.003	.001	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.687**	.639**	.459*	.692**	.615**	.703**	1	.648**	.628**	.831**
	Sig. (2-tailed)	.000	.000	.011	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.638**	.597**	.476**	.703**	.640**	.749**	.648**	1	.565**	.816**
	Sig. (2-tailed)	.000	.001	.008	.000	.000	.000	.000		.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.491**	.647**	.547**	.468**	.706**	.687**	.628**	.565**	1	.776**
	Sig. (2-tailed)	.006	.000	.002	.009	.000	.000	.000	.001		.000
	N	30	30	30	30	30	30	30	30	30	30
X3_Total	Pearson Correlation	.793**	.781**	.729**	.863**	.840**	.843**	.831**	.816**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability Statistics

Cronbach's Alpha	N of Items
.925	9

Kinerja Karyawan

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y_Total
Y1	Pearson Correlation	1	.419*	.587**	.667**	.436*	.512**	.530**	.406*	.440*	.598**	.759**
	Sig. (2-tailed)		.021	.001	.000	.016	.004	.003	.026	.015	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.419*	1	.382*	.592**	.279	.555**	.535**	.598**	.582**	.504**	.715**
	Sig. (2-tailed)	.021		.037	.001	.136	.001	.002	.000	.001	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	.587**	.382*	1	.529**	.595**	.519**	.390*	.485**	.521**	.335	.730**
	Sig. (2-tailed)	.001	.037		.003	.001	.003	.033	.007	.003	.071	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.667**	.592**	.529**	1	.494**	.738**	.567**	.549**	.549**	.644**	.851**
	Sig. (2-tailed)	.000	.001	.003		.006	.000	.001	.002	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.436*	.279	.595**	.494**	1	.618**	.472**	.578**	.438*	.522**	.710**
	Sig. (2-tailed)	.016	.136	.001	.006		.000	.008	.001	.015	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	.512**	.555**	.519**	.738**	.618**	1	.517**	.528**	.624**	.544**	.815**
	Sig. (2-tailed)	.004	.001	.003	.000	.000		.003	.003	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.530**	.535**	.390*	.567**	.472**	.517**	1	.583**	.521**	.613**	.750**
	Sig. (2-tailed)	.003	.002	.033	.001	.008	.003		.001	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.406*	.598**	.485**	.549**	.578**	.528**	.583**	1	.381*	.576**	.735**
	Sig. (2-tailed)	.026	.000	.007	.002	.001	.003	.001		.038	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.440*	.582**	.521**	.549**	.438*	.624**	.521**	.381*	1	.393*	.724**
	Sig. (2-tailed)	.015	.001	.003	.002	.015	.000	.003	.038		.032	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.598**	.504**	.335	.644**	.522**	.544**	.613**	.576**	.393*	1	.745**
	Sig. (2-tailed)	.000	.005	.071	.000	.003	.002	.000	.001	.032		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y_Total	Pearson Correlation	.759**	.715**	.730**	.851**	.710**	.815**	.750**	.735**	.724**	.745**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

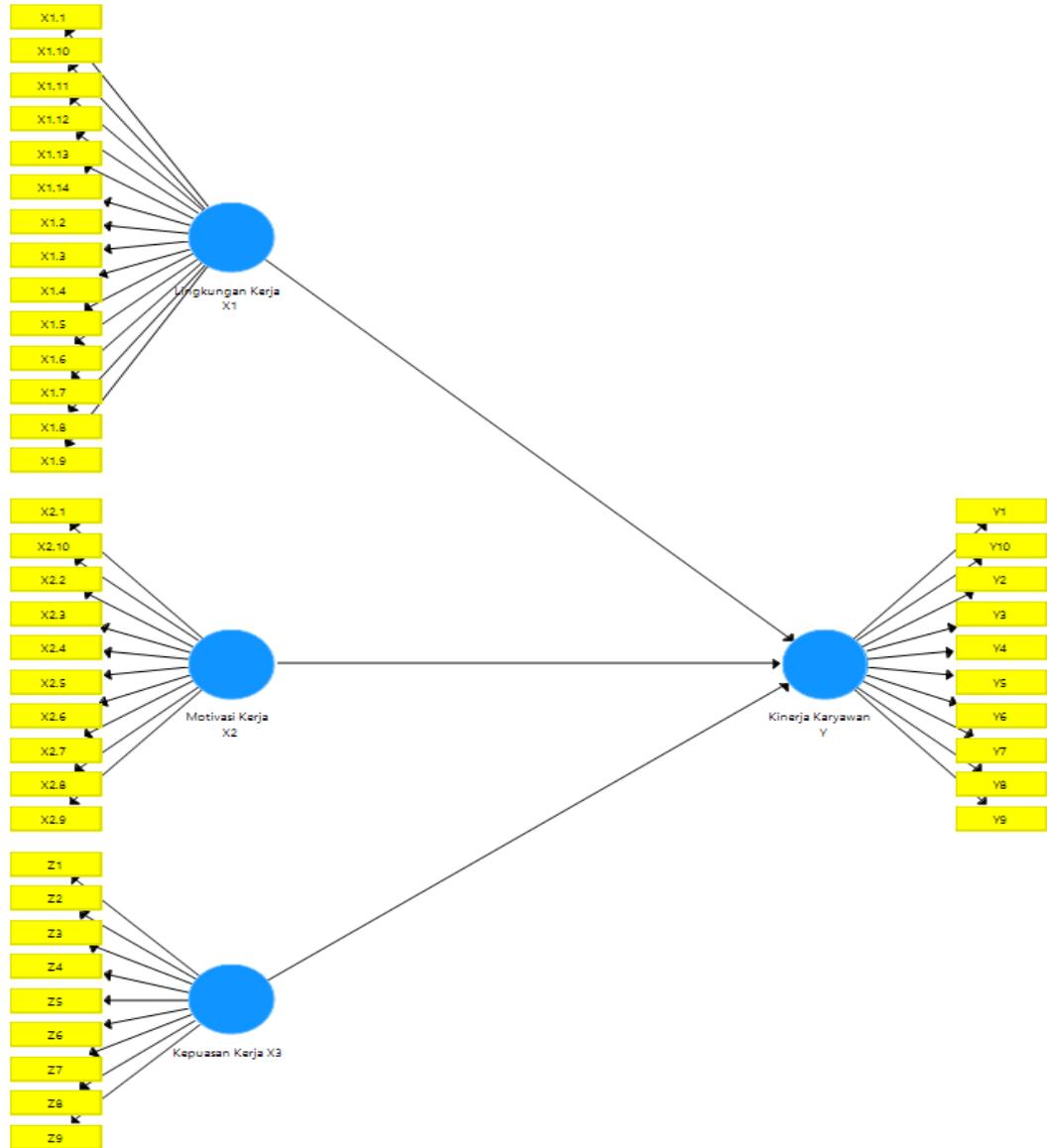
*. Correlation is significant at the 0.05 level (2-tailed).

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

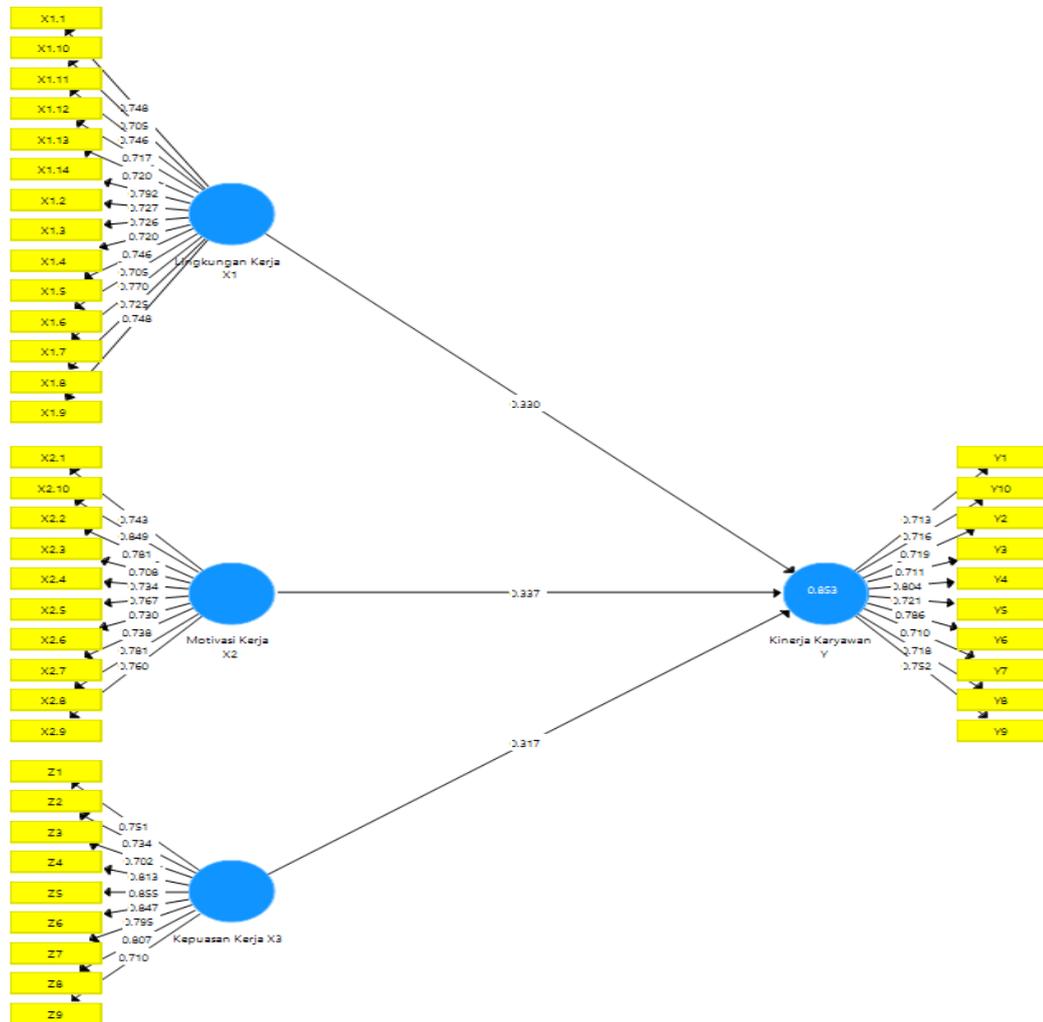
Reliability Statistics

Cronbach's Alpha	N of Items
.912	10

LAMPIRAN 3 (SEM PLS)



Algoritm PLS



Outer Loading

Matriks				
	Kepuasan Kerja X3	Kinerja Karyawan_Y	Lingkungan Kerja_X1	Motivasi Kerja_X2
X1.1			0.748	
X1.10			0.705	
X1.11			0.746	
X1.12			0.717	
X1.13			0.720	
X1.14			0.792	
X1.2			0.727	
X1.3			0.726	
X1.4			0.720	
X1.5			0.746	
X1.6			0.705	
X1.7			0.770	
X1.8			0.725	
X1.9			0.748	
X2.1				0.743
X2.10				0.849
X2.2				0.781
X2.3				0.708
X2.4				0.734
X2.5				0.767
X2.6				0.730
X2.7				0.738
X2.8				0.781
X2.9				0.760

Y1		0.713		
Y10		0.716		
Y2		0.719		
Y3		0.711		
Y4		0.804		
Y5		0.721		
Y6		0.786		
Y7		0.710		
Y8		0.718		
Y9		0.752		
Z1	0.751			
Z2	0.734			
Z3	0.702			
Z4	0.813			
Z5	0.855			
Z6	0.847			
Z7	0.795			
Z8	0.807			
Z9	0.710			

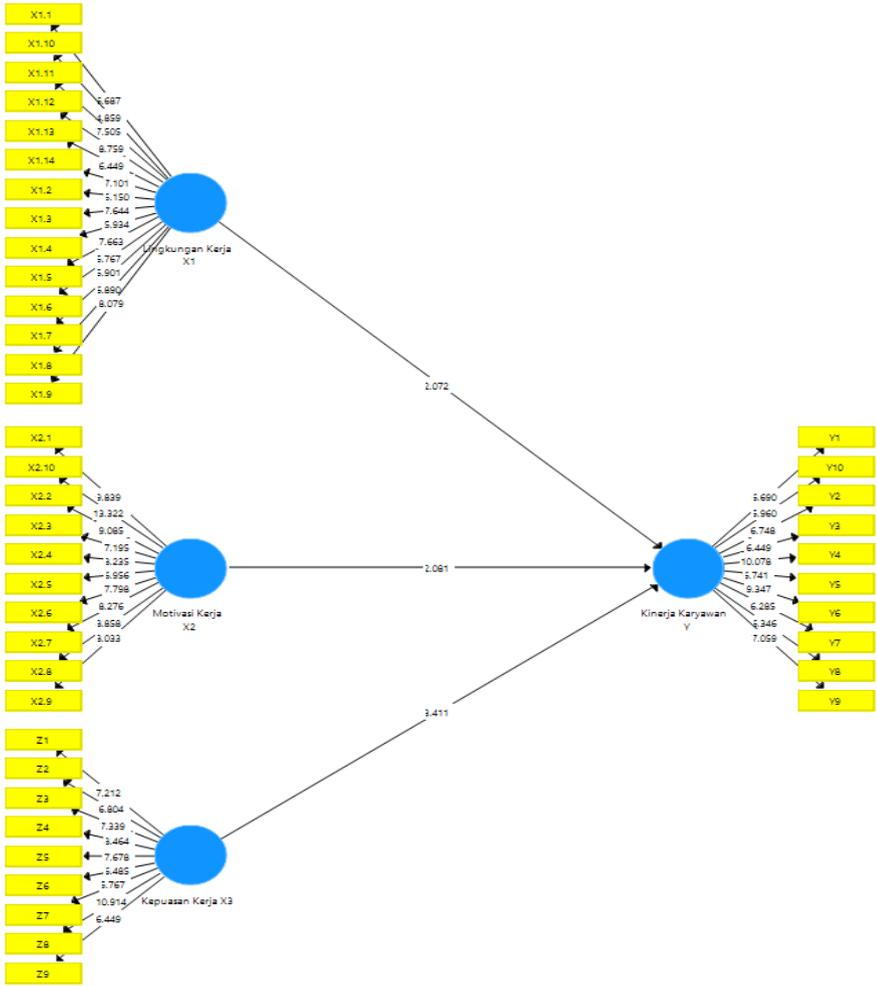
Validitas Diskriminan

	Kriteria Fornell-Larcker	Cross Loadings	Rasio Heterotrait-Monotr...	Rasi
	Kepuasan Kerja X3	Kinerja Karyawan_Y	Lingkungan Kerja_X1	Motivasi Kerja_X2
X1.1	0.596	0.712	0.748	0.713
X1.10	0.540	0.484	0.705	0.545
X1.11	0.546	0.601	0.746	0.724
X1.12	0.408	0.586	0.717	0.625
X1.13	0.584	0.630	0.720	0.571
X1.14	0.547	0.605	0.792	0.656
X1.2	0.741	0.699	0.727	0.716
X1.3	0.565	0.688	0.726	0.585
X1.4	0.718	0.697	0.720	0.611
X1.5	0.633	0.777	0.746	0.681
X1.6	0.533	0.585	0.705	0.581
X1.7	0.617	0.578	0.770	0.608
X1.8	0.582	0.626	0.725	0.554
X1.9	0.599	0.665	0.748	0.736
X2.1	0.488	0.584	0.662	0.743
X2.10	0.779	0.789	0.803	0.849
X2.2	0.674	0.730	0.700	0.781
X2.3	0.524	0.585	0.557	0.708
X2.4	0.642	0.569	0.601	0.734
X2.5	0.618	0.669	0.576	0.767
X2.6	0.669	0.725	0.780	0.730
X2.7	0.525	0.639	0.629	0.738
X2.8	0.553	0.695	0.665	0.781
X2.9	0.444	0.598	0.585	0.760
Y1	0.596	0.713	0.596	0.653
Y10	0.537	0.716	0.526	0.549
Y2	0.604	0.719	0.692	0.618
Y3	0.684	0.711	0.671	0.698
Y4	0.759	0.804	0.747	0.763
Y5	0.510	0.721	0.639	0.587
Y6	0.618	0.786	0.669	0.710
Y7	0.600	0.710	0.570	0.521
Y8	0.551	0.718	0.569	0.499
Y9	0.712	0.752	0.722	0.744
Z1	0.751	0.728	0.692	0.775
Z2	0.734	0.597	0.598	0.546
Z3	0.702	0.578	0.502	0.543
Z4	0.813	0.677	0.692	0.734
Z5	0.855	0.680	0.696	0.642
Z6	0.847	0.753	0.719	0.628
Z7	0.795	0.623	0.554	0.553
Z8	0.807	0.737	0.643	0.657
Z9	0.710	0.528	0.496	0.373

Validitas dan Reliabilitas Konstruk

	Cronbach's Alpha	rho_A	Reliabilitas Komposit	Rata-rata Varians Diekstrak
Kepuasan Kerja X3	0.919	0.924	0.933	0.610
Kinerja Karyawan_Y	0.906	0.910	0.922	0.541
Lingkungan Kerja_X1	0.935	0.937	0.943	0.541
Motivasi Kerja_X2	0.919	0.923	0.932	0.578

Bootstrapping



Koefisien Jalur

Mean, STDEV, T-Values, P-Values	Keyakinan Interval	Keyakinan Interval Bias-Dikore...	Sampel	Salin ke Clipboard:	Format Excel
	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (O/STDEV)	P Values
Kepuasan Kerja X3 -> Kinerja Karyawan_Y	0.317	0.315	0.093	3.411	0.001
Lingkungan Kerja_X1 -> Kinerja Karyawan_Y	0.330	0.354	0.159	2.072	0.039
Motivasi Kerja_X2 -> Kinerja Karyawan_Y	0.337	0.320	0.162	2.081	0.038