

Lampiran 1: Kuesioner Penelitian

Lembar pertama:

No.Urut.....



Kuesioner

Kepada

Yth.Bpk/Ibu.....

Di tempat

Dalam rangka penyelesaian tugas akhir (Skripsi), kami Mahasiswa Jurusan Manajemen, Fakultas Ekonomi, Universitas Islam Negeri Maulana Malik Ibrahim Malang melakukan penelitian tentang “Pengaruh Kesehatan Kerja, Keselamatan Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan”. Kami meminta kesediaan anda untuk ikut berpartisipasi mendukung penelitian ini dengan angket ini. Jawaban anda akan kami jamin kerahasiaannya dan akan hanya untuk kepentingan akademis semata, Terakhir, kami ucapkan banyak terima kasih atas partisipasi anda.

Malang ,Oktober 2013

(Khanifa Malva A)

BAGIAN

## PROFIL DEMOGRAFIS RESPONDEN

1. Usia saat ini
  - a. 17-27 tahun
  - b. 27-37 tahun
  - c. 37-47 tahun
2. Jenis Kelamin
  - a. Laki-Laki
  - b. Perempuan
3. Lama Bekerja
  - a. <1 Tahun
  - b. 1-2 tahun
  - c. 2-3 Tahun
  - d. > 3 Tahun
4. Klas Karyawan
  - a. Staf
  - b. Non Staf
5. Pendidikan Terakhir
  - a. S1
  - b. D3
  - c. SLTA
  - d. SLTP
  - e.....

## BAGIAN II

Berilah tanda centang (  $\checkmark$  ) pada salah satu kolom jawaban yang menurut anda paling sesuai dengan butir pertanyaan di kolom sebelah kiri. Centanglah jawaban yang menurut anda paling mewakili pengalaman anda.

Keterangan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Variabel Kesehatan Kerja (X1)

No.	PERTANYAAN	JAWABAN				
		SS	S	N	TS	STS
1.	Menurut saya, kebisingan yang ditimbulkan oleh mesin di tempat kerja mengganggu konsentrasi saat bekerja					
2.	Menurut saya, produk bahan-bahan kimia yang dihasilkan di tempat kerja dapat mengakibatkan gangguan pernafasan					
3.	Menurut saya, terdapat banyak debu akibat proses produksi di tempat kerja cukup mengganggu					
4.	Menurut saya, perusahaan menyediakan berbagai fasilitas yang dibutuhkan karyawan, seperti kamar mandi					
5.	Menurut saya, perusahaan memberikan pelayanan kesehatan kerja secara berkala					
6.	Menurut saya, cara pimpinan mengingatkan saya tidak santun					

Variabel Keselamatan Kerja (X2)

No.	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1.	Menurut saya, penempatan bahan-bahan kimia di tempat kerja terletak pada tempat yang semestinya					
2.	Menurut saya, mesin-mesin di tempat kerja dilengkapi dengan pengamanan mesin yang baik					
3.	Menurut saya, penyediaan alat pelindung diri dan peralatan keamanan memadai					
4.	Menurut saya, pemasangan tanda-tanda peringatan pada tempat berbahaya mengingatkan akan pentingnya menjaga keselamatan pada saat bekerja					
5.	Menurut saya, sosialisasi dalam hal keamanan dilakukan dengan baik					

Variabel Lingkungan Kerja (X3)

No.	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1.	Menurut saya, kondisi suhu udara di tempat kerja cukup baik					

2.	Menurut saya,kondisi penerangan di tempat kerja cukup bagus					
3.	Menurut saya, lingkungan di tempat kerja bersih					
4.	Menurut saya, sistem pembuangan sampah di tempat kerja tersedia dengan baik					
5.	Menurut saya, penyediaan air bersih memadai					
6.	Menurut saya, kerjasama dalam bekerja dengan tim terjalin dengan baik					
7.	Menurut saya, Hubungan dengan karyawan lain di tempat kerja terjalin dengan baik					

Variabel Kinerja (Y)

No.	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
	<b>Kuantitas</b>					
1.	Saya selalu mampu mengerjakan pekerjaan sesuai target yang ditentukan oleh perusahaan					
2.	Saya selalu menetapkan target dalam bekerja					
3.	Saya berusaha memenuhi target pekerjaan yang telah saya rencanakan					

	<b>Kualitas</b>					
4.	Saya mampu melakukan pekerjaan yang saya kerjakan					
5.	Saya paham tentang pekerjaan yang saya kerjakan					
6.	saya selalu menyelesaikan pekerjaan dengan teliti					
	<b>Ketepatan Waktu</b>					
7.	Saya selalu tepat waktu dalam penyelesaian pekerjaan					
8.	Saya tidak pernah menunda-nunda pekerjaan					
9.	Saya selalu menyelesaikan pekerjaan dengan cepat					
	<b>Kehadiran Karyawan</b>					
10.	Saya selalu datang ditempat kerja tepat waktu					
11.	Saya tidak pernah meninggalkan tempat kerja tanpa izin					
12.	Tingkat absensi saya rendah					
	<b>Kemampuan Kerja Sama</b>					
13.	Saya mampu bekerjasama dengan rekan kerja saya					
14.	Saya selalu terbuka pada pendapat orang lain					
15.	Saya selalu berusaha menjadi orang yang dapat diandalkan oleh orang lain (kelompok/tim)					

**Lampiran 2: Data Penelitian**

No.	Z1	Z2	Z3	Z4	Z5	X1							X2					
						x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	X1	x2.1	x2.2	x2.3	x2.4	x2.5	X2
1.	2	3	3	1	3	5	5	5	5	5	5	30	5	5	5	5	5	25
2.	1	3	3	2	3	5	5	5	5	5	5	30	5	5	5	5	5	25
3.	1	2	2	1	3	5	5	5	5	5	5	30	5	5	5	5	5	25
4.	1	1	3	1	3	5	5	5	5	5	5	30	5	5	5	5	5	25
5.	1	2	2	1	3	5	5	5	5	5	5	30	5	5	5	3	5	23
6.	2	1	4	1	3	5	5	5	5	5	5	30	3	5	5	3	5	21
7.	2	1	3	1	2	5	5	5	5	5	5	30	3	5	3	3	5	19
8.	2	1	4	1	2	3	3	3	5	3	5	22	3	5	3	3	5	19
9.	2	1	4	1	3	3	3	3	3	3	5	20	3	5	3	3	5	19
10.	1	1	3	1	2	3	3	3	3	3	5	20	5	3	5	5	3	21
11.	1	1	3	1	3	3	3	3	3	3	5	20	5	3	5	5	3	21
12.	1	1	2	1	2	3	3	3	3	3	3	18	5	3	5	5	3	21
13.	1	1	2	1	5	3	5	3	5	3	3	22	5	3	5	5	3	21
14.	3	1	4	1	1	5	5	3	5	3	3	24	5	3	3	3	3	17
15.	1	1	2	1	3	5	5	3	5	5	3	26	3	3	3	3	3	15
16.	3	1	3	1	3	5	5	5	5	5	3	28	3	3	3	3	3	15
17.	2	1	4	1	2	5	5	5	5	5	3	28	3	3	3	3	3	17
18.	2	1	4	1	2	5	5	5	5	5	5	30	5	5	3	3	5	19
19.	3	1	4	1	2	5	5	5	5	5	5	30	5	5	3	3	5	21
20.	2	1	3	1	2	5	5	5	5	5	5	30	5	5	5	3	5	25
21.	3	1	4	1	3	4	5	4	5	5	5	28	5	5	5	5	5	25
22.	2	1	3	1	1	4	5	4	5	5	5	28	5	5	5	5	5	25
23.	2	1	3	1	1	4	5	4	5	5	5	28	5	5	5	5	5	25
24.	1	1	1	2	3	4	5	4	5	5	5	28	5	5	5	5	5	25
25.	2	1	3	1	2	4	5	4	5	5	5	28	5	5	5	5	5	24

No.	Z1	Z2	Z3	Z4	Z5	X1						X2						
						x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	X1	x2.1	x2.2	x2.3	x2.4	x2.5	X2
26.	3	1	4	1	3	4	5	4	5	5	5	28	5	5	5	4	5	24
27.	1	1	1	2	3	4	5	4	5	5	5	28	5	5	5	4	5	24
28.	1	1	2	2	3	4	5	4	5	5	5	28	5	5	5	4	5	24
29.	1	2	2	1	1	4	5	4	5	5	5	28	5	5	5	4	5	24
30.	1	1	2	2	3	4	5	4	5	5	5	28	5	5	5	4	5	24
31.	3	1	4	1	3	4	4	4	4	4	4	24	4	4	4	4	4	20
32.	1	2	3	1	3	4	4	4	4	4	4	24	4	4	4	4	4	20
33.	2	2	3	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
34.	2	1	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
35.	1	1	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
36.	1	1	3	1	3	4	4	4	4	4	4	24	4	4	4	4	4	20
37.	2	1	4	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
38.	2	1	4	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
39.	2	1	3	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
40.	1	1	3	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
41.	2	2	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
42.	2	2	2	1	3	4	4	4	4	4	4	24	4	4	4	4	4	20
43.	2	1	2	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
44.	2	1	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
45.	2	1	3	1	1	4	4	4	4	4	4	24	4	4	4	4	4	20
46.	1	1	2	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
47.	2	1	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
48.	2	1	3	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
49.	1	1	2	1	2	4	4	4	4	4	4	24	4	4	4	4	4	20
50.	1	1	1	2	2	4	4	4	4	4	4	24	4	4	4	4	4	20
51.	2	1	2	1	1	3	4	3	4	3	4	21	4	4	4	4	4	20

No.	Z1	Z2	Z3	Z4	Z5	X1						X2						
						x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	X1	x2.1	x2.2	x2.3	x2.4	x2.5	X2
52.	2	1	3	1	1	3	4	3	4	3	4	21	4	4	4	4	4	20
53.	2	1	4	1	1	3	4	3	4	4	4	21	4	4	4	4	4	20
54.	1	1	3	1	2	3	4	3	4	3	4	21	4	4	4	4	4	20
55.	3	1	4	1	3	3	4	3	4	3	4	21	4	4	4	4	4	20
56.	2	1	3	1	1	3	4	3	4	3	4	21	4	4	4	4	4	20
57.	2	1	3	1	1	3	4	3	4	3	4	21	4	4	4	4	4	20
58.	1	1	3	2	5	3	4	3	4	3	4	21	4	4	4	4	4	20
59.	1	1	3	1	5	3	4	3	4	3	4	21	4	4	4	4	4	20
60.	1	1	2	2	3	3	4	3	4	3	3	20	4	4	4	4	4	20
61.	2	1	3	1	1	3	4	3	4	3	3	20	4	4	4	4	3	20
62.	3	1	4	2	5	3	4	3	4	3	3	20	4	4	4	4	3	19
63.	2	1	3	1	1	3	4	3	4	3	3	20	4	4	4	4	3	19
64.	3	1	4	1	3	3	3	3	4	3	4	19	4	4	4	4	3	19
65.	3	1	4	1	1	3	3	3	4	3	3	19	4	4	4	3	3	18
66.	1	1	3	2	4	3	3	3	3	3	3	18	4	4	4	3	3	18
67.	1	1	3	2	3	3	3	3	3	3	3	18	4	4	4	3	3	17
68.	2	2	3	1	1	3	3	3	3	3	3	18	4	3	3	3	3	16
69.	3	1	4	1	2	3	3	3	3	3	3	18	4	3	3	3	3	16
70.	2	1	2	1	5	3	3	3	3	3	3	18	3	3	3	3	3	15
71.	2	2	3	1	2	2	3	3	3	3	3	17	3	3	3	2	3	14
72.	1	1	3	1	3	2	2	2	3	2	3	14	3	3	3	2	2	13
73.	2	1	2	1	1	2	2	2	3	2	3	14	3	3	3	2	2	13
74.	1	1	2	2	1	2	2	2	3	2	2	13	2	2	3	2	2	11
75.	1	1	3	2	3	2	1	2	3	2	2	12	2	2	2	2	2	10

No.	X3								Y					
	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	X3	y1.1	y1.2	y1.3	y2.1	y2.2	y2.3
1.	5	5	5	5	5	5	5	35	5	5	5	5	5	5
2.	5	5	5	5	5	3	5	33	5	5	5	5	5	5
3.	4	5	5	5	5	3	5	32	5	5	5	5	5	5
4.	4	5	5	5	5	3	5	32	5	5	5	5	5	5
5.	4	4	3	5	5	3	5	29	5	5	5	5	5	5
6.	4	4	3	3	3	3	5	25	3	3	5	5	5	5
7.	4	4	3	3	3	3	5	25	3	3	5	5	3	5
8.	4	4	3	3	3	3	5	25	5	3	5	3	3	5
9.	5	3	3	3	3	3	5	25	3	3	3	3	3	5
10.	5	5	3	3	3	3	5	25	3	3	3	3	3	5
11.	3	3	3	3	3	3	3	21	3	3	3	3	3	5
12.	3	3	3	3	5	3	3	23	3	3	3	3	3	5
13.	3	3	3	3	5	5	3	27	5	5	5	3	3	3
14.	3	5	3	3	3	5	3	25	5	5	3	3	5	3
15.	3	5	3	3	3	5	3	25	5	5	3	3	5	3
16.	3	5	5	5	3	5	3	29	5	5	3	3	5	3
17.	3	5	5	3	5	5	3	31	5	5	3	5	5	3
18.	5	5	5	3	3	5	5	29	5	5	5	5	5	3
19.	5	5	5	3	3	5	5	29	5	5	5	5	5	3
20.	5	5	5	3	3	5	5	29	5	5	5	5	5	3
21.	5	5	5	3	3	3	3	27	5	5	5	5	5	3
22.	5	5	5	3	3	3	3	27	5	5	5	5	5	5
23.	5	5	5	3	3	3	3	27	4	5	5	5	5	5
24.	5	5	5	3	3	3	3	27	4	5	5	5	5	5
25.	5	5	5	3	3	3	3	27	4	5	5	5	5	5

No.	X3								Y					
	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	X3	y1.1	y1.2	y1.3	y2.1	y2.2	y2.3
26.	5	5	5	5	5	5	3	33	4	5	5	4	5	5
27.	5	5	5	5	4	3	5	32	4	5	5	4	4	5
28.	5	5	4	5	4	5	5	33	4	5	5	4	4	5
29.	5	5	4	5	4	4	5	32	4	5	5	4	4	5
30.	5	5	4	5	4	4	5	32	4	5	5	4	4	5
31.	4	4	4	4	4	4	5	29	4	4	5	4	4	5
32.	4	4	4	4	4	4	5	29	4	4	5	4	4	5
33.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
34.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
35.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
36.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
37.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
38.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
39.	4	4	4	4	4	4	5	29	4	4	4	4	4	5
40.	4	4	4	4	4	4	4	28	4	4	4	4	4	5
41.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
42.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
43.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
44.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
45.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
46.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
47.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
48.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
49.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
50.	4	4	4	4	4	4	4	28	4	4	4	4	4	4

No.	X3								Y					
	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	X3	y1.1	y1.2	y1.3	y2.1	y2.2	y2.3
51.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
52.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
53.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
54.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
55.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
56.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
57.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
58.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
59.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
60.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
61.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
62.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
63.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
64.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
65.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
66.	4	4	4	4	4	4	4	28	4	4	4	4	4	4
67.	4	4	4	3	3	4	4	26	4	4	4	4	4	4
68.	4	4	4	3	3	4	4	26	4	3	3	4	4	4
69.	3	4	4	3	3	4	3	24	4	3	3	4	4	4
70.	3	3	3	3	3	3	3	21	4	3	3	4	4	4
71.	3	3	3	3	3	3	3	21	3	3	3	4	4	3
72.	3	3	2	3	3	3	3	20	3	3	3	3	3	3
73.	3	3	2	3	3	3	3	20	3	3	2	3	3	2
74.	3	3	2	2	3	3	2	18	3	3	2	3	3	2
75.	2	2	2	2	2	2	2	14	2	2	2	2	3	2

No.	Y									
	y3.1	y3.2	y3.3	y4.1	Y4.2	Y4.3	Y5.1	Y5.2	Y5.3	Y
1.	5	5	5	5	5	5	5	5	5	75
2.	5	5	5	5	5	5	5	5	5	75
3.	5	5	5	5	5	5	5	5	5	75
4.	5	5	5	3	5	3	5	5	3	69
5.	5	5	3	5	5	5	5	5	3	71
6.	5	5	3	5	3	3	3	3	3	59
7.	5	5	3	5	5	3	3	3	5	61
8.	5	5	3	5	5	3	3	3	3	59
9.	5	5	3	5	5	3	3	3	3	55
10.	5	5	3	5	3	5	3	3	3	55
11.	5	5	3	5	3	5	5	3	5	59
12.	5	5	5	5	3	5	5	3	3	59
13.	5	5	5	5	3	4	3	3	3	60
14.	5	5	5	3	3	4	3	3	3	58
15.	5	5	5	3	3	4	3	3	5	60
16.	5	5	5	3	3	4	3	5	5	62
17.	3	5	5	3	3	4	5	5	5	66
18.	5	5	3	5	3	4	5	5	5	68
19.	5	5	5	5	3	4	5	5	5	70
20.	5	5	3	5	3	4	5	5	5	68
21.	4	5	3	5	3	4	4	5	4	65
22.	4	5	3	3	4	4	4	5	4	66
23.	4	5	3	3	4	4	4	5	4	65
24.	4	5	3	3	4	4	4	5	4	65
25.	4	5	3	3	4	4	4	5	4	65

No.	Y									
	y3.1	y3.2	y3.3	y4.1	Y4.2	Y4.3	Y5.1	Y5.2	Y5.3	Y
26.	4	5	5	3	4	4	4	4	4	65
27.	4	5	5	5	4	4	4	4	4	66
28.	4	5	5	5	4	4	4	4	4	66
29.	4	5	4	5	4	4	4	4	4	65
30.	4	5	4	5	4	4	4	4	4	65
31.	4	4	4	4	4	4	4	4	4	62
32.	4	4	4	4	4	4	4	4	4	62
33.	4	4	4	4	4	4	4	4	4	61
34.	4	4	4	4	4	4	4	4	4	61
35.	4	4	4	4	4	4	4	4	4	61
36.	4	4	4	4	4	4	4	4	4	61
37.	4	4	4	4	4	4	4	4	4	61
38.	4	4	4	4	4	4	4	4	4	61
39.	4	4	4	4	4	4	4	4	4	61
40.	4	4	4	4	4	4	4	4	4	61
41.	4	4	4	4	4	4	4	4	4	60
42.	4	4	4	4	4	3	4	4	4	59
43.	4	4	4	4	4	3	4	4	4	59
44.	4	4	4	4	4	3	4	4	4	59
45.	4	4	4	4	4	3	4	4	4	59
46.	4	4	4	4	4	3	4	4	4	59
47.	4	4	4	4	4	3	4	4	4	59
48.	4	4	4	4	4	3	4	4	4	59
49.	4	4	4	4	4	3	4	4	4	59
50.	4	4	4	4	4	3	4	4	4	59



### Lampiran 3: Deskriptif Variabel

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.7	6.7	6.7
	3	26	34.7	34.7	41.3
	4	30	40.0	40.0	81.3
	5	14	18.7	18.7	100.0
	Total	75	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	3	4.0	4.0	5.3
	3	13	17.3	17.3	22.7
	4	33	44.0	44.0	66.7
	5	25	33.3	33.3	100.0
	Total	75	100.0	100.0	

**x1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.3	5.3	5.3
	3	29	38.7	38.7	44.0
	4	30	40.0	40.0	84.0
	5	12	16.0	16.0	100.0
	Total	75	100.0	100.0	

**x1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	18.7	18.7	18.7
	4	35	46.7	46.7	65.3
	5	26	34.7	34.7	100.0
	Total	75	100.0	100.0	

**x1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.3	5.3	5.3
	3	28	37.3	37.3	42.7
	4	20	26.7	26.7	69.3
	5	23	30.7	30.7	100.0
	Total	75	100.0	100.0	

**x1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	20	26.7	26.7	29.3
	4	29	38.7	38.7	68.0
	5	24	32.0	32.0	100.0
	Total	75	100.0	100.0	

**x2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	12	16.0	16.0	18.7
	4	39	52.0	52.0	70.7
	5	22	29.3	29.3	100.0
	Total	75	100.0	100.0	

**x2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	14	18.7	18.7	21.3
	4	37	49.3	49.3	70.7
	5	22	29.3	29.3	100.0
	Total	75	100.0	100.0	

**x2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
--	--	-----------	---------	---------------	--------------------

Valid	2	1	1.3	1.3	1.3
	3	17	22.7	22.7	24.0
	4	36	48.0	48.0	72.0
	5	21	28.0	28.0	100.0
Total		75	100.0	100.0	

**x2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.7	6.7	6.7
	3	17	22.7	22.7	29.3
	4	40	53.3	53.3	82.7
	5	13	17.3	17.3	100.0
Total		75	100.0	100.0	

**x2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.3	5.3	5.3
	3	17	22.7	22.7	28.0
	4	31	41.3	41.3	69.3
	5	23	30.7	30.7	100.0
	Total	75	100.0	100.0	

**x3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	13	17.3	17.3	18.7
	4	44	58.7	58.7	77.3
	5	17	22.7	22.7	100.0
	Total	75	100.0	100.0	

**x3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	9	12.0	12.0	13.3
	4	43	57.3	57.3	70.7
	5	22	29.3	29.3	100.0
	Total	75	100.0	100.0	

**x3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.3	5.3	5.3
	3	13	17.3	17.3	22.7
	4	42	56.0	56.0	78.7
	5	16	21.3	21.3	100.0
	Total	75	100.0	100.0	

**x3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	26	34.7	34.7	37.3
	4	36	48.0	48.0	85.3
	5	11	14.7	14.7	100.0
	Total	75	100.0	100.0	

**x3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	25	33.3	33.3	34.7
	4	40	53.3	53.3	88.0
	5	9	12.0	12.0	100.0
	Total	75	100.0	100.0	

**x3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	22	29.3	29.3	30.7
	4	41	54.7	54.7	85.3
	5	11	14.7	14.7	100.0
	Total	75	100.0	100.0	

**x3.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7	2.7
	3	20	26.7	26.7	29.3
	4	29	38.7	38.7	68.0
	5	24	32.0	32.0	100.0
	Total	75	100.0	100.0	

**y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	10	13.3	13.3	14.7
	4	48	64.0	64.0	78.7
	5	16	21.3	21.3	100.0
	Total	75	100.0	100.0	

**y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	14	18.7	18.7	20.0
	4	37	49.3	49.3	69.3
	5	23	30.7	30.7	100.0
	Total	75	100.0	100.0	

**y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	3	4.0	4.0	4.0
	3	14	18.7	18.7	22.7
	4	34	45.3	45.3	68.0
	5	24	32.0	32.0	100.0
Total		75	100.0	100.0	

**y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	12	16.0	16.0	17.3
	4	46	61.3	61.3	78.7
	5	16	21.3	21.3	100.0
Total		75	100.0	100.0	

**y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
--	--	-----------	---------	---------------	--------------------

Valid	3	11	14.7	14.7	14.7
	4	45	60.0	60.0	74.7
	5	19	25.3	25.3	100.0
Total		75	100.0	100.0	

**y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.0	4.0	4.0
	3	11	14.7	14.7	18.7
	4	30	40.0	40.0	58.7
	5	31	41.3	41.3	100.0
Total		75	100.0	100.0	

**y3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	15	20.0	20.0	21.3
	4	39	52.0	52.0	73.3

	5	20	26.7	26.7	100.0
	Total	75	100.0	100.0	

**y3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.7	6.7	6.7
	3	8	10.7	10.7	17.3
	4	32	42.7	42.7	60.0
	5	30	40.0	40.0	100.0
	Total	75	100.0	100.0	

**y3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	21	28.0	28.0	29.3
	4	39	52.0	52.0	81.3
	5	14	18.7	18.7	100.0
	Total	75	100.0	100.0	

**y4.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.0	8.0	8.0
	3	20	26.7	26.7	34.7
	4	29	38.7	38.7	73.3
	5	20	26.7	26.7	100.0
	Total	75	100.0	100.0	

**y4.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.0	4.0	4.0
	3	19	25.3	25.3	29.3
	4	45	60.0	60.0	89.3
	5	8	10.7	10.7	100.0
	Total	75	100.0	100.0	

**y4.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	38	50.7	50.7	52.0
	4	29	38.7	38.7	90.7
	5	7	9.3	9.3	100.0
	Total	75	100.0	100.0	

**y5.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.7	6.7	6.7
	3	25	33.3	33.3	40.0
	4	34	45.3	45.3	85.3
	5	11	14.7	14.7	100.0
	Total	75	100.0	100.0	

**y5.2**

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	2	2.7	2.7	2.7
	3	20	26.7	26.7	29.3
	4	38	50.7	50.7	80.0
	5	15	20.0	20.0	100.0
Total		75	100.0	100.0	

### y5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.0	8.0	8.0
	3	16	21.3	21.3	29.3
	4	42	56.0	56.0	85.3
	5	11	14.7	14.7	100.0
Total		75	100.0	100.0	

## Lampiran 4: Uji Validitas dan Reabilitas

### CORRELATIONS

/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6 with X1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		Kesehatan Kerja
x1.1	Pearson Correlation	.921**
	Sig. (2-tailed)	.000
	N	75
x1.2	Pearson Correlation	.922**
	Sig. (2-tailed)	.000
	N	75
x1.3	Pearson Correlation	.919**
	Sig. (2-tailed)	.000
	N	75
x1.4	Pearson Correlation	.881**
	Sig. (2-tailed)	.000
	N	75
x1.5	Pearson Correlation	.960**
	Sig. (2-tailed)	.000
	N	75
x1.6	Pearson Correlation	.760**
	Sig. (2-tailed)	.000
	N	75

Correlations

		Kesehatan Kerja
x1.1	Pearson Correlation	.921**
	Sig. (2-tailed)	.000
	N	75
x1.2	Pearson Correlation	.922**
	Sig. (2-tailed)	.000
	N	75
x1.3	Pearson Correlation	.919**
	Sig. (2-tailed)	.000
	N	75
x1.4	Pearson Correlation	.881**
	Sig. (2-tailed)	.000
	N	75
x1.5	Pearson Correlation	.960**
	Sig. (2-tailed)	.000
	N	75
x1.6	Pearson Correlation	.760**
	Sig. (2-tailed)	.000
	N	75

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

RELIABILITY

/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/STATISTICS=SCALE  
/SUMMARY=TOTAL.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.949	6

CORRELATIONS

/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 with X2  
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

		Keselamatan Kerja
x2.1	Pearson Correlation	.841**
	Sig. (2-tailed)	.000
	N	75
x2.2	Pearson Correlation	.819**
	Sig. (2-tailed)	.000

	N	75
x2.3	Pearson Correlation	.880**
	Sig. (2-tailed)	.000
	N	75
x2.4	Pearson Correlation	.828**
	Sig. (2-tailed)	.000
	N	75
x2.5	Pearson Correlation	.808**
	Sig. (2-tailed)	.000
	N	75

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

```
RELIABILITY
/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=SCALE

/SUMMARY=TOTAL.
```

### Reliability Statistics

Cronbach's Alpha	N of Items
.890	5

CORRELATIONS

/VARIABLES=x3.1 x3.2 x3.3 x3.4 x3.5 x3.6 x3.7 with X3  
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

		Lingkungan Kerja
x3.1	Pearson Correlation	.656**
	Sig. (2-tailed)	.000
	N	75
x3.2	Pearson Correlation	.725**
	Sig. (2-tailed)	.000
	N	75
x3.3	Pearson Correlation	.777**
	Sig. (2-tailed)	.000
	N	75
x3.4	Pearson Correlation	.805**
	Sig. (2-tailed)	.000
	N	75
x3.5	Pearson Correlation	.680**
	Sig. (2-tailed)	.000

	N	75
x3.6	Pearson Correlation	.521 **
	Sig. (2-tailed)	.000
	N	75
x3.7	Pearson Correlation	.631 **
	Sig. (2-tailed)	.000
	N	75

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

#### RELIABILITY

```

/VARIABLES=x3.1 x3.2 x3.3 x3.4 x3.5 x3.6 x3.7
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=SCALE

/SUMMARY=TOTAL.

```

#### Reliability Statistics

Cronbach's Alpha	N of Items
.810	7

#### CORRELATIONS

```

/VARIABLES=y1.1 y1.2 y1.3 y2.1 y2.2 y2.3 y3.1 y3.2 y3.3 y4.1 y4.2 y4.3 y5.1 y5.2 y5.3 WITH Y
/PRINT=TWOTAIL NOSIG

```

```

/MISSING=PAIRWISE.

```

#### Correlations

		Kinerja Karyawan
y1.1	Pearson Correlation	.699**
	Sig. (2-tailed)	.000
	N	75
y1.2	Pearson Correlation	.788**
	Sig. (2-tailed)	.000
	N	75
y1.3	Pearson Correlation	.795**
	Sig. (2-tailed)	.000
	N	75
y2.1	Pearson Correlation	.670**
	Sig. (2-tailed)	.000
	N	75
y2.2	Pearson Correlation	.646**
	Sig. (2-tailed)	.000
	N	75
y2.3	Pearson Correlation	.552**
	Sig. (2-tailed)	.000
	N	75
y3.1	Pearson Correlation	.722**
	Sig. (2-tailed)	.000
	N	75
y3.2	Pearson Correlation	.854**

	Sig. (2-tailed)	.000
	N	75
y3.3	Pearson Correlation	.500**
	Sig. (2-tailed)	.000
	N	75
y4.1	Pearson Correlation	.667**
	Sig. (2-tailed)	.000
	N	75
y4.2	Pearson Correlation	.600**
	Sig. (2-tailed)	.000
	N	75
y4.3	Pearson Correlation	.649**
	Sig. (2-tailed)	.000
	N	75
y5.1	Pearson Correlation	.834**
	Sig. (2-tailed)	.000
	N	75
y5.2	Pearson Correlation	.808**
	Sig. (2-tailed)	.000
	N	75
y5.3	Pearson Correlation	.770**
	Sig. (2-tailed)	.000
	N	75

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

RELIABILITY

/VARIABLES=y1.1 y1.2 y1.3 y2.1 y2.2 y2.3 y3.1 y3.2 y3.3 y4.1 y4.2 y4.3 y5.1 y5.2 y5.3

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=SCALE

/SUMMARY=TOTAL.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.927	15

**Lampiran 5: Hasil Uji Asumsi Klasik**  
**NORMALITAS**

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	2.18803467
Most Extreme Differences	Extreme Absolute	.085
	Positive	.085
	Negative	-.068
Kolmogorov-Smirnov Z		.736
Asymp. Sig. (2-tailed)		.651

a. Test distribution is Normal.

HETEROSKEDASTISITAS  
**Nonparametric Correlation**

			Abs_Res
Spearman's rho	KesehatanKerja	Correlation Coefficient	.348**
		Sig. (2-tailed)	.126
		N	75
	KeselamatanKerja	Correlation Coefficient	.235*
		Sig. (2-tailed)	.322
		N	75
	LingkunganKerja	Correlation Coefficient	.081
		Sig. (2-tailed)	.488
		N	75

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

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

## Multikolinearitas

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.796	2.085		3.738	.000		
	KesehatanKerja	.900	.093	.510	9.679	.000	.382	2.618
	KeselamatanKerja	.682	.132	.281	5.184	.000	.360	2.776
	LingkunganKerja	.606	.118	.264	5.138	.000	.401	2.491

a. Dependent Variable: Kinerja Karyawan

## AUTOKORELASI

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.962 <sup>a</sup>	.925	.921	2.234	1.052

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

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.962 <sup>a</sup>	.925	.921	2.234	1.052

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

b. Dependent Variable: Kinerja Karyawan