

LAMPIRAN



Lampiran 1 : Kuesioner Penelitian

KUESIONER
PENELITIAN

PENGARUH HUBUNGAN INTERPERSONAL DAN
LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI
PADA UNIVERSITAS MUHAMMADIYAH PALOPO

DATA

RESPONDEN

Kepada Yth. Bapak/Ibu/Saudara/i untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

A. Identitas Responden

1. Nama :(Boleh Tidak Diisi)

2. Jenis Kelamin : Laki-Laki Perempuan

3. Usia : <30 Tahun 40-50 Tahun

30-40 Tahun >50 Tahun

4. Pendidikan Terakhir :

5. Lama Bekerja : < 3 Tahun 5-8 Tahun

3-5 Tahun

> 8 tahun

B. Petunjuk Pengisian

Bapak/Ibu/Saudara sebagai pegawai pada Universitas Muhammadiyah Palopo diminta kesediaannya untuk memberikan tanggapan/jawaban atas pertanyaan sebagaimana tersebut dibawah ini. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda checklist (√) pada salah satu jawaban yang anda anggap paling benar.

- | | |
|-----------------|-----|
| 1. Sangat Buruk | : 1 |
| 2. Buruk | : 2 |
| 3. Sedang | : 3 |
| 4. Baik | : 4 |
| 5. Sangat Baik | : 5 |

DAFTAR PERTANYAAN

A. HUBUNGAN INTERPERSONAL

NO	PERTANYAAN	1	2	3	4	5
1	Menghargai perbedaan latar belakang antar pegawai dalam organisasi	1	2	3	4	5
2	Mendengarkan dengan baik setiap Ide/Gagasan/Pendapat sesama pegawai Universitas Muhammadiyah Palopo	1	2	3	4	5
3	Adanya keakraban antar pegawai dapat membuat saya merasa nyaman dalam suasana kampus	1	2	3	4	5
4	Adanya keterbukaan pegawai dapat berpengaruh besar dalam meningkatkan hubungan interpersonal dengan baik	1	2	3	4	5
5	Dalam menyelesaikan pekerjaan selalu bekerja sama dengan pegawai lainnya	1	2	3	4	5

6	Mampu berkomitmen melaksanakan pekerjaan secara kerja sama tim	1	2	3	4	5
7	Komunikasi antar pegawai dengan pimpinan terjalin dengan baik	1	2	3	4	5
8	Menunjukkan sikap positif saat berkomunikasi dengan orang lain	1	2	3	4	5
9	Senang dan terbuka ketika berkomunikasi dengan pegawai lainnya	1	2	3	4	5
10	Adanya keterbukaan antar pegawai dapat berpengaruh besar dalam meningkatkan hubungan interpersonal yang efektif	1	2	3	4	5
11	Hubungan antar sesama pegawai sangat membantu dalam bekerja	1	2	3	4	5
12	Mengeluarkan pendapat dalam kegiatan diskusi	1	2	3	4	5
13	Menanggapi setiap Ide/Gagasan/Pendapat dari sesama pegawai Universitas Muhammadiyah Palopo	1	2	3	4	5
14	Akan menerima dan menjalankan kesepakatan hasil dari rapat bersama	1	2	3	4	5
15	Memilih diam dan tidak memberikan masukan ketika ada pendapat yang dirasa salah	1	2	3	4	5

Catatan :

1 : Sangat Buruk

2 : Buruk

3 : Sedang



4 : Baik

5 : Sangat Baik

B. LINGKUNGAN KERJA

NO	PERTANYAAN	1	2	3	4	5
1	Keamanan di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
2	Kebersihan di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
3	Fasilitas Pendukung Pekerjaan (Komputer, Mesin Tik, ATK) di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
4	Hubungan antar Pegawai dan dosen	1	2	3	4	5
5	Kenyamanan Kampus	1	2	3	4	5
6	Pelayanan Kampus	1	2	3	4	5
7	Fasilitas Olahraga, hiburan dan lain-lain	1	2	3	4	5
8	Ruang kerja	1	2	3	4	5
9	Ketersediaan AC di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
10	Ventilasi udara di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
11	Pencahayaan ruangan	1	2	3	4	5
12	Tingkat kebisingan di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5
13	Sirkulasi udara ruangan di Kampus Universitas Muhammadiyah Palopo	1	2	3	4	5

14	Kondisi fasilitas Toilet/WC	1	2	3	4	5
15	Kebebasan dalam menyampaikan pendapat ke sesame	1	2	3	4	5

Catatan :

1 : Sangat Buruk

2 : Buruk

3 : Sedang

4 : Baik

5 : Sangat Baik

C. KINERJA PEGAWAI

NO	PERTANYAAN	1	2	3	4	5
1	Prestasi kerja pegawai merupakan perilaku yang nyata dalam meningkatkan kinerja	1	2	3	4	5
2	Selalu berusaha untuk mencapai target kerja yang ditetapkan kampus	1	2	3	4	5
3	Dapat menyelesaikan pekerjaan lebih dari yang ditargetkan	1	2	3	4	5

4	Mempunyai tanggung jawab dan komitmen dalam bekerja	1	2	3	4	5
5	Mengutamakan kejujuran dalam setiap menyelesaikan pekerjaan untuk meningkatkan hasil kerja	1	2	3	4	5
6	Berinisiatif saat diberi kesempatan untuk mencapai target yang telah ditetapkan oleh pimpinan	1	2	3	4	5
7	Mampu menghasilkan kualitas kerja dengan baik	1	2	3	4	5
8	Dapat membagi waktu istirahat dalam bekerja	1	2	3	4	5
9	Selalu terbuka dengan perbedaan pendapat orang lain	1	2	3	4	5
10	Selalu membantu rekan kerja bila mengalami kesulitan	1	2	3	4	5
11	Mengikuti pelatihan untuk memperdalam pengetahuan dalam bidang pekerjaan	1	2	3	4	5
12	Melakukan inovasi saat bekerja sehingga mendapatkan hasil yang optimal	1	2	3	4	5
13	Jarang membuat kesalahan dalam melaksanakan tugas yang diberikan	1	2	3	4	5
14	Selalu hadir tepat waktu dalam bekerja	1	2	3	4	5
15	Melalui kerja sama yang baik antar pegawai mampu menyelesaikan permasalahan yang dihadapi dalam pekerjaan	1	2	3	4	5

Catatan :

1 : Sangat Buruk

2 : Buruk

3 : Sedang

4 : Baik

5 : Sangat Baik

Lampiran 2 : Hasil Perhitungan Kuesioner

Variabel Hubungan Interpersonal (X1)																
No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
1	5	5	5	4	5	5	5	5	5	5	5	5	4	5	5	73
2	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	74
3	5	5	4	4	4	5	5	4	4	5	5	4	4	4	5	67

4	4	5	5	5	5	4	5	5	5	4	5	5	5	5	5	73
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	74
6	5	5	4	4	5	5	4	5	5	5	5	5	4	4	3	68
7	5	4	4	5	5	4	5	5	5	4	4	5	4	5	4	68
8	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	73
9	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	75
10	5	5	5	5	4	5	4	5	5	5	4	5	4	5	4	72
11	5	5	4	5	5	5	4	5	5	4	4	5	5	5	4	70
12	5	5	5	4	4	5	4	5	5	5	5	5	5	5	5	72
13	4	5	5	4	4	5	5	5	4	5	4	5	5	5	4	69
14	5	5	5	5	5	4	5	5	5	4	5	5	5	4	5	72
15	4	5	5	5	5	4	4	3	5	4	5	5	4	5	5	68
16	5	4	4	5	5	5	4	5	4	4	4	5	4	4	5	67
17	4	5	4	5	5	4	5	4	5	4	3	5	4	5	5	67
18	5	5	5	4	4	5	4	4	3	5	4	5	4	5	4	66
19	4	4	5	5	5	4	5	4	4	5	5	5	5	5	5	70
20	5	4	4	5	5	4	5	4	4	5	5	4	5	4	5	68
21	4	5	4	5	4	4	5	5	5	5	4	5	4	5	4	68
22	5	5	3	4	4	4	5	5	5	5	4	4	4	5	5	67
23	5	4	5	3	5	4	5	5	4	5	4	5	4	4	5	67
24	5	4	4	4	4	5	3	4	5	5	5	5	4	5	4	66
25	4	5	5	5	3	5	4	5	5	4	4	5	4	5	4	68
26	4	5	5	5	5	5	5	4	5	4	4	4	5	4	5	69
27	4	4	4	5	5	5	3	4	5	5	4	4	4	5	4	65
28	5	3	5	5	4	4	4	5	4	4	4	5	5	4	4	65
29	4	5	5	5	4	4	5	5	4	4	4	5	3	5	4	66
30	5	5	4	4	5	4	5	4	5	4	4	3	4	4	5	65

31	5	4	5	5	4	4	5	4	5	4	4	5	4	5	5	69
32	5	4	3	4	5	5	5	5	5	4	5	5	4	5	4	68
33	4	4	5	5	5	4	5	4	5	5	5	4	4	5	5	69
34	5	5	4	4	4	4	5	5	5	5	5	4	5	4	4	69
35	5	5	5	5	5	4	5	5	4	5	5	4	5	5	5	72
36	5	5	5	4	5	3	5	5	4	5	5	4	5	5	4	69
37	5	5	5	4	4	5	4	4	5	5	5	4	5	5	4	69
38	4	4	5	5	5	5	4	4	5	4	5	5	5	5	5	71
39	5	5	4	5	5	4	4	5	4	4	4	5	5	5	4	68
40	5	5	5	4	4	4	5	4	5	4	4	4	5	4	5	67
41	5	4	4	5	5	4	5	5	4	5	5	5	4	5	5	71
42	5	4	4	5	5	4	3	5	5	4	4	4	4	5	5	66
43	5	5	5	4	5	5	5	4	4	5	4	4	5	5	5	70
44	4	5	4	5	5	4	5	3	5	4	4	5	5	4	5	67
45	5	4	5	4	4	4	5	4	5	4	3	5	4	5	4	65
46	5	5	5	5	5	5	5	4	4	5	5	5	4	5	5	72
47	5	4	5	4	5	5	4	4	5	4	5	5	5	5	4	69
48	3	5	5	4	5	4	5	5	5	5	4	4	5	5	4	68
49	5	4	4	5	4	4	4	5	5	4	5	5	5	5	5	70
50	5	4	5	4	5	5	5	5	4	4	4	5	4	5	5	69

Variabel Lingkungan Kerja (X2)																
N o	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
1	5	5	5	5	5	4	5	5	5	5	5	5	4	5	5	73
2	5	4	5	5	5	5	5	4	5	4	5	5	5	4	5	71
3	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	75

4	5	4	5	5	5	5	4	5	5	5	5	5	3	4	5	70
5	5	5	5	4	5	5	5	5	4	5	5	4	5	5	4	71
6	5	5	5	4	5	5	5	3	5	5	5	5	4	5	5	71
7	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	74
8	5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	73
9	4	4	5	5	5	4	5	5	5	5	5	3	5	4	5	69
10	5	5	5	4	5	5	4	5	4	5	5	5	4	5	5	71
11	5	5	5	5	4	5	5	5	5	5	5	5	5	5	4	73
12	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	74
13	5	4	5	5	5	5	5	4	5	5	5	5	5	5	5	73
14	5	5	4	5	5	4	5	5	5	5	5	5	3	5	5	70
15	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	73
16	5	4	4	4	5	4	4	4	5	3	4	5	5	4	5	65
17	5	4	4	4	5	5	5	4	5	4	5	4	3	4	5	66
18	5	5	3	4	5	5	4	4	5	4	5	5	4	5	4	67
19	4	4	5	5	4	4	3	4	5	5	4	5	4	4	4	64
20	4	5	4	5	5	5	5	4	4	5	3	5	5	4	5	68
21	5	4	4	4	4	4	5	4	4	5	4	4	5	5	4	65
22	5	5	4	3	4	5	5	5	5	4	5	5	4	4	5	68
23	3	5	5	5	4	5	5	5	5	5	5	5	4	4	4	69
24	5	4	4	5	4	4	5	5	4	4	3	5	5	4	5	66
25	4	5	5	5	5	5	4	4	5	5	4	5	5	5	4	70
26	4	4	5	5	5	4	4	4	4	4	4	5	5	4	5	66
27	4	4	5	4	4	5	5	5	5	4	5	4	4	4	3	65
28	5	4	4	4	4	5	4	5	3	5	5	5	5	5	5	68
29	4	5	5	5	4	4	4	4	5	5	5	4	4	5	4	67
30	5	4	4	4	5	5	5	5	4	5	4	4	4	4	4	66

31	5	4	5	4	3	4	5	4	4	4	5	5	5	4	5	66
32	5	3	5	5	4	4	5	5	5	4	5	4	5	4	5	68
33	5	4	5	4	5	4	5	4	4	5	5	5	4	3	4	66
34	4	5	4	5	5	4	5	4	5	5	4	4	4	5	5	68
35	5	5	4	5	4	5	4	4	5	5	4	3	5	4	5	67
36	3	5	5	4	4	5	4	5	4	5	4	5	4	5	4	66
37	3	5	5	4	4	5	5	5	5	4	5	5	5	3	4	67
38	4	5	5	4	5	4	3	4	4	4	3	5	5	5	5	65
39	5	4	4	4	4	4	5	4	5	5	5	5	4	3	5	66
40	5	3	5	5	5	4	4	5	4	5	4	5	5	5	5	69
41	4	4	5	5	4	4	5	4	3	4	5	4	5	4	5	65
42	5	4	5	4	4	5	5	4	4	5	5	4	5	4	3	66
43	4	4	4	5	5	5	5	5	5	4	5	5	4	4	4	68
44	4	5	3	5	5	5	5	4	5	4	4	4	5	5	5	68
45	4	5	5	5	4	4	5	5	5	5	4	3	5	4	5	68
46	4	5	4	4	5	4	4	4	4	5	4	5	4	5	4	65
47	5	5	5	4	5	5	5	5	4	3	5	4	5	4	5	69
48	5	4	4	4	5	5	4	5	5	3	5	4	5	5	4	67
49	5	5	5	4	4	4	4	4	5	5	5	4	3	4	5	66
50	4	5	5	5	4	3	5	5	5	5	4	5	4	4	5	68

Variabel Kinerja Pegawai (Y)																
N o	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
1	5	5	5	5	5	5	3	5	5	5	5	4	5	5	5	72
2	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	73
3	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	74

4	4	5	4	5	5	4	5	3	5	4	5	5	4	5	4	67
5	5	5	5	4	5	5	5	4	5	5	5	5	5	3	5	71
6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
7	5	5	5	4	5	5	5	4	5	5	5	5	5	5	3	71
8	5	4	5	5	5	5	4	5	5	4	5	5	5	5	5	72
9	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	73
10	4	5	4	5	5	4	5	4	5	4	3	5	5	5	4	67
11	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	73
12	5	5	5	5	5	5	5	5	5	5	5	5	5	5	3	73
13	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
14	5	5	3	5	4	5	5	4	5	5	5	5	4	5	4	69
15	5	5	5	4	5	5	5	5	5	5	5	3	5	5	5	72
16	4	5	4	5	4	4	4	5	5	4	5	5	5	5	5	69
17	5	4	5	4	4	5	4	5	5	4	4	4	5	4	5	67
18	4	4	5	5	3	5	4	5	4	5	5	5	5	4	5	68
19	4	5	4	4	5	4	5	5	4	4	5	4	4	4	5	66
20	5	4	5	5	4	4	5	4	5	4	5	4	3	5	5	67
21	5	3	5	5	5	4	5	4	5	5	5	5	4	5	5	70
22	5	4	4	5	5	4	5	3	5	5	5	4	5	5	5	69
23	5	4	5	4	5	5	4	4	5	4	4	5	5	4	5	68
24	5	4	5	4	5	4	5	5	4	5	4	5	4	4	5	68
25	5	4	4	5	5	4	4	4	5	5	4	5	5	5	4	68
26	4	4	5	4	5	4	5	5	4	5	4	5	3	5	5	67
27	5	4	4	4	5	5	5	5	4	4	5	5	5	4	4	68
28	4	5	5	5	4	5	4	4	5	4	4	5	5	4	5	68
29	5	5	4	4	4	5	4	4	5	4	4	5	5	3	5	66
30	5	4	5	4	5	3	5	4	5	5	5	4	5	4	5	68

31	4	5	5	4	4	3	5	4	5	5	5	4	5	4	5	67
32	5	5	4	4	5	4	4	5	4	4	5	5	4	5	3	66
33	5	5	4	4	4	5	4	5	4	5	4	5	5	4	5	68
34	4	5	4	4	5	5	5	4	5	4	3	5	5	4	5	67
35	3	5	4	4	5	5	5	4	5	5	4	4	5	5	4	67
36	5	5	4	4	5	4	4	5	4	4	5	4	3	5	5	66
37	4	4	5	5	5	4	5	4	3	5	5	5	4	5	5	68
38	5	4	5	3	5	4	5	4	5	5	5	5	4	5	5	69
39	5	4	5	4	4	5	4	4	4	3	5	4	5	4	4	64
40	5	4	4	5	3	5	5	4	5	5	4	5	5	5	4	68
41	3	5	5	4	4	5	4	4	5	4	5	5	4	4	5	66
42	3	5	4	4	4	5	5	5	5	4	5	4	5	5	4	67
43	4	4	5	5	4	5	5	4	4	4	4	5	4	3	5	65
44	5	4	5	4	4	4	5	4	5	5	4	5	5	4	5	68
45	4	5	5	4	4	4	5	3	5	4	5	3	5	5	5	66
46	5	3	4	5	5	5	4	5	4	5	4	5	4	5	5	68
47	4	4	5	4	5	5	5	3	5	5	4	4	5	4	5	67
48	5	4	5	4	4	5	4	4	5	3	5	4	5	5	4	66
49	5	4	4	5	5	4	4	5	4	3	5	5	5	5	4	67
50	5	5	4	5	5	4	3	5	5	4	4	5	4	5	5	68

Lampiran 3 : Hasil Analisis Deskriptif

Jenis Kelamin				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid laki-laki	30	60.0	60.0	60.0
perempuan	20	40.0	40.0	100.0
Total	50	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
<30 Thn	14	28.0	28.0	28.0
>50 Thn	10	20.0	20.0	48.0
Valid 30-40 Thn	16	32.0	32.0	80.0
40-50 Thn	10	20.0	20.0	100.0
Total	50	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Strata S1	18	36.0	36.0	36.0
Valid Strata S2	32	64.0	64.0	100.0
Total	50	100.0	100.0	

Lama Bekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	2.0	2.0	2.0
<3 Thn	20	39.2	39.2	41.2
>8 Thn	9	17.6	17.6	58.8
Valid 3-5 Thn	14	27.5	27.5	86.3
5-8 Thn	7	13.7	13.7	100.0
Total	51	100.0	100.0	

Lampiran 4 : Hasil Uji Validitas

1. Variabel Hubungan Interpersonal

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	X1.15	Total	
X1.1	Pearson Correlation	1	-.130	-.162	-.248	-.031	.142	-.067	.238	-.163	.088	.182	.016	-.007	-.196	.030	.141
	Sig. (2-tailed)		.370	.262	.083	.832	.327	.646	.096	.257	.542	.206	.913	.959	.173	.837	.330
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.2	Pearson Correlation	-.130	1	.135	-.070	-.062	.123	.279*	.043	.114	.249	.024	-.156	.123	-.027	-.026	.342*
	Sig. (2-tailed)	.370		.349	.629	.671	.393	.049	.769	.430	.081	.869	.279	.393	.852	.860	.015
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.3	Pearson Correlation	-.162	.135	1	.012	-.038	.109	.152	-.076	-.146	.095	.076	.158	.240	.088	.116	.398**
	Sig. (2-tailed)	.262	.349		.935	.794	.453	.291	.598	.311	.514	.598	.273	.094	.545	.424	.004
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.4	Pearson Correlation	-.248	-.070	.012	1	.176	-.094	-.088	-.016	.136	.276	.016	.243	.046	.094	.194	.279
	Sig. (2-tailed)	.083	.629	.935		.221	.517	.545	.913	.347	.053	.913	.089	.750	.518	.178	.050
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.5	Pearson Correlation	-.031	-.062	-.038	.176	1	-.052	.179	-.062	-.009	.022	.197	-.058	.163	-.089	.293*	.285*
	Sig. (2-tailed)	.832	.671	.794	.221		.722	.212	.669	.951	.882	.171	.691	.257	.538	.039	.045
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.6	Pearson Correlation	.142	.123	.109	-.094	-.052	1	-.298*	.008	.059	.193	.123	.247	-.040	.036	-.131	.291*
	Sig. (2-tailed)	.327	.393	.453	.517	.722		.036	.957	.682	.180	.397	.084	.782	.801	.365	.040
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.7	Pearson Correlation	-.067	.279*	.152	-.088	.179	-.298*	1	.070	-.117	.120	-.012	-.092	.074	-.193	.324*	.299*
	Sig. (2-tailed)	.646	.049	.291	.545	.212	.036		.629	.420	.405	.936	.525	.607	.179	.022	.035
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.8	Pearson Correlation	.238	.043	-.076	-.016	-.062	.008	.070	1	-.033	.132	.042	.204	.008	.065	-.241	.328*
	Sig. (2-tailed)	.096	.769	.598	.913	.669	.957	.629		.822	.361	.774	.155	.957	.651	.092	.020
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X1.9	Pearson Correlation	-.163	.114	-.146	.136	-.009	.059	-.117	-.033	1	.220	.033	-.034	.059	.021	-.035	.167

	Sig. (2-tailed)	.257	.430	.311	.347	.951	.682	.420	.822		.125	.822	.816	.682	.886	.810	.246
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.088	.249	.095	-.276	-.022	.193	.120	.132	-.220	1	.360*	-.187	.043	.050	-.084	.313*
X1.10	Sig. (2-tailed)	.542	.081	.514	.053	.882	.180	.405	.361	.125		.010	.194	.765	.730	.562	.027
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.182	.024	.076	.016	.197	.123	-.012	.042	.033	.360*	1	.003	.253	-.065	.110	.519**
X1.11	Sig. (2-tailed)	.206	.869	.598	.913	.171	.397	.936	.774	.822	.010		.985	.076	.651	.447	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.016	-.156	.158	.243	-.058	.247	-.092	.204	-.034	.187	.003	1	-.120	.221	-.150	.292*
X1.12	Sig. (2-tailed)	.913	.279	.273	.089	.691	.084	.525	.155	.816	.194	.985		.405	.123	.298	.039
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	-.007	.123	.240	.046	.163	-.040	.074	.008	.059	.043	.253	-.120	1	-.129	.078	.393**
X1.13	Sig. (2-tailed)	.959	.393	.094	.750	.257	.782	.607	.957	.682	.765	.076	.405		.370	.591	.005
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	-.196	-.027	.088	.094	-.089	.036	-.193	.065	.021	.050	-.065	.221	-.129	1	-.180	.122
X1.14	Sig. (2-tailed)	.173	.852	.545	.518	.538	.801	.179	.651	.886	.730	.651	.123	.370		.212	.400
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.030	-.026	.116	.194	.293*	-.131	.324*	-.241	-.035	.084	.110	-.150	.078	-.180	1	.292*
X1.15	Sig. (2-tailed)	.837	.860	.424	.178	.039	.365	.022	.092	.810	.562	.447	.298	.591	.212		.040
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.141	.342*	.398**	.279	.285*	.291*	.299*	.328*	.167	.313*	.519**	.292*	.393**	.122	.292*	1
Total	Sig. (2-tailed)	.330	.015	.004	.050	.045	.040	.035	.020	.246	.027	.000	.039	.005	.400	.040	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed).

2. Variabel Lingkungan Kerja

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	Total
X2.1 Pearson Correlation	1	-.236	-.117	-.190	.171	.109	.119	-.031	-.023	.045	.285*	.033	.026	.155	.296*	.326*
X2.1 Sig. (2-tailed)		.099	.419	.187	.235	.451	.409	.832	.872	.756	.045	.819	.858	.282	.037	.021
X2.1 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.2 Pearson Correlation	-.236	1	-.007	-.034	.094	.224	-.007	.000	.209	.226	-.062	.081	-.109	.351*	.055	.356*
X2.2 Sig. (2-tailed)	.099		.959	.816	.517	.118	.959	1.000	.144	.114	.667	.575	.452	.012	.707	.011
X2.2 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.3 Pearson Correlation	-.117	-.007	1	.191	-.157	-.090	-.014	.165	-.038	.237	.237	.083	.139	-.060	-.014	.328*
X2.3 Sig. (2-tailed)	.419	.959		.185	.276	.532	.923	.251	.795	.097	.097	.566	.336	.678	.923	.020
X2.3 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.4 Pearson Correlation	-.190	-.034	.191	1	.100	-.178	.058	.069	.289*	.242	-.190	-.037	.174	.128	.257	.367**
X2.4 Sig. (2-tailed)	.187	.816	.185		.490	.217	.688	.634	.042	.091	.187	.798	.227	.375	.072	.009
X2.4 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.5 Pearson Correlation	.171	.094	-.157	.100	1	.232	-.090	-.069	.079	.015	-.077	.137	-.058	.325*	.176	.359*
X2.5 Sig. (2-tailed)	.235	.517	.276	.490		.105	.532	.632	.584	.918	.596	.343	.687	.021	.222	.010
X2.5 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.6 Pearson Correlation	.109	.224	-.090	-.178	.232	1	.109	.139	.079	.077	.295*	.075	.117	.201	-.224	.411**
X2.6 Sig. (2-tailed)	.451	.118	.532	.217	.105		.451	.336	.584	.596	.038	.606	.419	.162	.119	.003
X2.6 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.7 Pearson Correlation	.119	-.007	-.014	.058	-.090	.109	1	.165	.088	.001	.296*	-.154	.083	-.237	.049	.278
X2.7 Sig. (2-tailed)	.409	.959	.923	.688	.532	.451		.251	.543	.994	.037	.285	.565	.097	.733	.051
X2.7 N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.8 Pearson Correlation	-.031	.000	.165	.069	-.069	.139	.165	1	.000	.031	.154	.000	.029	.031	-.033	.306*

	Sig. (2-tailed)	.832	1.000	.251	.634	.632	.336	.251		1.000	.832	.286	1.000	.842	.832	.820	.030	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	-.023	.209	-.038	.289*	.079	.079	.088	.000	1	.023	.211	-.059	-.276	-.035	.025	.293*	
X2.9	Sig. (2-tailed)	.872	.144	.795	.042	.584	.584	.543	1.000		.872	.141	.684	.052	.808	.862	.039	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	-.045	.226	.237	.242	-.015	-.077	.001	-.031	-.023	1	-.045	.033	-.233	.210	-.058	.291*	
X2.10	Sig. (2-tailed)	.756	.114	.097	.091	.918	.596	.994	.832	.872		.756	.819	.103	.143	.690	.040	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	.285*	-.062	.237	-.190	-.077	.295*	.296*	.154	.211	.045	1	-.022	-.233	-.065	-.117	.337*	
X2.11	Sig. (2-tailed)	.045	.667	.097	.187	.596	.038	.037	.286	.141	.756		.879	.103	.654	.419	.017	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	.033	.081	.083	-.037	.137	.075	-.154	.000	-.059	.033	-.022	1	-.104	.133	.083	.264	
X2.12	Sig. (2-tailed)	.819	.575	.566	.798	.343	.606	.285	1.000	.684	.819	.879		.472	.358	.566	.063	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	.026	-.109	.139	.174	-.058	.117	.083	.029	-.276	.233	-.233	-.104	1	.129	.083	.192	
X2.13	Sig. (2-tailed)	.858	.452	.336	.227	.687	.419	.565	.842	.052	.103	.103	.472		.370	.565	.182	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	.155	.351*	-.060	.128	.325*	.201	-.237	.031	-.035	.210	-.065	.133	.129	1	.058	.478**	
X2.14	Sig. (2-tailed)	.282	.012	.678	.375	.021	.162	.097	.832	.808	.143	.654	.358	.370		.690	.000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
	Pearson Correlation	.296*	.055	-.014	.257	.176	-.224	.049	-.033	.025	.058	-.117	.083	.083	.058	1	.328*	
X2.15	Sig. (2-tailed)	.037	.707	.923	.072	.222	.119	.733	.820	.862	.690	.419	.566	.565	.690		.020	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	
Total	Pearson Correlation	.326*	.356*	.328*	.367**	.359*	.411**	.278	.306*	.293*	.291*	.337*	.264	.192	.478**	.328*	1	

Sig. (2-tailed)	.021	.011	.020	.009	.010	.003	.051	.030	.039	.040	.017	.063	.182	.000	.020		
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

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

3. Variabel Kinerja Pegawai

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Total
Pearson Correlation	1	-.285*	.064	.109	.226	.038	-.154	.225	.046	.096	.166	.154	.066	.112	-.026	.407**
Y.1 Sig. (2-tailed)		.045	.658	.453	.115	.796	.285	.116	.749	.507	.249	.284	.650	.437	.856	.003
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Pearson Correlation	-.285*	1	-.256	-.132	.007	.095	-.025	.049	.264	.002	.069	-.116	.155	.005	-.169	.140
Y.2 Sig. (2-tailed)	.045		.072	.360	.959	.511	.865	.737	.064	.987	.632	.422	.281	.975	.242	.333
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Pearson Correlation	.064	-.256	1	-.164	.001	.050	.106	-.001	.086	.103	.202	-.146	.091	-.176	.311*	.261
Y.3 Sig. (2-tailed)	.658	.072		.256	.993	.730	.463	.993	.555	.478	.160	.313	.528	.222	.028	.067
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Pearson Correlation	.109	-.132	-.164	1	-.017	.073	-.119	.075	.033	.026	.049	.325*	.018	.350*	-.011	.341*
Y.4 Sig. (2-tailed)	.453	.360	.256		.905	.614	.412	.607	.818	.859	.735	.021	.903	.013	.937	.015
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Pearson Correlation	.226	.007	.001	-.017	1	-.147	.151	.126	-.023	.161	.049	.099	-.111	.296*	-.028	.392**
Y.5 Sig. (2-tailed)	.115	.959	.993	.905		.308	.295	.385	.873	.265	.733	.492	.444	.037	.847	.005
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.6 Pearson Correlation	.038	.095	.050	.073	-.147	1	-.111	.187	.131	.051	-.085	.160	.360*	-.130	-.088	.318*

	Sig. (2-tailed)	.796	.511	.730	.614	.308		.441	.193	.364	.726	.558	.267	.010	.368	.542	.024
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	-.154	-.025	.106	-.119	.151	-.111	1	-.304*	.101	.361*	.088	-.051	-.012	.035	-.048	.211
Y.7	Sig. (2-tailed)	.285	.865	.463	.412	.295	.441		.032	.487	.010	.543	.724	.934	.808	.740	.142
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.225	.049	-.001	.075	.126	.187	-.304*	1	-.303*	.039	.126	.199	-.062	.157	.025	.346*
Y.8	Sig. (2-tailed)	.116	.737	.993	.607	.385	.193	.032		.033	.789	.385	.165	.667	.276	.864	.014
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.046	.264	.086	.033	-.023	.131	.101	-.303*	1	.097	-.023	-.130	.410**	.143	.017	.368**
Y.9	Sig. (2-tailed)	.749	.064	.555	.818	.873	.364	.487	.033		.505	.873	.369	.003	.322	.909	.009
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.096	-.002	.103	.026	.161	-.051	.361**	-.039	.097	1	-.015	.109	.016	.091	.158	.463**
Y.10	Sig. (2-tailed)	.507	.987	.478	.859	.265	.726	.010	.789	.505		.916	.452	.914	.531	.272	.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.166	.069	.202	.049	.049	-.085	.088	.126	-.023	.015	1	-.223	-.051	.296*	-.089	.338*
Y.11	Sig. (2-tailed)	.249	.632	.160	.735	.733	.558	.543	.385	.873	.916		.119	.728	.037	.541	.016
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.154	-.116	-.146	.325*	.099	.160	-.051	.199	-.130	.109	-.223	1	-.069	-.069	-.110	.244
Y.12	Sig. (2-tailed)	.284	.422	.313	.021	.492	.267	.724	.165	.369	.452	.119		.636	.636	.447	.087
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.066	.155	.091	.018	-.111	.360*	-.012	-.062	.410**	.016	-.051	-.069	1	-.143	-.122	.325*
Y.13	Sig. (2-tailed)	.650	.281	.528	.903	.444	.010	.934	.667	.003	.914	.728	.636		.320	.398	.021
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.112	.005	-.176	.350*	.296*	-.130	.035	.157	.143	.091	.296*	-.069	-.143	1	-.291*	.368**
Y.14	Sig. (2-tailed)	.437	.975	.222	.013	.037	.368	.808	.276	.322	.531	.037	.636	.320		.041	.009
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y.15	Pearson Correlation	-.026	-.169	.311*	-.011	-.028	-.088	-.048	.025	.017	.158	-.089	-.110	-.122	-.291*	1	.114

Total	Sig. (2-tailed)	.856	.242	.028	.937	.847	.542	.740	.864	.909	.272	.541	.447	.398	.041		.430
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.407**	.140	.261	.341*	.392**	.318*	.211	.346*	.368**	.463*	.338*	.244	.325*	.368**	.114	1
	Sig. (2-tailed)	.003	.333	.067	.015	.005	.024	.142	.014	.009	.001	.016	.087	.021	.009	.430	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

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

Lampiran 5 : Hasil Uji Reabilitas

1. Variabel Hubungan Interpersonal

Cronbach's Alpha	N of Items
.602	16

2. Variabel Lingkungan Kerja

Cronbach's Alpha	N of Items
.632	16

3. Variabel Kinerja Pegawai

Cronbach's Alpha	N of Items
.614	16

Lampiran 6 : Hasil Uji Regresi Linear Berganda dan Hasil Uji R Square

1. Hasil Uji Regresi Linear Berganda

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	17.990	8.392		
1 Hubungan Interpersonal (X1)	.093	.109	.090	.856	.396
Lingkungan Kerja (X2)	.647	.098	.695	6.607	.000

a. Dependent Variable: Kinerja Pegawai (Y)

2. Hasil Uji R Square

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	186.035	2	93.017	26.418	.000 ^b
Residual	165.485	47	3.521		
Total	351.520	49			

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Lingkungan Kerja (X2), Hubungan Interpersonal (X1)

Lampiran 7 : Hasil Uji T dan Uji F

1. Hasil Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	17.990	8.392		
1 Hubungan Interpersonal (X1)	.093	.109	.090	.856	.396
Lingkungan Kerja (X2)	.647	.098	.695	6.607	.000

a. Dependent Variable: Kinerja Pegawai (Y)

2. Hasil Uji F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	186.035	2	93.017	26.418	.000 ^b
Residual	165.485	47	3.521		
Total	351.520	49			

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Lingkungan Kerja (X2), Hubungan Interpersonal (X1)