

Lampiran

Lampiran 1 Kuisioner penelitian

**KUESIONER PENGARUH BUDAYA ORGANISASI DAN
KETERLIBATAN KERJA TERHADAP MOTIVASI KERJA KARYAWAN
PT PLN (PERSERO) UNIT INDUK WILAYAH SUMATERA SELATAN,
JAMBI, DAN BENGKULU AREA PALEMBANG**

Dengan Hormat,

Dalam rangka penyusunan Skripsi sebagai salah satu syarat kelulusan program Sarjana S1 di Universitas Sriwijaya, peneliti berusaha untuk mengumpulkan data dan informasi mengenai “PENGARUH BUDAYA ORGANISASI DAN KETERLIBATAN KERJA TERHADAP MOTIVASI KERJA KARYAWAN PT PLN (PERSERO) UNIT INDUK WILAYAH SUMATERA SELATAN, JAMBI, DAN BENGKULU AREA PALEMBANG”.

Oleh karena itu, maka perkenankan Bapak/Ibu untuk berpartisipasi dalam pengisian kuisioner ini agar hasil penelitian memiliki kredibilitas yang tinggi. Saya sangat berterima kasih atas kesediaan dan partisipasi Bapak/Ibu dalam meluangkan waktu untuk mengisi kuisioner ini.

Atas perhatiannya, saya ucapkan terima kasih.

Hormat saya,



Rizko Dian Fadeli
01011281924046

Petunjuk Pengisian Kuisisioner

1. Sebelum melakukan pengisian kuisisioner ini, kami mohon ketersediaan bapak/ibu untuk membaca petunjuk pengisian secara seksama.

2. Berilah tanda centang (√) pada kolom jawaban Bapak/ Ibu anggap paling sesuai.

Terdapat 5 pilihan jawaban bapak/ibu yang bisa pilih diantaranya :

- ❖ Skala 5 = Sangat Setuju (SS)
- ❖ Skala 4 = Setuju (S)
- ❖ Skala 3 = Ragu-Ragu (RR)
- ❖ Skala 2 = Tidak Setuju (TS)
- ❖ Skala 1 = Sangat Tidak Setuju (STS)

3. Mohon pertanyaan dapat diisi seluruhnya.

Identitas Responden

- Nama :

- Bagian/Unit : Perencanaan
 Niaga
 Distribusi
 Komunikasi, Keuangan, dan Umum
 K3L
 Pengadaan

- Umur : 17-30 Tahun 31-40 Tahun
 41-50 Tahun >50 Tahun

- Jenis Kelamin : Laki-Laki Perempuan

- Masa Kerja : 0-5 Tahun 6-10 Tahun
 11-20 Tahun >20 Tahun

- Pendidikan : SMA D3 S1 S2 S3

KUESIONER

No	Budaya Organisasi	STS	TS	N	S	SS
1.	Perusahaan terbuka terhadap inovasi agar pegawai dapat lebih inovatif dalam bekerja					
2.	Adanya dorongan untuk berpikir kreatif dari perusahaan kepada pegawai agar dapat berkembang					
3.	Siap mengambil resiko dalam pekerjaan adalah tuntutan bagi pegawai PT PLN					
4.	Tuntutan penyelesaian kerja tepat waktu yang diberikan perusahaan kepada pegawai agar lebih efektif dalam bekerja					
5.	Tuntutan penyelesaian kerja dengan akurat dari perusahaan agar pegawai lebih teliti dalam bekerja					
6.	Adanya motivasi untuk lebih perhatian terhadap pekerjaan yang ditekankan oleh perusahaan agar pegawai dapat bekerja dengan lebih baik					
7.	Senantiasa bekerja dengan menekankan hasil maksimal merupakan hal yang wajib bagi setiap pegawai PT PLN					
8.	Kemauan untuk mengembangkan diri dalam menyelesaikan masalah adalah hal yang ditekankan kepada para pegawai PT PLN					
9.	Peningkatan efektifitas kerja untuk memperoleh hasil lebih baik.					
10.	Berusaha mengerjakan pekerjaan dengan sungguh-sungguh					
11.	Rasa senang dengan pekerjaan yang dapat memotivasi					
12.	Bekerja sesuai target yang ditentukan perusahaan					
13.	Memahami struktur organisasi perusahaan					
14.	Berusaha menjalin kerjasama dengan anggota lain					
15.	Tuntutan menjadi anggota satuan kerja yang kompak					
16.	Bekerja dengan giat melaksanakan tugas sebagai rasa tanggung jawab					

17.	Senantiasa disiplin waktu dalam bekerja					
18.	Persaingan sehat antar karyawan					
19.	Perasaan yang tenang dan ikhlas dalam bekerja					
20.	Adanya perasaan dihargai oleh perusahaan dan pimpinan					
21.	Perasaan nyaman berada dalam perusahaan					

No	Keterlibatan Kerja	STS	TS	RR	S	SS
1.	Saya bekerja sesuai dengan aturan yang ditetapkan					
2.	Saya berusaha keras untuk mengambil bagian dalam tugas-tugas saya					
3.	Saya jarang memiliki kesempatan untuk membuat keputusan penting pada pekerjaan					
4.	Saya menganggap tugas yang diberikan kepada saya adalah penting					
5.	Saya menempatkan tugas lebih dari segalanya					
6.	Saya adalah salah satu orang yang diperhitungkan oleh atasan saya.					
7.	Saya mendapatkan pujian dari atasan karena reputasi baik yang saya lakukan					
8.	Pekerjaan saya saat ini menjunjung martabat saya.					
9.	Saya dapat diterima oleh orang lain karena pekerjaan saya.					
10.	Saya mendapat pengalaman positif atas pekerjaan yang saya lakukan					
11.	Saya tidak merasa bahwa dukungan dari atasan saya membuat saya bekerja lebih giat					

No	Motivasi Kerja	STS	TS	RR	S	SS
1.	Tingkatan kesesuaian gaji yang diberikan perusahaan berdasarkan kinerja karyawan					
2.	Tingkat pemberian bonus dari perusahaan sesuai dengan kebutuhan karyawan					
3.	Kesesuaian kompensasi dari perusahaan seperti pemberian cuti dan fasilitas bagi para pegawai					
4.	Potensi diri dari pegawai yang didukung penuh oleh perusahaan					
5.	Semangat kerja yang tinggi dari para pegawai dalam menyelesaikan pekerjaan					
6.	Tingkat kesesuaian kerja yang tepat dari pimpinan dan perusahaan					
7.	Hubungan baik antar rekan kerja yang ada dalam perusahaan PT PLN					
8.	Kerja sama yang baik antar rekan kerja					
9.	Suasana kerja yang kondusif mampu mendorong pekerjaan yang lebih optimal					
10.	Pujian atasan yang diberikan kepada kinerja pegawai yang baik					
11.	Kebutuhan dasar terpenuhi seperti makan siang dan sebagainya					
12.	Jaminan keselamatan kerja yang diberikan perusahaan kepada setiap perusahaan					
13.	Jenjang karir yang diberikan perusahaan mampu memotivasi pegawai					
14.	Penghargaan terhadap prestasi kerja yang diberikan perusahaan sebagai bentuk motivasi kepada para pegawai PT PLN					
15.	Tantangan kerja seperti mencoba pekerjaan diluar <i>jobdesk</i> dan divisi pegawai					

Lampiran 2 Hasil olah data Primer

Frekuensi

1. Frekuensi profil responden

Jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	38	63.3	63.3	63.3
	Perempuan	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	31-40 tahun	27	45.0	45.0	45.0
	41-50 tahun	11	18.3	18.3	63.3
	>50 tahun	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Distribusi	8	13.3	13.3	13.3
	Perencanaan	11	18.3	18.3	31.7
	K3L	7	11.7	11.7	43.3
	Lakdan	6	10.0	10.0	53.3
	Keuangan & umum	10	16.7	16.7	70.0
	Pemasaran	9	15.0	15.0	85.0
	Transaksi energi	9	15.0	15.0	100.0
	Total	60	100.0	100.0	

masa_kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6-10 tahun	2	3.3	3.3	3.3
	11-20 tahun	58	96.7	96.7	100.0
	Total	60	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	60	100.0	100.0	100.0

1. Frekuensi variabel Budaya organisasi (X₁)

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	45	75.0	75.0	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	41	68.3	68.3	70.0
	ss	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	5	8.3	8.3	8.3
	s	54	90.0	90.0	98.3
	ss	1	1.7	1.7	100.0
	Total	60	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	34	56.7	56.7	56.7
	ss	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	3	5.0	5.0	5.0
	s	57	95.0	95.0	100.0
	Total	60	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	5	8.3	8.3	8.3
	s	50	83.3	83.3	91.7
	ss	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	8	13.3	13.3	13.3
	s	51	85.0	85.0	98.3
	ss	1	1.7	1.7	100.0
	Total	60	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	2	3.3	3.3	3.3
	s	58	96.7	96.7	100.0
	Total	60	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	1	1.7	1.7	1.7
	n	8	13.3	13.3	15.0
	s	47	78.3	78.3	93.3
	ss	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	1	1.7	1.7	1.7
	n	5	8.3	8.3	10.0
	s	37	61.7	61.7	71.7
	ss	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	44	73.3	73.3	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	9	15.0	15.0	15.0
	s	47	78.3	78.3	93.3
	ss	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

X1.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	41	68.3	68.3	70.0
	ss	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

X1.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	37	61.7	61.7	61.7
	ss	23	38.3	38.3	100.0
	Total	60	100.0	100.0	

X1.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	1	1.7	1.7	1.7
	n	5	8.3	8.3	10.0
	s	38	63.3	63.3	73.3
	ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

X1.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	34	56.7	56.7	56.7
	ss	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

X1.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	44	73.3	73.3	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X1.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	34	56.7	56.7	56.7
	ss	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

X1.19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	34	56.7	56.7	58.3
	ss	25	41.7	41.7	100.0
	Total	60	100.0	100.0	

X1.20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	2	3.3	3.3	3.3
	s	44	73.3	73.3	76.7
	ss	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

X1.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	36	60.0	60.0	60.0
	ss	24	40.0	40.0	100.0
	Total	60	100.0	100.0	

2. Frekuensi Variabel Keterlibatan Kerja (X₂)**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	45	75.0	75.0	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	30	50.0	50.0	50.0
	s	24	40.0	40.0	90.0
	ss	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	31	51.7	51.7	51.7
	s	23	38.3	38.3	90.0
	ss	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	41	68.3	68.3	70.0
	ss	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	12	20.0	20.0	20.0
	s	46	76.7	76.7	96.7
	ss	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ts	1	1.7	1.7	1.7
	n	5	8.3	8.3	10.0
	s	38	63.3	63.3	73.3
	ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	4	6.7	6.7	6.7
	s	39	65.0	65.0	71.7
	ss	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	2	3.3	3.3	3.3
	s	44	73.3	73.3	76.7
	ss	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	14	23.3	23.3	23.3
	s	43	71.7	71.7	95.0
	ss	3	5.0	5.0	100.0
	Total	60	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	44	73.3	73.3	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

X2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	3	5.0	5.0	5.0
	s	42	70.0	70.0	75.0
	ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

3. Frekuensi Variabel Motivasi Kerja (Y)

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	41	68.3	68.3	70.0
	ss	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	14	23.3	23.3	23.3
	s	46	76.7	76.7	100.0
	Total	60	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	37	61.7	61.7	63.3
	ss	22	36.7	36.7	100.0
	Total	60	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	4	6.7	6.7	6.7
	s	51	85.0	85.0	91.7
	ss	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	36	60.0	60.0	60.0
	ss	24	40.0	40.0	100.0
	Total	60	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	3	5.0	5.0	5.0
	s	52	86.7	86.7	91.7
	ss	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	37	61.7	61.7	61.7
	ss	23	38.3	38.3	100.0
	Total	60	100.0	100.0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	41	68.3	68.3	68.3
	ss	19	31.7	31.7	100.0
	Total	60	100.0	100.0	

Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	34	56.7	56.7	56.7
	ss	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

Y.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	4	6.7	6.7	6.7
	s	35	58.3	58.3	65.0
	ss	21	35.0	35.0	100.0
	Total	60	100.0	100.0	

Y.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	5	8.3	8.3	8.3
	s	50	83.3	83.3	91.7
	ss	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

Y.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	s	34	56.7	56.7	56.7
	ss	26	43.3	43.3	100.0
	Total	60	100.0	100.0	

Y.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	1	1.7	1.7	1.7
	s	34	56.7	56.7	58.3
	ss	25	41.7	41.7	100.0
	Total	60	100.0	100.0	

Y.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	6	10.0	10.0	10.0
	s	48	80.0	80.0	90.0
	ss	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

Y.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	n	8	13.3	13.3	13.3
	s	50	83.3	83.3	96.7
	ss	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Lampiran 3 Hasil uji validitas dan reabilitas

1. Uji Validitas dan Reabilitas Budaya Organisasi

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11
X1.1	Pearson Correlation	1	.834**	.114	.660*	.132	.094	.069	.107	.194	.626**	.776**
	Sig. (2-tailed)		.000	.388	.000	.313	.474	.601	.415	.139	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
X1.2	Pearson Correlation	.834**	1	.242	.657*	.323*	.267*	.187	.340**	.260*	.530**	.646**
	Sig. (2-tailed)	.000		.063	.000	.012	.039	.152	.008	.044	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60
X1.3	Pearson Correlation	.114	.242	1	.298*	.430**	.254	.687**	.541**	.514**	.059	.095
	Sig. (2-tailed)	.388	.063		.021	.001	.050	.000	.000	.000	.652	.471
	N	60	60	60	60	60	60	60	60	60	60	60
X1.4	Pearson Correlation	.660*	.657*	.298*	1	.201	.165	.279	.162	.196	.604*	.409*
	Sig. (2-tailed)	.000	.000	.021		.124	.208	.031	.215	.133	.000	.001
	N	60	60	60	60	60	60	60	60	60	60	60
X1.5	Pearson Correlation	.132	.323*	.430**	.201	1	.187	.332**	.383**	.262	.069	.111
	Sig. (2-tailed)	.313	.012	.001	.124		.152	.010	.002	.044	.599	.400
	N	60	60	60	60	60	60	60	60	60	60	60
X1.6	Pearson Correlation	.094	.267*	.254	.165	.187	1	.106	.455**	.080	.073	.196
	Sig. (2-tailed)	.474	.039	.050	.208	.152		.418	.000	.544	.577	.133
	N	60	60	60	60	60	60	60	60	60	60	60

X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	total
.190	.834**	.732**	.652**	.660**	.776**	.660**	.495**	.620**	.629**	.836**
.145	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
60	60	60	60	60	60	60	60	60	60	60
.341**	1.000**	.590**	.554**	.590**	.646**	.657**	.449**	.515**	.566**	.844**
.008	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

60	60	60	60	60	60	60	60	60	60	60	60
.551**	.242	.283*	.055	.172	.095	.298*	.146	.078	.161	.434**	
.000	.063	.028	.679	.189	.471	.021	.264	.555	.220	.001	
60	60	60	60	60	60	60	60	60	60	60	
.382	.657	.832	.581	.796	.409	1.000	.662	.315	.728	.839	
.003	.000	.000	.000	.000	.001	.000	.000	.014	.000	.000	
60	60	60	60	60	60	60	60	60	60	60	
.287	.323	.181	.064	.201	.111	.201	.171	.091	.187	.352	
.026	.012	.167	.629	.124	.400	.124	.192	.491	.152	.006	
60	60	60	60	60	60	60	60	60	60	60	
.174	.267	.252	.074	.082	.196	.165	.077	.181	.167	.319	
.184	.039	.052	.574	.531	.133	.208	.560	.167	.203	.013	
60	60	60	60	60	60	60	60	60	60	60	
X1.7	Pearson Correlation	.069	.187	.687**	.279*	.332**	.106	1	.188	.756**	.016
	Sig. (2-tailed)	.601	.152	.000	.031	.010	.418		.151	.000	.903
	N	60	60	60	60	60	60	60	60	60	60
X1.8	Pearson Correlation	.107	.340**	.541**	.162	.383**	.455**	.188	1	.151	.056
	Sig. (2-tailed)	.415	.008	.000	.215	.002	.000	.151		.249	.670
	N	60	60	60	60	60	60	60	60	60	60
X1.9	Pearson Correlation	.194	.260*	.514**	.196	.262*	.080	.756**	.151	1	.121
	Sig. (2-tailed)	.139	.044	.000	.133	.044	.544	.000	.249		.358
	N	60	60	60	60	60	60	60	60	60	60
X1.10	Pearson Correlation	.626**	.530**	.059	.604*	.069	.073	.016	.056	.121	1
	Sig. (2-tailed)	.000	.000	.652	.000	.599	.577	.903	.670	.358	
	N	60	60	60	60	60	60	60	60	60	60
X1.11	Pearson Correlation	.776**	.646**	.095	.409*	.111	.196	.050	.090	.169	.414**

			.000	.000	.471	.001	.400	.133	.706	.496	.196	.001		
		Sig. (2-tailed)												
		N	60	60	60	60	60	60	60	60	60	60		
X1.12		Pearson Correlation	.190	.341**	.551**	.382*	.287*	.174	.816**	.167	.614**	-.042		
		Sig. (2-tailed)	.145	.008	.000	.003	.026	.184	.000	.203	.000	.751		
		N	60	60	60	60	60	60	60	60	60	60		
			.050	.816**	.187	.254	.008	.169	.050	.279*	.137	.220	.151	.423**
			.706	.000	.152	.050	.953	.198	.706	.031	.298	.092	.250	.001
			60	60	60	60	60	60	60	60	60	60	60	60
			.090	.167	.340**	.146	.051	.162	.090	.162	.138	.073	.152	.324**
			.496	.203	.008	.264	.696	.215	.496	.215	.292	.577	.248	.012
			60	60	60	60	60	60	60	60	60	60	60	60
			.169	.614**	.260	.183	.118	.120	.169	.196	.101	.296	.111	.428**
			.196	.000	.044	.162	.371	.359	.196	.133	.444	.022	.400	.001
			60	60	60	60	60	60	60	60	60	60	60	60
			.414**	-.042	.530**	.532**	.977**	.496**	.414**	.604**	.367**	.298*	.465**	.644**
			.001	.751	.000	.000	.000	.000	.001	.000	.004	.021	.000	.000
			60	60	60	60	60	60	60	60	60	60	60	60
			1	.166	.646**	.559**	.433**	.409**	1.000**	.409**	.269*	.834**	.467**	.702**
				.204	.000	.000	.001	.001	.000	.001	.038	.000	.000	.000
			60	60	60	60	60	60	60	60	60	60	60	60
			.166	1	.341**	.294*	-.047	.228	.166	.382**	.201	.306**	.220	.490**
			.204		.008	.023	.720	.079	.204	.003	.124	.018	.092	.000
			60	60	60	60	60	60	60	60	60	60	60	60
X1.13		Pearson Correlation	.834**	1.000**	.242	.657*	.323*	.267*	.187	.340**	.260*	.530**		
		Sig. (2-tailed)	.000	.000	.063	.000	.012	.039	.152	.008	.044	.000		
		N	60	60	60	60	60	60	60	60	60	60		
X1.14		Pearson	.732**	.590**	.283*	.832*	.181	.252	.254	.146	.183	.532**		

	Correlation												
	Sig. (2-tailed)	.000	.000	.028	.000	.167	.052	.050	.264	.162	.000		
	N	60	60	60	60	60	60	60	60	60	60		
X1.15	Pearson Correlation	.652**	.554**	.055	.581*	.064	.074	.008	.051	.118	.977**		
	Sig. (2-tailed)	.000	.000	.679	.000	.629	.574	.953	.696	.371	.000		
	N	60	60	60	60	60	60	60	60	60	60		
X1.16	Pearson Correlation	.660**	.590**	.172	.796*	.201	.082	.169	.162	.120	.496**		
	Sig. (2-tailed)	.000	.000	.189	.000	.124	.531	.198	.215	.359	.000		
	N	60	60	60	60	60	60	60	60	60	60		
X1.17	Pearson Correlation	.776**	.646**	.095	.409*	.111	.196	.050	.090	.169	.414**		
	Sig. (2-tailed)	.000	.000	.471	.001	.400	.133	.706	.496	.196	.001		
	N	60	60	60	60	60	60	60	60	60	60		
X1.18	Pearson Correlation	.660**	.657**	.298*	1.000**	.201	.165	.279*	.162	.196	.604**		
	Sig. (2-tailed)	.000	.000	.021	.000	.124	.208	.031	.215	.133	.000		
	N	60	60	60	60	60	60	60	60	60	60		
		.646**	.341**	1	.590**	.554**	.590**	.646**	.657**	.449**	.515**	.566**	.844**
		.000	.008		.000	.000	.000	.000	.000	.000	.000	.000	.000
		60	60	60	60	60	60	60	60	60	60	60	
		.559**	.294*	.590**	1	.562**	.694**	.559**	.832**	.558**	.444**	.686**	.821**
		.000	.023	.000		.000	.000	.000	.000	.000	.000	.000	.000
		60	60	60	60	60	60	60	60	60	60	60	
		.433**	-.047	.554**	.562**	1	.471**	.433**	.581**	.341**	.313*	.438**	.644**
		.001	.720	.000	.000		.000	.001	.000	.008	.015	.000	.000
		60	60	60	60	60	60	60	60	60	60	60	
		.409**	.228	.590**	.694**	.471**	1	.409**	.796**	.851**	.315*	.796**	.765**
		.001	.079	.000	.000	.000		.001	.000	.000	.014	.000	.000
		60	60	60	60	60	60	60	60	60	60	60	

1.000**	.166	.646**	.559**	.433**	.409**	1	.409**	.269*	.834**	.467**	.702**
.000	.204	.000	.000	.001	.001		.001	.038	.000	.000	.000
60	60	60	60	60	60	60	60	60	60	60	60
.409**	.382**	.657**	.832**	.581**	.796**	.409**	1	.662**	.315*	.728**	.839**
.001	.003	.000	.000	.000	.000	.001		.000	.014	.000	.000
60	60	60	60	60	60	60	60	60	60	60	60

X1.1 9	Pearson Corr elati on	.495**	.449**	.146	.662*	.171	.077	.137	.138	.101	.367**
	Sig. (2- taile d)	.000	.000	.264	.000	.192	.560	.298	.292	.444	.004
	N	60	60	60	60	60	60	60	60	60	60
X1.2 0	Pearson Corr elati on	.620**	.515**	.078	.315*	.091	.181	.220	.073	.296*	.298*
	Sig. (2- taile d)	.000	.000	.555	.014	.491	.167	.092	.577	.022	.021
	N	60	60	60	60	60	60	60	60	60	60
X1.2 1	Pearson Corr elati on	.629**	.566**	.161	.728*	.187	.167	.151	.152	.111	.465**
	Sig. (2- taile d)	.000	.000	.220	.000	.152	.203	.250	.248	.400	.000
	N	60	60	60	60	60	60	60	60	60	60
total	Pearson Corr elati on	.836**	.844**	.434**	.839*	.352**	.319*	.423**	.324*	.428**	.644**
	Sig. (2- taile d)	.000	.000	.001	.000	.006	.013	.001	.012	.001	.000
	N	60	60	60	60	60	60	60	60	60	60

.269*	.201	.449**	.558**	.341**	.851**	.269*	.662**	1	.180	.797**	.636**
.038	.124	.000	.000	.008	.000	.038	.000		.169	.000	.000
60	60	60	60	60	60	60	60	60	60	60	60
.834**	.306*	.515**	.444**	.313*	.315*	.834**	.315*	.180	1	.358**	.620**
.000	.018	.000	.000	.015	.014	.000	.014	.169		.005	.000
60	60	60	60	60	60	60	60	60	60	60	60

.467**	.220	.566**	.686**	.438**	.796**	.467**	.728**	.797**	.358**	1	.752**
.000	.092	.000	.000	.000	.000	.000	.000	.000	.005		.000
60	60	60	60	60	60	60	60	60	60	60	60
.702**	.490**	.844**	.821**	.644**	.765**	.702**	.839**	.636**	.620**	.752**	1
.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
60	60	60	60	60	60	60	60	60	60	60	60

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded ^a	0	.0
	Total	60	100.0

Reliability Statistics

Cronbach's	
Alpha	N of Items
.928	21

2. Uji Validitas dan Reabilitas Keterlibatan Kerja

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	total
X2.1	Pearson Correlation	1	.372**	.389**	1.000**	.198	.652**	.811**	.620**	.199	.776**	.741**	.872**
	Sig. (2-tailed)		.003	.002	.000	.129	.000	.000	.000	.127	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.2	Pearson Correlation	.372**	1	.980**	.372**	.109	.296*	.387**	.246	.587**	.297*	.234	.650**
	Sig. (2-tailed)	.003		.000	.003	.405	.022	.002	.058	.000	.021	.072	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.3	Pearson Correlation	.389**	.980**	1	.389**	.101	.304*	.398**	.258*	.576**	.312*	.245	.659**
	Sig. (2-tailed)												
	N	60	60	60	60	60	60	60	60	60	60	60	60

	Sig. (2-tailed)	.002	.000		.002	.444	.018	.002	.046	.000	.015	.059	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.4	Pearson Correlation	1.000**	.372**	.389**	1	.198	.652**	.811**	.620**	.199	.776**	.741**	.872**
	Sig. (2-tailed)	.000	.003	.002		.129	.000	.000	.000	.127	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.5	Pearson Correlation	.198	.109	.101	.198	1	.100	.125	.305*	.089	.349**	.358**	.376**
	Sig. (2-tailed)	.129	.405	.444	.129		.446	.342	.018	.499	.006	.005	.003
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.6	Pearson Correlation	.652**	.296*	.304*	.652**	.100	1	.821**	.313*	.157	.433**	.411**	.673**
	Sig. (2-tailed)	.000	.022	.018	.000	.446		.000	.015	.231	.001	.001	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.7	Pearson Correlation	.811**	.387**	.398**	.811**	.125	.821**	1	.441**	.195	.565**	.537**	.794**
	Sig. (2-tailed)	.000	.002	.002	.000	.342	.000		.000	.135	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.8	Pearson Correlation	.620**	.246	.258*	.620**	.305*	.313*	.441**	1	.137	.834**	.769**	.714**
	Sig. (2-tailed)	.000	.058	.046	.000	.018	.015	.000		.298	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.9	Pearson Correlation	.199	.587**	.576**	.199	.089	.157	.195	.137	1	.167	.128	.457**
	Sig. (2-tailed)	.127	.000	.000	.127	.499	.231	.135	.298		.203	.329	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60

X2.10	Pearson	.776**	.297*	.312*	.776**	.349**	.433**	.565**	.834**	.167	1	.923**	.829**
	Correlation												
	Sig. (2-tailed)	.000	.021	.015	.000	.006	.001	.000	.000	.203		.000	.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
X2.11	Pearson	.741**	.234	.245	.741**	.358**	.411**	.537**	.769**	.128	.923**	1	.784**
	Correlation												
	Sig. (2-tailed)	.000	.072	.059	.000	.005	.001	.000	.000	.329	.000		.000
	N	60	60	60	60	60	60	60	60	60	60	60	60
total	Pearson	.872**	.650**	.659**	.872**	.376**	.673**	.794**	.714**	.457**	.829**	.784**	1
	Correlation												
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60	60	60	60	60	60

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded ^a	0	.0
	Total	60	100.0

Reliability Statistics

Cronbach's	
Alpha	N of Items
.892	11

3. Uji Validitas dan Reabilitas Motivasi Kerja

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10
Y.1	Pearson	1	.408**	.446**	.064	.566**	.044	.590**	.696**	.657**	.702**
	Correlation										
	Sig. (2-tailed)		.001	.000	.628	.000	.739	.000	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60

Y.2	Pearson	.408	1	-.012	.230	.048	.275*	.030	.376**	.005	.407**
	Correlation	**									
	Sig. (2-tailed)	.001		.929	.077	.714	.033	.822	.003	.968	.001
	N	60	60	60	60	60	60	60	60	60	60
Y.3	Pearson	.446	-.012	1	.056	.551**	.032	.841**	.493**	.694**	.487**
	Correlation	**									
	Sig. (2-tailed)	.000	.929		.671	.000	.811	.000	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60
Y.4	Pearson	.064	.230	.056	1	-.034	.942**	.057	-.028	.138	.277*
	Correlation										
	Sig. (2-tailed)	.628	.077	.671		.799	.000	.664	.829	.292	.032
	N	60	60	60	60	60	60	60	60	60	60
Y.5	Pearson	.566	.048	.551**	-	1	.025	.686**	.541**	.728**	.538**
	Correlation	**			.034						
	Sig. (2-tailed)	.000	.714	.000	.799		.852	.000	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60
Y.6	Pearson	.044	.275*	.032	.942	.025	1	.028	.041	.109	.274*
	Correlation				**						
	Sig. (2-tailed)	.739	.033	.811	.000	.852		.835	.758	.406	.034
	N	60	60	60	60	60	60	60	60	60	60
Y.7	Pearson	.590	.030	.841**	.057	.686**	.028	1	.642**	.832**	.617**
	Correlation	**									
	Sig. (2-tailed)	.000	.822	.000	.664	.000	.835		.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60
Y.8	Pearson	.696	.376**	.493**	-	.541**	.041	.642**	1	.562**	.653**
	Correlation	**			.028						
	Sig. (2-tailed)	.000	.003	.000	.829	.000	.758	.000		.000	.000
	N	60	60	60	60	60	60	60	60	60	60
Y.9	Pearson	.657	.005	.694**	.138	.728**	.109	.832**	.562**	1	.672**
	Correlation	**									
	Sig. (2-tailed)	.000	.968	.000	.292	.000	.406	.000	.000		.000
	N	60	60	60	60	60	60	60	60	60	60
Y.1 0	Pearson	.702	.407**	.487**	.277	.538**	.274*	.617**	.653**	.672**	1
	Correlation	**			*						
	Sig. (2-tailed)	.000	.001	.000	.032	.000	.034	.000	.000	.000	
	N	60	60	60	60	60	60	60	60	60	60
Y.1 1	Pearson	.082	.290*	.078	.318	.167	.458**	.084	.176	.247	.426**
	Correlation				*						
	Sig. (2-tailed)	.534	.025	.553	.013	.203	.000	.524	.180	.057	.001

N		60	60	60	60	60	60	60	60	60	60
Y.1	Pearson	.590	.005	.565**	.136	.796**	.200	.694**	.634**	.796**	.557**
2	Correlation	**									
	Sig. (2-tailed)	.000	.968	.000	.299	.000	.126	.000	.000	.000	.000
N		60	60	60	60	60	60	60	60	60	60

	Y.11	Y.12	Y.13	Y.14	Y.15	total
	.082	.590**	.449**	.000	.326*	.712**
	.534	.000	.000	1.000	.011	.000
	60	60	60	60	60	60
	.290*	.005	-.033	.176	.544**	.385**
	.025	.968	.801	.178	.000	.002
	60	60	60	60	60	60
	.078	.565**	.439**	.000	.153	.631**
	.553	.000	.000	1.000	.243	.000
	60	60	60	60	60	60
	.318*	.136	-.047	.290*	.447**	.389**
	.013	.299	.720	.024	.000	.002
	60	60	60	60	60	60
	.167	.796**	.797**	.076	.284*	.732**
	.203	.000	.000	.563	.028	.000
	60	60	60	60	60	60
	.458**	.200	.006	.418**	.491**	.440**
	.000	.126	.965	.001	.000	.000
	60	60	60	60	60	60
	.084	.694**	.558**	.000	.182	.741**
	.524	.000	.000	1.000	.164	.000
	60	60	60	60	60	60
	.176	.634**	.488**	.080	.157	.700**
	.180	.000	.000	.543	.230	.000
	60	60	60	60	60	60
	.247	.796**	.662**	.150	.296*	.815**
	.057	.000	.000	.251	.021	.000
	60	60	60	60	60	60
	.426**	.557**	.434**	.325*	.558**	.846**
	.001	.000	.001	.011	.000	.000
	60	60	60	60	60	60
	1	.247	.230	.913**	.398**	.533**

		.057	.077	.000	.002	.000
	60	60	60	60	60	60
	.247	1	.851**	.150	.202	.800**
	.057		.000	.251	.122	.000
	60	60	60	60	60	60

Y.13	Pearson	.449**	-.033	.439**	-.047	.797**	.006	.558**	.488*	.662**	.434**
	Correlation								*		
	Sig. (2-tailed)	.000	.801	.000	.720	.000	.965	.000	.000	.000	.001
	N	60	60	60	60	60	60	60	60	60	60
Y.14	Pearson	.000	.176	.000	.290*	.076	.418**	.000	.080	.150	.325*
	Correlation										
	Sig. (2-tailed)	1.000	.178	1.000	.024	.563	.001	1.000	.543	.251	.011
	N	60	60	60	60	60	60	60	60	60	60
Y.15	Pearson	.326*	.544**	.153	.447**	.284*	.491**	.182	.157	.296*	.558**
	Correlation										
	Sig. (2-tailed)	.011	.000	.243	.000	.028	.000	.164	.230	.021	.000
	N	60	60	60	60	60	60	60	60	60	60
total	Pearson	.712**	.385**	.631**	.389**	.732**	.440**	.741**	.700*	.815**	.846**
	Correlation									*	
	Sig. (2-tailed)	.000	.002	.000	.002	.000	.000	.000	.000	.000	.000
	N	60	60	60	60	60	60	60	60	60	60

	.230	.851**	1	.140	.172	.667**
	.077	.000		.286	.189	.000
	60	60	60	60	60	60
	.913**	.150	.140	1	.363**	.424**
	.000	.251	.286		.004	.001
	60	60	60	60	60	60
	.398**	.202	.172	.363**	1	.580**
	.002	.122	.189	.004		.000
	60	60	60	60	60	60
	.533**	.800**	.667**	.424**	.580**	1
	.000	.000	.000	.001	.000	
	60	60	60	60	60	60

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded ^a	0	.0
	Total	60	100.0

Reliability Statistics

Cronbach's	
Alpha	N of Items
.892	15

Lampiran 4 Hasil Uji Analisis Linear Berganda, Uji t, dan Uji F

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	keterlibatan_kerja, budaya_organisasi ^b	.	Enter

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914 ^a	.836	.830	3.66576

a. Predictors: (Constant), keterlibatan_kerja, budaya_organisasi

b. Dependent Variable: motivasi_kerja

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3909.626	2	1954.813	145.471	.000 ^b
	Residual	765.956	57	13.438		
	Total	4675.582	59			

a. Dependent Variable: motivasi_kerja

b. Predictors: (Constant), keterlibatan_kerja, budaya_organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	34.811	3.990		8.724	.000
	budaya_organisasi	.160	.052	.246	3.064	.003
	keterlibatan_kerja	.431	.048	.717	8.941	.000

a. Dependent Variable: motivasi_kerja

Lampiran 5 Hasil Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.60309751
Most Extreme Differences	Absolute	.097
	Positive	.097
	Negative	-.048
Test Statistic		.097
Asymp. Sig. (2-tailed)		.200 ^{c,d}

2. Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	(Constant)	34.811	3.990		8.724	.000	
	budaya_organisasi	.160	.052	.246	3.064	.003	.447 2.237
	keterlibatan_kerja	.431	.048	.717	8.941	.000	.447 2.237

3. Uji Heterokedastisitas

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolerance	VIF
(Constant)	6.632	2.357		2.814	.007		
budaya_organisasi	-.022	.031	-.133	-.707	.483	.447	2.237
keterlibatan_kerja	-.031	.028	-.207	-1.100	.276	.447	2.237