**LAMPIRAN**

**Lampiran 1**

**SURAT PERMOHONAN PENGISIAN KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Kepada,  
Bapak/Ibu/Sdr. Karyawan PT. Cahaya Bumi Nasional Surakarta

Dengan hormat,

Saya mahasiswa Program Studi Manajemen Fakultas Ekonomi Universitas Islam Batik Surakarta, bermaksud akan melakukan penelitian mengenai “**Etos Kerja Ditinjau Dari Budaya Kerja, Lingkungan Kerja, dan Kepemimpinan (Studi Kasus Pada PT. Cahaya Bumi Nasional Surakarta).”** Berkaitan dengan hal tersebut, saya mengharapkan kesediaan dan partisipasi Bapak/Ibu/Saudara untuk meluangkan sedikit waktunya guna mengisi beberapa pernyataan di bawah.

Pernyataan yang disajikan tidak mengandung jawaban benar dan salah. Jawaban yang paling tepat adalah jawaban yang sesuai dengan kondisi Bapak/Ibu/Saudara yang sesungguhnya. Untuk itu, saya berharap Bapak/Ibu/Saudara dapat memberikan jawaban yang sejujur-jujurnya. Kerahasiaan identitas dan jawaban yang Bapak/Ibu/Saudara berikan dijamin oleh peneliti. Atas waktu dan kesediaan dalam menjawab setiap pernyataan di bawah ini saya sampaikan terimakasih.

Hormat saya

Astari Damayanti

**Lampiran 2**

**KUESIONER PENELITIAN**

Petunjuk pengisian:

1. Tulislah identitas pada lembar yang telah tersedia.
2. Bacalah dengan seksama setiap butir item pernyataan dan kemudian isilah  
   sesuai dengan apa yang anda alami.
3. Pilihlah jawaban yang paling sesuai dengan apa yang anda alami.
4. Berikan tanda checklist ( √ ) pada jawaban yang anda pilih.
5. Setiap pernyataan dalam angket ini terdapat 4 pilihan jawaban : sangat  
   sesuai (SS), sesuai (S), ragu-ragu (R) , tidak sesuai (TS), sangat tidak sesuai (STS).  
   Contoh :

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | SS | S | R | TS | STS |
| 1. | Saya tidak peduli pada perasaan orang lain | √ |  |  |  |  |

Keterangan  
SS : Sangat Setuju

S : Setuju

R : Ragu-Ragu  
TS : Tidak Setuju

STS : Sangat Tidak Setuju

**IDENTITAS RESPONDEN**

|  |  |  |
| --- | --- | --- |
| 1. Nama \* | : | ………………………………………………….. |
| 1. Jenis Kelamin \*\* | : | 1. Laki-laki b. Perempuan |
| 1. Umur | : | .…………………………………………….tahun |
| 1. Pendidikan Terakhir | : | ………………………………………….. |
| 1. Masa Kerja | : | …………………. Tahun |

\*Boleh dikosongkan

\*\*Silanglah jawaban yang dipilih

1. **Budaya Kerja**

| No. | Pernyataan | SS | S | R | TS | STS |
| --- | --- | --- | --- | --- | --- | --- |
| 1. | Karyawan bersikap professional dalam pekerjaan tidak mencampuradukkan antara urusan pekerjaan dan urusan pribadi |  |  |  |  |  |
| 2. | Saya menyelesaiikan pekerjaan sesuai dengan yang diperintahkan |  |  |  |  |  |
| 3. | Saya berani menanggung resiko apabila pekerjaan saya tidak memuaskan |  |  |  |  |  |
| 4. | Memberikan pelayanan secara maksimal pada konsumen |  |  |  |  |  |
| 5. | Jujur dalam melakukan pekerjaan |  |  |  |  |  |

1. **Kondisi Lingkungan Kerja**

| No. | Pernyataan | SS | S | R | TS | STS |
| --- | --- | --- | --- | --- | --- | --- |
| 1. | Penerangan lampu yang memadai |  |  |  |  |  |
| 2. | Ruangan kerja terjangkau sinar matahari |  |  |  |  |  |
| 3. | Suhu ruangan kerja tidak terlalu dingin dan juga tidak terlalu panas |  |  |  |  |  |
| 4. | Tempat kerja jauh dari tempat sampah |  |  |  |  |  |
| 5. | Tempat kerja jauh dari selokan |  |  |  |  |  |
| 6. | Ada pengharum ruangan |  |  |  |  |  |
| 7. | Kondisi ruangan kerja yang nyaman |  |  |  |  |  |
| 8. | Ruangan kerja bersih dan tertata |  |  |  |  |  |
| 9. | Disiplin dan hati-hati dalam bekerja |  |  |  |  |  |
| 10. | Tempat kerja yang aman |  |  |  |  |  |

1. **Kepemimpinan**

| No. | Pernyataan | SS | S | R | TS | STS |
| --- | --- | --- | --- | --- | --- | --- |
| 1. | Membina kerjasama dan hubungan baik dengan karyawan dalam pelaksanaan tugas yang menjadi tanggung jawab masing-masing |  |  |  |  |  |
| 2. | Berinteraksi dan memberikan motivasi baik kepada karyawan maupun stakeholder lainnya baik dalam dan luar perusahaan |  |  |  |  |  |
| 3. | Mampu menyelesaikan tugas diluar kemampuan |  |  |  |  |  |
| 4. | Menyelesaikan tugas tepat waktu |  |  |  |  |  |
| 5. | Hadir tepat waktu |  |  |  |  |  |

1. **Etos Kerja**

| No. | Pernyataan | SS | S | R | TS | STS |
| --- | --- | --- | --- | --- | --- | --- |
| 1. | Bekerja penuh tanggung jawab karena bekerja adalah sebuah amanah |  |  |  |  |  |
| 2. | Saya selalu bekerja keras dengan penuh semangat agar mendapatkan hasil yang memuaskan |  |  |  |  |  |
| 3. | Saya membuat cara kerja sendiri yang menyenangkan untuk menghilangkan kejenuhan |  |  |  |  |  |
| 4. | Saya menyelesaikan pekerjaan sesuai target yang ditentukan |  |  |  |  |  |
| 5. | Saya bekerja dengan tulus ikhlas karena bekerja adalah rahmat dari Tuhan |  |  |  |  |  |

**Lampiran 3  
Data Scoring Uji Instrumen 15 Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | BUDAYA KERJA | | | | |  | LINGKUNGAN KERJA | | | | | | | | | |  | KEPEMIMPINAN | | | | |  | ETOS KERJA | | | | | |
| 1 | 2 | 3 | 4 | 5 |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  | 1 | 2 | 3 | 4 | 5 |  | 1 | 2 | 3 | 4 | 5 |  |
| 1 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 5 | 2 | 3 | 29 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 3 | 3 | 3 | 3 | 15 |
| 2 | 3 | 3 | 3 | 3 | 4 | 16 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 29 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 5 | 4 | 2 | 27 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 2 | 26 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 3 | 2 | 2 | 2 | 12 |
| 5 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 | 3 | 4 | 5 | 5 | 3 | 20 | 3 | 4 | 4 | 4 | 4 | 19 |
| 6 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 39 | 3 | 4 | 3 | 3 | 3 | 16 | 3 | 4 | 5 | 5 | 5 | 22 |
| 7 | 4 | 4 | 4 | 4 | 5 | 21 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 38 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 5 | 3 | 22 |
| 8 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 44 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 9 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 | 3 | 4 | 2 | 3 | 4 | 16 | 3 | 4 | 4 | 4 | 4 | 19 |
| 10 | 4 | 4 | 3 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 32 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 4 | 3 | 3 | 3 | 16 |
| 11 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 38 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 5 | 5 | 5 | 23 |
| 12 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 36 | 3 | 4 | 2 | 3 | 5 | 17 | 3 | 5 | 5 | 5 | 5 | 23 |
| 13 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 2 | 26 | 3 | 4 | 2 | 3 | 3 | 15 | 3 | 4 | 3 | 3 | 3 | 16 |
| 14 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 2 | 5 | 4 | 38 | 3 | 4 | 3 | 2 | 4 | 16 | 3 | 2 | 4 | 4 | 4 | 17 |
| 15 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 35 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 3 | 3 | 3 | 3 | 17 |

**Lampiran 4  
Data Scoring Uji Instrumen 50 Responden**

| No. | BUDAYA KERJA | | | | |  | LINGKUNGAN KERJA | | | | | | | | | |  | KEPEMIMPINAN | | | | |  | ETOS KERJA | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |  | 1 | 2 | 3 | 4 | 5 |  | 1 | 2 | 3 | 4 | 5 |  |
| 1 | 3 | 3 | 2 | 2 | 2 | 12 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 26 | 4 | 2 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 2 | 3 | 14 |
| 2 | 3 | 3 | 3 | 3 | 2 | 14 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 30 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 24 | 3 | 2 | 4 | 4 | 3 | 16 | 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 2 | 2 | 4 | 2 | 3 | 13 | 5 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 34 | 2 | 5 | 4 | 4 | 3 | 18 | 3 | 2 | 2 | 2 | 3 | 12 |
| 5 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 | 3 | 4 | 5 | 5 | 3 | 20 | 3 | 4 | 4 | 4 | 4 | 19 |
| 6 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 40 | 3 | 4 | 3 | 3 | 3 | 16 | 3 | 4 | 5 | 5 | 5 | 22 |
| 7 | 4 | 4 | 4 | 4 | 5 | 21 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 5 | 3 | 22 |
| 8 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 45 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 9 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 33 | 3 | 4 | 5 | 3 | 4 | 19 | 3 | 4 | 4 | 4 | 4 | 19 |
| 10 | 4 | 3 | 3 | 2 | 3 | 15 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 4 | 26 | 3 | 4 | 3 | 2 | 3 | 15 | 3 | 4 | 3 | 3 | 2 | 15 |
| 11 | 4 | 3 | 3 | 4 | 5 | 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 5 | 23 |
| 12 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 38 | 3 | 4 | 3 | 3 | 5 | 18 | 3 | 5 | 5 | 5 | 5 | 23 |
| 13 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 22 | 3 | 4 | 4 | 3 | 3 | 17 | 3 | 4 | 4 | 3 | 3 | 17 |
| 14 | 4 | 4 | 4 | 4 | 5 | 21 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 36 | 5 | 3 | 3 | 5 | 4 | 20 | 5 | 3 | 4 | 5 | 3 | 20 |
| 15 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 36 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 3 | 4 | 4 | 5 | 20 |
| 16 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 38 | 4 | 4 | 2 | 4 | 4 | 18 | 3 | 4 | 4 | 4 | 4 | 19 |
| 17 | 4 | 4 | 3 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 35 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 4 | 2 | 3 | 3 | 15 |
| 18 | 3 | 3 | 2 | 2 | 2 | 12 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 27 | 4 | 2 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 2 | 3 | 14 |
| 19 | 3 | 3 | 3 | 3 | 2 | 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 20 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 24 | 3 | 2 | 4 | 4 | 3 | 16 | 3 | 3 | 4 | 4 | 4 | 18 |
| 21 | 2 | 2 | 4 | 2 | 3 | 13 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 36 | 2 | 5 | 4 | 4 | 3 | 18 | 3 | 2 | 2 | 2 | 3 | 12 |
| 22 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 4 | 4 | 4 | 4 | 21 |
| 23 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 35 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 5 | 4 | 21 |
| 24 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 5 | 5 | 5 | 5 | 23 |
| 25 | 2 | 2 | 3 | 2 | 3 | 12 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 32 | 2 | 4 | 2 | 3 | 4 | 15 | 4 | 4 | 3 | 2 | 4 | 17 |
| 26 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 40 | 3 | 3 | 3 | 2 | 4 | 15 | 3 | 2 | 4 | 4 | 4 | 17 |
| 27 | 3 | 3 | 4 | 3 | 3 | 16 | 4 | 5 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 33 | 3 | 4 | 3 | 3 | 4 | 17 | 2 | 3 | 3 | 3 | 4 | 15 |
| 28 | 3 | 3 | 5 | 4 | 4 | 19 | 2 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 35 | 3 | 2 | 2 | 3 | 2 | 12 | 3 | 3 | 3 | 4 | 4 | 17 |
| 29 | 4 | 2 | 2 | 4 | 3 | 15 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 32 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 3 | 3 | 4 | 17 |
| 30 | 3 | 3 | 2 | 2 | 2 | 12 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 27 | 4 | 2 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 2 | 3 | 14 |
| 31 | 3 | 3 | 3 | 3 | 2 | 14 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 31 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 2 | 2 | 2 | 2 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 24 | 3 | 2 | 4 | 4 | 3 | 16 | 3 | 3 | 4 | 4 | 4 | 18 |
| 33 | 2 | 2 | 4 | 2 | 3 | 13 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 34 | 2 | 3 | 4 | 4 | 3 | 16 | 3 | 2 | 2 | 2 | 3 | 12 |
| 34 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 | 3 | 4 | 5 | 5 | 3 | 20 | 3 | 4 | 4 | 4 | 4 | 19 |
| 35 | 4 | 4 | 3 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 32 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 4 | 2 | 3 | 3 | 15 |
| 36 | 4 | 4 | 5 | 4 | 4 | 21 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 31 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 3 | 5 | 5 | 5 | 22 |
| 37 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 5 | 3 | 33 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 2 | 4 | 4 | 3 | 18 |
| 38 | 4 | 4 | 5 | 5 | 4 | 22 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 38 | 3 | 4 | 5 | 3 | 5 | 20 | 3 | 4 | 4 | 4 | 3 | 18 |
| 39 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 3 | 4 | 30 | 2 | 4 | 2 | 2 | 4 | 14 | 3 | 2 | 4 | 4 | 4 | 17 |
| 40 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 28 | 4 | 3 | 2 | 3 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 |
| 41 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 39 | 3 | 4 | 4 | 4 | 4 | 19 | 3 | 4 | 5 | 3 | 5 | 20 |
| 42 | 4 | 5 | 5 | 4 | 5 | 23 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 | 4 | 3 | 3 | 4 | 4 | 18 | 5 | 4 | 3 | 5 | 3 | 20 |
| 43 | 5 | 2 | 4 | 5 | 4 | 20 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 35 | 5 | 4 | 4 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 44 | 2 | 2 | 3 | 3 | 2 | 12 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 29 | 3 | 4 | 3 | 3 | 4 | 17 | 3 | 3 | 4 | 2 | 4 | 16 |
| 45 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 32 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 2 | 3 | 3 | 3 | 14 |
| 46 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 38 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 3 | 2 | 3 | 16 |
| 47 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 | 3 | 3 | 2 | 3 | 5 | 16 | 3 | 5 | 5 | 5 | 4 | 22 |
| 48 | 2 | 2 | 2 | 2 | 3 | 11 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 29 | 2 | 3 | 2 | 4 | 3 | 14 | 3 | 3 | 3 | 4 | 4 | 17 |
| 49 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 5 | 4 | 36 | 3 | 3 | 3 | 2 | 4 | 15 | 3 | 2 | 2 | 4 | 4 | 15 |

**Lampiran 5**

**Hasil Uji Instrumen Uji Validitas**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variabel | Item Pertanyaan | rhitung | rtabel | Ket |
| Etos Kerja (Y) | Y1  Y2  Y3  Y4  Y5 | 0,574  0,523  0,612  0,671  0,599 | 0,5140  0,5140  0,5140  0,5140  0,5140 | Valid  Valid  Valid  Valid  Valid |
| Budaya Kerja (X1) | X1  X2  X3  X4  X5 | 0,945  0,945  0,972  0,928  0,668 | 0,5140  0,5140  0,5140  0,5140  0,5140 | Valid  Valid  Valid  Valid  Valid |
| Lingkungan Kerja (X2) | X1  X2  X3  X4  X5  X6  X7  X8  X9  X10 | 0,812  0,903  0,943  0,945  0,945  0,560  0,613  0,544  0,645  0,836 | 0,5140  0,5140  0,5140  0,5140  0,5140  0,5140  0,5140  0,5140  0,5140  0,5140 | Valid  Valid  Valid  Valid  Valid  Valid  Valid  Valid  Valid  Valid |
| Kepemimpinan (X3) | X1  X2  X3  X4  X5 | 0,574  0,764  0,586  0,552  0,535 | 0,5140  0,5140  0,5140  0,5140  0,5140 | Valid  Valid  Valid  Valid  Valid |

**Hasil Uji Reliabilitas**

**Etos Kerja**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .829 | 6 |

**Budaya Kerja**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .744 | 11 |

**Kondisi Lingkungan Kerja**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .792 | 6 |

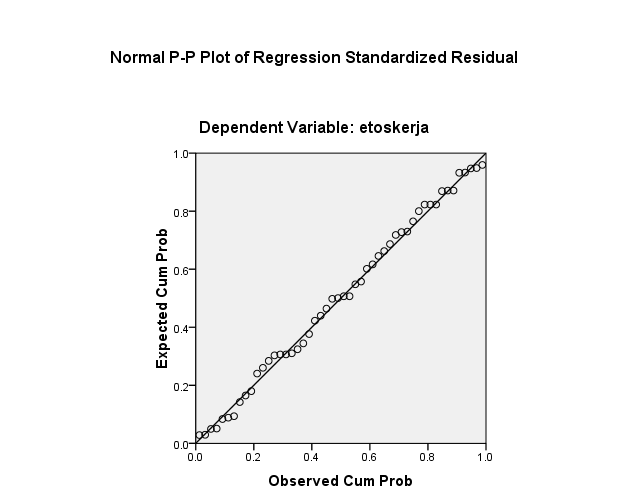
**Kepemimpinan**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .795 | 6 |

**Lampiran 6**

**Hasil Uji Asumsi Klasik**

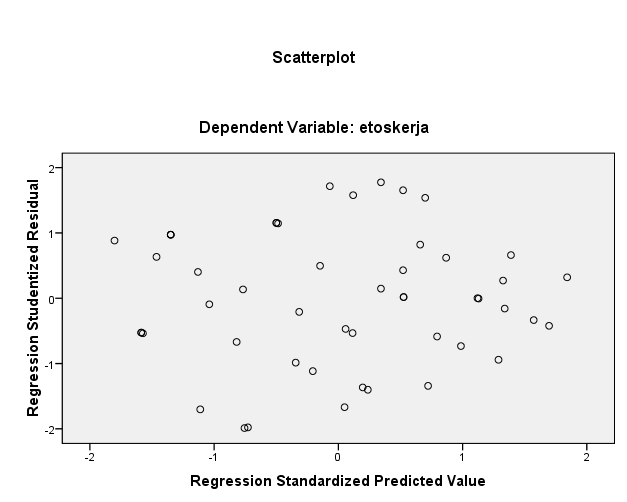
**Uji Normalitas**

****

**Uji Multikolinearitas**

| Model | | Collinearity Statistics | | |
| --- | --- | --- | --- | --- |
| Tolerance | VIF | |
| 1 | (Constant) |  |  | |
| Budaya kerja | .480 | 2.085 | |
| Lingkungan kerja | .466 | 2.144 | |
| Kepemimpinan | .708 | 1.413 | |
| a. Dependent Variable: etoskerja | | | |

**Uji Heteroskedastisitas**

****

**Lampiran 7**

**Hasil Uji Hipotesis**

**Hasil Analisis Regresi Linear**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| B | Std. Error | Beta |
| 1 | (Constant) | 7.288 | 2.799 |  | 2.604 | .012 | |
| Budaya kerja | .328 | .134 | .422 | 2.444 | .018 | |
| Lingkungan kerja | .024 | .099 | .043 | 2.043 | .809 | |
| Kepemimpinan | .335 | .167 | .286 | 2.009 | .050 | |
| a. Dependent Variable: etoskerja | | | |  |  |  |

**Hasil Uji t**

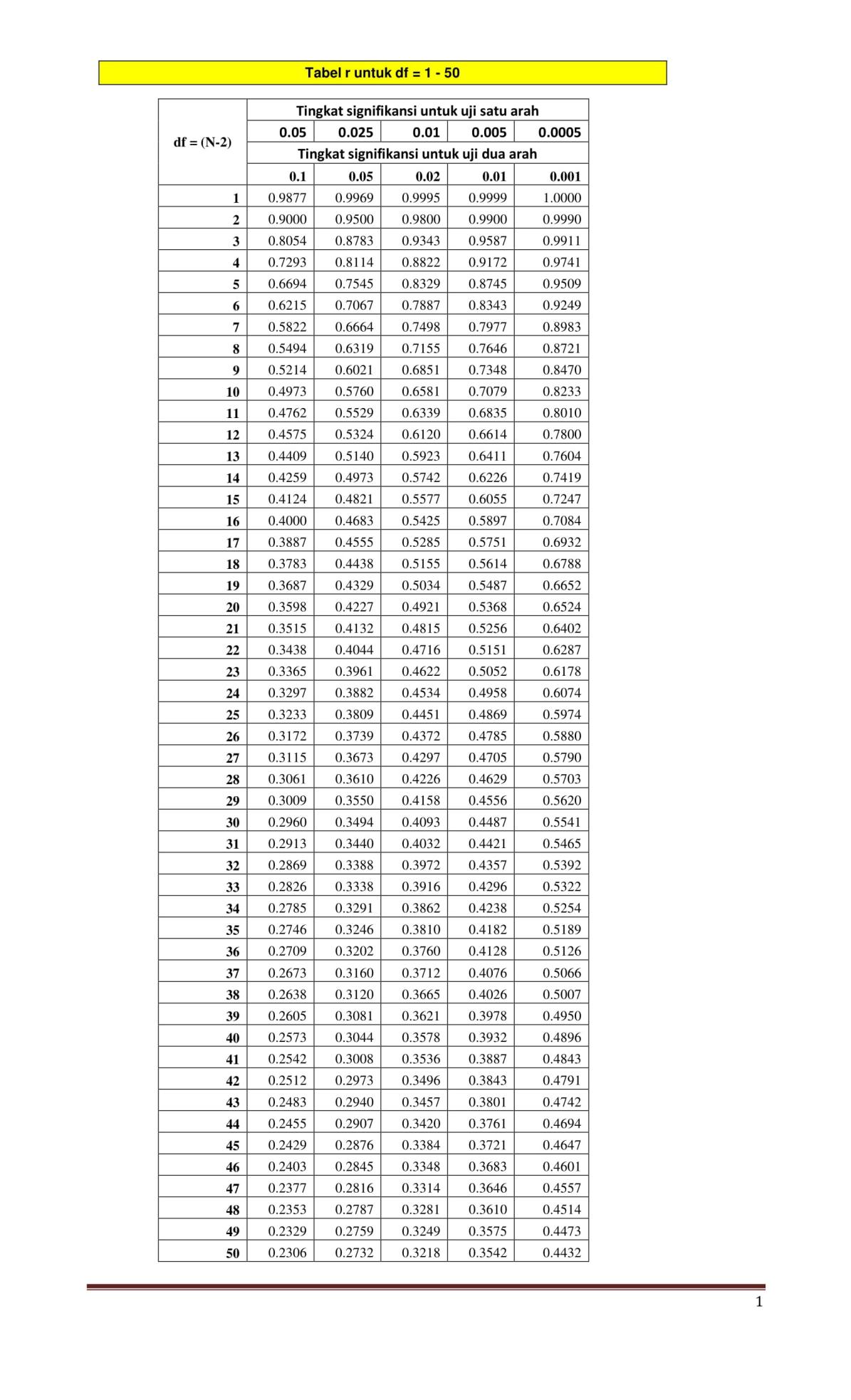
| Model | | Unstandardized Coefficients | | | Standardized Coefficients | | t | | Sig. |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| B | Std. Error | | Beta | |
| 1 | (Constant) | 7.288 | 2.799 | |  | | 2.604 | | .012 |
| Budaya kerja | .328 | .134 | | .422 | | 2.444 | | .018 |
| Lingkungan kerja | .024 | .099 | | .043 | | 2.043 | | .809 |
| Kepemimpinan | .335 | .167 | | .286 | | 2.009 | | .050 |
| a. Dependent Variable: etoskerja | | | |  | |  | |  | | |

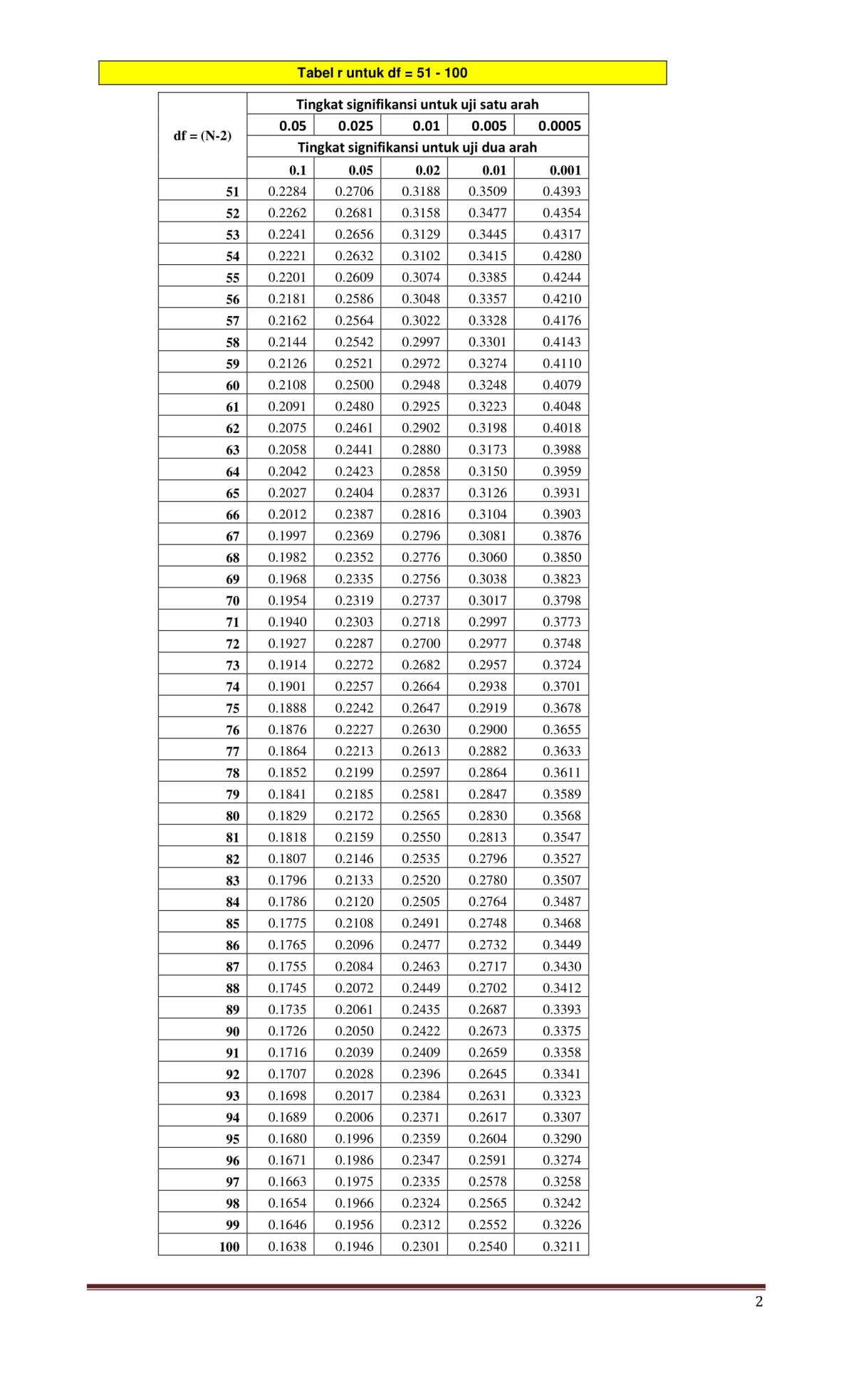
**Koefisien Determinasi**

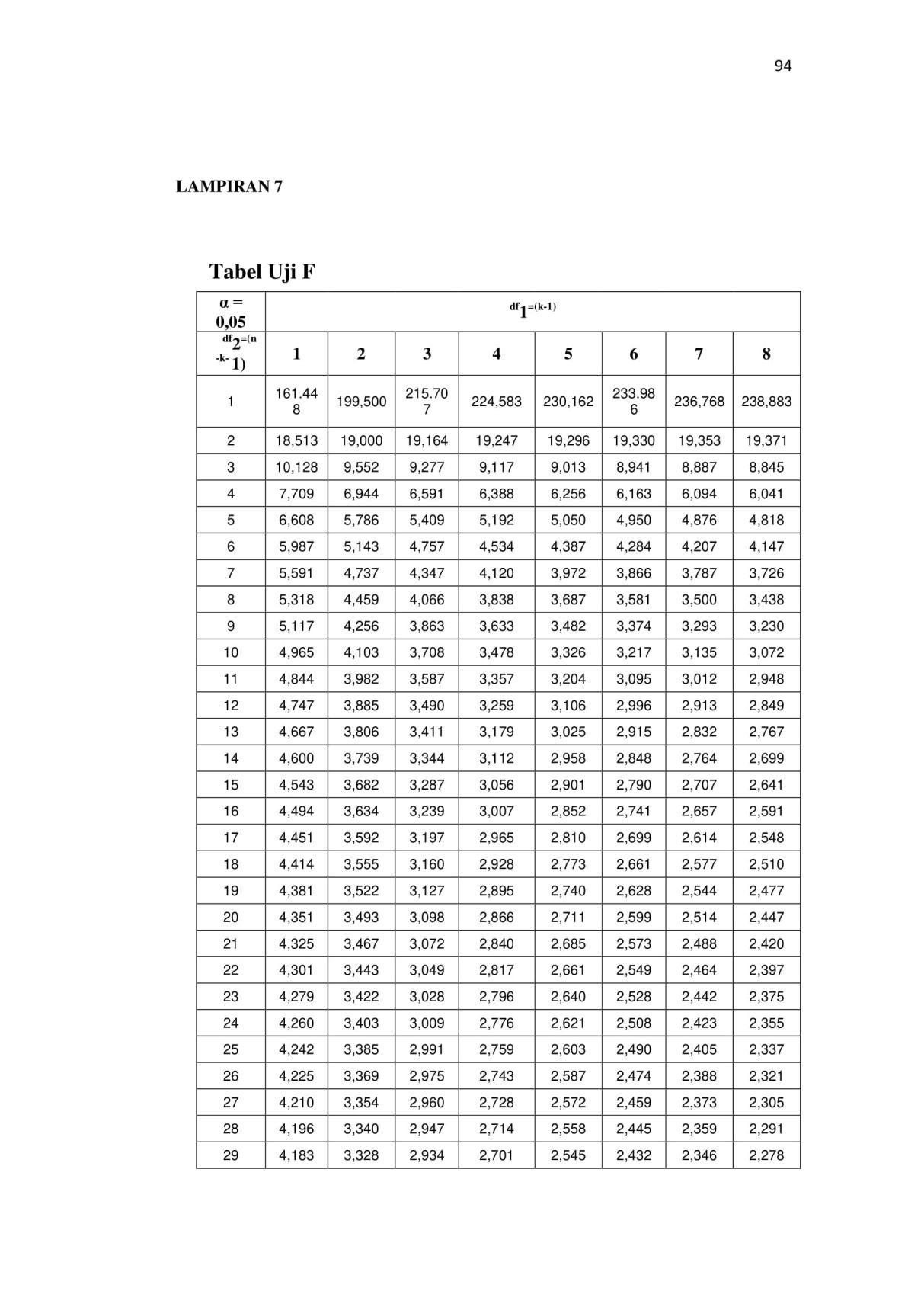
| **Model Summaryb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | |
| 1 | .584a | .342 | .299 | 2.504 | |
| a. Predictors: (Constant), kepemimpinan, budayakerja, lingkungan kerja | | | | | | |
| b. Dependent Variable: etoskerja | | | | |  | |

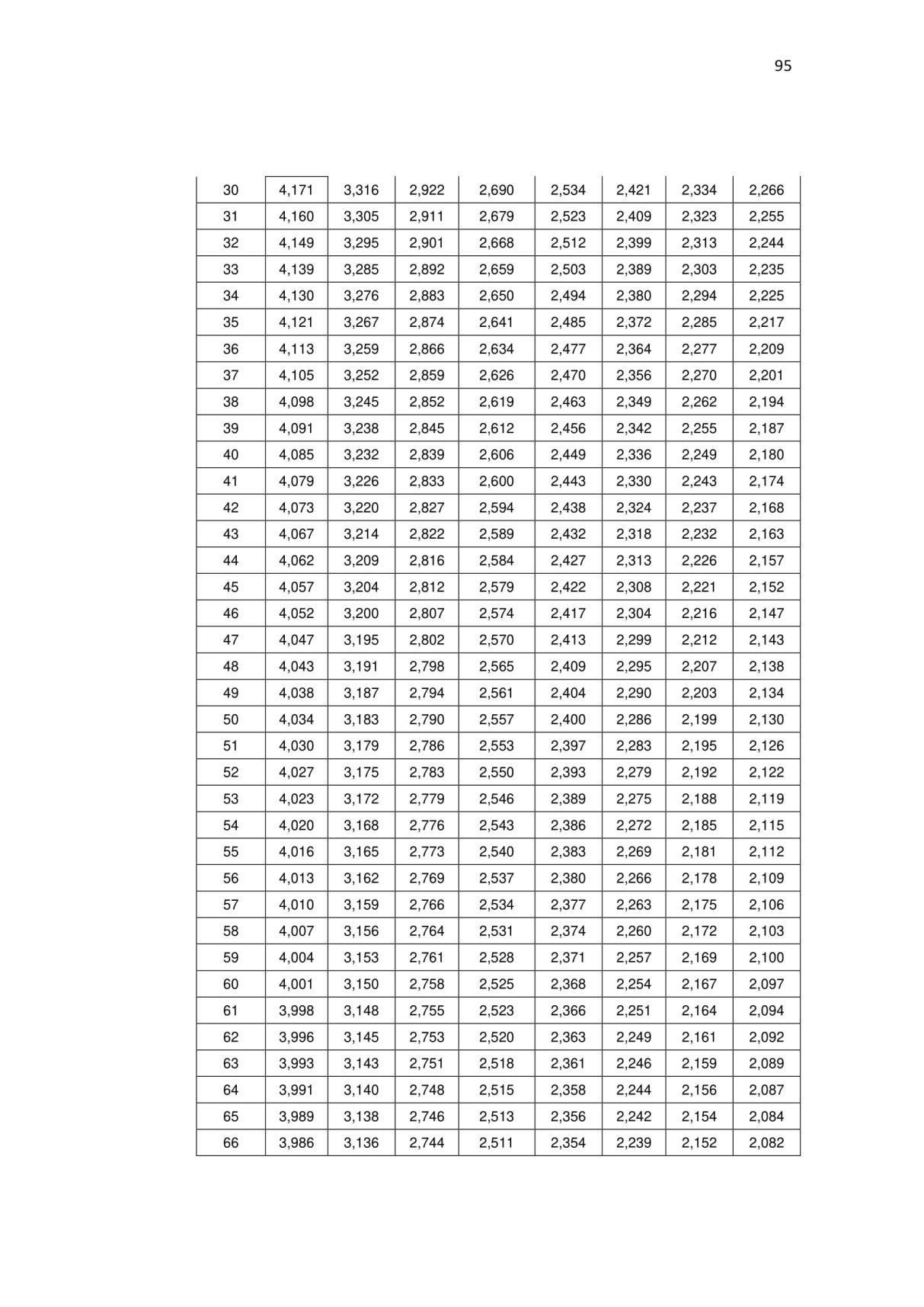
**LAMPIRAN 8**

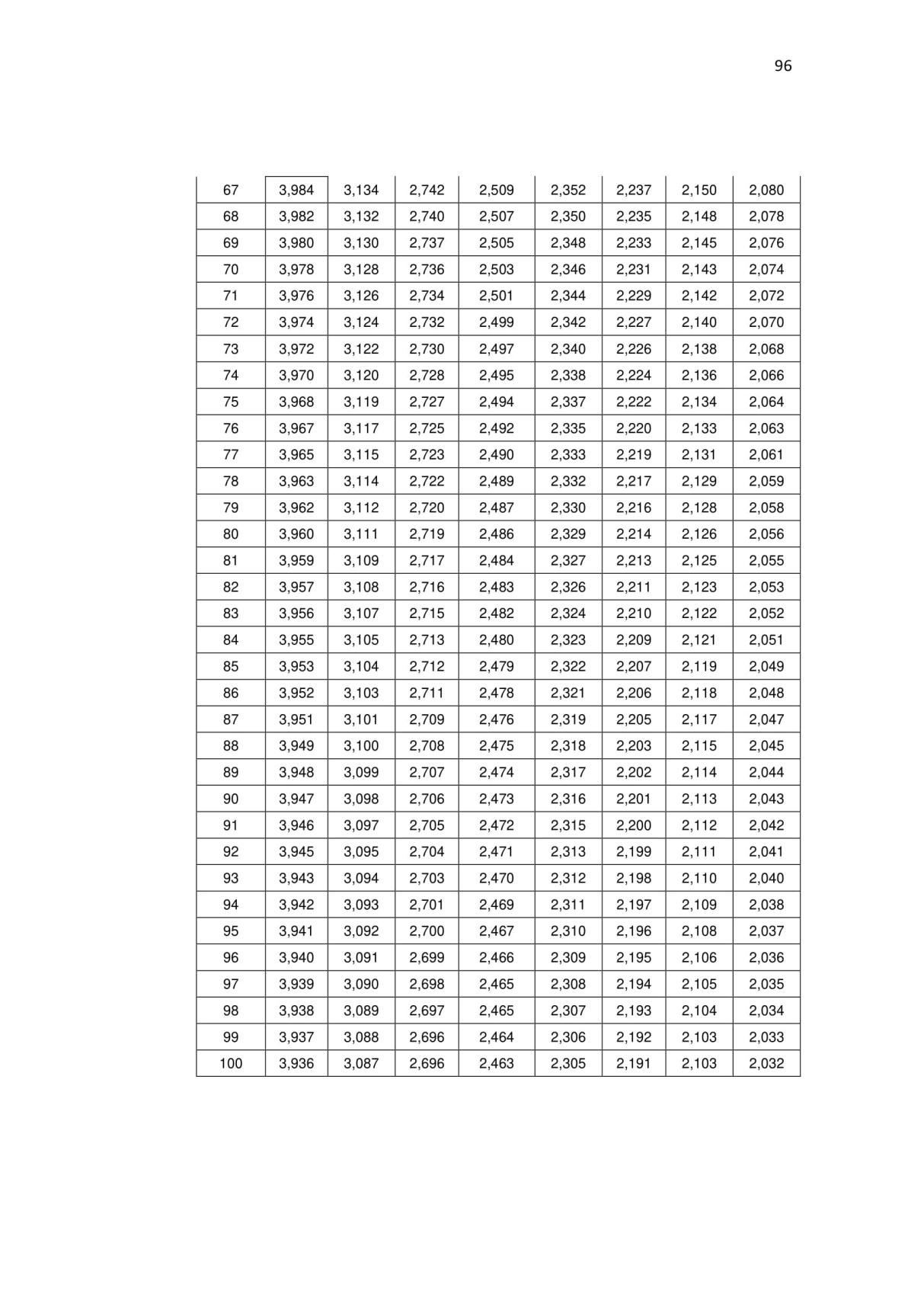
**Tabel r, Tabel F dan Tabel t**

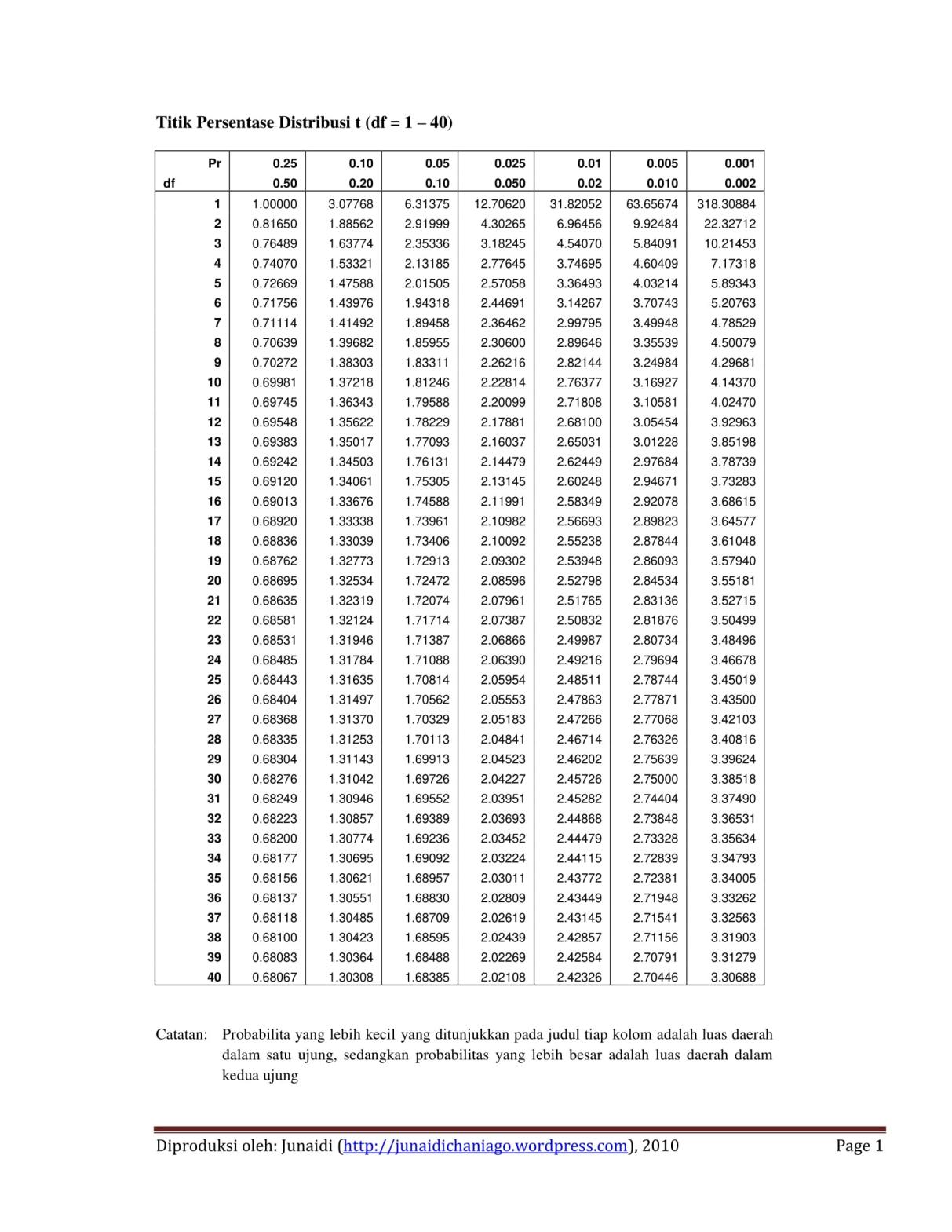
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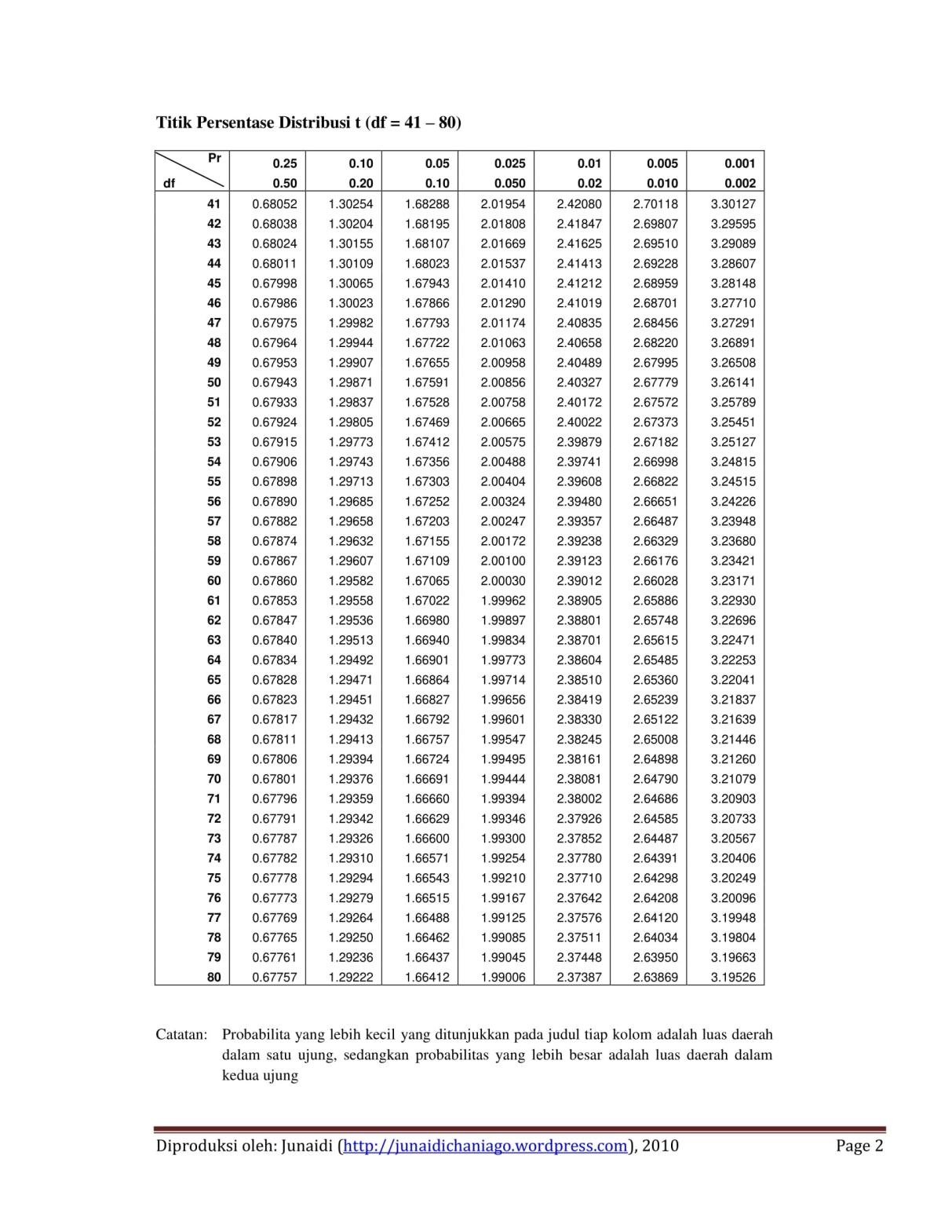
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