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Kepada Yth:
Dekan Fakultas Ekonomi USB
Ketua Program Studi Manajemen
Jenjang Pendidikan Program Sarjana
Fitria Lilyana, SE., MSi
Di Tempat

Dengan hormat,

Yang bertanda tangan di bawah ini:

Nama : Arief Candra

Jabatan : Kepala Departement IT Operation & Data Center

Menerangkan bahwa,

Nama : Anisah Appiliana

NPM : 1111187031

Fakultas : Ekonomi

Universitas : SANGGA BUANA YPKP

Telah kami setujui untuk mengadakan penelitian di Bank Woori Saudara Indonesia 1906, Tbk dengan permasalah dan judul**: "Pengaruh Budaya Organisasi dan Lingkungan Kerja Terhadap Kinerja Karyawan PT Bank Woori Saudara, 1906, Tbk"**

Demikian surat ini kami sampaikan, dan atas kerjsamanya kamu ucapkan terima kasih.

Bandung, 30 November 2020

Arief Candra

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Kuisioner Penelitian

Nama : Anisah Appiliana

NPM : 1111187031

JURUSAN : Manajemen

PENGARUH BUDAYA ORGANISASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT BANK WOORI SAUDARA 1906, TBK

Responden yang terhormat, Saya mahasiswi Fakultas Ekonomi Universitas Sangga Buana Bandung, sedang melakukan penelitian sebagai syarat untuk mencapai gelar sarjana dengan judul penelitian Pengaruh Budaya Organisasi dan Lingkungan Kerja Terhadap Kinerja Karyawan PT Bank Woori Saudara, 1906 Tbk. Metode kusioner digunakan sebagai alat pengumpulan data. Saya mohon bantuannya untuk dapat mengisi kusioner ini dan saya sangat menghargai atas kejujuran yang diberikan. Selaku responden kerahasiaan dan informasi yang diberikan akan dijaga untuk kepentingan penelitian.Atas kerjasama yang diberikan saya ucapkan terima kasih.

A. Identitas Responden

A. Jenis Kelamin

() Laki-Laki

() Perempuan

B. Masa Kerja

< 1 Tahun

1-3 Tahun

3-5 Tahun

> 5 Tahun

C. Pendidikan Terakhir

() D3

() S1

() S2

() S3

B. Skala Penilian

Beri tanda pada kolom yang paling sesuai dengan respon anda.

Keterangan:

Angka 1 = Sangat Tidak Setuju

Angka 2 = Tidak Setuju

Angka 3 = Ragu - ragu / Netral

Angka 4 = Setuju

Angka 5 = Sangat Setuju

C. Budaya Organisasi

No	Pertanyaan	Jawaban				
		STS	TS	RR	S	SS
1	Perusahaan memberikan dukungan untuk saya mampu mengambil keputusan yang dibutuhkan					
2	Saya selalu memperhatikan setiap detail pekerjaan dengan baik					
3	Saya selalu bekerja dengan orientasi pada hasil yang optimal					
4	Perusahaan selalu membantu karyawan untuk mengembangkan diri sehingga dapat selalu bekerja secara optimal					
5	Saya selalu mampu menyelesaikan tugas sesuai dengan target kerja yang diberikan					
6	Para manager selalu bersikap terbuka dan menjalin komunikasi yang baik dengan bawahan					
7	Perusahaan menanamkan budaya kerja teamwork dalam bekerja					
8	Berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi perusahaan					
9	Saya dituntut untuk selalu mimiliki target kerja yang jelas dan bertanggung jawab untuk menyelesaikannya					
10	Perusahaan tidak memberikan informasi terkait *job desk* yang jelas					

D. Lingkungan Kerja

No	Pertanyaan	Jawaban				
		STS	TS	RR	S	SS
1	Tempat kerja saya saat ini memiliki fasilitas yang memadai serta nyaman					
2	Ruang kerja saya memiliki suhu yang ideal sehingga saya merasa nyaman untuk bekerja					
3	Tata letak (Layout) ruang kerja saat ini sudah cukup nyaman sehingga tidak mengganggu saya dalam bekerja					
4	Sesama karyawan memiliki tingkat komunikasi yang baik sehingga terjalin hubungan kerja yang positif					

E. Kinerja Karyawan

No	Pertanyaan	Jawaban				
		STS	TS	RR	S	SS
1	Saya dapat memenuhi standar kerja yang ditentukan					
2	Kualitas pekerjaan yang saya lakukan sudah sesuai dengan harapan atau keinginan atasan					
3	Saya menyadari akan pentingnya akurasi dalam menyelesaikan pekerjaan					
4	Saya selalu dapat bekerja melebihi target yang diberikan					
5	Saya dituntut untuk menyelesaikan pekerjaan dengan tepat waktu					
6	Pekerjaan yang diberikan tidak memberatkan saya dalam menyelesaikan pekerjaan					
7	Saya selalu bertanggung jawab menyelesaikan pekerjaan yang diberikan					
8	Saya selalu berdedikasi tinggi terhadap pekerjaan					

Hasil Tabulasi Data Kuisioner

	Budaya Organisasi											Lingkungan Kerja					Kinerja Karyawan								
No	**X1.1**	**X1.2**	**X1.3**	**X1.4**	**X1.5**	**X1.6**	**X1.7**	**X1.8**	**X1.9**	**X1.10**	**Skor**	**X2.1**	**X2.2**	**X2.3**	**X2.4**	**Skor**	**Y1.1**	**Y1.2**	**Y1.3**	**Y1.4**	**Y1.5**	**Y1.6**	**Y1.7**	**Y1.8**	**Skor**
1	3	4	5	3	4	4	3	4	4	3	37	1	2	2	4	9	4	4	4	4	4	4	4	4	32
2	3	4	4	3	4	4	4	4	4	3	37	3	3	3	4	13	4	4	5	3	4	2	4	4	30
3	3	4	5	3	4	4	3	4	4	3	37	1	2	2	4	9	4	4	4	4	4	4	4	4	32
4	5	4	4	3	5	3	4	5	3	2	38	5	4	5	5	19	4	4	4	5	5	4	5	2	33
5	5	4	4	3	5	3	5	5	5	3	42	5	5	5	4	19	4	5	5	5	5	4	4	5	37
6	3	5	4	3	4	3	4	5	4	4	39	4	4	4	4	16	4	4	5	4	4	4	5	4	34
7	4	4	5	4	5	4	5	4	5	5	45	4	4	3	4	15	4	4	4	5	5	5	4	4	35
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9	4	4	4	3	4	4	3	3	4	2	35	4	4	4	4	16	4	4	4	4	4	4	4	4	32
10	3	4	4	4	4	4	3	4	4	4	38	4	3	4	3	14	4	4	4	4	4	4	4	4	32
11	5	4	4	4	4	5	5	5	5	5	46	4	5	5	4	18	4	4	4	4	4	4	5	5	34
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17	3	4	4	3	4	3	3	4	4	3	35	3	2	2	3	10	4	3	4	3	4	3	4	4	29
18	2	5	5	3	4	5	5	4	5	5	43	3	3	3	5	14	4	3	4	5	4	3	5	5	33
19	4	3	4	3	4	3	4	3	4	3	35	4	3	4	4	15	3	4	3	4	4	4	3	4	29
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23	4	4	5	3	4	3	4	4	4	4	39	4	4	4	4	16	4	4	4	4	4	4	4	4	32
24	4	5	5	4	4	3	4	5	5	4	43	4	5	4	5	18	4	4	5	4	4	4	5	5	35
25	4	5	5	4	4	5	4	4	4	4	43	5	5	5	4	19	5	4	5	4	5	4	5	5	37
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42	5	5	5	3	5	4	4	4	5	4	44	4	4	4	4	16	5	4	5	4	5	5	5	5	38
43	3	5	5	3	5	5	5	5	5	1	42	1	1	1	5	8	5	5	5	5	5	5	5	5	40
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71	3	4	5	2	5	3	3	4	5	1	35	4	4	4	3	15	4	5	5	5	5	3	5	5	37
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83	4	5	5	3	5	5	5	5	5	5	47	5	4	4	5	18	4	5	4	5	5	4	4	3	34
84	5	5	4	4	4	2	4	4	5	5	42	5	4	4	4	17	4	5	5	4	4	3	4	4	33
85	4	5	4	3	4	3	3	4	5	3	38	4	4	4	4	16	5	4	4	4	5	3	5	5	35
86	4	5	5	4	4	3	5	5	5	3	43	5	4	4	5	18	4	5	5	3	4	4	4	4	33
87	3	4	4	3	4	4	4	4	4	2	36	4	4	4	4	16	4	4	5	3	5	4	4	3	32
88	5	4	4	4	4	3	4	4	4	2	38	4	4	3	4	15	3	4	3	4	4	4	3	4	29
89	4	3	4	3	4	3	4	3	4	3	35	4	3	4	4	15	3	4	3	4	4	4	3	4	29
90	4	3	4	3	4	3	4	3	4	3	35	4	3	4	4	15	3	4	3	4	4	4	3	4	29
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92	5	4	4	4	5	4	5	5	4	4	44	5	4	5	5	19	5	4	4	4	4	4	5	3	33
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94	5	4	4	3	5	3	5	5	5	3	42	5	5	5	4	19	4	5	5	5	5	4	4	5	37

Transformasi Data Ordinal Ke Interval (Msi) Variabel X_1

	Budaya Organisasi											Lingkungan Kerja			Kinerja Karyawan										
No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Tota
1	2.4926	3.4851	4.6544	2.4926	3.4851	3.4851	2.4926	3.4851	3.4851	2.4926	32.0506	1	1.6855	1.6855	3.4443	7.8153	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
2	2.4926	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	31.8738	2.4359	2.4359	2.4359	3.4443	10.752	4.0709	4.0709	5.4202	2.8484	4.0709	1.8003	4.0709	4.0709	30.42
3	2.4926	3.4851	4.6544	2.4926	3.4851	3.4851	2.4926	3.4851	3.4851	2.4926	32.0506	1	1.6855	1.6855	3.4443	7.8153	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
4	4.6544	3.4851	3.4851	2.4926	4.6544	2.4926	3.4851	4.6544	2.4926	1.6254	33.5218	4.6756	3.4443	4.6756	4.6756	17.4711	4.0709	4.0709	4.0709	5.4202	5.4202	4.0709	5.4202	1.8003	34.34
5	4.6544	3.4851	3.4851	2.4926	4.6544	2.4926	4.6544	4.6544	4.6544	2.4926	37.7201	4.6756	4.6756	4.6756	3.4443	17.4711	4.0709	5.4202	5.4202	5.4202	5.4202	4.0709	4.0709	5.4202	39.31
6	2.4926	4.6544	3.4851	2.4926	3.4851	2.4926	3.4851	4.6544	3.4851	3.4851	34.2123	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	5.4202	4.0709	4.0709	4.0709	5.4202	4.0709	35.26
7	3.4851	3.4851	4.6544	3.4851	4.6544	3.4851	4.6544	3.4851	4.6544	4.6544	40.6976	3.4443	3.4443	2.4359	3.4443	12.7689	4.0709	4.0709	4.0709	5.4202	5.4202	5.4202	4.0709	4.0709	36.61
8	3.4851	4.6544	4.6544	1.6254	3.4851	1.6254	3.4851	4.6544	3.4851	1	32.1544	3.4443	3.4443	1.6855	3.4443	12.0185	5.4202	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	5.4202	36.61
9	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	2.4926	2.4926	3.4851	1.6254	30.014	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
10	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	32.8663	3.4443	2.4359	3.4443	2.4359	11.7604	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
11	4.6544	3.4851	3.4851	3.4851	3.4851	4.6544	4.6544	4.6544	4.6544	4.6544	41.8668	3.4443	4.6756	4.6756	3.4443	16.2398	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	5.4202	35.26
12	3.4851	4.6544	4.6544	4.6544	4.6544	3.4851	4.6544	4.6544	4.6544	1	40.551	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
13	2.4926	3.4851	3.4851	2.4926	3.4851	2.4926	2.4926	3.4851	3.4851	2.4926	29.8888	2.4359	2.4359	2.4359	3.4443	10.752	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
14	2.4926	4.6544	4.6544	2.4926	4.6544	2.4926	3.4851	4.6544	4.6544	4.6544	38.8894	2.4359	3.4443	2.4359	3.4443	11.7604	5.4202	4.0709	4.0709	2.8484	4.0709	4.0709	5.4202	5.4202	35.39
15	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	4.6544	36.0205	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
16	2.4926	3.4851	3.4851	2.4926	3.4851	4.6544	4.6544	3.4851	3.4851	4.6544	36.3741	3.4443	4.6756	3.4443	3.4443	15.0086	4.0709	4.0709	4.0709	4.0709	4.0709	2.8484	4.0709	4.0709	31.34
17	2.4926	3.4851	3.4851	2.4926	3.4851	2.4926	2.4926	3.4851	3.4851	2.4926	29.8888	2.4359	1.6855	1.6855	2.4359	8.2428	4.0709	2.8484	4.0709	2.8484	4.0709	2.8484	4.0709	4.0709	28.89
18	1.6254	4.6544	4.6544	2.4926	3.4851	4.6544	4.6544	3.4851	4.6544	4.6544	39.0146	2.4359	2.4359	2.4359	4.6756	11.9833	4.0709	2.8484	4.0709	5.4202	4.0709	2.8484	5.4202	5.4202	34.17
19	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	29.8888	3.4443	2.4359	3.4443	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
20	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	29.8888	3.4443	2.4359	3.4443	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
21	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	29.8888	3.4443	2.4359	3.4443	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
22	2.4926	4.6544	4.6544	2.4926	3.4851	4.6544	4.6544	3.4851	3.4851	1.6254	35.6836	4.6756	4.6756	3.4443	4.6756	17.4711	5.4202	4.0709	5.4202	4.0709	5.4202	5.4202	5.4202	5.4202	40.66
23	3.4851	3.4851	4.6544	2.4926	3.4851	2.4926	3.4851	3.4851	3.4851	3.4851	34.0355	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
24	3.4851	4.6544	4.6544	3.4851	3.4851	2.4926	3.4851	4.6544	4.6544	3.4851	38.5358	3.4443	4.6756	3.4443	4.6756	16.2398	4.0709	4.0709	5.4202	4.0709	4.0709	4.0709	5.4202	5.4202	36.61
25	3.4851	4.6544	4.6544	3.4851	3.4851	4.6544	3.4851	3.4851	3.4851	3.4851	38.359	4.6756	4.6756	4.6756	3.4443	17.4711	5.4202	4.0709	5.4202	4.0709	5.4202	4.0709	5.4202	5.4202	39.31
26	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	4.6544	4.6544	3.4851	4.6544	37.3665	1.6855	2.4359	2.4359	3.4443	10.0016	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
27	4.6544	4.6544	4.6544	1.6254	4.6544	2.4926	4.6544	4.6544	4.6544	4.6544	41.3531	3.4443	4.6756	3.4443	4.6756	16.2398	4.0709	5.4202	5.4202	4.0709	5.4202	4.0709	5.4202	4.0709	37.96
28	1	4.6544	4.6544	1	1.6254	1	1	2.4926	4.6544	1	23.0812	2.4359	2.4359	4.6756	3.4443	12.9917	1.8003	2.8484	5.4202	1.8003	5.4202	1	5.4202	5.4202	29.12
29	2.4926	3.4851	3.4851	2.4926	2.4926	4.6544	3.4851	3.4851	2.4926	1.6254	30.1908	2.4359	1.6855	1.6855	3.4443	9.2512	4.0709	4.0709	4.0709	2.8484	5.4202	4.0709	4.0709	4.0709	32.69
30	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	32.8663	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	2.8484	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	31.34
31	2.4926	3.4851	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	2.4926	3.4851	29.8888	3.4443	2.4359	2.4359	2.4359	10.752	4.0709	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	28.89

32	1	4.6544	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	3.4851	2.4926	26.588	4.6756	4.6756	4.6756	3.4443	17.4711	2.8484	2.8484	5.4202	2.8484	4.0709	1.8003	4.0709	4.0709	27.97
33	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	4.6544	35.028	2.4359	2.4359	2.4359	3.4443	10.752	4.0709	2.8484	4.0709	2.8484	5.4202	2.8484	5.4202	5.4202	32.94
34	2.4926	2.4926	3.4851	1.6254	2.4926	2.4926	2.4926	2.4926	2.4926	1.6254	24.1843	2.4359	1.6855	2.4359	2.4359	8.9932	2.8484	2.8484	4.0709	2.8484	2.8484	2.8484	2.8484	4.0709	25.23
35	2.4926	2.4926	2.4926	2.4926	3.4851	2.4926	2.4926	3.4851	3.4851	1.6254	27.0366	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	33.91
36	2.4926	3.4851	4.6544	2.4926	3.4851	3.4851	2.4926	2.4926	4.6544	1.6254	31.3601	2.4359	2.4359	2.4359	2.4359	9.7436	2.8484	2.8484	4.0709	4.0709	4.0709	2.8484	5.4202	5.4202	31.59
37	3.4851	4.6544	4.6544	3.4851	4.6544	2.4926	3.4851	3.4851	4.6544	1.6254	36.6761	3.4443	3.4443	3.4443	2.4359	12.7689	5.4202	4.0709	5.4202	4.0709	5.4202	1.8003	5.4202	5.4202	37.04
38	1	4.6544	4.6544	4.6544	4.6544	4.6544	4.6544	4.6544	4.6544	1	39.2351	4.6756	4.6756	4.6756	4.6756	18.7023	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	43.36
39	3.4851	4.6544	4.6544	2.4926	4.6544	2.4926	4.6544	4.6544	4.6544	4.6544	41.0511	4.6756	4.6756	4.6756	4.6756	18.7023	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	43.36
40	3.4851	4.6544	4.6544	3.4851	4.6544	3.4851	4.6544	4.6544	3.4851	4.6544	41.8668	4.6756	4.6756	2.4359	3.4443	15.2314	5.4202	5.4202	5.4202	2.8484	5.4202	4.0709	5.4202	5.4202	39.44
41	3.4851	4.6544	4.6544	1	4.6544	2.4926	2.4926	4.6544	4.6544	1	33.7423	1.6855	2.4359	1.6855	3.4443	9.2512	5.4202	5.4202	5.4202	5.4202	5.4202	2.8484	5.4202	5.4202	40
42	4.6544	4.6544	4.6544	2.4926	4.6544	3.4851	3.4851	3.4851	4.6544	3.4851	39.7051	3.4443	3.4443	3.4443	3.4443	13.7773	5.4202	4.0709	5.4202	4.0709	5.4202	5.4202	5.4202	5.4202	40.66
43	2.4926	4.6544	4.6544	2.4926	4.6544	4.6544	4.6544	4.6544	4.6544	1	38.566	1	1	1	4.6756	7.6756	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	43.36
44	4.6544	3.4851	3.4851	2.4926	4.6544	2.4926	4.6544	4.6544	4.6544	2.4926	37.7201	4.6756	4.6756	4.6756	3.4443	17.4711	4.0709	5.4202	5.4202	5.4202	5.4202	4.0709	4.0709	5.4202	39.31
45	4.6544	3.4851	3.4851	3.4851	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.6976	4.6756	3.4443	4.6756	4.6756	17.4711	5.4202	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	4.0709	35.26
46	3.4851	3.4851	3.4851	2.4926	2.4926	2.4926	3.4851	3.4851	3.4851	2.4926	30.8813	3.4443	3.4443	3.4443	2.4359	12.7689	4.0709	4.0709	4.0709	4.0709	4.0709	2.8484	4.0709	4.0709	31.34
47	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	24.9264	2.4359	2.4359	2.4359	2.4359	9.7436	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	22.78
48	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	2.4926	3.4851	1.6254	31.0065	2.4359	2.4359	2.4359	2.4359	9.7436	4.0709	4.0709	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	35.39
49	3.4851	4.6544	3.4851	2.4926	2.4926	2.4926	3.4851	2.4926	3.4851	1.6254	30.1908	1.6855	1.6855	1.6855	3.4443	8.5009	4.0709	4.0709	4.0709	4.0709	4.0709	1.8003	4.0709	4.0709	30.29
50	2.4926	4.6544	4.6544	2.4926	3.4851	3.4851	2.4926	3.4851	4.6544	1	32.8964	3.4443	3.4443	3.4443	2.4359	12.7689	5.4202	4.0709	4.0709	2.8484	4.0709	1.8003	4.0709	4.0709	30.42
51	3.4851	4.6544	4.6544	2.4926	3.4851	3.4851	2.4926	4.6544	4.6544	2.4926	36.5508	1.6855	1.6855	2.4359	2.4359	8.2428	4.0709	4.0709	5.4202	2.8484	5.4202	1.8003	5.4202	4.0709	33.1
52	3.4851	4.6544	4.6544	3.4851	3.4851	3.4851	3.4851	3.4851	4.6544	2.4926	37.3665	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	5.4202	4.0709	5.4202	4.0709	5.4202	5.4202	37.96
53	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	2.4926	32.8663	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	2.8484	2.8484	4.0709	2.8484	4.0709	4.0709	28.89
54	2.4926	4.6544	4.6544	2.4926	3.4851	2.4926	2.4926	4.6544	3.4851	2.4926	33.3966	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	5.4202	4.0709	4.0709	4.0709	4.0709	4.0709	33.91
55	2.4926	3.4851	3.4851	2.4926	3.4851	2.4926	2.4926	3.4851	2.4926	2.4926	28.8963	1	2.4359	1	3.4443	7.8802	4.0709	2.8484	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	31.34
56	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	24.9264	2.4359	2.4359	2.4359	2.4359	9.7436	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	22.78
57	3.4851	4.6544	4.6544	4.6544	4.6544	2.4926	4.6544	4.6544	4.6544	4.6544	43.2129	4.6756	3.4443	3.4443	3.4443	15.0086	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	43.36
58	2.4926	3.4851	4.6544	3.4851	3.4851	2.4926	2.4926	3.4851	4.6544	3.4851	34.2123	3.4443	4.6756	4.6756	3.4443	16.2398	4.0709	4.0709	5.4202	4.0709	5.4202	2.8484	5.4202	5.4202	36.74
59	3.4851	4.6544	4.6544	3.4851	4.6544	3.4851	3.4851	3.4851	4.6544	3.4851	39.5283	3.4443	3.4443	2.4359	3.4443	12.7689	4.0709	5.4202	5.4202	5.4202	5.4202	4.0709	5.4202	4.0709	39.31
60	4.6544	3.4851	3.4851	4.6544	4.6544	3.4851	3.4851	3.4851	3.4851	2.4926	37.3665	3.4443	4.6756	3.4443	3.4443	15.0086	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
61	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	3.4851	4.6544	2.4926	34.0355	3.4443	3.4443	3.4443	4.6756	15.0086	5.4202	4.0709	5.4202	4.0709	5.4202	4.0709	5.4202	5.4202	39.31
62	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	1.6254	31.999	2.4359	2.4359	3.4443	3.4443	11.7604	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	4.0709	33.91
63	3.4851	4.6544	4.6544	2.4926	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.8743	4.6756	4.6756	4.6756	4.6756	18.7023	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	5.4202	4.0709	36.74
64	3.4851	4.6544	4.6544	2.4926	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.8743	4.6756	4.6756	4.6756	4.6756	18.7023	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	5.4202	4.0709	36.74
65	3.4851	4.6544	4.6544	2.4926	4.6544	2.4926	3.4851	4.6544	4.6544	4.6544	39.8818	4.6756	3.4443	4.6756	4.6756	17.4711	4.0709	4.0709	5.4202	2.8484	5.4202	2.8484	5.4202	5.4202	35.51
66	3.4851	4.6544	4.6544	3.4851	2.4926	2.4926	3.4851	4.6544	3.4851	3.4851	36.3741	4.6756	2.4359	4.6756	4.6756	16.4626	4.0709	4.0709	4.0709	5.4202	4.0709	5.4202	4.0709	4.0709	35.26
67	2.4926	4.6544	3.4851	2.4926	4.6544	3.4851	3.4851	4.6544	4.6544	2.4926	36.5508	4.6756	4.6756	3.4443	4.6756	17.4711	4.0709	5.4202	5.4202	5.4202	5.4202	5.4202	5.4202	4.0709	40.66

68	3.4851	4.6544	4.6544	3.4851	4.6544	2.4926	4.6544	4.6544	3.4851	2.4926	38.7126	3.4443	4.6756	3.4443	4.6756	16.2398	5.4202	4.0709	4.0709	4.0709	4.0709	2.8484	5.4202	4.0709	34.04
69	3.4851	3.4851	3.4851	4.6544	3.4851	3.4851	3.4851	3.4851	3.4851	1.6254	34.1608	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	5.4202	35.26
70	3.4851	3.4851	3.4851	3.4851	3.4851	2.4926	3.4851	2.4926	4.6544	1.6254	32.1758	2.4359	3.4443	2.4359	2.4359	10.752	4.0709	4.0709	5.4202	5.4202	5.4202	2.8484	4.0709	5.4202	36.74
71	2.4926	3.4851	4.6544	1.6254	4.6544	2.4926	2.4926	3.4851	4.6544	1	31.0367	3.4443	3.4443	3.4443	2.4359	12.7689	4.0709	5.4202	5.4202	5.4202	5.4202	2.8484	5.4202	5.4202	39.44
72	2.4926	3.4851	4.6544	3.4851	2.4926	1.6254	3.4851	3.4851	3.4851	1.6254	30.316	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	5.4202	4.0709	2.8484	4.0709	4.0709	4.0709	4.0709	32.69
73	3.4851	4.6544	3.4851	3.4851	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	33.043	3.4443	3.4443	3.4443	2.4359	12.7689	4.0709	4.0709	5.4202	2.8484	4.0709	4.0709	4.0709	4.0709	32.69
74	3.4851	4.6544	4.6544	2.4926	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.8743	4.6756	4.6756	4.6756	4.6756	18.7023	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	5.4202	4.0709	36.74
75	4.6544	4.6544	4.6544	3.4851	3.4851	1.6254	3.4851	3.4851	3.4851	3.4851	36.4993	3.4443	2.4359	3.4443	2.4359	11.7604	4.0709	4.0709	5.4202	4.0709	4.0709	2.8484	5.4202	4.0709	34.04
76	3.4851	4.6544	4.6544	2.4926	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.8743	4.6756	4.6756	4.6756	4.6756	18.7023	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	5.4202	4.0709	36.74
77	3.4851	3.4851	4.6544	4.6544	4.6544	2.4926	2.4926	4.6544	4.6544	1	36.2275	3.4443	4.6756	3.4443	3.4443	15.0086	5.4202	5.4202	5.4202	4.0709	5.4202	5.4202	5.4202	5.4202	42.01
78	1.6254	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	2.4926	24.0591	2.4359	2.4359	2.4359	2.4359	9.7436	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	2.8484	22.78
79	3.4851	4.6544	4.6544	4.6544	4.6544	3.4851	4.6544	4.6544	3.4851	4.6544	43.0361	3.4443	3.4443	3.4443	3.4443	13.7773	5.4202	5.4202	5.4202	5.4202	4.0709	2.8484	5.4202	5.4202	39.44
80	3.4851	3.4851	3.4851	1.6254	3.4851	3.4851	4.6544	3.4851	3.4851	1.6254	32.301	3.4443	3.4443	1	4.6756	12.5642	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	4.0709	32.5
81	3.4851	3.4851	3.4851	2.4926	3.4851	2.4926	3.4851	3.4851	3.4851	1.6254	31.0065	2.4359	3.4443	3.4443	3.4443	12.7689	4.0709	4.0709	4.0709	2.8484	4.0709	4.0709	4.0709	4.0709	31.34
82	2.4926	4.6544	4.6544	2.4926	4.6544	2.4926	2.4926	4.6544	4.6544	3.4851	36.7276	2.4359	2.4359	2.4359	2.4359	9.7436	4.0709	2.8484	4.0709	4.0709	5.4202	2.8484	5.4202	4.0709	32.82
83	3.4851	4.6544	4.6544	2.4926	4.6544	4.6544	4.6544	4.6544	4.6544	4.6544	43.2129	4.6756	3.4443	3.4443	4.6756	16.2398	4.0709	5.4202	4.0709	5.4202	5.4202	4.0709	4.0709	2.8484	35.39
84	4.6544	4.6544	3.4851	3.4851	3.4851	1.6254	3.4851	3.4851	4.6544	4.6544	37.6685	4.6756	3.4443	3.4443	3.4443	15.0086	4.0709	5.4202	5.4202	4.0709	4.0709	2.8484	4.0709	4.0709	34.04
85	3.4851	4.6544	3.4851	2.4926	3.4851	2.4926	2.4926	3.4851	4.6544	2.4926	33.2198	3.4443	3.4443	3.4443	3.4443	13.7773	5.4202	4.0709	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	36.74
86	3.4851	4.6544	4.6544	3.4851	3.4851	2.4926	4.6544	4.6544	4.6544	2.4926	38.7126	4.6756	3.4443	3.4443	4.6756	16.2398	4.0709	5.4202	5.4202	2.8484	4.0709	4.0709	4.0709	4.0709	34.04
87	2.4926	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	3.4851	3.4851	1.6254	31.0065	3.4443	3.4443	3.4443	3.4443	13.7773	4.0709	4.0709	5.4202	2.8484	5.4202	4.0709	4.0709	2.8484	32.82
88	4.6544	3.4851	3.4851	3.4851	3.4851	2.4926	3.4851	3.4851	3.4851	1.6254	33.1683	3.4443	3.4443	2.4359	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
89	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	29.8888	3.4443	2.4359	3.4443	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
90	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	3.4851	2.4926	29.8888	3.4443	2.4359	3.4443	3.4443	12.7689	2.8484	4.0709	2.8484	4.0709	4.0709	4.0709	2.8484	4.0709	28.89
91	3.4851	4.6544	4.6544	3.4851	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	41.8668	3.4443	4.6756	4.6756	4.6756	17.4711	5.4202	5.4202	4.0709	5.4202	5.4202	4.0709	5.4202	2.8484	38.09
92	4.6544	3.4851	3.4851	3.4851	4.6544	3.4851	4.6544	4.6544	3.4851	3.4851	39.5283	4.6756	3.4443	4.6756	4.6756	17.4711	5.4202	4.0709	4.0709	4.0709	4.0709	4.0709	5.4202	2.8484	34.04
93	3.4851	4.6544	4.6544	2.4926	4.6544	3.4851	4.6544	4.6544	4.6544	3.4851	40.8743	4.6756	4.6756	4.6756	4.6756	18.7023	4.0709	4.0709	5.4202	2.8484	5.4202	5.4202	5.4202	4.0709	36.74
94	4.6544	3.4851	3.4851	2.4926	4.6544	2.4926	4.6544	4.6544	4.6544	2.4926	37.7201	4.6756	4.6756	4.6756	3.4443	17.4711	4.0709	5.4202	5.4202	5.4202	5.4202	4.0709	4.0709	5.4202	39.31

Uji Validitas Variabel X_1

Variabel	Pertanyaan	r Hitung	r Tabel	Keterangan
Budaya Organisasi	X1.1	0.476	0.2006	Valid
	X1.2	0.621	0.2006	Valid
	X1.3	0.600	0.2006	Valid
	X1.4	0.423	0.2006	Valid
	X1.5	0.772	0.2006	Valid
	X1.6	0.417	0.2006	Valid
	X1.7	0.751	0.2006	Valid
	X1.8	0.771	0.2006	Valid
	X1.9	0.636	0.2006	Valid
	X1.10	0.571	0.2006	Valid

Uji Validitas Variabel X_2

Variabel	Pertanyaan	r Hitung	r Tabel	Keterangan
Lingkungan Kerja	X2.1	0.908	0.2006	Valid
	X2.2	0.869	0.2006	Valid
	X2.3	0.868	0.2006	Valid
	X2.4	0.649	0.2006	Valid

Uji Validitas Variabel Y

Variabel	Pertanyaan	r Hitung	r Tabel	Keterangan
Kinerja Karyawan	Y1.1	0.720	0.2006	Valid
	Y1.2	0.705	0.2006	Valid
	Y1.3	0.717	0.2006	Valid
	Y1.4	0.563	0.2006	Valid
	Y1.5	0.757	0.2006	Valid
	Y1.6	0.495	0.2006	Valid
	Y1.7	0.731	0.2006	Valid
	Y1.8	0.581	0.2006	Valid

Uji ReabilitasVariabel X_1

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	94	100.0
	Excluded[a]	0	.0
	Total	94	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.857	11

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.2322936	.83468158	94
X1.2	3.9144074	.74283814	94
X1.3	3.9920787	.67434967	94
X1.4	2.8502213	.76565431	94
X1.5	3.7826691	.74395424	94
X1.6	3.0057894	.77620646	94
X1.7	3.5765585	.85318096	94
X1.8	3.7553032	.81291197	94
X1.9	3.9230851	.71296266	94
X1.10	2.7627681	1.14159573	94
TotalX1	34.7953202	4.85854666	94

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TotalX1
X1.1	1.000	.022	.029	.220	.425	-.082	.444	.304	.172	.240	.476
X1.2	.022	1.000	.677	.115	.371	.132	.275	.563	.554	.217	.621
X1.3	.029	.677	1.000	.111	.446	.140	.229	.503	.578	.152	.600
X1.4	.220	.115	.111	1.000	.233	.175	.281	.183	.115	.143	.423
X1.5	.425	.371	.446	.233	1.000	.247	.549	.664	.560	.262	.772
X1.6	-.082	.132	.140	.175	.247	1.000	.428	.185	.123	.179	.417
X1.7	.444	.275	.229	.281	.549	.428	1.000	.528	.292	.415	.751
X1.8	.304	.563	.503	.183	.664	.185	.528	1.000	.484	.307	.771
X1.9	.172	.554	.578	.115	.560	.123	.292	.484	1.000	.167	.636
X1.10	.240	.217	.152	.143	.262	.179	.415	.307	.167	1.000	.571
TotalX1	.476	.621	.600	.423	.772	.417	.751	.771	.636	.571	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	66.3582011	87.393	.406	.	.735
X1.2	65.6760872	86.005	.571	.	.727
X1.3	65.5984160	87.011	.553	.	.731
X1.4	66.7402734	88.721	.355	.	.740
X1.5	65.8078255	83.812	.738	.	.717
X1.6	66.5847053	88.738	.348	.	.740
X1.7	66.0139362	82.695	.709	.	.714
X1.8	65.8351915	82.899	.734	.	.715
X1.9	65.6674096	86.117	.589	.	.727
X1.10	66.8277266	83.066	.483	.	.724
TotalX1	34.7951745	23.606	1.000	.	.798

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
69.5904947	94.424	9.71718191	11

Uji ReabilitasVariabel X_2

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	94	100.0
	Excluded[a]	0	.0
	Total	94	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.824	.912	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.3867213	.98728662	94
X2.2	3.3442330	.96985904	94
X2.3	3.2958404	.98199474	94
X2.4	3.5655766	.75709909	94
TotalX2	13.5924032	3.08270186	94

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	TotalX2
X2.1	1.000	.733	.771	.454	.908
X2.2	.733	1.000	.667	.437	.869
X2.3	.771	.667	1.000	.377	.868
X2.4	.454	.437	.377	1.000	.649
TotalX2	.908	.869	.868	.649	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	23.7980532	27.932	.873	1.000	.761
X2.2	23.8405415	28.561	.821	1.000	.772
X2.3	23.8889340	28.467	.819	1.000	.772
X2.4	23.6191979	32.529	.569	1.000	.826
TotalX2	13.5923713	9.503	1.000	1.000	.849

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27.1847745	38.012	6.16541954	5

Uji ReabilitasVariabel Y

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	94	100.0
	Excluded[a]	0	.0
	Total	94	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.760	.868	9

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.1921202	.80282600	94
Y1.2	4.1759106	.77805062	94
Y1.3	4.5293713	.86653231	94
Y1.4	3.9813372	.91493208	94
Y1.5	4.5930489	.75615276	94
Y1.6	3.8094904	1.01400668	94
Y1.7	4.6011426	.88149660	94
Y1.8	4.4163926	.84224164	94
TotalY	34.2987628	4.47111863	94

Inter-Item Correlation Matrix

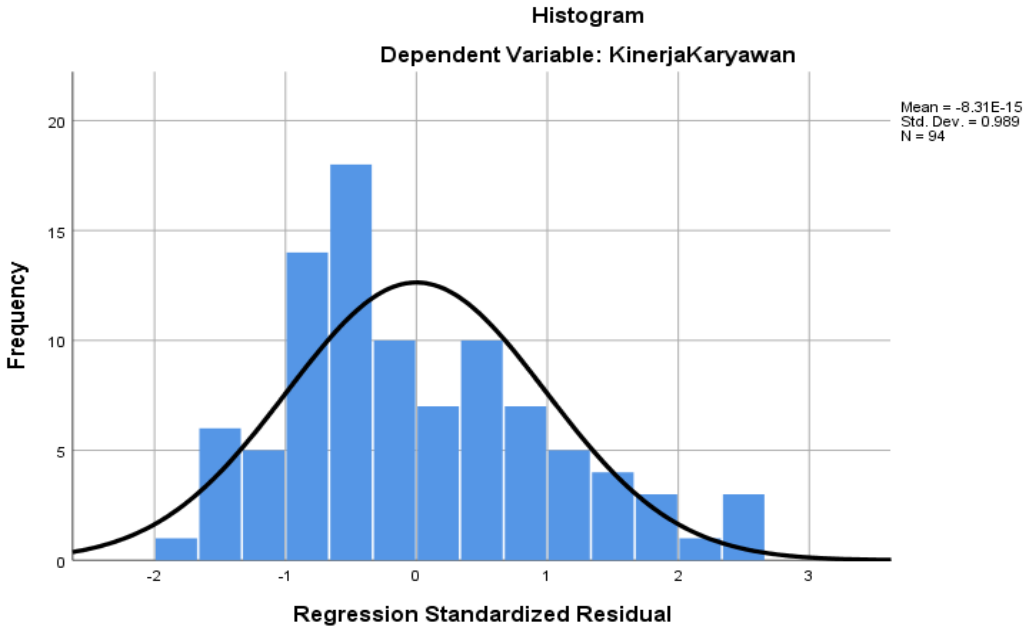
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	TotalY
Y1.1	1.000	.464	.420	.314	.398	.267	.617	.345	.720
Y1.2	.464	1.000	.440	.521	.457	.366	.253	.238	.705
Y1.3	.420	.440	1.000	.122	.630	.138	.637	.439	.717
Y1.4	.314	.521	.122	1.000	.284	.279	.170	.226	.563
Y1.5	.398	.457	.630	.284	1.000	.269	.616	.392	.757
Y1.6	.267	.366	.138	.279	.269	1.000	.132	.005	.495
Y1.7	.617	.253	.637	.170	.616	.132	1.000	.462	.731
Y1.8	.345	.238	.439	.226	.392	.005	.462	1.000	.581
TotalY	.720	.705	.717	.563	.757	.495	.731	.581	1.000

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
68.5975766	79.962	8.94216891	9

Uji Asumsi Klasik

A. Grafik Hitogram Uji Normalitas Regresi



B. Uji Multikolinearitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11.092	2.338		4.745	.000		
	TotalX1	.617	.081	.671	7.594	.000	.669	1.495
	TotalX2	.127	.128	.088	.995	.322	.669	1.495

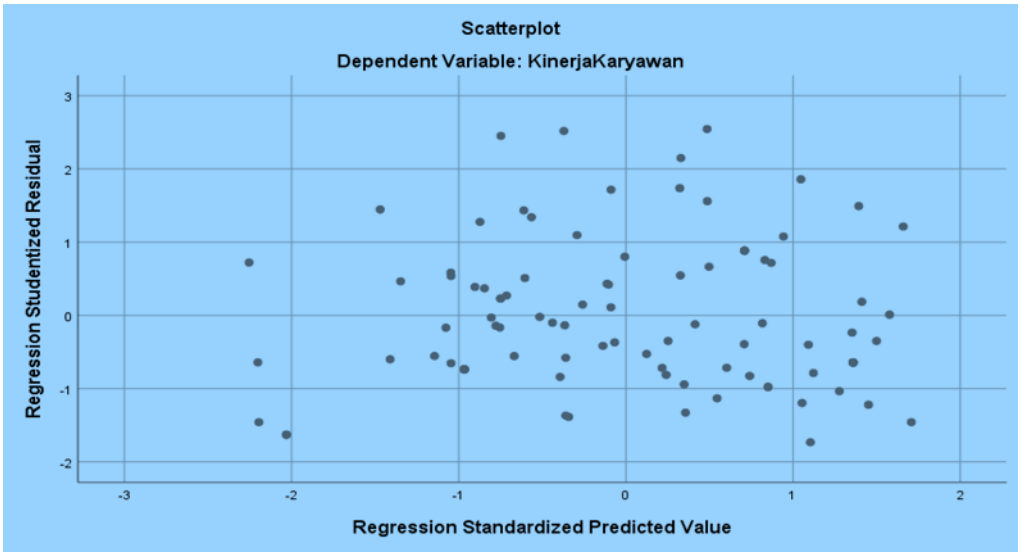
a. Dependent Variable: TotalY

C. Uji Autokorelasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.725[a]	.525	.515	3.11407740	1.776
a. Predictors: (Constant), LingkunganKerja, BudayaOrganisasi					
b. Dependent Variable: KinerjaKaryawan					

D. Uji Hiterokrdiastisitas



Uji Koefisien Korelasi

Model Summary[b]									
					Change Statistics				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.725[a]	.525	.515	3.11407740	.525	50.358	2	91	.000
a. Predictors: (Constant), LingkunganKerja, BudayaOrganisasi									
b. Dependent Variable: KinerjaKaryawan									

Uji Regresi Linear Berganda

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.092	2.338		4.745	.000
	BudayaOrganisasi	.617	.081	.671	7.594	.000
	LingkunganKerja	.127	.128	.088	.995	.322

a. Dependent Variable: KinerjaKaryawan

Uji Koefisien Determinasi

Coefficients[a]									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	11.092	2.338		4.745	.000			
	BudayaOrganisasi	.617	.081	.671	7.594	.000	.721	.623	.548
	LingkunganKerja	.127	.128	.088	.995	.322	.474	.104	.072

a. Dependent Variable: KinerjaKaryawan

Uji Regresi Secara Parsial

Variabel X_1

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.092	2.338		4.745	.000
	BudayaOrganisasi	.617	.081	.671	7.594	.000
	LingkunganKerja	.127	.128	.088	.995	.322

a. Dependent Variable: KinerjaKaryawan

Variabel X_2

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.092	2.338		4.745	.000
	BudayaOrganisasi	.617	.081	.671	7.594	.000
	LingkunganKerja	.127	.128	.088	.995	.322

a. Dependent Variable: KinerjaKaryawan

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.725[a]	.525	.515	3.11407740	.525	50.358	2	91	.000

a. Predictors: (Constant), LingkunganKerja, BudayaOrganisasi

b. Dependent Variable: KinerjaKaryawan

Uji Regresi Secara Simultan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	976.683	2	488.342	50.358	.000[b]
	Residual	882.471	91	9.697		
	Total	1859.154	93			

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), LingkunganKerja, BudayaOrganisasi