

LAMPIRAN

Lampiran 1. Kuisisioner

Perihal : **Kuesioner Penelitian**

Judul : **Pengaruh Lingkungan Kerja Dan Kepercayaan Diri Terhadap Semangat Kerja Karyawan *Coffee Shop* Di Kota Madiun**

Kepada Bapak/Ibu/Saudara/i karyawan *Coffee Shop* di Kota Madiun. Sehubungan dengan tugas akhir kuliah yakni penulisan skripsi, maka mohon kesediaan Bapak/Ibu/Saudara/i karyawan *Coffee Shop* di Kota Madiun untuk berkenan mengisi kuisisioner ini sesuai dengan pertunjuk pengisiannya dan pernyataan yang telah tersedia dengan sebenar-benarnya. Mengingat penelitian ini hanyalah untuk kepentingan akademik, peneliti menjamin kerahasiaan informasi serta tidak dimaksudkan dengan tujuan lain. Atas kerjasama dan partisipasi Bapak/Ibu/Saudara/i berikan, saya ucapkan terimakasih yang sebesar-besarnya.

Petunjuk Pengisian Data Responden:

Isilah data berikut sesuai dengan data pribadi anda dan berilah **tanda centang (√)** pada huruf yang ada di depan pilihan jawaban yang tersedia.

Data Responden:

1. Nama :
2. Jenis Kelamin :
3. Usia :
4. Lama Bekerja :

Petunjuk Pengisian Kuisisioner:

Berilah **tanda centang (√)** pada kolom alternatif jawaban pertanyaan yang tersedia sesuai pendapat anda dan berdasarkan pada apa yang anda rasakan sebagai karyawan Bapak/Ibu/Saudara/i karyawan *Coffee Shop* di Kota Madiun, apabila centang anda salah pada kolom pertanyaan berilah **tanda equal sign (=)** pada kolom tersebut lalu beri tanda centang yang dianggap benar. **Hanya satu tanda centang yang digunakan pada kolom alternatif jawaban yang tersedia untuk setiap pertanyaan.**

Keterangan: STS = Sangat Tidak Setuju (Skor 1)
TS = Tidak Setuju (Skor 2)
S = Setuju (Skor 3)
SS = Sangat Setuju (Skor 4)

No.	Aspek Penelitian	Alternatif Jawaban			
		STS	TS	S	SS
		1	2	3	4
Lingkungan Kerja (Rozi, 2021)					
Suasana Kerja					
1.	Saya merasa nyaman bekerja di lingkungan kerja saya				
2.	Perusahaan telah memberikan saya suasana kerja yang nyaman				
3.	Fasilitas di perusahaan saya sangat memadai				
4.	Alat bantu yang saya gunakan sangat efektif				
5.	Saya merasa kebersihan harus di tingkatkan lagi				
hubungan dengan rekan kerja					
6.	Hubungan saya dengan karyawan berjalan dengan harmonis				
7.	Saya aman dari bentuk intrik antar karyawan				
8.	Komunikasi saya dengan karyawan lain berjalan dengan baik				
9.	Hubungan yang baik dengan karyawan membuat saya tetap tinggal				
10.	Saya memiliki tim kerja yang efektif				
Perilaku dari atasan					
11.	Atasan tidak membeda bedakan saya dan karyawan yang lain				
12.	Saya merasa tidak terintimidasi oleh atasan				
13.	Atasan saya mampu memotivasi saya				
14.	Atasan saya bisa memberikan arahan agar saya semangat bekerja				
Keberagaman					
15.	Keberagaman di tempat kerja saya berdampak positif terhadap produktivitas tim				
16.	Saya harus menghargai kepercayaan masing masing				
17.	Rekan kerja memperlakukan saya dengan hormat tanpa memandang latar belakang saya				
Kepercayaan Diri (Mardiah, 2010)					
Berpenampilan Menarik					
1.	Saya memiliki budaya berpenampilan sendiri				
2.	Saya memahami konteks berpenampilan di tempat kerja				
3.	Saya memahami gaya berpakaian yang sedang tren				
4.	Saya merasa percaya diri ketika berpakaian menarik				
5.	Saya merasa percayaan diri dengan pakian yang saya pakai				
Ekspresi wajah					
6.	Saya selalu memberikan senyuman saat berhadapan dengan konsumen				
7.	Saya selalu ramah dengan konsumen				
4.	Ekspresi wajah penting saat memberikan pelayanan				
5.	Saya perlu untuk menjaga gerkan tubuh saya dalam melayani konsumen				
Tata rias dan tata rambut					
7.	Gaya rambut saya membuat saya lebih cocok dengan penampilan saya				

No.	Aspek Penelitian	Alternatif Jawaban			
		STS	TS	S	SS
		1	2	3	4
8.	Saya selalu berpenampilan rapi saat bekerja				
9.	Saya menyukai rambut gondrong				
10.	Saya memiliki rambut yang rapi				
6.	Make up membantu saya lebih percaya diri dalam bekerja				
Aksesoris					
8.	Saya selalu menggunakan jam tangan				
9.	Saya selalu menggunakan cincin				
10.	Saya selalu menggunakan gelang				
11.	Saya selalu menggunakan kalung				
Kerapian dan Kebersihan					
11.	Kerapian berpengaruh terhadap kepercayaan diri saya				
12.	Kebersihan diri membuat saya merasa nyaman				
Semangat kerja					
Kegairahan kerja					
1.	Saya memiliki dorongan dalam menyelesaikan pekerjaan				
2.	Saya dapat melaksanakan pekerjaan sesuai tanggung jawab				
3.	Saya mampu menyelesaikan pekerjaan yang menjadi tanggung jawab				
Kepuasan kerja					
4.	Saya merasa senang saat bekerja				
5.	Saya jarang mengeluh saat bekerja				
6.	Saya dapat menyelesaikan pekerjaan sesuai dengan sasaran				
Kerja sama					
7.	Saya memiliki kerja sama yang baik antar rekan kerja				
8.	Kerja sama yang baik menumbuhkan semangat saya untuk bekerja				
9.	Saya dan rekan kerja memiliki kebersamaan				
10.	Saya memiliki jiwa solidaritas dalam bekerja				

Lampiran 2. Tabulasi

X1. Lingkungan Kerja

X 1. 1	X 1. 2	X 1. 3	X 1. 4	X 1. 5	X 1. 6	X 1. 7	X 1. 8	X 1. 9	X1 .10	X1 .11	X1 .12	AX 1.13	X1 .14	X1 .15	X1 .16	X1 .17
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Y. Semangat Kerja

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Lampiran 3. HASIL OLAH DATA SPSS

1. Uji Validitas dan Reabilitas

a. Uji Validitas

X1. Lingkungan Kerja

		Correlations																	Lingkungan Kerja
		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	X1.16	X1.17	
X1.1	Pearson Correlation	1	.263**	.254**	.144*	.170**	.229**	.317**	.188**	.192**	.184**	.148*	.139*	.161**	.074	.256**	.144*	.151*	.457**
	Sig. (2-tailed)		.000	.000	.023	.007	.000	.000	.003	.002	.004	.019	.028	.011	.246	.000	.022	.017	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.2	Pearson Correlation	.263**	1	.217**	.201**	.242**	.285**	.325**	.152**	.192**	.276**	.126*	.152**	.286**	.243**	.163**	.184**	.216**	.514**
	Sig. (2-tailed)	.000		.001	.001	.000	.000	.000	.016	.002	.000	.047	.017	.000	.000	.010	.004	.001	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.3	Pearson Correlation	.254**	.217**	1	.194**	.227**	.159*	.231**	.087	.299**	.290**	.237**	.165**	.294**	.169**	.169**	.116	.174**	.490**
	Sig. (2-tailed)	.000	.001		.002	.000	.012	.000	.170	.000	.000	.000	.009	.000	.007	.007	.067	.006	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.4	Pearson Correlation	.144*	.201**	.194**	1	.180**	.131*	.166**	.240**	.160*	.259**	.276**	.217**	.156*	.208**	.222**	.127*	.248**	.472**
	Sig. (2-tailed)	.023	.001	.002		.004	.038	.009	.000	.011	.000	.000	.001	.013	.001	.000	.045	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.5	Pearson Correlation	.170**	.242**	.227**	.180**	1	.081	.217**	.241**	.211**	.158*	.337**	.166**	.281**	.190**	.231**	.154*	.178**	.477**
	Sig. (2-tailed)	.007	.000	.000	.004		.201	.001	.000	.001	.012	.000	.008	.000	.003	.000	.015	.005	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.6	Pearson Correlation	.229**	.285**	.159*	.131*	.081	1	.260**	.200**	.231**	.274**	.253**	.166**	.254**	.239**	.145*	.198**	.375**	.515**
	Sig. (2-tailed)	.000	.000	.012	.038	.201		.000	.002	.000	.000	.000	.009	.000	.000	.022	.002	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.7	Pearson Correlation	.317**	.325**	.231**	.166**	.217**	.260**	1	.222**	.351**	.296**	.244**	.184**	.281**	.197**	.310**	.241**	.350**	.596**
	Sig. (2-tailed)	.000	.000	.000	.009	.001	.000		.000	.000	.000	.000	.002	.000	.002	.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.8	Pearson Correlation	.188**	.152**	.087	.240**	.241**	.200**	.222**	1	.049	.285**	.265**	.210**	.219**	.294**	.234**	.241**	.260**	.495**
	Sig. (2-tailed)	.003	.016	.170	.000	.000	.002	.000		.440	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.9	Pearson Correlation	.192**	.192**	.299**	.160*	.211**	.231**	.351**	.049	1	.178**	.235**	.067	.258**	.243**	.289**	.226**	.228**	.503**
	Sig. (2-tailed)	.002	.002	.000	.011	.001	.000	.000	.440		.005	.000	.289	.000	.000	.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.10	Pearson Correlation	.184**	.275**	.290**	.259**	.158*	.274**	.296**	.285**	.178**	1	.324**	.232**	.295**	.339**	.186**	.261**	.212**	.576**
	Sig. (2-tailed)	.004	.000	.000	.000	.012	.000	.000	.000	.005		.000	.000	.000	.000	.003	.000	.001	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.11	Pearson Correlation	.148*	.126*	.237**	.276**	.337**	.253**	.244**	.265**	.235**	.324**	1	.170**	.204**	.310**	.225**	.271**	.356**	.569**
	Sig. (2-tailed)	.019	.047	.000	.000	.000	.000	.000	.000	.000	.000		.007	.001	.000	.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.12	Pearson Correlation	.139*	.152**	.165**	.217**	.166**	.166**	.194**	.210**	.067	.232**	.170**	1	.175**	.174**	.222**	.100	.190**	.426**
	Sig. (2-tailed)	.028	.017	.009	.001	.008	.009	.002	.001	.289	.000	.007		.006	.006	.000	.113	.003	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.13	Pearson Correlation	.161**	.286**	.294**	.156*	.281**	.254**	.281**	.219**	.258**	.295**	.204**	.175**	1	.252**	.160*	.151*	.197**	.526**
	Sig. (2-tailed)	.011	.000	.000	.013	.000	.000	.000	.000	.000	.000	.001	.006		.000	.011	.017	.002	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.14	Pearson Correlation	.074	.243**	.169**	.208**	.190**	.239**	.197**	.294**	.243**	.339**	.310**	.174**	.252**	1	.296**	.248**	.249**	.537**
	Sig. (2-tailed)	.246	.000	.007	.001	.003	.000	.002	.000	.000	.000	.000	.006	.000		.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.15	Pearson Correlation	.256**	.163**	.169**	.222**	.231**	.145*	.310**	.234**	.289**	.186**	.225**	.222**	.160*	.296**	1	.270**	.371**	.541**
	Sig. (2-tailed)	.000	.010	.007	.000	.000	.022	.000	.000	.000	.003	.000	.000	.011	.000		.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.16	Pearson Correlation	.144*	.184**	.116	.127**	.154*	.198**	.241**	.241**	.226**	.261**	.271**	.100	.151*	.248**	.270**	1	.337**	.487**
	Sig. (2-tailed)	.022	.004	.067	.045	.015	.002	.000	.000	.000	.000	.000	.113	.017	.000	.000		.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X1.17	Pearson Correlation	.151*	.215**	.174**	.248**	.178**	.375**	.350**	.260**	.228**	.212**	.356**	.190**	.197**	.249**	.371**	.337**	1	.587**
	Sig. (2-tailed)	.017	.001	.006	.000	.005	.000	.000	.000	.000	.001	.000	.003	.002	.000	.000	.000		.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
Lingkungan Kerja	Pearson Correlation	.457**	.514**	.490**	.472**	.477**	.515**	.596**	.495**	.503**	.576**	.569**	.426**	.526**	.537**	.541**	.487**	.587**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250

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

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

X2. Kepercayaan Diri

		Correlations																				Kepercayaan Diri
		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	X2.16	X2.17	X2.18	X2.19	X2.20	
X2.1	Pearson Correlation	1	.293 ^{**}	.171 ^{**}	.132 ^{**}	.366 ^{**}	.203 ^{**}	.136	.124	.237 ^{**}	.234 ^{**}	.078	.283 ^{**}	.185 ^{**}	.156	.082	.230 ^{**}	.153 ^{**}	.166 ^{**}	.152 ^{**}	.222 ^{**}	.468 ^{**}
	Sig. (2-tailed)		.000	.007	.037	.000	.001	.029	.091	.000	.000	.219	.000	.003	.014	.329	.000	.015	.009	.016	.000	.000
	N		250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.2	Pearson Correlation	.293 ^{**}	1	.308 ^{**}	.233 ^{**}	.319 ^{**}	.190 ^{**}	.267 ^{**}	.239 ^{**}	.287 ^{**}	.177 ^{**}	.132 ^{**}	.170 ^{**}	.123	.111	.142 ^{**}	.209 ^{**}	.229 ^{**}	.195 ^{**}	.085	.287 ^{**}	.500 ^{**}
	Sig. (2-tailed)			.000	.000	.000	.003	.000	.000	.005	.037	.007	.051	.079	.025	.001	.000	.002	.000	.002	.181	.000
	N			250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.3	Pearson Correlation	.171 ^{**}	.308 ^{**}	1	.267 ^{**}	.272 ^{**}	.168 ^{**}	.107	.119	.188 ^{**}	.145 ^{**}	.154 ^{**}	.157 ^{**}	.098	.134 ^{**}	.040	.279 ^{**}	.171 ^{**}	.057	.136 ^{**}	.199 ^{**}	.428 ^{**}
	Sig. (2-tailed)				.000	.000	.000	.008	.090	.000	.003	.021	.015	.123	.034	.526	.000	.007	.368	.032	.002	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.4	Pearson Correlation	.132 ^{**}	.233 ^{**}	.267 ^{**}	1	.265 ^{**}	.286 ^{**}	.236 ^{**}	.295 ^{**}	.266 ^{**}	.114	.188 ^{**}	.047	.153 ^{**}	.173 ^{**}	.016	.191 ^{**}	.145 ^{**}	.108	.178 ^{**}	.268 ^{**}	.455 ^{**}
	Sig. (2-tailed)					.000	.000	.000	.000	.072	.002	.455	.015	.006	.806	.002	.022	.089	.005	.000	.000	.000
	N					250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.5	Pearson Correlation	.366 ^{**}	.319 ^{**}	.272 ^{**}	.265 ^{**}	1	.298 ^{**}	.279 ^{**}	.189 ^{**}	.286 ^{**}	.161 ^{**}	.186 ^{**}	.279 ^{**}	.230 ^{**}	.188 ^{**}	.118	.236 ^{**}	.253 ^{**}	.154 ^{**}	.201 ^{**}	.247 ^{**}	.563 ^{**}
	Sig. (2-tailed)						.000	.000	.003	.000	.008	.003	.000	.000	.003	.063	.000	.000	.015	.001	.000	.000
	N						250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.6	Pearson Correlation	.203 ^{**}	.190 ^{**}	.168 ^{**}	.266 ^{**}	.298 ^{**}	1	.286 ^{**}	.285 ^{**}	.286 ^{**}	.142 ^{**}	.230 ^{**}	.165 ^{**}	.133	.245 ^{**}	.164 ^{**}	.198 ^{**}	.149 ^{**}	.075	.166 ^{**}	.250 ^{**}	.496 ^{**}
	Sig. (2-tailed)				.000	.000		.000	.001	.000	.025	.000	.009	.036	.000	.009	.002	.016	.240	.009	.000	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.7	Pearson Correlation	.136 ^{**}	.267 ^{**}	.107	.236 ^{**}	.278 ^{**}	.286 ^{**}	1	.226 ^{**}	.251 ^{**}	.134 ^{**}	.128	.143 ^{**}	.220 ^{**}	.131 ^{**}	.167 ^{**}	.179 ^{**}	.179 ^{**}	.151 ^{**}	.274 ^{**}	.261 ^{**}	.469 ^{**}
	Sig. (2-tailed)				.000	.000	.000		.000	.000	.035	.043	.023	.000	.039	.008	.005	.005	.017	.000	.000	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.8	Pearson Correlation	.124	.236 ^{**}	.119	.295 ^{**}	.188 ^{**}	.205 ^{**}	.226 ^{**}	1	.376 ^{**}	.069	.163 ^{**}	.098	.053	.197 ^{**}	.054	.101	.140	.113	.311 ^{**}	.291 ^{**}	.434 ^{**}
	Sig. (2-tailed)				.000	.003	.001	.000		.000	.275	.010	.122	.408	.002	.396	.112	.027	.074	.000	.000	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.9	Pearson Correlation	.237 ^{**}	.287 ^{**}	.188 ^{**}	.266 ^{**}	.286 ^{**}	.286 ^{**}	.251 ^{**}	.376 ^{**}	1	.237 ^{**}	.138 ^{**}	.155 ^{**}	.067	.178 ^{**}	.060	.217 ^{**}	.201 ^{**}	.124	.344 ^{**}	.328 ^{**}	.518 ^{**}
	Sig. (2-tailed)				.000	.000	.000	.000	.000		.000	.029	.014	.293	.005	.347	.001	.001	.051	.000	.000	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.10	Pearson Correlation	.234 ^{**}	.177 ^{**}	.145 ^{**}	.114	.167 ^{**}	.142 ^{**}	.134 ^{**}	.089	.237 ^{**}	1	.204 ^{**}	.316 ^{**}	.156 ^{**}	.109	.084	.101	.106	.097	.122	.210 ^{**}	.401 ^{**}
	Sig. (2-tailed)				.000	.005	.021	.072	.008	.025	.035	.275	.000	.001	.000	.014	.088	.188	.111	.085	.127	.054
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.11	Pearson Correlation	.078	.132 ^{**}	.154 ^{**}	.186 ^{**}	.186 ^{**}	.230 ^{**}	.135 ^{**}	.163 ^{**}	.138 ^{**}	.204 ^{**}	1	.233 ^{**}	.197 ^{**}	.007	.096	.018	.136 ^{**}	.081	.180 ^{**}	.179 ^{**}	.384 ^{**}
	Sig. (2-tailed)				.029	.031	.010	.029	.001	.000	.008	.914	.132	.780	.031	.201	.201	.004	.005	.000	.000	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.12	Pearson Correlation	.283 ^{**}	.170 ^{**}	.157 ^{**}	.047	.278 ^{**}	.185 ^{**}	.143 ^{**}	.098	.155 ^{**}	.316 ^{**}	.233 ^{**}	1	.457 ^{**}	.335 ^{**}	.067	.188 ^{**}	.171 ^{**}	.158 ^{**}	.075	.099	.495 ^{**}
	Sig. (2-tailed)				.455	.000	.009	.023	.122	.014	.000	.000		.000	.000	.262	.003	.007	.012	.239	.117	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.13	Pearson Correlation	.185 ^{**}	.123	.098	.153	.238 ^{**}	.133	.220 ^{**}	.053	.067	.156 ^{**}	.167 ^{**}	.457 ^{**}	1	.336 ^{**}	.197 ^{**}	.172 ^{**}	.206 ^{**}	.248 ^{**}	.079	.029	.470 ^{**}
	Sig. (2-tailed)				.003	.051	.123	.015	.000	.036	.000	.008	.000		.000	.002	.006	.001	.000	.215	.645	.000
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.14	Pearson Correlation	.156 ^{**}	.111	.134 ^{**}	.173 ^{**}	.188 ^{**}	.245 ^{**}	.131 ^{**}	.197 ^{**}	.178 ^{**}	.109	.007	.335 ^{**}	.330 ^{**}	1	.170 ^{**}	.245 ^{**}	.167 ^{**}	.189 ^{**}	.059	.040	.481 ^{**}
	Sig. (2-tailed)				.014	.079	.034	.006	.003	.000	.039	.002	.005	.086	.914	.000	.000	.007	.000	.008	.003	.350
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.15	Pearson Correlation	.062	.142 ^{**}	.040	.016	.118	.164 ^{**}	.167 ^{**}	.054	.060	.084	.086	.067	.197 ^{**}	.170 ^{**}	1	.336 ^{**}	.300 ^{**}	.262 ^{**}	.146 ^{**}	-.048	.389 ^{**}
	Sig. (2-tailed)				.329	.025	.526	.806	.063	.009	.008	.398	.347	.188	.132	.292	.002	.007	.000	.000	.021	.450
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.16	Pearson Correlation	.238 ^{**}	.209 ^{**}	.278 ^{**}	.191 ^{**}	.236 ^{**}	.188 ^{**}	.179 ^{**}	.101	.217 ^{**}	.101	.018	.188 ^{**}	.172 ^{**}	.245 ^{**}	.330 ^{**}	1	.591 ^{**}	.476 ^{**}	.084	.137 ^{**}	.608 ^{**}
	Sig. (2-tailed)				.000	.001	.000	.002	.000	.002	.005	.112	.001	.111	.780	.003	.006	.000	.000	.000	.000	.316
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.17	Pearson Correlation	.153 ^{**}	.229 ^{**}	.171 ^{**}	.145 ^{**}	.253 ^{**}	.149 ^{**}	.178 ^{**}	.140 ^{**}	.201 ^{**}	.188	.136 ^{**}	.171 ^{**}	.206 ^{**}	.167 ^{**}	.300 ^{**}	.591 ^{**}	1	.477 ^{**}	.147 ^{**}	.162 ^{**}	.578 ^{**}
	Sig. (2-tailed)				.015	.000	.007	.022	.000	.018	.005	.027	.001	.095	.031	.007	.001	.008	.000	.000	.020	.010
	N				250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250	250
X2.18	Pearson Correlation	.166 ^{**}	.195 ^{**}	.057	.108	.154 ^{**}	.075	.151 ^{**}	.113	.124	.097	.081	.158 ^{**}	.248 ^{**}	.189 ^{**}	.262 ^{**}	.478 ^{**}	.477 ^{**}	1	.132 ^{**}	.105	.511 ^{**}
	Sig. (2-tailed)				.009	.002	.368	.089	.015	.240	.017	.074	.051	.127	.201	.012	.000	.003	.000			

Y. Semangat Kerja

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Semangat Kerja
Y.1	Pearson Correlation	1	,376**	,227**	,179**	,196**	,257**	,288**	,105	,339**	,312**	,561**
	Sig. (2-tailed)		,000	,000	,004	,002	,000	,000	,096	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.2	Pearson Correlation	,376**	1	,277**	,151*	,258**	,261**	,203**	,277**	,286**	,347**	,587**
	Sig. (2-tailed)	,000		,000	,017	,000	,000	,001	,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.3	Pearson Correlation	,227**	,277**	1	,199**	,218**	,253**	,242**	,196**	,191**	,324**	,535**
	Sig. (2-tailed)	,000	,000		,002	,001	,000	,000	,002	,002	,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.4	Pearson Correlation	,179**	,151*	,199**	1	,385**	,246**	,203**	,168**	,213**	,167**	,503**
	Sig. (2-tailed)	,004	,017	,002		,000	,000	,001	,008	,001	,008	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.5	Pearson Correlation	,196**	,258**	,218**	,385**	1	,316**	,277**	,221**	,372**	,328**	,648**
	Sig. (2-tailed)	,002	,000	,001	,000		,000	,000	,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.6	Pearson Correlation	,257**	,261**	,253**	,246**	,316**	1	,316**	,273**	,236**	,210**	,582**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,000	,001	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.7	Pearson Correlation	,288**	,203**	,242**	,203**	,277**	,316**	1	,381**	,352**	,285**	,612**
	Sig. (2-tailed)	,000	,001	,000	,001	,000	,000		,000	,000	,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.8	Pearson Correlation	,105	,277**	,196**	,168**	,221**	,273**	,381**	1	,196**	,211**	,517**
	Sig. (2-tailed)	,096	,000	,002	,008	,000	,000	,000		,002	,001	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.9	Pearson Correlation	,339**	,286**	,191**	,213**	,372**	,236**	,352**	,196**	1	,318**	,613**
	Sig. (2-tailed)	,000	,000	,002	,001	,000	,000	,000	,002		,000	,000
	N	250	250	250	250	250	250	250	250	250	250	250
Y.10	Pearson Correlation	,312**	,347**	,324**	,167**	,328**	,210**	,285**	,211**	,318**	1	,606**
	Sig. (2-tailed)	,000	,000	,000	,008	,000	,001	,000	,001	,000		,000
	N	250	250	250	250	250	250	250	250	250	250	250
Semangat Kerja	Pearson Correlation	,561**	,587**	,535**	,503**	,648**	,582**	,612**	,517**	,613**	,606**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	250	250	250	250	250	250	250	250	250	250	250

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

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

Uji Reabilitas

X1. Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
,877	17

X2. Kepercayaan Diri

Reliability Statistics

Cronbach's Alpha	N of Items
,837	21

Y. Semangat Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
,829	10

2. Uji Asumsi Klasik

a. Uji Normalitas

Sebelum *Outlier*

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		250
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,33204472
Most Extreme Differences	Absolute	,063
	Positive	,042
	Negative	-,063
Test Statistic		,063
Asymp. Sig. (2-tailed)		,019 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Setelah *Outlier*

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		240
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,29878006
Most Extreme Differences	Absolute	,051
	Positive	,041
	Negative	-,051
Test Statistic		,051
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

b. Uji multikolinearitas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Lingkungan Kerja	,627	1,596
	Kepercayaan Diri	,627	1,596

a. Dependent Variable: Semangat Kerja

c. Uji Heterokedasitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,624	1,603		3,509	,373
	Lingkungan Kerja	-,075	,026	-,212	-2,884	,235
	Kepercayaan Diri	,010	,023	,032	,431	,523

a. Dependent Variable: ABRESID

d. Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,700 ^a	,490	,486	1,979	2,043

a. Predictors: (Constant), Kepercayaan Diri, Lingkungan Kerja

b. Dependent Variable: Semangat Kerja

e. Analisis linear regresi berganda

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,262	1,932		3,758	,000
	Lingkungan Kerja	,343	,037	,540	9,247	,000
	Kepercayaan Diri	,113	,029	,224	3,846	,000

a. Dependent Variable: Semangat Kerja

f. Uji F

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	898,648	2	449,324	114,737	,000 ^b
	Residual	935,951	237	3,916		
	Total	1834,599	239			

a. Dependent Variable: Semangat Kerja

b. Predictors: (Constant), Kepercayaan Diri, Lingkungan Kerja

g. Uji t

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,262	1,932		3,758	,000
	Lingkungan Kerja	,343	,037	,540	9,247	,000
	Kepercayaan Diri	,113	,029	,224	3,846	,000

a. Dependent Variable: Semangat Kerja

h. Uji Determinan R²

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,700 ^a	,490	,486	1,979	2,043

a. Predictors: (Constant), Kepercayaan Diri, Lingkungan Kerja

b. Dependent Variable: Semangat Kerja

RIWAYAT HIDUP



Fahrul Iqbal Ilhamsyah dilahirkan di Ngawi pada tanggal 18 Maret 2002, anak pertama dari pasangan Bapak Slamet dan Ibu Umiyati. Pendidikan Dasar di Jakarta, Menengah Pertama dan Pendidikan Menengah Atas di Madiun. Tamat SDN Duren Tiga 07 Pagi Jakarta Selatan Tahun 2014, melanjutkan ke SMPN 10 Madiun tamat pada tahun 2017, selanjutnya melanjutkan ke SMK Negeri 5 Madiun tamat pada Tahun 2020.

Pendidikan berikutnya ditempuh di Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas PGRI Madiun tahun 2020/2021. Semasa Mahasiswa aktif dalam UKM yaitu UKM Kependudukan UNIPMA. Pada waktu di UKM Kependudukan dipercaya untuk mewakili Universitas PGRI Madiun di kegiatan di luar kampus.

VALIDASI SUMBER PUSTAKA PENULISAN SKRIPSI

Nama : Fahrul Iqbal Ilhamsyah
 NPM : 2003102109
 Program Studi : Manajemen
 Fakultas : Ekonomi dan Bisnis
 Dosen Pembimbing I : Dr. Karuniawati Hasanah, S.E., M.M
 Dosen Pembimbing II : Metik Asmike, S.E., MM
 Judul : Pengaruh Lingkungan Kerja dan Kepercayaan Diri terhadap Semangat Kerja Karyawan *Coffee Shop* di Kota Madiun

No	Sumber Pustaka	Halaman		Hasil Validasi	
		Pustaka	Skripsi	Sesuai	Tidak Sesuai
1.	Alwi, M., Sylvana, A., & Risnashari. (2016). Pengaruh semangat kerja pegawai terhadap keefektifan organisasi unit program belajar jarak jauh Universitas Terbuka Makassar. <i>Jurnal Analisis Dan Pelayanan Publik</i> , 2(1), 31–46.	33,34	36	✓	
2.	Andayani, A., Bakke, J., & Sahrun, S. (2020). Pengaruh Lingkungan Kerja Fisik Dan Non Fisik Terhadap Semangat Kerja Karyawan Pada Pt. Pln (Persero) Area Kabupaten Buton Utara. <i>Business UHO: Jurnal Administrasi Bisnis</i> , 5(2), 510. https://doi.org/10.52423/bujab.v5i2.16714	519, 512, 516, 515, 511,	3, 21, 24, 36, 37, 45, 46, 47, 96	✓	
3.	Ayu, A. N. (2019). Penampilan Sebagai Komunikasi Non- Verbal Perempuan Dalam Dunia Pekerjaan. <i>Universitas Sultan Ageng Tirtayasa</i> , 28.	87	4, 48, 98	✓	

4.	Farida, U., dan Hartono, S., (2016), Manajemen Sumber Daya Manusia II, Ponorogo, Universitas Muhammadiyah Ponorogo.	20	22, 24	✓	
5.	Ghozali, I. (2017). <i>EKONOMETRIKA Teori, Konsep dan Aplikasi dengan IBM SPSS 24</i> (cetakan 3). Badan Penerbit Universitas Diponegoro.	47	66	✓	
6.	Ghozali, Imam. 2018. <i>Aplikasi Analisis Multivariete Dengan Program IBM SPSS 23 (Edisi 8)</i> . Cetakan ke VIII. Semarang : Badan Penerbit Universitas Diponegoro	97	68	✓	
7.	Gusmery, N., & Susanti, F. (2023). Pengaruh Budaya Organisasi, Gaya Kepemimpinan Dan Kepercayaan Diri Terhadap Komitmen Kerja Pegawai Dinas Pendidikan Dan Kebudayaan Kota Padang. <i>Jurnal Bintang Manajemen (JUBIMA)</i> , 1(2), 123–141	127, 138	4, 26, 30, 48, 98,	✓	
8.	Hairo, A. M., & Martono, S. (2019). The Effect Of Environment, Training, Motivation, And Satisfaction On Work Productivity. <i>Management Analysis Journal</i> , 8(1), 2252–6552.	51	20	✓	
9.	Hamali, A. Y. (2018). <i>Pemahaman Manajemen Sumber Daya Manusia</i> . Cetakan Kedua: Yogyakarta: CAPS.	2	14	✓	

10.	Hidayat, R., & A. Anwar, S. (2023). Manajemen Sumber Daya Manusia (Study Kasus: Sekolah Tinggi Ilmu Tarbiyah Qurrota A'yun). <i>J-STAF : Siddiq, Tabligh, Amanah, Fathonah</i> , 1(2), 387–396. https://doi.org/10.62515/staf.v1i2.81	395	19	✓	
11.	Hidayatullah, S. (2022). Pengaruh Work-Life Balance, Lingkungan Kerja Dan Keterikatan Kerja Terhadap Kinerja Karyawan Coffeeshop Di Perumahan Kota Wisata Cibubur, Kabupaten Bogor. <i>Jurnal Ilmu Manajemen (JIMMU)</i> , 7(1), 133–143. https://doi.org/10.33474/jimmu.v7i1.15438	134	5	✓	
12.	Jafar, M. (2018). <i>Pengaruh Etika Dan Penampilan Pegawai Hotel Terhadap Peningkatan Mutu Pelayanan Pada Hotel Four Point By Sheraton Makassar.</i>	65	4, 48	✓	
13.	Makmi, C. (2020). Pengaruh Lingkungan Kerja Fisik dan Non Fisik Terhadap Semangat Kerja pada PT. Patra Gemilang Samarinda. <i>Jurnal Manajemen Bisnis Dan Kewirausahaan</i> , 1(2), 274–282	275, 276, 282	46, 49	✓	
14.	Manihuruk, C. P., & Tirtayasa, S. (2020). MANEGGGIO: Jurnal Ilmiah Magister Manajemen Pengaruh Stres Kerja, Motivasi Kerja dan Lingkungan Kerja Terhadap Semangat Kerja Pegawai. <i>Jurnal Ilmiah Magister Manajemen</i> , 3(2), 296–307. http://jurnal.umsu.ac.id/index.php/MANEGGIO	304, 297	3, 36, 47, 59	✓	

15.	Mardiah, A. (2010). Pengaruh Penampilan Modis Terhadap Pengembangan Karir Karyawan Perempuan Pada Bank Danamon Cabang Pekanbaru. Marwah: Jurnal Perempuan, Agama Dan Jender, 9(2), 134. https://doi.org/10.24014/marwah.v9i2.477	15	4, 29, 48, 97	✓	
16.	Meylinda, & Suryadi. (2021). Pengaruh Kecerdasan Emosional, Kompensasi, Kepercayaan Diri, dan Pengalaman Kerja Terhadap Semangat Kerja Karyawan. <i>Jurnal Manajemen</i> , 1(1), 838–851.	849	5, 48, 98	✓	
17.	Mudiawati, R., Yusup, I. R., Mar'atus, S., Nur, S., & Nurhayati, S. (2020). Penggunaan Outfit Terhadap Rasa Percaya Diri Mahasiswa Pendidikan Semester 7. <i>Jurnal Psikologi Islam Al-Qalb</i> , jilid 11, 84–88. https://ejournal.uinib.ac.id/jurnal/index.php/alqalb/article/view/1093/1044	85	49	✓	
18.	Nur, M., & Sugiarto, S. (2018). Analisis Pengaruh Lingkungan Kerja Terhadap Semangat Kerja Karyawan di PT Angkasa Pura II (PERSERO) Pekanbaru. <i>Industrial Engineering Journal</i> , 3(1), 37–40.	40	3, 47, 98,	✓	
19.	Rajab, S. (2022). Pengaruh Kepercayaan Diri Mahasiswa Terhadap Dorongan Berwirausaha. <i>Jurnal Bisnis Kompetitif</i> , 1(2), 213–218. https://doi.org/10.35446/bisnisko	214	4, 26	✓	

20.	Rico, R., Adawiyah, M., Ushansyah, U., & Ibnor, N. (2023). Pengaruh Lingkungan Kerja Terhadap Semangat Kerja Pegawai Pada Kantor Kecamatan Kapuas Kuala. <i>Journal on Education</i> , 5(4), 13228–13242. https://jonedu.org/index.php/joe/article/view/2323%0Ahttps://jonedu.org/index.php/joe/article/download/2323/1950	1341	3, 46, 96	✓	
21.	Rozi, F. (2021). Pengaruh Lingkungan Kerja Dan Motivasi Terhadap Semangat Kerja Karyawan. <i>Journal Economics and Strategy</i> , 2(1), 12–20. https://doi.org/10.36490/jes.v2i1.131	16, 14, 12, 13	2, 3, 19, 25, 46, 47, 59, 96,	✓	
22.	Sugiyono. (2017). <i>Cara Mudah Belajar SPSS dan Lisrel Teori dan Aplikasi untuk Analisis Data Penelitian</i> (kedua). ALFABETA.	60, 61	58	✓	
23.	Sugiyono. (2018). <i>STATISTIK NONPARAMETRIS Untuk Penelitian</i> (B. R. Setiadi (ed.); Cetakan Ke). Alfabeta.	40	57	✓	
24.	Sugiyono. (2019). <i>Statistika Untuk Penelitian</i> . Alfabeta.	61, 93	55, 61	✓	
25.	Susan, E. (2019). MANAJEMEN SUMBER DAYA MANUSIA Eri Susan 1. <i>Jurnal Manajemen Pendidikan</i> , 9(2), 952–962.	954, 958-959	1, 16	✓	
26.	Syafrizal, R. (2021). Pengaruh Kompensasi dan Lingkungan Kerja terhadap Semangat Kerja Pegawai di Sekretariat Komisi Pemilihan Umum Kota Tebingtinggi. <i>Jesya (Jurnal Ekonomi & Ekonomi Syariah)</i> , 4(2), 1258–1266. https://doi.org/10.36778/jesya.v4i2.496	1265, 1260	3, 46, 96,	✓	

27.	Vay, A., Harahap, J. M., & Ritonga, N. (2020). Pengaruh Kecerdasan Emosional dan Kepercayaan Diri Terhadap Produktivitas Kerja Karyawan PT. Satya Kisma Usaha Kabupaten Labuhanbatu Selatan. <i>Jurnal Ilmu Manajemen</i> , 02(01), 33–36.	44	63	✓	
28.	Yakup, Y., & Yakup, A. P. (2019). Membangun Semangat Kerja Dengan Loyalitas Dan Kepercayaan Diri Pada Pegawai. <i>Bina Ekonomi</i> , 23(2), 48–58. https://doi.org/10.26593/be.v23i2.4347.63-73	55, 50, 49, 51	4, 46, 48, 59, 97	✓	

Catatan Dosen Pembimbing :

Layak / Tidak layak untuk diuji (coret yang tidak perlu)

Madiun, 15 Agustus 2024



Metik Asmike, S.E., MM
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