

## LAMPIRAN

### Lampiran 1 Kuisiонер Penelitian

#### KUISIОНER PENGARUH KEPUASAN KERJA DAN KESEJAHTERAAN SUBJEKTIF TERHADAP KINERJA KARYAWAN DENGAN LINGKUNGAN KERJA SEBAGAI VARIABEL MODERASI (Studi Kasus pada Miss Rara Institute)

##### I. IDENTITAS RESPONDEN

Nama : .....

Usia : .....

##### II. PETUNJUK PENGISIAN

Mohon memberikan tanda (√) pada jawaban yang Saudara anggap paling sesuai. Keterangan alternatif jawaban dan skor:

STS : Sangat Tidak Setuju (1)

TS : Tidak Setuju (2)

CS : Cukup Setuju (3)

S : Setuju (4)

SS : Sangat Setuju (5)



|                                       |                                                                             |  |  |  |  |  |
|---------------------------------------|-----------------------------------------------------------------------------|--|--|--|--|--|
| 3                                     | Saya percaya bahwa masa depan saya akan lebih baik                          |  |  |  |  |  |
| 4                                     | Saya kurang optimis dengan pekerjaan saya menuju ke jenjang yang lebih baik |  |  |  |  |  |
| <b>Relasi yang Positif</b>            |                                                                             |  |  |  |  |  |
| 5                                     | Saya memiliki orang-orang yang mendukung saya.                              |  |  |  |  |  |
| <b>Memiliki Arti dan Tujuan Hidup</b> |                                                                             |  |  |  |  |  |
| 6                                     | Saya merasa bahwa hidup saya memiliki tujuan yang jelas.                    |  |  |  |  |  |

### 3. Kinerja Karyawan (Y)

| No.                    | Pertanyaan                                                                                | SS<br>5 | S<br>4 | CS<br>3 | TS<br>2 | STS<br>1 |
|------------------------|-------------------------------------------------------------------------------------------|---------|--------|---------|---------|----------|
| <b>Kualitas</b>        |                                                                                           |         |        |         |         |          |
| 1                      | Saya selalu mengutamakan kualitas dalam menyelesaikan pekerjaan                           |         |        |         |         |          |
| <b>Kuantitas</b>       |                                                                                           |         |        |         |         |          |
| 2                      | Saya belum mampu menyelesaikan pekerjaan sesuai jumlah standar yang ditetapkan perusahaan |         |        |         |         |          |
| <b>Ketepatan waktu</b> |                                                                                           |         |        |         |         |          |
| 3                      | Saya bekerja dengan waktu yang sudah ditentukan                                           |         |        |         |         |          |
| <b>Efektivitas</b>     |                                                                                           |         |        |         |         |          |
| 4                      | Saya mampu menentukan dan mengatur prioritas kerja secara efektif                         |         |        |         |         |          |
| <b>Kemandirian</b>     |                                                                                           |         |        |         |         |          |
| 5                      | Saya mampu bekerja tanpa pengawasan pimpinan                                              |         |        |         |         |          |

### 4. Lingkungan Kerja (Z)

| No.                                 | Pertanyaan                                                                             | SS<br>5 | S<br>4 | CS<br>3 | TS<br>2 | STS<br>1 |
|-------------------------------------|----------------------------------------------------------------------------------------|---------|--------|---------|---------|----------|
| <b>Kebersihan dan Kerapihan</b>     |                                                                                        |         |        |         |         |          |
| 1                                   | Lingkungan Kerja saya kurang nyaman menurut saya                                       |         |        |         |         |          |
| <b>Pencahayaannya</b>               |                                                                                        |         |        |         |         |          |
| 2                                   | Saya jarang mengalami Ketegangan mata akibat pencahayaan yang kurang memadai.          |         |        |         |         |          |
| <b>Kebisingan</b>                   |                                                                                        |         |        |         |         |          |
| 3                                   | Saya banyak merasa terganggu oleh kendaraan suara kendaraan bermotor                   |         |        |         |         |          |
| <b>Fasilitas Kerja yang memadai</b> |                                                                                        |         |        |         |         |          |
| 4                                   | Peralatan dan fasilitas kerja yang disediakan perusahaan mendukung produktivitas saya. |         |        |         |         |          |
| <b>Budaya dan Nilai Perusahaan</b>  |                                                                                        |         |        |         |         |          |
| 5                                   | Budaya Perusahaan mendorong kerja sama dan profesionalisme                             |         |        |         |         |          |

## Lampiran 2 data Tabulasi

| No | Nama Responden  | Kepuasan Kerja (X1) |      |      |      |      |       | Kesejahteraan Subjektif (X2) |      |      |      |      |      | Total | Kinerja Karyawan (Y) |    |    |    |    |    | Total | Lingkungan Kerja (Z) |    |    |    |    |    | Total |
|----|-----------------|---------------------|------|------|------|------|-------|------------------------------|------|------|------|------|------|-------|----------------------|----|----|----|----|----|-------|----------------------|----|----|----|----|----|-------|
|    |                 | X1.1                | X1.2 | X1.3 | X1.4 | X1.5 | Total | X2.1                         | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 |       | Total                | Y1 | Y2 | Y3 | Y4 | Y5 |       | Total                | Z1 | Z2 | Z3 | Z4 | Z5 |       |
| 1  | Rara            | 1                   | 2    | 2    | 2    | 2    | 9     | 2                            | 2    | 3    | 2    |      |      | 16    |                      |    |    |    |    | 13 | 1     | 2                    | 2  | 3  | 2  | 10 |    |       |
| 2  | Riyah           | 1                   | 2    | 1    | 2    | 1    | 7     | 2                            | 1    | 2    | 4    |      |      | 19    |                      |    |    |    |    | 10 | 1     | 2                    | 1  | 2  | 2  |    |    |       |
| 3  | Heldya          | 4                   | 5    | 3    | 5    | 4    | 21    | 3                            | 3    | 5    | 4    |      |      | 23    |                      |    |    |    |    | 22 | 4     | 5                    | 3  | 5  | 5  | 23 |    |       |
| 4  | Sila            | 3                   | 4    | 5    | 4    | 4    | 20    | 3                            | 5    | 4    | 5    |      |      | 26    |                      |    |    |    |    | 20 | 3     | 4                    | 5  | 4  | 4  | 20 |    |       |
| 5  | Tita            | 4                   | 4    | 5    | 4    | 5    | 22    | 5                            | 5    | 4    | 5    |      |      | 28    |                      |    |    |    |    | 14 | 4     | 4                    | 5  | 4  | 4  | 21 |    |       |
| 6  | Yusni           | 2                   | 2    | 1    | 5    | 5    | 15    | 5                            | 2    | 2    | 5    |      |      | 18    |                      |    |    |    |    | 15 | 2     | 2                    | 1  | 2  | 5  | 12 |    |       |
| 7  | Imel            | 3                   | 4    | 3    | 4    | 3    | 17    | 4                            | 3    | 5    | 3    |      |      | 23    |                      |    |    |    |    |    | 3     | 4                    | 3  | 5  | 4  | 19 |    |       |
| 8  | Novi            | 3                   | 4    | 3    | 1    | 1    | 12    | 2                            | 3    | 3    | 4    |      |      | 18    |                      |    |    |    |    | 23 | 3     | 4                    | 3  | 3  | 1  | 14 |    |       |
| 9  | Atus            | 4                   | 3    | 5    | 4    | 3    | 19    | 4                            | 1    | 2    | 5    |      |      | 15    |                      |    |    |    |    | 21 | 4     | 3                    | 5  | 3  | 4  | 19 |    |       |
| 10 | Amina           | 2                   | 2    | 1    | 5    | 5    | 15    | 3                            | 5    | 5    | 4    |      |      | 27    |                      |    |    |    |    | 15 | 2     | 2                    | 1  | 2  | 5  | 12 |    |       |
| 11 | infi            | 2                   | 3    | 3    | 5    | 4    | 17    | 5                            | 4    | 5    | 3    |      |      | 26    |                      |    |    |    |    | 16 | 2     | 3                    | 3  | 4  | 5  | 17 |    |       |
| 12 | Dwi             | 2                   | 3    | 4    | 5    | 4    | 18    | 4                            | 5    | 4    | 4    |      |      | 26    |                      |    |    |    |    | 12 | 2     | 3                    | 4  | 3  | 5  | 17 |    |       |
| 13 | Rofi'ah         | 5                   | 5    | 5    | 5    | 5    | 25    | 5                            | 4    | 3    | 5    |      |      | 24    |                      |    |    |    |    | 16 | 5     | 5                    | 5  | 5  | 5  | 25 |    |       |
| 14 | Hana            | 1                   | 2    | 3    | 2    | 1    | 9     | 2                            | 3    | 4    | 5    |      |      | 21    |                      |    |    |    |    | 18 | 1     | 2                    | 3  | 4  | 2  | 12 |    |       |
| 15 | Inez            | 5                   | 5    | 4    | 2    | 2    | 18    | 3                            | 4    | 3    | 4    |      |      | 21    |                      |    |    |    |    | 22 | 5     | 5                    | 4  | 5  | 2  | 21 |    |       |
| 16 | Chintya         | 3                   | 2    | 4    | 3    | 3    | 15    | 4                            | 3    | 3    | 4    |      |      | 20    |                      |    |    |    |    | 16 | 3     | 2                    | 4  | 3  | 3  | 19 |    |       |
| 17 | Imroatul        | 3                   | 5    | 3    | 3    | 2    | 16    | 3                            | 1    | 2    | 4    |      |      | 13    |                      |    |    |    |    | 21 | 3     | 5                    | 3  | 4  | 3  | 18 |    |       |
| 18 | Zulfah          | 3                   | 2    | 4    | 2    | 2    | 13    | 1                            | 5    | 3    | 4    |      |      | 21    |                      |    |    |    |    | 22 | 3     | 2                    | 4  | 3  | 2  | 14 |    |       |
| 19 | Rifa            | 5                   | 3    | 4    | 3    | 5    | 20    | 2                            | 2    | 2    | 4    |      |      | 14    |                      |    |    |    |    | 23 | 5     | 3                    | 4  | 3  | 3  | 18 |    |       |
| 20 | Zahira          | 3                   | 3    | 4    | 4    | 2    | 16    | 3                            | 4    | 3    | 5    |      |      | 22    |                      |    |    |    |    | 16 | 3     | 3                    | 4  | 3  | 4  | 17 |    |       |
| 21 | Ara             | 3                   | 4    | 3    | 2    | 3    | 15    | 2                            | 4    | 3    | 5    |      |      | 21    |                      |    |    |    |    | 14 | 3     | 4                    | 3  | 3  | 2  | 19 |    |       |
| 22 | Lailatul        | 5                   | 5    | 4    | 4    | 3    | 21    | 4                            | 5    | 5    | 4    |      |      | 28    |                      |    |    |    |    | 18 | 5     | 5                    | 4  | 3  | 4  | 21 |    |       |
| 23 | Dini            | 5                   | 4    | 4    | 4    | 3    | 20    | 2                            | 2    | 3    | 4    |      |      | 16    |                      |    |    |    |    | 17 | 5     | 4                    | 4  | 3  | 4  | 20 |    |       |
| 24 | Giszha          | 3                   | 3    | 4    | 3    | 4    | 17    | 3                            | 3    | 3    | 4    |      |      | 19    |                      |    |    |    |    | 12 | 3     | 3                    | 4  | 3  | 3  | 16 |    |       |
| 25 | Sarma           | 4                   | 3    | 5    | 5    | 4    | 21    | 4                            | 4    | 5    | 5    |      |      | 27    |                      |    |    |    |    | 18 | 4     | 3                    | 5  | 3  | 5  | 20 |    |       |
| 26 | Hilda           | 2                   | 2    | 1    | 2    | 2    | 9     | 3                            | 1    | 2    | 5    |      |      | 14    |                      |    |    |    |    | 14 | 2     | 2                    | 1  | 2  | 2  |    |    |       |
| 27 | Ayu             | 2                   | 3    | 3    | 1    | 1    | 10    | 2                            | 2    | 2    | 5    |      |      | 15    |                      |    |    |    |    | 20 | 2     | 3                    | 3  | 4  | 1  | 13 |    |       |
| 28 | Fatma           | 1                   | 2    | 4    | 5    | 5    | 17    | 5                            | 3    | 5    | 3    |      |      | 24    |                      |    |    |    |    | 22 | 1     | 2                    | 4  | 2  | 5  | 14 |    |       |
| 29 | Endang          | 4                   | 3    | 3    | 4    | 3    | 17    | 4                            | 2    | 3    | 4    |      |      | 18    |                      |    |    |    |    | 18 | 4     | 3                    | 3  | 2  | 4  | 16 |    |       |
| 30 | Zuliyana        | 5                   | 5    | 5    | 4    | 4    | 23    | 3                            | 1    | 2    | 5    |      |      | 14    |                      |    |    |    |    | 17 | 5     | 5                    | 5  | 5  | 4  | 24 |    |       |
| 31 | Hasnah          | 4                   | 3    | 3    | 4    | 5    | 19    | 5                            | 3    | 5    | 2    |      |      | 23    |                      |    |    |    |    | 18 | 4     | 3                    | 3  | 5  | 4  | 19 |    |       |
| 32 | Firda           | 4                   | 4    | 4    | 5    | 5    | 22    | 5                            | 5    | 4    | 2    |      |      | 25    |                      |    |    |    |    | 20 | 4     | 4                    | 4  | 4  | 5  | 21 |    |       |
| 33 | Kumala          | 4                   | 4    | 4    | 4    | 3    | 19    | 4                            | 4    | 3    | 2    |      |      | 20    |                      |    |    |    |    | 18 | 4     | 4                    | 4  | 4  | 4  | 20 |    |       |
| 34 | Rosa            | 5                   | 4    | 4    | 2    | 1    | 16    | 2                            | 3    | 4    | 5    |      |      | 21    |                      |    |    |    |    | 17 | 5     | 4                    | 4  | 5  | 2  | 20 |    |       |
| 35 | Ana Risa        | 3                   | 3    | 3    | 3    | 4    | 16    | 3                            | 5    | 5    | 4    |      |      | 27    |                      |    |    |    |    | 14 | 3     | 3                    | 3  | 4  | 3  | 16 |    |       |
| 36 | Icha            | 4                   | 4    | 4    | 2    | 2    | 16    | 3                            | 3    | 3    | 3    |      |      | 18    |                      |    |    |    |    | 17 | 4     | 4                    | 4  | 4  | 2  | 18 |    |       |
| 37 | Desti           | 4                   | 3    | 5    | 3    | 3    | 18    | 4                            | 5    | 3    | 4    |      |      | 24    |                      |    |    |    |    | 13 | 4     | 3                    | 5  | 4  | 3  | 19 |    |       |
| 38 | Hesti           | 4                   | 5    | 5    | 3    | 2    | 19    | 3                            | 1    | 2    | 3    |      |      | 12    |                      |    |    |    |    | 15 | 4     | 5                    | 5  | 5  | 3  | 22 |    |       |
| 39 | Ratna           | 5                   | 5    | 5    | 4    | 4    | 23    | 4                            | 4    | 4    | 5    |      |      | 25    |                      |    |    |    |    | 18 | 5     | 5                    | 5  | 5  | 4  | 24 |    |       |
| 40 | Rahma           | 3                   | 3    | 4    | 5    | 3    | 18    | 4                            | 1    | 3    | 5    |      |      | 17    |                      |    |    |    |    | 14 | 3     | 3                    | 4  | 3  | 5  | 18 |    |       |
| 41 | Wulandari       | 3                   | 4    | 3    | 2    | 2    | 14    | 1                            | 3    | 2    | 5    |      |      | 16    |                      |    |    |    |    | 16 | 3     | 4                    | 3  | 3  | 2  | 19 |    |       |
| 42 | Lena            | 1                   | 2    | 4    | 3    | 5    | 15    | 2                            | 4    | 3    | 5    |      |      | 21    |                      |    |    |    |    | 21 | 1     | 2                    | 4  | 2  | 3  | 12 |    |       |
| 43 | Risa2           | 4                   | 3    | 3    | 4    | 2    | 16    | 3                            | 3    | 4    | 3    |      |      | 20    |                      |    |    |    |    | 19 | 4     | 3                    | 3  | 2  | 4  | 16 |    |       |
| 44 | I'in            | 5                   | 5    | 4    | 2    | 3    | 19    | 2                            | 5    | 5    | 4    |      |      | 26    |                      |    |    |    |    | 17 | 5     | 5                    | 4  | 5  | 2  | 21 |    |       |
| 45 | Mufidah         | 3                   | 2    | 4    | 3    | 4    | 16    | 2                            | 4    | 4    | 3    |      |      | 21    |                      |    |    |    |    | 15 | 3     | 2                    | 4  | 3  | 3  | 19 |    |       |
| 46 | Nurjannah       | 3                   | 4    | 3    | 4    | 3    | 17    | 4                            | 2    | 3    | 4    |      |      | 18    |                      |    |    |    |    | 18 | 3     | 4                    | 3  | 3  | 4  | 17 |    |       |
| 47 | Jannatin allyah | 5                   | 4    | 4    | 4    | 3    | 20    | 2                            | 3    | 3    | 4    |      |      | 18    |                      |    |    |    |    | 22 | 5     | 4                    | 4  | 4  | 4  | 21 |    |       |
| 48 | Devi            | 2                   | 2    | 1    | 3    | 4    | 12    | 3                            | 4    | 5    | 4    |      |      | 25    |                      |    |    |    |    | 13 | 2     | 2                    | 1  | 2  | 3  | 10 |    |       |
| 49 | Ericha          | 4                   | 4    | 4    | 5    | 4    | 21    | 4                            | 4    | 5    | 4    |      |      | 26    |                      |    |    |    |    | 24 | 4     | 4                    | 4  | 3  | 5  | 20 |    |       |
| 50 | Zahra           | 4                   | 5    | 5    | 2    | 2    | 18    | 3                            | 1    | 2    | 4    |      |      | 13    |                      |    |    |    |    | 18 | 4     | 5                    | 5  | 2  | 2  | 18 |    |       |
| 51 | Vidi            | 5                   | 4    | 5    | 2    | 2    | 18    | 3                            | 4    | 3    | 4    |      |      | 21    |                      |    |    |    |    | 20 | 5     | 4                    | 5  | 4  | 2  | 20 |    |       |
| 52 | Dista           | 3                   | 3    | 4    | 2    | 2    | 14    | 1                            | 3    | 4    | 2    |      |      | 17    |                      |    |    |    |    | 20 | 3     | 3                    | 4  | 3  | 2  | 19 |    |       |
| 53 | Flowren         | 4                   | 3    | 4    | 3    | 5    | 19    | 2                            | 2    | 3    | 5    |      |      | 17    |                      |    |    |    |    | 11 | 4     | 3                    | 4  | 4  | 3  | 18 |    |       |
| 54 | Nanik           | 3                   | 4    | 3    | 5    | 3    | 18    | 3                            | 3    | 3    | 5    |      |      | 20    |                      |    |    |    |    | 15 | 3     | 4                    | 3  | 3  | 5  | 18 |    |       |
| 55 | Rani            | 1                   | 2    | 4    | 2    | 3    | 12    | 2                            | 4    | 5    | 3    |      |      | 23    |                      |    |    |    |    | 15 | 1     | 2                    | 4  | 2  | 2  | 11 |    |       |
| 56 | Rizqia          | 4                   | 3    | 3    | 3    | 5    | 18    | 4                            | 4    | 3    | 4    |      |      | 22    |                      |    |    |    |    | 16 | 4     | 3                    | 3  | 2  | 3  | 19 |    |       |
| 57 | Anggi           | 3                   | 2    | 3    | 3    | 3    | 14    | 4                            | 4    | 4    | 5    |      |      | 25    |                      |    |    |    |    | 14 | 3     | 2                    | 3  | 4  | 3  | 19 |    |       |
| 58 | Anggit          | 3                   | 5    | 3    | 3    | 4    | 18    | 3                            | 4    | 3    | 5    |      |      | 22    |                      |    |    |    |    | 13 | 3     | 5                    | 3  | 4  | 3  | 18 |    |       |
| 59 | Lintang         | 3                   | 4    | 3    | 5    | 4    | 19    | 4                            | 5    | 5    | 4    |      |      | 28    |                      |    |    |    |    | 17 | 3     | 4                    | 3  | 3  | 5  | 18 |    |       |
| 60 | Maya            | 5                   | 4    | 4    | 4    | 2    | 19    | 3                            | 4    | 3    | 4    |      |      | 21    |                      |    |    |    |    | 15 | 5     | 4                    | 4  | 4  | 4  | 21 |    |       |
| 61 | Fitri           | 5                   | 4    | 5    | 2    | 3    | 19    | 2                            | 3    | 4    | 2    |      |      | 18    |                      |    |    |    |    | 21 | 5     | 4                    | 5  | 4  | 2  | 20 |    |       |
| 62 | Andi Marwa      | 5                   | 5    | 5    | 4    | 3    | 22    | 4                            | 4    | 3    | 2    |      |      | 20    |                      |    |    |    |    | 15 | 5     | 5                    | 5  | 5  | 4  | 24 |    |       |
| 63 | Riris           | 4                   | 5    | 4    | 5    | 5    | 23    | 5                            | 3    | 3    | 2    |      |      | 19    |                      |    |    |    |    | 21 | 4     | 5                    | 4  | 3  | 5  | 21 |    |       |

### Lampiran 3 Hasil Analisa Statistik

OuterLoading

|      | Kepuasan_Kerja (X1) | Kesejahteraan_Subjektif (X2) | Kinerja_Karyawan (Y) | Lingkungan_Kerja (Z) |
|------|---------------------|------------------------------|----------------------|----------------------|
| X1.2 | 0,852               |                              |                      |                      |
| X1.3 | 0,863               |                              |                      |                      |
| X2.1 |                     | 1,000                        |                      |                      |
| Y1   |                     |                              | 0,828                |                      |
| Y2   |                     |                              | 0,839                |                      |
| Y3   |                     |                              | 0,810                |                      |
| Z1   |                     |                              |                      | 0,883                |
| Z2   |                     |                              |                      | 0,851                |
| Z3   |                     |                              |                      | 0,708                |
| Z4   |                     |                              |                      | 0,742                |
| X1.1 | 0,900               |                              |                      |                      |

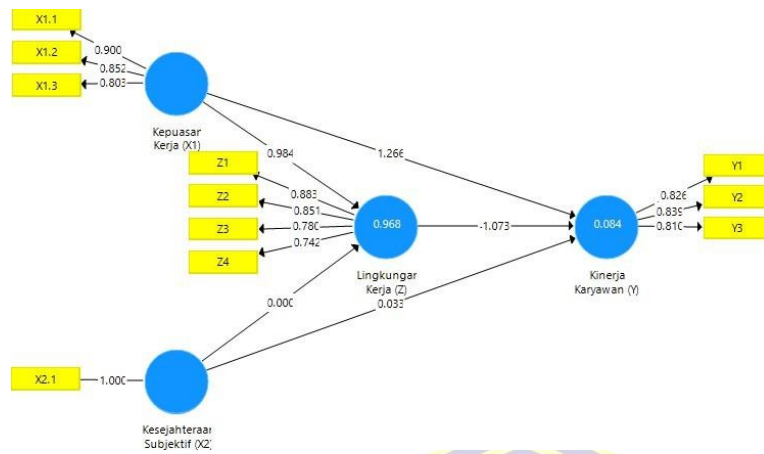
|                      | R Square | Adjusted R Square |
|----------------------|----------|-------------------|
| Kinerja_Karyawan (Y) | 0,084    | 0,039             |
| Lingkungan_Kerja (Z) | 0,968    | 0,967             |

|                              | Cronbach's Alpha | rho_A | Reliabilitas Komposit | Rata-rata Varians Diekstrak (AVE) |
|------------------------------|------------------|-------|-----------------------|-----------------------------------|
| Kepuasan_Kerja (X1)          | 0,811            | 0,813 | 0,889                 | 0,727                             |
| Kesejahteraan_Subjektif (X2) | 1,000            | 1,000 | 1,000                 | 1,000                             |
| Kinerja_Karyawan (Y)         | 0,771            | 0,784 | 0,865                 | 0,681                             |
| Lingkungan_Kerja (Z)         | 0,832            | 0,850 | 0,888                 | 0,666                             |

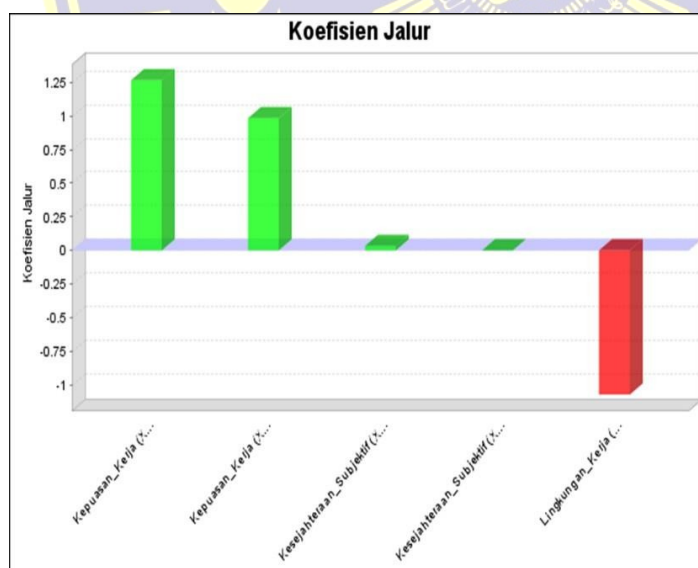
|                              | Kepuasan_Kerja (X1) | Kesejahteraan_Subjektif (X2) | Kinerja_Karyawan (Y) | Lingkungan_Kerja (Z) |
|------------------------------|---------------------|------------------------------|----------------------|----------------------|
| Kepuasan_Kerja (X1)          | 0,853               |                              |                      |                      |
| Kesejahteraan_Subjektif (X2) | 0,166               | 1,000                        |                      |                      |
| Kinerja_Karyawan (Y)         | 0,216               | 0,068                        | 0,825                |                      |
| Lingkungan_Kerja (Z)         | 0,984               | 0,163                        | 0,178                | 0,816                |

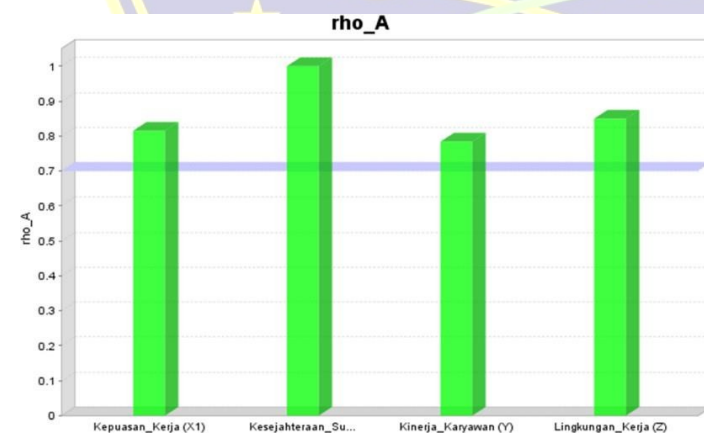
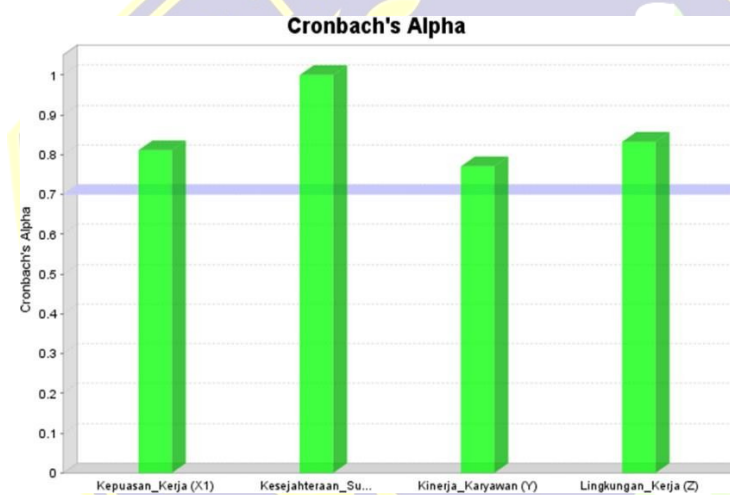
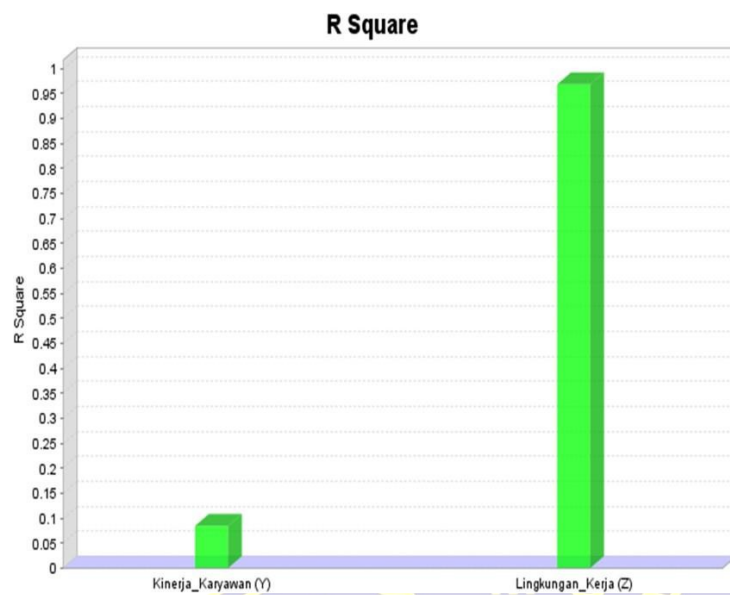
|                              | Kepuasan_Kerja (X1) | Kesejahteraan_Subjektif (X2) | Kinerja_Karyawan (Y) | Lingkungan_Kerja (Z) |
|------------------------------|---------------------|------------------------------|----------------------|----------------------|
| Kepuasan_Kerja (X1)          |                     |                              | 1,000                | 1,000                |
| Kesejahteraan_Subjektif (X2) |                     |                              | 1,000                | 1,000                |
| Kinerja_Karyawan (Y)         |                     |                              |                      |                      |
| Lingkungan_Kerja (Z)         |                     |                              | 1,000                |                      |

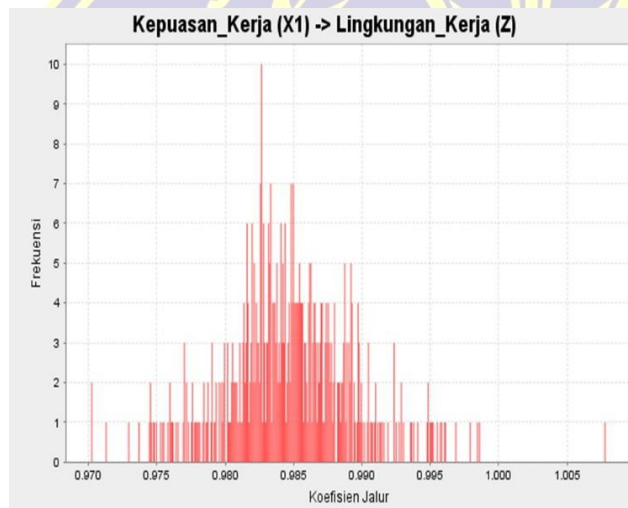
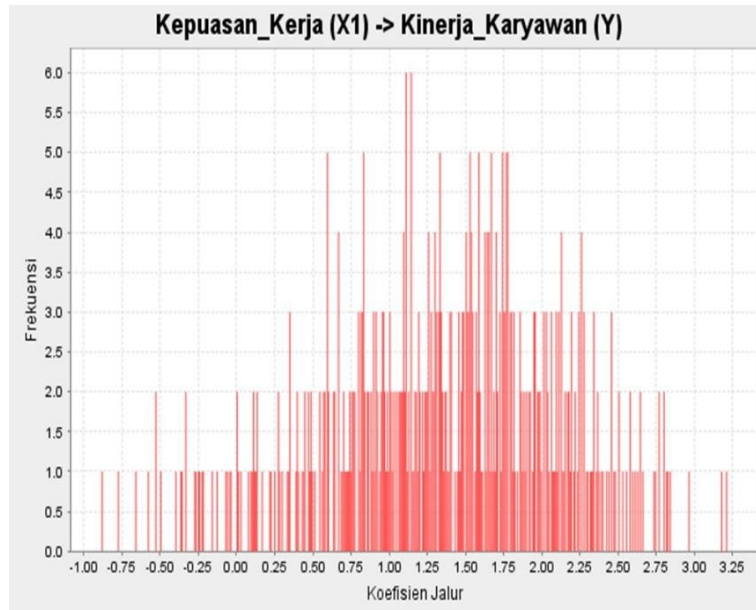
|                                                                             | Sampel Asli (O) | Rata-rata Sampel (M) | Standar Deviasi (STDEV) | T Statistik ( O/STDEV ) | P Values     |
|-----------------------------------------------------------------------------|-----------------|----------------------|-------------------------|-------------------------|--------------|
| Kepuasan kerja (X1) -> Kinerja Karyawan (Y)                                 | 0,393           | 0,395                | 0,021                   | 18,580                  | <b>0,000</b> |
| Kesejahteraan subjektif (X2) -> Kinerja Karyawan (Y)                        | 0,369           | 0,366                | 0,018                   | 20,041                  | <b>0,000</b> |
| Kinerja karyawan (Y) -> Lingkungan kerja (Z)                                | 1,000           | 1,000                | 0,000                   | 3.080                   | <b>0.000</b> |
| Kepuasan kerja (X1) -> Kepuasan kerja ?(Y) -> Lingkungan kerja (Z)          | 0,313           | 0,317                | 0,143                   | 2,183                   | <b>0,015</b> |
| Kesejahteraan subjektif (X2) -> Kepuasan kerja ?(Y) -> Lingkungan kerja (Z) | 0,417           | 0,420                | 0,188                   | 2,214                   | <b>0,014</b> |

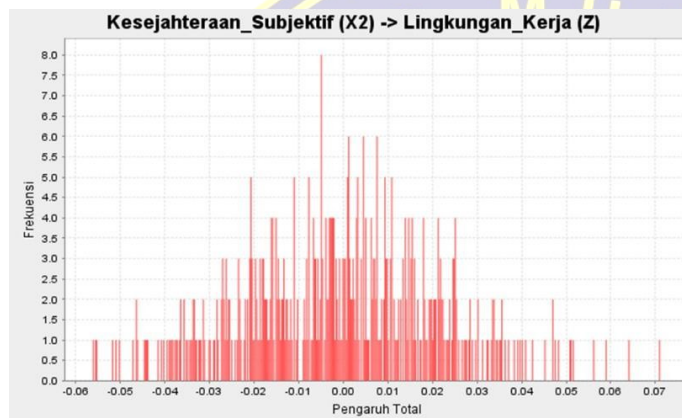
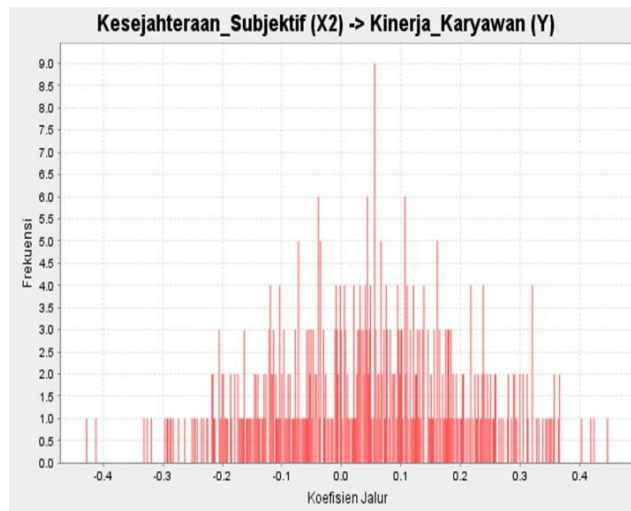


|      | Kepuasan_Kerja (X1) | Kesejahteraan_Subjektif (X2) | Kinerja_Karyawan (Y) | Lingkungan_Kerja (Z) |
|------|---------------------|------------------------------|----------------------|----------------------|
| X1.2 | 0.852               | 0.157                        | 0.155                | 0.851                |
| X1.3 | 0.803               | 0.123                        | 0.225                | 0.780                |
| X2.1 | 0.166               | 1.000                        | 0.068                | 0.163                |
| Y1   | 0.064               | 0.061                        | 0.826                | 0.029                |
| Y2   | 0.191               | 0.171                        | 0.835                | 0.166                |
| Y3   | 0.240               | -0.047                       | 0.810                | 0.207                |
| Z1   | 0.900               | 0.143                        | 0.176                | 0.883                |
| Z2   | 0.852               | 0.157                        | 0.155                | 0.851                |
| Z3   | 0.803               | 0.123                        | 0.225                | 0.780                |
| Z4   | 0.610               | 0.103                        | -0.021               | 0.742                |
| X1.1 | 0.900               | 0.143                        | 0.176                | 0.883                |









### Lampiran. Dokumentasi

