BAB V

KESIMPULAN DAN SARAN

5.1. Kesimpulan

Berdasarkan hasil analisis dan pembahasan hasil penelitian, dapat ditarik beberapa kesimpulan sebagai berikut:

1. Terdapat hubungan positif yang signifikan antara pengendalian mutu *(quality control)* dengan produktivitas pekerja.
2. Terdapat hubungan positif yang signifikan antara pengendalian mutu *(quality control)* dengan keselamatan kerja.
3. Terdapat hubungan positif yang signifikan antara produktivitas pekerja dengan keselamatan kerja.

5.2. Saran

Berdasarkan temuan hasil penelitian maka dapat diajukan beberapa saran sebagai berikut:

1. Bagi pimpinan proyek konstruksi supaya meningkatkan ketiga variabel yaitu pengendalian mutu, produktivitas pekerja serta keselamatan kerja baik secara sendiri-sendiri maupun bersama-sama. Pimpinan proyek harus lebih memperhatikan metode kerja, kuantitas kerja maupun keterampilan pekerja yang rata-ratanya masih kurang.
2. Bagi peneliti selanjutnya disarankan agar penelitian dikembangkan kepada variabel lain yang diduga mempunyai hubungan dengan ketiga variabel

tersebut, misalnya kepemimpinan pimpinan proyek, kepuasan kerja maupun motivasi pekerja dengan analisis yang lebih mendalam (*in-depth*).

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DATA DEMOGRAFIS

1.Nama responden (*optional*) : ……..
2.Usia :
- ☐ < 30 tahun
- ☐ 30 – 40 tahun
- ☐ > 40 tahun

3.Nama proyek yang sedang dikerjakan *(optional)* : ……...
4.Jabatan pada proyek yang sedang dikerjakan :
- ☐ Tukang Batu
- ☐ Tukang Besi
- ☐ Tukang Kayu

5.Upah standar *(optional)* : Rp. ……,00 / hari
6.Upah lembur *(optional)* : Rp. ……,00 / jam
7.Pengalaman bekerja :
- ☐ < 5 tahun
- ☐ 5 – 10 tahun
- ☐ > 10 tahun

8.Pendidikan Terakhir :
- ☐ SD
- ☐ SMP
- ☐ SMA / SMK / STM
- ☐ Lain – lain, sebutkan…….

KUESIONER *QUALITY CONTROL*

No	Pertanyaan	SS	S	R	TS	STS
1	Metode kerja yang digunakan dapat digunakan untuk mengoreksi waktu pekerjaan					
2	Metode kerja yang dipakai cukup peka terhadap penyimpangan					
3	Bentuk tindakan perusahaan terhadap pekerjaan yang dilakukan sudah tepat					
4	Bentuk tindakan perusahaan terhadap pekerjaan yang dilakukan sudah benar					
5	Kendali pekerjaan terpusat					
6	Penggunaan waktu dapat efisien					
7	Penggunaan tenaga dapat efisien					
8	Komunikasi pimpinan untuk koreksi pekerjaan					
9	Komunikasi pelaksana lapangan untuk koreksi pekerjaan					
10	Tersedia petunjuk prakiraan hasil pekerjaan					
11	Tersedia petunjuk prakiraan waktu pekerjaan					

KUESIONER PRODUKTIVITAS KERJA

No	Pertanyaan	SS	S	R	TS	STS
1	Saya merasa puas terhadap hasil kerja yang telah dilakukan					
2	Saya dapat meningkatkan prestasi pada pekerjaan saya sekarang					
3	Perusahaan memberikan penghargaan bagi pekerja yang berprestasi					
4	Saya bekerja sesuai dengan standar kerja					
5	Saya tidak banyak membuat kesalahan dalam bekerja					
6	Saya mampu menyelesaikan pekerjaan yang dilakukan					
7	Saya memahami isi pekerjaan					
8	Saya memahami jumlah pekerjaan					
9	Saya bekerja sudah memenuhi target kerja					
10	Saya dapat menyelesaikan pekerjaan tepat waktu					
11	Saya selalu masuk kerja tepat waktu					
12	Saya bekerja dengan teliti					
13	Saya tidak banyak melakukan kesalahan dalam bekerja					

(Sumber: Robbin, 2006 dalam buku Perilaku Organisasi)

KUESIONER KESELAMATAN KERJA

No	Pertanyaan	SS	S	R	TS	STS
1	Standar dan prosedur K3 dilaksanakan secara konsekuen					
2	Perusahaan selalu terbuka dalam masalah keselamatan kerja					
3	Keselamatan kerja merupakan prioritas utama saya dalam bekerja dan menyelesaikan pekerjaan					
4	Saya selalu mengingatkan sesama rekan kerja agar bekerja secara aman					
5	Perusahaan memperhatikan keselamatan kerja sebagai hal yang sangat penting					
6	Saya selalu menginformasikan masalah keselamatan yang ada di tempat kerja					
7	Perusahaan selalu bertindak tegas bila ada pelanggaran mengenai keselamatan kerja					
8	Perusahaan selalu memberikan sanksi/hukuman terhadap pekerja yang menyalahi peraturan K3					
9	Saya selalu mengkomunikasikan masalah keselamatan kerja kepada sesama rekan kerja					
10	Saya selalu dilibatkan dalam masalah keselamatan kerja di tempat kerja					
11	Perusahaan selalu menanggapi semua laporan kondisi tidak aman yang terjadi di tempat kerja					
12	Perusahaan selalu bertindak cepat untuk memperbaiki kondisi yang tidak aman					
13	Perusahaan selalu mengingatkan pekerja agar patuh terhadap peraturan K3					
14	Keselamatan merupakan hal yang utama bagi saya dalam bekerja					
15	Saya selalu meningkatkan kemampuan program K3 yang saya miliki					
16	Saya memiliki tanggung jawab atas keselamatan kerja saya sendiri dan pekerja lain					
17	Saya selalu menaruh perhatian terhadap keselamatan kerja					

No	Pertanyaan	SS	S	R	TS	STS
18	Perusahaan mengganggap K3 sama pentingnya dengan lancarnya pekerjaaan					
19	Perusahaan menyediakan semua peralatan K3 (Helmet, safety shoes) bagi semua pekerja					
20	Saya mendapatkan pelatihan K3 ketika baru bekerja					
21	Saya mendapatkan penyegaran pelatihan K3 tiap tahun					
22	Latar belakang pendidikan saya sesuai dengan bidang kerja saya sekarang					
23	Saya selalu ikut serta dalam pengambilan keputusan mengenai masalah K3					
24	Sekali seminggu perusahaan melaksanakan rapat kerja bersama para pekerja					
25	Saya terlibat dalam rapat kerja mingguan yang ada di tempat kerja					
26	Semua pekerja diwajibkan untuk ikut dalam rapat kerja mingguan					
27	Perusahaan menyediakan wadah bagi para pekerja untuk membahas masalah K3					
28	Perusahaan memberi kebebasan bagi pekerja untuk memberikan kritik dan saran mengenai masalah K3					
29	Perusahaan menyediakan cukup dana untuk melaksanakan program K3					

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TABEL
NILAI-NILAI r PODUCT MOMENT

N	Taraf Signif		N	Taraf Signif		N	Taraf Signif	
	5%	1%		5%	1%		5%	1%
3	0,997	0,999	27	0,381	0,487	55	0,266	0,345
4	0,950	0,990	28	0,374	0,478	60	0,254	0,330
5	0,878	0,959	29	0,367	0,470	65	0,244	0,317
6	0,811	0,917	30	0,361	0,463	70	0,235	0,306
7	0,754	0,874	31	0,355	0,456	75	0,227	0,296
8	0,707	0,834	32	0,349	0,449	80	0,220	0,286
9	0,666	0,798	33	0,344	0,442	85	0,213	0,278
10	0,632	0,765	34	0,339	0,436	90	0,207	0,270
11	0,602	0,735	35	0,334	0,430	95	0,202	0,263
12	0,576	0,708	36	0,329	0,424	100	0,195	0,256
13	0,553	0,684	37	0,325	0,418	125	0,176	0,230
14	0,532	0,661	38	0,320	0,413	150	0,159	0,210
15	0,514	0,641	39	0,316	0,408	175	0,148	0,194
16	0,497	0,623	40	0,312	0,403	200	0,138	0,181
17	0,482	0,606	41	0,308	0,398	300	0,113	0,148
18	0,468	0,590	42	0,304	0,393	400	0,098	0,128
19	0,456	0,575	43	0,301	0,389	500	0,088	0,115
20	0444	0,561	44	0,297	0,384	600	0,080	0,105
21	0,433	0,549	45	0,294	0,380	700	0,074	0,097
22	0,423	0,537	46	0,291	0,376	800	0,070	0,091
23	0,413	0,526	47	0,288	0,372	900	0,065	0,086
24	0,404	0,515	48	0,284	0,368	1000	0,062	0,081
25	0,396	0,505	49	0,281	0,364			
26	0,388	0,496	50	0,279	0,361			

Resp	X1												**X2**																		
	1	2	3	4	5	6	7	8	9	10	11	X1	1	2	3	4	5	6	7	8	9	10	11	12	13	X2	1	2	3	4	5	6	7
1	4	4	4	4	3	3	4	4	3	4	4	41	4	3	4	3	3	3	4	3	3	3	3	4	3	43	3	3	3	5	3	3	3
2	5	5	5	5	4	4	3	4	5	5	3	48	4	3	3	4	3	2	3	4	2	3	2	2	2	37	4	2	4	1	2	4	2
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X3																							
8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	X3	P1
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2	3	2	4	2	4	3	4	2	4	4	4	2	2	5	4	3	5	5	2	5	2	97	
5	2	2	3	4	2	3	2	3	2	2	2	2	3	5	5	3	3	5	5	5	2	89	

HASIL UJI VALIDITAS

1. Quality Control

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	X1
P1	Pearson Correlation	1	,541**	,489**	,576**	,265	,393*	,509**	,538**	,499**	,524**	,460*	,759**
	Sig. (2-tailed)		,002	,006	,001	,157	,032	,004	,002	,005	,003	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,541**	1	,411*	,612**	,083	,293	,122	,072	,333	,968**	,120	,567**
	Sig. (2-tailed)	,002		,024	,000	,662	,116	,521	,704	,072	,000	,529	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,489**	,411*	1	,345	,214	,276	,155	,329	,937**	,398*	,044	,584**
	Sig. (2-tailed)	,006	,024		,062	,256	,140	,413	,076	,000	,029	,818	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,576**	,612**	,345	1	,049	,158	,137	,161	,360	,593**	,143	,516**
	Sig. (2-tailed)	,001	,000	,062		,797	,404	,472	,397	,050	,001	,452	,004
	N	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,265	,083	,214	,049	1	,773**	,654**	,768**	,262	,080	,832**	,686**
	Sig. (2-tailed)	,157	,662	,256	,797		,000	,000	,000	,161	,672	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,393*	,293	,276	,158	,773**	1	,752**	,848**	,278	,284	,722**	,815**
	Sig. (2-tailed)	,032	,116	,140	,404	,000		,000	,000	,136	,129	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,509**	,122	,155	,137	,654**	,752**	1	,891**	,146	,093	,942**	,774**
	Sig. (2-tailed)	,004	,521	,413	,472	,000	,000		,000	,441	,626	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,538**	,072	,329	,161	,768**	,848**	,891**	1	,323	,070	,830**	,829**
	Sig. (2-tailed)	,002	,704	,076	,397	,000	,000	,000		,082	,713	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,499**	,333	,937**	,360	,262	,278	,146	,323	1	,354	,042	,577**
	Sig. (2-tailed)	,005	,072	,000	,050	,161	,136	,441	,082		,055	,826	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	,524**	,968**	,398*	,593**	,080	,284	,093	,070	,354	1	,089	,553**
	Sig. (2-tailed)	,003	,000	,029	,001	,672	,129	,626	,713	,055		,639	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	,460*	,120	,044	,143	,832**	,722**	,942**	,830**	,042	,089	1	,724**
	Sig. (2-tailed)	,011	,529	,818	,452	,000	,000	,000	,000	,826	,639		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,759**	,567**	,584**	,516**	,686**	,815**	,774**	,829**	,577**	,553**	,724**	1
	Sig. (2-tailed)	,000	,001	,001	,004	,000	,000	,000	,000	,001	,002	,000	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Item	rxy hitung	rxy tabel	keterangan
P1	0,759	0,361	valid
P2	0,567	0,361	valid
P3	0,584	0,361	valid
P4	0,516	0,361	valid
P5	0,686	0,361	valid
P6	0,815	0,361	valid
P7	0,774	0,361	valid
P8	0,829	0,361	valid
P9	0,577	0,361	valid
P10	0,553	0,361	valid
P11	0,724	0,361	valid

2. Produktivitas

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	X2
P1	Pearson Correlation	1	,522**	,603**	,555**	,616**	,437*	,135	,780**	,192	,199	,413*	,418*	,442*	,694**
	Sig. (2-tailed)		,003	,000	,001	,000	,016	,476	,000	,310	,293	,023	,021	,014	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,522**	1	,728**	,651**	,571**	,336	,238	,714**	,144	,370*	,370*	,343	,683**	,732**
	Sig. (2-tailed)	,003		,000	,000	,001	,070	,206	,000	,448	,044	,044	,063	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,603**	,728**	1	,727**	,651**	,440*	,187	,785**	,324	,131	,477**	,574**	,496**	,783**
	Sig. (2-tailed)	,000	,000		,000	,000	,015	,324	,000	,081	,490	,008	,001	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,555**	,651**	,727**	1	,755**	,468**	,290	,752**	,157	,434*	,462*	,353	,448*	,772**
	Sig. (2-tailed)	,001	,000	,000		,000	,009	,120	,000	,407	,017	,010	,056	,014	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,616**	,571**	,651**	,755**	1	,457*	,162	,637**	,111	,350	,430*	,388*	,512**	,727**
	Sig. (2-tailed)	,000	,001	,000	,000		,011	,423	,000	,560	,058	,018	,034	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,437*	,336	,440*	,468**	,457*	1	,425*	,398*	,551**	,402*	,780**	,544**	,398*	,737**
	Sig. (2-tailed)	,016	,070	,015	,009	,011		,019	,030	,002	,028	,000	,002	,030	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,135	,238	,187	,290	,162	,425*	1	,302	,287	,517**	,376*	,233	,353	,496**
	Sig. (2-tailed)	,476	,206	,324	,120	,423	,019		,105	,124	,003	,039	,215	,056	,005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,780**	,714**	,785**	,752**	,637**	,398*	,302	1	,197	,200	,422*	,407*	,497**	,778**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,030	,105		,296	,289	,020	,025	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,192	,144	,324	,157	,111	,551**	,287	,197	1	,296	,635**	,739**	,338	,561**
	Sig. (2-tailed)	,310	,448	,081	,407	,560	,002	,124	,296		,113	,000	,000	,067	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	,199	,370*	,131	,434*	,350	,402*	,517**	,200	,296	1	,523**	,191	,575**	,575**
	Sig. (2-tailed)	,293	,044	,490	,017	,058	,028	,003	,289	,113		,003	,311	,001	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	,413*	,370*	,477**	,462*	,430*	,780**	,379*	,422*	,635**	,523**	1	,538**	,479**	,769**
	Sig. (2-tailed)	,023	,044	,008	,010	,018	,000	,039	,020	,000	,003		,002	,007	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	,418*	,343	,574**	,353	,388*	,544**	,233	,407*	,739**	,191	,538**	1	,423*	,686**
	Sig. (2-tailed)	,021	,063	,001	,056	,034	,002	,215	,025	,000	,311	,002		,020	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	,442*	,683**	,496**	,448*	,512**	,398*	,353	,497**	,338	,575**	,479**	,423*	1	,737**
	Sig. (2-tailed)	,014	,000	,005	,014	,004	,030	,056	,005	,067	,001	,007	,020		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	,694**	,732**	,783**	,772**	,727**	,737**	,496**	,778**	,561**	,575**	,769**	,686**	,737**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,005	,000	,001	,001	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Item	rxy hitung	rxy tabel	keterangan
P1	0,694	0,361	valid
P2	0,732	0,361	valid
P3	0,783	0,361	valid
P4	0,772	0,361	valid
P5	0,727	0,361	valid
P6	0,737	0,361	valid
P7	0,496	0,361	valid
P8	0,778	0,361	valid
P9	0,561	0,361	valid
P10	0,575	0,361	valid
P11	0,769	0,361	valid
P12	0,686	0,361	valid
P13	0,737	0,361	valid

3. K3

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	X3
P1	Pearson Correlation	1	,247	,420*	,379*	,479**	,538**	,223	,602**	,547**	,440*	,858**
	Sig. (2-tailed)		,188	,021	,039	,007	,002	,235	,000	,002	,015	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,247	1	,340	,215	,741**	,195	,590**	,378*	,441*	,257	,557**
	Sig. (2-tailed)	,188		,066	,254	,000	,302	,001	,040	,015	,171	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,420*	,340	1	,323	,420*	,641**	,241	,343	,588**	,334	,637**
	Sig. (2-tailed)	,021	,066		,082	,021	,000	,200	,064	,001	,071	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,379*	,215	,323	1	,390*	,487**	,331	,266	,429*	,501**	,635**
	Sig. (2-tailed)	,039	,254	,082		,033	,006	,074	,156	,018	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,479**	,741**	,420*	,390*	1	,478**	,487**	,614**	,454*	,534**	,724**
	Sig. (2-tailed)	,007	,000	,021	,033		,007	,006	,000	,012	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,538**	,195	,641**	,487**	,478**	1	,250	,552**	,519**	,377*	,744**
	Sig. (2-tailed)	,002	,302	,000	,006	,007		,183	,002	,003	,040	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,223	,590**	,241	,331	,487**	,250	1	,223	,515**	,212	,559**
	Sig. (2-tailed)	,235	,001	,200	,074	,006	,183		,236	,004	,260	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	,602**	,378*	,343	,266	,614**	,552**	,223	1	,238	,673**	,652**
	Sig. (2-tailed)	,000	,040	,064	,156	,000	,002	,236		,206	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	,547**	,441*	,588**	,429*	,454*	,519**	,515**	,238	1	,174	,724**
	Sig. (2-tailed)	,002	,015	,001	,018	,012	,003	,004	,206		,359	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	,440*	,257	,334	,501**	,534**	,377*	,212	,673**	,174	1	,578**
	Sig. (2-tailed)	,015	,171	,071	,005	,002	,040	,260	,000	,359		,001
	N	30	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	,858**	,557**	,637**	,635**	,724**	,744**	,559**	,652**	,724**	,578**	1
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	,001	,000	,000	,001	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	X3
P11	Pearson Correlation	1	,071	,747**	,252	,514**	,368*	,475**	,557**	,360	,403*	,853**
	Sig. (2-tailed)		,711	,000	,180	,004	,046	,008	,001	,051	,027	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	,071	1	,301	,451*	,255	,443*	,409*	,304	,477**	,538**	,575**
	Sig. (2-tailed)	,711		,106	,012	,174	,014	,025	,103	,008	,002	,001
	N	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	,747**	,301	1	,261	,560**	,334	,390*	,574**	,466**	,257	,892**
	Sig. (2-tailed)	,000	,106		,163	,001	,071	,033	,001	,009	,171	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	,252	,451*	,261	1	,425*	,398*	,551**	,402*	,780**	,544**	,671**
	Sig. (2-tailed)	,180	,012	,163		,019	,030	,002	,028	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	,514**	,255	,560**	,425*	1	,302	,287	,517**	,379*	,233	,866**
	Sig. (2-tailed)	,004	,174	,001	,019		,105	,124	,003	,039	,215	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P16	Pearson Correlation	,368*	,443*	,334	,398*	,302	1	,197	,200	,422*	,407*	,498**
	Sig. (2-tailed)	,046	,014	,071	,030	,105		,296	,289	,020	,025	,005
	N	30	30	30	30	30	30	30	30	30	30	30
P17	Pearson Correlation	,475**	,409*	,390*	,551**	,287	,197	1	,296	,835**	,739**	,817**
	Sig. (2-tailed)	,008	,025	,033	,002	,124	,296		,113	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P18	Pearson Correlation	,557**	,304	,574**	,402*	,517**	,200	,296	1	,523**	,191	,712**
	Sig. (2-tailed)	,001	,103	,001	,028	,003	,289	,113		,003	,311	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P19	Pearson Correlation	,360	,477**	,466**	,780**	,379*	,422*	,835**	,523**	1	,538**	,776**
	Sig. (2-tailed)	,051	,008	,009	,000	,039	,020	,000	,003		,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
P20	Pearson Correlation	,403*	,538**	,257	,544**	,233	,407*	,739**	,191	,538**	1	,599**
	Sig. (2-tailed)	,027	,002	,171	,002	,215	,025	,000	,311	,002		,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	,853**	,575**	,892**	,671**	,866**	,498**	,817**	,712**	,776**	,599**	1
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,005	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		P21	P22	P23	P24	P25	P26	P27	P28	P29	X3
P21	Pearson Correlation	1	,184	,296	,225	,194	,238	,133	,215	,223	,702**
	Sig. (2-tailed)		,330	,112	,233	,305	,205	,484	,255	,235	,000
	N	30	30	30	30	30	30	30	30	30	30
P22	Pearson Correlation	,184	1	,799**	,670**	,635**	,720**	,522**	,579**	,437*	,499**
	Sig. (2-tailed)	,330		,000	,000	,000	,000	,003	,001	,016	,005
	N	30	30	30	30	30	30	30	30	30	30
P23	Pearson Correlation	,296	,799**	1	,757**	,394*	,570**	,500**	,381*	,329	,456*
	Sig. (2-tailed)	,112	,000		,000	,031	,001	,005	,038	,076	,011
	N	30	30	30	30	30	30	30	30	30	30
P24	Pearson Correlation	,225	,670**	,757**	1	,454*	,605**	,536**	,439*	,463*	,540**
	Sig. (2-tailed)	,233	,000	,000		,012	,000	,002	,015	,012	,002
	N	30	30	30	30	30	30	30	30	30	30
P25	Pearson Correlation	,194	,635**	,394*	,454*	1	,413*	,380*	,387*	,386*	,600**
	Sig. (2-tailed)	,305	,000	,031	,012		,023	,038	,034	,035	,000
	N	30	30	30	30	30	30	30	30	30	30
P26	Pearson Correlation	,238	,720**	,570**	,605**	,413*	1	,538**	,733**	,470**	,510**
	Sig. (2-tailed)	,205	,000	,001	,000	,023		,002	,000	,009	,004
	N	30	30	30	30	30	30	30	30	30	30
P27	Pearson Correlation	,133	,522**	,500**	,536**	,380*	,538**	1	,566**	,496**	,473**
	Sig. (2-tailed)	,484	,003	,005	,002	,038	,002		,001	,005	,008
	N	30	30	30	30	30	30	30	30	30	30
P28	Pearson Correlation	,215	,579**	,381*	,439*	,387*	,733**	,566**	1	,402*	,551**
	Sig. (2-tailed)	,255	,001	,038	,015	,034	,000	,001		,028	,002
	N	30	30	30	30	30	30	30	30	30	30
P29	Pearson Correlation	,223	,437*	,329	,463*	,386*	,470**	,496**	,402*	1	,460*
	Sig. (2-tailed)	,235	,016	,076	,012	,035	,009	,005	,028		,011
	N	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	,702**	,499**	,456*	,540**	,600**	,510**	,473**	,551**	,460*	1
	Sig. (2-tailed)	,000	,005	,011	,002	,000	,004	,008	,002	,011	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Item	rxy hitung	rxy tabel	keterangan
P1	0,658	0,361	valid
P2	0,557	0,361	valid
P3	0,637	0,361	valid
P4	0,635	0,361	valid
P5	0,724	0,361	valid
P6	0,744	0,361	valid
P7	0,559	0,361	valid
P8	0,652	0,361	valid
P9	0,724	0,361	valid
P10	0,578	0,361	valid
P11	0,653	0,361	valid
P12	0,575	0,361	valid
P13	0,692	0,361	valid
P14	0,671	0,361	valid
P15	0,666	0,361	valid
P16	0,498	0,361	valid
P17	0,617	0,361	valid
P18	0,712	0,361	valid
P19	0,776	0,361	valid
P20	0,599	0,361	valid
P21	0,702	0,361	valid
P22	0,499	0,361	valid
P23	0,456	0,361	valid
P24	0,540	0,361	valid
P25	0,600	0,361	valid
P26	0,510	0,361	valid
P27	0,473	0,361	valid
P28	0,551	0,361	valid
P29	0,460	0,361	valid

HASIL UJI RELIABILITAS

1. Quality Control

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,881	11

Item Statistics

	Mean	Std. Deviation	N
P1	4,33	,959	30
P2	4,17	1,020	30
P3	3,90	1,029	30
P4	4,23	1,040	30
P5	3,60	1,221	30
P6	3,43	1,251	30
P7	3,67	1,295	30
P8	3,60	1,404	30
P9	3,97	1,033	30
P10	4,17	1,053	30
P11	3,53	1,224	30

2. Produktivitas

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,911	13

Item Statistics

	Mean	Std. Deviation	N
P1	3,20	1,095	30
P2	3,17	1,085	30
P3	3,13	1,106	30
P4	3,03	1,066	30
P5	3,23	1,104	30
P6	3,13	1,167	30
P7	3,40	1,070	30
P8	3,23	1,194	30
P9	3,10	1,213	30
P10	3,27	1,172	30
P11	3,27	1,172	30
P12	3,03	1,189	30
P13	3,13	1,224	30

3. K3

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded[a]	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,940	29

Item Statistics

	Mean	Std. Deviation	N
P1	3,83	1,117	30
P2	2,87	1,042	30
P3	3,27	,980	30
P4	3,30	1,264	30
P5	2,90	1,322	30
P6	3,47	1,167	30
P7	3,03	1,129	30
P8	3,00	1,232	30
P9	3,17	1,177	30
P10	2,77	1,040	30
P11	3,53	1,042	30
P12	2,97	1,189	30
P13	3,33	1,093	30
P14	3,13	1,167	30
P15	3,40	1,070	30
P16	3,23	1,194	30
P17	3,10	1,213	30
P18	3,27	1,172	30
P19	3,27	1,172	30
P20	3,03	1,189	30
P21	3,13	1,224	30
P22	4,27	,907	30
P23	4,03	1,033	30
P24	3,87	1,196	30
P25	4,00	1,017	30
P26	4,17	,986	30
P27	3,63	1,159	30
P28	4,00	1,050	30
P29	3,73	1,143	30

Resp	X1																							
	1	2	3	4	5	6	7	8	9	10	11	Jumlah					1	2	3	4	5	6	7
	X1-1	X1-1	X1-2	X1-2	X1-3	X1-3	X1-3	X1-4	X1-4	X1-3	X1-3	X1-1	X1-2	X1-3	X1-4	X1	X2-1	X2-1	X2-1	X2-3	X2-3	X2-3	X2-3
												2	2	5	2								
1	3	4	3	4	4	4	3	3	3	3	3	7	7	17	6	37	3	4	4	4	3	3	3
2	3	3	4	4	3	4	3	4	3	4	3	6	8	17	7	38	3	3	3	4	4	3	3
3	3	4	4	3	3	3	3	3	3	2	3	7	7	14	6	34	4	3	3	4	3	2	3
4	3	2	2	3	3	2	2	2	3	2	2	5	5	11	5	26	3	2	2	3	2	2	2
5	2	2	2	1	2	2	2	3	2	2	2	4	3	10	5	22	2	2	2	1	2	2	2
6	4	5	5	5	4	5	4	5	5	5	4	9	10	22	10	51	1	2	2	1	1	2	1
7	4	3	4	3	4	3	3	3	3	3	4	7	7	17	6	37	3	4	4	4	4	3	3
8	4	4	5	4	5	4	3	3	4	3	4	8	9	19	7	43	4	4	5	4	5	4	5
9	4	4	3	4	3	4	3	3	3	3	3	8	7	16	6	37	4	3	4	4	3	4	3
10	3	2	2	3	3	3	3	2	2	2	3	5	5	14	4	28	2	2	3	3	3	2	2
11	3	2	2	3	1	2	3	2	1	2	2	5	5	10	3	23	3	2	2	3	2	2	2
12	3	3	2	3	3	2	2	2	2	3	3	6	5	13	4	28	3	2	3	2	3	3	2
13	3	3	3	4	4	3	3	3	3	3	3	6	7	16	6	35	3	4	4	3	3	3	4
14	3	4	4	3	3	3	3	3	3	3	3	7	7	15	6	35	3	3	4	4	4	3	3
15	3	2	3	3	1	3	2	2	2	2	2	5	6	10	4	25	3	3	3	3	1	2	2
16	4	3	4	4	3	3	3	4	2	3	3	7	8	15	6	36	4	3	3	3	4	4	3
17	3	3	4	4	4	3	3	3	3	3	3	6	8	16	6	36	3	3	4	3	4	3	3
18	3	3	4	3	3	3	2	2	3	3	3	6	7	14	5	32	3	4	4	4	3	3	2
19	3	2	2	3	2	2	2	2	2	2	3	5	5	11	4	25	2	2	3	2	2	2	2
20	3	3	3	3	3	2	3	2	2	2	2	6	6	12	4	28	3	3	2	3	3	2	2
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22	2	3	2	2	3	2	2	3	2	2	2	5	4	11	5	25	3	2	3	3	2	2	2
23	3	3	3	3	1	2	3	2	2	1	2	6	6	9	4	25	3	2	3	2	2	2	3
24	3	3	4	3	4	3	3	3	3	3	3	6	7	16	6	35	3	4	3	4	3	4	3
25	2	2	3	3	3	3	2	2	3	2	3	4	6	13	5	28	3	2	2	3	2	3	3
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28	2	2	3	3	3	3	2	3	3	2	2	4	6	12	6	28	3	2	3	3	3	2	3
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30	3	4	4	3	3	2	2	2	3	3	2	7	7	12	5	31	4	4	4	3	2	3	3
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82	1	2	2	1	4	4	3	3	3	3	3	3	3	17	6	29	3	2	3	3	3	3	2
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85	1	2	3	2	2	2	2	2	4	3	4	3	5	13	6	27	2	3	2	3	2	3	2
86	4	4	4	3	4	3	3	3	3	4	3	8	7	17	6	38	3	4	4	4	4	3	3
87	1	1	2	2	3	4	4	3	5	4	4	2	4	19	8	33	3	4	4	3	4	3	3
88	2	2	2	2	3	2	2	2	3	3	3	4	4	13	5	26	3	3	2	3	3	2	2
89	3	4	3	4	1	1	2	1	3	3	4	7	7	11	4	29	3	3	4	3	3	3	3
90	3	3	4	3	3	4	4	3	3	3	4	6	7	18	6	37	3	2	3	4	3	3	4
91	1	2	2	2	2	3	2	2	4	4	4	3	4	15	6	28	3	2	3	3	3	2	2
92	3	3	3	4	3	3	3	3	3	4	4	6	7	17	6	36	4	3	4	4	3	3	3
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94	2	1	2	2	2	2	2	2	4	4	4	3	4	14	6	27	3	3	2	2	3	2	1
95	3	3	4	4	4	4	3	2	4	3	3	6	8	17	6	37	3	4	4	4	4	3	3
96	4	3	3	3	3	4	4	3	3	3	3	7	6	17	6	36	3	4	4	4	3	4	3

X2																								
8	9	10	11	12	13	Jumlah					1	2	3	4	5	6	7	8	9	10	11	12	13
X2-2	X2-2	X2-4	X2-4	X2-3	X2-3	X2-1	X2-2	X2-3	X2-4	X2	X3-1	X3-1	X3-1	X3-2	X3-2	X3-2	X3-2	X3-2	X3-2	X3-3	X3-1	X3-2	X3-1
						3	2	6	2														
3	3	4	3	4	4	11	6	21	7	45	4	3	4	3	4	3	4	4	3	3	4	4	3
4	4	4	3	4	4	9	8	22	7	46	3	4	4	3	4	4	3	4	3	4	3	4	3
3	4	3	4	3	4	10	7	19	7	43	3	4	3	3	3	3	3	2	3	3	3	4	4
2	3	2	2	2	3	7	5	14	4	30	3	3	3	2	2	3	2	3	2	2	2	2	2
1	2	2	2	2	3	6	3	12	4	25	2	2	2	2	2	2	2	2	2	2	2	2	2
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3	3	4	3	4	4	10	6	21	7	44	3	4	4	3	3	4	3	4	4	3	4	3	3
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4	4	5	5	5	4	14	8	27	10	59	5	5	4	5	4	5	5	4	4	4	3	4	5
3	3	4	3	3	3	12	6	17	7	42	3	3	3	2	2	3	3	2	3	3	2	3	2
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3	3	4	3	4	2	9	6	20	7	42	3	4	4	4	3	3	4	3	4	3	4	4	4
2	2	2	2	3	3	8	4	16	4	32	2	3	2	2	3	3	3	3	3	2	2	3	3
2	3	3	3	3	4	7	5	18	6	36	3	3	2	2	2	3	4	3	3	3	2	2	4
2	2	2	2	2	2	9	4	12	4	29	2	2	2	3	2	3	2	2	1	2	2	2	2
4	3	4	3	4	3	11	7	21	7	46	3	3	4	3	3	4	4	3	4	3	3	4	4
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X3																			
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Jumlah			
X3-1	X3-3	X3-1	X3-2	X3-1	X3-2	X3-3	X3-3	X3-3	X3-3	X3-3	X3-2	X3-2	X3-1	X3-1	X3-1	X3-1	X3-2	X3-3	X3
																11	11	7	
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3	4	3	4	4	4	3	4	3	3	4	3	4	3	3	4	37	39	25	101
3	3	2	3	4	4	3	3	3	4	4	3	3	4	3	4	37	39	23	99

HASIL UJI DESKRIPSI

Statistics

		X1-1	X1-2	X1-3	X1-4	X1
N	Valid	96	96	96	96	96
	Missing	0	0	0	0	0
Mean		2.8021	2.9219	2.9042	2.8906	2.8797
Std. Error of Mean		.07747	.08614	.05871	.06875	.06097
Median		3.0000	3.0000	3.0000	3.0000	2.9500
Mode		3.00	3.50	3.40	3.00	3.48
Std. Deviation		.75908	.84395	.57527	.67357	.59741
Variance		.576	.712	.331	.454	.357
Range		3.50	3.50	3.20	4.00	3.43
Minimum		1.00	1.50	1.20	1.00	1.30
Maximum		4.50	5.00	4.40	5.00	4.73
Sum		269.00	280.50	278.80	277.50	276.45

Statistics

		X2-1	X2-2	X2-3	X2-4	X2
N	Valid	96	96	96	96	96
	Missing	0	0	0	0	0
Mean		3.1319	2.9115	2.9965	3.0208	3.0152
Std. Error of Mean		.06631	.07587	.06388	.07289	.06429
Median		3.3333	3.0000	3.1667	3.0000	3.2917
Mode		3.67	3.00	3.33	3.50	3.33[a]
Std. Deviation		.64975	.74337	.62594	.71420	.62991
Variance		.422	.553	.392	.510	.397
Range		3.00	3.00	3.17	4.00	3.00
Minimum		1.67	1.50	1.33	1.00	1.54
Maximum		4.67	4.50	4.50	5.00	4.54
Sum		300.67	279.50	287.67	290.00	289.46

a. Multiple modes exist. The smallest value is shown

Statistics

		X3-1	X3-2	X3-3	X3
N	Valid	96	96	96	96
	Missing	0	0	0	0
Mean		3.0303	2.9631	2.9152	2.9695
Std. Error of Mean		.05892	.06236	.06246	.05933
Median		3.1818	3.0909	3.0000	3.1450
Mode		3.45	3.27	3.14	2.29[a]
Std. Deviation		.57733	.61099	.61194	.58127
Variance		.333	.373	.374	.338
Range		3.00	3.09	2.43	2.73
Minimum		1.36	1.45	1.57	1.46
Maximum		4.36	4.55	4.00	4.19
Sum		290.91	284.45	279.86	285.07

a. Multiple modes exist. The smallest value is shown

HASIL DISTRIBUSI FREKUENSI

X1-1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	28	29.2	29.2	29.2
	Cukup	61	63.5	63.5	92.7
	Baik	7	7.3	7.3	100.0
	Total	96	100.0	100.0	

X1-2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	25	26.0	26.0	26.0
	Cukup	55	57.3	57.3	83.3
	Baik	16	16.7	16.7	100.0
	Total	96	100.0	100.0	

X1-3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	16	16.7	16.7	16.7
	Cukup	75	78.1	78.1	94.8
	Baik	5	5.2	5.2	100.0
	Total	96	100.0	100.0	

X1-4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	18	18.8	18.8	18.8
	Cukup	71	74.0	74.0	92.7
	Baik	7	7.3	7.3	100.0
	Total	96	100.0	100.0	

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	18	18.8	18.8	18.8
	Cukup	73	76.0	76.0	94.8
	Baik	5	5.2	5.2	100.0
	Total	96	100.0	100.0	

X2-1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	5	5.2	5.2	5.2
	Cukup	55	57.3	57.3	62.5
	Baik	36	37.5	37.5	100.0
	Total	96	100.0	100.0	

X2-2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	20	20.8	20.8	20.8
	Cukup	63	65.6	65.6	86.5
	Baik	13	13.5	13.5	100.0
	Total	96	100.0	100.0	

X2-3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	12	12.5	12.5	12.5
	Cukup	71	74.0	74.0	86.5
	Baik	13	13.5	13.5	100.0
	Total	96	100.0	100.0	

X2-4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	15	15.6	15.6	15.6
	Cukup	71	74.0	74.0	89.6
	Baik	10	10.4	10.4	100.0
	Total	96	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	14	14.6	14.6	14.6
	Cukup	76	79.2	79.2	93.8
	Baik	6	6.3	6.3	100.0
	Total	96	100.0	100.0	

X3-1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	9	9.4	9.4	9.4
	Cukup	78	81.3	81.3	90.6
	Baik	9	9.4	9.4	100.0
	Total	96	100.0	100.0	

X3-2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	19	19.8	19.8	19.8
	Cukup	71	74.0	74.0	93.8
	Baik	6	6.3	6.3	100.0
	Total	96	100.0	100.0	

X3-3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	24	25.0	25.0	25.0
	Cukup	61	63.5	63.5	88.5
	Baik	11	11.5	11.5	100.0
	Total	96	100.0	100.0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang	18	18.8	18.8	18.8
	Cukup	72	75.0	75.0	93.8
	Baik	6	6.3	6.3	100.0
	Total	96	100.0	100.0	

HASIL UJI KORELASI

Correlations

		X1	X2	X3
X1	Pearson Correlation	1	.470**	.547**
	Sig. (2-tailed)		.000	.000
	N	96	96	96
X2	Pearson Correlation	.470**	1	.651**
	Sig. (2-tailed)	.000		.000
	N	96	96	96
X3	Pearson Correlation	.547**	.651**	1
	Sig. (2-tailed)	.000	.000	
	N	96	96	96

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