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L A M P I R A N

KUESIONER

Dengan Hormat,

Saya

Yerti Damayanti, Mahasiswi Manajemen Universitas Muhammadiyah Bengkulu, sedang melakukan penelitian untuk menyusun Skripsi guna mendapatkan gelar Sarjana Manajemen (SM) pada Program Studi Manajemen yang berjudul **"Pengaruh Toxic Environment Dan Mental Health Terhadap Produktivitas Kerja Karyawan Pada Prusahaan Umum Tirta Hidayah Kota Bengkulu"** Sehubungan dengan ini, saya berharap Saudara/i dapat membantu dalam mengumpulkan data yang dibutuhkan dan informasi yang anda berikan akan dijamin kerahasiaannya. Pengisian kuesioner ini diharapkan sesuai dengan kondisi yang Saudara/I alami. Atas kesediaan dan waktunya saya ucapkan terimakasih. Semoga penelitian ini dapat bermanfaat bagi kita semua.

Bengkulu, Desember 2024

Peneliti

(Yerti Damayanti)

Petunjuk Pengisian

Jawablah pertanyaan atau pernyataan berikut ini dengan mengisi jawaban pada kolom yang telah disediakan atau dengan memberi tanda ceklis (√) pada kotak pilihan jawaban yang telah disediakan.

No. Responden :_____**(Diisi oleh Peneliti)**

Tanggal/Bulan/Tahun : _____/_____ / _____

I. Identitas Responden

1. Nama :
2. Jenis Kelamin :
3. Usia :

II. Pengaruh Toxic Environment Dan Mental Health Terhadap Produktivitas Kerja Karyawan Di Prusahaan Umum Tirta Hidayah Kota Bengkulu

Pada bagian ini, responden diminta untuk memberikan tanda ceklis (√) pada salah satu alternatif pernyataan yang menurut responden paling tepat pada kolom yang telah tersedia. Jawablah sesuai dengan pengalaman yang telah saudara/i rasakan.

Keterangan:

Simbol	Kategori	Nilai/Bobot
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
KS	Kurang Setuju	3
S	Setuju	4
SS	Sangat Setuju	5

III. Daftar Pernyataan

No	Pernyataan	Alternatif Jawaban				
	Variabel Independent (X1)	**STS**	**TS**	**KS**	**S**	**SS**
	Toxic Environment	**1**	**2**	**3**	**4**	**5**
1	Saya sering tidak diajak dalam kegiatan tim di tempat saya bekerja					
2	Saya melihat rekan kerja saya tidak bersikap ramah terhadap pelanggan dan sesama rekan kerja seperti sapaan yang diabaikan					
3	Saya pernah mengalami bullying oleh sesama rekan kerja seperti body shaming yang di anggap bercandaan					
4	Saya pernah mengalami dan menyaksikan pelecehan verbal seperti rekan kerja lawan jenis yang menatap dengan berlebihan, rayuan yang tidak nyaman dan sentuhan yang kurang pantas seperti lawan jenis yang menyapa dengan merangkul pingang dan memegang pundak yang dianggap biasa di tempat kerja					
5	Saya pernah di stalking oleh rekan kerja yang mencari tahu tentang hidup saya yang membuat saya kurang nyaman					
6	Saya pernah mengalami di kritik atasan secara kasar seperti merendahkan kinerja saya saat bekerja					

Sumber: Peneliti

No	Pernyataan	Alternatif Jawaban				
	Variabel Independent (X2)	**STS**	**TS**	**KS**	**S**	**SS**
	Mental Health	**1**	**2**	**3**	**4**	**5**
1	Saya sering merasa cemas dan khawatir tentang tugas yang diberikan oleh atasan jika tidak selesai tepat waktu					
2	Saya merasa sedih dan tidak bersemangat dalam melaksankan pekerjaan					
3	Saya kesulitan untuk mengontrol emosi saat sedang marah ataupun bersedih saat sedang bekerja					

4	Saya merasa positif dan optimis tentang pekerjaan yang saya lakukan					
5	Saya merasa dekat secara emosional dengan rekan kerja saya					
6	Saya merasa puas dengan pengalaman dan prestasi yang saya dapatkan selama bekerja					

Sumber: Peneliti

No	**Pernyataan**	**Alternatif Jawaban**				
	Variabel Dependent (Y)	**STS**	**TS**	**KS**	**S**	**SS**
	Produktivitas Kerja	**1**	**2**	**3**	**4**	**5**
1	Saya yakin kualitas pekerjaan saya sudah baik karena saya mengikuti Standar Operasional Prosedur (SOP) di tempat saya bekerja					
2	Saya bisa menyelesaikan tugas saya sesuai dengan kuantitas yang ditetapkan di tempat saya bekerja					
3	Saya berusaha mengunakan waktu dengan baik saat saya melakukan pekerjaan					

Sumber: Peneliti

Lampiran 1

TABULASI DATA PENELITIAN

PENGARUH TOXIC ENVIRONMENT DAN *MENTAL HEALTH* TERHADAP PRODUKTIVITAS KERJA KARYAWAN DI PERUSAHAAN UMUM TIRTA HIDAYAH BENGKULU

Res	*Toxic Environment* (X_1)							*Mental Health* (X_2)							Produktivitas Kerja (Y)			
	1	2	3	4	5	6	Tot	1	2	3	4	5	6	Tot	1	2	3	Tot
1	5	5	5	5	5	4	29	4	4	5	5	5	5	28	4	5	4	13
2	2	2	3	5	5	5	20	4	4	4	4	4	4	24	4	5	3	12
3	5	2	2	5	5	5	20	3	4	4	3	3	3	20	3	3	3	9
4	4	2	5	5	3	2	18	3	3	3	3	3	3	18	3	4	2	9
5	5	5	5	5	3	2	21	3	4	4	4	4	4	23	4	3	4	11
6	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	15
7	5	4	5	4	5	5	28	4	4	4	4	5	5	26	4	4	4	12
8	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	15
9	4	4	3	2	4	2	19	4	4	4	4	5	5	26	2	3	5	10
10	4	5	5	5	5	5	29	3	4	4	4	5	5	25	3	3	4	10
11	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	15
12	3	2	5	4	4	4	20	4	3	4	4	4	4	23	2	4	4	10
13	5	5	5	5	5	5	30	3	4	4	4	4	4	23	3	4	4	11
14	4	5	5	5	5	4	25	4	4	3	3	4	4	22	4	4	4	12
15	5	5	5	5	5	5	30	4	5	4	5	4	5	27	4	5	4	13
16	5	3	5	2	5	4	21	5	4	3	4	5	5	26	4	3	3	10

17	5	5	5	5	5	5	30	1	3	2	3	4	3	16	4	5	2	11
18	5	5	5	5	5	5	30	5	5	4	5	5	5	29	5	5	4	14
19	5	5	5	5	5	5	30	4	4	5	4	4	5	26	4	4	5	13
20	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	15
21	3	4	5	5	5	5	27	1	1	2	5	4	5	18	4	3	4	11
22	5	5	5	5	3	1	24	4	4	4	4	4	4	24	4	4	4	12
23	1	5	5	5	5	2	23	4	4	4	4	4	4	24	3	4	4	11
24	3	4	4	5	5	5	26	4	3	3	4	2	4	20	3	4	3	10
25	5	5	3	5	2	4	21	3	5	2	5	5	3	23	2	4	5	11
26	5	5	5	5	4	3	27	4	4	5	4	5	4	26	4	5	4	13
27	5	5	3	2	2	2	19	4	4	3	4	4	5	24	4	3	3	10
28	5	5	5	5	5	5	30	4	4	4	4	4	4	24	5	5	4	14
29	5	5	5	5	5	5	30	5	5	5	5	5	5	30	5	5	5	15
30	5	5	4	4	3	3	24	5	2	5	5	5	4	26	5	5	5	15
31	5	5	5	5	5	5	30	3	3	3	3	3	3	18	4	5	5	14
32	5	4	4	4	4	3	24	4	4	4	4	4	4	24	4	4	4	12
33	5	4	4	5	5	5	28	5	5	5	4	5	4	28	4	5	5	14
34	5	5	5	5	5	5	30	3	3	4	3	4	3	20	3	5	5	13
35	5	5	5	5	5	5	30	3	5	4	5	3	5	25	5	5	3	13
36	5	5	3	2	2	5	18	2	3	3	4	4	4	20	1	3	2	6
37	5	4	4	4	4	4	21	3	4	4	4	4	4	23	1	4	3	8
38	4	5	2	2	3	4	17	5	4	4	4	5	5	27	4	5	4	13
39	5	5	5	5	3	3	22	3	5	5	5	5	5	28	3	3	4	10
40	5	2	5	3	4	2	19	3	3	3	3	3	3	18	4	5	5	14
41	5	5	5	5	5	5	30	4	4	4	5	5	5	27	4	5	5	14
42	5	5	2	4	1	5	15	3	3	3	3	3	3	18	3	3	5	11

43	4	5	4	4	5	5	27	4	3	5	4	5	5	26	4	4	5	13
44	5	5	5	5	5	5	30	3	4	4	5	5	5	26	3	4	3	10
45	5	5	5	5	2	5	23	4	4	4	4	4	4	24	4	4	4	12
46	5	5	5	5	5	5	30	5	3	4	2	4	4	22	4	4	3	11
47	5	5	4	4	4	4	13	4	5	3	4	4	4	24	5	4	4	13
48	5	5	2	2	2	3	19	2	4	3	4	4	3	20	4	3	2	9
49	5	5	5	5	5	4	26	1	2	4	4	5	5	21	1	5	2	8
50	1	3	5	4	5	1	6	4	3	5	4	3	4	23	4	4	4	12

Lampiran Tabulasi Data X1

	Pernyataan X1						
No. Responden	1	2	3	4	5	6	Total
1	2	1	1	1	1	1	7
2	5	4	4	4	4	3	24
3	2	4	1	1	2	1	11
4	3	4	2	4	4	4	21
5	3	1	2	1	5	5	17
6	3	3	1	3	4	2	16
7	1	1	1	1	1	1	6
8	1	4	1	5	5	5	21
9	4	4	4	1	2	2	17
10	3	4	2	3	4	4	20
11	1	1	1	1	1	1	6
12	4	1	2	1	1	2	11
13	2	1	1	1	1	1	7
14	4	4	5	5	5	5	28
15	5	5	5	5	4	5	29
16	2	1	2	3	1	2	11
17	3	3	3	4	3	3	19
18	1	1	2	2	2	2	10
19	3	3	3	3	3	3	18
20	5	5	5	5	5	5	30
21	2	2	2	2	2	2	12
22	1	1	1	1	1	1	6
23	4	4	4	3	5	5	25
24	4	5	5	2	5	5	26
25	4	4	3	2	4	4	21
26	2	5	3	4	3	2	19
27	3	2	2	3	3	2	15
28	3	1	4	2	2	2	14
29	4	4	2	2	2	5	19
30	2	2	3	3	4	5	19

Lampiran Tabulasi Data X2

	Pernyataan X2						
No. Responden	1	2	3	4	5	6	Total
1	4	1	1	1	1	5	13
2	3	3	3	4	4	4	21
3	5	2	3	5	5	5	25
4	4	3	4	4	4	5	24
5	5	1	5	1	5	5	22
6	3	3	5	1	1	1	14
7	4	1	4	5	4	4	22
8	3	1	4	3	2	2	15
9	5	4	4	4	4	4	25
10	5	3	5	5	3	5	26
11	1	1	1	4	4	4	15
12	4	2	2	5	3	4	20
13	5	2	1	1	1	1	11
14	5	5	5	5	5	5	30
15	5	5	5	5	5	5	30
16	3	4	3	5	3	5	23
17	4	3	3	3	3	3	19
18	2	2	2	2	2	3	13
19	4	2	3	3	3	4	19
20	5	5	5	5	5	5	30
21	2	2	2	5	5	5	21
22	1	1	1	1	1	1	6
23	5	4	4	3	3	4	23
24	5	5	4	3	3	3	23
25	5	3	4	5	4	5	26
26	4	3	4	5	4	4	24
27	1	2	2	1	1	1	8
28	2	3	1	3	1	3	13
29	2	1	5	5	3	3	19
30	5	5	3	5	3	4	25

Lampiran Tabulasi Data Y

	Pernyataan Y			
No. Responden	1	2	3	Total
1	5	5	5	15
2	4	3	4	11
3	5	5	5	15
4	4	4	5	13
5	5	5	5	15
6	3	3	2	8
7	5	5	5	15
8	2	2	4	8
9	4	4	5	13
10	5	5	5	15
11	4	4	4	12
12	4	4	5	13
13	1	1	4	6
14	5	5	5	15
15	5	4	5	14
16	4	3	5	12
17	3	3	3	9
18	3	2	2	7
19	3	4	5	12
20	5	5	5	15
21	5	5	5	15
22	1	1	1	3
23	4	4	4	12
24	5	5	5	15
25	5	5	5	15
26	5	4	4	13
27	1	1	1	3
28	3	1	3	7
29	5	5	5	15
30	5	5	5	15

Hasil Uji Validitas				
Variabel	**Item**	**r tabel**	**r hitung**	**Keterangan**
Toxic Environment (XI)	1		0.762	Valid
	2		0.834	Valid
	3		0.805	Valid
	4		0.772	Valid
	5		0.876	Valid
	6		0.860	Valid
Mental Health (X2)	1		0.722	Valid
	2		0.654	Valid
	3		0.709	Valid
	4		0.772	Valid
	5		0.835	Valid
	6		0.785	Valid
Produktivitas kerja (Y)	1		0.955	Valid
	2		0.966	Valid
	3		0.904	Valid

Hasil Uji Reliabilitas				
Variabel	**Item**	**Cronbach's Alpha**	**r tabel**	**Keterangan**
Toxic Environment (XI)	6	0.902	0.60	Reliabel
Mental Health (X2)	6	0.840	0.60	Reliabel
Produktivitas kerja (Y)	3	0.936	0.60	Reliabel

1. Toxic Environment (XI)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total_X1
X1.1	Pearson Correlation	1	.599**	.763**	.380*	.513**	.559**	.762**
	Sig. (2-tailed)		.000	.000	.038	.004	.001	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.599**	1	.583**	.625**	.674**	.600**	.834**
	Sig. (2-tailed)	.000		.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.763**	.583**	1	.512**	.560**	.586**	.805**
	Sig. (2-tailed)	.000	.001		.004	.001	.001	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.380*	.625**	.512**	1	.666**	.592**	.772**
	Sig. (2-tailed)	.038	.000	.004		.000	.001	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.513**	.674**	.560**	.666**	1	.848**	.876**

	Sig. (2-tailed)	.004	.000	.001	.000		.000	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.559**	.600**	.586**	.592**	.848**	1	.860**
	Sig. (2-tailed)	.001	.000	.001	.001	.000		.000
	N	30	30	30	30	30	30	30
Total_X1	Pearson Correlation	.762**	.834**	.805**	.772**	.876**	.860**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability Statistics

Cronbach's Alpha	N of Items
.902	6

2. Mental Health (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total_X2
X2.1	Pearson Correlation	1	.528**	.533**	.286	.436*	.483**	.722**
	Sig. (2-tailed)		.003	.002	.126	.016	.007	.000
	N	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.528**	1	.424*	.389*	.309	.289	.654**
	Sig. (2-tailed)	.003		.019	.034	.096	.121	.000
	N	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.533**	.424*	1	.381*	.520**	.325	.709**
	Sig. (2-tailed)	.002	.019		.038	.003	.080	.000
	N	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.286	.389*	.381*	1	.698**	.654**	.772**
	Sig. (2-tailed)	.126	.034	.038		.000	.000	.000
	N	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.436*	.309	.520**	.698**	1	.770**	.835**
	Sig. (2-tailed)	.016	.096	.003	.000		.000	.000
	N	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.483**	.289	.325	.654**	.770**	1	.785**
	Sig. (2-tailed)	.007	.121	.080	.000	.000		.000
	N	30	30	30	30	30	30	30

Total_X2	Pearson Correlation	.722**	.654**	.709**	.772**	.835**	.785**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	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).

Reliability Statistics

Cronbach's Alpha	N of Items
.840	6

3. Produktivitas kerja (Y)

Correlations

		Y.1	Y.2	Y.3	Total_Y
Y.1	Pearson Correlation	1	.921**	.770**	.955**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
Y.2	Pearson Correlation	.921**	1	.797**	.966**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
Y.3	Pearson Correlation	.770**	.797**	1	.904**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
Total_Y	Pearson Correlation	.955**	.966**	.904**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Reliability Statistics

Cronbach's Alpha	N of Items
.936	3

Hasil Ouput Uji Instrument Penelitian

Hasil Uji Validitas Penelitian

```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 Total_X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total_X1
X1.1	Pearson Correlation	1	.401**	.014	-.007	-.190	.288*	.395**
	Sig. (2-tailed)		.004	.923	.962	.187	.043	.004
	N	50	50	50	50	50	50	50
X1.2	Pearson Correlation	.401**	1	.128	.164	-.088	.231	.451**
	Sig. (2-tailed)	.004		.377	.255	.544	.106	.001
	N	50	50	50	50	50	50	50
X1.3	Pearson Correlation	.014	.128	1	.565**	.555**	.049	.534**
	Sig. (2-tailed)	.923	.377		.000	.000	.733	.000
	N	50	50	50	50	50	50	50
X1.4	Pearson Correlation	-.007	.164	.565**	1	.461**	.342*	.566**
	Sig. (2-tailed)	.962	.255	.000		.001	.015	.000
	N	50	50	50	50	50	50	50
X1.5	Pearson Correlation	-.190	-.088	.555**	.461**	1	.391**	.572**
	Sig. (2-tailed)	.187	.544	.000	.001		.005	.000
	N	50	50	50	50	50	50	50
X1.6	Pearson Correlation	.288*	.231	.049	.342*	.391**	1	.601**
	Sig. (2-tailed)	.043	.106	.733	.015	.005		.000
	N	50	50	50	50	50	50	50
Total_X1	Pearson Correlation	.395**	.451**	.534**	.566**	.572**	.601**	1
	Sig. (2-tailed)	.004	.001	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total_X2
X2.1	Pearson Correlation	1	.507**	.581**	.226	.321*	.364**	.735**
	Sig. (2-tailed)		.000	.000	.115	.023	.009	.000
	N	50	50	50	50	50	50	50
X2.2	Pearson Correlation	.507**	1	.356*	.421**	.342*	.295*	.691**
	Sig. (2-tailed)	.000		.011	.002	.015	.037	.000
	N	50	50	50	50	50	50	50
X2.3	Pearson Correlation	.581**	.356*	1	.371**	.433**	.479**	.750**
	Sig. (2-tailed)	.000	.011		.008	.002	.000	.000
	N	50	50	50	50	50	50	50
X2.4	Pearson Correlation	.226	.421**	.371**	1	.533**	.654**	.701**
	Sig. (2-tailed)	.115	.002	.008		.000	.000	.000
	N	50	50	50	50	50	50	50
X2.5	Pearson Correlation	.321*	.342*	.433**	.533**	1	.595**	.716**
	Sig. (2-tailed)	.023	.015	.002	.000		.000	.000
	N	50	50	50	50	50	50	50
X2.6	Pearson Correlation	.364**	.295*	.479**	.654**	.595**	1	.749**
	Sig. (2-tailed)	.009	.037	.000	.000	.000		.000
	N	50	50	50	50	50	50	50
Total_X2	Pearson Correlation	.735**	.691**	.750**	.701**	.716**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50

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

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

Correlations

		Y.1	Y.2	Y.3	Total_Y
Y.1	Pearson Correlation	1	.420**	.366**	.817**
	Sig. (2-tailed)		.002	.009	.000
	N	50	50	50	50
Y.2	Pearson Correlation	.420**	1	.289*	.708**
	Sig. (2-tailed)	.002		.042	.000
	N	50	50	50	50
Y.3	Pearson Correlation	.366**	.289*	1	.739**
	Sig. (2-tailed)	.009	.042		.000
	N	50	50	50	50
Total_Y	Pearson Correlation	.817**	.708**	.739**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

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

Hasil Uji Realibilitas Penelitian

Reliability
Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded[a]	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.631	.629	6

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	1.000	.401	.014	-.007	-.190	.288
X1.2	.401	1.000	.128	.164	-.088	.231
X1.3	.014	.128	1.000	.565	.555	.049
X1.4	-.007	.164	.565	1.000	.461	.342
X1.5	-.190	-.088	.555	.461	1.000	.391
X1.6	.288	.231	.049	.342	.391	1.000

Inter-Item Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	.988	.389	.013	-.007	-.214	.353
X1.2	.389	.949	.121	.162	-.097	.278
X1.3	.013	.121	.942	.555	.611	.059
X1.4	-.007	.162	.555	1.024	.530	.427
X1.5	-.214	-.097	.611	.530	1.288	.547
X1.6	.353	.278	.059	.427	.547	1.520

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.812	.820	6

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
X2.1	1.000	.507	.581	.226	.321	.364
X2.2	.507	1.000	.356	.421	.342	.295
X2.3	.581	.356	1.000	.371	.433	.479
X2.4	.226	.421	.371	1.000	.533	.654
X2.5	.321	.342	.433	.533	1.000	.595
X2.6	.364	.295	.479	.654	.595	1.000

Inter-Item Covariance Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
X2.1	1.120	.485	.525	.176	.262	.289
X2.2	.485	.817	.274	.280	.238	.200
X2.3	.525	.274	.728	.233	.285	.307
X2.4	.176	.280	.233	.541	.302	.361
X2.5	.262	.238	.285	.302	.594	.344
X2.6	.289	.200	.307	.361	.344	.564

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.621	.626	3

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3
Y.1	1.000	.420	.366
Y.2	.420	1.000	.289
Y.3	.366	.289	1.000

Inter-Item Covariance Matrix

	Y.1	Y.2	Y.3
Y.1	1.112	.347	.369
Y.2	.347	.612	.216
Y.3	.369	.216	.915

Lampiran Hasil Ouput SPSS

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE RESID.
```

Regression

[DataSet0]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Mental Health, Toxic Environment[b]	.	Enter

a. Dependent Variable: Produktivitas Kerja

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.596[a]	.355	.328	1.740

a. Predictors: (Constant), Mental Health, Toxic Environment

b. Dependent Variable: Produktivitas Kerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	78.374	2	39.187	12.939	.000[b]
	Residual	142.346	47	3.029		
	Total	220.720	49			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Mental Health, Toxic Environment

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.121	1.743		1.790	.080		
	Toxic Environment	.105	.047	.278	2.233	.030	.886	1.128
	Mental Health	.255	.072	.442	3.550	.001	.886	1.128

a. Dependent Variable: Produktivitas Kerja

Collinearity Diagnostics[a]

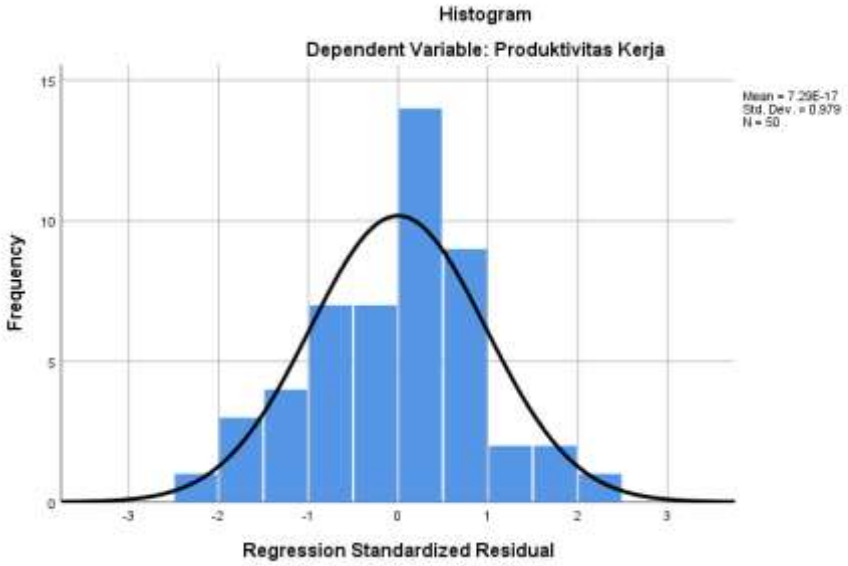
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Toxic Environment	Mental Health
1	1	2.960	1.000	.00	.00	.00
	2	.029	10.090	.12	1.00	.11
	3	.011	16.239	.88	.00	.89

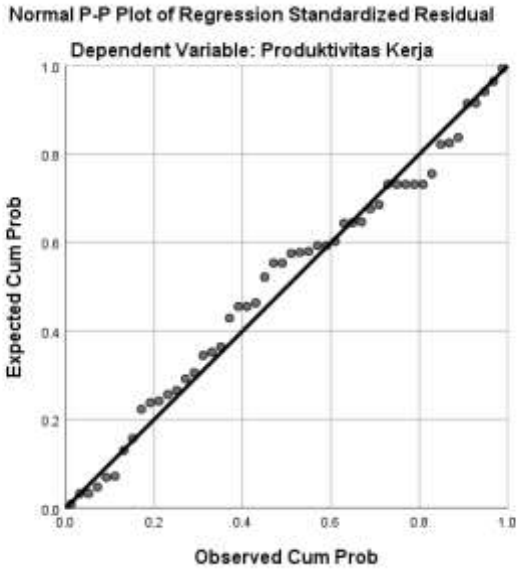
a. Dependent Variable: Produktivitas Kerja

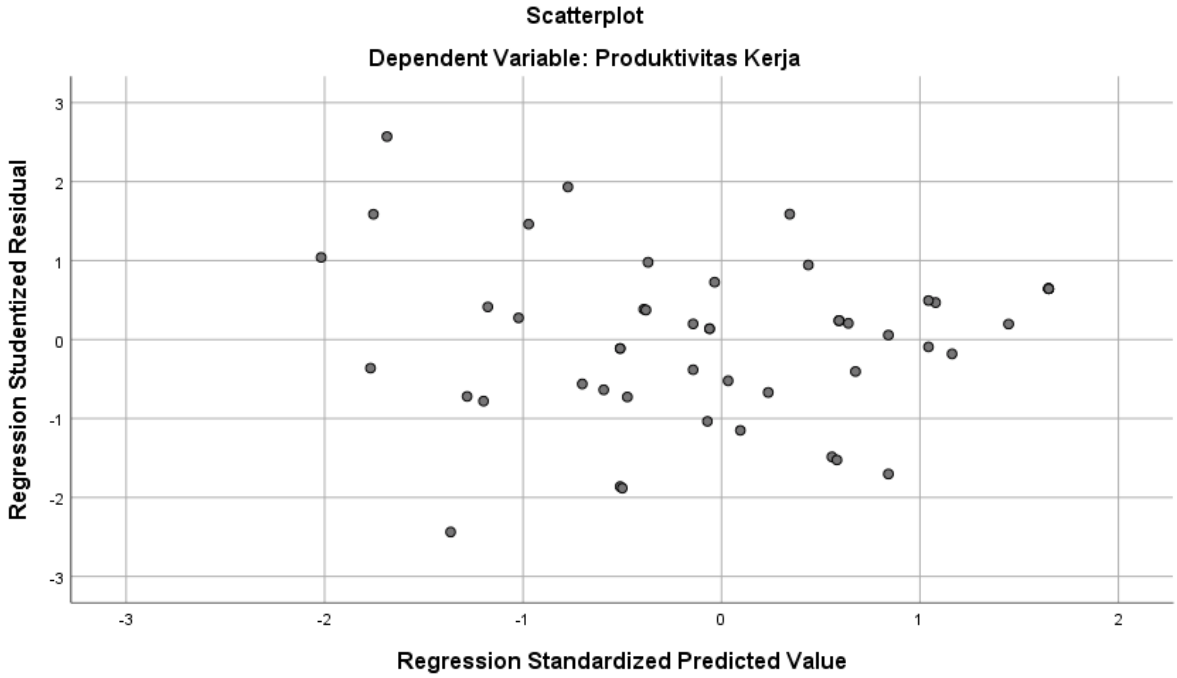
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9.29	13.92	11.84	1.265	50
Std. Predicted Value	-2.017	1.648	.000	1.000	50
Standard Error of Predicted Value	.247	.885	.407	.128	50
Adjusted Predicted Value	8.79	13.83	11.80	1.316	50
Residual	-4.114	4.292	.000	1.704	50
Std. Residual	-2.364	2.466	.000	.979	50
Stud. Residual	-2.437	2.571	.010	1.017	50
Deleted Residual	-4.374	4.665	.038	1.842	50
Stud. Deleted Residual	-2.580	2.744	.009	1.044	50
Mahal. Distance	.011	11.680	1.960	2.112	50
Cook's Distance	.000	.292	.028	.056	50
Centered Leverage Value	.000	.238	.040	.043	50

a. Dependent Variable: Produktivitas Kerja


Histogram
Dependent Variable: Produktivitas Kerja
Mean = 7.29E-17
Std. Dev. = 0.979
N = 50
Frequency
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Produktivitas Kerja
Expected Cum Prob
Observed Cum Prob




```
NPAR TESTS
  /K-S(NORMAL)=RES_1
  /MISSING ANALYSIS.
```

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.70441062
Most Extreme Differences	Absolute	.095
	Positive	.084
	Negative	-.095
Test Statistic		.095
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.

Lampiran Output Tanggapan Responden

Statistics

		Pernyataan_X1.1	Pernyataan_X1.2	Pernyataan_X1.3	Pernyataan_X1.4	Pernyataan_X1.5	Pernyataan_X1.6	Total_PX1
N	Valid	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0
Mean		4.54	4.48	4.42	4.42	4.24	4.10	24.58
Std. Error of Mean		.141	.138	.137	.143	.161	.174	.795
Median		5.00	5.00	5.00	5.00	5.00	5.00	26.00
Mode		5	5	5	5	5	5	30
Std. Deviation		.994	.974	.971	1.012	1.135	1.233	5.625
Variance		.988	.949	.942	1.024	1.288	1.520	31.636
Range		4	3	3	3	4	4	24
Minimum		1	2	2	2	1	1	6
Maximum		5	5	5	5	5	5	30
Sum		227	224	221	221	212	205	1229

Frequency Table

Pernyataan_X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	2	4.0	4.0	4.0
	Tidak Setuju	1	2.0	2.0	6.0
	Kurang Setuju	3	6.0	6.0	12.0
	Setuju	6	12.0	12.0	24.0
	Sangat Setuju	38	76.0	76.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	10.0	10.0	10.0
	Kurang Setuju	2	4.0	4.0	14.0
	Setuju	7	14.0	14.0	28.0
	Sangat Setuju	36	72.0	72.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	8.0	8.0	8.0
	Kurang Setuju	5	10.0	10.0	18.0
	Setuju	7	14.0	14.0	32.0
	Sangat Setuju	34	68.0	68.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	12.0	12.0	12.0
	Kurang Setuju	1	2.0	2.0	14.0
	Setuju	9	18.0	18.0	32.0
	Sangat Setuju	34	68.0	68.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	1	2.0	2.0	2.0
	Tidak Setuju	5	10.0	10.0	12.0
	Kurang Setuju	6	12.0	12.0	24.0
	Setuju	7	14.0	14.0	38.0
	Sangat Setuju	31	62.0	62.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	2	4.0	4.0	4.0
	Tidak Setuju	6	12.0	12.0	16.0
	Kurang Setuju	5	10.0	10.0	26.0
	Setuju	9	18.0	18.0	44.0
	Sangat Setuju	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

Total_PX1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	1	2.0	2.0	2.0
	13	1	2.0	2.0	4.0
	15	1	2.0	2.0	6.0
	17	1	2.0	2.0	8.0
	18	2	4.0	4.0	12.0
	19	4	8.0	8.0	20.0
	20	3	6.0	6.0	26.0
	21	4	8.0	8.0	34.0
	22	1	2.0	2.0	36.0
	23	2	4.0	4.0	40.0
	24	3	6.0	6.0	46.0
	25	1	2.0	2.0	48.0
	26	2	4.0	4.0	52.0
	27	3	6.0	6.0	58.0
	28	2	4.0	4.0	62.0
	29	2	4.0	4.0	66.0
	30	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

Statistics

		Pernyataan_X2.1	Pernyataan_X2.2	Pernyataan_X2.3	Pernyataan_X2.4	Pernyataan_X2.5	Pernyataan_X2.6	Total_PX2
N	Valid	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0
Mean		3.68	3.86	3.92	4.10	4.24	4.26	24.06
Std. Error of Mean		.150	.128	.121	.104	.109	.106	.519
Median		4.00	4.00	4.00	4.00	4.00	4.00	24.00
Mode		4	4	4	4	4[a]	5	24[a]
Std. Deviation		1.058	.904	.853	.735	.771	.751	3.672
Variance		1.120	.817	.728	.541	.594	.564	13.486
Range		4	4	3	3	3	2	14
Minimum		1	1	2	2	2	3	16
Maximum		5	5	5	5	5	5	30
Sum		184	193	196	205	212	213	1203

a. Multiple modes exist. The smallest value is shown

Frequency Table

Pernyataan_X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	3	6.0	6.0	6.0
	Tidak Setuju	2	4.0	4.0	10.0
	Kurang Setuju	14	28.0	28.0	38.0
	Setuju	20	40.0	40.0	78.0
	Sangat Setuju	11	22.0	22.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	1	2.0	2.0	2.0
	Tidak Setuju	2	4.0	4.0	6.0
	Kurang Setuju	12	24.0	24.0	30.0
	Setuju	23	46.0	46.0	76.0
	Sangat Setuju	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	6.0	6.0	6.0
	Kurang Setuju	11	22.0	22.0	28.0
	Setuju	23	46.0	46.0	74.0
	Sangat Setuju	13	26.0	26.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.0	2.0	2.0
	Kurang Setuju	8	16.0	16.0	18.0
	Setuju	26	52.0	52.0	70.0
	Sangat Setuju	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.0	2.0	2.0
	Kurang Setuju	7	14.0	14.0	16.0
	Setuju	21	42.0	42.0	58.0
	Sangat Setuju	21	42.0	42.0	100.0
	Total	50	100.0	100.0	

Pernyataan_X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	9	18.0	18.0	18.0
	Setuju	19	38.0	38.0	56.0
	Sangat Setuju	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

Total_PX2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	2.0	2.0	2.0
	18	5	10.0	10.0	12.0
	20	5	10.0	10.0	22.0
	21	1	2.0	2.0	24.0
	22	2	4.0	4.0	28.0
	23	6	12.0	12.0	40.0
	24	8	16.0	16.0	56.0
	25	2	4.0	4.0	60.0
	26	8	16.0	16.0	76.0
	27	3	6.0	6.0	82.0
	28	3	6.0	6.0	88.0
	29	1	2.0	2.0	90.0
	30	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

Frequencies

Statistics

		Pernyataan_Y.1	Pernyataan_Y.2	Pernyataan_Y.3	Total_PY
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		3.70	4.20	3.94	11.84
Std. Error of Mean		.149	.111	.135	.300
Median		4.00	4.00	4.00	12.00
Mode		4	5	4	13
Std. Deviation		1.055	.782	.956	2.122
Variance		1.112	.612	.915	4.504
Range		4	2	3	9
Minimum		1	3	2	6
Maximum		5	5	5	15
Sum		185	210	197	592

Frequency Table

Pernyataan_Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setju	3	6.0	6.0	6.0
	Tidak Setuju	3	6.0	6.0	12.0
	Kurang Setuju	10	20.0	20.0	32.0
	Setuju	24	48.0	48.0	80.0
	Sangat Setuju	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

Pernyataan_Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	11	22.0	22.0	22.0
	Setuju	18	36.0	36.0	58.0
	Sangat Setuju	21	42.0	42.0	100.0
	Total	50	100.0	100.0	

Pernyataan_Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	10.0	10.0	10.0
	Kurang Setuju	9	18.0	18.0	28.0
	Setuju	20	40.0	40.0	68.0
	Sangat Setuju	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

Frequencies

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	28	56.0	56.0	56.0
	Perempuan	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	20	40.0	40.0	40.0
	31-40 Tahun	21	42.0	42.0	82.0
	41-60 Tahun	9	18.0	18.0	100.0
	Total	50	100.0	100.0	