

## DAFTAR PUSTAKA

- abdul talib yunus, nurul fitriani rahmadani. (2022). *Kepuasan Kerja*. bella amanda.
- Abubakar, A., Ali, A. (2025). *Pengaruh Komunikasi internal/Motivasi dan lingkungan kerja terhadap kepuasan kerja karyawan*. 4(1).
- Agustini, N. A., & Purnaningsih, N. (2009). *PENGARUH KOMUNIKASI INTERNAL DALAM MEMBANGUN BUDAYA ORGANISASI The Influence of Internal Communication in Building Organizational Culture*. 16(1), 89–108.
- Alawiyiah, S. L., & Asmadi, I. (2025). *Pengaruh Kepuasan Kerja dan Komunikasi Internal terhadap Retensi Karyawan pada PT Acrylanda Jakarta*.
- Arabia, S. (2020). Job Satisfaction: Analysis of the Instute of Public Administration. *International Journal of managerial studies and research*, 8(12), 80–83. <https://doi.org/https://doi.org/10.20431/2349-0349.0812008>
- Astuti, I. G. A. M. Y., Bagia, I. W., & Susila, G. P. A. J. (2024). *Pengaruh Komunikasi dan BUdaya Organisasi Terhadap Kepuasan Kerja Karyawan*.
- Atiana, S. (2024). *THE EFFECT OF LEADERSHIP AND INTERNAL COMMUNICATION ON JOB SATISFACTION AT PDAM TIRTA GIRI NATA, CIREBON CITY*. 21(2), 130–146.
- Brennan, L. D. (1960). *Modern Businness Communication*. Ronald Press Company.
- Burhanuddin. (2015). *Manajemen sumber daya manusia*. Jakarta: Bumi Aksara.
- Darmawan, R. B. (2019). *Pengaruh Lingkungan Kerja, Stress Kerja dan Motivasi Terhadap Kinerja Karyawan. (Studi Kasus pada PT. BPRS Sukowati Srage*.
- Dharmawangsa, M. P. A., & Suarmanayasa, I. N. (2025). *Pengaruh komunikasi dan Lingkungan Kerja Terhadap Kepuasan Kerja pegawai pada unit pelaksana Teknis Daerah Kesatuan Pengelolaan Hutan*.
- Effendy, onong uchyana. (2011). *Ilmu komunikasi teori dan praktek*. bandung rosda.
- Faradina Ayu Indria Anggraeni, Didik Hadiyatno, R. C. P., & Cipto. (2025). *Pengaruh Lingkungan, Disiplin Kerja, dan Komunikasi terhadap kepuasan kerja karyawan Bank kaltimtara Unit Usaha Syariah KCBalik papan*. El-Mal: *Jurnal Kajian Ekonomi & Bisnis Islam*. <https://doi.org/https://doi.org/10.47467/elmal.v6i4.6805>
- Fikri, M. N., Kevin, J., Mofu, C. J., Damayanti, T. A., & Muksin, A. (2025). *Faktor lingkungan kerja terhadap kinerja pegawai I 4*. 12(3), 1–8.
- Gazi, M. A. I., Yusof, M. F., Islam, M. A., Amin, M. Bin, & Senathirajah, A. R. bin S. (2024). Analyzing the impact of employee job satisfaction on their job behavior in the industrial setting: An analysis from the perspective of job performance. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(4), 100427. <https://doi.org/10.1016/j.joitmc.2024.100427>
- Herzberg, F. (1966). *Work and the Nature of Man*.
- Hoppock, R. (1977). *Job Satisfaction*. Harper & Brothers.

- Katz, Daniel dan Khan, R. L. (1966). *The Social Psychology of Organizations*. John Wiley & Sons.
- Lee, C., Lee, B., Choi, I., & Kim, J. (2023). Exploring Determinants of Job Satisfaction: A Comparison Between Survey and Review Data. *SAGE Open*, 13(4), 1–18. <https://doi.org/10.1177/21582440231216528>
- Loo, S. H., Wider, W., Lajuma, S., Jiang, L., Kenikasahmanworakhun, P., Tanucan, J. C. M., & Ahmad Khadri, M. W. A. (2024). Key factors affecting employee job satisfaction in Malaysian manufacturing firms post COVID-19 pandemic: a Delphi study. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2380809>
- Lubis, R. P., Pasaribu, F., & Tufty, Z. (2021). *Pengaruh Kompetensi, Motivasi Dan Lingkungan Kerja Terhadap Kinerja Guru SMA Negeri 15 Medan*.
- Maghfirah, N., & Chandra, F. (2024). *The Effect of Internal Communication and Organizational Culture on Employee Performance at PT. Bank SulSelBar Makassar Main Branch*. 1(4), 24–35.
- Montuori, P., Sorrentino, M., Sarnacchiaro, P., Di Duca, F., Nardo, A., Ferrante, B., D'Angelo, D., Di Sarno, S., Pennino, F., Masucci, A., Triassi, M., & Nardone, A. (2022). Job Satisfaction: Knowledge, Attitudes, and Practices Analysis in a Well-Educated Population. *International Journal of Environmental Research and Public Health*, 19(21). <https://doi.org/10.3390/ijerph192114214>
- Munthe, K. (2017). *Pengaruh Komunikasi Internal Terhadap Kinerja Karyawan*. 3(1), 86–97.
- Ningrum, A. C. (2025). *Pengaruh Lingkungan Kerja dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan*.
- Nitisemito, A. S. (1996). *Manajemen Personalia: Manajemen Sumber Daya Manusia*. Ghalia Indonesia.
- Nurdin, Ali, E. & S. R. (2023). *MANAJEMEN KINERJA KARYAWAN (Kedisiplinan Kerja, Keselamatan Kerja dan Kesehatan Kerja, serta Lingkungan Kerja)*.
- Onsardi & M.Finthariasari. (2022). *Manajemen Sumber Daya Manusia (Strategi Meningkatkan Kinerja Karyawan)*.
- Paul E. Spector, 1985 Reliability. (2006). Satisfaction survey. *Australian veterinary journal*, 84(4), 1–3. <https://doi.org/10.1111/j.1751-0813.2006.tb13381.x>
- Permadi, A. D., & Wiranti, S. (2022). *Pengaruh Lingkungan Kerja dan Komunikasi terhadap Kepuasan Kerja Karyawan di Bank BJB Kantor Cabang Majalaya*. 1(2), 208–214.
- Rahmadhani, N. P., & Priyanti, Y. (2022). Konsep Dasar Kepuasan Kerja. *Ekonomi dan Bisnis, Manajemen dan Akuntansi*, 39–48.
- Rahmanda, E., Feranza, F. Y., Sari, N. J., Putri, S. T., & Ferdiana, R. (2025). Peran Komunikasi Internal dalam Corporate Communication untuk Meningkatkan Employee Engagement. *Jurnal Ilmu Pertahanan, Hukum dan Ilmu Komunikasi*. <https://doi.org/https://doi.org/10.62383/konsensus.v2i1.620>
- Robbins, S. P., & Judge, & T. A. (2017). *Organizational Behavior* (17 ed.).

Pearson Education.

- S., G. G. (n.d.). *Pengaruh Work-Life Balance, Pengembangan Sumber daya manusia, dan Komunikasi Internal terhadap Kepuasan Kerja Karyawan*.
- Schultz, D. P., & Schultz, S. E. (2006). *Psychology and Work Today: An Introduction to Industrial and Organizational Psychology* (9th ed.). Pearson Education.
- Sedarmayanti. (2001). *Sumber Daya Manusia dan Produktivitas Kerja*. Mandar Maju.
- Serdamayanti. (2017). *Manajemen Sumber Daya Manusia*. Reflika Aditama.
- Sitinjau, L. N. (2018). Pengaruh Lingkungan Kerja dan Terhadap kepuasan kerja karyawan ( Studi pada karyawan PT Mitra Pinasthika Mustikan Rent Tangerang selatan). *Jurnal Administrasi Bisnis*, 60.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (B. Alfabeta, Ed.). Alfabeta, Bandung.
- Sugiyono. (2021). *Metode Penelitian Bisnis*. Alfabeta.
- Sunyoto, D. (2013). *Teori Kuesioner dan Analisis Data Sumber Daya Manusia*. Yogyakarta: CAPS.
- Tirtuwaluyo, E., & Turangan, J. a. . (2022). *Pengaruh Motivasi, Lingkungan Kerja, Kompensasi Terhadap Kepuasan Kerja PT Mitra Andalan Valasindo*.
- Tzkiyah, F. A., Farida, U., & Pristi, D, E. (2025). Pengaruh Work Engagement, Knowledge Sharing dan Lingkungan Kerja Non Fisik terhadap Kepuasan kerja karyawan dipudam Ponorogo. *J-CEKI : Jurnal Cendikia Ilmiah*.
- Undiksha, T. (2025). Pengaruh komunikasi internal dan lingkungan kerja terhadap kepuasan kerja karyawan. *Jurnal Prospek*, 7(1).
- Utary, S. D., Hendri, E., & Suhada. (2025). *PENGARUH KOMUNIKASI DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA PADA BALAI PENGELOLA TRANSPORTASI DARAT KELAS II SUMATERA SELATAN*. 6(2), 450–460.
- Wardan, I. W., Bagia, I. W., & Suwendra, I. W. (2024). *Pengaruh komunikasi internal terhadap kepuasan kerja karyawan di PT Puspasari Perdana*.
- Yusuf, M. F., & Supriyadi, T. (2024). Pengaruh Lingkungan Kerja Non fisik terhadap kepuasan kerja karyawan. *Jurnal Ilmiah Multi Disiplin*.

**L  
A  
M  
P  
I  
R  
A  
N**



**PENGARUH LINGKUNGAN KERJA DAN  
KOMUNIKASI INTERNAL TERHADAP  
KEPUASAN KERJA KARYAWAN PADA  
PT. JNE EXPRESS KOTA BENGKULU**

**I. IDENTITAS RESPONDEN DAN PENELITIAN**

**1. Identitas Peneliti**

Nama : Apta Yulanda

Npm : 2261201167

Program Studi : Manajemen

Fakultas : Ekonomi dan Bisnis

No Hp : 085283168703

Masa Pelaksanaan : Januari 2026-Selesai

Dosen Pembimbing : Dr.Onsardi M.M

Objek Penelitian Yaitu :

- Organisasi/Instansi yang diteliti :  
PT JNE Express Kota Bengkulu, yang bergerak di bidang jasa pengiriman dan logistik.
- Subjek yang diteliti (responden) :  
Seluruh karyawan PT JNE Express Kota Bengkulu yang aktif bekerja pada berbagai divisi operasional, administrasi, dan pelayanan, yang dijadikan sebagai responden penelitian.
- Judul Penelitian:  
Pengaruh Lingkungan Kerja dan Komunikasi Internal terhadap Kepuasan Kerja Karyawan pada PT JNE Express Kota Bengkulu.

**2. Identitas Responden**

Sebelum menjawab pernyataan kuesioner ini, dimohon kepada Bapak/Ibu mengisi identitas diri terlebih dahulu.

**1. Nama Responden**

Tidak akan dipublikasikan, hanya untuk kebutuhan penelitian

2. Usia

- < 20 Tahun
- 20-30 Tahun
- 31-40 Tahun
- > 40 Tahun

3. Jenis Kelamin

- Laki-laki
- Perempuan

4. Pendidikan Terakhir

- SD
- SMP
- SMA/SMK
- Diploma
- Sarjana

**3. Petunjuk Pengisian**

Petunjuk Pengisian Kuesioner :

A. Berikan tanda pada kolom jawaban yang paling sesuai dengan Saudara/i

B. Baca dan Pahami pernyataan sebelum memberikan jawaban

C. Pilih salah satu jawaban pada skala Likert 1-5 berikut

1= Sangat Tidak Setuju (STS)

2= Tidak Setuju (TS)

3= Netral (N)

4= Setuju (S)

5= Sangat Setuju (SS)

D. Tidak ada jawaban yang benar atau salah, semua jawaban akan dijaga kerahasiaannya dan hanya digunakan untuk keperluan Penelitian.

## II. Pernyataan Kuesioner

### A. Pernyataan yang berhubungan dengan Lingkungan Kerja (X1)

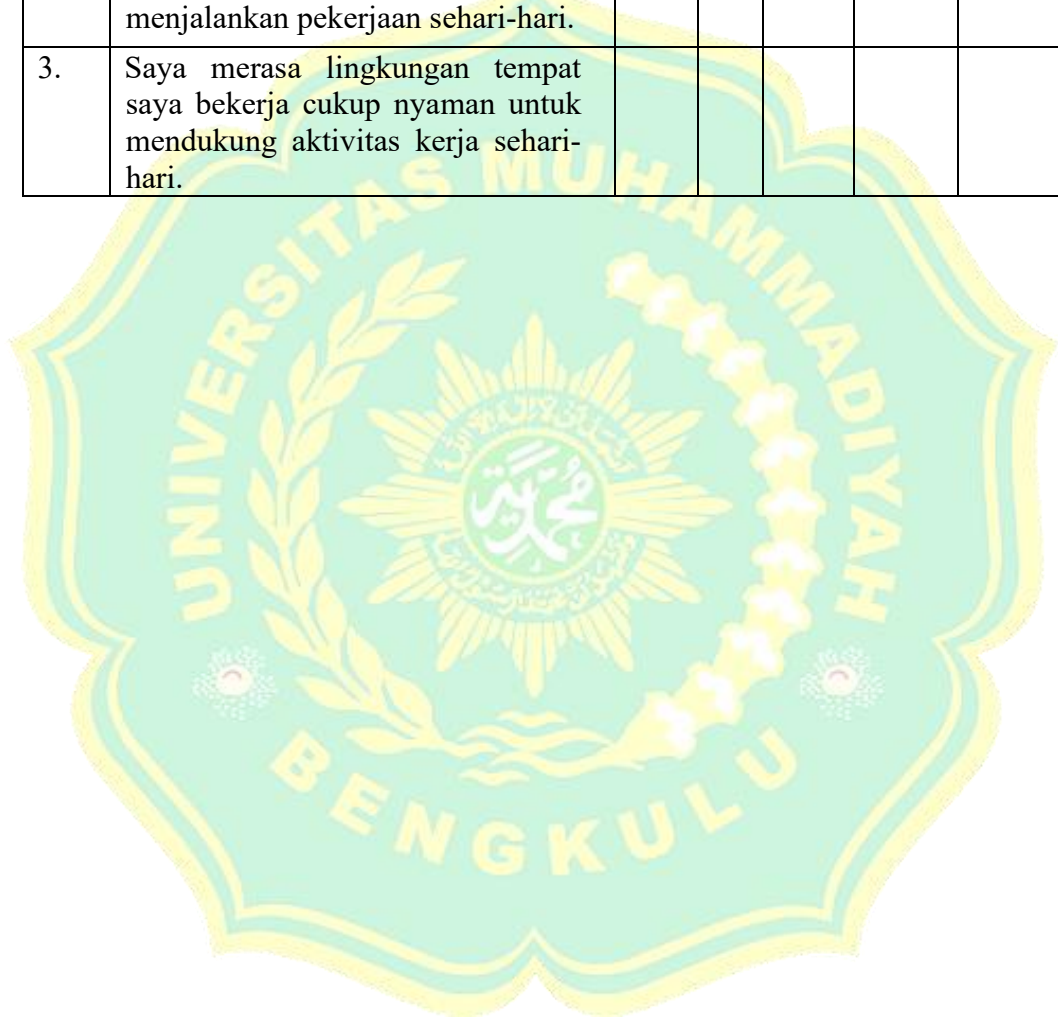
| No  | Pernyataan                                                                                          | Skor |   |    |     |     |
|-----|-----------------------------------------------------------------------------------------------------|------|---|----|-----|-----|
|     |                                                                                                     | SS   | S | KS | STS | STS |
| 1.  | Penerangan di tempat kerja cukup terang untuk mendukung pekerjaan saya.                             |      |   |    |     |     |
| 2.  | Suhu di tempat kerja terasa nyaman saat bekerja.                                                    |      |   |    |     |     |
| 3.  | Sirkulasi udara di tempat kerja saya berjalan dengan baik sehingga udara terasa segar.              |      |   |    |     |     |
| 4.  | Kondisi udara tidak m.enganggu aktivitas kerja saya                                                 |      |   |    |     |     |
| 5.  | ingkat kebisingan tidak mengganggu konsentrasi saya.                                                |      |   |    |     |     |
| 6.  | Getaran yang ada di tempat kerja tidak membuat saya cepat lelah atau kehilangan fokus saat bekerja. |      |   |    |     |     |
| 7.  | Tidak ada bau yang mengganggu ditempat kerja.                                                       |      |   |    |     |     |
| 8.  | Penataan warna mendukung suasana kerja.                                                             |      |   |    |     |     |
| 9.  | Suasana ruangan mendukung kenyamanan kerja.                                                         |      |   |    |     |     |
| 10. | Sistem keamanan ditempat kerja sudah memadai                                                        |      |   |    |     |     |

### B. Pernyataan yang berhubungan dengan Komunikasi Internal (X2)

| No | Pernyataan                                                                          | Skor |   |    |     |     |
|----|-------------------------------------------------------------------------------------|------|---|----|-----|-----|
|    |                                                                                     | SS   | S | KS | STS | STS |
| 1. | Informasi dari atasan biasanya disampaikan dengan jelas sehingga mudah saya pahami. |      |   |    |     |     |
| 2. | Saya punya kesempatan untuk menyampaikan pendapat atau ide kepada atasan.           |      |   |    |     |     |
| 3. | Saya juga mendapatkan apresiasi ketika hasil kerja saya baik.                       |      |   |    |     |     |

**C. Pernyataan yang berhubungan dengan Kepuasan Kerja Karyawan (Y)**

| No | Pernyataan                                                                                                                | Skor |   |    |     |     |
|----|---------------------------------------------------------------------------------------------------------------------------|------|---|----|-----|-----|
|    |                                                                                                                           | SS   | S | KS | STS | STS |
| 1. | Saya merasa cukup puas dengan pekerjaan yang saya jalani saat ini karena sesuai dengan apa yang saya harapkan sebelumnya. |      |   |    |     |     |
| 2. | Saya merasa kondisi fisik saya tetap terjaga dengan baik selama menjalankan pekerjaan sehari-hari.                        |      |   |    |     |     |
| 3. | Saya merasa lingkungan tempat saya bekerja cukup nyaman untuk mendukung aktivitas kerja sehari-hari.                      |      |   |    |     |     |



## Lampiran 2.

**TABULASI SAMPEL AWAL**  
**PT J & T CARGO KOTA BENGKULU**

## 1. Lingkungan Kerja

[illegible]

## 2. Komunikasi Internal (X2)

| Responden | Komunikasi Internal (X2) |      |      | TOTAL     |
|-----------|--------------------------|------|------|-----------|
|           | X2.1                     | X2.2 | X2.3 |           |
| <b>1</b>  | 3                        | 3    | 3    | <b>9</b>  |
| <b>2</b>  | 4                        | 4    | 4    | <b>12</b> |
| <b>3</b>  | 3                        | 3    | 3    | <b>9</b>  |
| <b>4</b>  | 4                        | 3    | 4    | <b>11</b> |
| <b>5</b>  | 3                        | 4    | 4    | <b>11</b> |
| <b>6</b>  | 4                        | 3    | 4    | <b>11</b> |
| <b>7</b>  | 4                        | 3    | 3    | <b>10</b> |
| <b>8</b>  | 3                        | 4    | 4    | <b>11</b> |
| <b>9</b>  | 4                        | 3    | 4    | <b>11</b> |
| <b>10</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>11</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>12</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>13</b> | 5                        | 4    | 5    | <b>14</b> |
| <b>14</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>15</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>16</b> | 4                        | 4    | 4    | <b>12</b> |
| <b>17</b> | 3                        | 3    | 3    | <b>9</b>  |
| <b>18</b> | 4                        | 3    | 4    | <b>11</b> |
| <b>19</b> | 3                        | 3    | 3    | <b>9</b>  |
| <b>20</b> | 4                        | 4    | 4    | <b>12</b> |

## 2. Kepuasan Kerja Karyawan ( Y)

| Responden | Kepuasan Kerja Karyawan (Y) |     |     | TOTAL |
|-----------|-----------------------------|-----|-----|-------|
|           | Y.1                         | Y.2 | Y.3 |       |
| 1         | 3                           | 4   | 4   | 11    |
| 2         | 4                           | 4   | 4   | 12    |
| 3         | 4                           | 4   | 4   | 12    |
| 4         | 4                           | 4   | 4   | 12    |
| 5         | 3                           | 4   | 3   | 10    |
| 6         | 4                           | 4   | 4   | 12    |
| 7         | 3                           | 3   | 3   | 9     |
| 8         | 4                           | 4   | 4   | 12    |
| 9         | 4                           | 4   | 4   | 12    |
| 10        | 3                           | 3   | 3   | 9     |
| 11        | 4                           | 3   | 3   | 10    |
| 12        | 4                           | 4   | 4   | 12    |
| 13        | 4                           | 4   | 4   | 12    |
| 14        | 4                           | 4   | 4   | 12    |
| 15        | 4                           | 4   | 4   | 12    |
| 16        | 3                           | 3   | 3   | 9     |
| 17        | 4                           | 4   | 4   | 12    |
| 18        | 4                           | 4   | 4   | 12    |
| 19        | 3                           | 3   | 3   | 9     |
| 20        | 4                           | 4   | 4   | 12    |

### Lampiran 3:

## Hasil Olah Data Uji Sampel

### Uji Validitas dan Reliabilitas

## 1. Lingkungan Kerja

[illegible]

|                                                              |                     |       |       |       |       |       |       |       |       |       |       |        |
|--------------------------------------------------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| X1.9                                                         | Pearson Correlation | .712* | .586* | .622* | .808* | .366  | .732* | .622* | .849* | 1     | .549* | .850** |
|                                                              | Sig. (2-tailed)     | .000  | .007  | .003  | .000  | .113  | .000  | .003  | .000  |       | .012  | .000   |
|                                                              | N                   | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20     |
| X1.10                                                        | Pearson Correlation | .630* | .669* | .686* | .453* | .615* | .423  | .850* | .659* | .549* | 1     | .828** |
|                                                              | Sig. (2-tailed)     | .003  | .001  | .001  | .045  | .004  | .063  | .000  | .002  | .012  |       | .000   |
|                                                              | N                   | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20     |
| TOTAL_X1                                                     | Pearson Correlation | .829* | .793* | .824* | .748* | .687* | .758* | .824* | .786* | .850* | .828* | 1      |
|                                                              | Sig. (2-tailed)     | .000  | .000  | .000  | .000  | .001  | .000  | .000  | .000  | .000  | .000  |        |
|                                                              | N                   | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20    | 20     |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |       |       |       |       |       |       |       |       |       |       |        |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |       |       |       |       |       |       |       |       |       |       |        |

| Reliability Statistics |            |  |
|------------------------|------------|--|
| Cronbach's Alpha       | N of Items |  |
| .932                   | 10         |  |

## 2.Komunikasi Internal

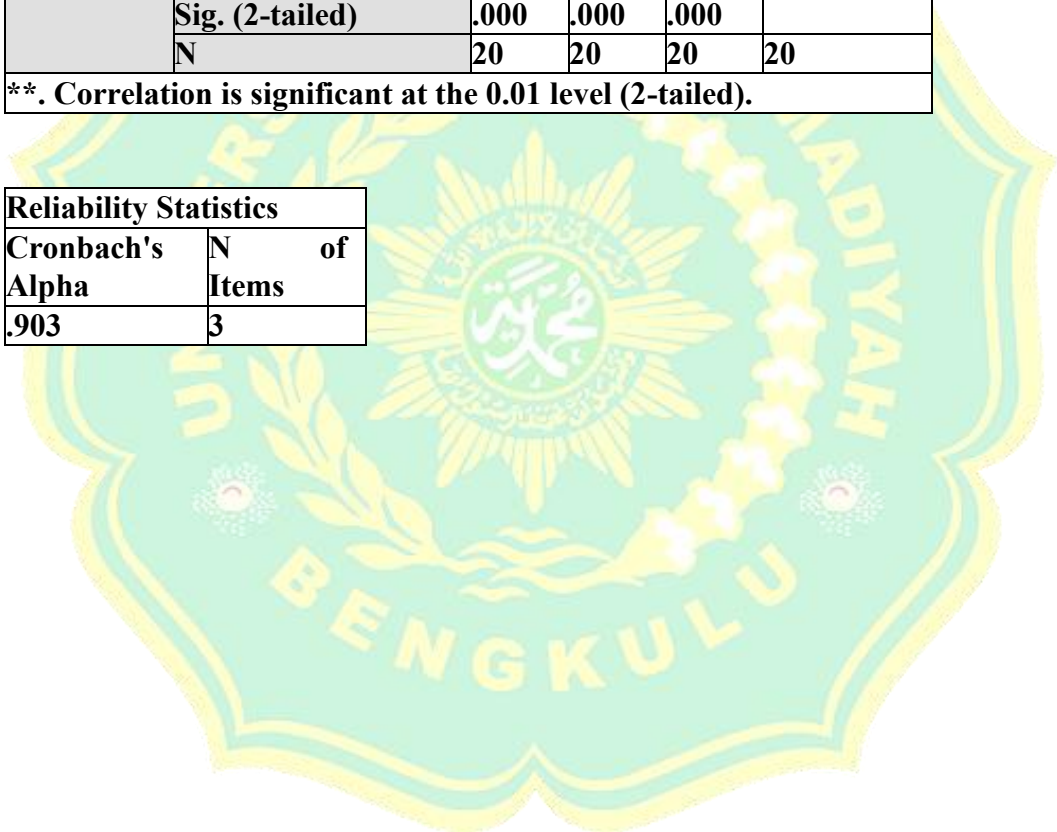
| Correlations                                                 |                     |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------|--------|--------|----------|
|                                                              |                     | X2.1   | X2.2   | X2.3   | TOTAL_X2 |
| X2.1                                                         | Pearson Correlation | 1      | .328   | .732** | .825**   |
|                                                              | Sig. (2-tailed)     |        | .158   | .000   | .000     |
|                                                              | N                   | 20     | 20     | 20     | 20       |
| X2.2                                                         | Pearson Correlation | .328   | 1      | .631** | .765**   |
|                                                              | Sig. (2-tailed)     | .158   |        | .003   | .000     |
|                                                              | N                   | 20     | 20     | 20     | 20       |
| X2.3                                                         | Pearson Correlation | .732** | .631** | 1      | .935**   |
|                                                              | Sig. (2-tailed)     | .000   | .003   |        | .000     |
|                                                              | N                   | 20     | 20     | 20     | 20       |
| TOTAL_X2                                                     | Pearson Correlation | .825** | .765** | .935** | 1        |
|                                                              | Sig. (2-tailed)     | .000   | .000   | .000   |          |
|                                                              | N                   | 20     | 20     | 20     | 20       |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |          |

| Reliability Statistics |            |  |
|------------------------|------------|--|
| Cronbach's Alpha       | N of Items |  |
| .794                   | 3          |  |

### 3. Kepuasan Kerja Karyawan

| Correlations                                                 |                     |        |        |        |         |
|--------------------------------------------------------------|---------------------|--------|--------|--------|---------|
|                                                              |                     | Y.1    | Y.2    | Y.3    | TOTAL_Y |
| Y.1                                                          | Pearson Correlation | 1      | .630** | .762** | .874**  |
|                                                              | Sig. (2-tailed)     |        | .003   | .000   | .000    |
|                                                              | N                   | 20     | 20     | 20     | 20      |
| Y.2                                                          | Pearson Correlation | .630** | 1      | .882** | .911**  |
|                                                              | Sig. (2-tailed)     | .003   |        | .000   | .000    |
|                                                              | N                   | 20     | 20     | 20     | 20      |
| Y.3                                                          | Pearson Correlation | .762** | .882** | 1      | .962**  |
|                                                              | Sig. (2-tailed)     | .000   | .000   |        | .000    |
|                                                              | N                   | 20     | 20     | 20     | 20      |
| TOTAL_Y                                                      | Pearson Correlation | .874** | .911** | .962** | 1       |
|                                                              | Sig. (2-tailed)     | .000   | .000   | .000   |         |
|                                                              | N                   | 20     | 20     | 20     | 20      |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |         |

| Reliability Statistics |   |          |
|------------------------|---|----------|
| Cronbach's Alpha       | N | of Items |
| .903                   | 3 |          |



### Hasil Uji Validitas Instrumen

| Variabel                | Item Pernyataan | Total Pearson Correlation | R.Tabel | Keterangan |
|-------------------------|-----------------|---------------------------|---------|------------|
| Lingkungan Kerja        | 1               | 0,829                     | 0,444   | Valid      |
|                         | 2               | 0,793                     | 0,444   | Valid      |
|                         | 3               | 0,824                     | 0,444   | Valid      |
|                         | 4               | 0,748                     | 0,444   | Valid      |
|                         | 5               | 0,687                     | 0,444   | Valid      |
|                         | 6               | 0,758                     | 0,444   | Valid      |
|                         | 7               | 0,824                     | 0,444   | Valid      |
|                         | 8               | 0,786                     | 0,444   | Valid      |
|                         | 9               | 0,850                     | 0,444   | Valid      |
|                         | 10              | 0,828                     | 0,444   | Valid      |
| Komunikasi Internal     | 1               | 0,825                     | 0,444   | Valid      |
|                         | 2               | 0,765                     | 0,444   | Valid      |
|                         | 3               | 0,935                     | 0,444   | Valid      |
| Kepuasan Kerja Karyawan | 1               | 0,874                     | 0,444   | Valid      |
|                         | 2               | 0,911                     | 0,444   | Valid      |
|                         | 3               | 0,962                     | 0,444   | Valid      |

Berdasarkan hasil Uji Validitas dengan menggunakan Correlation Product maka dari 16 butir pernyataan yang diuji dan N = 20 (Karyawan PT J & T Cargo Kota Bengkulu), ternyata semua item pernyataan sah (Valid), sebab memiliki nilai korelasi lebih dari 0.444.

### Hasil Uji Reliabilitas

| NO | Variabel                | Cronbach's Alpha | Keterangan |
|----|-------------------------|------------------|------------|
| 1. | Lingkungan Kerja        | 0,932            | Reliabel   |
| 2. | Komunikasi Internal     | 0,794            | Reliabel   |
| 3. | Kepuasan Kerja Karyawan | 0,903            | Reliabel   |

Dari hasil Uji Reliabilitas yang dilakukan dengan menggunakan program statistik SPSS maka diperoleh Cronbach's Alpha lebih besar dari 0.60. Maka semua item pernyataan kuesioner dikatakan reliabel.

Lampiran 4.

**TABULASI DATA PENELITIAN**  
**PT. JNE EXPRESS KOTA BENGKULU**

| Resp<br>on | Lingkungan Kerja |         |         |         |         |         |         |         |         |           | TOTAL |
|------------|------------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------|-------|
|            | X1<br>1          | X1<br>2 | X1<br>3 | X1<br>4 | X1<br>5 | X1<br>6 | X1<br>7 | X1<br>8 | X1<br>9 | X1.<br>10 |       |
| 1          | 4                | 4       | 3       | 3       | 3       | 3       | 4       | 3       | 3       | 2         | 32    |
| 2          | 4                | 4       | 3       | 4       | 4       | 5       | 4       | 5       | 3       | 5         | 41    |
| 3          | 4                | 4       | 4       | 2       | 3       | 3       | 3       | 2       | 3       | 3         | 31    |
| 4          | 5                | 4       | 5       | 5       | 4       | 4       | 5       | 3       | 4       | 5         | 44    |
| 5          | 4                | 5       | 5       | 5       | 5       | 5       | 5       | 5       | 5       | 5         | 49    |
| 6          | 4                | 4       | 4       | 4       | 4       | 5       | 5       | 4       | 4       | 4         | 42    |
| 7          | 3                | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4         | 39    |
| 8          | 2                | 3       | 3       | 4       | 3       | 3       | 3       | 3       | 4       | 3         | 31    |
| 9          | 5                | 5       | 4       | 5       | 4       | 4       | 5       | 4       | 5       | 5         | 46    |
| 10         | 3                | 4       | 4       | 3       | 4       | 3       | 3       | 3       | 4       | 4         | 35    |
| 11         | 4                | 3       | 3       | 4       | 4       | 4       | 3       | 4       | 4       | 3         | 36    |
| 12         | 5                | 5       | 4       | 5       | 4       | 5       | 5       | 5       | 4       | 4         | 46    |
| 13         | 3                | 4       | 3       | 3       | 3       | 3       | 2       | 3       | 2       | 4         | 30    |
| 14         | 3                | 4       | 4       | 4       | 4       | 4       | 4       | 5       | 3       | 4         | 39    |
| 15         | 3                | 3       | 3       | 4       | 4       | 4       | 4       | 4       | 3       | 4         | 36    |
| 16         | 4                | 4       | 5       | 4       | 4       | 4       | 4       | 5       | 4       | 4         | 42    |
| 17         | 2                | 3       | 3       | 4       | 3       | 3       | 3       | 4       | 4       | 4         | 33    |
| 18         | 5                | 4       | 4       | 4       | 4       | 3       | 4       | 4       | 4       | 4         | 40    |
| 19         | 3                | 4       | 4       | 3       | 4       | 4       | 4       | 4       | 3       | 5         | 38    |
| 20         | 3                | 3       | 3       | 3       | 4       | 4       | 2       | 3       | 4       | 3         | 32    |
| 21         | 5                | 5       | 4       | 3       | 4       | 4       | 3       | 4       | 3       | 4         | 39    |
| 22         | 5                | 5       | 5       | 4       | 4       | 5       | 4       | 5       | 5       | 4         | 46    |
| 23         | 4                | 3       | 3       | 4       | 4       | 4       | 4       | 4       | 3       | 4         | 37    |
| 24         | 3                | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4         | 39    |
| 25         | 4                | 4       | 3       | 4       | 4       | 4       | 3       | 4       | 4       | 3         | 37    |
| 26         | 4                | 4       | 4       | 4       | 4       | 4       | 3       | 4       | 4       | 4         | 39    |
| 27         | 3                | 3       | 3       | 4       | 2       | 4       | 4       | 3       | 3       | 4         | 33    |
| 28         | 3                | 3       | 3       | 4       | 3       | 3       | 4       | 3       | 3       | 4         | 33    |
| 29         | 3                | 3       | 4       | 4       | 3       | 2       | 3       | 4       | 4       | 3         | 33    |
| 30         | 2                | 3       | 4       | 4       | 4       | 3       | 4       | 4       | 4       | 3         | 35    |
| 31         | 4                | 3       | 4       | 3       | 4       | 3       | 3       | 3       | 4       | 3         | 34    |

|                  |             |             |             |             |             |             |             |             |             |             |              |
|------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| 32               | 3           | 2           | 3           | 3           | 3           | 3           | 3           | 3           | 4           | 3           | 30           |
| 33               | 4           | 3           | 3           | 4           | 4           | 5           | 4           | 4           | 3           | 5           | 39           |
| 34               | 4           | 3           | 4           | 4           | 4           | 4           | 3           | 4           | 4           | 4           | 38           |
| 35               | 4           | 3           | 4           | 4           | 3           | 4           | 4           | 3           | 3           | 4           | 36           |
| 36               | 4           | 5           | 4           | 4           | 5           | 4           | 4           | 3           | 4           | 4           | 41           |
| 37               | 5           | 4           | 5           | 5           | 5           | 4           | 5           | 4           | 5           | 4           | 46           |
| 38               | 4           | 3           | 3           | 4           | 4           | 4           | 4           | 4           | 2           | 3           | 35           |
| 39               | 3           | 5           | 4           | 4           | 4           | 5           | 4           | 5           | 5           | 4           | 43           |
| 40               | 3           | 3           | 3           | 3           | 3           | 2           | 4           | 3           | 3           | 4           | 31           |
| 41               | 4           | 4           | 3           | 4           | 4           | 4           | 4           | 3           | 4           | 3           | 37           |
| 42               | 4           | 4           | 3           | 3           | 3           | 3           | 4           | 5           | 4           | 4           | 37           |
| 43               | 2           | 4           | 3           | 2           | 3           | 3           | 2           | 3           | 3           | 3           | 28           |
| 44               | 3           | 2           | 3           | 3           | 4           | 2           | 3           | 3           | 3           | 4           | 30           |
| 45               | 3           | 4           | 4           | 3           | 4           | 4           | 3           | 3           | 4           | 4           | 36           |
| 46               | 3           | 4           | 4           | 3           | 4           | 5           | 3           | 4           | 4           | 4           | 38           |
| 47               | 3           | 3           | 3           | 2           | 3           | 2           | 3           | 3           | 2           | 2           | 26           |
| 48               | 4           | 5           | 3           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 40           |
| 49               | 3           | 3           | 4           | 3           | 3           | 3           | 5           | 2           | 5           | 4           | 35           |
| 50               | 3           | 3           | 3           | 4           | 4           | 3           | 4           | 3           | 4           | 2           | 33           |
| 51               | 3           | 2           | 3           | 3           | 3           | 3           | 4           | 4           | 2           | 4           | 31           |
| 52               | 4           | 4           | 5           | 5           | 5           | 5           | 4           | 5           | 5           | 4           | 46           |
| 53               | 2           | 3           | 3           | 3           | 3           | 3           | 3           | 3           | 2           | 3           | 28           |
| 54               | 4           | 3           | 3           | 4           | 3           | 3           | 4           | 4           | 3           | 3           | 34           |
| 55               | 3           | 3           | 3           | 3           | 3           | 3           | 2           | 2           | 2           | 3           | 27           |
| 56               | 4           | 3           | 5           | 3           | 4           | 3           | 4           | 4           | 4           | 4           | 38           |
| 57               | 5           | 5           | 4           | 4           | 5           | 5           | 5           | 5           | 5           | 4           | 47           |
| 58               | 4           | 4           | 5           | 4           | 4           | 5           | 5           | 5           | 3           | 4           | 43           |
| 59               | 4           | 4           | 3           | 3           | 3           | 3           | 3           | 4           | 4           | 3           | 34           |
| 60               | 5           | 5           | 4           | 5           | 5           | 4           | 5           | 5           | 4           | 4           | 46           |
| <b>Jumlah</b>    | <b>217</b>  | <b>221</b>  | <b>220</b>  | <b>222</b>  | <b>225</b>  | <b>222</b>  | <b>224</b>  | <b>226</b>  | <b>219</b>  | <b>224</b>  |              |
| <b>Rata-rata</b> | <b>3.62</b> | <b>3.68</b> | <b>3.67</b> | <b>3.70</b> | <b>3.75</b> | <b>3.70</b> | <b>3.73</b> | <b>3.77</b> | <b>3.65</b> | <b>3.73</b> | <b>37.00</b> |

Sumber : Data penelitian PT. JNE Express Kota Bengkulu

## 2. Variabel Komunikasi Internal (X2)

| NO | Komunikasi Internal |      |      | Total |
|----|---------------------|------|------|-------|
|    | X2.1                | X2.2 | X2.3 |       |
| 1  | 4                   | 3    | 3    | 10    |
| 2  | 5                   | 4    | 5    | 14    |
| 3  | 4                   | 4    | 5    | 13    |
| 4  | 4                   | 4    | 4    | 12    |
| 5  | 4                   | 3    | 3    | 10    |
| 6  | 1                   | 3    | 2    | 6     |
| 7  | 5                   | 4    | 4    | 13    |
| 8  | 2                   | 3    | 2    | 7     |
| 9  | 5                   | 5    | 5    | 15    |
| 10 | 3                   | 3    | 3    | 9     |
| 11 | 4                   | 5    | 4    | 13    |
| 12 | 2                   | 2    | 2    | 6     |
| 13 | 3                   | 4    | 4    | 11    |
| 14 | 3                   | 4    | 4    | 11    |
| 15 | 3                   | 4    | 4    | 11    |
| 16 | 5                   | 5    | 5    | 15    |
| 17 | 4                   | 3    | 4    | 11    |
| 18 | 4                   | 3    | 4    | 11    |
| 19 | 3                   | 3    | 3    | 9     |
| 20 | 3                   | 3    | 4    | 10    |
| 21 | 3                   | 4    | 3    | 10    |
| 22 | 3                   | 4    | 3    | 10    |
| 23 | 2                   | 3    | 3    | 8     |
| 24 | 3                   | 3    | 4    | 10    |
| 25 | 3                   | 2    | 3    | 8     |
| 26 | 5                   | 4    | 4    | 13    |
| 27 | 4                   | 3    | 4    | 11    |
| 28 | 5                   | 4    | 4    | 13    |
| 29 | 5                   | 5    | 3    | 13    |
| 30 | 4                   | 4    | 5    | 13    |
| 31 | 4                   | 3    | 4    | 11    |
| 32 | 3                   | 3    | 3    | 9     |
| 33 | 5                   | 5    | 5    | 15    |
| 34 | 4                   | 5    | 5    | 14    |
| 35 | 3                   | 4    | 4    | 11    |

|                  |             |             |             |              |
|------------------|-------------|-------------|-------------|--------------|
| 36               | 5           | 4           | 5           | 14           |
| 37               | 3           | 3           | 4           | 10           |
| 38               | 4           | 3           | 4           | 11           |
| 39               | 4           | 3           | 3           | 10           |
| 40               | 4           | 4           | 4           | 12           |
| 41               | 4           | 4           | 3           | 11           |
| 42               | 4           | 4           | 4           | 12           |
| 43               | 5           | 4           | 4           | 13           |
| 44               | 4           | 3           | 4           | 11           |
| 45               | 3           | 4           | 4           | 11           |
| 46               | 3           | 4           | 4           | 11           |
| 47               | 4           | 5           | 5           | 14           |
| 48               | 3           | 5           | 4           | 12           |
| 49               | 4           | 4           | 4           | 12           |
| 50               | 4           | 4           | 3           | 11           |
| 51               | 3           | 4           | 4           | 11           |
| 52               | 3           | 4           | 4           | 11           |
| 53               | 4           | 4           | 3           | 11           |
| 54               | 3           | 3           | 4           | 10           |
| 55               | 3           | 3           | 3           | 9            |
| 56               | 4           | 5           | 4           | 13           |
| 57               | 5           | 4           | 4           | 13           |
| 58               | 4           | 3           | 4           | 11           |
| 59               | 2           | 4           | 4           | 10           |
| 60               | 3           | 4           | 4           | 11           |
| <b>Jumlah</b>    | <b>219</b>  | <b>224</b>  | <b>228</b>  |              |
| <b>Rata-rata</b> | <b>3.65</b> | <b>3.73</b> | <b>3.80</b> | <b>11.18</b> |

Sumber : Data penelitian PT. JNE Express Kota Bengkulu

### 3. Variabel Kepuasan Kerja Karyawan

| NO | Kepuasan Kerja Karyawan |      |      | Total |
|----|-------------------------|------|------|-------|
|    | X2.1                    | X2.2 | X2.3 |       |
| 1  | 3                       | 5    | 3    | 11    |
| 2  | 5                       | 4    | 4    | 13    |
| 3  | 4                       | 4    | 4    | 12    |
| 4  | 4                       | 4    | 4    | 12    |
| 5  | 5                       | 4    | 5    | 14    |
| 6  | 3                       | 3    | 2    | 8     |
| 7  | 4                       | 3    | 4    | 11    |
| 8  | 3                       | 3    | 2    | 8     |
| 9  | 5                       | 4    | 5    | 14    |
| 10 | 3                       | 2    | 2    | 7     |
| 11 | 4                       | 4    | 4    | 12    |
| 12 | 5                       | 4    | 5    | 14    |
| 13 | 3                       | 3    | 2    | 8     |
| 14 | 4                       | 4    | 3    | 11    |
| 15 | 4                       | 4    | 4    | 12    |
| 16 | 5                       | 5    | 4    | 14    |
| 17 | 2                       | 2    | 3    | 7     |
| 18 | 3                       | 3    | 3    | 9     |
| 19 | 3                       | 3    | 4    | 10    |
| 20 | 4                       | 3    | 3    | 10    |
| 21 | 3                       | 3    | 4    | 10    |
| 22 | 4                       | 4    | 4    | 12    |
| 23 | 2                       | 3    | 4    | 9     |
| 24 | 3                       | 3    | 2    | 8     |
| 25 | 3                       | 3    | 3    | 9     |
| 26 | 5                       | 4    | 5    | 14    |
| 27 | 3                       | 3    | 4    | 10    |
| 28 | 3                       | 3    | 4    | 10    |
| 29 | 4                       | 4    | 3    | 11    |
| 30 | 4                       | 4    | 3    | 11    |
| 31 | 2                       | 3    | 3    | 8     |
| 32 | 3                       | 3    | 3    | 9     |
| 33 | 4                       | 4    | 4    | 12    |
| 34 | 5                       | 5    | 5    | 15    |
| 35 | 2                       | 2    | 3    | 7     |

|                  |             |             |             |              |
|------------------|-------------|-------------|-------------|--------------|
| 36               | 5           | 5           | 5           | 15           |
| 37               | 5           | 4           | 4           | 13           |
| 38               | 4           | 4           | 4           | 12           |
| 39               | 3           | 3           | 4           | 10           |
| 40               | 3           | 3           | 2           | 8            |
| 41               | 3           | 3           | 4           | 10           |
| 42               | 4           | 3           | 3           | 10           |
| 43               | 3           | 3           | 4           | 10           |
| 44               | 4           | 4           | 5           | 13           |
| 45               | 3           | 3           | 4           | 10           |
| 46               | 4           | 3           | 4           | 11           |
| 47               | 4           | 4           | 4           | 12           |
| 48               | 3           | 4           | 4           | 11           |
| 49               | 5           | 3           | 3           | 11           |
| 50               | 4           | 4           | 4           | 12           |
| 51               | 3           | 3           | 3           | 9            |
| 52               | 4           | 5           | 5           | 14           |
| 53               | 3           | 4           | 3           | 10           |
| 54               | 3           | 4           | 4           | 11           |
| 55               | 3           | 4           | 3           | 10           |
| 56               | 3           | 4           | 4           | 11           |
| 57               | 5           | 5           | 5           | 15           |
| 58               | 4           | 4           | 4           | 12           |
| 59               | 3           | 3           | 3           | 9            |
| 60               | 4           | 4           | 3           | 11           |
| <b>Jumlah</b>    | 218         | 215         | 219         |              |
| <b>Rata-rata</b> | <b>3.63</b> | <b>3.58</b> | <b>3.65</b> | <b>10.87</b> |

Sumber : Data penelitian PT. JNE Express Kota Bengkulu

## Lampiran 5.

### HASIL OLAH DATA PENELITIAN

#### Hasil Uji Multikolinearitas, Regresi Linear Berganda, dan Uji T

| Coefficients <sup>a</sup>                  |                     |                             |            |                           |       |      |                         |       |
|--------------------------------------------|---------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model                                      |                     | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. | Collinearity Statistics |       |
|                                            |                     | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1                                          | (Constant)          | -1.403                      | 1.788      |                           | -784  | .436 |                         |       |
|                                            | Lingkungan Kerja    | .185                        | .037       | .491                      | 5.024 | .000 | 1.000                   | 1.000 |
|                                            | Komunikasi Internal | .484                        | .102       | .461                      | 4.724 | .000 | 1.000                   | 1.000 |
| a. Dependent Variable: Produktivitas Kerja |                     |                             |            |                           |       |      |                         |       |

#### Hasil Uji F

| ANOVA <sup>a</sup>                                               |            |                |    |             |        |                   |
|------------------------------------------------------------------|------------|----------------|----|-------------|--------|-------------------|
| Model                                                            |            | Sum of Squares | df | Mean Square | F      | Sig.              |
| 1                                                                | Regression | 119.079        | 2  | 59.540      | 23.924 | .000 <sup>b</sup> |
|                                                                  | Residual   | 141.854        | 57 | 2.489       |        |                   |
|                                                                  | Total      | 260.933        | 59 |             |        |                   |
| a. Dependent Variable: Kepuasan Kerja Karyawan                   |            |                |    |             |        |                   |
| b. Predictors: (Constant), Komunikasi Internal, Lingkungan Kerja |            |                |    |             |        |                   |

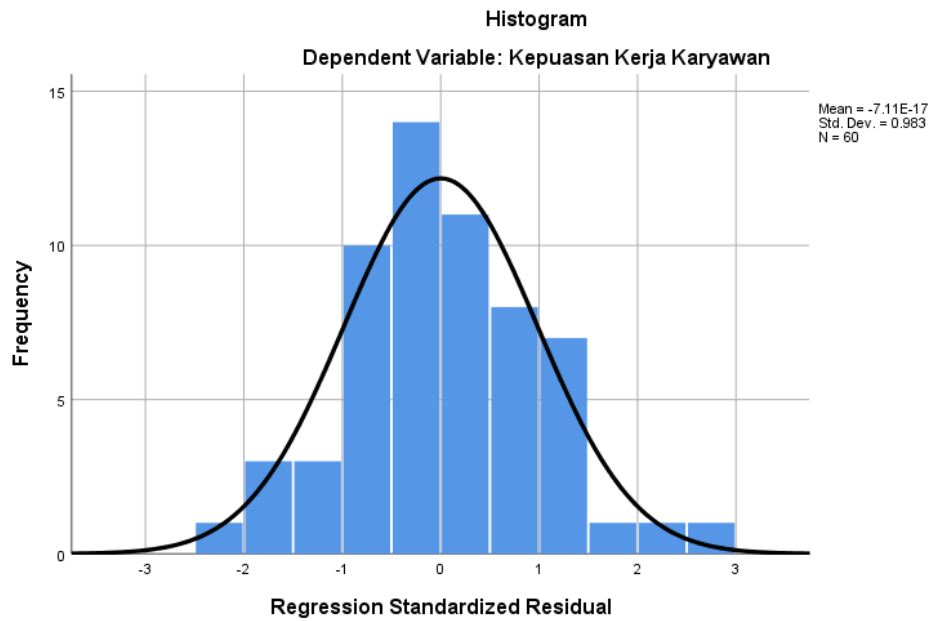
#### Hasil Uji Koefisien Determinasi

| Model Summary <sup>b</sup>                                       |                   |          |                   |                            |
|------------------------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                                            | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                                                | .676 <sup>a</sup> | .456     | .437              | 1.57755                    |
| a. Predictors: (Constant), Komunikasi Internal, Lingkungan Kerja |                   |          |                   |                            |
| b. Dependent Variable: Kepuasan Kerja Karyawan                   |                   |          |                   |                            |

| Collinearity Diagnostics <sup>a</sup>          |           |            |                 |                      |                  |                     |
|------------------------------------------------|-----------|------------|-----------------|----------------------|------------------|---------------------|
| Model                                          | Dimension | Eigenvalue | Condition Index | Variance Proportions |                  |                     |
|                                                |           |            |                 | (Constant)           | Lingkungan Kerja | Komunikasi Internal |
| 1                                              | 1         | 2.965      | 1.000           | .00                  | .00              | .00                 |
|                                                | 2         | .026       | 10.591          | .01                  | .34              | .67                 |
|                                                | 3         | .009       | 18.664          | .99                  | .66              | .33                 |
| a. Dependent Variable: Kepuasan Kerja Karyawan |           |            |                 |                      |                  |                     |

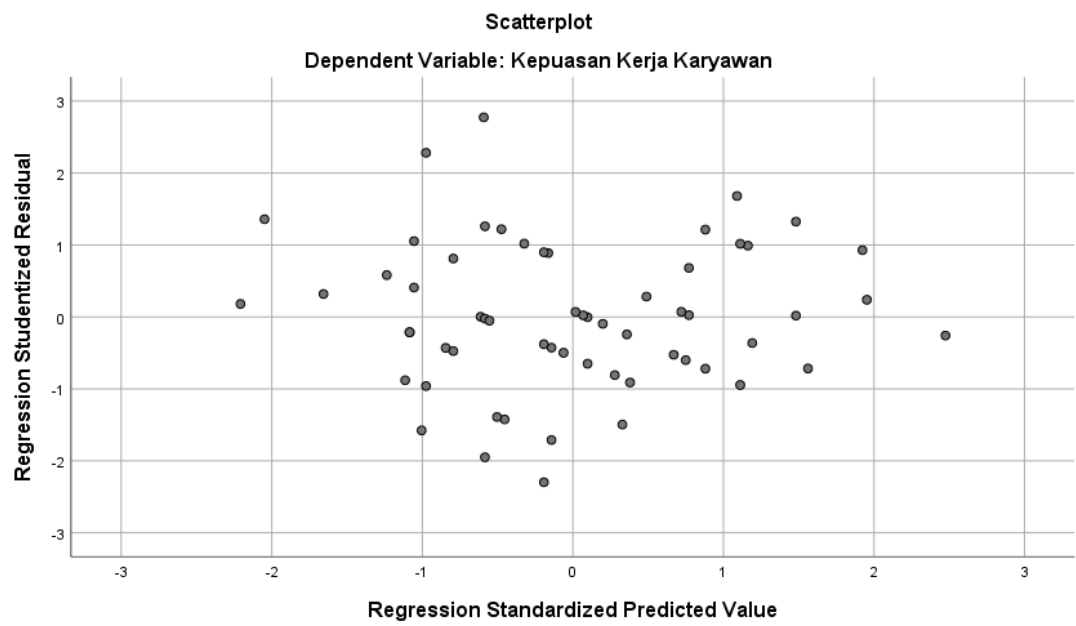
| Residuals Statistics <sup>a</sup>              |          |         |         |                |    |
|------------------------------------------------|----------|---------|---------|----------------|----|
|                                                | Minimum  | Maximum | Mean    | Std. Deviation | N  |
| Predicted Value                                | 7.7298   | 14.3819 | 10.8667 | 1.42066        | 60 |
| Std. Predicted Value                           | -2.208   | 2.474   | .000    | 1.000          | 60 |
| Standard Error of Predicted Value              | .205     | .660    | .337    | .106           | 60 |
| Adjusted Predicted Value                       | 7.6965   | 14.4348 | 10.8447 | 1.43330        | 60 |
| Residual                                       | -3.59263 | 3.97510 | .00000  | 1.55058        | 60 |
| Std. Residual                                  | -2.277   | 2.520   | .000    | .983           | 60 |
| Stud. Residual                                 | -2.297   | 2.774   | .007    | 1.014          | 60 |
| Deleted Residual                               | -3.65607 | 4.81927 | .02196  | 1.65140        | 60 |
| Stud. Deleted Residual                         | -2.390   | 2.957   | .009    | 1.034          | 60 |
| Mahal. Distance                                | .008     | 9.351   | 1.967   | 1.981          | 60 |
| Cook's Distance                                | .000     | .545    | .022    | .071           | 60 |
| Centered Leverage Value                        | .000     | .158    | .033    | .034           | 60 |
| a. Dependent Variable: Kepuasan Kerja Karyawan |          |         |         |                |    |

## Hasil Uji Normalitas



| One-Sample Kolmogorov-Smirnov Test                 |                |                         |
|----------------------------------------------------|----------------|-------------------------|
|                                                    |                | Unstandardized Residual |
| N                                                  |                | 60                      |
| Normal Parameters <sup>a,b</sup>                   | Mean           | .0000000                |
|                                                    | Std. Deviation | 1.55058376              |
| Most Extreme Differences                           | Absolute       | .088                    |
|                                                    | Positive       | .088                    |
|                                                    | Negative       | -.061                   |
| Test Statistic                                     |                | .088                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>                |                | .200 <sup>c,d</sup>     |
| a. Test distribution is Normal.                    |                |                         |
| b. Calculated from data.                           |                |                         |
| c. Lilliefors Significance Correction.             |                |                         |
| d. This is a lower bound of the true significance. |                |                         |

## Hasil Uji Heterokedatisitas



## Hasil Uji Validitas dan Reliabilitas

## Lingkungan Kerja (X1)

| Correlations                                                 |                     |        |        |        |        |        |        |        |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|                                                              |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | TOTAL_X1 |
| X1.1                                                         | Pearson Correlation | 1      | .536** | .436** | .461** | .498** | .451** | .510** | .401** | .333** | .307** | .698**   |
|                                                              | Sig. (2-tailed)     |        | .000   | .000   | .000   | .000   | .000   | .000   | .001   | .009   | .017   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.2                                                         | Pearson Correlation | .536** | 1      | .463** | .345** | .518** | .572** | .354** | .466** | .455** | .351** | .715**   |
|                                                              | Sig. (2-tailed)     | .000   |        | .000   | .007   | .000   | .000   | .006   | .000   | .000   | .006   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.3                                                         | Pearson Correlation | .436** | .463** | 1      | .388** | .551** | .424** | .459** | .386** | .544** | .429** | .704**   |
|                                                              | Sig. (2-tailed)     | .000   | .000   |        | .002   | .000   | .001   | .000   | .002   | .000   | .001   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.4                                                         | Pearson Correlation | .461** | .345** | .388** | 1      | .540** | .553** | .645** | .543** | .480** | .424** | .753**   |
|                                                              | Sig. (2-tailed)     | .000   | .007   | .002   |        | .000   | .000   | .000   | .000   | .000   | .001   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.5                                                         | Pearson Correlation | .498** | .518** | .551** | .540** | 1      | .595** | .410** | .514** | .517** | .365** | .763**   |
|                                                              | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |        | .000   | .001   | .000   | .000   | .004   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.6                                                         | Pearson Correlation | .451** | .572** | .424** | .553** | .595** | 1      | .442** | .595** | .373** | .511** | .777**   |
|                                                              | Sig. (2-tailed)     | .000   | .000   | .001   | .000   | .000   |        | .000   | .000   | .003   | .000   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.7                                                         | Pearson Correlation | .510** | .354** | .459** | .645** | .410** | .442** | 1      | .454** | .379** | .458** | .719**   |
|                                                              | Sig. (2-tailed)     | .000   | .006   | .000   | .000   | .001   | .000   |        | .000   | .003   | .000   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.8                                                         | Pearson Correlation | .401** | .466** | .386** | .543** | .514** | .595** | .454** | 1      | .342** | .410** | .722**   |
|                                                              | Sig. (2-tailed)     | .001   | .000   | .002   | .000   | .000   | .000   | .000   |        | .007   | .001   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.9                                                         | Pearson Correlation | .333** | .455** | .544** | .480** | .517** | .373** | .379** | .342** | 1      | .239   | .656**   |
|                                                              | Sig. (2-tailed)     | .009   | .000   | .000   | .000   | .000   | .003   | .003   | .007   |        | .066   | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| X1.10                                                        | Pearson Correlation | .307** | .351** | .429** | .424** | .365** | .511** | .458** | .410** | .239   | 1      | .622**   |
|                                                              | Sig. (2-tailed)     | .017   | .006   | .001   | .001   | .004   | .000   | .000   | .001   | .066   |        | .000     |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| TOTAL_X1                                                     | Pearson Correlation | .698** | .715** | .704** | .753** | .763** | .777** | .719** | .722** | .656** | .622** | 1        |
|                                                              | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |          |
|                                                              | N                   | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60     | 60       |
| **. 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 |
| .891                   | 10         |

### Komunikasi Internal (X2)

| Correlations |                     |        |        |        |          |
|--------------|---------------------|--------|--------|--------|----------|
|              |                     | X2.1   | X2.2   | X2.3   | TOTAL_X2 |
| X2.1         | Pearson Correlation | 1      | .450** | .558** | .838**   |
|              | Sig. (2-tailed)     |        | .000   | .000   | .000     |
|              | N                   | 60     | 60     | 60     | 60       |
| X2.2         | Pearson Correlation | .450** | 1      | .558** | .793**   |
|              | Sig. (2-tailed)     | .000   |        | .000   | .000     |
|              | N                   | 60     | 60     | 60     | 60       |
| X2.3         | Pearson Correlation | .558** | .558** | 1      | .843**   |
|              | Sig. (2-tailed)     | .000   | .000   |        | .000     |
|              | N                   | 60     | 60     | 60     | 60       |
| TOTAL_X2     | Pearson Correlation | .838** | .793** | .843** | 1        |
|              | Sig. (2-tailed)     | .000   | .000   | .000   |          |
|              | N                   | 60     | 60     | 60     | 60       |

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

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .760                   | 3          |

### Kepuasan Kerja Karyawan (Y)

| Correlations |                     |        |        |        |         |
|--------------|---------------------|--------|--------|--------|---------|
|              |                     | Y.1    | Y.2    | Y.3    | TOTAL_Y |
| Y.1          | Pearson Correlation | 1      | .656** | .555** | .869**  |
|              | Sig. (2-tailed)     |        | .000   | .000   | .000    |
|              | N                   | 60     | 60     | 60     | 60      |
| Y.2          | Pearson Correlation | .656** | 1      | .563** | .853**  |
|              | Sig. (2-tailed)     | .000   |        | .000   | .000    |
|              | N                   | 60     | 60     | 60     | 60      |
| Y.3          | Pearson Correlation | .555** | .563** | 1      | .836**  |
|              | Sig. (2-tailed)     | .000   | .000   |        | .000    |
|              | N                   | 60     | 60     | 60     | 60      |
| TOTAL_Y      | Pearson Correlation | .869** | .853** | .836** | 1       |
|              | Sig. (2-tailed)     | .000   | .000   | .000   |         |
|              | N                   | 60     | 60     | 60     | 60      |

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

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .809                   | 3          |

### Hasil Uji Validitas dan Reliabilitas

| Hasil Uji Validitas     |                         |                           |                 |            |
|-------------------------|-------------------------|---------------------------|-----------------|------------|
| Variabel                | Item Pernyataan         | Total Pearson Correlation | R.Tabel         | Keterangan |
| Lingkungan Kerja        | 1                       | 0,698                     | 0,254           | Valid      |
|                         | 2                       | 0,715                     | 0,254           | Valid      |
|                         | 3                       | 0,704                     | 0,254           | Valid      |
|                         | 4                       | 0,753                     | 0,254           | Valid      |
|                         | 5                       | 0,763                     | 0,254           | Valid      |
|                         | 6                       | 0,777                     | 0,254           | Valid      |
|                         | 7                       | 0,719                     | 0,254           | Valid      |
|                         | 8                       | 0,722                     | 0,254           | Valid      |
|                         | 9                       | 0,656                     | 0,254           | Valid      |
|                         | 10                      | 0,622                     | 0,254           | Valid      |
| Komunikasi Internal     | 1                       | 0,838                     | 0,254           | Valid      |
|                         | 2                       | 0,793                     | 0,254           | Valid      |
|                         | 3                       | 0,843                     | 0,254           | Valid      |
| Kepuasan Kerja Karyawan | 1                       | 0,869                     | 0,254           | Valid      |
|                         | 2                       | 0,853                     | 0,254           | Valid      |
|                         | 3                       | 0,836                     | 0,254           | Valid      |
| Hasil Uji Reabilitas    |                         |                           |                 |            |
| NO                      | Variabel                | Cronbach's Alpha          | Koefisien Alpha | Keterangan |
| 1.                      | Lingkungan Kerja        | 0,891                     | 0.60            | Reliabel   |
| 2.                      | Komunikasi Internal     | 0,760                     | 0.60            | Reliabel   |
| 3.                      | Kepuasan Kerja Karyawan | 0,809                     | 0.60            | Reliabel   |

**TABEL R**

| Df = n-2 | 0.1     | 0.05   | 0.02    | 0.01   | 0.001   |
|----------|---------|--------|---------|--------|---------|
|          | r 0,005 | r 0,05 | r 0,025 | r 0,01 | r 0,001 |
| 41       | 0.2542  | 0.3008 | 0.3536  | 0.3887 | 0.4843  |
| 42       | 0.2512  | 0.2973 | 0.3496  | 0.3843 | 0.4791  |
| 43       | 0.2483  | 0.2940 | 0.3457  | 0.3801 | 0.4742  |
| 44       | 0.2455  | 0.2907 | 0.3420  | 0.3761 | 0.4694  |
| 45       | 0.2429  | 0.2876 | 0.3384  | 0.3721 | 0.4647  |
| 46       | 0.2403  | 0.2845 | 0.3348  | 0.3683 | 0.4601  |
| 47       | 0.2377  | 0.2816 | 0.3314  | 0.3646 | 0.4557  |
| 48       | 0.2353  | 0.2787 | 0.3281  | 0.3610 | 0.4514  |
| 49       | 0.2329  | 0.2759 | 0.3249  | 0.3575 | 0.4473  |
| 50       | 0.2306  | 0.2732 | 0.3218  | 0.3542 | 0.4432  |
| 51       | 0.2284  | 0.2706 | 0.3188  | 0.3509 | 0.4393  |
| 52       | 0.2262  | 0.2681 | 0.3158  | 0.3477 | 0.4354  |
| 53       | 0.2241  | 0.2656 | 0.3129  | 0.3445 | 0.4317  |
| 54       | 0.2221  | 0.2632 | 0.3102  | 0.3415 | 0.4280  |
| 55       | 0.2201  | 0.2609 | 0.3074  | 0.3385 | 0.4244  |
| 56       | 0.2181  | 0.2586 | 0.3048  | 0.3357 | 0.4210  |
| 57       | 0.2162  | 0.2564 | 0.3022  | 0.3328 | 0.4176  |
| 58       | 0.2144  | 0.2542 | 0.2997  | 0.3301 | 0.4143  |
| 59       | 0.2126  | 0.2521 | 0.2972  | 0.3274 | 0.4110  |
| 60       | 0.2108  | 0.2500 | 0.2948  | 0.3248 | 0.4079  |
| 61       | 0.2091  | 0.2480 | 0.2925  | 0.3223 | 0.4048  |
| 62       | 0.2075  | 0.2461 | 0.2902  | 0.3198 | 0.4018  |
| 63       | 0.2058  | 0.2441 | 0.2880  | 0.3173 | 0.3988  |
| 64       | 0.2042  | 0.2423 | 0.2858  | 0.3150 | 0.3959  |
| 65       | 0.2027  | 0.2404 | 0.2837  | 0.3126 | 0.3931  |
| 66       | 0.2012  | 0.2387 | 0.2816  | 0.3104 | 0.3903  |
| 67       | 0.1997  | 0.2369 | 0.2796  | 0.3081 | 0.3876  |
| 68       | 0.1982  | 0.2352 | 0.2776  | 0.3060 | 0.3850  |
| 69       | 0.1968  | 0.2335 | 0.2756  | 0.3038 | 0.3823  |
| 70       | 0.1954  | 0.2319 | 0.2737  | 0.3017 | 0.3798  |
| 71       | 0.1940  | 0.2303 | 0.2718  | 0.2997 | 0.3773  |
| 72       | 0.1927  | 0.2287 | 0.2700  | 0.2977 | 0.3748  |
| 73       | 0.1914  | 0.2272 | 0.2682  | 0.2957 | 0.3724  |
| 74       | 0.1901  | 0.2257 | 0.2664  | 0.2938 | 0.3701  |
| 75       | 0.1888  | 0.2242 | 0.2647  | 0.2919 | 0.3678  |
| 76       | 0.1876  | 0.2227 | 0.2630  | 0.2900 | 0.3655  |
| 77       | 0.1864  | 0.2213 | 0.2613  | 0.2882 | 0.3633  |
| 78       | 0.1852  | 0.2199 | 0.2597  | 0.2864 | 0.3611  |
| 79       | 0.1841  | 0.2185 | 0.2581  | 0.2847 | 0.3589  |
| 80       | 0.1829  | 0.2172 | 0.2565  | 0.2830 | 0.3568  |
| 81       | 0.1818  | 0.2159 | 0.2550  | 0.2813 | 0.3547  |
| 82       | 0.1807  | 0.2146 | 0.2535  | 0.2796 | 0.3527  |
| 83       | 0.1796  | 0.2133 | 0.2520  | 0.2780 | 0.3507  |

**Tabel T**

|    |       |       |       |       |       |       |       |
|----|-------|-------|-------|-------|-------|-------|-------|
| 42 | 1,302 | 1,682 | 2,018 | 2,418 | 2,698 | 3,296 | 3,538 |
| 43 | 1,302 | 1,681 | 2,017 | 2,416 | 2,695 | 3,291 | 3,532 |
| 44 | 1,301 | 1,680 | 2,015 | 2,414 | 2,692 | 3,286 | 3,526 |
| 45 | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 | 3,281 | 3,520 |
| 46 | 1,300 | 1,679 | 2,013 | 2,410 | 2,687 | 3,277 | 3,515 |
| 47 | 1,300 | 1,678 | 2,012 | 2,408 | 2,685 | 3,273 | 3,510 |
| 48 | 1,299 | 1,677 | 2,011 | 2,407 | 2,682 | 3,269 | 3,505 |
| 49 | 1,299 | 1,677 | 2,010 | 2,405 | 2,680 | 3,265 | 3,500 |
| 50 | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 | 3,261 | 3,496 |
| 51 | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 | 3,258 | 3,492 |
| 52 | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 | 3,255 | 3,488 |
| 53 | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 | 3,251 | 3,484 |
| 54 | 1,297 | 1,674 | 2,005 | 2,397 | 2,670 | 3,248 | 3,480 |
| 55 | 1,297 | 1,673 | 2,004 | 2,396 | 2,668 | 3,245 | 3,476 |
| 56 | 1,297 | 1,673 | 2,003 | 2,395 | 2,667 | 3,242 | 3,473 |
| 57 | 1,297 | 1,672 | 2,002 | 2,394 | 2,665 | 3,239 | 3,470 |
| 58 | 1,296 | 1,672 | 2,002 | 2,392 | 2,663 | 3,237 | 3,466 |
| 59 | 1,296 | 1,671 | 2,001 | 2,391 | 2,662 | 3,234 | 3,463 |
| 60 | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 | 3,232 | 3,460 |
| 61 | 1,296 | 1,670 | 2,000 | 2,389 | 2,659 | 3,229 | 3,457 |
| 62 | 1,295 | 1,670 | 1,999 | 2,388 | 2,657 | 3,227 | 3,454 |
| 63 | 1,295 | 1,669 | 1,998 | 2,387 | 2,656 | 3,225 | 3,452 |
| 64 | 1,295 | 1,669 | 1,998 | 2,386 | 2,655 | 3,223 | 3,449 |
| 65 | 1,295 | 1,669 | 1,997 | 2,385 | 2,654 | 3,220 | 3,447 |
| 66 | 1,295 | 1,668 | 1,997 | 2,384 | 2,652 | 3,218 | 3,444 |
| 67 | 1,294 | 1,668 | 1,996 | 2,383 | 2,651 | 3,216 | 3,442 |
| 68 | 1,294 | 1,668 | 1,995 | 2,382 | 2,650 | 3,214 | 3,439 |
| 69 | 1,294 | 1,667 | 1,995 | 2,382 | 2,649 | 3,213 | 3,437 |
| 70 | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 | 3,211 | 3,435 |
| 71 | 1,294 | 1,667 | 1,994 | 2,380 | 2,647 | 3,209 | 3,433 |
| 72 | 1,293 | 1,666 | 1,993 | 2,379 | 2,646 | 3,207 | 3,431 |
| 73 | 1,293 | 1,666 | 1,993 | 2,379 | 2,645 | 3,206 | 3,429 |
| 74 | 1,293 | 1,666 | 1,993 | 2,378 | 2,644 | 3,204 | 3,427 |
| 75 | 1,293 | 1,665 | 1,992 | 2,377 | 2,643 | 3,202 | 3,425 |
| 76 | 1,293 | 1,665 | 1,992 | 2,376 | 2,642 | 3,201 | 3,423 |
| 77 | 1,293 | 1,665 | 1,991 | 2,376 | 2,641 | 3,199 | 3,421 |
| 78 | 1,292 | 1,665 | 1,991 | 2,375 | 2,640 | 3,198 | 3,420 |
| 79 | 1,292 | 1,664 | 1,990 | 2,374 | 2,640 | 3,197 | 3,418 |
| 80 | 1,292 | 1,664 | 1,990 | 2,374 | 2,639 | 3,195 | 3,416 |
| 81 | 1,292 | 1,664 | 1,990 | 2,373 | 2,638 | 3,194 | 3,415 |
| 82 | 1,292 | 1,664 | 1,989 | 2,373 | 2,637 | 3,193 | 3,413 |
| 83 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 | 3,191 | 3,412 |
| 84 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 | 3,190 | 3,410 |
| 85 | 1,292 | 1,663 | 1,988 | 2,371 | 2,635 | 3,189 | 3,409 |

Tabel F

Bora Alviolesa, S.E., M.Si. | Tabel F

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk<br>penyebut<br>(N2) | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                              | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 46                           | 4.05                    | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47                           | 4.05                    | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48                           | 4.04                    | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49                           | 4.04                    | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50                           | 4.03                    | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51                           | 4.03                    | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52                           | 4.03                    | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53                           | 4.02                    | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54                           | 4.02                    | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55                           | 4.02                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56                           | 4.01                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57                           | 4.01                    | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58                           | 4.01                    | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59                           | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60                           | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61                           | 4.00                    | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62                           | 4.00                    | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63                           | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64                           | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65                           | 3.99                    | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66                           | 3.99                    | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67                           | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68                           | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69                           | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70                           | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71                           | 3.98                    | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72                           | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73                           | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74                           | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75                           | 3.97                    | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76                           | 3.97                    | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77                           | 3.97                    | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78                           | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79                           | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80                           | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81                           | 3.96                    | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82                           | 3.96                    | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83                           | 3.96                    | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84                           | 3.95                    | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85                           | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86                           | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87                           | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88                           | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89                           | 3.95                    | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90                           | 3.95                    | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |