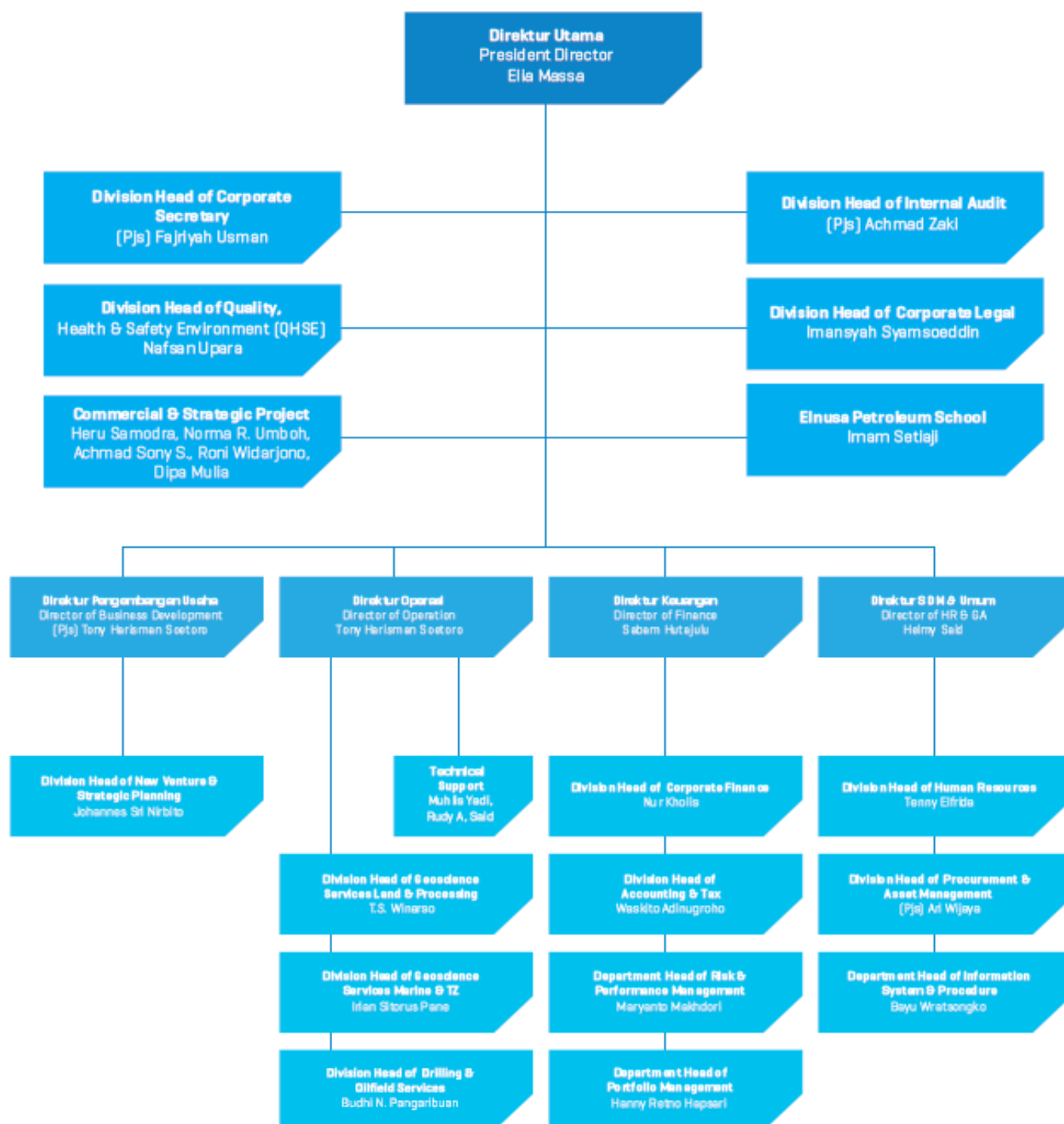


1. Bagan Struktur Organisasi PT Elnusa Tbk. Jakarta

STRUKTUR ORGANISASI Organization Structure



2. Kuisioner Peneletian

KUESIONER PENELITIAN

Kepada Yth: Bapak/Ibu

PT Elnusa Tbk

Jakarta

Dengan hormat,

Demi tercapainya penelitian yang berjudul *Pengaruh Keselamatan dan Kesehatan Kerja (K3) terhadap Motivasi Kerja Karyawan (Studi pada Karyawan bagian Drilling & Oilfield Services PT Elnusa Tbk Jakarta)*, maka saya mohon kesediaan Bapak/Ibu untuk meluangkan waktu mengisi kuisioner ini dengan lengkap dan sejujurnya.

Penelitian ini dimaksudkan guna memenuhi persyaratan dalam penyelesaian studi pada Fakultas Ilmu Administrasi di Universitas Brawijaya Malang. Kuisioner ini semata-mata untuk kepentingan ilmiah, oleh karena itu saya menjaga kerahasiaan identitas yang diberikan.

Atas bantuan serta kesediaan Bapak/Ibu mengisi daftar pernyataan ini saya mengucapkan terima kasih.

Hormat Saya,

Bayu Ramdan Hedianto

NIM. 105030201111068

IDENTITAS RESPONDEN

Nama : (boleh tidak diisi)
 Usia : tahun
 Masa Kerja : tahun
 Jenis Kelamin : laki-laki/perempuan *)
 Tingkat Pendidikan Terakhir : SMA sederajat/Diploma/Sarjana**)

*)coret yang tidak perlu

**)lingkari yang sesuai

PETUNJUK PENGISIAN

1. Berilah tanda “X” (silang) pada salah satu kolom SS, S, R, TS, STS yang telah tersedia sesuai jawaban Anda.
2. Kolom SS untuk jawaban Sangat Setuju
3. Kolom S untuk jawaban Setuju
4. Kolom R untuk jawaban Ragu-Ragu
5. Kolom TS untuk jawaban Tidak Setuju
6. Kolom STS untuk jawaban Sangat Tidak Setuju

No	Pertanyaan	SS	S	R	TS	STS
A. Keselamatan Kerja						
1	Penyimpanan barang-barang berbahaya telah diperhitungkan keamanannya oleh perusahaan					
2	Peralatan perlindungan kerja yang telah disediakan dalam kondisi yang baik					
3	Perlengkapan pertolongan kecelakaan kerja telah disediakan oleh perusahaan					
4	Perusahaan sudah memberikan sosialisasi pencegahan kecelakaan kepada karyawan secara rutin					

No	Pertanyaan	SS	S	R	TS	STS
B. Kesehatan Kerja						
1	Kebersihan tempat kerja karyawan terjaga					
2	Sirkulasi udara di tempat kerja terjaga/baik					
3	Sarana air bersih tersedia dengan baik					
4	Tersedianya sarana olah raga yang baik					
5	Tersedianya sarana kamar mandi/WC yang terjaga kebersihannya					
6	Perusahaan telah memberikan pelayanan kesehatan kepada					

	karyawan					
7	Perusahaan telah mengadakan pemeriksaan kesehatan karyawan secara rutin					
8	Perusahaan telah memberikan jaminan kesehatan kepada karyawan					

No	Pertanyaan	SS	S	R	TS	STS
C. Motivasi Kerja						
1	Gaji yang anda diterima sesuai dengan kebutuhan kehidupan hidup saat ini					
2	Gaji yang anda diterima sesuai dengan tugas yang dibebankan					
3	Hubungan sosial antar karyawan berjalan dengan baik					
4	Komunikasi dengan atasan terjalin dengan baik					
5	Penghargaan yang diperoleh dari setiap hasil kerja sudah sesuai					
6	Kesempatan untuk mengembangkan karir terbuka lebar					



3. Distribusi Frekuensi Kuisisioner

a. Distribusi Kuisisioner

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
x1.1	86	3	5	3.73	.562
X1.2	86	2	5	3.79	.688
X1.3	86	3	5	3.78	.562
X1.4	86	3	5	3.49	.664
TOTAL X2	86	11	20	14.79	1.861
x2.1	86	2	5	4.03	.622
x2.2	86	2	5	3.62	.672
x2.3	86	2	5	4.00	.614
x2.4	86	1	5	3.15	.988
x2.5	86	3	5	3.78	.470
x2.6	86	1	5	3.77	1.103
x2.7	86	1	5	3.21	1.149
x2.8	86	3	5	3.85	.790
TOTAL X2	86	21	38	29.41	3.978
y1	86	1	5	3.21	.799
y2	86	1	4	3.09	.835
y3	86	3	5	4.16	.482
y4	86	3	5	4.02	.460
y5	86	2	5	3.63	.736
y6	86	2	5	3.74	.948
TOTAL Y	86	16	29	21.86	2.979
Valid N (listwise)	86				

b. Frekuensi Variabel Keselamatan Kerja (X₁)

Statistics

		x1.1	X1.2	X1.3	X1.4
N	Valid	86	86	86	86
	Missing	4	4	4	4

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	31.1	32.6	32.6
	4	53	58.9	61.6	94.2
	5	5	5.6	5.8	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.2	1.2
	3	28	31.1	32.6	33.7
	4	45	50.0	52.3	86.0
	5	12	13.3	14.0	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	27.8	29.1	29.1
	4	55	61.1	64.0	93.0
	5	6	6.7	7.0	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	52	57.8	60.5	60.5
	4	26	28.9	30.2	90.7
	5	8	8.9	9.3	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

c. Frekuensi Variabel Kesehatan Kerja (X₂)

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8
N	Valid	86	86	86	86	86	86	86	86
	Missing	4	4	4	4	4	4	4	4

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.2	1.2
	3	12	13.3	14.0	15.1
	4	56	62.2	65.1	80.2
	5	17	18.9	19.8	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.3	3.5	3.5
	3	33	36.7	38.4	41.9
	4	44	48.9	51.2	93.0
	5	6	6.7	7.0	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.2	1.2
	3	13	14.4	15.1	16.3
	4	57	63.3	66.3	82.6
	5	15	16.7	17.4	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.3	3.5	3.5
	2	20	22.2	23.3	26.7
	3	31	34.4	36.0	62.8
	4	25	27.8	29.1	91.9
	5	7	7.8	8.1	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	23.3	24.4	24.4
	4	63	70.0	73.3	97.7
	5	2	2.2	2.3	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

x2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	7	7.8	8.1	8.1
3	22	24.4	25.6	33.7
4	34	37.8	39.5	73.3
5	23	25.6	26.7	100.0
Total	86	95.6	100.0	
Missing System	4	4.4		
Total	90	100.0		

x2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	7	7.8	8.1	8.1
2	16	17.8	18.6	26.7
3	27	30.0	31.4	58.1
4	24	26.7	27.9	86.0
5	12	13.3	14.0	100.0
Total	86	95.6	100.0	
Missing System	4	4.4		
Total	90	100.0		

x2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	34	37.8	39.5	39.5
4	31	34.4	36.0	75.6
5	21	23.3	24.4	100.0
Total	86	95.6	100.0	
Missing System	4	4.4		
Total	90	100.0		

d. Frekuensi Variabel Motivasi kerja (Y)

Statistics

		y1	y2	y3	y4	y5	y6
N	Valid	86	86	86	86	86	86
	Missing	4	4	4	4	4	4

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.2	2.3	2.3
	2	12	13.3	14.0	16.3
	3	40	44.4	46.5	62.8
	4	30	33.3	34.9	97.7
	5	2	2.2	2.3	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.2	2.3	2.3
	2	20	22.2	23.3	25.6
	3	32	35.6	37.2	62.8
	4	32	35.6	37.2	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	4.4	4.7	4.7
	4	64	71.1	74.4	79.1
	5	18	20.0	20.9	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	8.9	9.3	9.3
	4	68	75.6	79.1	88.4
	5	10	11.1	11.6	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8.9	9.3	9.3
	3	21	23.3	24.4	33.7
	4	52	57.8	60.5	94.2
	5	5	5.6	5.8	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		

y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	12.2	12.8	12.8
	3	19	21.1	22.1	34.9
	4	37	41.1	43.0	77.9
	5	19	21.1	22.1	100.0
	Total	86	95.6	100.0	
Missing	System	4	4.4		
Total		90	100.0		



4. Uji Validitas dan Reabilitas Kuisiонер

a. Uji Validitas dan Reabilitas Variabel Keselamatan Kerja (X₁)

Correlations

		x1.1	X1.2	X1.3	X1.4	TOTAL X1
x1.1	Pearson	1	.401**	.556**	.323**	.733**
	Correlation					
	Sig. (2-tailed)		.000	.000	.002	.000
	N	86	86	86	86	86
X1.2	Pearson	.401**	1	.549**	.355**	.783**
	Correlation					
	Sig. (2-tailed)	.000		.000	.001	.000
	N	86	86	86	86	86
X1.3	Pearson	.556**	.549**	1	.356**	.800**
	Correlation					
	Sig. (2-tailed)	.000	.000		.001	.000
	N	86	86	86	86	86
X1.4	Pearson	.323**	.355**	.356**	1	.693**
	Correlation					
	Sig. (2-tailed)	.002	.001	.001		.000
	N	86	86	86	86	86
TOTAL X1	Pearson	.733**	.783**	.800**	.693**	1
	Correlation					
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	86	86	86	86	86

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

Case Processing Summary

		N	%
Cases	Valid	86	95.6
	Excluded ^a	4	4.4
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.738	4



b. Uji Validitas dan Reabilitas Variabel Kesehatan Kerja (X₂)

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	TOTAL X2
x2.1	Pearson	1	.258*	.493**	.297**	.308**	.338**	.088	.226*	.550**
	Correlation									
	Sig. (2-tailed)		.017	.000	.005	.004	.001	.418	.036	.000
	N	86	86	86	86	86	86	86	86	86
x2.2	Pearson	.258*	1	.286**	.071	.138	.212	-.032	.422**	.420**
	Correlation									
	Sig. (2-tailed)	.017		.008	.518	.205	.050	.771	.000	.000
	N	86	86	86	86	86	86	86	86	86
x2.3	Pearson	.493*	.286**	1	.291**	.367**	.330**	.017	.243*	.540**
	Correlation									
	Sig. (2-tailed)	.000	.008		.007	.001	.002	.879	.024	.000
	N	86	86	86	86	86	86	86	86	86
x2.4	Pearson	.297*	.071	.291**	1	.427**	.281**	.355**	.105	.604**
	Correlation									
	Sig. (2-tailed)	.005	.518	.007		.000	.009	.001	.336	.000
	N	86	86	86	86	86	86	86	86	86
x2.5	Pearson	.308*	.138	.367**	.427**	1	.603**	.391**	.447**	.722**
	Correlation									
	Sig. (2-tailed)	.004	.205	.001	.000		.000	.000	.000	.000
	N	86	86	86	86	86	86	86	86	86
x2.6	Pearson	.338*	.212	.330**	.281**	.603**	1	.457**	.608**	.810**
	Correlation									
	Sig. (2-tailed)	.001	.050	.002	.009	.000		.000	.000	.000
	N	86	86	86	86	86	86	86	86	86
x2.7	Pearson	.088	-.032	.017	.355**	.391**	.457**	1	.178	.596**
	Correlation									
	Sig. (2-tailed)	.418	.771	.879	.001	.000	.000		.101	.000
	N	86	86	86	86	86	86	86	86	86

x2.8	Pearson	.226*	.422**	.243*	.105	.447**	.608**	.178	1	.641**
	Correlation									
	Sig. (2-tailed)	.036	.000	.024	.336	.000	.000	.101		.000
	N	86	86	86	86	86	86	86	86	86
TOTAL X2	Pearson	.550*	.420**	.540**	.604**	.722**	.810**	.596**	.641**	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86	86	86

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

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

Case Processing Summary

	N	%
Cases Valid	86	95.6
Excluded ^a	4	4.4
Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.745	9

5. Uji Validitas dan Reabilitas Variabel Motivasi Kerja (Y)

Correlations

		y1	y2	y3	y4	y5	y6	TOTAL Y
y1	Pearson Correlation	1	.711**	.216*	.083	.554**	.398**	.779**
	Sig. (2-tailed)		.000	.046	.449	.000	.000	.000
	N	86	86	86	86	86	86	86
y2	Pearson Correlation	.711*	1	.254*	.117	.497**	.491**	.809**
	Sig. (2-tailed)	.000		.018	.284	.000	.000	.000
	N	86	86	86	86	86	86	86
y3	Pearson Correlation	.216*	.254*	1	.089	.239*	.144	.410**
	Sig. (2-tailed)	.046	.018		.415	.027	.186	.000
	N	86	86	86	86	86	86	86
y4	Pearson Correlation	.083	.117	.089	1	.095	.500**	.406**
	Sig. (2-tailed)	.449	.284	.415		.382	.000	.000
	N	86	86	86	86	86	86	86
y5	Pearson Correlation	.554*	.497**	.239*	.095	1	.502**	.748**
	Sig. (2-tailed)	.000	.000	.027	.382		.000	.000
	N	86	86	86	86	86	86	86
y6	Pearson Correlation	.398*	.491**	.144	.500**	.502**	1	.787**
	Sig. (2-tailed)	.000	.000	.186	.000	.000		.000
	N	86	86	86	86	86	86	86
TOTAL Y	Pearson Correlation	.779*	.809**	.410**	.406**	.748**	.787**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

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

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

Case Processing Summary

		N	%
Cases	Valid	86	95.6
	Excluded ^a	4	4.4
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.765	6



5. Analisis Regresi Linear Berganda

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1 dimension0	Kesehatan Kerja (X2), Keselamatan Kerja (X1) ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1 dimension0	.721 ^a	.520	.508	2.089	.520	44.966	2	83	.000	2.459

a. Predictors: (Constant), Kesehatan Kerja (X2), Keselamatan Kerja (X1)

b. Dependent Variable: Motivasi Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	392.283	2	196.142	44.966	.000 ^a
	Residual	362.042	83	4.362		
	Total	754.326	85			

a. Predictors: (Constant), Kesehatan Kerja (X2), Keselamatan Kerja (X1)

b. Dependent Variable: Motivasi Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4.241	1.904		2.227	.029					
Keselamatan Kerja (X1)	.471	.171	.294	2.759	.007	.634	.290	.210	.508	1.969
Kesehatan Kerja (X2)	.362	.080	.483	4.529	.000	.690	.445	.344	.508	1.969

a. Dependent Variable: Motivasi Kerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Keselamatan Kerja (X1)	Kesehatan Kerja (X2)
1	1	2.986	1.000	.00	.00	.00
	dim 2	.010	17.688	.96	.07	.24
	dim 3	.005	24.750	.04	.93	.75

a. Dependent Variable: Motivasi Kerja

Residuals Statistics^a

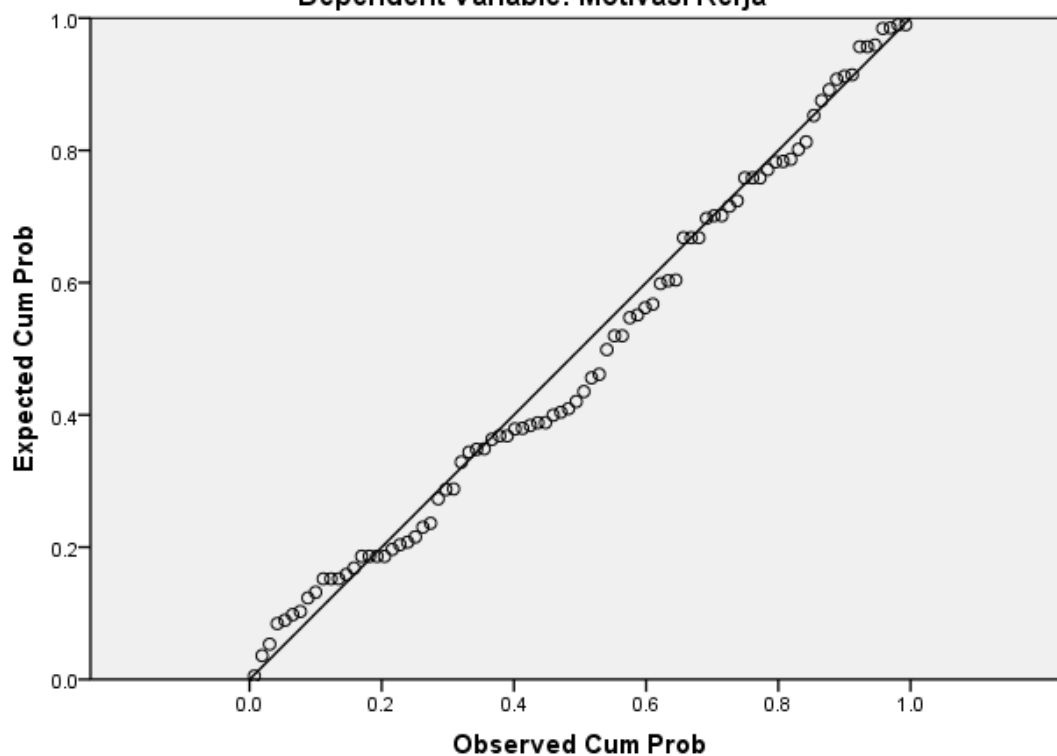
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17.50	26.59	21.86	2.148	86
Std. Predicted Value	-2.029	2.203	.000	1.000	86
Standard Error of Predicted Value	.228	.887	.370	.123	86
Adjusted Predicted Value	17.60	26.64	21.87	2.142	86
Residual	-5.369	4.855	.000	2.064	86
Std. Residual	-2.571	2.325	.000	.988	86
Stud. Residual	-2.594	2.351	-.003	1.005	86
Deleted Residual	-5.465	4.968	-.012	2.136	86
Stud. Deleted Residual	-2.689	2.419	-.001	1.017	86
Mahal. Distance	.022	14.330	1.977	2.229	86
Cook's Distance	.000	.090	.012	.017	86
Centered Leverage Value	.000	.169	.023	.026	86

Dependent Variable: Motivasi Kerja



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Motivasi Kerja



Scatterplot

Dependent Variable: Motivasi Kerja

