DAFTAR RIWAYAT HIDUP

Nama	: Khoirun Nisak
Tempat, Tanggal Lahir	: Pangkalpinang, 18 November 1995
Jenis Kelamin	: Perempuan
Agama	: Islam
Pendidikan Terakhir	: S1 (Sarjana Ekonomi)
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Pendidikan Formal

1. 2013-2017	: Universitas Bangka Belitung (Fakultas Ekonomi, Program Studi Manajemen), Balunijuk
2. 2010-2013	: SMK PGRI Semabung Pangkalpinang
3. 2007-2010	: MTs.N Pangkalpinang
4. 2001-2007	: SD N 43 Pangkalpinang

LAMPIRAN 1 KUESIONER PENELITIAN

KUESIONER PENELITIAN

Kuesioner dibawah ini merupakan salah satu metode pengumpulan data primer tentang **"Pengaruh Etika Kerja, Keselamatan Kerja dan Kesehatan Kerja terhadap Kinerja Karyawan Perum Damri Pangkalpinang".**

Hasil dari data primer yang sekaligus sebagai jawaban dari Bapak/Sdr selaku pekerja di Perum Damri Pangkalpinang, sangat mendukung dan berguna dalam penyusunan proposal skripsi sebagai salah satu syarat untuk menyelesaikan studi saya di Jurusan Manajemen Fakultas Ekonomi Universitas Bangka Belitung.

Mohon kesediaan Bapak/Sdr untuk mengisi daftar pernyataan dibawah ini dengan memberikan tanda *check list* (√) pada kolom yang tersedia sesuai dengan keadaan yang Bapak/Sdr rasakan yang sesungguhnya. Besar harapan saya kiranya jawaban Bpk/Sdr berikan se objektif mungkin karena sangat membantu keakuratan data dari penelitian ini.

I. Identitas Responden

1. Nama :……*(boleh tidak di isi)
2. Jenis kelamin :…… L P
3. Umur :……
4. Pendidikan :…… SD SMP SMA S1 S2

5. Bagian :……

II. Jawaban dari Pernyataan yang tersedia

Petunjuk :

Untuk pernyataan-pernyataan berikut ini, Bapak/Sdr dipersilahkan untuk memberikan jawaban dengan mengisi tanda *check list (√)* pada skala 1-5 dalam kolom jawaban yang sudah tersedia dengan pilihan sebagai berikut :

Keterangan :

Indikator				
Sangat Setuju (SS)	Setuju (S)	Ragu-ragu (R)	Tidak Setuju (TS)	Sangat Tidak Setuju (STS)
Skor 5	Skor 4	Skor 3	Skor 2	Skor 1

I. Variabel Etika Kerja (X1)

NO	Pertanyaan / Pernyataan	Pilihan Jawaban				
Gaya bicara		**SS**	**S**	**R**	**TS**	**STS**
1	Karyawan Perum Damri memiliki gaya bicara yang baik					
2	Saya sopan kepada sesama rekan kerja baik kepada atasan maupun bawahan					
Nilai kerja						
3	Saya selalu bekerja dengan efektif dan efisien					

Kerja keras						
4	Kerja keras merupakan kunci sukses saya sebagai seorang karyawan					
5	Saya mempunyai semangat kerja yang tinggi					
Kreativitas kerja						
6	Saya selalu mengembangkan ide-ide baru					
7	Saya dapat memanfaatkan waktu dengan baik					

II. Variabel Keselamatan Kerja (X2)

NO	Pertanyaan / Pernyataan	Pilihan Jawaban				
Mesin dan Peralatan		**SS**	**S**	**R**	**TS**	**STS**
1	Kendaraan yang ada di Perum Damri sangat baik					
2	Saya rasa pemeliharaan perawatan kendaraan untuk mengurangi resiko kecelakaan kerja yang dilakukan oleh perusahaan baik					

III. Kesehatan Kerja (X3)

NO	Pertanyaan / Pernyataan	Pilihan Jawaban				
Keadaan dan kondisi karyawan		**SS**	**S**	**R**	**TS**	**STS**
1	Stress dalam pekerjaan yang saya lakukan tidak membuat kesehatan saya memburuk					
2	Sikap perusahaan kepadakaryawan yang sakit sudah baik					
3	Saya rasa pecahayaan, suhu udara, ditempat kerja memenuhi standar kesehatan					
Perlindungan Karyawan						
4	Fasilitas karyawan sudah memadai					

5	Jaminan terhadap karyawan sudah baik					

IV. Kinerja Karyawan (Y)

NO	Pertanyaan / Pernyataan	Pilihan Jawaban				
Kemampuan		**SS**	**S**	**R**	**TS**	**STS**
1	Pekerjaan yang sudah ditargetkan selalu terpenuhi dengan baik					
2	Seluruh karyawan telah mendapatkan pembagian peran yang sesuai dengan tingkat kemampuan					
Motivasi						
3	Perusahaan telah memberikan penghargaan atas pencapaian target kinerja kepada karyawan					
4	Hubungan saya dengan rekan kerja yang lain sangat baik					
5	Perusahaan memberikan fasilitas yang memadai untuk karyawan					
Hasil kerja						
6	Penurunan penumpangtidak membuat kinerja perusahaan menurun					
7	Kuantitas pekerjaan sangat baik untuk meningkatkan kinerja karyawan					
Organisasi						
8	Reward/hadiah Perum Damri sangat baik					
9	Pimpinan sangat adil dalam memberikan tugas					

Lampiran 2 Hasil Jawaban Responden

Variabel Etika Kerja X1

No	x1	x2	x3	x4	x5	x6	x7	total x1
1	4	3	3	3	4	4	3	25
2	4	4	3	4	3	4	3	23
3	4	3	4	3	3	3	3	27
4	3	4	4	4	4	4	4	25
5	4	3	5	3	3	4	3	26
6	4	3	4	4	4	4	3	23
7	3	4	3	3	3	3	4	24
8	4	3	3	4	3	4	3	23
9	3	3	4	4	3	3	3	23
10	4	3	3	3	3	4	3	33
11	5	5	5	5	4	5	4	26
12	4	4	4	4	4	3	3	27
13	4	4	4	4	3	4	4	22
14	3	4	4	3	3	3	2	26
15	4	4	4	4	4	3	3	28
16	5	4	4	4	4	4	3	25
17	4	4	4	4	3	3	3	28
18	5	4	5	5	3	3	3	28
19	5	5	4	4	4	3	3	26
20	4	4	4	3	4	3	4	27
21	4	5	4	3	3	4	4	31
22	5	5	5	4	4	4	4	30
23	5	5	5	4	4	3	4	28
24	4	4	4	4	4	4	4	29
25	4	5	5	4	4	4	3	27
26	5	4	4	3	4	3	4	23
27	4	4	3	3	3	3	3	24
28	4	3	4	4	4	3	2	22
29	4	4	3	2	3	3	3	32
30	5	4	5	4	5	5	4	28
31	4	4	5	5	3	4	3	26
32	5	4	4	4	3	4	2	28
33	4	5	4	4	4	3	4	32
34	5	5	5	5	4	4	4	30

35	4	4	4	5	5	3	5	31
36	5	5	4	5	4	4	4	29
37	5	5	5	4	3	4	3	29
38	4	5	4	5	3	4	4	29
39	4	4	5	4	4	5	3	31
40	4	5	5	4	4	4	5	27
41	3	5	4	5	3	3	4	28
42	4	4	4	4	4	4	4	31
43	5	4	4	4	5	5	4	31
44	4	5	4	5	4	4	5	30
45	5	5	5	5	3	3	4	28
46	4	4	4	4	4	4	4	25
47	4	4	4	4	3	3	3	27
48	5	4	4	4	3	3	4	23
49	4	3	4	3	3	4	2	26
50	5	3	3	3	4	4	4	25
51	3	4	4	4	3	3	4	19
52	2	3	4	3	2	2	3	25
53	3	4	4	4	3	3	4	23
54	2	4	4	4	3	3	3	32
55	4	4	5	5	5	5	4	30
56	4	4	4	5	5	4	4	30
57	4	4	5	5	4	4	4	32
58	4	4	4	5	5	5	5	33
59	5	4	5	5	5	4	5	31
60	4	4	4	4	5	5	5	3

Variabel Keselamatan Kerja (X2)

No	x1	x2	total x2
1	4	4	8
2	3	3	6
3	4	4	8
4	4	4	8
5	3	4	7
6	4	4	8
7	3	3	6
8	3	4	7

9	4	3	7
10	4	3	7
11	5	5	10
12	5	4	9
13	4	4	8
14	4	4	8
15	4	4	8
16	5	4	9
17	4	4	8
18	5	5	10
19	4	4	8
20	4	4	8
21	4	4	8
22	5	5	10
23	5	5	10
24	4	4	8
25	5	5	10
26	5	4	9
27	3	3	6
28	4	4	8
29	4	3	7
30	4	5	9
31	5	5	10
32	4	4	8
33	4	4	8
34	5	5	10
35	5	4	9
36	5	4	9
37	4	5	9
38	5	4	9
39	4	5	9
40	4	5	9
41	4	4	8
42	4	4	8
43	4	4	8
44	4	4	8
45	4	5	9
46	5	4	9

47	5	4	9
48	5	4	9
49	4	4	8
50	3	3	6
51	4	3	7
52	3	3	6
53	3	4	7
54	4	4	8
55	4	3	7
56	2	4	6
57	2	2	4
58	3	3	6
59	4	4	8
60	4	4	8

Variabel Kesehatan Kerja (x3)

No	x1	x2	x3	x4	x5	total x3
1	4	5	5	5	4	23
2	5	4	4	5	3	21
3	4	4	4	4	3	19
4	5	4	5	5	5	24
5	3	4	4	4	4	19
6	4	4	5	5	5	23
7	4	4	4	4	3	19
8	4	4	4	4	4	20
9	4	4	3	4	3	18
10	4	4	4	4	4	20
11	3	3	2	4	4	16
12	3	4	4	5	4	20
13	4	4	4	4	4	20
14	3	3	4	3	3	16
15	4	5	4	3	2	18
16	4	5	5	4	3	21
17	3	4	4	3	4	18
18	4	5	5	4	3	21
19	5	5	4	4	4	22
20	4	4	4	5	5	22

21	4	5	4	4	3	20
22	5	5	5	4	4	23
23	5	5	5	5	4	24
24	4	4	4	4	3	19
25	4	5	5	5	4	23
26	4	5	4	4	4	21
27	4	4	3	4	3	18
28	4	4	3	3	2	16
29	4	4	4	4	3	19
30	5	5	4	4	5	23
31	5	5	5	4	3	22
32	4	4	4	4	4	20
33	5	5	4	4	4	22
34	5	4	5	5	3	22
35	4	5	5	4	4	22
36	5	4	5	5	3	22
37	4	4	4	4	4	20
38	4	3	5	5	3	20
39	4	5	4	5	4	22
40	4	4	4	5	4	21
41	4	4	4	5	5	22
42	5	5	4	4	4	22
43	4	4	4	4	4	20
44	4	4	4	4	3	19
45	5	5	4	5	3	22
46	4	5	5	5	4	23
47	5	4	4	4	3	20
48	5	4	5	4	3	21
49	4	5	4	3	4	20
50	5	5	4	5	4	23
51	4	5	4	4	4	21
52	3	4	4	4	3	18
53	4	3	4	2	4	17
54	3	4	4	4	3	18
55	2	3	3	2	4	14
56	4	4	4	4	5	21
57	4	4	4	4	4	20
58	3	3	4	4	4	18

59	4	4	4	4	5	21
60	4	4	4	4	4	20

Variabel Kinerja (Y)

No	x1	x2	x3	x4	x5	x6	x7	x8	x9	total Y
1	4	4	4	4	4	4	3	4	3	34
2	4	4	3	3	3	3	3	4	4	31
3	4	4	4	4	2	3	3	3	3	30
4	5	5	4	4	3	4	4	5	4	38
5	4	4	3	4	4	2	3	4	4	32
6	3	3	4	4	5	4	4	5	4	36
7	4	4	3	3	4	3	3	4	4	32
8	4	4	4	4	3	3	3	3	3	31
9	4	3	4	3	4	3	4	3	4	32
10	5	3	4	4	3	3	3	4	3	32
11	5	5	5	5	3	5	4	5	4	41
12	4	4	5	4	4	4	4	3	3	35
13	4	4	4	4	4	4	3	4	3	34
14	3	2	3	4	3	3	3	3	3	27
15	4	4	4	4	3	4	4	3	3	33
16	5	4	5	4	4	4	4	4	4	38
17	4	4	4	4	4	4	3	3	3	33
18	4	4	5	5	5	5	3	3	3	37
19	5	5	4	4	5	4	4	3	3	37
20	4	4	4	4	4	5	5	3	4	37
21	4	5	4	5	4	4	4	4	3	37
22	5	5	5	5	5	5	4	4	4	42
23	4	5	5	5	5	4	3	3	4	38
24	4	4	4	4	4	4	3	4	3	34
25	4	5	4	5	5	5	4	4	4	40
26	5	4	4	5	5	4	3	3	3	36
27	4	4	4	4	4	5	3	3	3	34
28	4	3	4	4	4	3	4	4	3	33
29	4	4	4	4	4	4	4	3	4	35
30	5	4	5	5	4	4	4	3	4	38
31	4	4	5	5	5	4	4	4	3	38
32	5	4	4	4	4	4	3	4	3	35

33	4	5	5	5	4	4	4	3	3	37
34	5	5	5	4	5	4	4	4	3	39
35	4	4	4	4	4	4	4	3	4	35
36	5	5	5	4	5	5	3	4	4	40
37	5	5	4	4	4	4	4	4	3	37
38	4	5	4	4	5	5	3	4	4	38
39	4	4	4	5	4	5	4	5	5	40
40	4	5	4	4	4	5	4	4	4	38
41	4	5	4	4	4	5	4	3	3	36
42	4	4	5	5	4	4	4	4	4	38
43	5	4	4	4	4	5	4	4	4	38
44	4	5	4	4	4	5	5	4	4	39
45	5	5	5	5	4	5	3	3	5	40
46	4	4	4	5	5	5	4	4	4	39
47	4	4	5	4	4	5	3	3	4	36
48	4	4	5	4	4	4	3	3	4	35
49	4	4	4	5	4	3	4	4	4	36
50	5	3	4	5	4	5	4	4	4	38
51	4	4	4	4	4	4	4	4	3	35
52	4	3	3	3	4	4	3	4	3	31
53	3	4	2	3	4	2	4	3	2	27
54	3	4	4	4	4	4	3	4	4	34
55	4	3	2	3	3	4	4	4	3	30
56	4	3	4	4	4	4	5	4	3	35
57	4	4	4	4	4	4	4	5	3	36
58	3	3	3	3	3	3	5	5	4	32
59	4	4	4	4	3	4	4	4	4	35
60	4	4	4	4	4	4	4	3	3	34

Lampiran Uji Deskriptif Statistik

Variabel Etika Kerja (X1)

Statistics

		x1.1	x1.2	x1.4	x1.6	x1.7	x1.8	x1.9	totalx1
N	Valid	60	60	60	60	60	60	60	60
	Missing	0	0	0	0	0	0	0	0
Mean		4.10	4.07	4.13	4.00	3.67	3.68	3.58	27.23

Std. Error of Mean		.094	.085	.080	.095	.094	.090	.099	.417
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	27.00
Mode		4	4	4	4	3	4	4	28
Std. Deviation		.730	.660	.623	.736	.729	.701	.766	3.233
Variance		.532	.436	.389	.542	.531	.491	.586	10.453
Skewness		-.699	-.071	-.095	-.263	.342	.226	-.056	-.149
Std. Error of Skewness		.309	.309	.309	.309	.309	.309	.309	.309
Kurtosis		.836	-.631	-.397	-.352	-.601	-.470	-.276	-.642
Std. Error of Kurtosis		.608	.608	.608	.608	.608	.608	.608	.608
Range		3	2	2	3	3	3	3	14
Minimum		2	3	3	2	2	2	2	19
Maximum		5	5	5	5	5	5	5	33
Sum		246	244	248	240	220	221	215	1634
Percentiles	25	4.00	4.00	4.00	4.00	3.00	3.00	3.00	25.00
	50	4.00	4.00	4.00	4.00	4.00	4.00	4.00	27.00
	75	5.00	4.75	5.00	4.75	4.00	4.00	4.00	30.00

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	7	11.7	11.7	15.0
	S	34	56.7	56.7	71.7
	Ss	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	11	18.3	18.3	18.3
	S	34	56.7	56.7	75.0
	Ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	8	13.3	13.3	13.3
	S	36	60.0	60.0	73.3
	Ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

x1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	13	21.7	21.7	23.3
	S	31	51.7	51.7	75.0
	Ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

x1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	26	43.3	43.3	45.0
	S	25	41.7	41.7	86.7
	Ss	8	13.3	13.3	100.0
	Total	60	100.0	100.0	

x1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	24	40.0	40.0	41.7
	S	28	46.7	46.7	88.3
	Ss	7	11.7	11.7	100.0
	Total	60	100.0	100.0	

x1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	4	6.7	6.7	6.7
	Rr	23	38.3	38.3	45.0
	S	27	45.0	45.0	90.0
	Ss	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

Variabel Keselamatan Kerja (X2)

Statistics

		x2.3	x2.4	totalx2
N	Valid	60	60	60
	Missing	0	0	0
Std. Error of Mean		.096	.087	.163
Median		4.00	4.00	8.00
Mode		4	4	8
Std. Deviation		.746	.676	1.262
Variance		.557	.457	1.592
Skewness		-.588	-.320	-.588
Std. Error of Skewness		.309	.309	.309
Kurtosis		.430	.302	.619
Std. Error of Kurtosis		.608	.608	.608

Range		3	3	6
Minimum		2	2	4
Maximum		5	5	10
Sum		243	239	482
Percentiles	25	4.00	4.00	7.00
	50	4.00	4.00	8.00
	75	5.00	4.00	9.00

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	9	15.0	15.0	18.3
	S	33	55.0	55.0	73.3
	Ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	11	18.3	18.3	20.0
	S	36	60.0	60.0	80.0
	Ss	12	20.0	20.0	100.0
	Total	60	100.0	100.0	

Variabel Kesehatan Kerja (X3)

Statistics

		x3.1	x3.2	x3.3	x3.4	x3.5	totalx3
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0
Mean		4.08	4.25	4.15	4.13	3.70	20.32
Std. Error of Mean		.087	.081	.078	.090	.093	.276
Median		4.00	4.00	4.00	4.00	4.00	20.00
Mode		4	4	4	4	4	20
Std. Deviation		.671	.628	.606	.700	.720	2.135
Variance		.451	.394	.367	.490	.519	4.559
Skewness		-.445	-.239	-.548	-.802	-.039	-.613
Std. Error of Skewness		.309	.309	.309	.309	.309	.309
Kurtosis		.580	-.570	1.888	1.466	-.230	.268
Std. Error of Kurtosis		.608	.608	.608	.608	.608	.608
Range		3	2	3	3	3	10
Minimum		2	3	2	2	2	14
Maximum		5	5	5	5	5	24
Sum		245	255	249	248	222	1219
Percentiles	25	4.00	4.00	4.00	4.00	3.00	19.00
	50	4.00	4.00	4.00	4.00	4.00	20.00
	75	4.75	5.00	4.75	5.00	4.00	22.00

x3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	8	13.3	13.3	15.0
	S	36	60.0	60.0	75.0
	Ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

x3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	6	10.0	10.0	10.0
	S	33	55.0	55.0	65.0
	Ss	21	35.0	35.0	100.0
	Total	60	100.0	100.0	

x3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	4	6.7	6.7	8.3
	S	40	66.7	66.7	75.0
	Ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

x3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	5	8.3	8.3	11.7
	S	36	60.0	60.0	71.7
	Ss	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

x3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	21	35.0	35.0	38.3
	S	30	50.0	50.0	88.3
	Ss	7	11.7	11.7	100.0
	Total	60	100.0	100.0	

Variabel Kinerja (Y)

Statistics

		y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	Totally
N	Valid	60	60	60	60	60	60	60	60	60	60
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4.17	4.08	4.08	4.15	4.00	4.05	3.68	3.72	3.53	35.47
Std. Error of Mean		.072	.090	.090	.078	.086	.099	.077	.083	.077	.422
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	36.00
Mode		4	4	4	4	4	4	4	4	4	38
Std. Deviation		.557	.696	.696	.606	.664	.769	.596	.640	.596	3.265
Variance		.311	.484	.484	.367	.441	.591	.356	.410	.355	10.660
Skewness		.056	-.425	-.737	-.075	-.360	-.550	.235	.329	.117	-.475
Std. Error of Skewness		.309	.309	.309	.309	.309	.309	.309	.309	.309	.309
Kurtosis		.053	.242	1.361	-.286	.513	.139	-.582	-.641	-.413	.058
Std. Error of Kurtosis		.608	.608	.608	.608	.608	.608	.608	.608	.608	.608
Range		2	3	3	2	3	3	2	2	3	15
Minimum		3	2	2	3	2	2	3	3	2	27
Maximum		5	5	5	5	5	5	5	5	5	42
Sum		250	245	245	249	240	243	221	223	212	2128
Percentiles	25	4.00	4.00	4.00	4.00	4.00	4.00	3.00	3.00	3.00	33.25
	50	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	36.00
	75	4.75	5.00	4.75	5.00	4.00	5.00	4.00	4.00	4.00	38.00

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rr	5	8.3	8.3	8.3
	S	40	66.7	66.7	75.0
	ss	15	25.0	25.0	100.0

	Total	60	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	9	15.0	15.0	16.7
	S	34	56.7	56.7	73.3
	Ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	6	10.0	10.0	13.3
	S	37	61.7	61.7	75.0
	Ss	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	7	11.7	11.7	11.7
	S	37	61.7	61.7	73.3
	Ss	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Ts	1	1.7	1.7	1.7
	Rr	10	16.7	16.7	18.3
	S	37	61.7	61.7	80.0
	Ss	12	20.0	20.0	100.0
	Total	60	100.0	100.0	

y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	2	3.3	3.3	3.3
	Rr	10	16.7	16.7	20.0
	S	31	51.7	51.7	71.7
	Ss	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	23	38.3	38.3	38.3
	S	33	55.0	55.0	93.3
	Ss	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rr	23	38.3	38.3	38.3
	S	31	51.7	51.7	90.0
	Ss	6	10.0	10.0	100.0
	Total	60	100.0	100.0	

y1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ts	1	1.7	1.7	1.7
	Rr	28	46.7	46.7	48.3
	S	29	48.3	48.3	96.7
	Ss	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

Uji Validitas

Variabel Etika Kerja (X1)

Correlations

		x1.1	x1.2	x1.4	x1.6	x1.7	x1.8	x1.9	totalx1
x1.1	Pearson Correlation	1	.303*	.306*	.221	.383**	.361**	.137	.594**
	Sig. (2-tailed)		.019	.018	.090	.003	.005	.298	.000
	N	60	60	60	60	60	60	60	60
x1.2	Pearson Correlation	.303*	1	.431**	.453**	.153	.083	.425**	.612**
	Sig. (2-tailed)	.019		.001	.000	.244	.528	.001	.000
	N	60	60	60	60	60	60	60	60
x1.4	Pearson Correlation	.306*	.431**	1	.517**	.249	.253	.189	.623**
	Sig. (2-tailed)	.018	.001		.000	.055	.051	.147	.000
	N	60	60	60	60	60	60	60	60
x1.6	Pearson Correlation	.221	.453**	.517**	1	.379**	.296*	.421**	.719**
	Sig. (2-tailed)	.090	.000	.000		.003	.022	.001	.000
	N	60	60	60	60	60	60	60	60
x1.7	Pearson Correlation	.383**	.153	.249	.379**	1	.553**	.537**	.724**

	Sig. (2-tailed)	.003	.244	.055	.003		.000	.000	.000
	N	60	60	60	60	60	60	60	60
x1.8	Pearson Correlation	.361**	.083	.253	.296*	.553**	1	.287*	.624**
	Sig. (2-tailed)	.005	.528	.051	.022	.000		.026	.000
	N	60	60	60	60	60	60	60	60
x1.9	Pearson Correlation	.137	.425**	.189	.421**	.537**	.287*	1	.670**
	Sig. (2-tailed)	.298	.001	.147	.001	.000	.026		.000
	N	60	60	60	60	60	60	60	60
totalx1	Pearson Correlation	.594**	.612**	.623**	.719**	.724**	.624**	.670**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60	60

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

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

Variabel Keselamatan Kerja (X2)

Correlations

		x2.3	x2.4	totalx2
x2.3	Pearson Correlation	1	.573**	.898**
	Sig. (2-tailed)		.000	.000
	N	60	60	60
x2.4	Pearson Correlation	.573**	1	.875**
	Sig. (2-tailed)	.000		.000
	N	60	60	60
totalx2	Pearson Correlation	.898**	.875**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60

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

Variabel Kesehatan Kerja (X3)

Correlations

		x3.1	x3.2	x3.3	x3.4	x3.5	totalx3
x3.1	Pearson Correlation	1	.513**	.427**	.409**	-.018	.714**
	Sig. (2-tailed)		.000	.001	.001	.894	.000
	N	60	60	60	60	60	60
x3.2	Pearson Correlation	.513**	1	.390**	.270*	.019	.661**
	Sig. (2-tailed)	.000		.002	.037	.887	.000
	N	60	60	60	60	60	60
x3.3	Pearson Correlation	.427**	.390**	1	.432**	.066	.696**
	Sig. (2-tailed)	.001	.002		.001	.616	.000
	N	60	60	60	60	60	60
x3.4	Pearson Correlation	.409**	.270*	.432**	1	.215	.731**
	Sig. (2-tailed)	.001	.037	.001		.099	.000
	N	60	60	60	60	60	60
x3.5	Pearson Correlation	-.018	.019	.066	.215	1	.427**
	Sig. (2-tailed)	.894	.887	.616	.099		.001
	N	60	60	60	60	60	60
totalx3	Pearson Correlation	.714**	.661**	.696**	.731**	.427**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	
	N	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).

Variabel Kinerja (Y)

Correlations

		y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	totaly
y1.1	Pearson Correlation	1	.400**	.444**	.326*	.137	.336**	-.042	.040	.136	.543**
	Sig. (2-tailed)		.002	.000	.011	.295	.009	.747	.764	.300	.000
	N	60	60	60	60	60	60	60	60	60	60

y1.2	Pearson Correlation	.400**	1	.440**	.372**	.330**	.436**	.024	-.022	.177	.646**
	Sig. (2-tailed)	.002		.000	.003	.010	.001	.857	.866	.176	.000
	N	60	60	60	60	60	60	60	60	60	60
y1.3	Pearson Correlation	.444**	.440**	1	.653**	.367**	.499**	-.017	-.136	.259*	.714**
	Sig. (2-tailed)	.000	.000		.000	.004	.000	.897	.299	.046	.000
	N	60	60	60	60	60	60	60	60	60	60
y1.4	Pearson Correlation	.326*	.372**	.653**	1	.379**	.457**	.040	-.020	.244	.692**
	Sig. (2-tailed)	.011	.003	.000		.003	.000	.762	.881	.060	.000
	N	60	60	60	60	60	60	60	60	60	60
y1.5	Pearson Correlation	.137	.330**	.367**	.379**	1	.399**	.000	-.040	.086	.547**
	Sig. (2-tailed)	.295	.010	.004	.003		.002	1.000	.762	.515	.000
	N	60	60	60	60	60	60	60	60	60	60
y1.6	Pearson Correlation	.336**	.436**	.499**	.457**	.399**	1	.146	.064	.348**	.761**
	Sig. (2-tailed)	.009	.001	.000	.000	.002		.265	.629	.006	.000
	N	60	60	60	60	60	60	60	60	60	60
y1.7	Pearson Correlation	-.042	.024	-.017	.040	.000	.146	1	.249	.102	.286*
	Sig. (2-tailed)	.747	.857	.897	.762	1.000	.265		.055	.439	.027
	N	60	60	60	60	60	60	60	60	60	60
y1.8	Pearson Correlation	.040	-.022	-.136	-.020	-.040	.064	.249	1	.270*	.267*
	Sig. (2-tailed)	.764	.866	.299	.881	.762	.629	.055		.037	.039
	N	60	60	60	60	60	60	60	60	60	60
y1.9	Pearson Correlation	.136	.177	.259*	.244	.086	.348**	.102	.270*	1	.515**
	Sig. (2-tailed)	.300	.176	.046	.060	.515	.006	.439	.037		.000
	N	60	60	60	60	60	60	60	60	60	60
Total ly	Pearson Correlation	.543**	.646**	.714**	.692**	.547**	.761**	.286*	.267*	.515**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.027	.039	.000	

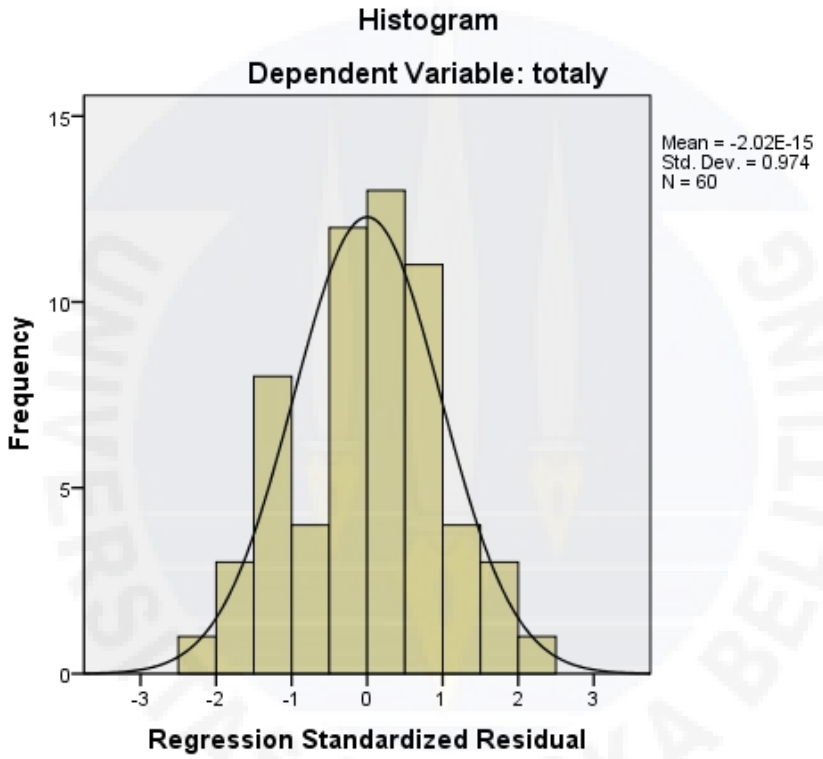
N	60	60	60	60	60	60	60	60	60	60

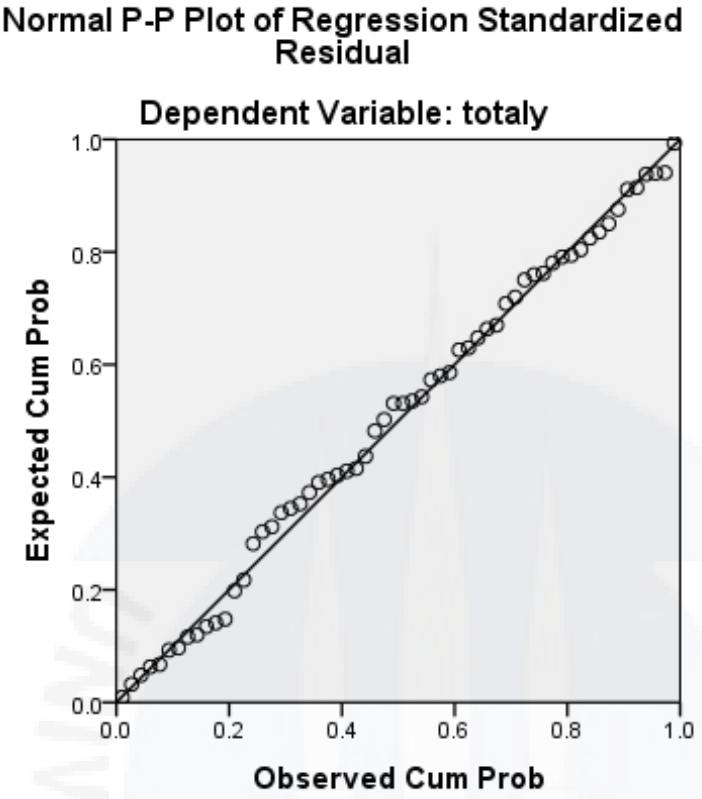
**. Correlation is significant at the 0.01 level (2-tailed).

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

Uji Asumsi Klasik

Uji Normalitas





Uji Autokorelasi

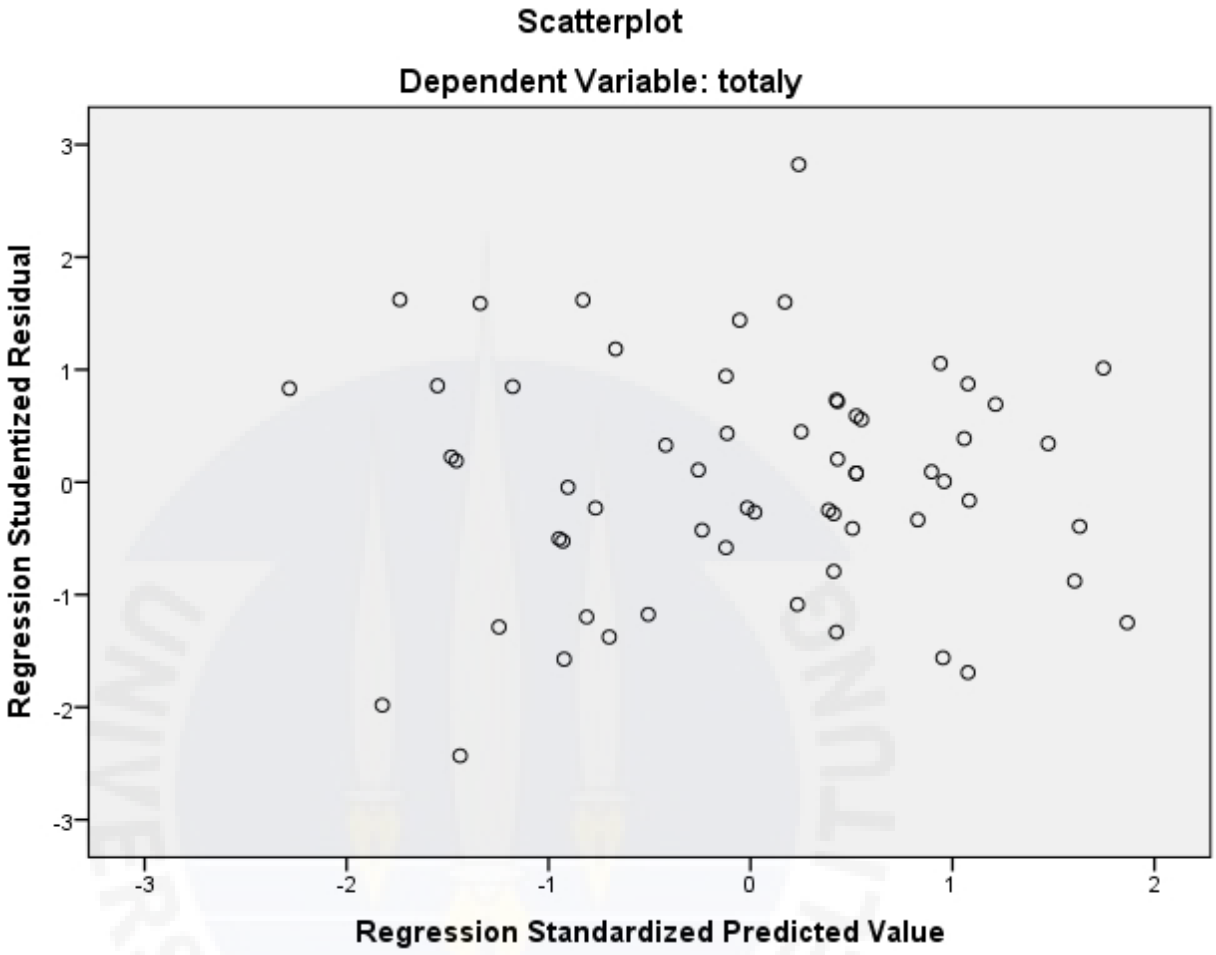
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.805[a]	.649	.630	1.986	1.743

a. Predictors: (Constant), totalx3, totalx1, totalx2

b. Dependent Variable: totaly

Uji Heteroskedastisitas



Uji Multikolinearitas

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF

1	(Constant)	6.175	2.951		2.092	.041					
	totalx1	.359	.088	.356	4.084	.000	.585	.479	.323	.826	1.211
	totalx2	.735	.232	.284	3.172	.002	.576	.390	.251	.782	1.278
	totalx3	.669	.131	.438	5.121	.000	.632	.565	.406	.858	1.165

a. Dependent Variable: totaly

Uji F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	408.060	3	136.020	34.486	.000[b]
	Residual	220.873	56	3.944		
	Total	628.933	59			

a. Dependent Variable: totaly

b. Predictors: (Constant), totalx3, totalx1, totalx2

Uji T

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	6.175	2.951		2.092	.041					
	totalx1	.359	.088	.356	4.084	.000	.585	.479	.323	.826	1.211
	totalx2	.735	.232	.284	3.172	.002	.576	.390	.251	.782	1.278
	totalx3	.669	.131	.438	5.121	.000	.632	.565	.406	.858	1.165

a. Dependent Variable: totally

Uji Reliabilitas

Variabel Etika kerja X1

Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded[a]	0	.0
	Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.775	7

Variabel Keselamatan Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.726	2

Variabel Kesehatan Kerja (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.641	5

Variabel Kinerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.724	9

LAMPIRAN 3

Gambar I.1 Suasana Ruangan Kerja

Sumber: Dokumentasi Peneliti, 2017

Gambar I.2 Pra Sarana Kendaraan Yang ada di Perum Damri Pangkalpinang

Sumber: Dokumentasi Peneliti, 2017

Gambar I.3 Trayek Perum Damri Pangkalpinang

Sumber: Dokumentasi Peneliti, 2017

Gambar I.4 Pengisian Kuesioner

Sumber: Dokumentasi Peneliti, 2017

Gambar I.5 Menjelaskan tentang Kuesioner kepada salah satu Karyawan Perum Damri Pangkalpinang

Gambar I.6Menjelaskan tentang Kuesioner kepada salah satu Karyawan Perum Damri Pangkalpinang

;

Sumber: Dokumentasi Peneliti,2017

Gambar I.7 Suasana Halte Buat Penumpang Perum Damri Pangkalpinang

Sumber: Dokumentasi Peneliti, 2017

Gambar I.8 Wawancara dan Tanyak Jawab

Sumber: Dokumentasi Peneliti, 2017

KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN TINGGI
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ABSTRACT

ın Nisak. 302 13 11 049. The Influence of Work Ethics, Work Safety and Occupational Health on ıployee Performance of Perum Damri Pangkalpinang.

ckground of this research is based on the importance of employee performance which is less than on work ethics, work safety and occupational health which is conducted by employee of Perum Damri lpinang. The purpose of this research is to determine and to get review on the influence of work ethics, ional safety and health on the employee performance of Perum Damri Pangkalpinang. This was tive quantitative research with a total sample of 60 respondents while the sampling technique used technique. The independent variable of this research consisted of work ethics, work safety and ional health, while the dependent variable was employee performance of Perum Damri Pangkalpinang. t of instrument used SPSS 22.00 software. Whereas the analysis method used descriptive statistical, l assumption test and multiple linear regression analysis with t test, F test and R^2. The result of this h indicated that work ethics is high, work safety is high and occupational health is high, and employee ance is high. The independent variable (X_1) is obtained t_{value} (4.084) > T_{table} (2.000), variable X_2 t_{value} > T_{table} (2.000) and variable X_3 t_{value} (5,121) > T_{table} (2.000). Then variable of work ethics (X_1) partialy uence on variable of employee (Y), variable of work safety (X_2) partially has influence on variable of ance (Y) and variable of occupational health (X_3) has influence on variable of performance (Y). The f F test indicates that F_{value} () > F_{table} (3.16), while the significance is 0.000 < alpha on the significance f 0.05, thus Ho is denied and Ha is accepted which means the independent variable simultaneously g the dependent variable significantly. While Adjusted R Square is 0.630 or 63.0%, which means of performance can be explained by work ethics, work safety, and occupational health and the ng is 37.0% can be explained by other variable out of the research.

ds: work ethics, safety work, occupational health, and employee performance

Head of UPT Bahasa

Riwan Kusmiadi, S.T.P., M.Si.

Translator

Maya Susilawati, S.Pd.

PERUSAHAAN UMUM DAMRI
(PERUM DAMRI)
KANTOR CABANG PANGKALPINANG

JL. MENTOK NO. 24
PANGKALPINANG
Kode Pos 33134

Telp : (0717) 421631
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Email : pkp.damri@gmail.com

omor : 78 /UM.001 /GM/V-2017
asifikasi : -
mpiran : -
rihal : Balasan Permohonan
Izin Penelitian

Pangkalpinang, 15 Mei 2017

Kepada
Yth. Kepala Jurusan Manajemen
Universitas Bangka-Belitung

di

PANGKALPINANG

1. Menindaklanjuti Surat Saudara No 392/UN50/FE/HM/2016 Tanggal 20 September 2016 Perihal Permohonan izin wawancara dan pengambilan data :

Nama	: KHOIRUN NISAK
NIM	: 302 1311 049
Fakultas/Jurusan	: Fakultas Ekonomi/Manajemen
Alamat	: JL. Depati Amir No 36 , Pangkalpinang

Telah kami setujui untuk mengadakan penelitian di Perum DAMRI Cabang Pangkalpinang dengan permasalahan dan judul :

" Pengaruh Etika Kerja , Keselamatan Kerja , dan Kesehatan Kerja Terhadap Kinerja Karyawan Perum DAMRI Cabang Pangkalpinang "

2. Bersama ini Kami telah mengizinkan yang bersangkutan melaksanakan Penelitian Pada Perusahaan Kami sebagai Syarat Penyusunan Skripsi

3. Demikian Surat ini kami sampaikan , atas Perhatiannya diucapkan terima kasih .

GENERAL MANAGER

DARMAN ZI, SE, M.MTr

KARTU PEMBIMBING SKRIPSI

	: KHOIRUN NISAK
	: 3021 311 049
	: MANAJEMEN
...un	: 2013
...trasi Studi	: MANAJEMEN SUMBER DAYA MANUSIA
...er	: VIII
Proposal / Skripsi	: PENGARUH ETIKA KERJA, LINGKUNGAN KERJA, KESELAMATAN DAN KESEHATAN KERJA KARYAWAN PERUM DAMRI PANGKAL PINANG

IPK : 3,40
Nama Pembimbing Dr. Reniati, S.E., M.Si
Mulai Skripsi :

Tanggal	Keterangan	Paraf Pembimbing
6/12/2016	Konsultasi judul	[signature]
19/12/2016	Konsultasi Bab I	[signature]
23/1/2017	Konsultasi Revisi Bab I	[signature]
30/1/2017	Cari Referensi Dimensi & Indikator Kinerja	[signature]
13/2/2017	Konsultasi Bab I, Bab II, Bab III ACC	[signature]
14/02/2017	ACC proposal	[signature]

Tanggal	Keterangan	Paraf Pembimbing
3/5/2017	Tambahkan autokorelasi	[signature]
10/5/2017	perbaiki Foto lengkap & dokumentasi	[signature]
18/5/2017	ACC u/ sidang	[signature]

...wajib dibawa saat bimbingan skripsi

KARTU PEMBIMBING SKRIPSI

KHOIRUN NISAK
3021 311 099
: MANAJEMEN
: 2013
MANAJEMEN SUMBER DAYA MANUSIA
: VIII
PENGARUH ETIKA KERJA , LINGKUNGAN KERJA , KESELAMATAN DAN KESEHATAN KERJA KARYAWAN PERUM DAMRI PANGKAL PINANG

IPK : 3,40
Nama Pembimbing : HIDAYATI, S.E.,M.M
Mulai Skripsi :

Tanggal	Keterangan	Paraf Pembimbing
5 / 12 / 2016	Konsultasi judul	
9 / 12 / 2016	Konsultasi judul	
9 / 1 / 2017	Konsultasi bab 1	
7 / 1 / 2017	Konsultasi bab 1, 2 & 3	
3 / 2 / 2017	ACC	
3 / 4 / 2017	Konsultasi bab 4	

Hal. 1

Tanggal	Keterangaa	Paraf Pembimbing
18 / 4 / 2017	Konsultasi bab 5	
3 / 5 / 2017	Konsultasi bab 4 & 5	
10 / 5 / 2017	Revisi bab 4 & 5	
8 / 5 / 2017	Revisi bab 4	
10 / 5 / 2017	ACC Skripsi	

EPT SCORE RECORD

Name of Institution : UPT BAHASA UNIVERSITAS BANGKA BELITUNG

Name : KHOIRUN NISAK

DOB : 18/11/1995

Native Country : INDONESIA

Native Language : INDONESIA

Scaled Score : Listening Comprehension 36

Structure & Written Expression 36

Reading Comprehension 34

Total Score 353

Sex : F

Test Date : 26/04/2017

From : EPT USE

Signed,

Head of UPT Bahasa

Riwan Kusmiadi, S.T.P, M.Si