

2. Surat Balasan Penelitian

LITERINDO
PT. LITERINDO BERKAH KARYA

Jl. Raya Apel No. 28A Semanding
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SURAT KETERANGAN
No : 090/LITERINDO/K/X/2025

Yang bertanda tangan dibawah ini :

Nama : MUHAMMAD KHOLIS
Jabatan : Direktur PT Literindo Berkah Karya
Alamat : Jl. Raya Apel No.28 A Semanding Sumbersekar Dau Kab. Malang.

Dengan ini menyatakan bahwa :

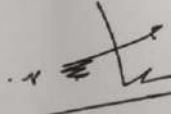
Nama : MERIANA MALO
Nim : 2022120034/ MANAJEMEN
FAKULTAS EKONOMI
UNIVERSITAS TRIBHUWANA TUNGGADEWI MALANG

Dengan adanya surat ini kami PT. LITERINDO BERKAH KARYA menerima Mahasiswa diatas untuk melaksanakan PENELITIAN TUGAS AKHIR “ Pengaru Gaya Kepemimpinan, Motivasi dan Lingkungan Kerja Terhadap Produktifitas Kinerja Karyawan Pada PT. LITERINDO BERKAH KARYA di Kota Malang.

Demikianlah surat keterangan dibuat untuk dipergunakan sebagaimana mestinya. Atas kerja sama kami ucapkan terima kasih.

Malang, 27 Oktober 2025

Hormat Kami,


LITERINDO
PT. LITERINDO BERKAH KARYA

Muhammad Kholis, S.Hum
Direktur PT Literindo Berkah Karya

Lampiran 2: Tabulasi Hasil Kuesioner

No	Identitas Responden				Gaya Kepemimpinan (X ₁)						Motivasi (X ₂)						Lingkungan Kerja (X ₃)						Produktivitas Kinerja Karyawan (Y)					
	Nama	JK	Usia	Jabatan	1	2	3	4	5	X ₁	1	2	3	4	5	X ₂	1	2	3	4	5	X ₃	1	2	3	4	5	Y
1	Kang Baz	L	30	Koordinator Redaksi	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	4	4	19	4	4	5	5	4	22
2	Dinda	P	19	Staf	4	4	4	4	5	21	4	4	4	4	4	20	3	4	4	4	5	20	4	4	5	5	5	23
3	Meyrantika	P	24	Buruh	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	4	5	20	4	4	5	5	5	23
4	Juan	L	21	Operator	4	4	4	5	5	22	4	4	5	5	5	23	4	4	4	5	5	22	5	5	5	5	5	25
5	Soleh	L	30	Operator	4	4	4	5	5	22	4	4	5	5	5	23	5	4	4	4	5	22	5	5	5	5	5	25
6	Rofiq	L	35	Buruh	4	4	4	4	4	20	4	4	4	4	5	21	3	4	4	4	5	20	4	4	5	5	5	23
7	Deas W. P.	L	23	Karyawan	3	3	4	4	4	18	3	4	4	4	4	19	3	4	4	4	3	18	4	4	5	4	4	21
8	Zaenal A.	L	31	Operator	4	4	4	4	4	20	4	4	4	4	5	21	4	4	4	4	4	20	5	5	4	4	5	23
9	Rio P.	L	18	Karyawan	3	3	4	4	4	18	3	3	4	4	4	18	3	3	3	4	4	17	4	4	4	4	4	20
10	Kholis	L	43	Direktur	4	4	4	4	4	20	4	4	4	4	5	21	4	4	4	4	4	20	4	4	5	5	5	23
11	Roxky D.	L	27	Bagian Gudang	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	4	20	4	4	5	5	5	23
12	Agus S.	L	46	Pemasaran	4	4	4	4	4	20	4	4	4	4	4	20	3	4	4	4	4	19	5	4	5	4	4	22
13	Devi E. A.	P	26	Admin	5	4	4	4	4	21	4	4	4	4	4	20	3	4	4	4	5	20	4	4	5	5	5	23
14	Alex	L	46	Manajer Pemasaran	4	4	5	5	5	23	4	4	4	5	5	22	3	4	5	5	5	22	5	5	5	5	5	25
15	Fitri	P	35	Staf	4	4	3	4	4	19	4	3	4	4	4	19	3	4	4	4	4	19	4	4	4	5	5	22

16	Elly	P	42	Staf	4	4	3	4	4	19	4	4	4	4	4	20	3	4	4	4	4	19	4	4	4	5	5	22	
17	Aisya	P	30	Staf	4	4	3	4	4	19	3	4	4	4	4	19	3	4	4	4	4	19	4	4	4	5	5	22	
18	Toha	L	31	Finishing	4	4	3	4	4	19	3	3	4	4	5	19	3	4	4	4	4	19	4	4	4	5	5	22	
19	Bashori	L	23	Finishing	4	4	3	4	4	19	3	4	4	4	4	19	3	4	4	4	4	19	4	4	4	5	5	22	
20	Vita	P	26	Operator	4	4	5	5	5	23	4	4	4	5	5	22	4	4	4	5	5	22	5	5	5	5	5	25	
21	Putri M. A.	P	19	Finishing	4	4	4	4	5	21	4	4	4	4	4	20	4	4	4	4	4	20	4	5	4	5	5	23	
22	Nanda D.	P.	P	21	Editor	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	5	4	21	4	4	5	5	5	23
23	Aul	P	27	Staf	4	4	4	4	4	20	3	4	4	4	4	19	3	4	4	4	4	19	4	4	4	5	5	22	
24	Agus S.	L	30	Staf	4	4	4	4	4	20	3	3	4	5	5	20	4	4	4	5	4	21	4	4	5	5	5	23	
25	Maya S.	P	27	Marketing	4	4	4	5	5	22	4	4	4	5	5	22	5	5	4	4	4	22	4	5	5	5	5	24	
26	Dwi C.	L	31	Staf	4	4	4	5	5	22	4	4	4	5	5	22	5	5	4	4	4	22	4	5	5	5	5	24	
27	Andini	P	28	Staf Admin	4	4	4	5	5	22	4	4	4	5	5	22	5	5	4	4	4	22	4	5	5	5	5	24	
28	Mujiharto	L	35	Operator	4	4	4	4	5	21	4	4	4	4	4	20	4	4	4	5	4	21	4	4	5	5	5	23	
29	Bagas	L	33	Operator	4	4	5	5	5	23	4	4	5	5	5	23	4	4	4	5	5	22	5	5	5	5	5	25	
30	Lintang	L	31	Kepala Gudang	4	4	4	4	5	21	4	4	4	5	4	21	4	4	4	4	5	21	4	4	5	5	5	23	

Lampiran 3: Deskripsi Identitas Responden

Frequencies

Frequency Table

Jenis.Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	L	18	60.0	60.0	60.0
	P	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18.00	1	3.3	3.3	3.3
	19.00	2	6.7	6.7	10.0
	21.00	2	6.7	6.7	16.7
	23.00	2	6.7	6.7	23.3
	24.00	1	3.3	3.3	26.7
	26.00	2	6.7	6.7	33.3
	27.00	3	10.0	10.0	43.3
	28.00	1	3.3	3.3	46.7
	30.00	4	13.3	13.3	60.0

31.00	4	13.3	13.3	73.3
33.00	1	3.3	3.3	76.7
35.00	3	10.0	10.0	86.7
42.00	1	3.3	3.3	90.0
43.00	1	3.3	3.3	93.3
46.00	2	6.7	6.7	100.0
Total	30	100.0	100.0	



Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Admin	1	3.3	3.3	3.3
	Bagian Gudang	1	3.3	3.3	6.7
	Buruh	2	6.7	6.7	13.3
	Direktur	1	3.3	3.3	16.7
	Editor	1	3.3	3.3	20.0
	Finishing	3	10.0	10.0	30.0
	Karyawan	2	6.7	6.7	36.7
	Kepala Gudang	1	3.3	3.3	40.0
	Koordinator	1	3.3	3.3	43.3
	Redaksi				

Manajer Pemasaran	1	3.3	3.3	46.7
Marketing	1	3.3	3.3	50.0
Operator	6	20.0	20.0	70.0
Pemasaran	1	3.3	3.3	73.3
Staf	7	23.3	23.3	96.7
Staf Admin	1	3.3	3.3	100.0
Total	30	100.0	100.0	

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	6.7	6.7	6.7
	4.00	27	90.0	90.0	96.7
	5.00	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	6.7	6.7	6.7
	4.00	28	93.3	93.3	100.0
	Total	30	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	16.7	16.7	16.7
	4.00	22	73.3	73.3	90.0
	5.00	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	22	73.3	73.3	73.3
	5.00	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	18	60.0	60.0	60.0
	5.00	12	40.0	40.0	100.0

	Total	30	100.0	100.0	
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X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	23.3	23.3	23.3
	4.00	23	76.7	76.7	100.0
	Total	30	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	13.3	13.3	13.3
	4.00	26	86.7	86.7	100.0
	Total	30	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	27	90.0	90.0	90.0
	5.00	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	20	66.7	66.7	66.7
	5.00	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	17	56.7	56.7	56.7
	5.00	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	50.0	50.0	50.0
	4.00	11	36.7	36.7	86.7
	5.00	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.3	3.3	3.3
	4.00	26	86.7	86.7	90.0
	5.00	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.3	3.3	3.3
	4.00	28	93.3	93.3	96.7
	5.00	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	23	76.7	76.7	76.7
	5.00	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	3.3	3.3	3.3
	4.00	19	63.3	63.3	66.7
	5.00	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	23	76.7	76.7	76.7
	5.00	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	20	66.7	66.7	66.7
	5.00	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	9	30.0	30.0	30.0
	5.00	21	70.0	70.0	100.0
	Total	30	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	4	13.3	13.3	13.3
	5.00	26	86.7	86.7	100.0
	Total	30	100.0	100.0	

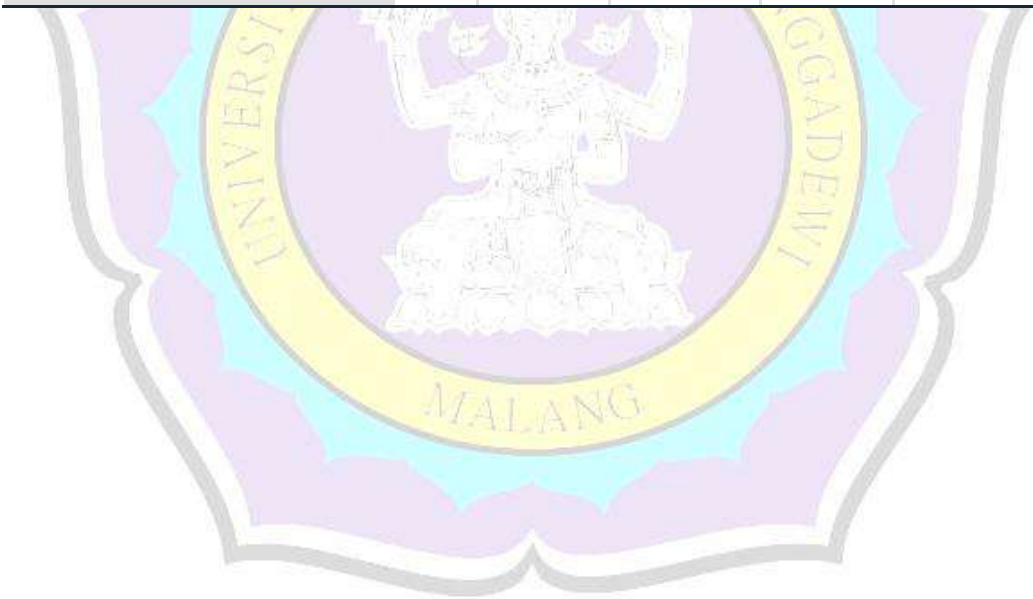
Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	4	13.3	13.3	13.3
	5.00	26	86.7	86.7	100.0
	Total	30	100.0	100.0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Gaya Kepemimpinan (X1)	30	18.00	23.00	20.5000	1.40810
Motivasi (X2)	30	18.00	23.00	20.5000	1.35824
Lingkungan Kerja (X3)	30	17.00	22.00	20.2333	1.38174
Produktivitas Karyawan (Y)	30	20.00	25.00	23.0000	1.23176
Valid N (listwise)	30				



Lampiran 4: Uji Validitas Kuesioner

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1. 1	Pearson Correlation	1	.822 [*]	-.014	.064	.087	.421 [*]
	Sig. (2-tailed)		.000	.942	.737	.649	.020
	N	30	30	30	30	30	30
X1. 2	Pearson Correlation	.822 [*]	1	-.035	.161	.218	.483 [*]
	Sig. (2-tailed)	.000		.855	.395	.247	.007
	N	30	30	30	30	30	30
X1. 3	Pearson Correlation	-.014	-.035	1	.520 [*]	.505 [*]	.705 [*]
	Sig. (2-tailed)	.942	.855		.003	.004	.000
	N	30	30	30	30	30	30
X1. 4	Pearson Correlation	.064	.161	.520 [*]	1	.739 [*]	.817 [*]
	Sig. (2-tailed)	.737	.395	.003		.000	.000
	N	30	30	30	30	30	30
X1. 5	Pearson Correlation	.087	.218	.505 [*]	.739 [*]	1	.836 [*]
	Sig. (2-tailed)	.649	.247	.004	.000		.000
	N	30	30	30	30	30	30
X1	Pearson Correlation	.421 [*]	.483 [*]	.705 [*]	.817 [*]	.836 [*]	1
	Sig. (2-tailed)	.020	.007	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.479 [*]	.184	.223	.164	.620 [*]
	Sig. (2-tailed)		.007	.331	.236	.385	.000
	N	30	30	30	30	30	30
X2.2	Pearson Correlation	.479 [*]	1	.131	.069	-.053	.441 [*]
	Sig. (2-tailed)	.007		.491	.716	.782	.015
	N	30	30	30	30	30	30
X2.3	Pearson Correlation	.184	.131	1	.471 [*]	.381 [*]	.624 [*]
	Sig. (2-tailed)	.331	.491		.009	.038	.000
	N	30	30	30	30	30	30
X2.4	Pearson Correlation	.223	.069	.471 [*]	1	.666 [*]	.794 [*]
	Sig. (2-tailed)	.236	.716	.009		.000	.000
	N	30	30	30	30	30	30
X2.5	Pearson Correlation	.164	-.053	.381 [*]	.666 [*]	1	.730 [*]
	Sig. (2-tailed)	.385	.782	.038	.000		.000
	N	30	30	30	30	30	30

X2	Pearson Correlation	.620 [*]	.441 [*]	.624 [*]	.794 [*]	.730 [*]	1
	Sig. (2-tailed)	.000	.015	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Correlations

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1	Pearson Correlation	1	.622 [*]	.000	.175	.027	.749 [*]
	Sig. (2-tailed)		.000	1.000	.356	.888	.000
	N	30	30	30	30	30	30
X3.2	Pearson Correlation	.622 [*]	1	.360	-.102	-.106	.583 [*]
	Sig. (2-tailed)	.000		.051	.590	.578	.001
	N	30	30	30	30	30	30
X3.3	Pearson Correlation	.000	.360	1	.305	.245	.475 [*]
	Sig. (2-tailed)	1.000	.051		.101	.191	.008
	N	30	30	30	30	30	30

X3.4	Pearson Correlation	.175	-.102	.305	1	.285	.543 [*]
	Sig. (2-tailed)	.356	.590	.101		.127	.002
	N	30	30	30	30	30	30
X3.5	Pearson Correlation	.027	-.106	.245	.285	1	.508 [*]
	Sig. (2-tailed)	.888	.578	.191	.127		.004
	N	30	30	30	30	30	30
X3	Pearson Correlation	.749 [*]	.583 [*]	.475 [*]	.543 [*]	.508 [*]	1
	Sig. (2-tailed)	.000	.001	.008	.002	.004	
	N	30	30	30	30	30	30

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

Correlations

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y
Y.1	Pearson Correlation	1	.613 [*]	.189	-.247	-.015	.586 [*]
	Sig. (2-tailed)		.000	.317	.188	.935	.001
	N	30	30	30	30	30	30
Y.2	Pearson Correlation	.613 [*]	1	.154	.069	.277	.759 [*]
	Sig. (2-tailed)	.000		.317	.188	.935	.001
	N	30	30	30	30	30	30

	Sig. (2-tailed)	.000		.416	.716	.138	.000
	N	30	30	30	30	30	30
Y.3	Pearson Correlation	.189	.154	1	.171	-.043	.541*
	Sig. (2-tailed)	.317	.416		.366	.822	.002
	N	30	30	30	30	30	30
Y.4	Pearson Correlation	-.247	.069	.171	1	.712*	.486*
	Sig. (2-tailed)	.188	.716	.366		.000	.006
	N	30	30	30	30	30	30
Y.5	Pearson Correlation	-.015	.277	-.043	.712*	1	.567*
	Sig. (2-tailed)	.935	.138	.822	.000		.001
	N	30	30	30	30	30	30
Y	Pearson Correlation	.586*	.759*	.541*	.486*	.567*	1
	Sig. (2-tailed)	.001	.000	.002	.006	.001	
	N	30	30	30	30	30	30

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.766	6

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.757	6

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.713	6

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.728	6

Lampiran 6: Analisis Regresi Berganda, dan Pengujian Hipotesis

Regression

Variables Entered/Removed^a

Mode	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja (X3), Motivasi (X2), Gaya Kepemimpinan (X1) ^b	.	Enter

a. Dependent Variable: Produktivitas Kinerja Karyawan (Y)

b. All requested variables entered.

Model Summary^b

Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.974 ^a	.949	.943	.29440	.949	160.559	3	26	.000

a. Predictors: (Constant), Lingkungan Kerja (X3), Motivasi (X2), Gaya Kepemimpinan (X1)

b. Dependent Variable: Produktivitas Kinerja Karyawan (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41.747	3	13.916	160.559	.000 ^b
	Residual	2.253	26	.087		
	Total	44.000	29			

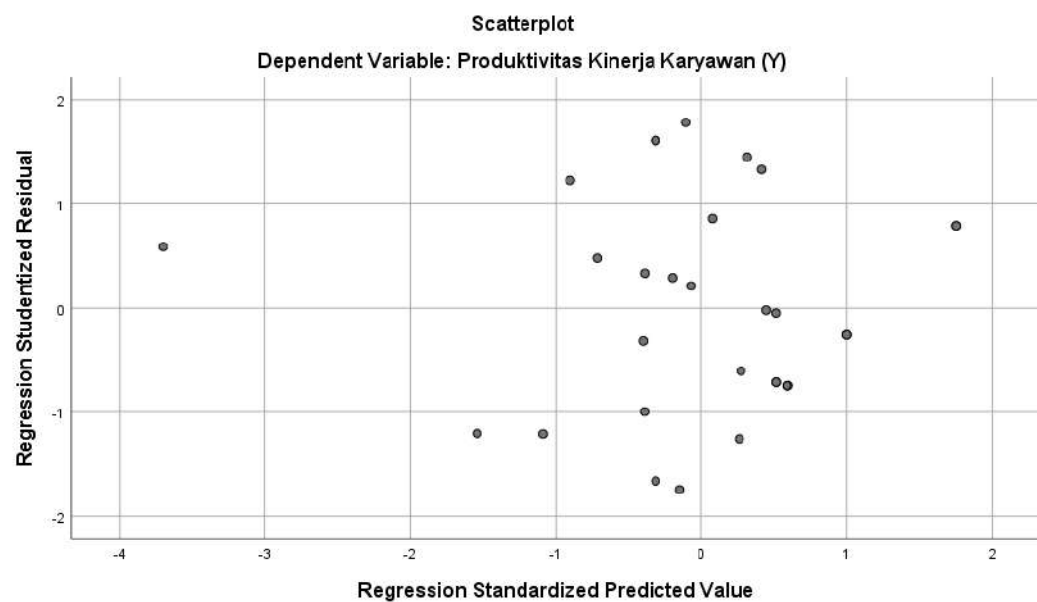
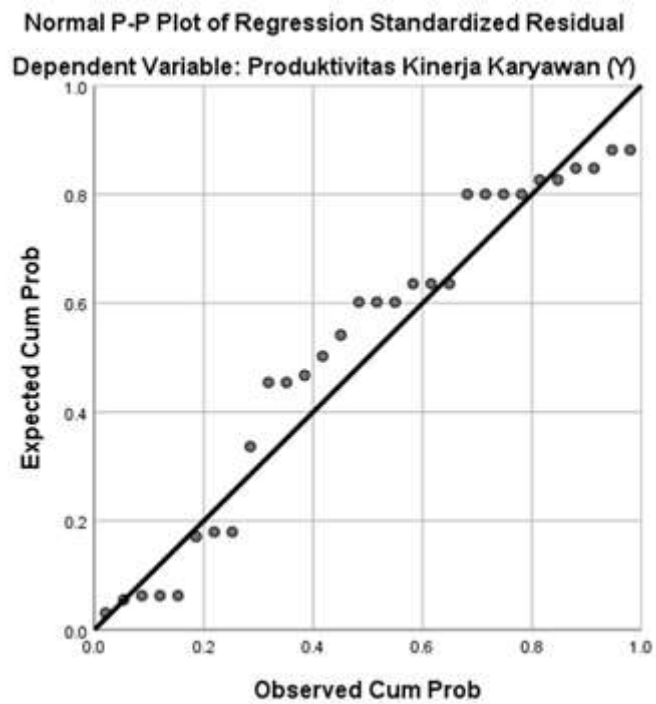
a. Dependent Variable: Produktivitas Kinerja Karyawan (Y)

b. Predictors: (Constant), Lingkungan Kerja (X3), Motivasi (X2), Gaya Kepemimpinan (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.656	.843		5.521	.000		
	Gaya Kepemimpinan (X1)	.246	.101	.281	2.445	.022	.149	6.721
	Motivasi (X2)	.272	.094	.300	2.895	.008	.184	5.448
	Lingkungan Kerja (X3)	.382	.110	.428	3.481	.002	.130	7.683

a. Dependent Variable: Produktivitas Kinerja Karyawan (Y)



Lampiran 6: Kuensioner Penelitian

KUESIONER PENELITIAN

Sebelumnya saya sampaikan terima kasih atas kesedian Bapak/ibu/Saudara untuk menjadi Responden dalam penelitian ini. Daftar pernyataan ini dibuat dengan maksud mengumpulkan data dalam rangka penyusunan skripsi yang berjudul: **Pengaruh Gaya Kepemimpinan, Motivasi Dan Lingkungan Kerja Terhadap Produktivitas Kinerja Karyawan Ukm Pada Pt Literindo Di Kota Malang.**

Identitas Responden

Responden :

JenisKelamin : 1.Laki-laki. 2.Perempuan

Usia :

Jabatan:

Pernyataan:

Centanglah(√)salah satupilihan yang dianggap paling tepat,dengan bobot penilaian sebagai berikut,

Gaya kepemimpinan (x^1)						
1. Sangat tidak setuju 2.tidak setuju 3.kurang setuju 4.setuju 5.sangat setuju						
No	Pertanyaan	Skor				
		STS	TS	KS	S	SS
		1	2	3	4	5
1	Pemimpin memberikan arahan yang jelas dalam bekerja .					
2	Pemimpin mampu menjadi teladan bagi karyawan.					
3	Pemimpin mendengarkan dan mempertimbangkan pendapat karyawan.					
4	Pemimpin memberikan umpan balik atas hasil kerja karyawan.					
5	Pemimpin mengambil keputusan dengan adil.					

Motivasi(x^2)

1.SangatTidakSetuju2.TidakSetuju3.KurangSetuju4.Setuju5. Sangat Setuju

No	Pernyataan	Skor				
		STS	TS	KS	S	SS
		1	2	3	4	5
1.	Saya bekerja dengan semangat karena adanya penghargaan dari pemimpin.					
2.	Saya merasa termotivasi dengan adanya kesempatan pengembangan karier.					
3.	Saya terdorong bekerja keras karena adanya insentif/gaji yang sesuai.					
4.	Saya merasa puas ketika berhasil menyelesaikan tugas dengan baik.					
5.	Saya merasa termotivasi dengan adanya pengakuan dari rekan kerja/pimpinan					

Lingkungan kerja(x ³)						
1.SangatTidakSetuju2.TidakSetuju3.KurangSetuju4.Setuju5.Sangat Setuju						
No	Pertanyaan	Skor				
		STS	TS	KS	S	SS
		1	2	3	4	5
1.	Lingkungan kerja saya nyaman dan mendukung produktivitas.					
2.	Fasilitas kerja yang diberikan memadai untuk mendukung pekerjaan.					
3.	Hubungan antar rekan kerja terjalin dengan baik.					
4.	Lingkungan kerja bebas dari konflik yang mengganggu pekerjaan.					
5.	Tata ruang dan kondisi fisik (pencahayaan, kebersihan, udara) mendukung kinerja.					

Produktivitas kerja (Y)						
1.SangatTidakSetuju2.TidakSetuju3.KurangSetuju4.Setuju5.Sangat Setuju						
No	Pertanyaan	Skor				
		STS	TS	KS	S	SS
		1	2	3	4	5
1.	Saya dapat menyelesaikan pekerjaan sesuai target yang ditentukan.					
2.	Saya mampu menyelesaikan pekerjaan dengan kualitas yang baik.					
3.	Saya dapat bekerja secara efisien sesuai waktu yang tersedia.					
4.	Saya selalu berusaha meningkatkan hasil kerja saya.					
5.	Saya dapat bekerja sama dengan rekan kerja untuk mencapai tujuan bersama.					

Lampiran 7. Dokumentasi



Dokumentasi dengan di rektur



Dokumentasi dengan admin keuangan



Dokumentasi dengan bagian pemasaran



Dokumentasi dengan bagian percetakan



Dokumentasi dengan bagian peaking



Dokumentasi dengan bagian mesing – mesin potong kertas