**Hasil Uji Validitas**

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| **Variabel** | **Item** | **R Hitung** | **R Tabel** | **Keterangan** |
| Semangat  Kerja | X1.1 | 0,718 | 0,1966 | Valid |
| X1.2 | 0,763 | 0,1966 | Valid |
| X1.3 | 0,72 | 0,1966 | Valid |
| Pengawasan | X2.1 | 0,558 | 0,1966 | Valid |
| X2.2 | 0,585 | 0,1966 | Valid |
| X2.3 | 0,547 | 0,1966 | Valid |
| X2.4 | 0,556 | 0,1966 | Valid |
| Kesehatan dan  Keselamatan Kerja | X3.1 | 0,595 | 0,1966 | Valid |
| X3.2 | 0,413 | 0,1966 | Valid |
| X3.3 | 0,641 | 0,1966 | Valid |
| X3.4 | 0,658 | 0,1966 | Valid |
| X3.5 | 0,597 | 0,1966 | Valid |
| X3.6 | 0,531 | 0,1966 | Valid |
| X3.7 | 0,66 | 0,1966 | Valid |
| Produktivitas  Karyawan | Y1 | 0,751 | 0,1966 | Valid |
| Y2 | 0,787 | 0,1966 | Valid |
| Y3 | 0,721 | 0,1966 | Valid |