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LAMPIRAN

**Lampiran 1**

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Disiplin Kerja, Lingkungan Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan Puskesmas Kramat Kabupaten Tegal.

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak terniali harganya bagi peneliti ini.

Atas perhatian dan bantuannya, kami ucapkan terima kasih.

Tegal, 17 Desember 2025

Hormat saya,

Nadiah Ayu Rosyidah

**KARAKTERISTIK RESPONDEN**

**A. PETUNJUK PENGISIAN**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk pengisi

Seluruh pernyataan yang ada.

2. Beri tanda () pada kolom yang tersedia :

**B. DATA RESPONDEN**

1. Jenis Kelamin : Laki-laki Perempuan

2. Pendidikan Terakhir : SMA/SMK/ D3

S1 S2

3. Umur : 21-30 Tahun >41 Tahun

31-40 Tahun

**C. KETERANGAN JAWABAN**

Sangat Setuju ( SS)

Setuju ( S )

Netral ( N)

Tidak Setuju ( TS)

Sangat Tidak Setuju (STS)

1. Pertanyaan Kuesioner

A. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | PERTANYAAN | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| 1. | Saya dapat menyelesaikan setiap pekerjaan sesuai target yang diberikan. |  |  |  |  |  |
| 2. | Saya dapat menyelesaikan setiap pekerjaan yang diberikan tepat waktu. |  |  |  |  |  |
| 3. | Saya memiliki kemampuan untuk menyelesaikan setiap pekerjaan yang diberikan. |  |  |  |  |  |
| 4. | Menjaga kebersihan dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 5. | Saya memenuhi syarat pekerja yang ditetapkan oleh puskesmas kramat. |  |  |  |  |  |
| 6. | Saya menghasilkan pekerjaan yang sesuai dengan yang diharapkan dipuskesmas kramat.. |  |  |  |  |  |
| 7. | Mengikuti intruksi dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 8. | Memiliki insiatif dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 9. | Sikap karyawan sudah baik dalam berkerja. |  |  |  |  |  |
| 10. | Kerja sama dalam pekerjaan sudah berjalan dengan baik. |  |  |  |  |  |

1. Disiplin Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| 1. | Saya jarang absen jika tidak benar-benar  dalam keadaan mendesak |  |  |  |  |  |
| 2. | Saya mampu memanfaatkan perlengkapan dan peralatan kerja dengan baik |  |  |  |  |  |
| 3. | Saya mampu menggunakan perlengkapan  dan peralatan kerja dengan baik |  |  |  |  |  |
| 4. | Saya mampu menjalankan tugas dengan  tepat waktu |  |  |  |  |  |
| 5. | Saya mampu menjalankan peraturan yang  berlaku di perusahaan |  |  |  |  |  |
| 6. | Saya mempunyai kemampuan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7. | Saya mampu mematuhi peraturan yang  ada di perusahaan secara sadar |  |  |  |  |  |
| 8. | Saya selalu mengikuti cara kerja yang  ditentukan puskesmas kraat |  |  |  |  |  |

1. Lingkungan Kerja (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| 1. | Saya merasa nyaman dengan tata letak dan kebersihan ruang kerja yang tersedia. |  |  |  |  |  |
| 2. | Pencahayaan dan ventilasi di ruang kerja saya mendukung produktivitas kerja. |  |  |  |  |  |
| 3. | Peralatan teknologi yang disediakan di tempat kerja saya berfungsi dengan baik untuk mendukung pekerjaan saya. |  |  |  |  |  |
| 4. | Saya dapat dengan mudah mengakses teknologi atau sistem kerja yang diperlukan untuk menyelesaikan tugas. |  |  |  |  |  |
| 5. | Atasan saya memberikan arahan dan dukungan yang jelas dalam menyelesaikan tugas. |  |  |  |  |  |
| 6. | Saya merasa nyaman untuk menyampaikan pendapat atau keluhan kepada atasan. |  |  |  |  |  |
| 7. | Saya merasa rekan kerja saya mendukung dalam menyelesaikan tugas bersama. |  |  |  |  |  |
| 8. | Komunikasi dengan rekan kerja berjalan dengan baik dan mendukung kelancaran kerja. |  |  |  |  |  |
| 9. | Saya merasa bawahan saya mampu menjalankan tugas dengan baik sesuai arahan. |  |  |  |  |  |
| 10. | Saya dapat berkomunikasi dengan bawahan secara efektif untuk mencapai target kerja. |  |  |  |  |  |

D. Motivasi Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | ALTERNATIF  PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| 1. | Saya termotivasi untuk bekerja dengan baik karena kompensasi yang diberikan sesuai yang diharapkan. |  |  |  |  |  |
| 2. | Saya termotivasi untuk bekerja dengan baik karena gaji/upah yang saya terima sesuai dengan pengorbanan saya dalam berkerja. |  |  |  |  |  |
| 3. | Saya termotivasi untuk berkerja dengan baik karena ada penghargaan yang diberikan kepada karyawan yang berprestasi. |  |  |  |  |  |
| 4. | Saya termotivasi untuk bekerja dengan baik dan displin dalam bekerja. |  |  |  |  |  |
| 5. | Saya termotivasi untuk bekerja dengan penuh  rasa tanggung jawab. |  |  |  |  |  |
| 6. | Puskesmas kramat membantu dalam pengembangan karier karyawan. |  |  |  |  |  |
| 7. | Puskesmas kramat akan membantu pengembangan karier apabila prestasi kerja baik. |  |  |  |  |  |
| 8. | Puskesmas kramat akan membantu pengembangan karier apabila sikap karyawan terhadap perusahaan baik. |  |  |  |  |  |

**Lampiran 2**

**Data Tabulasi Uji Validitas dan Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Kinerja Karyawan (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 33 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 35 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |

**Lampiran 3**

**Data Tabulasi Uji Validitas dan Reliabilitas Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Disiplin Kerja (X1) | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |
| 1 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 37 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 36 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 36 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 27 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 28 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 37 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 |
| 30 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |

**Lampiran 4**

**Data Tabulasi Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Lingkungan Kerja (X2) | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 8 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 10 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 12 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 33 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 46 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 41 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 38 |
| 30 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |

**Lampiran 5**

**Data Tabulasi Uji Validitas dan Reliabilitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Motivasi Kerja (X3) | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 35 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 28 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |

**Lampiran 6**

**Data Tabulasi Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Kinerja Karyawan (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 33 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 35 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 40 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 43 |
| 44 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 45 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |

**Lampiran 7**

**Data Tabulasi Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Disiplin Kerja (X1) | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |
| 1 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 37 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 36 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 36 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 27 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 28 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 37 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 |
| 30 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 31 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 33 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 35 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 37 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 39 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 42 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 45 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 35 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 47 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 36 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 37 |

**Lampiran 8**

**Data Tabulasi Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Lingkungan Kerja (X2) | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 8 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 10 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 12 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 33 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 46 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 41 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 18 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 38 |
| 30 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 32 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 33 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 35 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 36 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 46 |
| 39 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 40 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 45 |
| 41 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 42 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 33 |
| 43 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 45 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 41 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 47 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 48 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 50 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |

**Lampiran 9**

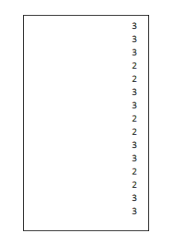
**Data Tabulasi Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Motivasi Kerja (X3) | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 35 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 28 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 31 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 41 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 43 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 44 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 35 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 48 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 32 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |

**Lampiran 10**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

Buka excel

Klik file stat97.xla > klik Enable Macro

Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

Pilih Add In >Statistics>Successive Interval

Pilih Yes

Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

Kemudian pindah ke Cell Output.

Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

Tekan Next

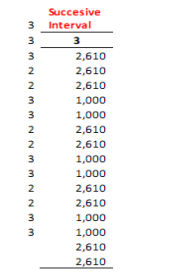
Pilih Select all

Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

Tekan Next

Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**

****

**Lampiran 11**

**Tabulasi Data MSI Penelitian Responden Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 3.914 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 4.281 | 3.936 | 2.439 | 2.393 | 30.984 |
| 2.468 | 2.676 | 2.537 | 3.869 | 2.521 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 27.895 |
| 3.914 | 2.676 | 2.537 | 3.869 | 2.521 | 3.749 | 2.711 | 3.936 | 3.869 | 2.393 | 32.177 |
| 2.468 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 2.711 | 3.936 | 2.439 | 2.393 | 27.969 |
| 3.914 | 4.258 | 2.537 | 2.439 | 4.013 | 2.366 | 4.281 | 2.483 | 2.439 | 3.792 | 32.523 |
| 2.468 | 2.676 | 4.017 | 2.439 | 2.521 | 3.749 | 2.711 | 3.936 | 2.439 | 2.393 | 29.351 |
| 3.914 | 4.258 | 4.017 | 2.439 | 2.521 | 2.366 | 4.281 | 3.936 | 2.439 | 3.792 | 33.965 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.521 | 1.000 | 2.711 | 1.000 | 1.000 | 1.000 | 13.233 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 3.749 | 2.711 | 2.483 | 2.439 | 3.792 | 27.817 |
| 1.000 | 2.676 | 1.000 | 1.000 | 1.000 | 1.000 | 4.281 | 1.000 | 1.000 | 1.000 | 14.957 |
| 3.914 | 4.258 | 2.537 | 2.439 | 2.521 | 2.366 | 4.281 | 3.936 | 2.439 | 2.393 | 31.086 |
| 2.468 | 1.000 | 2.537 | 1.000 | 2.521 | 1.000 | 1.000 | 2.483 | 1.000 | 1.000 | 16.010 |
| 1.000 | 2.676 | 2.537 | 1.000 | 1.000 | 2.366 | 2.711 | 2.483 | 1.000 | 1.000 | 17.774 |
| 3.914 | 2.676 | 2.537 | 3.869 | 2.521 | 2.366 | 2.711 | 2.483 | 3.869 | 3.792 | 30.740 |
| 1.000 | 1.000 | 2.537 | 2.439 | 1.000 | 2.366 | 1.000 | 2.483 | 2.439 | 2.393 | 18.659 |
| 2.468 | 2.676 | 2.537 | 2.439 | 1.000 | 1.000 | 2.711 | 2.483 | 2.439 | 1.000 | 20.754 |
| 3.914 | 2.676 | 2.537 | 3.869 | 4.013 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 30.833 |
| 2.468 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 2.711 | 3.936 | 2.439 | 2.393 | 27.969 |
| 3.914 | 2.676 | 4.017 | 2.439 | 4.013 | 3.749 | 2.711 | 3.936 | 2.439 | 3.792 | 33.687 |
| 2.468 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 2.711 | 3.936 | 2.439 | 2.393 | 27.969 |
| 3.914 | 4.258 | 2.537 | 3.869 | 2.521 | 2.366 | 4.281 | 2.483 | 3.869 | 2.393 | 32.493 |
| 3.914 | 2.676 | 2.537 | 3.869 | 2.521 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 29.341 |
| 2.468 | 2.676 | 2.537 | 3.869 | 2.521 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 27.895 |
| 2.468 | 4.258 | 4.017 | 2.439 | 4.013 | 3.749 | 4.281 | 3.936 | 2.439 | 2.393 | 33.994 |
| 2.468 | 2.676 | 4.017 | 2.439 | 2.521 | 3.749 | 2.711 | 3.936 | 2.439 | 3.792 | 30.750 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 3.749 | 2.711 | 2.483 | 2.439 | 3.792 | 27.817 |
| 2.468 | 2.676 | 2.537 | 3.869 | 2.521 | 3.749 | 2.711 | 2.483 | 3.869 | 2.393 | 29.278 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 2.366 | 2.711 | 2.483 | 2.439 | 2.393 | 25.035 |
| 1.000 | 2.676 | 1.000 | 2.439 | 1.000 | 1.000 | 2.711 | 1.000 | 2.439 | 2.393 | 17.659 |
| 2.468 | 2.676 | 1.000 | 1.000 | 1.000 | 2.366 | 2.711 | 1.000 | 1.000 | 1.000 | 16.222 |
| 2.468 | 4.258 | 2.537 | 3.869 | 2.521 | 2.366 | 4.281 | 2.483 | 3.869 | 3.792 | 32.445 |
| 2.468 | 4.258 | 2.537 | 2.439 | 4.013 | 3.749 | 4.281 | 2.483 | 2.439 | 2.393 | 31.061 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 2.366 | 2.711 | 2.483 | 2.439 | 2.393 | 25.035 |
| 2.468 | 1.000 | 2.537 | 2.439 | 2.521 | 1.000 | 1.000 | 2.483 | 2.439 | 2.393 | 20.282 |
| 3.914 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 2.711 | 3.936 | 2.439 | 2.393 | 29.415 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 2.366 | 2.711 | 2.483 | 2.439 | 3.792 | 26.434 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 2.366 | 2.711 | 2.483 | 2.439 | 2.393 | 25.035 |
| 2.468 | 4.258 | 2.537 | 2.439 | 4.013 | 3.749 | 4.281 | 2.483 | 2.439 | 2.393 | 31.061 |
| 2.468 | 2.676 | 2.537 | 2.439 | 2.521 | 2.366 | 2.711 | 2.483 | 2.439 | 1.000 | 23.642 |
| 2.468 | 4.258 | 2.537 | 2.439 | 2.521 | 3.749 | 4.281 | 2.483 | 2.439 | 2.393 | 29.569 |
| 3.914 | 2.676 | 4.017 | 2.439 | 2.521 | 2.366 | 2.711 | 3.936 | 2.439 | 3.792 | 30.813 |
| 2.468 | 2.676 | 4.017 | 2.439 | 4.013 | 2.366 | 2.711 | 3.936 | 2.439 | 2.393 | 29.460 |
| 2.468 | 2.676 | 2.537 | 2.439 | 4.013 | 3.749 | 2.711 | 2.483 | 2.439 | 3.792 | 29.308 |
| 2.468 | 2.676 | 2.537 | 3.869 | 2.521 | 3.749 | 2.711 | 2.483 | 3.869 | 3.792 | 30.676 |
| 2.468 | 2.676 | 2.537 | 3.869 | 4.013 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 29.387 |
| 3.914 | 2.676 | 4.017 | 3.869 | 2.521 | 3.749 | 2.711 | 3.936 | 3.869 | 2.393 | 33.657 |
| 2.468 | 2.676 | 2.537 | 3.869 | 2.521 | 2.366 | 2.711 | 2.483 | 3.869 | 2.393 | 27.895 |
| 2.468 | 2.676 | 2.537 | 1.000 | 2.521 | 1.000 | 2.711 | 2.483 | 1.000 | 2.393 | 20.790 |
| 3.914 | 4.258 | 4.017 | 3.869 | 4.013 | 3.749 | 4.281 | 3.936 | 3.869 | 3.792 | 39.698 |
| 3.914 | 2.676 | 4.017 | 2.439 | 4.013 | 2.366 | 2.711 | 3.936 | 2.439 | 3.792 | 32.305 |

**Lampiran 12**

**Tabulasi Data MSI Penelitian Responden Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** |  |
| 2.691 | 4.085 | 2.291 | 3.688 | 3.848 | 2.590 | 3.752 | 4.085 | 27.030 |
| 4.219 | 2.590 | 3.720 | 2.291 | 2.407 | 4.085 | 2.320 | 2.590 | 24.222 |
| 4.219 | 4.085 | 3.720 | 2.291 | 3.848 | 2.590 | 2.320 | 4.085 | 27.159 |
| 2.691 | 4.085 | 2.291 | 2.291 | 3.848 | 4.085 | 2.320 | 4.085 | 25.696 |
| 2.691 | 2.590 | 3.720 | 3.688 | 2.407 | 4.085 | 3.752 | 2.590 | 25.523 |
| 2.691 | 4.085 | 2.291 | 2.291 | 3.848 | 2.590 | 2.320 | 4.085 | 24.201 |
| 2.691 | 4.085 | 3.720 | 3.688 | 3.848 | 4.085 | 3.752 | 4.085 | 29.955 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.590 | 1.000 | 1.000 | 9.590 |
| 2.691 | 4.085 | 3.720 | 3.688 | 3.848 | 2.590 | 3.752 | 4.085 | 28.460 |
| 2.691 | 2.590 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.590 | 12.871 |
| 2.691 | 2.590 | 3.720 | 2.291 | 2.407 | 2.590 | 3.752 | 2.590 | 22.630 |
| 2.691 | 1.000 | 2.291 | 1.000 | 2.407 | 2.590 | 1.000 | 1.000 | 13.978 |
| 4.219 | 2.590 | 2.291 | 2.291 | 2.407 | 2.590 | 2.320 | 2.590 | 21.297 |
| 2.691 | 4.085 | 3.720 | 3.688 | 2.407 | 2.590 | 3.752 | 4.085 | 27.018 |
| 4.219 | 4.085 | 2.291 | 2.291 | 3.848 | 2.590 | 2.320 | 4.085 | 25.729 |
| 2.691 | 2.590 | 2.291 | 2.291 | 2.407 | 2.590 | 2.320 | 2.590 | 19.769 |
| 4.219 | 4.085 | 2.291 | 2.291 | 3.848 | 4.085 | 2.320 | 4.085 | 27.224 |
| 2.691 | 2.590 | 2.291 | 3.688 | 2.407 | 4.085 | 3.752 | 2.590 | 24.093 |
| 4.219 | 4.085 | 3.720 | 3.688 | 2.407 | 4.085 | 3.752 | 4.085 | 30.041 |
| 4.219 | 2.590 | 2.291 | 3.688 | 2.407 | 2.590 | 3.752 | 2.590 | 24.126 |
| 2.691 | 4.085 | 2.291 | 3.688 | 3.848 | 4.085 | 3.752 | 4.085 | 28.525 |
| 2.691 | 4.085 | 2.291 | 3.688 | 2.407 | 2.590 | 3.752 | 4.085 | 25.588 |
| 4.219 | 2.590 | 3.720 | 2.291 | 3.848 | 2.590 | 2.320 | 2.590 | 24.169 |
| 4.219 | 2.590 | 3.720 | 3.688 | 3.848 | 4.085 | 3.752 | 2.590 | 28.493 |
| 2.691 | 4.085 | 3.720 | 3.688 | 2.407 | 2.590 | 3.752 | 4.085 | 27.018 |
| 4.219 | 4.085 | 3.720 | 2.291 | 2.407 | 4.085 | 2.320 | 4.085 | 27.212 |
| 4.219 | 2.590 | 3.720 | 3.688 | 2.407 | 4.085 | 3.752 | 2.590 | 27.051 |
| 2.691 | 2.590 | 2.291 | 3.688 | 2.407 | 2.590 | 3.752 | 2.590 | 22.598 |
| 2.691 | 2.590 | 1.000 | 2.291 | 1.000 | 2.590 | 2.320 | 2.590 | 17.072 |
| 2.691 | 2.590 | 2.291 | 1.000 | 2.407 | 1.000 | 2.320 | 2.590 | 16.889 |
| 4.219 | 2.590 | 3.720 | 2.291 | 3.848 | 4.085 | 2.320 | 2.590 | 25.664 |
| 4.219 | 4.085 | 3.720 | 3.688 | 3.848 | 4.085 | 3.752 | 4.085 | 31.483 |
| 2.691 | 4.085 | 3.720 | 2.291 | 3.848 | 2.590 | 2.320 | 4.085 | 25.631 |
| 4.219 | 2.590 | 2.291 | 2.291 | 2.407 | 2.590 | 2.320 | 2.590 | 21.297 |
| 2.691 | 2.590 | 3.720 | 2.291 | 3.848 | 2.590 | 3.752 | 2.590 | 24.072 |
| 2.691 | 2.590 | 2.291 | 2.291 | 3.848 | 2.590 | 2.320 | 2.590 | 21.211 |
| 4.219 | 2.590 | 2.291 | 3.688 | 2.407 | 2.590 | 3.752 | 2.590 | 24.126 |
| 4.219 | 2.590 | 3.720 | 3.688 | 2.407 | 4.085 | 3.752 | 2.590 | 27.051 |
| 4.219 | 2.590 | 3.720 | 3.688 | 2.407 | 4.085 | 3.752 | 2.590 | 27.051 |
| 4.219 | 2.590 | 3.720 | 2.291 | 2.407 | 4.085 | 2.320 | 2.590 | 24.222 |
| 4.219 | 4.085 | 3.720 | 3.688 | 3.848 | 2.590 | 3.752 | 4.085 | 29.988 |
| 4.219 | 4.085 | 2.291 | 3.688 | 2.407 | 4.085 | 3.752 | 4.085 | 28.611 |
| 4.219 | 2.590 | 3.720 | 3.688 | 3.848 | 4.085 | 3.752 | 2.590 | 28.493 |
| 4.219 | 2.590 | 3.720 | 2.291 | 2.407 | 2.590 | 2.320 | 2.590 | 22.727 |
| 2.691 | 2.590 | 3.720 | 2.291 | 3.848 | 4.085 | 2.320 | 2.590 | 24.136 |
| 4.219 | 4.085 | 2.291 | 3.688 | 2.407 | 4.085 | 3.752 | 4.085 | 28.611 |
| 2.691 | 2.590 | 3.720 | 3.688 | 3.848 | 2.590 | 3.752 | 2.590 | 25.470 |
| 2.691 | 2.590 | 2.291 | 2.291 | 3.848 | 2.590 | 2.320 | 2.590 | 21.211 |
| 4.219 | 4.085 | 3.720 | 3.688 | 3.848 | 4.085 | 3.752 | 4.085 | 31.483 |
| 4.219 | 4.085 | 3.720 | 2.291 | 3.848 | 2.590 | 2.320 | 4.085 | 27.159 |

**Lampiran 13**

**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |  |
| 3.755 | 2.313 | 2.751 | 2.435 | 4.251 | 2.082 | 2.578 | 2.546 | 2.606 | 2.522 | 27.838 |
| 2.346 | 3.668 | 2.751 | 2.435 | 4.251 | 3.429 | 4.101 | 2.546 | 4.155 | 4.003 | 33.683 |
| 3.755 | 2.313 | 4.284 | 3.882 | 2.721 | 3.429 | 4.101 | 2.546 | 4.155 | 2.522 | 33.707 |
| 2.346 | 3.668 | 2.751 | 2.435 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 27.601 |
| 3.755 | 2.313 | 2.751 | 3.882 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 30.582 |
| 3.755 | 2.313 | 4.284 | 2.435 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 29.188 |
| 3.755 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 4.101 | 4.025 | 4.155 | 2.522 | 36.716 |
| 1.000 | 2.313 | 1.000 | 2.435 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.522 | 14.270 |
| 2.346 | 2.313 | 4.284 | 2.435 | 2.721 | 3.429 | 4.101 | 4.025 | 4.155 | 2.522 | 32.331 |
| 1.000 | 1.000 | 2.751 | 2.435 | 2.721 | 1.000 | 1.000 | 2.546 | 1.000 | 1.000 | 16.452 |
| 3.755 | 2.313 | 4.284 | 2.435 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 32.197 |
| 1.000 | 1.000 | 2.751 | 1.000 | 2.721 | 2.082 | 1.000 | 1.000 | 1.000 | 1.000 | 14.553 |
| 2.346 | 1.000 | 2.751 | 2.435 | 2.721 | 1.000 | 2.578 | 2.546 | 2.606 | 2.522 | 22.504 |
| 3.755 | 3.668 | 4.284 | 3.882 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 33.469 |
| 2.346 | 2.313 | 4.284 | 2.435 | 4.251 | 2.082 | 2.578 | 2.546 | 2.606 | 1.000 | 26.440 |
| 2.346 | 1.000 | 2.751 | 2.435 | 2.721 | 2.082 | 2.578 | 2.546 | 2.606 | 2.522 | 23.586 |
| 2.346 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 4.101 | 4.025 | 4.155 | 2.522 | 35.308 |
| 2.346 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 32.235 |
| 3.755 | 3.668 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 34.998 |
| 3.755 | 2.313 | 2.751 | 2.435 | 4.251 | 2.082 | 2.578 | 4.025 | 2.606 | 4.003 | 30.797 |
| 3.755 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 4.101 | 4.025 | 4.155 | 4.003 | 38.196 |
| 2.346 | 3.668 | 2.751 | 2.435 | 4.251 | 2.082 | 2.578 | 2.546 | 2.606 | 4.003 | 29.264 |
| 2.346 | 2.313 | 4.284 | 2.435 | 4.251 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 30.790 |
| 3.755 | 3.668 | 2.751 | 2.435 | 4.251 | 3.429 | 4.101 | 4.025 | 4.155 | 4.003 | 36.570 |
| 3.755 | 2.313 | 4.284 | 2.435 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 29.188 |
| 3.755 | 3.668 | 2.751 | 3.882 | 2.721 | 2.082 | 4.101 | 4.025 | 4.155 | 2.522 | 33.660 |
| 3.755 | 3.668 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 34.998 |
| 2.346 | 3.668 | 2.751 | 2.435 | 2.721 | 2.082 | 2.578 | 2.546 | 2.606 | 2.522 | 26.254 |
| 2.346 | 2.313 | 2.751 | 2.435 | 2.721 | 2.082 | 1.000 | 2.546 | 1.000 | 2.522 | 21.716 |
| 2.346 | 2.313 | 2.751 | 1.000 | 2.721 | 1.000 | 2.578 | 2.546 | 2.606 | 2.522 | 22.383 |
| 3.755 | 3.668 | 2.751 | 3.882 | 2.721 | 3.429 | 4.101 | 4.025 | 4.155 | 2.522 | 35.007 |
| 2.346 | 2.313 | 2.751 | 3.882 | 4.251 | 2.082 | 2.578 | 4.025 | 2.606 | 4.003 | 30.835 |
| 3.755 | 3.668 | 2.751 | 3.882 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 30.456 |
| 2.346 | 2.313 | 2.751 | 2.435 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 26.246 |
| 2.346 | 2.313 | 2.751 | 3.882 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 29.174 |
| 2.346 | 3.668 | 2.751 | 3.882 | 4.251 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 32.058 |
| 2.346 | 2.313 | 4.284 | 3.882 | 2.721 | 2.082 | 2.578 | 2.546 | 2.606 | 2.522 | 27.879 |
| 3.755 | 3.668 | 4.284 | 3.882 | 2.721 | 3.429 | 4.101 | 2.546 | 2.606 | 2.522 | 33.512 |
| 2.346 | 2.313 | 4.284 | 2.435 | 4.251 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 29.310 |
| 3.755 | 3.668 | 2.751 | 3.882 | 4.251 | 2.082 | 2.578 | 4.025 | 2.606 | 2.522 | 32.118 |
| 3.755 | 2.313 | 4.284 | 2.435 | 2.721 | 3.429 | 2.578 | 2.546 | 2.606 | 2.522 | 29.188 |
| 1.000 | 1.000 | 2.751 | 1.000 | 2.721 | 2.082 | 1.000 | 1.000 | 1.000 | 1.000 | 14.553 |
| 2.346 | 1.000 | 2.751 | 2.435 | 2.721 | 1.000 | 2.578 | 2.546 | 2.606 | 2.522 | 22.504 |
| 3.755 | 3.668 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 2.546 | 2.606 | 4.003 | 34.999 |
| 2.346 | 2.313 | 4.284 | 2.435 | 4.251 | 2.082 | 2.578 | 2.546 | 2.606 | 1.000 | 26.440 |
| 2.346 | 1.000 | 2.751 | 2.435 | 2.721 | 2.082 | 2.578 | 2.546 | 2.606 | 2.522 | 23.586 |
| 2.346 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 4.101 | 4.025 | 4.155 | 2.522 | 35.308 |
| 2.346 | 2.313 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 32.235 |
| 3.755 | 3.668 | 4.284 | 3.882 | 4.251 | 3.429 | 2.578 | 4.025 | 2.606 | 2.522 | 34.998 |
| 3.755 | 3.668 | 2.751 | 2.435 | 4.251 | 2.082 | 2.578 | 4.025 | 2.606 | 4.003 | 32.151 |

**Lampiran 14**

**Tabulasi Data MSI Penelitian Responden Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** |  |
| 2.629 | 4.187 | 3.882 | 3.059 | 3.789 | 2.441 | 3.833 | 3.336 | 27.156 |
| 4.156 | 2.660 | 3.882 | 4.423 | 2.374 | 3.873 | 2.414 | 3.336 | 27.117 |
| 2.629 | 4.187 | 2.435 | 4.423 | 3.789 | 3.873 | 3.833 | 3.336 | 28.504 |
| 4.156 | 2.660 | 3.882 | 4.423 | 2.374 | 2.441 | 3.833 | 4.767 | 28.535 |
| 4.156 | 4.187 | 3.882 | 4.423 | 3.789 | 2.441 | 2.414 | 3.336 | 28.628 |
| 4.156 | 4.187 | 2.435 | 4.423 | 3.789 | 2.441 | 2.414 | 2.029 | 25.874 |
| 4.156 | 4.187 | 2.435 | 3.059 | 3.789 | 3.873 | 3.833 | 3.336 | 28.667 |
| 4.156 | 2.660 | 2.435 | 1.905 | 1.000 | 1.000 | 2.414 | 3.336 | 18.905 |
| 4.156 | 4.187 | 2.435 | 3.059 | 3.789 | 3.873 | 2.414 | 3.336 | 27.249 |
| 1.000 | 2.660 | 1.000 | 3.059 | 1.000 | 1.000 | 2.414 | 2.029 | 14.162 |
| 2.629 | 2.660 | 3.882 | 3.059 | 3.789 | 2.441 | 3.833 | 3.336 | 25.629 |
| 2.629 | 2.660 | 1.000 | 3.059 | 2.374 | 1.000 | 2.414 | 2.029 | 17.165 |
| 4.156 | 2.660 | 2.435 | 1.905 | 1.000 | 2.441 | 1.000 | 2.029 | 17.625 |
| 2.629 | 2.660 | 3.882 | 4.423 | 3.789 | 2.441 | 2.414 | 3.336 | 25.573 |
| 4.156 | 2.660 | 1.000 | 3.059 | 2.374 | 2.441 | 1.000 | 3.336 | 20.026 |
| 2.629 | 2.660 | 2.435 | 1.905 | 2.374 | 2.441 | 2.414 | 1.000 | 17.857 |
| 4.156 | 4.187 | 2.435 | 4.423 | 3.789 | 3.873 | 3.833 | 3.336 | 30.031 |
| 4.156 | 2.660 | 3.882 | 3.059 | 3.789 | 2.441 | 2.414 | 3.336 | 25.737 |
| 4.156 | 4.187 | 2.435 | 4.423 | 3.789 | 2.441 | 3.833 | 4.767 | 30.030 |
| 4.156 | 2.660 | 3.882 | 3.059 | 2.374 | 2.441 | 2.414 | 2.029 | 23.015 |
| 4.156 | 2.660 | 3.882 | 4.423 | 3.789 | 3.873 | 2.414 | 3.336 | 28.532 |
| 4.156 | 2.660 | 3.882 | 4.423 | 2.374 | 2.441 | 2.414 | 3.336 | 25.685 |
| 2.629 | 2.660 | 3.882 | 3.059 | 3.789 | 2.441 | 2.414 | 3.336 | 24.210 |
| 2.629 | 4.187 | 3.882 | 4.423 | 2.374 | 3.873 | 2.414 | 4.767 | 28.548 |
| 2.629 | 2.660 | 2.435 | 3.059 | 3.789 | 2.441 | 3.833 | 3.336 | 24.182 |
| 4.156 | 4.187 | 2.435 | 3.059 | 2.374 | 2.441 | 2.414 | 3.336 | 24.402 |
| 2.629 | 4.187 | 2.435 | 3.059 | 3.789 | 2.441 | 3.833 | 3.336 | 25.709 |
| 2.629 | 4.187 | 2.435 | 3.059 | 2.374 | 2.441 | 3.833 | 2.029 | 22.987 |
| 2.629 | 2.660 | 2.435 | 1.000 | 2.374 | 1.000 | 1.000 | 3.336 | 16.433 |
| 2.629 | 1.000 | 2.435 | 3.059 | 1.000 | 2.441 | 1.000 | 3.336 | 16.900 |
| 4.156 | 4.187 | 2.435 | 3.059 | 2.374 | 3.873 | 3.833 | 4.767 | 28.683 |
| 4.156 | 4.187 | 3.882 | 4.423 | 2.374 | 2.441 | 2.414 | 4.767 | 28.644 |
| 4.156 | 4.187 | 2.435 | 3.059 | 2.374 | 2.441 | 2.414 | 3.336 | 24.402 |
| 4.156 | 4.187 | 2.435 | 3.059 | 2.374 | 1.000 | 2.414 | 3.336 | 22.961 |
| 4.156 | 2.660 | 3.882 | 3.059 | 3.789 | 3.873 | 3.833 | 4.767 | 30.018 |
| 2.629 | 4.187 | 3.882 | 3.059 | 2.374 | 2.441 | 1.000 | 3.336 | 22.908 |
| 2.629 | 4.187 | 2.435 | 3.059 | 2.374 | 2.441 | 2.414 | 3.336 | 22.875 |
| 4.156 | 2.660 | 3.882 | 4.423 | 2.374 | 3.873 | 2.414 | 4.767 | 28.548 |
| 2.629 | 2.660 | 2.435 | 1.905 | 2.374 | 2.441 | 2.414 | 3.336 | 20.193 |
| 2.629 | 4.187 | 3.882 | 4.423 | 2.374 | 3.873 | 3.833 | 4.767 | 29.966 |
| 2.629 | 4.187 | 2.435 | 4.423 | 3.789 | 2.441 | 3.833 | 3.336 | 27.072 |
| 4.156 | 4.187 | 2.435 | 3.059 | 3.789 | 3.873 | 2.414 | 3.336 | 27.249 |
| 2.629 | 4.187 | 3.882 | 4.423 | 2.374 | 3.873 | 3.833 | 3.336 | 28.535 |
| 4.156 | 4.187 | 3.882 | 3.059 | 3.789 | 2.441 | 2.414 | 2.029 | 25.957 |
| 2.629 | 2.660 | 3.882 | 3.059 | 2.374 | 2.441 | 2.414 | 4.767 | 24.226 |
| 4.156 | 4.187 | 2.435 | 3.059 | 3.789 | 3.873 | 3.833 | 3.336 | 28.667 |
| 2.629 | 2.660 | 2.435 | 4.423 | 2.374 | 2.441 | 2.414 | 3.336 | 22.711 |
| 2.629 | 2.660 | 3.882 | 1.905 | 2.374 | 2.441 | 2.414 | 3.336 | 21.640 |
| 4.156 | 4.187 | 3.882 | 4.423 | 3.789 | 3.873 | 3.833 | 4.767 | 32.909 |
| 4.156 | 4.187 | 2.435 | 4.423 | 2.374 | 3.873 | 2.414 | 4.767 | 28.628 |

**Lampiran 15**

**Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total.Y |
| Y.1 | Pearson Correlation | 1 | .537\*\* | .394\* | .559\*\* | .620\*\* | .335 | .387\* | .497\*\* | .559\*\* | .504\*\* | .794\*\* |
| Sig. (2-tailed) |  | .002 | .031 | .001 | .000 | .070 | .034 | .005 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .537\*\* | 1 | .273 | .280 | .356 | .280 | .832\*\* | .345 | .280 | .389\* | .640\*\* |
| Sig. (2-tailed) | .002 |  | .145 | .134 | .054 | .134 | .000 | .062 | .134 | .033 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .394\* | .273 | 1 | .201 | .487\*\* | .523\*\* | .117 | .928\*\* | .201 | .464\*\* | .684\*\* |
| Sig. (2-tailed) | .031 | .145 |  | .287 | .006 | .003 | .538 | .000 | .287 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .559\*\* | .280 | .201 | 1 | .375\* | .370\* | .049 | .253 | 1.000\*\* | .460\* | .683\*\* |
| Sig. (2-tailed) | .001 | .134 | .287 |  | .041 | .044 | .797 | .177 | 0.000 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .620\*\* | .356 | .487\*\* | .375\* | 1 | .465\*\* | .260 | .476\*\* | .375\* | .536\*\* | .725\*\* |
| Sig. (2-tailed) | .000 | .054 | .006 | .041 |  | .010 | .165 | .008 | .041 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .335 | .280 | .523\*\* | .370\* | .465\*\* | 1 | .049 | .560\*\* | .370\* | .616\*\* | .683\*\* |
| Sig. (2-tailed) | .070 | .134 | .003 | .044 | .010 |  | .797 | .001 | .044 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .387\* | .832\*\* | .117 | .049 | .260 | .049 | 1 | .175 | .049 | .178 | .415\* |
| Sig. (2-tailed) | .034 | .000 | .538 | .797 | .165 | .797 |  | .354 | .797 | .346 | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .497\*\* | .345 | .928\*\* | .253 | .476\*\* | .560\*\* | .175 | 1 | .253 | .438\* | .733\*\* |
| Sig. (2-tailed) | .005 | .062 | .000 | .177 | .008 | .001 | .354 |  | .177 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .559\*\* | .280 | .201 | 1.000\*\* | .375\* | .370\* | .049 | .253 | 1 | .460\* | .683\*\* |
| Sig. (2-tailed) | .001 | .134 | .287 | 0.000 | .041 | .044 | .797 | .177 |  | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .504\*\* | .389\* | .464\*\* | .460\* | .536\*\* | .616\*\* | .178 | .438\* | .460\* | 1 | .749\*\* |
| Sig. (2-tailed) | .004 | .033 | .010 | .011 | .002 | .000 | .346 | .015 | .011 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.Y | Pearson Correlation | .794\*\* | .640\*\* | .684\*\* | .683\*\* | .725\*\* | .683\*\* | .415\* | .733\*\* | .683\*\* | .749\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .023 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | |

**Lampiran 16**

**Uji Validitas Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total.X1 |
| X1.1 | Pearson Correlation | 1 | .203 | .445\* | .148 | .329 | .318 | .093 | .203 | .467\*\* |
| Sig. (2-tailed) |  | .282 | .014 | .436 | .076 | .087 | .623 | .282 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .203 | 1 | .336 | .468\*\* | .590\*\* | .223 | .428\* | 1.000\*\* | .761\*\* |
| Sig. (2-tailed) | .282 |  | .070 | .009 | .001 | .235 | .018 | 0.000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .445\* | .336 | 1 | .489\*\* | .435\* | .438\* | .541\*\* | .336 | .723\*\* |
| Sig. (2-tailed) | .014 | .070 |  | .006 | .016 | .016 | .002 | .070 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .148 | .468\*\* | .489\*\* | 1 | .328 | .488\*\* | .934\*\* | .468\*\* | .795\*\* |
| Sig. (2-tailed) | .436 | .009 | .006 |  | .076 | .006 | .000 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .329 | .590\*\* | .435\* | .328 | 1 | .326 | .304 | .590\*\* | .695\*\* |
| Sig. (2-tailed) | .076 | .001 | .016 | .076 |  | .079 | .103 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .318 | .223 | .438\* | .488\*\* | .326 | 1 | .377\* | .223 | .603\*\* |
| Sig. (2-tailed) | .087 | .235 | .016 | .006 | .079 |  | .040 | .235 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .093 | .428\* | .541\*\* | .934\*\* | .304 | .377\* | 1 | .428\* | .758\*\* |
| Sig. (2-tailed) | .623 | .018 | .002 | .000 | .103 | .040 |  | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .203 | 1.000\*\* | .336 | .468\*\* | .590\*\* | .223 | .428\* | 1 | .761\*\* |
| Sig. (2-tailed) | .282 | 0.000 | .070 | .009 | .001 | .235 | .018 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X1 | Pearson Correlation | .467\*\* | .761\*\* | .723\*\* | .795\*\* | .695\*\* | .603\*\* | .758\*\* | .761\*\* | 1 |
| Sig. (2-tailed) | .009 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

**Lampiran 17**

**Uji Validitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total.X2 |
| X2.1 | Pearson Correlation | 1 | .411\* | .475\*\* | .536\*\* | .384\* | .583\*\* | .536\*\* | .580\*\* | .536\*\* | .450\* | .780\*\* |
| Sig. (2-tailed) |  | .024 | .008 | .002 | .036 | .001 | .002 | .001 | .002 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .411\* | 1 | .078 | .335 | .265 | .427\* | .367\* | .313 | .367\* | .465\*\* | .576\*\* |
| Sig. (2-tailed) | .024 |  | .682 | .071 | .156 | .019 | .046 | .093 | .046 | .010 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .475\*\* | .078 | 1 | .472\*\* | .466\*\* | .697\*\* | .412\* | .519\*\* | .412\* | -.017 | .634\*\* |
| Sig. (2-tailed) | .008 | .682 |  | .009 | .009 | .000 | .024 | .003 | .024 | .929 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .536\*\* | .335 | .472\*\* | 1 | .264 | .531\*\* | .464\*\* | .556\*\* | .464\*\* | .266 | .687\*\* |
| Sig. (2-tailed) | .002 | .071 | .009 |  | .159 | .003 | .010 | .001 | .010 | .155 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .384\* | .265 | .466\*\* | .264 | 1 | .447\* | .412\* | .621\*\* | .412\* | .290 | .634\*\* |
| Sig. (2-tailed) | .036 | .156 | .009 | .159 |  | .013 | .024 | .000 | .024 | .120 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .583\*\* | .427\* | .697\*\* | .531\*\* | .447\* | 1 | .547\*\* | .485\*\* | .547\*\* | .387\* | .806\*\* |
| Sig. (2-tailed) | .001 | .019 | .000 | .003 | .013 |  | .002 | .007 | .002 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .536\*\* | .367\* | .412\* | .464\*\* | .412\* | .547\*\* | 1 | .626\*\* | 1.000\*\* | .401\* | .815\*\* |
| Sig. (2-tailed) | .002 | .046 | .024 | .010 | .024 | .002 |  | .000 | 0.000 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .580\*\* | .313 | .519\*\* | .556\*\* | .621\*\* | .485\*\* | .626\*\* | 1 | .626\*\* | .244 | .779\*\* |
| Sig. (2-tailed) | .001 | .093 | .003 | .001 | .000 | .007 | .000 |  | .000 | .193 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .536\*\* | .367\* | .412\* | .464\*\* | .412\* | .547\*\* | 1.000\*\* | .626\*\* | 1 | .401\* | .815\*\* |
| Sig. (2-tailed) | .002 | .046 | .024 | .010 | .024 | .002 | 0.000 | .000 |  | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .450\* | .465\*\* | -.017 | .266 | .290 | .387\* | .401\* | .244 | .401\* | 1 | .551\*\* |
| Sig. (2-tailed) | .013 | .010 | .929 | .155 | .120 | .035 | .028 | .193 | .028 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X2 | Pearson Correlation | .780\*\* | .576\*\* | .634\*\* | .687\*\* | .634\*\* | .806\*\* | .815\*\* | .779\*\* | .815\*\* | .551\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | |

**Lampiran 18**

**Uji Validitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total.X3 |
| X3.1 | Pearson Correlation | 1 | .163 | .231 | .237 | .126 | .347 | -.091 | .233 | .420\* |
| Sig. (2-tailed) |  | .391 | .219 | .206 | .508 | .060 | .634 | .216 | .021 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .163 | 1 | -.029 | .310 | .515\*\* | .398\* | .541\*\* | .176 | .592\*\* |
| Sig. (2-tailed) | .391 |  | .881 | .096 | .004 | .029 | .002 | .354 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .231 | -.029 | 1 | .362\* | .346 | .357 | .175 | .368\* | .565\*\* |
| Sig. (2-tailed) | .219 | .881 |  | .050 | .061 | .053 | .354 | .046 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .237 | .310 | .362\* | 1 | .429\* | .552\*\* | .396\* | .420\* | .753\*\* |
| Sig. (2-tailed) | .206 | .096 | .050 |  | .018 | .002 | .031 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .126 | .515\*\* | .346 | .429\* | 1 | .466\*\* | .564\*\* | .284 | .749\*\* |
| Sig. (2-tailed) | .508 | .004 | .061 | .018 |  | .009 | .001 | .128 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .347 | .398\* | .357 | .552\*\* | .466\*\* | 1 | .291 | .307 | .730\*\* |
| Sig. (2-tailed) | .060 | .029 | .053 | .002 | .009 |  | .119 | .099 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | -.091 | .541\*\* | .175 | .396\* | .564\*\* | .291 | 1 | .240 | .626\*\* |
| Sig. (2-tailed) | .634 | .002 | .354 | .031 | .001 | .119 |  | .201 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .233 | .176 | .368\* | .420\* | .284 | .307 | .240 | 1 | .603\*\* |
| Sig. (2-tailed) | .216 | .354 | .046 | .021 | .128 | .099 | .201 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X3 | Pearson Correlation | .420\* | .592\*\* | .565\*\* | .753\*\* | .749\*\* | .730\*\* | .626\*\* | .603\*\* | 1 |
| Sig. (2-tailed) | .021 | .001 | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

**Lampiran 19**

**Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .873 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 36.9000 | 14.438 | .721 | .850 |
| Y.2 | 37.0000 | 16.138 | .560 | .863 |
| Y.3 | 36.9000 | 15.334 | .591 | .861 |
| Y.4 | 36.9667 | 15.275 | .588 | .861 |
| Y.5 | 37.1333 | 15.430 | .651 | .856 |
| Y.6 | 36.9667 | 15.275 | .588 | .861 |
| Y.7 | 36.9000 | 17.128 | .306 | .879 |
| Y.8 | 36.8333 | 14.902 | .647 | .856 |
| Y.9 | 36.9667 | 15.275 | .588 | .861 |
| Y.10 | 37.0333 | 14.861 | .668 | .854 |

**Lampiran 20**

**Uji Reliabilitas Variabel Disiplin Kerja (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .851 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 30.4333 | 11.151 | .334 | .860 |
| X1.2 | 30.3667 | 9.689 | .670 | .824 |
| X1.3 | 30.4333 | 9.702 | .614 | .830 |
| X1.4 | 30.4333 | 9.151 | .700 | .819 |
| X1.5 | 30.5000 | 9.914 | .582 | .834 |
| X1.6 | 30.4667 | 10.464 | .479 | .846 |
| X1.7 | 30.3667 | 9.482 | .657 | .825 |
| X1.8 | 30.3667 | 9.689 | .670 | .824 |

**Lampiran 21**

**Uji Reliabilitas Variabel Lingkungan Kerja (X2**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .890 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 38.4667 | 15.361 | .709 | .874 |
| X2.2 | 38.6667 | 16.644 | .465 | .891 |
| X2.3 | 38.4000 | 16.662 | .547 | .885 |
| X2.4 | 38.5667 | 16.323 | .607 | .881 |
| X2.5 | 38.4000 | 16.662 | .547 | .885 |
| X2.6 | 38.4000 | 14.869 | .735 | .872 |
| X2.7 | 38.7000 | 15.390 | .758 | .870 |
| X2.8 | 38.5333 | 15.775 | .717 | .874 |
| X2.9 | 38.7000 | 15.390 | .758 | .870 |
| X2.10 | 38.6667 | 16.989 | .447 | .891 |

**Lampiran 22**

**Uji Reliabilitas Variabel Kompetensi (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .787 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 29.3667 | 9.620 | .262 | .796 |
| X3.2 | 29.5000 | 9.017 | .465 | .769 |
| X3.3 | 29.5667 | 8.875 | .407 | .777 |
| X3.4 | 29.6667 | 7.678 | .621 | .740 |
| X3.5 | 29.5000 | 7.845 | .626 | .740 |
| X3.6 | 29.7667 | 8.323 | .624 | .744 |
| X3.7 | 29.6667 | 8.575 | .479 | .766 |
| X3.8 | 30.0333 | 8.723 | .454 | .770 |

**Lampiran 23**

**Uji Asumsi Klasik (Uji Normalitas)**

|  |  |
| --- | --- |
|  |  |

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 50 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.93912234 |
| Most Extreme Differences | Absolute | .104 |
| Positive | .061 |
| Negative | -.104 |
| Test Statistic | | .104 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

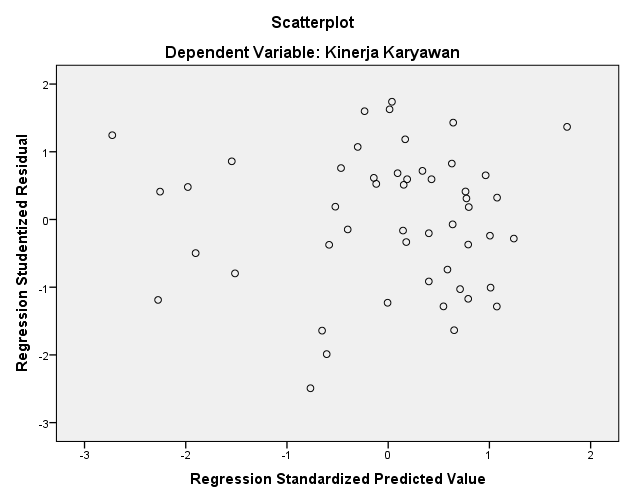
**Lampiran 24**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -5.680 | 1.779 |  | -3.193 | .003 |  |  |
| Disiplin Kerja | .340 | .109 | .269 | 3.137 | .003 | .334 | 2.991 |
| Lingkungan Kerja | .145 | .065 | .148 | 2.233 | .030 | .557 | 1.796 |
| Motivasi Kerja | .820 | .114 | .607 | 7.188 | .000 | .344 | 2.904 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

**Lampiran 25**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



**Lampiran 26**

**Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -5.680 | 1.779 |  | -3.193 | .003 |  |  |
| Disiplin Kerja | .340 | .109 | .269 | 3.137 | .003 | .334 | 2.991 |
| Lingkungan Kerja | .145 | .065 | .148 | 2.233 | .030 | .557 | 1.796 |
| Motivasi Kerja | .820 | .114 | .607 | 7.188 | .000 | .344 | 2.904 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

**Lampiran 27**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -5.680 | 1.779 |  | -3.193 | .003 |  |  |
| Disiplin Kerja | .340 | .109 | .269 | 3.137 | .003 | .334 | 2.991 |
| Lingkungan Kerja | .145 | .065 | .148 | 2.233 | .030 | .557 | 1.796 |
| Motivasi Kerja | .820 | .114 | .607 | 7.188 | .000 | .344 | 2.904 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

**Lampiran 28**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1444.361 | 3 | 481.454 | 120.200 | .000b |
| Residual | 184.250 | 46 | 4.005 |  |  |
| Total | 1628.611 | 49 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja | | | | | | |

**Lampiran 29**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .942a | .887 | .879 | 2.001356 |
| a. Predictors: (Constant), Motivasi Kerja, Lingkungan Kerja, Disiplin Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

**Lampiran 30**

**Pra Survei Puskesmas Kramat Kabupaten Tegal**

|  |  |
| --- | --- |
|  |  |
|  |  |

**Lampiran 31**

**Data Wawancara Puskesmas Kramat Kabupaten Tegal**

**Daftar Pertanyaan Wawancara**

Nama : Nadiah Ayu Rosidah

Npm : 4118500179

Fakultas/Prodi : Ekonomi Dan Bisnis/ Manajemen SDM

Perguruan Tinggi : Universitas Pancasakti Tegal

Judul : Pengaruh Disiplin Kerja, Lingkungan Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan Puskesmas Kramat Kabupaten Tegal

**WAWANCARA PENELITI**

Dalam Penelitian ini, Peneliti melakukan wawancara kepada karyawan di Puskesmas Kramat untuk mendapatkan informasi yang memberikan kontribusi kedalam penelitian ini. Salah satu karyawan Puskemsas Kramat yang menjadi subjek penelitian ini sebagai berikut hasil wawancaranya:

**Pernyataan Peneliti:**

Peneliti : Assalamualikum wr. wb…. Sebelumnya perkenalkan nama saya Nadiah Ayu Rosidah, mahasiswa Universitas Panacasakti Tegal Program studi manajemen ingin melakukan observasi dan wawancara mengenai permaslahan yang terjadi pada Pusksmas Kramat. Mohon izin bantuanya untuk diperkenakan melakukan observasi dan wawancaranya bu.

Karyawan :Walikumsalam wr.wb….iya dengan senang hati saya akan membantu kak Nadiah

Peneliti : Saya mau bertanya bu, disini jumlah karyawan Puskesmas Kramat ada berapa bu?

Karyawan : 50 karyawan di Puskesmas Kramat

Peneliti : Apakah karyawan di Puskesmas Kramat sering terjadi pegawai yang datang terlambat atau tidak hadir?

Karyawan : Ya kadang-kadang ada yang tidak berangkat karena alasan sakit, izin dan cuti karena hamil atau lainya.

Peneliti : Apa saja permasalahan mengenai disiplin kerja di Puskesmas Kramat?

Karyawan : Permasalahan mengenai disiplin kerja karyawan di Puskesmas Kramat Kabupaten Tegal, dimana disiplin kerja karyawan di Puskesmas Kramat Kabupaten Tegal yaitu masih banyaknya karyawan yang datang terlambat 15 menit lebih dari ketentuan yang sudah ditetapkan instansi. Faktor yang menyebabkan karyawan datang terlambat karena terkendala pada kendaraan, padatnya lalu lintas yang dilaluinya serta ketika jam istirahat banyak karyawan yang keluar untuk beristirahat namun seringkali terdapat karyawan yang terlambat untuk masuk jam kantor setelah jam istirahat selesai. Selain keterlambatan ada juga karyawan yang tidak hadir tanpa keterangan serta karyawan yang pulang cepat dari jam pulang biasannya disebabkan oleh faktor-faktor tertentu berupa kedatangan tamu penting dirumah atau kepentingan yang mendadak.

Peneliti : Apa saja permasalahan mengani lingkungan kerja di Puskesmas Kramat?

Karyawan : permasalahan terjadi di Puskesmas Kramat Kabupaten Tegal yang berhubungan dengan lingkungan kerja fisik adalah terdapat penerangan yang masih kurang baik hal ini disebabkan karena terdapat lampu yang berkapasitas watt kecil dan masih kurang adanya lampu-lampu di setiap ruangan sehingga dalam penerangan masih sangat minim, kondisi suhu udara di dalam ruangan terasa panas karena terdapat ruangan yang tidak menggunakan AC hanya terdapat beberapa kipas angin tetapi tidak sesuai dengan luas ruangan sehingga untuk ruangan yang cukup besar terasa panas. Sedangkan Pada lingkungan kerja non fisik permasalahan yang terjadi adalah kesulitan karyawan untuk saling berkomunikasi antara karyawan satu dengan karyawan yang lainnya, hal ini karena hubungan antara karyawan lama dengan karyawan baru kurang membaur sehingga menyebabkan rasa ketidaknyamanan untuk karyawan baru dan terjadi *miss communication* antar karyawan dengan karyawan lain.

Peneliti : Apa saja permasalahan menganai motivasi kerja di Puskesmas Kramat?

Karyawan : permasalahan yang terjadi di Puskesmas Kramat Kabupaten Tegal, terdapat beberapa permasalahan terkait motivasi kerja, seperti gaji yang rendah, kesempatan pengembangan diri yang terbatas, dan beban kerja yang tinggi. Hal ini dapat berdampak pada kinerja tenaga kesehatan, seperti penurunan kualitas pelayanan, absensi yang tinggi, dan kurangnya inisiatif dalam meningkatkan kualitas kerja.

Peneliti : Terimakasih yang sebesar-besarnya bu atas bantuanya dengan wawancara ini dapat mempermudah saya dalam penelitian

Karyawan : Sama-sama kak nadiah senang sekali bisa membantu dalam penelitiannya.

Peneliti : Nggih bu maaf mengganggu waktunya ibu, Assalamualaikum wr.wb

Karyawan: Waalikumsalam wr.wb

|  |  |
| --- | --- |
| **Peneliti** | **Narasumber** |
|  |  |
| **Nadiah Ayu Rosidah**  **4118500179** |  |

**Lampiran 32**

**Distribusi Tabel t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20259 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

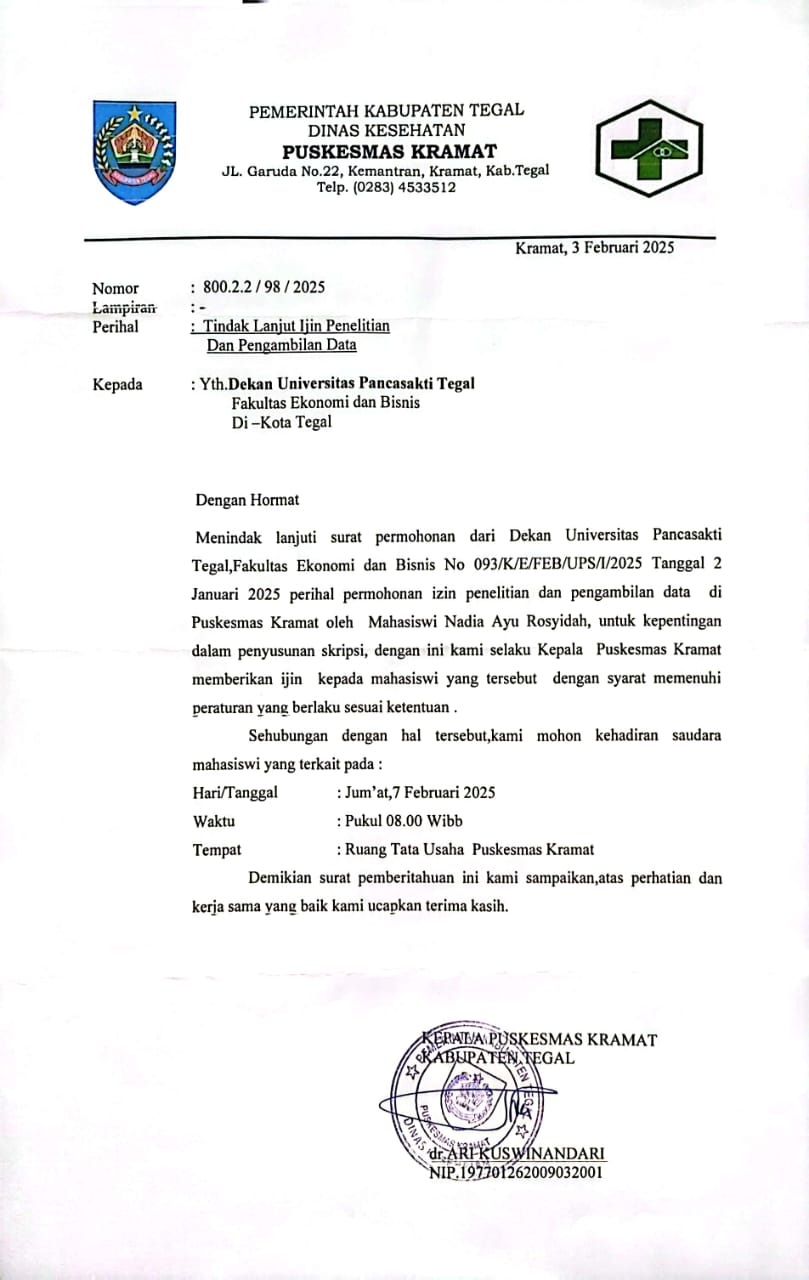
**Lampiran 33**

**Distribusi Tabel F**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (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 |

**Lampiran 34**

**Surat ijin balasan penelitian**

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