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**LAMPIRAN**

Lampiran 1

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian: Pengaruh Iklim Organisasi, Etos Kerja, dan Disiplin Kerja

Terhadap Kinerja Karyawan Perumda Air Minum Tirta

Bahari Kota Tegal

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

 Dengan Hormat,

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

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Pemalang, 3 Juni 2022

Hormat Saya,

Naviya Rohmah

**IDENTITAS RESPONDEN**

**A. Data Responden**

 Isilah dan berilah tanda cheklist (√ ) pada isian dibawah ini

1. Jenis Kelamin : □ Laki-Laki □ Perempuan

2. Usia :□ 21-30 Tahun □ 31-40 Tahun

□ 41-50 Tahun

3. Pendidikan Terakhir : □ SMA/SMK □ S1

□ Diploma □ S2

**B. Petunjuk Pengisian**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
2. Beri tanda checklist (√) pada kolom yang tersedia
3. Ada 5 alternatif jawaban, yaitu :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Lampiran 2

**KUISIONER**

**1. Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Kemampuan saya menyelesaikan pekerjaan dengan tepat |  |  |  |  |  |
| 2 | Saya selalu menjaga kebersihan dan kerapihan peralatan kerja |  |  |  |  |  |
| 3 | Saya memberikan pelayanan dengan baik sesuai tujuan yang diharapkan |  |  |  |  |  |
| 4 | Saya selalu mengikuti instruksi yang diberikan kepada saya |  |  |  |  |  |
| 5 | Saya selalu berhati hati dalam bekerja |  |  |  |  |  |
| 6 | Sikap antar karyawan saling menghormati |  |  |  |  |  |
| 7 | Saya mampu bekerjasama dengan pegawai lain |  |  |  |  |  |

**2. Iklim Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya berkompeten dalam bidang yang saya kerjakan |  |  |  |  |  |
| 2 | Saya selalu melaksanakan pekerjaan dengan maksimal |  |  |  |  |  |
| 3 | Saya selalu menyelesaikan tugas yang diberikan secara optimal |  |  |  |  |  |
| 4 | Saya bisa menerima pendapat orang lain dengan bijak |  |  |  |  |  |
| 5 | Saya selalu bertanya kepada karyawan lain tentang hal yang saya belum tau |  |  |  |  |  |
| 6 | Saling membantu antar karyawan bisa mempererat jalinan yang terjadi dalam suatu perusahaan. |  |  |  |  |  |
| 7 | Saya selalu mengerjakan pekerjaan yang lain tanpa disuruh terlebih dahulu oleh pimpinan |  |  |  |  |  |
| 8 | Tingkat ketegasan atasan saya kepada bawahanmembuat seluruh bawahan taat pada aturan yang berlaku |  |  |  |  |  |
| 9 | Saya selalu memberikan apresiasi kepada diri sendiri ketika telah mengerjakan suatu tugas dengan baik |  |  |  |  |  |

**3. Etos Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya tidak mengenal waktu dalam bekerja |  |  |  |  |  |
| 2 | Saya jarang sekali absen jika tidak benar benar mendesak |  |  |  |  |  |
| 3 | Saya tidak mengelak ketika dikenakan sanksi karena kesalahan yang saya perbuat |  |  |  |  |  |
| 4 | Saya selalu mengikuti aturan yang berlaku dikantor |  |  |  |  |  |
| 5 | Saya mengerjakan pekerjaan dengan senang hati |  |  |  |  |  |

**4. Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Saya selalu berangkat tepat waktu |  |  |  |  |  |
| 2 | Saya mampu memanfaatkan perlengkapan dan peralatan kantor dengan baik |  |  |  |  |  |
| 3 | Tugas yang diberikan kepada saya mampu saya selesaikan dengan waktu yang sudah ditentukan |  |  |  |  |  |
| 4 | Saya selalu mengikuti cara kerja yang sudah ditentukan didalam kantor |  |  |  |  |  |

Lampiran 3

1. Data hasil Koesioner Variabel Kinerja Karyawan (Y)

|  |  |  |
| --- | --- | --- |
| **Nomor Responden** | **Nomor Pernyataan Pada Koesioner** | **Total Skor** |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 31 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 31 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 6 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 27 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 28 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 12 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 31 |
| 13 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 28 |
| 15 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 18 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 19 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 29 |
| 21 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 22 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 25 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 28 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 27 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 32 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 30 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 33 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 30 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 38 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 31 |
| 39 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |
| 40 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 30 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 43 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 44 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 31 |
| 45 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 30 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 47 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 32 |
| 48 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 29 |
| 49 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 50 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 32 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 53 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 33 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 55 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 33 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 57 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 32 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 59 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 30 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 62 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 31 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 64 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 31 |
| 65 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 29 |
| 66 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 68 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 30 |
| 69 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 30 |
| 70 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 30 |
| 71 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 32 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 73 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 32 |
| 74 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 33 |
| 75 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 30 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 77 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 31 |
| 78 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 32 |
| 79 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 27 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 81 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 82 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 29 |
| 83 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 30 |
| 84 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 30 |
| 85 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 29 |
| 86 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 87 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 30 |
| 88 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 89 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 28 |
| 90 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 32 |
| 91 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 32 |
| 92 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 30 |
| 93 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 94 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 95 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 31 |
| 96 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 97 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 28 |
| 98 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 99 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |

2. Data Hasil Koesioner Variabel Iklim Orgnisasi (X1)

|  |  |  |
| --- | --- | --- |
| **Nomor Responden** | **Nomor Pernyataan Pada Kuesioner** | **Total Skor** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** |
| 1 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 34 |
| 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| 6 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 32 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 36 |
| 9 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 11 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 13 | 3 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 36 |
| 14 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| 15 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 36 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 29 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 37 |
| 21 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 33 |
| 22 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 31 |
| 23 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 24 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 25 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 32 |
| 26 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 33 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 29 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 30 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 25 |
| 31 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 30 |
| 32 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 33 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 34 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 38 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 38 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 40 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 38 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 43 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 32 |
| 44 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 36 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 46 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 37 |
| 47 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 34 |
| 48 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 37 |
| 49 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 33 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 51 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 52 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 36 |
| 53 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 40 |
| 54 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 29 |
| 55 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 57 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 60 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 5 | 4 | 35 |
| 61 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 41 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 63 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 39 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 65 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 66 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 67 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 38 |
| 68 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 69 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 70 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 71 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 39 |
| 72 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 37 |
| 73 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 74 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 75 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 77 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 39 |
| 78 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| 79 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 36 |
| 80 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 40 |
| 81 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 38 |
| 82 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 35 |
| 83 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 41 |
| 84 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 86 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 2 | 5 | 39 |
| 87 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 40 |
| 88 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 37 |
| 89 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 35 |
| 90 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 42 |
| 91 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 39 |
| 92 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 35 |
| 93 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 40 |
| 94 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 41 |
| 95 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 38 |
| 96 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 97 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 36 |
| 98 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 99 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |

3. Data Hasil Koesioner Variabel Etos Kerja (X2)

|  |  |  |
| --- | --- | --- |
| **Nomor Responden** | **Nomor Pernyataan Pada Kuesioner** | **Total Akhir** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** |
| 1 | 5 | 5 | 3 | 4 | 5 | 22 |
| 2 | 4 | 5 | 3 | 4 | 3 | 19 |
| 3 | 5 | 5 | 5 | 4 | 4 | 23 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 4 | 3 | 4 | 3 | 19 |
| 6 | 5 | 4 | 4 | 4 | 4 | 21 |
| 7 | 4 | 4 | 3 | 3 | 4 | 18 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 4 | 4 | 4 | 3 | 20 |
| 10 | 5 | 5 | 3 | 4 | 3 | 20 |
| 11 | 5 | 5 | 4 | 4 | 4 | 22 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 13 | 5 | 4 | 3 | 4 | 4 | 20 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 5 | 5 | 5 | 5 | 4 | 24 |
| 17 | 5 | 5 | 5 | 5 | 5 | 25 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 5 | 5 | 5 | 4 | 4 | 23 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 21 | 5 | 5 | 5 | 5 | 4 | 24 |
| 22 | 5 | 5 | 5 | 4 | 4 | 23 |
| 23 | 5 | 5 | 5 | 4 | 4 | 23 |
| 24 | 5 | 5 | 4 | 4 | 4 | 22 |
| 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 |
| 27 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 |
| 29 | 5 | 4 | 4 | 4 | 4 | 21 |
| 30 | 5 | 5 | 4 | 3 | 3 | 20 |
| 31 | 4 | 4 | 4 | 4 | 3 | 19 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 4 | 4 | 4 | 3 | 3 | 18 |
| 34 | 5 | 5 | 5 | 5 | 5 | 25 |
| 35 | 5 | 5 | 5 | 4 | 4 | 23 |
| 36 | 5 | 4 | 4 | 4 | 3 | 20 |
| 37 | 5 | 5 | 4 | 4 | 4 | 22 |
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 5 | 5 | 4 | 4 | 4 | 22 |
| 40 | 4 | 4 | 4 | 3 | 3 | 18 |
| 41 | 5 | 5 | 4 | 4 | 4 | 22 |
| 42 | 5 | 5 | 4 | 3 | 4 | 21 |
| 43 | 5 | 5 | 4 | 4 | 5 | 23 |
| 44 | 5 | 5 | 4 | 4 | 4 | 22 |
| 45 | 5 | 5 | 4 | 4 | 5 | 23 |
| 46 | 5 | 5 | 5 | 4 | 5 | 24 |
| 47 | 5 | 5 | 5 | 4 | 4 | 23 |
| 48 | 4 | 4 | 4 | 4 | 4 | 20 |
| 49 | 4 | 5 | 5 | 5 | 5 | 24 |
| 50 | 5 | 5 | 4 | 4 | 4 | 22 |
| 51 | 5 | 5 | 5 | 5 | 5 | 25 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 5 | 5 | 5 | 5 | 5 | 25 |
| 54 | 5 | 5 | 5 | 5 | 4 | 24 |
| 55 | 5 | 5 | 5 | 5 | 5 | 25 |
| 56 | 5 | 5 | 5 | 5 | 5 | 25 |
| 57 | 5 | 5 | 5 | 5 | 5 | 25 |
| 58 | 4 | 4 | 4 | 4 | 4 | 20 |
| 59 | 5 | 3 | 4 | 5 | 4 | 21 |
| 60 | 5 | 5 | 5 | 5 | 5 | 25 |
| 61 | 4 | 5 | 5 | 5 | 5 | 24 |
| 62 | 4 | 4 | 4 | 5 | 3 | 20 |
| 63 | 5 | 5 | 5 | 5 | 5 | 25 |
| 64 | 5 | 5 | 4 | 5 | 5 | 24 |
| 65 | 4 | 3 | 5 | 3 | 5 | 20 |
| 66 | 5 | 4 | 5 | 5 | 4 | 23 |
| 67 | 5 | 5 | 5 | 5 | 5 | 25 |
| 68 | 5 | 5 | 5 | 5 | 5 | 25 |
| 69 | 5 | 5 | 5 | 5 | 5 | 25 |
| 70 | 5 | 5 | 5 | 4 | 4 | 23 |
| 71 | 4 | 4 | 4 | 4 | 5 | 21 |
| 72 | 4 | 5 | 5 | 4 | 4 | 22 |
| 73 | 5 | 5 | 4 | 5 | 5 | 24 |
| 74 | 4 | 4 | 5 | 5 | 5 | 23 |
| 75 | 4 | 4 | 5 | 4 | 4 | 21 |
| 76 | 4 | 4 | 4 | 3 | 5 | 20 |
| 77 | 5 | 5 | 5 | 5 | 5 | 25 |
| 78 | 5 | 4 | 4 | 3 | 4 | 20 |
| 79 | 3 | 5 | 5 | 4 | 3 | 20 |
| 80 | 4 | 5 | 5 | 5 | 4 | 23 |
| 81 | 4 | 4 | 4 | 4 | 5 | 21 |
| 82 | 5 | 5 | 3 | 3 | 5 | 21 |
| 83 | 5 | 4 | 2 | 5 | 4 | 20 |
| 84 | 3 | 4 | 5 | 5 | 5 | 22 |
| 85 | 4 | 5 | 5 | 4 | 5 | 23 |
| 86 | 5 | 5 | 5 | 5 | 5 | 25 |
| 87 | 4 | 3 | 5 | 5 | 4 | 21 |
| 88 | 3 | 5 | 4 | 4 | 5 | 21 |
| 89 | 5 | 5 | 5 | 5 | 5 | 25 |
| 90 | 5 | 4 | 5 | 4 | 5 | 23 |
| 91 | 4 | 5 | 5 | 5 | 3 | 22 |
| 92 | 5 | 5 | 5 | 5 | 5 | 25 |
| 93 | 4 | 5 | 4 | 3 | 4 | 20 |
| 94 | 5 | 4 | 4 | 4 | 5 | 22 |
| 95 | 5 | 5 | 3 | 4 | 5 | 22 |
| 96 | 4 | 4 | 4 | 5 | 4 | 21 |
| 97 | 5 | 4 | 5 | 4 | 5 | 23 |
| 98 | 5 | 5 | 4 | 5 | 3 | 22 |
| 99 | 4 | 5 | 5 | 4 | 5 | 23 |
| 100 | 5 | 5 | 5 | 5 | 5 | 25 |

4. Data Hasil Koesioner Variabel Disiplin Kerja (X3)

|  |  |  |
| --- | --- | --- |
| **Nomor Responden** | **Nomor Pernyataan Pada Kuesioner** | **Total Skor** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** |
| 1 | 4 | 4 | 2 | 4 | 14 |
| 2 | 4 | 4 | 4 | 4 | 16 |
| 3 | 5 | 5 | 3 | 3 | 16 |
| 4 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 4 | 4 | 18 |
| 6 | 5 | 5 | 4 | 4 | 18 |
| 7 | 4 | 4 | 4 | 4 | 16 |
| 8 | 5 | 5 | 5 | 5 | 20 |
| 9 | 5 | 5 | 4 | 4 | 18 |
| 10 | 5 | 4 | 3 | 3 | 15 |
| 11 | 4 | 4 | 4 | 4 | 16 |
| 12 | 4 | 4 | 4 | 4 | 16 |
| 13 | 4 | 4 | 3 | 4 | 15 |
| 14 | 5 | 5 | 5 | 5 | 20 |
| 15 | 5 | 5 | 5 | 5 | 20 |
| 16 | 5 | 5 | 4 | 4 | 18 |
| 17 | 5 | 5 | 4 | 4 | 18 |
| 18 | 4 | 4 | 4 | 4 | 16 |
| 19 | 5 | 5 | 4 | 4 | 18 |
| 20 | 5 | 5 | 5 | 5 | 20 |
| 21 | 5 | 5 | 4 | 4 | 18 |
| 22 | 5 | 5 | 4 | 4 | 18 |
| 23 | 5 | 5 | 4 | 4 | 18 |
| 24 | 4 | 4 | 3 | 3 | 14 |
| 25 | 5 | 5 | 5 | 5 | 20 |
| 26 | 5 | 5 | 5 | 5 | 20 |
| 27 | 4 | 4 | 4 | 4 | 16 |
| 28 | 5 | 5 | 4 | 3 | 17 |
| 29 | 5 | 5 | 4 | 4 | 18 |
| 30 | 4 | 4 | 4 | 4 | 16 |
| 31 | 5 | 5 | 4 | 4 | 18 |
| 32 | 4 | 4 | 3 | 3 | 14 |
| 33 | 4 | 4 | 3 | 3 | 14 |
| 34 | 3 | 4 | 4 | 4 | 15 |
| 35 | 4 | 4 | 3 | 4 | 15 |
| 36 | 4 | 4 | 4 | 4 | 16 |
| 37 | 4 | 4 | 4 | 4 | 16 |
| 38 | 4 | 4 | 3 | 3 | 14 |
| 39 | 5 | 5 | 3 | 5 | 18 |
| 40 | 4 | 4 | 3 | 3 | 14 |
| 41 | 4 | 4 | 4 | 4 | 16 |
| 42 | 4 | 4 | 4 | 4 | 16 |
| 43 | 5 | 5 | 4 | 4 | 18 |
| 44 | 5 | 5 | 4 | 4 | 18 |
| 45 | 4 | 4 | 4 | 4 | 16 |
| 46 | 4 | 4 | 3 | 3 | 14 |
| 47 | 3 | 3 | 3 | 3 | 12 |
| 48 | 4 | 4 | 4 | 4 | 16 |
| 49 | 4 | 4 | 4 | 4 | 16 |
| 50 | 4 | 4 | 4 | 4 | 16 |
| 51 | 4 | 4 | 4 | 3 | 15 |
| 52 | 5 | 5 | 5 | 5 | 20 |
| 53 | 4 | 4 | 4 | 4 | 16 |
| 54 | 4 | 4 | 3 | 3 | 14 |
| 55 | 4 | 4 | 4 | 4 | 16 |
| 56 | 4 | 4 | 3 | 3 | 14 |
| 57 | 4 | 4 | 4 | 4 | 16 |
| 58 | 4 | 4 | 3 | 3 | 14 |
| 59 | 4 | 4 | 3 | 3 | 14 |
| 60 | 4 | 4 | 3 | 3 | 14 |
| 61 | 4 | 4 | 4 | 4 | 16 |
| 62 | 5 | 4 | 4 | 4 | 17 |
| 63 | 5 | 4 | 3 | 3 | 15 |
| 64 | 4 | 4 | 4 | 4 | 16 |
| 65 | 4 | 4 | 3 | 3 | 14 |
| 66 | 5 | 5 | 4 | 4 | 18 |
| 67 | 4 | 4 | 3 | 3 | 14 |
| 68 | 4 | 4 | 4 | 4 | 16 |
| 69 | 4 | 4 | 4 | 4 | 16 |
| 70 | 5 | 5 | 4 | 4 | 18 |
| 71 | 5 | 5 | 4 | 4 | 18 |
| 72 | 4 | 4 | 5 | 5 | 18 |
| 73 | 5 | 5 | 5 | 5 | 20 |
| 74 | 5 | 3 | 4 | 5 | 17 |
| 75 | 5 | 5 | 5 | 5 | 20 |
| 76 | 4 | 4 | 5 | 5 | 18 |
| 77 | 5 | 5 | 5 | 5 | 20 |
| 78 | 5 | 5 | 5 | 5 | 20 |
| 79 | 5 | 5 | 5 | 5 | 20 |
| 80 | 5 | 4 | 4 | 4 | 17 |
| 81 | 4 | 4 | 4 | 4 | 16 |
| 82 | 5 | 5 | 5 | 5 | 20 |
| 83 | 5 | 5 | 5 | 4 | 19 |
| 84 | 5 | 5 | 5 | 5 | 20 |
| 85 | 4 | 5 | 5 | 4 | 18 |
| 86 | 5 | 5 | 5 | 5 | 20 |
| 87 | 5 | 5 | 5 | 5 | 20 |
| 88 | 5 | 5 | 3 | 5 | 18 |
| 89 | 5 | 5 | 5 | 4 | 19 |
| 90 | 4 | 5 | 5 | 5 | 19 |
| 91 | 5 | 5 | 5 | 5 | 20 |
| 92 | 5 | 5 | 5 | 5 | 20 |
| 93 | 5 | 5 | 5 | 4 | 19 |
| 94 | 5 | 5 | 5 | 5 | 20 |
| 95 | 5 | 5 | 5 | 5 | 20 |
| 96 | 5 | 4 | 3 | 5 | 17 |
| 97 | 5 | 5 | 5 | 5 | 20 |
| 98 | 5 | 5 | 5 | 5 | 20 |
| 99 | 5 | 5 | 5 | 4 | 19 |
| 100 | 5 | 5 | 5 | 5 | 20 |

Lampiran 4

**Pengolahan Data Interval**

1. Tabulasi Data Variabel Kinerja







2. Tabulasi Data Variabel Iklim Organisasi







3. Tabulasi Data Variabel Etos Kerja







4. Tabulasi Data Variabel Disiplin Kerja







Lampiran 5

**Hasil Uji Validitas**

1. Uji Validitas Variabel Kinerja (Y)



2. Uji Validitas Variabel Iklim Organisasi (X1)



3. Uji Validitas Variabel Etos Kerja (X2)



4. Uji Validitas Variabel Disiplin Kerja (X3)



Lampiran 6

**Hasil Uji Reliabilitas**

1. Uji Reliabilitas Variabel Kinerja (Y)



2. Uji Reliabilitas Variabel Iklim Organisasi (X1)



3. Uji Reliabilitas Variabel Etos Kerja (X2)



4. Uji Reliabilitas Variabel Disiplin Kerja (X3)



Lampiran 7

**Hasil Uji Asumsi Klasik**

1. Uji Normalitas







2. Uji Multikolonieritas



3. Uji Heteroskedastisitas



4. Uji Autokorelasi



Lampiran 8

**Output SPSS**

1. Hasil Uji Analisis Regresi Linier Berganda



2. Hasil Uji Koefisien Determinasi (R2)



Lampiran 9

**Hasil Uji Hipotesis**

1. Hasil Uji t (Parsial)



2. Hasil Uji F (Simultan)

