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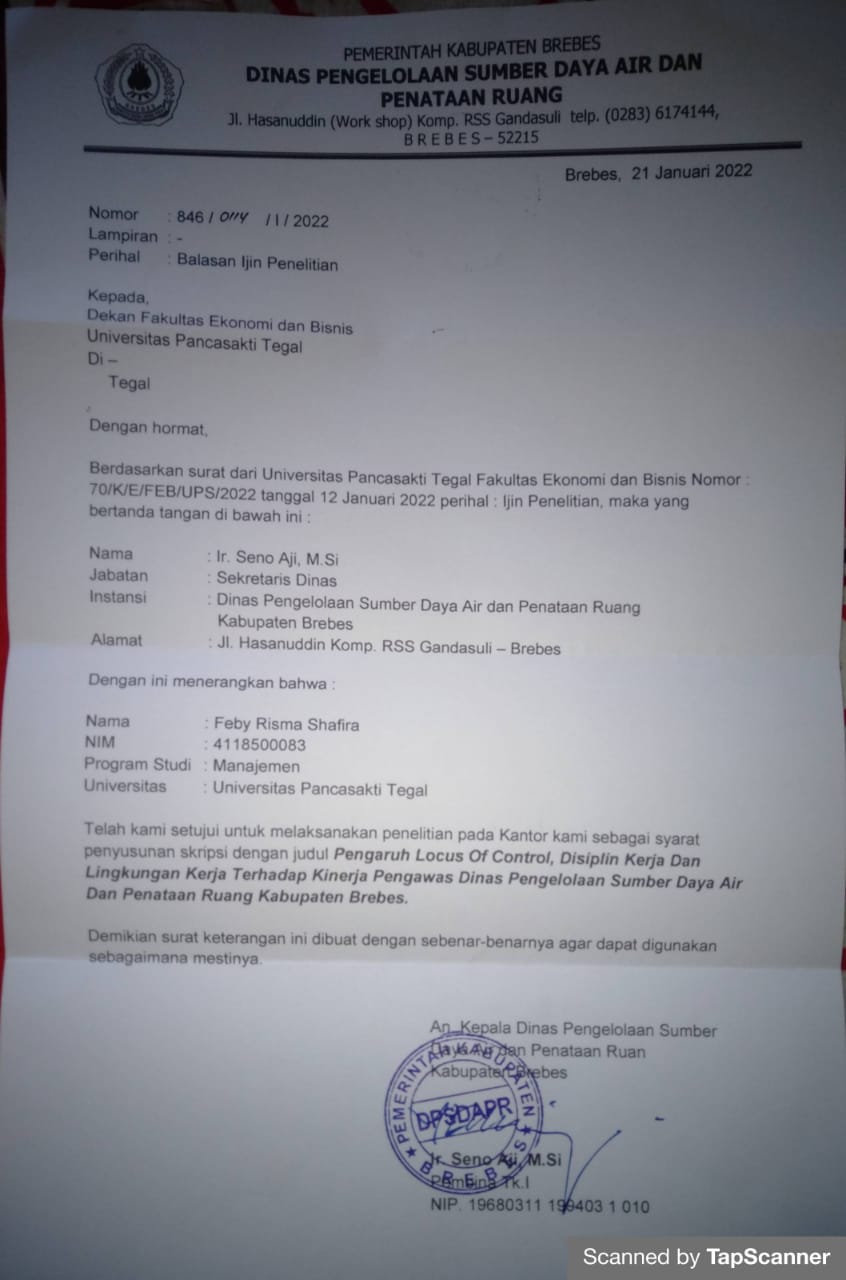
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# LAMPIRAN

LAMPIRAN

Lampiran 1

**Surat Balasan Persetujuan Penelitian**

****

**Lampiran 2**

**Kuesioner Penelitian**

**KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Locus Of Control*, Disiplin Kerja, Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dinas Pengelolaan Sumber Daya Air Dan Penataan Ruang Kabupaten Brebes

Kepada Yth

Bapak/ibu, Sdr/i. Pegawai Dinas PSDA dan Penataan Ruang Kab.Brebes

Di tempat

Dengan Hormat,

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

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr/i selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terima kasih.

|  |  |  |
| --- | --- | --- |
|  |  | Tegal, November 2022 |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  | Feby Risma Shafira |

**KARAKTERISTIK RESPONDEN**

1. **PETUNTUK PENGISIAN**
2. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi seluruh pernyataan yang ada.
3. Beri tanda (√) pada kolom yang tersedia.
4. **DATA RESPONDEN**
5. Nama :
6. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SD/SMP

SMA

DIII/S1

S2

1. Umur : 25-35 tahun

36-40 tahun

41-45 tahun

>4 > 45 tahun

1. **KETERANGAN JAWABAN**

|  |  |
| --- | --- |
| Selalu (SL) | Sangat Tidak Setuju (STS) |
| Sering (SR) | Tidak Setuju (TS) |
| Biasanya (B) | Ragu-ragu (RR) |
| Kadang-kadang (KD) | Setuju (S) |
| Belum pernah (BP) | Sangat Setuju (SS) |

1. **KINERJA PEGAWAI**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SL** | **SR** | **B** | **KD** | **BP** |
| 1 | Dapatmenyelesaikansetiappekerjaan yang di berikan dengan baik. |  |  |  |  |  |
| 2 | Dapat memenuhi harapan instansi dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 3 | Dapat memenuhi target yang di tetapkaninstansi. |  |  |  |  |  |
| 4 | Dapat menyelesaikan target tepat waktu |  |  |  |  |  |
| 5 | Hadir setiap hari di tempat kerja |  |  |  |  |  |
| 6 | Hadir sesuai jam kerja yang ditentukan instansi |  |  |  |  |  |
| 7 | Dapat berkerjasama dengan pemimpin |  |  |  |  |  |
| 8 | Dapat berkerjasama dengan rekan kerja |  |  |  |  |  |

1. ***LOCUS OF CONTROL***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| 1 | Suka berkerja keras dalam berkerja |  |  |  |  |  |
| 2 | Mempunyai inisiatif dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Berusaha menemukan pemecahan masalah dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Berfikir efektif dalam menyelesaikan masalah yang akurat |  |  |  |  |  |
| 5 | Mempunyai persepsi bahwa usaha harus dilakukan jika ingin berhasil |  |  |  |  |  |
| 6 | Kurang memiliki inisitif dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7 | Kurang suka berusaha dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 8 | Kurang mencari informasi yang dibutuhkan dalam bekerja |  |  |  |  |  |
| 9 | Tidak memiliki harapan dalam berkerja |  |  |  |  |  |
| 10 | Lebih mudah di pengaruhi dan tergantung pada petnjukoranglaindalambekerja |  |  |  |  |  |

1. **DISIPLIN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| 1 | Menggunakan seragam kerja sesuai tata tertib |  |  |  |  |  |
| 2 | Berperilaku baik di tempat kerja |  |  |  |  |  |
| 3 | Mematuhi peraturan yang ada di kantor |  |  |  |  |  |
| 4 | Masuk kerjatepatwaktu |  |  |  |  |  |
| 5 | Pulang kantor sesuai dengan waktu yang di tentukan |  |  |  |  |  |
| 6 | Istirahat sesuai jam kantor |  |  |  |  |  |
| 7 | Tanggung jawab dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 8 | Memiliki kemampuan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 9 | Menaati seluruh peraturan yang ada di kantor |  |  |  |  |  |

1. **LINGKUNGAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| 1 | Ruang kerja di instansi tempat saya berkerja tertata dengan rapi |  |  |  |  |  |
| 2 | Ruang kerja di instansi tempat saya berkerja terjaga kebersihannya |  |  |  |  |  |
| 3 | Ruang kerja di instansi tempat saya berkerja selalu rapih |  |  |  |  |  |
| 4 | Hubungan kerjaan antar sesama pegawai maupun dan atas anter jalin dengan baik |  |  |  |  |  |
| 5 | Hubungan kerjaan antar sesama pegawai maupun dengan atasan tidak terhalang status sosial secara pribadi |  |  |  |  |  |
| 6 | Informasi ditempat kerja mengalir dengan lancar |  |  |  |  |  |
| 7 | Pekerjaan saya tidak membosankan |  |  |  |  |  |
| 8 | Pekerjaan saya sangat meletihkan |  |  |  |  |  |

**Lampiran 3**

**Data Uji Validitas dan Realibilitas Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Y.01 | Y.02 | Y.03 | Y.04 | Y.05 | Y.06 | Y.07 | Y.08 | Total |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 6 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 31 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 9 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 12 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 4 | 30 |
| 13 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 31 |
| 15 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 31 |
| 16 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 29 |
| 17 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 31 |
| 18 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 37 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 22 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 28 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 24 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 25 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 28 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 27 | 3 | 4 | 1 | 1 | 5 | 3 | 5 | 4 | 26 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 30 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |

Lampiran 4

Data Uji Validitas dan Uji Realibilitas *Locus Of Control*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X1.01 | X1.02 | X1.03 | X1.04 | X1.05 | X1.06 | X1.07 | X1.08 | X1.09 | X1.10 | Total |
| 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | 16 |
| 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 1 | 20 |
| 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 22 |
| 5 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 1 | 21 |
| 6 | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 1 | 2 | 1 | 18 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 8 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 23 |
| 9 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 15 |
| 10 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 18 |
| 11 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 16 |
| 12 | 1 | 1 | 3 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 19 |
| 13 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 15 |
| 14 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 22 |
| 15 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 15 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 26 |
| 17 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 21 |
| 18 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 15 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 20 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 11 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 22 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 25 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 24 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 25 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 23 |
| 26 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 27 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 23 |
| 28 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 29 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 13 |
| 30 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 14 |

Lampiran 5

Data Uji Validitas dan Uji Realibilitas Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | X2.09 | Total |
| 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 13 |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 13 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 5 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 6 | 1 | 2 | 2 | 3 | 1 | 3 | 1 | 2 | 1 | 16 |
| 7 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 13 |
| 8 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 22 |
| 9 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 12 |
| 10 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 11 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 12 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 13 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 14 |
| 14 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 17 |
| 15 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 18 |
| 16 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 21 |
| 17 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 17 |
| 18 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 20 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 12 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 22 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 23 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 24 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 25 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 26 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 27 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 15 |
| 28 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 13 |
| 29 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 12 |
| 30 | 2 | 2 | 2 | 1 | 1 | 1 | 5 | 1 | 1 | 16 |

**Lampiran 6**

**Data Uji Validitas dan Uji Realibilitas Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 | Total |
| 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 10 |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 19 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 15 |
| 6 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 18 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 8 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 19 |
| 9 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 12 |
| 10 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 14 |
| 11 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 12 | 1 | 1 | 3 | 1 | 1 | 2 | 2 | 4 | 15 |
| 13 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 14 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 21 |
| 15 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 20 |
| 16 | 2 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 21 |
| 17 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 1 | 14 |
| 18 | 1 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 15 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 20 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 12 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 10 |
| 22 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 20 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 24 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 9 |
| 25 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 21 |
| 26 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 14 |
| 27 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 2 | 15 |
| 28 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 29 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 11 |
| 30 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |

**Lampiran 7**

**Uji Validitas Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Y07 | Y08 | Total | |
| Y01 | Pearson Correlation | 1 | ,413\*\* | ,346\* | ,227 | ,153 | ,296\* | ,200 | ,405\*\* | ,528\*\* | |
| Sig. (2-tailed) |  | ,004 | ,018 | ,130 | ,311 | ,046 | ,183 | ,005 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y02 | Pearson Correlation | ,413\*\* | 1 | ,487\*\* | ,255 | ,352\* | ,451\*\* | ,331\* | ,401\*\* | ,634\*\* | |
| Sig. (2-tailed) | ,004 |  | ,001 | ,087 | ,016 | ,002 | ,025 | ,006 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y03 | Pearson Correlation | ,346\* | ,487\*\* | 1 | ,525\*\* | ,440\*\* | ,571\*\* | ,507\*\* | ,330\* | ,761\*\* | |
| Sig. (2-tailed) | ,018 | ,001 |  | ,000 | ,002 | ,000 | ,000 | ,025 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y04 | Pearson Correlation | ,227 | ,255 | ,525\*\* | 1 | ,424\*\* | ,421\*\* | ,530\*\* | ,351\* | ,686\*\* | |
| Sig. (2-tailed) | ,130 | ,087 | ,000 |  | ,003 | ,004 | ,000 | ,017 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y05 | Pearson Correlation | ,153 | ,352\* | ,440\*\* | ,424\*\* | 1 | ,474\*\* | ,558\*\* | ,484\*\* | ,688\*\* | |
| Sig. (2-tailed) | ,311 | ,016 | ,002 | ,003 |  | ,001 | ,000 | ,001 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y06 | Pearson Correlation | ,296\* | ,451\*\* | ,571\*\* | ,421\*\* | ,474\*\* | 1 | ,564\*\* | ,540\*\* | ,764\*\* | |
| Sig. (2-tailed) | ,046 | ,002 | ,000 | ,004 | ,001 |  | ,000 | ,000 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y07 | Pearson Correlation | ,200 | ,331\* | ,507\*\* | ,530\*\* | ,558\*\* | ,564\*\* | 1 | ,739\*\* | ,798\*\* | |
| Sig. (2-tailed) | ,183 | ,025 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Y08 | Pearson Correlation | ,405\*\* | ,401\*\* | ,330\* | ,351\* | ,484\*\* | ,540\*\* | ,739\*\* | 1 | ,752\*\* | |
| Sig. (2-tailed) | ,005 | ,006 | ,025 | ,017 | ,001 | ,000 | ,000 |  | ,000 | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| Total | Pearson Correlation | ,528\*\* | ,634\*\* | ,761\*\* | ,686\*\* | ,688\*\* | ,764\*\* | ,798\*\* | ,752\*\* | 1 | |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Lampiran 8**

**Uji Validitas Variabel *Locus Of Control***

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.01 | X1.02 | X1.03 | X1.04 | X1.05 | X1.06 | X1.07 | X1.08 | X1.09 | X1.10 | Total |
| X1.01 | Pearson Correlation | 1 | ,816\*\* | ,379\*\* | ,353\* | ,308\* | ,060 | ,359\* | ,177 | ,617\*\* | ,194 | ,693\*\* |
| Sig. (2-tailed) |  | ,000 | ,009 | ,016 | ,037 | ,693 | ,014 | ,238 | ,000 | ,196 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.02 | Pearson Correlation | ,816\*\* | 1 | ,551\*\* | ,312\* | ,282 | ,108 | ,399\*\* | ,305\* | ,477\*\* | ,125 | ,702\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,035 | ,058 | ,473 | ,006 | ,039 | ,001 | ,408 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.03 | Pearson Correlation | ,379\*\* | ,551\*\* | 1 | ,595\*\* | ,568\*\* | ,188 | ,376\*\* | ,320\* | ,245 | ,298\* | ,683\*\* |
| Sig. (2-tailed) | ,009 | ,000 |  | ,000 | ,000 | ,211 | ,010 | ,030 | ,101 | ,044 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.04 | Pearson Correlation | ,353\* | ,312\* | ,595\*\* | 1 | ,514\*\* | ,123 | ,245 | ,245 | ,445\*\* | ,427\*\* | ,651\*\* |
| Sig. (2-tailed) | ,016 | ,035 | ,000 |  | ,000 | ,415 | ,100 | ,101 | ,002 | ,003 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.05 | Pearson Correlation | ,308\* | ,282 | ,568\*\* | ,514\*\* | 1 | ,135 | ,580\*\* | ,271 | ,305\* | ,328\* | ,631\*\* |
| Sig. (2-tailed) | ,037 | ,058 | ,000 | ,000 |  | ,372 | ,000 | ,068 | ,039 | ,026 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.06 | Pearson Correlation | ,060 | ,108 | ,188 | ,123 | ,135 | 1 | ,244 | ,211 | ,231 | ,164 | ,410\*\* |
| Sig. (2-tailed) | ,693 | ,473 | ,211 | ,415 | ,372 |  | ,103 | ,158 | ,123 | ,275 | ,005 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.07 | Pearson Correlation | ,359\* | ,399\*\* | ,376\*\* | ,245 | ,580\*\* | ,244 | 1 | ,397\*\* | ,454\*\* | ,376\* | ,671\*\* |
| Sig. (2-tailed) | ,014 | ,006 | ,010 | ,100 | ,000 | ,103 |  | ,006 | ,002 | ,010 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.08 | Pearson Correlation | ,177 | ,305\* | ,320\* | ,245 | ,271 | ,211 | ,397\*\* | 1 | ,364\* | ,345\* | ,574\*\* |
| Sig. (2-tailed) | ,238 | ,039 | ,030 | ,101 | ,068 | ,158 | ,006 |  | ,013 | ,019 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.09 | Pearson Correlation | ,617\*\* | ,477\*\* | ,245 | ,445\*\* | ,305\* | ,231 | ,454\*\* | ,364\* | 1 | ,513\*\* | ,758\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,101 | ,002 | ,039 | ,123 | ,002 | ,013 |  | ,000 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X1.10 | Pearson Correlation | ,194 | ,125 | ,298\* | ,427\*\* | ,328\* | ,164 | ,376\* | ,345\* | ,513\*\* | 1 | ,588\*\* |
| Sig. (2-tailed) | ,196 | ,408 | ,044 | ,003 | ,026 | ,275 | ,010 | ,019 | ,000 |  | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| Total | Pearson Correlation | ,693\*\* | ,702\*\* | ,683\*\* | ,651\*\* | ,631\*\* | ,410\*\* | ,671\*\* | ,574\*\* | ,758\*\* | ,588\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,005 | ,000 | ,000 | ,000 | ,000 |  |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 9**

**Uji Validitas Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | X2.09 | Total |
| X2.01 | Pearson Correlation | 1 | ,354\* | ,342\* | ,231 | ,225 | ,335\* | ,055 | ,401\*\* | ,140 | ,471\*\* |
| Sig. (2-tailed) |  | ,016 | ,020 | ,123 | ,133 | ,023 | ,715 | ,006 | ,353 | ,001 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.02 | Pearson Correlation | ,354\* | 1 | ,493\*\* | ,392\*\* | ,468\*\* | ,422\*\* | ,285 | ,544\*\* | ,276 | ,661\*\* |
| Sig. (2-tailed) | ,016 |  | ,001 | ,007 | ,001 | ,003 | ,055 | ,000 | ,064 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.03 | Pearson Correlation | ,342\* | ,493\*\* | 1 | ,683\*\* | ,669\*\* | ,615\*\* | ,379\*\* | ,444\*\* | ,297\* | ,799\*\* |
| Sig. (2-tailed) | ,020 | ,001 |  | ,000 | ,000 | ,000 | ,009 | ,002 | ,045 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.04 | Pearson Correlation | ,231 | ,392\*\* | ,683\*\* | 1 | ,529\*\* | ,548\*\* | ,382\*\* | ,426\*\* | ,338\* | ,748\*\* |
| Sig. (2-tailed) | ,123 | ,007 | ,000 |  | ,000 | ,000 | ,009 | ,003 | ,022 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.05 | Pearson Correlation | ,225 | ,468\*\* | ,669\*\* | ,529\*\* | 1 | ,700\*\* | ,432\*\* | ,588\*\* | ,346\* | ,791\*\* |
| Sig. (2-tailed) | ,133 | ,001 | ,000 | ,000 |  | ,000 | ,003 | ,000 | ,018 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.06 | Pearson Correlation | ,335\* | ,422\*\* | ,615\*\* | ,548\*\* | ,700\*\* | 1 | ,424\*\* | ,626\*\* | ,265 | ,786\*\* |
| Sig. (2-tailed) | ,023 | ,003 | ,000 | ,000 | ,000 |  | ,003 | ,000 | ,075 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.07 | Pearson Correlation | ,055 | ,285 | ,379\*\* | ,382\*\* | ,432\*\* | ,424\*\* | 1 | ,484\*\* | ,332\* | ,619\*\* |
| Sig. (2-tailed) | ,715 | ,055 | ,009 | ,009 | ,003 | ,003 |  | ,001 | ,024 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.08 | Pearson Correlation | ,401\*\* | ,544\*\* | ,444\*\* | ,426\*\* | ,588\*\* | ,626\*\* | ,484\*\* | 1 | ,538\*\* | ,795\*\* |
| Sig. (2-tailed) | ,006 | ,000 | ,002 | ,003 | ,000 | ,000 | ,001 |  | ,000 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X2.09 | Pearson Correlation | ,140 | ,276 | ,297\* | ,338\* | ,346\* | ,265 | ,332\* | ,538\*\* | 1 | ,569\*\* |
| Sig. (2-tailed) | ,353 | ,064 | ,045 | ,022 | ,018 | ,075 | ,024 | ,000 |  | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| Total | Pearson Correlation | ,471\*\* | ,661\*\* | ,799\*\* | ,748\*\* | ,791\*\* | ,786\*\* | ,619\*\* | ,795\*\* | ,569\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

**Lampiran 10**

**Uji Validitas Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 | Total |
| X3.01 | Pearson Correlation | 1 | ,752\*\* | ,344\* | ,264 | ,274 | ,361\* | ,209 | ,297\* | ,655\*\* |
| Sig. (2-tailed) |  | ,000 | ,019 | ,076 | ,066 | ,014 | ,162 | ,045 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.02 | Pearson Correlation | ,752\*\* | 1 | ,561\*\* | ,410\*\* | ,189 | ,337\* | ,120 | ,215 | ,666\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,005 | ,208 | ,022 | ,427 | ,152 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.03 | Pearson Correlation | ,344\* | ,561\*\* | 1 | ,563\*\* | ,198 | ,131 | ,310\* | ,140 | ,588\*\* |
| Sig. (2-tailed) | ,019 | ,000 |  | ,000 | ,186 | ,385 | ,036 | ,355 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.04 | Pearson Correlation | ,264 | ,410\*\* | ,563\*\* | 1 | ,642\*\* | ,370\* | ,407\*\* | ,368\* | ,726\*\* |
| Sig. (2-tailed) | ,076 | ,005 | ,000 |  | ,000 | ,011 | ,005 | ,012 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.05 | Pearson Correlation | ,274 | ,189 | ,198 | ,642\*\* | 1 | ,475\*\* | ,634\*\* | ,454\*\* | ,703\*\* |
| Sig. (2-tailed) | ,066 | ,208 | ,186 | ,000 |  | ,001 | ,000 | ,002 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.06 | Pearson Correlation | ,361\* | ,337\* | ,131 | ,370\* | ,475\*\* | 1 | ,449\*\* | ,521\*\* | ,690\*\* |
| Sig. (2-tailed) | ,014 | ,022 | ,385 | ,011 | ,001 |  | ,002 | ,000 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.07 | Pearson Correlation | ,209 | ,120 | ,310\* | ,407\*\* | ,634\*\* | ,449\*\* | 1 | ,563\*\* | ,682\*\* |
| Sig. (2-tailed) | ,162 | ,427 | ,036 | ,005 | ,000 | ,002 |  | ,000 | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| X3.08 | Pearson Correlation | ,297\* | ,215 | ,140 | ,368\* | ,454\*\* | ,521\*\* | ,563\*\* | 1 | ,680\*\* |
| Sig. (2-tailed) | ,045 | ,152 | ,355 | ,012 | ,002 | ,000 | ,000 |  | ,000 |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| Total | Pearson Correlation | ,655\*\* | ,666\*\* | ,588\*\* | ,726\*\* | ,703\*\* | ,690\*\* | ,682\*\* | ,680\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 | 46 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Lampiran 11**

**Uji Realibilitas Variabel Kinerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,853 | 8 |

**Lampiran 12**

**Uji Realibilitas Variabel *Locus Of Control***

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,755 | 10 |

**Lampiran 13**

**Uji Relibilitas Variabel Disiplin Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,769 | 9 |

**Lampiran 14**

**Uji Relibilitas Variabel Lingkungan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,766 | 8 |

**Lampiran 15**

**Data Penelitian Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Y.01 | Y.02 | Y.03 | Y.04 | Y.05 | Y.06 | Y.07 | Y.08 | Total |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 6 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 31 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 9 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 12 | 5 | 5 | 1 | 1 | 5 | 5 | 4 | 4 | 30 |
| 13 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 31 |
| 15 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 31 |
| 16 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 29 |
| 17 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 31 |
| 18 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 37 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 22 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 28 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 24 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 25 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 28 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 27 | 3 | 4 | 1 | 1 | 5 | 3 | 5 | 4 | 26 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 30 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 31 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 34 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 34 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 35 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 31 |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 37 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 27 |
| 38 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 40 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 35 |
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 42 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 29 |
| 43 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 44 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 30 |
| 45 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 30 |
| 46 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 30 |

**Lampiran 16**

**Data Penelitian Variabel *Locus Of Control***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X1.01 | X1.02 | X1.03 | X1.04 | X1.05 | X1.06 | X1.07 | X1.08 | X1.09 | X1.10 | Total |
| 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 14 |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 3 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 15 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 5 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 13 |
| 6 | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 1 | 2 | 1 | 18 |
| 7 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 14 |
| 8 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 24 |
| 9 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 14 |
| 10 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 11 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 14 |
| 12 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 13 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 16 |
| 14 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 20 |
| 15 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 19 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| 17 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 20 |
| 18 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 20 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 13 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 22 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 25 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 24 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 25 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 22 |
| 26 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 27 | 3 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 18 |
| 28 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 14 |
| 29 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 13 |
| 30 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 5 | 1 | 1 | 17 |
| 31 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 19 |
| 32 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 33 | 2 | 1 | 2 | 4 | 1 | 2 | 1 | 1 | 4 | 3 | 21 |
| 34 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 35 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 16 |
| 36 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 27 |
| 37 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 11 |
| 38 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 24 |
| 39 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 3 | 15 |
| 40 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 26 |
| 41 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 3 | 14 |
| 42 | 5 | 4 | 1 | 2 | 1 | 1 | 1 | 1 | 5 | 2 | 23 |
| 43 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 3 | 15 |
| 44 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 25 |
| 45 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 17 |
| 46 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 25 |

**Lampiran 17**

**Data Penelitian Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | X2.09 | Total |
| 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 21 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 17 |
| 6 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 21 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 8 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 21 |
| 9 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 13 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 16 |
| 11 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 12 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 2 | 4 | 16 |
| 13 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 14 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 23 |
| 15 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 1 | 22 |
| 16 | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 23 |
| 17 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 1 | 17 |
| 18 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 17 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 20 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 13 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 11 |
| 22 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 22 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 24 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 12 |
| 25 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 23 |
| 26 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 15 |
| 27 | 3 | 2 | 2 | 2 | 1 | 3 | 1 | 2 | 2 | 18 |
| 28 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 29 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 12 |
| 30 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 31 | 1 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 19 |
| 32 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 33 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 34 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 35 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 18 |
| 36 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 14 |
| 37 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 3 | 2 | 23 |
| 38 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 16 |
| 39 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 40 | 2 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 1 | 14 |
| 41 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 42 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 24 |
| 43 | 1 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 21 |
| 44 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 1 | 1 | 13 |
| 45 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 14 |
| 46 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |

**Lampiran 18**

**Data Penelitian Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 | Total |
| 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 14 |
| 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 18 |
| 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 17 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 18 |
| 5 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 18 |
| 6 | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 1 | 15 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 8 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 19 |
| 9 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 10 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 11 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 12 |
| 12 | 1 | 1 | 3 | 2 | 1 | 1 | 3 | 3 | 15 |
| 13 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 14 | 3 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 16 |
| 15 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 13 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 20 |
| 17 | 3 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 16 |
| 18 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 19 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 20 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 9 |
| 21 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 22 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 20 |
| 23 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 24 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 25 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 18 |
| 26 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 27 | 3 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 17 |
| 28 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 29 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 11 |
| 30 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 11 |
| 31 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 2 | 15 |
| 32 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 12 |
| 33 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 12 |
| 34 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 14 |
| 35 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 11 |
| 36 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 12 |
| 37 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 38 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 12 |
| 39 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 17 |
| 40 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 14 |
| 41 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 13 |
| 42 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 17 |
| 43 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 16 |
| 44 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 13 |
| 45 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 14 |
| 46 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 13 |

**Lampiran 19**

**Metode Succesive Interval Variabel Kinerja**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |
| Y.01 | Y.02 | Y.03 | Y.04 | Y.05 | Y.06 | Y.07 | Y.08 |
| 3,653 | 2,543 | 4,142 | 2,795 | 2,382 | 2,365 | 3,475 | 3,582 |
| 3,653 | 2,543 | 4,142 | 4,102 | 2,382 | 2,365 | 2,208 | 2,269 |
| 2,268 | 2,543 | 2,919 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 2,268 | 4,026 | 2,919 | 2,795 | 2,382 | 2,365 | 3,475 | 3,582 |
| 2,268 | 2,543 | 4,142 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 1,000 | 2,543 | 2,919 | 2,795 | 2,382 | 3,743 | 2,208 | 1,000 |
| 3,653 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 2,268 | 1,000 | 1,960 | 2,795 | 1,000 | 2,365 | 2,208 | 2,269 |
| 3,653 | 4,026 | 2,919 | 4,102 | 2,382 | 2,365 | 3,475 | 3,582 |
| 2,268 | 4,026 | 2,919 | 2,795 | 2,382 | 2,365 | 3,475 | 2,269 |
| 2,268 | 2,543 | 2,919 | 2,795 | 3,775 | 3,743 | 3,475 | 3,582 |
| 3,653 | 4,026 | 1,000 | 1,000 | 3,775 | 3,743 | 2,208 | 2,269 |
| 3,653 | 4,026 | 2,919 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 2,268 | 2,543 | 2,919 | 4,102 | 1,000 | 2,365 | 1,000 | 2,269 |
| 2,268 | 2,543 | 4,142 | 4,102 | 2,382 | 1,000 | 1,000 | 1,000 |
| 2,268 | 2,543 | 1,960 | 1,875 | 2,382 | 2,365 | 1,000 | 2,269 |
| 1,000 | 2,543 | 4,142 | 2,795 | 2,382 | 2,365 | 2,208 | 1,000 |
| 2,268 | 4,026 | 2,919 | 4,102 | 2,382 | 2,365 | 2,208 | 3,582 |
| 3,653 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 3,653 | 4,026 | 4,142 | 4,102 | 2,382 | 3,743 | 2,208 | 2,269 |
| 3,653 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 2,269 |
| 2,268 | 2,543 | 1,960 | 1,875 | 1,000 | 1,000 | 2,208 | 2,269 |
| 3,653 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 1,000 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 2,268 | 2,543 | 1,960 | 2,795 | 2,382 | 1,000 | 1,000 | 1,000 |
| 3,653 | 4,026 | 4,142 | 4,102 | 2,382 | 2,365 | 2,208 | 2,269 |
| 1,000 | 2,543 | 1,000 | 1,000 | 3,775 | 1,000 | 3,475 | 2,269 |
| 3,653 | 4,026 | 4,142 | 4,102 | 3,775 | 3,743 | 3,475 | 3,582 |
| 3,653 | 4,026 | 2,919 | 2,795 | 3,775 | 2,365 | 2,208 | 3,582 |
| 3,653 | 2,543 | 2,919 | 2,795 | 3,775 | 3,743 | 3,475 | 3,582 |
| 3,653 | 2,543 | 4,142 | 4,102 | 1,000 | 2,365 | 2,208 | 2,269 |
| 2,268 | 2,543 | 2,919 | 4,102 | 2,382 | 2,365 | 3,475 | 2,269 |
| 3,653 | 4,026 | 4,142 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 3,653 | 4,026 | 2,919 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 3,653 | 2,543 | 1,960 | 1,875 | 2,382 | 2,365 | 2,208 | 2,269 |
| 3,653 | 4,026 | 2,919 | 2,795 | 2,382 | 2,365 | 2,208 | 3,582 |
| 2,268 | 2,543 | 2,919 | 1,514 | 2,382 | 1,000 | 1,000 | 1,000 |
| 3,653 | 2,543 | 2,919 | 4,102 | 2,382 | 2,365 | 2,208 | 2,269 |
| 3,653 | 2,543 | 2,919 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 2,268 | 2,543 | 2,919 | 1,875 | 3,775 | 3,743 | 3,475 | 3,582 |
| 3,653 | 4,026 | 4,142 | 2,795 | 2,382 | 2,365 | 2,208 | 2,269 |
| 2,268 | 2,543 | 1,960 | 2,795 | 3,775 | 1,000 | 1,000 | 1,000 |
| 2,268 | 2,543 | 1,960 | 2,795 | 2,382 | 2,365 | 1,000 | 2,269 |
| 2,268 | 4,026 | 2,919 | 2,795 | 1,000 | 2,365 | 1,000 | 1,000 |
| 2,268 | 1,000 | 1,960 | 4,102 | 2,382 | 1,000 | 2,208 | 2,269 |
| 2,268 | 2,543 | 4,142 | 2,795 | 1,000 | 2,365 | 1,000 | 1,000 |

**Lampiran 20**

**Metode Succesive Interval Variabel *Locus Of Control***

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SuccesiveInterval** | |  |  |  |  |  |  |  |  |
| X1.01 | X1.02 | X1.03 | X1.04 | X1.05 | X1.06 | X1.07 | X1.08 | X1.09 | X1.10 |
| 4,333 | 3,953 | 3,989 | 2,795 | 2,703 | 4,086 | 3,646 | 2,080 | 2,978 | 4,333 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,809 | 2,742 | 2,795 | 2,703 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,809 | 2,742 | 2,795 | 2,703 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 3,101 | 3,953 | 3,989 | 2,795 | 2,703 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 3,953 | 2,742 | 2,795 | 1,742 | 4,086 | 1,000 | 3,412 | 2,978 | 4,333 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 1,000 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,809 | 1,859 | 2,795 | 2,703 | 1,760 | 2,228 | 1,000 | 2,978 | 2,100 |
| 3,101 | 2,809 | 2,742 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 3,101 |
| 4,333 | 2,809 | 2,742 | 2,795 | 2,703 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 3,101 | 2,809 | 2,742 | 2,795 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 1,760 | 1,000 | 1,000 | 1,000 | 1,000 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,809 | 2,742 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 2,978 | 3,101 |
| 2,305 | 2,006 | 2,742 | 4,102 | 4,026 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 2,703 | 2,714 | 2,228 | 1,000 | 2,208 | 2,100 |
| 2,305 | 2,006 | 1,859 | 1,875 | 2,703 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 2,305 | 2,809 | 3,989 | 2,795 | 2,703 | 2,714 | 3,646 | 1,000 | 2,978 | 3,101 |
| 3,101 | 2,809 | 2,742 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,006 | 1,859 | 1,875 | 1,742 | 2,714 | 2,228 | 2,080 | 2,978 | 2,100 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,006 | 1,859 | 2,795 | 2,703 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 2,305 | 2,006 | 1,000 | 1,000 | 1,000 | 4,086 | 2,228 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 4,333 | 3,953 | 2,742 | 2,795 | 2,703 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 4,333 | 2,809 | 2,742 | 2,795 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 2,809 | 3,989 | 4,102 | 2,703 | 2,714 | 1,000 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 4,333 |
| 3,101 | 3,953 | 2,742 | 1,514 | 4,026 | 2,714 | 3,646 | 3,412 | 1,760 | 2,100 |
| 3,101 | 2,809 | 2,742 | 2,795 | 2,703 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 3,101 | 2,809 | 3,989 | 4,102 | 2,703 | 2,714 | 2,228 | 3,412 | 2,978 | 4,333 |
| 1,760 | 2,006 | 2,742 | 2,795 | 2,703 | 2,714 | 1,000 | 1,000 | 1,760 | 3,101 |
| 4,333 | 3,953 | 3,989 | 4,102 | 4,026 | 4,086 | 3,646 | 3,412 | 4,259 | 3,101 |
| 3,101 | 2,006 | 2,742 | 1,875 | 2,703 | 1,760 | 2,228 | 2,080 | 2,208 | 3,101 |
| 3,101 | 3,953 | 3,989 | 2,795 | 2,703 | 2,714 | 3,646 | 3,412 | 4,259 | 2,100 |
| 1,760 | 2,006 | 1,859 | 1,875 | 1,742 | 2,714 | 2,228 | 2,080 | 2,978 | 3,101 |
| 4,333 | 3,953 | 3,989 | 2,795 | 4,026 | 4,086 | 2,228 | 3,412 | 4,259 | 2,100 |
| 1,000 | 1,000 | 3,989 | 2,795 | 4,026 | 4,086 | 3,646 | 3,412 | 1,000 | 3,101 |
| 4,333 | 3,953 | 2,742 | 2,795 | 2,703 | 4,086 | 3,646 | 3,412 | 4,259 | 2,100 |
| 2,305 | 2,006 | 1,859 | 2,795 | 1,742 | 2,714 | 2,228 | 2,080 | 2,208 | 3,101 |
| 4,333 | 3,953 | 3,989 | 2,795 | 2,703 | 4,086 | 2,228 | 2,080 | 2,978 | 2,100 |
| 3,101 | 3,953 | 2,742 | 2,795 | 2,703 | 1,760 | 2,228 | 1,000 | 1,760 | 1,000 |

**Lampiran 21**

**Metode Succesive Interval Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | X2.09 |
| 3,550 | 3,653 | 3,132 | 3,248 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 2,175 | 2,268 | 2,153 | 2,249 | 1,000 | 1,000 | 2,266 | 2,295 | 4,223 |
| 2,175 | 2,268 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 2,175 | 2,268 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 4,223 |
| 1,000 | 2,268 | 2,153 | 3,248 | 2,266 | 3,528 | 2,266 | 1,000 | 1,917 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 2,175 | 1,000 | 3,132 | 2,249 | 1,000 | 2,221 | 2,266 | 2,295 | 2,914 |
| 3,550 | 3,653 | 3,132 | 3,248 | 2,266 | 2,221 | 3,607 | 3,647 | 4,223 |
| 2,175 | 3,653 | 3,132 | 3,248 | 2,266 | 2,221 | 3,607 | 2,295 | 2,914 |
| 2,175 | 2,268 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 2,249 | 3,607 | 3,528 | 2,266 | 2,295 | 1,000 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 2,175 | 2,268 | 2,153 | 2,249 | 1,000 | 2,221 | 1,000 | 2,295 | 1,917 |
| 2,175 | 2,268 | 2,153 | 2,249 | 2,266 | 1,000 | 1,000 | 1,000 | 4,223 |
| 2,175 | 2,268 | 1,000 | 2,249 | 2,266 | 2,221 | 1,000 | 2,295 | 1,917 |
| 1,000 | 2,268 | 4,333 | 4,411 | 2,266 | 2,221 | 2,266 | 1,000 | 4,223 |
| 2,175 | 3,653 | 2,153 | 2,249 | 2,266 | 2,221 | 2,266 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 4,411 | 2,266 | 3,528 | 2,266 | 2,295 | 2,914 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 2,295 | 2,914 |
| 2,175 | 2,268 | 2,153 | 3,248 | 1,000 | 1,000 | 2,266 | 2,295 | 1,917 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 1,000 | 3,653 | 4,333 | 3,248 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 2,175 | 2,268 | 3,132 | 2,249 | 2,266 | 1,000 | 1,000 | 1,000 | 1,917 |
| 3,550 | 3,653 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 4,223 |
| 1,000 | 2,268 | 3,132 | 3,248 | 3,607 | 1,000 | 3,607 | 2,295 | 2,914 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 2,221 | 2,266 | 3,647 | 2,914 |
| 3,550 | 2,268 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 2,268 | 3,132 | 2,249 | 1,000 | 2,221 | 2,266 | 2,295 | 2,914 |
| 2,175 | 2,268 | 3,132 | 4,411 | 2,266 | 2,221 | 3,607 | 2,295 | 2,914 |
| 3,550 | 3,653 | 4,333 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 3,550 | 3,653 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 3,550 | 2,268 | 2,153 | 2,249 | 2,266 | 2,221 | 2,266 | 2,295 | 4,223 |
| 3,550 | 3,653 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 3,647 | 4,223 |
| 2,175 | 2,268 | 3,132 | 1,000 | 2,266 | 1,000 | 1,000 | 1,000 | 2,914 |
| 3,550 | 2,268 | 3,132 | 4,411 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 3,550 | 2,268 | 3,132 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 2,175 | 2,268 | 3,132 | 2,249 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 3,653 | 4,333 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 2,175 | 1,000 | 2,153 | 3,248 | 1,000 | 1,000 | 1,000 | 1,000 | 2,914 |
| 3,550 | 1,000 | 2,153 | 3,248 | 2,266 | 2,221 | 2,266 | 2,295 | 2,914 |
| 3,550 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |
| 3,550 | 1,000 | 4,333 | 4,411 | 3,607 | 3,528 | 2,266 | 2,295 | 2,914 |
| 2,175 | 3,653 | 4,333 | 4,411 | 3,607 | 3,528 | 3,607 | 3,647 | 4,223 |

**Lampiran 22**

**Metode Succesive Interval Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |
| X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 |
| 3,618 | 3,548 | 3,778 | 2,604 | 2,604 | 2,765 | 2,407 | 1,000 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 1,000 | 2,407 | 2,123 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 2,407 | 1,000 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 1,000 | 1,000 |
| 2,238 | 3,548 | 3,778 | 2,604 | 2,604 | 2,765 | 1,000 | 1,000 |
| 2,238 | 3,548 | 2,378 | 2,604 | 1,000 | 4,188 | 1,000 | 3,334 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 2,238 | 2,202 | 1,000 | 2,604 | 2,604 | 1,661 | 2,407 | 1,000 |
| 2,238 | 2,202 | 2,378 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 2,407 | 2,123 |
| 2,238 | 2,202 | 2,378 | 2,604 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 3,548 | 1,000 | 2,604 | 4,102 | 4,188 | 1,000 | 1,000 |
| 2,238 | 2,202 | 2,378 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 1,000 | 1,000 | 2,378 | 4,102 | 4,102 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 3,778 | 4,102 | 2,604 | 2,765 | 2,407 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,604 | 2,765 | 2,407 | 2,123 |
| 1,000 | 2,202 | 3,778 | 2,604 | 2,604 | 2,765 | 3,820 | 1,000 |
| 2,238 | 2,202 | 2,378 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 2,123 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 2,238 | 1,000 | 1,000 | 1,000 | 1,000 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 2,238 | 1,000 | 1,000 | 2,604 | 2,604 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 1,000 | 1,000 | 2,378 | 2,604 | 2,604 | 4,188 | 2,407 | 2,123 |
| 3,618 | 3,548 | 3,778 | 4,102 | 4,102 | 4,188 | 3,820 | 3,334 |
| 3,618 | 3,548 | 2,378 | 2,604 | 2,604 | 4,188 | 3,820 | 3,334 |
| 3,618 | 2,202 | 2,378 | 2,604 | 4,102 | 4,188 | 3,820 | 3,334 |
| 2,238 | 2,202 | 3,778 | 4,102 | 2,604 | 2,765 | 1,000 | 2,123 |
| 2,238 | 3,548 | 2,378 | 4,102 | 4,102 | 2,765 | 2,407 | 3,334 |
| 3,618 | 3,548 | 2,378 | 4,102 | 2,604 | 4,188 | 2,407 | 2,123 |
| 3,618 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 2,407 | 3,334 |
| 3,618 | 3,548 | 2,378 | 4,102 | 4,102 | 4,188 | 2,407 | 2,123 |
| 3,618 | 3,548 | 2,378 | 2,604 | 2,604 | 4,188 | 2,407 | 3,334 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 2,378 | 2,604 | 2,604 | 4,188 | 2,407 | 3,334 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 1,661 | 2,407 | 2,123 |
| 3,618 | 2,202 | 2,378 | 2,604 | 4,102 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 3,778 | 2,604 | 2,604 | 2,765 | 2,407 | 2,123 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 2,765 | 2,407 | 1,000 |
| 2,238 | 2,202 | 2,378 | 2,604 | 2,604 | 4,188 | 2,407 | 1,000 |
| 3,618 | 3,548 | 3,778 | 2,604 | 2,604 | 2,765 | 2,407 | 2,123 |
| 2,238 | 2,202 | 3,778 | 4,102 | 2,604 | 2,765 | 2,407 | 2,123 |
| 3,618 | 3,548 | 2,378 | 2,604 | 2,604 | 4,188 | 2,407 | 2,123 |

**Lampiran 23**

**Hasil Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | |  |
| N | | 31 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,62280515 |
| Most Extreme Differences | Absolute | ,117 |
| Positive | ,087 |
| Negative | -,117 |
| Test Statistic | | ,117 |
| 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. | | |

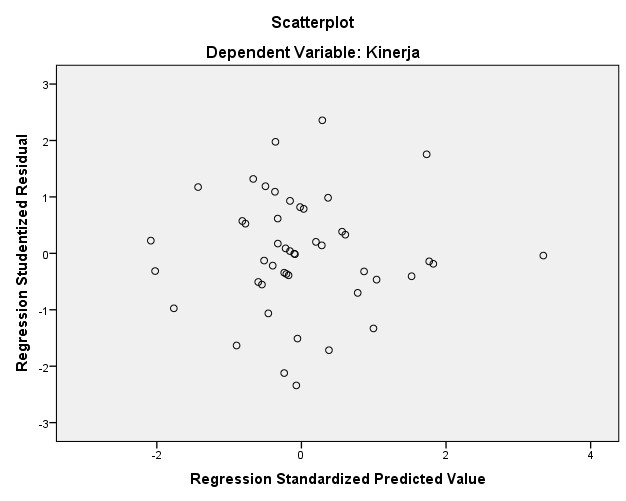
**Lampiran 24**

**Hasil Uji Multikolinearitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Locus Of Control | ,771 | 1,298 |
| Disiplin Kerja | ,501 | 1,995 |
| Lingkungan Kerja | ,459 | 2,176 |
| a. Dependent Variable: Kinerja | | | |

**Lampiran 25**

**Hasil Uji Heteroskedastisitas**

****

**Lampiran 26**

**Hasil Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,866a | ,749 | ,731 | 1,95904 | 1,582 |
| a. Predictors: (Constant), Lingkungan Kerja, Locus Of Control, Disiplin Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

**Lampiran 27**

**Hasil Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 46,704 | 1,337 |  | 34,928 | ,000 |
| Locus Of Control | ,092 | ,068 | ,124 | 3,646 | ,184 |
| Disiplin Kerja | ,378 | ,093 | ,463 | 4,062 | ,000 |
| Lingkungan Kerja | ,417 | ,127 | ,390 | 3,271 | ,002 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 28**

**Uji signifikansi secara Parsial (Uji t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 46,704 | 1,337 |  | 34,928 | ,000 |
| Locus Of Control | ,092 | ,068 | ,124 | 3,646 | ,184 |
| Disiplin Kerja | ,378 | ,093 | ,463 | 4,062 | ,000 |
| Lingkungan Kerja | ,417 | ,127 | ,390 | 3,271 | ,002 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 29**

**Uji Signifikansi secara Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 467,033 | 3 | 155,678 | 37,125 | ,000b |
| Residual | 176,119 | 42 | 4,193 |  |  |
| Total | 643,152 | 45 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Locus Of Control, Disiplin Kerja | | | | | | |

**Lampiran 30**

**Hasil Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,852a | ,726 | ,579 | 2,04776 | 1,368 |
| a. Predictors: (Constant), Lingkungan Kerja, Locus Of Control, Disiplin Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |