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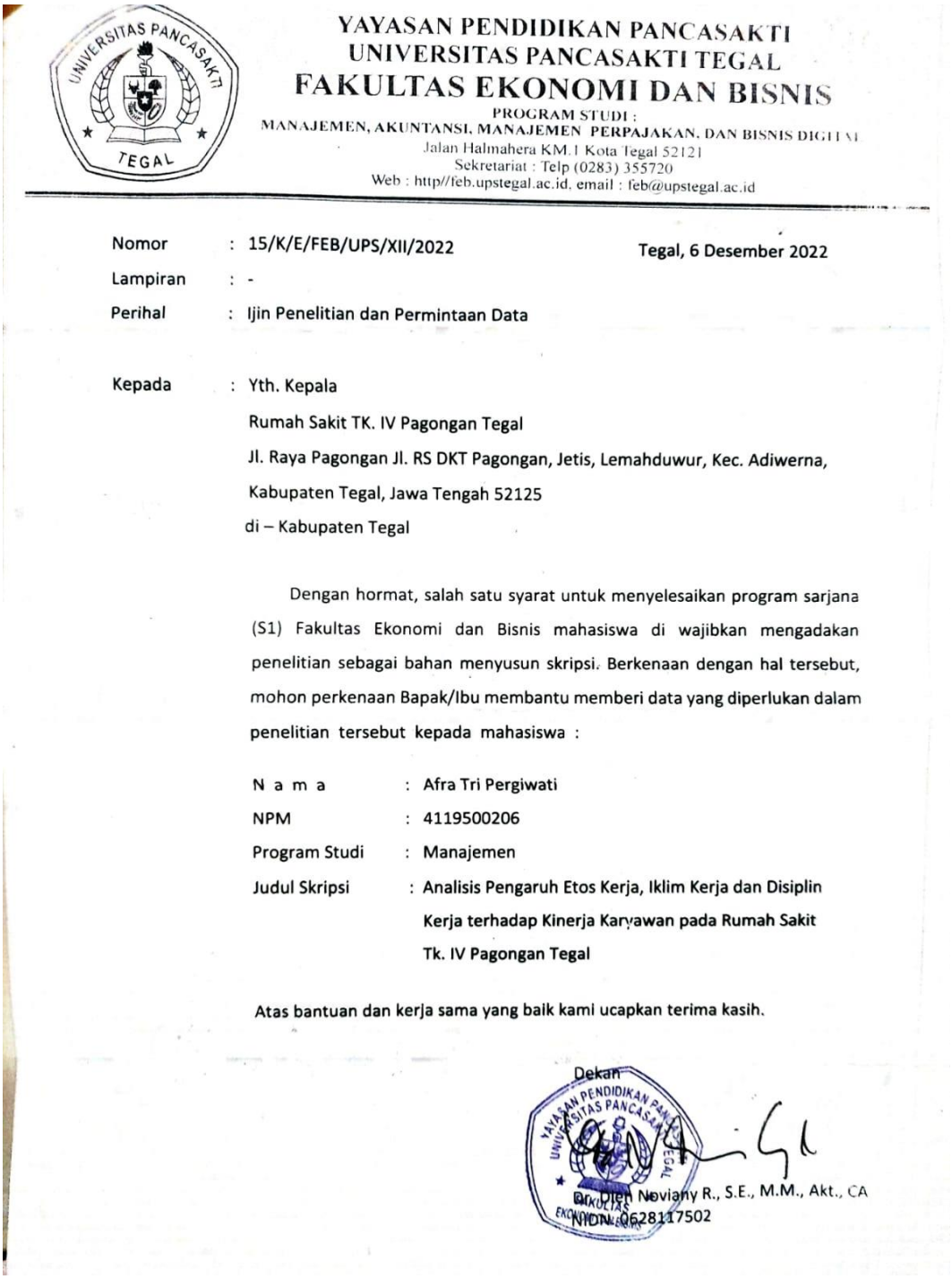
LAMPIRAN

Lampiran 1

Surat Perizinan Dari Fakultas Ekonomi dan Bisnis



YAYASAN PENDIDIKAN PANCASAKTI
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS
PROGRAM STUDI :
MANAJEMEN, AKUNTANSI, MANAJEMEN PERPAJAKAN, DAN BISNIS DIGITAL
Jalan Halmahera KM.1 Kota Tegal 52121
Sekretariat : Telp (0283) 355720
Web : http//feb.upstegal.ac.id, email : feb@upstegal.ac.id

Nomor : 15/K/E/FEB/UPS/XII/2022 Tegal, 6 Desember 2022
Lampiran : -
Perihal : Ijin Penelitian dan Permintaan Data

Kepada : Yth. Kepala
Rumah Sakit TK. IV Pagongan Tegal
Jl. Raya Pagongan Jl. RS DKT Pagongan, Jetis, Lemahduwur, Kec. Adiwerna, Kabupaten Tegal, Jawa Tengah 52125
di – Kabupaten Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa di wajibkan mengadakan penelitian sebagai bahan menyusun skripsi. Berkenaan dengan hal tersebut, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa :

N a m a : Afra Tri Pergiwati
NPM : 4119500206
Program Studi : Manajemen
Judul Skripsi : Analisis Pengaruh Etos Kerja, Iklim Kerja dan Disiplin Kerja terhadap Kinerja Karyawan pada Rumah Sakit Tk. IV Pagongan Tegal

Atas bantuan dan kerja sama yang baik kami ucapkan terima kasih.

Dekan

Dr. Dien Noviany R., S.E., M.M., Akt., CA
NIDN. 0628117502

Lampiran 2

Surat Balasan Ijin Penelitian Skripsi di Rumah Sakit Tk.IV Pagongan Tegal

DETASEMEN KESEHATAN WILAYAH 04.04.01
RUMAH SAKIT TK.IV 04.07.01

Tegal, **09** Juni 2023

Nomor : B / **82** / VI/ 2023
Klasifikasi : Biasa
Lampiran : -
Perihal : Pemberitahuan

Kepada

Yth. Dekan *Fakultan Ekonomi dan Bisnis Universitas Pancasakti*

di

Tegal

1. Dasar :

   a. Surat Dekan Fakultan Ekonomi dan Bisnis Universitas Pancasakti **Nomor** 15/K/E/Feb/UPS//XII/2022 tanggal 06 Desember 2023 tentang Ijin Pengambilan Data Penelitian;dan

   b. Pertimbangan Kepala dan Staf Rumkit Tk. IV 04.07.01 Tegal.

2. Sehubungan dengan dasar tersebut diatas, dengan ini memberitahukan bahwasannya Kepala Rumah Sakit TK IV 04.07.01 telah menyetujui ijin Pengambilan dan Penelitian pelaksanaan Observasi atas nama Afra Tri Pergiwati **NIM** : 4119500206 Program Studi S1 Manajemen dengan judul **" Analisis Pengaruh Etos Kerja, Iklim Kerja, dan Disiplin Kerja terhadap Kinerja Perawat di Rumah Sakit Tk IV Pagongan Tegal"** ;dan

3. Demikian untuk dimaklumi dan atas perhatiannya kami ucapkan terimakasih.

Kepala Rumah Sakit Tk IV 04.07.01

drg.Mochmad Farid Diantara, Sp.KG
Mayor Ckm NRP 11060000760778

Tembusan :

Paurtuud Rumkit TK IV 04.07.01

Lampiran 3

KATA PENGANTAR KUESIONER

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Analisis Pengaruh Etos Kerja, Iklim Kerja, dan Disiplin Kerja Terhadap Kinerja Perawat di Rumah Sakit Tk.IV Pagongan Tegal

Kepada Yth,

Bapak/Ibu/Sdr Responden

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 saya sediakan.

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr 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 mengucapkan terima kasih.

Tegal, Juni 2023

Hormat Saya,

Afra Tri Pergiwati

IDENTITAS RESPONDEN DAN PETUNJUK PENGISIAN

A. Identitas Responden

Mohon beri tanda check list (√) pada salah satu kotak yang mewakiliidentitas diri Bapak/Ibu/Saudara/i.

1. Jenis Kelamin :

☐ Laki-laki ☐ Perempuan

2. Pendidikan Terakhir :

☐ D3 ☐ S2

☐ S1

3. Usia :

☐ 21-30 Tahun ☐ > 41 Tahun

☐ 31-40 Tahun

B. Petunjuk Pengisian

1. Isilah identitas secara lengkap
2. Bacalah pertanyaan dengan teliti sebelum menjawab.
3. Berilah jawaban sesuai dengan kondisi yang Bapak/Ibu/Saudara/i rasakan agar diperoleh daya yang benar, akurat dan objektif.
4. Isilah pernyataan dibawah ini dengan memberi tanda (√) pada kolom yang telah tersedia :

   STS : Sangat tidak setuju

   TS : Tidak setuju

   N : Netral

   S : Setuju

   SS : Sangat Setuju

DAFTAR PERNYATAAN KOESIONER

1. Kinerja (Y)

No	Pernyataan	Tanggapan				
		STS	TS	N	S	ST
JUMLAH PEKERJAAN						
1	Perawat mampu menyelesaikan jumlah pekerjaan sesuai standar pekerjaan yang ditetapkan perusahaan.					
2.	Perawat harus memenuhi persyaratan baik pengetahuan, ketrampilan, maupun kemampuan yang sesuai.					
KUALITAS PEKERJAAN						
3.	Perawat mampu menyelesaikan pekerjaan sesuai dengan kualitas pekerjaan yang telah ditetapkan oleh perusahaan.					
4.	Perawat selalu mengerjakan pekerjaan dengan melihat ketentuan yang sudah ditetapkan.					
KETEPATAN WAKTU						
5.	Perawat selalu tepat waktu dalam menyelesaikan pekerjaan yang diberikan.					
6.	Perawat tidak menunda pekerjaan yang diberikan perusahaan					
KEHADIRAN						
7.	Perawat selalu hadir sesuai dengan jam kerja yang telah ditentukan					
8.	Suatu jenis pekerjaan tertentu menuntut kehadiran perawat dalam mengerjakannya sesuai waktu yang ditentukan.					
KEMAMPUAN KERJASAMA						
9.	Perawat selalu melakukan kerjasama atar perawat agar dapat mempercepat penyelesaian proses pekerjaan.					
10.	Perawat mampu bekerjasama dengan atasan dalam menyelesaikan tugas.					

2. Etos Kerja (X1)

No	Pernyataan	Tanggapan				
		STS	TS	N	S	ST
KERJA KERAS						
1.	Perawat harus bersungguh-sungguh dalam menjalankan tugas.					
2.	Perawat selalu menuntaskan pekerjaan dengan rasa tanggung jawab.					
TANPA PAMRIH						
3.	Perawat selalu bekerja dengan penuh kesadaran.					
4.	Perawat selalu bekerja tidak perhitungan.					
GIGIH						
5.	Perawat selalu pantang menyerah dalam menghadapi masalah.					
6.	Perawat selalu semangat dalam menjalani hari-hari di dalam organisasi.					
PEMBAWA PERUBAHAN						
7.	Perawat memiliki kontribusi besar terhadap pencapaian tujuan organisasi.					
8.	Perawat dapat mempengaruhi orang sekitar untuk mengeluarkan potensi besar.					
PENGGAGAS						
9.	Perawat dapat menjadi model bagi perawat lain					
10.	Perawat dapat menjadi inspirasi bagi perawat lain					

3. Iklim Kerja (X2)

No	Perny ataan	Tanggapan				
		STS	TS	N	S	ST
STRUKTUR						
1.	Perawat memikili kejelasan dalam tujuan organisasi.					
2.	Perawat memiliki kejelasan dalam tingkatan tanggung jawab.					

TANGGUNG JAWAB						
3.	Perawat menerima pengarahan dari atasan ke bawahan.					
4.	Perawat menerima bimbingan dari atasan ke bawahan.					
PENGHARGAAN						
5.	Perawat menerima penghargaan atas usaha nya					
6.	Perawat mendapatkan keempatan berkembang guna untuk meningkatkan kinerjanya					
KEHANGATAN HATI						
7.	Perawat dapat merasakan perasaan suasana kerja yang bersahabat					
8.	Perawat dapat merasakan hubungan yang baik antar rekan kerja.					
DUKUNGAN						
9.	Perawat merasakan perasaan saling menolong atara pimpinan dan perawat .					
10.	Perawat merasakan dukungan dari atasan dikarenakan atasan dan bawahan saling membutuhkan.					

4. Disiplin Kerja (X3)

No	**Pernyataan**	**Tanggapan**				
		STS	**TS**	**N**	**S**	**ST**
MENGHARGAI WAKTU						
1.	Perawat sudah terbiasa terhadap ketepatan waktu.					
2.	Perawat selalu melaksanakan tugas tanpa di perintah.					
3.	Perawat selalu mengikuti rapat sebelum pimpinan datang.					
TAAT PADA PERINTAH						
4.	Perawat merasakan akan tingginya rasa hormat kepada pimpinan.					
5.	Perawat selalu sigap dalam menerima perintah.					
6.	Perawat selalu segera melaksanakan perintah jika diperintah.					
7.	Perawat selalu segera melaporkan hasil perintah					

	secepat mungkin.					
TAAT PADA SOP *(Standar Operating Prodecure)*						
8.	Perawat selalu melakukan koordinasi dengan pimpinan.					
9.	Perawat sangat hati-hati dalam mengambil tindakan.					
10.	Perawat selalu mengikuti SOP(standar operating prodecure) yang telah ditetapkan oleh perusahaan.					

Lampiran 4

Data Uji Validitas Dan Reliabilitas Variabel Kinerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	4	4	4	3	4	4	4	4	4	40
2	5	4	4	5	4	4	4	4	3	3	40
3	4	3	4	4	4	4	5	4	3	4	39
4	4	4	5	3	4	5	5	3	5	3	41
5	2	2	2	2	2	2	2	2	2	2	20
6	3	5	5	4	5	5	5	4	3	3	42
7	4	4	5	5	4	3	5	4	3	4	41
8	4	5	4	4	4	4	5	5	4	4	43
9	5	4	4	5	4	3	4	4	4	3	40
10	4	4	4	4	4	4	5	4	4	4	41
11	4	3	4	4	4	4	5	4	5	3	40
12	5	4	4	5	4	3	4	5	3	4	41
13	4	4	5	4	5	4	4	4	4	4	42
14	4	4	5	5	3	3	4	4	5	4	41
15	4	3	5	4	4	4	3	5	4	5	41
16	4	4	4	5	4	4	4	5	4	3	41
17	4	4	5	4	4	4	5	4	4	4	42
18	5	4	4	4	4	4	4	4	5	4	42
19	3	3	4	3	3	3	3	4	3	2	31
20	5	5	5	5	5	5	5	5	5	5	50
21	4	4	5	4	3	4	4	4	3	4	39
22	5	5	4	4	4	4	4	4	3	4	41
23	5	5	5	5	4	4	5	5	5	4	47
24	5	5	4	5	5	5	5	5	4	5	48
25	2	2	2	2	2	2	2	2	2	2	20
26	5	3	4	5	4	3	4	4	4	3	39
27	4	4	5	4	5	5	4	5	3	4	43
28	4	5	5	4	4	4	5	3	3	3	40
29	4	3	3	3	4	5	4	4	4	3	37
30	3	2	3	4	3	3	3	3	3	2	29

Lampiran 5

Data Uji Validitas Dan Reliabilitas Variabel Etos Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	4	3	4	3	4	3	4	3	3	35
2	4	4	3	3	3	3	4	3	3	2	32
3	5	5	4	4	4	4	4	4	5	4	43
4	3	3	3	3	4	4	3	3	3	3	32
5	2	2	2	2	2	2	2	2	2	2	20
6	5	5	4	5	5	4	5	5	4	5	47
7	3	3	3	3	4	3	3	3	3	2	30
8	4	5	3	4	5	3	4	3	3	4	38
9	3	3	3	4	4	4	4	3	4	3	35
10	4	4	4	3	3	4	4	4	4	3	37
11	4	4	4	4	3	4	4	3	4	4	38
12	3	3	2	3	2	3	3	3	2	2	26
13	4	3	3	4	4	3	3	4	3	4	35
14	4	4	4	5	3	3	3	3	4	4	37
15	3	3	3	4	4	3	3	3	3	3	32
16	4	4	3	4	4	3	4	4	5	4	39
17	4	4	3	4	4	4	4	5	4	3	39
18	5	5	4	5	5	5	5	5	4	3	46
19	3	3	3	3	3	3	4	3	3	3	31
20	4	4	3	3	5	5	3	4	5	3	39
21	4	4	3	4	3	3	4	4	3	4	36
22	5	4	4	4	5	5	5	4	4	4	44
23	3	3	3	3	4	3	3	3	4	3	32
24	5	5	5	5	4	4	4	4	5	4	45
25	2	2	2	2	2	2	2	2	2	2	20
26	5	5	4	5	5	5	4	5	5	5	48
27	4	4	3	3	4	4	5	5	4	4	40
28	4	3	4	4	4	4	4	3	4	3	37
29	2	3	2	3	3	3	3	3	3	2	27
30	4	3	4	3	3	4	4	3	3	3	34

Lampiran 6

Data Uji Validitas Dan Reliabilitas Variabel Iklim Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	5	5	5	5	5	5	5	5	,	45
2	5	5	5	5	4	5	5	5	5	3	47
3	5	5	4	5	4	5	4	5	5	5	47
4	5	5	5	5	5	5	5	5	4	5	49
5	2	2	2	2	2	2	2	2	2	2	20
6	5	5	5	5	4	4	4	4	4	5	45
7	5	5	5	5	4	4	5	5	5	5	48
8	4	4	4	4	4	4	4	5	5	5	43
9	5	4	5	5	5	5	4	5	5	5	48
10	5	4	5	5	5	5	4	5	5	4	47
11	4	5	5	5	5	5	5	5	5	5	49
12	4	5	4	4	3	4	4	4	5	5	42
13	5	4	4	5	5	4	5	4	5	4	45
14	3	4	3	4	4	5	3	5	5	5	41
15	4	4	4	4	4	4	4	4	5	4	41
16	4	3	5	3	3	5	3	4	5	5	40
17	5	3	4	5	4	4	4	4	5	5	43
18	5	3	4	5	4	4	4	4	5	4	42
19	5	5	5	4	4	4	4	5	5	5	46
20	4	4	4	4	4	4	3	3	4	5	39
21	5	4	4	3	4	3	4	4	4	5	40
22	5	4	5	4	4	4	5	5	5	5	46
23	5	5	5	4	4	4	4	5	4	4	44
24	4	4	4	4	4	4	4	3	4	3	38
25	2	2	2	2	2	2	2	2	2	2	20
26	2	4	4	4	4	3	5	4	4	4	38
27	4	5	4	4	5	5	5	5	4	4	45
28	4	4	5	4	4	3	4	4	3	3	38
29	4	4	4	3	4	4	4	4	4	4	39
30	4	5	4	3	4	3	5	4	4	3	39

Lampiran 7

Data Uji Validitas Dan Reliabilitas Variabel Disiplin Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	5	4	4	4	4	4	3	5	4	42
2	5	4	4	5	4	5	4	4	4	5	44
3	5	5	5	5	3	5	3	4	5	5	45
4	4	5	5	4	5	5	4	4	5	4	45
5	2	2	2	2	2	2	2	2	2	2	20
6	4	5	4	4	3	5	4	4	4	4	41
7	5	5	5	5	5	5	5	5	4	5	49
8	5	5	5	5	5	4	5	5	5	4	48
9	5	4	5	4	5	5	4	4	5	5	46
10	5	5	5	4	4	3	4	5	5	5	45
11	4	4	3	4	3	3	3	3	4	5	36
12	4	4	4	4	5	5	5	4	5	5	45
13	4	5	5	5	5	5	5	4	5	4	47
14	5	4	5	5	4	4	5	5	4	4	45
15	4	4	5	5	5	5	5	5	5	5	48
16	5	3	5	3	3	5	3	5	4	4	40
17	3	3	4	3	2	5	3	3	4	4	34
18	3	4	4	3	3	3	4	3	3	3	33
19	3	4	5	4	5	3	4	4	5	4	41
20	4	4	5	5	4	4	3	4	5	3	41
21	4	3	3	4	4	3	4	4	5	4	38
22	5	3	4	3	4	4	4	5	4	4	40
23	5	4	4	5	4	4	5	4	4	4	43
24	3	4	4	3	3	4	3	3	5	5	37
25	2	2	2	2	2	2	2	2	2	2	20
26	4	5	4	4	3	4	4	4	4	5	41
27	4	5	3	3	4	5	5	4	4	4	41
28	5	4	4	5	4	5	4	4	5	5	45
29	4	5	3	4	5	3	4	3	3	4	38
30	3	4	3	3	3	4	4	3	3	3	33

Lampiran 8

Data Uji Variabel Kinerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	5	3	4	5	4	3	4	5	4	41
2	4	4	5	5	4	3	4	4	4	5	42
3	3	4	3	3	5	4	5	5	4	4	40
4	4	4	3	5	4	5	4	5	5	4	43
5	5	4	5	4	5	4	5	3	4	5	44
6	5	3	3	4	4	4	3	4	3	3	36
7	4	3	4	5	3	5	5	4	4	4	41
8	4	4	5	5	4	5	5	5	4	4	45
9	4	5	5	4	4	3	4	5	4	4	42
10	5	4	4	5	5	4	5	5	3	3	43
11	5	4	5	4	4	4	5	4	4	5	44
12	4	5	4	5	4	3	5	5	5	4	44
13	4	3	4	4	4	4	5	4	5	5	42
14	5	4	4	5	4	5	4	4	5	4	44
15	4	5	3	5	5	4	4	5	5	5	45
16	5	4	5	3	4	3	4	3	4	4	39
17	5	5	3	4	4	4	5	5	5	3	43
18	5	3	4	3	3	4	5	4	5	4	40
19	4	4	5	4	4	5	4	5	5	5	45
20	4	5	4	4	5	5	5	4	4	5	45
21	4	5	4	5	5	5	4	5	5	4	46
22	4	5	5	4	5	5	5	5	4	4	46
23	5	4	4	4	4	4	5	4	4	5	43
24	5	4	5	5	5	5	5	5	4	4	47
25	5	5	5	4	5	5	5	5	3	4	46
26	4	4	5	4	4	4	4	4	4	5	42
27	5	4	4	4	3	4	3	5	3	3	38
28	5	5	4	4	5	4	5	4	4	3	43
29	3	4	4	3	4	5	5	4	5	4	41
30	4	4	5	5	5	5	5	5	4	4	46
31	4	5	5	5	4	4	3	5	4	3	42
32	5	4	4	4	5	4	4	4	4	5	43

Lampiran 9

Data Uji Variabel Etos Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	5	3	4	4	5	4	4	5	4	42
2	4	4	4	5	4	4	3	5	4	5	42
3	3	3	4	4	5	4	3	4	4	4	38
4	3	3	5	5	5	5	4	3	4	3	40
5	5	4	5	4	5	4	5	3	4	5	44
6	4	3	4	4	4	3	3	4	3	3	35
7	4	3	4	5	3	5	5	4	4	5	42
8	4	4	5	5	4	3	5	5	4	4	43
9	4	4	5	4	4	3	4	4	4	4	40
10	5	3	4	4	5	4	5	3	3	5	41
11	4	4	5	4	5	5	5	4	4	5	45
12	4	4	5	4	4	5	5	5	5	4	45
13	4	3	4	4	4	4	5	5	4	3	40
14	5	4	5	5	3	5	3	3	4	4	41
15	4	5	4	3	3	4	4	4	4	5	40
16	3	4	3	4	4	5	3	5	5	4	40
17	3	4	5	3	5	4	5	3	5	5	42
18	5	3	5	3	4	5	4	4	5	4	42
19	4	4	5	5	5	4	4	5	4	5	45
20	4	4	3	4	4	5	5	4	4	5	42
21	4	5	4	5	5	4	4	3	5	4	43
22	4	5	5	4	5	4	5	5	5	5	47
23	5	4	4	4	4	5	5	4	4	5	44
24	5	4	5	5	5	5	6	5	4	4	48
25	5	5	5	4	5	5	5	4	4	5	47
26	4	4	5	4	4	5	5	4	4	5	44
27	5	3	4	5	3	4	5	4	2	4	39
28	5	5	4	4	4	4	4	5	4	3	42
29	3	4	5	5	5	3	5	4	3	5	42
30	4	4	5	3	4	4	5	4	4	4	41
31	4	3	4	5	4	4	5	5	4	4	42
32	5	4	4	4	5	3	3	4	4	5	41

Lampiran 10

Data Uji Variabel Iklim Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	3	4	5	4	4	3	5	4	4	40
2	4	4	5	3	4	4	4	3	4	4	39
3	4	3	4	3	4	4	4	4	4	4	38
4	3	4	4	4	4	4	5	3	5	5	41
5	5	4	5	4	4	5	5	4	4	5	45
6	4	5	3	5	4	3	3	3	4	3	37
7	4	4	3	4	4	5	5	4	3	4	40
8	5	4	5	3	5	5	4	3	4	5	43
9	5	4	3	5	3	3	5	4	5	5	42
10	4	5	5	4	4	4	4	4	4	4	42
11	5	4	5	3	3	4	5	5	4	5	43
12	4	5	5	4	4	5	4	4	5	4	44
13	5	5	4	5	5	4	3	4	4	4	43
14	4	4	5	4	5	5	4	4	5	5	45
15	5	5	4	5	4	5	4	3	5	5	45
16	4	4	3	3	4	3	4	5	4	4	38
17	4	5	3	5	5	3	5	5	4	5	44
18	4	4	5	5	4	5	4	3	4	3	41
19	4	4	5	4	4	4	3	5	5	4	42
20	5	3	4	5	4	4	5	5	4	4	43
21	4	5	5	4	5	5	5	4	5	5	47
22	5	4	5	4	5	3	4	5	5	5	45
23	5	4	5	5	5	5	3	5	5	4	46
24	3	5	5	4	5	5	4	5	5	5	46
25	4	5	4	5	4	5	4	4	5	5	45
26	4	4	5	4	5	4	3	5	5	4	43
27	3	3	4	4	5	3	4	4	4	4	38
28	4	4	5	4	4	4	5	5	4	5	44
29	4	3	5	5	5	5	5	4	4	5	45
30	5	3	5	4	5	4	4	5	5	4	44
31	4	4	5	5	4	4	4	4	5	5	44
32	4	5	5	4	5	5	4	4	3	3	42

Lampiran 11

Data Uji Variabel Disiplin Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	3	4	5	5	4	3	5	5	4	42
2	5	4	5	3	5	4	4	4	3	4	41
3	4	3	5	4	4	3	4	4	4	5	40
4	4	3	5	4	4	3	5	4	4	4	40
5	4	4	5	5	5	5	3	4	3	5	43
6	4	5	3	5	4	5	3	3	4	3	39
7	5	4	3	4	4	4	4	4	4	5	41
8	4	5	5	5	5	4	5	3	3	3	42
9	5	4	4	5	3	3	3	5	4	5	41
10	5	5	5	5	4	4	5	3	3	4	43
11	4	4	4	5	3	3	5	5	5	4	42
12	5	4	5	5	4	5	4	4	3	4	43
13	5	5	4	5	5	4	4	4	4	4	44
14	4	5	5	5	4	4	4	4	5	5	45
15	5	4	5	5	4	4	4	5	4	4	44
16	4	4	3	4	4	3	4	4	3	4	37
17	5	4	4	4	4	3	4	4	5	4	41
18	5	4	5	3	3	4	4	3	5	5	41
19	4	4	5	4	4	4	5	5	4	4	43
20	5	3	4	5	4	5	4	4	4	4	42
21	5	5	5	5	3	5	4	4	5	5	46
22	5	4	3	4	4	5	5	5	5	5	45
23	4	5	5	5	4	4	4	5	4	4	44
24	5	5	5	4	5	3	4	4	4	5	44
25	5	4	5	4	4	4	5	4	4	4	43
26	5	5	4	5	5	4	3	3	5	5	44
27	4	4	4	4	5	3	4	4	4	3	39
28	3	4	4	4	5	5	5	5	3	4	42
29	5	4	4	3	3	5	5	5	3	5	42
30	4	5	5	4	4	4	5	4	4	5	44
31	4	3	4	4	5	5	4	5	5	4	43
32	5	4	4	5	5	4	3	4	4	3	41

Lampiran 12

Data Uji MSI Kinerja

	1	2	3	4	5	6	7	8	9	10	total
1	2,426	3,717	1,000	2,300	3,740	2,300	1,000	2,337	3,717	2,266	24,803
2	2,426	2,342	3,390	3,658	2,344	1,000	2,045	2,337	2,342	3,568	25,452
3	1,000	2,342	1,000	1,000	3,740	2,300	3,347	3,766	2,342	2,266	23,102
4	2,426	2,342	1,000	3,658	2,344	3,658	2,045	3,766	3,717	2,266	27,221
5	3,868	2,342	3,390	2,300	3,740	2,300	3,347	1,000	2,342	3,568	28,198
6	3,868	1,000	1,000	2,300	2,344	2,300	1,000	2,337	1,000	1,000	18,150
7	2,426	1,000	2,143	3,658	1,000	3,658	3,347	2,337	2,342	2,266	24,177
8	2,426	2,342	3,390	3,658	2,344	3,658	3,347	3,766	2,342	2,266	29,538
9	2,426	3,717	3,390	2,300	2,344	1,000	2,045	3,766	2,342	2,266	25,595
10	3,868	2,342	2,143	3,658	3,740	2,300	3,347	3,766	1,000	1,000	27,165
11	3,868	2,342	3,390	2,300	2,344	2,300	3,347	2,337	2,342	3,568	28,139
12	2,426	3,717	2,143	3,658	2,344	1,000	3,347	3,766	3,717	2,266	28,384
13	2,426	1,000	2,143	2,300	2,344	2,300	3,347	2,337	3,717	3,568	25,483
14	3,868	2,342	2,143	3,658	2,344	3,658	2,045	2,337	3,717	2,266	28,378
15	2,426	3,717	1,000	3,658	3,740	2,300	2,045	3,766	3,717	3,568	29,937
16	3,868	2,342	3,390	1,000	2,344	1,000	2,045	1,000	2,342	2,266	21,597
17	3,868	3,717	1,000	2,300	2,344	2,300	3,347	3,766	3,717	1,000	27,360
18	3,868	1,000	2,143	1,000	1,000	2,300	3,347	2,337	3,717	2,266	22,979
19	2,426	2,342	3,390	2,300	2,344	3,658	2,045	3,766	3,717	3,568	29,556
20	2,426	3,717	2,143	2,300	3,740	3,658	3,347	2,337	2,342	3,568	29,579
21	2,426	3,717	2,143	3,658	3,740	3,658	2,045	3,766	3,717	2,266	31,136
22	2,426	3,717	3,390	2,300	3,740	3,658	3,347	3,766	2,342	2,266	30,952
23	3,868	2,342	2,143	2,300	2,344	2,300	3,347	2,337	2,342	3,568	26,892
24	3,868	2,342	3,390	3,658	3,740	3,658	3,347	3,766	2,342	2,266	32,377
25	3,868	3,717	3,390	2,300	3,740	3,658	3,347	3,766	1,000	2,266	31,053
26	2,426	2,342	3,390	2,300	2,344	2,300	2,045	2,337	2,342	3,568	25,394
27	3,868	2,342	2,143	2,300	1,000	2,300	1,000	3,766	1,000	1,000	20,719
28	3,868	3,717	2,143	2,300	3,740	2,300	3,347	2,337	2,342	1,000	27,095
29	1,000	2,342	2,143	1,000	2,344	3,658	3,347	2,337	3,717	2,266	24,155
30	2,426	2,342	3,390	3,658	3,740	3,658	3,347	3,766	2,342	2,266	30,934
31	2,426	3,717	3,390	3,658	2,344	2,300	1,000	3,766	2,342	1,000	25,943
32	3,868	2,342	2,143	2,300	3,740	2,300	2,045	2,337	2,342	3,568	26,986

Lampiran 13

Data Uji MSI Etos Kerja

	1	2	3	4	5	6	7	8	9	10	total
1	2,318	3,635	1,000	2,342	2,259	3,488	1,947	2,266	4,601	2,175	26,030
2	2,318	2,328	2,215	3,717	2,259	2,194	1,000	3,568	3,116	3,495	26,211
3	1,000	1,000	2,215	2,342	3,602	2,194	1,000	2,266	3,116	2,175	20,909
4	1,000	1,000	3,583	3,717	3,602	3,488	1,947	1,000	3,116	1,000	23,453
5	3,666	2,328	3,583	2,342	3,602	2,194	3,140	1,000	3,116	3,495	28,466
6	2,318	1,000	2,215	2,342	2,259	1,000	1,000	2,266	1,807	1,000	17,206
7	2,318	1,000	2,215	3,717	1,000	3,488	3,140	2,266	3,116	3,495	25,756
8	2,318	2,328	3,583	3,717	2,259	1,000	3,140	3,568	3,116	2,175	27,204
9	2,318	2,328	3,583	2,342	2,259	1,000	1,947	2,266	3,116	2,175	23,333
10	3,666	1,000	2,215	2,342	3,602	2,194	3,140	1,000	1,807	3,495	24,461
11	2,318	2,328	3,583	2,342	3,602	3,488	3,140	2,266	3,116	3,495	29,677
12	2,318	2,328	3,583	2,342	2,259	3,488	3,140	3,568	4,601	2,175	29,801
13	2,318	1,000	2,215	2,342	2,259	2,194	3,140	3,568	3,116	1,000	23,152
14	3,666	2,328	3,583	3,717	1,000	3,488	1,000	1,000	3,116	2,175	25,073
15	2,318	3,635	2,215	1,000	1,000	2,194	1,947	2,266	3,116	3,495	23,186
16	1,000	2,328	1,000	2,342	2,259	3,488	1,000	3,568	4,601	2,175	23,760
17	1,000	2,328	3,583	1,000	3,602	2,194	3,140	1,000	4,601	3,495	25,944
18	3,666	1,000	3,583	1,000	2,259	3,488	1,947	2,266	4,601	2,175	25,984
19	2,318	2,328	3,583	3,717	3,602	2,194	1,947	3,568	3,116	3,495	29,869
20	2,318	2,328	1,000	2,342	2,259	3,488	3,140	2,266	3,116	3,495	25,751
21	2,318	3,635	2,215	3,717	3,602	2,194	1,947	1,000	4,601	2,175	27,404
22	2,318	3,635	3,583	2,342	3,602	2,194	3,140	3,568	4,601	3,495	32,479
23	3,666	2,328	2,215	2,342	2,259	3,488	3,140	2,266	3,116	3,495	28,315
24	3,666	2,328	3,583	3,717	3,602	3,488	6,000	3,568	3,116	2,175	35,243
25	3,666	3,635	3,583	2,342	3,602	3,488	3,140	2,266	3,116	3,495	32,333
26	2,318	2,328	3,583	2,342	2,259	3,488	3,140	2,266	3,116	3,495	28,334
27	3,666	1,000	2,215	3,717	1,000	2,194	3,140	2,266	1,000	2,175	22,373
28	3,666	3,635	2,215	2,342	2,259	2,194	1,947	3,568	3,116	1,000	25,942
29	1,000	2,328	3,583	3,717	3,602	1,000	3,140	2,266	1,807	3,495	25,938
30	2,318	2,328	3,583	1,000	2,259	2,194	3,140	2,266	3,116	2,175	24,378
31	2,318	1,000	2,215	3,717	2,259	2,194	3,140	3,568	3,116	2,175	25,702
32	3,666	2,328	2,215	2,342	3,602	1,000	1,000	2,266	3,116	3,495	25,030

Lampiran 14

Data Uji MSI Iklim Kerja

	1	2	3	4	5	6	7	8	9	10	total
1	2,471	1,000	1,940	3,544	2,469	2,143	1,000	3,447	2,426	2,259	22,699
2	2,471	2,266	3,186	1,000	2,469	2,143	2,266	1,000	2,426	2,259	21,486
3	2,471	1,000	1,940	1,000	2,469	2,143	2,266	2,184	2,426	2,259	20,158
4	1,000	2,266	1,940	2,235	2,469	2,143	3,568	1,000	3,868	3,634	24,124
5	3,918	2,266	3,186	2,235	2,469	3,390	3,568	2,184	2,426	3,634	29,277
6	2,471	3,568	1,000	3,544	2,469	1,000	1,000	1,000	2,426	1,000	19,478
7	2,471	2,266	1,000	2,235	2,469	3,390	3,568	2,184	1,000	2,259	22,843
8	3,918	2,266	3,186	1,000	3,923	3,390	2,266	1,000	2,426	3,634	27,008
9	3,918	2,266	1,000	3,544	1,000	1,000	3,568	2,184	3,868	3,634	25,983
10	2,471	3,568	3,186	2,235	2,469	2,143	2,266	2,184	2,426	2,259	25,208
11	3,918	2,266	3,186	1,000	1,000	2,143	3,568	3,447	2,426	3,634	26,588
12	2,471	3,568	3,186	2,235	2,469	3,390	2,266	2,184	3,868	2,259	27,897
13	3,918	3,568	1,940	3,544	3,923	2,143	1,000	2,184	2,426	2,259	26,905
14	2,471	2,266	3,186	2,235	3,923	3,390	2,266	2,184	3,868	3,634	29,423
15	3,918	3,568	1,940	3,544	2,469	3,390	2,266	1,000	3,868	3,634	29,598
16	2,471	2,266	1,000	1,000	2,469	1,000	2,266	3,447	2,426	2,259	20,603
17	2,471	3,568	1,000	3,544	3,923	1,000	3,568	3,447	2,426	3,634	28,581
18	2,471	2,266	3,186	3,544	2,469	3,390	2,266	1,000	2,426	1,000	24,018
19	2,471	2,266	3,186	2,235	2,469	2,143	1,000	3,447	3,868	2,259	25,345
20	3,918	1,000	1,940	3,544	2,469	2,143	3,568	3,447	2,426	2,259	26,714
21	2,471	3,568	3,186	2,235	3,923	3,390	3,568	2,184	3,868	3,634	32,028
22	3,918	2,266	3,186	2,235	3,923	1,000	2,266	3,447	3,868	3,634	29,743
23	3,918	2,266	3,186	3,544	3,923	3,390	1,000	3,447	3,868	2,259	30,801
24	1,000	3,568	3,186	2,235	3,923	3,390	2,266	3,447	3,868	3,634	30,518
25	2,471	3,568	1,940	3,544	2,469	3,390	2,266	2,184	3,868	3,634	29,335
26	2,471	2,266	3,186	2,235	3,923	2,143	1,000	3,447	3,868	2,259	26,798
27	1,000	1,000	1,940	2,235	3,923	1,000	2,266	2,184	2,426	2,259	20,232
28	2,471	2,266	3,186	2,235	2,469	2,143	3,568	3,447	2,426	3,634	27,845
29	2,471	1,000	3,186	3,544	3,923	3,390	3,568	2,184	2,426	3,634	29,326
30	3,918	1,000	3,186	2,235	3,923	2,143	2,266	3,447	3,868	2,259	28,245
31	2,471	2,266	3,186	3,544	2,469	2,143	2,266	2,184	3,868	3,634	28,032
32	2,471	3,568	3,186	2,235	3,923	3,390	2,266	2,184	1,000	1,000	25,224

Lampiran 15

Data Uji MSI Disiplin kerja

	1	2	3	4	5	6	7	8	9	10	total
1	2,504	1,000	2,132	3,583	3,604	2,229	1,000	3,666	3,471	2,300	25,489
2	4,001	2,318	3,445	1,000	3,604	2,229	2,266	2,318	1,000	2,300	24,480
3	2,504	1,000	3,445	2,215	2,276	1,000	2,266	2,318	2,229	3,658	22,911
4	2,504	1,000	3,445	2,215	2,276	1,000	3,568	2,318	2,229	2,300	22,856
5	2,504	2,318	3,445	3,583	3,604	3,471	1,000	2,318	1,000	3,658	26,899
6	2,504	3,666	1,000	3,583	2,276	3,471	1,000	1,000	2,229	1,000	21,730
7	4,001	2,318	1,000	2,215	2,276	2,229	2,266	2,318	2,229	3,658	24,510
8	2,504	3,666	3,445	3,583	3,604	2,229	3,568	1,000	1,000	1,000	25,599
9	4,001	2,318	2,132	3,583	1,000	1,000	1,000	3,666	2,229	3,658	24,587
10	4,001	3,666	3,445	3,583	2,276	2,229	3,568	1,000	1,000	2,300	27,069
11	2,504	2,318	2,132	3,583	1,000	1,000	3,568	3,666	3,471	2,300	25,542
12	4,001	2,318	3,445	3,583	2,276	3,471	2,266	2,318	1,000	2,300	26,977
13	4,001	3,666	2,132	3,583	3,604	2,229	2,266	2,318	2,229	2,300	28,328
14	2,504	3,666	3,445	3,583	2,276	2,229	2,266	2,318	3,471	3,658	29,416
15	4,001	2,318	3,445	3,583	2,276	2,229	2,266	3,666	2,229	2,300	28,313
16	2,504	2,318	1,000	2,215	2,276	1,000	2,266	2,318	1,000	2,300	19,197
17	4,001	2,318	2,132	2,215	2,276	1,000	2,266	2,318	3,471	2,300	24,296
18	4,001	2,318	3,445	1,000	1,000	2,229	2,266	1,000	3,471	3,658	24,387
19	2,504	2,318	3,445	2,215	2,276	2,229	3,568	3,666	2,229	2,300	26,751
20	4,001	1,000	2,132	3,583	2,276	3,471	2,266	2,318	2,229	2,300	25,576
21	4,001	3,666	3,445	3,583	1,000	3,471	2,266	2,318	3,471	3,658	30,877
22	4,001	2,318	1,000	2,215	2,276	3,471	3,568	3,666	3,471	3,658	29,644
23	2,504	3,666	3,445	3,583	2,276	2,229	2,266	3,666	2,229	2,300	28,165
24	4,001	3,666	3,445	2,215	3,604	1,000	2,266	2,318	2,229	3,658	28,401
25	4,001	2,318	3,445	2,215	2,276	2,229	3,568	2,318	2,229	2,300	26,900
26	4,001	3,666	2,132	3,583	3,604	2,229	1,000	1,000	3,471	3,658	28,343
27	2,504	2,318	2,132	2,215	3,604	1,000	2,266	2,318	2,229	1,000	21,585
28	1,000	2,318	2,132	2,215	3,604	3,471	3,568	3,666	1,000	2,300	25,274
29	4,001	2,318	2,132	1,000	1,000	3,471	3,568	3,666	1,000	3,658	25,813
30	2,504	3,666	3,445	2,215	2,276	2,229	3,568	2,318	2,229	3,658	28,109
31	2,504	1,000	2,132	2,215	3,604	3,471	2,266	3,666	3,471	2,300	26,628
32	4,001	2,318	2,132	3,583	3,604	2,229	1,000	2,318	2,229	1,000	24,414

Lampiran 16

Hasil Uji Validitas Kinerja

Correlations

		p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	total
p1	Pearson Correlation	1	.604**	.453*	.758**	.547**	.416*	.537**	.651**	.554**	.636**	.793**
	Sig. (2-tailed)		.000	.012	.000	.002	.022	.002	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	.604**	1	.669**	.559**	.649**	.596**	.727**	.568**	.366*	.600**	.820**
	Sig. (2-tailed)	.000		.000	.001	.000	.001	.000	.001	.047	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	.453*	.669**	1	.549**	.619**	.537**	.652**	.544**	.455*	.606**	.784**
	Sig. (2-tailed)	.012	.000		.002	.000	.002	.000	.002	.012	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	.758**	.559**	.549**	1	.547**	.220	.537**	.702**	.414*	.541**	.750**
	Sig. (2-tailed)	.000	.001	.002		.002	.242	.002	.000	.023	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	.547**	.649**	.619**	.547**	1	.764**	.695**	.667**	.395*	.575**	.827**
	Sig. (2-tailed)	.002	.000	.000	.002		.000	.000	.000	.031	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p6	Pearson Correlation	.416*	.596**	.537**	.220	.764**	1	.654**	.520**	.448*	.513**	.728**
	Sig. (2-tailed)	.022	.001	.002	.242	.000		.000	.003	.013	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p7	Pearson Correlation	.537**	.727**	.652**	.537**	.695**	.654**	1	.480**	.517**	.520**	.816**
	Sig. (2-tailed)	.002	.000	.000	.002	.000	.000		.007	.003	.003	.000

	N	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	.651**	.568**	.544**	.702**	.667**	.520**	.480**	1	.452*	.717**	.807**
	Sig. (2-tailed)	.000	.001	.002	.000	.000	.003	.007		.012	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	.554**	.366*	.455*	.414*	.395*	.448*	.517**	.452*	1	.448*	.653**
	Sig. (2-tailed)	.001	.047	.012	.023	.031	.013	.003	.012		.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	.636**	.600**	.606**	.541**	.575**	.513**	.520**	.717**	.448*	1	.792**
	Sig. (2-tailed)	.000	.000	.000	.002	.001	.004	.003	.000	.013		.000
	N	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	.793**	.820**	.784**	.750**	.827**	.728**	.816**	.807**	.653**	.792**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.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 17

Hasil Uji Validitas Etos Kerja

Correlations

		p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	total
p1	Pearson Correlation	1	.872**	.824**	.758**	.625**	.718**	.750**	.759**	.696**	.746**	.937**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	.872**	1	.659**	.745**	.614**	.599**	.686**	.738**	.677**	.697**	.884**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	.824**	.659**	1	.699**	.479**	.642**	.620**	.460*	.688**	.637**	.805**
	Sig. (2-tailed)	.000	.000		.000	.007	.000	.000	.011	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	.758**	.745**	.699**	1	.580**	.502**	.543**	.603**	.594**	.737**	.818**
	Sig. (2-tailed)	.000	.000	.000		.001	.005	.002	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	.625**	.614**	.479**	.580**	1	.667**	.563**	.619**	.649**	.581**	.777**
	Sig. (2-tailed)	.000	.000	.007	.001		.000	.001	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p6	Pearson Correlation	.718**	.599**	.642**	.502**	.667**	1	.634**	.681**	.673**	.449*	.792**
	Sig. (2-tailed)	.000	.000	.000	.005	.000		.000	.000	.000	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p7	Pearson Correlation	.750**	.686**	.620**	.543**	.563**	.634**	1	.684**	.529**	.577**	.794**
	Sig. (2-tailed)	.000	.000	.000	.002	.001	.000		.000	.003	.001	.000

	N	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	.759**	.738**	.460*	.603**	.619**	.681**	.684**	1	.620**	.623**	.824**
	Sig. (2-tailed)	.000	.000	.011	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	.696**	.677**	.688**	.594**	.649**	.673**	.529**	.620**	1	.630**	.819**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.003	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	.746**	.697**	.637**	.737**	.581**	.449*	.577**	.623**	.630**	1	.810**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.013	.001	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	.937**	.884**	.805**	.818**	.777**	.792**	.794**	.824**	.819**	.810**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.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 18

Hasil Uji Validitas Iklim Kerja

Correlations

		p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	total
p1	Pearson Correlation	1	.529**	.744**	.687**	.608**	.566**	.527**	.625**	.632**	.471**	.800**
	Sig. (2-tailed)		.003	.000	.000	.000	.001	.003	.000	.000	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	.529**	1	.651**	.541**	.610**	.530**	.724**	.712**	.461*	.369*	.757**
	Sig. (2-tailed)	.003		.000	.002	.000	.003	.000	.000	.010	.045	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	.744**	.651**	1	.645**	.639**	.598**	.651**	.713**	.575**	.451*	.828**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.001	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	.687**	.541**	.645**	1	.745**	.695**	.617**	.659**	.690**	.447*	.835**
	Sig. (2-tailed)	.000	.002	.000		.000	.000	.000	.000	.000	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	.608**	.610**	.639**	.745**	1	.671**	.742**	.713**	.559**	.366*	.814**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.001	.047	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p6	Pearson Correlation	.566**	.530**	.598**	.695**	.671**	1	.414*	.753**	.752**	.520**	.805**
	Sig. (2-tailed)	.001	.003	.000	.000	.000		.023	.000	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p7	Pearson Correlation	.527**	.724**	.651**	.617**	.742**	.414*	1	.667**	.516**	.229	.746**
	Sig. (2-tailed)	.003	.000	.000	.000	.000	.023		.000	.004	.223	.000

	N	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	.625**	.712**	.713**	.659**	.713**	.753**	.667**	1	.734**	.554**	.887**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	.632**	.461*	.575**	.690**	.559**	.752**	.516**	.734**	1	.654**	.824**
	Sig. (2-tailed)	.000	.010	.001	.000	.001	.000	.004	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	.471**	.369*	.451*	.447*	.366*	.520**	.229	.554**	.654**	1	.669**
	Sig. (2-tailed)	.009	.045	.012	.013	.047	.003	.223	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	.800**	.757**	.828**	.835**	.814**	.805**	.746**	.887**	.824**	.669**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.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 19

Hasil Uji Validitas Disiplin Kerja

Correlations

		p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	total
p1	Pearson Correlation	1	.494**	.595**	.689**	.512**	.533**	.525**	.756**	.554**	.634**	.810**
	Sig. (2-tailed)		.006	.001	.000	.004	.002	.003	.000	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p2	Pearson Correlation	.494**	1	.494**	.592**	.534**	.435*	.592**	.381*	.491**	.525**	.713**
	Sig. (2-tailed)	.006		.006	.001	.002	.016	.001	.038	.006	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p3	Pearson Correlation	.595**	.494**	1	.648**	.550**	.572**	.439*	.756**	.720**	.504**	.810**
	Sig. (2-tailed)	.001	.006		.000	.002	.001	.015	.000	.000	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p4	Pearson Correlation	.689**	.592**	.648**	1	.635**	.469**	.596**	.599**	.631**	.567**	.830**
	Sig. (2-tailed)	.000	.001	.000		.000	.009	.001	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p5	Pearson Correlation	.512**	.534**	.550**	.635**	1	.346	.752**	.583**	.591**	.434*	.769**
	Sig. (2-tailed)	.004	.002	.002	.000		.061	.000	.001	.001	.017	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p6	Pearson Correlation	.533**	.435*	.572**	.469**	.346	1	.464**	.518**	.532**	.568**	.703**
	Sig. (2-tailed)	.002	.016	.001	.009	.061		.010	.003	.002	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p7	Pearson Correlation	.525**	.592**	.439*	.596**	.752**	.464**	1	.634**	.419*	.428*	.753**
	Sig. (2-tailed)	.003	.001	.015	.001	.000	.010		.000	.021	.018	.000

	N	30	30	30	30	30	30	30	30	30	30	30
p8	Pearson Correlation	.756**	.381*	.756**	.599**	.583**	.518**	.634**	1	.577**	.537**	.816**
	Sig. (2-tailed)	.000	.038	.000	.000	.001	.003	.000		.001	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p9	Pearson Correlation	.554**	.491**	.720**	.631**	.591**	.532**	.419*	.577**	1	.673**	.798**
	Sig. (2-tailed)	.002	.006	.000	.000	.001	.002	.021	.001		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
p10	Pearson Correlation	.634**	.525**	.504**	.567**	.434*	.568**	.428*	.537**	.673**	1	.754**
	Sig. (2-tailed)	.000	.003	.005	.001	.017	.001	.018	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	.810**	.713**	.810**	.830**	.769**	.703**	.753**	.816**	.798**	.754**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.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 20

Hasil Uji Reliabilitas Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.926	10

Lampiran 21

Hasil Uji Reliabilitas Etos Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.948	10

Lampiran 22

Hasil Uji Reliabilitas Iklim Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.936	10

Lampiran 23

Hasil Uji Reliabilitas Disiplin Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.926	10

Lampiran 24

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,11547650
Most Extreme Differences	Absolute	,064
	Positive	,058
	Negative	-,064
Test Statistic		,064
Asymp. Sig. (2-tailed)		,200[c,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 25

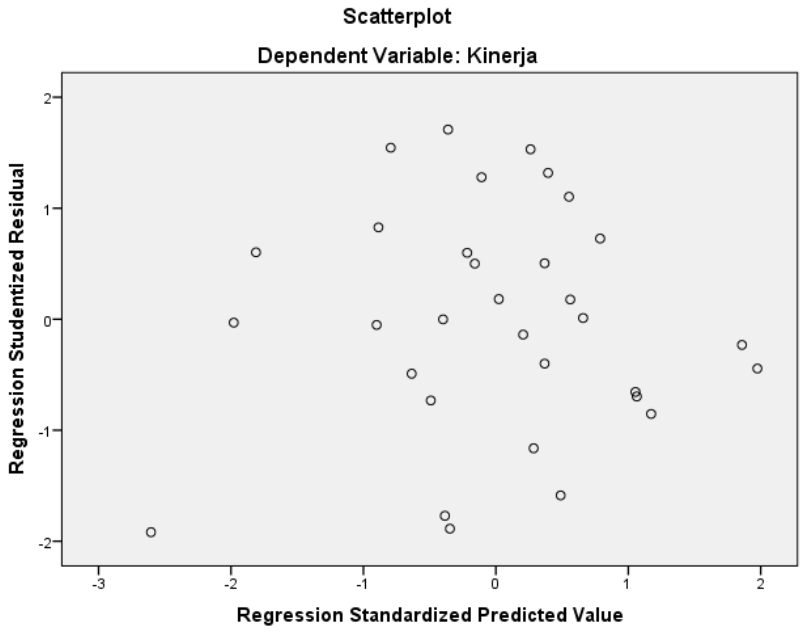
Uji Multikolinieritas

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Etos Kerja	,701	1,427
	Iklim Kerja	,651	1,535
	Disiplin Kerja	,554	1,804

a. Dependent Variable: Kinerja

Lampiran 26

Uji Heteroskedasitas



Lampiran 27

Analisis Regresi Linier Berganda

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,133	4,973		,228	,821
	Etos Kerja	,249	,109	,264	2,286	,030
	Iklim Kerja	,271	,129	,250	2,093	,045
	Disiplin Kerja	,472	,119	,511	3,946	,000

a. Dependent Variable: Kinerja

Lampiran 28

Uji Signifikansi Parsial (Uji-t)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,133	4,973		,228	,821
	Etos Kerja	,249	,109	,264	2,286	,030
	Iklim Kerja	,271	,129	,250	2,093	,045
	Disiplin Kerja	,472	,119	,511	3,946	,000

a. Dependent Variable: Kinerja

Lampiran 29

Uji Signifikansi Simultan (Uji F-test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	109,427	3	36,476	26,478	,000[b]
	Residual	38,573	28	1,378		
	Total	148,000	31			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin Kerja, Etos Kerja, Iklim Kerja

Lampiran 30

Analisis Koefisien Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,860[a]	,739	,711	1,17371	2,096

a. Predictors: (Constant), Disiplin Kerja, Etos Kerja, Iklim Kerja

b. Dependent Variable: Kinerja

Lampiran 31

Distribusi Nilai r tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254