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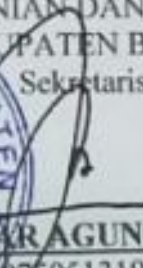
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LAMPIRAN

LAMPIRAN 1

SURAT IZIN PENELITIAN

	PEMERINTAH KABUPATEN BREBES DINAS PERTANIAN DAN KETAHANAN PANGAN Jl. Gajah Mada No.03 Telp/fax. [0283] 671742, 671030 Brebes 52219
Brebes, 03 Januari 2023	
Nomor	: 0521/0993/X/2022
Lampiran	: -
Perihal	: Balasan Penelitian dan Permintaan Data
 Kepada Yth. Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal di - Tegal	
 Menindaklanjuti Surat Nomor 20/K/E/FEB/UPS/XII/2022, tanggal 21 Desember 2022 Perihal tersebut bagi mahasiswa Nama : Tyas Risnanda NPM : 411950051 Program Studi : Manajemen Judul Skripsi : Pengaruh Kompetensi, Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Brebes Universitas : Pancasakti Tegal Dengan ini kami menyatakan menerima membantu memberi data yang diperlukan dalam penelitian tersebut. Demikian atas perhatian dan kerjasama disampaikan terimakasih.	
an. KEPALA DINAS PERTANIAN DAN KETAHANAN PANGAN PEMERINTAH KABUPATEN BREBES Sekretaris,  ISKANDAR AGUNG, S.Pi, M.Si NIP. 197505131999031003	
Tembusan : 1. Kepala DPKP Kab. Brebes (Sebagai Laporan) 2. Arsip	

LAMPIRAN 2**KUESIONER PENELITIAN**

Yang terhormat :

Bapak/Ibu Pegawai

Dinas Pertanian dan Ketahanan Pangan Kabupaten Brebes

Di Tempat

Dengan Hormat

Dalam rangka penyusunan penelitian untuk skripsi yang berjudul “Pengaruh Kompetensi, Disiplin Kerja, dan Lingkungan Kerja terhadap Kinerja Pegawai Pada Dinas Pertanian dan Ketahanan Pangan Kabupaten Brebes”, maka dari itu saya memohon dengan hormat kepada bapak/ibu pegawai Dinas Pertanian dan Ketahanan Pangan Kabupaten Brebes untuk berkenan mengisi kuesioner dibawah ini dan memberikan data yang sebenarnya.

Mengingat kuesioner ini tidak dimaksudkan untuk kepentingan diluar penyusunan skripsi, maka kami mohon bapak/ibu berkenan memberikan jawaban yang sesuai dengan kondisi dan apa adanya. Setiap jawaban yang bapak/ibu berikan, merupakan bantuan yang amat berharga bagi saya dalam penulisan skripsi ini. Oleh karena itu, atas perhatiannya, jawaban dan kerjasama yang bapak/ibu berikan, saya ucapkan terima kasih.

Hormat Saya

Tyas Risnanda

Kuesioner Penelitian**A. IDENTITAS RESPONDEN**

1. No Responden :(Diisi Peneliti)

2. Jenis Kelamin :

- Laki-laki
- Perempuan

3. Usia :

- 20-30 tahun
- 30-40 tahun
- 40-50 tahun
- >50 tahun

4. Lama Bekerja :

- 1-5 tahun
- 6-10 tahun
- 11-15 tahun
- 16-20 tahun
- >20 tahun

B. Petunjuk Pengisian

1. Sebelum mengisi mohon saudara membaca setiap butir pertanyaan.
2. Mohon memberi tanda centang pada kolom yang dianggap paling sesuai.
3. Keterangan alternative jawaban

Sangat setuju (SS) : 5

Setuju (S) : 4

Netral (N) : 3

Tidak setuju (TS) : 2

Sangat tidak setuju : 1

1. Pernyataan Kuesioner Variabel Kinerja (Y)

Pernyataan Kuesioner Kinerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya mampu mengerjakan pekerjaan dengan cepat.					
2	Saya mampu menyelesaikan pekerjaan sesuai dengan target yang diberikan.					
3	Saya bekerja dengan teliti.					
4	Saya mampu bekerja secara tim.					
5	Saya memiliki komunikasi yang baik dengan atasan.					
6	Saya memiliki komunikasi yang baik dengan rekan kerja.					
7	Saya mau melakukan tugas dengan baik.					
8	Saya mampu menyelesaikan tugas sendiri					
Total skor						
Skor rata-rata						

2. Pernyataan Kuesioner Variabel Kompetensi (X1)

Pernyataan Kuesioner Kompetensi

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Dalam bekerja saya menjunjung tinggi nilai organisasi					
2	Dalam bekerja saya mempunyai nilai sosial yang tinggi					
3	Dalam bekerja saya mempunyai sikap yang etis					
4	Saya selalu mempunyai sikap inisiatif dalam bekerja					
5	Dalam bekerja saya selalu melakukan inisiatif sendiri					
6	Saya merasa mampu meyakinkan orang lain.					
7	Saya mengutamakan pelayanan yang baik dan procedural kepada pengguna yang datang dari instansi lain, agar merasa puas					
8	Saya memberikan pelayanan yang baik dan					

	procedural kepada setiap unit kerja tanpa membeda-bedakan unit kerja satu dengan yang lain					
9	Saya mempunyai pemahaman secara interpersonal untuk melihat permasalahan yang terjadi					
10	Saya mempunyai pemahaman secara interpersonal untuk menafsirkan permasalahan yang terjadi					
11	Saya mempunyai pemahaman secara interpersonal untuk mengkomunikasikan permasalahan dengan rekan kerja yang lain					
12	Saya memiliki kesadaran organisasi yang tinggi agar mampu mengatasi kesulitan bersama					
13	Saya melakukan pendekatan secara logis dalam mengatasi kesulitan atau persoalan pekerjaan					
14	Saya merasa mampu berpikir analitis untuk menyelesaikan permasalahan secara sistematis					
15	Saya merasa mampu berpikir analitis untuk menyelesaikan permasalahan secara runtut					
16	Saya merasa mampu berpikir secara konseptual untuk menyelesaikan permasalahan secara sistematis					
17	Saya merasa mampu berpikir secara konseptual untuk menyelesaikan permasalahan secara abstrak					
18	Saya merasa mampu berpikir secara konseptual untuk menyelesaikan permasalahan secara teoritis					
19	Saya berusaha melakukan pelayanan kepada masyarakat secara terbuka (transparan)					
20	Saya berusaha melakukan pelayanan kepada masyarakat dengan memberikan informasi yang dibutuhkan					
21	Saya mempunyai orientasi prestasi dalam bekerja di unit kerja saya					
22	Saya mempunyai sasaran yang menantang dalam bekerja					
Total skor						
Skor rata-rata						

3. Pernyataan Kuesioner Variabel Disiplin Kerja (X2)

Pernyataan Kuesioner Disiplin Kerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya selalu hadir dalam bekerja.					
2	Saya selalu hadir tepat waktu.					
3	Saya selalu mematuhi aturan yang sudah ditetapkan.					
4	Saya selalu mematuhi ketentuan yang berlaku dalam organisasi.					
5	Saya merasa mampu mengikuti arahan dari atasan.					
6	Saya bersukarela dalam mengerjakan tugas.					
7	Saya mengerjakan pekerjaan tanpa adanya paksaan.					
Total skor						
Skor rata-rata						

4. Pernyataan Kuesioner Variabel Lingkungan Kerja (X3)

Pernyataan Kuesioner Lingkungan Kerja

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya merasa pencahayaan dalam ruangan saya sangat nyaman untuk bekerja					
2	Warna dinding di tempat saya bekerja sesuai dan tidak mencolok					
3	Sirkulasi udara diruangan kerja sudah cukup baik.					
4	Saya tidak membuat kebisingan yang membuat karyawan lain nya terganggu					
5	Fasilitas yang di butuhkan sudah memadai.					
6	Dalam setiap ruangan kelembaban udaranya sangat di perhatikan					
7	Saya memiliki hubungan yang harmonis dengan semua rekan kerja.					
8	Perusahaan memberi kesempatan untuk maju					
9	Keamanan kerja di tempat saya bekerja sangat					

	diutamakan demi kenyamanan bersama					
Total Skor						
Skor rata-rata						

LAMPIRAN 3

Data Penelitian Variabel Kinerja Pegawai

No. Responden	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	TOTAL Y
1	4	5	5	5	5	4	5	5	38
2	2	2	2	2	2	2	2	2	16
3	4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	4	32
5	4	4	4	4	4	4	4	5	33
6	5	5	5	5	5	5	5	5	40
7	5	5	4	5	5	5	5	5	39
8	5	5	5	5	5	5	5	5	40
9	4	4	4	4	4	4	4	4	32
10	4	5	3	5	4	5	5	5	36
11	4	4	4	4	4	5	4	4	33
12	4	4	5	4	4	4	4	4	33
13	4	4	4	4	4	4	4	4	32
14	3	3	4	4	4	4	4	4	30
15	4	4	4	4	4	4	4	4	32
16	4	4	5	5	4	5	5	5	37
17	4	4	4	4	4	4	4	4	32
18	5	5	5	5	4	4	5	5	38
19	4	4	4	4	4	4	4	4	32
20	4	4	5	5	5	4	4	4	35
21	5	4	4	4	5	5	5	4	36
22	4	4	4	5	5	5	5	5	37
23	5	5	5	5	5	4	5	4	38
24	4	4	4	4	4	4	5	5	34
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26	4	4	5	4	5	5	4	5	36
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38	5	5	5	5	4	4	5	5	38
39	5	3	4	4	5	5	5	5	36
40	4	4	5	5	4	4	4	4	34
41	5	5	5	5	5	5	5	5	40
42	4	5	4	4	5	4	4	4	34
43	5	3	4	5	4	4	5	4	34

LAMPIRAN 4

Data Penelitian Variabel Kompetensi

X1 1	X1 2	X1 3	X1 4	X1 5	X1 6	X1 7	X1 8	X1 9	X1 10	X1 11	X1 12	X1 13	X1 14	X1 15	X1 16	X1 17	X1 18	X1 19	X1 20	X1 21	X1 22	TOTAL
5	5	5	5	4	4	5	5	5	4	5	5	5	4	4	4	4	4	5	5	4	4	100
2	2	2	2	3	3	2	2	2	2	2	3	3	3	3	2	2	2	2	2	2	3	51
5	3	4	3	3	4	4	4	3	3	3	5	5	4	4	4	3	4	4	4	4	3	83
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4	3	4	4	5	5	5	5	4	4	4	4	4	5	5	4	4	4	5	5	4	4	95
4	4	5	5	3	4	5	5	5	5	4	4	5	4	4	5	5	5	5	4	5	4	99
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4	5	4	5	4	5	5	5	4	5	4	5	4	4	4	4	5	4	5	5	5	5	100
3	5	5	5	5	4	5	4	4	5	5	4	4	4	5	4	4	5	4	4	4	5	97
4	4	4	4	3	4	5	4	4	5	4	4	5	4	5	5	5	5	5	5	5	4	97
5	4	5	4	4	5	4	4	4	4	4	5	5	5	4	4	4	4	4	4	5	3	94
5	4	5	4	4	5	4	5	4	5	4	4	4	4	5	4	5	5	4	5	4	3	96
5	5	5	5	5	4	4	5	3	4	5	5	4	4	4	4	4	4	4	5	5	4	97
3	4	5	5	3	4	4	5	5	4	4	4	4	5	4	5	4	5	5	5	4	4	95
4	5	4	5	4	4	5	5	4	4	5	5	4	4	5	5	5	4	4	4	5	4	98
4	4	4	5	4	4	5	4	5	5	4	5	4	5	4	5	4	5	5	5	4	3	97
4	5	4	5	4	4	5	5	4	5	4	5	5	4	5	5	4	4	4	4	5	4	99
5	5	4	4	5	5	4	4	4	5	5	4	4	5	4	4	4	4	5	5	4	4	97
4	5	5	4	5	4	5	5	4	5	5	5	5	4	4	5	5	4	5	5	5	4	102
3	5	4	4	5	5	4	5	5	5	4	4	4	4	5	4	4	5	4	5	5	4	97
4	4	4	5	4	4	5	4	4	5	5	5	4	4	4	4	4	5	5	5	4	3	95
4	5	4	4	4	4	5	4	4	5	4	4	4	4	5	5	4	5	4	4	5	4	95
5	4	4	5	4	5	5	4	4	4	5	4	4	5	5	5	5	5	5	4	4	4	99
5	3	4	4	5	4	4	5	5	4	5	5	5	4	4	5	5	5	4	5	5	4	99
5	4	5	5	4	4	4	4	2	4	5	4	5	5	4	4	5	4	4	5	5	4	95
4	4	5	5	3	4	5	5	4	5	4	4	5	5	5	5	4	5	4	5	4	4	98
5	3	5	4	3	4	4	4	5	5	4	5	4	5	5	4	4	4	5	4	5	4	95
4	4	4	4	5	3	5	5	4	5	5	5	4	5	5	5	5	5	5	5	4	4	100

LAMPIRAN 5

Data Penelitian Variabel Disiplin Kerja

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TOTAL X2
5	4	5	5	5	5	5	34
1	1	2	2	2	2	2	12
5	5	5	5	4	5	4	33
4	4	5	5	5	5	5	33
5	5	5	5	5	4	5	34
5	5	5	5	5	5	5	35
5	5	5	5	5	5	5	35
5	5	5	5	5	5	5	35
4	4	4	4	4	4	4	28
4	3	4	4	4	4	4	27
5	4	4	4	4	4	4	29
5	5	5	5	5	4	4	33
5	4	4	4	4	4	4	29
4	3	4	4	4	4	4	27
4	4	4	4	4	4	4	28
5	5	5	5	5	5	5	35
5	5	5	5	5	5	5	35
5	5	5	5	5	5	4	34
5	5	5	5	4	5	4	33
5	5	5	4	5	4	5	33
4	4	4	5	5	5	4	31
5	4	5	4	5	4	4	31
5	5	5	5	5	5	5	35
5	5	4	4	4	4	4	30
5	4	4	5	4	5	5	32
4	4	4	4	4	4	4	28
5	3	4	5	5	4	5	31
4	5	5	4	4	5	5	32
5	4	4	4	4	4	4	29
4	4	4	5	5	5	5	32
5	4	4	4	4	5	4	30
5	5	5	5	5	4	4	33
4	4	5	4	4	4	5	30
5	5	5	5	5	5	5	35
3	4	5	5	4	5	4	30
5	4	5	5	5	5	5	34
4	4	4	4	4	4	4	28
5	4	5	4	5	4	5	32
5	4	4	4	4	4	4	29
4	4	5	5	5	4	5	32
5	5	5	5	5	5	5	35
4	5	4	5	5	4	4	31
5	5	4	5	5	5	5	34

LAMPIRAN 6

Data Penelitian Variabel Lingkungan Kerja

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL X3
5	5	5	5	4	4	4	4	4	40
2	2	2	2	3	3	2	2	2	20
4	4	3	4	2	3	3	4	4	31
3	3	3	4	4	3	4	4	4	32
5	4	4	5	4	4	5	5	5	41
4	4	4	4	4	4	4	3	4	35
5	4	4	5	4	5	5	5	5	42
5	5	5	5	5	5	5	5	5	45
4	5	4	4	4	4	4	4	4	37
3	4	5	4	3	4	4	4	4	35
4	4	4	4	4	4	4	4	4	36
4	4	4	4	4	4	4	4	4	36
4	4	4	4	4	4	4	4	4	36
4	4	3	4	3	3	4	4	4	33
3	3	3	4	3	3	3	3	3	28
1	2	2	3	3	2	4	4	4	25
5	5	5	5	5	5	5	4	5	44
2	5	2	5	2	1	5	5	5	32
4	4	3	4	2	3	3	4	4	31
5	4	4	5	5	3	3	4	5	38
5	5	4	5	1	3	4	5	5	37
3	4	4	5	3	3	4	5	4	35
4	4	4	4	4	4	4	4	4	36
3	3	4	4	4	4	3	5	4	34
4	4	5	4	4	4	4	4	5	38
4	4	5	4	4	3	5	4	4	37
4	4	5	5	3	3	4	5	3	36
4	4	4	5	3	4	5	4	4	37
3	4	4	5	4	5	5	5	4	39
4	4	5	5	4	4	4	5	4	39
3	4	5	4	3	4	4	4	5	36
2	4	4	5	4	5	4	4	5	37
4	5	4	5	4	5	4	4	5	40
4	4	5	5	4	3	5	4	4	38
5	3	5	5	4	4	4	5	4	39
4	4	5	4	5	5	4	3	3	37
5	4	3	4	4	5	4	4	4	37
4	4	5	4	4	4	3	4	4	36
5	5	5	4	5	3	4	5	4	40
4	4	5	4	4	4	4	5	5	39
4	2	5	5	5	4	4	4	4	37
4	3	4	4	5	4	3	5	5	37
3	4	4	5	5	5	4	4	4	38

LAMPIRAN 7

Hasil Uji MSI Variabel Kinerja Pegawai (Y)

Successive Interval

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	TOTAL Y
2.914	4.382	4.258	4.182	4.258	2.896	4.219	4.258	31.368
1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	3.008	2.784	2.661	2.730	2.896	2.696	4.258	23.947
4.426	4.382	4.258	4.182	4.258	4.471	4.219	4.258	34.454
4.426	4.382	2.784	4.182	4.258	4.471	4.219	4.258	32.980
4.426	4.382	4.258	4.182	4.258	4.471	4.219	4.258	34.454
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	4.382	1.544	4.182	2.730	4.471	4.219	4.258	28.701
2.914	3.008	2.784	2.661	2.730	4.471	2.696	2.730	23.994
2.914	3.008	4.258	2.661	2.730	2.896	2.696	2.730	23.893
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
1.544	1.853	2.784	2.661	2.730	2.896	2.696	2.730	19.894
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	3.008	4.258	4.182	2.730	4.471	4.219	4.258	30.041
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
4.426	4.382	4.258	4.182	2.730	2.896	4.219	4.258	31.351
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	3.008	4.258	4.182	4.258	2.896	2.696	2.730	26.942
4.426	3.008	2.784	2.661	4.258	4.471	4.219	2.730	28.557
2.914	3.008	2.784	4.182	4.258	4.471	4.219	4.258	30.095
4.426	4.382	4.258	4.182	4.258	2.896	4.219	2.730	31.351
2.914	3.008	2.784	2.661	2.730	2.896	4.219	4.258	25.471
2.914	3.008	2.784	2.661	2.730	2.896	2.696	2.730	22.419
2.914	3.008	4.258	2.661	4.258	4.471	2.696	4.258	28.525
2.914	3.008	2.784	2.661	2.730	2.896	4.219	2.730	23.943
4.426	4.382	4.258	4.182	4.258	4.471	4.219	4.258	34.454
4.426	4.382	4.258	4.182	4.258	2.896	2.696	4.258	31.355
2.914	3.008	4.258	4.182	4.258	2.896	2.696	2.730	26.942
4.426	4.382	4.258	4.182	4.258	2.896	4.219	4.258	32.879
2.914	4.382	4.258	2.661	2.730	2.896	2.696	2.730	25.267
2.914	3.008	2.784	4.182	4.258	4.471	4.219	4.258	30.095
2.914	1.853	4.258	4.182	4.258	2.896	2.696	2.730	25.787
4.426	4.382	4.258	4.182	4.258	2.896	2.696	2.730	29.827
2.914	3.008	2.784	2.661	2.730	4.471	4.219	4.258	27.046
4.426	4.382	2.784	2.661	2.730	2.896	2.696	2.730	25.304
4.426	4.382	4.258	4.182	2.730	2.896	4.219	4.258	31.351
4.426	1.853	2.784	2.661	4.258	4.471	4.219	4.258	28.931

2.914	3.008	4.258	4.182	2.730	2.896	2.696	2.730	25.414
4.426	4.382	4.258	4.182	4.258	4.471	4.219	4.258	34.454
2.914	4.382	2.784	2.661	4.258	2.896	2.696	2.730	25.321
4.426	1.853	2.784	4.182	2.730	2.896	4.219	2.730	25.820

LAMPIRAN 8

Hasil Uji MSI Variabel Kompetensi (X1)

Successive Interval

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	TOTAL X1
4.298	4.382	4.258	4.219	3.272	2.583	4.219	4.182	4.297	2.831	4.339	4.219	4.258	2.577	2.418	2.764	3.032	2.764	4.182	4.037	2.882	2.508	78.560
1.000	1.000	1.000	1.000	2.168	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	23.168
4.298	1.928	2.764	1.668	2.168	2.583	2.696	2.661	1.684	1.668	1.668	4.219	4.258	2.577	2.418	2.764	1.768	2.764	2.661	2.516	2.882	1.000	55.613
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	2.696	2.730	2.577	2.418	2.764	3.032	2.764	2.661	2.516	2.882	2.508	60.898
4.298	4.382	4.258	4.219	1.000	1.000	2.696	4.182	4.297	4.258	4.339	4.219	4.258	4.067	3.853	4.298	4.471	4.298	4.182	4.037	4.382	2.508	83.541
4.298	4.382	4.258	4.219	4.519	4.103	4.219	4.182	2.860	2.831	2.895	2.696	2.730	2.577	2.418	2.764	3.032	2.764	2.661	2.516	2.882	2.508	72.353
4.298	4.382	4.258	4.219	4.519	2.583	4.219	4.182	2.860	2.831	2.895	4.219	4.258	4.067	3.853	4.298	3.032	4.298	4.182	4.037	4.382	4.031	85.643
4.298	4.382	4.258	4.219	4.519	4.103	4.219	4.182	4.297	4.258	4.339	4.219	4.258	4.067	3.853	4.298	4.471	4.298	4.182	4.037	2.882	2.508	90.187
4.298	3.045	2.764	2.798	3.272	4.103	2.696	2.661	2.860	2.831	2.895	2.696	4.258	2.577	2.418	2.764	3.032	2.764	4.182	4.037	2.882	2.508	68.340
1.853	3.045	2.764	4.219	4.519	2.583	2.696	4.182	2.860	2.831	4.339	2.696	4.258	2.577	1.000	2.764	3.032	4.298	2.661	4.037	1.544	2.508	67.266
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	4.219	4.258	4.067	2.418	2.764	3.032	2.764	4.182	4.037	2.882	2.508	68.481
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	2.696	2.730	4.067	3.853	4.298	3.032	2.764	4.182	4.037	2.882	2.508	68.398
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	2.696	2.730	2.577	2.418	2.764	3.032	2.764	2.661	2.516	2.882	2.508	60.898
2.946	3.045	4.258	2.798	3.272	1.000	2.696	2.661	2.860	2.831	2.895	2.696	2.730	1.000	1.000	2.764	1.768	2.764	2.661	2.516	2.882	1.000	55.083
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	2.696	2.730	2.577	2.418	2.764	3.032	2.764	2.661	2.516	2.882	2.508	60.898
4.298	4.382	2.764	2.798	2.168	2.583	2.696	2.661	4.297	2.831	4.339	4.219	2.730	4.067	3.853	2.764	3.032	2.764	4.182	4.037	2.882	4.031	74.376
2.946	3.045	2.764	2.798	3.272	2.583	2.696	2.661	2.860	2.831	2.895	2.696	2.730	2.577	2.418	2.764	3.032	2.764	2.661	2.516	2.882	2.508	60.898
4.298	4.382	4.258	4.219	4.519	2.583	4.219	4.182	4.297	4.258	4.339	4.219	4.258	4.067	3.853	4.298	4.471	4.298	4.182	4.037	4.382	4.031	91.691
4.298	1.928	2.764	1.668	2.168	2.583	2.696	2.661	1.684	1.668	1.668	4.219	4.258	2.577	2.418	2.764	1.768	2.764	2.661	2.516	2.882	1.000	55.613
2.946	1.928	2.764	2.798	4.519	4.103	4.219	4.182	2.860	2.831	2.895	2.696	2.730	4.067	3.853	2.764	3.032	2.764	4.182	4.037	2.882	2.508	71.558
2.946	3.045	4.258	4.219	2.168	2.583	4.219	4.182	4.297	4.258	2.895	2.696	4.258	2.577	2.418	4.298	4.471	4.298	4.182	2.516	4.382	2.508	77.714
2.946	3.045	4.258	4.219	3.272	2.583	4.219	4.182	4.297	4.258	4.339	2.696	4.258	2.577	2.418	4.298	3.032	2.764	2.661	2.516	2.882	4.031	75.791
2.946	4.382	2.764	4.219	3.272	4.103	4.219	4.182	2.860	4.258	2.895	4.219	2.730	2.577	2.418	2.764	4.471	2.764	4.182	4.037	4.382	4.031	78.674
1.853	4.382	4.258	4.219	4.519	2.583	4.219	2.661	2.860	4.258	4.339	2.696	2.730	2.577	3.853	2.764	3.032	4.298	2.661	2.516	2.882	4.031	74.232
2.946	3.045	2.764	2.798	2.168	2.583	4.219	2.661	2.860	4.258	2.895	2.696	4.258	2.577	3.853	4.298	4.471	4.298	4.182	4.037	4.382	2.508	74.257
4.298	3.045	4.258	2.798	3.272	4.103	2.696	2.661	2.860	2.831	2.895	4.219	4.258	4.067	2.418	2.764	3.032	2.764	2.661	2.516	4.382	1.000	69.838
4.298	3.045	4.258	2.798	3.272	4.103	2.696	4.182	2.860	4.258	2.895	2.696	2.730	2.577	3.853	2.764	4.471	4.298	2.661	4.037	2.882	1.000	72.674
4.298	4.382	4.258	4.219	4.519	2.583	2.696	4.182	1.684	2.831	4.339	4.219	2.730	2.577	2.418	2.764	3.032	2.764	2.661	4.037	4.382	2.508	74.121
1.853	3.045	4.258	4.219	2.168	2.583	2.696	4.182	4.297	2.831	2.895	2.696	2.730	4.067	2.418	4.298	3.032	4.298	4.182	4.037	2.882	2.508	72.214

2.946	4.382	2.764	4.219	3.272	2.583	4.219	4.182	2.860	2.831	4.339	4.219	2.730	2.577	3.853	4.298	4.471	2.764	2.661	2.516	4.382	2.508	75.575
2.946	3.045	2.764	4.219	3.272	2.583	4.219	2.661	4.297	4.258	2.895	4.219	2.730	4.067	2.418	4.298	3.032	4.298	4.182	4.037	2.882	1.000	74.322
2.946	4.382	2.764	4.219	3.272	2.583	4.219	4.182	2.860	4.258	2.895	4.219	4.258	2.577	3.853	4.298	4.471	2.764	2.661	2.516	4.382	2.508	77.087
4.298	4.382	2.764	2.798	4.519	4.103	2.696	2.661	2.860	4.258	4.339	2.696	2.730	4.067	2.418	2.764	3.032	2.764	4.182	4.037	2.882	2.508	73.756
2.946	4.382	4.258	2.798	4.519	2.583	4.219	4.182	2.860	4.258	4.339	4.219	4.258	2.577	2.418	4.298	4.471	2.764	4.182	4.037	4.382	2.508	81.498
1.853	4.382	2.764	2.798	4.519	4.103	2.696	4.182	4.297	4.258	2.895	2.696	2.730	2.577	3.853	2.764	3.032	4.298	2.661	4.037	4.382	2.508	74.283
2.946	3.045	2.764	4.219	3.272	2.583	4.219	2.661	2.860	4.258	4.339	4.219	2.730	2.577	2.418	2.764	3.032	4.298	4.182	4.037	2.882	1.000	71.305
2.946	4.382	2.764	2.798	3.272	2.583	4.219	2.661	2.860	4.258	2.895	2.696	2.730	2.577	3.853	4.298	3.032	4.298	2.661	2.516	4.382	2.508	71.188
4.298	3.045	2.764	4.219	3.272	4.103	4.219	2.661	2.860	2.831	4.339	2.696	2.730	4.067	3.853	4.298	4.471	4.298	4.182	2.516	2.882	2.508	77.112
4.298	1.928	2.764	2.798	4.519	2.583	2.696	4.182	4.297	2.831	4.339	4.219	4.258	2.577	2.418	4.298	4.471	4.298	2.661	4.037	4.382	2.508	77.562
4.298	3.045	4.258	4.219	3.272	2.583	2.696	2.661	1.000	2.831	4.339	2.696	4.258	4.067	2.418	2.764	4.471	2.764	2.661	4.037	4.382	2.508	72.267
2.946	3.045	4.258	4.219	2.168	2.583	4.219	4.182	2.860	4.258	2.895	2.696	4.258	4.067	3.853	4.298	3.032	4.298	2.661	4.037	2.882	2.508	76.263
4.298	1.928	4.258	2.798	2.168	2.583	2.696	2.661	4.297	4.258	2.895	4.219	2.730	4.067	3.853	2.764	3.032	2.764	4.182	2.516	4.382	2.508	71.896
2.946	3.045	2.764	2.798	4.519	1.000	4.219	4.182	2.860	4.258	4.339	4.219	2.730	4.067	3.853	4.298	4.471	4.298	4.182	4.037	2.882	2.508	78.476

LAMPIRAN 9

Hasil Uji MSI Variabel Disiplin Kerja (X2)

Successive Interval

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TOTAL X2
3.933	2.874	4.072	4.037	4.072	4.182	4.182	27.352
1.000	1.000	1.000	1.000	1.000	1.000	1.000	7.000
3.933	4.258	4.072	4.037	2.553	4.182	2.661	25.697
2.463	2.874	4.072	4.037	4.072	4.182	4.182	25.882
3.933	4.258	4.072	4.037	4.072	2.661	4.182	27.215
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
2.463	2.874	2.553	2.516	2.553	2.661	2.661	18.283
2.463	1.768	2.553	2.516	2.553	2.661	2.661	17.177
3.933	2.874	2.553	2.516	2.553	2.661	2.661	19.753
3.933	4.258	4.072	4.037	4.072	2.661	2.661	25.695
3.933	2.874	2.553	2.516	2.553	2.661	2.661	19.753
2.463	1.768	2.553	2.516	2.553	2.661	2.661	17.177
2.463	2.874	2.553	2.516	2.553	2.661	2.661	18.283
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
3.933	4.258	4.072	4.037	4.072	4.182	2.661	27.215
3.933	4.258	4.072	4.037	2.553	4.182	2.661	25.697
3.933	4.258	4.072	2.516	4.072	2.661	4.182	25.694
2.463	2.874	2.553	4.037	4.072	4.182	2.661	22.843
3.933	2.874	4.072	2.516	4.072	2.661	2.661	22.790
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
3.933	4.258	2.553	2.516	2.553	2.661	2.661	21.137
3.933	2.874	2.553	4.037	2.553	4.182	4.182	24.314
2.463	2.874	2.553	2.516	2.553	2.661	2.661	18.283
3.933	1.768	2.553	4.037	4.072	2.661	4.182	23.206
2.463	4.258	4.072	2.516	2.553	4.182	4.182	24.226
3.933	2.874	2.553	2.516	2.553	2.661	2.661	19.753
2.463	2.874	2.553	4.037	4.072	4.182	4.182	24.363
3.933	2.874	2.553	2.516	2.553	4.182	2.661	21.273
3.933	4.258	4.072	4.037	4.072	2.661	2.661	25.695
2.463	2.874	4.072	2.516	2.553	2.661	4.182	21.322
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
1.544	2.874	4.072	4.037	2.553	4.182	2.661	21.924
3.933	2.874	4.072	4.037	4.072	4.182	4.182	27.352
2.463	2.874	2.553	2.516	2.553	2.661	2.661	18.283
3.933	2.874	4.072	2.516	4.072	2.661	4.182	24.310
3.933	2.874	2.553	2.516	2.553	2.661	2.661	19.753

2.463	2.874	4.072	4.037	4.072	2.661	4.182	24.361
3.933	4.258	4.072	4.037	4.072	4.182	4.182	28.736
2.463	4.258	2.553	4.037	4.072	2.661	2.661	22.706
3.933	4.258	2.553	4.037	4.072	4.182	4.182	27.217

LAMPIRAN 10

Hasil Uji MSI Variabel Lingkungan Kerja (X3)

Successive Interval

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	x3.9	TOTAL X3
4.679	4.359	3.936	4.258	3.523	3.551	3.332	3.032	3.063	33.734
1.768	1.000	1.000	1.000	2.493	2.463	1.000	1.000	1.000	12.724
3.428	2.920	1.818	2.784	1.768	2.463	2.057	3.032	3.063	23.333
2.453	1.768	1.818	2.784	3.523	2.463	3.332	3.032	3.063	24.236
4.679	2.920	2.703	4.258	3.523	3.551	4.739	4.471	4.519	35.364
3.428	2.920	2.703	2.784	3.523	3.551	3.332	1.768	3.063	27.072
4.679	2.920	2.703	4.258	3.523	4.739	4.739	4.471	4.519	36.552
4.679	4.359	3.936	4.258	4.805	4.739	4.739	4.471	4.519	40.506
3.428	4.359	2.703	2.784	3.523	3.551	3.332	3.032	3.063	29.776
2.453	2.920	3.936	2.784	2.493	3.551	3.332	3.032	3.063	27.564
3.428	2.920	2.703	2.784	3.523	3.551	3.332	3.032	3.063	28.336
3.428	2.920	2.703	2.784	3.523	3.551	3.332	3.032	3.063	28.336
3.428	2.920	2.703	2.784	3.523	3.551	3.332	3.032	3.063	28.336
3.428	2.920	1.818	2.784	2.493	2.463	3.332	3.032	3.063	25.333
2.453	1.768	1.818	2.784	2.493	2.463	2.057	1.768	1.768	19.372
1.000	1.000	1.000	1.544	2.493	1.544	3.332	3.032	3.063	18.009
4.679	4.359	3.936	4.258	4.805	4.739	4.739	3.032	4.519	39.067
1.768	4.359	1.000	4.258	1.768	1.000	4.739	4.471	4.519	27.883
3.428	2.920	1.818	2.784	1.768	2.463	2.057	3.032	3.063	23.333
4.679	2.920	2.703	4.258	4.805	2.463	2.057	3.032	4.519	31.436
4.679	4.359	2.703	4.258	1.000	2.463	3.332	4.471	4.519	31.785
2.453	2.920	2.703	4.258	2.493	2.463	3.332	4.471	3.063	28.157
3.428	2.920	2.703	2.784	3.523	3.551	3.332	3.032	3.063	28.336
2.453	1.768	2.703	2.784	3.523	3.551	2.057	4.471	3.063	26.374
3.428	2.920	3.936	2.784	3.523	3.551	3.332	3.032	4.519	31.025
3.428	2.920	3.936	2.784	3.523	2.463	4.739	3.032	3.063	29.888
3.428	2.920	3.936	4.258	2.493	2.463	3.332	4.471	1.768	29.070
3.428	2.920	2.703	4.258	2.493	3.551	4.739	3.032	3.063	30.187
2.453	2.920	2.703	4.258	3.523	4.739	4.739	4.471	3.063	32.870
3.428	2.920	3.936	4.258	3.523	3.551	3.332	4.471	3.063	32.483
2.453	2.920	3.936	2.784	2.493	3.551	3.332	3.032	4.519	29.020
1.768	2.920	2.703	4.258	3.523	4.739	3.332	3.032	4.519	30.795
3.428	4.359	2.703	4.258	3.523	4.739	3.332	3.032	4.519	33.894
3.428	2.920	3.936	4.258	3.523	2.463	4.739	3.032	3.063	31.362
4.679	1.768	3.936	4.258	3.523	3.551	3.332	4.471	3.063	32.582

3.428	2.920	3.936	2.784	4.805	4.739	3.332	1.768	1.768	29.480
4.679	2.920	1.818	2.784	3.523	4.739	3.332	3.032	3.063	29.890
3.428	2.920	3.936	2.784	3.523	3.551	2.057	3.032	3.063	28.294
4.679	4.359	3.936	2.784	4.805	2.463	3.332	4.471	3.063	33.893
3.428	2.920	3.936	2.784	3.523	3.551	3.332	4.471	4.519	32.464
3.428	1.000	3.936	4.258	4.805	3.551	3.332	3.032	3.063	30.405
3.428	1.768	2.703	2.784	4.805	3.551	2.057	4.471	4.519	30.086
2.453	2.920	2.703	4.258	4.805	4.739	3.332	3.032	3.063	31.305

LAMPIRAN 11

Hasil Uji Validitas dan Reliabilitas

a. Uji Validitas Variabel Kinerja Pegawai(Y)

		Correlations								TOTAL.
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y
Y.1	Pearson Correlation	1	.643**	.550**	.643**	.623**	.490**	.663**	.562**	.822**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.2	Pearson Correlation	.643**	1	.520**	.558**	.482**	.348*	.467**	.535**	.734**
	Sig. (2-tailed)	.000		.000	.000	.001	.022	.002	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.3	Pearson Correlation	.550**	.520**	1	.689**	.623**	.279	.366*	.448**	.715**
	Sig. (2-tailed)	.000	.000		.000	.000	.070	.016	.003	.000
	N	43	43	43	43	43	43	43	43	43
Y.4	Pearson Correlation	.643**	.558**	.689**	1	.699**	.494**	.668**	.638**	.854**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.5	Pearson Correlation	.623**	.482**	.623**	.699**	1	.599**	.543**	.570**	.812**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.6	Pearson Correlation	.490**	.348*	.279	.494**	.599**	1	.707**	.729**	.726**
	Sig. (2-tailed)	.001	.022	.070	.001	.000		.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.7	Pearson Correlation	.663**	.467**	.366*	.668**	.543**	.707**	1	.787**	.818**
	Sig. (2-tailed)	.000	.002	.016	.000	.000	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43

Y.8	Pearson Correlation	.562**	.535**	.448**	.638**	.570**	.729**	.787**	1	.831**
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43	43
TOTAL. Y	Pearson Correlation	.822**	.734**	.715**	.854**	.812**	.726**	.818**	.831**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43	43
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

b. Uji Reliabilitas Variabel Kinerja Pegawai (Y)

Case Processing Summary

		N	%
Cases	Valid	43	72.9
	Excluded ^a	16	27.1
	Total	59	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.912	8

LAMPIRAN 12

Hasil Uji Validitas dan Reliabilitas

a. Uji Validitas Variabel Kompetensi

		X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	X1.	TOT AL
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	X1.
X1 .1	Pearson Correlat ion	1	.175	.434 [*]	.147	.020	.318 [*]	.188	.226	.089	.099	.289	.503 ^{**}	.400 [*]	.407 ^{**}	.273	.256	.323 [*]	.150	.384 [*]	.327 [*]	.444 ^{**}	.030	.461 [*]
	Sig. (2- tailed)		.267	.004	.352	.900	.040	.233	.150	.574	.531	.063	.001	.009	.007	.081	.101	.037	.344	.012	.035	.003	.851	.002
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .2	Pearson Correlat ion	.175	1	.434 [*]	.625 ^{**}	.357 [*]	.224	.513 [*]	.500 [*]	.328 [*]	.578 [*]	.573 ^{**}	.275	.107	.179	.381 [*]	.421 [*]	.497 ^{**}	.368 [*]	.343 [*]	.406 [*]	.488 ^{**}	.531 [*]	.681 [*]
	Sig. (2- tailed)	.267		.004	.000	.020	.153	.001	.001	.034	.000	.000	.078	.501	.255	.013	.006	.001	.017	.026	.008	.001	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .3	Pearson Correlat ion	.434 [*]	.434 [*]	1	.607 ^{**}	.114	.130	.436 [*]	.600 [*]	.357 [*]	.493 [*]	.453 ^{**}	.258	.431 [*]	.318 [*]	.233	.462 [*]	.393 [*]	.462 ^{**}	.349 [*]	.383 [*]	.513 ^{**}	.252	.655 [*]
	Sig. (2- tailed)	.004	.004		.000	.474	.414	.004	.000	.020	.001	.003	.100	.004	.040	.138	.002	.010	.002	.023	.012	.001	.108	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .4	Pearson Correlat ion	.147	.625 [*]	.607 [*]	1	.234	.178	.670 [*]	.647 [*]	.416 [*]	.593 [*]	.666 ^{**}	.230	.255	.345 [*]	.265	.582 [*]	.609 ^{**}	.582 ^{**}	.423 [*]	.453 [*]	.403 ^{**}	.467 [*]	.753 [*]
	Sig. (2- tailed)	.352	.000	.000		.135	.260	.000	.000	.006	.000	.000	.143	.104	.025	.090	.000	.000	.000	.005	.003	.008	.002	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .5	Pearson Correlat ion	.020	.357 [*]	.114	.234	1	.364 [*]	.303	.348 [*]	.034	.190	.430 ^{**}	.064	-.046	.015	.014	.061	.206	.160	.056	.288	.066	.268	.344 [*]
	Sig. (2- tailed)	.900	.020	.474	.135		.018	.051	.024	.830	.228	.004	.687	.774	.924	.929	.701	.191	.313	.726	.064	.679	.086	.026
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .6	Pearson Correlat ion	.318 [*]	.224	.130	.178	.364 [*]	1	.245	.234	.144	.178	.082	-.045	.045	.213	.199	-.020	.235	.119	.234	.262	.143	.095	.331 [*]
	Sig. (2- tailed)	.040	.153	.414	.260	.018		.117	.135	.363	.260	.604	.777	.776	.175	.206	.901	.135	.455	.135	.094	.365	.549	.032

	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.7	Pearson Correlation	.188	.513 [*]	.436 [*]	.670 ^{**}	.303	.245	1	.600 [*]	.395 [*]	.670 [*]	.471 ^{**}	.335 [*]	.295	.265	.499 [*]	.720 [*]	.591 ^{**}	.595 ^{**}	.538 [*]	.374 [*]	.468 ^{**}	.388 [*]	.761 [*]
	Sig. (2-tailed)	.233	.001	.004	.000	.051	.117		.000	.010	.000	.002	.030	.058	.090	.001	.000	.000	.000	.000	.015	.002	.011	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.8	Pearson Correlation	.226	.500 [*]	.600 [*]	.647 ^{**}	.348 [*]	.234	.600 [*]	1	.495 [*]	.535 [*]	.509 ^{**}	.374 [*]	.407 [*]	.240	.349 [*]	.630 [*]	.632 ^{**}	.568 ^{**}	.386 [*]	.584 [*]	.507 ^{**}	.389 [*]	.776 [*]
	Sig. (2-tailed)	.150	.001	.000	.000	.024	.135	.000		.001	.000	.001	.015	.008	.126	.023	.000	.000	.000	.012	.000	.001	.011	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.9	Pearson Correlation	.089	.328 [*]	.357 [*]	.416 ^{**}	.034	.144	.395 [*]	.495 [*]	1	.610 [*]	.392 [*]	.263	.147	.324 [*]	.357 [*]	.565 [*]	.401 ^{**}	.565 ^{**}	.548 [*]	.366 [*]	.301	.357 [*]	.611 [*]
	Sig. (2-tailed)	.574	.034	.020	.006	.830	.363	.010	.001		.000	.010	.092	.353	.036	.020	.000	.008	.000	.000	.017	.053	.020	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.10	Pearson Correlation	.099	.578 [*]	.493 [*]	.593 ^{**}	.190	.178	.670 [*]	.535 [*]	.610 [*]	1	.561 ^{**}	.230	.190	.284	.493 [*]	.582 [*]	.661 ^{**}	.639 ^{**}	.535 [*]	.508 [*]	.512 ^{**}	.346 [*]	.761 [*]
	Sig. (2-tailed)	.531	.000	.001	.000	.228	.260	.000	.000	.000		.000	.143	.229	.069	.001	.000	.000	.000	.000	.001	.001	.025	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.11	Pearson Correlation	.289	.573 [*]	.453 [*]	.666 ^{**}	.430 [*]	.082	.471 [*]	.509 [*]	.392 [*]	.561 [*]	1	.322 [*]	.209	.359 [*]	.277	.490 [*]	.660 ^{**}	.490 ^{**}	.452 [*]	.555 [*]	.354 [*]	.471 [*]	.734 [*]
	Sig. (2-tailed)	.063	.000	.003	.000	.004	.604	.002	.001	.010	.000		.038	.183	.020	.076	.001	.000	.001	.003	.000	.021	.002	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.12	Pearson Correlation	.503 [*]	.275	.258	.230	.064	-.045	.335 [*]	.374 [*]	.263	.230	.322 [*]	1	.386 [*]	.353 [*]	.258	.368 [*]	.336 [*]	.225	.444 [*]	.392 [*]	.514 ^{**}	.066	.506 [*]
	Sig. (2-tailed)	.001	.078	.100	.143	.687	.777	.030	.015	.092	.143	.038		.011	.022	.100	.017	.030	.152	.003	.010	.000	.680	.001
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.13	Pearson Correlation	.400 [*]	.107	.431 [*]	.255	-.046	.045	.295	.407 [*]	.147	.190	.209	.386 [*]	1	.228	.067	.470 [*]	.352 [*]	.326 [*]	.264	.361 [*]	.400 ^{**}	.139	.448 [*]
	Sig. (2-tailed)	.009	.501	.004	.104	.774	.776	.058	.008	.353	.229	.183	.011		.147	.671	.002	.022	.035	.091	.019	.009	.379	.003
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42

X1.14	Pearson Correlation	.407	.179	.318	.345	.015	.213	.265	.240	.324	.284	.359	.353	.228	1	.523	.427	.359	.359	.642	.543	.221	.270	.556
	Sig. (2-tailed)	.007	.255	.040	.025	.924	.175	.090	.126	.036	.069	.020	.022	.147		.000	.005	.020	.020	.000	.000	.160	.084	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.15	Pearson Correlation	.273	.361	.233	.265	.014	.199	.499	.349	.357	.493	.277	.258	.067	.523**	1	.525	.509**	.462**	.412	.320	.451**	.387	.589
	Sig. (2-tailed)	.081	.013	.138	.090	.929	.206	.001	.023	.020	.001	.076	.100	.671	.000		.000	.001	.002	.007	.039	.003	.011	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.16	Pearson Correlation	.256	.421	.462	.582**	.061	-.020	.720	.630	.565	.582	.490**	.368	.470	.427**	.525	1	.664**	.686**	.568	.471	.551**	.320	.773
	Sig. (2-tailed)	.101	.006	.002	.000	.701	.901	.000	.000	.000	.000	.001	.017	.002	.005	.000		.000	.000	.000	.002	.000	.039	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.17	Pearson Correlation	.323	.497	.393	.609**	.206	.235	.591	.632	.401	.661	.660**	.336	.352	.359	.509	.664	1	.550**	.519	.524	.623**	.395	.796
	Sig. (2-tailed)	.037	.001	.010	.000	.191	.135	.000	.000	.008	.000	.000	.030	.022	.020	.001	.000		.000	.000	.000	.000	.010	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.18	Pearson Correlation	.150	.368	.462	.582**	.160	.119	.595	.568	.565	.639	.490**	.225	.326	.359	.462	.686	.550**	1	.506	.594	.368	.186	.717
	Sig. (2-tailed)	.344	.017	.002	.000	.313	.455	.000	.000	.000	.000	.001	.152	.035	.020	.002	.000	.000		.001	.000	.016	.239	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.19	Pearson Correlation	.384	.343	.349	.423**	.056	.234	.538	.386	.548	.535	.452**	.444**	.264	.642**	.412	.568	.519**	.506**	1	.706	.387	.323	.715
	Sig. (2-tailed)	.012	.026	.023	.005	.726	.135	.000	.012	.000	.000	.003	.003	.091	.000	.007	.000	.000	.001		.000	.011	.037	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.20	Pearson Correlation	.327	.406	.383	.453**	.288	.262	.374	.584	.366	.508	.555**	.392	.361	.543**	.320	.471	.524**	.594**	.706	1	.370	.267	.721
	Sig. (2-tailed)	.035	.008	.012	.003	.064	.094	.015	.000	.017	.001	.000	.010	.019	.000	.039	.002	.000	.000	.000		.016	.087	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1.21	Pearson Correlation	.444	.488	.513	.403**	.066	.143	.468	.507	.301	.512	.354	.514**	.400	.221	.451	.551	.623**	.368	.387	.370	1	.301	.672
	Sig. (2-tailed)																							
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42

	Sig. (2-tailed)	.003	.001	.001	.008	.679	.365	.002	.001	.053	.001	.021	.000	.009	.160	.003	.000	.000	.016	.011	.016		.053	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
X1 .2 2	Pearson Correlation	.030	.531 [*]	.252	.467 ^{**}	.268	.095	.388 [*]	.389 [*]	.357 [*]	.346 [*]	.471 ^{**}	.066	.139	.270	.387 [*]	.320 [*]	.395 ^{**}	.186	.323 [*]	.267	.301	1	.524 [*]
	Sig. (2-tailed)	.851	.000	.108	.002	.086	.549	.011	.011	.020	.025	.002	.680	.379	.084	.011	.039	.010	.239	.037	.087	.053		.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
T O T A L .X 1	Pearson Correlation	.461 [*]	.681 [*]	.655 [*]	.753 ^{**}	.344 [*]	.331 [*]	.761 [*]	.776 [*]	.611 [*]	.761 [*]	.734 ^{**}	.506 ^{**}	.448 [*]	.556 ^{**}	.589 [*]	.773 [*]	.796 ^{**}	.717 ^{**}	.715 [*]	.721 [*]	.672 ^{**}	.524 [*]	1
	Sig. (2-tailed)	.002	.000	.000	.000	.026	.032	.000	.000	.000	.000	.000	.001	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
**. Correlation is significant at the 0.01 level (2-tailed).																								
*. Correlation is significant at the 0.05 level (2-tailed).																								

b. Uji Reliabilitas Variabel Kompetensi

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.927	22

LAMPIRAN 13

Hasil Uji Validitas dan Reliabilitas

a. Uji Validitas Variabel Disiplin Kerja (X2)

		Correlations							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TOTAL.X2
X2.1	Pearson Correlation	1	.688**	.577**	.551**	.627**	.514**	.564**	.791**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43
X2.2	Pearson Correlation	.688**	1	.721**	.661**	.627**	.625**	.531**	.847**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43
X2.3	Pearson Correlation	.577**	.721**	1	.672**	.701**	.616**	.676**	.849**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43
X2.4	Pearson Correlation	.551**	.661**	.672**	1	.791**	.771**	.651**	.866**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43
X2.5	Pearson Correlation	.627**	.627**	.701**	.791**	1	.556**	.736**	.858**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	43	43	43	43	43	43	43	43
X2.6	Pearson Correlation	.514**	.625**	.616**	.771**	.556**	1	.639**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
	N	43	43	43	43	43	43	43	43
X2.7	Pearson Correlation	.564**	.531**	.676**	.651**	.736**	.639**	1	.813**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43
TOTAL X2	Pearson Correlation	.791**	.847**	.849**	.866**	.858**	.803**	.813**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43

** Correlation is significant at the 0.01 level (2-tailed).

b. Uji Reliabilitas Variabel Disiplin Kerja

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.923	7

LAMPIRAN 14

Hasil Uji Validitas dan Reliabilitas

a. Uji Validitas Variabel Lingkungan Kerja (X3)

Correlations										
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	TOTAL X3
Y.1	Pearson Correlation	1	.643**	.550**	.643**	.623**	.490**	.663**	.562**	.822**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.2	Pearson Correlation	.643**	1	.520**	.558**	.482**	.348*	.467**	.535**	.734**
	Sig. (2-tailed)	.000		.000	.000	.001	.022	.002	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.3	Pearson Correlation	.550**	.520**	1	.689**	.623**	.279	.366*	.448**	.715**
	Sig. (2-tailed)	.000	.000		.000	.000	.070	.016	.003	.000
	N	43	43	43	43	43	43	43	43	43
Y.4	Pearson Correlation	.643**	.558**	.689**	1	.699**	.494**	.668**	.638**	.854**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.5	Pearson Correlation	.623**	.482**	.623**	.699**	1	.599**	.543**	.570**	.812**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.6	Pearson Correlation	.490**	.348*	.279	.494**	.599**	1	.707**	.729**	.726**
	Sig. (2-tailed)	.001	.022	.070	.001	.000		.000	.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.7	Pearson Correlation	.663**	.467**	.366*	.668**	.543**	.707**	1	.787**	.818**
	Sig. (2-tailed)	.000	.002	.016	.000	.000	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43
Y.8	Pearson Correlation	.562**	.535**	.448**	.638**	.570**	.729**	.787**	1	.831**
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43	43
VAR 0000 3	Pearson Correlation	.822**	.734**	.715**	.854**	.812**	.726**	.818**	.831**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43	43
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

b. Uji Reliabilitas Variabel Disiplin Kerja

Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded ^a	0	.0
	Total	43	100.0

a. Listwise deletion based on all variables in the procedure.

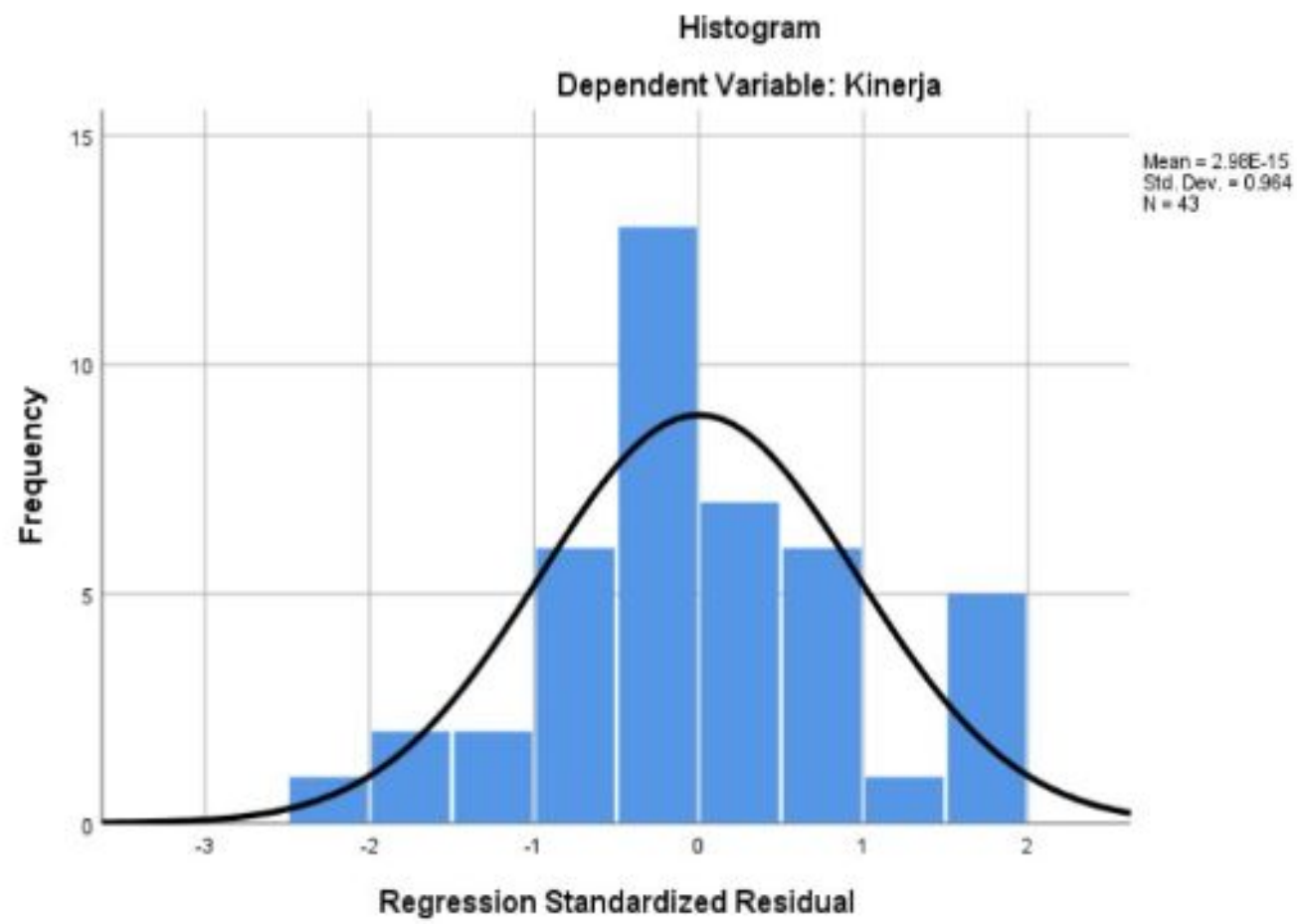
Reliability Statistics

Cronbach's Alpha	N of Items
.807	9

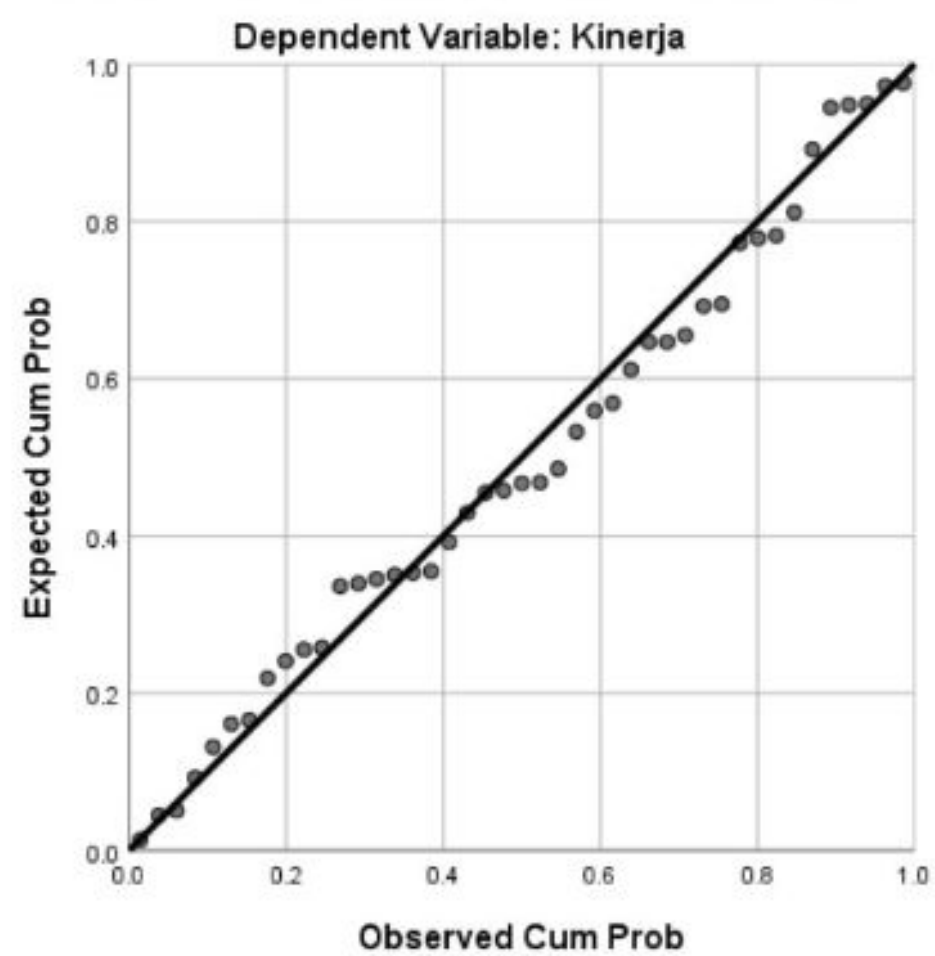
LAMPIRAN 15

Hasil Uji Asumsi Klasik

a. Hasil Uji Normalitas



Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

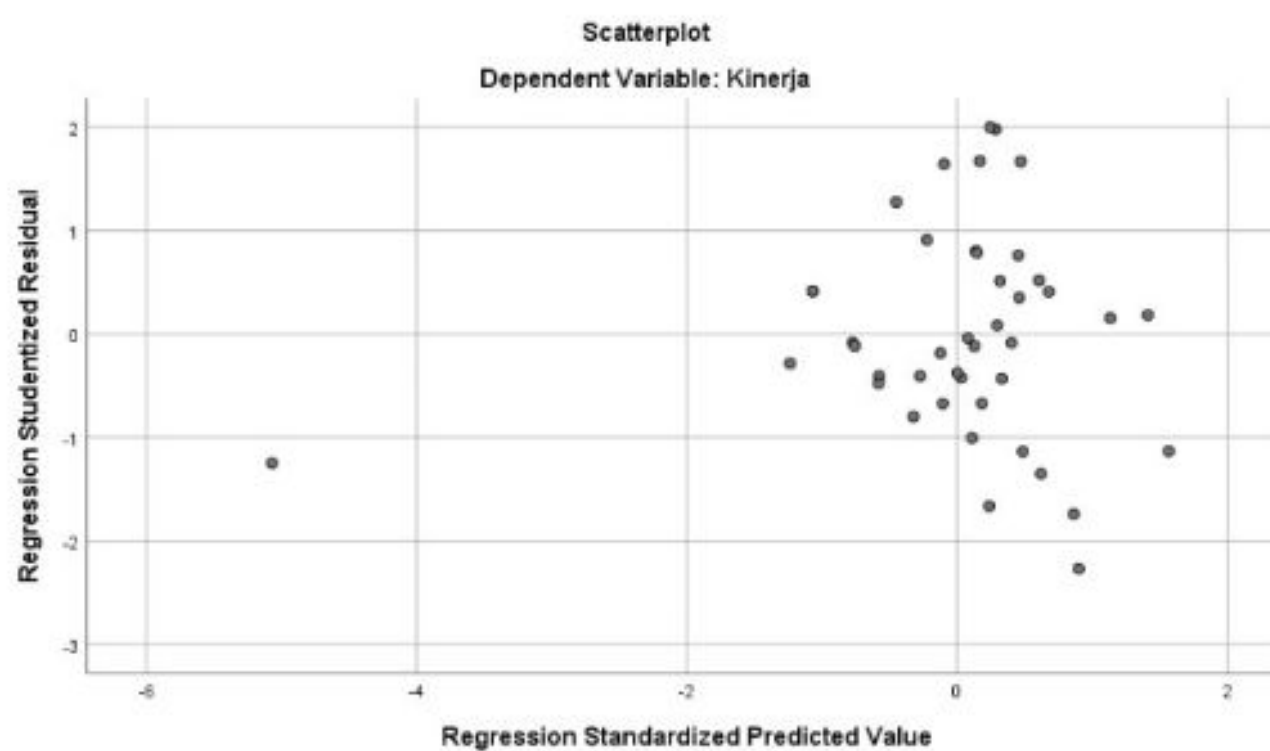
		Unstandardized Residual
N		43
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.12583136
Most Extreme Differences	Absolute	.074
	Positive	.074
	Negative	-.074
Test Statistic		.074
Asymp. Sig. (2-tailed)		.200 ^{c,d}

b. Hasil Uji Multikolonieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kompetensi	.325	3.080
	Disiplin Kerja	.427	2.341
	Lingkungan Kerja	.560	1.785

c. Hasil Uji Heterokedastisitas



LAMPIRAN 16

Hasil Uji Analisis Regresi Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.024	3.664		-.280	.781
	Kompetensi	.341	.067	.756	5.079	.000
	Disiplin Kerja	.143	.133	.140	1.077	.288
	Lingkungan Kerja	-.025	.101	-.028	-.249	.804

a. Uji t (Parsial)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.024	3.664		-.280	.781
	Kompetensi	.341	.067	.756	5.079	.000
	Disiplin Kerja	.143	.133	.140	1.077	.288
	Lingkungan Kerja	-.025	.101	-.028	-.249	.804

b. Uji F (Simultan)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	486.707	3	162.236	33.335	.000 ^b
	Residual	189.805	39	4.867		
	Total	676.512	42			