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LAMPIRAN

**Lampiran 1 : Lembar Kuesioner Penelitian**

**KUESIONER PENELITIAN**

Kepada

Yth. Bapak/Ibu

PT Tri Adi Bersama (Anteraja) Cabang Kabupaten Tegal

Di tempat

Hal : Permohonan Mengisi Kuesioner

Dengan hormat,

Sehubungan dengan penyusunan skripsi guna memenuhi syarat menyelesaikan program studi S1 di Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, maka saya:

Nama : Koyrala Anggun

NPM : 4119500178

Fakultas : Ekonomi dan Bisnis

Bermaksud melakukan penelitian ilmiah untuk menyusun skripsi dengan judul “Pengaruh Disiplin Kerja, Etika Kerja, Etos kerja dan Komunikasi Kerja terhadap Produktivitas Kerja Karyawan di PT Tri Adi Bersama Cabang Kabupaten Tegal”.

Untuk itu, saya sangat mengharapkan kesediaan Bapak/Ibu untuk menjadi responden dengan mengisi lembar kuesioner ini secara lengkap. Data yang diperoleh hanya akan digunakan untuk kepentingan penelitian sehingga kerahasiaannya akan saya jaga sesuai dnegan etika penelitian.

Mengingat keberhasilan penelitian ini akan sangat bergantung pada kelengkapan jawaban, dimohon agar Bapak/Ibu dapat memberikan jawaban dengan lengkap. Terima kasih atas kesediaan Bapak/Ibu yang telah bersedia untuk mengisi kuesioner ini.

Hormat saya,

Koyrala Anggun

**KUESIONER PENELITIAN**

1. **IDENTITAS RESPONDEN**
2. Nama :
3. Jenis Kelamin : Laki-laki Perempuan
4. Usia :
5. Tingkat Pendidikan : SMP SMA/SMK D3 S1 S2
6. **PETUNJUK PENGISIAN**
7. Bapak/IbuSaudara/i dimohon menjawab setiap pertanyaan dengan memilih satu jawaban pada setiap pernyataan.
8. Ketersediaan Bapak/IbuSaudara/I akan terjamin kerahasiaannya.
9. Jawablah semua pernyataan dengan jujur, baik, dan benar, karena hasil penelitian tidak akan mempengaruhi penilaian pada kinerja.
10. Mohon memberi tanda centang (√ ) pada jawaban yang Bapak/Ibu anggap paling sesuai.
11. Keterangan alternatif jawaban:
12. SS = Sangat Setuju
13. S = Setuju
14. N = Netral
15. TS = Tidak Setuju
16. STS = Sangat Tidak Setuju
17. **Produktivitas Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | JAWABAN | | | | |
| STS | TS | N | S | SS |
| **Kerja Keras dan Optimis** | | | | | | |
| 1 | Saya bekerja lebih keras dari hari kemarin agar memperoleh hasil yang maksimal |  |  |  |  |  |
| 2 | Saya selalu berpikir optimis dan pantang menyerah dalam menyelesaikan pekerjaan saya |  |  |  |  |  |
| **Kompetensi** | | | | | | |
| 3 | Kualitas kerja menjadi prioritas utama dalam hal mengukur hasil kerja saya |  |  |  |  |  |
| 4 | saya selalu mengerahkan seluruh kompetensi, tenaga dan pikiran saya untuk bekerja |  |  |  |  |  |
| **Bersungguh-sungguh** | | | | | | |
| 5 | Saya merasa sudah melakukan pekerjaan saya secara profesional dan sungguh-sungguh |  |  |  |  |  |
| 6 | Saya mampu melewati tantangan dan rintangan dalam menyelesaikan pekerjaan saya |  |  |  |  |  |
| **Menyelesaikan Tugas** | | | | | | |
| 7 | Saya memiliki keterampilan kerja yang baik sehingga bisa menyelesaikan setiap pekerjaan yang ditugaskan dengan baik |  |  |  |  |  |
| 8 | Saya menyelesaikan tugas dengan efektif |  |  |  |  |  |
| **Pencapaian Hasil** | | | | | | |
| 9 | Saya teliti dalam menyelesaikan tugas pekerjaan dan selalu belajar dari tugas baru yang diberikan |  |  |  |  |  |
| 10 | Saya melakukan pekerjaan secara maksimal dengan menggunakan sumber daya perusahaan yang diberikan |  |  |  |  |  |

1. **Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | JAWABAN | | | | |
| STS | TS | N | S | SS |
| **Ketepatan Waktu** | | | | | | |
| 1 | Saya hadir di tempat kerja sesuai dengan jam kerja yang telah ditentukan |  |  |  |  |  |
| 2 | Saya menyelesaikan tugas tepat waktu sesuai deadline yang diberikan |  |  |  |  |  |
| **Inisiatif** | | | | | | |
| 3 | Saya melaksanakan tugas pekerjaan sebelum diperintah oleh pimpinan |  |  |  |  |  |
| 4 | Saya menyadari kesalahan dan memperbaiki kesalahan tersebut sebelum ditegur oleh pimpinan |  |  |  |  |  |
| **Job Desk** | | | | | | |
| 5 | Dalam melaksanakan pekerjaan, saya memperhatikan prosedur kerja yang telah ditetapkan oleh perusahaan |  |  |  |  |  |
| 6 | Saya selalu siap menerima perintah tugas dari pimpinan dan selalu melaporkan jika tugas tersebut selesai |  |  |  |  |  |
| **Waspada** | | | | | | |
| 7 | Saya menyelesaikan pekerjaan dengan tingkat kewaspadaan dan ketelitian yang tinggi |  |  |  |  |  |
| 8 | Saya selau menjaga kerapian lingkungan tempat kerja agar tidak menimbulkan kecelakaan saat bekerja |  |  |  |  |  |
| **Mengikuti Kebijakan Perusahaan** | | | | | | |
| 9 | Saya mematuhi ketentuan dan standar yang telah diterapkan oleh perusahaan dalam bekerja |  |  |  |  |  |
| 10 | Saya melaksanakan pekerjaan sesuai dengan perintah atau arahan pimpinan |  |  |  |  |  |

1. **Etika Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | JAWABAN | | | | |
| STS | TS | N | S | SS |
| **Menjaga Kedisplinan** | | | | | | |
| 1 | Saya tidak pernah meninggalkan tempat kerja selama jam kerja |  |  |  |  |  |
| 2 | Saya bekerja sama dengan rekan kerja sehingga dapat menyekesaikan pekerjaan tepat waktu |  |  |  |  |  |
| **Optimis & Tanggung Jawab** | | | | | | |
| 3 | Saya menggunakan dan memelihara dengan baik barang milik perusahaan |  |  |  |  |  |
| 4 | Saya percaya diri dan bertanggung jawab dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **Sopan Santun** | | | | | | |
| 5 | Saya selalu berkomunikasi secara sopan dengan rekan kerja maupun pimpinan |  |  |  |  |  |
| 6 | Saya selalu berpakaian rapi dan sopan ketika bekerja |  |  |  |  |  |
| **Berperilaku Baik** | | | | | | |
| 7 | Sebagai seorang karyawan yang diamanati pimpinan saya selalu menjaga sikap saya dengan baik di tempat kerja |  |  |  |  |  |
| 8 | Saya membantu rekan kerja saat mereka memerlukan bantuan |  |  |  |  |  |
| **Bekerja Sama** | | | | | | |
| 9 | Saya mampu bekerja sama dengan pimpinan maupun rekan kerja dengan baik |  |  |  |  |  |
| 10 | Saya selalu membantu dan berbagi dengan rekan kerja di tempat kerja |  |  |  |  |  |

1. **Etos Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | JAWABAN | | | | |
| STS | TS | N | S | SS |
| **Bersikeras** | | | | | | |
| 1 | Saya bekerja dengan sungguh-sungguh dalam melaksanakan tugas |  |  |  |  |  |
| 2 | Saya mampu menyelesaikan pekerjaan sebelum batas waktu dan mampu melampaui target yang telah ditentukan |  |  |  |  |  |
| **Konsentrasi** | | | | | | |
| 3 | Saya selalu melakukan pekerjaan dengan penuh konsentrasi dan tanggung jawab |  |  |  |  |  |
| 4 | Saya selalu fokus bekerja ketika di tempat dan di waktu kerja |  |  |  |  |  |
| **Pantang Menyerah** | | | | | | |
| 5 | Saya selalu berusaha untuk bekerja keras dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 6 | Saya tidak pantang menyerah dalam menghadapi masalah pekerjaan |  |  |  |  |  |
| **Selalu Semangat** | | | | | | |
| 7 | Saya selalu melakukan pekerjaan dengan penuh semangat |  |  |  |  |  |
| 8 | Saya mempunyai rasa ingin tahu yang tinggi terhadap suatu pekerjaan atau tugas yang baru |  |  |  |  |  |
| **Mempunyai Potensi** | | | | | | |
| 9 | Saya memenuhi persyaratan atau standar kerja yang ditetapkan perusahaan |  |  |  |  |  |
| 10 | Saya mampu bekerja dengan cekatan dan tepat waktu |  |  |  |  |  |

1. **Komunikasi Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | JAWABAN | | | | |
| STS | TS | N | S | SS |
| **Berbicara dengan Jelas** | | | | | | |
| 1 | Saya mampu merespon atau berbicara dengan baik dan jelas di tempat kerja |  |  |  |  |  |
| 2 | Saya mampu menyampaikan laporan pekerjaan yang telah saya selesaikan dengan jelas kepada pimpinan |  |  |  |  |  |
| **Penyampaian Informasi Detail** | | | | | | |
| 3 | Saya mampu menyampaikan informasi dengan detail pada rekan kerja |  |  |  |  |  |
| 4 | Jika ditanya oleh pimpinan mengenai pekerjaan saya selalu menyampaikan dengan detail |  |  |  |  |  |
| **Bahasa yang Baik & Benar** | | | | | | |
| 5 | Bahasa yang saya gunakan untuk berkomunikasi di tempat kerja sesuai dengan aturan yang berlaku di perusahaan |  |  |  |  |  |
| 6 | Saya menggunakan bahasa yang baik dan benar |  |  |  |  |  |
| **Menyampaikan Hal yang Positif** | | | | | | |
| 7 | Jika ada kendala/informasi mengenai pekerjaan, saya selalu meminta respon dan memberitahu rekan kerja serta pimpinan |  |  |  |  |  |
| 8 | Komunikasi yang terjadi di tempat kerja mampu menciptakan hubungan yang baik dengan rekan dan pimpinan yang dapat memberikan respon positif dan mempengaruhi sikap baik antar pegawai |  |  |  |  |  |

**Lampiran 2 : Tabulasi Data Kuesioner**

**Tabulasi Produktivitas Kerja (Y)**

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

**Tabulasi Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | T.X1 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 43 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 6 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 44 |
| 11 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 3 | 4 | 41 |
| 12 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 14 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 23 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 24 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 39 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 30 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 31 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 32 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |

**Tabulasi Etika Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | T.X2 |
| 1 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 42 |
| 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 44 |
| 4 | 3 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 40 |
| 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 43 |
| 6 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 43 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 9 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 10 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 43 |
| 12 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 42 |
| 13 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 14 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 15 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 40 |
| 17 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 18 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 44 |
| 19 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 38 |
| 20 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 1 | 4 | 34 |
| 21 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 43 |
| 22 | 3 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 25 | 3 | 5 | 4 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 35 |
| 26 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 2 | 4 | 37 |
| 27 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 28 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 37 |
| 29 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 30 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 34 |
| 31 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 32 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 37 |
| 33 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 34 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |

**Tabulasi Data Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | T.X3 |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 40 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 36 |
| 4 | 4 | 2 | 2 | 2 | 4 | 4 | 1 | 4 | 2 | 4 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 9 | 1 | 1 | 4 | 4 | 5 | 1 | 2 | 5 | 5 | 5 | 33 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 13 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 15 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 21 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 22 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 24 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 36 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 41 |
| 33 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 42 |
| 34 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 44 |

**Tabulasi Data Komunikasi Kerja (X4)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | T.X4 |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 13 | 3 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 13 |
| 14 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 32 |
| 15 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 34 |
| 17 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 32 |
| 18 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 19 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 31 |
| 20 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 33 |
| 21 | 3 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 31 |
| 22 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 30 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 33 |
| 25 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 29 |
| 26 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 28 |
| 27 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 31 |
| 28 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 30 |
| 29 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 2 | 30 |
| 30 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 30 |
| 31 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 33 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 33 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 34 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |

**Lampiran 3 : Hasil Uji Validitas**

**Hasil Uji Validitas Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.T |
| Y.1 | Pearson Correlation | 1 | ,355 | ,402\* | ,396\* | ,327 | ,068 | ,068 | -,068 | -,026 | -,044 | ,413\* |
| Sig. (2-tailed) |  | ,054 | ,027 | ,031 | ,078 | ,723 | ,722 | ,720 | ,893 | ,818 | ,023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | ,355 | 1 | ,541\*\* | ,441\* | ,232 | -,016 | ,393\* | ,111 | ,316 | ,472\*\* | ,666\*\* |
| Sig. (2-tailed) | ,054 |  | ,002 | ,015 | ,217 | ,933 | ,032 | ,559 | ,089 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,402\* | ,541\*\* | 1 | ,159 | ,289 | ,190 | ,472\*\* | ,210 | ,269 | ,321 | ,663\*\* |
| Sig. (2-tailed) | ,027 | ,002 |  | ,401 | ,121 | ,314 | ,008 | ,265 | ,151 | ,084 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,396\* | ,441\* | ,159 | 1 | ,227 | ,287 | ,148 | ,330 | ,081 | ,198 | ,575\*\* |
| Sig. (2-tailed) | ,031 | ,015 | ,401 |  | ,227 | ,125 | ,436 | ,075 | ,670 | ,294 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,327 | ,232 | ,289 | ,227 | 1 | ,272 | ,118 | ,273 | ,349 | ,321 | ,575\*\* |
| Sig. (2-tailed) | ,078 | ,217 | ,121 | ,227 |  | ,146 | ,535 | ,144 | ,059 | ,084 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,068 | -,016 | ,190 | ,287 | ,272 | 1 | -,049 | ,512\*\* | ,305 | ,095 | ,447\* |
| Sig. (2-tailed) | ,723 | ,933 | ,314 | ,125 | ,146 |  | ,798 | ,004 | ,101 | ,618 | ,013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | ,068 | ,393\* | ,472\*\* | ,148 | ,118 | -,049 | 1 | ,104 | ,451\* | ,668\*\* | ,616\*\* |
| Sig. (2-tailed) | ,722 | ,032 | ,008 | ,436 | ,535 | ,798 |  | ,586 | ,012 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | -,068 | ,111 | ,210 | ,330 | ,273 | ,512\*\* | ,104 | 1 | ,236 | ,128 | ,506\*\* |
| Sig. (2-tailed) | ,720 | ,559 | ,265 | ,075 | ,144 | ,004 | ,586 |  | ,210 | ,499 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | -,026 | ,316 | ,269 | ,081 | ,349 | ,305 | ,451\* | ,236 | 1 | ,585\*\* | ,614\*\* |
| Sig. (2-tailed) | ,893 | ,089 | ,151 | ,670 | ,059 | ,101 | ,012 | ,210 |  | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | -,044 | ,472\*\* | ,321 | ,198 | ,321 | ,095 | ,668\*\* | ,128 | ,585\*\* | 1 | ,666\*\* |
| Sig. (2-tailed) | ,818 | ,008 | ,084 | ,294 | ,084 | ,618 | ,000 | ,499 | ,001 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Produktivitas Kerja | Pearson Correlation | ,413\* | ,666\*\* | ,663\*\* | ,575\*\* | ,575\*\* | ,447\* | ,616\*\* | ,506\*\* | ,614\*\* | ,666\*\* | 1 |
| Sig. (2-tailed) | ,023 | ,000 | ,000 | ,001 | ,001 | ,013 | ,000 | ,004 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | T.X1 |
| X1.1 | Pearson Correlation | 1 | ,407\* | ,359 | ,154 | ,359 | ,202 | ,173 | ,404\* | ,468\*\* | ,226 | ,549\*\* |
| Sig. (2-tailed) |  | ,026 | ,051 | ,417 | ,051 | ,285 | ,360 | ,027 | ,009 | ,230 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,407\* | 1 | ,472\*\* | ,174 | ,487\*\* | ,374\* | ,071 | ,802\*\* | ,606\*\* | ,583\*\* | ,705\*\* |
| Sig. (2-tailed) | ,026 |  | ,008 | ,357 | ,006 | ,041 | ,711 | ,000 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,359 | ,472\*\* | 1 | ,413\* | ,389\* | ,528\*\* | ,512\*\* | ,517\*\* | ,626\*\* | ,304 | ,762\*\* |
| Sig. (2-tailed) | ,051 | ,008 |  | ,023 | ,034 | ,003 | ,004 | ,003 | ,000 | ,102 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,154 | ,174 | ,413\* | 1 | ,615\*\* | ,402\* | ,449\* | ,328 | ,333 | ,357 | ,615\*\* |
| Sig. (2-tailed) | ,417 | ,357 | ,023 |  | ,000 | ,028 | ,013 | ,077 | ,072 | ,053 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,359 | ,487\*\* | ,389\* | ,615\*\* | 1 | ,332 | ,190 | ,647\*\* | ,588\*\* | ,354 | ,700\*\* |
| Sig. (2-tailed) | ,051 | ,006 | ,034 | ,000 |  | ,073 | ,315 | ,000 | ,001 | ,055 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,202 | ,374\* | ,528\*\* | ,402\* | ,332 | 1 | ,372\* | ,405\* | ,420\* | ,651\*\* | ,668\*\* |
| Sig. (2-tailed) | ,285 | ,041 | ,003 | ,028 | ,073 |  | ,043 | ,026 | ,021 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,173 | ,071 | ,512\*\* | ,449\* | ,190 | ,372\* | 1 | ,227 | ,393\* | ,290 | ,566\*\* |
| Sig. (2-tailed) | ,360 | ,711 | ,004 | ,013 | ,315 | ,043 |  | ,228 | ,032 | ,120 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,404\* | ,802\*\* | ,517\*\* | ,328 | ,647\*\* | ,405\* | ,227 | 1 | ,797\*\* | ,574\*\* | ,811\*\* |
| Sig. (2-tailed) | ,027 | ,000 | ,003 | ,077 | ,000 | ,026 | ,228 |  | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,468\*\* | ,606\*\* | ,626\*\* | ,333 | ,588\*\* | ,420\* | ,393\* | ,797\*\* | 1 | ,572\*\* | ,838\*\* |
| Sig. (2-tailed) | ,009 | ,000 | ,000 | ,072 | ,001 | ,021 | ,032 | ,000 |  | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,226 | ,583\*\* | ,304 | ,357 | ,354 | ,651\*\* | ,290 | ,574\*\* | ,572\*\* | 1 | ,693\*\* |
| Sig. (2-tailed) | ,230 | ,001 | ,102 | ,053 | ,055 | ,000 | ,120 | ,001 | ,001 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Disiplin Kerja | Pearson Correlation | ,549\*\* | ,705\*\* | ,762\*\* | ,615\*\* | ,700\*\* | ,668\*\* | ,566\*\* | ,811\*\* | ,838\*\* | ,693\*\* | 1 |
| Sig. (2-tailed) | ,002 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Hasil Uji Validitas Etika Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | T.X2 |
| X2.1 | Pearson Correlation | 1 | ,397\* | ,372\* | ,222 | ,277 | ,018 | ,323 | ,213 | ,066 | ,177 | ,478\*\* |
| Sig. (2-tailed) |  | ,030 | ,043 | ,238 | ,139 | ,924 | ,081 | ,258 | ,730 | ,351 | ,008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,397\* | 1 | ,453\* | ,169 | ,530\*\* | ,482\*\* | ,393\* | ,603\*\* | ,435\* | ,482\*\* | ,763\*\* |
| Sig. (2-tailed) | ,030 |  | ,012 | ,373 | ,003 | ,007 | ,032 | ,000 | ,016 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,372\* | ,453\* | 1 | ,597\*\* | ,612\*\* | ,364\* | ,605\*\* | ,432\* | ,538\*\* | ,291 | ,781\*\* |
| Sig. (2-tailed) | ,043 | ,012 |  | ,000 | ,000 | ,048 | ,000 | ,017 | ,002 | ,119 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,222 | ,169 | ,597\*\* | 1 | ,455\* | ,060 | ,553\*\* | ,160 | ,529\*\* | ,082 | ,558\*\* |
| Sig. (2-tailed) | ,238 | ,373 | ,000 |  | ,011 | ,753 | ,002 | ,399 | ,003 | ,665 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,277 | ,530\*\* | ,612\*\* | ,455\* | 1 | ,442\* | ,487\*\* | ,178 | ,465\*\* | ,327 | ,726\*\* |
| Sig. (2-tailed) | ,139 | ,003 | ,000 | ,011 |  | ,014 | ,006 | ,348 | ,010 | ,078 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,018 | ,482\*\* | ,364\* | ,060 | ,442\* | 1 | ,327 | ,633\*\* | ,335 | ,629\*\* | ,651\*\* |
| Sig. (2-tailed) | ,924 | ,007 | ,048 | ,753 | ,014 |  | ,078 | ,000 | ,071 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,323 | ,393\* | ,605\*\* | ,553\*\* | ,487\*\* | ,327 | 1 | ,310 | ,641\*\* | ,156 | ,695\*\* |
| Sig. (2-tailed) | ,081 | ,032 | ,000 | ,002 | ,006 | ,078 |  | ,096 | ,000 | ,410 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,213 | ,603\*\* | ,432\* | ,160 | ,178 | ,633\*\* | ,310 | 1 | ,308 | ,693\*\* | ,689\*\* |
| Sig. (2-tailed) | ,258 | ,000 | ,017 | ,399 | ,348 | ,000 | ,096 |  | ,097 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,066 | ,435\* | ,538\*\* | ,529\*\* | ,465\*\* | ,335 | ,641\*\* | ,308 | 1 | ,308 | ,670\*\* |
| Sig. (2-tailed) | ,730 | ,016 | ,002 | ,003 | ,010 | ,071 | ,000 | ,097 |  | ,097 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,177 | ,482\*\* | ,291 | ,082 | ,327 | ,629\*\* | ,156 | ,693\*\* | ,308 | 1 | ,634\*\* |
| Sig. (2-tailed) | ,351 | ,007 | ,119 | ,665 | ,078 | ,000 | ,410 | ,000 | ,097 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X2 | Pearson Correlation | ,478\*\* | ,763\*\* | ,781\*\* | ,558\*\* | ,726\*\* | ,651\*\* | ,695\*\* | ,689\*\* | ,670\*\* | ,634\*\* | 1 |
| Sig. (2-tailed) | ,008 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Hasil Uji Validitas Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | T.X3 |
| X3.1 | Pearson Correlation | 1 | ,151 | ,489\*\* | ,270 | ,349 | ,259 | ,194 | ,551\*\* | ,431\* | ,319 | ,510\*\* |
| Sig. (2-tailed) |  | ,425 | ,006 | ,150 | ,059 | ,167 | ,304 | ,002 | ,017 | ,086 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,151 | 1 | ,594\*\* | ,491\*\* | ,374\* | ,505\*\* | ,460\* | ,472\*\* | ,500\*\* | ,298 | ,671\*\* |
| Sig. (2-tailed) | ,425 |  | ,001 | ,006 | ,042 | ,004 | ,011 | ,008 | ,005 | ,110 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,489\*\* | ,594\*\* | 1 | ,381\* | ,386\* | ,449\* | ,503\*\* | ,464\*\* | ,539\*\* | ,238 | ,687\*\* |
| Sig. (2-tailed) | ,006 | ,001 |  | ,038 | ,035 | ,013 | ,005 | ,010 | ,002 | ,205 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,270 | ,491\*\* | ,381\* | 1 | ,473\*\* | ,491\*\* | ,795\*\* | ,482\*\* | ,522\*\* | ,703\*\* | ,816\*\* |
| Sig. (2-tailed) | ,150 | ,006 | ,038 |  | ,008 | ,006 | ,000 | ,007 | ,003 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,349 | ,374\* | ,386\* | ,473\*\* | 1 | ,646\*\* | ,430\* | ,440\* | ,352 | ,503\*\* | ,676\*\* |
| Sig. (2-tailed) | ,059 | ,042 | ,035 | ,008 |  | ,000 | ,018 | ,015 | ,056 | ,005 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,259 | ,505\*\* | ,449\* | ,491\*\* | ,646\*\* | 1 | ,532\*\* | ,566\*\* | ,492\*\* | ,473\*\* | ,742\*\* |
| Sig. (2-tailed) | ,167 | ,004 | ,013 | ,006 | ,000 |  | ,002 | ,001 | ,006 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,194 | ,460\* | ,503\*\* | ,795\*\* | ,430\* | ,532\*\* | 1 | ,404\* | ,545\*\* | ,682\*\* | ,822\*\* |
| Sig. (2-tailed) | ,304 | ,011 | ,005 | ,000 | ,018 | ,002 |  | ,027 | ,002 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,551\*\* | ,472\*\* | ,464\*\* | ,482\*\* | ,440\* | ,566\*\* | ,404\* | 1 | ,628\*\* | ,464\*\* | ,728\*\* |
| Sig. (2-tailed) | ,002 | ,008 | ,010 | ,007 | ,015 | ,001 | ,027 |  | ,000 | ,010 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,431\* | ,500\*\* | ,539\*\* | ,522\*\* | ,352 | ,492\*\* | ,545\*\* | ,628\*\* | 1 | ,457\* | ,750\*\* |
| Sig. (2-tailed) | ,017 | ,005 | ,002 | ,003 | ,056 | ,006 | ,002 | ,000 |  | ,011 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,319 | ,298 | ,238 | ,703\*\* | ,503\*\* | ,473\*\* | ,682\*\* | ,464\*\* | ,457\* | 1 | ,745\*\* |
| Sig. (2-tailed) | ,086 | ,110 | ,205 | ,000 | ,005 | ,008 | ,000 | ,010 | ,011 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X3 | Pearson Correlation | ,510\*\* | ,671\*\* | ,687\*\* | ,816\*\* | ,676\*\* | ,742\*\* | ,822\*\* | ,728\*\* | ,750\*\* | ,745\*\* | 1 |
| Sig. (2-tailed) | ,004 | ,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). | | | | | | | | | | | | |

**Hasil Uji Validitas Komunikasi Kerja (X4)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | T.X4 |
| X4.1 | Pearson Correlation | 1 | ,494\*\* | ,343 | ,472\*\* | ,102 | ,213 | ,128 | ,432\* | ,585\*\* |
| Sig. (2-tailed) |  | ,006 | ,064 | ,008 | ,591 | ,259 | ,499 | ,017 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.2 | Pearson Correlation | ,494\*\* | 1 | ,675\*\* | ,496\*\* | ,483\*\* | ,438\* | ,065 | ,238 | ,755\*\* |
| Sig. (2-tailed) | ,006 |  | ,000 | ,005 | ,007 | ,016 | ,732 | ,206 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.3 | Pearson Correlation | ,343 | ,675\*\* | 1 | ,646\*\* | ,449\* | ,442\* | ,202 | ,327 | ,770\*\* |
| Sig. (2-tailed) | ,064 | ,000 |  | ,000 | ,013 | ,014 | ,284 | ,077 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.4 | Pearson Correlation | ,472\*\* | ,496\*\* | ,646\*\* | 1 | ,510\*\* | ,429\* | ,262 | ,679\*\* | ,822\*\* |
| Sig. (2-tailed) | ,008 | ,005 | ,000 |  | ,004 | ,018 | ,163 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.5 | Pearson Correlation | ,102 | ,483\*\* | ,449\* | ,510\*\* | 1 | ,664\*\* | ,259 | ,071 | ,700\*\* |
| Sig. (2-tailed) | ,591 | ,007 | ,013 | ,004 |  | ,000 | ,167 | ,711 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.6 | Pearson Correlation | ,213 | ,438\* | ,442\* | ,429\* | ,664\*\* | 1 | ,253 | ,259 | ,707\*\* |
| Sig. (2-tailed) | ,259 | ,016 | ,014 | ,018 | ,000 |  | ,177 | ,166 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.7 | Pearson Correlation | ,128 | ,065 | ,202 | ,262 | ,259 | ,253 | 1 | ,177 | ,432\* |
| Sig. (2-tailed) | ,499 | ,732 | ,284 | ,163 | ,167 | ,177 |  | ,349 | ,017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.8 | Pearson Correlation | ,432\* | ,238 | ,327 | ,679\*\* | ,071 | ,259 | ,177 | 1 | ,546\*\* |
| Sig. (2-tailed) | ,017 | ,206 | ,077 | ,000 | ,711 | ,166 | ,349 |  | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| T.X4 | Pearson Correlation | ,585\*\* | ,755\*\* | ,770\*\* | ,822\*\* | ,700\*\* | ,707\*\* | ,432\* | ,546\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,017 | ,002 |  |
| N | 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 4 : Hasil Uji Reliabilitas**

**Hasil Uji Reliabilitas Produktivitas Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,771 | 10 |

**Hasil Uji Reliabilitas Disiplin Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,872 | 10 |

**Hasil Uji Reliabilitas Etika Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,854 | 10 |

**Hasil Uji Reliabilitas Etos Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,892 | 10 |

**Hasil Uji Reliabilitas Komunikasi Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,818 | 8 |

**Lampiran 5 : Transformasi Data MSI**

**Data Interval Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  | |  | |  | |  | |  | |  | |  | |  | |  |
| **Y.1** | **Y.2** | **Y.3** | | **Y.4** | | **Y.5** | | **Y.6** | | **Y.7** | | **Y.8** | | **Y.9** | | **Y.10** | | **TOTAL** | |
| 4,047 | 2,384 | 4,121 | | 3,079 | | 3,745 | | 2,149 | | 4,074 | | 4,027 | | 1,000 | | 2,313 | | 31 | |
| 4,047 | 2,384 | 4,121 | | 3,079 | | 2,372 | | 2,149 | | 4,074 | | 4,027 | | 2,385 | | 2,313 | | 31 | |
| 4,047 | 2,384 | 4,121 | | 3,079 | | 3,745 | | 2,149 | | 4,074 | | 2,526 | | 2,385 | | 3,745 | | 32 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 2,637 | | 2,526 | | 3,893 | | 3,745 | | 36 | |
| 2,665 | 3,700 | 2,680 | | 3,079 | | 2,372 | | 3,520 | | 2,637 | | 2,526 | | 3,893 | | 3,745 | | 31 | |
| 2,665 | 3,700 | 2,680 | | 3,079 | | 3,745 | | 3,520 | | 2,637 | | 2,526 | | 3,893 | | 2,313 | | 31 | |
| 1,000 | 1,000 | 1,000 | | 3,079 | | 2,372 | | 2,149 | | 2,637 | | 2,526 | | 3,893 | | 3,745 | | 23 | |
| 2,665 | 3,700 | 2,680 | | 3,079 | | 3,745 | | 3,520 | | 2,637 | | 2,526 | | 2,385 | | 2,313 | | 29 | |
| 4,047 | 3,700 | 4,121 | | 1,000 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 36 | |
| 2,665 | 3,700 | 2,680 | | 3,079 | | 2,372 | | 3,520 | | 2,637 | | 2,526 | | 3,893 | | 2,313 | | 29 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 39 | |
| 1,000 | 1,000 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 33 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 39 | |
| 2,665 | 3,700 | 2,680 | | 3,079 | | 2,372 | | 2,149 | | 2,637 | | 4,027 | | 3,893 | | 2,313 | | 30 | |
| 2,665 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 2,637 | | 2,526 | | 2,385 | | 3,745 | | 33 | |
| 2,665 | 3,700 | 4,121 | | 3,079 | | 3,745 | | 2,149 | | 2,637 | | 4,027 | | 3,893 | | 3,745 | | 34 | |
| 1,634 | 1,634 | 2,680 | | 2,041 | | 1,000 | | 1,000 | | 2,637 | | 2,526 | | 2,385 | | 1,000 | | 19 | |
| 4,047 | 3,700 | 2,680 | | 2,041 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 2,385 | | 2,313 | | 33 | |
| 2,665 | 2,384 | 2,680 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 35 | |
| 2,665 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 38 | |
| 2,665 | 3,700 | 4,121 | | 4,328 | | 2,372 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 36 | |
| 1,634 | 1,634 | 1,564 | | 2,041 | | 2,372 | | 2,149 | | 1,564 | | 1,000 | | 2,385 | | 2,313 | | 19 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 39 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 39 | |
| 2,665 | 2,384 | 2,680 | | 2,041 | | 2,372 | | 2,149 | | 1,000 | | 2,526 | | 2,385 | | 2,313 | | 23 | |
| 2,665 | 3,700 | 4,121 | | 4,328 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 38 | |
| 4,047 | 3,700 | 2,680 | | 3,079 | | 3,745 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 37 | |
| 2,665 | 2,384 | 2,680 | | 2,041 | | 1,541 | | 1,000 | | 2,637 | | 2,526 | | 2,385 | | 2,313 | | 22 | |
| 2,665 | 2,384 | 2,680 | | 3,079 | | 1,000 | | 1,000 | | 2,637 | | 2,526 | | 2,385 | | 2,313 | | 23 | |
| 2,665 | 2,384 | 2,680 | | 2,041 | | 2,372 | | 2,149 | | 4,074 | | 4,027 | | 3,893 | | 2,313 | | 29 | |
| 2,665 | 2,384 | 2,680 | | 3,079 | | 2,372 | | 2,149 | | 2,637 | | 2,526 | | 2,385 | | 2,313 | | 25 | |
| 2,665 | 2,384 | 2,680 | | 3,079 | | 2,372 | | 2,149 | | 2,637 | | 2,526 | | 2,385 | | 1,000 | | 24 | |
| 2,665 | 2,384 | 2,680 | | 3,079 | | 2,372 | | 2,149 | | 2,637 | | 2,526 | | 3,893 | | 2,313 | | 27 | |
| 4,047 | 3,700 | 4,121 | | 4,328 | | 2,372 | | 3,520 | | 4,074 | | 4,027 | | 3,893 | | 3,745 | | 38 | |

**Data Interval Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTAL** |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 3,937 | 2,224 | 2,641 | 2,355 | 3,850 | 28 |
| 4,170 | 2,435 | 3,937 | 3,893 | 2,699 | 3,937 | 3,655 | 2,641 | 2,355 | 3,850 | 34 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 38 |
| 2,657 | 2,435 | 3,937 | 3,893 | 2,699 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 33 |
| 4,170 | 1,000 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 35 |
| 2,657 | 2,435 | 2,433 | 2,385 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 32 |
| 4,170 | 2,435 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 37 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 38 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 38 |
| 2,657 | 3,866 | 3,937 | 2,385 | 2,699 | 1,799 | 2,224 | 2,641 | 3,792 | 3,850 | 30 |
| 4,170 | 3,866 | 3,937 | 2,385 | 2,699 | 1,000 | 2,224 | 2,641 | 1,000 | 2,334 | 26 |
| 4,170 | 2,435 | 3,937 | 3,893 | 2,699 | 2,623 | 3,655 | 2,641 | 3,792 | 3,850 | 34 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 3,655 | 2,641 | 2,355 | 2,334 | 26 |
| 2,657 | 3,866 | 3,937 | 3,893 | 2,699 | 3,937 | 3,655 | 2,641 | 2,355 | 3,850 | 33 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 2,334 | 36 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 2,224 | 2,641 | 3,792 | 3,850 | 37 |
| 2,657 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 2,334 | 35 |
| 4,170 | 3,866 | 3,937 | 3,893 | 2,699 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 36 |
| 2,657 | 2,435 | 2,433 | 3,893 | 2,699 | 2,623 | 3,655 | 1,000 | 2,355 | 3,850 | 28 |
| 4,170 | 3,866 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 38 |
| 2,657 | 2,435 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 35 |
| 2,657 | 2,435 | 2,433 | 3,893 | 4,221 | 2,623 | 2,224 | 2,641 | 2,355 | 2,334 | 28 |
| 4,170 | 2,435 | 3,937 | 3,893 | 4,221 | 3,937 | 3,655 | 2,641 | 3,792 | 3,850 | 37 |
| 4,170 | 3,866 | 3,937 | 3,893 | 2,699 | 3,937 | 3,655 | 2,641 | 2,355 | 3,850 | 35 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 1,799 | 1,000 | 1,000 | 2,355 | 3,850 | 23 |
| 2,657 | 2,435 | 3,937 | 3,893 | 4,221 | 3,937 | 2,224 | 1,000 | 3,792 | 3,850 | 32 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 2,334 | 23 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 2,334 | 23 |
| 1,000 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 2,334 | 21 |
| 4,170 | 1,000 | 2,433 | 3,893 | 2,699 | 3,937 | 3,655 | 1,000 | 2,355 | 2,334 | 27 |
| 2,657 | 1,000 | 1,000 | 1,000 | 1,000 | 1,799 | 1,000 | 1,000 | 1,000 | 1,000 | 12 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 2,334 | 23 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 2,334 | 23 |
| 2,657 | 2,435 | 2,433 | 2,385 | 2,699 | 2,623 | 2,224 | 1,000 | 2,355 | 3,850 | 25 |

**Data Interval Etika Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TOTAL** |
| 2,191 | 3,655 | 4,170 | 3,233 | 3,076 | 4,659 | 3,156 | 2,869 | 4,047 | 2,495 | 34 |
| 3,301 | 3,655 | 4,170 | 3,233 | 3,076 | 3,434 | 3,156 | 4,301 | 2,797 | 1,000 | 32 |
| 2,191 | 3,655 | 4,170 | 3,233 | 4,386 | 4,659 | 4,447 | 2,869 | 4,047 | 1,000 | 35 |
| 3,301 | 3,655 | 4,170 | 4,744 | 4,386 | 3,434 | 3,156 | 4,301 | 4,047 | 2,495 | 38 |
| 2,191 | 2,224 | 4,170 | 3,233 | 3,076 | 3,434 | 3,156 | 2,869 | 2,797 | 2,495 | 30 |
| 2,191 | 3,655 | 4,170 | 4,744 | 4,386 | 2,282 | 4,447 | 2,869 | 4,047 | 1,000 | 34 |
| 3,301 | 2,224 | 4,170 | 3,233 | 3,076 | 4,659 | 3,156 | 2,869 | 2,797 | 1,000 | 30 |
| 1,000 | 3,655 | 3,007 | 1,889 | 3,076 | 4,659 | 3,156 | 2,869 | 4,047 | 1,000 | 28 |
| 4,490 | 3,655 | 3,007 | 3,233 | 4,386 | 3,434 | 4,447 | 2,869 | 4,047 | 4,050 | 38 |
| 1,000 | 2,224 | 3,007 | 4,744 | 3,076 | 3,434 | 3,156 | 2,869 | 1,933 | 2,495 | 28 |
| 2,191 | 3,655 | 4,170 | 4,744 | 3,076 | 3,434 | 2,041 | 4,301 | 1,933 | 4,050 | 34 |
| 3,301 | 3,655 | 3,007 | 1,889 | 1,969 | 3,434 | 3,156 | 4,301 | 2,797 | 4,050 | 32 |
| 3,301 | 2,224 | 3,007 | 3,233 | 3,076 | 3,434 | 3,156 | 2,869 | 2,797 | 2,495 | 30 |
| 1,000 | 3,655 | 4,170 | 3,233 | 4,386 | 3,434 | 4,447 | 2,869 | 1,000 | 2,495 | 31 |
| 2,191 | 3,655 | 4,170 | 3,233 | 3,076 | 3,434 | 4,447 | 4,301 | 2,797 | 2,495 | 34 |
| 3,301 | 3,655 | 4,170 | 3,233 | 3,076 | 3,434 | 2,041 | 2,869 | 2,797 | 1,000 | 30 |
| 2,191 | 2,224 | 4,170 | 3,233 | 4,386 | 3,434 | 4,447 | 2,869 | 2,797 | 2,495 | 32 |
| 4,490 | 3,655 | 4,170 | 3,233 | 3,076 | 3,434 | 2,041 | 4,301 | 4,047 | 2,495 | 35 |
| 2,191 | 3,655 | 3,007 | 3,233 | 3,076 | 3,434 | 1,000 | 2,869 | 2,797 | 2,495 | 28 |
| 3,301 | 3,655 | 3,007 | 3,233 | 3,076 | 2,282 | 2,041 | 1,000 | 1,000 | 2,495 | 25 |
| 3,301 | 3,655 | 3,007 | 3,233 | 4,386 | 2,282 | 4,447 | 2,869 | 4,047 | 2,495 | 34 |
| 2,191 | 3,655 | 3,007 | 1,889 | 4,386 | 4,659 | 3,156 | 2,869 | 2,797 | 2,495 | 31 |
| 3,301 | 3,655 | 4,170 | 4,744 | 4,386 | 4,659 | 4,447 | 4,301 | 4,047 | 1,000 | 39 |
| 3,301 | 3,655 | 4,170 | 4,744 | 4,386 | 4,659 | 4,447 | 4,301 | 4,047 | 2,495 | 40 |
| 2,191 | 3,655 | 3,007 | 1,889 | 1,000 | 3,434 | 3,156 | 1,000 | 2,797 | 2,495 | 25 |
| 4,490 | 2,224 | 2,107 | 3,233 | 3,076 | 2,282 | 4,447 | 1,715 | 1,541 | 2,495 | 28 |
| 3,301 | 1,000 | 2,107 | 3,233 | 1,969 | 2,282 | 3,156 | 1,715 | 2,797 | 1,000 | 23 |
| 3,301 | 2,224 | 1,000 | 3,233 | 4,386 | 1,000 | 3,156 | 2,869 | 2,797 | 2,495 | 26 |
| 2,191 | 2,224 | 2,107 | 3,233 | 3,076 | 2,282 | 2,041 | 2,869 | 2,797 | 1,000 | 24 |
| 3,301 | 2,224 | 2,107 | 1,000 | 1,969 | 2,282 | 2,041 | 1,715 | 4,047 | 2,495 | 23 |
| 2,191 | 2,224 | 3,007 | 3,233 | 3,076 | 3,434 | 3,156 | 2,869 | 1,933 | 2,495 | 28 |
| 2,191 | 2,224 | 2,107 | 3,233 | 1,969 | 2,282 | 3,156 | 2,869 | 4,047 | 2,495 | 27 |
| 3,301 | 2,224 | 2,107 | 3,233 | 3,076 | 2,282 | 3,156 | 2,869 | 1,933 | 2,495 | 27 |
| 4,490 | 1,000 | 2,107 | 3,233 | 1,969 | 2,282 | 3,156 | 2,869 | 2,797 | 2,495 | 26 |

**Data Interval Etos Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **TOTAL** |
| 2,947 | 1,997 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 3,611 | 4,170 | 1,000 | 27 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,070 | 1,000 | 1,564 | 1,000 | 22 |
| 2,947 | 1,564 | 1,000 | 1,000 | 2,269 | 2,721 | 1,000 | 2,233 | 1,000 | 2,315 | 18 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 2,947 | 2,915 | 4,221 | 4,027 | 3,700 | 2,721 | 4,074 | 2,233 | 2,721 | 2,315 | 32 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 33 |
| 1,000 | 1,000 | 2,762 | 2,594 | 3,700 | 1,000 | 1,564 | 3,611 | 4,170 | 3,708 | 25 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 33 |
| 4,328 | 1,997 | 2,762 | 1,564 | 1,000 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 24 |
| 2,947 | 2,915 | 4,221 | 4,027 | 2,269 | 4,170 | 4,074 | 3,611 | 4,170 | 2,315 | 35 |
| 1,799 | 1,997 | 4,221 | 2,594 | 2,269 | 2,721 | 2,844 | 1,000 | 2,721 | 2,315 | 24 |
| 4,328 | 4,221 | 2,762 | 4,027 | 3,700 | 4,170 | 4,074 | 2,233 | 2,721 | 3,708 | 36 |
| 2,947 | 2,915 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 38 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 2,721 | 3,708 | 39 |
| 4,328 | 4,221 | 2,762 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 39 |
| 2,947 | 2,915 | 2,762 | 2,594 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 2,315 | 33 |
| 2,947 | 2,915 | 4,221 | 4,027 | 3,700 | 2,721 | 4,074 | 3,611 | 4,170 | 3,708 | 36 |
| 2,947 | 2,915 | 2,762 | 2,594 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 2,315 | 33 |
| 2,947 | 2,915 | 2,762 | 4,027 | 2,269 | 2,721 | 4,074 | 3,611 | 4,170 | 3,708 | 33 |
| 1,799 | 2,915 | 2,762 | 2,594 | 2,269 | 1,564 | 2,070 | 1,000 | 2,721 | 2,315 | 22 |
| 4,328 | 4,221 | 4,221 | 4,027 | 3,700 | 4,170 | 4,074 | 3,611 | 4,170 | 3,708 | 40 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 26 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 26 |
| 1,799 | 4,221 | 2,762 | 2,594 | 2,269 | 2,721 | 4,074 | 2,233 | 2,721 | 1,000 | 26 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 26 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 26 |
| 2,947 | 2,915 | 2,762 | 2,594 | 2,269 | 2,721 | 2,844 | 2,233 | 2,721 | 2,315 | 26 |
| 2,947 | 2,915 | 1,564 | 4,027 | 3,700 | 4,170 | 2,070 | 2,233 | 2,721 | 2,315 | 29 |
| 2,947 | 4,221 | 2,762 | 4,027 | 1,000 | 2,721 | 2,844 | 2,233 | 2,721 | 3,708 | 29 |
| 2,947 | 4,221 | 2,762 | 2,594 | 3,700 | 4,170 | 2,070 | 3,611 | 2,721 | 3,708 | 33 |

**Data Interval Komunikasi Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | |
| **X4.1** | **X4.2** | **X4.3** | **X4.4** | **X4.5** | **X4.6** | **X4.7** | **X4.8** | **TOTAL** |
| 2,020 | 4,121 | 2,073 | 2,883 | 2,954 | 2,954 | 3,160 | 1,916 | 22 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 4,121 | 2,073 | 4,121 | 4,273 | 4,273 | 4,328 | 2,789 | 29 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 2,020 | 2,737 | 2,073 | 2,883 | 2,954 | 2,954 | 3,160 | 2,789 | 22 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 3,117 | 2,737 | 3,278 | 2,883 | 2,954 | 2,954 | 3,160 | 2,789 | 24 |
| 3,117 | 4,121 | 3,278 | 4,121 | 4,273 | 4,273 | 4,328 | 4,121 | 32 |
| 1,000 | 1,000 | 2,073 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 9 |
| 1,000 | 2,737 | 2,073 | 4,121 | 2,954 | 2,954 | 2,169 | 4,121 | 22 |
| 1,000 | 4,121 | 2,073 | 2,883 | 2,954 | 2,954 | 3,160 | 2,789 | 22 |
| 1,000 | 2,737 | 3,278 | 1,969 | 2,954 | 4,273 | 4,328 | 4,121 | 25 |
| 1,000 | 2,737 | 3,278 | 4,121 | 2,954 | 2,954 | 2,169 | 2,789 | 22 |
| 2,020 | 4,121 | 3,278 | 2,883 | 4,273 | 4,273 | 4,328 | 4,121 | 29 |
| 2,020 | 2,737 | 2,073 | 4,121 | 2,954 | 1,889 | 2,169 | 2,789 | 21 |
| 3,117 | 2,737 | 1,000 | 4,121 | 2,954 | 2,954 | 2,169 | 4,121 | 23 |
| 1,000 | 4,121 | 1,000 | 4,121 | 2,954 | 1,889 | 2,169 | 4,121 | 21 |
| 1,000 | 1,693 | 1,000 | 2,883 | 2,954 | 2,954 | 3,160 | 4,121 | 20 |
| 3,117 | 4,121 | 3,278 | 4,121 | 2,954 | 2,954 | 3,160 | 2,789 | 26 |
| 2,020 | 4,121 | 3,278 | 2,883 | 2,954 | 1,889 | 3,160 | 2,789 | 23 |
| 2,020 | 2,737 | 1,000 | 1,969 | 2,954 | 2,954 | 2,169 | 2,789 | 19 |
| 1,000 | 2,737 | 1,000 | 1,969 | 1,997 | 2,954 | 3,160 | 2,789 | 18 |
| 2,020 | 2,737 | 1,000 | 2,883 | 4,273 | 2,954 | 3,160 | 1,916 | 21 |
| 1,000 | 1,693 | 2,073 | 1,969 | 4,273 | 1,889 | 3,160 | 4,121 | 20 |
| 2,020 | 2,737 | 3,278 | 2,883 | 1,997 | 4,273 | 2,169 | 1,564 | 21 |
| 3,117 | 2,737 | 2,073 | 1,969 | 1,997 | 2,954 | 2,169 | 2,789 | 20 |
| 3,117 | 4,121 | 2,073 | 4,121 | 1,564 | 2,954 | 3,160 | 2,789 | 24 |
| 1,000 | 2,737 | 2,073 | 2,883 | 2,954 | 2,954 | 3,160 | 2,789 | 21 |
| 2,020 | 2,737 | 1,000 | 2,883 | 2,954 | 2,954 | 3,160 | 2,789 | 20 |
| 2,020 | 2,737 | 2,073 | 2,883 | 4,273 | 4,273 | 4,328 | 4,121 | 27 |

**Lampiran 6 : Output SPSS 25**

**Hasil Uji Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 22,600 | 4,230 |  | 5,342 | ,000 |
| Disiplin Kerja | ,303 | ,100 | ,514 | 3,024 | ,005 |
| Etika Kerja | ,275 | ,131 | ,336 | 2,099 | ,045 |
| Etos Kerja | -,162 | ,080 | -,278 | -2,022 | ,052 |
| Komunikasi Kerja | -,164 | ,103 | -,238 | -1,589 | ,123 |

**Hasil Uji t (Parsial)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | t | Sig. |
|
| 1 | (Constant) | 5,342 | ,000 |
| Disiplin Kerja | 3,024 | ,005 |
| Etika Kerja | 2,099 | ,045 |
| Etos Kerja | -2,022 | ,052 |
| Komunikasi Kerja | -1,589 | ,123 |

**Hasil Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 253,588 | 4 | 63,397 | 8,527 | ,000b |
| Residual | 215,623 | 29 | 7,435 |  |  |
| Total | 469,211 | 33 |  |  |  |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Komunikasi Kerja, Etos Kerja, Etika Kerja, Disiplin Kerja | | | | | | |

**Hasil Uji Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,735a | ,540 | ,477 | 2,727 |
| a. Predictors: (Constant), Komunikasi Kerja, Etos Kerja, Etika Kerja, Disiplin Kerja | | | | |
| b. Dependent Variable: Produktivitas Kerja | | | | |

**Lampiran 7 : r-Tabel**

**Distribusi Nilai rtabel**

**Signifikansi 5% dan 1%**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| N | The Level of Significance | | N | The Level of Significance | |
| 5% | 1% | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

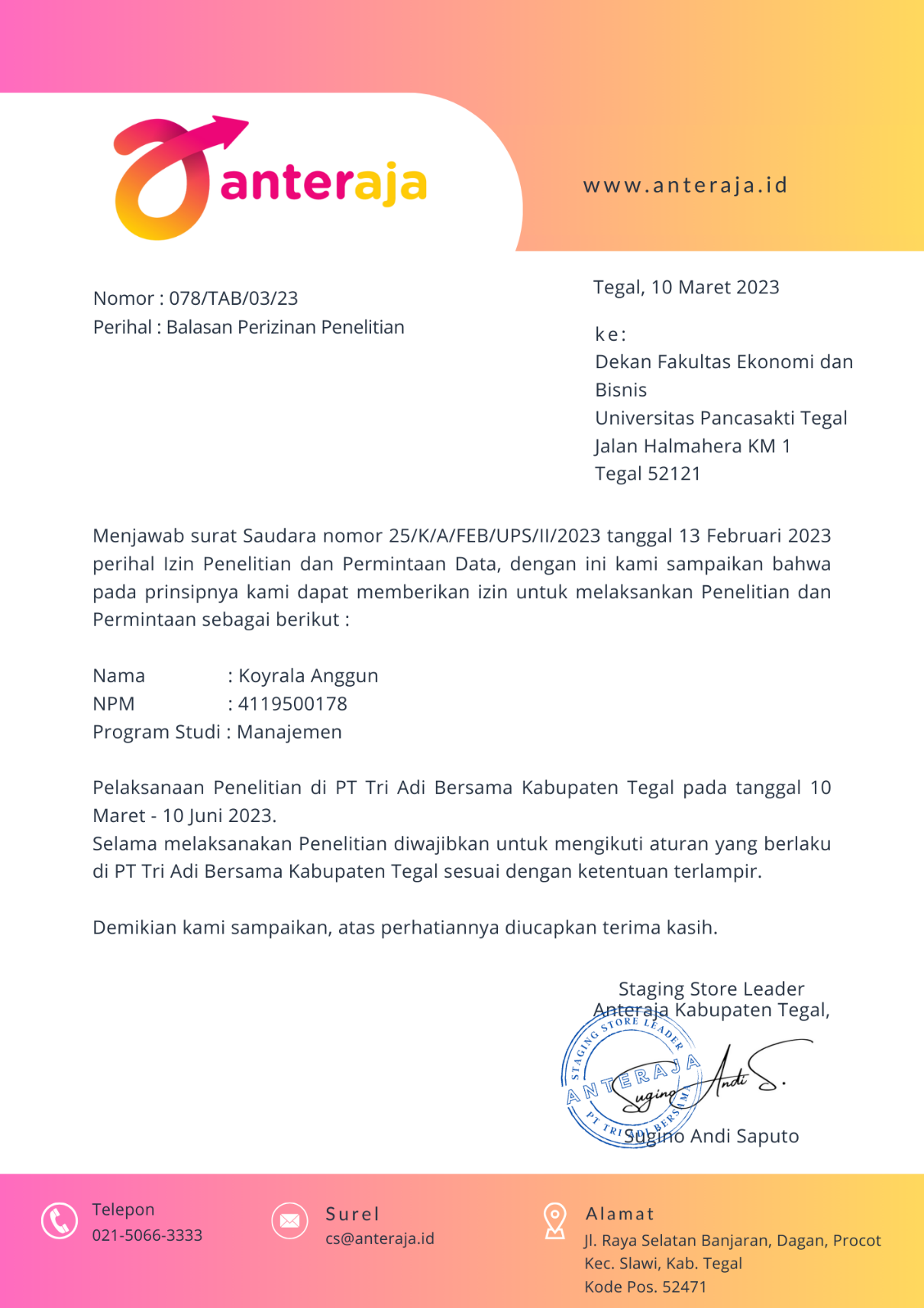
**Lampiran 8 : t Tabel Signifikansi 5%**

|  |  |  |
| --- | --- | --- |
| df=(n-k) | *α* = 0.05 | *α* = 0.025 |
| 1 | 6,314 | 12,706 |
| 2 | 2,920 | 4,303 |
| 3 | 2,353 | 3,182 |
| 4 | 2,132 | 2,776 |
| 5 | 2,015 | 2,571 |
| 6 | 1,943 | 2,447 |
| 7 | 1,895 | 2,365 |
| 8 | 1,860 | 2,306 |
| 9 | 1,833 | 2,262 |
| 10 | 1,812 | 2,228 |
| 11 | 1,796 | 2,201 |
| 12 | 1,782 | 2,179 |
| 13 | 1,771 | 2,160 |
| 14 | 1,761 | 2,145 |
| 15 | 1,753 | 2,131 |
| 16 | 1,746 | 2,120 |
| 17 | 1,740 | 2,110 |
| 18 | 1,734 | 2,101 |
| 19 | 1,729 | 2,093 |
| 20 | 1,725 | 2,086 |
| 21 | 1,721 | 2,080 |
| 22 | 1,717 | 2,074 |
| 23 | 1,714 | 2,069 |
| 24 | 1,711 | 2,064 |
| 25 | 1,708 | 2,060 |
| 26 | 1,706 | 2,056 |
| 27 | 1,703 | 2,052 |
| 28 | 1,701 | 2,048 |
| 29 | 1,699 | 2,045 |
| 30 | 1,697 | 2,042 |
| 31 | 1,696 | 2,040 |
| 32 | 1,694 | 2,037 |
| 33 | 1,692 | 2,035 |
| 34 | 1,691 | 2,032 |
| 35 | 1,690 | 2,030 |
| 36 | 1,688 | 2,028 |
| 37 | 1,687 | 2,026 |
| 38 | 1,686 | 2,024 |
| 39 | 1,685 | 2,023 |
| 40 | 1,684 | 2,021 |
| 41 | 1,683 | 2,020 |
| 42 | 1,682 | 2,018 |
| 43 | 1,681 | 2,017 |
| 44 | 1,680 | 2,015 |
| 45 | 1,679 | 2,014 |
| 46 | 1,679 | 2,013 |
| 47 | 1,678 | 2,012 |
| 48 | 1,677 | 2,011 |
| 49 | 1,677 | 2,010 |
| df=(n-k) | *α* = 0.05 | *α* = 0.025 |
| 51 | 1,675 | 2,008 |
| 52 | 1,675 | 2,007 |
| 53 | 1,674 | 2,006 |
| 54 | 1,674 | 2,005 |
| 55 | 1,673 | 2,004 |
| 56 | 1,673 | 2,003 |
| 57 | 1,672 | 2,002 |
| 58 | 1,672 | 2,002 |
| 59 | 1,671 | 2,001 |
| 60 | 1,671 | 2,000 |
| 61 | 1,670 | 2,000 |
| 62 | 1,670 | 1,999 |
| 63 | 1,669 | 1,998 |
| 64 | 1,669 | 1,998 |
| 65 | 1,669 | 1,997 |
| 66 | 1,668 | 1,997 |
| 67 | 1,668 | 1,996 |
| 68 | 1,668 | 1,995 |
| 69 | 1,667 | 1,995 |
| 70 | 1,667 | 1,994 |
| 71 | 1,667 | 1,994 |
| 72 | 1,666 | 1,993 |
| 73 | 1,666 | 1,993 |
| 74 | 1,666 | 1,993 |
| 75 | 1,665 | 1,992 |
| 76 | 1,665 | 1,992 |
| 77 | 1,665 | 1,991 |
| 78 | 1,665 | 1,991 |
| 79 | 1,664 | 1,990 |
| 80 | 1,664 | 1,990 |
| 81 | 1,664 | 1,990 |
| 82 | 1,664 | 1,989 |
| 83 | 1,663 | 1,989 |
| 84 | 1,663 | 1,989 |
| 85 | 1,663 | 1,988 |
| 86 | 1,663 | 1,988 |
| 87 | 1,663 | 1,988 |
| 88 | 1,662 | 1,987 |
| 89 | 1,662 | 1,987 |
| 90 | 1,662 | 1,987 |
| 91 | 1,662 | 1,986 |
| 92 | 1,662 | 1,986 |
| 93 | 1,661 | 1,986 |
| 94 | 1,661 | 1,986 |
| 95 | 1,661 | 1,985 |
| 96 | 1,661 | 1,985 |
| 97 | 1,661 | 1,985 |
| 98 | 1,661 | 1,984 |
| 99 | 1,660 | 1,984 |

**Lampiran 9 : F Tabel**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***α =* 0,05** | **df1=(k1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 161.448 | 199,500 | 215.707 | 224,583 | 230,162 | 233.986 | 236,768 | 238,883 |
| 2 | 18,513 | 19,000 | 19,164 | 19,247 | 19,296 | 19,330 | 19,353 | 19,371 |
| 3 | 10,128 | 9,552 | 9,277 | 9,117 | 9,013 | 8,941 | 8,887 | 8,845 |
| 4 | 7,709 | 6,944 | 6,591 | 6,388 | 6,256 | 6,163 | 6,094 | 6,041 |
| 5 | 6,608 | 5,786 | 5,409 | 5,192 | 5,050 | 4,950 | 4,876 | 4,818 |
| 6 | 5,987 | 5,143 | 4,757 | 4,534 | 4,387 | 4,284 | 4,207 | 4,147 |
| 7 | 5,591 | 4,737 | 4,347 | 4,120 | 3,972 | 3,866 | 3,787 | 3,726 |
| 8 | 5,318 | 4,459 | 4,066 | 3,838 | 3,687 | 3,581 | 3,500 | 3,438 |
| 9 | 5,117 | 4,256 | 3,863 | 3,633 | 3,482 | 3,374 | 3,293 | 3,230 |
| 10 | 4,965 | 4,103 | 3,708 | 3,478 | 3,326 | 3,217 | 3,135 | 3,072 |
| 11 | 4,844 | 3,982 | 3,587 | 3,357 | 3,204 | 3,095 | 3,012 | 2,948 |
| 12 | 4,747 | 3,885 | 3,490 | 3,259 | 3,106 | 2,996 | 2,913 | 2,849 |
| 13 | 4,667 | 3,806 | 3,411 | 3,179 | 3,025 | 2,915 | 2,832 | 2,767 |
| 14 | 4,600 | 3,739 | 3,344 | 3,112 | 2,958 | 2,848 | 2,764 | 2,699 |
| 15 | 4,543 | 3,682 | 3,287 | 3,056 | 2,901 | 2,790 | 2,707 | 2,641 |
| 16 | 4,494 | 3,634 | 3,239 | 3,007 | 2,852 | 2,741 | 2,657 | 2,591 |
| 17 | 4,451 | 3,592 | 3,197 | 2,965 | 2,810 | 2,699 | 2,614 | 2,548 |
| 18 | 4,414 | 3,555 | 3,160 | 2,928 | 2,773 | 2,661 | 2,577 | 2,510 |
| 19 | 4,381 | 3,522 | 3,127 | 2,895 | 2,740 | 2,628 | 2,544 | 2,477 |
| 20 | 4,351 | 3,493 | 3,098 | 2,866 | 2,711 | 2,599 | 2,514 | 2,447 |
| 21 | 4,325 | 3,467 | 3,072 | 2,840 | 2,685 | 2,573 | 2,488 | 2,420 |
| 22 | 4,301 | 3,443 | 3,049 | 2,817 | 2,661 | 2,549 | 2,464 | 2,397 |
| 23 | 4,279 | 3,422 | 3,028 | 2,796 | 2,640 | 2,528 | 2,442 | 2,375 |
| 24 | 4,260 | 3,403 | 3,009 | 2,776 | 2,621 | 2,508 | 2,423 | 2,355 |
| 25 | 4,242 | 3,385 | 2,991 | 2,759 | 2,603 | 2,490 | 2,405 | 2,337 |
| 26 | 4,225 | 3,369 | 2,975 | 2,743 | 2,587 | 2,474 | 2,388 | 2,321 |
| 27 | 4,210 | 3,354 | 2,960 | 2,728 | 2,572 | 2,459 | 2,373 | 2,305 |
| 28 | 4,196 | 3,340 | 2,947 | 2,714 | 2,558 | 2,445 | 2,359 | 2,291 |
| 29 | 4,183 | 3,328 | 2,934 | 2,701 | 2,545 | 2,432 | 2,346 | 2,278 |
| 30 | 4,171 | 3,316 | 2,922 | 2,690 | 2,534 | 2,421 | 2,334 | 2,266 |
| 31 | 4,160 | 3,305 | 2,911 | 2,679 | 2,523 | 2,409 | 2,323 | 2,255 |
| 32 | 4,149 | 3,295 | 2,901 | 2,668 | 2,512 | 2,399 | 2,313 | 2,244 |
| 33 | 4,139 | 3,285 | 2,892 | 2,659 | 2,503 | 2,389 | 2,303 | 2,235 |
| 34 | 4,130 | 3,276 | 2,883 | 2,650 | 2,494 | 2,380 | 2,294 | 2,225 |
| 35 | 4,121 | 3,267 | 2,874 | 2,641 | 2,485 | 2,372 | 2,285 | 2,217 |
| 36 | 4,113 | 3,259 | 2,866 | 2,634 | 2,477 | 2,364 | 2,277 | 2,209 |
| 37 | 4,105 | 3,252 | 2,859 | 2,626 | 2,470 | 2,356 | 2,270 | 2,201 |
| 38 | 4,098 | 3,245 | 2,852 | 2,619 | 2,463 | 2,349 | 2,262 | 2,194 |
| 39 | 4,091 | 3,238 | 2,845 | 2,612 | 2,456 | 2,342 | 2,255 | 2,187 |
| 40 | 4,085 | 3,232 | 2,839 | 2,606 | 2,449 | 2,336 | 2,249 | 2,180 |
| 41 | 4,079 | 3,226 | 2,833 | 2,600 | 2,443 | 2,330 | 2,243 | 2,174 |
| 42 | 4,073 | 3,220 | 2,827 | 2,594 | 2,438 | 2,324 | 2,237 | 2,168 |
| 43 | 4,067 | 3,214 | 2,822 | 2,589 | 2,432 | 2,318 | 2,232 | 2,163 |
| 44 | 4,062 | 3,209 | 2,816 | 2,584 | 2,427 | 2,313 | 2,226 | 2,157 |
| 45 | 4,057 | 3,204 | 2,812 | 2,579 | 2,422 | 2,308 | 2,221 | 2,152 |
| 46 | 4,052 | 3,200 | 2,807 | 2,574 | 2,417 | 2,304 | 2,216 | 2,147 |
| 47 | 4,047 | 3,195 | 2,802 | 2,570 | 2,413 | 2,299 | 2,212 | 2,143 |
| 48 | 4,043 | 3,191 | 2,798 | 2,565 | 2,409 | 2,295 | 2,207 | 2,138 |
| 49 | 4,038 | 3,187 | 2,794 | 2,561 | 2,404 | 2,290 | 2,203 | 2,134 |
| 50 | 4,034 | 3,183 | 2,790 | 2,557 | 2,400 | 2,286 | 2,199 | 2,130 |
| 51 | 4,030 | 3,179 | 2,786 | 2,553 | 2,397 | 2,283 | 2,195 | 2,126 |
| 52 | 4,027 | 3,175 | 2,783 | 2,550 | 2,393 | 2,279 | 2,192 | 2,122 |
| 53 | 4,023 | 3,172 | 2,779 | 2,546 | 2,389 | 2,275 | 2,188 | 2,119 |
| 54 | 4,020 | 3,168 | 2,776 | 2,543 | 2,386 | 2,272 | 2,185 | 2,115 |
| 55 | 4,016 | 3,165 | 2,773 | 2,540 | 2,383 | 2,269 | 2,181 | 2,112 |
| 56 | 4,013 | 3,162 | 2,769 | 2,537 | 2,380 | 2,266 | 2,178 | 2,109 |
| 57 | 4,010 | 3,159 | 2,766 | 2,534 | 2,377 | 2,263 | 2,175 | 2,106 |
| 58 | 4,007 | 3,156 | 2,764 | 2,531 | 2,374 | 2,260 | 2,172 | 2,103 |
| 59 | 4,004 | 3,153 | 2,761 | 2,528 | 2,371 | 2,257 | 2,169 | 2,100 |
| 60 | 4,001 | 3,150 | 2,758 | 2,525 | 2,368 | 2,254 | 2,167 | 2,097 |
| 61 | 3,998 | 3,148 | 2,755 | 2,523 | 2,366 | 2,251 | 2,164 | 2,094 |
| 62 | 3,996 | 3,145 | 2,753 | 2,520 | 2,363 | 2,249 | 2,161 | 2,092 |
| 63 | 3,993 | 3,143 | 2,751 | 2,518 | 2,361 | 2,246 | 2,159 | 2,089 |
| 64 | 3,991 | 3,140 | 2,748 | 2,515 | 2,358 | 2,244 | 2,156 | 2,087 |
| 65 | 3,989 | 3,138 | 2,746 | 2,513 | 2,356 | 2,242 | 2,154 | 2,084 |
| 66 | 3,986 | 3,136 | 2,744 | 2,511 | 2,354 | 2,239 | 2,152 | 2,082 |
| 67 | 3,984 | 3,134 | 2,742 | 2,509 | 2,352 | 2,237 | 2,150 | 2,080 |
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 | 2,235 | 2,148 | 2,078 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 | 2,233 | 2,145 | 2,076 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 | 2,231 | 2,143 | 2,074 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 | 2,229 | 2,142 | 2,072 |
| 72 | 3,974 | 3,124 | 2,732 | 2,499 | 2,342 | 2,227 | 2,140 | 2,070 |
| 73 | 3,972 | 3,122 | 2,730 | 2,497 | 2,340 | 2,226 | 2,138 | 2,068 |
| 74 | 3,970 | 3,120 | 2,728 | 2,495 | 2,338 | 2,224 | 2,136 | 2,066 |
| 75 | 3,968 | 3,119 | 2,727 | 2,494 | 2,337 | 2,222 | 2,134 | 2,064 |
| 76 | 3,967 | 3,117 | 2,725 | 2,492 | 2,335 | 2,220 | 2,133 | 2,063 |
| 77 | 3,965 | 3,115 | 2,723 | 2,490 | 2,333 | 2,219 | 2,131 | 2,061 |
| 78 | 3,963 | 3,114 | 2,722 | 2,489 | 2,332 | 2,217 | 2,129 | 2,059 |
| 79 | 3,962 | 3,112 | 2,720 | 2,487 | 2,330 | 2,216 | 2,128 | 2,058 |
| 80 | 3,960 | 3,111 | 2,719 | 2,486 | 2,329 | 2,214 | 2,126 | 2,056 |
| 81 | 3,959 | 3,109 | 2,717 | 2,484 | 2,327 | 2,213 | 2,125 | 2,055 |
| 82 | 3,957 | 3,108 | 2,716 | 2,483 | 2,326 | 2,211 | 2,123 | 2,053 |
| 83 | 3,956 | 3,107 | 2,715 | 2,482 | 2,324 | 2,210 | 2,122 | 2,052 |
| 84 | 3,955 | 3,105 | 2,713 | 2,480 | 2,323 | 2,209 | 2,121 | 2,051 |
| 85 | 3,953 | 3,104 | 2,712 | 2,479 | 2,322 | 2,207 | 2,119 | 2,049 |
| 86 | 3,952 | 3,103 | 2,711 | 2,478 | 2,321 | 2,206 | 2,118 | 2,048 |
| 87 | 3,951 | 3,101 | 2,709 | 2,476 | 2,319 | 2,205 | 2,117 | 2,047 |
| 88 | 3,949 | 3,100 | 2,708 | 2,475 | 2,318 | 2,203 | 2,115 | 2,045 |
| 89 | 3,948 | 3,099 | 2,707 | 2,474 | 2,317 | 2,202 | 2,114 | 2,044 |
| 90 | 3,947 | 3,098 | 2,706 | 2,473 | 2,316 | 2,201 | 2,113 | 2,043 |
| 91 | 3,946 | 3,097 | 2,705 | 2,472 | 2,315 | 2,200 | 2,112 | 2,042 |
| 92 | 3,945 | 3,095 | 2,704 | 2,471 | 2,313 | 2,199 | 2,111 | 2,041 |
| 93 | 3,943 | 3,094 | 2,703 | 2,470 | 2,312 | 2,198 | 2,110 | 2,040 |
| 94 | 3,942 | 3,093 | 2,701 | 2,469 | 2,311 | 2,197 | 2,109 | 2,038 |
| 95 | 3,941 | 3,092 | 2,700 | 2,467 | 2,310 | 2,196 | 2,108 | 2,037 |
| 96 | 3,940 | 3,091 | 2,699 | 2,466 | 2,309 | 2,195 | 2,106 | 2,036 |
| 97 | 3,939 | 3,090 | 2,698 | 2,465 | 2,308 | 2,194 | 2,105 | 2,035 |
| 98 | 3,938 | 3,089 | 2,697 | 2,465 | 2,307 | 2,193 | 2,104 | 2,034 |
| 99 | 3,937 | 3,088 | 2,696 | 2,464 | 2,306 | 2,192 | 2,103 | 2,033 |
| 100 | 3,936 | 3,087 | 2,696 | 2,463 | 2,305 | 2,191 | 2,103 | 2,032 |

**Lampiran 10 : Surat Balasan Izin Penelitian**



**Lampiran 11 : Dokumentasi**

