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Lampiran 1

Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Karyawan Pada PT Plambo Pratama Joyosantoso Tegal

Di tempat

Dengan hormat

Dalam rangka menyelesaikan jenjang pendidikan Strata Satu (S1) pada Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, saya memerlukan sejumlah data/informasi untuk menyusun penelitian untuk skripsi dengan judul: “Pengaruh Disiplin Kerja, Beban Kerja, Rotasi Karyawan Dan Pengalaman Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Plambo Pratama Joyosantoso Tegal”, Oleh karena itu kami mohon bantuan Bapak/Ibu berkenan mengisi kuesioner terlampir sesuai dengan pendapat yang dianggap paling tepat. Perlu saya informasikan bahwa data/informasi yang terkumpul semata-mata hanya akan digunakan utnuk kepentingan akademik dan tidak berpengaruh pada karir/ pekerjaan Bapak/Ibu.

Demikian permohonan kami, atas bantuan Bapak/Ibu kami ucapkan terima kasih.

Tegal, Mei 2023

Peneliti,

Amanda Maudynatun Putri

**BAGIAN I**

**IDENTITAS RESPONDEN**

Petunjuk

Silahkan memberikan tanda cek (✓) pada kotak-kotak yang tersedia.

Nomor Responden : ................................... (diisi oleh Peneliti)

1. Nama : ………………………….. (Boleh tidak diisi)
2. JenisKelamin
3. Laki-Laki :
4. Perempuan :
5. Usia
6. 20 - 30 tahun :
7. 31 – 40 tahun :
8. 41 – 50 tahun :
9. > 50 tahun :
10. PendidikanTerakhir
11. SLTA :
12. Sarjana (S1)/Diploma IV :
13. Diploma III (D3) :
14. Magister (S2) :

**BAGIAN II**

**PENDAPAT RESPONDEN**

Petunjuk

Silahkan memberikan tanda cek (✓) pada kotak-kotak yang tersedia, dengan keterangan pilihan sebagai berikut:

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. N : Netral
4. S : Setuju
5. SS : Sangat Setuju

**Pernyataan Tentang Produktivitas**

| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| --- | --- | --- | --- | --- | --- | --- |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya melakukan pekerjaan sesuai dengan standar yang sudah ditentukan perusahaan |  |  |  |  |  |
| 2 | Perusahaan melakukan penilaian hasil kerja dengan membandingkan hasil kerja karyawan dengan standar perusahaan |  |  |  |  |  |
| 3 | Perusahaan menetapkan hasil kerja karyawan |  |  |  |  |  |
| 4 | Hasil kerja saya sesuai dengan ketentuan perusahaan |  |  |  |  |  |
| 5 | Saya mampu menyelesaikan pekerjaan sesuai dengan target yang ditentukan |  |  |  |  |  |
| 6 | Saya mampu meningkatkan target terselesaikannya pakerjaan |  |  |  |  |  |
| 7 | Perusahaan menetapkan tenggat waktu terselesaikannya pekerjaan |  |  |  |  |  |
| 8. | Saya mampu menyelesaikan pekerjaan sesuai dengan tenggat waktu yang diberikan perusahaan |  |  |  |  |  |
| 9. | Saya memaksimalkan waktu bekerja |  |  |  |  |  |
| 10. | Saya mengatur pelaksanaan waktu pekerjaan guna memaksimalkan waktu yang telah ditentukan |  |  |  |  |  |

**Pernyataan Tentang Disiplin Kerja**

| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| --- | --- | --- | --- | --- | --- | --- |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya masuk kerja tepat waktu |  |  |  |  |  |
| 2 | Saya pulang kerja tepat waktu |  |  |  |  |  |
| 3 | Saya istirahat sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 4 | Saya berpakaian sesuai dengan ketentuan perusahaan |  |  |  |  |  |
| 5 | Saya bersikap jujur dalam bekerja |  |  |  |  |  |
| 6 | Saya bertingkah laku sopan di tempat kerja |  |  |  |  |  |
| 7 | Saya bisa bekerja sama dengan unit kerja lain |  |  |  |  |  |
| 8. | Saya berkomunikasi dengan baik dengan rekan kerja |  |  |  |  |  |
| 9. | Perusahaan menetapkan peraturan untuk kelancaran dalam melakukan pekerjaan |  |  |  |  |  |
| 10. | Saya mematuhi peraturan yang telah dibuat oleh perusahaan |  |  |  |  |  |

**Pernyataan Tentang Beban Kerja**

| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| --- | --- | --- | --- | --- | --- | --- |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya mengerjakan banyak pekerjaan setiap harinya |  |  |  |  |  |
| 2 | Saya merasa puas dengan pembagian tugas yang dibebankan kepada saya |  |  |  |  |  |
| 3 | Kondisi lingkungan kerja yang bising membuat saya tidak fokus dalam melakukan pekerjaan |  |  |  |  |  |
| 4 | Pekerjaan yang terlalu banyak di satu waktu membuat kesehatan fisik saya menurun |  |  |  |  |  |
| 5 | Perusahaan memberikan pekerjaan sesuai dengan umur karyawan |  |  |  |  |  |
| 6 | Perusahaan menetapkan jangka waktu penyelesaian tugas sesuai dengan kemampuan karyawan |  |  |  |  |  |
| 7 | Perusahaan memberikan tambahan penghasilan bagi karyawan yang bekerja lembur |  |  |  |  |  |
| 8. | Atasan selalu melakukan pengawasan kerja pada saat jam kerja berlangsung |  |  |  |  |  |
| 9. | Target yang di tetapkan perusahaan terlalu tinggi |  |  |  |  |  |
| 10. | Prosedur kerja yang ditetapkan perusahaan menuntut saya untuk bekerja lebih cepat |  |  |  |  |  |

**Pernyataan Tentang Rotasi Karyawan**

| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| --- | --- | --- | --- | --- | --- | --- |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Perusahaan melakukan rotasi karyawan agar karyawan mempunyai kemampuan kerja baru |  |  |  |  |  |
| 2 | Perusahaan melakukan rotasi pada karyawan berdasarkan lama kerja karyawan |  |  |  |  |  |
| 3 | Perusahaan melakukan rotasi pada karyawan berdasarkan lama kerja karyawan pada instansi lain |  |  |  |  |  |
| 4 | Saya merasa bahwa kebijakan- kebijakan rotasi diberbagai posisi yang dilakukan perusahaan telah sesuai |  |  |  |  |  |
| 5 | Pilihan rotasi kerja sekarang yang diduduki karyawan sesuai dengan yang diharapkan |  |  |  |  |  |
| 6 | Rotasi kerja yang dilakukan dapat menambah ilmu dan wawasan |  |  |  |  |  |
| 7 | Rotasi pekerjaan yang dilakukan dapat menambah pengetahuan dan keterampilan |  |  |  |  |  |
| 8. | Rotasi kerja yang diterapkan mampu mengurangi kejenuhan kerja |  |  |  |  |  |
| 9. | Rotasi kerja menempatkan saya pada bidang kemampuan yang saya miliki |  |  |  |  |  |
| 10. | Lingkungan kerja yang baru membuat saya mengetahui pekerjaan baru |  |  |  |  |  |

**Pernyataan Tentang Pengalaman Kerja**

| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| --- | --- | --- | --- | --- | --- | --- |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Pengalaman kerja yang saya miliki membuat saya lebih bersikap baik dalam melakukan pekerjaan |  |  |  |  |  |
| 2 | Pengetahuan tentang pekerjaan membuat saya dapat memahami tugas yang diberikan |  |  |  |  |  |
| 3 | Pengalaman kerja karyawan meningkatkan pemahaman akan pekerjaan yang dilakukan |  |  |  |  |  |
| 4 | Pengalaman kerja yang dimiliki membantu karyawan dalam mengurangi kesalahan pada saat melaksanakan pekerjaan |  |  |  |  |  |
| 5 | Selama saya bekerja di perusahaan ini saya melakukan pekerjaan dengan baik |  |  |  |  |  |
| 6 | Saya memiliki kemahiran dalam melaksanakan tugas yang diberikan |  |  |  |  |  |
| 7 | Saya selalu bertanggung jawab dengan apa yang telah saya lakukan dalam bekerja |  |  |  |  |  |
| 8. | Saya selalu menghargai pendapat orang lain selama saya bekerja |  |  |  |  |  |
| 9. | Saya mampu bekerja sama dengan orang lain dalam menyelesaikan tugas |  |  |  |  |  |
| 10. | Saya selalu memberi dan menerima kontribusi sesame pegawai dalam mencapai tujuan |  |  |  |  |  |

Lampiran 2

Data dan Hasil Pengujian Validitas dan Reliabilitas Instrumen

Variabel Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | DK.1 | DK.2 | DK.3 | DK.4 | DK.5 | DK.6 | DK.7 | DK.8 | DK.9 | DK.10 | DK |
| 1 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 45 |
| 2 | 2 | 4 | 5 | 5 | 3 | 4 | 2 | 5 | 5 | 5 | 40 |
| 3 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 31 |
| 4 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 30 |
| 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 39 |
| 6 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 7 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 41 |
| 8 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 9 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 22 |
| 10 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 11 | 3 | 3 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 40 |
| 12 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 33 |
| 13 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 36 |
| 14 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 38 |
| 15 | 3 | 4 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 5 | 36 |
| 16 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 31 |
| 17 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 34 |
| 18 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 2 | 5 | 5 | 38 |
| 19 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 2 | 5 | 3 | 31 |
| 20 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 34 |
| 21 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 22 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 37 |
| 23 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 35 |
| 24 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 41 |
| 25 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 27 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 28 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 44 |
| 29 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 5 | 4 | 31 |
| 30 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 34 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | DK.1 | DK.2 | DK.3 | DK.4 | DK.5 | DK.6 | DK.7 | DK.8 | DK.9 | DK.10 | DK |
| DK.1 | Pearson Correlation | 1 | .308 | .353 | .422\* | .960\*\* | .261 | .615\*\* | .280 | .239 | .422\* | .747\*\* |
| Sig. (2-tailed) |  | .097 | .056 | .020 | .000 | .164 | .000 | .134 | .203 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.2 | Pearson Correlation | .308 | 1 | .171 | .568\*\* | .289 | .914\*\* | .128 | .416\* | .567\*\* | .568\*\* | .680\*\* |
| Sig. (2-tailed) | .097 |  | .366 | .001 | .122 | .000 | .499 | .022 | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.3 | Pearson Correlation | .353 | .171 | 1 | .379\* | .333 | .045 | .267 | .470\*\* | .254 | .379\* | .544\*\* |
| Sig. (2-tailed) | .056 | .366 |  | .039 | .072 | .814 | .153 | .009 | .176 | .039 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.4 | Pearson Correlation | .422\* | .568\*\* | .379\* | 1 | .436\* | .496\*\* | .364\* | .396\* | .634\*\* | 1.000\*\* | .813\*\* |
| Sig. (2-tailed) | .020 | .001 | .039 |  | .016 | .005 | .048 | .030 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.5 | Pearson Correlation | .960\*\* | .289 | .333 | .436\* | 1 | .318 | .602\*\* | .309 | .253 | .436\* | .756\*\* |
| Sig. (2-tailed) | .000 | .122 | .072 | .016 |  | .087 | .000 | .096 | .178 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.6 | Pearson Correlation | .261 | .914\*\* | .045 | .496\*\* | .318 | 1 | .121 | .340 | .469\*\* | .496\*\* | .611\*\* |
| Sig. (2-tailed) | .164 | .000 | .814 | .005 | .087 |  | .525 | .066 | .009 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.7 | Pearson Correlation | .615\*\* | .128 | .267 | .364\* | .602\*\* | .121 | 1 | .211 | .251 | .364\* | .612\*\* |
| Sig. (2-tailed) | .000 | .499 | .153 | .048 | .000 | .525 |  | .263 | .181 | .048 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.8 | Pearson Correlation | .280 | .416\* | .470\*\* | .396\* | .309 | .340 | .211 | 1 | .274 | .396\* | .602\*\* |
| Sig. (2-tailed) | .134 | .022 | .009 | .030 | .096 | .066 | .263 |  | .142 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.9 | Pearson Correlation | .239 | .567\*\* | .254 | .634\*\* | .253 | .469\*\* | .251 | .274 | 1 | .634\*\* | .647\*\* |
| Sig. (2-tailed) | .203 | .001 | .176 | .000 | .178 | .009 | .181 | .142 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK.10 | Pearson Correlation | .422\* | .568\*\* | .379\* | 1.000\*\* | .436\* | .496\*\* | .364\* | .396\* | .634\*\* | 1 | .813\*\* |
| Sig. (2-tailed) | .020 | .001 | .039 | .000 | .016 | .005 | .048 | .030 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK | Pearson Correlation | .747\*\* | .680\*\* | .544\*\* | .813\*\* | .756\*\* | .611\*\* | .612\*\* | .602\*\* | .647\*\* | .813\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .868 | 10 |

Lampiran 3

Data dan Hasil Pengujian Validitas dan Reliabilitas Instrumen

Variabel Beban Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | BK.1 | BK.2 | BK.3 | BK.4 | BK.5 | BK.6 | BK.7 | BK.8 | BK.9 | BK.10 | BK |
| 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 25 |
| 2 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 1 | 1 | 1 | 17 |
| 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 11 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 29 |
| 5 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 30 |
| 6 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 14 |
| 7 | 2 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 1 | 16 |
| 8 | 1 | 2 | 1 | 2 | 3 | 1 | 2 | 2 | 3 | 2 | 19 |
| 9 | 1 | 1 | 3 | 3 | 3 | 1 | 2 | 3 | 2 | 1 | 20 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 26 |
| 11 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 12 |
| 12 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 13 |
| 13 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 14 |
| 14 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 16 |
| 15 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 1 | 1 | 19 |
| 16 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 15 |
| 17 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 14 |
| 18 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 13 |
| 19 | 1 | 1 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 20 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 14 |
| 21 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 16 |
| 22 | 1 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 3 | 3 | 19 |
| 23 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 14 |
| 24 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 16 |
| 25 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 17 |
| 26 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 15 |
| 27 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 18 |
| 28 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 15 |
| 29 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 18 |
| 30 | 1 | 1 | 2 | 3 | 3 | 1 | 1 | 1 | 3 | 2 | 18 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | BK.1 | BK.2 | BK.3 | BK.4 | BK.5 | BK.6 | BK.7 | BK.8 | BK.9 | BK.10 | BK |
| BK.1 | Pearson Correlation | 1 | .408\* | .304 | .457\* | .441\* | .865\*\* | .719\*\* | .212 | .310 | .467\*\* | .766\*\* |
| Sig. (2-tailed) |  | .025 | .103 | .011 | .015 | .000 | .000 | .262 | .096 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.2 | Pearson Correlation | .408\* | 1 | .196 | .184 | .174 | .503\*\* | .248 | .557\*\* | .005 | .287 | .516\*\* |
| Sig. (2-tailed) | .025 |  | .298 | .330 | .358 | .005 | .186 | .001 | .980 | .125 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.3 | Pearson Correlation | .304 | .196 | 1 | .590\*\* | .335 | .435\* | .177 | .306 | .146 | .306 | .564\*\* |
| Sig. (2-tailed) | .103 | .298 |  | .001 | .071 | .016 | .351 | .100 | .443 | .100 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.4 | Pearson Correlation | .457\* | .184 | .590\*\* | 1 | .610\*\* | .457\* | .343 | .158 | .457\* | .462\* | .708\*\* |
| Sig. (2-tailed) | .011 | .330 | .001 |  | .000 | .011 | .064 | .403 | .011 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.5 | Pearson Correlation | .441\* | .174 | .335 | .610\*\* | 1 | .436\* | .460\* | .206 | .614\*\* | .490\*\* | .733\*\* |
| Sig. (2-tailed) | .015 | .358 | .071 | .000 |  | .016 | .011 | .275 | .000 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.6 | Pearson Correlation | .865\*\* | .503\*\* | .435\* | .457\* | .436\* | 1 | .664\*\* | .433\* | .338 | .595\*\* | .849\*\* |
| Sig. (2-tailed) | .000 | .005 | .016 | .011 | .016 |  | .000 | .017 | .068 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.7 | Pearson Correlation | .719\*\* | .248 | .177 | .343 | .460\* | .664\*\* | 1 | .518\*\* | .257 | .340 | .698\*\* |
| Sig. (2-tailed) | .000 | .186 | .351 | .064 | .011 | .000 |  | .003 | .170 | .066 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.8 | Pearson Correlation | .212 | .557\*\* | .306 | .158 | .206 | .433\* | .518\*\* | 1 | .004 | .120 | .514\*\* |
| Sig. (2-tailed) | .262 | .001 | .100 | .403 | .275 | .017 | .003 |  | .983 | .527 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.9 | Pearson Correlation | .310 | .005 | .146 | .457\* | .614\*\* | .338 | .257 | .004 | 1 | .699\*\* | .598\*\* |
| Sig. (2-tailed) | .096 | .980 | .443 | .011 | .000 | .068 | .170 | .983 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK.10 | Pearson Correlation | .467\*\* | .287 | .306 | .462\* | .490\*\* | .595\*\* | .340 | .120 | .699\*\* | 1 | .726\*\* |
| Sig. (2-tailed) | .009 | .125 | .100 | .010 | .006 | .001 | .066 | .527 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BK | Pearson Correlation | .766\*\* | .516\*\* | .564\*\* | .708\*\* | .733\*\* | .849\*\* | .698\*\* | .514\*\* | .598\*\* | .726\*\* | 1 |
| Sig. (2-tailed) | .000 | .003 | .001 | .000 | .000 | .000 | .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). | | | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .861 | 10 |

Lampiran 4

Data dan Hasil Pengujian Validitas dan Reliabilitas Instrumen

Variabel Rotasi Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | RK.1 | RK.2 | RK.3 | RK.4 | RK.5 | RK.6 | RK.7 | RK.8 | RK.9 | RK.10 | RK |
| 1 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 33 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 38 |
| 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 35 |
| 6 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 26 |
| 7 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 25 |
| 8 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 2 | 4 | 2 | 31 |
| 9 | 3 | 4 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 29 |
| 10 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 33 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 12 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 33 |
| 13 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 26 |
| 14 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 30 |
| 15 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 43 |
| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 19 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 37 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 24 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 25 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 41 |
| 27 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 28 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 30 | 3 | 4 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 29 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | RK.1 | RK.2 | RK.3 | RK.4 | RK.5 | RK.6 | RK.7 | RK.8 | RK.9 | RK.10 | RK |
| RK.1 | Pearson Correlation | 1 | .339 | .692\*\* | .592\*\* | .566\*\* | .695\*\* | .577\*\* | .562\*\* | .544\*\* | .522\*\* | .733\*\* |
| Sig. (2-tailed) |  | .067 | .000 | .001 | .001 | .000 | .001 | .001 | .002 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.2 | Pearson Correlation | .339 | 1 | .424\* | .588\*\* | .397\* | .406\* | .612\*\* | .417\* | .577\*\* | .412\* | .619\*\* |
| Sig. (2-tailed) | .067 |  | .020 | .001 | .030 | .026 | .000 | .022 | .001 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.3 | Pearson Correlation | .692\*\* | .424\* | 1 | .647\*\* | .773\*\* | .985\*\* | .645\*\* | .786\*\* | .564\*\* | .693\*\* | .903\*\* |
| Sig. (2-tailed) | .000 | .020 |  | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.4 | Pearson Correlation | .592\*\* | .588\*\* | .647\*\* | 1 | .486\*\* | .669\*\* | .971\*\* | .459\* | .973\*\* | .457\* | .818\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 |  | .006 | .000 | .000 | .011 | .000 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.5 | Pearson Correlation | .566\*\* | .397\* | .773\*\* | .486\*\* | 1 | .800\*\* | .429\* | .982\*\* | .405\* | .963\*\* | .865\*\* |
| Sig. (2-tailed) | .001 | .030 | .000 | .006 |  | .000 | .018 | .000 | .027 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.6 | Pearson Correlation | .695\*\* | .406\* | .985\*\* | .669\*\* | .800\*\* | 1 | .625\*\* | .781\*\* | .589\*\* | .725\*\* | .912\*\* |
| Sig. (2-tailed) | .000 | .026 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.7 | Pearson Correlation | .577\*\* | .612\*\* | .645\*\* | .971\*\* | .429\* | .625\*\* | 1 | .446\* | .943\*\* | .396\* | .792\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .018 | .000 |  | .014 | .000 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.8 | Pearson Correlation | .562\*\* | .417\* | .786\*\* | .459\* | .982\*\* | .781\*\* | .446\* | 1 | .374\* | .942\*\* | .858\*\* |
| Sig. (2-tailed) | .001 | .022 | .000 | .011 | .000 | .000 | .014 |  | .042 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.9 | Pearson Correlation | .544\*\* | .577\*\* | .564\*\* | .973\*\* | .405\* | .589\*\* | .943\*\* | .374\* | 1 | .420\* | .759\*\* |
| Sig. (2-tailed) | .002 | .001 | .001 | .000 | .027 | .001 | .000 | .042 |  | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK.10 | Pearson Correlation | .522\*\* | .412\* | .693\*\* | .457\* | .963\*\* | .725\*\* | .396\* | .942\*\* | .420\* | 1 | .830\*\* |
| Sig. (2-tailed) | .003 | .024 | .000 | .011 | .000 | .000 | .030 | .000 | .021 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| RK | Pearson Correlation | .733\*\* | .619\*\* | .903\*\* | .818\*\* | .865\*\* | .912\*\* | .792\*\* | .858\*\* | .759\*\* | .830\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .941 | 10 |

Lampiran 5

Data dan Hasil Pengujian Validitas dan Reliabilitas Instrumen

Variabel Pengalaman Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | PK.1 | PK.2 | PK.3 | PK.4 | PK.5 | PK.6 | PK.7 | PK.8 | PK.9 | PK.10 | PK |
| 1 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 38 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 3 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 47 |
| 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 34 |
| 5 | 3 | 2 | 5 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 31 |
| 6 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 8 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 9 | 1 | 3 | 3 | 1 | 3 | 2 | 1 | 3 | 3 | 3 | 23 |
| 10 | 1 | 3 | 3 | 1 | 2 | 2 | 1 | 3 | 4 | 3 | 23 |
| 11 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 12 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 13 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 36 |
| 14 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 35 |
| 15 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 32 |
| 16 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 32 |
| 17 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 32 |
| 18 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 19 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 36 |
| 20 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 46 |
| 22 | 5 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 23 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 42 |
| 24 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 3 | 26 |
| 25 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 37 |
| 29 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 30 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 41 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | PK.1 | PK.2 | PK.3 | PK.4 | PK.5 | PK.6 | PK.7 | PK.8 | PK.9 | PK.10 | PK |
| PK.1 | Pearson Correlation | 1 | .615\*\* | .341 | 1.000\*\* | .680\*\* | .451\* | .985\*\* | .515\*\* | .371\* | .458\* | .903\*\* |
| Sig. (2-tailed) |  | .000 | .065 | .000 | .000 | .012 | .000 | .004 | .043 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.2 | Pearson Correlation | .615\*\* | 1 | .232 | .615\*\* | .974\*\* | .352 | .601\*\* | .874\*\* | .375\* | .368\* | .796\*\* |
| Sig. (2-tailed) | .000 |  | .218 | .000 | .000 | .056 | .000 | .000 | .041 | .045 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.3 | Pearson Correlation | .341 | .232 | 1 | .341 | .262 | .212 | .298 | .230 | .469\*\* | .207 | .487\*\* |
| Sig. (2-tailed) | .065 | .218 |  | .065 | .162 | .261 | .110 | .222 | .009 | .272 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.4 | Pearson Correlation | 1.000\*\* | .615\*\* | .341 | 1 | .680\*\* | .451\* | .985\*\* | .515\*\* | .371\* | .458\* | .903\*\* |
| Sig. (2-tailed) | .000 | .000 | .065 |  | .000 | .012 | .000 | .004 | .043 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.5 | Pearson Correlation | .680\*\* | .974\*\* | .262 | .680\*\* | 1 | .420\* | .665\*\* | .855\*\* | .349 | .399\* | .838\*\* |
| Sig. (2-tailed) | .000 | .000 | .162 | .000 |  | .021 | .000 | .000 | .059 | .029 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.6 | Pearson Correlation | .451\* | .352 | .212 | .451\* | .420\* | 1 | .403\* | .344 | .234 | .462\* | .586\*\* |
| Sig. (2-tailed) | .012 | .056 | .261 | .012 | .021 |  | .027 | .063 | .214 | .010 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.7 | Pearson Correlation | .985\*\* | .601\*\* | .298 | .985\*\* | .665\*\* | .403\* | 1 | .498\*\* | .407\* | .421\* | .884\*\* |
| Sig. (2-tailed) | .000 | .000 | .110 | .000 | .000 | .027 |  | .005 | .026 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.8 | Pearson Correlation | .515\*\* | .874\*\* | .230 | .515\*\* | .855\*\* | .344 | .498\*\* | 1 | .278 | .273 | .705\*\* |
| Sig. (2-tailed) | .004 | .000 | .222 | .004 | .000 | .063 | .005 |  | .136 | .144 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.9 | Pearson Correlation | .371\* | .375\* | .469\*\* | .371\* | .349 | .234 | .407\* | .278 | 1 | .478\*\* | .586\*\* |
| Sig. (2-tailed) | .043 | .041 | .009 | .043 | .059 | .214 | .026 | .136 |  | .008 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK.10 | Pearson Correlation | .458\* | .368\* | .207 | .458\* | .399\* | .462\* | .421\* | .273 | .478\*\* | 1 | .614\*\* |
| Sig. (2-tailed) | .011 | .045 | .272 | .011 | .029 | .010 | .021 | .144 | .008 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PK | Pearson Correlation | .903\*\* | .796\*\* | .487\*\* | .903\*\* | .838\*\* | .586\*\* | .884\*\* | .705\*\* | .586\*\* | .614\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .006 | .000 | .000 | .001 | .000 | .000 | .001 | .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). | | | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .905 | 10 |

Lampiran 6

Data dan Hasil Pengujian Validitas dan Reliabilitas Instrumen

Variabel Produktivitas Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Pdkts.1 | Pdkts.2 | Pdkts.3 | Pdkts.4 | Pdkts.5 | Pdkts.6 | Pdkts.7 | Pdkts.8 | Pdkts.9 | Pdkts.10 | Pdkts |
| 1 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 44 |
| 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 38 |
| 6 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 11 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 2 | 29 |
| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 19 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 20 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 21 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 40 |
| 22 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 43 |
| 23 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 24 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 32 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 26 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 27 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 28 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 25 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Pdkts.1 | Pdkts.2 | Pdkts.3 | Pdkts.4 | Pdkts.5 | Pdkts.6 | Pdkts.7 | Pdkts.8 | Pdkts.9 | Pdkts.10 | Pdkts |
| Pdkts.1 | Pearson Correlation | 1 | .435\* | .512\*\* | .532\*\* | .546\*\* | .463\*\* | .618\*\* | .458\* | .237 | .629\*\* | .736\*\* |
| Sig. (2-tailed) |  | .016 | .004 | .002 | .002 | .010 | .000 | .011 | .207 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.2 | Pearson Correlation | .435\* | 1 | .738\*\* | .334 | .305 | .302 | .390\* | .325 | .529\*\* | .385\* | .648\*\* |
| Sig. (2-tailed) | .016 |  | .000 | .071 | .101 | .105 | .033 | .080 | .003 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.3 | Pearson Correlation | .512\*\* | .738\*\* | 1 | .431\* | .432\* | .427\* | .518\*\* | .442\* | .421\* | .519\*\* | .736\*\* |
| Sig. (2-tailed) | .004 | .000 |  | .018 | .017 | .019 | .003 | .014 | .021 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.4 | Pearson Correlation | .532\*\* | .334 | .431\* | 1 | .456\* | .323 | .536\*\* | .521\*\* | .340 | .529\*\* | .674\*\* |
| Sig. (2-tailed) | .002 | .071 | .018 |  | .011 | .082 | .002 | .003 | .066 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.5 | Pearson Correlation | .546\*\* | .305 | .432\* | .456\* | 1 | .575\*\* | .978\*\* | .412\* | .372\* | .879\*\* | .824\*\* |
| Sig. (2-tailed) | .002 | .101 | .017 | .011 |  | .001 | .000 | .024 | .043 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.6 | Pearson Correlation | .463\*\* | .302 | .427\* | .323 | .575\*\* | 1 | .549\*\* | .379\* | .428\* | .591\*\* | .678\*\* |
| Sig. (2-tailed) | .010 | .105 | .019 | .082 | .001 |  | .002 | .039 | .018 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.7 | Pearson Correlation | .618\*\* | .390\* | .518\*\* | .536\*\* | .978\*\* | .549\*\* | 1 | .482\*\* | .401\* | .905\*\* | .879\*\* |
| Sig. (2-tailed) | .000 | .033 | .003 | .002 | .000 | .002 |  | .007 | .028 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.8 | Pearson Correlation | .458\* | .325 | .442\* | .521\*\* | .412\* | .379\* | .482\*\* | 1 | .330 | .543\*\* | .646\*\* |
| Sig. (2-tailed) | .011 | .080 | .014 | .003 | .024 | .039 | .007 |  | .075 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.9 | Pearson Correlation | .237 | .529\*\* | .421\* | .340 | .372\* | .428\* | .401\* | .330 | 1 | .424\* | .625\*\* |
| Sig. (2-tailed) | .207 | .003 | .021 | .066 | .043 | .018 | .028 | .075 |  | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts.10 | Pearson Correlation | .629\*\* | .385\* | .519\*\* | .529\*\* | .879\*\* | .591\*\* | .905\*\* | .543\*\* | .424\* | 1 | .881\*\* |
| Sig. (2-tailed) | .000 | .036 | .003 | .003 | .000 | .001 | .000 | .002 | .020 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pdkts | Pearson Correlation | .736\*\* | .648\*\* | .736\*\* | .674\*\* | .824\*\* | .678\*\* | .879\*\* | .646\*\* | .625\*\* | .881\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .904 | 10 |

Lampiran 7

Data Penelitian Variabel Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | DK.1 | DK.2 | DK.3 | DK.4 | DK.5 | DK.6 | DK.7 | DK.8 | DK.9 | DK.10 | DK |
| 1 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 41 |
| 4 | 5 | 5 | 2 | 5 | 4 | 5 | 2 | 3 | 5 | 5 | 41 |
| 5 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 42 |
| 6 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 7 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 9 | 5 | 4 | 2 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 41 |
| 10 | 5 | 5 | 2 | 2 | 4 | 5 | 2 | 5 | 5 | 4 | 39 |
| 11 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 12 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 45 |
| 13 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 15 | 5 | 5 | 2 | 5 | 4 | 5 | 2 | 4 | 3 | 5 | 40 |
| 16 | 5 | 5 | 2 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 41 |
| 17 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 40 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 19 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 44 |
| 20 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 2 | 5 | 44 |
| 21 | 5 | 5 | 2 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 39 |
| 22 | 5 | 4 | 1 | 5 | 3 | 4 | 1 | 2 | 5 | 5 | 35 |
| 23 | 4 | 5 | 2 | 5 | 5 | 5 | 2 | 4 | 2 | 5 | 39 |
| 24 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 38 |
| 25 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 3 | 4 | 5 | 38 |
| 26 | 4 | 5 | 3 | 3 | 2 | 5 | 3 | 5 | 4 | 5 | 39 |
| 27 | 4 | 5 | 2 | 5 | 4 | 5 | 2 | 4 | 5 | 5 | 41 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 29 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 30 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 31 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 32 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 41 |
| 33 | 2 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 42 |
| 34 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 35 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 33 |
| 36 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 42 |
| 37 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 34 |
| 38 | 1 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |

Lampiran 8

Data Penelitian Variabel Beban Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | BK.1 | BK.2 | BK.3 | BK.4 | BK.5 | BK.6 | BK.7 | BK.8 | BK.9 | BK.10 | BK |
| 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 2 | 2 | 1 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 16 |
| 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 17 |
| 4 | 1 | 3 | 2 | 3 | 2 | 1 | 1 | 3 | 2 | 3 | 21 |
| 5 | 2 | 1 | 3 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 15 |
| 6 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 17 |
| 7 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 16 |
| 8 | 1 | 2 | 3 | 3 | 2 | 1 | 1 | 2 | 3 | 2 | 20 |
| 9 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 14 |
| 10 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 11 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 12 |
| 12 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 13 |
| 13 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 14 |
| 14 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 16 |
| 15 | 2 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 1 | 1 | 19 |
| 16 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 15 |
| 17 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 14 |
| 18 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 13 |
| 19 | 1 | 1 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 20 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 14 |
| 21 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 16 |
| 22 | 1 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 3 | 3 | 18 |
| 23 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 14 |
| 24 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 16 |
| 25 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 17 |
| 26 | 1 | 2 | 3 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 15 |
| 27 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 18 |
| 28 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 15 |
| 29 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 18 |
| 30 | 1 | 1 | 2 | 3 | 3 | 1 | 1 | 1 | 3 | 2 | 18 |
| 31 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 16 |
| 32 | 3 | 1 | 2 | 2 | 1 | 3 | 3 | 1 | 2 | 2 | 20 |
| 33 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 27 |
| 34 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 16 |
| 35 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 19 |
| 36 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 22 |
| 37 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 20 |
| 38 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 14 |

Lampiran 9

Data Penelitian Variabel Rotasi Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | RK.1 | RK.2 | RK.3 | RK.4 | RK.5 | RK.6 | RK.7 | RK.8 | RK.9 | RK.10 | RK |
| 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 42 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 6 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 7 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 44 |
| 8 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 38 |
| 9 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 42 |
| 10 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 40 |
| 11 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 12 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 13 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 15 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 16 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 18 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 20 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 22 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 25 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 34 |
| 26 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 40 |
| 27 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 29 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 40 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 32 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 36 |
| 33 | 1 | 3 | 3 | 1 | 3 | 3 | 1 | 3 | 1 | 3 | 22 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 35 | 4 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 32 |
| 36 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 38 |
| 37 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 26 |
| 38 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |

Lampiran 10

Data Penelitian Variabel Pengalaman Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | PK.1 | PK.2 | PK.3 | PK.4 | PK.5 | PK.6 | PK.7 | PK.8 | PK.9 | PK.10 | PK |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 3 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 42 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 38 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 6 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 3 | 33 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 10 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 5 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 16 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 5 | 4 | 27 |
| 17 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 18 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 19 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 21 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 22 | 3 | 2 | 2 | 5 | 3 | 2 | 3 | 2 | 4 | 4 | 30 |
| 23 | 3 | 2 | 2 | 5 | 3 | 2 | 3 | 2 | 4 | 4 | 30 |
| 24 | 3 | 2 | 2 | 5 | 3 | 2 | 3 | 2 | 4 | 4 | 30 |
| 25 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 29 |
| 26 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 29 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 29 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 40 |
| 30 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 31 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 33 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 34 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 35 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 37 |
| 36 | 5 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 39 |
| 37 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 26 |
| 38 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |

Lampiran 11

Data Penelitian Variabel Produktivitas Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Pdkts.1 | Pdkts.2 | Pdkts.3 | Pdkts.4 | Pdkts.5 | Pdkts.6 | Pdkts.7 | Pdkts.8 | Pdkts.9 | Pdkts.10 | Pdkts |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 2 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 6 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 7 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 8 | 4 | 4 | 4 | 2 | 5 | 2 | 4 | 4 | 5 | 2 | 36 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 43 |
| 10 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 5 | 4 | 39 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |
| 13 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 14 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 15 | 4 | 2 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 16 | 4 | 2 | 3 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 37 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 18 | 4 | 2 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 39 |
| 19 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 20 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 21 | 4 | 4 | 2 | 5 | 2 | 5 | 4 | 4 | 2 | 5 | 37 |
| 22 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 32 |
| 23 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 24 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 34 |
| 25 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 42 |
| 27 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 28 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 29 | 4 | 2 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 39 |
| 30 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 31 | 3 | 2 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 41 |
| 32 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 2 | 33 |
| 34 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 35 | 4 | 5 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| 36 | 4 | 5 | 5 | 2 | 5 | 3 | 4 | 4 | 5 | 3 | 40 |
| 37 | 2 | 5 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 27 |
| 38 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |

Lampiran 12

Data Hasil Pengujian MSI Variabel Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | DK.1 | DK.2 | DK.3 | DK.4 | DK.5 | DK.6 | DK.7 | DK.8 | DK.9 | DK.10 | DK |
| 1 | 2.93 | 3.52 | 3.75 | 2.16 | 4.17 | 3.52 | 3.75 | 4.22 | 3.93 | 3.48 | 35.44 |
| 2 | 2.93 | 3.52 | 4.94 | 2.16 | 4.17 | 3.52 | 4.94 | 4.22 | 3.93 | 3.48 | 37.81 |
| 3 | 2.20 | 3.52 | 3.75 | 2.16 | 4.17 | 3.52 | 3.75 | 1.00 | 2.56 | 3.48 | 30.12 |
| 4 | 4.20 | 3.52 | 2.20 | 3.50 | 2.86 | 3.52 | 2.20 | 1.77 | 3.93 | 3.48 | 31.19 |
| 5 | 2.93 | 3.52 | 2.94 | 2.16 | 2.86 | 3.52 | 2.94 | 2.86 | 3.93 | 3.48 | 31.15 |
| 6 | 4.20 | 2.05 | 3.75 | 2.16 | 4.17 | 2.05 | 3.75 | 4.22 | 2.56 | 3.48 | 32.41 |
| 7 | 4.20 | 3.52 | 4.94 | 1.00 | 4.17 | 3.52 | 4.94 | 2.86 | 3.93 | 3.48 | 36.56 |
| 8 | 4.20 | 2.05 | 3.75 | 2.16 | 2.86 | 2.05 | 3.75 | 4.22 | 2.56 | 2.00 | 29.62 |
| 9 | 4.20 | 2.05 | 2.20 | 3.50 | 2.86 | 2.05 | 2.20 | 4.22 | 3.93 | 3.48 | 30.69 |
| 10 | 4.20 | 3.52 | 2.20 | 1.00 | 2.86 | 3.52 | 2.20 | 4.22 | 3.93 | 2.00 | 29.65 |
| 11 | 2.93 | 3.52 | 4.94 | 3.50 | 4.17 | 3.52 | 4.94 | 4.22 | 2.56 | 3.48 | 37.79 |
| 12 | 4.20 | 3.52 | 3.75 | 3.50 | 1.83 | 3.52 | 3.75 | 2.86 | 3.93 | 3.48 | 34.35 |
| 13 | 2.93 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 2.86 | 2.56 | 3.48 | 32.74 |
| 14 | 4.20 | 3.52 | 4.94 | 2.16 | 4.17 | 3.52 | 4.94 | 2.86 | 2.56 | 3.48 | 36.36 |
| 15 | 4.20 | 3.52 | 2.20 | 3.50 | 2.86 | 3.52 | 2.20 | 2.86 | 1.62 | 3.48 | 29.97 |
| 16 | 4.20 | 3.52 | 2.20 | 3.50 | 2.86 | 3.52 | 2.20 | 2.86 | 2.56 | 3.48 | 30.91 |
| 17 | 2.93 | 2.05 | 2.94 | 3.50 | 2.86 | 2.05 | 2.94 | 1.77 | 3.93 | 3.48 | 28.46 |
| 18 | 4.20 | 2.05 | 3.75 | 2.16 | 2.86 | 2.05 | 3.75 | 2.86 | 3.93 | 2.00 | 29.62 |
| 19 | 2.93 | 3.52 | 2.94 | 3.50 | 4.17 | 3.52 | 2.94 | 2.86 | 3.93 | 3.48 | 33.80 |
| 20 | 4.20 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 4.22 | 1.00 | 3.48 | 33.82 |
| 21 | 4.20 | 3.52 | 2.20 | 2.16 | 2.86 | 3.52 | 2.20 | 2.86 | 2.56 | 2.00 | 28.09 |
| 22 | 4.20 | 2.05 | 1.00 | 3.50 | 1.83 | 2.05 | 1.00 | 1.00 | 3.93 | 3.48 | 24.05 |
| 23 | 2.93 | 3.52 | 2.20 | 3.50 | 4.17 | 3.52 | 2.20 | 2.86 | 1.00 | 3.48 | 29.38 |
| 24 | 4.20 | 1.00 | 2.94 | 2.16 | 2.86 | 1.00 | 2.94 | 2.86 | 2.56 | 3.48 | 26.02 |
| 25 | 2.93 | 2.05 | 2.20 | 3.50 | 4.17 | 2.05 | 2.20 | 1.77 | 2.56 | 3.48 | 26.91 |
| 26 | 2.93 | 3.52 | 2.94 | 1.54 | 1.00 | 3.52 | 2.94 | 4.22 | 2.56 | 3.48 | 28.67 |
| 27 | 2.93 | 3.52 | 2.20 | 3.50 | 2.86 | 3.52 | 2.20 | 2.86 | 3.93 | 3.48 | 31.00 |
| 28 | 2.93 | 2.05 | 3.75 | 3.50 | 2.86 | 2.05 | 3.75 | 2.86 | 2.56 | 3.48 | 29.80 |
| 29 | 4.20 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 2.86 | 2.56 | 2.00 | 32.54 |
| 30 | 4.20 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 2.86 | 3.93 | 2.00 | 33.90 |
| 31 | 2.93 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 2.86 | 3.93 | 3.48 | 34.11 |
| 32 | 2.93 | 3.52 | 2.94 | 3.50 | 1.83 | 3.52 | 2.94 | 1.77 | 3.93 | 3.48 | 30.37 |
| 33 | 1.78 | 3.52 | 3.75 | 3.50 | 4.17 | 3.52 | 3.75 | 2.86 | 1.62 | 3.48 | 31.96 |
| 34 | 2.93 | 3.52 | 3.75 | 3.50 | 4.17 | 3.52 | 3.75 | 4.22 | 2.56 | 2.00 | 33.93 |
| 35 | 2.20 | 1.00 | 2.94 | 2.16 | 1.00 | 1.00 | 2.94 | 2.86 | 2.56 | 2.00 | 20.67 |
| 36 | 1.78 | 3.52 | 4.94 | 3.50 | 1.83 | 3.52 | 4.94 | 4.22 | 2.56 | 1.00 | 31.83 |
| 37 | 1.78 | 2.05 | 3.75 | 1.00 | 1.83 | 2.05 | 3.75 | 2.86 | 2.56 | 1.00 | 22.64 |
| 38 | 1.00 | 3.52 | 3.75 | 3.50 | 2.86 | 3.52 | 3.75 | 2.86 | 3.93 | 3.48 | 32.18 |

Lampiran 13

Data Hasil Pengujian MSI Variabel Beban Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | BK.1 | BK.2 | BK.3 | BK.4 | BK.5 | BK.6 | BK.7 | BK.8 | BK.9 | BK.10 | BK |
| 1 | 1.00 | 1.00 | 1.00 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 11.50 |
| 2 | 2.39 | 1.00 | 3.97 | 1.00 | 2.45 | 2.39 | 2.39 | 1.00 | 1.00 | 1.00 | 18.59 |
| 3 | 2.39 | 2.42 | 1.00 | 1.00 | 2.45 | 2.39 | 2.39 | 2.42 | 2.38 | 1.00 | 19.83 |
| 4 | 1.00 | 3.79 | 2.49 | 4.03 | 2.45 | 1.00 | 1.00 | 3.79 | 2.38 | 3.66 | 25.60 |
| 5 | 2.39 | 1.00 | 3.97 | 1.00 | 1.00 | 2.39 | 2.39 | 1.00 | 1.00 | 1.00 | 17.14 |
| 6 | 1.00 | 2.42 | 2.49 | 2.50 | 2.45 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 20.05 |
| 7 | 2.39 | 1.00 | 1.00 | 2.50 | 2.45 | 2.39 | 2.39 | 1.00 | 2.38 | 1.00 | 18.49 |
| 8 | 1.00 | 2.42 | 3.97 | 4.03 | 2.45 | 1.00 | 1.00 | 2.42 | 3.71 | 2.40 | 24.39 |
| 9 | 1.00 | 1.00 | 2.49 | 2.50 | 2.45 | 1.00 | 1.00 | 1.00 | 2.38 | 1.00 | 15.82 |
| 10 | 1.00 | 1.00 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 12.98 |
| 11 | 1.00 | 2.42 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 2.42 | 1.00 | 1.00 | 12.83 |
| 12 | 1.00 | 1.00 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 2.38 | 1.00 | 14.37 |
| 13 | 1.00 | 2.42 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 1.00 | 1.00 | 15.82 |
| 14 | 2.39 | 2.42 | 1.00 | 2.50 | 1.00 | 2.39 | 2.39 | 2.42 | 1.00 | 1.00 | 18.50 |
| 15 | 2.39 | 3.79 | 2.49 | 2.50 | 1.00 | 2.39 | 2.39 | 3.79 | 1.00 | 1.00 | 22.74 |
| 16 | 1.00 | 2.42 | 1.00 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 17.11 |
| 17 | 1.00 | 1.00 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 2.38 | 2.40 | 15.76 |
| 18 | 1.00 | 1.00 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 2.40 | 14.38 |
| 19 | 1.00 | 1.00 | 3.97 | 2.50 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 14.47 |
| 20 | 1.00 | 2.42 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 1.00 | 1.00 | 15.82 |
| 21 | 1.00 | 2.42 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 18.60 |
| 22 | 1.00 | 1.00 | 2.49 | 4.03 | 2.45 | 1.00 | 1.00 | 1.00 | 3.71 | 3.66 | 21.34 |
| 23 | 1.00 | 2.42 | 2.49 | 1.00 | 2.45 | 1.00 | 1.00 | 2.42 | 1.00 | 1.00 | 15.77 |
| 24 | 1.00 | 2.42 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 18.60 |
| 25 | 1.00 | 2.42 | 3.97 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 20.08 |
| 26 | 1.00 | 2.42 | 3.97 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 1.00 | 1.00 | 17.30 |
| 27 | 2.39 | 1.00 | 2.49 | 2.50 | 2.45 | 2.39 | 2.39 | 1.00 | 2.38 | 2.40 | 21.38 |
| 28 | 1.00 | 2.42 | 2.49 | 2.50 | 1.00 | 1.00 | 1.00 | 2.42 | 2.38 | 1.00 | 17.20 |
| 29 | 1.00 | 2.42 | 2.49 | 2.50 | 3.64 | 1.00 | 1.00 | 2.42 | 2.38 | 2.40 | 21.23 |
| 30 | 1.00 | 1.00 | 2.49 | 4.03 | 3.64 | 1.00 | 1.00 | 1.00 | 3.71 | 2.40 | 21.26 |
| 31 | 2.39 | 1.00 | 2.49 | 1.00 | 1.00 | 2.39 | 2.39 | 1.00 | 2.38 | 2.40 | 18.43 |
| 32 | 3.50 | 1.00 | 2.49 | 2.50 | 1.00 | 3.50 | 3.50 | 1.00 | 2.38 | 2.40 | 23.26 |
| 33 | 3.50 | 3.79 | 2.49 | 2.50 | 2.45 | 3.50 | 3.50 | 3.79 | 3.71 | 3.66 | 32.89 |
| 34 | 2.39 | 2.42 | 2.49 | 1.00 | 1.00 | 2.39 | 2.39 | 2.42 | 1.00 | 1.00 | 18.49 |
| 35 | 2.39 | 2.42 | 2.49 | 2.50 | 1.00 | 2.39 | 2.39 | 2.42 | 2.38 | 2.40 | 22.76 |
| 36 | 3.50 | 2.42 | 2.49 | 1.00 | 2.45 | 3.50 | 3.50 | 2.42 | 2.38 | 2.40 | 26.05 |
| 37 | 2.39 | 2.42 | 3.97 | 2.50 | 1.00 | 2.39 | 2.39 | 2.42 | 2.38 | 2.40 | 24.25 |
| 38 | 2.39 | 1.00 | 2.49 | 1.00 | 1.00 | 2.39 | 2.39 | 1.00 | 1.00 | 1.00 | 15.66 |

Lampiran 14

Data Hasil Pengujian MSI Variabel Rotasi Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | RK.1 | RK.2 | RK.3 | RK.4 | RK.5 | RK.6 | RK.7 | RK.8 | RK.9 | RK.10 | RK |
| 1 | 4.44 | 3.62 | 4.17 | 4.69 | 3.86 | 4.17 | 4.44 | 3.62 | 4.69 | 3.86 | 41.57 |
| 2 | 2.93 | 4.50 | 2.74 | 4.69 | 2.43 | 2.74 | 2.93 | 4.50 | 4.69 | 2.43 | 34.58 |
| 3 | 2.93 | 4.50 | 4.17 | 4.69 | 3.86 | 4.17 | 2.93 | 4.50 | 4.69 | 3.86 | 40.29 |
| 4 | 4.44 | 3.62 | 4.17 | 2.28 | 2.43 | 4.17 | 4.44 | 3.62 | 2.28 | 2.43 | 33.89 |
| 5 | 2.93 | 3.62 | 4.17 | 4.69 | 3.86 | 4.17 | 2.93 | 3.62 | 4.69 | 3.86 | 38.53 |
| 6 | 2.93 | 4.50 | 4.17 | 3.39 | 2.43 | 4.17 | 2.93 | 4.50 | 3.39 | 2.43 | 34.83 |
| 7 | 2.93 | 2.64 | 4.17 | 4.69 | 3.86 | 4.17 | 2.93 | 2.64 | 4.69 | 3.86 | 36.58 |
| 8 | 4.44 | 2.64 | 2.74 | 3.39 | 1.00 | 2.74 | 4.44 | 2.64 | 3.39 | 1.00 | 28.44 |
| 9 | 4.44 | 1.00 | 4.17 | 3.39 | 3.86 | 4.17 | 4.44 | 1.00 | 3.39 | 3.86 | 33.73 |
| 10 | 4.44 | 3.62 | 2.74 | 2.28 | 2.43 | 2.74 | 4.44 | 3.62 | 2.28 | 2.43 | 31.04 |
| 11 | 4.44 | 4.50 | 2.74 | 3.39 | 3.86 | 2.74 | 4.44 | 4.50 | 3.39 | 3.86 | 37.87 |
| 12 | 2.93 | 4.50 | 4.17 | 3.39 | 2.43 | 4.17 | 2.93 | 4.50 | 3.39 | 2.43 | 34.83 |
| 13 | 4.44 | 4.50 | 2.74 | 4.69 | 3.86 | 2.74 | 4.44 | 4.50 | 4.69 | 3.86 | 40.47 |
| 14 | 2.93 | 4.50 | 4.17 | 4.69 | 3.86 | 4.17 | 2.93 | 4.50 | 4.69 | 3.86 | 40.29 |
| 15 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 16 | 2.93 | 2.64 | 2.74 | 2.28 | 2.43 | 2.74 | 2.93 | 2.64 | 2.28 | 2.43 | 26.05 |
| 17 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 18 | 2.93 | 2.64 | 2.74 | 2.28 | 2.43 | 2.74 | 2.93 | 2.64 | 2.28 | 2.43 | 26.05 |
| 19 | 4.44 | 4.50 | 2.74 | 3.39 | 2.43 | 2.74 | 4.44 | 4.50 | 3.39 | 2.43 | 35.02 |
| 20 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 21 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 22 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 23 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 24 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 25 | 2.93 | 2.64 | 1.62 | 2.28 | 2.43 | 1.62 | 2.93 | 2.64 | 2.28 | 2.43 | 23.81 |
| 26 | 2.93 | 2.64 | 4.17 | 3.39 | 2.43 | 4.17 | 2.93 | 2.64 | 3.39 | 2.43 | 31.12 |
| 27 | 2.93 | 4.50 | 4.17 | 3.39 | 3.86 | 4.17 | 2.93 | 4.50 | 3.39 | 3.86 | 37.69 |
| 28 | 2.93 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 2.93 | 2.64 | 3.39 | 2.43 | 28.27 |
| 29 | 4.44 | 2.64 | 2.74 | 3.39 | 2.43 | 2.74 | 4.44 | 2.64 | 3.39 | 2.43 | 31.31 |
| 30 | 4.44 | 3.62 | 2.74 | 3.39 | 2.43 | 2.74 | 4.44 | 3.62 | 3.39 | 2.43 | 33.27 |
| 31 | 2.93 | 3.62 | 2.74 | 2.28 | 2.43 | 2.74 | 2.93 | 3.62 | 2.28 | 2.43 | 28.00 |
| 32 | 2.93 | 3.62 | 2.74 | 2.28 | 1.00 | 2.74 | 2.93 | 3.62 | 2.28 | 1.00 | 25.14 |
| 33 | 1.00 | 2.64 | 1.62 | 1.00 | 1.00 | 1.62 | 1.00 | 2.64 | 1.00 | 1.00 | 14.53 |
| 34 | 4.44 | 4.50 | 4.17 | 3.39 | 3.86 | 4.17 | 4.44 | 4.50 | 3.39 | 3.86 | 40.73 |
| 35 | 2.93 | 2.64 | 1.00 | 2.28 | 2.43 | 1.00 | 2.93 | 2.64 | 2.28 | 2.43 | 22.56 |
| 36 | 4.44 | 2.64 | 2.74 | 3.39 | 1.00 | 2.74 | 4.44 | 2.64 | 3.39 | 1.00 | 28.44 |
| 37 | 1.55 | 2.64 | 1.00 | 1.55 | 1.00 | 1.00 | 1.55 | 2.64 | 1.55 | 1.00 | 15.51 |
| 38 | 2.93 | 4.50 | 2.74 | 4.69 | 2.43 | 2.74 | 2.93 | 4.50 | 4.69 | 2.43 | 34.58 |

Lampiran 15

Data Hasil Pengujian MSI Variabel Pengalaman Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | PK.1 | PK.2 | PK.3 | PK.4 | PK.5 | PK.6 | PK.7 | PK.8 | PK.9 | PK.10 | PK |
| 1 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 2 | 2.11 | 3.41 | 3.37 | 1.00 | 2.11 | 3.41 | 2.11 | 3.41 | 3.79 | 4.34 | 29.08 |
| 3 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 4 | 2.11 | 1.80 | 3.37 | 3.58 | 2.11 | 1.80 | 2.11 | 1.80 | 3.79 | 4.34 | 26.83 |
| 5 | 3.75 | 3.41 | 3.37 | 1.00 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 33.99 |
| 6 | 2.80 | 3.41 | 3.37 | 2.19 | 2.80 | 3.41 | 2.80 | 3.41 | 2.38 | 2.95 | 29.52 |
| 7 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 8 | 1.00 | 2.36 | 2.34 | 2.19 | 1.00 | 2.36 | 1.00 | 2.36 | 2.38 | 1.78 | 18.77 |
| 9 | 3.75 | 3.41 | 2.34 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 2.38 | 2.95 | 32.73 |
| 10 | 2.11 | 2.36 | 2.34 | 3.58 | 2.11 | 2.36 | 2.11 | 2.36 | 2.38 | 2.95 | 24.66 |
| 11 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 12 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 13 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 14 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 36.57 |
| 15 | 3.75 | 2.36 | 1.00 | 3.58 | 3.75 | 2.36 | 3.75 | 2.36 | 2.38 | 2.95 | 28.23 |
| 16 | 1.00 | 1.00 | 1.00 | 2.19 | 1.00 | 1.00 | 1.00 | 1.00 | 3.79 | 2.95 | 15.93 |
| 17 | 2.80 | 3.41 | 1.81 | 2.19 | 2.80 | 3.41 | 2.80 | 3.41 | 3.79 | 2.95 | 29.37 |
| 18 | 2.11 | 1.80 | 1.81 | 2.19 | 2.11 | 1.80 | 2.11 | 1.80 | 2.38 | 2.95 | 21.06 |
| 19 | 2.80 | 2.36 | 3.37 | 3.58 | 2.80 | 2.36 | 2.80 | 2.36 | 3.79 | 4.34 | 30.56 |
| 20 | 3.75 | 3.41 | 2.34 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 2.38 | 2.95 | 32.73 |
| 21 | 2.11 | 2.36 | 2.34 | 3.58 | 2.11 | 2.36 | 2.11 | 2.36 | 2.38 | 2.95 | 24.66 |
| 22 | 2.11 | 1.00 | 1.00 | 3.58 | 2.11 | 1.00 | 2.11 | 1.00 | 2.38 | 2.95 | 19.24 |
| 23 | 2.11 | 1.00 | 1.00 | 3.58 | 2.11 | 1.00 | 2.11 | 1.00 | 2.38 | 2.95 | 19.24 |
| 24 | 2.11 | 1.00 | 1.00 | 3.58 | 2.11 | 1.00 | 2.11 | 1.00 | 2.38 | 2.95 | 19.24 |
| 25 | 2.11 | 1.00 | 1.00 | 2.19 | 2.11 | 1.00 | 2.11 | 1.00 | 2.38 | 2.95 | 17.85 |
| 26 | 2.11 | 1.00 | 1.00 | 2.19 | 2.11 | 1.00 | 2.11 | 1.00 | 2.38 | 2.95 | 17.85 |
| 27 | 3.75 | 3.41 | 3.37 | 2.19 | 3.75 | 3.41 | 3.75 | 3.41 | 3.79 | 4.34 | 35.18 |
| 28 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 2.38 | 2.95 | 33.76 |
| 29 | 2.11 | 3.41 | 2.34 | 2.19 | 2.11 | 3.41 | 2.11 | 3.41 | 2.38 | 2.95 | 26.43 |
| 30 | 2.11 | 2.36 | 3.37 | 2.19 | 2.11 | 2.36 | 2.11 | 2.36 | 2.38 | 2.95 | 24.30 |
| 31 | 3.75 | 2.36 | 1.81 | 3.58 | 3.75 | 2.36 | 3.75 | 2.36 | 3.79 | 2.95 | 30.45 |
| 32 | 2.80 | 2.36 | 2.34 | 2.19 | 2.80 | 2.36 | 2.80 | 2.36 | 1.00 | 1.78 | 22.79 |
| 33 | 2.80 | 1.80 | 1.81 | 2.19 | 2.80 | 1.80 | 2.80 | 1.80 | 1.00 | 1.78 | 20.58 |
| 34 | 3.75 | 3.41 | 3.37 | 3.58 | 3.75 | 3.41 | 3.75 | 3.41 | 2.38 | 4.34 | 35.15 |
| 35 | 2.80 | 1.80 | 2.34 | 2.19 | 2.80 | 1.80 | 2.80 | 1.80 | 2.38 | 2.95 | 23.66 |
| 36 | 3.75 | 1.80 | 1.81 | 2.19 | 3.75 | 1.80 | 3.75 | 1.80 | 2.38 | 2.95 | 25.97 |
| 37 | 1.00 | 1.80 | 1.81 | 1.00 | 1.00 | 1.80 | 1.00 | 1.80 | 1.00 | 1.00 | 13.21 |
| 38 | 3.75 | 2.36 | 2.34 | 3.58 | 3.75 | 2.36 | 3.75 | 2.36 | 3.79 | 4.34 | 32.38 |

Lampiran 16

Data Hasil Pengujian MSI Variabel Produktivitas Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Pdkts.1 | Pdkts.2 | Pdkts.3 | Pdkts.4 | Pdkts.5 | Pdkts.6 | Pdkts.7 | Pdkts.8 | Pdkts.9 | Pdkts.10 | Pdkts |
| 1 | 5.05 | 3.77 | 3.86 | 3.37 | 3.84 | 2.51 | 5.05 | 3.84 | 3.84 | 2.51 | 37.63 |
| 2 | 3.23 | 2.38 | 1.77 | 2.31 | 3.84 | 3.79 | 3.23 | 3.84 | 3.84 | 3.79 | 32.03 |
| 3 | 3.23 | 2.38 | 3.86 | 3.37 | 2.49 | 3.79 | 3.23 | 3.84 | 2.49 | 3.79 | 32.48 |
| 4 | 3.23 | 2.38 | 2.63 | 1.00 | 3.84 | 2.51 | 3.23 | 2.54 | 3.84 | 2.51 | 27.70 |
| 5 | 3.23 | 3.77 | 2.63 | 3.37 | 3.84 | 2.51 | 3.23 | 3.84 | 3.84 | 2.51 | 32.76 |
| 6 | 3.23 | 2.38 | 2.63 | 2.31 | 2.49 | 3.79 | 3.23 | 2.54 | 2.49 | 3.79 | 28.89 |
| 7 | 3.23 | 3.77 | 2.63 | 3.37 | 3.84 | 2.51 | 3.23 | 3.84 | 3.84 | 2.51 | 32.76 |
| 8 | 3.23 | 2.38 | 2.63 | 1.00 | 3.84 | 1.00 | 3.23 | 2.54 | 3.84 | 1.00 | 24.68 |
| 9 | 3.23 | 2.38 | 2.63 | 2.31 | 2.49 | 3.79 | 3.23 | 3.84 | 2.49 | 3.79 | 30.19 |
| 10 | 3.23 | 2.38 | 2.63 | 1.00 | 3.84 | 2.51 | 3.23 | 1.70 | 3.84 | 2.51 | 26.86 |
| 11 | 5.05 | 2.38 | 3.86 | 2.31 | 3.84 | 3.79 | 5.05 | 3.84 | 3.84 | 3.79 | 37.75 |
| 12 | 3.23 | 2.38 | 2.63 | 2.31 | 3.84 | 3.79 | 3.23 | 3.84 | 3.84 | 3.79 | 32.88 |
| 13 | 3.23 | 3.77 | 1.77 | 3.37 | 3.84 | 3.79 | 3.23 | 3.84 | 3.84 | 3.79 | 34.47 |
| 14 | 5.05 | 2.38 | 2.63 | 3.37 | 3.84 | 3.79 | 5.05 | 3.84 | 3.84 | 3.79 | 37.58 |
| 15 | 3.23 | 1.00 | 1.77 | 2.31 | 2.49 | 3.79 | 3.23 | 3.84 | 2.49 | 3.79 | 27.95 |
| 16 | 3.23 | 1.00 | 1.77 | 2.31 | 2.49 | 3.79 | 3.23 | 1.00 | 2.49 | 3.79 | 25.11 |
| 17 | 3.23 | 2.38 | 2.63 | 2.31 | 2.49 | 3.79 | 3.23 | 2.54 | 2.49 | 3.79 | 28.89 |
| 18 | 3.23 | 1.00 | 3.86 | 1.00 | 3.84 | 2.51 | 3.23 | 2.54 | 3.84 | 2.51 | 27.55 |
| 19 | 5.05 | 3.77 | 3.86 | 1.80 | 2.49 | 2.51 | 5.05 | 3.84 | 2.49 | 2.51 | 33.36 |
| 20 | 3.23 | 2.38 | 2.63 | 1.80 | 2.49 | 3.79 | 3.23 | 3.84 | 2.49 | 3.79 | 29.67 |
| 21 | 3.23 | 2.38 | 1.00 | 3.37 | 1.00 | 3.79 | 3.23 | 2.54 | 1.00 | 3.79 | 25.34 |
| 22 | 3.23 | 2.38 | 1.77 | 1.00 | 1.62 | 1.67 | 3.23 | 1.70 | 1.62 | 1.67 | 19.90 |
| 23 | 3.23 | 2.38 | 2.63 | 1.00 | 3.84 | 2.51 | 3.23 | 3.84 | 3.84 | 2.51 | 29.00 |
| 24 | 3.23 | 2.38 | 2.63 | 1.00 | 1.00 | 2.51 | 3.23 | 2.54 | 1.00 | 2.51 | 22.02 |
| 25 | 3.23 | 1.00 | 2.63 | 1.00 | 2.49 | 2.51 | 3.23 | 2.54 | 2.49 | 2.51 | 23.62 |
| 26 | 3.23 | 2.38 | 3.86 | 2.31 | 3.84 | 1.67 | 3.23 | 3.84 | 3.84 | 1.67 | 29.87 |
| 27 | 3.23 | 2.38 | 3.86 | 2.31 | 3.84 | 2.51 | 3.23 | 3.84 | 3.84 | 2.51 | 31.54 |
| 28 | 3.23 | 3.77 | 3.86 | 1.00 | 2.49 | 2.51 | 3.23 | 3.84 | 2.49 | 2.51 | 28.92 |
| 29 | 3.23 | 1.00 | 3.86 | 1.00 | 3.84 | 2.51 | 3.23 | 2.54 | 3.84 | 2.51 | 27.55 |
| 30 | 3.23 | 2.38 | 2.63 | 1.00 | 2.49 | 2.51 | 3.23 | 2.54 | 2.49 | 2.51 | 25.00 |
| 31 | 1.55 | 1.00 | 3.86 | 2.31 | 3.84 | 3.79 | 1.55 | 2.54 | 3.84 | 3.79 | 28.08 |
| 32 | 3.23 | 2.38 | 1.00 | 1.00 | 2.49 | 2.51 | 3.23 | 2.54 | 2.49 | 2.51 | 23.38 |
| 33 | 3.23 | 2.38 | 2.63 | 1.00 | 2.49 | 1.00 | 3.23 | 1.70 | 2.49 | 1.00 | 21.15 |
| 34 | 3.23 | 3.77 | 3.86 | 2.31 | 2.49 | 3.79 | 3.23 | 3.84 | 2.49 | 3.79 | 32.81 |
| 35 | 3.23 | 3.77 | 1.00 | 1.00 | 1.62 | 2.51 | 3.23 | 2.54 | 1.62 | 2.51 | 23.02 |
| 36 | 3.23 | 3.77 | 3.86 | 1.00 | 3.84 | 1.67 | 3.23 | 2.54 | 3.84 | 1.67 | 28.65 |
| 37 | 1.00 | 3.77 | 1.00 | 1.00 | 2.49 | 1.00 | 1.00 | 1.00 | 2.49 | 1.00 | 15.75 |
| 38 | 3.23 | 2.38 | 2.63 | 2.31 | 3.84 | 3.79 | 3.23 | 3.84 | 3.84 | 3.79 | 32.88 |

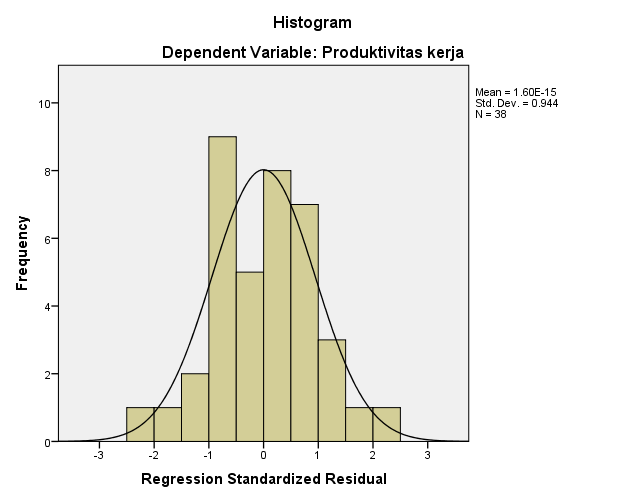
Lampiran 17

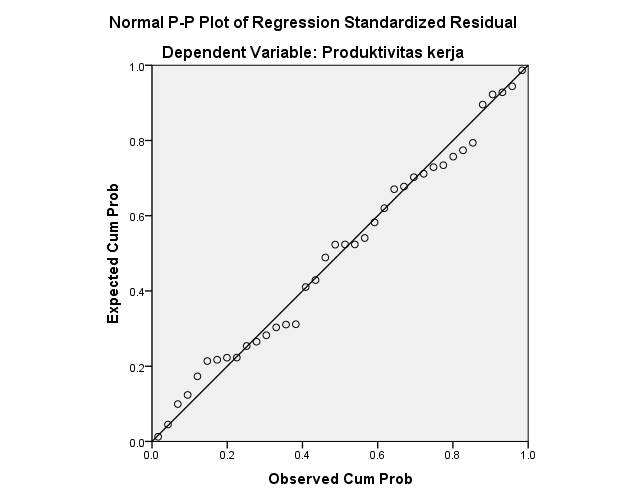
Hasal Pengujian Uji Asumsi Klasik dan Analisis Regresi Berganda

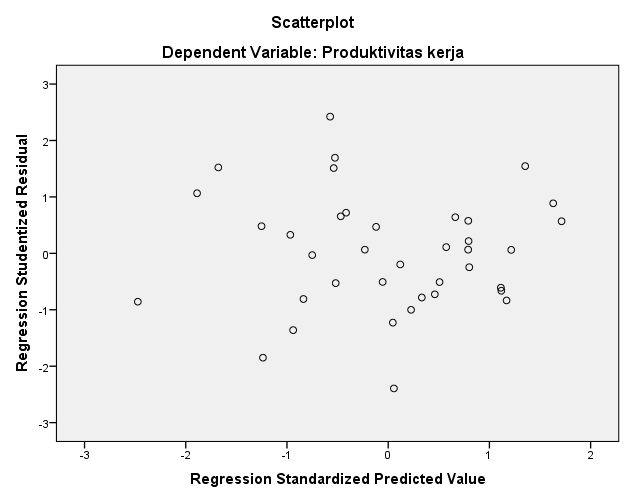
**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Disiplin kerja | .543 | 1.842 |
| Beban kerja | .722 | 1.384 |
| Rotasi karyawan | .315 | 3.172 |
| Pengalaman kerja | .333 | 3.000 |
| a. Dependent Variable: Produktivitas kerja | | | |

**Charts**







**NPar Tests**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 38 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.65753452 |
| Most Extreme Differences | Absolute | .093 |
| Positive | .093 |
| Negative | -.069 |
| Test Statistic | | .093 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Pengalaman kerja, Beban kerja, Disiplin kerja, Rotasi karyawanb | . | Enter |
| a. Dependent Variable: Produktivitas kerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .943a | .889 | .875 | 1.75512 |
| a. Predictors: (Constant), Pengalaman kerja, Beban kerja, Disiplin kerja, Rotasi karyawan | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 811.967 | 4 | 202.992 | 65.897 | .000b |
| Residual | 101.655 | 33 | 3.080 |  |  |
| Total | 913.622 | 37 |  |  |  |
| a. Dependent Variable: Produktivitas kerja | | | | | | |
| b. Predictors: (Constant), Pengalaman kerja, Beban kerja, Disiplin kerja, Rotasi karyawan | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 7.735 | 3.361 |  | 2.301 | .028 |
| Disiplin kerja | .371 | .103 | .284 | 3.601 | .001 |
| Beban kerja | -.243 | .079 | -.210 | -3.079 | .004 |
| Rotasi karyawan | .253 | .080 | .328 | 3.173 | .003 |
| Pengalaman kerja | .221 | .071 | .314 | 3.127 | .004 |
| a. Dependent Variable: Produktivitas kerja | | | | | | |