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LAMPIRAN

Lampiran 1

Kuesioner penelitian

Perihal : Permohonan Pengisian Kuesioner
Judul Penelitian : Pengaruh Disiplin Kerja, Komitmen Organisasi dan Kompetensi terhadap Kinerja Karyawan bagian operasional PT. Citra Bahari Shipyard

Yth.

Bapak/Ibu/saudara/i

Ditempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasinya dari Sdr untuk mengisi kuesioner yang telah saya sediakan.

Adapun data yang saya minta adalah sesuai dengan kondisi yang disarankan Sdr selama ini. Saya akan menjaga kerahasiannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Saya memberikan jangka waktu selama satu minggu setelah kuesioner ini saya sebarkan, agar Sdr dapat segera mengembalikannya kepada saya.

Atas perhatian dan bantuannya, saya mengucapkan banyak terimakasih.

Tegal, 13 Mei 2024

Hormat Saya

Dimas Bagus Pratama

KARAKTERISTIK RESPONDEN

1. Jenis Kelamin : Laki-laki
 Perempuan
2. Pendidikan Terakhir : SMA/SMK
 D3
 S1
3. Umur : 20 – 30 Tahun
 31 – 40 Tahun
 41 – 45 Tahun
 Lebih dari 45 Tahun

KUESIONER PENELITIAN

1. Mohon dengan hormat dan kesediaan Saudara untuk menanggapi seluruh pertanyaan yang ada.
2. Beri tanda check list (\checkmark) pada kolom yang tersedia.
3. Ada 5 alternatif jawaban
 1. STS : Sangat Tidak Setuju
 2. TS : Tidak Setuju
 3. N : Netral
 4. S : Setuju
 5. SS : Sangat Setuju

Lampiran 2

Pernyataan Kuesioner

1. Variabel Kinerja Karyawan (Y)

NO	Pernyataan	Tanggapan				
		STS	TS	N	S	SS
KUALITAS KERJA						
1	Saya sangat memperhatikan kerapihan hasil dalam bekerja					
2	Saya teliti dalam menghasilkan pekerjaan					
3	Saya melakukan pekerjaan sesuai dengan perintah					
KUANTITAS KERJA						
4	Saya mengerjakan tugas secara cepat dan tepat sesuai dengan standar pekerjaan					
5	Saya mengerjakan tugas sesuai dengan kemampuan yang saya miliki					
TANGGUNG JAWAB						
6	Saya selalu mengerjakan pekerjaan dengan baik					
7	Saya selalu bertanggung jawab atas keputusan yang diambil					
KERJASAMA						
8	Saya selalu berhubungan baik dengan rekan kerja maupun atasan					
9	saya mampu bekerja sama dengan kompak bersama rekan kerja					
INISIATIF						
10	Saya mampu mengatasi masalah pekerjaan dengan ide-ide yang saya miliki					

2. Variabel Disiplin Kerja (X_1)

NO	Pernyataan	Tanggapan				
		STS	TS	N	S	SS
TAAT TERHADAP ATURAN WAKTU						
1	Saya masuk kerja dengan tepat waktu					
2	Saya pulang kerja tepat waktu					
3	Saya beristirahat sesuai waktu yang ditentukan					
TAAT TERHADAP PERATURAN PERUSAHAAN						
4	Saya berpakaian sesuai ketentuan					
5	Saya bertingkah laku baik dalam pekerjaan					
TAAT TERHADAP ATURAN PERILAKU PEKERJAAN						
6	Saya melakukan pekerjaan sesuai tugas dan tanggung jawab					
7	Saya berhubungan baik dengan unit lain dalam perusahaan					
TAAT TERHADAP ATURAN LAINYA DALAM PERUSAHAAN						
8	Saya menaati peraturan baik tertulis maupun tidak tertulis					

3. Variabel Komitmen Organisasi (X_2)

NO	Pernyataan	Tanggapan				
		STS	TS	N	S	SS
KOMITMEN AFEKTIF						
1	Saya memiliki kepercayaan yang kuat pada perusahaan dan menerima nilai dan tujuan perusahaan					
2	Loyalitas saya terhadap perusahaan tinggi					
3	Saya berpartisipasi dalam kegiatan perusahaan					
KOMITMEN KELANJUTAN						
4	Saya selalu mempertimbangkan keuntungan untuk tetap berada di perusahaan					
5	Saya akan mempertimbangkan kerugian bila meninggalkan perusahaan					
KOMITMEN NORMATIF						
6	Saya bekerja atas dasar kemauan sendiri tanpa dorongan dari pihak manapun					
7	Saya memiliki rasa tanggung jawab untuk memajukan organisasi					

4. Variabel Kompetensi (X_3)

NO	Pernyataan	Tanggapan				
		STS	TS	N	S	SS
PENGETAHUAN						
1	Saya memiliki keterampilan dan pengetahuan yang sesuai dengan bidang pekerjaan ini					
2	Saya bersedia meningkatkan pengetahuan tentang pekerjaan saya					
KEAHLIAN						
3	Saya memiliki keahlian dibidang perkapalan sehingga pekerjaan ini sesuai dengan kemampuan saya					
4	Saya mampu mengambil tindakan penanganan jika terjadi permasalahan pekerjaan					
5	Saya mampu mencari alternatif lain untuk mengatasi permasalahan yang menghambat pekerjaan					
6	Saya mampu menciptakan ide baru untuk mendukung pekerjaan lebih efektif					
SIKAP						
7	Saya bersikap ramah dan sopan dalam memberikan respon kepada rekan kerja					
8	Saya serius dalam menanggapi komentar pekerjaan yang diberikan					

Lampiran 3**Surat Balasan Permohonan Penelitian****PT. CITRA BAHARI SHIPYARD**
GALANGAN KAPAL – DOCK – ENGINEERING

KANTOR
JL. JAWA NO. 28/9A, MINTARAGEN PAI TEGAL JAWA TENGAH TELEPHONE 0283 341693
ALAMAT PRODUKSI
JL. RAYA MARIBAYA KM. 10 KAB. TEGAL JAWA TENGAH TELEPHONE 0283 3297440

Nomor : B /05- 02 / III /2024/Cbs2 Tegal, Maret 2024
Perihal : Konfirmasi Ijin Penelitian dan permintaan data.

Kepada Yth.

DEKAN FAKULTAS EKONOMI DAN BISNIS
UNIVERSITAS PANCASAKTI
Di TEGAL

1. Rujukan Surat Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal tanggal 23 Februari 2024 tentang permohonan Ijin Penelitian dan permintaan data
2. Bersama ini kami sampaikan bahwa permohonan saudara dapat kami diterima untuk Pelaksanakan Penelitian Pengaruh Kerja dan Komitmen Perusahaan terhadap kinerja bagian Operasional, yang akan dilaksanakan pada bulan Maret 2024,
3. Untuk Keselamatan dan Keamanan kerja, maka seluruh peserta mahasiswa diwajibkan menggunakan **APD milik sendiri**.
4. Adapun Mahasiswa yang akan Penelitian Akhir sebagai berikut :
Nama : DIMAS BAGUS PRATAMA
NIM : 41220600035
Departemen : MENEJEMEN / S-1
5. Demikian atas perhatiannya di ucapakan terima kasih.

PT CITRA BAHARI SHIPYARD

MUHAMAD HATIBI
Direktur Utama


84.	5	5	4	4	4	3	5	5	35
85.	4	4	3	4	4	3	4	4	30

Lampiran 5

Tabulasi Data Penelitian Variabel Komitmen Organisasi

No Responden	Komitmen Organisasi							Skor Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
1.	4	5	5	5	4	4	4	31
2.	5	4	4	5	4	4	5	31
3.	3	5	5	4	3	4	5	29
4.	5	5	5	5	5	5	5	35
5.	4	4	4	3	3	4	4	26
6.	4	5	5	4	3	4	4	29
7.	4	4	5	3	5	4	4	29
8.	2	4	2	5	3	4	5	25
9.	5	5	5	5	5	5	5	35
10.	4	4	4	5	5	5	4	31
11.	5	5	4	4	3	4	4	29
12.	3	3	3	4	4	4	3	24
13.	3	1	3	3	3	3	3	19
14.	4	4	5	5	5	5	5	33
15.	5	5	5	5	5	5	5	35
16.	5	5	5	5	5	5	5	35
17.	5	5	5	5	5	5	5	35
18.	5	5	5	5	5	5	5	35
19.	5	5	5	5	5	5	5	35
20.	2	2	2	2	2	2	2	14
21.	4	4	4	4	4	5	5	30
22.	4	4	4	4	4	4	4	28
23.	5	5	5	4	3	3	4	29
24.	4	5	5	4	5	4	4	31
25.	4	4	4	4	3	4	5	28
26.	4	4	4	4	4	4	4	28
27.	5	5	4	5	5	5	5	34
28.	4	4	4	4	4	4	4	28
29.	4	4	4	4	3	4	4	27
30.	4	4	4	4	3	4	4	27
31.	5	4	4	4	4	5	5	31
32.	4	5	3	5	5	5	4	31
33.	5	4	4	5	5	4	5	32
34.	5	5	5	4	4	3	5	31
35.	5	5	5	5	5	5	5	35
36.	5	5	5	4	5	5	5	34

37.	5	5	5	4	4	4	5	32
38.	4	4	4	4	4	4	4	28
39.	4	4	4	4	4	4	5	29
40.	5	5	5	5	5	5	5	35
41.	5	5	4	4	4	4	5	31
42.	5	5	5	4	4	4	5	32
43.	5	5	4	5	5	4	4	32
44.	3	3	4	3	4	4	3	24
45.	4	4	4	4	4	4	4	28
46.	5	4	4	4	4	4	5	30
47.	4	4	4	4	4	4	4	28
48.	4	4	4	4	4	4	4	28
49.	4	4	4	4	4	4	4	28
50.	4	4	4	4	4	4	4	28
51.	4	4	4	4	4	4	4	28
52.	4	4	4	4	4	4	4	28
53.	4	4	4	4	4	4	4	28
54.	5	5	4	4	4	4	4	30
55.	4	4	4	4	4	4	4	28
56.	4	4	4	5	5	4	5	31
57.	5	5	4	5	4	4	5	32
58.	2	3	4	4	4	4	4	25
59.	5	5	5	5	5	5	5	35
60.	5	5	3	5	4	4	4	30
61.	5	4	3	3	3	4	4	26
62.	4	5	4	5	5	5	5	33
63.	4	4	5	5	5	5	4	32
64.	5	5	5	5	5	5	5	35
65.	4	4	4	4	4	4	4	28
66.	5	5	5	5	5	5	5	35
67.	4	4	4	4	4	4	4	28
68.	2	4	3	4	4	4	4	25
69.	4	4	4	4	4	4	4	28
70.	4	4	4	4	4	4	4	28
71.	5	5	5	5	5	5	5	35
72.	4	5	3	4	5	3	3	27
73.	4	4	4	5	3	4	4	28
74.	4	4	3	4	4	5	4	28
75.	4	5	5	5	4	3	5	31
76.	5	5	5	4	4	5	4	32
77.	5	5	5	5	5	4	5	34
78.	4	4	4	4	4	4	4	28
79.	4	4	4	4	3	4	4	27
80.	4	4	4	4	3	4	4	27

34.	4	4	4	4	4	4	4	4	32
35.	4	4	4	4	4	4	4	5	33
36.	4	5	4	5	5	4	5	4	36
37.	4	4	4	5	5	4	4	4	34
38.	4	4	4	4	4	5	5	4	34
39.	5	5	5	5	5	4	4	5	38
40.	4	4	4	4	5	4	5	5	35
41.	4	4	5	5	5	5	5	5	38
42.	5	3	3	4	4	4	5	5	33
43.	4	4	4	4	4	5	4	4	33
44.	5	4	4	5	4	5	4	4	35
45.	5	4	4	4	5	4	4	4	34
46.	5	5	4	4	5	5	4	5	37
47.	5	5	5	4	4	5	4	4	36
48.	5	5	5	5	4	5	5	4	38
49.	5	4	4	4	4	3	3	4	31
50.	4	5	5	5	5	5	5	5	39
51.	4	5	4	4	4	4	4	4	33
52.	4	3	4	4	4	4	4	5	32
53.	4	4	4	3	4	3	4	5	31
54.	4	4	4	4	4	4	3	3	30
55.	5	4	5	5	4	5	3	5	36
56.	5	4	4	4	4	4	4	4	33
57.	5	5	4	4	4	5	5	3	35
58.	4	4	4	4	4	4	4	4	32
59.	5	4	4	4	5	5	5	5	37
60.	4	4	1	3	3	3	5	4	27
61.	4	5	3	4	4	5	5	4	34
62.	3	5	4	5	4	4	4	5	34
63.	5	5	5	3	5	5	3	5	36
64.	2	2	2	3	3	1	2	3	18
65.	4	4	3	4	4	4	5	5	33
66.	5	4	5	4	3	4	5	4	34
67.	3	4	5	5	5	5	5	5	37
68.	5	3	5	3	5	3	3	5	32
69.	5	5	5	5	5	5	5	5	40
70.	5	4	4	3	3	5	5	3	32
71.	3	4	5	3	3	1	3	3	25
72.	5	5	3	4	4	4	4	5	34
73.	4	4	4	3	4	3	4	3	29
74.	4	5	4	4	4	4	4	4	33
75.	4	5	3	4	4	4	4	3	31
76.	5	5	5	5	5	3	5	5	38
77.	5	4	4	4	4	5	3	4	33

78.	4	4	4	4	3	4	5	3	31
79.	4	4	4	5	4	4	5	5	35
80.	5	5	3	5	3	3	5	5	34
81.	4	5	4	5	5	4	3	5	35
82.	5	5	3	4	4	3	4	4	32
83.	5	5	5	5	5	5	5	5	40
84.	5	4	5	5	5	4	5	3	36
85.	4	5	3	4	4	4	5	4	33

Lampiran 7

Tabulasi Data Penelitian Variabel Kinerja

No Responden	Kinerja										Skor Total
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	
1.	4	4	5	4	4	4	4	4	4	4	41
2.	5	5	4	5	5	5	5	5	5	5	49
3.	5	5	5	5	5	5	5	5	5	4	49
4.	5	5	5	5	5	5	5	5	5	5	50
5.	3	3	4	4	4	4	4	5	5	5	41
6.	5	5	5	5	5	5	5	5	5	4	49
7.	4	5	4	5	4	5	4	5	4	5	45
8.	4	5	4	5	4	5	4	5	4	5	45
9.	5	5	5	5	5	5	5	5	5	5	50
10.	5	5	5	4	4	5	5	5	5	4	47
11.	4	4	5	4	4	4	5	4	3	4	41
12.	4	5	5	4	5	5	5	5	5	5	48
13.	3	3	3	3	3	3	3	3	3	3	30
14.	4	4	4	2	5	5	4	4	5	2	39
15.	5	4	4	5	5	5	5	5	4	5	47
16.	5	5	5	4	5	5	5	5	5	5	49
17.	5	5	5	5	5	5	5	5	5	5	50
18.	5	5	5	5	5	5	5	5	4	5	49
19.	5	5	5	5	5	5	5	5	5	4	49
20.	3	3	2	3	3	2	3	2	2	2	25
21.	5	4	4	4	5	4	4	4	4	4	42
22.	5	5	5	5	4	4	4	4	4	4	44
23.	5	5	5	5	5	4	5	5	4	4	47
24.	5	4	3	3	3	3	5	5	5	4	40
25.	5	4	4	4	4	4	4	3	3	4	39
26.	4	4	4	4	4	4	4	4	4	4	40
27.	3	5	4	5	5	4	3	4	5	5	43
28.	5	4	4	3	4	4	5	5	4	4	42
29.	4	4	5	5	4	5	4	4	4	4	43
30.	4	4	5	4	4	4	3	4	5	4	41
31.	4	4	4	4	4	4	4	5	5	4	42
32.	5	5	5	5	5	5	5	5	5	5	50
33.	5	5	5	5	5	3	3	5	5	4	45

34.	4	4	4	4	4	4	4	4	4	3	39
35.	5	4	4	4	5	4	5	5	5	5	46
36.	5	5	5	4	5	5	5	5	5	4	48
37.	4	4	4	4	4	3	4	4	4	4	39
38.	4	5	4	5	4	4	5	5	5	4	45
39.	5	4	5	5	5	5	4	4	3	4	44
40.	4	4	4	3	4	4	4	4	4	3	38
41.	4	4	4	4	4	4	4	4	4	3	39
42.	4	4	4	4	4	4	4	4	4	4	40
43.	4	4	4	4	4	4	4	4	4	4	40
44.	4	4	4	4	4	4	4	5	4	4	41
45.	4	4	4	4	4	4	4	4	4	4	40
46.	5	4	4	4	5	5	5	4	5	5	46
47.	5	4	4	4	4	3	4	4	4	4	40
48.	4	4	5	5	5	3	5	5	5	4	45
49.	4	3	3	3	3	3	4	4	4	3	34
50.	4	4	4	4	4	5	5	5	4	5	44
51.	4	4	3	4	4	3	3	5	4	4	38
52.	4	4	4	3	3	3	3	5	4	5	38
53.	5	5	5	5	5	4	4	5	5	4	47
54.	4	4	4	4	4	4	4	4	4	3	39
55.	4	3	4	4	4	4	4	4	4	4	39
56.	4	4	4	5	4	4	4	4	4	3	40
57.	4	4	4	4	4	4	5	5	5	4	43
58.	5	5	5	5	5	5	5	5	5	3	48
59.	5	4	4	3	4	4	4	4	5	3	40
60.	5	5	5	4	4	4	4	4	4	4	43
61.	4	4	4	4	4	4	4	4	4	5	41
62.	5	4	4	4	5	5	5	4	3	4	43
63.	4	4	4	3	4	4	4	4	4	4	39
64.	4	4	4	4	4	4	4	4	4	5	41
65.	4	4	4	3	4	4	4	4	4	5	40
66.	5	5	5	5	5	4	5	5	5	3	47
67.	4	4	4	4	4	4	5	4	4	4	41
68.	4	4	4	4	4	4	5	5	5	4	43
69.	4	4	4	4	4	4	4	4	4	5	41
70.	4	4	4	4	4	4	5	4	3	5	41
71.	5	4	4	4	5	5	4	4	4	3	42
72.	5	4	4	5	4	4	3	4	4	4	41
73.	5	5	5	5	5	4	4	4	4	5	46
74.	5	4	4	4	5	4	4	4	4	5	43
75.	4	5	4	5	1	4	5	4	4	5	41
76.	5	5	4	4	5	5	4	4	4	4	44
77.	2	5	4	5	5	4	5	5	5	5	45
78.	5	4	4	3	4	4	5	5	4	4	42
79.	4	4	5	5	4	5	4	4	4	4	43
80.	4	4	5	4	4	4	3	4	5	4	41
81.	4	5	4	4	5	5	4	5	5	4	45

82.	4	5	4	4	4	5	4	5	4	4	43
83.	4	4	4	4	4	4	4	4	4	4	40
84.	5	5	2	4	5	5	5	5	5	4	45
85.	3	4	4	3	4	4	3	4	4	3	36

Lampiran 8

Data Hasil MSI Disiplin Kerja (X₁)

No Responden	Successive Interval								Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1.	2.880	2.608	1.000	1.825	1.720	2.019	4.455	3.060	19.566
2.	2.880	3.992	2.540	2.912	2.840	4.618	4.455	3.060	27.297
3.	1.611	3.992	3.469	4.257	2.840	3.210	3.013	4.455	26.848
4.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
5.	4.348	2.608	3.469	4.257	1.720	3.210	3.013	1.971	24.595
6.	2.880	2.608	2.540	2.912	2.840	3.210	4.455	4.455	25.900
7.	4.348	2.608	4.708	2.912	1.720	3.210	4.455	3.060	27.021
8.	1.611	2.608	4.708	4.257	4.235	4.618	4.455	4.455	30.947
9.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
10.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
11.	2.880	2.608	3.469	1.825	1.720	4.618	4.455	1.971	23.546
12.	2.880	2.608	4.708	1.000	1.000	1.000	1.608	3.060	17.864
13.	1.611	1.609	2.540	1.825	1.720	2.019	1.932	1.971	15.226
14.	4.348	1.000	2.540	2.912	1.000	4.618	3.013	4.455	23.886
15.	2.880	2.608	3.469	4.257	4.235	4.618	4.455	4.455	30.976
16.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
17.	4.348	3.992	1.834	4.257	4.235	4.618	4.455	4.455	32.194
18.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
19.	4.348	3.992	4.708	2.912	2.840	3.210	4.455	3.060	29.525
20.	1.000	1.000	1.834	1.000	1.000	1.498	1.000	1.000	9.332
21.	2.880	2.608	2.540	2.912	2.840	3.210	4.455	4.455	25.900
22.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
23.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
24.	2.880	3.992	4.708	4.257	4.235	4.618	1.932	3.060	29.681
25.	2.880	2.608	2.540	1.825	2.840	3.210	3.013	3.060	21.975
26.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
27.	2.880	1.609	4.708	4.257	2.840	4.618	4.455	4.455	29.822
28.	2.880	2.608	2.540	2.912	2.840	3.210	4.455	3.060	24.504
29.	2.880	2.608	3.469	2.912	2.840	3.210	4.455	3.060	25.433
30.	2.880	2.608	3.469	4.257	2.840	3.210	4.455	4.455	28.173
31.	4.348	3.992	3.469	4.257	2.840	4.618	4.455	4.455	32.434
32.	4.348	3.992	3.469	2.912	4.235	3.210	4.455	4.455	31.075
33.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992

34.	2.880	3.992	2.540	2.912	4.235	4.618	4.455	3.060	28.691
35.	2.880	2.608	1.834	1.825	1.720	2.019	3.013	1.971	17.870
36.	2.880	3.992	2.540	2.912	2.840	3.210	4.455	3.060	25.889
37.	2.880	2.608	3.469	4.257	4.235	4.618	4.455	3.060	29.581
38.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
39.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
40.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
41.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
42.	2.880	1.000	3.469	1.825	2.840	3.210	3.013	3.060	21.296
43.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
44.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
45.	2.880	2.608	4.708	4.257	2.840	4.618	3.013	4.455	29.380
46.	4.348	3.992	4.708	2.912	2.840	4.618	3.013	4.455	30.888
47.	4.348	3.992	3.469	2.912	4.235	4.618	4.455	4.455	32.484
48.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
49.	2.880	3.992	4.708	2.912	2.840	3.210	3.013	4.455	28.011
50.	4.348	2.608	3.469	2.912	2.840	3.210	3.013	3.060	25.460
51.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
52.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
53.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
54.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
55.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
56.	4.348	3.992	2.540	2.912	2.840	3.210	3.013	1.971	24.826
57.	2.880	3.992	4.708	4.257	4.235	4.618	4.455	4.455	33.600
58.	2.880	3.992	3.469	2.912	2.840	3.210	3.013	3.060	25.376
59.	2.880	3.992	4.708	2.912	2.840	3.210	3.013	4.455	28.011
60.	4.348	2.608	4.708	2.912	2.840	3.210	3.013	3.060	26.699
61.	4.348	3.992	4.708	4.257	2.840	3.210	3.013	4.455	30.824
62.	1.000	1.000	2.540	1.825	4.235	4.618	4.455	4.455	24.128
63.	2.880	1.609	3.469	2.912	2.840	3.210	3.013	3.060	22.992
64.	2.880	3.992	3.469	1.825	1.000	4.618	3.013	4.455	25.252
65.	2.880	3.992	4.708	4.257	2.840	3.210	4.455	4.455	30.797
66.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
67.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
68.	2.880	2.608	2.540	1.825	4.235	4.618	4.455	4.455	27.615
69.	2.880	3.992	1.834	1.000	2.840	4.618	4.455	4.455	26.075
70.	4.348	1.609	3.469	2.912	2.840	3.210	3.013	4.455	25.856
71.	4.348	3.992	4.708	4.257	2.840	3.210	3.013	3.060	29.428
72.	4.348	2.608	3.469	2.912	2.840	3.210	1.608	4.455	25.450
73.	4.348	3.992	3.469	2.912	4.235	4.618	4.455	4.455	32.484
74.	4.348	3.992	4.708	4.257	2.840	3.210	3.013	4.455	30.824
75.	2.880	2.608	1.834	2.912	1.720	2.019	3.013	1.498	18.485
76.	4.348	3.992	4.708	4.257	4.235	4.618	4.455	4.455	35.068
77.	4.348	2.608	3.469	2.912	2.840	3.210	3.013	3.060	25.460

78.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
79.	4.348	3.992	3.469	4.257	4.235	3.210	4.455	4.455	32.420
80.	2.880	2.608	4.708	2.912	4.235	3.210	3.013	3.060	26.626
81.	2.880	3.992	3.469	4.257	4.235	4.618	4.455	3.060	30.965
82.	4.348	2.608	3.469	4.257	2.840	3.210	3.013	3.060	26.804
83.	2.880	2.608	3.469	2.912	2.840	3.210	3.013	3.060	23.992
84.	4.348	3.992	3.469	2.912	2.840	2.019	4.455	4.455	28.490
85.	2.880	2.608	2.540	2.912	2.840	2.019	3.013	3.060	21.872

Lampiran 9

Data Hasil MSI Komitmen Organisasi (X₂)

No Responden	Successive Interval							Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
1.	2.676	4.534	4.413	4.640	3.451	3.280	3.135	26.130
2.	4.054	3.103	3.050	4.640	3.451	3.280	4.576	26.153
3.	1.648	4.534	4.413	3.225	2.285	3.280	4.576	23.962
4.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
5.	2.676	3.103	3.050	1.944	2.285	3.280	3.135	19.474
6.	2.676	4.534	4.413	3.225	2.285	3.280	3.135	23.550
7.	2.676	3.103	4.413	1.944	4.732	3.280	3.135	23.284
8.	1.000	3.103	1.000	4.640	2.285	3.280	4.576	19.884
9.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
10.	2.676	3.103	3.050	4.640	4.732	4.781	3.135	26.118
11.	4.054	4.534	3.050	3.225	2.285	3.280	3.135	23.564
12.	1.648	1.918	1.894	3.225	3.451	3.280	1.834	17.251
13.	1.648	1.000	1.894	1.944	2.285	1.834	1.834	12.440
14.	2.676	3.103	4.413	4.640	4.732	4.781	4.576	28.921
15.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
16.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
17.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
18.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
19.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
20.	1.000	1.498	1.000	1.000	1.000	1.000	1.000	7.498
21.	2.676	3.103	3.050	3.225	3.451	4.781	4.576	24.862
22.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
23.	4.054	4.534	4.413	3.225	2.285	1.834	3.135	23.482
24.	2.676	4.534	4.413	3.225	4.732	3.280	3.135	25.996
25.	2.676	3.103	3.050	3.225	2.285	3.280	4.576	22.196
26.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
27.	4.054	4.534	3.050	4.640	4.732	4.781	4.576	30.367
28.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
29.	2.676	3.103	3.050	3.225	2.285	3.280	3.135	20.755

30.	2.676	3.103	3.050	3.225	2.285	3.280	3.135	20.755
31.	4.054	3.103	3.050	3.225	3.451	4.781	4.576	26.240
32.	2.676	4.534	1.894	4.640	4.732	4.781	3.135	26.392
33.	4.054	3.103	3.050	4.640	4.732	3.280	4.576	27.434
34.	4.054	4.534	4.413	3.225	3.451	1.834	4.576	26.088
35.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
36.	4.054	4.534	4.413	3.225	4.732	4.781	4.576	30.315
37.	4.054	4.534	4.413	3.225	3.451	3.280	4.576	27.533
38.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
39.	2.676	3.103	3.050	3.225	3.451	3.280	4.576	23.361
40.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
41.	4.054	4.534	3.050	3.225	3.451	3.280	4.576	26.170
42.	4.054	4.534	4.413	3.225	3.451	3.280	4.576	27.533
43.	4.054	4.534	3.050	4.640	4.732	3.280	3.135	27.425
44.	1.648	1.918	3.050	1.944	3.451	3.280	1.834	17.126
45.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
46.	4.054	3.103	3.050	3.225	3.451	3.280	4.576	24.739
47.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
48.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
49.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
50.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
51.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
52.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
53.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
54.	4.054	4.534	3.050	3.225	3.451	3.280	3.135	24.730
55.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
56.	2.676	3.103	3.050	4.640	4.732	3.280	4.576	26.057
57.	4.054	4.534	3.050	4.640	3.451	3.280	4.576	27.585
58.	1.000	1.918	3.050	3.225	3.451	3.280	3.135	19.060
59.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
60.	4.054	4.534	1.894	4.640	3.451	3.280	3.135	24.988
61.	4.054	3.103	1.894	1.944	2.285	3.280	3.135	19.695
62.	2.676	4.534	3.050	4.640	4.732	4.781	4.576	28.989
63.	2.676	3.103	4.413	4.640	4.732	4.781	3.135	27.481
64.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
65.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
66.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
67.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
68.	1.000	3.103	1.894	3.225	3.451	3.280	3.135	19.088
69.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
70.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
71.	4.054	4.534	4.413	4.640	4.732	4.781	4.576	31.730
72.	2.676	4.534	1.894	3.225	4.732	1.834	1.834	20.730
73.	2.676	3.103	3.050	4.640	2.285	3.280	3.135	22.170

74.	2.676	3.103	1.894	3.225	3.451	4.781	3.135	22.265
75.	2.676	4.534	4.413	4.640	3.451	1.834	4.576	26.125
76.	4.054	4.534	4.413	3.225	3.451	4.781	3.135	27.594
77.	4.054	4.534	4.413	4.640	4.732	3.280	4.576	30.229
78.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
79.	2.676	3.103	3.050	3.225	2.285	3.280	3.135	20.755
80.	2.676	3.103	3.050	3.225	2.285	3.280	3.135	20.755
81.	4.054	3.103	4.413	4.640	3.451	4.781	3.135	27.577
82.	2.676	3.103	4.413	3.225	3.451	3.280	3.135	23.284
83.	2.676	3.103	3.050	3.225	3.451	3.280	3.135	21.921
84.	4.054	4.534	1.894	1.944	2.285	3.280	3.135	21.126
85.	1.648	1.918	3.050	1.944	2.285	3.280	1.834	15.961

Lampiran 10

Data Hasil MSI Kompetensi (X₃)

No Responden	Successive Interval								Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	
1.	2.664	2.793	1.000	1.000	1.965	2.105	4.089	3.161	18.777
2.	2.664	4.170	2.145	2.288	3.071	4.436	4.089	3.161	26.026
3.	1.685	4.170	4.459	2.288	4.391	4.436	4.089	4.455	29.974
4.	4.013	4.170	4.459	3.638	3.071	4.436	4.089	4.455	32.331
5.	1.000	1.000	3.170	3.638	4.391	4.436	4.089	3.161	24.885
6.	2.664	2.793	3.170	3.638	4.391	3.154	4.089	4.455	28.354
7.	4.013	2.793	4.459	2.288	1.965	3.154	4.089	3.161	25.922
8.	1.685	2.793	4.459	3.638	4.391	4.436	4.089	4.455	29.946
9.	4.013	4.170	4.459	3.638	4.391	4.436	4.089	4.455	33.651
10.	4.013	4.170	4.459	3.638	4.391	4.436	4.089	4.455	33.651
11.	4.013	2.793	4.459	3.638	4.391	3.154	2.806	4.455	29.709
12.	2.664	4.170	3.170	3.638	1.000	2.105	1.000	2.117	19.865
13.	4.013	1.715	4.459	1.000	4.391	4.436	1.858	2.117	23.989
14.	2.664	1.715	2.145	2.288	3.071	2.105	1.858	3.161	19.009
15.	4.013	2.793	4.459	3.638	4.391	4.436	2.806	3.161	29.697
16.	4.013	4.170	3.170	3.638	4.391	4.436	4.089	4.455	32.361
17.	2.664	4.170	4.459	3.638	4.391	3.154	4.089	4.455	31.021
18.	2.664	4.170	4.459	2.288	4.391	4.436	2.806	4.455	29.670
19.	4.013	4.170	3.170	3.638	3.071	3.154	4.089	4.455	29.760
20.	1.000	1.000	1.545	2.288	1.000	3.154	1.000	1.000	11.988
21.	2.664	2.793	3.170	2.288	3.071	2.105	2.806	3.161	22.059
22.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	3.161	23.108
23.	1.685	2.793	4.459	3.638	3.071	2.105	2.806	3.161	23.719
24.	1.000	1.715	2.145	2.288	1.965	1.469	2.806	4.455	17.843
25.	2.664	4.170	3.170	2.288	3.071	3.154	4.089	4.455	27.062

26.	4.013	2.793	3.170	2.288	3.071	3.154	2.806	3.161	24.456
27.	4.013	4.170	2.145	3.638	1.965	3.154	2.806	3.161	25.053
28.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	3.161	23.108
29.	4.013	4.170	3.170	3.638	4.391	3.154	4.089	4.455	31.080
30.	2.664	2.793	4.459	2.288	4.391	3.154	2.806	3.161	25.717
31.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	4.455	24.402
32.	2.664	2.793	3.170	1.000	3.071	3.154	2.806	4.455	23.114
33.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	4.455	24.402
34.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	3.161	23.108
35.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	4.455	24.402
36.	2.664	4.170	3.170	3.638	4.391	3.154	4.089	3.161	28.438
37.	2.664	2.793	3.170	3.638	4.391	3.154	2.806	3.161	25.778
38.	2.664	2.793	3.170	2.288	3.071	4.436	4.089	3.161	25.672
39.	4.013	4.170	4.459	3.638	4.391	3.154	2.806	4.455	31.087
40.	2.664	2.793	3.170	2.288	4.391	3.154	4.089	4.455	27.004
41.	2.664	2.793	4.459	3.638	4.391	4.436	4.089	4.455	30.925
42.	4.013	1.715	2.145	2.288	3.071	3.154	4.089	4.455	24.930
43.	2.664	2.793	3.170	2.288	3.071	4.436	2.806	3.161	24.390
44.	4.013	2.793	3.170	3.638	3.071	4.436	2.806	3.161	27.088
45.	4.013	2.793	3.170	2.288	4.391	3.154	2.806	3.161	25.776
46.	4.013	4.170	3.170	2.288	4.391	4.436	2.806	4.455	29.729
47.	4.013	4.170	4.459	2.288	3.071	4.436	2.806	3.161	28.405
48.	4.013	4.170	4.459	3.638	3.071	4.436	4.089	3.161	31.038
49.	4.013	2.793	3.170	2.288	3.071	2.105	1.858	3.161	22.459
50.	2.664	4.170	4.459	3.638	4.391	4.436	4.089	4.455	32.303
51.	2.664	4.170	3.170	2.288	3.071	3.154	2.806	3.161	24.486
52.	2.664	1.715	3.170	2.288	3.071	3.154	2.806	4.455	23.324
53.	2.664	2.793	3.170	1.000	3.071	2.105	2.806	4.455	22.065
54.	2.664	2.793	3.170	2.288	3.071	3.154	1.858	2.117	21.116
55.	4.013	2.793	4.459	3.638	3.071	4.436	1.858	4.455	28.723
56.	4.013	2.793	3.170	2.288	3.071	3.154	2.806	3.161	24.456
57.	4.013	4.170	3.170	2.288	3.071	4.436	4.089	2.117	27.354
58.	2.664	2.793	3.170	2.288	3.071	3.154	2.806	3.161	23.108
59.	4.013	2.793	3.170	2.288	4.391	4.436	4.089	4.455	29.634
60.	2.664	2.793	1.000	1.000	1.965	2.105	4.089	3.161	18.777
61.	2.664	4.170	2.145	2.288	3.071	4.436	4.089	3.161	26.026
62.	1.685	4.170	3.170	3.638	3.071	3.154	2.806	4.455	26.150
63.	4.013	4.170	4.459	1.000	4.391	4.436	1.858	4.455	28.782
64.	1.000	1.000	1.545	1.000	1.965	1.000	1.000	2.117	10.627
65.	2.664	2.793	2.145	2.288	3.071	3.154	4.089	4.455	24.660
66.	4.013	2.793	4.459	2.288	1.965	3.154	4.089	3.161	25.922
67.	1.685	2.793	4.459	3.638	4.391	4.436	4.089	4.455	29.946
68.	4.013	1.715	4.459	1.000	4.391	2.105	1.858	4.455	23.996
69.	4.013	4.170	4.459	3.638	4.391	4.436	4.089	4.455	33.651

70.	4.013	2.793	3.170	1.000	1.965	4.436	4.089	2.117	23.582
71.	1.685	2.793	4.459	1.000	1.965	1.000	1.858	2.117	16.877
72.	4.013	4.170	2.145	2.288	3.071	3.154	2.806	4.455	26.103
73.	2.664	2.793	3.170	1.000	3.071	2.105	2.806	2.117	19.727
74.	2.664	4.170	3.170	2.288	3.071	3.154	2.806	3.161	24.486
75.	2.664	4.170	2.145	2.288	3.071	3.154	2.806	2.117	22.417
76.	4.013	4.170	4.459	3.638	4.391	2.105	4.089	4.455	31.320
77.	4.013	2.793	3.170	2.288	3.071	4.436	1.858	3.161	24.790
78.	2.664	2.793	3.170	2.288	1.965	3.154	4.089	2.117	22.240
79.	2.664	2.793	3.170	3.638	3.071	3.154	4.089	4.455	27.034
80.	4.013	4.170	2.145	3.638	1.965	2.105	4.089	4.455	26.580
81.	2.664	4.170	3.170	3.638	4.391	3.154	1.858	4.455	27.501
82.	4.013	4.170	2.145	2.288	3.071	2.105	2.806	3.161	23.760
83.	4.013	4.170	4.459	3.638	4.391	4.436	4.089	4.455	33.651
84.	4.013	2.793	4.459	3.638	4.391	3.154	4.089	2.117	28.654
85.	2.664	4.170	2.145	2.288	3.071	3.154	4.089	3.161	24.744

Lampiran 11

Data Hasil MSI Variabel Kinerja (Y)

No Responden	Successive Interval										Total
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	
1.	3.086	2.545	4.459	3.351	3.151	3.296	2.285	2.979	3.173	3.166	31.493
2.	4.514	4.024	2.983	4.685	4.597	4.685	3.643	4.475	4.597	4.507	42.709
3.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	3.166	42.844
4.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	4.507	44.185
5.	1.834	1.000	2.983	3.351	3.151	3.296	2.285	4.475	4.597	4.507	31.479
6.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	3.166	42.844
7.	3.086	4.024	2.983	4.685	3.151	4.685	2.285	4.475	3.173	4.507	37.054
8.	3.086	4.024	2.983	4.685	3.151	4.685	2.285	4.475	3.173	4.507	37.054
9.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	4.507	44.185
10.	4.514	4.024	4.459	3.351	3.151	4.685	3.643	4.475	4.597	3.166	40.065
11.	3.086	2.545	4.459	3.351	3.151	3.296	3.643	2.979	1.892	3.166	31.570
12.	3.086	4.024	4.459	3.351	4.597	4.685	3.643	4.475	4.597	4.507	41.424

13.	1.834	1.000	1.669	2.154	1.834	2.037	1.000	1.608	1.892	1.998	17.026
14.	3.086	2.545	2.983	1.000	4.597	4.685	2.285	2.979	4.597	1.000	29.757
15.	4.514	2.545	2.983	4.685	4.597	4.685	3.643	4.475	3.173	4.507	39.806
16.	4.514	4.024	4.459	3.351	4.597	4.685	3.643	4.475	4.597	4.507	42.851
17.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	4.507	44.185
18.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	3.173	4.507	42.761
19.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	3.166	42.844
20.	1.834	1.000	1.000	2.154	1.834	1.000	1.000	1.000	1.000	1.000	12.823
21.	4.514	2.545	2.983	3.351	4.597	3.296	2.285	2.979	3.173	3.166	32.890
22.	4.514	4.024	4.459	4.685	3.151	3.296	2.285	2.979	3.173	3.166	35.733
23.	4.514	4.024	4.459	4.685	4.597	3.296	3.643	4.475	3.173	3.166	40.032
24.	4.514	2.545	1.669	2.154	1.834	2.037	3.643	4.475	4.597	3.166	30.634
25.	4.514	2.545	2.983	3.351	3.151	3.296	2.285	1.608	1.892	3.166	28.792
26.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	30.017
27.	1.834	4.024	2.983	4.685	4.597	3.296	1.000	2.979	4.597	4.507	34.502
28.	4.514	2.545	2.983	2.154	3.151	3.296	3.643	4.475	3.173	3.166	33.100
29.	3.086	2.545	4.459	4.685	3.151	4.685	2.285	2.979	3.173	3.166	34.216
30.	3.086	2.545	4.459	3.351	3.151	3.296	1.000	2.979	4.597	3.166	31.632
31.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	4.475	4.597	3.166	32.936
32.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	4.507	44.185
33.	4.514	4.024	4.459	4.685	4.597	2.037	1.000	4.475	4.597	3.166	37.553
34.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	1.998	28.848
35.	4.514	2.545	2.983	3.351	4.597	3.296	3.643	4.475	4.597	4.507	38.507
36.	4.514	4.024	4.459	3.351	4.597	4.685	3.643	4.475	4.597	3.166	41.511
37.	3.086	2.545	2.983	3.351	3.151	2.037	2.285	2.979	3.173	3.166	28.757
38.	3.086	4.024	2.983	4.685	3.151	3.296	3.643	4.475	4.597	3.166	37.106

39.	4.514	2.545	4.459	4.685	4.597	4.685	2.285	2.979	1.892	3.166	35.808
40.	3.086	2.545	2.983	2.154	3.151	3.296	2.285	2.979	3.173	1.998	27.651
41.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	1.998	28.848
42.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	30.017
43.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	30.017
44.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	4.475	3.173	3.166	31.512
45.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	30.017
46.	4.514	2.545	2.983	3.351	4.597	4.685	3.643	2.979	4.597	4.507	38.401
47.	4.514	2.545	2.983	3.351	3.151	2.037	2.285	2.979	3.173	3.166	30.185
48.	3.086	2.545	4.459	4.685	4.597	2.037	3.643	4.475	4.597	3.166	37.290
49.	3.086	1.000	1.669	2.154	1.834	2.037	2.285	2.979	3.173	1.998	22.215
50.	3.086	2.545	2.983	3.351	3.151	4.685	3.643	4.475	3.173	4.507	35.599
51.	3.086	2.545	1.669	3.351	3.151	2.037	1.000	4.475	3.173	3.166	27.654
52.	3.086	2.545	2.983	2.154	1.834	2.037	1.000	4.475	3.173	4.507	27.794
53.	4.514	4.024	4.459	4.685	4.597	3.296	2.285	4.475	4.597	3.166	40.098
54.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	1.998	28.848
55.	3.086	1.000	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	28.471
56.	3.086	2.545	2.983	4.685	3.151	3.296	2.285	2.979	3.173	1.998	30.182
57.	3.086	2.545	2.983	3.351	3.151	3.296	3.643	4.475	4.597	3.166	34.294
58.	4.514	4.024	4.459	4.685	4.597	4.685	3.643	4.475	4.597	1.998	41.676
59.	4.514	2.545	2.983	2.154	3.151	3.296	2.285	2.979	4.597	1.998	30.502
60.	4.514	4.024	4.459	3.351	3.151	3.296	2.285	2.979	3.173	3.166	34.399
61.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	4.507	31.357
62.	4.514	2.545	2.983	3.351	4.597	4.685	3.643	2.979	1.892	3.166	34.355
63.	3.086	2.545	2.983	2.154	3.151	3.296	2.285	2.979	3.173	3.166	28.819
64.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	4.507	31.357

65.	3.086	2.545	2.983	2.154	3.151	3.296	2.285	2.979	3.173	4.507	30.160
66.	4.514	4.024	4.459	4.685	4.597	3.296	3.643	4.475	4.597	1.998	40.287
67.	3.086	2.545	2.983	3.351	3.151	3.296	3.643	2.979	3.173	3.166	31.374
68.	3.086	2.545	2.983	3.351	3.151	3.296	3.643	4.475	4.597	3.166	34.294
69.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	4.507	31.357
70.	3.086	2.545	2.983	3.351	3.151	3.296	3.643	2.979	1.892	4.507	31.434
71.	4.514	2.545	2.983	3.351	4.597	4.685	2.285	2.979	3.173	1.998	33.110
72.	4.514	2.545	2.983	4.685	3.151	3.296	1.000	2.979	3.173	3.166	31.493
73.	4.514	4.024	4.459	4.685	4.597	3.296	2.285	2.979	3.173	4.507	38.519
74.	4.514	2.545	2.983	3.351	4.597	3.296	2.285	2.979	3.173	4.507	34.230
75.	3.086	4.024	2.983	4.685	1.000	3.296	3.643	2.979	3.173	4.507	33.376
76.	4.514	4.024	2.983	3.351	4.597	4.685	2.285	2.979	3.173	3.166	35.757
77.	1.000	4.024	2.983	4.685	4.597	3.296	3.643	4.475	4.597	4.507	37.806
78.	4.514	2.545	2.983	2.154	3.151	3.296	3.643	4.475	3.173	3.166	33.100
79.	3.086	2.545	4.459	4.685	3.151	4.685	2.285	2.979	3.173	3.166	34.216
80.	3.086	2.545	4.459	3.351	3.151	3.296	1.000	2.979	4.597	3.166	31.632
81.	3.086	4.024	2.983	3.351	4.597	4.685	2.285	4.475	4.597	3.166	37.249
82.	3.086	4.024	2.983	3.351	3.151	4.685	2.285	4.475	3.173	3.166	34.380
83.	3.086	2.545	2.983	3.351	3.151	3.296	2.285	2.979	3.173	3.166	30.017
84.	4.514	4.024	1.000	3.351	4.597	4.685	3.643	4.475	4.597	3.166	38.051
85.	1.834	2.545	2.983	2.154	3.151	3.296	1.000	2.979	3.173	1.998	25.114

Lampiran 12

Hasil Pengujian Validitas Disiplin Kerja (X₁)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Total_X1
X1.1	Pearson Correlation	1	.520**	.476**	.361	.432*	.491**	.619**	.511**	.738**
	Sig. (2-tailed)		.003	.008	.050	.017	.006	.000	.004	.000
	N	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.520**	1	.571**	.396*	.363*	.364*	.772**	.482**	.745**
	Sig. (2-tailed)	.003		.001	.031	.049	.048	.000	.007	.000
	N	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.476**	.571**	1	.531**	.374*	.212	.546**	.717**	.696**
	Sig. (2-tailed)	.008	.001		.003	.042	.260	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.361	.396*	.531**	1	.575**	.594**	.630**	.584**	.747**
	Sig. (2-tailed)	.050	.031	.003		.001	.001	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.432*	.363*	.374*	.575**	1	.722**	.396*	.732**	.747**
	Sig. (2-tailed)	.017	.049	.042	.001		.000	.030	.000	.000
	N	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.491**	.364*	.212	.594**	.722**	1	.522**	.546**	.752**
	Sig. (2-tailed)	.006	.048	.260	.001	.000		.003	.002	.000
	N	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.619**	.772**	.546**	.630**	.396*	.522**	1	.580**	.843**
	Sig. (2-tailed)	.000	.000	.002	.000	.030	.003		.001	.000
	N	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.511**	.482**	.717**	.584**	.732**	.546**	.580**	1	.824**
	Sig. (2-tailed)	.004	.007	.000	.001	.000	.002	.001		.000
	N	30	30	30	30	30	30	30	30	30
Total_X1	Pearson Correlation	.738**	.745**	.696**	.747**	.747**	.752**	.843**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	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 13

Uji Validitas Komitmen Organisasi (X₂)

		Correlations							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Total_X2
X2.1	Pearson Correlation	1	.703**	.666**	.835**	.610**	.791**	.795**	.910**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.703**	1	.687**	.707**	.511**	.550**	.735**	.827**
	Sig. (2-tailed)	.000		.000	.000	.004	.002	.000	.000
	N	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.666**	.687**	1	.683**	.291	.674**	.618**	.777**
	Sig. (2-tailed)	.000	.000		.000	.118	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.835**	.707**	.683**	1	.737**	.695**	.827**	.926**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.610**	.511**	.291	.737**	1	.445*	.724**	.727**
	Sig. (2-tailed)	.000	.004	.118	.000		.014	.000	.000
	N	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.791**	.550**	.674**	.695**	.445*	1	.761**	.830**
	Sig. (2-tailed)	.000	.002	.000	.000	.014		.000	.000
	N	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.795**	.735**	.618**	.827**	.724**	.761**	1	.926**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30
Total_X2	Pearson Correlation	.910**	.827**	.777**	.926**	.727**	.830**	.926**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	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 14

Uji Validitas Kompetensi (X₃)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	Total_X3
X3.1	Pearson Correlation	1	.877**	.433*	.646**	.666**	.666**	.574**	.732**	.854**
	Sig. (2-tailed)		.000	.017	.000	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.877**	1	.482**	.736**	.578**	.647**	.626**	.705**	.864**
	Sig. (2-tailed)	.000		.007	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.433*	.482**	1	.541**	.499**	.570**	.581**	.417*	.730**
	Sig. (2-tailed)	.017	.007		.002	.005	.001	.001	.022	.000
	N	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.646**	.736**	.541**	1	.776**	.697**	.632**	.586**	.860**
	Sig. (2-tailed)	.000	.000	.002		.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.666**	.578**	.499**	.776**	1	.448*	.533**	.545**	.784**
	Sig. (2-tailed)	.000	.001	.005	.000		.013	.002	.002	.000
	N	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.666**	.647**	.570**	.697**	.448*	1	.548**	.533**	.772**
	Sig. (2-tailed)	.000	.000	.001	.000	.013		.002	.002	.000
	N	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.574**	.626**	.581**	.632**	.533**	.548**	1	.694**	.805**
	Sig. (2-tailed)	.001	.000	.001	.000	.002	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.732**	.705**	.417*	.586**	.545**	.533**	.694**	1	.797**
	Sig. (2-tailed)	.000	.000	.022	.001	.002	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30
Total_X3	Pearson Correlation	.854**	.864**	.730**	.860**	.784**	.772**	.805**	.797**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	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).

Total_Y	Pearson Correlation	.736**	.817**	.896**	.928**	.843**	.845**	.843**	.791**	.917**	.894**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 16

Hasil Uji Reliabilitas Disiplin Kerja X₁

Reliability Statistics

Cronbach's Alpha	N of Items
.890	8

Hasil Uji Reliabilitas Komitmen Organisasi X₂

Reliability Statistics

Cronbach's Alpha	N of Items
.935	7

Hasil Uji Reliabilitas Kompetensi X₃

Reliability Statistics

Cronbach's Alpha	N of Items
.915	8

Hasil Uji Reliabilitas Kinerja Y

Reliability Statistics

Cronbach's Alpha	N of Items
.956	10

Lampiran 17

Hasil Uji Asumsi Klasik

1) Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		85
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.69980166
Most Extreme Differences	Absolute	.071
	Positive	.071
	Negative	-.052
Test Statistic		.071
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

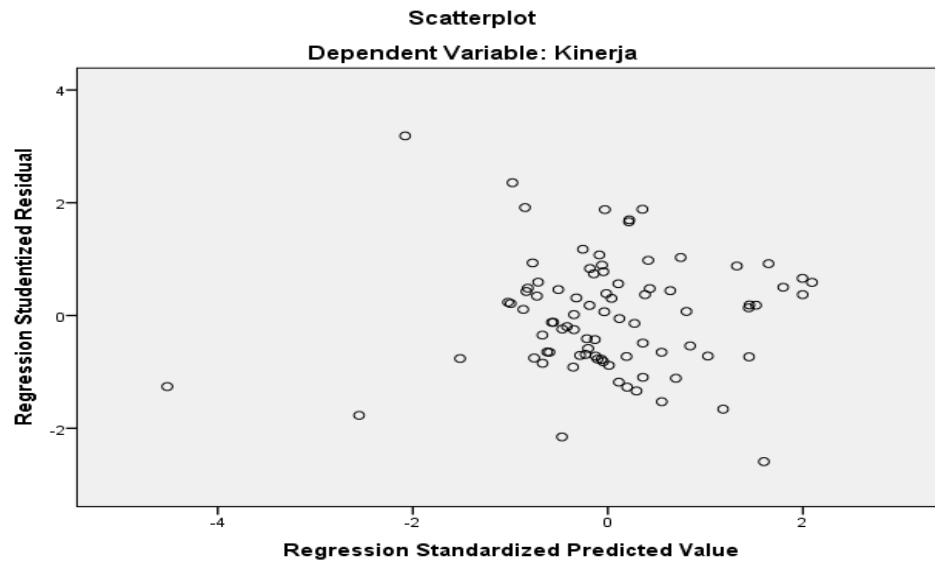
2) Uji Multikolinieritas

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Disiplin	.687	1.456
Komitmen Organisasi	.791	1.264
Kompetensi	.836	1.196

a. Dependent Variable: Kinerja

3) Uji Heterokedastisitas



4) Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.602 ^a	.363	.339	4.786	2.248

a. Predictors: (Constant), Kompetensi, Komitmen Organisasi, Disiplin

b. Dependent Variable: Kinerja

Lampran 18

Hasil Uji Regresi Linear Berganda

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.954	3.848		2.327	.022
	Disiplin	.308	.125	.263	2.459	.016
	Komitmen Organisasi	.405	.124	.327	3.277	.002
	Kompetensi	.263	.127	.201	2.068	.042

Lampiran 19

Hasil Uji t (Prasial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.954	3.848		2.327	.022
	Disiplin	.308	.125	.263	2.459	.016
	Komitmen Organisasi	.405	.124	.327	3.277	.002
	Kompetensi	.263	.127	.201	2.068	.042

Lampiran 20

Hasil Uji F (Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1056.962	3	352.321	15.381	.000 ^b
	Residual	1855.403	81	22.906		
	Total	2912.366	84			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompetensi, Komitmen Organisasi, Disiplin

Lampiran 21

Analisis Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.602 ^a	.363	.339	4.786	2.248

a. Predictors: (Constant), Kompetensi, Komitmen Organisasi, Disiplin

b. Dependent Variable: Kinerja