# DAFTAR PUSTAKA

Adha, S., Wandi, D., & Susanto, Y. (2019). Pengaruh Kepuasan Kerja terhadap Kinerja Pegawai pada Dinas Perindustrian, Perdagangan dan ESDM Kabupaten Pandeglang. *Jurnal Ekonomi Vokasi*, *2*(1), 61–72.

Agustini, F. (2019). *Strategi Manajemen Sumber Daya Manusia*. UISU Press.

Arief, R., & Sunaryo. (2020). Pengaruh Penerapan Standar Operasional Prosedur (Sop), Gaya Kepemimpinan, Dan Audit Internal Terhadap Kinerja Karyawan (Studi Kasus Pada Pt. Mega Pesanggrahan Indah). *Jurnal Ekonomika Dan Manajemen*, *9*(2), 125–143.

Arini, & Soemohadiwidjojo, T. (2014). *Mudah Menyusun SOP Standard Operating Procedure* (1st ed.). Penebar Plus (Penebar Swadaya Grup).

Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Penerbit Erlangga.

Budiharjo, M. (2014). *Panduan Praktis Menyusun SOP (Stanard Operating Procedure)* (1st ed.). Raih Asa Sukses (Penebar Swadaya Grup).

Ferdian, N. D., Hardiningrum, I. S., & Dewi, A. S. (2023). Pengaruh Pelatihan Kerja Dan Disiplin Kerja Terhadap KinerjaKaryawan UPTD Puskesmas Pagu. *Riset Ilmu Manajemen Bisnis Dan Akuntansi*, *1*(4), 102–110. https://doi.org/10.61132/rimba.v1i4.290

Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.

Hasan, A., Andriani, M., & Likdanawati. (2021). Pengaruh Leader Member Exchange Kepuasan Kerja Dan Karakteristik Individu Terhadap Kinerja Pegawai Pada Puskesmas Banda Sakti Lhokseumawe. *Jurnal Visioner & Strategis*, *10*(September), 17–26.

Hasibuan, & S.P., M. (2020). *Manajemen Sumber Daya Manusia*. Bumi Aksara.

Inzani, F., & Baharudin. (2023). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Kecamatan Kalukku The Effect of Work Discipline on Employee Performance in the Office Kalukku District. *Jurnal Ilmiah Ilmu Manajemen Vol*, *2*(1), 45–53.

Mangkunegara, A. P. (2008). *MANAJEMEN SUMBER DAYA MANUSIA PERUSAHAAN* (S. Sandiasih (ed.); 8th ed.). PT Remaja Rosdakarya Offset-Bandung.

Nur’aini, F. (2020). *Standar Operating Procedure* (Pertama). Quadrant.

Nurul, Q. (2020). *Manajemen Sumber Daya Manusia : Teori, Aplikasi dan Studi Empiris* (1st ed.). CV. Pustaka Abadi.

Prawironegoro, D., & Utari, D. (2016). *Manajemen SDM Abad 21 (Sumber Daya Manusia) : Kajian tentang Sumber Daya Manusia Secara Filsafat, Ekonomi, Sosial, Antropologi, dan politik*. Mitra Wacana Media.

R.N., R. (2017). *Step by Step Lancar Membuat (SOP) Standard Operating Procedure*. HUTA MEDIA.

Rivai, V. (2011). *Manajemen Sumber Daya Manusia untuk Perusahaan dari teori ke praktik*. RajaGrafindo Persada.

Saderiah, S., Otoluwa, N. I., & Burhani, A. H. (2022). Pengaruh Stres Kerja Dan Kepuasan Kerja Terhadap Kinerja Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening (Studi Kasus Pada Uptd Puskesmas Maros Baru). *POINT: Jurnal Ekonomi Dan Manajemen*, *4*(2), 59–74. https://doi.org/10.46918/point.v4i2.1638

Sugianto, A., Hidayat, M., & Rahman, N. (2023). *Pengaruh standar operasional prosedur, lingkungan kerja dan disiplin kerja terhadap kinerja pegawai komisi pemilihan umum kabupaten kepulauan selayar*. *4*, 246–259.

Sugiyono. (2013). *Metode Penelitian Kuantitatif dan Kualitatif dan R&D*. ALFABETA, cv.

Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif dan R&D* (2nd ed.). ALFABETA, cv.

Sukrispiyanto. (2019). *Manajemen Sumber Daya Manusia* (Pertama). Indomedia Pustaka.

Supomo, R., & Nurhayati, E. (2018). *Manajemen Sumber Daya Manusia*. PENERBIT YRAMA WIDYA.

Taasiringan, C. W., Lengkong, P. K. V., & Lumantow, Y. L. (2024). *Pengaruh Standar Opersional Prosedur (SOP), Fasilitas, dan Disiplin Kerja Terhadap Kinerja Pegawai di RSUD Noongan*. *12*(01), 510–520.

Tanjung, A., & Subagjo, B. (2012). *Panduan Praktis Menyusun Standard Operating Procedures (SOP) Intansi Pemerintah*. Total Media.

Tegar, N. (2019). *Manajemen SDM dan Karyawan : Strategi Pengelolaan SDM dan Karyawan dengan Pendekatan Teoritis dan Praktis*. Penerbit QUADRANT.

Wahongan, E. P. T., Dotulong, L. O. H., & Saerang, R. (2021). *Jurnal EMBA Vol 9 No . 3Juli 2021 , Hal . 41 - 51*. *9*(3), 41–51.

Wibowo. (2011). *Manajemen Kinerja* (3rd ed.). PT RajaGrafindo Persada.

Wicaksono, A., Umiati, N., & Abidin, Z. A. (2019). Pengaruh Disiplin Kerja Dana budaya Organisasi Terhadap Kinerja Pegawai di Puskesmas Kecamatan Wates Blitar. *Pengaruh Disiplin Kerja Dana Budaya Organisasi Terhadap Kinerja Pegawai Di Puskesmas Kecamatan Wates Blitar.*, *13*(5), 82–86. http://jim.unisma.ac.id/index.php/rpp/article/view/4715

# LAMPIRAN

**Lampiran 1**

****YAYASAN PENDIDIKAN PANCASAKTI

UNIVERSITAS PANCASAKTI TEGAL

**FAKULTAS EKONOMI DAN BISNIS**

Jl. Perintis Kemerdekaan, Kota Tegal 52121

Sekretariat Telp : (0283) 355720 / 342194 https://feb.upstegal.ac.id/

Perihal : Permohonan Pengisian Kuisioner

Kepada Yth,

Bapak/Ibu/Sdr Responden

Di Tempat

Dengan Hormat, dalam rangka menyelesaikan penelitian studi jenjang strata 1 (S1) yang berjudul **”Pengaruh Standar Operasional Prosedur, Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Pegawai Puskesmas Sidamulya”** dengan ini saya:

Nama : Hanif Irkham Fauzi

NPM : 4120600301

Program Studi : Manajemen

Memohon bantuan serta kesediaan Bapak/Ibu Pegawai Puskesmas Sidamulya untuk menjadi responden dan berkenan memberi jawaban yang sesuai dengan kondisi yang dirasakan Bapak/Ibu. Data yang diberikan akan digunakan untuk penelitian skripsi pada Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal. Kami akan menjamin penuh kerahasiaan informasi yang Bapak/Ibu/Saudara/I berikan.

Demikian yang dapat saya sampaikan atas bantuan dan kerjasamanya saya mengucapkan terimakasih.

Tegal,

Hormat Saya

Hanif Irkham Fauzi

**KUESIONER PENELITIAN**

1. **Identitas Responden**

Untuk kelengkapan data penelitian, kami mohon Bapak/Ibu/Saudara mengisi data dibawah ini dengan memberi tanda (x) di kolom jawaban yang dipilih:

1. Jenis Kelamin : a. Laki-laki

b. Perempuan

1. Pendidikan Terakhir : a. SMP

b. SMA

c. D3

d. S1

1. Umur : a. 25-35 Tahun

b. 36-40 Tahun

c. 41-45 Tahun

d. 46-50 Tahun

1. Lama Bekerja : a. <1 Tahun

b. 1-5 Tahun

c. 6-10 Tahun

d. >10 Tahun

1. **Petunjuk Pengisian**
2. Isi kolom identitas dengan lengkap
3. Bacalah pernyataan dengan teliti sebelum menjawab
4. Berilah jawaban yang sesuai dengan kondisi yang bapak/ibu/saudara rasakan agar diperoleh data yang benar, akurat dan objektif
5. Perhatikan keterangan pernyataan pilihan jawaban berikut, berikan tanda (v) pada kolom yang tersedia :

Sangat Setuju (SS) : 5

Setuju (S) : 4

Netral (N) : 3

Tidak Setuju (TS) : 2

Sangat Tidak Setuju (STS) : 1

1. Isi seluruh pernyataan dengan sejujur-jujurnya, dan sangat tidak dianjurkan mengosongkan jawaban
2. Pengisian diperbolehkan tidak runtut sesuai nomor urut
3. Setelah selesai, berikan kuesioner ini kepada peneliti
4. Selamat berpartisipasi dan Terima Kasih atas partisipasi saudara dalam penelitian ini.

**KUESIONER**

**Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Sesuai standar pekerjaan dan sesusai pengetahuan** | | | | | | |
| 1 | Bekerja sesuai standar pekerjaan yang ditentukan |  |  |  |  |  |
| 2 | Diberikan tugas sesuai pengetahuan yang dimiliki |  |  |  |  |  |
| **Sesuai standar kualitas yang ditentukan** | | | | | | |
| 3 | Dapat bekerja sesuai dengan standar kualitas yang ditentukan |  |  |  |  |  |
| 4 | Merasa bahwa saya memiliki kemampuan sesuai dengan kualitas pekerjaan yang ditentukan |  |  |  |  |  |
| **Tepat waktu** | | | | | | |
| 5 | Selalu menyelesaikan tugas dengan tepat waktu |  |  |  |  |  |
| 6 | Dapat menyelesaikan tugas sesuai dengan batas waktu yang ditentukan |  |  |  |  |  |
| **Tingkat Kehadiran** | | | | | | |
| 7 | Hadir ditempat kerja sesuai jam kerja yang ditentukan |  |  |  |  |  |
| 8 | Kehadiran saya sesuai dengan hari kerja yang diterapkan |  |  |  |  |  |
| **Mampu Bekerja Sama** | | | | | | |
| 9 | Dapat bekerja sama dengan sesama rekan kerja |  |  |  |  |  |
| 10 | Mampu bekerja sama dengan dengan tim |  |  |  |  |  |

**Standar Operasional Prosedur (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **SOP mudah dimengerti dan mudah diterapkan** | | | | | | |
| 1 | SOP yang di tetapkan ditempat kerja mampu saya pahami dengan baik |  |  |  |  |  |
| 2 | SOP yang telah di tetapkan ditempat kerja dapat saya terapkan dengan baik |  |  |  |  |  |
| **SOP standar singkat dan cepat mencapai target** | | | | | | |
| 3 | SOP yang diterapkan dapat membuat pekerjaan lebih singkat |  |  |  |  |  |
| 4 | SOP yang diterapkan dapat membuat pekerjaan cepat mencapai target |  |  |  |  |  |
| **Sesuai Kebutuhan** | | | | | | |
| 5 | Prosedur yang ditetapkan telah sesuai dengan kebutuhan. Baik yang melaksanakan pekerjaanyna maupun yang dilayani |  |  |  |  |  |
| 6 | SOP yang ditetapkan tidak memboros biaya |  |  |  |  |  |
| **Dapat diukur kuantitas serta kualitasnya** | | | | | | |
| 7 | Hasil pekerjaan saya dapat terukur kuantitas serta kualitasnya |  |  |  |  |  |
| 8 | Proses pekerjaan saya dapat terukur dengan baik dan jelas |  |  |  |  |  |
| **Ditaati dan dilaksanakan** | | | | | | |
| 9 | Peraturan yang telah ditetapkan mampu saya taati |  |  |  |  |  |
| 10 | Prosedur yang ditetapkan oleh pimpinan telah sesuai dengan undang-undang SOP |  |  |  |  |  |

**DISIPLIN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Terlambat dan Kehadiran** | | | | | | |
| 1 | Tidak pernah terlambat datang ketempat kerja |  |  |  |  |  |
| 2 | Selalu hadir ditempat kerja |  |  |  |  |  |
| **Ketaatan Peraturan dan tidak melanggar prosedur** | | | | | | |
| 3 | Selalu mentaati peraturan yang ada ditempat kerja |  |  |  |  |  |
| 4 | Saya bekerja sesuai dengan prosedur dan tidak pernah melanggar prosedur yang diterapkan |  |  |  |  |  |
| **Standarisasi Kerja Serta Tanggung Jawab Pegawai** | | | | | | |
| 5 | Mematuhi ketentuan dan standar yang diterapkan ditempat kerja |  |  |  |  |  |
| 6 | Mampu bertanggung jawab terhadap tugas yang diberikan |  |  |  |  |  |
| **Kewaspadaan dan Ketelitian** | | | | | | |
| 7 | Berwaspada dalam menjalankan pekerjaan karna itu tanggung jawab |  |  |  |  |  |
| 8 | Selalu teliti dalam mengerjakan suatu tugas yang diberikan |  |  |  |  |  |
| **Bekerja Etis Sesuai Dengan Etika** | | | | | | |
| 9 | Mampu berperilaku secara etis sesuai dengan etika kerja yang berlaku |  |  |  |  |  |
| 10 | Tidak pernah melakukan tindakan yang melanggar etika perusahaan |  |  |  |  |  |

**Kepuasan kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Sesuai dengan jenis pekerjaan** | | | | | | |
| 1 | Memperoleh gaji yang sesuai dengan jenis pekerjaan yang diberikan |  |  |  |  |  |
| 2 | Mendapatkan imbalan yang sesuai dengan jenis pekerjaan yang dikerjakan |  |  |  |  |  |
| **Pekerjaan yang menantang** | | | | | | |
| 3 | Pekerjaan yang saya kerjakan cukup menantang |  |  |  |  |  |
| 4 | Tugas yang diberikan memang menantang, tetapi saya senang menyelesaikan tugas tersebut |  |  |  |  |  |
| **Pengawasan** | | | | | | |
| 5 | Mendapatkan pengawasan yang ketat dari atasan |  |  |  |  |  |
| 6 | Atasan saya selalu memastikan semua pekerjaan berjalan dengan lancar dan sesuai dengan standar yang ditetapkan |  |  |  |  |  |
| **Kesempatan Jabatan** | | | | | | |
| 7 | Tertarik dengan promosi jabatan yang ditawarkan atasan |  |  |  |  |  |
| 8 | Memperoleh kesempatan promosi jabatan dari prestasi kerja yang dicapai |  |  |  |  |  |
| **Saling Mendukung** | | | | | | |
| 9 | Dapat bekerja saling mendukung antar rekan kerja |  |  |  |  |  |
| 10 | Mampu bekerja sama dengan tim |  |  |  |  |  |

**Lampiran 2**

**Data pengujian validitas dan reliabilitas variabel kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Kinerja (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 1 | 5 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 41 |
| 2 | 3 | 1 | 3 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 30 |
| 3 | 2 | 3 | 3 | 2 | 3 | 5 | 1 | 3 | 3 | 1 | 26 |
| 4 | 4 | 5 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 1 | 34 |
| 5 | 3 | 4 | 1 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 34 |
| 6 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 2 | 40 |
| 7 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 43 |
| 8 | 4 | 1 | 3 | 3 | 5 | 4 | 2 | 2 | 4 | 4 | 32 |
| 9 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 10 | 4 | 3 | 4 | 5 | 4 | 2 | 3 | 3 | 4 | 3 | 35 |
| 11 | 2 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 42 |
| 12 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 36 |
| 13 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 45 |
| 14 | 1 | 3 | 5 | 2 | 3 | 4 | 2 | 4 | 2 | 5 | 31 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 3 | 44 |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 45 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 18 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 41 |
| 19 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 20 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 42 |
| 21 | 5 | 5 | 5 | 2 | 5 | 3 | 4 | 3 | 3 | 5 | 40 |
| 22 | 1 | 3 | 2 | 5 | 2 | 3 | 1 | 3 | 3 | 3 | 26 |
| 23 | 1 | 1 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 32 |
| 24 | 3 | 3 | 3 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 35 |
| 25 | 4 | 5 | 2 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 36 |
| 26 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 32 |
| 27 | 4 | 3 | 2 | 3 | 2 | 3 | 5 | 2 | 3 | 2 | 29 |
| 28 | 4 | 3 | 5 | 5 | 2 | 4 | 5 | 3 | 4 | 5 | 40 |
| 29 | 4 | 4 | 2 | 3 | 1 | 4 | 4 | 4 | 1 | 3 | 30 |
| 30 | 2 | 3 | 4 | 3 | 5 | 3 | 5 | 3 | 5 | 3 | 36 |
| 31 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 32 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 14 |

**Lampiran 3**

**Data pengujian validitas dan reliabilitas variabel standar operasional prosedur (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Standar Operasional Prosedur(X1) | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 3 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 14 |
| 2 | 3 | 1 | 4 | 2 | 4 | 3 | 2 | 2 | 5 | 3 | 29 |
| 3 | 3 | 1 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 1 | 31 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 6 | 4 | 3 | 5 | 5 | 1 | 1 | 5 | 4 | 3 | 4 | 35 |
| 7 | 5 | 5 | 2 | 3 | 5 | 2 | 4 | 5 | 2 | 3 | 36 |
| 8 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 43 |
| 9 | 3 | 5 | 2 | 4 | 3 | 3 | 5 | 5 | 3 | 3 | 36 |
| 10 | 3 | 1 | 5 | 3 | 3 | 1 | 5 | 2 | 4 | 2 | 29 |
| 11 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 43 |
| 12 | 3 | 3 | 1 | 2 | 4 | 3 | 4 | 2 | 1 | 2 | 25 |
| 13 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 14 | 2 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 42 |
| 15 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 44 |
| 16 | 2 | 5 | 4 | 2 | 1 | 3 | 3 | 2 | 4 | 2 | 28 |
| 17 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 41 |
| 18 | 2 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 2 | 36 |
| 19 | 4 | 4 | 3 | 1 | 3 | 5 | 4 | 3 | 5 | 3 | 35 |
| 20 | 3 | 2 | 4 | 5 | 2 | 1 | 3 | 2 | 3 | 2 | 27 |
| 21 | 2 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 4 | 1 | 17 |
| 22 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 2 | 2 | 5 | 36 |
| 23 | 2 | 1 | 1 | 4 | 1 | 2 | 1 | 4 | 1 | 5 | 22 |
| 24 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 43 |
| 25 | 1 | 1 | 1 | 2 | 1 | 4 | 4 | 3 | 2 | 1 | 20 |
| 26 | 2 | 3 | 2 | 3 | 2 | 1 | 4 | 4 | 4 | 2 | 27 |
| 27 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 1 | 40 |
| 28 | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 1 | 39 |
| 29 | 1 | 2 | 3 | 4 | 1 | 2 | 4 | 2 | 3 | 3 | 25 |
| 30 | 4 | 1 | 1 | 5 | 2 | 4 | 2 | 4 | 1 | 1 | 25 |
| 31 | 1 | 2 | 1 | 5 | 1 | 1 | 3 | 2 | 1 | 3 | 20 |
| 32 | 3 | 1 | 1 | 5 | 5 | 5 | 4 | 4 | 1 | 1 | 30 |

**Lampiran 4**

**Tabulasi Data pengujian validitas dan reliabilitas variabel disiplin kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Disiplin kerja(X2) | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| 1 | 4 | 3 | 5 | 2 | 3 | 1 | 4 | 5 | 2 | 5 | 34 |
| 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 40 |
| 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 2 | 5 | 38 |
| 4 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 38 |
| 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 42 |
| 6 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 2 | 37 |
| 7 | 4 | 2 | 5 | 3 | 5 | 4 | 4 | 4 | 2 | 4 | 37 |
| 8 | 5 | 5 | 4 | 2 | 2 | 4 | 5 | 4 | 5 | 3 | 39 |
| 9 | 4 | 1 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 40 |
| 10 | 2 | 1 | 5 | 5 | 3 | 3 | 1 | 4 | 1 | 2 | 27 |
| 11 | 5 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 2 | 4 | 40 |
| 12 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 1 | 2 | 29 |
| 13 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 2 | 2 | 40 |
| 14 | 4 | 3 | 2 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 34 |
| 15 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 44 |
| 17 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 46 |
| 19 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 44 |
| 20 | 2 | 4 | 3 | 3 | 2 | 2 | 1 | 4 | 4 | 3 | 28 |
| 21 | 5 | 2 | 1 | 2 | 1 | 5 | 2 | 4 | 5 | 3 | 30 |
| 22 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 1 | 3 | 26 |
| 23 | 1 | 4 | 5 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 32 |
| 24 | 1 | 1 | 1 | 2 | 1 | 2 | 4 | 1 | 3 | 3 | 19 |
| 25 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 45 |
| 26 | 5 | 4 | 1 | 2 | 2 | 2 | 4 | 1 | 1 | 4 | 26 |
| 27 | 4 | 3 | 5 | 4 | 2 | 2 | 1 | 2 | 3 | 4 | 30 |
| 28 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 1 | 2 | 2 | 23 |
| 29 | 3 | 4 | 5 | 2 | 5 | 3 | 5 | 5 | 1 | 4 | 37 |
| 30 | 1 | 2 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 38 |
| 31 | 4 | 1 | 5 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 32 |
| 32 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 43 |

**Lampiran 5**

**Tabulasi Data pengujian validitas dan reliabilitas variabel kepuasan kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Kepuasan Kerja(X3) | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |
| 1 | 1 | 3 | 1 | 1 | 4 | 2 | 3 | 4 | 1 | 4 | 24 |
| 2 | 5 | 1 | 2 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 36 |
| 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 45 |
| 4 | 1 | 1 | 2 | 4 | 4 | 4 | 5 | 3 | 3 | 2 | 29 |
| 5 | 3 | 3 | 3 | 2 | 5 | 4 | 3 | 5 | 5 | 4 | 37 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 44 |
| 7 | 3 | 4 | 2 | 3 | 4 | 5 | 3 | 5 | 5 | 3 | 37 |
| 8 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 41 |
| 9 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 44 |
| 10 | 3 | 3 | 1 | 3 | 2 | 5 | 1 | 3 | 2 | 5 | 28 |
| 11 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 42 |
| 12 | 5 | 5 | 2 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 43 |
| 13 | 3 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 41 |
| 14 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 2 | 33 |
| 15 | 5 | 2 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 16 | 4 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 2 | 2 | 36 |
| 17 | 3 | 2 | 3 | 2 | 5 | 4 | 2 | 3 | 4 | 3 | 31 |
| 18 | 3 | 3 | 2 | 5 | 3 | 3 | 4 | 3 | 5 | 3 | 34 |
| 19 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 43 |
| 20 | 4 | 2 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 43 |
| 21 | 4 | 3 | 2 | 5 | 5 | 2 | 2 | 3 | 4 | 3 | 33 |
| 22 | 5 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 3 | 4 | 38 |
| 23 | 5 | 3 | 3 | 4 | 3 | 2 | 4 | 2 | 4 | 2 | 32 |
| 24 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 41 |
| 25 | 3 | 3 | 4 | 2 | 2 | 5 | 4 | 5 | 3 | 5 | 36 |
| 26 | 3 | 3 | 3 | 2 | 3 | 3 | 1 | 3 | 4 | 2 | 27 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 1 | 2 | 4 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 24 |
| 29 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 30 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 31 | 4 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 1 | 19 |
| 32 | 1 | 1 | 3 | 1 | 1 | 3 | 4 | 1 | 2 | 1 | 18 |

**Lampiran 6**

**Output SPSS Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | TOTAL |
| Y.1 | Pearson Correlation | 1 | .344 | .466\* | .194 | .340 | .298 | .283 | .038 | .155 | .019 | .606\*\* |
| Sig. (2-tailed) |  | .074 | .012 | .323 | .077 | .124 | .144 | .846 | .431 | .923 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.2 | Pearson Correlation | .344 | 1 | .137 | .171 | .235 | .280 | .280 | .428\* | .104 | .145 | .581\*\* |
| Sig. (2-tailed) | .074 |  | .487 | .384 | .229 | .148 | .149 | .023 | .600 | .462 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.3 | Pearson Correlation | .466\* | .137 | 1 | .037 | .185 | .344 | -.023 | .250 | -.085 | .357 | .515\*\* |
| Sig. (2-tailed) | .012 | .487 |  | .852 | .347 | .073 | .909 | .199 | .667 | .062 | .005 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.4 | Pearson Correlation | .194 | .171 | .037 | 1 | -.009 | .343 | .320 | .412\* | .397\* | .189 | .531\*\* |
| Sig. (2-tailed) | .323 | .384 | .852 |  | .964 | .074 | .097 | .029 | .037 | .334 | .004 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.5 | Pearson Correlation | .340 | .235 | .185 | -.009 | 1 | .060 | .152 | .256 | .262 | .277 | .502\*\* |
| Sig. (2-tailed) | .077 | .229 | .347 | .964 |  | .761 | .440 | .188 | .177 | .154 | .007 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.6 | Pearson Correlation | .298 | .280 | .344 | .343 | .060 | 1 | .084 | .458\* | .145 | .210 | .565\*\* |
| Sig. (2-tailed) | .124 | .148 | .073 | .074 | .761 |  | .671 | .014 | .463 | .283 | .002 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.7 | Pearson Correlation | .283 | .280 | -.023 | .320 | .152 | .084 | 1 | .165 | .366 | .223 | .531\*\* |
| Sig. (2-tailed) | .144 | .149 | .909 | .097 | .440 | .671 |  | .402 | .055 | .254 | .004 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.8 | Pearson Correlation | .038 | .428\* | .250 | .412\* | .256 | .458\* | .165 | 1 | .315 | .409\* | .645\*\* |
| Sig. (2-tailed) | .846 | .023 | .199 | .029 | .188 | .014 | .402 |  | .103 | .031 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.9 | Pearson Correlation | .155 | .104 | -.085 | .397\* | .262 | .145 | .366 | .315 | 1 | .099 | .458\* |
| Sig. (2-tailed) | .431 | .600 | .667 | .037 | .177 | .463 | .055 | .103 |  | .616 | .014 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y.10 | Pearson Correlation | .019 | .145 | .357 | .189 | .277 | .210 | .223 | .409\* | .099 | 1 | .547\*\* |
| Sig. (2-tailed) | .923 | .462 | .062 | .334 | .154 | .283 | .254 | .031 | .616 |  | .003 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| TOTAL | Pearson Correlation | .606\*\* | .581\*\* | .515\*\* | .531\*\* | .502\*\* | .565\*\* | .531\*\* | .645\*\* | .458\* | .547\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .005 | .004 | .007 | .002 | .004 | .000 | .014 | .003 |  |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 7**

**Output SPSS Uji Validitas Variabel Standar Operasional Prosedur (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .379\* | .352 | .313 | .492\*\* | .252 | .294 | .367 | .363 | .219 | .588\*\* |
| Sig. (2-tailed) |  | .046 | .066 | .105 | .008 | .195 | .129 | .055 | .058 | .263 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.2 | Pearson Correlation | .379\* | 1 | .194 | .335 | .349 | .337 | .394\* | .350 | .243 | .504\*\* | .638\*\* |
| Sig. (2-tailed) | .046 |  | .324 | .082 | .069 | .080 | .038 | .068 | .212 | .006 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.3 | Pearson Correlation | .352 | .194 | 1 | .574\*\* | .444\* | .273 | .391\* | .154 | .632\*\* | .280 | .651\*\* |
| Sig. (2-tailed) | .066 | .324 |  | .001 | .018 | .160 | .040 | .434 | .000 | .149 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.4 | Pearson Correlation | .313 | .335 | .574\*\* | 1 | .446\* | .380\* | .518\*\* | .574\*\* | .233 | .570\*\* | .757\*\* |
| Sig. (2-tailed) | .105 | .082 | .001 |  | .017 | .046 | .005 | .001 | .234 | .002 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.5 | Pearson Correlation | .492\*\* | .349 | .444\* | .446\* | 1 | .527\*\* | .381\* | .338 | .375\* | .319 | .712\*\* |
| Sig. (2-tailed) | .008 | .069 | .018 | .017 |  | .004 | .045 | .078 | .049 | .098 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.6 | Pearson Correlation | .252 | .337 | .273 | .380\* | .527\*\* | 1 | .443\* | .475\* | .377\* | .304 | .670\*\* |
| Sig. (2-tailed) | .195 | .080 | .160 | .046 | .004 |  | .018 | .011 | .048 | .116 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.7 | Pearson Correlation | .294 | .394\* | .391\* | .518\*\* | .381\* | .443\* | 1 | .520\*\* | .315 | .131 | .659\*\* |
| Sig. (2-tailed) | .129 | .038 | .040 | .005 | .045 | .018 |  | .005 | .102 | .506 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.8 | Pearson Correlation | .367 | .350 | .154 | .574\*\* | .338 | .475\* | .520\*\* | 1 | .214 | .471\* | .668\*\* |
| Sig. (2-tailed) | .055 | .068 | .434 | .001 | .078 | .011 | .005 |  | .275 | .011 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.9 | Pearson Correlation | .363 | .243 | .632\*\* | .233 | .375\* | .377\* | .315 | .214 | 1 | .208 | .593\*\* |
| Sig. (2-tailed) | .058 | .212 | .000 | .234 | .049 | .048 | .102 | .275 |  | .289 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X1.10 | Pearson Correlation | .219 | .504\*\* | .280 | .570\*\* | .319 | .304 | .131 | .471\* | .208 | 1 | .630\*\* |
| Sig. (2-tailed) | .263 | .006 | .149 | .002 | .098 | .116 | .506 | .011 | .289 |  | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| TOTAL | Pearson Correlation | .588\*\* | .638\*\* | .651\*\* | .757\*\* | .712\*\* | .670\*\* | .659\*\* | .668\*\* | .593\*\* | .630\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |  |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 8**

**Output SPSS Uji Validitas Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .452\* | .197 | .183 | .335 | .511\*\* | .549\*\* | .245 | .286 | .397\* | .692\*\* |
| Sig. (2-tailed) |  | .016 | .314 | .350 | .082 | .005 | .002 | .208 | .140 | .037 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.2 | Pearson Correlation | .452\* | 1 | .271 | .192 | .118 | .150 | .208 | .170 | .503\*\* | .371 | .589\*\* |
| Sig. (2-tailed) | .016 |  | .164 | .329 | .549 | .447 | .288 | .388 | .006 | .052 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.3 | Pearson Correlation | .197 | .271 | 1 | .585\*\* | .573\*\* | .187 | .079 | .482\*\* | .151 | .248 | .630\*\* |
| Sig. (2-tailed) | .314 | .164 |  | .001 | .001 | .342 | .690 | .009 | .444 | .203 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.4 | Pearson Correlation | .183 | .192 | .585\*\* | 1 | .453\* | .411\* | .024 | .184 | .341 | .326 | .603\*\* |
| Sig. (2-tailed) | .350 | .329 | .001 |  | .016 | .030 | .902 | .349 | .076 | .090 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.5 | Pearson Correlation | .335 | .118 | .573\*\* | .453\* | 1 | .420\* | .421\* | .337 | .061 | .273 | .661\*\* |
| Sig. (2-tailed) | .082 | .549 | .001 | .016 |  | .026 | .026 | .080 | .759 | .160 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.6 | Pearson Correlation | .511\*\* | .150 | .187 | .411\* | .420\* | 1 | .339 | .272 | .456\* | .236 | .653\*\* |
| Sig. (2-tailed) | .005 | .447 | .342 | .030 | .026 |  | .078 | .161 | .015 | .227 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.7 | Pearson Correlation | .549\*\* | .208 | .079 | .024 | .421\* | .339 | 1 | .267 | .078 | .209 | .534\*\* |
| Sig. (2-tailed) | .002 | .288 | .690 | .902 | .026 | .078 |  | .169 | .692 | .285 | .003 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.8 | Pearson Correlation | .245 | .170 | .482\*\* | .184 | .337 | .272 | .267 | 1 | .060 | .149 | .526\*\* |
| Sig. (2-tailed) | .208 | .388 | .009 | .349 | .080 | .161 | .169 |  | .762 | .448 | .004 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.9 | Pearson Correlation | .286 | .503\*\* | .151 | .341 | .061 | .456\* | .078 | .060 | 1 | .248 | .550\*\* |
| Sig. (2-tailed) | .140 | .006 | .444 | .076 | .759 | .015 | .692 | .762 |  | .203 | .002 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X2.10 | Pearson Correlation | .397\* | .371 | .248 | .326 | .273 | .236 | .209 | .149 | .248 | 1 | .558\*\* |
| Sig. (2-tailed) | .037 | .052 | .203 | .090 | .160 | .227 | .285 | .448 | .203 |  | .002 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| TOTAL | Pearson Correlation | .692\*\* | .589\*\* | .630\*\* | .603\*\* | .661\*\* | .653\*\* | .534\*\* | .526\*\* | .550\*\* | .558\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .001 | .000 | .000 | .003 | .004 | .002 | .002 |  |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 9**

**Output SPSS Uji Validitas Variabel Kepuasan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .283 | .336 | .380\* | .363 | .282 | .267 | .184 | .319 | .245 | .651\*\* |
| Sig. (2-tailed) |  | .144 | .080 | .046 | .058 | .146 | .169 | .348 | .098 | .210 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.2 | Pearson Correlation | .283 | 1 | .395\* | .303 | .151 | .218 | .270 | .170 | .311 | .139 | .584\*\* |
| Sig. (2-tailed) | .144 |  | .037 | .117 | .444 | .266 | .164 | .386 | .107 | .481 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.3 | Pearson Correlation | .336 | .395\* | 1 | .289 | .228 | .136 | .535\*\* | .345 | .226 | .079 | .640\*\* |
| Sig. (2-tailed) | .080 | .037 |  | .136 | .242 | .489 | .003 | .072 | .248 | .691 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.4 | Pearson Correlation | .380\* | .303 | .289 | 1 | .289 | .220 | .355 | -.170 | .486\*\* | .063 | .588\*\* |
| Sig. (2-tailed) | .046 | .117 | .136 |  | .136 | .262 | .063 | .388 | .009 | .752 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.5 | Pearson Correlation | .363 | .151 | .228 | .289 | 1 | .201 | .210 | .391\* | .378\* | .036 | .544\*\* |
| Sig. (2-tailed) | .058 | .444 | .242 | .136 |  | .306 | .283 | .039 | .047 | .857 | .003 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.6 | Pearson Correlation | .282 | .218 | .136 | .220 | .201 | 1 | .129 | .365 | .273 | .406\* | .556\*\* |
| Sig. (2-tailed) | .146 | .266 | .489 | .262 | .306 |  | .514 | .056 | .160 | .032 | .002 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.7 | Pearson Correlation | .267 | .270 | .535\*\* | .355 | .210 | .129 | 1 | .254 | .199 | .135 | .603\*\* |
| Sig. (2-tailed) | .169 | .164 | .003 | .063 | .283 | .514 |  | .192 | .310 | .492 | .001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.8 | Pearson Correlation | .184 | .170 | .345 | -.170 | .391\* | .365 | .254 | 1 | .083 | .252 | .466\* |
| Sig. (2-tailed) | .348 | .386 | .072 | .388 | .039 | .056 | .192 |  | .675 | .195 | .013 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.9 | Pearson Correlation | .319 | .311 | .226 | .486\*\* | .378\* | .273 | .199 | .083 | 1 | .242 | .615\*\* |
| Sig. (2-tailed) | .098 | .107 | .248 | .009 | .047 | .160 | .310 | .675 |  | .214 | .000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| X3.10 | Pearson Correlation | .245 | .139 | .079 | .063 | .036 | .406\* | .135 | .252 | .242 | 1 | .447\* |
| Sig. (2-tailed) | .210 | .481 | .691 | .752 | .857 | .032 | .492 | .195 | .214 |  | .017 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| TOTAL | Pearson Correlation | .651\*\* | .584\*\* | .640\*\* | .588\*\* | .544\*\* | .556\*\* | .603\*\* | .466\* | .615\*\* | .447\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .001 | .003 | .002 | .001 | .013 | .000 | .017 |  |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10**

**Output SPSS Uji Reliabilitas Variabel Kinerja(Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 28 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 28 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .736 | 10 |

**Lampiran 11**

**Output SPSS Uji Reliabilitas Variabel Standar Operasional Prosedur(X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 28 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 28 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .852 | 10 |

**Lampiran 12**

**Output SPSS Uji Reliabilitas Variabel Disiplin Kerja(X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 28 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 28 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .798 | 10 |

**Lampiran 13**

**Output SPSS Uji Reliabilitas Variabel Kepuasan Kerja(X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 28 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 28 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .770 | 10 |

**Lampiran 14**

**Perhitungan MSI Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **1** | **5** | **1** | **5** | **5** | **4** | **5** | **5** | **5** | **5** | TOTAL |
| 1,000 | 3,846 | 1,000 | 3,717 | 3,979 | 3,292 | 3,686 | 4,239 | 4,317 | 3,797 | 32,873 |
| 2,211 | 1,000 | 2,291 | 1,953 | 3,979 | 1,700 | 2,625 | 2,245 | 2,366 | 2,411 | 22,782 |
| 1,751 | 2,132 | 2,291 | 1,000 | 2,381 | 4,323 | 1,000 | 2,245 | 2,366 | 1,000 | 20,487 |
| 2,817 | 3,846 | 2,906 | 1,000 | 2,968 | 2,499 | 2,625 | 2,245 | 3,255 | 1,000 | 25,162 |
| 2,211 | 2,928 | 1,000 | 2,687 | 2,381 | 3,292 | 3,686 | 3,212 | 2,366 | 2,411 | 26,174 |
| 2,817 | 2,132 | 2,906 | 3,717 | 2,968 | 4,323 | 2,053 | 4,239 | 4,317 | 1,700 | 31,171 |
| 2,817 | 2,132 | 2,906 | 3,717 | 3,979 | 4,323 | 3,686 | 3,212 | 4,317 | 2,411 | 33,500 |
| 2,817 | 1,000 | 2,291 | 1,953 | 3,979 | 3,292 | 1,630 | 1,000 | 3,255 | 2,983 | 24,202 |
| 3,804 | 2,928 | 3,918 | 2,687 | 2,968 | 3,292 | 2,625 | 4,239 | 4,317 | 2,983 | 33,762 |
| 2,817 | 2,132 | 2,906 | 3,717 | 2,968 | 1,700 | 2,053 | 2,245 | 3,255 | 2,411 | 26,205 |
| 1,751 | 3,846 | 2,291 | 2,687 | 3,979 | 2,499 | 3,686 | 4,239 | 4,317 | 3,797 | 33,091 |
| 2,211 | 2,132 | 2,291 | 3,717 | 2,381 | 3,292 | 3,686 | 2,245 | 3,255 | 2,411 | 27,622 |
| 3,804 | 3,846 | 3,918 | 3,717 | 2,968 | 4,323 | 2,053 | 4,239 | 2,366 | 3,797 | 35,030 |
| 1,000 | 2,132 | 3,918 | 1,000 | 2,381 | 3,292 | 1,630 | 3,212 | 1,642 | 3,797 | 24,004 |
| 3,804 | 3,846 | 3,918 | 3,717 | 3,979 | 4,323 | 3,686 | 3,212 | 1,642 | 2,411 | 34,538 |
| 3,804 | 3,846 | 3,918 | 2,687 | 3,979 | 4,323 | 2,053 | 4,239 | 2,366 | 3,797 | 35,011 |
| 3,804 | 3,846 | 2,906 | 3,717 | 2,968 | 4,323 | 3,686 | 3,212 | 3,255 | 2,983 | 34,700 |
| 2,211 | 2,928 | 2,906 | 2,687 | 2,381 | 4,323 | 2,625 | 4,239 | 3,255 | 3,797 | 31,352 |
| 3,804 | 2,928 | 3,918 | 3,717 | 3,979 | 4,323 | 3,686 | 4,239 | 4,317 | 3,797 | 38,708 |
| 2,211 | 2,928 | 3,918 | 2,687 | 2,968 | 4,323 | 3,686 | 2,245 | 3,255 | 3,797 | 32,018 |
| 3,804 | 3,846 | 3,918 | 1,000 | 3,979 | 2,499 | 2,625 | 2,245 | 2,366 | 3,797 | 30,079 |
| 1,000 | 2,132 | 1,763 | 3,717 | 1,798 | 2,499 | 1,000 | 2,245 | 2,366 | 2,411 | 20,932 |
| 1,000 | 1,000 | 2,906 | 1,953 | 2,968 | 2,499 | 2,625 | 3,212 | 2,366 | 3,797 | 24,325 |
| 2,211 | 2,132 | 2,291 | 2,687 | 1,798 | 3,292 | 3,686 | 3,212 | 3,255 | 2,411 | 26,976 |
| 2,817 | 3,846 | 1,763 | 1,953 | 3,979 | 2,499 | 2,625 | 2,245 | 3,255 | 2,411 | 27,396 |
| 1,751 | 2,928 | 2,906 | 2,687 | 2,381 | 2,499 | 2,053 | 3,212 | 2,366 | 1,700 | 24,481 |
| 2,817 | 2,132 | 1,763 | 1,953 | 1,798 | 2,499 | 3,686 | 1,000 | 2,366 | 1,700 | 21,715 |
| 2,817 | 2,132 | 3,918 | 3,717 | 1,798 | 3,292 | 3,686 | 2,245 | 3,255 | 3,797 | 30,658 |
| 2,817 | 2,928 | 1,763 | 1,953 | 1,000 | 3,292 | 2,625 | 3,212 | 1,000 | 2,411 | 23,003 |
| 1,751 | 2,132 | 2,906 | 1,953 | 3,979 | 2,499 | 3,686 | 2,245 | 4,317 | 2,411 | 27,879 |
| 3,804 | 2,132 | 3,918 | 2,687 | 3,979 | 4,323 | 3,686 | 3,212 | 3,255 | 3,797 | 34,793 |
| 1,000 | 1,000 | 1,000 | 1,953 | 1,000 | 1,000 | 1,000 | 2,245 | 1,000 | 1,000 | 12,198 |

**Lampiran 15**

**Perhitungan MSI Variabel Standar Operasional Prosedur (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **3** | **1** | **2** | **1** | **2** | **1** | **1** | **1** | **1** | **1** | TOTAL |
| 2,704 | 1,000 | 1,757 | 1,000 | 1,767 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 13,227 |
| 2,704 | 1,000 | 2,596 | 1,763 | 2,631 | 2,149 | 1,630 | 2,244 | 3,707 | 2,390 | 22,814 |
| 2,704 | 1,000 | 2,596 | 2,506 | 3,549 | 2,715 | 2,101 | 3,013 | 2,154 | 1,000 | 23,335 |
| 3,526 | 2,358 | 2,115 | 3,534 | 2,631 | 3,620 | 3,856 | 3,668 | 3,707 | 2,390 | 31,405 |
| 4,432 | 3,399 | 3,568 | 3,534 | 3,549 | 3,620 | 2,101 | 4,688 | 3,707 | 3,542 | 36,140 |
| 3,526 | 2,358 | 3,568 | 3,534 | 1,000 | 1,000 | 3,856 | 3,668 | 2,154 | 2,806 | 27,470 |
| 4,432 | 3,399 | 1,757 | 2,157 | 3,549 | 1,721 | 2,785 | 4,688 | 1,708 | 2,390 | 28,586 |
| 4,432 | 2,358 | 2,596 | 3,534 | 2,151 | 3,620 | 3,856 | 4,688 | 2,760 | 2,806 | 32,801 |
| 2,704 | 3,399 | 1,757 | 2,506 | 2,151 | 2,149 | 3,856 | 4,688 | 2,154 | 2,390 | 27,753 |
| 2,704 | 1,000 | 3,568 | 2,157 | 2,151 | 1,000 | 3,856 | 2,244 | 2,760 | 1,864 | 23,304 |
| 3,526 | 3,399 | 3,568 | 3,534 | 2,631 | 2,149 | 2,785 | 3,013 | 3,707 | 3,542 | 31,855 |
| 2,704 | 2,358 | 1,000 | 1,763 | 2,631 | 2,149 | 2,785 | 2,244 | 1,000 | 1,864 | 20,499 |
| 2,704 | 3,399 | 3,568 | 3,534 | 3,549 | 3,620 | 3,856 | 4,688 | 2,760 | 3,542 | 35,220 |
| 1,879 | 2,358 | 3,568 | 3,534 | 3,549 | 2,715 | 3,856 | 3,668 | 2,760 | 3,542 | 31,428 |
| 3,526 | 1,878 | 3,568 | 3,534 | 3,549 | 2,715 | 2,785 | 4,688 | 3,707 | 3,542 | 33,491 |
| 1,879 | 3,399 | 2,596 | 1,763 | 1,000 | 2,149 | 2,101 | 2,244 | 2,760 | 1,864 | 21,755 |
| 2,704 | 3,399 | 2,596 | 3,534 | 2,151 | 3,620 | 3,856 | 3,668 | 2,154 | 2,806 | 30,487 |
| 1,879 | 1,878 | 3,568 | 3,534 | 2,631 | 2,715 | 3,856 | 3,668 | 2,154 | 1,864 | 27,746 |
| 3,526 | 2,689 | 2,115 | 1,000 | 2,151 | 3,620 | 2,785 | 3,013 | 3,707 | 2,390 | 26,997 |
| 2,704 | 1,878 | 2,596 | 3,534 | 1,767 | 1,000 | 2,101 | 2,244 | 2,154 | 1,864 | 21,840 |
| 1,879 | 1,000 | 2,115 | 1,000 | 1,000 | 1,000 | 1,000 | 2,244 | 2,760 | 1,000 | 14,998 |
| 2,704 | 3,399 | 2,596 | 3,534 | 2,631 | 2,149 | 2,101 | 2,244 | 1,708 | 3,542 | 26,607 |
| 1,879 | 1,000 | 1,000 | 2,506 | 1,000 | 1,721 | 1,000 | 3,668 | 1,000 | 3,542 | 18,315 |
| 2,704 | 3,399 | 2,596 | 3,534 | 3,549 | 2,715 | 2,785 | 3,013 | 3,707 | 3,542 | 31,542 |
| 1,000 | 1,000 | 1,000 | 1,763 | 1,000 | 2,715 | 2,785 | 3,013 | 1,708 | 1,000 | 16,984 |
| 1,879 | 2,358 | 1,757 | 2,157 | 1,767 | 1,000 | 2,785 | 3,668 | 2,760 | 1,864 | 21,995 |
| 4,432 | 2,689 | 3,568 | 2,506 | 3,549 | 2,149 | 3,856 | 3,013 | 3,707 | 1,000 | 30,468 |
| 3,526 | 1,878 | 3,568 | 3,534 | 2,631 | 3,620 | 3,856 | 3,668 | 2,760 | 1,000 | 30,041 |
| 1,000 | 1,878 | 2,115 | 2,506 | 1,000 | 1,721 | 2,785 | 2,244 | 2,154 | 2,390 | 19,793 |
| 3,526 | 1,000 | 1,000 | 3,534 | 1,767 | 2,715 | 1,630 | 3,668 | 1,000 | 1,000 | 20,840 |
| 1,000 | 1,878 | 1,000 | 3,534 | 1,000 | 1,000 | 2,101 | 2,244 | 1,000 | 2,390 | 17,146 |
| 2,704 | 1,000 | 1,000 | 3,534 | 3,549 | 3,620 | 2,785 | 3,668 | 1,000 | 1,000 | 23,859 |

**Lampiran 16**

**Perhitungan MSI Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **4** | **3** | **5** | **2** | **3** | **1** | **4** | **5** | **2** | **5** | **Total** |
| 2,622 | 2,335 | 3,534 | 1,000 | 2,643 | 1,000 | 2,584 | 3,985 | 1,940 | 3,804 | 25,446 |
| 2,622 | 2,997 | 3,534 | 2,723 | 2,643 | 3,716 | 2,584 | 2,053 | 3,604 | 2,817 | 29,292 |
| 2,622 | 2,997 | 1,944 | 2,027 | 2,643 | 3,716 | 3,686 | 3,985 | 1,940 | 3,804 | 29,363 |
| 2,622 | 1,000 | 2,463 | 2,723 | 4,101 | 4,785 | 3,686 | 2,826 | 1,940 | 2,817 | 28,964 |
| 3,797 | 2,997 | 2,463 | 2,027 | 4,101 | 3,716 | 3,686 | 2,053 | 3,604 | 2,817 | 31,260 |
| 2,622 | 2,335 | 2,463 | 2,723 | 2,643 | 2,837 | 3,686 | 2,826 | 3,604 | 1,000 | 26,739 |
| 2,622 | 1,848 | 3,534 | 2,027 | 4,101 | 3,716 | 2,584 | 2,826 | 1,940 | 2,817 | 28,015 |
| 3,797 | 4,066 | 2,463 | 1,000 | 1,929 | 3,716 | 3,686 | 2,826 | 3,604 | 2,027 | 29,114 |
| 2,622 | 1,000 | 3,534 | 2,723 | 4,101 | 3,716 | 3,686 | 3,985 | 2,454 | 2,817 | 30,638 |
| 1,700 | 1,000 | 3,534 | 3,620 | 2,643 | 2,837 | 1,000 | 2,826 | 1,000 | 1,000 | 21,160 |
| 3,797 | 2,997 | 3,534 | 2,723 | 1,929 | 3,716 | 3,686 | 3,985 | 1,940 | 2,817 | 31,123 |
| 2,622 | 1,848 | 2,463 | 1,000 | 3,207 | 2,837 | 2,584 | 2,053 | 1,000 | 1,000 | 20,614 |
| 3,797 | 2,997 | 3,534 | 2,027 | 4,101 | 3,716 | 3,686 | 3,985 | 1,940 | 1,000 | 30,782 |
| 2,622 | 2,335 | 1,554 | 2,027 | 2,643 | 3,716 | 3,686 | 2,826 | 2,454 | 2,027 | 25,890 |
| 3,797 | 4,066 | 3,534 | 2,027 | 4,101 | 3,716 | 2,584 | 3,985 | 2,771 | 3,804 | 34,385 |
| 2,622 | 4,066 | 3,534 | 3,620 | 3,207 | 4,785 | 2,003 | 2,053 | 3,604 | 3,804 | 33,298 |
| 3,797 | 2,335 | 3,534 | 3,620 | 3,207 | 4,785 | 2,584 | 2,826 | 3,604 | 3,804 | 34,096 |
| 3,797 | 4,066 | 3,534 | 3,620 | 4,101 | 3,716 | 3,686 | 2,826 | 3,604 | 2,027 | 34,976 |
| 3,797 | 2,997 | 2,463 | 3,620 | 4,101 | 4,785 | 2,584 | 1,630 | 3,604 | 3,804 | 33,385 |
| 1,700 | 2,997 | 1,944 | 2,027 | 1,929 | 1,980 | 1,000 | 2,826 | 2,771 | 2,027 | 21,201 |
| 3,797 | 1,848 | 1,000 | 1,000 | 1,000 | 4,785 | 1,630 | 2,826 | 3,604 | 2,027 | 23,518 |
| 1,700 | 1,848 | 1,944 | 2,027 | 3,207 | 1,980 | 2,003 | 2,053 | 1,000 | 2,027 | 19,789 |
| 1,000 | 2,997 | 3,534 | 2,027 | 2,643 | 2,837 | 1,630 | 2,826 | 2,771 | 2,027 | 24,293 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,980 | 2,584 | 1,000 | 2,454 | 2,027 | 15,045 |
| 3,797 | 4,066 | 3,534 | 3,620 | 3,207 | 2,837 | 3,686 | 2,826 | 2,771 | 3,804 | 34,149 |
| 3,797 | 2,997 | 1,000 | 1,000 | 1,929 | 1,980 | 2,584 | 1,000 | 1,000 | 2,817 | 20,103 |
| 2,622 | 2,335 | 3,534 | 2,723 | 1,929 | 1,980 | 1,000 | 1,630 | 2,454 | 2,817 | 23,025 |
| 2,007 | 1,848 | 1,944 | 1,000 | 1,929 | 2,837 | 2,003 | 1,000 | 1,940 | 1,000 | 17,508 |
| 2,007 | 2,997 | 3,534 | 1,000 | 4,101 | 2,837 | 3,686 | 3,985 | 1,000 | 2,817 | 27,964 |
| 1,000 | 1,848 | 3,534 | 2,723 | 4,101 | 2,837 | 3,686 | 3,985 | 3,604 | 2,027 | 29,345 |
| 2,622 | 1,000 | 3,534 | 2,027 | 3,207 | 2,837 | 2,003 | 2,826 | 1,940 | 2,027 | 24,023 |
| 3,797 | 2,997 | 1,944 | 3,620 | 2,643 | 2,837 | 3,686 | 3,985 | 3,604 | 3,804 | 32,916 |

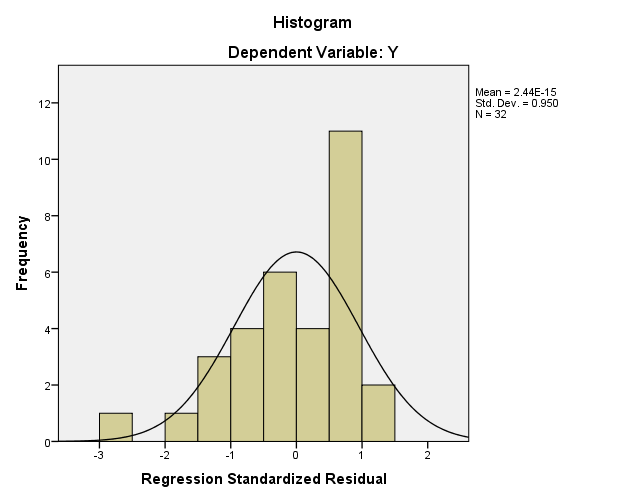
**Lampiran 17**

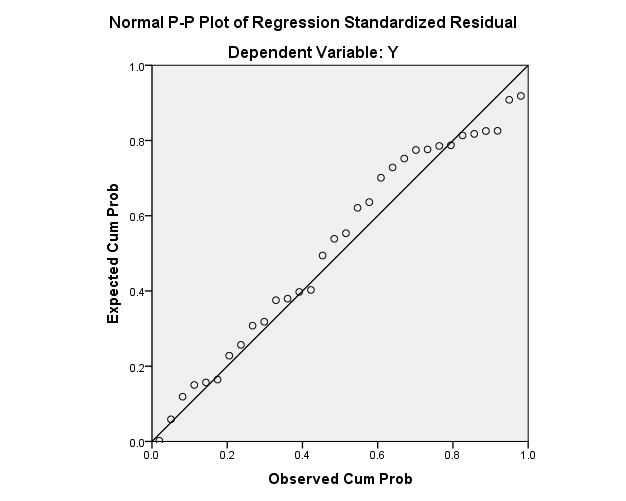
**Perhitungan MSI Variabel Kepuasan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **1** | **3** | **1** | **1** | **4** | **2** | **3** | **4** | **1** | **4** | TOTAL |
| 1,000 | 2,581 | 1,000 | 1,000 | 3,333 | 1,899 | 2,147 | 3,337 | 1,000 | 3,127 | 20,423 |
| 3,717 | 1,000 | 1,879 | 3,047 | 2,614 | 4,207 | 2,785 | 2,453 | 3,212 | 4,038 | 28,952 |
| 2,132 | 4,056 | 4,134 | 3,979 | 4,385 | 4,207 | 3,797 | 3,337 | 4,263 | 2,557 | 36,848 |
| 1,000 | 1,000 | 1,879 | 3,047 | 3,333 | 3,213 | 3,797 | 2,453 | 2,511 | 1,866 | 24,098 |
| 2,132 | 2,581 | 2,544 | 1,929 | 4,385 | 3,213 | 2,147 | 4,317 | 4,263 | 3,127 | 30,638 |
| 3,717 | 4,056 | 4,134 | 3,047 | 4,385 | 4,207 | 2,785 | 3,337 | 3,212 | 2,557 | 35,439 |
| 2,132 | 3,234 | 1,879 | 2,561 | 3,333 | 4,207 | 2,147 | 4,317 | 4,263 | 2,557 | 30,630 |
| 2,845 | 4,056 | 4,134 | 3,047 | 2,614 | 3,213 | 2,785 | 2,453 | 3,212 | 4,038 | 32,398 |
| 3,717 | 2,581 | 4,134 | 3,979 | 4,385 | 4,207 | 3,797 | 3,337 | 2,511 | 3,127 | 35,775 |
| 2,132 | 2,581 | 1,000 | 2,561 | 1,899 | 4,207 | 1,000 | 2,453 | 1,807 | 4,038 | 23,678 |
| 3,717 | 4,056 | 3,196 | 3,979 | 3,333 | 2,614 | 3,797 | 3,337 | 3,212 | 2,557 | 33,798 |
| 3,717 | 4,056 | 1,879 | 3,979 | 4,385 | 4,207 | 2,147 | 2,453 | 4,263 | 4,038 | 35,125 |
| 2,132 | 4,056 | 3,196 | 2,561 | 2,614 | 3,213 | 3,797 | 3,337 | 4,263 | 4,038 | 33,206 |
| 2,132 | 3,234 | 2,544 | 3,047 | 2,614 | 4,207 | 2,147 | 2,453 | 2,511 | 1,866 | 26,755 |
| 3,717 | 1,823 | 2,544 | 2,561 | 4,385 | 3,213 | 3,797 | 3,337 | 4,263 | 4,038 | 33,677 |
| 2,845 | 2,581 | 4,134 | 2,561 | 3,333 | 2,614 | 3,797 | 4,317 | 1,807 | 1,866 | 29,855 |
| 2,132 | 1,823 | 2,544 | 1,929 | 4,385 | 3,213 | 1,630 | 2,453 | 3,212 | 2,557 | 25,878 |
| 2,132 | 2,581 | 1,879 | 3,979 | 2,614 | 2,614 | 2,785 | 2,453 | 4,263 | 2,557 | 27,858 |
| 2,132 | 3,234 | 3,196 | 3,979 | 3,333 | 4,207 | 3,797 | 2,453 | 4,263 | 4,038 | 34,631 |
| 2,845 | 1,823 | 4,134 | 3,979 | 4,385 | 3,213 | 2,147 | 4,317 | 4,263 | 4,038 | 35,144 |
| 2,845 | 2,581 | 1,879 | 3,979 | 4,385 | 1,899 | 1,630 | 2,453 | 3,212 | 2,557 | 27,421 |
| 3,717 | 3,234 | 3,196 | 1,929 | 3,333 | 2,614 | 3,797 | 3,337 | 2,511 | 3,127 | 30,794 |
| 3,717 | 2,581 | 2,544 | 3,047 | 2,614 | 1,899 | 2,785 | 1,642 | 3,212 | 1,866 | 25,907 |
| 2,132 | 4,056 | 3,196 | 3,979 | 3,333 | 2,614 | 3,797 | 2,453 | 4,263 | 3,127 | 32,949 |
| 2,132 | 2,581 | 3,196 | 1,929 | 1,899 | 4,207 | 2,785 | 4,317 | 2,511 | 4,038 | 29,595 |
| 2,132 | 2,581 | 2,544 | 1,929 | 2,614 | 2,614 | 1,000 | 2,453 | 3,212 | 1,866 | 22,945 |
| 3,717 | 4,056 | 4,134 | 3,979 | 4,385 | 4,207 | 3,797 | 4,317 | 4,263 | 4,038 | 40,894 |
| 1,000 | 1,823 | 3,196 | 2,561 | 1,899 | 1,000 | 2,147 | 1,642 | 2,511 | 2,557 | 20,336 |
| 3,717 | 3,234 | 2,544 | 3,979 | 3,333 | 4,207 | 2,785 | 3,337 | 4,263 | 4,038 | 35,437 |
| 3,717 | 2,581 | 3,196 | 3,979 | 3,333 | 4,207 | 3,797 | 4,317 | 3,212 | 3,127 | 35,465 |
| 2,845 | 1,823 | 1,000 | 1,929 | 1,899 | 1,899 | 1,000 | 1,000 | 2,511 | 1,000 | 16,906 |
| 1,000 | 1,000 | 2,544 | 1,000 | 1,000 | 2,614 | 2,785 | 1,000 | 1,807 | 1,000 | 15,750 |

**Lampiran 18**

**Output SPSS Uji Asumsi Klasik Uji Normalitas**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 32 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 7.25670555 |
| Most Extreme Differences | Absolute | .117 |
| Positive | .099 |
| Negative | -.117 |
| Test Statistic | | .117 |
| 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. | | |

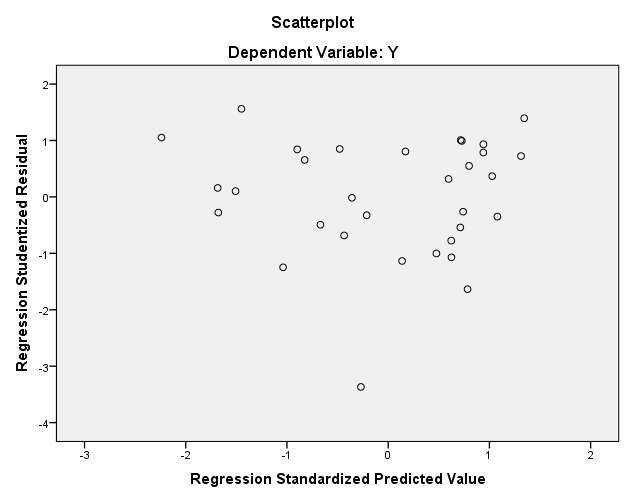
**Lampiran 19**

**Output SPSS Uji Asumsi Klasik Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 26.647 | .917 |  | 29.064 | .000 |  |  |
| X1 | -.005 | .016 | -.024 | -.290 | .774 | .888 | 1.126 |
| X2 | .186 | .019 | .758 | 9.604 | .000 | .969 | 1.032 |
| X3 | .097 | .018 | .441 | 5.388 | .000 | .901 | 1.110 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 20**

**Output SPSS Uji Asumsi Klasik Uji Heterokedatisitas**



**Lampiran 21**

**Output SPSS Uji Asumsi Klasik Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .912a | .831 | .813 | .76356 | 1.872 |
| a. Predictors: (Constant), X3, X2, X1 | | | | | |
| b. Dependent Variable: Y | | | | | |

**Lampiran 22**

**Output SPSS Analisis Regresi Linear Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X2, X1b | . | Enter |
| a. Dependent Variable: Y | | | |
| b. All requested variables entered. | | | |

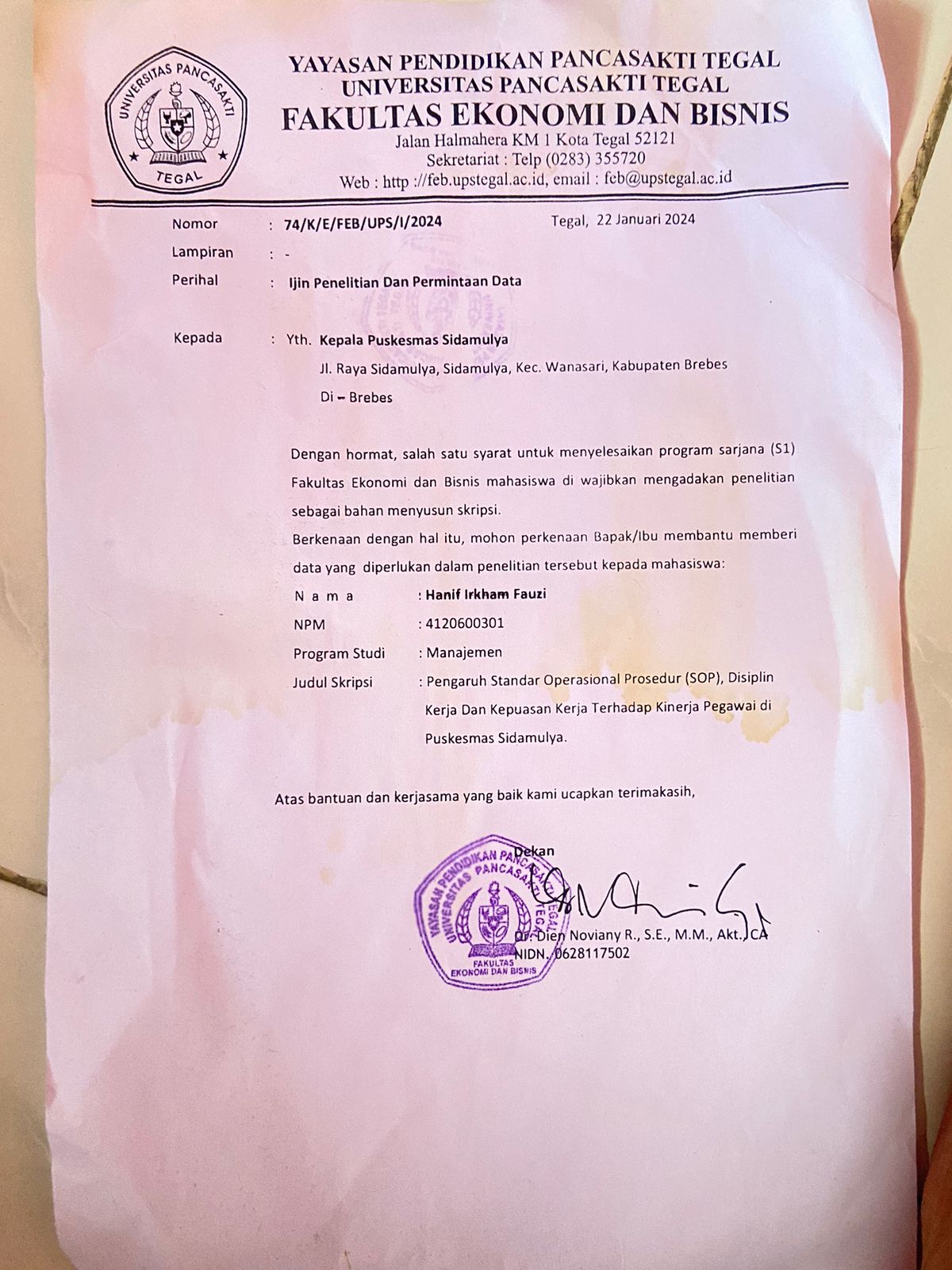
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .912a | .831 | .813 | .76356 | 1.872 |
| a. Predictors: (Constant), X3, X2, X1 | | | | | |
| b. Dependent Variable: Y | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 80.422 | 3 | 26.807 | 45.980 | .000b |
| Residual | 16.325 | 28 | .583 |  |  |
| Total | 96.746 | 31 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X2, X1 | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 26.647 | .917 |  | 29.064 | .000 |  |  |
| X1 | -.005 | .016 | -.024 | -.290 | .774 | .888 | 1.126 |
| X2 | .186 | .019 | .758 | 9.604 | .000 | .969 | 1.032 |
| X3 | .097 | .018 | .441 | 5.388 | .000 | .901 | 1.110 |
| a. Dependent Variable: Y | | | | | | | | |

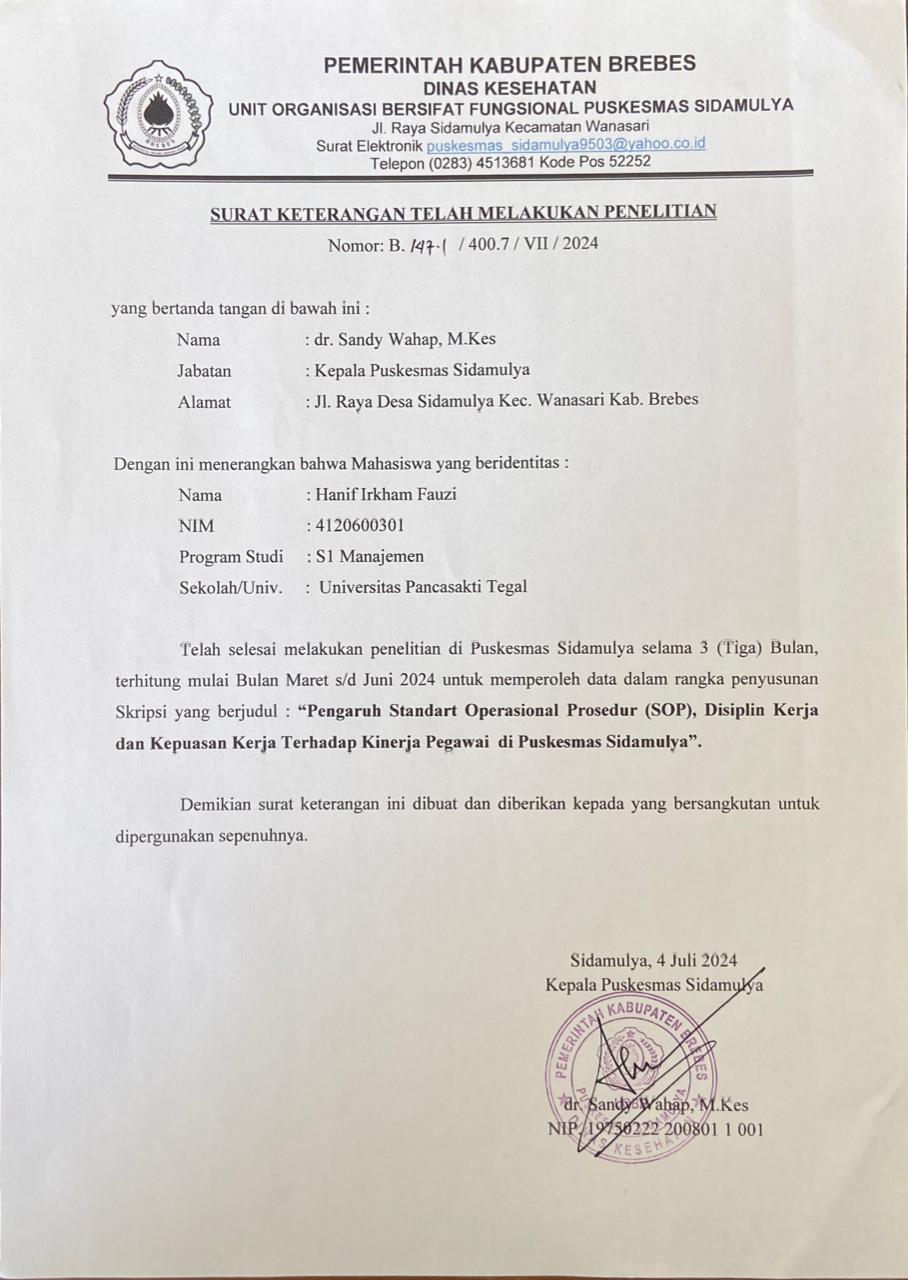
**Lampiran 23**

**Surat Ijin Penelitian**

****

**Lampiran 24**

**Surat Balasan Penelitian**

****

**Lampiran 25**

**Dokumentasi Pembagian Kuisioner**

****

****

****