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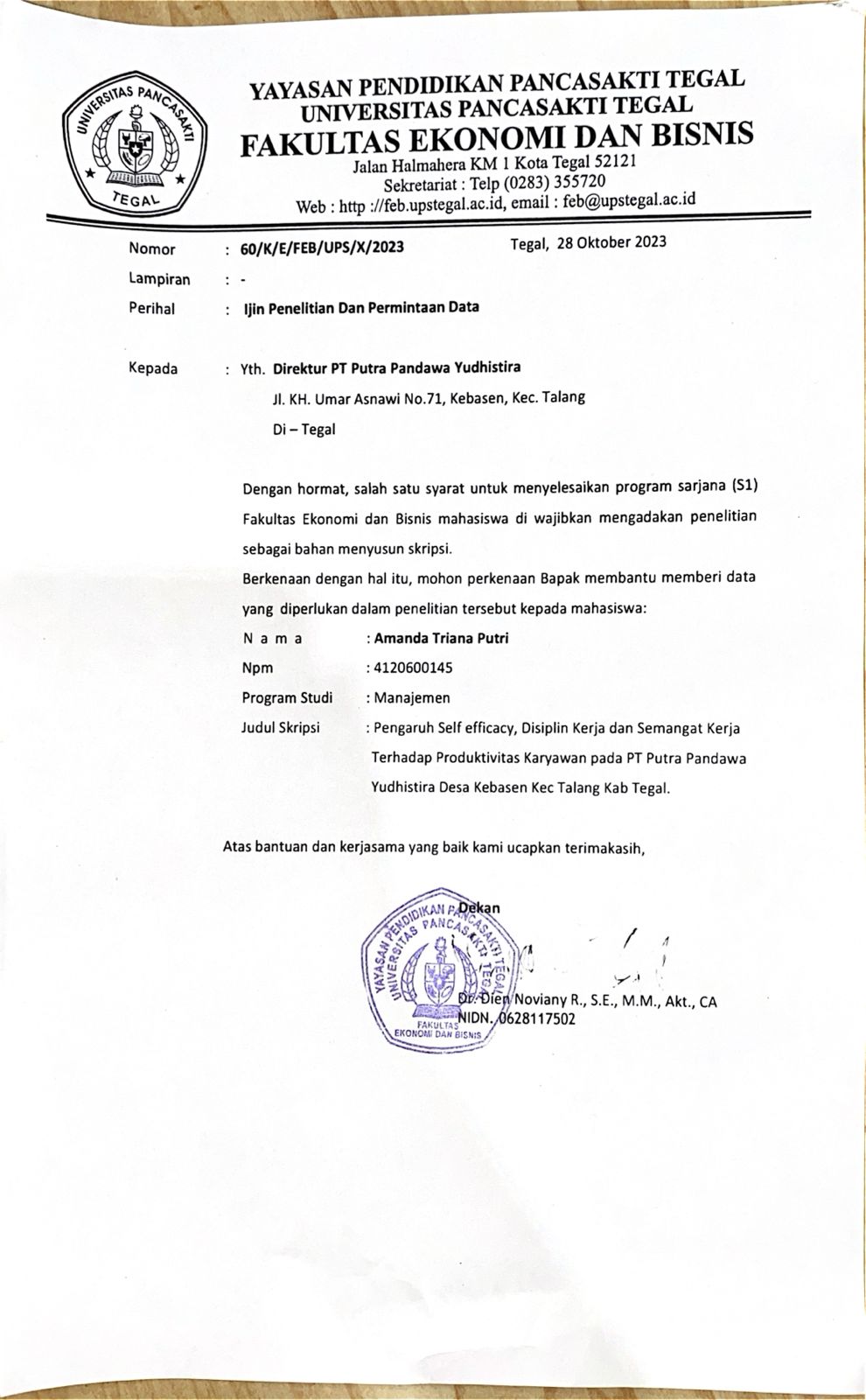
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# LAMPIRAN

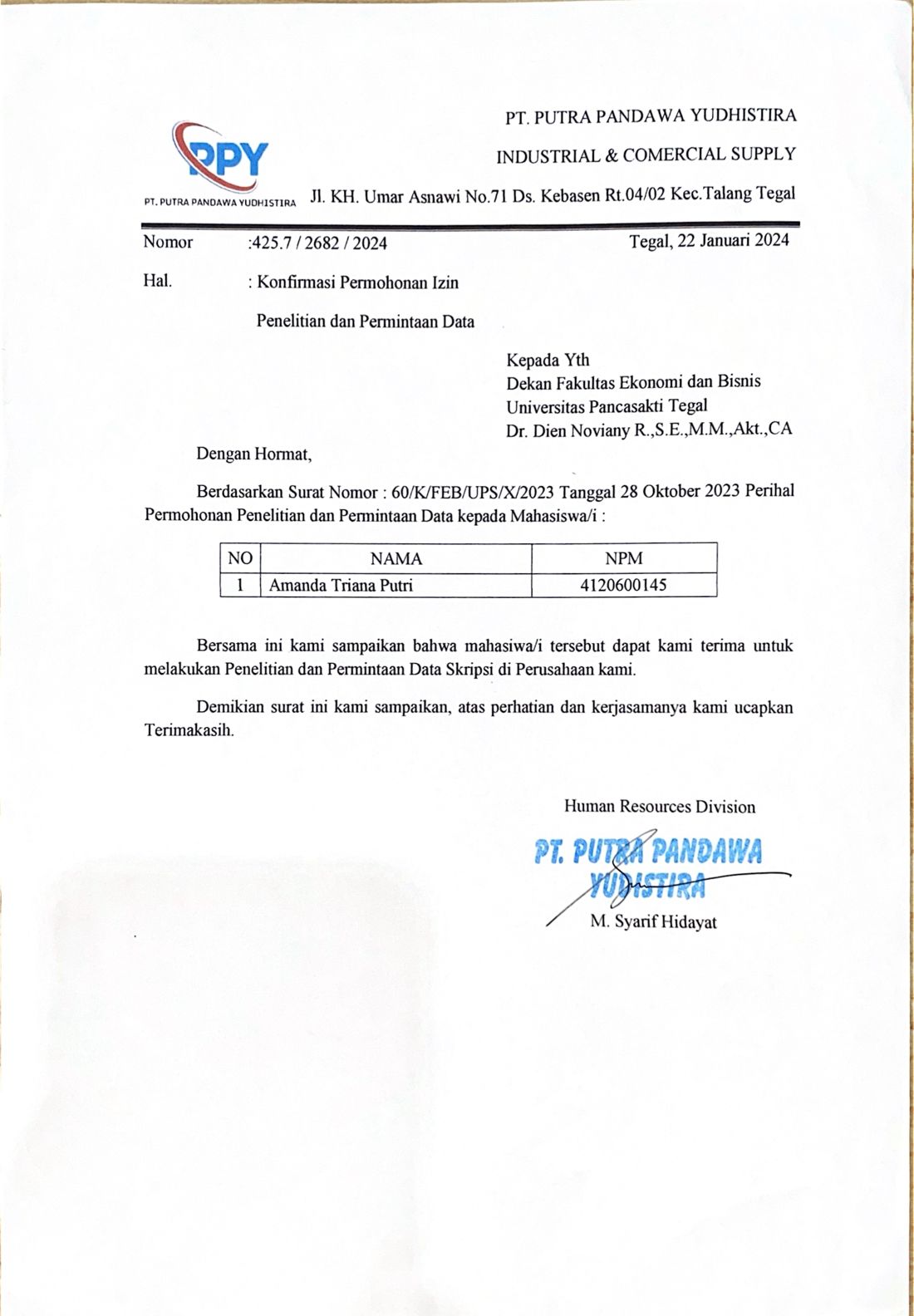
**Lampiran 1**

**Surat Perizinan Penelitian**

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**Lampiran 2**

**Surat Balasan Penelitian PT. Putra Pandawa Yudhistira**

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**Lampiran 3**

****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 *Self Efficacy*, Disiplin Kerja dan Semangat Kerja Terhadap Produktivitas Karyawan Pada PT. Putra Pandawa Yudhistira** **Desa Kebasen Kecamatan Talang Kabupaten Tegal”** dengan ini saya:

Nama : Amanda Triana Putri

NPM : 4120600145

Program Studi : Manajemen

Memohon bantuan serta kesediaan Bapak/Ibu Karyawan PT. Putra Pandawa Yudhistira Desa Kebasen Kec. Talang Kab. Tegal 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

Amanda Triana Putri

**Lampiran 4**

**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. SD

b. SMP

c. SMA/SMK

d. S1

1. Umur : a. 25-35 Tahun

b. 35-40 Tahun

c. 40-45 Tahun

d. >45 Tahun

1. Jabatan : a. Leader

b. Operator

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.

**Lampiran 5**

**KUESIONER**

**PRODUKTIVITAS (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Tepat sasaran** | | | | | | |
| 1 | Saya selalu mengerjakan pekerjaan tepat dengan sasaran |  |  |  |  |  |
| 2 | Target dan sasaran pekerjaan saya jelas dan dapat dicapai |  |  |  |  |  |
| **Tepat Penggunaan** | | | | | | |
| 3 | Saya selalu menggunakan alat kerja dengan tepat |  |  |  |  |  |
| 4 | Alat dan mesin yang saya gunakan dapat memaksimalkan keterampilan |  |  |  |  |  |
| **Kemampuan tugas** | | | | | | |
| 5 | Saya yakin dengan kemampuan untuk menyelesaikan tugas-tugas yang diberikan |  |  |  |  |  |
| 6 | Saya selalu memahami intruksi yang diberikan untuk setiap tugas |  |  |  |  |  |
| **Hemat waktu** | | | | | | |
| 7 | Saya menggunakan alat mesin untuk menghemat waktu dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 8 | Saya dapat menyelesaikan tugas lebih sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| **Hemat tenaga** | | | | | | |
| 9 | Saya menggunakan alat mesin untuk menghemat tenaga untuk menjaga energi selama bekerja |  |  |  |  |  |
| 10 | Saya menggunakan teknik kerja yang membantu menghemat energi dan tenaga |  |  |  |  |  |
| **Pengalaman** | | | | | | |
| 11 | Saya puas dengan pengalaman kerja di perusahaan ini |  |  |  |  |  |
| 12 | Saya memiliki banyak pengalaman bekerja di perusahaan ini |  |  |  |  |  |
| **Kecakapan kerja** | | | | | | |
| 13 | Saya mampu menyelesaikan tugas-tugas dengan baik |  |  |  |  |  |
| 14 | Saya mampu dalam mengoperasikan mesin atau peralatan produksi yang digunakan di perusahaan |  |  |  |  |  |

***SELF EFFICACY* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Tingkat kesulitan tugas** | | | | | | |
| 1 | Saya mampu menyelesaikan pekerjaan sesuai dengan kemampuan |  |  |  |  |  |
| 2 | Saya dapat menyelesaikan tugas-tugas yang rumit sesuai dengan kemampuan |  |  |  |  |  |
| **Tingkat kekuatan seseorang terhadap kemampuan** | | | | | | |
| 3 | Saya selalu berusaha keras untuk mencapai hasil kerja yang baik |  |  |  |  |  |
| 4 | Saya memiliki kekuatan untuk menyelesaikan masalah yang sulit |  |  |  |  |  |
| **Tingkat keyakinan atau kemantapan seseorang terhadap kemampuan** | | | | | | |
| 5 | Saya merasa yakin mengenai kemampuan saya untuk dapat menyelesaikan tugas |  |  |  |  |  |
| 6 | Saya yakin dengan kemampuan sehingga tidak menemui hambatan dalam menyelesaikan tugas |  |  |  |  |  |
| 7 | Saya merasa mantap dengan kemampuan sehingga memberikan hasil yang diharapkan |  |  |  |  |  |
| **Penguasaan seseorang terhadap tugas pekerjaan** | | | | | | |
| 8 | Saya mampu menguasai tugas yang diberikan |  |  |  |  |  |
| 9 | Saya mampu menguasai beberapa bidang sekaligus untuk menyelesaikan suatu tugas |  |  |  |  |  |
| 10 | Saya mampu menguasai alat-alat yang dibutuhkan dalam menyelesaikan tugas |  |  |  |  |  |

**DISIPLIN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Kehadiran** | | | | | | |
| 1 | Saya selalu hadir tepat waktu |  |  |  |  |  |
| 2 | Saya tidak pernah datang terlambat ke tempat kerja |  |  |  |  |  |
| **Taat pada peraturan** | | | | | | |
| 3 | Saya selalu mematuhi tata tertib yang ditentukan perusahaan |  |  |  |  |  |
| 4 | Saya melakukan pekerjaan sesuai dengan prosedur kerja dan tidak pernah melanggar peraturan yang ditetapkan |  |  |  |  |  |
| **Tanggung jawab karyawan yang telah diamanahkan** | | | | | | |
| 5 | Saya mampu bertanggung jawab terhadap tugas yang diamanahkan perusahaan |  |  |  |  |  |
| 6 | Saya menerima dan melaksanakan tugas yang diamanahkan dengan baik |  |  |  |  |  |
| **Teliti dan berhati-hati dalam bekerja** | | | | | | |
| 7 | Saya selalu teliti dalam melakukan suatu pekerjaan |  |  |  |  |  |
| 8 | Saya selalu berhati-hati dalam melakukan suatu pekerjaan |  |  |  |  |  |
| **Menggunakan sesuatu secara efektif dan efisien** | | | | | | |
| 9 | Saya menggunakan mesin dengan efektif untuk menyelesaikan tugas yang diberikan |  |  |  |  |  |
| 10 | Saya dapat menggunakan mesin yang disediakan perusahaan dengan efisien |  |  |  |  |  |
| **Etika para karyawan** | | | | | | |
| 11 | Saya selalu menjaga etika kerja dengan baik |  |  |  |  |  |
| 12 | Saya merasa perusahaan memiliki kebijakan etika yang jelas dan tegas |  |  |  |  |  |

**SEMANGAT KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Jumlah uang yang dibayarkan sesuai dengan keahlian dan pengalaman** | | | | | | |
| 1 | Gaji yang saya terima sesuai dengan keahlian |  |  |  |  |  |
| 2 | Gaji yang saya terima sesuai dengan pengalaman |  |  |  |  |  |
| **Fasilitas yang memadai** | | | | | | |
| 3 | Perusahaan menyediakan fasilitas yang memadai |  |  |  |  |  |
| 4 | Saya menggunakan fasilitas yang tersedia dengan baik |  |  |  |  |  |
| **Ketidaktepatan penempatan posisi** | | | | | | |
| 5 | Saya merasa posisi yang saya tempatkan tidak sesuai dengan keterampilan |  |  |  |  |  |
| 6 | Saya merasa posisi yang saya tempatkan saat ini tidak memberikan tantangan |  |  |  |  |  |
| **Kesempatan untuk maju** | | | | | | |
| 7 | Perusahaan memberikan saya dorongan untuk maju |  |  |  |  |  |
| 8 | Perusahaan mendorong saya untuk mengembangkan keterampilan baru |  |  |  |  |  |
| **Menghargai karyawan** | | | | | | |
| 9 | Perusahaan sangat menghargai para pegawainya |  |  |  |  |  |
| 10 | Perusahaan memperlakukan semua karyawan dengan adil dan setara. |  |  |  |  |  |
| **Mengatasi masalah secara bersama** | | | | | | |
| 11 | Perusahaan mengatasi masalah secara bersama-sama |  |  |  |  |  |
| 12 | Keputusan penting dalam tim selalu diambil secara bersama-sama |  |  |  |  |  |
| **Program pensiun bagi karyawan** | | | | | | |
| 13 | Saya semangat bekerja karena perusahaan menyediakan program pensiun |  |  |  |  |  |
| 14 | Program pensiun yang disediakan perusahaan sangat bermanfaat bagi saya |  |  |  |  |  |
| **Menciptakan suasana santai dan tidak membosankan** | | | | | | |
| 15 | Saya semangat bekerja karena perusahaan memiliki suasana kerja yang santai |  |  |  |  |  |
| 16 | Saya semangat bekerja karena rekan kerja memiliki hubungan yang tidak membosankan |  |  |  |  |  |

**Lampiran 6**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | y11 | y12 | y13 | Y14 |
| 1 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 5 |
| 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 7 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 8 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 9 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 |
| 11 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 |
| 12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 |
| 13 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 17 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 4 |
| 18 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 |
| 19 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 23 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 4 |

**Tabulasi Non Responden Variabel Produktivitas**

**Lampiran 7**

**Tabulasi Non Responden Variabel *Self Efficacy***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 |
| 2 | 5 | 5 | 4 | 5 | 2 | 4 | 3 | 5 | 5 | 5 |
| 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 |
| 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 7 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 |
| 12 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 13 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 14 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 |
| 17 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 3 | 4 |
| 18 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 20 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 21 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 23 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 |
| 25 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 |

**Lampiran 8**

**Tabulasi Non Responden Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| 1 | 4 | 2 | 2 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 2 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 2 |
| 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 7 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 |
| 12 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 5 |
| 14 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 17 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 |
| 18 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 20 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 22 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 |
| 23 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 |

**Lampiran 9**

**Tabulasi Non Responden Variabel Semangat Kerja**



**Lampiran 10**

**Output SPSS Uji Validitas Variabel Produktivitas**



**Lampiran 11**

**Output SPSS Uji Validitas Variabel Self Efficacy**



**Lampiran 12**

**Output SPSS Uji Validitas Variabel Disiplin Kerja**



**Lampiran 13**

**Output SPSS Uji Validitas Variabel Semangat Kerja**



**Lampiran 14**

**Output SPSS Uji Reliabilitas Variabel Produktivitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .766 | 15 |

**Lampiran 15**

**Output SPSS Uji Reliabilitas Variabel *Self Efficacy***

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 83.3 |
| Excludeda | 6 | 16.7 |
| Total | 36 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .771 | 11 |

**Lampiran 16**

**Output SPSS Uji Reliabilitas Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  | | --- | --- | --- | --- | | **Case Processing Summary** | | | | |  | | N | % | | Cases | Valid | 30 | 83.3 | | Excludeda | 6 | 16.7 | | Total | 36 | 100.0 | | a. Listwise deletion based on all variables in the procedure. | | | |  |  |  | | --- | --- | | **Reliability Statistics** | | | Cronbach's Alpha | N of Items | | .763 | 13 |   **Lampiran 17**  **Output SPSS Uji Reliabilitas Variabel Semangat Kerja**   |  |  |  |  | | --- | --- | --- | --- | | **Case Processing Summary** | | | | |  | | N | % | | Cases | Valid | 30 | 83.3 | | Excludeda | 6 | 16.7 | | Total | 36 | 100.0 | | a. Listwise deletion based on all variables in the procedure. | | | |  |  |  | | --- | --- | | **Reliability Statistics** | | | Cronbach's Alpha | N of Items | | .755 | 17 | |

**Lampiran 18**

**Tabulasi Responden Variabel Produktivitas**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 |
| 1 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 3 |
| 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
| 11 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 |
| 12 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 2 | 5 | 5 | 5 | 3 |
| 15 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 3 | 5 | 5 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 |
| 18 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 19 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 5 |
| 21 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 |
| 22 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 23 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 5 | 3 | 4 |
| 24 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 4 |
| 25 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 26 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 28 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |
| 29 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 |
| 31 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 36 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |

**Lampiran 19**

**Tabulasi Responden Variabel *Self Efficacy***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 |
| 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 7 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 |
| 10 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 13 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 14 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 15 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 |
| 19 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 |
| 20 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 |
| 21 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 |
| 22 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 23 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 24 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 26 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 3 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 28 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 |
| 29 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 30 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 3 |
| 31 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 |
| 36 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |

**Lampiran 20**

**Tabulasi Responden Variabel Disiplin Kerja**

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

**Lampiran 21**

**Tabulasi Responden Variabel Semangat Kerja**



**Lampiran 22**

**Pengolahan Data Interval (MSI) Variabel Produktivitas**



**Lampiran 23**

**Pengolahan Data Interval (MSI) Variabel *Self Efficacy***



**Lampiran 24**

**Pengolahan Data Interval (MSI) Variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** |
| 1 | 2.302 | 2.373 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 3.839 | 2.345 | 3.335 |
| 2 | 1.000 | 1.000 | 2.459 | 3.373 | 1.000 | 2.504 | 1.000 | 1.000 | 2.421 | 2.421 | 2.345 | 1.000 |
| 3 | 3.623 | 3.510 | 3.915 | 4.638 | 1.000 | 3.976 | 2.436 | 1.000 | 3.839 | 2.421 | 3.706 | 4.569 |
| 4 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 2.212 |
| 5 | 2.302 | 2.373 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 2.636 | 1.000 | 1.000 | 2.345 | 3.335 |
| 6 | 3.623 | 4.612 | 3.915 | 4.638 | 2.695 | 3.976 | 3.865 | 2.636 | 3.839 | 3.839 | 3.706 | 4.569 |
| 7 | 2.302 | 2.373 | 2.459 | 2.212 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 2.212 |
| 8 | 3.623 | 4.612 | 2.459 | 2.212 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 2.212 |
| 9 | 2.302 | 3.510 | 1.000 | 2.212 | 1.000 | 2.504 | 3.865 | 2.636 | 2.421 | 2.421 | 3.706 | 3.335 |
| 10 | 3.623 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 1.000 | 2.345 | 3.335 |
| 11 | 1.000 | 2.373 | 2.459 | 4.638 | 2.695 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 12 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 1.000 | 2.421 | 1.000 | 4.569 |
| 13 | 2.302 | 2.373 | 2.459 | 3.373 | 1.000 | 1.000 | 1.000 | 1.000 | 2.421 | 2.421 | 2.345 | 2.212 |
| 14 | 3.623 | 4.612 | 3.915 | 4.638 | 2.695 | 3.976 | 3.865 | 2.636 | 1.000 | 1.000 | 3.706 | 4.569 |
| 15 | 3.623 | 4.612 | 3.915 | 4.638 | 2.695 | 3.976 | 3.865 | 2.636 | 3.839 | 3.839 | 3.706 | 2.212 |
| 16 | 1.000 | 2.373 | 1.000 | 2.212 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 1.000 | 2.212 |
| 17 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 1.000 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 18 | 2.302 | 1.000 | 3.915 | 4.638 | 2.695 | 2.504 | 2.436 | 1.000 | 3.839 | 2.421 | 3.706 | 3.335 |
| 19 | 3.623 | 3.510 | 2.459 | 4.638 | 1.000 | 3.976 | 2.436 | 2.636 | 2.421 | 3.839 | 2.345 | 4.569 |
| 20 | 2.302 | 2.373 | 1.000 | 2.212 | 2.695 | 2.504 | 2.436 | 2.636 | 2.421 | 1.000 | 1.000 | 3.335 |
| 21 | 1.000 | 2.373 | 1.000 | 1.000 | 1.000 | 2.504 | 1.000 | 1.000 | 1.000 | 2.421 | 2.345 | 2.212 |
| 22 | 3.623 | 3.510 | 3.915 | 3.373 | 2.695 | 3.976 | 2.436 | 2.636 | 2.421 | 2.421 | 3.706 | 3.335 |
| 23 | 2.302 | 2.373 | 2.459 | 2.212 | 1.000 | 1.000 | 2.436 | 1.000 | 1.000 | 1.000 | 2.345 | 3.335 |
| 24 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 3.706 | 3.335 |
| 25 | 1.000 | 2.373 | 1.000 | 2.212 | 2.695 | 3.976 | 3.865 | 2.636 | 3.839 | 3.839 | 3.706 | 2.212 |
| 26 | 1.000 | 2.373 | 2.459 | 3.373 | 2.695 | 1.000 | 3.865 | 1.000 | 3.839 | 2.421 | 1.000 | 4.569 |
| 27 | 3.623 | 2.373 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 3.839 | 3.839 | 2.345 | 4.569 |
| 28 | 2.302 | 3.510 | 1.000 | 2.212 | 1.000 | 3.976 | 3.865 | 2.636 | 2.421 | 3.839 | 1.000 | 3.335 |
| 29 | 2.302 | 2.373 | 3.915 | 4.638 | 1.000 | 2.504 | 2.436 | 1.000 | 1.000 | 1.000 | 3.706 | 4.569 |
| 30 | 3.623 | 4.612 | 2.459 | 3.373 | 1.000 | 2.504 | 3.865 | 2.636 | 2.421 | 2.421 | 2.345 | 4.569 |
| 31 | 1.000 | 2.373 | 2.459 | 3.373 | 1.000 | 2.504 | 1.000 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 32 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 33 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 34 | 2.302 | 3.510 | 2.459 | 3.373 | 1.000 | 2.504 | 2.436 | 1.000 | 2.421 | 2.421 | 2.345 | 3.335 |
| 35 | 2.302 | 2.373 | 2.459 | 3.373 | 1.000 | 2.504 | 1.000 | 1.000 | 3.839 | 2.421 | 2.345 | 2.212 |
| 36 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |

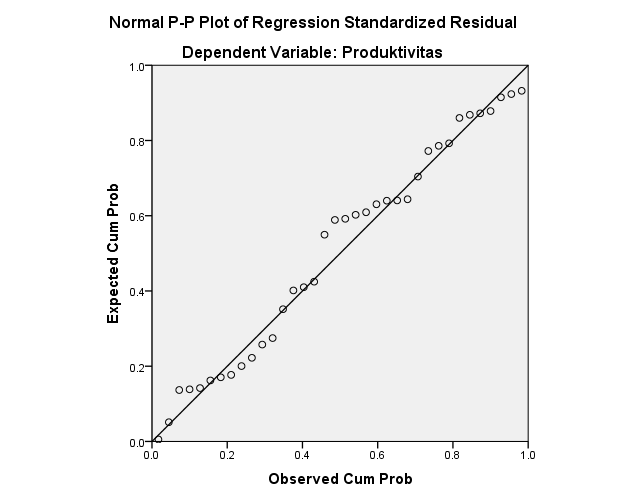
**Lampiran 25**

**Pengolahan Data Interval (MSI) Variabel Semangat Kerja**

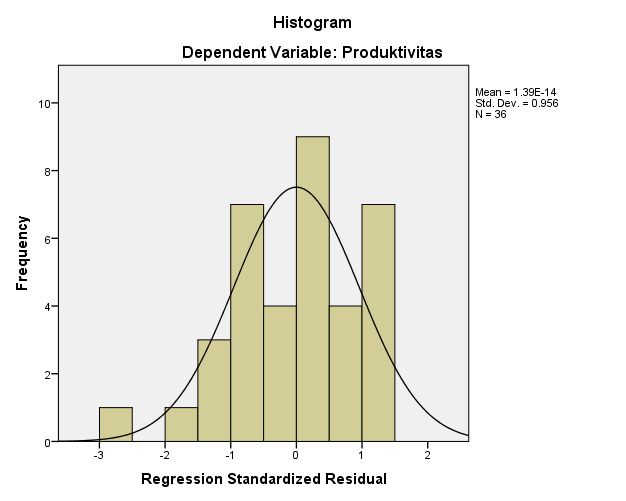


**Lampiran 26**

**Output SPSS Uji Asumsi Klasik Uji Normalitas**



|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 36 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .76135266 |
| Most Extreme Differences | Absolute | .121 |
| Positive | .068 |
| Negative | -.121 |
| Test Statistic | | .121 |
| Asymp. Sig. (2-tailed) | | .200c,d |



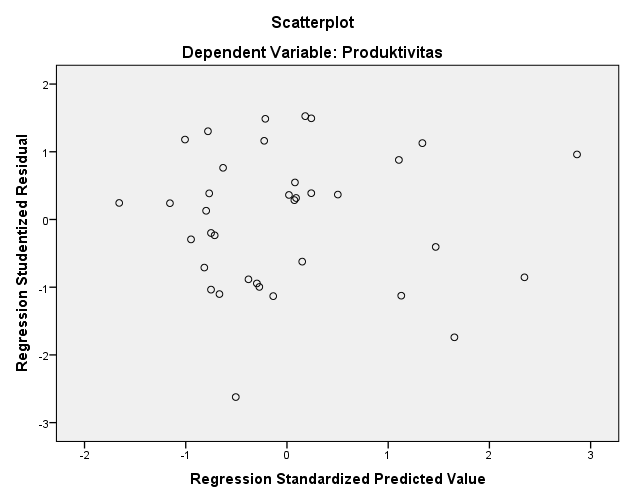
**Lampiran 27**

**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) | 14.010 | 1.174 |  | 11.930 | .000 |  |  |
| Self Efficacy | .399 | .044 | .493 | 8.981 | .000 | .376 | 2.663 |
| Disiplin Kerja | .258 | .068 | .370 | 3.773 | .001 | .118 | 8.498 |
| Semangat Kerja | .164 | .074 | .189 | 2.208 | .035 | .155 | 6.467 |
| a. Dependent Variable: Produktivitas | | | | | | | | |

**Lampiran 28**

**Output SPSS Uji Asumsi Klasik Uji Heterokedastisitas**



**Output SPSS Uji Asumsi Klasik Uji Heterokedastisitas (Uji Glejser)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .848 | .608 |  | 1.393 | .173 |
| Self Efficacy | .001 | .023 | .016 | .059 | .953 |
| Disiplin Kerja | .055 | .035 | .760 | 1.553 | .130 |
| Semangat Kerja | -.057 | .038 | -.634 | -1.487 | .147 |
| a. Dependent Variable: Abs\_RESS | | | | | | |

**Lampiran 29**

**Output SPSS Uji Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Semangat Kerja, Self Efficacy, Disiplin Kerjab | . | Enter |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .982a | .964 | .960 | .79624 | 1.713 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 540.304 | 3 | 180.101 | 284.071 | .000b |
| Residual | 20.288 | 32 | .634 |  |  |
| Total | 560.592 | 35 |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.010 | 1.174 |  | 11.930 | .000 |  |  |
| Self Efficacy | .399 | .044 | .493 | 8.981 | .000 | .376 | 2.663 |
| Disiplin Kerja | .258 | .068 | .370 | 3.773 | .001 | .118 | 8.498 |
| Semangat Kerja | .164 | .074 | .189 | 2.208 | .035 | .155 | 6.467 |
| a. Dependent Variable: Produktivitas | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Self Efficacy | Disiplin Kerja | Semangat Kerja |
| 1 | 1 | 3.971 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .019 | 14.496 | .46 | .05 | .05 | .00 |
| 3 | .008 | 22.025 | .00 | .85 | .08 | .06 |
| 4 | .002 | 49.375 | .54 | .09 | .87 | .94 |
| a. Dependent Variable: Produktivitas | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 32.1528 | 49.9243 | 38.6667 | 3.92903 | 36 |
| Std. Predicted Value | -1.658 | 2.865 | .000 | 1.000 | 36 |
| Standard Error of Predicted Value | .148 | .458 | .254 | .079 | 36 |
| Adjusted Predicted Value | 32.1203 | 49.6725 | 38.6544 | 3.92422 | 36 |
| Residual | -2.04220 | 1.18682 | .00000 | .76135 | 36 |
| Std. Residual | -2.565 | 1.491 | .000 | .956 | 36 |
| Stud. Residual | -2.622 | 1.526 | .007 | 1.004 | 36 |
| Deleted Residual | -2.13427 | 1.28449 | .01229 | .84204 | 36 |
| Stud. Deleted Residual | -2.912 | 1.560 | .000 | 1.034 | 36 |
| Mahal. Distance | .244 | 10.602 | 2.917 | 2.559 | 36 |
| Cook's Distance | .000 | .106 | .027 | .031 | 36 |
| Centered Leverage Value | .007 | .303 | .083 | .073 | 36 |

**Lampiran 30**

**Dokumentasi**

|  |  |
| --- | --- |
|  |  |
|  |  |
|  |  |