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**LAMPIRAN**

**LAMPIRAN 1**

******

**LAMPIRAN 2**

**IDENTITAS RESPONDEN**

Bapak/Ibu/Sdr/Sdri Pegawai Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Pintu Kabupaten Brebes. Silahkan untuk mengisi dengan memberikan tanda centang ()

1. Nama :
2. Jenis Kelamin : a. Laki-Laki

b . Perempuan

1. Usia : 21-30 Th

31-40th

>41 Th

1. Pendidikan Terakhir : SMA/SMK/MA

: D1/D2/D3

: S1

: S2

1. Petunjuk Pengisian :
   1. Jawaban masing-masing pernyataan dengan kondisi saat ini
   2. Pilihlah salah satu jawaban dengan membberi tanda centang () pada kolom yang tersedia.
   3. Keterangan jawaban sebagai berikut :

|  |  |  |
| --- | --- | --- |
| SS | = Sangat Setuju | ( di beri skor 5 ) |
| S | = Setuju | ( di beri skor 4 ) |
| N | = Netral | ( di beri skor 3 ) |
| TS | = Tidak Setuju | ( di beri skor 2 ) |
| STS | = Sangat Tidak Setuju | ( di beri skor 1 ) |
|  |  |  |

* + - 1. **Tanggapan Responden**

berilah tanda (🗸) pada jawaban-jawaban dari pertanyaan dibawah ini yang paling sesuai dengan jawaban saudara/i

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **KINERJA PEGAWAI (Y)** |  |  |  |  |  |  |
|  | Pernyataan | SS | S | N | TS | STS |
| NO | 5 | 4 | 3 | 2 | 1 |
|  | **Kehadiran** |  |  |  |  |  |
| 1. | Saya hadir di tempat kerja |  |  |  |  |  |
| 2. | Saya hadir tepat waktu di tempat kerja |  |  |  |  |  |
|  | **Kemampuan Bekerja Sama** |  |  |  |  |  |
| 3. | Saya dapat bekerja sama dengan rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Saya dapat mencari solusi ketika menghadapi masalah |  |  |  |  |  |
|  | **Keahlian dalam Bekerja** |  |  |  |  |  |
| 5. | Saya mempunyai ketrampilan dalam bekerja |  |  |  |  |  |
| 6. | Saya dapat mengerjakan pekerjaan dengan tepat dan sempurna |  |  |  |  |  |
|  | **Penyelesaian Tugas** |  |  |  |  |  |
| 7. | Saya menyelesaikan tugas sebelum tenggat waktu |  |  |  |  |  |
| 8. | Saya tanggung jawab dalam menyelesaikan pekerjaan |  |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **MOTIVASI KERJA ( X1)** |  |  |  |  |  |  |
|  | Pernyataan | SS | S | N | TS | STS |
| NO | 5 | 4 | 3 | 2 | 1 |
|  | **Cuti** |  |  |  |  |  |
| 1. | Saya termotivasi dalam bekerja karena instansi memberikan program cuti yang diberikan sesuai dengan kebutuhan |  |  |  |  |  |
| 2. | Saya termotivasi dalam bekerja dalam bekerja karena instansi tetap menerima gaji ketika sedang tidak bekerja/cuti |  |  |  |  |  |
|  | **Kondisi Kerja Yang Aman** |  |  |  |  |  |
| 3. | Saya termotivasi dalam bekerja karena keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman |  |  |  |  |  |
| 4. | Saya termotivasi dalam bekerja karena tingkat keamanan lingkungan kerja tinggi |  |  |  |  |  |
|  | **Perasaan Memiliki dan Diterima dalam Organisasi** |  |  |  |  |  |
| 5. | Saya termotivasi dalam bekerja karena dapat bersosialisasi dengan seluruh pegawai di instansi |  |  |  |  |  |
| 6. | Saya termotivasi dalam bekerja karena instansi mengikut sertakan saya untuk berpartisipasi dalam kegiatan sosial di instansi |  |  |  |  |  |
|  | **Promosi** |  |  |  |  |  |
| 7. | Saya termotivasi dalam bekerja karena instansi memberikan kesempatan yang sama untuk mendapatkan promosi jabatan |  |  |  |  |  |
| 8. | Saya termotivasi dalam bekerja karena instansi menjadikan prestasi kerja salah satu pertimbangan dalam promosi jabatan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **LINGKUNGAN KERJA (X2)** |  |  |  |  |  |
|  | Pernyataan | SS | S | N | TS | STS |
| NO | 5 | 4 | 3 | 2 | 1 |
|  | **Penerangan dan Sirkulasi Udara** |  |  |  |  |  |
| 1. | Pencahayaan di tempat kerja baik dan nyaman untuk bekerja |  |  |  |  |  |
| 2. | Sirkulasi udara di tempat kerja baik |  |  |  |  |  |
|  | **Kelengkapan Alat Kerja** |  |  |  |  |  |
| 3.. | Alat kerja yang saya dalam kondisi baik. |  |  |  |  |  |
| 4 | Saya mudah mengakses alat kerja yang diperlukan untuk tugas |  |  |  |  |  |
| 5. | Alat kerja sering rusak atau hilang |  |  |  |  |  |
|  | **Hubungan Harmonis Antar Pegawai** |  |  |  |  |  |
| 6. | Hubungan kerja saya dengan seluruh pegawai di instansi terjalin harmonis. |  |  |  |  |  |
| 7. | Perlakuan baik dari atasan dan rekan kerja |  |  |  |  |  |
| 8. | Komunikasi yang terjalin antar pegawai baik |  |  |  |  |  |
|  | **Penanganan Masalah** |  |  |  |  |  |
| 9. | Saya kurang mendapat bimbingan oleh atasan terhadap pekerjaan |  |  |  |  |  |
| 10. | Saya kurang mendapat pengarahan oleh atasan terhadap pekerjaan |  |  |  |  |  |
| 11. | Proses penanganan masalah berjalan dengan efisien dan cepat |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **DISIPLIN KERJA (X3)** |  |  |  |  |  |
|  | Pernyataan | SS | S | N | TS | STS |
| NO | 5 | 4 | 3 | 2 | 1 |
|  | **Jam Kerja** |  |  |  |  |  |
| 1. | Saya hadir tepat waktu |  |  |  |  |  |
| 2. | Saya patuh sesuai jam kerja |  |  |  |  |  |
| 3. | Saya pernah datang terlambat dan mendapat teguran |  |  |  |  |  |
|  | **Rasa Tanggung Jawab Atas Pekerjaanya** |  |  |  |  |  |
| 4. | Saya menerima sanksi jika tidak menyelesaikan tugas tepat waktu |  |  |  |  |  |
| 5. | Saya bersedia melepas jabatan jika tidak mampu melaksanakan tugas pekerjaan dengan baik |  |  |  |  |  |
| 6. | Saya bertanggung jawab atas suatu tugas atau pekerjaan yang saya kerjakan |  |  |  |  |  |
|  | **Kerusakan Fasilitas Kerja** |  |  |  |  |  |
| 7**.** | Alat atau mesin kerja kondisinya baik Kerusakan teknis terhadap alat atau mesin kerja membuat kerja menjadi tidak maksimal |  |  |  |  |  |
| 8**.** | Kerusakan teknis terhadap alat atau mesin kerja membuat kerja menjadi tidak maksimal |  |  |  |  |  |
|  | **Kepuasan Pegawai** |  |  |  |  |  |
| 9. | Atasan selalu menghargai kinerja saya |  |  |  |  |  |
| 10. | Saya mendapatkan status atau kedudukan yang jelas di instansi |  |  |  |  |  |

**LAMPIRAN 3**

**HASIL PENGUJIAN SPSSS**

**UJI VALIDITAS DAN RELIABILITAS**

**Motivasi Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | ,393\* | ,467\*\* | ,412\* | ,423\* | ,612\*\* | ,342 | ,397\* | ,718\*\* |
| Sig. (2-tailed) |  | ,032 | ,009 | ,024 | ,020 | ,000 | ,064 | ,030 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,393\* | 1 | ,622\*\* | ,315 | ,448\* | ,258 | ,438\* | ,147 | ,636\*\* |
| Sig. (2-tailed) | ,032 |  | ,000 | ,090 | ,013 | ,168 | ,016 | ,438 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,467\*\* | ,622\*\* | 1 | ,366\* | ,660\*\* | ,350 | ,522\*\* | ,456\* | ,775\*\* |
| Sig. (2-tailed) | ,009 | ,000 |  | ,047 | ,000 | ,058 | ,003 | ,011 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,412\* | ,315 | ,366\* | 1 | ,513\*\* | ,553\*\* | ,509\*\* | ,551\*\* | ,706\*\* |
| Sig. (2-tailed) | ,024 | ,090 | ,047 |  | ,004 | ,002 | ,004 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,423\* | ,448\* | ,660\*\* | ,513\*\* | 1 | ,481\*\* | ,529\*\* | ,712\*\* | ,812\*\* |
| Sig. (2-tailed) | ,020 | ,013 | ,000 | ,004 |  | ,007 | ,003 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,612\*\* | ,258 | ,350 | ,553\*\* | ,481\*\* | 1 | ,456\* | ,453\* | ,723\*\* |
| Sig. (2-tailed) | ,000 | ,168 | ,058 | ,002 | ,007 |  | ,011 | ,012 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,342 | ,438\* | ,522\*\* | ,509\*\* | ,529\*\* | ,456\* | 1 | ,436\* | ,729\*\* |
| Sig. (2-tailed) | ,064 | ,016 | ,003 | ,004 | ,003 | ,011 |  | ,016 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,397\* | ,147 | ,456\* | ,551\*\* | ,712\*\* | ,453\* | ,436\* | 1 | ,696\*\* |
| Sig. (2-tailed) | ,030 | ,438 | ,011 | ,002 | ,000 | ,012 | ,016 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | ,718\*\* | ,636\*\* | ,775\*\* | ,706\*\* | ,812\*\* | ,723\*\* | ,729\*\* | ,696\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**LINGKUNGAN KERJA**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | TOTAL\_X2 |
| X2.1 | | Pearson Correlation | 1 |  | ,574\*\* | ,331 | ,120 | ,457\* | ,422\* | ,418\* | -,037 | ,080 | ,414\* | ,559\*\* |
| Sig. (2-tailed) |  | ,000 | ,001 | ,074 | ,526 | ,011 | ,020 | ,022 | ,847 | ,674 | ,023 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | | Pearson Correlation | ,700\*\* | 1 | ,708\*\* | ,519\*\* | ,146 | ,607\*\* | ,335 | ,541\*\* | ,249 | ,148 | ,712\*\* | ,767\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,003 | ,440 | ,000 | ,071 | ,002 | ,184 | ,434 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | | Pearson Correlation | ,574\*\* | ,708\*\* | 1 | ,656\*\* | ,401\* | ,574\*\* | ,441\* | ,613\*\* | ,207 | ,130 | ,489\*\* | ,736\*\* |
| Sig. (2-tailed) | ,001 | ,000 |  | ,000 | ,028 | ,001 | ,015 | ,000 | ,273 | ,492 | ,006 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | | Pearson Correlation | ,331 | ,519\*\* | ,656\*\* | 1 | ,328 | ,676\*\* | ,537\*\* | ,635\*\* | ,307 | ,149 | ,537\*\* | ,720\*\* |
| Sig. (2-tailed) | ,074 | ,003 | ,000 |  | ,077 | ,000 | ,002 | ,000 | ,099 | ,430 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | | Pearson Correlation | ,120 | ,146 | ,401\* | ,328 | 1 | ,379\* | ,386\* | ,321 | ,247 | ,126 | ,286 | ,418\* |
| Sig. (2-tailed) | ,526 | ,440 | ,028 | ,077 |  | ,039 | ,035 | ,083 | ,189 | ,508 | ,125 | ,021 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | | Pearson Correlation | ,457\* | ,607\*\* | ,574\*\* | ,676\*\* | ,379\* | 1 | ,686\*\* | ,819\*\* | ,291 | ,220 | ,706\*\* | ,810\*\* |
| Sig. (2-tailed) | ,011 | ,000 | ,001 | ,000 | ,039 |  | ,000 | ,000 | ,119 | ,242 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | | Pearson Correlation | ,422\* | ,335 | ,441\* | ,537\*\* | ,386\* | ,686\*\* | 1 | ,519\*\* | ,183 | ,416\* | ,515\*\* | ,664\*\* |
| Sig. (2-tailed) | ,020 | ,071 | ,015 | ,002 | ,035 | ,000 |  | ,003 | ,334 | ,022 | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | | Pearson Correlation | ,418\* | ,541\*\* | ,613\*\* | ,635\*\* | ,321 | ,819\*\* | ,519\*\* | 1 | ,308 | ,117 | ,664\*\* | ,740\*\* |
| Sig. (2-tailed) | ,022 | ,002 | ,000 | ,000 | ,083 | ,000 | ,003 |  | ,098 | ,539 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | | Pearson Correlation | -,037 | ,249 | ,207 | ,307 | ,247 | ,291 | ,183 | ,308 | 1 | ,668\*\* | ,389\* | ,599\*\* |
| Sig. (2-tailed) | ,847 | ,184 | ,273 | ,099 | ,189 | ,119 | ,334 | ,098 |  | ,000 | ,033 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.10 | Pearson Correlation | ,080 | ,148 | ,130 | ,149 | ,126 | ,220 | ,416\* | ,117 | ,668\*\* | 1 | ,343 | ,553\*\* |
| Sig. (2-tailed) | ,674 | ,434 | ,492 | ,430 | ,508 | ,242 | ,022 | ,539 | ,000 |  | ,064 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | ,414\* | ,712\*\* | ,489\*\* | ,537\*\* | ,286 | ,706\*\* | ,515\*\* | ,664\*\* | ,389\* | ,343 | 1 | ,804\*\* |
| Sig. (2-tailed) | ,023 | ,000 | ,006 | ,002 | ,125 | ,000 | ,004 | ,000 | ,033 | ,064 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | ,559\*\* | ,767\*\* | ,736\*\* | ,720\*\* | ,418\* | ,810\*\* | ,664\*\* | ,740\*\* | ,599\*\* | ,553\*\* | ,804\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,021 | ,000 | ,000 | ,000 | ,000 | ,002 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**DISIPLIN KERJA**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | | |
|  | | | X3.1 | | X3.2 | | X3.3 | X3.4 | X3.5 | | X3.6 | | X3.7 | | X3.8 | | X3.9 | | X3.10 | | TOTAL\_X3 |
| X3.1 | Pearson Correlation | | 1 | | ,678\*\* | | ,330 | ,240 | ,338 | | ,636\*\* | | ,524\*\* | | ,560\*\* | | ,046 | | ,355 | | ,647\*\* |
| Sig. (2-tailed) | |  | | ,000 | | ,075 | ,202 | ,068 | | ,000 | | ,003 | | ,001 | | ,808 | | ,054 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.2 | Pearson Correlation | | ,678\*\* | | 1 | | ,440\* | ,343 | ,184 | | ,649\*\* | | ,438\* | | ,553\*\* | | ,168 | | ,336 | | ,652\*\* |
| Sig. (2-tailed) | | ,000 | |  | | ,015 | ,064 | ,332 | | ,000 | | ,015 | | ,002 | | ,375 | | ,070 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.3 | Pearson Correlation | | ,330 | | ,440\* | | 1 | ,725\*\* | ,575\*\* | | ,455\* | | ,705\*\* | | ,784\*\* | | ,296 | | ,452\* | | ,795\*\* |
| Sig. (2-tailed) | | ,075 | | ,015 | |  | ,000 | ,001 | | ,012 | | ,000 | | ,000 | | ,112 | | ,012 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.4 | Pearson Correlation | | ,240 | | ,343 | | ,725\*\* | 1 | ,717\*\* | | ,601\*\* | | ,621\*\* | | ,681\*\* | | ,481\*\* | | ,481\*\* | | ,814\*\* |
| Sig. (2-tailed) | | ,202 | | ,064 | | ,000 |  | ,000 | | ,000 | | ,000 | | ,000 | | ,007 | | ,007 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.5 | Pearson Correlation | | ,338 | | ,184 | | ,575\*\* | ,717\*\* | 1 | | ,565\*\* | | ,764\*\* | | ,548\*\* | | ,439\* | | ,512\*\* | | ,782\*\* |
| Sig. (2-tailed) | | ,068 | | ,332 | | ,001 | ,000 |  | | ,001 | | ,000 | | ,002 | | ,015 | | ,004 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.6 | Pearson Correlation | | ,636\*\* | | ,649\*\* | | ,455\* | ,601\*\* | ,565\*\* | | 1 | | ,507\*\* | | ,606\*\* | | ,475\*\* | | ,475\*\* | | ,819\*\* |
| Sig. (2-tailed) | | ,000 | | ,000 | | ,012 | ,000 | ,001 | |  | | ,004 | | ,000 | | ,008 | | ,008 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.7 | Pearson Correlation | | ,524\*\* | | ,438\* | | ,705\*\* | ,621\*\* | ,764\*\* | | ,507\*\* | | 1 | | ,796\*\* | | ,124 | | ,280 | | ,801\*\* |
| Sig. (2-tailed) | | ,003 | | ,015 | | ,000 | ,000 | ,000 | | ,004 | |  | | ,000 | | ,513 | | ,135 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.8 | Pearson Correlation | | ,560\*\* | | ,553\*\* | | ,784\*\* | ,681\*\* | ,548\*\* | | ,606\*\* | | ,796\*\* | | 1 | | ,225 | | ,305 | | ,838\*\* |
| Sig. (2-tailed) | | ,001 | | ,002 | | ,000 | ,000 | ,002 | | ,000 | | ,000 | |  | | ,233 | | ,101 | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.9 | Pearson Correlation | | ,046 | | ,168 | | ,296 | ,481\*\* | ,439\* | | ,475\*\* | | ,124 | | ,225 | | 1 | | ,464\*\* | | ,499\*\* |
| Sig. (2-tailed) | | ,808 | | ,375 | | ,112 | ,007 | ,015 | | ,008 | | ,513 | | ,233 | |  | | ,010 | | ,005 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| X3.10 | Pearson Correlation | | ,355 | | ,336 | | ,452\* | ,481\*\* | ,512\*\* | | ,475\*\* | | ,280 | | ,305 | | ,464\*\* | | 1 | | ,629\*\* |
| Sig. (2-tailed) | | ,054 | | ,070 | | ,012 | ,007 | ,004 | | ,008 | | ,135 | | ,101 | | ,010 | |  | | ,000 |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| TOTAL\_X3 | Pearson Correlation | | ,647\*\* | | ,652\*\* | | ,795\*\* | ,814\*\* | ,782\*\* | | ,819\*\* | | ,801\*\* | | ,838\*\* | | ,499\*\* | | ,629\*\* | | 1 |
| Sig. (2-tailed) | | ,000 | | ,000 | | ,000 | ,000 | ,000 | | ,000 | | ,000 | | ,000 | | ,005 | | ,000 | |  |
| N | | 30 | | 30 | | 30 | 30 | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 |
| **KINERJA (Y)** | | | | | | | | | | | | | | | | | | | | | |
| **Correlations** | | | | | | | | | | | | | | | | | | | | | |
|  | | | | Y.1 | | Y.2 | | Y.3 | | Y.4 | | Y.5 | | Y.6 | | Y.7 | | Y.8 | | TOTAL\_Y | |
| Y.1 | | Pearson Correlation | | 1 | | ,673\*\* | | ,617\*\* | | ,437\* | | ,412\* | | ,607\*\* | | ,596\*\* | | ,481\*\* | | ,797\*\* | |
| Sig. (2-tailed) | |  | | ,000 | | ,000 | | ,016 | | ,024 | | ,000 | | ,001 | | ,007 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.2 | | Pearson Correlation | | ,673\*\* | | 1 | | ,514\*\* | | ,329 | | ,422\* | | ,765\*\* | | ,664\*\* | | ,214 | | ,790\*\* | |
| Sig. (2-tailed) | | ,000 | |  | | ,004 | | ,076 | | ,020 | | ,000 | | ,000 | | ,257 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.3 | | Pearson Correlation | | ,617\*\* | | ,514\*\* | | 1 | | ,637\*\* | | ,592\*\* | | ,516\*\* | | ,601\*\* | | ,345 | | ,782\*\* | |
| Sig. (2-tailed) | | ,000 | | ,004 | |  | | ,000 | | ,001 | | ,004 | | ,000 | | ,062 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.4 | | Pearson Correlation | | ,437\* | | ,329 | | ,637\*\* | | 1 | | ,531\*\* | | ,593\*\* | | ,487\*\* | | ,481\*\* | | ,726\*\* | |
| Sig. (2-tailed) | | ,016 | | ,076 | | ,000 | |  | | ,003 | | ,001 | | ,006 | | ,007 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.5 | | Pearson Correlation | | ,412\* | | ,422\* | | ,592\*\* | | ,531\*\* | | 1 | | ,565\*\* | | ,471\*\* | | ,296 | | ,713\*\* | |
| Sig. (2-tailed) | | ,024 | | ,020 | | ,001 | | ,003 | |  | | ,001 | | ,009 | | ,112 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.6 | | Pearson Correlation | | ,607\*\* | | ,765\*\* | | ,516\*\* | | ,593\*\* | | ,565\*\* | | 1 | | ,513\*\* | | ,394\* | | ,839\*\* | |
| Sig. (2-tailed) | | ,000 | | ,000 | | ,004 | | ,001 | | ,001 | |  | | ,004 | | ,031 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.7 | | Pearson Correlation | | ,596\*\* | | ,664\*\* | | ,601\*\* | | ,487\*\* | | ,471\*\* | | ,513\*\* | | 1 | | ,423\* | | ,793\*\* | |
| Sig. (2-tailed) | | ,001 | | ,000 | | ,000 | | ,006 | | ,009 | | ,004 | |  | | ,020 | | ,000 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.8 | | Pearson Correlation | | ,481\*\* | | ,214 | | ,345 | | ,481\*\* | | ,296 | | ,394\* | | ,423\* | | 1 | | ,581\*\* | |
| Sig. (2-tailed) | | ,007 | | ,257 | | ,062 | | ,007 | | ,112 | | ,031 | | ,020 | |  | | ,001 | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| TOTAL\_Y | | Pearson Correlation | | ,797\*\* | | ,790\*\* | | ,782\*\* | | ,726\*\* | | ,713\*\* | | ,839\*\* | | ,793\*\* | | ,581\*\* | | 1 | |
| Sig. (2-tailed) | | ,000 | | ,000 | | ,000 | | ,000 | | ,000 | | ,000 | | ,000 | | ,001 | |  | |
| N | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |

**RELIABILITAS**

**Motivasi Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 93,8 |
| Excludeda | 2 | 6,3 |
| Total | 32 | 100,0 |
|  | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,868 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 29,47 | 14,533 | ,595 | ,856 |
| X1.2 | 29,37 | 15,620 | ,512 | ,863 |
| X1.3 | 29,37 | 14,447 | ,681 | ,844 |
| X1.4 | 29,10 | 15,886 | ,624 | ,853 |
| X1.5 | 29,30 | 14,769 | ,744 | ,839 |
| X1.6 | 29,17 | 14,902 | ,616 | ,852 |
| X1.7 | 29,43 | 14,944 | ,627 | ,851 |
| X1.8 | 29,30 | 15,734 | ,605 | ,854 |

**Lingkungan Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 93,8 |
| Excludeda | 2 | 6,3 |
| Total | 32 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,874 | 11 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 40,10 | 33,886 | ,500 | ,868 |
| X2.2 | 40,37 | 30,447 | ,684 | ,855 |
| X2.3 | 40,23 | 31,978 | ,701 | ,854 |
| X2.4 | 40,07 | 33,168 | ,677 | ,857 |
| X2.5 | 39,83 | 36,626 | ,378 | ,874 |
| X2.6 | 40,07 | 31,857 | ,788 | ,849 |
| X2.7 | 40,10 | 34,024 | ,637 | ,860 |
| X2.8 | 39,97 | 32,861 | ,717 | ,854 |
| X2.9 | 40,53 | 33,637 | ,411 | ,878 |
| X2.10 | 40,60 | 34,317 | ,348 | ,883 |
| X2.11 | 40,13 | 33,775 | ,758 | ,855 |

**Disiplin Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 93,8 |
| Excludeda | 2 | 6,3 |
| Total | 32 | 100,0 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,903 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 38,63 | 21,964 | ,553 | ,901 |
| X3.2 | 38,67 | 22,230 | ,568 | ,899 |
| X3.3 | 38,90 | 20,921 | ,734 | ,889 |
| X3.4 | 38,80 | 20,441 | ,754 | ,887 |
| X3.5 | 38,67 | 20,713 | ,713 | ,890 |
| X3.6 | 38,60 | 20,662 | ,763 | ,887 |
| X3.7 | 38,80 | 20,855 | ,742 | ,888 |
| X3.8 | 38,73 | 20,754 | ,790 | ,885 |
| X3.9 | 38,60 | 23,421 | ,399 | ,908 |
| X3.10 | 38,60 | 22,593 | ,546 | ,900 |

**Kinerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 93,8 |
| Excludeda | 2 | 6,3 |
| Total | 32 | 100,0 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,888 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 29,67 | 13,816 | ,731 | ,868 |
| Y.2 | 29,87 | 12,464 | ,685 | ,874 |
| Y.3 | 29,73 | 14,271 | ,721 | ,870 |
| Y.4 | 29,87 | 14,189 | ,642 | ,875 |
| Y.5 | 29,83 | 13,730 | ,608 | ,879 |
| Y.6 | 30,13 | 12,809 | ,770 | ,862 |
| Y.7 | 30,00 | 13,379 | ,715 | ,868 |
| Y.8 | 29,60 | 14,938 | ,468 | ,890 |

**TABULASI KUESIONER**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X 1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **Total X1** |
| 1 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 30 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 31 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 9 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 10 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 11 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 32 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 14 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |
| 17 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 18 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 22 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 5 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 24 |
| 25 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 31 |
| 30 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 22 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 32 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 33 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 37 |
| 34 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 34 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 36 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 38 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 39 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 40 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 36 |
| 41 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **x2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |
| 1 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 |
| 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 |
| 4 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 |
| 6 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 |
| 9 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 |
| 10 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 5 |
| 11 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 |
| 12 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 13 | 4 | 4 | 4 | 4 | 1 | 3 | 3 | 3 |
| 14 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 3 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 16 | 5 | 5 | 4 | 4 | 2 | 3 | 4 | 4 |
| 17 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 |
| 19 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 22 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 23 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 |
| 24 | 3 | 4 | 4 | 4 | 3 | 1 | 3 | 3 |
| 25 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 |
| 28 | 5 | 5 | 2 | 3 | 3 | 5 | 5 | 5 |
| 29 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 |
| 30 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 |
| 31 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 4 |
| 32 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 |
| 33 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 5 |
| 34 | 4 | 4 | 5 | 5 | 1 | 4 | 4 | 5 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 39 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 40 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3 5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Total X3** |
| 1 | 5 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 38 |
| 3 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 34 |
| 6 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 44 |
| 8 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 35 |
| 9 | 5 | 5 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 10 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 41 |
| 11 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 41 |
| 12 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 34 |
| 13 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 14 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 34 |
| 15 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 17 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 42 |
| 18 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 41 |
| 19 | 3 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 38 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 38 |
| 23 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 32 |
| 25 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 5 | 5 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 41 |
| 29 | 4 | 4 | 2 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 38 |
| 30 | 5 | 5 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 37 |
| 31 | 5 | 5 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 36 |
| 32 | 5 | 5 | 2 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 40 |
| 33 | 5 | 5 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 34 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 35 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 36 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 39 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 40 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Y.1** | **Y.2** | **Y.3** | **Y 4** | **Y.5** | **Y.6** | **Y 7** | **Y.8** | **TOTAL Y** |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 2 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 35 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 10 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 37 |
| 11 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 12 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 15 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 33 |
| 16 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 17 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 18 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 19 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 20 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 22 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 24 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 37 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 34 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 38 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |

**HASIL UJI Transformasi Data Metode Suksesif Interval (MSI)**

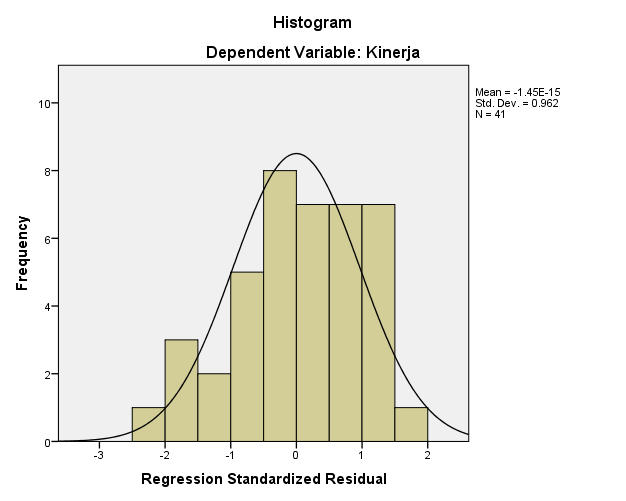
| No | Motivasi Kerja | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.Total |
| 1 | 3,178 | 1,936 | 4,134 | 4,833 | 3,311 | 3,422 | 3,589 | 3,523 | 27,927 |
| 2 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 3 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 4 | 3,178 | 2,604 | 1,000 | 3,311 | 4,833 | 3,422 | 2,279 | 3,523 | 24,151 |
| 5 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 6 | 4,640 | 4,833 | 2,567 | 3,311 | 1,936 | 3,422 | 2,279 | 2,179 | 25,169 |
| 7 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 8 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 9 | 1,000 | 1,936 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 22,660 |
| 10 | 1,933 | 4,833 | 2,567 | 3,311 | 3,311 | 1,936 | 2,279 | 2,179 | 22,351 |
| 11 | 1,933 | 4,833 | 2,567 | 4,833 | 4,833 | 3,422 | 2,279 | 2,179 | 26,881 |
| 12 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 13 | 4,640 | 4,833 | 4,134 | 4,833 | 4,833 | 5,114 | 5,006 | 5,006 | 38,401 |
| 14 | 1,000 | 1,936 | 1,000 | 1,936 | 1,936 | 1,936 | 2,279 | 2,179 | 14,202 |
| 15 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 16 | 3,178 | 3,547 | 1,000 | 1,936 | 3,311 | 1,936 | 2,279 | 2,179 | 19,367 |
| 17 | 3,178 | 1,936 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 24,837 |
| 18 | 3,178 | 2,604 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 25,505 |
| 19 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 2,279 | 2,179 | 23,796 |
| 20 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 2,279 | 2,179 | 23,796 |
| 21 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 22 | 1,933 | 1,000 | 1,000 | 1,936 | 1,936 | 1,936 | 2,279 | 2,179 | 14,200 |
| 23 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 24 | 4,640 | 2,604 | 1,000 | 1,936 | 1,000 | 1,000 | 2,279 | 2,179 | 16,638 |
| 25 | 1,933 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 25,204 |
| 26 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 27 | 3,178 | 3,547 | 4,134 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 28,016 |
| 28 | 4,640 | 4,833 | 4,134 | 4,833 | 4,833 | 5,114 | 5,006 | 5,006 | 38,401 |
| 29 | 1,933 | 2,604 | 2,567 | 3,311 | 4,833 | 3,422 | 3,589 | 3,523 | 25,783 |
| 30 | 1,933 | 3,547 | 1,000 | 1,000 | 1,936 | 1,936 | 1,000 | 1,000 | 13,352 |
| 31 | 4,640 | 4,833 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 29,197 |
| 32 | 4,640 | 4,833 | 2,567 | 4,833 | 3,311 | 3,422 | 5,006 | 5,006 | 33,620 |
| 33 | 3,178 | 3,547 | 4,134 | 4,833 | 4,833 | 5,114 | 3,589 | 5,006 | 34,235 |
| 34 | 3,178 | 2,604 | 4,134 | 3,311 | 3,311 | 3,422 | 5,006 | 5,006 | 29,973 |
| 35 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 36 | 1,933 | 2,604 | 2,567 | 3,311 | 3,311 | 3,422 | 2,279 | 3,523 | 22,951 |
| 37 | 3,178 | 3,547 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 26,449 |
| 38 | 3,178 | 2,604 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 25,505 |
| 39 | 3,178 | 3,547 | 2,567 | 1,936 | 1,936 | 3,422 | 3,589 | 3,523 | 23,698 |
| 40 | 3,178 | 3,547 | 2,567 | 4,833 | 4,833 | 5,114 | 5,006 | 3,523 | 32,601 |
| 41 | 3,178 | 1,936 | 2,567 | 3,311 | 3,311 | 3,422 | 3,589 | 3,523 | 24,837 |

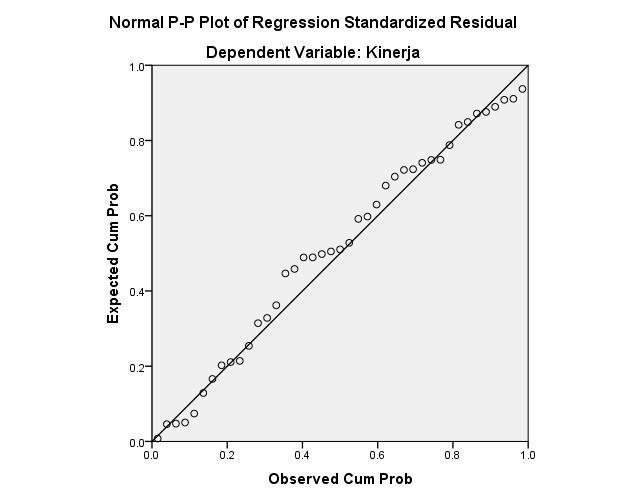
| No | Lingkungan Kerja | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.Total |
| 1 | 2,864 | 3,138 | 3,272 | 1,000 | 3,200 | 2,370 | 2,416 | 2,319 | 3,728 | 3,793 | 2,647 | 30,748 |
| 2 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 2,370 | 1,000 | 1,000 | 2,683 | 2,754 | 2,004 | 25,778 |
| 3 | 2,864 | 3,138 | 3,272 | 1,000 | 2,206 | 2,370 | 1,000 | 1,000 | 2,683 | 2,754 | 2,004 | 24,292 |
| 4 | 4,302 | 4,576 | 3,272 | 1,000 | 3,200 | 2,370 | 2,416 | 2,319 | 3,728 | 5,114 | 4,761 | 37,057 |
| 5 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 2,370 | 1,000 | 1,000 | 2,683 | 2,754 | 2,004 | 25,778 |
| 6 | 4,302 | 3,138 | 3,272 | 1,000 | 3,200 | 3,654 | 3,833 | 3,633 | 3,728 | 5,114 | 3,512 | 38,386 |
| 7 | 2,864 | 3,138 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 2,004 | 31,781 |
| 8 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 31,305 |
| 9 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 31,305 |
| 10 | 4,302 | 4,576 | 1,774 | 2,486 | 3,200 | 5,006 | 3,833 | 3,633 | 4,436 | 3,793 | 3,512 | 40,551 |
| 11 | 4,302 | 4,576 | 4,914 | 3,973 | 3,200 | 3,654 | 3,833 | 3,633 | 4,436 | 3,793 | 3,512 | 43,826 |
| 12 | 2,864 | 3,138 | 1,774 | 1,000 | 3,200 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 2,647 | 28,451 |
| 13 | 2,864 | 3,138 | 3,272 | 2,486 | 1,000 | 2,370 | 1,000 | 1,000 | 1,000 | 1,000 | 4,761 | 23,892 |
| 14 | 1,000 | 1,000 | 3,272 | 2,486 | 4,190 | 2,370 | 1,000 | 1,000 | 3,728 | 3,793 | 2,647 | 26,486 |
| 15 | 2,864 | 3,138 | 3,272 | 2,486 | 3,200 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 32,300 |
| 16 | 4,302 | 4,576 | 3,272 | 2,486 | 2,206 | 2,370 | 2,416 | 2,319 | 3,728 | 3,793 | 3,512 | 34,979 |
| 17 | 4,302 | 4,576 | 3,272 | 3,973 | 3,200 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 36,660 |
| 18 | 4,302 | 4,576 | 4,914 | 3,973 | 3,200 | 5,006 | 3,833 | 3,633 | 4,436 | 4,312 | 4,761 | 46,946 |
| 19 | 2,864 | 3,138 | 3,272 | 2,486 | 3,200 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 32,300 |
| 20 | 2,864 | 3,138 | 3,272 | 2,486 | 3,200 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 32,300 |
| 21 | 2,864 | 3,138 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 2,319 | 4,436 | 4,312 | 3,512 | 36,600 |
| 22 | 1,000 | 3,138 | 3,272 | 2,486 | 4,190 | 2,370 | 1,000 | 1,000 | 3,728 | 3,793 | 2,647 | 28,625 |
| 23 | 1,690 | 1,860 | 3,272 | 2,486 | 2,206 | 2,370 | 1,000 | 1,000 | 2,683 | 2,754 | 3,512 | 24,833 |
| 24 | 1,690 | 3,138 | 3,272 | 2,486 | 3,200 | 1,000 | 1,000 | 1,000 | 3,728 | 3,793 | 2,647 | 26,955 |
| 25 | 2,864 | 3,138 | 3,272 | 2,486 | 3,200 | 3,654 | 2,416 | 2,319 | 3,728 | 2,754 | 3,512 | 33,345 |
| 26 | 2,864 | 3,138 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 2,004 | 31,781 |
| 27 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 3,512 | 31,305 |
| 28 | 4,302 | 4,576 | 1,000 | 1,000 | 3,200 | 5,006 | 3,833 | 3,633 | 2,683 | 2,754 | 3,512 | 35,500 |
| 29 | 2,864 | 4,576 | 3,272 | 2,486 | 2,206 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 4,761 | 33,991 |
| 30 | 2,864 | 1,860 | 1,774 | 1,000 | 2,206 | 2,370 | 1,000 | 1,000 | 2,683 | 2,754 | 2,004 | 21,516 |
| 31 | 2,864 | 3,138 | 4,914 | 3,973 | 2,206 | 3,654 | 2,416 | 2,319 | 2,683 | 2,754 | 4,761 | 35,682 |
| 32 | 2,864 | 3,138 | 4,914 | 3,973 | 2,206 | 3,654 | 2,416 | 3,633 | 2,683 | 2,754 | 4,761 | 36,996 |
| 33 | 2,864 | 3,138 | 3,272 | 2,486 | 2,206 | 5,006 | 3,833 | 3,633 | 2,683 | 2,754 | 4,761 | 36,637 |
| 34 | 2,864 | 3,138 | 4,914 | 3,973 | 1,000 | 3,654 | 2,416 | 3,633 | 2,683 | 2,754 | 1,000 | 32,030 |
| 35 | 2,864 | 3,138 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 2,319 | 4,436 | 4,312 | 3,512 | 36,600 |
| 36 | 4,302 | 4,576 | 3,272 | 2,486 | 4,190 | 2,370 | 2,416 | 2,319 | 5,420 | 5,114 | 3,512 | 39,976 |
| 37 | 2,864 | 3,138 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 2,319 | 4,436 | 4,312 | 3,512 | 36,600 |
| 38 | 1,690 | 1,860 | 3,272 | 2,486 | 3,200 | 3,654 | 2,416 | 2,319 | 3,728 | 2,754 | 2,647 | 30,027 |
| 39 | 4,302 | 4,576 | 3,272 | 2,486 | 4,190 | 5,006 | 3,833 | 3,633 | 4,436 | 4,312 | 4,761 | 44,806 |
| 40 | 4,302 | 4,576 | 4,914 | 3,973 | 5,420 | 2,370 | 2,416 | 2,319 | 5,420 | 5,114 | 3,512 | 44,335 |
| 41 | 2,864 | 1,860 | 3,272 | 2,486 | 4,190 | 3,654 | 2,416 | 1,000 | 4,436 | 4,312 | 3,512 | 34,002 |

| No | Disiplin Kerja | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | X3.2 | X3.3 | X3.4 | X3 5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.Total |
| 1 | 3,360 | 3,233 | 2,230 | 2,125 | 2,029 | 2,898 | 2,122 | 1,984 | 1,000 | 1,000 | 21,982 |
| 2 | 3,360 | 3,233 | 3,850 | 3,613 | 3,078 | 2,898 | 1,000 | 1,000 | 2,417 | 2,314 | 26,764 |
| 3 | 3,360 | 3,233 | 2,230 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 29,421 |
| 4 | 3,360 | 3,233 | 5,006 | 3,613 | 3,078 | 1,663 | 3,204 | 4,359 | 3,834 | 3,633 | 34,982 |
| 5 | 3,360 | 3,233 | 2,230 | 3,613 | 3,078 | 2,898 | 2,122 | 1,984 | 2,417 | 2,314 | 27,250 |
| 6 | 3,360 | 3,233 | 3,850 | 3,613 | 2,029 | 2,898 | 2,122 | 3,073 | 2,417 | 2,314 | 28,910 |
| 7 | 3,360 | 3,233 | 3,032 | 5,420 | 4,385 | 4,466 | 2,122 | 1,984 | 3,834 | 3,633 | 35,468 |
| 8 | 3,360 | 1,969 | 2,230 | 3,613 | 3,078 | 2,898 | 1,000 | 1,000 | 2,417 | 2,314 | 23,880 |
| 9 | 3,360 | 3,233 | 2,230 | 3,613 | 1,000 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 27,343 |
| 10 | 3,360 | 3,233 | 3,850 | 3,613 | 2,029 | 2,898 | 2,122 | 1,984 | 3,834 | 3,633 | 30,557 |
| 11 | 3,360 | 3,233 | 3,850 | 3,613 | 2,029 | 2,898 | 2,122 | 1,984 | 3,834 | 3,633 | 30,557 |
| 12 | 2,007 | 1,969 | 3,032 | 2,125 | 2,029 | 1,663 | 2,122 | 1,984 | 2,417 | 2,314 | 21,662 |
| 13 | 3,360 | 3,233 | 1,000 | 5,420 | 4,385 | 4,466 | 4,420 | 4,359 | 3,834 | 3,633 | 38,109 |
| 14 | 2,007 | 1,969 | 3,032 | 2,125 | 2,029 | 1,663 | 3,204 | 3,073 | 1,000 | 1,000 | 21,101 |
| 15 | 3,360 | 3,233 | 3,032 | 3,613 | 2,029 | 2,898 | 2,122 | 1,984 | 1,000 | 1,000 | 24,272 |
| 16 | 3,360 | 1,969 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 1,000 | 28,463 |
| 17 | 3,360 | 3,233 | 3,850 | 3,613 | 2,029 | 2,898 | 3,204 | 4,359 | 2,417 | 2,314 | 31,277 |
| 18 | 1,000 | 1,000 | 3,850 | 3,613 | 4,385 | 4,466 | 4,420 | 3,073 | 3,834 | 1,000 | 30,641 |
| 19 | 1,000 | 3,233 | 3,850 | 2,125 | 2,029 | 4,466 | 2,122 | 3,073 | 2,417 | 2,314 | 26,629 |
| 20 | 3,360 | 3,233 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 31,041 |
| 21 | 2,007 | 1,969 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 28,424 |
| 22 | 3,360 | 1,969 | 3,032 | 2,125 | 2,029 | 2,898 | 4,420 | 4,359 | 1,000 | 1,000 | 26,192 |
| 23 | 3,360 | 3,233 | 5,006 | 3,613 | 2,029 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 31,147 |
| 24 | 2,007 | 1,000 | 3,032 | 2,125 | 2,029 | 2,898 | 2,122 | 1,984 | 1,000 | 1,000 | 19,198 |
| 25 | 2,007 | 1,969 | 2,230 | 2,125 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 25,316 |
| 26 | 2,007 | 1,969 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 28,424 |
| 27 | 3,360 | 3,233 | 2,230 | 3,613 | 1,000 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 27,343 |
| 28 | 3,360 | 3,233 | 5,006 | 1,000 | 1,000 | 1,000 | 4,420 | 4,359 | 3,834 | 3,633 | 30,845 |
| 29 | 2,007 | 1,969 | 2,230 | 3,613 | 2,029 | 2,898 | 4,420 | 4,359 | 2,417 | 1,000 | 26,943 |
| 30 | 3,360 | 3,233 | 3,032 | 2,125 | 1,000 | 2,898 | 3,204 | 3,073 | 2,417 | 1,000 | 25,342 |
| 31 | 3,360 | 3,233 | 2,230 | 3,613 | 1,000 | 1,000 | 3,204 | 3,073 | 2,417 | 2,314 | 25,444 |
| 32 | 3,360 | 3,233 | 2,230 | 3,613 | 1,000 | 1,000 | 4,420 | 4,359 | 3,834 | 3,633 | 30,682 |
| 33 | 3,360 | 3,233 | 3,032 | 3,613 | 1,000 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 28,144 |
| 34 | 2,007 | 1,000 | 3,850 | 3,613 | 3,078 | 4,466 | 4,420 | 4,359 | 3,834 | 3,633 | 34,260 |
| 35 | 2,007 | 1,000 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 27,455 |
| 36 | 1,000 | 1,000 | 3,850 | 3,613 | 3,078 | 2,898 | 2,122 | 4,359 | 3,834 | 2,314 | 28,068 |
| 37 | 2,007 | 1,969 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 28,424 |
| 38 | 1,000 | 1,000 | 3,032 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 25,629 |
| 39 | 3,360 | 3,233 | 5,006 | 3,613 | 3,078 | 2,898 | 4,420 | 4,359 | 3,834 | 3,633 | 37,434 |
| 40 | 3,360 | 3,233 | 5,006 | 3,613 | 3,078 | 4,466 | 4,420 | 3,073 | 3,834 | 3,633 | 37,716 |
| 41 | 2,007 | 1,969 | 3,850 | 3,613 | 3,078 | 2,898 | 3,204 | 3,073 | 2,417 | 2,314 | 28,424 |

| No | Kinerja | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.1 | Y.2 | Y.3 | Y 4 | Y.5 | Y.6 | Y 7 | Y.8 | Y.total |
| 1 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 4,050 | 24,739 |
| 2 | 1,000 | 2,279 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 2,534 | 19,834 |
| 3 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 4 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 5 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 6 | 2,836 | 2,279 | 2,679 | 3,904 | 2,466 | 1,000 | 2,683 | 4,050 | 21,897 |
| 7 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 8 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 9 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 4,050 | 24,739 |
| 10 | 2,836 | 3,833 | 2,679 | 3,904 | 1,000 | 3,665 | 4,204 | 2,534 | 24,656 |
| 11 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 4,050 | 24,739 |
| 12 | 1,000 | 1,000 | 1,000 | 2,370 | 2,466 | 1,000 | 1,000 | 1,000 | 10,836 |
| 13 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 14 | 1,000 | 2,279 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 16,621 |
| 15 | 2,836 | 3,833 | 2,679 | 2,370 | 1,000 | 1,000 | 2,683 | 2,534 | 18,936 |
| 16 | 2,836 | 3,833 | 2,679 | 2,370 | 2,466 | 2,288 | 2,683 | 4,050 | 23,205 |
| 17 | 2,836 | 2,279 | 1,000 | 2,370 | 3,930 | 2,288 | 2,683 | 2,534 | 19,921 |
| 18 | 2,836 | 2,279 | 1,000 | 3,904 | 3,930 | 2,288 | 4,204 | 4,050 | 24,492 |
| 19 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 2,534 | 23,224 |
| 20 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 2,534 | 23,224 |
| 21 | 1,000 | 2,279 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 16,621 |
| 22 | 2,836 | 3,833 | 1,000 | 2,370 | 2,466 | 2,288 | 4,204 | 4,050 | 23,047 |
| 23 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 2,534 | 23,224 |
| 24 | 2,836 | 2,279 | 2,679 | 1,000 | 3,930 | 3,665 | 4,204 | 4,050 | 24,643 |
| 25 | 2,836 | 2,279 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 18,456 |
| 26 | 1,000 | 2,279 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 16,621 |
| 27 | 2,836 | 3,833 | 2,679 | 3,904 | 2,466 | 2,288 | 2,683 | 2,534 | 23,224 |
| 28 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 29 | 2,836 | 2,279 | 2,679 | 3,904 | 3,930 | 3,665 | 2,683 | 4,050 | 26,027 |
| 30 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 2,683 | 4,050 | 27,581 |
| 31 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 32 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 33 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 34 | 2,836 | 3,833 | 1,000 | 2,370 | 2,466 | 1,000 | 4,204 | 2,534 | 20,244 |
| 35 | 2,836 | 3,833 | 2,679 | 2,370 | 2,466 | 2,288 | 4,204 | 4,050 | 24,726 |
| 36 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 2,683 | 2,534 | 26,065 |
| 37 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 38 | 2,836 | 3,833 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 20,010 |
| 39 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 4,050 | 29,102 |
| 40 | 2,836 | 3,833 | 2,679 | 3,904 | 3,930 | 3,665 | 4,204 | 2,534 | 27,586 |
| 41 | 1,000 | 2,279 | 1,000 | 2,370 | 2,466 | 2,288 | 2,683 | 2,534 | 16,621 |

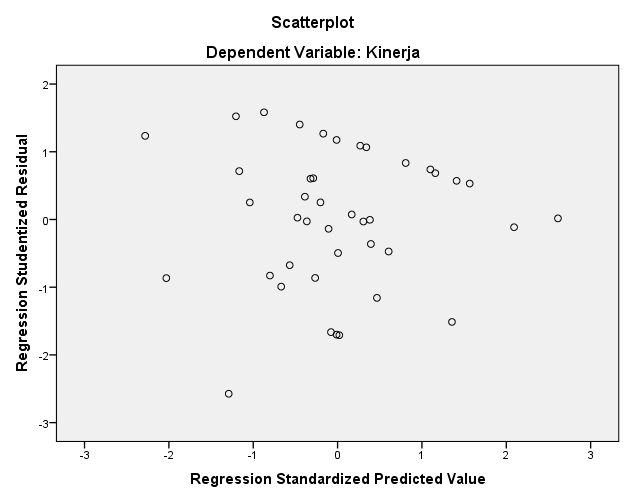
**HASIL UJI ASUMSI KLASIK**

UJI NORMALITAS



**Uji Multikolinearitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Motivasi Kerja | .789 | 1.268 |
| Lingkungan Kerja | .836 | 1.197 |
| Disiplin Kerja | .692 | 1.444 |

**Uji Heterokedastisitas**

|  |
| --- |
|  |

**Uji Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 11.028 | 1.700 |  | 6.488 | .000 |
| Motivasi Kerja | .101 | .047 | .228 | 2.140 | .039 |
| Lingkungan Kerja | -.013 | .041 | -.033 | -.320 | .751 |
| Disiplin Kerja | .379 | .062 | .700 | 6.141 | .000 |

**Uji Prasial (t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 147.854 | 3 | 49.285 | 24.754 | .000b |
| Residual | 73.667 | 37 | 1.991 |  |  |
| Total | 221.521 | 40 |  |  |  |

**Uji Simultan (F)**

**Hasil**

**Koefisien Determinasi (R²)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .817a | .667 | .640 | 1.41103 |
|  | | | | |