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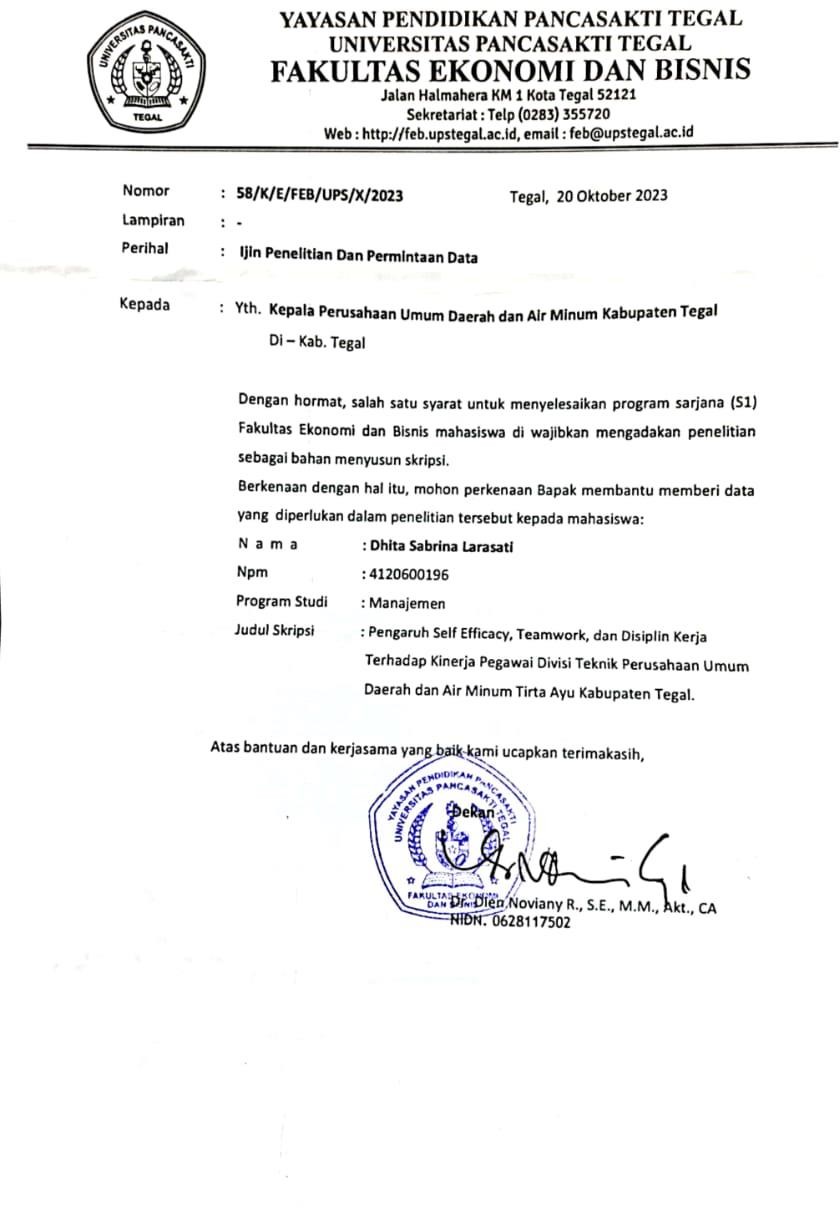
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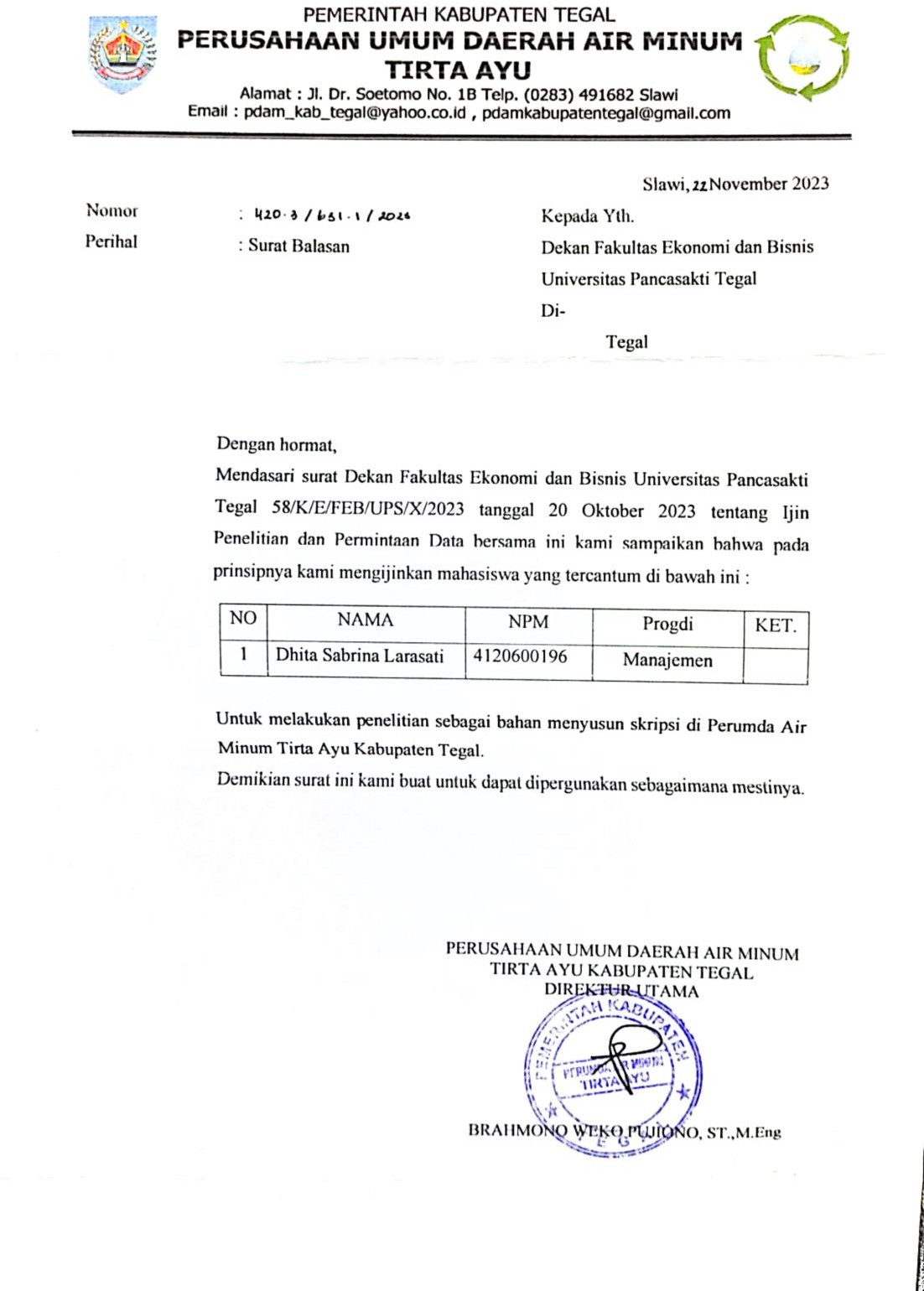
LAMPIRAN

**LAMPIRAN**

# Lampiran 1 Surat Izin Penelitian



**Lampiran 2 Surat Balasan**



# Lampiran 3 Permohonan Pengisian Kuisioner

**KATA PENGANTAR KUISIONER**

Perihal : Permohonan Pengisian Kuisioner

Judul Penelitian : Pengaruh Self Efficacy, Teamwork, dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Divisi Teknik Perumda Air Minum Tirta Ayu Kabupaten Tegal

Kepada Yth, Bapak/Ibu/Sdr Responden Di Tempat

Dengan Hormat, Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah saya sediakan.

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya mengucapkan terima kasih.

Tegal,

Hormat Saya,

Dhita Sabrina Larasati

# IDENTITAS RESPONDEN DAN PETUNJUK PENGISIAN

1. Identitas Responden

Mohon beri tanda check list (√) pada salah satu kotak yang mewakili identitas diri Bapak/Ibu/Saudara/i.

* 1. Jenis Kelamin

Laki -laki Perempuan

* 1. Pendidikan Terakhir :

SMA/SMK D3

S1 S2

* 1. Usia

21 – 30 Tahun >41 Tahun

31 – 40 Tahun

1. Petunjuk Pengisian
   1. Isilah identitas secara lengkap!
   2. Pertanyaan dengan teliti sebelum menjawab!
   3. Berilah jawaban sesuai dengan kondisi yang Bapak/Ibu/Saudara/i, rasakan agar diperoleh daya yang benar, akurat dan objektif.
   4. Isilah pernyataan dibawah ini dengan memberi tanda (√) pada kolom yang telah tersedia :

STS : Sangat Tidak Setuju TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

# DAFTAR PERTANYAAN KUISIONER

**1. Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Kuantitas hasil kerja** | | | | | | |
| 1. | Saya dapat menyelesaikan tugas atau jobdesk  sebelum tenggat waktu |  |  |  |  |  |
| 2. | Saya mampu mencapai target realisasi dalam  satu bulan |  |  |  |  |  |
| **Kualitas hasil kerja** | | | | | | |
| 3. | Saya selalu menyelesaikan pekerjaan saya  dengan hasil yang baik |  |  |  |  |  |
| 4. | Saya selalu mendapat respon positif atas  pekerjaan saya |  |  |  |  |  |
| **Inisiatif** | | | | | | |
| 5. | Saya mampu mengerjakan tugas sebelum  pimpinan memberi tugas |  |  |  |  |  |
| 6. | Saya mempunyai rasa inisiatif untuk  menyelesaikan tugas sebelum tugas lain diberikan |  |  |  |  |  |
| **Ketelitian** | | | | | | |
| 7. | Saya selalu mengonfirmasi ulang setiap  pekerjaan yang sudah saya kerjakan |  |  |  |  |  |
| 8. | Saya mampu menyelesaikan pekerjaan secara  detail dan meminimalisir kesalahan dalam kerja |  |  |  |  |  |
| **Kejujuran** | | | | | | |
| 9. | Saya selalu transparan dalam mengerjakan  semua pekerjaan yang diberikan |  |  |  |  |  |
| 10. | Saya selalu menerapkan kejujuran dalam semua  pekerjaan yang saya lakukan |  |  |  |  |  |

1. **Variabel *Self Efficacy* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Tingkat Keterampilan Kerja** | | | | | | |
| 1. | Saya mampu menggunakan fasilitas/metode kerja yang diperlukan dalam menyelesaikan  tugas |  |  |  |  |  |
| 2. | Saya mampu menganalisis suatu situasi atau  keadaan dalam bekerja |  |  |  |  |  |
| **Tingkat Usaha** | | | | | | |
| 3. | Saya mempunyai kemauan dalam bekerja secara konsisten dan tekun untuk  menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Saya mampu fokus dalam bekerja walaupun dihadapkan dengan beberapa konflik dalam  perusahaan |  |  |  |  |  |
| **Tingkat Ketepatan** | | | | | | |
| 5. | Saya mampu untuk tetap fokus dalam bekerja agar hasil kerja saya sesuai dengan standar  perusahaan |  |  |  |  |  |
| 6. | Saya selalu berusaha meminimalisir kesalahan yang terjadi sehingga hasil pekerjaan saya  tepat sasaran serta tujuan perusahaan |  |  |  |  |  |
| **Derajat Kesamaan Aktifitas** | | | | | | |
| 7. | Saya mempunyai tanggungjawab dan  wewenang yang sama dengan karyawan lain |  |  |  |  |  |
| 8. | Saya mempunyai kesamaan dalam waktu kerja  serta beban kerja yang diberikan |  |  |  |  |  |
| **Kekuatan dan Kegigihan Dalam Menyelesaikan Tugas** | | | | | | |
| 9. | Saya mempunyai kegigihan yang besar untuk  menyelesaikan semua pekerjaan saya |  |  |  |  |  |
| 10. | Saya mempunyai kekuatan dalam  menyelesaikan semua konflik serta tugas yang diberikan perusahaan |  |  |  |  |  |

1. **Variabel *Teamwork* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Tanggapan** | | | | |
|  |  | **STS** | **TS** | **N** | **S** | **SS** |
| **Kemampuan Membuat Rencana Kerja** | | | | | | |
| 1. | Saya mampu membuat strategi untuk  merinci tujuan perusahaan |  |  |  |  |  |
| 2. | Saya mampu membuat jadwal waktu yang diperlukan untuk mencapai hasil kerja yang  diinginkan perusahaan |  |  |  |  |  |
| **Menentukan Tujuan** | | | | | | |
| 3. | Saya mampu mengidentifikasi tujuan yang  diingikan perusahaan |  |  |  |  |  |
| 4. | Saya selalu meningkatkan strategi dalam bekerja agar tujuan perusahaan dapat  tercapai |  |  |  |  |  |
| **Kemampuan Berkomunikasi** | | | | | | |
| 5. | Saya mampu menjalin komunikasi yang  baik antar karyawan agar tercipta rasa kenyamanan antara satu sama lain |  |  |  |  |  |
| 6. | Saya selalu menciptakan suasana yang  nyaman dalam berkomunikasi dengan teman kerja lain |  |  |  |  |  |
| **Mampu Menjalin Hubungan Baik** | | | | | | |
| 7. | Saya mampu menciptakan rasa nyaman  dengan sesama karyawan untuk terciptanya rasa kekeluargaan |  |  |  |  |  |
| 8. | Saya selalu memberikan kesan yang baik  agar karyawan lain merasa senang dan betah |  |  |  |  |  |
| **Keterampilan Memecahkan Masalah** | | | | | | |
| 9. | Saya selalu menganalisis akar terjadinya konflik dalam perusahaan agar  permasalahan tersebut cepat dikendalikan |  |  |  |  |  |
| 10. | Saya dapat mengevaluasi adanya permasalahan di perusahaan agar tidak  menyebabkan permasalahan yang lain |  |  |  |  |  |

# Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Tanggapan** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Masuk Kerja Tepat Waktu** | | | | | | |
| 1. | Saya selalu masuk dalam bekerja saat jam kerja |  |  |  |  |  |
| 2. | Saya mampu berangkat/masuk bekerja dengan  tepat waktu |  |  |  |  |  |
| **Penggunaan Waktu Secara Efektif** | | | | | | |
| 3. | Saya mampu mempergunakan waktu kerja secara efektif sehingga pekerjaan selesai tepat  waktu |  |  |  |  |  |
| 4. | Saya selalu menggunakan waktu kerja saya  sebaik mungkin agar pekerjaan tidak menumpuk |  |  |  |  |  |
| **Tidak Pernah Bolos Kerja** | | | | | | |
| 5. | Saya selalu hadir kerja tanpa absen selama hari  kerja |  |  |  |  |  |
| 6. | Saya tidak pernah absen selama hari efektif /  hari kerja |  |  |  |  |  |
| **Pemanfaatan Waktu Dalam Bekerja** | | | | | | |
| 7. | Saya selalu berusaha untuk tetap memanfaatkan waktu kerja yang ada agar pekerjaan dan urusan  pribadi tetap seimbang dan efisien |  |  |  |  |  |
| 8. | Saya mampu memanfaatkan dan berusaha efektif waktu untuk bekerja sehingga pekerjaan  saya tidak tergesa-gesa |  |  |  |  |  |
| **Dapat Memenuhi Target Kerja** | | | | | | |
| 9. | Saya selalu mengevaluasi pekerjaan agar target  serta tujuan perusahaan terpenuhi |  |  |  |  |  |
| 10. | Saya mampu membuat serta menjalankan  strategi untuk target tetap tercapai |  |  |  |  |  |

**Lampiran 4 Proses Pengumpulan Data Kuisioner**



# Lampiran 5 Karakteristik Responden

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Jenis Kelamin** | **Jumlah** | **Persentase** |
| 1 | Laki-laki | 31 | 82% |
| 2 | Perempuan | 8 | 18% |
| 3 | Jumlah | 39 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Usia** | **Jumlah** | **Persentase** |
| 1 | 21 – 30 | 24 | 68% |
| 2 | 31 – 40 | 10 | 22% |
| 3 | >40 | 5 | 10% |
|  | Jumlah | 39 | 100% |

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Tingkat Pendidikan** | **Jumlah** | **Persentase** |
| 1 | SMA/SMK | 13 | 36% |
| 2 | D3 | 8 | 18% |
| 3 | S1 | 15 | 40% |
| 4 | S2 | 3 | 6% |
|  | Jumlah | 39 | 100% |

**Lampiran 6 Uji Validitas**

* 1. Variabel Kinerja (Y)

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y |
| Y.1 | Pearson Correlation | 1 | .525\*\* | .672\*\* | .548\*\* | .521\*\* | .630\*\* | .606\*\* | .672\*\* | .626\*\* | .669\*\* | .839\*\* |
|  | Sig. (2-tailed) |  | .001 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.2 | Pearson Correlation | .525\*\* | 1 | .461\*\* | .728\*\* | .225 | .402\* | .737\*\* | .372\* | .492\*\* | .345\* | .675\*\* |
|  | Sig. (2-tailed) | .001 |  | .003 | .000 | .168 | .011 | .000 | .020 | .001 | .032 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.3 | Pearson Correlation | .672\*\* | .461\*\* | 1 | .493\*\* | .371\* | .897\*\* | .582\*\* | .894\*\* | .844\*\* | .799\*\* | .858\*\* |
|  | Sig. (2-tailed) | .000 | .003 |  | .001 | .020 | .000 | .000 | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.4 | Pearson Correlation | .548\*\* | .728\*\* | .493\*\* | 1 | .402\* | .516\*\* | .811\*\* | .575\*\* | .442\*\* | .284 | .754\*\* |
|  | Sig. (2-tailed) | .000 | .000 | .001 |  | .011 | .001 | .000 | .000 | .005 | .080 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.5 | Pearson Correlation | .521\*\* | .225 | .371\* | .402\* | 1 | .474\*\* | .363\* | .423\*\* | .426\*\* | .310 | .642\*\* |
|  | Sig. (2-tailed) | .001 | .168 | .020 | .011 |  | .002 | .023 | .007 | .007 | .055 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.6 | Pearson Correlation | .630\*\* | .402\* | .897\*\* | .516\*\* | .474\*\* | 1 | .590\*\* | .897\*\* | .744\*\* | .659\*\* | .845\*\* |
|  | Sig. (2-tailed) | .000 | .011 | .000 | .001 | .002 |  | .000 | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.7 | Pearson Correlation | .606\*\* | .737\*\* | .582\*\* | .811\*\* | .363\* | .590\*\* | 1 | .582\*\* | .537\*\* | .512\*\* | .806\*\* |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .023 | .000 |  | .000 | .000 | .001 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.8 | Pearson Correlation | .672\*\* | .372\* | .894\*\* | .575\*\* | .423\*\* | .897\*\* | .582\*\* | 1 | .739\*\* | .686\*\* | .846\*\* |
|  | Sig. (2-tailed) | .000 | .020 | .000 | .000 | .007 | .000 | .000 |  | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.9 | Pearson Correlation | .626\*\* | .492\*\* | .844\*\* | .442\*\* | .426\*\* | .744\*\* | .537\*\* | .739\*\* | 1 | .758\*\* | .817\*\* |
|  | Sig. (2-tailed) | .000 | .001 | .000 | .005 | .007 | .000 | .000 | .000 |  | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y.10 | Pearson Correlation | .669\*\* | .345\* | .799\*\* | .284 | .310 | .659\*\* | .512\*\* | .686\*\* | .758\*\* | 1 | .734\*\* |
|  | Sig. (2-tailed) | .000 | .032 | .000 | .080 | .055 | .000 | .001 | .000 | .000 |  | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| Y | Pearson Correlation | .839\*\* | .675\*\* | .858\*\* | .754\*\* | .642\*\* | .845\*\* | .806\*\* | .846\*\* | .817\*\* | .734\*\* | 1 |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

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

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

* 1. Uji Validitas Variabel *Self Efficacy* (X1)

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1 |
| X1.1 | Pearson Correlation | 1 | .176 | .189 | .278 | -.003 | -.018 | .153 | .233 | .354\* | .158 | .503\*\* |
|  | Sig. (2-tailed) |  | .282 | .249 | .087 | .983 | .915 | .351 | .154 | .027 | .338 | .001 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.2 | Pearson Correlation | .176 | 1 | .309 | .114 | .101 | -.030 | .105 | -.073 | .328\* | .215 | .429\*\* |
|  | Sig. (2-tailed) | .282 |  | .056 | .491 | .543 | .855 | .525 | .660 | .042 | .190 | .006 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.3 | Pearson Correlation | .189 | .309 | 1 | .442\*\* | -.138 | -.131 | .115 | .231 | .550\*\* | .515\*\* | .559\*\* |
|  | Sig. (2-tailed) | .249 | .056 |  | .005 | .400 | .427 | .487 | .158 | .000 | .001 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.4 | Pearson Correlation | .278 | .114 | .442\*\* | 1 | .101 | .077 | -.036 | .062 | .543\*\* | .328\* | .565\*\* |
|  | Sig. (2-tailed) | .087 | .491 | .005 |  | .543 | .641 | .827 | .706 | .000 | .042 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.5 | Pearson Correlation | -.003 | .101 | -.138 | .101 | 1 | .632\*\* | .090 | -.119 | .319\* | -.215 | .430\*\* |
|  | Sig. (2-tailed) | .983 | .543 | .400 | .543 |  | .000 | .585 | .470 | .048 | .189 | .006 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.6 | Pearson Correlation | -.018 | -.030 | -.131 | .077 | .632\*\* | 1 | .215 | .088 | .150 | -.123 | .418\*\* |
|  | Sig. (2-tailed) | .915 | .855 | .427 | .641 | .000 |  | .189 | .593 | .364 | .456 | .008 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.7 | Pearson Correlation | .153 | .105 | .115 | -.036 | .090 | .215 | 1 | .475\*\* | .135 | .220 | .449\*\* |
|  | Sig. (2-tailed) | .351 | .525 | .487 | .827 | .585 | .189 |  | .002 | .412 | .179 | .004 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.8 | Pearson Correlation | .233 | -.073 | .231 | .062 | -.119 | .088 | .475\*\* | 1 | .203 | .177 | .399\* |
|  | Sig. (2-tailed) | .154 | .660 | .158 | .706 | .470 | .593 | .002 |  | .215 | .282 | .012 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.9 | Pearson Correlation | .354\* | .328\* | .550\*\* | .543\*\* | .319\* | .150 | .135 | .203 | 1 | .485\*\* | .809\*\* |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-tailed) | .027 | .042 | .000 | .000 | .048 | .364 | .412 | .215 | 39 | .002 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1.1 0 | Pearson Correlation | .158 | .215 | .515\*\* | .328\* | -.215 | -.123 | .220 | .177 | .485\*\* | 1 | .505\*\* |
|  | Sig. (2-tailed) | .338 | .190 | .001 | .042 | .189 | .456 | .179 | .282 | .002 |  | .001 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X1 | Pearson Correlation | .503\*\* | .429\*\* | .559\*\* | .565\*\* | .430\*\* | .418\*\* | .449\*\* | .399\* | .809\*\* | .505\*\* | 1 |
|  | Sig. (2-tailed) | .001 | .006 | .000 | .000 | .006 | .008 | .004 | .012 | .000 | .001 |  |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

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

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

* 1. Uji Validitas Variabel *Teamwork* (X2)

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2 |
| X2.1 | Pearson Correlation | 1 | .656\*\* | .733\*\* | .764\*\* | .709\*\* | .587\*\* | .411\*\* | .457\*\* | .565\*\* | .557\*\* | .790\*\* |
|  | Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .009 | .003 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.2 | Pearson Correlation | .656\*\* | 1 | .590\*\* | .544\*\* | .487\*\* | .461\*\* | .522\*\* | .548\*\* | .408\*\* | .813\*\* | .791\*\* |
|  | Sig. (2-tailed) | .000 |  | .000 | .000 | .002 | .003 | .001 | .000 | .010 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.3 | Pearson Correlation | .733\*\* | .590\*\* | 1 | .560\*\* | .695\*\* | .710\*\* | .454\*\* | .326\* | .560\*\* | .536\*\* | .749\*\* |
|  | Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .004 | .043 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.4 | Pearson Correlation | .764\*\* | .544\*\* | .560\*\* | 1 | .621\*\* | .393\* | .364\* | .438\*\* | .719\*\* | .565\*\* | .735\*\* |
|  | Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .013 | .023 | .005 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.5 | Pearson Correlation | .709\*\* | .487\*\* | .695\*\* | .621\*\* | 1 | .594\*\* | .595\*\* | .439\*\* | .719\*\* | .632\*\* | .804\*\* |
|  | Sig. (2-tailed) | .000 | .002 | .000 | .000 |  | .000 | .000 | .005 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.6 | Pearson Correlation | .587\*\* | .461\*\* | .710\*\* | .393\* | .594\*\* | 1 | .380\* | .280 | .492\*\* | .663\*\* | .677\*\* |
|  | Sig. (2-tailed) | .000 | .003 | .000 | .013 | .000 |  | .017 | .084 | .001 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.7 | Pearson Correlation | .411\*\* | .522\*\* | .454\*\* | .364\* | .595\*\* | .380\* | 1 | .858\*\* | .537\*\* | .639\*\* | .796\*\* |
|  | Sig. (2-tailed) | .009 | .001 | .004 | .023 | .000 | .017 |  | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.8 | Pearson Correlation | .457\*\* | .548\*\* | .326\* | .438\*\* | .439\*\* | .280 | .858\*\* | 1 | .438\*\* | .632\*\* | .764\*\* |
|  | Sig. (2-tailed) | .003 | .000 | .043 | .005 | .005 | .084 | .000 |  | .005 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.9 | Pearson Correlation | .565\*\* | .408\*\* | .560\*\* | .719\*\* | .719\*\* | .492\*\* | .537\*\* | .438\*\* | 1 | .633\*\* | .755\*\* |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-tailed) | .000 | .010 | .000 | .000 | .000 | .001 | .000 | .005 | 39 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2.1 0 | Pearson Correlation | .557\*\* | .813\*\* | .536\*\* | .565\*\* | .632\*\* | .663\*\* | .639\*\* | .632\*\* | .633\*\* | 1 | .874\*\* |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X2 | Pearson Correlation | .790\*\* | .791\*\* | .749\*\* | .735\*\* | .804\*\* | .677\*\* | .796\*\* | .764\*\* | .755\*\* | .874\*\* | 1 |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

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

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

* 1. Uji Validitas Variabel Disiplin Kerja (X3)

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3 |
| X3.1 | Pearson Correlation | 1 | .511\*\* | .487\*\* | .444\*\* | .431\*\* | .716\*\* | .437\*\* | .437\*\* | .373\* | .237 | .650\*\* |
|  | Sig. (2-tailed) |  | .001 | .002 | .005 | .006 | .000 | .005 | .005 | .019 | .147 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.2 | Pearson Correlation | .511\*\* | 1 | .959\*\* | .873\*\* | .728\*\* | .728\*\* | .763\*\* | .763\*\* | .659\*\* | .530\*\* | .898\*\* |
|  | Sig. (2-tailed) | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.3 | Pearson Correlation | .487\*\* | .959\*\* | 1 | .817\*\* | .729\*\* | .745\*\* | .771\*\* | .771\*\* | .683\*\* | .467\*\* | .884\*\* |
|  | Sig. (2-tailed) | .002 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.4 | Pearson Correlation | .444\*\* | .873\*\* | .817\*\* | 1 | .762\*\* | .678\*\* | .798\*\* | .702\*\* | .708\*\* | .650\*\* | .887\*\* |
|  | Sig. (2-tailed) | .005 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.5 | Pearson Correlation | .431\*\* | .728\*\* | .729\*\* | .762\*\* | 1 | .768\*\* | .837\*\* | .727\*\* | .666\*\* | .546\*\* | .851\*\* |
|  | Sig. (2-tailed) | .006 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.6 | Pearson Correlation | .716\*\* | .728\*\* | .745\*\* | .678\*\* | .768\*\* | 1 | .811\*\* | .811\*\* | .644\*\* | .436\*\* | .886\*\* |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .006 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.7 | Pearson Correlation | .437\*\* | .763\*\* | .771\*\* | .798\*\* | .837\*\* | .811\*\* | 1 | .783\*\* | .696\*\* | .571\*\* | .884\*\* |
|  | Sig. (2-tailed) | .005 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.8 | Pearson Correlation | .437\*\* | .763\*\* | .771\*\* | .702\*\* | .727\*\* | .811\*\* | .783\*\* | 1 | .696\*\* | .487\*\* | .849\*\* |
|  | Sig. (2-tailed) | .005 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .002 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.9 | Pearson Correlation | .373\* | .659\*\* | .683\*\* | .708\*\* | .666\*\* | .644\*\* | .696\*\* | .696\*\* | 1 | .822\*\* | .831\*\* |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-tailed) | .019 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | 39 | .000 | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3.1 0 | Pearson Correlation | .237 | .530\*\* | .467\*\* | .650\*\* | .546\*\* | .436\*\* | .571\*\* | .487\*\* | .822\*\* | 1 | .691\*\* |
|  | Sig. (2-tailed) | .147 | .001 | .003 | .000 | .000 | .006 | .000 | .002 | .000 |  | .000 |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |
| X3 | Pearson Correlation | .650\*\* | .898\*\* | .884\*\* | .887\*\* | .851\*\* | .886\*\* | .884\*\* | .849\*\* | .831\*\* | .691\*\* | 1 |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
|  | N | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 | 39 |

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

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

# Lampiran 7 Uji Reliabilitas

1. Uji Reliabilitas Variabel Kinerja (Y)

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .911 | 10 |

1. Uji Reliabilitas Variabel *Self Efficacy* (X1)

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .669 | 10 |

1. Uji Reliabilitas Variabel *Teamwork* (X2)

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .916 | 10 |

1. Uji Reliabilitas Variabel Disiplin Kerja (X3)

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .939 | 10 |

# Lampiran 8 Data Tabulasi Responden

1. Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **Total** |
| 1 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 39 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |
| 13 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |
| 15 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 41 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 17 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 5 | 4 | 5 | 40 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 41 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 39 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 23 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 42 |
| 24 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 25 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 42 |
| 26 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 41 |
| 27 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 41 |
| 28 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 42 |
| 29 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 43 |
| 30 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 42 |
| 31 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 33 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 34 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 35 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 42 |
| 36 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 42 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 39 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |

1. Variabel *Self Efficacy* (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 7 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 11 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 13 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 41 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 46 |
| 23 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 24 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 25 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 26 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 44 |
| 27 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 29 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 33 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 36 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 37 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 38 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 39 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |

1. Variabel *Teamwork* (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 6 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 11 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 13 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 15 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 16 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 20 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 23 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 24 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 26 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| 27 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| 28 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 29 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |  | 4 | 4 | 37 |
| 31 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 32 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 33 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 36 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 37 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 38 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 39 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |

1. Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 6 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 13 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 15 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 44 |
| 21 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 22 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 46 |
| 23 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 40 |
| 24 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 42 |
| 25 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 41 |
| 26 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 40 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 31 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 32 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 33 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 34 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 35 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 36 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 37 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 38 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 39 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |

# Lampiran 9 Data Tabulasi MSI

1. Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 2,689 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 4,147 | 3,987 | 2,689 | 2,963 | 1,000 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 2,689 | 2,714 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 2,689 | 2,714 | 2,668 | 1,000 | 2,514 | 3,987 | 2,689 | 4,584 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 4,584 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 2,689 | 4,584 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 2,668 | 2,779 | 1,000 | 2,473 | 1,000 | 2,963 | 1,000 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,668 | 1,000 | 1,000 | 1,000 | 1,000 | 4,584 | 1,000 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,668 | 1,000 | 1,000 | 3,987 | 2,689 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 1,000 | 2,598 |
| 2,689 | 1,000 | 2,668 | 2,779 | 2,514 | 3,987 | 2,689 | 4,584 | 2,636 | 2,598 |
| 2,689 | 1,000 | 1,000 | 2,779 | 2,514 | 3,987 | 1,000 | 1,000 | 2,636 | 1,000 |
| 2,689 | 2,714 | 1,000 | 1,000 | 2,514 | 3,987 | 2,689 | 2,963 | 1,000 | 2,598 |
| 1,000 | 1,000 | 2,668 | 1,000 | 1,000 | 2,473 | 1,000 | 4,584 | 2,636 | 2,598 |
| 2,689 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 2,689 | 2,963 | 1,000 | 2,598 |
| 1,000 | 2,714 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 2,668 | 2,779 | 1,000 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 2,689 | 2,714 | 2,668 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 2,668 | 2,779 | 1,000 | 3,987 | 1,000 | 2,963 | 1,000 | 2,598 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,987 | 1,000 | 4,584 | 2,636 | 2,598 |
| 2,689 | 2,714 | 1,000 | 1,000 | 2,514 | 3,987 | 2,689 | 2,963 | 1,000 | 1,000 |
| 2,689 | 1,000 | 1,000 | 1,000 | 1,000 | 2,473 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,668 | 2,779 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |
| 1,000 | 2,714 | 1,000 | 1,000 | 2,514 | 2,473 | 1,000 | 2,963 | 2,636 | 2,598 |
| 1,000 | 1,000 | 2,668 | 1,000 | 1,000 | 3,987 | 1,000 | 4,584 | 2,636 | 1,000 |
| 1,000 | 2,714 | 1,000 | 1,000 | 2,514 | 3,987 | 2,689 | 4,584 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 3,987 | 2,689 | 4,584 | 1,000 | 1,000 |
| 1,000 | 2,714 | 1,000 | 2,779 | 2,514 | 3,987 | 1,000 | 2,963 | 1,000 | 1,000 |

1. Variabel *Self Efficacy* (X1)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1,000 | 1,000 | 1,000 | 1,000 | 3,036 | 2,926 | 1,000 | 1,000 | 1,000 | 1,000 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 1,000 | 1,000 | 2,811 | 2,703 | 3,036 | 1,000 | 1,000 | 3,151 | 2,632 | 2,632 |
| 3,777 | 2,645 | 4,438 | 2,703 | 3,036 | 4,526 | 2,743 | 4,962 | 2,632 | 4,143 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 1,000 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 1,000 |
| 1,000 | 2,645 | 1,000 | 2,703 | 1,000 | 2,926 | 1,000 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 4,486 | 3,151 | 2,632 | 2,632 |
| 3,777 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 1,000 | 2,645 | 2,811 | 4,250 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 4,143 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 4,143 | 4,143 |
| 2,382 | 2,645 | 2,811 | 4,250 | 3,036 | 2,926 | 4,486 | 4,962 | 4,143 | 4,143 |
| 2,382 | 2,645 | 2,811 | 2,703 | 4,714 | 4,526 | 2,743 | 3,151 | 1,000 | 2,632 |
| 2,382 | 2,645 | 4,438 | 4,250 | 3,036 | 2,926 | 2,743 | 4,962 | 4,143 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 4,438 | 2,703 | 3,036 | 4,526 | 2,743 | 3,151 | 4,143 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 1,000 | 1,000 | 2,811 | 2,703 | 4,714 | 4,526 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 4,526 | 4,486 | 4,962 | 2,632 | 2,632 |
| 3,777 | 4,194 | 4,438 | 4,250 | 4,714 | 2,926 | 2,743 | 3,151 | 4,143 | 2,632 |
| 3,777 | 2,645 | 2,811 | 4,250 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 4,143 |
| 2,382 | 2,645 | 4,438 | 2,703 | 3,036 | 4,526 | 2,743 | 3,151 | 2,632 | 2,632 |
| 3,777 | 2,645 | 2,811 | 4,250 | 4,714 | 4,526 | 2,743 | 3,151 | 4,143 | 4,143 |
| 3,777 | 4,194 | 2,811 | 2,703 | 4,714 | 2,926 | 1,000 | 3,151 | 4,143 | 4,143 |
| 3,777 | 4,194 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 4,143 | 4,143 |
| 3,777 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 4,143 | 2,632 |
| 3,777 | 4,194 | 4,438 | 4,250 | 3,036 | 2,926 | 2,743 | 3,151 | 4,143 | 4,143 |
| 2,382 | 2,645 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 4,250 | 3,036 | 4,526 | 2,743 | 3,151 | 4,143 | 4,143 |
| 3,777 | 4,194 | 2,811 | 2,703 | 3,036 | 2,926 | 4,486 | 3,151 | 2,632 | 2,632 |
| 3,777 | 2,645 | 2,811 | 2,703 | 3,036 | 4,526 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 2,645 | 2,811 | 4,250 | 4,714 | 2,926 | 2,743 | 4,962 | 4,143 | 4,143 |
| 2,382 | 4,194 | 4,438 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 4,143 |
| 2,382 | 2,645 | 4,438 | 2,703 | 4,714 | 4,526 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 4,194 | 2,811 | 4,250 | 3,036 | 4,526 | 2,743 | 3,151 | 2,632 | 2,632 |
| 2,382 | 4,194 | 2,811 | 4,250 | 4,714 | 2,926 | 2,743 | 3,151 | 4,143 | 4,143 |
| 3,777 | 4,194 | 2,811 | 2,703 | 3,036 | 2,926 | 2,743 | 3,151 | 2,632 | 2,632 |

1. Variabel *Teamwork* (X2)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,636 | 2,607 | 2,607 | 2,620 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 4,584 | 2,636 |
| 2,497 | 2,718 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 4,335 | 4,194 | 4,250 | 1,000 | 2,607 | 2,607 | 1,000 | 4,584 | 1,000 |
| 1,000 | 2,718 | 1,000 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 1,000 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 1,000 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 4,250 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 4,194 | 4,250 | 2,636 | 2,607 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 2,636 | 2,607 | 1,000 | 1,000 | 4,584 | 2,636 |
| 2,497 | 2,718 | 4,194 | 4,250 | 1,000 | 2,607 | 1,000 | 2,620 | 4,584 | 2,636 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 2,607 | 2,620 | 4,584 | 2,636 |
| 2,497 | 4,335 | 2,645 | 2,703 | 1,000 | 2,607 | 1,000 | 2,620 | 2,963 | 2,636 |
| 1,000 | 1,000 | 2,645 | 2,703 | 1,000 | 1,000 | 2,607 | 2,620 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 4,250 | 2,636 | 2,607 | 2,607 | 2,620 | 2,963 | 2,636 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 4,335 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 1,000 | 1,000 | 2,645 | 2,703 | 2,636 | 2,607 | 2,607 | 2,620 | 4,584 | 2,636 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 2,497 | 4,335 | 4,194 | 4,250 | 2,636 | 2,607 | 2,607 | 2,620 | 4,584 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 2,636 | 2,607 | 2,607 | 1,000 | 2,963 | 1,000 |
| 4,001 | 2,718 | 2,645 | 2,703 | 2,636 | 2,607 | 2,607 | 2,620 | 2,963 | 1,000 |
| 2,497 | 2,718 | 4,194 | 2,703 | 1,000 | 2,607 | 2,607 | 2,620 | 2,963 | 1,000 |
| 4,001 | 2,718 | 4,194 | 4,250 | 1,000 | 1,000 | 2,607 | 1,000 | 2,963 | 2,636 |
| 4,001 | 2,718 | 4,194 | 4,250 | 1,000 | 1,000 | 2,607 | 1,000 | 2,963 | 2,636 |
| 4,001 | 2,718 | 2,645 | 2,703 | 1,000 | 2,607 | 1,000 | 2,620 | 2,963 | 2,636 |
| 2,497 | 4,335 | 2,645 | 2,703 | 2,636 | 2,607 | 2,607 | 1,000 | 4,584 | 2,636 |
| 2,497 | 2,718 | 2,645 | 4,250 | 1,000 | 1,000 | 1,000 | 0,000 | 2,963 | 1,000 |
| 1,000 | 2,718 | 2,645 | 2,703 | 2,636 | 1,000 | 2,607 | 2,620 | 2,963 | 1,000 |
| 2,497 | 2,718 | 4,194 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 4,584 | 2,636 |
| 2,497 | 2,718 | 2,645 | 4,250 | 2,636 | 1,000 | 1,000 | 2,620 | 4,584 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 4,001 | 4,335 | 2,645 | 2,703 | 1,000 | 1,000 | 1,000 | 2,620 | 2,963 | 1,000 |
| 2,497 | 2,718 | 4,194 | 4,250 | 1,000 | 1,000 | 1,000 | 1,000 | 2,963 | 1,000 |
| 4,001 | 4,335 | 2,645 | 2,703 | 2,636 | 1,000 | 1,000 | 1,000 | 2,963 | 2,636 |
| 2,497 | 2,718 | 2,645 | 2,703 | 1,000 | 2,607 | 2,607 | 1,000 | 2,963 | 1,000 |
| 2,497 | 2,718 | 2,645 | 2,703 | 2,636 | 2,607 | 2,607 | 1,000 | 2,963 | 1,000 |

1. Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 2,574 | 1,000 | 1,000 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 1,000 | 1,000 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 1,000 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 3,628 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 1,000 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 2,668 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 1,000 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 1,000 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 4,175 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 2,743 | 2,714 | 2,781 | 2,890 |
| 2,574 | 2,668 | 3,074 | 1,000 | 3,628 | 4,175 | 1,000 | 1,000 | 4,322 | 4,471 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 2,743 | 2,714 | 4,322 | 4,471 |
| 2,574 | 2,668 | 4,788 | 1,000 | 3,628 | 2,596 | 2,743 | 1,000 | 4,322 | 2,890 |
| 2,574 | 2,668 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 4,074 | 1,000 | 3,074 | 2,668 | 3,628 | 4,175 | 2,743 | 1,000 | 4,322 | 4,471 |
| 2,574 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 2,743 | 2,714 | 2,781 | 4,471 |
| 4,074 | 2,668 | 4,788 | 2,668 | 3,628 | 4,175 | 2,743 | 2,714 | 4,322 | 4,471 |
| 4,074 | 2,668 | 4,788 | 2,668 | 1,000 | 1,000 | 1,000 | 1,000 | 4,322 | 4,471 |
| 4,074 | 1,000 | 3,074 | 1,000 | 3,628 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 4,074 | 2,668 | 4,788 | 2,668 | 2,280 | 2,596 | 1,000 | 2,714 | 4,322 | 2,890 |
| 2,574 | 1,000 | 4,788 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,781 | 4,471 |
| 4,074 | 1,000 | 3,074 | 1,000 | 1,000 | 2,596 | 2,743 | 2,714 | 2,781 | 2,890 |
| 4,074 | 2,668 | 3,074 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,781 | 4,471 |
| 2,574 | 1,000 | 3,074 | 2,668 | 1,000 | 1,000 | 1,000 | 1,000 | 2,781 | 4,471 |
| 4,074 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 2,714 | 4,322 | 2,890 |
| 4,074 | 1,000 | 3,074 | 1,000 | 2,280 | 2,596 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 4,788 | 2,668 | 2,280 | 2,596 | 1,000 | 2,714 | 4,322 | 4,471 |
| 2,574 | 1,000 | 3,074 | 1,000 | 3,628 | 2,596 | 1,000 | 2,714 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 2,668 | 3,628 | 4,175 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 4,788 | 2,668 | 2,280 | 2,596 | 1,000 | 1,000 | 4,322 | 4,471 |
| 4,074 | 1,000 | 3,074 | 2,668 | 3,628 | 2,596 | 1,000 | 1,000 | 4,322 | 2,890 |
| 2,574 | 2,668 | 3,074 | 1,000 | 3,628 | 2,596 | 2,743 | 1,000 | 2,781 | 2,890 |
| 2,574 | 1,000 | 3,074 | 1,000 | 3,628 | 4,175 | 1,000 | 1,000 | 2,781 | 2,890 |
| 2,574 | 2,668 | 3,074 | 1,000 | 3,628 | 2,596 | 1,000 | 1,000 | 4,322 | 4,471 |
| 4,074 | 1,000 | 3,074 | 1,000 | 3,628 | 2,596 | 1,000 | 1,000 | 4,322 | 2,890 |
| 2,574 | 1,000 | 3,074 | 2,668 | 3,628 | 2,596 | 1,000 | 1,000 | 4,322 | 2,890 |
| 2,574 | 2,668 | 3,074 | 2,668 | 3,628 | 2,596 | 1,000 | 1,000 | 4,322 | 2,890 |

# Lampiran 10 Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N |  | 39 |
| Normal Parametersa,b | Mean | .0000000 |
|  | Std. Deviation | .59157811 |
| Most Extreme Differences | Absolute | .130 |
|  | Positive | .130 |
|  | Negative | -.069 |
| Test Statistic |  | .130 |
| Asymp. Sig. (2-tailed) |  | .095c |

1. Test distribution is Normal.
2. Calculated from data.
3. Lilliefors Significance Correction.

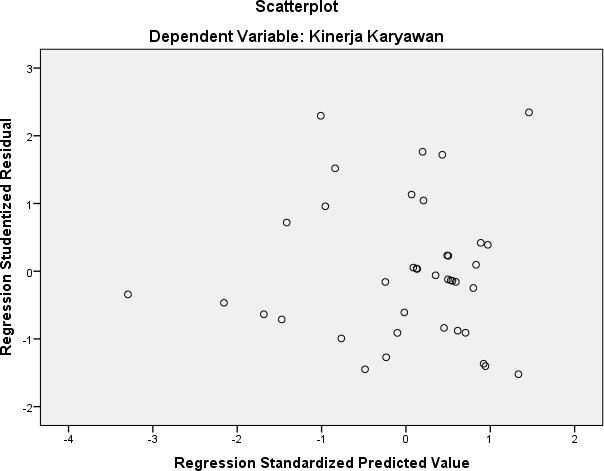
# Lampiran 11 Hasil Uji Multikolinieritas

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Toleranc e | VIF |
| 1 | (Constant) | 10.098 | .821 |  | 12.300 | .000 |  |  |
|  | Self Efficacy | .061 | .026 | .216 | 2.370 | .023 | .673 | 1.487 |
|  | Teamwork | .124 | .023 | .441 | 5.446 | .000 | .850 | 1.176 |
|  | Disiplin  Kerja | .169 | .029 | .508 | 5.801 | .000 | .728 | 1.373 |

a. Dependent Variable: Kinerja Karyawan

# Lampiran 12 Hasil Uji Heterokedastisitas



**Lampiran 13 Hasil Analisis Regresi Berganda**

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 10.098 | .821 |  | 12.300 | .000 |  |  |
|  | Self Efficacy | .061 | .026 | .216 | 2.370 | .023 | .673 | 1.487 |
|  | Teamwork | .124 | .023 | .441 | 5.446 | .000 | .850 | 1.176 |
|  | Disiplin Kerja | .169 | .029 | .508 | 5.801 | .000 | .728 | 1.373 |

a. Dependent Variable: Kinerja Karyawan

# Lampiran 14 Hasil Uji Signifikansi Parsial (Uji t)

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 10.098 | .821 |  | 12.300 | .000 |  |  |
|  | Self Efficacy | .061 | .026 | .216 | 2.370 | .023 | .673 | 1.487 |
|  | Teamwork | .124 | .023 | .441 | 5.446 | .000 | .850 | 1.176 |
|  | Disiplin Kerja | .169 | .029 | .508 | 5.801 | .000 | .728 | 1.373 |

a. Dependent Variable: Kinerja Karyawan

# Lampiran 15 Hasil Uji Signifikansi Simultan (F-test)

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 54.731 | 3 | 18.244 | 48.014 | .000b |
|  | Residual | 13.299 | 35 | .380 |
|  | Total | 68.029 | 38 |  |

1. Dependent Variable: Kinerja Karyawan
2. Predictors: (Constant), Disiplin Kerja, Teamwork, Self Efficacy

# Lampiran 16 Hasil Uji Analisis Koefisien Determinasi

**Model Summaryb**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .897a | .805 | .788 | .61641 | 2.084 |

1. Predictors: (Constant), Disiplin Kerja, Teamwork, Self Efficacy
2. Dependent Variable: Kinerja Karyawan