

## BAB V

### PENUTUP

#### A. Kesimpulan

Berdasarkan hasil penelitian yang telah dilakukan terkait motivasi kerja, lingkungan kerja, dan disiplin kerja terhadap kinerja karyawan pada studi kasus PT Bando Indonesia, maka peneliti dapat menarik kesimpulan, sebagai berikut :

1. Analisis pengaruh Motivasi Kerja terhadap Kinerja Karyawan di PT Bando Indonesia dengan nilai perhitungan parsial sebesar 0,018 atau 1,8%. Nilai tersebut dapat diartikan bahwa variabel independen motivasi kerja mempunyai pengaruh secara parsial sebesar 1,8% terhadap variabel dependen kinerja karyawan. Hal tersebut dapat dibuktikan dengan nilai t-hitung sebesar 3,291 yang lebih besar dari t-tabel 1,98373, dan nilai signifikansi 0,001 yang lebih kecil dari 0,05. Artinya hipotesis nol ( $H_0$ ) ditolak dan hipotesis alternatif ( $H_{a1}$ ) diterima. Dapat disimpulkan bahwa **Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.**
2. Analisis pengaruh Lingkungan Kerja terhadap Kinerja Karyawan di PT Bando Indonesia dengan nilai perhitungan parsial sebesar 0,049 atau 4,9%. Nilai tersebut dapat diartikan bahwa variabel independen lingkungan kerja mempunyai pengaruh secara parsial sebesar 4,9% terhadap variabel dependen kinerja karyawan. Hal tersebut dapat

dibuktikan dengan nilai t-hitung sebesar 2,192 yang lebih besar dari t-tabel 1,98373, dan nilai signifikansi 0,031 yang lebih kecil dari 0,05. Artinya hipotesis nol ( $H_0$ ) ditolak dan hipotesis alternatif ( $H_{a2}$ ) diterima. Dapat disimpulkan bahwa **Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.**

3. Analisis pengaruh Disiplin Kerja terhadap Kinerja Karyawan di PT Bando Indonesia dengan nilai perhitungan parsial sebesar 0,909 atau 90,9%. Nilai tersebut dapat diartikan bahwa variabel independen disiplin kerja mempunyai pengaruh secara parsial sebesar 90,9% terhadap variabel dependen kinerja karyawan. Hal tersebut dapat dibuktikan dengan nilai t-hitung sebesar 36,089 yang lebih besar dari t-tabel 1,98373, dan nilai signifikansi 0,000 yang lebih kecil dari 0,05. Artinya hipotesis nol ( $H_0$ ) ditolak dan hipotesis alternatif ( $H_{a3}$ ) diterima. Dapat disimpulkan bahwa **Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.**
4. Analisis pengaruh Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja secara signifikan mempengaruhi Kinerja Karyawan (Y). Dengan nilai perhitungan simultan sebesar 0,930 atau 93%. Nilai tersebut dapat diartikan bahwa variabel motivasi kerja, lingkungan kerja dan disiplin kerja secara bersama-sama memiliki pengaruh sebesar 93% terhadap kinerja karyawan. Hal ini dapat dibuktikan dengan uji simultan (Uji Anova) yang diperoleh nilai F-hitung sebesar 458,346 lebih besar dari F-tabel 2,69 dengan nilai signifikansi 0,000 yang lebih kecil dari 0,05,

yang berarti  $H_0$  ditolak dan  $H_a$  diterima. Artinya, terdapat **pengaruh yang signifikan secara simultan (bersama-sama) antara variabel Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Karyawan.**

## **B. Saran**

Berdasarkan hasil penelitian tentang pengaruh Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Karyawan di PT Bando Indonesia, berikut adalah beberapa saran untuk perusahaan dan untuk penelitian di masa depan:

### **1. Untuk Perusahaan :**

- a) PT Bando Indonesia sebaiknya memperhatikan cara-cara untuk meningkatkan motivasi kerja karyawan. Ini bisa dilakukan dengan memberikan penghargaan, insentif, dan peluang untuk berkembang. Program pelatihan yang relevan juga dapat membantu meningkatkan semangat kerja.
- b) Ciptakan lingkungan kerja yang nyaman dan mendukung. Memastikan bahwa kondisi fisik dan psikologis di tempat kerja mendukung produktivitas karyawan akan membantu mereka merasa lebih betah dan termotivasi.
- c) Perusahaan harus memiliki kebijakan disiplin yang jelas dan diterapkan secara konsisten. Memberikan pelatihan tentang

pentingnya disiplin kerja dan memastikan aturan diikuti dengan adil dapat membantu meningkatkan kinerja karyawan.

2. Untuk Peneliti Selanjutnya :

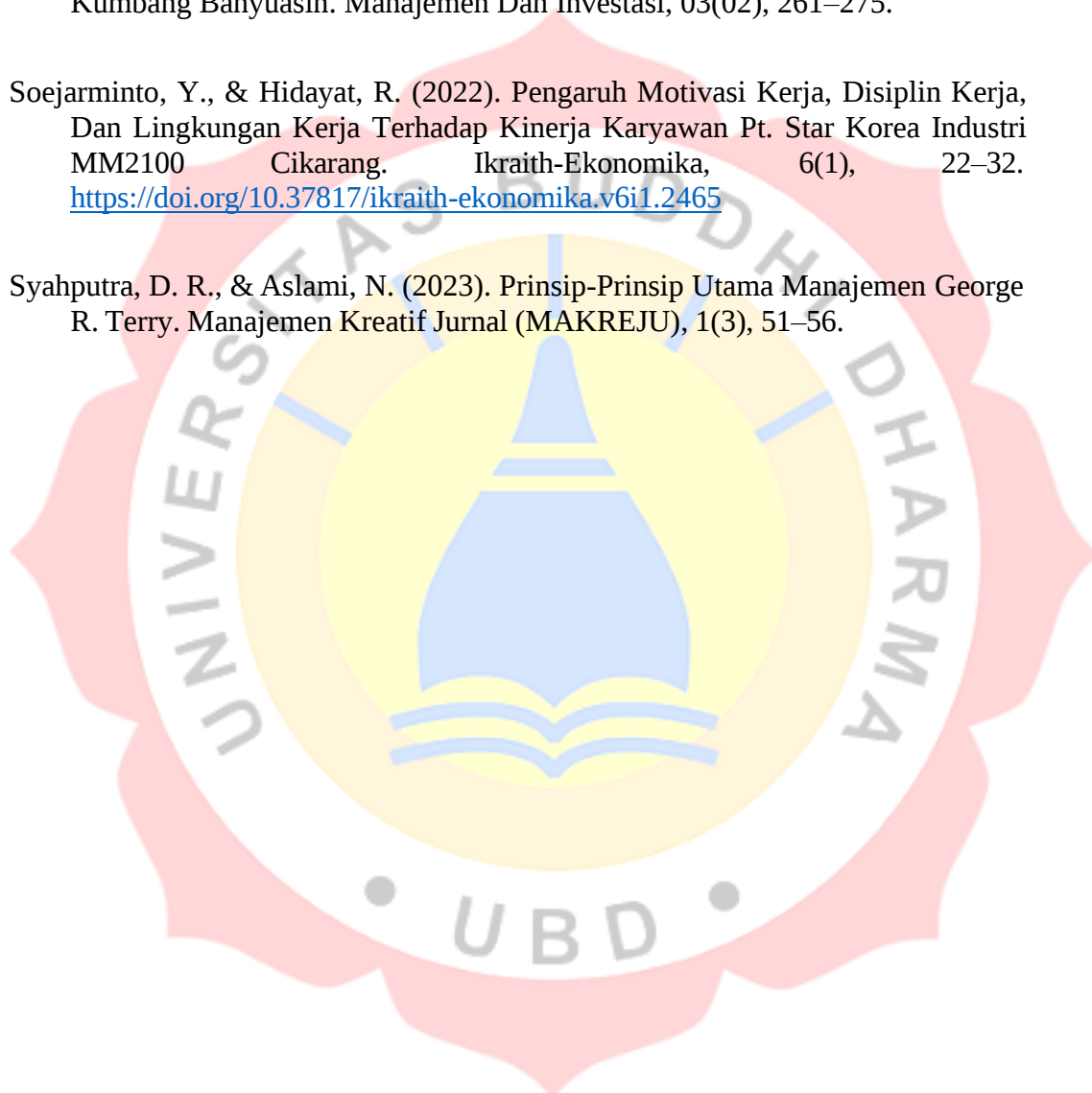
- a) Penelitian berikutnya dapat melihat faktor lain yang mungkin mempengaruhi kinerja karyawan, seperti budaya perusahaan atau gaya kepemimpinan. Ini bisa memberikan wawasan tambahan tentang faktor-faktor yang berperan dalam kinerja.
- b) Untuk memperluas pemahaman, studi serupa bisa dilakukan di berbagai jenis industri atau di perusahaan dengan ukuran yang berbeda. Ini akan membantu membandingkan hasil dan melihat apakah ada perbedaan faktor-faktor yang mempengaruhi kinerja.
- c) Penelitian mendatang bisa mencakup analisis jangka panjang untuk mengetahui bagaimana perubahan dalam motivasi, lingkungan kerja, dan disiplin kerja mempengaruhi kinerja karyawan seiring waktu. Ini dapat memberikan gambaran yang lebih lengkap tentang efek jangka panjang dari variabel-variabel tersebut.

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### Riwayat Pendidikan

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Oktober 2019 – Sekarang : Admin PT Kencana Cisadane

## LAMPIRAN

### Lampiran 1 Kuisioner Penelitian

Hal: Permohonan Pengisian Kuesioner

Kepada Yth.  
Bapak/Ibu/Saudara/i Responden  
ditempat

Dengan Hormat,

Perkenalkan sebagai Mahasiswa Program Sarjana (S1) Universitas Buddhi Dharma, saya:

Nama : Handryan Wijaya  
NIM 20200500065  
Jurusan : Manajemen

bermaksud untuk melakukan penelitian akhir mengenai "Pengaruh Motivasi Kerja, Lingkungan Kerja, dan Disiplin Kerja terhadap Kinerja Karyawan (Studi Kasus Pada PT Bando Indonesia)" guna menyelesaikan studi saya. Untuk itu, saya mengharapkan kesediaan Bapak/Ibu/Saudara/i untuk menjadi responden dan mengisi kuesioner ini secara lengkap. Adapun data yang terkumpul akan dijaga kerahasiaannya dan hanya diperuntukkan bagi kebutuhan akademis saja. Saya menyadari bahwa waktu Bapak/Ibu/Saudara/i sangat berharga dan terbatas. Maka dari itu saya mohon atas kesediaan waktunya sejenak untuk mengisi kuesioner ini dengan perkiraan waktu yang diperlukan sekitar 5 menit.

Akhir kata saya ucapkan terima kasih yang sebesar-besarnya atas kesediaan Bapak/Ibu yang telah mengisi kuesioner ini.

A. Petunjuk Pengisian

1. Bacalah sejumlah pernyataan di bawah ini dengan teliti.
2. Bapak/Ibu cukup memilih salah satu jawaban dengan memberikan tanda (O) pada kolom yang tersedia.
3. Pilihan jawaban yang tersedia adalah sebagai berikut:
  - a. STS = Sangat Tidak Setuju
  - b. TS = Tidak Setuju
  - c. KS = Kurang Setuju
  - d. S = Setuju
  - e. SS = Sangat Setuju
4. Skor yang diberikan tidak mengandung nilai jawaban benar atau salah melainkan menunjukkan kesesuaian penilaian masing-masing terhadap isi setiap pernyataan tersebut.

B. Data Responden

1. Jenis Kelamin = ☐ Laki-laki ☐ Perempuan

2. Usia = ☐ 18 – 30 Tahun  
☐ 31 – 41 Tahun  
☐ 41 – 51 Tahun  
☐ > 51 Tahun

3. Pendidikan Terakhir = ☐ SMA /SMK  
☐ D1/D2/D3  
☐ S1  
☐ S2

4. Lama Bekerja = ☐ < 1 Tahun  
☐ 1 – 3 Tahun  
☐ 3 – 6 Tahun  
☐ 6 – 10 Tahun  
☐ >10 Tahun

4. Beri tanda (V) pada kolom pilhan jawaban yang paling sesuai dengan anda.

Variabel Motivasi (X1)

| No. | PERNYATAAN                                                                              | Alternatif Jawaban |   |    |    |     |
|-----|-----------------------------------------------------------------------------------------|--------------------|---|----|----|-----|
|     |                                                                                         | SS                 | S | TS | KS | STS |
| 1   | Karyawan merasa upah yang diterima sudah adil dan layak.                                |                    |   |    |    |     |
| 2   | Perusahaan telah memberikan tunjangan kesehatan, asuransi kecelakaan, dan dana pensiun. |                    |   |    |    |     |
| 3   | Perusahaan menyediakan perlengkapan P3K yang lengkap.                                   |                    |   |    |    |     |
| 4   | Karyawan merasa nyaman di lingkungan tempat kerja.                                      |                    |   |    |    |     |
| 5   | Saya menjaga hubungan yang baik dengan sesama karyawan.                                 |                    |   |    |    |     |
| 6   | Karyawan saling menghormati, dan menghargai pendapat orang lain.                        |                    |   |    |    |     |
| 7   | Karyawan diberikan pelatihan dan pengembangan karir.                                    |                    |   |    |    |     |

|    |                                                                              |  |  |  |  |  |
|----|------------------------------------------------------------------------------|--|--|--|--|--|
| 8  | Atasan saya selalu memperhatikan bawahan.                                    |  |  |  |  |  |
| 9  | Saya selalu memberikan motivasi kepada bawahan agar bekerja dengan semangat. |  |  |  |  |  |
| 10 | Atasan memberikan sanksi bagi setiap karyawan yang melakukan kesalahan.      |  |  |  |  |  |

Variabel Lingkungan Kerja (X2)

| No. | PERNYATAAN                                                                                                  | Alternatif Jawaban |   |    |    |     |
|-----|-------------------------------------------------------------------------------------------------------------|--------------------|---|----|----|-----|
|     |                                                                                                             | SS                 | S | TS | KS | STS |
| 1   | Karyawan PT Bando Indonesia selalu menjaga kebersihan lingkungan kerja                                      |                    |   |    |    |     |
| 2   | Ruangan kerja di PT Bando Indonesia terlihat rapih dan bersih.                                              |                    |   |    |    |     |
| 3   | Ruangan dibuat sesuai dengan divisi masing-masing untuk meningkatkan produktivitas antar rekan satu divisi. |                    |   |    |    |     |
| 4   | Karyawan bekerja secara <i>Team Work</i> .                                                                  |                    |   |    |    |     |
| 5   | Karyawan memiliki hubungan yang saling memotivasi dengan rekan kerja di PT Bando Indonesia.                 |                    |   |    |    |     |
| 6   | Fasilitas kerja di PT Bando Indonesia memadai.                                                              |                    |   |    |    |     |
| 7   | Karyawan PT Bando Indonesia memiliki karakter dan kepribadian yang baik.                                    |                    |   |    |    |     |
| 8   | Kerja sama antara pimpinan dan bawahan terjalin dengan baik.                                                |                    |   |    |    |     |
| 9   | Tersedianya tempat pertemuan kelompok/rapat.                                                                |                    |   |    |    |     |
| 10  | Tersedianya media dan sarana komunikasi yang memadai.                                                       |                    |   |    |    |     |

Variabel Disiplin Kerja (X3)

| No. | PERNYATAAN                                                                     | Alternatif Jawaban |   |    |    |     |
|-----|--------------------------------------------------------------------------------|--------------------|---|----|----|-----|
|     |                                                                                | SS                 | S | TS | KS | STS |
| 1   | Karyawan PT Bando Indonesia bekerja secara efektif dan efisien.                |                    |   |    |    |     |
| 2   | Karyawan mematuhi semua peraturan yang ada di perusahaan.                      |                    |   |    |    |     |
| 3   | Karyawan PT Bando Indonesia bekerja berdasarkan divisi masing-masing.          |                    |   |    |    |     |
| 4   | Saya selalu menjalin hubungan yang baik dengan pimpinan dan rekan kerja.       |                    |   |    |    |     |
| 5   | Karyawan PT Bando Indonesia selalu mengikuti tata cara pengoperasian mesin.    |                    |   |    |    |     |
| 6   | Karyawan PT Bando Indonesia menyelesaikan pekerjaan tepat waktu.               |                    |   |    |    |     |
| 7   | Karyawan PT Bando Indonesia bertanggung jawab terhadap pekerjaannya            |                    |   |    |    |     |
| 8   | Karyawan PT Bando Indonesia berpakaian seragam agar sopan dan rapih.           |                    |   |    |    |     |
| 9   | Karyawan diberikan Sanksi atau hukuman bagi karyawan yang melakukan kesalahan. |                    |   |    |    |     |
| 10  | Karyawan PT Bando Indonesia datang tepat waktu.                                |                    |   |    |    |     |

Variabel Kinerja Karyawan (Y)

| No. | PERNYATAAN                                                                                      | Alternatif Jawaban |   |    |    |     |
|-----|-------------------------------------------------------------------------------------------------|--------------------|---|----|----|-----|
|     |                                                                                                 | SS                 | S | TS | KS | STS |
| 1   | Karyawan PT Bando Indonesia menyelesaikan pekerjaan sesuai kemampuan dan keahliannya.           |                    |   |    |    |     |
| 2   | Karyawan PT Bando Indonesia memiliki pengetahuan yang baik sesuai dengan bidang kerjanya.       |                    |   |    |    |     |
| 3   | Karyawan PT Bando Indonesia bertanggung jawab terhadap pekerjaannya.                            |                    |   |    |    |     |
| 4   | Karyawan PT Bando Indonesia memiliki loyalitas tinggi terhadap kinerjanya.                      |                    |   |    |    |     |
| 5   | Karyawan PT Bando Indonesia mengikuti budaya organisasi yang lebih baik.                        |                    |   |    |    |     |
| 6   | Lingkungan kerja PT Bando Indonesia yang nyaman bagi karyawan.                                  |                    |   |    |    |     |
| 7   | Karyawan di PT Bando Indonesia memiliki disiplin kerja.                                         |                    |   |    |    |     |
| 8   | Karyawan PT Bando Indonesia menyelesaikan pekerjaannya sampai merasa puas dengan pencapaiannya. |                    |   |    |    |     |
| 9   | Karyawan PT Bando Indonesia bekerja keras untuk meningkatkan produktivitas                      |                    |   |    |    |     |
| 10  | Hasil kerja karyawan PT Bando Indonesia sangat baik.                                            |                    |   |    |    |     |

## Lampiran 2 Rekapitulasi Hasil Kuisioner

| No. | Karakteristik Responden |             |            |              |
|-----|-------------------------|-------------|------------|--------------|
|     | Jenis Kelamin           | Usia        | Pendidikan | Lama Bekerja |
| 1   | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 2   | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 3   | Laki-laki               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 4   | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 5   | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 6   | Laki-laki               | 18-30 Tahun | S2         | 3-6 Tahun    |
| 7   | Laki-laki               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 8   | Laki-laki               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 9   | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 10  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 11  | Laki-laki               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 12  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 13  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 14  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 15  | Laki-laki               | 31-41 Tahun | S1         | 6-10 Tahun   |
| 16  | Laki-laki               | 31-41 Tahun | S1         | 6-10 Tahun   |
| 17  | Perempuan               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 18  | Perempuan               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 19  | Laki-laki               | 18-30 Tahun | S2         | 6-10 Tahun   |
| 20  | Laki-laki               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 21  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 22  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 23  | Perempuan               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 24  | Laki-laki               | 31-41 Tahun | S1         | 1-3 Tahun    |
| 25  | Laki-laki               | 31-41 Tahun | S1         | 1-3 Tahun    |
| 26  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 27  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 28  | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 29  | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 30  | Laki-laki               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 31  | Perempuan               | 18-30 Tahun | D1/D2/D3   | < 1 Tahun    |
| 32  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 33  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 34  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 35  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 36  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 37  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |

| No. | Karakteristik Responden |             |            |              |
|-----|-------------------------|-------------|------------|--------------|
|     | Jenis Kelamin           | Usia        | Pendidikan | Lama Bekerja |
| 38  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 39  | Perempuan               | 31-41 Tahun | D1/D2/D3   | > 10 Tahun   |
| 40  | Laki-laki               | 18-30 Tahun | SMA/SMK    | > 10 Tahun   |
| 41  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 42  | Perempuan               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 43  | Perempuan               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 44  | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 45  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 46  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 47  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 48  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 49  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 50  | Laki-laki               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 51  | Perempuan               | 18-30 Tahun | S1         | > 10 Tahun   |
| 52  | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 53  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 54  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 55  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 56  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 57  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 58  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 59  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 60  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 61  | Laki-laki               | 18-30 Tahun | SMA/SMK    | < 1 Tahun    |
| 62  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 63  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 64  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 65  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 66  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 67  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 68  | Perempuan               | 18-30 Tahun | S1         | < 1 Tahun    |
| 69  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 70  | Perempuan               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 71  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |
| 72  | Perempuan               | 18-30 Tahun | S1         | 3-6 Tahun    |
| 73  | Laki-laki               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 74  | Perempuan               | 18-30 Tahun | SMA/SMK    | 3-6 Tahun    |

| No. | Karakteristik Responden |             |            |              |
|-----|-------------------------|-------------|------------|--------------|
|     | Jenis Kelamin           | Usia        | Pendidikan | Lama Bekerja |
| 75  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 76  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 77  | Laki-laki               | 18-30 Tahun | SMA/SMK    | < 1 Tahun    |
| 78  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 79  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 3-6 Tahun    |
| 80  | Laki-laki               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 81  | Laki-laki               | 18-30 Tahun | SMA/SMK    | < 1 Tahun    |
| 82  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 83  | Perempuan               | 31-41 Tahun | SMA/SMK    | 3-6 Tahun    |
| 84  | Laki-laki               | 31-41 Tahun | D1/D2/D3   | 3-6 Tahun    |
| 85  | Laki-laki               | 18-30 Tahun | S1         | < 1 Tahun    |
| 86  | Perempuan               | 18-30 Tahun | SMA/SMK    | < 1 Tahun    |
| 87  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 6-10 Tahun   |
| 88  | Perempuan               | 31-41 Tahun | D1/D2/D3   | 3-6 Tahun    |
| 89  | Laki-laki               | 31-41 Tahun | SMA/SMK    | 3-6 Tahun    |
| 90  | Laki-laki               | 18-30 Tahun | S1         | < 1 Tahun    |
| 91  | Laki-laki               | 18-30 Tahun | SMA/SMK    | < 1 Tahun    |
| 92  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 93  | Perempuan               | 31-41 Tahun | SMA/SMK    | 1-3 Tahun    |
| 94  | Laki-laki               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 95  | Laki-laki               | 31-41 Tahun | S1         | 3-6 Tahun    |
| 96  | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 97  | Perempuan               | 18-30 Tahun | SMA/SMK    | 6-10 Tahun   |
| 98  | Laki-laki               | 31-41 Tahun | S1         | > 10 Tahun   |
| 99  | Laki-laki               | 18-30 Tahun | SMA/SMK    | 1-3 Tahun    |
| 100 | Perempuan               | 31-41 Tahun | D1/D2/D3   | > 10 Tahun   |
| 101 | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 102 | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 103 | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 104 | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |
| 105 | Perempuan               | 18-30 Tahun | S1         | 1-3 Tahun    |



| No. | Motivasi Kerja (X1) |      |      |      |      |      |      |      |      |       | Total_X1 |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|----------|
|     | X1.1                | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |          |
| 39  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 40  | 3                   | 4    | 4    | 3    | 4    | 4    | 4    | 5    | 4    | 3     | 38       |
| 41  | 4                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 42  | 4                   | 4    | 5    | 4    | 5    | 4    | 5    | 4    | 4    | 5     | 44       |
| 43  | 3                   | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 4    | 3     | 33       |
| 44  | 4                   | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3     | 33       |
| 45  | 3                   | 4    | 3    | 3    | 2    | 3    | 3    | 2    | 2    | 3     | 28       |
| 46  | 4                   | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 41       |
| 47  | 4                   | 2    | 4    | 3    | 3    | 4    | 4    | 4    | 2    | 2     | 32       |
| 48  | 4                   | 4    | 3    | 4    | 3    | 4    | 5    | 4    | 4    | 4     | 39       |
| 49  | 3                   | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 4    | 4     | 33       |
| 50  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 51  | 3                   | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 4     | 34       |
| 52  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 53  | 3                   | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 4     | 33       |
| 54  | 3                   | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 3     | 32       |
| 55  | 4                   | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 39       |
| 56  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 57  | 4                   | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 3     | 37       |
| 58  | 4                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 4     | 40       |
| 59  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 60  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 61  | 3                   | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 34       |
| 62  | 3                   | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 34       |
| 63  | 4                   | 3    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 35       |
| 64  | 4                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 65  | 3                   | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 4     | 33       |
| 66  | 3                   | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 4     | 32       |
| 67  | 3                   | 4    | 3    | 2    | 4    | 4    | 3    | 3    | 3    | 3     | 32       |
| 68  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 69  | 4                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 39       |
| 70  | 3                   | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 71  | 3                   | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 4     | 35       |
| 72  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 73  | 4                   | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 74  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 75  | 3                   | 3    | 3    | 3    | 4    | 3    | 2    | 3    | 3    | 3     | 30       |
| 76  | 3                   | 3    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3     | 32       |

| No. | Motivasi Kerja (X1) |      |      |      |      |      |      |      |      |       | Total_X1 |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|----------|
|     | X1.1                | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |          |
| 77  | 3                   | 3    | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 34       |
| 78  | 4                   | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 4     | 38       |
| 79  | 4                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 80  | 3                   | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 3    | 3     | 29       |
| 81  | 3                   | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4     | 34       |
| 82  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 83  | 3                   | 3    | 3    | 4    | 3    | 3    | 2    | 4    | 3    | 3     | 31       |
| 84  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 85  | 3                   | 2    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3     | 30       |
| 86  | 4                   | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 87  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 39       |
| 88  | 3                   | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 3     | 36       |
| 89  | 4                   | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 37       |
| 90  | 3                   | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 91  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 39       |
| 92  | 4                   | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3     | 32       |
| 93  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 94  | 3                   | 2    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 3     | 32       |
| 95  | 3                   | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 3     | 32       |
| 96  | 3                   | 4    | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 3     | 33       |
| 97  | 3                   | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3     | 31       |
| 98  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 99  | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 100 | 3                   | 3    | 3    | 4    | 3    | 2    | 3    | 4    | 3    | 3     | 31       |
| 101 | 3                   | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 4    | 3     | 33       |
| 102 | 3                   | 4    | 3    | 4    | 4    | 3    | 3    | 3    | 3    | 3     | 33       |
| 103 | 3                   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 104 | 3                   | 3    | 2    | 3    | 2    | 3    | 3    | 3    | 2    | 3     | 27       |
| 105 | 4                   | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 5    | 4     | 38       |



[illegible]

| No. | Lingkungan Kerja (X2) |      |      |      |      |      |      |      |      |       | Total_<br>X2 |
|-----|-----------------------|------|------|------|------|------|------|------|------|-------|--------------|
|     | X2.1                  | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |              |
| 77  | 3                     | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 4     | 33           |
| 78  | 4                     | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 39           |
| 79  | 4                     | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 32           |
| 80  | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30           |
| 81  | 3                     | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 4     | 33           |
| 82  | 5                     | 5    | 3    | 4    | 4    | 5    | 4    | 4    | 3    | 3     | 40           |
| 83  | 3                     | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31           |
| 84  | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30           |
| 85  | 3                     | 2    | 4    | 4    | 2    | 3    | 4    | 5    | 4    | 3     | 34           |
| 86  | 1                     | 2    | 4    | 2    | 4    | 1    | 3    | 3    | 3    | 4     | 27           |
| 87  | 4                     | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 39           |
| 88  | 3                     | 3    | 3    | 3    | 4    | 3    | 4    | 4    | 4    | 4     | 35           |
| 89  | 4                     | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 37           |
| 90  | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 4     | 32           |
| 91  | 4                     | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 38           |
| 92  | 4                     | 4    | 4    | 4    | 3    | 4    | 3    | 5    | 4    | 3     | 38           |
| 93  | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30           |
| 94  | 3                     | 4    | 4    | 3    | 5    | 3    | 4    | 4    | 4    | 5     | 39           |
| 95  | 3                     | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 4     | 32           |
| 96  | 3                     | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 4     | 33           |
| 97  | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 3    | 3     | 31           |
| 98  | 3                     | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 4    | 3     | 34           |
| 99  | 3                     | 3    | 3    | 3    | 3    | 5    | 3    | 4    | 4    | 5     | 36           |
| 100 | 3                     | 2    | 3    | 1    | 3    | 3    | 1    | 3    | 4    | 4     | 27           |
| 101 | 3                     | 3    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 3     | 34           |
| 102 | 3                     | 1    | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 3     | 27           |
| 103 | 3                     | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 4    | 3     | 32           |
| 104 | 3                     | 3    | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 3     | 35           |
| 105 | 4                     | 4    | 3    | 3    | 3    | 4    | 3    | 4    | 4    | 3     | 35           |

| No. | Disiplin Kerja (X3) |      |      |      |      |      |      |      |      |       | Total_X3 |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|----------|
|     | X3.1                | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |          |
| 1   | 5                   | 3    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 4     | 45       |
| 2   | 3                   | 2    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 5     | 39       |
| 3   | 5                   | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 5    | 4     | 45       |
| 4   | 4                   | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 4    | 5     | 46       |
| 5   | 4                   | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 5    | 5     | 45       |
| 6   | 5                   | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 5    | 4     | 45       |
| 7   | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 8   | 4                   | 5    | 5    | 4    | 4    | 5    | 5    | 4    | 3    | 4     | 43       |
| 9   | 4                   | 3    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5     | 42       |
| 10  | 4                   | 4    | 5    | 5    | 4    | 4    | 5    | 5    | 4    | 3     | 43       |
| 11  | 2                   | 3    | 2    | 1    | 2    | 2    | 2    | 2    | 1    | 2     | 19       |
| 12  | 5                   | 5    | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 4     | 45       |
| 13  | 5                   | 5    | 5    | 4    | 4    | 4    | 5    | 5    | 4    | 5     | 46       |
| 14  | 4                   | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 5    | 4     | 44       |
| 15  | 5                   | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5     | 46       |
| 16  | 2                   | 2    | 1    | 1    | 2    | 2    | 1    | 1    | 2    | 1     | 15       |
| 17  | 5                   | 4    | 4    | 4    | 4    | 5    | 4    | 3    | 3    | 1     | 37       |
| 18  | 4                   | 4    | 5    | 4    | 4    | 4    | 4    | 3    | 4    | 3     | 39       |
| 19  | 4                   | 4    | 5    | 4    | 5    | 4    | 3    | 5    | 4    | 3     | 41       |
| 20  | 2                   | 2    | 1    | 4    | 2    | 1    | 1    | 3    | 3    | 4     | 23       |
| 21  | 5                   | 4    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 4     | 45       |
| 22  | 5                   | 4    | 4    | 4    | 5    | 5    | 4    | 5    | 4    | 4     | 44       |
| 23  | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 24  | 3                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 39       |
| 25  | 4                   | 5    | 4    | 4    | 5    | 4    | 3    | 4    | 4    | 5     | 42       |
| 26  | 4                   | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 5     | 47       |
| 27  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 28  | 4                   | 3    | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 4     | 44       |
| 29  | 4                   | 5    | 5    | 4    | 4    | 5    | 4    | 5    | 5    | 4     | 45       |
| 30  | 4                   | 5    | 4    | 4    | 5    | 5    | 4    | 5    | 4    | 4     | 44       |
| 31  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 32  | 4                   | 4    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 38       |
| 33  | 4                   | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4     | 42       |
| 34  | 2                   | 2    | 4    | 4    | 4    | 4    | 4    | 2    | 4    | 4     | 34       |
| 35  | 5                   | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 48       |
| 36  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 37  | 4                   | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5     | 43       |
| 38  | 5                   | 4    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5     | 45       |

| No. | Disiplin Kerja (X3) |      |      |      |      |      |      |      |      |       | Total_X3 |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|----------|
|     | X3.1                | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |          |
| 39  | 5                   | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 5     | 45       |
| 40  | 5                   | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 3     | 46       |
| 41  | 4                   | 5    | 4    | 4    | 5    | 4    | 4    | 4    | 5    | 5     | 44       |
| 42  | 3                   | 1    | 2    | 2    | 3    | 2    | 1    | 2    | 1    | 3     | 20       |
| 43  | 1                   | 4    | 2    | 5    | 4    | 4    | 2    | 4    | 2    | 2     | 30       |
| 44  | 5                   | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 5     | 45       |
| 45  | 4                   | 3    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 40       |
| 46  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 39       |
| 47  | 2                   | 3    | 4    | 4    | 5    | 5    | 3    | 4    | 2    | 2     | 34       |
| 48  | 3                   | 4    | 4    | 5    | 4    | 5    | 4    | 3    | 4    | 4     | 40       |
| 49  | 4                   | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 4     | 46       |
| 50  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 51  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 37       |
| 52  | 4                   | 5    | 4    | 4    | 5    | 4    | 5    | 5    | 4    | 5     | 45       |
| 53  | 5                   | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 4    | 5     | 47       |
| 54  | 2                   | 2    | 1    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 19       |
| 55  | 5                   | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 4     | 46       |
| 56  | 2                   | 1    | 2    | 2    | 2    | 2    | 2    | 1    | 2    | 2     | 18       |
| 57  | 4                   | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4     | 44       |
| 58  | 4                   | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 4     | 45       |
| 59  | 2                   | 1    | 2    | 1    | 2    | 1    | 2    | 1    | 2    | 1     | 15       |
| 60  | 5                   | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 5     | 44       |
| 61  | 4                   | 5    | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 5     | 45       |
| 62  | 2                   | 1    | 2    | 1    | 2    | 1    | 2    | 1    | 2    | 1     | 15       |
| 63  | 5                   | 4    | 5    | 5    | 4    | 5    | 4    | 4    | 4    | 5     | 45       |
| 64  | 5                   | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 5     | 45       |
| 65  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 66  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 67  | 4                   | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 5     | 44       |
| 68  | 4                   | 4    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 47       |
| 69  | 5                   | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 4     | 45       |
| 70  | 4                   | 3    | 5    | 4    | 5    | 4    | 5    | 5    | 2    | 4     | 41       |
| 71  | 4                   | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 38       |
| 72  | 5                   | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 5     | 45       |
| 73  | 5                   | 4    | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4     | 45       |
| 74  | 5                   | 5    | 4    | 4    | 5    | 5    | 4    | 4    | 5    | 4     | 45       |
| 75  | 5                   | 5    | 4    | 5    | 4    | 5    | 4    | 4    | 5    | 4     | 45       |
| 76  | 5                   | 3    | 4    | 5    | 4    | 5    | 5    | 5    | 5    | 5     | 46       |

| No. | Disiplin Kerja (X3) |      |      |      |      |      |      |      |      |       | Total_X3 |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|----------|
|     | X3.1                | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |          |
| 77  | 5                   | 4    | 3    | 5    | 4    | 5    | 5    | 4    | 5    | 4     | 44       |
| 78  | 2                   | 2    | 1    | 2    | 2    | 1    | 1    | 2    | 2    | 1     | 16       |
| 79  | 5                   | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 4     | 45       |
| 80  | 3                   | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 5    | 5     | 39       |
| 81  | 5                   | 5    | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 4     | 45       |
| 82  | 5                   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 83  | 5                   | 3    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 5     | 42       |
| 84  | 4                   | 2    | 5    | 4    | 2    | 4    | 4    | 4    | 3    | 4     | 36       |
| 85  | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 2    | 4    | 5     | 46       |
| 86  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 87  | 5                   | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 4    | 5     | 46       |
| 88  | 4                   | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 4     | 43       |
| 89  | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 90  | 4                   | 5    | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 5     | 45       |
| 91  | 5                   | 5    | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 5     | 46       |
| 92  | 5                   | 4    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 5     | 45       |
| 93  | 4                   | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 4    | 5     | 45       |
| 94  | 5                   | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 95  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 96  | 4                   | 4    | 4    | 5    | 5    | 4    | 4    | 5    | 5    | 3     | 43       |
| 97  | 4                   | 2    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 37       |
| 98  | 4                   | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 4     | 37       |
| 99  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 100 | 3                   | 3    | 3    | 4    | 3    | 4    | 3    | 2    | 3    | 3     | 31       |
| 101 | 3                   | 4    | 4    | 3    | 2    | 5    | 4    | 4    | 3    | 3     | 35       |
| 102 | 4                   | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 5    | 3     | 38       |
| 103 | 2                   | 1    | 1    | 2    | 1    | 3    | 2    | 1    | 2    | 3     | 18       |
| 104 | 5                   | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 49       |
| 105 | 4                   | 2    | 4    | 4    | 4    | 4    | 2    | 2    | 4    | 2     | 32       |

| No. | Kinerja Karyawan (Y) |     |     |     |     |     |     |     |     |      | Total_Y |
|-----|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|---------|
|     | Y.1                  | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |         |
| 1   | 4                    | 5   | 3   | 3   | 5   | 5   | 3   | 3   | 5   | 3    | 39      |
| 2   | 5                    | 5   | 3   | 3   | 4   | 5   | 4   | 5   | 5   | 5    | 44      |
| 3   | 5                    | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 45      |
| 4   | 5                    | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 4    | 45      |
| 5   | 5                    | 5   | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 4    | 46      |
| 6   | 4                    | 5   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 5    | 45      |
| 7   | 4                    | 4   | 2   | 2   | 4   | 4   | 4   | 2   | 2   | 4    | 32      |
| 8   | 5                    | 4   | 3   | 5   | 4   | 4   | 4   | 5   | 5   | 4    | 43      |
| 9   | 5                    | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 4    | 46      |
| 10  | 4                    | 5   | 4   | 3   | 3   | 5   | 5   | 3   | 5   | 5    | 42      |
| 11  | 2                    | 2   | 1   | 2   | 2   | 3   | 2   | 2   | 1   | 2    | 19      |
| 12  | 5                    | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 46      |
| 13  | 4                    | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 4   | 5    | 45      |
| 14  | 5                    | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 5    | 46      |
| 15  | 5                    | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4    | 46      |
| 16  | 2                    | 1   | 1   | 2   | 2   | 1   | 1   | 2   | 2   | 1    | 15      |
| 17  | 5                    | 4   | 2   | 5   | 4   | 4   | 5   | 4   | 4   | 5    | 42      |
| 18  | 4                    | 4   | 4   | 3   | 4   | 5   | 4   | 3   | 4   | 4    | 39      |
| 19  | 5                    | 4   | 4   | 4   | 5   | 5   | 4   | 3   | 5   | 4    | 43      |
| 20  | 1                    | 3   | 1   | 3   | 1   | 1   | 3   | 2   | 1   | 4    | 20      |
| 21  | 5                    | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 46      |
| 22  | 5                    | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 5    | 45      |
| 23  | 5                    | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50      |
| 24  | 4                    | 4   | 2   | 3   | 4   | 4   | 4   | 3   | 3   | 2    | 33      |
| 25  | 4                    | 4   | 5   | 5   | 4   | 5   | 5   | 3   | 4   | 4    | 43      |
| 26  | 4                    | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 46      |
| 27  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 28  | 4                    | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 41      |
| 29  | 5                    | 4   | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 5    | 45      |
| 30  | 4                    | 4   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4    | 42      |
| 31  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 32  | 4                    | 5   | 4   | 2   | 4   | 4   | 4   | 5   | 5   | 4    | 41      |
| 33  | 4                    | 4   | 4   | 4   | 4   | 5   | 5   | 4   | 3   | 2    | 39      |
| 34  | 4                    | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 2   | 2    | 30      |
| 35  | 5                    | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50      |
| 36  | 4                    | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 4    | 38      |
| 37  | 5                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 41      |
| 38  | 5                    | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 4    | 45      |

| No. | Kinerja Karyawan (Y) |     |     |     |     |     |     |     |     |      | Total_Y |
|-----|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|---------|
|     | Y.1                  | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |         |
| 39  | 4                    | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 4    | 44      |
| 40  | 5                    | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 4   | 4    | 47      |
| 41  | 4                    | 4   | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 5    | 45      |
| 42  | 2                    | 3   | 4   | 1   | 3   | 4   | 2   | 5   | 2   | 2    | 28      |
| 43  | 2                    | 4   | 1   | 2   | 4   | 5   | 4   | 4   | 3   | 4    | 33      |
| 44  | 5                    | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4    | 43      |
| 45  | 5                    | 4   | 3   | 4   | 3   | 4   | 4   | 2   | 4   | 5    | 38      |
| 46  | 4                    | 4   | 4   | 5   | 5   | 4   | 4   | 4   | 3   | 5    | 42      |
| 47  | 2                    | 4   | 1   | 3   | 4   | 5   | 4   | 1   | 3   | 2    | 29      |
| 48  | 4                    | 4   | 4   | 3   | 5   | 5   | 4   | 5   | 5   | 5    | 44      |
| 49  | 5                    | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 5    | 48      |
| 50  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 51  | 4                    | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4    | 43      |
| 52  | 4                    | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4    | 45      |
| 53  | 5                    | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 4    | 46      |
| 54  | 1                    | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 1   | 2    | 17      |
| 55  | 5                    | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 4   | 5    | 45      |
| 56  | 2                    | 2   | 2   | 2   | 1   | 3   | 2   | 2   | 2   | 2    | 20      |
| 57  | 5                    | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 4    | 45      |
| 58  | 5                    | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 5    | 46      |
| 59  | 2                    | 1   | 2   | 1   | 2   | 1   | 2   | 1   | 2   | 1    | 15      |
| 60  | 5                    | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4    | 44      |
| 61  | 4                    | 5   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 4    | 44      |
| 62  | 2                    | 1   | 2   | 1   | 2   | 1   | 2   | 1   | 2   | 1    | 15      |
| 63  | 4                    | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 5    | 44      |
| 64  | 5                    | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 5   | 5    | 45      |
| 65  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 66  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 67  | 5                    | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 42      |
| 68  | 5                    | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 5    | 46      |
| 69  | 5                    | 5   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 4    | 45      |
| 70  | 5                    | 5   | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 42      |
| 71  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 72  | 4                    | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 4   | 4    | 44      |
| 73  | 5                    | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4    | 43      |
| 74  | 4                    | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4   | 5    | 45      |
| 75  | 5                    | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5    | 46      |
| 76  | 3                    | 5   | 4   | 3   | 4   | 5   | 5   | 5   | 5   | 4    | 43      |

| No. | Kinerja Karyawan (Y) |     |     |     |     |     |     |     |     |      | Total_Y |
|-----|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|---------|
|     | Y.1                  | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |         |
| 77  | 5                    | 4   | 5   | 5   | 4   | 5   | 4   | 4   | 5   | 4    | 45      |
| 78  | 1                    | 2   | 2   | 1   | 1   | 2   | 2   | 1   | 2   | 1    | 15      |
| 79  | 4                    | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 45      |
| 80  | 4                    | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 5    | 36      |
| 81  | 5                    | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4    | 46      |
| 82  | 5                    | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5    | 47      |
| 83  | 4                    | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 5    | 39      |
| 84  | 4                    | 4   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 3    | 36      |
| 85  | 5                    | 5   | 5   | 5   | 5   | 5   | 5   | 1   | 5   | 5    | 46      |
| 86  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4    | 38      |
| 87  | 5                    | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 4    | 45      |
| 88  | 4                    | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4    | 42      |
| 89  | 5                    | 5   | 3   | 5   | 5   | 5   | 5   | 3   | 5   | 2    | 43      |
| 90  | 4                    | 5   | 3   | 4   | 4   | 5   | 5   | 4   | 5   | 3    | 42      |
| 91  | 4                    | 5   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 5    | 45      |
| 92  | 5                    | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4    | 45      |
| 93  | 5                    | 3   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4    | 44      |
| 94  | 5                    | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 5    | 48      |
| 95  | 4                    | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 39      |
| 96  | 5                    | 5   | 4   | 3   | 4   | 5   | 5   | 3   | 3   | 4    | 41      |
| 97  | 5                    | 4   | 2   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 38      |
| 98  | 4                    | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 38      |
| 99  | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 100 | 2                    | 4   | 3   | 2   | 3   | 5   | 3   | 2   | 3   | 3    | 30      |
| 101 | 4                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 102 | 4                    | 4   | 3   | 4   | 5   | 3   | 4   | 3   | 3   | 4    | 37      |
| 103 | 2                    | 3   | 2   | 2   | 1   | 2   | 1   | 2   | 1   | 2    | 18      |
| 104 | 5                    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 43      |
| 105 | 4                    | 4   | 4   | 4   | 2   | 4   | 4   | 2   | 4   | 4    | 36      |

### Lampiran 3 Output SPSS

#### Uji Karakteristik Responden :

##### Jenis Kelamin Responden

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 47        | 44,8    | 44,8          | 44,8               |
|       | Perempuan | 58        | 55,2    | 55,2          | 100,0              |
|       | Total     | 105       | 100,0   | 100,0         |                    |

##### Usia Responden

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 18-30 Tahun | 85        | 81,0    | 81,0          | 81,0               |
|       | 31-41 Tahun | 20        | 19,0    | 19,0          | 100,0              |
|       | Total       | 105       | 100,0   | 100,0         |                    |

##### Pendidikan Responden

|       |          | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------|-----------|---------|---------------|--------------------|
| Valid | D1/D2/D3 | 5         | 4,8     | 4,8           | 4,8                |
|       | S1       | 62        | 59,0    | 59,0          | 63,8               |
|       | S2       | 2         | 1,9     | 1,9           | 65,7               |
|       | SMA/SMK  | 36        | 34,3    | 34,3          | 100,0              |
|       | Total    | 105       | 100,0   | 100,0         |                    |

##### Masa Kerja Responden

|       |            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | < 1 Tahun  | 15        | 14,3    | 14,3          | 14,3               |
|       | > 10 Tahun | 5         | 4,8     | 4,8           | 19,0               |
|       | 1-3 Tahun  | 47        | 44,8    | 44,8          | 63,8               |
|       | 3-6 Tahun  | 28        | 26,7    | 26,7          | 90,5               |
|       | 6-10 Tahun | 10        | 9,5     | 9,5           | 100,0              |
|       | Total      | 105       | 100,0   | 100,0         |                    |

## Uji Frekuensi Variabel X1

### Statistics

|      |         | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
|------|---------|------|------|------|------|------|------|------|------|------|-------|
| N    | Valid   | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105   |
|      | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     |
| Mean |         | 3,37 | 3,28 | 3,29 | 3,31 | 3,28 | 3,27 | 3,32 | 3,42 | 3,36 | 3,31  |

### Frequency Table

#### X1.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 66        | 62,9    | 62,9          | 62,9               |
|       | 4     | 39        | 37,1    | 37,1          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

#### X1.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 3         | 2,9     | 2,9           | 3,8                |
|       | 3     | 67        | 63,8    | 63,8          | 67,6               |
|       | 4     | 34        | 32,4    | 32,4          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

#### X1.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 3,8     | 3,8           | 3,8                |
|       | 3     | 68        | 64,8    | 64,8          | 68,6               |
|       | 4     | 32        | 30,5    | 30,5          | 99,0               |
|       | 5     | 1         | 1,0     | 1,0           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

#### X1.4

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 3         | 2,9     | 2,9           | 2,9                |
|       | 3 | 67        | 63,8    | 63,8          | 66,7               |
|       | 4 | 34        | 32,4    | 32,4          | 99,0               |

|  |       |     |       |       |       |
|--|-------|-----|-------|-------|-------|
|  | 5     | 1   | 1,0   | 1,0   | 100,0 |
|  | Total | 105 | 100,0 | 100,0 |       |

### X1.5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 4         | 3,8     | 3,8           | 4,8                |
|       | 3     | 67        | 63,8    | 63,8          | 68,6               |
|       | 4     | 31        | 29,5    | 29,5          | 98,1               |
|       | 5     | 2         | 1,9     | 1,9           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X1.6

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 2,9     | 2,9           | 2,9                |
|       | 3     | 72        | 68,6    | 68,6          | 71,4               |
|       | 4     | 29        | 27,6    | 27,6          | 99,0               |
|       | 5     | 1         | 1,0     | 1,0           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X1.7

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 5,7     | 5,7           | 5,7                |
|       | 3     | 63        | 60,0    | 60,0          | 65,7               |
|       | 4     | 32        | 30,5    | 30,5          | 96,2               |
|       | 5     | 4         | 3,8     | 3,8           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X1.8

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1,0     | 1,0           | 1,0                |
|       | 3     | 62        | 59,0    | 59,0          | 60,0               |
|       | 4     | 39        | 37,1    | 37,1          | 97,1               |
|       | 5     | 3         | 2,9     | 2,9           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X1.9

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 5         | 4,8     | 4,8           | 4,8                |
| 3       | 63        | 60,0    | 60,0          | 64,8               |
| 4       | 31        | 29,5    | 29,5          | 94,3               |
| 5       | 6         | 5,7     | 5,7           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

### X1.10

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2         | 1,9     | 1,9           | 1,9                |
| 3       | 70        | 66,7    | 66,7          | 68,6               |
| 4       | 31        | 29,5    | 29,5          | 98,1               |
| 5       | 2         | 1,9     | 1,9           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

## Uji Frekuensi Variabel X2

### Statistics

|         | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
|---------|------|------|------|------|------|------|------|------|------|-------|
| N Valid | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105   |
| Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     |
| Mean    | 3,35 | 3,35 | 3,42 | 3,39 | 3,41 | 3,37 | 3,40 | 3,47 | 3,50 | 3,52  |

## Frequency Table

### X2.1

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1,9     | 1,9           | 1,9                |
| 2       | 2         | 1,9     | 1,9           | 3,8                |
| 3       | 61        | 58,1    | 58,1          | 61,9               |
| 4       | 37        | 35,2    | 35,2          | 97,1               |
| 5       | 3         | 2,9     | 2,9           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

### X2.2

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1,9     | 1,9           | 1,9                |
| 2       | 5         | 4,8     | 4,8           | 6,7                |
| 3       | 54        | 51,4    | 51,4          | 58,1               |
| 4       | 42        | 40,0    | 40,0          | 98,1               |
| 5       | 2         | 1,9     | 1,9           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

### X2.3

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3         | 2,9     | 2,9           | 2,9                |
| 3       | 58        | 55,2    | 55,2          | 58,1               |
| 4       | 41        | 39,0    | 39,0          | 97,1               |
| 5       | 3         | 2,9     | 2,9           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

### X2.4

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1,9     | 1,9           | 1,9                |
| 2       | 1         | 1,0     | 1,0           | 2,9                |
| 3       | 58        | 55,2    | 55,2          | 58,1               |
| 4       | 42        | 40,0    | 40,0          | 98,1               |
| 5       | 2         | 1,9     | 1,9           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

### X2.5

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 5         | 4,8     | 4,8           | 4,8                |
| 3       | 59        | 56,2    | 56,2          | 61,0               |
| 4       | 34        | 32,4    | 32,4          | 93,3               |
| 5       | 7         | 6,7     | 6,7           | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

**X2.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 4         | 3,8     | 3,8           | 4,8                |
|       | 3     | 59        | 56,2    | 56,2          | 61,0               |
|       | 4     | 37        | 35,2    | 35,2          | 96,2               |
|       | 5     | 4         | 3,8     | 3,8           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X2.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 1         | 1,0     | 1,0           | 1,9                |
|       | 3     | 64        | 61,0    | 61,0          | 62,9               |
|       | 4     | 33        | 31,4    | 31,4          | 94,3               |
|       | 5     | 6         | 5,7     | 5,7           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X2.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 2,9     | 2,9           | 2,9                |
|       | 3     | 56        | 53,3    | 53,3          | 56,2               |
|       | 4     | 40        | 38,1    | 38,1          | 94,3               |
|       | 5     | 6         | 5,7     | 5,7           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X2.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 1,9     | 1,9           | 1,9                |
|       | 3     | 54        | 51,4    | 51,4          | 53,3               |
|       | 4     | 44        | 41,9    | 41,9          | 95,2               |
|       | 5     | 5         | 4,8     | 4,8           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X2.10

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 3     | 51        | 48,6    | 48,6          | 49,5               |
|       | 4     | 49        | 46,7    | 46,7          | 96,2               |
|       | 5     | 4         | 3,8     | 3,8           | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### Uji Frekuensi Variabel X3

#### Statistics

|         | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |
|---------|------|------|------|------|------|------|------|------|------|-------|
| N Valid | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105   |
| Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     |
| Mean    | 4,05 | 3,83 | 4,05 | 4,14 | 4,11 | 4,15 | 3,97 | 4,01 | 3,97 | 3,99  |

#### Frequency Table

##### X3.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 11        | 10,5    | 10,5          | 11,4               |
|       | 3     | 8         | 7,6     | 7,6           | 19,0               |
|       | 4     | 47        | 44,8    | 44,8          | 63,8               |
|       | 5     | 38        | 36,2    | 36,2          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

##### X3.2

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 1 | 5         | 4,8     | 4,8           | 4,8                |
|       | 2 | 10        | 9,5     | 9,5           | 14,3               |
|       | 3 | 13        | 12,4    | 12,4          | 26,7               |
|       | 4 | 47        | 44,8    | 44,8          | 71,4               |
|       | 5 | 30        | 28,6    | 28,6          | 100,0              |

|       |     |       |       |
|-------|-----|-------|-------|
| Total | 105 | 100,0 | 100,0 |
|-------|-----|-------|-------|

### X3.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 5         | 4,8     | 4,8           | 4,8                |
|       | 2     | 7         | 6,7     | 6,7           | 11,4               |
|       | 3     | 4         | 3,8     | 3,8           | 15,2               |
|       | 4     | 51        | 48,6    | 48,6          | 63,8               |
|       | 5     | 38        | 36,2    | 36,2          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X3.4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 5         | 4,8     | 4,8           | 8,6                |
|       | 3     | 2         | 1,9     | 1,9           | 10,5               |
|       | 4     | 55        | 52,4    | 52,4          | 62,9               |
|       | 5     | 39        | 37,1    | 37,1          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X3.5

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 1,0     | 1,0           | 1,0                |
|       | 2     | 10        | 9,5     | 9,5           | 10,5               |
|       | 3     | 2         | 1,9     | 1,9           | 12,4               |
|       | 4     | 55        | 52,4    | 52,4          | 64,8               |
|       | 5     | 37        | 35,2    | 35,2          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### X3.6

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 5         | 4,8     | 4,8           | 8,6                |
|       | 3     | 3         | 2,9     | 2,9           | 11,4               |
|       | 4     | 52        | 49,5    | 49,5          | 61,0               |
|       | 5     | 41        | 39,0    | 39,0          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X3.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 8         | 7,6     | 7,6           | 11,4               |
|       | 3     | 5         | 4,8     | 4,8           | 16,2               |
|       | 4     | 58        | 55,2    | 55,2          | 71,4               |
|       | 5     | 30        | 28,6    | 28,6          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X3.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 5         | 4,8     | 4,8           | 4,8                |
|       | 2     | 8         | 7,6     | 7,6           | 12,4               |
|       | 3     | 6         | 5,7     | 5,7           | 18,1               |
|       | 4     | 48        | 45,7    | 45,7          | 63,8               |
|       | 5     | 38        | 36,2    | 36,2          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X3.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 1,9     | 1,9           | 1,9                |
|       | 2     | 10        | 9,5     | 9,5           | 11,4               |
|       | 3     | 7         | 6,7     | 6,7           | 18,1               |
|       | 4     | 56        | 53,3    | 53,3          | 71,4               |
|       | 5     | 30        | 28,6    | 28,6          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**X3.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 5         | 4,8     | 4,8           | 4,8                |
|       | 2     | 6         | 5,7     | 5,7           | 10,5               |
|       | 3     | 11        | 10,5    | 10,5          | 21,0               |
|       | 4     | 46        | 43,8    | 43,8          | 64,8               |
|       | 5     | 37        | 35,2    | 35,2          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

## Uji Frekuensi Variabel Y

### Statistics

|         | Y.1  | Y.2  | Y.3  | Y.4  | Y.5  | Y.6  | Y.7  | Y.8  | Y.9  | Y.10 |
|---------|------|------|------|------|------|------|------|------|------|------|
| N Valid | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  | 105  |
| Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| Mean    | 4,15 | 4,11 | 3,78 | 3,80 | 4,00 | 4,21 | 4,09 | 3,88 | 4,04 | 3,95 |

### Frequency Table

#### Y.1

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3         | 2,9     | 2,9           | 2,9                |
| 2       | 10        | 9,5     | 9,5           | 12,4               |
| 3       | 1         | 1,0     | 1,0           | 13,3               |
| 4       | 45        | 42,9    | 42,9          | 56,2               |
| 5       | 46        | 43,8    | 43,8          | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

#### Y.2

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3         | 2,9     | 2,9           | 2,9                |
| 2       | 4         | 3,8     | 3,8           | 6,7                |
| 3       | 4         | 3,8     | 3,8           | 10,5               |
| 4       | 61        | 58,1    | 58,1          | 68,6               |
| 5       | 33        | 31,4    | 31,4          | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

#### Y.3

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5         | 4,8     | 4,8           | 4,8                |
| 2       | 11        | 10,5    | 10,5          | 15,2               |
| 3       | 11        | 10,5    | 10,5          | 25,7               |
| 4       | 53        | 50,5    | 50,5          | 76,2               |
| 5       | 25        | 23,8    | 23,8          | 100,0              |
| Total   | 105       | 100,0   | 100,0         |                    |

**Y.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 11        | 10,5    | 10,5          | 14,3               |
|       | 3     | 13        | 12,4    | 12,4          | 26,7               |
|       | 4     | 51        | 48,6    | 48,6          | 75,2               |
|       | 5     | 26        | 24,8    | 24,8          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**Y.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 5         | 4,8     | 4,8           | 4,8                |
|       | 2     | 6         | 5,7     | 5,7           | 10,5               |
|       | 3     | 7         | 6,7     | 6,7           | 17,1               |
|       | 4     | 53        | 50,5    | 50,5          | 67,6               |
|       | 5     | 34        | 32,4    | 32,4          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**Y.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 3         | 2,9     | 2,9           | 6,7                |
|       | 3     | 3         | 2,9     | 2,9           | 9,5                |
|       | 4     | 52        | 49,5    | 49,5          | 59,0               |
|       | 5     | 43        | 41,0    | 41,0          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

**Y.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 1,9     | 1,9           | 1,9                |
|       | 2     | 7         | 6,7     | 6,7           | 8,6                |
|       | 3     | 4         | 3,8     | 3,8           | 12,4               |
|       | 4     | 59        | 56,2    | 56,2          | 68,6               |
|       | 5     | 33        | 31,4    | 31,4          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### Y.8

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 5         | 4,8     | 4,8           | 4,8                |
|       | 2     | 11        | 10,5    | 10,5          | 15,2               |
|       | 3     | 11        | 10,5    | 10,5          | 25,7               |
|       | 4     | 43        | 41,0    | 41,0          | 66,7               |
|       | 5     | 35        | 33,3    | 33,3          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### Y.9

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 8         | 7,6     | 7,6           | 11,4               |
|       | 3     | 11        | 10,5    | 10,5          | 21,9               |
|       | 4     | 39        | 37,1    | 37,1          | 59,0               |
|       | 5     | 43        | 41,0    | 41,0          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

### Y.10

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 4         | 3,8     | 3,8           | 3,8                |
|       | 2     | 10        | 9,5     | 9,5           | 13,3               |
|       | 3     | 4         | 3,8     | 3,8           | 17,1               |
|       | 4     | 56        | 53,3    | 53,3          | 70,5               |
|       | 5     | 31        | 29,5    | 29,5          | 100,0              |
|       | Total | 105       | 100,0   | 100,0         |                    |

## Statistik Deskriptif

### Descriptive Statistics

|                       | N   | Minimum | Maximum | Mean  | Std. Deviation |
|-----------------------|-----|---------|---------|-------|----------------|
| Motivasi Kerja (X1)   | 105 | 26      | 44      | 33,21 | 3,751          |
| Lingkungan Kerja (X2) | 105 | 25      | 44      | 34,18 | 3,822          |
| Disiplin Kerja (X3)   | 105 | 15      | 50      | 40,28 | 8,343          |
| Kinerja Karyawan (Y)  | 105 | 15      | 50      | 40,01 | 8,249          |
| Valid N (listwise)    | 105 |         |         |       |                |

### Uji Validitas Variabel Motivasi Kerja (X1)

## Correlations

[illegible]

|                     |                     |       |       |       |       |       |       |       |       |       |       |        |
|---------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                     | Sig. (2-tailed)     | ,003  | ,000  | ,000  | ,073  | ,000  |       | ,000  | ,000  | ,005  | ,001  | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |
| X1.7                | Pearson Correlation | ,443* | ,335* | ,552* | ,174  | ,332* | ,398* | 1     | ,336* | ,442* | ,422* | ,685** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,076  | ,001  | ,000  |       | ,000  | ,000  | ,000  | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |
| X1.8                | Pearson Correlation | ,267* | ,326* | ,567* | ,598* | ,189  | ,493* | ,336* | 1     | ,332* | ,255* | ,658** |
|                     | Sig. (2-tailed)     | ,006  | ,001  | ,000  | ,000  | ,053  | ,000  | ,000  |       | ,001  | ,009  | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |
| X1.9                | Pearson Correlation | ,501* | ,269* | ,371* | ,294* | ,624* | ,272* | ,442* | ,332* | 1     | ,666* | ,742** |
|                     | Sig. (2-tailed)     | ,000  | ,006  | ,000  | ,002  | ,000  | ,005  | ,000  | ,001  |       | ,000  | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |
| X1.10               | Pearson Correlation | ,465* | ,342* | ,308* | ,249* | ,547* | ,311* | ,422* | ,255* | ,666* | 1     | ,699** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,001  | ,010  | ,000  | ,001  | ,000  | ,009  | ,000  |       | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |
| Motivasi Kerja (X1) | Pearson Correlation | ,633* | ,578* | ,740* | ,525* | ,665* | ,632* | ,685* | ,658* | ,742* | ,699* | 1      |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  |        |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    |

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

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

### Uji Validitas Variabel Lingkungan Kerja (X2)

## Correlations

[illegible]

|                       |                     |        |        |        |        |        |        |        |        |        |       |        |
|-----------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|
| X2.6                  | Pearson Correlation | ,460** | ,379** | ,231*  | ,442** | ,272** | 1      | ,292** | ,260** | ,386** | ,198* | ,673** |
|                       | Sig. (2-tailed)     | ,000   | ,000   | ,018   | ,000   | ,005   |        | ,002   | ,007   | ,000   | ,043  | ,000   |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |
| X2.7                  | Pearson Correlation | ,312** | ,299** | ,349** | ,490** | ,631** | ,292** | 1      | ,390** | ,380** | ,070  | ,723** |
|                       | Sig. (2-tailed)     | ,001   | ,002   | ,000   | ,000   | ,000   | ,002   |        | ,000   | ,000   | ,476  | ,000   |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |
| X2.8                  | Pearson Correlation | ,216*  | ,101   | ,183   | ,295** | ,191   | ,260** | ,390** | 1      | ,397** | ,198* | ,549** |
|                       | Sig. (2-tailed)     | ,027   | ,306   | ,061   | ,002   | ,051   | ,007   | ,000   |        | ,000   | ,043  | ,000   |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |
| X2.9                  | Pearson Correlation | ,248*  | ,149   | ,211*  | ,281** | ,263** | ,386** | ,380** | ,397** | 1      | ,218* | ,597** |
|                       | Sig. (2-tailed)     | ,011   | ,130   | ,031   | ,004   | ,007   | ,000   | ,000   | ,000   |        | ,026  | ,000   |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |
| X2.10                 | Pearson Correlation | -,032  | ,058   | ,127   | -,011  | ,235*  | ,198*  | ,070   | ,198*  | ,218*  | 1     | ,344** |
|                       | Sig. (2-tailed)     | ,745   | ,554   | ,195   | ,908   | ,016   | ,043   | ,476   | ,043   | ,026   |       | ,000   |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |
| Lingkungan Kerja (X2) | Pearson Correlation | ,584** | ,589** | ,515** | ,617** | ,654** | ,673** | ,723** | ,549** | ,597** | ,344* | 1      |
|                       | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000  |        |
|                       | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105   | 105    |

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

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

### Uji Validitas Variabel Disiplin Kerja (X3)

## Correlations

[illegible]

|                     |                     |       |       |       |       |       |       |       |       |       |        |        |
|---------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|
| X3.6                | Pearson Correlation | ,675* | ,632* | ,768* | ,704* | ,644* | 1     | ,693* | ,698* | ,659* | ,554** | ,844** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  |       | ,000  | ,000  | ,000  | ,000   | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |
| X3.7                | Pearson Correlation | ,735* | ,622* | ,765* | ,713* | ,671* | ,693* | 1     | ,663* | ,677* | ,674** | ,868** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  |       | ,000  | ,000  | ,000   | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |
| X3.8                | Pearson Correlation | ,677* | ,652* | ,704* | ,689* | ,702* | ,698* | ,663* | 1     | ,644* | ,630** | ,852** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  |       | ,000  | ,000   | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |
| X3.9                | Pearson Correlation | ,704* | ,601* | ,624* | ,658* | ,632* | ,659* | ,677* | ,644* | 1     | ,655** | ,823** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  |       | ,000   | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |
| X3.10               | Pearson Correlation | ,624* | ,536* | ,622* | ,685* | ,557* | ,554* | ,674* | ,630* | ,655* | 1      | ,789** |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  |        | ,000   |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |
| Disiplin Kerja (X3) | Pearson Correlation | ,837* | ,771* | ,860* | ,843* | ,823* | ,844* | ,868* | ,852* | ,823* | ,789** | 1      |
|                     | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000  | ,000   |        |
|                     | N                   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105   | 105    | 105    |

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

### Uji Validitas Variabel Kinerja Karyawan (Y)

## Correlations

[illegible]

|                      |                     |        |        |        |        |        |        |        |        |        |        |        |
|----------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y.6                  | Pearson Correlation | ,627** | ,745** | ,529** | ,498** | ,635** | 1      | ,643** | ,510** | ,663** | ,523** | ,773** |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   | ,000   | ,000   | ,000   | ,000   |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |
| Y.7                  | Pearson Correlation | ,664** | ,771** | ,553** | ,708** | ,673** | ,643** | 1      | ,517** | ,626** | ,686** | ,830** |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   | ,000   | ,000   | ,000   |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |
| Y.8                  | Pearson Correlation | ,606** | ,522** | ,618** | ,488** | ,619** | ,510** | ,517** | 1      | ,608** | ,546** | ,749** |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   | ,000   | ,000   |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |
| Y.9                  | Pearson Correlation | ,767** | ,690** | ,702** | ,649** | ,734** | ,663** | ,626** | ,608** | 1      | ,596** | ,866** |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   | ,000   |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |
| Y.10                 | Pearson Correlation | ,646** | ,660** | ,615** | ,647** | ,571** | ,523** | ,686** | ,546** | ,596** | 1      | ,795** |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |
| Kinerja Karyawan (Y) | Pearson Correlation | ,870** | ,826** | ,796** | ,808** | ,842** | ,773** | ,830** | ,749** | ,866** | ,795** | 1      |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|                      | N                   | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    | 105    |

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

### Uji Reliabilitas Motivasi Kerja (X1)

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| ,853                | 10         |

### Uji Reliabilitas Lingkungan Kerja (X2)

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| ,788                | 10         |

### Uji Reliabilitas Disiplin Kerja (X3)

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| ,949                | 10         |

### Uji Reliabilitas Kinerja Karyawan (Y)

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| ,943                | 10         |

## Uji Asumsi Klasik

### -Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 105                        |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                   |
|                                  | Std. Deviation | 2,15784075                 |
| Most Extreme Difference s        | Absolute       | ,071                       |
|                                  | Positive       | ,068                       |
|                                  | Negative       | -,071                      |
| Test Statistic                   |                | ,071                       |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>        |

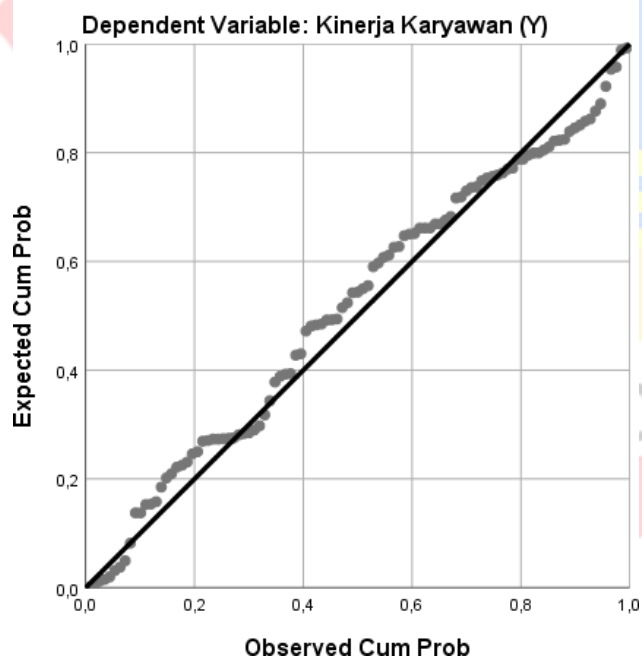
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

Normal P-P Plot of Regression Standardized Residual

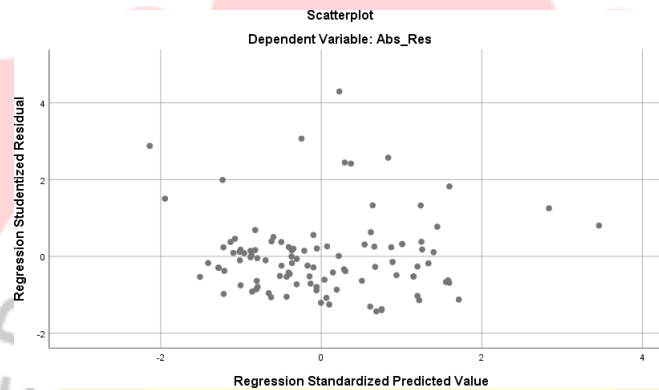


### -Uji Heterokesdastisitas

**Coefficients<sup>a</sup>**

| Model                 | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-----------------------|-----------------------------|------------|---------------------------|--------|------|
|                       | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant)          | -,128                       | 1,447      |                           | -,088  | ,930 |
| Motivasi Kerja (X1)   | ,036                        | ,042       | ,101                      | ,867   | ,388 |
| Lingkungan Kerja (X2) | ,040                        | ,041       | ,113                      | ,966   | ,337 |
| Disiplin Kerja (X3)   | -,019                       | ,016       | -,117                     | -1,197 | ,234 |

a. Dependent Variable: Abs\_Res



### -Uji Multikolinieritas

**Coefficients<sup>a</sup>**

| Model                 | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-----------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|                       | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1 (Constant)          | -10,268                     | 2,371      |                           | -4,331 | ,000 |                         |       |
| Motivasi Kerja (X1)   | ,226                        | ,069       | ,103                      | 3,291  | ,001 | ,697                    | 1,436 |
| Lingkungan Kerja (X2) | ,148                        | ,068       | ,069                      | 2,192  | ,031 | ,689                    | 1,451 |
| Disiplin Kerja (X3)   | ,936                        | ,026       | ,947                      | 36,089 | ,000 | ,984                    | 1,016 |

a. Dependent Variable: Kinerja Karyawan (Y)

## -Uji Autokorelasi

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .965 <sup>a</sup> | .932     | .930              | 2,190                      | 2.075         |

a. Predictors: (Constant), Disiplin Kerja (X3), Motivasi Kerja (X1), Lingkungan Kerja (X2)

b. Dependent Variable: Kinerja Karyawan (Y)

## Uji Regresi Linier Sederhana

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .133 <sup>a</sup> | .018     | .008              | 8.215                      |

a. Predictors: (Constant), Motivasi Kerja (X1)

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .221 <sup>a</sup> | .049     | .040              | 8.083                      |

a. Predictors: (Constant), Lingkungan Kerja (X2)

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .953 <sup>a</sup> | .909     | .908              | 2.506                      |

a. Predictors: (Constant), Disiplin Kerja (X3)

## Regresi Linier Berganda dan Uji Parsial (Uji T)

### Coefficients<sup>a</sup>

| Model               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|---------------------|-----------------------------|------------|---------------------------|--------|------|
|                     | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant)        | -10,268                     | 2,371      |                           | -4,331 | ,000 |
| Motivasi Kerja (X1) | ,226                        | ,069       | ,103                      | 3,291  | ,001 |

|                       |      |      |      |        |      |
|-----------------------|------|------|------|--------|------|
| Lingkungan Kerja (X2) | ,148 | ,068 | ,069 | 2,192  | ,031 |
| Disiplin Kerja (X3)   | ,936 | ,026 | ,947 | 36,089 | ,000 |

a. Dependent Variable: Kinerja Karyawan (Y)

### Uji Korelasi Berganda

|                          |                        | Correlations           |                          |                        |                         |
|--------------------------|------------------------|------------------------|--------------------------|------------------------|-------------------------|
|                          |                        | Motivasi<br>Kerja (X1) | Lingkungan<br>Kerja (X2) | Disiplin<br>Kerja (X3) | Kinerja<br>Karyawan (Y) |
| Motivasi Kerja<br>(X1)   | Pearson<br>Correlation | 1                      | .547**                   | -.007                  | .133                    |
|                          | Sig. (2-tailed)        |                        | .000                     | .940                   | .175                    |
|                          | N                      | 105                    | 105                      | 105                    | 105                     |
| Lingkungan<br>Kerja (X2) | Pearson<br>Correlation | .547**                 | 1                        | .102                   | .221*                   |
|                          | Sig. (2-tailed)        | .000                   |                          | .301                   | .023                    |
|                          | N                      | 105                    | 105                      | 105                    | 105                     |
| Disiplin Kerja<br>(X3)   | Pearson<br>Correlation | -.007                  | .102                     | 1                      | .953**                  |
|                          | Sig. (2-tailed)        | .940                   | .301                     |                        | .000                    |
|                          | N                      | 105                    | 105                      | 105                    | 105                     |
| Kinerja<br>Karyawan (Y)  | Pearson<br>Correlation | .133                   | .221*                    | .953**                 | 1                       |
|                          | Sig. (2-tailed)        | .175                   | .023                     | .000                   |                         |
|                          | N                      | 105                    | 105                      | 105                    | 105                     |

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

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

### Uji Koefisien Determinasi (R<sup>2</sup>)

| Model Summary |                   |          |                      |                               |
|---------------|-------------------|----------|----------------------|-------------------------------|
| Model         | R                 | R Square | Adjusted R<br>Square | Std. Error of the<br>Estimate |
| 1             | .965 <sup>a</sup> | .932     | .930                 | 2,190                         |

a. Predictors: (Constant), Disiplin Kerja (X3), Motivasi Kerja (X1),  
Lingkungan Kerja (X2)

### Uji Simultan (Uji F)

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 6592,738       | 3   | 2197,579    | 458,346 | ,000 <sup>b</sup> |
|       | Residual   | 484,253        | 101 | 4,795       |         |                   |
|       | Total      | 7076,990       | 104 |             |         |                   |

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Disiplin Kerja (X3), Motivasi Kerja (X1), Lingkungan Kerja (X2)



Lampiran 4 Tabel Distribusi *R* Pearson's Correlation Product Moment

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|------------------------------------------|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 101        | 0.1630                                   | 0.1937 | 0.2290 | 0.2528 | 0.3196 |
| 102        | 0.1622                                   | 0.1927 | 0.2279 | 0.2515 | 0.3181 |
| 103        | 0.1614                                   | 0.1918 | 0.2268 | 0.2504 | 0.3166 |
| 104        | 0.1606                                   | 0.1909 | 0.2257 | 0.2492 | 0.3152 |
| 105        | 0.1599                                   | 0.1900 | 0.2247 | 0.2480 | 0.3137 |
| 106        | 0.1591                                   | 0.1891 | 0.2236 | 0.2469 | 0.3123 |
| 107        | 0.1584                                   | 0.1882 | 0.2226 | 0.2458 | 0.3109 |
| 108        | 0.1576                                   | 0.1874 | 0.2216 | 0.2446 | 0.3095 |
| 109        | 0.1569                                   | 0.1865 | 0.2206 | 0.2436 | 0.3082 |
| 110        | 0.1562                                   | 0.1857 | 0.2196 | 0.2425 | 0.3068 |
| 111        | 0.1555                                   | 0.1848 | 0.2186 | 0.2414 | 0.3055 |
| 112        | 0.1548                                   | 0.1840 | 0.2177 | 0.2403 | 0.3042 |
| 113        | 0.1541                                   | 0.1832 | 0.2167 | 0.2393 | 0.3029 |
| 114        | 0.1535                                   | 0.1824 | 0.2158 | 0.2383 | 0.3016 |
| 115        | 0.1528                                   | 0.1816 | 0.2149 | 0.2373 | 0.3004 |
| 116        | 0.1522                                   | 0.1809 | 0.2139 | 0.2363 | 0.2991 |
| 117        | 0.1515                                   | 0.1801 | 0.2131 | 0.2353 | 0.2979 |
| 118        | 0.1509                                   | 0.1793 | 0.2122 | 0.2343 | 0.2967 |
| 119        | 0.1502                                   | 0.1786 | 0.2113 | 0.2333 | 0.2955 |
| 120        | 0.1496                                   | 0.1779 | 0.2104 | 0.2324 | 0.2943 |

(Sumber: Junaidi (<http://junaidichaniago.wordpress.com>, 2010))

**Lampiran 5 Tabel Distribusi T**

| <b>Pr</b>  | <b>0.25</b> | <b>0.10</b> | <b>0.05</b> | <b>0.025</b>   | <b>0.01</b> | <b>0.005</b> | <b>0.001</b> |
|------------|-------------|-------------|-------------|----------------|-------------|--------------|--------------|
| <b>df</b>  | <b>0.50</b> | <b>0.20</b> | <b>0.10</b> | <b>0.050</b>   | <b>0.02</b> | <b>0.010</b> | <b>0.002</b> |
| <b>81</b>  | 0.67753     | 1.29209     | 1.66388     | 1.98969        | 2.37327     | 2.63790      | 3.19392      |
| <b>82</b>  | 0.67749     | 1.29196     | 1.66365     | 1.98932        | 2.37269     | 2.63712      | 3.19262      |
| <b>83</b>  | 0.67746     | 1.29183     | 1.66342     | 1.98896        | 2.37212     | 2.63637      | 3.19135      |
| <b>84</b>  | 0.67742     | 1.29171     | 1.66320     | 1.98861        | 2.37156     | 2.63563      | 3.19011      |
| <b>85</b>  | 0.67739     | 1.29159     | 1.66298     | 1.98827        | 2.37102     | 2.63491      | 3.18890      |
| <b>86</b>  | 0.67735     | 1.29147     | 1.66277     | 1.98793        | 2.37049     | 2.63421      | 3.18772      |
| <b>87</b>  | 0.67732     | 1.29136     | 1.66256     | 1.98761        | 2.36998     | 2.63353      | 3.18657      |
| <b>88</b>  | 0.67729     | 1.29125     | 1.66235     | 1.98729        | 2.36947     | 2.63286      | 3.18544      |
| <b>89</b>  | 0.67726     | 1.29114     | 1.66216     | 1.98698        | 2.36898     | 2.63220      | 3.18434      |
| <b>90</b>  | 0.67723     | 1.29103     | 1.66196     | 1.98667        | 2.36850     | 2.63157      | 3.18327      |
| <b>91</b>  | 0.67720     | 1.29092     | 1.66177     | 1.98638        | 2.36803     | 2.63094      | 3.18222      |
| <b>92</b>  | 0.67717     | 1.29082     | 1.66159     | 1.98609        | 2.36757     | 2.63033      | 3.18119      |
| <b>93</b>  | 0.67714     | 1.29072     | 1.66140     | 1.98580        | 2.36712     | 2.62973      | 3.18019      |
| <b>94</b>  | 0.67711     | 1.29062     | 1.66123     | 1.98552        | 2.36667     | 2.62915      | 3.17921      |
| <b>95</b>  | 0.67708     | 1.29053     | 1.66105     | 1.98525        | 2.36624     | 2.62858      | 3.17825      |
| <b>96</b>  | 0.67705     | 1.29043     | 1.66088     | 1.98498        | 2.36582     | 2.62802      | 3.17731      |
| <b>97</b>  | 0.67703     | 1.29034     | 1.66071     | 1.98472        | 2.36541     | 2.62747      | 3.17639      |
| <b>98</b>  | 0.67700     | 1.29025     | 1.66055     | 1.98447        | 2.36500     | 2.62693      | 3.17549      |
| <b>99</b>  | 0.67698     | 1.29016     | 1.66039     | 1.98422        | 2.36461     | 2.62641      | 3.17460      |
| <b>100</b> | 0.67695     | 1.29007     | 1.66023     | 1.98397        | 2.36422     | 2.62589      | 3.17374      |
| <b>101</b> | 0.67693     | 1.28999     | 1.66008     | <b>1.98373</b> | 2.36384     | 2.62539      | 3.17289      |
| <b>102</b> | 0.67690     | 1.28991     | 1.65993     | 1.98350        | 2.36346     | 2.62489      | 3.17206      |
| <b>103</b> | 0.67688     | 1.28982     | 1.65978     | 1.98326        | 2.36310     | 2.62441      | 3.17125      |
| <b>104</b> | 0.67686     | 1.28974     | 1.65964     | 1.98304        | 2.36274     | 2.62393      | 3.17045      |
| <b>105</b> | 0.67683     | 1.28967     | 1.65950     | 1.98282        | 2.36239     | 2.62347      | 3.16967      |
| <b>106</b> | 0.67681     | 1.28959     | 1.65936     | 1.98260        | 2.36204     | 2.62301      | 3.16890      |
| <b>107</b> | 0.67679     | 1.28951     | 1.65922     | 1.98238        | 2.36170     | 2.62256      | 3.16815      |
| <b>108</b> | 0.67677     | 1.28944     | 1.65909     | 1.98217        | 2.36137     | 2.62212      | 3.16741      |
| <b>109</b> | 0.67675     | 1.28937     | 1.65895     | 1.98197        | 2.36105     | 2.62169      | 3.16669      |
| <b>110</b> | 0.67673     | 1.28930     | 1.65882     | 1.98177        | 2.36073     | 2.62126      | 3.16598      |

(Sumber: Junaidi (<http://junaidichaniago.wordpress.com>, 2010))

### Lampiran 6 Tabel Distribusi F

| Titik Persentase Distribusi F untuk Probabilita = 0,05 |                         |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------------------------------------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| df untuk penyebut (N2)                                 | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|                                                        | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 91                                                     | 3.95                    | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 92                                                     | 3.94                    | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 93                                                     | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 94                                                     | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.77 |
| 95                                                     | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.82 | 1.80 | 1.77 |
| 96                                                     | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 97                                                     | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 98                                                     | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 99                                                     | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 100                                                    | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 101                                                    | 3.94                    | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 102                                                    | 3.93                    | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 103                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 104                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 105                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.81 | 1.79 | 1.76 |
| 106                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 107                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 108                                                    | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 109                                                    | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 110                                                    | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |

(Sumber: Junaidi (<http://junaidichaniago.wordpress.com>, 2010))

**Lampiran 7 Tabel Durbin Watson (DW),  $\alpha = 5\%$**

| n   | k=1    |        | k=2    |        | k=3    |        | k=4    |        | k=5    |        |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     | dL     | dU     | dL     | dU     | dL     | dU     | dL     | dU     | dL     | dU     |
| 71  | 1.5865 | 1.6435 | 1.5577 | 1.6733 | 1.5284 | 1.7041 | 1.4987 | 1.7358 | 1.4685 | 1.7685 |
| 72  | 1.5895 | 1.6457 | 1.5611 | 1.6751 | 1.5323 | 1.7054 | 1.5029 | 1.7366 | 1.4732 | 1.7688 |
| 73  | 1.5924 | 1.6479 | 1.5645 | 1.6768 | 1.5360 | 1.7067 | 1.5071 | 1.7375 | 1.4778 | 1.7691 |
| 74  | 1.5953 | 1.6500 | 1.5677 | 1.6785 | 1.5397 | 1.7079 | 1.5112 | 1.7383 | 1.4822 | 1.7694 |
| 75  | 1.5981 | 1.6521 | 1.5709 | 1.6802 | 1.5432 | 1.7092 | 1.5151 | 1.7390 | 1.4866 | 1.7698 |
| 76  | 1.6009 | 1.6541 | 1.5740 | 1.6819 | 1.5467 | 1.7104 | 1.5190 | 1.7399 | 1.4909 | 1.7701 |
| 77  | 1.6036 | 1.6561 | 1.5771 | 1.6835 | 1.5502 | 1.7117 | 1.5228 | 1.7407 | 1.4950 | 1.7704 |
| 78  | 1.6063 | 1.6581 | 1.5801 | 1.6851 | 1.5535 | 1.7129 | 1.5265 | 1.7415 | 1.4991 | 1.7708 |
| 79  | 1.6089 | 1.6601 | 1.5830 | 1.6867 | 1.5568 | 1.7141 | 1.5302 | 1.7423 | 1.5031 | 1.7712 |
| 80  | 1.6114 | 1.6620 | 1.5859 | 1.6882 | 1.5600 | 1.7153 | 1.5337 | 1.7430 | 1.5070 | 1.7716 |
| 81  | 1.6139 | 1.6639 | 1.5888 | 1.6898 | 1.5632 | 1.7164 | 1.5372 | 1.7438 | 1.5109 | 1.7720 |
| 82  | 1.6164 | 1.6657 | 1.5915 | 1.6913 | 1.5663 | 1.7176 | 1.5406 | 1.7446 | 1.5146 | 1.7724 |
| 83  | 1.6188 | 1.6675 | 1.5942 | 1.6928 | 1.5693 | 1.7187 | 1.5440 | 1.7454 | 1.5183 | 1.7728 |
| 84  | 1.6212 | 1.6693 | 1.5969 | 1.6942 | 1.5723 | 1.7199 | 1.5472 | 1.7462 | 1.5219 | 1.7732 |
| 85  | 1.6235 | 1.6711 | 1.5995 | 1.6957 | 1.5752 | 1.7210 | 1.5505 | 1.7470 | 1.5254 | 1.7736 |
| 86  | 1.6258 | 1.6728 | 1.6021 | 1.6971 | 1.5780 | 1.7221 | 1.5536 | 1.7478 | 1.5289 | 1.7740 |
| 87  | 1.6280 | 1.6745 | 1.6046 | 1.6985 | 1.5808 | 1.7232 | 1.5567 | 1.7485 | 1.5322 | 1.7745 |
| 88  | 1.6302 | 1.6762 | 1.6071 | 1.6999 | 1.5836 | 1.7243 | 1.5597 | 1.7493 | 1.5356 | 1.7749 |
| 89  | 1.6324 | 1.6778 | 1.6095 | 1.7013 | 1.5863 | 1.7254 | 1.5627 | 1.7501 | 1.5388 | 1.7754 |
| 90  | 1.6345 | 1.6794 | 1.6119 | 1.7026 | 1.5889 | 1.7264 | 1.5656 | 1.7508 | 1.5420 | 1.7758 |
| 91  | 1.6366 | 1.6810 | 1.6143 | 1.7040 | 1.5915 | 1.7275 | 1.5685 | 1.7516 | 1.5452 | 1.7763 |
| 92  | 1.6387 | 1.6826 | 1.6166 | 1.7053 | 1.5941 | 1.7285 | 1.5713 | 1.7523 | 1.5482 | 1.7767 |
| 93  | 1.6407 | 1.6841 | 1.6188 | 1.7066 | 1.5966 | 1.7295 | 1.5741 | 1.7531 | 1.5513 | 1.7772 |
| 94  | 1.6427 | 1.6857 | 1.6211 | 1.7078 | 1.5991 | 1.7306 | 1.5768 | 1.7538 | 1.5542 | 1.7776 |
| 95  | 1.6447 | 1.6872 | 1.6233 | 1.7091 | 1.6015 | 1.7316 | 1.5795 | 1.7546 | 1.5572 | 1.7781 |
| 96  | 1.6466 | 1.6887 | 1.6254 | 1.7103 | 1.6039 | 1.7326 | 1.5821 | 1.7553 | 1.5600 | 1.7785 |
| 97  | 1.6485 | 1.6901 | 1.6275 | 1.7116 | 1.6063 | 1.7335 | 1.5847 | 1.7560 | 1.5628 | 1.7790 |
| 98  | 1.6504 | 1.6916 | 1.6296 | 1.7128 | 1.6086 | 1.7345 | 1.5872 | 1.7567 | 1.5656 | 1.7795 |
| 99  | 1.6522 | 1.6930 | 1.6317 | 1.7140 | 1.6108 | 1.7355 | 1.5897 | 1.7575 | 1.5683 | 1.7799 |
| 100 | 1.6540 | 1.6944 | 1.6337 | 1.7152 | 1.6131 | 1.7364 | 1.5922 | 1.7582 | 1.5710 | 1.7804 |
| 101 | 1.6558 | 1.6958 | 1.6357 | 1.7163 | 1.6153 | 1.7374 | 1.5946 | 1.7589 | 1.5736 | 1.7809 |
| 102 | 1.6576 | 1.6971 | 1.6376 | 1.7175 | 1.6174 | 1.7383 | 1.5969 | 1.7596 | 1.5762 | 1.7813 |
| 103 | 1.6593 | 1.6985 | 1.6396 | 1.7186 | 1.6196 | 1.7392 | 1.5993 | 1.7603 | 1.5788 | 1.7818 |
| 104 | 1.6610 | 1.6998 | 1.6415 | 1.7198 | 1.6217 | 1.7402 | 1.6016 | 1.7610 | 1.5813 | 1.7823 |
| 105 | 1.6627 | 1.7011 | 1.6433 | 1.7209 | 1.6237 | 1.7411 | 1.6038 | 1.7617 | 1.5837 | 1.7827 |
| 106 | 1.6644 | 1.7024 | 1.6452 | 1.7220 | 1.6258 | 1.7420 | 1.6061 | 1.7624 | 1.5861 | 1.7832 |
| 107 | 1.6660 | 1.7037 | 1.6470 | 1.7231 | 1.6277 | 1.7428 | 1.6083 | 1.7631 | 1.5885 | 1.7837 |
| 108 | 1.6676 | 1.7050 | 1.6488 | 1.7241 | 1.6297 | 1.7437 | 1.6104 | 1.7637 | 1.5909 | 1.7841 |
| 109 | 1.6692 | 1.7062 | 1.6505 | 1.7252 | 1.6317 | 1.7446 | 1.6125 | 1.7644 | 1.5932 | 1.7846 |
| 110 | 1.6708 | 1.7074 | 1.6523 | 1.7262 | 1.6336 | 1.7455 | 1.6146 | 1.7651 | 1.5955 | 1.7851 |
| 111 | 1.6723 | 1.7086 | 1.6540 | 1.7273 | 1.6355 | 1.7463 | 1.6167 | 1.7657 | 1.5977 | 1.7855 |
| 112 | 1.6738 | 1.7098 | 1.6557 | 1.7283 | 1.6373 | 1.7472 | 1.6187 | 1.7664 | 1.5999 | 1.7860 |
| 113 | 1.6753 | 1.7110 | 1.6574 | 1.7293 | 1.6391 | 1.7480 | 1.6207 | 1.7670 | 1.6021 | 1.7864 |
| 114 | 1.6768 | 1.7122 | 1.6590 | 1.7303 | 1.6410 | 1.7488 | 1.6227 | 1.7677 | 1.6042 | 1.7869 |

|     |        |        |        |        |        |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 115 | 1.6783 | 1.7133 | 1.6606 | 1.7313 | 1.6427 | 1.7496 | 1.6246 | 1.7683 | 1.6063 | 1.7874 |
| 116 | 1.6797 | 1.7145 | 1.6622 | 1.7323 | 1.6445 | 1.7504 | 1.6265 | 1.7690 | 1.6084 | 1.7878 |
| 117 | 1.6812 | 1.7156 | 1.6638 | 1.7332 | 1.6462 | 1.7512 | 1.6284 | 1.7696 | 1.6105 | 1.7883 |
| 118 | 1.6826 | 1.7167 | 1.6653 | 1.7342 | 1.6479 | 1.7520 | 1.6303 | 1.7702 | 1.6125 | 1.7887 |
| 119 | 1.6839 | 1.7178 | 1.6669 | 1.7352 | 1.6496 | 1.7528 | 1.6321 | 1.7709 | 1.6145 | 1.7892 |
| 120 | 1.6853 | 1.7189 | 1.6684 | 1.7361 | 1.6513 | 1.7536 | 1.6339 | 1.7715 | 1.6164 | 1.7896 |
| 121 | 1.6867 | 1.7200 | 1.6699 | 1.7370 | 1.6529 | 1.7544 | 1.6357 | 1.7721 | 1.6184 | 1.7901 |
| 122 | 1.6880 | 1.7210 | 1.6714 | 1.7379 | 1.6545 | 1.7552 | 1.6375 | 1.7727 | 1.6203 | 1.7905 |
| 123 | 1.6893 | 1.7221 | 1.6728 | 1.7388 | 1.6561 | 1.7559 | 1.6392 | 1.7733 | 1.6222 | 1.7910 |
| 124 | 1.6906 | 1.7231 | 1.6743 | 1.7397 | 1.6577 | 1.7567 | 1.6409 | 1.7739 | 1.6240 | 1.7914 |
| 125 | 1.6919 | 1.7241 | 1.6757 | 1.7406 | 1.6592 | 1.7574 | 1.6426 | 1.7745 | 1.6258 | 1.7919 |
| 126 | 1.6932 | 1.7252 | 1.6771 | 1.7415 | 1.6608 | 1.7582 | 1.6443 | 1.7751 | 1.6276 | 1.7923 |
| 127 | 1.6944 | 1.7261 | 1.6785 | 1.7424 | 1.6623 | 1.7589 | 1.6460 | 1.7757 | 1.6294 | 1.7928 |
| 128 | 1.6957 | 1.7271 | 1.6798 | 1.7432 | 1.6638 | 1.7596 | 1.6476 | 1.7763 | 1.6312 | 1.7932 |
| 129 | 1.6969 | 1.7281 | 1.6812 | 1.7441 | 1.6653 | 1.7603 | 1.6492 | 1.7769 | 1.6329 | 1.7937 |
| 130 | 1.6981 | 1.7291 | 1.6825 | 1.7449 | 1.6667 | 1.7610 | 1.6508 | 1.7774 | 1.6346 | 1.7941 |
| 131 | 1.6993 | 1.7301 | 1.6838 | 1.7458 | 1.6682 | 1.7617 | 1.6523 | 1.7780 | 1.6363 | 1.7945 |
| 132 | 1.7005 | 1.7310 | 1.6851 | 1.7466 | 1.6696 | 1.7624 | 1.6539 | 1.7786 | 1.6380 | 1.7950 |
| 133 | 1.7017 | 1.7319 | 1.6864 | 1.7474 | 1.6710 | 1.7631 | 1.6554 | 1.7791 | 1.6397 | 1.7954 |
| 134 | 1.7028 | 1.7329 | 1.6877 | 1.7482 | 1.6724 | 1.7638 | 1.6569 | 1.7797 | 1.6413 | 1.7958 |
| 135 | 1.7040 | 1.7338 | 1.6889 | 1.7490 | 1.6738 | 1.7645 | 1.6584 | 1.7802 | 1.6429 | 1.7962 |
| 136 | 1.7051 | 1.7347 | 1.6902 | 1.7498 | 1.6751 | 1.7652 | 1.6599 | 1.7808 | 1.6445 | 1.7967 |



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**SURAT KETERANGAN PENELITIAN**

Yang bertanda tangan dibawah ini :

Nama : Hartono Djojo

Jabatan : Direktur

Menerangkan yang sesungguhnya bahwa mahasiswa :

Nama : Handryan Wijaya

NIM : 20200500065

Jurusan : Manajemen

Telah melakukan penelitian untuk memperoleh data guna menyelesaikan tugas akhir skripsi di PT Bando Indonesia dengan judul penelitian **"Pengaruh Motivasi Kerja, Lingkungan Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada PT Bando Indonesia)"**.

Demikian surat keterangan ini dibuat agar dapat digunakan sebagaimana mestinya.

Tangerang, 4 April 2024

Hormat Kami,

PT Bando Indonesia

**PT. BANDO INDONESIA**

Hartono Djojo

Direktur