

LAMPIRAN

Lampiran 1

Kuesioner Penelitian

KUESIONER

PENGARUH KEPEMIMPINAN, DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT. GLOBALINDO ABADI SENTOSA

Isilah identitas dengan tanda silang (X) sesuai dengan identitas Anda pada kolom yang telah disediakan.

Nama Responden = _____

Jenis Kelamin = Laki-laki Perempuan

Usia = < 19 tahun 20 – 25 tahun 26 – 30 tahun 31 – 35 tahun
 36 – 40 tahun > 41 tahun

Pendidikan = < SMA SMA/SMK D3 S1
 Lainnya : _____

Pendapatan = < 2 JT 2-3 JT >3 JT

Berilah tanda silang (X) pada salah satu pernyataan yang paling sesuai dengan pendapat Anda.

SS = Sangat Setuju N = Netral STS = Sangat Tidak Setuju
S = Setuju TS = Tidak Setuju

VARIABEL KEPEMIMPINAN (X1)

| NO. | Pernyataan | Jawaban Responden | | | | |
|-----|---|-------------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Pimpinan selalu mengambil keputusan yang tepat pada saat yang tepat | | | | | |
| 2. | Pimpinan menjadi dasar pelaksanaan setiap pekerjaan dalam peningkatan kinerja bawahan | | | | | |
| 3. | Kebijakan yang diberikan pimpinan menciptakan lingkungan kerja yang nyaman | | | | | |
| 4. | Pimpinan memperhatikan kesejahteraan karyawan | | | | | |
| 5. | Pimpinan memiliki sikap berani dalam mengambil keputusan | | | | | |
| 6. | Pimpinan mendukung para bawahannya untuk mendapatkan promosi jabatan | | | | | |
| 7. | Pimpinan mampu mendorong bawahan untuk | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | memiliki tekad dalam menyelesaikan tugas dengan tuntas | | | | | |
| 8. | Pimpinan selalu menilai atas setiap perilaku pekerjaan yang dilakukan oleh para bawahannya | | | | | |

VARIABEL DISIPLIN KERJA (X2)

| NO. | Pernyataan | Jawaban Responden | | | | |
|-----|---|-------------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Karyawan memiliki kesadaran dalam menyelesaikan pekerjaan tepat waktu | | | | | |
| 2. | Dalam bekerja karyawan selalu hadir tepat waktu | | | | | |
| 3. | Karyawan menggunakan jam kerja sesuai peraturan | | | | | |
| 4. | Karyawan menggunakan waktu secara efektif | | | | | |
| 5. | Konsisten untuk selalu hadir bekerja | | | | | |
| 6. | Karyawan memiliki sikap patuh terhadap peraturan yang berlaku | | | | | |
| 7. | Karyawan bekerja sesuai prosedur perusahaan | | | | | |
| 8. | Karyawan tidak menunda-nunda pekerjaan | | | | | |

VARIABEL MOTIVASI KERJA (X3)

| NO. | Pernyataan | Jawaban Responden | | | | |
|-----|--|-------------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Karyawan memiliki dorongan untuk memperlihatkan prestasi kerja yang baik | | | | | |
| 2. | Pimpinan selalu memberikan pujian apabila hasil pekerjaan memuaskan | | | | | |
| 3. | Karyawan merasa tertantang untuk menyelesaikan tugas yang diberikan | | | | | |
| 4. | Karyawan merasa tertantang untuk meningkatkan kemampuan yang ada pada diri untuk mengejar kekurangan | | | | | |
| 5. | Karyawan memiliki kesadaran mengenai tanggung jawab dalam bekerja | | | | | |
| 6. | Pimpinan mengembangkan kemampuan dan karir karyawan | | | | | |
| 7. | Pimpinan selalu melibatkan karyawan dalam setiap pengambilan keputusan | | | | | |
| 8. | Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan potensi agar lebih maju | | | | | |

VARIABEL KINERJA KARYAWAN (Y)

| NO. | Pernyataan | Jawaban Responden | | | | |
|-----|--|-------------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Melakukan pekerjaan dengan target yang harus dicapai dalam waktu yang di tentukan | | | | | |
| 2. | Ekonomis dalam melakukan kewajiban | | | | | |
| 3. | Tingkat pencapaian kerja yang dihasilkan telah sesuai dengan harapan | | | | | |
| 4. | Dapat bekerja sama dengan rekan kerja yang lain | | | | | |
| 5. | Membantu pimpinan dengan memberikan saran atau gagasan untuk meningkatkan produktivitas perusahaan | | | | | |
| 6. | Mengutamakan sifat jujur dalam bekerja | | | | | |
| 7. | Memiliki kemampuan bersosialisasi yang baik | | | | | |
| 8. | Memiliki komitmen terhadap pekerjaan dan tanggung jawab terhadap perusahaan | | | | | |

Lampiran 2

Tabulasi Responden Variabel Kinerja Karyawan

| NO. | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | NILAI TOTAL |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| 1 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 26 |
| 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 22 |
| 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 24 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 6 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 27 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 9 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 23 |
| 10 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 22 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 12 | 2 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 25 |
| 13 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 19 |
| 14 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 26 |
| 15 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 26 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 23 |
| 17 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 26 |
| 18 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 20 |
| 19 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 24 |
| 20 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 23 |
| 21 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 2 | 25 |
| 22 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 28 |
| 23 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 24 |
| 24 | 4 | 2 | 4 | 2 | 4 | 3 | 3 | 2 | 24 |
| 25 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 25 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 27 | 2 | 3 | 4 | 3 | 3 | 2 | 1 | 3 | 21 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 24 |
| 29 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 23 |
| 30 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 21 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 32 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 21 |
| 33 | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 25 |
| 34 | 2 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 27 |
| 35 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 25 |
| 36 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 27 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 23 |
| 39 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 25 |
| 40 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 27 |
| 41 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 25 |
| 42 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 43 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 23 |
| 44 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 26 |

Lampiran 3

Tabulasi Responden Variabel Kepemimpinan (X1)

| NO. | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | NILAI TOTAL |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| 1 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 3 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 23 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 6 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 26 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 9 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 10 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 12 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 24 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 22 |
| 14 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 24 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 16 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 17 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 25 |
| 18 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 22 |
| 19 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 23 |
| 20 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 21 |
| 21 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 27 |
| 22 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |
| 23 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 4 | 22 |
| 24 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 26 |
| 25 | 3 | 3 | 4 | 3 | 4 | 1 | 2 | 4 | 24 |
| 26 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 27 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 24 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 29 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 21 |
| 30 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 21 |
| 31 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 32 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 21 |
| 33 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 24 |
| 34 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 28 |
| 35 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 24 |
| 36 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 27 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 21 |
| 39 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 24 |
| 40 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 24 |
| 41 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 28 |
| 42 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 25 |
| 43 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 22 |
| 44 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |

Lampiran 4

Tabulasi Responden Variabel Disiplin Kerja (X2)

| NO. | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | NILAI TOTAL |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 27 |
| 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 4 | 21 |
| 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 23 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 28 |
| 5 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 22 |
| 6 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 8 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 9 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 21 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 23 |
| 11 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 12 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 25 |
| 13 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 20 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 29 |
| 15 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 26 |
| 16 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 20 |
| 17 | 2 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 27 |
| 18 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 20 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 20 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 23 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 23 |
| 22 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 23 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 24 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 21 |
| 25 | 2 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 23 |
| 26 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 22 |
| 27 | 3 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 21 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 24 |
| 29 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 23 |
| 30 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 23 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 32 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 22 |
| 33 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 27 |
| 34 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 27 |
| 35 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 22 |
| 36 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 25 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 24 |
| 39 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 27 |
| 40 | 1 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 41 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 26 |
| 42 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 44 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 28 |

Lampiran 5

Tabulasi Responden Variabel Motivasi Kerja (X3)

| NO. | BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | NILAI TOTAL |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| 1 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 23 |
| 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 25 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 5 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 6 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 27 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 8 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 10 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 28 |
| 12 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 25 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 14 | 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 22 |
| 15 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 16 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 17 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 25 |
| 18 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 22 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 24 |
| 20 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 21 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 25 |
| 22 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 28 |
| 23 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 21 |
| 24 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 25 |
| 25 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 27 |
| 26 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 27 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 29 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 24 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 31 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 32 | 3 | 2 | 3 | 3 | 1 | 2 | 3 | 3 | 20 |
| 33 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 24 |
| 34 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 35 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 22 |
| 36 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 26 |
| 37 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 38 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 22 |
| 39 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 26 |
| 40 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 27 |
| 41 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 29 |
| 42 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 43 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 25 |
| 44 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 24 |

Lampiran 6

Uji Validitas Variabel Kinerja Karyawan (Y)

Correlations

| | BUTIR_1 | BUTIR_2 | BUTIR_3 | BUTIR_4 | BUTIR_5 | BUTIR_6 | BUTIR_7 | BUTIR_8 | NILAI_ |
|----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|--------|
| BUTIR_1 Pearson Correlation | 1 | .468** | -.027 | .220 | .156 | .048 | -.055 | .014 | .510** |
| Sig. (2-tailed) | | .003 | .871 | .179 | .343 | .771 | .740 | .935 | .001 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_2 Pearson Correlation | .468** | 1 | .317* | .108 | .160 | .085 | .061 | .093 | .644** |
| Sig. (2-tailed) | .003 | | .049 | .514 | .330 | .607 | .714 | .572 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_3 Pearson Correlation | -.027 | .317* | 1 | -.184 | -.028 | .029 | .000 | -.205 | .723 |
| Sig. (2-tailed) | .871 | .049 | | .262 | .864 | .861 | 1.000 | .211 | .003 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_4 Pearson Correlation | .220 | .108 | -.184 | 1 | .154 | .276 | .156 | .464** | .447** |
| Sig. (2-tailed) | .179 | .514 | .262 | | .349 | .089 | .343 | .003 | .004 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_5 Pearson Correlation | .156 | .160 | -.028 | .154 | 1 | .464** | .087 | .257 | .600** |
| Sig. (2-tailed) | .343 | .330 | .864 | .349 | | .003 | .600 | .114 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_6 Pearson Correlation | .048 | .085 | .029 | .276 | .464** | 1 | .059 | .366* | .591** |
| Sig. (2-tailed) | .771 | .607 | .861 | .089 | .003 | | .721 | .022 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_7 Pearson Correlation | -.055 | .061 | .000 | .156 | .087 | .059 | 1 | .148 | .331* |
| Sig. (2-tailed) | .740 | .714 | 1.000 | .343 | .600 | .721 | | .369 | .004 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_8 Pearson Correlation | .014 | .093 | -.205 | .464** | .257 | .366* | .148 | 1 | .484** |
| Sig. (2-tailed) | .935 | .572 | .211 | .003 | .114 | .022 | .369 | | .002 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| NILAI_ TOTAL Pearson Correlation | .510** | .644** | .273 | .447** | .600** | .591** | .331* | .484** | 1 |
| Sig. (2-tailed) | .001 | .000 | .093 | .004 | .000 | .000 | .040 | .002 | |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |

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

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

Lampiran 7

Uji Validitas Variabel Kepemimpinan X1

Correlations

| | | BUTIR_1 | BUTIR_2 | BUTIR_3 | BUTIR_4 | BUTIR_5 | BUTIR_6 | BUTIR_7 | BUTIR_8 | NILAI_ TOTAL |
|--------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|--------------|
| BUTIR_1 | Pearson Correlation | 1 | .205 | .260 | .329* | .310* | .351* | .250 | .088 | .615** |
| | Sig. (2-tailed) | | .182 | .088 | .029 | .040 | .019 | .101 | .572 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_2 | Pearson Correlation | .205 | 1 | .508** | .124 | .205 | -.089 | -.198 | .203 | .464** |
| | Sig. (2-tailed) | .182 | | .000 | .424 | .182 | .566 | .198 | .186 | .002 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_3 | Pearson Correlation | .260 | .508** | 1 | .150 | .291 | -.010 | .123 | .033 | .573** |
| | Sig. (2-tailed) | .088 | .000 | | .332 | .055 | .947 | .427 | .830 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUIR_4 | Pearson Correlation | .329* | .124 | .150 | 1 | .076 | .383* | -.035 | .217 | .531** |
| | Sig. (2-tailed) | .029 | .424 | .332 | | .622 | .010 | .822 | .158 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_5 | Pearson Correlation | .310* | .205 | .291 | .076 | 1 | .238 | .097 | .036 | .515** |
| | Sig. (2-tailed) | .040 | .182 | .055 | .622 | | .120 | .532 | .818 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_6 | Pearson Correlation | .351* | -.089 | -.010 | .383* | .238 | 1 | .447** | -.035 | .602** |
| | Sig. (2-tailed) | .019 | .566 | .947 | .010 | .120 | | .002 | .823 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_7 | Pearson Correlation | .250 | -.198 | .123 | -.035 | .097 | .447** | 1 | -.082 | .444** |
| | Sig. (2-tailed) | .101 | .198 | .427 | .822 | .532 | .002 | | .598 | .003 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_8 | Pearson Correlation | .088 | .203 | .033 | .217 | .036 | -.035 | -.082 | 1 | .345* |
| | Sig. (2-tailed) | .572 | .186 | .830 | .158 | .818 | .823 | .598 | | .022 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| NILAI_TO TAL | Pearson Correlation | .615** | .464** | .573** | .531** | .515** | .602** | .444** | .345* | 1 |
| | Sig. (2-tailed) | .000 | .002 | .000 | .000 | .000 | .000 | .003 | .022 | |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |

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

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

Lampiran 8

Uji Validitas Variabel Disiplin Kerja X2

Correlations

| | | BUTIR_1 | BUTIR_2 | BUTIR_3 | BUTIR_4 | BUTIR_5 | BUTIR_6 | BUTIR_7 | BUTIR_8 | NILAI_ TOTAL |
|------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|--------------|
| BUTIR_1 | Pearson Correlation | 1 | .154 | .276 | .156 | .464** | .323* | .247 | .129 | .585** |
| | Sig. (2-tailed) | | .349 | .089 | .343 | .003 | .045 | .129 | .433 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_2 | Pearson Correlation | .154 | 1 | .464** | .087 | .257 | -.096 | -.254 | .227 | .430** |
| | Sig. (2-tailed) | .349 | | .003 | .600 | .114 | .560 | .118 | .164 | .006 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_3 | Pearson Correlation | .276 | .464** | 1 | .059 | .366* | .020 | .149 | .049 | .573** |
| | Sig. (2-tailed) | .089 | .003 | | .721 | .022 | .905 | .366 | .767 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_4 | Pearson Correlation | .156 | .087 | .059 | 1 | .148 | .410** | -.025 | .262 | .503** |
| | Sig. (2-tailed) | .343 | .600 | .721 | | .369 | .010 | .879 | .108 | .001 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_5 | Pearson Correlation | .464** | .257 | .366* | .148 | 1 | .238 | .088 | .029 | .583** |
| | Sig. (2-tailed) | .003 | .114 | .022 | .369 | | .145 | .596 | .862 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_6 | Pearson Correlation | .323* | -.096 | .020 | .410** | .238 | 1 | .430** | -.039 | .607** |
| | Sig. (2-tailed) | .045 | .560 | .905 | .010 | .145 | | .006 | .815 | .000 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_7 | Pearson Correlation | .247 | -.254 | .149 | -.025 | .088 | .430** | 1 | -.089 | .435** |
| | Sig. (2-tailed) | .129 | .118 | .366 | .879 | .596 | .006 | | .590 | .003 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_8 | Pearson Correlation | .129 | .227 | .049 | .262 | .029 | -.039 | -.089 | 1 | .375* |
| | Sig. (2-tailed) | .433 | .164 | .767 | .108 | .862 | .815 | .590 | | .001 |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| NILAI_ TAL | Pearson Correlation | .585** | .430** | .573** | .503** | .583** | .607** | .435** | .375* | 1 |
| | Sig. (2-tailed) | .000 | .006 | .000 | .001 | .000 | .000 | .006 | .019 | |
| | N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |

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

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

Lampiran 9

Uji Validitas Variabel Motivasi Kerja X3

Correlations

| | BUTIR_1 | BUTIR_2 | BUTIR_3 | BUTIR_4 | BUTIR_5 | BUTIR_6 | BUTIR_7 | BUTIR_8 | NILAI_ |
|------------------|---------|---------|---------|---------|---------|---------|---------|---------|--------|
| | TOTAL | | | | | | | | |
| BUTIR_1 Pearson | | | | | | | | | |
| Correlation | 1 | .182 | -.116 | .268 | .257 | .249 | .170 | .035 | .523** |
| Sig. (2-tailed) | | .267 | .481 | .099 | .114 | .126 | .301 | .834 | .001 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_2 Pearson | | | | | | | | | |
| Correlation | .182 | 1 | .044 | .320* | .358* | .393* | .179 | .264 | .614** |
| Sig. (2-tailed) | .267 | | .789 | .047 | .025 | .013 | .277 | .105 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_3 Pearson | | | | | | | | | |
| Correlation | -.116 | .044 | 1 | -.074 | -.041 | .020 | .126 | .243 | .503 |
| Sig. (2-tailed) | .481 | .789 | | .653 | .805 | .905 | .446 | .136 | .002 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_4 Pearson | | | | | | | | | |
| Correlation | .268 | .320* | -.074 | 1 | .370* | .302 | .193 | .277 | .609** |
| Sig. (2-tailed) | .099 | .047 | .653 | | .020 | .062 | .239 | .088 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_5 Pearson | | | | | | | | | |
| Correlation | .257 | .358* | -.041 | .370* | 1 | .612** | .084 | .172 | .671** |
| Sig. (2-tailed) | .114 | .025 | .805 | .020 | | .000 | .609 | .296 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_6 Pearson | | | | | | | | | |
| Correlation | .249 | .393* | .020 | .302 | .612** | 1 | .178 | .347* | .741** |
| Sig. (2-tailed) | .126 | .013 | .905 | .062 | .000 | | .279 | .030 | .000 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_7 Pearson | | | | | | | | | |
| Correlation | .170 | .179 | .126 | .193 | .084 | .178 | 1 | -.103 | .416** |
| Sig. (2-tailed) | .301 | .277 | .446 | .239 | .609 | .279 | | .533 | .004 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| BUTIR_8 Pearson | | | | | | | | | |
| Correlation | .035 | .264 | .243 | .277 | .172 | .347* | -.103 | 1 | .517** |
| Sig. (2-tailed) | .834 | .105 | .136 | .088 | .296 | .030 | .533 | | .001 |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |
| NILAI_TO Pearson | | | | | | | | | |
| TAL Correlation | .523** | .614** | .203 | .609** | .671** | .741** | .416** | .517** | 1 |
| Sig. (2-tailed) | .001 | .000 | .216 | .000 | .000 | .000 | .008 | .001 | |
| N | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 44 |

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

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

Lampiran 10

Uji Reliabilitas Variabel Kinerja Karyawan Y

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .547 | 8 |

Lampiran 11

Uji Reliabilitas Variabel Kepemimpinan X1

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .572 | 8 |

Lampiran 12

Uji Realibilitas Variabel Disiplin Kerja X2

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .636 | 8 |

Lampiran 13

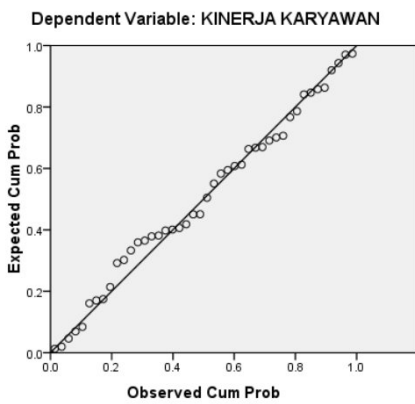
Uji Realibilitas Variabel Motivasi Kerja X3

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .559 | 8 |

Lampiran 14

Hasil Uji Normalitas I

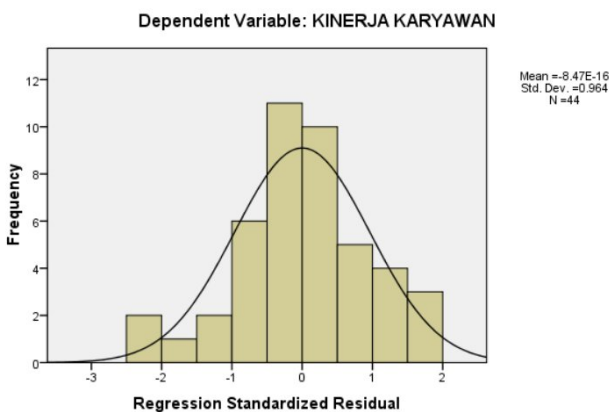
Normal P-P Plot of Regression Standardized Residual



Lampiran 15

Hasil Uji Normalitas II

Histogram



Lampiran 16

Hasil Uji Normalitas III

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 44 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .93685269 |
| Most Extreme Differences | Absolute | .142 |
| | Positive | .102 |
| | Negative | -.142 |
| Test Statistic | | .142 |
| Asymp. Sig. (2-tailed) | | .200 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 17

Hasil Uji Linearitas Kepemimpinan terhadap Kinerja Karyawan

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X1 | Between Groups | (Combined) | 155.173 | 8 | 19.397 | 9.488 | .000 |
| | | Linearity | 135.187 | 1 | 135.187 | 66.125 | .000 |
| | | Deviation from Linearity | 19.986 | 7 | 2.855 | 1.397 | .238 |
| Within Groups | | | 71.555 | 35 | 2.044 | | |
| Total | | | 226.727 | 43 | | | |

Lampiran 18

Hasil Uji Linearitas Disiplin terhadap Kinerja Karyawan

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X2 | Between Groups | (Combined) | 173.549 | 10 | 17.355 | 10.770 | .000 |
| | | Linearity | 153.967 | 1 | 153.967 | 95.545 | .000 |
| | | Deviation from Linearity | 19.581 | 9 | 2.176 | 1.350 | .250 |
| Within Groups | | | 53.179 | 33 | 1.611 | | |
| Total | | | 226.727 | 43 | | | |

Lampiran 19

Hasil Uji Linearitas Motivasi Kerja terhadap Kinerja Karyawan

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X3 | Between Groups | (Combined) | 102.532 | 10 | 10.253 | 2.724 | .015 |
| | | Linearity | 69.049 | 1 | 69.049 | 18.347 | .000 |
| | | Deviation from Linearity | 33.483 | 9 | 3.720 | .989 | .468 |
| Within Groups | | | 124.195 | 33 | 3.763 | | |
| Total | | | 226.727 | 43 | | | |

Lampiran 20

Hasil Uji Multikolinearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .410 | 1.901 | | .216 | .830 | | |
| | X1 | .487 | .096 | .469 | 5.047 | .000 | .483 | 1.418 |
| | X2 | .507 | .068 | .577 | 7.508 | .000 | .705 | 1.418 |
| | X3 | .457 | .093 | .257 | 3.302 | .000 | .551 | 1.418 |

a. Dependent Variable: Y

Lampiran 21

Hasil Uji Regresi Linear Berganda Uji-t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .410 | 1.901 | | .216 | .830 |
| | X1 | .487 | .096 | .469 | 5.047 | .000 |
| | X2 | .507 | .068 | .577 | 7.508 | .000 |
| | X3 | .457 | .093 | .257 | 3.302 | .000 |

a. Dependent Variable: Y

Lampiran 22

Hasil Uji Regresi Linear Berganda Uji-F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 188.986 | 3 | 62.995 | 66.766 | .000 ^b |
| | Residual | 37.741 | 40 | .944 | | |
| | Total | 226.727 | 43 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Lampiran 23

Uji Determinasi R

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .913 ^a | .834 | .821 | .971 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y



PT. GLOBALINDO ABADI SENTOSA
Jl. Jend. Suprpto No. 113A Bandar Lampung
0721 5600519

Bandar Lampung, 12 Januari 2023

Menanggapi surat Saudara Nomor : 003/DMJ/DFEB/BAAK/I-23 Tanggal 05 Januari 2023 perihal "Permohonan Izin Penelitian", pada mahasiswa/i :

Nama : Helen Ramada Tasiya
NPM : 1921110136
PRODI : Manajemen

Dengan ini di beritahukan bahwa kami tidak keberatan dengan permohonan yang dimaksud. Untuk pelaksanaan selanjutnya supaya mahasiswa/i yang bersangkutan bisa berhubungan komunikasi langsung dengan HRD PT. **Globalindo Abadi Sentosa**.

Demikian surat ini kami sampaikan semoga dapat membantu dan dapat di pergunakan sebagaimana mestinya dan atas kerjasamanya kami ucapkan terimakasih.



PT. Globalindo Abadi Sentosa