

LAMPIRAN

DAFTAR PERNYATAAN

Disiplin Kerja (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Kehadiran						
1	Saya tidak pernah absen dari pekerjaan saya tanpa alasan					
2	Saya datang tepat waktu saat bekerja					
Ketaatan pada Peraturan Kerja						
3	Saya dapat mematuhi peraturan sesuai dengan standar kerja yang telah ditetapkan perusahaan					
4	Saya selalu mematuhi tata tertib yang telah ditetapkan oleh perusahaan					
Ketaatan pada Standar Kerja						
5	Setiap pegawai datang dan pulang tepat pada waktu yang telah ditetapkan					
6	Saya taat pada standar operasional perusahaan (SOP) dalam melaksanakan pekerjaan					
Tingkat Kewaspadaan Tinggi						
7	Pegawai yang bekerja harus menjaga keamanan peralatan yang ada di kantor					
8	Pimpinan aktif dalam melaksanakan pengawasan dalam bekerja					
Bekerja Keras						
9	Saya selalu bersungguh – sungguh dalam melaksanakan tugas yang telah diberikan kepada saya					
10	Saya dapat memunculkan ide – ide baru untuk meningkatkan hasil kerja					

Sumber: Dessler dalam Audina (2017)

Budaya Organisasi (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Inovasi dan Keberanian Mengambil Resiko						
1	Pegawai selalu menciptakan ide-ide yang kreatif dalam pekerjaan.					
2	Pegawai berinisiatif sendiri untuk menyelesaikan pekerjaan yang beresiko					
Perhatian pada hal hal rinci						
3	Atasan mendorong pegawai untuk meningkatkan kreatifitas agar pekerjaan yang sulit dapat diselesaikan dengan baik.					
4	Atasan selau memberikan dukungan dalam menyelesaikan pekerjaan pegawai					
Orientasi Hasil						
5	Setiap bekerja pegawai lebih mengutamakan terhadap pelayanan umum daripada kepentingan pribadi/kelompok.					
6	Pelayanan yang pegawai berikan sesuai dengan prosedur yang telah ditetapkan.					
Orientasi Orang						
7	Apabila diberikan tugas pekerjaan saya berusaha menyelesaikan dengan baik.					
8	Saya benar-benar patuh pada peraturan di perusahaan.					
Orientasi Tim						
9	Saya lebih senang menyelesaikan pekerjaan dengan kerja sama tim.					
10	Jika timbul permasalahan ditempat kerja selalu diselesaikan bersama-sama.					
Keagresifan						

11	Atasan selalu mengarahkan para karyawan untuk bertindak agresif dalam menyelesaikan pekerjaannya					
12	Saya mampu menyelesaikan pekerjaan secara cepat dan tepat.					
Stabilitas						
13	Hasil perjaan yang saya lakukan sudah sesuai stantad operasional prosedur (SOP) yang ditetapkan oleh perusahaan.					
14	Supervisi pekerjaan yang diberikan sesuai dengan pengetahuan, kemampuan dan skill yang saya miliki.					

Sumber: Sudarmanto (2014)

Kinerja Pegawai (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Kualitas Kerja						
1	Saya berusaha menghasilkan kualitas kerja yang baik dibandingkan dengan rekan kerja					
2	Standar kualitas kerja yang telah ditetapkan oleh perusahaan selama ini dapat saya capai dengan baik					
Kuantitas Kerja						
3	Saya selalu berusaha mencapai target kerja yang di tetapkan perusahaan					
4	Saya diberikan kesempatan berinisiatif sendiri untuk mencapai target kerja yang ditetapkan perusahaan.					
Ketetapan Waktu						
5	Saya sadar disiplin waktu kewajiban para karyawan					
6	karyawan mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.					
Efektivitas						
7	Saya selalu berinisiatif dalam memperbaiki dan mengatasi setiap masalah pekerjaan.					
8	Saya mampu bereaksi untuk mengubah situasi/kondisi, apabila terjadi masalah pekerjaan didalam perusahaan.					
Kemandirian						
9	Saya mampu menyelesaikan setiap masalah-masalah dalam pekerjaan.					
10	Saya mampu mempercepat menyelesaikan pekerjaaa sebelum batas waktu yang ditentukan.					

Sumber: Hartoyo, A.R., (2019)

Lampiran 2

HasiljawabankuesionerResponden

- HasiljawabanVariabel Disiplin Kerja (X_1)

No responden	ButirPernyataan										Total
	p1	p2	p3	p4	p5	p6	p7	p8	p9	P10	
1	5	3	3	4	5	5	5	4	5	4	43
2	4	4	4	4	3	4	4	5	5	5	42
3	4	4	4	5	4	5	5	4	4	4	43
4	5	3	4	5	4	5	5	4	4	4	43
5	4	4	4	5	4	5	5	3	4	3	41
6	5	3	3	4	5	5	5	4	3	4	41
7	4	4	4	4	3	5	3	5	5	5	42
8	4	5	5	5	4	3	4	5	5	5	45
9	5	4	4	5	5	5	5	3	3	3	42
10	4	4	3	5	3	3	5	5	4	5	41
11	4	4	3	4	3	4	4	4	3	4	37
12	5	5	5	5	4	4	5	5	5	5	48
13	5	4	4	4	4	5	4	5	5	5	45
14	4	4	4	5	4	5	3	5	5	5	44
15	4	4	4	3	3	4	4	5	4	5	40
16	4	4	4	3	5	4	3	5	4	5	41
17	3	5	3	4	4	3	4	3	3	3	35
18	2	5	4	4	4	4	5	5	3	5	41
19	4	4	3	4	5	3	4	5	3	5	40
20	5	5	5	5	5	3	5	4	4	4	45
21	3	3	4	4	4	3	3	4	3	4	35
22	3	2	4	4	4	4	3	5	4	5	38
23	4	3	4	2	2	4	5	5	5	5	39

24	1	5	4	4	3	3	3	4	3	4	34
25	2	3	3	4	5	4	5	4	3	4	37
26	3	3	5	5	4	5	4	4	4	4	41
27	4	3	2	3	2	3	3	4	4	4	32
28	2	2	3	3	2	2	4	3	3	3	27
29	4	3	4	4	2	4	3	4	5	4	37
30	3	4	3	5	3	1	3	3	3	4	32
31	3	3	3	3	5	3	2	5	4	4	35
32	3	3	2	3	2	3	4	4	4	3	31
33	1	2	2	3	2	3	3	5	4	5	30
34	4	3	3	4	4	2	4	4	4	5	37
35	3	3	4	4	2	3	4	5	4	3	35
Total	127	127	127	142	127	131	140	151	138	149	1359

Hasil Jawaban Variabel Budaya Organisasi (X₂)

No respon den	Butir Pernyataan														
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1 0	P1 1	P1 2	P1 3	P1 4	Tot al
1	3	4	3	4	4	4	4	4	3	4	4	4	2	5	52
2	5	5	5	5	4	4	4	4	5	4	4	4	4	4	61
3	2	4	2	4	5	5	5	5	4	4	5	5	3	4	57
4	5	5	5	5	4	4	4	4	3	4	4	4	3	5	59
5	3	3	3	3	3	3	3	3	3	4	3	3	2	4	43
6	4	4	4	4	4	4	4	4	4	4	4	4	5	5	58
7	3	5	3	5	5	5	5	5	5	5	5	5	4	4	64
8	3	4	3	4	4	4	4	4	4	4	4	4	5	4	55
9	2	2	2	2	3	3	3	3	3	4	3	3	3	4	40
10	5	4	5	4	5	5	5	5	5	5	5	5	5	5	68
11	3	4	3	4	4	4	4	4	4	4	4	4	3	3	52
12	4	3	4	3	4	4	4	4	5	4	4	4	3	3	53
13	4	5	4	5	5	5	5	5	5	4	5	5	2	4	63
14	4	5	4	5	4	4	4	4	4	5	4	4	3	4	58
15	5	5	5	5	5	5	5	5	5	4	5	5	3	4	66
16	3	3	3	3	4	4	4	4	3	4	4	4	3	4	50
17	4	4	4	4	4	4	4	4	3	3	4	4	2	4	52
18	5	4	5	4	5	5	5	5	3	4	5	5	4	4	63
19	5	4	5	4	4	4	4	4	4	4	4	4	3	4	57
20	4	4	4	4	4	4	4	4	4	4	4	4	5	4	57
21	4	4	4	4	5	5	5	5	4	5	5	5	5	5	65
22	4	4	4	4	5	5	5	5	4	4	5	5	4	4	62
23	4	5	4	5	4	4	4	4	5	4	4	4	4	4	59

24	3	4	3	4	4	4	4	4	4	4	4	4	4	5	55
25	5	3	5	3	4	4	4	4	3	4	4	4	4	4	55
26	4	4	4	4	4	4	4	4	4	4	4	4	4	3	55
27	4	3	4	3	4	4	4	4	3	4	4	4	4	5	54
28	5	5	3	5	5	4	4	4	3	3	4	4	4	5	58
29	4	4	4	4	4	4	4	4	3	3	4	4	4	4	54
30	4	4	4	4	3	3	3	3	4	2	3	3	4	3	47
31	4	4	5	5	4	4	4	4	2	4	4	4	4	4	56
32	3	4	3	4	4	4	4	4	4	5	4	4	4	5	56
33	4	4	4	4	5	5	5	5	4	5	5	5	5	5	65
34	4	4	4	4	4	4	4	3	4	4	4	3	4	3	53
35	3	5	3	5	5	5	4	5	5	5	5	5	4	4	63
Total	135	142	134	143	148	147	146	146	135	142	147	146	125	145	1.985

Hasil Jawaban Kuesioner Kinerja Pegawai (Y)

No Responden	Butir Pernyataan										Hasil
	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	
1	4	4	4	4	5	3	4	3	4	3	38
2	4	4	4	4	5	5	5	3	5	5	44
3	5	5	4	4	4	2	4	4	4	4	40
4	4	4	4	4	4	5	4	4	3	5	41
5	3	3	4	4	4	4	3	3	3	3	34
6	4	4	4	4	3	4	4	4	4	4	39
7	5	5	5	5	5	3	5	5	5	5	48
8	4	4	4	4	5	3	5	4	4	4	41
9	3	3	4	4	3	2	3	2	3	2	29
10	5	5	3	3	4	5	5	4	5	4	43
11	4	4	4	4	4	3	4	4	4	4	39
12	4	4	4	4	5	4	5	3	5	3	41
13	5	5	3	4	5	4	5	5	5	5	46
14	4	4	4	4	5	4	5	5	5	5	45
15	5	5	3	3	4	5	5	5	2	4	41
16	4	4	4	4	4	3	5	3	5	3	39
17	4	4	3	3	3	4	3	4	4	4	36
18	5	5	4	4	3	5	5	4	4	4	43
19	4	4	4	4	3	5	5	4	4	4	41
20	4	4	4	4	4	4	4	4	4	4	40
21	5	5	5	5	3	4	4	4	4	4	43
22	5	5	4	4	4	4	5	4	4	4	43
23	4	4	4	4	5	4	5	5	4	5	44
24	4	4	4	4	3	3	4	4	4	4	38

25	4	4	4	4	3	5	4	3	4	3	38
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	4	4	4	4	4	3	4	5	40
28	5	4	4	4	3	3	3	3	4	5	38
29	4	4	3	3	5	3	4	3	4	5	38
30	3	3	2	2	3	4	4	4	4	3	32
31	4	4	4	4	3	2	3	2	3	4	33
32	4	4	5	5	3	3	4	4	5	4	41
33	5	5	5	5	4	4	4	4	3	4	43
34	4	4	4	4	4	4	5	5	5	4	43
35	4	4	4	4	4	4	4	4	3	3	38
Total	147	146	130	138	137	132	149	133	141	140	1.400

Lampiran 3

Hasil uji frekuensi karakteristik berdasarkan responden

Karakteristik berdasarkan Jenis Kelamin Responden

JenisKelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki Laki	8	17.4	22.9	22.9
	Perempuan	27	58.7	77.1	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

MasaKerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 6 bulan	14	30.4	40.0	40.0
	7 - 15 bulan	15	32.6	42.9	82.9
	>15 tahun	6	13.0	17.1	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Karakteristik berdasarkan Usia Responden

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 30 tahun	24	52.2	68.6	68.6
	31 - 40 tahun	11	23.9	31.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Karakteristik berdasarkan Pekerjaan Responden

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	33	71.7	94.3	94.3
	D4/S1	2	4.3	5.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Lampiran 4

**Hasil Uji frekuensi jawaban Responden
Variabel Disiplin Kerja (X1)**

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.3	5.7	5.7
	2	3	6.5	8.6	14.3
	3	8	17.4	22.9	37.1
	4	15	32.6	42.9	80.0
	5	7	15.2	20.0	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	8.6	8.6
	3	13	28.3	37.1	45.7
	4	13	28.3	37.1	82.9
	5	6	13.0	17.1	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	8.6	8.6
	3	11	23.9	31.4	40.0
	4	17	37.0	48.6	88.6
	5	4	8.7	11.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	7	15.2	20.0	22.9
	4	16	34.8	45.7	68.6
	5	11	23.9	31.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	15.2	20.0	20.0
	3	7	15.2	20.0	40.0
	4	13	28.3	37.1	77.1
	5	8	17.4	22.9	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.2	2.9	2.9
	2	2	4.3	5.7	8.6
	3	12	26.1	34.3	42.9
	4	10	21.7	28.6	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	10	21.7	28.6	31.4
	4	12	26.1	34.3	65.7
	5	12	26.1	34.3	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.9	14.3	14.3
	4	14	30.4	40.0	54.3
	5	16	34.8	45.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	23.9	31.4	31.4
	4	15	32.6	42.9	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	17.1	17.1
	4	14	30.4	40.0	57.1
	5	15	32.6	42.9	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	1	2.2	2.9	2.9
	30	1	2.2	2.9	5.7
	31	1	2.2	2.9	8.6
	32	2	4.3	5.7	14.3
	34	1	2.2	2.9	17.1
	35	4	8.7	11.4	28.6
	37	4	8.7	11.4	40.0
	38	1	2.2	2.9	42.9
	39	1	2.2	2.9	45.7
	40	2	4.3	5.7	51.4
	41	6	13.0	17.1	68.6
	42	3	6.5	8.6	77.1
	43	3	6.5	8.6	85.7
	44	1	2.2	2.9	88.6
	45	3	6.5	8.6	97.1
	48	1	2.2	2.9	100.0
Total		35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Variabel Budaya Organisasi (X2)**Q1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	5.7	5.7
	3	9	19.6	25.7	31.4
	4	16	34.8	45.7	77.1
	5	8	17.4	22.9	100.0
	Total		35	76.1	100.0
Missing	System	11	23.9		
Total		46	100.0		

Q2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	5	10.9	14.3	17.1
	4	20	43.5	57.1	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	5.7	5.7
	3	10	21.7	28.6	34.3
	4	15	32.6	42.9	77.1
	5	8	17.4	22.9	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	5	10.9	14.3	17.1
	4	19	41.3	54.3	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	21	45.7	60.0	68.6
	5	11	23.9	31.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	22	47.8	62.9	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	23	50.0	65.7	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.7	11.4	11.4
	4	21	45.7	60.0	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	11	23.9	31.4	34.3
	4	15	32.6	42.9	77.1
	5	8	17.4	22.9	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	3	6.5	8.6	11.4
	4	24	52.2	68.6	80.0
	5	7	15.2	20.0	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	22	47.8	62.9	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.7	11.4	11.4
	4	21	45.7	60.0	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	8.7	11.4	11.4
	3	9	19.6	25.7	37.1
	4	16	34.8	45.7	82.9
	5	6	13.0	17.1	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Q14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.9	14.3	14.3
	4	20	43.5	57.1	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	40	1	2.2	2.9	2.9
	43	1	2.2	2.9	5.7
	47	1	2.2	2.9	8.6
	50	1	2.2	2.9	11.4
	52	3	6.5	8.6	20.0
	53	2	4.3	5.7	25.7
	54	2	4.3	5.7	31.4
	55	4	8.7	11.4	42.9
	56	2	4.3	5.7	48.6
	57	3	6.5	8.6	57.1
	58	3	6.5	8.6	65.7
	59	2	4.3	5.7	71.4
	61	1	2.2	2.9	74.3
	62	1	2.2	2.9	77.1
	63	3	6.5	8.6	85.7
	64	1	2.2	2.9	88.6
	65	2	4.3	5.7	94.3
	66	1	2.2	2.9	97.1
	68	1	2.2	2.9	100.0
Total		35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

Variabel Kinerja Pegawai

R1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	22	47.8	62.9	71.4
	5	10	21.7	28.6	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	8.6	8.6
	4	23	50.0	65.7	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	5	10.9	14.3	17.1
	4	25	54.3	71.4	88.6
	5	4	8.7	11.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	4	8.7	11.4	14.3
	4	26	56.5	74.3	88.6
	5	4	8.7	11.4	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	26.1	34.3	34.3
	4	14	30.4	40.0	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	8.6	8.6
	3	9	19.6	25.7	34.3
	4	16	34.8	45.7	80.0
	5	7	15.2	20.0	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.9	14.3	14.3
	4	16	34.8	45.7	60.0
	5	14	30.4	40.0	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	5.7	5.7
	3	9	19.6	25.7	31.4
	4	18	39.1	51.4	82.9
	5	6	13.0	17.1	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	6	13.0	17.1	20.0
	4	19	41.3	54.3	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

R10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.9	2.9
	3	7	15.2	20.0	22.9
	4	18	39.1	51.4	74.3
	5	9	19.6	25.7	100.0
	Total	35	76.1	100.0	
Missing	System	11	23.9		
Total		46	100.0		

TOTAL_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	29	1	2.2	2.9	2.9
	32	1	2.2	2.9	5.7
	33	1	2.2	2.9	8.6
	34	1	2.2	2.9	11.4
	36	1	2.2	2.9	14.3
	38	6	13.0	17.1	31.4
	39	3	6.5	8.6	40.0
	40	4	8.7	11.4	51.4
	41	6	13.0	17.1	68.6
	43	6	13.0	17.1	85.7
	44	2	4.3	5.7	91.4
	45	1	2.2	2.9	94.3
	46	1	2.2	2.9	97.1
	48	1	2.2	2.9	100.0
	Total		35	76.1	100.0
Missing	System	11	23.9		
Total		46	100.0		

Lampiran 5

Hasil Uji Validitas

Disiplin Kerja (X1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL_ X1
P1	Pearson Correlation	1	.221	.307	.329	.362*	.460**	.402*	.041	.434**	.122	.710**
	Sig. (2-tailed)		.202	.073	.054	.033	.005	.017	.816	.009	.485	.000
	N	35	35	35	35	35	35	35	35	35	35	35
P2	Pearson Correlation	.221	1	.464**	.449**	.290	.053	.230	.051	.011	.151	.528**
	Sig. (2-tailed)	.202		.005	.007	.091	.760	.184	.773	.949	.386	.001
	N	35	35	35	35	35	35	35	35	35	35	35
P3	Pearson Correlation	.307	.464**	1	.488**	.281	.374*	.208	.207	.346*	.213	.694**
	Sig. (2-tailed)	.073	.005		.003	.102	.027	.230	.232	.042	.218	.000
	N	35	35	35	35	35	35	35	35	35	35	35
P4	Pearson Correlation	.329	.449**	.488**	1	.406*	.230	.335*	-.236	.005	-.075	.552**
	Sig. (2-tailed)	.054	.007	.003		.015	.184	.049	.172	.975	.669	.001
	N	35	35	35	35	35	35	35	35	35	35	35
P5	Pearson Correlation	.362*	.290	.281	.406*	1	.338*	.254	-.035	-.172	.088	.563**
	Sig. (2-tailed)	.033	.091	.102	.015		.047	.141	.840	.323	.616	.000
	N	35	35	35	35	35	35	35	35	35	35	35
P6	Pearson Correlation	.460**	.053	.374*	.230	.338*	1	.356*	.151	.351*	.088	.654**
	Sig. (2-tailed)	.005	.760	.027	.184	.047		.036	.387	.039	.614	.000
	N	35	35	35	35	35	35	35	35	35	35	35
P7	Pearson Correlation	.402*	.230	.208	.335*	.254	.356*	1	-.187	-.044	-.136	.476**
	Sig. (2-tailed)	.017	.184	.230	.049	.141	.036		.281	.802	.436	.004
	N	35	35	35	35	35	35	35	35	35	35	35
P8	Pearson Correlation	.041	.051	.207	-.236	-.035	.151	-.187	1	.516**	.783**	.352*
	Sig. (2-tailed)	.816	.773	.232	.172	.840	.387	.281		.002	.000	.038

P9	N	35	35	35	35	35	35	35	35	35	35	35	35	35
	Pearson Correlation	.434*	.011	.346*	.005	-.172	.351*	-.044	.516**	1	.442*			
	Sig. (2-tailed)	.009	.949	.042	.975	.323	.039	.802	.002		.008			
P10	N	35	35	35	35	35	35	35	35	35	35	35	35	35
	Pearson Correlation	.122	.151	.213	-.075	.088	.088	-.136	.783**	.442*	1			
	Sig. (2-tailed)	.485	.386	.218	.669	.616	.614	.436	.000	.008				
TOT AL_X1	N	35	35	35	35	35	35	35	35	35	35	35	35	35
	Pearson Correlation	.710*	.528**	.694**	.552**	.563*	.654*	.476*	.352*	.487*	.428*	1		
	Sig. (2-tailed)	.000	.001	.000	.001	.000	.000	.004	.038	.003	.010			
	N	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Variabel Budaya Organisasi (X2)

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	TOT AL_X2
Q1	Pearson Correlation	1	.350*	.899**	.348*	.241	.179	.236	.161	.055	-.148	.179	.161	.210	.092	.485**
	Sig. (2-tailed)		.040	.000	.040	.163	.304	.172	.356	.753	.397	.304	.356	.226	.599	.003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q2	Pearson Correlation	.350*	1	.253	.974**	.511**	.458**	.404*	.437**	.465**	.120	.458*	.437*	.073	.107	.669**
	Sig. (2-tailed)	.040		.143	.000	.000	.000	.016	.000	.000	.494	.006	.009	.675	.540	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q3	Pearson Correlation	.899**	.253	1	.301	.136	.188	.243	.168	.048	-.035	.188	.168	.195	-.008	.460**
	Sig. (2-tailed)	.000	.143		.079	.436	.279	.159	.334	.782	.840	.279	.334	.262	.966	.005
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q4	Pearson Correlation	.348*	.974**	.301	1	.484**	.434**	.383*	.416*	.363*	.113	.434*	.416*	.086	.096	.649**
	Sig. (2-tailed)	.040	.000			.000	.000	.030	.030	.030	.113	.030	.030	.086	.096	.000

	Sig. (2-tailed)	.040	.000	.079		.003	.009	.023	.013	.032	.517	.009	.013	.625	.583	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q5	Pearson Correlation	.241	.511**	.136	.484**	1	.959**	.920**	.925**	.373*	.426*	.959*	.925*	.247	.293	.872**
	Sig. (2-tailed)	.163	.002	.436	.003		.000	.000	.000	.027	.011	.000	.000	.153	.088	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q6	Pearson Correlation	.179	.458**	.188	.434**	.959**	1	.957**	.962**	.435**	.520*	1.000**	.962*	.235	.233	.883**
	Sig. (2-tailed)	.304	.006	.279	.009	.000		.000	.000	.009	.001	.000	.000	.174	.178	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q7	Pearson Correlation	.236	.404*	.243	.383*	.920**	.957**	1	.920**	.375*	.458*	.957*	.920*	.224	.251	.856**
	Sig. (2-tailed)	.172	.016	.159	.023	.000	.000		.000	.027	.006	.000	.000	.197	.146	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q8	Pearson Correlation	.161	.437**	.168	.416*	.925**	.962**	.920**	1	.403*	.496*	.962*	1.000**	.206	.304	.864**
	Sig. (2-tailed)	.356	.009	.334	.013	.000	.000	.000		.016	.002	.000	.000	.236	.075	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q9	Pearson Correlation	.055	.465**	.048	.363*	.375**	.435**	.375**	.403*	1	.357*	.435*	.403*	.179	-.184	.518**
	Sig. (2-tailed)	.753	.005	.782	.032	.027	.009	.027	.016		.035	.009	.016	.304	.290	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q10	Pearson Correlation	-.148	.120	-.035	.113	.426**	.528**	.458**	.496**	.357*	1	.520*	.496*	.237	.335*	.500**
	Sig. (2-tailed)	.397	.494	.840	.517	.011	.001	.006	.002	.035		.001	.002	.171	.049	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q11	Pearson Correlation	.179	.458**	.188	.434**	.959**	1.000**	.957**	.962**	.435**	.520*	1	.962*	.235	.233	.883**
	Sig. (2-tailed)	.304	.006	.279	.009	.000	.000	.000	.000	.009	.001		.000	.174	.178	.000

	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q12	Pearson Correlation	.161	.437**	.168	.416*	.925**	.962**	.920**	1.000*	.403*	.496*	.962*	1	.206	.304	.864**
	Sig. (2-tailed)	.356	.009	.334	.013	.000	.000	.000	.000	.016	.002	.000		.236	.075	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q13	Pearson Correlation	.210	.073	.195	.086	.247	.235	.224	.206	.179	.237	.235	.206	1	.230	.420*
	Sig. (2-tailed)	.226	.675	.262	.625	.153	.174	.197	.236	.304	.171	.174	.236		.183	.012
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Q14	Pearson Correlation	.092	.107	-.008	.096	.293	.233	.251	.304	-.184	.335*	.233	.304	.230	1	.339*
	Sig. (2-tailed)	.599	.540	.966	.583	.088	.178	.146	.075	.290	.049	.178	.075	.183		.046
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TOT AL_X2	Pearson Correlation	.485**	.669**	.460**	.649**	.872**	.883**	.856**	.864**	.518**	.500*	.883*	.864*	.420*	.339*	1
	Sig. (2-tailed)	.003	.000	.005	.000	.000	.000	.000	.000	.001	.002	.000	.000	.012	.046	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Variabel Kinerja Pegawai (Y)

Correlations

		R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	TOTAL_Y
R1	Pearson Correlation	1	.957**	.214	.290	.103	.149	.374*	.404*	.121	.460**	.676**
	Sig. (2-tailed)		.000	.217	.092	.555	.392	.027	.016	.487	.005	.000
	N	35	35	35	35	35	35	35	35	35	35	35
R2	Pearson Correlation	.957**	1	.213	.293	.167	.199	.477**	.468**	.127	.405*	.721**
	Sig. (2-tailed)	.000		.220	.088	.339	.252	.004	.005	.468	.016	.000
	N	35	35	35	35	35	35	35	35	35	35	35
R3	Pearson Correlation	.214	.213	1	.961**	-.016	-.202	-.016	-.036	.070	.063	.329
	Sig. (2-tailed)	.217	.220		.000	.928	.245	.929	.837	.690	.721	.054
	N	35	35	35	35	35	35	35	35	35	35	35
R4	Pearson Correlation	.290	.293	.961**	1	.053	-.196	.037	.037	.137	.130	.416*

	Sig. (2-tailed)	.092	.088	.000		.763	.259	.835	.831	.433	.458	.013
	N	35	35	35	35	35	35	35	35	35	35	35
R5	Pearson Correlation	.103	.167	-.016	.053	1	.013	.525**	.255	.307	.344*	.515**
	Sig. (2-tailed)	.555	.339	.928	.763		.939	.001	.139	.073	.043	.002
	N	35	35	35	35	35	35	35	35	35	35	35
R6	Pearson Correlation	.149	.199	-.202	-.196	.013	1	.433**	.353*	.010	.175	.399*
	Sig. (2-tailed)	.392	.252	.245	.259	.939		.009	.037	.953	.315	.018
	N	35	35	35	35	35	35	35	35	35	35	35
R7	Pearson Correlation	.374*	.477**	-.016	.037	.525**	.433**	1	.569**	.491**	.274	.766**
	Sig. (2-tailed)	.027	.004	.929	.835	.001	.009		.000	.003	.112	.000
	N	35	35	35	35	35	35	35	35	35	35	35
R8	Pearson Correlation	.404*	.468**	-.036	.037	.255	.353*	.569**	1	.207	.433**	.682**
	Sig. (2-tailed)	.016	.005	.837	.831	.139	.037	.000		.232	.009	.000
	N	35	35	35	35	35	35	35	35	35	35	35
R9	Pearson Correlation	.121	.127	.070	.137	.307	.010	.491**	.207	1	.257	.499**
	Sig. (2-tailed)	.487	.468	.690	.433	.073	.953	.003	.232		.137	.002
	N	35	35	35	35	35	35	35	35	35	35	35
R10	Pearson Correlation	.460**	.405*	.063	.130	.344*	.175	.274	.433**	.257	1	.641**
	Sig. (2-tailed)	.005	.016	.721	.458	.043	.315	.112	.009	.137		.000
	N	35	35	35	35	35	35	35	35	35	35	35
TO TA L_ Y	Pearson Correlation	.676**	.721**	.329	.416*	.515**	.399*	.766**	.682**	.499**	.641**	1
	Sig. (2-tailed)	.000	.000	.054	.013	.002	.018	.000	.000	.002	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

1. Hasil Uji Reliabilitas

- **Variabel Disiplinn Kerja (X1)**

Reliability Statistics

Cronbach's Alpha	N of Items
.734	11

- **Variabel Budaya Organisasi (X2)**

Reliability Statistics

Cronbach's Alpha	N of Items
.755	15

- **Variabel Kinerja Pegawai (Y)**

Reliability Statistics

Cronbach's Alpha	N of Items
.736	11

Lampiran 6

Hasil Uji Analisis Data

1. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_Y
N		35	35	35
Normal Parameters ^{a,b}	Mean	38.83	56.71	40.00
	Std. Deviation	4.872	6.215	3.948
Most Extreme Differences	Absolute	.158	.110	.163
	Positive	.074	.075	.086
	Negative	-.158	-.110	-.163
Kolmogorov-Smirnov Z		.934	.649	.967
Asymp. Sig. (2-tailed)		.348	.793	.308

a. Test distribution is Normal.

b. Calculated from data.

2. Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.054	5.156		.786	.437		
	TOTAL_X 1	.224	.086	.276	2.597	.014	.999	1.001
	TOTAL_X 2	.481	.067	.757	7.124	.000	.999	1.001

a. Dependent Variable: TOTAL_Y

Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_X1 * TOTAL_Y	Between Groups	(Combined)	300.721	13	23.132	.960	.517
		Linearity	53.889	1	53.889	2.235	.150
		Deviation from Linearity	246.833	12	20.569	.853	.601
	Within Groups		506.250	21	24.107		
	Total		806.971	34			
TOTAL_X2 * TOTAL_Y	Between Groups	(Combined)	958.226	13	73.710	4.361	.001
		Linearity	739.389	1	739.389	43.749	.000
		Deviation from Linearity	218.838	12	18.236	1.079	.423
	Within Groups		354.917	21	16.901		
	Total		1313.143	34			

Lampiran 7

Hasil Uji Regresi Linier Berganda Uji T dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258 ^a	.067	.038	3.871

a. Predictors: (Constant), TOTAL_X1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750 ^a	.563	.550	2.649

a. Predictors: (Constant), TOTAL_X2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.799 ^a	.639	.617	2.445

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	4.054	5.156		.786	.437
1	TOTAL_X1	.224	.086	.276	2.597	.014
	TOTAL_X2	.481	.067	.757	7.124	.000

a. Dependent Variable: TOTAL_Y

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	338.734	2	169.367	28.336	.000 ^b
Residual	191.266	32	5.977		
Total	530.000	34			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Lampiran 8

Tabel Nilai-nilai r Product Moment

N	Taraf Signifikansi		N	Taraf Signifikansi	
	5 %	1 %		5 %	1 %
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384
10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,279	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,456	0,575	70	0,235	0,306
20	0,444	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,381	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,349	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105
34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081