

# LAMPIRAN

## Lampiran 1. Kuesioner

### **STRATEGI MEMPERTAHANKAN LOYALITAS KERJA DAN DISIPLIN KERJA DALAM MENINGKATKAN PRODUKTIVITAS PADA PT. DOMUS JAYA KABUPATEN LAMPUNG SELATAN**

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Kepada Yth,

Bapak/Ibu/Saudara/i Responden

Di Tempat

Dengan hormat,

Ditengah kesibukan Bapak/Ibu pada saat bertugas, perkenankan saya memohon kesediaan untuk meluangkan sedikit waktu guna mengisi kuesioner ini. Dalam rangka memenuhi syarat untuk memperoleh gelar Sarjana Ekonomi Institut Informatika dan Bisnis Darmajaya Lampung, maka saya ingin bermaksud melakukan penelitian yang berjudul “**Strategi Mempertahankan Loyalitas Kerja Dan Disiplin Kerja Dalam Meningkatkan Produktivitas Pada PT. Domus Jaya Kabupaten Lampung Selatan**”.

Saya berharap Bapak/Ibu/Saudara/i menjawab sesuai dengan apa yang Bapak/Ibu rasakan, lakukan dan alami, bukan apa yang seharusnya ideal. Bapak/Ibu/Saudara/i diharapkan menjawab dengan jujur dan terbuka, sebab tidak ada jawaban yang benar atau salah. Kesediaan Bapak/Ibu/Saudara/i dalam mengisi kuesioner ini adalah bantuan tak ternilai bagi saya.

Akhir kata saya mengucapkan terima kasih yang sebesar-besarnya atas kerjasama, bantuan dan kesediaan Bapak/Ibu/Saudara/i yang telah meluangkan waktunya dalam pengisian kuesioner ini.

Hormat Saya,

Penulis

**PETUNJUK PENGISIAN**

1. Koesioner ini terdiri dari pertanyaan dengan 5 alternatif jawaban.
2. Cara mengisi jawaban dengan cara memberi tanda centang (√) pada kolom.

**Skala Pengukuran**

<b>Penilaian</b>	<b>Skor</b>
Sangat Setuju (SS)	5
Setuju (S)	4
Netral (N)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

3. Identitas Responden

- a. Nama Inisial : .....
- b. Divisi : .....
- c. Jenis Kelamin :  Pria  Wanita
- d. Usia :  < 26 Tahun  27-36 Tahun  
 37-50 Tahun  ≥ 50 Tahun
- e. Lama Bekerja :  < 2 Tahun  3-5 Tahun  > 5 Tahun
- f. Pendidikan :  SMA  Diploma  Srata satu (S1)  
 Srata dua (S2)  Lainnya

**PERNYATAAN KUESIONER**

**Variabel Produktivitas (Y)**

No	Pernyataan	Jawaban Responden				
		SS	S	N	TS	STS
1	Saya mampu melakukan pekerjaan karena sudah berpengalaman					
2	Tugas dan tanggung jawab yang diberikan sesuai dengan kemampuan saya					
3	Jumlah dari hasil pekerjaan yang saya tangani selalu memenuhi target yang telah ditetapkan					
4	Dalam melakukan pekerjaan saya selalu bersungguh-sungguh agar tidak terjadi kesalahan					
5	Saya berusaha menyelesaikan pekerjaan sebelum batas waktu yang ditentukan oleh atasan					
6	Saya tidak pernah mengeluh dan merasa berat terhadap beban pekerjaan yang menjadi tanggung jawab saya					
7	Perusahaan selalu memberikan kesempatan untuk pertumbuhan dan perkembangan diri					
8	Perusahaan selalu memberikan kesempatan untuk berkreaitifitas sendiri dalam melaksanakan pekerjaan					
9	Saya selalu berusaha untuk meningkatkan kualitas kerja saya					
10	Hasil kerja saya selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan					
11	Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan					
12	Waktu yang digunakan untuk menyelesaikan suatu pekerjaan sesuai dengan standard yang telah ditentukan					

**Variabel Loyalitas Kerja (X1)**

No	Pernyataan	Jawaban Responden				
		SS	S	N	TS	STS
1	Saya taat pada peraturan yang telah ditetapkan oleh perusahaan					
2	Saya senantiasa menaati jam kerja yang telah ditentukan					
3	Saya menyelesaikan pekerjaan dengan baik dan tepat waktu					
4	Saya senantiasa menjaga segala fasilitas dan alat kerja yang saya gunakan					
5	Saya dapat bekerja sama dengan rekan karyawan lain					
6	Saya lebih memilih melakukan pekerjaan bersama-sama daripada melakukannya sendiri					
7	Saya akan menjaga perusahaan dari hal-hal yang dapat merugikan perusahaan					
8	Saya akan selalu melindungi citra perusahaan di kalangan umum					
9	Saya memiliki hubungan sosial yang baik dengan sesama karyawan					
10	Saya memiliki hubungan yang baik dengan atasan saya					
11	Saya selalu melaksanakan pekerjaan dengan senang hati tanpa merasa dipaksa					
12	Saya selalu bersemangat dan antusias saat melakukan pekerjaan					

**Variabel Disiplin Kerja (X2)**

No	Pernyataan	Jawaban Responden				
		SS	S	N	TS	STS
1	Saya tidak pernah absen saat hari kerja, kecuali ada hal-hal yang bersifat emergency					
2	Saya selalu datang tepat waktu dalam bekerja					
3	Saya pulang kerja sesuai dengan jam yang telah ditentukan					
4	Saya selalu melaksanakan tugas pekerjaan yang diberikan secara teliti					
5	Saya berusaha untuk dapat meminimalkan resiko dalam menjalankan pekerjaan					
6	Saya siap bertanggung jawab atas kesalahan yang telah dilakukan					
7	Saya selalu menaati aturan sesuai dengan pedoman yang berlaku					
8	Saya selalu bertanggung jawab atas semua pekerjaan yang dilakukan					
9	Saya selalu patuh dalam mengerjakan tugas sesuai peraturan yang berlaku					
10	Semua pekerjaan yang saya kerjakan selalu berjalan lancar sesuai peraturan					
11	Saya mampu menjalin kerjasama dengan pimpinan dan rekan kerja yang lainnya dengan baik					
12	Saya selalu menghargai dan menghormati pendapat rekan kerja yang lain					

## Lampiran 2. Jawaban Responden

No_Res	Produktivitas												Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
Res_1	5	5	5	5	5	5	5	5	5	4	5	5	59
Res_2	5	5	5	5	5	4	5	5	4	4	5	5	57
Res_3	5	4	4	5	5	5	5	5	5	5	5	5	58
Res_4	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_5	5	5	4	5	4	5	4	5	5	4	4	4	54
Res_6	4	5	4	5	5	4	4	4	4	5	4	5	53
Res_7	5	4	4	4	4	5	4	5	4	4	5	4	52
Res_8	5	5	4	5	4	5	4	5	4	4	5	4	54
Res_9	5	4	4	4	5	4	5	5	4	4	4	4	52
Res_10	5	5	4	5	4	4	4	5	5	5	5	5	56
Res_11	5	5	4	4	4	4	4	5	4	4	4	4	51
Res_12	5	5	4	5	4	5	4	5	5	4	4	4	54
Res_13	4	4	5	4	4	5	4	4	4	4	5	4	51
Res_14	5	4	5	4	4	4	4	5	4	4	4	4	51
Res_15	4	5	4	4	4	4	4	4	5	5	4	5	52
Res_16	5	4	4	4	4	4	5	5	5	4	5	4	53
Res_17	5	5	4	5	4	5	4	5	5	5	4	4	55
Res_18	5	5	4	4	5	4	5	5	5	4	4	4	54
Res_19	5	4	5	4	4	5	4	5	4	5	4	5	54
Res_20	5	4	4	5	4	5	4	5	5	4	5	4	54
Res_21	5	5	5	4	5	4	5	5	4	4	4	4	54
Res_22	4	4	4	5	4	4	5	4	4	5	4	5	52
Res_23	4	5	4	4	5	4	5	4	4	4	4	4	51
Res_24	4	4	4	5	4	5	5	5	4	4	4	4	52
Res_25	5	5	5	4	5	4	5	5	5	5	5	5	58
Res_26	5	5	5	5	5	5	5	4	4	5	5	5	58
Res_27	5	5	5	5	5	5	5	4	4	4	5	5	57
Res_28	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_29	5	5	5	5	4	5	4	5	5	5	5	5	58
Res_30	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_31	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_32	5	5	5	5	5	5	5	4	4	4	5	5	57
Res_33	5	5	5	5	5	4	5	5	5	4	4	4	56
Res_34	5	4	5	5	5	5	5	4	5	5	5	5	58
Res_35	5	4	4	4	5	4	4	5	4	5	5	4	53
Res_36	5	4	4	4	4	5	4	5	4	5	4	5	53
Res_37	4	5	4	5	4	4	4	4	4	4	5	4	51
Res_38	5	4	4	4	5	4	4	5	4	5	4	5	53
Res_39	4	5	4	5	4	4	4	4	4	4	4	4	50
Res_40	5	5	5	5	4	4	5	5	5	5	5	5	58
Res_41	5	5	5	5	5	5	4	5	5	5	5	5	59
Res_42	5	4	4	4	4	4	5	5	5	4	5	5	54
Res_43	5	4	4	4	4	4	4	5	4	4	4	5	51
Res_44	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_45	4	4	4	4	4	4	4	3	3	4	4	4	46
Res_46	5	5	5	5	5	5	5	5	5	4	5	5	59
Res_47	5	5	5	5	5	4	5	5	4	4	5	5	57
Res_48	5	4	4	5	5	5	5	5	5	5	5	5	58
Res_49	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_50	5	5	4	5	4	5	4	5	5	4	4	4	54
Res_51	4	5	4	5	5	4	4	4	4	5	4	5	53
Res_52	5	4	4	4	4	5	4	5	4	4	5	4	52
Res_53	5	5	4	5	4	5	4	5	4	4	5	4	54
Res_54	5	4	4	4	5	4	5	5	4	4	4	4	52

Res_55	5	5	4	5	4	4	4	5	5	5	5	5	56
Res_56	5	5	4	4	4	4	4	5	4	4	4	4	51
Res_57	5	5	4	5	4	5	4	5	5	4	4	4	54
Res_58	4	4	5	4	4	5	4	4	4	4	5	4	51
Res_59	5	4	5	4	4	4	4	5	4	4	4	4	51
Res_60	4	5	4	4	4	4	4	4	5	5	4	5	52
Res_61	5	4	4	4	4	4	5	5	5	4	5	4	53
Res_62	5	5	4	5	4	5	4	5	5	5	4	4	55
Res_63	5	5	4	4	5	4	5	5	5	4	4	4	54
Res_64	5	4	5	4	4	5	4	5	4	5	4	5	54
Res_65	5	4	4	5	4	5	4	5	5	4	5	4	54
Res_66	5	5	5	4	5	4	5	5	4	4	4	4	54
Res_67	4	4	4	5	4	4	5	4	4	5	4	5	52
Res_68	4	5	4	4	5	4	5	4	4	4	4	4	51
Res_69	4	4	4	5	4	5	5	5	4	4	4	4	52
Res_70	5	5	5	4	5	4	5	5	5	5	5	5	58
Res_71	5	5	5	5	5	5	5	4	4	5	5	5	58
Res_72	5	5	5	5	5	5	5	4	4	4	5	5	57
<b>TOTAL</b>	<b>345</b>	<b>333</b>	<b>318</b>	<b>330</b>	<b>322</b>	<b>325</b>	<b>325</b>	<b>340</b>	<b>321</b>	<b>319</b>	<b>326</b>	<b>325</b>	<b>3929</b>

No_Res	Loyalitas Kerja												Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	
Res_1	5	5	5	5	5	5	5	5	4	5	5	5	59
Res_2	5	5	5	5	5	5	5	5	5	4	5	5	59
Res_3	4	5	5	5	5	5	4	5	5	5	5	5	58
Res_4	5	5	4	5	5	5	5	5	5	5	4	5	58
Res_5	4	4	5	5	4	4	5	4	5	4	4	4	52
Res_6	4	5	5	4	4	5	4	5	4	5	5	4	54
Res_7	5	4	4	4	5	4	5	4	5	4	5	4	53
Res_8	4	4	5	4	4	5	4	5	4	5	5	4	53
Res_9	5	4	4	5	4	5	4	5	4	4	5	4	53
Res_10	4	4	4	5	4	5	5	4	5	4	4	4	52
Res_11	4	5	5	5	4	4	4	5	4	4	5	5	54
Res_12	4	4	5	5	4	5	4	4	4	4	4	5	52
Res_13	4	4	4	4	5	4	5	4	4	4	5	5	52
Res_14	5	5	5	5	5	5	5	4	4	5	4	4	56
Res_15	4	4	4	4	4	4	5	4	4	4	5	4	50
Res_16	5	5	5	5	4	4	4	5	4	5	4	5	55
Res_17	5	4	5	5	5	5	5	4	4	5	5	4	56
Res_18	5	4	4	4	5	5	4	5	4	4	4	5	53
Res_19	5	4	4	4	4	4	4	4	5	4	5	4	51
Res_20	5	5	4	4	4	4	5	4	5	4	5	4	53
Res_21	5	5	5	4	4	4	5	4	5	4	5	4	54
Res_22	4	4	5	4	4	4	5	4	3	4	4	5	50
Res_23	4	5	5	4	4	5	4	5	3	5	4	4	52
Res_24	4	5	5	5	5	4	5	5	4	4	5	5	56
Res_25	5	4	4	4	4	4	5	5	5	5	5	5	55
Res_26	4	5	5	5	5	5	4	5	5	5	5	5	58
Res_27	5	5	5	4	4	4	5	4	5	5	5	5	56
Res_28	5	5	5	4	4	5	5	5	5	4	5	4	56
Res_29	5	5	5	4	4	4	4	5	5	4	5	5	55
Res_30	5	5	5	5	5	5	5	5	4	4	4	5	57
Res_31	5	5	5	4	5	5	5	4	5	5	5	5	58
Res_32	5	5	5	5	5	5	5	4	5	5	4	5	58
Res_33	5	5	4	4	4	4	5	5	5	4	5	4	54
Res_34	4	4	4	5	4	5	5	5	4	5	5	5	55
Res_35	5	5	4	5	5	4	5	4	4	4	4	4	53
Res_36	5	4	4	4	4	4	4	4	5	4	5	4	51
Res_37	4	4	4	5	4	5	4	5	4	4	4	4	51
Res_38	5	4	5	4	4	4	4	5	4	4	4	5	52
Res_39	4	5	4	4	4	4	5	4	4	4	4	4	50

Res_40	5	5	5	5	5	5	5	5	5	4	4	4	4	56
Res_41	4	4	5	4	5	5	5	5	5	5	5	5	4	56
Res_42	5	4	5	5	4	5	5	4	5	5	5	5	5	57
Res_43	4	4	4	4	5	5	5	5	5	4	4	4	4	53
Res_44	5	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_45	4	4	4	4	4	4	4	4	4	4	4	4	4	48
Res_46	5	5	5	5	5	5	5	5	5	4	5	5	5	59
Res_47	5	5	5	5	5	5	5	5	5	5	4	5	5	59
Res_48	4	5	5	5	5	5	4	5	5	5	5	5	5	58
Res_49	5	5	4	5	5	5	5	5	5	5	4	5	5	58
Res_50	4	4	5	5	4	4	5	4	5	4	4	4	4	52
Res_51	4	5	5	4	4	5	4	5	4	5	5	4	4	54
Res_52	5	4	4	4	5	4	5	4	5	4	5	5	4	53
Res_53	4	4	5	4	4	5	4	5	4	5	5	5	4	53
Res_54	5	4	4	5	4	5	4	5	4	4	5	4	4	53
Res_55	4	4	4	5	4	5	5	4	5	4	4	4	4	52
Res_56	4	5	5	5	4	4	4	5	4	4	5	5	5	54
Res_57	4	4	5	5	4	5	4	4	4	4	4	4	5	52
Res_58	4	4	4	4	5	4	5	4	4	4	5	5	5	52
Res_59	5	5	5	5	5	5	5	4	4	5	4	4	4	56
Res_60	4	4	4	4	4	4	5	4	4	4	5	4	4	50
Res_61	5	5	5	5	4	4	4	5	4	5	4	5	4	55
Res_62	5	4	5	5	5	5	5	4	4	5	5	4	4	56
Res_63	5	4	4	4	5	5	4	5	4	4	4	4	5	53
Res_64	5	4	4	4	4	4	4	4	5	4	5	4	4	51
Res_65	5	5	4	4	4	4	5	4	5	4	5	4	4	53
Res_66	5	5	5	4	4	4	5	4	5	4	5	4	4	54
Res_67	4	4	5	4	4	4	5	4	3	4	4	4	5	50
Res_68	4	5	5	4	4	5	4	5	3	5	4	4	4	52
Res_69	4	5	5	5	5	4	5	5	4	4	5	5	5	56
Res_70	5	4	4	4	4	4	5	5	5	5	5	5	5	55
Res_71	4	5	5	5	5	5	4	5	5	5	5	5	5	58
Res_72	5	5	5	4	4	4	5	4	5	5	5	5	5	56
<b>TOTAL</b>	<b>328</b>	<b>326</b>	<b>332</b>	<b>324</b>	<b>318</b>	<b>327</b>	<b>333</b>	<b>327</b>	<b>318</b>	<b>318</b>	<b>333</b>	<b>324</b>	<b>3908</b>	

No_Res	Disiplin Kerja												Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	
Res_1	5	4	5	4	5	4	5	4	5	4	5	5	55
Res_2	5	5	5	4	5	4	5	5	5	5	5	5	58
Res_3	5	5	5	4	4	4	5	5	5	5	5	5	57
Res_4	5	4	5	5	5	5	5	5	5	5	5	5	59
Res_5	5	4	4	4	5	4	5	4	5	4	5	4	53
Res_6	4	4	5	4	5	4	5	4	5	4	5	4	53
Res_7	5	4	5	4	5	4	5	4	5	4	5	4	54
Res_8	5	4	5	5	5	5	4	4	4	4	4	4	53
Res_9	5	4	4	5	4	5	4	5	5	5	5	5	56
Res_10	5	5	5	5	5	4	4	4	4	4	5	5	55
Res_11	5	4	4	5	4	5	5	5	4	4	4	4	53
Res_12	5	5	5	4	5	4	4	4	5	4	4	4	53
Res_13	4	5	5	4	4	4	4	4	4	4	4	5	51
Res_14	5	4	4	5	4	5	4	5	4	5	4	4	53
Res_15	4	4	5	3	5	4	5	5	5	4	4	5	53
Res_16	5	4	4	4	4	5	4	5	4	5	4	4	52
Res_17	4	4	4	5	5	4	5	4	5	4	4	4	52
Res_18	5	4	4	4	4	5	5	4	5	5	5	4	54
Res_19	5	4	5	4	5	4	5	4	5	4	5	5	55
Res_20	4	4	4	5	4	5	4	4	5	4	5	5	53
Res_21	5	4	4	5	4	5	4	5	4	5	5	4	54
Res_22	4	5	4	3	5	4	4	5	4	5	4	5	52
Res_23	4	4	4	4	4	5	4	5	4	5	4	5	52
Res_24	5	4	4	4	4	4	4	5	4	5	5	4	52
Res_25	4	4	5	5	5	5	5	5	5	5	5	5	58
Res_26	4	5	5	5	5	5	5	5	4	4	5	5	57

Res_27	5	4	5	5	5	4	5	4	5	5	5	5	57
Res_28	5	5	5	4	4	4	5	5	5	5	5	5	57
Res_29	5	5	5	5	5	5	4	4	4	4	5	5	56
Res_30	5	4	5	5	5	5	5	5	4	5	5	4	57
Res_31	5	5	5	4	5	5	5	5	5	5	5	5	59
Res_32	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_33	5	4	4	5	4	4	4	5	5	5	5	5	55
Res_34	5	4	5	5	5	5	5	5	5	5	5	5	59
Res_35	5	4	4	5	4	4	4	4	5	4	4	5	52
Res_36	5	4	5	4	5	4	4	4	4	5	4	4	52
Res_37	5	4	4	4	4	5	4	5	4	5	4	4	52
Res_38	5	4	5	4	5	4	4	5	4	5	4	5	54
Res_39	4	5	5	3	4	5	4	5	4	5	4	4	52
Res_40	5	5	5	5	5	5	5	4	4	4	5	5	57
Res_41	5	4	5	4	5	5	5	5	5	5	5	5	58
Res_42	5	5	5	4	5	5	5	5	5	4	5	5	58
Res_43	4	4	4	5	5	4	4	4	4	4	5	5	52
Res_44	5	5	5	5	5	5	5	5	5	5	5	5	60
Res_45	4	4	3	4	4	4	4	4	3	4	4	3	45
Res_46	5	4	5	4	5	4	5	4	5	4	5	5	55
Res_47	5	5	5	4	5	4	5	5	5	5	5	5	58
Res_48	5	5	5	4	4	4	5	5	5	5	5	5	57
Res_49	5	4	5	5	5	5	5	5	5	5	5	5	59
Res_50	5	4	4	4	5	4	5	4	5	4	5	4	53
Res_51	4	4	5	4	5	4	5	4	5	4	5	4	53
Res_52	5	4	5	4	5	4	5	4	5	4	5	4	54
Res_53	5	4	5	5	5	5	4	4	4	4	4	4	53
Res_54	5	4	4	5	4	5	4	5	5	5	5	5	56
Res_55	5	5	5	5	5	4	4	4	4	4	5	5	55
Res_56	5	4	4	5	4	5	5	5	4	4	4	4	53
Res_57	5	5	5	4	5	4	4	4	5	4	4	4	53
Res_58	4	5	5	4	4	4	4	4	4	4	4	5	51
Res_59	5	4	4	5	4	5	4	5	4	5	4	4	53
Res_60	4	4	5	3	5	4	5	5	5	4	4	5	53
Res_61	5	4	4	4	4	5	4	5	4	5	4	4	52
Res_62	4	4	4	5	5	4	5	4	5	4	4	4	52
Res_63	5	4	4	4	4	5	5	4	5	5	5	4	54
Res_64	5	4	5	4	5	4	5	4	5	4	5	5	55
Res_65	4	4	4	5	4	5	4	4	5	4	5	5	53
Res_66	5	4	4	5	4	5	4	5	4	5	5	4	54
Res_67	4	5	4	3	5	4	4	5	4	5	4	5	52
Res_68	4	4	4	4	4	5	4	5	4	5	4	5	52
Res_69	5	4	4	4	4	4	4	5	4	5	5	4	52
Res_70	4	4	5	5	5	5	5	5	5	5	5	5	58
Res_71	4	5	5	5	5	5	5	5	4	4	5	5	57
Res_72	5	4	5	5	5	4	5	4	5	5	5	5	57
<b>TOTAL</b>	<b>339</b>	<b>310</b>	<b>330</b>	<b>316</b>	<b>332</b>	<b>323</b>	<b>327</b>	<b>328</b>	<b>328</b>	<b>326</b>	<b>334</b>	<b>330</b>	<b>3923</b>

### Lampiran 3. Output SPSS

#### Hasil Uji Karakteristik Responden

##### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Pria	56	77.8	77.8	77.8
Valid Wanita	16	22.2	22.2	100.0
Total	72	100.0	100.0	

##### Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
< 26 Tahun	37	51.4	51.4	51.4
Valid 27-36 Tahun	35	48.6	48.6	100.0
Total	72	100.0	100.0	

##### Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 2 Tahun	10	13.9	13.9	13.9
> 5 Tahun	21	29.2	29.2	43.1
Valid 3-5 Tahun	41	56.9	56.9	100.0
Total	72	100.0	100.0	

##### Penidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Diploma	4	5.6	5.6	5.6
S1	26	36.1	36.1	41.7
Valid SMA	42	58.3	58.3	100.0
Total	72	100.0	100.0	



## Hasil Uji Frekuensi Jawaban Variabel (Y)

### Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
4	15	20.8	20.8	20.8
Valid 5	57	79.2	79.2	100.0
Total	72	100.0	100.0	

### Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
4	27	37.5	37.5	37.5
Valid 5	45	62.5	62.5	100.0
Total	72	100.0	100.0	

### Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
4	42	58.3	58.3	58.3
Valid 5	30	41.7	41.7	100.0
Total	72	100.0	100.0	

### Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
4	30	41.7	41.7	41.7
Valid 5	42	58.3	58.3	100.0
Total	72	100.0	100.0	

### Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
4	38	52.8	52.8	52.8
Valid 5	34	47.2	47.2	100.0
Total	72	100.0	100.0	

### Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
4	35	48.6	48.6	48.6
Valid 5	37	51.4	51.4	100.0
Total	72	100.0	100.0	

**Y7**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	35	48.6	48.6	48.6
Valid 5	37	51.4	51.4	100.0
Total	72	100.0	100.0	

**Y8**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	18	25.0	25.0	26.4
5	53	73.6	73.6	100.0
Total	72	100.0	100.0	

**Y9**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	37	51.4	51.4	52.8
5	34	47.2	47.2	100.0
Total	72	100.0	100.0	

**Y10**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	41	56.9	56.9	56.9
Valid 5	31	43.1	43.1	100.0
Total	72	100.0	100.0	

**Y11**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	34	47.2	47.2	47.2
Valid 5	38	52.8	52.8	100.0
Total	72	100.0	100.0	

**Y12**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	35	48.6	48.6	48.6
Valid 5	37	51.4	51.4	100.0
Total	72	100.0	100.0	

## Hasil Uji Frekuensi Jawaban Variabel (X1)

### X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
4	32	44.4	44.4	44.4
Valid 5	40	55.6	55.6	100.0
Total	72	100.0	100.0	

### X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
4	34	47.2	47.2	47.2
Valid 5	38	52.8	52.8	100.0
Total	72	100.0	100.0	

### X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
4	28	38.9	38.9	38.9
Valid 5	44	61.1	61.1	100.0
Total	72	100.0	100.0	

### X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
4	36	50.0	50.0	50.0
Valid 5	36	50.0	50.0	100.0
Total	72	100.0	100.0	

### X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
4	42	58.3	58.3	58.3
Valid 5	30	41.7	41.7	100.0
Total	72	100.0	100.0	

### X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
4	33	45.8	45.8	45.8
Valid 5	39	54.2	54.2	100.0
Total	72	100.0	100.0	

**X1.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	27	37.5	37.5	37.5
Valid 5	45	62.5	62.5	100.0
Total	72	100.0	100.0	

**X1.8**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	33	45.8	45.8	45.8
Valid 5	39	54.2	54.2	100.0
Total	72	100.0	100.0	

**X1.9**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	5.6	5.6	5.6
Valid 4	34	47.2	47.2	52.8
5	34	47.2	47.2	100.0
Total	72	100.0	100.0	

**X1.10**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	42	58.3	58.3	58.3
Valid 5	30	41.7	41.7	100.0
Total	72	100.0	100.0	

**X1.11**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	27	37.5	37.5	37.5
Valid 5	45	62.5	62.5	100.0
Total	72	100.0	100.0	

**X1.12**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	36	50.0	50.0	50.0
Valid 5	36	50.0	50.0	100.0
Total	72	100.0	100.0	

## Hasil Uji Frekuensi Jawaban Variabel (X2)

### X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
4	21	29.2	29.2	29.2
Valid 5	51	70.8	70.8	100.0
Total	72	100.0	100.0	

### X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
4	50	69.4	69.4	69.4
Valid 5	22	30.6	30.6	100.0
Total	72	100.0	100.0	

### X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	28	38.9	38.9	40.3
5	43	59.7	59.7	100.0
Total	72	100.0	100.0	

### X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	6.9	6.9	6.9
Valid 4	34	47.2	47.2	54.2
5	33	45.8	45.8	100.0
Total	72	100.0	100.0	

### X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
4	28	38.9	38.9	38.9
Valid 5	44	61.1	61.1	100.0
Total	72	100.0	100.0	

### X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
4	37	51.4	51.4	51.4
Valid 5	35	48.6	48.6	100.0
Total	72	100.0	100.0	

**X2.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	33	45.8	45.8	45.8
Valid 5	39	54.2	54.2	100.0
Total	72	100.0	100.0	

**X2.8**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	32	44.4	44.4	44.4
Valid 5	40	55.6	55.6	100.0
Total	72	100.0	100.0	

**X2.9**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	30	41.7	41.7	43.1
5	41	56.9	56.9	100.0
Total	72	100.0	100.0	

**X2.10**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	34	47.2	47.2	47.2
Valid 5	38	52.8	52.8	100.0
Total	72	100.0	100.0	

**X2.11**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	26	36.1	36.1	36.1
Valid 5	46	63.9	63.9	100.0
Total	72	100.0	100.0	

**X2.12**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	28	38.9	38.9	40.3
5	43	59.7	59.7	100.0
Total	72	100.0	100.0	

## Hasil Uji Validitas (Y)

### Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Produktivitas Kerja
Y.1	Pearson Correlation	1	,097	,295 <sup>*</sup>	,052	,211	,254 <sup>*</sup>	,117	,704 <sup>**</sup>	,382 <sup>**</sup>	,032	,337 <sup>**</sup>	,117	,548 <sup>**</sup>
	Sig. (2-tailed)		,417	,012	,664	,075	,031	,328	,000	,001	,792	,004	,328	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.2	Pearson Correlation	,097	1	,247 <sup>*</sup>	,393 <sup>**</sup>	,330 <sup>**</sup>	-,007	,108	-,030	,293 <sup>*</sup>	,094	,072	,165	,440 <sup>**</sup>
	Sig. (2-tailed)	,417		,036	,001	,005	,952	,368	,802	,012	,431	,549	,166	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.3	Pearson Correlation	,295 <sup>*</sup>	,247 <sup>*</sup>	1	,143	,442 <sup>**</sup>	,258 <sup>*</sup>	,371 <sup>**</sup>	,020	,067	,175	,404 <sup>**</sup>	,427 <sup>**</sup>	,610 <sup>**</sup>
	Sig. (2-tailed)	,012	,036		,231	,000	,028	,001	,870	,576	,140	,000	,000	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.4	Pearson Correlation	,052	,393 <sup>**</sup>	,143	1	,122	,474 <sup>**</sup>	,136	-,020	,308 <sup>**</sup>	,223	,329 <sup>**</sup>	,305 <sup>**</sup>	,557 <sup>**</sup>
	Sig. (2-tailed)	,664	,001	,231		,306	,000	,254	,870	,008	,060	,005	,009	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.5	Pearson Correlation	,211	,330 <sup>**</sup>	,442 <sup>**</sup>	,122	1	-,026	,642 <sup>**</sup>	-,032	,075	,189	,226	,363 <sup>**</sup>	,564 <sup>**</sup>
	Sig. (2-tailed)	,075	,005	,000	,306		,827	,000	,787	,531	,112	,056	,002	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.6	Pearson Correlation	,254 <sup>*</sup>	-,007	,258 <sup>*</sup>	,474 <sup>**</sup>	-,026	1	-,056	,132	,214	,116	,360 <sup>**</sup>	,110	,449 <sup>**</sup>
	Sig. (2-tailed)	,031	,952	,028	,000	,827		,638	,267	,071	,331	,002	,356	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.7	Pearson Correlation	,117	,108	,371 <sup>**</sup>	,136	,642 <sup>**</sup>	-,056	1	,016	,161	,004	,249 <sup>*</sup>	,277 <sup>*</sup>	,485 <sup>**</sup>
	Sig. (2-tailed)	,328	,368	,001	,254	,000	,638		,893	,177	,974	,035	,018	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.8	Pearson Correlation	,704 <sup>**</sup>	-,030	,020	-,020	-,032	,132	,016	1	,452 <sup>**</sup>	-,023	,091	-,100	,333 <sup>**</sup>
	Sig. (2-tailed)	,000	,802	,870	,870	,787	,267	,893		,000	,849	,449	,403	,004
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.9	Pearson Correlation	,382 <sup>**</sup>	,293 <sup>*</sup>	,067	,308 <sup>**</sup>	,075	,214	,161	,452 <sup>**</sup>	1	,309 <sup>**</sup>	,296 <sup>*</sup>	,214	,601 <sup>**</sup>
	Sig. (2-tailed)	,001	,012	,576	,008	,531	,071	,177	,000		,008	,012	,071	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.10	Pearson Correlation	,032	,094	,175	,223	,189	,116	,004	-,023	,309 <sup>**</sup>	1	,148	,677 <sup>**</sup>	,475 <sup>**</sup>
	Sig. (2-tailed)	,792	,431	,140	,060	,112	,331	,974	,849	,008		,214	,000	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.11	Pearson Correlation	,337 <sup>**</sup>	,072	,404 <sup>**</sup>	,329 <sup>**</sup>	,226	,360 <sup>**</sup>	,249 <sup>*</sup>	,091	,296 <sup>*</sup>	,148	1	,360 <sup>**</sup>	,615 <sup>**</sup>
	Sig. (2-tailed)	,004	,549	,000	,005	,056	,002	,035	,449	,012	,214		,002	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Y.12	Pearson Correlation	,117	,165	,427 <sup>**</sup>	,305 <sup>**</sup>	,363 <sup>**</sup>	,110	,277 <sup>*</sup>	-,100	,214	,677 <sup>**</sup>	,360 <sup>**</sup>	1	,629 <sup>**</sup>
	Sig. (2-tailed)	,328	,166	,000	,009	,002	,356	,018	,403	,071	,000	,002		,000

	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Produktivitas Kerja	Pearson Correlation	.548**	.440**	.610**	.557**	.564**	.449**	.485**	.333**	.601**	.475**	.615**	.629**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,004	,000	,000	,000	,000	
	N	72	72	72	72	72	72	72	72	72	72	72	72	72

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

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

## Hasil Uji Validitas (X1)

### Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Loyalitas Kerja
X1.1	Pearson Correlation	1	,220	-,076	,035	,222	-,027	,252*	-,004	,348**	,067	,139	,088	,415**
	Sig. (2-tailed)		,058	,517	,769	,056	,815	,029	,970	,002	,567	,233	,450	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.2	Pearson Correlation	,220	1	,465**	,225	,237*	,061	,078	,302**	,087	,242*	,078	,225	,578**
	Sig. (2-tailed)	,058		,000	,053	,041	,604	,506	,009	,457	,036	,506	,053	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.3	Pearson Correlation	-,076	,465**	1	,278*	,097	,212	-,082	,179	-,168	,333**	,032	,278*	,448**
	Sig. (2-tailed)	,517	,000		,016	,407	,068	,484	,125	,151	,004	,786	,016	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.4	Pearson Correlation	,035	,225	,278*	1	,368**	,412**	,058	,224	,016	,156	-,165	,306**	,523**
	Sig. (2-tailed)	,769	,053	,016		,001	,000	,622	,054	,890	,181	,158	,008	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.5	Pearson Correlation	,222	,237*	,097	,368**	1	,376**	,329**	,190	,132	,183	,049	,314**	,629**
	Sig. (2-tailed)	,056	,041	,407	,001		,001	,004	,102	,258	,116	,675	,006	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.6	Pearson Correlation	-,027	,061	,212	,412**	,376**	1	-,125	,380**	-,022	,438**	-,125	,036	,469**
	Sig. (2-tailed)	,815	,604	,068	,000	,001		,285	,001	,849	,000	,285	,756	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.7	Pearson Correlation	,252*	,078	-,082	,058	,329**	-,125	1	-,329**	,259*	-,047	,074	,002	,266*
	Sig. (2-tailed)	,029	,506	,484	,622	,004	,285		,004	,025	,686	,528	,985	,021
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.8	Pearson Correlation	-,004	,302**	,179	,224	,190	,380**	-,329**	1	-,087	,253*	,119	,331**	,456**
	Sig. (2-tailed)	,970	,009	,125	,054	,102	,001	,004		,458	,028	,311	,004	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.9	Pearson Correlation	,348**	,087	-,168	,016	,132	-,022	,259*	-,087	1	,035	,352**	,016	,384**
	Sig. (2-tailed)	,002	,457	,151	,890	,258	,849	,025	,458		,763	,002	,890	,001
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.10	Pearson Correlation	,067	,242*	,333**	,156	,183	,438**	-,047	,253*	,035	1	,122	,210	,535**



	Sig. (2-tailed)	,567	,036	,004	,181	,116	,000	,686	,028	,763		,298	,070	,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.11	Pearson Correlation	,139	,078	,032	-,165	,049	-,125	,074	,119	.352**	,122	1	,058	.316**
	Sig. (2-tailed)	,233	,506	,786	,158	,675	,285	,528	,311	,002	,298		,622	,006
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
X1.12	Pearson Correlation	,088	,225	.278*	.306**	.314**	,036	,002	.331**	,016	,210	,058	1	.514**
	Sig. (2-tailed)	,450	,053	,016	,008	,006	,756	,985	,004	,890	,070	,622		,000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75
Loyalitas Kerja	Pearson Correlation	.415**	.578**	.448**	.523**	.629**	.469**	.266*	.456**	.384**	.535**	.316**	.514**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,021	,000	,001	,000	,006	,000	
	N	75	75	75	75	75	75	75	75	75	75	75	75	75

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

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

## Hasil Uji Validitas (X2)

### Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Disiplin Kerja
X2.1	Pearson Correlation	1	-,039	,132	,207	-,010	,074	,084	,041	,155	.250*	.281*	-,103	.375**
	Sig. (2-tailed)		,747	,269	,080	,931	,537	,481	,732	,192	,034	,017	,390	,001
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.2	Pearson Correlation	-,039	1	.415**	-,175	,158	-,102	,005	,108	-,070	-,037	,059	.357**	.293*
	Sig. (2-tailed)	,747		,000	,142	,185	,393	,966	,367	,557	,758	,621	,002	,012
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.3	Pearson Correlation	,132	.415**	1	-,058	.620**	-,129	.442**	-,072	.339**	-,116	.287*	.436**	.608**
	Sig. (2-tailed)	,269	,000		,628	,000	,280	,000	,550	,004	,333	,014	,000	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.4	Pearson Correlation	,207	-,175	-,058	1	-,005	.425**	-,008	-,071	-,024	-,035	.288*	,072	.338**
	Sig. (2-tailed)	,080	,142	,628		,966	,000	,950	,554	,841	,769	,014	,545	,004
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.5	Pearson Correlation	-,010	,158	.620**	-,005	1	-,250*	.467**	-,255*	.302**	-,298*	,231	.237*	.407**
	Sig. (2-tailed)	,931	,185	,000	,966		,034	,000	,031	,010	,011	,051	,045	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.6	Pearson Correlation	,074	-,102	-,129	.425**	-,250*	1	-,053	.423**	-,183	.308**	,037	-,022	.298*
	Sig. (2-tailed)	,537	,393	,280	,000	,034		,656	,000	,125	,009	,758	,853	,011
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.7	Pearson Correlation	,084	,005	.442**	-,008	.467**	-,053	1	,019	.603**	-,088	.469**	,174	.578**
	Sig. (2-tailed)	,481	,966	,000	,950	,000	,656		,876	,000	,460	,000	,144	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.8	Pearson Correlation	,041	,108	-,072	-,071	-,255*	.423**	,019	1	-,119	.666**	-,032	,197	.347**

	Sig. (2-tailed)	,732	,367	,550	,554	,031	,000	,876		,321	,000	,787	,097	,003
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.9	Pearson Correlation	,155	-,070	.339**	-,024	.302**	-,183	.603**	-,119	1	-,006	.466**	.339**	.525**
	Sig. (2-tailed)	,192	,557	,004	,841	,010	,125	,000	,321		,961	,000	,004	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.10	Pearson Correlation	.250*	-,037	-,116	-,035	-,298*	.308**	-,088	.666**	-,006	1	,100	,098	.335**
	Sig. (2-tailed)	,034	,758	,333	,769	,011	,009	,460	,000	,961		,404	,413	,004
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.11	Pearson Correlation	.281*	,059	.287*	.288*	,231	,037	.469**	-,032	.466**	,100	1	.343**	.659**
	Sig. (2-tailed)	,017	,621	,014	,014	,051	,758	,000	,787	,000	,404		,003	,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
X2.12	Pearson Correlation	-,103	.357**	.436**	,072	.237*	-,022	,174	,197	.339**	,098	.343**	1	.588**
	Sig. (2-tailed)	,390	,002	,000	,545	,045	,853	,144	,097	,004	,413	,003		,000
	N	72	72	72	72	72	72	72	72	72	72	72	72	72
Disiplin Kerja	Pearson Correlation	.375**	.293*	.608**	.338**	.407**	.298*	.578**	.347**	.525**	.335**	.659**	.588**	1
	Sig. (2-tailed)	,001	,012	,000	,004	,000	,011	,000	,003	,000	,004	,000	,000	
	N	72	72	72	72	72	72	72	72	72	72	72	72	72

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

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

### Hasil Uji Reliabilitas (Y)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.762	12

### Hasil Uji Reliabilitas (X1)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.661	12

### Hasil Uji Reliabilitas (X2)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.632	12

## Hasil Uji Regresi Linier

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		72
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	1,52305404
	Absolute	,115
Most Extreme Differences	Positive	,066
	Negative	-,115
Kolmogorov-Smirnov Z		,979
Asymp. Sig. (2-tailed)		,294

a. Test distribution is Normal.

b. Calculated from data.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,872 <sup>a</sup>	,760	,754	1,54497	2,316

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

b. Dependent Variable: Produktivitas

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	522,955	2	261,477	109,545	,000 <sup>b</sup>
	Residual	164,698	69	2,387		
	Total	687,653	71			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Disiplin Kerja, Loyalitas Kerja

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Loyalitas Kerja	,507	1,972
	Disiplin Kerja	,507	1,972

a. Dependent Variable: Produktivitas

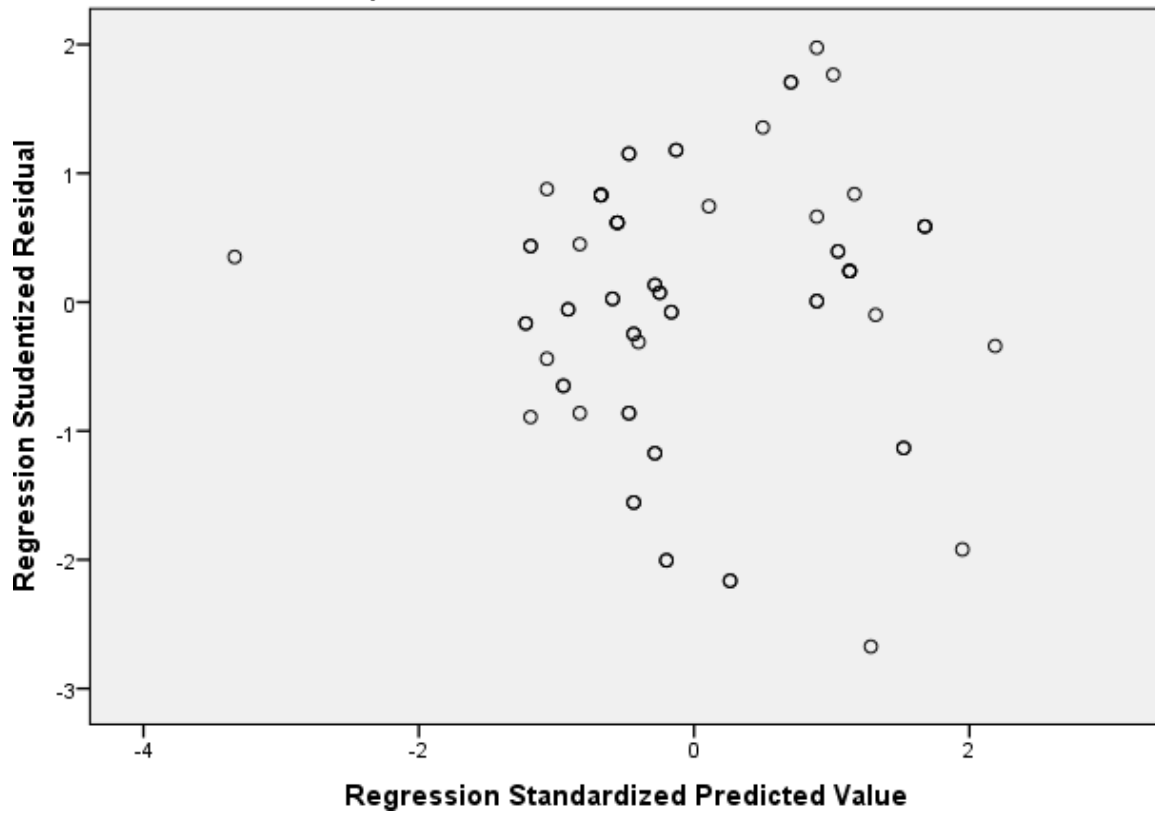
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-3,348	3,960		-,846	,401
1 Loyalitas Kerja	,323	,094	,285	3,445	,001
Disiplin Kerja	,741	,095	,648	7,831	,000

a. Dependent Variable: Produktivitas

**Scatterplot**

**Dependent Variable: Produktivitas**





PT. DOMUS JAYA  
Jl. Raya Trans Sumatera KM 28  
Pardasuka, Lampung Selatan 35422 - INDONESIA

Lampung Selatan, 19 Desember 2022

No. : 032/DJ-PE/XII/2022  
Perihal : Jawaban Permohonan Ijin Penelitian

Kepada Yth.  
Dekan Fakultas Ekonomi dan Bisnis  
Universitas Darmajaya  
Di, -

BANDAR LAMPUNG

*Dengan Hormat,*

Memperhatikan Surat Penelitian No. 023/DMJ/DFEB/BAK/XII-22 tanggal 15 Desember 2022 perihal Permohonan Ijin Penelitian Program Keahlian pada Institut Bisnis dan Informatika (IBI) Darmajaya Bandar Lampung dari tanggal 20 November 2022 sd 20 Februari 2023 maka bersama ini kami sampaikan jawaban atas permohonan tersebut sbb :

PT. DOMUS JAYA menerima Mahasiswa :

Nama : Anisa Refi Fatmalia  
NPM : 1912110073  
Jurusan : S1 Manajemen  
Jenjang : Strata Satu (S1)

Demikian kami sampaikan dan terima kasih

PT. DOMUS JAYA – Lampung Selatan



YUHARNIDA MAULI  
Hrd

