Lampiran 1 : Kuesioner Penelitian

Bandar lampung, ... 2017

Hal : Mohon Bantuan Pengisian Kuesioner

Kepada Yth,

Pegawai Dinas Pendidikan dan Kebudayaan Provinsi Lampung

Di-

JL. Drs.Warsito No .72 Bandar Lampung

Nama : Belly Yutriana Yudia Oktarini
NPM : 1312110011
Jurusan : S1 Manajemen IBI Darmajaya
E-mail : bellyyutriana@gmail.com

Dengan hormat,

Bersama surat ini saya bermaksud mengadakan penelitian pada pegawai di Dinas Pendidikan dan Kebudayaan Provinsi Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IBI Darmajaya. Konsentrasi penelitian adalah Manajemen SDM, tentang "PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA PEGAWAI PADA DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG".

Sehubungan dengan maksud diatas, saya sangat mengharapkan bantuan Bapak/ibu untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen dirancang sedemikian rupa sehingga tidak seorangpun dapat menelusuri sumber informasinya. Oleh karena itu Bapak/Ibu diharapkan dapat memberikan jawaban sejujur-jujurnya sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi Bapak/Ibu.

Bantuan dan partisipasi Bapak/Ibu merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Dan untuk semua partisipasinya saya ucapkan terima kasih.

KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian Skripsi yang berjudul:

PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA PEGAWAI PADA DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG

Petunjuk pegisian daftar pertanyaan:

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Pertanyaan/pernyataan harus dijawab semua jangan sampai ada yang terlewatkan, agar data dapat sepenuhnya diolah oleh peneliti.
3. Berilah tanda (√) pada jawaban yang telah disediakan oleh peneliti.

I. Kriteria Penilaian

SS = Sangat Setuju
S = Setuju
CS = Cukup Setuju
TS = Tidak Setuju
STS = Sangat Tidak Setuju

II. Karakteristik Responden

No :

Usia :

Jenis kelamin : ☐ Laki-laki ☐ Perempuan

NO.		JAWABAN				
DISIPLIN (X1)		**SS**	**S**	**CS**	**TS**	**STS**
A	**Tujuan Dan Kemampuan**					
1.	Tujuan dan pekerjaan yang dibebankan harus sesuai dengan kemampuan yang dimiliki					
2.	Melaksanakan tugas sesuai dengan kemampuan yang dimiliki					
B	**Teladan Pimpinan**					
3.	Pimpinan dapat dijadikan teladan dan panutan oleh para bawahannya					
4.	Pimpinan selalu memberikan contoh yang baik bagi para bawahannya					
C	**Balas Jasa**					
5.	Balas jasa yang diterima kurang memuaskan dapat mempengaruhi kedisiplinan					
6.	Kesesuaian balas jasa yang diterima dengan lama bekerja					
D	**Keadilan**					
7.	Keadilan pimpinan sudah diterapkan dengan baik pada					

	instansi					
8.	Pimpinan selalu bersikap adil kepada para pegawai					
E	**Waskat**					
9.	Pimpinan selalu mengawasi apa yang dilakukan pegawai					
10.	Pimpinan yang selalu mengawasi akan berdampak pada kedisiplina para pegawai					
F	**Sanski Hukuman**					
11.	Sanksi hukuman yang diberikan sesuai dengan tingkat kesalahan yang dilanggar					
12.	Sanksi hukuman yang diterapkan ikut mempengaruhi baik dan buruknya kedisiplinan					
G	**Ketegasan**					
13.	Ketegasan dalam mengambil keputusan berkaitan dengan pekerjaan					
14.	Pimpinan yang berani bertindak tegas menerapkan hukuman akan diakui kepemimpinannya oleh pegawai					
H	**Hubungan Kemanusiaan**					
15.	Kedisiplinan akan diterapkan apabila hubungan kemanusiaan dalam instansi berjalan baik					
16.	Sikap saling menghormati antara pemimpin dan para pegawai					

NO.	PERNYATAAN	JAWABAN				
	LINGKUNGAN KERJA NON FISIK (X2)	**SS**	**S**	**CS**	**TS**	**STS**
A	**Hubungan atasan dengan bawahan**					
1.	Atasan melakukan hubungan secara lebih intensif terhadap pelaksanaan pekerjaan para pegawai.					
2.	Atasan berinteraksi secara langsung terhadap pegawai untuk meningkatkan produktivitas kerja.					
B	**Sistem pemberian imbalan**					
3.	Perusahaan memberikan imbalan sesuai dengan pekerjaan diberikan secara adil.					
4.	Sistem imbalan pada setiap unit kerja diberikan secara adil.					
C	**Perlakuan dengan baik**					
5.	Perusahaan memberikan jaminan kesehatan kepada setiap karyawan					
6.	Perusahaan menyediakan obat - obatan untuk pertolongan pertama.					
D	**Hubungan antar individu**					

7.	Lingkungan kerja menciptakan komunikasi yang baik dengan semua pegawai.					
8.	Hubungan antar unit kerja diperusahaan ini berjalan harmonis.					
E	**Adil dan Objektif**					
9.	Pembagaian kerja antar pegawai diperusahaan tidak diskriminatif.					
10.	Tingkat mutu hasil kerja sudah sesuai dengan ketentuan.					

NO.	PERNYATAAN	JAWABAN				
KINERJA (Y)		**SS**	**S**	**CS**	**TS**	**STS**
A	**Tujuan**					
1.	Telah menyelesaikan pekerjaan yang diterapkan instansi ini					
2.	Mengerjakan pekerjaan dengan tepat dan baik					
B	**Standar**					
3.	Memelihara kualitas pekerjaan					
4.	Kemampuan mencapai standar kualitas sesuai dengan yang telah di terapkan instansi					
C	**Umpan Balik**					
5.	Seluruh tugas pekerjaan selama ini dapat dikerjakan dan hasilnya sesuai dengan waktu yang telah direncanakan					
6.	Dalam mengukur kinerja perusahaan melakukan sistem umpan balik.					
D	**Alat atau Sarana**					
7.	Sumber daya yang saya dapatkan cukup optimal					

8.	Fasilitas akan memaksimalkan kinerja karyawan					
E	**Kompetensi**					
9.	Karyawan yang memberikan kinerja yang sesuai dengan harapan apabila didasari keahlian yang dimiliki					
10.	Penempatan karyawan sesuai dengan keahlian demi meningkatkan hasil kerja					
F	**Motif**					
11.	Dinas memberikan saya intensif yang sesuai dengan pekerjaan saya					
12.	Saya diberikan kebebasan dalam melakukan tugas yang saya kerjakan					
G	**Peluang**					
13	Saya mendapatkan kesempatan untuk menunjukkan kemampuan saya dalam bekerja					
14	Saya mendapatkan prioritas lebih banyak dan dapat mengambil waktu yang tersedia					

Lampiran 2

Hasil jawaban responden variabel Disiplin Kerja (X1) 80 data

NO.	Butir Soal																Skor Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	4	4	5	5	4	5	3	3	4	4	3	4	2	3	3	4	60
2	5	5	5	4	5	5	2	2	4	3	2	3	3	2	2	3	55
3	4	4	3	5	3	4	4	4	2	4	4	3	4	4	4	3	59
4	3	3	4	5	4	3	3	3	3	4	4	4	3	3	4	4	57
5	4	4	4	4	3	4	3	2	3	3	1	3	2	3	5	3	51
6	4	4	5	5	5	3	3	4	4	4	3	3	3	3	3	3	59
7	3	3	3	3	3	4	3	3	2	2	3	2	2	3	3	2	44
8	4	4	5	4	4	5	3	3	4	3	3	3	4	3	3	3	58
9	3	3	4	5	3	4	2	4	3	4	5	3	3	2	1	3	52
10	4	4	5	3	3	5	3	4	4	2	3	5	5	3	3	5	61
11	3	3	5	5	3	3	3	2	4	4	2	5	5	3	2	5	57
12	4	4	4	3	3	4	4	2	3	2	1	2	2	4	1	2	45
13	5	5	5	5	5	4	4	3	4	4	3	4	3	4	3	4	65
14	3	3	5	5	1	2	3	2	4	4	3	2	3	3	3	2	48
15	4	4	5	4	4	5	4	4	4	3	3	3	4	4	3	3	61
16	4	4	4	4	3	3	4	1	3	3	3	2	3	4	3	2	50
17	3	3	5	5	4	5	2	3	4	4	2	3	3	2	2	3	53

18	4	4	4	4	3	4	4	3	3	3	3	4	4	4	3	4	58
19	4	4	5	5	5	5	4	4	4	4	4	4	5	4	4	4	69
20	4	4	4	4	4	4	3	2	3	3	3	3	3	3	3	3	53
21	3	3	4	3	4	4	3	3	3	2	3	2	3	3	3	2	48
22	4	4	3	4	3	3	1	3	2	3	2	2	3	1	2	2	42
23	4	4	4	4	4	5	4	4	3	3	3	3	4	4	3	3	59
24	3	3	3	3	4	4	3	3	2	2	3	4	4	3	3	4	51
25	4	4	4	4	4	4	3	3	3	3	4	3	3	3	4	3	56
26	4	4	5	4	5	5	4	4	4	3	4	4	4	4	4	4	66
27	3	3	4	3	5	5	3	4	3	2	3	4	3	3	3	4	55
28	4	4	4	5	5	5	4	3	3	4	3	3	4	4	3	3	61
29	4	4	4	5	4	5	4	3	3	4	4	4	4	4	4	4	64
30	5	5	5	5	4	5	5	4	4	4	3	3	4	5	3	3	67
31	5	4	5	4	3	3	5	5	3	4	4	5	5	5	4	3	67
32	4	2	2	5	5	5	5	5	4	4	4	5	3	4	4	3	64
33	5	4	5	5	3	2	4	5	5	4	3	5	5	5	4	4	68
34	4	3	4	4	4	4	3	5	3	3	3	5	4	4	4	4	61
35	4	4	5	4	3	3	4	3	4	3	3	5	5	4	2	3	59
36	5	3	5	3	5	2	3	4	4	3	4	2	5	4	1	4	57
37	4	4	5	4	3	3	2	5	3	4	4	4	5	4	3	4	61
38	4	4	5	4	3	3	3	4	3	4	5	4	5	3	4	3	61
39	4	4	3	4	4	3	2	4	4	4	4	4	3	4	3	3	57
40	4	4	3	3	4	3	3	4	4	2	5	4	4	4	3	2	56
41	4	4	3	4	3	3	3	3	4	4	4	3	3	4	3	3	55

42	4	3	3	3	3	4	3	3	3	3	3	3	3	3	4	4	52
43	3	3	3	3	3	5	3	3	4	3	3	3	3	4	3	3	52
44	3	4	5	3	4	4	3	3	3	2	3	5	5	3	4	3	57
45	4	4	5	4	3	5	5	3	3	4	2	4	3	3	4	5	61
46	5	5	5	4	5	5	4	5	3	4	5	5	5	3	5	5	73
47	5	5	4	5	4	4	5	3	5	5	4	3	4	5	4	4	69
48	5	4	4	3	4	3	5	4	3	3	2	4	4	3	5	5	61
49	4	5	4	5	5	5	5	4	4	5	3	4	5	4	3	3	68
50	4	4	3	3	4	4	3	3	3	3	3	3	3	3	3	4	53
51	5	5	3	4	2	4	3	4	3	3	4	4	2	3	3	4	56
52	4	5	4	3	2	5	5	4	4	3	5	3	2	4	4	4	61
53	4	4	4	4	5	3	4	3	3	3	2	5	5	2	3	3	57
54	5	5	5	5	5	3	3	5	4	2	4	5	3	3	3	4	64
55	4	5	4	4	5	3	3	5	5	5	4	3	3	4	4	3	64
56	5	3	2	3	3	3	2	3	3	4	5	4	3	4	4	4	55
57	4	5	4	5	4	4	5	4	4	2	4	5	4	4	4	4	66
58	4	5	4	5	5	4	3	4	4	3	4	4	3	4	2	3	61
59	3	5	3	5	5	4	4	5	4	4	4	5	5	3	1	4	64
60	5	5	4	3	4	4	4	3	5	4	5	5	4	4	3	4	66
61	5	5	3	4	4	5	4	3	4	3	3	5	5	5	4	3	65
62	5	3	2	5	2	2	4	2	3	5	5	4	4	3	3	3	55
63	4	3	5	3	4	5	4	4	3	4	4	5	4	5	4	5	66
64	4	3	4	5	3	4	5	3	5	4	4	3	4	3	4	5	63
65	4	3	4	4	3	4	4	3	4	3	3	3	4	4	5	5	60

66	3	3	3	5	3	3	5	3	2	2	2	4	3	3	4	4	52
67	3	3	3	4	3	3	5	3	4	5	5	4	4	5	4	4	62
68	2	3	2	3	4	2	3	4	2	4	5	3	5	5	4	4	55
69	4	3	4	4	5	5	4	4	3	5	5	4	5	3	4	4	66
70	5	5	5	5	5	5	4	3	5	4	5	3	5	5	4	3	71
71	5	4	3	3	4	4	4	4	4	3	3	4	4	4	3	3	59
72	5	5	5	5	5	5	4	4	3	2	3	4	5	3	3	4	65
73	4	5	5	4	3	5	3	4	3	5	3	4	3	3	4	4	62
74	4	3	3	4	4	4	4	4	4	4	4	4	4	4	5	5	64
75	4	5	3	4	3	2	3	5	4	4	3	5	3	4	5	5	62
76	4	4	3	4	4	4	3	4	3	4	3	4	4	3	5	4	60
77	5	4	3	5	3	5	2	3	4	3	3	3	3	4	4	5	59
78	5	4	4	4	4	4	3	5	4	4	4	5	4	4	4	4	66
79	4	5	5	3	3	4	4	4	3	3	5	4	3	3	5	5	63
80	4	3	5	4	3	2	4	5	4	3	2	5	3	2	4	5	58

Hasil jawaban responden variabel Lingkungan Kerja Non Fisik (X2) 80 data

NO.	**Butir Soal**										**Skor Total**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	
1	3	4	3	3	4	3	3	4	3	2	32
2	3	4	3	4	3	3	3	3	4	4	34
3	3	4	3	3	4	3	3	4	3	2	32

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

28	2	5	3	4	3	2	3	3	4	5	34
29	4	4	3	4	4	4	3	4	4	4	38
30	4	4	3	4	3	4	2	3	4	3	34
31	3	4	3	4	3	4	2	3	4	3	33
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45	4	3	4	4	3	5	4	5	4	4	40
46	3	3	3	3	3	3	3	3	3	3	30
47	3	4	3	3	4	4	3	4	4	3	35
48	3	4	3	3	4	4	3	4	4	3	35
49	4	3	4	4	3	3	4	4	5	4	38
50	3	4	3	3	4	4	3	3	3	3	33
51	3	4	3	3	4	3	3	3	3	3	32

52	4	5	4	3	2	5	5	4	4	3	39
53	4	4	4	4	5	3	4	3	3	3	37
54	5	5	5	5	5	3	3	5	4	2	42
55	4	5	4	4	5	3	3	5	5	5	43
56	5	3	2	3	3	3	2	3	3	4	31
57	4	5	4	5	4	4	5	4	4	2	41
58	4	5	4	5	5	4	3	4	4	3	41
59	3	5	3	5	5	4	4	5	4	4	42
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67	3	3	3	4	5	5	5	5	4	5	42
68	5	5	4	5	4	2	5	4	2	4	40
69	4	5	5	4	5	5	4	4	3	5	44
70	5	5	5	5	5	5	4	3	5	4	46
71	5	4	3	3	4	5	4	5	4	3	40
72	5	5	5	5	5	5	4	4	3	2	43
73	4	5	4	5	3	5	3	5	3	3	40
74	5	3	3	5	4	5	4	5	4	4	42
75	4	5	5	4	3	2	3	5	4	5	40

76	5	4	3	5	4	5	3	4	3	4	40
77	3	5	5	5	5	4	5	3	4	3	42
78	5	4	5	5	4	5	3	5	4	4	44
79	4	5	5	3	3	4	5	5	3	3	40
80	3	5	2	5	5	5	3	3	4	5	40

Hasil jawaban responden variabel Kinerja (Y) 80 data

NO.	**Butir Soal**														**Skor Total**
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	
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2	4	4	3	4	3	3	3	3	4	4	4	3	3	4	49
3	4	3	3	3	3	4	3	3	3	3	3	3	3	3	44
4	3	3	3	3	3	5	3	3	4	3	3	3	3	4	46
5	3	4	3	3	3	3	3	3	3	2	3	3	3	3	42
6	4	4	3	4	3	3	3	3	3	4	2	4	3	3	46
7	5	5	5	4	5	5	4	5	3	4	5	5	5	3	63
8	5	5	4	5	4	4	5	3	5	5	4	3	4	5	61
9	5	4	3	3	4	3	5	4	3	3	2	4	4	3	50
10	4	5	4	5	5	5	5	4	4	5	3	4	5	4	62
11	4	4	3	3	3	3	3	3	3	3	3	3	3	3	44
12	5	5	3	4	2	3	3	4	3	3	4	4	2	3	48

13	4	5	4	3	2	5	5	4	4	3	5	3	2	4	53
14	5	3	3	4	3	2	3	3	4	3	3	3	3	4	46
15	5	3	3	5	4	3	4	4	3	3	2	4	4	3	50
16	4	3	3	3	3	3	3	3	3	3	3	3	3	3	43
17	3	4	5	4	2	3	3	2	3	2	3	2	2	3	41
18	5	4	3	5	5	4	4	4	4	4	4	4	5	4	59
19	5	5	5	5	4	4	2	4	3	3	4	4	4	3	55
20	4	3	4	4	5	5	4	4	3	5	5	4	5	3	58
21	5	5	5	5	5	5	4	3	5	4	5	3	5	5	64
22	5	4	3	3	4	4	4	4	4	3	3	4	4	4	53
23	5	5	5	5	5	5	4	4	3	2	3	4	5	3	58
24	4	4	4	4	3	4	3	4	3	3	3	4	3	3	49
25	4	3	3	4	4	4	4	4	4	4	4	4	4	4	54
26	4	5	3	4	3	2	3	5	4	4	3	5	3	4	52
27	4	4	3	4	4	4	3	4	3	4	3	4	4	3	51
28	3	4	3	4	3	4	2	3	4	3	3	3	3	4	46
29	5	4	4	4	4	4	3	5	4	4	4	5	4	4	58
30	4	5	5	3	3	4	4	4	3	3	5	4	3	3	53
31	3	3	2	3	3	2	3	3	4	3	2	4	3	2	40
32	3	3	4	3	3	3	4	3	3	3	4	4	4	5	49
33	4	4	4	3	4	4	4	4	4	3	4	4	4	3	53
34	4	2	5	5	4	4	5	4	4	5	3	4	4	4	57
35	4	4	4	4	4	4	4	4	4	3	5	5	4	4	57
36	3	4	4	3	3	4	4	3	4	4	5	3	4	4	52

37	4	2	4	4	4	3	3	4	4	3	5	4	5	2	51
38	5	4	4	4	2	4	3	5	4	4	3	3	4	3	52
39	3	2	3	3	3	5	4	3	4	3	4	4	5	4	50
40	3	4	4	3	3	3	4	3	5	5	4	4	4	5	54
41	5	4	5	4	3	3	5	5	3	4	4	5	5	5	60
42	4	2	2	5	5	5	5	5	4	4	4	5	3	4	57
43	5	4	5	3	4	4	5	4	3	4	4	3	4	4	56
44	2	5	2	5	3	5	5	3	4	3	4	3	4	4	52
45	3	5	3	5	2	5	3	2	4	3	5	4	4	4	52
46	3	5	3	5	3	5	3	3	3	4	4	5	3	3	52
47	4	3	4	4	5	5	4	5	4	2	3	4	5	5	57
48	4	4	4	3	5	3	3	5	4	4	4	4	4	4	55
49	5	5	4	3	5	4	3	5	3	3	3	5	3	4	55
50	4	4	4	5	5	3	2	4	4	3	3	3	2	3	49
51	5	4	5	3	5	3	5	4	5	3	3	3	3	3	54
52	3	5	3	5	4	5	3	4	4	4	4	4	3	4	55
53	4	5	4	4	3	5	4	5	4	3	2	5	5	2	55
54	5	5	5	5	5	3	3	5	4	2	4	5	3	3	57
55	4	5	4	4	5	3	3	5	5	5	4	3	3	4	57
56	5	3	2	5	3	5	2	3	5	4	5	4	3	4	53
57	4	5	4	5	4	4	5	4	4	2	4	5	4	4	58
58	4	4	4	4	4	4	3	4	4	3	4	4	3	4	53
59	3	5	3	5	5	4	4	5	4	4	4	5	5	3	59
60	5	5	4	3	4	5	4	3	5	4	5	5	4	4	60

61	5	5	3	4	4	5	4	3	4	3	3	5	5	5	58
62	2	3	2	4	2	2	4	2	3	4	4	4	4	3	43
63	5	3	5	3	4	5	4	4	3	4	4	5	4	5	58
64	4	3	4	3	3	4	3	3	5	4	4	3	4	3	50
65	4	3	5	4	3	5	4	3	4	3	3	3	4	4	52
66	3	3	3	5	3	3	5	5	2	2	2	4	3	3	46
67	3	3	3	4	3	3	5	3	4	5	5	4	4	5	54
68	5	3	5	3	4	2	5	4	2	4	5	3	5	5	55
69	4	3	4	4	5	5	4	4	3	5	5	4	5	3	58
70	5	5	5	5	5	5	4	3	5	4	5	3	5	5	64
71	5	4	3	3	4	4	4	4	4	3	3	4	4	4	53
72	5	5	5	5	5	5	4	4	3	2	3	4	5	3	58
73	4	4	4	4	3	4	3	4	3	3	3	4	3	3	49
74	4	3	3	4	4	4	4	4	4	4	4	4	4	4	54
75	4	5	3	4	3	2	3	5	4	4	3	5	3	4	52
76	4	4	3	4	4	4	3	4	3	4	3	4	4	3	51
77	3	4	3	4	3	4	2	3	4	3	3	3	3	4	46
78	5	4	4	4	4	4	3	5	4	4	4	5	4	4	58
79	4	5	5	3	3	4	4	4	3	3	5	4	3	3	53
80	3	3	2	3	3	2	3	3	4	3	2	4	3	2	40

Lampiran 3

Deskripsi Jawaban Responden dari Disiplin Kerja (X1)

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	14	17.5	17.5	18.8
	4	45	56.3	56.3	75.0
	5	20	25.0	25.0	100.0
	Total	80	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	24	30.0	30.0	31.3
	4	35	43.8	43.8	75.0
	5	20	25.0	25.0	100.0
	Total	80	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	20	25.0	25.0	30.0
	4	27	33.8	33.8	63.8
	5	29	36.3	36.3	100.0
	Total	80	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	25.0	25.0	25.0
	4	33	41.3	41.3	66.3
	5	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	3	3.8	3.8	5.0
	3	29	36.3	36.3	41.3
	4	28	35.0	35.0	76.3
	5	19	23.8	23.8	100.0
	Total	80	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	8.8	8.8	8.8
	3	19	23.8	23.8	32.5
	4	28	35.0	35.0	67.5
	5	26	32.5	32.5	100.0
	Total	80	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	7	8.8	8.8	10.0
	3	32	40.0	40.0	50.0
	4	28	35.0	35.0	85.0
	5	12	15.0	15.0	100.0
	Total	80	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	7	8.8	8.8	10.0
	3	31	38.8	38.8	48.8
	4	29	36.3	36.3	85.0
	5	12	15.0	15.0	100.0
	Total	80	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.5	7.5	7.5
	3	33	41.3	41.3	48.8
	4	35	43.8	43.8	92.5
	5	6	7.5	7.5	100.0
	Total	80	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	15.0	15.0	15.0
	3	28	35.0	35.0	50.0
	4	33	41.3	41.3	91.3
	5	7	8.8	8.8	100.0
	Total	80	100.0	100.0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.5	2.5	2.5
	2	9	11.3	11.3	13.8
	3	33	41.3	41.3	55.0
	4	23	28.8	28.8	83.8
	5	13	16.3	16.3	100.0
	Total	80	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	8.8	8.8	8.8
	3	25	31.3	31.3	40.0
	4	29	36.3	36.3	76.3
	5	19	23.8	23.8	100.0
	Total	80	100.0	100.0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.5	7.5	7.5
	3	30	37.5	37.5	45.0
	4	25	31.3	31.3	76.3
	5	19	23.8	23.8	100.0
	Total	80	100.0	100.0	

P14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.3	1.3	1.3
	2	5	6.3	6.3	7.5
	3	32	40.0	40.0	47.5
	4	33	41.3	41.3	88.8
	5	9	11.3	11.3	100.0
	Total	80	100.0	100.0	

P15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.0	5.0	5.0
	2	6	7.5	7.5	12.5
	3	31	38.8	38.8	51.3
	4	31	38.8	38.8	90.0
	5	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

P16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	8.8	8.8	8.8
	3	29	36.3	36.3	45.0
	4	31	38.8	38.8	83.8
	5	13	16.3	16.3	100.0
	Total	80	100.0	100.0	

Deskripsi Jawaban Responden dari Lingkungan Kerja Non Fisik (X2)

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	29	36.3	36.3	38.8
	4	28	35.0	35.0	73.8
	5	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	25.0	25.0	25.0
	4	30	37.5	37.5	62.5
	5	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.8	3.8	3.8
	3	39	48.8	48.8	52.5
	4	22	27.5	27.5	80.0
	5	16	20.0	20.0	100.0
	Total	80	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	33.8	33.8	33.8
	4	28	35.0	35.0	68.8
	5	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.3	6.3	6.3
	3	26	32.5	32.5	38.8
	4	30	37.5	37.5	76.3
	5	19	23.8	23.8	100.0
	Total	80	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.3	6.3	6.3
	3	24	30.0	30.0	36.3
	4	26	32.5	32.5	68.8
	5	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	36	45.0	45.0	50.0
	4	25	31.3	31.3	81.3
	5	15	18.8	18.8	100.0
	Total	80	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	30	37.5	37.5	40.0
	4	33	41.3	41.3	81.3
	5	15	18.8	18.8	100.0
	Total	80	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	25	31.3	31.3	33.8
	4	36	45.0	45.0	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	11.3	11.3	11.3
	3	34	42.5	42.5	53.8
	4	23	28.8	28.8	82.5
	5	14	17.5	17.5	100.0
	Total	80	100.0	100.0	

Deskripsi Jawaban Responden dari Kinerja(Y)

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	17	21.3	21.3	23.8
	4	34	42.5	42.5	66.3
	5	27	33.8	33.8	100.0
	Total	80	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	21	26.3	26.3	31.3
	4	29	36.3	36.3	67.5
	5	26	32.5	32.5	100.0
	Total	80	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.5	7.5	7.5
	3	31	38.8	38.8	46.3
	4	26	32.5	32.5	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	33.8	33.8	33.8
	4	32	40.0	40.0	73.8
	5	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.5	7.5	7.5
	3	31	38.8	38.8	46.3
	4	25	31.3	31.3	77.5
	5	18	22.5	22.5	100.0
	Total	80	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	8.8	8.8	8.8
	3	21	26.3	26.3	35.0
	4	29	36.3	36.3	71.3
	5	23	28.8	28.8	100.0
	Total	80	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.3	6.3	6.3
	3	32	40.0	40.0	46.3
	4	29	36.3	36.3	82.5
	5	14	17.5	17.5	100.0
	Total	80	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.8	3.8	3.8
	3	27	33.8	33.8	37.5
	4	34	42.5	42.5	80.0
	5	16	20.0	20.0	100.0
	Total	80	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.5	2.5	2.5
	3	28	35.0	35.0	37.5
	4	41	51.3	51.3	88.8
	5	9	11.3	11.3	100.0
	Total	80	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	11.3	11.3	11.3
	3	34	42.5	42.5	53.8
	4	29	36.3	36.3	90.0
	5	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	8.8	8.8	8.8
	3	28	35.0	35.0	43.8
	4	28	35.0	35.0	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.3	1.3	1.3
	3	23	28.8	28.8	30.0
	4	39	48.8	48.8	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	28	35.0	35.0	40.0
	4	31	38.8	38.8	78.8
	5	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.0	5.0	5.0
	3	31	38.8	38.8	43.8
	4	34	42.5	42.5	86.3
	5	11	13.8	13.8	100.0
	Total	80	100.0	100.0	

Lampiran 4

Uji Validitas Disiplin Kerja

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	TOTAL_X1
P1	Pearson Correlation	1	1.000**	.306	.175	.354*	.347*	.382*	.027	.306	.175	-.130	.026	.093	.382*	.130	.026	.483**
	Sig. (1-tailed)		.000	.050	.177	.027	.030	.019	.443	.050	.177	.247	.445	.313	.019	.247	.445	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	1.000**	1	.306	.175	.354*	.347*	.382*	.027	.306	.175	-.130	.026	.093	.382*	.130	.026	.483**
	Sig. (1-tailed)	.000		.050	.177	.027	.030	.019	.443	.050	.177	.247	.445	.313	.019	.247	.445	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.306	.306	1	.374*	.255	.244	.154	.083	1.000**	.374*	-.056	.338*	.253	.154	-.056	.338*	.555**
	Sig. (1-tailed)	.050	.050		.021	.087	.097	.208	.331	.000	.021	.384	.034	.089	.208	.384	.034	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.175	.175	.374*	1	.067	-.126	.115	.083	.374*	1.000**	.307*	.175	.167	.115	.102	.175	.480**
	Sig. (1-tailed)	.177	.177	.021		.362	.253	.273	.332	.021	.000	.049	.178	.189	.273	.295	.178	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.354*	.354*	.255	.067	1	.581**	.162	.378*	.255	.067	.171	.321*	.148	.162	.171	.321*	.562**
	Sig. (1-tailed)	.027	.027	.087	.362		.000	.196	.020	.087	.362	.183	.042	.217	.196	.183	.042	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.347*	.347*	.244	-.126	.581**	1	.266	.472**	.244	-.126	.093	.313*	.267	.266	.093	.313*	.540**
	Sig. (1-tailed)	.030	.030	.097	.253	.000		.078	.004	.097	.253	.312	.046	.077	.078	.312	.046	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.382*	.382*	.154	.115	.162	.266	1	.174	.154	.115	.191	.152	.331*	1.000**	.383*	.152	.593**
	Sig. (1-tailed)	.019	.019	.208	.273	.196	.078		.178	.208	.273	.156	.211	.037	.000	.018	.211	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.027	.027	.083	.083	.378*	.472**	.174	1	.083	.083	.526**	.317*	.400*	.174	.143	.317*	.525**
	Sig. (1-tailed)	.443	.443	.331	.332	.020	.004	.178		.331	.332	.001	.044	.014	.178	.225	.044	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.306	.306	1.000**	.374*	.255	.244	.154	.083	1	.374*	-.056	.338*	.253	.154	-.056	.338*	.555**
	Sig. (1-tailed)	.050	.050	.000	.021	.087	.097	.208	.331		.021	.384	.034	.089	.208	.384	.034	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.175	.175	.374*	1.000**	.067	-.126	.115	.083	.374*	1	.307*	.175	.167	.115	.102	.175	.480**
	Sig. (1-tailed)	.177	.177	.021	.000	.362	.253	.273	.332	.021		.049	.178	.189	.273	.295	.178	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	-.130	-.130	-.056	.307*	.171	.093	.191	.526**	-.056	.307*	1	.231	.324*	.191	.273	.231	.437**
	Sig. (1-tailed)	.247	.247	.384	.049	.183	.312	.156	.001	.384	.049		.110	.040	.156	.072	.110	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.026	.026	.338*	.175	.321*	.313*	.152	.317*	.338*	.175	.231	1	.573**	.152	.231	1.000**	.648**
	Sig. (1-tailed)	.445	.445	.034	.178	.042	.046	.211	.044	.034	.178	.110		.000	.211	.110	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.093	.093	.253	.167	.148	.267	.331*	.400*	.253	.167	.324*	.573**	1	.331*	.139	.573**	.612**
	Sig. (1-tailed)	.313	.313	.089	.189	.217	.077	.037	.014	.089	.189	.040	.000		.037	.232	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.382*	.382*	.154	.115	.162	.266	1.000**	.174	.154	.115	.191	.152	.331*	1	.383*	.152	.593**
	Sig. (1-tailed)	.019	.019	.208	.273	.196	.078	.000	.178	.208	.273	.156	.211	.037		.018	.211	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.130	.130	-.056	.102	.171	.093	.383*	.143	-.056	.102	.273	.231	.139	.383*	1	.231	.414*
	Sig. (1-tailed)	.247	.247	.384	.295	.183	.312	.018	.225	.384	.295	.072	.110	.232	.018		.110	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P16	Pearson Correlation	.026	.026	.338*	.175	.321*	.313*	.152	.317*	.338*	.175	.231	1.000**	.573**	.152	.231	1	.648**
	Sig. (1-tailed)	.445	.445	.034	.178	.042	.046	.211	.044	.034	.178	.110	.000	.000	.211	.110		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.483**	.483**	.555**	.480**	.562**	.540**	.593**	.525**	.555**	.480**	.437**	.648**	.612**	.593**	.414*	.648**	1
	Sig. (1-tailed)	.003	.003	.001	.004	.001	.001	.000	.001	.001	.004	.008	.000	.000	.000	.011	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Uji Validitas Lingkungan Kerja Non Fisik

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL_X2
P1	Pearson Correlation	1	.234	.526**	.224	.410*	1.000**	.239	.407*	.224	.215	.741**
	Sig. (1-tailed)		.106	.001	.117	.012	.000	.102	.013	.117	.127	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.234	1	.515**	.387*	.048	.234	.118	.217	.387*	.164	.504**
	Sig. (1-tailed)	.106		.002	.017	.400	.106	.268	.124	.017	.193	.002
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.526**	.515**	1	.443**	.238	.526**	.085	.190	.443**	-.007	.620**
	Sig. (1-tailed)	.001	.002		.007	.103	.001	.328	.157	.007	.486	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.224	.387*	.443**	1	.366*	.224	.281	.079	1.000**	.389*	.687**
	Sig. (1-tailed)	.117	.017	.007		.023	.117	.066	.339	.000	.017	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.410*	.048	.238	.366*	1	.410*	.493**	.638**	.366*	.295	.690**
	Sig. (1-tailed)	.012	.400	.103	.023		.012	.003	.000	.023	.057	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	1.000**	.234	.526**	.224	.410*	1	.239	.407*	.224	.215	.741**
	Sig. (1-tailed)	.000	.106	.001	.117	.012		.102	.013	.117	.127	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.239	.118	.085	.281	.493**	.239	1	.236	.281	.266	.527**
	Sig. (1-tailed)	.102	.268	.328	.066	.003	.102		.104	.066	.078	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.407*	.217	.190	.079	.638**	.407*	.236	1	.079	.067	.520**
	Sig. (1-tailed)	.013	.124	.157	.339	.000	.013	.104		.339	.363	.002
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.224	.387*	.443**	1.000**	.366*	.224	.281	.079	1	.389*	.687**
	Sig. (1-tailed)	.117	.017	.007	.000	.023	.117	.066	.339		.017	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.215	.164	-.007	.389*	.295	.215	.266	.067	.389*	1	.503**
	Sig. (1-tailed)	.127	.193	.486	.017	.057	.127	.078	.363	.017		.002
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.741**	.504**	.620**	.687**	.690**	.741**	.527**	.520**	.687**	.503**	1
	Sig. (1-tailed)	.000	.002	.000	.000	.000	.000	.001	.002	.000	.002	
	N	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Uji Validitas Kinerja

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	TOTAL_Y
P1	Pearson Correlation	1	.276	.196	.447**	.492**	.048	.365*	.467**	.137	.238	.145	.467**	.492**	.137	.588**
	Sig. (1-tailed)		.070	.149	.007	.003	.400	.024	.005	.234	.102	.222	.005	.003	.234	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.276	1	.570**	.317*	.107	.238	.249	.319*	.173	.102	.359*	.256	.107	.173	.509**
	Sig. (1-tailed)	.070		.001	.044	.286	.103	.092	.043	.180	.297	.026	.086	.286	.180	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.196	.570**	1	.380*	.282	.529**	.207	.119	-.040	.020	.470**	.060	.282	-.040	.517**
	Sig. (1-tailed)	.149	.001		.019	.066	.001	.137	.265	.416	.458	.004	.377	.066	.416	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.447**	.317*	.380*	1	.526**	.218	.139	.128	.260	.433**	.029	.192	.526**	.260	.592**
	Sig. (1-tailed)	.007	.044	.019		.001	.124	.233	.250	.083	.008	.439	.155	.001	.083	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.492**	.107	.282	.526**	1	.503**	.406*	.416*	.200	.452**	.213	.468**	1.000**	.200	.792**
	Sig. (1-tailed)	.003	.286	.066	.001		.002	.013	.011	.145	.006	.129	.005	.000	.145	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.048	.238	.529**	.218	.503**	1	.398*	.198	.167	.297	.440**	.090	.503**	.167	.621**
	Sig. (1-tailed)	.400	.103	.001	.124	.002		.015	.147	.189	.056	.007	.318	.002	.189	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.365*	.249	.207	.139	.406*	.398*	1	.237	.268	.371*	.179	.118	.406*	.268	.571**
	Sig. (1-tailed)	.024	.092	.137	.233	.013	.015		.104	.076	.022	.171	.267	.013	.076	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.467**	.319*	.119	.128	.416*	.198	.237	1	-.051	.266	.276	.932**	.416*	-.051	.568**
	Sig. (1-tailed)	.005	.043	.265	.250	.011	.147	.104		.394	.078	.070	.000	.011	.394	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.137	.173	-.040	.260	.200	.167	.268	-.051	1	.396*	.320*	-.129	.200	1.000**	.445**
	Sig. (1-tailed)	.234	.180	.416	.083	.145	.189	.076	.394		.015	.042	.249	.145	.000	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.238	.102	.020	.433**	.452**	.297	.371*	.266	.396*	1	.222	.323*	.452**	.396*	.610**
	Sig. (1-tailed)	.102	.297	.458	.008	.006	.056	.022	.078	.015		.119	.041	.006	.015	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.145	.359*	.470**	.029	.213	.440**	.179	.276	.320*	.222	1	.121	.213	.320*	.541**
	Sig. (1-tailed)	.222	.026	.004	.439	.129	.007	.171	.070	.042	.119		.263	.129	.042	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.467**	.256	.060	.192	.468**	.090	.118	.932**	-.129	.323*	.121	1	.468**	-.129	.516**
	Sig. (1-tailed)	.005	.086	.377	.155	.005	.318	.267	.000	.249	.041	.263		.005	.249	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.492**	.107	.282	.526**	1.000**	.503**	.406*	.416*	.200	.452**	.213	.468**	1	.200	.792**
	Sig. (1-tailed)	.003	.286	.066	.001	.000	.002	.013	.011	.145	.006	.129	.005		.145	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.137	.173	-.040	.260	.200	.167	.268	-.051	1.000**	.396*	.320*	-.129	.200	1	.445**
	Sig. (1-tailed)	.234	.180	.416	.083	.145	.189	.076	.394	.000	.015	.042	.249	.145		.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_Y	Pearson Correlation	.588**	.509**	.517**	.592**	.792**	.621**	.571**	.568**	.445**	.610**	.541**	.516**	.792**	.445**	1
	Sig. (1-tailed)	.000	.002	.002	.000	.000	.000	.000	.001	.007	.000	.001	.002	.000	.007	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Lampiran 5

Uji Reliabilitas

Disiplin Kerja (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.739	17

Lingkungan Kerja Non Fisik (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.754	11

Kinerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.747	15

Lampiran 6

Uji Normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
X1	.083	80	.200*	.983	80	.381
X2	.118	80	.008	.970	80	.055
Y	.095	80	.074	.977	80	.148

a. Lilliefors Significance Correction

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

Uji Homogenitas

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
X1	1.443	15	57	.160
X2	1.362	15	57	.198

Lampiran 7

Kualitas Disiplin Kerja (X1) dan Kinerja (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	922.600	24	38.442	1.397	.153
		Linearity	126.389	1	126.389	4.593	.037
		Deviation from Linearity	796.211	23	34.618	1.258	.240
	Within Groups		1513.350	55	27.515		
	Total		2435.950	79			

Lingkungan Kerja Non Fisik (X2) dan Kinerja (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	705.017	18	39.168	1.380	.175
		Linearity	205.168	1	205.168	7.230	.009
		Deviation from Linearity	499.849	17	29.403	1.036	.435
	Within Groups		1730.933	61	28.376		
	Total		2435.950	79			

Lampiran 8

Uji Multikolinieritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	27.879	7.395		3.770	.000		
	X1	.196	.094	.221	2.080	.041	.999	1.001
	X2	.349	.130	.285	2.683	.009	.999	1.001

a. Dependent Variable: Y

Lampiran 9

Uji Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.365[a]	.133	.110	5.237

a. Predictors: (Constant), X2, X1

Persamaan Regresi Disiplin Kerja (X1), Lingkungan Kerja Non Fisik (X2) dan Kinerja (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.879	7.395		3.770	.000
	X1	.196	.094	.221	2.080	.041
	X2	.349	.130	.285	2.683	.009

a. Dependent Variable: Y

Lampiran 10

Uji t

Uji t Disiplin Kerja (X1) terhadap Kinerja (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	40.789	5.833		6.993	.000
	X1	.202	.098	.228	2.066	.042

a. Dependent Variable: Y

Uji t Lingkungan Kerja Non Fisik (X2) terhadap Kinerja (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	39.242	5.088		7.713	.000
	X2	.356	.133	.290	2.678	.009

a. Dependent Variable: Y

Uji f Disiplin Kerja (X1), Lingkungan Kerja (X2) terhadap Kinerja (Y)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	323.822	2	161.911	5.903	.004[b]
	Residual	2112.128	77	27.430		
	Total	2435.950	79			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Lampiran 11 F hitung (α=0.05)

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
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

Lampiran

12

Titik Persentase Distribusi t (df = 41 – 80)

Pr / df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526