

## Lampiran I

Bandar Lampung, Januari 2024

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Ni Made Dewi Padni

NPM : 2012110026

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT Honda Arista Rajabasa Lampung, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH DISIPLIN KERJA, DAN KOMPENSASI FINANSIAL TERHADAP KINERJA KARYAWAN PADA PT HONDA ARISTA RAJABASA LAMPUNG”**, Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Ni Made Dewi Padni

NPM. 2012110026

## PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH DISIPLIN KERJA, DAN KOMPENSASI FINANSIAL  
TERHADAP KINERJA KARYAWAN PADA PT HONDA ARISTA  
RAJABASA LAMPUNG**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

**SS = Sangat Setuju      S = Setuju      CS = Cukup Setuju**

**TS = Tidak Setuju      STS = Sangat Tidak Setuju**

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : ..... (boleh tidak diisi)
2. Jenis Kelamin :  Laki – Laki       Perempuan
3. Usia :  17 – 22 tahun       29 – 34 tahun  
 23 – 28 tahun       > 35 tahun

## DAFTAR PERNYATAAN

<b>Disiplin Kerja</b>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<b>Tujuan dan kemampuan</b>						
1	Tujuan pekerjaan yang dibebankan harus sesuai dengan kemampuan yang dimiliki					
2	Melaksanakan tugas sesuai dengan kemampuan yang dimiliki					
<b>Teladan pimpinan</b>						
3	Pimpinan dapat dijadikan teladan dan panutan oleh para bawahannya					
4	Pimpinan selalu memberikan contoh yang baik bagi para bawahannya					
<b>Balas jasa</b>						
5	Balas jasa yang diterima kurang memuaskan dapat mempengaruhi kedisiplinan					
6	Kesesuaian balas jasa yang diterima dengan lama bekerja					
<b>Keadilan</b>						
7	Keadilan pimpinan sudah diterapkan dengan baik pada perusahaan					
8	Pimpinan selalu bersikap adil kepada para karyawan					
<b>Waskat (pengawasan melekat)</b>						
9	Pimpinan selalu mengawasi apa yang dilakukan karyawan					
10	Pimpinan sangat mempercayai karyawan dalam melaksanakan tugas					
<b>Sanksi Hukuman</b>						
11	Sanksi hukuman yang diberikan sesuai dengan tingkat kesalahan yang dilanggar					
12	Sanksi hukuman yang diterapkan ikut mempengaruhi baik dan buruknya kedisiplinan					
<b>Ketegasan</b>						
13	Pimpinan melakukan evaluasi kerja kepada setiap pekerjaan karyawan					
14	Pimpinan tegas kepada para karyawan yang melanggar peraturan					
<b>Hubungan Kemanusiaan</b>						
15	Saling menghormati sesama rekan kerja					
16	Kerjasama antara karyawan berjalan dengan baik					

<b>Kompensasi Finansial</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS (1)</b>	<b>TS (2)</b>	<b>CS (3)</b>	<b>S (4)</b>	<b>SS (5)</b>
<b>Gaji</b>						
<b>1</b>	Gaji yang diterima sesuai dengan beban tugas yang diberikan					
<b>2</b>	Gaji yang diberikan perusahaan tepat waktu					
<b>Insentif</b>						
<b>3</b>	Insentif diberikan sesuai dengan prestasi kerja karyawan					
<b>4</b>	Insentif diberikan perusahaan sesuai dengan ketentuan berlaku					
<b>Tunjangan</b>						
<b>5</b>	Tunjangan yang diberikan sesuai dengan posisi jabatan					
<b>6</b>	Tunjangan yang diberikan sudah mencukupi kebutuhan					

<b>Kinerja Karyawan</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS (1)</b>	<b>TS (2)</b>	<b>CS (3)</b>	<b>S (4)</b>	<b>SS (5)</b>
<b>Jumlah Pekerjaan</b>						
<b>1</b>	Dapat memenuhi target pekerjaan yang ditetapkan oleh perusahaan					
<b>2</b>	Bersedia diberi tambahan pekerjaan jika diperlukan					
<b>Kualitas</b>						
<b>3</b>	Selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh perusahaan					
<b>4</b>	Selalu mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
<b>Ketepatan Waktu</b>						
<b>5</b>	Tidak pernah menunda-nunda waktu dalam menyelesaikan pekerjaan					
<b>6</b>	Selalu menyelesaikan pekerjaan tepat waktu					
<b>Kehadiran</b>						
<b>7</b>	Selalu datang lebih awal dari jam kantor					
<b>8</b>	Selalu hadir di setiap aktivitas pekerjaan di perusahaan					
<b>Kemampuan Bekerja Sama</b>						
<b>9</b>	Mampu bekerja bersama dengan seluruh karyawan					
<b>10</b>	Menyelesaikan tugas pekerjaan bersana team					

## Lampiran II (Hasil Jawaban Responden)

No	DK 1	DK 2	DK 3	DK 4	DK 5	DK 6	DK 7	DK 8	DK 9	DK 10	DK 11	DK 12	DK 13	DK 14	DK 15	DK 16	Disiplin_Kerja
1	3	2	1	4	2	1	2	2	3	3	3	2	2	4	2	4	40
2	3	2	4	4	3	3	1	3	2	3	2	2	2	4	4	3	45
3	2	2	3	4	3	2	1	2	1	1	2	2	2	4	3	2	36
4	3	3	4	4	3	3	3	3	4	4	3	2	2	4	4	3	52
5	3	3	4	3	4	4	3	4	3	3	3	3	4	3	4	4	55
6	4	5	5	5	5	4	5	4	4	3	4	4	4	5	5	4	70
7	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	4	70
8	4	4	5	5	5	5	5	5	4	4	4	4	3	5	5	5	72
9	4	4	5	5	5	4	4	4	4	3	4	5	5	5	5	4	70
10	3	3	5	5	4	5	3	5	2	3	3	3	4	5	4	5	62
11	4	4	5	5	5	4	4	4	3	3	3	3	3	4	4	4	62
12	4	4	4	5	5	5	4	5	4	3	3	3	4	5	5	5	68
13	3	3	4	5	4	4	4	4	5	3	3	4	3	4	5	4	62
14	4	3	5	5	4	5	4	5	4	3	3	4	3	5	5	5	67
15	4	4	5	4	5	4	4	4	4	3	4	4	5	5	5	4	68
16	4	4	5	5	5	4	5	5	5	4	4	4	4	4	5	4	71
17	4	4	4	5	4	5	3	5	4	3	4	4	4	5	4	5	67
18	3	4	5	4	4	4	2	4	2	4	4	4	4	4	4	4	60
19	3	4	4	4	4	4	4	4	3	3	3	4	4	4	4	4	60
20	5	4	4	4	4	4	5	4	5	2	2	2	2	2	2	4	55
21	1	4	4	4	4	4	5	4	5	1	1	1	1	1	4	4	48
22	1	4	4	4	3	4	2	4	2	3	3	4	4	4	3	4	53
23	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	4	51
24	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	4	51
25	4	4	4	5	4	4	3	4	3	3	3	3	4	4	4	4	60
26	4	3	5	5	4	5	3	5	3	4	3	3	3	5	4	5	64
27	4	4	5	5	4	5	3	5	3	4	4	4	4	5	4	5	68
28	2	3	4	5	5	4	4	4	4	3	4	3	3	4	4	4	60
29	3	3	4	3	4	4	3	4	3	3	3	3	4	3	4	4	55
30	4	5	5	5	5	3	5	4	4	3	4	4	4	5	5	4	69
31	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	4	51
32	3	4	4	4	4	4	4	4	3	3	3	3	3	4	4	4	58
33	3	2	4	4	3	3	1	3	2	3	2	2	2	4	4	3	45
34	2	2	3	4	3	2	1	2	1	1	2	2	2	4	3	3	37
35	3	3	4	4	3	3	3	3	3	4	4	3	2	2	4	4	52

No	KF1	KF2	KF3	KF4	KF5	KF6	Kompensasi Finansial
1	5	5	5	5	5	5	30
2	5	5	2	5	3	5	25
3	5	3	2	5	5	5	25
4	3	3	4	4	3	4	21
5	3	3	4	3	4	3	20
6	4	5	5	5	4	4	27
7	4	4	5	5	4	4	26
8	4	4	5	5	5	4	27
9	4	4	5	5	4	4	26
10	3	3	5	5	5	2	23
11	4	4	5	5	4	3	25
12	4	4	4	5	5	4	26
13	3	3	4	5	4	5	24
14	4	3	5	5	5	4	26
15	4	4	5	4	4	4	25
16	4	4	5	5	5	4	27
17	4	4	4	5	5	4	26
18	3	4	5	4	4	2	22
19	3	4	4	4	4	3	22
20	5	4	4	4	4	5	26
21	1	4	4	4	4	5	22
22	1	4	4	4	4	2	19
23	1	2	2	4	4	4	17
24	1	2	2	4	4	4	17
25	4	4	4	5	4	3	24
26	4	3	5	5	5	3	25
27	4	4	5	5	5	3	26
28	2	3	4	5	4	4	22
29	3	3	4	3	4	3	20
30	4	5	5	5	4	4	27
31	1	2	2	4	4	4	17
32	3	4	4	4	4	3	22
33	3	2	4	4	3	2	18
34	2	2	3	4	3	2	16
35	3	3	4	4	3	4	21

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kinerja Karyawan
1	4	4	3	2	4	3	3	3	3	3	32
2	5	5	5	5	5	5	5	5	5	5	50
3	4	3	2	2	3	2	3	3	3	3	28
4	4	3	3	3	4	3	3	3	4	4	34
5	2	4	3	3	4	4	3	4	3	3	33
6	5	5	4	5	5	4	5	4	4	3	44
7	5	5	4	4	5	4	4	4	4	5	44
8	5	5	4	4	5	5	5	5	4	4	46
9	5	5	4	4	5	4	4	4	4	3	42
10	5	4	3	3	5	5	3	5	2	3	38
11	5	5	4	4	5	4	4	4	3	4	42
12	5	5	4	4	4	5	4	5	4	4	44
13	5	4	3	3	4	4	4	4	5	3	39
14	5	4	4	3	5	5	4	5	4	3	42
15	4	5	4	4	5	4	4	4	4	3	41
16	3	3	4	4	3	4	4	3	3	3	34
17	5	4	4	4	4	5	3	5	4	3	41
18	4	4	3	4	5	4	2	4	2	4	36
19	4	4	3	4	4	4	4	4	3	3	37
20	4	4	5	4	4	4	5	4	5	3	42
21	4	4	4	4	4	4	5	4	5	4	42
22	4	3	4	4	4	4	4	4	3	3	37
23	4	3	1	2	2	4	4	4	4	3	31
24	4	3	1	2	2	4	4	4	4	2	30
25	5	4	4	4	4	4	3	4	3	3	38
26	5	4	4	3	5	5	3	5	3	4	41
27	5	4	4	4	5	5	3	5	3	4	42
28	5	5	2	3	4	4	4	4	4	3	38
29	1	4	3	3	4	4	3	4	3	3	32
30	5	5	4	5	5	3	5	4	4	3	43
31	4	2	3	4	4	4	4	4	4	2	35
32	4	4	3	4	4	4	4	4	3	3	37
33	4	3	3	2	4	3	4	3	4	3	33
34	4	3	2	2	3	2	4	4	4	4	32
35	4	3	3	3	4	3	3	3	4	4	34



### Lampiran III (Hasil Uji Deskriptif)

#### Jenis kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	35	100.0	100.0	100.0

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
> 35 Tahun	9	25.7	25.7	25.7
17 – 22 Tahun	6	17.1	17.1	42.9
Valid 23 – 28 Tahun	11	31.4	31.4	74.3
29 – 34 Tahun	9	25.7	25.7	100.0
Total	35	100.0	100.0	

#### DK1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	14.3	14.3	14.3
2	3	8.6	8.6	22.9
Valid 3	12	34.3	34.3	57.1
4	14	40.0	40.0	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

#### DK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	22.9	22.9	22.9
3	9	25.7	25.7	48.6
Valid 4	16	45.7	45.7	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

#### DK3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	3	8.6	8.6	11.4
Valid 3	2	5.7	5.7	17.1
4	16	45.7	45.7	62.9
5	13	37.1	37.1	100.0
Total	35	100.0	100.0	

**DK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	5.7	5.7	5.7
4	17	48.6	48.6	54.3
5	16	45.7	45.7	100.0
Total	35	100.0	100.0	

**DK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	11.4	11.4	11.4
3	7	20.0	20.0	31.4
4	14	40.0	40.0	71.4
5	10	28.6	28.6	100.0
Total	35	100.0	100.0	

**DK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	2	5.7	5.7	8.6
3	5	14.3	14.3	22.9
4	20	57.1	57.1	80.0
5	7	20.0	20.0	100.0
Total	35	100.0	100.0	

**DK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	11.4	11.4	11.4
2	3	8.6	8.6	20.0
3	9	25.7	25.7	45.7
4	13	37.1	37.1	82.9
5	6	17.1	17.1	100.0
Total	35	100.0	100.0	

**DK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	8.6	8.6	8.6
3	4	11.4	11.4	20.0
4	20	57.1	57.1	77.1
5	8	22.9	22.9	100.0
Total	35	100.0	100.0	

**DK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.7	5.7	5.7
2	5	14.3	14.3	20.0
3	9	25.7	25.7	45.7
4	15	42.9	42.9	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**DK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	8.6	8.6	8.6
2	4	11.4	11.4	20.0
3	20	57.1	57.1	77.1
4	7	20.0	20.0	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

**DK11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	8	22.9	22.9	25.7
3	15	42.9	42.9	68.6
4	11	31.4	31.4	100.0
Total	35	100.0	100.0	

**DK12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	8	22.9	22.9	25.7
3	9	25.7	25.7	51.4
4	16	45.7	45.7	97.1
5	1	2.9	2.9	100.0
Total	35	100.0	100.0	

**DK13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	8	22.9	22.9	25.7
3	7	20.0	20.0	45.7
4	17	48.6	48.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**DK14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	1	2.9	2.9	5.7
3	2	5.7	5.7	11.4
4	19	54.3	54.3	65.7
5	12	34.3	34.3	100.0
Total	35	100.0	100.0	

**DK15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.7	5.7	5.7
3	3	8.6	8.6	14.3
4	20	57.1	57.1	71.4
5	10	28.6	28.6	100.0
Total	35	100.0	100.0	

**DK16**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	5	14.3	14.3	17.1
4	22	62.9	62.9	80.0
5	7	20.0	20.0	100.0
Total	35	100.0	100.0	

**KF1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	14.3	14.3	14.3
2	2	5.7	5.7	20.0
3	10	28.6	28.6	48.6
4	14	40.0	40.0	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**KF2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	14.3	14.3	14.3
3	10	28.6	28.6	42.9
4	16	45.7	45.7	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**KF3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	14.3	14.3	14.3
3	1	2.9	2.9	17.1
4	15	42.9	42.9	60.0
5	14	40.0	40.0	100.0
Total	35	100.0	100.0	

**KF4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	5.7	5.7	5.7
4	14	40.0	40.0	45.7
5	19	54.3	54.3	100.0
Total	35	100.0	100.0	

**KF5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	14.3	14.3	14.3
4	20	57.1	57.1	71.4
5	10	28.6	28.6	100.0
Total	35	100.0	100.0	

**KF6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	14.3	14.3	14.3
3	8	22.9	22.9	37.1
4	16	45.7	45.7	82.9
5	6	17.1	17.1	100.0
Total	35	100.0	100.0	

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	1	2.9	2.9	5.7
3	1	2.9	2.9	8.6
4	16	45.7	45.7	54.3
5	16	45.7	45.7	100.0
Total	35	100.0	100.0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	9	25.7	25.7	28.6
4	15	42.9	42.9	71.4
5	10	28.6	28.6	100.0
Total	35	100.0	100.0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.7	5.7	5.7
2	3	8.6	8.6	14.3
3	12	34.3	34.3	48.6
4	16	45.7	45.7	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

**KK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.1	17.1	17.1
3	9	25.7	25.7	42.9
4	17	48.6	48.6	91.4
5	3	8.6	8.6	100.0
Total	35	100.0	100.0	

**KK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.7	5.7	5.7
3	3	8.6	8.6	14.3
4	17	48.6	48.6	62.9
5	13	37.1	37.1	100.0
Total	35	100.0	100.0	

**KK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.7	5.7	5.7
3	5	14.3	14.3	20.0
4	20	57.1	57.1	77.1
5	8	22.9	22.9	100.0
Total	35	100.0	100.0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	11	31.4	31.4	34.3
4	17	48.6	48.6	82.9
5	6	17.1	17.1	100.0
Total	35	100.0	100.0	

**KK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	17.1	17.1	17.1
4	21	60.0	60.0	77.1
5	8	22.9	22.9	100.0
Total	35	100.0	100.0	

**KK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.7	5.7	5.7
3	12	34.3	34.3	40.0
4	17	48.6	48.6	88.6
5	4	11.4	11.4	100.0
Total	35	100.0	100.0	

**KK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.7	5.7	5.7
3	21	60.0	60.0	65.7
4	10	28.6	28.6	94.3
5	2	5.7	5.7	100.0
Total	35	100.0	100.0	

## Lampiran IV (Hasil Uji Validitas)

		Correlations															Disiplin Kerja	
		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	DK11	DK12	DK13	DK14	DK15	DK16	
DK1	Pearson Correlation	1	.563**	.649**	.480**	.674**	.278	.260	.358*	.222	.546**	.586**	.180	.191	.384*	.301	.352*	.643**
	Sig. (2-tailed)		.000	.000	.003	.000	.106	.131	.035	.199	.001	.000	.301	.272	.023	.079	.038	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK2	Pearson Correlation	.563**	1	.705**	.441**	.790**	.453**	.592**	.530**	.373*	.377*	.619**	.388*	.400*	.158	.415*	.426*	.758**
	Sig. (2-tailed)	.000		.000	.008	.000	.006	.000	.001	.027	.026	.000	.021	.017	.364	.013	.011	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK3	Pearson Correlation	.649**	.705**	1	.484**	.831**	.543**	.287	.550**	.113	.548**	.590**	.290	.270	.316	.580**	.334*	.734**
	Sig. (2-tailed)	.000	.000		.003	.000	.001	.095	.001	.518	.001	.000	.091	.117	.064	.000	.050	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK4	Pearson Correlation	.480**	.441**	.484**	1	.550**	.427*	.376*	.511**	.293	.350*	.510**	.403*	.226	.609**	.486**	.497**	.670**
	Sig. (2-tailed)	.003	.008	.003		.001	.010	.026	.002	.087	.039	.002	.016	.193	.000	.003	.002	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK5	Pearson Correlation	.674**	.790**	.831**	.550**	1	.473**	.521**	.530**	.312	.402*	.666**	.325	.352*	.265	.596**	.396*	.794**
	Sig. (2-tailed)	.000	.000	.000	.001		.004	.001	.001	.068	.017	.000	.057	.038	.124	.000	.019	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK6	Pearson Correlation	.278	.453**	.543**	.427*	.473**	1	.503**	.951**	.364*	.321	.319	.518**	.506**	.246	.513**	.799**	.736**
	Sig. (2-tailed)	.106	.006	.001	.010	.004		.002	.000	.032	.060	.061	.001	.002	.154	.002	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK7	Pearson Correlation	.260	.592**	.287	.376*	.521**	.503**	1	.599**	.850**	.119	.282	.405*	.306	-.027	.489**	.493**	.662**
	Sig. (2-tailed)	.131	.000	.095	.026	.001	.002		.000	.000	.495	.101	.016	.073	.876	.003	.003	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK8	Pearson Correlation	.358*	.530**	.550**	.511**	.530**	.951**	.599**	1	.456**	.392*	.429*	.576**	.552**	.291	.547**	.870**	.821**
	Sig. (2-tailed)	.035	.001	.001	.002	.001	.000	.000		.006	.020	.010	.000	.001	.090	.001	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK9	Pearson Correlation	.222	.373*	.113	.293	.312	.364*	.850**	.456**	1	.168	.189	.259	.128	-.126	.418*	.363*	.510**
	Sig. (2-tailed)	.199	.027	.518	.087	.068	.032	.000	.006		.335	.278	.134	.463	.471	.012	.032	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK10	Pearson Correlation	.546**	.377*	.548**	.350*	.402*	.321	.119	.392*	.168	1	.724**	.359*	.310	.494**	.426*	.337*	.615**
	Sig. (2-tailed)	.001	.026	.001	.039	.017	.060	.495	.020	.335	.070		.000	.034	.070	.003	.011	.048
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK11	Pearson Correlation	.586**	.619**	.590**	.510**	.666**	.319	.282	.429*	.189	.724**	1	.637**	.601**	.645**	.500**	.417*	.782**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.061	.101	.010	.278	.000		.000	.000	.000	.002	.013	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK12	Pearson Correlation	.180	.388*	.290	.403*	.325	.518**	.405*	.576**	.259	.359*	.637**	1	.864**	.599**	.572**	.501**	.705**
	Sig. (2-tailed)	.301	.021	.091	.016	.057	.001	.016	.000	.134	.034	.000		.000	.000	.000	.002	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK13	Pearson Correlation	.191	.400*	.270	.226	.352*	.506**	.306	.552**	.128	.310	.601**	.864**	1	.520**	.495**	.475**	.647**
	Sig. (2-tailed)	.272	.017	.117	.193	.038	.002	.073	.001	.463	.070	.000	.000		.001	.003	.004	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK14	Pearson Correlation	.384*	.158	.316	.609**	.265	.246	-.027	.291	-.126	.494**	.645**	.599**	.520**	1	.496**	.341*	.534**
	Sig. (2-tailed)	.023	.364	.064	.000	.124	.154	.876	.090	.471	.003	.000	.000	.001		.002	.045	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK15	Pearson Correlation	.301	.415*	.580**	.486**	.596**	.513**	.489**	.547**	.418*	.426*	.500**	.572**	.495**	.496**	1	.329	.736**
	Sig. (2-tailed)	.079	.013	.000	.003	.000	.002	.003	.001	.012	.011	.002	.000	.003	.002		.053	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
DK16	Pearson Correlation	.352*	.426*	.334*	.497**	.396*	.799**	.493**	.870**	.363*	.337*	.417*	.501**	.475**	.341*	.329	1	.704**
	Sig. (2-tailed)	.038	.011	.050	.002	.019	.000	.003	.000	.032	.048	.013	.002	.004	.045	.053		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Disiplin Kerja	Pearson Correlation	.643**	.758**	.734**	.670**	.794**	.736**	.662**	.821**	.510**	.615**	.782**	.705**	.647**	.534**	.736**	.704**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.001	.000	.000	.000
	N	35	35	35	35	35	35	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).



**Correlations**

		KF1	KF2	KF3	KF4	KF5	KF6	Kompensasi Finansial
KF1	Pearson Correlation	1	.596**	.415*	.525**	.323	.298	.837**
	Sig. (2-tailed)		.000	.013	.001	.058	.082	.000
	N	35	35	35	35	35	35	35
KF2	Pearson Correlation	.596**	1	.505**	.421*	.219	.266	.781**
	Sig. (2-tailed)	.000		.002	.012	.205	.122	.000
	N	35	35	35	35	35	35	35
KF3	Pearson Correlation	.415*	.505**	1	.311	.340*	-.216	.612**
	Sig. (2-tailed)	.013	.002		.069	.046	.212	.000
	N	35	35	35	35	35	35	35
KF4	Pearson Correlation	.525**	.421*	.311	1	.487**	.299	.714**
	Sig. (2-tailed)	.001	.012	.069		.003	.081	.000
	N	35	35	35	35	35	35	35
KF5	Pearson Correlation	.323	.219	.340*	.487**	1	.131	.564**
	Sig. (2-tailed)	.058	.205	.046	.003		.452	.000
	N	35	35	35	35	35	35	35
KF6	Pearson Correlation	.298	.266	-.216	.299	.131	1	.447**
	Sig. (2-tailed)	.082	.122	.212	.081	.452		.007
	N	35	35	35	35	35	35	35
Kompensasi Finansial	Pearson Correlation	.837**	.781**	.612**	.714**	.564**	.447**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.007	
	N	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).

**Correlations**

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kinerja Karyawan
KK1	Pearson Correlation	1	.412*	.290	.302	.412*	.305	.260	.434**	.234	.268	.620**
	Sig. (2-tailed)		.014	.092	.078	.014	.074	.131	.009	.177	.119	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK2	Pearson Correlation	.412*	1	.508**	.544**	.660**	.409*	.320	.451**	.124	.384*	.759**
	Sig. (2-tailed)	.014		.002	.001	.000	.015	.061	.007	.477	.023	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK3	Pearson Correlation	.290	.508**	1	.763**	.713**	.452**	.313	.355*	.182	.390*	.798**
	Sig. (2-tailed)	.092	.002		.000	.000	.006	.068	.037	.295	.020	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK4	Pearson Correlation	.302	.544**	.763**	1	.609**	.443**	.411*	.365*	.123	.251	.774**
	Sig. (2-tailed)	.078	.001	.000		.000	.008	.014	.031	.483	.146	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK5	Pearson Correlation	.412*	.660**	.713**	.609**	1	.418*	.057	.429*	-.091	.416*	.740**
	Sig. (2-tailed)	.014	.000	.000	.000		.012	.747	.010	.604	.013	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK6	Pearson Correlation	.305	.409*	.452**	.443**	.418*	1	.089	.824**	-.017	.128	.627**
	Sig. (2-tailed)	.074	.015	.006	.008	.012		.612	.000	.924	.462	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK7	Pearson Correlation	.260	.320	.313	.411*	.057	.089	1	.145	.689**	.023	.518**
	Sig. (2-tailed)	.131	.061	.068	.014	.747	.612		.404	.000	.897	.001
	N	35	35	35	35	35	35	35	35	35	35	35
KK8	Pearson Correlation	.434**	.451**	.355*	.365*	.429*	.824**	.145	1	.041	.223	.651**
	Sig. (2-tailed)	.009	.007	.037	.031	.010	.000	.404		.814	.198	.000
	N	35	35	35	35	35	35	35	35	35	35	35
KK9	Pearson Correlation	.234	.124	.182	.123	-.091	-.017	.689**	.041	1	.119	.369*
	Sig. (2-tailed)	.177	.477	.295	.483	.604	.924	.000	.814		.496	.029
	N	35	35	35	35	35	35	35	35	35	35	35
KK10	Pearson Correlation	.268	.384*	.390*	.251	.416*	.128	.023	.223	.119	1	.490**
	Sig. (2-tailed)	.119	.023	.020	.146	.013	.462	.897	.198	.496		.003
	N	35	35	35	35	35	35	35	35	35	35	35
Kinerja Karyawan	Pearson Correlation	.620**	.759**	.798**	.774**	.740**	.627**	.518**	.651**	.369*	.490**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.029	.003	
	N	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).

## Lampiran V (Hasil Uji Reliabilitas)

### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.922	16

### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.728	6

### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.839	10

## Lampiran VI (Hasil Uji Normalitas)

**One-Sample Kolmogorov-Smirnov Test**

		Disiplin_Kerja	Kompensasi_Finansial	Kinerja_Karyawan
N		35	35	35
Normal Parameters <sup>a,b</sup>	Mean	58.11	23.20	38.11
	Std. Deviation	10.055	3.538	5.144
Most Extreme Differences	Absolute	.126	.180	.141
	Positive	.084	.113	.102
	Negative	-.126	-.180	-.141
Kolmogorov-Smirnov Z		.745	1.066	.835
Asymp. Sig. (2-tailed)		.636	.205	.488

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran VII (Hasil Uji Linearitas)

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Disiplin_Kerja	(Combined)		661.126	18	36.729	2.465	.038
	Between Groups	Linearity	323.505	1	323.505	21.710	.000
		Deviation from Linearity	337.622	17	19.860	1.333	.285
	Within Groups		238.417	16	14.901		
	Total		899.543	34			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Kompensasi_Finansial	(Combined)		520.879	12	43.407	2.522	.029
	Between Groups	Linearity	309.949	1	309.949	18.008	.000
		Deviation from Linearity	210.930	11	19.175	1.114	.396
	Within Groups		378.664	22	17.212		
	Total		899.543	34			

## Lampiran VIII (Hasil Uji Regresi Berganda)

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kompensasi_Finansial, Disiplin_Kerja <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja\_Karyawan

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.681 <sup>a</sup>	.463	.430	3.885

a. Predictors: (Constant), Kompensasi\_Finansial, Disiplin\_Kerja

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.413	4.788		2.802	.009
	Disiplin_Kerja	.206	.078	.403	2.658	.012
	Kompensasi_Finansial	.548	.221	.377	2.483	.018

a. Dependent Variable: Kinerja\_Karyawan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	416.570	2	208.285	13.800	.000 <sup>b</sup>
	Residual	482.973	32	15.093		
	Total	899.543	34			

a. Dependent Variable: Kinerja\_Karyawan

b. Predictors: (Constant), Kompensasi\_Finansial, Disiplin\_Kerja