

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

SURAT PERMOHONAN PENGISIAN KUESIONER

Perihal : Permohonan Pengisian Kuesioner

Kepada : Bapak/Ibu/Saudara/i

Di tempat.

Dengan hormat,

Untuk memenuhi sebagian persyaratan dalam penyelesaian pendidikan Program Studi Manajemen Fakultas Ekonomi dan Bisnis IIB Darmajaya, saya memerlukan beberapa informasi sebagai bahan penulisan skripsi yang berjudul **“Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Produktivitas Kerja Pada CV. Panda Alami Pesawaran”**

Sehubungan dengan itu, saya memohon kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini sesuai dengan petunjuk yang tertera. Kuesioner ini didesain untuk mengukur produktivitas kerja pada CV. Panda Alami Pesawaran melalui variabel disiplin kerja dan motivasi kerja.

Atas kesediaan Bapak/Ibu/Saudara/i yang telah meluangkan waktu untuk mengisi kuesioner ini, saya mengucapkan terima kasih.

Bandar Lampung, Juli 2023

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I. Identitas Responden

Berilah tanda ceklis (√) sesuai dengan jawaban yang anda pilih

- Nama :
- Jenis Kelamin : Laki-laki () Perempuan ()
- Umur : 20-30 tahun () 41-50 tahun ()
31-40 tahun () > 50 tahun ()
- Pendidikan Terakhir : SMP () SMA () S1 () S2 ()
- Lama Bekerja : 0 – 2 tahun () 3 – 4 tahun () 5 – 6 tahun () > 7 tahun ()

II. Petunjuk Pengisian

Beri tanda ceklis (√) pada salah satu jawaban yang paling sesuai menurut pendapat saudara. Adapun pendapat yang saudara berikan mempunyai nilai sebagai berikut :

Jawaban	Skor
Sangat Setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

Variabel Disiplin Kerja (X1)						
No.	Pernyataan	(STS) 1	(TS) 2	(KS) 3	(S) 4	(SS) 5
1	Adanya kejelasan tujuan pada pekerjaan membuat saya lebih bersemangat dalam bekerja					
2	Pekerjaan yang diberikan sesuai dengan kemampuan saya					
3	Saya merasa bahwa pimpinan dapat dijadikan panutan oleh para bawahannya					
4	Pimpinan selalu memberikan contoh yang baik untuk karyawannya					
5	Balas jasa yang diberikan membuat saya semangat dalam bekerja					
6	Balas jasa yang diterima kurang memuaskan dapat mempengaruhi kedisiplinan karyawan					
7	Adanya hak dan kewajiban yang sama sebagai karyawan					
8	Tugas yang diberikan sesuai dengan kemampuan karyawan					
9	Pimpinan saya aktif dalam melaksanakan pengawasan dalam bekerja					
10	Atasan selalu mengontrol prestasi kerja bawahannya					
11	Sanksi dan hukuman yang diterapkan ikut mempengaruhi disiplin karyawan					

12	Hukuman yang diberikan perusahaan dapat mempengaruhi baik buruknya kedisiplinan karyawan					
13	Perusahaan konsisten dalam melaksanakan peraturan					
14	Atasan saya bertindak tegas dalam menghukum karyawan yang tidak disiplin					
15	Adanya hubungan harmonis antar karyawan dalam lingkungan kerja saya					
16	Adanya hubungan yang aktif antar atasan dan bawahan dapat mewujudkan kerjasama yang baik					

Variabel Motivasi Kerja (X2)						
No.	Pernyataan	(STS) 1	(TS) 2	(KS) 3	(S) 4	(SS) 5
1	Dengan adanya pujian dari atasan maka saya lebih termotivasi untuk bisa bekerja lebih baik lagi bagi kemajuan perusahaan					
2	Kinerja saya dihargai oleh atasan baik secara kualitas maupun kuantitas					
3	Saya selalu dilibatkan dalam pertemuan atau rapat dalam pengambilan keputusan					
4	Saya melihat jabatan sebagai puncak karier sehingga perlu diperjuangkan					
5	Keselamatan kerja diperusahaan ini sudah diperhatikan dengan baik					
6	Adanya jaminan kesehatan yang diberikan perusahaan					

Variabel Produktivitas Kerja (Y)						
No.	Pernyataan	(STS) 1	(TS) 2	(KS) 3	(S) 4	(SS) 5
1	Saya bekerja sesuai dengan kemampuan yang saya miliki					
2	Saya memiliki kemampuan yang sangat baik dalam melaksanakan pekerjaan-pekerjaan saya					
3	Saya bekerja semaksimal mungkin sehingga mampu meningkatkan hasil yang dicapai					
4	Hasil pekerjaan saya selalu meningkat					
5	Saya memiliki semangat kerja yang tinggi					
6	Pujian dan semangat dari pimpinan dan rekan kerja membuat saya semangat dalam bekerja					
7	Saya selalu berusaha memperbaiki kesalahan yang pernah saya lakukan dalam melaksanakan pekerjaan					
8	Saya selalu berusaha meningkatkan kualitas kerja saya					
9	Mutu dari hasil kerja saya selalu memenuhi standar yang telah ditetapkan					
10	Mutu karyawan perlu ditingkatkan guna mencapai tujuan					
11	Efisiensi kerja tercipta karena karyawan pandai memanfaatkan waktu kerja, fasilitas kerja dan perlengkapan kerjanya					

12	Saya mampu meningkatkan prestasi kerja sesuai dengan harapan perusahaan					
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Lampiran 2. Hasil Uji Persyaratan Instrumen

2.1 Hasil Uji Validitas

1. Variabel Disiplin Kerja

		Correlations																
		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	DK11	DK12	DK13	DK14	DK15	DK16	Total
DK1	Pearson Correlation Sig. (2-tailed) N	1 111 37	.267 111 37	.057 738 37	-.083 826 37	-.257 124 37	.000 1.200 37	.184 276 37	.122 471 37	.184 376 37	.172 306 37	.214 303 37	.404 [*] 183 37	.218 448 37	.128 348 37	-.158 448 37	.031 348 37	.348 356 37
DK2	Pearson Correlation Sig. (2-tailed) N	.267 111 37	1 111 37	.435 [*] 807 37	.425 [*] 809 37	.052 759 37	.178 289 37	.450 805 37	.536 [*] 881 37	.016 741 37	.200 226 37	.032 880 37	.258 124 37	.251 288 37	.292 376 37	.177 395 37	.045 [*] 395 37	.045 [*] 395 37
DK3	Pearson Correlation Sig. (2-tailed) N	.057 738 37	.435 [*] 807 37	1 809 37	-.276 859 37	.481 [*] 808 37	-.247 140 37	.014 335 37	-.012 843 37	.312 860 37	-.288 222 37	.068 888 37	-.070 882 37	.321 853 37	-.128 478 37	.382 376 37	.418 370 37	.517 [*] 370 37
DK4	Pearson Correlation Sig. (2-tailed) N	-.083 826 37	.425 [*] 808 37	.425 [*] 809 37	1 809 37	.343 [*] 823 37	-.054 751 37	.067 880 37	.134 428 37	.289 214 37	.058 733 37	.050 787 37	-.325 [*] 820 37	-.388 [*] 872 37	-.088 882 37	.480 [*] 823 37	.158 351 37	.331 [*] 351 37
DK5	Pearson Correlation Sig. (2-tailed) N	-.257 124 37	.052 759 37	.481 [*] 803 37	.425 [*] 823 37	1 809 37	.426 [*] 858 37	.089 880 37	.233 165 37	-.278 888 37	.103 845 37	-.111 845 37	.258 814 37	.118 121 37	.278 482 37	.372 154 37	.499 [*] 372 37	.082 372 37
DK6	Pearson Correlation Sig. (2-tailed) N	.000 1.000 37	.178 288 37	.247 348 37	-.054 751 37	.426 [*] 809 37	1 809 37	.127 404 37	.054 761 37	.128 451 37	.000 1.000 37	.347 [*] 836 37	.076 842 37	.548 ^{**} 880 37	.044 798 37	.086 817 37	.088 888 37	.473 [*] 888 37
DK7	Pearson Correlation Sig. (2-tailed) N	.184 276 37	.450 805 37	.016 741 37	.052 880 37	.450 805 37	.127 404 37	1 809 37	.056 744 37	.223 880 37	-.043 814 37	.086 882 37	.337 [*] 814 37	.503 [*] 885 37	.448 [*] 885 37	.053 757 37	.014 834 37	.583 [*] 834 37
DK8	Pearson Correlation Sig. (2-tailed) N	.122 471 37	.004 380 37	-.012 380 37	.134 428 37	.283 890 37	.054 751 37	.088 880 37	1 885 37	-.087 867 37	.304 276 37	.174 383 37	-.022 383 37	.185 274 37	.018 931 37	.018 931 37	.378 834 37	.320 844 37
DK9	Pearson Correlation Sig. (2-tailed) N	.184 276 37	.538 [*] 801 37	.312 860 37	.289 214 37	.223 165 37	.328 401 37	.273 [*] 805 37	-.007 885 37	1 1.000 37	.217 187 37	-.052 780 37	.288 887 37	.700 ^{**} 880 37	.303 888 37	.123 487 37	.277 887 37	.706 ^{**} 887 37
DK10	Pearson Correlation Sig. (2-tailed) N	.172 306 37	.058 741 37	.206 222 37	.069 733 37	-.276 898 37	.000 1.000 37	-.043 882 37	.184 187 37	-.217 187 37	1 1.000 37	.252 171 37	.188 286 37	.094 578 37	.285 224 37	.034 848 37	.348 [*] 815 37	.373 [*] 823 37
DK11	Pearson Correlation Sig. (2-tailed) N	.214 283 37	.200 338 37	.088 888 37	.250 787 37	.103 545 37	.347 [*] 825 37	.088 814 37	.184 276 37	-.052 780 37	.258 131 37	1 1.000 37	.088 885 37	-.023 884 37	.355 748 37	.144 397 37	-.083 824 37	.375 [*] 824 37
DK12	Pearson Correlation Sig. (2-tailed) N	.404 813 37	.032 850 37	-.070 882 37	-.325 [*] 850 37	-.111 514 37	.078 842 37	.337 [*] 842 37	.174 383 37	.288 287 37	.180 286 37	.086 585 37	1 1.000 37	.424 [*] 819 37	-.241 150 37	-.383 889 37	.085 875 37	.362 [*] 875 37
DK13	Pearson Correlation Sig. (2-tailed) N	.218 185 37	.258 124 37	.321 853 37	-.386 872 37	-.259 121 37	.548 ^{**} 860 37	.003 882 37	-.022 888 37	.700 ^{**} 850 37	.084 578 37	-.023 884 37	.424 [*] 888 37	1 1.000 37	.384 227 37	-.037 828 37	.047 589 37	.620 ^{**} 889 37
DK14	Pearson Correlation Sig. (2-tailed) N	.448 308 37	.211 308 37	-.120 478 37	-.189 802 37	.116 482 37	.044 788 37	.448 ^{**} 885 37	.185 274 37	.205 858 37	.205 254 37	.056 748 37	.241 150 37	.284 227 37	1 1.000 37	-.076 881 37	-.087 881 37	.481 [*] 881 37
DK15	Pearson Correlation Sig. (2-tailed) N	-.159 348 37	.287 875 37	.382 870 37	.489 [*] 883 37	-.239 154 37	.085 817 37	.055 757 37	.010 851 37	-.123 481 37	.034 840 37	.144 387 37	-.383 888 37	-.037 828 37	-.075 881 37	1 1.000 37	.187 342 37	.345 [*] 342 37
DK16	Pearson Correlation Sig. (2-tailed) N	.031 856 37	.177 295 37	.418 [*] 810 37	.158 351 37	.373 [*] 823 37	.068 480 37	.014 834 37	.076 854 37	.277 287 37	.348 [*] 325 37	-.083 824 37	.088 875 37	.087 889 37	-.067 881 37	.157 242 37	.1 377 37	.388 [*] 377 37
Total	Pearson Correlation Sig. (2-tailed) N	.348 835 37	.645 [*] 860 37	.017 881 37	.331 [*] 845 37	.498 [*] 882 37	.473 [*] 889 37	.083 880 37	.200 846 37	.205 [*] 823 37	.373 [*] 373 37	.375 [*] 375 37	.362 [*] 827 37	.620 ^{**} 818 37	.401 814 37	.345 837 37	.368 [*] 837 37	.1 837 37

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

2. Variabel Motivasi Kerja

Correlations

		MK1	MK2	MK3	MK4	MK5	MK6	Total
MK1	Pearson Correlation	1	.171	-.091	.180	.000	.221	.387*
	Sig. (2-tailed)		.313	.591	.286	1.000	.188	.018
	N	37	37	37	37	37	37	37
MK2	Pearson Correlation	.171	1	.266	.743**	.600**	.831**	.879**
	Sig. (2-tailed)	.313		.112	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
MK3	Pearson Correlation	-.091	.266	1	.525**	.231	.359*	.445**
	Sig. (2-tailed)	.591	.112		.001	.170	.029	.006
	N	37	37	37	37	37	37	37
MK4	Pearson Correlation	.180	.743**	.525**	1	.543**	.864**	.894**
	Sig. (2-tailed)	.286	.000	.001		.001	.000	.000
	N	37	37	37	37	37	37	37
MK5	Pearson Correlation	.000	.600**	.231	.543**	1	.670**	.696**
	Sig. (2-tailed)	1.000	.000	.170	.001		.000	.000
	N	37	37	37	37	37	37	37
MK6	Pearson Correlation	.221	.831**	.359*	.864**	.670**	1	.938**
	Sig. (2-tailed)	.188	.000	.029	.000	.000		.000
	N	37	37	37	37	37	37	37
Total	Pearson Correlation	.387*	.879**	.445**	.894**	.696**	.938**	1
	Sig. (2-tailed)	.018	.000	.006	.000	.000	.000	
	N	37	37	37	37	37	37	37

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

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

3. Variabel Produktivitas Kerja

		Correlations												
		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Total
PK1	Pearson Correlation	1	.234	.655**	.573**	.408*	-.079	.088	.212	.100	.278	.157	.466**	.650**
	Sig. (2-tailed)		.163	.000	.000	.013	.640	.605	.208	.557	.096	.353	.004	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK2	Pearson Correlation	.234	1	.584**	.376*	.464**	.065	.014	.158	.016	.231	.490**	.261	.581**
	Sig. (2-tailed)	.163		.000	.022	.004	.701	.935	.349	.926	.169	.002	.119	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK3	Pearson Correlation	.655**	.584**	1	.811**	.465**	-.035	.200	.149	.227	.162	.302	.555**	.769**
	Sig. (2-tailed)	.000	.000		.000	.004	.835	.236	.377	.177	.339	.069	.000	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK4	Pearson Correlation	.573**	.376*	.811**	1	.305	-.053	.143	.178	.163	.338	.161	.533**	.703**
	Sig. (2-tailed)	.000	.022	.000		.067	.753	.397	.292	.336	.041	.342	.001	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK5	Pearson Correlation	.408*	.464**	.465**	.305	1	.509**	.363**	.720**	.412**	.070	.488**	.264	.765**
	Sig. (2-tailed)	.013	.004	.004	.067		.001	.027	.000	.011	.648	.003	.115	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK6	Pearson Correlation	-.079	.065	-.035	-.053	.509**	1	-.305	.584**	.346**	.135	.165	.075	.388**
	Sig. (2-tailed)	.640	.701	.835	.753	.001		.066	.000	.036	.426	.328	.658	.018
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK7	Pearson Correlation	.088	.014	.200	.143	.363**	.305	1	.251	.629**	.224	-.090	.241	.437**
	Sig. (2-tailed)	.605	.935	.236	.397	.027	.066		.134	.000	.183	.596	.151	.007
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK8	Pearson Correlation	.212	.158	.149	.178	.720**	.584**	.251	1	.285	.109	.334	.064	.564**
	Sig. (2-tailed)	.208	.349	.377	.292	.000	.000	.134		.087	.520	.044	.706	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK9	Pearson Correlation	.100	.016	.227	.163	.412**	.346**	.629**	.285	1	.254	-.102	.273	.467**
	Sig. (2-tailed)	.557	.926	.177	.336	.011	.036	.000	.087		.129	.547	.102	.004
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK10	Pearson Correlation	.278	.231	.162	.338	.070	.488**	.224	.109	.254	1	-.186	.434	.477**
	Sig. (2-tailed)	.096	.169	.339	.041	.648	.003	.183	.520	.129		.270	.007	.003
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK11	Pearson Correlation	.157	.490**	.302	.161	.488**	.165	-.090	.334	-.102	-.186	1	-.066	.379**
	Sig. (2-tailed)	.353	.002	.069	.342	.003	.328	.596	.044	.547	.270		.700	.021
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
PK12	Pearson Correlation	.466**	.261	.555**	.533**	.264	.075	.241	.064	.273	.434**	-.066	1	.629**
	Sig. (2-tailed)	.004	.119	.000	.001	.115	.658	.151	.706	.102	.007	.700		.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Total	Pearson Correlation	.650**	.581**	.769**	.703**	.765**	.388**	.437**	.564**	.467**	.477**	.379**	.629**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.018	.007	.000	.004	.003	.021	.000	
	N	37	37	37	37	37	37	37	37	37	37	37	37	37

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

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

2.2 Hasil Uji Reliabilitas

1. Variabel Disiplin Kerja

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.717	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
DK1	60.3514	18.956	.217	.713
DK2	59.8108	17.547	.563	.680
DK3	60.1622	17.806	.392	.694
DK4	59.7838	19.063	.199	.715
DK5	60.2162	18.619	.413	.697
DK6	60.0000	17.722	.315	.704
DK7	60.1351	18.009	.497	.687
DK8	59.8649	19.065	.198	.715
DK9	59.9730	16.083	.599	.665
DK10	60.0270	20.027	.341	.712
DK11	59.9730	18.694	.234	.712
DK12	60.0811	18.465	.182	.723
DK13	59.7568	18.300	.555	.688
DK14	60.0541	18.330	.242	.713
DK15	59.8378	18.695	.177	.722
DK16	59.9730	19.138	.267	.708

2. Variabel Motivasi Kerja

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.809	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
MK1	20.0811	8.799	.150	.869
MK2	19.9459	5.664	.771	.726
MK3	20.0000	9.111	.331	.821
MK4	20.5405	6.589	.831	.720
MK5	20.2162	7.896	.582	.781
MK6	20.2973	5.715	.888	.691

3. Variabel Produktivitas Kerja

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.807	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PK1	43.5405	14.644	.520	.787
PK2	43.6486	15.679	.468	.792
PK3	44.3243	14.392	.689	.769
PK4	44.1081	14.932	.611	.778
PK5	43.6757	15.559	.712	.776
PK6	43.7838	16.952	.271	.808
PK7	43.8378	16.862	.337	.802
PK8	43.7297	15.647	.441	.794
PK9	43.8378	16.917	.381	.800
PK10	43.8108	15.991	.326	.807
PK11	43.7838	16.896	.250	.810
PK12	43.8378	15.251	.516	.787

Lampiran 3. Hasil Uji Karakteristik Responden**Jenis Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	13	35.1	35.1	35.1
	Perempuan	24	64.9	64.9	100.0
	Total	37	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 tahun	10	27.0	27.0	27.0
	31-40 tahun	9	24.3	24.3	51.4
	41-50 tahun	13	35.1	35.1	86.5
	> 50 tahun	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	16	43.2	43.2	43.2
	SMA	16	43.2	43.2	86.5
	S1	4	10.8	10.8	97.3
	S2	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 tahun	9	24.3	24.3	24.3
	3-4 tahun	9	24.3	24.3	48.6
	5-6 tahun	14	37.8	37.8	86.5
	> 7 tahun	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

Lampiran 4. Hasil Jawaban Responden

1. Variabel Disiplin Kerja

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	Total
5	5	4	5	4	5	5	4	5	4	5	5	5	5	4	4	74
3	4	3	3	4	5	5	4	5	4	5	5	5	5	5	4	69
3	4	3	3	4	5	5	4	5	4	3	5	5	5	3	4	65
4	5	4	5	4	5	4	5	5	4	4	5	5	4	4	4	71
5	4	5	3	4	5	4	4	5	4	3	5	5	3	3	5	67
4	5	5	4	4	5	4	4	5	4	5	5	5	3	5	4	71
4	5	5	4	4	5	4	4	5	4	5	3	5	5	3	4	69
4	4	5	5	4	3	4	4	5	4	3	5	5	3	5	4	67
3	4	4	5	4	5	4	4	5	4	3	3	5	5	5	4	67
3	4	4	5	4	3	4	4	5	4	5	3	4	3	5	4	64
3	5	4	5	4	3	4	4	5	4	3	3	4	5	5	5	66
4	5	4	5	4	3	4	4	5	4	3	3	4	5	5	4	66
3	5	5	5	4	3	4	4	4	4	3	3	4	3	5	5	64
4	5	4	5	4	5	4	4	4	4	5	3	4	3	5	5	68
4	5	4	5	4	5	4	5	4	4	5	5	4	5	5	4	72
3	5	5	5	4	5	4	4	4	4	5	3	4	3	5	4	67
4	4	4	4	4	4	4	4	4	4	4	3	4	4	5	4	64
3	4	4	4	4	4	4	3	4	4	4	3	4	4	5	4	62
3	4	4	4	4	4	4	5	4	4	4	5	4	4	3	4	64
4	4	4	4	4	3	4	4	4	4	4	5	4	5	3	4	64
4	4	3	4	3	3	4	5	4	4	4	4	4	4	3	4	61
4	4	3	4	3	3	4	5	4	4	4	5	4	4	5	4	64
4	4	3	4	3	3	4	3	4	4	4	5	4	4	3	4	60
4	4	3	4	3	3	4	3	4	4	4	4	4	4	3	3	58
4	4	3	4	3	3	4	5	4	4	4	4	4	4	4	4	62
4	4	3	4	4	3	4	5	4	4	4	4	4	4	3	4	62
3	4	3	4	3	4	4	3	3	3	3	3	4	3	4	3	54
3	4	4	4	4	4	4	5	3	4	4	3	4	4	4	3	61
4	4	3	4	3	4	3	4	3	4	4	3	4	3	4	3	57
4	4	3	4	3	4	3	3	3	4	4	4	4	3	4	4	58
3	3	3	5	5	5	3	5	3	4	4	3	4	3	4	4	61
3	3	4	4	4	4	3	4	3	4	4	3	4	3	4	5	59
3	3	4	4	4	4	3	4	3	4	4	4	4	4	4	4	60
3	4	4	4	4	4	3	4	3	4	4	4	4	4	4	4	61
3	4	4	4	4	4	3	4	3	4	4	4	4	4	4	4	61
4	4	4	3	3	4	3	4	3	4	4	4	4	4	4	4	60
5	4	4	4	4	4	4	5	3	4	5	4	4	5	5	4	68

Sumber : Data diolah, 2023

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total
5	5	4	5	4	5	28
5	5	5	5	5	5	30
4	5	5	5	5	5	29
4	5	5	5	4	5	28
4	5	5	5	4	5	28
4	5	5	4	5	5	28
3	5	4	4	5	5	26
3	5	4	4	5	5	26
5	5	4	4	5	5	28
5	5	4	4	4	5	27
5	5	4	4	4	5	27
5	5	4	4	4	5	27
5	5	5	4	4	4	27
3	5	5	4	4	4	25
5	5	4	4	4	4	26
5	5	4	4	4	4	26
5	5	4	4	4	4	26
3	5	4	4	4	4	24
4	5	4	4	4	4	25
3	5	4	4	4	4	24
4	5	4	3	4	4	24
5	5	4	3	4	4	25
4	5	4	3	4	3	23
3	4	4	3	4	3	21
3	3	4	3	4	3	20
4	3	4	3	4	3	21
5	3	4	3	4	3	22
3	3	4	3	4	3	20
4	3	4	3	4	3	21
4	3	4	3	4	3	21
5	3	4	3	4	3	22
4	3	4	3	3	3	20
3	3	5	3	3	3	20
4	3	4	3	3	3	20
5	3	4	3	3	3	21
4	3	4	3	3	3	20
4	3	4	3	3	3	20

Sumber : Data diolah,2023

Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Total
5	5	5	5	5	5	5	5	5	5	3	5	58
5	5	5	5	5	4	5	5	5	3	5	5	57
5	5	5	5	5	5	5	5	5	5	5	5	60
5	5	5	5	3	3	3	3	3	4	5	4	48
5	5	4	4	5	4	5	5	3	4	5	4	53
5	5	4	4	5	5	3	5	3	3	5	4	51
5	5	4	4	5	4	3	5	4	4	5	4	52
5	5	4	4	5	4	3	5	4	4	5	4	52
5	5	4	4	4	4	4	3	4	5	4	4	50
5	5	4	4	4	3	4	3	4	5	4	4	49
5	5	4	4	4	3	4	3	4	5	3	5	49
5	3	4	4	4	3	4	3	4	3	4	5	46
5	3	4	4	4	4	4	3	4	3	3	4	45
5	3	4	4	4	4	4	5	4	5	3	5	50
5	4	3	4	4	4	4	5	4	5	3	4	49
5	3	3	4	4	4	4	5	4	4	4	3	47
5	3	3	4	4	4	4	4	4	4	4	3	46
3	4	3	4	4	4	4	4	4	4	4	3	45
5	4	3	4	4	4	4	4	4	5	4	5	50
3	4	3	4	4	5	4	4	4	5	4	5	49
3	4	3	4	4	4	4	4	4	5	4	4	47
3	4	3	4	3	3	3	3	3	3	3	4	39
3	4	3	3	4	4	4	4	4	3	4	3	43
3	4	3	3	4	4	4	4	4	3	4	3	43
3	4	3	3	4	4	4	4	4	3	4	3	43
3	4	3	3	4	4	4	4	4	4	4	3	44
4	4	3	3	4	4	4	4	4	3	4	4	45
4	4	3	3	4	4	4	4	4	3	4	3	44
4	4	3	3	4	4	4	4	4	4	4	3	45
4	4	3	3	4	4	4	4	4	4	4	4	46
4	4	3	3	4	4	4	4	4	4	4	4	46
4	4	3	3	4	4	4	4	4	4	4	4	46
4	4	3	3	4	5	4	4	4	4	4	4	47
4	4	3	3	4	4	4	4	4	4	4	4	46
4	4	3	3	4	5	4	4	4	4	4	4	47
4	4	3	3	4	4	4	4	4	4	4	4	46
4	4	3	3	4	4	4	4	4	4	4	4	46

Sumber : Data diolah,2023

Lampiran 5. Hasil Uji Frekuensi Jawaban

1. Variabel Disiplin Kerja

DK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	16	43.2	43.2	43.2
	S	18	48.6	48.6	91.9
	SS	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

DK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.1	8.1	8.1
	S	24	64.9	64.9	73.0
	SS	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

DK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	12	32.4	32.4	32.4
	S	19	51.4	51.4	83.8
	SS	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

DK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	10.8	10.8	10.8
	S	21	56.8	56.8	67.6
	SS	12	32.4	32.4	100.0
	Total	37	100.0	100.0	

DK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	24.3	24.3	24.3
	S	27	73.0	73.0	97.3
	SS	1	2.7	2.7	100.0
	Total	37	100.0	100.0	

DK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	8	21.6	21.6	21.6
	S	26	70.3	70.3	91.9
	SS	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

DK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	13.5	13.5	13.5
	S	22	59.5	59.5	73.0
	SS	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

DK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	11	29.7	29.7	29.7
	S	14	37.8	37.8	67.6
	SS	12	32.4	32.4	100.0
	Total	37	100.0	100.0	

DK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	1	2.7	2.7	2.7
	S	36	97.3	97.3	100.0
	Total	37	100.0	100.0	

DK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	15	40.5	40.5	40.5
	S	10	27.0	27.0	67.6
	SS	12	32.4	32.4	100.0
	Total	37	100.0	100.0	

DK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	28	75.7	75.7	75.7
	SS	9	24.3	24.3	100.0
	Total	37	100.0	100.0	

DK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	12	32.4	32.4	32.4
	S	15	40.5	40.5	73.0
	SS	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

DK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	24.3	24.3	24.3
	S	13	35.1	35.1	59.5
	SS	15	40.5	40.5	100.0
	Total	37	100.0	100.0	

2. Variabel Motivasi Kerja

MK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	24.3	24.3	24.3
	S	14	37.8	37.8	62.2
	SS	14	37.8	37.8	100.0
	Total	37	100.0	100.0	

MK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	13	35.1	35.1	35.1
	S	1	2.7	2.7	37.8
	SS	23	62.2	62.2	100.0
	Total	37	100.0	100.0	

MK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	29	78.4	78.4	78.4
	SS	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

MK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	17	45.9	45.9	45.9
	S	15	40.5	40.5	86.5
	SS	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

MK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	15	40.5	40.5	40.5
	S	10	27.0	27.0	67.6
	SS	12	32.4	32.4	100.0
	Total	37	100.0	100.0	

3. Variabel Produktivitas Kerja**PK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	8	21.6	21.6	21.6
	S	11	29.7	29.7	51.4
	SS	18	48.6	48.6	100.0
	Total	37	100.0	100.0	

PK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	13.5	13.5	13.5
	S	21	56.8	56.8	70.3
	SS	11	29.7	29.7	100.0
	Total	37	100.0	100.0	

PK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	23	62.2	62.2	62.2
	S	10	27.0	27.0	89.2
	SS	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

PK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.4	5.4	5.4
	S	28	75.7	75.7	81.1
	SS	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

PK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	13.5	13.5	13.5
	S	26	70.3	70.3	83.8
	SS	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

PK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	13.5	13.5	13.5
	S	28	75.7	75.7	89.2
	SS	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

PK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	7	18.9	18.9	18.9
	S	20	54.1	54.1	73.0
	SS	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

PK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	10	27.0	27.0	27.0
	S	17	45.9	45.9	73.0
	SS	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

PK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	16.2	16.2	16.2
	S	24	64.9	64.9	81.1
	SS	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

PK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	24.3	24.3	24.3
	S	20	54.1	54.1	78.4
	SS	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.13681267
Most Extreme Differences	Absolute	.122
	Positive	.122
	Negative	-.070
Test Statistic		.122
Asymp. Sig. (2-tailed)		.180 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

2. Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Disiplin Kerja	Between Groups	(Combined)	510.676	15	34.045	4.613	.001
		Linearity	241.796	1	241.796	32.759	.000
		Deviation from Linearity	268.880	14	19.206	2.602	.023
Within Groups			155.000	21	7.381		
Total			665.676	36			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Motivasi Kerja	Between Groups	(Combined)	453.245	10	45.324	5.547	.000
		Linearity	290.880	1	290.880	35.602	.000
		Deviation from Linearity	162.364	9	18.040	2.208	.055
Within Groups			212.431	26	8.170		
Total			665.676	36			

3. Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.705	7.902		2.114	.042		
	Disiplin Kerja	.244	.174	.257	1.405	.169	.467	2.141
	Motivasi Kerja	.640	.247	.473	2.586	.014	.467	2.141

a. Dependent Variable: Produktivitas Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.684 ^a	.468	.437	3.228

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	311.450	2	155.725	14.947	.000 ^b
	Residual	354.225	34	10.418		
	Total	665.676	36			

a. Dependent Variable: Produktivitas Kerja

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.705	7.902		2.114	.042
	Disiplin Kerja	.244	.174	.257	1.405	.169
	Motivasi Kerja	.640	.247	.473	2.586	.014

a. Dependent Variable: Produktivitas Kerja