LAMPIRAN

KUESIONER PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KOMITMEN KERJA KARYAWAN

PADA PT KEONG NUSANTARA ABADI (KNA)

Pengantar

Saya dari Program Studi Manajemen Fakultas Ekonomi dan Bisnis IBI Darmajaya sedang mengadakan penelitian tentang pengaruh pengaruh motivasi kerja dan disiplin kerja terhadap komitmen kerja karyawan pada pt keon nusantara abadi (KNA). Demi tercapainya tujuan penelitian ini, maka penyusun mohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi angket atau daftar pernyataan yang telah disediakan berikut sesuai dengan keadaan yang sebenarnya, karena dalam hal ini jawaban anda

1. Dijamin kerahasiaannya
2. Tidak ada kaitannya dengan karier Bapak/Ibu/Saudara/i
3. Semata-mata hanya untuk ilmu pengetahuan

Atas kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktunya juga mengisi kuesioner ini, penyusun mengucapkan terimakasih.

DATA RESPONDEN

Kepada Yth. Bapak/Ibu/Saudara/i untuk menjawab seluruh penyataan yang ada dengan jujur dan sesui dengan keadaan yang sebenarnya.

Identitas Responden

1. Nama :
2. Jenis kelamin :
3. Usia :

B. Petunjuk Pengisian

1. Jawablah pertanyaan ini dengan jujur dan benar.
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum memulai untuk menjawabnya
3. Pilihan salah satu jawaban yang tersedia dengan tanda checklist (√) pada salah satu jawaban yang anda anggap paling bena

Motivasi Kerja dan

- Sangat Sering (SS)
- Sering (S)
- Jarang (J)
- Sangat Jarang (SJ)

Disiplin Kerja dan Komitmen Kerja

- Sangat Setuju (SS)
- Setuju (S)
- Tidak Setuju (TS)
- Sangat Tidak Setuju (STS)

DAFTAR PERTANYAAN

1. Motivasi Kerja

No	Pertanyaan	SS	S	J	SJ
1.	Saya tidak menyerah bila mendapat teguran dari atasan, melainkan semakin termotivasi.				
2.	Saya selalu bekerja dengan baik dan teliti, baik pada awal bekerja maupun jam kerja telah usai.				
3.	Saya selalu berusaha menyelesaikan pekerjaan sesuai dengan standar perusahaan.				
4.	Saya bersemangat apabila bekerja dalam tim				
5.	Saya selalu serius dan berkonsentrasi dalam bekerja.				
6.	Saya merasa bolos kerja adalah hal yang sia-sia.				
7.	Saya selalu berusaha untuk tidak melakukan kesalahan dalam bekerja.				
8.	Saya selalu serius dan berkonsentrasi dalam bekerja				
9.	Saya memiliki inisiatif untuk memperbaiki hasil kerja yang kurang baik				
10.	Saya tetap masuk kerja, meskipun cuaca buruk.				

2. Disiplin Kerja

No	Pertanyaan	SS	S	TS	STS
1	Saya selalu menaati jam masuk kerja				
2	Saya selalu menaati jam istirahat				
3	Saya selalu menaati jam pulang kerja				
4	Saya selalu berpakaian sesuai yang ditetapkan perusahaan				
5	Saya selalu bersikap dan bertingkah laku sopan dalam pekerjaan				
6	Saya selalu mematuhi aturan dalam melaksanakan tugas				
7	Saya selalu bertanggug jawab terhadap tugas yang diberikan				
8	Saya melakukan pekerjaan sesuai dengan jabatan yang diemban				
9	Saya selalu bertingkah laku sesuai dengan norma yang berlaku di perusahaan				
10	Saya selalu menjaga nama baik dan menjunjung visi dan misi perusahaan				

3. Komitmen Kerja

No	Pertanyaan	SS	S	TS	STS
1.	Saya selalu berusaha memperoleh hasil kerja yang maksimal				
2.	Saya berniat akan meluangkan sisa karier di perusahaan				
3.	Saya tidak mempunyai keinginan untuk mencari kerja di tempat lain				
4.	Masih ada tanggung jawab jika saya ingin keluar				
5.	Saya selalu berusaha menjaga nama baik perusahaan				
6.	Saya merasa nyaman dengan nilai – nilai dan tujuan perusahaan				
7.	Memiliki rasa suka duka terhadap organisasi ini				
8.	Berkeingin menghabisakan sisa karir saya di perusahaan ini				
9.	Sangat sulit mendapatkan pekerjaan jika saya keluar				
10.	Saya selalu menyelesaikan tugas tepat waktu				

Tabel 1
Daftar Hasil Uji Validitas Instrumen

No	T Hitung	R Tabel	Keterangan
1	0,348	0.301	Valid
2	0,426	0.301	Valid
3	0,523	0.301	Valid
4	0,323	0.301	Valid
5	0,746	0.301	Valid
6	0,483	0.301	Valid
7	0,647	0.301	Valid
8	0,625	0.301	Valid
9	0,503	0.301	Valid
10	0,426	0.301	Valid
11	0,364	0.301	Valid
12	0,489	0.301	Valid
13	0,342	0.301	Valid
14	0,324	0.301	Valid
15	0,537	0.301	Valid
16	0,333	0.301	Valid
17	0,478	0.301	Valid
18	0,331	0.301	Valid
19	0,463	0.301	Valid
20	0,376	0.301	Valid
21	0,443	0.301	Valid
22	0,680	0.301	Valid
23	0,600	0.301	Valid
24	0,525	0.301	Valid

25	0,603	0.301	Valid
26	0,495	0.301	Valid
27	0,360	0.301	Valid
28	0,640	0.301	Valid
29	0,470	0.301	Valid
30	0,413	0.301	Valid
31	0,646	0.301	Valid
32	0,523	0.301	Valid

1. Uji Validitas

a. Uji Validitas Variabel Motivasi Kerja

Correlations

		X1.01	X1.02	X1.03	X1.04	X1.05	X1.06	X1.07	X1.08	X1.09	X1.10	Total
X1.01	Pearson Correlation	1	-.255	.192	-.071	.281	.005	.151	.352*	.261	-.128	.348*
	Sig. (2-tailed)		.099	.217	.650	.068	.975	.335	.021	.091	.412	.022
	N	43	43	43	43	43	43	43	43	43	43	43
X1.02	Pearson Correlation	-.255	1	.092	.129	.309*	.552**	.250	.184	-.090	.026	.426**
	Sig. (2-tailed)	.099		.558	.410	.043	.000	.105	.237	.566	.870	.004
	N	43	43	43	43	43	43	43	43	43	43	43
X1.03	Pearson Correlation	.192	.092	1	.126	.214	.261	.390**	.362*	.189	.023	.523**
	Sig. (2-tailed)	.217	.558		.420	.168	.091	.010	.017	.224	.885	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.04	Pearson Correlation	-.071	.129	.126	1	.207	.115	.190	.055	-.072	.085	.323*
	Sig. (2-tailed)	.650	.410	.420		.183	.461	.223	.726	.646	.587	.035
	N	43	43	43	43	43	43	43	43	43	43	43
X1.05	Pearson Correlation	.281	.309*	.214	.207	1	.227	.534**	.337*	.298	.250	.747**
	Sig. (2-tailed)	.068	.043	.168	.183		.143	.000	.027	.052	.105	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.06	Pearson Correlation	.005	.552**	.261	.115	.227	1	.050	.205	.044	.155	.483**

	Sig. (2-tailed)	.975	.000	.091	.461	.143		.749	.188	.778	.322	.001
	N	43	43	43	43	43	43	43	43	43	43	43
X1.07	Pearson Correlation	.151	.250	.390**	.190	.534**	.050	1	.402**	.217	.121	.641**
	Sig. (2-tailed)	.335	.105	.010	.223	.000	.749		.008	.162	.439	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.08	Pearson Correlation	.352*	.184	.362*	.055	.337*	.205	.402**	1	.308*	.096	.625**
	Sig. (2-tailed)	.021	.237	.017	.726	.027	.188	.008		.044	.538	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X1.09	Pearson Correlation	.261	-.090	.189	-.072	.298	.044	.217	.308*	1	.225	.503**
	Sig. (2-tailed)	.091	.566	.224	.646	.052	.778	.162	.044		.147	.001
	N	43	43	43	43	43	43	43	43	43	43	43
X1.10	Pearson Correlation	-.128	.026	.023	.085	.250	.155	.121	.096	.225	1	.426**
	Sig. (2-tailed)	.412	.870	.885	.587	.105	.322	.439	.538	.147		.004
	N	43	43	43	43	43	43	43	43	43	43	43
Total	Pearson Correlation	.348*	.426**	.523**	.323*	.747**	.483**	.641**	.625**	.503**	.426**	1
	Sig. (2-tailed)	.022	.004	.000	.035	.000	.001	.000	.000	.001	.004	
	N	43	43	43	43	43	43	43	43	43	43	43

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

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

b. Uji Validitas Varibel Disiplin Kerja

Correlations

		X2.01	X2.02	X2.03	X2.04	X2.05	X2.06	X2.07	X2.08	X2.09	X2.10	X2.11	X2.12	Total.X2
X2.01	Pearson Correlation	1	.368*	.251	.032	.041	-.150	.119	-.088	-.084	-.037	.151	.296	.364*
	Sig. (2-tailed)		.015	.105	.841	.793	.336	.448	.575	.591	.815	.334	.054	.017
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.02	Pearson Correlation	.368*	1	.203	.359*	.159	.025	.223	.145	-.186	-.063	.175	.263	.489**
	Sig. (2-tailed)	.015		.191	.018	.309	.874	.151	.355	.232	.689	.262	.088	.001
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.03	Pearson Correlation	.251	.203	1	-.039	.146	.025	-.075	-.126	.105	.078	.216	.206	.342*
	Sig. (2-tailed)	.105	.191		.803	.350	.873	.631	.422	.503	.619	.164	.184	.025
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.04	Pearson Correlation	.032	.359*	-.039	1	-.009	.020	-.049	.245	-.028	-.070	-.164	.300	.324*
	Sig. (2-tailed)	.841	.018	.803		.955	.897	.756	.114	.858	.654	.293	.051	.034
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.05	Pearson Correlation	.041	.159	.146	-.009	1	.015	.556**	.315*	.091	.093	.122	.277	.537**
	Sig. (2-tailed)	.793	.309	.350	.955		.926	.000	.039	.561	.555	.435	.072	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.06	Pearson Correlation	-.150	.025	.025	.020	.015	1	.056	.093	.225	.057	.042	.199	.333*

	Sig. (2-tailed)	.336	.874	.873	.897	.926		.723	.553	.147	.716	.788	.201	.029
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.07	Pearson Correlation	.119	.223	-.075	-.049	.556**	.056	1	.082	.187	.224	.208	.039	.478**
	Sig. (2-tailed)	.448	.151	.631	.756	.000	.723		.602	.229	.148	.180	.804	.001
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.08	Pearson Correlation	-.088	.145	-.126	.245	.315*	.093	.082	1	.059	-.115	-.092	.091	.331*
	Sig. (2-tailed)	.575	.355	.422	.114	.039	.553	.602		.707	.461	.557	.564	.030
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.09	Pearson Correlation	-.084	-.186	.105	-.028	.091	.225	.187	.059	1	.424**	.196	.347*	.463**
	Sig. (2-tailed)	.591	.232	.503	.858	.561	.147	.229	.707		.005	.207	.022	.002
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.10	Pearson Correlation	-.037	-.063	.078	-.070	.093	.057	.224	-.115	.424**	1	.274	.100	.376*
	Sig. (2-tailed)	.815	.689	.619	.654	.555	.716	.148	.461	.005		.075	.526	.013
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.11	Pearson Correlation	.151	.175	.216	-.164	.122	.042	.208	-.092	.196	.274	1	.231	.443**
	Sig. (2-tailed)	.334	.262	.164	.293	.435	.788	.180	.557	.207	.075		.137	.003
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
X2.12	Pearson Correlation	.296	.263	.206	.300	.277	.199	.039	.091	.347*	.100	.231	1	.680**
	Sig. (2-tailed)	.054	.088	.184	.051	.072	.201	.804	.564	.022	.526	.137		.000

	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Total.X2	Pearson Correlation	.364*	.489**	.342*	.324*	.537**	.333*	.478**	.331*	.463**	.376*	.443**	.680**	1
	Sig. (2-tailed)	.017	.001	.025	.034	.000	.029	.001	.030	.002	.013	.003	.000	
	N	43	43	43	43	43	43	43	43	43	43	43	43	43

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

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

c. Uji Validitas Variabel Komitmen Kerja

Correlations

		Y.01	Y.02	Y.03	Y.04	Y.05	Y.06	Y.07	Y.08	Y.09	Y.10	Total.Y
Y.01	Pearson Correlation	1	.111	.662**	.234	.051	.482**	.202	.027	.165	.157	.600**
	Sig. (2-tailed)		.477	.000	.131	.747	.001	.193	.865	.290	.316	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Y.02	Pearson Correlation	.111	1	.184	.282	.068	.245	.304*	.303*	.324*	.003	.525**
	Sig. (2-tailed)	.477		.236	.067	.667	.113	.047	.048	.034	.983	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Y.03	Pearson Correlation	.662**	.184	1	.113	.137	.379*	.151	.212	.088	.217	.603**
	Sig. (2-tailed)	.000	.236		.471	.380	.012	.333	.172	.575	.162	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Y.04	Pearson Correlation	.234	.282	.113	1	.027	.374*	.083	-.024	.297	.273	.495**
	Sig. (2-tailed)	.131	.067	.471		.866	.014	.595	.881	.053	.076	.001
	N	43	43	43	43	43	43	43	43	43	43	43
Y.05	Pearson Correlation	.051	.068	.137	.027	1	-.039	.229	-.037	.185	.293	.360*
	Sig. (2-tailed)	.747	.667	.380	.866		.804	.139	.816	.235	.057	.018
	N	43	43	43	43	43	43	43	43	43	43	43
Y.06	Pearson Correlation	.482**	.245	.379*	.374*	-.039	1	.001	.211	.441**	.232	.640**
	Sig. (2-tailed)	.001	.113	.012	.014	.804		.996	.174	.003	.135	.000

	N	43	43	43	43	43	43	43	43	43	43	43
Y.07	Pearson Correlation	.202	.304*	.151	.083	.229	.001	1	.085	.304*	.139	.470**
	Sig. (2-tailed)	.193	.047	.333	.595	.139	.996		.588	.048	.373	.001
	N	43	43	43	43	43	43	43	43	43	43	43
Y.08	Pearson Correlation	.027	.303*	.212	-.024	-.037	.211	.085	1	.323*	.125	.413**
	Sig. (2-tailed)	.865	.048	.172	.881	.816	.174	.588		.035	.426	.006
	N	43	43	43	43	43	43	43	43	43	43	43
Y.09	Pearson Correlation	.165	.324*	.088	.297	.185	.441**	.304*	.323*	1	.296	.646**
	Sig. (2-tailed)	.290	.034	.575	.053	.235	.003	.048	.035		.054	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Y.10	Pearson Correlation	.157	.003	.217	.273	.293	.232	.139	.125	.296	1	.523**
	Sig. (2-tailed)	.316	.983	.162	.076	.057	.135	.373	.426	.054		.000
	N	43	43	43	43	43	43	43	43	43	43	43
Total.Y	Pearson Correlation	.600**	.525**	.603**	.495**	.360*	.640**	.470**	.413**	.646**	.523**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.018	.000	.001	.006	.000	.000	
	N	43	43	43	43	43	43	43	43	43	43	43

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

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

2. Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.824	32

3. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Motivasi Kerja	Disiplin Kerja	Komitmen Kerja
N		43	43	43
Normal Parameters[a,b]	Mean	31.70	30.67	30.56
	Std. Deviation	3.827	4.412	4.267
Most Extreme Differences	Absolute	.122	.120	.098
	Positive	.067	.053	.098
	Negative	-.122	-.120	-.092
Test Statistic		.122	.120	.098
Asymp. Sig. (2-tailed)		.114[c]	.134[c]	.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

4. Uji Linieritas

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Komitmen Kerja * Motivasi Kerja	43	95.6%	2	4.4%	45	100.0%
Komitmen Kerja * Disiplin Kerja	43	95.6%	2	4.4%	45	100.0%

Komitmen Kerja* Motivasi Kerja

Report

Komitmen Kerja

Motivasi Kerja	Mean	N	Std. Deviation
22	22.00	1	.
24	24.00	1	.
26	26.00	2	.000
27	29.00	3	2.646
28	27.00	2	1.414
29	32.67	3	3.215
30	29.00	5	2.915

31	31.00	1	.
32	33.50	4	2.082
33	29.00	4	3.367
34	30.88	8	5.027
35	34.50	2	2.121
36	35.50	4	4.041
37	28.00	1	.
38	30.00	1	.
39	35.00	1	.
Total	30.56	43	4.267

NOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Komitmen Kerja * Motivasi Kerja	Between Groups	(Combined)	416.563	15	27.771	2.154	.040
		Linearity	207.508	1	207.508	16.098	.000
		Deviation from Linearity	209.055	14	14.933	1.158	.358
	Within Groups		348.042	27	12.890		
	Total		764.605	42			

Measures of Association

	R	R Squared	Eta	Eta Squared
Komitmen Kerja * Motivasi Kerja	.521	.271	.738	.545

Report

Komitmen Kerja

Disiplin Kerja	Mean	N	Std. Deviation
21	35.00	1	.
22	22.00	1	.
23	23.00	1	.
24	24.00	1	.
25	28.00	1	.
26	26.00	3	.000
27	27.33	3	.577
28	32.00	3	4.000
29	30.33	3	3.215

30	30.00	4	.000
31	33.00	2	2.828
32	31.00	2	4.243
33	31.25	4	2.872
34	30.80	5	4.324
35	31.75	4	4.717
36	33.50	2	3.536
37	37.00	1	.
38	38.00	1	.
39	39.00	1	.
Total	30.56	43	4.267

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Komitmen Kerja * Disiplin Kerja	Between Groups	(Combined)	506.471	18	28.137	2.616	.014
		Linearity	268.871	1	268.871	24.998	.000
		Deviation from Linearity	237.600	17	13.976	1.299	.272
	Within Groups		258.133	24	10.756		
	Total		764.605	42			

Measures of Association

	R	R Squared	Eta	Eta Squared
Komitmen Kerja * Disiplin Kerja	.593	.352	.814	.662

5. Uji T

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.515	4.626		1.192	.240
	Motivasi Kerja	.366	.146	.328	2.508	.016
	Disiplin Kerja	.439	.126	.453	3.467	.001

a. Dependent Variable: Komitmen Kerja

6. UJI F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	336.227	2	168.114	15.698	.000[b]
	Residual	428.377	40	10.709		
	Total	764.605	42			

a. Dependent Variable: Komitmen Kerja

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

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Komitmen Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663[a]	.440	.412	3.273

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

HASIL ANGKET

Responden	Motivasi										
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	J.X1
1	2	4	3	4	3	4	3	3	3	4	33
2	3	3	4	4	3	4	3	4	3	3	34
3	3	3	4	3	3	4	3	3	2	4	32
4	1	2	3	3	2	3	2	2	4	4	26
5	4	2	3	3	4	3	4	3	4	3	33
6	4	2	2	4	3	2	2	3	3	3	28
7	3	4	3	3	4	4	3	4	2	1	31
8	1	4	3	3	2	3	2	2	2	2	24
9	3	2	4	3	3	3	4	4	4	4	34
10	3	3	3	1	1	3	2	3	2	1	22
11	3	2	3	3	1	3	3	3	3	3	27
12	3	2	4	3	4	3	4	3	4	3	33
13	4	1	4	3	1	3	2	3	2	3	26
14	3	3	3	3	1	3	3	3	4	1	27
15	2	4	2	4	3	3	3	2	1	4	28
16	4	3	3	3	3	3	3	2	3	2	29
17	2	3	3	4	3	3	4	3	1	4	30
18	4	2	2	3	3	3	2	3	3	2	27
19	3	4	3	3	4	3	3	4	4	3	34

Responden	Motivasi										
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	J.X1
20	4	2	2	2	3	3	3	3	4	4	30
21	4	3	4	3	4	4	3	3	4	4	36
22	4	4	3	4	3	4	3	4	4	4	37
23	4	4	4	4	4	4	4	4	4	3	39
24	3	3	3	3	3	3	4	4	4	4	34
25	3	4	4	3	3	3	4	3	3	3	33
26	4	4	4	4	3	4	3	3	2	1	32
27	4	3	3	3	4	4	3	3	3	4	34
28	3	4	3	3	4	4	3	4	4	4	36
29	4	2	4	3	3	3	3	4	3	3	32
30	4	3	4	3	4	3	4	4	3	3	35
31	4	3	4	3	4	3	4	3	3	3	34
32	4	1	4	4	3	2	3	4	3	2	30
33	3	3	3	4	3	3	4	3	2	2	30
34	3	4	3	2	3	4	3	4	2	4	32
35	4	4	4	2	4	3	4	4	4	3	36
36	4	2	3	3	3	3	3	3	3	2	29
37	3	4	4	4	4	3	4	4	4	4	38
38	4	3	4	3	4	3	3	3	3	4	34
39	3	3	3	3	4	3	4	3	3	1	30
40	3	3	4	4	4	4	3	3	4	3	35
41	4	2	2	3	3	3	3	3	3	3	29

Responden	Motivasi										
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	J.X1
42	4	4	4	4	3	4	4	4	3	2	36
43	4	3	4	3	3	4	3	3	4	3	34

Responden	Disiplin												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	J.X2
1	3	3	3	3	3	1	3	3	3	3	2	2	32
2	2	2	3	4	3	4	3	1	3	3	2	4	34
3	3	3	3	3	3	3	3	3	2	3	3	1	33
4	1	1	3	1	3	4	3	3	3	2	1	1	26
5	4	3	3	3	3	3	4	3	3	3	1	2	35
6	3	1	3	1	3	3	3	1	3	3	3	1	28
7	3	2	3	1	3	3	3	3	3	3	3	1	31
8	1	1	2	1	3	3	3	3	3	3	1	1	25
9	3	1	3	2	1	1	1	1	3	3	1	3	23
10	1	3	3	3	1	3	1	3	1	1	1	1	22
11	2	2	3	3	1	3	1	3	3	3	2	1	27
12	2	3	3	2	3	3	2	3	3	3	3	3	33
13	3	3	3	1	3	1	3	1	1	3	3	1	26
14	3	3	1	3	3	3	3	3	1	1	2	2	28
15	2	2	1	3	3	1	4	3	3	2	1	1	26
16	3	3	3	4	3	3	3	3	1	1	1	1	29

Responden	Disiplin												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	J.X2
17	3	3	3	1	3	3	3	1	3	2	1	1	27
18	3	1	2	3	1	3	1	3	3	1	2	2	25
19	3	3	3	3	3	1	3	3	3	3	1	1	30
20	2	3	3	3	3	3	3	3	3	2	3	3	34
21	2	3	2	2	2	3	3	1	3	3	3	3	30
22	3	3	3	1	1	3	3	3	3	1	2	1	27
23	4	3	3	3	1	1	1	1	1	1	1	1	21
24	4	3	3	1	3	3	3	3	1	3	3	2	32
25	4	3	3	3	3	1	3	3	1	1	2	3	30
26	4	2	3	1	2	1	3	1	3	3	3	2	28
27	3	3	3	3	3	3	3	3	4	3	3	3	37
28	4	3	3	3	3	3	4	3	4	3	3	3	39
29	4	3	3	3	3	3	2	3	3	3	2	2	34
30	3	3	3	3	1	3	3	3	3	4	3	2	34
31	3	3	3	3	3	3	3	3	3	1	2	3	33
32	3	3	3	3	3	3	2	3	3	3	1	3	33
33	3	3	2	3	1	3	3	1	3	3	3	1	29
34	4	3	2	3	3	3	3	4	3	3	1	4	36
35	1	3	2	3	3	3	3	3	3	3	2	2	31
36	3	3	4	3	3	4	3	1	3	3	2	3	35
37	3	3	3	3	1	3	3	1	3	3	2	2	30
38	3	3	4	3	4	1	3	3	3	2	3	3	35

Responden	Disiplin												
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	J.X2
39	1	2	3	3	3	1	3	3	3	3	3	1	29
40	3	3	4	3	3	3	3	3	3	3	2	3	36
41	4	3	4	2	3	3	3	2	3	1	3	3	34
42	4	3	3	3	3	3	3	3	3	3	3	4	38
43	3	3	3	2	3	3	2	3	4	2	3	4	35

Responden	KOMITMEN KERJA										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	J.Y
1	3	3	4	3	1	3	2	4	3	2	28
2	2	3	1	2	3	2	3	2	4	2	24
3	4	3	4	3	3	4	3	2	3	4	33
4	3	1	3	3	3	2	3	1	3	4	26
5	1	3	1	3	1	4	3	3	3	3	25
6	3	1	3	2	4	3	3	3	3	3	28
7	3	3	3	3	4	3	2	4	3	3	31
8	2	3	2	3	3	3	1	3	3	1	24
9	1	3	1	3	3	1	3	3	3	2	23
10	3	2	3	1	3	1	3	3	1	2	22
11	3	3	3	2	2	3	3	4	3	1	27
12	4	3	4	3	3	4	3	3	3	3	33
13	3	3	3	3	3	1	3	3	1	3	26

Responden	KOMITMEN KERJA										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	J.Y
14	4	3	4	3	1	4	4	4	3	2	32
15	3	2	3	3	3	3	1	3	2	3	26
16	3	4	3	3	3	3	4	3	4	4	34
17	1	4	3	2	3	2	3	3	3	3	27
18	3	3	3	2	3	2	3	3	3	3	28
19	3	3	3	2	4	3	3	3	3	3	30
20	3	3	3	4	4	4	3	3	4	3	34
21	2	3	3	3	4	2	4	3	4	2	30
22	1	2	2	4	4	2	4	3	2	4	28
23	3	4	3	4	3	3	4	4	4	3	35
24	3	3	3	3	3	4	3	4	4	4	34
25	2	3	3	3	3	3	2	4	4	3	30
26	4	4	3	4	3	4	3	3	4	4	36
27	3	4	4	3	4	3	4	4	4	4	37
28	4	4	4	4	4	4	4	4	4	3	39
29	4	2	4	4	3	3	3	3	4	4	34
30	3	4	4	4	3	3	3	3	3	3	33
31	3	3	3	3	3	3	3	4	4	3	32
32	3	4	3	4	3	3	3	1	2	1	27
33	3	3	3	3	3	3	3	3	2	2	28
34	4	3	3	4	3	4	2	2	3	3	31
35	3	4	3	3	4	4	3	4	3	4	35

Responden	KOMITMEN KERJA										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	J.Y
36	4	3	3	3	3	4	4	4	4	3	35
37	3	2	2	4	3	3	3	3	4	3	30
38	3	4	3	3	4	3	3	4	4	4	35
39	2	2	4	2	4	4	2	3	3	3	29
40	3	4	4	3	4	3	4	4	4	3	36
41	2	3	3	4	2	3	1	4	3	4	29
42	4	4	4	4	4	4	4	3	4	3	38
43	4	3	4	3	3	3	3	3	3	3	32