



**PROGRAM STUDI MAGISTER MANAJEMEN  
INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA  
BANDAR LAMPUNG**

an Zainal Abidin Pagar Alam No.93 Bandar Lampung. Lampung 35142

**Kuesioner Penelitian**

**ANALISIS PENGARUH MOTIVASI DAN DISIPLIN KERJA  
TERHADAP KINERJA PEGAWAI PADA SEKRETARIAT DAERAH  
KOTA BANDAR LAMPUNG DENGAN KEPUASAN KERJA SEBAGAI  
VARIABEL MODERASI**

Responden Yth,  
Perkenalkan Saya  
Nama : Siswanto  
NPM : 2322311044P  
Prodi : Magister Manajemen IIB Darmajaya

Saat ini sedang melakukan penelitian Tesis saya yang berjudul “**ANALISIS PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA SEKRETARIAT DAERAH KOTA BANDAR LAMPUNG DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MODERASI**” Dalam rangka menyelesaikan tesis saya pada Program Studi Magister Manajemen, Institut Informatika & Bisnis Darmajaya tersebut, maka saya memerlukan bantuan Bpk. / Ibu/ Saudara(i) untuk mengisi kuesioner ini sebagai sumber data penelitian.

Saya mengharapkan kerja sama Bpk. / Ibu/ Saudara(i) untuk memberikan jawaban pada kuesioner ini secara jujur dan apa adanya karena identitas dan informasi dari Bapak/ Ibu/ Saudara(i) akan di rahasiakan oleh peneliti dan hanya digunakan untuk penelitian ini.

**Cara Pengisian Kuesioner:**

Isilah kolom pertanyaan dengan memberikan tanda silang (√) pada kolom pilihan jawaban yang paling tepat sesuai dengan kondisi Bpk. / Ibu/ Saudara(i) dalam lembar kuesioner yang telah disediakan.

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

Atas perhatian dan kerja sama Bpk. / Ibu/ Saudara(i), saya mengucapkan terima kasih.

**Siswanto**

## IDENTITAS RESPONDEN

### **Petunjuk Pengisian:**

Beri tanda silang (X) pada huruf alternatif jawaban yang tersedia, yang sesuai dengan kondisi riil Anda.

1. Jenis Kelamin:
  - a. Laki-laki
  - b. Perempuan
  - c.
2. Usia:
  - a. 20 - 30 tahun
  - b. 31 – 40 tahun
  - c. 41 - 50 tahun
  - d. > 50
3. Lama Bekerja:
  - a. 0 - 2 tahun
  - b. 3 – 4 tahun
  - c. 5 – 6 tahun
  - d. > 7 tahun

## KUESIONER PENELITIAN

### A. MOTIVASI KERJA

NO	PERNYATAAN	SS	S	KS	TS	STS
		5	4	3	2	1
1	Instansi tempat saya bekerja menyediakan peralatan kantor yang saya butuhkan untuk menunjang pekerjaan.					
2	Instansi tempat saya bekerja menyediakan sistem keamanan yang memadai di kantor.					
3	Saya dan rekan kerja memiliki hubungan yang baik dan saling mendukung.					
4	Saya termotivasi untuk bekerja lebih rajin apabila mendapat perhatian dan penghargaan dari atasan.					
5	Saya merasa termotivasi untuk bekerja lebih keras ketika saya memiliki tujuan yang jelas di tempat kerja.					

(Sumber: Nurindah, *et.al.*,2021)

### B. DISIPLIN KERJA

NO	PERNYATAAN	SS	S	KS	TS	STS
		5	4	3	2	1
1	Tujuan dan pekerjaan yang dibebankan sesuai dengan kemampuan yang dimiliki pegawai.					
2	Pimpinan selalu memberikan contoh yang baik bagi parabawahannya					
3	Balas jasa yang diterima sesuai dengan lama bekerja pegawai.					
4	Pimpinan selalu bersikap adil kepada para pegawai.					
5	Pimpinan yang selalu mengawasi akan berdampak pada kedisiplina para pegawai.					
6	Sanksi hukuman yang diberikan sesuai dengan tingkat kesalahan yang dilanggar.					
7	Pimpinan bersikap tegas dalam mengambil keputusan berkaitan dengan pekerjaan.					
8	Pimpinan dan bawahan selalu bersikap saling menghormati satu sama lain.					

(Sumber: Fitrianto, 2020)

### C. KINERJA PEGAWAI (Y)

NO	PERNYATAAN	SS	S	KS	TS	STS
		5	4	3	2	1
1	Saya memiliki pemahaman yang jelas tentang tujuan kerja yang harus dicapai.					
2	Saya memiliki standar kinerja yang jelas yang harus dicapai dalam pekerjaan mereka.					
3	Saya menerima umpan balik yang konstruktif dan jelas tentang kinerja mereka secara teratur.					
4	Alat dan sarana yang tersedia memungkinkan Saya untuk mencapai kinerja yang optimal.					
5	Saya secara teratur mengembangkan kompetensi mereka untuk tetap relevan dengan tuntutan pekerjaan.					
6	Saya merasa terdorong oleh tujuan pribadi atau profesional dalam menjalankan tugas-tugas mereka.					
7	Saya merasa bahwa instansi ini mendukung peningkatan karir dan perkembangan profesional mereka.					

(Sumber: Nurrohmat & Lestari, (2021))

### D. KEPUASAN KERJA (Z)

NO	PERNYATAAN	SS	S	KS	TS	STS
		5	4	3	2	1
1	Saya mudah berkomunikasi dan berkolaborasi dengan rekan kerja setingkat dalam tim atau departemen saya.					
2	Saya merasa rekan kerja setingkat saya saling mendukung dan bekerja sama untuk mencapai tujuan bersama.					
3	Atasan saya memberikan dukungan yang diperlukan untuk meningkatkan kinerja saya di tempat kerja.					
4	Saya merasa atasan saya adil dalam memberikan pengakuan atas kerja keras dan pencapaian saya di tempat kerja.					
5	Saya sering berkolaborasi dengan rekan kerja untuk menyelesaikan tugas-tugas atau proyek-proyek bersama.					
6	Saya merasa tim atau departemen tempat saya bekerja memiliki suasana kerja yang kolaboratif dan mendukung.					

(Sumber: Nurrohmat & Lestari, (2021))

**LAMPIRAN 2: Tabulasi Jawaban  
Responden  
MOTIVASI KERJA (X1)**

NO	MKO 1	MKO 2	MKO 3	MKO 4	MKO 5	TOTA L
1	2	3	3	4	3	15
2	2	2	1	1	2	8
3	4	5	5	5	5	24
4	2	4	4	3	3	16
5	5	4	4	4	5	22
6	4	5	5	5	5	24
7	2	2	4	3	2	13
8	2	3	3	3	3	14
9	2	2	1	1	2	8
10	4	5	5	5	5	24
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12	5	4	4	4	5	22
13	4	5	5	5	5	24
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24	5	3	3	5	5	21
25	5	4	4	5	3	21
26	5	4	4	4	5	22
27	5	4	4	4	3	20
28	5	5	5	4	3	22
29	4	3	3	3	3	16
30	5	3	3	4	3	18
31	4	5	5	4	5	23
32	3	3	2	5	5	18
33	4	4	3	3	3	17
34	3	3	4	4	4	18
35	5	4	3	4	4	20
36	5	5	4	4	4	22
37	4	3	4	4	4	19
38	4	3	4	5	4	20
39	5	5	4	4	3	21
40	3	3	4	4	4	18
41	4	4	4	4	4	20
42	4	3	3	4	3	17
43	5	4	3	4	4	20
44	4	4	4	4	4	20
45	5	4	5	5	5	24
46	3	4	5	4	5	21
47	4	5	4	3	4	20
48	5	5	4	3	3	20
49	4	5	4	5	3	21
50	4	4	3	3	3	17

51	5	3	4	5	4	21
52	4	5	3	3	3	18
53	4	4	4	4	3	19
54	3	4	4	4	4	19
55	4	3	4	5	4	20
56	4	4	4	4	4	20
57	3	3	5	5	3	19
58	5	4	4	4	3	20
59	3	3	4	4	4	18
60	3	3	5	4	4	19
61	4	4	4	5	4	21
62	5	4	5	4	3	21
63	4	4	4	4	4	20
64	3	4	3	3	2	15
65	1	1	2	2	2	8
66	5	5	5	5	5	25
67	4	3	3	3	2	15
68	4	4	5	5	4	22
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75	4	4	5	5	5	23
76	5	5	5	5	3	23
77	4	3	2	2	2	13
78	5	3	5	5	5	23
79	4	4	4	4	5	21
80	4	3	3	3	5	18
81	4	4	3	3	4	18
82	2	2	1	1	2	8
83	4	4	3	3	5	19
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92	3	3	3	3	4	16
93	3	4	3	3	4	17
94	5	4	5	5	4	23
95	2	5	5	3	2	17
96	3	3	3	4	4	17
97	4	4	4	4	4	20
98	3	4	4	4	5	20
99	4	4	4	4	3	19
Ave	3,86	3,76	3,77	3,78	3,70	3,77

## DISIPLIN KERJA (X2)

NO	DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	TOTAL
1	3	3	4	3	2	4	4	3	26
2	2	1	1	2	2	3	1	2	14
3	5	5	5	5	5	4	5	5	39
4	3	4	3	3	2	1	3	3	22
5	5	4	4	5	4	4	4	5	35
6	3	5	5	5	4	5	5	5	37
7	2	3	3	2	2	3	3	2	20
8	3	3	4	3	3	1	3	3	23
9	2	1	1	2	1	3	1	2	13
10	5	5	5	5	5	4	5	5	39
11	3	4	3	3	5	4	3	3	28
12	5	4	4	5	5	4	4	5	36
13	3	5	5	5	3	5	5	5	36
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25	5	4	5	3	3	4	5	3	32
26	5	4	4	5	5	3	4	5	35
27	3	4	4	3	3	3	4	3	27
28	5	5	4	3	5	4	4	3	33
29	3	3	3	3	4	4	3	3	26
30	3	3	4	3	4	5	4	3	29
31	5	5	4	5	4	4	4	5	36
32	3	4	2	3	2	2	5	4	25
33	5	5	4	4	4	5	3	5	35
34	3	3	3	4	4	3	4	3	27
35	4	5	5	4	5	5	4	5	37
36	3	3	3	4	3	3	4	3	26
37	4	4	4	4	4	4	4	4	32
38	4	4	3	3	3	4	5	3	29
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40	4	4	4	4	4	4	4	4	32
41	4	5	5	3	4	4	4	5	34
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43	5	4	4	4	4	4	4	4	33
44	4	4	5	5	4	5	4	5	36
45	5	4	5	5	5	5	5	4	38
46	3	4	4	4	4	4	4	4	31
47	5	4	5	3	5	5	3	4	34
48	3	5	3	3	3	3	3	3	26

49	4	4	5	3	5	4	5	3	33
50	4	3	3	4	4	3	3	3	27
51	3	3	4	3	4	5	5	4	31
52	5	5	4	3	4	4	3	5	33
53	3	3	3	4	3	4	4	2	26
54	5	5	5	4	5	4	4	5	37
55	4	3	3	4	3	4	5	3	29
56	5	4	5	3	5	3	4	3	32
57	4	4	4	3	4	5	5	4	33
58	5	5	5	4	3	5	4	5	36
59	5	4	4	4	4	4	4	5	34
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61	5	4	5	3	5	5	5	4	36
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64	3	3	3	3	3	1	3	5	24
65	5	4	3	4	5	4	4	5	34
66	4	4	5	5	5	5	5	4	37
67	4	3	5	3	2	3	3	4	27
68	5	4	5	3	3	1	3	4	28
69	5	4	4	1	2	3	1	4	24
70	3	4	4	5	5	4	5	4	34
71	5	5	4	3	3	4	3	4	31
72	3	3	3	4	5	4	4	4	30
73	3	3	4	5	5	5	5	4	34
74	5	5	4	3	2	3	3	3	28
75	3	4	2	3	5	4	3	3	27
76	5	5	4	4	4	5	4	3	34
77	3	3	3	3	3	4	3	5	27
78	4	5	5	4	3	3	4	3	31
79	3	3	3	2	1	1	2	3	18
80	4	4	4	4	3	3	4	4	30
81	4	4	3	3	3	4	3	4	28
82	5	4	4	3	5	4	3	5	33
83	4	4	4	5	4	5	5	4	35
84	4	5	5	5	5	3	5	4	36
85	5	4	4	5	3	4	5	5	35
86	5	4	4	4	5	3	4	5	34
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92	4	4	5	4	5	4	3	5	34
93	4	3	3	5	3	4	4	4	30
94	3	3	4	3	4	4	4	4	29
95	5	5	4	5	4	4	4	5	36
96	3	3	3	3	4	4	4	2	26
97	5	5	5	4	4	3	4	2	32
98	4	3	3	3	5	4	3	4	29
99	5	4	5	4	4	4	4	1	31
Ave.	3,96	3,89	3,93	3,70	3,82	3,78	3,82	3,83	3,84

### Kinerja Pegawai (Y)

NO	KP01	KP02	KP03	KP04	KPK05	KP06	KP07	TOTAL
1	2	3	3	4	3	4	4	23
2	2	2	1	1	2	3	1	12
3	4	5	5	5	5	4	5	33
4	2	4	4	3	3	1	3	20
5	5	4	4	4	5	4	4	30
6	4	5	5	5	5	5	5	34
7	2	2	4	3	2	3	3	19
8	2	3	3	3	3	1	3	18
9	2	2	1	1	2	3	1	12
10	4	5	5	5	5	4	5	33
11	2	4	4	3	3	4	3	23
12	5	4	4	4	5	4	4	30
13	4	5	5	5	5	5	5	34
14	2	2	4	3	2	3	3	19
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17	5	4	4	3	3	4	3	26
18	5	4	4	4	3	3	4	27
19	2	3	2	2	1	1	2	13
20	3	4	4	4	3	3	4	25
21	5	3	3	3	3	4	3	24
22	5	4	4	3	5	4	3	28
23	5	4	4	5	4	5	5	32
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34	3	3	3	3	4	4	4	24
35	5	4	5	5	4	4	4	31
36	3	2	3	3	4	4	4	23
37	4	5	4	4	4	3	4	28
38	4	5	4	3	5	4	3	28
39	4	4	4	4	4	4	4	28
40	4	5	4	4	4	3	4	28
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45	4	5	4	4	5	4	5	31
46	4	4	4	4	4	3	4	27
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48	5	4	5	3	3	2	3	25

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50	3	5	3	3	3	3	4	24
51	3	4	3	4	5	3	3	25
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53	3	3	3	2	4	4	4	23
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63	4	5	4	5	4	4	5	31
64	4	5	5	5	5	5	4	33
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66	5	4	4	4	4	4	5	30
67	4	5	5	5	5	5	3	32
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71	4	5	5	4	4	3	4	29
72	2	4	4	4	4	4	4	26
73	5	4	4	3	2	2	5	25
74	4	5	5	4	4	4	4	30
75	2	2	4	3	3	3	3	20
76	5	5	5	4	4	3	4	30
77	5	4	4	4	4	5	4	30
78	5	4	4	3	3	5	5	29
79	5	4	4	4	4	5	3	29
80	2	3	2	4	4	4	5	24
81	3	4	4	4	4	4	5	28
82	5	3	3	5	5	4	5	30
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84	5	4	4	3	3	4	3	26
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91	5	3	3	3	4	4	5	27
92	5	4	5	3	4	5	4	30
93	4	4	4	5	4	4	3	28
94	5	5	5	3	4	4	3	29
95	3	3	3	4	4	4	4	25
96	5	4	5	3	3	4	4	28
97	3	2	3	4	3	4	4	23
98	4	5	4	4	4	4	4	29
99	4	5	4	4	5	5	4	31
Ave.	4,00	3,97	3,92	3,83	3,83	3,76	3,83	3,88

## Kepuasan Kerja (Z)

NO	KK01	KK02	KK03	KK04	KK05	KK06	TOTA
1	5	5	5	4	4	5	28
2	4	5	4	4	3	5	25
3	4	4	4	5	5	4	26
4	4	5	4	5	5	4	27
5	3	2	3	3	4	4	19
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11	5	4	5	5	4	3	26
12	4	5	4	5	5	3	26
13	4	5	4	4	4	3	24
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16	4	5	4	4	4	3	24
17	4	5	4	4	3	4	24
18	4	5	4	4	3	4	24
19	4	4	4	5	5	5	27
20	3	5	3	4	4	4	23
21	3	4	3	4	5	4	23
22	5	5	5	4	4	5	28
23	4	4	4	4	4	5	25
24	5	4	5	5	5	4	28
25	4	5	4	4	3	3	23
26	4	2	4	4	2	5	21
27	5	4	5	5	4	5	28
28	3	4	3	3	5	4	22
29	2	4	2	2	4	5	19
30	2	3	2	4	4	4	19
31	5	2	5	5	5	4	26
32	4	3	4	5	4	5	25
33	4	3	4	3	3	2	19
34	5	4	5	5	4	2	25
35	4	3	4	4	2	4	21
36	3	2	3	3	2	1	14
37	4	4	4	5	4	4	25
38	4	4	4	4	4	5	25
39	5	4	4	4	5	4	26
40	3	4	3	3	2	5	20
41	5	4	5	5	5	4	28
42	5	4	5	5	5	4	28
43	5	5	4	4	4	3	25
44	5	4	4	4	4	5	26
45	3	3	4	5	4	5	24
46	5	4	5	5	4	4	27

47	5	4	5	4	4	4	26
48	3	2	4	4	4	4	21
49	4	5	4	5	4	5	27
50	3	5	3	3	3	3	24
51	4	4	3	4	3	4	22
52	5	5	4	4	4	4	26
53	4	4	3	4	3	4	22
54	3	3	3	4	3	3	19
55	3	4	3	3	3	3	19
56	4	3	3	3	3	3	19
57	4	4	3	5	4	3	23
58	4	3	4	4	4	3	22
59	4	4	5	5	5	5	28
60	4	4	4	4	4	3	23
61	4	3	4	4	4	4	23
62	3	3	4	5	5	5	25
63	4	4	3	3	4	4	22
64	4	4	5	5	5	4	27
65	5	4	5	5	3	5	27
66	2	3	3	2	2	3	15
67	5	5	1	5	5	4	25
68	4	5	3	4	5	5	26
69	5	4	4	3	5	4	25
70	5	4	4	3	4	3	23
71	5	5	4	1	2	1	18
72	4	5	5	3	5	3	25
73	5	4	5	3	5	4	26
74	5	4	4	5	5	4	27
75	5	4	5	4	4	5	27
76	5	5	5	5	4	3	27
77	5	4	4	3	3	4	23
78	5	4	4	5	5	3	26
79	5	4	4	3	3	3	22
80	4	4	5	3	5	4	25
81	5	3	4	3	4	4	23
82	4	3	4	3	4	5	23
83	5	5	4	5	4	4	27
84	4	4	4	3	2	2	19
85	4	5	5	4	4	5	27
86	5	4	4	4	4	3	24
87	2	4	4	4	5	5	24
88	4	5	5	4	3	3	24
89	4	3	3	4	4	4	22
90	4	2	2	3	3	4	18
91	3	2	4	4	4	4	21
92	2	5	5	4	4	4	24
93	3	4	5	3	4	4	23
94	3	4	3	4	4	4	22
95	4	5	5	4	4	4	26
96	3	4	4	5	4	5	25
97	2	3	3	5	5	5	23



98	4	4	5	4	4	4	25
99	4	4	4	3	5	5	25
	<b>X1</b>	<b>X2</b>	<b>Y</b>	<b>Z</b>			
	15	26	23	28			
	8	14	12	25			
	24	39	33	26			
	16	22	20	27			
	22	35	30	19			
	24	37	34	24			
	13	20	19	26			
	14	23	18	26			
	8	13	12	25			
	24	39	33	27			
	16	28	23	26			
	22	36	30	26			
	24	36	34	24			
	13	18	19	27			
	23	35	30	27			
	21	34	30	24			
	19	28	26	24			
	20	28	27	24			
	10	12	13	27			
	18	29	25	23			
	17	27	24	23			
	21	34	28	28			
	22	35	32	25			
	21	34	29	28			
	21	32	30	23			
	22	35	29	21			
	20	27	27	28			
	22	33	30	22			
	16	26	23	19			
	18	29	27	19			
	23	36	33	26			
	18	25	28	25			
	17	35	31	19			
	18	27	24	25			
	20	37	31	21			
	22	26	23	14			
	19	32	28	25			
	20	29	28	25			
	21	33	28	26			
	18	32	28	20			
	20	34	31	28			
	17	33	28	28			
	20	33	28	25			
	20	36	32	26			
	24	38	31	24			
	21	31	27	27			
	20	34	26	26			
	20	26	25	21			
	21	33	26	27			
	17	27	24	27			
	21	31	25	22			

Ave.	4,08	4,01	4,02	3,99	3,98	3,94	4,00
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18	33	29	26
19	26	23	22
19	37	30	19
20	29	27	19
20	32	26	19
19	33	28	23
20	36	31	22
18	34	30	28
19	36	29	23
21	36	29	23
21	35	31	25
20	35	31	22
15	24	33	27
8	34	25	27
25	37	30	15
15	27	32	25
22	28	19	26
24	24	23	25
13	34	22	23
15	31	29	18
7	30	26	25
25	34	25	26
18	28	30	27
23	27	20	27
23	34	30	27
13	27	30	23
23	31	29	26
21	18	29	22
18	30	24	25
18	28	28	23
8	33	30	23
19	35	27	27
17	36	26	19
22	35	30	27
21	34	28	24
22	31	26	24
18	32	28	24
23	29	31	22
17	35	27	18
20	34	27	21
16	34	30	24
17	30	28	23
23	29	29	22
17	36	25	26
17	26	28	25
20	32	23	23
20	29	29	25
19	31	31	25

### LAMPIRAN 3: Data Frekusensi Jawaban Responden

#### Motivasi Kerja (X1)

MK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	11	11.0	11.0	13.0
	3	17	17.0	17.0	30.3
	4	38	38.4	38.4	69.0
	5	31	31.0	31.0	100.0
	Total	99	99.0	99.0	

MK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	5	5.0	5.0	7.0
	3	29	29.0	29.0	36.0
	4	42	42.4	42.4	78.8
	5	21	21.0	21.0	100.0
	Total	99	99.0	99.0	

MK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	6	6.0	6.0	9.0
	3	26	26.0	26.0	35.0
	4	40	40.4	40.4	75.8
	5	24	24.0	24.0	100.0
	Total	99	99.0	99.0	

MK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	5	5.0	5.0	8.0
	3	29	29.0	29.0	37.0
	4	36	36.0	36.0	74.0
	5	26	26.0	26.0	100.0
	Total	99	99.0	99.0	

MK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	11	11.0	11.0	13.0
	3	29	29.0	29.0	42.0
	4	30	30.0	30.0	73.0

	5	27	27.0	27.0	100.0
	Total	99	99.0	99.0	

### Disiplin Kerja (X2)

DK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.0	1.0	1.0
	2	4	4.0	4.0	5.0
	3	31	31.0	31.0	36.0
	4	25	25.0	25.0	62.0
	5	38	38.0	38.0	100.0
	Total	99	99.0	99.0	

DK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	1	1.0	1.0	4.0
	3	23	23.0	23.0	27.0
	4	49	49.0	49.0	77.0
	5	23	23.0	23.0	100.0
	Total	99	99.0	99.0	

DK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	3	3.0	3.0	5.0
	3	26	26.0	26.0	31.0
	4	37	37.0	37.0	69.0
	5	31	31.0	31.0	100.0
	Total	99	99.0	99.0	

DK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	5	5.0	5.0	7.0
	3	37	37.0	37.0	44.0
	4	32	32.0	32.0	77.0
	5	23	23.0	23.0	100.0
	Total	99	99.0	99.0	

DK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	10	10.0	10.0	12.0
	3	23	23.0	23.0	35.0
	4	33	33.0	33.0	69.0
	5	31	31.0	31.0	100.0
	Total	99	99.0	99.0	

DK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	6.0	6.0	6.0
	2	1	1.0	1.0	7.0
	3	24	24.0	24.0	31.0
	4	47	47.0	47.0	79.0
	5	21	21.0	21.0	100.0
	Total	99	99.0	99.0	

DK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	2	2.0	2.0	5.0
	3	27	27.0	27.0	32.0
	4	45	45.0	45.0	78.0
	5	22	22.0	22.0	100.0
	Total	99	99.0	99.0	

DK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	7	7.0	7.0	9.0
	3	28	28.0	28.0	37.0
	4	31	31.0	31.0	69.0
	5	31	31.0	31.0	100.0
	Total	99	99.0	99.0	

### Kinerja Pegawai (Y)

KP01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	16.0	16.0	16.0
	3	10	10.0	10.0	26.0
	4	31	31.0	31.0	58.0
	5	42	42.0	42.0	100.0
	Total	99	99.0	99.0	

KP02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	9.0	9.0	9.0
	3	17	17.0	17.0	26.0
	4	41	41.0	41.0	68.0

	5	32	32.0	32.0	100.0
	Total	99	99.0	99.0	

<b>KP03</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	2	2.0	2.0	5.0
	3	19	19.0	19.0	24.0
	4	51	51.0	51.0	76.0
	5	24	24.0	24.0	100.0
	Total	99	99.0	99.0	

<b>KP04</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	3	3.0	3.0	5.0
	3	30	30.0	30.0	35.0
	4	39	39.0	39.0	75.0
	5	25	25.0	25.0	100.0
	Total	99	99.0	99.0	

<b>KP05</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.0	1.0	1.0
	2	6	6.0	6.0	7.0
	3	26	26.0	26.0	33.0
	4	41	41.0	41.0	75.0
	5	25	25.0	25.0	100.0
	Total	99	99.0	99.0	

<b>KP06</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	3.0	3.0	3.0
	2	2	2.0	2.0	5.0
	3	28	28.0	28.0	33.0
	4	49	49.0	49.0	83.0
	5	17	17.0	17.0	100.0
	Total	99	99.0	99.0	

<b>KP07</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	3	3.0	3.0	5.0
	3	28	28.0	28.0	33.0
	4	43	43.0	43.0	77.0
	5	23	23.0	23.0	100.0
	Total	99	99.0	99.0	

**Kepuasan Kerja (Z)**

<b>KK01</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	6.0	6.0	6.0
	3	15	15.0	15.0	21.0
	4	43	43.0	43.0	65.0
	5	35	35.0	35.0	100.0
	Total	99	99.0	99.0	

<b>KK02</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	7.0	7.0	7.0
	3	15	15.0	15.0	22.0
	4	47	47.0	47.0	70.0
	5	30	30.0	30.0	100.0
	Total	99	99.0	99.0	

<b>KK03</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.0	1.0	1.0
	2	3	3.0	3.0	4.0
	3	18	18.0	18.0	22.0
	4	48	48.0	48.0	71.0
	5	29	29.0	29.0	100.0
	Total	99	99.0	99.0	

<b>KK04</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	2	2.0	2.0	4.0
	3	23	23.0	23.0	27.0
	4	41	41.0	41.0	69.0
	5	31	31.0	31.0	100.0
	Total	99	99.0	99.0	

<b>KK05</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	7.0	7.0	7.0
	3	16	16.0	16.0	23.0
	4	49	49.0	49.0	73.0
	5	27	27.0	27.0	100.0
	Total	99	99.0	99.0	

<b>KK06</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.0	2.0
	2	3	3.0	3.0	5.0
	3	22	22.0	22.0	27.0
	4	45	45.0	45.0	73.0
	5	27	27.0	27.0	100.0
	Total	99	99.0	99.0	

## LAMPIRAN 4: Output Uji Validitas

### Motivasi Kerja (X1)

		Correlations					
		MK01	MK02	MK03	MK04	MK05	TOTAL
MK01	Pearson Correlation	1	.548**	.401**	.487**	.450**	.742**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100
MK02	Pearson Correlation	.548**	1	.603**	.444**	.389**	.750**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
MK03	Pearson Correlation	.401**	.603**	1	.756**	.500**	.828**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100
MK04	Pearson Correlation	.487**	.444**	.756**	1	.587**	.838**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100
MK05	Pearson Correlation	.450**	.389**	.500**	.587**	1	.756**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100
TOTAL	Pearson Correlation	.742**	.750**	.828**	.838**	.756**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	99	99	99	99	99	99

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

### Disiplin Kerja (X2)

		Correlations								
		DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	TOTAL
DK01	Pearson Correlation	1	.623**	.574**	.425**	.379**	.304**	.244*	.483**	.713**
	Sig. (2-tailed)		.000	.000	.000	.000	.002	.014	.000	.000
	N	100	100	100	100	100	100	100	100	100
DK02	Pearson Correlation	.623**	1	.571**	.447**	.397**	.319**	.384**	.456**	.734**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100
DK03	Pearson Correlation	.574**	.571**	1	.409**	.338**	.331**	.511**	.392**	.723**
	Sig. (2-tailed)	.000	.000		.000	.001	.001	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100
DK04	Pearson Correlation	.425**	.447**	.409**	1	.484**	.430**	.632**	.544**	.773**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100
DK05	Pearson Correlation	.379**	.397**	.338**	.484**	1	.493**	.403**	.351**	.691**
	Sig. (2-tailed)	.000	.000	.001	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100
DK06	Pearson Correlation	.304**	.319**	.331**	.430**	.493**	1	.449**	.321**	.652**
	Sig. (2-tailed)	.002	.001	.001	.000	.000		.000	.001	.000
	N	100	100	100	100	100	100	100	100	100
DK07	Pearson Correlation	.244*	.384**	.511**	.632**	.403**	.449**	1	.264**	.680**
	Sig. (2-tailed)	.014	.000	.000	.000	.000	.000		.008	.000
	N	100	100	100	100	100	100	100	100	100
DK08	Pearson Correlation	.483**	.456**	.392**	.544**	.351**	.321**	.264**	1	.681**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.008		.000
	N	100	100	100	100	100	100	100	100	100
TOTAL	Pearson Correlation	.713**	.734**	.723**	.773**	.691**	.652**	.680**	.681**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	99	99	99	99	99	99	99	99	99

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

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

### Kinerja Pegawai (Y)

		Correlations							
		KP01	KP02	KP03	KP04	KP05	KP06	KP07	TOTAL
KP01	Pearson Correlation	1	.474**	.528**	.328**	.195	.334**	.357**	.706**
	Sig. (2-tailed)		.000	.000	.001	.051	.001	.000	.000
	N	100	100	100	100	100	100	100	100
KP02	Pearson Correlation	.474**	1	.688**	.425**	.331**	.192	.264**	.721**
	Sig. (2-tailed)	.000		.000	.000	.001	.055	.008	.000
	N	100	100	100	100	100	100	100	100
KP03	Pearson Correlation	.528**	.688**	1	.410**	.236*	.186	.227*	.699**
	Sig. (2-tailed)	.000	.000		.000	.018	.064	.023	.000
	N	100	100	100	100	100	100	100	100
KP04	Pearson Correlation	.328**	.425**	.410**	1	.468**	.345**	.513**	.736**
	Sig. (2-tailed)	.001	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
KP05	Pearson Correlation	.195	.331**	.236*	.468**	1	.414**	.254*	.608**
	Sig. (2-tailed)	.051	.001	.018	.000		.000	.011	.000
	N	99	99	99	99	99	99	99	99
KP06	Pearson Correlation	.334**	.192	.186	.345**	.414**	1	.380**	.597**
	Sig. (2-tailed)	.001	.055	.064	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100
KP07	Pearson Correlation	.357**	.264**	.227*	.513**	.254*	.380**	1	.632**
	Sig. (2-tailed)	.000	.008	.023	.000	.011	.000		.000
	N	100	100	100	100	100	100	100	100
TOTAL	Pearson Correlation	.706**	.721**	.699**	.736**	.608**	.597**	.632**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	99	99	99	99	99	99	99	99

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

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

### Kepuasan Kerja (Z)

		Correlations							
		KK01	KK02	KK03	KK04	KK05	KK06	TOTAL	
KK01	Pearson Correlation	1	.300**	.479**	.159	.128	-.111	.560**	
	Sig. (2-tailed)		.002	.000	.115	.204	.271	.000	
	N	100	100	100	100	100	100	100	
KK02	Pearson Correlation	.300**	1	.269**	.092	.167	.001	.526**	
	Sig. (2-tailed)	.002		.007	.363	.096	.993	.000	
	N	100	100	100	100	100	100	100	
KK03	Pearson Correlation	.479**	.269**	1	.204*	.203*	.043	.627**	
	Sig. (2-tailed)	.000	.007		.042	.043	.671	.000	
	N	100	100	100	100	100	100	100	
KK04	Pearson Correlation	.159	.092	.204*	1	.398**	.289**	.631**	
	Sig. (2-tailed)	.115	.363	.042		.000	.004	.000	
	N	100	100	100	100	100	100	100	
KK05	Pearson Correlation	.128	.167	.203*	.398**	1	.332**	.645**	
	Sig. (2-tailed)	.204	.096	.043	.000		.001	.000	
	N	100	100	100	100	100	100	100	
KK06	Pearson Correlation	-.111	.001	.043	.289**	.332**	1	.461**	
	Sig. (2-tailed)	.271	.993	.671	.004	.001		.000	
	N	100	100	100	100	100	100	100	
TOTAL	Pearson Correlation	.560**	.526**	.627**	.631**	.645**	.461**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		
	N	99	99	99	99	99	99	99	

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

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



**LAMPIRAN 5: Output Uji Reliabilitas  
Motivasi Kerja (X1)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.841	5

**Disiplin Kerja (X2)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.855	8

**Kinerja Pegawai (Y)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.797	7

**Kepuasan Kerja (Z)**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.593	6

## LAMPIRAN 6: Output Uji Asumsi Klasik

### Output Uji Regresi Linier 1

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756 <sup>a</sup>	.572	.563	2.886
a. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja				
b. Dependent Variable: Kinerja Pegawai				

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.451	1.786		4.173	.000		
	Motivasi Kerja	.197	.087	.177	2.255	.026	.724	1.381
	Disiplin Kerja	.520	.063	.649	8.269	.000	.724	1.381
a. Dependent Variable: Kinerja Pegawai								

### Output Analisis Modera Regresi Linier 2

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.762 <sup>a</sup>	.581	.558	2.902
a. Predictors: (Constant), Disiplin Kerja*Kepuasan Kerja, Motivasi Kerja, Kepuasan Kerja, Disiplin Kerja, Motivasi Kerja*Kepuasan Kerja				
b. Dependent Variable: Kinerja Pegawai				

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.767	19.853		1.600	.113		
	Motivasi Kerja	.073	.779	.065	.094	.925	.009	108.137
	Disiplin Kerja	-.173	.537	-.216	-.322	.748	.010	99.742
	Kepuasan Kerja	-.971	.787	-.662	-1.233	.221	.016	63.878
	MK*KK	.004	.032	.102	.128	.899	.007	141.581
	DK*KK	.028	.022	1.003	1.282	.203	.007	135.864

**LAMPIRAN 8: Tabel-t (t-Table)**

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
		0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.308	84
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.3271	2
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.2145	3
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318	
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343	
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763	
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529	
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.29681	
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.14370	
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.02470	
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	3.92963	
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.85198	
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.78739	
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.73283	
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.68615	
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.64577	
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.61048	
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.57940	
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.55181	
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.52715	
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.50499	
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.48496	
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.46678	
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.45019	
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.43500	
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.42103	
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.40816	
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.39624	
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.38518	
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.37490	
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.36531	
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.35634	
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.34793	
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34005	
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.33262	
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.32563	
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.31903	
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31279	
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.30688	
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446		

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	