

## Lampiran 1. Karakteristik Responden

### Jenis Kelamin

| Jenis Kelamin | Jumlah | Presentase |
|---------------|--------|------------|
| Laki-laki     | 17     | 56,7       |
| Perempuan     | 13     | 43,3       |
| Jumlah        | 30     | 100,0      |

### Usia

| Usia        | Jumlah | Persentase |
|-------------|--------|------------|
| 20-30 Tahun | 20     | 66,7       |
| 31-40 Tahun | 5      | 16,7       |
| 41-50 Tahun | 3      | 10,0       |
| >50 Tahun   | 2      | 6,7        |
| Jumlah      | 30     | 100,0      |

### Masa Kerja

| Pekerjaan | Jumlah | Presentase |
|-----------|--------|------------|
| 0-2 Tahun | 18     | 60,0       |
| 3-4 Tahun | 8      | 26,7       |
| 5-6 Tahun | 3      | 10,0       |
| >7        | 1      | 3,3        |
| Jumlah    | 30     | 100,0      |

## Lampiran 2. Kuesioner

### Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan El's Coffee House Bandar Lampung

Kepada Yth,

Bapak/i, Saudara/i responden yang terhormat,

Perkenalkan nama saya Rahmat Hidayatullah Arsyadi, mahasiswa Institut Informatika dan Bisnis Darmajaya jurusan Manajemen. Dalam rangka memenuhi Tugas Akhir (Skripsi) yang berjudul “Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada El's Coffee House Bandar Lampung” pengumpulan data kuesioner ini saya akan gunakan untuk sebuah penelitian dan kepentingan ilmiah. Oleh karena itu, saya mohon kesediaannya Bapak/i Saudara/i untuk menjawab dan mengisi beberapa pertanyaan dari kuesioner yang diberikan sebagai berikut.

Atas waktu yang sudah diluangkan, saya ucapkan terima kasih.

#### I. IDENTITAS RESPONDEN

1. Nama Responden :
2. Jenis Kelamin :  
 Laki-Laki    Perempuan
3. Usia :  
 20 - 30 Tahun  
 31 - 40 Tahun  
 40 - 55 Tahun
4. Masa Kerja  
 0 - 2 Tahun  
 3 - 4 Tahun  
 5 - 6 Tahun  
 >7 Tahun

## II. PETUNJUK PENGISIAN

1. Jawablah setiap pertanyaan sesuai dengan pendapat anda.
2. Pilihlah jawaban dengan memberi tanda silang (X) pada salah satu jawaban yang paling sesuai.
3. Kuesioner terdiri dari 23 pertanyaan dimana setiap pertanyaan terdapat kolom keterangan sebagai berikut:

**SS : Sangat Setuju**

**S : Setuju**

**N : Netral**

**TS : Tidak Setuju**

**STS : Sangat Tidak setuju**

## III. DAFTAR PERTANYAAN

### 1. Disiplin Kerja (X1)

| No.                         | Pernyataan   | SS | S | CS | TS | STS |
|-----------------------------|--|----|---|----|----|-----|
|                             |  | 5  | 4 | 3  | 2  | 1   |
| <b>Tujuan dan Kemampuan</b> |  |    |   |    |    |     |
| 1.                          | Tujuan dan 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.                    | Perusahaan selalu memberikan balas jasa terhadap pekerjaan yang dikerjakan                       |  |  |  |  |  |
| 6.                    | Balas jasa yang diterima kurang memuaskan dapat mempengaruhi kedisiplinan                        |  |  |  |  |  |
| <b>Keadilan</b>       |  |  |  |  |  |  |
| 7.                    | Keadilan pimpinan sudah diterapkan dengan baik pada instansi                                     |  |  |  |  |  |
| 8.                    | Pimpinan selalu bersikap adil kepada para pegawai  |  |  |  |  |  |
| <b>Sanksi Hukuman</b> |  |  |  |  |  |  |
| 9.                    | Sanksi hukuman yang diberikan sesuai dengan tingkat kesalahan yang dilanggar                     |  |  |  |  |  |
| 10.                   | Sanksi hukuman yang diterapkan ikut mempengaruhi baik dan buruknya kedisiplinan                  |  |  |  |  |  |
| <b>Ketegasan</b>      |  |  |  |  |  |  |
| 11.                   | Ketegasan dalam mengambil keputusan berkaitan dengan pekerjaan                                   |  |  |  |  |  |
| 12.                   | Pimpinan yang berani bertindak tegas menerapkan hukuman akan diakui kepemimpinannya oleh pegawai |  |  |  |  |  |

## 2. Lingkungan Kerja (X2)

| No.                               | Pernyataan  | SS | S | CS | TS | STS |
|-----------------------------------|---|----|---|----|----|-----|
|                                   |   | 5  | 4 | 3  | 2  | 1   |
| <b>Pencahayaan</b>                |   |    |   |    |    |     |
| 1.                                | Perlengkapan penerangan lampu dalam ruangan sudah baik dan memadai      |    |   |    |    |     |
| 2.                                | Pencahayaan di tempat kerja membantu saya dalam menyelesaikan pekerjaan |    |   |    |    |     |
| <b>Warna</b>                      |   |    |   |    |    |     |
| 3.                                | Pemilihan warna didalam ruangan kerja cukup baik                        |    |   |    |    |     |
| 4.                                | Saya merasa nyaman dengan tata warna yang ada diruangan kerja saya      |    |   |    |    |     |
| <b>Udara</b>                      |   |    |   |    |    |     |
| 5.                                | Pemimpin memiliki ketegasan dalam mendisiplinkan karyawan               |    |   |    |    |     |
| 6.                                | Suhu udara di tempat karyawan bekerja sudah baik                        |    |   |    |    |     |
| <b>Suara</b>                      |   |    |   |    |    |     |
| 7.                                | Pemimpin memiliki ketegasan dalam mendisiplinkan karyawan               |    |   |    |    |     |
| 8.                                | Tempat kerja saya jauh dari kebisingan                                  |    |   |    |    |     |
| <b>Lingkungan Kerja Non Fisik</b> |   |    |   |    |    |     |
| 9                                 | Hubungan kerja antara atasan dengan bawahan berjalan dengan baik        |    |   |    |    |     |
| 10                                | Hubungan komunikasi dengan atasan selama ini berjalan dengan baik       |    |   |    |    |     |

### 3. Kinerja Karyawan (Y)

| No.                         | Pernyataan  | SS | S | CS | TS | STS |
|-----------------------------|---|----|---|----|----|-----|
|                             |   | 5  | 4 | 3  | 2  | 1   |
| <b>Kualitas (mutu)</b>      |   |    |   |    |    |     |
| 1.                          | Saya bekerja sesuai dengan target dan menyelesaikan pekerjaan sesuai dengan standar kualitas yang telah ditetapkan perusahaan |    |   |    |    |     |
| 2.                          | anda dapat menyelesaikan setiap pekerjaan dengan teliti dan rapi  |    |   |    |    |     |
| <b>Kuantitas (jumlah)</b>   |   |    |   |    |    |     |
| 3.                          | Saya melakukan pekerjaan dengan terampil dan teliti sesuai dengan kuantitas perusahaan  |    |   |    |    |     |
| 4.                          | Pekerjaan yang anda hasilkan sesuai dengan target yang telah ditetapkan perusahaan  |    |   |    |    |     |
| <b>Waktu (jangka waktu)</b> |   |    |   |    |    |     |
| 5.                          | Saya mampu menyelesaikan pekerjaan dengan tepat waktu   |    |   |    |    |     |
| 6.                          | anda masuk dan pulang kerja sesuai dengan waktu yang telah ditentukan oleh perusahaan   |    |   |    |    |     |
| <b>Penekanan biaya</b>      |   |    |   |    |    |     |
| 7.                          | Perusahaan telah menganggarkan dana untuk setiap kegiatan perusahaan  |    |   |    |    |     |
| 8.                          | Saya menggunakan uang perusahaan hanya untuk kegiatan perusahaan  |    |   |    |    |     |
| <b>Pengawasan</b>           |   |    |   |    |    |     |
| 9.                          | Saya bekerja dengan fokus walaupun tidak ada atasan yang melakukan pengawasan   |    |   |    |    |     |

|                                |  |  |  |  |  |  |
|--------------------------------|--|--|--|--|--|--|
| 10.                            | Saya dapat menyelesaikan pekerjaan saya dengan baik sekalipun tanpa pengawasan yang ekstra |  |  |  |  |  |
| <b>Hubungan antar karyawan</b> |  |  |  |  |  |  |
| 11.                            | Saya dapat bekerja sama dengan sesama karyawan dan atasan                                  |  |  |  |  |  |
| 12.                            | Saya selalu menjalin komunikasi yang baik dengan rekan kerja                               |  |  |  |  |  |

### Lampiran 3. Data Kuesioner Variabel Disiplin Kerja (X1)

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Disiplin Kerja |
|----|------|------|------|------|------|------|------|------|------|-------|-------|-------|----------------|
| 1  | 5    | 5    | 5    | 5    | 5    | 2    | 3    | 3    | 2    | 3     | 3     | 2     | 43             |
| 2  | 3    | 3    | 5    | 5    | 5    | 4    | 3    | 5    | 4    | 3     | 5     | 4     | 49             |
| 3  | 4    | 4    | 3    | 5    | 3    | 4    | 4    | 5    | 4    | 4     | 5     | 4     | 49             |
| 4  | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5     | 3     | 4     | 53             |
| 5  | 3    | 3    | 2    | 4    | 2    | 2    | 3    | 3    | 2    | 3     | 3     | 2     | 32             |
| 6  | 4    | 4    | 2    | 5    | 2    | 4    | 5    | 5    | 4    | 5     | 5     | 4     | 49             |
| 7  | 2    | 2    | 3    | 4    | 3    | 4    | 2    | 5    | 4    | 2     | 5     | 3     | 39             |
| 8  | 1    | 1    | 2    | 3    | 2    | 4    | 2    | 5    | 4    | 2     | 5     | 4     | 35             |
| 9  | 4    | 4    | 4    | 3    | 4    | 4    | 5    | 5    | 4    | 5     | 5     | 4     | 51             |
| 10 | 2    | 2    | 2    | 4    | 2    | 4    | 1    | 5    | 4    | 1     | 5     | 4     | 36             |
| 11 | 2    | 2    | 2    | 2    | 2    | 5    | 2    | 5    | 5    | 2     | 5     | 5     | 39             |
| 12 | 4    | 4    | 3    | 2    | 3    | 4    | 5    | 5    | 4    | 5     | 5     | 4     | 48             |
| 13 | 1    | 1    | 1    | 4    | 2    | 5    | 4    | 5    | 5    | 4     | 5     | 5     | 42             |
| 14 | 4    | 4    | 3    | 2    | 3    | 4    | 2    | 4    | 4    | 2     | 4     | 3     | 39             |
| 15 | 3    | 3    | 2    | 2    | 2    | 3    | 2    | 4    | 3    | 2     | 4     | 4     | 34             |
| 16 | 3    | 3    | 4    | 3    | 4    | 3    | 2    | 5    | 3    | 2     | 5     | 4     | 41             |
| 17 | 5    | 5    | 2    | 2    | 2    | 3    | 3    | 2    | 3    | 3     | 2     | 3     | 35             |
| 18 | 4    | 4    | 2    | 5    | 2    | 3    | 2    | 2    | 3    | 2     | 2     | 3     | 34             |
| 19 | 2    | 2    | 4    | 4    | 4    | 1    | 2    | 3    | 1    | 2     | 1     | 1     | 27             |
| 20 | 3    | 3    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 3     | 3     | 3     | 41             |
| 21 | 2    | 2    | 2    | 3    | 2    | 5    | 2    | 5    | 5    | 2     | 5     | 5     | 40             |
| 22 | 4    | 4    | 5    | 5    | 5    | 3    | 5    | 3    | 3    | 5     | 3     | 3     | 48             |
| 23 | 2    | 2    | 3    | 1    | 3    | 1    | 1    | 1    | 1    | 1     | 1     | 2     | 19             |
| 24 | 5    | 5    | 3    | 3    | 3    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 47             |
| 25 | 3    | 3    | 3    | 5    | 3    | 2    | 3    | 2    | 2    | 3     | 2     | 2     | 33             |
| 26 | 5    | 5    | 2    | 5    | 2    | 2    | 4    | 2    | 2    | 4     | 2     | 2     | 37             |
| 27 | 3    | 3    | 2    | 1    | 2    | 2    | 2    | 3    | 2    | 2     | 3     | 2     | 27             |
| 28 | 3    | 3    | 5    | 4    | 5    | 4    | 3    | 4    | 4    | 3     | 4     | 4     | 46             |
| 29 | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 5     | 4     | 4     | 55             |
| 30 | 3    | 3    | 4    | 5    | 4    | 4    | 2    | 3    | 4    | 2     | 3     | 3     | 40             |

#### Lampiran 4. Data Kuesioner Variabel Lingkungan Kerja (X2)

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Lingkungan Kerja |
|----|------|------|------|------|------|------|------|------|------|-------|------------------|
| 1  | 4    | 5    | 2    | 4    | 5    | 4    | 3    | 5    | 3    | 5     | 40               |
| 2  | 2    | 1    | 2    | 1    | 2    | 2    | 3    | 5    | 4    | 4     | 26               |
| 3  | 2    | 2    | 2    | 2    | 2    | 2    | 4    | 5    | 5    | 2     | 28               |
| 4  | 1    | 1    | 3    | 1    | 1    | 1    | 2    | 3    | 2    | 4     | 19               |
| 5  | 2    | 4    | 5    | 4    | 2    | 2    | 3    | 3    | 4    | 2     | 31               |
| 6  | 4    | 2    | 1    | 2    | 4    | 4    | 3    | 5    | 3    | 4     | 32               |
| 7  | 2    | 1    | 2    | 1    | 2    | 2    | 2    | 5    | 2    | 4     | 23               |
| 8  | 2    | 1    | 2    | 1    | 2    | 2    | 2    | 5    | 2    | 4     | 23               |
| 9  | 2    | 1    | 1    | 1    | 2    | 2    | 5    | 5    | 4    | 4     | 27               |
| 10 | 2    | 1    | 2    | 1    | 2    | 2    | 1    | 5    | 2    | 2     | 20               |
| 11 | 2    | 2    | 3    | 2    | 2    | 2    | 2    | 5    | 3    | 3     | 26               |
| 12 | 1    | 2    | 1    | 2    | 1    | 1    | 5    | 5    | 5    | 2     | 25               |
| 13 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 5    | 4     | 42               |
| 14 | 1    | 2    | 2    | 2    | 1    | 1    | 2    | 4    | 3    | 2     | 20               |
| 15 | 1    | 2    | 2    | 2    | 1    | 1    | 2    | 4    | 3    | 4     | 22               |
| 16 | 5    | 4    | 2    | 4    | 5    | 5    | 2    | 5    | 4    | 2     | 38               |
| 17 | 4    | 3    | 2    | 3    | 4    | 4    | 3    | 2    | 4    | 2     | 31               |
| 18 | 2    | 1    | 1    | 1    | 2    | 2    | 2    | 2    | 2    | 2     | 17               |
| 19 | 1    | 2    | 1    | 2    | 1    | 1    | 2    | 1    | 2    | 2     | 15               |
| 20 | 5    | 4    | 5    | 4    | 5    | 5    | 3    | 5    | 3    | 4     | 43               |
| 21 | 1    | 1    | 2    | 1    | 1    | 1    | 2    | 5    | 3    | 2     | 19               |
| 22 | 3    | 3    | 4    | 3    | 3    | 3    | 5    | 3    | 5    | 2     | 34               |
| 23 | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 2    | 1     | 11               |
| 24 | 1    | 2    | 2    | 2    | 1    | 1    | 4    | 4    | 4    | 2     | 23               |
| 25 | 1    | 1    | 2    | 1    | 1    | 1    | 3    | 2    | 2    | 2     | 16               |
| 26 | 4    | 2    | 1    | 2    | 4    | 4    | 4    | 2    | 5    | 5     | 33               |
| 27 | 4    | 5    | 2    | 5    | 4    | 4    | 2    | 3    | 2    | 2     | 33               |
| 28 | 2    | 3    | 5    | 3    | 2    | 2    | 3    | 4    | 5    | 2     | 31               |
| 29 | 1    | 1    | 1    | 1    | 1    | 1    | 5    | 4    | 5    | 2     | 22               |
| 30 | 2    | 4    | 4    | 4    | 2    | 2    | 2    | 3    | 2    | 2     | 27               |

### Lampiran 5. Data Kuesioner Variabel Kinerja Karyawan (Y)

| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Kinerja Krywn |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------------|
| 1  | 4   | 4   | 5   | 5   | 5   | 4   | 3   | 3   | 2   | 3    | 3    | 2    | 43            |
| 2  | 2   | 5   | 3   | 1   | 3   | 2   | 3   | 5   | 4   | 3    | 5    | 4    | 40            |
| 3  | 2   | 2   | 2   | 2   | 2   | 2   | 4   | 5   | 4   | 4    | 5    | 4    | 38            |
| 4  | 2   | 1   | 1   | 1   | 1   | 1   | 5   | 5   | 4   | 5    | 3    | 4    | 33            |
| 5  | 3   | 2   | 2   | 4   | 2   | 2   | 3   | 3   | 2   | 3    | 3    | 2    | 31            |
| 6  | 2   | 2   | 1   | 2   | 1   | 4   | 5   | 5   | 4   | 5    | 5    | 4    | 40            |
| 7  | 2   | 2   | 2   | 1   | 2   | 2   | 2   | 5   | 4   | 2    | 5    | 3    | 32            |
| 8  | 2   | 2   | 3   | 1   | 3   | 2   | 2   | 5   | 4   | 2    | 5    | 4    | 35            |
| 9  | 2   | 3   | 2   | 1   | 2   | 2   | 5   | 5   | 4   | 5    | 5    | 4    | 40            |
| 10 | 2   | 2   | 3   | 1   | 3   | 2   | 1   | 5   | 4   | 1    | 5    | 4    | 33            |
| 11 | 3   | 1   | 2   | 2   | 2   | 2   | 2   | 5   | 5   | 2    | 5    | 5    | 36            |
| 12 | 2   | 1   | 1   | 2   | 1   | 1   | 5   | 5   | 4   | 5    | 5    | 4    | 36            |
| 13 | 2   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4    | 5    | 5    | 51            |
| 14 | 2   | 2   | 1   | 2   | 1   | 1   | 2   | 4   | 4   | 2    | 4    | 3    | 28            |
| 15 | 2   | 2   | 3   | 2   | 3   | 4   | 2   | 4   | 3   | 2    | 4    | 4    | 35            |
| 16 | 4   | 2   | 4   | 4   | 4   | 5   | 2   | 5   | 3   | 2    | 5    | 4    | 44            |
| 17 | 3   | 3   | 5   | 3   | 5   | 4   | 3   | 2   | 3   | 3    | 2    | 3    | 39            |
| 18 | 1   | 2   | 2   | 1   | 2   | 2   | 2   | 2   | 3   | 2    | 2    | 3    | 24            |
| 19 | 2   | 1   | 4   | 3   | 4   | 1   | 2   | 4   | 3   | 2    | 1    | 1    | 28            |
| 20 | 2   | 2   | 2   | 4   | 2   | 5   | 3   | 3   | 4   | 3    | 3    | 3    | 36            |
| 21 | 1   | 2   | 1   | 1   | 1   | 1   | 2   | 5   | 5   | 2    | 5    | 5    | 31            |
| 22 | 3   | 5   | 5   | 3   | 5   | 3   | 5   | 3   | 3   | 5    | 3    | 3    | 46            |
| 23 | 1   | 4   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 1    | 1    | 2    | 16            |
| 24 | 2   | 1   | 1   | 2   | 1   | 1   | 4   | 4   | 4   | 4    | 4    | 4    | 32            |
| 25 | 2   | 3   | 3   | 1   | 3   | 1   | 3   | 2   | 2   | 3    | 2    | 2    | 27            |
| 26 | 2   | 2   | 2   | 2   | 2   | 4   | 4   | 2   | 2   | 4    | 2    | 2    | 30            |
| 27 | 5   | 4   | 4   | 5   | 4   | 4   | 2   | 3   | 2   | 2    | 3    | 2    | 40            |
| 28 | 3   | 4   | 2   | 3   | 2   | 2   | 3   | 4   | 4   | 3    | 4    | 4    | 38            |
| 29 | 2   | 1   | 3   | 1   | 3   | 1   | 5   | 4   | 4   | 5    | 4    | 4    | 37            |
| 30 | 4   | 4   | 5   | 4   | 5   | 2   | 2   | 3   | 4   | 2    | 3    | 3    | 41            |

## Lampiran 6. Hasil Validitas

### 1. Disiplin Kerja (X1)

#### Correlations

|      |                     | X1.1  | X1.2  | X1.3 | X1.4 | X1.5 | X1.6  | X1.7  | X1.8 | X1.9  | X1.10 | X1.11 | X1.12 | Disiplin_Kerja |
|------|---------------------|-------|-------|------|------|------|-------|-------|------|-------|-------|-------|-------|----------------|
| X1.1 | Pearson Correlation | 1     | 1.00  | .33  | .23  | .29  | -.139 | .572* | -.25 | -.139 | .572* | -.214 | -.169 | .453*          |
|      | Sig. (2-tailed)     |       | .000  | .071 | .207 | .118 | .464  | .001  | .175 | .464  | .001  | .255  | .372  | .012           |
|      | N                   | 30    | 30    | 30   | 30   | 30   | 30    | 30    | 30   | 30    | 30    | 30    | 30    | 30             |
| X1.2 | Pearson Correlation | 1.00  | 1     | .33  | .23  | .29  | -.139 | .572* | -.25 | -.139 | .572* | -.214 | -.169 | .453*          |
|      | Sig. (2-tailed)     | .000  |       | .071 | .207 | .118 | .464  | .001  | .175 | .464  | .001  | .255  | .372  | .012           |
|      | N                   | 30    | 30    | 30   | 30   | 30   | 30    | 30    | 30   | 30    | 30    | 30    | 30    | 30             |
| X1.3 | Pearson Correlation | .335  | .335  | 1    | .39  | .98  | -.066 | .307  | .01  | -.066 | .307  | -.103 | -.122 | .488**         |
|      | Sig. (2-tailed)     | .071  | .071  |      | .033 | .000 | .727  | .099  | .936 | .727  | .099  | .589  | .522  | .006           |
|      | N                   | 30    | 30    | 30   | 30   | 30   | 30    | 30    | 30   | 30    | 30    | 30    | 30    | 30             |
| X1.4 | Pearson Correlation | .237  | .237  | .39  | 1    | .41  | .071  | .396* | .02  | .071  | .396* | -.040 | -.059 | .470**         |
|      | Sig. (2-tailed)     | .207  | .207  | .033 |      | .023 | .709  | .030  | .882 | .709  | .030  | .835  | .757  | .009           |
|      | N                   | 30    | 30    | 30   | 30   | 30   | 30    | 30    | 30   | 30    | 30    | 30    | 30    | 30             |
| X1.5 | Pearson Correlation | .292  | .292  | .98  | .41  | 1    | -.027 | .342  | .04  | -.027 | .342  | -.078 | -.080 | .514**         |
|      | Sig. (2-tailed)     | .118  | .118  | .000 | .023 |      | .889  | .065  | .819 | .889  | .065  | .683  | .673  | .004           |
|      | N                   | 30    | 30    | 30   | 30   | 30   | 30    | 30    | 30   | 30    | 30    | 30    | 30    | 30             |
| X1.6 | Pearson Correlation | -.139 | -.139 | -.06 | .07  | -.02 | 1     | .236  | .76  | 1.00  | .236  | .799  | .897  | .643**         |
|      |                     |       |       | .066 | .071 | .027 |       |       | .1** | .0**  |       | .7**  | .8**  |                |

|                |                     |       |       |        |        |        |         |         |        |       |         |        |        |        |
|----------------|---------------------|-------|-------|--------|--------|--------|---------|---------|--------|-------|---------|--------|--------|--------|
|                | Sig. (2-tailed)     | .464  | .464  | .727   | .709   | .889   |         | .209    | .000   | .000  | .209    | .000   | .000   | .000   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.7           | Pearson Correlation | .572* | .572* | .307   | .396*  | .342   | .236    | .1      | .223   | .236  | 1.000** | .171   | .226   | .771** |
|                | Sig. (2-tailed)     | .001  | .001  | .099   | .030   | .065   | .209    |         | .236   | .209  | .000    | .367   | .229   | .000   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.8           | Pearson Correlation | -.254 | -.254 | .015   | .028   | .044   | .761*   | .223    | .1     | .761* | .223    | .923** | .780** | .600** |
|                | Sig. (2-tailed)     | .175  | .175  | .936   | .882   | .819   | .000    | .236    |        | .000  | .236    | .000   | .000   | .000   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.9           | Pearson Correlation | -.139 | -.139 | .066   | .071   | .027   | 1.000** | .236    | .761** | .1    | .236    | .799** | .897** | .643** |
|                | Sig. (2-tailed)     | .464  | .464  | .727   | .709   | .889   | .000    | .209    | .000   |       | .209    | .000   | .000   | .000   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.10          | Pearson Correlation | .572* | .572* | .307   | .396*  | .342   | .236    | 1.000** | .223   | .236  | .1      | .171   | .226   | .771** |
|                | Sig. (2-tailed)     | .001  | .001  | .099   | .030   | .065   | .209    | .000    | .236   | .209  |         | .367   | .229   | .000   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.11          | Pearson Correlation | -.214 | -.214 | .103   | .040   | .078   | .799*   | .171    | .923** | .799* | .171    | .1     | .818** | .565** |
|                | Sig. (2-tailed)     | .255  | .255  | .589   | .835   | .683   | .000    | .367    | .000   | .000  | .367    |        | .000   | .001   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| X1.12          | Pearson Correlation | -.169 | -.169 | .122   | .059   | .080   | .897*   | .226    | .780** | .897* | .226    | .818** | .1     | .587** |
|                | Sig. (2-tailed)     | .372  | .372  | .522   | .757   | .673   | .000    | .229    | .000   | .000  | .229    | .000   |        | .001   |
|                | N                   | 30    | 30    | 30     | 30     | 30     | 30      | 30      | 30     | 30    | 30      | 30     | 30     | 30     |
| Disiplin_Kerja | Pearson Correlation | .453* | .453* | .488** | .470** | .514** | .643*   | .771*   | .600** | .643* | .771*   | .565** | .587** | .1     |









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

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

## Lampiran 7. Hasil Uji Reliabilitas

### 1. Disiplin Kerja (X1)

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .820             | 12         |

### 2. Lingkungan Kerja (X2)

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840             | 10         |

### 3. Kinerja Karyawan (Y)

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .686             | 12         |

## Lampiran 8. Hasil Uji Linieritas

### 1. Disiplin Kerja (X1)

ANOVA Table

|                                      |                |                             | Sum of Squares | df | Mean Square | F      | Sig. |
|--------------------------------------|----------------|-----------------------------|----------------|----|-------------|--------|------|
| Kinerja_Karyawan *<br>Disiplin_Kerja | Between Groups | (Combined)<br>Linearity     | 1115.500       | 19 | 58.711      | 1.911  | .147 |
|                                      |                | Deviation from<br>Linearity | 420.829        | 1  | 420.829     | 13.700 | .004 |
|                                      |                |                             | 694.671        | 18 | 38.593      | 1.256  | .366 |
|                                      | Within Groups  |                             | 307.167        | 10 | 30.717      |        |      |
| Total                                |                |                             | 1422.667       | 29 |             |        |      |

### 2. Lingkungan Kerja (X2)

ANOVA Table

|  |                |                             | Sum of Squares | df | Mean Square | F      | Sig. |
|--|----------------|-----------------------------|----------------|----|-------------|--------|------|
| Kinerja_Karyawan *<br>Lingkungan_Kerja | Between Groups | (Combined)<br>Linearity     | 1303.667       | 19 | 68.614      | 5.766  | .004 |
|  |                | Deviation from<br>Linearity | 861.658        | 1  | 861.658     | 72.408 | .000 |
|  |                |                             | 442.009        | 18 | 24.556      | 2.064  | .121 |
|  | Within Groups  |                             | 119.000        | 10 | 11.900      |        |      |
| Total                                  |                |                             | 1422.667       | 29 |             |        |      |

## Lampiran 9. Uji Normalitas Data

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Disiplin_Ke<br>rja | Lingkungan<br>Kerja | Kinerja_Kar<br>yawan |
|----------------------------------|----------------|--------------------|---------------------|----------------------|
| N                                |                | 30                 | 30                  | 30                   |
| Normal Parameters <sup>a,b</sup> | Mean           | 40.27              | 26.57               | 35.33                |
|                                  | Std. Deviation | 8.358              | 8.118               | 7.004                |
| Most Extreme Differences         | Absolute       | .090               | .103                | .086                 |
|                                  | Positive       | .065               | .103                | .086                 |
|                                  | Negative       | -.090              | -.074               | -.081                |
| Kolmogorov-Smirnov Z             |                | .492               | .565                | .471                 |
| Asymp. Sig. (2-tailed)           |                | .969               | .907                | .980                 |

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 10. Uji Multikolinieritas

Coefficients<sup>a</sup>

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | 95,0% Confidence Interval for B |             | Correlations |         |      | Collinearity Statistics |       |
|------------------|-----------------------------|------------|---------------------------|-------|------|---------------------------------|-------------|--------------|---------|------|-------------------------|-------|
|                  | B                           | Std. Error | Beta                      |       |      | Lower Bound                     | Upper Bound | Zero-order   | Partial | Part | Tolerance               | VIF   |
|                  |                             |            |                           |       |      |                                 |             |              |         |      |                         |       |
| 1 (Constant)     | 8.105                       | 3.803      |                           | 2.131 | .042 | .303                            | 15.908      |              |         |      |                         |       |
| Disiplin_Kerja   | .291                        | .090       | .347                      | 3.234 | .003 | .106                            | .475        | .544         | .528    | .332 | .915                    | 1.092 |
| Lingkungan_Kerja | .584                        | .093       | .677                      | 6.316 | .000 | .395                            | .774        | .778         | .772    | .648 | .915                    | 1.092 |

a. Dependent Variable: Kinerja\_Karyawan

## Lampiran 11. Uji Regresi Linier Berganda

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

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|------------------|-----------------------------|------------|---------------------------|-------|------|
|                  | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)     | 8.105                       | 3.803      |                           | 2.131 | .042 |
| Disiplin_Kerja   | .291                        | .090       | .347                      | 3.234 | .003 |
| Lingkungan_Kerja | .584                        | .093       | .677                      | 6.316 | .000 |

a. Dependent Variable: Kinerja\_Karyawan

## Lampiran 12. Hasil Determinasi

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .846 <sup>a</sup> | .716     | .695              | 3.870                      |

a. Predictors: (Constant), Lingkungan\_Kerja, Disiplin\_Kerja

### Lampiran 13. Hasil Uji t (Parsial)

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

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|------------------|-----------------------------|------------|---------------------------|-------|------|
|                  | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)     | 8.105                       | 3.803      |                           | 2.131 | .042 |
| Disiplin_Kerja   | .291                        | .090       | .347                      | 3.234 | .003 |
| Lingkungan_Kerja | .584                        | .093       | .677                      | 6.316 | .000 |

a. Dependent Variable: Kinerja\_Karyawan

### Lampiran 14. Hasil Uji f (Simultan)

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1018.304       | 2  | 509.152     | 33.997 | .000 <sup>b</sup> |
|       | Residual   | 404.363        | 27 | 14.976      |        |                   |
|       | Total      | 1422.667       | 29 |             |        |                   |

a. Dependent Variable: Kinerja\_Karyawan

b. Predictors: (Constant), Lingkungan\_Kerja, Disiplin\_Kerja

Lampiran 12. Uji t