

## **DISTRIBUSI FREKUENSI JAWABAN VARIABEL MOTIVASI (X1)**

### **PERNYATAAN 1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 9         | 24.3    | 24.3          | 24.3               |
|       | CS    | 13        | 35.1    | 35.1          | 59.5               |
|       | S     | 11        | 29.7    | 29.7          | 89.2               |
|       | SS    | 4         | 10.8    | 10.8          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

### **PERNYATAAN 2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 8         | 21.6    | 21.6          | 21.6               |
|       | CS    | 20        | 54.1    | 54.1          | 75.7               |
|       | S     | 7         | 18.9    | 18.9          | 94.6               |
|       | SS    | 2         | 5.4     | 5.4           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

### **PERNYATAAN 3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 5         | 13.5    | 13.5          | 13.5               |
|       | CS    | 25        | 67.6    | 67.6          | 81.1               |
|       | S     | 7         | 18.9    | 18.9          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

### **PERNYATAAN 4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 8         | 21.6    | 21.6          | 21.6               |
|       | CS    | 15        | 40.5    | 40.5          | 62.2               |
|       | S     | 10        | 27.0    | 27.0          | 89.2               |
|       | SS    | 4         | 10.8    | 10.8          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 11        | 29.7    | 29.7          | 29.7               |
|       | CS    | 22        | 59.5    | 59.5          | 89.2               |
|       | S     | 4         | 10.8    | 10.8          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 23        | 62.2    | 62.2          | 62.2               |
|       | CS    | 13        | 35.1    | 35.1          | 97.3               |
|       | S     | 1         | 2.7     | 2.7           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 12        | 32.4    | 32.4          | 32.4               |
|       | CS    | 25        | 67.6    | 67.6          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                |
|       | TS    | 26        | 70.3    | 70.3          | 73.0               |
|       | CS    | 7         | 18.9    | 18.9          | 91.9               |
|       | S     | 3         | 8.1     | 8.1           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

|       |       | TOTAL     |         |               | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
|       |       | Frequency | Percent | Valid Percent |                       |
| Valid | 18    | 4         | 10.8    | 10.8          | 10.8                  |
|       | 19    | 2         | 5.4     | 5.4           | 16.2                  |
|       | 20    | 3         | 8.1     | 8.1           | 24.3                  |
|       | 21    | 3         | 8.1     | 8.1           | 32.4                  |
|       | 22    | 6         | 16.2    | 16.2          | 48.6                  |
|       | 23    | 2         | 5.4     | 5.4           | 54.1                  |
|       | 24    | 7         | 18.9    | 18.9          | 73.0                  |
|       | 25    | 1         | 2.7     | 2.7           | 75.7                  |
|       | 26    | 5         | 13.5    | 13.5          | 89.2                  |
|       | 27    | 1         | 2.7     | 2.7           | 91.9                  |
|       | 28    | 1         | 2.7     | 2.7           | 94.6                  |
|       | 29    | 2         | 5.4     | 5.4           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

### **DISTRIBUSI FREKUENSI JAWABAN VARIABEL DISIPLIN KERJA (X2)**

|       |       | PERNYATAAN 1 |         |               | Cumulative<br>Percent |
|-------|-------|--------------|---------|---------------|-----------------------|
|       |       | Frequency    | Percent | Valid Percent |                       |
| Valid | STS   | 4            | 10.8    | 10.8          | 10.8                  |
|       | TS    | 20           | 54.1    | 54.1          | 64.9                  |
|       | CS    | 10           | 27.0    | 27.0          | 91.9                  |
|       | S     | 2            | 5.4     | 5.4           | 97.3                  |
|       | SS    | 1            | 2.7     | 2.7           | 100.0                 |
|       | Total | 37           | 100.0   | 100.0         |                       |

|       |       | PERNYATAAN 2 |         |               | Cumulative<br>Percent |
|-------|-------|--------------|---------|---------------|-----------------------|
|       |       | Frequency    | Percent | Valid Percent |                       |
| Valid | STS   | 2            | 5.4     | 5.4           | 5.4                   |
|       | TS    | 18           | 48.6    | 48.6          | 54.1                  |
|       | CS    | 14           | 37.8    | 37.8          | 91.9                  |
|       | S     | 2            | 5.4     | 5.4           | 97.3                  |
|       | SS    | 1            | 2.7     | 2.7           | 100.0                 |
|       | Total | 37           | 100.0   | 100.0         |                       |

**PERNYATAAN 3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 3         | 8.1     | 8.1           | 8.1                |
|       | TS    | 16        | 43.2    | 43.2          | 51.4               |
|       | CS    | 16        | 43.2    | 43.2          | 94.6               |
|       | S     | 2         | 5.4     | 5.4           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 22        | 59.5    | 59.5          | 59.5               |
|       | CS    | 14        | 37.8    | 37.8          | 97.3               |
|       | S     | 1         | 2.7     | 2.7           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 22        | 59.5    | 59.5          | 59.5               |
|       | CS    | 12        | 32.4    | 32.4          | 91.9               |
|       | S     | 3         | 8.1     | 8.1           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                |
|       | TS    | 8         | 21.6    | 21.6          | 24.3               |
|       | CS    | 23        | 62.2    | 62.2          | 86.5               |
|       | S     | 5         | 13.5    | 13.5          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS    | 4         | 10.8    | 10.8          | 10.8                  |
|       | CS    | 26        | 70.3    | 70.3          | 81.1                  |
|       | S     | 7         | 18.9    | 18.9          | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 8**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS    | 4         | 10.8    | 10.8          | 10.8                  |
|       | CS    | 28        | 75.7    | 75.7          | 86.5                  |
|       | S     | 5         | 13.5    | 13.5          | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 9**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 2         | 5.4     | 5.4           | 5.4                   |
|       | TS    | 1         | 2.7     | 2.7           | 8.1                   |
|       | CS    | 32        | 86.5    | 86.5          | 94.6                  |
|       | S     | 2         | 5.4     | 5.4           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 10**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                   |
|       | TS    | 3         | 8.1     | 8.1           | 10.8                  |
|       | CS    | 31        | 83.8    | 83.8          | 94.6                  |
|       | S     | 2         | 5.4     | 5.4           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**TOTAL**

|       |    | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|----|-----------|---------|---------------|-----------------------|
| Valid | 20 | 1         | 2.7     | 2.7           | 2.7                   |
|       | 22 | 1         | 2.7     | 2.7           | 5.4                   |
|       | 24 | 5         | 13.5    | 13.5          | 18.9                  |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | 25    | 6  | 16.2  | 16.2  | 35.1  |
|  | 26    | 4  | 10.8  | 10.8  | 45.9  |
|  | 27    | 4  | 10.8  | 10.8  | 56.8  |
|  | 28    | 3  | 8.1   | 8.1   | 64.9  |
|  | 29    | 7  | 18.9  | 18.9  | 83.8  |
|  | 30    | 4  | 10.8  | 10.8  | 94.6  |
|  | 32    | 1  | 2.7   | 2.7   | 97.3  |
|  | 38    | 1  | 2.7   | 2.7   | 100.0 |
|  | Total | 37 | 100.0 | 100.0 |       |

### **DISTRIBUSI FREKUENSI JAWABAN VARIABEL PENGAWASAN (X3)**

#### **PERNYATAAN 1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 14        | 37.8    | 37.8          | 37.8               |
|       | CS    | 14        | 37.8    | 37.8          | 75.7               |
|       | S     | 6         | 16.2    | 16.2          | 91.9               |
|       | SS    | 3         | 8.1     | 8.1           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

#### **PERNYATAAN 2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                |
|       | TS    | 10        | 27.0    | 27.0          | 29.7               |
|       | CS    | 19        | 51.4    | 51.4          | 81.1               |
|       | S     | 5         | 13.5    | 13.5          | 94.6               |
|       | SS    | 2         | 5.4     | 5.4           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

#### **PERNYATAAN 3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 13        | 35.1    | 35.1          | 35.1               |
|       | CS    | 16        | 43.2    | 43.2          | 78.4               |
|       | S     | 6         | 16.2    | 16.2          | 94.6               |
|       | SS    | 2         | 5.4     | 5.4           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**PERNYATAAN 4**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS    | 16        | 43.2    | 43.2          | 43.2                  |
|       | CS    | 12        | 32.4    | 32.4          | 75.7                  |
|       | S     | 8         | 21.6    | 21.6          | 97.3                  |
|       | SS    | 1         | 2.7     | 2.7           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 5**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                   |
|       | TS    | 12        | 32.4    | 32.4          | 35.1                  |
|       | CS    | 15        | 40.5    | 40.5          | 75.7                  |
|       | S     | 8         | 21.6    | 21.6          | 97.3                  |
|       | SS    | 1         | 2.7     | 2.7           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 6**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 2         | 5.4     | 5.4           | 5.4                   |
|       | TS    | 8         | 21.6    | 21.6          | 27.0                  |
|       | CS    | 15        | 40.5    | 40.5          | 67.6                  |
|       | S     | 9         | 24.3    | 24.3          | 91.9                  |
|       | SS    | 3         | 8.1     | 8.1           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**PERNYATAAN 7**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                   |
|       | TS    | 21        | 56.8    | 56.8          | 59.5                  |
|       | CS    | 9         | 24.3    | 24.3          | 83.8                  |
|       | S     | 4         | 10.8    | 10.8          | 94.6                  |
|       | SS    | 2         | 5.4     | 5.4           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

### PERNYATAAN 8

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS   | 3         | 8.1     | 8.1           | 8.1                |
|       | TS    | 28        | 75.7    | 75.7          | 83.8               |
|       | CS    | 2         | 5.4     | 5.4           | 89.2               |
|       | S     | 4         | 10.8    | 10.8          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

### TOTAL

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 15    | 1         | 2.7     | 2.7           | 2.7                |
|       | 16    | 4         | 10.8    | 10.8          | 13.5               |
|       | 18    | 6         | 16.2    | 16.2          | 29.7               |
|       | 19    | 2         | 5.4     | 5.4           | 35.1               |
|       | 20    | 4         | 10.8    | 10.8          | 45.9               |
|       | 21    | 1         | 2.7     | 2.7           | 48.6               |
|       | 22    | 2         | 5.4     | 5.4           | 54.1               |
|       | 24    | 2         | 5.4     | 5.4           | 59.5               |
|       | 25    | 1         | 2.7     | 2.7           | 62.2               |
|       | 26    | 1         | 2.7     | 2.7           | 64.9               |
|       | 27    | 8         | 21.6    | 21.6          | 86.5               |
|       | 28    | 2         | 5.4     | 5.4           | 91.9               |
|       | 29    | 3         | 8.1     | 8.1           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

### DISTRIBUSI FREKUENSI JAWABAN VARIABEL KINERJA (Y)

#### P1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 2         | 5.4     | 5.4           | 5.4                |
|       | CS    | 15        | 40.5    | 40.5          | 45.9               |
|       | S     | 14        | 37.8    | 37.8          | 83.8               |
|       | SS    | 6         | 16.2    | 16.2          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**P2**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | CS    | 20        | 54.1    | 54.1          | 54.1                  |
|       | S     | 9         | 24.3    | 24.3          | 78.4                  |
|       | SS    | 8         | 21.6    | 21.6          | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**P3**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS    | 15        | 40.5    | 40.5          | 40.5                  |
|       | CS    | 10        | 27.0    | 27.0          | 67.6                  |
|       | S     | 11        | 29.7    | 29.7          | 97.3                  |
|       | SS    | 1         | 2.7     | 2.7           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**P4**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS    | 13        | 35.1    | 35.1          | 35.1                  |
|       | CS    | 15        | 40.5    | 40.5          | 75.7                  |
|       | S     | 8         | 21.6    | 21.6          | 97.3                  |
|       | SS    | 1         | 2.7     | 2.7           | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**P5**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS   | 1         | 2.7     | 2.7           | 2.7                   |
|       | TS    | 11        | 29.7    | 29.7          | 32.4                  |
|       | CS    | 20        | 54.1    | 54.1          | 86.5                  |
|       | S     | 5         | 13.5    | 13.5          | 100.0                 |
|       | Total | 37        | 100.0   | 100.0         |                       |

**P6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 7         | 18.9    | 18.9          | 18.9               |
|       | CS    | 16        | 43.2    | 43.2          | 62.2               |
|       | S     | 12        | 32.4    | 32.4          | 94.6               |
|       | SS    | 2         | 5.4     | 5.4           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**P7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 2.7     | 2.7           | 2.7                |
|       | CS    | 23        | 62.2    | 62.2          | 64.9               |
|       | S     | 12        | 32.4    | 32.4          | 97.3               |
|       | SS    | 1         | 2.7     | 2.7           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**P8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | CS    | 23        | 62.2    | 62.2          | 62.2               |
|       | S     | 11        | 29.7    | 29.7          | 91.9               |
|       | SS    | 3         | 8.1     | 8.1           | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

**TOTAL**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 20    | 5         | 13.5    | 13.5          | 13.5               |
|       | 22    | 2         | 5.4     | 5.4           | 18.9               |
|       | 23    | 1         | 2.7     | 2.7           | 21.6               |
|       | 25    | 5         | 13.5    | 13.5          | 35.1               |
|       | 26    | 7         | 18.9    | 18.9          | 54.1               |
|       | 27    | 2         | 5.4     | 5.4           | 59.5               |
|       | 28    | 7         | 18.9    | 18.9          | 78.4               |
|       | 29    | 1         | 2.7     | 2.7           | 81.1               |
|       | 30    | 7         | 18.9    | 18.9          | 100.0              |
|       | Total | 37        | 100.0   | 100.0         |                    |

## UJI VALIDITAS DAN RELIABILITAS VARIABEL MOTIVASI (X1)

|   |                     | Correlations |       |       |        |       |       |       |       |        |
|---|---------------------|--------------|-------|-------|--------|-------|-------|-------|-------|--------|
|   |                     | 1            | 2     | 3     | 4      | 5     | 6     | 7     | 8     | 9      |
| 1 | Pearson Correlation | 1            | .308  | .359  | .554** | .208  | -.075 | .014  | .032  | .643** |
|   | Sig. (2-tailed)     |              | .098  | .051  | .002   | .271  | .694  | .941  | .865  | .000   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 2 | Pearson Correlation | .308         | 1     | .318  | .319   | .031  | .265  | .168  | .172  | .592** |
|   | Sig. (2-tailed)     | .098         |       | .087  | .086   | .873  | .157  | .374  | .364  | .001   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 3 | Pearson Correlation | .359         | .318  | 1     | .187   | .289  | .209  | .118  | -.090 | .514** |
|   | Sig. (2-tailed)     | .051         | .087  |       | .324   | .122  | .269  | .535  | .636  | .004   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 4 | Pearson Correlation | .554*        | .319  | .187  | 1      | .395* | .052  | .234  | .090  | .713** |
|   |                     | *            |       |       |        |       |       |       |       |        |
|   | Sig. (2-tailed)     | .002         | .086  | .324  |        | .031  | .786  | .212  | .637  | .000   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 5 | Pearson Correlation | .208         | .031  | .289  | .395*  | 1     | .441* | .408* | .330  | .640** |
|   | Sig. (2-tailed)     | .271         | .873  | .122  | .031   |       | .015  | .025  | .075  | .000   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 6 | Pearson Correlation | -.075        | .265  | .209  | .052   | .441* | 1     | .221  | .320  | .452*  |
|   | Sig. (2-tailed)     | .694         | .157  | .269  | .786   | .015  |       | .240  | .085  | .012   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 7 | Pearson Correlation | .014         | .168  | .118  | .234   | .408* | .221  | 1     | .276  | .463** |
|   | Sig. (2-tailed)     | .941         | .374  | .535  | .212   | .025  | .240  |       | .139  | .010   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 8 | Pearson Correlation | .032         | .172  | -.090 | .090   | .330  | .320  | .276  | 1     | .426*  |
|   | Sig. (2-tailed)     | .865         | .364  | .636  | .637   | .075  | .085  | .139  |       | .019   |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |
| 9 | Pearson Correlation | .643*        | .592* | .514* | .713** | .640* | .452* | .463* | .426* | 1      |
|   |                     | *            | *     | *     |        | *     |       | *     |       |        |
|   | Sig. (2-tailed)     | .000         | .001  | .004  | .000   | .000  | .012  | .010  | .019  |        |
|   | N                   | 30           | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30     |

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

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

## Reliability

## Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .683             | 8          |

### UJI VALIDITAS DAN RELIABILITAS VARIABEL DISIPLIN KERJA (X2)

## Correlations

[illegible]

|       |                     |       |       |       |       |       |       |       |       |       |       |        |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 6     | Pearson Correlation | -.105 | .199  | -.058 | -.068 | .061  | 1     | .303  | .239  | .205  | .327  | .380*  |
|       | Sig. (2-tailed)     | .581  | .292  | .762  | .723  | .749  |       | .104  | .203  | .277  | .077  | .038   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| 7     | Pearson Correlation | .084  | .248  | .187  | .218  | .353  | .303  | 1     | .098  | .409* | -.085 | .566** |
|       | Sig. (2-tailed)     | .658  | .186  | .324  | .247  | .056  | .104  |       | .605  | .025  | .654  | .001   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| 8     | Pearson Correlation | -.129 | .097  | .117  | .459* | .104  | .239  | .098  | 1     | .240  | .296  | .413*  |
|       | Sig. (2-tailed)     | .497  | .611  | .539  | .011  | .586  | .203  | .605  |       | .202  | .113  | .023   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| 9     | Pearson Correlation | .134  | .109  | -.071 | .194  | .117  | .205  | .409* | .240  | 1     | .403* | .517** |
|       | Sig. (2-tailed)     | .480  | .567  | .709  | .305  | .539  | .277  | .025  | .202  |       | .027  | .003   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| 10    | Pearson Correlation | -.041 | -.012 | -.050 | .052  | .286  | .327  | -.085 | .296  | .403* | 1     | .366*  |
|       | Sig. (2-tailed)     | .831  | .948  | .791  | .787  | .126  | .077  | .654  | .113  | .027  |       | .047   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| TOTAL | Pearson Correlation | .473* | .618* | .571* | .447* | .616* | .380* | .566* | .413* | .517* | .366* | 1      |
|       |                     | *     | *     | *     |       | *     |       | *     |       | *     |       |        |
|       | Sig. (2-tailed)     | .008  | .000  | .001  | .013  | .000  | .038  | .001  | .023  | .003  | .047  |        |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |

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

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

## Reliability

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .660             | 10         |

## UJI VALIDITAS DAN RELIABILITAS VARIABEL PENGAWASAN (X3)

|       |                     | Correlations |        |        |        |       |        |       |       |        |
|-------|---------------------|--------------|--------|--------|--------|-------|--------|-------|-------|--------|
|       |                     | 1            | 2      | 3      | 4      | 5     | 6      | 7     | 8     | TOTAL  |
| 1     | Pearson Correlation | 1            | .331   | .541** | .487** | .446* | .376*  | .306  | .244  | .728** |
|       | Sig. (2-tailed)     |              | .074   | .002   | .006   | .014  | .040   | .100  | .193  | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 2     | Pearson Correlation | .331         | 1      | .137   | .273   | .267  | .428*  | .091  | .226  | .536** |
|       | Sig. (2-tailed)     | .074         |        | .471   | .144   | .154  | .018   | .633  | .230  | .002   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 3     | Pearson Correlation | .541**       | .137   | 1      | .303   | .440* | .336   | .213  | .071  | .590** |
|       | Sig. (2-tailed)     | .002         | .471   |        | .104   | .015  | .070   | .258  | .708  | .001   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 4     | Pearson Correlation | .487**       | .273   | .303   | 1      | .334  | .633** | .093  | .346  | .676** |
|       | Sig. (2-tailed)     | .006         | .144   | .104   |        | .071  | .000   | .627  | .061  | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 5     | Pearson Correlation | .446*        | .267   | .440*  | .334   | 1     | .368*  | .314  | .129  | .642** |
|       | Sig. (2-tailed)     | .014         | .154   | .015   | .071   |       | .045   | .091  | .498  | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 6     | Pearson Correlation | .376*        | .428*  | .336   | .633** | .368* | 1      | .407* | .294  | .769** |
|       | Sig. (2-tailed)     | .040         | .018   | .070   | .000   | .045  |        | .026  | .115  | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 7     | Pearson Correlation | .306         | .091   | .213   | .093   | .314  | .407*  | 1     | .608* | .602** |
|       | Sig. (2-tailed)     | .100         | .633   | .258   | .627   | .091  | .026   |       | .000  | .000   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| 8     | Pearson Correlation | .244         | .226   | .071   | .346   | .129  | .294   | .608* | 1     | .561** |
|       | Sig. (2-tailed)     | .193         | .230   | .708   | .061   | .498  | .115   | .000  |       | .001   |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |
| TOTAL | Pearson Correlation | .728**       | .536** | .590** | .676** | .642* | .769** | .602* | .561* | 1      |
|       | Sig. (2-tailed)     | .000         | .002   | .001   | .000   | .000  | .000   | .000  | .001  |        |
|       | N                   | 30           | 30     | 30     | 30     | 30    | 30     | 30    | 30    | 30     |

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

## Reliability

## Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .794             | 8          |

### UJI VALIDITAS DAN RELIABILITAS VARIABEL KINERJA (Y)

## Correlations

[illegible]

|       |                     |        |        |       |       |       |        |       |       |        |
|-------|---------------------|--------|--------|-------|-------|-------|--------|-------|-------|--------|
| 6     | Pearson Correlation | .212   | .219   | .076  | .193  | .146  | 1      | .524* | .129  | .587** |
|       | Sig. (2-tailed)     | .262   | .244   | .689  | .307  | .441  |        | .003  | .496  | .001   |
|       | N                   | 30     | 30     | 30    | 30    | 30    | 30     | 30    | 30    | 30     |
| 7     | Pearson Correlation | .024   | .140   | .386* | .004  | .198  | .524** | 1     | .300  | .567** |
|       | Sig. (2-tailed)     | .899   | .462   | .035  | .982  | .295  | .003   |       | .108  | .001   |
|       | N                   | 30     | 30     | 30    | 30    | 30    | 30     | 30    | 30    | 30     |
| 8     | Pearson Correlation | .379*  | .043   | .219  | .176  | .393* | .129   | .300  | 1     | .628** |
|       | Sig. (2-tailed)     | .039   | .822   | .246  | .352  | .032  | .496   | .108  |       | .000   |
|       | N                   | 30     | 30     | 30    | 30    | 30    | 30     | 30    | 30    | 30     |
| TOTAL | Pearson Correlation | .558** | .469** | .438* | .444* | .590* | .587** | .567* | .628* | 1      |
|       | Sig. (2-tailed)     | .001   | .009   | .015  | .014  | .001  | .001   | .001  | .000  |        |
|       | N                   | 30     | 30     | 30    | 30    | 30    | 30     | 30    | 30    | 30     |

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

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

## Reliability

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .683             | 8          |

## UJI LINIERITAS

### Means

#### Case Processing Summary

|                      | Included |         | Cases Excluded |         | Total |         |
|----------------------|----------|---------|----------------|---------|-------|---------|
|                      | N        | Percent | N              | Percent | N     | Percent |
| KINERJA * MOTIVASI   | 37       | 100.0%  | 0              | 0.0%    | 37    | 100.0%  |
| KINERJA * DISIPLIN   | 37       | 100.0%  | 0              | 0.0%    | 37    | 100.0%  |
| KINERJA * PENGAWASAN | 37       | 100.0%  | 0              | 0.0%    | 37    | 100.0%  |

### KINERJA \* MOTIVASI

#### Report

KINERJA

| MOTIVASI | Mean  | N  | Std. Deviation |
|----------|-------|----|----------------|
| 18       | 22.50 | 4  | 3.317          |
| 19       | 20.00 | 2  | .000           |
| 20       | 26.00 | 3  | 4.000          |
| 21       | 26.33 | 3  | 3.786          |
| 22       | 26.83 | 6  | 3.817          |
| 23       | 25.50 | 2  | .707           |
| 24       | 27.14 | 7  | 2.193          |
| 25       | 28.00 | 1  | .              |
| 26       | 27.60 | 5  | 1.673          |
| 27       | 26.00 | 1  | .              |
| 28       | 30.00 | 1  | .              |
| 29       | 26.00 | 2  | 1.414          |
| Total    | 26.03 | 37 | 3.236          |

#### ANOVA Table

|                    |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
|--------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
| KINERJA * MOTIVASI | Between Groups | (Combined)               | 167.916        | 11 | 15.265      | 1.825 | .103 |
|                    |                | Linearity                | 80.809         | 1  | 80.809      | 9.664 | .005 |
|                    |                | Deviation from Linearity | 87.106         | 10 | 8.711       | 1.042 | .439 |
|                    |                | Within Groups            | 209.057        | 25 | 8.362       |       |      |
|                    | Total          |                          | 376.973        | 36 |             |       |      |

### Measures of Association

|                    | R    | R Squared | Eta  | Eta Squared |
|--------------------|------|-----------|------|-------------|
| KINERJA * MOTIVASI | .463 | .214      | .667 | .445        |

### KINERJA \* DISIPLIN

#### Report

KINERJA

| DISIPLIN | Mean  | N  | Std. Deviation |
|----------|-------|----|----------------|
| 20       | 20.00 | 1  | .              |
| 22       | 23.00 | 1  | .              |
| 24       | 24.20 | 5  | 3.194          |
| 25       | 25.00 | 7  | 2.309          |
| 26       | 26.00 | 4  | 4.320          |
| 27       | 25.00 | 3  | 5.000          |
| 28       | 26.80 | 5  | 3.033          |
| 29       | 28.29 | 7  | 1.496          |
| 30       | 27.50 | 2  | 3.536          |
| 32       | 28.00 | 1  | .              |
| 38       | 30.00 | 1  | .              |
| Total    | 26.03 | 37 | 3.236          |

#### ANOVA Table

|                    |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|--------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| KINERJA * DISIPLIN | Between Groups | (Combined)               | 135.444        | 10 | 13.544      | 1.458  | .211 |
|                    |                | Linearity                | 111.781        | 1  | 111.781     | 12.033 | .002 |
|                    |                | Deviation from Linearity | 23.663         | 9  | 2.629       | .283   | .974 |
|                    | Within Groups  |                          | 241.529        | 26 | 9.290       |        |      |
|                    | Total          |                          | 376.973        | 36 |             |        |      |

### Measures of Association

|                    | R    | R Squared | Eta  | Eta Squared |
|--------------------|------|-----------|------|-------------|
| KINERJA * DISIPLIN | .545 | .297      | .599 | .359        |

## KINERJA \* PENGAWASAN

### Report

KINERJA

| PENGAWASAN | Mean  | N  | Std. Deviation |
|------------|-------|----|----------------|
| 15         | 20.00 | 1  | .              |
| 16         | 25.50 | 4  | 2.517          |
| 18         | 25.67 | 6  | 4.457          |
| 19         | 23.00 | 2  | 4.243          |
| 20         | 24.50 | 4  | 1.732          |
| 21         | 26.00 | 1  | .              |
| 22         | 29.00 | 2  | 1.414          |
| 24         | 23.00 | 2  | 4.243          |
| 25         | 27.00 | 1  | .              |
| 26         | 28.00 | 1  | .              |
| 27         | 27.00 | 8  | 2.138          |
| 28         | 30.00 | 2  | .000           |
| 29         | 27.33 | 3  | 3.786          |
| Total      | 26.03 | 37 | 3.236          |

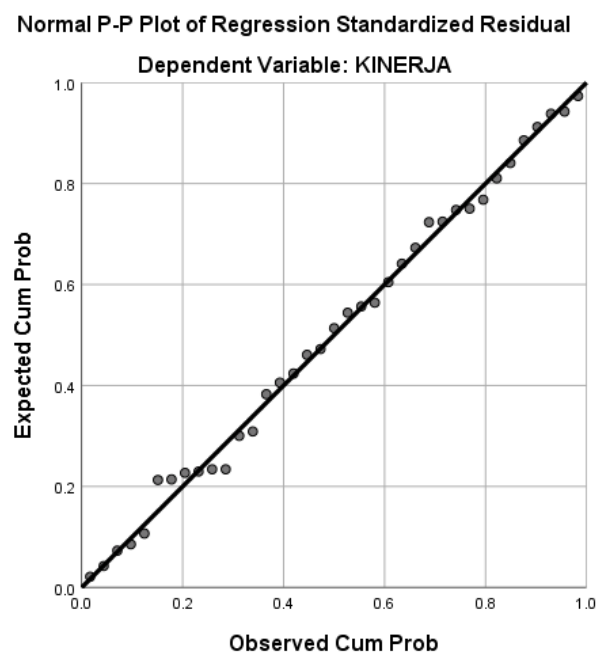
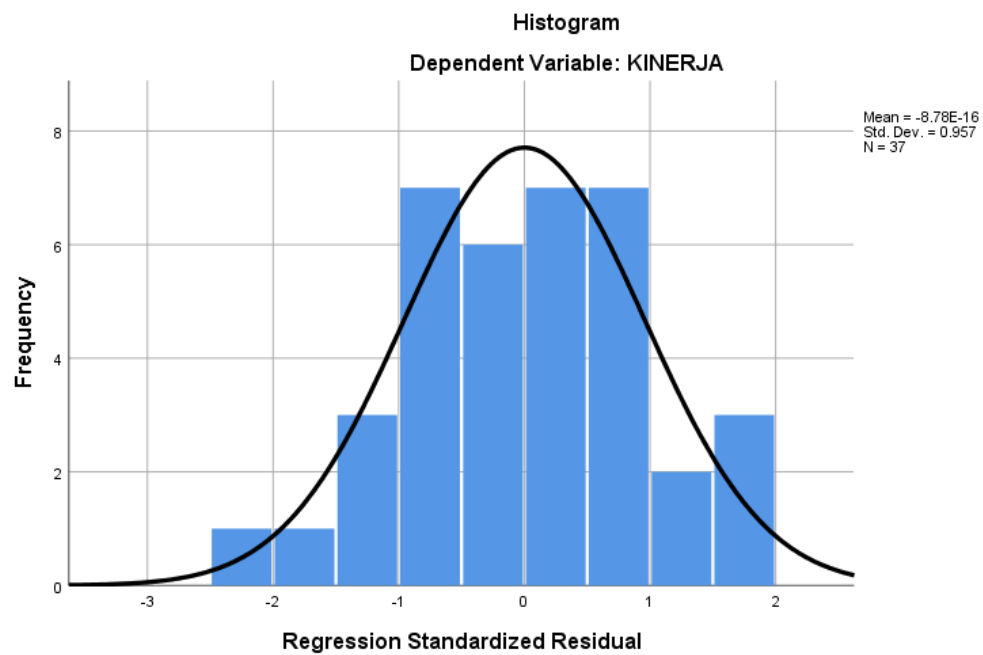
### ANOVA Table

|                         |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
|-------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
| KINERJA *<br>PENGAWASAN | Between Groups | (Combined)               | 150.973        | 12 | 12.581      | 1.336 | .263 |
|                         |                | Linearity                | 55.394         | 1  | 55.394      | 5.883 | .023 |
|                         |                | Deviation from Linearity | 95.579         | 11 | 8.689       | .923  | .535 |
|                         | Within Groups  |                          | 226.000        | 24 | 9.417       |       |      |
|                         | Total          |                          | 376.973        | 36 |             |       |      |

### Measures of Association

|                      | R    | R Squared | Eta  | Eta Squared |
|----------------------|------|-----------|------|-------------|
| KINERJA * PENGAWASAN | .383 | .147      | .633 | .400        |

## UJI NORMALITAS



## UJI MULTIKOLINERITAS

| Coefficients <sup>a</sup> |            |                             |            |                           |       |      |                         |       |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|                           |            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1                         | (Constant) | .502                        | 4.306      |                           | .117  | .908 |                         |       |
|                           | MOTIVASI   | .404                        | .129       | .387                      | 3.135 | .004 | .953                    | 1.049 |
|                           | DISIPLIN   | .421                        | .131       | .405                      | 3.217 | .003 | .919                    | 1.088 |
|                           | PENGAWASAN | .221                        | .086       | .316                      | 2.566 | .015 | .960                    | 1.042 |

a. Dependent Variable: KINERJA

## UJI REGRESI

### Regression

| Variables Entered/Removed <sup>a</sup> |                                             |                   |        |
|----------------------------------------|---------------------------------------------|-------------------|--------|
| Model                                  | Variables Entered                           | Variables Removed | Method |
| 1                                      | PENGAWASAN, MOTIVASI, DISIPLIN <sup>b</sup> |                   | Enter  |

a. Dependent Variable: KINERJA

b. All requested variables entered.

| Model Summary <sup>b</sup> |                   |          |                   |                            |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model                      | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                          | .721 <sup>a</sup> | .521     | .477              | 2.340                      |

a. Predictors: (Constant), PENGAWASAN, MOTIVASI, DISIPLIN

b. Dependent Variable: KINERJA

| ANOVA <sup>a</sup> |            |                |    |             |        |                   |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F      | Sig.              |
| 1                  | Regression | 196.221        | 3  | 65.407      | 11.941 | .000 <sup>b</sup> |
|                    | Residual   | 180.752        | 33 | 5.477       |        |                   |
|                    | Total      | 376.973        | 36 |             |        |                   |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), PENGAWASAN, MOTIVASI, DISIPLIN

| Coefficients <sup>a</sup> |            |                             |            |                           |       |      |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
|                           |            | Unstandardized Coefficients |            | Standardized Coefficients |       |      |
| Model                     |            | B                           | Std. Error | Beta                      | t     | Sig. |
| 1                         | (Constant) | .502                        | 4.306      |                           | .117  | .908 |
|                           | MOTIVASI   | .404                        | .129       | .387                      | 3.135 | .004 |
|                           | DISIPLIN   | .421                        | .131       | .405                      | 3.217 | .003 |
|                           | PENGAWASAN | .221                        | .086       | .316                      | 2.566 | .015 |

a. Dependent Variable: KINERJA

[illegible]

|       |                     |        |       |        |        |        |        |        |        |        |
|-------|---------------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|
| P3    | Pearson Correlation | .375*  | .173  | 1      | .231   | .343*  | .280   | .168   | .098   | .581** |
|       | Sig. (2-tailed)     | .022   | .307  |        | .169   | .037   | .093   | .321   | .565   | .000   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| P4    | Pearson Correlation | .443** | .120  | .231   | 1      | .430** | .105   | .204   | .123   | .674** |
|       | Sig. (2-tailed)     | .006   | .481  | .169   |        | .008   | .535   | .227   | .469   | .000   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| P5    | Pearson Correlation | .229   | -.081 | .343*  | .430** | 1      | .396*  | .354*  | .355*  | .644** |
|       | Sig. (2-tailed)     | .172   | .633  | .037   | .008   |        | .015   | .031   | .031   | .000   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| P6    | Pearson Correlation | -.003  | .050  | .280   | .105   | .396*  | 1      | .198   | .387*  | .466** |
|       | Sig. (2-tailed)     | .987   | .770  | .093   | .535   | .015   |        | .240   | .018   | .004   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| P7    | Pearson Correlation | .015   | .145  | .168   | .204   | .354*  | .198   | 1      | .253   | .448** |
|       | Sig. (2-tailed)     | .931   | .391  | .321   | .227   | .031   | .240   |        | .131   | .005   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| P8    | Pearson Correlation | .162   | .054  | .098   | .123   | .355*  | .387*  | .253   | 1      | .513** |
|       | Sig. (2-tailed)     | .337   | .753  | .565   | .469   | .031   | .018   | .131   |        | .001   |
|       | N                   | 37     | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| TOTAL | Pearson Correlation | .635** | .398* | .581** | .674** | .644** | .466** | .448** | .513** | 1      |
|       | Sig. (2-tailed)     | .000   | .015  | .000   | .000   | .000   | .004   | .005   | .001   |        |
|       | N                   | 37     | 37    | 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).

## UJI VALIDITAS N 37 X2

|      |                     | Correlations |       |       |      |       |       |       |       |       |       |        |
|------|---------------------|--------------|-------|-------|------|-------|-------|-------|-------|-------|-------|--------|
|      |                     | P001         | P002  | P003  | P004 | P005  | P006  | P007  | P008  | P009  | P010  | TOTAL  |
| P001 | Pearson Correlation | 1            | .094  | .401* | .197 | .083  | -.156 | .115  | -.088 | .122  | .004  | .434** |
|      | Sig. (2-tailed)     |              | .581  | .014  | .242 | .623  | .356  | .496  | .606  | .473  | .983  | .007   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P002 | Pearson Correlation | .094         | 1     | .392* | .236 | .359* | .234  | .219  | .103  | .097  | -.032 | .601** |
|      | Sig. (2-tailed)     | .581         |       | .017  | .160 | .029  | .162  | .193  | .544  | .566  | .850  | .000   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P003 | Pearson Correlation | .401*        | .392* | 1     | .319 | .335* | -.040 | .182  | .041  | -.043 | -.048 | .579** |
|      | Sig. (2-tailed)     | .014         | .017  |       | .054 | .043  | .816  | .280  | .809  | .799  | .778  | .000   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P004 | Pearson Correlation | .197         | .236  | .319  | 1    | .324  | .086  | .248  | .257  | .302  | .030  | .588** |
|      | Sig. (2-tailed)     | .242         | .160  | .054  |      | .050  | .611  | .140  | .124  | .069  | .859  | .000   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P005 | Pearson Correlation | .083         | .359* | .335* | .324 | 1     | .091  | .355* | .129  | .114  | .213  | .608** |
|      | Sig. (2-tailed)     | .623         | .029  | .043  | .050 |       | .593  | .031  | .445  | .502  | .206  | .000   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P006 | Pearson Correlation | -.156        | .234  | -.040 | .086 | .091  | 1     | .182  | .094  | .196  | .301  | .382*  |
|      | Sig. (2-tailed)     | .356         | .162  | .816  | .611 | .593  |       | .282  | .581  | .245  | .071  | .020   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P007 | Pearson Correlation | .115         | .219  | .182  | .248 | .355* | .182  | 1     | .094  | .394* | -.078 | .528** |
|      | Sig. (2-tailed)     | .496         | .193  | .280  | .140 | .031  | .282  |       | .582  | .016  | .646  | .001   |
|      | N                   | 37           | 37    | 37    | 37   | 37    | 37    | 37    | 37    | 37    | 37    | 37     |
| P008 | Pearson Correlation | -.088        | .103  | .041  | .257 | .129  | .094  | .094  | 1     | .212  | .235  | .351*  |

|       |                     |        |        |       |       |        |       |       |       |       |       |        |
|-------|---------------------|--------|--------|-------|-------|--------|-------|-------|-------|-------|-------|--------|
|       | Sig. (2-tailed)     | .606   | .544   | .809  | .124  | .445   | .581  | .582  |       | .208  | .162  | .033   |
|       | N                   | 37     | 37     | 37    | 37    | 37     | 37    | 37    | 37    | 37    | 37    | 37     |
| P009  | Pearson Correlation | .122   | .097   | -.043 | .302  | .114   | .196  | .394* | .212  | 1     | .387* | .501** |
|       | Sig. (2-tailed)     | .473   | .566   | .799  | .069  | .502   | .245  | .016  | .208  |       | .018  | .002   |
|       | N                   | 37     | 37     | 37    | 37    | 37     | 37    | 37    | 37    | 37    | 37    | 37     |
| P010  | Pearson Correlation | .004   | -.032  | -.048 | .030  | .213   | .301  | -.078 | .235  | .387* | 1     | .341*  |
|       | Sig. (2-tailed)     | .983   | .850   | .778  | .859  | .206   | .071  | .646  | .162  | .018  |       | .039   |
|       | N                   | 37     | 37     | 37    | 37    | 37     | 37    | 37    | 37    | 37    | 37    | 37     |
| TOTAL | Pearson Correlation | .434** | .601** | .579* | .588* | .608** | .382* | .528* | .351* | .501* | .341* | 1      |
|       | Sig. (2-tailed)     | .007   | .000   | .000  | .000  | .000   | .020  | .001  | .033  | .002  | .039  |        |
|       | N                   | 37     | 37     | 37    | 37    | 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).

## Reliability

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 37 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 37 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .646             | 10         |

### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| P001 | 24.70                      | 8.381                          | .178                             | .661                             |
| P002 | 24.54                      | 7.589                          | .398                             | .600                             |
| P003 | 24.59                      | 7.859                          | .392                             | .602                             |

|      |       |       |      |      |
|------|-------|-------|------|------|
| P004 | 24.62 | 8.242 | .454 | .595 |
| P005 | 24.57 | 7.919 | .452 | .590 |
| P006 | 24.19 | 8.824 | .180 | .649 |
| P007 | 23.97 | 8.471 | .386 | .609 |
| P008 | 24.03 | 9.138 | .202 | .640 |
| P009 | 24.14 | 8.565 | .354 | .614 |
| P010 | 24.14 | 9.176 | .193 | .641 |

## UJI VALIDITAS N 37 X3

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 37 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 37 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .806             | 8          |

#### Item-Total Statistics

|   | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| 1 | 19.43                      | 15.752                         | .638                             | .765                             |
| 2 | 19.46                      | 18.644                         | .271                             | .818                             |
| 3 | 19.46                      | 16.922                         | .528                             | .783                             |
| 4 | 19.54                      | 16.366                         | .612                             | .770                             |
| 5 | 19.49                      | 16.535                         | .577                             | .775                             |
| 6 | 19.30                      | 15.215                         | .656                             | .761                             |
| 7 | 19.78                      | 16.952                         | .471                             | .791                             |
| 8 | 20.19                      | 18.380                         | .392                             | .800                             |

|       |                     | Correlations |       |        |        |        |        |        |        |        |
|-------|---------------------|--------------|-------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | 1            | 2     | 3      | 4      | 5      | 6      | 7      | 8      | TOTAL  |
| 1     | Pearson Correlation | 1            | .200  | .611** | .568** | .532** | .414*  | .324   | .215   | .751** |
|       | Sig. (2-tailed)     |              | .236  | .000   | .000   | .001   | .011   | .050   | .202   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 2     | Pearson Correlation | .200         | 1     | .066   | .168   | .172   | .359*  | .097   | .243   | .440** |
|       | Sig. (2-tailed)     | .236         |       | .699   | .321   | .308   | .029   | .569   | .148   | .006   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 3     | Pearson Correlation | .611**       | .066  | 1      | .428** | .540** | .390*  | .271   | .068   | .656** |
|       | Sig. (2-tailed)     | .000         | .699  |        | .008   | .001   | .017   | .105   | .688   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 4     | Pearson Correlation | .568**       | .168  | .428** | 1      | .452** | .650** | .158   | .309   | .722** |
|       | Sig. (2-tailed)     | .000         | .321  | .008   |        | .005   | .000   | .350   | .062   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 5     | Pearson Correlation | .532**       | .172  | .540** | .452** | 1      | .419** | .355*  | .118   | .696** |
|       | Sig. (2-tailed)     | .001         | .308  | .001   | .005   |        | .010   | .031   | .485   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 6     | Pearson Correlation | .414*        | .359* | .390*  | .650** | .419** | 1      | .422** | .276   | .772** |
|       | Sig. (2-tailed)     | .011         | .029  | .017   | .000   | .010   |        | .009   | .098   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 7     | Pearson Correlation | .324         | .097  | .271   | .158   | .355*  | .422** | 1      | .602** | .620** |
|       | Sig. (2-tailed)     | .050         | .569  | .105   | .350   | .031   | .009   |        | .000   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| 8     | Pearson Correlation | .215         | .243  | .068   | .309   | .118   | .276   | .602** | 1      | .523** |
|       | Sig. (2-tailed)     | .202         | .148  | .688   | .062   | .485   | .098   | .000   |        | .001   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37     | 37     | 37     |
| TOTAL | Pearson Correlation | .751**       | .440* | .656** | .722** | .696** | .772** | .620** | .523** | 1      |
|       | Sig. (2-tailed)     | .000         | .006  | .000   | .000   | .000   | .000   | .000   | .001   |        |
|       | N                   | 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).

## UJI VALIDITAS N 37 Y

|       |                     | Correlations |       |        |        |        |        |       |        |        |
|-------|---------------------|--------------|-------|--------|--------|--------|--------|-------|--------|--------|
|       |                     | P1           | P2    | P3     | P4     | P5     | P6     | P7    | P8     | TOTAL  |
| P1    | Pearson Correlation | 1            | .444* | .048   | .445** | .151   | -.156  | .147  | .154   | .545** |
|       | Sig. (2-tailed)     |              | .006  | .778   | .006   | .373   | .357   | .384  | .362   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P2    | Pearson Correlation | .444**       | 1     | .050   | .492** | -.076  | -.003  | .012  | .027   | .496** |
|       | Sig. (2-tailed)     | .006         |       | .767   | .002   | .655   | .984   | .942  | .875   | .002   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P3    | Pearson Correlation | .048         | .050  | 1      | .104   | .281   | .091   | .036  | .043   | .434** |
|       | Sig. (2-tailed)     | .778         | .767  |        | .539   | .092   | .591   | .830  | .800   | .007   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P4    | Pearson Correlation | .445**       | .492* | .104   | 1      | .252   | .393*  | .345* | .174   | .777** |
|       | Sig. (2-tailed)     | .006         | .002  | .539   |        | .133   | .016   | .036  | .302   | .000   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P5    | Pearson Correlation | .151         | -.076 | .281   | .252   | 1      | .185   | .187  | .341*  | .533** |
|       | Sig. (2-tailed)     | .373         | .655  | .092   | .133   |        | .272   | .269  | .039   | .001   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P6    | Pearson Correlation | -.156        | -.003 | .091   | .393*  | .185   | 1      | .389* | .045   | .463** |
|       | Sig. (2-tailed)     | .357         | .984  | .591   | .016   | .272   |        | .017  | .793   | .004   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P7    | Pearson Correlation | .147         | .012  | .036   | .345*  | .187   | .389*  | 1     | .220   | .506** |
|       | Sig. (2-tailed)     | .384         | .942  | .830   | .036   | .269   | .017   |       | .190   | .001   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| P8    | Pearson Correlation | .154         | .027  | .043   | .174   | .341*  | .045   | .220  | 1      | .430** |
|       | Sig. (2-tailed)     | .362         | .875  | .800   | .302   | .039   | .793   | .190  |        | .008   |
|       | N                   | 37           | 37    | 37     | 37     | 37     | 37     | 37    | 37     | 37     |
| TOTAL | Pearson Correlation | .545**       | .496* | .434** | .777** | .533** | .463** | .506* | .430** | 1      |
|       | Sig. (2-tailed)     | .000         | .002  | .007   | .000   | .001   | .004   | .001  | .008   |        |
|       | N                   | 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).

## Reliability

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 37 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 37 | 100.0 |

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

### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .714                | 9          |