

**Tabel Uji t**

| df=(n-k) | $\alpha = 0.05$ | $\alpha = 0.025$ |
|----------|-----------------|------------------|
| 1        | 6.314           | 12.706           |
| 2        | 2.920           | 4.303            |
| 3        | 2.353           | 3.182            |
| 4        | 2.132           | 2.776            |
| 5        | 2.015           | 2.571            |
| 6        | 1.943           | 2.447            |
| 7        | 1.895           | 2.365            |
| 8        | 1.860           | 2.306            |
| 9        | 1.833           | 2.262            |
| 10       | 1.812           | 2.228            |
| 11       | 1.796           | 2.201            |
| 12       | 1.782           | 2.179            |
| 13       | 1.771           | 2.160            |
| 14       | 1.761           | 2.145            |
| 15       | 1.753           | 2.131            |
| 16       | 1.746           | 2.120            |
| 17       | 1.740           | 2.110            |
| 18       | 1.734           | 2.101            |
| 19       | 1.729           | 2.093            |
| 20       | 1.725           | 2.086            |
| 21       | 1.721           | 2.080            |
| 22       | 1.717           | 2.074            |
| 23       | 1.714           | 2.069            |
| 24       | 1.711           | 2.064            |
| 25       | 1.708           | 2.060            |
| 26       | 1.706           | 2.056            |
| 27       | 1.703           | 2.052            |
| 28       | 1.701           | 2.048            |
| 29       | 1.699           | 2.045            |
| 30       | 1.697           | 2.042            |
| 31       | 1.696           | 2.040            |
| 32       | 1.694           | 2.037            |
| 33       | 1.692           | 2.035            |
| 34       | 1.691           | 2.032            |
| 35       | 1.690           | 2.030            |
| 36       | 1.688           | 2.028            |
| 37       | 1.687           | 2.026            |
| 38       | 1.686           | 2.024            |
| 39       | 1.685           | 2.023            |
| 40       | 1.684           | 2.021            |
| 41       | 1.683           | 2.020            |
| 42       | 1.682           | 2.018            |
| 43       | 1.681           | 2.017            |
| 44       | 1.680           | 2.015            |
| 45       | 1.679           | 2.014            |
| 46       | 1.679           | 2.013            |
| 47       | 1.678           | 2.012            |
| 48       | 1.677           | 2.011            |
| 49       | 1.677           | 2.010            |
| 50       | 1.676           | 2.009            |

| df=(n-k) | $\alpha = 0.05$ | $\alpha = 0.025$ |
|----------|-----------------|------------------|
| 51       | 1.675           | 2.008            |
| 52       | 1.675           | 2.007            |
| 53       | 1.674           | 2.006            |
| 54       | 1.674           | 2.005            |
| 55       | 1.673           | 2.004            |
| 56       | 1.673           | 2.003            |
| 57       | 1.672           | 2.002            |
| 58       | 1.672           | 2.002            |
| 59       | 1.671           | 2.001            |
| 60       | 1.671           | 2.000            |
| 61       | 1.670           | 2.000            |
| 62       | 1.670           | 1.999            |
| 63       | 1.669           | 1.998            |
| 64       | 1.669           | 1.998            |
| 65       | 1.669           | 1.997            |
| 66       | 1.668           | 1.997            |
| 67       | 1.668           | 1.996            |
| 68       | 1.668           | 1.995            |
| 69       | 1.667           | 1.995            |
| 70       | 1.667           | 1.994            |
| 71       | 1.667           | 1.994            |
| 72       | 1.666           | 1.993            |
| 73       | 1.666           | 1.993            |
| 74       | 1.666           | 1.993            |
| 75       | 1.665           | 1.992            |
| 76       | 1.665           | 1.992            |
| 77       | 1.665           | 1.991            |
| 78       | 1.665           | 1.991            |
| 79       | 1.664           | 1.990            |
| 80       | 1.664           | 1.990            |
| 81       | 1.664           | 1.990            |
| 82       | 1.664           | 1.989            |
| 83       | 1.663           | 1.989            |
| 84       | 1.663           | 1.989            |
| 85       | 1.663           | 1.988            |
| 86       | 1.663           | 1.988            |
| 87       | 1.663           | 1.988            |
| 88       | 1.662           | 1.987            |
| 89       | 1.662           | 1.987            |
| 90       | 1.662           | 1.987            |
| 91       | 1.662           | 1.986            |
| 92       | 1.662           | 1.986            |
| 93       | 1.661           | 1.986            |
| 94       | 1.661           | 1.986            |
| 95       | 1.661           | 1.985            |
| 96       | 1.661           | 1.985            |
| 97       | 1.661           | 1.985            |
| 98       | 1.661           | 1.984            |
| 99       | 1.660           | 1.984            |
| 100      | 1.660           | 1.984            |

**Tabel Uji F**

| $\alpha = 0,05$ | $df_1=(k-1)$ |         |         |         |         |         |         |         |
|-----------------|--------------|---------|---------|---------|---------|---------|---------|---------|
| $df_2=(n-k-1)$  | 1            | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| 1               | 161.448      | 199.500 | 215.707 | 224.583 | 230.162 | 233.986 | 236.768 | 238.883 |
| 2               | 18.513       | 19.000  | 19.164  | 19.247  | 19.296  | 19.330  | 19.353  | 19.371  |
| 3               | 10.128       | 9.552   | 9.277   | 9.117   | 9.013   | 8.941   | 8.887   | 8.845   |
| 4               | 7.709        | 6.944   | 6.591   | 6.388   | 6.256   | 6.163   | 6.094   | 6.041   |
| 5               | 6.608        | 5.786   | 5.409   | 5.192   | 5.050   | 4.950   | 4.876   | 4.818   |
| 6               | 5.987        | 5.143   | 4.757   | 4.534   | 4.387   | 4.284   | 4.207   | 4.147   |
| 7               | 5.591        | 4.737   | 4.347   | 4.120   | 3.972   | 3.866   | 3.787   | 3.726   |
| 8               | 5.318        | 4.459   | 4.066   | 3.838   | 3.687   | 3.581   | 3.500   | 3.438   |
| 9               | 5.117        | 4.256   | 3.863   | 3.633   | 3.482   | 3.374   | 3.293   | 3.230   |
| 10              | 4.965        | 4.103   | 3.708   | 3.478   | 3.326   | 3.217   | 3.135   | 3.072   |
| 11              | 4.844        | 3.982   | 3.587   | 3.357   | 3.204   | 3.095   | 3.012   | 2.948   |
| 12              | 4.747        | 3.885   | 3.490   | 3.259   | 3.106   | 2.996   | 2.913   | 2.849   |
| 13              | 4.667        | 3.806   | 3.411   | 3.179   | 3.025   | 2.915   | 2.832   | 2.767   |
| 14              | 4.600        | 3.739   | 3.344   | 3.112   | 2.958   | 2.848   | 2.764   | 2.699   |
| 15              | 4.543        | 3.682   | 3.287   | 3.056   | 2.901   | 2.790   | 2.707   | 2.641   |
| 16              | 4.494        | 3.634   | 3.239   | 3.007   | 2.852   | 2.741   | 2.657   | 2.591   |
| 17              | 4.451        | 3.592   | 3.197   | 2.965   | 2.810   | 2.699   | 2.614   | 2.548   |
| 18              | 4.414        | 3.555   | 3.160   | 2.928   | 2.773   | 2.661   | 2.577   | 2.510   |
| 19              | 4.381        | 3.522   | 3.127   | 2.895   | 2.740   | 2.628   | 2.544   | 2.477   |
| 20              | 4.351        | 3.493   | 3.098   | 2.866   | 2.711   | 2.599   | 2.514   | 2.447   |
| 21              | 4.325        | 3.467   | 3.072   | 2.840   | 2.685   | 2.573   | 2.488   | 2.420   |
| 22              | 4.301        | 3.443   | 3.049   | 2.817   | 2.661   | 2.549   | 2.464   | 2.397   |
| 23              | 4.279        | 3.422   | 3.028   | 2.796   | 2.640   | 2.528   | 2.442   | 2.375   |
| 24              | 4.260        | 3.403   | 3.009   | 2.776   | 2.621   | 2.508   | 2.423   | 2.355   |
| 25              | 4.242        | 3.385   | 2.991   | 2.759   | 2.603   | 2.490   | 2.405   | 2.337   |
| 26              | 4.225        | 3.369   | 2.975   | 2.743   | 2.587   | 2.474   | 2.388   | 2.321   |
| 27              | 4.210        | 3.354   | 2.960   | 2.728   | 2.572   | 2.459   | 2.373   | 2.305   |
| 28              | 4.196        | 3.340   | 2.947   | 2.714   | 2.558   | 2.445   | 2.359   | 2.291   |
| 29              | 4.183        | 3.328   | 2.934   | 2.701   | 2.545   | 2.432   | 2.346   | 2.278   |
| 30              | 4.171        | 3.316   | 2.922   | 2.690   | 2.534   | 2.421   | 2.334   | 2.266   |
| 31              | 4.160        | 3.305   | 2.911   | 2.679   | 2.523   | 2.409   | 2.323   | 2.255   |
| 32              | 4.149        | 3.295   | 2.901   | 2.668   | 2.512   | 2.399   | 2.313   | 2.244   |
| 33              | 4.139        | 3.285   | 2.892   | 2.659   | 2.503   | 2.389   | 2.303   | 2.235   |
| 34              | 4.130        | 3.276   | 2.883   | 2.650   | 2.494   | 2.380   | 2.294   | 2.225   |
| 35              | 4.121        | 3.267   | 2.874   | 2.641   | 2.485   | 2.372   | 2.285   | 2.217   |
| 36              | 4.113        | 3.259   | 2.866   | 2.634   | 2.477   | 2.364   | 2.277   | 2.209   |
| 37              | 4.105        | 3.252   | 2.859   | 2.626   | 2.470   | 2.356   | 2.270   | 2.201   |
| 38              | 4.098        | 3.245   | 2.852   | 2.619   | 2.463   | 2.349   | 2.262   | 2.194   |
| 39              | 4.091        | 3.238   | 2.845   | 2.612   | 2.456   | 2.342   | 2.255   | 2.187   |
| 40              | 4.085        | 3.232   | 2.839   | 2.606   | 2.449   | 2.336   | 2.249   | 2.180   |
| 41              | 4.079        | 3.226   | 2.833   | 2.600   | 2.443   | 2.330   | 2.243   | 2.174   |
| 42              | 4.073        | 3.220   | 2.827   | 2.594   | 2.438   | 2.324   | 2.237   | 2.168   |
| 43              | 4.067        | 3.214   | 2.822   | 2.589   | 2.432   | 2.318   | 2.232   | 2.163   |
| 44              | 4.062        | 3.209   | 2.816   | 2.584   | 2.427   | 2.313   | 2.226   | 2.157   |
| 45              | 4.057        | 3.204   | 2.812   | 2.579   | 2.422   | 2.308   | 2.221   | 2.152   |
| 46              | 4.052        | 3.200   | 2.807   | 2.574   | 2.417   | 2.304   | 2.216   | 2.147   |
| 47              | 4.047        | 3.195   | 2.802   | 2.570   | 2.413   | 2.299   | 2.212   | 2.143   |
| 48              | 4.043        | 3.191   | 2.798   | 2.565   | 2.409   | 2.295   | 2.207   | 2.138   |
| 49              | 4.038        | 3.187   | 2.794   | 2.561   | 2.404   | 2.290   | 2.203   | 2.134   |
| 50              | 4.034        | 3.183   | 2.790   | 2.557   | 2.400   | 2.286   | 2.199   | 2.130   |
| 51              | 4.030        | 3.179   | 2.786   | 2.553   | 2.397   | 2.283   | 2.195   | 2.126   |
| 52              | 4.027        | 3.175   | 2.783   | 2.550   | 2.393   | 2.279   | 2.192   | 2.122   |
| 53              | 4.023        | 3.172   | 2.779   | 2.546   | 2.389   | 2.275   | 2.188   | 2.119   |
| 54              | 4.020        | 3.168   | 2.776   | 2.543   | 2.386   | 2.272   | 2.185   | 2.115   |

|     |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|
| 55  | 4.016 | 3.165 | 2.773 | 2.540 | 2.383 | 2.269 | 2.181 | 2.112 |
| 56  | 4.013 | 3.162 | 2.769 | 2.537 | 2.380 | 2.266 | 2.178 | 2.109 |
| 57  | 4.010 | 3.159 | 2.766 | 2.534 | 2.377 | 2.263 | 2.175 | 2.106 |
| 58  | 4.007 | 3.156 | 2.764 | 2.531 | 2.374 | 2.260 | 2.172 | 2.103 |
| 59  | 4.004 | 3.153 | 2.761 | 2.528 | 2.371 | 2.257 | 2.169 | 2.100 |
| 60  | 4.001 | 3.150 | 2.758 | 2.525 | 2.368 | 2.254 | 2.167 | 2.097 |
| 61  | 3.998 | 3.148 | 2.755 | 2.523 | 2.366 | 2.251 | 2.164 | 2.094 |
| 62  | 3.996 | 3.145 | 2.753 | 2.520 | 2.363 | 2.249 | 2.161 | 2.092 |
| 63  | 3.993 | 3.143 | 2.751 | 2.518 | 2.361 | 2.246 | 2.159 | 2.089 |
| 64  | 3.991 | 3.140 | 2.748 | 2.515 | 2.358 | 2.244 | 2.156 | 2.087 |
| 65  | 3.989 | 3.138 | 2.746 | 2.513 | 2.356 | 2.242 | 2.154 | 2.084 |
| 66  | 3.986 | 3.136 | 2.744 | 2.511 | 2.354 | 2.239 | 2.152 | 2.082 |
| 67  | 3.984 | 3.134 | 2.742 | 2.509 | 2.352 | 2.237 | 2.150 | 2.080 |
| 68  | 3.982 | 3.132 | 2.740 | 2.507 | 2.350 | 2.235 | 2.148 | 2.078 |
| 69  | 3.980 | 3.130 | 2.737 | 2.505 | 2.348 | 2.233 | 2.145 | 2.076 |
| 70  | 3.978 | 3.128 | 2.736 | 2.503 | 2.346 | 2.231 | 2.143 | 2.074 |
| 71  | 3.976 | 3.126 | 2.734 | 2.501 | 2.344 | 2.229 | 2.142 | 2.072 |
| 72  | 3.974 | 3.124 | 2.732 | 2.499 | 2.342 | 2.227 | 2.140 | 2.070 |
| 73  | 3.972 | 3.122 | 2.730 | 2.497 | 2.340 | 2.226 | 2.138 | 2.068 |
| 74  | 3.970 | 3.120 | 2.728 | 2.495 | 2.338 | 2.224 | 2.136 | 2.066 |
| 75  | 3.968 | 3.119 | 2.727 | 2.494 | 2.337 | 2.222 | 2.134 | 2.064 |
| 76  | 3.967 | 3.117 | 2.725 | 2.492 | 2.335 | 2.220 | 2.133 | 2.063 |
| 77  | 3.965 | 3.115 | 2.723 | 2.490 | 2.333 | 2.219 | 2.131 | 2.061 |
| 78  | 3.963 | 3.114 | 2.722 | 2.489 | 2.332 | 2.217 | 2.129 | 2.059 |
| 79  | 3.962 | 3.112 | 2.720 | 2.487 | 2.330 | 2.216 | 2.128 | 2.058 |
| 80  | 3.960 | 3.111 | 2.719 | 2.486 | 2.329 | 2.214 | 2.126 | 2.056 |
| 81  | 3.959 | 3.109 | 2.717 | 2.484 | 2.327 | 2.213 | 2.125 | 2.055 |
| 82  | 3.957 | 3.108 | 2.716 | 2.483 | 2.326 | 2.211 | 2.123 | 2.053 |
| 83  | 3.956 | 3.107 | 2.715 | 2.482 | 2.324 | 2.210 | 2.122 | 2.052 |
| 84  | 3.955 | 3.105 | 2.713 | 2.480 | 2.323 | 2.209 | 2.121 | 2.051 |
| 85  | 3.953 | 3.104 | 2.712 | 2.479 | 2.322 | 2.207 | 2.119 | 2.049 |
| 86  | 3.952 | 3.103 | 2.711 | 2.478 | 2.321 | 2.206 | 2.118 | 2.048 |
| 87  | 3.951 | 3.101 | 2.709 | 2.476 | 2.319 | 2.205 | 2.117 | 2.047 |
| 88  | 3.949 | 3.100 | 2.708 | 2.475 | 2.318 | 2.203 | 2.115 | 2.045 |
| 89  | 3.948 | 3.099 | 2.707 | 2.474 | 2.317 | 2.202 | 2.114 | 2.044 |
| 90  | 3.947 | 3.098 | 2.706 | 2.473 | 2.316 | 2.201 | 2.113 | 2.043 |
| 91  | 3.946 | 3.097 | 2.705 | 2.472 | 2.315 | 2.200 | 2.112 | 2.042 |
| 92  | 3.945 | 3.095 | 2.704 | 2.471 | 2.313 | 2.199 | 2.111 | 2.041 |
| 93  | 3.943 | 3.094 | 2.703 | 2.470 | 2.312 | 2.198 | 2.110 | 2.040 |
| 94  | 3.942 | 3.093 | 2.701 | 2.469 | 2.311 | 2.197 | 2.109 | 2.038 |
| 95  | 3.941 | 3.092 | 2.700 | 2.467 | 2.310 | 2.196 | 2.108 | 2.037 |
| 96  | 3.940 | 3.091 | 2.699 | 2.466 | 2.309 | 2.195 | 2.106 | 2.036 |
| 97  | 3.939 | 3.090 | 2.698 | 2.465 | 2.308 | 2.194 | 2.105 | 2.035 |
| 98  | 3.938 | 3.089 | 2.697 | 2.465 | 2.307 | 2.193 | 2.104 | 2.034 |
| 99  | 3.937 | 3.088 | 2.696 | 2.464 | 2.306 | 2.192 | 2.103 | 2.033 |
| 100 | 3.936 | 3.087 | 2.696 | 2.463 | 2.305 | 2.191 | 2.103 | 2.032 |

**NILAI-NILAI r PRODUCT MOMENT**

| N  | Taraf Signif |       | N  | Taraf Signif |       | N    | Taraf Signif |       |
|----|--------------|-------|----|--------------|-------|------|--------------|-------|
|    | 5%           | 1%    |    | 5%           | 1%    |      | 5%           | 1%    |
| 3  | 0.997        | 0.999 | 27 | 0.381        | 0.487 | 55   | 0.266        | 0.345 |
| 4  | 0.950        | 0.990 | 28 | 0.374        | 0.478 | 60   | 0.254        | 0.330 |
| 5  | 0.878        | 0.959 | 29 | 0.367        | 0.470 | 65   | 0.244        | 0.317 |
| 6  | 0.811        | 0.917 | 30 | 0.361        | 0.463 | 70   | 0.235        | 0.306 |
| 7  | 0.754        | 0.874 | 31 | 0.355        | 0.456 | 75   | 0.227        | 0.296 |
| 8  | 0.707        | 0.834 | 32 | 0.349        | 0.449 | 80   | 0.220        | 0.286 |
| 9  | 0.666        | 0.798 | 33 | 0.344        | 0.442 | 85   | 0.213        | 0.278 |
| 10 | 0.632        | 0.765 | 34 | 0.339        | 0.436 | 90   | 0.207        | 0.270 |
| 11 | 0.602        | 0.735 | 35 | 0.334        | 0.430 | 95   | 0.202        | 0.263 |
| 12 | 0.576        | 0.708 | 36 | 0.329        | 0.424 | 100  | 0.195        | 0.256 |
| 13 | 0.553        | 0.684 | 37 | 0.325        | 0.418 | 125  | 0.176        | 0.230 |
| 14 | 0.532        | 0.661 | 38 | 0.320        | 0.413 | 150  | 0.159        | 0.210 |
| 15 | 0.514        | 0.641 | 39 | 0.316        | 0.408 | 175  | 0.148        | 0.194 |
| 16 | 0.497        | 0.623 | 40 | 0.312        | 0.403 | 200  | 0.138        | 0.181 |
| 17 | 0.482        | 0.606 | 41 | 0.308        | 0.398 | 300  | 0.113        | 0.148 |
| 18 | 0.468        | 0.590 | 42 | 0.304        | 0.393 | 400  | 0.098        | 0.128 |
| 19 | 0.456        | 0.575 | 43 | 0.301        | 0.389 | 500  | 0.088        | 0.115 |
| 20 | 0.444        | 0.561 | 44 | 0.297        | 0.384 | 600  | 0.080        | 0.105 |
| 21 | 0.433        | 0.549 | 45 | 0.294        | 0.380 | 700  | 0.074        | 0.097 |
| 22 | 0.423        | 0.537 | 46 | 0.291        | 0.376 | 800  | 0.070        | 0.091 |
| 23 | 0.413        | 0.526 | 47 | 0.288        | 0.372 | 900  | 0.065        | 0.086 |
| 24 | 0.404        | 0.515 | 48 | 0.284        | 0.368 | 1000 | 0.062        | 0.081 |
| 25 | 0.396        | 0.505 | 49 | 0.281        | 0.364 |      |              |       |
| 26 | 0.388        | 0.496 | 50 | 0.279        | 0.361 |      |              |       |

## Lampiran I. Kuesioner Penelitian



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

Jalan Zainal Abidin Pagar Alam No.93 Bandar Lampung, Lampung 35142

## Kuesioner Penelitian

### “PENGARUH DISIPLIN KERJA, PELATIHAN KERJA DAN BUDAYA KERJA TERHADAP KINERJA PEGAWAI DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG ”

Responden Yth,

Perkenalkan Saya

Nama : Lita Septiana

NPM : 2422311062P

Prodi : Magister Manajemen IIB Darmajaya

Saat ini saya sedang menyusun Tesis Magister Manajemen di Institut Informatika & Bisnis Darmajaya, dengan judul: **“Pengaruh Disiplin Kerja, Pelatihan Kerja dan Budaya Kerja Terhadap Kinerja Pegawai Dinas Pendidikan dan Kebudayaan Provinsi Lampung.”** Dalam rangka menyelesaikan penelitian ini, saya sangat membutuhkan bantuan dan partisipasi Saudara/i untuk mengisi kuesioner yang telah saya siapkan. Jawaban dari Saudara/i akan menjadi data yang sangat berharga dan berkontribusi langsung terhadap keberhasilan penelitian ini.

Saya mohon agar Saudara/i dapat mengisi kuesioner ini dengan jujur dan sesuai dengan kondisi yang sebenarnya. Perlu saya sampaikan bahwa setiap jawaban yang diberikan akan dijaga kerahasiaannya, dan identitas responden tidak akan dicantumkan dalam laporan penelitian. Semua informasi hanya digunakan untuk keperluan akademik.

#### **Cara Pengisian Kuesioner:**

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

| Jawaban Pernyataan        | Skor |
|---------------------------|------|
| Sangat Setuju (SS)        | 5    |
| Setuju (S)                | 4    |
| Cukup Setuju (KS)         | 3    |
| Tidak Setuju (TS)         | 2    |
| Sangat Tidak Setuju (STS) | 1    |

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

Lita Septiana

## IDENTITAS RESPONDEN

### Petunjuk Pengisian:

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

1. Nama /Inisial: .....

2. Jenis Kelamin:

☐ Laki-laki

☐ Perempuan

3. Usia:

☐  $\leq 25$  tahun

☐ 25 - 30 tahun

☐ 31 – 40 tahun

☐  $> 40$  tahun

4. Pendidikan:

☐ SMA/SMK

☐ D3

☐ Sarjana

☐ Magister

☐ Doktor

5. Lama Bekerja:

☐  $\leq 3$  tahun

☐ 3 – 5 tahun

☐ 6 – 10 tahun

☐  $> 10$  tahun

## KUESIONER PENELITIAN

### I. PERNYATAAN UNTUK VARIABEL DISIPLIN KERJA

| No | Pernyataan                                                                                           | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|------------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Saya selalu menepati waktu yang telah ditetapkan untuk menyelesaikan tugas.                          |           |          |           |           |            |
| 2  | Saya bersikap tegas dalam mengatur waktu agar tidak terlambat dalam menjalankan aktivitas.           |           |          |           |           |            |
| 3  | Saya melakukan tugas-tugas saya secara konsisten setiap hari dengan penuh disiplin.                  |           |          |           |           |            |
| 4  | Saya merasa bertanggung jawab sepenuhnya atas pekerjaan yang dipercayakan kepada saya.               |           |          |           |           |            |
| 5  | Saya mampu menjaga fokus dan tidak mudah tergoda oleh hal-hal yang mengganggu pekerjaan saya.        |           |          |           |           |            |
| 6  | Saya memiliki kontrol diri yang baik dalam mengikuti aturan dan jadwal yang ditentukan.              |           |          |           |           |            |
| 7  | Saya selalu berusaha menyelesaikan pekerjaan sesuai dengan batas waktu yang sudah ditetapkan.        |           |          |           |           |            |
| 8  | Saya menerapkan disiplin tidak hanya dalam tugas, tetapi juga dalam mematuhi kebijakan yang berlaku. |           |          |           |           |            |
| 9  | Saya menghormati diri sendiri dan orang lain dengan menjaga komitmen terhadap pekerjaan.             |           |          |           |           |            |
| 10 | Saya dapat diandalkan oleh rekan kerja karena konsistensi dan tanggung jawab yang saya tunjukkan     |           |          |           |           |            |

## II. PERNYATAAN UNTUK VARIABEL PELATIHAN KERJA

| No | Pernyataan                                                                                          | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|-----------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Materi pelatihan yang diberikan relevan dan mudah dipahami oleh peserta.                            |           |          |           |           |            |
| 2  | Fasilitator pelatihan mampu menyampaikan materi dengan cara yang jelas dan menarik.                 |           |          |           |           |            |
| 3  | Waktu pelatihan sudah cukup untuk memahami seluruh materi yang disampaikan.                         |           |          |           |           |            |
| 4  | Sarana dan prasarana yang tersedia selama pelatihan mendukung proses belajar dengan baik.           |           |          |           |           |            |
| 5  | Metode pelatihan yang digunakan membuat saya mudah mengerti dan mengingat materi.                   |           |          |           |           |            |
| 6  | Pelatihan ini secara signifikan meningkatkan pengetahuan saya dalam bidang terkait.                 |           |          |           |           |            |
| 7  | Pelatihan ini membantu meningkatkan keterampilan praktis yang dapat saya terapkan dalam pekerjaan.  |           |          |           |           |            |
| 8  | Saya merasa termotivasi untuk mengaplikasikan hasil pelatihan dalam kegiatan pekerjaan sehari-hari. |           |          |           |           |            |
| 9  | Peserta pelatihan diberikan kesempatan untuk berpartisipasi secara aktif dalam diskusi dan praktik. |           |          |           |           |            |
| 10 | Materi pelatihan sesuai dengan kebutuhan dan tantangan pekerjaan yang saya hadapi saat ini.         |           |          |           |           |            |

### III. PERNYATAAN UNTUK VARIABEL BUDAYA KERJA

| No | Pernyataan                                                                                                    | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|---------------------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Saya didorong untuk mencoba cara-cara baru dalam menyelesaikan pekerjaan meskipun berisiko.                   |           |          |           |           |            |
| 2  | Organisasi saya memberikan ruang bagi karyawan untuk berinovasi dan mengembangkan ide-ide baru.               |           |          |           |           |            |
| 3  | Pimpinan dan pegawai di tempat kerja saya sangat memperhatikan ketelitian dan akurasi dalam setiap pekerjaan. |           |          |           |           |            |
| 4  | Kinerja pegawai dinilai berdasarkan hasil kerja yang dicapai, bukan hanya proses yang dilakukan.              |           |          |           |           |            |
| 5  | Organisasi saya memperhatikan kesejahteraan dan kebutuhan pribadi setiap pegawai.                             |           |          |           |           |            |
| 6  | Kerja sama tim lebih diutamakan daripada pencapaian individu dalam lingkungan kerja saya.                     |           |          |           |           |            |
| 7  | Organisasi saya selalu berusaha unggul dalam persaingan dan memiliki target yang ambisius.                    |           |          |           |           |            |
| 8  | Organisasi saya memiliki kebijakan dan prosedur yang stabil serta tidak berubah-ubah secara drastis.          |           |          |           |           |            |
| 9  | Setiap pegawai diberi tanggung jawab yang jelas untuk mencapai target yang telah ditetapkan.                  |           |          |           |           |            |
| 10 | Saya merasa nyaman bekerja dalam kelompok karena budaya kerja di sini mendukung kolaborasi antarpegawai.      |           |          |           |           |            |

#### IV. PERNYATAAN UNTUK VARIABEL KINERJA

| No | Pernyataan                                                                                                 | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|------------------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Saya selalu berusaha menyelesaikan pekerjaan dengan hasil yang berkualitas tinggi.                         |           |          |           |           |            |
| 2  | Saya selalu memastikan hasil pekerjaan saya memiliki mutu atau standar yang tinggi.                        |           |          |           |           |            |
| 3  | Pekerjaan yang saya hasilkan jarang membutuhkan perbaikan ulang karena sudah sesuai dengan harapan atasan. |           |          |           |           |            |
| 4  | Saya dapat menyelesaikan pekerjaan sesuai dengan target jumlah yang ditentukan.                            |           |          |           |           |            |
| 5  | Saya mampu menyelesaikan lebih banyak pekerjaan dibandingkan rekan kerja dengan tugas yang sama.           |           |          |           |           |            |
| 6  | Saya menyelesaikan pekerjaan sesuai dengan jadwal atau batas waktu yang telah ditentukan.                  |           |          |           |           |            |
| 7  | Saya mampu mengatur waktu kerja dengan baik sehingga tidak pernah terlambat menyelesaikan tugas.           |           |          |           |           |            |
| 8  | Saya menggunakan sumber daya (waktu, tenaga, dan biaya) secara efisien dalam menyelesaikan pekerjaan.      |           |          |           |           |            |
| 9  | Pekerjaan yang saya lakukan memberikan kontribusi nyata terhadap tujuan organisasi.                        |           |          |           |           |            |
| 10 | Saya dapat menyelesaikan pekerjaan tanpa terlalu banyak bergantung pada bantuan orang lain.                |           |          |           |           |            |

**TERIMA KASIH ATAS WAKTU DAN PARTISIPASINYA**

Lampiran II. Hasil Jawaban Responden

Tabel 1. Hasil Jawaban Responden Disiplin (X1)

| No        | Item_<br>1 | Item_<br>2 | Item_<br>3 | Item_<br>4 | Item_<br>5 | Item_<br>6 | Item_<br>7 | Item_<br>8 | Item_<br>9 | Item_<br>10 | Score |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------|
| 1         | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4          | 4          | 4           | 38    |
| 2         | 3          | 4          | 4          | 3          | 4          | 3          | 4          | 4          | 4          | 4           | 37    |
| 3         | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 5           | 39    |
| 4         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 5         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 6         | 2          | 3          | 4          | 4          | 3          | 2          | 3          | 4          | 3          | 4           | 32    |
| 7         | 4          | 4          | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4           | 36    |
| 8         | 2          | 4          | 4          | 2          | 4          | 2          | 4          | 4          | 2          | 4           | 32    |
| 9         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 10        | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 4          | 5           | 49    |
| 11        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 12        | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 2          | 4           | 36    |
| 13        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 41    |
| 14        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 15        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 16        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4           | 36    |
| 17        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 18        | 2          | 3          | 3          | 5          | 5          | 2          | 3          | 3          | 4          | 4           | 34    |
| 19        | 3          | 3          | 3          | 2          | 3          | 3          | 3          | 3          | 2          | 3           | 28    |
| 20        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4           | 36    |
| 21        | 4          | 4          | 2          | 2          | 4          | 4          | 4          | 2          | 4          | 4           | 34    |
| 22        | 5          | 4          | 4          | 3          | 4          | 5          | 4          | 4          | 4          | 4           | 41    |
| 23        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 24        | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 38    |
| 25        | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4          | 4          | 4           | 38    |
| 26        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 2          | 4           | 34    |
| 27        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 28        | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4           | 38    |
| 29        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 41    |
| 30        | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4           | 38    |
| Total     | 106        | 117        | 113        | 110        | 120        | 106        | 117        | 113        | 113        | 121         | 1136  |
| Rata-rata | 3,53       | 3,90       | 3,77       | 3,67       | 4,00       | 3,53       | 3,90       | 3,77       | 3,77       | 4,03        | 37,87 |

Tabel 2. Hasil Jawaban Respoden Pelatihan (X2)

| No        | Item_<br>1 | Item_<br>2 | Item_<br>3 | Item_<br>4 | Item_<br>5 | Item_<br>6 | Item_<br>7 | Item_<br>8 | Item_<br>9 | Item_<br>10 | Score |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------|
| 1         | 4          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 39    |
| 2         | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 39    |
| 3         | 4          | 4          | 5          | 3          | 3          | 5          | 3          | 4          | 4          | 4           | 39    |
| 4         | 4          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 39    |
| 5         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 6         | 2          | 4          | 4          | 3          | 3          | 4          | 3          | 4          | 3          | 4           | 34    |
| 7         | 4          | 3          | 4          | 4          | 4          | 2          | 4          | 2          | 4          | 3           | 34    |
| 8         | 2          | 5          | 4          | 4          | 4          | 4          | 4          | 4          | 2          | 5           | 38    |
| 9         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5           | 41    |
| 10        | 5          | 4          | 5          | 5          | 5          | 4          | 5          | 5          | 4          | 4           | 46    |
| 11        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 12        | 3          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 2          | 4           | 35    |
| 13        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 41    |
| 14        | 4          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 39    |
| 15        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 16        | 2          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 38    |
| 17        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5           | 41    |
| 18        | 3          | 3          | 4          | 3          | 3          | 2          | 3          | 3          | 4          | 4           | 32    |
| 19        | 3          | 2          | 3          | 3          | 3          | 4          | 3          | 3          | 2          | 2           | 28    |
| 20        | 2          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 38    |
| 21        | 4          | 2          | 4          | 4          | 4          | 2          | 4          | 2          | 4          | 3           | 33    |
| 22        | 5          | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 23        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 24        | 3          | 3          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 37    |
| 25        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 26        | 3          | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 2          | 4           | 36    |
| 27        | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 5           | 40    |
| 28        | 4          | 3          | 4          | 4          | 4          | 5          | 4          | 3          | 4          | 4           | 39    |
| 29        | 4          | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 40    |
| 30        | 4          | 2          | 4          | 4          | 4          | 5          | 4          | 3          | 4          | 3           | 37    |
| Total     | 108        | 108        | 121        | 117        | 116        | 111        | 117        | 113        | 113        | 119         | 1143  |
| Rata-rata | 3,60       | 3,60       | 4,03       | 3,90       | 3,87       | 3,70       | 3,90       | 3,77       | 3,77       | 3,97        | 38,10 |

Tabel 3. Hasil Jawaban Respoden Budaya kerja (X3)

| No        | Item_<br>1 | Item_<br>2 | Item_<br>3 | Item_<br>4 | Item_<br>5 | Item_<br>6 | Item_<br>7 | Item_<br>8 | Item_<br>9 | Item_<br>10 | Score |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------|
| 1         | 3          | 4          | 3          | 3          | 4          | 4          | 4          | 2          | 4          | 4           | 35    |
| 2         | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 3          | 4          | 3           | 37    |
| 3         | 5          | 4          | 3          | 5          | 4          | 3          | 4          | 4          | 4          | 4           | 40    |
| 4         | 3          | 4          | 3          | 3          | 4          | 4          | 4          | 4          | 4          | 4           | 37    |
| 5         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 6         | 4          | 4          | 4          | 4          | 2          | 3          | 4          | 4          | 3          | 2           | 34    |
| 7         | 2          | 3          | 3          | 2          | 4          | 4          | 2          | 4          | 4          | 4           | 32    |
| 8         | 4          | 5          | 4          | 4          | 2          | 4          | 4          | 2          | 4          | 2           | 35    |
| 9         | 4          | 5          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 41    |
| 10        | 4          | 4          | 3          | 4          | 5          | 5          | 5          | 5          | 5          | 5           | 45    |
| 11        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 12        | 2          | 4          | 2          | 2          | 3          | 4          | 4          | 4          | 4          | 3           | 32    |
| 13        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 14        | 3          | 4          | 3          | 3          | 4          | 4          | 4          | 4          | 4          | 4           | 37    |
| 15        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 16        | 4          | 4          | 3          | 4          | 2          | 4          | 4          | 4          | 4          | 2           | 35    |
| 17        | 4          | 5          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 41    |
| 18        | 2          | 4          | 2          | 2          | 2          | 3          | 3          | 5          | 5          | 2           | 30    |
| 19        | 4          | 2          | 3          | 4          | 3          | 3          | 3          | 2          | 3          | 3           | 30    |
| 20        | 4          | 4          | 3          | 4          | 2          | 4          | 4          | 4          | 4          | 2           | 35    |
| 21        | 2          | 3          | 2          | 2          | 4          | 4          | 2          | 2          | 4          | 4           | 29    |
| 22        | 4          | 4          | 4          | 4          | 5          | 4          | 4          | 3          | 4          | 5           | 41    |
| 23        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 24        | 3          | 4          | 3          | 3          | 3          | 4          | 4          | 4          | 4          | 3           | 35    |
| 25        | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 2          | 4          | 4           | 37    |
| 26        | 4          | 4          | 3          | 4          | 2          | 4          | 4          | 4          | 4          | 2           | 35    |
| 27        | 4          | 5          | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 28        | 2          | 4          | 2          | 5          | 4          | 4          | 3          | 4          | 4          | 4           | 36    |
| 29        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 30        | 3          | 3          | 3          | 5          | 4          | 4          | 3          | 4          | 4          | 4           | 37    |
| Total     | 106        | 119        | 98         | 111        | 106        | 117        | 113        | 110        | 120        | 106         | 1106  |
| Rata-rata | 3,53       | 3,97       | 3,27       | 3,70       | 3,53       | 3,90       | 3,77       | 3,67       | 4,00       | 3,53        | 36,87 |

Tabel 4. Hasil Jawaban Respoden Kinerja (Y)

| No        | Item_<br>1 | Item_<br>2 | Item_<br>3 | Item_<br>4 | Item_<br>5 | Item_<br>6 | Item_<br>7 | Item_<br>8 | Item_<br>9 | Item_<br>10 | Score |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------|
| 1         | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4          | 4          | 4           | 38    |
| 2         | 3          | 4          | 4          | 3          | 4          | 3          | 4          | 4          | 4          | 4           | 37    |
| 3         | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 5           | 39    |
| 4         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 5         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 6         | 2          | 3          | 4          | 4          | 3          | 2          | 3          | 4          | 3          | 4           | 32    |
| 7         | 4          | 4          | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4           | 36    |
| 8         | 2          | 4          | 4          | 2          | 4          | 2          | 4          | 4          | 2          | 4           | 32    |
| 9         | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 10        | 5          | 5          | 2          | 5          | 5          | 5          | 5          | 5          | 4          | 5           | 46    |
| 11        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 12        | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 2          | 4           | 36    |
| 13        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 41    |
| 14        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 15        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 16        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4           | 36    |
| 17        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 18        | 2          | 3          | 3          | 5          | 5          | 2          | 3          | 3          | 4          | 4           | 34    |
| 19        | 3          | 3          | 3          | 2          | 3          | 3          | 3          | 3          | 2          | 3           | 28    |
| 20        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 4          | 4           | 36    |
| 21        | 4          | 4          | 2          | 2          | 4          | 4          | 4          | 2          | 4          | 4           | 34    |
| 22        | 5          | 4          | 4          | 3          | 4          | 5          | 4          | 4          | 4          | 4           | 41    |
| 23        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 24        | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4           | 38    |
| 25        | 4          | 4          | 2          | 2          | 4          | 4          | 4          | 4          | 4          | 4           | 36    |
| 26        | 2          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | 2          | 4           | 34    |
| 27        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4           | 40    |
| 28        | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4           | 38    |
| 29        | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4           | 41    |
| 30        | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 3          | 4          | 4           | 38    |
| Total     | 106        | 117        | 108        | 110        | 120        | 106        | 117        | 113        | 113        | 121         | 1131  |
| Rata-rata | 3,53       | 3,90       | 3,60       | 3,67       | 4,00       | 3,53       | 3,90       | 3,77       | 3,77       | 4,03        | 37,70 |

### Lampiran III. Hasil Uji Penelitian

Tabel 1. Uji Validitas Disiplin

|         |                     | Correlations        |                     |                     |                    |                    |                     |                     |                     |                    |                    |                    |
|---------|---------------------|---------------------|---------------------|---------------------|--------------------|--------------------|---------------------|---------------------|---------------------|--------------------|--------------------|--------------------|
|         |                     | Item_1              | Item_2              | Item_3              | Item_4             | Item_5             | Item_6              | Item_7              | Item_8              | Item_9             | Item_10            | Score              |
| Item_1  | Pearson Correlation | 1                   | .438 <sup>*</sup>   | .045                | .015               | .206               | 1.000 <sup>**</sup> | .438 <sup>*</sup>   | .045                | .532 <sup>**</sup> | .296               | .735 <sup>**</sup> |
|         | Sig. (2-tailed)     |                     | .015                | .814                | .937               | .274               | .000                | .015                | .814                | .002               | .113               | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_2  | Pearson Correlation | .438 <sup>*</sup>   | 1                   | .315                | .101               | .461 <sup>*</sup>  | .438 <sup>*</sup>   | 1.000 <sup>**</sup> | .315                | .255               | .295               | .665 <sup>**</sup> |
|         | Sig. (2-tailed)     | .015                |                     | .090                | .594               | .010               | .015                | .000                | .090                | .175               | .114               | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_3  | Pearson Correlation | .045                | .315                | 1                   | .239               | .148               | .045                | .315                | 1.000 <sup>**</sup> | .026               | .385 <sup>*</sup>  | .521 <sup>**</sup> |
|         | Sig. (2-tailed)     | .814                | .090                |                     | .203               | .434               | .814                | .090                | .000                | .891               | .036               | .003               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_4  | Pearson Correlation | .015                | .101                | .239                | 1                  | .440 <sup>*</sup>  | .015                | .101                | .239                | .299               | .426 <sup>*</sup>  | .468 <sup>**</sup> |
|         | Sig. (2-tailed)     | .937                | .594                | .203                |                    | .015               | .937                | .594                | .203                | .108               | .019               | .009               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_5  | Pearson Correlation | .206                | .461 <sup>*</sup>   | .148                | .440 <sup>*</sup>  | 1                  | .206                | .461 <sup>*</sup>   | .148                | .360               | .581 <sup>**</sup> | .560 <sup>**</sup> |
|         | Sig. (2-tailed)     | .274                | .010                | .434                | .015               |                    | .274                | .010                | .434                | .051               | .001               | .001               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_6  | Pearson Correlation | 1.000 <sup>**</sup> | .438 <sup>*</sup>   | .045                | .015               | .206               | 1                   | .438 <sup>*</sup>   | .045                | .532 <sup>**</sup> | .296               | .735 <sup>**</sup> |
|         | Sig. (2-tailed)     | .000                | .015                | .814                | .937               | .274               |                     | .015                | .814                | .002               | .113               | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_7  | Pearson Correlation | .438 <sup>*</sup>   | 1.000 <sup>**</sup> | .315                | .101               | .461 <sup>*</sup>  | .438 <sup>*</sup>   | 1                   | .315                | .255               | .295               | .665 <sup>**</sup> |
|         | Sig. (2-tailed)     | .015                | .000                | .090                | .594               | .010               | .015                |                     | .090                | .175               | .114               | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_8  | Pearson Correlation | .045                | .315                | 1.000 <sup>**</sup> | .239               | .148               | .045                | .315                | 1                   | .026               | .385 <sup>*</sup>  | .521 <sup>**</sup> |
|         | Sig. (2-tailed)     | .814                | .090                | .000                | .203               | .434               | .814                | .090                |                     | .891               | .036               | .003               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_9  | Pearson Correlation | .532 <sup>**</sup>  | .255                | .026                | .299               | .360               | .532 <sup>**</sup>  | .255                | .026                | 1                  | .311               | .644 <sup>**</sup> |
|         | Sig. (2-tailed)     | .002                | .175                | .891                | .108               | .051               | .002                | .175                | .891                |                    | .094               | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Item_10 | Pearson Correlation | .296                | .295                | .385 <sup>*</sup>   | .426 <sup>*</sup>  | .581 <sup>**</sup> | .296                | .295                | .385 <sup>*</sup>   | .311               | 1                  | .626 <sup>**</sup> |
|         | Sig. (2-tailed)     | .113                | .114                | .036                | .019               | .001               | .113                | .114                | .036                | .094               |                    | .000               |
|         | N                   | 30                  | 30                  | 30                  | 30                 | 30                 | 30                  | 30                  | 30                  | 30                 | 30                 | 30                 |
| Score   | Pearson Correlation | .735 <sup>**</sup>  | .665 <sup>**</sup>  | .521 <sup>**</sup>  | .468 <sup>**</sup> | .560 <sup>**</sup> | .735 <sup>**</sup>  | .665 <sup>**</sup>  | .521 <sup>**</sup>  | .644 <sup>**</sup> | .626 <sup>**</sup> | 1                  |
|         | Sig. (2-tailed)     | .000                | .000                | .003                | .009               | .001               | .000                | .000                | .003                | .000               | .000               |                    |
|         | 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).

Tabel 2. Uji Realibilitas Disiplin

| 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 |
| .784       | 10         |

Tabel 3. Uji Validitas Pelatihan X2

|         |                     | Correlations |        |        |         |        |        |         |        |        |         |        |
|---------|---------------------|--------------|--------|--------|---------|--------|--------|---------|--------|--------|---------|--------|
|         |                     | Item_1       | Item_2 | Item_3 | Item_4  | Item_5 | Item_6 | Item_7  | Item_8 | Item_9 | Item_10 | Score  |
| Item_1  | Pearson Correlation | 1            | -.164  | .318   | .400*   | .332   | .071   | .400*   | .014   | .504** | -.028   | .500** |
|         | Sig. (2-tailed)     |              | .387   | .087   | .029    | .073   | .710   | .029    | .943   | .005   | .885    | .005   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_2  | Pearson Correlation | -.164        | 1      | .357   | .213    | .154   | .137   | .213    | .700** | .012   | .744**  | .576** |
|         | Sig. (2-tailed)     | .387         |        | .053   | .259    | .418   | .472   | .259    | .000   | .949   | .000    | .001   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_3  | Pearson Correlation | .318         | .357   | 1      | .295    | .281   | .168   | .295    | .385*  | .311   | .356    | .598** |
|         | Sig. (2-tailed)     | .087         | .053   |        | .114    | .132   | .376   | .114    | .036   | .094   | .053    | .000   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_4  | Pearson Correlation | .400*        | .213   | .295   | 1       | .908** | .010   | 1.000** | .315   | .255   | .265    | .686** |
|         | Sig. (2-tailed)     | .029         | .259   | .114   |         | .000   | .957   | .000    | .090   | .175   | .158    | .000   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_5  | Pearson Correlation | .332         | .154   | .281   | .908**  | 1      | -.019  | .908**  | .262   | .212   | .112    | .592** |
|         | Sig. (2-tailed)     | .073         | .418   | .132   | .000    |        | .921   | .000    | .162   | .260   | .556    | .001   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_6  | Pearson Correlation | .071         | .137   | .168   | .010    | -.019  | 1      | .010    | .388*  | .101   | .181    | .434*  |
|         | Sig. (2-tailed)     | .710         | .472   | .376   | .957    | .921   |        | .957    | .034   | .595   | .339    | .017   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_7  | Pearson Correlation | .400*        | .213   | .295   | 1.000** | .908** | .010   | 1       | .315   | .255   | .265    | .686** |
|         | Sig. (2-tailed)     | .029         | .259   | .114   | .000    | .000   | .957   |         | .090   | .175   | .158    | .000   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_8  | Pearson Correlation | .014         | .700** | .385*  | .315    | .262   | .388*  | .315    | 1      | .026   | .606**  | .690** |
|         | Sig. (2-tailed)     | .943         | .000   | .036   | .090    | .162   | .034   | .090    |        | .891   | .000    | .000   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_9  | Pearson Correlation | .504**       | .012   | .311   | .255    | .212   | .101   | .255    | .026   | 1      | .128    | .519** |
|         | Sig. (2-tailed)     | .005         | .949   | .094   | .175    | .260   | .595   | .175    | .891   |        | .500    | .003   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Item_10 | Pearson Correlation | -.028        | .744** | .356   | .265    | .112   | .181   | .265    | .606** | .128   | 1       | .627** |
|         | Sig. (2-tailed)     | .885         | .000   | .053   | .158    | .556   | .339   | .158    | .000   | .500   |         | .000   |
|         | N                   | 30           | 30     | 30     | 30      | 30     | 30     | 30      | 30     | 30     | 30      | 30     |
| Score   | Pearson Correlation | .500**       | .576** | .598** | .686**  | .592** | .434*  | .686**  | .690** | .519** | .627**  | 1      |
|         | Sig. (2-tailed)     | .005         | .001   | .000   | .000    | .001   | .017   | .000    | .000   | .003   | .000    |        |
|         | 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).

Tabel 4. Uji Reliabilitas Pelatihan  
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 |
| .741       | 10         |

Tabel 5. Uji Validitas Budaya Kerja

|         |                     | Correlations |        |        |        |         |        |        |        |        |         |        |
|---------|---------------------|--------------|--------|--------|--------|---------|--------|--------|--------|--------|---------|--------|
|         |                     | Item_1       | Item_2 | Item_3 | Item_4 | Item_5  | Item_6 | Item_7 | Item_8 | Item_9 | Item_10 | Score  |
| Item_1  | Pearson Correlation | 1            | .310   | .714** | .694** | .022    | -.042  | .654** | -.033  | -.227  | .022    | .625** |
|         | Sig. (2-tailed)     |              | .095   | .000   | .000   | .909    | .826   | .000   | .862   | .228   | .909    | .000   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_2  | Pearson Correlation | .310         | 1      | .346   | .181   | -.029   | .265   | .606** | .244   | .302   | -.029   | .523** |
|         | Sig. (2-tailed)     | .095         |        | .061   | .339   | .879    | .158   | .000   | .195   | .105   | .879    | .003   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_3  | Pearson Correlation | .714**       | .346   | 1      | .441*  | .152    | .099   | .467** | -.020  | -.269  | .152    | .610** |
|         | Sig. (2-tailed)     | .000         | .061   |        | .015   | .424    | .602   | .009   | .918   | .151   | .424    | .000   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_4  | Pearson Correlation | .694**       | .181   | .441*  | 1      | .128    | .010   | .388*  | .049   | -.222  | .128    | .587** |
|         | Sig. (2-tailed)     | .000         | .339   | .015   |        | .499    | .957   | .034   | .798   | .238   | .499    | .001   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_5  | Pearson Correlation | .022         | -.029  | .152   | .128   | 1       | .438*  | .045   | .015   | .206   | 1.000** | .599** |
|         | Sig. (2-tailed)     | .909         | .879   | .424   | .499   |         | .015   | .814   | .937   | .274   | .000    | .000   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_6  | Pearson Correlation | -.042        | .265   | .099   | .010   | .438*   | 1      | .315   | .101   | .461*  | .438*   | .481** |
|         | Sig. (2-tailed)     | .826         | .158   | .602   | .957   | .015    |        | .090   | .594   | .010   | .015    | .007   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_7  | Pearson Correlation | .654**       | .606** | .467** | .388*  | .045    | .315   | 1      | .239   | .148   | .045    | .688** |
|         | Sig. (2-tailed)     | .000         | .000   | .009   | .034   | .814    | .090   |        | .203   | .434   | .814    | .000   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_8  | Pearson Correlation | -.033        | .244   | -.020  | .049   | .015    | .101   | .239   | 1      | .440*  | .015    | .357   |
|         | Sig. (2-tailed)     | .862         | .195   | .918   | .798   | .937    | .594   | .203   |        | .015   | .937    | .053   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_9  | Pearson Correlation | -.227        | .302   | -.269  | -.222  | .206    | .461*  | .148   | .440*  | 1      | .206    | .265   |
|         | Sig. (2-tailed)     | .228         | .105   | .151   | .238   | .274    | .010   | .434   | .015   |        | .274    | .156   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Item_10 | Pearson Correlation | .022         | -.029  | .152   | .128   | 1.000** | .438*  | .045   | .015   | .206   | 1       | .599** |
|         | Sig. (2-tailed)     | .909         | .879   | .424   | .499   | .000    | .015   | .814   | .937   | .274   |         | .000   |
|         | N                   | 30           | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     | 30      | 30     |
| Score   | Pearson Correlation | .625**       | .523** | .610** | .587** | .599**  | .481** | .688** | .357   | .265   | .599**  | 1      |
|         | Sig. (2-tailed)     | .000         | .003   | .000   | .001   | .000    | .007   | .000   | .053   | .156   | .000    |        |
|         | N                   | 30           | 30     | 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).

Tabel 6. Uji Realibilitas Budaya Kerja

| 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 |
| .717                   | 10         |

Tabel 7. Uji Kinerja (Y)

| Correlations |                     |         |         |        |        |        |         |         |        |        |         |        |
|--------------|---------------------|---------|---------|--------|--------|--------|---------|---------|--------|--------|---------|--------|
|              |                     | Item_1  | Item_2  | Item_3 | Item_4 | Item_5 | Item_6  | Item_7  | Item_8 | Item_9 | Item_10 | Score  |
| Item_1       | Pearson Correlation | 1       | .438*   | -.244  | .015   | .206   | 1.000** | .438*   | .045   | .532** | .296    | .731** |
|              | Sig. (2-tailed)     |         | .015    | .195   | .937   | .274   | .000    | .015    | .814   | .002   | .113    | .000   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_2       | Pearson Correlation | .438*   | 1       | -.142  | .101   | .461*  | .438*   | 1.000** | .315   | .255   | .295    | .629** |
|              | Sig. (2-tailed)     | .015    |         | .454   | .594   | .010   | .015    | .000    | .090   | .175   | .114    | .000   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_3       | Pearson Correlation | -.244   | -.142   | 1      | .169   | -.256  | -.244   | -.142   | .548** | -.049  | -.089   | .139   |
|              | Sig. (2-tailed)     | .195    | .454    |        | .371   | .171   | .195    | .454    | .002   | .796   | .639    | .463   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_4       | Pearson Correlation | .015    | .101    | .169   | 1      | .440*  | .015    | .101    | .239   | .299   | .426*   | .494** |
|              | Sig. (2-tailed)     | .937    | .594    | .371   |        | .015   | .937    | .594    | .203   | .108   | .019    | .006   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_5       | Pearson Correlation | .206    | .461*   | -.256  | .440*  | 1      | .206    | .461*   | .148   | .360   | .581**  | .522** |
|              | Sig. (2-tailed)     | .274    | .010    | .171   | .015   |        | .274    | .010    | .434   | .051   | .001    | .003   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_6       | Pearson Correlation | 1.000** | .438*   | -.244  | .015   | .206   | 1       | .438*   | .045   | .532** | .296    | .731** |
|              | Sig. (2-tailed)     | .000    | .015    | .195   | .937   | .274   |         | .015    | .814   | .002   | .113    | .000   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_7       | Pearson Correlation | .438*   | 1.000** | -.142  | .101   | .461*  | .438*   | 1       | .315   | .255   | .295    | .629** |
|              | Sig. (2-tailed)     | .015    | .000    | .454   | .594   | .010   | .015    |         | .090   | .175   | .114    | .000   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_8       | Pearson Correlation | .045    | .315    | .548** | .239   | .148   | .045    | .315    | 1      | .026   | .385*   | .494** |
|              | Sig. (2-tailed)     | .814    | .090    | .002   | .203   | .434   | .814    | .090    |        | .891   | .036    | .005   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_9       | Pearson Correlation | .532**  | .255    | -.049  | .299   | .360   | .532**  | .255    | .026   | 1      | .311    | .676** |
|              | Sig. (2-tailed)     | .002    | .175    | .796   | .108   | .051   | .002    | .175    | .891   |        | .094    | .000   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Item_10      | Pearson Correlation | .296    | .295    | -.089  | .426*  | .581** | .296    | .295    | .385*  | .311   | 1       | .585** |
|              | Sig. (2-tailed)     | .113    | .114    | .639   | .019   | .001   | .113    | .114    | .036   | .094   |         | .001   |
|              | N                   | 30      | 30      | 30     | 30     | 30     | 30      | 30      | 30     | 30     | 30      | 30     |
| Score        | Pearson Correlation | .731**  | .629**  | .139   | .494** | .522** | .731**  | .629**  | .494** | .676** | .585**  | 1      |
|              | Sig. (2-tailed)     | .000    | .000    | .463   | .006   | .003   | .000    | .000    | .005   | .000   | .001    |        |
|              | 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).

Tabel 8. Uji Reliabilitas Kinerja

**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<br>Alpha | N of Items |
|---------------------|------------|
| .775                | 10         |

Tabel 9. Uji Regresi Berganda

**Descriptive Statistics**

|                 | Mean  | Std. Deviation | N  |
|-----------------|-------|----------------|----|
| Kinerja pegawai | 37.70 | 3.554          | 30 |
| Disiplin Kerja  | 37.87 | 3.812          | 30 |
| Pelatihan       | 38.10 | 3.407          | 30 |
| Budaya kerja    | 36.87 | 3.848          | 30 |

**Correlations**

|                     |                 | Kinerja pegawai | Disiplin Kerja | Pelatihan | Budaya kerja |
|---------------------|-----------------|-----------------|----------------|-----------|--------------|
| Pearson Correlation | Kinerja pegawai | 1.000           | .987           | .877      | .852         |
|                     | Disiplin Kerja  | .987            | 1.000          | .890      | .852         |
|                     | Pelatihan       | .877            | .890           | 1.000     | .911         |
|                     | Budaya kerja    | .852            | .852           | .911      | 1.000        |
| Sig. (1-tailed)     | Kinerja pegawai | .               | .000           | .000      | .000         |
|                     | Disiplin Kerja  | .000            | .              | .000      | .000         |
|                     | Pelatihan       | .000            | .000           | .         | .000         |
|                     | Budaya kerja    | .000            | .000           | .000      | .            |
| N                   | Kinerja pegawai | 30              | 30             | 30        | 30           |
|                     | Disiplin Kerja  | 30              | 30             | 30        | 30           |
|                     | Pelatihan       | 30              | 30             | 30        | 30           |
|                     | Budaya kerja    | 30              | 30             | 30        | 30           |

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                                          | Variables Removed | Method |
|-------|------------------------------------------------------------|-------------------|--------|
| 1     | Budaya kerja,<br>Disiplin Kerja,<br>Pelatihan <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kinerja pegawai

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .987 <sup>a</sup> | .975     | .972              | .593                       | 2.067         |

a. Predictors: (Constant), Budaya kerja, Disiplin Kerja, Pelatihan

b. Dependent Variable: Kinerja pegawai

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 357.171        | 3  | 119.057     | 339.090 | .000 <sup>b</sup> |
|       | Residual   | 9.129          | 26 | .351        |         |                   |
|       | Total      | 366.300        | 29 |             |         |                   |

a. Dependent Variable: Kinerja pegawai

b. Predictors: (Constant), Budaya kerja, Disiplin Kerja, Pelatihan

### Coefficients<sup>a</sup>

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |                | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant)     | 3.101                       | 1.246      |                           | 2.489  | .020 |                         |       |
|       | Disiplin Kerja | .914                        | .065       | .981                      | 14.075 | .000 | .197                    | 5.065 |
|       | Pelatihan      | .068                        | .092       | .065                      | 2.740  | .006 | .123                    | 8.159 |
|       | Budaya kerja   | .070                        | .071       | .076                      | 1.986  | .003 | .162                    | 6.169 |

a. Dependent Variable: Kinerja pegawai

### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |                |           |              |
|-------|-----------|------------|-----------------|----------------------|----------------|-----------|--------------|
|       |           |            |                 | (Constant)           | Disiplin Kerja | Pelatihan | Budaya kerja |
| 1     | 1         | 3.991      | 1.000           | .00                  | .00            | .00       | .00          |
|       | 2         | .006       | 24.783          | .86                  | .03            | .00       | .04          |
|       | 3         | .001       | 51.683          | .00                  | .74            | .00       | .47          |
|       | 4         | .001       | 77.027          | .14                  | .24            | .99       | .49          |

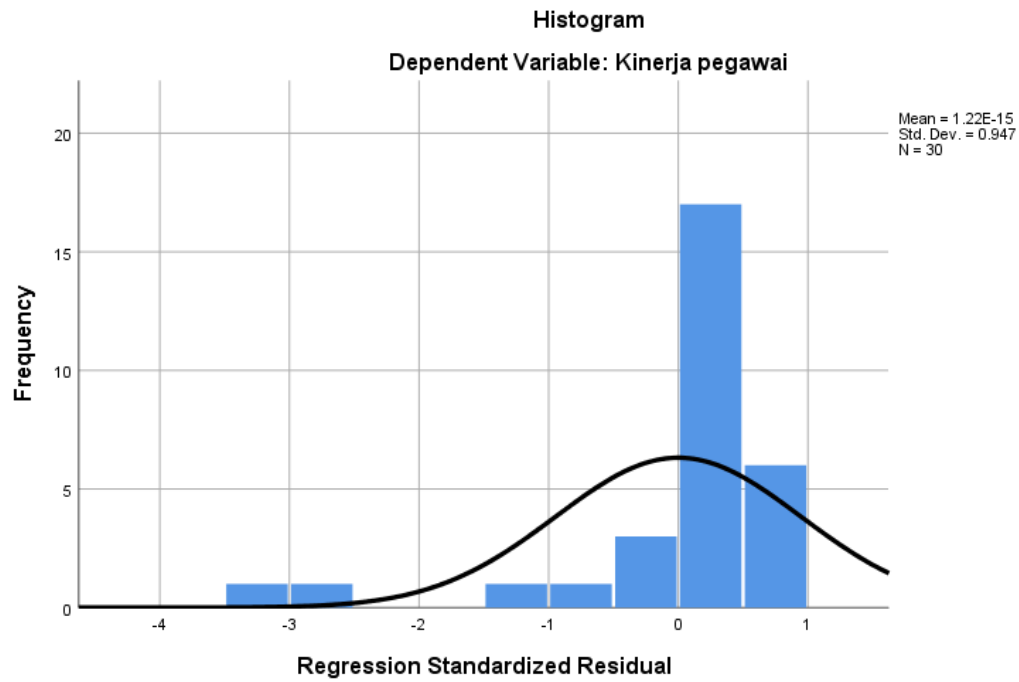
a. Dependent Variable: Kinerja pegawai

### Residuals Statistics<sup>a</sup>

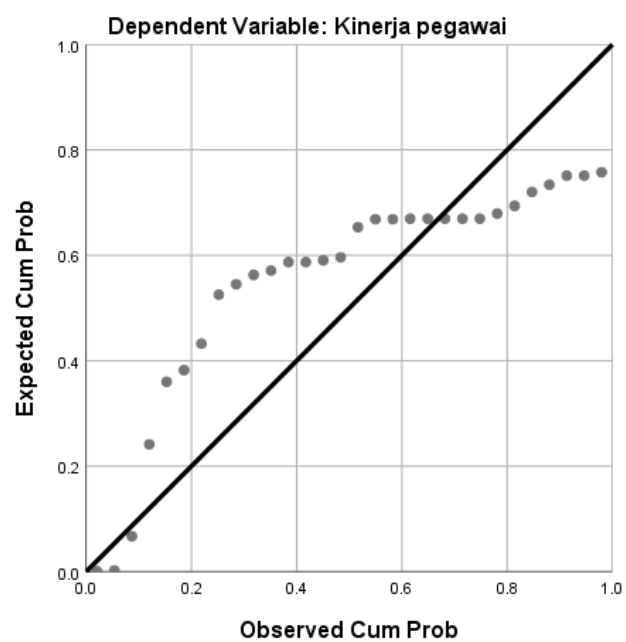
|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 28.89   | 47.91   | 37.70 | 3.509          | 30 |
| Std. Predicted Value              | -2.511  | 2.909   | .000  | 1.000          | 30 |
| Standard Error of Predicted Value | .144    | .424    | .204  | .073           | 30 |
| Adjusted Predicted Value          | 29.82   | 48.92   | 37.76 | 3.521          | 30 |
| Residual                          | -1.909  | .414    | .000  | .561           | 30 |
| Std. Residual                     | -3.221  | .699    | .000  | .947           | 30 |
| Stud. Residual                    | -3.985  | .720    | -.046 | 1.105          | 30 |
| Deleted Residual                  | -2.921  | .440    | -.065 | .780           | 30 |
| Stud. Deleted Residual            | -6.263  | .713    | -.154 | 1.478          | 30 |
| Mahal. Distance                   | .748    | 13.859  | 2.900 | 3.220          | 30 |

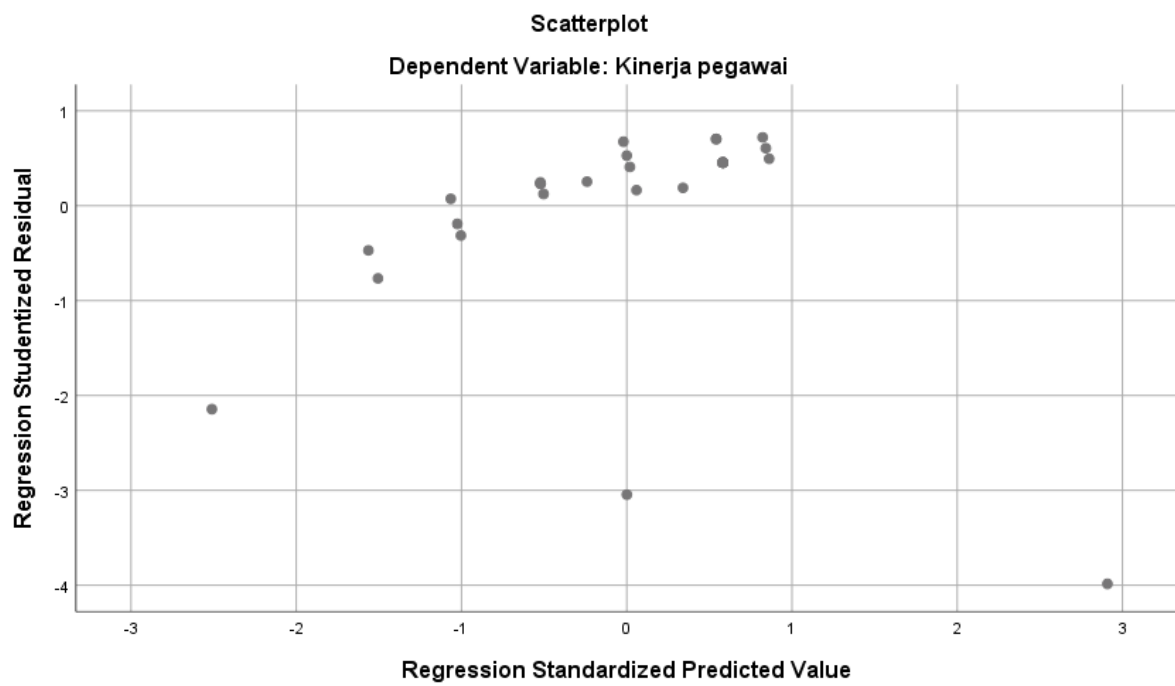
|                         |      |       |      |      |    |
|-------------------------|------|-------|------|------|----|
| Cook's Distance         | .000 | 2.106 | .126 | .435 | 30 |
| Centered Leverage Value | .026 | .478  | .100 | .111 | 30 |

a. Dependent Variable: Kinerja pegawai



**Normal P-P Plot of Regression Standardized Residual**





Tabel 10. Uji Regresi Berganda

| Descriptive Statistics |       |                |    |
|------------------------|-------|----------------|----|
|                        | Mean  | Std. Deviation | N  |
| Kinerja pegawai        | 37.70 | 3.554          | 30 |
| Disiplin Kerja         | 37.87 | 3.812          | 30 |
| Pelatihan              | 38.10 | 3.407          | 30 |
| Budaya kerja           | 36.87 | 3.848          | 30 |

### Correlations

|                     |                 | Kinerja pegawai | Disiplin Kerja | Pelatihan | Budaya kerja |
|---------------------|-----------------|-----------------|----------------|-----------|--------------|
| Pearson Correlation | Kinerja pegawai | 1.000           | .987           | .877      | .852         |
|                     | Disiplin Kerja  | .987            | 1.000          | .890      | .852         |
|                     | Pelatihan       | .877            | .890           | 1.000     | .911         |
|                     | Budaya kerja    | .852            | .852           | .911      | 1.000        |
| Sig. (1-tailed)     | Kinerja pegawai | .               | .000           | .000      | .000         |
|                     | Disiplin Kerja  | .000            | .              | .000      | .000         |
|                     | Pelatihan       | .000            | .000           | .         | .000         |
|                     | Budaya kerja    | .000            | .000           | .000      | .            |
| N                   | Kinerja pegawai | 30              | 30             | 30        | 30           |
|                     | Disiplin Kerja  | 30              | 30             | 30        | 30           |
|                     | Pelatihan       | 30              | 30             | 30        | 30           |
|                     | Budaya kerja    | 30              | 30             | 30        | 30           |

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered                                          | Variables Removed | Method |
|-------|------------------------------------------------------------|-------------------|--------|
| 1     | Budaya kerja,<br>Disiplin Kerja,<br>Pelatihan <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kinerja pegawai

b. All requested variables entered.

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .987 <sup>a</sup> | .975     | .972              | .593                       | 2.067         |

a. Predictors: (Constant), Budaya kerja, Disiplin Kerja, Pelatihan

b. Dependent Variable: Kinerja pegawai

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 357.171        | 3  | 119.057     | 339.090 | .000 <sup>b</sup> |
|       | Residual   | 9.129          | 26 | .351        |         |                   |
|       | Total      | 366.300        | 29 |             |         |                   |

a. Dependent Variable: Kinerja pegawai

b. Predictors: (Constant), Budaya kerja, Disiplin Kerja, Pelatihan

### Coefficients<sup>a</sup>

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |                | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant)     | 3.101                       | 1.246      |                           | 2.489  | .020 |                         |       |
|       | Disiplin Kerja | .914                        | .065       | .981                      | 14.075 | .000 | .197                    | 5.065 |
|       | Pelatihan      | .068                        | .092       | .065                      | 2.740  | .006 | .123                    | 8.159 |
|       | Budaya kerja   | .070                        | .071       | .076                      | 1.986  | .003 | .162                    | 6.169 |

a. Dependent Variable: Kinerja pegawai

### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |                |           |              |
|-------|-----------|------------|-----------------|----------------------|----------------|-----------|--------------|
|       |           |            |                 | (Constant)           | Disiplin Kerja | Pelatihan | Budaya kerja |
| 1     | 1         | 3.991      | 1.000           | .00                  | .00            | .00       | .00          |
|       | 2         | .006       | 24.783          | .86                  | .03            | .00       | .04          |
|       | 3         | .001       | 51.683          | .00                  | .74            | .00       | .47          |
|       | 4         | .001       | 77.027          | .14                  | .24            | .99       | .49          |

a. Dependent Variable: Kinerja pegawai

### Residuals Statistics<sup>a</sup>

|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 28.89   | 47.91   | 37.70 | 3.509          | 30 |
| Std. Predicted Value              | -2.511  | 2.909   | .000  | 1.000          | 30 |
| Standard Error of Predicted Value | .144    | .424    | .204  | .073           | 30 |
| Adjusted Predicted Value          | 29.82   | 48.92   | 37.76 | 3.521          | 30 |
| Residual                          | -1.909  | .414    | .000  | .561           | 30 |
| Std. Residual                     | -3.221  | .699    | .000  | .947           | 30 |
| Stud. Residual                    | -3.985  | .720    | -.046 | 1.105          | 30 |
| Deleted Residual                  | -2.921  | .440    | -.065 | .780           | 30 |
| Stud. Deleted Residual            | -6.263  | .713    | -.154 | 1.478          | 30 |
| Mahal. Distance                   | .748    | 13.859  | 2.900 | 3.220          | 30 |
| Cook's Distance                   | .000    | 2.106   | .126  | .435           | 30 |
| Centered Leverage Value           | .026    | .478    | .100  | .111           | 30 |

a. Dependent Variable: Kinerja pegawai

