

LAMPIRAN

B. Variabel Penelitian

1. Displin Kerja (X1)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
	Kehadiran					
1	Saya meminta izin apabila tidak masuk kerja					
2	Saya hadir dikantor tepat waktu					
	Ketaatan pada peraturan					
3	Peraturan perusahaan dapat dilaksanakan dengan mudah					
4	Setiap karyawan wajib hadir dikantor secara tertib dan tepat waktu					
	Ketaatan pada standar kerja					
5	Saya bekerja sesuai dengan standar kerja yang ditetapkan perusahaan					
6	Saya bekerja sesuai dengan prosedur yang telah diterapkan perusahaan					
	Tingkat Kewaspadaan tinggi					
7	pekerjaan yang dilakukan dengan perhitungan dan ketelitian yang tinggi					
8	Saya berhati-hati dalam penyelesaian tugas					
	Bekerja etis					
9	Saya memiliki etika yang baik dalam bekerja					
10	Saya bersikap sopan selama berada dalam kantor					

Sumber : Muhammad Taufiek Rio sanjaya

2. Kepuasan Kerja (X2)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
	pekerjaan yang secara mental menantang					
1	kesempatan saya melakukan pekerjaan sesuai dengan kemampuan saya					
2	saya mendapatkan kesempatan untuk menerapkan metode kerja sendiri dalam melaksanakan pekerjaan					
	Kondisi kerja yang mendukung					
3	saya merasa puas terhadap kesempatan untuk menjadi orang yang berperan penting dalam pekerjaan					
4	saya merasa puas terhadap kondisi kerja yang ada di tempat saya berkerja					
	Gaji atau upah yang pantas					
5	Sistem pemberian gaji ditempat saya bekerja sudah sesuai					
6	Gaji yang saya terima sudah sesuai dengan beban kerja yang diberikan					
	Kesesuaian kepribadian dengan pekerjaan					
7	kesempatan untuk melakukan pekerjaan dikantor sesuai dengan hati nurani saya					
8	Adanya kesesuaian antara pekerjaan dan cita-cita saya					
	Rekan kerja					
9	Rekan kerja saya dikantor ini menyenangkan					
10	saya menjalin keakraban dengan rekan kerja saya baik didalam maupun diluar lingkungan pekerjaan					
11	Antara karyawan selalu mendorong karyawan lain untuk dapat mengerjakan tugas yang diberikan dengan baik					

Sumber :

3. Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
	Efektif					
1	Saya berhasil mencapai target dalam menyelesaikan pekerjaan					
2	selama bekerja saya berusaha lebih baik dari rekan kerja saya yang lainnya					
	Efisien					
3	saya mampu menyelesaikan semua pekerjaan dan menjadikannya tugas pokok					
4	saya menyelesaikan semua tugas secara bersamaan					
	Kualitas					
5	saya menghasilkan pekerjaan yang berkualitas					
6	saya lebih menekankan pada mutu pekerjaan saya					
	Ketepatan waktu					
7	Saya disiplin waktu					
8	Saya memaksimalkan waktu yang ada dalam bekerja					
9	Saya selalu dapat menyelesaikan tugas yang diberikan dengan tepat waktu.					
	Produktivitas					
10	Saya selalu mencapai target dalam setiap rencana yang telah saya buat					
11	Jumlah dari hasil pekerjaan yang saya tangani selalu memenuhi target yang telah ditetapkan					
12	Mutu dari hasil kerja saya selalu memenuhi standar kerja					

Sumber : Muhammad Taufiek Rio sanjaya

Lampiran 2, Hasil Kuesioner

Disiplin Kerja (X1)

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
1	3	3	3	3	3	3	3	4	3	4	32
2	3	2	4	4	3	3	4	3	3	3	32
3	5	3	4	4	3	4	4	2	4	5	38
4	4	3	3	3	3	3	4	4	3	4	34
5	4	4	5	5	5	5	5	4	5	5	47
6	4	3	4	3	3	2	2	3	3	5	32
7	3	4	2	3	3	3	4	3	3	2	30
8	4	5	3	4	3	3	4	3	3	5	37
9	4	4	5	5	5	5	4	4	3	5	44
10	4	4	4	3	4	4	4	3	3	3	36
11	4	3	3	4	3	4	4	3	4	4	36
12	4	4	4	3	3	3	4	4	4	5	38
13	2	2	4	3	3	4	4	3	3	5	33
14	3	5	4	3	3	3	3	2	4	4	34
15	3	3	3	5	3	3	3	3	4	4	34
16	3	3	5	4	4	5	5	2	3	4	38
17	4	4	3	4	3	3	2	4	4	3	34
18	4	4	3	4	5	3	5	4	4	4	40
19	4	4	4	3	3	4	3	4	4	4	37
20	4	4	4	3	4	4	2	4	4	4	37
21	5	4	4	3	3	4	3	5	4	4	39
22	4	4	4	3	4	4	4	4	4	5	40
23	4	5	5	4	4	5	4	5	4	4	44
24	4	4	4	3	3	4	4	4	4	5	39
25	3	4	5	3	5	5	4	3	3	5	40
26	4	3	4	3	3	4	4	3	3	5	36
27	4	4	5	4	5	5	5	4	5	5	46
28	5	5	5	4	4	5	4	4	4	5	45
29	5	3	4	4	3	4	4	2	4	5	38
30	3	2	4	3	3	3	4	3	3	3	31
31	5	5	4	3	5	5	5	5	3	5	45
32	5	5	5	3	4	5	5	4	5	4	45
Total	124	119	127	113	115	124	123	112	117	137	

Variabel Kepuasan Kerja (X2)

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	TOTAL
1	3	3	3	3	3	3	3	4	3	4	4	36
2	3	2	4	4	3	3	4	3	3	3	3	35
3	5	3	4	4	3	4	4	2	4	5	4	42
4	5	5	5	5	3	4	5	4	5	4	4	49
5	4	4	5	5	5	5	5	4	5	5	4	51
6	4	3	4	5	3	4	4	3	3	5	3	41
7	3	4	5	5	5	5	4	3	3	5	3	45
8	4	5	4	5	4	4	4	5	5	5	5	50
9	4	4	5	5	5	5	4	4	5	5	4	50
10	4	4	4	4	4	4	4	5	3	5	5	46
11	4	3	3	4	3	4	4	4	4	4	3	40
12	4	4	4	5	3	4	4	4	4	5	4	45
13	4	4	4	4	3	4	4	4	3	5	3	42
14	3	5	4	5	3	4	4	2	4	4	2	40
15	3	3	3	4	3	3	3	3	4	4	3	36
16	3	3	5	3	4	5	5	2	3	4	2	39
17	4	4	3	4	3	3	2	4	4	3	4	38
18	4	4	3	4	5	3	5	4	4	4	4	44
19	4	4	4	4	3	4	3	4	4	4	4	42
20	4	4	4	4	4	4	2	4	4	4	4	42
21	5	4	4	5	3	4	3	5	4	4	5	46
22	4	4	4	5	4	4	4	4	4	5	4	46
23	4	5	5	5	4	5	4	5	4	4	5	50
24	4	4	4	5	3	4	4	4	4	5	4	45
25	3	4	5	5	5	5	4	3	3	5	3	45
26	4	3	4	5	3	4	4	3	3	5	3	41
27	4	4	5	5	5	5	5	4	5	5	4	51
28	5	5	5	3	4	5	4	4	4	5	4	48
29	5	3	4	4	3	4	4	2	4	5	4	42
30	3	2	4	4	3	3	4	3	3	3	3	35
31	5	4	3	5	4	4	3	4	5	4	4	45
32	4	4	4	5	3	5	5	3	4	3	4	44
Total	126	121	131	142	116	131	125	116	124	140	119	

Variabel Kinerja Karyawan (Y)

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	TOTAL
1	3	4	4	4	3	3	3	2	4	4	4	3	41
2	4	3	3	3	4	3	3	3	2	4	5	3	40
3	3	5	3	4	3	4	4	4	4	3	4	5	46
4	4	5	3	5	5	4	4	5	4	4	4	5	52
5	5	5	5	4	4	5	4	5	4	3	5	4	53
6	4	4	4	4	5	3	4	4	4	3	5	4	48
7	5	3	4	5	4	5	4	5	4	4	4	4	51
8	4	4	5	4	4	4	3	4	5	5	5	5	52
9	4	4	4	5	5	4	5	4	4	5	5	4	53
10	5	4	4	4	5	5	4	4	5	4	5	5	54
11	4	4	3	4	3	4	3	4	4	4	4	5	46
12	3	3	4	5	3	5	5	5	4	4	5	4	50
13	4	3	4	4	3	4	4	4	4	4	5	4	47
14	2	3	5	4	5	3	4	4	3	4	4	3	44
15	3	3	3	3	4	3	4	4	4	4	5	4	44
16	4	3	3	5	3	4	5	5	2	3	4	2	43
17	4	4	4	3	4	3	4	3	4	4	3	4	44
18	4	4	4	3	4	5	3	5	4	4	4	4	48
19	4	4	4	4	4	4	4	4	4	4	5	4	49
20	4	4	4	4	4	4	4	2	4	4	4	4	46
21	5	5	4	4	5	3	4	3	5	4	4	5	51
22	4	4	4	4	5	5	4	5	4	4	5	4	52
23	4	4	5	5	5	4	5	4	5	4	4	5	54
24	3	4	4	4	5	3	4	4	4	4	5	4	48
25	5	3	4	5	5	5	4	3	3	5	3	5	50
26	4	4	3	4	5	3	4	4	3	3	5	3	45
27	3	5	5	5	5	5	5	5	4	5	5	4	56
28	5	5	5	5	3	4	5	4	4	4	5	4	53
29	5	5	3	4	4	3	4	4	2	4	5	4	47
30	5	3	2	4	4	3	3	4	3	3	3	3	40
31	4	4	5	5	5	4	4	4	5	5	5	5	55
32	5	5	5	5	5	5	4	4	4	4	5	3	54
Total	129	127	126	135	135	126	128	128	123	127	143	129	

Lampiran 3, Hasil Jawaban Responden Berdasarkan Jenis Kelamin

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	11	34.4	34.4	34.4
	PEREMPUAN	21	65.6	65.6	100.0
	Total	32	100.0	100.0	

Lampiran 4, Hasil Jawaban Responden Berdasarkan Pendidikan Terakhir

PENDIDIKAN				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	6	18.8	18.8
	D3	2	6.3	25.0
	SMA	24	75.0	100.0
	Total	32	100.0	100.0

Lampiran 5, Deskripsi Hasil Jawaban Responden

Variabel Disiplin Kerja (X1)

D1

	Frequency	Percent	Valid Percent	Cumulative Percent
N	3	9.4	9.4	9.4
Valid S	18	56.3	56.3	65.6
SS	11	34.4	34.4	100.0
Total	32	100.0	100.0	

D2

	Frequency	Percent	Valid Percent	Cumulative Percent
N	5	15.6	15.6	15.6
Valid S	19	59.4	59.4	75.0
SS	8	25.0	25.0	100.0
Total	32	100.0	100.0	

D3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9.4	9.4	9.4
N	8	25.0	25.0	34.4
Valid S	15	46.9	46.9	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

D4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	10	31.3	31.3	31.3
S	16	50.0	50.0	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

D5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	4	12.5	12.5	12.5
S	19	59.4	59.4	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

D6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	3.1	3.1	3.1
N	8	25.0	25.0	28.1
S	12	37.5	37.5	65.6
SS	11	34.4	34.4	100.0
Total	32	100.0	100.0	

D7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	3.1	3.1	3.1
N	7	21.9	21.9	25.0
S	16	50.0	50.0	75.0
SS	8	25.0	25.0	100.0
Total	32	100.0	100.0	

D8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6.3	6.3	6.3
N	8	25.0	25.0	31.3
Valid S	16	50.0	50.0	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

D9

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	7	21.9	21.9	25.0
Valid S	10	31.3	31.3	56.3
SS	14	43.8	43.8	100.0
Total	32	100.0	100.0	

D10

	Frequency	Percent	Valid Percent	Cumulative Percent
N	13	40.6	40.6	40.6
S	9	28.1	28.1	68.8
Valid SS	10	31.3	31.3	100.0
Total	32	100.0	100.0	

Variabel Kepuasan Kerja (X2)

KP1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	8	25.0	25.0	28.1
Valid S	17	53.1	53.1	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

KP2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	9.4	9.4	9.4
N	8	25.0	25.0	34.4
Valid S	16	50.0	50.0	84.4
SS	5	15.6	15.6	100.0
Total	32	100.0	100.0	

KP3

	Frequency	Percent	Valid Percent	Cumulative Percent
N	6	18.8	18.8	18.8
Valid S	17	53.1	53.1	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

KP4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	3	9.4	9.4	12.5
Valid S	11	34.4	34.4	46.9
SS	17	53.1	53.1	100.0
Total	32	100.0	100.0	

KP5

	Frequency	Percent	Valid Percent	Cumulative Percent
N	18	56.3	56.3	56.3
Valid S	8	25.0	25.0	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

KP6

	Frequency	Percent	Valid Percent	Cumulative Percent
N	6	18.8	18.8	18.8
Valid S	17	53.1	53.1	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

KP7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	6.3	6.3	6.3
N	5	15.6	15.6	21.9
Valid S	19	59.4	59.4	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

KP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	12.5	12.5	12.5
	N	9	28.1	28.1	40.6
	S	15	46.9	46.9	87.5
	SS	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

KP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	31.3	31.3	31.3
	S	16	50.0	50.0	81.3
	SS	6	18.8	18.8	100.0
	Total	32	100.0	100.0	

KP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	12.5	12.5	12.5
	S	12	37.5	37.5	50.0
	SS	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

KP11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	6.3	6.3	6.3
	N	9	28.1	28.1	34.4
	S	17	53.1	53.1	87.5
	SS	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

Variabel Kinerja Karyawan(Y)

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	6	18.8	18.8	21.9
Valid S	16	50.0	50.0	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
N	9	28.1	28.1	28.1
Valid S	15	46.9	46.9	75.0
SS	8	25.0	25.0	100.0
Total	32	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	8	25.0	25.0	28.1
Valid S	15	46.9	46.9	75.0
SS	8	25.0	25.0	100.0
Total	32	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	4	12.5	12.5	12.5
S	17	53.1	53.1	65.6
SS	11	34.4	34.4	100.0
Total	32	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	7	21.9	21.9	21.9
S	11	34.4	34.4	56.3
SS	14	43.8	43.8	100.0
Total	32	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	11	34.4	34.4	34.4
S	12	37.5	37.5	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	6	18.8	18.8	18.8
S	20	62.5	62.5	81.3
SS	6	18.8	18.8	100.0
Total	32	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	2	6.3	6.3	6.3
	N	4	12.5	12.5	18.8
Valid	S	18	56.3	56.3	75.0
	SS	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	3	9.4	9.4	9.4
	N	4	12.5	12.5	21.9
Valid	S	20	62.5	62.5	84.4
	SS	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

K10

		Frequency	Percent	Valid Percent	Cumulative Percent
	N	6	18.8	18.8	18.8
	S	21	65.6	65.6	84.4
Valid	SS	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

K11

	Frequency	Percent	Valid Percent	Cumulative Percent
N	3	9.4	9.4	9.4
S	11	34.4	34.4	43.8
SS	18	56.3	56.3	100.0
Total	32	100.0	100.0	

K12

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	3.1	3.1	3.1
N	6	18.8	18.8	21.9
S	16	50.0	50.0	71.9
SS	9	28.1	28.1	100.0
Total	32	100.0	100.0	

Lampiran 6, Hasil Uji Validitas

Variabel Disiplin Kerja (X1)

		Correlations										
		D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	TOTAL D
D1	Pearson Correlation	1	.668**	.354*	.220	.310	-.136	.083	.221	-.015	-.076	.410*
	Sig. (2-tailed)		.000	.047	.226	.085	.460	.652	.224	.937	.680	.020
	N	32	32	32	32	32	32	32	32	32	32	32
D2	Pearson Correlation	.668**	1	.386*	.240	.203	-.064	.199	.280	.087	.017	.492**
	Sig. (2-tailed)	.000		.029	.185	.265	.728	.274	.121	.635	.928	.004
	N	32	32	32	32	32	32	32	32	32	32	32
D3	Pearson Correlation	.354*	.386*	1	.518**	.248	.309	.316	.558**	.259	.268	.768**
	Sig. (2-tailed)	.047	.029		.002	.171	.086	.078	.001	.152	.139	.000
	N	32	32	32	32	32	32	32	32	32	32	32
D4	Pearson Correlation	.220	.240	.518**	1	.263	.007	.284	.570**	.394*	.300	.680**
	Sig. (2-tailed)	.226	.185	.002		.145	.971	.115	.001	.026	.096	.000
	N	32	32	32	32	32	32	32	32	32	32	32
D5	Pearson Correlation	.310	.203	.248	.263	1	.229	.010	.309	.187	.208	.502**
	Sig. (2-tailed)	.085	.265	.171	.145		.207	.956	.085	.305	.253	.003
	N	32	32	32	32	32	32	32	32	32	32	32
D6	Pearson Correlation	-.136	-.064	.309	.007	.229	1	.289	.054	.290	.311	.454**
	Sig. (2-tailed)	.460	.728	.086	.971	.207		.109	.768	.107	.084	.009
	N	32	32	32	32	32	32	32	32	32	32	32
D7	Pearson Correlation	.083	.199	.316	.284	.010	.289	1	.242	.194	.044	.490**
	Sig. (2-tailed)	.652	.274	.078	.115	.956	.109		.182	.288	.812	.004
	N	32	32	32	32	32	32	32	32	32	32	32
D8	Pearson Correlation	.221	.280	.558**	.570**	.309	.054	.242	1	.397*	.204	.696**

	Sig. (2-tailed)	.224	.121	.001	.001	.085	.768	.182		.024	.263	.000
	N	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	-.015	.087	.259	.394*	.187	.290	.194	.397*	1	.191	.569**
D9	Sig. (2-tailed)	.937	.635	.152	.026	.305	.107	.288	.024		.296	.001
	N	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	-.076	.017	.268	.300	.208	.311	.044	.204	.191	1	.474**
D10	Sig. (2-tailed)	.680	.928	.139	.096	.253	.084	.812	.263	.296		.006
	N	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.410*	.492**	.768**	.680**	.502**	.454**	.490**	.696**	.569**	.474**	1
TOTAL D	Sig. (2-tailed)	.020	.004	.000	.000	.003	.009	.004	.000	.001	.006	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

Variabel Kepuasan Kerja (X2)

Correlations

[illegible]

KP9	Pearson Correlation	.577**	.583**	.091	.431*	.259	.223	.095	.385*	1	.097	.465**	.661**
	Sig. (2-tailed)	.001	.000	.620	.014	.153	.219	.603	.030		.598	.007	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32
KP10	Pearson Correlation	.152	.181	.389*	.144	.374*	.455**	.242	.046	.097	1	.140	.484**
	Sig. (2-tailed)	.407	.322	.028	.432	.035	.009	.182	.804	.598		.444	.005
	N	32	32	32	32	32	32	32	32	32	32	32	32
KP11	Pearson Correlation	.605**	.465**	-.009	.231	.138	.051	-.153	.781**	.465**	.140	1	.599**
	Sig. (2-tailed)	.000	.007	.959	.204	.450	.781	.403	.000	.007	.444		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32
TOTAL KP	Pearson Correlation	.561**	.768**	.566**	.598**	.606**	.662**	.362*	.536**	.661**	.484**	.599**	1
	Sig. (2-tailed)	.001	.000	.001	.000	.000	.000	.042	.002	.000	.005	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32

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

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

Variabel Kinerja Karyawan (Y)

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	TOTAL K
K1	Pearson Correlation	1	.202	.000	.171	.260	.187	.170	.120	.256	.107	-.109	.419 [*]	.441 [*]
	Sig. (2-tailed)		.268	1.000	.350	.151	.306	.353	.512	.156	.560	.552	.017	.011
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K2	Pearson Correlation	.202	1	.293	-.032	.063	-.019	.082	-.103	.314	.171	.224	.416 [*]	.394 [*]
	Sig. (2-tailed)	.268		.103	.864	.732	.916	.654	.575	.080	.350	.219	.018	.026
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K3	Pearson Correlation	.000	.293	1	.000	.290	.295	.207	.015	.530 ^{**}	.582 ^{**}	.242	.336	.585 ^{**}
	Sig. (2-tailed)	1.000	.103		1.000	.107	.101	.255	.934	.002	.000	.182	.060	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K4	Pearson Correlation	.171	-.032	.000	1	.149	.439 [*]	.691 ^{**}	.264	.080	.302	.086	-.015	.449 ^{**}
	Sig. (2-tailed)	.350	.864	1.000		.415	.012	.000	.144	.662	.093	.641	.937	.010
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K5	Pearson Correlation	.260	.063	.290	.149	1	.175	.066	.106	.242	.424 [*]	-.037	.215	.471 ^{**}
	Sig. (2-tailed)	.151	.732	.107	.415		.338	.721	.562	.182	.016	.839	.237	.006
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K6	Pearson Correlation	.187	-.019	.295	.439 [*]	.175	1	.461 ^{**}	.579 ^{**}	.302	.529 ^{**}	.284	.296	.694 ^{**}
	Sig. (2-tailed)	.306	.916	.101	.012	.338		.008	.001	.093	.002	.115	.100	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K7	Pearson Correlation	.170	.082	.207	.691 ^{**}	.066	.461 ^{**}	1	.538 ^{**}	.103	.220	.359 [*]	.165	.597 ^{**}
	Sig. (2-tailed)	.353	.654	.255	.000	.721	.008		.001	.575	.225	.044	.368	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
K8	Pearson Correlation	.120	-.103	.015	.264	.106	.579 ^{**}	.538 ^{**}	1	.002	.127	.469 ^{**}	.006	.486 ^{**}
	Sig. (2-tailed)	.512	.575	.934	.144	.562	.001	.001		.990	.489	.007	.972	.005

	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.256	.314	.530**	.080	.242	.302	.103	.002	1	.484**	.209	.665**	.657**
K9	Sig. (2-tailed)	.156	.080	.002	.662	.182	.093	.575	.990		.005	.251	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.107	.171	.582**	.302	.424*	.529**	.220	.127	.484**	1	.173	.387*	.687**
K10	Sig. (2-tailed)	.560	.350	.000	.093	.016	.002	.225	.489	.005		.344	.029	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	-.109	.224	.242	.086	-.037	.284	.359*	.469**	.209	.173	1	.037	.436*
K11	Sig. (2-tailed)	.552	.219	.182	.641	.839	.115	.044	.007	.251	.344		.842	.013
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.419*	.416*	.336	-.015	.215	.296	.165	.006	.665**	.387*	.037	1	.617**
K12	Sig. (2-tailed)	.017	.018	.060	.937	.237	.100	.368	.972	.000	.029	.842		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.441*	.394*	.585**	.449**	.471**	.694**	.597**	.486**	.657**	.687**	.436*	.617**	1
TOTAL K	Sig. (2-tailed)	.011	.026	.000	.010	.006	.000	.000	.005	.000	.000	.013	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32

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

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

Lampiran 7, Hasil Uji Reliabilitas

Variabel Disiplin Kerja (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.749	10

Variabel Kepuasan Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.804	11

Variabel Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.780	12

Lampiran 8, Hasil Uji Linieritas

Variabel Disiplin Kerja dan Kinerja Karyawan

Report

KINERJA_KARYAWAN

DISIPLIN_KERJA	Mean	N	Std. Deviation
30	38.00	1	.
33	40.00	1	.
34	43.00	1	.
35	45.00	1	.
36	44.67	6	5.391
39	49.50	2	6.364
40	47.33	3	4.619
41	47.17	6	1.835
42	51.00	1	.
43	52.00	4	1.414
44	52.50	2	2.121
45	53.00	2	1.414
46	57.00	1	.
50	56.00	1	.
Total	48.16	32	5.206

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			582.385	13	44.799	3.128	.013
KINERJA_KARYAWAN *	Between Groups	Linearity	523.093	1	523.093	36.518	.000
		Deviation from Linearity	59.293	12	4.941	.345	.968
	Within Groups		257.833	18	14.324		
DISIPLIN_KERJA			Total	840.219	31		

Variabel Kepuasan Kerja dan Kinerja Karyawan

Report

KINERJA_KARYAWAN

KEPUASAN_KERJA	Mean	N	Std. Deviation
35	44.67	3	9.866
36	42.00	2	4.243
38	42.00	1	.
39	43.00	1	.
40	49.50	2	10.607
41	48.50	2	4.950
42	46.00	4	.816
44	49.00	2	1.414
45	50.60	5	1.949
46	50.67	3	.577
48	53.00	1	.
49	41.00	1	.
50	54.00	3	.000
51	49.50	2	6.364
Total	48.16	32	5.206

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
(Combined)			430.185	13	33.091	1.453	.228
KINERJA_KARYAWAN *	Between Groups	Linearity	209.446	1	209.446	9.194	.007
		Deviation from Linearity	220.740	12	18.395	.808	.641
	Within Groups		410.033	18	22.780		
Total			840.219	31			

Lampiran 9. Hasil Uji Multikolonieritas

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN_KERJA, DISIPLIN_KERJA ^b	.	Enter

a. Dependent Variable: KINERJA_KARYAWAN

b. All requested variables entered.

Model Summary

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	.855 ^a	85.575	2	29	.000

a. Predictors: (Constant), KEPUASAN_KERJA, DISIPLIN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.442	4.058		1.095	.283		
	DISIPLIN_KERJA	.132	.075	.126	1.769	.087	.989	1.011
	KEPUASAN_KERJA	.897	.071	.903	12.702	.000	.989	1.011
	A							

a. Dependent Variable: KINERJA_KARYAWAN

Lampiran 10, Hasil Uji Regresi

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJA_KARYAWAN	48.63	4.513	32
DISIPLIN_KERJA	40.00	4.296	32
KEPUASAN_KERJA	43.34	4.541	32

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.925 ^a	.855	.845	1.776	.855	85.575	2	29	.000

a. Predictors: (Constant), KEPUASAN_KERJA, DISIPLIN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.442	4.058		1.095	.283
	DISIPLIN_KERJA	.132	.075	.126	1.769	.087
	KEPUASAN_KERJA	.897	.071	.903	12.702	.000

a. Dependent Variable: KINERJA_KARYAWAN

Lampiran 11, Hasil Uji T

Variabel Disiplin Kerja (X1)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.221 ^a	.049	.017	4.474

a. Predictors: (Constant), DISIPLIN_KERJA

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	39.324	7.525		5.226	.000
DISIPLIN_KERJA	.233	.187	.221	1.243	.224

a. Dependent Variable: KINERJA_KARYAWAN

Variabel Kepuasan Kerja (X2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 ^a	.839	.834	1.838

a. Predictors: (Constant), KEPUASAN_KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.153	3.168		2.889	.007
	KEPUASAN_KERJA	.911	.073	.916	12.526	.000

a. Dependent Variable: KINERJA_KARYAWAN

Lampiran 12, Hasil Uji F

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2	270.000	85.575	.000 ^b
	Residual	29	3.155		
	Total	31			

- a. Dependent Variable: KINERJA_KARYAWAN
- b. Predictors: (Constant), KEPUASAN_KERJA, DISIPLIN_KERJA

Lampiran 13, Tabel r

n	Taraf Signifikan		n	Taraf Signifikan		n	Taraf Signifikan	
	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	10	0,195	0,256
13	0,553	0,684	37	0,325	0,418	12	0,176	0,230
14	0,532	0,661	38	0,320	0,413	15	0,159	0,210
15	0,514	0,641	39	0,316	0,408	17	0,148	0,194
16	0,497	0,623	40	0,312	0,403	20	0,138	0,181
17	0,482	0,606	41	0,308	0,398	30	0,113	0,148
18	0,468	0,590	42	0,304	0,393	40	0,098	0,128
19	0,456	0,575	43	0,301	0,389	50	0,088	0,115
20	0,444	0,561	44	0,297	0,384	60	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 14, Tabel F

df untuk penyebut (N2)	df untuk pembilang (N1)										
	1	2	3	4	5	6	7	8	9	10	11
1	161	199	216	225	230	234	237	239	241	242	243
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04

Lampiran 15, Tabel t

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688