

LAMPIRAN

Lampiran 1



KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“Pengaruh Kompensasi dan Pengawasan Kerja terhadap Disiplin kerja karyawan PT.Arta Batrindo”**.

Bersama ini saya,

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Dosen Pembimbing : Dra. Linda Septarina, MM.

Memohon bantuan kepada Bapak/Ibu/Saudara untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

Format Pengisian Kuesioner

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (v) pada salah satu jawaban yang paling benar.
3. Pertanyaan/ pernyataan harus dijawab semua.

I. Identitas Responden

1. Nama responden :

2. Jenis Kelamin : Laki-Laki Perempuan

3. Usia :

a. 20th – 30th

c. 41th – 50th

b. 31th – 40th

d. 51th – 60th

4. Masa Kerja :

0-5th

6-10th

11-15th

16-20th

5. Jurusan :

SMA

Diploma

Strata 1

Pasca Sarjana

II. Berilah tanda ceklis (v) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Variabel Kompensasi (X1)

Indikator Variabel	Item Pertanyaan - pertanyaan	Kriteria Penilaian				
		SS	S	N	TS	STS
Upah dan Gaji	1. Gaji yang diterima sesuai dengan pekerjaan yang dilaksanakan					
	2. Gaji yang telah diberikan perusahaan setiap bulan, dapat memenuhi kebutuhan sehari - hari					
	3. Gaji atau upah yang diterima dapat meningkatkan disiplin kerja karyawan					
Bayaran Insentif	4. Bonus yang diberikan oleh perusahaan dapat memberikan rasa puas kepada karyawan					
	5. Perusahaan memberikan bonus yang adil bagi kepada karyawan - karyawannya					
Asuransi	6. Asuransi yang diberikan oleh perusahaan sesuai dengan peranan/posisi karyawan di perusahaan					
	7. Asuransi yang diberikan dapat memberikan keamanan kepada karyawan					
Fasilitas	8. Fasilitas yang diberikan perusahaan, memenuhi kebutuhan karyawan					

Variabel Pengawasan Kerja (X2)

Indikator Variabel	Item Pertanyaan – pertanyaan	Kriteria Penilaian				
		SS	S	N	TS	STS
Pengukuran Kerja	1. Dapat menyelesaikan pekerjaan tepat dengan waktu yang ditentukan					
	2. Jam kerja yang diberikan perusahaan fleksibel bagi karyawan					
Penilaian Kinerja	3. Perusahaan memberikan penilaian sesuai dengan hasil kerja keras karyawan					
	4. Perusahaan memberikan koreksi kepada karyawan yang bernilai kurang bagus					
	5. Perusahaan memberikan Reward kepada karyawan sesuai dengan nilai yang diharapkan perusahaan .					
Tindakan Koreksi	6. Sangsi yang diberikan perusahaan dapat meningkatkan disiplin kerja					
	7. Pimpinan sering memberikan tegoran kepada karyawan yang telat					
	8. Pimpinan sering memberikan solusi kepada karyawan					

Variabel Disiplin Kerja (Y)

Indikator Variabel	Item Pertanyaan - pertanyaan	Kriteria Penilaian				
		SS	S	N	TS	STS
Ketepatan Waktu	1. Datang pada waktu yang ditetapkan perusahaan					
	2. Jam pulang kerja sesuai atau tepat dengan yang ditentukan perusahaan					
Tanggung jawab yang tinggi	3. Bertanggung jawab atas pekerjaan yang diberikan					
	4. Dapat menyelesaikan tugasnya sesuai prosedur yang diberikan					
	5. Bertanggung jawab atas kesalahan yang dilakukan					
Ketaatan terhadap Aturan Kantor	6. Taat terhadap aturan yang diberikan perusahaan					
	7. Selalu izin kepada pihak perusahaan jika tidak masuk kerja					
	8. Memakai peralatan kantor secara efisien					

Lampiran 2

Hasil Jawaban Responden

1. Nilai Jawaban Kuesioner Variabel Kompensasi (X1)

K1	K2	K3	K4	K5	K6	K7	K8	Sum (K)
3	3	3	3	3	3	3	3	24
4	4	2	2	2	3	3	3	23
5	5	5	5	2	4	3	2	31
4	3	3	2	2	2	3	2	21
3	3	4	4	2	2	2	3	23
3	3	3	3	3	3	3	3	24
5	5	5	5	5	5	5	5	40
2	4	4	4	4	4	4	4	30
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	5	33
2	3	3	3	3	3	3	3	23
4	4	4	4	4	4	4	4	32
3	3	3	3	3	3	3	3	24
5	5	5	5	5	5	5	5	40
4	4	4	2	2	2	3	2	23
5	5	5	5	5	5	5	5	40
4	3	3	3	3	3	3	3	25
2	2	2	2	2	2	2	2	16
3	3	3	2	2	2	2	2	19
5	5	5	5	5	5	5	5	40
5	5	5	5	5	5	5	5	40
4	4	4	2	2	3	3	3	25
4	4	4	4	4	4	4	4	32
5	5	3	5	5	5	5	2	35
4	5	4	5	4	3	3	2	30
5	5	5	5	5	5	5	5	40
5	5	5	5	5	5	5	5	40
5	5	5	5	5	5	5	5	40
5	5	4	3	5	4	4	4	34
4	4	4	4	4	2	3	3	28

2. Nilai Jawaban Kuesioner Variabel Pengawasan Kerja (X2)

P1	P2	P3	P4	P5	P6	P7	P8	Sum (P)
4	4	4	4	4	4	4	4	32
2	2	2	2	2	2	2	2	16
5	5	5	5	3	3	5	3	34
3	2	2	5	3	4	4	4	27
4	2	4	4	4	3	3	5	29
4	4	4	4	4	4	4	4	32
5	3	3	3	3	3	5	5	30
5	3	3	3	3	3	3	3	26
4	4	4	4	4	4	4	4	32
5	5	5	5	5	5	5	5	40
3	3	3	3	3	3	3	3	24
4	4	4	4	4	4	4	4	32
3	3	5	5	5	5	5	5	36
5	5	5	5	5	5	5	5	40
3	5	3	3	3	3	3	3	26
4	4	4	4	4	4	4	4	32
4	2	3	5	5	5	5	5	34
3	3	3	3	3	3	3	3	24
2	2	3	3	3	3	5	5	26
4	4	4	4	5	5	5	5	36
4	4	4	4	4	4	4	5	33
3	2	4	4	4	4	4	4	29
3	3	3	4	4	4	4	4	29
5	2	3	5	2	3	3	3	26
4	3	4	5	5	4	4	2	31
5	3	5	5	5	4	5	5	37
4	4	4	4	4	4	4	4	32
5	5	5	5	4	4	4	4	36
3	3	5	5	3	2	2	3	26
3	3	4	4	3	4	3	4	28

Lampiran 3

Hasil Karakteristik Responden

1. Responden Berdasarkan Jenis Kelamin

		Jenis Kelamin			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	Laki - Laki	23	76.7	76.7	76.7
	Perempuan	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

2. Responden Berdasarkan Umur

		Umur			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	20 - 30	15	50.0	50.0	50.0
	31 - 40	12	40.0	40.0	90.0
	41 - 50	2	6.7	6.7	96.7
	51 - 60	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

3. Responden Berdasarkan Pendidikan Terakhir

		Pendidikan Terakhir			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	SMA	16	53.3	53.3	53.3
	Strata 1	11	36.7	36.7	90.0
	Diploma	2	6.7	6.7	96.7
	Pasca Sarjana	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Lampiran 4

Hasil Jawaban Responden

1. Nilai Jawaban Responden Variabel Kompensansi (X1)

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	10.0	10.0	10.0
	Netral	5	16.7	16.7	26.7
	Setuju	11	36.7	36.7	63.3
	Sangat Setuju	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	8	26.7	26.7	30.0
	Setuju	9	30.0	30.0	60.0
	Sangat Setuju	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	8	26.7	26.7	33.3
	Setuju	11	36.7	36.7	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	20.0	20.0	20.0
	Netral	6	20.0	20.0	40.0
	Setuju	7	23.3	23.3	63.3
	Sangat Setuju	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	26.7	26.7	26.7
	Netral	5	16.7	16.7	43.3
	Setuju	7	23.3	23.3	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	20.0	20.0	20.0
	Netral	8	26.7	26.7	46.7
	Setuju	7	23.3	23.3	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	10.0	10.0	10.0
	Netral	12	40.0	40.0	50.0
	Setuju	6	20.0	20.0	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	23.3	23.3	23.3
	Netral	9	30.0	30.0	53.3
	Setuju	5	16.7	16.7	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

SUM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	3.3	3.3	3.3
	19	1	3.3	3.3	6.7
	21	1	3.3	3.3	10.0
	23	4	13.3	13.3	23.3
	24	3	10.0	10.0	33.3
	25	2	6.7	6.7	40.0
	28	1	3.3	3.3	43.3
	30	2	6.7	6.7	50.0
	31	1	3.3	3.3	53.3
	32	3	10.0	10.0	63.3
	33	1	3.3	3.3	66.7
	34	1	3.3	3.3	70.0
	35	1	3.3	3.3	73.3
	40	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

2. Nilai Jawaban Responden Variabel Pengawasan Kerja (X2)

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	9	30.0	30.0	36.7
	Setuju	11	36.7	36.7	73.3
	Sangat Setuju	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	23.3	23.3	23.3
	Netral	10	33.3	33.3	56.7
	Setuju	8	26.7	26.7	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	9	30.0	30.0	36.7
	Setuju	12	40.0	40.0	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	6	20.0	20.0	23.3
	Setuju	12	40.0	40.0	63.3
	Sangat Setuju	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	10	33.3	33.3	40.0
	Setuju	11	36.7	36.7	76.7
	Sangat Setuju	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	9	30.0	30.0	36.7
	Setuju	14	46.7	46.7	83.3
	Sangat Setuju	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	7	23.3	23.3	30.0
	Setuju	12	40.0	40.0	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	7	23.3	23.3	30.0
	Setuju	11	36.7	36.7	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

SUM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	3.3	3.3	3.3
	24	2	6.7	6.7	10.0
	26	5	16.7	16.7	26.7
	27	1	3.3	3.3	30.0
	28	1	3.3	3.3	33.3
	29	3	10.0	10.0	43.3
	30	1	3.3	3.3	46.7
	31	1	3.3	3.3	50.0
	32	6	20.0	20.0	70.0
	33	1	3.3	3.3	73.3
	34	2	6.7	6.7	80.0
	36	3	10.0	10.0	90.0
	37	1	3.3	3.3	93.3
	40	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

3. Nilai Jawaban Responden Variabel Disiplin Kerja (Y)

D1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	10	33.3	33.3	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

D2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	16.7	16.7	16.7
	Netral	6	20.0	20.0	36.7
	Setuju	9	30.0	30.0	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

D3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	10	33.3	33.3	36.7
	Setuju	10	33.3	33.3	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

D4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	9	30.0	30.0	33.3
	Setuju	10	33.3	33.3	66.7
	Sangat Setuju	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

D5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	9	30.0	30.0	33.3
	Setuju	11	36.7	36.7	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

D6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	9	30.0	30.0	33.3
	Setuju	11	36.7	36.7	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

D7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	5	16.7	16.7	23.3
	Setuju	12	40.0	40.0	63.3
	Sangat Setuju	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

D8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	13.3	13.3	13.3
	Netral	5	16.7	16.7	30.0
	Setuju	12	40.0	40.0	70.0
	Sangat Setuju	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

SUM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	3.3	3.3	3.3
	24	4	13.3	13.3	16.7
	26	2	6.7	6.7	23.3
	27	2	6.7	6.7	30.0
	28	2	6.7	6.7	36.7
	32	8	26.7	26.7	63.3
	33	2	6.7	6.7	70.0
	37	1	3.3	3.3	73.3
	38	1	3.3	3.3	76.7
	39	1	3.3	3.3	80.0
	40	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

Lampiran 5

Hasil Uji Persyaratan Instrumen

1. Hasil Nilai Uji Validitas

A. Hasil Uji Validitas Variabel Kompensasi (X1)

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	SUM
K1	Pearson Correlation	1	.851**	.684**	.602**	.605**	.684**	.721**	.481**	.789**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.007	.000
	N	30	30	30	30	30	30	30	30	30
K2	Pearson Correlation	.851**	1	.791**	.766**	.741**	.799**	.803**	.552**	.888**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30
K3	Pearson Correlation	.684**	.791**	1	.779**	.642**	.692**	.698**	.692**	.844**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
K4	Pearson Correlation	.602**	.766**	.779**	1	.789**	.798**	.750**	.602**	.870**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
K5	Pearson Correlation	.605**	.741**	.642**	.789**	1	.852**	.906**	.774**	.909**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
K6	Pearson Correlation	.684**	.799**	.692**	.798**	.852**	1	.947**	.782**	.939**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
K7	Pearson Correlation	.721**	.803**	.698**	.750**	.906**	.947**	1	.804**	.949**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
K8	Pearson Correlation	.481**	.552**	.692**	.602**	.774**	.782**	.804**	1	.820**
	Sig. (2-tailed)	.007	.002	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
SUM	Pearson Correlation	.789**	.888**	.844**	.870**	.909**	.939**	.949**	.820**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

B. Hasil Uji Validitas Variabel Pengawasan Kerja (X2)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	SUM
P1	Pearson Correlation	1	.469**	.469**	.469**	.330	.304	.403*	.237	.645**
	Sig. (2-tailed)		.009	.009	.009	.075	.102	.027	.206	.000
	N	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.469**	1	.572**	.194	.318	.320	.284	.085	.582**
	Sig. (2-tailed)	.009		.001	.305	.086	.085	.128	.655	.001
	N	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.469**	.572**	1	.626**	.589**	.395*	.369*	.327	.758**
	Sig. (2-tailed)	.009	.001		.000	.001	.031	.045	.078	.000
	N	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.469**	.194	.626**	1	.532**	.533**	.414*	.268	.689**
	Sig. (2-tailed)	.009	.305	.000		.002	.002	.023	.152	.000
	N	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.330	.318	.589**	.532**	1	.842**	.658**	.570**	.834**
	Sig. (2-tailed)	.075	.086	.001	.002		.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.304	.320	.395*	.533**	.842**	1	.710**	.617**	.812**
	Sig. (2-tailed)	.102	.085	.031	.002	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.403*	.284	.369*	.414*	.658**	.710**	1	.694**	.784**
	Sig. (2-tailed)	.027	.128	.045	.023	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.237	.085	.327	.268	.570**	.617**	.694**	1	.656**
	Sig. (2-tailed)	.206	.655	.078	.152	.001	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
SUM	Pearson Correlation	.645**	.582**	.758**	.689**	.834**	.812**	.784**	.656**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

C. Hasil Uji Validitas Variabel Disiplin Kerja (Y)

Correlations

		D1	D2	D3	D4	D5	D6	D7	D8	SUM
D1	Pearson Correlation	1	.415*	.514**	.579**	.611**	.506**	.568**	.466**	.688**
	Sig. (2-tailed)		.023	.004	.001	.000	.004	.001	.009	.000
	N	30	30	30	30	30	30	30	30	30
D2	Pearson Correlation	.415*	1	.334	.524**	.457*	.384*	.222	.350	.575**
	Sig. (2-tailed)	.023		.071	.003	.011	.036	.238	.058	.001
	N	30	30	30	30	30	30	30	30	30
D3	Pearson Correlation	.514**	.334	1	.872**	.889**	.799**	.696**	.758**	.878**
	Sig. (2-tailed)	.004	.071		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
D4	Pearson Correlation	.579**	.524**	.872**	1	.934**	.800**	.686**	.802**	.933**
	Sig. (2-tailed)	.001	.003	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
D5	Pearson Correlation	.611**	.457*	.889**	.934**	1	.909**	.794**	.896**	.975**
	Sig. (2-tailed)	.000	.011	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
D6	Pearson Correlation	.506**	.384*	.799**	.800**	.909**	1	.750**	.817**	.895**
	Sig. (2-tailed)	.004	.036	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
D7	Pearson Correlation	.568**	.222	.696**	.686**	.794**	.750**	1	.764**	.818**
	Sig. (2-tailed)	.001	.238	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
D8	Pearson Correlation	.466**	.350	.758**	.802**	.896**	.817**	.764**	1	.883**
	Sig. (2-tailed)	.009	.058	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
SUM	Pearson Correlation	.688**	.575**	.878**	.933**	.975**	.895**	.818**	.883**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

2. Hasil Nilai Uji Reabilitas

A. Hasil Uji Reabilitas Variabel Kompensansi (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.798	.967	9

B. Hasil Uji Reabilitas Variabel Pengawasan Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.775	.904	9

C. Hasil Uji Reabilitas Variabel Disiplin Kerja (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.792	.952	9

Lampiran 6

Hasil Uji Persyaratan Analisis Data

1. Hasil Uji Linearitas

A. Hasil Uji Linearitas Variabel Kompensansi (X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Disiplin Kerja * Kompensansi	Between Groups	(Combined)	749.258	13	57.635	3.079	.018
		Linearity	453.466	1	453.466	24.222	.000
		Deviation from Linearity	295.792	12	24.649	1.317	.298
	Within Groups		299.542	16	18.721		
	Total		1048.800	29			

B. Hasil Uji Linearitas Variabel Pengawasan Kerja (X2)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Disiplin Kerja * Pengawasan kerja	Between Groups	(Combined)	448.267	13	34.482	.919	.555
		Linearity	120.910	1	120.910	3.221	.092
		Deviation from Linearity	327.357	12	27.280	.727	.708
	Within Groups		600.533	16	37.533		
	Total		1048.800	29			

2. Hasil Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.525	5.264		3.139	.004		
	Kompensansi	.544	.140	.676	3.891	.001	.696	1.438
	Pengawasan Kerja	-.039	.202	-.033	-.192	.849	.696	1.438

a. Dependent Variable: Disiplin Kerja

Lampiran 7

Hasil Uji Regresi Linear Berganda

A. Koefisien Korelasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658 ^a	.433	.391	4.692

a. Predictors: (Constant), Pengawasan Kerja, Kompensansi

B. Hasil Uji t

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.525	5.264		3.139	.004		
	Kompensansi	.544	.140	.676	3.891	.001	.696	1.438
	Pengawasan Kerja	-.039	.202	-.033	-.192	.849	.696	1.438

a. Dependent Variable: Disiplin Kerja

C. Hasil Uji f

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	454.282	2	227.141	10.316	.000 ^b
	Residual	594.518	27	22.019		
	Total	1048.800	29			

a. Dependent Variable: Disiplin Kerja

b. Predictors: (Constant), Pengawasan Kerja, Kompensansi

Lampiran 8 Table Nilai

Tabel Nilai – Nilai r

DF = n-2	Tingkat Signifikansi Untuk Uji 1 arah				
	0,05	0,025	0,001	0,005	0,0005
	Tingkat Signifikansi Untuk Uji 2 arah				
	0,1	0,05	0,02	0,01	0,001
1	0,9877	0,9969	0,9995	0,9999	1,0000
2	0,9000	0,9500	0,9800	0,9900	0,9990
3	0,8054	0,8783	0,9343	0,9587	0,9911
4	0,7293	0,8114	0,8822	0,9172	0,9741
5	0,6694	0,7545	0,8329	0,8745	0,9509
6	0,6215	0,7067	0,7887	0,8343	0,9249
7	0,5822	0,6664	0,7498	0,7977	0,8983
8	0,5494	0,6319	0,7155	0,7646	0,8721
9	0,5214	0,6021	0,6851	0,7348	0,8470
10	0,4973	0,5760	0,6581	0,7079	0,8233
11	0,4762	0,5529	0,6339	0,6835	0,8010
12	0,4575	0,5324	0,6120	0,6614	0,7800
13	0,4409	0,5140	0,5923	0,6411	0,7604

14	0,4259	0,4973	0,5742	0,6226	0,7419
15	0,4124	0,4821	0,5577	0,6055	0,7247
16	0,4000	0,4683	0,5425	0,5897	0,7084
17	0,3887	0,4555	0,5285	0,5751	0,6932
18	0,3783	0,4438	0,5155	0,5614	0,6788
19	0,3687	0,4329	0,5034	0,5487	0,6652
20	0,3598	0,4227	0,4921	0,5368	0,6524
21	0,3515	0,4132	0,4815	0,5256	0,6402
22	0,3438	0,4044	0,4716	0,5151	0,6287
23	0,3365	0,3961	0,4622	0,5052	0,6178
24	0,3297	0,3882	0,4534	0,4958	0,6074
25	0,3233	0,3809	0,4451	0,4869	0,5974
26	0,3172	0,3739	0,4372	0,4785	0,5880
27	0,3115	0,3673	0,4297	0,4705	0,5790
28	0,3061	0,3610	0,4226	0,4629	0,5703
29	0,3009	0,3550	0,4158	0,4556	0,5620
30	0,2960	0,3494	0,4093	0,4487	0,5541
31	0,2913	0,3440	0,4032	0,4421	0,5465

Tabel Nilai – Nilai t

D.F.	TINGKAT SIGNIFIKANSI						
Dua sisi	20%	10%	5%	2%	1%	0,2%	0,1%
Satu sisi	10%	5%	2,5%	1%	0,5%	0,1%	0,05%
1	3, 078	6,314	12,706	31,821	63,657	318,309	636,619
2	1,886	2,920	4,303	6,965	9,925	22,327	31,599
3	1,638	2,353	3,182	4,541	5,841	10,215	b12,924
4	1,533	2,132	2,776	3,747	4,604	7,173	8,610
5	1,476	2,015	2,571	3,365	4,032	5,893	6,869
6	1,440	1,943	2,447	3,143	3,707	5,208	5,959
7	1,415	1,895	2,365	2,998	3,499	4,785	5,408
8	1,397	1,860	2,306	2,896	3,355	4,501	5,041
9	1,383	1,833	2,262	2,821	3,250	4,297	4,781
10	1,372	1,812	2,228	2,764	3,169	4,144	4,587
11	1,363	1,796	2,201	2,718	3,106	4,025	4,437
12	1,356	1,782	2,179	2,681	3,055	3,930	4,318
13	1,350	1,771	2,160	2,650	3,012	3,852	4,221
14	1,345	1,761	2,145	2,624	2,977	3,787	4,140
15	1,341	1,753	2,131	2,602	2,947	3,733	4,073

16	1,337	1,746	2,120	2,583	2,921	3,686	4,015
17	1,333	1,740	2,110	2,567	2,898	3,646	3,965
18	1,330	1,734	2,101	2,552	2,878	3,610	3,922
19	1,328	1,729	2,093	2,539	2,861	3,579	3,883
20	1,325	1,725	2,086	2,528	2,845	3,552	3,850
21	1,323	1,721	2,080	2,518	2,831	3,527	3,819
22	1,321	1,717	2,074	2,508	2,819	3,505	3,792
23	1,319	1,714	2,069	2,500	2,807	3,485	3,768
24	1,318	1,711	2,064	2,492	2,797	3,467	3,745
25	1,316	1,708	2,060	2,485	2,787	3,450	3,725
26	1,315	1,706	2,056	2,479	2,779	3,435	3,707
27	1,314	1,703	2,052	2,473	2,771	3,421	3,690
28	1,313	1,701	2,048	2,467	2,763	3,408	3,674
29	1,311	1,699	2,045	2,462	2,756	3,396	3,659
30	1,310	1,697	2,042	2,457	2,750	3,385	3,646
31	1,309	1,696	2,040	2,453	2,744	3,375	3,633
32	1,309	1,694	2,037	2,449	2,738	3,365	3,622

Tabel Nilai - nilai F

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89