

LAMPIRAN 3

1) KARAKTERISTIK RESPONDEN

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	11	34.4	34.4	34.4
Valid Perempuan	21	65.6	65.6	100.0
Total	32	100.0	100.0	

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
17 - 25 TAHUN	19	59.4	59.4	59.4
26 - 34 TAHUN	5	15.6	15.6	75.0
Valid 35-40 TAHUN	5	15.6	15.6	90.6
>40 TAHUN	3	9.4	9.4	100.0
Total	32	100.0	100.0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	4	12.5	12.5	12.5
Valid D3	19	59.4	59.4	71.9
S1	9	28.1	28.1	100.0
Total	32	100.0	100.0	

Laporan 4

- Jawaban Responden Pengawasan

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
Valid 4	16	50.0	50.0	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
Valid 4	15	46.9	46.9	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
Valid 4	15	46.9	46.9	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
Valid 4	15	46.9	46.9	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	15	46.9	46.9	50.0
Valid 4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
Valid 4	14	43.8	43.8	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	13	40.6	40.6	50.0
Valid 4	12	37.5	37.5	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	14	43.8	43.8	50.0
Valid 4	13	40.6	40.6	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.3	6.3	6.3
Valid 4	14	43.8	43.8	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	25.0	25.0	25.0
Valid 4	14	43.8	43.8	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

P11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	16	50.0	50.0	50.0
Valid 4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

P12

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	28.1	28.1	28.1
4	15	46.9	46.9	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

PENGAWASAN

	Frequency	Percent	Valid Percent	Cumulative Percent
36	3	9.4	9.4	9.4
37	1	3.1	3.1	12.5
39	1	3.1	3.1	15.6
40	1	3.1	3.1	18.8
41	2	6.3	6.3	25.0
42	2	6.3	6.3	31.3
43	2	6.3	6.3	37.5
44	1	3.1	3.1	40.6
45	1	3.1	3.1	43.8
46	3	9.4	9.4	53.1
47	3	9.4	9.4	62.5
48	2	6.3	6.3	68.8
50	2	6.3	6.3	75.0
52	3	9.4	9.4	84.4
54	1	3.1	3.1	87.5
55	2	6.3	6.3	93.8
56	2	6.3	6.3	100.0
Total	32	100.0	100.0	

- **Jawaban Responden Disiplin Kerja**

DK1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	10	31.3	31.3	37.5
Valid 4	7	21.9	21.9	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

DK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	8	25.0	25.0	31.3
Valid 4	11	34.4	34.4	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

DK3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	11	34.4	34.4	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

DK4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	16	50.0	50.0	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

DK5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	10	31.3	31.3	40.6
Valid 4	13	40.6	40.6	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

DK6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	11	34.4	34.4	46.9
Valid 4	7	21.9	21.9	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

DK7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	12	37.5	37.5	53.1
5	15	46.9	46.9	100.0
Total	32	100.0	100.0	

DK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	40.6	40.6	40.6
4	11	34.4	34.4	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

DK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	43.8	43.8	43.8
4	12	37.5	37.5	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

DK10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.3	6.3	6.3
3	14	43.8	43.8	50.0
4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

DK11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	14	43.8	43.8	62.5
4	7	21.9	21.9	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

DK12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	14	43.8	43.8	56.3
Valid 4	8	25.0	25.0	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

DK13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	16	50.0	50.0	65.6
Valid 4	6	18.8	18.8	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

DK14

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	13	40.6	40.6	56.3
Valid 4	13	40.6	40.6	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

DK15

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	11	34.4	34.4	40.6
Valid 4	13	40.6	40.6	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

DK16

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	21.9	21.9	21.9
3	12	37.5	37.5	59.4
Valid 4	9	28.1	28.1	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

DISIPLIN_KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
47	2	6.3	6.3	6.3
48	1	3.1	3.1	9.4
49	1	3.1	3.1	12.5
51	2	6.3	6.3	18.8
52	4	12.5	12.5	31.3
53	1	3.1	3.1	34.4
54	2	6.3	6.3	40.6
57	2	6.3	6.3	46.9
Valid 59	1	3.1	3.1	50.0
60	1	3.1	3.1	53.1
61	3	9.4	9.4	62.5
62	4	12.5	12.5	75.0
64	1	3.1	3.1	78.1
65	2	6.3	6.3	84.4
69	3	9.4	9.4	93.8
75	1	3.1	3.1	96.9
76	1	3.1	3.1	100.0
Total	32	100.0	100.0	

- **Jawaban Responden Kinerja**

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	34.4	34.4	34.4
4	18	56.3	56.3	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.1	3.1	3.1
3	8	25.0	25.0	28.1
4	13	40.6	40.6	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	15.6	15.6	15.6
4	14	43.8	43.8	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	21.9	21.9	21.9
4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4

	4	12	37.5	37.5	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3.1	3.1	3.1
	3	7	21.9	21.9	25.0
Valid	4	11	34.4	34.4	59.4
	5	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	3.1	3.1	3.1
	2	3	9.4	9.4	12.5
Valid	3	15	46.9	46.9	59.4
	4	11	34.4	34.4	93.8
	5	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3.1	3.1	3.1
	3	6	18.8	18.8	21.9
Valid	4	11	34.4	34.4	56.3
	5	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	6	18.8	18.8	18.8
Valid	3	15	46.9	46.9	65.6
	4	9	28.1	28.1	93.8

5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	14	43.8	43.8	56.3
Valid 4	11	34.4	34.4	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

K11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	31.3	31.3	31.3
Valid 4	19	59.4	59.4	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

K12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
Valid 4	13	40.6	40.6	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

K13

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	18.8	18.8	18.8
Valid 4	13	40.6	40.6	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

K14

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.9	21.9	21.9
Valid 4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

K15

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
3	12	37.5	37.5	40.6
Valid 4	12	37.5	37.5	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

KINERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
46	1	3.1	3.1	3.1
47	1	3.1	3.1	6.3
48	1	3.1	3.1	9.4
49	1	3.1	3.1	12.5
50	1	3.1	3.1	15.6
52	2	6.3	6.3	21.9
53	2	6.3	6.3	28.1
54	1	3.1	3.1	31.3
55	1	3.1	3.1	34.4
56	2	6.3	6.3	40.6
57	2	6.3	6.3	46.9
Valid 58	1	3.1	3.1	50.0
59	1	3.1	3.1	53.1
60	2	6.3	6.3	59.4
62	2	6.3	6.3	65.6
63	4	12.5	12.5	78.1
64	1	3.1	3.1	81.3
65	2	6.3	6.3	87.5
67	1	3.1	3.1	90.6
68	1	3.1	3.1	93.8
70	1	3.1	3.1	96.9
71	1	3.1	3.1	100.0
Total	32	100.0	100.0	

Lampiran 5

2) Uji Validitas Pengawasan

		Correlations												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	PENGAWA SAN
P1	Pearson Correlation	1	.442 [*]	.291	.332	.498 ^{**}	.386 [*]	.496 ^{**}	.436 [*]	.629 ^{**}	.477 ^{**}	.265	.626 ^{**}	.727 ^{**}
	Sig. (2-tailed)		.011	.106	.064	.004	.029	.004	.013	.000	.006	.143	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P2	Pearson Correlation	.442 [*]	1	.365 [*]	.171	.394 [*]	.471 ^{**}	.605 ^{**}	.297	.453 ^{**}	.346	.374 [*]	.556 ^{**}	.675 ^{**}
	Sig. (2-tailed)	.011		.040	.349	.026	.007	.000	.099	.009	.052	.035	.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P3	Pearson Correlation	.291	.365 [*]	1	.190	.123	.029	.406 [*]	.214	.158	.312	.254	.171	.432 [*]
	Sig. (2-tailed)	.106	.040		.298	.503	.875	.021	.239	.389	.082	.161	.348	.013
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P4	Pearson Correlation	.332	.171	.190	1	.277	.429 [*]	.489 ^{**}	.541 ^{**}	.312	.335	.352 [*]	.268	.595 ^{**}
	Sig. (2-tailed)	.064	.349	.298		.125	.014	.004	.001	.082	.061	.048	.138	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P5	Pearson Correlation	.498 ^{**}	.394 [*]	.123	.277	1	.571 ^{**}	.595 ^{**}	.504 ^{**}	.303	.651 ^{**}	.478 ^{**}	.509 ^{**}	.750 ^{**}
	Sig. (2-tailed)	.004	.026	.503	.125		.001	.000	.003	.092	.000	.006	.003	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P6	Pearson Correlation	.386 [*]	.471 ^{**}	.029	.429 [*]	.571 ^{**}	1	.403 [*]	.601 ^{**}	.339	.218	.256	.315	.635 ^{**}
	Sig. (2-tailed)	.029	.007	.875	.014	.001		.022	.000	.058	.232	.157	.079	.000

	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.496**	.605**	.406*	.489**	.595**	.403*	1	.451**	.406*	.653**	.506**	.494**	.819**
P7	Sig. (2-tailed)	.004	.000	.021	.004	.000	.022		.010	.021	.000	.003	.004	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.436*	.297	.214	.541**	.504**	.601**	.451**	1	.312	.387*	.288	.317	.675**
P8	Sig. (2-tailed)	.013	.099	.239	.001	.003	.000	.010		.082	.029	.109	.077	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.629**	.453**	.158	.312	.303	.339	.406*	.312	1	.352*	.359*	.594**	.634**
P9	Sig. (2-tailed)	.000	.009	.389	.082	.092	.058	.021	.082		.048	.044	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.477**	.346	.312	.335	.651**	.218	.653**	.387*	.352*	1	.578**	.406*	.719**
P10	Sig. (2-tailed)	.006	.052	.082	.061	.000	.232	.000	.029	.048		.001	.021	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.265	.374*	.254	.352*	.478**	.256	.506**	.288	.359*	.578**	1	.374*	.639**
P11	Sig. (2-tailed)	.143	.035	.161	.048	.006	.157	.003	.109	.044	.001		.035	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.626**	.556**	.171	.268	.509**	.315	.494**	.317	.594**	.406*	.374*	1	.695**
P12	Sig. (2-tailed)	.000	.001	.348	.138	.003	.079	.004	.077	.000	.021	.035		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.727**	.675**	.432*	.595**	.750**	.635**	.819**	.675**	.634**	.719**	.639**	.695**	1
PENGAWASAN	Sig. (2-tailed)	.000	.000	.013	.000	.000	.000	.000	.000	.000	.000	.000	.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).

	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.054	.058	.074	.439*	.467**	-.007	.273	.285	.081	.368*	.617**	.261	.334	1	.331	.294	.542**
DK14	Sig. (2-tailed)	.768	.752	.689	.012	.007	.968	.130	.114	.658	.038	.000	.149	.062		.064	.102	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	-.162	-.174	-.056	.361*	.727**	.268	.247	.450**	.087	.332	.019	.219	.327	.331	1	.267	.459**
DK15	Sig. (2-tailed)	.375	.341	.760	.042	.000	.137	.173	.010	.636	.064	.920	.228	.067	.064		.139	.008
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.345	.513**	.496**	.154	.527**	.660**	.538**	.313	.022	.336	.468**	.528**	.519**	.294	.267	1	.813**
DK16	Sig. (2-tailed)	.053	.003	.004	.400	.002	.000	.001	.081	.905	.060	.007	.002	.002	.102	.139		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.524**	.557**	.558**	.499**	.499**	.690**	.512**	.480**	.385*	.411*	.571**	.639**	.637**	.542**	.459**	.813**	1
DISIPLI	Sig. (2-tailed)	.002	.001	.001	.004	.004	.000	.003	.005	.030	.019	.001	.000	.000	.001	.008	.000	
N_KERJ A	N	32	32	32	32	32	32	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).

4) Uji Validitas Kinerja

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	KINERJA
K1	Pearson Correlation	1	.123	.361*	.233	.220	.417*	.272	.332	.047	.077	.959**	-.062	.397*	.233	.396*	.549**
	Sig. (2-tailed)		.502	.042	.200	.226	.018	.133	.063	.800	.674	.000	.735	.024	.200	.025	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
K2	Pearson Correlation	.123	1	.160	.147	.244	.528**	.089	.446*	.322	.366*	.063	.828**	.204	.147	.418*	.625**
	Sig. (2-tailed)	.502		.382	.421	.178	.002	.628	.011	.072	.039	.732	.000	.263	.421	.017	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
K3	Pearson Correlation	.361*	.160	1	.374*	.143	.309	.026	.287	.337	.255	.277	.000	.972**	.374*	.294	.588**
	Sig. (2-tailed)	.042	.382		.035	.435	.085	.887	.111	.059	.159	.125	1.000	.000	.035	.102	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
K4	Pearson Correlation	.233	.147	.374*	1	-.011	-.036	.102	-.150	.183	.127	.225	.012	.423*	1.000**	.113	.418*
	Sig. (2-tailed)	.200	.421	.035		.952	.847	.578	.411	.316	.490	.215	.946	.016	.000	.539	.017
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
K5	Pearson Correlation	.220	.244	.143	-.011	1	.413*	.209	.508**	.283	.148	.289	.432*	.086	-.011	.860**	.602**
	Sig. (2-tailed)	.226	.178	.435	.952		.019	.250	.003	.117	.418	.109	.014	.642	.952	.000	.000

K6	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.417*	.528**	.309	-.036	.413*	1	.162	.917**	.317	.238	.358*	.334	.352*	-.036	.607**	.712**
	Sig. (2-tailed)	.018	.002	.085	.847	.019		.376	.000	.077	.190	.044	.062	.048	.847	.000	.000
K7	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.272	.089	.026	.102	.209	.162	1	.137	.127	.266	.382*	.214	.041	.102	.103	.383*
	Sig. (2-tailed)	.133	.628	.887	.578	.250	.376		.456	.489	.141	.031	.239	.825	.578	.577	.031
K8	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.332	.446*	.287	-.150	.508**	.917**	.137	1	.302	.294	.266	.417*	.234	-.150	.554**	.662**
	Sig. (2-tailed)	.063	.011	.111	.411	.003	.000	.456		.093	.102	.141	.018	.196	.411	.001	.000
K9	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.047	.322	.337	.183	.283	.317	.127	.302	1	.563**	.034	.285	.334	.183	.328	.567**
	Sig. (2-tailed)	.800	.072	.059	.316	.117	.077	.489	.093		.001	.854	.114	.062	.316	.067	.001
K10	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.077	.366*	.255	.127	.148	.238	.266	.294	.563**	1	.053	.388*	.213	.127	.137	.517**
	Sig. (2-tailed)	.674	.039	.159	.490	.418	.190	.141	.102	.001		.771	.028	.241	.490	.455	.002
K11	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.959**	.063	.277	.225	.289	.358*	.382*	.266	.034	.053	1	-.008	.320	.225	.362*	.528**
	Sig. (2-tailed)	.000	.732	.125	.215	.109	.044	.031	.141	.854	.771		.966	.074	.215	.042	.002

	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
K12	Pearson Correlation	-.062	.828**	.000	.012	.432*	.334	.214	.417*	.285	.388*	-.008	1	-.045	.012	.296	.522**
	Sig. (2-tailed)	.735	.000	1.000	.946	.014	.062	.239	.018	.114	.028	.966		.806	.946	.100	.002
K13	Pearson Correlation	.397*	.204	.972**	.423*	.086	.352*	.041	.234	.334	.213	.320	-.045	1	.423*	.317	.597**
	Sig. (2-tailed)	.024	.263	.000	.016	.642	.048	.825	.196	.062	.241	.074	.806		.016	.077	.000
K14	Pearson Correlation	.233	.147	.374*	1.000**	-.011	-.036	.102	-.150	.183	.127	.225	.012	.423*	1	.113	.418*
	Sig. (2-tailed)	.200	.421	.035	.000	.952	.847	.578	.411	.316	.490	.215	.946	.016		.539	.017
K15	Pearson Correlation	.396*	.418*	.294	.113	.860**	.607**	.103	.554**	.328	.137	.362*	.296	.317	.113	1	.720**
	Sig. (2-tailed)	.025	.017	.102	.539	.000	.000	.577	.001	.067	.455	.042	.100	.077	.539		.000
KINER	Pearson Correlation	.549**	.625**	.588**	.418*	.602**	.712**	.383*	.662**	.567**	.517**	.528**	.522**	.597**	.418*	.720**	1
JA	Sig. (2-tailed)	.001	.000	.000	.017	.000	.000	.031	.000	.001	.002	.002	.002	.000	.017	.000	
	N	32	32	32	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 6

5) Hasil Uji Reliabilitas

Scale: Pengawasan

Case Processing Summary

		N	%
	Valid	32	100.0
Cases	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.886	12

Scale: Disiplin Kerja

Case Processing Summary

		N	%
	Valid	32	100.0
Cases	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.847	16

Scale: Kinerja

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.844	15

Lampiran 7

6) UJI LINEARITAS

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	483.750	14	34.554	4.885	.001
Between	395.631	1	395.631	55.931	.000
Groups	88.119	13	6.778	.958	.523
Deviation from Linearity					
Within Groups	120.250	17	7.074		
Total	604.000	31			

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	551.700	14	39.407	12.809	.000
Between	498.290	1	498.290	161.968	.000
Groups	53.410	13	4.108	1.335	.284
Deviation from Linearity					
Within Groups	52.300	17	3.076		
Total	604.000	31			

Lampiran 8

7) UJI MULTIKOLINEARITAS

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	4.804	1.639		2.930	.007		
	x1	.322	.047	.412	6.884	.000	.639	1.566
	x2	.608	.055	.660	11.026	.000	.639	1.566

a. Dependent Variable: y

Lampiran 9

8) REGRESI LINEAR BERGANDA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.966 ^a	.934	.929	1.176

a. Predictors: (Constant), x2, x1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	563.866	2	281.933	203.721	.000 ^b
	Residual	40.134	29	1.384		
	Total	604.000	31			

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.804	1.639		2.930	.007
	x1	.322	.047	.412	6.884	.000
	x2	.608	.055	.660	11.026	.000

a. Dependent Variable: y

Lampiran 1

Kuesioner Penelitian

Hal : Mohon Bantuan Pengisian Kuisisioner

Kepada Yth,
Bapak/Ibu/Saudara/Saudari Karyawan
UPT Puskesmas Pardasuka Pringsewu

Dengan Hormat,

Sehubungan dengan penulisan skripsi dari Fakultas Ekonomi, Institute Darmajaya Bandar Lampung yang berjudul “**PENGARUH PENGAWASAN DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI SIPIL PADA UPT PUSKESMAS PARDASUKA PRINGSEWU**”, Saya mohon dengan hormat kesediaan Bapak/Ibu/Saudara/Saudari untuk meluangkan sedikit waktu guna mengisi beberapa pertanyaan berikut. Mengingat penelitian ini semata-mata dimaksudkan untuk kepentingan akademik, maka saya mengharapkan jawaban yang sesuai dengan pendapat anda. Sesuai dengan kode etik penelitian, saya akan menjamin kerahasiaan identitas responden dari hasil kuisisioner tersebut. Bantuan dan partisipasi anda merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Dan untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

IRAWAN ABIDIN

I. PETUNJUK PENGISIAN

Daftar pertanyaan ini merupakan sumber data bagi penulis dalam penyusunan skripsi dan tidak berpengaruh secara langsung terhadap responden.

1. Saudara diminta untuk memberikan tanggapan atas pernyataan yang ada sesuai dengan keadaan yang sebenarnya, pendapat dan perasaan saudara, bukan berdasarkan pendapat umum atau pendapat orang lain. Jawaban yang Anda berikan semata-mata hanya untuk kepentingan akademis.
2. Berilah tanda ceklis (√) pada kolom yang sesuai dengan pilihan Anda. Setiap Responden diharapkan memilih hanya satu pertanyaan dan pertanyaan berikut memiliki lima alternatif jawaban.

II. Identitas Responden

Nama Responden :

Jenis Kelamin : Laki-laki Perempuan

Usia : 17 Tahun - 25 Tahun 26 Tahun - 34 Tahun 35 Tahun - 40 Tahun >40 Tahun

Pendidikan : SD SMP SMA D3 S1 S2 S3

Variabel Pengawasan (X₁)

No.	Pernyataan	SS	S	KS	TS	STS
	Menetapkan Standar					
1.	Dalam melakukan pengawasan, sangat dibutuhkan penetapan standar.					
2.	Pengawasan dilakukan untuk mengevaluasi standar yang sudah ditetapkan perusahaan.					
3.	Dalam penentuan prosedur kerja sudah cukup jelas dan dipahami pegawai dengan jelas dan mudah					
	Pengukuran					
4.	Pengawasan dilakukan agar pegawai mampu mencapai standar yang sudah ditetapkan.					
5.	Pengawasan merupakan salah satu cara yang dilakukan organisasi untuk mengukur kinerja pegawai.					
6.	Pengawasan dengan bantuan teknologi CCTV akan lebih efektif dan efisien bagi pegawaidan pimpinan.					
	Membandingkan					
7.	Pengawasan memberikan umpan balik terhadap pelaksanaan, perencanaan, dan kebijaksanaan waktu yang akan datang.					
8.	Pengawasan yang dilakukan untuk membandingkan hasil yang telah dilakukan					
9.	Pimpinan melakukan evaluasi terhadap kesesuaian waktu yang dibutuhkan pegawai untuk menyelesaikan suatu pekerjaan dengan batas waktu yang telah ditetapkan.					
	Melakukan Tindakan					
10.	Tindakan koreksi sangat dibutuhkan dalam pengawasan setiap perusahaan.					
11.	Pengawasan memberikan tindakan koreksi untuk memperbaiki kesalahan-kesalahan yang terjadi sebelumnya.					
12.	Pengawasan yang baik yaitu apabila setiap terjadi penyimpangan kerja maka pimpinan akan langsung mengoreksi.					

Variabel Disiplin Kerja (X₂)

No.	Pernyataan	SS	S	KS	TS	STS
	Tujuan dan Kepemimpinan					
1.	Pegawai melaksanakan tugas sesuai dengan tugas pokok.					
2.	Saya setuju bahwa tujuan dari pekerjaan yang dibebankan kepada pegawai harus sesuai dengan kemampuan pegawai yang bersangkutan.					
	Teladan Pimpinan					
3.	Pimpinan memberikan keyakinan bahwa pegawai mampu dalam melaksanakan tugasnya dengan baik.					
4.	Pimpinan menempatkan pegawai dalam bidang kerja sesuai dengan latar belakang pendidikannya.					
	Balas Jasa					
5.	Kesesuaian balas jasa yang diterima pegawai dengan lamanya bekerja, kemampuan dan pengalaman.					
6.	Pegawai menerima gaji tepat waktu dan sesuai dengan daftar gaji.					
	Keadilan					
7.	Pimpinan bersikap adil dalam mengambil kebijakan.					
8.	Gaji yang saya dapatkan telah sesuai dengan prinsip keadilan.					
	Pengawasan Melekat					
9.	Pengawasan kerja pegawai dilakukan oleh pimpinan secara aktif					
10.	Pimpinan mengontrol gairah kerja dan kinerja pegawai.					
	Sanksi Hukuman					
11.	Sanksi hukuman yang diberikan kepada pegawai sudah sesuai dengan tingkat kesalahan yang dilanggar.					
12.	Sanksi hukuman diberikan kepada para pegawai yang melanggar aturan.					
	Ketegasan					
13.	Ketegasan pegawai dalam mengambil keputusan berkaitan dengan pekerjaan.					
14.	Saya merasa bahwa pimpinan yang berani bertindak tegas menerapkan hukuman akan diakui kepemimpinannya oleh bawahan.					
	Hubungan Kemanusiaan					
15.	Kedisiplinan pegawai akan tercipta apabila hubungan kemanusiaan dalam instansi berjalan dengan baik.					
16.	Saya dapat bekerja sama dengan rekan kerja lain.					

Variabel Kinerja Pegawai (Y)

No.	Pernyataan	SS	S	KS	TS	STS
	Kualitas Kerja					
1.	Standar kualitas kerja yang telah ditetapkan oleh instansi selama ini dapat saya capai dengan baik.					
2.	Kemampuan yang saya miliki sesuai dengan pekerjaan yang saya kerjakan.					
3.	Saya bekerja dengan fasilitas yang ada di kantor sesuai dengan prosedur dan aturan yang berlaku.					
	Kuantitas Kerja					
4.	Selama bekerja, hasil pekerjaan saya lebih baik bila dibandingkan dengan yang lalu.					
5.	Saya menangani beban kerja sebagaimana yang ditugaskan instansi kepada pegawai.					
6.	Selama bekerja, saya berusaha bekerja lebih baik dari rekan kerja.					
	Ketepatan Waktu					
7.	Saya mampu menyelesaikan tugas yang diberikan sesuai dengan standar waktu yang telah ditetapkan.					
8.	Saya merasa salah satu unsur dalam menilai produktivitas seorang pegawai adalah dengan kecepatan kerjanya dalam menyelesaikan suatu pekerjaan.					
9.	Para pegawai di lingkungan saya bekerja datang dan pulang tepat pada waktu yang telah ditetapkan instansi.					
	Efektivitas					
10.	Karyawan sebaiknya tidak meninggalkan pekerjaan secara mendadak, meskipun ada keperluan pribadi yang mendesak.					
11.	Karyawan seharusnya mengikuti agenda atau jadwal kerja.					
12.	Bersedia bekerja melewati batas waktu normal (lembur) jika pekerjaan belum selesai					
	Kemandirian					
13.	Karyawan sebaiknya tetap bekerja dengan baik walaupun pimpinan tidak berada di tempat.					
14.	Karyawan sebaiknya mampu mengarahkan dan memimpin anggota kelompok pada setiap pekerjaan yang harus diselesaikan secara kelompok.					
15.	Karyawan seharusnya mengerjakan tugas yang menjadi tanggung jawab tanpa disuruh oleh pimpinan.					

Lampiran 2

Hasil Jawaban Kuesioner Responden Pengawasan (X1) 32 Data

NO RESPONDEN	BUTIRAN PERTANYAAN												TOTAL
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	12	
1	4	3	4	4	3	3	3	3	4	4	3	3	41
2	3	4	4	3	3	4	3	3	4	4	3	4	42
3	2	3	3	3	3	3	2	4	4	3	3	3	36
4	3	3	3	3	3	3	3	3	3	3	3	3	36
5	3	3	3	4	4	4	3	3	3	4	3	3	40
6	5	3	4	4	5	4	3	5	5	5	4	5	52
7	4	5	5	4	5	5	5	4	5	5	5	4	56
8	5	4	5	4	5	5	5	4	5	5	4	5	56
9	5	4	4	4	4	4	3	3	4	4	4	4	47
10	4	4	5	5	4	3	5	4	4	5	4	5	52
11	3	3	4	3	3	3	3	3	4	4	3	3	39
12	4	4	3	4	4	3	4	3	4	5	3	4	45
13	3	4	4	3	4	4	3	3	4	4	4	4	44
14	4	3	4	2	2	2	2	2	5	3	3	4	36
15	4	4	3	3	4	4	3	2	5	3	3	5	43
16	3	3	3	3	3	4	2	3	4	3	3	3	37
17	4	4	5	4	3	3	4	3	5	4	4	4	47
18	5	5	4	4	5	5	5	5	5	4	3	5	55
19	4	5	4	4	3	3	4	3	5	5	5	5	50
20	3	4	5	5	3	4	3	4	4	3	4	4	46
21	4	3	3	5	3	4	4	4	5	4	5	4	48
22	4	4	3	3	4	4	4	4	4	4	4	5	47
23	4	4	3	5	3	5	3	4	5	3	3	4	46
24	3	3	4	4	3	3	4	3	4	4	3	3	41
25	4	3	4	5	5	4	4	4	5	5	5	4	52
26	4	4	4	5	3	5	4	4	5	3	3	4	48
27	3	3	4	4	3	4	3	3	4	4	3	4	42
28	4	4	3	4	4	5	4	4	5	5	4	4	50
29	4	4	3	5	5	5	4	4	5	5	5	5	54
30	4	3	4	4	3	4	3	4	4	4	3	3	43
31	5	5	5	4	4	5	4	5	5	5	4	4	55
32	3	4	4	3	4	4	4	3	4	4	5	3	45

Hasil Jawaban Kuesioner Responden Disiplin kerja (X2) 32 Data

NO RESPONDEN	BUTIRAN PERTANYAAN																TOTAL
	DK 1	D K2	D K 3	D K 4	D K 5	D K 6	D K 7	D K 8	D K 9	D K 10	D K 11	D K 12	D K 13	D K 14	D K 15	D K 16	
1	4	3	3	4	3	2	4	4	3	3	4	3	3	4	3	2	52
2	3	3	3	3	5	4	4	4	3	4	3	3	3	3	5	4	57
3	3	4	3	3	4	3	4	3	3	3	3	4	3	3	4	3	53
4	3	5	3	3	3	3	3	3	3	3	3	5	3	3	3	3	52
5	3	3	3	3	3	2	3	4	3	3	3	3	3	3	3	2	47
6	3	4	5	4	4	5	5	5	4	5	3	4	5	4	4	5	69
7	5	5	4	5	5	4	5	5	5	4	5	5	4	5	5	4	75
8	4	4	5	3	4	5	5	5	4	5	4	4	5	3	4	5	69
9	3	4	3	3	3	3	4	4	4	4	3	4	3	3	3	3	54
10	5	5	5	4	5	5	4	5	4	5	5	5	5	4	5	5	76
11	3	3	3	3	4	3	4	4	3	3	3	3	3	3	4	3	52
12	2	3	3	4	5	3	5	5	3	4	2	3	3	4	5	3	57
13	2	2	3	4	5	2	4	4	4	4	2	2	3	4	5	2	52
14	3	2	3	3	4	3	5	3	3	4	3	2	3	3	4	3	51
15	4	3	4	4	5	3	5	3	3	5	4	3	4	4	5	3	62
16	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	49
17	4	3	3	2	3	2	5	4	4	4	4	3	3	2	3	2	51
18	5	4	4	4	3	4	5	4	3	5	5	4	4	4	3	4	65
19	4	4	2	4	4	3	5	5	5	5	4	4	2	4	4	3	62
20	5	5	4	4	4	5	4	3	4	4	5	5	4	4	4	5	69
21	5	5	5	4	4	5	5	4	5	3	3	4	2	3	4	4	65
22	5	4	4	5	3	5	4	5	5	2	2	3	3	2	4	3	59
23	4	5	5	4	4	3	5	3	4	4	4	3	4	4	2	4	62
24	5	4	4	3	4	4	5	4	3	3	4	4	3	3	3	4	60
25	5	5	5	4	3	4	4	3	4	3	1	3	2	2	3	3	54
26	5	5	4	4	4	5	5	5	3	3	3	3	3	4	4	4	64
27	5	4	4	3	2	3	3	3	4	3	3	2	2	3	2	2	48
28	4	5	5	4	3	5	4	4	5	3	3	3	4	3	4	3	62
29	5	5	4	3	4	4	5	3	4	2	5	3	3	4	3	4	61
30	5	4	4	4	2	5	3	3	5	3	3	5	5	4	4	2	61
31	5	5	3	3	4	5	5	3	3	3	2	5	5	2	4	4	61
32	3	4	4	4	2	4	3	3	4	4	1	2	2	2	3	2	47

Hasil Jawaban Kuesioner Responden Kinerja(Y) 32 Data

BNO RESPOND EN	BUTIRAN PERTANYAAN															TOTA L
	K 1	K 2	K 3	K 4	K 5	K 6	K 7	K 8	K 9	K 10	K 11	K 12	K 13	K 14	K 15	
1	4	4	5	5	4	5	3	5	4	2	4	4	5	5	4	63
2	5	3	5	4	5	5	2	5	3	3	5	3	5	4	5	62
3	4	5	3	5	3	4	4	4	3	4	4	5	3	5	3	59
4	3	4	4	5	4	3	3	3	4	3	3	4	4	5	4	56
5	4	3	4	4	3	4	3	4	3	2	4	3	4	4	3	52
6	4	5	5	5	5	3	3	3	3	3	4	5	5	5	5	63
7	3	4	3	3	3	4	3	4	2	2	3	4	3	3	3	47
8	4	4	5	4	4	5	3	5	3	4	4	4	5	4	4	62
9	3	5	4	5	3	4	2	4	3	3	3	5	4	5	3	56
10	4	5	5	3	3	5	3	5	5	5	4	5	5	3	3	63
11	3	3	5	5	3	3	3	3	5	5	3	3	5	5	3	57
12	4	3	4	3	3	4	4	4	2	2	4	3	4	3	3	50
13	5	4	5	5	5	4	4	4	4	3	5	4	5	5	5	67
14	3	3	5	5	1	2	3	2	2	3	3	3	5	5	1	46
15	4	5	5	4	4	5	4	5	3	4	4	5	5	4	4	65
16	4	2	4	4	3	3	4	3	2	3	4	2	4	4	3	49
17	3	4	5	5	4	5	2	5	3	3	3	4	5	5	4	60
18	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	58
19	4	5	5	5	5	5	4	5	4	5	4	5	5	5	5	71
20	4	3	4	4	4	4	3	4	3	3	4	3	4	4	4	55
21	3	4	4	3	4	4	3	4	2	3	3	4	4	3	4	52
22	4	4	3	4	3	3	1	3	2	3	4	4	3	4	3	48
23	4	5	4	4	4	5	4	5	3	4	4	5	4	4	4	63
24	3	4	3	3	4	4	3	4	4	4	3	4	3	3	4	53
25	4	4	4	4	4	4	3	4	3	3	4	4	4	4	4	57
26	4	5	5	4	5	5	4	5	4	4	4	5	5	4	5	68
27	3	5	4	3	5	5	3	5	4	3	3	5	4	3	5	60
28	4	4	4	5	5	5	4	5	3	4	4	4	4	5	5	65
29	4	4	4	5	4	5	4	5	4	4	4	4	4	5	4	64
30	5	5	5	5	4	5	5	5	3	4	5	5	5	5	4	70
31	3	3	3	4	5	3	5	3	3	3	4	5	3	4	3	54
32	3	3	4	3	5	3	3	5	3	4	3	5	3	3	3	53

P7	Pearson Correlation	.496**	.605**	.406*	.489**	.595**	.403*	1	.451**	.406*	.653**	.506**	.494**	.819**
	Sig. (2-tailed)	.004	.000	.021	.004	.000	.022		.010	.021	.000	.003	.004	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P8	Pearson Correlation	.436*	.297	.214	.541**	.504**	.601**	.451**	1	.312	.387*	.288	.317	.675**
	Sig. (2-tailed)	.013	.099	.239	.001	.003	.000	.010		.082	.029	.109	.077	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P9	Pearson Correlation	.629**	.453**	.158	.312	.303	.339	.406*	.312	1	.352*	.359*	.594**	.634**
	Sig. (2-tailed)	.000	.009	.389	.082	.092	.058	.021	.082		.048	.044	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P10	Pearson Correlation	.477**	.346	.312	.335	.651**	.218	.653**	.387*	.352*	1	.578**	.406*	.719**
	Sig. (2-tailed)	.006	.052	.082	.061	.000	.232	.000	.029	.048		.001	.021	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P11	Pearson Correlation	.265	.374*	.254	.352*	.478**	.256	.506**	.288	.359*	.578**	1	.374*	.639**
	Sig. (2-tailed)	.143	.035	.161	.048	.006	.157	.003	.109	.044	.001		.035	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
P12	Pearson Correlation	.626**	.556**	.171	.268	.509**	.315	.494**	.317	.594**	.406*	.374*	1	.695**
	Sig. (2-tailed)	.000	.001	.348	.138	.003	.079	.004	.077	.000	.021	.035		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
PENGAWASAN	Pearson Correlation	.727**	.675**	.432*	.595**	.750**	.635**	.819**	.675**	.634**	.719**	.639**	.695**	1
	Sig. (2-tailed)	.000	.000	.013	.000	.000	.000	.000	.000	.000	.000	.000	.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).

DK14	Pearson Correlation	.054	.058	.074	.439*	.467**	-.007	.273	.285	.081	.368*	.617**	.261	.334	1	.331	.294	.542**
	Sig. (2-tailed)	.768	.752	.689	.012	.007	.968	.130	.114	.658	.038	.000	.149	.062		.064	.102	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
DK15	Pearson Correlation	-.162	-.174	-.056	.361*	.727**	.268	.247	.450**	.087	.332	.019	.219	.327	.331	1	.267	.459**
	Sig. (2-tailed)	.375	.341	.760	.042	.000	.137	.173	.010	.636	.064	.920	.228	.067	.064		.139	.008
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
DK16	Pearson Correlation	.345	.513**	.496**	.154	.527**	.660**	.538**	.313	.022	.336	.468**	.528**	.519**	.294	.267	1	.813**
	Sig. (2-tailed)	.053	.003	.004	.400	.002	.000	.001	.081	.905	.060	.007	.002	.002	.102	.139		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
DISIPLI N_KERJ A	Pearson Correlation	.524**	.557**	.558**	.499**	.499**	.690**	.512**	.480**	.385*	.411*	.571**	.639**	.637**	.542**	.459**	.813**	1
	Sig. (2-tailed)	.002	.001	.001	.004	.004	.000	.003	.005	.030	.019	.001	.000	.000	.001	.008	.000	
	N	32	32	32	32	32	32	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).

K12	Pearson	-.062	.828**	.000	.012	.432*	.334	.214	.417*	.285	.388*	-.008	1	-.045	.012	.296	.522**
	Correlation																
	Sig. (2-tailed)	.735	.000	1.000	.946	.014	.062	.239	.018	.114	.028	.966		.806	.946	.100	.002
K13	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson	.397*	.204	.972**	.423*	.086	.352*	.041	.234	.334	.213	.320	-.045	1	.423*	.317	.597**
	Correlation																
K14	Sig. (2-tailed)	.024	.263	.000	.016	.642	.048	.825	.196	.062	.241	.074	.806		.016	.077	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson	.233	.147	.374*	1.000**	-.011	-.036	.102	-.150	.183	.127	.225	.012	.423*	1	.113	.418*
K15	Correlation																
	Sig. (2-tailed)	.200	.421	.035	.000	.952	.847	.578	.411	.316	.490	.215	.946	.016		.539	.017
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
KINER	Pearson	.396*	.418*	.294	.113	.860**	.607**	.103	.554**	.328	.137	.362*	.296	.317	.113	1	.720**
	Correlation																
	Sig. (2-tailed)	.025	.017	.102	.539	.000	.000	.577	.001	.067	.455	.042	.100	.077	.539		.000
JA	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson	.549**	.625**	.588**	.418*	.602**	.712**	.383*	.662**	.567**	.517**	.528**	.522**	.597**	.418*	.720**	1
	Correlation																
JA	Sig. (2-tailed)	.001	.000	.000	.017	.000	.000	.031	.000	.001	.002	.002	.002	.000	.017	.000	
	N	32	32	32	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).