

LAMPIRAN

LAMPIRAN 1: Tabulasi data variabel Kompetensi (X1)

KOMPETENSI (X1)									
NO	K01	K02	K03	K04	K05	K06	K07	K08	Jumlah
1	2	2	3	2	4	4	3	3	23
2	4	3	3	4	3	3	3	2	25
3	2	3	3	2	2	2	3	3	20
4	3	3	3	4	3	3	4	4	27
5	3	3	2	3	2	2	3	3	21
6	4	3	3	3	2	2	3	2	22
7	2	2	4	3	2	2	3	2	20
8	3	3	2	3	3	3	3	4	24
9	5	4	3	2	2	2	3	2	23
10	3	2	3	3	3	3	3	4	24
11	4	3	4	4	5	5	3	3	31
12	4	4	3	4	3	3	3	3	27
13	4	4	4	2	4	4	3	2	27
14	3	3	3	4	3	3	3	3	25
15	4	4	5	4	5	5	4	4	35
16	3	4	3	3	4	4	3	3	27
17	3	5	3	3	4	4	4	4	30
18	3	3	5	3	2	2	5	4	27
19	3	3	3	3	3	3	4	4	26
20	4	5	3	3	4	4	3	3	29
21	5	3	4	4	5	5	3	4	33
22	3	3	3	2	4	4	4	3	26
23	3	4	4	4	5	5	3	4	32
24	3	3	3	3	2	2	3	3	22
25	3	4	2	3	3	3	3	4	25
26	3	4	5	4	3	3	3	3	28
27	1	2	2	3	3	3	3	3	20
28	4	5	3	3	3	3	4	2	27
29	3	2	5	4	2	2	3	2	23
30	5	4	4	4	5	5	4	3	34
31	2	3	2	4	3	3	3	2	22
32	3	3	4	3	2	2	3	4	24
33	3	3	3	4	4	4	5	3	29
34	3	3	4	4	2	2	4	4	26
35	2	3	3	3	4	4	3	3	25
36	4	3	1	3	3	3	2	1	20
37	2	2	3	3	3	3	3	3	22
38	3	3	3	5	3	3	3	3	26
39	3	2	3	3	3	3	3	3	23
40	4	4	3	2	2	2	2	3	22
41	2	3	3	3	3	3	3	3	23
42	3	3	3	4	4	4	3	3	27
43	5	4	4	4	4	4	4	4	33
44	3	3	3	3	2	2	2	3	21
45	4	4	4	4	4	4	4	4	32
46	4	4	3	5	4	4	2	3	29
47	4	3	4	4	3	3	3	4	28
48	3	3	4	4	3	3	3	4	27
49	4	4	3	3	3	3	4	4	28
50	3	3	3	3	3	3	2	3	23
51	3	4	3	3	3	3	3	3	25
	166	167	166	170	163	163	163	160	

LAMPIRAN 2: Tabulasi data variabel Disiplin kerja (X2)

DISIPLIN KERJA (X2)

NO	DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	Jumlah
1	3	5	4	5	5	4	5	3	34
2	3	4	3	5	3	3	5	3	29
3	2	4	5	5	4	4	4	2	30
4	5	5	5	5	5	5	5	5	40
5	4	3	3	4	4	3	5	4	30
6	4	5	5	5	5	3	3	4	34
7	5	3	4	3	5	3	5	5	33
8	3	5	5	5	4	5	3	3	33
9	3	5	5	5	5	5	5	3	36
10	5	5	5	5	5	5	5	5	40
11	5	3	5	2	5	5	5	5	35
12	3	4	3	5	3	3	3	3	27
13	4	5	5	5	4	4	4	4	35
14	5	4	5	5	5	5	5	5	39
15	3	5	3	4	4	3	4	3	29
16	3	5	5	5	5	3	5	3	34
17	3	4	5	5	5	3	5	3	33
18	2	4	5	2	4	2	4	2	25
19	5	5	3	5	5	5	5	5	38
20	4	3	5	3	5	4	5	4	33
21	4	3	5	5	3	4	3	4	31
22	5	5	5	5	5	5	5	5	40
23	3	5	5	3	3	3	3	3	28
24	3	4	5	3	5	3	5	3	31
25	5	5	5	5	5	5	5	5	40
26	5	5	5	5	5	5	5	5	40
27	3	4	3	4	3	3	3	3	26
28	4	4	5	3	4	4	4	4	32
29	5	5	5	5	5	5	5	5	40
30	3	3	3	4	4	3	4	3	27
31	3	3	3	2	4	4	3	4	26
32	4	4	4	4	3	3	2	3	27
33	2	2	5	2	2	2	2	2	19
34	4	4	4	4	3	3	3	3	28
35	3	3	3	3	2	2	3	3	22
36	3	3	2	3	2	2	3	3	21
37	4	4	3	3	2	2	4	3	25
38	3	3	3	3	3	3	3	3	24
39	3	3	3	2	2	2	3	3	21
40	4	4	3	3	3	3	4	4	28
41	3	2	3	4	5	5	4	4	30
42	3	3	3	4	3	3	3	3	25
43	4	4	4	4	4	4	4	4	32
44	5	4	4	4	3	3	5	4	32
45	2	3	3	4	5	5	3	4	29
46	4	3	4	3	4	4	4	4	30
47	4	3	4	3	4	4	4	3	29
48	5	3	4	3	2	2	2	4	25
49	3	4	4	3	3	3	3	4	27
50	5	3	3	3	4	4	3	3	28
51	3	5	4	3	3	3	3	4	28

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LAMPIRAN 3: Tabulasi data variabel Kinerja SDM (Y)**KINERJA SDM (Y)**

NO	K01	K02	K03	K04	K05	K06	K07	K08	Jumlah
1	3	4	3	4	4	4	4	4	30
2	3	3	4	5	4	4	4	3	30
3	3	3	4	2	3	3	3	3	24
4	4	4	4	4	3	4	4	4	31
5	3	3	3	4	3	4	3	3	26
6	4	4	4	5	3	4	3	4	31
7	3	4	3	3	4	4	3	4	28
8	4	4	4	5	3	3	3	4	30
9	5	4	5	3	5	4	4	4	34
10	4	4	4	5	4	4	5	4	34
11	3	3	3	3	2	3	2	3	22
12	3	3	3	3	3	3	3	3	24
13	4	4	4	3	4	4	5	4	32
14	3	3	3	2	3	3	3	3	23
15	4	4	4	5	3	4	4	4	32
16	3	4	3	4	4	4	4	4	30
17	3	3	4	5	4	4	4	3	30
18	3	3	4	2	3	3	3	3	24
19	4	4	4	4	3	4	4	4	31
20	3	3	3	4	3	4	3	3	26
21	4	4	4	5	3	4	3	4	31
22	3	4	3	3	4	4	3	4	28
23	4	4	4	5	3	3	3	4	30
24	5	4	5	3	5	4	4	4	34
25	4	4	4	5	4	4	5	4	34
26	3	3	3	4	4	3	3	3	26
27	4	3	4	2	5	4	3	3	28
28	3	3	2	4	3	3	3	3	24
29	3	4	2	3	2	2	3	4	23
30	3	4	3	3	5	3	3	4	28
31	2	3	2	4	3	3	2	4	23
32	3	3	4	3	2	2	3	3	23
33	3	3	3	4	4	4	4	3	28
34	3	3	4	4	2	2	3	4	25
35	2	3	3	3	4	4	2	3	24
36	4	3	1	3	3	3	3	4	24
37	2	2	3	3	3	3	2	4	22
38	3	3	3	5	3	3	2	4	26
39	3	2	3	3	3	3	2	4	23
40	4	4	3	2	2	2	3	4	24
41	2	3	3	3	3	3	2	3	22
42	3	3	3	4	4	4	3	3	27
43	5	4	4	4	4	4	5	4	34
44	3	3	3	3	2	2	3	3	22
45	4	4	4	4	4	4	4	4	32
46	4	4	3	5	4	4	3	4	31
47	4	3	4	4	3	3	5	3	29
48	3	3	4	4	3	3	4	3	27
49	4	4	4	3	3	3	4	4	29
50	3	3	3	3	3	3	2	3	23
51	3	4	4	3	3	3	3	4	27
	172	175	175	186	171	173	168	183	

LAMPIRAN 4: Data Frekwensi Variabel Kompetensi (X1)**K01**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	7	13.7	13.7	15.7
Valid 3	25	49.0	49.0	64.7
4	14	27.5	27.5	92.2
5	4	7.8	7.8	100.0
Total	51	100.0	100.0	

K02

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.7	13.7	13.7
3	26	51.0	51.0	64.7
Valid 4	15	29.4	29.4	94.1
5	3	5.9	5.9	100.0
Total	51	100.0	100.0	

K03

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	5	9.8	9.8	11.8
Valid 3	29	56.9	56.9	68.6
4	12	23.5	23.5	92.2
5	4	7.8	7.8	100.0
Total	51	100.0	100.0	

K04

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11.8	11.8	11.8
3	24	47.1	47.1	58.8
Valid 4	19	37.3	37.3	96.1
5	2	3.9	3.9	100.0
Total	51	100.0	100.0	

K05

	Frequency	Percent	Valid Percent	Cumulative Percent
2	12	23.5	23.5	23.5
3	22	43.1	43.1	66.7
Valid 4	12	23.5	23.5	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

K06

	Frequency	Percent	Valid Percent	Cumulative Percent
2	12	23.5	23.5	23.5
3	22	43.1	43.1	66.7
Valid 4	12	23.5	23.5	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

K07

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.8	9.8	9.8
3	33	64.7	64.7	74.5
Valid 4	11	21.6	21.6	96.1
5	2	3.9	3.9	100.0
Total	51	100.0	100.0	

K08

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	8	15.7	15.7	17.6
Valid 3	25	49.0	49.0	66.7
4	17	33.3	33.3	100.0
Total	51	100.0	100.0	

LAMPIRAN5: Data Frekwensi Variabel Disiplin kerja (X2)**DKM01**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.8	7.8	7.8
3	21	41.2	41.2	49.0
Valid 4	13	25.5	25.5	74.5
5	13	25.5	25.5	100.0
Total	51	100.0	100.0	

DK02

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.9	3.9	3.9
3	17	33.3	33.3	37.3
Valid 4	16	31.4	31.4	68.6
5	16	31.4	31.4	100.0
Total	51	100.0	100.0	

DK03

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	17	33.3	33.3	35.3
Valid 4	11	21.6	21.6	56.9
5	22	43.1	43.1	100.0
Total	51	100.0	100.0	

DK04

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.8	9.8	9.8
3	16	31.4	31.4	41.2
Valid 4	11	21.6	21.6	62.7
5	19	37.3	37.3	100.0
Total	51	100.0	100.0	

DK05

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11.8	11.8	11.8
3	13	25.5	25.5	37.3
Valid 4	13	25.5	25.5	62.7
5	19	37.3	37.3	100.0
Total	51	100.0	100.0	

DK06

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.7	13.7	13.7
3	20	39.2	39.2	52.9
Valid 4	11	21.6	21.6	74.5
5	13	25.5	25.5	100.0
Total	51	100.0	100.0	

DK07

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.9	5.9	5.9
3	17	33.3	33.3	39.2
Valid 4	12	23.5	23.5	62.7
5	19	37.3	37.3	100.0
Total	51	100.0	100.0	

DK08

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.9	5.9	5.9
3	22	43.1	43.1	49.0
Valid 4	16	31.4	31.4	80.4
5	10	19.6	19.6	100.0
Total	51	100.0	100.0	

LAMPIRAN 6: Data Frekwensi Variabel Kinerja (Y)**Kin01**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	7.8	7.8	7.8
3	27	52.9	52.9	60.8
4	17	33.3	33.3	94.1
5	3	5.9	5.9	100.0
Total	51	100.0	100.0	

Kin02

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.9	3.9	3.9
3	25	49.0	49.0	52.9
4	24	47.1	47.1	100.0
Total	51	100.0	100.0	

Kin03

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	3	5.9	5.9	7.8
3	22	43.1	43.1	51.0
4	23	45.1	45.1	96.1
5	2	3.9	3.9	100.0
Total	51	100.0	100.0	

Kin04

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	9.8	9.8	9.8
3	19	37.3	37.3	47.1
4	16	31.4	31.4	78.4
5	11	21.6	21.6	100.0
Total	51	100.0	100.0	

Kin05

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	11.8	11.8	11.8
3	25	49.0	49.0	60.8
4	16	31.4	31.4	92.2
5	4	7.8	7.8	100.0
Total	51	100.0	100.0	

Kin06

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	9.8	9.8	9.8
3	21	41.2	41.2	51.0
4	25	49.0	49.0	100.0
Total	51	100.0	100.0	

Kin07

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	15.7	15.7	15.7
3	25	49.0	49.0	64.7
4	13	25.5	25.5	90.2
5	5	9.8	9.8	100.0
Total	51	100.0	100.0	

Kin08

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	21	41.2	41.2	41.2
4	30	58.8	58.8	100.0
Total	51	100.0	100.0	

LAMPIRAN 7: Output Uji Validitas Variabel Kompetensi (X1)

		Correlations								
		K01	K02	K03	K04	K05	K06	K07	K08	Jumlah
K01	Pearson Correlation	1	.547**	.244	.208	.288*	.288*	.085	.007	.578**
	Sig. (2-tailed)		.000	.085	.144	.041	.041	.553	.963	.000
	N	51	51	51	51	51	51	51	51	51
K02	Pearson Correlation	.547**	1	.076	.046	.316*	.316*	.165	.106	.548**
	Sig. (2-tailed)	.000		.595	.746	.024	.024	.247	.460	.000
	N	51	51	51	51	51	51	51	51	51
K03	Pearson Correlation	.244	.076	1	.286*	.171	.171	.347*	.300*	.536**
	Sig. (2-tailed)	.085	.595		.042	.229	.229	.013	.033	.000
	N	51	51	51	51	51	51	51	51	51
K04	Pearson Correlation	.208	.046	.286*	1	.315*	.315*	.109	.205	.516**
	Sig. (2-tailed)	.144	.746	.042		.025	.025	.448	.150	.000
	N	51	51	51	51	51	51	51	51	51
K05	Pearson Correlation	.288*	.316*	.171	.315*	1	1.000**	.198	.222	.776**
	Sig. (2-tailed)	.041	.024	.229	.025		.000	.163	.117	.000
	N	51	51	51	51	51	51	51	51	51
K06	Pearson Correlation	.288*	.316*	.171	.315*	1.000**	1	.198	.222	.776**
	Sig. (2-tailed)	.041	.024	.229	.025	.000		.163	.117	.000
	N	51	51	51	51	51	51	51	51	51
K07	Pearson Correlation	.085	.165	.347*	.109	.198	.198	1	.387**	.488**
	Sig. (2-tailed)	.553	.247	.013	.448	.163	.163		.005	.000
	N	51	51	51	51	51	51	51	51	51
K08	Pearson Correlation	.007	.106	.300*	.205	.222	.222	.387**	1	.491**
	Sig. (2-tailed)	.963	.460	.033	.150	.117	.117	.005		.000
	N	51	51	51	51	51	51	51	51	51
Jumlah	Pearson Correlation	.578**	.548**	.536**	.516**	.776**	.776**	.488**	.491**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

LAMPIRAN 8: Output Uji Validitas Variabel Disiplin Kerja (X2)

		Correlations								
		DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	Jumlah
DK01	Pearson Correlation	1	.221	.227	.219	.303*	.421**	.405**	.786**	.625**
	Sig. (2-tailed)		.119	.110	.122	.031	.002	.003	.000	.000
	N	51	51	51	51	51	51	51	51	51
DK02	Pearson Correlation	.221	1	.439**	.605**	.368**	.324*	.378**	.236	.630**
	Sig. (2-tailed)	.119		.001	.000	.008	.020	.006	.095	.000
	N	51	51	51	51	51	51	51	51	51
DK03	Pearson Correlation	.227	.439**	1	.279*	.480**	.385**	.337*	.226	.595**
	Sig. (2-tailed)	.110	.001		.048	.000	.005	.016	.111	.000
	N	51	51	51	51	51	51	51	51	51
DK04	Pearson Correlation	.219	.605**	.279*	1	.461**	.510**	.403**	.256	.673**
	Sig. (2-tailed)	.122	.000	.048		.001	.000	.003	.070	.000
	N	51	51	51	51	51	51	51	51	51
DK05	Pearson Correlation	.303*	.368**	.480**	.461**	1	.753**	.711**	.502**	.824**
	Sig. (2-tailed)	.031	.008	.000	.001		.000	.000	.000	.000
	N	51	51	51	51	51	51	51	51	51
DK06	Pearson Correlation	.421**	.324*	.385**	.510**	.753**	1	.487**	.621**	.808**
	Sig. (2-tailed)	.002	.020	.005	.000	.000		.000	.000	.000
	N	51	51	51	51	51	51	51	51	51
DK07	Pearson Correlation	.405**	.378**	.337*	.403**	.711**	.487**	1	.462**	.748**
	Sig. (2-tailed)	.003	.006	.016	.003	.000	.000		.001	.000
	N	51	51	51	51	51	51	51	51	51
DK08	Pearson Correlation	.786**	.236	.226	.256	.502**	.621**	.462**	1	.718**
	Sig. (2-tailed)	.000	.095	.111	.070	.000	.000	.001		.000
	N	51	51	51	51	51	51	51	51	51
Jumlah	Pearson Correlation	.625**	.630**	.595**	.673**	.824**	.808**	.748**	.718**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

LAMPIRAN 9: Output Uji Validitas Variabel Kinerja SDM (Y)

		Correlations								
		Kin01	Kin02	Kin03	Kin04	Kin05	Kin06	Kin07	Kin08	Jumlah
Kin01	Pearson Correlation	1	.619**	.545**	.199	.290*	.315*	.630**	.437**	.756**
	Sig. (2-tailed)		.000	.000	.161	.039	.024	.000	.001	.000
	N	51	51	51	51	51	51	51	51	51
Kin02	Pearson Correlation	.619**	1	.346*	.252	.273	.333*	.510**	.634**	.713**
	Sig. (2-tailed)	.000		.013	.074	.053	.017	.000	.000	.000
	N	51	51	51	51	51	51	51	51	51
Kin03	Pearson Correlation	.545**	.346*	1	.163	.274	.293*	.512**	.110	.633**
	Sig. (2-tailed)	.000	.013		.252	.052	.037	.000	.443	.000
	N	51	51	51	51	51	51	51	51	51
Kin04	Pearson Correlation	.199	.252	.163	1	.090	.388**	.308*	.241	.542**
	Sig. (2-tailed)	.161	.074	.252		.529	.005	.028	.089	.000
	N	51	51	51	51	51	51	51	51	51
Kin05	Pearson Correlation	.290*	.273	.274	.090	1	.715**	.373**	.122	.608**
	Sig. (2-tailed)	.039	.053	.052	.529		.000	.007	.394	.000
	N	51	51	51	51	51	51	51	51	51
Kin06	Pearson Correlation	.315*	.333*	.293*	.388**	.715**	1	.426**	.135	.703**
	Sig. (2-tailed)	.024	.017	.037	.005	.000		.002	.344	.000
	N	51	51	51	51	51	51	51	51	51
Kin07	Pearson Correlation	.630**	.510**	.512**	.308*	.373**	.426**	1	.196	.778**
	Sig. (2-tailed)	.000	.000	.000	.028	.007	.002		.167	.000
	N	51	51	51	51	51	51	51	51	51
Kin08	Pearson Correlation	.437**	.634**	.110	.241	.122	.135	.196	1	.484**
	Sig. (2-tailed)	.001	.000	.443	.089	.394	.344	.167		.000
	N	51	51	51	51	51	51	51	51	51
Jumlah	Pearson Correlation	.756**	.713**	.633**	.542**	.608**	.703**	.778**	.484**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

LAMPIRAN 10: Output Uji Reliabilitas

Output Uji Reliabilitas Variabel Kompetensi

Reliability Statistics

Cronbach's Alpha	N of Items
.740	8

Output Uji Reliabilitas Variabel Disiplin kerja

Reliability Statistics

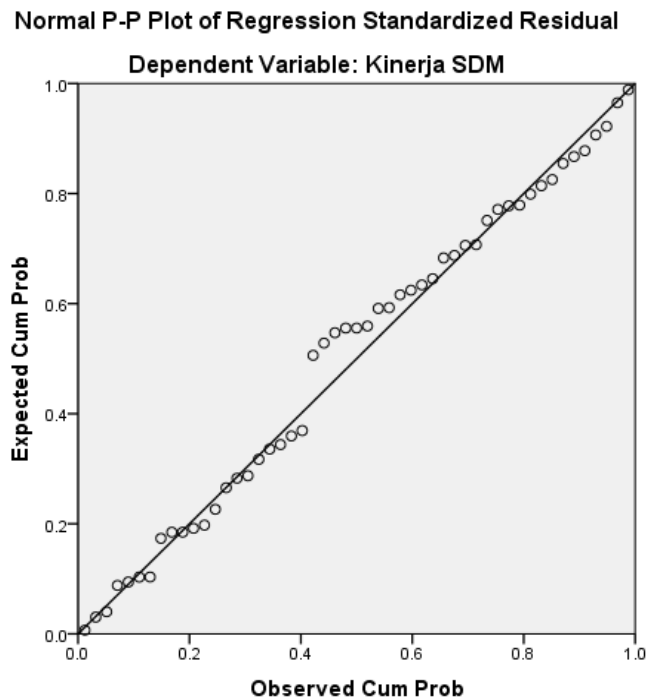
Cronbach's Alpha	N of Items
.855	8

Output Uji Reliabilitas Variabel Kinerja SDM

Reliability Statistics

Cronbach's Alpha	N of Items
.798	8

LAMPIRAN 11: Output Uji Normalitas Menggunakan P-P Plot



Output Uji Normalitas Menggunakan Uji Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	3.29864271
	Absolute	.098
Most Extreme Differences	Positive	.045
	Negative	-.098
Kolmogorov-Smirnov Z		.696
Asymp. Sig. (2-tailed)		.717

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN 12: Output Uji Linearitas Variabel Kompetensi (X1) dan variabel Kinerja SDM (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja SDM * Kompetensi		(Combined)	193.870	15	12.925	.859	.612
	Between	Linearity	86.450	1	86.450	5.743	.022
	Groups	Deviation from Linearity	107.420	14	7.673	.510	.911
	Within Groups		526.875	35	15.054		
	Total		720.745	50			

Output Uji Linearitas Variabel Disiplin kerja (X2) dan variabel Kinerja SDM (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja SDM * Disiplin kerja		(Combined)	333.278	18	18.515	1.529	.144
	Between	Linearity	93.825	1	93.825	7.749	.009
	Groups	Deviation from Linearity	239.453	17	14.085	1.163	.345
	Within Groups		387.467	32	12.108		
	Total		720.745	50			

LAMPIRAN 13: Output Uji-t dan Uji-F

Output Uji-t

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11.376	4.139		2.749	.008
1 Kompetensi	.333	.123	.339	2.704	.009
Disiplin kerja	.246	.087	.354	2.822	.007

a. Dependent Variable: Kinerja SDM

Output Uji-F

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	176.693	2	88.346	7.795	.001 ^b
Residual	544.052	48	11.334		
Total	720.745	50			

a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Disiplin kerja, Kompetensi

LAMPIRAN 14: Output Uji Regresi Linear Berganda dan Uji Koefisien Determinasi R-square

Output Uji Regresi Linear Berganda

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	11.376	4.139		2.749	.008		
Kompetensi	.333	.123	.339	2.704	.009	1.000	1.000
Disiplin kerja	.246	.087	.354	2.822	.007	1.000	1.000

a. Dependent Variable: Kinerja SDM

Uji Koefisien Determinasi R-square

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.495 ^a	.245	.214	3.367

a. Predictors: (Constant), Disiplin kerja, Kompetensi

b. Dependent Variable: Kinerja SDM

LAMPIRAN 15: Kuesioner Penelitian



PROGRAM MAGISTER MANAJEMEN INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA BANDAR LAMPUNG

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

KUESIONER

“ANALISIS PENGARUH KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA SDM DI DINAS PENANAMAN MODAL DAN PELAYAN TERPADU SATU PINTU (DPMPTSP) KOTA BANDAR LAMPUNG”

I. PETUNJUK PENGISIAN :

1. Jawablah pernyataan ini dengan jujur dan benar.
2. Pilih salah satu jawaban yang menurut anda paling tepat dengan memberikan tanda (√) pada kolom yang disediakan.

II. IDENTITAS RESPONDEN

Nama : (Boleh Tidak Diisi)

Jenis Kelamin : ☐ Laki – Laki ☐ Perempuan

Usia : ☐ 17 tahun – 25 Tahun ☐ 26 Tahun – 35 Tahun
☐ 36 Tahun – 50 Tahun ☐ >50 Tahun

Pendidikan Terakhir : ☐ SMA/SMK ☐ Diploma (D3)
☐ Sarjana (S1) ☐ Pasca Sarjana (S2)

Status : ☐ PNS ☐ TENAGA KONTRAK

Golongan : ☐ GOL/II ☐ GOL/III ☐ GOL/IV

Lama Kerja : ☐ 0 – 3 Tahun ☐ 7 – 9 Tahun
☐ 4 – 6 Tahun ☐ > 10 Tahun

Isilah jawaban berikut sesuai pendapat saudara dengan memberikan tanda *checlist* (√). Adapun makna dalam kolom adalah sebagai berikut :

Jawaban	Bobot
Sangat setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

KOMPETENSI (X1)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
	Karakter pribadi (<i>traits</i>)					
1	Saya mampu berinteraksi dengan pegawai lain dengan baik.					
	Konsep diri (<i>self-concept</i>)					
2	Saya selalu melakukan pekerjaan dengan baik.					
	Pengetahuan (<i>knowledge</i>)					
3	Saya memiliki pengetahuan dalam hal pelayanan dalam bidang pekerjaan yang saya lakukan.					
4	Saya memiliki pengetahuan untuk menggunakan peralatan dan fasilitas kerja.					
	Keterampilan (<i>skill</i>)					
5	Saya mampu berinteraksi dengan menggunakan keterampilan interpersonal dengan pihak lain dalam bidang pekerjaan					
6	Saya mampu melaksanakan rencana kerja sehingga pekerjaan saya berjalan dengan lancar.					
	Motivasi kerja (<i>motives</i>)					
7	Saya berusaha bekerja keras agar mendapat penghargaan dari atasan.					
8	Saya mempunyai minat yang tinggi terhadap pekerjaan yang saya lakukan.					

Sumber: Fadillah, dkk (2017)

DISIPLIN KERJA (X2)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
	Tujuan dan Kemampuan					
1	Saya melakukan pekerjaan sesuai dengan kemampuan.					
	Teladanan Pimpinan					
2	Pimpinan memberikan contoh kedisiplinan kepada pegawai/ bawahannya.					
	Balas jasa					
3	Gaji yang saya terima membuat saya berperilaku disiplin dalam bekerja					
	Keadilan					
4	Pimpinan bersikap adil kepada seluruh pegawai.					
	Waskat					
5	Pimpinan selalu melakukan pengawasan atas pekerjaan yang dilakukan oleh para pegawai.					
	Sanksi Hukuman					
6	Pimpinan memberikan hukuman yang sesuai dengan tingkat kesalahan yang dilakukan oleh pegawai.					
	Ketegasan					
7	Pimpinan dengan tegas memberi sanksi/hukuman kepada pegawai yang melakukan kesalahan.					
	Hubungan Kemanusiaan					
8	Pegawai memiliki hubungan yang baik dengan pimpinan					

Sumber: Hasibuan (2013)

KINERJA SDM (Y)

No.	PERTANYAAN	SS	S	KS	TS	STS
		5	4	3	2	1
	Kualitas					
1	Pegawai cermat dan meminimalkan kesalahan dalam bekerja.					
2	Pegawai memenuhi persyaratan atau standart kerja yang ditetapkan instansi.					
	Kuantitas					
3	Pegawai dapat memenuhi beban kerja yang telah ditetapkan pimpinan.					
4	Pegawai dapat melebihi volume pekerjaan yang telah ditetapkan pimpinan.					
	Efisiensi					
5	Dalam menyelesaikan pekerjaan pegawai ditunjang dengan peralatan dan perlengkapan serta teknologi yang memadai.					
6	Dalam menyelesaikan pekerjaan pegawai menyusun jadwal kerja.					
	Efektivitas					
7	Setiap pegawai memanfaatkan waktu yang tersedia semaksimal mungkin dalam pengerjaan tugas.					
8	Setiap pegawai melaksanakan pekerjaan sesuai prosedur standar kerja yang sudah ditetapkan perusahaan.					

Sumber: Aziz (2019)

LAMPIRAN 16: r-tabel

r-tabel

DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 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
32	0,2869	0,3388	0,3972	0,4357	0,5392
33	0,2826	0,3338	0,3916	0,4296	0,5322

34	0,2785	0,3291	0,3862	0,4238	0,5254
35	0,2746	0,3246	0,3810	0,4182	0,5189
36	0,2709	0,3202	0,3760	0,4128	0,5126
37	0,2673	0,3160	0,3712	0,4076	0,5066
38	0,2638	0,3120	0,3665	0,4026	0,5007
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791
43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988
64	0,2042	0,2423	0,2858	0,3150	0,3959
65	0,2027	0,2404	0,2837	0,3126	0,3931
66	0,2012	0,2387	0,2816	0,3104	0,3903
67	0,1997	0,2369	0,2796	0,3081	0,3876
68	0,1982	0,2352	0,2776	0,3060	0,3850
69	0,1968	0,2335	0,2756	0,3038	0,3823
70	0,1954	0,2319	0,2737	0,3017	0,3798
71	0,1940	0,2303	0,2718	0,2997	0,3773
72	0,1927	0,2287	0,2700	0,2977	0,3748
73	0,1914	0,2272	0,2682	0,2957	0,3724
74	0,1901	0,2257	0,2664	0,2938	0,3701
75	0,1888	0,2242	0,2647	0,2919	0,3678
76	0,1876	0,2227	0,2630	0,2900	0,3655
77	0,1864	0,2213	0,2613	0,2882	0,3633

LAMPIRAN 17: Dokumentasi

Dokumentasi Penyebaran Kuesioner di Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) Kota Bandar Lampung

Foto Penyebaran Kuesioner bersama Kepala Dinas PM-PTSP Kota Bandar Lampung



Foto Penyebaran Kuesioner bersama Sekretaris Dinas PM-PTSP Kota Bandar Lampung



**Foto Penyebaran Kuesioner bersama Kasubag.
Program dan Evaluasi Dinas PM-PTSP Kota
Bandar Lampung**



**Foto Penyebaran Kuesioner bersama Kasi.
Informasi dan Publikasi Perizinan
Dinas PM-PTSP Kota Bandar Lampung**



**Foto Penyebaran Kuesioner bersama Kasi.
Pengendalian Pelaksanaan Penanaman Modal
Dinas PM-PTSP Kota Bandar Lampung**



**Foto Penyebaran Kuesioner bersama Staf
Dinas PM-PTSP Kota Bandar Lampung**

