

Lampiran 1. Kuesioner penelitian

KUESIONER

Kuesioner ini tidak ada kaitannya dengan penilaian atas karir pribadi bapak/ibu/saudara(i), diharapkan bantuannya untuk dapat memberikan jawaban yang sejujur-jujurnya. Kerahasiaan data bapak/ibu/saudara(i) akan dijamin dan hanya untuk kepentingan ilmiah dan akademis.

A. IDENTITAS RESPONDEN

1. Kode Responden : (diisi oleh peneliti)
2. Nama :
3. Jenis Kelamin : L / P
4. Tanggal Lahir : - - (tanggal-bulan-tahun)
5. Pendidikan Terakhir :
 - a. SMA/SMK, Jurusan
 - b. Diploma III, Jurusan
 - c. S-1, Jurusan
 - d. S-2, Jurusan

B. PETUNJUK PENGISIAN

Berilah tanda silang (X) pada jawaban yang telah tersedia. Jawablah yang paling tepat menurut pendapat bapak/ibu/saudara(i) atas pernyataan-pernyataan berikut, dengan pilihan jawaban sebagai berikut:

- SS : Sangat Setuju
 S : Setuju
 KS : Kurang Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

DISIPLIN (X1)

No.	Pernyataan	SS	S	KS	TS	STS
1	Saya selalu datang sebelum jam kerja dimulai dan pulang setelah kerja selesai.					
2	Saya selalu menyelesaikan tugas yang diberikan dengan tepat waktu dan benar.					
3	Saya senantiasa patuh dan taat terhadap perintah atasan.					
4	Saya senantiasa patuh dan taat terhadap peraturan dan tata tertib perusahaan.					
5	Saya senantiasa siap menerima pekerjaan dan tanggung jawab.					

MOTIVASI KERJA (X2)

No.	Pernyataan	SS	S	KS	TS	STS
1	Antara sesama karyawan saling mendukung dan bekerja sama.					
2	Fasilitas kerja yang saya gunakan aman, nyaman dan memadai.					
3	Atasan senantiasa memberikan perhatian dan penghargaan terhadap prestasi kerja saya.					
4	Atasan berupaya untuk mengembangkan pengetahuan, kemampuan dan keterampilan saya.					
5	Atasan saya mendiskusikan masalah dalam pekerjaan untuk menjalankan tugas dengan penuh tanggung jawab.					

KOMPETENSI (X3)

No.	Pernyataan	SS	S	KS	TS	STS
1	Saya selalu konsisten dalam melakukan pekerjaan.					
2	Saya memiliki karakteristik fisik dan respon yang konsisten terhadap situasi dan kondisi dalam melakukan pekerjaan.					
3	Saya selalu percaya diri dalam setiap situasi.					
4	Saya mampu mengukur pengetahuan dan keterampilan saya dengan cara sebenarnya dalam melakukan pekerjaan.					
5	Saya mampu mengerjakan tugas fisik maupun tugas mental yang diberikan.					

KINERJA KARYAWAN (Y)

No.	Pernyataan	SS	S	KS	TS	STS
1	Saya memiliki kompetensi yang kuat.					
2	Saya dapat diandalkan dalam menyelesaikan segala tugas yang di berikan.					
3	Saya memiliki pengetahuan pada kebanyakan aspek dan posisi.					
4	Saya menunjukkan beberapa peningkatan dalam menyelesaikan pekerjaan.					
5	Saya selalu dapat diharapkan untuk mengembangkan gagasan dan solusi kreatif.					

TERIMA KASIH

Lampiran 2. Tabulasi data hasil penelitian

No.	Kode	Jenis Kelamin	Tanggal Lahir	Pendidikan	Disiplin (X1)						Motivasi Kerja (X2)						Kompetensi (X3)						Kinerja Karyawan (Y)					
					1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata
1	001	P	12-07-82	S-1	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	5	5	5	5	5.00	4	5	4	5	5	4.60
2	002	P	15-05-74	S-1	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	5	5	5	5	5.00
3	003	P	28-04-75	S-2	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	4	5	4	5	4.60	4	5	5	5	5	4.80
4	004	L	25-08-65	S-1	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	4	5	5	5	4.80	4	5	5	5	5	4.80
5	005	L	02-01-75	S-1	4	4	4	4	4	4.00	5	4	5	4	5	4.60	4	4	4	4	4	4.00	5	4	4	4	4	4.20
6	006	P	26-12-80	D-3	5	5	5	5	5	5.00	5	5	4	5	5	4.80	5	5	4	5	5	4.80	5	5	5	5	5	5.00
7	007	P	30-01-82	S-2	4	3	4	4	4	3.80	4	3	4	4	4	3.80	4	4	4	4	4	4.00	3	4	3	4	4	3.60
8	008	P	03-03-68	S-1	5	5	5	5	5	5.00	5	5	4	4	5	4.60	5	4	4	4	4	4.20	4	4	4	4	4	4.00
9	009	L	20-02-82	S-1	4	4	5	5	5	4.60	5	5	4	4	5	4.60	5	4	4	4	4	4.20	4	4	4	5	5	4.40
10	010	L	31-12-69	S-2	4	4	4	4	4	4.00	4	4	4	4	4	4.00	4	4	4	4	4	4.00	4	4	4	4	4	4.00
11	011	P	29-01-73	S-1	5	5	5	5	5	5.00	4	5	5	5	5	4.80	5	5	5	5	5	5.00	5	5	5	5	5	5.00
12	012	P	06-01-73	S-1	3	4	4	4	4	3.80	4	4	3	4	4	3.80	3	4	4	4	4	3.80	3	4	3	4	4	3.60
13	013	L	02-10-79	S-1	5	5	4	5	4	4.60	5	5	4	5	5	4.80	4	4	4	4	5	4.20	5	4	4	4	4	4.20
14	014	P	23-06-75	S-1	5	4	4	4	4	4.20	5	4	4	4	5	4.40	5	4	3	4	4	4.00	3	4	3	4	3	3.40
15	015	L	15-05-67	S-1	5	5	4	5	4	4.60	5	4	4	4	5	4.40	5	4	4	4	4	4.20	4	4	4	5	4	4.20
16	016	P	29-08-84	S-1	5	4	4	4	4	4.20	4	4	4	4	5	4.20	4	4	4	4	4	4.00	4	3	3	4	3	3.40
17	017	L	14-09-83	S-1	5	4	5	5	4	4.60	5	4	4	4	5	4.40	4	5	5	4	5	4.60	5	5	5	5	5	5.00
18	018	L	15-05-67	S-1	4	5	4	5	4	4.40	5	4	5	5	4	4.60	5	4	5	4	4	4.40	4	5	4	4	5	4.40
19	019	P	08-07-76	S-1	5	5	5	5	5	5.00	5	5	4	4	5	4.60	5	5	5	4	5	4.80	4	4	4	4	4	4.00
20	020	P	02-06-73	S-1	4	5	4	4	5	4.40	5	4	4	4	4	4.20	5	4	5	4	4	4.40	5	4	4	4	4	4.20
21	021	P	12-09-82	S-1	4	4	4	4	4	4.00	5	4	4	4	5	4.40	4	4	3	4	4	3.80	4	4	4	4	4	4.00
22	022	P	08-01-71	S-1	5	5	5	5	5	5.00	5	4	4	4	4	4.20	4	5	4	4	5	4.40	4	4	4	4	4	4.00

No.	Kode	Jenis Kelamin	Tanggal Lahir	Pendidikan	Disiplin (X1)						Motivasi Kerja (X2)						Kompetensi (X3)						Kinerja Karyawan (Y)					
					1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata	1	2	3	4	5	Rata-Rata
23	023	P	25-05-72	S-1	5	4	5	5	5	4.80	4	4	4	4	4	4.00	4	4	3	4	4	3.80	4	5	4	4	4	4.20
24	024	P	02-11-69	S-1	5	5	5	5	5	5.00	5	4	3	4	4	4.00	5	4	3	4	4	4.00	4	5	4	4	5	4.40
25	025	L	04-09-80	S-1	5	5	4	5	5	4.80	5	4	4	4	4	4.20	5	5	4	4	5	4.60	5	5	4	5	4	4.60
26	026	L	31-12-63	S-1	5	5	5	5	4	4.80	5	5	4	4	5	4.60	4	5	4	4	4	4.20	5	4	4	4	4	4.20
27	027	P	14-04-79	S-1	5	4	4	5	4	4.40	5	5	4	4	5	4.60	4	4	4	4	4	4.00	4	4	4	4	4	4.00
28	028	L	22-01-70	SMA/SMK	5	5	5	5	5	5.00	5	2	4	4	5	4.00	5	4	5	4	4	4.40	4	4	4	4	5	4.20
29	029	P	12-10-75	S-1	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	5	4	4	4	4.40	4	4	4	4	4	4.00
30	030	L	27-11-70	S-1	5	4	5	5	5	4.80	5	5	4	4	4	4.40	4	4	4	4	4	4.00	4	4	4	4	4	4.00
31	031	P	04-10-62	S-1	4	4	4	4	4	4.00	5	5	5	5	5	5.00	5	5	5	4	5	4.80	5	5	5	5	5	5.00
32	032	L	12-12-62	S-1	5	4	3	4	5	4.20	5	4	4	5	3	4.20	5	4	4	4	4	4.20	5	3	4	4	4	4.00
33	033	L	27-07-70	S-1	5	4	4	4	4	4.20	4	4	4	4	3	3.80	4	4	4	4	4	4.00	4	4	4	4	4	4.00
34	034	L	19-03-66	D-3	5	4	4	4	4	4.20	4	4	4	4	4	4.00	4	4	4	4	4	4.00	4	4	4	4	4	4.00
35	035	L	12-11-63	S-1	5	4	3	4	4	4.00	5	4	4	4	3	4.00	5	4	4	4	2	3.80	4	3	3	4	4	3.60
36	036	L	14-07-67	S-1	5	4	4	4	4	4.20	4	4	4	3	3	3.60	4	4	5	4	4	4.20	4	5	5	4	4	4.40
37	037	L	08-12-75	S-1	2	5	5	5	5	4.40	5	5	5	4	4	4.60	4	4	5	4	4	4.20	4	4	4	4	4	4.00
38	038	L	30-09-71	S-1	4	4	4	4	4	4.00	4	4	4	4	4	4.00	4	4	4	4	4	4.00	4	4	3	4	4	3.80
39	039	L	29-07-67	S-1	5	5	5	5	5	5.00	5	4	3	5	5	4.40	5	5	3	4	4	4.20	4	4	3	4	4	3.80
40	040	P	29-06-91	S-2	3	4	4	3	4	3.60	5	4	4	3	4	4.00	4	4	4	4	4	4.00	4	4	3	4	4	3.80
41	041	L	27-04-91	S-1	3	4	4	3	4	3.60	5	4	3	4	3	3.80	4	4	4	4	4	4.00	4	4	4	4	4	4.00
42	042	P	05-12-68	S-1	5	5	5	5	5	5.00	5	5	5	5	5	5.00	5	5	5	4	5	4.80	5	5	5	5	5	5.00
43	043	P	05-06-70	S-1	4	4	5	5	5	4.60	4	5	5	5	5	4.80	5	4	4	4	5	4.40	4	4	4	5	5	4.40
44	044	P	16-01-73	S-1	4	5	5	5	5	4.80	5	5	5	5	5	5.00	5	4	4	4	5	4.40	4	4	4	5	5	4.40

Lampiran 3. *Frequencies* dan *frequency table* karakteristik responden

Frequencies

		Statistics		
		Jenis Kelamin	Usia	Pendidikan
N	Valid	44	44	44
	Missing	0	0	0
Mean		1.52	43.61	3.00
Median		2.00	44.00	3.00
Std. Deviation		.505	7.173	.482

Frequency Table

		Jenis Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	21	47.7	47.7	47.7
	Perempuan	23	52.3	52.3	100.0
Total		44	100.0	100.0	

		Pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	1	2.3	2.3	2.3
	Diploma	2	4.5	4.5	6.8
	S1	37	84.1	84.1	90.9
	S2	4	9.1	9.1	100.0
	Total	44	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26	2	4.5	4.5	4.5
	33	1	2.3	2.3	6.8
	34	1	2.3	2.3	9.1
	35	4	9.1	9.1	18.2
	37	2	4.5	4.5	22.7
	38	2	4.5	4.5	27.3
	41	1	2.3	2.3	29.5
	42	5	11.4	11.4	40.9
	43	1	2.3	2.3	43.2
	44	4	9.1	9.1	52.3
	45	1	2.3	2.3	54.5
	46	2	4.5	4.5	59.1
	47	4	9.1	9.1	68.2
	48	2	4.5	4.5	72.7
	49	2	4.5	4.5	77.3
	50	4	9.1	9.1	86.4
	51	1	2.3	2.3	88.6
	52	1	2.3	2.3	90.9
	54	2	4.5	4.5	95.5
	55	2	4.5	4.5	100.0
Total		44	100.0	100.0	

Lampiran 4. *Frequencies* dan *frequency table* variabel uji

Frequencies

Statistics

		Disiplin 1	Disiplin 2	Disiplin 3	Disiplin 4	Disiplin 5
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.55	4.48	4.45	4.57	4.52
Mode		5	5	5	5	5
Std. Deviation		.730	.549	.589	.587	.505

Statistics

		Motivasi 1	Motivasi 2	Motivasi 3	Motivasi 4	Motivasi 5
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.75	4.36	4.20	4.30	4.45
Mode		5	4	4	4	5
Std. Deviation		.438	.650	.594	.553	.697

Statistics

		Kompetensi 1	Kompetensi 2	Kompetensi 3	Kompetensi 4	Kompetensi 5
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.52	4.30	4.20	4.30	4.30
Mode		5	4	4	4	4
Std. Deviation		.549	.462	.632	.632	.594

Statistics

		Kinerja 1	Kinerja 2	Kinerja 3	Kinerja 4	Kinerja 5
N	Valid	44	44	44	44	44
	Missing	0	0	0	0	0
Mean		4.20	4.25	4.02	4.32	4.30
Mode		4	4	4	4	4
Std. Deviation		.553	.576	.628	.471	.553

Frequency Table**Disiplin 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.3	2.3	2.3
	Kurang Setuju	3	6.8	6.8	9.1
	Setuju	11	25.0	25.0	34.1
	Sangat Setuju	29	65.9	65.9	100.0
	Total	44	100.0	100.0	

Disiplin 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.3	2.3	2.3
	Setuju	21	47.7	47.7	50.0
	Sangat Setuju	22	50.0	50.0	100.0
	Total	44	100.0	100.0	

Disiplin 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.5	4.5	4.5
	Setuju	20	45.5	45.5	50.0
	Sangat Setuju	22	50.0	50.0	100.0
	Total	44	100.0	100.0	

Disiplin 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.5	4.5	4.5
	Setuju	15	34.1	34.1	38.6
	Sangat Setuju	27	61.4	61.4	100.0
	Total	44	100.0	100.0	

Disiplin 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	21	47.7	47.7	47.7
Sangat Setuju	23	52.3	52.3	100.0
Total	44	100.0	100.0	

Motivasi 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	11	25.0	25.0	25.0
Sangat Setuju	33	75.0	75.0	100.0
Total	44	100.0	100.0	

Motivasi 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	2.3	2.3	2.3
Kurang Setuju	1	2.3	2.3	4.5
Setuju	23	52.3	52.3	56.8
Sangat Setuju	19	43.2	43.2	100.0
Total	44	100.0	100.0	

Motivasi 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kurang Setuju	4	9.1	9.1	9.1
Setuju	27	61.4	61.4	70.5
Sangat Setuju	13	29.5	29.5	100.0
Total	44	100.0	100.0	

Motivasi 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.5	4.5	4.5
	Setuju	27	61.4	61.4	65.9
	Sangat Setuju	15	34.1	34.1	100.0
	Total	44	100.0	100.0	

Motivasi 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	5	11.4	11.4	11.4
	Setuju	14	31.8	31.8	43.2
	Sangat Setuju	25	56.8	56.8	100.0
	Total	44	100.0	100.0	

Kompetensi 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.3	2.3	2.3
	Setuju	19	43.2	43.2	45.5
	Sangat Setuju	24	54.5	54.5	100.0
	Total	44	100.0	100.0	

Kompetensi 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	31	70.5	70.5	70.5
	Sangat Setuju	13	29.5	29.5	100.0
	Total	44	100.0	100.0	

Kompetensi 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	5	11.4	11.4	11.4
	Setuju	25	56.8	56.8	68.2
	Sangat Setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

Kompetensi 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	4	9.1	9.1	9.1
	Setuju	23	52.3	52.3	61.4
	Sangat Setuju	17	38.6	38.6	100.0
	Total	44	100.0	100.0	

Kompetensi 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.3	2.3	2.3
	Setuju	28	63.6	63.6	65.9
	Sangat Setuju	15	34.1	34.1	100.0
	Total	44	100.0	100.0	

Kinerja 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.8	6.8	6.8
	Setuju	29	65.9	65.9	72.7
	Sangat Setuju	12	27.3	27.3	100.0
	Total	44	100.0	100.0	

Kinerja 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.8	6.8	6.8
	Setuju	27	61.4	61.4	68.2
	Sangat Setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

Kinerja 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	8	18.2	18.2	18.2
	Setuju	27	61.4	61.4	79.5
	Sangat Setuju	9	20.5	20.5	100.0
	Total	44	100.0	100.0	

Kinerja 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	30	68.2	68.2	68.2
	Sangat Setuju	14	31.8	31.8	100.0
	Total	44	100.0	100.0	

Kinerja 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.5	4.5	4.5
	Setuju	27	61.4	61.4	65.9
	Sangat Setuju	15	34.1	34.1	100.0
	Total	44	100.0	100.0	

Lampiran 5. Hasil uji validitas

Variabel Disiplin

Correlations

		Jam Kerja	Tugas	Perintah Atasan	Peraturan dan Tata Tertib	Kesanggupan	TOTAL_X1
Jam Kerja	Pearson Correlation	1	.264	.167	.454	.218	.601
	Sig. (2-tailed)		.084	.278	.002	.155	.000
	N	44	44	44	44	44	44
Tugas	Pearson Correlation	.264	1	.536	.654	.588	.774
	Sig. (2-tailed)	.084		.000	.000	.000	.000
	N	44	44	44	44	44	44
Perintah Atasan	Pearson Correlation	.167	.536	1	.716	.668	.785
	Sig. (2-tailed)	.278	.000		.000	.000	.000
	N	44	44	44	44	44	44
Peraturan dan Tata Tertib	Pearson Correlation	.454	.654	.716	1	.622	.897
	Sig. (2-tailed)	.002	.000	.000		.000	.000
	N	44	44	44	44	44	44
Kesanggupan	Pearson Correlation	.218	.588	.668	.622	1	.778
	Sig. (2-tailed)	.155	.000	.000	.000		.000
	N	44	44	44	44	44	44
TOTAL_X1	Pearson Correlation	.601	.774	.785	.897	.778	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44

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

Variabel Motivasi Kerja

Correlations

		Hubungan Karyawan	Keamanan Kerja	Dorongan Berprestasi	Kesempatan Berkembang	Tanggung Jawab	TOTAL_X2
Hubungan Karyawan	Pearson Correlation	1	.245	.112	.216	.305	.480
	Sig. (2-tailed)		.109	.470	.159	.044	.001
	N	44	44	44	44	44	44
Keamanan Kerja	Pearson Correlation	.245	1	.465	.470	.396	.758
	Sig. (2-tailed)	.109		.001	.001	.008	.000
	N	44	44	44	44	44	44
Dorongan Berprestasi	Pearson Correlation	.112	.465	1	.520	.388	.725
	Sig. (2-tailed)	.470	.001		.000	.009	.000
	N	44	44	44	44	44	44
Kesempatan Berkembang	Pearson Correlation	.216	.470	.520	1	.427	.753
	Sig. (2-tailed)	.159	.001	.000		.004	.000
	N	44	44	44	44	44	44
Tanggung Jawab	Pearson Correlation	.305	.396	.388	.427	1	.750
	Sig. (2-tailed)	.044	.008	.009	.004		.000
	N	44	44	44	44	44	44
TOTAL_X2	Pearson Correlation	.480	.758	.725	.753	.750	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	
	N	44	44	44	44	44	44

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

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

Variabel Kompetensi

Correlations

		Motif	Sifat	Konsep Diri	Pengetahuan	Keterampilan	TOTAL_X3
Motif	Pearson Correlation	1	.294	.221	.282	.228	.550
	Sig. (2-tailed)		.053	.150	.064	.136	.000
	N	44	44	44	44	44	44
Sifat	Pearson Correlation	.294	1	.266	.731	.523	.755
	Sig. (2-tailed)	.053		.080	.000	.000	.000
	N	44	44	44	44	44	44
Konsep Diri	Pearson Correlation	.221	.266	1	.428	.393	.666
	Sig. (2-tailed)	.150	.080		.004	.008	.000
	N	44	44	44	44	44	44
Pengetahuan	Pearson Correlation	.282	.731**	.428**	1	.630**	.854**
	Sig. (2-tailed)	.064	.000	.004		.000	.000
	N	44	44	44	44	44	44
Keterampilan	Pearson Correlation	.228	.523	.393	.630	1	.776
	Sig. (2-tailed)	.136	.000	.008	.000		.000
	N	44	44	44	44	44	44
TOTAL_X3	Pearson Correlation	.550	.755	.666	.854	.776	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44

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

Variabel Kinerja Karyawan

Correlations

		Kompetensi	Dapat Diandalkan	Pengetahuan	Improvisasi	Inisiatif	TOTAL_Y
Kompetensi	Pearson Correlation	1	.274	.588**	.369	.330	.648**
	Sig. (2-tailed)		.072	.000	.014	.029	.000
	N	44	44	44	44	44	44
Dapat Diandalkan	Pearson Correlation	.274	1	.691**	.557	.639	.801**
	Sig. (2-tailed)	.072		.000	.000	.000	.000
	N	44	44	44	44	44	44
Pengetahuan	Pearson Correlation	.588**	.691**	1	.603	.649	.899**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	44	44	44	44	44	44
Improvisasi	Pearson Correlation	.369	.557	.603	1	.702	.795**
	Sig. (2-tailed)	.014	.000	.000		.000	.000
	N	44	44	44	44	44	44
Inisiatif	Pearson Correlation	.330	.639	.649	.702	1	.830**
	Sig. (2-tailed)	.029	.000	.000	.000		.000
	N	44	44	44	44	44	44
TOTAL_Y	Pearson Correlation	.648**	.801**	.899**	.795**	.830**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44

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

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

Lampiran 6. Hasil uji reliabilitas

Variabel Disiplin

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	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
.809	.827	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Jam Kerja	18.02	3.604	.326	.258	.872
Tugas	18.09	3.433	.642	.482	.759
Perintah Atasan	18.11	3.312	.645	.617	.756
Peraturan dan Tata Tertib	18.00	3.023	.821	.697	.700
Kesanggupan	18.05	3.533	.660	.529	.758

Variabel Motivasi Kerja

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	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
.738	.733	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Hubungan Karyawan	17.32	3.617	.293	.120	.756
Keamanan Kerja	17.70	2.678	.562	.327	.668
Dorongan Berprestasi	17.86	2.865	.538	.354	.678
Kesempatan Berkembang	17.77	2.877	.594	.374	.660
Tanggung Jawab	17.61	2.615	.531	.286	.684

Variabel Kompetensi

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	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
.765	.769	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Motif	17.09	3.340	.322	.111	.789
Sifat	17.32	3.059	.630	.553	.700
Konsep Diri	17.41	2.945	.436	.227	.760
Pengetahuan	17.32	2.455	.725	.644	.645
Keterampilan	17.32	2.734	.613	.426	.693

Variabel Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded ^a	0	.0
	Total	44	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
.854	.855	5

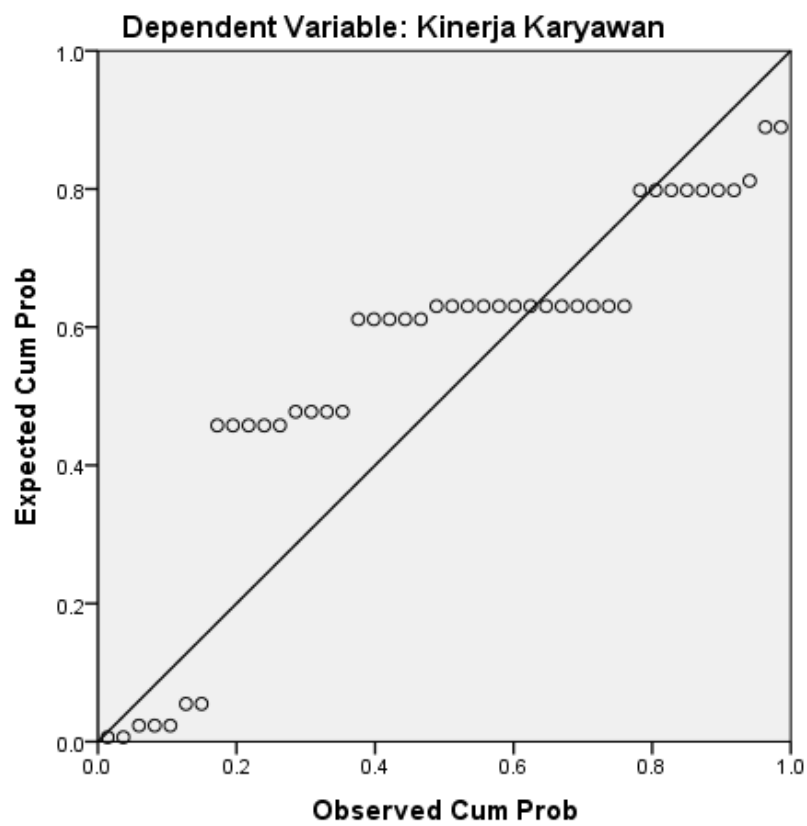
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Kompetensi	16.89	3.638	.463	.386	.874
Dapat Diandalkan	16.84	3.207	.671	.565	.822
Pengetahuan	17.07	2.809	.816	.690	.780
Improvisasi	16.77	3.482	.693	.538	.821
Inisiatif	16.80	3.190	.722	.604	.809

Lampiran 7. Hasil uji asumsi klasik

Uji Normalitas

Normal P-P Plot of Regression Standardized Residual



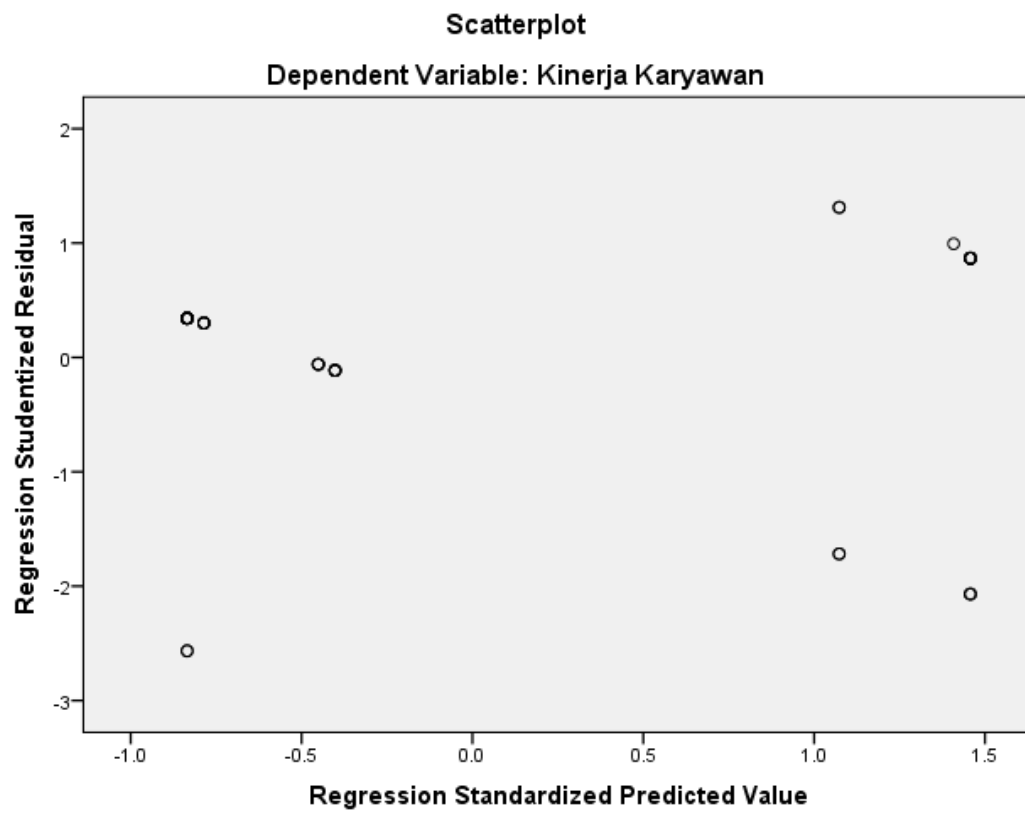
Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.593	.613		.967	.339		
	Disiplin	.018	.132	.018	.134	.894	.659	1.516
	Motivasi Kerja	.138	.119	.140	1.153	.256	.805	1.242
	Kompetensi	.667	.140	.646	4.751	.000	.643	1.555

a. Dependent Variable: Kinerja Karyawan

Uji Heteroskedastisitas



Lampiran 8. Hasil uji regresi berganda

Regression**Descriptive Statistics**

	Mean	Std. Deviation	N
Kinerja Karyawan	4.18	.495	44
Disiplin	4.55	.504	44
Motivasi Kerja	4.45	.504	44
Kompetensi	4.34	.479	44

Correlations

		Kinerja Karyawan	Disiplin	Motivasi Kerja	Kompetensi
Pearson Correlation	Kinerja Karyawan	1.000	.432	.407	.712
	Disiplin	.432	1.000	.375	.560
	Motivasi Kerja	.407	.375	1.000	.403
	Kompetensi	.712	.560	.403	1.000
Sig. (1-tailed)	Kinerja Karyawan	.	.002	.003	.000
	Disiplin	.002	.	.006	.000
	Motivasi Kerja	.003	.006	.	.003
	Kompetensi	.000	.000	.003	.
N	Kinerja Karyawan	44	44	44	44
	Disiplin	44	44	44	44
	Motivasi Kerja	44	44	44	44
	Kompetensi	44	44	44	44

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Motivasi Kerja, Disiplin ^b	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.724 ^a	.525	.489	.354	.525	14.721	3	40	.000	1.798

a. Predictors: (Constant), Kompetensi, Motivasi Kerja, Disiplin

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.534	3	1.845	14.721	.000 ^b
	Residual	5.012	40	.125		
	Total	10.545	43			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompetensi, Motivasi Kerja, Disiplin

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.593	.613		.967	.339		
	Disiplin	.018	.132	.018	.134	.894	.659	1.516
	Motivasi Kerja	.138	.119	.140	1.153	.256	.805	1.242
	Kompetensi	.667	.140	.646	4.751	.000	.643	1.555

a. Dependent Variable: Kinerja Karyawan