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**Lampiran 01. Angket Penelitian**

**ANGKET PENELITIAN**

Yth. Bpk/ Ibu Pegawai

Di Kantor Camat Lubuk Pakam

Kec. Lubuk Pakam, Sumatera Utara

Assalamu’alaikum Wr. Wb

Dalam Rangka Memenuhi Tugas Akhir Perkuliahan Program Studi Manajemen, Fakultas Ekonomi Universitas Muslim Nusantara Al Washliyah Medan, bersama ini saya mohon kesediaan Bapak/Ibu/Saudara/-i untuk menjadi responden penelitian saya yang berjudul **“Pengaruh Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Pegawai”.** Untuk itu mohon bantuanBapak/Ibu/Saudara/-i agar mengisi angket ini berdasarkan kondisi Bapak/Ibu/Saudara/-i masing – masing saat ini dengan apa adanya. Semua informasi yang didapatkan ini akan menjadi bahan penelitian secara akademis dan semua jawaban akan dirahasiakan. Atas kesediaan Bapak/Ibu/Saudara/-i dalam menjawab dengan sejujur –jujurnya dan sebaik mungkin saya mengucapkan terima kasih.

Wassalamu’alaikum Wr. Wb

Hormat saya,

Tri Wulan Dari

NPM.1631140

1. **Identitas Responden**

√

Keterangan : berilah tanda pada kotak yang sesuai dengan identitas anda

**No Responden :**

1. Jenis Kelamin : Laki-laki Perempuan
2. Umur : 20-25 tahun 26-30 tahun > 30 tahun
3. Pendidikan : SMA
4. **Petunjuk Pengisian**

Pilihlah jawaban paling tepat menurut anda.

1. Bacalah setiap pertanyaan dengan seksama.
2. Isilah semua nomor dengan memilih satu diantara 8 alternatif jawaban dengan memberikan tanda √ pada kolom yang sudah disediakan.
3. Alternatif jawaban adalah sebagai berikut :

|  |  |
| --- | --- |
| **Alternatif Jawaban** | **Skor** |
| Sangat Setuju | 5 |
| Setuju | 4 |
| Kurang Setuju | 3 |
| Tidak Setuju | 2 |
| Sangat Tidak Setuju | 1 |

1. Apabila ada kekeliruan dalam memilih jawaban, berikan tanda sama dengan (=) pada jawaban yang salah, kemudian beri tanda silang (x) jawaban yang baru.
2. Jawablah semua jawaban yang ada tanpa ada yang terlewat.

**Kuesioner Penelitian**

1. **Variabel X1 (Disiplin Kerja)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Tujuan dan Kemampuan** |  |  |  |  |  |
| 1. | Saya sering mencari kesempatan untuk mengembangkan keterampilan dan pengetahuan baru. |  |  |  |  |  |
| 2. | Saya mencoba untuk mencari tahu apa yang diperlukan untuk membuktikan kemampuan saya kepada orang lain di tempat kerja. |  |  |  |  |  |
|  | **Teladan Pimpinan** |  |  |  |  |  |
| 3. | Perilaku pemimpin sesuai aturan yang berlaku. |  |  |  |  |  |
| 4. | Keteladanan pimpinan dapat jadi panutan |  |  |  |  |  |
|  | **Balas Jasa** |  |  |  |  |  |
| 5. | Gaji yang saya terima sesuai dengan kebutuhan hidup |  |  |  |  |  |
| 6. | Upah sehari-hari sesuai dengan beban kerja. |  |  |  |  |  |
|  | **Keadilan** |  |  |  |  |  |
| 7. | Pemimpin bersikap adil dalam memberikan pekerjaan. |  |  |  |  |  |
| 8. | Pemimpin sudah berlaku adil kepada setiap pegawai. |  |  |  |  |  |
|  | **Waskat (Pengawasan Melekat)** |  |  |  |  |  |
| 9. | Atasan memberikan pengarahan kepada saya dalam hal yang berhubungan dengan pekerjaan. |  |  |  |  |  |
| 10. | Pengawasan langsung yang dilakukan oleh atasan dapat mempengaruhi disiplin kerja. |  |  |  |  |  |
|  | **Sanksi Hukum** |  |  |  |  |  |
| 11. | Pemberian sanksi memberikan dampak positif bagi pegawai. |  |  |  |  |  |
| 12. | Sanksi yang diberikan sesuai dengan pelanggaran yang dilakukan |  |  |  |  |  |
|  | **Ketegasan** |  |  |  |  |  |
| 13. | Pemimpin selalu tegas dalam meningkatkan disiplin kerja pegawai |  |  |  |  |  |
| 14. | Pemimpin melakukan tindakan tegas apabila karyawan melakukan kesalahan. |  |  |  |  |  |
|  | **Hubungan Kemanusiaan** |  |  |  |  |  |
| 15. | Kepedulian pimpinan terhadap pegawai sudah terjalin dengan baik |  |  |  |  |  |
| 16. | Pemimpin selalu memberi dorongan dan motivasi kepada pegawai |  |  |  |  |  |

**B. Variabel X2 (Kepuasan Kerja)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Pekerjaan** |  |  |  |  |  |
| 1. | Saya sesungguhnya merasa puas dengan pekerjaan saya sekarang |  |  |  |  |  |
| 2. | Hampir setiap hari saya antusias terhadap pekerjaan saya |  |  |  |  |  |
|  | **Upah** |  |  |  |  |  |
| 3. | Gaji yang saya terima sudah sesuai dengan beban dan tanggung jawab yang saya pikul |  |  |  |  |  |
| 4. | Saya tetap menyelesaikan pekerjaan tepat waktu walaupun gaji sering terlambat |  |  |  |  |  |
|  | **Promosi** |  |  |  |  |  |
| 5. | Jika saya melaksanakan pekerjaan saya dengan baik, maka saya akan di promosikan agar naik jabatan |  |  |  |  |  |
| 6. | Pimpinan selalu memberikan saya dukungan agar saya di promosikan tetap bias bekerja di kantor ini |  |  |  |  |  |
|  | **Pengawas** |  |  |  |  |  |
| 7. | Ketika saya bekerja saya selalu di dampingi oleh pengawas |  |  |  |  |  |
| 8. | Pengawasan di kantor ini sangat lah ketat |  |  |  |  |  |
|  | **Rekan Kerja** |  |  |  |  |  |
| 9. | Saya lebih menyukai pekerjaan saya dibanding rekan kerja saya |  |  |  |  |  |
| 10. | Saya mempunyai rekan kerja yang baik |  |  |  |  |  |

**C. Variabel Y (Kinerja Pegawai)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Kualitas Kerja** |  |  |  |  |  |
| 1. | Saya mampu melakukan pekerjaan yang diberikan atasan dengan baik |  |  |  |  |  |
| 2. | Saya merasa kualitas kerja saya selalu meningkat |  |  |  |  |  |
|  | **Kuantitas Kerja** |  |  |  |  |  |
| 3. | Saya memiliki inisiatif dalam menyelesaikan pekerjaan tanpa harus disuruh-suruh |  |  |  |  |  |
| 4. | Saya memiliki kerapihan dalam proses penyelesaian pekerjaan saya |  |  |  |  |  |
|  | **Kehandalan Kerja** |  |  |  |  |  |
| 5. | Saya mempunyai ide-ide dan gagasan yang dapat dijalankan pada saat bekerja |  |  |  |  |  |
| 6. | Saya merasa mampu dan handal mengerjakan tugas yang diberi oleh atasan |  |  |  |  |  |
|  | **Sikap Kerja** |  |  |  |  |  |
| 7. | Saya cenderung lebih cepat lelah jika mengerjakan pekerjaan dengan buru-buru |  |  |  |  |  |
| 8. | Saya selalu menyelesaikan pekerjaan saya dengan hasil yang baik |  |  |  |  |  |

**Lampiran 02 : Tabel Jawaban Responden**

**1. Tabel Silabus Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** | **X1.16** |
| **4** | **4** | **5** | **4** | **5** | **5** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **5** | **5** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **5** | **5** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** |
| **4** | **5** | **4** | **4** | **5** | **4** | **4** | **5** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **3** | **5** | **4** | **5** | **4** | **4** | **4** | **3** | **5** | **5** | **4** | **4** | **4** | **5** | **4** | **5** |
| **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **5** | **4** | **5** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **5** | **4** | **5** |
| **4** | **4** | **4** | **5** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **5** | **5** |
| **4** | **4** | **4** | **5** | **4** | **5** | **3** | **4** | **4** | **4** | **5** | **4** | **5** | **4** | **5** | **5** |
| **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **5** | **5** |
| **4** | **4** | **5** | **4** | **4** | **3** | **5** | **4** | **4** | **4** | **4** | **4** | **3** | **5** | **3** | **5** |
| **5** | **4** | **5** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **5** | **4** | **5** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **3** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **3** |
| **4** | **4** | **5** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **5** | **3** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **5** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **5** | **4** | **3** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** |
| **4** | **3** | **4** | **3** | **4** | **4** | **4** | **4** | **3** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **4** | **4** | **3** | **4** |

**2. Tabel Silabus Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **4** | **3** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** |
| **4** | **4** | **4** | **4** | **5** | **4** | **5** | **5** | **5** | **5** |
| **4** | **5** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **5** | **4** | **4** | **5** | **5** | **4** |
| **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** |
| **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **3** | **5** | **5** | **4** | **4** | **4** | **3** |
| **5** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **4** | **4** |
| **5** | **4** | **4** | **4** | **5** | **4** | **5** | **5** | **4** | **4** |
| **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **5** |
| **4** | **4** | **4** | **5** | **5** | **5** | **5** | **5** | **5** | **5** |
| **4** | **5** | **4** | **5** | **5** | **4** | **4** | **5** | **4** | **5** |
| **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **5** | **4** |
| **4** | **4** | **5** | **4** | **5** | **4** | **5** | **5** | **5** | **5** |
| **3** | **4** | **3** | **4** | **5** | **4** | **5** | **5** | **4** | **3** |
| **3** | **4** | **4** | **3** | **5** | **3** | **5** | **4** | **4** | **5** |
| **5** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **5** | **5** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **3** | **5** | **4** | **4** | **4** | **5** | **4** | **4** |
| **5** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **5** |
| **5** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **3** |
| **4** | **4** | **4** | **4** | **3** | **3** | **5** | **5** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** |

**3. Tabel Silabus Kinerja Pegawai**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** |
| **5** | **4** | **5** | **5** | **5** | **5** | **5** | **5** |
| **5** | **4** | **5** | **5** | **5** | **5** | **5** | **5** |
| **4** | **4** | **4** | **5** | **5** | **5** | **5** | **5** |
| **5** | **4** | **5** | **5** | **5** | **5** | **5** | **5** |
| **5** | **5** | **4** | **5** | **5** | **4** | **5** | **5** |
| **3** | **5** | **5** | **5** | **4** | **4** | **5** | **5** |
| **4** | **5** | **5** | **5** | **4** | **4** | **5** | **5** |
| **4** | **4** | **5** | **5** | **4** | **4** | **5** | **5** |
| **4** | **4** | **5** | **5** | **4** | **5** | **5** | **5** |
| **4** | **4** | **4** | **5** | **4** | **5** | **3** | **5** |
| **4** | **4** | **4** | **4** | **4** | **5** | **5** | **5** |
| **4** | **4** | **5** | **4** | **4** | **3** | **5** | **5** |
| **5** | **4** | **5** | **4** | **4** | **4** | **4** | **4** |
| **5** | **4** | **5** | **4** | **4** | **4** | **5** | **5** |
| **4** | **3** | **5** | **4** | **4** | **4** | **5** | **4** |
| **4** | **5** | **5** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **3** | **4** | **4** | **5** | **4** | **4** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **5** |
| **5** | **4** | **5** | **4** | **4** | **4** | **5** | **5** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **5** |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **5** |
| **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** |
| **5** | **4** | **4** | **3** | **4** | **4** | **4** | **5** |
| **5** | **5** | **3** | **4** | **4** | **4** | **4** | **5** |
| **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** |

**Lampiran 03 : Hasil Uji SPSS Uji Kualitas Data**

* 1. **Uji Validitas**

1. **Hasil Uji validitas untuk variabel Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 |
| X1.1 | Pearson Correlation | 1 | ,207 | ,302 | -,054 | ,125 | .373\* | ,209 | ,277 | ,296 | ,133 | ,298 | ,247 | ,060 | ,018 | ,205 | ,090 |
| Sig. (2-tailed) |  | ,273 | ,105 | ,778 | ,511 | ,042 | ,268 | ,138 | ,112 | ,482 | ,109 | ,188 | ,754 | ,925 | ,276 | ,636 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,207 | 1 | .381\* | .428\* | .373\* | ,111 | .452\* | .380\* | ,047 | ,337 | ,151 | -,040 | ,151 | ,080 | ,304 | ,033 |
| Sig. (2-tailed) | ,273 |  | ,038 | ,018 | ,043 | ,560 | ,012 | ,038 | ,806 | ,069 | ,426 | ,833 | ,426 | ,676 | ,102 | ,865 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,302 | .381\* | 1 | ,075 | ,160 | .398\* | .542\*\* | ,313 | ,336 | ,323 | ,241 | ,314 | ,241 | .436\* | .364\* | -,058 |
| Sig. (2-tailed) | ,105 | ,038 |  | ,694 | ,398 | ,029 | ,002 | ,092 | ,069 | ,082 | ,200 | ,091 | ,200 | ,016 | ,048 | ,759 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | -,054 | .428\* | ,075 | 1 | .487\*\* | ,127 | ,138 | ,289 | -,300 | -,217 | ,208 | ,065 | ,346 | ,146 | ,189 | ,172 |
| Sig. (2-tailed) | ,778 | ,018 | ,694 |  | ,006 | ,503 | ,466 | ,121 | ,107 | ,250 | ,271 | ,734 | ,061 | ,441 | ,318 | ,365 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,125 | .373\* | ,160 | .487\*\* | 1 | ,349 | .507\*\* | ,285 | ,000 | ,255 | ,317 | ,279 | .444\* | -,086 | ,203 | ,287 |
| Sig. (2-tailed) | ,511 | ,043 | ,398 | ,006 |  | ,058 | ,004 | ,127 | 1,000 | ,174 | ,088 | ,135 | ,014 | ,651 | ,282 | ,124 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .373\* | ,111 | .398\* | ,127 | ,349 | 1 | .551\*\* | .493\*\* | ,046 | .427\* | .368\* | ,196 | ,221 | ,277 | -,044 | ,079 |
| Sig. (2-tailed) | ,042 | ,560 | ,029 | ,503 | ,058 |  | ,002 | ,006 | ,811 | ,018 | ,046 | ,298 | ,242 | ,138 | ,819 | ,677 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,209 | .452\* | .542\*\* | ,138 | .507\*\* | .551\*\* | 1 | .512\*\* | ,155 | .447\* | ,333 | ,301 | ,333 | ,113 | ,326 | ,027 |
| Sig. (2-tailed) | ,268 | ,012 | ,002 | ,466 | ,004 | ,002 |  | ,004 | ,413 | ,013 | ,072 | ,106 | ,072 | ,552 | ,078 | ,888 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,277 | .380\* | ,313 | ,289 | ,285 | .493\*\* | .512\*\* | 1 | ,098 | ,176 | ,236 | ,200 | ,236 | ,273 | ,103 | ,093 |
| Sig. (2-tailed) | ,138 | ,038 | ,092 | ,121 | ,127 | ,006 | ,004 |  | ,607 | ,352 | ,208 | ,289 | ,208 | ,144 | ,588 | ,623 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,296 | ,047 | ,336 | -,300 | ,000 | ,046 | ,155 | ,098 | 1 | .388\* | ,124 | ,331 | ,248 | ,327 | ,037 | ,134 |
| Sig. (2-tailed) | ,112 | ,806 | ,069 | ,107 | 1,000 | ,811 | ,413 | ,607 |  | ,034 | ,514 | ,074 | ,186 | ,078 | ,847 | ,481 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,133 | ,337 | ,323 | -,217 | ,255 | .427\* | .447\* | ,176 | .388\* | 1 | ,089 | ,239 | ,089 | ,337 | ,106 | ,241 |
| Sig. (2-tailed) | ,482 | ,069 | ,082 | ,250 | ,174 | ,018 | ,013 | ,352 | ,034 |  | ,638 | ,203 | ,638 | ,069 | ,577 | ,199 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | ,298 | ,151 | ,241 | ,208 | ,317 | .368\* | ,333 | ,236 | ,124 | ,089 | 1 | ,267 | ,333 | -,151 | 0,000 | .431\* |
| Sig. (2-tailed) | ,109 | ,426 | ,200 | ,271 | ,088 | ,046 | ,072 | ,208 | ,514 | ,638 |  | ,153 | ,072 | ,426 | 1,000 | ,017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | ,247 | -,040 | ,314 | ,065 | ,279 | ,196 | ,301 | ,200 | ,331 | ,239 | ,267 | 1 | .401\* | ,292 | ,301 | .382\* |
| Sig. (2-tailed) | ,188 | ,833 | ,091 | ,734 | ,135 | ,298 | ,106 | ,289 | ,074 | ,203 | ,153 |  | ,028 | ,117 | ,106 | ,037 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | ,060 | ,151 | ,241 | ,346 | .444\* | ,221 | ,333 | ,236 | ,248 | ,089 | ,333 | .401\* | 1 | ,151 | ,119 | ,108 |
| Sig. (2-tailed) | ,754 | ,426 | ,200 | ,061 | ,014 | ,242 | ,072 | ,208 | ,186 | ,638 | ,072 | ,028 |  | ,426 | ,532 | ,571 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | ,018 | ,080 | .436\* | ,146 | -,086 | ,277 | ,113 | ,273 | ,327 | ,337 | -,151 | ,292 | ,151 | 1 | ,009 | ,008 |
| Sig. (2-tailed) | ,925 | ,676 | ,016 | ,441 | ,651 | ,138 | ,552 | ,144 | ,078 | ,069 | ,426 | ,117 | ,426 |  | ,963 | ,966 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.15 | Pearson Correlation | ,205 | ,304 | .364\* | ,189 | ,203 | -,044 | ,326 | ,103 | ,037 | ,106 | 0,000 | ,301 | ,119 | ,009 | 1 | -,051 |
| Sig. (2-tailed) | ,276 | ,102 | ,048 | ,318 | ,282 | ,819 | ,078 | ,588 | ,847 | ,577 | 1,000 | ,106 | ,532 | ,963 |  | ,788 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.16 | Pearson Correlation | ,090 | ,033 | -,058 | ,172 | ,287 | ,079 | ,027 | ,093 | ,134 | ,241 | .431\* | .382\* | ,108 | ,008 | -,051 | 1 |
| Sig. (2-tailed) | ,636 | ,865 | ,759 | ,365 | ,124 | ,677 | ,888 | ,623 | ,481 | ,199 | ,017 | ,037 | ,571 | ,966 | ,788 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | | | | | | |

1. **Hasil Uji Validitas Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| X2.1 | Pearson Correlation | 1 | ,263 | ,324 | ,225 | ,271 | .394\* | ,293 | -,148 | -,051 | -,007 |
| Sig. (2-tailed) |  | ,160 | ,081 | ,231 | ,147 | ,031 | ,116 | ,436 | ,790 | ,971 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,263 | 1 | ,218 | .386\* | .420\* | .430\* | ,197 | ,292 | ,307 | ,204 |
| Sig. (2-tailed) | ,160 |  | ,248 | ,035 | ,021 | ,018 | ,297 | ,117 | ,099 | ,280 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,324 | ,218 | 1 | -,142 | ,295 | ,191 | .433\* | ,088 | ,232 | ,311 |
| Sig. (2-tailed) | ,081 | ,248 |  | ,453 | ,114 | ,313 | ,017 | ,645 | ,217 | ,094 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,225 | .386\* | -,142 | 1 | ,156 | .368\* | ,169 | .518\*\* | ,117 | ,293 |
| Sig. (2-tailed) | ,231 | ,035 | ,453 |  | ,411 | ,046 | ,373 | ,003 | ,539 | ,116 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,271 | .420\* | ,295 | ,156 | 1 | .633\*\* | .412\* | ,115 | .409\* | ,319 |
| Sig. (2-tailed) | ,147 | ,021 | ,114 | ,411 |  | ,000 | ,024 | ,544 | ,025 | ,086 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .394\* | .430\* | ,191 | .368\* | .633\*\* | 1 | .384\* | ,198 | ,323 | -,050 |
| Sig. (2-tailed) | ,031 | ,018 | ,313 | ,046 | ,000 |  | ,036 | ,294 | ,081 | ,792 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,293 | ,197 | .433\* | ,169 | .412\* | .384\* | 1 | ,358 | ,327 | ,150 |
| Sig. (2-tailed) | ,116 | ,297 | ,017 | ,373 | ,024 | ,036 |  | ,052 | ,078 | ,430 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | -,148 | ,292 | ,088 | .518\*\* | ,115 | ,198 | ,358 | 1 | ,321 | ,222 |
| Sig. (2-tailed) | ,436 | ,117 | ,645 | ,003 | ,544 | ,294 | ,052 |  | ,084 | ,238 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | -,051 | ,307 | ,232 | ,117 | .409\* | ,323 | ,327 | ,321 | 1 | .363\* |
| Sig. (2-tailed) | ,790 | ,099 | ,217 | ,539 | ,025 | ,081 | ,078 | ,084 |  | ,049 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | -,007 | ,204 | ,311 | ,293 | ,319 | -,050 | ,150 | ,222 | .363\* | 1 |
| Sig. (2-tailed) | ,971 | ,280 | ,094 | ,116 | ,086 | ,792 | ,430 | ,238 | ,049 |  |
| N | 30 | 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). | | | | | | | | | | | |

1. **Uji Validitas variabel Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 |
| Y.1 | Pearson Correlation | 1 | ,070 | ,174 | ,199 | ,046 | ,201 | -,176 | ,253 |
| Sig. (2-tailed) |  | ,712 | ,357 | ,293 | ,809 | ,286 | ,354 | ,178 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | ,070 | 1 | .465\*\* | ,354 | ,246 | ,098 | .429\* | ,311 |
| Sig. (2-tailed) | ,712 |  | ,010 | ,055 | ,190 | ,608 | ,018 | ,094 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,174 | .465\*\* | 1 | .482\*\* | ,356 | ,161 | .533\*\* | ,343 |
| Sig. (2-tailed) | ,357 | ,010 |  | ,007 | ,054 | ,394 | ,002 | ,063 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,199 | ,354 | .482\*\* | 1 | ,232 | ,322 | .442\* | ,245 |
| Sig. (2-tailed) | ,293 | ,055 | ,007 |  | ,218 | ,082 | ,015 | ,193 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,046 | ,246 | ,356 | ,232 | 1 | ,331 | .409\* | ,346 |
| Sig. (2-tailed) | ,809 | ,190 | ,054 | ,218 |  | ,074 | ,025 | ,061 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,201 | ,098 | ,161 | ,322 | ,331 | 1 | ,112 | .396\* |
| Sig. (2-tailed) | ,286 | ,608 | ,394 | ,082 | ,074 |  | ,556 | ,030 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | -,176 | .429\* | .533\*\* | .442\* | .409\* | ,112 | 1 | .465\*\* |
| Sig. (2-tailed) | ,354 | ,018 | ,002 | ,015 | ,025 | ,556 |  | ,010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | ,253 | ,311 | ,343 | ,245 | ,346 | .396\* | .465\*\* | 1 |
| Sig. (2-tailed) | ,178 | ,094 | ,063 | ,193 | ,061 | ,030 | ,010 |  |
| N | 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). | | | | | | | | | |

* 1. **Uji Realibilitas**

1. **Uji realibilitas Variabel Disiplin Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| **Cronbach's Alpha** | **N of Items** |
| **.806** | **16** |

1. **Uji Realibilitas Variabel Kepuasan Kerja**

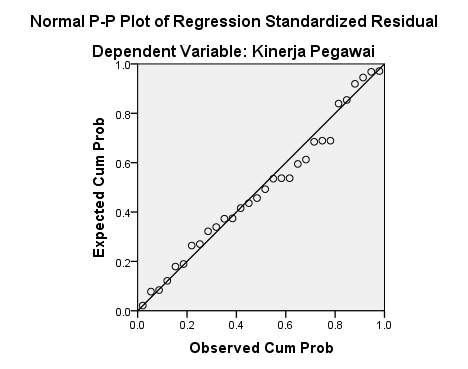
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| **Cronbach's Alpha** | **N of Items** |
| **,768** | **10** |

1. **Uji Realibilitas Variabel Kinerja Pegawai**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| **Cronbach's Alpha** | **N of Items** |
| **,729** | **8** |

**Lampiran 04 : Hasil Uji SPSS Uji Asumsi Klasik**

1. **Uji Normalitas**
2. **Secara Grafik P-P Plot**



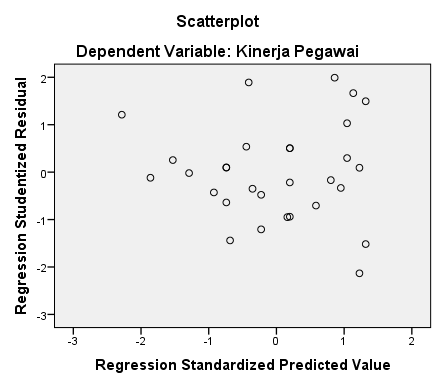
1. **Secara tabel Kolmogorof Smirnov**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 30 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 2.31313071 |
| Most Extreme Differences | Absolute | .187 |
| Positive | .187 |
| Negative | -.146 |
| Kolmogorov-Smirnov Z | | 1.024 |
| Asymp. Sig. (2-tailed) | | .245 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

1. **Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -11,665 | 9,113 |  | -1,280 | ,211 |  |  |
| Disiplin Kerja | ,787 | ,135 | ,765 | 5,812 | ,000 | ,948 | 1,054 |
| Kepuasan Kerja | -,140 | ,103 | -,180 | -1,368 | ,183 | ,948 | 1,054 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

1. **Uji Heteroskedastisitas**
2. **Secara Grafik Scatterplot**



1. **Secara Tabel Statistik**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| .**Tabel 4.42 Uji heteroskedastisitas *Glejser***  **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -11.665 | 9.113 |  | -1.280 | .211 |
| Disiplin Kerja | .787 | .135 | .765 | 5.812 | .000 |
| Kepuasan Kerja | -.140 | .103 | -.180 | -1.368 | .183 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**Lampiran 05: Hasil Uji SPSS Uji Hipotesis**

1. **Uji Hipotesis (Linier Berganda, Uji T)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -11.665 | 9.113 |  | -1.280 | .211 |
| Disiplin Kerja | .787 | .135 | .765 | 5.812 | .000 |
| Kepuasan Kerja | -.140 | .103 | -.180 | -1.368 | .183 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Tabel 4.46 Uji Simultan**  **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 67.808 | 2 | 33.904 | 16.892 | .000b |
| Residual | 54.192 | 27 | 2.007 |  |  |
| Total | 122.000 | 29 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Kepuasan Kerja, Disiplin Kerja | | | | | | |

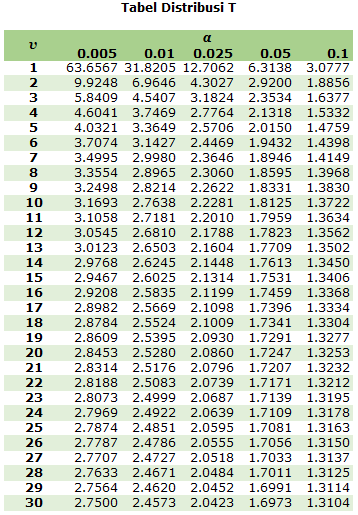
1. **Uji R2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .746a | .556 | .523 | 1.417 |
| a. Predictors: (Constant), Kepuasan Kerja, Disiplin Kerja | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |

**Lampiran 06 : Tabel r tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1**  **2**  **3**  **4**  **5**  **6**  **7**  **8**  **9**  **10**  **11**  **12**  **13**  **14**  **15**  **16**  **17**  **18**  **19**  **20**  **21**  **22**  **23**  **24**  **25**  **26**  **27**  **28**  **29**  **30**  **31**  **32**  **33**  **34**  **35**  **36**  **37**  **38** | 0.9877  0.9000  0.8054  0.7293  0.6694  0.6215  0.5822  0.5494  0.5214  0.4973  0.4762  0.4575  0.4409  0.4259  0.4124  0.4000  0.3887  0.3783  0.3687  0.3598  0.3515  0.3438  0.3365  0.3297  0.3233  0.3172  0.3115  0.3061  0.3009  0.2960  0.2913  0.2869  0.2826  0.2785  0.2746  0.2709  0.2673  0.2638 | 0.9969  0.9500  0.8783  0.8114  0.7545  0.7067  0.6664  0.6319  0.6021  0.5760  0.5529  0.5324  0.5140  0.4973  0.4821  0.4683  0.4555  0.4438  0.4329  0.4227  0.4132  0.4044  0.3961  0.3882  0.3809  0.3739  0.3673  0.3610  0.3550  0.3494  0.3440  0.3388  0.3338  0.3291  0.3246  0.3202  0.3160  0.3120 | 0.9995  0.9800  0.9343  0.8822  0.8329  0.7887  0.7498  0.7155  0.6851  0.6581  0.6339  0.6120  0.5923  0.5742  0.5577  0.5425  0.5285  0.5155  0.5034  0.4921  0.4815  0.4716  0.4622  0.4534  0.4451  0.4372  0.4297  0.4226  0.4158  0.4093  0.4032  0.3972  0.3916  0.3862  0.3810  0.3760  0.3712  0.3665 | 0.9999  0.9900  0.9587  0.9172  0.8745  0.8343  0.7977  0.7646  0.7348  0.7079  0.6835  0.6614  0.6411  0.6226  0.6055  0.5897  0.5751  0.5614  0.5487  0.5368  0.5256  0.5151  0.5052  0.4958  0.4869  0.4785  0.4705  0.4629  0.4556  0.4487  0.4421  0.4357  0.4296  0.4238  0.4182  0.4128  0.4076  0.4026 | 1.0000  0.9990  0.9911  0.9741  0.9509  0.9249  0.8983  0.8721  0.8470  0.8233  0.8010  0.7800  0.7604  0.7419  0.7247  0.7084  0.6932  0.6788  0.6652  0.6524  0.6402  0.6287  0.6178  0.6074  0.5974  0.5880  0.5790  0.5703  0.5620  0.5541  0.5465  0.5392  0.5322  0.5254  0.5189  0.5126  0.5066  0.5007 |

**Lampiran 07 : Tabel t tabel**



**Lampiran 08 : Tabel F tabel**