

## **LAMPIRAN-LAMPIRAN**

### **LAMPIRAN A: SURAT-SURAT PENELITIAN**

Lampiran A.1 Surat Pengantar Bimbingan Skripsi

Lampiran A.2 Berita Acara Bimbingan Skripsi

Lampiran A.3 Surat Permohonan Izin Penelitian

Lampiran A.4 Surat Balasan Izin Penelitian

Lampiran A.5 Transkrip Aktivitas Kemahasiswaan

## Lampiran A.1

### Surat Pengantar Bimbingan Skripsi

 UNIVERSITAS KUNINGAN  
**FAKULTAS EKONOMI DAN BISNIS**  
Jalan Tjut Nyak Dhien No. 36A Cijoho Kuningan Telp./Fax (0232) 872848 Kode Pos 45512

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Nomor : 1131/FEB-UNIKU/KNG/AK/2025  
Lampiran : 1 (satu) eksemplar  
Perihal : Pengantar Pembimbingan Usulan Penelitian dan Skripsi

Kepada;  
Yth. **1. Dr. Munir Nur Komarudin, S.Pd., M.M**  
**2. Wely Hadi Gunawan, S.E., M.M**  
di  
Tempat

Dengan hormat,

Bersama ini kami sampaikan mahasiswa yang akan melaksanakan pembimbingan Usulan Penelitian dan Skripsi dibawah bimbingan Bapak/Ibu.

Nama : **MUHAMMAD ROFI ZAHARAN**  
NIM : 20220510141  
Program Studi : MANAJEMEN  
Bid. Kajian : SDM

Waktu bimbingan selama-lamanya 1 (satu) tahun atau 2 (dua) semester, terhitung mulai tanggal ditetapkannya surat ini, apabila proses pembimbingan melebihi dari 1 (satu) tahun atau 2 (dua) semester maka mahasiswa diwajibkan untuk melakukan kontrak kredit lagi untuk semester yang akan berlangsung.

Demikian surat pengantar ini dibuat, atas perhatiannya kami ucapkan terima kasih.

Kuningan, 30 Oktober 2025  
Wakil Dekan I,  
  
**Endang Nurhayati, S.E., M.Si., Ak., C.A**  
NIK. 41038071256

Tembusan :  
Yth. 1. Pembimbing I, Pembimbing II.  
2. Mahasiswa.

Lampiran A.2 Berita Acara Bimbingan Skripsi

|                                                                  | <b>UNIVERSITAS KUNINGAN</b>                                                                                                                                               | No. Dok. :               |                    |                                                   |           |                           |                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------|---------------------------------------------------|-----------|---------------------------|--------------------|
|                                                                                                                                                   | <b>FAKULTAS EKONOMI DAN BISNIS</b>                                                                                                                                        | Berlaku Sejak :          |                    |                                                   |           |                           |                    |
|                                                                                                                                                   | PROGRAM STUDI : MANAJEMEN, AKUNTANSI<br>DAN BISNIS DIGITAL                                                                                                                | Revisi :                 |                    |                                                   |           |                           |                    |
|                                                                                                                                                   | (TERAKREDITASI BAN PT.)                                                                                                                                                   | Halaman :                |                    |                                                   |           |                           |                    |
| <b>BERITA ACARA BIMBINGAN USULAN PENELITIAN DAN SKRIPSI</b>                                                                                       |                                                                                                                                                                           |                          |                    |                                                   |           |                           |                    |
| Nama Mahasiswa                                                                                                                                    | <b>MUHAMMAD ROFI ZAHRAH</b>                                                                                                                                               | Prodi & Bid. Kajian :    |                    |                                                   |           |                           |                    |
| NIM                                                                                                                                               | 20220510141                                                                                                                                                               | <b>MANAJEMEN<br/>SDM</b> |                    |                                                   |           |                           |                    |
| Pembimbing I                                                                                                                                      | Dr. Munir Nur Komarudin, S.Pd., M.M                                                                                                                                       | Jenjang : Sarjana        |                    |                                                   |           |                           |                    |
| Pembimbing II                                                                                                                                     | Wely Hadi Gunawan, S.E., M.M                                                                                                                                              | Tahun : 2025             |                    |                                                   |           |                           |                    |
| Judul Skripsi                                                                                                                                     | Pengaruh Motivasi Kerja, Kompensasi, dan Kesehatan Organisasi Terhadap Disiplin Kerja (Studi Kasus Pegawai Dinas Kesehatan, Ukm, Pedagang, dan Industri lain di Kuningan) |                          |                    |                                                   |           |                           |                    |
| PEMBIMBING I                                                                                                                                      |                                                                                                                                                                           |                          |                    | PEMBIMBING II                                     |           |                           |                    |
| No.                                                                                                                                               | Tgl.                                                                                                                                                                      | Sasaran Pembahasan       | Paraf              | No.                                               | Tgl.      | Sasaran Pembahasan        | Paraf              |
| 1.                                                                                                                                                | 21/10/24                                                                                                                                                                  | Acc judul                | <i>[Signature]</i> | 1.                                                | 20/10/24  | Revisi bab 1              | <i>[Signature]</i> |
| 2.                                                                                                                                                | 1/11/24                                                                                                                                                                   | Kus bab 1-3              | <i>[Signature]</i> | 2.                                                | 11/11/24  | Acc bab Judul             | <i>[Signature]</i> |
| 3.                                                                                                                                                | 2/11/24                                                                                                                                                                   | Acc SUP                  | <i>[Signature]</i> | 3.                                                | 11/11/24  | Revisi bab 1              | <i>[Signature]</i> |
| 4.                                                                                                                                                | 27/11/24                                                                                                                                                                  | Acc Kuesioner            | <i>[Signature]</i> | 4.                                                | 28/11/24  | Acc Bab 1-2               | <i>[Signature]</i> |
| 5.                                                                                                                                                | 27/11/24                                                                                                                                                                  | Kuesioner bab 4-5        | <i>[Signature]</i> | 5.                                                | 27/11/24  | Revisi bab 3              | <i>[Signature]</i> |
| 6.                                                                                                                                                | 28/11/24                                                                                                                                                                  | apapun full draft        | <i>[Signature]</i> | 6.                                                | 3/12/24   | Acc bab 1-2               | <i>[Signature]</i> |
| 7.                                                                                                                                                | 1/12/24                                                                                                                                                                   | Acc Selesai              | <i>[Signature]</i> | 7.                                                | 19/12/24  | Sup<br>Acc                | <i>[Signature]</i> |
| 8.                                                                                                                                                |                                                                                                                                                                           |                          |                    | 8.                                                | 27/12/24  | Kuesioner Revisi          | <i>[Signature]</i> |
| 9.                                                                                                                                                |                                                                                                                                                                           |                          |                    | 9.                                                | 28/12/24  | Acc Kuesioner             | <i>[Signature]</i> |
| 10.                                                                                                                                               |                                                                                                                                                                           |                          |                    | 10.                                               | 24/1/2025 | Acc full draft<br>Bab 4-5 | <i>[Signature]</i> |
|  01-06-2026<br>Kuningan<br>Widyadarmas I<br><i>[Signature]</i> |                                                                                                                                                                           |                          |                    |                                                   |           |                           |                    |
| Dipindai dengan CamScanner                                                                                                                        |                                                                                                                                                                           |                          |                    | Nurhayati, S.E., M.Si, Ak. CA<br>NIK. 41038071256 |           |                           |                    |

|                                                                                                                                                                                                                                              |                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
|  <b>UNIVERSITAS KUNINGAN</b><br><b>FAKULTAS EKONOMI DAN BISNIS</b><br>PROGRAM STUDI : MANAJEMEN, AKUNTANSI<br>DAN BISNIS DIGITAL<br>(TERAKREDITASI BAN PT.) | No. Dok. :      |
|                                                                                                                                                                                                                                              | Berlaku Sejak : |
|                                                                                                                                                                                                                                              | Revisi :        |
|                                                                                                                                                                                                                                              | Halaman :       |

**BERITA ACARA BIMBINGAN USULAN PENELITIAN DAN SKRIPSI**

|                |                                                                                                                                                                                 |                                                   |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Nama Mahasiswa | <b>MUHAMMAD ROFI ZAHRAH</b>                                                                                                                                                     | Prodi & Bid. Kajian :<br><b>MANAJEMEN<br/>SDM</b> |
| NIM            | 20220510141                                                                                                                                                                     |                                                   |
| Pembimbing I   | Dr. Munir Nur Komarudin, S.Pd., M.M                                                                                                                                             | Jenjang : Sarjana                                 |
| Pembimbing II  | Wely Hadi Gunawan, S.E., M.M                                                                                                                                                    | Tahun : 2025                                      |
| Judul Skripsi  | Pengaruh institusi kerja, kepemimpinan, dan komitmen organisasi terhadap disiplin kerja (survei pada pegawai Dinas Koperasi, UKM, Perdagangan, dan Perindustrian Kota Kuningan) |                                                   |

| PEMBIMBING I |      |                    |       | PEMBIMBING II |           |                    |       |
|--------------|------|--------------------|-------|---------------|-----------|--------------------|-------|
| No.          | Tgl. | Sasaran Pembahasan | Paraf | No.           | Tgl.      | Sasaran Pembahasan | Paraf |
| 1.           |      |                    |       | 1.            | 30/6/2024 | ACC Skrip.         | ✓     |
| 2.           |      |                    |       | 2.            |           |                    |       |
| 3.           |      |                    |       | 3.            |           |                    |       |
| 4.           |      |                    |       | 4.            |           |                    |       |
| 5.           |      |                    |       | 5.            |           |                    |       |
| 6.           |      |                    |       | 6.            |           |                    |       |
| 7.           |      |                    |       | 7.            |           |                    |       |
| 8.           |      |                    |       | 8.            |           |                    |       |
| 9.           |      |                    |       | 9.            |           |                    |       |
| 10.          |      |                    |       | 10.           |           |                    |       |

  
 01-06-2024  
  
 Enung Nurhayati, S.E., M.Si., Ak. C.A  
 Telp. 038071256

### Lampiran A.3

### Surat Permohonan Izin Penelitian



**PEMERINTAH KABUPATEN KUNINGAN**  
**BADAN KESATUAN BANGSA DAN POLITIK**  
Jl. Ir. Soekarno, Kompleks Kuningan Islamic Center, Kuningan  
KUNINGAN Kode Pos 45512

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**SURAT KETERANGAN PENELITIAN**  
Nomor : 072 / 30 /Tahbang/2026

Dasar :

1. Undang-Undang Nomor 23 Tahun 2014 Tentang Pemerintahan Daerah.
2. Peraturan Menteri Dalam Negeri Nomor 3 Tahun 2018 Tentang Perubahan Atas Peraturan Menteri Dalam Negeri Nomor 80 Tahun 2015 Tentang Pembentukan Badan Kesatuan Bangsa dan Politik.
3. Peraturan Bupati Kuningan Nomor 184 Tahun 2021 Sebagaimana Diubah Dalam Peraturan Bupati Kuningan Nomor 30 Tahun 2024 Tentang Kedudukan Susunan Organisasi, Tugas Pokok, Fungsi Dan Uraian Tugas Serta Tata Kerja Badan Daerah.
4. Surat dan Universitas Kuningan Fakultas Ekonomi dan Bisnis Nomor : 79/FEB-UNIKU/KNG/KM/2026 Tanggal 21 Januari 2026 Hal Izin Observasi/ Penelitian

Kepala Badan Kesatuan Bangsa dan Politik Kabupaten Kuningan, dengan ini menerangkan bahwa Mahasiswa Universitas Kuningan Fakultas Ekonomi dan Bisnis akan melaksanakan Penelitian di wilayah Kabupaten Kuningan dengan data peserta, objek dan lokasi sebagai berikut :

|                        |                                                                    |
|------------------------|--------------------------------------------------------------------|
| Nama                   | : Muhammad Rofi Zahran                                             |
| Pekerjaan              | : Mahasiswa                                                        |
| NIK/NIM/NPM/NIDN       | : 20220510141                                                      |
| Alamat                 | : Dusun Pahing RT/RW 09/03 Desa Cipasung Kec. Dama Kab. Kuningan   |
| Maksud                 | : Penelitian Observasi                                             |
| Keperluan              | : Skripsi                                                          |
| Judul/Topik Penelitian | :                                                                  |
| Waktu Penelitian       | : 21 Januari s.d 21 April 2026                                     |
| Peserta Penelitian     | : 1 (satu) orang                                                   |
| Penanggung Jawab       | : Enung Nurhayati, S.E., M.Si, Ak. CA.                             |
| Lokasi Penelitian      | : Dinas Koperasi, Umkm, Perdagangan dan Perindustrian Kab Kuningan |

Dengan ketentuan :

1. Agar terlebih dahulu berkoordinasi dan berkonsultasi dengan aparat terkait serta memelihara hubungan baik dengan aparat dan masyarakat setempat.
2. Tidak mengganggu keamanan dan ketertiban sesuai ketentuan perundang-undangan yang berlaku serta tidak menyimpang dari kegiatan yang telah ditetapkan.
3. Surat keterangan ini akan dicabut dan dinyatakan tidak berlaku apabila tidak memenuhi ketentuan yang telah ditetapkan.

Demikian surat keterangan ini dibuat, untuk dipergunakan sebagaimana mestinya.

Kuningan, 21 Januari 2026

a.n. KEPALA BADAN KESATUAN BANGSA DAN POLITIK  
KABUPATEN KUNINGAN  
KEPALA BIDANG KETAMINAN BANGSA



TUTIN NOVIARTI, S.ST., M.Si  
Pembina  
19721123 199112 2 001

Tembusan :

1. Bupati Kuningan (sebagai laporan)
2. Kepala BAKESBANGPOL Kab. Kuningan
3. Kepala DISPERINDAG Kab. Kuningan
4. Dekan Fakultas Ekonomi dan Bisnis UNIKU

CS Dipindai dengan CamScanner

## Lampiran A.4

### Surat Balasan Izin Penelitian



**PEMERINTAH KABUPATEN KUNINGAN  
DINAS KOPERASI USAHA KECIL MENENGAH  
PERDAGANGAN DAN PERINDUSTRIAN**

Jl. Aruji Kartawinata No. 23 Telp/Fax (0232) 871135

**KUNINGAN**

Kode Pos 45511

**SURAT IZIN**

Nomor : 000.9/944/Sekret

**TENTANG  
PENELITIAN**

- Dasar :
- Peraturan Menteri Dalam Negeri Nomor 7 Tahun 2014 tentang Perubahan atas Peraturan Menteri Dalam Negeri Nomor 64 Tahun 2011 tentang Pedoman Penerbitan Rekomendasi Penelitian.
  - Peraturan Bupati Nomor 175 Tahun 2021 tentang Kedudukan, Susunan Organisasi, Tugas Pokok, Fungsi dan Uraian Tugas serta Tata Kerja Dinas Koperasi Usaha Kecil Menengah Perdagangan dan Perindustrian Kabupaten Kuningan.
  - Peraturan Bupati Kuningan Nomor 30 Tahun 2024 tentang Kedudukan, Susunan Organisasi, Tugas Pokok, Fungsi dan Uraian Tugas serta Tata Kerja Badan Daerah sebagaimana diubah dalam Peraturan Bupati Nomor 19 Tahun 2025.
  - Surat dari Fakultas Ekonomi dan Bisnis Universitas Kuningan nomor 679.3/FEB-Uniku/Kng/KM/2026 tanggal 2 Mei 2026 hal Permohonan Izin mengadakan Penelitian Skripsi.

**MEMBERI IZIN**

Kepada :  
Nama : MUHAMMAD ROFI ZAHRAN  
Pekerjaan : Mahasiswa  
NIM : 20220510141  
Prodi/Jurusan : Manajemen – Fakultas Ekonomi dan Bisnis Universitas Kuningan  
Untuk : Penelitian menyusun skripsi  
Judul/Topik : Pengaruh motivasi kerja, kompensasi dan komitmen organisasi terhadap disiplin kerja (survei pada pegawai Dinas Koperasi UKM Perdagangan dan Perindustrian Kabupaten Kuningan).

Ditetapkan di Kuningan  
Pada tanggal 21 Mei 2026

**KEPALA DINAS KOPERASI UKM  
PERDAGANGAN DAN PERINDUSTRIAN  
KABUPATEN KUNINGAN**



**TONI KUSUMANTO, AP., M.Si.**  
Pembina Utama Muda  
NIP. 19740714 199311 1 002

# Lampiran A.5

## Transkrip Aktivitas Kemahasiswaan



**UNIVERSITAS KUNINGAN**  
**FAKULTAS EKONOMI DAN BISNIS**  
 PROGRAM STUDI : MANAJEMEN, AKUNTANSI  
 DAN BISNIS DIGITAL  
 (TERAKREDITASI BAN PT.)

No. Dok. :  
 Berlaku Sejak :  
 Revisi :  
 Halaman :

**TRANSKRIP AKTIVITAS KEMAHASISWAAN (TAK)**

|                              |                                 |
|------------------------------|---------------------------------|
| NAMA MAHASISWA               | : MUHAMMAD ROFI ZAHARAN         |
| NOMOR INDUK MAHASISWA        | : 20220510141                   |
| PROGRAM STUDI                | : MANAJEMEN                     |
| TINGKAT / SEMESTER           | : IV / VII (Tujuh)              |
| BID. KAJIAN / TAHUN ANGKATAN | : SDM / 2022                    |
| DOSEN PEMBIMBING AKADEMIK    | : NUPUL SITI JAHIDAH S.P., M.E. |

**DATA KEGIATAN :**

| NO. | NAMA KEGIATAN               | TEMPAT & WAKTU PELAKSANAAN | BUKTI KEGIATAN | POINT |
|-----|-----------------------------|----------------------------|----------------|-------|
| 1.  | Pickup Universitas Kuningan | Kuningan, 12-15 April 2022 | Sertifikat     | 10    |
| 2.  | International Seminar       | Zoom, 17 Maret 2025        | Sertifikat     | 10    |
| 3.  | International Seminar       | Zoom, 25 November 2025     | Sertifikat     | 10    |
| 4.  | Webinar kewirausahaan       | Zoom, 07 November 2022     | Sertifikat     | 6     |
| 5.  | Mikrosat Office Specialist  | Uniku, 29 Agustus 2024     | Sertifikat     | 6     |
| 6.  | Seminar nasional manajemen  | Uniku, 09 Oktober 2023     | Sertifikat     | 6     |
| 7.  | Seminar nasional manajemen  | Uniku, 25 Mei 2023         | Sertifikat     | 6     |
| 8.  | Seminar nasional manajemen  | Uniku, 25 Mei 2023         | Sertifikat     | 6     |
| 9.  | Webinar Ekom                | Zoom, 20 November 2024     | Sertifikat     | 6     |
| 10. | Seminar nasional manajemen  | Uniku, 21 November 2025    | Sertifikat     | 6     |
| 11. | Seminar nasional Simova     | Uniku, 26 - Juni 2025      | Sertifikat     | 6     |
| 12. | Manajemen case (2022)       | Uniku, 02 Desember 2022    | Sertifikat     | 4     |
| 13. | Memperingat Agama Islam     | Uniku, 31 Desember 2022    | Sertifikat     | 4     |
| 14. | Garuda GIBEL                | Uniku, 08 November 2025    | Sertifikat     | 4     |
| 15. | Webinar GIBEL               | Zoom, 15 Mei 2025          | Sertifikat     | 4     |
| 16. | Podium Semangat Uji Berkat  | Uniku, 24 April 2026       | Sertifikat     | 6     |

Kuningan, .....  
 Wakil Dekan II



Dr. Tatang Rois, M.Si  
 NIK. 41038091295



Dipindai dengan CamScanner

## **LAMPIRAN B: INSTRUMEN PENELITIAN**

Lampiran B.1 Surat Permohonan Pengisian Kuesioner Penelitian

Lampiran B.2 Kuesioner

Lampiran B.3 Penyerahan Kuesioner

Lampiran B.1 Surat Permohonan Pengisian Kuesioner Penelitian

**KUESIONER PENELITIAN**

**PENGARUH MOTIVASI KERJA, KOMPENSASI, DAN KOMITMEN  
ORGANISASI TERHADAP DISIPLIN KERJA**

(Survei pada Pegawai Dinas Koperasi, UKM, Perdagangan dan Perindustrian  
Kabupaten Kuningan)

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Kepada Yth,

Bapak/Ibu/Saudara/i Responden

Di tempat

Dengan hormat, saya yang bertanda tangan di bawah ini:

Nama : Muhammad Rofi Zahran

NIM : 20220510141

Program Studi : Manajemen

Fakultas : Ekonomi dan Bisnis

Perguruan Tinggi : Universitas Kuningan

Saat ini saya sedang melakukan penelitian untuk penyusunan skripsi dengan judul “Pengaruh Motivasi Kerja, Kompensasi, dan Komitmen Organisasi Terhadap Disiplin Kerja (Survei pada Pegawai Dinas Koperasi, UKM, Perdagangan dan Perindustrian Kabupaten Kuningan)”.

Maka dari itu, saya mohon dengan hormat kepada Bapak/Ibu/Saudara/i sebagai responden agar dapat memberikan kesediaannya untuk mengisi kuesioner ini dengan pengalaman dan pendapat yang sebenarnya. Informasi yang diterima dari kuesioner ini bersifat rahasia dan hanya digunakan untuk kepentingan akademis.

Saya sangat menghargai waktu, perhatian, dan bantuan yang diberikan untuk berpartisipasi dalam penelitian ini. Atas kerjasamanya, saya ucapkan terima kasih.

Hormat saya,

**Muhammad Rofi Zahran**

**20220510141**

## Lampiran B.2

### Kuesioner Penelitian

#### I. Identitas Responden

- Usia : ☐ 19-30 Tahun ☐ 41-49 Tahun ☐ >50 Tahun  
☐ 31-40 Tahun
- Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
- Pendidikan Terakhir : ☐ SD ☐ SMA ☐ S1/S2  
☐ SMP ☐ Diploma ☐ S3
- Lama Bekerja : ☐ <1 Tahun ☐ 6-10 Tahun ☐ >10 Tahun  
☐ 1-5 Tahun
- Pendapatan : ☐ < Rp. 1.500.000  
☐ Rp. 1.500.000 – Rp. 2.500.000  
☐ Rp. 2.600.000 – Rp. 3.500.000  
☐ > Rp. 3.600.000

#### II. Petunjuk Pengisian Kuesioner

1. Bacalah sejumlah pernyataan dengan teliti.
2. Mohon identitas responden diisi dengan lengkap sebelum berlanjut ke pengisian pernyataan kuesioner.
3. Mohon kuesioner ini diisi dengan lengkap dari sejumlah pertanyaan yang ada.
4. Berikanlah tanda ceklis (✓) pada kolom skala pengukuran yang tertera pada pertanyaan.
5. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
6. Terdapat rentang nilai 1-7 pengisian jawaban, yaitu :

|                     |   |   |   |   |   |               |
|---------------------|---|---|---|---|---|---------------|
| 1                   | 2 | 3 | 4 | 5 | 6 | 7             |
| Sangat tidak setuju |   |   |   |   |   | Sangat Setuju |

### Pernyataan Kuesioner

#### A. Disiplin Kerja (Y)

| No                                                 | Pernyataan                                                                | Alternatif Jawaban |   |   |   |   |   |   |
|----------------------------------------------------|---------------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|                                                    |                                                                           | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| <b>a. Ketepatan waktu datang ke tempat kerja</b>   |                                                                           |                    |   |   |   |   |   |   |
| 1.                                                 | Saya selalu datang tepat waktu ke tempat kerja.                           |                    |   |   |   |   |   |   |
| 2.                                                 | Saya jarang terlambat saat masuk kerja.                                   |                    |   |   |   |   |   |   |
| <b>b. Tingkat Kesetiaan</b>                        |                                                                           |                    |   |   |   |   |   |   |
| 3.                                                 | Saya menunjukkan loyalitas terhadap instansi.                             |                    |   |   |   |   |   |   |
| 4.                                                 | Saya menjaga komitmen saya terhadap instansi tempat bekerja.              |                    |   |   |   |   |   |   |
| <b>c. Tanggung jawab</b>                           |                                                                           |                    |   |   |   |   |   |   |
| 5.                                                 | Saya menyelesaikan pekerjaan sesuai dengan tanggung jawab yang diberikan. |                    |   |   |   |   |   |   |
| 6.                                                 | Saya bertanggung jawab atas hasil kerja saya.                             |                    |   |   |   |   |   |   |
| <b>d. Menggunakan fasilitas kantor dengan baik</b> |                                                                           |                    |   |   |   |   |   |   |
| 7.                                                 | Saya menggunakan fasilitas kantor secara bertanggung jawab.               |                    |   |   |   |   |   |   |
| 8.                                                 | Saya menjaga fasilitas kantor agar tetap dalam kondisi baik.              |                    |   |   |   |   |   |   |

#### B. Motivasi Kerja (X1)

| No                      | Pernyataan                                                          | Alternatif Jawaban |   |   |   |   |   |   |
|-------------------------|---------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|                         |                                                                     | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| <b>a. Kondisi Kerja</b> |                                                                     |                    |   |   |   |   |   |   |
| 1.                      | Saya merasa kondisi lingkungan kerja saat ini nyaman untuk bekerja. |                    |   |   |   |   |   |   |

| No                              | Pernyataan                                                                          | Alternatif Jawaban |   |   |   |   |   |   |
|---------------------------------|-------------------------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|                                 |                                                                                     | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| 2.                              | Saya merasa kondisi kerja mendukung saya untuk bekerja secara optimal.              |                    |   |   |   |   |   |   |
| <b>b. Fasilitas Kerja</b>       |                                                                                     |                    |   |   |   |   |   |   |
| 3.                              | Saya merasa fasilitas kerja yang tersedia dalam kondisi baik.                       |                    |   |   |   |   |   |   |
| 4.                              | Saya merasa fasilitas kerja yang diberikan sudah memadai untuk kebutuhan pekerjaan. |                    |   |   |   |   |   |   |
| <b>c. Prestasi Kerja</b>        |                                                                                     |                    |   |   |   |   |   |   |
| 5.                              | Saya terdorong untuk mencapai prestasi kerja yang lebih baik.                       |                    |   |   |   |   |   |   |
| 6.                              | Saya berusaha meningkatkan kinerja agar mendapatkan hasil kerja yang optimal.       |                    |   |   |   |   |   |   |
| <b>d. Pengakuan dari Atasan</b> |                                                                                     |                    |   |   |   |   |   |   |
| 7.                              | Saya merasa atasan selalu memberikan apresiasi atas hasil kerja saya.               |                    |   |   |   |   |   |   |
| 8.                              | Saya merasa diakui oleh atasan atas kontribusi saya dalam pekerjaan.                |                    |   |   |   |   |   |   |

### C. Kompensasi (X2)

| No      | Pernyataan                                                | Alternatif Jawaban |   |   |   |   |   |   |
|---------|-----------------------------------------------------------|--------------------|---|---|---|---|---|---|
|         |                                                           | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| a. Gaji |                                                           |                    |   |   |   |   |   |   |
| 1.      | Saya merasa gaji yang diterima sesuai dengan beban kerja. |                    |   |   |   |   |   |   |
| 2.      | Saya merasa gaji yang diberikan sudah adil.               |                    |   |   |   |   |   |   |

| No           | Pernyataan                                                               | Alternatif Jawaban |   |   |   |   |   |   |
|--------------|--------------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|              |                                                                          | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| b. Insentif  |                                                                          |                    |   |   |   |   |   |   |
| 3.           | Saya mendapatkan insentif sesuai dengan kinerja yang saya capai.         |                    |   |   |   |   |   |   |
| 4.           | Saya merasa insentif yang diberikan memotivasi untuk bekerja lebih baik. |                    |   |   |   |   |   |   |
| c. Tunjangan |                                                                          |                    |   |   |   |   |   |   |
| 5.           | Saya merasa tunjangan yang diberikan sudah memadai.                      |                    |   |   |   |   |   |   |
| 6.           | Saya merasa puas dengan tunjangan yang saya terima.                      |                    |   |   |   |   |   |   |
| d. Fasilitas |                                                                          |                    |   |   |   |   |   |   |
| 7.           | Saya merasa fasilitas tambahan dari instansi membantu kesejahteraan.     |                    |   |   |   |   |   |   |
| 8.           | Saya merasa fasilitas yang diberikan instansi sudah sesuai kebutuhan.    |                    |   |   |   |   |   |   |

#### **D. Komitmen Organisasi (X3)**

| No                                           | Pernyataan                                                                     | Alternatif Jawaban |   |   |   |   |   |   |
|----------------------------------------------|--------------------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|                                              |                                                                                | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| a. Rasa percaya terhadap instansi            |                                                                                |                    |   |   |   |   |   |   |
| 1.                                           | Saya memiliki rasa percaya terhadap instansi tempat saya bekerja.              |                    |   |   |   |   |   |   |
| 2.                                           | Saya merasa bangga menjadi bagian dari instansi ini.                           |                    |   |   |   |   |   |   |
| b. Bersedia mengorbankan kepentingan pribadi |                                                                                |                    |   |   |   |   |   |   |
| 3.                                           | Saya bersedia mengutamakan kepentingan instansi dibanding kepentingan pribadi. |                    |   |   |   |   |   |   |

| No                                            | Pernyataan                                                                 | Alternatif Jawaban |   |   |   |   |   |   |
|-----------------------------------------------|----------------------------------------------------------------------------|--------------------|---|---|---|---|---|---|
|                                               |                                                                            | 1                  | 2 | 3 | 4 | 5 | 6 | 7 |
| 4.                                            | Saya rela berkorban demi kemajuan instansi.                                |                    |   |   |   |   |   |   |
| <b>c. Tidak nyaman meninggalkan pekerjaan</b> |                                                                            |                    |   |   |   |   |   |   |
| 5.                                            | Saya merasa ada banyak pertimbangan jika harus meninggalkan pekerjaan ini. |                    |   |   |   |   |   |   |
| 6.                                            | Saya ingin tetap bertahan bekerja di instansi ini.                         |                    |   |   |   |   |   |   |
| <b>d. Kebahagiaan dalam bekerja</b>           |                                                                            |                    |   |   |   |   |   |   |
| 7.                                            | Saya merasa bahagia saat bekerja di instansi ini.                          |                    |   |   |   |   |   |   |
| 8.                                            | Saya menikmati pekerjaan yang saya lakukan saat ini.                       |                    |   |   |   |   |   |   |

Lampiran B.3

### Penyerahan Kuesioner



## **LAMPIRAN C: DATA PENELITIAN**

Lampiran C.1 Data Hasil Perhitungan Kuesioner

Lampiran C.2 Data Variabel Disiplin Kerja (Y)

Lampiran C.3 Data Variabel Motivasi Kerja (X1)

Lampiran C.4 Data Variabel Kompensasi (X2)

Lampiran C.5 Data Variabel Komitmen Organisasi (X3)

Lampiran C.1

**Data Hasil Perhitungan Kuesioner**

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 1                | > 50 Tahun  | Laki-laki            | S1/S2                      | >10 Tahun           | > Rp.3.600.000                  |
| 2                | >50 Tahun   | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 3                | 31-40 Tahun | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 4                | 41-50 Tahun | Perempuan            | S3                         | 6-10 Tahun          | > Rp.3.600.000                  |
| 5                | >50 Tahun   | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 6                | 41-50 Tahun | Perempuan            | SMA                        | >10 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 7                | 31-40 Tahun | Perempuan            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 8                | 41-50 Tahun | Perempuan            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 9                | >50 Tahun   | Laki-laki            | SMA                        | >10 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 10               | 41-50 Tahun | Perempuan            | Diploma                    | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 11               | 41-50 Tahun | Laki-laki            | SMA                        | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 12               | 41-50 Tahun | Perempuan            | Diploma                    | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 13               | 41-50 Tahun | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 14               | >50 tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 15               | 41-50 Tahun | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 16               | >50 tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 17               | >50 tahun   | Laki-laki            | SMA                        | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 18               | >50 tahun   | Perempuan            | Diploma                    | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 19               | 31-40 Tahun | Laki-laki            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 20               | >50 tahun   | Laki-laki            | S1/S2                      | >10 tahun           | >Rp. 3.600.000                  |
| 21               | 31-40 Tahun | Perempuan            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 22               | >50 tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 23               | 41-50 Tahun | Perempuan            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 24               | 41-50 Tahun | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 25               | 31-40 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 26               | >50 Tahun   | Perempuan            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 27               | 41-50 Tahun | Perempuan            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 28               | 41-50 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 29               | >50 tahun   | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 30               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 31               | 31-40 Tahun | Perempuan            | S1/S2                      | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 32               | >50 tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 33               | 19-30 Tahun | Laki-laki            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 34               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 35               | 19-30 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 36               | 19-30 Tahun | Perempuan            | S1/S2                      | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 37               | 41-50 Tahun | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 38               | >50 Tahun   | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 39               | 41-50 Tahun | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 40               | 41-50 Tahun | Laki-laki            | SD                         | 1-5 Tahun           | < Rp.1.500.000                  |
| 41               | 31-40 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 42               | 41-50 Tahun | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 1.500.000-<br>Rp.2.500.000  |
| 43               | 19-30 Tahun | Perempuan            | Diploma                    | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 44               | >50 tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 45               | 31-40 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 46               | 41-50 Tahun | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 47               | 41-50 Tahun | Laki-laki            | SMP                        | 6-10 Tahun          | < Rp. 1.500.000                 |
| 48               | >50 tahun   | Laki-laki            | SMP                        | 6-10 Tahun          | < Rp. 1.500.000                 |
| 49               | 41-50 Tahun | Laki-laki            | SMP                        | >10 Tahun           | < Rp. 1.500.000                 |
| 50               | 19-30 Tahun | Perempuan            | S1/S2                      | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 51               | 31-40 Tahun | Perempuan            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 52               | 31-40 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 53               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 54               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 55               | >50 Tahun   | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 56               | 41-50 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 57               | 31-40 Tahun | Perempuan            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 58               | 41-50 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 59               | 41-50 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 60               | 19-39 Tahun | Perempuan            | SMA                        | 1-5 Tahun           | < Rp. 1.500.000                 |
| 61               | 31-40 Tahun | Perempuan            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 62               | >50 Tahun   | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 63               | 31-40 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | >Rp. 3.600.000                  |
| 64               | 41-50 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 65               | 31-40 Tahun | Laki-laki            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 66               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | >Rp. 3.600.000                  |
| 67               | 41-50 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 68               | 19-30 Tahun | Perempuan            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 69               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 70               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | >Rp. 3.600.000                  |
| 71               | 31-40 Tahun | Laki-laki            | S1/S2                      | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 72               | 41-50 Tahun | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 73               | >50 Tahun   | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 1.500.000-<br>Rp.2.500.000  |
| 74               | > 50 Tahun  | Perempuan            | SMA                        | >10 tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 75               | 41-50 Tahun | Laki-laki            | SMP                        | 1-5 Tahun           | <Rp. 1.500.000                  |
| 76               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | >Rp. 3.600.000                  |
| 77               | 41-50 Tahun | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 78               | >50 Tahun   | Laki-laki            | SMA                        | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 79               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 80               | 41-50 Tahun | Laki-laki            | S1/S2                      | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 81               | >50 Tahun   | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 82               | >50 Tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 1.500.000-<br>Rp.2.500.000  |
| 83               | 41-50 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 84               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 85               | 31-40 Tahun | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 86               | 41-50 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 87               | 41-50 Tahun | Laki-laki            | SMA                        | 6-10 Tahun          | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 88               | 41-50 Tahun | Perempuan            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 89               | >50 Tahun   | Laki-laki            | SMA                        | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |

| <b>Responden</b> | <b>Usia</b> | <b>Jenis Kelamin</b> | <b>Pendidikan Terakhir</b> | <b>Lama Bekerja</b> | <b>Pendapatan</b>               |
|------------------|-------------|----------------------|----------------------------|---------------------|---------------------------------|
| 90               | >50 Tahun   | Laki-laki            | S1/S2                      | >10 tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |
| 91               | 19-30 Tahun | Laki-laki            | Diploma                    | 1-5 Tahun           | Rp. 2.600.000-<br>Rp. 3.500.000 |

Lampiran C.2

**Data Variabel Disiplin Kerja (Y)**

| <b>DISIPLIN KERJA (Y)</b> |            |            |            |            |            |            |            |            |              |
|---------------------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| <b>Responden</b>          | <b>Y.1</b> | <b>Y.2</b> | <b>Y.3</b> | <b>Y.4</b> | <b>Y.5</b> | <b>Y.6</b> | <b>Y.7</b> | <b>Y.8</b> | <b>Total</b> |
| 1                         | 6          | 7          | 6          | 7          | 6          | 5          | 6          | 6          | 49           |
| 2                         | 6          | 7          | 6          | 7          | 6          | 5          | 5          | 6          | 48           |
| 3                         | 7          | 6          | 6          | 7          | 6          | 5          | 6          | 6          | 49           |
| 4                         | 7          | 6          | 6          | 7          | 6          | 6          | 6          | 6          | 50           |
| 5                         | 6          | 7          | 7          | 6          | 6          | 5          | 6          | 6          | 49           |
| 6                         | 6          | 5          | 5          | 5          | 6          | 6          | 6          | 5          | 44           |
| 7                         | 5          | 5          | 6          | 5          | 5          | 5          | 6          | 6          | 43           |
| 8                         | 5          | 5          | 6          | 6          | 6          | 6          | 7          | 6          | 47           |
| 9                         | 6          | 6          | 7          | 7          | 6          | 6          | 5          | 5          | 48           |
| 10                        | 6          | 6          | 7          | 7          | 5          | 5          | 6          | 6          | 48           |
| 11                        | 7          | 7          | 7          | 7          | 6          | 5          | 5          | 6          | 50           |
| 12                        | 6          | 6          | 5          | 6          | 6          | 6          | 6          | 5          | 46           |
| 13                        | 7          | 7          | 6          | 7          | 6          | 7          | 6          | 6          | 52           |
| 14                        | 5          | 6          | 6          | 5          | 5          | 6          | 5          | 6          | 44           |
| 15                        | 7          | 6          | 6          | 6          | 5          | 6          | 5          | 6          | 47           |
| 16                        | 7          | 7          | 6          | 7          | 7          | 7          | 7          | 6          | 54           |
| 17                        | 7          | 6          | 6          | 6          | 6          | 6          | 5          | 6          | 48           |
| 18                        | 7          | 7          | 6          | 6          | 5          | 6          | 5          | 6          | 48           |
| 19                        | 7          | 6          | 6          | 6          | 7          | 6          | 6          | 5          | 49           |
| 20                        | 7          | 6          | 6          | 6          | 5          | 6          | 5          | 6          | 47           |
| 21                        | 7          | 6          | 6          | 6          | 5          | 6          | 6          | 6          | 48           |
| 22                        | 6          | 7          | 6          | 6          | 6          | 6          | 5          | 6          | 48           |
| 23                        | 7          | 6          | 6          | 6          | 5          | 6          | 5          | 6          | 47           |
| 24                        | 6          | 7          | 6          | 7          | 6          | 6          | 7          | 5          | 50           |
| 25                        | 5          | 6          | 6          | 5          | 6          | 6          | 6          | 5          | 45           |
| 26                        | 6          | 7          | 6          | 7          | 6          | 5          | 6          | 6          | 49           |
| 27                        | 6          | 5          | 6          | 5          | 5          | 5          | 6          | 5          | 43           |
| 28                        | 5          | 6          | 6          | 6          | 5          | 5          | 6          | 5          | 44           |

| DISIPLIN KERJA (Y) |     |     |     |     |     |     |     |     |       |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Responden          | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Total |
| 29                 | 5   | 6   | 7   | 6   | 6   | 7   | 5   | 6   | 48    |
| 30                 | 7   | 6   | 5   | 6   | 6   | 5   | 5   | 6   | 46    |
| 31                 | 6   | 5   | 6   | 5   | 5   | 5   | 6   | 5   | 43    |
| 32                 | 7   | 6   | 6   | 5   | 6   | 6   | 6   | 5   | 47    |
| 33                 | 6   | 5   | 5   | 6   | 6   | 6   | 5   | 6   | 45    |
| 34                 | 5   | 6   | 6   | 5   | 6   | 6   | 6   | 5   | 45    |
| 35                 | 6   | 6   | 6   | 6   | 5   | 6   | 6   | 6   | 47    |
| 36                 | 6   | 6   | 6   | 6   | 5   | 6   | 6   | 5   | 46    |
| 37                 | 6   | 5   | 5   | 6   | 6   | 6   | 5   | 6   | 45    |
| 38                 | 6   | 5   | 5   | 6   | 6   | 6   | 5   | 6   | 45    |
| 39                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 40                 | 6   | 7   | 6   | 7   | 6   | 5   | 6   | 6   | 49    |
| 41                 | 6   | 5   | 5   | 6   | 6   | 6   | 5   | 6   | 45    |
| 42                 | 7   | 6   | 6   | 6   | 5   | 6   | 5   | 6   | 47    |
| 43                 | 5   | 6   | 6   | 5   | 6   | 6   | 5   | 5   | 44    |
| 44                 | 7   | 6   | 6   | 5   | 5   | 5   | 6   | 6   | 46    |
| 45                 | 5   | 6   | 6   | 6   | 5   | 5   | 5   | 6   | 44    |
| 46                 | 5   | 5   | 5   | 6   | 7   | 6   | 6   | 5   | 45    |
| 47                 | 6   | 6   | 5   | 6   | 6   | 5   | 5   | 5   | 44    |
| 48                 | 7   | 6   | 6   | 6   | 5   | 6   | 5   | 6   | 47    |
| 49                 | 7   | 6   | 5   | 5   | 6   | 6   | 5   | 5   | 45    |
| 50                 | 7   | 5   | 6   | 5   | 5   | 5   | 6   | 6   | 45    |
| 51                 | 6   | 6   | 7   | 7   | 6   | 7   | 5   | 6   | 50    |
| 52                 | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 56    |
| 53                 | 7   | 7   | 6   | 6   | 7   | 7   | 7   | 5   | 52    |
| 54                 | 6   | 6   | 7   | 7   | 6   | 6   | 7   | 6   | 51    |
| 55                 | 7   | 7   | 6   | 6   | 5   | 7   | 7   | 7   | 52    |
| 56                 | 6   | 7   | 6   | 7   | 7   | 7   | 6   | 7   | 53    |
| 57                 | 7   | 7   | 7   | 7   | 6   | 6   | 6   | 6   | 52    |
| 58                 | 7   | 7   | 7   | 7   | 6   | 6   | 6   | 6   | 52    |

| DISIPLIN KERJA (Y) |     |     |     |     |     |     |     |     |       |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Responden          | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Total |
| 59                 | 6   | 5   | 6   | 6   | 6   | 6   | 7   | 6   | 48    |
| 60                 | 6   | 5   | 7   | 7   | 6   | 7   | 6   | 6   | 50    |
| 61                 | 6   | 6   | 7   | 7   | 6   | 6   | 7   | 7   | 52    |
| 62                 | 6   | 6   | 6   | 7   | 7   | 6   | 6   | 6   | 50    |
| 63                 | 6   | 6   | 6   | 6   | 7   | 7   | 6   | 7   | 51    |
| 64                 | 6   | 5   | 6   | 6   | 6   | 6   | 6   | 6   | 47    |
| 65                 | 6   | 7   | 7   | 6   | 6   | 6   | 7   | 6   | 51    |
| 66                 | 6   | 7   | 7   | 7   | 6   | 6   | 7   | 7   | 53    |
| 67                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 68                 | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 56    |
| 69                 | 5   | 5   | 7   | 6   | 5   | 7   | 6   | 5   | 46    |
| 70                 | 7   | 7   | 6   | 7   | 6   | 7   | 7   | 7   | 54    |
| 71                 | 6   | 7   | 7   | 7   | 7   | 7   | 6   | 6   | 53    |
| 72                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 73                 | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 7   | 56    |
| 74                 | 7   | 6   | 6   | 6   | 6   | 6   | 7   | 7   | 51    |
| 75                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 76                 | 6   | 6   | 7   | 6   | 7   | 7   | 7   | 7   | 53    |
| 77                 | 7   | 7   | 6   | 7   | 6   | 6   | 7   | 7   | 53    |
| 78                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 79                 | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 6   | 48    |
| 80                 | 6   | 5   | 7   | 6   | 6   | 6   | 7   | 6   | 49    |
| 81                 | 6   | 6   | 7   | 6   | 7   | 6   | 6   | 6   | 50    |
| 82                 | 6   | 7   | 6   | 6   | 7   | 7   | 6   | 6   | 51    |
| 83                 | 6   | 7   | 7   | 6   | 6   | 7   | 7   | 7   | 53    |
| 84                 | 7   | 7   | 7   | 6   | 6   | 7   | 5   | 6   | 51    |
| 85                 | 6   | 6   | 7   | 6   | 7   | 6   | 7   | 7   | 52    |
| 86                 | 6   | 6   | 7   | 7   | 6   | 6   | 6   | 7   | 51    |
| 87                 | 7   | 7   | 6   | 6   | 5   | 6   | 6   | 7   | 50    |
| 88                 | 6   | 7   | 7   | 7   | 6   | 6   | 7   | 7   | 53    |

| DISIPLIN KERJA (Y) |     |     |     |     |     |     |     |     |       |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Responden          | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Total |
| 89                 | 6   | 7   | 7   | 7   | 6   | 7   | 6   | 6   | 52    |
| 90                 | 7   | 7   | 6   | 6   | 7   | 6   | 7   | 6   | 52    |
| 91                 | 6   | 6   | 7   | 7   | 6   | 7   | 6   | 5   | 50    |

Lampiran C.3

**Data Variabel Motivasi Kerja (X1)**

| <b>MOTIVASI KERJA (X1)</b> |             |             |             |             |             |             |             |             |              |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| <b>Responden</b>           | <b>X1.1</b> | <b>X1.2</b> | <b>X1.3</b> | <b>X1.4</b> | <b>X1.5</b> | <b>X1.6</b> | <b>X1.7</b> | <b>X1.8</b> | <b>Total</b> |
| 1                          | 6           | 7           | 6           | 5           | 6           | 6           | 5           | 4           | 45           |
| 2                          | 6           | 6           | 6           | 5           | 6           | 6           | 5           | 5           | 45           |
| 3                          | 6           | 6           | 6           | 5           | 6           | 6           | 5           | 4           | 44           |
| 4                          | 6           | 7           | 6           | 6           | 6           | 6           | 5           | 4           | 46           |
| 5                          | 6           | 6           | 6           | 5           | 6           | 6           | 5           | 5           | 45           |
| 6                          | 6           | 6           | 5           | 6           | 6           | 5           | 5           | 6           | 45           |
| 7                          | 5           | 5           | 6           | 6           | 5           | 5           | 5           | 5           | 42           |
| 8                          | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 9                          | 6           | 6           | 5           | 6           | 6           | 6           | 6           | 6           | 47           |
| 10                         | 6           | 6           | 5           | 6           | 6           | 6           | 6           | 6           | 47           |
| 11                         | 6           | 6           | 6           | 6           | 5           | 5           | 5           | 5           | 44           |
| 12                         | 5           | 6           | 5           | 6           | 6           | 6           | 5           | 6           | 45           |
| 13                         | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 14                         | 6           | 6           | 5           | 5           | 6           | 6           | 5           | 5           | 44           |
| 15                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 4           | 44           |
| 16                         | 7           | 7           | 7           | 7           | 7           | 6           | 7           | 7           | 55           |
| 17                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 4           | 44           |
| 18                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 4           | 44           |
| 19                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 4           | 44           |
| 20                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 6           | 46           |
| 21                         | 6           | 6           | 5           | 6           | 6           | 6           | 5           | 4           | 44           |
| 22                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 5           | 45           |
| 23                         | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 4           | 44           |
| 24                         | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 5           | 46           |
| 25                         | 5           | 7           | 6           | 7           | 7           | 6           | 5           | 6           | 49           |
| 26                         | 6           | 6           | 6           | 5           | 6           | 6           | 5           | 4           | 44           |
| 27                         | 5           | 7           | 6           | 5           | 5           | 6           | 6           | 5           | 45           |
| 28                         | 5           | 6           | 6           | 5           | 6           | 6           | 7           | 6           | 47           |

| MOTIVASI KERJA (X1) |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|-------|
| Responden           | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total |
| 29                  | 5    | 5    | 6    | 5    | 6    | 6    | 7    | 5    | 45    |
| 30                  | 6    | 6    | 5    | 5    | 6    | 6    | 7    | 5    | 46    |
| 31                  | 5    | 6    | 6    | 5    | 6    | 6    | 5    | 6    | 45    |
| 32                  | 6    | 7    | 6    | 6    | 6    | 5    | 5    | 6    | 47    |
| 33                  | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 45    |
| 34                  | 6    | 6    | 5    | 6    | 5    | 5    | 6    | 6    | 45    |
| 35                  | 6    | 6    | 5    | 6    | 5    | 5    | 6    | 6    | 45    |
| 36                  | 6    | 6    | 5    | 5    | 6    | 6    | 5    | 6    | 45    |
| 37                  | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 45    |
| 38                  | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 45    |
| 39                  | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 45    |
| 40                  | 6    | 6    | 6    | 5    | 6    | 6    | 5    | 4    | 44    |
| 41                  | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 45    |
| 42                  | 5    | 6    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 43                  | 5    | 5    | 6    | 6    | 6    | 7    | 6    | 6    | 47    |
| 44                  | 5    | 6    | 5    | 5    | 6    | 6    | 5    | 5    | 43    |
| 45                  | 6    | 6    | 5    | 5    | 5    | 6    | 6    | 5    | 44    |
| 46                  | 5    | 5    | 5    | 7    | 5    | 5    | 6    | 6    | 44    |
| 47                  | 6    | 6    | 5    | 5    | 6    | 5    | 6    | 5    | 44    |
| 48                  | 5    | 6    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 49                  | 5    | 6    | 6    | 6    | 5    | 5    | 6    | 6    | 45    |
| 50                  | 6    | 5    | 6    | 7    | 6    | 6    | 6    | 5    | 47    |
| 51                  | 7    | 7    | 6    | 6    | 6    | 6    | 6    | 6    | 50    |
| 52                  | 7    | 6    | 6    | 6    | 7    | 6    | 7    | 7    | 52    |
| 53                  | 7    | 7    | 7    | 6    | 7    | 7    | 6    | 6    | 53    |
| 54                  | 7    | 7    | 7    | 7    | 6    | 6    | 6    | 6    | 52    |
| 55                  | 7    | 7    | 7    | 7    | 6    | 7    | 6    | 7    | 54    |
| 56                  | 7    | 7    | 6    | 7    | 7    | 7    | 6    | 6    | 53    |
| 57                  | 6    | 6    | 7    | 7    | 5    | 5    | 5    | 5    | 46    |
| 58                  | 6    | 7    | 7    | 7    | 7    | 6    | 6    | 7    | 53    |

| MOTIVASI KERJA (X1) |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|-------|
| Responden           | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total |
| 59                  | 6    | 7    | 7    | 6    | 6    | 6    | 6    | 6    | 50    |
| 60                  | 3    | 5    | 4    | 5    | 6    | 7    | 5    | 6    | 41    |
| 61                  | 6    | 7    | 6    | 6    | 6    | 6    | 6    | 7    | 50    |
| 62                  | 6    | 6    | 6    | 7    | 7    | 6    | 6    | 7    | 51    |
| 63                  | 7    | 7    | 6    | 6    | 6    | 7    | 7    | 7    | 53    |
| 64                  | 6    | 5    | 5    | 5    | 6    | 6    | 6    | 6    | 45    |
| 65                  | 5    | 6    | 6    | 6    | 6    | 6    | 3    | 4    | 42    |
| 66                  | 6    | 6    | 6    | 6    | 7    | 6    | 7    | 6    | 50    |
| 67                  | 7    | 6    | 6    | 6    | 6    | 6    | 7    | 6    | 50    |
| 68                  | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 56    |
| 69                  | 6    | 6    | 6    | 6    | 7    | 7    | 6    | 6    | 50    |
| 70                  | 6    | 6    | 7    | 7    | 5    | 5    | 6    | 5    | 47    |
| 71                  | 7    | 7    | 7    | 7    | 5    | 5    | 5    | 6    | 49    |
| 72                  | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 73                  | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 74                  | 6    | 6    | 5    | 6    | 5    | 5    | 5    | 5    | 43    |
| 75                  | 7    | 6    | 5    | 6    | 7    | 7    | 5    | 5    | 48    |
| 76                  | 5    | 6    | 6    | 7    | 6    | 6    | 6    | 6    | 48    |
| 77                  | 6    | 7    | 6    | 6    | 6    | 7    | 6    | 6    | 50    |
| 78                  | 7    | 7    | 6    | 6    | 7    | 6    | 7    | 6    | 52    |
| 79                  | 6    | 7    | 6    | 6    | 7    | 6    | 6    | 7    | 51    |
| 80                  | 6    | 6    | 6    | 6    | 6    | 6    | 5    | 6    | 47    |
| 81                  | 6    | 7    | 7    | 7    | 6    | 7    | 7    | 7    | 54    |
| 82                  | 6    | 7    | 6    | 6    | 6    | 6    | 7    | 6    | 50    |
| 83                  | 6    | 6    | 7    | 6    | 6    | 6    | 7    | 6    | 50    |
| 84                  | 7    | 7    | 7    | 6    | 6    | 6    | 7    | 6    | 52    |
| 85                  | 6    | 7    | 6    | 7    | 6    | 6    | 5    | 6    | 49    |
| 86                  | 7    | 5    | 7    | 7    | 7    | 7    | 6    | 6    | 52    |
| 87                  | 7    | 7    | 6    | 7    | 7    | 6    | 7    | 7    | 54    |
| 88                  | 6    | 7    | 6    | 7    | 7    | 7    | 6    | 5    | 51    |

| MOTIVASI KERJA (X1) |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|-------|
| Responden           | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total |
| 89                  | 7    | 7    | 6    | 7    | 7    | 6    | 7    | 7    | 54    |
| 90                  | 7    | 7    | 6    | 7    | 7    | 6    | 7    | 6    | 53    |
| 91                  | 7    | 7    | 6    | 6    | 7    | 7    | 6    | 6    | 52    |

Lampiran C.4

**Data Variabel Kompensasi (X2)**

| KOMPENSASI (X2) |      |      |      |      |      |      |      |      |       |
|-----------------|------|------|------|------|------|------|------|------|-------|
| Responden       | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| 1               | 5    | 5    | 6    | 6    | 5    | 5    | 5    | 5    | 42    |
| 2               | 5    | 5    | 5    | 5    | 6    | 6    | 5    | 5    | 42    |
| 3               | 5    | 6    | 6    | 6    | 5    | 5    | 5    | 5    | 43    |
| 4               | 5    | 5    | 5    | 5    | 6    | 6    | 6    | 5    | 43    |
| 5               | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 47    |
| 6               | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 5    | 46    |
| 7               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 6    | 41    |
| 8               | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 9               | 5    | 5    | 6    | 6    | 5    | 6    | 6    | 5    | 44    |
| 10              | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 11              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 12              | 6    | 7    | 6    | 6    | 5    | 6    | 6    | 5    | 47    |
| 13              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 14              | 5    | 5    | 6    | 5    | 5    | 5    | 5    | 6    | 42    |
| 15              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 16              | 6    | 5    | 5    | 5    | 6    | 6    | 6    | 5    | 44    |
| 17              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 18              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 19              | 6    | 5    | 5    | 5    | 5    | 6    | 6    | 5    | 43    |
| 20              | 6    | 5    | 5    | 5    | 6    | 5    | 5    | 6    | 43    |

| KOMPENSASI (X2) |      |      |      |      |      |      |      |      |       |
|-----------------|------|------|------|------|------|------|------|------|-------|
| Responden       | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| 21              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 22              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 23              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 24              | 5    | 5    | 4    | 5    | 5    | 5    | 4    | 4    | 37    |
| 25              | 6    | 5    | 6    | 6    | 5    | 7    | 7    | 6    | 48    |
| 26              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 27              | 6    | 5    | 5    | 6    | 7    | 6    | 6    | 5    | 46    |
| 28              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 29              | 5    | 6    | 5    | 5    | 6    | 7    | 5    | 5    | 44    |
| 30              | 7    | 6    | 5    | 6    | 7    | 5    | 7    | 6    | 49    |
| 31              | 6    | 6    | 5    | 5    | 5    | 5    | 5    | 5    | 42    |
| 32              | 6    | 5    | 6    | 6    | 6    | 5    | 5    | 5    | 44    |
| 33              | 6    | 5    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 34              | 6    | 5    | 6    | 6    | 6    | 6    | 6    | 5    | 46    |
| 35              | 5    | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 46    |
| 36              | 6    | 6    | 5    | 5    | 5    | 5    | 5    | 6    | 43    |
| 37              | 6    | 5    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 38              | 6    | 5    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 39              | 6    | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 47    |
| 40              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 41              | 6    | 5    | 6    | 6    | 6    | 6    | 5    | 6    | 46    |
| 42              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 43              | 6    | 5    | 5    | 5    | 6    | 6    | 6    | 6    | 45    |
| 44              | 6    | 5    | 6    | 5    | 5    | 5    | 5    | 5    | 42    |
| 45              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 46              | 5    | 5    | 6    | 6    | 6    | 6    | 5    | 5    | 44    |
| 47              | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 48              | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 5    | 43    |
| 49              | 5    | 5    | 6    | 5    | 6    | 6    | 5    | 5    | 43    |
| 50              | 5    | 6    | 6    | 6    | 5    | 6    | 6    | 5    | 45    |

| KOMPENSASI (X2) |      |      |      |      |      |      |      |      |       |
|-----------------|------|------|------|------|------|------|------|------|-------|
| Responden       | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| 51              | 7    | 7    | 6    | 6    | 5    | 6    | 5    | 5    | 47    |
| 52              | 6    | 6    | 5    | 5    | 5    | 5    | 5    | 5    | 42    |
| 53              | 7    | 6    | 6    | 7    | 7    | 7    | 7    | 7    | 54    |
| 54              | 5    | 5    | 6    | 7    | 6    | 7    | 6    | 6    | 48    |
| 55              | 7    | 7    | 7    | 6    | 5    | 6    | 7    | 7    | 52    |
| 56              | 7    | 7    | 7    | 6    | 7    | 6    | 5    | 6    | 51    |
| 57              | 6    | 7    | 6    | 6    | 6    | 6    | 6    | 6    | 49    |
| 58              | 7    | 7    | 7    | 6    | 6    | 7    | 6    | 7    | 53    |
| 59              | 6    | 6    | 6    | 6    | 6    | 6    | 5    | 7    | 48    |
| 60              | 5    | 7    | 6    | 7    | 6    | 5    | 5    | 6    | 47    |
| 61              | 6    | 7    | 6    | 6    | 7    | 6    | 6    | 6    | 50    |
| 62              | 7    | 7    | 7    | 6    | 6    | 7    | 7    | 7    | 54    |
| 63              | 6    | 7    | 7    | 6    | 6    | 6    | 6    | 7    | 51    |
| 64              | 5    | 5    | 6    | 6    | 5    | 5    | 6    | 6    | 44    |
| 65              | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 56    |
| 66              | 7    | 6    | 7    | 6    | 6    | 7    | 6    | 6    | 51    |
| 67              | 6    | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 55    |
| 68              | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 56    |
| 69              | 6    | 6    | 5    | 6    | 6    | 5    | 6    | 5    | 45    |
| 70              | 6    | 7    | 6    | 6    | 6    | 7    | 6    | 6    | 50    |
| 71              | 5    | 7    | 7    | 6    | 5    | 7    | 7    | 7    | 51    |
| 72              | 6    | 6    | 6    | 5    | 6    | 6    | 6    | 6    | 47    |
| 73              | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 7    | 56    |
| 74              | 6    | 6    | 6    | 6    | 6    | 7    | 6    | 6    | 49    |
| 75              | 6    | 7    | 6    | 6    | 5    | 5    | 6    | 6    | 47    |
| 76              | 7    | 6    | 7    | 7    | 7    | 6    | 7    | 6    | 53    |
| 77              | 5    | 6    | 7    | 7    | 6    | 5    | 6    | 7    | 49    |
| 78              | 6    | 6    | 7    | 7    | 7    | 6    | 6    | 6    | 51    |
| 79              | 7    | 6    | 6    | 6    | 6    | 7    | 6    | 6    | 50    |
| 80              | 7    | 7    | 7    | 7    | 6    | 7    | 7    | 7    | 55    |

| KOMPENSASI (X2) |      |      |      |      |      |      |      |      |       |
|-----------------|------|------|------|------|------|------|------|------|-------|
| Responden       | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| 81              | 7    | 7    | 6    | 6    | 6    | 6    | 6    | 7    | 51    |
| 82              | 7    | 6    | 6    | 7    | 6    | 6    | 6    | 7    | 51    |
| 83              | 5    | 6    | 7    | 7    | 7    | 6    | 6    | 6    | 50    |
| 84              | 6    | 6    | 7    | 5    | 7    | 7    | 6    | 7    | 51    |
| 85              | 5    | 7    | 7    | 7    | 7    | 6    | 7    | 6    | 52    |
| 86              | 6    | 6    | 7    | 6    | 7    | 6    | 6    | 6    | 50    |
| 87              | 6    | 7    | 7    | 5    | 6    | 6    | 7    | 7    | 51    |
| 88              | 6    | 6    | 7    | 6    | 6    | 7    | 7    | 6    | 51    |
| 89              | 7    | 6    | 5    | 6    | 7    | 6    | 5    | 6    | 48    |
| 90              | 7    | 5    | 7    | 7    | 7    | 6    | 7    | 7    | 53    |
| 91              | 6    | 7    | 7    | 6    | 7    | 7    | 6    | 6    | 52    |

Lampiran C.5

**Data Variabel Komitmen Organisasi (X3)**

| <b>KOMITMEN ORGANISASI (X3)</b> |             |             |             |             |             |             |             |             |              |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| <b>Responden</b>                | <b>X3.1</b> | <b>X3.2</b> | <b>X3.3</b> | <b>X3.4</b> | <b>X3.5</b> | <b>X3.6</b> | <b>X3.7</b> | <b>X3.8</b> | <b>Total</b> |
| 1                               | 5           | 6           | 5           | 7           | 7           | 6           | 7           | 5           | 48           |
| 2                               | 5           | 6           | 5           | 7           | 7           | 6           | 7           | 5           | 48           |
| 3                               | 5           | 6           | 5           | 7           | 7           | 6           | 6           | 5           | 47           |
| 4                               | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 5                               | 6           | 5           | 6           | 6           | 5           | 5           | 6           | 6           | 45           |
| 6                               | 6           | 5           | 6           | 6           | 5           | 5           | 6           | 6           | 45           |
| 7                               | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 8                               | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 9                               | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 10                              | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 11                              | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 6           | 47           |
| 12                              | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 6           | 48           |
| 13                              | 6           | 7           | 6           | 6           | 5           | 5           | 6           | 7           | 48           |
| 14                              | 5           | 5           | 6           | 5           | 6           | 5           | 6           | 5           | 43           |
| 15                              | 5           | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 46           |
| 16                              | 6           | 6           | 5           | 6           | 6           | 6           | 5           | 5           | 45           |
| 17                              | 5           | 5           | 6           | 6           | 6           | 6           | 5           | 4           | 43           |
| 18                              | 5           | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 46           |
| 19                              | 5           | 6           | 6           | 5           | 6           | 6           | 6           | 5           | 45           |
| 20                              | 5           | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 46           |
| 21                              | 6           | 6           | 6           | 6           | 7           | 6           | 6           | 5           | 48           |
| 22                              | 5           | 6           | 6           | 6           | 6           | 6           | 5           | 6           | 46           |
| 23                              | 5           | 6           | 6           | 6           | 6           | 6           | 6           | 5           | 46           |
| 24                              | 6           | 6           | 5           | 6           | 6           | 4           | 5           | 6           | 44           |
| 25                              | 6           | 5           | 6           | 6           | 5           | 5           | 6           | 6           | 45           |
| 26                              | 5           | 6           | 5           | 7           | 7           | 6           | 7           | 5           | 48           |
| 27                              | 6           | 6           | 7           | 5           | 5           | 6           | 6           | 5           | 46           |
| 28                              | 5           | 6           | 6           | 5           | 7           | 5           | 7           | 5           | 46           |

| KOMITMEN ORGANISASI (X3) |      |      |      |      |      |      |      |      |       |
|--------------------------|------|------|------|------|------|------|------|------|-------|
| Responden                | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total |
| 29                       | 6    | 5    | 6    | 6    | 5    | 6    | 6    | 6    | 46    |
| 30                       | 5    | 6    | 5    | 5    | 6    | 7    | 6    | 6    | 46    |
| 31                       | 5    | 5    | 6    | 6    | 6    | 5    | 5    | 6    | 44    |
| 32                       | 5    | 6    | 6    | 5    | 5    | 7    | 6    | 5    | 45    |
| 33                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 34                       | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 35                       | 5    | 6    | 5    | 5    | 6    | 6    | 6    | 6    | 45    |
| 36                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 37                       | 6    | 6    | 5    | 5    | 5    | 5    | 6    | 6    | 44    |
| 38                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 39                       | 5    | 5    | 5    | 5    | 5    | 5    | 6    | 6    | 42    |
| 40                       | 5    | 6    | 5    | 7    | 7    | 6    | 7    | 5    | 48    |
| 41                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 42                       | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 5    | 46    |
| 43                       | 6    | 6    | 5    | 5    | 5    | 6    | 5    | 6    | 44    |
| 44                       | 6    | 5    | 6    | 6    | 5    | 2    | 7    | 7    | 44    |
| 45                       | 5    | 5    | 6    | 6    | 5    | 6    | 6    | 5    | 44    |
| 46                       | 5    | 6    | 6    | 6    | 5    | 6    | 6    | 6    | 46    |
| 47                       | 5    | 6    | 6    | 5    | 5    | 5    | 6    | 6    | 44    |
| 48                       | 5    | 6    | 6    | 6    | 6    | 6    | 6    | 5    | 46    |
| 49                       | 6    | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 46    |
| 50                       | 6    | 6    | 5    | 5    | 6    | 5    | 5    | 5    | 43    |
| 51                       | 6    | 6    | 7    | 7    | 5    | 6    | 7    | 5    | 49    |
| 52                       | 7    | 7    | 7    | 7    | 7    | 5    | 7    | 7    | 54    |
| 53                       | 7    | 7    | 5    | 6    | 6    | 6    | 7    | 6    | 50    |
| 54                       | 6    | 6    | 7    | 7    | 6    | 6    | 6    | 6    | 50    |
| 55                       | 7    | 7    | 6    | 7    | 6    | 7    | 6    | 7    | 53    |
| 56                       | 7    | 7    | 6    | 6    | 7    | 7    | 6    | 6    | 52    |
| 57                       | 7    | 7    | 6    | 6    | 6    | 6    | 6    | 6    | 50    |
| 58                       | 6    | 6    | 7    | 6    | 7    | 7    | 7    | 6    | 52    |

| KOMITMEN ORGANISASI (X3) |      |      |      |      |      |      |      |      |       |
|--------------------------|------|------|------|------|------|------|------|------|-------|
| Responden                | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total |
| 59                       | 6    | 7    | 7    | 6    | 7    | 6    | 6    | 6    | 51    |
| 60                       | 5    | 6    | 5    | 7    | 6    | 7    | 5    | 5    | 46    |
| 61                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 62                       | 6    | 7    | 6    | 7    | 6    | 6    | 6    | 6    | 50    |
| 63                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 64                       | 7    | 6    | 6    | 6    | 7    | 7    | 6    | 6    | 51    |
| 65                       | 6    | 5    | 6    | 6    | 5    | 5    | 6    | 6    | 45    |
| 66                       | 6    | 6    | 7    | 7    | 7    | 7    | 6    | 7    | 53    |
| 67                       | 6    | 7    | 7    | 6    | 6    | 7    | 5    | 5    | 49    |
| 68                       | 7    | 6    | 6    | 6    | 6    | 6    | 6    | 7    | 50    |
| 69                       | 6    | 6    | 5    | 7    | 5    | 6    | 7    | 5    | 47    |
| 70                       | 7    | 7    | 7    | 5    | 7    | 6    | 6    | 7    | 52    |
| 71                       | 6    | 5    | 5    | 6    | 5    | 7    | 7    | 5    | 46    |
| 72                       | 6    | 7    | 7    | 6    | 7    | 7    | 7    | 6    | 53    |
| 73                       | 7    | 6    | 5    | 7    | 5    | 6    | 7    | 5    | 48    |
| 74                       | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 6    | 48    |
| 75                       | 6    | 6    | 6    | 6    | 6    | 5    | 6    | 6    | 47    |
| 76                       | 5    | 6    | 6    | 6    | 7    | 6    | 5    | 6    | 47    |
| 77                       | 7    | 7    | 7    | 7    | 7    | 5    | 7    | 7    | 54    |
| 78                       | 7    | 7    | 6    | 7    | 7    | 7    | 6    | 6    | 53    |
| 79                       | 7    | 7    | 7    | 6    | 6    | 6    | 7    | 7    | 53    |
| 80                       | 6    | 6    | 6    | 7    | 7    | 7    | 6    | 6    | 51    |
| 81                       | 7    | 6    | 7    | 7    | 7    | 7    | 7    | 7    | 55    |
| 82                       | 6    | 6    | 7    | 7    | 6    | 7    | 7    | 6    | 52    |
| 83                       | 6    | 6    | 6    | 5    | 6    | 6    | 6    | 5    | 46    |
| 84                       | 6    | 5    | 6    | 6    | 5    | 6    | 5    | 6    | 45    |
| 85                       | 6    | 6    | 7    | 6    | 6    | 7    | 7    | 6    | 51    |
| 86                       | 6    | 6    | 7    | 7    | 6    | 6    | 7    | 7    | 52    |
| 87                       | 7    | 7    | 6    | 7    | 6    | 6    | 6    | 6    | 51    |
| 88                       | 7    | 6    | 7    | 7    | 6    | 6    | 5    | 7    | 51    |

| KOMITMEN ORGANISASI (X3) |      |      |      |      |      |      |      |      |       |
|--------------------------|------|------|------|------|------|------|------|------|-------|
| Responden                | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total |
| 89                       | 7    | 7    | 6    | 6    | 7    | 6    | 7    | 7    | 53    |
| 90                       | 7    | 7    | 6    | 6    | 5    | 7    | 7    | 6    | 51    |
| 91                       | 6    | 6    | 6    | 7    | 5    | 5    | 6    | 6    | 47    |

## **LAMPIRAN D: OUTPUT OLAH DATA SPSS VERSI 25**

Lampiran D.1 Hasil Uji Validitas Disiplin Kerja (Y)

Lampiran D.2 Hasil Uji Validitas Motivasi Kerja (X1)

Lampiran D.3 Hasil Uji Validitas Kompensasi (X2)

Lampiran D.4 Hasil Uji Validitas Komitmen Organisasi

Lampiran D.5 Hasil Uji Reliabilitas Y, X1, X2, X3

Lampiran D.6 Analisis Deskriptif Y, X1, X2, X3

Lampiran D.7 Uji Normalitas, Uji Multikolinearitas & Uji Heteroskedastisitas

Lampiran D.8 Uji Regresi Linear Berganda, Uji Koefisien determinasi, Uji t (Parsial) & Uji F (Simultan)

Lampiran D.1

Hasil Uji Validitas Disiplin Kerja (Y)

|         |                     | Correlations |        |        |        |        |        |        |        |         |
|---------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|---------|
|         |                     | Y.1          | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | Y.8    | Y_Total |
| Y.1     | Pearson Correlation | 1            | .288   | .035   | .012   | -.070  | .089   | .230   | .307   | .410*   |
|         | Sig. (2-tailed)     |              | .123   | .855   | .952   | .715   | .640   | .221   | .098   | .024    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.2     | Pearson Correlation | .288         | 1      | .538** | .460*  | .217   | .368*  | .492** | .310   | .762**  |
|         | Sig. (2-tailed)     | .123         |        | .002   | .011   | .249   | .045   | .006   | .095   | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.3     | Pearson Correlation | .035         | .538** | 1      | .382*  | -.047  | .362*  | .453*  | .275   | .616**  |
|         | Sig. (2-tailed)     | .855         | .002   |        | .037   | .805   | .050   | .012   | .142   | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.4     | Pearson Correlation | .012         | .460*  | .382*  | 1      | .373*  | .368*  | .198   | .557** | .683**  |
|         | Sig. (2-tailed)     | .952         | .011   | .037   |        | .043   | .045   | .294   | .001   | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.5     | Pearson Correlation | -.070        | .217   | -.047  | .373*  | 1      | .495** | .163   | .050   | .449*   |
|         | Sig. (2-tailed)     | .715         | .249   | .805   | .043   |        | .005   | .391   | .794   | .013    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.6     | Pearson Correlation | .089         | .368*  | .362*  | .368*  | .495** | 1      | .241   | .361*  | .679**  |
|         | Sig. (2-tailed)     | .640         | .045   | .050   | .045   | .005   |        | .199   | .050   | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.7     | Pearson Correlation | .230         | .492** | .453*  | .198   | .163   | .241   | 1      | .149   | .614**  |
|         | Sig. (2-tailed)     | .221         | .006   | .012   | .294   | .391   | .199   |        | .432   | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.8     | Pearson Correlation | .307         | .310   | .275   | .557** | .050   | .361*  | .149   | 1      | .614**  |
|         | Sig. (2-tailed)     | .098         | .095   | .142   | .001   | .794   | .050   | .432   |        | .000    |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y_Total | Pearson Correlation | .410*        | .762** | .616** | .683** | .449*  | .679** | .614** | .614** | 1       |
|         | Sig. (2-tailed)     | .024         | .000   | .000   | .000   | .013   | .000   | .000   | .000   |         |
|         | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |

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

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

## Lampiran D.2

### Hasil Uji Validitas Motivasi Kerja (X1)

|          |                     | Correlations |        |        |        |        |        |       |        |          |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|-------|--------|----------|
|          |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7  | X1.8   | Total X1 |
| X1.1     | Pearson Correlation | 1            | .681** | .283   | .388*  | .416*  | .295   | .145  | .201   | .721**   |
|          | Sig. (2-tailed)     |              | .000   | .130   | .034   | .022   | .113   | .445  | .287   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.2     | Pearson Correlation | .681**       | 1      | .387*  | .183   | .345   | .214   | -.118 | .333   | .625**   |
|          | Sig. (2-tailed)     | .000         |        | .034   | .334   | .062   | .256   | .535  | .072   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.3     | Pearson Correlation | .283         | .387*  | 1      | .421*  | .278   | .331   | .161  | .393*  | .700**   |
|          | Sig. (2-tailed)     | .130         | .034   |        | .021   | .137   | .074   | .396  | .032   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.4     | Pearson Correlation | .388*        | .183   | .421*  | 1      | -.027  | .056   | -.062 | .345   | .517**   |
|          | Sig. (2-tailed)     | .034         | .334   | .021   |        | .889   | .770   | .745  | .062   | .003     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.5     | Pearson Correlation | .416*        | .345   | .278   | -.027  | 1      | .694** | .099  | .168   | .591**   |
|          | Sig. (2-tailed)     | .022         | .062   | .137   | .889   |        | .000   | .604  | .375   | .001     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.6     | Pearson Correlation | .295         | .214   | .331   | .056   | .694** | 1      | .089  | .151   | .570**   |
|          | Sig. (2-tailed)     | .113         | .256   | .074   | .770   | .000   |        | .640  | .424   | .001     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.7     | Pearson Correlation | .145         | -.118  | .161   | -.062  | .099   | .089   | 1     | .320   | .366*    |
|          | Sig. (2-tailed)     | .445         | .535   | .396   | .745   | .604   | .640   |       | .084   | .047     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| X1.8     | Pearson Correlation | .201         | .333   | .393*  | .345   | .168   | .151   | .320  | 1      | .629**   |
|          | Sig. (2-tailed)     | .287         | .072   | .032   | .062   | .375   | .424   | .084  |        | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |
| Total X1 | Pearson Correlation | .721**       | .625** | .700** | .517** | .591** | .570** | .366* | .629** | 1        |
|          | Sig. (2-tailed)     | .000         | .000   | .000   | .003   | .001   | .001   | .047  | .000   |          |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30       |

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

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

### Lampiran D.3

#### Hasil Uji Validitas Kompensasi (X2)

|          |                     | Correlations |        |        |        |        |        |        |        |          |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|----------|
|          |                     | X2.1         | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | Total X2 |
| X2.1     | Pearson Correlation | 1            | .574** | .353   | .334   | .360   | .038   | .398*  | .523** | .673**   |
|          | Sig. (2-tailed)     |              | .001   | .056   | .071   | .051   | .842   | .030   | .003   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.2     | Pearson Correlation | .574**       | 1      | .311   | .192   | .000   | .181   | .242   | .300   | .537**   |
|          | Sig. (2-tailed)     | .001         |        | .094   | .310   | 1.000  | .338   | .198   | .107   | .002     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.3     | Pearson Correlation | .353         | .311   | 1      | .678** | .296   | .524** | .167   | .482** | .688**   |
|          | Sig. (2-tailed)     | .056         | .094   |        | .000   | .112   | .003   | .379   | .007   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.4     | Pearson Correlation | .334         | .192   | .678** | 1      | .532** | .663** | .452*  | .612** | .806**   |
|          | Sig. (2-tailed)     | .071         | .310   | .000   |        | .002   | .000   | .012   | .000   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.5     | Pearson Correlation | .360         | .000   | .296   | .532** | 1      | .464** | .395*  | .451*  | .634**   |
|          | Sig. (2-tailed)     | .051         | 1.000  | .112   | .002   |        | .010   | .031   | .012   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.6     | Pearson Correlation | .038         | .181   | .524** | .663** | .464** | 1      | .272   | .488** | .654**   |
|          | Sig. (2-tailed)     | .842         | .338   | .003   | .000   | .010   |        | .147   | .006   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.7     | Pearson Correlation | .398*        | .242   | .167   | .452*  | .395*  | .272   | 1      | .563** | .647**   |
|          | Sig. (2-tailed)     | .030         | .198   | .379   | .012   | .031   | .147   |        | .001   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.8     | Pearson Correlation | .523**       | .300   | .482** | .612** | .451*  | .488** | .563** | 1      | .808**   |
|          | Sig. (2-tailed)     | .003         | .107   | .007   | .000   | .012   | .006   | .001   |        | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| Total X2 | Pearson Correlation | .673**       | .537** | .688** | .806** | .634** | .654** | .647** | .808** | 1        |
|          | Sig. (2-tailed)     | .000         | .002   | .000   | .000   | .000   | .000   | .000   | .000   |          |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |

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

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

## Lampiran D.4

### Uji Validitas Komitmen Organisasi (X3)

|          |                     | Correlations |        |        |        |        |       |        |        |          |
|----------|---------------------|--------------|--------|--------|--------|--------|-------|--------|--------|----------|
|          |                     | X3.1         | X3.2   | X3.3   | X3.4   | X3.5   | X3.6  | X3.7   | X3.8   | Total X2 |
| X3.1     | Pearson Correlation | 1            | .662** | .260   | .418*  | .284   | .092  | .202   | .531** | .725**   |
|          | Sig. (2-tailed)     |              | .000   | .166   | .022   | .129   | .628  | .283   | .003   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.2     | Pearson Correlation | .662**       | 1      | .165   | .298   | .559** | .459* | .295   | .248   | .794**   |
|          | Sig. (2-tailed)     | .000         |        | .382   | .109   | .001   | .011  | .114   | .187   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.3     | Pearson Correlation | .260         | .165   | 1      | .617** | .133   | .024  | .329   | .144   | .540**   |
|          | Sig. (2-tailed)     | .166         | .382   |        | .000   | .483   | .900  | .076   | .446   | .002     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.4     | Pearson Correlation | .418*        | .298   | .617** | 1      | .327   | .123  | .447*  | .278   | .731**   |
|          | Sig. (2-tailed)     | .022         | .109   | .000   |        | .078   | .518  | .013   | .138   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.5     | Pearson Correlation | .284         | .559** | .133   | .327   | 1      | .222  | .302   | .030   | .606**   |
|          | Sig. (2-tailed)     | .129         | .001   | .483   | .078   |        | .238  | .105   | .876   | .000     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.6     | Pearson Correlation | .092         | .459*  | .024   | .123   | .222   | 1     | -.154  | -.226  | .409*    |
|          | Sig. (2-tailed)     | .628         | .011   | .900   | .518   | .238   |       | .415   | .231   | .025     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.7     | Pearson Correlation | .202         | .295   | .329   | .447*  | .302   | -.154 | 1      | .138   | .491**   |
|          | Sig. (2-tailed)     | .283         | .114   | .076   | .013   | .105   | .415  |        | .465   | .006     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| X3.8     | Pearson Correlation | .531**       | .248   | .144   | .278   | .030   | -.226 | .138   | 1      | .418*    |
|          | Sig. (2-tailed)     | .003         | .187   | .446   | .138   | .876   | .231  | .465   |        | .022     |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |
| Total X2 | Pearson Correlation | .725**       | .794** | .540** | .731** | .606** | .409* | .491** | .418*  | 1        |
|          | Sig. (2-tailed)     | .000         | .000   | .002   | .000   | .000   | .025  | .006   | .022   |          |
|          | N                   | 30           | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30       |

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

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

Lampiran D.5

**Uji Reliabilitas Disiplin Kerja (Y)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .746                   | 8          |

**Uji Reliabilitas Motivasi Kerja (X1)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .728                   | 8          |

**Uji Reliabilitas Kompensasi (X2)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .830                   | 8          |

**Uji Reliabilitas Komitmen Organisasi (X3)**

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .714                   | 8          |

## Lampiran D.6

### Analisis Deskriptif Disiplin Kerja (Y)

| Descriptive Statistics |                |                    |                      |                      |                  |                              |      |                             |
|------------------------|----------------|--------------------|----------------------|----------------------|------------------|------------------------------|------|-----------------------------|
|                        | N<br>Statistic | Range<br>Statistic | Minimum<br>Statistic | Maximum<br>Statistic | Sum<br>Statistic | Mean<br>Statistic Std. Error |      | Std. Deviation<br>Statistic |
| Disiplin Kerja (Y)     | 91             | 13                 | 43                   | 56                   | 4436             | 48.75                        | .335 | 3.196                       |
| Valid N (listwise)     | 91             |                    |                      |                      |                  |                              |      |                             |

### Analisis Deskriptif Motivasi Kerja (X1)

| Descriptive Statistics |                |                    |                      |                      |                  |                              |      |                             |
|------------------------|----------------|--------------------|----------------------|----------------------|------------------|------------------------------|------|-----------------------------|
|                        | N<br>Statistic | Range<br>Statistic | Minimum<br>Statistic | Maximum<br>Statistic | Sum<br>Statistic | Mean<br>Statistic Std. Error |      | Std. Deviation<br>Statistic |
| Motivasi Kerja (X1)    | 91             | 15                 | 41                   | 56                   | 4322             | 47.49                        | .370 | 3.532                       |
| Valid N (listwise)     | 91             |                    |                      |                      |                  |                              |      |                             |

### Analisis Deskriptif Kompensasi (X2)

| Descriptive Statistics |                |                    |                      |                      |                  |                              |      |                             |
|------------------------|----------------|--------------------|----------------------|----------------------|------------------|------------------------------|------|-----------------------------|
|                        | N<br>Statistic | Range<br>Statistic | Minimum<br>Statistic | Maximum<br>Statistic | Sum<br>Statistic | Mean<br>Statistic Std. Error |      | Std. Deviation<br>Statistic |
| Kompensasi (X2)        | 91             | 19                 | 37                   | 56                   | 4249             | 46.69                        | .463 | 4.419                       |
| Valid N (listwise)     | 91             |                    |                      |                      |                  |                              |      |                             |

### Analisis Deskriptif komitmen Organisasi (X3)

| Descriptive Statistics   |                |                    |                      |                      |                  |                              |      |                             |
|--------------------------|----------------|--------------------|----------------------|----------------------|------------------|------------------------------|------|-----------------------------|
|                          | N<br>Statistic | Range<br>Statistic | Minimum<br>Statistic | Maximum<br>Statistic | Sum<br>Statistic | Mean<br>Statistic Std. Error |      | Std. Deviation<br>Statistic |
| Komitmen Organisasi (X3) | 91             | 15                 | 40                   | 55                   | 4348             | 47.78                        | .326 | 3.108                       |
| Valid N (listwise)       | 91             |                    |                      |                      |                  |                              |      |                             |

## Lampiran D.7

### Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test                 |                |                         |
|----------------------------------------------------|----------------|-------------------------|
|                                                    |                | Unstandardized Residual |
| N                                                  |                | 91                      |
| Normal Parameters <sup>a, b</sup>                  | Mean           | .0000000                |
|                                                    | Std. Deviation | 2.39050515              |
| Most Extreme Differences                           | Absolute       | .077                    |
|                                                    | Positive       | .077                    |
|                                                    | Negative       | -.039                   |
| Test Statistic                                     |                | .077                    |
| Asymp. Sig. (2-tailed)                             |                | .200 <sup>c, d</sup>    |
| a. Test distribution is Normal.                    |                |                         |
| b. Calculated from data.                           |                |                         |
| c. Lilliefors Significance Correction.             |                |                         |
| d. This is a lower bound of the true significance. |                |                         |

### Uji Multikolinearitas

| Coefficients <sup>a</sup>                 |                          |                             |            |                           |       |      |                         |
|-------------------------------------------|--------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|
|                                           |                          | Unstandardized Coefficients |            | Standardized Coefficients |       |      | Collinearity Statistics |
| Model                                     |                          | B                           | Std. Error | Beta                      | t     | Sig. | Tolerance VIF           |
| 1                                         | (Constant)               | 15.641                      | 4.192      |                           | 3.731 | .000 |                         |
|                                           | Motivasi Kerja (X1)      | .273                        | .102       | .302                      | 2.683 | .009 | .507 1.971              |
|                                           | Kompensasi (X2)          | .176                        | .074       | .243                      | 2.388 | .019 | .623 1.606              |
|                                           | Komitmen Organisasi (X3) | .250                        | .105       | .243                      | 2.384 | .019 | .620 1.612              |
| a. Dependent Variable: Disiplin Kerja (Y) |                          |                             |            |                           |       |      |                         |

### Uji Heteroskedastisitas

| Coefficients <sup>a</sup>      |                          |                             |            |                           |            |
|--------------------------------|--------------------------|-----------------------------|------------|---------------------------|------------|
|                                |                          | Unstandardized Coefficients |            | Standardized Coefficients |            |
| Model                          |                          | B                           | Std. Error | Beta                      | t Sig.     |
| 1                              | (Constant)               | 2.825                       | 2.332      |                           | 1.211 .229 |
|                                | Motivasi Kerja (X1)      | -.041                       | .057       | -.108                     | -.721 .473 |
|                                | Kompensasi (X2)          | .004                        | .041       | .014                      | .101 .920  |
|                                | Komitmen Organisasi (X3) | .019                        | .058       | .044                      | .322 .748  |
| a. Dependent Variable: ABS_RES |                          |                             |            |                           |            |

## Lampiran D.8

### Uji Regresi Linear Berganda

| Coefficients <sup>a</sup> |                          |                             |            |                           |       |      |
|---------------------------|--------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |                          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |                          | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant)               | 15.641                      | 4.192      |                           | 3.731 | .000 |
|                           | Motivasi Kerja (X1)      | .273                        | .102       | .302                      | 2.683 | .009 |
|                           | Kompensasi (X2)          | .176                        | .074       | .243                      | 2.388 | .019 |
|                           | Komitmen Organisasi (X3) | .250                        | .105       | .243                      | 2.384 | .019 |

a. Dependent Variable: Disiplin Kerja (Y)

### Uji Koefisien Determinasi

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .664 <sup>a</sup> | .440     | .421              | 2.431                      |

a. Predictors: (Constant), Komitmen Organisasi (X3), Kompensasi (X2), Motivasi Kerja (X1)

### Uji t (Parsial)

| Coefficients <sup>a</sup> |                          |                             |            |                           |       |      |
|---------------------------|--------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |                          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |                          | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant)               | 15.641                      | 4.192      |                           | 3.731 | .000 |
|                           | Motivasi Kerja (X1)      | .273                        | .102       | .302                      | 2.683 | .009 |
|                           | Kompensasi (X2)          | .176                        | .074       | .243                      | 2.388 | .019 |
|                           | Komitmen Organisasi (X3) | .250                        | .105       | .243                      | 2.384 | .019 |

a. Dependent Variable: Disiplin Kerja (Y)

### Uji F (Simultan)

| ANOVA <sup>a</sup> |            |                |    |             |        |                   |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F      | Sig.              |
| 1                  | Regression | 404.880        | 3  | 134.960     | 22.830 | .000 <sup>b</sup> |
|                    | Residual   | 514.306        | 87 | 5.912       |        |                   |
|                    | Total      | 919.187        | 90 |             |        |                   |

a. Dependent Variable: Disiplin Kerja (Y)

b. Predictors: (Constant), Komitmen Organisasi (X3), Kompensasi (X2), Motivasi Kerja (X1)

## **LAMPIRAN E**

### **TABEL TARAF SIGNIFIKAN**

Lampiran E.1 Tabel r Nilai-nilai Product Moment (Signifikansi 0,05)

Lampiran E.2 Tabel t (Signifikansi 0,05)

Lampiran E.3 Tabel F (Signifikansi 0,05)

Lampiran E.1

**Tabel Nilai-nilai r Product Moment**

| N  | Taraf Signifikansi |       | N    | Taraf Signifikansi |       |
|----|--------------------|-------|------|--------------------|-------|
|    | 5 %                | 1 %   |      | 5 %                | 1 %   |
| 3  | 0,997              | 0,999 | 38   | 0,320              | 0,413 |
| 4  | 0,950              | 0,990 | 39   | 0,316              | 0,408 |
| 5  | 0,878              | 0,959 | 40   | 0,312              | 0,403 |
| 6  | 0,811              | 0,917 | 41   | 0,308              | 0,398 |
| 7  | 0,754              | 0,874 | 42   | 0,304              | 0,393 |
| 8  | 0,707              | 0,834 | 43   | 0,301              | 0,389 |
| 9  | 0,666              | 0,798 | 44   | 0,297              | 0,384 |
| 10 | 0,632              | 0,765 | 45   | 0,294              | 0,380 |
| 11 | 0,602              | 0,735 | 46   | 0,291              | 0,376 |
| 12 | 0,576              | 0,708 | 47   | 0,288              | 0,372 |
| 13 | 0,553              | 0,684 | 48   | 0,284              | 0,368 |
| 14 | 0,532              | 0,661 | 49   | 0,281              | 0,364 |
| 15 | 0,514              | 0,641 | 50   | 0,279              | 0,361 |
| 16 | 0,497              | 0,623 | 55   | 0,266              | 0,345 |
| 17 | 0,482              | 0,606 | 60   | 0,254              | 0,330 |
| 18 | 0,468              | 0,590 | 65   | 0,244              | 0,317 |
| 19 | 0,456              | 0,575 | 70   | 0,235              | 0,306 |
| 20 | 0,444              | 0,561 | 75   | 0,227              | 0,296 |
| 21 | 0,433              | 0,549 | 80   | 0,220              | 0,286 |
| 22 | 0,423              | 0,537 | 85   | 0,213              | 0,278 |
| 23 | 0,413              | 0,526 | 90   | 0,207              | 0,270 |
| 24 | 0,404              | 0,515 | 95   | 0,202              | 0,263 |
| 25 | 0,396              | 0,505 | 100  | 0,195              | 0,256 |
| 26 | 0,388              | 0,496 | 125  | 0,176              | 0,230 |
| 27 | 0,381              | 0,487 | 150  | 0,159              | 0,210 |
| 28 | 0,374              | 0,478 | 175  | 0,148              | 0,194 |
| 29 | 0,367              | 0,470 | 200  | 0,138              | 0,181 |
| 30 | 0,361              | 0,463 | 300  | 0,113              | 0,148 |
| 31 | 0,355              | 0,456 | 400  | 0,098              | 0,128 |
| 32 | 0,349              | 0,449 | 500  | 0,088              | 0,115 |
| 33 | 0,344              | 0,442 | 600  | 0,080              | 0,105 |
| 34 | 0,339              | 0,436 | 700  | 0,074              | 0,097 |
| 35 | 0,334              | 0,430 | 800  | 0,070              | 0,091 |
| 36 | 0,329              | 0,424 | 900  | 0,065              | 0,086 |
| 37 | 0,325              | 0,418 | 1000 | 0,062              | 0,081 |

Lampiran E.2

**Tabel t (Signifikansi 0,05)**

**Titik Persentase Distribusi t (df = 81 –120)**

| <b>Pr</b><br><b>df</b> | <b>0.25</b><br><b>0.50</b> | <b>0.10</b><br><b>0.20</b> | <b>0.05</b><br><b>0.10</b> | <b>0.025</b><br><b>0.050</b> | <b>0.01</b><br><b>0.02</b> | <b>0.005</b><br><b>0.010</b> | <b>0.001</b><br><b>0.002</b> |
|------------------------|----------------------------|----------------------------|----------------------------|------------------------------|----------------------------|------------------------------|------------------------------|
| 81                     | 0.67753                    | 1.29209                    | 1.66388                    | 1.98969                      | 2.37327                    | 2.63790                      | 3.19392                      |
| 82                     | 0.67749                    | 1.29196                    | 1.66365                    | 1.98932                      | 2.37269                    | 2.63712                      | 3.19262                      |
| 83                     | 0.67746                    | 1.29183                    | 1.66342                    | 1.98896                      | 2.37212                    | 2.63637                      | 3.19135                      |
| 84                     | 0.67742                    | 1.29171                    | 1.66320                    | 1.98861                      | 2.37156                    | 2.63563                      | 3.19011                      |
| 85                     | 0.67739                    | 1.29159                    | 1.66298                    | 1.98827                      | 2.37102                    | 2.63491                      | 3.18890                      |
| 86                     | 0.67735                    | 1.29147                    | 1.66277                    | 1.98793                      | 2.37049                    | 2.63421                      | 3.18772                      |
| 87                     | 0.67732                    | 1.29136                    | 1.66256                    | 1.98761                      | 2.36998                    | 2.63353                      | 3.18657                      |
| 88                     | 0.67729                    | 1.29125                    | 1.66235                    | 1.98729                      | 2.36947                    | 2.63286                      | 3.18544                      |
| 89                     | 0.67726                    | 1.29114                    | 1.66216                    | 1.98698                      | 2.36898                    | 2.63220                      | 3.18434                      |
| 90                     | 0.67723                    | 1.29103                    | 1.66196                    | 1.98667                      | 2.36850                    | 2.63157                      | 3.18327                      |
| 91                     | 0.67720                    | 1.29092                    | 1.66177                    | 1.98638                      | 2.36803                    | 2.63094                      | 3.18222                      |
| 92                     | 0.67717                    | 1.29082                    | 1.66159                    | 1.98609                      | 2.36757                    | 2.63033                      | 3.18119                      |
| 93                     | 0.67714                    | 1.29072                    | 1.66140                    | 1.98580                      | 2.36712                    | 2.62973                      | 3.18019                      |
| 94                     | 0.67711                    | 1.29062                    | 1.66123                    | 1.98552                      | 2.36667                    | 2.62915                      | 3.17921                      |
| 95                     | 0.67708                    | 1.29053                    | 1.66105                    | 1.98525                      | 2.36624                    | 2.62858                      | 3.17825                      |
| 96                     | 0.67705                    | 1.29043                    | 1.66088                    | 1.98498                      | 2.36582                    | 2.62802                      | 3.17731                      |
| 97                     | 0.67703                    | 1.29034                    | 1.66071                    | 1.98472                      | 2.36541                    | 2.62747                      | 3.17639                      |
| 98                     | 0.67700                    | 1.29025                    | 1.66055                    | 1.98447                      | 2.36500                    | 2.62693                      | 3.17549                      |
| 99                     | 0.67698                    | 1.29016                    | 1.66039                    | 1.98422                      | 2.36461                    | 2.62641                      | 3.17460                      |
| 100                    | 0.67695                    | 1.29007                    | 1.66023                    | 1.98397                      | 2.36422                    | 2.62589                      | 3.17374                      |
| 101                    | 0.67693                    | 1.28999                    | 1.66008                    | 1.98373                      | 2.36384                    | 2.62539                      | 3.17289                      |
| 102                    | 0.67690                    | 1.28991                    | 1.65993                    | 1.98350                      | 2.36346                    | 2.62489                      | 3.17206                      |
| 103                    | 0.67688                    | 1.28982                    | 1.65978                    | 1.98326                      | 2.36310                    | 2.62441                      | 3.17125                      |
| 104                    | 0.67686                    | 1.28974                    | 1.65964                    | 1.98304                      | 2.36274                    | 2.62393                      | 3.17045                      |
| 105                    | 0.67683                    | 1.28967                    | 1.65950                    | 1.98282                      | 2.36239                    | 2.62347                      | 3.16967                      |
| 106                    | 0.67681                    | 1.28959                    | 1.65936                    | 1.98260                      | 2.36204                    | 2.62301                      | 3.16890                      |
| 107                    | 0.67679                    | 1.28951                    | 1.65922                    | 1.98238                      | 2.36170                    | 2.62256                      | 3.16815                      |
| 108                    | 0.67677                    | 1.28944                    | 1.65909                    | 1.98217                      | 2.36137                    | 2.62212                      | 3.16741                      |
| 109                    | 0.67675                    | 1.28937                    | 1.65895                    | 1.98197                      | 2.36105                    | 2.62169                      | 3.16669                      |
| 110                    | 0.67673                    | 1.28930                    | 1.65882                    | 1.98177                      | 2.36073                    | 2.62126                      | 3.16598                      |
| 111                    | 0.67671                    | 1.28922                    | 1.65870                    | 1.98157                      | 2.36041                    | 2.62085                      | 3.16528                      |
| 112                    | 0.67669                    | 1.28916                    | 1.65857                    | 1.98137                      | 2.36010                    | 2.62044                      | 3.16460                      |
| 113                    | 0.67667                    | 1.28909                    | 1.65845                    | 1.98118                      | 2.35980                    | 2.62004                      | 3.16392                      |
| 114                    | 0.67665                    | 1.28902                    | 1.65833                    | 1.98099                      | 2.35950                    | 2.61964                      | 3.16326                      |
| 115                    | 0.67663                    | 1.28896                    | 1.65821                    | 1.98081                      | 2.35921                    | 2.61926                      | 3.16262                      |
| 116                    | 0.67661                    | 1.28889                    | 1.65810                    | 1.98063                      | 2.35892                    | 2.61888                      | 3.16198                      |
| 117                    | 0.67659                    | 1.28883                    | 1.65798                    | 1.98045                      | 2.35864                    | 2.61850                      | 3.16135                      |
| 118                    | 0.67657                    | 1.28877                    | 1.65787                    | 1.98027                      | 2.35837                    | 2.61814                      | 3.16074                      |
| 119                    | 0.67656                    | 1.28871                    | 1.65776                    | 1.98010                      | 2.35809                    | 2.61778                      | 3.16013                      |
| 120                    | 0.67654                    | 1.28865                    | 1.65765                    | 1.97993                      | 2.35782                    | 2.61742                      | 3.15954                      |

Catatan: Probabilita yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Lampiran E.3

**Tabel F (Signifikansi 0,05)**

**Titik Persentase Distribusi F**  
**Probabilita = 0.05**

Diproduksi oleh: Junaidi  
<http://junaidichaniago.wordpress.com>

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

| df untuk penyebut (N2) | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                        | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 46                     | 4.05                    | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47                     | 4.05                    | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48                     | 4.04                    | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49                     | 4.04                    | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50                     | 4.03                    | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51                     | 4.03                    | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52                     | 4.03                    | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53                     | 4.02                    | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54                     | 4.02                    | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55                     | 4.02                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56                     | 4.01                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57                     | 4.01                    | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58                     | 4.01                    | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59                     | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60                     | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61                     | 4.00                    | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62                     | 4.00                    | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63                     | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64                     | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65                     | 3.99                    | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66                     | 3.99                    | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67                     | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68                     | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69                     | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70                     | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71                     | 3.98                    | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72                     | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73                     | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74                     | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75                     | 3.97                    | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76                     | 3.97                    | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77                     | 3.97                    | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78                     | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79                     | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80                     | 3.96                    | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81                     | 3.96                    | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82                     | 3.96                    | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83                     | 3.96                    | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84                     | 3.95                    | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85                     | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86                     | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87                     | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88                     | 3.95                    | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89                     | 3.95                    | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90                     | 3.95                    | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

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