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**LAMPIRAN**

## LAMPIRAN 1

### KUESIONER PENELITIAN

Judul Penelitian : Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap  
Kepuasan Kerja Karyawan Sekolah

Nama Peneliti : Nur Silva Kurniawati

NPM : 19210032

Program Studi : Program S1 Universitas Binaniaga Indonesia Bogor

Tujuan Penelitian : Dalam Rangka Menyelesaikan Skripsi Strata 1 (S1)

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Kepada Yth,  
Bapak/ Ibu  
Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan Pendidikan Strata 1 (S1) di Universitas Binaniaga Indonesia Bogor dalam bentuk penulisan akhir skripsi yang berjudul:

**“Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan Sekolah Madania”**

Dengan segala kerendahan hati saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner penelitian sesuai dengan pendapat Bapak/Ibu pribadi. Objektivitas jawaban Bapak/Ibu akan diperlakukan sesuai dengan standar profesionalitas dan etika penelitian. Oleh karena itu, kerahasiaan data penelitian Bapak/Ibu akan terjaga.

Atas bantuan dan ketersediaan meluangkan waktu dari Bapak/Ibu, saya mengucapkan terima kasih.

Hormat Saya,

Nur Silva Kurniawati

### A. PETUNJUK KUESIONER

1. Mohon menjawab secara jujur untuk mewakili pendapat Bapak/Ibu pribadi.
2. Mohon menjawab semua pertanyaan yang ada di dalam kuesioner ini.
3. Mohon kesediaan Bapak/Ibu untuk memberikan dengan tanda *Checklist* (√) pada kolom yang tersedia dan dianggap paling sesuai.

#### Alternatif jawaban sebagai berikut :

|     |                     |        |
|-----|---------------------|--------|
| SS  | Sangat Setuju       | Skor 5 |
| S   | Setuju              | Skor 4 |
| N   | Netral              | Skor 3 |
| TS  | Tidak Setuju        | Skor 2 |
| STS | Sangat Tidak Setuju | Skor 1 |

4. Setiap pernyataan hanya membutuhkan satu jawaban saja.
5. Diharapkan tidak memberikan jawaban lebih dari satu dalam setiap pernyataan.
6. Terima kasih atas partisipasi Bapak/Ibu

## B. PROFIL RESPONDEN

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon kepada Bapak/Ibu/Saudara/i untuk mengisi data diri terlebih dahulu dengan memberi tanda(✓), dan data yang diberikan akan dijamin kerahasiaannya.

1. Nama Responden : .....

2. Jabatan : .....

3. Unit Kerja : .....

4. Status :

|                          |                      |
|--------------------------|----------------------|
| <input type="checkbox"/> | Karyawan Tetap       |
| <input type="checkbox"/> | Karyawan Tidak Tetap |

5. Jenis Kelamin :

|                          |           |
|--------------------------|-----------|
| <input type="checkbox"/> | Laki-Laki |
| <input type="checkbox"/> | Perempuan |

6. Usia :

|                          |              |
|--------------------------|--------------|
| <input type="checkbox"/> | < 24Tahun    |
| <input type="checkbox"/> | 25 - 34Tahun |
| <input type="checkbox"/> | 35- 44Tahun  |
| <input type="checkbox"/> | > 45 Tahun   |

7. Pendidikan Terakhir :

|                          |             |
|--------------------------|-------------|
| <input type="checkbox"/> | SMA/Sedajat |
| <input type="checkbox"/> | Diploma     |
| <input type="checkbox"/> | S1          |
| <input type="checkbox"/> | S2          |

8. Masa Kerja

|                          |              |
|--------------------------|--------------|
| <input type="checkbox"/> | < 1 Tahun    |
| <input type="checkbox"/> | 1 – 5 Tahun  |
| <input type="checkbox"/> | 5 – 10 Tahun |
| <input type="checkbox"/> | > 10 Tahun   |

## DAFTAR KUESIONER

### 1. Variabel Disiplin Kerja (X1)

| NO        | PERNYATAAN                                                                                  | JAWABAN |   |   |    |     |
|-----------|---------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                                             | SS      | S | N | TS | STS |
| <b>A.</b> | <b>Masuk Kerja Tepat Waktu</b>                                                              |         |   |   |    |     |
| 1.        | Saya selalu berusaha hadir tepat waktu sesuai jadwal yang telah ditentukan.                 |         |   |   |    |     |
| 2.        | Saya selalu berusaha tidak pernah terlambat datang ke kantor tanpa alasan yang jelas.       |         |   |   |    |     |
| <b>B.</b> | <b>Penggunaan Waktu Kerja Secara Efektif</b>                                                |         |   |   |    |     |
| 3.        | Saya selalu menyelesaikan pekerjaan tanpa menunda-nunda selama jam kerja.                   |         |   |   |    |     |
| 4.        | Saya selalu memanfaatkan waktu kerja dengan sebaik mungkin untuk menyelesaikan tugas.       |         |   |   |    |     |
| <b>C.</b> | <b>Tidak Pernah Mangkir</b>                                                                 |         |   |   |    |     |
| 5.        | Saya selalu berusaha tidak pernah absen atau mangkir kerja tanpa alasan.                    |         |   |   |    |     |
| 6.        | Saya berusaha memiliki tingkat kehadiran kerja yang tinggi sepanjang tahun.                 |         |   |   |    |     |
| <b>D.</b> | <b>Mematuhi Semua Peraturan</b>                                                             |         |   |   |    |     |
| 7.        | Saya akan berusaha selalu mematuhi semua aturan dan kebijakan yang berlaku di tempat kerja. |         |   |   |    |     |
| 8.        | Saya selalu menjalankan tugas sesuai dengan prosedur kerja yang telah ditetapkan.           |         |   |   |    |     |
| <b>E.</b> | <b>Menyelesaikan Pekerjaan Tepat Waktu</b>                                                  |         |   |   |    |     |
| 9.        | Saya selalu berusaha menyelesaikan tugas sesuai dengan target yang telah ditentukan.        |         |   |   |    |     |

| NO        | PERNYATAAN                                                                                                   | JAWABAN |   |   |    |     |
|-----------|--------------------------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                                                              | SS      | S | N | TS | STS |
| 10.       | Saya selalu berupaya mencapai standar kerja tepat waktu sesuai dengan yang telah ditetapkan oleh perusahaan. |         |   |   |    |     |
| <b>F.</b> | <b>Membuat Laporan Bulanan</b>                                                                               |         |   |   |    |     |
| 11.       | Saya secara rutin menyusun laporan kerja bulanan sebagai bentuk pertanggungjawaban.                          |         |   |   |    |     |
| 12.       | Saya menyusun laporan kerja sebagai bahan evaluasi terhadap kinerja saya.                                    |         |   |   |    |     |

## 2. Variabel Motivasi Kerja (X2)

| NO        | PERNYATAAN                                                                                                              | JAWABAN |   |   |    |     |
|-----------|-------------------------------------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                                                                         | SS      | S | N | TS | STS |
| <b>A.</b> | <b>Balas Jasa</b>                                                                                                       |         |   |   |    |     |
| 13.       | Saya merasa gaji yang saya terima sesuai dengan pekerjaan saya.                                                         |         |   |   |    |     |
| 14.       | Pemberian penghargaan membuat saya semakin semangat bekerja.                                                            |         |   |   |    |     |
| <b>B.</b> | <b>Kondisi Kerja</b>                                                                                                    |         |   |   |    |     |
| 15.       | Lingkungan kerja di sekolah madania terasa nyaman dan mendukung saya untuk bekerja optimal.                             |         |   |   |    |     |
| 16.       | Hubungan antar karyawan di sekolah madania harmonis dan menyenangkan.                                                   |         |   |   |    |     |
| <b>C.</b> | <b>Fasilitas Kerja</b>                                                                                                  |         |   |   |    |     |
| 17.       | Fasilitas kerja yang disediakan seperti alat, perlengkapan, dan teknologi membantu kelancaran tugas saya dalam bekerja. |         |   |   |    |     |

| NO        | PERNYATAAN                                                                                 | JAWABAN |   |   |    |     |
|-----------|--------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                                            | SS      | S | N | SS | STS |
| 18.       | Saya merasa fasilitas kerja yang tersedia cukup memadai untuk menyelesaikan pekerjaan saya |         |   |   |    |     |
| <b>D.</b> | <b>Prestasi Kerja</b>                                                                      |         |   |   |    |     |
| 19.       | Saya termotivasi untuk menyelesaikan setiap tugas dengan hasil terbaik.                    |         |   |   |    |     |
| 20.       | Saya merasa bangga jika berhasil mencapai target kerja yang telah ditetapkan.              |         |   |   |    |     |
| <b>E.</b> | <b>Pengakuan Dari Atasan</b>                                                               |         |   |   |    |     |
| 21.       | Saya merasa dihargai atas hasil kerja yang saya capai oleh atasan.                         |         |   |   |    |     |
| 22.       | Apresiasi dari pimpinan sekolah memotivasi saya untuk bekerja lebih baik.                  |         |   |   |    |     |
| <b>F.</b> | <b>Pekerjaan Itu Sendiri</b>                                                               |         |   |   |    |     |
| 23.       | Pekerjaan saya di sekolah ini terasa bermakna dan bermanfaat.                              |         |   |   |    |     |
| 24.       | Saya merasa pekerjaan saya memberikan kesempatan untuk berkembang dan belajar hal baru.    |         |   |   |    |     |

### 3. Variabel Kepuasan Kerja (Y)

| NO        | PERNYATAAN                                                              | JAWABAN |   |   |    |     |
|-----------|-------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                         | SS      | S | N | TS | STS |
| <b>A.</b> | <b>Pekerjaan</b>                                                        |         |   |   |    |     |
| 25.       | Saya merasa isi pekerjaan saya menarik dan memberikan tantangan positif |         |   |   |    |     |
| 26.       | Pekerjaan saya sesuai dengan minat dan kemampuan pribadi saya.          |         |   |   |    |     |

| NO        | PERNYATAAN                                                                               | JAWABAN |   |   |    |     |
|-----------|------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|           |                                                                                          | SS      | S | N | TS | STS |
| <b>B.</b> | <b>Upah</b>                                                                              |         |   |   |    |     |
| 27.       | Saya merasa upah yang saya terima sesuai dengan beban kerja yang saya jalankan.          |         |   |   |    |     |
| 28.       | Saya merasa puas dengan sistem pemberian kompensasi yang berlaku di tempat kerja saya.   |         |   |   |    |     |
| <b>C.</b> | <b>Promosi</b>                                                                           |         |   |   |    |     |
| 29.       | Saya memiliki kesempatan yang adil untuk mendapatkan promosi jabatan.                    |         |   |   |    |     |
| 30.       | Proses promosi di tempat kerja saya dilakukan secara transparan dan berdasarkan kinerja. |         |   |   |    |     |
| <b>D.</b> | <b>Pengawasan</b>                                                                        |         |   |   |    |     |
| 31.       | Atasan saya selalu memberikan bimbingan yang jelas dalam pelaksanaan pekerjaan.          |         |   |   |    |     |
| 32.       | Saya merasa nyaman dengan cara atasan saya melakukan pengawasan terhadap pekerjaan saya. |         |   |   |    |     |
| <b>E.</b> | <b>Rekan Kerja</b>                                                                       |         |   |   |    |     |
| 33.       | Saya memiliki hubungan kerja yang baik dengan semua rekan kerja saya.                    |         |   |   |    |     |
| 34.       | Rekan kerja saya selalu mendukung dan membantu dalam menyelesaikan tugas.                |         |   |   |    |     |

## LAMPIRAN 2

### SURAT BALASAN IZIN PENELITIAN



Nomor : 16/14/03-2025  
Perihal : Permohonan Izin Penelitian

Bogor, 20 Maret 2025

Kepada Yth,  
Ibu Yustiana Wardhani, S.Hut., MM.  
Dekan Fakultas Ekonomi dan Bisnis  
Universitas Binaniaga Indonesia  
di Tempat,

Dengan hormat,

Kami telah menerima permohonan Ibu untuk melakukan penelitian skripsi di Sekolah Madania bagi mahasiswa Ibu atas nama Nur Silva Kurniawati berdasarkan surat permohonan No: 074/UNBIN-C/PJR/III/2025.

Kami menerima dan menyetujui permohonan izin penelitian untuk mengumpulkan data dan informasi mengenai topik penelitian dengan judul "Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan Sekolah Madania".

Sebelum melakukan penelitian, kami meminta mahasiswa Ibu untuk memberikan dan melengkapi proposal penelitian dan memberikan informasi yang lebih rinci mengenai metodologi penelitian.

Demikian disampaikan. Atas perhatian dan kerjasamanya, kami mengucapkan terima kasih.

Hormat kami,

**Alfi Afifah, M.Si.**  
*Mahaja Penelitian dan Pengembangan*

Tembusan:

- School Director
- Vice School Director
- Primary School Principal
- Secondary School Principal
- Head of Educational Services
- Head of Administration & General Affairs

**LAMPIRAN 3**  
**LEMBAR PERSETUJUAN PERBAIKAN SEMINAR PROPOSAL**  
**SKRIPSI**

PROGRAM STUDI SARJANA MANAJEMEN  
FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS BINANIAGA INDONESIA

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**PERSETUJUAN PERBAIKAN**  
**SEMINAR PROPOSAL**

Nama : Nur Silva Kurniawati  
NPM : 19210032  
Judul : Pengaruh Disiplin Kerja dan Motivasi Kerja  
terhadap Kepuasan Kerja Karyawan  
Sekolah Madania  
Tanggal Seminar : 25 Juni 2025

Disetujui:  
Dosen Penguji



(Dr. Syarief Gerald P, SE., M.M., M.Si., M.Ak)

Disetujui:  
Dosen Penguji



(Yustiana Wardhani, S.Hut., M.M)

Mengetahui:  
Dosen Pembimbing



(Rizman Rifqie, S.E., M.M.)

**LAMPIRAN 4**  
**TABULASI DATA**

**A. Disiplin Kerja (X1)**

| N  | DISIPLIN KERJA (X1) |          |          |          |          |          |          |          |          |           |           |           | Total |
|----|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-------|
|    | X1<br>.1            | X1<br>.2 | X1<br>.3 | X1<br>.4 | X1<br>.5 | X1<br>.6 | X1<br>.7 | X1<br>.8 | X1<br>.9 | X1.<br>10 | X1.<br>11 | X1.<br>12 |       |
| 1  | 1                   | 4        | 1        | 4        | 4        | 1        | 4        | 4        | 4        | 4         | 4         | 3         | 38    |
| 2  | 3                   | 3        | 3        | 4        | 3        | 3        | 4        | 3        | 5        | 5         | 3         | 4         | 43    |
| 3  | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 4        | 4        | 2         | 3         | 3         | 40    |
| 4  | 3                   | 5        | 5        | 5        | 4        | 5        | 5        | 4        | 5        | 5         | 4         | 4         | 54    |
| 5  | 2                   | 3        | 2        | 3        | 2        | 1        | 3        | 4        | 3        | 2         | 2         | 3         | 30    |
| 6  | 4                   | 4        | 3        | 5        | 5        | 4        | 5        | 5        | 5        | 4         | 4         | 4         | 52    |
| 7  | 4                   | 4        | 4        | 4        | 4        | 4        | 3        | 5        | 4        | 4         | 4         | 4         | 48    |
| 8  | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 3        | 4        | 3         | 4         | 4         | 42    |
| 9  | 2                   | 4        | 2        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 4         | 3         | 41    |
| 10 | 2                   | 4        | 2        | 4        | 5        | 3        | 5        | 5        | 4        | 4         | 3         | 4         | 45    |
| 11 | 3                   | 5        | 3        | 4        | 4        | 3        | 5        | 5        | 4        | 4         | 5         | 5         | 50    |
| 12 | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 4        | 4        | 3         | 3         | 4         | 42    |
| 13 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 2         | 3         | 3         | 41    |
| 14 | 5                   | 5        | 5        | 5        | 5        | 4        | 4        | 4        | 5        | 5         | 4         | 4         | 55    |
| 15 | 3                   | 3        | 3        | 3        | 5        | 3        | 4        | 4        | 4        | 3         | 4         | 4         | 43    |
| 16 | 3                   | 5        | 3        | 5        | 3        | 3        | 5        | 5        | 1        | 2         | 5         | 5         | 45    |
| 17 | 3                   | 4        | 3        | 4        | 4        | 3        | 5        | 5        | 3        | 3         | 5         | 5         | 47    |
| 18 | 4                   | 5        | 4        | 5        | 4        | 4        | 5        | 5        | 5        | 5         | 4         | 5         | 55    |
| 19 | 5                   | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 5         | 5         | 60    |
| 20 | 4                   | 4        | 4        | 4        | 5        | 4        | 5        | 5        | 4        | 4         | 4         | 4         | 51    |
| 21 | 4                   | 4        | 4        | 5        | 5        | 4        | 4        | 4        | 4        | 4         | 5         | 5         | 52    |
| 22 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 3        | 3         | 3         | 3         | 41    |
| 23 | 5                   | 4        | 5        | 4        | 4        | 4        | 5        | 5        | 4        | 5         | 5         | 4         | 54    |
| 24 | 2                   | 3        | 2        | 4        | 3        | 3        | 4        | 4        | 4        | 4         | 4         | 4         | 41    |
| 25 | 3                   | 5        | 3        | 5        | 5        | 3        | 5        | 5        | 5        | 5         | 5         | 5         | 54    |
| 26 | 4                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 3        | 4         | 4         | 4         | 45    |
| 27 | 3                   | 3        | 4        | 4        | 4        | 3        | 4        | 4        | 4        | 4         | 4         | 3         | 44    |
| 28 | 3                   | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 4        | 4         | 4         | 4         | 48    |
| 29 | 1                   | 4        | 1        | 5        | 3        | 1        | 3        | 5        | 3        | 3         | 5         | 4         | 38    |
| 30 | 4                   | 4        | 4        | 5        | 4        | 3        | 4        | 5        | 3        | 3         | 4         | 4         | 47    |
| 31 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 3         | 3         | 42    |
| 32 | 4                   | 4        | 4        | 5        | 3        | 3        | 3        | 4        | 5        | 2         | 2         | 4         | 43    |
| 33 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 3         | 4         | 4         | 47    |
| 34 | 3                   | 4        | 3        | 5        | 5        | 3        | 5        | 4        | 4        | 3         | 4         | 5         | 48    |

| N  | DISIPLIN KERJA (X1) |          |          |          |          |          |          |          |          |           |           |           | TOT<br>AL |
|----|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
|    | X1<br>.1            | X1<br>.2 | X1<br>.3 | X1<br>.4 | X1<br>.5 | X1<br>.6 | X1<br>.7 | X1<br>.8 | X1<br>.9 | X1.<br>10 | X1.<br>11 | X1.<br>12 |           |
| 35 | 2                   | 4        | 2        | 5        | 4        | 1        | 2        | 5        | 1        | 4         | 5         | 5         | 40        |
| 36 | 3                   | 3        | 4        | 5        | 4        | 4        | 5        | 5        | 3        | 4         | 2         | 2         | 44        |
| 37 | 2                   | 4        | 2        | 3        | 4        | 2        | 4        | 4        | 3        | 2         | 4         | 4         | 38        |
| 38 | 3                   | 3        | 3        | 3        | 3        | 3        | 4        | 4        | 2        | 3         | 4         | 4         | 39        |
| 39 | 5                   | 4        | 5        | 4        | 5        | 4        | 5        | 4        | 5        | 4         | 4         | 4         | 53        |
| 40 | 4                   | 5        | 4        | 5        | 5        | 4        | 4        | 5        | 4        | 4         | 4         | 4         | 52        |
| 41 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 4         | 48        |
| 42 | 3                   | 5        | 3        | 5        | 5        | 3        | 3        | 5        | 5        | 5         | 3         | 3         | 48        |
| 43 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 3         | 5         | 5         | 50        |
| 44 | 3                   | 3        | 4        | 4        | 3        | 3        | 4        | 4        | 4        | 4         | 4         | 4         | 44        |
| 45 | 1                   | 4        | 1        | 3        | 3        | 1        | 5        | 5        | 3        | 3         | 4         | 4         | 37        |
| 46 | 3                   | 5        | 3        | 5        | 5        | 3        | 4        | 5        | 3        | 4         | 3         | 4         | 47        |
| 47 | 3                   | 4        | 3        | 3        | 3        | 3        | 4        | 4        | 5        | 4         | 3         | 4         | 43        |
| 48 | 4                   | 5        | 4        | 5        | 5        | 4        | 5        | 5        | 5        | 5         | 4         | 5         | 56        |
| 49 | 1                   | 4        | 2        | 5        | 2        | 2        | 3        | 5        | 3        | 2         | 4         | 3         | 36        |
| 50 | 1                   | 3        | 2        | 2        | 2        | 1        | 1        | 4        | 3        | 1         | 3         | 3         | 26        |
| 51 | 3                   | 5        | 3        | 4        | 5        | 4        | 5        | 4        | 5        | 4         | 4         | 4         | 50        |
| 52 | 3                   | 5        | 3        | 5        | 5        | 3        | 3        | 5        | 5        | 4         | 5         | 5         | 51        |
| 53 | 5                   | 5        | 5        | 5        | 5        | 4        | 5        | 5        | 4        | 3         | 5         | 5         | 56        |
| 54 | 1                   | 4        | 2        | 4        | 2        | 2        | 4        | 4        | 3        | 2         | 4         | 4         | 36        |
| 55 | 3                   | 4        | 2        | 4        | 5        | 3        | 5        | 5        | 5        | 4         | 4         | 4         | 48        |
| 56 | 3                   | 4        | 3        | 4        | 4        | 3        | 5        | 5        | 4        | 4         | 5         | 5         | 49        |
| 57 | 3                   | 5        | 3        | 5        | 3        | 3        | 5        | 5        | 4        | 3         | 5         | 5         | 49        |
| 58 | 3                   | 5        | 3        | 5        | 5        | 3        | 5        | 5        | 5        | 4         | 5         | 5         | 53        |
| 59 | 3                   | 5        | 3        | 5        | 4        | 3        | 5        | 5        | 4        | 4         | 4         | 5         | 50        |
| 60 | 4                   | 5        | 4        | 5        | 4        | 4        | 5        | 5        | 4        | 5         | 5         | 5         | 55        |
| 61 | 3                   | 4        | 3        | 4        | 4        | 3        | 3        | 4        | 3        | 2         | 4         | 5         | 42        |
| 62 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 4         | 48        |
| 63 | 3                   | 4        | 3        | 4        | 3        | 3        | 3        | 4        | 3        | 3         | 4         | 4         | 41        |
| 64 | 3                   | 5        | 3        | 5        | 4        | 3        | 4        | 5        | 4        | 4         | 4         | 5         | 49        |
| 65 | 3                   | 5        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 3         | 3         | 43        |
| 66 | 2                   | 3        | 2        | 4        | 3        | 2        | 4        | 4        | 3        | 2         | 4         | 4         | 37        |
| 67 | 4                   | 4        | 4        | 5        | 5        | 4        | 4        | 5        | 5        | 4         | 4         | 4         | 52        |
| 68 | 3                   | 4        | 3        | 3        | 3        | 3        | 3        | 4        | 3        | 3         | 4         | 4         | 40        |
| 69 | 3                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 5         | 4         | 48        |
| 70 | 2                   | 5        | 2        | 4        | 3        | 2        | 4        | 5        | 4        | 3         | 3         | 3         | 40        |
| 71 | 4                   | 4        | 3        | 5        | 3        | 2        | 4        | 5        | 3        | 4         | 3         | 3         | 43        |
| 72 | 3                   | 5        | 3        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 4         | 4         | 54        |
| 73 | 3                   | 4        | 3        | 5        | 3        | 3        | 5        | 5        | 4        | 3         | 4         | 4         | 46        |
| 74 | 4                   | 4        | 4        | 4        | 4        | 3        | 4        | 5        | 5        | 1         | 4         | 4         | 46        |

| N   | DISIPLIN KERJA (X1) |          |          |          |          |          |          |          |          |           |           |           | TOT<br>AL |
|-----|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
|     | X1<br>.1            | X1<br>.2 | X1<br>.3 | X1<br>.4 | X1<br>.5 | X1<br>.6 | X1<br>.7 | X1<br>.8 | X1<br>.9 | X1.<br>10 | X1.<br>11 | X1.<br>12 |           |
| 75  | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 4        | 4        | 4         | 3         | 4         | 43        |
| 76  | 4                   | 5        | 4        | 5        | 4        | 4        | 5        | 5        | 4        | 3         | 4         | 5         | 52        |
| 77  | 4                   | 4        | 4        | 4        | 4        | 4        | 5        | 5        | 4        | 5         | 4         | 4         | 51        |
| 78  | 2                   | 5        | 2        | 5        | 3        | 2        | 5        | 5        | 5        | 2         | 5         | 5         | 46        |
| 79  | 5                   | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 5         | 5         | 60        |
| 80  | 5                   | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 3         | 3         | 56        |
| 81  | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 4        | 4        | 3         | 4         | 4         | 43        |
| 82  | 3                   | 5        | 3        | 5        | 4        | 2        | 5        | 5        | 4        | 4         | 3         | 3         | 46        |
| 83  | 4                   | 5        | 3        | 5        | 5        | 3        | 5        | 5        | 4        | 4         | 5         | 5         | 53        |
| 84  | 2                   | 3        | 2        | 3        | 4        | 3        | 4        | 4        | 4        | 3         | 3         | 3         | 38        |
| 85  | 3                   | 5        | 3        | 5        | 3        | 3        | 4        | 5        | 4        | 3         | 3         | 3         | 44        |
| 86  | 4                   | 5        | 4        | 5        | 4        | 3        | 5        | 5        | 5        | 2         | 3         | 3         | 48        |
| 87  | 4                   | 5        | 4        | 5        | 5        | 4        | 5        | 5        | 4        | 3         | 5         | 5         | 54        |
| 88  | 2                   | 3        | 2        | 4        | 3        | 2        | 4        | 3        | 4        | 3         | 3         | 3         | 36        |
| 89  | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 3         | 3         | 46        |
| 90  | 3                   | 4        | 2        | 3        | 3        | 3        | 4        | 5        | 3        | 1         | 3         | 4         | 38        |
| 91  | 2                   | 4        | 2        | 4        | 4        | 1        | 5        | 4        | 3        | 3         | 4         | 4         | 40        |
| 92  | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 2         | 4         | 4         | 43        |
| 93  | 2                   | 4        | 2        | 5        | 3        | 4        | 3        | 4        | 4        | 3         | 4         | 4         | 42        |
| 94  | 3                   | 4        | 2        | 4        | 4        | 2        | 4        | 4        | 3        | 3         | 1         | 4         | 38        |
| 95  | 3                   | 4        | 3        | 4        | 3        | 4        | 4        | 5        | 4        | 4         | 5         | 3         | 46        |
| 96  | 4                   | 5        | 4        | 5        | 4        | 3        | 5        | 5        | 4        | 4         | 4         | 4         | 51        |
| 97  | 2                   | 5        | 2        | 4        | 2        | 2        | 5        | 4        | 2        | 2         | 4         | 5         | 39        |
| 98  | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 4         | 48        |
| 99  | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 5         | 5         | 46        |
| 100 | 2                   | 4        | 2        | 4        | 4        | 2        | 4        | 4        | 4        | 2         | 5         | 5         | 42        |
| 101 | 3                   | 5        | 3        | 4        | 5        | 4        | 5        | 5        | 5        | 4         | 4         | 4         | 51        |
| 102 | 2                   | 5        | 2        | 5        | 3        | 2        | 5        | 5        | 5        | 2         | 4         | 4         | 44        |
| 103 | 3                   | 5        | 3        | 5        | 5        | 3        | 5        | 4        | 3        | 3         | 5         | 4         | 48        |
| 104 | 3                   | 4        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 4         | 46        |
| 105 | 2                   | 4        | 2        | 4        | 4        | 3        | 4        | 5        | 3        | 4         | 4         | 4         | 43        |
| 106 | 1                   | 4        | 1        | 3        | 2        | 2        | 4        | 5        | 4        | 3         | 5         | 5         | 39        |
| 107 | 4                   | 4        | 4        | 4        | 4        | 4        | 5        | 5        | 3        | 4         | 4         | 4         | 49        |
| 108 | 2                   | 4        | 2        | 5        | 3        | 2        | 4        | 3        | 4        | 3         | 4         | 4         | 40        |
| 109 | 4                   | 4        | 5        | 5        | 3        | 4        | 4        | 5        | 3        | 3         | 3         | 3         | 46        |
| 110 | 5                   | 5        | 5        | 5        | 4        | 5        | 5        | 5        | 5        | 5         | 4         | 4         | 57        |
| 111 | 4                   | 4        | 4        | 4        | 4        | 2        | 4        | 4        | 4        | 5         | 3         | 3         | 45        |
| 112 | 5                   | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 2         | 2         | 54        |
| 113 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 4         | 4         | 44        |
| 114 | 2                   | 4        | 2        | 3        | 2        | 2        | 4        | 4        | 4        | 2         | 4         | 4         | 37        |

| N   | DISIPLIN KERJA (X1) |          |          |          |          |          |          |          |          |           |           |           | TOT<br>AL |
|-----|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
|     | X1<br>.1            | X1<br>.2 | X1<br>.3 | X1<br>.4 | X1<br>.5 | X1<br>.6 | X1<br>.7 | X1<br>.8 | X1<br>.9 | X1.<br>10 | X1.<br>11 | X1.<br>12 |           |
| 115 | 2                   | 4        | 2        | 4        | 4        | 2        | 5        | 5        | 4        | 2         | 5         | 5         | 44        |
| 116 | 4                   | 5        | 3        | 4        | 5        | 4        | 4        | 5        | 4        | 3         | 4         | 5         | 50        |
| 117 | 2                   | 4        | 2        | 4        | 2        | 2        | 4        | 4        | 4        | 2         | 4         | 4         | 38        |
| 118 | 1                   | 5        | 1        | 5        | 3        | 3        | 4        | 3        | 4        | 4         | 3         | 4         | 40        |
| 119 | 2                   | 4        | 2        | 5        | 4        | 2        | 5        | 5        | 4        | 2         | 5         | 5         | 45        |
| 120 | 3                   | 4        | 3        | 4        | 4        | 4        | 5        | 3        | 4        | 4         | 4         | 4         | 46        |
| 121 | 4                   | 4        | 4        | 5        | 5        | 4        | 5        | 5        | 5        | 3         | 4         | 4         | 52        |
| 122 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 3         | 4         | 47        |
| 123 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 5        | 3        | 3         | 3         | 3         | 45        |
| 124 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 5         | 5         | 50        |
| 125 | 2                   | 4        | 2        | 4        | 4        | 3        | 5        | 4        | 4        | 3         | 4         | 3         | 42        |
| 126 | 4                   | 5        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 5         | 5         | 51        |
| 127 | 2                   | 4        | 2        | 4        | 4        | 3        | 4        | 5        | 3        | 2         | 5         | 5         | 43        |
| 128 | 4                   | 5        | 4        | 5        | 5        | 4        | 5        | 5        | 5        | 4         | 3         | 5         | 54        |
| 129 | 2                   | 5        | 3        | 5        | 3        | 3        | 4        | 5        | 4        | 3         | 4         | 4         | 45        |
| 130 | 1                   | 5        | 1        | 5        | 3        | 3        | 5        | 5        | 3        | 3         | 5         | 5         | 44        |
| 131 | 3                   | 3        | 4        | 4        | 4        | 3        | 3        | 4        | 3        | 4         | 5         | 4         | 44        |
| 132 | 4                   | 4        | 4        | 5        | 5        | 4        | 5        | 5        | 4        | 4         | 4         | 5         | 53        |
| 133 | 3                   | 3        | 3        | 3        | 4        | 3        | 5        | 4        | 4        | 3         | 4         | 4         | 43        |
| 134 | 3                   | 4        | 3        | 3        | 4        | 3        | 4        | 4        | 3        | 3         | 4         | 4         | 42        |
| 135 | 2                   | 3        | 2        | 3        | 1        | 2        | 4        | 4        | 3        | 3         | 2         | 2         | 31        |
| 136 | 3                   | 4        | 3        | 5        | 4        | 4        | 4        | 4        | 4        | 3         | 5         | 5         | 48        |
| 137 | 3                   | 4        | 3        | 4        | 5        | 4        | 4        | 4        | 4        | 4         | 4         | 5         | 48        |
| 138 | 4                   | 5        | 4        | 5        | 5        | 4        | 4        | 4        | 5        | 4         | 5         | 4         | 53        |
| 139 | 3                   | 5        | 3        | 5        | 2        | 3        | 4        | 5        | 3        | 4         | 5         | 4         | 46        |
| 140 | 4                   | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 5         | 49        |
| 141 | 3                   | 5        | 4        | 4        | 5        | 4        | 4        | 5        | 4        | 3         | 5         | 4         | 50        |
| 142 | 4                   | 5        | 4        | 4        | 5        | 4        | 4        | 5        | 4        | 4         | 5         | 5         | 53        |
| 143 | 4                   | 5        | 3        | 5        | 5        | 3        | 5        | 5        | 5        | 4         | 4         | 4         | 52        |
| 144 | 3                   | 4        | 4        | 4        | 4        | 4        | 4        | 5        | 4        | 3         | 4         | 4         | 47        |
| 145 | 4                   | 5        | 4        | 5        | 5        | 5        | 5        | 5        | 5        | 5         | 5         | 5         | 58        |
| 146 | 3                   | 4        | 3        | 4        | 3        | 3        | 4        | 5        | 4        | 4         | 4         | 4         | 45        |
| 147 | 3                   | 3        | 4        | 4        | 5        | 4        | 4        | 5        | 4        | 4         | 4         | 4         | 48        |
| 148 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 5        | 4        | 4         | 4         | 4         | 46        |
| 149 | 4                   | 4        | 3        | 4        | 4        | 4        | 4        | 4        | 4        | 4         | 4         | 4         | 47        |
| 150 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 4         | 5         | 4         | 46        |
| 151 | 3                   | 4        | 3        | 4        | 4        | 3        | 4        | 4        | 4        | 3         | 4         | 4         | 44        |
| 152 | 2                   | 4        | 2        | 5        | 4        | 2        | 4        | 5        | 3        | 2         | 3         | 4         | 40        |
| 153 | 1                   | 5        | 3        | 5        | 5        | 3        | 5        | 5        | 3        | 1         | 3         | 3         | 42        |
| 154 | 2                   | 4        | 2        | 3        | 5        | 2        | 4        | 5        | 3        | 2         | 5         | 5         | 42        |

### B. Motivasi Kerja (X2)

| N  | MOTIVASI KERJA (X2) |      |      |      |      |      |      |      |      |       |       |       | Total |
|----|---------------------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
|    | X2.1                | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |       |
| 1  | 1                   | 4    | 5    | 5    | 4    | 4    | 1    | 4    | 1    | 4     | 5     | 4     | 42    |
| 2  | 3                   | 5    | 4    | 4    | 4    | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 41    |
| 3  | 3                   | 4    | 4    | 5    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 45    |
| 4  | 3                   | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 56    |
| 5  | 2                   | 3    | 3    | 4    | 3    | 3    | 2    | 3    | 2    | 2     | 3     | 3     | 33    |
| 6  | 4                   | 5    | 4    | 5    | 5    | 4    | 3    | 4    | 3    | 5     | 5     | 4     | 51    |
| 7  | 4                   | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 50    |
| 8  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 44    |
| 9  | 2                   | 4    | 4    | 4    | 3    | 4    | 2    | 4    | 2    | 4     | 4     | 4     | 41    |
| 10 | 2                   | 4    | 5    | 5    | 3    | 4    | 2    | 4    | 2    | 5     | 5     | 4     | 45    |
| 11 | 3                   | 4    | 5    | 5    | 4    | 5    | 3    | 5    | 3    | 4     | 4     | 5     | 50    |
| 12 | 3                   | 4    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 42    |
| 13 | 3                   | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 44    |
| 14 | 5                   | 5    | 4    | 5    | 3    | 5    | 5    | 5    | 5    | 5     | 4     | 5     | 56    |
| 15 | 3                   | 4    | 5    | 5    | 5    | 3    | 3    | 3    | 3    | 5     | 4     | 3     | 46    |
| 16 | 3                   | 1    | 4    | 4    | 3    | 5    | 3    | 5    | 3    | 3     | 5     | 5     | 44    |
| 17 | 3                   | 3    | 4    | 5    | 5    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 46    |
| 18 | 4                   | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4     | 5     | 5     | 56    |
| 19 | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 60    |
| 20 | 4                   | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 5     | 5     | 4     | 51    |
| 21 | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5     | 4     | 4     | 49    |
| 22 | 3                   | 3    | 4    | 4    | 2    | 4    | 3    | 4    | 3    | 4     | 3     | 4     | 41    |
| 23 | 5                   | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4     | 5     | 4     | 52    |
| 24 | 2                   | 4    | 4    | 4    | 4    | 3    | 2    | 3    | 2    | 3     | 4     | 3     | 38    |
| 25 | 3                   | 5    | 5    | 5    | 5    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 54    |
| 26 | 4                   | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 44    |
| 27 | 3                   | 4    | 4    | 5    | 4    | 3    | 4    | 3    | 4    | 4     | 4     | 3     | 45    |
| 28 | 3                   | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48    |
| 29 | 1                   | 3    | 3    | 3    | 3    | 4    | 1    | 4    | 1    | 3     | 5     | 4     | 35    |
| 30 | 4                   | 3    | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 49    |
| 31 | 3                   | 4    | 4    | 5    | 3    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 32 | 4                   | 5    | 5    | 3    | 2    | 4    | 4    | 4    | 4    | 3     | 4     | 4     | 46    |
| 33 | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48    |
| 34 | 3                   | 4    | 5    | 5    | 3    | 4    | 3    | 4    | 3    | 5     | 5     | 4     | 48    |
| 35 | 2                   | 1    | 4    | 4    | 2    | 4    | 2    | 4    | 2    | 4     | 5     | 4     | 38    |
| 36 | 3                   | 3    | 4    | 3    | 3    | 3    | 4    | 3    | 4    | 4     | 5     | 3     | 42    |
| 37 | 2                   | 3    | 4    | 4    | 4    | 4    | 2    | 4    | 2    | 4     | 4     | 4     | 41    |



| N   | MOTIVASI KERJA (X2) |      |      |      |      |      |      |      |      |       |       |       | Total |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
|     | X2.1                | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |       |
| 78  | 2                   | 5    | 4    | 5    | 3    | 5    | 2    | 5    | 2    | 3     | 5     | 5     | 46    |
| 79  | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 60    |
| 80  | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 60    |
| 81  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 44    |
| 82  | 3                   | 4    | 5    | 5    | 5    | 5    | 3    | 5    | 3    | 4     | 5     | 5     | 52    |
| 83  | 4                   | 4    | 4    | 4    | 4    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 51    |
| 84  | 2                   | 4    | 4    | 5    | 3    | 3    | 2    | 3    | 2    | 4     | 4     | 3     | 39    |
| 85  | 3                   | 4    | 5    | 5    | 5    | 5    | 3    | 5    | 3    | 3     | 5     | 5     | 51    |
| 86  | 4                   | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 4     | 4     | 5     | 54    |
| 87  | 4                   | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5     | 5     | 5     | 55    |
| 88  | 2                   | 4    | 4    | 4    | 3    | 3    | 2    | 3    | 2    | 3     | 4     | 3     | 37    |
| 89  | 4                   | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 49    |
| 90  | 3                   | 3    | 4    | 4    | 3    | 4    | 2    | 4    | 2    | 3     | 4     | 4     | 40    |
| 91  | 2                   | 3    | 3    | 4    | 5    | 4    | 2    | 4    | 2    | 4     | 5     | 4     | 42    |
| 92  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 93  | 2                   | 4    | 5    | 4    | 4    | 4    | 2    | 4    | 2    | 3     | 5     | 4     | 43    |
| 94  | 3                   | 3    | 4    | 4    | 4    | 4    | 2    | 4    | 2    | 4     | 4     | 4     | 42    |
| 95  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 44    |
| 96  | 4                   | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 4     | 5     | 5     | 54    |
| 97  | 2                   | 2    | 4    | 4    | 4    | 5    | 2    | 5    | 2    | 2     | 4     | 5     | 41    |
| 98  | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48    |
| 99  | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 100 | 2                   | 4    | 5    | 2    | 5    | 4    | 2    | 4    | 2    | 4     | 4     | 4     | 42    |
| 101 | 3                   | 5    | 5    | 5    | 4    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 53    |
| 102 | 2                   | 5    | 5    | 5    | 5    | 5    | 2    | 5    | 2    | 3     | 5     | 5     | 49    |
| 103 | 3                   | 3    | 5    | 5    | 5    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 52    |
| 104 | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 105 | 2                   | 3    | 5    | 4    | 4    | 4    | 2    | 4    | 2    | 4     | 5     | 4     | 43    |
| 106 | 1                   | 4    | 4    | 4    | 4    | 4    | 1    | 4    | 1    | 2     | 3     | 4     | 36    |
| 107 | 4                   | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 47    |
| 108 | 2                   | 4    | 4    | 4    | 2    | 4    | 2    | 4    | 2    | 3     | 4     | 4     | 39    |
| 109 | 4                   | 3    | 4    | 3    | 4    | 4    | 5    | 4    | 5    | 3     | 4     | 4     | 47    |
| 110 | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 59    |
| 111 | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48    |
| 112 | 5                   | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 3     | 5     | 58    |
| 113 | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 2     | 4     | 43    |
| 114 | 2                   | 4    | 4    | 4    | 2    | 4    | 2    | 4    | 2    | 2     | 3     | 4     | 37    |
| 115 | 2                   | 4    | 5    | 4    | 5    | 4    | 2    | 4    | 2    | 4     | 2     | 4     | 42    |
| 116 | 4                   | 4    | 5    | 5    | 5    | 5    | 3    | 5    | 3    | 5     | 2     | 5     | 51    |
| 117 | 2                   | 4    | 4    | 4    | 3    | 4    | 2    | 4    | 2    | 2     | 2     | 4     | 37    |

| N   | MOTIVASI KERJA (X2) |      |      |      |      |      |      |      |      |       |       |       | Total |
|-----|---------------------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
|     | X2.1                | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |       |
| 118 | 1                   | 4    | 4    | 4    | 4    | 5    | 1    | 5    | 1    | 3     | 2     | 5     | 39    |
| 119 | 2                   | 4    | 5    | 5    | 4    | 4    | 2    | 4    | 2    | 4     | 2     | 4     | 42    |
| 120 | 3                   | 4    | 5    | 5    | 4    | 4    | 3    | 4    | 3    | 4     | 2     | 4     | 45    |
| 121 | 4                   | 5    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 5     | 2     | 4     | 47    |
| 122 | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 2     | 4     | 46    |
| 123 | 4                   | 3    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4     | 2     | 4     | 46    |
| 124 | 4                   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 2     | 4     | 46    |
| 125 | 2                   | 4    | 4    | 4    | 3    | 4    | 2    | 4    | 2    | 4     | 2     | 4     | 39    |
| 126 | 4                   | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 4     | 4     | 5     | 51    |
| 127 | 2                   | 3    | 4    | 4    | 4    | 4    | 2    | 4    | 2    | 4     | 2     | 4     | 39    |
| 128 | 4                   | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5     | 5     | 5     | 56    |
| 129 | 2                   | 4    | 4    | 4    | 4    | 5    | 3    | 5    | 3    | 3     | 4     | 5     | 46    |
| 130 | 1                   | 3    | 3    | 3    | 5    | 5    | 1    | 5    | 1    | 3     | 5     | 5     | 40    |
| 131 | 3                   | 3    | 4    | 5    | 4    | 3    | 4    | 3    | 4    | 4     | 4     | 3     | 44    |
| 132 | 4                   | 4    | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5     | 5     | 4     | 53    |
| 133 | 3                   | 4    | 4    | 5    | 4    | 3    | 3    | 3    | 3    | 4     | 4     | 3     | 43    |
| 134 | 3                   | 3    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 42    |
| 135 | 2                   | 3    | 3    | 4    | 2    | 3    | 2    | 3    | 2    | 1     | 3     | 3     | 31    |
| 136 | 3                   | 4    | 5    | 5    | 5    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 48    |
| 137 | 3                   | 4    | 4    | 4    | 5    | 4    | 3    | 4    | 3    | 5     | 5     | 4     | 48    |
| 138 | 4                   | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5     | 5     | 5     | 56    |
| 139 | 3                   | 3    | 4    | 4    | 5    | 5    | 3    | 5    | 3    | 2     | 5     | 5     | 47    |
| 140 | 4                   | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 49    |
| 141 | 3                   | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 5     | 5     | 5     | 54    |
| 142 | 4                   | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 4    | 5     | 4     | 5     | 52    |
| 143 | 4                   | 5    | 4    | 5    | 5    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 54    |
| 144 | 3                   | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48    |
| 145 | 4                   | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 5     | 57    |
| 146 | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 44    |
| 147 | 3                   | 4    | 5    | 5    | 4    | 3    | 4    | 3    | 4    | 5     | 5     | 3     | 48    |
| 148 | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 149 | 4                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 46    |
| 150 | 3                   | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 45    |
| 151 | 3                   | 4    | 5    | 5    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 4     | 47    |
| 152 | 2                   | 3    | 3    | 4    | 4    | 4    | 2    | 4    | 2    | 4     | 5     | 4     | 41    |
| 153 | 1                   | 3    | 4    | 4    | 5    | 5    | 3    | 5    | 3    | 5     | 5     | 5     | 48    |
| 154 | 2                   | 3    | 5    | 3    | 3    | 4    | 2    | 4    | 2    | 5     | 5     | 4     | 42    |

### C. Kepuasan Kerja (Y)

| N  | KEPUASAN KERJA (Y) |     |     |     |     |     |     |     |     |      | Total |
|----|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
|    | Y.1                | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |       |
| 1  | 4                  | 5   | 4   | 1   | 3   | 4   | 4   | 5   | 5   | 4    | 39    |
| 2  | 3                  | 3   | 3   | 3   | 3   | 5   | 5   | 3   | 5   | 4    | 37    |
| 3  | 4                  | 4   | 4   | 3   | 3   | 2   | 4   | 4   | 4   | 4    | 36    |
| 4  | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 5  | 3                  | 3   | 3   | 1   | 3   | 2   | 3   | 3   | 4   | 3    | 28    |
| 6  | 4                  | 5   | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 5    | 43    |
| 7  | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 39    |
| 8  | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 37    |
| 9  | 4                  | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 36    |
| 10 | 4                  | 5   | 4   | 3   | 3   | 4   | 4   | 5   | 5   | 5    | 42    |
| 11 | 5                  | 5   | 5   | 3   | 5   | 4   | 4   | 4   | 5   | 5    | 45    |
| 12 | 4                  | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4    | 36    |
| 13 | 4                  | 4   | 4   | 3   | 3   | 2   | 4   | 4   | 4   | 4    | 36    |
| 14 | 5                  | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 5   | 4    | 46    |
| 15 | 3                  | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 34    |
| 16 | 5                  | 5   | 5   | 3   | 3   | 2   | 1   | 5   | 5   | 5    | 39    |
| 17 | 4                  | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 5   | 5    | 40    |
| 18 | 5                  | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5    | 49    |
| 19 | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 20 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5    | 43    |
| 21 | 4                  | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 41    |
| 22 | 4                  | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 4    | 34    |
| 23 | 4                  | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 5    | 45    |
| 24 | 3                  | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 5   | 4    | 37    |
| 25 | 5                  | 4   | 5   | 3   | 5   | 5   | 5   | 5   | 5   | 5    | 47    |
| 26 | 4                  | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 5   | 4    | 39    |
| 27 | 3                  | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 36    |
| 28 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 42    |
| 29 | 4                  | 5   | 4   | 1   | 1   | 3   | 3   | 5   | 4   | 3    | 33    |
| 30 | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 5   | 4    | 38    |
| 31 | 4                  | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4    | 37    |
| 32 | 4                  | 5   | 4   | 3   | 2   | 2   | 4   | 4   | 4   | 3    | 35    |
| 33 | 4                  | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4    | 38    |
| 34 | 4                  | 5   | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 5    | 41    |
| 35 | 4                  | 2   | 4   | 1   | 3   | 4   | 1   | 5   | 3   | 2    | 29    |
| 36 | 3                  | 4   | 3   | 4   | 3   | 4   | 4   | 5   | 5   | 5    | 40    |
| 37 | 4                  | 3   | 4   | 2   | 3   | 2   | 4   | 4   | 4   | 4    | 34    |
| 38 | 3                  | 3   | 3   | 3   | 3   | 3   | 2   | 4   | 5   | 4    | 33    |

| N  | KEPUASAN KERJA (Y) |     |     |     |     |     |     |     |     |      | Total |
|----|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
|    | Y.1                | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |       |
| 39 | 4                  | 5   | 4   | 4   | 5   | 4   | 4   | 5   | 5   | 5    | 45    |
| 40 | 5                  | 5   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4    | 44    |
| 41 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 42 | 5                  | 4   | 5   | 3   | 5   | 5   | 5   | 5   | 4   | 3    | 44    |
| 43 | 4                  | 4   | 4   | 4   | 4   | 3   | 4   | 5   | 4   | 4    | 40    |
| 44 | 3                  | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4    | 34    |
| 45 | 4                  | 4   | 4   | 1   | 3   | 3   | 3   | 3   | 5   | 5    | 35    |
| 46 | 5                  | 4   | 5   | 3   | 3   | 4   | 3   | 5   | 4   | 4    | 40    |
| 47 | 4                  | 3   | 4   | 3   | 3   | 4   | 4   | 1   | 5   | 4    | 35    |
| 48 | 5                  | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5    | 48    |
| 49 | 4                  | 5   | 4   | 2   | 4   | 2   | 3   | 5   | 4   | 3    | 36    |
| 50 | 3                  | 5   | 3   | 1   | 1   | 1   | 2   | 3   | 3   | 1    | 23    |
| 51 | 5                  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 5    | 45    |
| 52 | 5                  | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 5   | 3    | 44    |
| 53 | 5                  | 5   | 5   | 4   | 4   | 3   | 4   | 5   | 5   | 5    | 45    |
| 54 | 4                  | 4   | 4   | 2   | 2   | 2   | 3   | 4   | 5   | 4    | 34    |
| 55 | 4                  | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 5    | 41    |
| 56 | 4                  | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 5    | 41    |
| 57 | 5                  | 5   | 5   | 3   | 3   | 3   | 3   | 5   | 5   | 5    | 42    |
| 58 | 5                  | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 5   | 5    | 46    |
| 59 | 5                  | 4   | 5   | 3   | 4   | 4   | 4   | 5   | 5   | 5    | 44    |
| 60 | 5                  | 5   | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5    | 47    |
| 61 | 4                  | 5   | 4   | 3   | 4   | 2   | 3   | 4   | 4   | 3    | 36    |
| 62 | 4                  | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 41    |
| 63 | 4                  | 4   | 4   | 3   | 4   | 3   | 2   | 4   | 4   | 3    | 35    |
| 64 | 5                  | 5   | 5   | 3   | 4   | 4   | 4   | 5   | 4   | 4    | 43    |
| 65 | 5                  | 4   | 5   | 3   | 3   | 3   | 3   | 4   | 4   | 4    | 38    |
| 66 | 3                  | 4   | 3   | 2   | 2   | 2   | 2   | 4   | 4   | 4    | 30    |
| 67 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4    | 41    |
| 68 | 4                  | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 33    |
| 69 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 70 | 5                  | 5   | 5   | 2   | 3   | 3   | 4   | 5   | 4   | 4    | 40    |
| 71 | 4                  | 5   | 4   | 2   | 5   | 4   | 3   | 4   | 5   | 4    | 40    |
| 72 | 5                  | 5   | 5   | 5   | 3   | 5   | 5   | 5   | 5   | 5    | 48    |
| 73 | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 5    | 40    |
| 74 | 4                  | 4   | 4   | 3   | 2   | 1   | 2   | 3   | 5   | 4    | 32    |
| 75 | 4                  | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 39    |
| 76 | 5                  | 5   | 5   | 4   | 5   | 3   | 3   | 5   | 5   | 5    | 45    |
| 77 | 4                  | 4   | 4   | 4   | 3   | 5   | 4   | 4   | 5   | 5    | 42    |
| 78 | 5                  | 4   | 5   | 2   | 2   | 2   | 5   | 5   | 5   | 5    | 40    |

| N   | KEPUASAN KERJA (Y) |     |     |     |     |     |     |     |     |      | Total |
|-----|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
|     | Y.1                | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |       |
| 79  | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 80  | 5                  | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49    |
| 81  | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 37    |
| 82  | 5                  | 5   | 5   | 2   | 4   | 4   | 4   | 5   | 4   | 5    | 43    |
| 83  | 5                  | 5   | 5   | 3   | 4   | 4   | 4   | 5   | 5   | 5    | 45    |
| 84  | 3                  | 2   | 3   | 3   | 3   | 3   | 4   | 4   | 5   | 4    | 34    |
| 85  | 5                  | 5   | 5   | 3   | 4   | 3   | 4   | 5   | 5   | 4    | 43    |
| 86  | 5                  | 5   | 5   | 3   | 4   | 2   | 4   | 4   | 5   | 5    | 42    |
| 87  | 5                  | 5   | 5   | 4   | 4   | 3   | 4   | 5   | 5   | 5    | 45    |
| 88  | 3                  | 4   | 3   | 2   | 3   | 3   | 3   | 4   | 5   | 4    | 34    |
| 89  | 4                  | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 38    |
| 90  | 4                  | 5   | 4   | 3   | 2   | 1   | 2   | 4   | 5   | 4    | 34    |
| 91  | 4                  | 3   | 4   | 1   | 2   | 3   | 4   | 5   | 4   | 5    | 35    |
| 92  | 4                  | 4   | 4   | 3   | 3   | 2   | 4   | 4   | 4   | 4    | 36    |
| 93  | 4                  | 4   | 4   | 4   | 3   | 3   | 4   | 5   | 5   | 3    | 39    |
| 94  | 4                  | 4   | 4   | 2   | 4   | 3   | 3   | 4   | 4   | 4    | 36    |
| 95  | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 96  | 5                  | 4   | 5   | 3   | 4   | 4   | 4   | 5   | 5   | 5    | 44    |
| 97  | 5                  | 4   | 5   | 2   | 3   | 2   | 2   | 4   | 5   | 5    | 37    |
| 98  | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 99  | 4                  | 5   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 38    |
| 100 | 4                  | 4   | 4   | 2   | 2   | 2   | 3   | 4   | 4   | 4    | 33    |
| 101 | 5                  | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 5   | 5    | 47    |
| 102 | 5                  | 5   | 5   | 2   | 2   | 2   | 5   | 5   | 5   | 5    | 41    |
| 103 | 5                  | 4   | 5   | 3   | 3   | 3   | 3   | 5   | 5   | 5    | 41    |
| 104 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 105 | 4                  | 5   | 4   | 3   | 4   | 4   | 4   | 5   | 4   | 4    | 41    |
| 106 | 4                  | 4   | 4   | 2   | 3   | 3   | 4   | 3   | 5   | 4    | 36    |
| 107 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 42    |
| 108 | 4                  | 4   | 4   | 2   | 3   | 3   | 4   | 4   | 4   | 4    | 36    |
| 109 | 4                  | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 4    | 38    |
| 110 | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 111 | 4                  | 4   | 4   | 2   | 5   | 5   | 4   | 4   | 4   | 4    | 40    |
| 112 | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 3   | 5   | 5    | 48    |
| 113 | 4                  | 4   | 4   | 3   | 4   | 3   | 4   | 2   | 4   | 4    | 36    |
| 114 | 4                  | 4   | 4   | 2   | 2   | 2   | 4   | 3   | 4   | 4    | 33    |
| 115 | 4                  | 4   | 4   | 2   | 4   | 2   | 4   | 2   | 5   | 5    | 36    |
| 116 | 5                  | 4   | 5   | 4   | 3   | 3   | 3   | 2   | 5   | 4    | 38    |
| 117 | 4                  | 5   | 4   | 2   | 2   | 2   | 2   | 2   | 4   | 4    | 31    |
| 118 | 5                  | 4   | 5   | 3   | 4   | 4   | 4   | 2   | 4   | 4    | 39    |

| N   | KEPUASAN KERJA (Y) |     |     |     |     |     |     |     |     |      | Total |
|-----|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
|     | Y.1                | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |       |
| 119 | 4                  | 4   | 4   | 2   | 3   | 2   | 4   | 2   | 5   | 5    | 35    |
| 120 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 5   | 5    | 40    |
| 121 | 4                  | 4   | 4   | 4   | 4   | 3   | 5   | 2   | 5   | 5    | 40    |
| 122 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4    | 38    |
| 123 | 4                  | 5   | 4   | 4   | 4   | 3   | 3   | 2   | 5   | 4    | 38    |
| 124 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4    | 38    |
| 125 | 4                  | 4   | 4   | 3   | 3   | 3   | 3   | 2   | 4   | 5    | 35    |
| 126 | 5                  | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 42    |
| 127 | 4                  | 4   | 4   | 3   | 2   | 2   | 2   | 2   | 4   | 4    | 31    |
| 128 | 5                  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 5    | 45    |
| 129 | 5                  | 5   | 5   | 3   | 4   | 3   | 3   | 4   | 4   | 4    | 40    |
| 130 | 5                  | 5   | 5   | 3   | 3   | 3   | 3   | 5   | 5   | 5    | 42    |
| 131 | 3                  | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 5   | 3    | 36    |
| 132 | 4                  | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    | 45    |
| 133 | 3                  | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 5    | 34    |
| 134 | 4                  | 5   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4    | 37    |
| 135 | 3                  | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 5   | 4    | 32    |
| 136 | 4                  | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4    | 38    |
| 137 | 4                  | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4    | 42    |
| 138 | 5                  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 47    |
| 139 | 5                  | 5   | 5   | 3   | 2   | 4   | 4   | 5   | 4   | 4    | 41    |
| 140 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 141 | 5                  | 5   | 5   | 4   | 3   | 3   | 4   | 5   | 5   | 4    | 43    |
| 142 | 5                  | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 42    |
| 143 | 5                  | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 5   | 5    | 46    |
| 144 | 4                  | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    | 39    |
| 145 | 5                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50    |
| 146 | 4                  | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 38    |
| 147 | 3                  | 3   | 3   | 4   | 3   | 4   | 4   | 5   | 5   | 4    | 38    |
| 148 | 4                  | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 5   | 4    | 39    |
| 149 | 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 150 | 4                  | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 38    |
| 151 | 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 37    |
| 152 | 4                  | 4   | 4   | 2   | 3   | 2   | 3   | 5   | 4   | 4    | 35    |
| 153 | 5                  | 5   | 5   | 3   | 1   | 1   | 3   | 5   | 5   | 5    | 38    |
| 154 | 4                  | 4   | 4   | 2   | 3   | 2   | 3   | 5   | 4   | 4    | 35    |

## LAMPIRAN 5

### HASIL UJI VALIDITAS DAN RELIABILITAS

#### A. Uji Validitas dan Uji Reliabilitas Disiplin Kerja (X1)

|       |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        | TOTAL  |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       |                     | DK1          | DK2    | DK3    | DK4    | DK5    | DK6    | DK7    | DK8    | DK9    | DK10   | DK11   | DK12   |        |
| DK1   | Pearson Correlation | 1            | .360   | .875** | .304   | .471** | .790** | .356   | .205   | .328   | .458*  | .261   | .394*  | .768** |
|       | Sig. (2-tailed)     |              | .055   | .000   | .109   | .010   | .000   | .058   | .285   | .083   | .012   | .172   | .034   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK2   | Pearson Correlation | .360         | 1      | .385*  | .715** | .338   | .426*  | .530** | .475** | .131   | .306   | .479** | .543** | .655** |
|       | Sig. (2-tailed)     | .055         |        | .039   | .000   | .073   | .021   | .003   | .009   | .498   | .107   | .009   | .002   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK3   | Pearson Correlation | .875**       | .385*  | 1      | .318   | .409*  | .870** | .407*  | .104   | .389*  | .519** | .247   | .327   | .781** |
|       | Sig. (2-tailed)     | .000         | .039   |        | .093   | .027   | .000   | .028   | .592   | .037   | .004   | .196   | .084   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK4   | Pearson Correlation | .304         | .715** | .318   | 1      | .319   | .415*  | .359   | .362   | .232   | .431*  | .541** | .526*  | .638** |
|       | Sig. (2-tailed)     | .109         | .000   | .093   |        | .091   | .025   | .056   | .054   | .226   | .020   | .002   | .003   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK5   | Pearson Correlation | .471**       | .338   | .409*  | .319   | 1      | .542** | .480** | .378*  | .450*  | .511** | .379*  | .307   | .697** |
|       | Sig. (2-tailed)     | .010         | .073   | .027   | .091   |        | .002   | .008   | .043   | .014   | .005   | .043   | .105   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK6   | Pearson Correlation | .790**       | .426*  | .870** | .415*  | .542** | 1      | .561** | .174   | .473** | .537** | .273   | .413*  | .842** |
|       | Sig. (2-tailed)     | .000         | .021   | .000   | .025   | .002   |        | .002   | .365   | .010   | .003   | .151   | .026   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK7   | Pearson Correlation | .356         | .530** | .407*  | .359   | .480** | .561** | 1      | .431*  | .207   | .406*  | .405*  | .535*  | .676** |
|       | Sig. (2-tailed)     | .058         | .003   | .028   | .056   | .008   | .002   |        | .019   | .281   | .029   | .029   | .003   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK8   | Pearson Correlation | .205         | .475** | .104   | .362   | .378*  | .174   | .431*  | 1      | -.111  | .161   | .508** | .494** | .456** |
|       | Sig. (2-tailed)     | .285         | .009   | .592   | .054   | .043   | .365   | .019   |        | .565   | .404   | .005   | .006   | .013   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK9   | Pearson Correlation | .328         | .131   | .389*  | .232   | .450*  | .473** | .207   | -.111  | 1      | .693** | -.051  | .058   | .514** |
|       | Sig. (2-tailed)     | .083         | .498   | .037   | .226   | .014   | .010   | .281   | .565   |        | .000   | .791   | .764   | .004   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK10  | Pearson Correlation | .458*        | .306   | .519** | .431*  | .511** | .537** | .406*  | .161   | .693** | 1      | .358   | .406*  | .743** |
|       | Sig. (2-tailed)     | .012         | .107   | .004   | .020   | .005   | .003   | .029   | .404   | .000   |        | .057   | .029   | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK11  | Pearson Correlation | .261         | .479** | .247   | .541** | .379*  | .273   | .405*  | .508*  | -.051  | .358   | 1      | .693** | .587** |
|       | Sig. (2-tailed)     | .172         | .009   | .196   | .002   | .043   | .151   | .029   | .005   | .791   | .057   |        | .000   | .001   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| DK12  | Pearson Correlation | .394*        | .543** | .327   | .526** | .307   | .413*  | .535*  | .494*  | .058   | .406*  | .693** | 1      | .666** |
|       | Sig. (2-tailed)     | .034         | .002   | .084   | .003   | .105   | .026   | .003   | .006   | .764   | .029   | .000   |        | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| TOTAL | Pearson Correlation | .768**       | .655** | .781** | .638** | .697** | .842** | .676** | .456*  | .514** | .743** | .587** | .666** | 1      |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .013   | .004   | .000   | .001   | .000   |        |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |

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

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .888             | 12         |

## B. Uji Validitas dan Uji Reliabilitas Motivasi Kerja (X2)

|       |                     | Correlations |        |        |        |        |         |         |         |         |        |        |         |        |
|-------|---------------------|--------------|--------|--------|--------|--------|---------|---------|---------|---------|--------|--------|---------|--------|
|       |                     | Mk1          | Mk2    | Mk3    | Mk4    | Mk5    | Mk6     | Mk7     | Mk8     | Mk9     | Mk10   | Mk11   | Mk12    | TOTAL  |
| MK1   | Pearson Correlation | 1            | .328   | .183   | .232   | .316   | .360    | .875**  | .360    | .875**  | .471** | .102   | .360    | .756** |
|       | Sig. (2-tailed)     |              | .083   | .341   | .226   | .095   | .055    | .000    | .055    | .000    | .010   | .599   | .055    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK2   | Pearson Correlation | .328         | 1      | .447** | .421*  | .488** | .131    | .389*   | .131    | .389*   | .450*  | .145   | .131    | .573** |
|       | Sig. (2-tailed)     | .083         |        | .015   | .023   | .007   | .498    | .037    | .498    | .037    | .014   | .454   | .498    | .001   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK3   | Pearson Correlation | .183         | .447** | 1      | .575** | .443*  | .430*   | .261    | .430*   | .261    | .620** | .484** | .430*   | .638** |
|       | Sig. (2-tailed)     | .341         | .015   |        | .001   | .016   | .020    | .172    | .020    | .172    | .000   | .008   | .020    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK4   | Pearson Correlation | .232         | .421*  | .575** | 1      | .597** | .270    | .330    | .270    | .330    | .512** | .210   | .270    | .599*  |
|       | Sig. (2-tailed)     | .226         | .023   | .001   |        | .001   | .157    | .081    | .157    | .081    | .005   | .274   | .157    | .001   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK5   | Pearson Correlation | .316         | .488** | .443*  | .597** | 1      | .084    | .310    | .084    | .310    | .357   | .337   | .084    | .552** |
|       | Sig. (2-tailed)     | .095         | .007   | .016   | .001   |        | .665    | .102    | .665    | .102    | .057   | .074   | .665    | .002   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK6   | Pearson Correlation | .360         | .131   | .430*  | .270   | .084   | 1       | .385*   | 1.000** | .385*   | .338   | .545** | 1.000** | .681** |
|       | Sig. (2-tailed)     | .055         | .498   | .020   | .157   | .665   |         | .039    | .000    | .039    | .073   | .002   | .000    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK7   | Pearson Correlation | .875**       | .389*  | .261   | .330   | .310   | .385*   | 1       | .385*   | 1.000** | .409*  | .119   | .385*   | .804** |
|       | Sig. (2-tailed)     | .000         | .037   | .172   | .081   | .102   | .039    |         | .039    | .000    | .027   | .538   | .039    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK8   | Pearson Correlation | .360         | .131   | .430*  | .270   | .084   | 1.000** | .385*   | 1       | .385*   | .338   | .545** | 1.000** | .681** |
|       | Sig. (2-tailed)     | .055         | .498   | .020   | .157   | .665   | .000    | .039    |         | .039    | .073   | .002   | .000    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK9   | Pearson Correlation | .875**       | .389*  | .261   | .330   | .310   | .385*   | 1.000** | .385*   | 1       | .409*  | .119   | .385*   | .804** |
|       | Sig. (2-tailed)     | .000         | .037   | .172   | .081   | .102   | .039    | .000    | .039    |         | .027   | .538   | .039    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK10  | Pearson Correlation | .471**       | .450*  | .620** | .512** | .357   | .338    | .409*   | .338    | .409*   | 1      | .420*  | .338    | .697** |
|       | Sig. (2-tailed)     | .010         | .014   | .000   | .005   | .057   | .073    | .027    | .073    | .027    |        | .023   | .073    | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK11  | Pearson Correlation | .102         | .145   | .484** | .210   | .337   | .545**  | .119    | .545**  | .119    | .420*  | 1      | .545**  | .503** |
|       | Sig. (2-tailed)     | .599         | .454   | .008   | .274   | .074   | .002    | .538    | .002    | .538    | .023   |        | .002    | .005   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| MK12  | Pearson Correlation | .360         | .131   | .430*  | .270   | .084   | 1.000** | .385*   | 1.000** | .385*   | .338   | .545** | 1       | .681** |
|       | Sig. (2-tailed)     | .055         | .498   | .020   | .157   | .665   | .000    | .039    | .000    | .039    | .073   | .002   |         | .000   |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |
| TOTAL | Pearson Correlation | .756**       | .573** | .638** | .599*  | .552*  | .681*   | .804**  | .681*   | .804**  | .697** | .503** | .681**  | 1      |
|       | Sig. (2-tailed)     | .000         | .001   | .000   | .001   | .002   | .000    | .000    | .000    | .000    | .000   | .005   | .000    |        |
|       | N                   | 29           | 29     | 29     | 29     | 29     | 29      | 29      | 29      | 29      | 29     | 29     | 29      | 29     |

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

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .883             | 12         |

### C. Uji Validitas dan Uji Reliabilitas Kepuasan Kerja (Y)

| Correlations |                     |         |        |         |        |        |        |        |        |        |        |        |
|--------------|---------------------|---------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|
|              |                     | KK1     | KK2    | KK3     | KK4    | KK5    | KK6    | KK7    | KK8    | KK9    | KK10   | TOTAL  |
| KK1          | Pearson Correlation | 1       | .745** | 1.000** | .426*  | .452*  | .306   | .138   | .545** | .419*  | .530** | .751** |
|              | Sig. (2-tailed)     |         | .000   | .000    | .021   | .014   | .107   | .475   | .002   | .024   | .003   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK2          | Pearson Correlation | .745**  | 1      | .745**  | .239   | .169   | .277   | .063   | .690** | .420*  | .395*  | .629** |
|              | Sig. (2-tailed)     | .000    |        | .000    | .211   | .381   | .146   | .747   | .000   | .023   | .034   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK3          | Pearson Correlation | 1.000** | .745** | 1       | .426*  | .452*  | .306   | .138   | .545** | .419*  | .530** | .751** |
|              | Sig. (2-tailed)     | .000    | .000   |         | .021   | .014   | .107   | .475   | .002   | .024   | .003   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK4          | Pearson Correlation | .426*   | .239   | .426*   | 1      | .670** | .537** | .453*  | .245   | .327   | .561** | .731** |
|              | Sig. (2-tailed)     | .021    | .211   | .021    |        | .000   | .003   | .014   | .201   | .084   | .002   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK5          | Pearson Correlation | .452*   | .169   | .452*   | .670** | 1      | .646** | .536** | .236   | .488** | .598** | .776** |
|              | Sig. (2-tailed)     | .014    | .381   | .014    | .000   |        | .000   | .003   | .218   | .007   | .001   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK6          | Pearson Correlation | .306    | .277   | .306    | .537** | .646** | 1      | .728** | .343   | .621** | .406*  | .767** |
|              | Sig. (2-tailed)     | .107    | .146   | .107    | .003   | .000   |        | .000   | .069   | .000   | .029   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK7          | Pearson Correlation | .138    | .063   | .138    | .453*  | .536** | .728** | 1      | .085   | .310   | .218   | .569** |
|              | Sig. (2-tailed)     | .475    | .747   | .475    | .014   | .003   | .000   |        | .660   | .101   | .257   | .001   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK8          | Pearson Correlation | .545**  | .690** | .545**  | .245   | .236   | .343   | .085   | 1      | .473** | .543** | .624** |
|              | Sig. (2-tailed)     | .002    | .000   | .002    | .201   | .218   | .069   | .660   |        | .010   | .002   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK9          | Pearson Correlation | .419*   | .420*  | .419*   | .327   | .488** | .621** | .310   | .473** | 1      | .726** | .706** |
|              | Sig. (2-tailed)     | .024    | .023   | .024    | .084   | .007   | .000   | .101   | .010   |        | .000   | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| KK10         | Pearson Correlation | .530**  | .395*  | .530**  | .561** | .598** | .406*  | .218   | .543** | .726** | 1      | .753** |
|              | Sig. (2-tailed)     | .003    | .034   | .003    | .002   | .001   | .029   | .257   | .002   | .000   |        | .000   |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |
| TOTAL        | Pearson Correlation | .751**  | .629** | .751**  | .731** | .776** | .767** | .569** | .624** | .706** | .753** | 1      |
|              | Sig. (2-tailed)     | .000    | .000   | .000    | .000   | .000   | .000   | .001   | .000   | .000   | .000   |        |
|              | N                   | 29      | 29     | 29      | 29     | 29     | 29     | 29     | 29     | 29     | 29     | 29     |

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

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .880             | 10         |

## LAMPIRAN 6

### HASIL UJI ANALISIS STATISTIK DESKRIPTIF

#### A. Analisis Statistik Deskriptif

##### Descriptive Statistics

|                    | N   | Minimum | Maximum | Mean  | Std. Deviation |
|--------------------|-----|---------|---------|-------|----------------|
| DK                 | 154 | 26      | 60      | 45.96 | 5.892          |
| MK                 | 154 | 30      | 60      | 46.68 | 6.148          |
| KK                 | 154 | 23      | 50      | 39.47 | 4.886          |
| Valid N (listwise) | 154 |         |         |       |                |

#### Hasil Statistik Deskriptif Variabel Disiplin Kerja

##### DK1

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 10        | 6.5     | 6.5           | 6.5                |
| 2       | 28        | 18.2    | 18.2          | 24.7               |
| 3       | 64        | 41.6    | 41.6          | 66.2               |
| 4       | 43        | 27.9    | 27.9          | 94.2               |
| 5       | 9         | 5.8     | 5.8           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

##### DK2

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

##### DK3

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6         | 3.9     | 3.9           | 3.9                |
| 2       | 33        | 21.4    | 21.4          | 25.3               |
| 3       | 60        | 39.0    | 39.0          | 64.3               |
| 4       | 44        | 28.6    | 28.6          | 92.9               |
| 5       | 11        | 7.1     | 7.1           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1         | .6      | .6            | .6                 |
| 3       | 15        | 9.7     | 9.7           | 10.4               |
| 4       | 77        | 50.0    | 50.0          | 60.4               |
| 5       | 61        | 39.6    | 39.6          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 9         | 5.8     | 5.8           | 6.5                |
| 3       | 34        | 22.1    | 22.1          | 28.6               |
| 4       | 69        | 44.8    | 44.8          | 73.4               |
| 5       | 41        | 26.6    | 26.6          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7         | 4.5     | 4.5           | 4.5                |
| 2       | 23        | 14.9    | 14.9          | 19.5               |
| 3       | 66        | 42.9    | 42.9          | 62.3               |
| 4       | 50        | 32.5    | 32.5          | 94.8               |
| 5       | 8         | 5.2     | 5.2           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 1         | .6      | .6            | 1.3                |
| 3       | 12        | 7.8     | 7.8           | 9.1                |
| 4       | 83        | 53.9    | 53.9          | 63.0               |
| 5       | 57        | 37.0    | 37.0          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 6         | 3.9     | 3.9           | 3.9                |
| 4       | 68        | 44.2    | 44.2          | 48.1               |
| 5       | 80        | 51.9    | 51.9          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1.3     | 1.3           | 1.3                |
| 2       | 2         | 1.3     | 1.3           | 2.6                |
| 3       | 35        | 22.7    | 22.7          | 25.3               |
| 4       | 83        | 53.9    | 53.9          | 79.2               |
| 5       | 32        | 20.8    | 20.8          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 4         | 2.6     | 2.6           | 2.6                |
| 2       | 23        | 14.9    | 14.9          | 17.5               |
| 3       | 49        | 31.8    | 31.8          | 49.4               |
| 4       | 60        | 39.0    | 39.0          | 88.3               |
| 5       | 18        | 11.7    | 11.7          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK11**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 5         | 3.2     | 3.2           | 3.9                |
| 3       | 31        | 20.1    | 20.1          | 24.0               |
| 4       | 76        | 49.4    | 49.4          | 73.4               |
| 5       | 41        | 26.6    | 26.6          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**DK12**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3         | 1.9     | 1.9           | 1.9                |
| 3       | 27        | 17.5    | 17.5          | 19.5               |
| 4       | 80        | 51.9    | 51.9          | 71.4               |
| 5       | 44        | 28.6    | 28.6          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

### Hasil Statistik Deskriptif Variabel Motivasi Kerja

**MK1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 10        | 6.5     | 6.5           | 6.5                |
| 2       | 28        | 18.2    | 18.2          | 24.7               |
| 3       | 64        | 41.6    | 41.6          | 66.2               |
| 4       | 43        | 27.9    | 27.9          | 94.2               |
| 5       | 9         | 5.8     | 5.8           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1.3     | 1.3           | 1.3                |
| 2       | 2         | 1.3     | 1.3           | 2.6                |
| 3       | 35        | 22.7    | 22.7          | 25.3               |
| 4       | 83        | 53.9    | 53.9          | 79.2               |
| 5       | 32        | 20.8    | 20.8          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 8         | 5.2     | 5.2           | 5.2                |
| 4       | 86        | 55.8    | 55.8          | 61.0               |
| 5       | 60        | 39.0    | 39.0          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2         | 1.3     | 1.3           | 1.3                |
| 3       | 9         | 5.8     | 5.8           | 7.1                |
| 4       | 75        | 48.7    | 48.7          | 55.8               |
| 5       | 68        | 44.2    | 44.2          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 8         | 5.2     | 5.2           | 5.2                |
| 3       | 26        | 16.9    | 16.9          | 22.1               |
| 4       | 81        | 52.6    | 52.6          | 74.7               |
| 5       | 39        | 25.3    | 25.3          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6         | 3.9     | 3.9           | 3.9                |
| 2       | 33        | 21.4    | 21.4          | 25.3               |
| 3       | 60        | 39.0    | 39.0          | 64.3               |
| 4       | 44        | 28.6    | 28.6          | 92.9               |
| 5       | 11        | 7.1     | 7.1           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6         | 3.9     | 3.9           | 3.9                |
| 2       | 33        | 21.4    | 21.4          | 25.3               |
| 3       | 60        | 39.0    | 39.0          | 64.3               |
| 4       | 44        | 28.6    | 28.6          | 92.9               |
| 5       | 11        | 7.1     | 7.1           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 9         | 5.8     | 5.8           | 6.5                |
| 3       | 34        | 22.1    | 22.1          | 28.6               |
| 4       | 69        | 44.8    | 44.8          | 73.4               |
| 5       | 41        | 26.6    | 26.6          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK11**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 13        | 8.4     | 8.4           | 9.1                |
| 3       | 11        | 7.1     | 7.1           | 16.2               |
| 4       | 67        | 43.5    | 43.5          | 59.7               |
| 5       | 62        | 40.3    | 40.3          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**MK12**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

## Hasil Statistik Deskriptif Variabel Kepuasan Kerja

**KK1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2         | 1.3     | 1.3           | 1.3                |
| 3       | 17        | 11.0    | 11.0          | 12.3               |
| 4       | 81        | 52.6    | 52.6          | 64.9               |
| 5       | 54        | 35.1    | 35.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16        | 10.4    | 10.4          | 10.4               |
| 4       | 87        | 56.5    | 56.5          | 66.9               |
| 5       | 51        | 33.1    | 33.1          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7         | 4.5     | 4.5           | 4.5                |
| 2       | 23        | 14.9    | 14.9          | 19.5               |
| 3       | 66        | 42.9    | 42.9          | 62.3               |
| 4       | 50        | 32.5    | 32.5          | 94.8               |
| 5       | 8         | 5.2     | 5.2           | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3         | 1.9     | 1.9           | 1.9                |
| 2       | 13        | 8.4     | 8.4           | 10.4               |
| 3       | 61        | 39.6    | 39.6          | 50.0               |
| 4       | 58        | 37.7    | 37.7          | 87.7               |
| 5       | 19        | 12.3    | 12.3          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 4         | 2.6     | 2.6           | 2.6                |
| 2       | 23        | 14.9    | 14.9          | 17.5               |
| 3       | 49        | 31.8    | 31.8          | 49.4               |
| 4       | 60        | 39.0    | 39.0          | 88.3               |
| 5       | 18        | 11.7    | 11.7          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 1.3     | 1.3           | 1.3                |
| 2       | 9         | 5.8     | 5.8           | 7.1                |
| 3       | 30        | 19.5    | 19.5          | 26.6               |
| 4       | 90        | 58.4    | 58.4          | 85.1               |
| 5       | 23        | 14.9    | 14.9          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 13        | 8.4     | 8.4           | 9.1                |
| 3       | 11        | 7.1     | 7.1           | 16.2               |
| 4       | 67        | 43.5    | 43.5          | 59.7               |
| 5       | 62        | 40.3    | 40.3          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 4         | 2.6     | 2.6           | 2.6                |
| 4       | 70        | 45.5    | 45.5          | 48.1               |
| 5       | 80        | 51.9    | 51.9          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

**KK10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | .6      | .6            | .6                 |
| 2       | 1         | .6      | .6            | 1.3                |
| 3       | 12        | 7.8     | 7.8           | 9.1                |
| 4       | 83        | 53.9    | 53.9          | 63.0               |
| 5       | 57        | 37.0    | 37.0          | 100.0              |
| Total   | 154       | 100.0   | 100.0         |                    |

## LAMPIRAN 7

### HASIL UJI ASUMSI KLASIK

#### A. Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 154                     |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 2.08073238              |
| Most Extreme Differences         | Absolute       | .036                    |
|                                  | Positive       | .036                    |
|                                  | Negative       | -.035                   |
| Test Statistic                   |                | .036                    |
| 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.

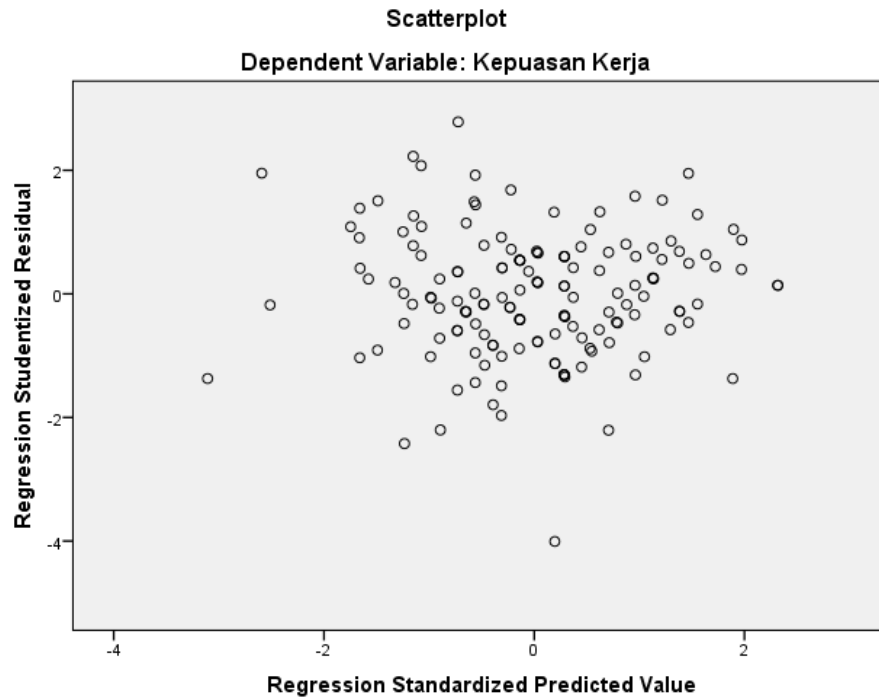
#### B. Uji Multikolinearitas

**Coefficients<sup>a</sup>**

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1 (Constant)   | 4.814                       | 1.341      |                           | 3.588 | .000 |                         |       |
| Disiplin Kerja | .382                        | .077       | .460                      | 4.974 | .000 | .140                    | 7.128 |
| Motivasi Kerja | .367                        | .074       | .461                      | 4.987 | .000 | .140                    | 7.128 |

a. Dependent Variable: Kepuasan Kerja

### C. Uji Heterokedasititas



### D. Uji Linearitas

#### Uji Linearitas Disiplin Kerja terhadap Kepuasan Kerja

ANOVA Table

|                                    |                |                          | Sum of Squares | df  | Mean Square | F       | Sig. |
|------------------------------------|----------------|--------------------------|----------------|-----|-------------|---------|------|
| Kepuasan Kerja *<br>Disiplin Kerja | Between Groups | (Combined)               | 2991.163       | 26  | 115.045     | 22.096  | .000 |
|                                    |                | Linearity                | 2880.873       | 1   | 2880.873    | 553.316 | .000 |
|                                    |                | Deviation from Linearity | 110.290        | 25  | 4.412       | .847    | .675 |
|                                    | Within Groups  |                          | 661.233        | 127 | 5.207       |         |      |
| Total                              |                |                          | 3652.396       | 153 |             |         |      |

#### Uji Linearitas Motivasi Kerja terhadap Kepuasan Kerja

ANOVA Table

|                                    |                |                          | Sum of Squares | df  | Mean Square | F       | Sig. |
|------------------------------------|----------------|--------------------------|----------------|-----|-------------|---------|------|
| Kepuasan Kerja *<br>Motivasi Kerja | Between Groups | (Combined)               | 3055.392       | 28  | 109.121     | 22.848  | .000 |
|                                    |                | Linearity                | 2881.446       | 1   | 2881.446    | 603.314 | .000 |
|                                    |                | Deviation from Linearity | 173.947        | 27  | 6.442       | 1.349   | .138 |
|                                    | Within Groups  |                          | 597.004        | 125 | 4.776       |         |      |
| Total                              |                |                          | 3652.396       | 153 |             |         |      |

## LAMPIRAN 8

### HASIL UJI KOEFISIEN KORELASI DAN ANALISIS REGRESI LINIER BERGANDA

#### A. Uji Koefisien Korelasi Berganda

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |
| 1     | .905 <sup>a</sup> | .819     | .816              | 2.094                      | .819              | 340.795  | 2   | 151 | .000          |

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

b. Dependent Variable: Kepuasan Kerja

#### B. Analisis Regresi Linier Berganda

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 4.814                       | 1.341      |                           | 3.588 | .000 |
|       | DK         | .382                        | .077       | .460                      | 4.974 | .000 |
|       | MK         | .367                        | .074       | .461                      | 4.987 | .000 |

a. Dependent Variable: KK

## LAMPIRAN 9

### HASIL UJI HIPOTESIS DAN KOEFISIEN DETERMINASI

#### A. Uji T

**Coefficients<sup>a</sup>**

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|----------------|-----------------------------|------------|---------------------------|-------|------|
|                | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)   | 4.814                       | 1.341      |                           | 3.588 | .000 |
| Disiplin Kerja | .382                        | .077       | .460                      | 4.974 | .000 |
| Motivasi Kerja | .367                        | .074       | .461                      | 4.987 | .000 |

a. Dependent Variable: Kepuasan Kerja

#### B. Uji F

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 2989.991       | 2   | 1494.995    | 340.795 | .000 <sup>b</sup> |
|       | Residual   | 662.405        | 151 | 4.387       |         |                   |
|       | Total      | 3652.396       | 153 |             |         |                   |

a. Dependent Variable: Kepuasan Kerja

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

#### C. Uji Koefisien Determinasi

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .905 <sup>a</sup> | .819     | .816              | 2.094                      |

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

**LAMPIRAN 10**  
**DISTRIBUSI NILAI RTABEL SIGNIFIKANSI 5%**

| N  | The Level of Significance |       | N    | The Level of Significance |       |
|----|---------------------------|-------|------|---------------------------|-------|
|    | 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 | 0.432                     | 0.537 | 85   | 0.213                     | 0.278 |
| 23 | 0.413                     | 0.526 | 90   | 0.207                     | 0.267 |
| 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 | <b>0.361</b>              | 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 11

### TABEL T

**Titik Persentase Distribusi t (df = 1 – 200S)**

| df | 0,05  | 0,025  |
|----|-------|--------|
| 1  | 6.314 | 12.706 |
| 2  | 2.920 | 4.303  |
| 3  | 2.353 | 3.182  |
| 4  | 2.132 | 2.776  |
| 5  | 2.015 | 2.571  |
| 6  | 1.943 | 2.447  |
| 7  | 1.895 | 2.365  |
| 8  | 1.860 | 2.306  |
| 9  | 1.833 | 2.262  |
| 10 | 1.812 | 2.228  |
| 11 | 1.796 | 2.201  |
| 12 | 1.782 | 2.179  |
| 13 | 1.771 | 2.160  |
| 14 | 1.761 | 2.145  |
| 15 | 1.753 | 2.131  |
| 16 | 1.746 | 2.120  |
| 17 | 1.740 | 2.110  |
| 18 | 1.734 | 2.101  |
| 19 | 1.729 | 2.093  |
| 20 | 1.725 | 2.086  |
| 21 | 1.721 | 2.080  |
| 22 | 1.717 | 2.074  |
| 23 | 1.714 | 2.069  |
| 24 | 1.711 | 2.064  |
| 25 | 1.708 | 2.060  |
| 26 | 1.706 | 2.056  |
| 27 | 1.703 | 2.052  |
| 28 | 1.701 | 2.048  |
| 29 | 1.699 | 2.045  |
| 30 | 1.697 | 2.042  |
| 31 | 1.696 | 2.040  |
| 32 | 1.694 | 2.037  |
| 33 | 1.692 | 2.035  |
| 34 | 1.691 | 2.032  |
| 35 | 1.690 | 2.030  |
| 36 | 1.688 | 2.028  |
| 37 | 1.687 | 2.026  |
| 38 | 1.686 | 2.024  |
| 39 | 1.685 | 2.023  |
| 40 | 1.684 | 2.021  |
| 41 | 1.683 | 2.020  |
| 42 | 1.682 | 2.018  |
| 43 | 1.681 | 2.017  |
| 44 | 1.680 | 2.015  |
| 45 | 1.679 | 2.014  |
| 46 | 1.679 | 2.014  |
| 47 | 1.678 | 2.013  |
| 48 | 1.677 | 2.012  |
| 49 | 1.677 | 2.011  |
| 50 | 1.676 | 2.010  |
| 51 | 1.675 | 2.008  |
| 52 | 1.675 | 2.007  |

| df  | 0,05  | 0,025 |
|-----|-------|-------|
| 53  | 1.674 | 2.006 |
| 54  | 1.674 | 2.005 |
| 55  | 1.673 | 2.004 |
| 56  | 1.673 | 2.003 |
| 57  | 1.672 | 2.002 |
| 58  | 1.672 | 2.002 |
| 59  | 1.671 | 2.001 |
| 60  | 1.671 | 2.000 |
| 61  | 1.670 | 2.000 |
| 62  | 1.670 | 1.999 |
| 63  | 1.669 | 1.998 |
| 64  | 1.669 | 1.998 |
| 65  | 1.669 | 1.997 |
| 66  | 1.668 | 1.997 |
| 67  | 1.668 | 1.996 |
| 68  | 1.668 | 1.995 |
| 69  | 1.667 | 1.995 |
| 70  | 1.667 | 1.994 |
| 71  | 1.667 | 1.995 |
| 72  | 1.666 | 1.993 |
| 73  | 1.666 | 1.993 |
| 74  | 1.666 | 1.993 |
| 75  | 1.665 | 1.992 |
| 76  | 1.665 | 1.992 |
| 77  | 1.665 | 1.991 |
| 78  | 1.665 | 1.991 |
| 79  | 1.664 | 1.990 |
| 80  | 1.664 | 1.990 |
| 81  | 1.664 | 1.990 |
| 82  | 1.664 | 1.989 |
| 83  | 1.663 | 1.989 |
| 84  | 1.663 | 1.989 |
| 85  | 1.663 | 1.988 |
| 86  | 1.663 | 1.988 |
| 87  | 1.663 | 1.988 |
| 88  | 1.662 | 1.987 |
| 89  | 1.662 | 1.987 |
| 90  | 1.662 | 1.987 |
| 91  | 1.662 | 1.986 |
| 92  | 1.662 | 1.986 |
| 93  | 1.661 | 1.986 |
| 94  | 1.661 | 1.986 |
| 95  | 1.661 | 1.985 |
| 96  | 1.661 | 1.985 |
| 97  | 1.661 | 1.985 |
| 98  | 1.661 | 1.984 |
| 99  | 1.660 | 1.984 |
| 100 | 1.660 | 1.984 |
| 101 | 1.660 | 1.984 |
| 102 | 1.660 | 1.983 |
| 103 | 1.660 | 1.983 |
| 104 | 1.660 | 1.983 |

| df  | 0,05  | 0,025 |
|-----|-------|-------|
| 105 | 1.659 | 1.983 |
| 106 | 1.659 | 1.983 |
| 107 | 1.659 | 1.982 |
| 108 | 1.659 | 1.982 |
| 109 | 1.659 | 1.982 |
| 110 | 1.659 | 1.982 |
| 111 | 1.659 | 1.982 |
| 112 | 1.659 | 1.981 |
| 113 | 1.658 | 1.981 |
| 114 | 1.658 | 1.981 |
| 115 | 1.658 | 1.981 |
| 116 | 1.658 | 1.981 |
| 117 | 1.658 | 1.980 |
| 118 | 1.658 | 1.980 |
| 119 | 1.658 | 1.980 |
| 120 | 1.658 | 1.980 |
| 121 | 1.658 | 1.980 |
| 122 | 1.657 | 1.980 |
| 123 | 1.657 | 1.979 |
| 124 | 1.657 | 1.979 |
| 125 | 1.657 | 1.979 |
| 126 | 1.657 | 1.979 |
| 127 | 1.657 | 1.979 |
| 128 | 1.657 | 1.979 |
| 129 | 1.657 | 1.979 |
| 130 | 1.657 | 1.978 |
| 131 | 1.657 | 1.978 |
| 132 | 1.656 | 1.978 |
| 133 | 1.656 | 1.978 |
| 134 | 1.656 | 1.978 |
| 135 | 1.656 | 1.978 |
| 136 | 1.656 | 1.978 |
| 137 | 1.656 | 1.977 |
| 138 | 1.656 | 1.977 |
| 139 | 1.656 | 1.977 |
| 140 | 1.656 | 1.977 |
| 141 | 1.656 | 1.977 |
| 142 | 1.656 | 1.977 |
| 143 | 1.656 | 1.977 |
| 144 | 1.656 | 1.977 |
| 145 | 1.655 | 1.976 |
| 146 | 1.655 | 1.976 |
| 147 | 1.655 | 1.976 |
| 148 | 1.655 | 1.976 |
| 149 | 1.655 | 1.976 |
| 150 | 1.655 | 1.976 |
| 151 | 1.655 | 1.976 |
| 152 | 1.655 | 1.976 |
| 153 | 1.655 | 1.976 |
| 154 | 1.655 | 1.975 |
| 155 | 1.655 | 1.975 |
| 156 | 1.655 | 1.975 |

| df  | 0,05  | 0,025 |
|-----|-------|-------|
| 157 | 1.655 | 1.975 |
| 158 | 1.655 | 1.975 |
| 159 | 1.654 | 1.975 |
| 160 | 1.654 | 1.975 |
| 161 | 1.654 | 1.975 |
| 162 | 1.654 | 1.975 |
| 163 | 1.654 | 1.975 |
| 164 | 1.654 | 1.975 |
| 165 | 1.654 | 1.974 |
| 166 | 1.654 | 1.974 |
| 167 | 1.654 | 1.974 |
| 168 | 1.654 | 1.974 |
| 169 | 1.654 | 1.974 |
| 170 | 1.654 | 1.974 |
| 171 | 1.654 | 1.974 |
| 172 | 1.654 | 1.974 |
| 173 | 1.654 | 1.974 |
| 174 | 1.654 | 1.974 |
| 175 | 1.654 | 1.974 |
| 176 | 1.654 | 1.974 |
| 177 | 1.654 | 1.973 |
| 178 | 1.653 | 1.973 |
| 179 | 1.653 | 1.973 |
| 180 | 1.653 | 1.973 |
| 181 | 1.653 | 1.973 |
| 182 | 1.653 | 1.973 |
| 183 | 1.654 | 1.973 |
| 184 | 1.653 | 1.973 |
| 185 | 1.653 | 1.973 |
| 186 | 1.653 | 1.973 |
| 187 | 1.653 | 1.973 |
| 188 | 1.653 | 1.973 |
| 189 | 1.654 | 1.973 |
| 190 | 1.653 | 1.973 |
| 191 | 1.653 | 1.972 |
| 192 | 1.653 | 1.972 |
| 193 | 1.653 | 1.972 |
| 194 | 1.653 | 1.972 |
| 195 | 1.654 | 1.972 |
| 196 | 1.653 | 1.972 |
| 197 | 1.653 | 1.972 |
| 198 | 1.653 | 1.972 |
| 199 | 1.653 | 1.972 |
| 200 | 1.653 | 1.972 |

## LAMPIRAN 12

### TABEL F

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

| df untuk<br>penyebut<br>(N2) | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                              | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 91                           | 3.95                    | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 92                           | 3.94                    | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 93                           | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 94                           | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.77 |
| 95                           | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.82 | 1.80 | 1.77 |
| 96                           | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 97                           | 3.94                    | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 98                           | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 99                           | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 100                          | 3.94                    | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 101                          | 3.94                    | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 102                          | 3.93                    | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 103                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 104                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 105                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.81 | 1.79 | 1.76 |
| 106                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 107                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 108                          | 3.93                    | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 109                          | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 110                          | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 111                          | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 112                          | 3.93                    | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 113                          | 3.93                    | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.87 | 1.84 | 1.81 | 1.78 | 1.76 |
| 114                          | 3.92                    | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 115                          | 3.92                    | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 116                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 117                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 118                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 119                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 120                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 121                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 122                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 123                          | 3.92                    | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 124                          | 3.92                    | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 125                          | 3.92                    | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 126                          | 3.92                    | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 127                          | 3.92                    | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 128                          | 3.92                    | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 129                          | 3.91                    | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 130                          | 3.91                    | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 131                          | 3.91                    | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 132                          | 3.91                    | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 133                          | 3.91                    | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 134                          | 3.91                    | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 135                          | 3.91                    | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.77 | 1.74 |



### LAMPIRAN 13 DOKUMENTASI PENELITIAN

