

DAFTAR PUSTAKA

- Aldo Herlambang Gardjito, Mohammad Al Musadieq, dan Gunawan Eko Nurtjahjono. (2014). Pengaruh Motivasi kerja dan Lingkungan Kerja terhadap Kinerja karyawan (studi pada karyawan bagian produksi pt karmand mitra andalan surabaya). *Jurnal Administrasi*, Vol. 13 No. 1
- Brahmasari, I. A., & Siregar, P. 2009. Pengaruh budaya organisasi kepemimpinan situasional dan pola komunikasi terhadap disiplin kerja dan kinerja karyawan pada PT Central Proteinaprima TBK. *Jurnal Aplikasi Manajemen*, 7(1),238-250.
- Feriyanto, Andri dan Endang Shyta Trian, 2015, Pengantar Manajemen (3 in 1), Metiatera, Yogyakarta
- Fauziah, Ani. 2005. Pengaruh Pengawasan kerja dan Disiplin Kerja terhadap Produktivitas Kerja Karyawan Bagian Produksi Pelinting di Perusahaan Rokok Kretek Sukun Mc Wartono Kudus. Semarang : Pendidikan Administrasi Perkantoran Universitas Negeri Semarang.
- Hasibuan, M,S,P. 2006. Manajemen Sumber Daya Manusia. Edisi Revisi Jakarta : PT. Bumi Aksara.
- Heny, S. 2004. Pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Pegawai Negeri Sipil di Sekretariat DPRD Kabupaten Madiun. *Jurnal JIBEKA*,Vol 09, No. 1
- Imam Ghozali, 2013. Aplikasi Analisis Multivariate, ISBN SPSS 24, Semarang: Penerbit Universitas Diponegoro.
- Koontz, Harold and O'donnel, Cyril, 2011, *Prinsiples of Management*, McGraw-Hill Book Company, Inc, New York, 1959.
- Mangkuprawira,Sjafrie, Juni 2007 . *Budaya Kerja*. Internet - Rona Wajah.

- Mangkunegara, A.A. 2013. *Manajemen Sumberdaya Manusia Perusahaan*. PT. Remaja Rosdakarya. Bandung.
- Rachman, Mohammad Munir, 2017. *Aplikasi Komputer Statistik*. Adi Buana University Press. Surabaya. ISBN:978-602-5793-23-3.
- Rivai, Veithzal, 2011. *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori ke Praktik*. Jakarta: Raja Grafindo Persada.
- Romi Haryo Julianto, dan Susi Hendriani. 2014. Pengaruh budaya organisasi dan motivasi kerja terhadap kepuasan kerja dan kinerja pegawai pada kantor wilayah direktorat jenderal bea dan cukai (djbc) riau dan sumatera barat. *Jurnal ekonomi*. Vol. 22. No.2.
- Robbins, S.P. 2013. *Organizational Behavior*. 11th edition. New Jersey: Prentice-Hall Inc, Hal 10.
- Rizal, S. M., & Radiman, R. (2019). Pengaruh Motivasi, Pengawasan, dan Kepemimpinan Terhadap Disiplin Kerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 117-128.
- Sarwono. 2016. *Metode Penelitian Kuantitatif dan Kualitatif*. Yogyakarta: Graha Ilmu
- Sudaryo Yoyo, Dkk, 2018. *Manajemen Sumber Daya Manusia*, CV Andi, Yogyakarta.
- Sugiyono. 2018. *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Remaja Rosdakarya. Bandung.
- Sukarna, 2011, *Dasar-Dasar Manajemen*, CV. Mandar Maju, Bandung.
- Sutrisno, Edy. 2009. *Manajemen Sumber Daya Manusia*, Cetakan ke-1. Jakarta: Kencana Prenada Media Group.
- Terry, G.r., *Principles of Management*, Richard D. Irwan., Inc., Illinois, 1960.
- Triguna, 2004. *Budaya Kerja, Menciptakan Lingkungan Yang Kondusif untu Meningkatkan Produktifitas Kerja*. Jakarta: PT. golden Trayon Prees, hal 33.

Triguno.2006. *Budaya Kerja* : Menciptakan Lingkungan Kerja yang Kondusif Untuk meningkatkan Produktivitas Kerja, edisi keenam, Penerbit PT. golden Terayon Press Jakarta.






LAMPIRAN

Lampiran 1

BERITA ACARA BIMBINGAN SKRIPSI

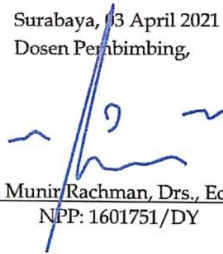
Nama Mahasiswa : Siti Sarifah
NIM : 171500134
Program Studi : Manajemen
Tanggal Pengajuan Skripsi : 26 Oktober 2020
Judul Skripsi : Pengaruh Budaya Kerja,
Pengawasan Dan Motivasi Kerja
Terhadap Disiplin Kerja Karyawan
(Pada PT. Sawunggaling Karya
Kontruksi Sidoarjo)
Dosen Pembimbing : 1. Moch. Munir Rachman, Drs., Ec., M.Si., Dr
2. Dr. Edy Sulistiyawan, S.Si., M.Si
Konsultasi : 26 Oktober 2020 – 3 April 2021

| No. | Tanggal | Materi Bimbingan | Keterangan | Paraf Pembimbing |
|-----|------------------|------------------|------------------------|---|
| 1 | 26 Oktober 2020 | Judul Penelitian | Acc |  |
| 2 | 24 November 2020 | BAB 1 | Revisi |  |
| 3 | 24 November 2020 | BAB 1 | Acc + Lanjut BAB 2 |  |
| 4 | 25 November 2020 | BAB 2 | Revisi |  |
| 5 | 26 November 2020 | BAB 2 | Revisi |  |
| 6 | 8 Januari 2021 | BAB 2 | ACC + lanjut BAB 3 |  |
| 6 | 10 Januari 2021 | BAB 3 | Revisi |  |
| 7 | 11 Januari 2021 | BAB 3 | Revisi |  |
| 8 | 14 Januari 2021 | BAB 3 | Acc + Lanjut BAB 4 & 5 |  |
| 9 | 29 Januari 2020 | | Ujian Proposal | |
| 10 | 23 Maret 2021 | BAB 4 & BAB | Revisi |  |

| | | | | |
|----|---------------|------------------|--------|---|
| | | 5 | | |
| 11 | 24 Maret 2021 | BAB 4 & BAB 5 | Revisi |  |
| 12 | 31 Maret 2021 | BAB 4 & BAB 5 | Revisi |  |
| 13 | 03 April 2021 | BAB 4 & BAB 5 | ACC |  |
| 14 | 03 April 2021 | Artikel | Revisi |  |
| 15 | 03 April 2021 | Artikel | Revisi |  |

Tanggal selesai menulis skripsi : 03 April 2021

Surabaya, 03 April 2021
Dosen Pembimbing,



Moch. Munir Rachman, Drs., Ec., M.Si., Dr
NPP: 1601751/DY

Lampiran 2

LEMBAR PERSETUJUAN

Skripsi ini telah disetujui oleh dosen pembimbing dan layak untuk diuji:

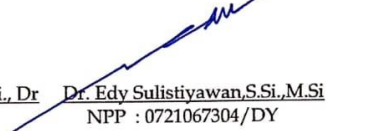
Tanggal :

Dosen Pembimbing I,



Moch. Munir Rachman, Drs., Ec., M.Si, Dr
NPP: 1601751/DY

Dosen Pembimbing II



Dr. Edy Sulistiyawan, S.Si., M.Si
NPP : 0721067304/DY

Lampiran 3



BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada Jum'at, 29 Januari 2021 melalui Sosial (Whatsapp Vidio Call) yang diselenggarakan oleh Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil Tahun Akademik 2020/2021

| | |
|----------------|---|
| Nama Mahasiswa | : Siti Sarifah |
| NIM | : 171500134 |
| Program Studi | : Manajemen |
| Judul Proposal | : Pengaruh Budaya Kerja, Pengawasan dan Motivasi Kerja Terhadap Disiplin Kerja Karyawan Pada PT. Sawunggalingkarya Kontruksi Sidoarjo |

Dihadiri oleh :

| No | NIM | Nama Mahasiswa | Tanda Tangan |
|----|-----------|------------------------------|-----------------------------------|
| 1 | 171500201 | Firda Nur Aini | Firdanuraini23@gmail.com |
| 2 | 171500062 | Rosa Mitha Prasetya | rosa.mitha@gmail.com |
| 3 | 171500166 | Wiwid Novitasari | wiwidnovita98@gmail.com |
| 4 | 171600149 | Lestari | lestaritari357@gmail.com |
| 5 | 171500145 | Ulul Habibah Nabilatul Marwa | habibahnabilatul@gmail.com |
| 6 | 171500221 | Nur Fakhitah | nurfakhitah99@gmail.com |
| 7 | 171500172 | Erfina Ayu Danari | erfinaayud@gmail.com |
| 8 | 171500119 | Faricha Hanum | farichahanum1218@gmail.com |
| 9 | 171500231 | Alivia Nur Hasana | alivianurhasana16@gmail.com |
| 10 | 171500223 | Moch. Fahrul Novaldi | fahrulnovaldi174@gmail.com |
| 11 | 171500091 | Nanda Oktaviani Wachjudin | nandaow2@gmail.com |
| 12 | 171500116 | M. Faerul Yulianto | Smpn4sdfachruly9f192013@gmail.com |
| 13 | 171500100 | Ade Radita sari | aderaditasari1999@gmail.com |
| 14 | 171500101 | Kornelia Mariani saida | Korneliasaida@gmail.com |
| 15 | 171500048 | Anggun Dias Irlanda | anggundsia12@gmail.com |

Surabaya, 29 Januari 2021

Penguji : Drs. I Ketut Surabagiarta, S.E., M.M ()
 Pembimbing 1 : Dr. Drs. Ec Moch. Munir Rachman, M.Si ()
 Pembimbing 2 : Dr. Edy Sulistiyawan, S.Si., M.Si ()

Lampiran 4

Surat Keterangan Izin Penelitian



UNIVERSITAS PGRI ADI BUANA SURABAYA
FAKULTAS EKONOMI DAN BISNIS
Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.fe.unipasbv.ac.id>

Nomor : 210104/01/FEB/1 /2021
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
PT. Sawunggalingkarya Kontruksi
Pergudangan Ragam Industri Blok D-2, Jemundo, Taman
di-
Sidoarjo

Sesuai Kurikulum Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Siti Sarifah
NIM : 171500134
Prodi : Manajemen
Judul Skripsi : Pengaruh Budaya Kerja, Pengawasan dan Motivasi Kerja Terhadap Disiplin Kerja Karyawan PT. Sawunggalingkarya Kontruksi

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 17 Februari 2021
Drs. Feuh Purwanto, M.M
NIP. 19601222 199003 1001

Lampiran 5

Surat Balasan dari Perusahaan



PT. SAWUNGGALINGKARYA KONSTRUKSI

Contractor Steel Fabrication

Pergudangan Ragam Industri Blok D-2 Jemundo, Sidoarjo
Email : sawunggaling_karya@yahoo.co.id, sk_karya@gmail.com
Telp./Faks. (031) 7883589

Nomor : 026/SKK-ADM/III/2021
Lampiran : -
Perihal : Balasan

Kepada Yth:
Universitas PGRI Adi Buana Surabaya
Fakultas Ekonomi dan Bisnis
di –
Surabaya

Sehubungan dengan surat dari Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya, Nomor. 210106/01/FEB/II/2021, perihal Ijin Penelitian dan Pengambilan Data tertanggal 17 Februari 2021, Maka Pimpinan PT. Sawunggalingkarya Konstruksi dengan ini menerangkan nama mahasiswa di bawah ini :

Nama : Siti Sarifah
NIM : 171500134
Fakultas : Ekonomi dan Bisnis
Prodi : Manajemen

Benar telah mengadakan penelitian di PT. Sawunggalingkarya Konstruksi pada tanggal 1 Januari 2021 - 30 Maret 2021 guna melengkapi data pada penyusunan Skripsi yang berjudul "Pengaruh Budaya Kerja, Pengawasan dan Motivasi Kerja Terhadap Disiplin Kerja PT. Sawunggalingkarya Konstruksi".

Demikian surat ini kami buat, untuk dipergunakan sebagaimana mestinya.

Sidoarjo, 8 Maret 2021
PT. Sawunggalingkarya Konstruksi



H. Mudiadi
Direktur

Lampiran 6

Berita Acara Bimbingan Skripsi

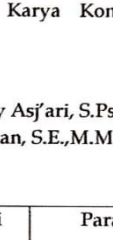
BERITA ACARA BIMBINGAN SKRIPSI

Nama Mahasiswa : Siti Sarifah
Nim : 171500134
Program Studi : Manajemen
Judul Skripsi : Pengaruh Budaya Kerja, Pengawasan,
dan Motivasi Kerja Terhadap Disiplin
Kerja Karyawan (Pada PT.
Sawunggaling Karya Kontruksi di
Sidoarjo)

Tanggal Ujian Skripsi : 09 April 2021
Dosen Penguji : 1. Dr. Fachrudy As'ari, S.Psi.,M.M
2. Ferry Hariawan, S.E.,M.M


| No | Tanggal | Materi Konsultasi | Paraf Penguji | |
|----|---------------|-----------------------|---|---|
| | | | Penguji I | Penguji II |
| 1. | 15 April 2021 | Bab 1,3,5 |  | |
| 2. | 15 April 2021 | Bab 4 (Uji Validitas) |  | |
| 3. | 16 April 2021 | Bab 1 & Bab 2 | |  |

Penguji I,



Dr. Fachrudy As'ari, S.Psi.,M.M
NPP: 1202612/DY

Penguji II,



Ferry Hariawan, S.E.,M.M
NPP : 1512763/DY

Lampiran 7

Kuisisioner

Responden yang terhormat,

Saya mahasiswa program Studi Manajemen Fakultas Ekonomi dan Bisnis Angkatan 2017 Universitas PGRI Adi Buana Surabaya bermaksud mengajukan kuesioner dalam rangka pengumpulan data yang selanjutnya akan dianalisis untuk kepentingan penyusunan skripsi yang saya lakukan dengan judul “Pengaruh Budaya Kerja, Pengawasan dan Motivasi Kerja Terhadap Disiplin Kerja Karyawan PT. Sawunggalingkarya konstruksi”.

Kuesioner dalam penelitian ini bersifat rahasia dan hanya untuk kepentingan akademik. Mohon atas kesediaan Bapak/Ibu Saudara untuk bisa meluangkan waktunya dalam pengisian kuesioner ini. Atas bantuan dan kerja sama dengan penelitian ini, saya mengucapkan terima kasih.

A. IDENTITAS RESPONDEN

Berilah tanda (x) pada pilihan Anda :

1. Nama/Inisial :.....
2. Usia :
 - a. 17-21 tahun
 - b. 22-26 tahun
 - c. 27-31 tahun
 - d. 32-40 tahun

3. Jenis kelamin :
 - a. Perempuan
 - b. Laki-laki

4. Pendidikan terakhir :
 - a. SMA/SMK
 - b. D3/ sederajat
 - c. Sarjana (S1)

B. Petunjuk pengisian : Berikan jawaban anda dengan memberikan tanda (√) pada salah satu kolom yang tersedia.

Keterangan : SS (Sangat Setuju)
TS (Tidak Setuju)
S (Setuju)
STS (Sangat Tidak Setuju)
KS (Kurang Setuju)

C. Kuesioner

Budaya Kerja

| No. | PERNYATAAN | STS | TS | KS | S | SS |
|------------------------------|--|-----|----|----|---|----|
| Sikap terhadap pekerjaan. | | | | | | |
| 1. | Mampu bertanggung jawab atas tugas yang dilaksanakan | | | | | |
| 2. | Mengutamakan kepentingan pekerjaan daripada kepentingan pribadi. | | | | | |
| 3. | Bersedia melibatkan diri sepenuhnya dalam tugas-tugas dengan menerima resiko atas kegagalan dari pelaksanaan tugas-tugas tersebut. | | | | | |
| Perilaku pada waktu bekerja. | | | | | | |

| | | | | | | |
|--------------|---|--|--|--|--|--|
| 4. | Melaksanakan pekerjaan sesuai dengan waktu yang telah ditetapkan. | | | | | |
| 5. | Karyawan selalu melaksanakan ibadah secara tepat waktu | | | | | |
| 6. | Menggunakan waktu luang dengan hal-hal yang bermanfaat | | | | | |
| Berdedikasi. | | | | | | |
| 7. | Perusahaan memberikan dorongan kepada saya untuk bekerja secara maksimal. | | | | | |
| 8. | Saya diberi kebebasan mengeluarkan saran/kritik yang membangun kepada | | | | | |

| | | | | | | |
|------------------|--|--|--|--|--|--|
| | perusahaan. | | | | | |
| 9. | Perusahaan selalu mendorong saya untuk menerima tugas dan tanggung jawab serta dapat diberi kepercayaan. | | | | | |
| Saling Membantu. | | | | | | |
| 10. | Saling membantu dengan karyawan lain dalam menjalankan pekerjaan. | | | | | |
| 11. | Menjaga hubungan yang baik dengan para karyawan guna menciptakan lingkungan kerja yang nyaman. | | | | | |
| 13. | Setiap karyawan saling membantu dalam | | | | | |

| | | | | | | |
|--|--------------------------------------|--|--|--|--|--|
| | mewujudkan visi dan misi perusahaan. | | | | | |
|--|--------------------------------------|--|--|--|--|--|

Pengawasan

| No. | PERNYATAAN | STS | TS | KS | S | SS |
|---|--|------------|-----------|-----------|----------|-----------|
| Penentuan ukuran atau pedoman Standart | | | | | | |
| 1. | Mampu melakukan pekerjaan sesuai dengan standart pekerja. | | | | | |
| 2 | Pekerjaan berhasil ketika sudah sesuai dengan standar penilaian yang sudah ditentukan. | | | | | |
| 3. | Karyawan menjadi jauh lebih mudah dengan adanya penetapan standar pekerjaan dari kantor. | | | | | |
| Tingkat Pengawasan | | | | | | |

| | | | | | | |
|----------------------|---|--|--|--|--|--|
| 4. | Pengawasan melakukan perbandingan antara hasil kerja dengan standar perusahaan. | | | | | |
| 5. | Pengawasan melakukan evaluasi terhadap kinerja karyawan yang kurang sesuai dengan standar perusahaan. | | | | | |
| 6. | Pengawasan dilakukan secara rutin oleh pemimpin | | | | | |
| Tingkat penyimpangan | | | | | | |
| 7. | Pengawasan melakukan perbandingan hasil kerja karyawan untuk menghindari adanya penyimpangan. | | | | | |

| | | | | | | |
|--------------------|--|--|--|--|--|--|
| 8. | Tindakan atas pelanggaran yang dilakukan oleh pegawai sudah dilakukan dengan objektif. | | | | | |
| 9. | memberikan tindakan tegas apabila karyawan melanggar aturan. | | | | | |
| Perbaiki Kesalahan | | | | | | |
| 10. | pengawasan bisa saja mengubah standar yang ada untuk mencapai tujuan yang lebih baik. | | | | | |
| 11. | Hasil kerja selalu menjadi tolak ukur penilaian pimpinan terhadap karyawan. | | | | | |
| 12. | Memberikan penghargaan | | | | | |

| | | | | | | |
|--|--|--|--|--|--|--|
| | kepada karyawan yang berprestasi baik. | | | | | |
|--|--|--|--|--|--|--|

Motivasi Kerja

| No. | PERNYATAAN | STS | TS | KS | S | SS |
|-------------------|---|-----|----|----|---|----|
| Penghargaan Diri. | | | | | | |
| 1. | Perusahaan memberikan penghargaan atau reward kepada karyawan yang berprestasi. | | | | | |
| 2. | Atasan saya selalu memberikan pujian apabila saya menjalankan tugas pekerjaan dengan hasil memuaskan. | | | | | |
| 3. | Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan | | | | | |

| | | | | | | |
|--------------------------|---|--|--|--|--|--|
| | potensi yang ada pada dirinya untuk lebih maju. | | | | | |
| Kekuasaan | | | | | | |
| 1. | Saya melihat jabatan sebagai puncak karir sehingga perlu diperjuangkan. | | | | | |
| 2. | Saya mendapatkan kesempatan yang sama untuk mendapatkan promosi jabatan. | | | | | |
| 3. | Saya berupaya menyusun strategi sejak awal untuk mendapatkan jabatan yang diinginkan. | | | | | |
| Kebutuhan Keamanan Kerja | | | | | | |
| 1. | Karyawan merasa tenang | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | karena mendapatkan jaminan, rasa aman dari bahaya fisik serta terbebas dari rasa ketakutan kehilangan pekerjaan untuk masa depannya. | | | | | |
| 2. | memberikan wadah bagi karyawan untuk menanggapi keluhan para karyawan. | | | | | |
| 3. | Perusahaan menciptakan kondisi kerja yang aman. | | | | | |

Disiplin Kerja

| NO | PERNYATAAN | STS | TS | KS | S | SS |
|-----------|--|-----|----|----|---|----|
| Peraturan | | | | | | |
| 1. | Setiap Karyawan datang dan pulang tepat pada | | | | | |

| | | | | | | |
|-------|---|--|--|--|--|--|
| | waktu yang telah ditetapkan. | | | | | |
| 2. | Setiap karyawan yang melakukan pelanggaran dan aturan yang ditetapkan dikantor akan diberikan peringatan yang bersifat positif. | | | | | |
| 3. | Anda selalu bekerja sesuai dengan SOP yang telah ditetapkan. | | | | | |
| Waktu | | | | | | |
| 1. | Mampu menyelesaikan pekerjaan secara tepat waktu. | | | | | |
| 2 | Jam kerja karyawan dilakukan seoptimal | | | | | |

| | | | | | | |
|----------------|---|--|--|--|--|--|
| | <p> mungkin oleh karyawan dengan tidak menggunakannya untuk kepentingan pribadi</p> | | | | | |
| 3 | <p> Tidak pernah menunda-nunda pekerjaan yang telah diberikan</p> | | | | | |
| Tanggung Jawab | | | | | | |
| 1. | <p> Pekerjaan yang menjadi tugas dan tanggung jawab karyawan dapat dipertanggung jawabkan</p> | | | | | |
| 2. | <p> karyawan yang bekerja harus menjaga keamanan peralatan yang ada dikantor.</p> | | | | | |
| 3. | <p> Selalu menjaga tugas dan</p> | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| | tanggung jawab dengan sungguh-sungguh sesuai jabatan. | | | | | |
|--|---|--|--|--|--|--|

Lampiran 7

Tabulasi penelitian

Tabulasi Variabel Budaya Kerja (X1)

| No | X1.1 | | | X1.2 | | | X1.3 | | | X1.4 | | | TOTAL |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | |
| Resp_1 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| Resp_2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| Resp_3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 48 |
| Resp_4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 53 |
| Resp_5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 52 |
| Resp_6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 56 |
| Resp_7 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| Resp_8 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_9 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_10 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 53 |
| Resp_12 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 56 |
| Resp_13 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_14 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_15 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_16 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_17 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 46 |
| Resp_18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 54 |
| Resp_19 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| Resp_20 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 52 |
| Resp_21 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_22 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 55 |
| Resp_23 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_24 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 44 |
| Resp_25 | 5 | 5 | 5 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 4 | 5 | 44 |
| Resp_26 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 44 |
| Resp_27 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_28 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| Resp_29 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 55 |
| Resp_30 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| Resp_31 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 50 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_32 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| Resp_33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| Resp_34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| Resp_35 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| Resp_36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 45 |
| Resp_37 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 49 |
| Resp_38 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| Resp_39 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| Resp_40 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| Resp_41 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| Resp_42 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| Resp_43 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 46 |
| Resp_44 | 4 | 5 | 4 | 5 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 43 |
| Resp_45 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 49 |
| Resp_46 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| Resp_47 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| Resp_48 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| Resp_49 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 53 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_50 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| Resp_51 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| Resp_52 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 46 |
| Resp_53 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 50 |
| Resp_54 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| Resp_55 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| Resp_56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| Resp_57 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| Resp_58 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 52 |
| Resp_59 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| Resp_60 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| Resp_61 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 44 |
| Resp_62 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 58 |
| Resp_63 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_64 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_65 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 51 |
| Resp_67 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_68 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_69 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_70 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 54 |
| Resp_71 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_72 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 43 |
| Resp_73 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| Resp_74 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 44 |
| Resp_75 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| Resp_76 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| Resp_77 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| Resp_78 | 5 | 4 | 4 | 2 | 3 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 46 |
| Resp_79 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 44 |
| Resp_80 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 44 |

Lampiran 8

Tabulasi Variabel Pengawasan (X2)

| No | X2.1 | | | X2.2 | | | X2.3 | | | X2.4 | | | TOTAL |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | |
| Resp_1 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 53 |
| Resp_2 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 45 |
| Resp_3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 46 |
| Resp_4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| Resp_5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 51 |
| Resp_6 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| Resp_7 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 54 |
| Resp_8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| Resp_9 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 52 |
| Resp_10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 48 |
| Resp_11 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 47 |
| Resp_12 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| Resp_13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 54 |
| Resp_14 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 52 |
| Resp_15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 51 |
| Resp_16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 48 |
| Resp_17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| Resp_18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 50 |
| Resp_19 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 45 |
| Resp_20 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 48 |
| Resp_21 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 53 |
| Resp_22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 48 |
| Resp_23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 48 |
| Resp_24 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 2 | 45 |
| Resp_25 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 44 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_26 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| Resp_27 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 52 |
| Resp_28 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 51 |
| Resp_29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Resp_30 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| Resp_31 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 50 |
| Resp_32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Resp_33 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 47 |
| Resp_34 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 47 |
| Resp_35 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 49 |
| Resp_36 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 1 | 42 |
| Resp_37 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 5 | 2 | 48 |
| Resp_38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 52 |
| Resp_39 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| Resp_40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| Resp_41 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 52 |
| Resp_42 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 52 |
| Resp_43 | 5 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 1 | 5 | 40 |
| Resp_44 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 1 | 43 |
| Resp_45 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| Resp_46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| Resp_47 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 51 |
| Resp_48 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 52 |
| Resp_49 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 48 |
| Resp_50 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 5 | 3 | 52 |
| Resp_51 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 53 |
| Resp_52 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 45 |
| Resp_53 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 47 |
| Resp_54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 52 |
| Resp_55 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 52 |
| Resp_56 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |

| | | | | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp_57 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 52 |
| Resp_58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| Resp_59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 48 |
| Resp_60 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 49 |
| Resp_61 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| Resp_62 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| Resp_63 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 52 |
| Resp_64 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 52 |
| Resp_65 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 52 |
| Resp_66 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 46 |
| Resp_67 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 51 |
| Resp_68 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 46 |
| Resp_69 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 49 |
| Resp_70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 48 |
| Resp_71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 48 |
| Resp_72 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 2 | 45 |
| Resp_73 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 5 | 2 | 48 |
| Resp_74 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 3 | 2 | 44 |
| Resp_75 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 52 |
| Resp_76 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 51 |
| Resp_77 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| Resp_78 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 45 |
| Resp_79 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 2 | 44 |
| Resp_80 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 2 | 3 | 44 |

Lampiran 9

Tabulasi Variabel Motivasi Kerja (X3)

| No | X3.1 | | | X3.2 | | | X3.3 | | | TOTAL |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------|
| | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | |
| Resp_1 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 40 |
| Resp_2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 32 |
| Resp_3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| Resp_4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 36 |
| Resp_5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| Resp_6 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 40 |
| Resp_7 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| Resp_8 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 38 |
| Resp_9 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 41 |
| Resp_10 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 37 |
| Resp_11 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 5 | 5 | 35 |
| Resp_12 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 40 |
| Resp_13 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| Resp_14 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 41 |
| Resp_15 | 5 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 37 |
| Resp_16 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 38 |
| Resp_17 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| Resp_18 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 35 |
| Resp_19 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| Resp_20 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| Resp_21 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 40 |
| Resp_22 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 38 |
| Resp_23 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 38 |
| Resp_24 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 24 |
| Resp_25 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 27 |

| | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|----|
| Resp_26 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 24 |
| Resp_27 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 41 |
| Resp_28 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 5 | 39 |
| Resp_29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| Resp_30 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 40 |
| Resp_31 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 33 |
| Resp_32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| Resp_33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| Resp_34 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 39 |
| Resp_35 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| Resp_36 | 5 | 4 | 5 | 3 | 3 | 3 | 2 | 3 | 3 | 31 |
| Resp_37 | 2 | 3 | 2 | 4 | 4 | 5 | 5 | 5 | 3 | 33 |
| Resp_38 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |
| Resp_39 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| Resp_40 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| Resp_41 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| Resp_42 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 41 |
| Resp_43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| Resp_44 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 32 |
| Resp_45 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 34 |
| Resp_46 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| Resp_47 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 36 |
| Resp_48 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 41 |
| Resp_49 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| Resp_50 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| Resp_51 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 41 |
| Resp_52 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| Resp_53 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| Resp_54 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 40 |
| Resp_55 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| Resp_56 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 41 |

| | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|----|
| Resp_57 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| Resp_58 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 38 |
| Resp_59 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 36 |
| Resp_60 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 37 |
| Resp_61 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 3 | 3 | 31 |
| Resp_62 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 41 |
| Resp_63 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 41 |
| Resp_64 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 40 |
| Resp_65 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 40 |
| Resp_66 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 39 |
| Resp_67 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 35 |
| Resp_68 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 37 |
| Resp_69 | 5 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 37 |
| Resp_70 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 38 |
| Resp_71 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 39 |
| Resp_72 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 32 |
| Resp_73 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 37 |
| Resp_74 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| Resp_75 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 5 | 40 |
| Resp_76 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 39 |
| Resp_77 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 40 |
| Resp_78 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 24 |
| Resp_79 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 32 |
| Resp_80 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 32 |

Lampiran 10

Tabulasi Variabel Disiplin Kerja (Y)

| Resp | DISIPLIN KERJA (Y) | | | | | | | | | |
|---------|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | Y1.1 | | | Y2.1 | | | Y3.1 | | | TOTAL |
| | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | item 1 | item 2 | item 3 | |
| Resp_1 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| Resp_2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 32 |
| Resp_3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| Resp_4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 35 |
| Resp_5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 35 |
| Resp_6 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| Resp_7 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| Resp_8 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| Resp_9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 39 |
| Resp_10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| Resp_11 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 34 |
| Resp_12 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| Resp_13 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| Resp_14 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 39 |
| Resp_15 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 38 |
| Resp_16 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 34 |
| Resp_17 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| Resp_18 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 35 |
| Resp_19 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| Resp_20 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 35 |
| Resp_21 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 39 |
| Resp_22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 34 |
| Resp_23 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 35 |
| Resp_24 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_25 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 32 |
| Resp_26 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_27 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |

| | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|----|
| Resp_28 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| Resp29 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 38 |
| Resp_30 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 39 |
| Resp_31 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 37 |
| Resp_32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| Resp33 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 3 | 38 |
| Resp_34 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| Resp_35 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 36 |
| Resp_36 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 30 |
| Resp_37 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| Resp_38 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 40 |
| Resp_39 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| Resp_40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| Resp_41 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| Resp_42 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39 |
| Resp_43 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 29 |
| Resp_44 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 33 |
| Resp_45 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 4 | 37 |
| Resp_46 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 36 |
| Resp_47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| Resp_48 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 40 |
| Resp_49 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 37 |
| Resp_50 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 41 |
| Resp_51 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| Resp_52 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 32 |
| Resp_53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| Resp_54 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| Resp_55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| Resp_56 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| Resp_57 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| Resp_58 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| Resp_59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| Resp_60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| Resp_61 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 33 |
| Resp_62 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |

| | | | | | | | | | | |
|---------|---|---|---|---|---|---|---|---|---|----|
| Resp_63 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| Resp_64 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 40 |
| Resp_65 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 39 |
| Resp_66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| Resp_67 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 34 |
| Resp_68 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| Resp_69 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| Resp_70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| Resp_71 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 38 |
| Resp_72 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| Resp_73 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| Resp_74 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| Resp_75 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 39 |
| Resp_76 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 35 |
| Resp_77 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 39 |
| Resp_78 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| Resp_79 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 33 |
| Resp_80 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |

Lampiran 11

Hasil Olah SPSS

1. Uji Validitas

a. Variabel Budaya Kerja

| Item-Total Statistics | | | | | |
|------------------------------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| item01 | 8.7500 | 1.152 | .357 | .129 | .561 |
| item02 | 8.7625 | .994 | .444 | .199 | .433 |
| item03 | 8.9875 | 1.000 | .413 | .178 | .481 |

| Item-Total Statistics | | | | | |
|------------------------------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| item04 | 8.2625 | 1.614 | .410 | .199 | .746 |
| item05 | 8.2750 | 1.037 | .661 | .461 | .424 |
| item06 | 8.3625 | 1.525 | .536 | .375 | .610 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|---|--|------------------------------------|--|
| item07 | 8.6750 | 2.273 | .743 | .558 | .799 |
| item08 | 8.4875 | 2.253 | .710 | .505 | .830 |
| item09 | 8.4875 | 2.253 | .758 | .578 | .785 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item10 | 9.0750 | 1.792 | .638 | .453 | .789 |
| item11 | 9.1250 | 1.579 | .763 | .583 | .663 |
| item12 | 9.0750 | 1.640 | .632 | .434 | .801 |

b. Variabel Pengawasan (X2)

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item01 | 8.0750 | .804 | .337 | .117 | .509 |
| item02 | 8.3750 | .845 | .357 | .136 | .479 |
| item03 | 8.2750 | .708 | .418 | .176 | .378 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item04 | 7.9250 | 1.134 | .650 | .459 | .411 |
| item05 | 7.8250 | 1.361 | .499 | .374 | .610 |
| item06 | 7.9500 | 1.213 | .398 | .197 | .758 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|---|--|------------------------------------|--|
| item07 | 8.2250 | 1.696 | .475 | .268 | .819 |
| item08 | 8.4125 | 1.385 | .741 | .567 | .535 |
| item09 | 8.2625 | 1.361 | .610 | .488 | .682 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item10 | 8.2250 | 1.696 | .475 | .268 | .819 |
| item11 | 8.4125 | 1.385 | .741 | .567 | .535 |
| item12 | 8.2625 | 1.361 | .610 | .488 | .682 |

c. Variabel Motivasi Kerja (X3)

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item01 | 8.5625 | 2.401 | .873 | .766 | .838 |
| item02 | 8.7500 | 2.620 | .787 | .632 | .909 |
| item03 | 8.6875 | 2.547 | .824 | .707 | .880 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item04 | 7.4250 | 1.665 | .599 | .359 | .565 |
| item05 | 7.2750 | 1.847 | .505 | .265 | .678 |
| item06 | 7.1750 | 1.691 | .528 | .291 | .654 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item07 | 8.3000 | 3.327 | .495 | .249 | .893 |
| item08 | 8.4750 | 2.227 | .749 | .654 | .648 |
| item09 | 8.3250 | 2.197 | .780 | .670 | .611 |

d. Variabel Disiplin Kerja

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item01 | 8.5000 | 1.139 | .631 | .493 | .489 |
| item02 | 8.3875 | 1.050 | .662 | .508 | .441 |
| item03 | 8.4125 | 1.714 | .337 | .116 | .823 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|---|--|------------------------------------|--|
| item04 | 32.425 | 7.437 | 0.248 | 0.282 | 0.626 |
| item05 | 32.6125 | 7.557 | 0.117 | 0.229 | 0.658 |
| item06 | 32.3625 | 7.424 | 0.269 | 0.329 | 0.622 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| item07 | 7.7125 | 1.473 | .358 | .140 | .663 |
| item08 | 8.1750 | 1.134 | .467 | .254 | .529 |
| item09 | 7.8625 | 1.107 | .547 | .305 | .407 |

2. Uji Reliabilitas

a. Budaya Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 80 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 80 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .763 | .911 | 13 |

b. Pengawasan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 80 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 80 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .734 | .839 | 13 |

c. Motivasi Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 80 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 80 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .756 | .856 | 10 |

d. Disiplin Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 80 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 80 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .713 | .754 | 10 |

3. Uji Asumsi Klasik

a. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 80 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 1.54458309 |
| Most Extreme Differences | Absolute | .092 |
| | Positive | .066 |
| | Negative | -.092 |
| Kolmogorov-Smirnov Z | | .823 |
| Asymp. Sig. (2-tailed) | | .507 |

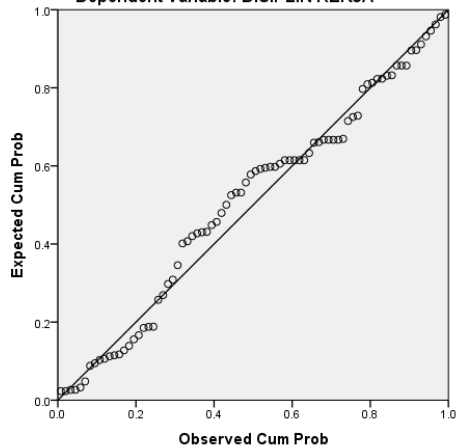
a. Test distribution is Normal.

b. Calculated from data.

b. Uji Normalitas Plot

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: DISIPLIN KERJA



c. Uji Multikolinieritas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| | | | | | | | e | |
| 1 | (Constant) | 12.609 | 2.047 | | 6.159 | .000 | | |
| | BUDAYA KERJA (X1) | .167 | .045 | .335 | 3.668 | .000 | .449 | 2.227 |
| | PENGAWASAN | .145 | .069 | .230 | 2.092 | .040 | .310 | 3.222 |
| | MOTIVASI KERJA | .221 | .074 | .364 | 2.990 | .004 | .252 | 3.963 |

a. Dependent Variable: DISIPLIN KERJA

d. Uji Autokorelasi

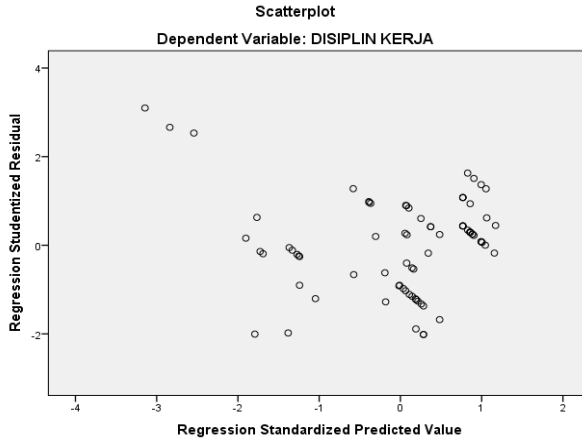
Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .846 ^a | .716 | .705 | 1.575 | 2.030 |

a. Predictors: (Constant), MOTIVASI KERJA, BUDAYA KERJA (X1), PENGAWASAN

b. Dependent Variable: DISIPLIN KERJA

e. Uji Heteroskedastisitas



4. Analisis Regresi Linier Berganda

a. Uji t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Toleranc e | VIF |
| | | | | | | | | |
| 1 | (Constant) | 12.609 | 2.047 | | 6.159 | .000 | | |
| | BUDAYA KERJA (X1) | .167 | .045 | .335 | 3.668 | .000 | .449 | 2.227 |
| | PENGAWASAN | .145 | .069 | .230 | 2.092 | .040 | .310 | 3.222 |
| | MOTIVASI KERJA | .221 | .074 | .364 | 2.990 | .004 | .252 | 3.963 |

a. Dependent Variable: DISIPLIN KERJA

b. Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 475.214 | 3 | 158.405 | 63.875 | .000 ^b |
| | Residual | 188.473 | 76 | 2.480 | | |
| | Total | 663.688 | 79 | | | |

a. Dependent Variable: DISIPLIN KERJA

b. Predictors: (Constant), MOTIVASI KERJA, BUDAYA KERJA (X1),
PENGAWASAN