

DAFTAR PUSTAKA

- Bangun, Wilson. (2012). Manajemen sumber daya manusia. Jakarta: Erlangga
- Ghozali, Imam. (2012). Aplikasi Analisis Multivariate dengan Program IBM SPSS. Yogyakarta: Universitas Diponegoro
- Kuncoro, mudrajat. (2009). "metode riset untuk bisnis dan ekonomi, bagaimana meneliti dan menulis tesis edisi 3" Jakarta : erlangga
- Mahmudi, (2010). Manajemen kinerja sektor publik. Cetakan pertama. Yogyakarta: BPFE
- Mangkunegara, anwar prabu. (2000). Manajemen sumber daya manusia . bandung: PT Remaja Rosdakarya
- Mangkuprawira, sjafrie dan hubies, Aida Vitayala. (2007). Manajemen mutu sumber daya manusia cetakan pratama. Bogor: Ghalia Indonesia
- Mediastima, Jurnal. Volume 25, No 2. Oktober-Maret 2019. Pengaruh Kompensasi dan Kepemimpinan Terhadap Kinerja Pegawai(survey pegawai PT. Pegadaian

Persero cabang kota wisata
cibubur)

- Nita Nilamsari . (2014). Pengaruh motivasi kerja terhadap kinerja karyawan serta dampaknya pada kualitas pelayanan housekeeping department di Padma hotel bandung. Skripsi tidak diterbitkan. Bandung: universitas pendidikan indonesia
- Priyatno, duwi. (2010). "paham analisa statistic dengan SPSS ". Yogyakarta: mediakom
- Robbins, Thompson. (Pengaruh Kompensasi Dan Kepemimpinan Terhadap Kinerja Pegawai)
- Setiawan, Ferry dan Dewi, Kartika. (2014). Pengaruh kompensasi dan lingkungan kerja terhadap kinerja karyawan pada CV. Berkat anugrah. Jurnal. Denpasar : universitas udayana
- Setiawan, dan waridin. (2006). Pengaruh disiplin kerja karyawan dan budaya organisasi terhadap kinerja di divisi radiologi RSUP dokter kariadi. Skripsi tidak diterbitkan. Semarang: UDIP

- Simamora, Hendry. (2004). Manajemen sumber daya manusia. Edisi ketiga. Yogyakarta : bagian penerbitan STIE YKPN.
- Sugiyono ,2017, Metode Penelitian Kuantitatif, Kualitatif dan R&D , CV. ALFABETA, Bandung.
- Syamsi, Ibnu. (2001). Organisasi dan manajemen. Yogyakarta: Fisipol UGM
- Wirawan. (2009). Evaluasi kinerja sumber daya manusia. Jakarta: salemba empat
- Yusuf, Muhammad.(2016). Peningkatan SDM Yang Handal. Dosen ULM Banjarmasin.



UNIVERSITAS PGRI ADI BUANA SURABAYA
FAKULTAS EKONOMI dan BISNIS

Kampus : Jl DukuhMersunggal XII/4 , Telp-Fax. 031-8281183 Surabaya 60234
Website : <http://www.upgrisab.ac.id>

BERITA ACARA
BIMBINGAN REVISI SKRIPSI

Nama : MUHAMMAD IZDUWAN
NIM/Program Studi : 171500205 / MANAJEMEN
Judul Skripsi : PENGARUH GAJI, Kedisiplinan Kerja, Kepemimpinan
TERHADAP KINERJA KARYAWAN (STUDI PADA PT ARITHA
SENTRA NUSANTARA SURABAYA)
Tanggal Ujian Skripsi : 04 Juli 2021
Penguji : 1. DRA. CHRISTINA MENUKS, S.E., M.M.
2. BISMIA ARIANTO, S.E., M.M.

| No | Tanggal | Materi Konsultasi | Paraf Penguji 1 | Paraf Penguji 2 |
|----|-----------------|--|-----------------|-----------------|
| 1 | 7 Juli 2021 | Baca buku pedoman, Bab I latar belakang ditambah teori pendukung, Bab II Penelitian terdahulu, kerangka dan hipotesis, Bab III Teknik pengambilan sampel, Bab IV Uji asumsi dan pembahasan | | |
| 2 | 13 Juli 2021 | Penulisan penelitian terdahulu, penulisan tabel, penulisan pengambilan sampel | | |
| 3 | 23 Agustus 2021 | Teknik pengambilan sampel, gambar kerangka konseptual, pembahasan | | |
| 4 | 25 Agustus 2021 | Sudah dibenahi ACC | | |
| 5 | 1 Agustus 2021 | Penulisan huruf besar dan kecil nya, numbering pakai angka bukan simbol, numbering harus disesuaikan dengan bab nya, penulisan huruf italic, cek lagi bab III dan Bab IV | | |
| 6 | 3 Agustus 2021 | Perhatikan penulisan tanda baca pada kalimat, kerangka konseptual dibenahi lagi dan teknik pengambilan sampel dibatalkan | | |
| 7 | 30 Agustus 2021 | Kata Pengantar, Abstrak, Teknik pengambilan sampel dan Daftar pustaka di cek lagi | | |
| 8 | 11 Agustus 2021 | Sudah dibenahi ACC | | |

Penguji I

DRA. CHRISTINA MENUKS, S.E., M.M.
NIP : 195808081982032001

Surabaya, 12 Agustus 2021
Penguji II

BISMIA ARIANTO, S.E., M.M.
NPT : 1302663/DY

LAMPIRAN

Lampiran 1

A. IDENTITAS RESPONDEN

Nama (boleh tidak diisi) :

Jenis kelamin :

Usia : tahun

Pendidikan :

Pendapatan per bulan :

Pangkat/ jabatan :

Masa kerja :

B. PETUNJUK PENGISIAN

1. Mohon bantuan kepada bapak/ibu untuk menjawab seluruh pertanyaan yang ada dengan jujur dan benar.
2. Beri jawaban atas pertanyaan berikut ini sesuai dengan pendapat anda. Dengan cara memberi tanda ceklis pada jawaban saudara/i pilih di kolom jawaban yang telah disediakan. Keterangan dari singkatan jawaban adalah sebagai berikut:

SS : sangat setuju

S : setuju

RR : ragu- ragu

TS : tidak setuju

STS : sangat tidak setuju

3. Tidak ada jawaban yang benar atau salah . selamat mengisi kuesioner.

A. Pengaruh gaji

| NO | PERNYATAAN | STS | TS | KS | S | SS |
|----------------------------|---|-----|----|----|---|----|
| A. | Pelaksanaan kebijakan gaji | | | | | |
| Pendidikan karyawan | | | | | | |
| 1. | Gaji yang saya dapatkan apakah sudah sesuai apabila dilihat dari segi pendidikan saya | | | | | |
| 2. | Jika dilihat dari pendidikan terakhir saya, apakah sudah sesuai dengan jabatan yang saya terima | | | | | |
| 3. | Apakah pendidikan terakhir saya sangat diperhitungkan saat awal masuk di perusahaan | | | | | |
| Masa kerja | | | | | | |
| 1. | Apakah gaji yang saya terima saat ini sudah sesuai apabila dilihat dari segi lamanya waktu saya bekerja di perusahaan | | | | | |

| | | | | | | |
|-----------------------|---|--|--|--|--|--|
| 2. | Apakah perusahaan sudah adil untuk sistem penggajian terhadap saya jika dibandingkan dengan gaji yang di dapatkan karyawan yang baru gabung di perusahaan | | | | | |
| 3. | Apakah semakin lama masa kerja saya di perusahaan apakah perusahaan memberikan peningkatan gaji yang sesuai dengan keinginan saya | | | | | |
| Prestasi kerja | | | | | | |
| 1. | Saya mendapatkan bonus tambahan gaji apabila saya mengerjakan pekerjaan yang sesuai dengan perusahaan tanpa melakukan kesalahan | | | | | |
| 2. | Apakah perusahaan memberikan saya jabatan yang lebih tinggi apabila saya mengerjakan pekerjaan yang sesuai dengan keinginan perusahaan | | | | | |
| 3. | Apakah perusahaan memberikan saya reward (selain gaji) apabila kinerja saya bagus | | | | | |
| | | | | | | |

B. Disiplin kerja

| NO | PERNYATAAN | STS | TS | KS | S | SS |
|-----------------------|---|-----|----|----|---|----|
| B. | Pelaksanaan disiplin kerja | | | | | |
| Kualitas kerja | | | | | | |
| 1. | Gaji yang saya terima sudah sesuai dengan kualitas kinerja yang saya berikan ke perusahaan | | | | | |
| 2. | Pekerjaan yang saya terima dari perusahaan apakah saya sudah melakukannya dengan baik dan teliti | | | | | |
| 3. | Apakah kualitas kinerja karyawan sangat berpengaruh terhadap gaji yang di berikan oleh perusahaan | | | | | |

| | | | | | | |
|-----------------------|---|--|--|--|--|--|
| | | | | | | |
| Tanggung jawab | | | | | | |
| 1. | Apakah saya sudah menjalankan intruksi dari atasan dengan penuh rasa tanggung jawab | | | | | |
| 2. | Apakah saya sudah siap menerima konsekuensi dari perusahaan apabila saya tidak menjalankan tugas dengan baik. | | | | | |
| 3. | Saya sangat berhati-hati dan teliti dalam bekerja sebagai rasa tanggung jawab saya terhadap perusahaan | | | | | |

| Sikap karyawan | | | | | | |
|----------------|--|--|--|--|--|--|
| 1. | Apakah rekan kerja saya memberi pengaruh positif kepada saya. | | | | | |
| 2. | Apakah rekan kerja saya bisa saya ajak untuk bekerjasama untuk menyelesaikan pekerjaan dengan baik | | | | | |
| 3. | Apakah sikap saya selama bekerja tidak menyalahi aturan dari perusahaan. | | | | | |

C. kepemimpinan

| NO | PERNYATAAN | STS | TS | KS | S | SS |
|----------------------|---|-----|----|----|---|----|
| C. | Pelaksanaan kepemimpinan | | | | | |
| Bersifat adil | | | | | | |
| 1. | Apakah kepemimpinan di perusahaan sudah bersifat adil | | | | | |

| | | | | | | |
|---------------------------------|---|--|--|--|--|--|
| 2. | Apakah pemimpin membantu menyelesaikan masalah karyawan dengan baik | | | | | |
| 3. | Apakah pemimpin dapat mengatur jadwal kerja saya dengan baik. | | | | | |
| Memberi sugesti | | | | | | |
| 1. | Pemimpin membantu saya dalam mengembangkan potensi diri | | | | | |
| 2. | Pemimpin memberikan saya pengarahan agar saya bisa bekerja dengan bersungguh-sungguh | | | | | |
| 3. | Pemimpin saya dapat membina para pegawainya dengan baik dalam pencapain tujuan kerja. | | | | | |
| Sebagai wakil organisasi | | | | | | |
| 1. | Pemimpin dapat menyampaikan informasi dalam rapat secara baik. | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 2. | Pemimpin dapat menyelesaikan permasalahan pegawai dengan baik | | | | | |
| 3. | Pemimpin mampu menyediakan keperluan yang dibutuhkan pegawai dalam bekerja | | | | | |

D. Kinerja pegawai

| NO | PERNYATAAN | STS | TS | KS | S | SS |
|-----------------------------|---|-----|----|----|---|----|
| D. | Kinerja pegawai | | | | | |
| Kualitas hasil kerja | | | | | | |
| 1. | Apakah saya mampu bekerja dengan maksimal sesuai dengan harapan perusahaan. | | | | | |
| 2. | Saya terampil dalam bekerja demi tercapainya tujuan kerja yang saya jalani | | | | | |
| 3. | Saya menjaga kebersihan dan kerapihan setelah bekerja | | | | | |

| Efisiensi | | | | | | |
|------------------------|---|--|--|--|--|--|
| 1. | Saya menyelesaikan pekerjaan dengan tepat waktu | | | | | |
| 2. | Saya tidak pernah terlambat masuk kerja | | | | | |
| 3. | Saya selalu masuk kerja kecuali ada halangan yang tidak bisa ditinggalkan | | | | | |
| DISIPLIN K ERJA | | | | | | |
| 1. | Saya setuju bahwa tujuan dari pekerjaan yang dibebankan kepada pegawai harus sesuai dengan kemampuan pegawai yang bersangkutan. | | | | | |
| 2. | Saya setuju bahwa sanksi hukuman yang diterapkan ikut mempengaruhi baik/buruknya kedisiplinan pegawai. | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 3. | Saya setuju bahwa balas jasa yang diterima kurang memuaskan dapat | | | | | |
| | mempengaruhi kedisiplinan pegawai. | | | | | |

Kepemimpinan

| | | | | | | |
|----|--|--|--|--|--|--|
| 1. | Apakah kepemimpinan yang baik berpengaruh terhadap kinerja karyawan | | | | | |
| 2. | Pemimpin merupakan panutan saya dalam menjalankan pekerjaan | | | | | |
| 3. | Pemimpin mendorong saya untuk menggunakan kreatifitas dalam menyelesaikan pekerjaan. | | | | | |

Kejujuran

| | | | | | | |
|----|--|--|--|--|--|--|
| 1. | Kejujuran sangat penting dalam bekerja | | | | | |
| 2. | Saya tidak pernah menyalahgunakan wewenang yang diberikan kepada saya. | | | | | |

| | | | | | | |
|--------------------|--|--|--|--|--|--|
| 3. | Para pimpinan di perusahaan sangat menjunjung tinggi karyawan yang mempunyai kejujuran | | | | | |
| Kreatifitas | | | | | | |
| 1. | Perusahaan sangat mendukung kreatifitas saya dalam bekerja | | | | | |
| 2. | Saya berinisiatif ingin menggabungkan kreatifitas dengan tugas yang saya kerjakan dari perusahaan. | | | | | |
| 3. | Atas kreatifitas saya di perusahaan saya berharap agar saya bisa naik jabatan di perusahaan. | | | | | |

Lampiran 2

| p1 | p2 | p3 | p4 | p5 | p6 | p7 | p8 | p9 | total |
|----|----|----|----|----|----|----|----|----|-------|
| 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 35 |
| 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 35 |
| 5 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 33 |
| 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 31 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 31 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 37 |
| 5 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 35 |
| 5 | 5 | 3 | 5 | 3 | 4 | 3 | 2 | 3 | 30 |
| 4 | 5 | 3 | 5 | 3 | 2 | 3 | 3 | 4 | 29 |
| 4 | 5 | 2 | 5 | 2 | 3 | 3 | 2 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 30 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 27 |
| 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 22 |
| 3 | 1 | 5 | 3 | 2 | 3 | 3 | 2 | 1 | 18 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 30 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 27 |
| 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 22 |
| 3 | 1 | 5 | 3 | 2 | 3 | 3 | 2 | 1 | 18 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 30 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 27 |
| 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 22 |
| 3 | 1 | 5 | 3 | 2 | 3 | 3 | 2 | 1 | 18 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |

| | p2 | p3 | p4 | p5 | p6 | p7 | p8 | p9 | p10 | p11 | p12 | p13 | p14 | p15 | p16 | p17 | p18 | total |
|---|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 76 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 76 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 76 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 76 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 77 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 1 | 67 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 73 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 69 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 64 |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 62 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 64 |
| 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 61 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 62 |
| 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 63 |
| 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 63 |
| 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 59 |
| 1 | 1 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 1 | 5 | 5 | 4 | 40 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 75 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 74 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 74 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 69 |
| 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 67 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 69 |
| 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 67 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 68 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 69 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 71 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 69 |
| 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 65 |
| 1 | 1 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 1 | 5 | 5 | 4 | 4 | 53 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 75 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 1 | 67 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 73 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 73 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 68 |
| 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 66 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 66 |
| 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 2 | 63 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 66 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 67 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 1 | 3 | 4 | 3 | 70 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 69 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 68 |
| 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 2 | 63 |
| 1 | 1 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 1 | 5 | 5 | 4 | 3 | 53 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 74 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 75 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 1 | 67 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 2 | 3 | 1 | 72 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 2 | 3 | 71 | |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 2 | 68 |

lampiran 3

Hasil Validitas dan Realibilitas :

Variabel X1 :

Indikator 1 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .756 | .764 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X1_1.1 | 8.3382 | 1.600 | .621 | .386 | .647 |
| X1_1.2 | 8.1471 | 1.232 | .592 | .355 | .686 |
| X1_1.3 | 8.5147 | 1.567 | .571 | .333 | .690 |

Indikator 2 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .697 | .704 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X1_2.1 | 8.2059 | 1.569 | .391 | .187 | .769 |
| X1_2.2 | 8.3824 | 1.643 | .520 | .395 | .602 |
| X1_2.3 | 8.1471 | 1.321 | .655 | .471 | .414 |

Indikator 3 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .697 | .723 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X1_3.1 | 8.1029 | 1.885 | .636 | .416 | .511 |
| X1_3.2 | 8.1912 | 1.649 | .504 | .332 | .615 |
| X1_3.3 | 7.9118 | 1.514 | .454 | .237 | .710 |

Variabel X2 :

Indikator 1 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .790 | .817 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X2_1.1 | 7.9559 | 2.580 | .805 | .790 | .546 |
| X2_1.2 | 8.3382 | 2.526 | .485 | .310 | .925 |
| X2_1.3 | 8.0294 | 2.924 | .677 | .749 | .683 |

Indikator 2 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .679 | .669 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X2_2.1 | 9.0294 | .924 | .591 | .398 | .443 |
| X2_2.2 | 8.7941 | .763 | .634 | .425 | .376 |
| X2_2.3 | 8.2059 | 1.569 | .322 | .109 | .769 |

Indikator 3 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .707 | .774 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X2_3.1 | 9.0000 | 1.433 | .632 | .826 | .490 |
| X2_3.2 | 8.9412 | 1.638 | .739 | .834 | .463 |
| X2_3.3 | 9.4706 | 1.357 | .348 | .144 | .937 |

Variabel X3 :

Indikator 1 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .705 | .797 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X3_1.1 | 8.7794 | 1.070 | .527 | .323 | .822 |
| X3_1.2 | 8.3382 | 2.108 | .568 | .507 | .600 |
| X3_1.3 | 8.0882 | 2.171 | .722 | .594 | .527 |

Indikator 2 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .837 | .860 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X3_2.1 | 8.7794 | .772 | .843 | .773 | .658 |
| X3_2.2 | 8.7500 | .847 | .711 | .701 | .775 |
| X3_2.3 | 8.0294 | .656 | .617 | .449 | .910 |

Indikator 3 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .955 | .972 | 3 |

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 |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X3_3.1 | 9.5000 | 1.179 | .948 | .919 | .905 |
| X3_3.2 | 9.5588 | .907 | .916 | .839 | .968 |
| X3_3.3 | 9.4706 | 1.357 | .944 | .911 | .937 |

Variabel Y :

Indikator 1 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .771 | .818 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_1.1 | 8.0882 | 2.171 | .752 | .742 | .527 |
| Y_1.2 | 8.4853 | 1.955 | .510 | .293 | .886 |
| Y_1.3 | 8.0441 | 2.938 | .684 | .701 | .684 |

Indikator 2 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .759 | .775 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_2.1 | 8.0294 | .656 | .402 | .177 | .910 |
| Y_2.2 | 8.5441 | .580 | .741 | .717 | .512 |
| Y_2.3 | 8.5147 | .612 | .677 | .698 | .586 |

Indikator 3 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .971 | .976 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_3.1 | 9.4706 | 1.357 | .967 | .936 | .937 |
| Y_3.2 | 9.4559 | 1.535 | .930 | .874 | .972 |
| Y_3.3 | 9.5147 | 1.179 | .949 | .915 | .962 |

Indikator 4 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .675 | .804 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_4.1 | 9.0441 | 1.297 | .670 | .925 | .463 |
| Y_4.2 | 9.0294 | 1.313 | .675 | .925 | .468 |
| Y_4.3 | 9.6029 | .750 | .390 | .152 | .980 |

Indikator 5 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .853 | .863 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_5.1 | 7.8971 | 3.586 | .715 | .637 | .814 |
| Y_5.2 | 8.2941 | 2.897 | .655 | .482 | .884 |
| Y_5.3 | 8.0441 | 2.938 | .840 | .735 | .684 |

Indikator 6 :

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .920 | .927 | 3 |

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 |
|-------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y_6.1 | 7.7500 | 3.534 | .913 | .953 | .828 |
| Y_6.2 | 7.7647 | 3.496 | .895 | .950 | .840 |
| Y_6.3 | 7.8382 | 3.421 | .729 | .539 | .987 |

Lampiran

Normalitas :

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 68 |
| Normal Parameters ^{a,b} | Mean | 0E-7 |
| | Std. Deviation | 2.57149461 |
| Most Extreme Differences | Absolute | .132 |
| | Positive | .099 |
| | Negative | -.132 |
| Kolmogorov-Smirnov Z | | 1.086 |
| Asymp. Sig. (2-tailed) | | .189 |

a. Test distribution is Normal.

b. Calculated from data.

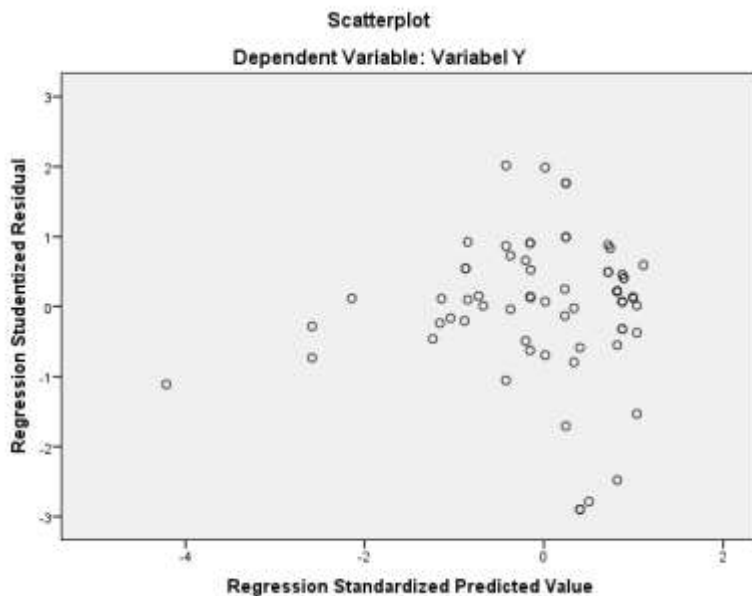
Multikolinearitas :

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 30.385 | 6.656 | | 4.565 | .000 | | |
| | Variabel X1 | -.354 | .192 | -.231 | -1.846 | .070 | .118 | 8.442 |
| | Variabel X2 | 1.808 | .362 | 1.233 | 4.991 | .000 | .306 | 2.729 |
| | Variabel X3 | -.274 | .344 | -.142 | -.797 | .428 | .588 | 7.019 |

a. Dependent Variable: Variabel Y

Heterokedastisitas :



Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | -6.931 | 4.637 | | -1.495 | .140 |
| Variabel X1 | .144 | .134 | .376 | 1.078 | .285 |
| Variabel X2 | -.385 | .252 | -1.047 | -1.524 | .132 |
| Variabel X3 | .462 | .240 | .955 | 1.927 | .058 |

a. Dependent Variable: Variabel y

Autokorelasi :

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .938 ^a | .881 | .875 | 2.63107 | 1.677 |

a. Predictors: (Constant), Variabel X3, Variabel X1, Variabel X2

b. Dependent Variable: Variabel Y

Analisis Regresi Linear Berganda :**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 30.385 | 6.655 | | 4.565 | .000 | | |
| | Variabel X1 | -.354 | .192 | -.331 | -1.848 | .070 | .118 | 8.442 |
| | Variabel X2 | 1.808 | .362 | 1.233 | 4.991 | .000 | .306 | 2.729 |
| | Variabel X3 | -.274 | .344 | -.142 | -.797 | .428 | .588 | 7.019 |

a. Dependent Variable: Variabel Y

Koefisien Korelasi :**Model Summary^b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .938 ^a | .881 | .875 | 2.63107 | 1.677 |

a. Predictors: (Constant), Variabel X3, Variabel X1, Variabel X2

b. Dependent Variable: Variabel Y

Uji-t :**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 30.385 | 6.655 | | 4.565 | .000 | | |
| | Variabel X1 | -.354 | .192 | -.331 | -1.848 | .070 | .118 | 8.442 |
| | Variabel X2 | 1.808 | .362 | 1.233 | 4.991 | .000 | .306 | 2.729 |
| | Variabel X3 | -.274 | .344 | -.142 | -.797 | .428 | .588 | 7.019 |

a. Dependent Variable: Variabel Y

Uji f :

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 3271.074 | 3 | 1090.358 | 157.508 | .000 ^b |
| | Residual | 443.043 | 64 | 6.923 | | |
| | Total | 3714.118 | 67 | | | |

a. Dependent Variable: Variabel Y

b. Predictors: (Constant), Variabel X3, Variabel X1, Variabel X2

Tabel f :

| df variabel perantara (M) | df variabel prediktor (M) | | | | | | | | | | | | | | |
|---------------------------|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 46 | 4,025 | 3,220 | 2,811 | 2,577 | 2,402 | 2,238 | 2,122 | 2,015 | 1,916 | 1,824 | 1,738 | 1,657 | 1,581 | 1,511 | 1,446 |
| 47 | 4,076 | 3,259 | 2,852 | 2,617 | 2,441 | 2,276 | 2,159 | 2,051 | 1,950 | 1,857 | 1,770 | 1,688 | 1,611 | 1,540 | 1,474 |
| 48 | 4,126 | 3,319 | 2,912 | 2,677 | 2,501 | 2,336 | 2,219 | 2,111 | 2,008 | 1,915 | 1,827 | 1,744 | 1,666 | 1,595 | 1,528 |
| 49 | 4,176 | 3,379 | 2,971 | 2,736 | 2,560 | 2,395 | 2,278 | 2,170 | 2,067 | 1,974 | 1,886 | 1,802 | 1,723 | 1,652 | 1,585 |
| 50 | 4,226 | 3,439 | 3,030 | 2,795 | 2,619 | 2,454 | 2,337 | 2,229 | 2,126 | 2,033 | 1,945 | 1,861 | 1,782 | 1,711 | 1,644 |
| 51 | 4,276 | 3,499 | 3,089 | 2,854 | 2,678 | 2,513 | 2,396 | 2,288 | 2,185 | 2,092 | 2,004 | 1,920 | 1,841 | 1,770 | 1,703 |
| 52 | 4,326 | 3,559 | 3,148 | 2,913 | 2,737 | 2,572 | 2,455 | 2,347 | 2,244 | 2,151 | 2,063 | 1,979 | 1,900 | 1,829 | 1,762 |
| 53 | 4,376 | 3,619 | 3,207 | 2,972 | 2,796 | 2,631 | 2,514 | 2,406 | 2,303 | 2,210 | 2,122 | 2,038 | 1,959 | 1,888 | 1,821 |
| 54 | 4,426 | 3,679 | 3,266 | 3,031 | 2,855 | 2,690 | 2,573 | 2,465 | 2,362 | 2,269 | 2,181 | 2,097 | 2,018 | 1,947 | 1,880 |
| 55 | 4,476 | 3,739 | 3,325 | 3,090 | 2,914 | 2,749 | 2,632 | 2,524 | 2,421 | 2,328 | 2,240 | 2,156 | 2,077 | 1,996 | 1,925 |
| 56 | 4,526 | 3,799 | 3,384 | 3,149 | 2,973 | 2,808 | 2,691 | 2,583 | 2,480 | 2,387 | 2,299 | 2,215 | 2,136 | 2,055 | 1,984 |
| 57 | 4,576 | 3,859 | 3,443 | 3,208 | 3,032 | 2,867 | 2,750 | 2,642 | 2,539 | 2,446 | 2,358 | 2,274 | 2,195 | 2,114 | 2,043 |
| 58 | 4,626 | 3,919 | 3,502 | 3,267 | 3,091 | 2,926 | 2,809 | 2,701 | 2,598 | 2,505 | 2,417 | 2,333 | 2,254 | 2,173 | 2,102 |
| 59 | 4,676 | 3,979 | 3,561 | 3,326 | 3,150 | 2,985 | 2,868 | 2,760 | 2,657 | 2,564 | 2,476 | 2,392 | 2,313 | 2,232 | 2,161 |
| 60 | 4,726 | 4,039 | 3,620 | 3,385 | 3,209 | 3,044 | 2,927 | 2,819 | 2,716 | 2,623 | 2,535 | 2,451 | 2,372 | 2,291 | 2,220 |
| 61 | 4,776 | 4,099 | 3,679 | 3,444 | 3,268 | 3,103 | 2,986 | 2,878 | 2,775 | 2,682 | 2,594 | 2,510 | 2,431 | 2,350 | 2,279 |
| 62 | 4,826 | 4,159 | 3,738 | 3,503 | 3,327 | 3,162 | 3,045 | 2,937 | 2,834 | 2,741 | 2,653 | 2,569 | 2,490 | 2,409 | 2,338 |
| 63 | 4,876 | 4,219 | 3,797 | 3,562 | 3,386 | 3,221 | 3,104 | 2,996 | 2,893 | 2,800 | 2,712 | 2,628 | 2,549 | 2,468 | 2,397 |
| 64 | 4,926 | 4,279 | 3,856 | 3,621 | 3,445 | 3,280 | 3,163 | 3,055 | 2,952 | 2,859 | 2,771 | 2,687 | 2,608 | 2,527 | 2,456 |
| 65 | 4,976 | 4,339 | 3,915 | 3,680 | 3,504 | 3,339 | 3,222 | 3,114 | 3,011 | 2,918 | 2,830 | 2,746 | 2,667 | 2,586 | 2,515 |
| 66 | 5,026 | 4,399 | 3,974 | 3,739 | 3,563 | 3,398 | 3,281 | 3,173 | 3,070 | 2,977 | 2,889 | 2,805 | 2,726 | 2,645 | 2,574 |
| 67 | 5,076 | 4,459 | 4,033 | 3,798 | 3,622 | 3,457 | 3,340 | 3,232 | 3,129 | 3,036 | 2,948 | 2,864 | 2,785 | 2,704 | 2,633 |
| 68 | 5,126 | 4,519 | 4,092 | 3,857 | 3,681 | 3,516 | 3,399 | 3,291 | 3,188 | 3,095 | 2,997 | 2,913 | 2,834 | 2,753 | 2,682 |
| 69 | 5,176 | 4,579 | 4,151 | 3,916 | 3,740 | 3,575 | 3,458 | 3,350 | 3,247 | 3,154 | 3,066 | 2,982 | 2,903 | 2,822 | 2,751 |
| 70 | 5,226 | 4,639 | 4,210 | 3,975 | 3,799 | 3,634 | 3,517 | 3,409 | 3,306 | 3,213 | 3,125 | 3,041 | 2,962 | 2,881 | 2,810 |
| 71 | 5,276 | 4,699 | 4,269 | 4,034 | 3,858 | 3,693 | 3,576 | 3,468 | 3,365 | 3,272 | 3,184 | 3,100 | 3,021 | 2,940 | 2,869 |
| 72 | 5,326 | 4,759 | 4,328 | 4,093 | 3,917 | 3,752 | 3,635 | 3,527 | 3,424 | 3,331 | 3,243 | 3,159 | 3,080 | 2,999 | 2,928 |
| 73 | 5,376 | 4,819 | 4,387 | 4,152 | 3,976 | 3,811 | 3,694 | 3,586 | 3,483 | 3,390 | 3,302 | 3,218 | 3,139 | 3,058 | 2,987 |
| 74 | 5,426 | 4,879 | 4,446 | 4,211 | 4,035 | 3,870 | 3,753 | 3,645 | 3,542 | 3,449 | 3,361 | 3,277 | 3,198 | 3,117 | 3,046 |
| 75 | 5,476 | 4,939 | 4,505 | 4,270 | 4,094 | 3,929 | 3,812 | 3,704 | 3,601 | 3,508 | 3,420 | 3,336 | 3,257 | 3,176 | 3,105 |
| 76 | 5,526 | 4,999 | 4,564 | 4,329 | 4,153 | 3,988 | 3,867 | 3,759 | 3,656 | 3,563 | 3,475 | 3,391 | 3,312 | 3,231 | 3,160 |
| 77 | 5,576 | 5,059 | 4,623 | 4,388 | 4,212 | 4,047 | 3,926 | 3,818 | 3,715 | 3,622 | 3,534 | 3,450 | 3,371 | 3,290 | 3,219 |
| 78 | 5,626 | 5,119 | 4,682 | 4,447 | 4,271 | 4,106 | 3,985 | 3,877 | 3,774 | 3,681 | 3,593 | 3,509 | 3,430 | 3,349 | 3,278 |
| 79 | 5,676 | 5,179 | 4,741 | 4,506 | 4,330 | 4,165 | 4,044 | 3,936 | 3,833 | 3,740 | 3,652 | 3,568 | 3,489 | 3,408 | 3,337 |
| 80 | 5,726 | 5,239 | 4,800 | 4,565 | 4,389 | 4,224 | 4,103 | 3,995 | 3,892 | 3,804 | 3,716 | 3,632 | 3,553 | 3,472 | 3,401 |
| 81 | 5,776 | 5,299 | 4,859 | 4,624 | 4,448 | 4,283 | 4,162 | 4,054 | 3,951 | 3,858 | 3,770 | 3,686 | 3,607 | 3,526 | 3,455 |
| 82 | 5,826 | 5,359 | 4,918 | 4,683 | 4,507 | 4,342 | 4,221 | 4,113 | 4,010 | 3,922 | 3,834 | 3,750 | 3,671 | 3,590 | 3,519 |
| 83 | 5,876 | 5,419 | 4,977 | 4,742 | 4,566 | 4,401 | 4,280 | 4,172 | 4,069 | 3,981 | 3,893 | 3,809 | 3,730 | 3,649 | 3,578 |
| 84 | 5,926 | 5,479 | 5,036 | 4,801 | 4,625 | 4,460 | 4,339 | 4,231 | 4,128 | 4,040 | 3,952 | 3,868 | 3,789 | 3,708 | 3,637 |
| 85 | 5,976 | 5,539 | 5,095 | 4,860 | 4,684 | 4,519 | 4,398 | 4,290 | 4,187 | 4,099 | 4,011 | 3,927 | 3,848 | 3,767 | 3,696 |
| 86 | 6,026 | 5,599 | 5,154 | 4,919 | 4,743 | 4,578 | 4,457 | 4,349 | 4,246 | 4,158 | 4,070 | 3,986 | 3,907 | 3,826 | 3,755 |
| 87 | 6,076 | 5,659 | 5,213 | 4,978 | 4,802 | 4,637 | 4,516 | 4,408 | 4,305 | 4,217 | 4,129 | 4,045 | 3,966 | 3,885 | 3,814 |
| 88 | 6,126 | 5,719 | 5,272 | 5,037 | 4,861 | 4,696 | 4,575 | 4,467 | 4,364 | 4,276 | 4,188 | 4,104 | 4,025 | 3,944 | 3,873 |
| 89 | 6,176 | 5,779 | 5,331 | 5,096 | 4,920 | 4,755 | 4,634 | 4,526 | 4,423 | 4,335 | 4,247 | 4,163 | 4,084 | 3,993 | 3,922 |
| 90 | 6,226 | 5,839 | 5,390 | 5,155 | 4,979 | 4,814 | 4,693 | 4,585 | 4,482 | 4,394 | 4,306 | 4,222 | 4,143 | 4,052 | 3,981 |

Lampiran 5



PT. ARTHA SENTRA NUSANTARA

Jl. Raya Bangkitan No 184 60214
031 - 752 1888

SURAT KETERANGAN KERJA

No. 001-HRD/V/2021

Yang bertandatangan di bawah ini

Nama : Tedyk Soeprianto
Jabatan : Wakil Direktur PT. Artha Sentra Nusantara
Alamat : Jl. Babene Geyra Mukti III/SC - 22 Surabaya

Memerangkan Bahwa

Nama : Mahernad Ridwan
NIM : 171300203
Prodi/universitas : ekonomi manajemen UNSIPA Surabaya
Judul skripsi : pengaruh gaji, kedisiplinan kerja, dan kepemimpinan terhadap kinerja karyawan pada PT Artha Sentra Nusantara Surabaya

Bahwasanya yang bersangkutan memang benar-benar melakukan penelitian skripsi dengan judul diatas di PT. Artha Sentra Nusantara yang beralamatkan di Jl. Raya Bangkitan No 184 Surabaya. Surat keterangan kerja ini berlaku sampai 30 Juli 2021.

Ditikan surat keterangan ini kami buat dengan sebenar-benarnya agar dipergunakan sebagaimana mestinya.

Surabaya, 15 Juni 2021

Hormat kami,
PT. Artha Sentra Nusantara

Tedyk Soeprianto
Wakil Direktur

PT. ARTHA SENTRA NUSANTARA

Lampiran 6



