

Lampiran I

No.Responden.....

KUESIONER PENELITIAN

PENGARUH MOTIVASI KERJA, LINGKUNGAN KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI KANTOR DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL KAB. LABUHANBATU UTARA

Petunjuk Pengisian Kuesioner

1. Mohon terlebih dahulu anda membaca pertanyaan dengan cermat, sebelum mengisinya.
2. Jawaban dengan sebenarnya.
3. Jawablah dengan cek tanda ✓

IDENTITAS RESPONDEN

Nama :

Jenis Kelamin : Laki-laki
Perempuan

Usia Responden : (Tahun)

Pendidikan :

Terakhir

Masa Kerja : (Bulan/Tahun)

Keterangan :

SS : Sangat Setuju : Nilai 5

S : Setuju : Nilai 4

KS : Kurang Setuju : Nilai 3

TS : Tidak Setuju : Nilai 2

STS : Sangat Tidak Setuju : Nilai 1

PERTANYAAN ATAS VARIABEL X1 (Motivasi Kerja)

No.	Pernyataan	SS	S	KS	TS	STS
1	Adanya Keinginan meningkatkan kreativitas yang tinggi untuk mendapatkan prestasi kerja yang baik.					
2	Saya termotivasi untuk bekerja secara maksimal setiap harinya.					
3	Penghargaan bagi pegawai dalam bekerja dapat memotivasi untuk bekerja.					
4	Saya bangga jika hasil kerja saya mendapatkan apresiasi dari atasan atau rekan kerja.					
5	Saya merasa memiliki kesempatan untuk dapat berkembang ditempat kerja ini.					

PERTANYAAN ATAS VARIABEL X2 (Lingkungan Kerja)

No.	Pernyataan	SS	S	KS	TS	STS
1	Fasilitas yang tersedia sudah memadai dan mendukung pekerja saya.					
2	Saya bekerja di ruangan yang temperaturnya cukup, sehingga membuat ruang kerja sejuk, nyaman dan rileks dalam bekerja.					
3	Kebersihan lingkungan dikantor sudah dikelola secara bersih dan rapi.					

4	Suasana kerja di kantor ini mendorong saya untuk lebih produktif.					
5	Saya merasa tidak nyaman jika ruang kerja terasa panas karena mengakibatkan kelelahan dalam bekerja.					

PERTANYAAN ATAS VARIABEL X3 (Disiplin Kerja)

No.	Pernyataan	SS	S	KS	TS	STS
1	Saya hadir ditempat kerja tepat sebelum jam kerja yang ditetapkan.					
2	Saya selalu menyelesaikan pekerjaan sesuai dengan tenggat waktu.					
3	Saya selalu mengenakan seragam yang ditetapkan oleh instansi.					
4	Saya selalu berusaha melaksanakan tugas dengan baik dan sesuai aturan.					
5	Saya menjaga tingkah laku sesuai norma yang berlaku.					

PERTANYAAN ATAS VARIABEL Y (Kinerja Pegawai)

No.	Pernyataan	SS	S	KS	TS	STS
1	Kualitas kerja saya sudah memenuhi standar yang telah ditetapkan instansi.					
2	Saya mampu bekerja dengan efisien dan produktif.					

3	Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan.					
4	Saya selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu dengan baik.					
5	Saya merasa bahwa dalam bekerja mampu menggunakan teknologi sebagai sarana bekerja sehingga lebih efektif dalam bekerja.					

Terimakasih Atas Waktu dan Kerjasamanya

Lampiran II

Tabulasi Data Jawaban Responden

NO	MOTIVASI KERJA					TOTAL	LINGKUNGAN KERJA					TOTAL
	P1	P2	P3	P4	P5		P1	P2	P3	P4	P5	
1	4	5	5	2	5	21	4	2	5	3	5	19
2	5	5	4	3	4	21	5	1	5	4	4	19
3	4	5	5	4	5	23	4	2	5	4	4	19
4	4	5	4	4	4	21	5	3	5	5	4	22
5	5	5	5	4	4	23	4	4	5	5	4	22
6	4	5	4	4	3	20	3	4	5	4	3	19
7	3	5	5	5	4	22	2	4	5	5	3	19
8	4	5	4	5	4	22	5	5	5	4	3	22
9	5	4	5	5	4	23	4	4	4	5	3	20
10	4	5	4	5	4	22	5	5	5	4	3	22
11	3	4	5	5	3	20	5	5	4	2	3	19
12	4	5	4	5	4	22	4	5	5	2	3	19
13	4	4	5	5	4	22	5	5	4	3	4	21
14	5	5	4	5	5	24	4	5	5	2	3	19
15	4	4	5	5	4	22	4	5	4	3	4	20
16	5	3	5	5	3	21	5	5	3	3	3	19

17	4	3	4	5	5	21	3	3	3	3	4	16
18	5	4	3	5	4	21	4	4	4	3	3	18
19	4	4	2	5	4	19	3	3	4	3	2	15
20	3	3	3	5	5	19	2	4	3	3	2	14
21	4	4	4	5	5	22	4	5	4	4	2	19
22	3	3	5	5	4	20	5	4	3	4	3	19
23	4	4	4	5	5	22	4	5	4	3	3	19
24	3	3	5	5	4	20	5	4	3	4	3	19
25	4	4	4	5	4	21	4	5	4	3	3	19
26	3	4	3	5	3	18	4	4	4	2	3	17
27	4	3	4	5	3	19	5	5	3	2	4	19
28	3	4	3	4	3	17	3	4	4	3	4	18
29	4	3	4	3	2	16	4	5	3	4	5	21
30	4	4	3	4	3	18	3	4	4	1	5	17
31	4	3	4	3	2	16	5	5	3	2	4	19
32	5	3	3	4	3	18	3	4	3	3	3	16
33	4	4	5	4	3	20	2	5	4	4	4	19
34	5	3	4	4	3	19	4	4	3	5	3	19
35	4	4	5	4	4	21	2	5	4	5	4	20
36	5	5	4	4	5	23	3	4	5	4	3	19
37	4	4	4	4	4	20	2	5	4	5	4	20
38	5	5	3	4	4	21	1	4	5	4	3	17
39	4	4	3	3	4	18	2	5	4	3	4	18
40	5	5	3	3	5	21	2	4	5	4	4	19
41	4	4	3	4	4	19	3	5	4	3	4	19
42	5	5	3	3	4	20	5	4	5	4	4	22
43	4	4	5	4	3	20	3	5	4	5	4	21
44	5	5	5	2	4	21	5	4	5	5	4	23
45	4	4	5	4	4	21	3	3	4	4	3	17
46	3	5	4	3	4	19	5	4	5	5	4	23
47	4	4	3	4	5	20	3	3	4	4	4	18
48	3	4	2	3	4	16	3	4	4	3	3	17
49	4	4	3	4	5	20	5	4	4	4	4	21
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51	5	5	3	4	5	22	5	5	5	2	4	21
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53	5	5	3	4	3	20	5	5	5	4	3	22
54	5	3	2	5	3	18	4	4	3	3	3	17
55	4	4	4	4	3	19	4	5	4	2	2	17

56	4	4	5	5	4	22	4	4	4	3	3	18
57	3	5	4	4	4	20	4	5	5	4	3	21
58	4	4	3	5	4	20	5	4	4	3	3	19
59	3	5	4	4	4	20	4	5	5	3	3	20
60	4	4	5	4	3	20	5	4	4	4	4	21
61	3	5	4	5	4	21	4	3	5	3	3	18
62	4	5	4	4	5	22	5	3	5	4	4	21
63	3	5	3	5	4	20	4	4	5	3	4	20
64	4	5	4	5	3	21	5	3	5	4	5	22
65	3	5	5	4	4	21	4	4	5	3	4	20
66	4	5	4	5	5	23	5	4	5	2	5	21
67	4	5	5	4	4	22	4	3	5	2	5	19
68	4	5	4	5	3	21	5	5	5	3	4	22
69	4	5	5	4	4	22	4	5	5	4	4	22
70	4	4	4	3	5	20	5	5	4	4	3	21
71	5	3	3	4	4	19	4	5	3	5	3	20
72	5	4	5	5	3	22	4	5	4	4	4	21
73	5	5	4	5	4	23	3	5	5	3	4	20
74	5	4	5	4	5	23	3	5	4	4	5	21
75	5	5	4	4	4	22	3	5	5	5	4	22
76	5	4	5	4	3	21	5	5	4	4	5	23
77	5	5	5	5	4	24	4	5	5	5	4	23
78	4	4	5	4	5	22	5	5	4	4	4	22
79	5	5	5	4	4	23	4	5	5	5	5	24
80	4	4	5	5	3	21	5	5	4	4	5	23
81	5	5	5	5	5	25	5	4	5	5	4	23
82	4	4	5	5	4	22	4	3	4	4	3	18
83	5	5	5	4	3	22	4	4	5	3	3	19
84	5	4	5	5	4	23	5	5	4	3	3	20
85	5	5	4	4	4	22	4	4	5	4	3	20
86	5	4	5	5	5	24	5	4	4	4	3	20
87	5	5	4	4	4	22	4	5	5	3	3	20
88	5	4	3	5	5	22	3	4	4	4	3	18
89	5	5	4	4	4	22	4	5	5	4	3	21
90	5	3	4	5	5	22	3	4	3	5	3	18
91	5	3	4	4	4	20	3	5	3	4	3	18
92	5	4	4	5	5	23	5	4	4	3	4	20
93	4	3	4	4	4	19	4	3	3	4	5	19
94	4	4	4	5	5	22	5	3	4	5	5	22

95	4	5	4	4	4	21	4	4	5	4	4	21
96	4	4	5	5	5	23	4	4	4	5	5	22

NO	DISIPLIN KERJA					TOTAL	KINERJA PEGAWAI					TOTAL
	P1	P2	P3	P4	P5		P1	P2	P3	P3	P5	
1	3	5	3	5	5	21	3	3	4	5	4	19
2	3	4	3	4	5	19	3	4	5	5	4	21
3	3	5	4	4	5	21	3	4	4	4	4	19
4	3	4	4	4	5	20	3	5	4	5	4	21
5	3	5	4	4	4	20	3	5	5	3	5	21
6	3	4	4	3	5	19	3	4	4	4	5	20
7	3	5	4	3	4	19	3	5	3	2	4	17
8	4	4	5	3	5	21	4	4	4	3	5	20
9	4	5	5	3	5	22	4	5	5	4	4	22
10	5	4	5	3	4	21	5	4	4	4	3	20
11	5	5	4	3	3	20	5	2	3	5	4	19
12	4	4	5	3	3	19	4	2	4	3	3	16
13	5	5	4	4	4	22	5	3	4	4	4	20
14	4	4	5	3	3	19	4	2	5	5	4	20
15	5	4	4	4	4	21	5	3	4	5	4	21
16	4	4	3	3	4	18	4	3	5	5	4	21
17	4	4	4	4	4	20	4	3	4	4	4	19
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24	5	5	5	3	5	23	5	4	3	4	5	21
25	4	4	4	3	5	20	4	3	4	5	4	20
26	5	5	4	3	5	22	5	2	3	4	5	19
27	5	4	4	4	5	22	5	2	4	3	4	18
28	5	4	3	4	5	21	5	3	3	2	5	18
29	5	5	4	5	5	24	5	4	4	4	4	21
30	5	4	3	5	4	21	5	1	4	5	4	19
31	4	5	4	4	5	22	4	2	4	3	3	16
32	5	4	5	3	4	21	5	3	5	4	4	21
33	4	5	5	4	5	23	4	4	4	5	3	20
34	5	4	4	3	4	20	5	5	5	3	4	22

35	4	4	4	4	5	21	4	5	4	4	4	21
36	5	4	5	3	4	21	5	4	5	5	4	23
37	4	4	5	4	5	22	4	5	4	4	3	20
38	5	5	4	3	3	20	5	4	5	5	4	23
39	4	4	4	4	4	20	4	3	4	3	3	17
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41	4	4	4	4	4	20	4	3	4	5	2	18
42	5	5	4	4	5	23	5	4	5	5	3	22
43	5	4	4	4	4	21	5	5	4	4	4	22
44	4	3	4	4	5	20	4	5	5	4	4	22
45	5	3	4	3	5	20	5	4	4	5	5	23
46	4	4	5	4	5	22	4	5	3	5	4	21
47	5	3	4	4	5	21	5	4	4	4	5	22
48	4	4	4	3	5	20	4	3	3	3	4	17
49	4	3	3	4	4	18	4	4	4	4	4	20
50	4	4	3	5	5	21	4	3	4	3	5	19
51	4	4	4	4	4	20	4	2	5	4	4	19
52	3	4	4	4	4	19	3	3	4	5	5	20
53	3	4	5	3	3	18	3	4	5	5	4	21
54	3	4	4	3	3	17	3	3	5	5	4	20
55	3	4	5	2	4	18	3	2	4	4	3	16
56	3	4	4	3	4	18	3	3	4	5	4	19
57	4	4	5	3	5	21	4	4	3	4	3	18
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61	5	5	5	3	5	23	5	3	3	3	3	17
62	4	4	4	4	5	21	4	4	4	4	4	20
63	5	5	5	4	5	24	5	3	3	5	5	21
64	4	4	4	5	5	22	4	4	4	4	4	20
65	4	5	5	4	5	23	4	3	3	5	3	18
66	4	4	4	5	5	22	4	2	4	4	4	18
67	5	5	5	5	4	24	5	2	4	5	5	21
68	5	4	4	4	4	21	5	3	4	3	4	19
69	4	3	5	4	3	19	4	4	4	4	3	19
70	3	4	4	3	3	17	3	4	4	3	4	18
71	3	3	5	3	4	18	3	5	5	5	5	23
72	4	4	4	4	5	21	4	4	5	3	4	20
73	4	3	3	4	4	18	4	3	5	4	5	21

74	4	4	4	5	5	22	4	4	5	3	4	20
75	5	4	4	4	4	21	5	5	5	4	4	23
76	4	3	4	5	5	21	4	4	5	5	3	21
77	5	3	3	4	3	18	5	5	5	4	4	23
78	4	4	4	4	3	19	4	4	4	5	5	22
79	5	4	3	5	4	21	5	5	5	5	4	24
80	4	4	4	5	3	20	4	4	4	5	4	21
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82	4	4	4	3	5	20	4	4	4	5	4	21
83	5	4	4	3	4	20	5	3	5	4	3	20
84	4	4	5	3	5	21	4	3	5	5	4	21
85	5	4	4	3	4	20	5	4	5	4	5	23
86	5	4	3	3	3	18	5	4	5	5	4	23
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89	3	4	4	3	4	18	3	4	5	4	4	20
90	3	4	5	3	3	18	3	5	5	5	5	23
91	3	4	4	3	4	18	3	4	5	4	4	20
92	3	4	3	4	5	19	3	3	5	5	5	21
93	3	5	4	5	4	21	3	4	4	4	5	20
94	4	4	5	5	3	21	4	5	4	5	4	22
95	3	4	4	4	4	19	3	4	4	4	5	20
96	5	5	4	5	4	23	4	4	4	4	5	21

Lampiran III

HASIL PENGOLAHAN DATA SPSS

A. Uji Validitas dan Reliabilitas

1. Motivasi Kerja

Correlations

		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	TOTAL
X1.P1	Pearson Correlation	1	.548**	.345*	0,210	.390*	.734**
	Sig. (2-tailed)		0,001	0,042	0,225	0,021	0,000
	N	35	35	35	35	35	35
X1.P2	Pearson Correlation	.548**	1	0,301	0,117	0,300	.639**
	Sig. (2-tailed)	0,001		0,079	0,505	0,080	0,000
	N	35	35	35	35	35	35
X1.P3	Pearson Correlation	.345*	0,301	1	0,294	.437**	.666**
	Sig. (2-tailed)	0,042	0,079		0,087	0,009	0,000
	N	35	35	35	35	35	35
X1.P4	Pearson Correlation	0,210	0,117	0,294	1	.469**	.610**
	Sig. (2-tailed)	0,225	0,505	0,087		0,004	0,000
	N	35	35	35	35	35	35
X1.P5	Pearson Correlation	.390*	0,300	.437**	.469**	1	.783**
	Sig. (2-tailed)	0,021	0,080	0,009	0,004		0,000
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.734**	.639**	.666**	.610**	.783**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,000	
	N	35	35	35	35	35	35

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

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

Case Processing Summary

	N	%
Cases Valid	35	100,0
Excluded ^a	0	0,0
Total	35	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0,721	5

2. Lingkungan Kerja

Correlations

		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	TOTAL
X1.P1	Pearson Correlation	1	0,220	.434**	.556**	.428*	.782**
	Sig. (2-tailed)		0,204	0,009	0,001	0,010	0,000
	N	35	35	35	35	35	35
X1.P2	Pearson Correlation	0,220	1	0,268	0,079	.339*	.513**
	Sig. (2-tailed)	0,204		0,119	0,651	0,046	0,002
	N	35	35	35	35	35	35
X1.P3	Pearson Correlation	.434**	0,268	1	.394*	.408*	.693**
	Sig. (2-tailed)	0,009	0,119		0,019	0,015	0,000
	N	35	35	35	35	35	35
X1.P4	Pearson Correlation	.556**	0,079	.394*	1	.389*	.712**
	Sig. (2-tailed)	0,001	0,651	0,019		0,021	0,000
	N	35	35	35	35	35	35

X1.P5	Pearson Correlation	.428*	.339*	.408*	.389*	1	.760**
	Sig. (2-tailed)	0,010	0,046	0,015	0,021		0,000
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.782**	.513**	.693**	.712**	.760**	1
	Sig. (2-tailed)	0,000	0,002	0,000	0,000	0,000	
	N	35	35	35	35	35	35

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

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

Case Processing Summary

	N	%
Valid	35	100,0
Cases Excluded ^a	0	0,0
Total	35	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0,734	5

3. Disiplin Kerja

Correlations

		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	TOTAL
X1.P1	Pearson Correlation	1	.353*	.435**	0,030	.341*	.676**
	Sig. (2-tailed)		0,038	0,009	0,863	0,045	0,000
	N	35	35	35	35	35	35
X1.P2	Pearson Correlation	.353*	1	.398*	0,053	.526**	.732**

	Sig. (2-tailed)	0,038		0,018	0,763	0,001	0,000
	N	35	35	35	35	35	35
X1.P3	Pearson Correlation	.435**	.398*	1	0,000	.499**	.721**
	Sig. (2-tailed)	0,009	0,018		1,000	0,002	0,000
	N	35	35	35	35	35	35
X1.P4	Pearson Correlation	0,030	0,053	0,000	1	-	.334*
	Sig. (2-tailed)	0,863	0,763	1,000		0,580	0,050
	N	35	35	35	35	35	35
X1.P5	Pearson Correlation	.341*	.526**	.499**	-	1	.710**
	Sig. (2-tailed)	0,045	0,001	0,002	0,097		0,000
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.676**	.732**	.721**	.334*	.710**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,050	0,000	
	N	35	35	35	35	35	35

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

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

Case Processing Summary

	N	%
Cases Valid	35	100,0
Excluded ^a	0	0,0
Total	35	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0,618	5

4. Kinerja Pegawai

Correlations

		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	TOTAL
X1.P1	Pearson Correlation	1	0,308	1.000**	0,056	0,248	.764**
	Sig. (2-tailed)		0,072	0,000	0,749	0,152	0,000
	N	35	35	35	35	35	35
X1.P2	Pearson Correlation	0,308	1	0,308	0,222	0,302	.693**
	Sig. (2-tailed)	0,072		0,072	0,199	0,078	0,000
	N	35	35	35	35	35	35
X1.P3	Pearson Correlation	1.000**	0,308	1	0,056	0,248	.764**
	Sig. (2-tailed)	0,000	0,072		0,749	0,152	0,000
	N	35	35	35	35	35	35
X1.P4	Pearson Correlation	0,056	0,222	0,056	1	0,056	.475**
	Sig. (2-tailed)	0,749	0,199	0,749		0,751	0,004
	N	35	35	35	35	35	35
X1.P5	Pearson Correlation	0,248	0,302	0,248	0,056	1	.551**
	Sig. (2-tailed)	0,152	0,078	0,152	0,751		0,001
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.764**	.693**	.764**	.475**	.551**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,004	0,001	
	N	35	35	35	35	35	35

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

Case Processing Summary

	N	%
Cases Valid	35	100,0

Excluded ^a	0	0,0
Total	35	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0,640	5

B. Hasil Uji Deskriptif Responden dan Variabel

1. Hasil Uji Deskriptif Responden

JENIS KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	44	45,83	45,83	45,83
	Perempuan	52	54,17	54,17	100,0
	Total	96	100,0	100,0	

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-25	7	7,29	7,29	7,29
	26-30	12	12,50	12,50	19,79
	31-35	25	26,04	26,04	45,83
	36-40	35	36,46	36,46	82,29
	41-45	12	12,50	12,50	94,70
	46-50	4	4,17	4,17	98,96
	50+	1	1,04	1,04	100,0
	Total	96	100,0	100,0	

PENDIDIKAN TERAKHIR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	24	25,00	25,00	25,00
	D3	15	15,63	15,63	40,63
	S1	50	52,08	52,08	92,71
	S2	7	7,29	7,29	100,0
	Total	96	100,0	100,0	

2. Hasil Uji Deskriptif Variabel

Motivasi Kerja (X1)

X1.P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	14,58	14,58	14,58
	4	47	48,96	48,96	63,54
	5	35	36,46	36,46	100,0
	Total	96	100,0	100,0	

X1.P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	15,62	15,62	15,62
	4	40	41,67	41,67	57,29
	5	41	42,71	42,71	100,0
	Total	96	100,0	100,0	

X1.P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4,17	4,17	4,17
	3	19	19,79	19,79	23,96
	4	39	40,62	40,62	64,58
	5	34	35,42	35,42	100,0
	Total	96	100,0	100,00	

X1.P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2,08	2,08	2,08
	3	10	10,42	10,42	12,50
	4	41	42,71	42,71	55,21
	5	43	44,79	44,79	100,0
	Total	96	100,0	100,0	

X1.P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2,08	2,08	2,08
	3	21	21,88	21,88	23,96
	4	49	51,04	51,04	75,00
	5	24	25,00	25,00	100,00
	Total	96	100,0	100,0	

Lingkungan Kerja (X2)**X2.P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,04	1,04	1,04
	2	7	7,29	7,29	8,33
	3	18	18,75	18,75	27,04
	4	36	37,50	37,50	64,58
	5	34	35,42	35,42	100,0
	Total	96	100,0	100,0	

X2.P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,04	1,04	1,04
	2	2	2,08	2,08	3,12
	3	12	12,50	12,50	15,62
	4	39	40,63	40,63	56,25
	5	42	43,75	43,75	100,0
	Total	96	100,0	100,0	

X2.P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	15,62	15,62	15,62
	4	40	41,67	41,67	57,29
	5	41	42,71	42,71	100,0
	Total	96	100,0	100,0	

X2.P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,04	1,04	1,04
	2	10	10,42	10,42	11,46
	3	30	31,25	31,25	42,71
	4	37	38,54	38,54	81,25
	5	18	18,75	18,75	100,0
	Total	96	100,0	100,0	

X2.P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4,17	4,17	4,17
	3	40	41,67	41,67	45,84
	4	38	39,58	39,58	85,42
	5	14	14,58	14,58	100,0
	Total	96	100,0	100,0	

Disiplin Kerja (X3)

X3.P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	20,83	20,83	20,83
	4	40	41,67	41,67	62,50
	5	36	37,50	37,50	100,0
	Total	96	100,0	100,0	

X3.P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	9,38	9,38	9,38
	4	61	63,54	63,54	72,92
	5	26	27,08	27,08	100,0
	Total	96	100,0	100,0	

X3.P3

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	3	14	14,58	14,58	14,58
	4	55	57,29	57,29	71,87
	5	27	28,13	28,13	100,0
	Total	96	100,0	100,0	

X3.P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4,17	4,17	4,17
	3	40	41,67	41,67	45,84
	4	38	39,58	39,58	85,42
	5	14	14,58	14,58	100,0
	Total	96	100,0	100,0	

X3. P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	14,58	14,58	14,58
	4	36	37,50	37,50	52,08
	5	46	47,92	47,92	100,0
	Total	96	100,0	100,0	

Kinerja Pegawai (Y)

Y.P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	20,83	20,83	20,83
	4	41	42,71	42,71	63,54
	5	35	36,46	36,46	100,0
	Total	96	100,0	100,0	

Y.P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,04	1,04	1,04
	2	10	10,42	10,42	11,46
	3	30	31,25	31,25	42,71
	4	38	39,58	39,58	82,29

5	17	17,71	17,71	100,0
Total	96	100,0	100,0	

Y.P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	14,58	14,58	14,58
4	47	48,96	48,96	63,54
5	35	36,46	36,46	100,0
Total	96	100,0	100,0	

Y.P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2,08	2,08	2,08
3	19	19,79	19,79	21,87
4	39	40,63	40,63	62,50
5	36	37,50	37,50	100,0
Total	96	100,0	100,0	

Y.P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1,04	1,04	1,04
3	14	14,58	14,58	15,62
4	56	58,33	58,33	73,95
5	25	26,04	26,04	100,0
Total	96	100,0	100,0	

C. Hasil Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		96
Normal Parameters ^{a,b}	Mean	0,0000000
	Std. Deviation	1,61241083
Most Extreme Differences	Absolute	0,058
	Positive	0,058

	Negative	-0,057
Test Statistic		0,058
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	0,590
	99% Confidence Interval	Lower Bound
		Upper Bound
		0,578
		0,603

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

2. Uji Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Motivasi Kerja	.809	1.236
	Lingkungan Kerja	.817	1.224
	Disiplin Kerja	.949	1.054

a. Dependent Variable: Kinerja Pegawai

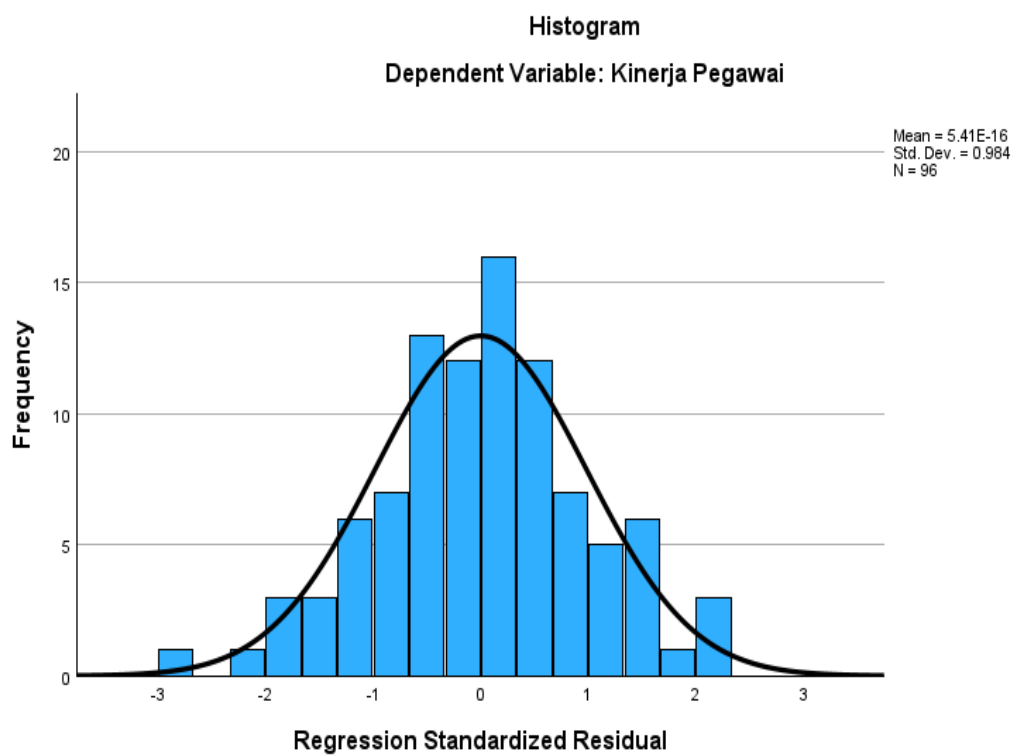
3. Uji Heteroskedastisitas

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,281	1,879		1,746	0,084
Motivasi Kerja	0,001	0,062	0,002	0,014	0,989

Lingkungan Kerja	-0,059	0,057	-0,119	-1,039	0,302
Disiplin Kerja	-0,044	0,062	-0,074	-0,700	0,486

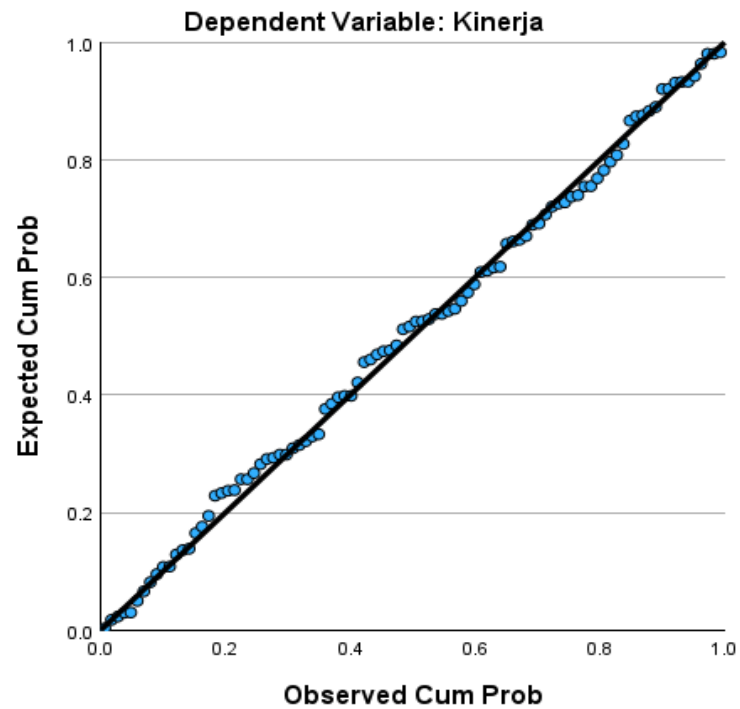
a. Dependent Variable: abs_res

HISTOGRAM KINERJA PEGAWAI



GRAFIK NORMAL P-plots

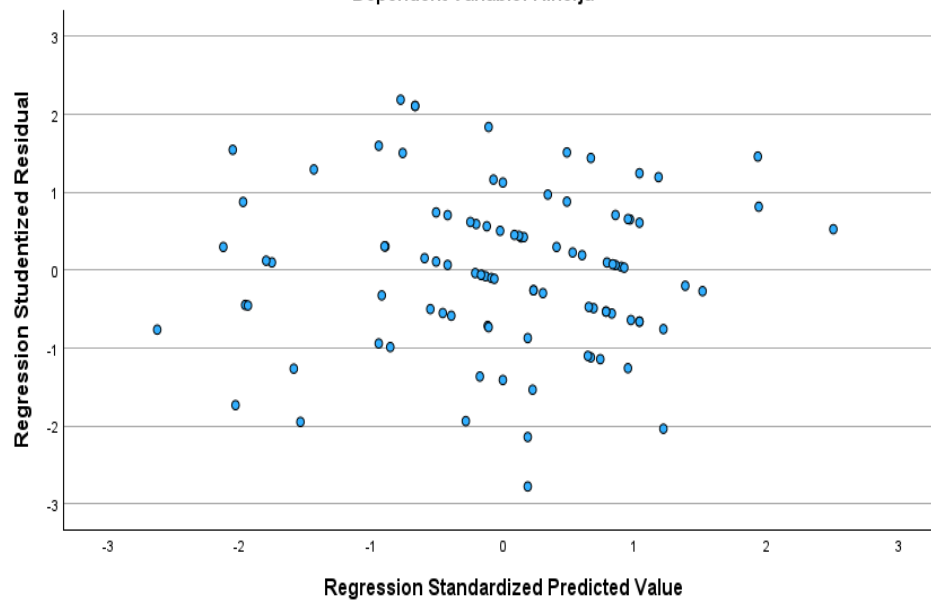
Normal P-P Plot of Regression Standardized Residual



HASIL UJI GLEJSER

Scatterplot

Dependent Variable: Kinerja



D. Hasil Uji Analisis Regresi

1. Hasil Uji Parsial (Uji t)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,154	3,079		2,973	0,004
Motivasi Kerja	0,308	0,102	0,314	3,029	0,003
Lingkungan Kerja	0,199	0,094	0,219	2,127	0,036
Disiplin Kerja	0,034	0,102	0,032	0,336	0,738

a. Dependent Variable: Kinerja

2. Hasil Uji Simultan (Uji f)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	58,824	3	19,608	7,705	<,001 ^b
Residual	234,135	92	2,545		
Total	292,958	95			

a. Dependent Variable: Kinerja

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

3. Koefisien Determinasi (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.974 ^a	.949	.947	.410

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

Lampiran IV

**Distribusi Nilai r_{tabel}
Signifikansi 5% dan 1%**

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091

36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

Lampiran V

Distribusi Nilai t_{tabel}

d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$	d.f	$t_{0.10}$	$t_{0.05}$	$t_{0.025}$	$t_{0.01}$	$t_{0.005}$
1	3.078	6.314	12.71	31.82	63.66	61	1.296	1.671	2.000	2.390	2.659
2	1.886	2.920	4.303	6.965	9.925	62	1.296	1.671	1.999	2.389	2.659
3	1.638	2.353	3.182	4.541	5.841	63	1.296	1.670	1.999	2.389	2.658
4	1.533	2.132	2.776	3.747	4.604	64	1.296	1.670	1.999	2.388	2.657
5	1.476	2.015	2.571	3.365	4.032	65	1.296	1.670	1.998	2.388	2.657
6	1.440	1.943	2.447	3.143	3.707	66	1.295	1.670	1.998	2.387	2.656
7	1.415	1.895	2.365	2.998	3.499	67	1.295	1.670	1.998	2.387	2.655
8	1.397	1.860	2.306	2.896	3.355	68	1.295	1.670	1.997	2.386	2.655
9	1.383	1.833	2.262	2.821	3.250	69	1.295	1.669	1.997	2.386	2.654
10	1.372	1.812	2.228	2.764	3.169	70	1.295	1.669	1.997	2.385	2.653
11	1.363	1.796	2.201	2.718	3.106	71	1.295	1.669	1.996	2.385	2.653
12	1.356	1.782	2.179	2.681	3.055	72	1.295	1.669	1.996	2.384	2.652
13	1.350	1.771	2.160	2.650	3.012	73	1.295	1.669	1.996	2.384	2.651
14	1.345	1.761	2.145	2.624	2.977	74	1.295	1.668	1.995	2.383	2.651
15	1.341	1.753	2.131	2.602	2.947	75	1.295	1.668	1.995	2.383	2.650
16	1.337	1.746	2.120	2.583	2.921	76	1.294	1.668	1.995	2.382	2.649
17	1.333	1.740	2.110	2.567	2.898	77	1.294	1.668	1.994	2.382	2.649
18	1.330	1.734	2.101	2.552	2.878	78	1.294	1.668	1.994	2.381	2.648
19	1.328	1.729	2.093	2.539	2.861	79	1.294	1.668	1.994	2.381	2.647
20	1.325	1.725	2.086	2.528	2.845	80	1.294	1.667	1.993	2.380	2.647
21	1.323	1.721	2.080	2.518	2.831	81	1.294	1.667	1.993	2.380	2.646
22	1.321	1.717	2.074	2.508	2.819	82	1.294	1.667	1.993	2.379	2.645
23	1.319	1.714	2.069	2.500	2.807	83	1.294	1.667	1.992	2.379	2.645
24	1.318	1.711	2.064	2.492	2.797	84	1.294	1.667	1.992	2.378	2.644
25	1.316	1.708	2.060	2.485	2.787	85	1.294	1.666	1.992	2.378	2.643
26	1.315	1.706	2.056	2.479	2.779	86	1.293	1.666	1.991	2.377	2.643
27	1.314	1.703	2.052	2.473	2.771	87	1.293	1.666	1.991	2.377	2.642
28	1.313	1.701	2.048	2.467	2.763	88	1.293	1.666	1.991	2.376	2.641
29	1.311	1.699	2.045	2.462	2.756	89	1.293	1.666	1.990	2.376	2.641
30	1.310	1.697	2.042	2.457	2.750	90	1.293	1.666	1.990	2.375	2.640
31	1.309	1.696	2.040	2.453	2.744	91	1.293	1.665	1.990	2.374	2.639
32	1.309	1.694	2.037	2.449	2.738	92	1.293	1.665	1.989	2.374	2.639
33	1.308	1.692	2.035	2.445	2.733	93	1.293	1.665	1.989	2.373	2.638
34	1.307	1.691	2.032	2.441	2.728	94	1.293	1.665	1.989	2.373	2.637
35	1.306	1.690	2.030	2.438	2.724	95	1.293	1.665	1.988	2.372	2.637
36	1.306	1.688	2.028	2.434	2.719	96	1.292	1.664	1.988	2.372	2.636
37	1.305	1.687	2.026	2.431	2.715	97	1.292	1.664	1.988	2.371	2.635
38	1.304	1.686	2.024	2.429	2.712	98	1.292	1.664	1.987	2.371	2.635
39	1.304	1.685	2.023	2.426	2.708	99	1.292	1.664	1.987	2.370	2.634
40	1.303	1.684	2.021	2.423	2.704	100	1.292	1.664	1.987	2.370	2.633
41	1.303	1.683	2.020	2.421	2.701	101	1.292	1.663	1.986	2.369	2.633
42	1.302	1.682	2.018	2.418	2.698	102	1.292	1.663	1.986	2.369	2.632
43	1.302	1.681	2.017	2.416	2.695	103	1.292	1.663	1.986	2.368	2.631
44	1.301	1.680	2.015	2.414	2.692	104	1.292	1.663	1.985	2.368	2.631

45	1.301	1.679	2.014	2.412	2.690	105	1.292	1.663	1.985	2.367	2.630
46	1.300	1.679	2.013	2.410	2.687	106	1.291	1.663	1.985	2.367	2.629
47	1.300	1.678	2.012	2.408	2.685	107	1.291	1.662	1.984	2.366	2.629
48	1.299	1.677	2.011	2.407	2.682	108	1.291	1.662	1.984	2.366	2.628
49	1.299	1.677	2.010	2.405	2.680	109	1.291	1.662	1.984	2.365	2.627
50	1.299	1.676	2.009	2.403	2.678	110	1.291	1.662	1.983	2.365	2.627
51	1.298	1.675	2.008	2.402	2.676	111	1.291	1.662	1.983	2.364	2.626
52	1.298	1.675	2.007	2.400	2.674	112	1.291	1.661	1.983	2.364	2.625
53	1.298	1.674	2.006	2.399	2.672	113	1.291	1.661	1.982	2.363	2.625
54	1.297	1.674	2.005	2.397	2.670	114	1.291	1.661	1.982	2.363	2.624
55	1.297	1.673	2.004	2.396	2.668	115	1.291	1.661	1.982	2.362	2.623
56	1.297	1.673	2.003	2.395	2.667	116	1.290	1.661	1.981	2.362	2.623
57	1.297	1.672	2.002	2.394	2.665	117	1.290	1.661	1.981	2.361	2.622
58	1.296	1.672	2.002	2.392	2.663	118	1.290	1.660	1.981	2.361	2.621
59	1.296	1.671	2.001	2.391	2.662	119	1.290	1.660	1.980	2.360	2.621
60	1.296	1.671	2.000	2.390	2.660	120	1.290	1.660	1.980	2.360	2.620

Dari "Table of Percentage Points of the t-Distribution." Biometrika, Vol. 32. (1941), p. 300. Reproduced by permission of the Biometrika Trustees.

Lampiran VI

Tabel Uji F

$\alpha =$ 0,05	df1=(k-1)							
df2=(n -k- 1)	1	2	3	4	5	6	7	8
1	161,4 4 8	199,50 0	215,7 0 7	224,58 3	230,16 2	233,9 8 6	236,76 8	238,88 3
2	18,51 3	19,000	19,16 4	19,247	19,296	19,33 0	19,353	19,371
3	10,12 8	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548

18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278
30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174

42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089

64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082
67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076
70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074
71	3,976	3,126	2,734	2,501	2,344	2,229	2,142	2,072
72	3,974	3,124	2,732	2,499	2,342	2,227	2,140	2,070
73	3,972	3,122	2,730	2,497	2,340	2,226	2,138	2,068
74	3,970	3,120	2,728	2,495	2,338	2,224	2,136	2,066
75	3,968	3,119	2,727	2,494	2,337	2,222	2,134	2,064
76	3,967	3,117	2,725	2,492	2,335	2,220	2,133	2,063
77	3,965	3,115	2,723	2,490	2,333	2,219	2,131	2,061
78	3,963	3,114	2,722	2,489	2,332	2,217	2,129	2,059
79	3,962	3,112	2,720	2,487	2,330	2,216	2,128	2,058
80	3,960	3,111	2,719	2,486	2,329	2,214	2,126	2,056
81	3,959	3,109	2,717	2,484	2,327	2,213	2,125	2,055
82	3,957	3,108	2,716	2,483	2,326	2,211	2,123	2,053
83	3,956	3,107	2,715	2,482	2,324	2,210	2,122	2,052
84	3,955	3,105	2,713	2,480	2,323	2,209	2,121	2,051
85	3,953	3,104	2,712	2,479	2,322	2,207	2,119	2,049

86	3,952	3,103	2,711	2,478	2,321	2,206	2,118	2,048
87	3,951	3,101	2,709	2,476	2,319	2,205	2,117	2,047
88	3,949	3,100	2,708	2,475	2,318	2,203	2,115	2,045
89	3,948	3,099	2,707	2,474	2,317	2,202	2,114	2,044
90	3,947	3,098	2,706	2,473	2,316	2,201	2,113	2,043
91	3,946	3,097	2,705	2,472	2,315	2,200	2,112	2,042
92	3,945	3,095	2,704	2,471	2,313	2,199	2,111	2,041
93	3,943	3,094	2,703	2,470	2,312	2,198	2,110	2,040
94	3,942	3,093	2,701	2,469	2,311	2,197	2,109	2,038
95	3,941	3,092	2,700	2,467	2,310	2,196	2,108	2,037
96	3,940	3,091	2,699	2,466	2,309	2,195	2,106	2,036
97	3,939	3,090	2,698	2,465	2,308	2,194	2,105	2,035
98	3,938	3,089	2,697	2,465	2,307	2,193	2,104	2,034
99	3,937	3,088	2,696	2,464	2,306	2,192	2,103	2,033
100	3,936	3,087	2,696	2,463	2,305	2,191	2,103	2,032