PENGARUH KARAKTERISTIK PEKERJAAN DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DI PT. MILANO SEI DAUN

1. DATA RESPONDEN
   Nama Responden :
   Usia Responden : Tahun
   Jenis kelamin : a. Laki-laki b. perempuan
   Pendidikan Terakhir :
   Lama bekerja :

2. Daftar Pertanyaan
   Mohon diberi tanda checklist (√) pada kolom jawaban Bap ak/Ibu anggap paling sesuai.
   Keterangan
   SS = Sangat Setuju
   S = Setuju
   KS = Kurang Setuju
   TS = Tidak Setuju
   STS = Sangat Tidak Setuju

A. **Karakteristik pekerjaan** (X_1)

No	Pertanyaan	Pilih Jawaban				
		SS	S	KS	TS	STS
1.	Saya menyelesaikan pekerjaan saya sesuai dengan keanekaragaman keterampilan saya					
2.	Tugas yang diberikan kepada saya merupakan tugas yang jelas dan dengan identitas yang dapat dipahami					
3	Seluruh pegawai dapat menyelesaikan tugas dengan hasil yang signifikan					
4	Setiap karyawan diberikan kebebesan didalam menjalankan pekerjaan nya dengan kepercayaan yang penuh					
5	Karyawan selalu mendapatkan timbal balik sesuai dengan hasil pekerjaan					

B. **Disiplin kerja** (X_2)

	Pertanyaan	Pilih Jawaban				
		SS	S	KS	TS	STS
1.	Saya selalu datang ketempat kerja dengan tepat waktu					
2.	Seluruh karyawan sangat disiplin mengenai jam pulang kerja					
3.	Saya sangat patuh terhadap segala peraturan yang sudah ditetapkan oleh Perusahaan					
4	Seluruh karyawan bekerja dengan menggunakan seragam sesuai peraturan					
5	Saya selalu bertanggung jawab penuh dengan seluruh pekerjaan yang diberikan					
6	Seluruh karyawan selalu menyelesaikan pekerjaan dengan tepat waktu					

C. Kinerja (Y)

No	Pertanyaan	Pilih Jawaban				
		SS	S	KS	TS	STS
1.	Perusahaan selalu memperhatikan kualitas kerja setiap karyawan					
2.	Seluruh karyawan mengerjakan pekerjaan dengan kuantitas yang seharusnya					
3	Saya selalu memperhatikan ketepatan waktu saya didalam menyelesaikan pekerjaan					
4.	Seluruh karyawan bekerja dengan Tingkat efektifitas kerja yang baik					
5	Seluruh karyawan memiliki Tingkat kemandirian yang baik					

LAMPIRAN SPSS

Reliability

Notes

Output Created		28-MAR-2026 23:06:14
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=p1 p2 p3 p4 p5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,06
	Elapsed Time	00:00:00,13

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded[a]	0	.0
	Total	72	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
.780	.776	5

Item Statistics

	Mean	Std. Deviation	N
p1	4.53	.503	72
p2	4.54	.529	72
p3	4.39	.491	72
p4	4.42	.496	72
p5	4.54	.529	72

Inter-Item Correlation Matrix

	p1	p2	p3	p4	p5
p1	1.000	.446	.127	.799	.446
p2	.446	1.000	.154	.362	1.000
p3	.127	.154	1.000	.250	.154
p4	.799	.362	.250	1.000	.362
p5	.446	1.000	.154	.362	1.000

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
p1	17.89	2.269	.618	.	.718
p2	17.88	2.111	.694	.	.689
p3	18.03	2.872	.207	.	.842
p4	18.00	2.310	.597	.	.725
p5	17.88	2.111	.694	.	.689

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.42	3.458	1.860	5

Reliability

Notes

Output Created		30-MAR-2026 23:07:40
Comments		
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	N of Rows in Working Data File	72
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=p1 p2 p3 p4 p5 p6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded[a]	0	.0
	Total	72	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
.807	.804	6

Item Statistics

	Mean	Std. Deviation	N
p1	4.44	.579	72
p2	4.53	.649	72
p3	4.51	.628	72
p4	4.53	.649	72
p5	4.53	.649	72
p6	4.51	.628	72

Inter-Item Correlation Matrix

	p1	p2	p3	p4	p5	p6
p1	1.000	.454	.215	.454	.454	.215
p2	.454	1.000	.051	1.000	1.000	.051
p3	.215	.051	1.000	.051	.051	1.000
p4	.454	1.000	.051	1.000	1.000	.051
p5	.454	1.000	.051	1.000	1.000	.051
p6	.215	.051	1.000	.051	.051	1.000

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
p1	22.61	5.621	.487	.	.793
p2	22.53	4.760	.745	.	.733
p3	22.54	5.829	.353	.	.822
p4	22.53	4.760	.745	.	.733
p5	22.53	4.760	.745	.	.733
p6	22.54	5.829	.353	.	.822

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27.06	7.293	2.700	6

Reliability

Notes

Output Created		30-MAR-2026 23:08:20
Comments		
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	Weight	<none>
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	N of Rows in Working Data File	72
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=p1 p2 p3 p4 p5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,37

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	72	100.0
	Excluded[a]	0	.0
	Total	72	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
.804	.799	5

Item Statistics

	Mean	Std. Deviation	N
p1	4.54	.502	72
p2	4.57	.526	72
p3	4.67	.475	72
p4	4.54	.502	72
p5	4.57	.526	72

Inter-Item Correlation Matrix

	p1	p2	p3	p4	p5
p1	1.000	.469	.237	.944	.469
p2	.469	1.000	.094	.416	1.000
p3	.237	.094	1.000	.296	.094
p4	.944	.416	.296	1.000	.416
p5	.469	1.000	.094	.416	1.000

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
p1	18.35	2.258	.718	.	.725
p2	18.32	2.249	.677	.	.737
p3	18.22	3.020	.211	.	.867
p4	18.35	2.286	.695	.	.732
p5	18.32	2.249	.677	.	.737

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.89	3.593	1.896	5

Regression

Notes

Output Created		28-MAR-2026 09:51:21
Comments		
Input	Active Dataset	DataSet0
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	72
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT y /METHOD=ENTER x1 x2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE PRED.
Resources	Processor Time	00:00:09,56
	Elapsed Time	00:01:26,16
	Memory Required	2912 bytes
	Additional Memory Required for Residual Plots	880 bytes
Variables Created or Modified	PRE_1	Unstandardized Predicted Value

Descriptive Statistics

	Mean	Std. Deviation	N
kinerja karyawan	22.89	1.896	72
karakteristik pekerjaan	22.42	1.860	72
disiplin kerja	27.06	2.700	72

Correlations

		kinerja karyawan	karakteristik pekerjaan	disiplin kerja
Pearson Correlation	kinerja karyawan	1.000	.868	.736
	karakteristik pekerjaan	.868	1.000	.694
	disiplin kerja	.736	.694	1.000
Sig. (1-tailed)	kinerja karyawan	.	.000	.000
	karakteristik pekerjaan	.000	.	.000
	disiplin kerja	.000	.000	.
N	kinerja karyawan	72	72	72
	karakteristik pekerjaan	72	72	72
	disiplin kerja	72	72	72

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	disiplin kerja, karakteristik pekerjaan[b]	.	Enter

a. Dependent Variable: kinerja karyawan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.888[a]	.788	.782	.884

a. Predictors: (Constant), disiplin kerja, karakteristik pekerjaan

b. Dependent Variable: kinerja karyawan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.152	2	100.576	128.610	.000[b]
	Residual	53.960	69	.782		
	Total	255.111	71			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), disiplin kerja, karakteristik pekerjaan

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.237	1.292		1.731	.088
	karakteristik pekerjaan	.703	.078	.690	8.976	.000
	disiplin kerja	.181	.054	.257	3.346	.001

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	karakteristik pekerjaan	.519	1.928
	disiplin kerja	.519	1.928

a. Dependent Variable: kinerja karyawan

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	karakteristik pekerjaan	disiplin kerja
1	1	2.993	1.000	.00	.00	.00
	2	.005	24.588	.77	.01	.40
	3	.002	36.104	.23	.99	.60

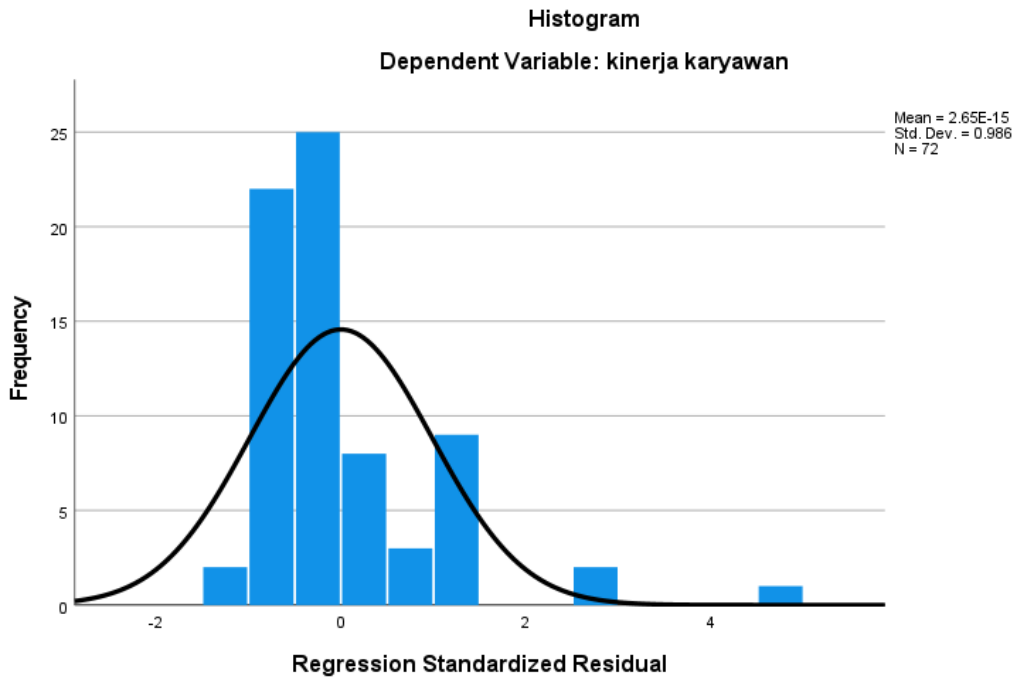
a. Dependent Variable: kinerja karyawan

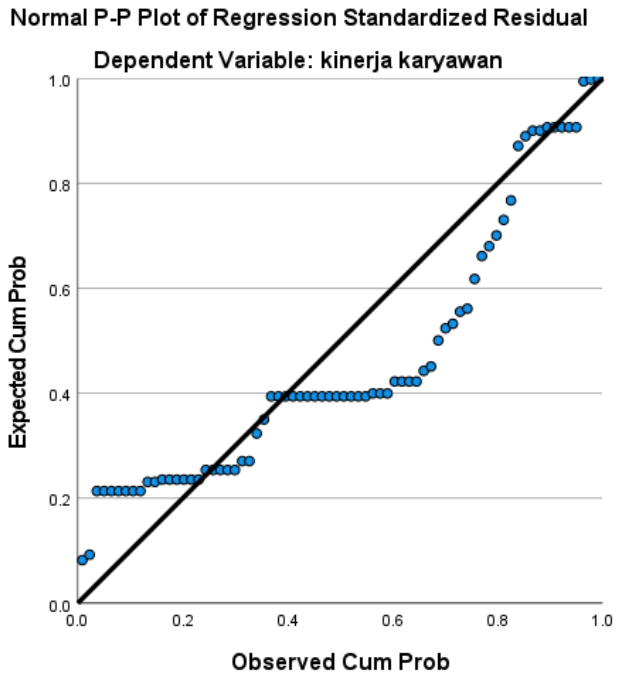
Residuals Statistics[a]

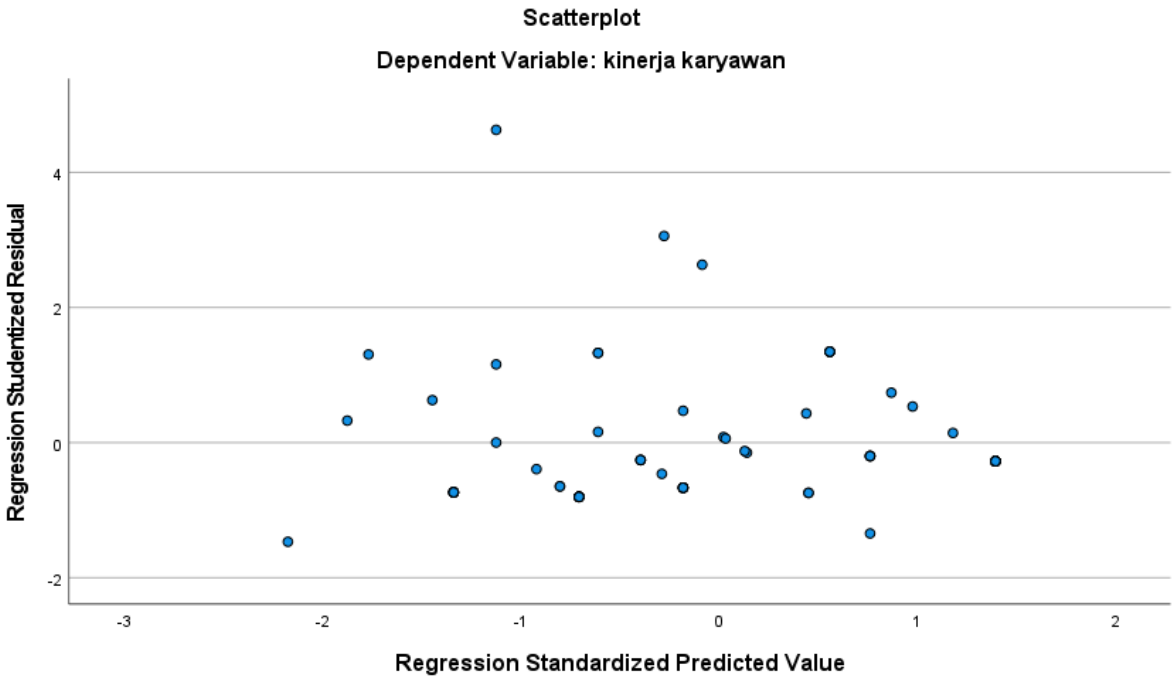
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.23	25.24	22.89	1.683	72
Std. Predicted Value	-2.173	1.395	.000	1.000	72
Standard Error of Predicted Value	.109	.348	.174	.049	72
Adjusted Predicted Value	19.37	25.25	22.88	1.687	72
Residual	-1.231	4.002	.000	.872	72
Std. Residual	-1.392	4.525	.000	.986	72
Stud. Residual	-1.467	4.630	.004	1.013	72
Deleted Residual	-1.368	4.189	.007	.921	72
Stud. Deleted Residual	-1.480	5.536	.023	1.089	72
Mahal. Distance	.085	10.040	1.972	1.858	72
Cook's Distance	.000	.335	.019	.057	72
Centered Leverage Value	.001	.141	.028	.026	72

a. Dependent Variable: kinerja karyawan

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: kinerja karyawan
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: kinerja karyawan
Regression Studentized Residual
Regression Standardized Predicted Value
4
2
0
-2
-3
-2
-1
0
1
2

Frequencies

Notes

Output Created		29-MAR-2026 23:10:42
Comments		
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	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=p1 p2 p3 p4 p5 p6 p7 p8 p9 p10 p11 p12 p13 p14 p15 p16 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Statistics

		p1	p2	p3	p4	p5	p6	p7
N	Valid	72	72	72	72	72	72	72
	Missing	0	0	0	0	0	0	0

Statistics

		p8	p9	p10	p11	p12	p13	p14
N	Valid	72	72	72	72	72	72	72
	Missing	0	0	0	0	0	0	0

Statistics

		p15	p16
N	Valid	72	72
	Missing	0	0

Frequency Table

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	34	47.2	47.2	47.2
	5	38	52.8	52.8	100.0
	Total	72	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.4	1.4	1.4
	4	31	43.1	43.1	44.4
	5	40	55.6	55.6	100.0
	Total	72	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	44	61.1	61.1	61.1
	5	28	38.9	38.9	100.0
	Total	72	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	42	58.3	58.3	58.3
	5	30	41.7	41.7	100.0
	Total	72	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.4	1.4	1.4
	4	31	43.1	43.1	44.4
	5	40	55.6	55.6	100.0
	Total	72	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	4.2	4.2	4.2
	4	34	47.2	47.2	51.4
	5	35	48.6	48.6	100.0
	Total	72	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.3	8.3	8.3
	4	22	30.6	30.6	38.9
	5	44	61.1	61.1	100.0
	Total	72	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	6.9	6.9	6.9
	4	25	34.7	34.7	41.7
	5	42	58.3	58.3	100.0
	Total	72	100.0	100.0	

p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.3	8.3	8.3
	4	22	30.6	30.6	38.9
	5	44	61.1	61.1	100.0
	Total	72	100.0	100.0	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	8.3	8.3	8.3
	4	22	30.6	30.6	38.9
	5	44	61.1	61.1	100.0
	Total	72	100.0	100.0	

p11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	6.9	6.9	6.9
	4	25	34.7	34.7	41.7
	5	42	58.3	58.3	100.0
	Total	72	100.0	100.0	

p12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	33	45.8	45.8	45.8
	5	39	54.2	54.2	100.0
	Total	72	100.0	100.0	

p13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.4	1.4	1.4
	4	29	40.3	40.3	41.7
	5	42	58.3	58.3	100.0
	Total	72	100.0	100.0	

p14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	24	33.3	33.3	33.3
	5	48	66.7	66.7	100.0
	Total	72	100.0	100.0	

p15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	33	45.8	45.8	45.8
	5	39	54.2	54.2	100.0
	Total	72	100.0	100.0	

p16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.4	1.4	1.4
	4	29	40.3	40.3	41.7
	5	42	58.3	58.3	100.0
	Total	72	100.0	100.0	

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT y
  /METHOD=ENTER x1 x2
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE PRED.
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Regression

Notes

Output Created		28-MAR-2026 09:51:21
Comments		
Input	Active Dataset	DataSet0
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	72
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT y /METHOD=ENTER x1 x2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE PRED.
Resources	Processor Time	00:00:09,56
	Elapsed Time	00:01:26,16
	Memory Required	2912 bytes
	Additional Memory Required for Residual Plots	880 bytes
Variables Created or Modified	PRE_1	Unstandardized Predicted Value

[DataSet0]

Descriptive Statistics

	Mean	Std. Deviation	N
kinerja karyawan	22.89	1.896	72
karakteristik pekerjaan	22.42	1.860	72
disiplin kerja	27.06	2.700	72

Correlations

	kinerja karyawan	karakteristik pekerjaan	disiplin kerja

Pearson Correlation	kinerja karyawan	1.000	.868	.736
	karakteristik pekerjaan	.868	1.000	.694
	disiplin kerja	.736	.694	1.000
Sig. (1-tailed)	kinerja karyawan	.	.000	.000
	karakteristik pekerjaan	.000	.	.000
	disiplin kerja	.000	.000	.
N	kinerja karyawan	72	72	72
	karakteristik pekerjaan	72	72	72
	disiplin kerja	72	72	72

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	disiplin kerja, karakteristik pekerjaan[b]	.	Enter

a. Dependent Variable: kinerja karyawan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.888[a]	.788	.782	.884

a. Predictors: (Constant), disiplin kerja, karakteristik pekerjaan

b. Dependent Variable: kinerja karyawan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.152	2	100.576	128.610	.000[b]
	Residual	53.960	69	.782		
	Total	255.111	71			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), disiplin kerja, karakteristik pekerjaan

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	2.237	1.292		1.731	.088
	karakteristik pekerjaan	.703	.078	.690	8.976	.000
	disiplin kerja	.181	.054	.257	3.346	.001

Coefficients[a]

Model		Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)		
	karakteristik pekerjaan	.519	1.928
	disiplin kerja	.519	1.928

a. Dependent Variable: kinerja karyawan

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	Variance Proportions karakteristik pekerjaan	Variance Proportions disiplin kerja
1	1	2.993	1.000	.00	.00	.00
	2	.005	24.588	.77	.01	.40
	3	.002	36.104	.23	.99	.60

a. Dependent Variable: kinerja karyawan

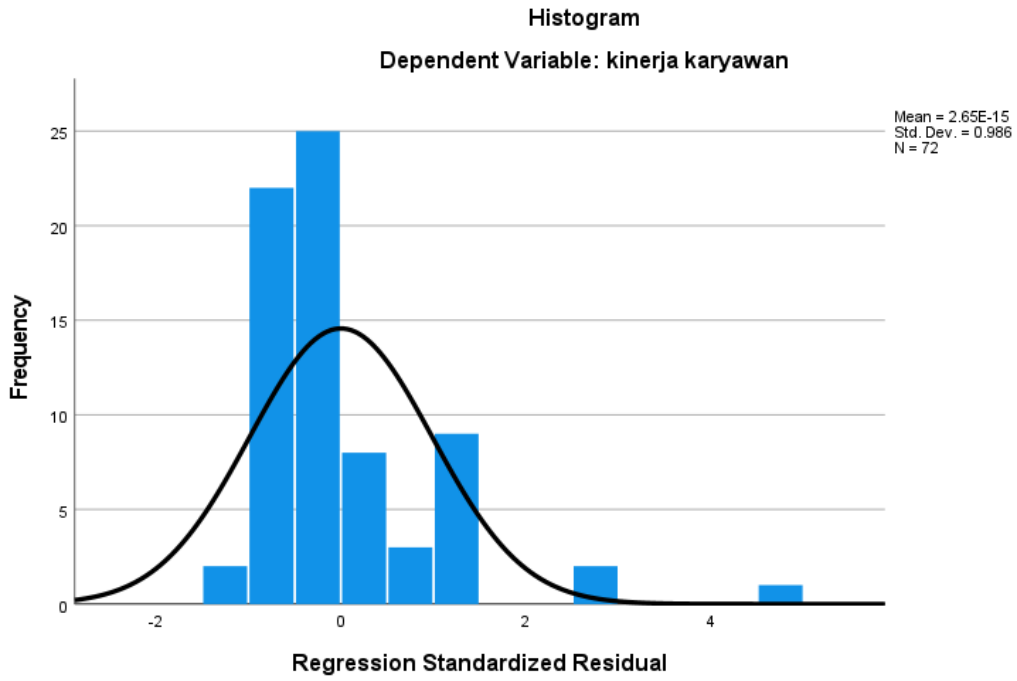
Residuals Statistics[a]

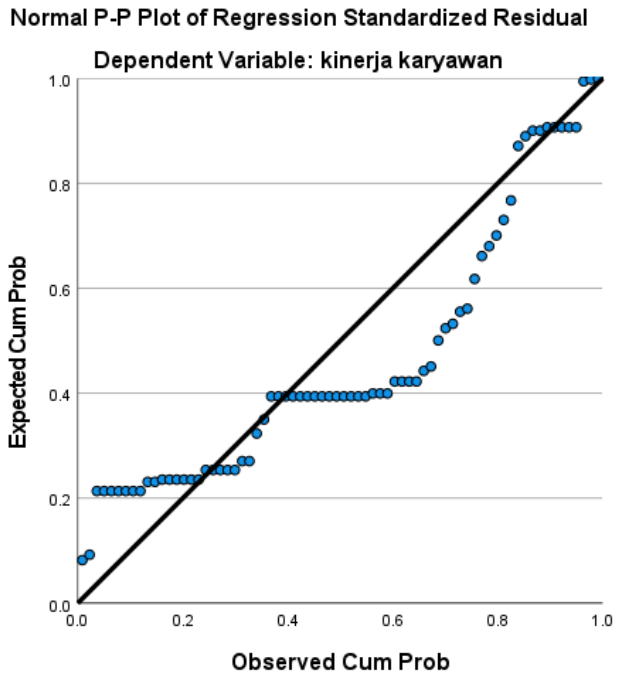
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.23	25.24	22.89	1.683	72
Std. Predicted Value	-2.173	1.395	.000	1.000	72
Standard Error of Predicted Value	.109	.348	.174	.049	72
Adjusted Predicted Value	19.37	25.25	22.88	1.687	72
Residual	-1.231	4.002	.000	.872	72
Std. Residual	-1.392	4.525	.000	.986	72
Stud. Residual	-1.467	4.630	.004	1.013	72
Deleted Residual	-1.368	4.189	.007	.921	72
Stud. Deleted Residual	-1.480	5.536	.023	1.089	72
Mahal. Distance	.085	10.040	1.972	1.858	72

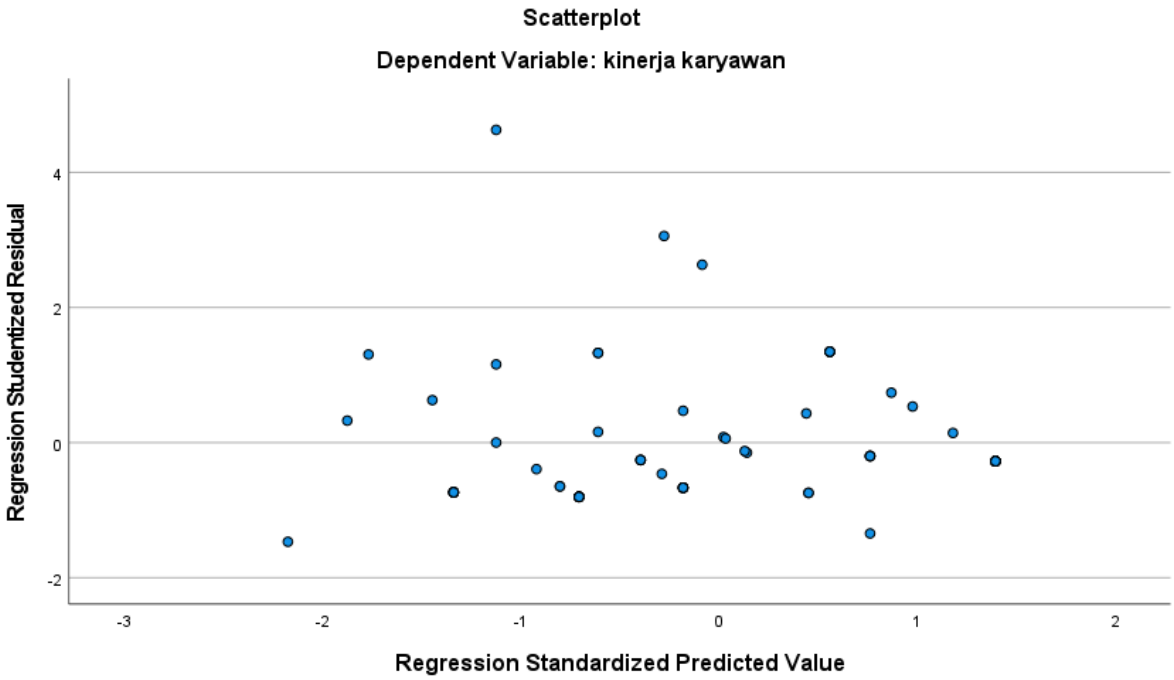
Cook's Distance	.000	.335	.019	.057	72
Centered Leverage Value	.001	.141	.028	.026	72

a. Dependent Variable: kinerja karyawan

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: kinerja karyawan
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: kinerja karyawan
Regression Studentized Residual
Regression Standardized Predicted Value
4
2
0
-2
-3
-2
-1
0
1
2

x2							x3					
P1	**P2**	**P3**				**total**	**p1**	**p2**	**p3**	**p4**		**total**
3	5	4	5	5	4	26	4	4	5	5	4	22
3	4	4	4	4	4	23	5	4	5	5	4	23
3	3	4	3	3	4	20	4	4	5	4	4	21
4	3	5	3	3	5	23	4	5	5	4	5	23
4	3	5	3	3	5	23	4	5	4	4	5	22
4	3	5	3	3	5	23	4	4	5	4	4	21
5	3	5	3	3	5	24	5	5	5	5	5	25
4	3	3	3	3	3	19	4	4	4	4	4	20
4	5	3	5	5	3	25	4	5	4	4	5	22
5	5	3	5	5	3	26	5	5	5	5	5	25
4	5	3	5	5	3	25	4	5	5	4	5	23
5	5	3	5	5	3	26	5	4	4	5	4	22
5	5	5	5	5	5	30	5	5	5	5	5	25
5	4	5	4	4	5	27	5	4	5	5	4	23
4	5	5	5	5	5	29	4	4	5	4	4	21
5	5	5	5	5	5	30	5	5	5	5	5	25
4	5	5	5	5	5	29	5	4	5	5	4	23
4	5	5	5	5	5	29	5	5	5	5	5	25
4	5	5	5	5	5	29	4	4	5	4	4	21
5	5	5	5	5	5	30	5	4	5	5	4	23
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4	4	5	4	4	5	26	4	4	5	4	4	21
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5	5	5	5	5	5	30	5	5	5	5	5	25
5	5	5	5	5	5	30	5	5	5	5	5	25
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5	5	5	5	5	5	30	5	5	5	5	5	25
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4	5	4	5	5	4	27	4	5	4	4	5	22
4	5	5	5	5	5	29	4	5	5	4	5	23
5	5	4	5	5	4	28	5	5	4	5	5	24
4	4	5	4	4	5	26	4	4	5	4	4	21
5	5	4	5	5	4	28	5	5	5	5	5	25
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4	4	4	4	4	4	24	4	4	4	4	4	20
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4	4	5	4	4	5	26	4	4	5	4	4	21
4	4	4	4	4	4	24	4	4	4	4	4	20
5	5	5	5	5	5	30	5	5	5	5	5	25
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4	4	5	4	4	5	26	4	4	5	4	4	21
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5	5	5	5	5	5	30	5	5	5	5	5	25
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5	5	5	5	5	5	30	5	5	5	5	5	25
5	5	5	5	5	5	30	5	5	5	5	5	25
5	5	4	5	5	4	28	5	5	4	5	5	24
5	5	5	5	5	5	30	5	5	5	5	5	25
5	5	5	5	5	5	30	5	5	5	5	5	25
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4	5	4	5	5	4	27	4	5	4	4	5	22
4	5	4	5	5	4	27	4	5	4	4	5	22
4	4	4	4	4	4	24	4	4	4	4	4	20
4	4	4	4	4	4	24	4	4	4	4	4	20
5	4	4	4	4	4	25	5	5	4	5	5	24
4	4	5	4	4	5	26	5	4	5	5	4	23
5	4	4	4	4	4	25	5	4	4	5	4	22
4	4	4	4	4	4	24	4	4	4	4	4	20
4	5	5	5	5	5	29	4	5	5	4	5	23
4	4	4	4	4	4	24	4	3	4	4	3	18
5	5	4	5	5	4	28	5	5	4	4	5	23

PT. PERKEBUNAN MILANO

Member Of Wilmar International Limited

SEI DAUN ESTATE

SURAT BALASAN PENELITIAN
017/PT-ML.SDE/IV/2026

Kepada Yth,
Ketua Prodi Fakultas Ekonomi dan Bisnis
Universitas Labuhanbatu
Di
Tempat

Dengan hormat,yang bertanda tangan di bawah ini :

Nama	: JINGGO PANJAITAN
Jabatan	:MANAJER PT. PERKEBUNAN MILANO SEI DAUN

Menerangkan bahwa :

Nama	: DEDEK MARLINDA
NPM	: 2201200267

Telah kami setujui untuk melakukan penelitian pada Perusahaan kami sebagai syarat penyusunan skripsi dengan judul :

PENGARUH KARAKTERISTIK PEKERJAAN DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN DI PT. MILANO SEI DAUN

Demikian surat ini kami sampaikan dan atas kerja samanya diucapkan terima kasih.

Dusun Sei Daun, 10 April 2026
PT. Perkebunan Milano Sei Daun

JINGGO PANJAITAN
Manajer PT. Perkebunan Milano Sei Daun