

Lampiran 1

KUESIONER PENELITIAN

Kepada Yth,

Bapak/Ibu Karyawan

CV. Multicraft Indonesia di tempat

Dengah Hormat,

Perkenalkan nama saya Ammar Rusydi mahasiswa dari Universitas 17 Agustus 1945 Surabaya, dengan ini saya memohon kesediaan Bapak/Ibu untuk mengisi kuesioner penelitian ini sebagai sumber data dalam penyusunan skripsi saya dengan sebenar-benarnya dan tanpa adanya paksaan dari pihak manapun. Kuesioner ini akan saya pergunakan sebagai penyusunan skripsi saya yang berjudul “Pengaruh Kompetensi, Insentif dan Disiplin Kerja Terhadap Kinerja Karyawan di CV. Multicraft Indonesia”.

Jawaban yang telah Bapak/Ibu berikan semata-mata bertujuan untuk keperluan akademis dan penelitian ilmiah, sehingga tidak terkait dengan penilaian keKaryawanan. Identitas dan data yang diberikan akan kami jamin kerahasiaannya. Atas kesediaan dan kerjasama dari Bapak/Ibu/Saudara/i saya ucapkan terima kasih.

Hormat Saya,

(Ammar Rusydi)

1. IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jabatan :
4. Jenis kelamin : Laki-Laki/Perempuan
5. Pendidikan Terakhir : SMA/SMK/Sarjana S1
6. Lama Bekerja : 1 Tahun 2 Tahun
>4 Tahun <5 Tahun

2. PETUNJUK PENGISIAN

Kuesioner ini disajikan dalam bentuk pernyataan, pilihlah hanya satu jawaban yang menurut pendapat anda sesuai dengan memberi tanda chechlist (√) pada kolom yang tersedia. Pernyataan yang tersedia berkaitan dengan kompetensi, Insentif, dan disiplin kerja terhadap kinerja karyawan. Adapun keterangan pilihan jawaban yang disediakan yaitu sebagai berikut :

SS : Apabila anda merasa Sangat Setuju

ST : Apabila anda merasa Setuju

RG : Apabila anda merasa Ragu – Ragu

TS : Apabila anda merasa Tidak Setuju

STS : Apabila anda merasa Sangat Tidak Setuju

3. DAFTAR PERTANYAAN

Variabel Kompetensi (X1)

| No | Pertanyaan | SS | ST | RG | TS | STS |
|---------------------|--|----|----|----|----|-----|
| Pengetahuan | | | | | | |
| 1 | Pengetahuan yang saya miliki menyelesaikan pekerjaan dengan baik | | | | | |
| 2 | Saya memahami teori yang berkaitan dengan pekerjaan saya dengan baik | | | | | |
| Motif | | | | | | |
| 3 | Saya mempunyai kemampuan yang baik dalam menyelesaikan tugas dan pekerjaan yang dibebankan oleh perusahaan | | | | | |
| Keterampilan | | | | | | |
| 4 | Dengan keterampilan yang saya miliki, saya mampu bekerja sama dengan rekan kerja | | | | | |
| Konsep Diri | | | | | | |
| 5 | Saya memiliki kepercayaan diri dalam memberikan ide yang bersifat membangun | | | | | |
| 6 | Saya memiliki sikap kerja yang baik sesuai dengan Norma-Norma Perusahaan | | | | | |
| Sifat | | | | | | |
| 7 | Saya mampu menyampaikan solusi atas masalah terkait pekerjaan | | | | | |

Variabel Insentif (X2)

| No | Pertanyaan | SS | RT | RG | TS | STS |
|-------------------------|---|----|----|----|----|-----|
| <i>Piecework</i> | | | | | | |
| 1 | Perusahaan Memberikan insentif berdasarkan Kinerja Karyawan | | | | | |
| 2 | Lama kerja karyawan mempengaruhi insentif yang diberikan | | | | | |
| Bonus Insentif | | | | | | |
| 3 | Karyawan merasa adil terhadap insentif yang diberikan perusahaan | | | | | |
| 4 | Evaluasi jabatan karyawan mempengaruhi insentif yang diberikan | | | | | |
| Komisi | | | | | | |
| 5 | Perusahaan memberikan insentif berdasarkan lama kerja karyawan | | | | | |
| 6 | Insentif diberikan sesuai dengan kualitas pekerjaan yang dihasilkan | | | | | |
| Kematangan | | | | | | |
| 7 | Insentif yang diterima memotivasi semangat kerja | | | | | |

Variabel Disiplin Kerja (X3)

| No | Pertanyaan | SS | RT | RG | TS | STS |
|--------------------------------------|---|----|----|----|----|-----|
| Kehadiran ditempat Kerja | | | | | | |
| 1 | Bersedia untuk datang sebelum pekerjaan dimulai dan pulang setelah pekerjaan selesai atau sesuai peraturan perusahaan | | | | | |
| Ketaatan Pada Peraturan Kerja | | | | | | |
| 2 | Bersedia lembur guna menyelesaikan pekerjaan tepat waktu | | | | | |
| Ketaatan Pada Standar Kerja | | | | | | |
| 3 | Patuh dan taat terhadap UU Karyawan yang ditetapkan oleh perusahaan | | | | | |
| 4 | Saudara memberi tahu lebih dahulu (Surat izin) jika absen bekerja | | | | | |
| Tingkat Kewaspadaan Tinggi | | | | | | |
| 5 | Selalu bertanggung jawab dalam pelaksanaan atas pekerjaan yang diberikan dengan prosedur kerja yang telah ditetapkan perusahaan | | | | | |
| Bekerja Etis | | | | | | |
| 6 | Tidak pernah meninggalkan tempat kerja selama bekerja | | | | | |

KINERJA KARYAWAN (Y)

| No | Pertanyaan | SS | RT | RG | TS | STS |
|--------------------|---|----|----|----|----|-----|
| Kualitas | | | | | | |
| 1 | Saya selalu bekerja sesuai dengan standart mutu yang telah ditetapkan oleh perusahaan | | | | | |
| Ketaatan | | | | | | |
| 2 | Saya selalu berusaha untuk menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil maksimal | | | | | |
| 3 | Saya selalu bersedia untuk bekerja sama dengan sesame anggota perusahaan | | | | | |
| Efisien | | | | | | |
| 4 | Saya dapat mengerjakan dengan efisien | | | | | |
| Efektif | | | | | | |
| 5 | Saya mengerjakan pekerjaan dengan efektif | | | | | |
| Keselamatan | | | | | | |
| 6 | Dalam melakukan pekerjaan, diutamakan keselamatan | | | | | |

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|----|---|---|---|---|---|---|---|----|
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 31 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 24 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 2 | 5 | 5 | 2 | 3 | 4 | 25 | 3 | 4 | 2 | 2 | 3 | 4 | 2 | 20 |
| 4 | 4 | 3 | 2 | 2 | 4 | 4 | 23 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 21 |
| 4 | 5 | 5 | 2 | 4 | 2 | 3 | 25 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 26 |
| 4 | 5 | 4 | 4 | 5 | 2 | 4 | 28 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 21 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 24 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 24 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 24 |
| 4 | 3 | 4 | 5 | 3 | 2 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 26 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 24 |
| 4 | 3 | 4 | 4 | 5 | 2 | 4 | 26 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | 21 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 3 | 5 | 3 | 3 | 4 | 3 | 4 | 25 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 17 |
| 4 | 4 | 3 | 3 | 4 | 3 | 2 | 23 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 24 |
| 5 | 5 | 3 | 3 | 2 | 3 | 3 | 24 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 22 |
| 5 | 3 | 3 | 3 | 2 | 3 | 5 | 24 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 24 |
| 5 | 3 | 3 | 3 | 4 | 3 | 3 | 24 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 26 |

| X3. | X3. | X3. | X3. | X3. | X3. | TOT | Y1. | Y2. | Y1. | Y1. | Y1. | Y1. | TOT |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 2 | 3 | 4 | 5 | 6 | AL | 1 | 2 | 3 | 4 | 5 | 6 | AL |
| 4 | 3 | 3 | 3 | 4 | 4 | 21 | 4 | 3 | 4 | 5 | 3 | 3 | 22 |
| 4 | 4 | 3 | 3 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 4 | 3 | 3 | 4 | 4 | 22 | 2 | 3 | 2 | 5 | 3 | 3 | 18 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 | 5 | 3 | 3 | 4 | 3 | 3 | 21 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 3 | 3 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 3 | 3 | 26 |
| 4 | 3 | 3 | 4 | 4 | 4 | 22 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 | 5 | 5 | 5 | 2 | 2 | 2 | 21 |
| 3 | 2 | 2 | 2 | 3 | 3 | 15 | 5 | 5 | 5 | 1 | 4 | 4 | 24 |
| 4 | 4 | 2 | 2 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 3 | 3 | 26 |
| 4 | 4 | 3 | 3 | 3 | 3 | 20 | 4 | 5 | 3 | 5 | 3 | 3 | 23 |
| 2 | 3 | 3 | 3 | 2 | 2 | 15 | 5 | 5 | 2 | 3 | 2 | 2 | 19 |
| 2 | 2 | 2 | 2 | 3 | 3 | 14 | 5 | 2 | 3 | 4 | 3 | 3 | 20 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|----|---|---|---|---|---|---|----|
| 5 | 5 | 3 | 3 | 3 | 3 | 22 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 3 | 3 | 5 | 4 | 23 | 2 | 3 | 3 | 2 | 2 | 2 | 14 |
| 3 | 3 | 2 | 3 | 3 | 3 | 17 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3 | 5 | 4 | 5 | 3 | 3 | 23 |
| 5 | 5 | 2 | 2 | 5 | 5 | 24 | 2 | 3 | 4 | 5 | 4 | 4 | 22 |
| 5 | 3 | 2 | 3 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 4 | 4 | 5 | 5 | 28 | 5 | 5 | 5 | 4 | 3 | 3 | 25 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 3 | 3 | 5 | 5 | 25 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 3 | 3 | 2 | 2 | 3 | 3 | 16 | 4 | 4 | 4 | 5 | 3 | 3 | 23 |
| 5 | 3 | 2 | 2 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 5 | 5 | 3 | 3 | 24 |
| 3 | 4 | 3 | 2 | 3 | 2 | 17 | 5 | 3 | 4 | 5 | 3 | 3 | 23 |
| 4 | 4 | 3 | 3 | 4 | 4 | 22 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 3 | 3 | 3 | 5 | 5 | 24 | 4 | 4 | 4 | 5 | 3 | 3 | 23 |
| 5 | 4 | 2 | 2 | 5 | 5 | 23 | 3 | 4 | 4 | 4 | 2 | 2 | 19 |
| 5 | 4 | 2 | 2 | 5 | 5 | 23 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 5 | 4 | 2 | 2 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 2 | 2 | 5 | 5 | 23 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 4 | 4 | 2 | 2 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 2 | 5 | 5 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 2 | 4 | 3 | 4 | 4 | 3 | 20 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 4 | 5 | 4 | 3 | 5 | 5 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 3 | 3 | 5 | 3 | 20 | 4 | 4 | 3 | 5 | 5 | 5 | 26 |
| 3 | 3 | 3 | 4 | 5 | 4 | 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 3 | 3 | 3 | 4 | 3 | 19 | 4 | 3 | 3 | 5 | 3 | 3 | 21 |
| 4 | 4 | 4 | 5 | 5 | 3 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 3 | 3 | 3 | 3 | 4 | 4 | 20 | 5 | 5 | 5 | 4 | 2 | 2 | 23 |
| 3 | 4 | 3 | 4 | 4 | 4 | 22 | 5 | 5 | 5 | 5 | 2 | 2 | 24 |
| 4 | 4 | 4 | 3 | 3 | 3 | 21 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |

Lampiran 3

Karakteristik Responden

Jenis_Kelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki-laki | 31 | 66.0 | 66.0 | 66.0 |
| Perempuan | 16 | 34.0 | 34.0 | 100.0 |
| Total | 47 | 100.0 | 100.0 | |

Umur

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid 19 - 22 Tahun | 24 | 51.1 | 51.1 | 51.1 |
| 23 - 25 Tahun | 18 | 38.3 | 38.3 | 89.4 |
| > 28 Tahun | 5 | 10.6 | 10.6 | 100.0 |
| Total | 47 | 100.0 | 100.0 | |

Jabatan

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Valid Packer | 16 | 34.0 | 34.0 | 34.0 |
| Stocker In/Out | 14 | 29.8 | 29.8 | 63.8 |
| Checker In/Out | 5 | 10.6 | 10.6 | 74.5 |
| Sales | 12 | 25.5 | 25.5 | 100.0 |
| Total | 47 | 100.0 | 100.0 | |

Lama_Bekerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid 1 Tahun | 18 | 38.3 | 38.3 | 38.3 |
| 2 Tahun | 25 | 53.2 | 53.2 | 91.5 |
| 3 - 4 Tahun | 4 | 8.5 | 8.5 | 100.0 |
| Total | 47 | 100.0 | 100.0 | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X1.1 | 47 | 2 | 5 | 4.00 | .885 |
| X1.2 | 47 | 2 | 5 | 3.62 | 1.012 |
| X1.3 | 47 | 2 | 5 | 3.47 | .881 |
| X1.4 | 47 | 2 | 5 | 3.49 | .906 |
| X1.5 | 47 | 2 | 5 | 3.49 | 1.019 |
| X1.6 | 47 | 2 | 5 | 3.28 | .971 |
| X1.7 | 47 | 1 | 5 | 3.34 | 1.048 |
| Valid N (listwise) | 47 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X2.1 | 47 | 2 | 5 | 4.49 | .718 |
| X2.2 | 47 | 2 | 5 | 3.98 | .766 |
| X2.3 | 47 | 2 | 5 | 3.43 | 1.078 |
| X2.4 | 47 | 2 | 5 | 3.23 | 1.108 |
| X2.5 | 47 | 1 | 5 | 4.43 | .878 |
| X2.6 | 47 | 1 | 5 | 3.91 | .880 |
| X2.7 | 47 | 1 | 5 | 3.57 | .972 |
| Valid N (listwise) | 47 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X3.1 | 47 | 1 | 5 | 4.43 | .878 |
| X3.2 | 47 | 1 | 5 | 3.91 | .880 |
| X3.3 | 47 | 1 | 5 | 2.96 | 1.318 |
| X3.4 | 47 | 1 | 5 | 2.91 | 1.265 |
| X3.5 | 47 | 1 | 5 | 4.43 | .878 |
| X3.6 | 47 | 1 | 5 | 4.43 | .878 |
| Valid N (listwise) | 47 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| Y1.1 | 47 | 1 | 5 | 3.57 | .972 |
| Y1.2 | 47 | 2 | 5 | 3.49 | 1.019 |
| Y1.3 | 47 | 2 | 5 | 3.28 | .971 |
| Y1.4 | 47 | 1 | 5 | 3.55 | 1.017 |
| Y1.5 | 47 | 1 | 5 | 4.43 | .878 |
| Y1.6 | 47 | 1 | 5 | 3.51 | 1.101 |
| Valid N (listwise) | 47 | | | | |

Lampiran 4

Uji Validitas & Reabilitas

Correlations

| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | Total |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.1 Pearson Correlation | 1 | ,199 | ,192 | ,267 | ,264 | ,100 | ,200 | ,500** |
| Sig. (2-tailed) | | ,180 | ,196 | ,070 | ,073 | ,502 | ,177 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.2 Pearson Correlation | ,199 | 1 | ,425** | -,005 | ,397** | ,265 | ,044 | ,561** |
| Sig. (2-tailed) | ,180 | | ,003 | ,976 | ,006 | ,072 | ,771 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.3 Pearson Correlation | ,192 | ,425** | 1 | ,524** | ,296 | ,277 | ,294 | ,703** |
| Sig. (2-tailed) | ,196 | ,003 | | ,000 | ,043 | ,059 | ,045 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.4 Pearson Correlation | ,267 | -,005 | ,524** | 1 | ,230 | ,263 | ,508** | ,648** |
| Sig. (2-tailed) | ,070 | ,976 | ,000 | | ,121 | ,074 | ,000 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.5 Pearson Correlation | ,264 | ,397** | ,296 | ,230 | 1 | ,365 | ,187 | ,661** |
| Sig. (2-tailed) | ,073 | ,006 | ,043 | ,121 | | ,012 | ,209 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.6 Pearson Correlation | ,100 | ,265 | ,277 | ,263 | ,365 | 1 | ,140 | ,578** |
| Sig. (2-tailed) | ,502 | ,072 | ,059 | ,074 | ,012 | | ,347 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X1.7 Pearson Correlation | ,200 | ,044 | ,294** | ,508** | ,187 | ,140 | 1 | ,573** |
| Sig. (2-tailed) | ,177 | ,771 | ,045 | ,000 | ,209 | ,347 | | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Total Pearson Correlation | ,500** | ,561** | ,703** | ,648** | ,661** | ,578** | ,573** | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |

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

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,744 | 8 |

Correlations

| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | Total |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2.1 Pearson Correlation | 1 | ,418** | ,109 | ,145 | ,886** | ,314* | ,044 | ,586** |
| Sig. (2-tailed) | | ,003 | ,466 | ,332 | ,000 | ,031 | ,767 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.2 Pearson Correlation | ,418** | 1 | ,332* | ,234 | ,323* | ,802** | ,078 | ,662** |
| Sig. (2-tailed) | ,003 | | ,022 | ,113 | ,027 | ,000 | ,601 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.3 Pearson Correlation | ,109 | ,332* | 1 | ,745** | ,011 | ,219 | ,151 | ,689** |
| Sig. (2-tailed) | ,466 | ,022 | | ,000 | ,940 | ,139 | ,312 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.4 Pearson Correlation | ,145 | ,234 | ,745** | 1 | ,074 | ,155 | ,257 | ,712** |
| Sig. (2-tailed) | ,332 | ,113 | ,000 | | ,619 | ,297 | ,081 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.5 Pearson Correlation | ,886** | ,323* | ,011 | ,074 | 1 | ,460** | ,119 | ,566** |
| Sig. (2-tailed) | ,000 | ,027 | ,940 | ,619 | | ,001 | ,425 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.6 Pearson Correlation | ,314* | ,802** | ,219 | ,155 | ,460** | 1 | ,155 | ,632** |
| Sig. (2-tailed) | ,031 | ,000 | ,139 | ,297 | ,001 | | ,297 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X2.7 Pearson Correlation | ,044 | ,078 | ,151 | ,257 | ,119 | ,155 | 1 | ,453** |
| Sig. (2-tailed) | ,767 | ,601 | ,312 | ,081 | ,425 | ,297 | | ,001 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Total Pearson Correlation | ,586** | ,662** | ,689** | ,712** | ,566** | ,632** | ,453** | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 | 47 |

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

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

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| ,745 | 8 |

Correlations

| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Total |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|
| X3.1 Pearson Correlation | 1 | ,569** | ,110 | -,050 | ,669** | ,811** | ,753** |
| Sig. (2-tailed) | | ,000 | ,460 | ,738 | ,000 | ,000 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X3.2 Pearson Correlation | ,569** | 1 | ,458* | ,256 | ,382** | ,417** | ,733** |
| Sig. (2-tailed) | ,000 | | ,001 | ,082 | ,008 | ,004 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X3.3 Pearson Correlation | ,110 | ,458* | 1 | ,772** | ,098 | ,059 | ,614** |
| Sig. (2-tailed) | ,460 | ,001 | | ,000 | ,512 | ,694 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X3.4 Pearson Correlation | -,050 | ,256 | ,772** | 1 | ,104 | -,024 | ,511** |
| Sig. (2-tailed) | ,738 | ,082 | ,000 | | ,488 | ,873 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X3.5 Pearson Correlation | ,669** | ,382** | ,098 | ,104 | 1 | ,835** | ,749** |
| Sig. (2-tailed) | ,000 | ,008 | ,512 | ,488 | | ,000 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| X3.6 Pearson Correlation | ,811** | ,417** | ,059 | -,024 | ,835** | 1 | ,753** |
| Sig. (2-tailed) | ,000 | ,004 | ,694 | ,873 | ,000 | | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Total Pearson Correlation | ,753** | ,733** | ,614** | ,511** | ,749** | ,753** | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |

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

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| ,770 | 7 |

Correlations

| | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Total |
|---------------------------|--------|--------|--------|--------|---------|---------|--------|
| Y1.1 Pearson Correlation | 1 | ,559** | ,524** | ,026 | ,193 | ,193 | ,618** |
| Sig. (2-tailed) | | ,000 | ,000 | ,865 | ,195 | ,195 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Y1.2 Pearson Correlation | ,559** | 1 | ,633** | ,033 | ,168 | ,168 | ,628** |
| Sig. (2-tailed) | ,000 | | ,000 | ,826 | ,260 | ,260 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Y1.3 Pearson Correlation | ,524** | ,633** | 1 | ,096 | ,275 | ,275 | ,694** |
| Sig. (2-tailed) | ,000 | ,000 | | ,522 | ,062 | ,062 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Y1.4 Pearson Correlation | ,026 | ,033 | ,096 | 1 | ,272 | ,272 | ,451** |
| Sig. (2-tailed) | ,865 | ,826 | ,522 | | ,065 | ,065 | ,001 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Y1.5 Pearson Correlation | ,193 | ,168 | ,275 | ,272 | 1 | 1,000** | ,763** |
| Sig. (2-tailed) | ,195 | ,260 | ,062 | ,065 | | ,000 | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Y1.6 Pearson Correlation | ,193 | ,168 | ,275 | ,272 | 1,000** | 1 | ,763** |
| Sig. (2-tailed) | ,195 | ,260 | ,062 | ,065 | ,000 | | ,000 |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |
| Total Pearson Correlation | ,618** | ,628** | ,694** | ,451** | ,763** | ,763** | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | |
| N | 47 | 47 | 47 | 47 | 47 | 47 | 47 |

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

Reliability Statistics

| | |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| ,761 | 7 |

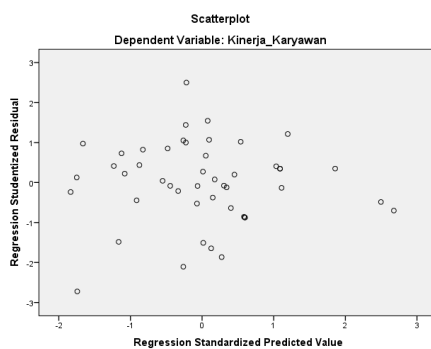
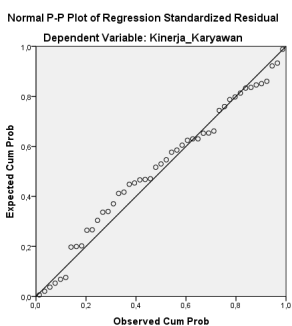
Lampiran 5

Uji Asumsi Klasik

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 47 |
| Normal Parameters ^{a,b} | | |
| | Mean | ,0000000 |
| | Std. Deviation | 2,21227208 |
| Most Extreme Differences | | |
| | Absolute | ,090 |
| | Positive | ,068 |
| | Negative | -,090 |
| Test Statistic | | ,090 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.



Lampiran 6

Uji Hipotesis

Model Summary^b

| R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------------------|----------|-------------------|----------------------------|
| ,767 ^a | ,588 | ,560 | 2,288 |

- a. Predictors: (Constant), Disiplin_Kerja, Kompetensi, Insentif
 b. Dependent Variable: Kinerja_Karyawan

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|------------|----------------|----|-------------|--------|-------------------|
| Regression | 321,720 | 3 | 107,240 | 20,483 | ,000 ^b |
| Residual | 225,131 | 43 | 5,236 | | |
| Total | 546,851 | 46 | | | |

- a. Dependent Variable: Kinerja_Karyawan
 b. Predictors: (Constant), Disiplin_Kerja, Kompetensi, Insentif

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 2,071 | 3,021 | | ,686 | ,497 | | |
| Kompetensi | ,435 | ,095 | ,507 | 4,566 | ,000 | ,776 | 1,289 |
| Insentif | ,293 | ,130 | ,259 | 2,260 | ,029 | ,729 | 1,372 |
| Disiplin_Kerja | ,211 | ,103 | ,216 | 2,055 | ,046 | ,865 | 1,155 |

- a. Dependent Variable: Kinerja_Karyawan

Lampiran 7
Lembar Kartu Bimbingan


UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI DAN BISNIS
Jalan K. Soedibowati 45 Surabaya 60118, Telp (031) 5922266, Fax (031) 5922267


KARTU BIMBINGAN SKRIPSI

SEMESTER
 Gasal / Genap
 2021 / 2022

Nama Mahasiswa / NBI : Ammar Rusydi / 1316000365

Nama Pembimbing : Dra. Ec. Sri Budi K, MM

Judul Skripsi : Pengaruh kompetensi, kesantia dan disiplin kerja terhadap kinerja karyawan CV. Multicraft Indonesia

Mulai Program Skripsi : Semester _____ Thn. Ak. _____ Selesai Bimbingan Tanggal _____

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|-----|-------------------|-------------|-------------------|------------|
| | | BAB / HAL | KETERANGAN REVISI | |
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| 2 | 27-3-2022 | Bab 1 | Revisi | <i>Sek</i> |
| 3 | 9-4-2022 | Bab 2,3 | Revisi | <i>Sek</i> |
| 4 | 21-4-2022 | Bab 1,2,3 | Acc | <i>Sek</i> |
| 5 | 23 juni 2022 | Bab 4,5 | Revisi | <i>Sek</i> |
| 6 | 29 juni 2022 | Bab 4,6 | Acc | <i>Sek</i> |
| 7 | 1 juli 2022 | Daftar p | Revisi | <i>Sek</i> |
| 8 | 2 juli 2022 | Daftar p | Acc | <i>Sek</i> |
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 Semester _____
 Th. Ak. _____
 Paraf Kijuf _____

Surabaya, 2 juli 2022

 Sri Budi Kasiyati
 (Nama dan tanda tangan Pembimbing)

Lampiran 8

Surat Keterangan



CV MULTICRAFT INDONESIA (SURABAYA)
Jl.Wisma Kulon A54 Surabaya
No Tlpn 089 5410 667 944

Kepada Yth
Ketua jurusan S1 Ekonomi Manajemen
Dr.Ulf Pristiana, M.Si
Di Tempat

Dengan Hormat,

Bersama ini kami memberitahukan bahwa kami CV.MULTICRAFT SURABAYA telah mengijinkan

Nama : Ammar Rusydi
NIM : 1211800030

Untuk melakukan penelitian di perusahaan kami CV.MULTICRAFT dengan permasalahan dan judul Pengaruh kompetensi,insentif,dan Disiplin kerja terhadap kinerja karyawan CV.Multicraft Indonesia (kota Surabaya).

SURABAYA, 4 APRIL 2022

CV.Multicraft Surabaya

Kepala gudang,

Irwan Ruli H



Lampiran 9

Cek turnitin Jurnal Skripsi

| PENGARUH KOMPETENSI, INSENTIF, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN CV MULTICRAFT INDONESIA (KOTA SURABAYA) | | | |
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