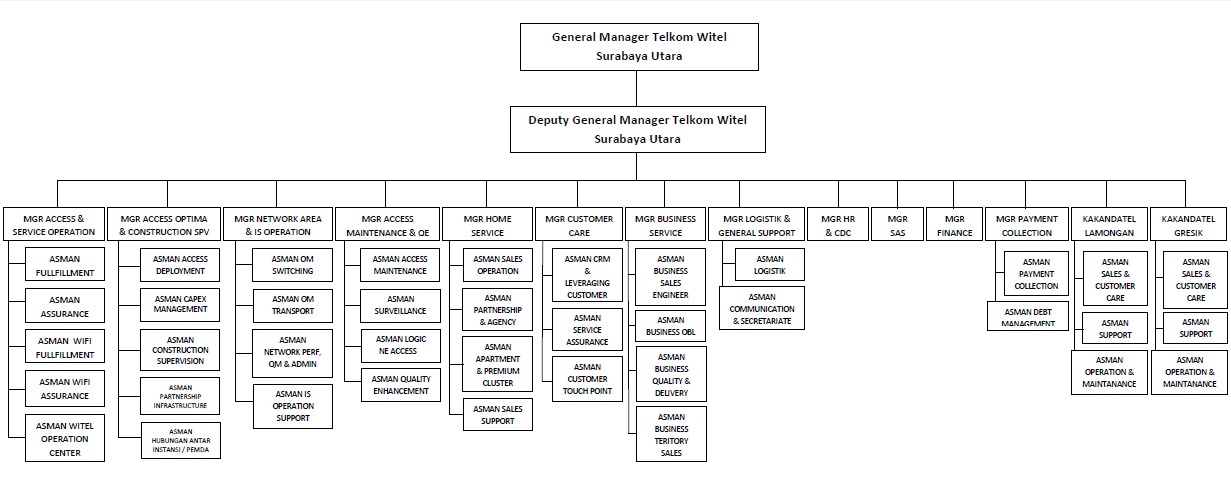
70

**LAMPIRAN**

71

# Lampiran 1 Struktur Organisasi PT.Telkom.Tbk Margoyoso Surabaya Utara



72

# Lampiran 2 Karakteristik Responden

1. Berdasarkan Jenis Kelamin

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Karakteristik Responden | | Kode | Jumlah | Persentase |
| Jenis Kelamin | Laki-laki | 1 | 49 | 49% |
| Perempuan | 2 | 27 | 27% |
| Total | | | 76 | 76% |

1. Berdasarkan Usia

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Karakteristik Responden | | Kode | Jumlah | Persentase (%) |
| Usia Responden | 21 tahun – 25 tahun | 1 | 22 | 22% |
| 26 tahun – 30 tahun | 2 | 23 | 23% |
| 31 tahun – 35 tahun | 3 | 20 | 20% |
| 36 tahun – 55 tahun | 4 | 11 | 11% |
| Total | | | 76 | 76% |

1. Berdasarkan Masa Kerja

|  |  |  |
| --- | --- | --- |
| Masa Kerja | Jumlah | Persentase (%) |
| 1 - 5 Tahun | 39 | 39% |
| 6 - 10 Tahun | 34 | 34% |
| 11 - 15 Tahun | 3 | 3% |
| Jumlah | 76 | 76% |

1. Berdasarkan Pendidikan

e (%)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Karakteristik responden Ko | | de Juml | ah Persentas |  |
| Pendidikan | SMA 1 0 | | 0% |  |
|  | Diploma 2 37 | | 37% |  |
|  | Sarjana 3 39 | | 39% |  |
|  | Total | 76 | 76% |  |

73

# Lampiran 3 Descriptive Statistics

* 1. Motivasi kerja (X1)

|  |  |  |  |
| --- | --- | --- | --- |
| No | Indikator | Descriptive Statistics | |
|  |  | Mean | Std. Dev |
| 1 | Saya merasa gaji yang diberikan oleh perusahaan sesuai dengan peraturan yang berlaku | 4.01 | 0.416 |
| 2 | Saya merasa aman karena di tempat saya bekerja terdapat program jaminan sosial tenaga kerja, dana pensiun, tunjangan kesehatan | 4.13 | 0.68 |
| 3 | Saya dapat berinteraksi dengan baik terhadap sesama rekan kerja maupun atasan saya | 4.2 | 0.674 |
| 4 | Saya termotivasi karena atasan saya menghargai prestasi kinerja saya | 4.42 | 0.659 |
| 5 | saya mampu mengarahkan kecakapan kemampuan, ketrampilan dan potensi dalam perusahaan | 4.18 | 0.812 |
|  | Total Mean Motivasi Kerja | 20.94 | 3.241 |

* 1. Disiplin Kerja (X2)

|  |  |  |  |
| --- | --- | --- | --- |
| No | Indikator | Descriptive Statistics | |
|  |  | Mean | Std. Dev |
| 1 | Karyawan datang tepat waktu sesuai dengan aturan yang di tetapkan oleh perusahaan | 4.49 | 0.721 |
| 2 | Karyawan bertingkah laku sesuai dengan aturan yang ditetapkan perusahaan | 4.61 | 0.713 |
| 3 | Karywan mengejakan pekerjaan sesuai dengan jabatan yang diberikan oleh perusahaan | 4.13 | 0.68 |
| 4 | Karyawan berhati-hati dalam menggunakan peralatan perusahaan dan tidak membawa pula peralatan perusanaan | 4.42 | 0.659 |
|  | Total Mean Disiplin Kerja | 17.65 | 2.773 |

74

* 1. Kinerja Karyawan (Y)

|  |  |  |  |
| --- | --- | --- | --- |
| No | Indikator | Descriptive Statistics | |
|  |  | Mean | Std. Dev |
| 1 | Selama bekerja hasil pekerjaan saya lebih baik bila dibandingkan dengan waktu yang lalu | 4.61 | 0.713 |
| 2 | Berapapun jumlah pekerjaan yang di berikan perusahaan dapat terselesaikan | 4.51 | 0.702 |
| 3 | Karyawan mampu menyelesaikan pekerjaan yang di bebankan oleh perusahaan dengan tepat waktu sehingga waktu yang tersedia dapat digunakan untuk aktifitas lainnya | 4.49 | 0.721 |
| 4 | Karyawan harus mampu menjalankan fungsi tugasnya dengan baik | 4.21 | 0.754 |
| 5 | Karyawan memiliki komitmen untuk menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil yang maksimal | 4.24 | 0.671 |
|  | Total Mean Kinerja Karyawan | 22.06 | 3.561 |

75

# Lampiran 4 Tabulasi data

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Motivasi Kerja(X1)** | | | | | | **Disiplin Kerja(X2)** | | | | | **Kinerja Karyawan(Y)** | | | | | |
| 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | Total | 2.1 | 2.2 | 2.3 | 2.4 | Total | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | Total |
| 1 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 4 | 5 | 4 | 18 | 4 | 5 | 5 | 4 | 5 | 23 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 17 | 4 | 5 | 5 | 3 | 4 | 21 |
| 3 | 4 | 4 | 4 | 5 | 2 | 19 | 4 | 4 | 4 | 5 | 17 | 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 5 | 5 | 4 | 18 | 5 | 5 | 4 | 4 | 5 | 23 |
| 5 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 3 | 4 | 5 | 17 | 3 | 5 | 5 | 5 | 5 | 23 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 4 | 5 | 23 |
| 7 | 4 | 3 | 4 | 5 | 5 | 21 | 4 | 4 | 3 | 5 | 16 | 4 | 4 | 4 | 3 | 4 | 19 |
| 8 | 4 | 4 | 5 | 5 | 3 | 21 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 3 | 4 | 22 |
| 9 | 4 | 3 | 4 | 4 | 4 | 19 | 5 | 5 | 3 | 4 | 17 | 5 | 5 | 5 | 5 | 4 | 24 |
| 10 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 3 | 4 | 19 |
| 11 | 4 | 3 | 5 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 15 | 4 | 4 | 4 | 3 | 3 | 18 |
| 12 | 4 | 5 | 5 | 5 | 4 | 23 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 4 | 4 | 4 | 22 |
| 13 | 4 | 4 | 5 | 4 | 5 | 22 | 2 | 2 | 4 | 4 | 12 | 2 | 2 | 2 | 4 | 3 | 13 |
| 14 | 4 | 5 | 4 | 4 | 3 | 20 | 3 | 3 | 5 | 4 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 15 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 3 | 4 | 4 | 15 | 3 | 4 | 4 | 3 | 3 | 17 |
| 16 | 4 | 5 | 4 | 5 | 5 | 23 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 4 | 5 | 21 |
| 17 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 18 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 19 | 4 | 3 | 4 | 4 | 3 | 18 | 5 | 5 | 3 | 4 | 17 | 5 | 3 | 5 | 4 | 5 | 22 |
| 20 | 4 | 4 | 3 | 3 | 4 | 18 | 5 | 4 | 4 | 3 | 16 | 4 | 5 | 5 | 5 | 4 | 23 |
| 21 | 4 | 4 | 3 | 3 | 4 | 18 | 5 | 5 | 4 | 3 | 17 | 5 | 5 | 5 | 4 | 5 | 24 |
| 22 | 4 | 4 | 2 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 23 | 4 | 3 | 5 | 3 | 4 | 19 | 5 | 5 | 3 | 3 | 16 | 5 | 4 | 5 | 5 | 4 | 23 |
| 24 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 5 | 24 |
| 25 | 4 | 4 | 4 | 4 | 2 | 18 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 2 | 22 |
| 26 | 4 | 5 | 5 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 19 | 5 | 3 | 5 | 4 | 5 | 22 |
| 27 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 4 | 4 | 5 | 18 | 4 | 5 | 5 | 5 | 4 | 23 |
| 28 | 4 | 5 | 5 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 4 | 4 | 22 |
| 29 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 4 | 4 | 22 |
| 31 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 4 | 24 |
| 32 | 4 | 5 | 2 | 5 | 4 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 4 | 5 | 23 |
| 33 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 4 | 24 |
| 34 | 4 | 4 | 4 | 5 | 4 | 21 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 4 | 23 |
| 35 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 4 | 4 | 5 | 18 | 4 | 5 | 5 | 4 | 5 | 23 |
| 37 | 4 | 4 | 4 | 5 | 4 | 21 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 4 | 24 |
| 38 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 4 | 5 | 4 | 4 | 22 |
| 39 | 4 | 4 | 5 | 5 | 3 | 21 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 40 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 2 | 5 | 4 | 5 | 21 |
| 41 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 4 | 3 | 4 | 21 |
| 42 | 4 | 4 | 5 | 5 | 5 | 23 | 3 | 4 | 4 | 5 | 16 | 4 | 4 | 3 | 3 | 4 | 18 |
| 43 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 5 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 44 | 4 | 5 | 4 | 5 | 5 | 23 | 3 | 5 | 5 | 5 | 18 | 5 | 5 | 3 | 4 | 4 | 21 |
| 45 | 4 | 3 | 4 | 5 | 5 | 21 | 5 | 2 | 3 | 5 | 15 | 2 | 5 | 5 | 5 | 5 | 22 |
| 46 | 4 | 4 | 5 | 4 | 4 | 21 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 4 | 3 | 21 |
| 47 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 5 | 5 | 5 | 18 | 5 | 5 | 3 | 5 | 5 | 23 |
| 48 | 4 | 4 | 4 | 5 | 3 | 20 | 5 | 3 | 4 | 5 | 17 | 3 | 4 | 5 | 5 | 5 | 22 |
| 49 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 4 | 5 | 5 | 4 | 23 |
| 50 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 4 | 5 | 4 | 16 | 4 | 4 | 3 | 5 | 4 | 20 |
| 51 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 5 | 4 | 4 | 17 | 5 | 5 | 4 | 4 | 4 | 22 |

76

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** |  | **Motiva** | **si Ker** | **ja(X1)** |  |  | **D** | **isiplin Kerja(X** | | **2)** |  | **Kinerja** | | **Karya** | **wan(Y** | **)** |  |
|  | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | Total | 2.1 | 2.2 | 2.3 | 2.4 | Total | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | Total |
| 52 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 5 | 5 | 4 | 18 | 5 | 5 | 4 | 4 | 4 | 22 |
| 53 | 4 | 4 | 3 | 4 | 5 | 20 | 4 | 5 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 54 | 4 | 4 | 5 | 5 | 4 | 22 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 55 | 4 | 4 | 5 | 5 | 4 | 22 | 3 | 4 | 4 | 5 | 16 | 4 | 4 | 3 | 2 | 3 | 16 |
| 56 | 4 | 4 | 4 | 5 | 2 | 19 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 3 | 4 | 19 |
| 57 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 4 | 24 |
| 58 | 4 | 5 | 4 | 5 | 4 | 22 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 5 | 4 | 5 | 23 |
| 59 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 60 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 4 | 4 | 23 |
| 61 | 3 | 4 | 4 | 4 | 4 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 62 | 5 | 4 | 3 | 2 | 4 | 18 | 5 | 5 | 4 | 2 | 16 | 5 | 4 | 5 | 4 | 4 | 22 |
| 63 | 5 | 3 | 4 | 4 | 4 | 20 | 5 | 5 | 3 | 4 | 17 | 5 | 5 | 5 | 5 | 4 | 24 |
| 64 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 19 | 5 | 4 | 4 | 3 | 4 | 20 |
| 65 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 4 | 5 | 5 | 24 |
| 66 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 4 | 5 | 24 |
| 67 | 5 | 5 | 4 | 4 | 5 | 23 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 4 | 4 | 4 | 21 |
| 68 | 4 | 4 | 4 | 4 | 5 | 21 | 3 | 5 | 4 | 4 | 16 | 5 | 5 | 3 | 5 | 4 | 22 |
| 69 | 4 | 3 | 4 | 4 | 4 | 19 | 5 | 5 | 3 | 4 | 17 | 5 | 5 | 5 | 3 | 5 | 23 |
| 70 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 71 | 2 | 3 | 4 | 5 | 3 | 17 | 4 | 5 | 3 | 5 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 72 | 3 | 3 | 5 | 5 | 2 | 18 | 4 | 5 | 3 | 5 | 17 | 5 | 5 | 4 | 5 | 5 | 24 |
| 73 | 3 | 2 | 5 | 5 | 4 | 19 | 5 | 5 | 2 | 5 | 17 | 5 | 5 | 5 | 5 | 4 | 24 |
| 74 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 5 | 4 | 3 | 16 | 5 | 5 | 4 | 4 | 5 | 23 |
| 75 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 3 | 22 |
| 76 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 4 | 5 | 4 | 23 |

77

# Lampiran 5 Kuesioner

Responden yang terhormat,

# KUESIONER

Penelitian ini dilakukan dalam rangka penyelesaian penelitian (skripsi) peneliti dengan judul “Pengaruh Motivasi Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pt.Telekomunikasi Indonesia.Tbk Margoyoso Surabaya Utara” Peneliti mengucapkan terima kasih banyak atas kesediaan Saudara/i yang telah berpartisipasi dalam pengisian kuesioner ini.

# IDENTITAS RESPONDEN

1. Nama Responden :………………………………………………………

* + 1. Jenis Kelamin :
       1. Laki – Laki b. Perempuan
    2. Rentang Umur :
       1. 21 Tahun – 25 Tahun d. 35 Tahun – 40 Tahun
       2. 26 Tahun – 30 Tahun e. > 41 Tahun
       3. 31 Tahun – 35 Tahun
    3. Masa Kerja :
       1. 1 – 5 Tahun d. > 15 Tahun
       2. 6 – 10 Tahun
       3. 11 – 15 Tahun
    4. Pendidikan:
       1. SMA / SMK c. Sarjana
       2. Diploma

# Petunjuk pengisian :

Berilah tanda centang ( **√** ) sesuai dengan pilihan Anda pada kolom jawaban yang tersedia

Petunjuk pengisian :

Berilah tanda centang ( **√** ) sesuai dengan pilihan Anda pada kolom jawaban yang tersedia dibawah ini.

Sangat Tidak Setuju (STS) = Skor 1 Tidak Setuju (TS) = Skor 2

Cukup Setuju (CS) = Skor 3

Setuju (S) = Skor 4

Sangat Setuju (SS) = Skor 5

78

# MOTIVASI KERJA (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1 | Saya merasa gaji yang diberikan oleh perusahaan sesuai dengan peraturan yang berlaku |  |  |  |  |  |
| 2 | Saya merasa aman karena di tempat saya bekerja terdapat program jaminan sosial tenaga kerja, dana pensiun, tunjangan kesehatan |  |  |  |  |  |
| 3 | saya dapat berinteraksi dengan baik terhadap sesama rekan kerja maupun atasan saya |  |  |  |  |  |
| 4 | saya termotivasi karena atasan saya menghargai prestasi kinerja saya |  |  |  |  |  |
| 5 | saya mampu mengarahkan kecakapan kemampuan, ketrampilan dan potensi dalam perusahaan |  |  |  |  |  |

**LINGKUNGAN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1 | Karyawan datang tepat waktu sesuai dengan aturan yang di tetapkan oleh perusahaan |  |  |  |  |  |
| 2 | Karyawan bertungkah laku sesuai dengan aturan yang ditetapkan perusahaan |  |  |  |  |  |
| 3 | Karywan mengejakan pekerjaan sesuai dengan jabatan yang diberikan oleh perusahaan |  |  |  |  |  |
| 4 | Karyawan berhati-hati dalam menggunakan peralatan perusahaan dan tidak membawa pula peralatan perusanaan |  |  |  |  |  |

79

# KINERJA KARYAWAN (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1 | Selama bekerja hasil pekerjaan saya lebih baik bila dibandingkan dengan waktu yang lalu |  |  |  |  |  |
| 2 | Berapapun jumlah pekerjaan yang di berikan perusahaan dapat terselesaikan |  |  |  |  |  |
| 3 | Karyawan mampu menyelesaikan pekerjaan yang di bebankan oleh perusahaan dengan tepat waktu sehingga waktu yang tersedia dapat digunakan untuk aktifitas lainnya |  |  |  |  |  |
| 4 | Karyawan harus mampu menjalankan fungsi tugasnya dengan baik |
| 5 | Karyawan memiliki komitmen untuk menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil yang maksimal |  |  |  |  |  |

80

# Lampiran 6 Metode Analisis Data

1. Tabel uji Validitas

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Variabel** | **Item pertanyaan** | **rhitung** | **rtabel** | **Keterangan** |
| Motivasi Kerja (X1) | X1.1 | 0,407 | 0,2257 | Valid |
| X1.2 | 0,582 | 0,2257 | Valid |
| X1.3 | 0,465 | 0,2257 | Valid |
| X1.4 | 0,475 | 0,2257 | Valid |
| X1.5 | 0,670 | 0,2257 | Valid |
| Disiplin Kerja (X2) | X2.1 | 0,556 | 0,2257 | Valid |
| X2.2 | 0,658 | 0,2257 | Valid |
| X2.3 | 0,441 | 0,2257 | Valid |
| X2.4 | 0,352 | 0,2257 | Valid |
| Kinerja Karyawan (Y) | Y1.1 | 0,609 | 0,2257 | Valid |
| Y1.2 | 0,671 | 0,2257 | Valid |
| Y1.3 | 0,710 | 0,2257 | Valid |
| Y1.4 | 0,687 | 0,2257 | Valid |
| Y1.5 | 0,571 | 0,2257 | Valid |

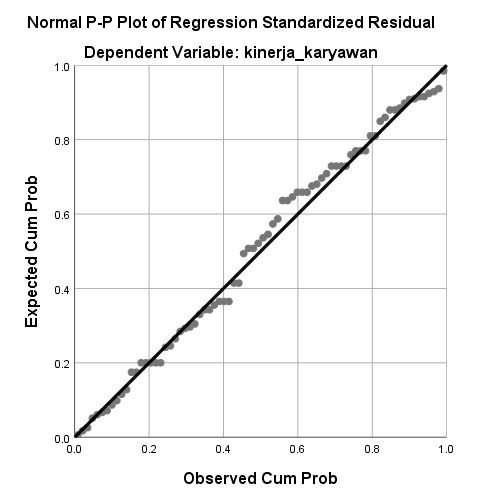
1. Tabel Uji Reliabilitas

|  |  |  |  |
| --- | --- | --- | --- |
| **Variabel** | **Cronbach's Alpha** | **RTabel** | **Keterangan** |
| Motivasi Kerja (X1) | 0,683 | 0,2257 | Reliabel |
| Disiplin Kerja (X2) | 0,631 | 0,2257 | Reliabel |
| Kinerja Karyawan (Y) | 0,758 | 0,2257 | Reliabel |

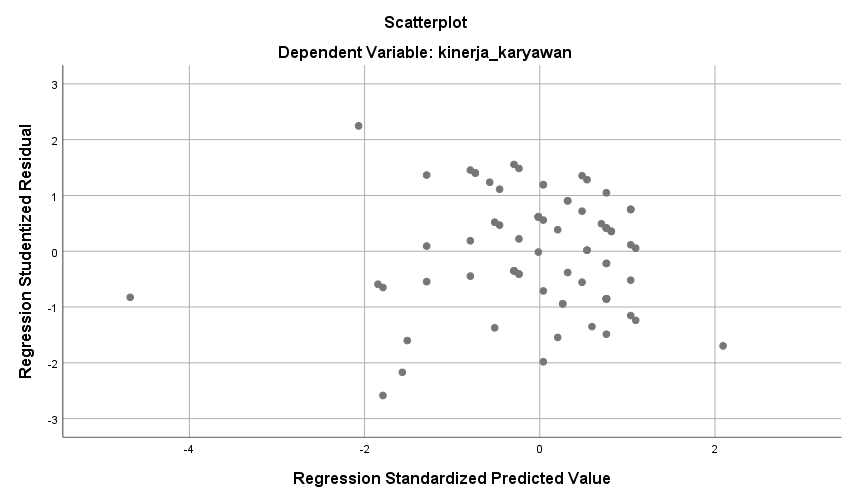
81

# Lampiran 7 Teknik Pengujian Hipotesis

* 1. Gambar Uji Normalitas



* 1. Gambar Uji Heteroskedastisitas



82

# Lampiran 8 Teknik Pengujian Hipotesis

1. Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
| Unstandardized Residual | | |
| N |  | 76 |
| Normal Parametersa,b | Mean | .0000000 |
|  | Std. Deviation | 1.57818107 |
| Most Extreme Differences | Absolute | .086 |
|  | Positive | .058 |
|  | Negative | -.086 |
| Test Statistic |  | .086 |
| Asymp. Sig. (2-tailed) |  | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

1. Multikolinieritas

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Unstandardized Coefficients | | | | Standardized Coefficients  Beta | t | Sig. | Collinearity Statistics | |
| Model B | | | Std. Error | Tolerance | VIF |
| 1 (Constant) | | 8.641 | 2.732 |  | 3.163 | .002 |  |  |
|  | motivasi\_kerja | .472 | .116 | .353 | 4.071 | .000 | .842 | 1.188 |
| disiplin\_kerja | 1.321 | .144 | .798 | 9.198 | .000 | .842 | 1.188 |

a. Dependent Variable: kinerja\_karyawan

83

1. Autokorelasi

**Model Summaryb**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model R | | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .733a | .537 | .525 | 1.600 | 2.003 |

* 1. Predictors: (Constant), disiplin\_kerja, motivasi\_kerja
  2. Dependent Variable: kinerja\_karyawan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| d | dl | du | 4-dl | 4-du |
| 2,003 | 1,574 | 1,682 | 2,426 | 2,318 |

1. Regresi Linear Berganda

# Coefficientsa

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Unstandardized Coefficients | | | | Standardized Coefficients Beta | t | Sig. |
| Model B | | | Std. Error |
| 1 (Constant) | | 8.641 | 2.732 |  | 3.163 | .002 |
|  | motivasi\_kerja | -.472 | .116 | -.353 | -4.071 | .000 |
| disiplin\_kerja | 1.321 | .144 | .798 | 9.198 | .000 |

Dependent Variable: kinerja\_karyawan

*Sumber: Data diolah dari SPSS 2020*

1. Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model |  | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 216.990 | 2 | 108.495 | 42.399 | .000b |
|  | Residual | 186.799 | 73 | 2.559 |  |  |
|  | Total | 403.789 | 75 |  |  |  |
| a. Dependent Variable: kinerja\_karyawan | | | | | | |
| b. Predictors: (Constant), disiplin\_kerja, motivasi\_kerja | | | | | | |

84

1. Uji T

# Coefficientsa

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Unstandardized Coefficients | | | | Standardized Coefficients Beta | t | Sig. |
| Model B | | | Std. Error |
| 1 (Constant) | | 8.641 | 2.732 |  | 3.163 | .002 |
|  | motivasi\_kerja | .472 | .116 | .353 | 4.071 | .000 |
| disiplin\_kerja | 1.321 | .144 | .798 | 9.198 | .000 |

Dependent Variable: kinerja\_karyawan

1. Koefisien Determinasi (

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .733a | .537 | .525 | 1.600 |
| a. Predictors: (Constant), disiplin\_kerja, motivasi\_kerja | | | | |
| b. Dependent Variable: kinerja\_karyawan | | | | |