LAMPIRAN

Lampiran 1. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi Kerja Karyawan.

1 Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi Kerja.

1. Apabila jawaban A diberikan skor 5
2. Apabila jawaban B diberikan skor 4
3. Apabila jawaban C diberikan skor 3
4. Apabila jawaban D diberikan skor 2
5. Apabila jawaban E diberikan skor 1

a) Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden
b) Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

Nilai tertinggi = 5
Nilai terendah = 1
Jumlah Responden = 10
Jumlah Pertanyaan = 8

Skor tertinggi = 5 x 8 x 1 = **40**
Skor terendah = 1 x 8 x 1 = **8**
Interval = $\frac{\text{Skor tertinggi – Skor terendah}}{\text{Kategori}} = \frac{40 – 8}{5}$ = **6,4**

2 Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi Kerja Secara Total

Nilai tertinggi = 5
Nilai terendah = 1
Jumlah Responden = 10
Jumlah Pertanyaan = 8

Skor tertinggi = 5 x 8x 10 = **400**
Skor terendah = 1 x 8 x 10 = **80**
Interval = $\frac{\text{Skor tertinggi – Skor terendah}}{\text{Kategori}} = \frac{400 – 80}{5}$ = **64**

Lampiran 2. Hasil Kuesioner Awal Motivasi kerja di Hotel Balquisse Heritage

No	Nama	Motivasi Kerja								Total Skor	Kategori Motivasi Kerja
		Gaji		Rekan Kerja		Kondisi Kerja		Promosi Jabatan			
1	Ni Made Darti	3	2	3	2	3	3	3	3	22	Rendah
2	Suyik Pristiwanto	3	2	3	3	2	2	2	2	19	Rendah
3	Ketut Endang Sri Utami	3	3	2	3	3	2	3	2	21	Rendah
4	Muhammad Ariadi	3	2	2	2	3	2	3	2	19	Rendah
5	I Made Wiarsana	2	2	3	2	2	2	2	2	17	Rendah
6	Luh Gede Budiartini	2	2	3	3	3	2	3	2	20	Rendah
7	Ni Ketut Kasti	3	3	2	2	2	3	2	3	20	Rendah
8	Ni Komang Artini	3	2	3	2	2	3	2	3	20	Rendah
9	Nami	2	2	2	2	3	2	3	2	18	Rendah
10	Astini	3	3	2	3	2	3	2	3	21	Rendah
Total										**197**	**Rendah**

Rentang skor variabel motivasi kerja

Rentangan Skor	Kategori Motivasi kerja
40 – 33,6	Sangat tinggi
33,5 – 27,1	Tinggi
27 – 20,6	Cukup tinggi
20,5 – 14,1	Rendah
14 – 8	Sangat rendah

Rentang skor variabel motivasi kerja secara total

Rentangan Skor	Kategori Motivasi kerja
400 – 336	Sangat tinggi
335 – 271	Tinggi
270 – 206	Cukup tinggi
205 – 141	Rendah
140 – 80	Sangat rendah

Dari tabel tersebut dapat dilihat bahwa hasil skor keseluruhan kuesioner awal pada motivasi kerja pada Hotel Balquisse Heritage adalah 197 dengan rentang skor 205 – 141 termasuk dalam kategori rendah.

Lampiran 3. Surat Kuesioner Penelitian pada Hotel Karma Royal Jimbaran

KUESIONER PENELITIAN

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA HOTEL KARMA ROYAL JIMBARAN

Kepada Yth
Bapak/Ibu/Manajer Hotel Karma Royal Jimbaran
Tempat

Dengan hormat,

Sehubungan dengan penelitian yang akan saya lakukan mengenai motivasi kerja, disiplin kerja dan kinerja pegawai Hotel Karma Royal Jimbaran dengan ini saya mohon kesediaan Bapak/Ibu/Saudara/i mengisi kuesioner di bawah ini secara objektif sesuai apa yang Bapak/Ibu/Saudara/i rasakan. Penelitian ini dilakukan untuk mengumpulkan data dan informasi dalam rangka penyusunan skripsi untuk memperoleh gelar Sarjana (S1) serta kuesioner ini sepenuhnya digunakan untuk kepentingan ilmu pengetahuan.

Atas kesediaan Bapak/Ibu/Saudara/i yang telah meluangkan waktunya untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Singaraja,
Hormat saya,

I KOMANG YOGI PRANATA
NIM 1417041204

Lampiran 4. Kuesioner Penelitian pada Hotel Karma Royal Jimbaran

I.IDENTITAS RESPONDEN

Petunjuk:

Pada bagian ini Bapak/Ibu dimohon dengan sungguh-sungguh dan jujur untuk mengisi data dan identitas Bapak/Ibu untuk nilai motivasi kerja, disiplin kerja, dan kinerja karyawan dengan jelas. Data identitas Bapak/Ibu akan saya jaga kerahasiaanya dan tidak akan mempengaruhi pekerjaan yang Bapak/Ibu lakukan di Instansi terkait.

Karyawan

(1) Nama :
(2) Jabatan :
(3) Unit Kerja :

Petunjuk:

Pada kuesioner ini, Bapak/Ibu diminta untuk memberikan penilaian secara objektif dan jujur dengan member tanda (x) pada pilihan jawaban A,B,C,D, atau E yang dianggap paling cocok dengan situasi dan kondisi yang Bapak/Ibu rasakan di tempat kerja.

II. VARIABEL MOTIVASI KERJA (Untuk Pimpinan)

1. Bagaimana kesesuaian gaji yang Bapak/Ibu terima dengan yang Bapak/Ibu harapkan?
   a. Sangat Sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
2. Bagaimana kesesuaian gaji yang Bapak/Ibu terima dengan yang Bapak/Ibu dapatkan?
   a. Sangat Sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
3. Bagaimana kesesuaian gaji yang Bapak/Ibu terima dengan beban kerja yang Bapak/Ibu dapatkan?
   a. Sangat Sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
4. Bagaimana kesesuaian gaji yang terima dengan kebutuhan sehari-hari Bapak/Ibu?
   a. Sangat Sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
5. Bagaimana kemampuan komunikasi Bapak/Ibu terhadap rekan kerja dalam menghadapi permasalahan?
   a. Sangat Mampu
   b. Mampu
   c. Cukup mampu
   d. Tidak mampu
   e. Sangat tidak mampu

6. Bagaimana kemampuan komunikasi Bapak/Ibu terhadap rekan kerja dalam membantu satu sama lain mengenai tugas pekerjaan ?
   a. Sangat Mampu
   b. Mampu
   c. Cukup mampu
   d. Tidak mampu
   e. Sangat tidak mampu
7. Bagaimana keakraban hubungan Bapak/Ibu dengan teman sekerja ?
   a. Sangat akrab
   b. Akrab
   c. Cukup akrab
   d. Tidak akrab
   e. Sangat tidak akrab
8. Bagaimana keeratan hubungan Bapak/Ibu dengan atasan dan teman sekerja ?
   a. Sangat Erat
   b. Erat
   c. Cukup Erat
   d. Tidak Erat
   e. Sangat tidak Erat
9. Bagaimana kemampuan Bapak/ Ibu dalam mencapai prestasi kerja ditempat kerja ?
   a. Sangat Mampu
   b. Mampu
   c. Cukup mampu
   d. Tidak mampu
   e. Sangat tidak mampu
10. Bagaimana kemampuan Bapak/Ibu dalam meningkatkan prestasi kerja ditempat kerja ?
   a. Sangat Mampu
   b. Mampu
   c. Cukup mampu
   d. Tidak mampu
   e. Sangat tidak mampu
11. Bagaimana kesesuaian kompetensi yang Bapak/Ibu miliki dengan pekerjaan yang diampu ?
   a. Sangat sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
12. Bagaimana kesesuaian kompetensi yang Bapak/Ibu miliki dalam meningkatkan kinerja perusahaan ?
   a. Sangat sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
13. Bagaimana kesesuaian tempat fisik kerja Bapak/Ibu dengan kebutuhan dalam bekerja ?
   a. Sangat sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
14. Bagaimana kesesuaian tempat fisik kerja Bapak/Ibu dalam menunjang kebutuhan di tempat kerja ?
   a. Sangat sesuai
   b. Sesuai
   c. Cukup sesuai
   d. Tidak sesuai
   e. Sangat tidak sesuai
15. Bagaimana kenyamanan kondisi kerja fisik yang Bapak/Ibu rasakan di tempat kerja ?
   a. Sangat nyaman
   b. Nyaman
   c. Cukup nyaman
   d. Tidak nyaman
   e. Sangat tidak nyaman

16. Bagaimana kenyamanan kondisi nonfisik di tempat Bapak/Ibu bekerja ?
    a. Sangat snyaman
    b. Nyaman
    c. Cukup nyaman
    d. Tidak nyaman
    e. Sangat tidak nyaman

III. DISIPLIN KERJA (Untuk Karyawan)

1. Bagaimana ketaatan karyawan Bapak/Ibu untuk hadir sesuai dengan standar kehadiran yang ditetapkan oleh pihak hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
2. Bagaimana ketaatan karyawan Bapak/Ibu untuk melakukan presensi sesuai dengan batas toleransi kehadiran yang ditetapkan oleh pihak hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
3. Bagaimana ketaatan karyawan Bapak/Ibuterhadap ketentuan jam kerja yang ditetapkan oleh pihak hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
4. Bagaimana kepatuhan karyawan Bapak/Ibu terhadap ketentuan aturan jam kerja yang ditetapkan oleh pihak hotel?
    a. Sangat Patuh
    b. Patuh
    c. Cukup Patuh
    d. Tidak Patuh
    e. Sangat Tidak Patuh
5. Bagaimana ketaatan karyawan Bapak/Ibu terhadap instruksi kerja yang diberikan oleh atasan?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
6. Bagaimana ketaatan karyawan Bapak/Ibu terhadap petunjuk-petunjuk atau arahan yang diberikan oleh atasan?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
7. Bagamana ketaatan karyawan Bapak/Ibu dalam mengikuti peraturan yang berlaku di hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
8. Bagaimana ketaatan karyawan Bapak/Ibu dalam mengikuti tata tertib yang di tetapkan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
9. Bagaimana ketaatan karyawan Bapak/Ibu dalam mengikuti cara kerja yang telah ditentukan oleh hotel?

a. Sangat Taat
b. Taat
c. Cukup Taat
d. Tidak Taat
e. Sangat Tidak Taat

10. Bagaimana ketaatan karyawan Bapak/Ibu dalam mengikuti aturan kerja yang telah ditentukan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
11. Bagaimana ketepatan waktu karyawan Bapak/Ibu terhadap jam kerja yang telah ditetapkan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
12. Bagaimana ketepatan waktu karyawan Bapak/Ibu dalam mengikuti jam kerja yang ditetapkan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
13. Bagaimana ketepatan karyawan Bapak/Ibu dalam menyelesaikan pekerjaan yang diberikan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
14. Bagaimana ketepatan karyawan Bapak/Ibu dalam menyelesaikan tugas yang diberikan oleh hotel?
    a. Sangat Taat
    b. Taat
    c. Cukup Taat
    d. Tidak Taat
    e. Sangat Tidak Taat
15. Bagaimana perilaku karyawan Bapak/Ibu dalam bekerja di hotel?
    a. Sangat Baik
    b. Baik
    c. Cukup Baik
    d. Tidak Baik
    e. Sangat Tidak Baik
16. Bagaimana sikap karyawan Bapak/Ibu dalam bekerja di hotel?
    a. Sangat Baik
    b. Baik
    c. Cukup Baik
    d. Tidak Baik
    e. Sangat Tidak Baik
17. Bagaimana karyawan Bapak/Ibu berpakaian dalam bekerja di hotel?
    a. Sangat Rapi
    b. Rapi
    c. CukupRapi
    d. Tidak Rapi
    e. Sangat Tidak Rapi
18. Bagaimana karyawan Bapak/Ibu dalam mengenakan seragam saat bekerja di hotel?
    a. Sangat Rapi
    b. Rapi
    c. CukupRapi
    d. Tidak Rapi
    e. Sangat Tidak Rapi
19. Bagaimana kejujuran karyawan Bapak/Ibu dalam bekerja di hotel?
    a. Sangat Jujur
    b. Jujur
    d. Tidak Jujur
    e. Sangat Tidak Jujur

c. Cukup Jujur

20. Bagaimana kejujuran karyawan Bapak/Ibu saat bekerja di hotel?
    a. Sangat Jujur
    b. Jujur
    c. Cukup Jujur
    d. Tidak Jujur
    e. Sangat Tidak Jujur
21. Bagaimana kesopanan karyawan Bapak/Ibu terhadap atasan dan rekan kerja di hotel?
    a. Sangat Sopan
    b. Sopan
    c. Cukup Sopan
    d. Tidak Sopan
    e. Sangat Tidak Sopan
22. Bagaimana tata krama karyawan Bapak/Ibu terhadap atasan dan rekan kerja di hotel?
    a. Sangat Baik
    b. Baik
    c. Cukup Baik
    d. Tidak Baik
    e. Sangat Tidak Baik

Lampiran 5. Uji Validitas dan Reliabilitas Variabel Motivasi Kerja

A. Data Ordinal Motivasi Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Total
1	3	5	4	5	4	4	3	4	4	5	3	5	3	5	5	4	66
2	3	4	4	4	4	4	3	5	4	3	4	4	4	4	5	4	63
3	3	4	3	4	4	3	3	3	5	3	5	4	4	3	4	3	58
4	3	3	3	3	3	3	3	3	4	3	3	4	3	3	3	3	50
5	5	4	4	4	4	4	5	4	4	3	4	4	4	4	4	4	65
6	5	4	5	4	4	4	5	3	4	3	4	4	4	4	4	4	65
7	4	4	4	4	4	3	4	3	3	3	3	3	4	3	4	3	56
8	3	3	3	3	3	4	3	4	4	3	3	3	3	4	3	4	53
9	3	3	4	3	3	4	3	4	4	3	4	3	3	4	3	4	55
10	3	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	50
11	3	3	3	3	3	4	3	4	4	4	4	3	3	4	3	4	55
12	3	3	4	3	3	5	3	5	5	4	5	3	3	5	3	5	62
13	4	4	4	4	4	3	4	3	3	4	3	5	4	3	4	3	59
14	4	5	4	5	5	4	4	4	4	5	4	5	5	4	5	4	71
15	4	5	4	5	5	4	4	4	4	5	4	4	5	4	5	4	70
16	5	5	5	5	5	4	5	4	4	5	4	5	5	4	5	4	74
17	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	63
18	4	4	4	4	4	5	4	5	5	4	5	4	4	5	4	5	70
19	4	4	3	4	4	3	4	3	3	4	3	4	4	3	4	3	57
20	5	5	5	5	5	3	5	3	3	5	3	5	5	3	5	3	68
21	4	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	51
22	4	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	51

23	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	50
24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48
25	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	63
26	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
27	4	4	4	4	4	3	4	3	3	4	3	4	4	3	4	3	58
28	4	4	4	4	4	3	4	3	3	4	3	4	4	3	4	3	58
29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369
	5	4	0.133	1.000	0.000		3.705
2	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
3	3	9	0.300	0.300	0.348	-0.524	1.000
	4	18	0.600	0.900	0.175	1.282	2.446
	5	3	0.100	1.000	0.000	8.161	3.914
4	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
5	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369

	5	4	0.133	1.000	0.000		3.705
6	3	13	0.433	0.433	0.393	-0.168	1.000
	4	15	0.500	0.933	0.129	1.501	2.436
	5	2	0.067	1.000	0.000		3.847
7	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369
	5	4	0.133	1.000	0.000		3.705
8	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364
	5	3	0.100	1.000	0.000		3.607
9	3	11	0.367	0.367	0.376	-0.341	1.000
	4	16	0.533	0.900	0.175	1.282	2.403
	5	3	0.100	1.000	0.000	8.161	3.782
10	3	12	0.400	0.400	0.386	-0.253	1.000
	4	13	0.433	0.833	0.250	0.967	2.281
	5	5	0.167	1.000	0.000		3.465
11	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364
	5	3	0.100	1.000	0.000		3.607
12	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
13	3	11	0.367	0.367	0.376	-0.341	1.000
	4	15	0.500	0.867	0.215	1.111	2.349
	5	4	0.133	1.000	0.000		3.641
14	3	13	0.433	0.433	0.393	-0.168	1.000
	4	14	0.467	0.900	0.175	1.282	2.375

	5	3	0.100	1.000	0.000		3.663
15	3	10	0.333	0.333	0.364	-0.431	1.000
	4	14	0.467	0.800	0.280	0.842	2.270
	5	6	0.200	1.000	0.000		3.491
16	3	13	0.433	0.433	0.393	-0.168	1.000
	4	15	0.500	0.933	0.129	1.501	2.436
	5	2	0.067	1.000	0.000		3.847

C. Data Interval Variabel Motivasi Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Total
1	1.000	3.590	2.446	3.590	2.369	2.436	1.000	2.364	2.403	3.465	1.000	3.590	1.000	3.663	3.491	2.436	39.842
2	1.000	2.318	2.446	2.318	2.369	2.436	1.000	3.607	2.403	1.000	2.364	2.318	2.349	2.375	3.491	2.436	36.230
3	1.000	2.318	1.000	2.318	2.369	1.000	1.000	1.000	3.782	1.000	3.607	2.318	2.349	1.000	2.270	1.000	29.331
4	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.403	1.000	1.000	2.318	1.000	1.000	1.000	1.000	18.722
5	3.705	2.318	2.446	2.318	2.369	2.436	3.705	2.364	2.403	1.000	2.364	2.318	2.349	2.375	2.270	2.436	39.178
6	3.705	2.318	3.914	2.318	2.369	2.436	3.705	1.000	2.403	1.000	2.364	2.318	2.349	2.375	2.270	2.436	39.282
7	2.369	2.318	2.446	2.318	2.369	1.000	2.369	1.000	1.000	1.000	1.000	1.000	2.349	1.000	2.270	1.000	26.808
8	1.000	1.000	1.000	1.000	1.000	2.436	1.000	2.364	2.403	1.000	1.000	1.000	1.000	2.375	1.000	2.436	23.014
9	1.000	1.000	2.446	1.000	1.000	2.436	1.000	2.364	2.403	1.000	2.364	1.000	1.000	2.375	1.000	2.436	25.824
10	1.000	1.000	2.446	1.000	1.000	1.000	1.000	1.000	1.000	2.281	1.000	1.000	1.000	1.000	1.000	1.000	18.727
11	1.000	1.000	1.000	1.000	1.000	2.436	1.000	2.364	2.403	2.281	2.364	1.000	1.000	2.375	1.000	2.436	25.659
12	1.000	1.000	2.446	1.000	1.000	3.847	1.000	3.607	3.782	2.281	3.607	1.000	1.000	3.663	1.000	3.847	35.080
13	2.369	2.318	2.446	2.318	2.369	1.000	2.369	1.000	1.000	2.281	1.000	3.590	2.349	1.000	2.270	1.000	30.679
14	2.369	3.590	2.446	3.590	3.705	2.436	2.369	2.364	2.403	3.465	2.364	3.590	3.641	2.375	3.491	2.436	46.634
15	2.369	3.590	2.446	3.590	3.705	2.436	2.369	2.364	2.403	3.465	2.364	2.318	3.641	2.375	3.491	2.436	45.362
16	3.705	3.590	3.914	3.590	3.705	2.436	3.705	2.364	2.403	3.465	2.364	3.590	3.641	2.375	3.491	2.436	50.775
17	2.369	2.318	1.000	2.318	2.369	2.436	2.369	2.364	2.403	2.281	2.364	2.318	2.349	2.375	2.270	2.436	36.340
18	2.369	2.318	2.446	2.318	2.369	3.847	2.369	3.607	3.782	2.281	3.607	2.318	2.349	3.663	2.270	3.847	45.760
19	2.369	2.318	1.000	2.318	2.369	1.000	2.369	1.000	1.000	2.281	1.000	2.318	2.349	1.000	2.270	1.000	27.962
20	3.705	3.590	3.914	3.590	3.705	1.000	3.705	1.000	1.000	3.465	1.000	3.590	3.641	1.000	3.491	1.000	42.397

21	2.369	1.000	2.446	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	20.184
22	2.369	1.000	2.446	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	20.184
23	2.369	1.000	1.000	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	18.738
24	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	16.000
25	2.369	2.318	1.000	2.318	2.369	2.436	2.369	2.364	2.403	2.281	2.364	2.318	2.349	2.375	2.270	2.436	36.340
26	2.369	2.318	2.446	2.318	2.369	2.436	2.369	2.364	2.403	2.281	2.364	2.318	2.349	2.375	2.270	2.436	37.786
27	2.369	2.318	2.446	2.318	2.369	1.000	2.369	1.000	1.000	2.281	1.000	2.318	2.349	1.000	2.270	1.000	29.407
28	2.369	2.318	2.446	2.318	2.369	1.000	2.369	1.000	1.000	2.281	1.000	2.318	2.349	1.000	2.270	1.000	29.407
29	2.369	2.318	2.446	2.318	2.369	2.436	2.369	2.364	2.403	2.281	2.364	2.318	2.349	2.375	2.270	2.436	37.786
30	2.369	2.318	2.446	2.318	2.369	2.436	2.369	2.364	2.403	2.281	2.364	2.318	2.349	2.375	2.270	2.436	37.786

D. Hasil SPSS Uji Validitas Variabel Motivasi Kerja

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	TOTAL
X1.1	Pearson Correlation	1	.522**	.577**	.522**	.610**	-.017	1.000**	-.166	-.212	.254	-.007	.446*	.659**	-.074	.445*	-.017	.523**
	Sig. (2-tailed)		.003	.001	.003	.000	.928	.000	.380	.260	.175	.970	.013	.000	.696	.014	.928	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.522**	1	.484**	1.000**	.967**	.176	.522**	.168	.131	.722**	.171	.860**	.861**	.251	.970**	.176	.846**
	Sig. (2-tailed)	.003		.007	.000	.000	.353	.003	.375	.491	.000	.368	.000	.000	.182	.000	.353	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.577**	.484**	1	.484**	.493**	.165	.577**	.063	-.053	.350	.072	.403*	.464**	.170	.479**	.165	.554**
	Sig. (2-tailed)	.001	.007		.007	.006	.384	.001	.739	.782	.058	.704	.027	.010	.368	.007	.384	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.522**	1.000**	.484**	1	.967**	.176	.522**	.168	.131	.722**	.171	.860**	.861**	.251	.970**	.176	.846**
	Sig. (2-tailed)	.003	.000	.007		.000	.353	.003	.375	.491	.000	.368	.000	.000	.182	.000	.353	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.610**	.967**	.493**	.967**	1	.154	.610**	.147	.116	.676**	.227	.819**	.962**	.163	.941**	.154	.848**
	Sig. (2-tailed)	.000	.000	.006	.000		.417	.000	.439	.543	.000	.227	.000	.000	.389	.000	.417	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	-.017	.176	.165	.176	.154	1	-.017	.922**	.796**	.268	.757**	.097	.120	.964**	.196	1.000**	.627**
	Sig. (2-tailed)	.928	.353	.384	.353	.417		.928	.000	.000	.152	.000	.611	.528	.000	.299	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	1.000**	.522**	.577**	.522**	.610**	-.017	1	-.166	-.212	.254	-.007	.446*	.659**	-.074	.445*	-.017	.523**

	Sig. (2-tailed)	.000	.003	.001	.003	.000	.928		.380	.260	.175	.970	.013	.000	.696	.014	.928	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	-.166	.168	.063	.168	.147	.922**	-.166	1	.732**	.255	.695**	.094	.114	.891**	.252	.922**	.565**
	Sig. (2-tailed)	.380	.375	.739	.375	.439	.000	.380		.000	.174	.000	.623	.548	.000	.179	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	-.212	.131	-.053	.131	.116	.796**	-.212	.732**	1	.085	.889**	.134	.092	.763**	.145	.796**	.494**
	Sig. (2-tailed)	.260	.491	.782	.491	.543	.000	.260	.000		.654	.000	.482	.628	.000	.445	.000	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.254	.722**	.350	.722**	.676**	.268	.254	.255	.085	1	.110	.659**	.574**	.334	.642**	.268	.675**
	Sig. (2-tailed)	.175	.000	.058	.000	.000	.152	.175	.174	.654		.562	.000	.001	.071	.000	.152	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	-.007	.171	.072	.171	.227	.757**	-.007	.695**	.889**	.110	1	.096	.273	.658**	.190	.757**	.562**
	Sig. (2-tailed)	.970	.368	.704	.368	.227	.000	.970	.000	.000	.562		.613	.145	.000	.314	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	.446*	.860**	.403*	.860**	.819**	.097	.446*	.094	.134	.659**	.096	1	.717**	.176	.835**	.097	.729**
	Sig. (2-tailed)	.013	.000	.027	.000	.000	.611	.013	.623	.482	.000	.613		.000	.352	.000	.611	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.13	Pearson Correlation	.659**	.861**	.464**	.861**	.962**	.120	.659**	.114	.092	.574**	.273	.717**	1	.058	.841**	.120	.789**
	Sig. (2-tailed)	.000	.000	.010	.000	.000	.528	.000	.548	.628	.001	.145	.000		.759	.000	.528	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	-.074	.251	.170	.251	.163	.964**	-.074	.891**	.763**	.334	.658**	.176	.058	1	.264	.964**	.628**
	Sig. (2-tailed)	.696	.182	.368	.182	.389	.000	.696	.000	.000	.071	.000	.352	.759		.158	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X1.15	Pearson Correlation	.445*	.970**	.479**	.970**	.941**	.196	.445*	.252	.145	.642**	.190	.835**	.841**	.264	1	.196	.830**
	Sig. (2-tailed)	.014	.000	.007	.000	.000	.299	.014	.179	.445	.000	.314	.000	.000	.158		.299	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.16	Pearson Correlation	-.017	.176	.165	.176	.154	1.000**	-.017	.922**	.796**	.268	.757**	.097	.120	.964**	.196	1	.627**
	Sig. (2-tailed)	.928	.353	.384	.353	.417	.000	.928	.000	.000	.152	.000	.611	.528	.000	.299		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.523**	.846**	.554**	.846**	.848**	.627**	.523**	.565**	.494**	.675**	.562**	.729**	.789**	.628**	.830**	.627**	1
	Sig. (2-tailed)	.003	.000	.002	.000	.000	.000	.003	.001	.005	.000	.001	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

E. Hasil SPSS Uji Reliabilitas Variabel Motivasi Kerja

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.845
		N of Items	8[a]
	Part 2	Value	.883
		N of Items	8[b]
	Total N of Items		16
Correlation Between Forms			.734
Spearman-Brown Coefficient	Equal Length		.847
	Unequal Length		.847
Guttman Split-Half Coefficient			.846

a. The items are: X1.1, X1.3, X1.5, X1.7, X1.9, X1.11, X1.13, X1.15.

b. The items are: X1.2, X1.4, X1.6, X1.8, X1.10, X1.12, X1.14, X1.16.

Lampiran 6. Uji Validitas dan Reliabilitas Variabel Disiplin Kerja

A. Data Ordinal Disiplin Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	Total
1	3	4	5	5	4	3	5	5	4	3	4	4	3	4	4	4	4	4	5	4	3	4	88
2	3	4	4	5	4	4	4	4	4	4	4	4	3	4	5	4	4	4	3	3	4	4	86
3	3	4	4	4	3	5	4	4	4	4	3	3	3	4	3	4	5	3	3	3	5	3	81
4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	67
5	5	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	3	4	4	4	89
6	5	4	4	3	5	5	4	3	4	4	4	4	5	4	3	4	4	4	3	4	4	5	89
7	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	3	5	3	3	3	5	82
8	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	4	4	4	3	4	3	3	73
9	3	3	3	3	4	4	3	3	3	3	4	4	3	3	4	4	4	4	3	4	4	4	77
10	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	4	71
11	3	3	3	3	3	3	3	3	3	3	4	4	3	3	4	4	4	4	4	4	4	3	75
12	3	3	3	3	4	4	3	3	3	3	5	5	3	3	5	5	5	5	4	5	5	4	86
13	4	5	4	4	4	4	4	4	4	4	3	3	4	5	3	3	3	3	4	3	3	4	82
14	4	5	5	5	4	4	5	5	5	5	4	4	4	5	4	4	4	4	5	4	4	4	97
15	4	5	5	5	4	4	5	5	5	5	4	4	4	5	4	4	4	5	5	4	4	3	97
16	5	5	5	5	5	5	5	5	5	5	4	4	5	5	4	4	4	4	5	4	4	5	102
17	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	84
18	4	4	4	4	4	4	4	4	4	4	5	5	4	4	5	5	5	5	4	5	5	4	96
19	4	4	4	4	3	3	4	4	4	4	3	3	4	4	3	3	3	3	4	3	3	3	77
20	5	5	5	5	5	5	5	5	5	5	3	3	5	5	3	3	3	3	5	3	3	5	94
21	4	3	3	3	4	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	70
22	4	3	3	3	4	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	4	71

23	4	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	68
24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	67
25	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	86
26	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	87
27	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	4	4	3	4	81
28	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	4	3	3	4	80
29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88
30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	88

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369
	5	4	0.133	1.000	0.000		3.705
2	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
3	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
4	3	11	0.367	0.367	0.376	-0.341	1.000
	4	13	0.433	0.800	0.280	0.842	2.249
	5	6	0.200	1.000	0.000		3.426
5	3	9	0.300	0.300	0.348	-0.524	1.000
	4	18	0.600	0.900	0.175	1.282	2.446
	5	3	0.100	1.000	0.000	8.161	3.914
6	3	9	0.300	0.300	0.348	-0.524	1.000
	4	17	0.567	0.867	0.215	1.111	2.393

	5	4	0.133	1.000	0.000		3.774
7	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
8	3	11	0.367	0.367	0.376	-0.341	1.000
	4	14	0.467	0.833	0.250	0.967	2.298
	5	5	0.167	1.000	0.000	8.161	3.526
9	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369
	5	4	0.133	1.000	0.000		3.705
10	3	11	0.367	0.367	0.376	-0.341	1.000
	4	15	0.500	0.867	0.215	1.111	2.349
	5	4	0.133	1.000	0.000		3.641
11	3	13	0.433	0.433	0.393	-0.168	1.000
	4	15	0.500	0.933	0.129	1.501	2.436
	5	2	0.067	1.000	0.000		3.847
12	3	13	0.433	0.433	0.393	-0.168	1.000
	4	15	0.500	0.933	0.129	1.501	2.436
	5	2	0.067	1.000	0.000		3.847
13	3	10	0.333	0.333	0.364	-0.431	1.000
	4	16	0.533	0.867	0.215	1.111	2.369
	5	4	0.133	1.000	0.000		3.705
14	3	10	0.333	0.333	0.364	-0.431	1.000
	4	15	0.500	0.833	0.250	0.967	2.318
	5	5	0.167	1.000	0.000	8.161	3.590
15	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364
	5	3	0.100	1.000	0.000		3.607
16	3	12	0.400	0.400	0.386	-0.253	1.000
	4	16	0.533	0.933	0.129	1.501	2.448

	5	2	0.067	1.000	0.000		3.905
17	3	11	0.367	0.367	0.376	-0.341	1.000
	4	16	0.533	0.900	0.175	1.282	2.403
	5	3	0.100	1.000	0.000	8.161	3.782
18	3	12	0.400	0.400	0.386	-0.253	1.000
	4	14	0.467	0.867	0.215	1.111	2.332
	5	4	0.133	1.000	0.000		3.580
19	3	12	0.400	0.400	0.386	-0.253	1.000
	4	13	0.433	0.833	0.250	0.967	2.281
	5	5	0.167	1.000	0.000		3.465
20	3	14	0.467	0.467	0.398	-0.084	1.000
	4	14	0.467	0.933	0.129	1.501	2.427
	5	2	0.067	1.000	0.000		3.791
21	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364
	5	3	0.100	1.000	0.000		3.607
22	3	9	0.300	0.300	0.348	-0.524	1.000
	4	17	0.567	0.867	0.215	1.111	2.393
	5	4	0.133	1.000	0.000		3.774

C. Data Interval Variabel Disiplin Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	Total
1	1.000	2.318	3.590	3.426	2.446	1.000	3.590	3.526	2.369	1.000	2.436	2.436	1.000	2.318	2.364	2.448	2.403	2.332	3.465	2.427	1.000	2.393	51.288
2	1.000	2.318	2.318	3.426	2.446	2.393	2.318	2.298	2.369	2.349	2.436	2.436	1.000	2.318	3.607	2.448	2.403	2.332	1.000	1.000	2.364	2.393	48.973
3	1.000	2.318	2.318	2.249	1.000	3.774	2.318	2.298	2.369	2.349	1.000	1.000	1.000	2.318	1.000	2.448	3.782	1.000	1.000	1.000	3.607	1.000	42.148
4	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.403	1.000	1.000	1.000	1.000	1.000	23.403
5	3.705	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	2.436	2.436	3.705	2.318	2.364	2.448	2.403	2.332	1.000	2.427	2.364	2.393	53.391
6	3.705	2.318	2.318	1.000	3.914	3.774	2.318	1.000	2.369	2.349	2.436	2.436	3.705	2.318	1.000	2.448	2.403	2.332	1.000	2.427	2.364	3.774	53.709
7	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	1.000	1.000	2.369	2.318	1.000	1.000	1.000	3.580	1.000	1.000	1.000	3.774	43.469
8	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.436	2.436	1.000	1.000	2.364	2.448	2.403	2.332	1.000	2.427	1.000	1.000	31.846

9	1.000	1.000	1.000	1.000	2.446	2.393	1.000	1.000	1.000	1.000	2.436	2.436	1.000	1.000	2.364	2.448	2.403	2.332	1.000	2.427	2.364	2.393	37.442
10	1.000	1.000	1.000	1.000	2.446	2.393	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.281	2.427	1.000	2.393	28.939
11	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.436	2.436	1.000	1.000	2.364	2.448	2.403	2.332	2.281	2.427	2.364	1.000	34.492
12	1.000	1.000	1.000	1.000	2.446	2.393	1.000	1.000	1.000	1.000	3.847	3.847	1.000	1.000	3.607	3.905	3.782	3.580	2.281	3.791	3.607	2.393	49.480
13	2.369	3.590	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	1.000	1.000	2.369	3.590	1.000	1.000	1.000	1.000	2.281	1.000	1.000	2.393	43.332
14	2.369	3.590	3.590	3.426	2.446	2.393	3.590	3.526	3.705	3.641	2.436	2.436	2.369	3.590	2.364	2.448	2.403	2.332	3.465	2.427	2.364	2.393	63.303
15	2.369	3.590	3.590	3.426	2.446	2.393	3.590	3.526	3.705	3.641	2.436	2.436	2.369	3.590	2.364	2.448	2.403	3.580	3.465	2.427	2.364	1.000	63.159
16	3.705	3.590	3.590	3.426	3.914	3.774	3.590	3.526	3.705	3.641	2.436	2.436	3.705	3.590	2.364	2.448	2.403	2.332	3.465	2.427	2.364	3.774	70.206
17	2.369	2.318	2.318	2.249	1.000	1.000	2.318	2.298	2.369	2.349	2.436	2.436	2.369	2.318	2.364	2.448	2.403	2.332	2.281	1.000	2.364	1.000	46.341
18	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	3.847	3.847	2.369	2.318	3.607	3.905	3.782	3.580	2.281	3.791	3.607	2.393	62.756
19	2.369	2.318	2.318	2.249	1.000	1.000	2.318	2.298	2.369	2.349	1.000	1.000	2.369	2.318	1.000	1.000	1.000	1.000	2.281	1.000	1.000	1.000	36.557
20	3.705	3.590	3.590	3.426	3.914	3.774	3.590	3.526	3.705	3.641	1.000	1.000	3.705	3.590	1.000	1.000	1.000	1.000	3.465	1.000	1.000	3.774	58.995
21	2.369	1.000	1.000	1.000	2.446	2.393	1.000	1.000	1.000	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	27.576
22	2.369	1.000	1.000	1.000	2.446	2.393	1.000	1.000	1.000	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.393	28.969
23	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.369	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	24.738
24	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.393	23.393
25	2.369	2.318	2.318	2.249	1.000	1.000	2.318	2.298	2.369	2.349	2.436	2.436	2.369	2.318	2.364	2.448	2.403	2.332	2.281	2.427	2.364	2.393	49.160
26	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	2.436	2.436	2.369	2.318	2.364	2.448	2.403	2.332	2.281	1.000	2.364	2.393	50.572
27	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	1.000	1.000	2.369	2.318	1.000	1.000	1.000	1.000	2.281	2.427	1.000	2.393	42.215
28	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	1.000	1.000	2.369	2.318	1.000	1.000	1.000	1.000	2.281	1.000	1.000	2.393	40.788
29	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	2.436	2.436	2.369	2.318	2.364	2.448	2.403	2.332	2.281	2.427	2.364	2.393	51.999
30	2.369	2.318	2.318	2.249	2.446	2.393	2.318	2.298	2.369	2.349	2.436	2.436	2.369	2.318	2.364	2.448	2.403	2.332	2.281	2.427	2.364	2.393	51.999

D. Hasil SPSS Uji Validitas Variabel Disiplin Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	TOTAL
X2.1	Pearson Correlation	1	.595**	.522**	.352	.577**	.478**	.522**	.423*	.610**	.659**	-.017	-.017	1.000**	.595**	-.166	-.087	-.212	.032	.254	-.033	-.007	.477**	.532**
	Sig. (2-tailed)		.001	.003	.057	.001	.008	.003	.020	.000	.000	.928	.928	.000	.001	.380	.647	.260	.868	.175	.862	.970	.008	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.595**	1	.932**	.874**	.484**	.469**	.932**	.900**	.967**	.933**	.097	.097	.595**	1.000**	.094	.110	.055	.194	.659**	.002	.171	.394*	.812**
	Sig. (2-tailed)	.001		.000	.000	.007	.009	.000	.000	.000	.000	.611	.611	.001	.000	.623	.561	.773	.305	.000	.990	.368	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.522**	.932**	1	.937**	.484**	.394*	1.000**	.966**	.967**	.861**	.176	.176	.522**	.932**	.168	.190	.131	.265	.722**	.081	.171	.394*	.842**
	Sig. (2-tailed)	.003	.000		.000	.007	.031	.000	.000	.000	.000	.353	.353	.003	.000	.375	.315	.491	.157	.000	.671	.368	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.352	.874**	.937**	1	.373*	.296	.937**	.972**	.906**	.807**	.163	.163	.352	.874**	.291	.177	.122	.248	.677**	.000	.160	.296	.771**
	Sig. (2-tailed)	.057	.000	.000		.042	.112	.000	.000	.000	.000	.389	.389	.057	.000	.119	.349	.520	.187	.000	.998	.398	.112	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.577**	.484**	.484**	.373*	1	.786**	.484**	.375*	.493**	.464**	.165	.165	.577**	.484**	.063	.093	-.053	.195	.350	.236	.072	.786**	.606**
	Sig. (2-tailed)	.001	.007	.007	.042		.000	.007	.041	.006	.010	.384	.384	.001	.007	.739	.626	.782	.301	.058	.208	.704	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.478**	.469**	.394*	.296	.786**	1	.394*	.297	.480**	.535**	.014	.014	.478**	.469**	-.071	.117	.137	.050	.128	.086	.330	.588**	.523**
	Sig. (2-tailed)	.008	.009	.031	.112	.000		.031	.111	.007	.002	.940	.940	.008	.009	.709	.537	.470	.793	.501	.652	.075	.001	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.522**	.932**	1.000**	.937**	.484**	.394*	1	.966**	.967**	.861**	.176	.176	.522**	.932**	.168	.190	.131	.265	.722**	.081	.171	.394*	.842**

	Sig. (2-tailed)	.003	.000	.000	.000	.007	.031		.000	.000	.000	.353	.353	.003	.000	.375	.315	.491	.157	.000	.671	.368	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.423*	.900**	.966**	.972**	.375*	.297	.966**	1	.931**	.825**	.142	.142	.423*	.900**	.212	.159	.108	.239	.757**	.046	.140	.297	.789**
	Sig. (2-tailed)	.020	.000	.000	.000	.041	.111	.000		.000	.000	.453	.453	.020	.000	.262	.401	.571	.203	.000	.810	.461	.111	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.610**	.967**	.967**	.906**	.493**	.480**	.967**	.931**	1	.962**	.154	.154	.610**	.967**	.147	.171	.116	.258	.676**	.052	.227	.400*	.858**
	Sig. (2-tailed)	.000	.000	.000	.000	.006	.007	.000	.000		.000	.417	.417	.000	.000	.439	.365	.543	.169	.000	.784	.227	.028	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.659**	.933**	.861**	.807**	.464**	.535**	.861**	.825**	.962**	1	.120	.120	.659**	.933**	.114	.140	.092	.231	.574**	.017	.273	.379*	.812**
	Sig. (2-tailed)	.000	.000	.000	.000	.010	.002	.000	.000	.000		.528	.528	.000	.000	.548	.460	.628	.219	.001	.931	.145	.039	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	-.017	.097	.176	.163	.165	.014	.176	.142	.154	.120	1	1.000**	-.017	.097	.922**	.955**	.796**	.823**	.268	.773**	.757**	.102	.599**
	Sig. (2-tailed)	.928	.611	.353	.389	.384	.940	.353	.453	.417	.528		.000	.928	.611	.000	.000	.000	.000	.152	.000	.000	.593	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	-.017	.097	.176	.163	.165	.014	.176	.142	.154	.120	1.000**	1	-.017	.097	.922**	.955**	.796**	.823**	.268	.773**	.757**	.102	.599**
	Sig. (2-tailed)	.928	.611	.353	.389	.384	.940	.353	.453	.417	.528	.000		.928	.611	.000	.000	.000	.000	.152	.000	.000	.593	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.13	Pearson Correlation	1.000**	.595**	.522**	.352	.577**	.478**	.522**	.423*	.610**	.659**	-.017	-.017	1	.595**	-.166	-.087	-.212	.032	.254	-.033	-.007	.477**	.532**
	Sig. (2-tailed)	.000	.001	.003	.057	.001	.008	.003	.020	.000	.000	.928	.928		.001	.380	.647	.260	.868	.175	.862	.970	.008	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.14	Pearson Correlation	.595**	1.000**	.932**	.874**	.484**	.469**	.932**	.900**	.967**	.933**	.097	.097	.595**	1	.094	.110	.055	.194	.659**	.002	.171	.394*	.812**

	Sig. (2-tailed)	.001	.000	.000	.000	.007	.009	.000	.000	.000	.000	.611	.611	.001		.623	.561	.773	.305	.000	.990	.368	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.15	Pearson Correlation	-.166	.094	.168	.291	.063	-.071	.168	.212	.147	.114	.922**	.922**	-.166	.094	1	.880**	.732**	.759**	.255	.629**	.695**	.011	.536**
	Sig. (2-tailed)	.380	.623	.375	.119	.739	.709	.375	.262	.439	.548	.000	.000	.380	.623		.000	.000	.000	.174	.000	.000	.954	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.16	Pearson Correlation	-.087	.110	.190	.177	.093	.117	.190	.159	.171	.140	.955**	.955**	-.087	.110	.880**	1	.919**	.773**	.211	.730**	.880**	.030	.596**
	Sig. (2-tailed)	.647	.561	.315	.349	.626	.537	.315	.401	.365	.460	.000	.000	.647	.561	.000		.000	.000	.264	.000	.000	.875	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.17	Pearson Correlation	-.212	.055	.131	.122	-.053	.137	.131	.108	.116	.092	.796**	.796**	-.212	.055	.732**	.919**	1	.618**	.085	.587**	.889**	-.111	.468**
	Sig. (2-tailed)	.260	.773	.491	.520	.782	.470	.491	.571	.543	.628	.000	.000	.260	.773	.000	.000		.000	.654	.001	.000	.561	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.18	Pearson Correlation	.032	.194	.265	.248	.195	.050	.265	.239	.258	.231	.823**	.823**	.032	.194	.759**	.773**	.618**	1	.215	.625**	.609**	.207	.600**
	Sig. (2-tailed)	.868	.305	.157	.187	.301	.793	.157	.203	.169	.219	.000	.000	.868	.305	.000	.000	.000		.254	.000	.000	.273	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.19	Pearson Correlation	.254	.659**	.722**	.677**	.350	.128	.722**	.757**	.676**	.574**	.268	.268	.254	.659**	.255	.211	.085	.215	1	.326	.110	.203	.657**
	Sig. (2-tailed)	.175	.000	.000	.000	.058	.501	.000	.000	.000	.001	.152	.152	.175	.000	.174	.264	.654	.254		.079	.562	.281	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.20	Pearson Correlation	-.033	.002	.081	.000	.236	.086	.081	.046	.052	.017	.773**	.773**	-.033	.002	.629**	.730**	.587**	.625**	.326	1	.543**	.173	.462*
	Sig. (2-tailed)	.862	.990	.671	.998	.208	.652	.671	.810	.784	.931	.000	.000	.862	.990	.000	.000	.001	.000	.079		.002	.361	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.21	Pearson Correlation	-.007	.171	.171	.160	.072	.330	.171	.140	.227	.273	.757**	.757**	-.007	.171	.695**	.880**	.889**	.609**	.110	.543**	1	.018	.563**

	Sig. (2-tailed)	.970	.368	.368	.398	.704	.075	.368	.461	.227	.145	.000	.000	.970	.368	.000	.000	.000	.000	.562	.002		.926	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.22	Pearson Correlation	.477**	.394*	.394*	.296	.786**	.588**	.394*	.297	.400*	.379*	.102	.102	.477**	.394*	.011	.030	-.111	.207	.203	.173	.018	1	.491**
	Sig. (2-tailed)	.008	.031	.031	.112	.000	.001	.031	.111	.028	.039	.593	.593	.008	.031	.954	.875	.561	.273	.281	.361	.926		.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.532**	.812**	.842**	.771**	.606**	.523**	.842**	.789**	.858**	.812**	.599**	.599**	.532**	.812**	.536**	.596**	.468**	.600**	.657**	.462*	.563**	.491**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	.002	.000	.002	.001	.009	.000	.000	.010	.001	.006	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

E. Hasil SPSS Uji Reliabilitas Variabel Disiplin Kerja

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.861
		N of Items	11[a]
	Part 2	Value	.876
		N of Items	11[b]
	Total N of Items		22
Correlation Between Forms			.964
Spearman-Brown Coefficient	Equal Length		.982
	Unequal Length		.982
Guttman Split-Half Coefficient			.981

a. The items are: X2.1, X2.3, X2.5, X2.7, X2.9, X2.11, X2.13, X2.15, X2.17, X2.19, X2.21.

b. The items are: X2.2, X2.4, X2.6, X2.8, X2.10, X2.12, X2.14, X2.16, X2.18, X2.20, X2.22.

Lampiran 7. Uji Validitas dan Reliabilitas Variabel Kinerja

A. Data Ordinal Kinerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
1	3	4	4	5	3	3	5	3	3	5	3	4	4	3	3	3	3	4	3	3	71
2	4	5	4	4	5	4	5	5	4	4	5	4	4	5	4	3	4	5	4	4	86
3	3	3	3	3	4	4	4	3	3	3	3	3	4	4	3	3	3	3	4	3	66
4	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	62
5	4	3	3	4	4	4	3	4	4	3	4	3	4	4	3	4	4	4	3	4	73
6	3	4	4	3	4	4	3	4	4	4	4	4	4	3	4	4	3	3	4	4	74
7	4	4	3	3	3	4	4	4	3	3	4	3	4	4	3	4	4	3	4	4	72
8	3	3	4	4	3	3	3	3	4	4	3	4	3	3	4	3	3	4	3	3	67
9	3	3	4	4	3	3	3	3	4	4	3	4	3	3	4	3	3	4	3	3	67
10	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	62
11	3	3	4	4	3	3	3	3	4	4	3	4	3	3	4	3	3	4	3	3	67
12	3	3	5	5	3	3	3	3	5	5	3	5	3	3	5	4	3	5	3	3	75
13	4	4	3	3	4	4	4	4	3	3	4	3	4	4	3	4	4	3	4	4	73
14	5	5	4	4	5	5	5	5	4	4	5	4	5	5	4	5	5	4	5	4	92
15	5	5	4	4	5	5	5	5	4	4	5	4	5	5	4	5	5	4	3	5	91
16	5	5	4	4	5	5	5	5	4	4	5	4	5	5	4	5	5	4	5	5	93
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
18	4	4	5	5	4	3	3	4	5	5	4	5	4	4	5	4	4	5	4	4	85
19	4	4	3	3	4	4	4	4	3	3	4	3	4	4	3	4	4	3	4	4	73
20	5	5	3	3	4	3	4	5	3	3	5	3	5	5	3	5	5	3	5	5	82
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
22	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	61

23	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	61
24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
25	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	79
26	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	79
27	4	4	3	3	4	4	4	4	3	3	4	3	4	4	3	4	4	3	4	4	73
28	4	4	3	3	4	4	4	4	3	3	4	3	4	4	3	4	4	3	4	4	73
29	4	3	4	4	4	3	4	3	4	4	3	4	4	5	4	4	4	4	3	3	75
30	4	4	4	3	4	4	4	3	4	4	3	4	3	4	4	3	4	3	3	4	73

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	13	0.433	0.433	0.393	-0.168	1.000
	4	13	0.433	0.867	0.215	1.111	2.319
	5	4	0.133	1.000	0.000		3.522
2	3	12	0.400	0.400	0.386	-0.253	1.000
	4	13	0.433	0.833	0.250	0.967	2.281
	5	5	0.167	1.000	0.000		3.465
3	3	14	0.467	0.467	0.398	-0.084	1.000
	4	14	0.467	0.933	0.129	1.501	2.427
	5	2	0.067	1.000	0.000		3.791
4	3	15	0.500	0.500	0.399	0.000	1.000
	4	12	0.400	0.900	0.175	1.282	2.356
	5	3	0.100	1.000	0.000		3.553
5	3	13	0.433	0.433	0.393	-0.168	1.000
	4	13	0.433	0.867	0.215	1.111	2.319
	5	4	0.133	1.000	0.000		3.522
6	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364

	5	3	0.100	1.000	0.000		3.607
7	3	13	0.433	0.433	0.393	-0.168	1.000
	4	12	0.400	0.833	0.250	0.967	2.267
	5	5	0.167	1.000	0.000		3.407
8	3	14	0.467	0.467	0.398	-0.084	1.000
	4	11	0.367	0.833	0.250	0.967	2.255
	5	5	0.167	1.000	0.000	8.161	3.351
9	3	14	0.467	0.467	0.398	-0.084	1.000
	4	14	0.467	0.933	0.129	1.501	2.427
	5	2	0.067	1.000	0.000		3.791
10	3	14	0.467	0.467	0.398	-0.084	1.000
	4	13	0.433	0.900	0.175	1.282	2.364
	5	3	0.100	1.000	0.000		3.607
11	3	14	0.467	0.467	0.398	-0.084	1.000
	4	11	0.367	0.833	0.250	0.967	2.255
	5	5	0.167	1.000	0.000	8.161	3.351
12	3	14	0.467	0.467	0.398	-0.084	1.000
	4	14	0.467	0.933	0.129	1.501	2.427
	5	2	0.067	1.000	0.000		3.791
13	3	11	0.367	0.367	0.376	-0.341	1.000
	4	15	0.500	0.867	0.215	1.111	2.349
	5	4	0.133	1.000	0.000		3.641
14	3	12	0.400	0.400	0.386	-0.253	1.000
	4	12	0.400	0.800	0.280	0.842	2.232
	5	6	0.200	1.000	0.000		3.366
15	3	14	0.467	0.467	0.398	-0.084	1.000
	4	14	0.467	0.933	0.129	1.501	2.427
	5	2	0.067	1.000	0.000		3.791
16	3	11	0.367	0.367	0.376	-0.341	1.000
	4	15	0.500	0.867	0.215	1.111	2.349

	5	4	0.133	1.000	0.000		3.641
17	3	13	0.433	0.433	0.393	-0.168	1.000
	4	13	0.433	0.867	0.215	1.111	2.319
	5	4	0.133	1.000	0.000		3.522
18	3	15	0.500	0.500	0.399	0.000	1.000
	4	12	0.400	0.900	0.175	1.282	2.356
	5	3	0.100	1.000	0.000		3.553
19	3	15	0.500	0.500	0.399	0.000	1.000
	4	12	0.400	0.900	0.175	1.282	2.356
	5	3	0.100	1.000	0.000		3.553
20	3	12	0.400	0.400	0.386	-0.253	1.000
	4	15	0.500	0.900	0.175	1.282	2.388
	5	3	0.100	1.000	0.000		3.721

C. Data Interval Variabel Kinerja

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
1	1.000	2.281	2.427	3.553	1.000	1.000	3.407	1.000	1.000	3.607	1.000	2.427	2.349	1.000	1.000	1.000	1.000	2.356	1.000	1.000	34.406
2	2.319	3.465	2.427	2.356	3.522	2.364	3.407	3.351	2.427	2.364	3.351	2.427	2.349	3.366	2.427	1.000	2.319	3.553	2.356	2.388	53.537
3	1.000	1.000	1.000	1.000	2.319	2.364	2.267	1.000	1.000	1.000	1.000	1.000	2.349	2.232	1.000	1.000	1.000	1.000	2.356	1.000	27.887
4	1.000	2.281	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.349	1.000	1.000	1.000	1.000	22.630
5	2.319	1.000	1.000	2.356	2.319	2.364	1.000	2.255	2.427	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	2.356	1.000	2.388	37.287
6	1.000	2.281	2.427	1.000	2.319	2.364	1.000	2.255	2.427	2.364	2.255	2.427	2.349	1.000	2.427	2.349	1.000	1.000	2.356	2.388	38.986
7	2.319	2.281	1.000	1.000	1.000	2.364	2.267	2.255	1.000	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	1.000	2.356	2.388	35.732
8	1.000	1.000	2.427	2.356	1.000	1.000	1.000	1.000	2.427	2.364	1.000	2.427	1.000	1.000	2.427	1.000	1.000	2.356	1.000	1.000	29.784
9	1.000	1.000	2.427	2.356	1.000	1.000	1.000	1.000	2.427	2.364	1.000	2.427	1.000	1.000	2.427	1.000	1.000	2.356	1.000	1.000	29.784
10	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.427	2.349	1.000	1.000	1.000	1.000	22.776
11	1.000	1.000	2.427	2.356	1.000	1.000	1.000	1.000	2.427	2.364	1.000	2.427	1.000	1.000	2.427	1.000	1.000	2.356	1.000	1.000	29.784
12	1.000	1.000	3.791	3.553	1.000	1.000	1.000	1.000	3.791	3.607	1.000	3.791	1.000	1.000	3.791	2.349	1.000	3.553	1.000	1.000	40.228
13	2.319	2.281	1.000	1.000	2.319	2.364	2.267	2.255	1.000	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	1.000	2.356	2.388	37.051
14	3.522	3.465	2.427	2.356	3.522	3.607	3.407	3.351	2.427	2.364	3.351	2.427	3.641	3.366	2.427	3.641	3.522	2.356	3.553	2.388	61.120

15	3.522	3.465	2.427	2.356	3.522	3.607	3.407	3.351	2.427	2.364	3.351	2.427	3.641	3.366	2.427	3.641	3.522	2.356	1.000	3.721	59.901
16	3.522	3.465	2.427	2.356	3.522	3.607	3.407	3.351	2.427	2.364	3.351	2.427	3.641	3.366	2.427	3.641	3.522	2.356	3.553	3.721	62.454
17	2.319	2.281	2.427	2.356	2.319	2.364	2.267	2.255	2.427	2.364	2.255	2.427	2.349	2.232	2.427	2.349	2.319	2.356	2.356	2.388	46.835
18	2.319	2.281	3.791	3.553	2.319	1.000	1.000	2.255	3.791	3.607	2.255	3.791	2.349	2.232	3.791	2.349	2.319	3.553	2.356	2.388	53.299
19	2.319	2.281	1.000	1.000	2.319	2.364	2.267	2.255	1.000	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	1.000	2.356	2.388	37.051
20	3.522	3.465	1.000	1.000	2.319	1.000	2.267	3.351	1.000	1.000	3.351	1.000	3.641	3.366	1.000	3.641	3.522	1.000	3.553	3.721	47.719
21	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	20.000
22	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.388	21.388
23	1.000	2.281	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	21.281
24	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	20.000
25	2.319	2.281	2.427	2.356	1.000	2.364	2.267	2.255	2.427	2.364	2.255	2.427	2.349	2.232	2.427	2.349	2.319	2.356	2.356	2.388	45.516
26	2.319	1.000	2.427	2.356	2.319	2.364	2.267	2.255	2.427	2.364	2.255	2.427	2.349	2.232	2.427	2.349	2.319	2.356	2.356	2.388	45.554
27	2.319	2.281	1.000	1.000	2.319	2.364	2.267	2.255	1.000	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	1.000	2.356	2.388	37.051
28	2.319	2.281	1.000	1.000	2.319	2.364	2.267	2.255	1.000	1.000	2.255	1.000	2.349	2.232	1.000	2.349	2.319	1.000	2.356	2.388	37.051
29	2.319	1.000	2.427	2.356	2.319	1.000	2.267	1.000	2.427	2.364	1.000	2.427	2.349	3.366	2.427	2.349	2.319	2.356	1.000	1.000	40.070
30	2.319	2.281	2.427	1.000	2.319	2.364	2.267	1.000	2.427	2.364	1.000	2.427	1.000	2.232	2.427	1.000	2.319	1.000	1.000	2.388	37.558

D. Hasil SPSS Uji Validitas Variabel Kinerja

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	Y.17	Y.18	Y.19	Y.20	TOTAL
Y.1	Pearson Correlation	1	.723**	.113	.115	.789**	.707**	.707**	.867**	.195	.059	.867**	.113	.854**	.920**	.113	.778**	1.000**	.184	.675**	.850**	.847**
	Sig. (2-tailed)		.000	.554	.546	.000	.000	.000	.000	.302	.758	.000	.554	.000	.000	.554	.000	.000	.331	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.723**	1	.091	.012	.651**	.588**	.704**	.800**	.012	.105	.800**	.091	.714**	.647**	.012	.574**	.723**	.073	.638**	.715**	.705**
	Sig. (2-tailed)	.000		.632	.951	.000	.001	.000	.000	.951	.582	.000	.632	.000	.000	.951	.001	.000	.702	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.113	.091	1	.838**	.188	.047	.131	.102	.909**	.967**	.102	1.000**	.101	.115	.909**	.097	.113	.838**	.016	.036	.554**
	Sig. (2-tailed)	.554	.632		.000	.320	.804	.489	.594	.000	.000	.594	.000	.597	.543	.000	.611	.554	.000	.933	.851	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.115	.012	.838**	1	.108	-.023	.189	.104	.762**	.879**	.104	.838**	.175	.119	.676**	.096	.115	.936**	-.060	-.040	.499**
	Sig. (2-tailed)	.546	.951	.000		.570	.902	.318	.585	.000	.000	.585	.000	.354	.532	.000	.614	.546	.000	.753	.835	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.789**	.651**	.188	.108	1	.778**	.695**	.796**	.270	.130	.796**	.188	.788**	.851**	.188	.567**	.789**	.240	.612**	.702**	.810**
	Sig. (2-tailed)	.000	.000	.320	.570		.000	.000	.000	.149	.494	.000	.320	.000	.000	.320	.001	.000	.202	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.707**	.588**	.047	-.023	.778**	1	.699**	.737**	.134	.003	.737**	.047	.712**	.667**	.047	.553**	.707**	.049	.586**	.690**	.690**
	Sig. (2-tailed)	.000	.001	.804	.902	.000		.000	.000	.481	.988	.000	.804	.000	.000	.804	.002	.000	.799	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.707**	.704**	.131	.189	.695**	.699**	1	.648**	-.019	.209	.648**	.131	.766**	.764**	-.019	.418*	.707**	.189	.544**	.547**	.704**
	Sig. (2-tailed)	.000	.000	.489	.318	.000	.000		.000	.922	.267	.000	.489	.000	.000	.922	.022	.000	.318	.002	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.867**	.800**	.102	.104	.796**	.737**	.648**	1	.180	.051	1.000**	.102	.872**	.791**	.102	.736**	.867**	.227	.780**	.872**	.847**
	Sig. (2-tailed)	.000	.000	.594	.585	.000	.000	.000		.341	.789	.000	.594	.000	.000	.594	.000	.000	.228	.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.195	.012	.909**	.762**	.270	.134	-.019	.180	1	.802**	.180	.909**	.101	.192	.909**	.181	.195	.838**	.016	.123	.567**
	Sig. (2-tailed)	.302	.951	.000	.000	.149	.481	.922	.341		.000	.341	.000	.597	.310	.000	.339	.302	.000	.933	.517	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.059	.105	.967**	.879**	.130	.003	.209	.051	.802**	1	.051	.967**	.114	.059	.802**	.035	.059	.813**	-.028	-.017	.507**
	Sig. (2-tailed)	.758	.582	.000	.000	.494	.988	.267	.789	.000		.789	.000	.548	.755	.000	.855	.758	.000	.883	.929	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.867**	.800**	.102	.104	.796**	.737**	.648**	1.000**	.180	.051	1	.102	.872**	.791**	.102	.736**	.867**	.227	.780**	.872**	.847**
	Sig. (2-tailed)	.000	.000	.594	.585	.000	.000	.000	.000	.341	.789		.594	.000	.000	.594	.000	.000	.228	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.113	.091	1.000**	.838**	.188	.047	.131	.102	.909**	.967**	.102	1	.101	.115	.909**	.097	.113	.838**	.016	.036	.554**
	Sig. (2-tailed)	.554	.632	.000	.000	.320	.804	.489	.594	.000	.000	.594		.597	.543	.000	.611	.554	.000	.933	.851	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.13	Pearson Correlation	.854**	.714**	.101	.175	.788**	.712**	.766**	.872**	.101	.114	.872**	.101	1	.840**	.017	.768**	.854**	.175	.764**	.768**	.827**
	Sig. (2-tailed)	.000	.000	.597	.354	.000	.000	.000	.000	.597	.548	.000	.597		.000	.931	.000	.000	.354	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.14	Pearson Correlation	.920**	.647**	.115	.119	.851**	.667**	.764**	.791**	.192	.059	.791**	.115	.840**	1	.115	.635**	.920**	.241	.644**	.712**	.811**
	Sig. (2-tailed)	.000	.000	.543	.532	.000	.000	.000	.000	.310	.755	.000	.543	.000		.543	.000	.000	.199	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.15	Pearson Correlation	.113	.012	.909**	.676**	.188	.047	-.019	.102	.909**	.802**	.102	.909**	.017	.115	1	.181	.113	.752**	.016	.036	.501**
	Sig. (2-tailed)	.554	.951	.000	.000	.320	.804	.922	.594	.000	.000	.594	.000	.931	.543		.339	.554	.000	.933	.851	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.16	Pearson Correlation	.778**	.574**	.097	.096	.567**	.553**	.418*	.736**	.181	.035	.736**	.097	.768**	.635**	.181	1	.778**	.096	.605**	.688**	.701**
	Sig. (2-tailed)	.000	.001	.611	.614	.001	.002	.022	.000	.339	.855	.000	.611	.000	.000	.339		.000	.614	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y.17	Pearson Correlation	1.000**	.723**	.113	.115	.789**	.707**	.707**	.867**	.195	.059	.867**	.113	.854**	.920**	.113	.778**	1	.184	.675**	.850**	.847**
	Sig. (2-tailed)	.000	.000	.554	.546	.000	.000	.000	.000	.302	.758	.000	.554	.000	.000	.554	.000		.331	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.18	Pearson Correlation	.184	.073	.838**	.936**	.240	.049	.189	.227	.838**	.813**	.227	.838**	.175	.241	.752**	.096	.184	1	.012	.033	.572**
	Sig. (2-tailed)	.331	.702	.000	.000	.202	.799	.318	.228	.000	.000	.228	.000	.354	.199	.000	.614	.331		.949	.862	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.19	Pearson Correlation	.675**	.638**	.016	-.060	.612**	.586**	.544**	.780**	.016	-.028	.780**	.016	.764**	.644**	.016	.605**	.675**	.012	1	.658**	.652**
	Sig. (2-tailed)	.000	.000	.933	.753	.000	.001	.002	.000	.933	.883	.000	.933	.000	.000	.933	.000	.000	.949		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.20	Pearson Correlation	.850**	.715**	.036	-.040	.702**	.690**	.547**	.872**	.123	-.017	.872**	.036	.768**	.712**	.036	.688**	.850**	.033	.658**	1	.739**
	Sig. (2-tailed)	.000	.000	.851	.835	.000	.000	.002	.000	.517	.929	.000	.851	.000	.000	.851	.000	.000	.862	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.847**	.705**	.554**	.499**	.810**	.690**	.704**	.847**	.567**	.507**	.847**	.554**	.827**	.811**	.501**	.701**	.847**	.572**	.652**	.739**	1
	Sig. (2-tailed)	.000	.000	.002	.005	.000	.000	.000	.000	.001	.004	.000	.002	.000	.000	.005	.000	.000	.001	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

E. Hasil SPSS Uji Reliabel Variabel Kinerja

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.898
		N of Items	10[a]
	Part 2	Value	.863
		N of Items	10[b]
	Total N of Items		20
Correlation Between Forms			.965
Spearman-Brown Coefficient	Equal Length		.982
	Unequal Length		.982
Guttman Split-Half Coefficient			.981

a. The items are: Y.1, Y.3, Y.5, Y.7, Y.9, Y.11, Y.13, Y.15, Y.17, Y.19.

b. The items are: Y.2, Y.4, Y.6, Y.8, Y.10, Y.12, Y.14, Y.16, Y.18, Y.20.

Lampiran 8. Deskripsi Data Motivasi Kerja, Disiplin Kerja dan Kinerja Karyawan pada Hotel Balquisse Heritage

Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi Kerja dan Disiplin Kerja.

1. Ketentuan Skor Tertinggi, Skor Terendah dari Keseluruhan Alternatif Jawaban Kuesioner Motivasi Kerja

   1) Apabila jawaban A diberikan skor 5
   2) Apabila jawaban B diberikan skor 4
   3) Apabila jawaban C diberikan skor 3
   4) Apabila jawaban D diberikan skor 2
   5) Apabila jawaban E diberikan skor 1

   Skor tertinggi = 5
   Skor terendah = 1
   Jumlah responden = 40
   Jumlah pertanyaan = 8

   Kategori Total
   Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden
   Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden
   Skor tertinggi = 5 x 8 x 40 = 1.600
   Skor terendah = 1 x 8 x 40 = 320

   Kategori Total

   $$Interval = \frac{1.600 - 320}{5} = \frac{1.280}{5} = 256$$

   Kategori (Total):
   Sangat Tinggi : 1.348 – 1.600
   Tinggi : 1.091 – 1.347
   Cukup Tinggi : 834 – 1.090
   Rendah : 577 – 833
   Sangat Rendah : 320 – 576

2. Ketentuan Skor Tertinggi, Skor Terendah dari Keseluruhan Alternatif Jawaban Kuesioner Disiplin Kerja

   Skor tertinggi = 5

   Skor terendah = 1

   Jumlah responden = 40

   Jumlah pertanyaan = 11

   Kategori Total

   Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden

   Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

   Skor tertinggi = 5 x 11 x 40 = 2.200

   Skor terendah = 1 x 11 x 40 = 440

   Kategori Total

$$Interval = \frac{2.200 - 440}{5} = \frac{1.760}{5} = 352$$

   Kategori (Total):

   Sangat Tinggi : 1.851 – 2.200

   Tinggi : 1.499 – 1.850

   Cukup Tinggi : 1.146 – 1.498

   Rendah : 793 – 1.145

   Sangat Rendah : 440 - 792

3. Ketentuan Skor Tertinggi, Skor Terendah dari Keseluruhan Alternatif Jawaban Kuesioner Disiplin Kerja

   Skor tertinggi = 5

   Skor terendah = 1

   Jumlah responden = 40

   Jumlah pertanyaan = 10

   Kategori Total

   Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden

   Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

Skor tertinggi = 5 x 10 x 40 = 2.200

Skor terendah = 1 x 10 x 40 = 440

Kategori Total

$$Interval = \frac{2.200 - 440}{5} = \frac{1.760}{5} = 352$$

Kategori (Total):

Sangat Tinggi	: 1.851 – 2.200
Tinggi	: 1.499 – 1.850
Cukup Tinggi	: 1.146 – 1.498
Rendah	: 793 – 1.145
Sangat Rendah	: 440 - 792

Lampiran 9. Data Hasil Kuesioner Variabel Motivasi Kerja

A. Data Ordinal Variabel Motivasi Kerja

Resp	1	2	3	4	5	6	7	8	Total
1	2	2	2	3	5	4	2	2	22
2	3	4	5	3	5	5	3	3	31
3	5	5	5	2	4	2	3	3	29
4	2	5	5	5	4	4	5	5	35
5	4	4	3	3	2	4	3	5	28
6	4	2	2	5	4	5	2	3	27
7	5	2	3	5	5	5	2	3	30
8	4	5	5	4	2	4	3	5	32
9	4	4	2	2	4	4	3	2	25
10	4	4	5	5	3	3	5	5	34
11	4	5	2	2	5	3	5	4	30
12	2	4	2	5	4	4	4	5	30
13	4	2	5	5	4	5	5	5	35
14	3	4	5	2	5	4	3	5	31
15	2	4	5	4	4	3	3	5	30
16	2	3	3	3	3	2	3	5	24
17	2	3	3	4	4	4	3	5	28
18	3	4	3	3	3	4	3	3	26
19	3	5	4	3	2	4	3	3	27
20	5	4	3	5	5	4	5	3	34
21	3	4	3	3	3	2	3	2	23
22	2	2	2	3	4	5	3	2	23
23	4	4	3	2	2	3	3	5	26

24	3	3	3	5	5	4	2	4	29
25	5	3	2	2	5	3	5	5	30
26	4	3	5	5	2	2	5	2	28
27	5	4	4	5	3	4	4	4	33
28	5	5	5	5	3	5	5	5	38
29	5	2	5	3	5	5	5	5	35
30	5	5	5	5	2	3	5	5	35
31	3	4	2	2	4	4	2	2	23
32	4	4	3	3	4	4	3	2	27
33	3	4	3	3	4	3	2	2	24
34	4	4	2	4	3	4	3	2	26
35	4	3	2	4	3	3	2	2	23
36	5	4	3	3	3	4	3	3	28
37	4	3	4	3	4	4	3	3	28
38	4	3	3	3	3	4	3	3	26
39	3	4	3	3	3	4	3	3	26
40	3	4	2	3	4	5	3	3	27

B. Tansformasi Data Ordinal ke Data Interval

Item	**Category**	**Freq**	**Prop**	**Cum**	**Density**	**Z**	**Scale**
1	2	7	0.175	0.175	0.258	-0.935	1.000
	3	10	0.250	0.425	0.392	-0.189	1.937
	4	14	0.350	0.775	0.300	0.755	2.736
	5	9	0.225	1.000	0.000	8.161	3.806
2	2	6	0.150	0.150	0.233	-1.036	1.000
	3	8	0.200	0.350	0.370	-0.385	1.868

	4	19	0.475	0.825	0.258	0.935	2.791
	5	7	0.175	1.000	0.000		4.027
3	2	11	0.275	0.275	0.334	-0.598	1.000
	3	14	0.350	0.625	0.379	0.319	2.083
	4	3	0.075	0.700	0.348	0.524	2.633
	5	12	0.300	1.000	0.000		3.372
4	2	7	0.175	0.175	0.258	-0.935	1.000
	3	16	0.400	0.575	0.392	0.189	2.138
	4	5	0.125	0.700	0.348	0.524	2.826
	5	12	0.300	1.000	0.000		3.632
5	2	6	0.150	0.150	0.233	-1.036	1.000
	3	11	0.275	0.425	0.392	-0.189	1.977
	4	14	0.350	0.775	0.300	0.755	2.817
	5	9	0.225	1.000	0.000		3.887
6	2	4	0.100	0.100	0.175	-1.282	1.000
	3	8	0.200	0.300	0.348	-0.524	1.894
	4	20	0.500	0.800	0.280	0.842	2.890
	5	8	0.200	1.000	0.000		4.155
7	2	7	0.175	0.175	0.258	-0.935	1.000
	3	21	0.525	0.700	0.348	0.524	2.302
	4	2	0.050	0.750	0.318	0.674	3.071
	5	10	0.250	1.000	0.000		3.744
8	2	10	0.250	0.250	0.318	-0.674	1.000
	3	12	0.300	0.550	0.396	0.126	2.011
	4	3	0.075	0.625	0.379	0.319	2.493
	5	15	0.375	1.000	0.000		3.282

C. Data Interval Variabel Motivasi Kerja

Resp	1	2	3	4	5	6	7	8	Total
1	1.000	1.000	1.000	2.138	3.887	2.890	1.000	1.000	13.916
2	1.937	2.791	3.372	2.138	3.887	4.155	2.302	2.011	22.593
3	3.806	4.027	3.372	1.000	2.817	1.000	2.302	2.011	20.336
4	1.000	4.027	3.372	3.632	2.817	2.890	3.744	3.282	24.766
5	2.736	2.791	2.083	2.138	1.000	2.890	2.302	3.282	19.223
6	2.736	1.000	1.000	3.632	2.817	4.155	1.000	2.011	18.351
7	3.806	1.000	2.083	3.632	3.887	4.155	1.000	2.011	21.574
8	2.736	4.027	3.372	2.826	1.000	2.890	2.302	3.282	22.436
9	2.736	2.791	1.000	1.000	2.817	2.890	2.302	1.000	16.537
10	2.736	2.791	3.372	3.632	1.977	1.894	3.744	3.282	23.429
11	2.736	4.027	1.000	1.000	3.887	1.894	3.744	2.493	20.781
12	1.000	2.791	1.000	3.632	2.817	2.890	3.071	3.282	20.485
13	2.736	1.000	3.372	3.632	2.817	4.155	3.744	3.282	24.738
14	1.937	2.791	3.372	1.000	3.887	2.890	2.302	3.282	21.462
15	1.000	2.791	3.372	2.826	2.817	1.894	2.302	3.282	20.285
16	1.000	1.868	2.083	2.138	1.977	1.000	2.302	3.282	15.651
17	1.000	1.868	2.083	2.826	2.817	2.890	2.302	3.282	19.070
18	1.937	2.791	2.083	2.138	1.977	2.890	2.302	2.011	18.130
19	1.937	4.027	2.633	2.138	1.000	2.890	2.302	2.011	18.938
20	3.806	2.791	2.083	3.632	3.887	2.890	3.744	2.011	24.846
21	1.937	2.791	2.083	2.138	1.977	1.000	2.302	1.000	15.228
22	1.000	1.000	1.000	2.138	2.817	4.155	2.302	1.000	15.411
23	2.736	2.791	2.083	1.000	1.000	1.894	2.302	3.282	17.089
24	1.937	1.868	2.083	3.632	3.887	2.890	1.000	2.493	19.790
25	3.806	1.868	1.000	1.000	3.887	1.894	3.744	3.282	20.482
26	2.736	1.868	3.372	3.632	1.000	1.000	3.744	1.000	18.352
27	3.806	2.791	2.633	3.632	1.977	2.890	3.071	2.493	23.294

28	3.806	4.027	3.372	3.632	1.977	4.155	3.744	3.282	27.996
29	3.806	1.000	3.372	2.138	3.887	4.155	3.744	3.282	25.385
30	3.806	4.027	3.372	3.632	1.000	1.894	3.744	3.282	24.758
31	1.937	2.791	1.000	1.000	2.817	2.890	1.000	1.000	14.436
32	2.736	2.791	2.083	2.138	2.817	2.890	2.302	1.000	18.758
33	1.937	2.791	2.083	2.138	2.817	1.894	1.000	1.000	15.660
34	2.736	2.791	1.000	2.826	1.977	2.890	2.302	1.000	17.523
35	2.736	1.868	1.000	2.826	1.977	1.894	1.000	1.000	14.302
36	3.806	2.791	2.083	2.138	1.977	2.890	2.302	2.011	19.999
37	2.736	1.868	2.633	2.138	2.817	2.890	2.302	2.011	19.395
38	2.736	1.868	2.083	2.138	1.977	2.890	2.302	2.011	18.005
39	1.937	2.791	2.083	2.138	1.977	2.890	2.302	2.011	18.130
40	1.937	2.791	1.000	2.138	2.817	4.155	2.302	2.011	19.151

Lampiran 10. Data Hasil Kuesioner Variabel Disiplin Kerja

A. Data Ordinal Variabel Disiplin Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	Total
1	2	2	3	3	5	4	3	3	3	4	2	34
2	3	4	3	3	5	5	3	3	3	3	2	37
3	5	2	3	3	2	4	3	2	2	2	4	32
4	5	5	3	2	4	4	5	5	5	5	4	47
5	4	4	3	3	4	2	3	2	5	3	4	37
6	4	5	3	3	4	4	2	3	5	3	5	41
7	2	2	3	2	2	5	2	3	2	3	4	30
8	4	5	5	4	4	4	3	5	3	5	4	46
9	4	4	2	2	4	4	3	5	5	2	5	40
10	4	4	5	5	3	3	5	5	5	5	4	48
11	4	5	5	5	3	3	5	4	5	3	5	47
12	5	4	5	5	4	4	4	2	2	5	4	44
13	4	5	5	5	4	3	2	5	5	5	3	46
14	3	4	5	4	2	4	3	5	5	5	4	44
15	5	4	5	4	4	3	2	5	2	3	4	41
16	4	3	3	3	3	4	3	5	5	5	4	42
17	4	3	3	4	4	2	3	5	5	5	4	42
18	2	4	3	3	3	4	3	3	3	4	5	37
19	3	2	2	3	2	4	3	3	3	4	3	32
20	2	4	3	3	3	4	3	3	3	3	2	33
21	3	2	3	3	3	4	3	3	4	3	5	36
22	3	4	2	3	4	5	3	3	3	3	4	37
23	4	4	3	2	3	3	3	3	2	3	5	35

24	3	3	3	2	5	4	2	4	2	5	4	37
25	5	3	5	3	5	3	5	5	5	3	4	46
26	4	3	5	5	5	4	5	5	5	5	2	48
27	2	4	4	2	3	4	4	4	4	4	5	40
28	5	5	5	5	3	2	5	5	2	5	2	44
29	5	2	5	3	5	5	2	5	5	5	5	47
30	2	5	5	5	2	3	5	5	5	5	2	44
31	2	4	2	2	4	4	2	2	2	3	3	30
32	4	4	3	3	4	4	3	2	2	2	3	34
33	3	4	3	3	4	3	2	2	2	2	4	32
34	2	4	2	4	3	4	3	2	3	3	3	33
35	2	3	2	4	3	3	2	2	2	3	4	30
36	2	4	3	3	3	2	3	3	2	4	5	34
37	4	3	4	3	4	4	3	2	3	4	3	37
38	4	3	3	2	3	4	3	3	3	3	5	36
39	3	2	3	2	3	4	3	3	4	3	5	35
40	2	4	2	3	4	2	3	3	2	3	2	30

B. Transformasi Data Ordinal ke Data Interval.

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	2	11	0.275	0.275	0.334	-0.598	1.000
	3	8	0.200	0.475	0.398	-0.063	1.891
	4	14	0.350	0.825	0.258	0.935	2.614
	5	7	0.175	1.000	0.000		3.686
2	2	7	0.175	0.175	0.258	-0.935	1.000
	3	8	0.200	0.375	0.379	-0.319	1.866

	4	18	0.450	0.825	0.258	0.935	2.743
	5	7	0.175	1.000	0.000		3.946
3	2	7	0.175	0.175	0.258	-0.935	1.000
	3	19	0.475	0.650	0.370	0.385	2.236
	4	2	0.050	0.700	0.348	0.524	2.927
	5	12	0.300	1.000	0.000		3.632
4	2	9	0.225	0.225	0.300	-0.755	1.000
	3	18	0.450	0.675	0.360	0.454	2.200
	4	6	0.150	0.825	0.258	0.935	3.014
	5	7	0.175	1.000	0.000		3.806
5	2	5	0.125	0.125	0.206	-1.150	1.000
	3	14	0.350	0.475	0.398	-0.063	2.097
	4	15	0.375	0.850	0.233	1.036	3.087
	5	6	0.150	1.000	0.000		4.201
6	2	5	0.125	0.125	0.206	-1.150	1.000
	3	9	0.225	0.350	0.370	-0.385	1.916
	4	22	0.550	0.900	0.175	1.282	3.001
	5	4	0.100	1.000	0.000		4.402
7	2	9	0.225	0.225	0.300	-0.755	1.000
	3	22	0.550	0.775	0.300	0.755	2.333
	4	2	0.050	0.825	0.258	0.935	3.176
	5	7	0.175	1.000	0.000		3.806
8	2	9	0.225	0.225	0.300	-0.755	1.000
	3	14	0.350	0.575	0.392	0.189	2.070
	4	3	0.075	0.650	0.370	0.385	2.619
	5	14	0.350	1.000	0.000	8.161	3.391

9	2	13	0.325	0.325	0.360	-0.454	1.000
	3	10	0.250	0.575	0.392	0.189	1.980
	4	3	0.075	0.650	0.370	0.385	2.394
	5	14	0.350	1.000	0.000	8.161	3.166
10	2	4	0.100	0.100	0.175	-1.282	1.000
	3	17	0.425	0.525	0.398	0.063	2.231
	4	6	0.150	0.675	0.360	0.454	3.010
	5	13	0.325	1.000	0.000		3.862
11	2	7	0.175	0.175	0.258	-0.935	1.000
	3	6	0.150	0.325	0.360	-0.454	1.792
	4	16	0.400	0.725	0.334	0.598	2.539
	5	11	0.275	1.000	0.000		3.686

C. Data Interval Variabel Kepuasan Kerja

Resp	1	2	3	4	5	6	7	8	9	10	11	Total
1	1.000	1.000	2.236	2.200	4.201	3.001	2.333	2.070	1.980	3.010	1.000	24.031
2	1.891	2.743	2.236	2.200	4.201	4.402	2.333	2.070	1.980	2.231	1.000	27.286
3	3.686	1.000	2.236	2.200	1.000	3.001	2.333	1.000	1.000	1.000	2.539	20.995
4	3.686	3.946	2.236	1.000	3.087	3.001	3.806	3.391	3.166	3.862	2.539	33.720
5	2.614	2.743	2.236	2.200	3.087	1.000	2.333	1.000	3.166	2.231	2.539	25.148
6	2.614	3.946	2.236	2.200	3.087	3.001	1.000	2.070	3.166	2.231	3.686	29.237
7	1.000	1.000	2.236	1.000	1.000	4.402	1.000	2.070	1.000	2.231	2.539	19.478
8	2.614	3.946	3.632	3.014	3.087	3.001	2.333	3.391	1.980	3.862	2.539	33.399
9	2.614	2.743	1.000	1.000	3.087	3.001	2.333	3.391	3.166	1.000	3.686	27.022
10	2.614	2.743	3.632	3.806	2.097	1.916	3.806	3.391	3.166	3.862	2.539	33.572
11	2.614	3.946	3.632	3.806	2.097	1.916	3.806	2.619	3.166	2.231	3.686	33.520
12	3.686	2.743	3.632	3.806	3.087	3.001	3.176	1.000	1.000	3.862	2.539	31.532
13	2.614	3.946	3.632	3.806	3.087	1.916	1.000	3.391	3.166	3.862	1.792	32.212
14	1.891	2.743	3.632	3.014	1.000	3.001	2.333	3.391	3.166	3.862	2.539	30.572

15	3.686	2.743	3.632	3.014	3.087	1.916	1.000	3.391	1.000	2.231	2.539	28.238
16	2.614	1.866	2.236	2.200	2.097	3.001	2.333	3.391	3.166	3.862	2.539	29.305
17	2.614	1.866	2.236	3.014	3.087	1.000	2.333	3.391	3.166	3.862	2.539	29.108
18	1.000	2.743	2.236	2.200	2.097	3.001	2.333	2.070	1.980	3.010	3.686	26.356
19	1.891	1.000	1.000	2.200	1.000	3.001	2.333	2.070	1.980	3.010	1.792	21.276
20	1.000	2.743	2.236	2.200	2.097	3.001	2.333	2.070	1.980	2.231	1.000	22.891
21	1.891	1.000	2.236	2.200	2.097	3.001	2.333	2.070	2.394	2.231	3.686	25.139
22	1.891	2.743	1.000	2.200	3.087	4.402	2.333	2.070	1.980	2.231	2.539	26.474
23	2.614	2.743	2.236	1.000	2.097	1.916	2.333	2.070	1.000	2.231	3.686	23.927
24	1.891	1.866	2.236	1.000	4.201	3.001	1.000	2.619	1.000	3.862	2.539	25.215
25	3.686	1.866	3.632	2.200	4.201	1.916	3.806	3.391	3.166	2.231	2.539	32.633
26	2.614	1.866	3.632	3.806	4.201	3.001	3.806	3.391	3.166	3.862	1.000	34.346
27	1.000	2.743	2.927	1.000	2.097	3.001	3.176	2.619	2.394	3.010	3.686	27.653
28	3.686	3.946	3.632	3.806	2.097	1.000	3.806	3.391	1.000	3.862	1.000	31.227
29	3.686	1.000	3.632	2.200	4.201	4.402	1.000	3.391	3.166	3.862	3.686	34.227
30	1.000	3.946	3.632	3.806	1.000	1.916	3.806	3.391	3.166	3.862	1.000	30.525
31	1.000	2.743	1.000	1.000	3.087	3.001	1.000	1.000	1.000	2.231	1.792	18.854
32	2.614	2.743	2.236	2.200	3.087	3.001	2.333	1.000	1.000	1.000	1.792	23.006
33	1.891	2.743	2.236	2.200	3.087	1.916	1.000	1.000	1.000	1.000	2.539	20.610
34	1.000	2.743	1.000	3.014	2.097	3.001	2.333	1.000	1.980	2.231	1.792	22.191
35	1.000	1.866	1.000	3.014	2.097	1.916	1.000	1.000	1.000	2.231	2.539	18.662
36	1.000	2.743	2.236	2.200	2.097	1.000	2.333	2.070	1.000	3.010	3.686	23.375
37	2.614	1.866	2.927	2.200	3.087	3.001	2.333	1.000	1.980	3.010	1.792	25.810
38	2.614	1.866	2.236	1.000	2.097	3.001	2.333	2.070	1.980	2.231	3.686	25.115
39	1.891	1.000	2.236	1.000	2.097	3.001	2.333	2.070	2.394	2.231	3.686	23.940
40	1.000	2.743	1.000	2.200	3.087	1.000	2.333	2.070	1.000	2.231	1.000	19.663

Lampiran 11. Data Hasil Kuesioner Variabel Kinerja Karyawan

A. Data Ordinal Variabel Kinerja Karyawan

Resp	1	2	3	4	5	6	7	8	9	10	Total
1	5	5	5	3	5	4	5	3	5	4	44
2	3	4	3	3	5	5	3	3	3	3	35
3	5	5	5	3	4	4	5	5	5	5	46
4	5	5	3	5	5	5	5	5	5	5	48
5	4	4	3	5	4	5	3	5	5	5	43
6	4	5	3	3	5	4	5	3	5	3	40
7	5	5	3	5	5	5	2	3	5	3	41
8	4	5	5	4	4	4	3	5	3	5	42
9	5	4	2	2	4	5	3	5	5	2	37
10	4	4	5	5	3	3	5	5	5	5	44
11	4	5	5	5	3	3	5	4	5	3	42
12	5	4	5	5	4	4	4	5	4	5	45
13	5	5	5	5	4	3	5	5	5	5	47
14	3	4	5	4	4	4	3	5	5	5	42
15	5	4	5	4	4	3	3	5	5	3	41
16	5	5	3	3	3	4	3	5	5	5	41
17	4	3	5	4	4	5	3	5	5	5	43
18	3	4	5	3	3	4	5	3	3	4	37
19	3	4	5	3	4	4	3	5	3	4	38
20	5	4	3	3	3	5	3	3	5	5	39
21	3	5	3	3	3	4	3	3	4	3	34
22	3	4	2	3	4	5	3	3	5	3	35
23	4	4	5	5	3	3	3	3	3	5	38

24	3	3	3	2	5	4	5	4	5	5	39
25	5	3	5	3	5	3	5	5	5	3	42
26	4	3	5	5	5	4	5	5	5	5	46
27	5	4	4	5	3	4	4	4	4	4	41
28	5	5	5	5	3	5	5	5	5	5	48
29	5	2	5	3	5	5	5	5	5	5	45
30	5	5	5	5	2	3	5	5	5	5	45
31	3	4	2	2	4	4	2	5	2	3	31
32	4	5	3	3	5	4	3	5	2	2	36
33	3	4	3	3	4	3	5	2	5	2	34
34	4	4	5	4	3	4	3	5	3	3	38
35	4	3	2	4	3	5	5	2	2	3	33
36	5	4	3	3	3	4	3	3	5	4	37
37	4	3	4	3	4	4	3	3	3	4	35
38	5	5	3	3	3	4	3	5	3	3	37
39	5	4	3	5	3	4	3	3	4	3	37
40	5	4	5	3	4	5	3	3	3	3	38

B. Transformasi Data Ordinal ke Data Interval.

Item	**Category**	**Freq**	**Prop**	**Cum**	**Density**	**Z**	**Scale**
1	3	9	0.225	0.225	0.300	-0.755	1.000
	4	12	0.300	0.525	0.398	0.063	2.005
	5	19	0.475	1.000	0.000		3.171
2	2	1	0.025	0.025	0.058	-1.960	1.000
	3	6	0.150	0.175	0.258	-0.935	2.009
	4	19	0.475	0.650	0.370	0.385	3.101

	5	14	0.350	1.000	0.000	8.161	4.396
3	2	4	0.100	0.100	0.175	-1.282	1.000
	3	14	0.350	0.450	0.396	-0.126	2.126
	4	2	0.050	0.500	0.399	0.000	2.692
	5	20	0.500	1.000	0.000		3.553
4	2	3	0.075	0.075	0.142	-1.440	1.000
	3	18	0.450	0.525	0.398	0.063	2.317
	4	6	0.150	0.675	0.360	0.454	3.142
	5	13	0.325	1.000	0.000		3.995
5	2	1	0.025	0.025	0.058	-1.960	1.000
	3	14	0.350	0.375	0.379	-0.319	2.421
	4	15	0.375	0.750	0.318	0.674	3.502
	5	10	0.250	1.000	0.000		4.609
6	3	8	0.200	0.200	0.280	-0.842	1.000
	4	20	0.500	0.700	0.348	0.524	2.264
	5	12	0.300	1.000	0.000		3.559
7	2	2	0.050	0.050	0.103	-1.645	1.000
	3	20	0.500	0.550	0.396	0.126	2.477
	4	2	0.050	0.600	0.386	0.253	3.252
	5	16	0.400	1.000	0.000		4.029
8	2	2	0.050	0.050	0.103	-1.645	1.000
	3	13	0.325	0.375	0.379	-0.319	2.213
	4	3	0.075	0.450	0.396	-0.126	2.841
	5	22	0.550	1.000	0.000		3.782
9	2	3	0.075	0.075	0.142	-1.440	1.000
	3	9	0.225	0.300	0.348	-0.524	1.971

	4	4	0.100	0.400	0.386	-0.253	2.501
	5	24	0.600	1.000	0.000		3.531
10	2	3	0.075	0.075	0.142	-1.440	1.000
	3	14	0.350	0.425	0.392	-0.189	2.172
	4	6	0.150	0.575	0.392	0.189	2.887
	5	17	0.425	1.000	0.000		3.809

C. Data Interval Variabel Kinerja Karyawan

Resp	1	2	3	4	5	6	7	8	9	10	Total
1	3.171	4.396	3.553	2.317	4.609	2.264	4.029	2.213	3.531	2.887	32.971
2	1.000	3.101	2.126	2.317	4.609	3.559	2.477	2.213	1.971	2.172	25.545
3	3.171	4.396	3.553	2.317	3.502	2.264	4.029	3.782	3.531	3.809	34.355
4	3.171	4.396	2.126	3.995	4.609	3.559	4.029	3.782	3.531	3.809	37.007
5	2.005	3.101	2.126	3.995	3.502	3.559	2.477	3.782	3.531	3.809	31.887
6	2.005	4.396	2.126	2.317	4.609	2.264	4.029	2.213	3.531	2.172	29.663
7	3.171	4.396	2.126	3.995	4.609	3.559	1.000	2.213	3.531	2.172	30.772
8	2.005	4.396	3.553	3.142	3.502	2.264	2.477	3.782	1.971	3.809	30.903
9	3.171	3.101	1.000	1.000	3.502	3.559	2.477	3.782	3.531	1.000	26.123
10	2.005	3.101	3.553	3.995	2.421	1.000	4.029	3.782	3.531	3.809	31.227
11	2.005	4.396	3.553	3.995	2.421	1.000	4.029	2.841	3.531	2.172	29.944
12	3.171	3.101	3.553	3.995	3.502	2.264	3.252	3.782	2.501	3.809	32.930
13	3.171	4.396	3.553	3.995	3.502	1.000	4.029	3.782	3.531	3.809	34.768
14	1.000	3.101	3.553	3.142	3.502	2.264	2.477	3.782	3.531	3.809	30.162
15	3.171	3.101	3.553	3.142	3.502	1.000	2.477	3.782	3.531	2.172	29.432
16	3.171	4.396	2.126	2.317	2.421	2.264	2.477	3.782	3.531	3.809	30.296
17	2.005	2.009	3.553	3.142	3.502	3.559	2.477	3.782	3.531	3.809	31.370
18	1.000	3.101	3.553	2.317	2.421	2.264	4.029	2.213	1.971	2.887	25.757
19	1.000	3.101	3.553	2.317	3.502	2.264	2.477	3.782	1.971	2.887	26.855
20	3.171	3.101	2.126	2.317	2.421	3.559	2.477	2.213	3.531	3.809	28.726

21	1.000	4.396	2.126	2.317	2.421	2.264	2.477	2.213	2.501	2.172	23.888
22	1.000	3.101	1.000	2.317	3.502	3.559	2.477	2.213	3.531	2.172	24.872
23	2.005	3.101	3.553	3.995	2.421	1.000	2.477	2.213	1.971	3.809	26.547
24	1.000	2.009	2.126	1.000	4.609	2.264	4.029	2.841	3.531	3.809	27.218
25	3.171	2.009	3.553	2.317	4.609	1.000	4.029	3.782	3.531	2.172	30.174
26	2.005	2.009	3.553	3.995	4.609	2.264	4.029	3.782	3.531	3.809	33.587
27	3.171	3.101	2.692	3.995	2.421	2.264	3.252	2.841	2.501	2.887	29.126
28	3.171	4.396	3.553	3.995	2.421	3.559	4.029	3.782	3.531	3.809	36.247
29	3.171	1.000	3.553	2.317	4.609	3.559	4.029	3.782	3.531	3.809	33.361
30	3.171	4.396	3.553	3.995	1.000	1.000	4.029	3.782	3.531	3.809	32.267
31	1.000	3.101	1.000	1.000	3.502	2.264	1.000	3.782	1.000	2.172	19.821
32	2.005	4.396	2.126	2.317	4.609	2.264	2.477	3.782	1.000	1.000	25.977
33	1.000	3.101	2.126	2.317	3.502	1.000	4.029	1.000	3.531	1.000	22.605
34	2.005	3.101	3.553	3.142	2.421	2.264	2.477	3.782	1.971	2.172	26.890
35	2.005	2.009	1.000	3.142	2.421	3.559	4.029	1.000	1.000	2.172	22.338
36	3.171	3.101	2.126	2.317	2.421	2.264	2.477	2.213	3.531	2.887	26.510
37	2.005	2.009	2.692	2.317	3.502	2.264	2.477	2.213	1.971	2.887	24.339
38	3.171	4.396	2.126	2.317	2.421	2.264	2.477	3.782	1.971	2.172	27.099
39	3.171	3.101	2.126	3.995	2.421	2.264	2.477	2.213	2.501	2.172	26.442
40	3.171	3.101	3.553	2.317	3.502	3.559	2.477	2.213	1.971	2.172	28.036

Lampiran 12. Data Input SPSS Analisis Jalur (*Path Analysis*)

No	Motivasi Kerja (X_1)	Disiplin Kerja (X_2)	Kinerja Karyawan (Y)
1	13.916	24.031	32.971
2	22.593	27.286	25.545
3	20.336	20.995	34.355
4	24.766	33.720	37.007
5	19.223	25.148	31.887
6	18.351	29.237	29.663
7	21.574	19.478	30.772
8	22.436	33.399	30.903
9	16.537	27.022	26.123
10	23.429	33.572	31.227
11	20.781	33.520	29.944
12	20.485	31.532	32.930
13	24.738	32.212	34.768
14	21.462	30.572	30.162
15	20.285	28.238	29.432
16	15.651	29.305	30.296
17	19.070	29.108	31.370
18	18.130	26.356	25.757
19	18.938	21.276	26.855
20	24.846	22.891	28.726
21	15.228	25.139	23.888
22	15.411	26.474	24.872
23	17.089	23.927	26.547
24	19.790	25.215	27.218
25	20.482	32.633	30.174
26	18.352	34.346	33.587
27	23.294	27.653	29.126
28	27.996	31.227	36.247
29	25.385	34.227	33.361
30	24.758	30.525	32.267
31	14.436	18.854	19.821
32	18.758	23.006	25.977
33	15.660	20.610	22.605
34	17.523	22.191	26.890
35	14.302	18.662	22.338
36	19.999	23.375	26.510
37	19.395	25.810	24.339
38	18.005	25.115	27.099
39	18.130	23.940	26.442
40	19.151	19.663	28.036

Lampiran 10. *Output* Analisis Jalur (*Path Analysis*)

a. Pengaruh Motivasi Kerja (X_1) dan Disiplin Kerja (X_2) terhadap Kinerja Karyawan (Y)

Descriptive Statistics

	Mean	Std. Deviation	N
Y	28.9509	3.92868	40
X1	19.7673	3.41004	40
X2	26.7872	4.76066	40

Correlations

		Y	X1	X2
Pearson Correlation	Y	1.000	.647	.635
	X1	.647	1.000	.538
	X2	.635	.538	1.000
Sig. (1-tailed)	Y	.	.000	.000
	X1	.000	.	.000
	X2	.000	.000	.
N	Y	40	40	40
	X1	40	40	40
	X2	40	40	40

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.812[a]	.659	.510	2.75089	.535	21.272	2	37	.000

a. Predictors: (Constant), X2, X1

ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	321.954	2	160.977	21.272	.000[a]
	Residual	279.993	37	7.567		
	Total	601.948	39			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	10.229	2.903		3.523	.000	4.347	16.112					
	X1	.496	.153	.430	3.237	.000	.186	.806	.647	.470	.363	.711	1.407
	X2	.333	.110	.403	3.033	.000	.111	.555	.635	.446	.340	.711	1.407

a. Dependent Variable: Y

b. Pengaruh Motivasi Kerja (X_1) terhadap Disiplin Kerja (X_2)

Descriptive Statistics

	Mean	Std. Deviation	N
X2	26.7872	4.76066	40
X1	19.7673	3.41004	40

Correlations

		X2	X1
Pearson Correlation	X2	1.000	.538
	X1	.538	1.000
Sig. (1-tailed)	X2	.	.000
	X1	.000	.
N	X2	40	40
	X1	40	40

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.538[a]	.289	.270	4.06615	.289	15.460	1	38	.000

a. Predictors: (Constant), X1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.538[a]	.289	.270	4.06615	.289	15.460	1	38	.000

ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	255.616	1	255.616	15.460	.000[a]
	Residual	628.276	38	16.534		
	Total	883.892	39			

a. Predictors: (Constant), X1

b. Dependent Variable: X2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	11.947	3.829		3.120	.003	4.196	19.698					
	X1	.751	.191	.538	3.932	.000	.364	1.137	.538	.538	.538	1.000	1.000

a. Dependent Variable: X2