

Kuisisioner Penelitian

UNIVERSITAS PENDIDIKAN GANESHA

FAKULTAS EKONOMI

JURUSAN MANAJEMEN

Jalan Udayana No.11, Singaraja, Telepon. (0362)26830

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Kepada

Yth.Bapak/Ibu yang bekerja di PT. Arta Sedana
Singaraja

Ditempat

Hal: Pengisian Kuesioner

Dengan Hormat

Sehubungan dengan menyelesaikan tugas akhir skripsi yang sedang saya lakukan di Program Studi S1 Manajemen, Jurusan Manajemen, Fakultas Ekonomi, Universitas Pendidikan Ganesha. Saya bermaksud mengadakan penelitian dengan judul “Pengaruh Disiplin Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT. Arta Sedana Singaraja”. Saya Mehri Faradilla, bermaksud untuk menyebarkan kuesioner angket penelitian di PT. Arta Sedana Singaraja. Jawaban serta angket penelitian ini, tidak berkaitan dengan kredibilitas, loyalitas, maupun penilaian terhadap karir Bapak/Ibu dalam melaksanakan tugas kerja. Untuk itu, mohon dengan segala hormat kepada Bapak/Ibu berkenan memberikan jawaban secara jujur dan sesuai dengan keadaan yang sebenarnya.

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

Hormat Saya,

Mehri Faradilla
Nim.1817041038

KUISSIONER PENELITIAN

Pengaruh Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan pada PT. Arta Sedana Singaraja

A. Identitas Responden

(Beri tanda √ pada kotak jawaban)

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia..... Tahun
4. Tingkat Pendidikan :
5. Jabatan/Bidang Pekerjaan :

B. Petunjuk Pengisian Kuesioner

1. Pernyataan di bawah ini hanya semata-mata untuk penelitian dalam rangka menyusun Tugas Akhir Skripsi.
2. Isilah data pribadi anda terlebih dahulu.
3. Bacalah dengan teliti setiap pernyataan dan jawablah yang paling sesuai dengan keadaan dan pendapat anda.
4. Berikan tanda centang (√) pada pilihan jawaban yang anda kehendaki pada kolom yang telah tersedia.

Keterangan

- SS : Sangat Setuju
 S : Setuju
 KS : Kurang Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

C. Butir Pertanyaan

1. Kinerja

| No | Pernyataan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| 1 | Saya berusaha menyelesaikan tugas pekerjaan dengan penuh rasa tanggung jawab sesuai dengan panduan kualitas. | | | | | |
| 2 | Saya memiliki kemampuan dan keahlian menyelesaikan tugas dan tanggung jawab dengan teliti. | | | | | |
| 3 | Saya selalu menyelesaikan jumlah pekerjaan dengan tepat waktu. | | | | | |
| 4 | Saya selalu berusaha mencapai target dalam menyelesaikan tugas sesuai yang ditetapkan oleh perusahaan tanpa banyak kesalahan. | | | | | |
| 5 | Saya memiliki tanggung jawab dan komitmen dalam bekerja. | | | | | |

2. Disiplin Kerja

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1 | Saya selalu hadir tepat waktu dan tidak pernah absen dari pekerjaan saya tanpa alasan. | | | | | |
| 2 | Saya mentaati aturan jam masuk kerja, pulang kerja dan istirahat dan makan sesuai dengan aturan perusahaan. | | | | | |
| 3 | Saya mengerjakan tugas dan tanggung jawab saya dengan tepat waktu dan sesuai dengan ketentuan yang ada. | | | | | |
| 4 | Dengan kemampuan yang saya miliki, saya selalu berusaha dalam maksimal menyelesaikan pekerjaan dengan baik, tepat waktu dan sesuai dengan aturan perusahaan. | | | | | |
| 5 | Saya selalu menggunakan waktu sebaik mungkin agar pekerjaan saya selesai tepat waktu. | | | | | |

3. Kepuasan Kerja

| No | Pernyataan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1 | Pekerjaan yang saya terima sesuai dengan keterampilan dan kemampuan yang saya miliki. | | | | | |
| 2 | Saya menerima gaji pokok dan bonus yang cukup dan sesuai, berdasarkan tanggung jawab pekerjaan dan jabatan yang diberikan. | | | | | |
| 3 | Saya merasakan adanya kerja sama dan komunikasi yang baik dengan rekan kerja | | | | | |
| 4 | Adanya kesempatan yang sama bagi semua karyawan dalam mengembangkan karir promosi jabatan. | | | | | |
| 5 | Saya merasa nyaman dengan suasana kerja, kondisi ruangan seperti tata letak barang/peralatan dan produk-produk yang ada di tempat kerja. | | | | | |



Lampiran 01. Data Hasil Kuesioner Penelitian

| No | Disiplin Kerja (X1) | | | | | | Kepuasan Kerja (X2) | | | | | | Kinerja Karyawan (Y) | | | | |
|----|---------------------|------|------|------|------|-----|---------------------|------|------|------|------|-----|----------------------|-----|-----|-----|----|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | TX1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 | Y.1 | Y.2 | Y.3 | Y.4 | TY |
| 1 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 4 | 3 | 16 | 3 | 4 | 4 | 3 | 14 |
| 2 | 4 | 3 | 3 | 4 | 3 | 17 | 3 | 4 | 3 | 4 | 3 | 17 | 4 | 3 | 4 | 3 | 14 |
| 3 | 2 | 2 | 3 | 3 | 2 | 12 | 3 | 3 | 2 | 2 | 3 | 13 | 3 | 3 | 3 | 3 | 12 |
| 4 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 3 | 3 | 3 | 12 |
| 5 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 4 | 4 | 3 | 14 |
| 6 | 2 | 3 | 2 | 3 | 3 | 13 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 3 | 3 | 3 | 13 |
| 7 | 4 | 2 | 3 | 2 | 2 | 13 | 2 | 4 | 3 | 2 | 3 | 14 | 3 | 4 | 3 | 2 | 12 |
| 8 | 3 | 4 | 3 | 4 | 4 | 18 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 5 | 4 | 4 | 17 |
| 9 | 3 | 2 | 2 | 3 | 2 | 12 | 3 | 3 | 2 | 2 | 3 | 13 | 3 | 3 | 3 | 3 | 12 |
| 10 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 3 | 3 | 13 |
| 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 4 | 3 | 13 |
| 12 | 3 | 2 | 3 | 2 | 2 | 12 | 2 | 2 | 3 | 3 | 3 | 13 | 3 | 3 | 3 | 2 | 11 |
| 13 | 2 | 4 | 3 | 3 | 4 | 16 | 2 | 4 | 2 | 3 | 4 | 15 | 2 | 4 | 4 | 3 | 13 |
| 14 | 4 | 4 | 3 | 4 | 3 | 18 | 3 | 4 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 5 | 17 |
| 15 | 3 | 2 | 3 | 2 | 2 | 12 | 3 | 2 | 3 | 2 | 3 | 13 | 3 | 4 | 3 | 4 | 14 |
| 16 | 2 | 3 | 3 | 4 | 2 | 14 | 3 | 4 | 2 | 4 | 4 | 17 | 3 | 4 | 3 | 4 | 14 |
| 17 | 2 | 4 | 3 | 3 | 4 | 16 | 4 | 4 | 3 | 4 | 2 | 17 | 3 | 4 | 4 | 4 | 15 |
| 18 | 4 | 3 | 4 | 3 | 4 | 18 | 3 | 4 | 3 | 4 | 3 | 17 | 4 | 4 | 4 | 4 | 16 |
| 19 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 3 | 3 | 13 |
| 20 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 4 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 |
| 21 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 3 | 3 | 3 | 12 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 5 | 5 | 19 |

| | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|
| 23 | 4 | 4 | 5 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 24 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 5 | 5 | 19 |
| 25 | 4 | 4 | 5 | 4 | 5 | 22 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 5 | 5 | 5 | 20 |
| 26 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 27 | 4 | 3 | 4 | 3 | 4 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 5 | 4 | 3 | 16 |
| 28 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 5 | 5 | 18 |
| 29 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 4 | 5 | 5 | 19 |
| 30 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 3 | 4 | 3 | 14 |
| 31 | 3 | 4 | 3 | 4 | 3 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 4 | 18 |



Lampiran 02. Output SPSS

Correlations

| | | Correlations | | | | | |
|---------------------|---------------------|--------------|--------|--------|--------|--------|---------------------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | Disiplin Kerja (X1) |
| X1.1 | Pearson Correlation | 1 | .356* | .632** | .410* | .507** | .716** |
| | Sig. (2-tailed) | | .049 | .000 | .022 | .004 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.2 | Pearson Correlation | .356* | 1 | .494** | .737** | .830** | .838** |
| | Sig. (2-tailed) | .049 | | .005 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.3 | Pearson Correlation | .632** | .494** | 1 | .544** | .668** | .825** |
| | Sig. (2-tailed) | .000 | .005 | | .002 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.4 | Pearson Correlation | .410* | .737** | .544** | 1 | .588** | .795** |
| | Sig. (2-tailed) | .022 | .000 | .002 | | .001 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.5 | Pearson Correlation | .507** | .830** | .668** | .588** | 1 | .891** |
| | Sig. (2-tailed) | .004 | .000 | .000 | .001 | | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| Disiplin Kerja (X1) | Pearson Correlation | .716** | .838** | .825** | .795** | .891** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |

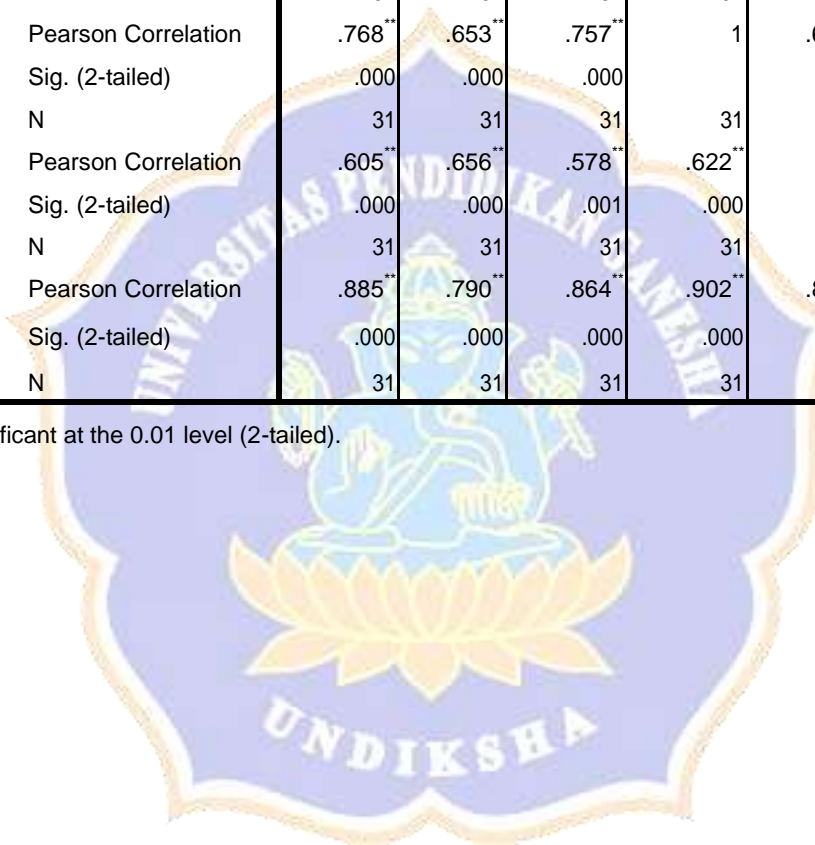
*. Correlation is significant at the 0.05 level (2-tailed).

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

Correlations

| | | Correlations | | | | | Kepuasan Kerja (X2) |
|---------------------|---------------------|--------------|--------|--------|--------|--------|------------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| X2.1 | Pearson Correlation | 1 | .575** | .802** | .768** | .605** | .885** |
| | Sig. (2-tailed) | | .001 | .000 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.2 | Pearson Correlation | .575** | 1 | .499** | .653** | .656** | .790** |
| | Sig. (2-tailed) | .001 | | .004 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.3 | Pearson Correlation | .802** | .499** | 1 | .757** | .578** | .864** |
| | Sig. (2-tailed) | .000 | .004 | | .000 | .001 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.4 | Pearson Correlation | .768** | .653** | .757** | 1 | .622** | .902** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.5 | Pearson Correlation | .605** | .656** | .578** | .622** | 1 | .803** |
| | Sig. (2-tailed) | .000 | .000 | .001 | .000 | | .000 |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |
| Kepuasan Kerja (X2) | Pearson Correlation | .885** | .790** | .864** | .902** | .803** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 | 31 | 31 |

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



Correlations

| | | Correlations | | | | |
|----------------------|---------------------|--------------|--------|--------|--------|----------------------|
| | | Y.1 | Y.2 | Y.3 | Y.4 | Kinerja Karyawan (Y) |
| Y.1 | Pearson Correlation | 1 | .410* | .743** | .735** | .864** |
| | Sig. (2-tailed) | | .022 | .000 | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 |
| Y.2 | Pearson Correlation | .410* | 1 | .553** | .521** | .708** |
| | Sig. (2-tailed) | .022 | | .001 | .003 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 |
| Y.3 | Pearson Correlation | .743** | .553** | 1 | .744** | .899** |
| | Sig. (2-tailed) | .000 | .001 | | .000 | .000 |
| | N | 31 | 31 | 31 | 31 | 31 |
| Y.4 | Pearson Correlation | .735** | .521** | .744** | 1 | .903** |
| | Sig. (2-tailed) | .000 | .003 | .000 | | .000 |
| | N | 31 | 31 | 31 | 31 | 31 |
| Kinerja Karyawan (Y) | Pearson Correlation | .864** | .708** | .899** | .903** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 31 | 31 | 31 | 31 | 31 |

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 31 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|---|------------|
| .872 | .872 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X1.1 | 3.1613 | .77875 | 31 |
| X1.2 | 3.1290 | .76341 | 31 |
| X1.3 | 3.2258 | .80456 | 31 |
| X1.4 | 3.2258 | .71692 | 31 |
| X1.5 | 3.1613 | .86011 | 31 |

Inter-Item Correlation Matrix

| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 |
|------|-------|-------|-------|-------|-------|
| X1.1 | 1.000 | .356 | .632 | .410 | .507 |
| X1.2 | .356 | 1.000 | .494 | .737 | .830 |
| X1.3 | .632 | .494 | 1.000 | .544 | .668 |
| X1.4 | .410 | .737 | .544 | 1.000 | .588 |
| X1.5 | .507 | .830 | .668 | .588 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|------|-------------------------------|-----------------------------------|--------------------------------------|---------------------------------|-------------------------------------|
| X1.1 | 12.7419 | 7.265 | .560 | .425 | .877 |
| X1.2 | 12.7742 | 6.714 | .740 | .815 | .835 |
| X1.3 | 12.6774 | 6.626 | .712 | .611 | .842 |
| X1.4 | 12.6774 | 7.092 | .685 | .625 | .849 |
| X1.5 | 12.7419 | 6.065 | .807 | .802 | .817 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 15.9032 | 10.224 | 3.19745 | 5 |

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 31 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .903 | .903 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X2.1 | 3.2581 | .81518 | 31 |
| X2.2 | 3.4516 | .80989 | 31 |
| X2.3 | 3.2903 | .90161 | 31 |
| X2.4 | 3.4516 | .92516 | 31 |
| X2.5 | 3.3548 | .75491 | 31 |

Inter-Item Correlation Matrix

| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 |
|------|-------|-------|-------|-------|-------|
| X2.1 | 1.000 | .575 | .802 | .768 | .605 |
| X2.2 | .575 | 1.000 | .499 | .653 | .656 |
| X2.3 | .802 | .499 | 1.000 | .757 | .578 |
| X2.4 | .768 | .653 | .757 | 1.000 | .622 |
| X2.5 | .605 | .656 | .578 | .622 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| X2.1 | 13.5484 | 8.323 | .817 | .716 | .870 |
| X2.2 | 13.3548 | 8.903 | .676 | .538 | .899 |
| X2.3 | 13.5161 | 8.058 | .773 | .699 | .879 |
| X2.4 | 13.3548 | 7.703 | .831 | .706 | .865 |
| X2.5 | 13.4516 | 9.056 | .705 | .527 | .893 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.8065 | 12.828 | 3.58161 | 5 |

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 31 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .867 | .866 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|--------|----------------|----|
| Y.1 | 3.6452 | .79785 | 31 |
| Y.2 | 3.8710 | .67042 | 31 |
| Y.3 | 3.8710 | .76341 | 31 |
| Y.4 | 3.6452 | .91464 | 31 |

Inter-Item Correlation Matrix

| | Y.1 | Y.2 | Y.3 | Y.4 |
|-----|-------|-------|-------|-------|
| Y.1 | 1.000 | .410 | .743 | .735 |
| Y.2 | .410 | 1.000 | .553 | .521 |
| Y.3 | .743 | .553 | 1.000 | .744 |
| Y.4 | .735 | .521 | .744 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| Y.1 | 11.3871 | 4.112 | .747 | .630 | .818 |
| Y.2 | 11.1613 | 5.073 | .544 | .338 | .892 |
| Y.3 | 11.1613 | 4.073 | .814 | .670 | .792 |
| Y.4 | 11.3871 | 3.578 | .795 | .645 | .800 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 15.0323 | 7.166 | 2.67686 | 4 |

Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|----------------------|---------|----------------|----|
| Kinerja Karyawan (Y) | 15.0323 | 2.67686 | 31 |
| Disiplin Kerja (X1) | 15.9032 | 3.19745 | 31 |
| Kepuasan Kerja (X2) | 16.8065 | 3.58161 | 31 |

Correlations

| | | Kinerja Karyawan (Y) | Disiplin Kerja (X1) | Kepuasan Kerja (X2) |
|---------------------|----------------------|-------------------------|---------------------|------------------------|
| Pearson Correlation | Kinerja Karyawan (Y) | 1.000 | .904 | .905 |
| | Disiplin Kerja (X1) | .904 | 1.000 | .924 |
| | Kepuasan Kerja (X2) | .905 | .924 | 1.000 |
| Sig. (1-tailed) | Kinerja Karyawan (Y) | . | .000 | .000 |
| | Disiplin Kerja (X1) | .000 | . | .000 |
| | Kepuasan Kerja (X2) | .000 | .000 | . |
| N | Kinerja Karyawan (Y) | 31 | 31 | 31 |
| | Disiplin Kerja (X1) | 31 | 31 | 31 |
| | Kepuasan Kerja (X2) | 31 | 31 | 31 |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kepuasan Kerja (X2), Disiplin Kerja (X1) ^b | . | Enter |

a. Dependent Variable: Kinerja Karyawan (Y)

b. All requested variables entered.

Model Summary^b

| 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 | .922 ^a | .850 | .839 | 1.07301 | .850 | 79.354 | 2 | 28 | .000 |

a. Predictors: (Constant), Kepuasan Kerja (X2), Disiplin Kerja (X1)

b. Dependent Variable: Kinerja Karyawan (Y)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 182.730 | 2 | 91.365 | 79.354 | .000 ^b |
| | Residual | 32.238 | 28 | 1.151 | | |
| | Total | 214.968 | 30 | | | |

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Kepuasan Kerja (X2), Disiplin Kerja (X1)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-----------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| | | | | | | | | | | |
| (Constant) | 2.874 | .994 | | 2.890 | .007 | | | | | |
| 1 Disiplin Kerja (X1) | .389 | .160 | .465 | 2.432 | .022 | .904 | .418 | .178 | .146 | 6.831 |
| Kepuasan Kerja (X2) | .355 | .143 | .475 | 2.482 | .019 | .905 | .425 | .182 | .146 | 6.831 |

a. Dependent Variable: Kinerja Karyawan (Y)

Coefficient Correlations^a

| Model | | Kepuasan Kerja (X2) | Disiplin Kerja (X1) |
|-------|--------------|---------------------|---------------------|
| 1 | Correlations | Kepuasan Kerja (X2) | 1.000 |
| | | Disiplin Kerja (X1) | -.924 |
| | Covariances | Kepuasan Kerja (X2) | .020 |
| | | Disiplin Kerja (X1) | -.021 |

a. Dependent Variable: Kinerja Karyawan (Y)

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|---------------------|---------------------|
| | | | | (Constant) | Disiplin Kerja (X1) | Kepuasan Kerja (X2) |
| 1 | 1 | 2.971 | 1.000 | .00 | .00 | .00 |
| | 2 | .026 | 10.715 | .97 | .03 | .05 |
| | 3 | .003 | 31.377 | .03 | .97 | .95 |

a. Dependent Variable: Kinerja Karyawan (Y)

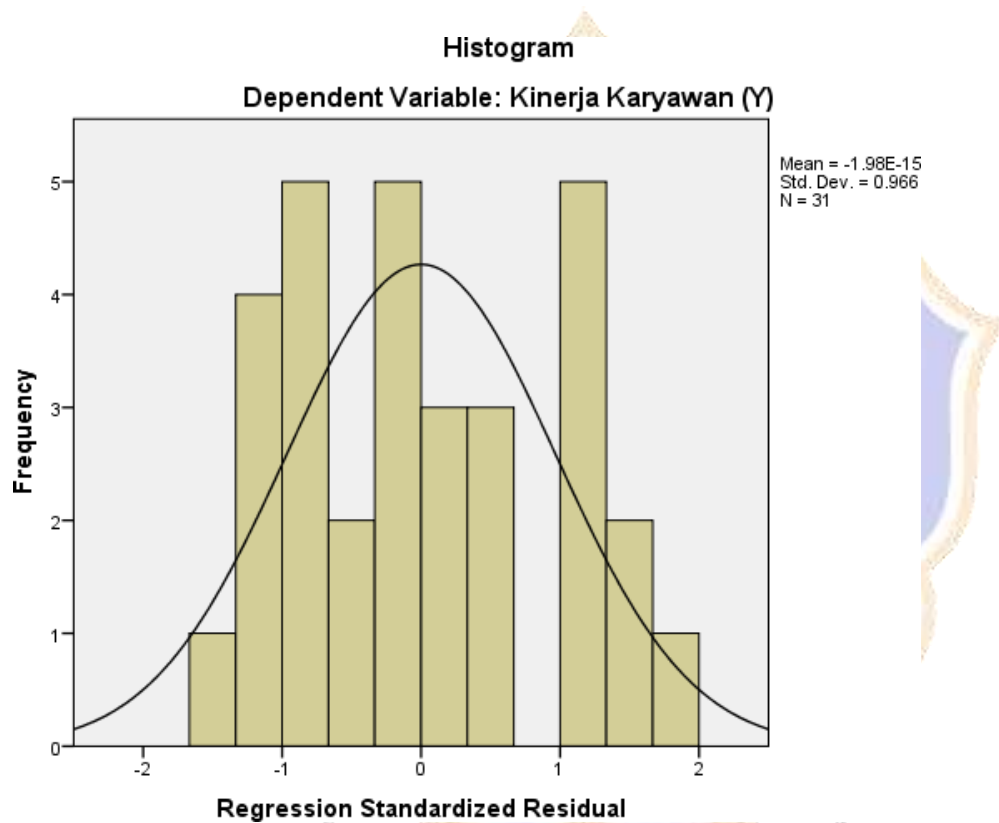
Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|----------|---------|---------|----------------|----|
| Predicted Value | 10.3177 | 19.9250 | 15.0323 | 2.46799 | 31 |
| Std. Predicted Value | -1.910 | 1.982 | .000 | 1.000 | 31 |
| Standard Error of Predicted Value | .193 | .556 | .322 | .089 | 31 |
| Adjusted Predicted Value | 10.0103 | 19.8975 | 14.9997 | 2.47629 | 31 |
| Residual | -1.52809 | 1.83872 | .00000 | 1.03663 | 31 |

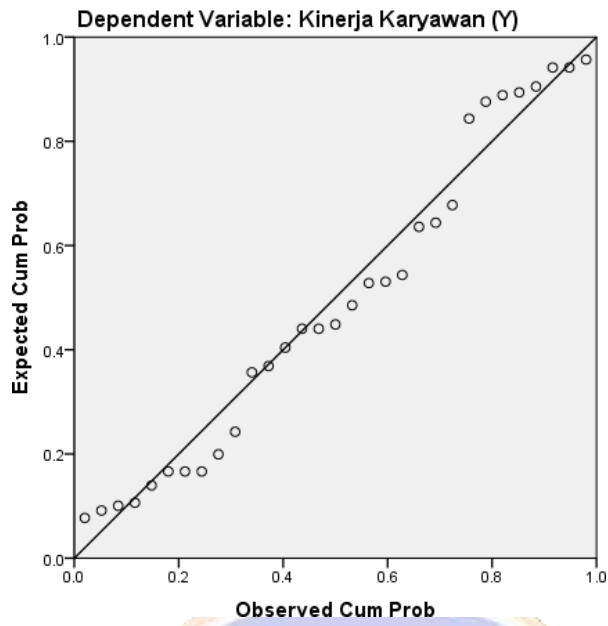
| | | | | | |
|-------------------------|----------|---------|--------|---------|----|
| Std. Residual | -1.424 | 1.714 | .000 | .966 | 31 |
| Stud. Residual | -1.463 | 1.789 | .014 | 1.022 | 31 |
| Deleted Residual | -1.61177 | 2.00492 | .03252 | 1.16179 | 31 |
| Stud. Deleted Residual | -1.494 | 1.867 | .021 | 1.041 | 31 |
| Mahal. Distance | .006 | 7.078 | 1.935 | 1.623 | 31 |
| Cook's Distance | .000 | .177 | .041 | .053 | 31 |
| Centered Leverage Value | .000 | .236 | .065 | .054 | 31 |

a. Dependent Variable: Kinerja Karyawan (Y)

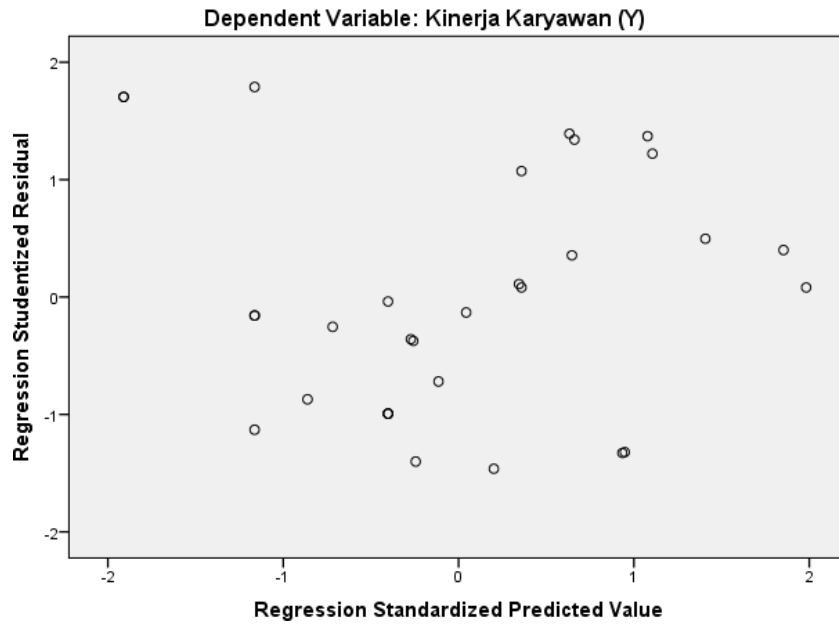
Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot



NPar Tests

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 31 |
| Normal Parameters ^{a,b} | Mean | 0E-7 |
| | Std. Deviation | 1.03662854 |
| | Absolute | .110 |
| Most Extreme Differences | Positive | .100 |
| | Negative | -.110 |
| Kolmogorov-Smirnov Z | | .612 |
| Asymp. Sig. (2-tailed) | | .848 |

a. Test distribution is Normal.

b. Calculated from data.

UJI HETEROSKEDASTISITAS DENGAN METODE GLEJSER

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 1.372 | .541 | | 2.537 | .017 |
| 1 | | | | | |
| Disiplin Kerja (X1) | .031 | .087 | .170 | .353 | .727 |
| Kepuasan Kerja (X2) | -.060 | .078 | -.374 | -.777 | .444 |

a. Dependent Variable: Abs_Res