

Lampiran 01 : Data Target Dan Capaian CV Dewata Laut Pada Bulan Juli-Desember 2019

No	Nama karyawan	Standar Kinerja (Rean)	Ketercapaian (Rean)						Kategori Kinerja (Rean)
			Juli	Agst	sept	okt	nov	Des	
1	Apoi	330	190	250	119	151	209	250	Tidak Tercapai
2	Bagong	330	190	90	129	166	234	254	Tidak Tercapai
3	Bila	330	247	166	162	294	397	305	Tidak Tercapai
4	Boker	330	209	237	318	182	293	306	Tidak Tercapai
5	H. Jumadin	330	133	227	250	266	251	164	Tidak Tercapai
6	Lonceng	330	117	138	95	299	176	308	Tidak Tercapai
7	Lovio	330	222	165	105	311	165	188	Tidak Tercapai
8	Poklik	330	101	147	136	155	208	282	Tidak Tercapai
9	Tawe	330	115	246	159	152	295	252	Tidak Tercapai
10	Toxin	330	148	97	159	166	150	140	Tidak Tercapai

Data kompensasi yang diterima

No	Nama karyawan	Standar UMK	Upah yang diterima						Kategori Upah
			Juli	Agst	Sept	okt	nov	Des	
1	Apoi	2.300.000	981.480	1.496.960	398.000	510.720	2.004.260	538.800	Tidak Sesuai
2	Bagong	2.300.000	1.419.640	181.160	258.000	971.320	786.780	835.380	Tidak Sesuai
3	Bila	2.300.000	1.274.060	667.020	656.000	324.000	1.248.000	1.636.320	Tidak Sesuai
4	Boker	2.300.000	622.440	1.189.400	636.000	364.000	586.000	884.200	Tidak Sesuai
5	H. Jumadin	2.300.000	940.420	1.267.360	674.000	1.777.320	634.940	328.000	Tidak Sesuai
6	Lonceng	2.300.000	1.048.460	820.696	260.000	1.451.860	994.040	725.640	Tidak Sesuai
7	Lovio	2.300.000	1.396.460	567.560	210.000	1.901.240	330.000	376.000	Tidak Sesuai
8	Poklik	2.300.000	644.100	768.480	272.000	1.277.600	1.033.640	1.251.540	Tidak Sesuai
9	Tawe	2.300.000	880.340	1.509.960	318.000	504.960	1.974.800	912.740	Tidak Sesuai
10	Toxin	2.300.000	903.160	194.000	318.000	1.155.140	300.000	504.340	Tidak Sesuai

Data Absen

No	Nama karyawan	Jumlah hari kerja	Jumlah absen						Kategori Disiplin
			Juli	Ags t	sept	okt	nov	Des	
1	Apoi	30	25	20	26	27	23	22	Tidak Disiplin
2	Bagong	30	23	25	21	25	23	20	Tidak Disiplin
3	Bila	30	22	22	24	26	28	22	Tidak Disiplin
4	Boker	30	23	24	26	25	22	24	Tidak Disiplin
5	H. Jumadin	30	21	20	22	22	25	26	Tidak Disiplin
6	Lonceng	30	22	23	23	22	20	21	Tidak Disiplin
7	Lovio	30	21	20	25	26	25	20	Tidak Disiplin
8	Poklik	30	20	26	22	24	25	22	Tidak Disiplin
9	Tawe	30	26	23	23	25	22	21	Tidak Disiplin
10	Toxin	30	20	23	23	25	26	21	Tidak Disiplin

LAMPIRAN 2
DATA PENELITIAN

1. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kompensasi

Data Ordinal Kompensasi

No.	1	2	3	4	5	6	7	8	9	10	Total
1	4	5	4	5	5	4	4	5	4	5	45
2	4	4	4	5	4	4	4	5	4	4	42
3	3	3	4	3	3	4	3	3	4	3	33
4	3	4	3	3	4	3	3	4	3	3	33
5	4	4	4	4	4	4	4	4	4	4	40
6	4	4	4	4	4	4	4	4	4	4	40
7	4	4	4	4	3	3	4	3	4	3	36
8	3	4	3	3	4	3	3	4	3	3	33
9	3	4	5	4	4	3	5	4	5	4	41
10	4	3	4	4	3	4	4	3	4	4	37
11	4	4	5	4	5	4	5	4	5	4	44
12	5	5	4	5	5	4	3	5	4	5	45
13	4	4	4	3	4	3	4	4	3	3	36
14	5	4	3	4	4	5	5	4	4	4	42
15	4	3	4	3	3	4	4	3	4	3	35
16	4	3	4	3	3	4	4	3	4	3	35
17	4	4	5	3	4	5	5	4	5	3	42
18	4	4	4	4	4	3	4	4	3	4	38
19	3	3	4	4	3	4	3	3	4	4	35
20	4	3	4	4	5	4	4	4	4	4	40
21	4	4	4	4	4	4	3	4	3	4	38
22	4	4	3	3	4	3	4	4	3	3	35
23	4	4	4	4	4	4	4	4	4	4	40
24	4	4	4	4	4	4	4	4	4	4	40
25	4	4	4	3	4	3	4	3	4	3	36
26	4	4	4	4	4	3	4	4	4	4	39
27	4	4	4	4	3	4	4	4	4	4	39
28	4	4	4	4	4	4	4	4	4	4	40
29	4	3	3	3	3	3	4	3	3	3	32
30	3	4	4	4	3	4	3	4	4	4	37

Data Interval Kompensasi

No.	1	2	3	4	5	6	7	8	9	10	Total
1	2.605	4.251	2.600	3.846	3.774	2.481	2.455	3.987	2.508	3.966	32.474
2	2.605	2.564	2.600	3.846	2.393	2.481	2.455	3.987	2.508	2.463	27.903
3	1.000	1.000	2.600	1.000	1.000	2.481	1.000	1.000	2.508	1.000	14.590
4	1.000	2.564	1.000	1.000	2.393	1.000	1.000	2.474	1.000	1.000	14.431
5	2.605	2.564	2.600	2.423	2.393	2.481	2.455	2.474	2.508	2.463	24.966
6	2.605	2.564	2.600	2.423	2.393	2.481	2.455	2.474	2.508	2.463	24.966
7	2.605	2.564	2.600	2.423	1.000	1.000	2.455	1.000	2.508	1.000	19.156
8	1.000	2.564	1.000	1.000	2.393	1.000	1.000	2.474	1.000	1.000	14.431
9	1.000	2.564	4.254	2.423	2.393	1.000	3.926	2.474	4.067	2.463	26.564
10	2.605	1.000	2.600	2.423	1.000	2.481	2.455	1.000	2.508	2.463	20.536
11	2.605	2.564	4.254	2.423	3.774	2.481	3.926	2.474	4.067	2.463	31.031
12	4.339	4.251	2.600	3.846	3.774	2.481	1.000	3.987	2.508	3.966	32.753
13	2.605	2.564	2.600	1.000	2.393	1.000	2.455	2.474	1.000	1.000	19.092
14	4.339	2.564	1.000	2.423	2.393	4.030	3.926	2.474	2.508	2.463	28.120
15	2.605	1.000	2.600	1.000	1.000	2.481	2.455	1.000	2.508	1.000	17.650
16	2.605	1.000	2.600	1.000	1.000	2.481	2.455	1.000	2.508	1.000	17.650
17	2.605	2.564	4.254	1.000	2.393	4.030	3.926	2.474	4.067	1.000	28.314
18	2.605	2.564	2.600	2.423	2.393	1.000	2.455	2.474	1.000	2.463	21.977
19	1.000	1.000	2.600	2.423	1.000	2.481	1.000	1.000	2.508	2.463	17.475
20	2.605	1.000	2.600	2.423	3.774	2.481	2.455	2.474	2.508	2.463	24.783
21	2.605	2.564	2.600	2.423	2.393	2.481	1.000	2.474	1.000	2.463	22.004
22	2.605	2.564	1.000	1.000	2.393	1.000	2.455	2.474	1.000	1.000	17.491
23	2.605	2.564	2.600	2.423	2.393	2.481	2.455	2.474	2.508	2.463	24.966
24	2.605	2.564	2.600	2.423	2.393	2.481	2.455	2.474	2.508	2.463	24.966
25	2.605	2.564	2.600	1.000	2.393	1.000	2.455	1.000	2.508	1.000	19.126
26	2.605	2.564	2.600	2.423	2.393	1.000	2.455	2.474	2.508	2.463	23.485
27	2.605	2.564	2.600	2.423	1.000	2.481	2.455	2.474	2.508	2.463	23.574
28	2.605	2.564	2.600	2.423	2.393	2.481	2.455	2.474	2.508	2.463	24.966
29	2.605	1.000	1.000	1.000	1.000	1.000	2.455	1.000	1.000	1.000	13.060
30	1.000	2.564	2.600	2.423	1.000	2.481	1.000	2.474	2.508	2.463	20.513

21	4	4	4	4	4	4	4	4	4	4	4	4	48
22	4	3	4	3	3	3	4	4	4	3	4	4	43
23	4	3	5	5	4	4	4	4	4	4	4	4	49
24	4	4	4	4	4	4	4	4	4	4	4	4	48
25	3	4	4	4	4	4	5	4	5	4	5	4	50
26	3	4	4	3	3	4	4	3	3	4	4	3	42
27	4	4	4	4	4	4	4	4	4	4	4	4	48
28	4	4	4	4	4	4	4	4	4	4	4	4	48
29	4	4	4	4	4	4	3	4	4	4	4	4	47
30	4	3	3	4	4	3	4	3	4	4	4	4	44

Data Interval Disiplin Kerja

No.	1	2	3	4	5	6	7	8	9	10	11	12	Total
1	5	4	4	4	5	5	3	5	4	5	4	5	53
2	4	4	4	4	4	4	4	4	4	4	3	4	47
3	3	4	4	3	3	4	4	3	3	4	4	3	42
4	4	4	4	4	4	4	4	4	4	4	4	3	47
5	4	3	3	4	4	3	3	4	4	3	3	4	42
6	4	4	3	4	4	4	4	4	4	5	5	4	49
7	3	3	3	4	4	3	3	4	4	3	3	4	41
8	3	4	4	3	3	4	4	3	3	4	4	3	42
9	4	3	3	4	4	3	3	4	4	3	3	4	42
10	4	4	4	4	4	4	4	4	4	3	4	4	47
11	4	5	4	5	4	5	4	5	3	5	4	5	53
12	4	3	3	4	4	3	3	4	4	3	3	4	42
13	3	4	4	3	3	4	4	3	3	4	4	3	42
14	4	4	4	5	5	3	5	4	5	4	5	4	52
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	3	4	4	3	3	4	4	3	3	4	4	3	42
17	4	4	4	4	4	4	4	4	4	4	4	4	48
18	5	4	5	3	4	4	5	4	4	4	5	5	52
19	4	4	4	4	4	4	4	4	4	4	4	4	48
20	4	4	4	4	4	4	4	4	4	4	4	4	48
21	4	4	4	4	4	4	4	4	4	4	4	4	48
22	4	3	4	3	3	3	4	4	4	3	4	4	43

23	4	3	5	5	4	4	4	4	4	4	4	4	49
24	4	4	4	4	4	4	4	4	4	4	4	4	48
25	3	4	4	4	4	4	5	4	5	4	5	4	50
26	3	4	4	3	3	4	4	3	3	4	4	3	42
27	4	4	4	4	4	4	4	4	4	4	4	4	48
28	4	4	4	4	4	4	4	4	4	4	4	4	48
29	4	4	4	4	4	4	3	4	4	4	4	4	47
30	4	3	3	4	4	3	4	3	4	4	4	4	44

3. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kinerja Karyawan

Data Ordinal Kinerja Karyawan

No.	1	2	3	4	5	6	7	8	Total
1	5	5	4	5	4	5	5	4	37
2	4	5	5	5	4	5	5	5	38
3	5	4	5	4	4	4	4	4	34
4	4	3	4	3	4	4	3	4	29
5	5	4	5	5	5	4	5	5	38
6	4	4	4	4	4	4	4	4	32
7	4	5	4	5	5	5	4	5	37
8	3	3	3	3	4	4	3	4	27
9	3	4	3	4	3	3	4	3	27
10	4	4	4	4	4	4	4	4	32
11	4	3	4	3	3	4	4	3	28
12	5	4	5	4	5	5	5	4	37
13	3	4	3	4	3	3	4	3	27
14	4	4	4	4	4	4	4	4	32
15	4	4	4	4	4	4	4	4	32
16	4	4	4	4	4	4	4	4	32
17	4	4	4	4	4	4	4	4	32
18	4	3	3	3	4	4	3	4	28
19	4	4	4	4	4	4	4	4	32
20	4	4	4	4	4	4	4	4	32
21	3	4	3	4	4	3	4	4	29
22	3	4	3	4	3	3	4	3	27
23	4	4	4	4	4	4	4	4	32
24	4	4	4	4	4	4	4	4	32
25	4	3	4	3	4	4	3	4	29
26	4	4	4	4	4	4	4	4	32
27	3	4	4	4	3	4	4	3	29
28	4	4	4	4	4	4	4	4	32
29	4	5	4	4	4	4	4	4	33
30	4	4	4	4	3	4	4	4	31

Data Interval Kinerja Karyawan

No.	1	2	3	4	5	6	7	8	Total
1	4.014	4.114	2.497	4.114	2.549	4.229	4.229	2.600	28.346
2	2.497	4.114	4.014	4.114	2.549	4.229	4.229	4.254	30.000
3	4.014	2.549	4.014	2.549	2.549	2.615	2.615	2.600	23.504
4	2.497	1.000	2.497	1.000	2.549	2.615	1.000	2.600	15.758
5	4.014	2.549	4.014	4.114	4.155	2.615	4.229	4.254	29.943
6	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
7	2.497	4.114	2.497	4.114	4.155	4.229	2.615	4.254	28.474
8	1.000	1.000	1.000	1.000	2.549	2.615	1.000	2.600	12.764
9	1.000	2.549	1.000	2.549	1.000	1.000	2.615	1.000	12.712
10	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
11	2.497	1.000	2.497	1.000	1.000	2.615	2.615	1.000	14.223
12	4.014	2.549	4.014	2.549	4.155	4.229	4.229	2.600	28.339
13	1.000	2.549	1.000	2.549	1.000	1.000	2.615	1.000	12.712
14	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
15	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
16	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
17	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
18	2.497	1.000	1.000	1.000	2.549	2.615	1.000	2.600	14.261
19	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
20	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
21	1.000	2.549	1.000	2.549	2.549	1.000	2.615	2.600	15.861
22	1.000	2.549	1.000	2.549	1.000	1.000	2.615	1.000	12.712
23	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
24	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
25	2.497	1.000	2.497	1.000	2.549	2.615	1.000	2.600	15.758
26	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
27	1.000	2.549	2.497	2.549	1.000	2.615	2.615	1.000	15.823
28	2.497	2.549	2.497	2.549	2.549	2.615	2.615	2.600	20.469
29	2.497	4.114	2.497	2.549	2.549	2.615	2.615	2.600	22.034
30	2.497	2.549	2.497	2.549	1.000	2.615	2.615	2.600	18.920

4. Hasil Kuesioner Untuk Analisis Jalur Variabel Kompensasi

Data Ordinal Kompensasi

No.	1	2	3	4	5	6	7	8	9	10	X1
1	4	4	3	5	4	5	5	4	4	3	41
2	4	5	5	5	5	5	5	3	4	5	46
3	5	5	4	4	5	4	5	4	5	3	44
4	5	4	4	5	5	5	5	4	4	3	44
5	4	4	4	4	5	4	5	4	4	4	42
6	5	4	4	4	4	3	4	5	4	4	41
7	4	4	4	4	4	4	4	4	4	4	40
8	4	4	4	4	4	4	4	4	4	4	40
9	4	4	4	4	4	4	4	4	4	4	40
10	4	4	4	4	4	4	4	4	4	4	40
11	2	2	3	2	2	2	2	2	2	3	22
12	1	3	4	3	3	3	3	1	3	4	28
13	2	1	3	2	2	2	2	2	1	3	20
14	3	3	4	5	3	5	3	1	3	4	34
15	1	1	2	3	3	3	3	1	1	2	20
16	4	4	3	4	2	4	2	4	4	3	34
17	2	2	3	1	2	1	2	2	2	3	20
18	2	4	3	2	3	2	3	2	4	3	28
19	1	3	4	3	3	3	3	1	3	4	28
20	4	3	4	4	4	4	4	4	3	4	38
21	3	2	4	2	1	2	1	3	2	4	24
22	3	3	4	3	3	3	3	3	3	4	32
23	4	4	4	4	4	4	4	4	4	4	40
24	3	3	4	5	4	5	4	3	3	4	38
25	4	4	2	5	4	5	4	4	4	2	38
26	1	3	1	3	3	3	3	1	3	1	22
27	3	3	4	5	4	5	4	3	3	4	38
28	4	4	2	4	3	4	3	4	4	2	34
29	3	3	4	4	4	4	4	3	3	4	36
30	3	2	4	3	5	3	5	3	2	4	34
31	4	4	4	4	4	4	4	4	4	4	40
32	4	5	3	4	5	4	5	4	5	3	42
33	4	5	3	4	4	4	4	4	5	3	40
34	4	5	3	4	5	4	5	4	5	3	42
35	4	4	4	5	4	5	4	4	4	4	42
36	5	4	4	4	4	3	5	5	4	4	42
37	4	4	4	4	4	5	4	4	4	4	41
38	4	4	4	4	4	4	4	4	4	4	40
39	4	5	2	3	5	3	5	4	5	2	38

40	4	4	2	5	5	5	5	4	4	2	40
41	4	4	4	4	4	4	5	4	4	4	41
42	4	4	4	4	4	4	4	4	4	4	40
43	5	4	4	3	4	3	4	5	4	4	40
44	1	4	2	3	4	3	4	1	4	2	28
45	4	4	4	4	4	4	4	4	4	4	40
46	4	3	3	2	2	2	2	4	3	3	28

Data Interval Kompensasi

No.	1	2	3	4	5	6	7	8	9	10	X1
1	3.052	3.422	2.737	4.802	3.537	4.743	4.636	3.068	3.457	2.800	36.255
2	3.052	4.746	5.780	4.802	4.802	4.743	4.636	2.078	3.457	5.780	43.877
3	4.430	4.746	3.925	3.566	4.802	3.592	4.636	3.068	4.836	2.800	40.401
4	4.430	3.422	3.925	4.802	4.802	4.743	4.636	3.068	3.457	2.800	40.086
5	3.052	3.422	3.925	3.566	4.802	3.592	4.636	3.068	3.457	3.987	37.508
6	4.430	3.422	3.925	3.566	3.537	2.699	3.448	4.575	3.457	3.987	37.047
7	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
8	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
9	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
10	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
11	1.682	1.742	2.737	1.917	1.917	1.917	1.917	1.682	1.742	2.800	20.055
12	1.000	2.396	3.925	2.632	2.597	2.699	2.597	1.000	2.396	3.987	25.228
13	1.682	1.000	2.737	1.917	1.917	1.917	1.917	1.682	1.000	2.800	18.571
14	2.102	2.396	3.925	4.802	2.597	4.743	2.597	1.000	2.396	3.987	30.545
15	1.000	1.000	1.984	2.632	2.597	2.699	2.597	1.000	1.000	1.984	18.492
16	3.052	3.422	2.737	3.566	1.917	3.592	1.917	3.068	3.457	2.800	29.530
17	1.682	1.742	2.737	1.000	1.917	1.000	1.917	1.682	1.742	2.800	18.220
18	1.682	3.422	2.737	1.917	2.597	1.917	2.597	1.682	3.457	2.800	24.810
19	1.000	2.396	3.925	2.632	2.597	2.699	2.597	1.000	2.396	3.987	25.228
20	3.052	2.396	3.925	3.566	3.537	3.592	3.448	3.068	2.396	3.987	32.967
21	2.102	1.742	3.925	1.917	1.000	1.917	1.000	2.078	1.742	3.987	21.411
22	2.102	2.396	3.925	2.632	2.597	2.699	2.597	2.078	2.396	3.987	27.408
23	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
24	2.102	2.396	3.925	4.802	3.537	4.743	3.448	2.078	2.396	3.987	33.414
25	3.052	3.422	1.984	4.802	3.537	4.743	3.448	3.068	3.457	1.984	33.498
26	1.000	2.396	1.000	2.632	2.597	2.699	2.597	1.000	2.396	1.000	19.316
27	2.102	2.396	3.925	4.802	3.537	4.743	3.448	2.078	2.396	3.987	33.414
28	3.052	3.422	1.984	3.566	2.597	3.592	2.597	3.068	3.457	1.984	29.320
29	2.102	2.396	3.925	3.566	3.537	3.592	3.448	2.078	2.396	3.987	31.027
30	2.102	1.742	3.925	2.632	4.802	2.699	4.636	2.078	1.742	3.987	30.345
31	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
32	3.052	4.746	2.737	3.566	4.802	3.592	4.636	3.068	4.836	2.800	37.835
33	3.052	4.746	2.737	3.566	3.537	3.592	3.448	3.068	4.836	2.800	35.382
34	3.052	4.746	2.737	3.566	4.802	3.592	4.636	3.068	4.836	2.800	37.835
35	3.052	3.422	3.925	4.802	3.537	4.743	3.448	3.068	3.457	3.987	37.443
36	4.430	3.422	3.925	3.566	3.537	2.699	4.636	4.575	3.457	3.987	38.235
37	3.052	3.422	3.925	3.566	3.537	4.743	3.448	3.068	3.457	3.987	36.206
38	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
39	3.052	4.746	1.984	2.632	4.802	2.699	4.636	3.068	4.836	1.984	34.438
40	3.052	3.422	1.984	4.802	4.802	4.743	4.636	3.068	3.457	1.984	35.951

41	3.052	3.422	3.925	3.566	3.537	3.592	4.636	3.068	3.457	3.987	36.244
42	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
43	4.430	3.422	3.925	2.632	3.537	2.699	3.448	4.575	3.457	3.987	36.112
44	1.000	3.422	1.984	2.632	3.537	2.699	3.448	1.000	3.457	1.984	25.163
45	3.052	3.422	3.925	3.566	3.537	3.592	3.448	3.068	3.457	3.987	35.056
46	3.052	2.396	2.737	1.917	1.917	1.917	1.917	3.068	2.396	2.800	24.119

5. Hasil Kuesioner Untuk Analisis Jalur Variabel Disiplin Kerja
Data Ordinal Disiplin Kerja

No.	1	2	3	4	5	6	7	8	9	10	11	12	Total
1	5	4	3	4	4	5	4	4	5	5	4	3	50
2	5	4	5	4	5	4	5	4	4	5	4	4	53
3	4	4	5	4	4	4	4	4	4	4	4	5	50
4	4	5	4	4	5	4	4	5	4	4	5	4	52
5	5	4	4	5	4	5	5	4	5	5	4	4	54
6	4	4	4	4	4	4	4	4	4	4	4	4	48
7	4	4	4	4	3	5	4	3	5	4	4	4	48
8	4	4	4	4	4	4	4	4	4	4	4	4	48
9	4	4	4	4	5	3	4	5	3	4	4	4	48
10	3	5	3	3	5	3	3	5	3	3	5	3	44
11	3	3	4	3	3	5	3	3	5	3	3	4	42
12	4	3	4	3	4	3	3	4	3	4	3	4	42
13	3	3	3	3	4	3	3	4	3	3	3	3	38
14	3	4	3	4	4	4	4	4	4	3	4	3	44
15	4	3	4	3	3	4	3	3	4	4	3	4	42
16	5	3	4	5	3	3	5	3	3	5	3	4	46
17	3	3	4	3	4	3	3	4	3	3	3	4	40
18	4	4	4	4	3	4	4	3	4	3	4	4	45
19	4	4	4	4	4	3	4	4	3	4	4	4	46
20	3	4	4	3	4	4	3	4	4	3	4	4	44
21	4	4	3	4	4	3	4	4	3	4	4	3	44

22	3	4	3	3	4	4	3	4	4	3	4	3	42
23	4	3	4	3	4	4	3	4	4	4	3	4	44
24	4	3	4	4	3	4	4	3	4	4	3	4	44
25	4	4	4	4	3	4	4	3	4	4	4	4	46
26	4	4	3	4	4	3	4	4	3	4	4	3	44
27	3	3	4	3	4	4	3	4	4	3	3	4	42
28	4	4	4	4	4	3	4	4	3	4	4	4	46
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	4	4	4	4	4	3	4	4	3	4	4	4	46
31	4	4	4	4	5	3	4	5	3	4	4	4	48
32	4	4	4	4	5	5	4	5	5	4	4	4	52
33	5	4	3	4	4	5	4	4	5	5	4	3	50
34	5	4	4	5	4	4	5	4	4	5	4	4	52
35	4	4	5	4	4	4	4	4	4	4	4	5	50
36	4	5	4	4	5	4	4	5	4	4	5	4	52
37	4	5	4	5	4	4	5	4	5	5	4	4	53
38	4	4	4	4	4	4	4	4	4	4	4	4	48
39	4	4	4	4	3	5	4	3	5	4	4	4	48
40	4	5	4	4	5	3	4	5	3	4	5	4	50
41	4	4	4	4	4	5	4	4	5	4	4	4	50
42	5	4	5	4	3	5	4	3	5	5	4	5	52
43	3	4	4	3	4	5	3	4	5	3	4	4	46
44	3	4	3	3	4	4	3	4	4	3	4	3	42
45	3	3	4	3	4	4	3	4	4	3	3	4	42
46	3	4	3	3	4	4	3	4	4	3	4	3	42

Data Interval Disiplin Kerja

No.	1	2	3	4	5	6	7	8	9	10	11	12	Total
1	3.792	2.512	1.000	2.465	2.443	3.549	2.428	2.475	3.494	3.673	2.548	1.000	31.380
2	3.792	2.512	4.173	2.465	3.888	2.285	3.865	2.475	2.255	3.673	2.548	2.585	36.516
3	2.398	2.512	4.173	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	4.302	32.630
4	2.398	4.068	2.548	2.465	3.888	2.285	2.428	3.959	2.255	2.346	4.173	2.585	35.398
5	3.792	2.512	2.548	3.970	2.443	3.549	3.865	2.475	3.494	3.673	2.548	2.585	37.455
6	2.398	2.512	2.548	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	2.585	29.288
7	2.398	2.512	2.548	2.465	1.000	3.549	2.428	1.000	3.494	2.346	2.548	2.585	28.874
8	2.398	2.512	2.548	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	2.585	29.288
9	2.398	2.512	2.548	2.465	3.888	1.000	2.428	3.959	1.000	2.346	2.548	2.585	29.678
10	1.000	4.068	1.000	1.000	3.888	1.000	1.000	3.959	1.000	1.000	4.173	1.000	24.088
11	1.000	1.000	2.548	1.000	1.000	3.549	1.000	1.000	3.494	1.000	1.000	2.585	20.176
12	2.398	1.000	2.548	1.000	2.443	1.000	1.000	2.475	1.000	2.346	1.000	2.585	20.795
13	1.000	1.000	1.000	1.000	2.443	1.000	1.000	2.475	1.000	1.000	1.000	1.000	14.918
14	1.000	2.512	1.000	2.465	2.443	2.285	2.428	2.475	2.255	1.000	2.548	1.000	23.410
15	2.398	1.000	2.548	1.000	1.000	2.285	1.000	1.000	2.255	2.346	1.000	2.585	20.417
16	3.792	1.000	2.548	3.970	1.000	1.000	3.865	1.000	1.000	3.673	1.000	2.585	26.434
17	1.000	1.000	2.548	1.000	2.443	1.000	1.000	2.475	1.000	1.000	1.000	2.585	18.051
18	2.398	2.512	2.548	2.465	1.000	2.285	2.428	1.000	2.255	1.000	2.548	2.585	25.024
19	2.398	2.512	2.548	2.465	2.443	1.000	2.428	2.475	1.000	2.346	2.548	2.585	26.749
20	1.000	2.512	2.548	1.000	2.443	2.285	1.000	2.475	2.255	1.000	2.548	2.585	23.651
21	2.398	2.512	1.000	2.465	2.443	1.000	2.428	2.475	1.000	2.346	2.548	1.000	23.615
22	1.000	2.512	1.000	1.000	2.443	2.285	1.000	2.475	2.255	1.000	2.548	1.000	20.517

23	2.398	1.000	2.548	1.000	2.443	2.285	1.000	2.475	2.255	2.346	1.000	2.585	23.335
24	2.398	1.000	2.548	2.465	1.000	2.285	2.428	1.000	2.255	2.346	1.000	2.585	23.310
25	2.398	2.512	2.548	2.465	1.000	2.285	2.428	1.000	2.255	2.346	2.548	2.585	26.370
26	2.398	2.512	1.000	2.465	2.443	1.000	2.428	2.475	1.000	2.346	2.548	1.000	23.615
27	1.000	1.000	2.548	1.000	2.443	2.285	1.000	2.475	2.255	1.000	1.000	2.585	20.590
28	2.398	2.512	2.548	2.465	2.443	1.000	2.428	2.475	1.000	2.346	2.548	2.585	26.749
29	2.398	2.512	2.548	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	2.585	29.288
30	2.398	2.512	2.548	2.465	2.443	1.000	2.428	2.475	1.000	2.346	2.548	2.585	26.749
31	2.398	2.512	2.548	2.465	3.888	1.000	2.428	3.959	1.000	2.346	2.548	2.585	29.678
32	2.398	2.512	2.548	2.465	3.888	3.549	2.428	3.959	3.494	2.346	2.548	2.585	34.721
33	3.792	2.512	1.000	2.465	2.443	3.549	2.428	2.475	3.494	3.673	2.548	1.000	31.380
34	3.792	2.512	2.548	3.970	2.443	2.285	3.865	2.475	2.255	3.673	2.548	2.585	34.951
35	2.398	2.512	4.173	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	4.302	32.630
36	2.398	4.068	2.548	2.465	3.888	2.285	2.428	3.959	2.255	2.346	4.173	2.585	35.398
37	2.398	4.068	2.548	3.970	2.443	2.285	3.865	2.475	3.494	3.673	2.548	2.585	36.351
38	2.398	2.512	2.548	2.465	2.443	2.285	2.428	2.475	2.255	2.346	2.548	2.585	29.288
39	2.398	2.512	2.548	2.465	1.000	3.549	2.428	1.000	3.494	2.346	2.548	2.585	28.874
40	2.398	4.068	2.548	2.465	3.888	1.000	2.428	3.959	1.000	2.346	4.173	2.585	32.859
41	2.398	2.512	2.548	2.465	2.443	3.549	2.428	2.475	3.494	2.346	2.548	2.585	31.792
42	3.792	2.512	4.173	2.465	1.000	3.549	2.428	1.000	3.494	3.673	2.548	4.302	34.937
43	1.000	2.512	2.548	1.000	2.443	3.549	1.000	2.475	3.494	1.000	2.548	2.585	26.154
44	1.000	2.512	1.000	1.000	2.443	2.285	1.000	2.475	2.255	1.000	2.548	1.000	20.517
45	1.000	1.000	2.548	1.000	2.443	2.285	1.000	2.475	2.255	1.000	1.000	2.585	20.590
46	1.000	2.512	1.000	1.000	2.443	2.285	1.000	2.475	2.255	1.000	2.548	1.000	20.517

40	4	3	5	5	3	4	3	5	32
41	4	5	4	4	5	4	5	4	35
42	4	4	5	5	3	4	4	5	34
43	4	5	3	4	5	4	3	5	33
44	3	5	3	3	5	3	3	5	30
45	5	3	4	5	3	5	4	3	32
46	3	5	3	3	5	3	3	5	30

Data Interval Kinerja Karyawan

No.	1	2	3	4	5	6	7	8	Y
1	2.787	3.127	2.335	2.297	3.151	2.548	2.697	3.102	22.044
2	2.787	3.127	2.335	2.297	3.151	4.173	5.105	3.102	26.077
3	2.787	3.127	2.335	2.297	3.151	2.548	2.697	3.102	22.044
4	4.664	2.049	3.658	3.562	2.020	4.173	3.964	2.000	26.090
5	2.787	3.127	2.335	2.297	3.151	2.548	5.105	3.102	24.451
6	2.787	3.127	2.335	2.297	3.151	2.548	3.964	3.102	23.310
7	2.787	1.000	3.658	3.562	1.000	2.548	2.697	3.102	20.353
8	2.787	3.127	2.335	2.297	3.151	2.548	2.697	3.102	22.044
9	2.787	3.127	1.000	2.297	3.151	2.548	1.000	3.102	19.011
10	2.787	2.049	1.000	1.000	3.151	2.548	3.964	1.000	17.499
11	2.787	1.000	2.335	1.000	2.020	1.000	2.697	2.000	14.839
12	2.787	1.000	2.335	1.000	2.020	2.548	2.697	1.000	15.387
13	1.000	2.049	2.335	1.000	1.000	1.000	2.697	1.000	12.082
14	2.787	1.000	2.335	1.000	2.020	1.000	2.697	2.000	14.839
15	2.787	2.049	2.335	1.000	1.000	1.000	2.697	1.000	13.869
16	2.787	2.049	1.000	2.297	1.000	1.000	3.964	1.000	15.097
17	2.787	1.000	2.335	1.000	1.000	2.548	2.697	1.000	14.367
18	2.787	2.049	1.000	2.297	2.020	1.000	3.964	1.000	16.117
19	1.000	1.000	3.658	3.562	2.020	1.000	2.697	3.102	18.038
20	2.787	2.049	2.335	2.297	2.020	2.548	2.697	2.000	18.734
21	2.787	1.000	2.335	2.297	1.000	2.548	3.964	1.000	16.931
22	2.787	1.000	1.000	1.000	2.020	2.548	2.697	1.000	14.052
23	2.787	1.000	3.658	3.562	1.000	2.548	2.697	3.102	20.353
24	2.787	2.049	1.000	1.000	2.020	2.548	3.964	1.000	16.368
25	2.787	1.000	3.658	3.562	1.000	2.548	2.697	3.102	20.353
26	2.787	2.049	1.000	1.000	2.020	2.548	3.964	1.000	16.368
27	2.787	1.000	3.658	1.000	3.151	2.548	3.964	1.000	19.107
28	1.000	2.049	2.335	1.000	2.020	1.000	3.964	2.000	15.368
29	2.787	1.000	3.658	2.297	1.000	2.548	2.697	2.000	17.987
30	2.787	1.000	2.335	2.297	2.020	2.548	2.697	2.000	17.685
31	2.787	2.049	2.335	2.297	3.151	2.548	3.964	2.000	21.131
32	4.664	2.049	2.335	3.562	2.020	4.173	3.964	2.000	24.767
33	2.787	3.127	1.000	2.297	3.151	2.548	2.697	3.102	20.708
34	2.787	3.127	2.335	2.297	3.151	2.548	5.105	2.000	23.350
35	2.787	3.127	1.000	2.297	3.151	2.548	2.697	3.102	20.708
36	2.787	3.127	2.335	2.297	3.151	2.548	5.105	2.000	23.350
37	2.787	3.127	2.335	2.297	3.151	2.548	3.964	3.102	23.310
38	2.787	3.127	2.335	2.297	3.151	2.548	3.964	3.102	23.310
39	2.787	2.049	2.335	2.297	2.020	2.548	3.964	2.000	20.000
40	2.787	1.000	3.658	3.562	1.000	2.548	2.697	3.102	20.353
41	2.787	3.127	2.335	2.297	3.151	2.548	5.105	2.000	23.350

42	2.787	2.049	3.658	3.562	1.000	2.548	3.964	3.102	22.669
43	2.787	3.127	1.000	2.297	3.151	2.548	2.697	3.102	20.708
44	1.000	3.127	1.000	1.000	3.151	1.000	2.697	3.102	16.076
45	4.664	1.000	2.335	3.562	1.000	4.173	3.964	1.000	21.698
46	1.000	3.127	1.000	1.000	3.151	1.000	2.697	3.102	16.076

7. Tabulasi Data Analisis Jalur

No.	X ₁	X ₂	Y
1	36.255	31.380	22.044
2	43.877	36.516	26.077
3	40.401	32.630	22.044
4	40.086	35.398	26.090
5	37.508	37.455	24.451
6	37.047	29.288	23.310
7	35.056	28.874	20.353
8	35.056	29.288	22.044
9	35.056	29.678	19.011
10	35.056	24.088	17.499
11	20.055	20.176	14.839
12	25.228	20.795	15.387
13	18.571	14.918	12.082
14	30.545	23.410	14.839
15	18.492	20.417	13.869
16	29.530	26.434	15.097
17	18.220	18.051	14.367
18	24.810	25.024	16.117
19	25.228	26.749	18.038
20	32.967	23.651	18.734
21	21.411	23.615	16.931
22	27.408	20.517	14.052
23	35.056	23.335	20.353
24	33.414	23.310	16.368
25	33.498	26.370	20.353
26	19.316	23.615	16.368
27	33.414	20.590	19.107
28	29.320	26.749	15.368
29	31.027	29.288	17.987
30	30.345	26.749	17.685
31	35.056	29.678	21.131
32	37.835	34.721	24.767
33	35.382	31.380	20.708
34	37.835	34.951	23.350
35	37.443	32.630	20.708
36	38.235	35.398	23.350
37	36.206	36.351	23.310
38	35.056	29.288	23.310
39	34.438	28.874	20.000
40	35.951	32.859	20.353

41	36.244	31.792	23.350
42	35.056	34.937	22.669
43	36.112	26.154	20.708
44	25.163	20.517	16.076
45	35.056	20.590	21.698
46	24.119	20.517	16.076

Item6	Pearson Correlation	.350	-.030	.277	.290	.061	1	.223	.166	.507**	.350	.515**
	Sig. (2-tailed)	.058	.876	.139	.120	.749		.237	.379	.004	.058	.004
	N	30	30	30	30	30	30	30	30	30	30	30
Item7	Pearson Correlation	.394*	.046	.421*	.027	.220	.223	1	.046	.562**	.008	.475**
	Sig. (2-tailed)	.031	.808	.020	.887	.242	.237		.808	.001	.968	.008
	N	30	30	30	30	30	30	30	30	30	30	30
Item8	Pearson Correlation	.275	.789**	.075	.639**	.734**	.166	.046	1	.036	.639**	.712**
	Sig. (2-tailed)	.141	.000	.693	.000	.000	.379	.808		.850	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Item9	Pearson Correlation	.054	.041	.786**	.291	.127	.507**	.562**	.036	1	.279	.593**
	Sig. (2-tailed)	.779	.831	.000	.119	.505	.004	.001	.850		.136	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Item10	Pearson Correlation	.328	.505**	.261	.915**	.493**	.350	.008	.639**	.279	1	.773**
	Sig. (2-tailed)	.077	.004	.163	.000	.006	.058	.968	.000	.136		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.538**	.626**	.530**	.757**	.679**	.515**	.475**	.712**	.593**	.773**	1
	Sig. (2-tailed)	.002	.000	.003	.000	.000	.004	.008	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Kompensasi

Reliability Statistics

Cronbach's	
Alpha	N of Items
.823	10

Item7	Pearson Correlation	-.053	.427*	.567**	-.037	-.039	.162	1	-.173	.223	.300	.783**	-.027	.447*
	Sig. (2-tailed)	.781	.019	.001	.848	.836	.392		.360	.236	.107	.000	.888	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Item8	Pearson Correlation	.677**	.202	.065	.644**	.724**	.331	-.173	1	.437*	.223	-.015	.820**	.700**
	Sig. (2-tailed)	.000	.284	.733	.000	.000	.074	.360		.016	.236	.939	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Item9	Pearson Correlation	.403*	-.255	-.063	.526**	.724**	-.339	.223	.437*	1	-.168	.245	.429*	.450*
	Sig. (2-tailed)	.027	.175	.742	.003	.000	.067	.236	.016		.375	.193	.018	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Item10	Pearson Correlation	.189	.702**	.310	.182	.209	.774**	.300	.223	-.168	1	.551**	.209	.637**
	Sig. (2-tailed)	.317	.000	.096	.335	.268	.000	.107	.236	.375		.002	.267	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Item11	Pearson Correlation	.105	.471**	.470**	-.010	.115	.322	.783**	-.015	.245	.551**	1	.106	.590**
	Sig. (2-tailed)	.580	.009	.009	.960	.545	.082	.000	.939	.193	.002		.577	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Item12	Pearson Correlation	.774**	.081	.090	.500**	.686**	.202	-.027	.820**	.429*	.209	.106	1	.692**
	Sig. (2-tailed)	.000	.669	.638	.005	.000	.283	.888	.000	.018	.267	.577		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.638**	.558**	.492**	.566**	.694**	.575**	.447*	.700**	.450*	.637**	.590**	.692**	1
	Sig. (2-tailed)	.000	.001	.006	.001	.000	.001	.013	.000	.013	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Disiplin Kerja

Reliability Statistics

Cronbach's	
Alpha	N of Items
.827	12

Item7	Pearson Correlation	.452*	.708**	.564**	.826**	.245	.375*	1	.257	.736**
	Sig. (2-tailed)	.012	.000	.001	.000	.192	.041		.170	.000
	N	30	30	30	30	30	30	30	30	30
Item8	Pearson Correlation	.548**	.354	.553**	.476**	.818**	.630**	.257	1	.770**
	Sig. (2-tailed)	.002	.055	.002	.008	.000	.000	.170		.000
	N	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.769**	.671**	.806**	.766**	.724**	.775**	.736**	.770**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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).

Output SPSS Uji Reliabilitas Kuesioner Kinerja Karyawan

Reliability Statistics

Cronbach's	
Alpha	N of Items
.890	8

4. Output SPSS Analisis Deskriptif

		Statistics		
		X1_ORDINAL	X2_ORDINAL	Y_ORDINAL
N	Valid	46	46	46
	Missing	0	0	0
Minimum		20	38	26
Maximum		46	54	37
Sum		1650	2147	1453

5. Output SPSS Analisis Jalur

Model Summary

Model	R	Adjusted R Square		Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
		R Square	R Square			F Change	df1	df2	
1	.904 ^a	.818	.809	1.573515	.818	96.514	2	43	.000

a. Predictors: (Constant), X2, X1

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	477.928	2	238.964	96.514	.000 ^b
	Residual	106.466	43	2.476		
	Total	584.394	45			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.690	1.225		2.196	.034			
	X1	.281	.058	.511	4.859	.000	.861	.595	.316
	X2	.282	.066	.446	4.249	.000	.847	.544	.277

a. Dependent Variable: Y

Model Summary

Model	R	Adjusted R Square		Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
		R Square	R Square			F Change	df1	df2	
1	.785 ^a	.616	.608	3.568504	.616	70.657	1	44	.000

a. Predictors: (Constant), X1

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	899.763	1	899.763	70.657	.000 ^b
	Residual	560.306	44	12.734		
	Total	1460.068	45			

a. Dependent Variable: X2

b. Predictors: (Constant), X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	5.544	2.649		2.093	.042			
	X1	.684	.081	.785	8.406	.000	.785	.785	.785

a. Dependent Variable: X2

