

LAMPIRAN

Lampiran 1

Kuesioner Penelitian

Yth. Karyawan CV. Mandiri Abadi

Di tempat,

Dengan hormat,

Dalam rangka penyusunan skripsi untuk menyelesaikan studi jenjang Strata 1 di UNISNU Jepara, saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner ini guna menyelesaikan tugas akhir perkuliahan berupa penyusunan skripsi yang berjudul **“Analisis Pengaruh Reward, Saksi, Motivasi Dan Kepemimpinan Terhadap Disiplin Kerja (Studi pada CV. Mandiri Abadi Jepara)”**.

Sehubungan dengan hal tersebut, saya berharap Bapak/Ibu bersedia untuk mengisi kuesioner sesuai dengan keadaan yang dialami dan dirasakan. Saya menjamin penuh kerahasiaan informasi yang Bapak/Ibu berikan.

Atas kerjasama dan kesediaan Bapak/Ibu untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Hormat Saya,

Vita Ardianasari

Daftar Pertanyaan

Jenis Kelamin : (____) 1. Laki-laki 2. Perempuan

Umur : _____ Tahun

Pendidikan terakhir : (____)

1. Sekolah Dasar
2. Sekolah Menengah Pertama
3. Sekolah Menengah Atas
4. Diploma
5. Sarjana
6. Lain-lain...

Pengalaman dan lama bekerja: _____ Tahun

Keterangan :

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. N : Netral
4. S : Setuju
5. SS : Sangat Setuju

Kode.	Pertanyaan	STS	TS	N	S	SS
		1	2	3	4	5
DK.1	Berangkat dan pulang kerja sesuai dengan peraturan.					
DK.2	Peraturan yang ditetapkan perusahaan ditaati oleh karyawan					
DK.3	Saya lebih berhati-hati dalam bekerja agar tidak melakukan kesalahan					
DK.4	Melaksanakan pekerjaan sesuai interuksi yang diberikan atasan					
R.1	Beban pekerjaan yang saya terima dari perusahaan sesuai dengan gaji yang saya terima.					
R.2	Upah yang diberikan memberikan kesejahteraan hidup					
R.3	Peluang promosi jabatan yang diberikan perusahaan mendorong saya untuk					

	disiplindalam bekerja					
S.1	Saya berusaha untuk meminimalisir kesalahan dalam bekerja					
S.2	Hukuman akan lebih berat jika karyawan mengulang kesalahan kembali					
S.3	Saya lebih berhati-hati dalam bekerja agar tidak melakukan kesalahan					
S.4	Karyawan langsung mendapat hukuman ketika terbukti melakukan kesalahan					
M.1	Saya selalu meningkatkan produktivitas kerja saya untuk mencapai prestasi yang saya inginkan					
M.2	Saya selalu mengerjakan tugas/pekerjaan dengan memenuhi standar yang ditetapkan perusahaan					
M.3	Saya selalu berusaha meningkatkan kemampuan saya dalam menyelesaikan tugas					
M.4	Saya mampu mendorong rekan kerja atau bawahan saya dalam menyelesaikan tugas					
M.5	Saya mempunyai tanggung jawab terhadap hasil kerja orang lain					
M.6	Saya mempunyai otoritas dalam menentukan tugas terhadap orang lain					
M.7	Saya mampu berkomunikasi dan menjalin hubungan baik dengan sesama rekan kerja di lingkungan perusahaan					
K.1	Pimpinan mampu menganalisa situasi yang dihadapi secara teliti					
K.2	Pimpinan senantiasa mendengarkan pendapat atau saran bawahan					
K.3	Pimpinan memberikan motivasi, petunjuk, pedoman dan nasihat dengan komunikasi yang baik kepada bawahan					
K.5	Pimpinan selalu ikut serta mengontrol kinerja karyawannya.					

Lampiran 2

Tabulasi Hasil Kuesioner

No. Responden	Reward			Jumlah
	1	2	3	
R.1	4	4	4	12
R.2	5	4	4	13
R.3	5	4	4	13
R.4	4	4	4	12
R.5	4	4	4	12
R.6	3	4	4	11
R.7	3	3	3	9
R.8	4	4	4	12
R.9	4	3	3	10
R.10	5	4	4	13
R.11	4	4	4	12
R.12	5	4	4	13
R.13	4	5	5	14
R.14	3	4	4	11
R.15	4	5	5	14
R.16	5	4	3	12
R.17	4	4	3	11
R.18	5	4	4	13
R.19	4	4	3	11
R.20	4	4	4	12
R.21	5	4	4	13
R.22	5	4	4	13
R.23	4	4	4	12
R.24	4	4	4	12
R.25	3	4	4	11
R.26	3	3	3	9
R.27	4	4	4	12
R.28	4	3	3	10
R.29	5	4	4	13
R.30	4	4	4	12
R.31	5	4	4	13
R.32	4	5	5	14

R.33	3	4	4	11
R.34	4	5	5	14
R.35	5	4	3	12
R.36	4	4	3	11
R.37	5	4	4	13
R.38	4	4	3	11
R.39	4	4	4	12
R.40	5	4	4	13
R.41	5	4	4	13
R.42	4	4	4	12
R.43	4	4	4	12
R.44	3	4	4	11
R.45	3	3	3	9
R.46	4	4	4	12
R.47	4	3	3	10
R.48	5	4	4	13
R.49	4	4	4	12
R.50	5	4	4	13
R.51	4	5	5	14
R.52	3	4	4	11
R.53	4	5	5	14
R.54	5	4	3	12
R.55	4	4	3	11
R.56	5	4	4	13
R.57	4	4	3	11
R.58	4	4	4	12
R.59	5	4	4	13
R.60	5	4	4	13
R.61	4	4	4	12
R.62	4	4	4	12
R.63	3	4	4	11
R.64	3	3	3	9
R.65	4	4	4	12
R.66	4	3	3	10
R.67	5	4	4	13
R.68	4	4	4	12
R.69	5	4	4	13
R.70	4	5	5	14
R.71	3	4	4	11
R.72	4	5	5	14
R.73	5	4	3	12
R.74	4	4	3	11
R.75	5	4	4	13
R.76	4	4	3	11

R.77	3	4	4	11
R.78	4	5	5	14
R.79	5	4	3	12
R.80	4	4	3	11
R.81	5	4	4	13

No. Responden	Sanksi				Jumlah
	1	2	3	4	
R.1	5	5	5	4	19
R.2	4	4	3	4	15
R.3	5	5	5	5	20
R.4	4	4	3	4	15
R.5	3	3	4	4	14
R.6	3	3	5	4	15
R.7	4	4	5	5	18
R.8	2	2	3	4	11
R.9	4	4	5	4	17
R.10	4	4	5	4	17
R.11	3	3	4	5	15
R.12	4	4	4	4	16
R.13	5	5	5	5	20
R.14	4	4	4	5	17
R.15	3	3	5	5	16
R.16	5	5	5	4	19
R.17	4	4	3	4	15
R.18	5	5	5	5	20
R.19	4	4	3	4	15
R.20	3	3	4	4	14
R.21	3	3	5	4	15
R.22	4	4	5	5	18
R.23	2	2	3	4	11
R.24	4	4	5	4	17
R.25	4	4	5	4	17
R.26	3	3	4	5	15
R.27	4	4	4	4	16
R.28	5	5	5	5	20
R.29	4	4	4	5	17
R.30	3	3	5	5	16
R.31	5	5	5	4	19
R.32	4	4	3	4	15
R.33	5	5	5	5	20
R.34	4	4	3	4	15
R.35	3	3	4	4	14

R.36	3	3	5	4	15
R.37	4	4	5	5	18
R.38	2	2	3	4	11
R.39	4	4	5	4	17
R.40	4	4	5	4	17
R.41	3	3	4	5	15
R.42	4	4	4	4	16
R.43	5	5	5	5	20
R.44	4	4	4	5	17
R.45	3	3	5	5	16
R.46	5	5	5	4	19
R.47	4	4	3	4	15
R.48	5	5	5	5	20
R.49	4	4	3	4	15
R.50	3	3	4	4	14
R.51	3	3	5	4	15
R.52	4	4	5	5	18
R.53	2	2	3	4	11
R.54	4	4	5	4	17
R.55	4	4	5	4	17
R.56	3	3	4	5	15
R.57	4	4	4	4	16
R.58	5	5	5	5	20
R.59	4	4	4	5	17
R.60	3	3	5	5	16
R.61	5	5	5	4	19
R.62	4	4	3	4	15
R.63	5	5	5	5	20
R.64	4	4	3	4	15
R.65	3	3	4	4	14
R.66	3	3	5	4	15
R.67	4	4	5	5	18
R.68	2	2	3	4	11
R.69	4	4	5	4	17
R.70	4	4	5	4	17
R.71	3	3	4	5	15
R.72	4	4	4	4	16
R.73	5	5	5	5	20
R.74	4	4	4	5	17
R.75	3	3	5	5	16
R.76	4	4	5	5	18
R.77	4	4	4	4	16
R.78	4	4	4	4	16
R.79	4	5	4	5	18

R.80	4	5	5	4	18
R.81	4	5	4	5	18

No. Responden	Motivasi							Jumlah
	1	2	3	4	5	6	7	
R.1	5	4	4	4	4	5	5	31
R.2	3	3	4	3	5	4	4	26
R.3	5	5	5	5	3	5	5	33
R.4	5	5	5	5	4	4	4	32
R.5	5	4	3	5	3	3	3	26
R.6	3	3	3	3	4	3	3	22
R.7	3	4	3	4	4	4	4	26
R.8	3	4	3	3	4	2	2	21
R.9	3	3	3	4	3	4	4	24
R.10	4	5	5	5	4	4	4	31
R.11	4	5	3	4	4	3	3	26
R.12	3	3	4	4	4	4	4	26
R.13	3	4	4	4	5	5	5	30
R.14	4	4	5	4	4	4	4	29
R.15	3	3	3	3	4	3	3	22
R.16	3	3	3	3	4	5	5	26
R.17	4	4	4	4	5	4	4	29
R.18	5	5	4	5	5	5	5	34
R.19	5	5	5	5	5	4	4	33
R.20	3	3	3	4	5	3	3	24
R.21	3	3	4	4	4	3	3	24
R.22	4	3	3	3	5	4	4	26
R.23	4	3	3	3	3	2	2	20
R.24	3	3	3	4	4	4	4	25
R.25	3	3	3	4	3	4	4	24
R.26	4	5	4	5	4	3	3	28
R.27	4	5	5	4	4	4	4	30
R.28	4	4	5	5	4	5	5	32
R.29	4	5	4	4	3	4	4	28
R.30	4	3	3	3	4	3	3	23
R.31	4	4	3	4	4	5	5	29
R.32	5	5	4	5	4	4	4	31
R.33	4	4	4	4	5	5	5	31
R.34	4	5	4	5	4	4	4	30
R.35	4	5	4	4	4	3	3	27
R.36	4	4	4	5	4	3	3	27
R.37	4	5	4	4	5	4	4	30

R.38	4	5	4	5	5	2	2	27
R.39	3	3	3	4	5	4	4	26
R.40	4	5	4	4	5	4	4	30
R.41	4	4	4	5	4	3	3	27
R.42	4	4	4	4	5	4	4	29
R.43	4	4	4	5	3	5	5	30
R.44	5	5	4	4	4	4	4	30
R.45	4	5	5	4	3	3	3	27
R.46	4	4	5	5	4	5	5	32
R.47	5	5	4	5	4	4	4	31
R.48	4	5	4	5	4	5	5	32
R.49	4	4	4	5	3	4	4	28
R.50	4	5	5	5	4	3	3	29
R.51	4	4	4	4	4	3	3	26
R.52	4	4	4	4	4	4	4	28
R.53	5	4	4	5	5	2	2	27
R.54	4	4	4	3	4	4	4	27
R.55	5	4	4	4	4	4	4	29
R.56	3	3	4	3	4	3	3	23
R.57	5	5	5	5	5	4	4	33
R.58	5	5	5	5	5	5	5	35
R.59	5	4	3	5	5	4	4	30
R.60	3	3	3	3	5	3	3	23
R.61	3	4	3	4	4	5	5	28
R.62	3	4	3	3	5	4	4	26
R.63	3	3	3	4	3	5	5	26
R.64	4	5	5	5	4	4	4	31
R.65	4	5	3	4	3	3	3	25
R.66	3	3	4	4	4	3	3	24
R.67	3	4	4	4	4	4	4	27
R.68	4	4	5	4	4	2	2	25
R.69	3	3	3	3	3	4	4	23
R.70	3	3	3	3	4	4	4	24
R.71	4	4	4	4	4	3	3	26
R.72	5	5	4	5	4	4	4	31
R.73	5	5	5	5	5	5	5	35
R.74	3	3	3	4	4	4	4	25
R.75	3	3	4	4	4	3	3	24
R.76	4	3	3	3	4	4	4	25
R.77	4	3	3	3	5	4	4	26
R.78	3	3	3	4	5	4	4	26
R.79	3	3	3	4	5	4	5	27
R.80	4	5	4	5	5	4	5	32

R.81	4	5	5	4	5	4	5	32
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No. Responden	Kepemimpinan				Jumlah
	1	2	3	4	
R.1	4	3	3	4	14
R.2	4	5	5	4	18
R.3	4	5	4	4	17
R.4	4	4	3	3	14
R.5	4	4	4	4	16
R.6	4	4	4	4	16
R.7	4	4	4	4	16
R.8	4	4	4	5	17
R.9	4	4	4	4	16
R.10	4	4	4	4	16
R.11	4	4	5	4	17
R.12	4	4	5	5	18
R.13	5	5	5	5	20
R.14	3	4	3	3	13
R.15	3	3	4	4	14
R.16	5	5	4	4	18
R.17	5	4	4	5	18
R.18	4	3	3	4	14
R.19	4	4	4	4	16
R.20	4	4	4	4	16
R.21	4	4	4	5	17
R.22	4	4	5	5	18
R.23	4	4	4	4	16
R.24	4	4	4	4	16
R.25	4	5	4	5	18
R.26	4	5	5	4	18
R.27	4	4	4	4	16
R.28	4	4	4	5	17
R.29	4	4	5	5	18
R.30	4	4	4	4	16
R.31	4	4	4	4	16
R.32	4	5	4	5	18
R.33	4	5	5	4	18
R.34	5	5	5	4	19
R.35	4	4	4	4	16
R.36	5	5	5	4	19
R.37	3	4	3	4	14
R.38	3	3	4	4	14
R.39	3	4	3	3	13

R.40	3	3	4	4	14
R.41	5	5	4	4	18
R.42	5	4	4	5	18
R.43	4	5	4	5	18
R.44	4	5	5	4	18
R.45	5	5	5	4	19
R.46	4	4	4	4	16
R.47	5	5	5	4	19
R.48	3	4	3	4	14
R.49	3	3	4	4	14
R.50	3	4	3	3	13
R.51	3	3	4	4	14
R.52	5	5	4	4	18
R.53	3	3	4	4	14
R.54	3	4	3	3	13
R.55	3	3	4	4	14
R.56	5	5	4	4	18
R.57	5	4	4	5	18
R.58	4	3	3	4	14
R.59	4	4	4	4	16
R.60	4	4	4	4	16
R.61	4	4	4	5	17
R.62	4	4	5	5	18
R.63	4	4	4	4	16
R.64	4	4	4	4	16
R.65	4	5	4	5	18
R.66	4	5	5	4	18
R.67	3	3	4	4	14
R.68	3	4	3	3	13
R.69	3	3	4	4	14
R.70	5	5	4	4	18
R.71	5	4	4	5	18
R.72	4	3	3	4	14
R.73	4	4	4	4	16
R.74	5	5	5	4	19
R.75	3	4	3	4	14
R.76	3	3	4	4	14
R.77	3	4	3	3	13
R.78	3	3	4	4	14
R.79	5	5	4	4	18
R.80	5	4	4	5	18
R.81	4	3	3	4	14

No. Responden	Disiplin Kerja				Jumlah
	1	2	3	4	
R.1	4	5	4	5	18
R.2	4	4	4	4	16
R.3	4	5	5	5	19
R.4	4	4	4	4	16
R.5	4	3	4	3	14
R.6	4	3	4	3	14
R.7	4	4	5	4	17
R.8	4	2	4	2	12
R.9	4	4	4	4	16
R.10	4	4	4	4	16
R.11	4	3	5	3	15
R.12	4	4	4	4	16
R.13	5	5	5	5	20
R.14	3	4	5	4	16
R.15	3	3	5	3	14
R.16	5	5	4	5	19
R.17	5	4	4	4	17
R.18	4	5	5	5	19
R.19	4	4	4	4	16
R.20	4	3	4	3	14
R.21	4	3	4	3	14
R.22	4	4	5	4	17
R.23	4	2	4	2	12
R.24	4	4	4	4	16
R.25	4	4	4	4	16
R.26	4	3	5	3	15
R.27	4	4	4	4	16
R.28	4	5	5	5	19
R.29	4	4	5	4	17
R.30	4	3	5	3	15
R.31	4	5	4	5	18
R.32	4	4	4	4	16
R.33	4	5	5	5	19
R.34	5	4	4	4	17
R.35	4	3	4	3	14
R.36	5	3	4	3	15
R.37	3	4	5	4	16

R.38	3	2	4	2	11
R.39	3	4	4	4	15
R.40	3	4	4	4	15
R.41	5	3	5	3	16
R.42	5	4	4	4	17
R.43	4	5	5	5	19
R.44	4	4	5	4	17
R.45	5	3	5	3	16
R.46	4	5	4	5	18
R.47	5	4	4	4	17
R.48	3	5	5	5	18
R.49	3	4	4	4	15
R.50	3	3	4	3	13
R.51	3	3	4	3	13
R.52	5	4	5	4	18
R.53	3	2	4	2	11
R.54	3	4	4	4	15
R.55	3	4	4	4	15
R.56	5	3	5	3	16
R.57	5	4	4	4	17
R.58	4	5	5	5	19
R.59	4	4	5	4	17
R.60	4	3	5	3	15
R.61	4	5	4	5	18
R.62	4	4	4	4	16
R.63	4	5	5	5	19
R.64	4	4	4	4	16
R.65	4	3	4	3	14
R.66	4	3	4	3	14
R.67	3	4	5	4	16
R.68	3	2	4	2	11
R.69	3	4	4	4	15
R.70	5	4	4	4	17
R.71	5	3	5	3	16
R.72	4	4	4	4	16
R.73	4	5	5	5	19
R.74	4	4	5	4	17
R.75	4	3	5	3	15
R.76	4	4	5	4	17
R.77	4	4	4	4	16
R.78	4	4	4	4	16
R.79	4	5	5	4	18

R.80	4	5	4	4	17
R.81	4	5	5	4	18

Lampiran 3

Data Responden

No	Nama Karyawan	Jenis Kelamin	Usia	Pendidikan	Lama Bekerja
1	SENIRAH	P	39	SMP	21
2	WAHYUNI	P	38	SMP	21
3	IDIYAWATI	P	39	SMA	18
4	SITI MUNIROH	P	40	SMP	18
5	MASNUAH	P	38	SMA	19
6	BANDIYAH	P	35	SMP	17
7	ASMI NUR ARIFAH	P	38	SMP	7
8	ASLIKAH	P	40	SMP	10
9	SITI ZULAIKHAH	P	40	SMP	9
10	NURUL ISTIQOMAH	P	28	SMP	8
11	LAILY MUSTHOFIYAH	P	25	SMA	6
12	RIZKI AMELIYA	P	30	SMA	6
13	YESI KUMALASARI	P	25	SMA	5
14	SULIMAH	P	35	SMA	10
15	ROIS WIDYAWATI	P	24	SMA	5
16	HARTATIK	P	23	SMA	5
17	ENI ENDARWATI	P	23	SMP	5
18	ALFIAH	P	35	SMA	4
19	NAILA ALVIYANA	P	24	SMA	4
20	ZULIA ANITA	P	24	SMA	4
21	LINDA SENTIYA	P	23	SMA	4
22	WINDA AYU NINGSIH	P	22	SMA	4
23	MARIYATI	P	40	SMP	4
24	YUNITA HARFIANA	P	22	SMA	4
25	WARDATUN NIDA F.	P	24	SMA	4
26	SISWANTO	L	39	SMP	19
27	ISMET HIDAYAT	L	39	SMP	10
28	ULIL AMRI	L	29	SMP	11
29	MOH SARJONO	L	39	SMP	16
30	M. BAHAUDIN	L	37	SMP	5
31	EDI WANTORO	L	32	SMP	6
32	M. ZAENAL ARIFIN	L	28	SMP	7
33	SUPRIYADI	L	35	SMP	13
34	AAM NASHORI	L	35	SMP	15
35	SAIL MAARIF	L	40	SMP	17

36	MUHAMAD SODIO	L	33	SMP	13
37	AMINUDIN	L	33	SMP	10
38	IWAN ABDURRAHMAN	L	33	SMP	11
39	ZANWAR FITRIANTO	L	28	SMA	5
40	LUTFI HKM B.	L	22	SMA	5
41	DOSIS ROMULO	L	30	SMA	4
42	SETIYAWAN MUSTAKU	L	29	SMA	5
43	AHMAD ROFIQ	L	39	SMA	5
44	AGUS PURWANTO	L	37	SMA	5
45	ANDRE WIJAYANTO	L	31	SMA	3
46	FAIS SUARDIANTO	L	24	SMA	3
47	MUHLISIN B	L	24	SMA	4
48	M. SOLIKHUN	L	22	SMA	4
49	M. EDI SETIAWAN	L	22	SMA	4
50	FATKHUL SALEH	L	31	SMA	4
51	DIAN F. AFRIANTO	L	26	SMA	4
52	EKO ARIYANTO	L	21	SMA	2
53	M. SYAIFUDDIN AND	L	23	SMA	4
54	M. AWAN HIDAYAT	L	22	SMA	4
55	M. FARKHAN	L	23	SMA	3
56	BAGUS TEKAD A.	L	30	SMA	3
57	DONY ARFANSYAH	L	23	SMA	3
58	SODULLOH SYAROFI	L	23	SMA	11
59	SUGENG	L	25	SMA	15
60	SUMARNO	L	30	SMA	13
61	ISMAIL	L	23	SMA	20
62	ABDUL AZIZ	L	22	SMA	14
63	CHAMIM	L	22	SMA	14
64	BUDI SANTOSO	L	24	SMA	15
65	SUNARNO	L	20	SMA	8
66	CAHYO ADI	L	25	SMA	9
67	SUKIMIN	L	35	SMA	11
68	SUNARTO	L	35	SMA	10
69	ARI SETYAWAN	L	22	SMA	10
70	ABDULLAH	L	40	SMA	17
71	MUFRODI	L	40	SMA	18
72	SUTARMAN	L	39	SMA	17
73	MUNTOHAR	L	37	SMA	17
74	KUSWANTO	L	36	SMA	18
75	FAHRUDDIN	L	40	SMA	14
76	JUMADI	L	40	SMA	14
77	ABDUL MALIK	L	37	SMA	11
78	YASMAN	L	39	SMA	11
79	JUMENO	L	40	SMA	10

80	SUGITO	L	36	SMA	8
81	NASTAIN	L	36	SMA	9

Lampiran 4

3.1. UjiDeskripsiResponden

Statistics

		Jenis_kelamin	Usia	Pendidikan	Lama_bekerja
N	Valid	81	81	81	81
	Missing	0	0	0	0

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	lakilaki	56	69.1	69.1	69.1
	perempuan	25	30.9	30.9	100.0
Total		81	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-35 Tahun	53	65.4	65.4	65.4
	35-40 Tahun	28	34.6	34.6	100.0
Total		81	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	23	28.4	28.4	28.4
	SMA	58	71.6	71.6	100.0
Total		81	100.0	100.0	

Lama_bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 Tahun	32	39.5	39.5	39.5
	5-20 Tahun	49	60.5	60.5	100.0
Total		81	100.0	100.0	

3.2. Uji Distribusi Jawaban Responden

Statistics

		X1.1	X1.2	X1.3	TOTAL_X1
N	Valid	81	81	81	81
	Missing	0	0	0	0
Mean		4.16	4.01	3.84	12.01
Std. Error of Mean		.075	.051	.067	.140
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Std. Deviation		.679	.461	.601	1.260
Variance		.461	.212	.361	1.587
Range		2	2	2	5
Minimum		3	3	3	9
Maximum		5	5	5	14
Sum		337	325	311	973

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	13	16.0	16.0	16.0
	S	42	51.9	51.9	67.9
	SS	26	32.1	32.1	100.0
	Total	81	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	9.9	9.9	9.9
	S	64	79.0	79.0	88.9
	SS	9	11.1	11.1	100.0
	Total	81	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	22	27.2	27.2	27.2
	S	50	61.7	61.7	88.9
	SS	9	11.1	11.1	100.0
	Total	81	100.0	100.0	

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9	4	4.9	4.9	4.9
	10	4	4.9	4.9	9.9
	11	18	22.2	22.2	32.1
	12	25	30.9	30.9	63.0
	13	21	25.9	25.9	88.9
	14	9	11.1	11.1	100.0
	Total	81	100.0	100.0	

Statistics

		X2.1	X2.2	X2.3	X2.4	TOTAL_X2
N	Valid	81	81	81	81	81
	Missing	0	0	0	0	0
Mean		3.81	3.85	4.33	4.41	16.41
Std. Error of Mean		.090	.093	.086	.055	.251
Median		4.00	4.00	5.00	4.00	16.00
Mode		4	4	5	4	15
Std. Deviation		.808	.838	.775	.494	2.257
Variance		.653	.703	.600	.244	5.094
Range		3	3	2	1	9
Minimum		2	2	3	4	11
Maximum		5	5	5	5	20
Sum		309	312	351	357	1329

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	41	50.6	50.6	81.5
	SS	15	18.5	18.5	100.0
	Total	81	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	38	46.9	46.9	77.8
	SS	18	22.2	22.2	100.0
	Total	81	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	15	18.5	18.5	18.5
	S	24	29.6	29.6	48.1
	SS	42	51.9	51.9	100.0
	Total	81	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	48	59.3	59.3	59.3
	SS	33	40.7	40.7	100.0
	Total	81	100.0	100.0	

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	5	6.2	6.2	6.2
	14	5	6.2	6.2	12.3
	15	20	24.7	24.7	37.0
	16	12	14.8	14.8	51.9
	17	15	18.5	18.5	70.4
	18	9	11.1	11.1	81.5
	19	5	6.2	6.2	87.7
	20	10	12.3	12.3	100.0
Total		81	100.0	100.0	

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	TOTAL_X3
N	Valid	81	81	81	81	81	81	81	81
	Missing	0	0	0	0	0	0	0	0
Mean		3.86	4.02	3.84	4.14	4.16	3.81	3.85	27.69
Std. Error of Mean		.080	.091	.081	.080	.073	.090	.093	.374
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00	27.00
Mode		4	5	4	4	4	4	4	26
Std. Deviation		.720	.821	.732	.720	.661	.808	.838	3.364
Variance		.519	.674	.536	.519	.436	.653	.703	11.316
Range		2	2	2	2	2	3	3	15
Minimum		3	3	3	3	3	2	2	20
Maximum		5	5	5	5	5	5	5	35
Sum		313	326	311	335	337	309	312	2243

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	27	33.3	33.3	33.3
	S	38	46.9	46.9	80.2
	SS	16	19.8	19.8	100.0
	Total	81	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	26	32.1	32.1	32.1
	S	27	33.3	33.3	65.4
	SS	28	34.6	34.6	100.0
	Total	81	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	29	35.8	35.8	35.8
	S	36	44.4	44.4	80.2
	SS	16	19.8	19.8	100.0
	Total	81	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	16	19.8	19.8	19.8
	S	38	46.9	46.9	66.7
	SS	27	33.3	33.3	100.0
	Total	81	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	14.8	14.8	14.8
	S	44	54.3	54.3	69.1
	SS	25	30.9	30.9	100.0
	Total	81	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	41	50.6	50.6	81.5
	SS	15	18.5	18.5	100.0
	Total	81	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Per- cent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	38	46.9	46.9	77.8
	SS	18	22.2	22.2	100.0
	Total	81	100.0	100.0	

TOTAL_X3

		Frequency	Percent	Valid Percent	Cumulative Per- cent
Valid	20	1	1.2	1.2	1.2
	21	1	1.2	1.2	2.5
	22	2	2.5	2.5	4.9
	23	4	4.9	4.9	9.9
	24	7	8.6	8.6	18.5
	25	5	6.2	6.2	24.7
	26	14	17.3	17.3	42.0
	27	9	11.1	11.1	53.1
	28	5	6.2	6.2	59.3
	29	6	7.4	7.4	66.7
	30	8	9.9	9.9	76.5
	31	7	8.6	8.6	85.2
	32	6	7.4	7.4	92.6
	33	3	3.7	3.7	96.3
	34	1	1.2	1.2	97.5
	35	2	2.5	2.5	100.0
	Total	81	100.0	100.0	

Statistics

		X4.1	X4.2	X4.3	X4.4	TOTAL_X4
N	Valid	81	81	81	81	81
	Missing	0	0	0	0	0
Mean		3.96	4.07	4.01	4.14	16.19
Std. Error of Mean		.075	.076	.069	.060	.213
Median		4.00	4.00	4.00	4.00	16.00
Mode		4	4	4	4	18
Std. Deviation		.679	.685	.622	.542	1.918
Variance		.461	.469	.387	.294	3.678
Range		2	2	2	2	7
Minimum		3	3	3	3	13
Maximum		5	5	5	5	20
Sum		321	330	325	335	1311

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	20	24.7	24.7	24.7
	S	44	54.3	54.3	79.0
	SS	17	21.0	21.0	100.0
	Total	81	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	16	19.8	19.8	19.8
	S	43	53.1	53.1	72.8
	SS	22	27.2	27.2	100.0
	Total	81	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	15	18.5	18.5	18.5
	S	50	61.7	61.7	80.2
	SS	16	19.8	19.8	100.0
	Total	81	100.0	100.0	

X4.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	8.6	8.6	8.6
	S	56	69.1	69.1	77.8
	SS	18	22.2	22.2	100.0
	Total	81	100.0	100.0	

TOTAL_X4

	Frequency	Percent	Valid Percent	Cumulative Per- cent
Valid 13	6	7.4	7.4	7.4
14	20	24.7	24.7	32.1
16	19	23.5	23.5	55.6
17	6	7.4	7.4	63.0
18	24	29.6	29.6	92.6
19	5	6.2	6.2	98.8
20	1	1.2	1.2	100.0
Total	81	100.0	100.0	

Statistics

	Y1	Y2	Y3	Y4	TOTAL_Y
N Valid	81	81	81	81	81
Missing	0	0	0	0	0
Mean	3.98	3.85	4.41	3.81	16.05
Std. Error of Mean	.068	.093	.055	.090	.219
Median	4.00	4.00	4.00	4.00	16.00
Mode	4	4	4	4	16
Std. Deviation	.612	.838	.494	.808	1.974
Variance	.374	.703	.244	.653	3.898
Range	2	3	1	3	9
Minimum	3	2	4	2	11
Maximum	5	5	5	5	20
Sum	322	312	357	309	1300

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	16	19.8	19.8	19.8
	S	51	63.0	63.0	82.7
	SS	14	17.3	17.3	100.0
	Total	81	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	38	46.9	46.9	77.8
	SS	18	22.2	22.2	100.0
	Total	81	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	48	59.3	59.3	59.3
	SS	33	40.7	40.7	100.0
	Total	81	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	6.2	6.2	6.2
	N	20	24.7	24.7	30.9
	S	41	50.6	50.6	81.5
	SS	15	18.5	18.5	100.0
	Total	81	100.0	100.0	

TOTAL_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	3	3.7	3.7	3.7
	12	2	2.5	2.5	6.2
	13	2	2.5	2.5	8.6
	14	8	9.9	9.9	18.5
	15	12	14.8	14.8	33.3
	16	22	27.2	27.2	60.5
	17	14	17.3	17.3	77.8
	18	8	9.9	9.9	87.7
	19	9	11.1	11.1	98.8
	20	1	1.2	1.2	100.0
	Total	81	100.0	100.0	

3.3. Uji Validitas dan Realibilitas Reward (X1)

Correlations

		X1.1	X1.2	X1.3	TOTAL_X1
X1.1	Pearson Correlation	1	.153	.033	.611**
	Sig. (2-tailed)		.172	.768	.000
	N	81	81	81	81
X1.2	Pearson Correlation	.153	1	.774**	.818**
	Sig. (2-tailed)	.172		.000	.000
	N	81	81	81	81
X1.3	Pearson Correlation	.033	.774**	1	.778**
	Sig. (2-tailed)	.768	.000		.000
	N	81	81	81	81
TOTAL_X1	Pearson Correlation	.611**	.818**	.778**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	81	81	81	81

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

Reliability Statistics

Cronbach's Alpha	N of Items
.622	3

Sanksi (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	TOTAL_X2
X2.1	Pearson Correlation	1	.974**	.399**	.191	.899**
	Sig. (2-tailed)		.000	.000	.087	.000
	N	81	81	81	81	81
X2.2	Pearson Correlation	.974**	1	.385**	.208	.898**
	Sig. (2-tailed)	.000		.000	.063	.000
	N	81	81	81	81	81
X2.3	Pearson Correlation	.399**	.385**	1	.326**	.701**
	Sig. (2-tailed)	.000	.000		.003	.000
	N	81	81	81	81	81
X2.4	Pearson Correlation	.191	.208	.326**	1	.477**
	Sig. (2-tailed)	.087	.063	.003		.000
	N	81	81	81	81	81
TOTAL_X2	Pearson Correlation	.899**	.898**	.701**	.477**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	81	81	81	81	81

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

Reliability Statistics

Cronbach's Alpha	N of Items
.758	4

Motivasi (X3)**Correlations**

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	TOTAL_X3
X3.1	Pearson Correlation	1	.682**	.503**	.590**	.073	.128	.111	.689**
	Sig. (2-tailed)		.000	.000	.000	.519	.254	.323	.000
	N	81	81	81	81	81	81	81	81
X3.2	Pearson Correlation	.682**	1	.630**	.649**	.062	.120	.132	.740**
	Sig. (2-tailed)	.000		.000	.000	.584	.286	.238	.000
	N	81	81	81	81	81	81	81	81
X3.3	Pearson Correlation	.503**	.630**	1	.563**	.080	.139	.144	.685**
	Sig. (2-tailed)	.000	.000		.000	.479	.215	.200	.000
	N	81	81	81	81	81	81	81	81
X3.4	Pearson Correlation	.590**	.649**	.563**	1	.006	.194	.199	.719**
	Sig. (2-tailed)	.000	.000	.000		.956	.082	.074	.000
	N	81	81	81	81	81	81	81	81
X3.5	Pearson Correlation	.073	.062	.080	.006	1	.080	.134	.298**
	Sig. (2-tailed)	.519	.584	.479	.956		.479	.234	.007
	N	81	81	81	81	81	81	81	81
X3.6	Pearson Correlation	.128	.120	.139	.194	.080	1	.974**	.627**
	Sig. (2-tailed)	.254	.286	.215	.082	.479		.000	.000
	N	81	81	81	81	81	81	81	81
X3.7	Pearson Correlation	.111	.132	.144	.199	.134	.974**	1	.640**
	Sig. (2-tailed)	.323	.238	.200	.074	.234	.000		.000
	N	81	81	81	81	81	81	81	81
TOTAL_X3	Pearson Correlation	.689**	.740**	.685**	.719**	.298**	.627**	.640**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.007	.000	.000	
	N	81	81	81	81	81	81	81	81

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	7

Kepemimpinan (X4)

Correlations

		X4.1	X4.2	X4.3	X4.4	TOTAL_X4
X4.1	Pearson Correlation	1	.624**	.445**	.421**	.840**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	81	81	81	81	81
X4.2	Pearson Correlation	.624**	1	.467**	.141	.770**
	Sig. (2-tailed)	.000		.000	.210	.000
	N	81	81	81	81	81
X4.3	Pearson Correlation	.445**	.467**	1	.440**	.773**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	81	81	81	81	81
X4.4	Pearson Correlation	.421**	.141	.440**	1	.625**
	Sig. (2-tailed)	.000	.210	.000		.000
	N	81	81	81	81	81
TOTAL_X4	Pearson Correlation	.840**	.770**	.773**	.625**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	81	81	81	81	81

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

Reliability Statistics

Cronbach's Alpha	N of Items
.749	4

Disiplin Kerja (Y)

Correlations

		Y1	Y2	Y3	Y4	TOTAL_Y
Y1	Pearson Correlation	1	.115	.075	.117	.425**
	Sig. (2-tailed)		.308	.506	.298	.000
	N	81	81	81	81	81
Y2	Pearson Correlation	.115	1	.208	.974**	.911**
	Sig. (2-tailed)	.308		.063	.000	.000
	N	81	81	81	81	81
Y3	Pearson Correlation	.075	.208	1	.191	.440**
	Sig. (2-tailed)	.506	.063		.087	.000
	N	81	81	81	81	81
Y4	Pearson Correlation	.117	.974**	.191	1	.907**
	Sig. (2-tailed)	.298	.000	.087		.000
	N	81	81	81	81	81
TOTAL_Y	Pearson Correlation	.425**	.911**	.440**	.907**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	81	81	81	81	81

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

Reliability Statistics

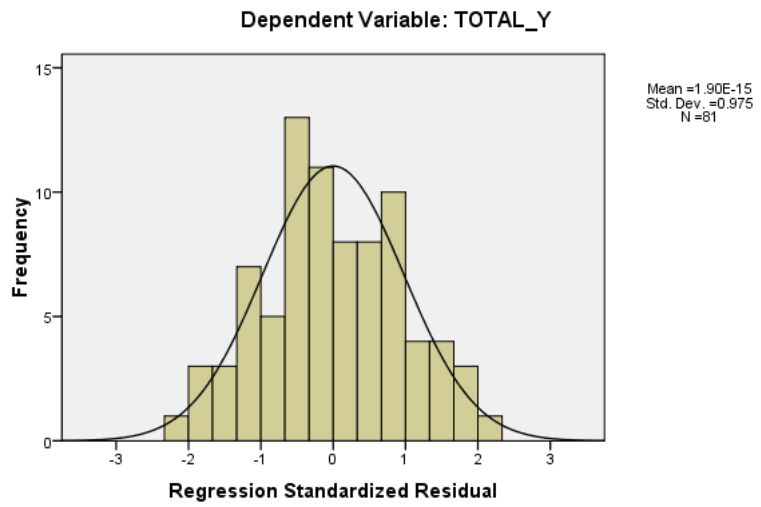
Cronbach's Alpha	N of Items
.658	4

3.4. Uji Asumsi Normalitas

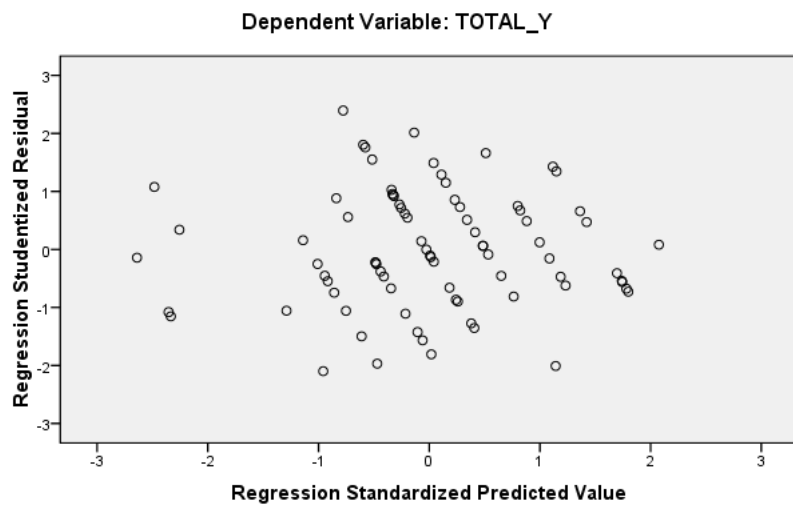
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Predicted Value
N		81
Normal Parameters ^a	Mean	16.0493827
	Std. Deviation	1.83783430
Most Extreme Differences	Absolute	.114
	Positive	.100
	Negative	-.114
Kolmogorov-Smirnov Z		1.025
Asymp. Sig. (2-tailed)		.244
a. Test distribution is Normal.		

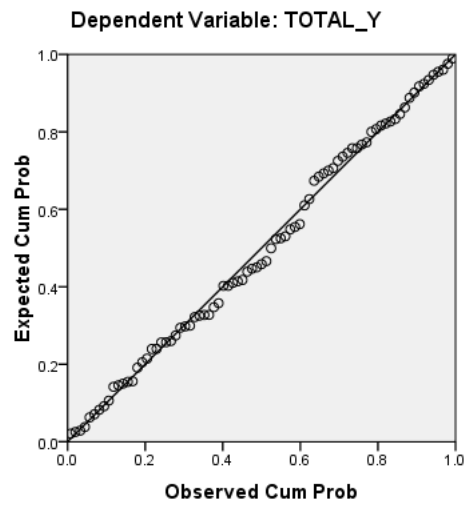
Histogram



Scatterplot



Normal P-P Plot of Regression Standardized Residual



3.5. Regresi Linier Berganda

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.953 ^a	.909	.612	.612	1.586

a. Predictors: (Constant), TOTAL_X4, TOTAL_X2, TOTAL_X1, TOTAL_X3

b. Dependent Variable: TOTAL_Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.901	.402		4.724	.000		
	Reward	.245	.090	.192	2.736	.008	.955	1.047
	Sanksi	.679	.035	.776	19.482	.000	.758	1.319
	Motivasi	.123	.023	.210	5.269	.000	.758	1.319
	Kepemimpinan	.303	.303	.295	8.272	.000	.947	1.055

a. Dependent Variable: TOTAL_Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	Reward	Saksi	Motivasi	Kepemimpinan
1	1	4.956	1.000	.00	.00	.00	.00	.00
	2	.018	16.615	.01	.05	.27	.13	.24
	3	.015	18.358	.00	.39	.04	.00	.34
	4	.008	24.342	.00	.03	.69	.72	.00
	5	.003	44.005	.99	.53	.00	.15	.42

a. Dependent Variable: TOTAL_Y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	11.08	19.95	16.05	1.882	81
Std. Predicted Value	-2.640	2.075	.000	1.000	81
Standard Error of Predicted Value	.087	.230	.148	.034	81
Adjusted Predicted Value	11.09	19.95	16.05	1.880	81
Residual	-1.248	1.414	.000	.597	81
Std. Residual	-2.038	2.310	.000	.975	81
Stud. Residual	-2.099	2.394	.001	1.006	81
Deleted Residual	-1.323	1.519	.001	.636	81
Stud. Deleted Residual	-2.148	2.473	.002	1.016	81
Mahal. Distance	.643	10.258	3.951	2.275	81
Cook's Distance	.000	.086	.013	.017	81
Centered Leverage Value	.008	.128	.049	.028	81

a. Dependent Variable: TOTAL_Y

