Lampiran 1

KUESIONER PENELITIAN
PROGRAM STUDI MANAJEMEN
FAKULTAS EKONOMI
UNIVERSITAS MUHAMMADIYAH JEMBER

No. Kuisioner :

Yth. Bapak/ Ibu/ Saudara/ I
Karyawan/ Karyawati PT TELKOM, Tbk
Wilayah Telkomunikasi Jember

Dengan hormat,

Dengan ini, saya Abdul Haris MZ (1310411195) mahasiswa Jurusan Manajemen Fakultas Ekonomi Universitas Muhammadiyah Jember sebagai peneliti, memohon kesediaan Bapak/ Ibu/ Saudara/ I untuk berpartisipasi mengisi kuesioner ini. Jawaban anda akan menjadi masukan yang sangat berharga bagi kepentingan penelitian peneliti ini.

Penelitian ini dilakukan dalam rangka penyusunan skripsi dan sebagai salah satu persyaratan untuk menyelesaikan studi peneliti. Penelitian ini bertujuan untuk menganalisa bagaimana "Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan PT. TELKOM, Tbk wilayah telkomunikasi Jember".

Jawaban yang saudara berikan tidak dinilai benar atau salah, tetapi peneliti sangat mengharapkan kejujuran dan keikhlasan saudara dalam menjawab setiap pertanyaan kuesioner yang disediakan.

Demi kepentingan penelitian, peneliti akan menjaga kerahasiaan identitas saudara sebagai responden. Peneliti mengucapakan terimakasih yang sebesar-besarnya atas partisipasi dan kerjasama saudara dalam mensukseskan penelitian ini.

Hormat Peneliti

Abdul Haris MZ

Lampiran 2

<u>Bagian I</u>

Identitas Responden

Petunjuk pengisian :
1. Berilah tanda *check list (√)* pada kolom yag tersedia.
2. Jawaban Bapak/ Ibu akan dijamin kerahasiaannya dan tidak akan berpengaruh terhadap karir saudara/i.

Nomer / Kode Responden : . . . . . (diisi oleh peneliti)

1. Jenis kelamin : ( ) Laki-laki
   ( ) Perempuan
2. Usia : . . . . . tahun
3. Pendidikan terakhir : ( ) SMP / sederajat
   ( ) SMA / sederajat
   ( ) Diploma (D3) / sederajat
   ( ) Sarjana (S1) / sederajat
   ( ) Magister (S2) / sederajat
   ( ) Doktor (S3) / sederajat
4. Masa kerja : . . . . . tahun
5. Status perkawinan : ( ) Belum Menikah
   ( ) Menikah

Lampiran 3

Bagian II :

Petunjuk pengisian Kuesioner :

1. Berikut ini terdapat beberapa pertanyaan, secara seksama dan kemudian anda diminta mengemukakan pendapat anda dengan cara memberikan tanda *check list* (√) pada jawaban yang paling sesuai menurut anda :
2. Alternatif Jawaban yang tersedia memiliki 5 (lima) kemungkinan dengan skala :

STS	= Sangat Tidak Setuju (1)	TS	= Tidak Setuju (2)
N	= Netral (3)	S	= Setuju (4)
SS	= Sangat Setuju (5)		

A. Motivasi (X1)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1.	Pemenuhan kebutuhan fisiologis memotivasi saya untuk lebih giat dalam bekerja					
2.	Hubungan antar karyawan yang baik serta kondisi lingkungan yang kondusif memotivasi saya untuk lebih giat dalam bekerja					
3.	Pemberian penghargaan oleh perusahaan bagi karyawan berprestasi akan menambah motivasi kerja					
4.	Perusahaan memberikan dukungan, arahan serta bimbingan untuk memotivasi karyawan agar lebih mengembangkan gagasan atau ide dalam bekerja					

B. Disiplin Kerja (X2)

NO	PERNYATAAN	STS	TS	KS	S	SS
1.	Saya selalu berusaha hadir tepat waktu dalam bekerja					
2.	Saya selalu mematuhi peraturan yang ditetapkan PT. TELKOM, Tbk Witel Jember tempat saya bekerja.					
3.	Saya siap menerima sanksi dari atasan jika saya melakukan kesalahan dalam melaksanakan pekerjaan.					
4.	Saya siap bertanggungjawab terhadap kesalahan kerja yang saya lakukan					

C. Kinerja Karyawan (Y)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1.	Saya selalu memperhatikan kualitas pekerjaan yang saya lakukan					
2.	Saya akan mengerjakan semua tugas yang menjadi tanggung jawab saya, meskipun dalam jumlah banyak					
3.	Saya akan berusaha menjadi lebih baik dan lebih mandiri di setiap harinya					
4.	Saya tidak akan meninggalkan tanggung jawab saya di PT. TELKOM, Tbk Witel Jember, meskipun ada tawaran pekerjaan dari perusahaan lain yang lebih menguntungkan bagi saya					

TERIMAKASIH ATAS PARTISIPASI ANDA

LAMPIRAN 4

HASIL REKAPITULASI JAWABAN RESPONDEN

NO.	X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Total Y
1	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00
2	5.00	4.00	4.00	18.00	5.00	4.00	5.00	5.00	19.00	4.00	5.00	4.00	4.00	17.00	5.00
3	5.00	4.00	4.00	18.00	5.00	4.00	4.00	5.00	18.00	5.00	4.00	4.00	5.00	18.00	5.00
4	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	4.00	4.00	17.00	4.00
5	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00
6	4.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00	4.00	5.00	5.00	5.00	19.00	4.00
7	3.00	4.00	4.00	15.00	3.00	4.00	4.00	3.00	14.00	4.00	4.00	4.00	4.00	16.00	3.00
8	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00
9	4.00	4.00	4.00	17.00	5.00	4.00	5.00	4.00	18.00	4.00	5.00	4.00	4.00	17.00	4.00
10	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	5.00	5.00	5.00	4.00	19.00	5.00
11	3.00	4.00	4.00	15.00	5.00	4.00	4.00	4.00	17.00	3.00	4.00	4.00	4.00	15.00	3.00
12	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00
13	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	5.00	5.00	4.00	4.00	18.00	4.00
14	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00
15	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	4.00
16	5.00	4.00	4.00	17.00	5.00	4.00	4.00	5.00	18.00	3.00	4.00	4.00	4.00	15.00	5.00
17	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00
18	4.00	5.00	5.00	18.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00	4.00
19	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	4.00	5.00	5.00	5.00	19.00	5.00
20	4.00	4.00	4.00	16.00	4.00	4.00	4.00	5.00	17.00	4.00	4.00	4.00	4.00	16.00	4.00

NO.	X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Total Y
21	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00	5.00	5.00	4.00	5.00	19.00
22	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00
23	5.00	4.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00
24	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	5.00	19.00	5.00	5.00	4.00	5.00	19.00
25	4.00	4.00	4.00	4.00	16.00	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	4.00	18.00
26	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
27	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
28	4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	4.00	5.00	18.00
29	3.00	4.00	4.00	4.00	15.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00
30	5.00	4.00	5.00	5.00	19.00	4.00	5.00	3.00	4.00	16.00	3.00	3.00	4.00	4.00	14.00
31	4.00	4.00	5.00	5.00	18.00	5.00	5.00	4.00	4.00	18.00	4.00	5.00	5.00	5.00	19.00
32	5.00	5.00	5.00	4.00	19.00	5.00	5.00	5.00	5.00	20.00	4.00	4.00	4.00	4.00	16.00
33	5.00	4.00	5.00	5.00	19.00	5.00	5.00	5.00	4.00	19.00	4.00	5.00	5.00	4.00	18.00
34	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00
35	5.00	5.00	4.00	4.00	18.00	5.00	4.00	5.00	5.00	19.00	4.00	5.00	4.00	4.00	17.00
36	5.00	5.00	4.00	4.00	18.00	5.00	4.00	4.00	5.00	18.00	5.00	4.00	4.00	5.00	18.00
37	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	4.00	4.00	17.00
38	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
39	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00	4.00	5.00	5.00	5.00	19.00
40	4.00	3.00	4.00	4.00	15.00	3.00	4.00	4.00	3.00	14.00	4.00	4.00	4.00	4.00	16.00
41	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
42	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	4.00	18.00	4.00	5.00	4.00	4.00	17.00
43	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	5.00	5.00	5.00	4.00	19.00
44	4.00	3.00	4.00	4.00	15.00	5.00	4.00	4.00	4.00	17.00	3.00	4.00	4.00	4.00	15.00
45	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00

NO.	X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Total Y
46	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	5.00	5.00	4.00	4.00	18.00
47	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
48	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00
49	4.00	5.00	4.00	4.00	17.00	5.00	4.00	4.00	5.00	18.00	3.00	4.00	4.00	4.00	15.00
50	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
51	4.00	4.00	5.00	5.00	18.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00
52	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	4.00	5.00	5.00	5.00	19.00
53	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	5.00	17.00	4.00	4.00	4.00	4.00	16.00
54	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00	5.00	5.00	4.00	5.00	19.00
55	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00
56	5.00	4.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00
57	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	5.00	19.00	5.00	5.00	4.00	5.00	19.00
58	4.00	4.00	4.00	4.00	16.00	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	4.00	18.00
59	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
60	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
61	4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	4.00	5.00	18.00
62	3.00	4.00	4.00	4.00	15.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00
63	5.00	4.00	5.00	5.00	19.00	4.00	5.00	3.00	4.00	16.00	3.00	3.00	4.00	4.00	14.00
64	4.00	4.00	5.00	5.00	18.00	5.00	5.00	4.00	4.00	18.00	4.00	5.00	5.00	5.00	19.00
65	5.00	5.00	5.00	4.00	19.00	5.00	5.00	5.00	5.00	20.00	4.00	4.00	4.00	4.00	16.00
66	5.00	4.00	5.00	5.00	19.00	5.00	5.00	5.00	4.00	19.00	4.00	5.00	5.00	4.00	18.00
67	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00
68	5.00	5.00	4.00	4.00	18.00	5.00	4.00	5.00	5.00	19.00	4.00	5.00	4.00	4.00	17.00
69	5.00	5.00	4.00	4.00	18.00	5.00	4.00	4.00	5.00	18.00	5.00	4.00	4.00	5.00	18.00
70	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	4.00	4.00	17.00

NO.	X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Total Y
71	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
72	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00	4.00	5.00	5.00	5.00	19.00
73	4.00	3.00	4.00	4.00	15.00	3.00	4.00	4.00	3.00	14.00	4.00	4.00	4.00	4.00	16.00
74	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
75	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	4.00	18.00	4.00	5.00	4.00	4.00	17.00
76	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	5.00	5.00	5.00	4.00	19.00
77	4.00	3.00	4.00	4.00	15.00	5.00	4.00	4.00	4.00	17.00	3.00	4.00	4.00	4.00	15.00
78	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
79	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	5.00	5.00	4.00	4.00	18.00
80	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
81	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00
82	4.00	5.00	4.00	4.00	17.00	5.00	4.00	4.00	5.00	18.00	3.00	4.00	4.00	4.00	15.00
83	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
84	4.00	4.00	5.00	5.00	18.00	4.00	5.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00
85	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00	4.00	5.00	5.00	5.00	19.00
86	4.00	4.00	4.00	4.00	16.00	4.00	5.00	4.00	5.00	18.00	4.00	4.00	4.00	4.00	16.00
87	5.00	4.00	4.00	4.00	17.00	4.00	5.00	5.00	5.00	19.00	5.00	5.00	4.00	5.00	19.00
88	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00
89	5.00	4.00	5.00	5.00	19.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	4.00	19.00
90	5.00	4.00	4.00	4.00	17.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	4.00	5.00	19.00
91	4.00	4.00	4.00	4.00	16.00	5.00	5.00	5.00	5.00	20.00	5.00	4.00	5.00	4.00	18.00
92	5.00	4.00	4.00	4.00	17.00	5.00	4.00	4.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
93	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
94	4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
95	3.00	4.00	4.00	4.00	15.00	4.00	4.00	5.00	5.00	18.00	4.00	4.00	4.00	4.00	16.00

NO.	X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	Y1.1	Y1.2	Y1.3	Y1.4	Total Y
96	5.00	4.00	5.00	5.00	19.00	5.00	4.00	4.00	4.00	17.00	3.00	3.00	4.00	4.00	14.00
97	4.00	4.00	5.00	5.00	18.00	4.00	4.00	3.00	4.00	15.00	4.00	5.00	5.00	5.00	19.00
98	5.00	5.00	5.00	4.00	19.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
99	5.00	4.00	5.00	5.00	19.00	4.00	4.00	5.00	5.00	18.00	4.00	5.00	5.00	4.00	18.00
100	3.00	4.00	4.00	4.00	15.00	4.00	4.00	5.00	4.00	17.00	4.00	5.00	4.00	5.00	18.00
101	5.00	4.00	5.00	5.00	19.00	4.00	4.00	5.00	5.00	18.00	4.00	4.00	4.00	4.00	16.00
102	4.00	4.00	5.00	5.00	18.00	4.00	4.00	4.00	4.00	16.00	3.00	3.00	4.00	4.00	14.00
103	5.00	5.00	5.00	4.00	19.00	4.00	4.00	3.00	4.00	15.00	4.00	5.00	5.00	5.00	19.00
104	5.00	4.00	5.00	5.00	19.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00
105	5.00	4.00	5.00	5.00	19.00	5.00	4.00	5.00	5.00	19.00	4.00	5.00	5.00	4.00	18.00

LAMPIRAN 5

HASIL UJI VALIDASI

Correlations

[DataSet4] D:\Bismillah Skripsi HARIS\spss\BISMILLAH DATA HARIS.sav

Correlations

		X1.1	X1.2	X1.3	X1.4	MOTIVASI
X1.1	Pearson Correlation	1	.350**	.403**	.347**	.734**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	105	105	105	105	105
X1.2	Pearson Correlation	.350**	1	.267**	.136	.590**
	Sig. (2-tailed)	.000		.006	.167	.000
	N	105	105	105	105	105
X1.3	Pearson Correlation	.403**	.267**	1	.922**	.857**
	Sig. (2-tailed)	.000	.006		.000	.000
	N	105	105	105	105	105
X1.4	Pearson Correlation	.347**	.136	.922**	1	.792**
	Sig. (2-tailed)	.000	.167	.000		.000
	N	105	105	105	105	105
MOTIVASI	Pearson Correlation	.734**	.590**	.857**	.792**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	105	105	105	105	105

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

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	DISIPLIN KERJA
X2.1	Pearson Correlation	1	.219*	.158	.277**	.615**
	Sig. (2-tailed)		.024	.108	.004	.000
	N	105	105	105	105	105
X2.2	Pearson Correlation	.219*	1	.345**	.243*	.639**
	Sig. (2-tailed)	.024		.000	.013	.000
	N	105	105	105	105	105
X2.3	Pearson Correlation	.158	.345**	1	.417**	.724**
	Sig. (2-tailed)	.108	.000		.000	.000
	N	105	105	105	105	105
X.2.4	Pearson Correlation	.277**	.243*	.417**	1	.725**
	Sig. (2-tailed)	.004	.013	.000		.000
	N	105	105	105	105	105
DISIPLIN KERJA	Pearson Correlation	.615**	.639**	.724**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	105	105	105	105	105

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

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

Correlations

Correlations

		Y1	Y2	Y3	Y4	KINERJA KARYAWAN
Y1	Pearson Correlation	1	.466**	.330**	.307**	.734**
	Sig. (2-tailed)		.000	.001	.001	.000
	N	105	105	105	105	105
Y2	Pearson Correlation	.466**	1	.472**	.512**	.841**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	105	105	105	105	105
Y3	Pearson Correlation	.330**	.472**	1	.266**	.681**
	Sig. (2-tailed)	.001	.000		.006	.000
	N	105	105	105	105	105
Y4	Pearson Correlation	.307**	.512**	.266**	1	.692**
	Sig. (2-tailed)	.001	.000	.006		.000
	N	105	105	105	105	105
KINERJA KARYAWAN	Pearson Correlation	.734**	.841**	.681**	.692**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	105	105	105	105	105

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

LAMPIRAN 6

HASIL UJI RELIABILITAS

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.725	4

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.604	4

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded[a]	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.722	4

UNIVERSITAS MUHAMMADIYAH JEMBER

LAMPIRAN 7

DISTRIBUSI FREKUENSI JAWABAN RESPONDEN

[DataSet1] D:\Bismillah Skripsi HARIS\spss\bismillah.sav

Frequencies

Statistics

		X1.1	X1.2	X1.3	X1.4	MOTIVASI
N	Valid	105	105	105	105	105
	Missing	0	0	0	0	0
Mean		4.5429	4.1524	4.3905	4.3524	17.4381

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	3.8	3.8	3.8
	4.00	40	38.1	38.1	41.9
	5.00	61	58.1	58.1	100.0
	Total	105	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	5.7	5.7	5.7
	4.00	77	73.3	73.3	79.0
	5.00	22	21.0	21.0	100.0
	Total	105	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	64	61.0	61.0	61.0
	5.00	41	39.0	39.0	100.0
	Total	105	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	68	64.8	64.8	64.8
	5.00	37	35.2	35.2	100.0
	Total	105	100.0	100.0	

MOTIVASI

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15.00	10	9.5	9.5	9.5
	16.00	24	22.9	22.9	32.4
	17.00	24	22.9	22.9	55.2
	18.00	13	12.4	12.4	67.6
	19.00	25	23.8	23.8	91.4
	20.00	9	8.6	8.6	100.0
	Total	105	100.0	100.0	

Frequencies

Statistics

		X2.1	X2.2	X2.3	X2.4	DISIPLIN KERJA
N	Valid	105	105	105	105	105
	Missing	0	0	0	0	0
Mean		4.3905	4.3429	4.5333	4.4000	17.6667

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	2.9	2.9	2.9
	4.00	58	55.2	55.2	58.1
	5.00	44	41.9	41.9	100.0
	Total	105	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	69	65.7	65.7	65.7
	5.00	36	34.3	34.3	100.0
	Total	105	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	3.8	3.8	3.8
	4.00	41	39.0	39.0	42.9
	5.00	60	57.1	57.1	100.0
	Total	105	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	2.9	2.9	2.9
	4.00	57	54.3	54.3	57.1
	5.00	45	42.9	42.9	100.0
	Total	105	100.0	100.0	

DISIPLIN KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14.00	3	2.9	2.9	2.9
	15.00	2	1.9	1.9	4.8
	16.00	20	19.0	19.0	23.8
	17.00	21	20.0	20.0	43.8
	18.00	25	23.8	23.8	67.6
	19.00	24	22.9	22.9	90.5
	20.00	10	9.5	9.5	100.0
	Total	105	100.0	100.0	

Frequencies

Statistics

		Y1	Y2	Y3	Y4	KINERJA KARYAWAN
N	Valid	105	105	105	105	105
	Missing	0	0	0	0	0
Mean		4.1619	4.5333	4.3333	4.3619	17.3905

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	9.5	9.5	9.5
	4.00	68	64.8	64.8	74.3
	5.00	27	25.7	25.7	100.0
	Total	105	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	3.8	3.8	3.8
	4.00	41	39.0	39.0	42.9
	5.00	60	57.1	57.1	100.0
	Total	105	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	70	66.7	66.7	66.7
	5.00	35	33.3	33.3	100.0
	Total	105	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	67	63.8	63.8	63.8
	5.00	38	36.2	36.2	100.0
	Total	105	100.0	100.0	

KINERJA KARYAWAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14.00	4	3.8	3.8	3.8
	15.00	6	5.7	5.7	9.5
	16.00	29	27.6	27.6	37.1
	17.00	9	8.6	8.6	45.7
	18.00	26	24.8	24.8	70.5
	19.00	25	23.8	23.8	94.3
	20.00	6	5.7	5.7	100.0
	Total	105	100.0	100.0	

LAMPIRAN 8

ANALISIS REGRESI LINIER BERGANDA

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MOTIVASI	105	15.00	20.00	17.4381	1.51228
DISIPLIN KERJA	105	14.00	20.00	17.6667	1.45223
KINERJA KARYAWAN	105	14.00	20.00	17.3905	1.55968
Valid N (listwise)	105				

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	DISIPLIN KERJA (X2), MOTIVASI (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	Durbin-Watson
1	.617[a]	.381	.369	1.23891	2.259

a. Predictors: (Constant), DISIPLIN KERJA, MOTIVASI

b. Dependent Variable: KINERJA KARYAWAN

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96.430	2	48.215	31.412	.000[b]
	Residual	156.561	102	1.535		
	Total	252.990	104			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), DISIPLIN KERJA, MOTIVASI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.616	1.620		2.849	.005		
	MOTIVASI	.270	.100	.262	2.710	.008	.649	1.541
	DISIPLIN KERJA	.456	.104	.425	4.394	.000	.649	1.541

a. Dependent Variable: KINERJA KARYAWAN

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	MOTIVASI	DISIPLIN KERJA
1	1	2.993	1.000	.00	.00	.00
	2	.004	28.125	.93	.40	.06
	3	.003	32.603	.07	.60	.94

a. Dependent Variable: KINERJA KARYAWAN

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	15.0583	19.1477	17.3905	.96292	105
Std. Predicted Value	-2.422	1.825	.000	1.000	105
Standard Error of Predicted Value	.129	.408	.201	.060	105
Adjusted Predicted Value	14.9863	19.1098	17.3911	.96825	105
Residual	-3.50835	2.67460	.00000	1.22694	105
Std. Residual	-2.832	2.159	.000	.990	105
Stud. Residual	-2.885	2.243	.000	1.009	105
Deleted Residual	-3.64231	2.88681	-.00063	1.27490	105
Stud. Deleted Residual	-2.996	2.289	-.004	1.023	105
Mahal. Distance	.138	10.303	1.981	1.924	105
Cook's Distance	.000	.172	.013	.032	105
Centered Leverage Value	.001	.099	.019	.018	105

a. Dependent Variable: KINERJA KARYAWAN

LAMPIRAN 9

DAFTAR NAMA KARYAWAN

DAFTAR NAMA PEGAWAI WITEL JEMBER 2016

NO	NIK	NAMA KARYAWAN	BAND	NAMA LOKER
1	680587	Bpk. SOEMARJANTO	II	Witel Jember
2	720533	Bpk. HIKMATUL FURQON	III	WaR ROOM
3	642045	Bpk. ARIF SRI MULYANTA	IV	WaR ROOM
4	740136	Bpk. IMAM SAMROZI	IV	WaR ROOM
5	611107	Bpk. DENI SOEBJANTO	IV	WaR ROOM
6	631816	Bpk. ROESLAN EFFENDI	IV	WaR ROOM
7	740291	Bpk. SUTRISMANTO	III	Acces Area
8	612835	Bpk. MOCH KAWITO	V	Fulfillment & Assurance
9	621386	Bpk. TONO	IV	Maintenance, Perf & Partnership
10	612004	Bpk. HARYONO	V	Maintenance, Perf & Partnership
11	611967	Bpk. SUKIRJO	V	Maintenance, Perf & Partnership
12	612003	Bpk. HADI SUKARIJONO	IV	Acces Data Management
13	621959	Bpk. BAMBANG KUSYANTO	V	Acces Data Management
14	611066	Bpk. SUSWANTO	IV	Acces Optima
15	622530	Bpk. GATOT ADI SUSANTO	V	Acces Optima
16	622000	Bpk. TJAHJA RIADI	V	Acces Optima
17	623476	Bpk. JOHN WESLEY MENGINSELA	V	Acces Optima
18	830018	Bpk. AKHMAD SYARIFUDIN	IV	Witel Operation Center
19	640558	Bpk. MOHAMMAD TOYYIB	V	Site Operation & Poj-Inner Area Jember 2
20	612837	Bpk. DJAELANI	VI	Site Operation & Poj-Inner Area Jember 2
21	631069	Bpk. AMAL IRIANTO	V	Site Operation & Poj-Inner Area Jember 1
22	610450	Bpk. ISMAIL	V	Site Operation & Poj-Inner Area Jember 2
23	633482	Bpk. RASULI	V	Site Operation & Poj-Inner Area Jember 3
24	621857	Bpk. SUHARMADJI	V	Site Operation & Poj- Area Tanggul
25	630631	Bpk. TRI AGUNG RIYANTO W.	IV	Construction Supervision
26	611966	Bpk. SUYONO	V	Construction Supervision
27	612001	Bpk. BUDIYONO	V	Construction Supervision
28	632427	Bpk. DANANG WARDONO	IV	Wifi Program
29	633501	Bpk. SUGIONO	V	Wifi Program
30	621704	Bpk. ANDAR HIDAYAT	V	Wifi Fulfillment & Assurance
31	610335	Bpk. TC SUWARTANTO	III	Network Area
32	640554	Bpk. GATOT WISENO	IV	Om Ip Network
33	641322	Bpk. MUHAMMAD HARRY SUNDORO	V	Om Ip Network
34	640312	Bpk. SUKO HARJADI	V	Om Ip Network
35	650693	Bpk. HARDI WIYATNI, S.T	IV	Om Switching
36	622016	Bpk. SULISTIONO	V	Om Switching

37	611369	Bpk. ACHMAD SUMARLAN	V	Om Switching
38	610138	Bpk. ANDREANUS SUDARYONO	IV	Om Transport
39	621925	Bpk. RUDDY YUNIANTO	V	Om Transport
40	610664	Bpk. SANTONO ADI PUTRO	V	Om Transport
41	660045	Bpk. ISLAN	IV	Data Center & Cme
42	612035	Bpk. CAHYO HANDONO	V	Data Center & Cme
43	621958	Bpk. SUPRIYADI	IV	Network Perf, Qm & Admin
44	633009	Bpk. UMAR TAMYIS	V	Network Perf, Qm & Admin
45	610215	Bpk. I PUTU WALIANA YASA	III	Ccan & Wan
46	612064	Bpk. TONO SUBAGYO	IV	Ccan Fulfillment & Assurance
47	642575	Bpk. AGUS SETIYAWAN	V	Ccan Fulfillment & Assurance
48	610447	Bpk. SUBOWO	V	Ccan Fulfillment & Assurance
49	631140	Bpk. GATOT SUNJONO	IV	Olo Fulfillment & Assurance
50	631135	Bpk. SUHARTO	V	Olo Fulfillment & Assurance
51	641420	Bpk. IRAWAN HARITJAHJONO	IV	tgroup Fulfillment & Assurance
52	720429	Bpk. AHMAD FAZAL MUZAKKI	III	Consumer Service
53	631264	Bpk. TAUFIQ ZAIN	IV	home service
54	621944	Ibu MULYATI	V	home service
55	622009	Ibu NURHAYATI	V	home service
56	623492	Bpk. SUGENG SLAMET	V	home service
57	611973	Bpk. SURAJI	V	home service
58	621933	Bpk. MOCHAMAD RUSDARMANTO	V	home service
59	620223	Bpk. MUBILI HADI RIANTO	V	home service
60	720250	Ibu AGUSTINI PRASETYOWATI	IV	Personal service
61	622006	Ibu SRI RETNO SUYATIN	V	Personal service
62	621022	Bpk. SURYANTO	V	Personal service
63	611625	Ibu TITIK SUKISTYOWATI	V	Personal service
64	623472	Bpk. SUMARMO	V	Personal service
65	633494	Bpk. TRI IRIANTO	V	Personal service
66	720135	Ibu TRI SUGIHARTI	IV	Customer Care
67	630063	Ibu HINDUN	V	Customer Care
68	621945	Ibu RINI BUDI UTAMI	V	Customer Care
69	631172	Bpk. ABDUL HALIM	V	Customer Care
70	790026	Ibu IKA RINY WIDHIASTUTI, S.E	V	Customer Care
71	710475	Bpk. MEI HENDRA DARMA	III	Business, Govt & Enterprise Service
72	632432	Bpk. ISAK SIGIT SATRIYA, M.M	IV	Business, Govt & Enterprise Service
73	621047	Bpk. BUDIYANTO	IV	Business, Govt & Enterprise Service
74	641123	Bpk. DAMASKUS	V	Business, Govt & Enterprise Service
75	830011	Ibu DWI VITA ANGGRAINI	V	Business, Govt & Enterprise Service
76	630953	Bpk. EDI SISWANTO	IV	Bges Sales Engineer, Bidding & pm
77	920220	Ibu RACHMASARI WICAYA NINGDYAH	VI	Bges Sales Engineer, Bidding & pm
78	640146	Bpk. HADRAWI, S.E, M.M	IV	Bges Teritory Sales
79	631066	Bpk. SUYATNO	V	Bges Teritory Sales
80	640315	Bpk. MULIYONO	V	Bges Teritory Sales

81	621893	Bpk. WAHYU BUDI	V	Bges Teritory Sales
82	890099	Ibu NOVIEKA DISTIASARI	VI	Bges Teritory Sales
83	610221	Bpk. INDRA DARMA	III	Logistik & General Support
84	620739	Bpk. RIDWAN AGUS MILYARTO	IV	Logistik & Legal
85	611976	Bpk. DALDIRI	V	Logistik & Legal
86	631067	Bpk. ISDARMAWAN	IV	Asset Mgt & Facility support
87	633499	Bpk. SLAMET RIYANTO	V	Asset Mgt & Facility support
88	611975	Bpk. BETA WILIANTO	V	Asset Mgt & Facility support
89	641690	Bpk. MOCHAMAD MASRUHAN	IV	Communication, Secretariate & Sas
90	700407	Ibu JULIASTRI	V	Communication, Secretariate & Sas
91	730524	Bpk. RIZKA MUCHTAR	III	Hr & Cdc
92	612263	Bpk. HENU USMANTO	IV	Hr & Cdc
93	632423	Bpk. YUDHI ABWIBI ISMANTIYO	IV	Hr & Cdc
94	660648	Bpk. SUYANTO	V	Hr & Cdc
95	622525	Ibu ASMINDARI PRIHANTINI	V	Hr & Cdc
96	650614	Bpk. CAHYO DWIKORANU	IV	Is Operation Support
97	610430	Bpk. SUBANDRIYO	V	Is Operation Support
98	641131	Bpk. TOTOK SUHARTONO	III	Finance & Payment Collection
99	631128	Bpk. HAYATUL MAKI	IV	Finance
100	631036	Ibu INDAH RESTUATI	V	Finance
101	650378	Ibu FAYAKUNAH	V	Payment Colection
102	611968	Ibu SRI TULAGUSTATIK	V	Payment Colection
103	631034	Ibu SRI WAHJUNI	V	Payment Colection
104	630065	Bpk. SUPRATIKNO	V	Payment Colection
105	730382	Bpk. OKA INDRYATNO, ST, M.M	III	Kandatel Banyuwangi
106	660200	Bpk. TONY HERRY SJAM	IV	Sales & Customer Care
107	641139	Bpk. KASIYANTO	V	Sales & Customer Care
108	612141	Bpk. PUTU WILAYA KAMAJAYA	V	Sales & Customer Care
109	611117	Ibu MADE WIDIASIH	V	Sales & Customer Care
110	641138	Ibu KOMARIYAH	V	Sales & Customer Care
111	640275	Bpk. MOHAMMAD AMINULLAH	VI	Sales & Customer Care
112	622998	Bpk. ZAINAL KAMIL	VI	Sales & Customer Care
113	623501	Bpk. SUNARYA	VI	Sales & Customer Care
114	641426	Bpk. ISTIADI	IV	Operation & Maintenance
115	611988	Bpk. ANANG SUDARTO	V	Operation & Maintenance
116	640307	Bpk. BUDI SANTOSO	V	Operation & Maintenance
117	621830	Bpk. SUNARDI	V	Site Operation & Poj- Inner Area Banyuwangi
118	631440	Bpk. SLAMET SUDARSONO	V	Site Operation & Poj- Inner Area Banyuwangi
119	651606	Bpk. KUSWARI	VI	Site Operation & Poj- Inner Area Banyuwangi
120	640250	Bpk. HARI SUTRISNO	V	Site Operation & Poj- Inner Area Banyuwangi
121	633495	Bpk. SUTARNO	VI	Site Operation & Poj- Inner Area Banyuwangi

122	621913	Bpk. MUKHLIS	IV	Support
123	651604	Bpk. SUTARJO	VI	Support
124	720397	Ibu LOUIS SRI LESTARI, ST	III	Kandatel Situbondo
125	650200	Bpk. NANANG SUPRABOWO	IV	Sales & Customer Care
126	612828	Bpk. BAMBANG SULISTIONO	V	Sales & Customer Care
127	611383	Bpk. HASIFULLAH	V	Sales & Customer Care
128	650393	Bpk. BAMBANG PRISTIWANTORO	IV	Operation & Maintenance
129	642088	Bpk. IMAM WAHYUDI	V	Operation & Maintenance
130	631098	Bpk. SUBEKTI	V	Operation & Maintenance
131	641323	Bpk. EKO ABADI ISKANDARYANTO	V	Operation & Maintenance
132	651610	Bpk. RAMLAN	VI	Operation & Maintenance
133	620839	Bpk. ARIJANTO ADI NUGROHO	IV	Support
134	710393	Bpk. WIDODO, ST	III	Kandatel Bondowoso
135	623002	Bpk. SUWANDI	V	Sales & Customer Care
136	621930	Bpk. RIT SUBIYAKTO	V	Sales & Customer Care
137	641410	Bpk. AVI KRISNAWAN	IV	Operation & Maintenance
138	622017	Bpk. NANANG SUPRATIKNO	V	Operation & Maintenance
139	631138	Bpk. ROSIDI ROHMAN	VI	Operation & Maintenance
140	651624	Bpk. MOCHAMAD SYAHUDI	V	Site Operation & Poj - Inner Area Bondowoso
141	623480	Bpk. ASIS	V	Site Operation & Poj - Inner Area Bondowoso
142	811149	Bpk. SALAM BAHRI	IV	Support

LAMPIRAN 10

DOKUMENTASI