LAMPIRAN 1

Kuesioner Penelitian

KUESIONER PENELITIAN

Kepada Yth,

Bapak/Ibu

Karyawan UD. Hasil Beton Ajung.

Di Jember

Dengan Hormat,

Dalam rangka melaksanakan tugas skripsi di Fakultas Ekonomi Manajemen Universitas Muhammadiyah Jember, peneliti bermaksud mengadakan penelitian untuk menyusun skripsi yang berjudul **"PENGARUH LINGKUNGAN KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN (STUDI KARYAWAN UD. HASIL BETON AJUNG JEMBER)".**

Berkenaan dengan penelitian tersebut, dengan segenap kerendahan hati, peneliti mengharap peran serta dan bantuan Bapak/Ibu untuk menjawab kuesioner yang telah tersusun dalam lembar daftar dengan sejujurnya. Keterangan yang Bapak/Ibu berikan akan dijamin kerahasiaannyadan hanya digunakan untuk kepentingan akademik untuk memberikan originalitas data dari penelitian ini.

Akhirnya atas bantuan dan partisipasi yang Bapak/Ibu berikan dalam mengisi kuesioner, peneliti mengucapkan terima kasih.

Hormat Peneliti

SAMSUL RISKI

1410411043

1. IdentitasPeneliti

Nama : Samsul Riski

NIM : 1410411043

Status : MahasiswaFakultasEkonomiManajemen UniversitasMuhammadiyahJember.

2. IdentitasResponden

1. Jeniskelamin :
2. Usia :

3. PetunjukPengisianAngket

1. Daftar kuesioner ini hanya semata-mata untuk data penelitian dalam rangka menyelesaikan studi S1 di Universitas Muhammadiyah Jember Fakultas Ekonomi Manajemen.
2. Jawablah sesuai dengan pendapat Bapak/Ibu dan sesuai dengan keadaan yang dialami.
3. Berilah tanda *check list (√)*pada kolom yang tersedia dan pilih sesuai dengan keadaan yang dialami.
4. Petunjuk pengisian kuesioner:

   Ada lima (5) alternatif jawaban yang dapat dipilih, dan pilih salah satu jawaban yang menurut anda sesuai dengan kenyataan dengan memberi tanda *check list (√)*yaitu:

   a. Sangat Tidak Setuju (STS) Skor: 1

   b. Tidak Setuju (TS) Skor: 2

   c. Kurang Setuju (KS) Skor: 3

   d. Setuju (S) Skor: 4

   e. Sangat Setuju (SS) Skor: 5

Lingkungan kerja (X1)

	Nilai/Skor	1	2	3	4	5
No.	Pernyataan	**STS**	**TS**	**KS**	**S**	**SS**
1.	Pencahayaan atau penerangan pada tempat saya kerja sudah memadai					
2.	Suhu udara ditempat kerja sesuai dengan yang saya inginkan					
3.	Tidak ada suara bising yang menganggu aktivitas kerja saya					
4.	Lingkungan kerja ditempat saya tidak menghambat hubungan saya dengan karyawan lain untuk berinteraksi					

Disiplin kerja (X2)

	Nilai/Skor	1	2	3	4	5
No.	Pernyataan	**STS**	**TS**	**KS**	**S**	**SS**
1.	Saya selau tepat waktu dalam masuk kerja					
2.	Saya selalu menaati peraturan berorganisasi di tempat saya kerja					
3.	Saya selalu taat dan bertanggung jawab terhadap pekerjaan saya					

4.	Saya patuh terhadap tata tertib menjaga kebersihan ditempat saya kerja					

Kinerja karyawan (Y)

	Nilai/Skor	1	2	3	4	5
No.	Pernyataan	**STS**	**TS**	**KS**	**S**	**SS**
1.	Saya selalu berusaha untuk mengahsilkan pekerjaan dengan kualitas yang baik					
2.	Kuantitas kerja saya sudah sesuai dengan yang di harapkan oleh perusahaan					
3.	Saya melaksanakan tugas sesuai dengan target yang diharapkan oleh perusahaan					
4.	Saya selalu bertangggung jawab dengan pekerjaan saya					

LAMPIRAN 2

REKAPITULASI KUESIONER

TABULASI DATA KUESIONER RESPONDEN

No.	Lingkungan Kerja					Disiplin Kerja					Kinerja Karyawan						
	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	Y1	Y2	Y3	Y4	Y5	Y6	Y
1.	5	4	4	4	17	5	4	4	5	18	5	5	4	4	4	5	27
2.	4	5	5	4	18	4	5	4	4	17	4	4	4	5	5	4	26
3.	4	4	4	5	17	5	4	4	5	18	5	4	4	4	4	5	26
4.	4	3	3	4	14	4	5	4	4	17	4	4	4	3	3	4	22
5.	3	4	4	4	15	3	4	4	3	14	3	3	3	4	4	3	20
6.	4	4	4	4	16	5	5	4	5	19	5	4	5	4	4	5	27
7.	5	3	3	4	15	4	4	4	4	16	4	5	4	3	3	4	23
8.	4	3	3	3	13	5	5	4	5	19	5	4	4	3	3	5	24
9.	2	3	3	3	11	3	3	4	3	13	3	2	3	3	3	3	17
10.	3	2	2	4	11	3	3	3	3	12	3	3	4	2	2	3	17
11.	5	4	4	4	17	5	4	4	5	18	5	5	5	4	4	5	28
12.	5	5	5	4	19	5	5	4	5	19	5	5	5	5	5	5	30
13	4	5	5	4	18	4	5	5	4	18	4	4	5	5	5	4	27
14.	5	5	5	4	19	5	5	4	5	19	5	5	4	5	5	5	29
15.	4	5	5	4	18	3	3	3	3	12	3	4	4	5	5	3	24
16.	5	5	5	4	19	4	4	4	4	16	4	5	4	5	5	4	27
17.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24
18.	4	5	5	4	18	5	5	4	5	19	5	4	4	5	5	5	28
19.	3	5	5	5	18	3	3	4	3	13	3	3	3	5	5	3	22
20.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24
21.	5	5	5	4	19	4	4	4	4	16	4	5	4	5	5	4	27
22.	4	4	4	4	16	4	5	4	4	17	4	4	4	4	4	4	24
23.	5	5	5	4	19	4	4	4	4	16	4	5	4	5	5	4	27
24.	5	4	4	4	17	4	3	4	4	15	4	5	4	4	4	4	25
25.	4	5	5	5	19	5	5	5	5	20	5	4	4	5	5	5	28
26.	3	4	4	4	15	3	4	4	3	14	3	3	4	4	4	3	21
27.	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24

28.	3	3	3	4	13	4	4	3	4	15	4	3	3	3	3	4	20
29.	5	4	4	4	17	5	5	4	5	19	5	5	4	4	4	5	27
30.	4	4	4	4	16	3	4	4	3	14	3	4	4	4	4	3	22
31.	4	5	5	4	18	4	4	4	4	16	4	4	4	5	5	4	26
32.	4	4	4	4	16	4	5	5	4	18	4	4	5	4	4	4	25
33.	5	5	5	4	19	4	5	5	4	18	4	5	4	5	5	4	27
34.	4	4	4	5	17	4	4	4	4	16	4	4	4	4	4	4	24
35.	5	5	5	4	19	4	4	5	4	17	4	5	4	5	5	4	27
36.	3	4	4	4	15	3	3	4	3	13	3	3	4	4	4	3	21
37.	5	5	5	4	19	4	4	4	4	16	4	5	5	5	5	4	28
38.	5	5	5	5	20	4	4	5	4	17	4	5	4	5	5	4	27

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LAMPIRAN 7

TABEL R *PRODUCT MOMENT*, DAN TABEL DISTRIBUSI T

Tabel r product Moment (Sig = 0,05)							
df	**R**	**df**	**R**	**df**	**r**	**df**	**R**
1	**0.9969**	**26**	**0.3739**	**51**	**0.2706**	**76**	**0.2227**
2	**0.9500**	**27**	**0.3673**	**52**	**0.2681**	**77**	**0.2213**
3	**0.8783**	**28**	**0.3610**	**53**	**0.2656**	**78**	**0.2199**
4	**0.8114**	**29**	**0.3550**	**54**	**0.2632**	**79**	**0.2165**
5	**0.7545**	**30**	**0.3494**	**55**	**0.2609**	**80**	**0.2162**
6	**0.7067**	**31**	**0.3440**	**56**	**0.2586**	**81**	**0.2159**
7	**0.6664**	**32**	**0.3388**	**57**	**0.2564**	**82**	**0.2146**
8	**0.6319**	**33**	**0.3388**	**58**	**0.2542**	**83**	**0.2133**
9	**0.6021**	**34**	**0.3291**	**59**	**0.2521**	**84**	**0.2120**
10	**0.5760**	**35**	**0.3246**	**60**	**0.2500**	**85**	**0.2108**
11	**0.5529**	**36**	**0.3202**	**61**	**0.2480**	**86**	**0.2096**
12	**0.5324**	**37**	**0.3160**	**62**	**0.2461**	**87**	**0.2084**
13	**0.5140**	**38**	**0.3120**	**63**	**0.2441**	**88**	**0.2072**
14	**0.4973**	**39**	**0.3081**	**64**	**0.2423**	**89**	**0.2061**
15	**0.4821**	**40**	**0.3044**	**65**	**0.2404**	**90**	**0.2050**
16	**0.4683**	**41**	**0.3008**	**66**	**0.2387**	**91**	**0.2039**
17	**0.4555**	**42**	**0.2973**	**67**	**0.2369**	**92**	**0.2028**
18	**0.4438**	**43**	**0.2940**	**68**	**0.2352**	**93**	**0.2017**
19	**0.4329**	**44**	**0.2907**	**69**	**0.2335**	**94**	**0.2006**
20	**0.4227**	**45**	**0.2876**	**70**	**0.2319**	**95**	**0.1996**
21	**0.4132**	**46**	**0.2845**	**71**	**0.2303**	**96**	**0.1986**
22	**0.4044**	**47**	**0.2816**	**72**	**0.2287**	**97**	**0.1975**
23	**0.3961**	**48**	**0.2787**	**73**	**0.2272**	**98**	**0.1966**
24	**0.3882**	**49**	**0.2759**	**74**	**0.2257**	**99**	**0.1956**
25	**0.3809**	**50**	**0.2732**	**75**	**0.2242**	**100**	**0.1946**

Sumber: Data primer yang diolah 2018

Tabel Distribusi t			
Df	**0,1**	**0,05**	**0,025**
1	**3.0777**	**6.3138**	**12.7062**
2	**1.8856**	**2.9200**	**4.3027**
3	**1.6377**	**2.3534**	**3.1824**
4	**1.5332**	**2.1318**	**2.7764**
5	**1.4759**	**2.0150**	**2.5706**
6	**1.4398**	**1.9432**	**2.4469**
7	**1.4149**	**1.8946**	**2.3646**
8	**1.3968**	**1.8595**	**2.3060**
9	**1.3830**	**1.8331**	**2.2622**
10	**1.3722**	**1.8125**	**2.2281**
11	**1.3634**	**1.7959**	**2.2010**
12	**1.3562**	**1.7823**	**2.1788**
13	**1.3502**	**1.7709**	**2.1604**
14	**1.3450**	**1.7613**	**2.1448**
15	**1.3406**	**1.7531**	**2.1314**
16	**1.3368**	**1.7459**	**2.1199**
17	**1.3334**	**1.7396**	**2.1098**
18	**1.3304**	**1.7341**	**2.1009**
19	**1.3277**	**1.7291**	**2.0930**
20	**1.3253**	**1.7247**	**2.0860**
21	**1.3232**	**1.7207**	**2.0796**
22	**1.3212**	**1.7171**	**2.0739**
23	**1.3195**	**1.7139**	**2.0687**
24	**1.3178**	**1.7109**	**2.0639**
25	**1.3163**	**1.7081**	**2.0595**
26	**1.3150**	**1.7056**	**2.0555**
27	**1.3137**	**1.7033**	**2.0518**
28	**1.3125**	**1.7011**	**2.0484**
29	**1.3114**	**1.6991**	**2.0452**
30	**1.3104**	**1.6973**	**2.0423**
31	**1.3095**	**1.6955**	**2.0395**
32	**1.3086**	**1.6939**	**2.0369**
33	**1.3077**	**1.6924**	**2.0345**
34	**1.3070**	**1.6909**	**2.0322**
35	**1.3062**	**1.6896**	**2.0301**
36	**1.3055**	**1.6883**	**2.0281**
37	**1.3049**	**1.6871**	**2.0262**
38	**1.3042**	**1.6860**	**2.0244**
39	**1.3036**	**1.6849**	**2.0227**
40	**1.3031**	**1.6839**	**2.0211**
41	**1.3025**	**1.6829**	**2.0195**
42	**1.3020**	**1.6820**	**2.0181**
43	**1.3016**	**1.6811**	**2.0167**
44	**1.3011**	**1.6802**	**2.0154**
45	**1.3006**	**1.6794**	**2.0141**
46	**1.3002**	**1.6787**	**2.0129**
47	**1.2998**	**1.6779**	**2.0117**
48	**1.2994**	**1.6772**	**2.0106**
49	**1.2991**	**1.6766**	**2.0096**
50	**1.2987**	**1.6759**	**2.0086**
51	**1.2984**	**1.6753**	**2.0076**
52	**1.2980**	**1.6747**	**2.0066**

53	**1.2977**	**1.6741**	**2.0057**
54	**1.2974**	**1.6736**	**2.0049**
55	**1.2971**	**1.6730**	**2.0040**
56	**1.2969**	**1.6725**	**2.0032**
57	**1.2966**	**1.6720**	**2.0025**
58	**1.2963**	**1.6716**	**2.0017**
59	**1.2961**	**1.6711**	**2.0010**
60	**1.2958**	**1.6706**	**2.0003**
61	**1.2956**	**1.6702**	**1.9996**
62	**1.2954**	**1.6698**	**1.9990**
63	**1.2951**	**1.6694**	**1.9983**
64	**1.2949**	**1.6690**	**1.9977**
65	**1.2947**	**1.6686**	**1.9971**
66	**1.2945**	**1.6683**	**1.9966**
67	**1.2943**	**1.6679**	**1.9960**
68	**1.2941**	**1.6676**	**1.9955**
69	**1.2939**	**1.6672**	**1.9949**
70	**1.2938**	**1.6669**	**1.9944**
71	**1.2936**	**1.6666**	**1.9939**
72	**1.2934**	**1.6663**	**1.9935**
73	**1.2933**	**1.6660**	**1.9930**
74	**1.2931**	**1.6657**	**1.9925**
75	**1.2929**	**1.6654**	**1.9921**
76	**1.2928**	**1.6652**	**1.9917**
77	**1.2926**	**1.6649**	**1.9913**
78	**1.2925**	**1.6646**	**1.9908**
79	**1.2924**	**1.6644**	**1.9905**
80	**1.2922**	**1.6641**	**1.9901**
81	**1.2921**	**1.6639**	**1.9897**
82	**1.2920**	**1.6636**	**1.9893**
83	**1.2918**	**1.6634**	**1.9890**
84	**1.2917**	**1.6632**	**1.9886**
85	**1.2916**	**1.6630**	**1.9883**
86	**1.2915**	**1.6628**	**1.9879**
87	**1.2914**	**1.6626**	**1.9876**
88	**1.2912**	**1.6624**	**1.9873**
89	**1.2911**	**1.6622**	**1.987**
90	**1.291**	**1.6623**	**1.9867**
91	**1.2909**	**1.6618**	**1.9864**
92	**1.2908**	**1.6616**	**1.9861**
93	**1.2907**	**1.6614**	**1.9858**
94	**1.2906**	**1.6612**	**1.9855**
95	**1.2905**	**1.6611**	**1.9853**
96	**1.2904**	**1.6609**	**1.985**
97	**1.2903**	**1.6607**	**1.9847**
98	**1.2902**	**1.6606**	**1.9845**
99	**1.2902**	**1.6604**	**1.9842**
100	**1.2901**	**1.6602**	**1.984**

Sumber: Data primer yang diolah 2018

LAMPIRAN 3

FREKUENSI PERNYATAAN RESPONDEN

FREKUENSI PERNYATAAN RESPONDEN

1. LINGKUNGAN KERJA

```
FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Lingkungan Kerja (X1.1)	Lingkungan Kerja (X1.2)	Lingkungan Kerja (X1.3)	Lingkungan Kerja (X1.4)	Tot. Lingkungan Kerja (X1)
N	Valid	38	38	38	38	38
	Missing	0	0	0	0	0

Frequency Table

Lingkungan Kerja (X1.1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	6	15,8	15,8	18,4
	4	17	44,7	44,7	63,2
	5	14	36,8	36,8	100,0
	Total	38	100,0	100,0	

Lingkungan Kerja (X1.2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	5	13,2	13,2	15,8
	4	16	42,1	42,1	57,9
	5	16	42,1	42,1	100,0
	Total	38	100,0	100,0	

Lingkungan Kerja (X1.3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	5	13,2	13,2	15,8
	4	16	42,1	42,1	57,9
	5	16	42,1	42,1	100,0

	Total	38	100,0	100,0	

Lingkungan Kerja (X1.4)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5,3	5,3	5,3
	4	31	81,6	81,6	86,8
	5	5	13,2	13,2	100,0
	Total	38	100,0	100,0	

2. DISIPLIN KERJA

```
FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Disiplin Kerja (X2.1)	Disiplin Kerja (X2.2)	Disiplin Kerja (X2.3)	Disiplin Kerja (X2.4)	Tot. Disiplin Kerja (X2)
N	Valid	38	38	38	38	38
	Missing	0	0	0	0	0

Frequency Table

Disiplin Kerja (X2.1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	21,1	21,1	21,1
	4	20	52,6	52,6	73,7
	5	10	26,3	26,3	100,0
	Total	38	100,0	100,0	

Disiplin Kerja (X2.2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	15,8	15,8	15,8
	4	19	50,0	50,0	65,8
	5	13	34,2	34,2	100,0
	Total	38	100,0	100,0	

Disiplin Kerja (X2.3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	7,9	7,9	7,9
	4	29	76,3	76,3	84,2
	5	6	15,8	15,8	100,0
	Total	38	100,0	100,0	

Disiplin Kerja (X2.4)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	21,1	21,1	21,1
	4	20	52,6	52,6	73,7
	5	10	26,3	26,3	100,0
	Total	38	100,0	100,0	

3. KINERJA KARYAWAN

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Kinerja Karyawan (Y1)	Kinerja Karyawan (Y2)	Kinerja Karyawan (Y3)	Kinerja Karyawan (Y4)	Kinerja Karyawan (Y5)	Kinerja Ka (Y6
N	Valid	38	38	38	38	38	
	Missing	0	0	0	0	0	

Frequency Table

Kinerja Karyawan (Y1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	21,1	21,1	21,1
	4	20	52,6	52,6	73,7
	5	10	26,3	26,3	100,0
	Total	38	100,0	100,0	

Kinerja Karyawan (Y2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	6	15,8	15,8	18,4
	4	17	44,7	44,7	63,2
	5	14	36,8	36,8	100,0
	Total	38	100,0	100,0	

Kinerja Karyawan (Y3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10,5	10,5	10,5
	4	28	73,7	73,7	84,2
	5	6	15,8	15,8	100,0
	Total	38	100,0	100,0	

Kinerja Karyawan (Y4)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	5	13,2	13,2	15,8
	4	16	42,1	42,1	57,9
	5	16	42,1	42,1	100,0
	Total	38	100,0	100,0	

Kinerja Karyawan (Y5)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,6	2,6	2,6
	3	5	13,2	13,2	15,8
	4	16	42,1	42,1	57,9
	5	16	42,1	42,1	100,0
	Total	38	100,0	100,0	

Kinerja Karyawan (Y6)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	21,1	21,1	21,1
	4	20	52,6	52,6	73,7
	5	10	26,3	26,3	100,0
	Total	38	100,0	100,0	

UNIVERSITAS MUHAMMADIYAH JEMBER

LAMPIRAN 4

HASIL UJI VALIDITAS

UJI VALIDITAS

1. LINGKUNGAN KERJA

```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Lingkungan Kerja (X1.1)	Lingkungan Kerja (X1.2)	Lingkungan Kerja (X1.3)	Lingkungan Kerja (X1.4)	Tot. Lingkungan Kerja (X1)
Lingkungan Kerja (X1.1)	Pearson Correlation	1	,461**	,461**	,122	,703**
	Sig. (2-tailed)		,004	,004	,465	,000
	N	38	38	38	38	38
Lingkungan Kerja (X1.2)	Pearson Correlation	,461**	1	1,000**	,345*	,935**
	Sig. (2-tailed)	,004		,000	,034	,000
	N	38	38	38	38	38
Lingkungan Kerja (X1.3)	Pearson Correlation	,461**	1,000**	1	,345*	,935**
	Sig. (2-tailed)	,004	,000		,034	,000
	N	38	38	38	38	38
Lingkungan Kerja (X1.4)	Pearson Correlation	,122	,345*	,345*	1	,478**
	Sig. (2-tailed)	,465	,034	,034		,002
	N	38	38	38	38	38
Tot. Lingkungan Kerja (X1)	Pearson Correlation	,703**	,935**	,935**	,478**	1
	Sig. (2-tailed)	,000	,000	,000	,002	
	N	38	38	38	38	38

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

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

2. DISIPLIN KERJA

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Disiplin Kerja (X2.1)	Disiplin Kerja (X2.2)	Disiplin Kerja (X2.3)	Disiplin Kerja (X2.4)	Tot. Disiplin Kerja (X2)
Disiplin Kerja (X2.1)	Pearson Correlation	1	,653**	,227	1,000**	,920**
	Sig. (2-tailed)		,000	,171	,000	,000
	N	38	38	38	38	38
Disiplin Kerja (X2.2)	Pearson Correlation	,653**	1	,437**	,653**	,854**
	Sig. (2-tailed)	,000		,006	,000	,000
	N	38	38	38	38	38
Disiplin Kerja (X2.3)	Pearson Correlation	,227	,437**	1	,227	,520**
	Sig. (2-tailed)	,171	,006		,171	,001
	N	38	38	38	38	38
Disiplin Kerja (X2.4)	Pearson Correlation	1,000**	,653**	,227	1	,920**
	Sig. (2-tailed)	,000	,000	,171		,000
	N	38	38	38	38	38
Tot. Disiplin Kerja (X2)	Pearson Correlation	,920**	,854**	,520**	,920**	1
	Sig. (2-tailed)	,000	,000	,001	,000	
	N	38	38	38	38	38

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

3. KINERJA KARYAWAN

```
CORRELATIONS
  /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Correlations

		Kinerja Karyawan (Y1)	Kinerja Karyawan (Y2)	Kinerja Karyawan (Y3)	Kinerja Karyawan (Y4)	Kinerja Karyawan (Y5)	Kinerja Karyawan (Y6)	Tot. Kinerja Karyawan (Y)
Kinerja Karyawan (Y1)	Pearson Correlation	1	,575**	,443**	,174	,174	1,000**	,746**
	Sig. (2-tailed)		,000	,005	,295	,295	,000	,000
	N	38	38	38	38	38	38	38
Kinerja Karyawan (Y2)	Pearson Correlation	,575**	1	,509**	,461**	,461**	,575**	,819**
	Sig. (2-tailed)	,000		,001	,004	,004	,000	,000
	N	38	38	38	38	38	38	38
Kinerja Karyawan (Y3)	Pearson Correlation	,443**	,509**	1	,234	,234	,443**	,605**
	Sig. (2-tailed)	,005	,001		,157	,157	,005	,000
	N	38	38	38	38	38	38	38
Kinerja Karyawan (Y4)	Pearson Correlation	,174	,461**	,234	1	1,000**	,174	,731**
	Sig. (2-tailed)	,295	,004	,157		,000	,295	,000
	N	38	38	38	38	38	38	38
Kinerja Karyawan (Y5)	Pearson Correlation	,174	,461**	,234	1,000**	1	,174	,731**
	Sig. (2-tailed)	,295	,004	,157	,000		,295	,000
	N	38	38	38	38	38	38	38
Kinerja Karyawan (Y6)	Pearson Correlation	1,000**	,575**	,443**	,174	,174	1	,746**
	Sig. (2-tailed)	,000	,000	,005	,295	,295		,000
	N	38	38	38	38	38	38	38
Tot. Kinerja Karyawan (Y)	Pearson Correlation	,746**	,819**	,605**	,731**	,731**	,746**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	38	38	38	38	38	38	38

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

LAMPIRAN 5

HASIL UJI RELIABILITAS

UJI RELIABILITAS

1. LINGKUNGAN KERJA

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded[a]	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,809	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Lingkungan Kerja (X1.1)	29,26	15,550	,594	,786
Lingkungan Kerja (X1.2)	29,18	13,938	,906	,722
Lingkungan Kerja (X1.3)	29,18	13,938	,906	,722
Lingkungan Kerja (X1.4)	29,34	18,231	,399	,834
Tot. Lingkungan Kerja (X1)	16,71	4,968	1,000	,785

2. DISIPLIN KERJA

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded[a]	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,821	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Disiplin Kerja (X2.1)	28,68	13,087	,888	,752
Disiplin Kerja (X2.2)	28,55	13,497	,799	,769
Disiplin Kerja (X2.3)	28,66	16,123	,429	,841
Disiplin Kerja (X2.4)	28,68	13,087	,888	,752
Tot. Disiplin Kerja (X2)	16,37	4,509	1,000	,836

3. KINERJA KARYAWAN

```
RELIABILITY
  /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded[a]	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,784	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kinerja Karyawan (Y1)	45,53	33,553	,691	,753
Kinerja Karyawan (Y2)	45,42	32,088	,771	,737
Kinerja Karyawan (Y3)	45,53	35,932	,549	,775
Kinerja Karyawan (Y4)	45,34	32,988	,664	,750
Kinerja Karyawan (Y5)	45,34	32,988	,664	,750
Kinerja Karyawan (Y6)	45,53	33,553	,691	,753
Tot. Kinerja Karyawan (Y)	24,79	9,900	1,000	,825

LAMPIRAN 6

UJI REGRESI,UJI ASUMSI KLASIK, DAN UJI HIPOTESIS

UJI REGRESI,UJI ASUMSI KLASIK, DAN UJI HIPOTESIS

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan (Y)	24,79	3,146	38
Lingkungan Kerja (X1.1)	16,71	2,229	38
Disiplin Kerja (X2)	16,37	2,123	38

Correlations

		Kinerja Karyawan (Y)	Lingkungan Kerja (X1.1)	Disiplin Kerja (X2)
Pearson Correlation	Kinerja Karyawan (Y)	1,000	,850	,772
	Lingkungan Kerja (X1.1)	,850	1,000	,417
	Disiplin Kerja (X2)	,772	,417	1,000
Sig. (1-tailed)	Kinerja Karyawan (Y)	.	,000	,000
	Lingkungan Kerja (X1.1)	,000	.	,005
	Disiplin Kerja (X2)	,000	,005	.
N	Kinerja Karyawan (Y)	38	38	38
	Lingkungan Kerja (X1.1)	38	38	38
	Disiplin Kerja (X2)	38	38	38

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja (X2), Lingkungan Kerja (X1.1)[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	,967[a]	,934	,931	,828	1,736

a. Predictors: (Constant), Disiplin Kerja (X2), Lingkungan Kerja (X1.1)

b. Dependent Variable: Kinerja Karyawan (Y)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	342,293	2	171,147	249,356	,000[b]
	Residual	24,022	35	,686		
	Total	366,316	37			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Disiplin Kerja (X2), Lingkungan Kerja (X1.1)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2,560	1,238		-2,068	,046		
	Lingkungan Kerja (X1.1)	,903	,067	,640	13,428	,000	,826	1,211
	Disiplin Kerja (X2)	,749	,071	,506	10,616	,000	,826	1,211

a. Dependent Variable: Kinerja Karyawan (Y)

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Lingkungan Kerja (X1.1)	Disiplin Kerja (X2)
1	1	2,982	1,000	,00	,00	,00
	2	,010	17,533	,02	,83	,57
	3	,008	19,508	,98	,17	,43

a. Dependent Variable: Kinerja Karyawan (Y)

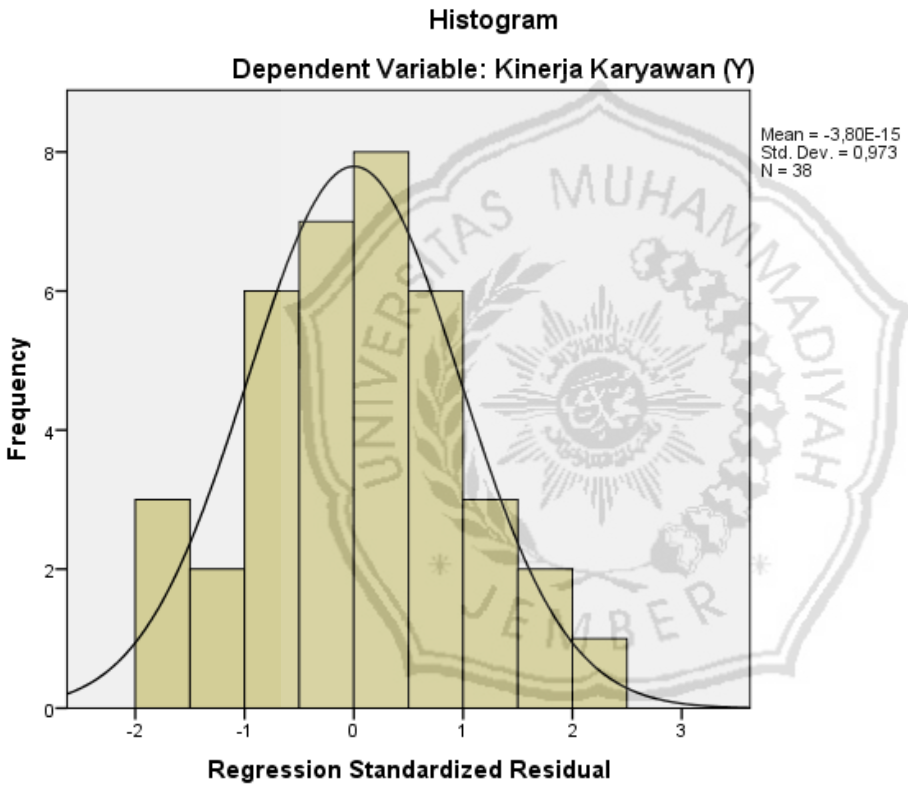
Residuals Statistics[a]

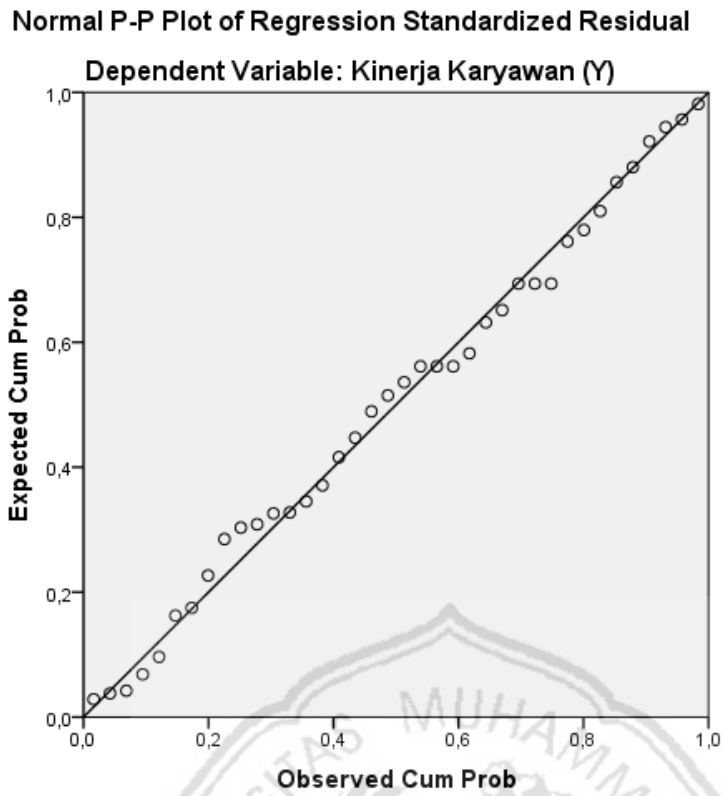
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16,36	29,58	24,79	3,042	38
Std. Predicted Value	-2,771	1,574	,000	1,000	38
Standard Error of Predicted Value	,140	,402	,222	,070	38
Adjusted Predicted Value	16,16	29,77	24,78	3,061	38

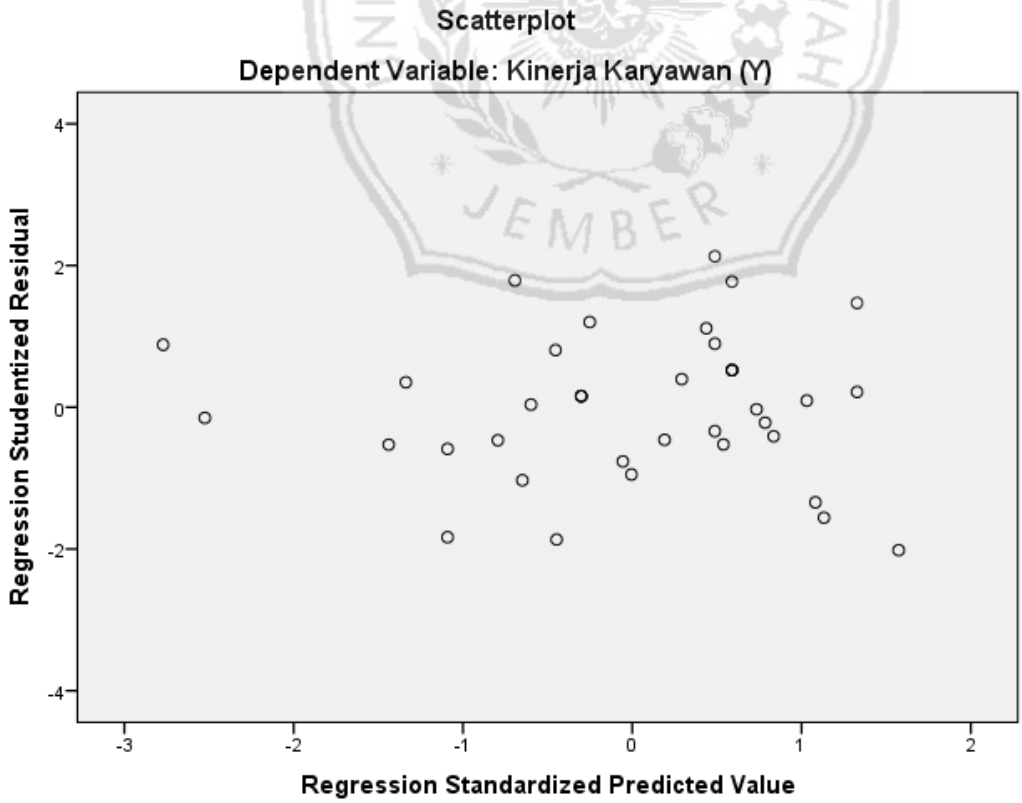
Residual	-1,577	1,727	,000	,806	38
Std. Residual	-1,904	2,084	,000	,973	38
Stud. Residual	-2,016	2,131	,004	1,021	38
Deleted Residual	-1,769	1,805	,007	,890	38
Stud. Deleted Residual	-2,114	2,252	,004	1,048	38
Mahal. Distance	,080	7,747	1,947	2,038	38
Cook's Distance	,000	,281	,036	,061	38
Centered Leverage Value	,002	,209	,053	,055	38

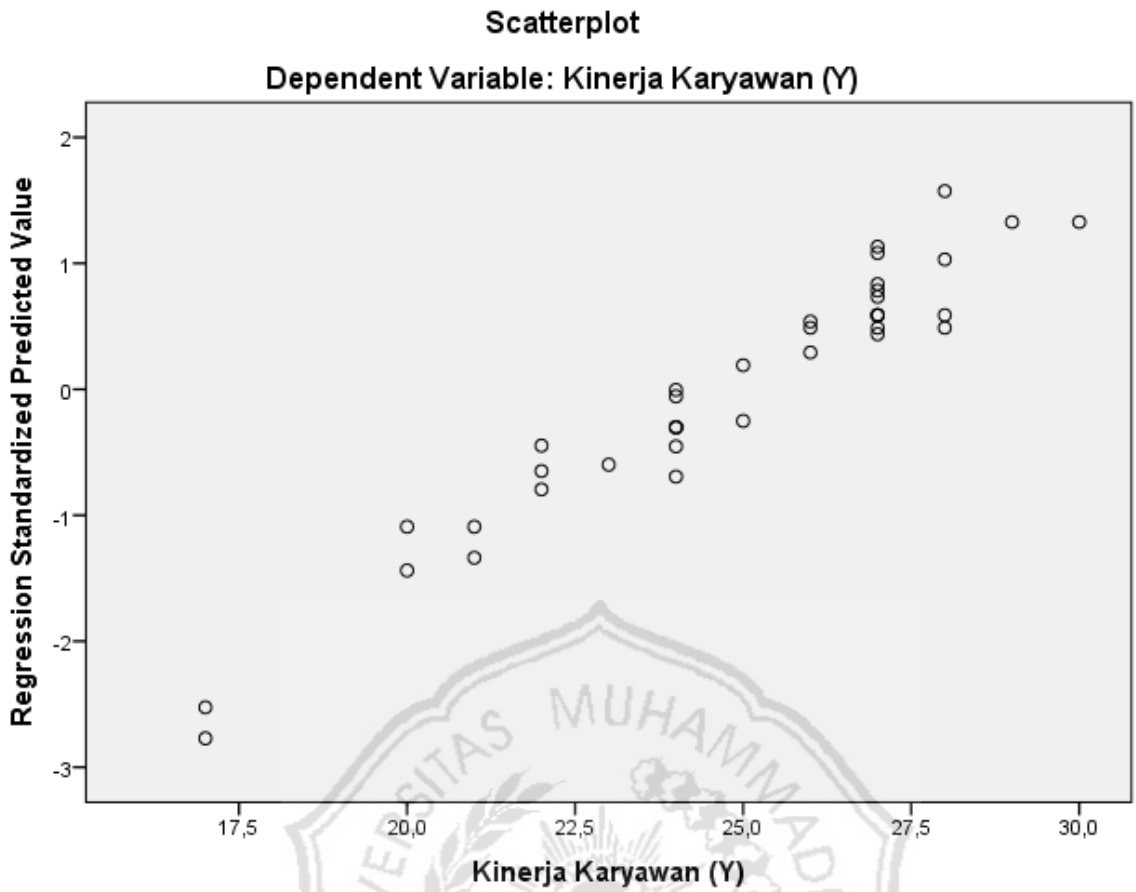
a. Dependent Variable: Kinerja Karyawan (Y)

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja Karyawan (Y)
Expected Cum Prob
Observed Cum Prob
0,0
0,2
0,4
0,6
0,8
1,0


Scatterplot
Dependent Variable: Kinerja Karyawan (Y)
Regression Studentized Residual
Regression Standardized Predicted Value
4
2
0
-2
-4
-3
-2
-1
0
1
2


Scatterplot
Dependent Variable: Kinerja Karyawan (Y)
Regression Standardized Predicted Value
2
1
0
-1
-2
-3
17,5
20,0
22,5
25,0
27,5
30,0
Kinerja Karyawan (Y)

LAMPIRAN 8

DOKUMENTASI