Lampiran 1

KUESIONER

Kepada Yth.
Bapak/Ibu/Saudara Pegawai Kantor Kecamatan Puger Kabupaten Jember
di Tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul "**Pengaruh Kompetensi, Motivasi, dan Disiplin terhadap Kinerja Pegawai di Kecamatan Puger Kabupaten Jember**" sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Program Studi Manajemen Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk untuk mengisi daftar pertanyaan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

Jember, Juli 2018

Hormat saya

Muh. Nur Hafid

Petunjuk Pengisian :

Berilah tanda chek list (√) pada jawaban yang dipilih.

1. Bila pendapat anda sangat setuju (SS)
2. Bila pendapat anda setuju (S)
3. Bila cukup setuju (CS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Identitas responden

1. Usia : .....
2. Jenis Kelamin : .....
3. Pendidikan Terakhir : .....
4. Lama Kerja : .....(tahun)

A. Kompetensi

P e r n y a t a a n	SS	S	CS	TS	STS
1. Saya Merasa beban pekerjaan yang diberikan Instansi sesuai dengan latar belakang pendidikan saya.					
2. Saya selalu mengungkapkan pendapat pada saat rapat untuk pelaksanaan kegiatan di kantor					
3. Saya menyelesaikan pekerjaan tanpa menunggu bantuan orang lain					
4. Saya telah menerima penugasan di berbagai bidang di tempat kerja					

B. Motivasi

P e r n y a t a a n	SS	S	CS	TS	STS
1. Saya merasa bahwa Instansi telah memenuhi kebutuhan fisiologis (sandang, pangan, dan papan)					
2. Saya merasa bahwa Instansi memberikan jaminan kecelakaan kerja, jaminan pemeliharaan kesehatan, dan keamanan kerja bagi pegawai					
3. Saya merasa bahwa Instansi memberikan penghargaan yang menggembirakan dan berarti kepada pegawai yang berprestasi					
4. Saya merasa bahwa Pimpinan instansi memberikan kesempatan dan perlakuan yang sama bagi pegawainya untuk mengembangkan kreativitas kerja					
5. Saya merasa sebagai pegawai memiliki keleluasaan dalam mengaktualisasikan diri dalam bekerja					

C. Kedisiplinan

Pernyataan	SS	S	CS	TS	STS
1. Saya selalu berada di tempat selama jam kerja					
2. Saya selalu bekerja sesuai dengan standar yang ditetapkan					
3. Saya merasa mentaati segala peraturan yang berlaku					
4. Saya selalu melaksanakan pekerjaan sesuai dengan kewenangan dan tanggung jawab yang telah ditentukan					

D. Kinerja Pegawai

Pernyataan	SS	S	CS	TS	STS
1. Saya mampu menyelesaikan pekerjaan dengan baik dan teliti					
2. Saya mampu menyelesaikan pekerjaan sesuai dengan apa yang ditentukan					
3. Saya menyelesaikan pekerjaan sesuai dengan arahan, saran, dan koreksi					
4. Saya selalu hadir dan disiplin dalam bekerja serta dapat diandalkan					
5. Saya selalu berusaha melakukan pencegahan pemborosan, kerusakan dan pemeliharaan peralatan dalam bekerja					

Lampiran 2

Rekapitulasi Data Jawaban Responden

No	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2
1	5	4	5	4	18	4	3	4	5	4	20
2	4	4	3	4	15	3	3	3	4	3	16
3	4	3	4	4	15	4	5	4	4	4	21
4	3	4	5	4	16	3	4	3	5	3	18
5	4	3	4	5	16	5	5	4	4	4	22
6	4	4	4	4	16	4	4	4	3	4	19
7	3	4	3	5	15	5	5	5	5	5	25
8	4	4	4	4	16	3	3	5	4	4	19
9	3	2	3	2	10	4	4	4	4	4	20
10	3	3	3	3	12	3	2	4	4	3	16
11	4	3	4	4	15	4	4	5	4	4	21
12	4	3	4	4	15	4	4	5	4	4	21
13	3	4	4	3	14	4	4	5	5	4	22
14	4	4	4	4	16	4	4	5	4	4	21
15	4	4	4	4	16	4	4	5	4	4	21
16	3	3	3	3	12	4	3	4	4	3	18
17	4	4	4	4	16	3	4	5	3	3	18
18	5	5	5	5	20	5	5	5	5	5	25
19	5	5	5	5	20	4	4	5	5	5	23
20	3	4	3	4	14	3	3	3	3	4	16
21	5	4	5	5	19	5	5	5	4	5	24
22	3	2	3	3	11	3	3	4	4	3	17
23	4	5	3	4	16	5	5	3	4	4	21
24	4	5	4	5	18	4	5	5	5	5	24
25	3	5	4	5	17	4	4	4	5	5	22
26	5	5	5	5	20	3	3	3	4	3	16
27	4	3	4	5	16	5	5	5	4	4	23
28	4	4	4	4	16	4	5	5	4	4	22
29	3	3	3	3	12	3	4	4	3	4	18
30	4	3	4	4	15	4	4	4	4	4	20
31	4	3	4	4	15	4	4	4	3	4	19
32	5	4	4	4	17	5	5	4	4	4	22
33	4	4	3	3	14	4	5	5	4	3	21

No	X3.1	X3.2	X3.3	X3.4	X3	Y1	Y2	Y3	Y4	Y5	Y
1	5	4	4	5	18	4	4	5	4	4	21
2	4	4	3	4	15	3	4	4	4	3	18
3	3	4	3	3	13	4	3	4	4	4	19
4	4	4	5	5	18	5	4	4	5	4	22
5	4	4	4	4	16	4	3	3	4	4	18
6	4	4	4	4	16	3	3	3	4	3	16
7	5	5	4	5	19	5	4	3	5	4	21
8	3	2	3	3	11	4	4	3	4	3	18
9	4	3	4	4	15	4	4	3	4	3	18
10	3	3	3	3	12	3	3	3	3	3	15
11	5	4	5	4	18	4	4	5	4	4	21
12	5	4	5	5	19	4	4	5	4	4	21
13	5	5	5	5	20	4	4	5	4	5	22
14	2	4	3	2	11	4	4	3	4	4	19
15	4	4	4	4	16	4	4	3	4	5	20
16	4	5	5	5	19	4	3	3	4	4	18
17	4	5	4	4	17	4	4	3	4	4	19
18	5	5	5	4	19	5	5	5	5	4	24
19	4	4	4	5	17	5	4	4	4	5	22
20	3	4	4	4	15	3	5	4	4	4	20
21	4	5	4	4	17	5	5	5	5	4	24
22	3	4	3	3	13	4	3	3	3	4	17
23	5	5	4	4	18	4	5	4	5	4	22
24	4	4	4	4	16	5	5	4	4	5	23
25	5	4	5	4	18	4	5	5	4	4	22
26	3	2	3	2	10	5	4	3	4	4	20
27	4	4	4	4	16	5	5	5	5	4	24
28	4	5	4	5	18	4	3	4	4	4	19
29	3	3	4	3	13	3	3	4	4	4	18
30	4	4	4	4	16	4	3	4	5	4	20
31	4	4	3	4	15	4	3	4	4	5	20
32	5	4	5	5	19	4	3	5	5	4	21
33	4	3	4	4	15	3	4	4	4	3	18

Lampiran 3

Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	.434*	.678**	.532**	.799**
	Sig. (2-tailed)		.012	.000	.001	.000
	N	33	33	33	33	33
X1.2	Pearson Correlation	.434*	1	.434*	.598**	.782**
	Sig. (2-tailed)	.012		.012	.000	.000
	N	33	33	33	33	33
X1.3	Pearson Correlation	.678**	.434*	1	.590**	.818**
	Sig. (2-tailed)	.000	.012		.000	.000
	N	33	33	33	33	33
X1.4	Pearson Correlation	.532**	.598**	.590**	1	.844**
	Sig. (2-tailed)	.001	.000	.000		.000
	N	33	33	33	33	33
X1	Pearson Correlation	.799**	.782**	.818**	.844**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	33	33	33	33	33

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.758**	.342	.294	.598**	.832**
	Sig. (2-tailed)		.000	.052	.097	.000	.000
	N	33	33	33	33	33	33
X2.2	Pearson Correlation	.758**	1	.384*	.169	.523**	.806**
	Sig. (2-tailed)	.000		.027	.347	.002	.000
	N	33	33	33	33	33	33
X2.3	Pearson Correlation	.342	.384*	1	.210	.430*	.656**
	Sig. (2-tailed)	.052	.027		.240	.012	.000
	N	33	33	33	33	33	33
X2.4	Pearson Correlation	.294	.169	.210	1	.390*	.535**
	Sig. (2-tailed)	.097	.347	.240		.025	.001
	N	33	33	33	33	33	33
X2.5	Pearson Correlation	.598**	.523**	.430*	.390*	1	.799**
	Sig. (2-tailed)	.000	.002	.012	.025		.000
	N	33	33	33	33	33	33
X2	Pearson Correlation	.832**	.806**	.656**	.535**	.799**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	
	N	33	33	33	33	33	33

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

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	.500**	.727**	.763**	.885**
	Sig. (2-tailed)		.003	.000	.000	.000
	N	33	33	33	33	33
X3.2	Pearson Correlation	.500**	1	.447**	.572**	.750**
	Sig. (2-tailed)	.003		.009	.001	.000
	N	33	33	33	33	33
X3.3	Pearson Correlation	.727**	.447**	1	.693**	.839**
	Sig. (2-tailed)	.000	.009		.000	.000
	N	33	33	33	33	33
X3.4	Pearson Correlation	.763**	.572**	.693**	1	.901**
	Sig. (2-tailed)	.000	.001	.000		.000
	N	33	33	33	33	33
X3	Pearson Correlation	.885**	.750**	.839**	.901**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	33	33	33	33	33

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Y
Y1	Pearson Correlation	1	.400*	.188	.507**	.491**	.734**
	Sig. (2-tailed)		.021	.296	.003	.004	.000
	N	33	33	33	33	33	33
Y2	Pearson Correlation	.400*	1	.401*	.378*	.136	.709**
	Sig. (2-tailed)	.021		.021	.030	.452	.000
	N	33	33	33	33	33	33
Y3	Pearson Correlation	.188	.401*	1	.408*	.259	.703**
	Sig. (2-tailed)	.296	.021		.018	.145	.000
	N	33	33	33	33	33	33
Y4	Pearson Correlation	.507**	.378*	.408*	1	.120	.680**
	Sig. (2-tailed)	.003	.030	.018		.508	.000
	N	33	33	33	33	33	33
Y5	Pearson Correlation	.491**	.136	.259	.120	1	.566**
	Sig. (2-tailed)	.004	.452	.145	.508		.001
	N	33	33	33	33	33	33
Y	Pearson Correlation	.734**	.709**	.703**	.680**	.566**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	
	N	33	33	33	33	33	33

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

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

Lampiran 4

Hasil Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.818	5

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.8788	.69631	33
X1.2	3.7576	.83030	33
X1.3	3.8788	.69631	33
X1.4	4.0303	.76994	33
X1	15.5455	2.42501	33

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.0909	23.523	4.85002	5

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.787	6

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.9394	.70442	33
X2.2	4.0606	.82687	33
X2.3	4.3030	.72822	33
X2.4	4.0909	.63066	33
X2.5	3.9394	.65857	33
X2	20.3333	2.59406	33

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.6667	26.917	5.18813	6

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.828	5

Item Statistics

	Mean	Std. Deviation	N
X3.1	4.0000	.79057	33
X3.2	4.0000	.79057	33
X3.3	4.0000	.70711	33
X3.4	4.0000	.82916	33
X3	16.0000	2.63391	33

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
32.0000	27.750	5.26783	5

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.768	6

Item Statistics

	Mean	Std. Deviation	N
Y1	4.0606	.65857	33
Y2	3.8788	.73983	33
Y3	3.9091	.80482	33
Y4	4.1818	.52764	33
Y5	3.9697	.58549	33
Y	20.0000	2.26385	33

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.0000	20.500	4.52769	6

Lampiran 5

Distribusi Frekuensi Jawaban Responden

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	30.3	30.3	30.3
	4.00	17	51.5	51.5	81.8
	5.00	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	6.1	6.1	6.1
	3.00	10	30.3	30.3	36.4
	4.00	15	45.5	45.5	81.8
	5.00	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	30.3	30.3	30.3
	4.00	17	51.5	51.5	81.8
	5.00	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	3.0	3.0	3.0
	3.00	6	18.2	18.2	21.2
	4.00	17	51.5	51.5	72.7
	5.00	9	27.3	27.3	100.0
	Total	33	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	27.3	27.3	27.3
	4.00	17	51.5	51.5	78.8
	5.00	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	3.0	3.0	3.0
	3.00	7	21.2	21.2	24.2
	4.00	14	42.4	42.4	66.7
	5.00	11	33.3	33.3	100.0
	Total	33	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	15.2	15.2	15.2
	4.00	13	39.4	39.4	54.5
	5.00	15	45.5	45.5	100.0
	Total	33	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	15.2	15.2	15.2
	4.00	20	60.6	60.6	75.8
	5.00	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	24.2	24.2	24.2
	4.00	19	57.6	57.6	81.8
	5.00	6	18.2	18.2	100.0
	Total	33	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	3.0	3.0	3.0
	3.00	7	21.2	21.2	24.2
	4.00	16	48.5	48.5	72.7
	5.00	9	27.3	27.3	100.0
	Total	33	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	6.1	6.1	6.1
	3.00	4	12.1	12.1	18.2
	4.00	19	57.6	57.6	75.8
	5.00	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	24.2	24.2	24.2
	4.00	17	51.5	51.5	75.8
	5.00	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	6.1	6.1	6.1
	3.00	5	15.2	15.2	21.2
	4.00	17	51.5	51.5	72.7
	5.00	9	27.3	27.3	100.0
	Total	33	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	18.2	18.2	18.2
	4.00	19	57.6	57.6	75.8
	5.00	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	11	33.3	33.3	33.3
	4.00	15	45.5	45.5	78.8
	5.00	7	21.2	21.2	100.0
	Total	33	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	36.4	36.4	36.4
	4.00	12	36.4	36.4	72.7
	5.00	9	27.3	27.3	100.0
	Total	33	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	6.1	6.1	6.1
	4.00	23	69.7	69.7	75.8
	5.00	8	24.2	24.2	100.0
	Total	33	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	18.2	18.2	18.2
	4.00	22	66.7	66.7	84.8
	5.00	5	15.2	15.2	100.0
	Total	33	100.0	100.0	

Lampiran 6

Hasil Analisis Regresi Linier Berganda

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	20.0000	2.26385	33
X1	15.5455	2.42501	33
X2	20.3333	2.59406	33
X3	16.0000	2.63391	33

Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1.000	.626	.660	.529
	X1	.626	1.000	.452	.166
	X2	.660	.452	1.000	.521
	X3	.529	.166	.521	1.000
Sig. (1-tailed)	Y	.	.000	.000	.001
	X1	.000	.	.004	.177
	X2	.000	.004	.	.001
	X3	.001	.177	.001	.
N	Y	33	33	33	33
	X1	33	33	33	33
	X2	33	33	33	33
	X3	33	33	33	33

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.796[a]	.634	.596	1.43899	.634	16.734	3	29	.000

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.950	3	34.650	16.734	.000[a]
	Residual	60.050	29	2.071		
	Total	164.000	32			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	4.116	2.271		1.813	.080					
	X1	.409	.118	.438	3.462	.002	.626	.541	.389	.789	1.267
	X2	.268	.128	.307	2.103	.044	.660	.364	.236	.591	1.692
	X3	.255	.114	.296	2.240	.033	.529	.384	.252	.722	1.385

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.963	1.000	.00	.00	.00	.00
	2	.020	13.949	.00	.42	.00	.47
	3	.010	20.424	.84	.40	.00	.26
	4	.007	24.017	.15	.17	1.00	.27

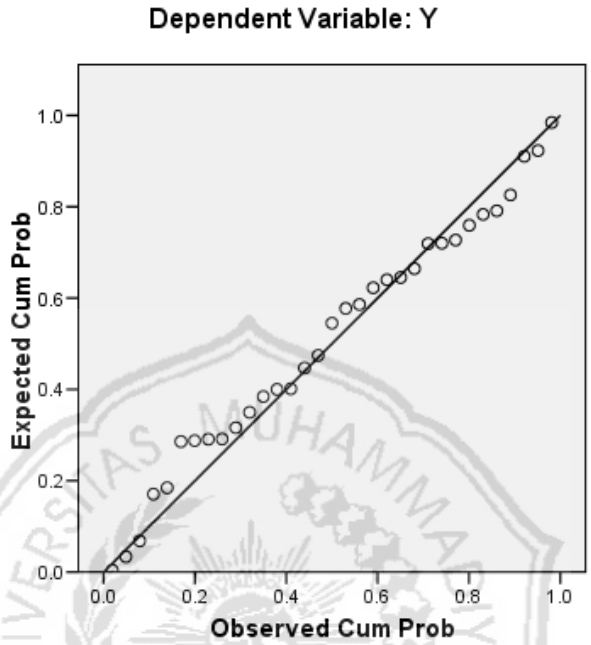
a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16.3697	23.8369	20.0000	1.80234	33
Std. Predicted Value	-2.014	2.129	.000	1.000	33
Standard Error of Predicted Value	.258	.956	.479	.149	33
Adjusted Predicted Value	16.3838	23.8020	19.9699	1.82068	33
Residual	-3.82804	3.09864	.00000	1.36987	33
Std. Residual	-2.660	2.153	.000	.952	33
Stud. Residual	-2.729	2.245	.009	.999	33
Deleted Residual	-4.02738	3.36781	.03009	1.51405	33
Stud. Deleted Residual	-3.110	2.427	.001	1.054	33
Mahal. Distance	.055	13.167	2.909	2.542	33
Cook's Distance	.000	.129	.026	.035	33
Centered Leverage Value	.002	.411	.091	.079	33

a. Dependent Variable: Y

Normal P-P Plot of Regression Standardized Residual



Scatterplot