LAMPIRAN 1

KUISIONER PENELITIAN

Dengan Hormat,

Berkenaan dengan adanya penelitian dalam rangka penyusunan skripsi dengan judul **" PENGARUH GAJI, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN KANTOR PUSAT PT. BPR EKADHARMA KAB. MAGETAN"**

Saya mohon kesediaan anda untuk meluangkan waktu sejenak untuk mengisi angket ini. Jawaban anda tidak mempengaruhi kinerja anda. Tidak ada jawaban yang benar salah dan sesuai dengan kode etik penelitian, maka semua data dijamin kerahasiaanya. Saya berharap saudara/i dapat menjawab dengan terbuka dan sejujur-jujurnya.

Saya sangat menghargai atas segalawaktu dan partisipasi anda dalam menjawab kuesioner ini dan saya sangat mengucapkan banyak terima kasih atas semua kerjasamanya

1. Identitas Responden

Nama Responden   :

Usia   :......................Tahun

Jenis Kelamin   : ☐ Pria   ☐ Wanita

Alamat   :

Pendidikan   : ☐ SLTA   ☐ Diploma

                                       ☐ S1   ☐ S2   ☐
         S3

Bagian / seksi   :................................

Lama Kerja   :................................

2. Pentunjuk Pengisian Kuesioner

Mohon diberi tanda (√) pada kolom jawaban Bapak/Ibu anggap paling sesuai, dengan salah satu jawaban yang tersedia, dimana :

1. SS = Sangat Setuju   4. TS = Tidak Setuju

2. S = Setuju   5. STS = Sangat Tidak Setuju

3. KS = Kurang Setuju

A. Variabel Gaji

No	Pertanyaan	SS	S	KS	TS	STS
1.	Gaji yang saya terima sesuai dengan UMR yang berlaku					
2.	Gaji yang saya terima sesuai dengan kebutuhan hidup layak					
3.	Gaji yang saya terima sebanding dengan pekerjaan yang saya lakukan					
4.	Gaji yang saya terima sesuai dengan posisi jabatan yang saya duduki					
5.	Pembayaran gaji di lakukan tepat waktu					

B. Variabel Motivasi

No	Pertanyaan	SS	S	KS	TS	STS
1.	Saya mendapatkan kebutuhan yang layak selama saya bekerja disini					
2.	Saya merasa aman saat melakukan suatu pekerjaan					
3.	Saya memiliki hubungan yang erat dengan semua karyawan					
4.	Instansi memberikan penghargaan kepada pegawai yang berprestasi					
5.	Instansi memberi kesempatan para pegawainya untuk meningkatkan pengetahuan					

C. Variabel Disiplin Kerja

No	Pertanyaan	SS	S	KS	TS	STS
1.	Saya selalu datang dan pulang tepat waktu					
2.	Saya selalu mematuhi dan mentaati prosedur kerja					
3.	Saya rutin mendapatkan saran dan arahan dari pimpinan					
4.	Saya selalu mematuhi dan melaksanakan araha dari pimpinan					
5.	Saya selalu menggunakan dan memelihara alat-alat perlengkapan kerja					

D. Variabel Kinerja

No	Pertanyaan	SS	S	KS	TS	STS
1.	Saya selalu tepat waktu dalam menyelesaikan suatu pekerjaan					
2.	Saya memiliki tanggung jawab yang tinggi dalam melakukan suatu pekerjaan					
3.	Saya selalu bersungguh-sungguh dalam melaksanakan tugas yang diberikan					
4.	Saya mampu menyampaikan gagasan dengan baik					
5.	Saya mampu bekerjasama dengan para pegawai dan orang lain					

LAMPIRAN 2

TABULASI DATA PENELITIAN

Res	Gaji					X1	Motivasi					X2	Disiplin Kerja					X3	Kinerja					Y
	X1.1	X1.2	X1.3	X1.4	X1.5		X2.1	X2.2	X2.3	X2.4	X2.5		X3.1	X3.2	X3.3	X3.4	X3.5		Y.1	Y.2	Y.3	Y.4	Y.5	
1	4	4	4	4	4	20	3	4	4	3	4	18	4	4	4	4	4	20	4	4	4	4	4	20
2	4	4	4	4	4	20	4	4	5	3	4	20	4	4	4	4	4	20	4	4	4	4	4	20
3	4	4	4	4	4	20	4	4	4	4	3	19	4	4	4	4	4	20	4	5	4	4	4	21
4	4	4	4	4	3	19	4	4	5	4	4	21	4	4	4	4	4	20	4	4	4	4	4	20
5	4	4	4	4	4	20	4	4	4	3	3	18	4	4	4	4	4	20	4	4	4	4	4	20
6	4	4	4	5	4	21	5	5	4	4	4	22	4	4	4	4	4	20	4	5	4	4	5	22
7	4	4	4	4	4	20	4	4	4	4	4	20	5	4	4	4	4	21	4	4	4	4	4	20
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9	4	4	4	4	3	19	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	4	4	20
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11	4	4	4	4	4	20	4	4	4	4	3	19	4	4	4	4	4	20	5	4	4	4	4	21
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19	3	4	4	4	3	18	4	4	4	4	4	20	4	4	5	5	5	23	4	4	4	4	4	20
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21	4	4	4	4	3	19	4	3	3	4	5	19	5	4	4	4	4	21	4	4	4	4	4	20
22	4	4	4	4	3	19	4	3	3	4	4	18	4	4	4	4	5	21	4	4	4	4	4	20
23	4	4	4	4	4	20	4	4	4	4	4	20	4	4	4	5	5	22	4	4	4	4	4	20

24	4	4	4	4	3	**19**	4	5	5	5	4	**23**	4	4	4	4	4	**20**	4	4	4	4	4	**20**
25	4	4	4	3	4	**19**	4	4	4	4	5	**21**	4	4	4	4	4	**20**	4	4	4	4	4	**20**
26	4	4	4	4	4	**20**	4	4	4	5	4	**21**	4	4	5	4	4	**21**	4	5	5	4	3	**21**
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39	4	4	4	4	4	**20**	4	5	4	3	4	**20**	4	4	3	4	4	**19**	4	4	4	4	4	**20**
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62	4	3	4	4	4	**19**	4	4	4	4	4	**20**	5	4	4	4	4	**21**	4	4	4	4	4	**20**
63	4	4	4	4	4	**20**	4	5	5	4	4	**22**	5	5	4	4	4	**22**	4	4	4	4	4	**20**
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66	4	5	4	4	4	**21**	4	5	4	4	4	**21**	4	5	4	4	4	**21**	5	5	4	4	4	**22**
67	4	4	4	4	3	**19**	3	4	3	4	4	**18**	4	4	3	5	4	**20**	4	4	4	4	4	**20**
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70	4	5	3	4	4	**20**	4	4	5	4	4	**21**	5	5	3	4	4	**21**	4	4	5	4	4	**21**
71	4	4	4	4	4	**20**	4	3	4	4	4	**19**	4	4	3	4	4	**19**	4	4	4	4	4	**20**

LAMPIRAN 3

HASIL UJI VALIDITAS VARIABEL GAJI (X1)

```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	GAJI
X1.1	Pearson Correlation	1	.010	-.012	.014	.242*	.307**
	Sig. (2-tailed)		.934	.923	.906	.042	.009
	N	71	71	71	71	71	71
X1.2	Pearson Correlation	.010	1	.008	.169	-.068	.493**
	Sig. (2-tailed)	.934		.946	.160	.574	.000
	N	71	71	71	71	71	71
X1.3	Pearson Correlation	-.012	.008	1	.218	-.040	.456**
	Sig. (2-tailed)	.923	.946		.068	.740	.000
	N	71	71	71	71	71	71
X1.4	Pearson Correlation	.014	.169	.218	1	.049	.532**
	Sig. (2-tailed)	.906	.160	.068		.684	.000
	N	71	71	71	71	71	71
X1.5	Pearson Correlation	.242*	-.068	-.040	.049	1	.577**
	Sig. (2-tailed)	.042	.574	.740	.684		.000
	N	71	71	71	71	71	71
GAJI	Pearson Correlation	.307**	.493**	.456**	.532**	.577**	1
	Sig. (2-tailed)	.009	.000	.000	.000	.000	
	N	71	71	71	71	71	71

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

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

HASIL UJI VALIDITAS VARIABEL MOTIVASI (X2)

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	MOTIVASI
X2.1	Pearson Correlation	1	.164	.153	.156	-.023	.382**
	Sig. (2-tailed)		.172	.202	.193	.849	.001
	N	71	71	71	71	71	71
X2.2	Pearson Correlation	.164	1	.276*	-.018	-.039	.575**
	Sig. (2-tailed)	.172		.020	.883	.747	.000
	N	71	71	71	71	71	71
X2.3	Pearson Correlation	.153	.276*	1	-.011	-.086	.582**
	Sig. (2-tailed)	.202	.020		.930	.476	.000
	N	71	71	71	71	71	71
X2.4	Pearson Correlation	.156	-.018	-.011	1	.307**	.521**
	Sig. (2-tailed)	.193	.883	.930		.009	.000
	N	71	71	71	71	71	71
X2.5	Pearson Correlation	-.023	-.039	-.086	.307**	1	.482**
	Sig. (2-tailed)	.849	.747	.476	.009		.000
	N	71	71	71	71	71	71
MOTIVASI	Pearson Correlation	.382**	.575**	.582**	.521**	.482**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	
	N	71	71	71	71	71	71

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

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

HASIL UJI VALIDITAS VARIABEL DISIPLIN KERJA (X3)

```
CORRELATIONS
  /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	DISIPLIN KERJA
X3.1	Pearson Correlation	1	.532**	-.003	-.158	-.097	.603**
	Sig. (2-tailed)		.000	.982	.187	.423	.000
	N	71	71	71	71	71	71
X3.2	Pearson Correlation	.532**	1	-.075	-.121	.064	.604**
	Sig. (2-tailed)	.000		.533	.314	.595	.000
	N	71	71	71	71	71	71
X3.3	Pearson Correlation	-.003	-.075	1	.071	.084	.502**
	Sig. (2-tailed)	.982	.533		.555	.486	.000
	N	71	71	71	71	71	71
X3.4	Pearson Correlation	-.158	-.121	.071	1	.465**	.306**
	Sig. (2-tailed)	.187	.314	.555		.000	.009
	N	71	71	71	71	71	71
X3.5	Pearson Correlation	-.097	.064	.084	.465**	1	.476**
	Sig. (2-tailed)	.423	.595	.486	.000		.000
	N	71	71	71	71	71	71
DISIPLIN KERJA	Pearson Correlation	.603**	.604**	.502**	.306**	.476**	1
	Sig. (2-tailed)	.000	.000	.000	.009	.000	
	N	71	71	71	71	71	71

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

HASIL UJI VALIDITAS VARIABEL KINERJA (Y)

```
CORRELATIONS
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	KINERJA
Y1.1	Pearson Correlation	1	.138	-.023	.000	-.195	.387**
	Sig. (2-tailed)		.252	.848	1.000	.102	.001
	N	71	71	71	71	71	71
Y1.2	Pearson Correlation	.138	1	.250*	.000	.101	.704**
	Sig. (2-tailed)	.252		.036	1.000	.404	.000
	N	71	71	71	71	71	71
Y1.3	Pearson Correlation	-.023	.250*	1	.224	-.174	.608**
	Sig. (2-tailed)	.848	.036		.060	.147	.000
	N	71	71	71	71	71	71
Y1.4	Pearson Correlation	.000	.000	.224	1	.000	.347**
	Sig. (2-tailed)	1.000	1.000	.060		1.000	.003
	N	71	71	71	71	71	71
Y1.5	Pearson Correlation	-.195	.101	-.174	.000	1	.277*
	Sig. (2-tailed)	.102	.404	.147	1.000		.020
	N	71	71	71	71	71	71
KINERJA	Pearson Correlation	.387**	.704**	.608**	.347**	.277*	1
	Sig. (2-tailed)	.001	.000	.000	.003	.020	
	N	71	71	71	71	71	71

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

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

LAMPIRAN 4

HASIL UJI RELIABILITAS VARIABEL GAJI (X1)

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA

  /SUMMARY=TOTAL.
```

Reliability

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100.0
	Excluded[a]	0	.0
	Total	71	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.634	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	35.6901	1.931	.233	.642
X1.2	35.6479	1.660	.286	.617
X1.3	35.7042	1.726	.276	.621
X1.4	35.6479	1.717	.400	.597
X1.5	35.8451	1.504	.342	.600
GAJI	19.8451	.504	.986	.160

HASIL UJI RELIABILITAS VARIABEL MOTIVASI (X2)

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100.0
	Excluded^a	0	.0
	Total	71	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.668	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	36.0423	4.441	.297	.670
X2.2	35.9014	3.776	.400	.629
X2.3	35.8873	3.701	.391	.629
X2.4	36.1127	3.987	.365	.642
X2.5	36.1831	3.980	.291	.658
MOTIVASI	20.0141	1.186	1.000	.283

HASIL UJI RELIABILITAS VARIABEL DISIPLIN KERJA (X3)

```
RELIABILITY
  /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA

  /SUMMARY=TOTAL.
```

Reliability

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100.0
	Excluded[a]	0	.0
	Total	71	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.665	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	36.7183	3.091	.423	.616
X3.2	36.8169	3.180	.451	.614
X3.3	37.1549	3.247	.286	.657
X3.4	36.9577	3.755	.196	.676
X3.5	36.9155	3.450	.326	.649
DISIPLIN KERJA	20.5070	.996	1.000	.270

```
RELIABILITY
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA

  /SUMMARY=TOTAL.
```

Reliability

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100.0
	Excluded^a	0	.0
	Total	71	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.637	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	36.7746	1.891	.193	.646
Y1.2	36.7324	1.542	.548	.535
Y1.3	36.7042	1.611	.404	.582
Y1.4	36.8732	1.998	.239	.640
Y1.5	36.8451	1.990	.080	.673
KINERJA	20.4366	.535	1.000	.155

LAMPIRAN 5

HASIL UJI REGRESI LINEAR BERGANDA

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y1

  /METHOD=ENTER X1 X2 X3.
```

Regression

[DataSet1] G:\BAB I-V SELESAI\ruddy\new\spss 2.sav

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	DISIPLIN KERJA, MOTIVASI, GAJI[a]		. Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA

HASIL UJI KOEFESIEN DETERMINASI (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728[a]	.530	.509	.51239

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

HASIL UJI F

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.874	3	6.625	25.233	.000[a]
	Residual	17.590	67	.263		
	Total	37.465	70			

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

b. Dependent Variable: KINERJA

HASIL UJI T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.147	2.373		.483	.631
	GAJI	.636	.087	.623	7.285	.000
	MOTIVASI	.189	.057	.281	3.291	.002
	DISIPLIN KERJA	.142	.063	.193	2.264	.027

a. Dependent Variable: KINERJA