



LAMPIRAN

Lampiran 1 (Kuesioner Penelitian)

KUESIONER PENELITIAN

PENGARUH KEPEMIMPINAN DAN UPAH INSENTIF TERHADAP KINERJA
DENGAN DISIPLIN KERJA SEBAGAI VARIABEL MODERASI
DI PT. SUNA DWI TUNGGAL PERKASA KANTOR CABANG PONOROGO

Yth.

Bapak/Ibu Karyawan _____

PT. Suna Dwi Tunggal Perkasa Kantor Cabang Ponorogo

Di

Ponorogo

Assalamu 'alalikum w. w.

Saya yang bertanda tangan dibawah ini Dwi Septian Pramana Mahasiswa Jurusan Manajemen Fakultas Ekonomi Perusahaan Universitas Muhammadiyah Ponorogo NIM 14413435, sedang mengadakan penelitian dalam rangka penyusunan skripsi dengan judul “Pengaruh Kepemimpinan dan Upah Insentif terhadap Kinerja Karyawan dengan Disiplin Kerja sebagai Variabel Moderasi di PT, Suna Dwi Tunggal Perkasa Kantor Cabang Ponorogo”.

Sehubungan dengan tujuan tersebut, saya membutuhkan bantuan Bapak atau Ibu untuk dapat menjadi responden dalam mengisi kuesioner penelitian sebagaimana yang terlampir di bawah ini. Sesuai dengan etika penelitian, saya akan menjamin kerahasiaan jawaban yang Bapak/Ibu diisikan.

Atas kesediaan dan bantuan yang diberikan, saya ucapkan terimakasih.

Wassalumu laikum w. w.

Peneliti

Dwi Septian Pramana

NIM. 1441335

I. PETUNJUK PENGISIAN

1. Isilah keterangan di bawah ini dengan memberikan tanda check (✓) dengan data yang relevan pada kotak yang tersedia.
2. Setiap pertanyaan hanya membutuhkan satu jawaban.

II. IDENTITAS RESPONDEN

1. Nama : _____
2. Masa Kerja : a. ≤ 5 tahun, b. $> 5 \leq 10$ tahun, c. $> 10 \leq 15$ tahun, d. > 15 tahun
3. Bagian/Divisi : _____
4. Jenis Kelamin : Laki-laki
Perempuan
5. Pendidikan : SMP
SMA
D-III
S-1
S-2
S-3
6. Usia : $> 20 \leq 30$ tahun
 $> 30 \leq 40$ tahun
 > 40 tahun

III. KUESIONER

Keterangan:

1. SS : Sangat Setuju
2. S : Setuju
3. KS : Kurang Setuju
4. TS : Tidak Setuju
5. STS : Sangat Tidak Setuju

1. Variabel Kepemimpinan (X₁)

No.	Pernyataan Kepemimpinana	SS	S	KS	TS	STS
1	Pimpinan mengintruksikan atau memberikan perintah kepada karyawan					
2	Pimpinan memberikan kesempatan kepada karyawan dalam media konsultasi					
3	Pimpinan melibatkan diri atau berpartisipasi dengan karyawan dalam menyelesaikan pekerjaan					
4	Pimpinan mempertimbangkan saran atau masukan yang diberikan karyawan					
5	Pimpinan melimpahkan sebagian wewenang ke bawahan					
6	Pimpinan menunjukan cara-cara dalam penyelesaian tugas pekerjaan kekaryawan					

2. Variabel Upah Insentif (X₂)

No.	Pernyataan Upah Insentif	SS	S	KS	TS	STS
7	Hasil pekerjaan di perhitungkan dalam pemberian insentif					
8	Masa bekerja atau senioritas di perhitungkan dalam pemberian insentif					
9	Kedudukan atau jabatan di perhitungkan dalam pemberian insentif					
10	Kebutuhan atau tingkat urgensi karyawan di perhitungkan dalam pemberian insentif					
11	Evaluasi Jabatan merupakan nilai dalam pemberian insentif.					

3. Variabel Moderasi Disiplin Kerja(M)

No.	Pernyataan Disiplin Kerja	SS	S	KS	TS	STS
12	Saya bekerja sesuai jam kerja dan beban kerja yang telah ditentukan (efektifitas waktu dalam bekerja)					
13	Saya datang dan pulang dengan tepat waktu, sesuai dengan apa yang telah ditentukan perusahaan					
14	Saya mendapat sanksi yang tegas jika melanggar peraturan perusahaan					
15	Saya bekerja selalu memperhatikan prosedur kerja yang telah ditetapkan oleh perusahaan					

4. Variabel Kinerja Karyawan (Y)

No.	Pernyataan Kinerja Karyawan	SS	S	KS	TS	STS
16	Pekerjaan saya selesaikan sesuai dengan ketrampilan dan kemampuan yang saya miliki (kualitas pekerjaan)					
17	Pekerjaan saya selesaikan sesuai dengan jumlah yang dibebankan (kuantitas pekerjaan)					
18	Pekerjaan saya selesaikan dengan cekatan dan tidak menunda-nunda atau tepat waktu					
19	Pekerjaan saya selesaikan dengan efektif dalam penggunaan sumber daya organisasi (tenaga, uang, teknologi, bahan baku)					
20	Pekerjaan saya selesaikan secara mandiri					
21	Pekerjaan saya selesaikan sesuai dengan tanggung jawab yang diberikan					

Lampiran 2 Tabulasi Item Indikator

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1 TOTAL
4	4	5	4	4	5	26
4	5	4	4	4	4	25
5	5	4	4	4	4	26
5	4	5	5	4	5	28
4	5	5	4	4	4	26
4	4	4	4	4	4	24
4	4	5	4	4	4	25
5	5	4	4	4	4	26
4	4	5	4	4	4	25
4	4	4	4	4	4	24
4	5	4	4	4	5	26
5	5	4	4	5	4	27
4	4	5	5	4	4	26
5	5	4	5	4	4	27
4	5	5	4	4	4	26
5	4	5	4	5	4	27
4	4	4	4	4	4	24
4	4	4	5	5	5	27
4	4	5	4	5	5	27
5	5	4	4	4	5	27
4	5	4	5	4	4	26
4	4	4	4	4	4	24
5	5	4	4	4	4	26
4	4	4	4	4	4	24

X2.1	X2.2	X2.3	X2.4	X2.5	X2 TOTAL
4	5	5	5	5	24
5	4	5	5	4	23
5	5	4	5	5	24
5	5	4	5	5	24
5	5	4	4	4	22
5	5	5	4	4	23
4	5	5	5	5	24
5	5	4	4	5	23
4	5	5	5	4	23
4	4	4	4	4	20
4	4	5	4	4	21
5	5	4	5	4	23
5	4	5	5	5	24
5	5	5	5	5	25
4	4	4	5	5	22
4	4	4	4	5	21
4	4	4	4	4	20
4	5	4	4	5	22
5	4	4	5	5	23
5	5	4	5	5	24
5	5	5	5	5	25
5	5	4	4	5	23
5	5	4	4	5	23
4	5	5	4	4	22

Z 1	Z 2	Z 3	Z 4	Z TOTAL
4	5	4	4	17
4	4	4	4	16
4	5	4	5	18
5	5	4	5	19
5	5	4	5	19
5	5	5	5	20
5	5	5	4	19
5	5	5	5	20
4	5	5	4	18
5	5	3	4	17
5	5	4	5	19
4	5	4	4	17
4	4	4	4	16
5	4	4	5	18
4	4	4	4	16
4	4	4	4	16
5	4	5	4	18
4	4	4	5	17
4	4	4	4	16
5	4	4	4	17
5	5	4	5	19
5	5	4	5	19
5	5	5	4	19
5	5	5	5	20

Y 1	Y 2	Y 3	Y 4	Y 5	Y 6	Y TOTAL
5	5	4	4	5	5	28
4	5	4	4	4	5	26
5	4	5	4	5	5	28
5	5	5	5	4	5	29
4	5	5	5	4	5	28
5	4	4	5	4	4	26
5	4	5	4	5	4	27
5	5	4	5	5	5	29
4	4	5	5	5	4	27
5	4	4	4	4	5	26
4	4	5	4	5	4	26
5	5	4	5	4	4	27
4	5	4	4	4	5	26
4	4	5	5	5	5	28
4	4	4	5	5	4	26
4	4	4	5	5	4	26
4	5	4	4	3	5	25
4	5	4	4	5	4	26
4	5	5	4	4	5	27
5	4	4	4	5	5	27
4	5	5	5	4	5	28
5	4	4	5	4	4	26
4	5	5	5	5	4	28
4	4	5	4	5	4	26

Lampiran 3 (Output Uji Validitas)

Output Uji Validitas Variabel Kepemimpinan (X₁)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1total
X1.1	Pearson Correlation	1	.258	-.167	.192	.084	.146	.472*
	Sig. (2-tailed)		.223	.436	.368	.698	.496	.020
	N	24	24	24	24	24	24	24
X1.2	Pearson Correlation	.258	1	-.258	.050	-.151	.264	.366
	Sig. (2-tailed)	.223		.223	.818	.481	.213	.079
	N	24	24	24	24	24	24	24
X1.3	Pearson Correlation	-.167	-.258	1	.192	.251	.438*	.472*
	Sig. (2-tailed)	.436	.223		.368	.237	.032	.020
	N	24	24	24	24	24	24	24
X1.4	Pearson Correlation	.192	.050	.192	1	.048	.421*	.576**
	Sig. (2-tailed)	.368	.818	.368		.823	.040	.003
	N	24	24	24	24	24	24	24
X1.5	Pearson Correlation	.084	-.151	.251	.048	1	.207	.461*
	Sig. (2-tailed)	.698	.481	.237	.823		.331	.023
	N	24	24	24	24	24	24	24
X1.6	Pearson Correlation	.146	.264	.438*	.421*	.207	1	.804**
	Sig. (2-tailed)	.496	.213	.032	.040	.331		.000
	N	24	24	24	24	24	24	24
X1total	Pearson Correlation	.472*	.366	.472*	.576**	.461*	.804**	1
	Sig. (2-tailed)	.020	.079	.020	.003	.023	.000	
	N	24	24	24	24	24	24	24

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

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

Output Uji Validitas Variabel Upah Insentif (X₂)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2total
X2.1	Pearson Correlation	1	.299	-.143	.240	.218	.587**
	Sig. (2-tailed)		.156	.505	.258	.306	.003
	N	24	24	24	24	24	24
X2.2	Pearson Correlation	.299	1	.060	.059	.183	.570**
	Sig. (2-tailed)	.156		.781	.784	.393	.004
	N	24	24	24	24	24	24
X2.3	Pearson Correlation	-.143	.060	1	.269	-.218	.356
	Sig. (2-tailed)	.505	.781		.204	.306	.087
	N	24	24	24	24	24	24
X2.4	Pearson Correlation	.240	.059	.269	1	.324	.695**
	Sig. (2-tailed)	.258	.784	.204		.123	.000
	N	24	24	24	24	24	24
X2.5	Pearson Correlation	.218	.183	-.218	.324	1	.544**
	Sig. (2-tailed)	.306	.393	.306	.123		.006
	N	24	24	24	24	24	24
X2total	Pearson Correlation	.587**	.570**	.356	.695**	.544**	1
	Sig. (2-tailed)	.003	.004	.087	.000	.006	
	N	24	24	24	24	24	24

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

Output Uji Validitas Variabel Displin Kerja (Z)

Correlations

		M1.1	M1.2	M1.3	M1.4	Mtotal
M1.1	Pearson Correlation	1	.393	.244	.438*	.761**
	Sig. (2-tailed)		.058	.251	.032	.000
	N	24	24	24	24	24
M1.2	Pearson Correlation	.393	1	.207	.367	.716**
	Sig. (2-tailed)	.058		.332	.078	.000
	N	24	24	24	24	24
M1.3	Pearson Correlation	.244	.207	1	.040	.563**
	Sig. (2-tailed)	.251	.332		.852	.004
	N	24	24	24	24	24
M1.4	Pearson Correlation	.438*	.367	.040	1	.676**
	Sig. (2-tailed)	.032	.078	.852		.000
	N	24	24	24	24	24
Mtotal	Pearson Correlation	.761**	.716**	.563**	.676**	1
	Sig. (2-tailed)	.000	.000	.004	.000	
	N	24	24	24	24	24

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

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



Output Uji Validitas Variabel Kinerja Karyawan (Y)

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1total
Y1.1	Pearson Correlation	1	-.125	-.118	.204	.373	.213	.393
	Sig. (2-tailed)		.561	.582	.339	.073	.317	.057
	N	24	24	24	24	24	24	24
Y1.2	Pearson Correlation	-.125	1	.591**	.408*	.213	.693**	.711**
	Sig. (2-tailed)	.561		.002	.048	.317	.000	.000
	N	24	24	24	24	24	24	24
Y1.3	Pearson Correlation	-.118	.591**	1	.531**	.126	.656**	.711**
	Sig. (2-tailed)	.582	.002		.008	.557	.001	.000
	N	24	24	24	24	24	24	24
Y1.4	Pearson Correlation	.204	.408*	.531**	1	.174	.348	.655**
	Sig. (2-tailed)	.339	.048	.008		.416	.095	.001
	N	24	24	24	24	24	24	24
Y1.5	Pearson Correlation	.373	.213	.126	.174	1	.318	.587**
	Sig. (2-tailed)	.073	.317	.557	.416		.130	.003
	N	24	24	24	24	24	24	24
Y1.6	Pearson Correlation	.213	.693**	.656**	.348	.318	1	.839**
	Sig. (2-tailed)	.317	.000	.001	.095	.130		.000
	N	24	24	24	24	24	24	24
Y1total	Pearson Correlation	.393	.711**	.711**	.655**	.587**	.839**	1
	Sig. (2-tailed)	.057	.000	.000	.001	.003	.000	
	N	24	24	24	24	24	24	24

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

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

Lampiran 4 Output Reabilitas

Output Uji Reabilitas Variabel Kepemimpinan (X_1)

Case Processing Summary

		N	%
Cases	Valid	24	100.0
	Excluded ^a	0	.0
	Total	24	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.613	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan 1	47.2500	4.457	.428	.552
Pertanyaan.2	47.1250	5.071	.100	.637
Pertanyaan 3	47.2083	5.129	.082	.640
Pertanyaan.4	47.3750	4.853	.291	.590
Pertanyaan 5	47.4167	4.862	.328	.585
Pertanyaan.6	47.3333	4.667	.364	.572
X1total	25.7917	1.389	1.000	.122

Output Uji Reabilitas Reabilitas Upah Insentif (X₂)

Case Processing Summary

		N	%
Cases	Valid	24	100.0
	Excluded ^a	0	.0
	Total	24	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.702	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan 1	41.0833	6.167	.446	.668
Pertanyaan 2	41.0000	6.261	.433	.672
Pertanyaan.3	41.2500	6.804	.182	.722
Pertanyaan 4	41.1250	5.853	.578	.638
Pertanyaan.5	41.0417	6.303	.398	.678
X2total	22.8333	1.884	1.000	.425

Output Uji Reabilitas Disiplin Kerja (Z)

Case Processing Summary

		N	%
Cases	Valid	24	100.0
	Excluded ^a	0	.0
	Total	24	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.767	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan 1	31.2500	5.761	.665	.710
Pertanyaan.2	31.2083	5.911	.610	.724
Pertanyaan.3	31.5833	6.254	.409	.766
Pertanyaan.4	31.3750	5.984	.554	.735
Mtotal	17.9167	1.906	1.000	.606

Output Uji Reabilitas Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	24	100.0
	Excluded ^a	0	.0
	Total	24	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.760	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan 1	46.2500	14.543	.284	.764
Pertanyaan 2	46.2500	13.326	.643	.725
Pertanyaan 3	46.3750	13.201	.638	.723
Pertanyaan.4	46.3333	13.710	.584	.735
Pertanyaan.5	46.7500	13.500	.482	.738
Pertanyaan.6	46.2500	12.370	.788	.696
Y1total	25.2917	3.955	1.000	.728

Lampiran 5 Output Uji Normalitas

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Mtotal, X2total, X1total ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y1total

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.625	.67342

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.764	3	6.255	13.792	.000 ^a
	Residual	9.070	20	.453		
	Total	27.833	23			

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.322	4.331		.074	.942
	X1total	.506	.141	.542	3.591	.002
	X2total	.293	.115	.366	2.556	.019
	Mtotal	.382	.112	.479	3.414	.003

a. Dependent Variable: Y1total

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	24.8285	28.7903	26.9167	.90322	24
Residual	-.93330	1.17150	.00000	.62796	24
Std. Predicted Value	-2.312	2.074	.000	1.000	24
Std. Residual	-1.386	1.740	.000	.933	24

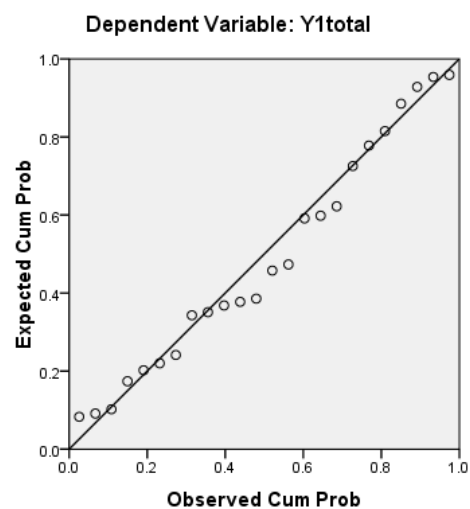
a. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.322	4.331		.074	.942
	X1total	.506	.141	.542	3.591	.002
	X2total	.293	.115	.366	2.556	.019
	Mtotal	.382	.112	.479	3.414	.003

a. Dependent Variable: Y1total

Normal P-P Plot of Regression Standardized Residual



Lampiran 6 Output Uji Multikolinearitas

Descriptive Statistics

	Mean	Std. Deviation	N
Y1total	26.9167	1.10007	24
X1total	25.7917	1.17877	24
X2total	22.8333	1.37261	24
Mtotal	17.9167	1.38051	24

Correlations

		Y1total	X1total	X2total	Mtotal
Pearson Correlation	Y1total	1.000	.522	.624	.339
	X1total	.522	1.000	.381	-.332
	X2total	.624	.381	1.000	.107
	Mtotal	.339	-.332	.107	1.000
Sig. (1-tailed)	Y1total	.	.004	.001	.053
	X1total	.004	.	.033	.057
	X2total	.001	.033	.	.309
	Mtotal	.053	.057	.309	.
N	Y1total	24	24	24	24
	X1total	24	24	24	24
	X2total	24	24	24	24
	Mtotal	24	24	24	24

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Mtotal, X2total, X1total ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y1total

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.625	.67342

a. Predictors: (Constant), Mtotal, X2total, X1total

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.764	3	6.255	13.792	.000 ^a
	Residual	9.070	20	.453		
	Total	27.833	23			

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.322	4.331		.074	.942		
	X1total	.506	.141	.542	3.591	.002	.715	1.399
	X2total	.293	.115	.366	2.556	.019	.794	1.260
	Mtotal	.382	.112	.479	3.414	.003	.826	1.210

a. Dependent Variable: Y1total

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1total	X2total	Mtotal
1	1	3.992	1.000	.00	.00	.00	.00
	2	.006	26.808	.00	.06	.04	.58
	3	.002	45.036	.09	.12	.93	.00
	4	.001	79.504	.91	.83	.03	.42

a. Dependent Variable: Y1total

Lampiran 7 Output Uji Heterokedastisitas

Descriptive Statistics

	Mean	Std. Deviation	N
Y1total	26.9167	1.10007	24
X1total	25.7917	1.17877	24
X2total	22.8333	1.37261	24
Mtotal	17.9167	1.38051	24

Correlations

		Y1total	X1total	X2total	Mtotal
Pearson Correlation	Y1total	1.000	.522	.624	.339
	X1total	.522	1.000	.381	-.332
	X2total	.624	.381	1.000	.107
	Mtotal	.339	-.332	.107	1.000
Sig. (1-tailed)	Y1total	.	.004	.001	.053
	X1total	.004	.	.033	.057
	X2total	.001	.033	.	.309
	Mtotal	.053	.057	.309	.
N	Y1total	24	24	24	24
	X1total	24	24	24	24
	X2total	24	24	24	24
	Mtotal	24	24	24	24

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Mtotal, X2total, X1total ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y1total

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.625	.67342

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.764	3	6.255	13.792	.000 ^a
	Residual	9.070	20	.453		
	Total	27.833	23			

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.322	4.331		.074	.942		
	X1total	.506	.141	.542	3.591	.002	.715	1.399
	X2total	.293	.115	.366	2.556	.019	.794	1.260
	Mtotal	.382	.112	.479	3.414	.003	.826	1.210

a. Dependent Variable: Y1total

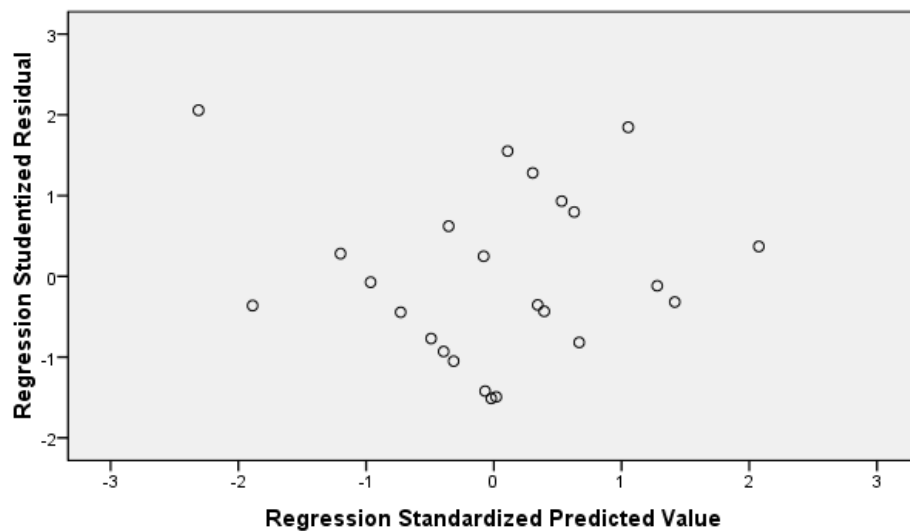
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	24.8285	28.7903	26.9167	.90322	24
Std. Predicted Value	-2.312	2.074	.000	1.000	24
Standard Error of Predicted Value	.181	.365	.270	.054	24
Adjusted Predicted Value	24.3617	28.7030	26.9225	.93213	24
Residual	-.93330	1.17150	.00000	.62796	24
Std. Residual	-1.386	1.740	.000	.933	24
Stud. Residual	-1.512	2.057	-.004	1.030	24
Deleted Residual	-1.15456	1.63833	-.00586	.76804	24
Stud. Deleted Residual	-1.566	2.258	.008	1.070	24
Mahal. Distance	.703	5.800	2.875	1.504	24
Cook's Distance	.000	.422	.058	.093	24
Centered Leverage Value	.031	.252	.125	.065	24

a. Dependent Variable: Y1total

Scatterplot

Dependent Variable: Y1total



Lampiran 8 Output Uji Regresi Berganda

Output Uji Regresi Berganda

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Mtotal, X2total, X1total ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y1total

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.625	.67342

a. Predictors: (Constant), Mtotal, X2total, X1total

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.764	3	6.255	13.792	.000 ^a
	Residual	9.070	20	.453		
	Total	27.833	23			

a. Predictors: (Constant), Mtotal, X2total, X1total

b. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.322	4.331		.074	.942
	X1total	.506	.141	.542	3.591	.002
	X2total	.293	.115	.366	2.556	.019
	Mtotal	.382	.112	.479	3.414	.003

a. Dependent Variable: Y1total

Lampiran 9 Output Uji MRA

Output Uji Regresi Berganda setelah di Moderasi

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	mdr2, X1total, X2total, mdr1, Mtotal ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y1total

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886 ^a	.784	.724	.57766

a. Predictors: (Constant), mdr2, X1total, X2total, mdr1, Mtotal

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.827	5	4.365	13.082	.000 ^a
	Residual	6.007	18	.334		
	Total	27.833	23			

a. Predictors: (Constant), mdr2, X1total, X2total, mdr1, Mtotal

b. Dependent Variable: Y1total

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	137.440	49.906		2.754	.013
	X1total	-3.789	1.518	-4.060	-2.496	.023
	X2total	-.863	1.560	-1.077	-.553	.587
	Mtotal	-7.170	2.755	-8.998	-2.603	.018
	mdr1	.235	.083	7.470	2.828	.011
	mdr2	.065	.088	2.489	.746	.465

a. Dependent Variable: Y1total

Lampiran 10 Output Koefisien Determinasi (R^2) Sebelum Moderasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.674	.625	.67342

a. Predictors: (Constant), Mtotal, X2total, X1total

Lampiran 1 Output Koefisien Determinasi (R^2) Sesudah Dimoderasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886 ^a	.784	.724	.57766

a. Predictors: (Constant), mdr2, X1total, X2total, mdr1, Mtotal

Lampiran 11 *Output Uji T sebelum Moderasi*

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.322	4.331		.074	.942
	X1total	.506	.141	.542	3.591	.002
	X2total	.293	.115	.366	2.556	.019
	Mtotal	.382	.112	.479	3.414	.003

a. Dependent Variable: Y1total

Lampiran 10 *Output Uji T setelah di Moderasi*

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	137.440	49.906		2.754	.013
	X1total	-3.789	1.518	-4.060	-2.496	.023
	X2total	-.863	1.560	-1.077	-.553	.587
	Mtotal	-7.170	2.755	-8.998	-2.603	.018
	mdr1	.235	.083	7.470	2.828	.011
	mdr2	.065	.088	2.489	.746	.465

a. Dependent Variable: Y1total



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 Akreditasi Institusi oleh BAN-PT = B
 (SK Nomor 169/SK/Akred/PT/IV/2015)

1. Nama Mahasiswa : **DWI SEPTIAN PRAMANA**
 2. NIM : 14413435
 3. Jurusan : Manajemen
 4. Bidang : MSDM
 5. Alamat : Dsn. Cukilan RT. 02/ RW. 02 Ds. Galak, Kec. Slahung Kab. Ponorogo
 6. Judul Skripsi : Pengaruh Kepemimpinan dan Upah Intensif Terhadap Kinerja Karyawan dengan Disiplin Kerja Sebagai Variable Moderasi di PT SUNA DWI TUNGGAL PERKASA
 7. Masa Pembimbingan : September 2017 s/d Agustus 2018
 8. Tanggal Mengajukan Skripsi :
 9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
15/11-2017	Pengajuan Judul	el
2/12-2017	Acc Judul	f-
11/12-2017	Revisi Proposal	el.
14/12-2017	Revisi Proposal	
16-12-2017	Pelu Ditambahkan temi Ac. lagi	f- el.
	Acc Proposal	el.
3-2-2018	Acc Proposal	f-
	Revisi Bab I, II, III, IV, V	el
23-2-2018	Acc Bab I, II, III + Angkat	el.
3-3-2018	Pelu Ditambahkan temi keultra	f-
24-7-2018	Acc perubahan, Layout MSU	el.
28-7-2018	Revisi Bab I, II, III + Kover	f-

10. Tanggal Selesai Penulisan Skripsi : _____
 11. Keterangan Bimbingan Telah selesai : _____
 12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
 _____ (huruf)

Pembimbing,

Ponorogo, 5 Desember 2017
 Dekan,

TEGOEH HARI A. SE, MM
 NIK. 19671005 199309 14

TITI RAPINI, SE, MM
 NIP. 19630505 199003 2 003



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BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : **DWI SEPTIAN PRAMANA**
2. NIM : 14413435
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6. Judul Skripsi : Pengaruh Kepemimpinan dan Upah Intensif terhadap Kinerja Karyawan dengan Disiplin Kerja sebagai Variable Moderasi di PT. SUNA DWI TUNGGAL PERKASA
7. Masa Pembimbingan : September 2017 s/d Agustus 2018
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
4-8-2018	Ace Bab I, II, III	P-
1-8-2018	Revisi Bab IV & V	P-
1-8-2	Ace Bab IV & V	P-
11-8-2018	Ace Bab IV & V	P-

10. Tanggal Selesai Penulisan Skripsi : _____
11. Keterangan Bimbingan Telah selesai : _____
12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
_____ (huruf)

Pembimbing,

TEGOEH HARI A. SE, MM
NIK. 19671005 199309 14

Ponorogo, 24 Juli 2018
Dekan,

TITI RAPINI SE, MM
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