

Lampiran 1: Kuisisioner Penelitian

KUISISIONER PENELITIAN

Kepada Yth.

Responden Penelitian

Di tempat

Terkait dengan penelitian yang akan saya lakukan dengan judul “PENGARUH KEDISIPLINAN, TINGKAT PENDIDIKAN DAN KEPEMIMPINAN TERHADAP KINERJA KARYAWAN DI KANTOR PERDAGKUM PONOROGO”. Maka untuk mendukung keberhasilan pelaksanaan penelitian ini, saya mohon kesediaan Saudara/i mengisi daftar pertanyaan yang saya ajukan. Kesediaan Saudara/i merupakan bantuan yang sangat bernilai bagi saya.

Akhir kata, atas bantuan dan kelapangan hati Saudara/i, saya ucapkan banyak terima kasih.

Hormat Saya,

Ahmad Dwi Jadmiko

IDENTITAS RESPONDEN

Beri tanda (x) atau (√) pada identitas pengenalan Saudara/i:

1. Nama Responden :
2. Jenis Kelamin : Pria Wanita
3. Umur Responden :Tahun
4. Tingkat Pendidikan :

Saya bersedia dan tidak keberatan untuk mengisi kuisisioner ini sebagai bagian survei.

PETUNJUK PENGISIAN

Berilah tanda centang (V) pada salah satu alternatif jawaban yang telah tersedia. Pilihlah jawaban dengan kode :

SS bila Anda **SANGAT SETUJU** dengan pernyataan yang ada

S bila Anda **SETUJU** dengan pernyataan yang ada

N bila Anda **NETRAL** dengan pernyataan yang ada

TS bila Anda **TIDAK SETUJU** dengan pernyataan yang ada

STS bila Anda **SANGAT TIDAK SETUJU** dengan pernyataan yang ada

Kedisiplinan

| No. | PERTANYAAN | SS | S | N | TS | STS |
|-----|--|----|---|---|----|-----|
| 1. | Saya datang ke kantor dengan teratur, tepat waktu dan absensi. | | | | | |
| 2. | Saya memakai pakaian yang baik di tempat kerja. | | | | | |
| 3. | Saya menggunakan bahan-bahan dan perlengkapan dengan hati-hati. | | | | | |
| 4. | Saya menghasilkan jumlah dan kualitas pekerjaan yang memuaskan dan mengikuti cara kerja yang ditentukan oleh kantor. | | | | | |
| 5. | Saya menyelesaikan pekerjaan dengan semangat yang baik. | | | | | |

Tingkat Pendidikan

| No. | PERTANYAAN | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1. | Pekerjaan saya sekarang sesuai dengan jurusan yang saya ambil | | | | | |
| 2. | Saya pernah mengikuti pelatihan-pelatihan yang diadakan oleh kantor. | | | | | |
| 3. | Sikap dan kepribadian saya terbentuk dari keluarga dan lingkungan saya. | | | | | |
| 4. | Saya memiliki karakteristik individu yang baik. | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 5. | Saya memiliki pengetahuan yang cukup terkait dengan pekerjaan saya. | | | | | |
|----|---|--|--|--|--|--|

Kepemimpinan

| No. | PERTANYAAN | SS | S | N | TS | STS |
|-----|--|----|---|---|----|-----|
| 1. | Pimpinan bertanggung jawab atas keputusan yang diambil | | | | | |
| 2. | Pimpinan sanggup memecahkan masalah dengan mudah. | | | | | |
| 3. | Pimpinan memberikan dorongan semangat kepada bawahan | | | | | |
| 4. | Pimpinan mendelegasikan tugas kepada bawahan | | | | | |
| 5. | Pimpinan memberi teladan bagi bawahan | | | | | |

Kinerja Karyawan

| No. | PERTANYAAN | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1. | Saya mengerjakan apa yang seharusnya dikerjakan. | | | | | |
| 2. | Saya bekerja dalam satu hari penuh dan mengerjakan pekerjaan dengan cepat. | | | | | |
| 3. | Saya mampu melakukan pekerjaannya dengan akurat atau tidak ada kesalahan. | | | | | |
| 4. | Saya bertanggung jawab terhadap pekerjaan. | | | | | |
| 5. | Saya mampu bekerjasama dengan karyawan lain untuk menyelesaikan pekerjaannya. | | | | | |

Lampiran 2 : Daftar Hasil
Kuisisioner

| No. | Nama | Jenis Kelamin | Umur | Pendidikan | Q1 | Q2 |
|-----|----------------------------------|---------------|------------------|------------|----|----|
| 1 | Addin Andhanawarih, S.Sos, MM | Wanita | 30 - 40 Tahun | S2 | 5 | 5 |
| 2 | Dra. Anis Widinurdayanti | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |
| 3 | Sutrisno, S.Sos | Pria | 30 - 40 Tahun | S1 | 4 | 5 |
| 4 | Nur Eni, SE | Wanita | 30 - 40 Tahun | S1 | 5 | 4 |
| 5 | Eka Setyorini, SE | Wanita | 30 - 40 Tahun | S1 | 5 | 4 |
| 6 | Purbianto Budi Prasetyo, A.Md | Pria | 30 - 40 Tahun | D3 | 5 | 4 |
| 7 | Joko Yulianto, SE | Pria | 30 - 40 Tahun | S1 | 5 | 4 |
| 8 | Indri Hartijah, SE | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |
| 9 | Tomy Wavolta, ST | Pria | 30 - 40 Tahun | S1 | 5 | 4 |
| 10 | Siti Juwariyah, S.Sos | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |
| 11 | Taswanto | Pria | 20 - 30 Tahun | SMA | 5 | 5 |
| 12 | Dina Liana Sari, SE | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |
| 13 | Samugo | Pria | 20 - 30 Tahun | SMA | 5 | 5 |
| 14 | Tri Susilo, SE. MM | Pria | 30 - 40 Tahun | S2 | 5 | 5 |
| 15 | Istanto Rivin | Pria | 20 - 30 Tahun | SMA | 5 | 4 |
| 16 | Rahadi Widodo | Pria | 20 - 30 Tahun | SMA | 5 | 5 |
| 17 | Deny Kurniawan, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 18 | Purwanto, SH | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 19 | Donik Fajar Cahyaningsih, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 20 | Amin Jumeiriani, SH | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |
| 21 | Totok Hariyanto, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 22 | Hari Setiyo Wahyono, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 23 | Drs. Sulisrianto | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 24 | Okta Herriyadi, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 25 | Dina Trisiana Iskandar, ST | Wanita | 30 - 40 Tahun | S1 | 5 | 4 |
| 26 | Drs. Winarno, MM | Pria | 30 - 40 Tahun | S2 | 4 | 4 |
| 27 | Dra. Krisnawati | Wanita | 30 - 40 Tahun | S1 | 5 | 5 |

| | | | | | | |
|----|-----------------------------------|--------|------------------|-----|---|---|
| 28 | Fitri Yulianti Suryono, ST. MM | Wanita | 30 - 40 Tahun | S2 | 5 | 5 |
| 29 | Sri Sunarti | Wanita | 20 - 30 Tahun | SMA | 5 | 4 |
| 30 | Yoyok Tulus Subagyo, SE | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 31 | Winarsih | Wanita | 20 - 30 Tahun | SMA | 5 | 5 |
| 32 | Moh. Nurudin, ST | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 33 | Sardjuni, SH | Pria | 30 - 40 Tahun | S1 | 5 | 5 |
| 34 | Dhikron Rifianto | Pria | 20 - 30 Tahun | SMA | 5 | 5 |
| 35 | Ir. Sutanto Budi Laksono, MMA | Pria | 30 - 40 Tahun | S2 | 5 | 5 |
| 36 | Sri Istianah, S.Sos. MM | Wanita | 30 - 40 Tahun | S2 | 5 | 5 |
| 37 | Erny Prasetyaningsih, SE | Wanita | 30 - 40 Tahun | S1 | 5 | 4 |

| Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Q11 | Q12 | Q13 | Q14 | Q15 | Q16 | Q17 | Q18 | Q19 | Q20 |
|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 |

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |



Lampiran 3 : Frekuensi Biodata Responden

```
SAVE OUTFILE='C:\Users\admin\Documents\Miko.sav'
  /COMPRESSED.
DATASET ACTIVATE DataSet0.
DATASET CLOSE DataSet1.
FREQUENCIES VARIABLES=Nama Kelamin Umur Pendidikan
  /ORDER=ANALYSIS.
```

Frequencies

| | | Notes |
|------------------------|---------------------------|---|
| Output Created | | 27-Nov-2018 23:48:24 |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on all cases with valid data. |
| Syntax | | FREQUENCIES VARIABLES=Nama Kelamin Umur Pendidikan /ORDER=ANALYSIS. |
| Resources | Processor Time | 00:00:00.000 |
| | Elapsed Time | 00:00:00.000 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Statistics

| | | Nama Responden | Jenis Kelamin Responden | Umur Responden | Pendidikan Terakhir Responden |
|---|---------|----------------|-------------------------|----------------|-------------------------------|
| N | Valid | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 |

Frequency Table

Nama Responden

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------------------|-----------|---------|---------------|--------------------|
| Valid | Addin Andhanawarih, S.Sos, MM | 1 | 2.7 | 2.7 | 2.7 |
| | Amin Jumeiriani, SH | 1 | 2.7 | 2.7 | 5.4 |

| | | | | |
|-----------------------------------|---|-----|-----|-------|
| Deny Kurniawan, ST | 1 | 2.7 | 2.7 | 8.1 |
| Dhikron Rifianto | 1 | 2.7 | 2.7 | 10.8 |
| Dina Liana Sari, SE | 1 | 2.7 | 2.7 | 13.5 |
| Dina Trisiana Iskandar, ST | 1 | 2.7 | 2.7 | 16.2 |
| Donik Fajar Cahyaningsih, ST | 1 | 2.7 | 2.7 | 18.9 |
| Dra. Anis Widinurdayanti | 1 | 2.7 | 2.7 | 21.6 |
| Dra. Krisnawati | 1 | 2.7 | 2.7 | 24.3 |
| Drs. Sulisrianto | 1 | 2.7 | 2.7 | 27.0 |
| Drs. Winarno, MM | 1 | 2.7 | 2.7 | 29.7 |
| Eka Setyorini, SE | 1 | 2.7 | 2.7 | 32.4 |
| Erny Prasetyaningsih, SE | 1 | 2.7 | 2.7 | 35.1 |
| Fitri Yulianti Suryono, ST. MM | 1 | 2.7 | 2.7 | 37.8 |
| Hari Setiyo Wahyono, ST | 1 | 2.7 | 2.7 | 40.5 |
| Indri Hartijah, SE | 1 | 2.7 | 2.7 | 43.2 |
| Ir. Sutanto Budi Laksono, MMA | 1 | 2.7 | 2.7 | 45.9 |
| Istanto Rivin | 1 | 2.7 | 2.7 | 48.6 |
| Joko Yulianto, SE | 1 | 2.7 | 2.7 | 51.4 |
| Moh. Nurudin, ST | 1 | 2.7 | 2.7 | 54.1 |
| Nur Eni, SE | 1 | 2.7 | 2.7 | 56.8 |
| Okta Herriyadi, ST | 1 | 2.7 | 2.7 | 59.5 |
| Purbianto Budi Prasetyo, A.Md | 1 | 2.7 | 2.7 | 62.2 |
| Purwanto, SH | 1 | 2.7 | 2.7 | 64.9 |
| Rahadi Widodo | 1 | 2.7 | 2.7 | 67.6 |
| Samugo | 1 | 2.7 | 2.7 | 70.3 |
| Sardjuni, SH | 1 | 2.7 | 2.7 | 73.0 |
| Siti Juwariyah, S.Sos | 1 | 2.7 | 2.7 | 75.7 |
| Sri Istianah, S.Sos. MM | 1 | 2.7 | 2.7 | 78.4 |
| Sri Sunarti | 1 | 2.7 | 2.7 | 81.1 |
| Sutrisno, S.Sos | 1 | 2.7 | 2.7 | 83.8 |
| Taswanto | 1 | 2.7 | 2.7 | 86.5 |
| Tomy Wavolta, ST | 1 | 2.7 | 2.7 | 89.2 |
| Totok Hariyanto, ST | 1 | 2.7 | 2.7 | 91.9 |
| Tri Susilo, SE. MM | 1 | 2.7 | 2.7 | 94.6 |
| Winarsih | 1 | 2.7 | 2.7 | 97.3 |
| Yoyok Tulus Subagyo, SE | 1 | 2.7 | 2.7 | 100.0 |

| | | | |
|-------|----|-------|-------|
| Total | 37 | 100.0 | 100.0 |
|-------|----|-------|-------|

Jenis Kelamin Responden

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid Pria | 22 | 59.5 | 59.5 | 59.5 |
| Wanita | 15 | 40.5 | 40.5 | 100.0 |
| Total | 37 | 100.0 | 100.0 | |

Umur Responden

| | Total Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------------|---------|---------------|--------------------|
| Valid 20 - 30 Tahun | 7 | 18.9 | 18.9 | 18.9 |
| 30 - 40 Tahun | 30 | 81.1 | 81.1 | 100.0 |
| Total | 37 | 100.0 | 100.0 | |

Pendidikan Terakhir Responden

| | Total Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------------|---------|---------------|--------------------|
| Valid SMA | 7 | 18.9 | 18.9 | 18.9 |
| D3 | 1 | 2.7 | 2.7 | 2.7 |
| S1 | 23 | 62.2 | 62.2 | 78.4 |
| S2 | 6 | 16.2 | 16.2 | 100.0 |
| Total | 37 | 100.0 | 100.0 | |

Lampiran 4 : Frekuensi Variabel

```
FREQUENCIES VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12 Q13 Q14 Q15
Q16 Q17 Q18 Q19 Q20
/ORDER=ANALYSIS.
```

Frequencies

Notes

| | |
|----------------|-----------------------------------|
| Output Created | 27-Nov-2018 23:50:16 |
| Comments | |
| Input | Data |
| | Active Dataset |
| | Filter |
| | Weight |
| | Split File |
| | C:\Users\admin\Documents\Miko.sav |
| | DataSet0 |
| | <none> |
| | <none> |
| | <none> |

| | | |
|------------------------|---------------------------|--|
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on all cases with valid data. |
| Syntax | | FREQUENCIES VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Q11 Q12 Q13 Q14 Q15 Q16 Q17 Q18 Q19 Q20 /ORDER=ANALYSIS. |
| Resources | Processor Time | 00:00:00.000 |
| | Elapsed Time | 00:00:00.000 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Statistics

| | | Kedisiplinan1 | Kedisiplinan2 | Kedisiplinan3 | Kedisiplinan4 | Kedisiplinan5 |
|---|---------|---------------|---------------|---------------|---------------|---------------|
| N | Valid | 37 | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Statistics

| | | Tingkat Pendidikan1 | Tingkat Pendidikan2 | Tingkat Pendidikan3 | Tingkat Pendidikan4 | Tingkat Pendidikan5 |
|---|---------|---------------------|---------------------|---------------------|---------------------|---------------------|
| N | Valid | 37 | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Statistics

| | | Kepemimpinan1 | Kepemimpinan2 | Kepemimpinan3 | Kepemimpinan4 | Kepemimpinan5 |
|---|---------|---------------|---------------|---------------|---------------|---------------|
| N | Valid | 37 | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Statistics

| | | Kinerja Karyawan1 | Kinerja Karyawan2 | Kinerja Karyawan3 | Kinerja Karyawan4 | Kinerja Karyawan5 |
|---|---------|-------------------|-------------------|-------------------|-------------------|-------------------|
| N | Valid | 37 | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Frequency Table

Kedisiplinan1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 2 | 5.4 | 5.4 | 5.4 |
| | 5.00 | 35 | 94.6 | 94.6 | 100.0 |

Kedisiplinan1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 2 | 5.4 | 5.4 | 5.4 |
| | 5.00 | 35 | 94.6 | 94.6 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Kedisiplinan2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 10 | 27.0 | 27.0 | 27.0 |
| | 5.00 | 27 | 73.0 | 73.0 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Kedisiplinan3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 8 | 21.6 | 21.6 | 21.6 |
| | 5.00 | 29 | 78.4 | 78.4 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Kedisiplinan4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 6 | 16.2 | 16.2 | 16.2 |
| | 5.00 | 31 | 83.8 | 83.8 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Kedisiplinan5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 4 | 10.8 | 10.8 | 10.8 |
| | 5.00 | 33 | 89.2 | 89.2 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Tingkat Pendidikan1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|--|-----------|---------|---------------|--------------------|
| | | | | | |

| | | | | | |
|-------|------|----|-------|-------|-------|
| Valid | 4.00 | 3 | 8.1 | 8.1 | 8.1 |
| | 5.00 | 34 | 91.9 | 91.9 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Tingkat Pendidikan2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 7 | 18.9 | 18.9 | 18.9 |
| | 5.00 | 30 | 81.1 | 81.1 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Tingkat Pendidikan3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 7 | 18.9 | 18.9 | 18.9 |
| | 5.00 | 30 | 81.1 | 81.1 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Tingkat Pendidikan4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 1 | 2.7 | 2.7 | 2.7 |
| | 4.00 | 3 | 8.1 | 8.1 | 10.8 |
| | 5.00 | 33 | 89.2 | 89.2 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Tingkat Pendidikan5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 4 | 10.8 | 10.8 | 10.8 |
| | 5.00 | 33 | 89.2 | 89.2 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Kepemimpinan1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 2 | 5.4 | 5.4 | 5.4 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 5.00 | 35 | 94.6 | 94.6 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kepemimpinan2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 5 | 13.5 | 13.5 | 13.5 |
| | 5.00 | 32 | 86.5 | 86.5 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kepemimpinan3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 9 | 24.3 | 24.3 | 24.3 |
| | 5.00 | 28 | 75.7 | 75.7 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kepemimpinan4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 8 | 21.6 | 21.6 | 21.6 |
| | 5.00 | 29 | 78.4 | 78.4 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kepemimpinan5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 6 | 16.2 | 16.2 | 16.2 |
| | 5.00 | 31 | 83.8 | 83.8 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 10 | 27.0 | 27.0 | 27.0 |
| | 5.00 | 27 | 73.0 | 73.0 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 6 | 16.2 | 16.2 | 16.2 |
| | 5.00 | 31 | 83.8 | 83.8 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 6 | 16.2 | 16.2 | 16.2 |
| | 5.00 | 31 | 83.8 | 83.8 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 5 | 13.5 | 13.5 | 13.5 |
| | 5.00 | 32 | 86.5 | 86.5 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 4.00 | 7 | 18.9 | 18.9 | 18.9 |
| | 5.00 | 30 | 81.1 | 81.1 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Lampiran 5 : Uji Validitas dan Uji Realibilitas

```

COMPUTE X1=Q1 + Q2 + Q3 + Q4 + Q5.
VARIABLE LABELS X1 'Kedisiplinan'.
EXECUTE.
COMPUTE X2=Q6 + Q7 + Q8 + Q9 + Q10.
VARIABLE LABELS X2 'Tingkat Pendidikan'.
EXECUTE.
COMPUTE X3=Q11 + Q12 + Q13 + Q14 + Q15.
VARIABLE LABELS X3 'Kepemimpinan'.
EXECUTE.
COMPUTE Y=Q16 + Q17 + Q18 + Q19 + Q20.
VARIABLE LABELS Y 'Kinerja Karyawan'.
EXECUTE.
CORRELATIONS
/VARIABLES=Q1 Q2 Q3 Q4 Q5 X1
/PRINT=TWOTAIL NOSIG

```

/MISSING=PAIRWISE.

Correlations

Notes

| | | | |
|------------------------|--|---|--|
| Output Created | 27-Nov-2018 23:57:39 | | |
| Comments | | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav | |
| | Active Dataset | DataSet0 | |
| | Filter | <none> | |
| | Weight | <none> | |
| | Split File | <none> | |
| | N of Rows in Working Data | 37 | |
| | File | | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. | |
| | Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. | |
| Syntax | CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. | | |
| Resources | Processor Time | 00:00:00.016 | |
| | Elapsed Time | 00:00:00.078 | |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Correlations

| | | Kedisiplinan1 | Kedisiplinan2 | Kedisiplinan3 | Kedisiplinan4 |
|---------------|---------------------|---------------|---------------|---------------|---------------|
| Kedisiplinan1 | Pearson Correlation | 1 | .124 | .455** | -.105 |
| | Sig. (2-tailed) | | .466 | .005 | .536 |
| | N | 37 | 37 | 37 | 37 |
| Kedisiplinan2 | Pearson Correlation | .124 | 1 | -.172 | -.268 |
| | Sig. (2-tailed) | .466 | | .309 | .109 |
| | N | 37 | 37 | 37 | 37 |
| Kedisiplinan3 | Pearson Correlation | .455** | -.172 | 1 | -.053 |
| | Sig. (2-tailed) | .005 | .309 | | .756 |
| | N | 37 | 37 | 37 | 37 |
| Kedisiplinan4 | Pearson Correlation | -.105 | -.268 | -.053 | 1 |
| | Sig. (2-tailed) | .536 | .109 | .756 | |
| | N | 37 | 37 | 37 | 37 |

| | | | | | |
|---------------|---------------------|--------|-------|--------|-------|
| Kedisiplinan5 | Pearson Correlation | -.083 | -.016 | .029 | -.153 |
| | Sig. (2-tailed) | .624 | .926 | .867 | .365 |
| | N | 37 | 37 | 37 | 37 |
| Kedisiplinan | Pearson Correlation | .554** | .408* | .586** | .415 |
| | Sig. (2-tailed) | .000 | .012 | .000 | .202 |
| | N | 37 | 37 | 37 | 37 |

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

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

Correlations

| | | Kedisiplinan5 | Kedisiplinan |
|---------------|---------------------|---------------|--------------|
| Kedisiplinan1 | Pearson Correlation | -.083 | .554** |
| | Sig. (2-tailed) | .624 | .000 |
| | N | 37 | 37 |
| Kedisiplinan2 | Pearson Correlation | -.016 | .408* |
| | Sig. (2-tailed) | .926 | .012 |
| | N | 37 | 37 |
| Kedisiplinan3 | Pearson Correlation | .029 | .586** |
| | Sig. (2-tailed) | .867 | .000 |
| | N | 37 | 37 |
| Kedisiplinan4 | Pearson Correlation | -.153 | .415 |
| | Sig. (2-tailed) | .365 | .202 |
| | N | 37 | 37 |
| Kedisiplinan5 | Pearson Correlation | 1 | .529* |
| | Sig. (2-tailed) | | .047 |
| | N | 37 | 37 |
| Kedisiplinan | Pearson Correlation | .529* | 1 |
| | Sig. (2-tailed) | .047 | |
| | N | 37 | 37 |

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

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

CORRELATIONS

```

/VARIABLES=Q6 Q7 Q8 Q9 Q10 X2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Notes

| | |
|----------------|--|
| Output Created | 27-Nov-2018 23:58:47 |
| Comments | |
| Input | Data C:\Users\admin\Documents\Miko.sav |

| | | | |
|------------------------|---------------------------|---|--------------|
| | Active Dataset | DataSet0 | |
| | Filter | <none> | |
| | Weight | <none> | |
| | Split File | <none> | |
| | N of Rows in Working Data | | 37 |
| | File | | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. | |
| | Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. | |
| Syntax | | CORRELATIONS /VARIABLES=Q6 Q7 Q8 Q9 Q10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. | |
| Resources | Processor Time | | 00:00:00.047 |
| | Elapsed Time | | 00:00:00.046 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Correlations

| | | Tingkat Pendidikan1 | Tingkat Pendidikan2 | Tingkat Pendidikan3 |
|---------------------|---------------------|---------------------|---------------------|---------------------|
| Tingkat Pendidikan1 | Pearson Correlation | 1 | -.143 | -.143 |
| | Sig. (2-tailed) | | .397 | .397 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan2 | Pearson Correlation | -.143 | 1 | -.233 |
| | Sig. (2-tailed) | .397 | | .165 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan3 | Pearson Correlation | -.143 | -.233 | 1 |
| | Sig. (2-tailed) | .397 | .165 | |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan4 | Pearson Correlation | -.097 | -.158 | .176 |
| | Sig. (2-tailed) | .568 | .351 | .298 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan5 | Pearson Correlation | .215 | .054 | .054 |
| | Sig. (2-tailed) | .200 | .751 | .751 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan | Pearson Correlation | .457 | .591 | .480** |
| | Sig. (2-tailed) | .125 | .080 | .003 |
| | N | 37 | 37 | 37 |

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

Correlations

| | | Tingkat Pendidikan4 | Tingkat Pendidikan5 | Tingkat Pendidikan |
|---------------------|---------------------|---------------------|---------------------|--------------------|
| Tingkat Pendidikan1 | Pearson Correlation | -.097 | .215 | .457 |
| | Sig. (2-tailed) | .568 | .200 | .125 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan2 | Pearson Correlation | -.158 | .054 | .591 |
| | Sig. (2-tailed) | .351 | .751 | .080 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan3 | Pearson Correlation | .176 | .054 | .480** |
| | Sig. (2-tailed) | .298 | .751 | .003 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan4 | Pearson Correlation | 1 | -.114 | .491** |
| | Sig. (2-tailed) | | .502 | .002 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan5 | Pearson Correlation | -.114 | 1 | .499** |
| | Sig. (2-tailed) | .502 | | .002 |
| | N | 37 | 37 | 37 |
| Tingkat Pendidikan | Pearson Correlation | .491** | .499** | 1 |
| | Sig. (2-tailed) | .002 | .002 | |
| | N | 37 | 37 | 37 |

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

```

CORRELATIONS
/VARIABLES=Q11 Q12 Q13 Q14 Q15 X3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations

Notes

| | | |
|------------------------|---------------------------|---|
| Output Created | 27-Nov-2018 23:59:19 | |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |

| | | |
|-----------|--------------------------------------|--------------|
| Syntax | CORRELATIONS | |
| | /VARIABLES=Q11 Q12 Q13 Q14 Q15 X3 | |
| | /PRINT=TWOTAIL NOSIG | |
| | /MISSING=PAIRWISE. | |
| Resources | Processor Time | 00:00:00.015 |
| | Elapsed Time | 00:00:00.031 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Correlations

| | | Kepemimpinan1 | Kepemimpinan2 | Kepemimpinan3 |
|---------------|---------------------|---------------|---------------|---------------|
| Kepemimpinan1 | Pearson Correlation | 1 | -.094 | .143 |
| | Sig. (2-tailed) | | .578 | .398 |
| | N | 37 | 37 | 37 |
| Kepemimpinan2 | Pearson Correlation | -.094 | 1 | -.224 |
| | Sig. (2-tailed) | .578 | | .182 |
| | N | 37 | 37 | 37 |
| Kepemimpinan3 | Pearson Correlation | .143 | -.224 | 1 |
| | Sig. (2-tailed) | .398 | .182 | |
| | N | 37 | 37 | 37 |
| Kepemimpinan4 | Pearson Correlation | .165 | -.208 | -.298 |
| | Sig. (2-tailed) | .330 | .218 | .073 |
| | N | 37 | 37 | 37 |
| Kepemimpinan5 | Pearson Correlation | -.105 | .470** | -.079 |
| | Sig. (2-tailed) | .536 | .003 | .644 |
| | N | 37 | 37 | 37 |
| Kepemimpinan | Pearson Correlation | .590* | .428** | .620 |
| | Sig. (2-tailed) | .017 | .008 | .054 |
| | N | 37 | 37 | 37 |

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

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

Correlations

| | | Kepemimpinan4 | Kepemimpinan5 | Kepemimpinan |
|---------------|---------------------|---------------|---------------|--------------|
| Kepemimpinan1 | Pearson Correlation | .165 | -.105 | .590* |
| | Sig. (2-tailed) | .330 | .536 | .017 |
| | N | 37 | 37 | 37 |
| Kepemimpinan2 | Pearson Correlation | -.208 | .470** | .428** |
| | Sig. (2-tailed) | .218 | .003 | .008 |
| | N | 37 | 37 | 37 |

| | | | | |
|---------------|---------------------|--------|--------|--------|
| Kepemimpinan3 | Pearson Correlation | -0.298 | -0.079 | .620 |
| | Sig. (2-tailed) | .073 | .644 | .054 |
| | N | 37 | 37 | 37 |
| Kepemimpinan4 | Pearson Correlation | 1 | -.053 | .616 |
| | Sig. (2-tailed) | | .756 | .056 |
| | N | 37 | 37 | 37 |
| Kepemimpinan5 | Pearson Correlation | -.053 | 1 | .617** |
| | Sig. (2-tailed) | .756 | | .000 |
| | N | 37 | 37 | 37 |
| Kepemimpinan | Pearson Correlation | .616 | .617** | 1 |
| | Sig. (2-tailed) | .056 | .000 | |
| | N | 37 | 37 | 37 |

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

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

CORRELATIONS
 /VARIABLES=Q16 Q17 Q18 Q19 Q20 Y
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

Notes

| | | |
|------------------------|---------------------------|---|
| Output Created | | 27-Nov-2018 23:59:42 |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | | CORRELATIONS /VARIABLES=Q16 Q17 Q18 Q19 Q20 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00.062 |

Notes

| | | |
|------------------------|--|---|
| Output Created | 27-Nov-2018 23:59:42 | |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | CORRELATIONS /VARIABLES=Q16 Q17 Q18 Q19 Q20 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE. | |
| Resources | Processor Time | 00:00:00.062 |
| | Elapsed Time | 00:00:00.094 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Correlations

| | | Kinerja Karyawan1 | Kinerja Karyawan2 | Kinerja Karyawan3 |
|-------------------|---------------------|-------------------|-------------------|-------------------|
| Kinerja Karyawan1 | Pearson Correlation | 1 | -.103 | .062 |
| | Sig. (2-tailed) | | .546 | .713 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan2 | Pearson Correlation | -.103 | 1 | .005 |
| | Sig. (2-tailed) | .546 | | .975 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan3 | Pearson Correlation | .062 | .005 | 1 |
| | Sig. (2-tailed) | .713 | .975 | |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan4 | Pearson Correlation | .115 | .041 | -.174 |
| | Sig. (2-tailed) | .496 | .812 | .303 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan5 | Pearson Correlation | -.294 | .162 | -.213 |
| | Sig. (2-tailed) | .077 | .338 | .207 |
| | N | 37 | 37 | 37 |

| | | | | |
|------------------|---------------------|--------|--------|-------|
| Kinerja Karyawan | Pearson Correlation | .472** | .537** | .641* |
| | Sig. (2-tailed) | .003 | .001 | .039 |
| | N | 37 | 37 | 37 |

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

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

Correlations

| | | Kinerja Karyawan4 | Kinerja Karyawan5 | Kinerja Karyawan |
|-------------------|---------------------|-------------------|-------------------|------------------|
| Kinerja Karyawan1 | Pearson Correlation | .115 | -.294 | .472** |
| | Sig. (2-tailed) | .496 | .077 | .003 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan2 | Pearson Correlation | .041 | .162 | .537** |
| | Sig. (2-tailed) | .812 | .338 | .001 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan3 | Pearson Correlation | -.174 | -.213 | .641* |
| | Sig. (2-tailed) | .303 | .207 | .039 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan4 | Pearson Correlation | 1 | -.191 | .559* |
| | Sig. (2-tailed) | | .258 | .029 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan5 | Pearson Correlation | -.191 | 1 | .537 |
| | Sig. (2-tailed) | .258 | | .159 |
| | N | 37 | 37 | 37 |
| Kinerja Karyawan | Pearson Correlation | .559* | .537 | 1 |
| | Sig. (2-tailed) | .029 | .159 | |
| | N | 37 | 37 | 37 |

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

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

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5
/SCALE ('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Notes

| | | |
|----------------|----------------------|-----------------------------------|
| Output Created | 28-Nov-2018 00:00:38 | |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |

| | | | |
|------------------------|---------------------------|--|--------------|
| | Split File | <none> | |
| | N of Rows in Working Data | | 37 |
| | File | | |
| | Matrix Input | | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. | |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. | |
| Syntax | | RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. | |
| Resources | Processor Time | | 00:00:00.015 |
| | Elapsed Time | | 00:00:00.015 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 37 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 37 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha ^a | N of Items |
|-------------------------------|------------|
| .786 | 5 |

```
RELIABILITY
/VARIABLES=Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

Notes

| | | |
|----------------|------------------------|---|
| Output Created | | 28-Nov-2018 00:02:33 |
| Comments | | |
| Input | Data Active Dataset | C:\Users\admin\Documents\Miko.sav DataSet0 |

| | | | |
|------------------------|---------------------------|---|--------------|
| | Filter | <none> | |
| | Weight | <none> | |
| | Split File | <none> | |
| | N of Rows in Working Data | | 37 |
| | File | | |
| | Matrix Input | | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. | |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. | |
| Syntax | | RELIABILITY /VARIABLES=Q6 Q7 Q8 Q9 Q10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. | |
| Resources | Processor Time | | 00:00:00.000 |
| | Elapsed Time | | 00:00:00.000 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Scale: ALL VARIABLES

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 37 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 37 | 100.0 |

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

| Cronbach's Alpha ^a | N of Items |
|-------------------------------|------------|
| .734 | 5 |

```
RELIABILITY
/VARIABLES=Q11 Q12 Q13 Q14 Q15
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

Notes

| | |
|----------------|----------------------|
| Output Created | 28-Nov-2018 00:03:04 |
|----------------|----------------------|

| | | |
|------------------------|---------------------------|---|
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| | Matrix Input | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | | RELIABILITY /VARIABLES=Q11 Q12 Q13 Q14 Q15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00.016 |
| | Elapsed Time | 00:00:00.016 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 37 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 37 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha ^a | N of Items |
|-------------------------------|------------|
| .758 | 5 |

```
RELIABILITY
/VARIABLES=Q16 Q17 Q18 Q19 Q20
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

Notes

| | | |
|------------------------|---------------------------|---|
| Output Created | | 28-Nov-2018 00:03:43 |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| | Matrix Input | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on all cases with valid data for all variables in the procedure. |
| Syntax | | RELIABILITY /VARIABLES=Q16 Q17 Q18 Q19 Q20 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA. |
| Resources | Processor Time | 00:00:00.016 |
| | Elapsed Time | 00:00:00.015 |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 37 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 37 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha ^a | N of Items |
|-------------------------------|------------|
| .962 | 5 |

Lampiran 6 : Uji Regresi Linier Berganda

```

COMPUTE X1=X1 / 5.
VARIABLE LABELS X1 'Kedisiplinan'.
EXECUTE.
COMPUTE X2=X2 / 5.
VARIABLE LABELS X2 'Tingkat Pendidikan'.
EXECUTE.
COMPUTE X3=X3 / 5.
VARIABLE LABELS X3 'Kepemimpinan'.
EXECUTE.
COMPUTE Y=Y / 5.
VARIABLE LABELS Y 'Kinerja Karyawan'.
EXECUTE.
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3
  /SCATTERPLOT=(*ZPRED ,*SRESID)
  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /SAVE RESID.

```

Regression

Notes

| | | |
|------------------------|---------------------------|---|
| Output Created | | 28-Nov-2018 00:11:58 |
| Comments | | |
| Input | Data | C:\Users\admin\Documents\Miko.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 37 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on cases with no missing values for any variable used. |

| | | |
|----------------------------------|---|-------------------------|
| Syntax | <pre> REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SCATTERPLOT=(*ZPRED ,*SRESID) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID. </pre> | |
| Resources | Processor Time | 00:00:01.310 |
| | Elapsed Time | 00:00:02.918 |
| | Memory Required | 2580 bytes |
| | Additional Memory Required for Residual Plots | 896 bytes |
| Variables Created or Modified | RES_1 | Unstandardized Residual |

[DataSet0] C:\Users\admin\Documents\Miko.sav

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------|--------|----------------|----|
| Kinerja Karyawan | 4.8162 | .15187 | 37 |
| Kedisiplinan | 4.8378 | .14786 | 37 |
| Tingkat Pendidikan | 4.8595 | .14806 | 37 |
| Kepemimpinan | 4.8378 | .14786 | 37 |

Correlations

| | | Kinerja Karyawan | Kedisiplinan |
|---------------------|--------------------|------------------|--------------|
| Pearson Correlation | Kinerja Karyawan | 1.000 | .170 |
| | Kedisiplinan | .170 | 1.000 |
| | Tingkat Pendidikan | .192 | .250 |
| | Kepemimpinan | .269 | .238 |
| Sig. (1-tailed) | Kinerja Karyawan | . | .000 |
| | Kedisiplinan | ,000 | . |
| | Tingkat Pendidikan | ,005 | ,000 |
| | Kepemimpinan | ,000 | ,013 |
| N | Kinerja Karyawan | 37 | 37 |

| | | | |
|--|--------------------|----|----|
| | Kedisiplinan | 37 | 37 |
| | Tingkat Pendidikan | 37 | 37 |
| | Kepemimpinan | 37 | 37 |

Correlations

| | | Tingkat Pendidikan | Kepemimpinan |
|---------------------|--------------------|--------------------|--------------|
| Pearson Correlation | Kinerja Karyawan | .192 | .269 |
| | Kedisiplinan | .250 | .238 |
| | Tingkat Pendidikan | 1.000 | .097 |
| | Kepemimpinan | .097 | 1.000 |
| Sig. (1-tailed) | Kinerja Karyawan | ,005 | ,000 |
| | Kedisiplinan | ,013 | ,000 |
| | Tingkat Pendidikan | . | ,000 |
| | Kepemimpinan | .000 | . |
| N | Kinerja Karyawan | 37 | 37 |
| | Kedisiplinan | 37 | 37 |
| | Tingkat Pendidikan | 37 | 37 |
| | Kepemimpinan | 37 | 37 |

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kepemimpinan, Tingkat Pendidikan, Kedisiplinan ^a | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|---|----------|-------------------|----------------------------|
| | | | | |

| | | | | |
|---|-------------------|------|------|--------|
| 1 | ,841 ^a | ,707 | ,695 | ,26898 |
|---|-------------------|------|------|--------|

a. Predictors: (Constant), Kepemimpinan, Tingkat Pendidikan, Kedisiplinan

b. Dependent Variable: Kinerja Karyawan

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 16,575 | 4 | 4,144 | 5,273 | ,000 ^a |
| | Residual | 6,874 | 95 | ,072 | | |
| | Total | 23,449 | 99 | | | |

a. Predictors: (Constant), Kepemimpinan, Tingkat Pendidikan, Kedisiplinan

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | ,991 | ,782 | | 1,867 | ,026 |
| | Kedisiplinan | ,267 | ,110 | ,006 | 2,276 | ,028 |
| | Tingkat Pendidikan | ,280 | ,162 | ,037 | 2,564 | ,030 |
| | Kepemimpinan | ,269 | ,156 | ,118 | 2,675 | ,046 |

a. Dependent Variable: Kinerja Karyawan

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|--------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Kedisiplinan | ,263 | 3,812 |
| | Tingkat Pendidikan | ,206 | 4,808 |
| | Kepemimpinan | ,343 | 2,897 |

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | |
|-------|-----------|------------|-----------------|----------------------|--------------|
| | | | | (Constant) | Kedisiplinan |
| 1 | 1 | 3.998 | 1.000 | .00 | .00 |
| | 2 | .002 | 18.939 | .00 | .00 |
| | 3 | .003 | 21.750 | .13 | .89 |
| | 4 | .001 | 98.219 | .21 | .11 |

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

| Model | Dimension | Variance Proportions | |
|-------|-----------|----------------------|--------------|
| | | Tingkat Pendidikan | Kepemimpinan |
| 1 | 1 | .00 | .00 |
| | 2 | .49 | .55 |
| | 3 | .22 | .16 |
| | 4 | .29 | .29 |

a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|--------|----------------|----|
| Predicted Value | 4.6918 | 4.9384 | 4.8162 | .05837 | 37 |
| Std. Predicted Value | -2.132 | 2.093 | .000 | 1.000 | 37 |
| Standard Error of Predicted Value | .027 | .091 | .046 | .013 | 37 |
| Adjusted Predicted Value | 4.6963 | 4.8991 | 4.8150 | .05639 | 37 |
| Residual | -.26739 | .23796 | .00000 | .14020 | 37 |
| Std. Residual | -1.826 | 1.625 | .000 | .957 | 37 |
| Stud. Residual | -1.896 | 1.677 | .004 | 1.008 | 37 |

| | | | | | |
|-------------------------|---------|--------|--------|--------|----|
| Deleted Residual | -.28835 | .25339 | .00125 | .15559 | 37 |
| Stud. Deleted Residual | -1.978 | 1.726 | .003 | 1.024 | 37 |
| Mahal. Distance | .222 | 13.051 | 2.919 | 2.480 | 37 |
| Cook's Distance | .000 | .119 | .028 | .028 | 37 |
| Centered Leverage Value | .006 | .363 | .081 | .069 | 37 |

a. Dependent Variable: Kinerja Karyawan





UNIVERSITAS MUHAMMADIYAH PONOROGO
FAKULTAS EKONOMI

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

BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : **AHMAD DWI JADMIKO**
2. NIM : 12412919
3. Jurusan : Manajemen
4. Bidang : Kinerja
5. Alamat : Ds. Kwunglo Kidol, Kec. Jambon, Ponorogo
6. Judul Skripsi : Pengaruh Kedisiplinan, Tingkat Pendidikan dan Kepemimpinan terhadap Kinerja Karyawan di Kantor Indakop Kabupaten Ponorogo
7. Masa Pembimbingan : September 2018 s/d Agustus 2019
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

| Tanggal Disetujui | BAB | Paraf Pembimbing |
|-------------------|----------------------------------|------------------|
| 6-11-2018 | Proposal Ace | |
| 14-7-2018 | Revisi proposal | |
| 17-7-2018 | Ace proposal | |
| 23-11-2018 | Revisi Bab 1-3 | |
| 27-11-2018 | Ace Bab 1-3 | |
| 7-12-2018 | Revisi Bab 4-5 | |
| 19-12-2018 | Ace Bab 4-5 | |
| 14-jan-2019 | Bab 1 s/d U Ace Siap diujikan | |
| | | |
| | | |

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

Pembimbing,

Drs. SUHONO, MM
NIK: 19560616 198909 12

Ponorogo, 22 Oktober 2018
Dekan,

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



PEMERINTAH KABUPATEN PONOROGO
BADAN KESATUAN BANGSA DAN POLITIK
Jl. Aloun-aloun Utara Nomor 6 Telepon (0352) 483852
PONOROGO

Kode Pos 63413

REKOMENDASI

Nomor : 072 / 576 / 405.30 / 2017

Berdasarkan surat Dekan Fakultas Ekonomi Universitas Muhammadiyah Ponorogo, tanggal 25 Juli 2017, Nomor : 407/III.4/PN/2017, perihal Mencari Data.

Dengan ini Kepala Badan Kesatuan Bangsa Dan Politik Kabupaten Ponorogo memberikan Rekomendasi kepada :

Nama Peneliti : **AHMAD DWI JADMIKO.**
Mhs. Fakultas Ekonomi Universitas Muhammadiyah Ponorogo.
Alamat : Dukuh Kiringan RT. 002 RW. 003 Desa Karanglo Kidul Kec. Jambon Kab. Ponorogo.
Thema / Acara Survey / Research / PKL/ Pengumpulan data/Magang : " Pengaruh Kedisiplinan, Tingkat Pendidikan dan Kepemimpinan Terhadap Kinerja Karyawan di Dinas Perdagkum Kabupaten Ponorogo "
Daerah/ Tempat dilakukan PKN/ Survey/ Pengumpulan Data : Dinas Perdagangan, Koperasi dan Usaha Mikro Kab. Ponorogo
Tujuan Penelitian : Tugas Skripsi
Tanggal dan atau Lamanya Penelitian : 2 (Dua) bulan sejak surat dikeluarkan
Bidang Penelitian : MSDM
Status Penelitian : Baru
Nama Penanggungjawab / Koordinator Penelitian : **TITI RAPINI, SE, MM.**
Dekan Fak. Ekonomi UNMUH Ponorogo
Anggota Peneliti : -
Nama Lembaga : Universitas Muhammadiyah Ponorogo.

Dengan ketentuan-ketentuan sebagai berikut :

1. Dalam jangka waktu 1 X 24 jam setelah tiba ditempat yang dituju diwajibkan melaporkan kedatangannya kepada Camat setempat ;
2. Mentaati ketentuan- ketentuan yang berlaku dalam Daerah Hukum Pemerintah setempat ;
3. Menjaga tata tertib, keamanan, kesopanan dan kesusilaan serta menghindari pernyataan baik dengan lisan ataupun tulisan / lukisan yang dapat melukai / menyinggung perasaan atau menghina Agama, Bangsa dan Negara dari suatu golongan penduduk ;
4. Tidak diperkenankan menjalankan kegiatan-kegiatan diluar ketentuan-ketentuan yang telah ditetapkan seperti tersebut diatas ;
5. Setelah berakhirnya dilakukan Survey/ Research/ PKL diwajibkan terlebih dahulu melaporkan kepada Pejabat Pemerintah setempat mengenai selesainya pelaksanaan Survey / Research / PKL, sebelum meninggalkan daerah tempat Survey / Research / PKL ;
6. Dalam jangka waktu 1 (satu) bulan setelah selesai dilakukan Survey / Research / PKL diwajibkan memberikan laporan tentang pelaksanaan dan hasil-hasilnya kepada :
- Kepala Badan Kesatuan Bangsa dan Politik Kabupaten Ponorogo.
7. Surat Keterangan ini akan dinyatakan tidak berlaku apabila ternyata bahwa pemegang Surat Keterangan ini tidak memenuhi ketentuan-ketentuan sebagaimana tersebut diatas.

Demikian untuk menjadikan perhatian dan guna seperlunya.

Ponorogo, 26 Juli 2017

a.n. KEPALA BADAN KESATUAN BANGSA DAN POLITIK
KABUPATEN PONOROGO
Kabid. Kesbang



Tembusan :
Yth. Dekan Fak. Ekonomi
UNMUH Ponorogo

