

**Lampiran : 2 Hasil Quisioner**

Responden	Disiplin Kerja	Lingkungan Kerja	Kinerja
1	123	110	112
2	125	112	128
3	125	120	128
4	126	120	128
5	126	121	136
6	127	124	136
7	129	124	137
8	129	125	138
9	133	125	139
10	133	126	139
11	134	128	139
12	134	130	140
13	135	130	140
14	135	130	140
15	136	131	140
16	137	132	142
17	138	132	142
18	139	133	143
19	140	133	143
20	141	133	144
21	141	133	145
22	142	134	145
23	142	134	147
24	142	135	148
25	143	136	151
26	144	137	151
27	144	137	151
28	146	141	152
29	147	141	153
30	148	142	153
31	149	142	155
32	150	143	156
33	150	143	158
34	150	144	158
35	150	144	158
36	150	145	159
37	151	146	160
38	151	150	161
39	151	151	162
40	151	152	163
41	152	153	163
42	152	153	163

43	153	153	164
44	154	154	164
45	155	155	164
46	155	155	164
47	155	158	165
48	155	159	166
49	155	159	166
50	156	161	168
51	157	165	169
52	157	167	169
53	159	168	170
54	161	170	170

### Lampiran : 3 Hasil Uji Validitas Dan Uji Reliabilitas

#### a. Disiplin Kerja

#### Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excludeda	0	,0
	Total	54	100,0

#### Reliability Statistics

Cronbach's Alpha	N of Items
.877	34

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation
Item1	142,44	106,893	,024
Item2	138,94	102,997	,581
Item3	139,19	100,342	,622
Item4	139,06	100,582	,755
Item5	138,89	104,214	,497
Item6	139,15	101,261	,460
Item7	139,41	100,963	,490
Item8	139,17	101,047	,528
Item9	139,00	102,906	,534
Item10	139,33	101,962	,383
Item11	138,98	102,019	,658

Item12	139,93	103,730	,117
Item13	139,30	100,514	,488
Item14	139,15	100,430	,720
Item15	139,30	98,061	,673
Item16	139,76	101,998	,246
Item17	141,63	106,351	,034
Item18	139,19	101,173	,547
Item19	139,35	100,195	,474
Item20	139,24	100,564	,445
Item21	139,13	101,247	,518
Item22	139,39	100,393	,484
Item23	139,09	100,123	,718
Item24	139,54	98,102	,539
Item25	139,09	101,180	,665
Item26	139,17	100,557	,570
Item27	140,52	102,179	,151
Item28	139,44	100,553	,483
Item29	139,13	101,021	,665
Item30	139,00	102,642	,565
Item31	138,94	103,601	,503
Item32	139,20	102,769	,467
Item33	140,33	100,151	,377
Item34	141,69	111,956	-,269

a. Lingkungan Kerja

**Case Processing Summary**

		N	%
Cases	Valid	54	100,0
	Excludeda	0	,0
	Total	54	100,0

**Reliability Statistics**

Cronbach's Alpha	N of Items
,898	34

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation
Item1	135,85	201,487	,437
Item2	136,35	194,421	,588
Item3	136,07	197,315	,574
Item4	135,52	204,934	,419
Item5	135,50	205,991	,396
Item6	136,11	198,289	,411
Item7	136,06	199,223	,479
Item8	135,70	204,628	,387
Item9	136,41	197,680	,420
Item10	136,41	198,246	,408
Item11	135,96	201,206	,404
Item12	136,39	198,959	,276
Item13	136,20	196,090	,502
Item14	135,89	200,553	,573
Item15	137,65	190,836	,436
Item16	135,98	194,660	,622
Item17	136,37	194,690	,499
Item18	136,30	197,986	,476
Item19	135,94	200,695	,315
Item20	135,74	202,422	,437
Item21	136,15	197,412	,551
Item22	136,39	203,261	,258
Item23	137,54	193,574	,411
Item24	137,04	193,244	,434
Item25	136,83	200,934	,290
Item26	136,43	200,664	,279
Item27	135,70	201,307	,545
Item28	135,98	198,056	,561
Item29	136,15	198,015	,417
Item30	136,69	196,069	,508
Item31	136,07	198,259	,570
Item32	135,89	199,270	,618
Item33	136,15	197,978	,464
Item34	136,20	194,807	,540

## b. Kinerja

**Case Processing Summary**

		N	%
Cases	Valid	54	100.0
	Excluded <sup>a</sup>	0	.0
	Total	54	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.943	34

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation
Item1	146.80	162.467	.579
Item2	146.56	160.818	.762
Item3	146.50	163.349	.596
Item4	146.74	157.743	.771
Item5	146.43	162.476	.633
Item6	146.24	165.130	.665
Item7	146.57	164.174	.504
Item8	146.06	168.469	.539
Item9	146.17	166.934	.513
Item10	146.48	164.028	.578
Item11	146.35	162.798	.610
Item12	146.04	166.602	.663
Item13	146.46	162.895	.672
Item14	146.30	164.665	.691
Item15	146.11	169.082	.445
Item16	146.26	164.007	.658
Item17	146.00	167.623	.554
Item18	146.30	163.080	.679

Item19	146.46	166.744	.416
Item20	146.26	162.837	.737
Item21	146.09	166.274	.554
Item22	146.07	166.108	.671
Item23	146.30	161.835	.759
Item24	146.76	176.073	-.102
Item25	146.35	164.119	.684
Item26	146.26	162.762	.704
Item27	146.69	159.427	.664
Item28	146.17	167.349	.453
Item29	146.41	165.567	.458
Item30	146.48	162.971	.614
Item31	146.94	163.827	.480
Item32	146.50	167.651	.387
Item33	146.44	163.119	.536
Item34	146.96	166.414	.349

#### Lampiran : 4DeskripsiDisiplinKerja

Rumus;

$$k = 1 + 3.3 (\log n)$$

$$p = r/k$$

Diketahui; n (sampel) = 54 dan r (range) =38 , maka:

$$k = 1 + 3.3 (\log n)$$

$$k = 1 + 3.3 (1.73)$$

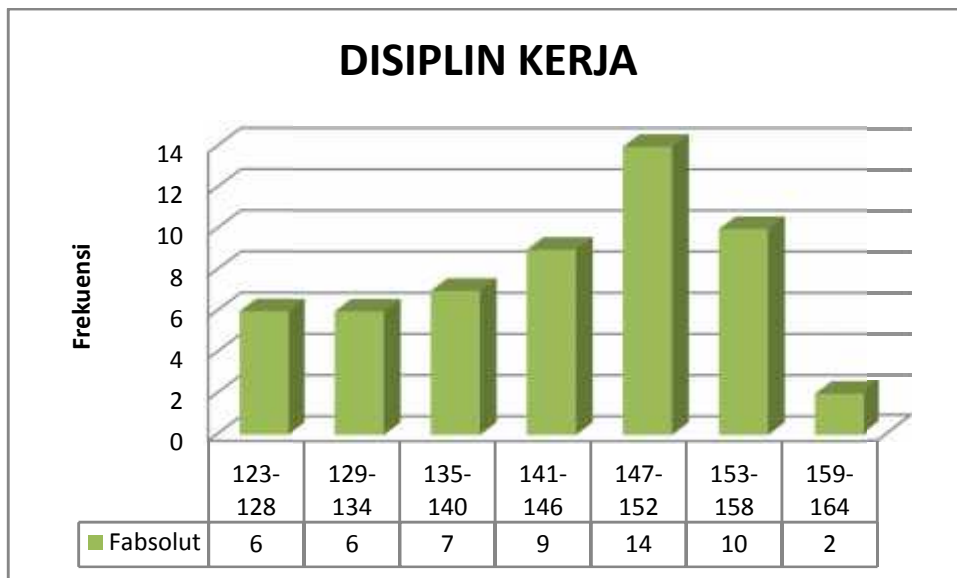
$$k = 6,7 = 7$$

$$p = r/k$$

$$p = 38/7$$

$$p = 5,42 = 5$$

Kelas	Interval	Fabsolut	Fkumulatif	Frelatif
1	123-128	6	6	11%
2	129-134	6	12	11%
3	135-140	7	19	13%
4	141-146	9	28	17%
5	147-152	14	42	26%
6	153-158	10	52	19%
7	159-164	2	54	4%
Jumlah		54		100



### Lampiran : 5 Deskripsi Lingkungan Kerja

Rumus;

$$k = 1 + 3.3 (\log n)$$

$$p = r/k$$

Diketahui; n (sampel) = 54 dan r (range) = 60, maka:

$$k = 1 + 3.3 (\log n)$$

$$k = 1 + 3.3 (1.73)$$

$$k = 6,7 = 7$$

$$p = r/k$$

$$p = 60/7$$

$$p = 8,57 = 9$$

Kelas	Interval	Fabsolut	Fkumulatif	Frelatif
1	110-119	2	2	4%
2	120-129	9	11	17%
3	130-139	16	27	30%
4	140-149	10	37	19%
5	150-159	12	49	22%
6	160-169	4	53	7%
7	170-179	1	54	2%
Jumlah		54		100



### Lampiran : 6 Deskripsi Kinerja

Rumus;

$$k = 1 + 3.3 (\log n)$$

$$p = r/k$$

Diketahui; n (sampel) = 54 dan r (range) = 58 , maka:

$$k = 1 + 3.3 (\log n)$$

$$k = 1 + 3.3 (1.73)$$

$$k = 6,7 = 7$$

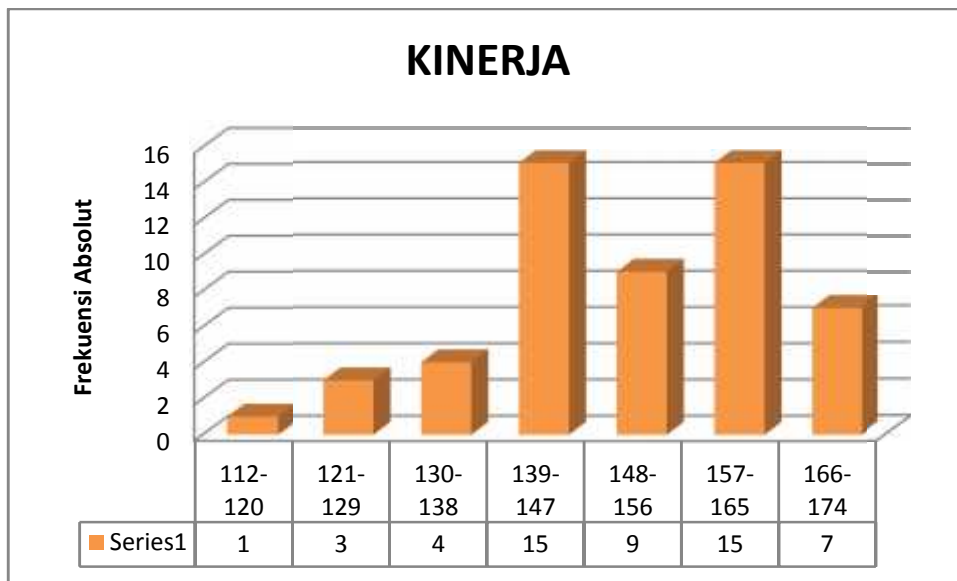
$$p = r/k$$

$$p = 58/7$$

$$p = 8,28 = 8$$



Kelas	K	Fabsolut	Fkumulatif	Frelatif
1	112-120	1	1	2%
2	121-129	3	4	6%
3	130-138	4	8	7%
4	139-147	15	23	28%
5	148-156	9	32	17%
6	157-165	15	47	28%
7	166-174	7	54	13%
Jumlah		54		100



### Lampiran : 7 Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

		DisiplinKerja
		a
N		54
Normal Parameters <sup>a</sup>	Mean	143.7593
	Std. Deviation	10.38129
Most Extreme Differences	Absolute	.152
	Positive	.071
	Negative	-.152
Kolmogorov-Smirnov Z		1.117
Asymp. Sig. (2-tailed)		.165
a. Test distribution is Normal.		

**One-Sample Kolmogorov-Smirnov Test**

		LingkunganKerja
N		54
Normal Parameters <sup>a</sup>	Mean	140.3549
	Std. Deviation	14.49809
Most Extreme Differences	Absolute	.095
	Positive	.095
	Negative	-.068
Kolmogorov-Smirnov Z		.700
Asymp. Sig. (2-tailed)		.711
a. Test distribution is Normal.		

**One-Sample Kolmogorov-Smirnov Test**

		Kinerja
N		54
Normal Parameters <sup>a</sup>	Mean	1.5083E2
	Std. Deviation	1.32106E1
Most Extreme Differences	Absolute	.114
	Positive	.078
	Negative	-.114
Kolmogorov-Smirnov Z		.835
Asymp. Sig. (2-tailed)		.488
a. Test distribution is Normal.		

**Lampiran : 8 Uji Linearitas Hubungan Variabel Kinerja Dan Disiplin Kerja**

ANOVA Table							
			Sum of Squares	Df	Mean Square	F	Sig.
Kinerja * Disiplin Kerja	Between Groups	(Combined)	8300.100	30	276.670	6.703	.000
		Linearity	6858.173	1	6858.173	166.145	.000
		Deviation from Linearity	1441.927	29	49.722	1.205	.327
	Within Groups		949.400	23	41.278		
	Total		9249.500	53			

**Lampiran : 9 Uji Linearitas Hubungan Variabel Kinerja Dan Lingkungan Kerja**

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Lingkungan Kerja	Between Groups	(Combined)	7542.083	34	220.944	2.416	.022
		Linearity	4743.204	1	4743.204	54.871	.000
		Deviation from Linearity	2768.879	33	83.905	.918	.597
	Within Groups		1737.417	19	91.443		
	Total		9249.500	53			

**Lampiran: 10 Uji Multikolinearitas****Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-6.072	12.535		-.484	.630					
DisiplinKerja	.909	.124	.715	7.305	.000	.861	.715	.499	.488	2.050
LingkunganKerja	.187	.089	.205	2.093	.041	.716	.281	.143	.488	2.050

a. Dependent Variable: Kinerja

**Lampiran : 11 Uji Heteroskedastisitas (Uji Gletjser)****Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.610	7.607		2.578	.013
DisiplinKerja	-.102	.076	-.261	-1.347	.184
LingkunganKerja	.000	.054	.000	-.003	.998

a. Dependent Variable: RES2

## Lampiran : 12 Uji Hipotesis

### a. Hipotesis Pertama

#### Uji ANOVA X1 terhadap Y

ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8805.189	1	8805.189	1.031E3	.000 <sup>a</sup>
	Residual	444.311	52	8.544		
	Total	9249.500	53			

a. Predictors: (Constant), DisiplinKerja

b. Dependent Variable: Kinerja

#### Hasil Analisis Regresi Linear Sederhana Variabel Disiplin Kerja (X1) dengan Variabel Kinerja (Y)

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	27.658	5.574		4.962	.000			
	DisiplinKerja	1.242	.039	.976	32.102	.000	.976	.976	.976

a. Dependent Variable: Kinerja

#### Tabel 19 Uji Korelasi X1 terhadap Y

Correlations

		Kinerja	DisiplinKerja
Pearson Correlation	Kinerja	1.000	.976
	DisiplinKerja	.976	1.000
Sig. (1-tailed)	Kinerja	.	.000
	DisiplinKerja	.000	.
N	Kinerja	54	54
	DisiplinKerja	54	54

**Koefisien Determinasi Variabel Disiplin Kerja (X1)  
dengan Variabel Kinerja (Y)  
Model Summary<sup>d</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.976 <sup>a</sup>	.952	.951	2.92309

a. Predictors: (Constant), DisiplinKerja

b. Dependent Variable: Kinerja

**b. Hipotesis Kedua**

**Uji ANOVA X2 terhadap Y**

**ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8727.122	1	8727.122	868.739	.000 <sup>a</sup>
	Residual	522.378	52	10.046		
	Total	9249.500	53			

a. Predictors: (Constant), LingkunganKerja

b. Dependent Variable: Kinerja

**Hasil Analisis Regresi Linear Sederhana Variabel Lingkungan Kerja (X2)  
dengan Variabel Kinerja (Y)**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.609	4.237		6.281	.000
	LingkunganKerja	.885	.030	.971	29.474	.000

a. Dependent Variable: Kinerja

### Uji Korelasi X2 terhadap Y

Correlations

		Kinerja	LingkunganKerja
Pearson Correlation	Kinerja	1.000	.971
	LingkunganKerja	.971	1.000
Sig. (1-tailed)	Kinerja	.	.000
	LingkunganKerja	.000	.
N	Kinerja	54	54
	LingkunganKerja	54	54

### Koefisien Determinasi Variabel Lingkungan Kerja (X1) dengan Variabel Kinerja (Y)

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.971 <sup>a</sup>	.944	.942	3.16950

a. Predictors: (Constant), LingkunganKerja

b. Dependent Variable: Kinerja

### c. Hipotesis Ketiga

### Uji ANOVA X1, X2 terhadap Y

ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8922.047	2	4461.024	694.794	.000 <sup>a</sup>
	Residual	327.453	51	6.421		
	Total	9249.500	53			

a. Predictors: (Constant), LingkunganKerja, DisiplinKerja

b. Dependent Variable: Kinerja

### Hasil Analisis Regresi Linear Sederhana Variabel Disiplin Kerja (X1) dan Variabel Lingkungan Kerja (X2) dengan Variabel Kinerja (Y)

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.581	6.911		.952	.345
DisiplinKerja	.710	.129	.558	5.510	.000
LingkunganKerja	.394	.092	.432	4.266	.000

a. Dependent Variable: Kinerja

### Uji Korelasi X1, X2 terhadap Y

Correlations

		Kinerja	DisiplinKerja	LingkunganKerja
Pearson Correlation	Kinerja	1.000	.976	.971
	DisiplinKerja	.976	1.000	.966
	LingkunganKerja	.971	.966	1.000
Sig. (1-tailed)	Kinerja	.	.000	.000
	DisiplinKerja	.000	.	.000
	LingkunganKerja	.000	.000	.
N	Kinerja	54	54	54
	DisiplinKerja	54	54	54
	LingkunganKerja	54	54	54

### Koefisien Determinasi Variabel Lingkungan Kerja (X1) dengan Variabel Kinerja (Y)

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.982 <sup>a</sup>	.965	.963	2.53390

a. Predictors: (Constant), LingkunganKerja, DisiplinKerja

b. Dependent Variable: Kinerja