Hal : Pengisian Kuesioner Penelitian

Kepada Yth.
Bapak/ibu/sdr/sdri
PT. Panarub Industry
Di Tangerang
Dengan hormat

Berkenaan dengan penelitian yang sedang saya lakukan tentang Lingkungan Kerja, Motivasi Kerja, Terhadap Disiplin Kerja dan Implikasi Terhadap Kinerja Karyawan Pada PT. PANARUB INDUSTRY di Tangerang. Bersama ini perkenankan penelitian menyampaikan permohonan bantuan dan kesedian Bapak/Ibu/Sdr/Sdri, untuk mengisi kuesioner sesuai petunjuk yang ada.

Kuesioner ini dimaksudkan hanya untuk kepentingan penelitian semata, dalam kaitan penulisan Tesis Program Magister Manajemen (S-2). Dengan demikian jawaban yang sebenarnya berdasarkan fakta dan pengalaman Bapak/Ibu/Sdr/Sdri, akan sangat dijamin kerahasiannya.

Atas segala perhatian dan kerjasamanya, untuk meluangkan waktu dan membantu dalam kelancaran penelitian ini saya ucapkan terima kasih.

Hormat Saya
Penulis

Herlley Brigays
NIM : 2013 – 01 – 043

Bapak/Ibu/Sdr/Sdri. Dimohon untuk memberikan pilihan jawaban setiap pertanyaan sesuai dengan fakta yang sebenarnya atau yang dialami dengan cara memberikan tanda (X) atau (√), pada kotak yang tersedia.

1. Jenis Kelamin	:	( ) Laki-laki	( )Perempuan
2. Usia	:	( ) < 25 thn	( ) 36-45 thn
		( ) 25-35 thn	( ) > 45 thn
3. Pendidikan terakhir	:	( ) SMA	( ) S1
		( ) D3	( ) S2
4. Gaji	:	( ) < 3 jt	( ) 5 jt – 7 jt
		( ) 3 jt – 5 jt	( ) 7 jt – 10 jt
		( ) > 10 jt	

PETUNJUK PENGISIAN

1) Bapak/ibu/Sdr/Sdri, memilih salah satu jawaban terhadap pernyataan di bawah dengan memberikan tanda (X) atau (√), pada kolom yang tersedia di sebalah kanan dari setiap pernyataan.
2) Pilih jawaban tersebut yang menurut pendapat Bapak / ibu/ Sdr/ Sdri, dinilai dan dirasakan paling tepat/cocok berdasarkan fakta dan pengalaman yang sebenarnya. Berikut tanda checklis (√) untuk pernyataan yang sesuai dengan pendapat anda.

   STS = Sangat Tidak Setuju

   TS = Tidak Setuju

   ASTS = Antara Setuju dan Tidak Setuju

   S = Setuju

   SS = Sangat Setuju

Apakah Pengaruh Lingkungan kerja, Motivasi Kerja, Terhadap Disiplin Kerja dan Implikasi Terhadap Kinerja Karyawan PT. Panarub Industry di Tangerang.

LINGKUNGAN KERJA

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
LK1	Penerangan di tempat kerja mendukung saya dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK2	Kelembaban dan suhu udara di tempat kerja mendukung saya dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK3	Suara bising di tempat kerja dalam batas normal tidak mengganggu saya dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK4	Aroma wangi ditempat kerja mendukung Saya dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
LK5	Tata warna di tempat kerja membuat saya nyaman dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK6	Kebersihan lingkungan kerja mendukung saya dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK7	Keamanan di tempat saya memberikan rasa aman dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK8	Saya memiliki hubungan baik dengan atasan dalam menyelesaikan pekerjaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK9	Saya memiliki hubungan baik dengan sesama rekan kerja dalam menyelesaikan pekerjaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
LK10	Saya selalu berkomunikasi dengan baik dalam menyelesaikan pekerjaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
LK11	Saya merasakan suasana kekeluargaan ditempat kerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

MOTIVASI KERJA

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
MK1	Pimpinan selalu memberikan penghargaan kepada karyawan yang berprestasi	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK2	Saya merasakan pekerjaan ini memberikan tantangan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK3	Saya merasa memiliki	❑	❑	❑	❑	❑

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
	tanggung jawab besar terhadap pekerjaan	STS	TS	ASTS	S	SS
MK4	Saya selalu menginginkan kemajuan dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK5	Supervisi telah memberikan pengawasan yang terbaik pada saat saya bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK6	Gaji yang diberikan perusahaan sesuai dengan prestasi dan posisi saya saat ini	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK7	Saya selalu menjaga hubungan baik dengan rekan kerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
MK8	Saya merasakan kondisi pekerjaan saat ini baik untuk masa depan saya	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
MK9	Perusahaan telah memberikan kebijaksanaan yang terbaik bagi seluruh karyawan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

DISIPLIN KERJA

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
DK1	Saya selalu menyelesaian pekerjaan saya sesuaikan dengan rencana dan sesuai dengan jadwal pekerjaan yang akan diberikan kepada atasan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
DK2	Saya harus menyelesaikan pekerjaan sesuai dengan tujuan pekerjaan saya	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
DK3	Saya harus bisa	❑	❑	❑	❑	❑

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
	mengembangkan kemampuan dalam bekerja	STS	TS	ASTS	S	SS
DK4	Karyawan mampu menyelesaikan Prosedur kerja yang ditetapkan oleh pimpinan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
DK5	Perusahaan memberikan reward pada karyawan sesuai dengan disiplin karyawan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
DK6	Perusahaan telah memberikan keadilan yang baik kepada karyawan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
DK7	Setiap karyawan harus bersedia dikenakan sanksi hukum sesuai dengan peraturan jika melanggar peraturan tersebut	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
DK8	Perusahaan telah memberikan ketegasan disiplin sesuai dengan kebijakan perusahan dan hukum yang berlaku	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

KINERJA KARYAWAN

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
KK1	Hasil pekerjaan saya selalu sesuai dengan standar pekerjaan yang telah ditetapkan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK2	Saya harus bekerja keras untuk memberikan hasil yang terbaik untuk perusahaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK3	Hasil pekerjaan saya selalu sesuai dengan target pekerjaan yang telah ditetapkan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

No	Pernyataan	Pilihan Jawaban				
		1	2	3	4	5
KK4	Saya selalu dapat menyelesaikan pekerjaan secara ontime	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK5	Saya selalu hadir dalam bekerja	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK6	Saya selalu hadir dalam menyelesaikan segala tugas pekerjaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK7	Saya selalu memberikan penjelasan dengan baik jika rekan kerja dan atasan saya bertanya	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK8	Perusahaan telah memberikan tanggung jawab penuh terhadap pekerjaan saya saat ini	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS
KK9	Saya selalu mencari cara atau ide dalam menyelesaikan pekerjaan	❑ STS	❑ TS	❑ ASTS	❑ S	❑ SS

Lampiran Tabulasi Lingkungan Kerja

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
1	4	4	4	3	3	3	3	3	4	4	4	39
2	3	4	5	5	4	3	4	3	4	4	3	42
3	4	3	3	4	4	5	5	3	4	4	5	44
4	1	2	3	1	2	3	4	1	3	3	3	26
5	3	3	3	2	2	3	3	5	5	5	2	36
6	2	2	3	3	3	4	4	4	4	4	4	37
7	4	4	4	4	4	4	4	4	4	4	4	44
8	4	4	4	4	3	3	4	4	4	4	3	41
9	3	3	3	3	3	2	2	3	3	3	2	30
10	4	4	4	4	4	4	4	4	4	4	4	44
11	3	3	3	4	4	4	4	3	4	4	3	39
12	5	5	5	4	4	4	4	5	4	4	4	48
13	4	5	4	3	4	3	3	3	4	5	4	42
14	4	3	5	3	4	5	5	4	4	4	4	45
15	5	5	5	4	4	3	4	4	5	5	5	49
16	4	4	4	5	5	5	5	4	4	5	4	49
17	4	5	5	4	5	4	4	4	4	5	5	49
18	5	5	5	5	5	5	5	4	5	5	5	54
19	4	4	4	4	4	4	4	4	4	4	4	44
20	3	4	3	4	3	2	3	2	2	4	4	34
21	3	5	4	4	3	4	4	3	5	4	3	42
22	4	4	3	4	4	4	4	4	4	5	4	44
23	4	4	4	3	3	3	3	4	5	4	4	41
24	4	4	4	4	4	4	4	4	4	4	4	44
25	4	4	4	4	4	4	4	4	4	3	3	42
26	4	4	4	4	5	4	4	4	4	4	3	44
27	5	5	5	4	5	4	5	5	5	5	5	53
28	4	4	5	4	4	5	4	5	5	4	4	48
29	4	4	4	4	4	4	4	4	4	4	4	44
30	4	4	4	4	3	4	4	4	4	4	4	43
31	1	1	1	1	1	1	2	3	1	1	3	16
32	5	5	4	5	5	5	5	4	5	5	4	52
33	4	4	4	3	4	3	4	3	4	4	4	41
34	4	4	4	4	4	4	4	5	5	5	5	48
35	4	4	4	4	4	4	4	4	4	4	4	44
36	4	4	4	4	4	4	4	4	4	4	4	44
37	3	4	4	3	4	4	4	4	4	3	3	40

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
38	4	4	4	3	4	3	4	4	4	4	4	42
39	3	4	3	4	4	4	4	3	4	3	4	40
40	3	3	3	4	4	3	4	3	3	4	3	37
41	4	4	4	4	4	4	4	4	5	5	4	46
42	4	4	4	4	4	4	4	4	4	4	4	44
43	4	4	4	4	4	4	4	4	4	4	4	44
44	4	4	4	3	4	4	4	3	4	3	4	41
45	3	3	3	3	3	3	4	3	3	3	4	35
46	3	3	3	3	3	3	3	3	4	3	4	35
47	3	3	3	3	3	3	3	4	3	4	3	35
48	3	3	4	3	4	4	4	4	3	4	4	40
49	3	3	3	4	3	3	3	3	4	2	4	35
50	4	4	3	3	3	4	4	3	4	4	3	39
51	3	3	4	3	4	4	4	3	3	3	4	38
52	5	5	5	4	4	5	5	4	5	4	4	50
53	4	3	5	5	4	3	4	5	4	3	4	44
54	3	4	3	4	4	3	4	3	4	3	4	39
55	4	4	4	3	3	3	4	3	3	3	3	37
56	5	4	3	4	3	3	4	5	5	4	5	45
57	3	5	4	3	5	4	3	3	3	4	3	40
58	4	5	4	4	5	4	4	4	3	4	4	45
59	3	4	4	3	3	3	3	3	4	5	4	39
60	4	4	4	4	4	4	4	4	4	4	4	44
61	4	4	4	3	4	4	3	4	4	3	4	41
62	4	5	5	5	4	5	5	4	4	5	4	50
63	5	4	3	3	3	3	4	4	5	3	3	40
64	4	4	4	4	4	3	4	4	4	4	3	42
65	5	4	4	4	4	4	4	4	4	4	4	45
66	4	4	4	4	4	4	4	4	4	4	4	44
67	3	3	2	3	3	3	2	4	4	4	3	34
68	3	4	4	5	4	4	5	4	4	5	5	47
69	4	3	4	3	3	3	3	3	3	4	3	36
70	5	5	4	4	4	4	5	4	3	4	3	45
71	5	4	4	4	4	4	4	4	4	4	4	45
72	5	4	4	4	3	3	3	4	4	4	5	43
73	3	3	3	3	3	4	4	3	3	4	4	37
74	4	4	4	5	4	4	5	4	4	4	4	46
75	4	4	5	5	5	4	5	4	5	5	5	51
76	3	4	4	3	4	4	4	3	4	4	2	39

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
77	4	4	4	4	4	4	4	4	4	3	3	42
78	5	5	5	5	5	5	5	5	5	5	5	55
79	4	4	4	3	4	3	4	3	3	3	3	38
80	3	3	4	3	3	4	4	4	4	4	4	40
81	4	4	4	4	4	4	4	4	4	4	4	44
82	4	4	4	4	4	4	4	4	4	4	4	44
83	4	3	4	3	4	3	4	4	4	3	4	40
84	3	3	3	3	3	3	3	3	3	3	3	33
85	3	4	3	4	3	4	3	4	3	4	3	38
86	3	4	3	4	3	4	3	4	3	4	3	38
87	4	3	4	4	3	4	3	4	3	4	3	39
88	4	4	4	4	4	4	4	4	4	4	4	44
89	3	3	3	3	3	3	3	3	3	3	3	33
90	4	4	4	4	4	3	3	4	4	4	4	42
91	3	4	3	4	4	4	3	4	3	4	3	39
92	3	4	3	4	4	3	4	3	4	4	4	40
93	4	4	4	4	4	4	4	4	4	4	4	44
94	4	4	4	4	4	4	4	4	4	4	4	44
95	3	4	3	4	3	4	3	4	3	4	3	38
96	4	4	4	4	4	4	4	4	4	4	4	44
97	3	4	4	5	4	5	4	4	4	4	3	44
98	4	4	4	4	3	4	4	3	3	3	3	39
99	3	4	4	4	4	4	4	4	4	3	4	42
100	3	4	4	3	3	3	3	3	4	4	3	37
101	4	4	4	4	4	4	4	4	4	4	4	44
102	3	4	4	4	4	4	4	4	4	4	4	43
103	3	4	4	4	4	4	4	4	4	4	4	43
104	3	3	3	3	3	4	4	4	4	3	4	38
105	3	4	4	4	4	4	4	3	4	4	4	42
106	4	4	3	4	4	5	4	5	5	5	3	46
107	4	4	4	4	4	4	4	4	4	4	4	44
108	3	4	3	4	4	4	4	3	3	4	3	39
109	4	4	4	4	4	4	4	4	4	4	4	44
110	5	4	4	4	4	4	5	5	4	4	5	48
111	3	4	3	4	4	4	4	4	4	4	3	41
112	4	4	4	4	4	4	5	4	3	3	4	43
113	4	4	4	3	4	2	4	4	4	3	3	39
114	5	5	5	5	5	5	5	5	5	5	5	55
115	4	4	4	4	4	4	4	4	5	5	5	47

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
116	4	4	4	4	4	4	4	4	4	4	3	43
117	2	2	3	3	2	3	3	1	2	2	2	25
118	3	3	4	4	4	3	3	3	3	3	3	36
119	4	4	4	4	3	3	4	4	4	4	3	41
120	4	4	4	4	4	4	4	4	4	4	4	44
121	4	4	4	4	4	5	4	5	5	5	4	48
122	4	4	4	4	3	4	3	4	3	4	4	41
123	4	4	4	4	4	4	4	4	4	4	4	44
124	4	4	4	4	4	4	4	4	4	4	4	44
125	3	3	3	4	4	4	4	4	4	4	4	41
126	3	4	4	3	3	3	4	4	4	4	4	40
127	4	4	3	3	3	4	4	4	4	3	4	40
128	3	4	4	3	3	3	4	3	4	3	3	37
129	4	4	4	4	4	4	4	4	4	4	4	44
130	4	4	4	4	4	4	4	4	3	3	4	42
131	4	4	4	4	4	3	4	4	3	4	4	42
132	4	4	4	4	4	4	4	4	4	4	4	44
133	4	4	4	4	4	4	4	4	4	4	4	44
134	3	4	4	3	4	3	4	3	4	3	3	38
135	4	4	4	4	4	4	4	4	4	4	4	44
136	3	3	4	4	4	4	4	4	4	4	4	42
137	4	4	4	4	4	4	4	4	4	4	4	44
138	3	3	4	3	3	4	4	3	3	4	4	38
139	4	4	4	4	4	4	4	4	4	4	4	44
140	4	4	4	4	4	4	4	4	4	4	4	44
141	4	4	4	4	4	4	4	4	4	4	4	44
142	4	3	4	3	4	3	4	3	4	3	4	39
143	3	3	3	4	4	4	4	4	4	4	4	41
144	3	4	3	3	4	3	4	3	4	3	4	38
145	3	4	4	3	4	4	4	3	4	4	4	41
146	4	5	4	4	5	5	5	5	5	5	4	51
147	4	4	4	4	4	4	4	4	4	4	4	44
148	3	3	3	3	3	3	3	4	3	4	3	35
149	3	3	3	4	4	4	3	3	3	3	4	37
150	3	3	3	4	4	3	3	3	3	4	4	37
151	3	3	3	4	4	4	4	3	4	4	3	39
152	3	3	3	3	3	3	3	4	4	4	4	37
153	4	4	4	4	4	4	4	4	4	3	4	43
154	4	4	4	4	4	4	4	4	4	4	4	44

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
155	4	4	4	4	4	4	4	4	4	4	4	44
156	4	4	3	4	4	4	4	4	4	4	3	42
157	3	3	4	3	3	3	3	4	4	4	4	38
158	3	3	3	4	4	2	3	3	4	2	4	35
159	3	3	3	2	2	3	3	1	2	3	3	28
160	4	4	4	4	4	4	4	4	4	4	4	44
161	4	4	4	3	3	4	3	4	4	3	3	39
162	5	4	5	5	4	5	4	4	4	4	4	48
163	4	4	4	4	4	4	4	4	4	4	4	44
164	3	4	5	5	5	5	5	4	5	5	5	51
165	4	4	4	4	4	4	4	4	4	4	4	44
166	5	5	4	5	4	4	4	4	5	5	5	50
167	5	5	5	5	4	3	4	5	5	5	3	49
168	3	4	5	5	4	5	5	5	5	5	4	50
169	4	3	3	3	3	3	4	3	4	4	3	37
170	4	5	5	4	5	4	5	4	5	4	4	49
171	3	4	4	4	4	5	5	5	5	5	5	49
172	4	4	4	5	5	5	5	5	5	5	5	52
173	3	4	5	4	5	5	5	4	4	5	4	48
174	4	5	4	4	5	4	5	3	4	3	5	46
175	4	5	4	5	4	4	5	4	5	5	4	49
176	4	4	4	4	4	4	4	4	4	4	4	44
177	4	4	4	4	4	4	4	4	4	4	4	44
178	4	4	4	4	4	4	4	4	4	4	4	44
179	5	5	5	5	5	5	5	5	5	5	5	55
180	4	4	4	4	4	4	4	4	4	4	4	44
181	4	4	4	4	4	4	4	4	4	4	4	44
182	4	4	4	3	4	3	4	3	4	3	3	39
183	4	5	4	5	4	5	4	5	4	5	4	49
184	5	4	4	4	4	4	4	4	4	4	4	45
185	5	4	4	4	4	4	4	4	4	4	4	45
186	5	4	4	5	5	5	5	4	5	4	5	51
187	4	5	4	4	3	4	5	4	5	3	4	45
188	4	5	4	4	5	4	5	4	5	4	5	49
189	4	4	4	5	4	4	5	4	5	5	4	48
190	5	5	5	5	5	5	5	5	5	5	5	55
191	5	5	5	5	5	5	5	5	5	5	5	55
192	4	3	4	4	4	4	4	4	4	4	4	43
193	4	4	4	3	4	3	4	3	4	3	3	39

Responden	Lingkungan Kerja (X1)											Jumlah
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	
194	4	4	4	5	3	4	4	5	4	4	4	45
195	4	4	3	4	4	3	3	4	4	3	4	40
196	5	4	5	5	5	5	4	4	4	5	4	50
197	5	4	5	5	5	5	4	4	4	5	4	50
198	5	5	4	4	5	4	5	5	5	5	5	52
199	4	5	4	5	4	5	4	5	4	5	4	49
200	5	4	5	5	4	5	4	5	4	4	4	49

Lampiran
Hasil Uji Validitas (n=200)

Factor Analysis LINGKUNGAN KERJA

[DataSet0]

KMO and Bartlett's Test		
	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.912
Bartlett's Test of Sphericity	Approx. Chi-Square	1199.358
	Df	55
	Sig.	.000

Anti-image Matrices							
		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6
Anti-image Covariance	X1_1	.446	-.153	-.109	-.042	-.002	.032
	X1_2	-.153	.419	-.070	-.043	-.083	.025
	X1_3	-.109	-.070	.480	-.010	-.069	-.030
	X1_4	-.042	-.043	-.010	.426	-.105	-.086
	X1_5	-.002	-.083	-.069	-.105	.399	-.055
	X1_6	.032	.025	-.030	-.086	-.055	.424
	X1_7	.008	-.022	-.063	-.013	-.080	-.151
	X1_8	-.123	.032	.002	-.081	.032	-.092
	X1_9	-.020	-.069	-.011	.043	-.002	.043
	X1_10	.058	-.080	-.037	-.065	.006	-.109
	X1_11	-.070	.069	.001	-.034	-.084	.026
Anti-image Correlation	X1_1	.892[a]	-.354	-.234	-.097	-.005	.074
	X1_2	-.354	.905[a]	-.156	-.102	-.203	.058
	X1_3	-.234	-.156	.952[a]	-.022	-.158	-.066
	X1_4	-.097	-.102	-.022	.938[a]	-.255	-.202

Anti-image Matrices							
	X1_5	-.005	-.203	-.158	-.255	.930[a]	-.134
	X1_6	.074	.058	-.066	-.202	-.134	.894[a]
	X1_7	.019	-.054	-.143	-.030	-.197	-.364
	X1_8	-.271	.073	.004	-.184	.074	-.207
	X1_9	-.044	-.160	-.023	.098	-.004	.100
	X1_10	.123	-.176	-.076	-.141	.013	-.236
	X1_11	-.134	.137	.003	-.066	-.172	.051
a. Measures of Sampling Adequacy(MSA)							

Anti-image Matrices						
		X1_7	X1_8	X1_9	X1_10	X1_11
Anti-image Covariance	X1_1	.008	-.123	-.020	.058	-.070
	X1_2	-.022	.032	-.069	-.080	.069
	X1_3	-.063	.002	-.011	-.037	.001
	X1_4	-.013	-.081	.043	-.065	-.034
	X1_5	-.080	.032	-.002	.006	-.084
	X1_6	-.151	-.092	.043	-.109	.026
	X1_7	.408	.064	-.119	.051	-.095
	X1_8	.064	.463	-.147	-.073	-.035
	X1_9	-.119	-.147	.447	-.104	-.068
	X1_10	.051	-.073	-.104	.500	-.054
	X1_11	-.095	-.035	-.068	-.054	.605
Anti-image Correlation	X1_1	.019	-.271	-.044	.123	-.134
	X1_2	-.054	.073	-.160	-.176	.137
	X1_3	-.143	.004	-.023	-.076	.003
	X1_4	-.030	-.184	.098	-.141	-.066
	X1_5	-.197	.074	-.004	.013	-.172
	X1_6	-.364	-.207	.100	-.236	.051
	X1_7	.888[a]	.147	-.280	.113	-.191
	X1_8	.147	.884[a]	-.323	-.153	-.066
	X1_9	-.280	-.323	.899[a]	-.219	-.131
	X1_10	.113	-.153	-.219	.916[a]	-.099
	X1_11	-.191	-.066	-.131	-.099	.934[a]
a. Measures of Sampling Adequacy(MSA)						

Communalities		
	Initial	Extraction
X1_1	1.000	.529
X1_2	1.000	.579
X1_3	1.000	.571
X1_4	1.000	.617
X1_5	1.000	.626
X1_6	1.000	.558
X1_7	1.000	.572
X1_8	1.000	.510
X1_9	1.000	.559
X1_10	1.000	.518
X1_11	1.000	.430
Extraction Method: Principal Component Analysis.		

Total Variance Explained			
Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	6.070	55.186	
2	.829	7.540	62.726
3	.794	7.220	69.946
4	.686	6.240	76.186
5	.555	5.041	81.227
6	.486	4.421	85.648
7	.423	3.846	89.494
8	.348	3.167	92.661
9	.302	2.744	95.405
10	.264	2.399	97.804
11	.242	2.196	100.000
Extraction Method: Principal Component Analysis.			

Total Variance Explained				
	Initial Eigenvalues	Extraction Sums of Squared Loadings		
Component	Cumulative %	Total	% of Variance	Cumulative %
1	55.186	6.070	55.186	55.186
Extraction Method: Principal Component Analysis.				

Component Matrix[a]	
	Component
	1
X1_1	.728
X1_2	.761
X1_3	.756
X1_4	.785
X1_5	.791
X1_6	.747
X1_7	.757
X1_8	.714
X1_9	.747
X1_10	.720
X1_11	.656

Lampiran Tabulasi Motivasi Kerja

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
1	4	5	4	4	4	3	4	4	3	35
2	3	4	4	3	4	3	4	3	4	32
3	3	4	4	4	4	5	4	5	4	37
4	3	3	3	3	2	3	3	4	5	29
5	4	4	3	3	3	3	3	4	3	30
6	3	4	4	3	4	4	3	3	3	31
7	4	4	4	4	4	4	4	4	4	36
8	3	3	3	4	4	4	4	4	4	33
9	4	4	4	4	4	4	4	4	4	36
10	4	4	4	4	4	4	4	4	4	36
11	4	3	3	3	3	3	3	3	4	29
12	5	5	4	4	4	4	4	5	5	40
13	3	3	4	4	3	5	4	3	3	32
14	5	5	4	5	5	5	4	5	5	43
15	4	5	4	5	5	5	4	4	4	40
16	4	4	4	5	4	4	4	4	4	37
17	4	5	5	4	4	4	4	4	5	39
18	4	5	4	5	4	4	4	5	4	39
19	3	3	3	4	3	3	3	3	4	29
20	3	4	1	2	3	4	4	4	4	29
21	4	4	3	4	3	4	3	3	3	31
22	4	4	4	4	5	4	4	5	4	38
23	3	3	3	4	3	4	3	3	3	29
24	4	4	4	4	4	4	4	4	4	36
25	4	4	4	4	4	4	4	4	4	36
26	5	5	4	4	4	5	4	5	4	40
27	5	5	5	5	5	4	5	5	4	43
28	4	4	4	4	4	4	4	5	4	37
29	4	4	4	4	4	4	4	4	4	36
30	4	4	4	4	4	4	4	4	4	36
31	1	1	1	1	1	1	3	1	1	11
32	4	3	4	4	4	5	4	4	4	36
33	5	4	3	4	4	5	4	4	5	38
34	4	4	4	4	4	4	4	4	4	36
35	4	4	4	4	4	4	4	4	4	36
36	4	4	4	4	4	4	4	4	4	36

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
37	4	3	4	4	4	4	4	3	3	33
38	4	4	4	4	4	4	3	3	3	33
39	3	3	3	3	4	4	3	3	3	29
40	3	3	4	4	3	4	3	3	3	30
41	4	3	4	4	4	4	4	4	4	35
42	4	4	4	4	4	4	4	4	4	36
43	4	4	4	4	4	4	4	4	4	36
44	4	4	3	4	3	4	3	3	3	31
45	3	4	4	4	3	3	3	4	3	31
46	3	4	4	4	4	4	3	3	3	32
47	3	3	3	3	3	4	3	3	3	28
48	3	3	4	4	3	4	3	3	4	31
49	4	3	4	4	4	3	4	4	3	33
50	3	3	3	3	4	4	4	3	3	30
51	4	3	3	4	3	4	2	3	3	29
52	5	4	4	4	4	4	4	5	5	39
53	4	4	4	4	4	4	4	4	4	36
54	3	4	3	3	3	4	3	3	4	30
55	4	4	3	3	4	3	3	4	3	31
56	5	5	4	5	5	5	5	4	5	43
57	3	5	3	5	4	4	3	5	4	36
58	4	3	4	3	4	4	3	3	3	31
59	4	4	3	3	4	3	3	3	4	31
60	4	4	4	4	4	4	4	4	4	36
61	4	3	4	4	4	4	4	3	4	34
62	5	4	4	4	4	5	5	5	4	40
63	4	3	4	4	4	4	3	3	3	32
64	4	4	4	4	4	4	4	4	4	36
65	4	4	4	4	4	4	4	4	4	36
66	3	3	3	3	3	3	4	4	4	30
67	2	3	3	3	3	3	3	3	3	26
68	4	4	5	5	5	5	4	4	4	40
69	3	3	3	2	3	2	3	3	2	24
70	3	3	3	4	3	3	3	2	3	27
71	4	4	4	4	4	4	4	4	4	36
72	4	4	3	3	4	4	3	3	5	33
73	4	4	4	4	4	4	3	3	4	34
74	5	5	4	5	5	4	5	4	4	41
75	4	4	5	4	4	4	5	5	5	40

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
76	4	4	4	3	3	4	3	3	3	31
77	4	4	4	4	4	4	4	4	4	36
78	5	5	5	5	5	5	5	5	5	45
79	4	4	3	4	4	3	4	4	4	34
80	4	4	4	4	4	4	4	4	4	36
81	4	4	4	4	4	4	4	4	4	36
82	4	4	4	4	4	4	4	4	4	36
83	4	3	4	4	4	4	3	4	4	34
84	4	4	3	4	4	4	3	4	4	34
85	4	3	4	4	4	4	3	4	4	34
86	4	4	4	4	3	4	3	4	3	33
87	4	3	4	3	4	3	4	3	4	32
88	4	4	4	4	4	4	4	4	4	36
89	3	3	3	3	3	3	3	3	3	27
90	4	4	4	4	4	4	4	4	4	36
91	3	4	3	4	4	4	4	4	4	34
92	4	3	4	4	4	3	4	5	4	35
93	4	4	4	4	4	4	4	4	4	36
94	4	4	4	4	4	4	4	4	4	36
95	4	3	4	4	4	3	4	3	4	33
96	4	4	4	4	4	4	4	4	4	36
97	4	3	3	3	3	3	4	4	3	30
98	3	3	3	3	3	3	3	3	3	27
99	4	4	3	4	3	4	4	4	4	34
100	3	4	4	4	3	3	4	4	4	33
101	4	4	4	4	4	4	4	4	4	36
102	3	4	3	4	4	3	3	3	3	30
103	4	4	4	4	4	4	3	3	3	33
104	4	4	3	4	3	4	3	3	3	31
105	4	4	3	4	4	4	3	4	4	34
106	5	4	4	4	4	4	4	4	4	37
107	4	4	4	4	4	4	4	4	4	36
108	4	4	3	3	3	3	4	4	4	32
109	4	4	4	4	4	4	4	4	4	36
110	4	4	5	5	5	4	5	4	5	41
111	4	3	4	4	4	4	4	3	4	34
112	4	4	4	4	4	4	4	4	4	36
113	4	4	4	4	4	4	4	4	4	36
114	5	5	5	5	5	5	5	5	5	45

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
115	4	4	4	4	4	5	5	5	4	39
116	4	3	4	4	4	4	4	4	4	35
117	3	3	3	3	4	3	2	2	3	26
118	4	4	4	4	4	3	3	3	3	32
119	4	4	4	4	4	4	4	4	4	36
120	4	4	4	4	4	4	4	4	4	36
121	4	4	5	4	4	5	4	4	4	38
122	4	4	3	4	4	4	3	4	4	34
123	4	4	4	4	4	4	4	4	4	36
124	4	4	4	4	4	4	4	4	4	36
125	4	4	4	4	4	4	4	4	4	36
126	3	3	3	4	4	4	3	4	4	32
127	4	3	4	3	3	4	4	4	3	32
128	3	3	3	4	4	4	3	4	4	32
129	3	4	4	3	4	4	4	4	4	34
130	4	4	4	4	4	4	4	4	3	35
131	4	4	3	3	4	4	3	4	4	33
132	4	3	3	3	4	4	3	3	3	30
133	4	4	4	4	4	4	4	4	4	36
134	4	3	4	3	4	3	3	4	3	31
135	4	4	4	4	4	4	4	4	4	36
136	3	3	4	4	3	3	3	3	3	29
137	4	4	4	4	4	4	4	4	4	36
138	3	4	3	4	3	4	3	4	3	31
139	4	4	4	4	4	4	4	4	4	36
140	4	4	4	4	4	4	4	4	4	36
141	4	4	4	4	4	4	4	4	4	36
142	4	3	4	3	4	3	4	4	4	33
143	4	4	4	4	4	4	4	4	4	36
144	3	4	4	3	4	4	4	3	3	32
145	4	4	3	4	4	4	4	4	4	35
146	5	5	5	5	5	5	5	5	4	44
147	4	4	4	4	3	4	3	4	4	34
148	3	3	3	3	3	4	4	3	3	29
149	3	3	3	3	3	3	3	3	3	27
150	3	3	3	3	4	4	3	3	3	29
151	3	3	4	4	4	4	3	3	4	32
152	4	4	3	3	4	4	4	4	4	34
153	4	4	4	4	4	4	4	4	4	36

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
154	4	4	4	4	4	4	4	4	4	36
155	4	4	4	4	4	4	4	4	4	36
156	4	3	3	3	3	4	4	4	4	32
157	3	3	3	4	4	4	4	4	4	33
158	3	3	4	3	3	4	3	3	3	29
159	4	3	3	3	3	3	3	3	3	28
160	4	4	4	4	4	4	4	4	4	36
161	4	4	4	3	3	4	3	4	3	32
162	5	5	4	5	4	5	4	5	5	42
163	4	4	4	4	4	4	4	4	4	36
164	5	5	5	5	5	5	5	5	5	45
165	4	4	4	4	4	4	4	4	4	36
166	4	4	4	4	4	5	5	4	4	38
167	5	5	5	5	4	5	5	4	4	42
168	5	4	5	5	5	5	5	4	4	42
169	4	4	4	4	4	4	4	4	3	35
170	4	4	4	5	5	5	4	5	5	41
171	5	5	4	4	4	4	5	5	5	41
172	5	5	3	3	3	3	3	3	3	31
173	4	5	4	5	3	5	4	3	5	38
174	3	5	5	4	5	3	4	5	4	38
175	4	4	4	4	4	5	5	4	4	38
176	4	4	4	4	4	4	4	4	4	36
177	4	4	4	4	4	4	4	4	4	36
178	4	4	4	4	4	4	4	4	4	36
179	5	5	5	5	5	5	5	5	5	45
180	4	4	4	4	4	4	4	4	4	36
181	4	4	4	4	4	4	4	4	4	36
182	4	4	4	4	4	4	4	4	4	36
183	4	4	4	4	4	4	4	4	4	36
184	5	5	4	5	5	4	5	5	5	43
185	5	5	4	5	5	4	5	5	5	43
186	5	4	4	5	4	4	5	5	5	41
187	3	4	4	5	5	4	4	5	5	39
188	4	4	5	4	4	5	5	5	5	41
189	4	4	4	5	4	5	4	5	4	39
190	5	5	5	5	5	5	5	5	5	45
191	5	5	5	5	5	5	5	5	5	45
192	3	4	4	3	4	4	4	4	4	34

Responden	Motivasi Kerja (X2)									Jumlah
	X2	X2	X3	X4	X5	X6	X7	X8	X9	
193	3	4	3	4	3	3	4	4	4	32
194	4	4	4	3	4	3	4	4	4	34
195	4	4	3	4	4	4	4	4	4	35
196	5	4	5	4	5	5	5	5	5	43
197	5	4	5	5	5	5	5	5	5	44
198	5	5	5	5	5	5	4	4	5	43
199	5	4	5	5	5	4	5	4	5	42
200	4	5	5	5	5	5	5	5	5	44

Factor Analysis Motivasi Kerja

KMO and Bartlett's Test		
	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.933
Bartlett's Test of Sphericity	Approx. Chi-Square	1102.664
	df	36
	Sig.	.000

Anti-image Matrices							
		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6
Anti-image Covariance	X2_1	.469	-.130	-.053	-.010	-.043	-.050
	X2_2	-.130	.460	.004	-.083	-.034	-.012
	X2_3	-.053	.004	.434	-.101	-.116	-.040
	X2_4	-.010	-.083	-.101	.371	-.073	-.122
	X2_5	-.043	-.034	-.116	-.073	.395	-.028
	X2_6	-.050	-.012	-.040	-.122	-.028	.523
	X2_7	-.050	.013	-.106	.028	-.039	-.030
	X2_8	-.018	-.099	.010	-.022	-.024	-.007
	X2_9	-.042	-.020	.038	-.057	-.048	-.048
Anti-image Correlation	X2_1	.950[a]	-.280	-.118	-.024	-.100	-.100
	X2_2	-.280	.933[a]	.010	-.200	-.080	-.024
	X2_3	-.118	.010	.916[a]	-.253	-.279	-.083
	X2_4	-.024	-.200	-.253	.923[a]	-.192	-.276
	X2_5	-.100	-.080	-.279	-.192	.947[a]	-.062
	X2_6	-.100	-.024	-.083	-.276	-.062	.954[a]
	X2_7	-.113	.030	-.252	.071	-.098	-.064
	X2_8	-.044	-.238	.024	-.058	-.064	-.016
	X2_9	-.096	-.046	.091	-.149	-.122	-.104
a. Measures of Sampling Adequacy(MSA)							

Anti-image Matrices				
		X2_7	X2_8	X2_9
Anti-image Covariance	X2_1	-.050	-.018	-.042
	X2_2	.013	-.099	-.020
	X2_3	-.106	.010	.038
	X2_4	.028	-.022	-.057
	X2_5	-.039	-.024	-.048
	X2_6	-.030	-.007	-.048
	X2_7	.410	-.117	-.085
	X2_8	-.117	.377	-.118
	X2_9	-.085	-.118	.398
Anti-image Correlation	X2_1	-.113	-.044	-.096
	X2_2	.030	-.238	-.046
	X2_3	-.252	.024	.091
	X2_4	.071	-.058	-.149
	X2_5	-.098	-.064	-.122
	X2_6	-.064	-.016	-.104
	X2_7	.923[a]	-.299	-.211
	X2_8	-.299	.920[a]	-.305
	X2_9	-.211	-.305	.933[a]
a. Measures of Sampling Adequacy(MSA)				

Communalities		
	Initial	Extraction
X2_1	1.000	.610
X2_2	1.000	.594
X2_3	1.000	.597
X2_4	1.000	.679
X2_5	1.000	.677
X2_6	1.000	.549
X2_7	1.000	.633
X2_8	1.000	.658
X2_9	1.000	.652
Extraction Method: Principal Component Analysis.		

Total Variance Explained			
Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	5.650	62.775	
2	.655	7.279	70.054
3	.559	6.212	76.266
4	.513	5.705	81.971
5	.426	4.729	86.700
6	.356	3.953	90.653
7	.309	3.437	94.090
8	.272	3.024	97.113
9	.260	2.887	100.000
Extraction Method: Principal Component Analysis.			

Total Variance Explained				
Component	Initial Eigenvalues	Extraction Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %
1	62.775	5.650	62.775	62.775
Extraction Method: Principal Component Analysis.				

Component Matrix[a]	
	Component
	1
X2_1	.781
X2_2	.771
X2_3	.773
X2_4	.824
X2_5	.823
X2_6	.741
X2_7	.796
X2_8	.811
X2_9	.807

Lampiran Tabulasi Disiplin Kerja

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
1	3	3	4	3	3	3	4	3	26
2	3	3	4	4	4	4	3	4	29
3	4	5	4	4	3	4	4	4	32
4	4	4	4	4	4	5	4	4	33
5	4	4	4	4	5	4	4	5	34
6	4	4	3	3	2	3	3	3	25
7	4	4	4	4	4	4	4	4	32
8	4	4	4	4	4	4	4	4	32
9	4	4	4	4	3	3	3	3	28
10	4	4	4	4	4	4	4	4	32
11	3	4	3	4	3	3	3	4	27
12	4	4	5	5	5	5	4	4	36
13	5	3	4	4	3	4	3	4	30
14	4	4	5	5	4	5	4	5	36
15	4	4	5	5	4	4	5	5	36
16	5	5	4	4	4	5	4	4	35
17	4	5	4	5	4	5	5	4	36
18	4	4	4	4	4	4	4	5	33
19	4	3	3	3	3	3	3	3	25
20	5	5	5	5	4	5	4	5	38
21	4	3	2	3	3	3	3	3	24
22	4	4	4	4	5	5	4	5	35
23	3	3	4	4	4	4	3	3	28
24	4	4	4	4	4	4	4	4	32
25	4	4	4	4	4	4	4	4	32
26	4	5	4	3	5	5	4	4	34
27	4	4	5	5	5	5	5	5	38
28	5	5	4	4	4	4	5	5	36
29	4	4	4	4	4	4	4	4	32
30	4	4	4	4	4	4	4	4	32
31	1	1	1	2	4	1	1	1	12
32	4	4	4	4	5	5	4	4	34
33	5	4	4	4	4	4	4	4	33
34	4	4	4	4	4	4	4	4	32
35	4	4	4	4	4	4	4	4	32
36	4	4	4	4	4	4	4	4	32
37	4	3	4	4	4	4	4	4	31

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
38	4	4	4	4	4	4	4	4	32
39	3	4	3	4	3	3	4	4	28
40	3	3	3	3	4	4	3	3	26
41	4	4	4	4	4	4	4	4	32
42	4	4	4	4	4	4	4	4	32
43	4	4	4	4	4	4	4	4	32
44	4	4	4	3	4	5	3	4	31
45	4	3	3	4	5	4	3	3	29
46	3	4	3	3	3	4	3	3	26
47	3	3	3	3	3	3	3	3	24
48	3	3	4	4	3	3	3	3	26
49	3	3	3	3	3	3	3	3	24
50	3	3	3	4	3	4	4	4	28
51	3	3	4	3	4	5	3	4	29
52	5	5	5	5	5	5	5	5	40
53	3	4	5	4	4	5	5	4	34
54	3	4	3	4	3	4	3	4	28
55	4	3	4	4	3	4	3	4	29
56	5	4	4	4	4	5	5	4	35
57	5	4	3	4	3	3	3	4	29
58	3	4	3	3	4	4	3	4	28
59	3	3	4	4	3	4	3	4	28
60	4	4	4	4	4	4	4	4	32
61	3	4	4	4	4	4	4	4	31
62	4	5	5	5	5	4	4	5	37
63	4	4	4	3	3	4	4	4	30
64	4	4	4	4	3	4	4	4	31
65	4	4	4	4	4	5	4	4	33
66	3	4	2	2	3	3	3	3	23
67	4	3	3	3	3	3	3	3	25
68	4	4	5	5	5	4	4	4	35
69	4	3	3	3	3	3	3	2	24
70	1	3	3	3	3	3	3	3	22
71	4	4	4	4	4	4	4	4	32
72	4	3	4	4	3	4	3	1	26
73	3	3	4	3	4	4	4	4	29
74	4	4	5	5	4	5	4	5	36
75	4	4	4	4	4	4	4	4	32
76	4	4	4	4	3	4	3	4	30

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
77	4	4	4	4	4	4	4	4	32
78	5	5	5	5	5	5	5	5	40
79	4	4	4	4	4	4	4	4	32
80	3	3	3	3	3	3	3	3	24
81	4	4	4	4	4	4	4	4	32
82	4	4	4	4	4	4	4	4	32
83	4	4	4	3	3	3	3	3	27
84	4	4	4	4	4	4	4	4	32
85	4	3	4	3	4	3	4	3	28
86	4	3	3	4	4	4	3	4	29
87	3	4	3	3	3	4	3	4	27
88	4	4	3	4	3	4	3	4	29
89	3	3	4	4	4	4	4	4	30
90	4	4	4	4	4	4	4	4	32
91	4	4	4	4	4	4	4	4	32
92	4	3	4	3	4	4	4	4	30
93	4	4	4	4	4	4	4	4	32
94	4	4	4	4	4	4	4	4	32
95	4	3	3	3	3	3	3	3	25
96	4	4	4	4	4	4	4	4	32
97	4	4	3	3	4	4	4	4	30
98	4	3	4	4	4	4	3	3	29
99	4	4	4	4	4	4	4	4	32
100	4	4	4	4	4	4	4	4	32
101	4	4	4	4	4	4	4	4	32
102	4	4	4	4	4	4	4	3	31
103	3	3	3	3	4	4	4	4	28
104	4	4	3	4	3	4	4	4	30
105	4	4	4	4	4	4	4	4	32
106	4	4	4	4	3	4	4	4	31
107	4	4	4	4	4	4	4	4	32
108	4	4	3	4	3	4	3	3	28
109	4	4	4	4	4	4	4	4	32
110	5	4	4	5	5	5	5	4	37
111	4	4	3	4	4	4	4	4	31
112	4	4	4	4	4	4	4	4	32
113	4	4	4	4	4	4	4	4	32
114	5	5	5	5	5	5	5	5	40
115	5	4	5	4	4	4	4	4	34

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
116	4	4	4	4	4	4	4	4	32
117	1	2	1	2	3	2	3	2	16
118	4	4	4	4	3	4	4	4	31
119	4	4	4	4	4	4	4	4	32
120	4	4	4	4	4	4	4	4	32
121	5	5	5	5	4	4	4	5	37
122	3	4	4	4	3	4	4	4	30
123	4	4	4	4	4	4	4	4	32
124	4	4	4	4	4	4	4	4	32
125	3	3	3	3	4	4	4	4	28
126	4	4	3	3	3	3	4	4	28
127	3	4	3	4	3	4	4	4	29
128	4	4	4	4	3	4	4	3	30
129	3	3	4	4	3	3	3	4	27
130	4	4	4	4	4	4	3	4	31
131	3	4	4	4	3	4	4	4	30
132	4	3	4	4	3	4	3	4	29
133	4	4	4	4	4	4	4	4	32
134	4	3	4	4	4	4	4	4	31
135	4	4	4	4	4	4	4	4	32
136	3	3	4	4	4	4	4	4	30
137	4	4	4	4	4	4	4	4	32
138	4	3	4	3	4	4	3	4	29
139	4	4	4	4	4	4	4	4	32
140	4	4	4	4	4	4	4	4	32
141	4	4	4	4	4	4	4	4	32
142	4	4	4	4	4	4	4	4	32
143	4	4	4	4	4	4	4	4	32
144	4	4	3	4	4	4	3	3	29
145	4	4	4	4	3	4	4	3	30
146	5	4	5	5	5	4	5	5	38
147	4	3	4	3	4	4	3	4	29
148	3	3	4	3	3	3	4	4	27
149	3	3	4	4	3	3	4	3	27
150	3	3	3	3	3	3	3	3	24
151	3	3	3	3	3	3	4	3	25
152	3	3	4	4	3	3	4	4	28
153	4	4	4	4	4	4	4	4	32
154	4	4	4	4	4	4	4	4	32

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
155	4	4	4	4	4	4	4	4	32
156	4	3	4	4	4	4	4	4	31
157	4	4	4	3	4	4	3	4	30
158	3	3	4	3	3	3	3	3	25
159	3	3	3	3	3	3	3	3	24
160	4	4	4	4	4	4	4	4	32
161	4	4	4	4	4	4	4	4	32
162	5	4	5	4	5	4	5	4	36
163	4	4	4	4	4	4	4	4	32
164	5	5	5	5	5	5	5	5	40
165	4	4	4	4	4	4	4	4	32
166	4	4	4	4	5	5	5	4	35
167	4	5	5	4	5	5	4	4	36
168	5	5	5	5	5	5	4	5	39
169	4	4	4	4	3	4	4	4	31
170	5	5	5	5	5	5	5	5	40
171	4	4	5	5	5	5	5	5	38
172	4	4	4	5	4	5	4	5	35
173	4	5	4	5	4	5	5	4	36
174	4	5	4	5	5	4	4	4	35
175	5	4	4	5	4	5	5	5	37
176	4	4	4	4	4	4	4	4	32
177	4	4	4	4	4	4	4	4	32
178	4	4	4	4	4	4	4	4	32
179	5	5	5	5	5	5	5	5	40
180	4	4	4	4	4	4	4	4	32
181	4	4	4	4	4	4	4	4	32
182	4	4	4	4	4	4	4	4	32
183	5	4	4	4	4	4	4	4	33
184	5	5	4	5	5	5	4	4	37
185	5	5	4	5	5	5	4	4	37
186	5	4	4	4	4	4	5	5	35
187	5	5	4	5	5	4	4	5	37
188	5	5	5	5	5	5	4	5	39
189	4	4	5	4	4	5	4	5	35
190	5	5	5	5	5	5	5	5	40
191	5	5	5	5	5	5	5	5	40
192	3	3	4	4	4	4	4	4	30
193	4	4	4	4	4	4	4	4	32

Responden	Disiplin Kerja (Y1)								Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
194	4	4	4	4	4	4	4	4	32
195	4	4	4	4	4	4	4	4	32
196	5	5	5	4	5	5	5	4	38
197	5	5	5	4	5	5	4	4	37
198	5	5	5	5	5	5	5	5	40
199	5	4	5	5	5	5	5	5	39
200	5	5	5	5	5	5	5	5	40

Factor Analysis Disiplin Kerja

[DataSet0]

KMO and Bartlett's Test		
	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.934
Bartlett's Test of Sphericity	Approx. Chi-Square	1091.143
	Df	28
	Sig.	.000

Anti-image Matrices							
		Y1	Y2	Y3	Y4	Y5	Y6
Anti-image Covariance	Y1	.442	-.155	-.066	-.044	-.040	-.017
	Y2	-.155	.381	.031	-.058	.019	-.077
	Y3	-.066	.031	.341	-.107	-.036	-.067
	Y4	-.044	-.058	-.107	.349	-.029	-.028
	Y5	-.040	.019	-.036	-.029	.488	-.131
	Y6	-.017	-.077	-.067	-.028	-.131	.333
	Y7	-.008	-.066	-.068	-.035	-.063	-.015
	Y8	.002	-.053	-.054	-.063	-.017	-.063
Anti-image Correlation	Y1	.928[a]	-.378	-.170	-.113	-.085	-.044
	Y2	-.378	.910[a]	.086	-.158	.043	-.217
	Y3	-.170	.086	.927[a]	-.310	-.087	-.199
	Y4	-.113	-.158	-.310	.942[a]	-.070	-.084
	Y5	-.085	.043	-.087	-.070	.940[a]	-.324
	Y6	-.044	-.217	-.199	-.084	-.324	.929[a]
	Y7	-.018	-.166	-.183	-.092	-.142	-.041
	Y8	.005	-.139	-.150	-.174	-.041	-.177

Anti-image Matrices							
		Y1	Y2	Y3	Y4	Y5	Y6
Anti-image Covariance	Y1	.442	-.155	-.066	-.044	-.040	-.017
	Y2	-.155	.381	.031	-.058	.019	-.077
	Y3	-.066	.031	.341	-.107	-.036	-.067
	Y4	-.044	-.058	-.107	.349	-.029	-.028
	Y5	-.040	.019	-.036	-.029	.488	-.131
	Y6	-.017	-.077	-.067	-.028	-.131	.333
	Y7	-.008	-.066	-.068	-.035	-.063	-.015
	Y8	.002	-.053	-.054	-.063	-.017	-.063
Anti-image Correlation	Y1	.928[a]	-.378	-.170	-.113	-.085	-.044
	Y2	-.378	.910[a]	.086	-.158	.043	-.217
	Y3	-.170	.086	.927[a]	-.310	-.087	-.199
	Y4	-.113	-.158	-.310	.942[a]	-.070	-.084
	Y5	-.085	.043	-.087	-.070	.940[a]	-.324
	Y6	-.044	-.217	-.199	-.084	-.324	.929[a]
	Y7	-.018	-.166	-.183	-.092	-.142	-.041
	Y8	.005	-.139	-.150	-.174	-.041	-.177
a. Measures of Sampling Adequacy(MSA)							

Anti-image Matrices			
		Y7	Y8
Anti-image Covariance	Y1	-.008	.002
	Y2	-.066	-.053
	Y3	-.068	-.054
	Y4	-.035	-.063
	Y5	-.063	-.017
	Y6	-.015	-.063
	Y7	.410	-.095
	Y8	-.095	.377
Anti-image Correlation	Y1	-.018	.005
	Y2	-.166	-.139
	Y3	-.183	-.150
	Y4	-.092	-.174
	Y5	-.142	-.041
	Y6	-.041	-.177
	Y7	.948[a]	-.242
	Y8	-.242	.946[a]

Anti-image Matrices			
		Y7	Y8
Anti-image Covariance	Y1	-.008	.002
	Y2	-.066	-.053
	Y3	-.068	-.054
	Y4	-.035	-.063
	Y5	-.063	-.017
	Y6	-.015	-.063
	Y7	.410	-.095
	Y8	-.095	.377
Anti-image Correlation	Y1	-.018	.005
	Y2	-.166	-.139
	Y3	-.183	-.150
	Y4	-.092	-.174
	Y5	-.142	-.041
	Y6	-.041	-.177
	Y7	.948[a]	-.242
	Y8	-.242	.946[a]
a. Measures of Sampling Adequacy(MSA)			

Communalities		
	Initial	Extraction
Y1	1.000	.615
Y2	1.000	.664
Y3	1.000	.722
Y4	1.000	.725
Y5	1.000	.578
Y6	1.000	.736
Y7	1.000	.672
Y8	1.000	.699
Extraction Method: Principal Component Analysis.		

Total Variance Explained			
Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	5.410	67.630	
2	.567	7.088	74.718
3	.479	5.983	80.701
4	.394	4.923	85.623
5	.348	4.349	89.972
6	.294	3.671	93.643
7	.284	3.550	97.193
8	.225	2.807	100.000
Extraction Method: Principal Component Analysis.			

Total Variance Explained				
Component	Initial Eigenvalues	Extraction Sums of Squared Loadings		
	Cumulative %	Total	% of Variance	Cumulative %
1	67.630	5.410	67.630	67.630
Extraction Method: Principal Component Analysis.				

Component Matrix[a]	
	Component
	1
Y1	.784
Y2	.815
Y3	.850
Y4	.852
Y5	.760
Y6	.858
Y7	.820
Y8	.836
Extraction Method: Principal Component Analysis.	

Lampiran Tabulasi Kinerja Karyawan

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
1	4	4	4	4	4	4	4	4	4	36
2	4	4	4	3	4	3	4	4	3	33
3	4	5	4	4	5	4	3	4	5	38
4	1	1	1	1	1	1	5	1	1	13
5	5	5	5	5	5	5	5	4	4	43
6	3	4	4	4	4	4	3	4	4	34
7	4	4	4	4	4	4	3	4	3	34
8	4	4	4	4	4	4	4	4	4	36
9	3	3	3	3	3	3	3	2	2	25
10	4	4	4	4	4	4	4	4	4	36
11	3	4	4	3	4	4	3	3	3	31
12	4	5	5	4	4	4	4	4	4	38
13	4	4	5	5	4	5	3	4	4	38
14	4	4	5	5	5	5	3	4	2	37
15	4	4	4	4	5	5	4	4	4	38
16	4	5	4	4	4	4	4	5	4	38
17	4	5	4	4	4	5	4	5	4	39
18	4	5	5	4	4	4	4	4	4	38
19	4	3	4	3	4	4	3	3	3	31
20	4	5	5	4	5	5	3	4	5	40
21	4	4	4	4	4	4	3	3	4	34
22	4	4	3	4	4	5	4	4	3	35
23	5	5	4	5	5	4	3	4	3	38
24	4	4	4	4	4	4	4	4	4	36
25	4	4	3	4	4	3	4	4	4	34
26	4	4	3	4	4	4	4	3	3	33
27	5	5	5	5	5	5	5	5	5	45
28	4	4	4	4	4	4	2	4	4	34
29	4	4	4	4	4	4	3	3	3	33
30	3	3	3	4	4	4	4	4	4	33
31	4	4	4	4	4	4	2	2	2	30
32	5	5	5	5	5	5	5	5	5	45
33	5	4	4	5	4	5	4	4	5	40
34	5	5	5	5	5	5	5	5	5	45
35	4	4	4	4	4	4	4	4	4	36
36	4	4	4	4	4	4	4	4	4	36
37	3	3	3	4	4	3	4	4	4	32

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
38	4	4	3	4	4	4	4	4	4	35
39	3	3	4	3	3	3	3	3	3	28
40	4	3	3	3	3	3	4	3	3	29
41	3	4	4	4	4	4	4	4	4	35
42	4	4	4	4	4	4	4	4	4	36
43	4	4	4	4	4	4	4	4	4	36
44	4	4	4	3	3	4	3	4	4	33
45	3	3	3	3	4	3	3	3	3	28
46	4	4	4	3	3	3	3	4	4	32
47	3	3	4	3	4	4	3	3	3	30
48	4	3	3	3	3	3	3	3	3	28
49	3	3	4	4	3	4	3	3	3	30
50	4	3	3	4	3	4	3	3	4	31
51	4	4	4	3	4	3	3	4	3	32
52	5	5	5	5	5	5	4	4	4	42
53	4	4	3	4	4	4	4	5	5	37
54	4	4	3	3	3	4	3	4	4	32
55	3	4	3	4	4	4	3	3	4	32
56	5	5	5	4	5	4	5	4	5	42
57	3	4	4	4	3	5	4	3	4	34
58	3	3	4	4	4	5	2	3	4	32
59	4	4	4	4	4	4	4	4	5	37
60	4	4	4	4	4	4	4	4	4	36
61	4	4	3	4	4	4	3	4	3	33
62	5	4	5	5	4	5	5	5	5	43
63	5	5	5	5	5	5	3	3	4	40
64	4	4	4	4	4	4	4	4	3	35
65	5	4	5	4	5	5	4	4	4	40
66	4	4	4	4	4	4	4	4	4	36
67	3	3	3	3	3	3	3	3	3	27
68	4	5	5	4	4	4	4	5	5	40
69	3	3	3	3	3	3	3	4	2	27
70	3	3	4	4	4	3	3	3	1	28
71	4	4	4	4	4	4	4	4	4	36
72	4	4	4	4	3	3	4	4	3	33
73	4	4	4	4	4	4	3	4	4	35
74	5	5	5	4	4	4	5	5	5	42
75	4	4	4	5	5	5	4	5	4	40
76	3	3	3	4	4	4	4	4	4	33

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
77	4	4	3	4	4	3	4	4	4	34
78	5	5	5	5	5	5	5	5	5	45
79	4	4	3	4	4	3	4	4	4	34
80	4	4	4	4	4	4	4	4	4	36
81	4	4	4	4	4	4	4	4	4	36
82	4	4	4	4	4	4	4	4	4	36
83	3	4	3	4	4	4	4	4	4	34
84	4	4	4	4	4	4	4	4	4	36
85	3	4	4	4	3	4	3	3	4	32
86	3	4	4	3	4	4	4	3	3	32
87	4	3	4	3	4	3	3	4	3	31
88	4	4	3	4	4	3	4	3	4	33
89	3	3	3	3	3	3	3	3	3	27
90	4	4	4	4	4	4	4	4	4	36
91	3	4	4	4	4	4	3	4	4	34
92	4	4	4	4	4	4	4	4	4	36
93	4	4	4	4	4	4	4	4	4	36
94	4	4	4	4	4	4	4	4	4	36
95	2	4	3	3	4	5	3	5	4	33
96	4	4	4	4	4	4	4	4	4	36
97	4	4	4	4	4	4	4	4	4	36
98	4	4	4	4	4	4	4	4	4	36
99	4	4	4	4	4	4	4	4	4	36
100	4	4	4	4	4	4	4	4	4	36
101	4	4	4	4	4	4	4	4	4	36
102	3	3	3	4	4	4	3	3	3	30
103	4	4	4	4	4	4	4	4	4	36
104	4	4	4	3	3	3	3	3	4	31
105	4	4	4	4	4	4	4	4	4	36
106	4	4	5	4	4	4	4	5	5	39
107	4	4	4	4	4	4	4	4	4	36
108	4	4	4	3	3	3	4	4	4	33
109	4	4	4	4	4	4	4	4	4	36
110	5	4	4	4	4	4	5	5	4	39
111	4	4	4	4	4	4	4	4	4	36
112	4	4	3	4	4	4	4	4	4	35
113	4	3	2	4	4	4	4	4	4	33
114	5	5	5	5	5	5	5	5	5	45
115	4	4	4	4	4	4	4	4	4	36

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
116	4	4	4	4	4	4	4	4	4	36
117	3	3	3	3	3	3	3	3	3	27
118	4	3	3	4	3	3	3	3	3	29
119	4	4	4	4	4	4	4	4	4	36
120	4	4	3	3	4	3	4	4	4	33
121	4	4	4	4	4	4	4	4	4	36
122	3	4	4	3	3	4	4	4	4	33
123	4	4	4	4	4	4	4	4	4	36
124	4	4	4	4	4	4	4	4	4	36
125	3	4	4	3	3	3	4	4	4	32
126	4	4	4	4	4	4	4	4	4	36
127	4	4	3	4	4	3	4	4	4	34
128	3	4	4	3	4	4	3	4	4	33
129	3	4	3	3	3	4	3	3	3	29
130	4	4	4	4	4	4	4	3	4	35
131	4	4	4	3	4	4	3	3	4	33
132	4	3	3	4	4	4	3	3	4	32
133	4	4	4	4	4	4	4	4	4	36
134	3	4	4	4	4	4	3	4	4	34
135	4	4	4	4	4	4	4	4	4	36
136	4	4	4	4	4	4	4	4	4	36
137	4	4	4	4	4	4	4	4	4	36
138	4	3	4	3	3	3	3	3	3	29
139	4	4	4	4	4	4	4	4	4	36
140	4	4	4	4	4	4	4	4	4	36
141	4	4	4	4	4	4	4	4	4	36
142	3	3	3	3	3	3	3	3	3	27
143	4	4	4	4	4	4	4	4	4	36
144	3	4	4	3	4	4	3	4	4	33
145	4	4	4	3	4	4	3	4	4	34
146	4	4	4	5	5	5	5	5	5	42
147	4	3	3	4	4	3	4	4	4	33
148	3	3	3	3	3	3	3	3	3	27
149	3	3	4	4	4	3	3	3	3	30
150	4	3	3	3	3	3	4	3	3	29
151	3	4	3	4	3	3	3	4	3	30
152	3	4	4	3	3	3	4	4	4	32
153	4	4	4	4	4	4	4	4	4	36
154	4	4	4	4	4	4	4	4	4	36

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
155	4	4	4	4	4	4	4	4	4	36
156	4	4	4	4	4	4	4	3	4	35
157	4	4	4	4	4	4	3	3	3	33
158	3	4	4	4	3	4	4	3	4	33
159	3	3	4	3	3	4	3	3	3	29
160	4	4	4	4	4	4	4	4	4	36
161	4	4	3	4	4	3	4	3	4	33
162	5	4	5	5	5	5	5	5	5	44
163	4	4	4	4	4	4	4	4	4	36
164	4	4	4	4	4	4	4	4	4	36
165	4	4	4	4	4	4	4	4	4	36
166	5	5	5	5	5	5	3	3	3	39
167	5	5	5	5	5	5	5	3	5	43
168	5	5	5	5	5	5	5	5	5	45
169	4	4	4	4	4	4	4	4	3	35
170	5	5	4	5	4	4	4	4	5	40
171	4	5	4	4	4	4	5	5	5	40
172	4	5	4	5	5	5	4	5	5	42
173	5	4	4	4	4	4	5	5	5	40
174	4	5	5	4	4	5	4	5	5	41
175	4	4	4	4	4	5	5	4	4	38
176	4	4	4	4	4	4	4	4	4	36
177	4	4	4	4	4	4	4	4	4	36
178	4	4	4	4	4	4	4	4	4	36
179	5	5	5	5	5	5	5	5	5	45
180	4	4	4	4	4	4	4	4	4	36
181	4	4	4	4	4	4	4	4	4	36
182	4	4	3	4	4	3	4	4	4	34
183	5	5	5	5	5	5	5	5	5	45
184	4	5	5	4	5	5	4	4	4	40
185	4	5	5	4	4	4	4	4	4	38
186	4	4	5	4	5	5	4	5	5	41
187	4	3	5	5	4	4	4	5	5	39
188	4	5	4	5	4	5	5	4	5	41
189	5	5	4	4	4	5	4	5	5	41
190	5	5	5	5	5	5	5	5	5	45
191	5	5	5	5	5	5	5	5	5	45
192	4	4	4	3	3	3	4	3	4	32
193	4	4	3	4	4	3	4	4	4	34

Responden	Kinerja Karyawan									Jumlah
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
194	5	5	5	5	5	5	4	4	4	42
195	4	4	4	5	5	5	4	4	4	39
196	5	5	4	5	5	4	5	5	5	43
197	5	5	5	5	4	5	5	5	5	44
198	5	5	5	5	5	5	5	5	5	45
199	5	5	5	5	5	5	5	5	5	45
200	5	5	5	5	5	5	5	5	5	45

Factor Analysis Kinerja Karyawan

[DataSet0]

KMO and Bartlett's Test		
	Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.906
Bartlett's Test of Sphericity	Approx. Chi-Square	1251.579
	Df	36
	Sig.	.000

Anti-image Matrices							
		Z1	Z2	Z3	Z4	Z5	Z6
Anti-image Covariance	Z1	.366	-.078	-.081	-.097	-.059	.070
	Z2	-.078	.334	-.114	.005	-.046	-.027
	Z3	-.081	-.114	.412	.021	-.013	-.119
	Z4	-.097	.005	.021	.294	-.106	-.105
	Z5	-.059	-.046	-.013	-.106	.305	-.086
	Z6	.070	-.027	-.119	-.105	-.086	.324
	Z7	-.092	.001	.024	-.050	.031	.043
	Z8	.011	-.037	-.015	.003	-.055	-.004
	Z9	-.026	-.073	.012	-.014	.033	-.058
Anti-image Correlation	Z1	.906[a]	-.222	-.209	-.297	-.177	.202
	Z2	-.222	.934[a]	-.307	.015	-.144	-.083
	Z3	-.209	-.307	.912[a]	.061	-.036	-.326
	Z4	-.297	.015	.061	.900[a]	-.355	-.341
	Z5	-.177	-.144	-.036	-.355	.913[a]	-.273
	Z6	.202	-.083	-.326	-.341	-.273	.883[a]
	Z7	-.206	.003	.050	-.125	.076	.103
	Z8	.029	-.102	-.038	.008	-.158	-.011
	Z9	-.073	-.209	.030	-.042	.100	-.168

Anti-image Matrices							
		Z1	Z2	Z3	Z4	Z5	Z6
Anti-image Covariance	Z1	.366	-.078	-.081	-.097	-.059	.070
	Z2	-.078	.334	-.114	.005	-.046	-.027
	Z3	-.081	-.114	.412	.021	-.013	-.119
	Z4	-.097	.005	.021	.294	-.106	-.105
	Z5	-.059	-.046	-.013	-.106	.305	-.086
	Z6	.070	-.027	-.119	-.105	-.086	.324
	Z7	-.092	.001	.024	-.050	.031	.043
	Z8	.011	-.037	-.015	.003	-.055	-.004
	Z9	-.026	-.073	.012	-.014	.033	-.058
Anti-image Correlation	Z1	.906[a]	-.222	-.209	-.297	-.177	.202
	Z2	-.222	.934[a]	-.307	.015	-.144	-.083
	Z3	-.209	-.307	.912[a]	.061	-.036	-.326
	Z4	-.297	.015	.061	.900[a]	-.355	-.341
	Z5	-.177	-.144	-.036	-.355	.913[a]	-.273
	Z6	.202	-.083	-.326	-.341	-.273	.883[a]
	Z7	-.206	.003	.050	-.125	.076	.103
	Z8	.029	-.102	-.038	.008	-.158	-.011
	Z9	-.073	-.209	.030	-.042	.100	-.168

a. Measures of Sampling Adequacy(MSA)

Anti-image Matrices				
		Z7	Z8	Z9
Anti-image Covariance	Z1	-.092	.011	-.026
	Z2	.001	-.037	-.073
	Z3	.024	-.015	.012
	Z4	-.050	.003	-.014
	Z5	.031	-.055	.033
	Z6	.043	-.004	-.058
	Z7	.548	-.116	-.106
	Z8	-.116	.392	-.155
	Z9	-.106	-.155	.361
Anti-image Correlation	Z1	-.206	.029	-.073
	Z2	.003	-.102	-.209
	Z3	.050	-.038	.030
	Z4	-.125	.008	-.042
	Z5	.076	-.158	.100
	Z6	.103	-.011	-.168

Anti-image Matrices				
		Z7	Z8	Z9
	Z7	.899[a]	-.251	-.238
	Z8	-.251	.908[a]	-.413
	Z9	-.238	-.413	.898[a]
a. Measures of Sampling Adequacy(MSA)				

Communalities		
	Initial	Extraction
Z1	1.000	.662
Z2	1.000	.720
Z3	1.000	.598
Z4	1.000	.711
Z5	1.000	.698
Z6	1.000	.648
Z7	1.000	.402
Z8	1.000	.610
Z9	1.000	.634
Extraction Method: Principal Component Analysis.		

Total Variance Explained			
Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	5.682	63.138	
2	.961	10.681	73.819
3	.538	5.972	79.791
4	.493	5.482	85.273
5	.366	4.063	89.335
6	.299	3.321	92.656
7	.266	2.952	95.609
8	.205	2.275	97.884
9	.190	2.116	100.000
Extraction Method: Principal Component Analysis.			

Total Variance Explained				
	Initial Eigenvalues	Extraction Sums of Squared Loadings		
Component	Cumulative %	Total	% of Variance	Cumulative %
1	63.138	5.682	63.138	63.138
Extraction Method: Principal Component Analysis.				

Component Matrix[a]	
	Component
	1
Z1	.813
Z2	.849
Z3	.773
Z4	.843
Z5	.836
Z6	.805
Z7	.634
Z8	.781
Z9	.796

Lampiran

Distribusi Frekuensi

Frequency Table

X1_1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.00	2	1.0	1.0	2.0
	3.00	61	30.5	30.5	32.5
	4.00	107	53.5	53.5	86.0
	5.00	28	14.0	14.0	100.0
	Total	200	100.0	100.0	

X1_2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	3	1.5	1.5	2.0
	3.00	38	19.0	19.0	21.0
	4.00	129	64.5	64.5	85.5
	5.00	29	14.5	14.5	100.0
	Total	200	100.0	100.0	

X1_3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	45	22.5	22.5	23.5
	4.00	127	63.5	63.5	87.0
	5.00	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

X1_4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.00	2	1.0	1.0	2.0
	3.00	49	24.5	24.5	26.5
	4.00	117	58.5	58.5	85.0
	5.00	30	15.0	15.0	100.0
	Total	200	100.0	100.0	

X1_5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	4	2.0	2.0	2.5
	3.00	44	22.0	22.0	24.5
	4.00	126	63.0	63.0	87.5
	5.00	25	12.5	12.5	100.0
	Total	200	100.0	100.0	

X1_6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	4	2.0	2.0	2.5
	3.00	51	25.5	25.5	28.0
	4.00	115	57.5	57.5	85.5
	5.00	29	14.5	14.5	100.0
	Total	200	100.0	100.0	

X1_7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	1.5	1.5	1.5
	3.00	34	17.0	17.0	18.5
	4.00	130	65.0	65.0	83.5
	5.00	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

X1_8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	1.5	1.5	1.5
	2.00	1	.5	.5	2.0
	3.00	47	23.5	23.5	25.5
	4.00	124	62.0	62.0	87.5
	5.00	25	12.5	12.5	100.0
	Total	200	100.0	100.0	

X1_9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	3	1.5	1.5	2.0
	3.00	32	16.0	16.0	18.0
	4.00	128	64.0	64.0	82.0
	5.00	36	18.0	18.0	100.0
	Total	200	100.0	100.0	

X1_10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	3	1.5	1.5	2.0
	3.00	40	20.0	20.0	22.0
	4.00	118	59.0	59.0	81.0
	5.00	38	19.0	19.0	100.0
	Total	200	100.0	100.0	

X1_11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	2.0	2.0	2.0
	3.00	49	24.5	24.5	26.5
	4.00	122	61.0	61.0	87.5
	5.00	25	12.5	12.5	100.0
	Total	200	100.0	100.0	

X2_1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	43	21.5	21.5	22.5
	4.00	126	63.0	63.0	85.5
	5.00	29	14.5	14.5	100.0
	Total	200	100.0	100.0	

X2_2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	49	24.5	24.5	25.0
	4.00	122	61.0	61.0	86.0
	5.00	28	14.0	14.0	100.0
	Total	200	100.0	100.0	

X2_3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	3.00	51	25.5	25.5	26.5
	4.00	125	62.5	62.5	89.0
	5.00	22	11.0	11.0	100.0
	Total	200	100.0	100.0	

X2_4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	2	1.0	1.0	1.5
	3.00	40	20.0	20.0	21.5
	4.00	126	63.0	63.0	84.5
	5.00	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

X2_5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	40	20.0	20.0	21.0
	4.00	132	66.0	66.0	87.0
	5.00	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

X2_6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	34	17.0	17.0	18.0
	4.00	132	66.0	66.0	84.0
	5.00	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

X2_7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	1.0	1.0	1.0
	3.00	55	27.5	27.5	28.5
	4.00	116	58.0	58.0	86.5
	5.00	27	13.5	13.5	100.0
	Total	200	100.0	100.0	

X2_8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	2	1.0	1.0	1.5
	3.00	47	23.5	23.5	25.0
	4.00	116	58.0	58.0	83.0
	5.00	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

X2_9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	47	23.5	23.5	24.5
	4.00	121	60.5	60.5	85.0
	5.00	30	15.0	15.0	100.0
	Total	200	100.0	100.0	

Y1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	1.5	1.5	1.5
	3.00	37	18.5	18.5	20.0
	4.00	127	63.5	63.5	83.5
	5.00	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

Y2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	45	22.5	22.5	23.5
	4.00	125	62.5	62.5	86.0
	5.00	28	14.0	14.0	100.0
	Total	200	100.0	100.0	

Y3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.00	2	1.0	1.0	2.0
	3.00	33	16.5	16.5	18.5
	4.00	132	66.0	66.0	84.5
	5.00	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

Y4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	1.5	1.5	1.5
	3.00	35	17.5	17.5	19.0
	4.00	129	64.5	64.5	83.5
	5.00	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

Y5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	.5	.5	.5
	3.00	51	25.5	25.5	26.0
	4.00	114	57.0	57.0	83.0
	5.00	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Y6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	28	14.0	14.0	15.0
	4.00	129	64.5	64.5	79.5
	5.00	41	20.5	20.5	100.0
	Total	200	100.0	100.0	

Y7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	46	23.0	23.0	23.5
	4.00	127	63.5	63.5	87.0
	5.00	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

Y8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.00	2	1.0	1.0	2.0
	3.00	30	15.0	15.0	17.0
	4.00	135	67.5	67.5	84.5
	5.00	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

Z1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	37	18.5	18.5	19.5
	4.00	129	64.5	64.5	84.0
	5.00	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

Z2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	31	15.5	15.5	16.0
	4.00	129	64.5	64.5	80.5
	5.00	39	19.5	19.5	100.0
	Total	200	100.0	100.0	

Z3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	1	.5	.5	1.0
	3.00	40	20.0	20.0	21.0
	4.00	121	60.5	60.5	81.5
	5.00	37	18.5	18.5	100.0
	Total	200	100.0	100.0	

Z4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	37	18.5	18.5	19.0
	4.00	128	64.0	64.0	83.0
	5.00	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Z5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	31	15.5	15.5	16.0
	4.00	134	67.0	67.0	83.0
	5.00	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Z6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	3.00	38	19.0	19.0	19.5
	4.00	118	59.0	59.0	78.5
	5.00	43	21.5	21.5	100.0
	Total	200	100.0	100.0	

Z7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	1.5	1.5	1.5
	3.00	53	26.5	26.5	28.0
	4.00	116	58.0	58.0	86.0
	5.00	28	14.0	14.0	100.0
	Total	200	100.0	100.0	

Z8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	.5	.5	.5
	2.00	2	1.0	1.0	1.5
	3.00	43	21.5	21.5	23.0
	4.00	120	60.0	60.0	83.0
	5.00	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Z9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	1.0	1.0	1.0
	2.00	4	2.0	2.0	3.0
	3.00	36	18.0	18.0	21.0
	4.00	121	60.5	60.5	81.5
	5.00	37	18.5	18.5	100.0
	Total	200	100.0	100.0	

Lampiran
Goodness Fit of Statistics

TIME: 9:44

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

This program is published exclusively by
Scientific Software International, Inc.
7383 N. Lincoln Avenue, Suite 100
Lincolnwood, IL 60712, U.S.A.
Phone: (800)247-6113, (847)675-0720, Fax: (847)675-2140

The following lines were read from file D:\HERLLY\DATA.SPJ:

HERLLY
Observed variables
X1-X2 Y1-Y11
Covariance Matrix From File D:\HERLLY\DATACOV
Sample Size = 220
Latent Variables L_KERJA MOTIVASI DISIPLIN KINERJA
Relationships
X1-X2=L_KERJA
Y1-Y2=MOTIVASI
Y3-Y5=DISIPLIN
Y6-Y11=KINERJA
L_KERJA->MOTIVASI
MOTIVASI->DISIPLIN
L_KERJA MOTIVASI DISIPLIN ->KINERJA
Path DiagramIterations = 250
Method of Estimation: Maximum Likelihood
End of Problem

Sample Size = 220
HERLLY
Covariance Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	0.50					
Y2	0.35	0.51				
Y3	0.35	0.40	0.59			
Y4	0.37	0.39	0.44	0.67		
Y5	0.34	0.40	0.42	0.50	0.68	
Y6	0.33	0.35	0.38	0.42	0.45	0.64
Y7	0.34	0.35	0.34	0.36	0.36	0.38
Y8	0.35	0.36	0.35	0.40	0.41	0.46
Y9	0.33	0.34	0.33	0.35	0.39	0.45
Y10	0.35	0.33	0.35	0.38	0.36	0.44
Y11	0.34	0.36	0.35	0.40	0.38	0.41
X1	0.32	0.34	0.37	0.36	0.35	0.35
X2	0.29	0.30	0.32	0.33	0.31	0.30

Covariance Matrix

	Y7	Y8	Y9	Y10	Y11	X1
Y7	0.61					
Y8	0.45	0.62				
Y9	0.42	0.49	0.60			
Y10	0.43	0.49	0.46	0.61		
Y11	0.38	0.41	0.40	0.40	0.63	
X1	0.32	0.33	0.28	0.34	0.30	0.58
X2	0.30	0.29	0.27	0.32	0.29	0.34

Covariance Matrix

	X2
X2	0.55

HERLLY
Number of Iterations = 14
LISREL Estimates (Maximum Likelihood)

Measurement Equations

Y1 = 0.57*MOTIVASI, Errorvar.= 0.17 , R^2 = 0.67
(0.015)
10.87

Y2 = 0.61*MOTIVASI, Errorvar.= 0.14 , R^2 = 0.73
(0.032) (0.014)
18.91 9.80

Y3 = 0.64*DISIPLIN, Errorvar.= 0.18 , R^2 = 0.70
(0.017)
10.44

Y4 = 0.70*DISIPLIN, Errorvar.= 0.18 , R^2 = 0.73
(0.036) (0.018)
19.63 9.94

Y5 = 0.68*DISIPLIN, Errorvar.= 0.21 , R^2 = 0.69
(0.036) (0.020)
18.73 10.61

Y6 = 0.66*KINERJA, Errorvar.= 0.20 , R^2 = 0.68
(0.017)
11.70

Y7 = 0.63*KINERJA, Errorvar.= 0.21 , R^2 = 0.65
(0.035) (0.018)
18.15 11.89

Y8 = 0.71*KINERJA, Errorvar.= 0.12 , R^2 = 0.81
(0.033) (0.012)
21.41 10.17

Y9 = 0.67*KINERJA, Errorvar.= 0.15 , R^2 = 0.75
(0.033) (0.013)
20.30 10.98

Y10 = 0.68*KINERJA, Errorvar.= 0.15 , R^2 = 0.75
(0.034) (0.014)
20.19 11.04

Y11 = 0.61*KINERJA, Errorvar.= 0.26 , R^2 = 0.59
(0.036) (0.021)
16.76 12.24

X1 = 0.61*L_KERJA, Errorvar.= 0.20 , R^2 = 0.65
(0.036) (0.024)
16.86 8.31

X2 = 0.55*L_KERJA, Errorvar.= 0.25 , R^2 = 0.55
(0.036) (0.024)
15.19 10.34

Structural Equations

MOTIVASI = 0.61*L_KERJA, Errorvar.= 0.63 , R^2 = 0.37
(0.040) (0.18)
15.24 3.50

DISIPLIN = 0.64*MOTIVASI, Errorvar.= 0.59 , R^2 = 0.41
(0.039) (0.17)
16.61 3.56

KINERJA = 0.44*MOTIVASI + 0.25*DISIPLIN + 0.32*L_KERJA, Errorvar.= 0.24 , R^2 = 0.76
(0.030) (0.021) (0.016) (0.037)
14.67 11.90 12.31 6.60

Correlation Matrix of Independent Variables

	L_KERJA
L_KERJA	1.00

Covariance Matrix of Latent Variables

	MOTIVASI	DISIPLIN	KINERJA	L_KERJA
MOTIVASI	1.00			
DISIPLIN	0.64	1.00		
KINERJA	0.87	0.83	1.00	
L_KERJA	0.61	0.86	0.78	1.00

Goodness of Fit Statistics

Degrees of Freedom = 60
Minimum Fit Function Chi-Square = 176.08 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 177.04 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 117.04
90 Percent Confidence Interval for NCP = (80.91 ; 160.81)

Minimum Fit Function Value = 0.50
Population Discrepancy Function Value (F0) = 0.33
90 Percent Confidence Interval for F0 = (0.23 ; 0.45)
Root Mean Square Error of Approximation (RMSEA) = 0.074
90 Percent Confidence Interval for RMSEA = (0.062 ; 0.087)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00098

Expected Cross-Validation Index (ECVI) = 0.68
90 Percent Confidence Interval for ECVI = (0.57 ; 0.80)
ECVI for Saturated Model = 0.51
ECVI for Independence Model = 29.96

Chi-Square for Independence Model with 78 Degrees of Freedom = 10580.17
Independence AIC = 10606.17
Model AIC = 239.04
Saturated AIC = 182.00
Independence CAIC = 10669.51
Model CAIC = 390.08
Saturated CAIC = 625.36

Normed Fit Index (NFI) = 0.98
Non-Normed Fit Index (NNFI) = 0.99
Parsimony Normed Fit Index (PNFI) = 0.76
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.98

Critical N (CN) = 178.69

Root Mean Square Residual (RMR) = 0.020
Standardized RMR = 0.033
Goodness of Fit Index (GFI) = 0.93
Adjusted Goodness of Fit Index (AGFI) = 0.89
Parsimony Goodness of Fit Index (PGFI) = 0.61

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
Y3	MOTIVASI	18.7	0.81
Y4	MOTIVASI	10.4	-0.67
Y6	MOTIVASI	8.4	0.20
Y6	DISIPLIN	18.2	0.25
Y9	MOTIVASI	11.9	-0.21
Y9	DISIPLIN	11.6	-0.18
Y11	MOTIVASI	17.1	0.31
Y11	DISIPLIN	15.9	0.26

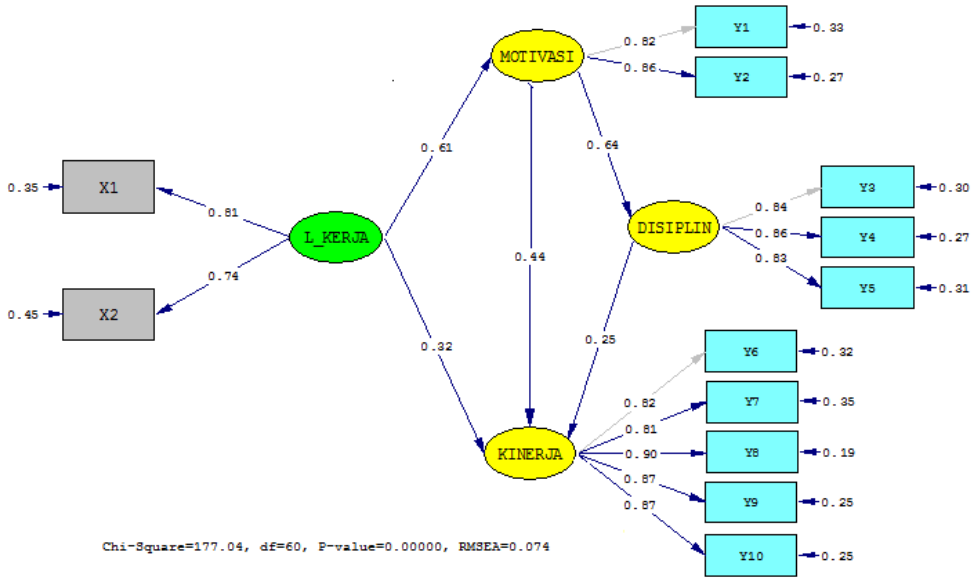
The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
Y3	Y2	10.6	0.04
Y5	Y3	9.5	-0.05
Y5	Y4	13.7	0.06
Y6	Y5	15.7	0.05
Y7	Y6	10.2	-0.04
Y9	Y4	8.5	-0.03
Y10	Y2	8.4	-0.03
Y10	Y5	9.9	-0.04
X1	Y9	8.3	-0.03

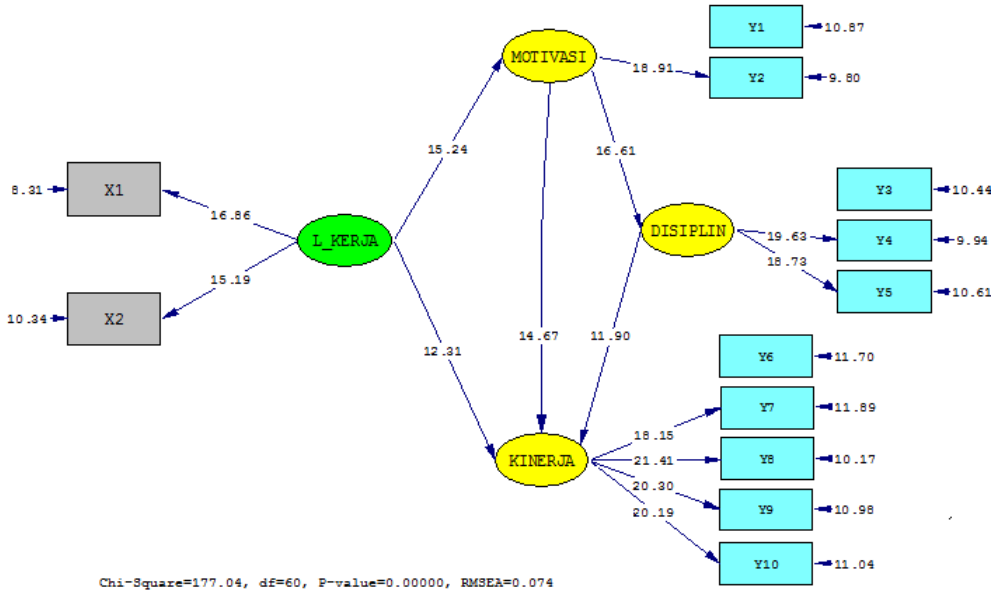
Time used: 0.031 Seconds

Lampiran
Model Persamaan Pengukuran dan Struktural

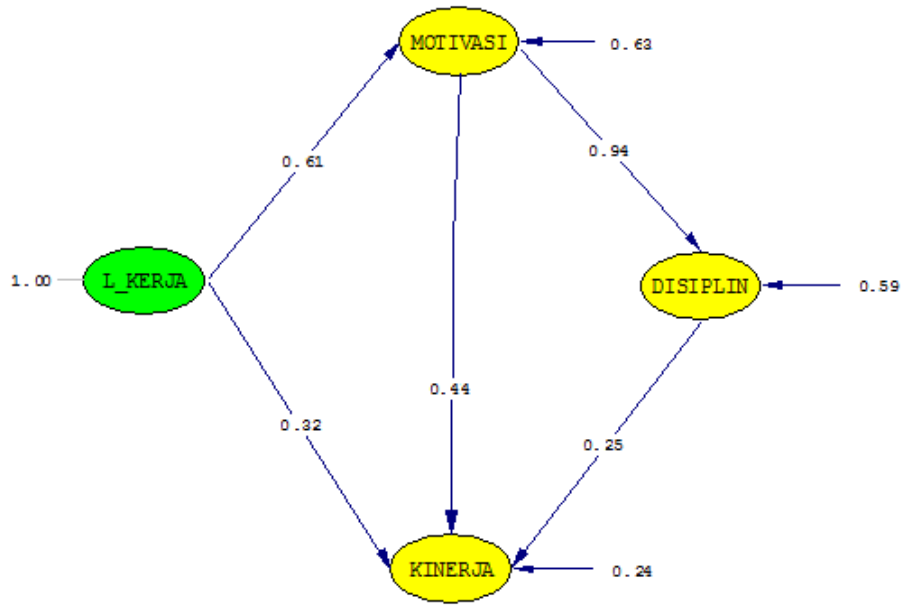
Model Pengukuran
Standardized Model



t-value Model



Model Struktural
Standardized Model



t-value Model