

## LAMPIRAN



**PERWAKILAN OMBUDSMAN REPUBLIK INDONESIA  
PROVINSI KALIMANTAN SELATAN**

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Nomor : B/437/HM.02.03-22/V/2024 Banjarmasin, 16 Mei 2024  
Sifat : Biasa  
Lampiran : -  
Hal : Persetujuan Permohonan Informasi  
Data Skripsi

Yth. Ketua Prodi Sarjana Manajemen  
STIMI Banjarmasin  
di Banjarmasin

Menanggapi surat Ketua Prodi Sarjana Manajemen STIMI Banjarmasin, nomor 114-116/PS1-M/B/STIMI/III/2024, tertanggal 2 Maret 2024, perihal permohonan informasi data skripsi, dengan ini disampaikan bahwa Kami memberikan persetujuan terkait permohonan tersebut, untuk mahasiswa/i yang tertera di bawah ini:

| No | Nama                  | NPM        | Prodi     |
|----|-----------------------|------------|-----------|
| 1  | Halidah               | 3032010010 | Manajemen |
| 2  | Syifa Oktaviani Putri | 3032010106 | Manajemen |
| 3  | Ridha Handayani       | 3032010096 | Manajemen |

Untuk koordinasi lebih lanjut dapat menghubungi Asisten Ombudsman RI Perwakilan Kalimantan Selatan Sdri. Lilik Suryani, HP. 08115137375.

Demikian atas perhatiannya, kami ucapkan terima kasih.

Kepala Keasistenan  
Pencegahan Maladministrasi,



Benny Sanjaya

Tembusan :  
Ketua Ombudsman RI

## KUESIONER

### **Pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai pada Kantor Ombudsman RI Perwakilan Kalimantan Selatan**

Bapak/Ibu yang terhormat,

Pertanyaan yang ada dalam kuesioner ini hanya semata-mata untuk data penelitian dalam rangka penyusunan Skripsi dengan judul “*Pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai pada Kantor Ombudsman RI Perwakilan Kalimantan Selatan*”. Oleh karena itu, saya mengharapkan bantuan Bapak/Ibu agar mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya. Atau kesediaan dan bantuannya saya ucapkan terima kasih.

#### **A. Petunjuk Pengisian Kuesioner**

Mohon diberi tanda checklist (✓) pada jawaban yang Bapak/Ibu anggap paling sesuai, setiap pertanyaan hanya membutuhkan satu jawaban saja. Pendapat Bapak/Ibu atas pertanyaan yang diajukan dinyatakan dalam skala 1 s/d 5 yang memiliki makna sebagai berikut :

5 = Sangat Setuju (SS)

4 = Setuju (S)

3 = Netral (N)

2 = Tidak Setuju (TS)

1 = Sangat Tidak Setuju (STS)

#### **B. Identitas Responden**

Nama :

Umur :

Jenis Kelamin :

Pendidikan :

Jabatan :

### C. Pertanyaan

#### Variabel Semangat Kerja

| Variabel                                                                    | Indikator                                                    | Item                                                                                                                            | SS | S | N | TS | STS |
|-----------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Semangat kerja<br>(X <sub>1</sub> )<br>Anggitasari<br>dan Badar<br>2021:134 | Kegairahan<br>seseorang<br>(X <sub>1.1</sub> )               | Saya merasa termotivasi dan antusias saat datang ke tempat kerja.                                                               |    |   |   |    |     |
|                                                                             |                                                              | Saya sering merasa bahwa waktu berlalu dengan cepat ketika saya sedang bekerja.                                                 |    |   |   |    |     |
|                                                                             | Kekuatan<br>untuk<br>melawan<br>frustasi (X <sub>1.2</sub> ) | Saya merasa bangga dengan pekerjaan yang saya lakukan.                                                                          |    |   |   |    |     |
|                                                                             |                                                              | Saya mampu mencari Solusi alternatif ketika menghadapi hambatan atau masalah ditempat kerja.                                    |    |   |   |    |     |
|                                                                             |                                                              | Saya mampu mengatasi rasa frustasi dan tetap menjaga semangat kerja saya.                                                       |    |   |   |    |     |
|                                                                             |                                                              | Saya merasa mampu menghadapi tantangan di tempat kerja tanpa terlalu terpengaruh oleh perasaan frustasi.                        |    |   |   |    |     |
|                                                                             | Kekuatan<br>untuk<br>bertahan<br>(X <sub>1.3</sub> )         | Saya memiliki kemampuan untuk belajar dari kegagalan dan menggunakan pengalaman tersebut sebagai pembelajaran untuk masa depan. |    |   |   |    |     |
|                                                                             |                                                              | Saya merasa bahwa tanggung jawab dan komitmen saya terhadap pekerjaan membantu saya untuk bertahan dalam semangat kerja.        |    |   |   |    |     |
|                                                                             |                                                              | Saya tetap semangat dan termotivasi ditempat kerja meskipun menghadapi tekanan atau stress.                                     |    |   |   |    |     |
|                                                                             | Semangat<br>kelompok<br>(X <sub>1.4</sub> )                  | Saya merasa bahwa semangat kerja kelompok memberikan dorongan tambahan bagi semangat kerja saya sendiri.                        |    |   |   |    |     |

|  |  |                                                                                                                |  |  |  |  |  |
|--|--|----------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  |  | Saya percaya bahwa kerja sama dalam kelompok meningkatkan semangat dan produktivitas kerja secara keseluruhan. |  |  |  |  |  |
|  |  | Saya percaya bahwa semangat kelompok membantu mengurangi rasa Lelah dan stress ditempat kerja.                 |  |  |  |  |  |

### Variabel Disiplin Kerja

| Variabel                                                                 | Indikator                                                         | Item                                                                                                                 | SS | S | N | TS | STS |
|--------------------------------------------------------------------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Disiplin kerja (X <sub>2</sub> )<br>Singodimedjo dalam Sutrisno 2019:94) | Peraturan jam masuk, pulang dan jam istirahat (X <sub>2.1</sub> ) | Peraturan jam masuk yang ketat membuat saya lebih disiplin dalam mengatur waktu keberangkatan ke tempat kerja.       |    |   |   |    |     |
|                                                                          |                                                                   | Jam istirahat yang cukup dan terjadwal dengan baik memberikan saya energi baru untuk melanjutkan pekerjaan.          |    |   |   |    |     |
|                                                                          |                                                                   | Kepatuhan terhadap jadwal masuk dan pulang yang ketat berkontribusi pada suasana kerja yang teratur dan terstruktur. |    |   |   |    |     |
|                                                                          | Peraturan dasar tentang berpakaian (X <sub>2.2</sub> )            | Peraturan berpakaian memberikan dampak positif terhadap citra profesional di tempat kerja.                           |    |   |   |    |     |
|                                                                          |                                                                   | Apakah anda setuju bahwa peraturan berpakaian harus memperhatikan norma-norma budaya dan nilai-nilai agama.          |    |   |   |    |     |
|                                                                          |                                                                   | Kepatuhan terhadap peraturan berpakaian adalah indikator penting dari disiplin kerja seseorang.                      |    |   |   |    |     |

|  |                                                                                              |                                                                                                                                                                |  |  |  |  |  |
|--|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  | Peraturan cara-cara melakukan pekerjaan dan berhubungan dengan unit lain (X <sub>2.3</sub> ) | Apakah anda setuju bahwa peraturan yang jelas tentang cara melakukan pekerjaan membantu meningkatkan efesiensi kerja.                                          |  |  |  |  |  |
|  |                                                                                              | Saya merasa peraturan yang jelas membantu mengurangi konflik antar unit lain.                                                                                  |  |  |  |  |  |
|  |                                                                                              | Saya merasa peraturan kerja yang diterapkan memudahkan saya dalam berkomunikasi dan berkoordinasi dengan unit lain.                                            |  |  |  |  |  |
|  | Peraturan tentang apa yang boleh dan apa yang tidak boleh (X <sub>2.4</sub> )                | Saya percaya bahwa peraturan yang mengatur apa yang boleh dan apa tidak boleh membantu mempertahankan standar etika dan integritas di lingkungan kerja.        |  |  |  |  |  |
|  |                                                                                              | Saya setuju bahwa peraturan tentang apa yang boleh dan tidak boleh membantu mempertahankan standar etika dan integritas di lingkungan kerja.                   |  |  |  |  |  |
|  |                                                                                              | Saya setuju bahwa memiliki peraturan yang jelas tentang apa yang boleh dan tidak boleh dalam bekerja membantu menjaga keamanan dan ketertiban di tempat kerja. |  |  |  |  |  |

### Variabel Kinerja Pegawai

| Variabel                                   | Indikator                                             | Item                                                                                                                                     | SS | S | N | TS | STS |
|--------------------------------------------|-------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Kinerja Pegawai (Y)<br>Afandi 2018 :<br>89 | Kuantitas Hasil Kerja (Y. <sub>1</sub> )              | Saya setuju bahwa kuantitas hasil kerja yang tinggi menunjukan kinerja pegawai yang baik.                                                |    |   |   |    |     |
|                                            |                                                       | Saya setuju bahwa kuantitas hasil kerja sangat penting dalam menilai kinerja seorang pegawai.                                            |    |   |   |    |     |
|                                            |                                                       | Saya setuju bahwa kuantitas hasil kerja yang tinggi merupakan aspek penting dari penulian kinerja seorang pegawai.                       |    |   |   |    |     |
|                                            | Kualitas Hasil Kerja (Y. <sub>2</sub> )               | Saya percaya bahwa evaluasi kinerja berdasarkan kualitas hasil kerja adalah cara efektif untuk mengukur kontribusi seorang pegawai.      |    |   |   |    |     |
|                                            |                                                       | Saya setuju bahwa kualitas hasil kerja adalah aspek penting dalam menilai kinerja seorang pegawai.                                       |    |   |   |    |     |
|                                            |                                                       | Saya setuju jika kualitas hasil kerja mencerminkan tingkat profesionalisme dan kompetensi seorang pegawai.                               |    |   |   |    |     |
|                                            | Efisiensi dalam Melaksanakan Tugas (Y. <sub>3</sub> ) | Saya merasa bahwa meningkatkan efesiensi dalam pekerjaan memerlukan strategi yang tepat dan kemampuan untuk mengelola waktu dengan baik. |    |   |   |    |     |
|                                            |                                                       | Saya merasa waktu yang efesien dalam menyelesaikan tugas mencerminkan produktivitas seorang pegawai.                                     |    |   |   |    |     |

|  |                      |                                                                                                                                          |  |  |  |  |  |
|--|----------------------|------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  |                      | Saya merasa bahwa efesiensi dalam menyelesaikan tugas merupakan indikator yang kuat untuk menilai kinerja pegawai.                       |  |  |  |  |  |
|  | Disiplin Kerja (Y.4) | Saya setuju bahwa disiplin kerja merupakan faktor penting dalam menilai kinerja seorang pegawai.                                         |  |  |  |  |  |
|  |                      | Apakah anda setuju jika tingkat disiplin seorang pegawai mencerminkan dedikasi dan tanggung jawab mereka terhadap pekerjaan.             |  |  |  |  |  |
|  |                      | Apakah anda setuju menilai kinerja seorang pegawai berdasarkan seberapa disiplin mereka dalam menjalankan tugas-tugas mereka.            |  |  |  |  |  |
|  | Inisiatif (Y.5)      | Saya setuju bahwa inisiatif merupakan aspek penting dalam kinerja seorang pegawai.                                                       |  |  |  |  |  |
|  |                      | Apakah anda setuju menilai kinerja seorang pegawai berdasarkan seberapa besar mereka menunjukan inisiatif dalam menjalankan tugas-tugas. |  |  |  |  |  |
|  |                      | Saya setuju jika inisiatif seorang pegawai mencerminkan tanggung jawab dan kreativitas mereka dalam bekerja.                             |  |  |  |  |  |
|  | Ketelitian (Y.6)     | Apakah anda setuju bahwa ketelitian merupakan aspek penting dalam kinerja seorang pegawai.                                               |  |  |  |  |  |

|  |                    |                                                                                                                              |  |  |  |  |  |
|--|--------------------|------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  |                    | Saya setuju tingkat ketelitian seorang pegawai mencerminkan tanggung jawab dan kehati-hatian mereka dalam menjalankan tugas. |  |  |  |  |  |
|  |                    | Apakah anda setuju jika ketelitian harus menjadi kriteria utama dalam mengevaluasi kinerja seorang pegawai.                  |  |  |  |  |  |
|  | Kepemimpinan (Y.7) | Apakah anda setuju bahwa kepemimpinan yang efektif dapat mempengaruhi kinerja dan memotivasi pegawai.                        |  |  |  |  |  |
|  |                    | Saya setuju bahwa peran kepemimpinan dalam menentukan kinerja pegawai sangat penting.                                        |  |  |  |  |  |
|  |                    | Apakah anda merasa bahwa pemimpin anda adil dalam memberikan penghargaan dan pengakuan atas pencapaian anda.                 |  |  |  |  |  |
|  | Kejujuran (Y.8)    | Apakah anda percaya bahwa pegawai di lingkungan kerja anda bertindak dengan jujur dalam melaksanakan tugas-tugas mereka.     |  |  |  |  |  |
|  |                    | Apakah anda merasa bahwa atasan anda memberikan contoh yang baik dalam hal kejujuran dan integritas.                         |  |  |  |  |  |
|  |                    | Saya setuju bahwa pelatihan dan pengembangan yang diberikan oleh organisasi mendukung pembentukn sikap jujur dalam bekerja.  |  |  |  |  |  |

|  |                      |                                                                                                                              |  |  |  |  |  |
|--|----------------------|------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  | Kreativitas<br>(Y.9) | Apakah anda merasa bahwa lingkungan kerja di tempat anda mendorong dan mendukung kreativitas dalam melaksanakan tugas-tugas. |  |  |  |  |  |
|  |                      | Apakah anda percaya bahwa kreativitas dalam kinerja pegawai dihargai dan diakui secara terbuka oleh atasan dan rekan kerja.  |  |  |  |  |  |
|  |                      | Saya setuju jika organisasi memberikan pelatihan dan pengembangan untuk meningkatkan kemampuan kreatif pegawai.              |  |  |  |  |  |

TERIMA KASIH

## Karakteristik Responden

### Jenis\_kelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 12        | 57.1    | 57.1          | 57.1               |
|       | Perempuan | 9         | 42.9    | 42.9          | 100.0              |
|       | Total     | 21        | 100.0   | 100.0         |                    |

### Usia

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-30 tahun | 5         | 23.8    | 23.8          | 23.8               |
|       | 30-40 tahun | 10        | 47.6    | 47.6          | 71.4               |
|       | 40-50 tahun | 5         | 23.8    | 23.8          | 95.2               |
|       | 50-60 tahun | 1         | 4.8     | 4.8           | 100.0              |
|       | Total       | 21        | 100.0   | 100.0         |                    |

### Pendidikan\_terakhir

|       |         | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | SMA/SMK | 5         | 23.8    | 23.8          | 23.8               |
|       | S1      | 8         | 38.1    | 38.1          | 61.9               |
|       | S2      | 8         | 38.1    | 38.1          | 100.0              |
|       | Total   | 21        | 100.0   | 100.0         |                    |

## Distribusi Jawaban Responden

### Variabel X<sub>1</sub> (Semangat Kerja)

#### Statistics

|   |         | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
|---|---------|------|------|------|------|------|------|------|------|-------|-------|-------|
| N | Valid   | 21   | 21   | 21   | 21   | 21   | 21   | 21   | 21   | 21    | 21    | 21    |
|   | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     |

### Frequency Table

#### X1.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 8         | 38.1    | 38.1          | 38.1               |
|       | SS    | 13        | 61.9    | 61.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

#### X1.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 13        | 61.9    | 61.9          | 66.7               |
|       | SS    | 7         | 33.3    | 33.3          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

#### X1.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 14        | 66.7    | 66.7          | 66.7               |
|       | SS    | 7         | 33.3    | 33.3          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 10        | 47.6    | 47.6          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 14        | 66.7    | 66.7          | 66.7               |
|       | SS    | 7         | 33.3    | 33.3          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 14        | 66.7    | 66.7          | 71.4               |
|       | SS    | 6         | 28.6    | 28.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 12        | 57.1    | 57.1          | 57.1               |
|       | SS    | 9         | 42.9    | 42.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 12        | 57.1    | 57.1          | 61.9               |
|       | SS    | 8         | 38.1    | 38.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 8         | 38.1    | 38.1          | 38.1               |
|       | SS    | 13        | 61.9    | 61.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X1.12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

## Distribusi Jawaban Responden

### Variabel X<sub>2</sub> (Disiplin Kerja)

x2.2

| Statistics |         |      |      |      |      |      |      |      |      |      |       |       |       |
|------------|---------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
|            |         | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| N          | Valid   | 21   | 21   | 21   | 21   | 21   | 21   | 21   | 21   | 21   | 21    | 21    | 21    |
|            | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     | 0     |

| X2.1  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | S     | 12        | 57.1    | 57.1          | 57.1               |
|       | SS    | 9         | 42.9    | 42.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

| X2.2  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

| X2.3  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

| X2.4  |       |           |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS    | 1         | 4.8     | 4.8           | 4.8                |
|       | N     | 1         | 4.8     | 4.8           | 9.5                |
|       | S     | 11        | 52.4    | 52.4          | 61.9               |
|       | SS    | 8         | 38.1    | 38.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 7         | 33.3    | 33.3          | 38.1               |
|       | SS    | 13        | 61.9    | 61.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2 . 9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 12        | 57.1    | 57.1          | 57.1               |
|       | SS    | 9         | 42.9    | 42.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 8         | 38.1    | 38.1          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 5         | 23.8    | 23.8          | 23.8               |
|       | SS    | 16        | 76.2    | 76.2          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**X2.12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 9         | 42.9    | 42.9          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

## Distribusi Jawaban Responden

### Variabel Y (Kinerja Pegawai)

#### Frequencies

|   |         | Statistics |    |    |    |    |    |    |    |    |     |     |     |
|---|---------|------------|----|----|----|----|----|----|----|----|-----|-----|-----|
|   |         | Y1         | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 |
| N | Valid   | 21         | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21  | 21  | 21  |
|   | Missing | 0          | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   |

|   |         | Statistics |     |     |     |     |     |     |     |
|---|---------|------------|-----|-----|-----|-----|-----|-----|-----|
|   |         | Y13        | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 |
| N | Valid   | 21         | 21  | 21  | 21  | 21  | 21  | 21  | 21  |
|   | Missing | 0          | 0   | 0   | 0   | 0   | 0   | 0   | 0   |

|   |         | Statistics |     |     |     |     |     |     |
|---|---------|------------|-----|-----|-----|-----|-----|-----|
|   |         | Y21        | Y22 | Y23 | Y24 | Y25 | Y26 | Y27 |
| N | Valid   | 21         | 21  | 21  | 21  | 21  | 21  | 21  |
|   | Missing | 0          | 0   | 0   | 0   | 0   | 0   | 0   |

#### Frequency Table

|       |       | Y1        |         |               |                    |
|-------|-------|-----------|---------|---------------|--------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 11        | 52.4    | 52.4          | 57.1               |
|       | SS    | 9         | 42.9    | 42.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 10        | 47.6    | 47.6          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 7         | 33.3    | 33.3          | 38.1               |
|       | SS    | 13        | 61.9    | 61.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 8         | 38.1    | 38.1          | 42.9               |
|       | SS    | 12        | 57.1    | 57.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 10        | 47.6    | 47.6          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 12        | 57.1    | 57.1          | 57.1               |
|       | SS    | 9         | 42.9    | 42.9          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 10        | 47.6    | 47.6          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 10        | 47.6    | 47.6          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y14**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 9         | 42.9    | 42.9          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y13**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 10        | 47.6    | 47.6          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y15**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 9         | 42.9    | 42.9          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y16**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 14        | 66.7    | 66.7          | 66.7               |
|       | SS    | 7         | 33.3    | 33.3          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y17**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 13        | 61.9    | 61.9          | 61.9               |
|       | SS    | 8         | 38.1    | 38.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y18**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y19**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 10        | 47.6    | 47.6          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y20**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 10        | 47.6    | 47.6          | 47.6               |
|       | SS    | 11        | 52.4    | 52.4          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y21**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y22**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y23**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y24**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 11        | 52.4    | 52.4          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y25**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 13        | 61.9    | 61.9          | 61.9               |
|       | SS    | 8         | 38.1    | 38.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y26**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N     | 1         | 4.8     | 4.8           | 4.8                |
|       | S     | 10        | 47.6    | 47.6          | 52.4               |
|       | SS    | 10        | 47.6    | 47.6          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

**Y27**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S     | 13        | 61.9    | 61.9          | 61.9               |
|       | SS    | 8         | 38.1    | 38.1          | 100.0              |
|       | Total | 21        | 100.0   | 100.0         |                    |

[illegible]

|          |                     |        |        |        |        |        |        |        |        |        |        |         |         |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|--------|
| X1.8     | Pearson Correlation | .311   | .101   | .408   | .523*  | .408   | .209   | .361   | 1      | .491*  | .510*  | .806**  | .806**  | .735** |
|          | Sig. (2-tailed)     | .169   | .665   | .066   | .015   | .066   | .363   | .108   |        | .024   | .018   | .000    | .000    | .000   |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |
| X1.9     | Pearson Correlation | .460*  | .036   | .433*  | .389   | .144   | .333   | .334   | .491*  | 1      | .460*  | .491*   | .491*   | .624** |
|          | Sig. (2-tailed)     | .036   | .878   | .050   | .081   | .532   | .141   | .139   | .024   |        | .036   | .024    | .024    | .003   |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |
| X1.10    | Pearson Correlation | .596** | .051   | .139   | .037   | .139   | .169   | .283   | .510*  | .460*  | 1      | .510*   | .510*   | .550** |
|          | Sig. (2-tailed)     | .004   | .826   | .549   | .872   | .549   | .465   | .214   | .018   | .036   |        | .018    | .018    | .010   |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |
| X1.11    | Pearson Correlation | .311   | .101   | .408   | .330   | .204   | .209   | .556** | .806** | .491*  | .510*  | 1       | 1.000** | .735** |
|          | Sig. (2-tailed)     | .169   | .665   | .066   | .144   | .375   | .363   | .009   | .000   | .024   | .018   |         | .000    | .000   |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |
| X1.12    | Pearson Correlation | .311   | .101   | .408   | .330   | .204   | .209   | .556** | .806** | .491*  | .510*  | 1.000** | 1       | .735** |
|          | Sig. (2-tailed)     | .169   | .665   | .066   | .144   | .375   | .363   | .009   | .000   | .024   | .018   | .000    |         | .000   |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |
| Total_X1 | Pearson Correlation | .574** | .560** | .821** | .615** | .595** | .722** | .797** | .735** | .624** | .550** | .735**  | .735**  | 1      |
|          | Sig. (2-tailed)     | .007   | .008   | .000   | .003   | .004   | .000   | .000   | .000   | .003   | .010   | .000    | .000    |        |
|          | N                   | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21     | 21      | 21      | 21     |

|                        |  |            |
|------------------------|--|------------|
| Uji Reliabilitas       |  |            |
| Reliability Statistics |  |            |
| Cronbach's Alpha       |  | N of Items |
| .887                   |  | 12         |

Uji Validitas dan Reliabilitas Variabel X<sub>2</sub>(Disiplin Kerja)

|       |                     | Correlations |        |       |        |        |       |        |        |        |        |        |        |          |
|-------|---------------------|--------------|--------|-------|--------|--------|-------|--------|--------|--------|--------|--------|--------|----------|
| X2.1  |                     | X2.1         | X2.2   | X2.3  | X2.4   | X2.5   | X2.6  | X2.7   | X2.8   | X2.9   | X2.10  | X2.11  | X2.12  | Total X2 |
| X2.1  | Pearson Correlation | 1            | .361   | -.028 | .556** | .361   | .238  | .556** | .471*  | .806** | .375   | .484*  | .556** | .672**   |
|       | Sig. (2-tailed)     |              | .108   | .905  | .009   | .108   | .298  | .009   | .031   | .000   | .094   | .026   | .009   | .001     |
| X2.2  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .361         | 1      | .417  | .611** | .806** | .147  | .611** | .684** | .556** | .609** | .420   | .417   | .778**   |
|       | Sig. (2-tailed)     | .108         |        | .060  | .003   | .000   | .526  | .003   | .001   | .009   | .003   | .058   | .060   | .000     |
| X2.3  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | -.028        | .417   | 1     | .222   | .417   | .532* | .417   | .189   | -.028  | .117   | .420   | .222   | .471*    |
|       | Sig. (2-tailed)     | .905         | .060   |       | .333   | .060   | .013  | .060   | .413   | .905   | .613   | .058   | .333   | .031     |
| X2.4  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .556**       | .611** | .222  | 1      | .806** | .275  | .417   | .519*  | .750** | .445*  | .645** | .417   | .778**   |
|       | Sig. (2-tailed)     | .009         | .003   | .333  |        | .000   | .228  | .060   | .016   | .000   | .043   | .002   | .060   | .000     |
| X2.5  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .361         | .806** | .417  | .806** | 1      | .275  | .417   | .354   | .556** | .445*  | .645** | .417   | .756**   |
|       | Sig. (2-tailed)     | .108         | .000   | .060  | .000   |        | .228  | .060   | .116   | .009   | .043   | .002   | .060   | .000     |
| X2.6  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .238         | .147   | .532* | .275   | .275   | 1     | .275   | .016   | .110   | .041   | .327   | .275   | .451*    |
|       | Sig. (2-tailed)     | .298         | .526   | .013  | .228   | .228   |       | .228   | .947   | .635   | .859   | .148   | .228   | .040     |
| X2.7  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .556**       | .611** | .417  | .417   | .417   | .275  | 1      | .684** | .556** | .609** | .420   | .806** | .800**   |
|       | Sig. (2-tailed)     | .009         | .003   | .060  | .060   | .060   | .228  |        | .001   | .009   | .003   | .058   | .000   | .000     |
| X2.8  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .471*        | .684** | .189  | .519*  | .354   | .016  | .684** | 1      | .636** | .795** | .356   | .519*  | .735**   |
|       | Sig. (2-tailed)     | .031         | .001   | .413  | .016   | .116   | .947  | .001   |        | .002   | .000   | .113   | .016   | .000     |
| X2.9  | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .806**       | .556** | -.028 | .750** | .556** | .110  | .556** | .636** | 1      | .539*  | .484*  | .556** | .759**   |
|       | Sig. (2-tailed)     | .000         | .009   | .905  | .000   | .009   | .635  | .009   | .002   |        | .012   | .026   | .009   | .000     |
| X2.10 | N                   | 21           | 21     | 21    | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21       |
|       | Pearson Correlation | .375         | .609** | .117  | .445*  | .445*  | .041  | .609** | .795** | .539*  | 1      | .499*  | .773** | .737**   |

| Sig. (2-tailed) |                     | .094   | .003   | .613  | .043   | .043   | .043   | .859  | .003   | .000   | .012   |        | .021   | .000   | .000   |
|-----------------|---------------------|--------|--------|-------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|
| N               |                     | 21     | 21     | 21    | 21     | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21     |
| X2.11           | Pearson Correlation | .484*  | .420   | .420  | .645** | .645** | .645** | .327  | .420   | .356   | .484*  | .499*  | 1      | .645** | .738** |
| Sig. (2-tailed) |                     | .026   | .058   | .058  | .002   | .002   | .002   | .148  | .058   | .113   | .026   | .021   |        | .002   | .000   |
| N               |                     | 21     | 21     | 21    | 21     | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21     |
| X2.12           | Pearson Correlation | .556** | .417   | .222  | .417   | .417   | .417   | .275  | .806** | .519*  | .556** | .773** | .645** | 1      | .778** |
| Sig. (2-tailed) |                     | .009   | .060   | .333  | .060   | .060   | .060   | .228  | .000   | .016   | .009   | .000   | .002   |        | .000   |
| N               |                     | 21     | 21     | 21    | 21     | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21     |
| Total_          | Pearson Correlation | .672** | .778** | .471* | .778** | .778** | .756** | .451* | .800** | .735** | .759** | .737** | .738** | .778** | 1      |
| X2              | Sig. (2-tailed)     | .001   | .000   | .031  | .000   | .000   | .000   | .040  | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
| N               |                     | 21     | 21     | 21    | 21     | 21     | 21     | 21    | 21     | 21     | 21     | 21     | 21     | 21     | 21     |

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

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

Reliabilitas

Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .898       | 12         |













## Reliabilitas

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .754             | 27         |

## Deskriptif Statistik Variabel

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| Semangat Kerja     | 21 | 47      | 60      | 53.19  | 4.118          |
| Disipin Kerja      | 21 | 47      | 60      | 54.38  | 4.489          |
| Kinerja Pegawai    | 21 | 104     | 134     | 120.43 | 10.684         |
| Valid N (listwise) | 21 |         |         |        |                |

## Uji Asumsi Klasik

### Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

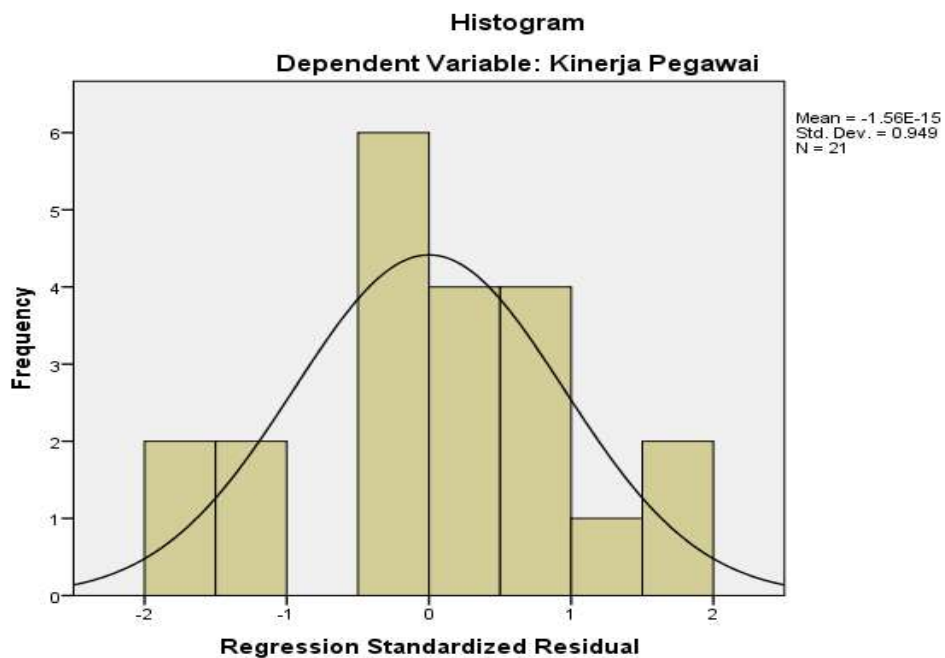
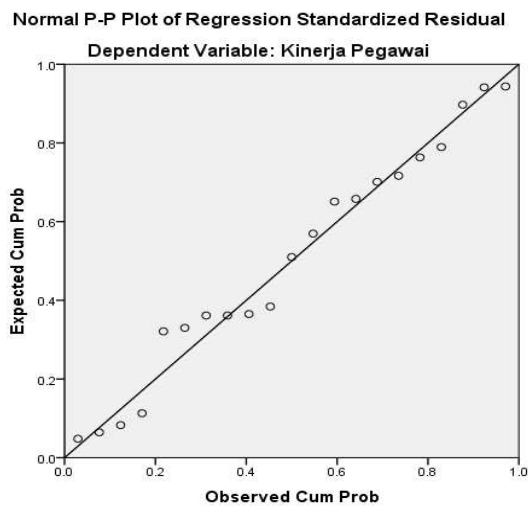
|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 21                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 6.52453289              |
| Most Extreme Differences         | Absolute       | .122                    |
|                                  | Positive       | .098                    |
|                                  | Negative       | -.122                   |
| Test Statistic                   |                | .122                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.



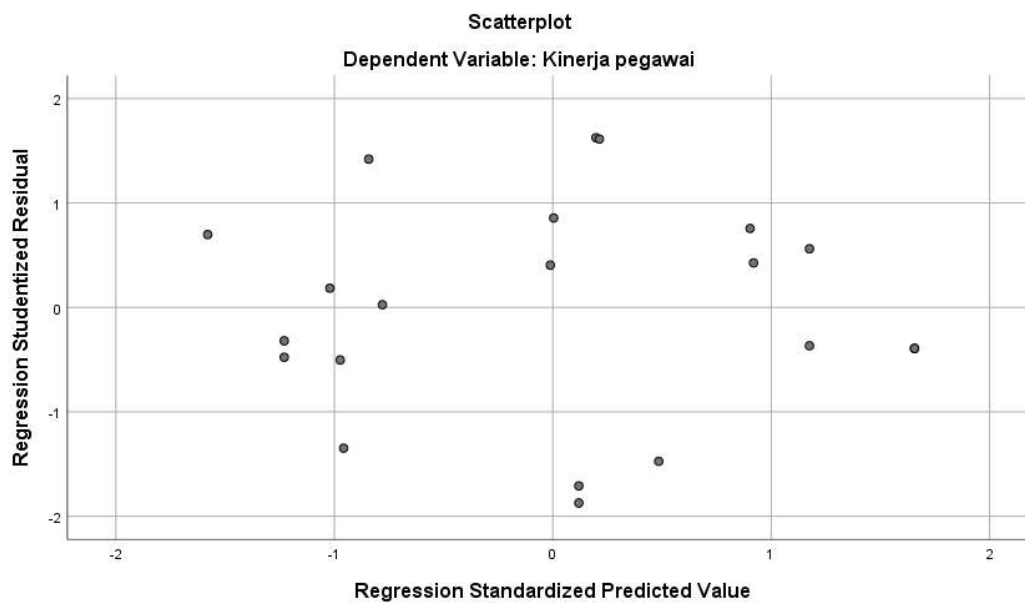
### Uji Multikolinieritas

#### Coefficients<sup>a</sup>

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)     | 12.366                      | 20.468     |                           | .604  | .553 |                         |       |
|       | Semangat Kerja | 2.167                       | .614       | .835                      | 3.530 | .002 | .370                    | 2.703 |
|       | Disipin Kerja  | -.133                       | .563       | -.056                     | -.236 | .816 | .370                    | 2.703 |

a. Dependent Variable: Kinerja Pegawai

## Uji Heteroskedastisitas



## Uji Regresi Linear Bergand

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|----------------|-----------------------------|------------|---------------------------|-------|------|
|                | B                           | Std. Error | Beta                      |       |      |
| (Constant)     | 12.366                      | 20.468     |                           | .604  | .553 |
| Semangat Kerja | 2.167                       | .614       | .835                      | 3.530 | .002 |
| Disiplin Kerja | -.133                       | .563       | -.056                     | -.236 | .816 |

## Uji F

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1431.752       | 2  | 715.876     | 15.135 | .000 <sup>b</sup> |
|       | Residual   | 851.391        | 18 | 47.299      |        |                   |
|       | Total      | 2283.143       | 20 |             |        |                   |

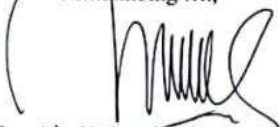
a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Disiplin Kerja, Semangat Kerja

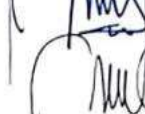
**KARTU BIMBINGAN SKRIPSI**  
**SEKOLAH TINGGI ILMU MANAJEMEN INDONESIA BANJARMASIN**

|                                     |                                                                                                                              |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1. Nama Mahasiswa                   | : Syifa Oktaviani Putri                                                                                                      |
| 2. NIM/ NPM                         | : 3032010106                                                                                                                 |
| 3. Program Studi/ Konsentrasi       | : Manajemen SDM                                                                                                              |
| 4. Judul Skripsi yang Diajukan      | : Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Ombudsman RI Perwakilan Kalimantan Selatan |
| 5. Judul Skripsi yang Disetujui     | : Pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Ombudsman RI Perwakilan Kalimantan Selatan |
| 6. Tanggal Mengajukan Judul Skripsi | : Senin, 29 Januari 2024                                                                                                     |
| 7. Nama Pembimbing Skripsi PB I     | : Dr. Nurhikmah, S.H., M.H., M.M.                                                                                            |
| PB II                               | : Muhammad Nurdin, S.Sos., M.M.                                                                                              |

Banjarmasin, 29 Januari 2024  
 Pembimbing I,

  
 (Dr. NURHIKMAH, S.H., M.H., M.M.)

### CATATAN BIMBINGAN SKRIPSI

| No. | Tanggal          | Pokok Bahasan                                                                                                              | Paraf Pembimbing                                                                      | Paraf Mahasiswa                                                                       |
|-----|------------------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 1.  | 29.01.24         | Pertimbangan perbaikan/ganti salah satu variabel bebas<br>Perhatikan teknis penulisan sesuai kon dgn buku pedoman skripsi  |    |    |
| 2.  | Sabtu / 17.02.24 | Halaman daftar isi perbaikan teknis Salah (lihat buku pedoman)<br>Perbaikan kelukan masuk paragraf baru                    |    |    |
| 3.  | 21.02.24         | Perbaikan teknis penulisan, margin kanan kiri                                                                              |    |    |
| 4.  | 23.02.24         | Kerangka konseptual tulis grand theory!<br>Perbaikan teknis penulisan dalam paragrafnya!                                   |    |    |
| 5.  | 26.02.24         | Bab 2 acc<br>Bab 3 perbaikan teknik analisis data<br>Dapus perbaikan teknis penulisan Paragraf menjoroknya terlalu banyak! |   |   |
| 6.  | 27.2.24          | Bab 3 acc<br>Konsul ke pemb. 2                                                                                             |  |  |
| 7.  | 17.04.24         | Perbaikan teknis penulisan!<br>ukuran huruf, spasi dll                                                                     |  |  |
| 8.  | 20.04.24         | acc Perbaikan, buat kutipan penelitian                                                                                     |  |  |
| 9.  | 03.05.24         | Buku-buku pertamahan tambah lagi (semangat kerja, disiplin kerja, kinerja) tambah min 1 indikator 3                        |  |  |
| 10. | 08.05.24         | Silakan ambil data penelitian turun ke lapangan!                                                                           |  |  |

### CATATAN BIMBINGAN SKRIPSI

| No. | Tanggal  | Pokok Bahasan                                                                                                                                        | Paraf Pembimbing                                                                   | Paraf Mahasiswa |
|-----|----------|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------|
| 1.  | 01.07.24 | Hal 51 tulisan hrs acing ulang<br>Hal 74 Beri penjelasan kpp disiplin<br>kenapa tdk berpengaruh thd kinerja<br>dukungan penelitian jurnal/penelitian |  | Sup             |
| 2.  | 05.07.24 | Hal 76 perbaiki !<br>cek plagiasi<br>lengkapi otm maju ujian di<br>akademik, ace ujian                                                               |  | Sup             |

**KARTU BIMBINGAN SKRIPSI**  
**SEKOLAH TINGGI ILMU MANAJEMEN INDONESIA BANJARMASIN**

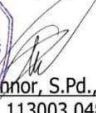
|                                     |       |                                                                                                                                        |
|-------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------|
| 1. Nama Mahasiswa                   | :     | Syifa Oktaviani Putri                                                                                                                  |
| 2. NIM/ NPM                         | :     | 3032010106                                                                                                                             |
| 3. Program Studi/ Konsentrasi       | :     | Manajemen SDM                                                                                                                          |
| 4. Judul Skripsi yang Diajukan      | :     | Pengaruh Motivasi Kerja dan Disiplin<br>Kerja Terhadap Kinerja Pegawai<br>pada Kantor Ombudsman RI<br>Perwakilan Kalimantan Selatan    |
| 5. Judul Skripsi yang Disetujui     | :     | Pengaruh Semangat Kerja dan<br>Disiplin Kerja Terhadap Kinerja<br>Pegawai pada Kantor Ombudsman<br>RI Perwakilan Kalimantan<br>Selatan |
| 6. Tanggal Mengajukan Judul Skripsi | :     | Senin, 29 Januari 2024                                                                                                                 |
| 7. Nama Pembimbing Skripsi          | PB I  | Dr. Nurhikmah, S.H., M.M., M.M.                                                                                                        |
|                                     | PB II | Muhammad Nurdin, S.Sos., M.M.                                                                                                          |

Banjarmasin, 29 Januari 2024.  
Pembimbing .....

  
(Muhammad Nurdin, S.Sos., M.M.)

### CATATAN BIMBINGAN SKRIPSI

| No. | Tanggal                   | Pokok Bahasan                                                                                                                                                                                                                                                                                                           | Paraf Pembimbing                                                                                                                                                                                                                                                  | Paraf Mahasiswa                                                                                                                                                                                                                                                   |
|-----|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | Senin,<br>29 Jan<br>2024  | <ul style="list-style-type: none"> <li>- Pengubahan judul sesuai arahan pembimbing I</li> <li>- Menyiapkan materi pada Buku Pedoman Penulisan Skripsi</li> <li>- Menyiapkan kebutuhan administrasi pada objek penelitian.</li> </ul>                                                                                    | <br><br> | <br><br> |
| 2.  | Rabu,<br>21 Feb<br>2024   | <ul style="list-style-type: none"> <li>- Perbaikan penomoran sub judul</li> <li>- Revisi margin, header, footer</li> <li>- Format nomor halaman berdasarkan aturan Buku Pedoman</li> </ul>                                                                                                                              |                                                                                                                                                                                |                                                                                                                                                                                |
| 3.  | Selasa,<br>27 Feb<br>2024 | <ul style="list-style-type: none"> <li>- Revisi format nomor pada Daftar Isi</li> <li>- Perbaikan garis antar paragraf.</li> <li>- Perbaikan penggunaan kata dua titik pada manfaat penelitian</li> <li>- Edit Buku Pedoman footnote kebabak dan ulensi font untuk penulisan pada diagram, tabel dan gambar.</li> </ul> |                                                                                                                                                                                |                                                                                                                                                                                |
| 4.  | Kamis,<br>29 Feb<br>2024  | <ul style="list-style-type: none"> <li>- Cek nomor, cell typo</li> <li>- Font I, II &amp; III</li> <li>- Sub cell penulisan kembali revisi</li> </ul>                                                                                                                                                                   |                                                                                                                                                                              |                                                                                                                                                                              |
| 5.  | Jumat,<br>5 Juli<br>2024  | <ul style="list-style-type: none"> <li>- Revisi nomor (cell buku pedoman)</li> <li>- Cell typo</li> <li>- Cell gambar berdasarkan asing (Stalve)</li> <li>- Penggunaan garis, kata depan di tempat</li> <li>- Garis Daftar Pustaka</li> <li>- Garis daftar ujian skripsi.</li> </ul>                                    |                                                                                                                                                                              |                                                                                                                                                                              |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
|  <p>YAYASAN PENDIDIKAN KORPS PEGAWAI NEGERI REPUBLIK INDONESIA PROPINSI KALIMANTAN SELATAN<br/> <b>SEKOLAH TINGGI ILMU MANAJEMEN INDONESIA</b><br/> <b>(STIMI) BANJARMASIN</b><br/> <b>PROGRAM STUDI SARJANA MANAJEMEN (S-1)</b></p> <p><small>Akreditasi "B", SK. BAN-PT No: 38/SK/BAN-PT/Akred/PTM/2019, 26 Februari 2019<br/>         Program Studi Manajemen (S1) : Akreditasi "Baik Sekali", SK. BAN-PT No: 13528/SK/BAN-PT/Akred/S/XII/2021, 22 Desember 2021</small></p> <p><small>Kampus STIMI Banjarmasin, Jln. Kuripan No.26 Telp. 0511-3258263 Fax. 0511-3265264 Banjarmasin   Email: proman@stimi-bjm.ac.id</small></p> |                                                                                                                                     |
| <b>SERTIFIKAT BEBAS PLAGIASI</b><br><b>Nomor: 177/PS1-M/S/STIMI/VII/2024</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                     |
| <b>NAMA</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>: SYIFA OKTAVIANI PUTRI</b>                                                                                                      |
| <b>NPM</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>: 3032010106</b>                                                                                                                 |
| <b>JUDUL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>: PENGARUH SEMANGAT KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR OMBUDSMAN RI PERWAKILAN KALIMANTAN SELATAN</b> |
| <p>Telah dilakukan deteksi dengan <i>software Plagiarsm Checker X</i> dengan hasil <b>21%</b> dan dinyatakan artikel telah memenuhi ketentuan bebas plagiasi.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                     |
| <p>Plt. Ketua Program Studi,<br/>         Sarjana (S-1) Manajemen</p> <p><br/> <b>Alfianor, S.Pd., M.M</b><br/>         NIK. 113003 0488 2015 1 063</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                     |