

PENGARUH DISIPLIN KERJA, MOTIVASI KERJA DAN STRES KERJA
TERHADAP KINERJA PEGAWAI DI DINAS KEPENDUDUKAN
DAN PENCATATAN SIPIL KABUPATEN
PADANG LAWAS UTARA

TESIS

Diajukan Sebagai Salah Satu Syarat Akademik Untuk Menyelesaikan Studi Di Program
Studi Manajemen (S2) Fakultas Ekonomi dan Bisnis
Universitas Islam Sumatera Utara

DIAJUKAN OLEH :

NAMA MAHASISWA	: YUDI ADI DIRYA PANDIA
NPM	: 71230321176
PROGRAM PENDIDIKAN	: MAGISTER (S2)
PROGRAM STUDI	: MANAJEMEN
KONSENTRASI	: MANAJEMEN SUMBER DAYA MANUSIA



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FAKULTAS EKONOMI DAN BISNIS
UNIVERSITAS ISLAM SUMATERA UTARA
MEDAN
2025

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PROGRAM STUDI MANAJEMEN (S2)
FAKULTAS EKONOMI DAN BISNIS
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MEDAN

KATA PENGANTAR

Puji Tuhan, puji dan syukur penulis Kepada Tuhan Yang Maha Kuasa karna berkat kasih dan karunia-Nya penulis dapat menyelesaikan penyusunan tesis ini.

Penulisan tesis ini diajukan sebagai salah satu persyaratan untuk memperoleh gelar Magister Manajemen pada Program Studi Manajemen (S2) Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara. Selain dari pada itu, tesis ini juga dibuat sebagai salah satu wujud implementasi dari ilmu yang didapatkan selama masa perkuliahan.

Tesis ini berjudul **“Pengaruh Disiplin Kerja, Motivasi Kerja dan Stres kerja Terhadap Kinerja Pegawai di Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Padang Lawas Utara”**.

Penulis menyadari sepenuhnya bahwa tesis masih jauh dari kata sempurna. Oleh karena itu, penulis berharap dapat belajar lebih banyak lagi dalam mengimplementasikan ilmu yang didapatkan. Tesis ini tentunya tidak lepas dari bimbingan, masukan, dan arahan dari berbagai pihak. Oleh karena itu, pada kesempatan ini saya ingin mengucapkan terima kasih yang sebesar-besarnya kepada:

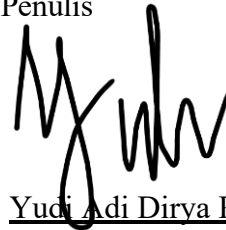
1. Ibu Prof. Dr. Hj. Safrida.,S.E.,M.Si selaku Rektor Universitas Islam Sumatera Utara.
2. Bapak Dr. Supriadi.,S.E.,M.M.,M.Si selaku Dekan Fakultas Ekonomi Dan Bisnis Universitas Islam Sumatera Utara.
3. Ibu Dr. Zenni Riana., S.E., M.M sebagai Ketua Progam Studi Manajemen (S2) Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara.
4. Ibu Dr. Yusrita., S.E., M.M sebagai Ketua Komisi Pembimbing yang telah membimbing dan membantu penulis dalam penelitian ini.
5. Bapak Dr. Nur. M. Ridha Tarigan., S.E., M.M dan Bapak Dr. Eddi Suprayitno., S.E., M.M sebagai Anggota Komisi Pembimbing yang telah membimbing dan membantu penulis dalam penelitian ini.
6. Bapak / Ibu dosen dan staf Program Studi Manajemen (S2) Fakultas Ekonomi Dan Bisnis Universitas Islam Sumatera Utara yang telah banyak membantu

penulis selama masa perkuliahan.

7. Kepala Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Padang Lawas Utara dan staf yang telah memberikan izin kepada penulis membantu penulis dalam penelitian ini.
8. Kepada seluruh keluarga Mamaku Menti Pasaribu, Bapakku Edward, Bulang, adik-adik yang telah memberikan support, doa dan dukungan selama ini.
9. Kepada Hasianku Synthia Veron Marpaung yang telah memberi dukungan semangat selama kuliah dan proses pengerjaan tesis ini.

Semoga tesis ini bermanfaat dan dapat memberikan sumbangan yang berarti bagi pihak yang membutuhkan. Atas perhatian dan bantuan dari semua pihak penulis ucapkan terima kasih.

Medan, Mei 2025
Penulis



Yudi Adi Dirya Pandia
NPM 71230321176

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QUESTIONER PENELITIAN

Judul : Pengaruh Disiplin Kerja, Motivasi Kerja Dan Stres Kerja Terhadap Kinerja

Kepada Yth :

Bapak / Ibu : Pegawai Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Padang Lawas Utara
Di

Padang Lawas Utara

Hal : Quesioner Penelitian

Assalamualaikum Wr. Wb.

Dengan hormat, Teriring salam doa kami semoga Bapak / Ibu dalam keadaan sehat wal'afiat dan sukses dalam menjalankan aktivitas sehari-hari. Aamiin.

Saya yang bertanda tangan di bawah ini :

Nama : Yudi Adi Dirya Pandia

Program Studi : Manajemen (S2)

Konsentrasi : Manajemen Sumber Daya Manusia

Dengan ini memohon kepada Bapak / Ibu agar sudi kiranya untuk mengisi questioner yang akan saya gunakan untuk melakukan penelitian dengan judul seperti yang di atas dengan hati yang ikhlas dan sesuai dengan yang Bapak / Ibu alami dalam bekerja sehari-hari. Jawaban Bapak / Ibu dijamin kerahasiaannya oleh peneliti dan tidak ada kaitannya dengan jabatan yang Bapak / Ibu pegang saat ini.

Demikian hal ini saya sampaikan atas perhatian dan bantuan yang Bapak / Ibu berikan saya ucapkan terima kasih.

Wassalamualaikum Wr. Wb.

Hormat saya,
Peneliti



(Yudi Adi Dirya Pandia)

QUESTIONER PENELITIAN

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan/ pernyataan harus dijawab semua.

I. Identitas Responden

1. No responden : (diisi oleh peneliti)
2. Nama Responden :
3. Jenis Kelamin Laki-Laki Perempuan
4. Usia < 20 tahun 21-29 tahun
 30-39 tahun 40-49 tahun
5. Pendidikan Terakhir SMA Diploma
 Sarjana Magister
6. Lama Bekerja < 1 Tahun 1 – 5 Tahun
 5 – 10 Tahun > 10 Tahun

II. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

Daftar Pertanyaan Petunjuk :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

No	Pernyataan	STS	TS	KS	S	SS
Variabel Disiplin Kerja (X₁)						
1.	Hadir dan pulang tepat waktu sesuai dengan ketentuan Instansi.					
2.	Instansi memberikan sanksi yang tegas bagi yang melanggar peraturan.					
3.	Selalu menggunakan seragam dan atribut lengkap sesuai dengan peraturan perusahaan.					
4.	Selalu melakukan peraturan Instansi dengan baik.					
5.	Selalu berlaku ramah dengan pimpinan maupun rekan kerja.					

No	Pernyataan	STS	TS	KS	S	SS
Variabel Motivasi Kerja (X₂)						
1.	Dapat menerima resiko atas keputusan yang telah ambil.					
2.	Dapat berusaha agar prestasi lebih baik dari orang lain.					
3.	Ingin mengembangkan kemampuan selama bekerja di instansi.					
4.	Senang apabila orang lain memberikan tanggapan atas hasil pekerjaan.					
5.	Giat bekerja karena adanya kesempatan yang diberikan instansi untuk menduduki posisi tertentu.					

No	Pernyataan	STS	TS	KS	S	SS
Variabel Stres Kerja (X₃)						
1.	Target yang harus dicapai dalam pekerjaan terlalu tinggi.					
2.	Peran yang diterima Instansi ini sering bertentangan satu sama lain.					
3.	Keberhasilan pegawai lain menjadi pesaing kinerja.					
4.	Alur perintah struktur organisasi yang tumpang tindih menjadi ketidak nyamanan kerja.					
5.	Sikap atasan dan tekanan kerja menjadikan iklim dalam Instansi relatif tidak kondusif.					

No	Pernyataan	STS	TS	KS	S	SS
Variabel Kinerja (Y)						
1.	Kuantitas pekerjaan yang lakukan sesuai dengan target yang ditetapkan.					
2.	Kualitas hasil kerja yang lakukan sesuai dengan cara kerja yang ditetapkan.					
3.	Pegawai mampu bekerja sama dengan dalam bekerja.					
4.	Tingkat pengetahuan pegawai tentang pekerjaannya sudah baik.					
5.	Pegawai mampu bekerja secara mandiri dengan baik.					

X1.1	X1.2	X1.3	X1.4	X1.5	TOTAL
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	5,00	5,00	5,00	25,00

5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00

X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	3,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	5,00	4,00	22,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	3,00	5,00	23,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	4,00	5,00	24,00
4,00	4,00	5,00	3,00	4,00	20,00
5,00	5,00	5,00	3,00	5,00	23,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	4,00	5,00	24,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	4,00	5,00	23,00
4,00	5,00	4,00	3,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	5,00	4,00	22,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	3,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	5,00	4,00	22,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	3,00	5,00	23,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	4,00	5,00	24,00
4,00	4,00	5,00	3,00	4,00	20,00
5,00	5,00	5,00	3,00	5,00	23,00

5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	4,00	5,00	24,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	4,00	5,00	23,00
4,00	5,00	4,00	3,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	5,00	4,00	22,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	3,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	3,00	4,00	20,00
4,00	4,00	5,00	5,00	4,00	22,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	3,00	5,00	23,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	4,00	5,00	24,00
4,00	4,00	5,00	3,00	4,00	20,00

X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL
4,00	3,00	4,00	4,00	4,00	19,00
4,00	3,00	4,00	4,00	3,00	18,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	5,00	24,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	3,00	4,00	4,00	3,00	18,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00

5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	5,00	24,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	3,00	4,00	4,00	3,00	18,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	3,00	4,00	4,00	4,00	19,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
4,00	3,00	4,00	4,00	4,00	19,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	5,00	4,00	4,00	21,00

Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTAL
3,00	4,00	4,00	4,00	4,00	19,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	3,00	5,00	4,00	20,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	3,00	3,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	3,00	5,00	5,00	5,00	23,00
5,00	5,00	5,00	5,00	3,00	23,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	3,00	5,00	5,00	23,00
3,00	5,00	4,00	5,00	5,00	22,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	3,00	23,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	5,00	5,00	5,00	25,00

5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
3,00	4,00	4,00	4,00	4,00	19,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	3,00	5,00	4,00	20,00
3,00	3,00	4,00	4,00	4,00	18,00
5,00	4,00	4,00	5,00	4,00	22,00
5,00	4,00	5,00	3,00	3,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	4,00	5,00	5,00	3,00	22,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	3,00	5,00	5,00	5,00	23,00
5,00	5,00	5,00	5,00	3,00	23,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	3,00	5,00	5,00	23,00
3,00	5,00	4,00	5,00	5,00	22,00
5,00	4,00	4,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	3,00	23,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	4,00	5,00	4,00	23,00
4,00	4,00	5,00	5,00	4,00	22,00
3,00	3,00	4,00	4,00	4,00	18,00

DISIPLIN	MOTIVASI	STRES	KINERJA	RES_1
20,00	20,00	19,00	19,00	-1,62591
23,00	20,00	18,00	23,00	-0,17517
22,00	21,00	20,00	20,00	-2,20397
18,00	19,00	19,00	18,00	-0,74717
22,00	20,00	21,00	22,00	0,47641
22,00	25,00	25,00	20,00	-2,21932
25,00	20,00	21,00	25,00	1,22784
24,00	20,00	21,00	22,00	-1,02264
21,00	22,00	21,00	21,00	-0,53345
25,00	19,00	19,00	25,00	1,00616
25,00	23,00	25,00	25,00	1,29150
24,00	24,00	24,00	24,00	0,36064
21,00	20,00	20,00	21,00	-0,07475
25,00	21,00	21,00	23,00	-1,15185
25,00	24,00	25,00	23,00	-1,08819
24,00	20,00	21,00	24,00	0,97736
25,00	23,00	25,00	23,00	-0,70850
24,00	24,00	24,00	22,00	-1,63936
21,00	20,00	20,00	21,00	-0,07475
25,00	21,00	21,00	23,00	-1,15185
25,00	24,00	25,00	25,00	0,91181
24,00	20,00	21,00	24,00	0,97736
23,00	20,00	20,00	23,00	0,42620
22,00	21,00	21,00	22,00	0,09672
18,00	20,00	20,00	18,00	-0,82618
22,00	23,00	24,00	22,00	0,23938
22,00	20,00	21,00	22,00	0,47641
25,00	25,00	25,00	25,00	0,53211
24,00	20,00	21,00	24,00	0,97736
21,00	22,00	21,00	21,00	-0,53345
20,00	20,00	20,00	20,00	-0,32523
23,00	20,00	20,00	23,00	0,42620
20,00	20,00	19,00	20,00	-0,62591
23,00	20,00	18,00	23,00	-0,17517
22,00	21,00	20,00	22,00	-0,20397
18,00	19,00	19,00	18,00	-0,74717
22,00	20,00	21,00	22,00	0,47641
22,00	25,00	25,00	22,00	-0,21932
25,00	20,00	21,00	25,00	1,22784
24,00	20,00	21,00	24,00	0,97736
21,00	22,00	21,00	21,00	-0,53345
25,00	19,00	19,00	25,00	1,00616
25,00	23,00	25,00	25,00	1,29150
24,00	24,00	24,00	24,00	0,36064
21,00	20,00	20,00	21,00	-0,07475
25,00	21,00	21,00	25,00	0,84815
25,00	24,00	25,00	25,00	0,91181
24,00	20,00	21,00	24,00	0,97736
25,00	23,00	25,00	25,00	1,29150

24,00	24,00	24,00	24,00	0,36064
21,00	20,00	20,00	21,00	-0,07475
25,00	21,00	21,00	25,00	0,84815
25,00	24,00	25,00	25,00	0,91181
24,00	20,00	21,00	19,00	-4,02264
23,00	20,00	20,00	23,00	0,42620
22,00	21,00	21,00	20,00	-1,90328
18,00	20,00	20,00	18,00	-0,82618
22,00	23,00	24,00	22,00	0,23938
22,00	20,00	21,00	20,00	-1,52359
25,00	25,00	25,00	25,00	0,53211
24,00	20,00	21,00	22,00	-1,02264
21,00	22,00	21,00	21,00	-0,53345
20,00	20,00	19,00	25,00	4,37409
23,00	20,00	18,00	25,00	1,82483
22,00	21,00	20,00	24,00	1,79603
18,00	19,00	19,00	21,00	2,25283
22,00	20,00	21,00	23,00	1,47641
22,00	25,00	25,00	23,00	0,78068
25,00	20,00	21,00	24,00	0,22784
24,00	20,00	21,00	23,00	-0,02264
21,00	22,00	21,00	22,00	0,46655
25,00	19,00	19,00	21,00	-2,99384
25,00	23,00	25,00	23,00	-0,70850
24,00	24,00	24,00	25,00	1,36064
21,00	20,00	20,00	24,00	2,92525
25,00	21,00	21,00	23,00	-1,15185
25,00	24,00	25,00	22,00	-2,08819
24,00	20,00	21,00	18,00	-5,02264

Notes

Output Created	18-MAR-2025 07:36:33	
Comments		
Input	Data	C: \\Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Disiplin Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 /ORDER=ANALYSIS.	
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	6.4	6.4	6.4
	4.00	9	11.5	11.5	17.9
	5.00	64	82.1	82.1	100.0
	Total	78	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	6.4	6.4	6.4
	4.00	34	43.6	43.6	50.0
	5.00	39	50.0	50.0	100.0
	Total	78	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	40	51.3	51.3	51.3
	5.00	38	48.7	48.7	100.0
	Total	78	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	19	24.4	24.4	24.4
	5.00	59	75.6	75.6	100.0
	Total	78	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	6.4	6.4	6.4
	4.00	35	44.9	44.9	51.3
	5.00	38	48.7	48.7	100.0
	Total	78	100.0	100.0	

Notes

Output Created	18-MAR-2025 07:37:12	
Comments		
Input	Data	C: \\Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Motivasi Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 /ORDER=ANALYSIS.	
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	56	71.8	71.8	71.8
	5.00	22	28.2	28.2	100.0
	Total	78	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	7.7	7.7	7.7
	4.00	45	57.7	57.7	65.4
	5.00	27	34.6	34.6	100.0
	Total	78	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	35	44.9	44.9	44.9
	5.00	43	55.1	55.1	100.0
	Total	78	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	23	29.5	29.5	29.5
	4.00	40	51.3	51.3	80.8
	5.00	15	19.2	19.2	100.0
	Total	78	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	56	71.8	71.8	71.8
	5.00	22	28.2	28.2	100.0
	Total	78	100.0	100.0	

Notes

Output Created	18-MAR-2025 07:37:53	
Comments		
Input	Data	C: \\Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Stres Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 /ORDER=ANALYSIS.	
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,00

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	56	71.8	71.8	71.8
	5.00	22	28.2	28.2	100.0
	Total	78	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	15.4	15.4	15.4
	4.00	39	50.0	50.0	65.4
	5.00	27	34.6	34.6	100.0
	Total	78	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	38	48.7	48.7	48.7
	5.00	40	51.3	51.3	100.0
	Total	78	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	56	71.8	71.8	71.8
	5.00	22	28.2	28.2	100.0
	Total	78	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	3.8	3.8	3.8
	4.00	53	67.9	67.9	71.8
	5.00	22	28.2	28.2	100.0
	Total	78	100.0	100.0	

Notes

Output Created	18-MAR-2025 07:38:33	
Comments		
Input	Data	C: \\Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Kinerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 /ORDER=ANALYSIS.	
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	11.5	11.5	11.5
	4.00	7	9.0	9.0	20.5
	5.00	62	79.5	79.5	100.0
	Total	78	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	9.0	9.0	9.0
	4.00	31	39.7	39.7	48.7
	5.00	40	51.3	51.3	100.0
	Total	78	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	5.1	5.1	5.1
	4.00	40	51.3	51.3	56.4
	5.00	34	43.6	43.6	100.0
	Total	78	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	19	24.4	24.4	26.9
	5.00	57	73.1	73.1	100.0
	Total	78	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	12.8	12.8	12.8
	4.00	34	43.6	43.6	56.4
	5.00	34	43.6	43.6	100.0
	Total	78	100.0	100.0	

Notes

Output Created		18-MAR-2025 06:59:11
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Motivasi Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TOTAL /PRINT=TWOTAIL NOSIG...
Resources	Processor Time	00:00:00,05
	Elapsed Time	00:00:00,02

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL
X2.1	Pearson Correlation	1	.533**	.451**	.299**	1.000**	.909**
	Sig. (2-tailed)		.000	.000	.008	.000	.000
	N	78	78	78	78	78	78
X2.2	Pearson Correlation	.533**	1	.149	-.089	.533**	.599**
	Sig. (2-tailed)	.000		.193	.437	.000	.000
	N	78	78	78	78	78	78
X2.3	Pearson Correlation	.451**	.149	1	.053	.451**	.568**
	Sig. (2-tailed)	.000	.193		.647	.000	.000
	N	78	78	78	78	78	78
X2.4	Pearson Correlation	.299**	-.089	.053	1	.299**	.515**
	Sig. (2-tailed)	.008	.437	.647		.008	.000
	N	78	78	78	78	78	78
X2.5	Pearson Correlation	1.000**	.533**	.451**	.299**	1	.909**
	Sig. (2-tailed)	.000	.000	.000	.008		.000
	N	78	78	78	78	78	78
TOTAL	Pearson Correlation	.909**	.599**	.568**	.515**	.909**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

Notes

Output Created		18-MAR-2025 06:59:37
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Motivasi Kerja.sav Active Dataset DataSet0 Filter <none> Weight <none> Split File <none>
	N of Rows in Working Data File	78
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	17.0000	2.026	.846	.482
X2.2	17.0128	2.376	.321	.692
X2.3	16.7308	2.537	.335	.677
X2.4	17.3846	2.500	.155	.791
X2.5	17.0000	2.026	.846	.482

Notes

Output Created		18-MAR-2025 06:54:31
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Disiplin Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 TOTAL /PRINT=TWOTAIL NOSIG...
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	TOTAL
X1.1	Pearson Correlation	1	.686**	.195	.501**	.302**	.727**
	Sig. (2-tailed)		.000	.087	.000	.007	.000
	N	78	78	78	78	78	78
X1.2	Pearson Correlation	.686**	1	.270*	.649**	.640**	.886**
	Sig. (2-tailed)	.000		.017	.000	.000	.000
	N	78	78	78	78	78	78
X1.3	Pearson Correlation	.195	.270*	1	.553**	.291**	.586**
	Sig. (2-tailed)	.087	.017		.000	.010	.000
	N	78	78	78	78	78	78
X1.4	Pearson Correlation	.501**	.649**	.553**	1	.393**	.799**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	78	78	78	78	78	78
X1.5	Pearson Correlation	.302**	.640**	.291**	.393**	1	.731**
	Sig. (2-tailed)	.007	.000	.010	.000		.000
	N	78	78	78	78	78	78
TOTAL	Pearson Correlation	.727**	.886**	.586**	.799**	.731**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

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

Notes

Output Created		18-MAR-2025 06:54:49
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Disiplin Kerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	18.1026	2.821	.549	.768
X1.2	18.4231	2.325	.783	.683
X1.3	18.3718	3.224	.386	.812
X1.4	18.1026	2.950	.699	.734
X1.5	18.4359	2.717	.534	.776

Notes

Output Created		18-MAR-2025 07:03:28
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Stres Kerja.sav DataSet0
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 TOTAL /PRINT=TWOTAIL NOSIG...
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL
X3.1	Pearson Correlation	1	.535**	.497**	1.000**	.928**	.925**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	78	78	78	78	78	78
X3.2	Pearson Correlation	.535**	1	.275*	.535**	.603**	.749**
	Sig. (2-tailed)	.000		.015	.000	.000	.000
	N	78	78	78	78	78	78
X3.3	Pearson Correlation	.497**	.275*	1	.497**	.515**	.651**
	Sig. (2-tailed)	.000	.015		.000	.000	.000
	N	78	78	78	78	78	78
X3.4	Pearson Correlation	1.000**	.535**	.497**	1	.928**	.925**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	78	78	78	78	78	78
X3.5	Pearson Correlation	.928**	.603**	.515**	.928**	1	.938**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	78	78	78	78	78	78
TOTAL	Pearson Correlation	.925**	.749**	.651**	.925**	.938**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

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

Notes

Output Created		18-MAR-2025 07:04:07
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Stres Kerja.sav Active Dataset DataSet0 Filter <none> Weight <none> Split File <none>
	N of Rows in Working Data File	78
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	17.2308	3.063	.883	.815
X3.2	17.3205	2.922	.546	.910
X3.3	17.0000	3.506	.483	.898
X3.4	17.2308	3.063	.883	.815
X3.5	17.2692	2.849	.896	.803

Notes

Output Created		18-MAR-2025 07:25:59
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Kinerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 TOTAL /PRINT=TWOTAIL NOSIG...
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTAL
Y1.1	Pearson Correlation	1	.488**	.283*	.324**	.103	.681**
	Sig. (2-tailed)		.000	.012	.004	.369	.000
	N	78	78	78	78	78	78
Y1.2	Pearson Correlation	.488**	1	.146	.570**	.398**	.798**
	Sig. (2-tailed)	.000		.203	.000	.000	.000
	N	78	78	78	78	78	78
Y1.3	Pearson Correlation	.283*	.146	1	.210	-.007	.476**
	Sig. (2-tailed)	.012	.203		.066	.949	.000
	N	78	78	78	78	78	78
Y1.4	Pearson Correlation	.324**	.570**	.210	1	.407**	.736**
	Sig. (2-tailed)	.004	.000	.066		.000	.000
	N	78	78	78	78	78	78
Y1.5	Pearson Correlation	.103	.398**	-.007	.407**	1	.597**
	Sig. (2-tailed)	.369	.000	.949	.000		.000
	N	78	78	78	78	78	78
TOTAL	Pearson Correlation	.681**	.798**	.476**	.736**	.597**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

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

Notes

Output Created		18-MAR-2025 07:26:28
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Kinerja.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=SCALE /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	17.8205	2.773	.434	.607
Y1.2	18.0769	2.488	.622	.510
Y1.3	18.1154	3.402	.211	.698
Y1.4	17.7949	2.918	.583	.555
Y1.5	18.1923	2.989	.309	.669

Notes

Output Created		18-MAR-2025 07:31:08
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		<pre> REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) BCOV R ANOVA COLLIN TOL CHANGE ZPP /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KINERJA /METHOD=ENTER DISIPLIN MOTIVASI STRES /SCATTERPLOT= (*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) /CASEWISE PLOT (ZRESID) OUTLIERS(3) /SAVE RESID. </pre>
Resources	Processor Time	00:00:01,45
	Elapsed Time	00:00:01,53
	Memory Required	1956 bytes
	Additional Memory Required for Residual Plots	896 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJA	22.5000	2.04971	78
DISIPLIN	22.8590	2.04320	78
MOTIVASI	21.2821	1.82264	78
STRES	21.5128	2.16071	78

Correlations

		KINERJA	DISIPLIN	MOTIVASI	STRES
Pearson Correlation	KINERJA	1.000	.712	.302	.343
	DISIPLIN	.712	1.000	.339	.473
	MOTIVASI	.302	.339	1.000	.909
	STRES	.343	.473	.909	1.000
Sig. (1-tailed)	KINERJA	.	.000	.000	.000
	DISIPLIN	.000	.	.000	.000
	MOTIVASI	.000	.000	.	.000
	STRES	.000	.000	.000	.
N	KINERJA	78	78	78	78
	DISIPLIN	78	78	78	78
	MOTIVASI	78	78	78	78
	STRES	78	78	78	78

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	STRES, DISIPLIN, MOTIVASI ^b	.	Enter

a. Dependent Variable: KINERJA

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.725 ^a	.525	.506	1.44087	.525	27.274

Model Summary^b

Model	Change Statistics			Durbin-Watson
	df1	df2	Sig. F Change	
1	3	74	.000	2.026

a. Predictors: (Constant), STRES, DISIPLIN, MOTIVASI

b. Dependent Variable: KINERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	169.869	3	56.623	27.274	.000 ^b
	Residual	153.631	74	2.076		
	Total	323.500	77			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), STRES, DISIPLIN, MOTIVASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.755	2.461		3.526	.000
	DISIPLIN	.750	.294	.747	7.962	.000
	MOTIVASI	.380	.223	.338	2.700	.000
	STRES	.358	.201	.317	2.494	.000

Coefficients^a

Model		95,0% Confidence Interval for B		Correlations			Collinearity Statistics
		Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance
1	(Constant)	1.149	8.658				
	DISIPLIN	.562	.937	.712	.679	.638	.729
	MOTIVASI	.465	.825	.302	.194	.136	.163
	STRES	.702	.100	.343	.171	.120	.143

Coefficients^a

Model		Collinearity Statistics
		VIF
1	(Constant)	
	DISIPLIN	1.372
	MOTIVASI	6.149
	STRES	7.010

a. Dependent Variable: KINERJA

Coefficient Correlations^a

Model			STRES	DISIPLIN	MOTIVASI
1	Correlations	STRES	1.000	.420	.904
		DISIPLIN	.420	1.000	.248
		MOTIVASI	.904	.248	1.000
	Covariances	STRES	.040	.008	.041
		DISIPLIN	.008	.009	.005
		MOTIVASI	.041	.005	.050

a. Dependent Variable: KINERJA

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	DISIPLIN	MOTIVASI	STRES
1	1	3.989	1.000	.00	.00	.00	.00
	2	.007	24.268	.11	.29	.04	.06
	3	.004	31.230	.58	.55	.00	.02
	4	.001	79.304	.31	.17	.96	.92

a. Dependent Variable: KINERJA

Casewise Diagnostics^a

Case Number	Std. Residual	KINERJA	Predicted Value	Residual
63	3.036	25.00	20.6259	4.37409
78	3.486	18.00	23.0226	5.02264

a. Dependent Variable: KINERJA

Residuals Statistics^a

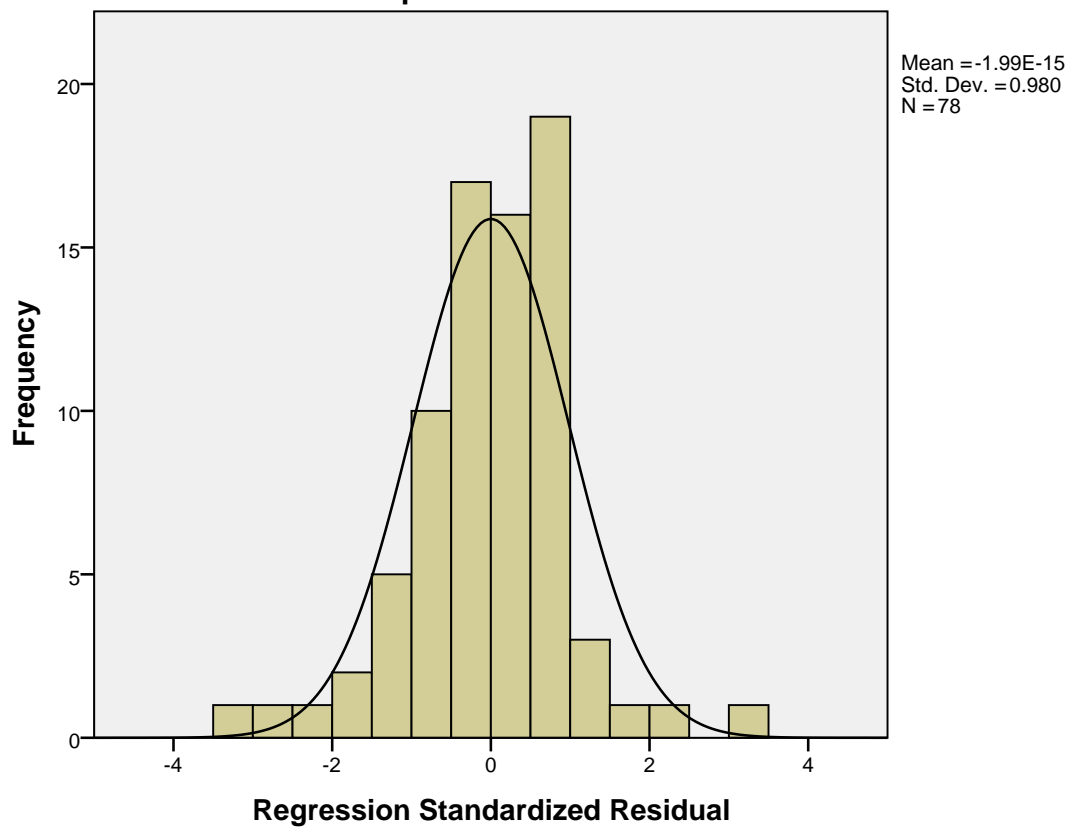
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	18.7472	24.4679	22.5000	1.48529	78
Std. Predicted Value	-2.527	1.325	.000	1.000	78
Standard Error of Predicted Value	.178	.499	.318	.074	78
Adjusted Predicted Value	18.4978	24.4233	22.4983	1.48320	78
Residual	-5.02263	4.37408	.00000	1.41252	78
Std. Residual	-3.486	3.036	.000	.980	78
Stud. Residual	-3.547	3.111	.001	1.005	78
Deleted Residual	-5.20174	4.59282	.00170	1.48548	78
Stud. Deleted Residual	-3.868	3.314	-.004	1.038	78
Mahal. Distance	.182	8.232	2.962	1.899	78
Cook's Distance	.000	.121	.013	.024	78
Centered Leverage Value	.002	.107	.038	.025	78

a. Dependent Variable: KINERJA

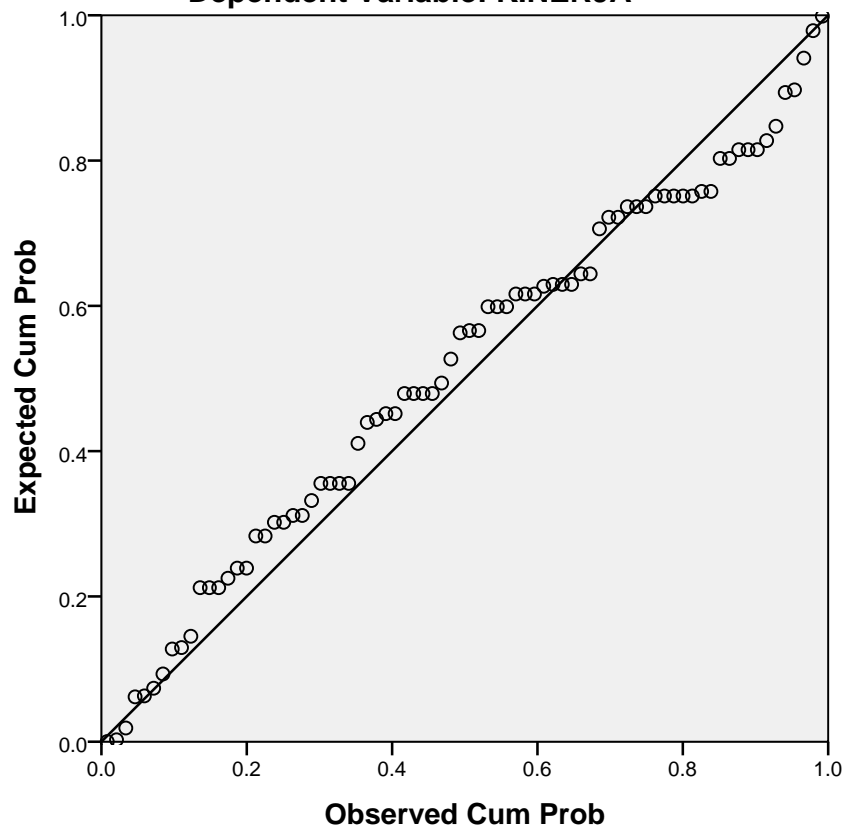
Charts

Histogram

Dependent Variable: KINERJA

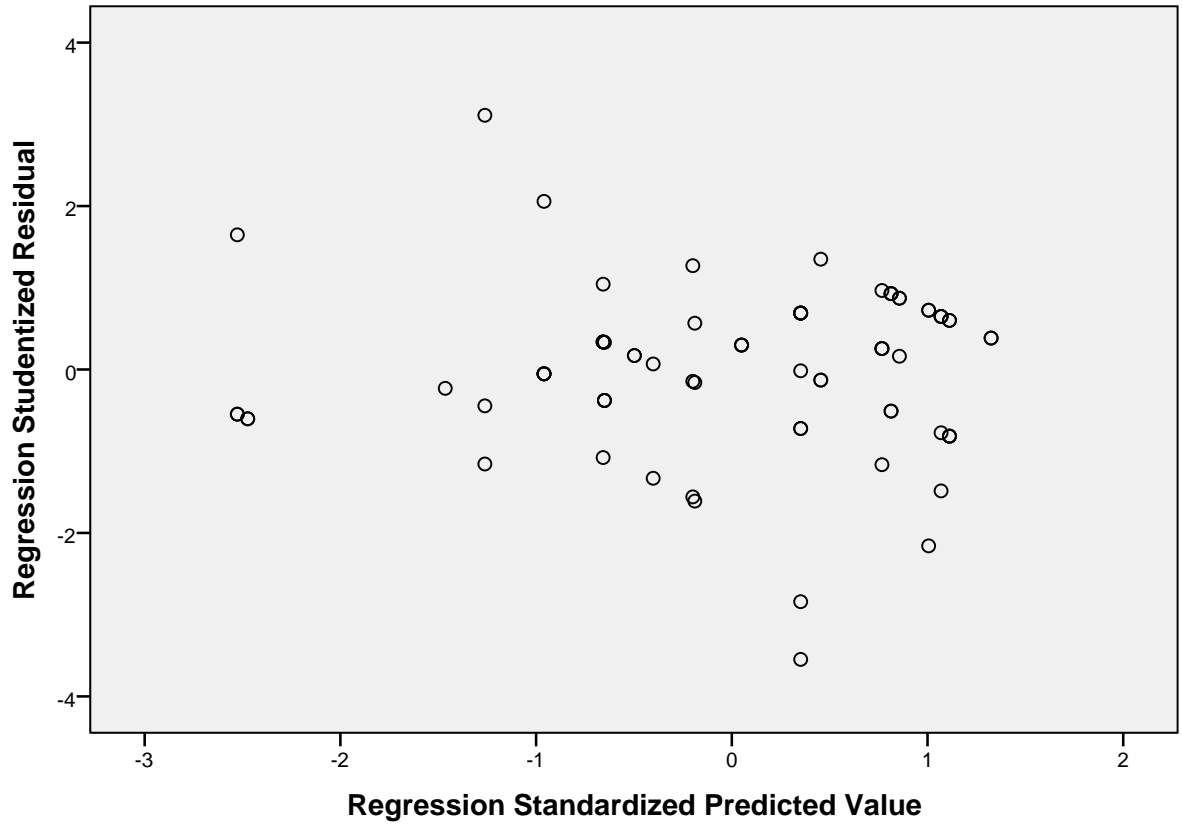


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: KINERJA



Scatterplot

Dependent Variable: KINERJA



Notes

Output Created		18-MAR-2025 07:35:30
Comments		
Input	Data	C: \Users\HP\OneDrive\Documents\TESIS YUDI ADI DIRYA PANDIA\Total Angket.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	78
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPARTESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01
	Number of Cases Allowed ^a	196608

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		78
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.41251973
Most Extreme Differences	Absolute	.091
	Positive	.091
	Negative	-.079
Kolmogorov-Smirnov Z		.802
Asymp. Sig. (2-tailed)		.003

a. Test distribution is Normal.

b. Calculated from data.