

INSTRUMEN PENGUMPULAN DATA (IPD)

PENGARUH LINGKUNGAN KERJA DISIPLIN KERJA TERHADAP MOTIVASI BERPRESTASI PADA KANTOR DESA NAIOLA TIMUR

1. IDENTITAS DIRI

Nama :

Usia :

Jenis Kelamin :

Alamat :

Jabatan :

2. PETUNJUK PENGISIAN

Pilihlah alternative jawaban yang benar menurut anda sesuai dengan keadaan yang ada. Berilah tanda ceklis (√) pada kotak jawaban yang disediakan dengan ketentuan :

STS (Sangat Tidak Setuju) : 1

ST (Tidak Setuju) : 2

KS (Kurang Setuju) : 3

S (Setuju) : 4

SS (Sangat Setuju) : 5

3. DAFTAR PERNYATAAN

a. Motivasi Berprestasi (Y)

No	Pernyataan	Alternatif Jawaban				
		SS	S	KS	TS	STS
1	Bapak/ibu memiliki tanggung jawab terhadap pekerjaan dan selalu berusaha menyelesaikannya.					
2	Bapak/ibu cenderung mempertimbangkan terlebih dahulu resiko yang akan dihadapinya sebelum memulai suatu pekerjaan					
3	Bapak/ibu menghargai umpan balik/feedback atas pekerjaan yang bapak/ibu lakukan					
4	Bapak/ibu mencoba menemukan cara baru yang lebih efektif dan efisien dalam menyelesaikan tugas					
5	Bapak/ibu berusaha menyelesaikan tugas dalam waktu yang cepat serta tidak suka membuang waktu					
6	Bapak/ibu selalu memiliki keinginan untuk menjadi yang terbaik dalam bekerja					

b. Lingkungan Kerja (X1)

No	Pernyataan	Alternatif Jawaban				
		SS	S	KS	TS	STS
1	Pencapaian pada ruang kerja membantu bapak/ibu dalam menyelesaikan pekerjaan					
2	Suasana ditempat bapak/ibu bekerja sangat tenang					
3	Keamanan dikantor bapak/ibu sangat terjamin					
4	Hubungan antara Aparatur dan atasan membantu Aparatur dalam bekerja					
5	Terdapat ruang gerak yang cukup ditempat kerja untuk mendukung pekerjaan Aparatur					
6	Aparatur memiliki Tim kerja yang baik dan saling mendukung					
7	Hubungan antara Aparatur dengan sesama rekan kerja membantu Aparatur dalam bekerja					
8	Pemimpin bersikap ramah dan suka menayakan tentang kelancaran pekerjaan kepada Aparatur					
9	Sarana dan prasarana ditempat kerja sudah cukup memadai dan mendukung pekerjaan Aparatur					
10	Aparatur memiliki Tim kerja yang baik dan saling mendukung					

c. Disiplin Kerja (X2)

No	Pernyataan	Alternatif Jawaban				
		SS	S	KS	TS	STS
1	Bapak/ibu selalu hadir tepat waktu saat bekerja					
2	Bapak/ibu selalu berusaha melaksanakan tugas dengan baik dan sesuai aturan					
3	Bapak/ibu menerima sanksi jika melakukan kesalahan					
4	Bapak/ibu selalu mengerjakan tugas dengan tepat waktu dan sesuai dengan ketentuan yang ada					
5	Bapak/ibu selalu menggunakan waktu dengan sebaik mungkin agar pekerjaan selesai tepat waktu					
6	Bapak/ ibu menjaga tingkah laku sesuai norma yang berlaku					
7	Bapak/ibu menggunakan seragam sesuai dengan peraturan yang berlaku					

LAMPIRAN II: HASIL ANALISIS UJI INSTRUMEN

1. HASIL ANALISIS UJI VALIDITAS

A. Uji Validitas Variabel Lingkungan Kerja (X1)

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Lingkungan Kerja
X1.1 Pearson Correlation	1	.21	.06	1.00**	-	.27	.54**	-	.27	-	.488**
X1.1 Sig. (2-tailed)		.24	.72	.00	.21	.12	.00	.87	.12	.88	.005
X1.1 N	32	32	32	32	32	32	32	32	32	32	32
X1.2 Pearson Correlation	.21	1	.17	.21	.24	.18	.11	-.01	.18	.13	.391*
X1.2 Sig. (2-tailed)	.24		.35	.24	.18	.30	.52	.92	.30	.45	.027
X1.2 N	32	32	32	32	32	32	32	32	32	32	32
X1.3 Pearson Correlation	.06	.17	1	.06	.25	.33	.14	.14	.33	.09	.479**
X1.3 Sig. (2-tailed)	.72	.35		.72	.16	.05	.43	.42	.05	.60	.006
X1.3 N	32	32	32	32	32	32	32	32	32	32	32
X1.4 Pearson Correlation	1.00**	.21	.06	1	-	.27	.54**	-	.27	-	.488**
X1.4 Sig. (2-tailed)	.00	.24	.72		.21	.12	.00	.87	.12	.88	.005
X1.4 N	32	32	32	32	32	32	32	32	32	32	32
X1.5 Pearson Correlation	-.22	.24	.25	-.22	1	.43	.16	.24	.43	.23	.495**
X1.5 Sig. (2-tailed)	.21	.18	.16	.21		.01	.36	.18	.01	.19	.004
X1.5 N	32	32	32	32	32	32	32	32	32	32	32
X1.6 Pearson Correlation	.27	.18	.33	.27	.43	1	.46	.23	1.00**	.24	.842**
X1.6 Sig. (2-tailed)	.12	.30	.05	.12	.01		.00	.20	.00	.18	.000
X1.6 N	32	32	32	32	32	32	32	32	32	32	32

X1.7	Pearson Correlation	.54 4**	.11 6	.14 3	.54 4**	.16 4	.46 6**	1	- 5	.46 6**	- 1	.610**
	Sig. (2- tailed)	.00 1	.52 6	.43 6	.00 1	.36 9	.00 7		.97 8	.00 7	.54 6	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.8	Pearson Correlation	- 9	- 7	.14 7	- 9	.24 2	.23 1	- 5	1	.23 1	.36 1*	.412*
	Sig. (2- tailed)	.87 6	.92 6	.42 1	.87 6	.18 2	.20 3	.97 8		.20 3	.04 2	.019
	N	32	32	32	32	32	32	32	32	32	32	32
X1.9	Pearson Correlation	.27 7	.18 6	.33 8	.27 7	.43 6*	1.0 00**	.46 6**	.23 1	1	.24 0	.842**
	Sig. (2- tailed)	.12 6	.30 9	.05 9	.12 6	.01 3	.00 0	.00 7	.20 3		.18 5	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.10	Pearson Correlation	- 7	.13 8	.09 6	- 7	.23 6	.24 0	- 1	.36 1*	.24 0	1	.421*
	Sig. (2- tailed)	.88 3	.45 3	.60 2	.88 3	.19 3	.18 5	.54 6	.04 2	.18 5		.016
	N	32	32	32	32	32	32	32	32	32	32	32
Lingku ngan Kerja	Pearson Correlation	.48 8**	.39 1*	.47 9**	.48 8**	.49 5**	.84 2**	.61 0**	.41 2*	.84 2**	.42 1*	1
	Sig. (2- tailed)	.00 5	.02 7	.00 6	.00 5	.00 4	.00 0	.00 0	.01 9	.00 0	.01 6	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

B. Uji Validitas Variabel Disiplin Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Disiplin Kerja
X2.1	Pearson Correlation	1	.247	.320	.247	.490*	1.000**	.320	.824**
	Sig. (2-tailed)		.172	.074	.172	.004	.000	.074	.000
	N	32	32	32	32	32	32	32	32
X2.2	Pearson Correlation	.247	1	.399*	1.000**	.079	.247	.399*	.583**
	Sig. (2-tailed)	.172		.024	.000	.667	.172	.024	.000
	N	32	32	32	32	32	32	32	32
X2.3	Pearson Correlation	.320	.399*	1	.399*	.146	.320	1.000**	.715**
	Sig. (2-tailed)	.074	.024		.024	.425	.074	.000	.000
	N	32	32	32	32	32	32	32	32
X2.4	Pearson Correlation	.247	1.000**	.399*	1	.079	.247	.399*	.583**
	Sig. (2-tailed)	.172	.000	.024		.667	.172	.024	.000
	N	32	32	32	32	32	32	32	32
X2.5	Pearson Correlation	.490*	.079	.146	.079	1	.490*	.146	.553**
	Sig. (2-tailed)	.004	.667	.425	.667		.004	.425	.001
	N	32	32	32	32	32	32	32	32
X2.6	Pearson Correlation	1.000**	.247	.320	.247	.490*	1	.320	.824**
	Sig. (2-tailed)	.000	.172	.074	.172	.004		.074	.000
	N	32	32	32	32	32	32	32	32
X2.7	Pearson Correlation	.320	.399*	1.000**	.399*	.146	.320	1	.715**
	Sig. (2-tailed)	.074	.024	.000	.024	.425	.074		.000
	N	32	32	32	32	32	32	32	32

Disiplin Kerja	Pearson Correlation	.824*	.583*	.715*	.583*	.553*	.824*	.715*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	
	N	32	32	32	32	32	32	32	32

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

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

C. Uji Validitas Variabel Motivasi Berprestasi (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Motivasi Berprestasi
Y.1	Pearson Correlation	1	.685*	.573*	.544*	.436*	.534*	.826**
	Sig. (2-tailed)		.000	.001	.001	.013	.002	.000
	N	32	32	32	32	32	32	32
Y.2	Pearson Correlation	.685*	1	.567*	.423*	.321	.326	.675**
	Sig. (2-tailed)	.000		.001	.016	.073	.068	.000
	N	32	32	32	32	32	32	32
Y.3	Pearson Correlation	.573*	.567*	1	.746*	.243	.284	.712**
	Sig. (2-tailed)	.001	.001		.000	.181	.115	.000
	N	32	32	32	32	32	32	32
Y.4	Pearson Correlation	.544*	.423*	.746*	1	.222	.268	.673**
	Sig. (2-tailed)	.001	.016	.000		.223	.139	.000
	N	32	32	32	32	32	32	32
Y.5	Pearson Correlation	.436*	.321	.243	.222	1	.887*	.750**
	Sig. (2-tailed)	.013	.073	.181	.223		.000	.000
	N	32	32	32	32	32	32	32
Y.6	Pearson Correlation	.534*	.326	.284	.268	.887*	1	.791**

	Sig. (2-tailed)	.002	.068	.115	.139	.000		.000
	N	32	32	32	32	32	32	32
Motivasi Berprestasi	Pearson Correlation	.826*	.675*	.712*	.673*	.750*	.791*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32

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

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

2. HASIL ANALISIS UJI REALIBILITAS

A. Uji Realibilitas Variabel Lingkungan Kerja (X1)

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.744	10

B. Uji Realibilitas Variabel Disiplin Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.813	7

C. Uji Realibilitas Variabel Motivasi Berprestasi (Y) Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.832	6

LAMPIRAN III: HASIL ANALISIS UJI ASUMSI KLASIK

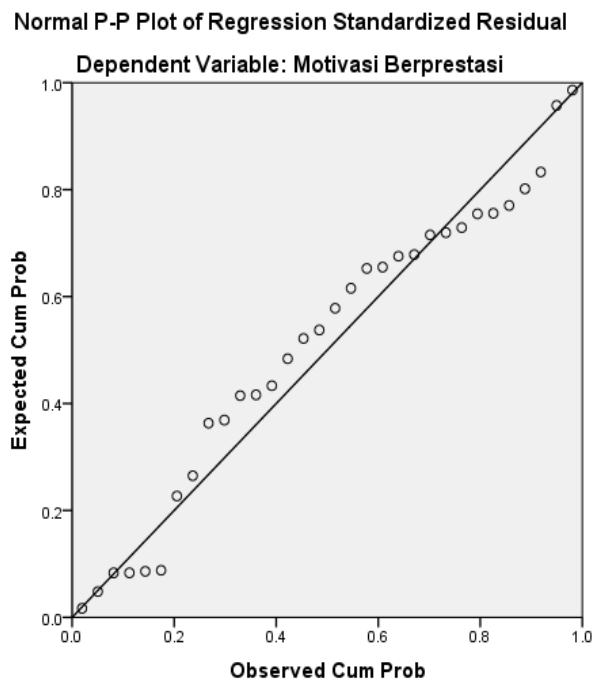
1. HASIL UJI NORMALITAS

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Lingkungan Kerja ^b		. Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.



One-Sample Kolmogorov-Smirnov Test

		Lingkung an kerja	Disiplin Kerja	Motivasi Berprestasi	Unstandar dized Residual
N		32	32	32	32
Normal Parameters ^{a,b}	Mean	41.94	29.38	25.61	.0000000
	Std. Deviation	4.265	3.705	3.232	2.423597 15
	Most Extreme Differences				
	Absolute	.161	.211	.173	.109
	Positive	.077	.133	.142	.107
	Negative	-.161	-.211	-.173	-.109
Test Statistic		.161	.211	.173	.109
Asymp. Sig. (2-tailed)		.034 ^c	.001 ^c	.016 ^c	.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

2. HASIL UJI MULTIKOLONIERITAS

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Lingkungan Kerja ^b		Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

Coefficients^a

Model		Unstandardized Coefficients		Standardize d Coefficient s	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Toleran ce	VIF
1	(Constant)	.616	5.284		.117	.908		
	Lingkung an kerja	.387	.107	.511	3.617	.001	.971	1.030
	Disiplin Kerja	.298	.123	.341	2.416	.022	.971	1.030

a. Dependent Variable: Motivasi Berprestasi

3. HASIL UJI AUTOKORELASI

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Lingkungan Kerja ^b		. Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.662 ^a	.438	.399	2.506	1.834

a. Predictors: (Constant), Disiplin Kerja, Lingkungan kerja

b. Dependent Variable: Motivasi Berprestasi

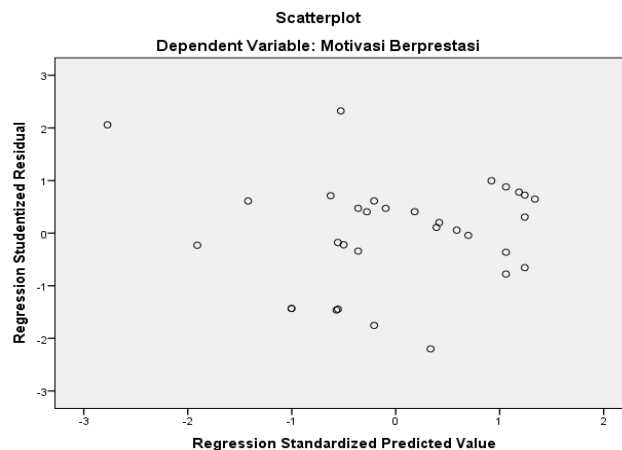
4. HASIL UJI HETEROSKEDASTISITAS

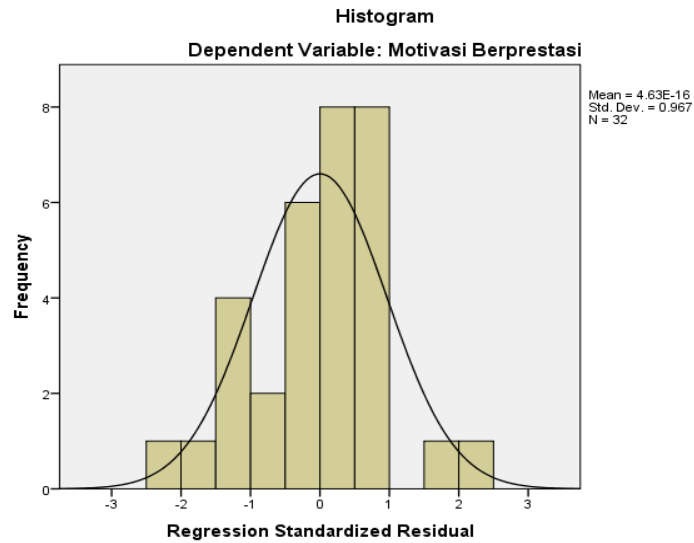
Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Lingkungan Kerja ^b		. Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.





5. HASIL UJI LINEARITAS

A. Hasil Uji Linearitas Lingkungan Kerja (X1) Terhadap Motivasi Berprestasi (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja ^b		. Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Motivasi Berprestasi *	Between Groups	(Combined)	234.288	13	18.022	3.625	.006
		Linearity	105.030	1	105.030	21.127	.000
		Deviation from Linearity	129.258	12	10.771	2.167	.067
Lingkungan kerja			Within Groups	89.484	18	4.971	
Total			323.773	31			

B. Hasil Uji Linearitas Disiplin Kerja (X2) Terhadap Motivasi Berprestasi (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja ^b	.	Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Motivasi Berprestasi * Disiplin Kerja	Between Groups	(Combined)	136.551	10	13.655	1.532	.197
		Linearity	59.557	1	59.557	6.680	.017
		Deviation from Linearity	76.993	9	8.555	.960	.498
	Within Groups		187.222	21	8.915		
Total			323.773	31			

LAMPIRAN IV: HASIL ANALISIS DATA

1. HASIL ANALISIS REGRESI LINEAR SEDERHANA

A. Hasil Analisis Regresi Linear Sederhana Pengaruh Lingkungan Kerja

(X1) Terhadap Motivasi Berprestasi (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja ^b		. Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.570 ^a	.324	.302	2.700

a. Predictors: (Constant), Lingkungan kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	105.030	1	105.030	14.405	.001 ^b
	Residual	218.742	30	7.291		
	Total	323.773	31			

a. Dependent Variable: Motivasi Berprestasi

b. Predictors: (Constant), Lingkungan kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.511	4.793		1.567	.128
	Lingkungan kerja	.432	.114	.570	3.795	.001

a. Dependent Variable: Motivasi Berprestasi

B. Hasil Analisis Regresi Linear Sederhana Pengaruh Disiplin Kerja (X2) Terhadap Motivasi Berprestasi (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja ^b	.	Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.429 ^a	.184	.157	2.968

a. Predictors: (Constant), Disiplin Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	59.557	1	59.557	6.762	.014 ^b
	Residual	264.215	30	8.807		
	Total	323.773	31			

a. Dependent Variable: Motivasi Berprestasi

b. Predictors: (Constant), Disiplin Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.621	4.259		3.433	.002
Disiplin Kerja	.374	.144	.429	2.600	.014

a. Dependent Variable: Motivasi Berprestasi

2. HASIL ANALISIS REGRESI LINEAR BERGANDA

A. Hasil Analisis Regresi Linear Berganda Pengaruh Lingkungan Kerja

(X1) dan Disiplin Kerja (X2) Terhadap Motivasi Berprestasi (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Lingkungan Kerja ^b		Enter

a. Dependent Variable: Motivasi Berprestasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.662 ^a	.438	.399	2.506

a. Predictors: (Constant), Disiplin Kerja, Lingkungan kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	141.684	2	70.842	11.283	.000 ^b
	Residual	182.089	29	6.279		
	Total	323.773	31			

a. Dependent Variable: Motivasi Berprestasi

b. Predictors: (Constant), Disiplin Kerja, Lingkungan kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.616	5.284		.117	.908
Lingkungan kerja	.387	.107	.511	3.617	.001
Disiplin Kerja	.298	.123	.341	2.416	.022

a. Dependent Variable: Motivasi Berprestasi