# LAMPIRAN

**LAMPIRAN I**

**KUESIONER PENELITIAN**

Kepada:

Yth. Bapak / Ibu

Karyawan PT Ambassador Garmindo Unit 2

Saya Asiah Ummatul Hanif, Mahasiswa Program Studi Manajemen Universitas Islam Batik Surakarta sedang melakukan penelitian (tugas akhir atau skripsi) dengan judul “Etos Kerja, Disiplin Kerja dan Motivasi Kerja Pengaruhnya Terhadap Produktivitas Kerja Karyawan Studi Kasus Pada PT Ambassador Garmindo Unit 2”

Oleh karena itu diperlukan dukungan dan partisipasi dari bpk/ibu/sdr/sdri sekalian untuk meluangkan waktu mengisi kuesioner ini dengan sebenarnya. Semua informasi yang diberikan akan dirahasiakan dan hanya digunakan untuk kepentingan akademis. Terimakasih atas dukungan dan partisipasi bpk/ibu/sdr/sdri sekalian dalam pengisian kuesioner ini.

Peneliti,

Asiah Ummatul Hanif

**LAMPIRAN II**

**FORM DATA DIRI RESPONDEN DAN CARA PENGISIAN KUESIONER**

1. Data diri responden
2. Nama :
3. Usia : < 20 tahun 21 – 30 tahun

30 – 40 tahun > 40 tahun

1. Jenis Kelamin : L P
2. Penghasilan Perbulan : > Rp. 1.000.000,00

Rp. 1.000.000,00 – Rp. 3.000.000,00

Rp. 3.000.000,00 – Rp. 5.000.000,00

< Rp. 5.000.000,00

1. Tingkat pendidikan : SMP

SMA

Diploma

S1

Lain – lain

1. Petunjuk Pengisian Kuesioner

Berilah tanda centang (v) pada pilihan jawaban yang telah disediakan dalam daftar pernyataan. Jawaban akan menggambarkan tingkat persetujuan anda dengan pernyataan tersebut sebagai berikut:

SS : Sangat Setuju TS : Tidak Setuju

S : Setuju STS : Sangat Tidak Setuju

N : Netral

**LAMPIRAN III**

**LEMBAR KUESIONER**

1. **Etos Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | CS | TS | STS |
| 1 | Saya selalu bekerja dengan penuh tanggung jawab |  |  |  |  |  |
| 2 | Saya selalu melakukan pekerjaan dengan penuh semangat |  |  |  |  |  |
| 3 | Saya selalu disiplin menjalankan peraturan dari perusahaan |  |  |  |  |  |
| 4 | Saya selalu melakukan pekerjaan dengan tekun dan serius |  |  |  |  |  |
| 5 | Saya selalu profesional dalam bekerja |  |  |  |  |  |

1. **Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | CS | TS | STS |
| 1 | Saya selalu menghindari miss komunikasi dalam pekerjaan |  |  |  |  |  |
| 2 | Saya diberikan surat peringatan jika melakukan kesalahan saat bekerja |  |  |  |  |  |
| 3 | Saya bekerja sesuai dengan SOP yang telah ditetapkan |  |  |  |  |  |
| 4 | Saya akan menyelesaikan pekerjaan dengan pimpinan saya |  |  |  |  |  |

1. **Motivasi Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | CS | TS | STS |
| 1 | Saya dapat diandalkan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Perusahaan memberikan gaji tepat waktu |  |  |  |  |  |
| 3 | Saya berusaha menyelesaikan masalah yang ada pada pekerjaan |  |  |  |  |  |
| 4 | Saya mengikuti training yang diadakan perusahaan |  |  |  |  |  |
| 5 | Saya mengu=ikuti tes kenaikan golongan |  |  |  |  |  |

1. **Produktivitas Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | CS | TS | STS |
| 1 | Saya dapat memenuhi kuantitas kerja sesuai dengan target |  |  |  |  |  |
| 2 | Saya dapat menghasilkan produk yang berkualitas sesuai dengan standar yang ditetapkan perusahaan |  |  |  |  |  |
| 3 | Saya dapat menyelesaikan pekerjaan tepat waktu  |  |  |  |  |  |
| 4 | Saya memiliki pemahaman dan keterampilan yang baik dalam melaksanakan pekerjaan |  |  |  |  |  |
| 5 | Saya selalu berusaha untuk melakukan kerja sama dengan baik diantara rekan kerja dan bawahan maupun atasan |  |  |  |  |  |

**LAMPIRAN IV**

**HASIL DATA RESPONDEN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| NO | Etos kerja | Disiplin kerja | Motivasi Kerja | Produktivitas kerja |
| EK 1 | EK 2 | EK 3 | EK 4 | EK 5 | total | DS 1 | DS 2 | DS 3 | DS 4 | total | MK 1 | MK 2 | MK 3 | MK 4 | MK 5 | total | PK 1 | PK 2 | PK 3 | PK 4 | PK 5 | total |
| 1 | 5 | 4 | 4 | 5 | 4 | 22 | 5 | 4 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 2 | 14 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 5 | 4 | 4 | 21 |
| 3 | 3 | 3 | 4 | 2 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 5 | 3 | 3 | 3 | 17 |
| 4 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 15 | 3 | 4 | 3 | 4 | 3 | 17 | 4 | 3 | 3 | 2 | 3 | 15 |
| 5 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 5 | 5 | 4 | 4 | 21 |
| 7 | 4 | 4 | 4 | 3 | 4 | 19 | 2 | 3 | 3 | 4 | 12 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 4 | 4 | 19 |
| 8 | 5 | 4 | 4 | 5 | 3 | 21 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 5 | 4 | 22 |
| 9 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 3 | 5 | 3 | 15 | 3 | 5 | 4 | 5 | 4 | 21 | 4 | 3 | 3 | 4 | 5 | 19 |
| 10 | 3 | 5 | 5 | 5 | 5 | 23 | 3 | 4 | 4 | 3 | 14 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 5 | 4 | 21 |
| 11 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 4 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 12 | 5 | 4 | 4 | 5 | 4 | 22 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 25 |
| 13 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 5 | 5 | 5 | 19 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 4 | 5 | 5 | 24 |
| 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 3 | 4 | 4 | 4 | 5 | 20 | 3 | 3 | 3 | 3 | 3 | 15 |
| 15 | 4 | 4 | 3 | 3 | 3 | 17 | 2 | 3 | 4 | 4 | 13 | 2 | 5 | 4 | 3 | 3 | 17 | 3 | 2 | 4 | 3 | 4 | 16 |
| 16 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 5 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 3 | 5 | 21 |
| 17 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 4 | 4 | 4 | 22 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 4 | 4 | 21 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 3 | 4 | 4 | 13 | 2 | 5 | 3 | 3 | 4 | 17 | 4 | 4 | 4 | 3 | 4 | 19 |
| 20 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 4 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 2 | 18 | 2 | 4 | 3 | 4 | 5 | 18 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 4 | 4 | 4 | 4 | 5 | 21 | 2 | 4 | 4 | 2 | 12 | 4 | 4 | 4 | 4 | 2 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 24 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 4 | 5 | 5 | 23 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 26 | 3 | 5 | 5 | 5 | 5 | 23 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 5 | 5 | 2 | 20 | 4 | 4 | 3 | 4 | 5 | 20 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 4 | 5 | 5 | 16 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 5 | 24 |
| 28 | 4 | 3 | 3 | 4 | 5 | 19 | 4 | 2 | 2 | 3 | 11 | 2 | 5 | 4 | 5 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 29 | 4 | 5 | 5 | 5 | 4 | 23 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 5 | 5 | 5 | 4 | 5 | 24 | 3 | 4 | 5 | 4 | 16 | 4 | 5 | 4 | 3 | 2 | 18 | 4 | 5 | 4 | 3 | 5 | 21 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 5 | 4 | 4 | 17 | 3 | 4 | 4 | 4 | 4 | 19 | 3 | 4 | 3 | 3 | 4 | 17 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 2 | 16 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 5 | 5 | 23 |
| 34 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 2 | 14 | 3 | 3 | 3 | 3 | 3 | 15 |
| 35 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 36 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 5 | 4 | 4 | 4 | 21 |
| 37 | 4 | 2 | 3 | 4 | 4 | 17 | 3 | 4 | 4 | 4 | 15 | 3 | 5 | 4 | 4 | 2 | 18 | 3 | 3 | 3 | 4 | 4 | 17 |
| 38 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 16 | 3 | 5 | 4 | 4 | 4 | 20 | 3 | 5 | 3 | 3 | 4 | 18 |
| 39 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 40 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 41 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 4 | 3 | 3 | 4 | 17 |
| 42 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 3 | 2 | 20 | 3 | 4 | 3 | 4 | 5 | 19 |
| 43 | 4 | 3 | 4 | 5 | 5 | 21 | 2 | 4 | 5 | 4 | 15 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 5 | 5 | 5 | 5 | 24 |
| 44 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 3 | 3 | 4 | 14 | 4 | 5 | 4 | 4 | 2 | 19 | 5 | 4 | 4 | 4 | 4 | 21 |
| 45 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 5 | 4 | 4 | 4 | 19 |
| 46 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 3 | 5 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 47 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 4 | 3 | 14 | 5 | 5 | 5 | 4 | 3 | 22 | 4 | 4 | 5 | 5 | 5 | 23 |
| 48 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 4 | 3 | 4 | 4 | 18 |
| 49 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 2 | 4 | 4 | 13 | 4 | 4 | 4 | 3 | 2 | 17 | 4 | 4 | 3 | 4 | 4 | 19 |
| 50 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 3 | 4 | 5 | 17 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 5 | 5 | 22 |
| 51 | 5 | 4 | 4 | 4 | 5 | 22 | 4 | 3 | 4 | 5 | 16 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 5 | 4 | 4 | 21 |
| 52 | 4 | 3 | 3 | 4 | 4 | 18 | 3 | 3 | 4 | 4 | 14 | 4 | 4 | 4 | 3 | 2 | 17 | 3 | 3 | 3 | 4 | 4 | 17 |
| 53 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 3 | 15 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 54 | 4 | 4 | 3 | 3 | 3 | 17 | 3 | 3 | 3 | 3 | 12 | 3 | 5 | 3 | 3 | 3 | 17 | 3 | 3 | 3 | 3 | 3 | 15 |
| 55 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 2 | 5 | 5 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 56 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 57 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 58 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 5 | 24 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 4 | 22 |
| 61 | 4 | 3 | 4 | 3 | 3 | 17 | 2 | 3 | 3 | 3 | 11 | 3 | 5 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 3 | 18 |
| 62 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 63 | 5 | 5 | 4 | 4 | 3 | 21 | 2 | 3 | 3 | 3 | 11 | 3 | 4 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 3 | 19 |
| 64 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 5 | 5 | 22 |
| 65 | 5 | 4 | 3 | 5 | 4 | 21 | 2 | 4 | 4 | 4 | 14 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 3 | 4 | 19 |
| 66 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 3 | 4 | 4 | 13 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 3 | 4 | 18 |
| 67 | 5 | 5 | 4 | 4 | 4 | 22 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 68 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 3 | 4 | 13 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 21 |
| 69 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 70 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 2 | 3 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 71 | 4 | 5 | 4 | 4 | 4 | 21 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 72 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 73 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 74 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 3 | 15 | 3 | 5 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 75 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 76 | 4 | 4 | 4 | 4 | 3 | 19 | 2 | 3 | 4 | 4 | 13 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 4 | 4 | 19 |
| 77 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 78 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 5 | 4 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 79 | 3 | 3 | 3 | 3 | 3 | 15 | 2 | 3 | 3 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 80 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 81 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 82 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 83 | 3 | 3 | 3 | 3 | 3 | 15 | 2 | 3 | 3 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 84 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 85 | 2 | 2 | 4 | 2 | 4 | 14 | 2 | 4 | 3 | 3 | 12 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 |
| 86 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 3 | 3 | 2 | 11 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 4 | 2 | 2 | 12 |
| 87 | 3 | 3 | 3 | 3 | 3 | 15 | 2 | 3 | 3 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 88 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 89 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 90 | 2 | 3 | 4 | 2 | 2 | 13 | 3 | 2 | 3 | 4 | 12 | 2 | 3 | 4 | 4 | 2 | 15 | 4 | 3 | 2 | 5 | 3 | 17 |
| 91 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 3 | 3 | 2 | 11 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 3 | 4 | 4 | 2 | 16 |
| 92 | 3 | 3 | 3 | 3 | 3 | 15 | 2 | 4 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 93 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 94 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 95 | 2 | 4 | 5 | 3 | 3 | 17 | 4 | 3 | 3 | 2 | 12 | 3 | 3 | 3 | 4 | 2 | 15 | 5 | 4 | 3 | 2 | 3 | 17 |
| 96 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 4 | 4 | 3 | 14 | 3 | 3 | 5 | 3 | 3 | 17 | 3 | 3 | 4 | 3 | 3 | 16 |
| 97 | 3 | 3 | 3 | 4 | 3 | 16 | 2 | 3 | 3 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 5 | 3 | 17 |
| 98 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 99 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 100 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 3 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 5 | 24 |
| 101 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 102 | 4 | 4 | 4 | 3 | 3 | 18 | 2 | 3 | 3 | 3 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 103 | 3 | 2 | 4 | 5 | 2 | 16 | 3 | 3 | 4 | 4 | 14 | 2 | 2 | 3 | 3 | 3 | 13 | 3 | 3 | 3 | 3 | 3 | 15 |
| 104 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 105 | 2 | 3 | 3 | 4 | 4 | 16 | 3 | 4 | 5 | 5 | 17 | 2 | 3 | 3 | 4 | 4 | 16 | 4 | 3 | 2 | 5 | 4 | 18 |
| 106 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 5 | 5 | 14 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 5 | 3 | 3 | 2 | 16 |
| 107 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 108 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 109 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 3 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
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| 111 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 3 | 5 | 5 | 23 |
| 112 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 113 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 5 | 5 | 5 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 5 | 4 | 4 | 21 |
| 114 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 2 | 5 | 5 | 22 |
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| 116 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 5 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 2 | 18 |
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| 118 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
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| 121 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 122 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 3 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 3 | 5 | 5 | 5 | 23 |
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| 124 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 125 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 126 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 127 | 5 | 5 | 5 | 5 | 5 | 25 | 2 | 5 | 5 | 5 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 128 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 129 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 130 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 3 | 5 | 5 | 22 |
| 131 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 2 | 4 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 132 | 2 | 2 | 2 | 2 | 2 | 10 | 4 | 4 | 5 | 2 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 133 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 2 | 3 | 11 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 134 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 135 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 136 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 137 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 138 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 139 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 4 | 16 | 3 | 5 | 3 | 4 | 5 | 20 | 4 | 3 | 5 | 3 | 4 | 19 |
| 140 | 5 | 4 | 5 | 4 | 5 | 23 | 3 | 4 | 5 | 4 | 16 | 4 | 4 | 4 | 5 | 4 | 21 | 5 | 5 | 4 | 5 | 4 | 23 |
| 141 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 4 | 3 | 5 | 17 | 5 | 4 | 3 | 4 | 5 | 21 | 5 | 3 | 4 | 5 | 3 | 20 |
| 142 | 5 | 5 | 3 | 3 | 3 | 19 | 5 | 2 | 2 | 2 | 11 | 3 | 4 | 4 | 2 | 5 | 18 | 3 | 4 | 2 | 5 | 2 | 16 |
| 143 | 4 | 5 | 4 | 3 | 2 | 18 | 2 | 3 | 5 | 4 | 14 | 3 | 2 | 4 | 2 | 5 | 16 | 5 | 4 | 3 | 2 | 3 | 17 |
| 144 | 4 | 3 | 4 | 3 | 2 | 16 | 3 | 2 | 2 | 4 | 11 | 2 | 3 | 3 | 4 | 5 | 17 | 4 | 3 | 5 | 2 | 5 | 19 |
| 145 | 2 | 3 | 3 | 3 | 5 | 16 | 3 | 2 | 2 | 5 | 12 | 3 | 2 | 4 | 5 | 4 | 18 | 2 | 3 | 4 | 5 | 3 | 17 |
| 146 | 4 | 3 | 4 | 2 | 3 | 16 | 2 | 5 | 2 | 4 | 13 | 4 | 2 | 5 | 5 | 3 | 19 | 5 | 3 | 3 | 2 | 2 | 15 |
| 147 | 2 | 4 | 3 | 4 | 3 | 16 | 4 | 4 | 4 | 4 | 16 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 4 | 3 | 2 | 2 | 16 |
| 148 | 3 | 3 | 4 | 4 | 4 | 18 | 3 | 4 | 4 | 3 | 14 | 3 | 4 | 2 | 3 | 4 | 16 | 5 | 3 | 4 | 4 | 3 | 19 |
| 149 | 2 | 3 | 5 | 4 | 5 | 19 | 3 | 2 | 3 | 3 | 11 | 4 | 3 | 2 | 4 | 4 | 17 | 2 | 5 | 4 | 2 | 3 | 16 |
| 150 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 3 | 5 | 23 | 5 | 4 | 5 | 5 | 5 | 24 |
| 151 | 5 | 3 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 3 | 5 | 5 | 23 |
| 152 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 2 | 5 | 22 |
| 153 | 5 | 5 | 2 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 2 | 5 | 22 | 4 | 4 | 4 | 5 | 4 | 21 |
| 154 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 155 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 2 | 4 | 18 |
| 156 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 157 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 158 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 159 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 3 | 3 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 |
| 160 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 161 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 162 | 3 | 3 | 3 | 4 | 3 | 16 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 163 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 164 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 2 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 4 | 3 | 3 | 16 |
| 165 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 166 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 4 | 5 | 13 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 |
| 167 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 168 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 169 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 170 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 2 | 3 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 10 |
| 171 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |

**LAMPIRAN V**

**UJI INSTRUMEN**

Uji Validitas (171 responden)

1. Etos kerja



1. Disiplin kerja
2. Motivasi kerja



1. Produktivitas kerja



Uji Reliabilitas (171 responden)

1. Etos kerja



1. Disiplin kerja



1. Motivasi kerja



1. Produktivitas kerja



**LAMPIRAN VI**

**UJI ASUMSI KLASIK**

1. Uji Normalitas

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 171 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,39878095 |
| Most Extreme Differences | Absolute | ,081 |
| Positive | ,081 |
| Negative | -,070 |
| Test Statistic | ,081 |
| Asymp. Sig. (2-tailed) | ,008c |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| Sumber Data Primer diolah 2021 |

1. Uji Heteroskedastisitas



1. Uji Multikolinieritas



**LAMPIRAN VII**

**UJI HIPOTESIS**

1. Analisis Regresi Linier Berganda



1. Determinan R2

|  |
| --- |
| **Model Summary** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,921a | ,849 | ,846 | 1,41129 |
| a. Predictors: (Constant), Motivasi kerja, Disiplin kerja, Etos kerja |

1. Uji F



1. Uji t

