

LAMPIRAN 1 - PENDUKUNG PENELITIAN

KUESIONER PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PT NFB BATAM

Kepada Yth

Bapak/Ibu Responden

Dengan hormat, peneliti akan memperkenalkan diri terlebih dahulu :

Nama : Fitri Situmorang

NPM : 190910312

Program studi : Manajemen

Pada kuesioner penelitian ini, peneliti meminta kesediaan saudara/i untuk menyisihkan sedikit waktunya guna untuk mengisi pernyataan-pernyataan ini dengan sesungguhnya tanpa paksaan apapun, sehingga dengan kesediaan saudara/i untuk mengisi pernyataan yang ada sangatlah membantu peneliti. Adapun pernyataan ini peneliti buat dalam rangka menyelesaikan penyusunan skripsi dengan judul “Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan pada PT NFB Batam”. Penyusunan skripsi ini guna untuk memenuhi salah satu syarat pada Universitas Putera Batam dalam memperoleh gelar sarjana (S1). Oleh karena itu, atas kesediaan dan bantuan yang saudara/i berikan peneliti ucapkan terima kasih.

Peneliti, 06 Desember 2023

Fitri Situmorang
NPM : 190910312

1. Identitas Responden

Berilah tanda ceklis (√) pada kolom yang sudah disediakan.

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : < 20 tahun 21-30
 31- 40 tahun > 50 tahun
4. Pendidikan Terakhir : SMA Lainnya
 S1
 S2

2. Daftar Pertanyaan \

Berilah jawaban pada pernyataan yang ada di kuesioner ini sesuai dengan cara memberi tanda ceklis (√) pada kolom yang sudah disediakan. Keterangan :

- SS = Sangat Setuju
S =Setuju
N =Netral
TS = Tidak Setuju
STS = Sangat Tidak Setuju

3. Pernyataan

Pilih jawaban yang paling Anda anggap sesuai, berikan tanda (√) pada kolom isian.

Motivasi Karyawan (X1)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Supervisi						
1	Atasan saya mengkoordinasikan sistem kerja dengan baik.					
2	Atasan saya memberikan dukungan-dukungan yang diperlukan dalam bekerja.					
Hubungan Kerja						
3	Saya mempunyai hubungan kerja yang baik dengan rekan kerja maupun atasan.					
4	Saya bekerja pada lingkungan yang memiliki suasana harmonis					
Pengakuan atau penghargaan						
5	Saya memperoleh pengakuan atau penghargaan atas kinerja dari atasan.					
6	Saya merasa termotivasi dengan adanya pengakuan atas kinerja dari atasan					
Keberhasilan						
7	Saya berhasil mencapai target yang ditetapkan oleh atasan.					
8	Saya berkeinginan untuk berprestasi dalam pekerjaan.					

Disiplin Kerja (X2)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Tingkat Kehadiran						
1	Saya mempunyai tingkat kehadiran tinggi ketika bekerja.					
2	Saya memiliki jumlah kehadiran yang sesuai dengan ditetapkan perusahaan.					
Tata Cara Kerja						
3	Saya mematuhi aturan atau ketentuan perusahaan.					
4	Saya mematuhi perintah atasan.					
Ketaatan pada atasan						
5	Saya selalu mengikuti apa yang diarahkan oleh atasan.					

6	Saya melaksanakan pekerjaan sesuai dengan instruksi atasan.					
Kesadaran Bekerja						
7	Saya melakukan pekerjaan dengan sukarela.					
8	Saya melakukan pekerjaan tanpa paksaan.					
Tanggungjawab						
9	Saya bertanggung jawab atas pekerjaan dan fasilitas yang diberikan oleh perusahaan.					
10	Saya bertanggung jawab atas sarana dan prasana perusahaan yang telah digunakan.					

Kinerja Karyawan (Y)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Kualitas Kerja						
1	Saya menghasilkan produk yang sesuai standar mutu yang ditetapkan perusahaan.					
2	Saya menunjukkan kinerja yang berkualitas.					
Kuantitas Kerja						
3	Saya menghasilkan produk sesuai dengan jumlah yang telah ditetapkan perusahaan.					
4	Saya menghasilkan produk sesuai dengan target perusahaan.					
Kendala Kerja						
5	Saya selalu mengikuti instruksi dan berhati-hati serta rajin dalam bekerja.					
6	Saya memiliki inisiatif dalam menghadapi kendala dalam pekerjaan.					
Sikap Kerja						
7	Saya mampu bekerja sama dalam tim.					
8	Saya memiliki etika bekerja yang sesuai dengan perusahaan.					

PROFIL RESPONDEN

Jenis Kelamin	Usia	Pendidikan Terakhir
Perempuan	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	21-30	SMA
Laki-laki	21-30	SMA
Perempuan	21-30	SMA
Laki-laki	21-30	SMA
Perempuan	21-30	SMA
Perempuan	21-30	SMA
Perempuan	21-30	SMA
Perempuan	21-30	SMA
Laki-laki	21-30	SMA
Perempuan	<20	SMA
Laki-laki	21-30	SMA
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Perempuan	21-30	SMA
Perempuan	21-30	S1
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Perempuan	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Perempuan	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Perempuan	<20	SMA

Laki-laki	<20	SMA
Laki-laki	<20	SMA
Perempuan	<20	SMA
Perempuan	<20	SMA
Perempuan	<20	SMA
Perempuan	<20	SMA
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Perempuan	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	<20	SMA
Laki-laki	<20	SMA
Perempuan	<20	SMA
Laki-laki	<20	SMA
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	S1
Laki-laki	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	SMA
Laki-laki	21-30	SMA
Perempuan	21-30	SMA
Perempuan	21-30	SMA
Perempuan	21-30	SMA
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Laki-laki	21-30	SMA
Perempuan	21-30	SMA

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Laki-laki	21-30	S1
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Perempuan	21-30	SMA
Perempuan	21-30	SMA
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Laki-laki	21-30	S1
Laki-laki	21-30	S1
Laki-laki	21-30	SMA
Laki-laki	21-30	SMA
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Laki-laki	21-30	S1
Laki-laki	21-30	S1
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Laki-laki	21-30	S1
Perempuan	21-30	SMA
Perempuan	21-30	SMA

Perempuan	21-30	S1
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Laki-laki	21-30	S1
Laki-laki	21-30	SMA
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Laki-laki	21-30	SMA
Laki-laki	21-30	SMA
Perempuan	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	S1
Perempuan	21-30	S1

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5	4	5	5	5	5	5	2	36
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TABULASI DATA VARIABEL DISIPLIN KERJA (X₂)

X2.1`	X2.2	X2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	Total X2
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4	4	4	5	3	3	3	5	31
4	4	5	5	3	3	3	5	32

HASIL OUTPUT SPSS VERSI 27

JenisKelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	95	55.2	55.2	55.2
	Perempuan	77	44.8	44.8	100.0
	Total	172	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<20	30	17.4	17.4	17.4
	21-30	142	82.6	82.6	100.0
	Total	172	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	67	39.0	39.0	39.0
	SMA	105	61.0	61.0	100.0
	Total	172	100.0	100.0	

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TotalX1
X1.1	Pearson Correlation	1	.287**	.286**	.310**	.358**	.333**	.256**	-.072	.429**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.001	.350	.000
	N	172	172	172	172	172	172	172	172	172
X1.2	Pearson Correlation	.287**	1	.863**	.847**	.875**	.905**	.906**	.504**	.940**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.3	Pearson Correlation	.286**	.863**	1	.875**	.834**	.889**	.867**	.486**	.926**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.4	Pearson Correlation	.310**	.847**	.875**	1	.864**	.886**	.799**	.489**	.921**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.5	Pearson Correlation	.358**	.875**	.834**	.864**	1	.920**	.857**	.425**	.932**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.6	Pearson Correlation	.333**	.905**	.889**	.886**	.920**	1	.869**	.449**	.949**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.7	Pearson Correlation	.256**	.906**	.867**	.799**	.857**	.869**	1	.491**	.918**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000		.000	.000
	N	172	172	172	172	172	172	172	172	172
X1.8	Pearson Correlation	-.072	.504**	.486**	.489**	.425**	.449**	.491**	1	.566**
	Sig. (2-tailed)	.350	.000	.000	.000	.000	.000	.000		.000
	N	172	172	172	172	172	172	172	172	172
TotalX1	Pearson Correlation	.429**	.940**	.926**	.921**	.932**	.949**	.918**	.566**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	172	172	172	172	172	172	172	172	172

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TotalX2	
X2.1	Pearson Correlation	1	-.109	.116	.145	.104	.043	-.051	.007	-.023	.105	.236**	
	Sig. (2-tailed)		.154	.129	.058	.174	.573	.505	.930	.768	.169	.002	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.2	Pearson Correlation	-.109	1	.637**	.663**	.554**	-.016	.338**	.124	.154*	.026	.518**	
	Sig. (2-tailed)	.154		.000	.000	.000	.838	.000	.106	.044	.736	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.3	Pearson Correlation	.116	.637**	1	.876**	.705**	.006	.148	.022	.065	-.060	.554**	
	Sig. (2-tailed)	.129	.000		.000	.000	.936	.053	.779	.397	.432	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.4	Pearson Correlation	.145	.663**	.876**	1	.713**	.004	.184*	.073	.128	-.039	.590**	
	Sig. (2-tailed)	.058	.000	.000		.000	.959	.015	.340	.095	.613	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.5	Pearson Correlation	.104	.554**	.705**	.713**	1	-.048	.215**	.142	.163*	.014	.535**	
	Sig. (2-tailed)	.174	.000	.000	.000		.532	.005	.062	.033	.851	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.6	Pearson Correlation	.043	-.016	.006	.004	-.048	1	.072	-.217**	-.226**	-.020	.573**	
	Sig. (2-tailed)	.573	.838	.936	.959	.532		.351	.004	.003	.798	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.7	Pearson Correlation	-.051	.338**	.148	.184*	.215**	.072	1	.705**	.705**	.075	.585**	
	Sig. (2-tailed)	.505	.000	.053	.015	.005	.351		.000	.000	.325	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.8	Pearson Correlation	.007	.124	.022	.073	.142	-.217**	.705**	1	.935**	.182*	.383**	
	Sig. (2-tailed)	.930	.106	.779	.340	.062	.004	.000		.000	.017	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.9	Pearson Correlation	-.023	.154*	.065	.128	.163*	-.226**	.705**	.935**	1	.205**	.398**	
	Sig. (2-tailed)	.768	.044	.397	.095	.033	.003	.000	.000		.007	.000	
	N	172	172	172	172	172	172	172	172	172	172	172	
X2.10	Pearson Correlation	.105	.026	-.060	-.039	.014	-.020	.075	.182*	.205**	1	.204**	
	Sig. (2-tailed)	.169	.736	.432	.613	.851	.798	.325	.017	.007		.007	
	N	172	172	172	172	172	172	172	172	172	172	172	
TotalX2	Pearson Correlation	.236**	.518**	.554**	.590**	.535**	.573**	.585**	.383**	.398**	.204**	1	
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.007	
	N	172	172	172	172	172	172	172	172	172	172	172	172

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

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	TotalY1
Y1.1	Pearson Correlation	1	.312**	.206**	.261**	.354**	.258**	.167*	.287**	.559**
	Sig. (2-tailed)		.000	.007	.001	.000	.001	.028	.000	.000
	N	172	172	172	172	171	172	172	172	172
Y1.2	Pearson Correlation	.312**	1	.288**	.380**	.229**	.176*	.123	.085	.502**
	Sig. (2-tailed)	.000		.000	.000	.003	.021	.107	.270	.000
	N	172	172	172	172	171	172	172	172	172
Y1.3	Pearson Correlation	.206**	.288**	1	.144	.038	.095	.057	.191*	.380**
	Sig. (2-tailed)	.007	.000		.059	.623	.216	.461	.012	.000
	N	172	172	172	172	171	172	172	172	172
Y1.4	Pearson Correlation	.261**	.380**	.144	1	.513**	.546**	.476**	.176*	.702**
	Sig. (2-tailed)	.001	.000	.059		.000	.000	.000	.021	.000
	N	172	172	172	172	171	172	172	172	172
Y1.5	Pearson Correlation	.354**	.229**	.038	.513**	1	.573**	.534**	.167*	.696**
	Sig. (2-tailed)	.000	.003	.623	.000		.000	.000	.029	.000
	N	171	171	171	171	171	171	171	171	171
Y1.6	Pearson Correlation	.258**	.176*	.095	.546**	.573**	1	.868**	.480**	.815**
	Sig. (2-tailed)	.001	.021	.216	.000	.000		.000	.000	.000
	N	172	172	172	172	171	172	172	172	172
Y1.7	Pearson Correlation	.167*	.123	.057	.476**	.534**	.868**	1	.424**	.750**
	Sig. (2-tailed)	.028	.107	.461	.000	.000	.000		.000	.000
	N	172	172	172	172	171	172	172	172	172
Y1.8	Pearson Correlation	.287**	.085	.191*	.176*	.167*	.480**	.424**	1	.564**
	Sig. (2-tailed)	.000	.270	.012	.021	.029	.000	.000		.000
	N	172	172	172	172	171	172	172	172	172
TotalY1	Pearson Correlation	.559**	.502**	.380**	.702**	.696**	.815**	.750**	.564**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	172	172	172	172	171	172	172	172	172

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

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

Uji Reliabilitas Motivasi Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.930	8

Uji Reliabilitas Disiplin Kerja

Reliability Statistics

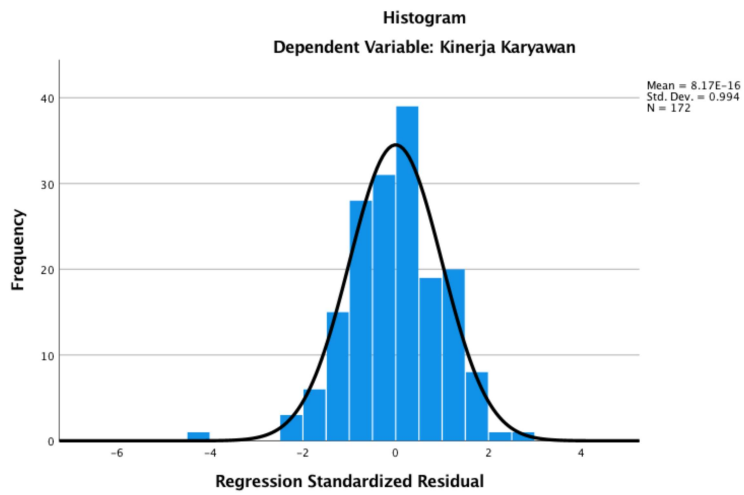
Cronbach's Alpha	N of Items
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Uji Reliabilitas Kinerja Karyawan

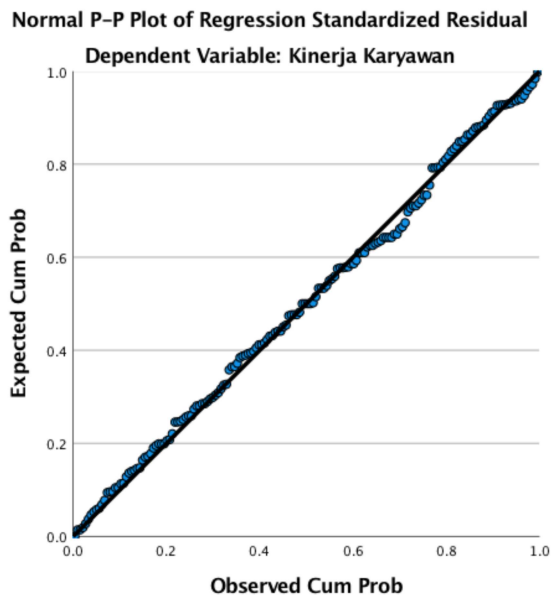
Reliability Statistics

Cronbach's Alpha	N of Items
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Uji Histogram



Uji P-Plot



Uji Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test

		Motivasi Karyawan	Disiplin Kerja	Kinerja Karyawan	Unstandardized Residual	
N		172	172	172	172	
Normal Parameters ^{a,b}	Mean	29.4186	38.8547	30.0349	.000000	
	Std. Deviation	5.58918	5.15909	4.13217	2.72424849	
Most Extreme Differences	Absolute	.129	.088	.101	.047	
	Positive	.094	.088	.062	.047	
	Negative	-.129	-.059	-.101	-.029	
Test Statistic		.129	.088	.101	.047	
Asymp. Sig. (2-tailed) ^c		.000	.003	.000	.200 ^e	
Monte Carlo Sig. (2-tailed) ^d	Sig.	.000	.003	.000	.465	
	99% Confidence Interval	Lower Bound	.000	.002	.000	.452
		Upper Bound	.000	.005	.001	.478

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.
- e. This is a lower bound of the true significance.

Uji Multikolinieritas

Coefficients^a

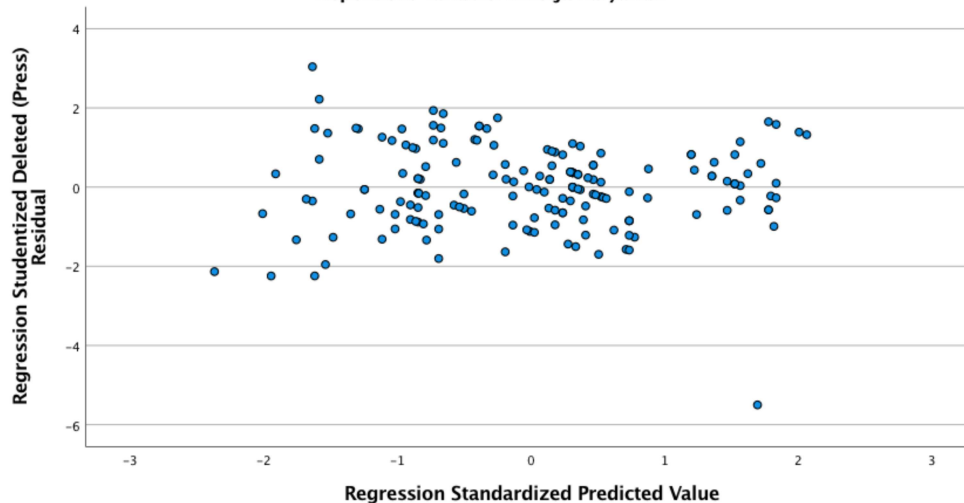
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.994	1.710		5.260	.000		
	Motivasi Karyawan	.480	.040	.650	12.120	.000	.894	1.118
	Disiplin Kerja	.178	.043	.222	4.138	.000	.894	1.118

a. Dependent Variable: Kinerja Karyawan

Uji Heteroskedastisitas

Scatterplot

Dependent Variable: Kinerja Karyawan



Uji Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.994	1.710		5.260	.000		
	Motivasi Karyawan	.480	.040	.650	12.120	.000	.894	1.118
	Disiplin Kerja	.178	.043	.222	4.138	.000	.894	1.118

a. Dependent Variable: Kinerja Karyawan

Uji Determinasi R²

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			
						F Change	df1	df2	Sig. F Change
1	.752 ^a	.565	.856	2.74032	.565	109.910	2	169	.000

a. Predictors: (Constant), Disiplin Kerja, Motivasi Karyawan

b. Dependent Variable: Kinerja Karyawan

Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.994	1.710		5.260	.000		
	Motivasi Karyawan	.480	.040	.650	12.120	.000	.894	1.118
	Disiplin Kerja	.178	.043	.222	4.138	.000	.894	1.118

a. Dependent Variable: Kinerja Karyawan

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1650.709	2	825.355	109.910	.000 ^b
	Residual	1269.082	169	7.509		
	Total	2919.791	171			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja, Motivasi Karyawan

R TABEL

Tabel r untuk df = 1-400					
df= (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.000
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.002
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9980
3	0.8054	0.8783	0.9343	0.9587	0.9859
4	0.7293	0.8114	0.8822	0.9172	0.9633
5	0.6694	0.7545	0.8329	0.8745	0.9350
6	0.6215	0.7067	0.7887	0.8343	0.9049
7	0.5822	0.6664	0.7498	0.7977	0.8751
8	0.5494	0.6319	0.7155	0.7646	0.8467
9	0.5214	0.6021	0.6851	0.7348	0.8199
10	0.4973	0.5760	0.6581	0.7079	0.7950
11	0.4762	0.5529	0.6339	0.6835	0.7717
12	0.4575	0.5324	0.6120	0.6614	0.7501
13	0.4409	0.5140	0.5923	0.6411	0.7301
14	0.4259	0.4973	0.5742	0.6226	0.7114
15	0.4124	0.4821	0.5577	0.6055	0.6940
16	0.4000	0.4683	0.5425	0.5897	0.6777
17	0.3887	0.4555	0.5285	0.5751	0.6624
18	0.3783	0.4438	0.5155	0.5614	0.6481
19	0.3687	0.4329	0.5034	0.5487	0.6346
20	0.3598	0.4227	0.4921	0.5368	0.6219
21	0.3515	0.4132	0.4815	0.5256	0.6099
22	0.3438	0.4044	0.4716	0.5151	0.5986
23	0.3365	0.3961	0.4622	0.5052	0.5879
24	0.3297	0.3882	0.4534	0.4958	0.5776
25	0.3233	0.3809	0.4451	0.4869	0.5679
26	0.3172	0.3739	0.4372	0.4785	0.5587
27	0.3115	0.3673	0.4297	0.4705	0.5499
28	0.3061	0.3610	0.4226	0.4629	0.5415
29	0.3009	0.3550	0.4158	0.4556	0.5334
30	0.2960	0.3494	0.4093	0.4487	0.5257
31	0.2913	0.3440	0.4032	0.4421	0.5184
32	0.2869	0.3388	0.3972	0.4357	0.5113

33	0.2826	0.3338	0.3916	0.4296	0.5045
34	0.2785	0.3291	0.3862	0.4238	0.4979
35	0.2746	0.3246	0.3810	0.4182	0.4916
36	0.2709	0.3202	0.3760	0.4128	0.4856
37	0.2673	0.3160	0.3712	0.4076	0.4797
38	0.2638	0.3120	0.3665	0.4026	0.4741
39	0.2605	0.3081	0.3621	0.3978	0.4686
40	0.2573	0.3044	0.3578	0.3932	0.4633
41	0.2542	0.3008	0.3536	0.3887	0.4583
42	0.2512	0.2973	0.3496	0.3843	0.4533
43	0.2483	0.2940	0.3457	0.3801	0.4485
44	0.2455	0.2907	0.3420	0.3761	0.4439
45	0.2429	0.2876	0.3384	0.3721	0.4394
46	0.2403	0.2845	0.3348	0.3683	0.4351
47	0.2377	0.2816	0.3314	0.3646	0.4308
48	0.2353	0.2787	0.3281	0.3610	0.4267
49	0.2329	0.2759	0.3249	0.3575	0.4227
50	0.2306	0.2732	0.3218	0.3542	0.4188
51	0.2284	0.2706	0.3188	0.3509	0.4150
52	0.2262	0.2681	0.3158	0.3477	0.4114
53	0.2241	0.2656	0.3129	0.3445	0.4078
54	0.2221	0.2632	0.3102	0.3415	0.4043
55	0.2201	0.2609	0.3074	0.3385	0.4009
56	0.2181	0.2586	0.3048	0.3357	0.3976
57	0.2162	0.2564	0.3022	0.3328	0.3943
58	0.2144	0.2542	0.2997	0.3301	0.3912
59	0.2126	0.2521	0.2972	0.3274	0.3881
60	0.2108	0.2500	0.2948	0.3248	0.3850
61	0.2091	0.2480	0.2925	0.3223	0.3821
62	0.2075	0.2461	0.2902	0.3198	0.3792
63	0.2058	0.2441	0.2880	0.3173	0.3764
64	0.2042	0.2423	0.2858	0.3150	0.3736
65	0.2027	0.2404	0.2837	0.3126	0.3709
66	0.2012	0.2387	0.2816	0.3104	0.3683
67	0.1997	0.2369	0.2796	0.3081	0.3657
68	0.1982	0.2352	0.2776	0.3060	0.3632
69	0.1968	0.2335	0.2756	0.3038	0.3607
70	0.1954	0.2319	0.2737	0.3017	0.3583
71	0.1940	0.2303	0.2718	0.2997	0.3559

72	0.1927	0.2287	0.2700	0.2977	0.3536
73	0.1914	0.2272	0.2682	0.2957	0.3513
74	0.1901	0.2257	0.2664	0.2938	0.3490
75	0.1888	0.2242	0.2647	0.2919	0.3468
76	0.1876	0.2227	0.2630	0.2900	0.3447
77	0.1864	0.2213	0.2613	0.2882	0.3426
78	0.1852	0.2199	0.2597	0.2864	0.3405
79	0.1841	0.2185	0.2581	0.2847	0.3384
80	0.1829	0.2172	0.2565	0.2830	0.3364
81	0.1818	0.2159	0.2550	0.2813	0.3344
82	0.1807	0.2146	0.2535	0.2796	0.3325
83	0.1796	0.2133	0.2520	0.2780	0.3306
84	0.1786	0.2120	0.2505	0.2764	0.3287
85	0.1775	0.2108	0.2491	0.2748	0.3269
86	0.1765	0.2096	0.2477	0.2732	0.3251
87	0.1755	0.2084	0.2463	0.2717	0.3233
88	0.1745	0.2072	0.2449	0.2702	0.3215
89	0.1735	0.2061	0.2435	0.2687	0.3198
90	0.1726	0.2050	0.2422	0.2673	0.3181
91	0.1716	0.2039	0.2409	0.2659	0.3164
92	0.1707	0.2028	0.2396	0.2645	0.3148
93	0.1698	0.2017	0.2384	0.2631	0.3132
94	0.1689	0.2006	0.2371	0.2617	0.3116
95	0.1680	0.1996	0.2359	0.2604	0.3100
96	0.1671	0.1986	0.2347	0.2591	0.3085
97	0.1663	0.1975	0.2335	0.2578	0.3069
98	0.1654	0.1966	0.2324	0.2565	0.3054
99	0.1646	0.1956	0.2312	0.2552	0.3040
100	0.1638	0.1947	0.2301	0.2540	0.3025
101	0.1630	0.1937	0.2290	0.2528	0.3011
102	0.1622	0.1927	0.2279	0.2515	0.2996
103	0.1614	0.1918	0.2268	0.2504	0.2983
104	0.1606	0.1909	0.2257	0.2492	0.2969
105	0.1599	0.1900	0.2247	0.2480	0.2955
106	0.1591	0.1891	0.2236	0.2469	0.2942
107	0.1584	0.1882	0.2226	0.2458	0.2928
108	0.1576	0.1874	0.2216	0.2446	0.2915
109	0.1569	0.1865	0.2206	0.2436	0.2903
110	0.1562	0.1857	0.2196	0.2425	0.2890

111	0.1555	0.1848	0.2186	0.2414	0.2877
112	0.1548	0.1840	0.2177	0.2403	0.2865
113	0.1541	0.1832	0.2167	0.2393	0.2853
114	0.1535	0.1824	0.2158	0.2383	0.2841
115	0.1528	0.1816	0.2149	0.2373	0.2829
116	0.1522	0.1809	0.2139	0.2363	0.2817
117	0.1515	0.1801	0.2131	0.2353	0.2805
118	0.1509	0.1793	0.2122	0.2343	0.2794
119	0.1502	0.1786	0.2113	0.2333	0.2782
120	0.1496	0.1779	0.2104	0.2324	0.2771
121	0.1490	0.1771	0.2096	0.2315	0.2760
122	0.1484	0.1764	0.2087	0.2305	0.2749
123	0.1478	0.1757	0.2079	0.2296	0.2738
124	0.1472	0.1750	0.2071	0.2287	0.2728
125	0.1466	0.1743	0.2062	0.2278	0.2717
126	0.1460	0.1736	0.2054	0.2269	0.2707
127	0.1455	0.1729	0.2046	0.2260	0.2696
128	0.1449	0.1723	0.2039	0.2252	0.2686
129	0.1443	0.1716	0.2031	0.2243	0.2676
130	0.1438	0.1710	0.2023	0.2235	0.2667
131	0.1432	0.1703	0.2015	0.2226	0.2656
132	0.1427	0.1697	0.2008	0.2218	0.2647
133	0.1422	0.1690	0.2001	0.2210	0.2637
134	0.1416	0.1684	0.1993	0.2202	0.2627
135	0.1411	0.1678	0.1986	0.2194	0.2618
136	0.1406	0.1672	0.1979	0.2186	0.2609
137	0.1401	0.1666	0.1972	0.2178	0.2599
138	0.1396	0.1660	0.1965	0.2170	0.2590
139	0.1391	0.1654	0.1958	0.2163	0.2581
140	0.1386	0.1648	0.1951	0.2155	0.2572
141	0.1381	0.1642	0.1944	0.2148	0.2563
142	0.1376	0.1637	0.1937	0.2140	0.2555
143	0.1371	0.1631	0.1930	0.2133	0.2546
144	0.1367	0.1625	0.1924	0.2126	0.2537
145	0.1362	0.1620	0.1917	0.2118	0.2529
146	0.1357	0.1614	0.1911	0.2111	0.2520
147	0.1353	0.1609	0.1904	0.2104	0.2512
148	0.1348	0.1603	0.1898	0.2097	0.2504
149	0.1344	0.1598	0.1892	0.2090	0.2496

150	0.1339	0.1593	0.1886	0.2083	0.2488
151	0.1335	0.1587	0.1879	0.2077	0.2480
152	0.1330	0.1582	0.1873	0.2070	0.2472
153	0.1326	0.1577	0.1867	0.2063	0.2464
154	0.1322	0.1572	0.1861	0.2057	0.2456
155	0.1318	0.1567	0.1855	0.2050	0.2448
156	0.1313	0.1562	0.1849	0.2044	0.2441
157	0.1309	0.1557	0.1844	0.2037	0.2433
158	0.1305	0.1552	0.1838	0.2031	0.2425
159	0.1301	0.1547	0.1832	0.2025	0.2418
160	0.1297	0.1543	0.1826	0.2019	0.2411
161	0.1293	0.1538	0.1821	0.2012	0.2403
162	0.1289	0.1533	0.1815	0.2006	0.2396
163	0.1285	0.1528	0.1810	0.2000	0.2389
164	0.1281	0.1524	0.1804	0.1994	0.2382
165	0.1277	0.1519	0.1799	0.1988	0.2375
166	0.1273	0.1515	0.1794	0.1982	0.2368
167	0.1270	0.1510	0.1788	0.1976	0.2361
168	0.1266	0.1506	0.1783	0.1971	0.2354
169	0.1262	0.1501	0.1778	0.1965	0.2347
170	0.1258	0.1497	0.1773	0.1959	0.2341
171	0.1255	0.1493	0.1768	0.1954	0.2334
172	0.1251	0.1488	0.1762	0.1948	0.2327
173	0.1247	0.1484	0.1757	0.1942	0.2321
174	0.1244	0.1480	0.1752	0.1937	0.2314
175	0.1240	0.1476	0.1747	0.1932	0.2308
176	0.1237	0.1471	0.1743	0.1926	0.2301
177	0.1233	0.1467	0.1738	0.1921	0.2295
178	0.1230	0.1463	0.1733	0.1915	0.2289
179	0.1226	0.1459	0.1728	0.1910	0.2282
180	0.1223	0.1455	0.1721	0.1905	0.2276
181	0.1220	0.1451	0.1719	0.1900	0.2270
182	0.1216	0.1447	0.1714	0.1895	0.2264
183	0.1213	0.1443	0.1709	0.1890	0.2258
184	0.1210	0.1439	0.1705	0.1884	0.2252
185	0.1207	0.1435	0.1700	0.1879	0.2246
186	0.1203	0.1432	0.1696	0.1874	0.2240
187	0.1200	0.1428	0.1691	0.1869	0.2234
188	0.1197	0.1424	0.1687	0.1865	0.2228

189	0.1194	0.1420	0.1682	0.1860	0.2223
190	0.1191	0.1417	0.1678	0.1855	0.2217
191	0.1188	0.1413	0.1674	0.1850	0.2211
192	0.1184	0.1409	0.1669	0.1845	0.2206
193	0.1181	0.1406	0.1665	0.1841	0.2200
194	0.1178	0.1402	0.1661	0.1836	0.2194
195	0.1175	0.1398	0.1657	0.1831	0.2189
196	0.1172	0.1395	0.1652	0.1827	0.2183
197	0.1169	0.1391	0.1648	0.1822	0.2178
198	0.1166	0.1388	0.1644	0.1818	0.2173
199	0.1164	0.1384	0.1640	0.1813	0.2167
200	0.1161	0.1381	0.1636	0.1809	0.2162
201	0.1158	0.1378	0.1632	0.1804	0.2157
202	0.1155	0.1374	0.1628	0.1800	0.2151
203	0.1152	0.1371	0.1624	0.1795	0.2146
204	0.1149	0.1367	0.1620	0.1791	0.2141
205	0.1146	0.1364	0.1616	0.1787	0.2136
206	0.1144	0.1361	0.1612	0.1782	0.2131
207	0.1141	0.1358	0.1608	0.1778	0.2126
208	0.1138	0.1354	0.1604	0.1774	0.2121
209	0.1135	0.1351	0.1601	0.1770	0.2116
210	0.1133	0.1348	0.1597	0.1766	0.2111
211	0.1130	0.1345	0.1593	0.1761	0.2106
212	0.1127	0.1342	0.1589	0.1757	0.2101
213	0.1125	0.1338	0.1586	0.1753	0.2096
214	0.1122	0.1335	0.1582	0.1749	0.2091
215	0.1120	0.1332	0.1578	0.1745	0.2087
216	0.1117	0.1329	0.1575	0.1741	0.2082
217	0.1114	0.1326	0.1571	0.1737	0.2077
218	0.1112	0.1323	0.1568	0.1733	0.2073
219	0.1109	0.1320	0.1564	0.1729	0.2068
220	0.1107	0.1317	0.1561	0.1726	0.2063
221	0.1104	0.1314	0.1557	0.1722	0.2059
222	0.1102	0.1311	0.1554	0.1718	0.2054
223	0.1099	0.1308	0.1550	0.1714	0.2050
224	0.1097	0.1305	0.1547	0.1710	0.2045
225	0.1094	0.1303	0.1543	0.1707	0.2041
226	0.1092	0.1300	0.1540	0.1703	0.2036
227	0.1090	0.1297	0.1537	0.1699	0.2032

T TABEL

DF Atau DK	Uji Satu Sisi					
	0,25	0,1	0,05	0,025	0,01	0,005
	Uji Dua Sisi					
	0,5	0,2	0,1	0,05	0,02	0,01
1	1,000	3,078	6,314	12,706	31,821	63,657
2	0,816	1,886	2,920	4,303	6,965	9,925
3	0,765	1,638	2,353	3,182	4,541	5,841
4	0,741	1,533	2,132	2,776	3,747	4,604
5	0,727	1,476	2,015	2,571	3,365	4,032
6	0,718	1,440	1,943	2,447	3,143	3,707
7	0,711	1,415	1,895	2,365	2,998	3,499
8	0,706	1,397	1,860	2,306	2,896	3,355
9	0,703	1,383	1,833	2,262	2,821	3,250
10	0,700	1,372	1,812	2,228	2,764	3,169
11	0,697	1,363	1,796	2,201	2,718	3,106
12	0,695	1,356	1,782	2,179	2,681	3,055
13	0,694	1,350	1,771	2,160	2,650	3,012
14	0,692	1,345	1,761	2,145	2,624	2,977
15	0,691	1,341	1,753	2,131	2,602	2,947
16	0,690	1,337	1,746	2,120	2,583	2,921
17	0,689	1,333	1,740	2,110	2,567	2,898
18	0,688	1,330	1,734	2,101	2,552	2,878
19	0,688	1,328	1,729	2,093	2,539	2,861
20	0,687	1,325	1,725	2,086	2,528	2,845
21	0,686	1,323	1,721	2,080	2,518	2,831
22	0,686	1,321	1,717	2,074	2,508	2,819
23	0,685	1,319	1,714	2,069	2,500	2,807
24	0,685	1,318	1,711	2,064	2,492	2,797
25	0,684	1,316	1,708	2,060	2,485	2,787
26	0,684	1,315	1,706	2,056	2,479	2,779
27	0,684	1,314	1,703	2,052	2,473	2,771
28	0,683	1,313	1,701	2,048	2,467	2,763
29	0,683	1,311	1,699	2,045	2,462	2,756
30	0,683	1,310	1,697	2,042	2,457	2,750
31	0,682	1,309	1,696	2,040	2,453	2,744
32	0,682	1,309	1,694	2,037	2,449	2,738
33	0,682	1,308	1,692	2,035	2,445	2,733
34	0,682	1,307	1,691	2,032	2,441	2,728
35	0,682	1,306	1,690	2,030	2,438	2,724

36	0,681	1,306	1,688	2,028	2,434	2,719
37	0,681	1,305	1,687	2,026	2,431	2,715
38	0,681	1,304	1,686	2,024	2,429	2,712
39	0,681	1,304	1,685	2,023	2,426	2,708
40	0,681	1,303	1,684	2,021	2,423	2,704
41	0,681	1,303	1,683	2,020	2,421	2,701
42	0,680	1,302	1,682	2,018	2,418	2,698
43	0,680	1,302	1,681	2,017	2,416	2,695
44	0,680	1,301	1,680	2,015	2,414	2,692
45	0,680	1,301	1,679	2,014	2,412	2,690
46	0,680	1,300	1,679	2,013	2,410	2,687
47	0,680	1,300	1,678	2,012	2,408	2,685
48	0,680	1,299	1,677	2,011	2,407	2,682
49	0,680	1,299	1,677	2,010	2,405	2,680
50	0,679	1,299	1,676	2,009	2,403	2,678
51	0,679	1,298	1,675	2,008	2,402	2,676
52	0,679	1,298	1,675	2,007	2,400	2,674
53	0,679	1,298	1,674	2,006	2,399	2,672
54	0,679	1,297	1,674	2,005	2,397	2,670
55	0,679	1,297	1,673	2,004	2,396	2,668
56	0,679	1,297	1,673	2,003	2,395	2,667
57	0,679	1,297	1,672	2,002	2,394	2,665
58	0,679	1,296	1,672	2,002	2,392	2,663
59	0,679	1,296	1,671	2,001	2,391	2,662
60	0,679	1,296	1,671	2,000	2,390	2,660
61	0,679	1,296	1,670	2,000	2,389	2,659
62	0,678	1,295	1,670	1,999	2,388	2,657
63	0,678	1,295	1,669	1,998	2,387	2,656
64	0,678	1,295	1,669	1,998	2,386	2,655
65	0,678	1,295	1,669	1,997	2,385	2,654
66	0,678	1,295	1,668	1,997	2,384	2,652
67	0,678	1,294	1,668	1,996	2,383	2,651
68	0,678	1,294	1,668	1,995	2,382	2,650
69	0,678	1,294	1,667	1,995	2,382	2,649
70	0,678	1,294	1,667	1,994	2,381	2,648
71	0,678	1,294	1,667	1,994	2,380	2,647
72	0,678	1,293	1,666	1,993	2,379	2,646
73	0,678	1,293	1,666	1,993	2,379	2,645
74	0,678	1,293	1,666	1,993	2,378	2,644
75	0,678	1,293	1,665	1,992	2,377	2,643
76	0,678	1,293	1,665	1,992	2,376	2,642

77	0,678	1,293	1,665	1,991	2,376	2,641
78	0,678	1,292	1,665	1,991	2,375	2,640
79	0,678	1,292	1,664	1,990	2,374	2,640
80	0,678	1,292	1,664	1,990	2,374	2,639
81	0,678	1,292	1,664	1,990	2,373	2,638
82	0,677	1,292	1,664	1,989	2,373	2,637
83	0,677	1,292	1,663	1,989	2,372	2,636
84	0,677	1,292	1,663	1,989	2,372	2,636
85	0,677	1,292	1,663	1,988	2,371	2,635
86	0,677	1,291	1,663	1,988	2,370	2,634
87	0,677	1,291	1,663	1,988	2,370	2,634
88	0,677	1,291	1,662	1,987	2,369	2,633
89	0,677	1,291	1,662	1,987	2,369	2,632
90	0,677	1,291	1,662	1,987	2,368	2,632
91	0,677	1,291	1,662	1,986	2,368	2,631
92	0,677	1,291	1,662	1,986	2,368	2,630
93	0,677	1,291	1,661	1,986	2,367	2,630
94	0,677	1,291	1,661	1,986	2,367	2,629
95	0,677	1,291	1,661	1,985	2,366	2,629
96	0,677	1,290	1,661	1,985	2,366	2,628
97	0,677	1,290	1,661	1,985	2,365	2,627
98	0,677	1,290	1,661	1,984	2,365	2,627
99	0,677	1,290	1,660	1,984	2,365	2,626
100	0,677	1,290	1,660	1,984	2,364	2,626
101	0,677	1,290	1,660	1,984	2,364	2,625
102	0,677	1,290	1,660	1,983	2,363	2,625
103	0,677	1,290	1,660	1,983	2,363	2,624
104	0,677	1,290	1,660	1,983	2,363	2,624
105	0,677	1,290	1,659	1,983	2,362	2,623
106	0,677	1,290	1,659	1,983	2,362	2,623
107	0,677	1,290	1,659	1,982	2,362	2,623
108	0,677	1,289	1,659	1,982	2,361	2,622
109	0,677	1,289	1,659	1,982	2,361	2,622
110	0,677	1,289	1,659	1,982	2,361	2,621
111	0,677	1,289	1,659	1,982	2,360	2,621
112	0,677	1,289	1,659	1,981	2,360	2,620
113	0,677	1,289	1,658	1,981	2,360	2,620
114	0,677	1,289	1,658	1,981	2,360	2,620
115	0,677	1,289	1,658	1,981	2,359	2,619
116	0,677	1,289	1,658	1,981	2,359	2,619
117	0,677	1,289	1,658	1,980	2,359	2,619

118	0,677	1,289	1,658	1,980	2,358	2,618
119	0,677	1,289	1,658	1,980	2,358	2,618
120	0,677	1,289	1,658	1,980	2,358	2,617
121	0,677	1,289	1,658	1,980	2,358	2,617
122	0,677	1,289	1,657	1,980	2,357	2,617
123	0,676	1,288	1,657	1,979	2,357	2,616
124	0,676	1,288	1,657	1,979	2,357	2,616
125	0,676	1,288	1,657	1,979	2,357	2,616
126	0,676	1,288	1,657	1,979	2,356	2,615
127	0,676	1,288	1,657	1,979	2,356	2,615
128	0,676	1,288	1,657	1,979	2,356	2,615
129	0,676	1,288	1,657	1,979	2,356	2,614
130	0,676	1,288	1,657	1,978	2,355	2,614
131	0,676	1,288	1,657	1,978	2,355	2,614
132	0,676	1,288	1,656	1,978	2,355	2,614
133	0,676	1,288	1,656	1,978	2,355	2,613
134	0,676	1,288	1,656	1,978	2,354	2,613
135	0,676	1,288	1,656	1,978	2,354	2,613
136	0,676	1,288	1,656	1,978	2,354	2,612
137	0,676	1,288	1,656	1,977	2,354	2,612
138	0,676	1,288	1,656	1,977	2,354	2,612
139	0,676	1,288	1,656	1,977	2,353	2,612
140	0,676	1,288	1,656	1,977	2,353	2,611
141	0,676	1,288	1,656	1,977	2,353	2,611
142	0,676	1,288	1,656	1,977	2,353	2,611
143	0,676	1,287	1,656	1,977	2,353	2,611
144	0,676	1,287	1,656	1,977	2,353	2,610
145	0,676	1,287	1,655	1,976	2,352	2,610
146	0,676	1,287	1,655	1,976	2,352	2,610
147	0,676	1,287	1,655	1,976	2,352	2,610
148	0,676	1,287	1,655	1,976	2,352	2,609
149	0,676	1,287	1,655	1,976	2,352	2,609
150	0,676	1,287	1,655	1,976	2,351	2,609
151	0,676	1,287	1,655	1,976	2,351	2,609
152	0,676	1,287	1,655	1,976	2,351	2,609
153	0,676	1,287	1,655	1,976	2,351	2,608
154	0,676	1,287	1,655	1,975	2,351	2,608
155	0,676	1,287	1,655	1,975	2,351	2,608
156	0,676	1,287	1,655	1,975	2,350	2,608
157	0,676	1,287	1,655	1,975	2,350	2,608
158	0,676	1,287	1,655	1,975	2,350	2,607

159	0,676	1,287	1,654	1,975	2,350	2,607
160	0,676	1,287	1,654	1,975	2,350	2,607
161	0,676	1,287	1,654	1,975	2,350	2,607
162	0,676	1,287	1,654	1,975	2,350	2,607
163	0,676	1,287	1,654	1,975	2,349	2,606
164	0,676	1,287	1,654	1,975	2,349	2,606
165	0,676	1,287	1,654	1,974	2,349	2,606
166	0,676	1,287	1,654	1,974	2,349	2,606
167	0,676	1,287	1,654	1,974	2,349	2,606
168	0,676	1,287	1,654	1,974	2,349	2,605
169	0,676	1,287	1,654	1,974	2,349	2,605
170	0,676	1,287	1,654	1,974	2,348	2,605
171	0,676	1,287	1,654	1,974	2,348	2,605
172	0,676	1,286	1,654	1,974	2,348	2,605
173	0,676	1,286	1,654	1,974	2,348	2,605
174	0,676	1,286	1,654	1,974	2,348	2,604
175	0,676	1,286	1,654	1,974	2,348	2,604
176	0,676	1,286	1,654	1,974	2,348	2,604
177	0,676	1,286	1,654	1,973	2,348	2,604
178	0,676	1,286	1,653	1,973	2,347	2,604
179	0,676	1,286	1,653	1,973	2,347	2,604
180	0,676	1,286	1,653	1,973	2,347	2,603
181	0,676	1,286	1,653	1,973	2,347	2,603
182	0,676	1,286	1,653	1,973	2,347	2,603
183	0,676	1,286	1,653	1,973	2,347	2,603
184	0,676	1,286	1,653	1,973	2,347	2,603
185	0,676	1,286	1,653	1,973	2,347	2,603
186	0,676	1,286	1,653	1,973	2,347	2,603
187	0,676	1,286	1,653	1,973	2,346	2,602
188	0,676	1,286	1,653	1,973	2,346	2,602
189	0,676	1,286	1,653	1,973	2,346	2,602
190	0,676	1,286	1,653	1,973	2,346	2,602
191	0,676	1,286	1,653	1,972	2,346	2,602
192	0,676	1,286	1,653	1,972	2,346	2,602
193	0,676	1,286	1,653	1,972	2,346	2,602
194	0,676	1,286	1,653	1,972	2,346	2,601
195	0,676	1,286	1,653	1,972	2,346	2,601
196	0,676	1,286	1,653	1,972	2,346	2,601
197	0,676	1,286	1,653	1,972	2,345	2,601
198	0,676	1,286	1,653	1,972	2,345	2,601
199	0,676	1,286	1,653	1,972	2,345	2,601

200	0,676	1,286	1,653	1,972	2,345	2,601
201	0,676	1,286	1,652	1,972	2,345	2,601
202	0,676	1,286	1,652	1,972	2,345	2,600
203	0,676	1,286	1,652	1,972	2,345	2,600
204	0,676	1,286	1,652	1,972	2,345	2,600
205	0,676	1,286	1,652	1,972	2,345	2,600
206	0,676	1,286	1,652	1,972	2,345	2,600
207	0,676	1,286	1,652	1,971	2,344	2,600
208	0,676	1,286	1,652	1,971	2,344	2,600
209	0,676	1,286	1,652	1,971	2,344	2,600
210	0,676	1,286	1,652	1,971	2,344	2,599
211	0,676	1,286	1,652	1,971	2,344	2,599
212	0,676	1,286	1,652	1,971	2,344	2,599
213	0,676	1,286	1,652	1,971	2,344	2,599
214	0,676	1,286	1,652	1,971	2,344	2,599
215	0,676	1,286	1,652	1,971	2,344	2,599
216	0,676	1,285	1,652	1,971	2,344	2,599
217	0,676	1,285	1,652	1,971	2,344	2,599
218	0,676	1,285	1,652	1,971	2,344	2,599
219	0,676	1,285	1,652	1,971	2,343	2,598
220	0,676	1,285	1,652	1,971	2,343	2,598
221	0,676	1,285	1,652	1,971	2,343	2,598
222	0,676	1,285	1,652	1,971	2,343	2,598
223	0,676	1,285	1,652	1,971	2,343	2,598
224	0,676	1,285	1,652	1,971	2,343	2,598
225	0,676	1,285	1,652	1,971	2,343	2,598
226	0,676	1,285	1,652	1,971	2,343	2,598
227	0,676	1,285	1,652	1,970	2,343	2,598
228	0,676	1,285	1,652	1,970	2,343	2,598
229	0,676	1,285	1,652	1,970	2,343	2,597
230	0,676	1,285	1,652	1,970	2,343	2,597
231	0,676	1,285	1,651	1,970	2,343	2,597
232	0,676	1,285	1,651	1,970	2,343	2,597
233	0,676	1,285	1,651	1,970	2,342	2,597
234	0,676	1,285	1,651	1,970	2,342	2,597
235	0,676	1,285	1,651	1,970	2,342	2,597
236	0,676	1,285	1,651	1,970	2,342	2,597
237	0,676	1,285	1,651	1,970	2,342	2,597
238	0,676	1,285	1,651	1,970	2,342	2,597
239	0,676	1,285	1,651	1,970	2,342	2,597
240	0,676	1,285	1,651	1,970	2,342	2,596

F TABEL

df untuk penyebut (N2)	Df untuk pembilang (N1)				
	1	2	3	4	5
1	161,448	199,500	215,707	224,583	230,162
2	18,513	19,000	19,164	19,247	19,296
3	10,128	9,552	9,277	9,117	9,013
4	7,709	6,944	6,591	6,388	6,256
5	6,608	5,786	5,409	5,192	5,050
6	5,987	5,143	4,757	4,534	4,387
7	5,591	4,737	4,347	4,120	3,972
8	5,318	4,459	4,066	3,838	3,687
9	5,117	4,256	3,863	3,633	3,482
10	4,965	4,103	3,708	3,478	3,326
11	4,844	3,982	3,587	3,357	3,204
12	4,747	3,885	3,490	3,259	3,106
13	4,667	3,806	3,411	3,179	3,025
14	4,600	3,739	3,344	3,112	2,958
15	4,543	3,682	3,287	3,056	2,901
16	4,494	3,634	3,239	3,007	2,852
17	4,451	3,592	3,197	2,965	2,810
18	4,414	3,555	3,160	2,928	2,773
19	4,381	3,522	3,127	2,895	2,740
20	4,351	3,493	3,098	2,866	2,711
21	4,325	3,467	3,072	2,840	2,685
22	4,301	3,443	3,049	2,817	2,661
23	4,279	3,422	3,028	2,796	2,640
24	4,260	3,403	3,009	2,776	2,621
25	4,242	3,385	2,991	2,759	2,603
26	4,225	3,369	2,975	2,743	2,587
27	4,210	3,354	2,960	2,728	2,572
28	4,196	3,340	2,947	2,714	2,558
29	4,183	3,328	2,934	2,701	2,545
30	4,171	3,316	2,922	2,690	2,534
31	4,160	3,305	2,911	2,679	2,523
32	4,149	3,295	2,901	2,668	2,512
33	4,139	3,285	2,892	2,659	2,503
34	4,130	3,276	2,883	2,650	2,494
35	4,121	3,267	2,874	2,641	2,485
36	4,113	3,259	2,866	2,634	2,477
37	4,105	3,252	2,859	2,626	2,470

38	4,098	3,245	2,852	2,619	2,463
39	4,091	3,238	2,845	2,612	2,456
40	4,085	3,232	2,839	2,606	2,449
41	4,079	3,226	2,833	2,600	2,443
42	4,073	3,220	2,827	2,594	2,438
43	4,067	3,214	2,822	2,589	2,432
44	4,062	3,209	2,816	2,584	2,427
45	4,057	3,204	2,812	2,579	2,422
46	4,052	3,200	2,807	2,574	2,417
47	4,047	3,195	2,802	2,570	2,413
48	4,043	3,191	2,798	2,565	2,409
49	4,038	3,187	2,794	2,561	2,404
50	4,034	3,183	2,790	2,557	2,400
51	4,030	3,179	2,786	2,553	2,397
52	4,027	3,175	2,783	2,550	2,393
53	4,023	3,172	2,779	2,546	2,389
54	4,020	3,168	2,776	2,543	2,386
55	4,016	3,165	2,773	2,540	2,383
56	4,013	3,162	2,769	2,537	2,380
57	4,010	3,159	2,766	2,534	2,377
58	4,007	3,156	2,764	2,531	2,374
59	4,004	3,153	2,761	2,528	2,371
60	4,001	3,150	2,758	2,525	2,368
61	3,998	3,148	2,755	2,523	2,366
62	3,996	3,145	2,753	2,520	2,363
63	3,993	3,143	2,751	2,518	2,361
64	3,991	3,140	2,748	2,515	2,358
65	3,989	3,138	2,746	2,513	2,356
66	3,986	3,136	2,744	2,511	2,354
67	3,984	3,134	2,742	2,509	2,352
68	3,982	3,132	2,740	2,507	2,350
69	3,980	3,130	2,737	2,505	2,348
70	3,978	3,128	2,736	2,503	2,346
71	3,976	3,126	2,734	2,501	2,344
72	3,974	3,124	2,732	2,499	2,342
73	3,972	3,122	2,730	2,497	2,340
74	3,970	3,120	2,728	2,495	2,338
75	3,968	3,119	2,727	2,494	2,337
76	3,967	3,117	2,725	2,492	2,335
77	3,965	3,115	2,723	2,490	2,333
78	3,963	3,114	2,722	2,489	2,332

79	3,962	3,112	2,720	2,487	2,330
80	3,960	3,111	2,719	2,486	2,329
81	3,959	3,109	2,717	2,484	2,327
82	3,957	3,108	2,716	2,483	2,326
83	3,956	3,107	2,715	2,482	2,324
84	3,955	3,105	2,713	2,480	2,323
85	3,953	3,104	2,712	2,479	2,322
86	3,952	3,103	2,711	2,478	2,321
87	3,951	3,101	2,709	2,476	2,319
88	3,949	3,100	2,708	2,475	2,318
89	3,948	3,099	2,707	2,474	2,317
90	3,947	3,098	2,706	2,473	2,316
91	3,946	3,097	2,705	2,472	2,315
92	3,945	3,095	2,704	2,471	2,313
93	3,943	3,094	2,703	2,470	2,312
94	3,942	3,093	2,701	2,469	2,311
95	3,941	3,092	2,700	2,467	2,310
96	3,940	3,091	2,699	2,466	2,309
97	3,939	3,090	2,698	2,465	2,308
98	3,938	3,089	2,697	2,465	2,307
99	3,937	3,088	2,696	2,464	2,306
100	3,936	3,087	2,696	2,463	2,305
101	3,935	3,086	2,695	2,462	2,304
102	3,934	3,085	2,694	2,461	2,303
103	3,933	3,085	2,693	2,460	2,303
104	3,932	3,084	2,692	2,459	2,302
105	3,932	3,083	2,691	2,458	2,301
106	3,931	3,082	2,690	2,457	2,300
107	3,930	3,081	2,689	2,457	2,299
108	3,929	3,080	2,689	2,456	2,298
109	3,928	3,080	2,688	2,455	2,298
110	3,927	3,079	2,687	2,454	2,297
111	3,927	3,078	2,686	2,453	2,296
112	3,926	3,077	2,686	2,453	2,295
113	3,925	3,077	2,685	2,452	2,295
114	3,924	3,076	2,684	2,451	2,294
115	3,924	3,075	2,683	2,451	2,293
116	3,923	3,074	2,683	2,450	2,293
117	3,922	3,074	2,682	2,449	2,292
118	3,921	3,073	2,681	2,449	2,291
119	3,921	3,072	2,681	2,448	2,290

120	3,920	3,072	2,680	2,447	2,290
121	3,919	3,071	2,680	2,447	2,289
122	3,919	3,071	2,679	2,446	2,289
123	3,918	3,070	2,678	2,445	2,288
124	3,918	3,069	2,678	2,445	2,287
125	3,917	3,069	2,677	2,444	2,287
126	3,916	3,068	2,677	2,444	2,286
127	3,916	3,068	2,676	2,443	2,286
128	3,915	3,067	2,675	2,442	2,285
129	3,915	3,066	2,675	2,442	2,284
130	3,914	3,066	2,674	2,441	2,284
131	3,913	3,065	2,674	2,441	2,283
132	3,913	3,065	2,673	2,440	2,283
133	3,912	3,064	2,673	2,440	2,282
134	3,912	3,064	2,672	2,439	2,282
135	3,911	3,063	2,672	2,439	2,281
136	3,911	3,063	2,671	2,438	2,281
137	3,910	3,062	2,671	2,438	2,280
138	3,910	3,062	2,670	2,437	2,280
139	3,909	3,061	2,670	2,437	2,279
140	3,909	3,061	2,669	2,436	2,279
141	3,908	3,060	2,669	2,436	2,278
142	3,908	3,060	2,668	2,435	2,278
143	3,907	3,059	2,668	2,435	2,277
144	3,907	3,059	2,667	2,435	2,277
145	3,906	3,058	2,667	2,434	2,277
146	3,906	3,058	2,667	2,434	2,276
147	3,905	3,058	2,666	2,433	2,276
148	3,905	3,057	2,666	2,433	2,275
149	3,905	3,057	2,665	2,432	2,275
150	3,904	3,056	2,665	2,432	2,274
151	3,904	3,056	2,665	2,432	2,274
152	3,903	3,056	2,664	2,431	2,274
153	3,903	3,055	2,664	2,431	2,273
154	3,903	3,055	2,663	2,430	2,273
155	3,902	3,054	2,663	2,430	2,273
156	3,902	3,054	2,663	2,430	2,272
157	3,901	3,054	2,662	2,429	2,272
158	3,901	3,053	2,662	2,429	2,271
159	3,901	3,053	2,661	2,429	2,271
160	3,900	3,053	2,661	2,428	2,271

161	3,900	3,052	2,661	2,428	2,270
162	3,900	3,052	2,660	2,427	2,270
163	3,899	3,051	2,660	2,427	2,270
164	3,899	3,051	2,660	2,427	2,269
165	3,898	3,051	2,659	2,426	2,269
166	3,898	3,050	2,659	2,426	2,269
167	3,898	3,050	2,659	2,426	2,268
168	3,897	3,050	2,658	2,425	2,268
169	3,897	3,049	2,658	2,425	2,268
170	3,897	3,049	2,658	2,425	2,267
171	3,896	3,049	2,657	2,425	2,267
172	3,896	3,049	2,657	2,424	2,267
173	3,896	3,048	2,657	2,424	2,266
174	3,895	3,048	2,657	2,424	2,266
175	3,895	3,048	2,656	2,423	2,266
176	3,895	3,047	2,656	2,423	2,265
177	3,895	3,047	2,656	2,423	2,265
178	3,894	3,047	2,655	2,422	2,265
179	3,894	3,046	2,655	2,422	2,265
180	3,894	3,046	2,655	2,422	2,264
181	3,893	3,046	2,655	2,422	2,264
182	3,893	3,046	2,654	2,421	2,264
183	3,893	3,045	2,654	2,421	2,263
184	3,892	3,045	2,654	2,421	2,263
185	3,892	3,045	2,653	2,420	2,263
186	3,892	3,045	2,653	2,420	2,263
187	3,892	3,044	2,653	2,420	2,262
188	3,891	3,044	2,653	2,420	2,262
189	3,891	3,044	2,652	2,419	2,262
190	3,891	3,043	2,652	2,419	2,262
191	3,891	3,043	2,652	2,419	2,261
192	3,890	3,043	2,652	2,419	2,261
193	3,890	3,043	2,651	2,418	2,261
194	3,890	3,042	2,651	2,418	2,261
195	3,890	3,042	2,651	2,418	2,260
196	3,889	3,042	2,651	2,418	2,260
197	3,889	3,042	2,650	2,417	2,260
198	3,889	3,042	2,650	2,417	2,260
199	3,889	3,041	2,650	2,417	2,259
200	3,888	3,041	2,650	2,417	2,259
201	3,888	3,041	2,650	2,417	2,259

202	3,888	3,041	2,649	2,416	2,259
203	3,888	3,040	2,649	2,416	2,259
204	3,887	3,040	2,649	2,416	2,258
205	3,887	3,040	2,649	2,416	2,258
206	3,887	3,040	2,648	2,415	2,258
207	3,887	3,040	2,648	2,415	2,258
208	3,887	3,039	2,648	2,415	2,257
209	3,886	3,039	2,648	2,415	2,257
210	3,886	3,039	2,648	2,415	2,257
211	3,886	3,039	2,647	2,414	2,257
212	3,886	3,038	2,647	2,414	2,257
213	3,885	3,038	2,647	2,414	2,256
214	3,885	3,038	2,647	2,414	2,256
215	3,885	3,038	2,647	2,414	2,256
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217	3,885	3,037	2,646	2,413	2,256
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221	3,884	3,037	2,645	2,412	2,255
222	3,884	3,037	2,645	2,412	2,255
223	3,883	3,036	2,645	2,412	2,255
224	3,883	3,036	2,645	2,412	2,254
225	3,883	3,036	2,645	2,412	2,254
226	3,883	3,036	2,645	2,412	2,254
227	3,883	3,036	2,644	2,411	2,254
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230	3,882	3,035	2,644	2,411	2,253
231	3,882	3,035	2,644	2,411	2,253
232	3,882	3,035	2,644	2,411	2,253
233	3,882	3,035	2,643	2,410	2,253
234	3,882	3,034	2,643	2,410	2,253
235	3,881	3,034	2,643	2,410	2,252
236	3,881	3,034	2,643	2,410	2,252
237	3,881	3,034	2,643	2,410	2,252
238	3,881	3,034	2,643	2,410	2,252
239	3,881	3,034	2,642	2,409	2,252
240	3,880	3,033	2,642	2,409	2,252
241	3,880	3,033	2,642	2,409	2,251

LAMPIRAN 2 - DAFTAR RIWAYAT HIDUP

DAFTAR RIWAYAT HIDUP

DATA PRIBADI

Nama : Fitri Situmorang
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Jenis Kelamin : Perempuan
Agama : Kristen
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Tahun 2013 – 2016 : SMP Negeri 1 Muara
Tahun 2016 – 2019 : SMA Negeri 1 Muara
Tahun 2019 – 2024 : Universitas Putera Batam

PENGALAMAN KERJA

Tahun 2019 – 2020 : PT NFB Batam
Tahun 2020 – 2021 : PT NFB Batam
2021- Sekarang : PT NFB Batam

**LAMPIRAN 3 - SURAT KETERANGAN
PENELITIAN**

No : 01099/AKDM/Universitas/X/2023
Perihal : Permohonan Izin Penelitian
Lampiran : -

Kepada Yth.
Bapak/Ibu Pimpinan
PT NOK FREUDENBERG SEALING TECHNOLOGIES
BATAM

Dengan hormat,
Bersama ini, kami Universitas Putera Batam menerangkan bahwa :

NPM : **190910312**
Nama Mahasiswa : **FITRI SITUMORANG**
Program Studi : **Manajemen**
Jenjang Pendidikan : **Strata 1**

Adalah Mahasiswa Universitas Putera Batam Semester Ganjil 2023/2024 yang sedang mengambil mata kuliah Skripsi dan akan melakukan Penelitian di Instansi **PT NOK FREUDENBERG SEALING TECHNOLOGIES**. Adapun judul Skripsi :

" **PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PT NFB BATAM** "

Untuk keperluan tersebut diatas, mohon izin mengadakan penelitian di Wilayah Bapak/Ibu. Pengurusan segala sesuatunya yang berkaitan dengan penelitian tersebut akan diselesaikan oleh mahasiswa yang bersangkutan.

Atas perhatian dan kerjasamanya kami ucapkan terimakasih.

Batam, 11 Oktober 2023


Universitas Putera Batam
Eka Ariany, S.A.B.

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Pengaruh Motivasi Dan Disiplin Terhadap Kinerja Karyawan PT NFB Batam By Student Turnitin

Jurnal Temp JIM UPB Jurnal Program Studi Manajemen Universitas Putera Batam Vol.12 No.1 (2023)
PENGARUH MOTIVASI DAN DISIPLIN TERHADAP KINERJA KARYAWAN PT NFB BATAM By Fitri Situmorang1), Hikmah2) 1)Mangement Study Program, Universitas Putera Batam Email: pb190910312@upbatam.ac.id 2) Management Study Program, Universitas Putera Batam Email: anchy_luty@yahoo.co.id Abstract This research was conducted with the aim of identifying the influence of motivation and discipline on the performance of PT NFB Batam employees . This research uses a quantitative approach, with a population of the total number of employees working in the manufacturing department of PT NFB Batam, which reaches 300 people. The research sample of 172 respondents was selected using the Slovin formula and simple random sampling technique . The data analysis process involves the use of multiple regression analysis methods, which involve data quality testing, classical assumption testing, influence testing, and hypothesis testing. The results of multiple linear regression analysis show that motivation can have an influence of 48.0 % on employee performance and discipline can have an influence of 17.8% on employee performance. Furthermore, analysis of the coefficient of determination (R²) reveals that motivation and discipline can explain as much as 85.6 % of the variability in employee performance at PT NFB Batam . From the results of the t test and F test, it can be concluded that motivation and discipline partially or simultaneously have a positive and significant influence on the performance of PT NFB Batam employees . Keywords: Discipline; Employee performance; Motivation. INTRODUCTION Human resources involve a group of individuals who proactively participate in driving the smooth operations of an entity, including institutions or companies. Their role is not just as members of the organization, but is also considered an asset that requires special attention to improve their skills and abilities through training. Therefore, the progress and development of an organization is always closely connected to the optimal management, development and empowerment of its human resources. In this context, it is important for an entity to adopt effective strategies in human resource management, including efforts to provide quality training, create a work environment that supports individual development, and encourage collaboration between team members. Thus, investing in human resource development becomes a critical step in ensuring the long-term sustainability and success of an organization. PT Nok Freudenberg Sealing Technologies Batam operates within the Batamindo industrial zone, specializing in the manufacturing and supply of oil seals for the automotive and non-automotive industries. Apart from this, the company is also involved in the production of various rubber molding components. Located in the center of Batam, the company plays a key role in meeting the demands of the automotive sector, while meeting the needs of various industries with its wide range of rubber molded components. The company's operations are instrumental in contributing to the industrial landscape by providing critical components that contribute to the functionality and efficiency of automotive and non-automotive systems. Through commitment to quality and innovation, PT Nok Freudenberg Sealing Technologies Batam has proven itself as a reliable and irreplaceable player in the industrial arena. Motivation refers to positive encouragement that can come from an individual's internal or external factors, which provide encouragement for a person to be involved in an action or job. This drive stems from a strong desire to achieve desired results, especially in the context of the work environment. These motivation factors include inner enthusiasm, internal drive, and strong desire, which together move individuals to provide maximum effort in carrying out tasks and achieving achievements in the workplace (Hasanah & Dewi, 2023) . Motivation is a psychological driving force that encourages a person to achieve peak achievement and best performance in the work environment. This concept includes various factors that encourage individuals to work diligently, such as a strong desire to achieve set goals, getting recognition for their hard efforts, and feeling personal satisfaction from the work produced (Suryawan & Salsabila, 2022) . Motivation can be interpreted as an internal force that encourages a person to seriously try to achieve superior performance within the scope of his work. It involves passion and determination that drives individuals to overcome challenges, overcome obstacles, and consistently increase their productivity levels in order to achieve set work targets (Maidarti et al ., 2022) . Work motivation at PT NFB appears to be less than optimal, according to the results of observations made by researchers in the company's manufacturing department. This research was carried out through direct observation of the daily activities carried out by employees. The results of these observations show signs of low levels of motivation in their work environment. Several problems related to employee motivation were also revealed during the research, including the high level of employees' tendency to relax rather than focus on work, the habit of procrastinating work, lack of enthusiasm, and reluctance to correct mistakes. Furthermore, it appears that the lack of employee involvement with superiors is one of the main factors influencing low motivation. Employees don't feel close to their superiors, so the lack of direct interaction means they don't get adequate motivation. Limitations in communication and a lack of close relationships between superiors and subordinates can be the main factors causing low levels of motivation at PT NFB. Therefore, more proactive and in-depth steps are needed to increase work morale in this company. The importance of building strong relationships between superiors and subordinates is the main focus in overcoming this problem. More effective strategies need to be implemented, such as increasing two-way communication, active involvement of superiors in daily activities, and creating a more collaborative work atmosphere. In this way, employees will feel more cared for and positively involved in the work environment . Discipline is not just about obeying the rules, but also includes the willingness to comply with ethical and moral norms that underlie the continuity of work relationships and interactions between members of the organization. A high level of discipline reflects an individual's ability to respect and implement rules consistently, creating an organized and productive environment (Susanti & Sitorus, 2022) . Discipline involves a series of steps and policies implemented to ensure that each employee adheres to the standards of behavior expected in the work environment. This involves implementing concrete steps to ensure full compliance with ethical norms and regulations applicable in the work environment (Kurnia & Sitorus, 2022) . Discipline is a series of actions implemented by management with the aim of ensuring that workers carry out their duties in accordance with established norms and guidelines. These steps include supervision, coaching and enforcing rules to create a work environment (Harianto & Saputra, 2020) . Work discipline in the Manufacturing Department of PT NFB Batam still shows a low level. This is mainly due to the high level of employee absenteeism, which reflects a number of challenges in certain periods. Analysis of absenteeism data shows that in April 2023, the number of employees absent due to illness reached its highest level. Meanwhile, December 2022 and August 2023 show the peak number of employees applying for permits. Furthermore, for the category of absences caused by disciplinary violations, the peak occurred in April 2023 and October 2023. Furthermore, there was a significant tardiness pattern in August 2023, where 13% of the total employees were late. Contrasting conditions were seen in September 2023, where attendance levels reached their peak with 94% of employees attending. However, absenteeism returned in April with 12% of employees absent. By analyzing data from December 2022 to October 2023, it can be concluded that fluctuations in the number of employees present occurred due to a combination of absences due to illness, permits, and disciplinary violations. Further attention and corrective steps are needed to improve work discipline and maintain the stability of employee attendance during the observed period. Employee performance includes the extent to which individual work results reach a measurable level, and this can be assessed by considering their achievements in achieving organizational goals. Employee performance is not only limited to measuring productivity, but also reflects their contribution to the overall success of the organization (Sari & Candra, 2021) . Employee performance involves assessing the extent to which each individual succeeds in achieving predetermined work goals and meeting the standards set by the organization. These various aspects include a number of varied elements, including achieving goals both quantitatively and qualitatively. Apart from that, it includes the ability to meet the performance standards set by the company (Nurdin & Djuhartono, 2021) . Employee performance refers to the contribution made by each individual towards achieving organizational goals (Zendrato & Gurusanga, 2022) . The performance of employees in the manufacturing department of PT NFB Batam was less than satisfactory, especially because they failed to achieve unit realization data in January 2022 shows that this department has not achieved 100% of the production target that has been set.

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BAB I PENDAHULUAN 1.1 Latar Belakang Dunia bisnis merupakan dunia yang dinamis, perkembangan yang sangat cepat terjadi hampir setiap harinya. Perkembangan bisnis ditandai dengan kemampuan perusahaan dalam menciptakan profit. Adanya profit dikarenakan kegiatan operasional perusahaan yang terus berjalan. Operasional perusahaan dijalankan oleh sumber daya manusia. Dalam suatu sistem operasional perusahaan, potensi sumber daya manusia pada hakekatnya merupakan salah satu modal dan memegang suatu peran yang paling penting dalam mencapai tujuan perusahaan. Oleh karena itu perusahaan perlu mengelola sumber daya manusia dengan baik. Mengelola sumber daya manusia dibutuhkan tindakan kongkrit yang mana perusahaan harus memperlakukan karyawan sebagai aset. Manajemen sumber daya manusia bagaimana memperlakukan karyawan dengan baik (Arraniri dk., 2021). Perusahaan harus mampu untuk memenuhi kebutuhan karyawannya, sehingga diharapkan karyawan dapat berkerja dengan baik sesuai dengan kemampuannya (Winata, 2020). Kinerja karyawan sebagai prestasi kerja dari karyawan sesuai dengan pekerjaannya atau posisinya dalam sebuah instansi perusahaan atau organisasi. Kinerja karyawan menjadi ujung tombak terciptanya profit dan meningkatnya produktifitas (Wasiman dan Mauli, 2023). Kinerja karyawan sangat menentukan keberhasilan dalam kegiatan operasional perusahaan. Jika kinerja karyawan rendah, maka produktifitas perusahaan juga rendah. Namun jika kinerja karyawan tinggi, maka produktifitas perusahaan juga akan tinggi. Kinerja karyawan dalam suatu perusahaan dapat dipengaruhi oleh beberapa faktor yaitu motivasi dan disiplin kerja. Motivasi menjadi faktor pertama yang mempengaruhi kinerja karyawan. Motivasi dapat diartikan sebagai perilaku yang berorientasi pada tujuan dan mencakup semua proses untuk memulai, mempertahankan, atau mengubah psikologis dan aktivitas psikologis (Permana dan Antyo, 2021). Dalam peningkatan efisiensi perusahaan, motivasi kerja memegang peranan yang sangat penting, karena perilaku karyawan dipengaruhi oleh motivasi (Steffany & Hikmah, 2023). Motivasi mendorong karyawan untuk mengambil tindakan internal untuk membantu mereka mencapai tujuan atau tugas tertentu. Efisiensi kerja karyawan dapat memotivasi mereka untuk bekerja, dan dapat membawa lebih banyak motivasi kerja dan lebih banyak niat dalam bekerja. Pada penelitian yang dilakukan oleh (Caissar dkk., 2020) bahwa terdapat pengaruh signifikan

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Yang mengajukan,



(Fitri Situmorang)
NPM.190910312

Menyetujui,

Dosen Pembimbing Skripsi



(Hikmah S.E., M.Si.)
NIDN. 0907018202

LETTER OF ACCEPTANCE (LOA)

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Penulis : **Fitri Situmorang, Hikmah**

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