

LAMPIRAN

Lampiran 1 : Tabel penentuan sampel

**TABEL PENENTUAN JUMLAH SAMPEL DARI POPULASI TERTENTU
DENGAN TARAF KESALAHAN, 1%, 5%, DAN 10 %**

N	Signifikasi			N	Signifikasi		
	1%	5%	10%		1%	5%	10%
10	10	10	10	280	197	155	138
15	15	14	14	290	202	158	140
20	19	19	19	300	207	161	143
25	24	23	23	320	216	167	147
30	29	28	28	340	225	172	151
35	33	32	32	360	234	177	155
40	38	36	36	380	242	182	158
45	42	40	39	400	250	186	162
50	47	44	42	420	257	191	165
55	51	48	46	440	265	195	168
60	55	51	49	460	272	198	171
65	59	55	53	480	279	202	173
70	63	58	56	500	285	205	176
75	67	62	59	550	301	213	182
80	71	65	62	600	315	221	187
85	75	68	65	650	329	227	191
90	79	72	68	700	341	233	195
95	83	75	71	750	352	238	199
100	87	78	73	800	363	243	202
110	94	84	78	850	375	247	205
120	102	89	83	900	382	251	208
130	109	95	88	950	391	255	211
140	116	100	92	1000	399	258	213
150	122	105	97	1100	414	265	217
160	129	110	101	1200	427	270	221
170	135	114	105	1300	440	275	224
180	142	119	108	1400	450	279	227
190	148	123	112	1500	460	283	229
200	154	127	115	1600	469	286	232
210	160	131	118	1700	477	289	234
220	165	135	122	1800	485	292	235
230	171	139	125	1900	492	294	237
240	176	142	127	2000	498	297	238
250	182	146	130	2200	510	301	241
260	187	149	133	2400	520	304	243
270	192	152	135	2600	529	307	245

Lampiran 2 Kuesioner Responden

A. DATA RESPONDEN :

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon Saudara/saudari terlebih dahulu mengisi data diri sebagai berikut (Jawaban yang Saudara/saudari berikan akan diperlakukan secara rahasia).

Nama :

Jenis Kelamin : Laki-Laki Perempuan

Usia : Tahun

Tingkat Pendidikan : SMA/SMK Diploma Sarjana

Masa Kerja : Tahun

B. PETUNJUK PENGISIAN KUESIONER

1. Responden diharapkan membaca terlebih dahulu deskripsi masing-masing pertanyaan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda check (✓) pada salah satu pilihan jawaban yang sesuai dengan keadaan saudara. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan.
3. Pada masing-masing pertanyaan terdapat lima alternative jawaban yang mencakup teknik skala Likert, yaitu:
 - a. Sangat Setuju (SS) = 5
 - b. Setuju (S) = 4
 - c. Ragu-Ragu (RR) = 3
 - d. Tidak Setuju (TS) = 2
 - e. Sangat Tidak Setuju (STS) = 1

Data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya, oleh sebab itu dimohon untuk mengisi semua kuesioner dengan sebenarnya dan seobjektif mungkin

Disiplin Kerja (X1)

No.	Pernyataan Responden Terhadap Disiplin Kerja	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Saya mentaati ketentuan jam kerja instansi, yakni masuk, pulang dan jam istirahat					
2.	Saya mentaati peraturan kedinasan tentang berpakaian dan bertingkah laku dalam bekerja.					
3.	Saya mentaati terhadap standar prosedur operasional (SOP) dalam melaksanakan pekerjaan					

Kompensasi (X2)

No.	Pernyataan Responden Terhadap Kompensasi	Alternatif Jawaban				
		SS	S	R	TS	STS
A. Gaji						
1.	Gaji yang diterima sesuai dengan beban tugas yang diberikan					
B. Insentif						
2.	Ada insentif diluar gaji yang diterima karyawan.					
3.	Insentif diberikan sesuai dengan prestasi kerja karyawan					
C. Tunjangan						
4.	Tunjangan yang diberikan sesuai dengan jabatan yang ditempati karyawan.					
5.	Perusahaan memberikan tunjangan (THR) yang membantu memenuhi kebutuhan.					

D.	Fasilitas					
6.	Perusahaan memberikan fasilitas (seragam kerja, tempat parkir, kantin, tempat beribadah, peralatan kerja) lengkap dan memadai					

Kepemimpinan (X3)

No.	Pernyataan Responden Terhadap Kepemimpinan	Alternatif Jawaban				
		SS	S	R	TS	STS
1.	Pemimpin Selalu Memberikan pengarahan yang jelas pada setiap Karyawan					
2.	Pemimpin membuat sistem komunikasi yang baik kepada karyawan sehingga tercipta keselarasan dalam bekerja					
3.	Apakah pimpinan anda dapat mengatur dan mengarahkan anda dalam melaksanakan tugas					
4.	Pemimpin selalu memegang kendali agar memiliki rasa kesadaran dan ketaatan dalam bekerja					
5.	Pemimpin memberikan instruksi dengan jelas sehingga terjadinya kesamaan persepsi atau instruksi karyawan					

Kinerja Karyawan (Y)

No.	Pernyataan Responden Terhadap Kinerja	Alternatif Jawaban				
		SS	S	R	TS	STS

1.	Kualitas kerja saya memenuhi target kerja.					
2.	saya berusaha efisiensi waktu dalam melaksanakan tugas pekerjaan.					
3.	Kemampuan saya melebihi standar yang ditetapkan.					
4.	Saya mempunyai komitmen dan tanggung jawab dalam bekerja.					



Lampiran 3 : Tabel t

Tabel t df 1-190

Pr Df	α untuk uji dua arah (Two Tailed Test)					
	0.5	0.2	0.1	0.05	0.02	0.01
	α untuk uji satu arah (One Tailed Test)					
	0.25	0.1	0.05	0.025	0.01	0.005
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

Lampiran 4 : Data Rekapitulasi Responden

1.) Data Responden Variabel Disiplin Kerja (X1) dan Kompensasi (X2)

No	Disiplin Kerja				Kompensasi						Total X2
	X1.1	X1.2	X1.3	Total X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	4	4	4	12	4	5	4	5	4	5	27
2	4	4	3	11	4	4	4	4	3	3	22
3	3	3	3	9	5	4	5	4	3	5	26
4	4	4	4	12	4	4	5	3	4	4	24
5	3	4	3	10	4	4	4	4	5	4	25
6	3	5	4	12	4	4	3	4	3	4	22
7	5	5	4	14	4	4	3	4	5	4	24
8	4	2	3	9	4	5	4	4	4	3	24
9	4	5	4	13	4	4	3	2	3	4	20
10	4	3	4	11	3	4	4	4	5	4	23
11	3	4	4	11	4	3	3	3	3	5	21
12	5	4	3	12	4	4	3	3	4	3	21
13	4	3	2	9	5	5	4	5	5	4	28
14	5	4	4	13	5	3	3	2	3	3	20
15	4	4	4	12	5	3	4	4	4	3	24
16	3	3	3	9	3	5	5	5	3	4	25
17	2	4	2	8	4	4	5	5	4	4	26
18	4	5	4	13	5	3	3	4	4	3	23
19	3	4	3	10	3	3	4	4	4	3	21
20	4	3	4	11	4	2	3	3	5	3	20
21	5	5	5	15	5	4	4	4	4	4	25
22	4	4	4	12	4	4	5	5	4	5	27
23	4	4	3	11	4	5	4	4	4	3	24
24	4	3	3	10	5	5	4	4	4	5	27
25	5	4	5	14	4	5	5	3	3	3	23
26	4	4	3	11	3	3	4	4	4	4	22
27	3	4	2	9	4	4	3	4	4	3	22
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29	3	2	3	8	5	5	5	4	3	5	27
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37	3	3	3	9	3	4	4	4	3	5	23
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39	5	4	3	12	5	4	5	3	3	5	25
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42	4	4	4	12	4	4	5	3	4	4	24
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45	3	4	3	10	4	5	4	3	4	5	25
46	3	5	4	12	5	5	5	4	5	5	29
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60	5	4	5	14	4	5	4	4	4	5	25
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72	5	4	3	12	4	4	3	3	4	3	21
73	4	4	4	12	5	4	5	4	3	5	26
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75	4	2	3	9	4	4	4	4	5	4	25
76	3	3	3	9	4	4	3	4	3	4	22
77	4	4	5	13	4	4	3	4	5	4	24

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86	3	4	4	11	4	3	3	3	3	5	21
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89	3	2	3	8	4	4	5	3	4	4	24
90	4	3	2	9	4	4	4	4	5	4	25
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92	4	4	4	12	4	4	3	4	5	4	24
93	4	5	5	14	3	3	4	4	4	4	22
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95	4	5	4	13	4	5	5	5	5	5	29
96	3	4	3	10	5	5	5	4	3	5	27
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98	5	5	5	15	4	5	4	4	4	5	25
99	4	4	4	12	5	5	4	5	5	5	29
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103	3	5	4	12	4	4	3	3	4	3	21
104	5	4	4	13	4	5	3	4	4	3	23
105	3	4	3	10	5	4	3	2	3	2	20
106	4	3	4	11	3	3	4	4	5	4	23
107	5	4	5	14	4	3	3	5	3	5	21
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110	4	4	4	12	4	4	5	3	4	4	24
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113	3	5	4	12	4	4	3	4	5	4	24
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116	4	3	4	11	4	4	3	2	3	4	20
117	3	4	4	11	3	3	4	4	5	4	23
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119	5	4	3	12	4	4	3	3	4	3	21
120	4	4	4	12	5	4	5	4	3	5	26
121	4	4	3	11	4	4	5	3	4	3	23
122	3	3	3	9	4	5	4	3	4	5	25
123	4	4	4	12	4	3	4	2	4	3	20
124	3	4	3	10	4	4	4	4	5	5	26
125	3	5	4	12	4	5	4	4	4	3	24
126	5	4	4	13	4	4	3	2	3	4	20
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128	5	5	4	14	4	5	4	3	4	5	25
129	4	3	4	11	4	5	5	5	5	5	29
130	3	4	4	11	4	4	4	4	5	5	26
131	2	3	3	8	4	5	4	4	4	3	24
132	4	3	3	9	4	4	3	2	3	4	20
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134	5	4	5	14	4	3	3	3	3	5	21
135	4	4	3	11	4	3	5	4	5	5	28
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137	3	2	3	8	4	5	5	5	5	5	29
138	3	3	3	11	4	4	3	3	3	4	20
139	4	2	3	9	3	3	4	4	5	4	23
140	3	3	3	9	4	3	3	3	3	5	21
141	4	4	4	12	4	4	3	3	4	3	21
142	3	4	3	10	5	4	5	4	3	5	26
143	4	3	4	11	4	4	3	3	4	4	24
144	3	4	4	11	4	5	4	3	4	5	25
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147	3	4	4	11	5	3	4	5	5	5	27
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149	2	4	3	9	4	5	4	5	5	4	27
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152	5	5	5	15	4	5	2	4	5	3	23
153	5	4	5	14	5	5	4	5	5	4	28
154	4	3	4	11	5	5	3	4	5	5	27
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160	4	2	3	9	4	4	4	4	5	4	25
161	3	5	4	12	5	5	5	5	5	4	29
162	2	3	4	9	5	5	4	4	5	5	28
163	4	3	4	11	5	4	5	5	5	4	28
164	5	4	5	14	4	4	4	5	5	5	27
165	4	4	4	12	5	4	3	5	4	5	26
166	4	4	3	11	4	5	4	5	5	4	27
167	3	2	5	10	5	5	5	5	4	5	29
168	3	4	3	10	4	5	4	5	5	5	28
169	3	4	3	10	5	5	4	5	4	5	28
170	3	5	4	12	4	5	3	5	5	5	27
171	5	4	4	13	4	5	4	5	4	5	27
172	4	4	5	13	5	5	5	4	5	4	28
173	4	3	4	11	3	4	4	5	5	4	25
174	3	3	4	10	4	5	4	3	4	5	25
175	4	5	5	14	5	4	5	4	5	5	28
176	4	3	3	10	4	3	4	4	5	5	25
177	5	4	5	14	4	4	5	5	5	5	28
178	2	4	5	11	5	5	4	4	3	5	26
179	3	4	4	11	4	5	4	4	5	5	25
180	5	3	5	13	4	5	3	5	4	5	26
181	3	2	4	9	5	4	3	5	4	5	26
182	3	4	5	12	5	5	3	5	3	5	24
183	4	4	4	12	4	5	4	5	5	5	28
184	4	5	5	14	5	5	3	4	4	5	28
185	4	3	3	10	4	5	4	5	5	5	28
186	5	4	5	14	5	4	2	4	5	4	24

2.) Data Responden Variabel Kepemimpinan (X3) dan Kinerja Karyawan (Y)

No.	Kepemimpinan						Kinerja Karyawan				
	X3.1	X3.2	X3.3	X3.4	X3.5	Total X3	Y.1	Y.2	Y.3	Y.4	Total Y
1	4	5	3	4	4	20	5	4	4	4	17
2	4	4	4	5	4	21	4	4	5	5	18
3	4	3	4	3	4	18	3	4	3	4	14
4	4	3	4	5	4	20	4	5	5	4	18
5	5	4	4	4	3	20	4	4	3	4	15
6	4	3	2	3	4	16	3	4	3	3	13
7	3	4	4	5	4	20	4	4	4	4	16
8	3	3	3	3	5	17	5	4	5	5	19
9	4	3	3	4	3	17	4	4	4	4	16

10	5	4	4	4	3	20	4	4	4	4	16
11	4	3	3	2	3	15	4	4	4	4	16
12	5	4	3	4	3	19	4	4	5	4	17
13	5	5	5	3	4	22	4	5	5	5	19
14	4	4	3	2	2	15	4	3	4	4	15
15	4	3	4	4	3	18	3	4	3	4	14
16	3	4	4	4	3	18	5	4	5	4	18
17	2	3	3	5	3	16	4	4	3	4	15
18	4	4	4	4	4	20	3	4	3	3	13
19	4	5	5	4	5	23	4	4	4	4	16
20	5	4	4	4	3	20	5	4	4	4	17
21	5	4	4	4	5	22	5	5	4	4	18
22	5	5	3	3	3	19	5	4	5	4	18
23	3	4	4	4	4	19	4	4	5	5	18
24	3	3	4	4	3	17	4	4	4	4	16
25	5	5	4	3	4	21	3	3	4	3	13
26	4	4	3	2	3	16	4	4	4	4	17
27	4	5	4	4	3	20	4	4	5	5	18
28	3	4	4	4	3	18	5	4	5	5	19
29	2	3	3	3	4	15	4	4	4	5	18
30	4	4	5	5	5	23	4	4	5	5	19
31	5	5	4	5	5	21	4	4	4	4	15
32	4	4	3	3	3	18	4	4	4	5	16
33	5	4	3	4	4	20	4	4	4	4	17
34	3	3	4	4	4	18	3	4	3	4	14
35	4	2	3	3	5	17	5	4	5	4	18
36	5	4	4	4	4	21	4	4	3	4	15
37	4	4	5	5	5	22	3	4	3	3	13
38	4	5	4	4	4	21	4	4	4	4	16
39	5	5	4	4	4	22	5	4	5	4	18
40	4	5	5	3	3	20	4	4	4	4	16
41	3	3	4	4	4	18	5	5	5	4	19
42	4	4	3	4	4	19	5	4	5	4	18
43	4	2	3	3	3	15	4	5	5	5	19
44	5	5	4	5	4	23	4	3	4	3	14
45	4	3	2	2	4	15	4	5	5	5	19
46	4	4	4	4	3	19	5	4	4	5	18
47	4	2	4	3	4	17	4	3	5	5	17
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53	5	5	4	3	5	22	5	4	4	4	17
54	4	3	4	4	3	18	5	4	4	5	18
55	5	4	3	4	5	21	5	4	4	5	18
56	5	4	5	4	5	23	4	4	4	4	16
57	4	4	4	5	5	22	5	5	4	4	18
58	4	5	5	3	3	20	4	3	4	3	14
59	3	3	4	4	4	18	3	2	4	4	13
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61	4	4	5	3	4	20	5	5	4	5	19
62	5	5	5	4	5	22	5	5	5	4	19
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67	4	3	4	2	3	16	5	4	4	4	18
68	3	5	3	5	4	20	4	3	3	4	14
69	5	5	4	4	5	23	4	4	4	4	16
70	4	4	2	2	4	15	3	4	4	3	13
71	4	4	4	4	3	19	5	3	4	3	15
72	4	4	3	4	4	17	4	3	4	4	14
73	3	4	4	4	4	19	4	3	4	4	13
74	4	3	4	4	4	18	3	5	3	5	16
75	4	5	3	4	4	20	4	3	4	4	15
76	5	5	4	3	5	21	4	5	4	5	18
77	4	3	4	4	3	18	3	4	4	4	15
78	5	4	3	4	4	21	4	4	5	4	17
79	5	5	4	5	4	23	4	4	3	3	14
80	4	4	4	5	5	22	4	4	5	4	17
81	4	4	3	4	4	19	5	4	5	5	19
82	4	4	5	3	4	20	5	4	4	5	18
83	5	5	5	4	3	22	4	5	5	5	19
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89	3	5	3	5	4	20	3	3	4	4	14
90	3	4	3	3	3	16	4	5	4	5	18
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96	4	3	2	2	4	15	3	3	4	3	13
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98	4	2	4	3	4	17	4	5	4	5	18
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102	4	4	3	4	4	19	4	4	5	5	18
103	4	4	4	5	5	22	3	3	4	3	13
104	2	4	3	3	3	15	5	3	4	3	15
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113	4	4	2	2	5	16	4	4	5	4	17
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117	4	4	4	4	3	16	4	4	3	3	14
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158	3	3	4	4	4	18	5	5	4	4	18
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161	4	4	5	5	4	22	5	4	5	4	18
162	4	5	4	4	4	21	4	4	3	4	15
163	4	3	3	4	4	18	3	4	3	3	13
164	4	5	5	3	3	20	4	5	5	5	19
165	3	4	4	4	4	19	3	4	3	3	13
166	4	3	4	4	3	18	3	4	3	4	14
167	4	5	3	4	4	20	4	4	4	4	16
168	5	4	4	3	5	21	4	4	4	4	16
169	4	3	4	4	3	18	4	4	4	4	16
170	5	4	3	4	5	21	4	4	3	3	14
171	5	5	4	4	5	23	5	4	5	5	19
172	4	4	4	5	5	22	4	3	3	3	13
173	2	4	3	3	3	15	5	4	5	3	17

174	4	4	4	4	4	20	5	5	4	5	19
175	3	4	4	3	3	17	3	5	5	3	16
176	3	4	4	3	2	16	4	3	3	3	13
177	4	4	2	4	3	17	4	3	3	3	13
178	4	5	3	3	5	20	4	3	4	3	14
179	3	3	3	3	3	15	5	4	4	4	17
180	5	5	4	3	4	21	4	5	5	5	19
181	3	5	4	5	3	20	3	3	4	4	14
182	4	4	3	3	4	18	3	4	5	3	15
183	5	5	4	4	5	23	3	3	4	4	14
184	4	4	4	4	5	21	4	5	4	4	17
185	2	4	3	3	3	15	3	3	4	4	14
186	5	4	4	4	4	21	5	4	5	5	19



Lampiran 5 : Hasil Output SPSS
Uji validitas
Disiplin Kerja

		Correlations			
		X1.1	X1.2	X1.3	Disiplin
X1.1	Pearson Correlation	1	.169*	.521**	.727**
	Sig. (2-tailed)		.021	.000	.000
	N	186	186	186	186
X1.2	Pearson Correlation	.169*	1	.400**	.705**
	Sig. (2-tailed)	.021		.000	.000
	N	186	186	186	186
X1.3	Pearson Correlation	.521**	.400**	1	.843**
	Sig. (2-tailed)	.000	.000		.000
	N	186	186	186	186
Disiplin	Pearson Correlation	.727**	.705**	.843**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	186	186	186	186

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

Kompensasi

		Correlations						
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Kompensasi
X2.1	Pearson Correlation	1	.383**	.171*	.134	-.156*	.289**	.416**
	Sig. (2-tailed)		.000	.020	.068	.033	.000	.000
	N	186	186	186	186	186	186	186
X2.2	Pearson Correlation	.383**	1	.308**	.279**	.168*	.097	.581**
	Sig. (2-tailed)	.000		.000	.000	.022	.188	.000
	N	186	186	186	186	186	186	186
X2.3	Pearson Correlation	.171*	.308**	1	.331**	.210**	.316**	.656**
	Sig. (2-tailed)	.020	.000		.000	.004	.000	.000
	N	186	186	186	186	186	186	186
X2.4	Pearson Correlation	.134	.279**	.331**	1	.542**	.302**	.742**
	Sig. (2-tailed)	.068	.000	.000		.000	.000	.000
	N	186	186	186	186	186	186	186
X2.5	Pearson Correlation	-.156*	.168*	.210**	.542**	1	.189**	.600**
	Sig. (2-tailed)	.033	.022	.004	.000		.010	.000
	N	186	186	186	186	186	186	186

X2.6	Pearson Correlation	.289**	.097	.316**	.302**	.189**	1	.609**
	Sig. (2-tailed)	.000	.188	.000	.000	.010		.000
	N	186	186	186	186	186	186	186
Kompensasi	Pearson Correlation	.416**	.581**	.656**	.742**	.600**	.609**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	186	186	186	186	186	186	186

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Kepemimpinan

		Correlations					
		X3.1	X3.2	X3.3	X3.4	X3.5	Kepemimpinan
X3.1	Pearson Correlation	1	.365**	.283**	.176*	.259**	.631**
	Sig. (2-tailed)		.000	.000	.016	.000	.000
	N	186	186	186	186	186	186
X3.2	Pearson Correlation	.365**	1	.375**	.415**	.124	.736**
	Sig. (2-tailed)	.000		.000	.000	.091	.000
	N	186	186	186	186	186	186
X3.3	Pearson Correlation	.283**	.375**	1	.298**	.060	.639**
	Sig. (2-tailed)	.000	.000		.000	.414	.000
	N	186	186	186	186	186	186
X3.4	Pearson Correlation	.176*	.415**	.298**	1	.244**	.684**
	Sig. (2-tailed)	.016	.000	.000		.001	.000
	N	186	186	186	186	186	186
X3.5	Pearson Correlation	.259**	.124	.060	.244**	1	.500**
	Sig. (2-tailed)	.000	.091	.414	.001		.000
	N	186	186	186	186	186	186
Kepemimpinan	Pearson Correlation	.631**	.736**	.639**	.684**	.500**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	186	186	186	186	186	186

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Kinerja Karyawan

		Correlations				
		Y.1	Y.2	Y.3	Y.4	Total_y
Y.1	Pearson Correlation	1	.226**	.413**	.283**	.666**
	Sig. (2-tailed)		.002	.000	.000	.000
	N	186	186	186	186	186
Y.2	Pearson Correlation	.226**	1	.278**	.424**	.667**
	Sig. (2-tailed)	.002		.000	.000	.000
	N	186	186	186	186	186
Y.3	Pearson Correlation	.413**	.278**	1	.445**	.766**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	186	186	186	186	186
Y.4	Pearson Correlation	.283**	.424**	.445**	1	.753**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	186	186	186	186	186
Total_y	Pearson Correlation	.666**	.667**	.766**	.753**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	186	186	186	186	186

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

Uji Reliabilitas Disiplin Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.640	3

Kompensasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.624	6

Kepemimpinan

Reliability Statistics	
Cronbach's Alpha	N of Items
.682	5

Kinerja Karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
.679	4

Uji Asumsi Klasik

Uji Nomalitas

One-Sample Kolmogorov-Smirnov Test			
		Unstandardized Residual	
N		186	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	1.92542348	
Most Extreme Differences	Absolute	.074	
	Positive	.074	
	Negative	-.073	
Test Statistic		.074	
Asymp. Sig. (2-tailed)		.015 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.245 ^d	
	99% Confidence Interval	Lower Bound	.234
		Upper Bound	.256

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Uji Multikolinearitas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.625	1.861		8.398	.000		
	Total_X1	.037	.065	.042	.563	.574	1.000	1.000
	Total_X2	.006	.054	.009	.118	.906	.999	1.001
	Total_X3	-.008	.060	-.010	-.135	.893	.998	1.002

a. Dependent Variable: Total_y

Uji Heteroskedisitas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.109	.955		1.161	.247
	Total_X1	-.016	.034	-.034	-.466	.642
	Total_X2	.011	.028	.030	.402	.689
	Total_X3	.024	.031	.058	.778	.438

a. Dependent Variable: Abs_RES

Analisis Regresi linear Berganda

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.231	3.209		3.500	.001
	Total_X1	.421	.206	.151	2.043	.043
	Total_X2	.022	.054	.030	.412	.681
	Total_X3	-.038	.065	-.042	-.574	.566

a. Dependent Variable: Total_y

Uji Koefisien Determinasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.155 ^a	.024	.008	1.941

a. Predictors: (Constant), Total_X3, Total_X1, Total_X2
b. Dependent Variable: Total_y



**BERITA ACARA UJIAN SIDANG SKRIPSI
SEMESTER GENAP 2022/2023**

Nomer : 1391/II.3.UMG/Manajemen/E/2023

Pada hari ini **Senin, Tanggal 24 Juli 2023**, pukul **07.30 - 09.00**. Telah dilaksanakan Ujian Sidang Skripsi Pada Mahasiswa :

Nama Mahasiswa : **Syaikhur Rohman**
NIM : **190301180**
Judul Skripsi : **Pengaruh Disiplin Kerja, Kompensasi dan Kepemimpinan Terhadap Kinerja Karyawan pada PT. Karunia Alam Segar**

Pembimbing Utama : **Dr. Moh. Agung Surianto, SE., M.SM**
Pembimbing Pendamping : **-**
Ketua Penguji : **Anita Handayani, S.E., M.S.M**
Anggota Penguji : **Maulidyah Amalina Rizqi, S.E., M.M**

No	Nama Penguji	Jabatan	Jabatan Penguji	Tanda Tangan
1	Dr. Moh. Agung Surianto, SE., M.SM	Pembimbing Utama	Ketua	
2	-	Pembimbing Pendamping	Sekretaris	
3	Anita Handayani, S.E., M.S.M	Ketua Penguji	Anggota	
4	Maulidyah Amalina Rizqi, S.E., M.M	Anggota Penguji	Anggota	

Berdasarkan hasil Ujian Sidang Skripsi yang telah dilakukan di depan penguji dinyatakan :

Lulus (Diterima / Diterima dengan Perbaikan) atau **Mengulang** atau **Tidak Lulus***)

Mengetahui,
Ketua Program Studi,

Elok Vilantika, S.E., MM

Catatan :
*) Corel yang tidak perlu

Gresik, 24 Juli 2023,
Ketua Tim Penguji,

Dr. Moh. Agung Surianto, SE., M.SM

**PENGARUH DISIPLIN KERJA, KOMPENSASI DAN KEPEMIMPINAN
TERHADAP KINERJA KARYAWAN PADA
PT. KARUNIA ALAM SEGAR**

SKRIPSI

Oleh:

SYAIKHUR ROHMAN

NIM : 190301180

Diterima dan disahkan pada tanggal 24 JULI..... 2023

Pembimbing I

M. Ag. F.

Dr. Moh. Agung Surianto, SE., M. SM

NIP. 0311050812