

LAMPIRAN

Lampiran 1: Kuesioner Penelitian

Lampiran 1 : Lembar Permohonan Untuk Menjadi Responden

PERMOHONAN MENJADI RESPONDEN

Kepada :

Yth. Pegawai/Staf Pada Dinas Kependudukan Pencatatan Sipil Di Kota Malang

Dengan Hormat

Yang bertanda tangan di bawah ini mahasiswa program studi manajemen, fakultas ekonomi, universitas tribhuwana tunggadewi malang

Nama : Nobertus Malo Bani

Nim : 2022120093

Bersama ini saya mengajukan permohonan kepada pegawai/staf pada dinas pencatatan sipil kota malang untuk bersedia menjadi responden dalam penelitian yang berjudul “Pengaruh Disiplin Kerja Dan Konflik Kerja Terhadap Kinerja Pegawai Di Dinas Pencatatan Sipil Kota Malang”

Partisipasi saudara/I sebagai responden dalam penelitian ini sangat berarti bagi peneliti, guna menyelesaikan tugas akhir skripsi.

Atas perhatian dan kesediaanya, saya ucapkan terimakasih

Malang, February
2026

(Nobertus Malo
Bani)

Lampiran 2: Lembar Kesediaan Menjadi Responden

PERSETUJUAN MENJADI RESPONDEN

Berdasarkan penjelasan yang telah di berikan ,bersama ini saya tidak keberatan jika saya diikut sertakan (menjadi responden) dalam penelitian ini yang berjudul “Pengaruh Disiplin Kerja Dan Konflik Kerja Terhadap Kinerja Pegawai Di Dinas Pencatatan Sipil Kota Malang”

Demikian pernyataan ini di buat ,tanpa paksaan atau tekanan dari penulis .



Lampiran 3: kuesoner penelitian

KUESONER PENELITIAN

A. Data Responden

- Nama :
- Jenis Kelamin :
 - Laki-Laki ☐
 - Perempuan ☐
- Usia : ☐ < 21 Tahun ☐ 31-40 Tahun
☐ 21-30 Tahun ☐ > 41 Tahun
- Pendidikan Terakhir : ☐ SD
☐ SMP
☐ SMA
☐ D3
☐ S1
☐ S2
- Jabatan :

B. PETUNUK PENGISIAN

1. Mohon/Saudara/Baca serta memahami setiap pertanyaan di bawa ini dan beri tanda cek (✓) pada salah satu kolom jawaban yang menurut Bapak/Ibu benar
2. Alternatif jawaban yang sedia ada 5 kemungkinan dengan skala.
 - Sangat Setuju (SS) : 5
 - Setuju (S) : 4
 - Kurang Setuju (KS) : 3
 - Tidak Setuju (TS) : 2
 - Sangat Tidak Setuju (STS) : 1

C. KUESONER VARIABEL KEDISIPLINAN KERJA (X1)

N O	PERTANYAAN	SS	S	K S	T S	STS
Tepat Waktu						
1.	Saya datang bekerja tepat waktu					
2.	Saya menyelesaikan pekerjaan sesuai batas waktu					
Taat Terhadap Peraturan						
3.	Saya memenuhi semua peraturan yang ditetapkan perusahaan					
Tanggung Jawab dalam Bertugas						
4.	Saya bertanggung jawab atas tugas yang diberikan Saya menyelesaikan tugas tanpa menunda.					

D. KUESONER VARIABEL KONFLIK KERJA (X2)

N O	PERNYATAAN	SS	S	K S	T S	STS
Kesalahan komunikasi						
1. 2.	Saya sering mengalami masalah dengan rekan kerja saya sering menerima informasi kurang jelas yang dapat menimbulkan konflik di tempat kerja					
Perbedaan tujuan						
3. 4.	Saya bersama tim kerja memicu tujuan kerja yang tidak keharmonisan bersama saya dan rekan kerja setim sulit menyamakan tujuan					
Perbedaan dalam penilaian atau persepsi						
5. 6.	Persepsi menimbulkan konflik saat berkerja saya merasa penilaian antara teman anggota sering berbeda					
Kesalahan dalam afeksi						

7.	Emosi pribadi kadang menimbulkan masalah kerja					
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E. KUESONER VARIABEL KINERJA KARYAWAN (Y)

N O	PERNYATAAN	SS	S	KS	TS	STS
Kualitas Kerja						
1.	Hasil kerja saya memenuhi standar kualitas					
Kuantitas Kerja						
2.	Saya mencapai target jumlah pekerjaan harian dan bekerja dengan produktif					
Tanggung Jawab						
3.	Saya bertanggung jawab atas hasil pekerjaan dan menjaga kepercayaan tersebut					
Kerjasama						
4.	Saya dapat bekerja sama dengan tim dan berkontribusi aktif dalam tugas kelompok.					
Inisiatif						
5. 6.	Saya mengambil inisiatif tanpa menunggu instruksi saya berusaha mencari cara baru untuk meningkatkan hasil kerja					



Lampiran 4: Tabulasi Hasil Penyebaran Kuesioner

No	Identitas Resonden			
	Insial	JK	Usia	Pendidikan
1	DLR	P	>41	S2
2	FS	L	>41	S1
3	SM	P	31-40	D3
4	RO	P	31-40	D3
5	AM	L	>41	D3
6	WL	L	>41	D3
7	SC	P	>41	S1
8	D	L	>41	S1
9	DR	P	>41	S1
10	SR	P	>41	D3
11	NL	P	>41	S1
12	AS	P	>41	S2
13	IR	P	>41	S2
14	MA	L	31-40	S1
15	MZ	L	31-40	S1
16	GS	L	31-40	S1
17	KK	P	21-30	D3
18	MA	P	31-40	D3
19	YE	P	31-40	D3
20	RYS	L	31-40	D3
21	MW	L	31-40	D3
22	IA	L	21-30	D3
23	IP	L	21-30	D3
24	HH	P	31-40	S1
25	RAA	L	31-40	S1
26	BN	L	>41	S1
27	CTW	L	>41	S1

No	Identitas Resonden			
	Insial	JK	Usia	Pendidikan
28	IS	L	>41	S2
29	ES	P	>41	S2
30	AF	P	>41	S1
31	MJ	L	>41	S1
32	THW	P	>41	S1
33	MSI	L	>41	S1
34	RAR	L	31-40	S1
35	MWH	L	>41	S2
36	IAP	L	21-30	S1
37	AWS	L	31-40	S1
38	AMA	L	31-40	S1
39	MR	P	31-40	S1
40	SYK	P	31-40	S1
41	SK	P	31-40	S1
42	APY	P	31-40	S1
43	AK	P	>41	S1
44	MAR	L	21-30	S1
45	RIAY	P	31-40	S1
46	AA	L	>41	S1
47	HRS	P	>41	D3
48	IWD	P	31-40	S1
49	RNA	P	21-30	S1
50	MIAF	L	21-30	S1
51	MFH	L	21-30	S1
52	NPA	P	31-40	S1
53	RMP	L	31-40	S1

No	Identitas Resonden			
	Insial	JK	Usia	Pendidikan
54	BF	L	31-40	S1
55	MF	L	31-40	S1
56	AS	L	31-40	S1
57	MA	L	31-40	S1
58	NR	P	31-40	S1



Lampiran 5: Tabulasi Hasil Penyebaran Kuesioner (Lanjutan)

No	Kedisipinan Kerja (X ₁)					Konflik Kerja (X ₂)								Kinrja Pegawai (Y)							
	1	2	3	4	X ₁	1	2	3	4	5	6	7	X ₂	1	2	3	4	5	6	Y	
1	5	3	5	5	18	4	5	3	4	3	4	2	25	4	4	5	4	3	4	24	
2	5	5	4	4	18	3	4	3	4	4	4	3	25	4	4	4	4	4	4	24	
3	4	4	5	5	18	3	3	4	4	4	4	4	26	4	4	4	4	4	5	25	
4	5	5	5	5	20	3	4	4	4	4	4	4	27	4	4	5	5	4	4	26	
5	5	5	5	5	20	4	4	4	4	4	3	3	26	4	4	5	4	4	4	25	
6	4	4	5	5	18	3	4	4	4	3	4	4	26	4	4	4	4	4	5	25	
7	4	4	5	4	17	3	4	3	4	3	4	4	25	3	2	5	5	4	5	24	
8	5	5	5	5	20	4	4	4	4	4	4	4	28	5	5	5	4	4	4	27	
9	5	4	5	5	19	4	3	4	4	4	4	4	27	3	4	5	5	4	5	26	
10	4	4	5	5	18	4	5	2	4	3	4	3	25	4	5	5	4	4	3	25	
11	5	5	5	4	19	3	3	4	4	4	4	4	26	4	4	4	4	5	5	26	
12	5	5	5	5	20	3	3	4	4	4	4	5	27	4	4	4	4	5	5	26	
13	5	4	5	5	19	4	5	4	5	3	3	3	27	4	5	5	4	4	4	26	
14	5	4	5	4	18	4	4	4	4	3	3	3	25	5	4	5	4	3	4	25	
15	4	4	5	4	17	5	5	3	3	3	3	2	24	4	4	3	4	4	4	23	
16	5	5	5	5	20	5	5	3	3	4	5	3	28	5	5	4	4	4	5	27	
17	5	4	5	5	19	4	5	4	4	4	3	3	27	4	5	5	4	4	4	26	
18	5	4	5	5	19	5	5	3	4	3	3	3	26	5	4	5	4	4	4	26	
19	5	4	5	5	19	4	5	3	3	3	3	5	26	4	4	5	4	4	4	25	
20	5	4	5	5	19	4	4	4	4	4	3	3	26	4	4	5	4	4	4	25	
21	4	4	4	4	16	4	4	4	3	3	3	3	24	4	4	4	4	4	3	23	
22	5	4	5	5	19	4	4	3	4	4	4	4	27	5	4	4	4	4	5	26	
23	5	4	5	5	19	5	4	3	4	3	4	4	27	4	4	5	4	4	5	26	
24	5	4	5	5	19	4	4	3	3	4	4	4	26	4	4	5	4	4	4	25	
25	5	5	5	5	20	5	4	3	4	3	4	4	27	4	4	5	4	4	5	26	
26	5	5	5	5	20	4	4	3	3	4	4	4	26	4	4	5	5	4	4	26	
27	5	5	5	4	19	4	3	3	4	4	4	4	26	4	4	4	4	4	5	25	
28	5	4	5	5	19	4	3	3	4	4	4	4	26	3	4	5	4	4	5	25	
29	5	5	5	5	20	4	4	4	4	3	4	4	27	5	5	4	4	4	4	26	
30	4	5	5	4	18	3	4	3	4	4	4	3	25	5	4	5	4	2	4	24	
31	5	4	5	5	19	4	5	3	4	4	4	2	26	4	5	5	4	3	4	25	
32	5	4	5	4	18	4	3	3	3	4	4	4	25	4	4	5	4	4	3	24	
33	5	3	4	5	17	3	3	3	3	4	4	4	24	3	4	5	4	4	4	24	
34	5	4	4	4	17	5	4	3	3	3	3	4	25	4	4	4	4	4	4	24	
35	5	3	5	5	18	5	4	3	3	3	3	3	24	3	5	5	3	5	3	24	
36	5	4	5	5	19	4	5	3	4	3	4	4	27	4	5	5	4	4	4	26	
37	5	4	5	5	19	4	4	4	4	4	4	2	26	4	4	5	4	4	4	25	
38	5	4	5	5	19	4	4	5	4	4	5	2	28	5	4	5	4	4	5	27	

No	Kedisipinan Kerja (X ₁)					Konflik Kerja (X ₂)								Kinrja Pegawai (Y)							
	1	2	3	4	X ₁	1	2	3	4	5	6	7	X ₂	1	2	3	4	5	6	Y	
39	4	4	5	5	18	4	3	3	3	4	4	4	25	4	4	4	4	4	4	24	
40	5	4	5	4	18	3	4	4	4	4	3	3	25	4	4	4	4	4	4	24	
41	5	4	5	5	19	4	3	3	4	4	5	3	26	4	4	5	4	4	4	25	
42	4	4	4	4	16	3	3	3	3	4	4	4	24	3	4	4	4	4	4	23	
43	4	3	4	4	15	3	2	3	3	3	4	4	22	4	4	4	4	3	3	22	
44	3	2	4	4	13	2	1	3	3	4	3	2	18	4	4	3	3	3	3	20	
45	4	4	5	5	18	3	3	4	4	4	4	3	25	4	4	4	4	4	4	24	
46	5	5	5	5	20	4	3	4	4	4	3	3	25	4	4	4	4	4	4	24	
47	5	4	5	5	19	5	4	3	4	4	4	3	27	5	5	5	4	3	4	26	
48	4	4	4	4	16	4	4	3	3	3	3	3	23	4	4	4	4	3	3	22	
49	5	4	5	5	19	4	5	3	4	3	4	3	26	4	4	5	4	3	5	25	
50	5	5	5	5	20	4	4	3	4	4	4	4	27	5	5	4	4	4	4	26	
51	4	4	4	4	16	4	4	3	3	3	3	3	23	4	4	4	4	3	3	22	
52	5	4	4	4	17	4	4	4	4	4	4	4	28	4	4	4	4	4	4	24	
53	5	5	4	5	19	5	5	3	3	3	3	3	25	5	5	5	4	3	4	26	
54	5	4	4	4	17	4	4	4	4	4	4	3	27	4	4	4	4	4	4	24	
55	5	4	5	4	18	4	5	3	2	2	2	2	20	5	4	4	4	4	4	25	
56	5	4	5	4	18	4	4	3	4	4	4	2	25	4	4	4	4	4	5	25	
57	4	4	4	4	16	4	4	4	4	4	4	4	28	4	4	4	4	4	3	23	
58	5	4	5	5	19	4	3	2	4	1	4	4	22	5	4	4	4	5	4	26	



Lampiran 6: Deskripsi Hasil Tabulasi Kuesioner

Frequency Table

		Jenis.Kelamin			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	L	31	53.4	53.4	53.4
	P	27	46.6	46.6	100.0
	Total	58	100.0	100.0	

		Usia			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	>41	23	39.7	39.7	39.7
	21-30	8	13.8	13.8	53.4
	31-40	27	46.6	46.6	100.0
	Total	58	100.0	100.0	

		Pendidikan			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	D3	13	22.4	22.4	22.4
	S1	39	67.2	67.2	89.7
	S2	6	10.3	10.3	100.0
	Total	58	100.0	100.0	

		X1.1			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	3.00	1	1.7	1.7	1.7
	4.00	14	24.1	24.1	25.9
	5.00	43	74.1	74.1	100.0
	Total	58	100.0	100.0	

		X1.2			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	2.00	1	1.7	1.7	1.7
	3.00	4	6.9	6.9	8.6
	4.00	38	65.5	65.5	74.1
	5.00	15	25.9	25.9	100.0

Total	58	100.0	100.0
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X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	13	22.4	22.4	22.4
	5.00	45	77.6	77.6	100.0
	Total	58	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	21	36.2	36.2	36.2
	5.00	37	63.8	63.8	100.0
	Total	58	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	13	22.4	22.4	24.1
	4.00	35	60.3	60.3	84.5
	5.00	9	15.5	15.5	100.0
	Total	58	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	1	1.7	1.7	3.4
	3.00	14	24.1	24.1	27.6
	4.00	29	50.0	50.0	77.6
	5.00	13	22.4	22.4	100.0
	Total	58	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.4	3.4	3.4
	3.00	34	58.6	58.6	62.1
	4.00	21	36.2	36.2	98.3
	5.00	1	1.7	1.7	100.0
	Total	58	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	17	29.3	29.3	31.0
	4.00	39	67.2	67.2	98.3
	5.00	1	1.7	1.7	100.0
	Total	58	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.7	1.7	1.7
	2.00	1	1.7	1.7	3.4
	3.00	21	36.2	36.2	39.7
	4.00	35	60.3	60.3	100.0
	Total	58	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	17	29.3	29.3	31.0
	4.00	37	63.8	63.8	94.8
	5.00	3	5.2	5.2	100.0
	Total	58	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	13.8	13.8	13.8
	3.00	22	37.9	37.9	51.7
	4.00	26	44.8	44.8	96.6
	5.00	2	3.4	3.4	100.0
	Total	58	100.0	100.0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	10.3	10.3	10.3
	4.00	39	67.2	67.2	77.6

	5.00	13	22.4	22.4	100.0
	Total	58	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	4.00	45	77.6	77.6	79.3
	5.00	12	20.7	20.7	100.0
	Total	58	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.4	3.4	3.4
	4.00	26	44.8	44.8	48.3
	5.00	30	51.7	51.7	100.0
	Total	58	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.4	3.4	3.4
	4.00	52	89.7	89.7	93.1
	5.00	4	6.9	6.9	100.0
	Total	58	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.7	1.7	1.7
	3.00	10	17.2	17.2	19.0
	4.00	43	74.1	74.1	93.1
	5.00	4	6.9	6.9	100.0
	Total	58	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	15.5	15.5	15.5
	4.00	34	58.6	58.6	74.1
	5.00	15	25.9	25.9	100.0
	Total	58	100.0	100.0	

Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Disiplin Kerja (X1)	58	13.00	20.00	18.2931	1.42667
Konflik Kerja (X2)	58	18.00	28.00	25.5000	1.88484
Kinerja Pegawai (Y)	58	20.00	27.00	24.7759	1.37704
Valid N (listwise)	58				

Lampiran 5: Hasil Uji Validitas Kuesioner

Correlations

		Correlations				
		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	.378*	.377*	.386*	.748*
	Sig. (2-tailed)		.003	.004	.003	.000
	N	58	58	58	58	58
X1.2	Pearson Correlation	.378*	1	.272*	.133	.686*
	Sig. (2-tailed)	.003		.039	.320	.000
	N	58	58	58	58	58
X1.3	Pearson Correlation	.377*	.272*	1	.541*	.725*
	Sig. (2-tailed)	.004	.039		.000	.000
	N	58	58	58	58	58
X1.4	Pearson Correlation	.386*	.133	.541*	1	.689*
	Sig. (2-tailed)	.003	.320	.000		.000
	N	58	58	58	58	58
X1	Pearson Correlation	.748*	.686*	.725*	.689*	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	58	58	58	58	58

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

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

		Correlations							
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2
X2.1	Pearson Correlation	1	.550*	-.218	-.091	-.281*	-.119	-.127	.321*
	Sig. (2-tailed)		.000	.101	.496	.033	.373	.340	.014
	N	58	58	58	58	58	58	58	58
X2.2	Pearson Correlation	.550*	1	-.066	.084	-.293*	-.204	-.267*	.370*
	Sig. (2-tailed)	.000		.622	.530	.026	.125	.043	.004
	N	58	58	58	58	58	58	58	58
X2.3	Pearson Correlation	-.218	-.066	1	.365*	.404*	-.011	-.038	.423*
	Sig. (2-tailed)	.101	.622		.005	.002	.937	.778	.001
	N	58	58	58	58	58	58	58	58
X2.4	Pearson Correlation	-.091	.084	.365*	1	.205	.337*	.035	.590*
	Sig. (2-tailed)	.496	.530	.005		.122	.010	.793	.000
	N	58	58	58	58	58	58	58	58
X2.5	Pearson Correlation	-.281*	-.293*	.404*	.205	1	.374*	.031	.416*
	Sig. (2-tailed)	.033	.026	.002	.122		.004	.815	.001
	N	58	58	58	58	58	58	58	58
X2.6	Pearson Correlation	-.119	-.204	-.011	.337*	.374*	1	.236	.492*
	Sig. (2-tailed)	.373	.125	.937	.010	.004		.074	.000
	N	58	58	58	58	58	58	58	58
X2.7	Pearson Correlation	-.127	-.267*	-.038	.035	.031	.236	1	.327*
	Sig. (2-tailed)	.340	.043	.778	.793	.815	.074		.012
	N	58	58	58	58	58	58	58	58
X2	Pearson Correlation	.321*	.370*	.423*	.590*	.416*	.492*	.327*	1
	Sig. (2-tailed)	.014	.004	.001	.000	.001	.000	.012	
	N	58	58	58	58	58	58	58	58

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

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

Correlations

		Correlations						
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
Y. 1	Pearson Correlation	1	.360*	-.075	-.120	-.230	.013	.397*
	Sig. (2-tailed)		.006	.574	.371	.082	.921	.002
	N	58	58	58	58	58	58	58
Y. 2	Pearson Correlation	.360*	1	.134	-.364*	-.040	-.221	.363*
	Sig. (2-tailed)	.006		.317	.005	.766	.096	.005
	N	58	58	58	58	58	58	58
Y. 3	Pearson Correlation	-.075	.134	1	.290*	-.121	.101	.498*
	Sig. (2-tailed)	.574	.317		.027	.366	.450	.000
	N	58	58	58	58	58	58	58
Y. 4	Pearson Correlation	-.120	-.364*	.290*	1	.028	.322*	.334*
	Sig. (2-tailed)	.371	.005	.027		.837	.014	.010
	N	58	58	58	58	58	58	58
Y. 5	Pearson Correlation	-.230	-.040	-.121	.028	1	.243	.356*
	Sig. (2-tailed)	.082	.766	.366	.837		.066	.006
	N	58	58	58	58	58	58	58
Y. 6	Pearson Correlation	.013	-.221	.101	.322*	.243	1	.604*
	Sig. (2-tailed)	.921	.096	.450	.014	.066		.000
	N	58	58	58	58	58	58	58
Y	Pearson Correlation	.397*	.363*	.498*	.334*	.356*	.604*	1
	Sig. (2-tailed)	.002	.005	.000	.010	.006	.000	
	N	58	58	58	58	58	58	58

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

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

Lampiran 7: Hasil Uji Reliabilitas Kuesioner

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100.0
	Excluded ^a	0	.0
	Total	58	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.779	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	31.8621	6.296	.656	.735
X1.2	32.4310	6.109	.543	.747
X1.3	31.8103	6.577	.643	.748
X1.4	31.9483	6.471	.582	.750
X1	18.2931	2.035	1.000	.659

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100.0
	Excluded ^a	0	.0
	Total	58	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.679	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	47.1034	13.042	.150	.612
X2.2	47.1034	12.586	.158	.615
X2.3	47.6379	12.691	.284	.687
X2.4	47.3103	12.113	.485	.655
X2.5	47.4483	12.638	.265	.690
X2.6	47.2759	12.379	.361	.673
X2.7	47.6207	12.906	.129	.620
X2	25.5000	3.553	1.000	.652

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	58	100.0
	Excluded ^a	0	.0
	Total	58	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.623	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	45.4310	6.671	.204	.610
Y.2	45.3793	6.836	.190	.612
Y.3	45.0690	6.346	.319	.681
Y.4	45.5172	7.096	.224	.619

Y.5	45.6897	6.814	.167	.618
Y.6	45.4483	5.866	.422	.647
Y	24.7759	1.896	1.000	.622

Lampiran 8: Hasil Analisis Regresi Berganda, Pengujian Hipotesis, dan Uji Asumsi Klasik

Regression

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Konflik Kerja (X2), Disiplin Kerja (X1) ^b		Enter

a. Dependent Variable: Kinerja Pegawai (Y)

b. All requested variables entered.

Model Summary ^b									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
1	.902 ^a	.814	.808	.60394	.814	120.665	2	55	.000

a. Predictors: (Constant), Konflik Kerja (X2), Disiplin Kerja (X1)

b. Dependent Variable: Kinerja Pegawai (Y)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	88.025	2	44.013	120.665	.000 ^b
	Residual	20.061	55	.365		
	Total	108.086	57			

a. Dependent Variable: Kinerja Pegawai (Y)

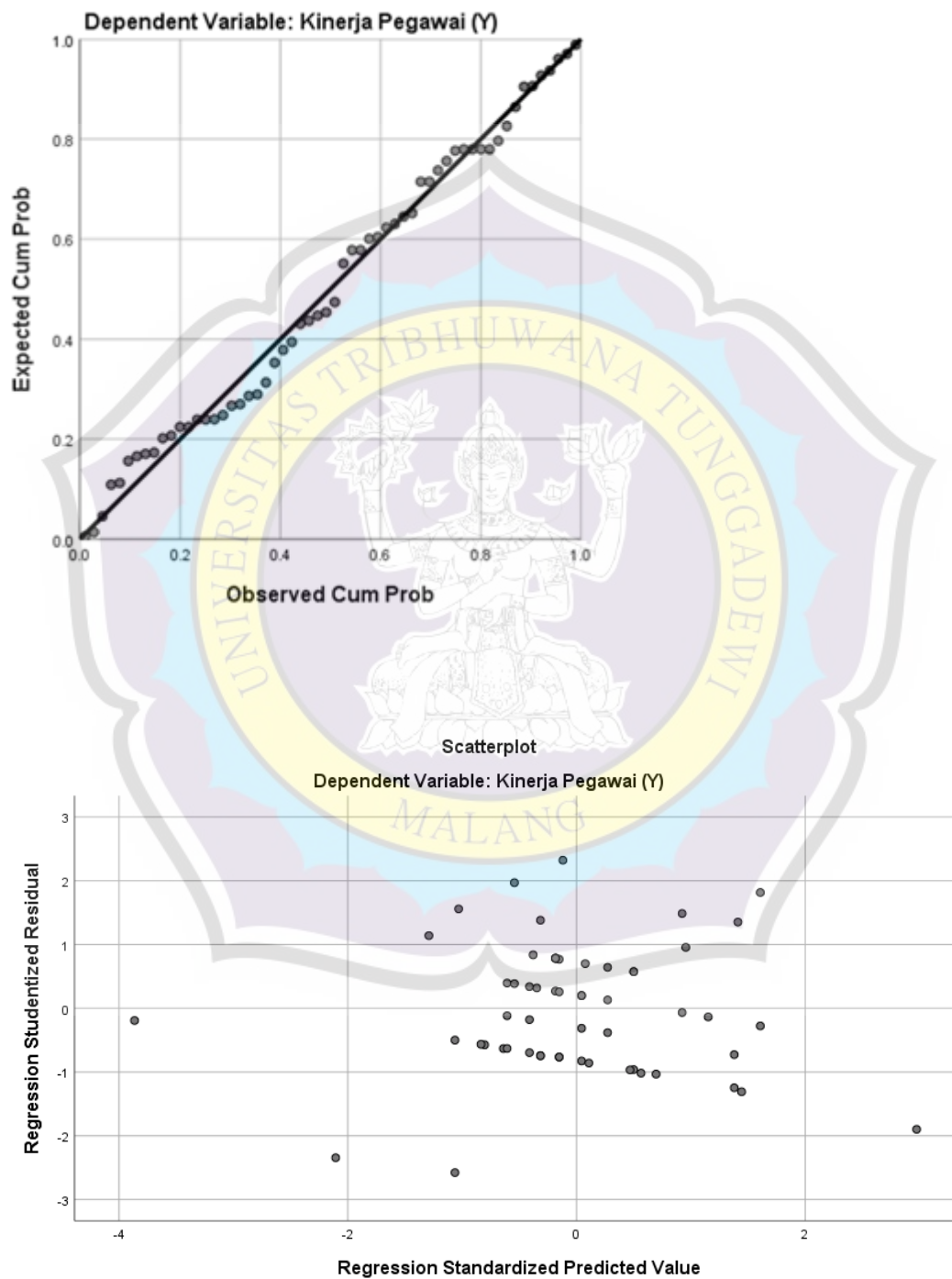
b. Predictors: (Constant), Konflik Kerja (X2), Disiplin Kerja (X1)

Coefficients ^a							
		Unstandardized Coefficients		Standardized Coefficients			
		B	Std. Error	Beta	t	Sig.	Collinearity Statistics
Model							Tolerance VIF
1	(Constant)	7.707	1.165		6.613	.000	

Disiplin Kerja (X1)	.744	.074	.771	10.09 2	.000	.579	1.728
Konflik Kerja (X2)	.136	.056	.186	2.432	.018	.579	1.728

a. Dependent Variable: Kinerja Pegawai (Y)

Normal P-P Plot of Regression Standardized Residual



Lampiran 9: Dokumentasi Penelitian

