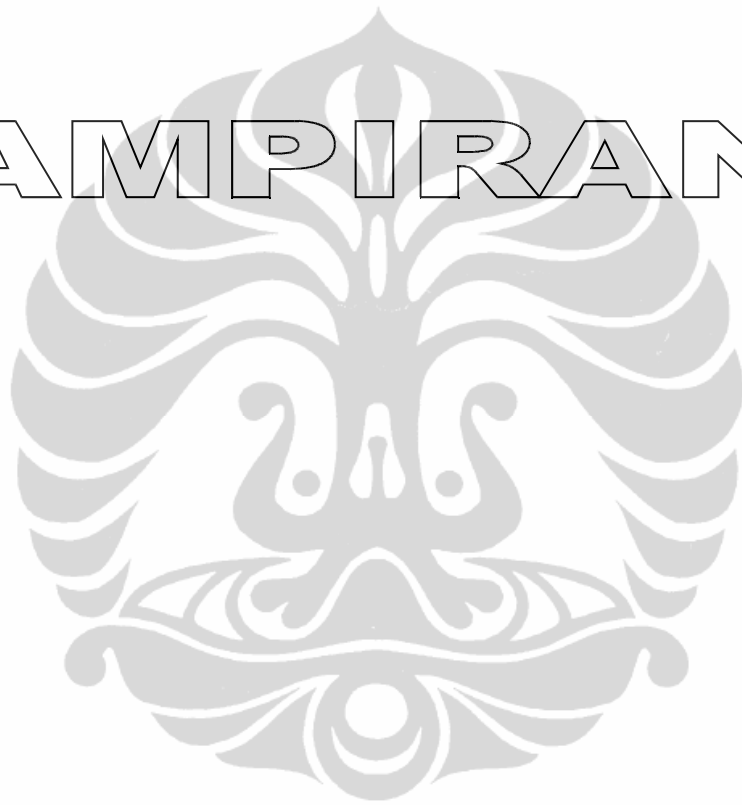# LAMPIRAN

Kepada Yth :

Bapak/Ibu Pegawai Biro Kepegawaian

Departemen Hukum dan HAM

di -

     J a k a r t a

Hal   : Penyampaian Kuesioner

Dalam rangka penulisan tesis untuk memenuhi salah satu persyaratan memperoleh gelar Magister Sains (M.Si) Program Pascasarjana kekhususan Administrasi dan Kebijakan Publik kerja sama antara Universitas Indonesia dengan Departemen Hukum dan Hak Asasi Manusia RI, mahasiswa diwajibkan untuk melakukan penelitian. Adapun judul tesis yang akan dibuat adalah "Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pegawai Pada Biro Kepegawaian Departemen Hukum dan HAM RI"

Sehubungan dengan hal tersebut, dengan ini saya:

N a m a   : Muslim Alibar

NPM   : 0606017656

mengharapkan bantuan Bapak/Ibu untuk mohon kiranya berkenan mengisi dan menjawab setiap pernyataan yang ada dalam kuesioner dengan jujur sesuai pendapat pribadi dan keadaan yang sebenarnya Bapak/Ibu alami.

Mengingat jawaban Bapak/Ibu merupakan sumbangan yang sangat berharga bagi terselesaikannya penelitian ini, kami mohon kuesioner yang telah diisi dan dijawab dapat dikembalikan segera kepada kami.

Demikian atas bantuan Bapak/Ibu, kami ucapkan terima kasih.

Hormat kami,

Muslim Alibar

Peneliti

KUESIONER PENELITIAN

A. DATA RESPONDEN

1. Nomor Responden   : ……………………….   (diisi peneliti)
2. Jenis Kelamin   : a. Laki-laki   b. Perempuan
3. Tanggungan Keluarga   : ……………………….   Orang
4. Umur   : ……………………….   Tahun
5. Masa Kerja Keseluruhan   : ……………………….
6. Pangkat / Golongan:

a.	I/a	e.	II/a	i.	III/a	m.	IV/a
b.	I/b	f.	II/b	j.	III/b	n.	IV/b
c.	I/c	g.	II/c	k.	III/c	o.	IV/c
d.	I/d	h.	II/d	l.	III/d	p.	IV/d

7. Agama   :

   a. Islam   d. Hindu

   b. Kristen Katolik   e. Budha

   c. Kristen Protestan   f. Lain-lain

8. Status Perkawinan   :

   a. Menikah   c. Duda/Janda

   b. Belum Menikah

9. Pendidikan Terakhir   :

   a. SD/Sederajat   e. Sarjana (S1)

   b. SMP/Sederajat   f. Master (S2)

   c. SMA/Sederajat   g. Doktor (S3)

   d. Diploma

B. PETUNJUK PENGISIAN

1. Berilah tanda check list (√) pada pilihan yang sesuai menurut pendapat anda:

   - **SS** bila anda menyatakan **Sangat Setuju** terhadap pernyataan.
   - **S** bila anda menyatakan **Setuju** terhadap pernyataan.
   - **R** bila anda menyatakan **Ragu-ragu** terhadap pernyataan.
   - **TS** bila anda menyatakan **Tidak Setuju** terhadap pernyataan.
   - **STS** bila anda menyatakan **Sangat Tidak Setuju** terhadap pernyataan.

2. Kuesioner ini bukan tes dengan jawaban yang bernilai benar atau salah, yang terpenting adalah menjawab pernyataan dengan jujur sesuai pendapat dan keadaan yang sebenarnya.

3. Kami menjamin kerahasiaan jawaban Bapak/Ibu, karena kuesioner ini semata-mata bertujuan untuk penelitian dan bukan untuk mengevaluasi pegawai.

4. Kuesioner ini dapat digunakan secara optimal bila semua pernyataan dijawab, oleh karena itu mohon diteliti kembali apakah semua pernyataan sudah dijawab.

C. PERNYATAAN

Disiplin Kerja

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
1.		Penerapan disiplin kerja dapat mencapai tujuan organisasi secara efektif dan efisien .					
2.	1.	Pegawai pada unit kerja kami bekerja sesuai dengan peraturan dan tata tertib yang berlaku.					
3.	2.	Pegawai pada unit kerja kami bertanggungjawab penuh terhadap pekerjaan yang diberikan.					
4.	3.	Pegawai pada unit kerja kami memperlakukan waktu (datang, istirahat, dan pulang) sesuai dengan ketentuan.					
5.	4.	Tugas-tugas yang diberikan oleh pimpinan dapat diselesaikan tepat waktu.					

Tujuan dan Kemampuan

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
6.	5.	Pegawai mengetahui betul tujuan organisasi					

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
7.	6.	Sasaran penyelesaian tugas dijelaskan secara detail oleh pimpinan.					
8.	7.	Pimpinan memotivasi pegawai dengan cara menjabarkan tujuan-tujuan organisasi.					
9.	8.	Pengetahuan yang dimiliki pegawai dapat mendukung pelaksanaan tugas agar dapat diselesaikan tepat waktu.					
10.	9.	Ketrampilan yang dimiliki pegawai dapat mendukung pelaksanaan tugas.					

Teladan Pimpinan

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
11.	10.	Pegawai sangat menghormati sikap pimpinan					
12.	11.	Pimpinan selalu memberikan contoh dalam berperilaku disiplin.					
13.	12.	Pegawai sangat patuh terhadap perintah pimpinan.					
14.		Para pegawai mengikuti perilaku pimpinan.					
15.	13.	Pimpinan menggunakan sikap kedisiplinannya untuk memotivasi pegawai dalam bekerja.					

Balas Jasa

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
16.	14.	Pegawai mendapat gaji sesuai dengan pekerjaan dan tanggung jawabnya					
17.	15.	Pimpinan memberikan insentif atas pekerjaan yang dapat diselesaikan dengan benar dan tepat waktu.					

18.	16.	Pimpinan selalu memberikan pujian atas prestasi kerja yang dicapai oleh pegawai					
19.	17.	Pimpinan selalu mempromosikan pegawai yang memiliki kinerja baik.					
20.	18.	Pegawai selalu diberikan kesempatan untuk mengembangakan diri.					

Keadilan

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
21.		Pegawai mendapatkan gaji, insentif, ataupun pujian sesuai dengan apa yang telah dilakukannya.					
22.	19.	Pegawai dapat mempergunakan fasilitas kantor secara bebas demi kepentingan organisasi.					
23.	20.	Fasilitas yang diberikan kantor sangat mencukupi untuk melaksanakan tugas.					
24.	21.	Pimpinan dalam memberikan tugas selalu memperhatikan kemampuan pegawai.					
25.	22.	Hukuman diberikan oleh pimpinan sesuai dengan tingkat kesalahan pegawai					

Pengawasan Melekat

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
26.	23.	Pimpinan selalu memantau dan memeriksa pekerjaan pegawai.					
27.	24.	Pimpinan selalu dapat mengidentifikasi dan menganalisa kesalahan-kesalahan yang dilakukan oleh pegawai.					
28.	25.	Pimpinan selalu meminta laporan dan pertanggungjawaban atas pelaksanaan tugas pegawai.					
29.	26.	Pimpinan selalu mengarahkan dan membina pegawai agar dapat melaksanakan tugas dengan baik.					

No. Pretest	No. Penelitian	Pernyataan	SS	S	R	TS	STS
30.	27.	Pimpinan selalu berusaha untuk mengetahui keberadaan pegawainya.					

Sanksi Hukuman

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
31.	28.	Hukuman yang diberikan oleh pimpinan dapat meminimalisir kesalahan-kesalahan yang akan terjadi.					
32.	29.	Hukuman yang lebih berat akan diberikan bila kesalahan atau penyimpangan yang sama tetap dilakukan oleh pegawai.					
33.	30.	Hukuman selalu diberikan dengan adanya penjelasan-penjelasan atas kesalahan yang dilakukan pegawai					
34.	31.	Hukuman selalu diberikan dengan segera setelah terbukti adanya penyimpangan-penyimpangan.					
35.		Peringatan-peringatan selalu diberikan sebelum terjadinya penyimpangan.					

Ketegasan

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
36.	32.	Peraturan-peraturan yang ada selalu diberitahukan dengan sejelas-jelasnya.					
37.	33.	Dalam memberikan perintah, pimpinan selalu memberikan arahan yang jelas.					
38.		Dalam memberikan pujian atau rewads, pimpinan selalu bersikap transparan.					
39.		Pimpinan selalu bersikap tanggap terhadap kinerja pegawai.					

No.		Pimpinan tidak pernah membeda-bedakan pegawai, semua pegawai diperlakukan sama.					
40.		Pimpinan tidak pernah membeda-bedakan pegawai, semua pegawai diperlakukan sama.					

Hubungan Kemanusiaan

No. Pretest	No. Penelitian	Pernyataan	Alternatif Jawaban				
			SS	S	R	TS	STS
41.	34.	Pegawai selalu bersikap senang dalam melaksanakan perintah pimpinan.					
42.	35.	Hukuman yang diberikan oleh pimpinan tidak membuat pegawai menjadi sakit hati.					
43.	36.	Teguran atas kesalahan yang disampaikan pimpinan membuat pegawai menjadi bertambah semangat dalam bekerja.					
44.	37.	Keberhasilan yang dicapai oleh pimpinan dinilai sebagai keberhasilan pegawai dalam melaksanakan tugas.					
45.	38.	Pimpinan selalu tanggap atas hal-hal yang terjadi pada bawahan.					

Factor Analysis Variabel Disiplin Kerja Tahap I

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.749
Bartlett's Test of Sphericity	Approx. Chi-Square	58.053
	df	10
	Sig.	.000

Anti-image Matrices

		Butir1	Butir2	Butir3	Butir4	Butir5
Anti-image Covariance	Butir1	.838	-.141	.004	.070	-.121
	Butir2	-.141	.400	-.190	-.181	.069
	Butir3	.004	-.190	.408	-.028	-.172
	Butir4	.070	-.181	-.028	.416	-.194
	Butir5	-.121	.069	-.172	-.194	.476
Anti-image Correlation	Butir1	.762[a]	-.243	.007	.119	-.191
	Butir2	-.243	.717[a]	-.470	-.444	.158
	Butir3	.007	-.470	.779[a]	-.068	-.389
	Butir4	.119	-.444	-.068	.759[a]	-.435
	Butir5	-.191	.158	-.389	-.435	.737[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir1	1.000	.233
Butir2	1.000	.707
Butir3	1.000	.735
Butir4	1.000	.706
Butir5	1.000	.645

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.025	60.506	60.506	3.025	60.506	60.506
2	.850	17.002	77.508			
3	.526	10.518	88.026			
4	.383	7.650	95.676			
5	.216	4.324	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

| | Component |
	1
Butir1	.482
Butir2	.841
Butir3	.857
Butir4	.840
Butir5	.803

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
  The solution cannot be rotated.

Factor Analysis Variabel Disiplin Kerja Tahap II Setelah Butir 1 Direduksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.750
Bartlett's Test of Sphericity	Approx. Chi-Square	54.035
	df	6
	Sig.	.000

Anti-image Matrices

		Butir2	Butir3	Butir4	Butir5
Anti-image Covariance	Butir2	.425	-.201	-.182	.054
	Butir3	-.201	.408	-.029	-.177
	Butir4	-.182	-.029	.422	-.193
	Butir5	.054	-.177	-.193	.494
Anti-image Correlation	Butir2	.726[a]	-.483	-.431	.117
	Butir3	-.483	.759[a]	-.069	-.395
	Butir4	-.431	-.069	.768[a]	-.423
	Butir5	.117	-.395	-.423	.747[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir2	1.000	.704
Butir3	1.000	.755
Butir4	1.000	.747
Butir5	1.000	.652

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.857	71.421	71.421	2.857	71.421	71.421
2	.527	13.179	84.600			
3	.387	9.672	94.272			
4	.229	5.728	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir2	.839
Butir3	.869
Butir4	.864
Butir5	.807

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Disiplin Kerja

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.861	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir2	12.67	3.609	.715	.819
Butir3	12.47	3.085	.755	.810
Butir4	12.83	3.868	.739	.813
Butir5	12.63	4.171	.663	.843

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.87	6.257	2.501	4

Factor Analysis Variabel Tujuan dan Kemampuan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.841
Bartlett's Test of Sphericity	Approx. Chi-Square	62.962
	df	10
	Sig.	.000

Anti-image Matrices

		Butir6	Butir7	Butir8	Butir9	Butir10
Anti-image Covariance	Butir6	.424	-.192	-.141	-.058	.008
	Butir7	-.192	.434	-.060	-.040	-.145
	Butir8	-.141	-.060	.430	-.170	-.073
	Butir9	-.058	-.040	-.170	.525	-.122
	Butir10	.008	-.145	-.073	-.122	.620
Anti-image Correlation	Butir6	.814[a]	-.447	-.331	-.122	.016
	Butir7	-.447	.824[a]	-.138	-.083	-.280
	Butir8	-.331	-.138	.842[a]	-.357	-.142
	Butir9	-.122	-.083	-.357	.865[a]	-.214
	Butir10	.016	-.280	-.142	-.214	.876[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir6	1.000	.695
Butir7	1.000	.702
Butir8	1.000	.719
Butir9	1.000	.633
Butir10	1.000	.536

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.285	65.706	65.706	3.285	65.706	65.706
2	.583	11.665	77.372			
3	.514	10.283	87.655			
4	.339	6.783	94.438			
5	.278	5.562	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir6	.834
Butir7	.838
Butir8	.848
Butir9	.795
Butir10	.732

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Tujuan dan Kemampuan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.865	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir6	16.07	4.892	.721	.835
Butir7	15.77	5.702	.736	.826
Butir8	16.57	5.633	.747	.823
Butir9	16.57	5.840	.671	.841
Butir10	16.23	6.254	.593	.859

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.30	8.562	2.926	5

Factor Analysis Variabel Teladan Pimpinan Tahap I

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.731
Bartlett's Test of Sphericity	Approx. Chi-Square	63.643
	df	10
	Sig.	.000

Anti-image Matrices

		Butir11	Butir12	Butir13	Butir14	Butir15
Anti-image Covariance	Butir11	.486	-.082	-.205	-.155	.036
	Butir12	-.082	.434	-.099	-.017	-.152
	Butir13	-.205	-.099	.368	.167	-.144
	Butir14	-.155	-.017	.167	.632	-.224
	Butir15	.036	-.152	-.144	-.224	.365
Anti-image Correlation	Butir11	.765[a]	-.179	-.485	-.280	.085
	Butir12	-.179	.848[a]	-.249	-.032	-.382
	Butir13	-.485	-.249	.692[a]	.346	-.394
	Butir14	-.280	-.032	.346	.567[a]	-.467
	Butir15	.085	-.382	-.394	-.467	.727[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir11	1.000	.637
Butir12	1.000	.721
Butir13	1.000	.676
Butir14	1.000	.312
Butir15	1.000	.743

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.089	61.781	61.781	3.089	61.781	61.781
2	.884	17.688	79.469			
3	.500	10.008	89.477			
4	.317	6.350	95.826			
5	.209	4.174	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir11	.798
Butir12	.849
Butir13	.822
Butir14	.559
Butir15	.862

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Factor Analysis Variabel Teladan Pimpinan Tahap II
Setelah Butir 14 Direduksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.802
Bartlett's Test of Sphericity	Approx. Chi-Square	52.135
	df	6
	Sig.	.000

Anti-image Matrices

		Butir11	Butir12	Butir13	Butir15
Anti-image Covariance	Butir11	.528	-.094	-.202	-.027
	Butir12	-.094	.434	-.108	-.202
	Butir13	-.202	-.108	.418	-.124
	Butir15	-.027	-.202	-.124	.467
Anti-image Correlation	Butir11	.818[a]	-.195	-.431	-.054
	Butir12	-.195	.800[a]	-.253	-.449
	Butir13	-.431	-.253	.793[a]	-.280
	Butir15	-.054	-.449	-.280	.800[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir11	1.000	.649
Butir12	1.000	.743
Butir13	1.000	.762
Butir15	1.000	.702

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.857	71.415	71.415	2.857	71.415	71.415
2	.525	13.117	84.532			
3	.319	7.986	92.518			
4	.299	7.482	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]
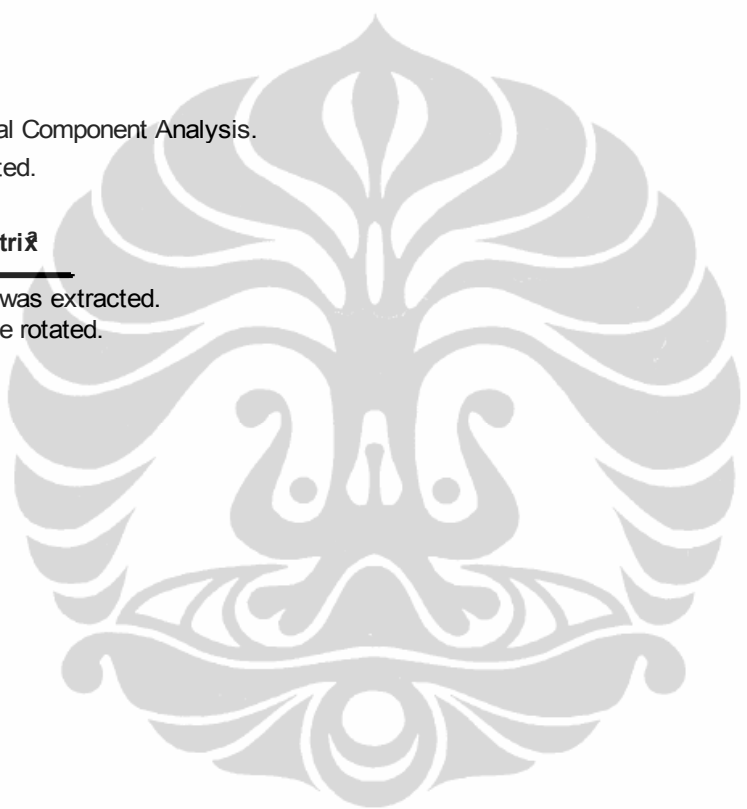
	Component
	1
Butir11	.806
Butir12	.862
Butir13	.873
Butir15	.838

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Teladan Pimpinan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.865	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir11	13.57	4.254	.664	.850
Butir12	12.90	4.162	.737	.819
Butir13	13.13	4.051	.760	.809
Butir15	13.10	4.507	.703	.834

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17.57	7.220	2.687	4

Factor Analysis Variabel Balas Jasa

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.855
Bartlett's Test of Sphericity	Approx. Chi-Square	80.951
	df	10
	Sig.	.000

Anti-image Matrices

		Butir16	Butir17	Butir18	Butir19	Butir20
Anti-image Covariance	Butir16	.383	-.132	-.090	.015	-.125
	Butir17	-.132	.411	-.110	-.117	-.016
	Butir18	-.090	-.110	.442	-.007	-.104
	Butir19	.015	-.117	-.007	.455	-.171
	Butir20	-.125	-.016	-.104	-.171	.317
Anti-image Correlation	Butir16	.857[a]	-.332	-.218	.035	-.358
	Butir17	-.332	.870[a]	-.259	-.271	-.044
	Butir18	-.218	-.259	.894[a]	-.015	-.277
	Butir19	.035	-.271	-.015	.842[a]	-.451
	Butir20	-.358	-.044	-.277	-.451	.822[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir16	1.000	.733
Butir17	1.000	.724
Butir18	1.000	.694
Butir19	1.000	.646
Butir20	1.000	.788

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.585	71.702	71.702	3.585	71.702	71.702
2	.499	9.979	81.682			
3	.363	7.258	88.940			
4	.339	6.771	95.711			
5	.214	4.289	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir16	.856
Butir17	.851
Butir18	.833
Butir19	.804
Butir20	.888

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Balas Jasa

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.898	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir16	17.30	7.045	.764	.875
Butir17	17.30	6.424	.759	.874
Butir18	17.27	6.478	.732	.880
Butir19	17.30	6.631	.696	.888
Butir20	17.23	6.599	.812	.863

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.60	10.110	3.180	5

Factor Analysis Variabel Keadilan Tahap I

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.763
Bartlett's Test of Sphericity	Approx. Chi-Square	64.202
	df	10
	Sig.	.000

Anti-image Matrices

		Butir21	Butir22	Butir23	Butir24	Butir25
Anti-image Covariance	Butir21	.683	-.197	.133	.026	-.175
	Butir22	-.197	.360	-.148	-.117	-.033
	Butir23	.133	-.148	.328	-.131	-.171
	Butir24	.026	-.117	-.131	.514	-.026
	Butir25	-.175	-.033	-.171	-.026	.459
Anti-image Correlation	Butir21	.588[a]	-.397	.280	.044	-.312
	Butir22	-.397	.778[a]	-.431	-.272	-.081
	Butir23	.280	-.431	.719[a]	-.318	-.442
	Butir24	.044	-.272	-.318	.863[a]	-.054
	Butir25	-.312	-.081	-.442	-.054	.807[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir21	1.000	.276
Butir22	1.000	.778
Butir23	1.000	.743
Butir24	1.000	.620
Butir25	1.000	.686

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.103	62.066	62.066	3.103	62.066	62.066
2	.893	17.867	79.933			
3	.465	9.290	89.223			
4	.330	6.609	95.832			
5	.208	4.168	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

 Component Matrix[a]

	Component
	1
Butir21	.525
Butir22	.882
Butir23	.862
Butir24	.787
Butir25	.828

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Factor Analysis Variabel Keadilan Tahap II
Setelah Butir 21 Direduksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.819
Bartlett's Test of Sphericity	Approx. Chi-Square	54.782
	df	6
	Sig.	.000

Anti-image Matrices

		Butir22	Butir23	Butir24	Butir25
Anti-image Covariance	Butir22	.427	-.142	-.130	-.110
	Butir23	-.142	.356	-.147	-.165
	Butir24	-.130	-.147	.515	-.022
	Butir25	-.110	-.165	-.022	.508
Anti-image Correlation	Butir22	.828[a]	-.363	-.278	-.235
	Butir23	-.363	.776[a]	-.345	-.389
	Butir24	-.278	-.345	.846[a]	-.043
	Butir25	-.235	-.389	-.043	.839[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir22	1.000	.755
Butir23	1.000	.808
Butir24	1.000	.668
Butir25	1.000	.670

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.900	72.495	72.495	2.900	72.495	72.495
2	.492	12.299	84.794			
3	.343	8.565	93.359			
4	.266	6.641	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

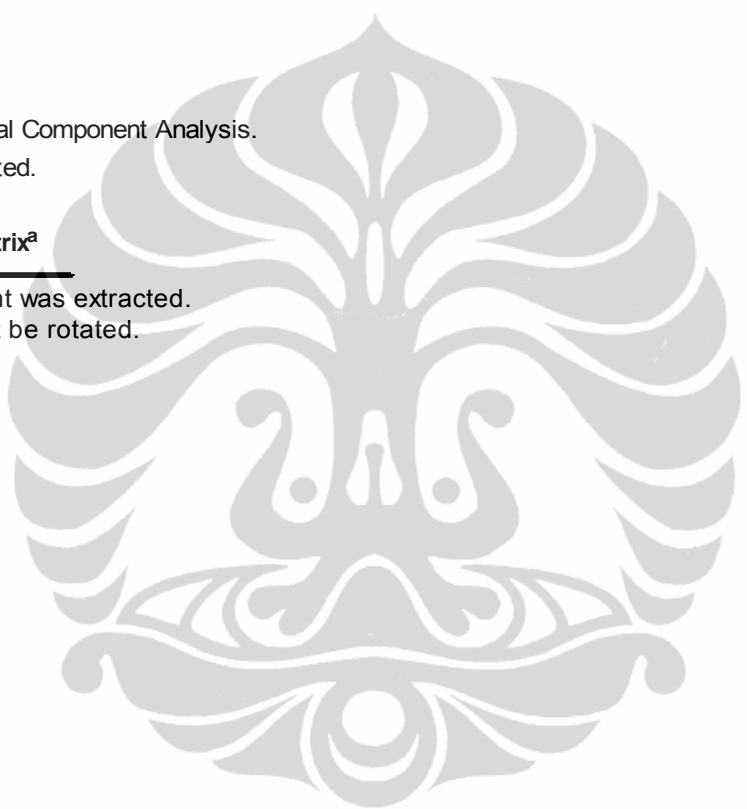|	Component
	1
Butir22	.869
Butir23	.899
Butir24	.817
Butir25	.818

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
   The solution cannot be rotated.

Reliability Variabel Keadilan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.864	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir22	11.97	2.447	.755	.817
Butir23	11.90	2.507	.801	.790
Butir24	11.93	3.444	.685	.849
Butir25	12.10	3.197	.689	.839

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.97	4.930	2.220	4

Factor Analysis Variabel Pengawasan Melekat

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.716
Bartlett's Test of Sphericity	Approx. Chi-Square	85.326
	df	10
	Sig.	.000

Anti-image Matrices

		Butir26	Butir27	Butir28	Butir29	Butir30
Anti-image Covariance	Butir26	.452	-.096	.051	-.167	-.173
	Butir27	-.096	.182	-.148	-.043	.095
	Butir28	.051	-.148	.178	-.008	-.137
	Butir29	-.167	-.043	-.008	.542	-.071
	Butir30	-.173	.095	-.137	-.071	.503
Anti-image Correlation	Butir26	.779[a]	-.333	.179	-.338	-.362
	Butir27	-.333	.649[a]	-.822	-.138	.315
	Butir28	.179	-.822	.650[a]	-.026	-.459
	Butir29	-.338	-.138	-.026	.890[a]	-.137
	Butir30	-.362	.315	-.459	-.137	.710[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir26	1.000	.659
Butir27	1.000	.759
Butir28	1.000	.772
Butir29	1.000	.608
Butir30	1.000	.560

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.358	67.157	67.157	3.358	67.157	67.157
2	.640	12.804	79.961			
3	.537	10.737	90.698			
4	.372	7.441	98.138			
5	.093	1.862	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir26	.812
Butir27	.871
Butir28	.879
Butir29	.780
Butir30	.748

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Pengawasan Melekat

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.875	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir26	15.73	6.616	.706	.847
Butir27	15.77	6.530	.763	.834
Butir28	15.70	6.493	.779	.830
Butir29	16.00	6.552	.659	.859
Butir30	15.87	6.740	.622	.868

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.77	9.978	3.159	5

Factor Analysis Variabel Sanksi Hukuman Tahap I

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.768
Bartlett's Test of Sphericity	Approx. Chi-Square	74.249
	df	10
	Sig.	.000

Anti-image Matrices

		Butir31	Butir32	Butir33	Butir34	Butir35
Anti-image Covariance	Butir31	.501	-.054	.013	-.190	-.045
	Butir32	-.054	.236	-.175	-.091	.076
	Butir33	.013	-.175	.279	-.041	-.123
	Butir34	-.190	-.091	-.041	.348	-.034
	Butir35	-.045	.076	-.123	-.034	.890
Anti-image Correlation	Butir31	.829[a]	-.156	.035	-.455	-.067
	Butir32	-.156	.726[a]	-.681	-.315	.166
	Butir33	.035	-.681	.735[a]	-.130	-.247
	Butir34	-.455	-.315	-.130	.824[a]	-.062
	Butir35	-.067	.166	-.247	-.062	.671[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir31	1.000	.628
Butir32	1.000	.816
Butir33	1.000	.771
Butir34	1.000	.786
Butir35	1.000	.126

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.127	62.542	62.542	3.127	62.542	62.542
2	.921	18.425	80.967			
3	.541	10.815	91.782			
4	.262	5.249	97.031			
5	.148	2.969	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir31	.793
Butir32	.903
Butir33	.878
Butir34	.886
Butir35	.355

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
   The solution cannot be rotated.

Factor Analysis Variabel Sanksi Hukuman Tahap II
Setelah Butir 35 Direduksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.778
Bartlett's Test of Sphericity	Approx. Chi-Square	72.069
	df	6
	Sig.	.000

Anti-image Matrices

		Butir31	Butir32	Butir33	Butir34
Anti-image Covariance	Butir31	.503	-.052	.007	-.193
	Butir32	-.052	.243	-.180	-.090
	Butir33	.007	-.180	.297	-.048
	Butir34	-.193	-.090	-.048	.350
Anti-image Correlation	Butir31	.826[a]	-.147	.019	-.461
	Butir32	-.147	.738[a]	-.669	-.310
	Butir33	.019	-.669	.752[a]	-.150
	Butir34	-.461	-.310	-.150	.817[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir31	1.000	.637
Butir32	1.000	.839
Butir33	1.000	.766
Butir34	1.000	.796

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.038	75.950	75.950	3.038	75.950	75.950
2	.542	13.540	89.490			
3	.263	6.567	96.057			
4	.158	3.943	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]
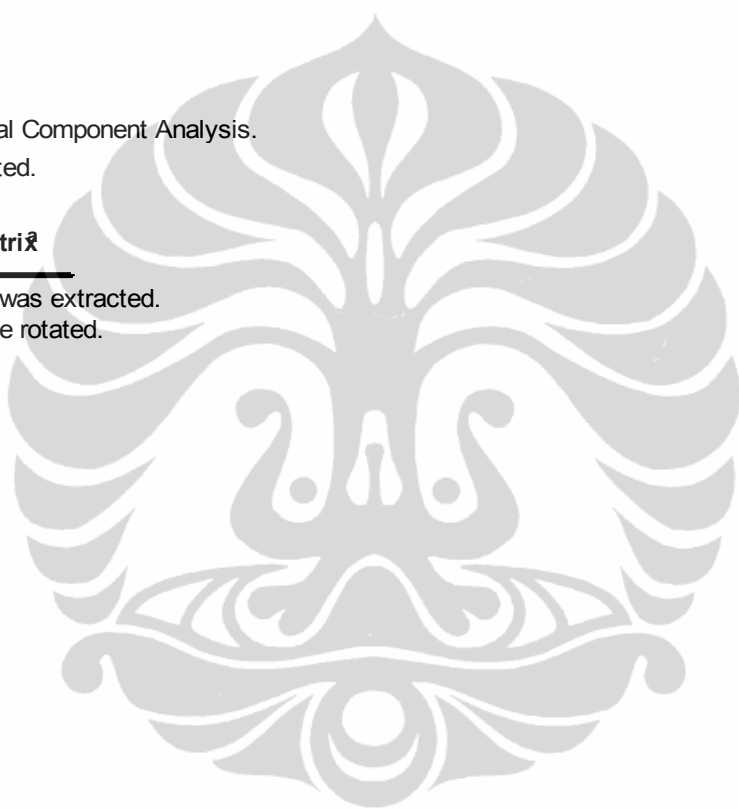
	Component
	1
Butir31	.798
Butir32	.916
Butir33	.875
Butir34	.892

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Sanksi Hukuman

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.889	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir31	12.70	4.079	.664	.890
Butir32	12.47	3.775	.843	.832
Butir33	12.47	3.292	.761	.860
Butir34	12.47	3.361	.796	.842

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.70	6.217	2.493	4

Factor Analysis Variabel Ketegasan Tahap I

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.558
Bartlett's Test of Sphericity	Approx. Chi-Square	21.720
	df	10
	Sig.	.017

Anti-image Matrices

		Butir36	Butir37	Butir38	Butir39	Butir40
Anti-image Covariance	Butir36	.635	-.296	-.033	.128	-.241
	Butir37	-.296	.554	-.157	-.283	.070
	Butir38	-.033	-.157	.886	-.008	-.054
	Butir39	.128	-.283	-.008	.777	-.126
	Butir40	-.241	.070	-.054	-.126	.855
Anti-image Correlation	Butir36	.538[a]	-.500	-.044	.182	-.327
	Butir37	-.500	.544[a]	-.224	-.432	.101
	Butir38	-.044	-.224	.777[a]	-.010	-.062
	Butir39	.182	-.432	-.010	.508[a]	-.155
	Butir40	-.327	.101	-.062	-.155	.567[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir36	1.000	.539
Butir37	1.000	.674
Butir38	1.000	.291
Butir39	1.000	.317
Butir40	1.000	.259

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.079	41.576	41.576	2.079	41.576	41.576
2	.970	19.398	60.974			
3	.867	17.337	78.310			
4	.747	14.940	93.250			
5	.337	6.750	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir36	.734
Butir37	.821
Butir38	.539
Butir39	.563
Butir40	.509

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Factor Analysis Variabel Ketegasan Tahap II
Setelah Butir 38, 39, 40 Direduksi

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	8.726
	df	1
	Sig.	.003

Anti-image Matrices

		Butir36	Butir37
Anti-image Covariance	Butir36	.728	-.380
	Butir37	-.380	.728
Anti-image Correlation	Butir36	.500[a]	-.521
	Butir37	-.521	.500[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir36	1.000	.761
Butir37	1.000	.761

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.521	76.072	76.072	1.521	76.072	76.072
2	.479	23.928	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component 1
Butir36	.872
Butir37	.872

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Ketegasan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.680	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir36	4.10	.714	.521	.[a]
Butir37	3.57	.530	.521	.[a]

a. The value is negative due to a negative average covariance
among items. This violates reliability model assumptions. You
may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
7.67	1.885	1.373	2

Factor Analysis Variabel Hubungan Kemanusiaan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.852
Bartlett's Test of Sphericity	Approx. Chi-Square	95.361
	df	10
	Sig.	.000

Anti-image Matrices

		Butir41	Butir42	Butir43	Butir44	Butir45
Anti-image Covariance	Butir41	.364	-.114	.060	-.125	-.124
	Butir42	-.114	.371	-.108	-.046	-.036
	Butir43	.060	-.108	.313	-.119	-.137
	Butir44	-.125	-.046	-.119	.348	-.023
	Butir45	-.124	-.036	-.137	-.023	.313
Anti-image Correlation	Butir41	.825[a]	-.311	.178	-.351	-.369
	Butir42	-.311	.896[a]	-.316	-.127	-.105
	Butir43	.178	-.316	.811[a]	-.360	-.438
	Butir44	-.351	-.127	-.360	.877[a]	-.069
	Butir45	-.369	-.105	-.438	-.069	.855[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Butir41	1.000	.720
Butir42	1.000	.751
Butir43	1.000	.757
Butir44	1.000	.765
Butir45	1.000	.786

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.779	75.579	75.579	3.779	75.579	75.579
2	.415	8.298	83.877			
3	.321	6.420	90.297			
4	.309	6.189	96.486			
5	.176	3.514	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Butir41	.848
Butir42	.867
Butir43	.870
Butir44	.874
Butir45	.886

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Rotated Component Matrix[a]

a. Only one component was extracted.
The solution cannot be rotated.

Reliability Variabel Hubungan Kemanusiaan

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.917	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Butir41	15.90	6.438	.761	.905
Butir42	16.10	6.231	.789	.899
Butir43	16.03	6.447	.788	.899
Butir44	16.10	6.852	.799	.898
Butir45	16.27	6.547	.816	.893

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.10	9.955	3.155	5

Correlations Disiplin Kerja & Tujuan dan Kemampuan

Correlations

		Disiplin Kerja	Tujuan dan Kemampuan
Disiplin Kerja	Pearson Correlation	1	.722**
	Sig. (2-tailed)		.000
	N	58	58
Tujuan dan Kemampuan	Pearson Correlation	.722**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Tujuan dan Kemampuan

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Tujuan dan Kemampuan	16.05	3.052	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Tujuan dan Kemampuan [a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
					Change Statistics				
1	.722[a]	.521	.512	2.285	.521	60.850	1	56	.000

a. Predictors: (Constant), Tujuan dan Kemampuan

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	317.705	1	317.705	60.850	.000[a]
	Residual	292.382	56	5.221		
	Total	610.086	57			

a. Predictors: (Constant), Tujuan dan Kemampuan

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.358	1.620		.838	.405
	Tujuan dan Kemampuan	.774	.099	.722	7.801	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7.55	17.60	13.78	2.361	58
Std. Predicted Value	-2.638	1.621	.000	1.000	58
Standard Error of Predicted Value	.300	.853	.410	.109	58
Adjusted Predicted Value	7.80	17.71	13.78	2.350	58
Residual	-5.283	5.264	.000	2.265	58
Std. Residual	-2.312	2.304	.000	.991	58
Stud. Residual	-2.341	2.324	-.001	1.006	58
Deleted Residual	-5.415	5.357	-.004	2.332	58
Stud. Deleted Residual	-2.442	2.423	-.001	1.023	58
Mahal. Distance	.000	6.961	.983	1.233	58
Cook's Distance	.000	.075	.015	.018	58
Centered Leverage Value	.000	.122	.017	.022	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Teladan Pimpinan

Correlations

		Disiplin Kerja	Teladan Pimpinan
Disiplin Kerja	Pearson Correlation	1	.720**
	Sig. (2-tailed)		.000
	N	58	58
Teladan Pimpinan	Pearson Correlation	.720**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Teladan Pimpinan

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Teladan Pimpinan	13.26	2.819	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Teladan Pimpinan[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.720[a]	.518	.509	2.292	.518	60.148	1	56	.000

a. Predictors: (Constant), Teladan Pimpinan

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	315.938	1	315.938	60.148	.000[a]
	Residual	294.149	56	5.253		
	Total	610.086	57			

a. Predictors: (Constant), Teladan Pimpinan

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.705	1.459		1.854	.069
	Teladan Pimpinan	.835	.108	.720	7.756	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	6.88	17.73	13.78	2.354	58
Std. Predicted Value	-2.929	1.682	.000	1.000	58
Standard Error of Predicted Value	.302	.939	.407	.125	58
Adjusted Predicted Value	7.06	18.07	13.79	2.340	58
Residual	-4.735	6.275	.000	2.272	58
Std. Residual	-2.066	2.738	.000	.991	58
Stud. Residual	-2.139	2.767	-.002	1.007	58
Deleted Residual	-5.074	6.408	-.012	2.344	58
Stud. Deleted Residual	-2.212	2.951	.001	1.031	58
Mahal. Distance	.008	8.580	.983	1.445	58
Cook's Distance	.000	.164	.016	.027	58
Centered Leverage Value	.000	.151	.017	.025	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Balas Jasa

Correlations

		Disiplin Kerja	Balas Jasa
Disiplin Kerja	Pearson Correlation	1	.349**
	Sig. (2-tailed)		.007
	N	58	58
Balas Jasa	Pearson Correlation	.349**	1
	Sig. (2-tailed)	.007	
	N	58	58

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

Regression Disiplin Kerja & Balas Jasa

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Balas Jasa	18.79	2.634	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Balas Jasa[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.349[a]	.122	.106	3.093	.122	7.754	1	56	.007

a. Predictors: (Constant), Balas Jasa

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	74.200	1	74.200	7.754	.007[a]
	Residual	535.887	56	9.569		
	Total	610.086	57			

a. Predictors: (Constant), Balas Jasa

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.636	2.951		1.910	.061
	Balas Jasa	.433	.156	.349	2.785	.007

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.40	16.03	13.78	1.141	58
Std. Predicted Value	-2.958	1.977	.000	1.000	58
Standard Error of Predicted Value	.407	1.278	.550	.167	58
Adjusted Predicted Value	11.31	15.94	13.77	1.110	58
Residual	-6.432	6.434	.000	3.066	58
Std. Residual	-2.079	2.080	.000	.991	58
Stud. Residual	-2.099	2.119	.001	1.009	58
Deleted Residual	-6.556	6.681	.003	3.182	58
Stud. Deleted Residual	-2.167	2.190	.002	1.023	58
Mahal. Distance	.006	8.752	.983	1.437	58
Cook's Distance	.000	.251	.019	.037	58
Centered Leverage Value	.000	.154	.017	.025	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Keadilan

Correlations

		Disiplin Kerja	Keadilan
Disiplin Kerja	Pearson Correlation	1	.293*
	Sig. (2-tailed)		.026
	N	58	58
Keadilan	Pearson Correlation	.293*	1
	Sig. (2-tailed)	.026	
	N	58	58

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

Regression Disiplin Kerja & Keadilan

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Keadilan	15.41	2.609	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Keadilan[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

					Change Statistics				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.293[a]	.086	.069	3.156	.086	5.244	1	56	.026

a. Predictors: (Constant), Keadilan

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.238	1	52.238	5.244	.026[a]
	Residual	557.848	56	9.962		
	Total	610.086	57			

a. Predictors: (Constant), Keadilan

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.121	2.504		3.243	.002
	Keadilan	.367	.160	.293	2.290	.026

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.69	15.46	13.78	.957	58
Std. Predicted Value	-3.225	1.758	.000	1.000	58
Standard Error of Predicted Value	.420	1.410	.562	.169	58
Adjusted Predicted Value	11.15	15.42	13.78	.926	58
Residual	-7.725	6.210	.000	3.128	58
Std. Residual	-2.447	1.968	.000	.991	58
Stud. Residual	-2.491	2.066	-.001	1.014	58
Deleted Residual	-8.001	6.845	-.005	3.279	58
Stud. Deleted Residual	-2.618	2.130	-.001	1.030	58
Mahal. Distance	.025	10.398	.983	1.550	58
Cook's Distance	.000	.344	.025	.055	58
Centered Leverage Value	.000	.182	.017	.027	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Pengawasan Melekat

Correlations

		Disiplin Kerja	Pengawasan Melekat
Disiplin Kerja	Pearson Correlation	1	.818**
	Sig. (2-tailed)		.000
	N	58	58
Pengawasan Melekat	Pearson Correlation	.818**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Pengawasan Melekat

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Pengawasan Melekat	16.36	3.375	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Pengawasan Melekat[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.818[a]	.669	.663	1.900	.669	113.021	1	56	.000

a. Predictors: (Constant), Pengawasan Melekat

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	407.953	1	407.953	113.0	.000[a]
	Residual	202.133	56	3.610		
	Total	610.086	57			

a. Predictors: (Constant), Pengawasan Melekat

b. Dependent Variable: Disiplin Kerja

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.807	1.245		.648	.519
	Pengawasan Melekat	.793	.075	.818	10.6	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statisticsa

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7.94	18.24	13.78	2.675	58
Std. Predicted Value	-2.181	1.670	.000	1.000	58
Standard Error of Predicted Value	.251	.603	.341	.090	58
Adjusted Predicted Value	8.16	18.19	13.77	2.669	58
Residual	-5.867	4.889	.000	1.883	58
Std. Residual	-3.088	2.573	.000	.991	58
Stud. Residual	-3.132	2.619	.001	1.008	58
Deleted Residual	-6.035	5.064	.004	1.948	58
Stud. Deleted Residual	-3.418	2.771	.000	1.037	58
Mahal. Distance	.012	4.757	.983	1.119	58
Cook's Distance	.000	.141	.017	.031	58
Centered Leverage Value	.000	.083	.017	.020	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Sanksi Hukuman

Correlations

		Disiplin Kerja	Sanksi Hukuman
Disiplin Kerja	Pearson Correlation	1	.765**
	Sig. (2-tailed)		.000
	N	58	58
Sanksi Hukuman	Pearson Correlation	.765**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Sanksi Hukuman

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Sanksi Hukuman	13.57	2.878	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Sanksi Hukuman[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.765[a]	.585	.577	2.127	.585	78.814	1	56	.000

a. Predictors: (Constant), Sanksi Hukuman

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	356.664	1	356.664	78.814	.000[a]
	Residual	253.422	56	4.525		
	Total	610.086	57			

a. Predictors: (Constant), Sanksi Hukuman

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.983	1.357		1.461	.150
	Sanksi Hukuman	.869	.098	.765	8.878	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	6.33	17.63	13.78	2.501	58
Std. Predicted Value	-2.977	1.539	.000	1.000	58
Standard Error of Predicted Value	.282	.884	.378	.117	58
Adjusted Predicted Value	6.40	17.73	13.77	2.494	58
Residual	-3.758	5.326	.000	2.109	58
Std. Residual	-1.766	2.504	.000	.991	58
Stud. Residual	-1.805	2.561	.001	1.006	58
Deleted Residual	-3.923	5.572	.003	2.173	58
Stud. Deleted Residual	-1.843	2.701	.005	1.024	58
Mahal. Distance	.022	8.863	.983	1.472	58
Cook's Distance	.000	.152	.015	.024	58
Centered Leverage Value	.000	.155	.017	.026	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Ketegasan

Correlations

		Disiplin Kerja	Ketegasan
Disiplin Kerja	Pearson Correlation	1	.794**
	Sig. (2-tailed)		.000
	N	58	58
Ketegasan	Pearson Correlation	.794**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Ketegasan

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Ketegasan	7.47	1.513	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Ketegasan[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
					Change Statistics				
1	.794[a]	.631	.624	2.005	.631	95.699	1	56	.000

a. Predictors: (Constant), Ketegasan

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	384.871	1	384.871	95.699	.000[a]
	Residual	225.215	56	4.022		
	Total	610.086	57			

a. Predictors: (Constant), Ketegasan

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.952	1.337		.712	.480
	Ketegasan	1.718	.176	.794	9.783	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7.82	18.13	13.78	2.598	58
Std. Predicted Value	-2.291	1.675	.000	1.000	58
Standard Error of Predicted Value	.276	.663	.357	.108	58
Adjusted Predicted Value	7.80	18.21	13.78	2.586	58
Residual	-4.694	4.024	.000	1.988	58
Std. Residual	-2.341	2.006	.000	.991	58
Stud. Residual	-2.364	2.026	.000	1.005	58
Deleted Residual	-4.787	4.101	.000	2.043	58
Stud. Deleted Residual	-2.469	2.085	-.002	1.018	58
Mahal. Distance	.095	5.248	.983	1.294	58
Cook's Distance	.000	.058	.014	.015	58
Centered Leverage Value	.002	.092	.017	.023	58

a. Dependent Variable: Disiplin Kerja

Correlations Disiplin Kerja & Hubungan Kemanusiaan

Correlations

		Disiplin Kerja	Hubungan Kemanusiaan
Disiplin Kerja	Pearson Correlation	1	.719**
	Sig. (2-tailed)		.000
	N	58	58
Hubungan Kemanusiaan	Pearson Correlation	.719**	1
	Sig. (2-tailed)	.000	
	N	58	58

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

Regression Disiplin Kerja & Hubungan Kemanusiaan

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Hubungan Kemanusiaan	15.97	3.195	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Hubungan Kemanusiaan [a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
					Change Statistics				
1	.719[a]	.517	.509	2.293	.517	60.014	1	56	.000

a. Predictors: (Constant), Hubungan Kemanusiaan

b. Dependent Variable: Disiplin Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	315.599	1	315.599	60.014	.000[a]
	Residual	294.488	56	5.259		
	Total	610.086	57			

a. Predictors: (Constant), Hubungan Kemanusiaan

b. Dependent Variable: Disiplin Kerja

Coefficients[a]

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.018	1.547		1.304	.197
	Hubungan Kemanusiaan	.736	.095	.719	7.747	.000

a. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	7.91	17.48	13.78	2.353	58
Std. Predicted Value	-2.493	1.576	.000	1.000	58
Standard Error of Predicted Value	.301	.815	.412	.108	58
Adjusted Predicted Value	8.19	17.58	13.78	2.345	58
Residual	-5.274	5.199	.000	2.273	58
Std. Residual	-2.300	2.267	.000	.991	58
Stud. Residual	-2.328	2.287	.000	1.006	58
Deleted Residual	-5.406	5.290	-.002	2.342	58
Stud. Deleted Residual	-2.428	2.380	-.001	1.023	58
Mahal. Distance	.000	6.215	.983	1.178	58
Cook's Distance	.000	.068	.015	.017	58
Centered Leverage Value	.000	.109	.017	.021	58

a. Dependent Variable: Disiplin Kerja

Correlations Secara Bersama-Sama

Correlations

		Disiplin Kerja	Tujuan dan Kemampuan	Teladan Pimpinan	Balas Jasa	Keadilan	Pengawasan Melekat	Sanksi Hukuman	Ketegasan
Disiplin Kerja	Pearson Correlation	1	.722**	.720**	.349**	.293*	.818**	.765**	.794**
	Sig. (2-tailed)		.000	.000	.007	.026	.000	.000	.000
	N	58	58	58	58	58	58	58	58
Tujuan dan Kemampuan	Pearson Correlation	.722**	1	.592**	.385**	.248	.569**	.598**	.489**
	Sig. (2-tailed)	.000		.000	.003	.060	.000	.000	.000
	N	58	58	58	58	58	58	58	58
Teladan Pimpinan	Pearson Correlation	.720**	.592**	1	.371**	.326*	.567**	.762**	.699**
	Sig. (2-tailed)	.000	.000		.004	.012	.000	.000	.000
	N	58	58	58	58	58	58	58	58
Balas Jasa	Pearson Correlation	.349**	.385**	.371**	1	.503**	.293*	.437**	.192
	Sig. (2-tailed)	.007	.003	.004		.000	.026	.001	.149
	N	58	58	58	58	58	58	58	58
Keadilan	Pearson Correlation	.293*	.248	.326*	.503**	1	.188	.335*	.306*
	Sig. (2-tailed)	.026	.060	.012	.000		.158	.010	.020
	N	58	58	58	58	58	58	58	58
Pengawasan Melekat	Pearson Correlation	.818**	.569**	.567**	.293*	.188	1	.605**	.740**
	Sig. (2-tailed)	.000	.000	.000	.026	.158		.000	.000
	N	58	58	58	58	58	58	58	58
Sanksi Hukuman	Pearson Correlation	.765**	.598**	.762**	.437**	.335*	.605**	1	.647**
	Sig. (2-tailed)	.000	.000	.000	.001	.010	.000		.000
	N	58	58	58	58	58	58	58	58
Ketegasan	Pearson Correlation	.794**	.489**	.699**	.192	.306*	.740**	.647**	1
	Sig. (2-tailed)	.000	.000	.000	.149	.020	.000	.000	
	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).

Regression Secara Bersama-Sama

Descriptive Statistics

	Mean	Std. Deviation	N
Disiplin Kerja	13.78	3.272	58
Tujuan dan Kemampuan	16.05	3.052	58
Teladan Pimpinan	13.26	2.819	58
Balas Jasa	18.79	2.634	58
Keadilan	15.41	2.609	58
Pengawasan Melekat	16.36	3.375	58
Sanksi Hukuman	13.57	2.878	58
Ketegasan	7.47	1.513	58
Hubungan Kemanusiaan	15.97	3.195	58

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Hubungan Kemanusiaan, Keadilan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan[a]	.	Enter
2	.	Keadilan	Backward (criterion: Probability of F-to-remove >= .100).
3	.	Balas Jasa	Backward (criterion: Probability of F-to-remove >= .100).
4	.	Hubungan Kemanusiaan	Backward (criterion: Probability of F-to-remove >= .100).
5	.	Teladan Pimpinan	Backward (criterion: Probability of F-to-remove >= .100).

a. All requested variables entered.

b. Dependent Variable: Disiplin Kerja

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.923^a	.852	.828	1.357	.852	35.318	8	49	.000
2	.923^b	.852	.831	1.343	.000	.006	1	49	.937
3	.923^c	.852	.835	1.330	.000	.024	1	50	.877
4	.923^d	.852	.838	1.318	.000	.074	1	51	.787
5	.923^e	.852	.840	1.307	.000	.108	1	52	.744

a. Predictors: (Constant), Hubungan Kemanusiaan, Keadilan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

b. Predictors: (Constant), Hubungan Kemanusiaan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

c. Predictors: (Constant), Hubungan Kemanusiaan, Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

d. Predictors: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

e. Predictors: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Tujuan dan Kemampuan

f. Dependent Variable: Disiplin Kerja

ANOVA[f]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	519.919	8	64.990	35.318	.000[a]
	Residual	90.167	49	1.840		
	Total	610.086	57			
2	Regression	519.908	7	74.273	41.181	.000[b]
	Residual	90.179	50	1.804		
	Total	610.086	57			
3	Regression	519.864	6	86.644	48.977	.000[c]
	Residual	90.222	51	1.769		
	Total	610.086	57			
4	Regression	519.733	5	103.947	59.823	.000[d]
	Residual	90.353	52	1.738		
	Total	610.086	57			
5	Regression	519.546	4	129.886	76.032	.000[e]
	Residual	90.540	53	1.708		
	Total	610.086	57			

a. Predictors: (Constant), Hubungan Kemanusiaan, Keadilan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

b. Predictors: (Constant), Hubungan Kemanusiaan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

c. Predictors: (Constant), Hubungan Kemanusiaan, Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

d. Predictors: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

e. Predictors: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Tujuan dan Kemampuan

f. Dependent Variable: Disiplin Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-3.741	1.627		-2.30	.026
	Tujuan dan Kemampuan	.165	.403	.154	.409	.684
	Teladan Pimpinan	.035	.112	.030	.313	.756
	Balas Jasa	-.016	.090	-.013	-.173	.863
	Keadilan	.007	.084	.005	.080	.937
	Pengawasan Melekat	.314	.089	.324	3.528	.001
	Sanksi Hukuman	.257	.110	.226	2.346	.023
	Ketegasan	.563	.219	.260	2.574	.013
	Hubungan Kemanusiaan	.111	.387	.108	.286	.776
2	(Constant)	-3.708	1.557		-2.38	.021
	Tujuan dan Kemampuan	.161	.396	.151	.407	.686
	Teladan Pimpinan	.035	.111	.030	.316	.753
	Balas Jasa	-.013	.081	-.010	-.155	.877
	Pengawasan Melekat	.313	.086	.322	3.624	.001
	Sanksi Hukuman	.257	.108	.226	2.375	.021
	Ketegasan	.567	.209	.262	2.711	.009
	Hubungan Kemanusiaan	.114	.380	.112	.300	.765
3	(Constant)	-3.877	1.099		-3.53	.001
	Tujuan dan Kemampuan	.175	.383	.163	.457	.650
	Teladan Pimpinan	.034	.110	.029	.306	.761
	Pengawasan Melekat	.312	.085	.322	3.657	.001
	Sanksi Hukuman	.253	.103	.222	2.446	.018
	Ketegasan	.574	.203	.265	2.832	.007

Excluded Variables[e]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
2	Keadilan	.005[a]	.080	.937	.011	.666
3	Keadilan	.000[b]	.006	.995	.001	.816
	Balas Jasa	-.010[b]	-.155	.877	-.022	.700
4	Keadilan	.004[c]	.064	.949	.009	.856
	Balas Jasa	-.005[c]	-.083	.934	-.012	.748
	Hubungan Kemanusiaan	.097[c]	.272	.787	.038	.023
5	Keadilan	.005[d]	.081	.936	.011	.858
	Balas Jasa	-.003[d]	-.048	.962	-.007	.757
	Hubungan Kemanusiaan	.104[d]	.297	.768	.041	.023
	Teladan Pimpinan	.031[d]	.328	.744	.045	.326

a. Predictors in the Model: (Constant), Hubungan Kemanusiaan, Ketegasan, Balas Jasa, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

b. Predictors in the Model: (Constant), Hubungan Kemanusiaan, Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

c. Predictors in the Model: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Teladan Pimpinan, Tujuan dan Kemampuan

d. Predictors in the Model: (Constant), Ketegasan, Sanksi Hukuman, Pengawasan Melekat, Tujuan dan Kemampuan

e. Dependent Variable: Disiplin Kerja

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.86	19.63	13.78	3.019	58
Std. Predicted Value	-2.954	1.937	.000	1.000	58
Standard Error of Predicted Value	.196	.576	.371	.100	58
Adjusted Predicted Value	4.58	19.68	13.76	3.031	58
Residual	-3.031	2.890	.000	1.260	58
Std. Residual	-2.319	2.211	.000	.964	58
Stud. Residual	-2.495	2.372	.005	1.013	58
Deleted Residual	-3.507	3.325	.014	1.393	58
Stud. Deleted Residual	-2.630	2.485	.003	1.032	58
Mahal. Distance	.294	10.104	3.931	2.526	58
Cook's Distance	.000	.195	.022	.039	58
Centered Leverage Value	.005	.177	.069	.044	58

a. Dependent Variable: Disiplin Kerja

DAFTAR RIWAYAT HIDUP

N a m a : Muslim Alibar

Email : muslimalibar@yahoo.com

Tempat/Tgl. Lahir : Jakarta, 25 Nopember 1973

Status : Nikah

Alamat : Kav. Marinir Blok AA3 No. 6 Pondok Kelapa

Agama : Islam

Riwayat Pendidikan : 1. SDN Johar Baru 01 PG, Jakarta Pusat

2. SMP Perguruan Cikini, Jakarta Pusat

3. SMAN 30, Jakarta Pusat

4. Univ. Tanjungpura Pontianak

Pekerjaan : PNS pada Sekretariat Jenderal Dep. Hukum dan HAM RI