

Lampiran 1

Kuesioner Penelitian

Bapak/Ibu yang terhormat, saya Enda Beatrix mahasiswa jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan sedang melakukan penelitian penyusunan skripsi dengan judul "Pengaruh Disiplin, Budaya Organisasi dan Lingkungan Kerja Non Fisik terhadap Kepuasan Kerja Pegawai Dinas Pendidikan Kota Binjai". Sehubungan dengan itu, saya mengharapkan kesediaan Bapak/Ibu untuk menjawab Angket Kuesioner ini dengan jujur dan benar. Data Bapak/Ibu akan dijamin kerahasiannya dan hanya digunakan untuk penelitian. Atas kesediaan Bapak/Ibu untuk mengisi Angket Kuesioner ini, saya ucapkan terima kasih.

Petunjuk Pengisian :

1. Jawablah kuesioner dibawah ini sesuai dengan pendapat anda.
2. Berikan tanda centang (√) pada pernyataan dibawah ini menurut pendapat Bapak/Ibu yang paling sesuai.

A. Identitas Responden

Jenis Kelamin : a. Pria b. Wanita Usia: Tahun

B. Karakteristik Penilaian

SS = Sangat Setuju
 S = Setuju
 KS = Kurang Setuju
 TS = Tidak Setuju
 STS = Sangat Tidak Setuju

1. Variabel Kepuasan Kerja

No	Pernyataan	STS	TS	KS	S	SS
Pengawasan.						
1.	Pemimpin peduli terhadap bawahannya					
2.	Pemimpin rutin dalam melakukan pengawasan					
Komunikasi.						
3.	Komunikasi saya berjalan lancar dengan atasan					
4.	Atasan mau mendengar saran dari bawahan					
5.	Atasan mau memahami pendapat saya					
Fasilitas.						
6.	Fasilitas di tempat kerja mendukung untuk dapat bekerja dengan maksimal					
7.	Fasilitas yang disediakan menimbulkan kenyamanan saat bekerja					
Rekan Kerja.						
8.	Saya dan rekan kerja saling mendukung dalam bekerja					
9.	Saya dan rekan kerja saling memerhatikan sehingga lingkungan kerja terasa nyaman					

2. Variabel Disiplin

No	Pernyataan	STS	TS	KS	S	SS
Disiplin Aturan Waktu.						
10.	Saya selalu hadir sesuai dengan aturan waktu yang sudah ditetapkan					
11.	Saya selalu pulang dengan aturan waktu yang sudah ditetapkan					

Tingkat Kewaspadaan Karyawan.						
16.	Saya selalu menggunakan peralatan kerja dengan teliti					
17.	Saya selalu mengerjakan pekerjaan saya dengan teliti					
Etika Kerja.						
18.	Suasana kantor terasa harmonis					
19.	Saya selalu bekerja sesuai dengan kode etik					
Disiplin Terhadap Peraturan Perusahaan.						
12.	Saya selalu mematuhi peraturan yang berlaku di dinas					
13.	Saya selalu mematuhi tata tertib berlaku di dinas					
Disiplin Melaksanakan Tugas Yang Diberikan.						
14.	Saya menyelesaikan pekerjaan tepat waktu					
15.	Saya tidak pernah menunda melakukan pekerjaan yang diberikan					

3. Variabel Budaya Organisasi

No	Pernyataan	STS	TS	KS	S	SS
Norma.						
20.	Norma yang berlaku memberikan motivasi pada saya untuk meningkatkan kemampuan saya					
21.	Norma yang berlaku di dinas membantu membangun komitmen saya					
Aturan.						
22.	Kebijakan yang ada, adalah kebijakan yang telah disepakati bersama .					

23.	Standar peraturan yang ditetapkan, dapat meningkatkan kinerja yang baik					
Iklim Organisasi.						
24.	Saya diberi kebebasan menyampaikan keterbukaan pendapat					
25.	Iklim organisasi membentuk karakter pegawai					

4. Variabel Lingkungan Kerja Non Fisik

No	Pernyataan	STS	TS	KS	S	SS
Hubungan Antar Rekan Kerja.						
26.	Saya memiliki hubungan yang harmonis dengan rekan kerja setingkat					
27.	Saya memiliki rasa kekeluargaan dengan rekan kerja setingkat					
28.	Rekan kerja setingkat memberikan rasa nyaman ketika sedang bekerja					
Hubungan Dengan Atasan.						
29.	Pimpinan memiliki sikap menghargai bawahaannya					
30.	Saya memiliki hubungan yang baik dengan pimpinan					
31.	Saya menghormati pemimpin					

Lampiran 2

TABULASI DATA KUESIONER UJI VALIDITAS DAN REABILITAS TABULASI DATA ANGKET JAWABAN RESPONDEN

VARIABEL X1 “DISPLIN”

no	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1. 9	X1. 10	total X 1
1	4	5	5	5	5	4	3	4	5	4	44
2	5	4	4	4	4	3	3	4	5	4	40
3	3	3	4	4	5	5	5	4	4	4	41
4	4	4	3	3	4	4	4	3	2	4	35
5	3	3	4	4	4	5	4	3	4	4	38
6	4	4	5	5	4	5	5	5	4	5	46
7	2	2	2	2	2	2	4	4	3	3	26
8	3	3	3	3	3	3	4	3	2	3	30
9	3	3	3	3	3	3	4	4	1	3	30
10	4	4	3	3	3	4	3	3	3	3	33
11	4	4	3	3	3	3	4	4	2	3	33
12	4	3	3	3	4	4	4	4	4	3	36
13	3	3	3	2	1	2	2	2	3	3	24
14	3	4	3	5	3	5	2	5	4	4	38
15	3	4	3	4	4	4	4	4	3	4	37
16	3	4	4	4	4	4	4	4	4	4	39
17	3	3	3	3	4	3	4	4	2	3	32
18	3	2	3	3	4	4	4	4	3	3	33
19	4	3	3	3	3	4	4	4	3	4	35
20	3	3	3	3	3	3	3	3	2	4	30
21	3	3	3	4	3	4	4	5	2	3	34
22	3	3	3	3	4	4	4	5	3	3	35
23	3	3	3	4	3	3	3	4	2	3	31
24	4	5	5	4	5	5	4	5	5	5	47
25	5	4	4	4	4	4	4	4	4	5	42
26	3	3	3	4	4	3	3	3	2	3	31
27	3	3	4	3	3	3	3	4	2	3	31
28	4	4	5	3	3	3	3	4	3	3	35
29	3	3	4	3	3	4	3	3	2	3	31
30	4	3	3	3	3	3	4	4	3	3	33

Lampiran 3

TABULASI DATA KUESIONER UJI VALIDITAS DAN REABILITAS TABULASI DATA ANGKET JAWABAN RESPONDEN

VARIABEL X2 “BUDAYA ORGANISASI”

no	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	total X 2
1	5	5	5	5	5	4	29
2	5	5	5	4	4	4	27
3	5	4	5	5	2	4	25
4	4	4	5	4	3	4	24
5	5	5	5	5	5	5	30
6	4	4	2	3	3	5	21
7	5	4	5	5	4	4	27
8	4	4	4	5	3	5	25
9	4	4	5	3	3	4	23
10	4	5	3	3	2	3	20
11	5	4	3	4	4	5	25
12	5	5	5	4	4	5	28
13	4	4	3	4	3	4	22
14	4	4	2	5	3	5	23
15	5	4	5	3	4	4	25
16	5	4	4	4	4	5	26
17	4	5	5	4	4	5	27
18	5	4	3	3	3	3	21
19	4	4	3	3	3	4	21
20	4	2	5	3	3	3	20
21	4	4	3	3	3	3	20
22	4	4	3	3	2	3	19
23	4	4	4	2	3	3	20
24	5	4	4	3	4	4	24
25	5	4	5	5	4	5	28
26	5	4	4	3	2	3	21
27	4	4	5	4	4	4	25
28	5	4	4	3	3	4	23
29	5	4	5	3	3	5	25
30	5	4	4	2	3	4	22

Lampiran 4

TABULASI DATA KUESIONER UJI VALIDITAS DAN REABILITAS TABULASI DATA ANGKET JAWABAN RESPONDEN

VARIABEL X3 “LINGKUNGAN KERJA NON FISIK”

no	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	total X 3
1	4	4	5	3	5	4	25
2	4	4	3	3	3	4	21
3	3	4	2	3	2	3	17
4	3	4	3	3	4	4	21
5	4	3	3	4	3	5	22
6	4	5	5	5	4	5	28
7	2	5	3	3	3	4	20
8	2	4	3	3	2	2	16
9	2	4	3	2	2	3	16
10	2	4	3	3	4	4	20
11	3	4	3	3	3	3	19
12	3	4	3	3	3	3	19
13	3	4	4	3	3	4	21
14	4	3	3	4	3	3	20
15	4	4	3	4	4	4	23
16	4	3	3	4	3	3	20
17	3	4	3	3	3	5	21
18	3	4	3	3	3	3	19
19	3	4	3	3	4	2	19
20	3	3	3	3	3	4	19
21	2	4	3	3	3	3	18
22	3	5	3	3	4	4	22
23	2	3	4	3	3	3	18
24	4	5	4	4	3	5	25
25	5	5	5	5	5	5	30
26	3	5	4	3	4	4	23
27	4	4	3	3	2	3	19
28	2	4	4	3	4	3	20
29	3	3	4	3	3	2	18
30	3	4	4	3	3	3	20

Lampiran 5

TABULASI DATA KUESIONER UJI VALIDITAS DAN REABILITAS TABULASI DATA ANGKET JAWABAN RESPONDEN VARIABEL Y “KEPUASAN KERJA”

no	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	total Y
1	4	5	5	5	5	4	3	4	5	40
2	5	4	4	4	4	3	3	4	4	35
3	3	3	4	4	5	5	5	4	5	38
4	4	4	3	3	4	4	4	3	4	33
5	3	3	4	4	4	5	4	3	4	34
6	4	4	5	5	5	5	5	5	4	42
7	2	2	2	2	5	2	4	4	2	25
8	3	3	3	3	4	3	4	3	3	29
9	3	3	3	3	4	3	4	4	3	30
10	4	4	3	3	4	4	3	3	3	31
11	4	4	3	3	5	3	4	4	3	33
12	4	3	3	3	4	4	4	4	4	33
13	3	3	3	2	1	2	2	2	1	19
14	3	4	3	5	5	5	2	5	3	35
15	3	4	3	4	4	4	4	4	4	34
16	3	4	4	4	5	4	4	4	4	36
17	3	3	3	3	4	3	4	4	4	31
18	3	2	3	3	4	4	4	4	4	31
19	4	3	3	3	4	4	4	4	3	32
20	3	3	3	3	3	3	3	3	3	27
21	3	3	3	4	5	4	4	5	3	34
22	3	3	3	3	5	4	4	5	4	34
23	3	3	3	4	3	3	3	4	3	29
24	4	5	5	4	5	5	4	5	5	42
25	5	4	4	4	4	4	4	4	4	37
26	3	3	3	4	3	3	3	3	4	29
27	3	3	4	3	3	3	3	4	3	29
28	4	4	5	3	3	3	3	4	3	32
29	3	3	4	3	3	4	3	3	3	29
30	4	3	3	3	4	3	4	4	3	31

Lampiran 6

HASIL UJI VALIDITAS DAN RELIABILITAS VARIABEL X1
“DISIPLIN”

Correlations

		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.1 0	skor_ total
x1.1	Pearson Correlation	1	.617*	.454*	.257	.324	.201	.054	.121	.456*	.452*	.559**
	Sig. (2-tailed)		.000	.012	.170	.080	.288	.776	.526	.011	.012	.001
	N	30	30	30	30	30	30	30	30	30	30	30
x1.2	Pearson Correlation	.617*	1	.638*	.577*	.443*	.395*	-.106	.235	.518*	.601*	.708**
	Sig. (2-tailed)	.000		.000	.001	.014	.031	.577	.212	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.3	Pearson Correlation	.454*	.638*	1	.542*	.516*	.456*	.070	.235	.564*	.556*	.733**
	Sig. (2-tailed)	.012	.000		.002	.004	.011	.713	.211	.001	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.4	Pearson Correlation	.257	.577*	.542*	1	.619*	.667*	.070	.479*	.522*	.622*	.782**
	Sig. (2-tailed)	.170	.001	.002		.000	.000	.713	.007	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.5	Pearson Correlation	.324	.443*	.516*	.619*	1	.664*	.474*	.384*	.507*	.529*	.801**
	Sig. (2-tailed)	.080	.014	.004	.000		.000	.008	.036	.004	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.6	Pearson Correlation	.201	.395*	.456*	.667*	.664*	1	.360	.429*	.511*	.619*	.779**
	Sig. (2-tailed)	.288	.031	.011	.000	.000		.051	.018	.004	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.7	Pearson Correlation	.054	-.106	.070	.070	.474*	.360	1	.364*	.062	.272	.370*

	Sig. (2-tailed)	.776	.577	.713	.713	.008	.051		.048	.747	.145	.044
	N	30	30	30	30	30	30	30	30	30	30	30
x1.8	Pearson Correlation	.121	.235	.235	.479*	.384*	.429*	.364*	1	.316	.286	.554**
	Sig. (2-tailed)	.526	.212	.211	.007	.036	.018	.048		.089	.125	.001
	N	30	30	30	30	30	30	30	30	30	30	30
x1.9	Pearson Correlation	.456*	.518*	.564*	.522*	.507*	.511*	.062	.316	1	.639*	.765**
	Sig. (2-tailed)	.011	.003	.001	.003	.004	.004	.747	.089		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
x1.10	Pearson Correlation	.452*	.601*	.556*	.622*	.529*	.619*	.272	.286	.639*	1	.807**
	Sig. (2-tailed)	.012	.000	.001	.000	.003	.000	.145	.125	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
skor_ total	Pearson Correlation	.559*	.708*	.733*	.782*	.801*	.779*	.370*	.554*	.765*	.807*	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.044	.001	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Reabilitas

Cronbach's Alpha	N of Items
.876	10

Lampiran 7

HASIL UJI VALIDITAS DAN RELIABILITAS VARIABEL X2 “BUDAYA ORGANISASI”

		Correlations						skor_tot al
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	
x2.1	Pearson Correlation	1	.222	.369*	.172	.395*	.215	.542**
	Sig. (2-tailed)		.238	.045	.364	.031	.254	.002
	N	30	30	30	30	30	30	30
x2.2	Pearson Correlation	.222	1	.097	.284	.351	.286	.509**
	Sig. (2-tailed)	.238		.610	.129	.057	.125	.004
	N	30	30	30	30	30	30	30
x2.3	Pearson Correlation	.369*	.097	1	.263	.432*	.123	.635**
	Sig. (2-tailed)	.045	.610		.160	.017	.516	.000
	N	30	30	30	30	30	30	30
x2.4	Pearson Correlation	.172	.284	.263	1	.435*	.542**	.725**
	Sig. (2-tailed)	.364	.129	.160		.016	.002	.000
	N	30	30	30	30	30	30	30
x2.5	Pearson Correlation	.395*	.351	.432*	.435*	1	.510**	.800**
	Sig. (2-tailed)	.031	.057	.017	.016		.004	.000
	N	30	30	30	30	30	30	30
x2.6	Pearson Correlation	.215	.286	.123	.542**	.510**	1	.682**
	Sig. (2-tailed)	.254	.125	.516	.002	.004		.000
	N	30	30	30	30	30	30	30
skor_tot al	Pearson Correlation	.542**	.509**	.635**	.725**	.800**	.682**	1
	Sig. (2-tailed)	.002	.004	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

Reabilitas

Cronbach's Alpha	N of Items
.722	6

Lampiran 8

HASIL UJI VALIDITAS DAN RELIABILITAS VARIABEL X3 “LINGKUNGAN KERJA NON FISIK”

		Correlations						skor_tot
		x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	al
x3.1	Pearson Correlation	1	.065	.314	.719**	.318	.456*	.697**
	Sig. (2-tailed)		.731	.091	.000	.087	.011	.000
	N	30	30	30	30	30	30	30
x3.2	Pearson Correlation	.065	1	.296	.168	.341	.418*	.525**
	Sig. (2-tailed)	.731		.112	.376	.065	.022	.003
	N	30	30	30	30	30	30	30
x3.3	Pearson Correlation	.314	.296	1	.432*	.595**	.329	.698**
	Sig. (2-tailed)	.091	.112		.017	.001	.076	.000
	N	30	30	30	30	30	30	30
x3.4	Pearson Correlation	.719**	.168	.432*	1	.403*	.508**	.765**
	Sig. (2-tailed)	.000	.376	.017		.027	.004	.000
	N	30	30	30	30	30	30	30
x3.5	Pearson Correlation	.318	.341	.595**	.403*	1	.414*	.734**
	Sig. (2-tailed)	.087	.065	.001	.027		.023	.000
	N	30	30	30	30	30	30	30
x3.6	Pearson Correlation	.456*	.418*	.329	.508**	.414*	1	.767**
	Sig. (2-tailed)	.011	.022	.076	.004	.023		.000
	N	30	30	30	30	30	30	30
skor_tot al	Pearson Correlation	.697**	.525**	.698**	.765**	.734**	.767**	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

Reabilitas

Cronbach's Alpha	N of Items
.782	6

[illegible]

y.7	Pearson Correlation	.054	-.106	.070	.070	.588**	.360	1	.364*	.474**	.482**
	Sig. (2-tailed)	.776	.577	.713	.713	.001	.051		.048	.008	.007
	N	30	30	30	30	30	30	30	30	30	30
y.8	Pearson Correlation	.121	.235	.235	.479**	.719**	.429*	.364*	1	.384*	.658**
	Sig. (2-tailed)	.526	.212	.211	.007	.000	.018	.048		.036	.000
	N	30	30	30	30	30	30	30	30	30	30
y.9	Pearson Correlation	.324	.443*	.516**	.619**	.540**	.664**	.474**	.384*	1	.826**
	Sig. (2-tailed)	.080	.014	.004	.000	.002	.000	.008	.036		.000
	N	30	30	30	30	30	30	30	30	30	30
skor_t otal	Pearson Correlation	.486**	.659**	.653**	.773**	.732**	.789**	.482**	.658**	.826**	1
	Sig. (2-tailed)	.006	.000	.000	.000	.000	.000	.007	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Reabilitas

Cronbach's Alpha	N of Items
.854	9

Lampiran 10

TABULASI DATA ANGKET JAWABAN RESPONDEN VARIABEL X1 “DISIPLIN”

no	x1. 1	x1. 2	x1. 3	x1. 4	x1. 5	x1. 6	x1. 7	x1. 8	x1. 9	x1.1 0	skor_tota l
1	4	3	4	5	3	5	4	3	4	3	38
2	1	3	3	2	1	2	2	4	1	3	22
3	3	4	4	4	4	4	4	3	3	4	37
4	4	4	3	4	3	4	3	4	4	5	38
5	4	5	5	4	3	5	4	4	4	4	42
6	4	3	4	3	3	3	4	3	4	4	35
7	3	5	5	5	1	5	5	5	3	5	42
8	1	5	5	5	4	5	5	5	1	5	41
9	4	3	3	3	1	4	3	3	4	4	32
10	1	4	3	3	4	3	3	3	1	3	28
11	1	5	5	5	1	5	5	5	1	5	38
12	2	5	5	5	4	5	5	5	2	5	43
13	4	4	4	3	2	4	4	3	4	4	36
14	2	4	4	4	2	4	4	4	2	4	34
15	4	4	5	5	4	5	5	4	4	5	45
16	1	2	2	2	2	2	2	2	1	2	18
17	4	3	3	3	4	3	3	3	4	3	33
18	3	1	1	1	3	1	1	1	3	1	16
19	3	4	4	3	4	3	4	4	3	3	35
20	4	3	2	2	3	3	4	4	4	3	32
21	3	4	4	3	3	3	3	4	3	3	33
22	3	5	5	5	3	5	5	5	3	5	44
23	4	5	5	5	4	5	5	5	4	5	47
24	3	4	4	3	3	5	4	4	3	5	38
25	3	5	4	4	3	3	5	4	3	5	39
26	4	5	5	3	4	4	4	4	4	4	41
27	3	5	4	3	3	4	4	5	3	4	38
28	3	3	4	4	3	4	4	4	3	4	36
29	4	3	5	4	4	5	5	4	4	4	42
30	3	5	5	3	3	4	4	4	3	4	38
31	4	3	3	3	3	4	3	3	4	3	33
32	4	2	2	2	4	2	2	2	4	2	26
33	3	2	2	2	4	2	2	2	3	2	24
34	3	2	2	2	3	2	2	2	3	2	23

35	4	2	2	2	4	2	2	2	4	2	26
36	4	2	2	2	4	2	2	2	4	2	26
37	3	2	2	2	3	2	2	2	3	2	23
38	4	2	2	2	4	2	2	2	4	2	26
39	3	1	1	1	3	1	1	1	3	1	16
40	4	2	2	2	3	2	2	2	4	2	25
41	3	2	2	2	3	2	2	2	3	2	23
42	4	2	2	2	3	2	2	2	4	2	25
43	3	2	2	2	4	2	2	2	3	2	24
44	3	2	3	2	3	2	2	2	3	2	24
45	4	2	2	2	3	2	2	2	4	2	25
46	3	2	2	2	3	2	2	2	3	2	23
47	3	2	2	2	3	2	2	2	3	2	23
48	4	2	2	2	4	2	2	2	4	2	26
49	3	2	2	2	3	2	2	2	3	2	23
50	3	2	2	2	3	2	2	2	3	2	23
51	4	4	3	4	4	3	3	4	4	4	37
52	3	3	3	3	3	3	2	4	3	4	31
53	4	4	4	4	4	4	4	4	4	4	40
54	3	4	4	3	3	4	4	4	3	4	36
55	3	3	2	3	3	2	2	4	3	3	28
56	4	3	1	3	3	1	1	3	4	2	25
57	3	5	3	4	4	4	4	5	3	4	39
58	3	4	5	5	3	5	5	5	3	5	43
59	4	5	5	5	4	5	5	5	4	5	47
60	3	5	5	5	3	5	5	5	3	5	44
61	4	5	5	5	4	5	5	5	4	5	47
62	3	5	5	5	3	5	5	5	3	5	44
63	4	5	5	5	4	5	5	5	4	5	47
64	3	4	5	4	3	2	4	2	3	5	35
65	4	4	4	4	3	4	4	4	4	4	39
66	3	4	2	3	4	1	1	3	3	2	26
67	4	5	5	5	3	5	5	5	4	5	46
68	3	5	5	4	4	4	5	5	3	5	43
69	3	5	4	4	3	4	5	5	3	5	41
70	4	5	4	4	4	4	5	5	4	5	44
71	3	5	4	5	3	4	4	5	3	5	41
72	4	5	4	4	4	5	4	5	4	4	43
73	3	5	4	4	3	4	5	5	3	5	41
74	3	5	4	4	4	4	5	5	3	5	42
75	4	2	2	2	3	2	2	2	4	2	25

76	4	3	3	3	4	3	2	3	4	3	32
77	3	3	5	3	3	5	3	4	3	5	37
78	4	5	4	3	4	4	4	3	4	3	38
79	3	4	5	5	3	5	3	5	3	4	40
80	4	5	3	4	4	2	3	3	4	2	34
81	3	5	2	4	3	4	4	5	3	4	37
82	3	5	4	4	3	4	5	4	3	4	39
83	4	5	4	4	4	4	4	5	4	4	42
84	3	4	3	4	3	4	4	5	3	4	37
85	4	5	4	5	4	4	4	5	4	4	43
86	4	5	4	5	3	5	4	5	4	4	43
87	3	5	4	5	3	5	4	5	3	4	41
88	4	4	3	5	4	4	5	4	4	5	42
89	4	4	3	4	4	4	4	5	4	4	40
90	4	4	5	3	3	4	4	4	4	4	39
91	4	5	3	5	5	5	5	4	4	4	44
92	4	5	3	5	3	5	4	4	4	4	41
93	5	5	4	5	3	5	5	4	5	4	45
94	4	4	5	4	5	5	5	5	4	4	45
95	3	4	4	4	3	5	5	4	3	3	38
96	5	4	4	5	3	4	5	4	5	4	43
97	3	4	5	4	3	5	4	5	3	5	41
98	4	5	3	4	5	5	5	4	4	4	43
99	3	4	4	5	3	5	4	4	3	3	38
100	5	4	5	5	5	4	5	5	5	5	48
101	3	4	4	4	3	4	5	4	3	5	39
102	3	5	4	5	3	4	5	4	3	4	40
103	3	5	4	5	3	3	4	5	3	4	39
104	5	4	4	5	5	5	3	4	5	4	44
105	5	5	3	5	4	5	4	5	5	5	46
106	5	5	5	5	4	5	4	5	5	5	48
107	3	4	5	4	3	4	4	5	3	4	39
108	3	5	5	4	5	5	4	5	3	4	43
109	3	3	4	5	5	5	5	5	3	5	43
110	5	5	5	5	3	5	5	4	5	3	45
111	3	4	4	4	5	4	4	4	3	4	39
112	5	3	4	3	4	5	4	4	5	4	41
113	5	4	5	4	3	5	4	3	5	5	43
114	3	5	4	5	5	5	4	5	3	4	43
115	5	5	5	4	3	5	4	5	5	3	44
116	3	4	5	5	5	5	4	5	3	4	43

117	5	4	5	4	3	4	4	3	5	3	40
118	4	4	4	5	5	4	5	4	4	4	43
119	5	5	5	3	5	5	5	5	5	5	48
	415	460	437	440	408	448	441	456	415	442	

Lampiran 11

TABULASI DATA ANGKET JAWABAN RESPONDEN VARIABEL X2 “BUDAYA ORGANISASI”

no	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	skor_total
1	4	4	5	4	3	4	24
2	5	4	4	5	5	5	28
3	3	4	5	4	5	4	25
4	4	3	5	5	4	4	25
5	5	2	5	4	4	4	24
6	5	3	4	5	4	5	26
7	4	5	2	5	3	4	23
8	5	5	5	5	5	5	30
9	3	1	4	5	4	4	21
10	5	4	5	5	3	5	27
11	5	2	4	4	5	4	24
12	3	5	5	5	5	4	27
13	4	5	5	5	5	4	28
14	4	1	4	4	4	5	22
15	5	4	5	4	4	4	26
16	5	4	5	4	5	5	28
17	4	1	1	4	2	2	14
18	3	4	4	4	3	4	22
19	4	5	5	5	1	4	24
20	4	4	5	5	4	4	26
21	5	4	4	5	3	2	23
22	5	3	4	5	4	4	25
23	5	3	5	5	5	5	28
24	4	4	5	5	5	4	27
25	5	4	5	5	4	4	27
26	4	3	4	4	3	4	22
27	4	4	4	4	3	5	24
28	4	5	5	5	5	5	29
29	3	5	5	4	4	4	25
30	3	3	4	4	3	4	21
31	4	5	5	5	4	4	27
32	4	5	5	5	3	3	25
33	4	4	2	4	1	1	16
34	3	3	4	3	2	2	17
35	4	4	4	4	2	1	19
36	4	4	5	3	2	4	22
37	4	4	4	4	2	2	20
38	2	3	2	4	5	3	19
39	4	3	5	5	5	4	26

40	5	4	5	1	2	4	21
41	5	5	4	5	4	5	28
42	3	5	4	2	2	2	18
43	2	2	3	5	3	2	17
44	2	5	4	5	4	2	22
45	2	2	2	4	4	2	16
46	2	3	1	3	2	3	14
47	2	4	5	3	4	4	22
48	3	4	3	4	2	4	20
49	4	4	4	4	4	2	22
50	2	4	2	1	2	4	15
51	4	2	4	4	2	2	18
52	3	4	3	3	4	4	21
53	3	3	3	4	3	3	19
54	4	1	3	4	5	4	21
55	4	4	4	4	3	3	22
56	3	2	3	3	4	3	18
57	4	3	5	5	2	4	23
58	5	3	4	4	4	4	24
59	5	3	4	4	4	5	25
60	5	5	5	5	5	5	30
61	5	5	4	5	5	5	29
62	5	5	3	4	5	5	27
63	5	5	5	5	5	5	30
64	5	5	5	5	5	5	30
65	4	5	3	4	4	5	25
66	4	4	4	4	4	4	24
67	5	5	5	5	4	5	29
68	4	5	5	4	5	5	28
69	5	4	4	4	5	4	26
70	5	4	5	4	5	4	27
71	5	4	5	4	5	4	27
72	4	4	4	4	4	4	24
73	4	5	4	5	5	5	28
74	5	4	5	4	5	4	27
75	5	4	5	4	5	4	27
76	5	5	5	5	2	4	26
77	3	3	3	3	3	3	18
78	4	5	4	4	5	4	26
79	4	3	5	5	5	4	26
80	3	4	3	4	3	4	21
81	5	5	3	4	5	4	26
82	3	4	5	5	4	3	24
83	5	4	4	4	4	4	25

84	4	4	5	4	5	4	26
85	4	4	4	4	5	4	25
86	4	5	4	4	5	4	26
87	4	5	4	5	5	4	27
88	4	5	4	5	5	5	28
89	5	5	5	4	4	3	26
90	4	4	4	4	5	4	25
91	4	5	4	4	4	4	25
92	5	5	4	5	4	4	27
93	4	5	4	5	4	5	27
94	5	5	4	5	4	5	28
95	5	4	4	5	5	4	27
96	5	4	3	5	4	4	25
97	5	5	4	4	4	5	27
98	4	4	5	5	5	4	27
99	5	4	4	5	4	5	27
100	4	5	5	5	4	5	28
101	5	5	5	4	5	5	29
102	5	4	5	4	4	4	26
103	5	5	4	4	4	5	27
104	4	5	4	5	5	4	27
105	3	5	4	5	4	4	25
106	4	5	3	5	5	4	26
107	4	5	3	5	5	5	27
108	4	4	4	4	5	3	24
109	4	4	4	5	5	5	27
110	3	3	5	5	5	4	25
111	4	1	3	4	4	4	20
112	4	4	4	4	4	3	23
113	4	3	4	5	4	3	23
114	4	4	5	5	3	3	24
115	4	1	4	5	1	5	20
116	4	4	3	1	1	3	16
117	4	1	4	1	5	5	20
118	4	4	3	4	3	5	23
119	5	3	4	4	4	5	25
	486	464	487	507	466	470	

Lampiran 12

TABULASI DATA ANGKET JAWABAN RESPONDEN VARIABEL X3 “LINGKUNGAN KERJA NON FISIK”

no	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	skor_total
1	4	5	3	4	4	5	25
2	5	4	3	4	5	5	26
3	2	3	4	3	1	4	17
4	4	4	3	4	4	4	23
5	4	5	4	4	3	4	24
6	5	4	4	5	4	5	27
7	4	4	3	4	5	4	24
8	5	4	5	5	5	5	29
9	5	4	5	5	5	5	29
10	3	4	4	3	4	4	22
11	5	3	3	4	3	5	23
12	5	5	5	5	5	4	29
13	5	5	5	5	5	5	30
14	3	4	3	4	4	4	22
15	4	4	4	4	4	4	24
16	5	5	4	5	5	4	28
17	3	4	1	3	4	3	18
18	5	4	3	5	5	3	25
19	5	5	1	1	5	5	22
20	3	2	4	4	4	4	21
21	2	2	4	2	4	5	19
22	3	4	4	4	3	4	22
23	5	4	5	5	5	4	28
24	5	5	5	5	5	5	30
25	3	4	4	4	4	4	23
26	4	5	4	4	5	3	25
27	2	4	4	5	4	4	23
28	4	4	5	4	4	4	25
29	4	4	4	4	4	4	24
30	4	4	4	3	4	4	23
31	3	4	4	5	4	4	24
32	5	4	3	4	3	4	23
33	1	5	1	2	2	5	16
34	5	5	3	2	5	1	21
35	4	3	4	3	4	3	21
36	3	2	1	1	3	4	14
37	3	5	3	3	5	4	23
38	3	5	2	3	2	3	18

39	3	4	3	2	5	5	22
40	5	5	1	3	2	5	21
41	4	5	3	5	5	3	25
42	4	4	5	3	4	5	25
43	3	5	2	5	3	5	23
44	5	5	3	4	5	2	24
45	4	4	1	3	4	3	19
46	3	5	3	3	4	5	23
47	5	5	2	4	3	5	24
48	5	5	2	3	5	3	23
49	4	2	3	5	5	4	23
50	3	5	3	3	4	5	23
51	3	5	2	5	2	1	18
52	4	4	4	5	2	3	22
53	3	4	4	3	2	5	21
54	4	4	4	4	4	4	24
55	3	4	4	4	4	4	23
56	4	4	4	1	3	4	20
57	3	3	3	1	4	4	18
58	4	4	5	2	4	4	23
59	5	4	5	5	4	1	24
60	5	3	5	5	4	4	26
61	5	5	5	5	5	5	30
62	5	4	5	5	5	4	28
63	5	5	5	5	5	5	30
64	5	4	5	5	4	5	28
65	4	5	1	5	4	4	23
66	4	4	4	4	4	4	24
67	1	2	2	1	1	1	8
68	3	4	5	5	4	5	26
69	4	4	5	5	5	4	27
70	4	4	5	4	5	4	26
71	4	4	5	4	5	4	26
72	5	4	5	4	4	4	26
73	4	4	5	4	4	5	26
74	4	4	5	4	3	4	24
75	4	5	5	4	5	4	27
76	4	4	2	2	3	1	16
77	5	4	2	3	2	5	21
78	4	5	4	5	4	5	27
79	5	5	3	4	4	4	25
80	5	4	5	5	2	4	25
81	4	5	4	4	4	2	23

82	4	4	5	3	4	4	24
83	4	4	4	4	3	4	23
84	4	4	5	4	4	4	25
85	4	4	5	3	4	4	24
86	5	4	5	4	4	4	26
87	4	4	5	4	4	4	25
88	5	4	4	4	4	5	26
89	5	4	4	3	4	4	24
90	4	4	5	2	4	4	23
91	3	4	4	5	4	4	24
92	4	4	4	3	4	3	22
93	5	4	4	3	4	2	22
94	5	4	4	4	5	4	26
95	4	4	5	5	5	4	27
96	4	2	4	4	4	5	23
97	5	4	4	4	5	4	26
98	4	4	5	4	4	4	25
99	4	4	4	3	5	5	25
100	5	4	4	4	4	4	25
101	5	5	5	5	5	4	29
102	4	5	4	4	5	4	26
103	5	4	4	4	4	4	25
104	5	4	5	4	4	2	24
105	5	4	4	4	3	2	22
106	4	4	5	2	4	5	24
107	4	3	3	5	4	5	24
108	4	4	5	5	4	4	26
109	4	4	5	5	4	5	27
110	5	5	5	4	3	4	26
111	5	2	4	5	5	4	25
112	4	4	4	4	4	4	24
113	3	4	4	4	4	5	24
114	4	5	4	5	4	5	27
115	5	4	5	4	4	4	26
116	4	4	5	3	4	5	25
117	5	4	5	4	4	4	26
118	4	3	2	4	4	4	21
119	3	4	4	4	5	4	24
	485	487	459	458	475	476	

Lampiran 13

TABULASI DATA ANGKET JAWABAN RESPONDEN VARIABEL Y “KEPUASAN KERJA”

no	y.1	y.2	y.3	y.4	y.5	y.6	y.7	y.8	y.9	skor_t otal
1	5	5	5	3	4	4	5	5	3	39
2	5	5	5	4	4	4	4	3	4	38
3	3	3	5	5	5	4	4	3	3	35
4	4	5	5	3	2	4	4	4	4	35
5	4	3	3	4	4	5	5	4	3	35
6	4	4	4	4	3	4	4	2	4	33
7	5	5	5	5	5	5	5	5	5	45
8	5	4	4	4	4	5	5	4	5	40
9	3	3	3	5	5	4	4	4	4	35
10	4	5	3	4	5	4	4	4	2	35
11	5	5	5	5	5	5	5	5	5	45
12	5	5	5	5	3	4	5	5	5	42
13	3	3	4	4	4	4	5	4	4	35
14	4	4	4	4	4	4	4	5	5	38
15	5	4	4	5	5	4	5	4	5	41
16	2	2	1	4	4	2	2	4	1	22
17	3	5	5	3	5	5	5	3	5	39
18	1	2	2	2	2	2	2	2	2	17
19	5	4	4	4	4	4	4	4	4	37
20	3	2	4	3	3	4	2	3	4	28
21	3	3	5	5	5	5	5	5	3	39
22	5	5	5	5	5	5	5	5	5	45
23	5	5	5	4	5	3	3	3	3	36
24	4	4	4	5	5	3	4	3	4	36
25	4	4	3	3	4	5	5	4	4	36
26	4	3	4	5	4	5	5	5	4	39
27	5	5	5	4	5	4	5	4	4	41
28	3	4	4	4	4	4	5	4	4	36
29	5	5	4	4	4	5	5	4	4	40
30	2	5	4	4	5	4	3	4	4	35
31	3	3	3	5	3	5	3	3	3	31
32	4	2	4	4	2	4	4	4	4	32
33	2	4	4	2	4	2	4	4	2	28
34	2	4	2	3	4	3	4	4	4	30

35	2	4	4	2	4	4	2	2	4	28
36	4	4	2	4	2	1	4	2	4	27
37	2	3	3	2	4	2	4	2	4	26
38	4	3	3	2	2	3	2	4	4	27
39	2	2	4	2	4	2	2	2	4	24
40	2	4	4	4	2	2	2	2	2	24
41	2	2	4	4	4	3	4	4	2	29
42	2	2	4	4	4	4	4	4	2	30
43	2	2	4	2	2	4	3	2	2	23
44	2	3	2	2	4	2	2	3	2	22
45	1	2	2	4	2	4	2	4	3	24
46	1	4	4	2	4	4	4	4	3	30
47	1	2	2	4	3	3	4	3	3	25
48	1	4	2	4	2	3	3	2	4	25
49	2	3	3	2	4	4	4	2	2	26
50	2	3	3	2	4	3	3	2	2	24
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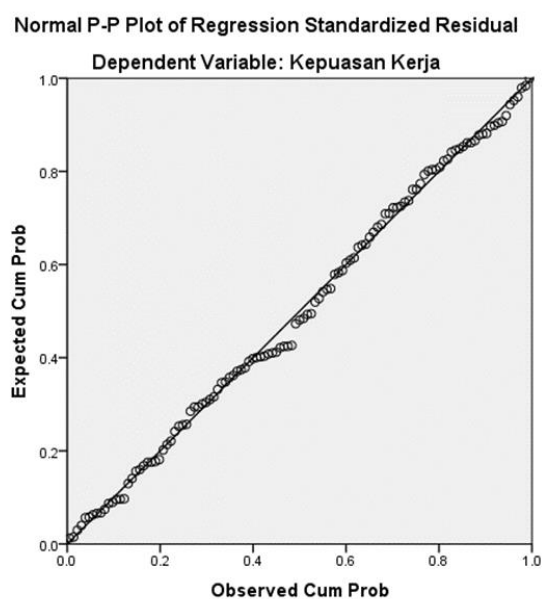
Lampiran 14

Hasil Uji Normalitas

Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		119
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.94210103
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.032
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		

Uji P-Plot



Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.598	2.260		6.018	.000		
	Disiplin	.607	.036	.868	16.746	.000	.758	1.319
	Budaya Organisasi	.723	.136	.440	5.307	.000	.672	1.489
	Lingkungan Kerja Non Fisik	.393	.165	.215	2.383	.019	.814	1.228

a. Dependent Variable: Kepuasan Kerja

Scatterplot
Dependent Variable: Kepuasan Kerja

This scatterplot displays the relationship between the Regression Studentized Residual (Y-axis) and the Regression Standardized Predicted Value (X-axis) for the dependent variable 'Kepuasan Kerja'. The Y-axis ranges from -2 to 4, and the X-axis ranges from -3 to 2. The data points are scattered around the zero line, indicating a normal distribution of residuals.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.875 ^a	.766	.760	2.980
a. Predictors: (Constant), Lingkungan Kerja Non Fisik, Disiplin, Budaya Organisasi				

DAFTAR RIWAYAT HIDUP

A. Identitas Diri

Nama	: Enda Beatrix Middlen Perangin-Angin
Tempat/Tanggal Lahir	: Binjai, 21 September 2000
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Nama Ayah	: D. Perangin-Angin
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Alamat Orang Tua	: Jln Penggalang No 6 Binjai
No. Hp Orang Tua	: 08126438194

B. Pendidikan Formal

2006-2012	: SD Santo Fransiskus Asisi Binjai
2012-2015	: SMP Negeri 7 Binjai
2015-2018	: SMA Negeri 1 Binjai
2018-2022	: Mahasiswa Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan

C. Kegiatan Intrakurikuler

1. Kuliah Kerja Usaha di Dinas Pendidikan Kota Binjai.
2. Kuliah Kerja Nyata di Kantor Kelurahan Jati Negara
3. Mengikuti kegiatan seminar yang dilaksanakan oleh Universitas Negeri Medan, terkhusus Fakultas Ekonomi.