

LAMPIRAN

A. Hasil Kuesioner melalui Google Form

Timestamp	Nama	Usia	Jenis Kelamin	Pendidikan Terakhir	Jabatan	Lama bekerja
2022/11/15 14:26:58	Yusrizal Mahendra	24 tahun	L	D3	Admin	1 tahun
2022/11/15 14:30:52	Dimas Wicaksono	28 tahun	L	S2	Director	4 tahun
2022/11/15 14:33:33	Emeraldo	27 tahun	L	S2	CEO	4 tahun
2022/11/15 14:35:45	Lindhu Pamungkas	23 tahun	L	SMA	Barista	1 tahun
2022/11/15 14:56:39	Beda Yonapresia	24 tahun	L	SMA	Admin	4 tahun
2022/11/15 15:38:17	Bayu Adiputra Pratama	22 tahun	L	SMA	Kitchen	4 tahun
2022/11/15 15:45:20	Yosafat Harimas Jayasumpena	21 tahun	L	SMK	Kitchen	1 tahun
2022/11/15 15:47:00	Priza Prasya	23 tahun	L	SMK	Cook	3 tahun
2022/11/15 15:48:35	Pradiptya	22 tahun	P	SMA	Barista	2 tahun
2022/11/15 15:50:04	Inez	21 tahun	P	SMA	Barista	1 tahun
2022/11/15 15:54:14	Stanislaud Damar Anggantanta	24 tahun	L	SMA	Cook	1 tahun
2022/11/15 15:55:40	Muamar Fatkhurrozi	24 tahun	L	SMA	Barista	1 tahun
2022/11/15 15:57:08	Nugroho	23 tahun	L	S1	Barista	2 tahun
2022/11/15 15:58:34	Yunita Anis	24 tahun	P	S1	Admin	2 tahun
2022/11/15 16:05:27	Arif Santoso	20 tahun	L	SMK	Waiters	2 tahun
2022/11/15 17:41:06	Anis Khairunnisa	19 tahun	P	SMK	Kasir	2 tahun
2022/11/15 17:42:35	Aprilia Sari	21 tahun	P	SMK	Kasir	2 tahun
2022/11/15 17:44:00	Bagas Saputra	20 tahun	L	SMK	Kitchen	2 tahun
2022/11/15 17:45:37	Andika Pratama	20 tahun	L	SMK	Kitchen	2 tahun
2022/11/15 17:50:16	Qhairunisa	23 tahun	P	SMK	Kitchen	3 tahun
2022/11/15 17:52:07	Eva Yuliana	24 tahun	P	D3	Admin	1 tahun
2022/11/15 17:53:19	Dimas Aditya	30 tahun	L	S1	Manajer	4 tahun
2022/11/15 17:54:40	Anggara Putra Jaya	25 tahun	L	SMK	Kitchen	3 tahun
2022/11/15 17:56:03	Slyvia Puspita	23 tahun	P	SMK	Kitchen	3 tahun
2022/11/15 17:57:50	Febby Putra Renaldi	24 tahun	L	SMK	Kitchen	4 tahun
2022/11/15 17:59:13	Kiki Aditya Pradana	20 tahun	L	SMK	Waiters	1 tahun
2022/11/15 18:00:52	Anggita Anggraeni Putri	19 tahun	P	SMK	Waiters	1 tahun
2022/11/15 18:02:23	Enchup Sutisna	25 tahun	L	SMA	Barista	3 tahun
2022/11/15 18:03:39	Rizal Efendi	19 tahun	L	SMA	Waiters	1 tahun
2022/11/15 18:04:55	Candra Putra	26 tahun	L	SMA	Barista	4 tahun
2022/11/15 18:08:32	Hayu Puspa Kurnia	24 tahun	P	SMA	Kasir	3 tahun
2022/11/15 18:10:43	Cita Putri Ayu Sari	23 tahun	P	SMA	Waiters	4 tahun
2022/11/15 23:46:02	Lukman Hakim	21 tahun	L	SMA	Waiters	2 tahun
2022/11/15 23:47:54	Maria Nathania	23 tahun	P	SMA	Kitchen	2 tahun
2022/11/15 23:49:50	Meti Susilowati	22 tahun	P	SMA	Waiters	2 tahun
2022/11/15 23:51:33	Fira Melina	21 tahun	P	SMA	Waiters	1 tahun
2022/11/15 23:53:10	Arif Prakoso	21 tahun	L	SMA	Waiters	1 tahun
2022/11/15 23:54:51	Suci Nadhia Wahyuni	22 tahun	P	SMA	Waiters	2 tahun
2022/11/15 23:57:35	Marcelina Utami	22 tahun	P	SMA	Waiters	2 tahun
2022/11/16 00:00:31	Hilma Hanifa	21 tahun	P	SMA	Barista	2 tahun
2022/11/16 00:02:28	Farel Dani Atmaja	23 tahun	L	SMA	Barista	2 tahun
2022/11/16 00:05:21	Salsabila Aurora Humaera	22 tahun	P	SMA	Barista	2 tahun
2022/11/16 00:07:16	Zidan Yanuar	22 tahun	L	SMA	Waiters	2 tahun
2022/11/16 00:09:53	Yoshe Ferina Darianti	22 tahun	P	SMA	Waiters	2 tahun
2022/11/16 00:13:39	Bayu Steven	22 tahun	L	SMA	Barista	2 tahun
2022/11/16 00:15:59	Indra Safa Aditya	23 tahun	L	SMA	Barista	2 tahun
2022/11/16 00:18:15	Akmal Fikri	21 tahun	L	SMA	Kitchen	1 tahun
2022/11/16 00:21:17	Egje Muhammad	23 tahun	L	SMA	Waiters	1 tahun
2022/11/16 00:23:10	Indah Permata Sari	23 tahun	P	SMA	Kasir	3 tahun
2022/11/16 00:24:38	Arif Syaputra	23 tahun	L	SMA	Waiters	2 tahun

1. saya merasa tertekan ketika melakukan kesalahan saat bekerja	2. saya mendapatkan reward selama 1 bulan penuh saat datang tepat waktu	3. atasan tidak memberikan bimbingan/arahan lebih lanjut ketika mengalami kesulitan dalam bekerja	4. atasan tidak pernah mengajak berbicara mengenai hal lain diluar pekerjaan	5. atasan tidak pernah mau menerima masukan apapun yang diberikan karyawan	6. Perintah atasan harus selalu dilaksanakan tanpa pengecualian	7. saya selalu mengikuti rapat evaluasi setiap bulan	8. saya mendapatkan perlakuan sama dengan karyawan lain	9. saya selalu mendapatkan bantuan dari atasan saat kesulitan dalam bekerja	10. Atasan sering mengawasi pada saat melakukan pekerjaan	11. saya melakukan pekerjaan sesuka hati saya tanpa memperdulikan pelanggan didempunya
TS	TS	S	TS	S	TS	TS	TS	TS	TS	S
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12. atasan saya selalu supportive memberikan kesempatan untuk berpendapat	13. saya selalu menyelesaikan pekerjaan sesuai apa yang saya kerjakan	14. saya sering menunda pekerjaan yang diberikan atasan	15. saya selalu memakai pakaian lengkap sesuai SOP yang diberikan atasan	16. saya datang lebih awal sebelum jam yang ditetapkan	17. saya memberikan pekerjaan saya ke karyawan lain	18. saya mengikuti semua aturan yang sudah ditetapkan oleh atasan	19. saya melakukan kesalahan tetapi saya tidak mau menerima sanksi yang telah dise pakati ?	20. saya meminta bantuan karyawan lain untuk menuliskan kehadiran tetapi saya sedang terlambat ?	21. saya memberi tahu atasan pada saat tidak masuk kerja ?	22. saya selalu datang tepat waktu saat bekerja ?
TS	TS	S	TS	TS	TS	TS	S	S	TS	TS
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TS	SS	STS	S	STS	S	STS	TS	STS	S	S
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B. Uji Validitas

Statistics

		Umur	JenisKelamin	Pendidikan	Jabatan	LamaBekerja
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0
Mean		1,8800	1,4000	1,2800	2,9800	2,1800
Median		2,0000	1,0000	1,0000	3,0000	2,0000
Mode		2,00	1,00	1,00	3,00	2,00
Std. Deviation		,77301	,49487	,75701	,79514	1,02400
Variance		,598	,245	,573	,632	1,049
Range		3,00	1,00	3,00	3,00	3,00
Maximum		4,00	2,00	4,00	4,00	4,00
Sum		94,00	70,00	64,00	149,00	109,00
Percentiles	10	1,0000	1,0000	1,0000	2,0000	1,0000
	20	1,0000	1,0000	1,0000	2,2000	1,0000
	25	1,0000	1,0000	1,0000	3,0000	1,0000
	30	1,3000	1,0000	1,0000	3,0000	2,0000
	40	2,0000	1,0000	1,0000	3,0000	2,0000
	50	2,0000	1,0000	1,0000	3,0000	2,0000
	60	2,0000	1,6000	1,0000	3,0000	2,0000
	70	2,0000	2,0000	1,0000	3,0000	2,7000
	75	2,0000	2,0000	1,0000	3,2500	3,0000
	80	2,0000	2,0000	1,0000	4,0000	3,0000
90	3,0000	2,0000	2,9000	4,0000	4,0000	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19-21 tahun	15	30,0	30,0	30,0
	22-24 tahun	29	58,0	58,0	88,0
	25-27 tahun	3	6,0	6,0	94,0
	28-30 tahun	3	6,0	6,0	100,0
	Total	50	100,0	100,0	

JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	30	60,0	60,0	60,0
Valid Perempuan	20	40,0	40,0	100,0
Total	50	100,0	100,0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA/SMK	43	86,0	86,0	86,0
D3	2	4,0	4,0	90,0
Valid S1	3	6,0	6,0	96,0
S2	2	4,0	4,0	100,0
Total	50	100,0	100,0	

Jabatan

	Frequency	Percent	Valid Percent	Cumulative Percent
CEO/CREATIVE/MANAJER	3	6,0	6,0	6,0
Valid ADMIN/KASIR	7	14,0	14,0	20,0
BARISTA/WAITERS/RND	28	56,0	56,0	76,0
COOK&KITCHEN	12	24,0	24,0	100,0
Total	50	100,0	100,0	

LamaBekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
1 TAHUN	14	28,0	28,0	28,0
2 TAHUN	21	42,0	42,0	70,0
Valid 3 TAHUN	7	14,0	14,0	84,0
4 TAHUN	8	16,0	16,0	100,0
Total	50	100,0	100,0	

Correlations

		X_1	X_2	X_3	X_4	X_5	X_6	Gaya Kepemimpinan
X_1	Pearson Correlation	1	,303*	,421**	,382**	,403**	,322*	,623**
	Sig. (2-tailed)		,032	,002	,006	,004	,023	,000
	N	50	50	50	50	50	50	50
X_2	Pearson Correlation	,303*	1	,593**	,587**	,603**	,648**	,826**
	Sig. (2-tailed)	,032		,000	,000	,000	,000	,000
	N	50	50	50	50	50	50	50
X_3	Pearson Correlation	,421**	,593**	1	,488**	,412**	,548**	,737**
	Sig. (2-tailed)	,002	,000		,000	,003	,000	,000
	N	50	50	50	50	50	50	50
X_4	Pearson Correlation	,382**	,587**	,488**	1	,422**	,493**	,739**
	Sig. (2-tailed)	,006	,000	,000		,002	,000	,000
	N	50	50	50	50	50	50	50
X_5	Pearson Correlation	,403**	,603**	,412**	,422**	1	,697**	,794**
	Sig. (2-tailed)	,004	,000	,003	,002		,000	,000
	N	50	50	50	50	50	50	50
X_6	Pearson Correlation	,322*	,648**	,548**	,493**	,697**	1	,820**
	Sig. (2-tailed)	,023	,000	,000	,000	,000		,000
	N	50	50	50	50	50	50	50
Gaya Kepemipina	Pearson Correlation	,623**	,826**	,737**	,739**	,794**	,820**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
n	N	50	50	50	50	50	50	50

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

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

Correlations

		Y_1	Y_2	Y_3	Y_4	Y_5	Y_6	Y_7	Y_8	Y_9	Y_10	Y_11	Y_12	Y_13	Y_14	Y_15	Y_16	Kedisi plinan Kerja
Y_1	Pearson Correlation	1	,210	,354*	,388**	,341*	,388**	,382**	,397**	,055	,255	,260	,339*	,388**	,379**	,111	,313*	,598**
	Sig. (2-tailed)		,144	,012	,005	,015	,005	,006	,004	,703	,074	,068	,016	,005	,007	,442	,027	,000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y_2	Pearson Correlation	,210	1	,251	,271	,366**	,083	,109	,099	,142	-,017	,286*	,010	,036	,052	,187	-,023	,332*
	Sig. (2-tailed)	,144		,079	,057	,009	,567	,451	,493	,325	,906	,044	,945	,805	,721	,194	,873	,019
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y_3	Pearson Correlation	,354*	,251	1	,427**	,109	,473**	,370**	,566**	,152	,487**	,019	,433**	,382**	,564**	,211	,549**	,684**

	Sig. (2-tailed)	,012	,079		,002	,451	,001	,008	,000	,291	,000	,895	,002	,006	,000	,142	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Y_4	Pearson Correlation	,388**	,271	,427**	1	,158	,257	,419**	,266	,225	,351*	,062	,189	,356*	,224	,270	,348*	,559**	
	Sig. (2-tailed)	,005	,057	,002		,274	,072	,002	,062	,116	,012	,671	,189	,011	,118	,057	,013	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,341*	,366**	,109	,158	1	,405**	,278	,123	,484**	,001	,949**	,346*	,257	,073	,531**	,044	,574**	
Y_5	Sig. (2-tailed)	,015	,009	,451	,274		,003	,051	,393	,000	,994	,000	,014	,072	,617	,000	,763	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,388**	,083	,473**	,257	,405**	1	,137	,598**	,277	,251	,323*	,923**	,058	,526**	,270	,298*	,664**	
Y_6	Sig. (2-tailed)	,005	,567	,001	,072	,003		,342	,000	,052	,078	,022	,000	,687	,000	,057	,036	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,382**	,109	,370**	,419**	,278	,137	1	,243	,391**	,374**	,194	,020	,935**	,160	,392**	,377**	,620**	
Y_7	Sig. (2-tailed)	,006	,451	,008	,002	,051	,342		,089	,005	,008	,177	,891	,000	,266	,005	,007	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,397**	,099	,566**	,266	,123	,598**	,243	1	,040	,499**	,030	,503**	,171	,955**	,030	,545**	,651**	
Y_8	Sig. (2-tailed)	,004	,493	,000	,062	,393	,000	,089		,784	,000	,836	,000	,235	,000	,836	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,055	,142	,152	,225	,484**	,277	,391**	,040	1	,223	,510**	,264	,381**	-,015	,948**	,222	,552**	
Y_9	Sig. (2-tailed)	,703	,325	,291	,116	,000	,052	,005	,784		,119	,000	,064	,006	,919	,000	,121	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,255	-,017	,487**	,351*	,001	,251	,374**	,499**	,223	1	,001	,286*	,351*	,517**	,212	,951**	,611**	
Y_10	Sig. (2-tailed)	,074	,906	,000	,012	,994	,078	,008	,000	,119		,994	,044	,012	,000	,139	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,260	,286*	,019	,062	,949**	,323*	,194	,030	,510**	,001	1	,365**	,218	,023	,505**	-,007	,494**	
Y_11	Sig. (2-tailed)	,068	,044	,895	,671	,000	,022	,177	,836	,000	,994		,009	,128	,872	,000	,959	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,339*	,010	,433**	,189	,346*	,923**	,020	,503**	,264	,286*	,365**	1	,031	,523**	,254	,280*	,608**	
Y_12	Sig. (2-tailed)	,016	,945	,002	,189	,014	,000	,891	,000	,064	,044	,009		,828	,000	,075	,049	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,388**	,036	,382**	,356*	,257	,058	,935**	,171	,381**	,351*	,218	,031	1	,173	,427**	,399**	,595**	
Y_13	Sig. (2-tailed)	,005	,805	,006	,011	,072	,687	,000	,235	,006	,012	,128	,828		,229	,002	,004	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,379**	,052	,564**	,224	,073	,526**	,160	,955**	-,015	,517**	,023	,523**	,173	1	,023	,562**	,615**	
Y_14	Sig. (2-tailed)	,007	,721	,000	,118	,617	,000	,266	,000	,919	,000	,872	,000	,229		,872	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,111	,187	,211	,270	,531**	,270	,392**	,030	,948**	,212	,505**	,254	,427**	,023	1	,260	,589**	
Y_15	Sig. (2-tailed)	,442	,194	,142	,057	,000	,057	,005	,836	,000	,139	,000	,075	,002	,872		,068	,000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	,313*	-,023	,549**	,348*	,044	,298*	,377**	,545**	,222	,951**	-,007	,280*	,399**	,562**	,260	1	,652**	
Y_16	Sig. (2-tailed)	,027	,873	,000	,013	,763	,036	,007	,000	,121	,000	,959	,049	,004	,000	,068		,000	

N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kedisiplinan Kerja	Pearson Correlation	,598**	,332*	,684**	,559**	,574**	,664**	,620**	,651**	,552**	,611**	,494**	,608**	,595**	,615**	,589**	,652**
	Sig. (2-tailed)	,000	,019	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

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

Correlations

		Gaya Kepemimpinan	Kedisiplinan Kerja
Gaya Kepemimpinan	Pearson Correlation	1	,349*
	Sig. (2-tailed)		,013
	N	50	50
Kedisiplinan Kerja	Pearson Correlation	,349*	1
	Sig. (2-tailed)	,013	
	N	50	50

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

C. Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	50	100,0
	Excluded ^a	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,793	24

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X_1	153,9200	208,851	,377	,789
X_2	153,8800	207,373	,443	,787
X_3	153,7400	209,176	,476	,788
X_4	153,8000	209,347	,366	,789
X_5	153,9800	205,938	,520	,785
X_6	153,8800	206,516	,526	,786
Gaya Kepemimpinan	135,8000	174,408	,513	,775
Y_1	154,0400	205,100	,513	,785
Y_2	153,9200	209,708	,272	,790
Y_3	154,0800	202,075	,649	,781
Y_4	153,9000	205,643	,512	,785
Y_5	153,9000	206,051	,489	,786
Y_6	153,9000	204,010	,603	,783
Y_7	153,9600	203,794	,581	,783
Y_8	153,8800	204,434	,553	,784
Y_9	153,9400	207,282	,443	,787
Y_10	153,8600	205,102	,548	,784
Y_11	153,9000	207,643	,425	,787
Y_12	153,8800	205,169	,573	,784
Y_13	153,9000	204,337	,585	,783
Y_14	153,8400	205,158	,549	,784
Y_15	153,9000	206,418	,496	,786
Y_16	153,8200	204,477	,592	,783
Kedisiplinan Kerja	100,4200	84,167	,853	,859

D. Uji Regresi Linear Sederhana

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan ^b		Enter

- a. Dependent Variable: Kedisiplinan Kerja
 b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,349 ^a	,122	,104	5,72699

- a. Predictors: (Constant), Gaya Kepemimpinan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	218,499	1	218,499	6,662	,013 ^b
	Residual	1574,321	48	32,798		
	Total	1792,820	49			

- a. Dependent Variable: Kedisiplinan Kerja
 b. Predictors: (Constant), Gaya Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	39,114	7,000		5,588	,000
	Gaya Kepemimpinan	,828	,321	,349	2,581	,013

- a. Dependent Variable: Kedisiplinan Kerja

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