

RELIABILITY

```

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE CORR COV
/SUMMARY=TOTAL.

```

Reliability

Notes

Output Created		12-NOV-2021 12:21:05
Comments		
Input	Active Dataset	DataSet0
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR COV /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.61

Scale: ALL VARIABLES

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

Based on

Standardized

Cronbach's Alpha	Items	N of Items
.884	.884	8

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.34	.688	50
X1.2	4.24	.771	50
X1.3	4.40	.782	50
X1.4	4.20	.700	50
X1.5	4.08	.804	50
X1.6	3.92	.853	50
X1.7	3.96	.880	50
X1.8	3.92	.966	50

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
X1.1	1.000	.766	.462	.237	.208	.256	.259	.226
X1.2	.766	1.000	.582	.439	.429	.464	.315	.273
X1.3	.462	.582	1.000	.634	.564	.355	.380	.340
X1.4	.237	.439	.634	1.000	.805	.608	.444	.387
X1.5	.208	.429	.564	.805	1.000	.783	.553	.560
X1.6	.256	.464	.355	.608	.783	1.000	.702	.686
X1.7	.259	.315	.380	.444	.553	.702	1.000	.909
X1.8	.226	.273	.340	.387	.560	.686	.909	1.000

Inter-Item Covariance Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
X1.1	.474	.407	.249	.114	.115	.150	.157	.150
X1.2	.407	.594	.351	.237	.266	.305	.214	.203
X1.3	.249	.351	.612	.347	.355	.237	.261	.257
X1.4	.114	.237	.347	.490	.453	.363	.273	.261
X1.5	.115	.266	.355	.453	.647	.537	.391	.435
X1.6	.150	.305	.237	.363	.537	.728	.527	.565
X1.7	.157	.214	.261	.273	.391	.527	.774	.772
X1.8	.150	.203	.257	.261	.435	.565	.772	.932

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.72	20.002	.436	.626	.888
X1.2	28.82	18.600	.596	.718	.875
X1.3	28.66	18.433	.612	.598	.873
X1.4	28.86	18.572	.679	.715	.868
X1.5	28.98	17.408	.761	.810	.858
X1.6	29.14	17.062	.762	.777	.857
X1.7	29.10	17.194	.712	.851	.863
X1.8	29.14	16.939	.665	.845	.869

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.06	23.160	4.812	8

RELIABILITY

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE CORR COV
/SUMMARY=TOTAL.

```

Reliability

Notes		
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Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR COV /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.04

Scale: ALL VARIABLES

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
Based on
Standardized

Cronbach's Alpha	Items	N of Items
.920	.920	8

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.54	.503	50
X2.2	4.48	.580	50
X2.3	4.36	.631	50
X2.4	4.24	.716	50
X2.5	4.02	.915	50
X2.6	4.04	.947	50
X2.7	3.96	.947	50
X2.8	3.86	.948	50

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
X2.1	1.000	.632	.532	.426	.331	.125	.132	.119
X2.2	.632	1.000	.689	.651	.597	.448	.445	.422
X2.3	.532	.689	1.000	.798	.800	.624	.537	.529
X2.4	.426	.651	.798	1.000	.896	.708	.617	.592
X2.5	.331	.597	.800	.896	1.000	.848	.708	.686
X2.6	.125	.448	.624	.708	.848	1.000	.844	.825
X2.7	.132	.445	.537	.617	.708	.844	1.000	.926
X2.8	.119	.422	.529	.592	.686	.825	.926	1.000

Inter-Item Covariance Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
X2.1	.253	.184	.169	.153	.152	.060	.063	.057
X2.2	.184	.336	.252	.270	.317	.246	.244	.232
X2.3	.169	.252	.398	.361	.462	.373	.321	.317
X2.4	.153	.270	.361	.513	.587	.480	.418	.402
X2.5	.152	.317	.462	.587	.836	.734	.613	.595
X2.6	.060	.246	.373	.480	.734	.896	.757	.740
X2.7	.063	.244	.321	.418	.613	.757	.896	.831
X2.8	.057	.232	.317	.402	.595	.740	.831	.898

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	28.96	23.876	.341	.497	.933
X2.2	29.02	21.979	.642	.612	.918
X2.3	29.14	20.898	.781	.743	.908
X2.4	29.26	19.951	.835	.837	.903
X2.5	29.48	18.051	.890	.906	.896
X2.6	29.46	18.131	.841	.860	.901
X2.7	29.54	18.417	.799	.880	.905
X2.8	29.64	18.562	.777	.865	.907

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.50	25.806	5.080	8

RELIABILITY

```

/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE CORR COV
/SUMMARY=TOTAL.

```

Reliability**Notes**

Output Created		12-NOV-2021 12:48:21
Comments		
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	Split File	<none>
	N of Rows in Working Data File	50
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE CORR COV /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.06

Scale: ALL VARIABLES**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

Based on

Standardized

Cronbach's Alpha	Items	N of Items
.908	.908	8

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.20	.857	50
Y1.2	4.36	.749	50
Y1.3	4.38	.780	50
Y1.4	4.32	.844	50
Y1.5	4.18	.800	50
Y1.6	4.18	.720	50
Y1.7	4.14	.783	50
Y1.8	4.18	.774	50

Inter-Item Correlation Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8
Y1.1	1.000	.775	.709	.615	.482	.503	.566	.498
Y1.2	.775	1.000	.774	.589	.366	.331	.365	.343
Y1.3	.709	.774	1.000	.773	.575	.458	.480	.391
Y1.4	.615	.589	.773	1.000	.759	.542	.456	.410
Y1.5	.482	.366	.575	.759	1.000	.687	.448	.375
Y1.6	.503	.331	.458	.542	.687	1.000	.643	.600
Y1.7	.566	.365	.480	.456	.448	.643	1.000	.934
Y1.8	.498	.343	.391	.410	.375	.600	.934	1.000

Inter-Item Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8
Y1.1	.735	.498	.473	.445	.331	.310	.380	.331
Y1.2	.498	.562	.452	.372	.220	.179	.214	.199
Y1.3	.473	.452	.608	.509	.359	.257	.293	.236
Y1.4	.445	.372	.509	.712	.513	.329	.301	.268
Y1.5	.331	.220	.359	.513	.640	.396	.280	.232
Y1.6	.310	.179	.257	.329	.396	.518	.362	.334
Y1.7	.380	.214	.293	.301	.280	.362	.613	.566
Y1.8	.331	.199	.236	.268	.232	.334	.566	.600

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	29.74	17.992	.761	.716	.891
Y1.2	29.58	19.432	.646	.749	.901
Y1.3	29.56	18.496	.769	.782	.890
Y1.4	29.62	18.077	.763	.758	.891
Y1.5	29.76	18.962	.669	.707	.899
Y1.6	29.76	19.411	.683	.623	.898
Y1.7	29.80	18.857	.705	.906	.896
Y1.8	29.76	19.329	.636	.889	.902

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.94	24.262	4.926	8

NPar Tests

Notes

Output Created	12-NOV-2021 12:59:03	
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax	NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.09
	Number of Cases Allowed ^a	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.62741310
Most Extreme Differences	Absolute	.084
	Positive	.084
	Negative	-.074
Test Statistic		.084
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2
/SCATTERPLOT=(*SRESID ,*ZPRED)
/SAVE RESID.

```

Regression

Notes

Output Created		12-NOV-2021 13:52:18
Comments		
Input	Active Dataset	DataSet3
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax	REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /SAVE RESID.	
Resources	Processor Time	00:00:01.00
	Elapsed Time	00:00:01.38
	Memory Required	3184 bytes
	Additional Memory Required for Residual Plots	0 bytes
	Variables Created or Modified	RES_8 Unstandardized Residual

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan	33.9400	4.92600	50
Pemberian Kompensasi	33.0600	4.81200	50
Disiplin Keja	33.5000	5.08000	50

Correlations

		Kinerja Karyawan	Pemberian Kompensasi	Disiplin Keja
Pearson Correlation	Kinerja Karyawan	1.000	.935	.886
	Pemberian Kompensasi	.935	1.000	.884
	Disiplin Keja	.886	.884	1.000
Sig. (1-tailed)	Kinerja Karyawan	.	.000	.000
	Pemberian Kompensasi	.000	.	.000
	Disiplin Keja	.000	.000	.
N	Kinerja Karyawan	50	50	50
	Pemberian Kompensasi	50	50	50
	Disiplin Keja	50	50	50

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Keja, Pemberian Kompensasi ^b		Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.944 ^a	.891	.886	1.662

a. Predictors: (Constant), Disiplin Keja, Pemberian Kompensasi

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1059.045	2	529.522	191.774	.000 ^b
	Residual	129.775	47	2.761		
	Total	1188.820	49			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Keja, Pemberian Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Toleranc e VIF
1	(Constant)	1.592	1.669		.954	.345	
	Pemberian Kompensasi	.710	.105	.694	6.741	.000	.219 4.562
	Disiplin Keja	.265	.100	.273	2.652	.011	.219 4.562

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Pemberian Kompensasi	Disiplin Keja
1	1	2.984	1.000	.00	.00	.00
	2	.013	14.927	.99	.05	.07
	3	.002	34.837	.01	.95	.93

a. Dependent Variable: Kinerja Karyawan

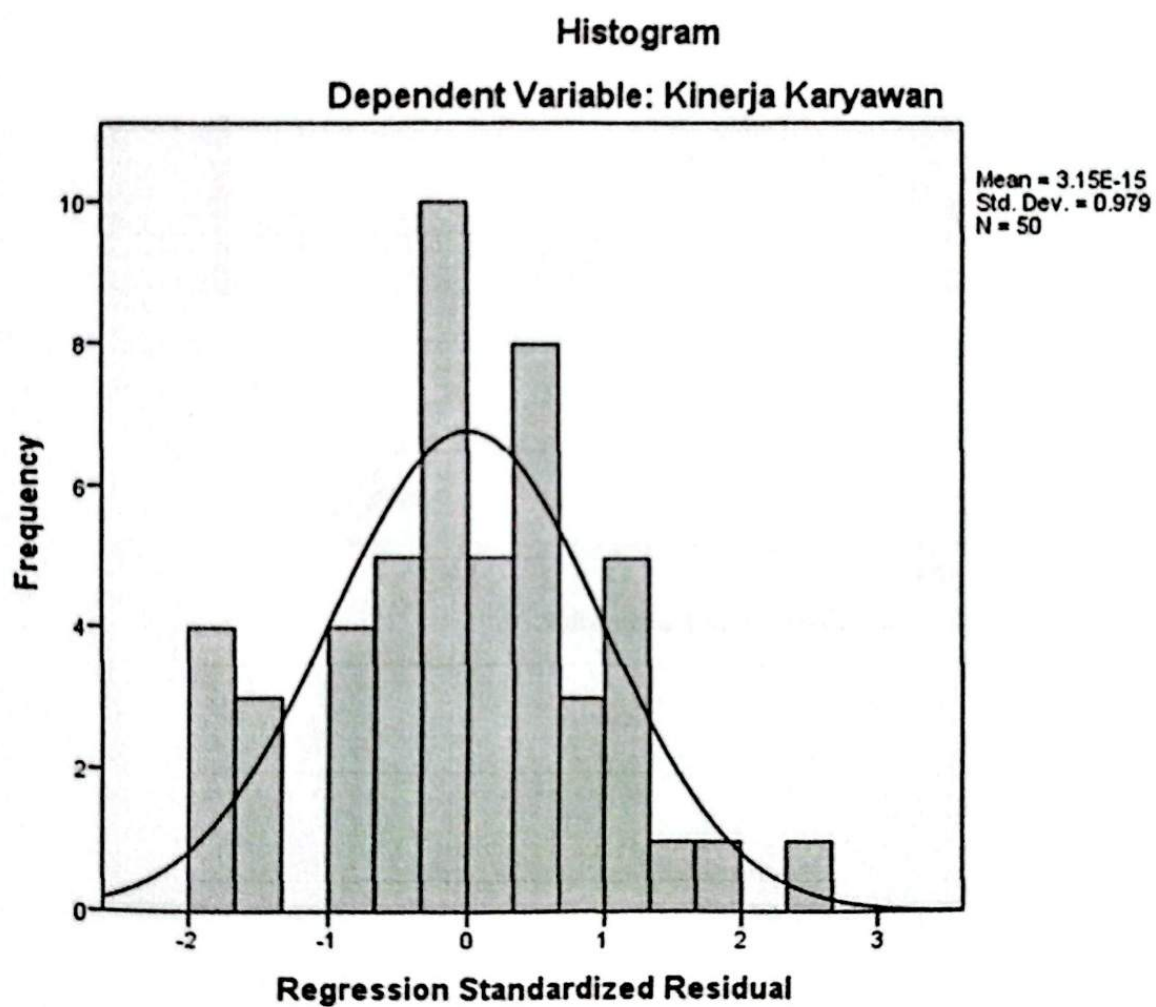
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	24.02	40.59	33.94	4.649	50
Std. Predicted Value	-2.135	1.430	.000	1.000	50
Standard Error of Predicted Value	.239	.679	.392	.109	50
Adjusted Predicted Value	24.02	40.76	33.95	4.645	50
Residual	-3.055	3.954	.000	1.627	50
Std. Residual	-1.838	2.379	.000	.979	50
Stud. Residual	-1.901	2.476	-.003	1.011	50
Deleted Residual	-3.326	4.280	-.012	1.733	50
Stud. Deleted Residual	-1.957	2.626	-.004	1.031	50
Mahal. Distance	.035	7.193	1.960	1.632	50

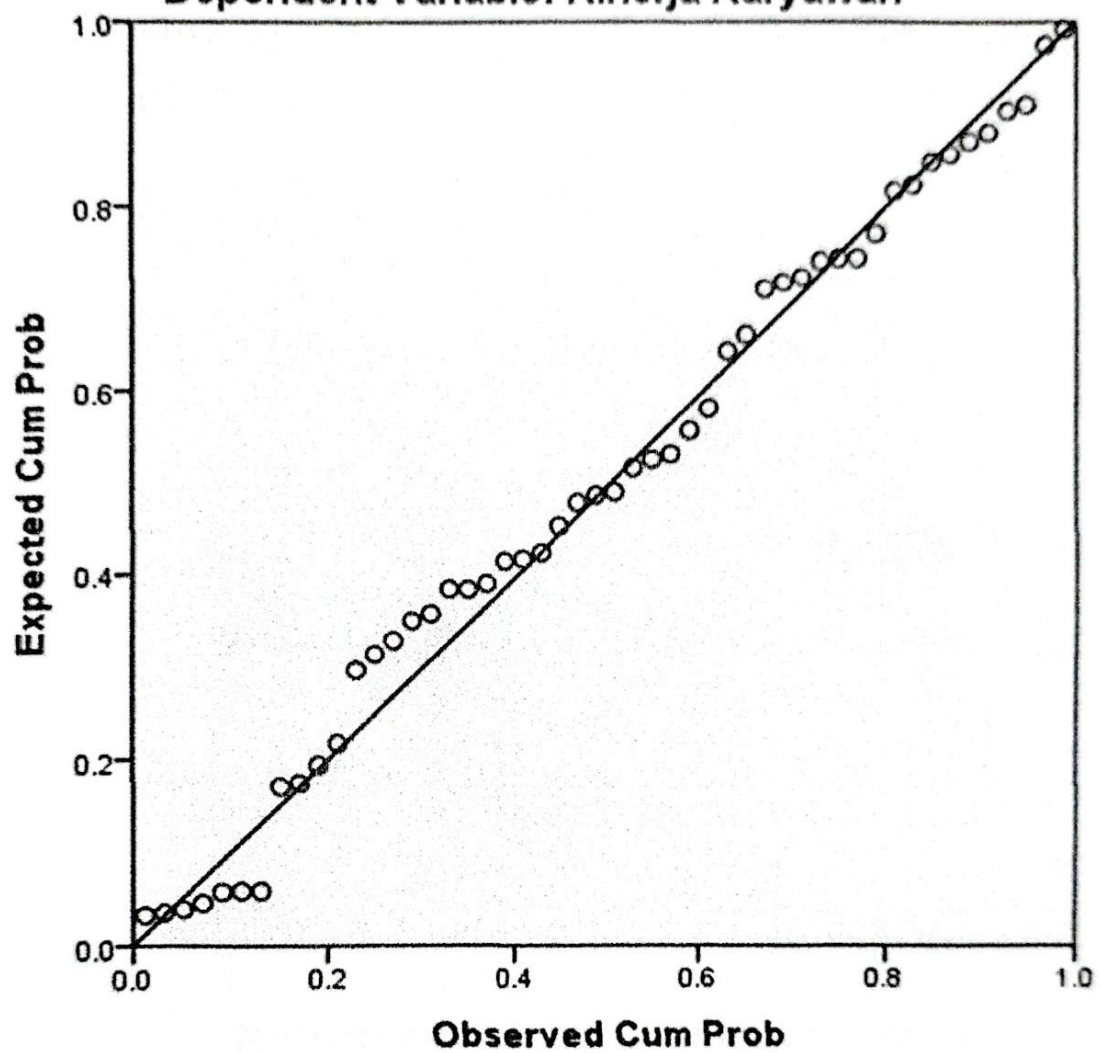
Cook's Distance	.000	.169	.022	.037	50
Centered Leverage Value	.001	.147	.040	.033	50

a. Dependent Variable: Kinerja Karyawan

Charts

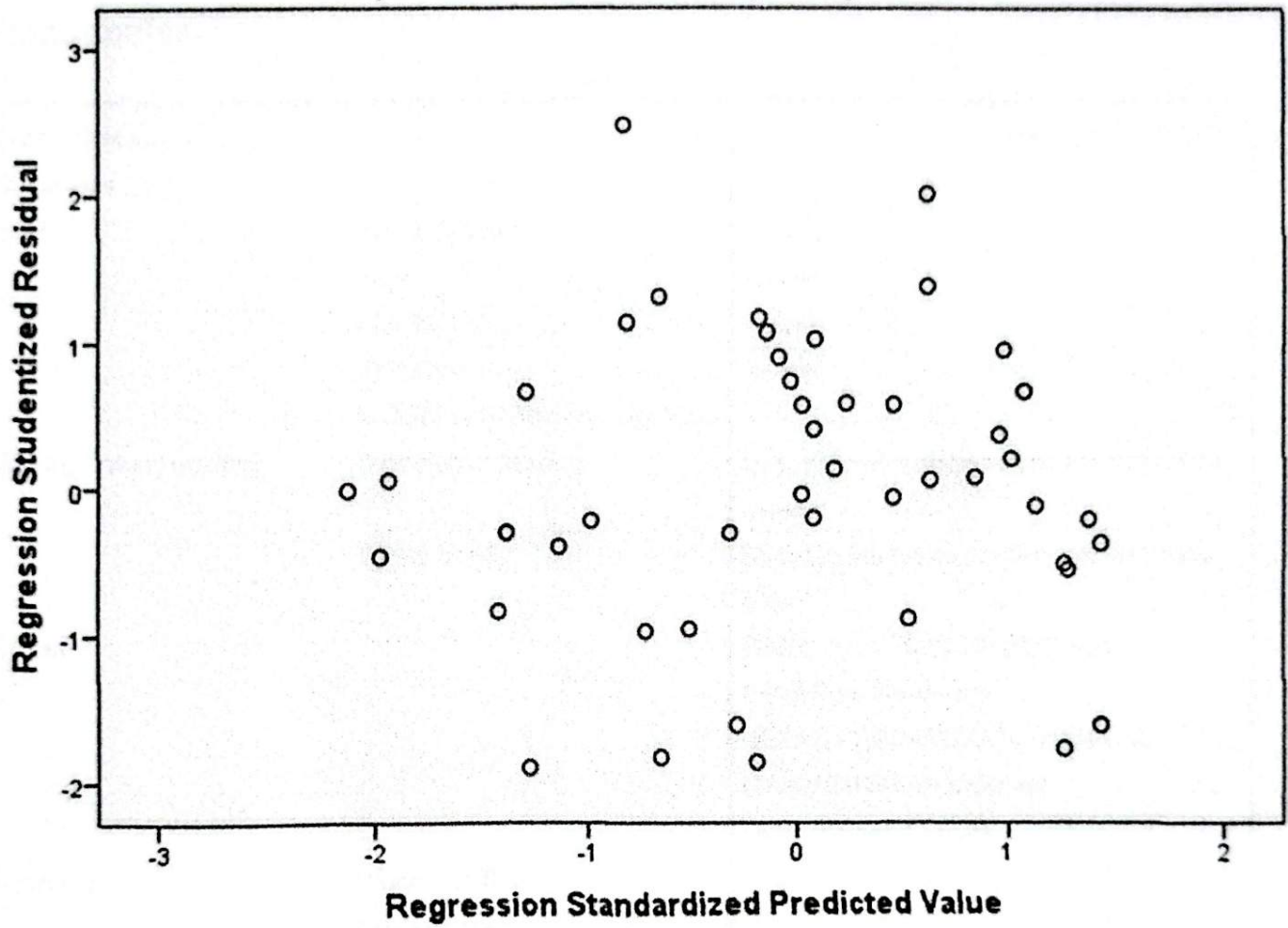


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja Karyawan



Scatterplot

Dependent Variable: Kinerja Karyawan



FREQUENCIES VARIABLES=JK Pendidikan Masa Kerja
 /STATISTICS=STDDEV MINIMUM MAXIMUM MEAN MEDIAN
 /ORDER=ANALYSIS.

Frequencies

Notes

Output Created		12-NOV-2021 13:27:47
Comments		
Input	Active Dataset	DataSet10
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=JK Pendidikan MasaKerja /STATISTICS=STDDEV MINIMUM MAXIMUM MEAN MEDIAN /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.10

		Jenis Kelamin	Pendidikan	Masa Kerja
N	Valid	50	50	50
	Missing	0	0	0
Mean		1.700	2.840	3.680
Median		2.000	3.000	4.000
Std. Deviation		0.463	0.468	0.913
Minimum		1.000	1.000	1.000
Maximum		2.000	3.000	5.000

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	15	30.0	30.0	30.0
	Perempuan	35	70.0	70.0	100.0
	Total	50	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	2	4.0	4.0	4.0
	S1	4	8.0	8.0	12.0
	SMA	44	88.0	88.0	100.0
	Total	50	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	6.0	6.0	6.0
	2	4	8.0	8.0	14.0
	3	1	2.0	2.0	16.0
	4	40	80.0	80.0	96.0
	9	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

DESCRIPTIVES VARIABLES=X1 X2 Y
/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Notes

Output Created	12-NOV-2021 13:41:09	
Comments		
Input	Active Dataset	DataSet3
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	50
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax	DESCRIPTIVES VARIABLES=X1 X2 Y /STATISTICS=MEAN STDDEV MIN MAX.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Pemberian Kompensasi	50	23.00	40.00	33.0600	4.81200
Disiplin Keja	50	21.00	40.00	33.5000	5.08000
Kinerja Karyawan	50	24.00	40.00	33.9400	4.92600
Valid N (listwise)	50				

LEMBAR PERSETUJUAN MENJADI RESPONDEN

Saya adalah Ika Maya Sari Nainggolan NPM: 2029084055 adalah Mahasiswa Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Tjut Nyak Dhien Medan. Saat ini sedang melakukan penelitian tentang **Pengaruh Pemberian Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan pada Matahari *Departement Store* Medan**".

Adapun tujuan penelitian ini adalah melihat Kompensasi dan Disiplin kerja karyawan serta pencapaian kinerja khususnya pada Matahari *Departement Store* Medan

Penelitian ini mungkin tidak secara langsung bermanfaat kepada Saudara, namun berdasarkan informasi yang Saudara berikan diharapkan dapat menjadi masukan bagi Matahari *Departement Store* Medan untuk keperluan tersebut anda mohon kesediaan Saudara untuk menjadi responden dalam penelitian ini. Saya berharap kesediaan Saudara dan menandatangani lembar persetujuan ini dengan sukarela.

Partisipasi Saudara dalam penelitian ini bersifat sukarela sehingga Saudara bebas mengundurkan diri setiap saat tanpa sanksi apapun. Semua informasi yang diberikan akan dirahasiakan dan hanya digunakan dalam penelitian ini. Atas partisipasi yang telah Saudara berikan saya mengucapkan terima kasih.

Tanggal :

Tanda Tangan :

KUISIONER PENELITIAN

PENGARUH PEMBERIAN KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA MATAHARI DEPARTEMENT STORE MEDAN

A. Data Responden

No. Responden : (Diisi oleh peneliti)
Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan
Pendidikan : ☐ SMA/SMK ☐ D3 ☐ S1 ☐ S2
Lama Kerja : ☐ < 10 thn ☐ 11-20 thn ☐ > 21 thn

C. Petunjuk Pengisian

Berikanlah penilaian dengan memberi tanda *checklist* (✓) atau *Crosschek* (X) pada kolom yang telah disediakan pada daftar pernyataan yang tertera di bawah ini

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

D. Pertanyaan Penelitian

1. Pemberian Kompensasi

No	Pernyataan	SS	S	KS	TS	STS
1	Gaji yang diterima karyawan Matahari <i>Departement Store</i> mampu memenuhi kebutuhan hidup					
2	Gaji yang diterima karyawan Matahari <i>Departement Store</i> sesuai dengan beban pekerjaan yang diberi					
3	Insentif yang diterima karyawan Matahari <i>Departement Store</i> dibagikan secara merata					
4	Insentif ditentukan oleh seberapa besar pencapaian dari suatu target perusahaan					
5	Tunjangan yang diterima karyawan Matahari <i>Departement Store</i> memenuhi rasa keadilan					
6	Tunjangan yang diterima karyawan Matahari <i>Departement Store</i> memacu semangat kerja					
7	Fasilitas yang diterima karyawan Matahari <i>Departement Store</i> sangat membantu karyawan dalam bekerja					
8	Kelengkapan fasilitas tempat bekerja seperti kantin dan Musholla dapat membuat karyawan merasa nyaman					

2. Disiplin Kerja

No	Pernyataan	SS	S	KS	TS	STS
1	Karyawan Matahari <i>Departement Store</i> taat terhadap peraturan waktu masuk dan keluar kerja					
2	Karyawan Matahari <i>Departement Store</i> taat terhadap peraturan waktu dalam menyelesaikan pekerjaan yang diberikan					
3	Karyawan Matahari <i>Departement Store</i> taat terhadap peraturan yang berlaku di perusahaan					
4	Karyawan Matahari <i>Departement Store</i> taat terhadap peraturan perusahaan dalam mengikuti jadwal kerja yang telah ditentukan					
5	Karyawan Matahari <i>Departement Store</i> taat dan sangat memperhatikan aturan perilaku yang berlaku					
6	Karyawan Matahari <i>Departement Store</i> taat dalam bersikap dan berbicara dengan baik terutama saat melayani customer					
7	Karyawan Matahari <i>Departement Store</i> taat terhadap peraturan lainnya di perusahaan yang bersifat mengikat					
8	Karyawan Matahari <i>Departement Store</i> patuh dalam mengikuti intruksi kerja yang ditetapkan					

3. Kinerja Karyawan

No	Pernyataan	SS	S	KS	TS	STS
1	Karyawan Matahari <i>Departement Store</i> memiliki prestasi kerja yang baik					
2	Prestasi kerja karyawan sebaiknya harus diapresiasi oleh pimpinan perusahaan					
3	Pencapaian target kerja karyawan Matahari <i>Departement Store</i> bergantung pada kegiatan ketentuan pimpinan					
4	Kerja sama team yang baik akan menghasilkan pencapaian target yang maksimal					
5	Ketrampilan yang dimiliki karyawan Matahari <i>Departement Store</i> sangat mendukung penyelesaian tugas					
6	Upaya untuk meningkatkan keterampilan karyawan Matahari <i>Departement Store</i> adalah dengan mengadakan pelatihan/kursus					
7	Inisiatif karyawan Matahari <i>Departement Store</i> dalam bekerja meskipun tidak diawasi					
8	Sikap peduli dan inisiatif harus dimiliki oleh setiap karyawan Matahari <i>Departement Store</i>					

----- Terima Kasih -----

MATAHARI DEPARTEMENT STORE MEDAN[illegible]

40	5	4	5	4	4	4	4	4	34	4	4	4	4	4	5	5	5	35	4	5	5	5	5	4	4	4	36
41	4	5	5	5	5	4	4	4	36	4	4	4	4	4	5	5	5	35	5	5	5	4	4	4	4	4	35
42	4	4	5	4	4	3	4	3	31	4	4	4	4	4	4	3	3	30	3	3	4	4	4	4	4	4	30
43	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40	4	4	5	5	5	5	5	5	38
44	4	4	5	5	5	5	5	5	38	5	5	5	5	5	5	5	5	40	5	5	5	5	5	4	5	5	39
45	5	4	5	4	5	3	3	4	33	4	4	4	5	5	5	4	4	35	4	4	4	5	5	4	4	4	34
46	5	5	4	4	3	3	3	3	30	4	4	4	4	4	4	3	3	30	3	5	4	4	4	4	4	5	33
47	3	3	3	4	4	4	4	4	29	5	5	5	4	4	4	3	3	33	3	4	4	4	4	3	3	3	28
48	5	5	5	4	4	4	3	3	33	4	4	4	4	3	3	3	3	28	4	5	5	3	3	4	4	4	32
49	4	4	3	3	3	3	3	3	26	5	5	4	4	3	3	3	3	30	3	3	3	2	2	4	4	4	25
50	3	3	4	3	3	3	3	3	25	5	4	4	4	4	3	3	3	30	2	4	4	4	3	3	3	3	26