

Lampiran 1. Daftar Pertanyaan

DAFTAR PERTANYAAN

A. Identitas Responden

1. Pedoman Pengisian kuesioner

Beri tanda centang (√) pada kolom jawaban kuesioner yang dianggap paling benar menurut pendapat anda tentang “Pengaruh Kerja Sama Tim, Motivasi Kerja, dan Disiplin Kerja Terhadap Prestasi Kerja Karyawan pada PT. Indomarco Prismatama Cabang Palopo”.

2. Profil Responden

- a. Jenis kelamin : Laki-laki, Perempuan
- b. Usia : 21-25 Tahun, 26-30 Tahun
 31-35 Tahun, 36-40 Tahun
- c. Pendidikan terakhir : SMA, DIII, S1,
 S2

B. Kuesioner

Petunjuk :

Beri jawaban atas pernyataan-pernyataan dibawah ini dengan cara memberikan tanda (√) pada salah satu skor yang paling sesuai dengan Anda, dengan ketentuan:

- SS = Sangat Setuju (5)
- S = Setuju (4)
- N = Netral (3)
- TS = Tidak Setuju (2)
- STS = Sangat Tidak Setuju (1)

A. Kerja Sama Tim

No.	Pernyataan	SS	S	N	TS	STS
Kerja Sama						
1.	Pekerjaan diselesaikan dengan tanggung jawab yang dilakukan secara bersama-sama.					
2.	Saling memberikan kontribusi baik tenaga maupun pikiran.					
Kepercayaan						
3.	Setiap anggota tim, baik itu pimpinan maupun bawahan memegang prinsip kepercayaan.					
4.	Mampu menyelesaikan perkerjaan dengan baik yang telah dipercayakan.					
Kekompakan						
5.	Kerja tim yang dibangun merupakan komitmen bersama dalam mencapai tujuan yang akan dicapai.					
6.	Tidak adanya kerja secara individu agar terciptanya kekompakan.					

B. Motivasi

No.	Pernyataan	SS	S	N	TS	STS
Kebutuhan Fisiologis						
1.	Gaji yang diberikan telah mampu memenuhi kebutuhan hidup saya.					
Kebutuhan Keselamatan dan Keamanan						
2.	Lingkungan kerja anda aman dan nyaman.					
Kebutuhan Cinta dan Sosial						
3.	Hubungan dengan atasan Anda terjalin dengan baik dan harmonis.					
4.	Anda dan rekan kerja memiliki hubungan yang baik dan saling mendukung.					
Kebutuhan Harga Diri						
5.	Kinerja Anda dihargai oleh atasan baik secara kualitas maupun kuantitas.					
6.	Atasan akan memberikan pujian apabila Anda menyelesaikan tugas tepat waktu.					

C. Disiplin Kerja

No.	Pernyataan	SS	S	N	TS	STS
Mematuhi Peraturan						
1.	Anda selalu datang tepat waktu dalam bekerja.					
2.	Anda selalu bekerja sesuai dengan SOP yang telah ditetapkan.					
Penggunaan waktu secara efektif						
3.	Saya mampu menyelesaikan pekerjaan secara tepat waktu.					
4.	Anda tidak pernah menunda-nunda pekerjaan yang telah diberikan.					
Tanggung jawab						
5.	Anda selalu menjalankan tugas dan tanggung jawab dengan sungguh-sungguh sesuai jabatan Anda.					
Tingkat absensi						
6.	Anda tidak pernah absen dari pekerjaan Anda tanpa alasan.					

D. Prestasi Kerja

No	Pertanyaan	SS	S	N	TS	STS
Kualitas Kerja						
1.	Pekerjaan selalu diselesaikan oleh karyawan dengan tuntas dan memadai sehingga memiliki kualitas yang dapat diandalkan.					
2.	Karyawan berani mengambil keputusan dalam menghadapi masalah guna menyelesaikan masalah tersebut.					
Kuantitas Kerja						
3.	Karyawan berusaha menyelesaikan pekerjaan sesuai dengan kuantitas yang telah ditetapkan perusahaan.					
4.	Karyawan selalu menghasilkan volume pekerjaan yang sesuai dengan target yang ditetapkan perusahaan.					
Ketepatan Waktu						
5.	Karyawan selalu menyelesaikan tugas-tugas dengan tepat waktu dan mengutamakan prinsip efisiensi.					
6.	Karyawan tidak membuang-buang waktu dalam bekerja dengan kegiatan yang lama.					

No	Pertanyaan	SS	S	N	TS	STS
Pengetahuan Pekerjaan						
7.	Pengetahuan yang karyawan miliki sesuai dengan standar perusahaan.					
8.	Dengan keterampilan yang karyawan miliki, karyawan memiliki inisiatif dalam bekerja.					
Disiplin Kerja						
9.	Karyawan berusaha menyelesaikan pekerjaan sesuai standar yang telah ditetapkan perusahaan.					
10.	Karyawan taat dan patuh terhadap peraturan-peraturan yang berlaku dalam perusahaan.					

Lampiran 2. Tabulasi Data Responden

No	Jenis Kelamin	Usia	Pendidikan	Kerja Sama Tim (X1)							Motivasi Kerja (X2)						
				X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Σ	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Σ
1	1	2	1	4	4	4	3	4	5	24	5	5	5	5	4	3	27
2	2	2	2	3	4	4	4	3	4	22	4	4	4	5	3	4	24
3	1	2	1	3	3	3	2	3	4	18	3	4	4	3	3	4	21
4	1	2	1	3	3	3	2	2	2	15	3	4	3	3	2	3	18
5	1	1	1	3	4	3	3	3	4	20	4	4	4	4	3	4	23
6	1	1	1	3	2	2	3	4	4	18	3	3	3	2	2	2	15
7	1	1	1	2	3	3	3	3	3	17	3	3	2	2	2	3	15
8	1	1	1	3	4	2	3	3	4	19	4	3	4	3	3	3	20
9	1	1	1	4	4	4	3	4	4	23	5	5	5	5	3	3	26
10	1	1	1	3	3	2	2	3	4	17	3	3	3	3	2	3	17
11	1	1	1	4	4	2	3	4	3	20	4	3	4	3	2	3	19
12	1	3	3	4	3	4	4	4	3	22	3	4	4	4	5	4	24
13	1	2	3	3	4	4	3	3	3	20	3	3	2	2	3	3	16
14	1	2	1	4	4	3	3	4	4	22	4	4	4	4	3	4	23
15	2	2	1	4	4	2	2	4	4	20	5	4	4	4	3	4	24
16	1	1	1	3	3	3	2	4	4	19	3	3	2	2	2	2	14
17	2	1	3	3	3	4	3	3	2	18	3	3	2	2	3	3	16
18	2	1	3	5	4	5	5	5	5	29	5	5	5	5	5	4	29
19	1	2	1	3	3	4	3	4	5	22	4	5	4	4	3	3	23
20	2	1	1	3	3	3	2	3	4	18	3	4	2	2	2	2	15
21	1	1	1	4	5	4	4	4	4	25	5	5	5	5	4	3	27
22	1	1	1	5	5	3	3	5	5	26	5	5	5	4	3	3	25
23	1	1	1	5	5	4	4	5	5	28	5	5	5	5	4	4	28
24	1	4	3	4	5	4	4	4	4	25	5	5	5	4	4	4	27
25	1	3	3	5	5	5	5	5	5	30	5	5	5	5	5	5	30
26	1	4	1	5	3	3	3	5	5	24	4	4	4	5	3	3	23
27	1	3	1	3	5	4	4	4	5	25	5	5	5	4	3	4	26

No	Jenis Kelamin	Usia	Pendidikan	Kerja Sama Tim (X1)							Motivasi Kerja (X2)						
				X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Σ	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Σ
28	1	2	1	5	5	3	3	5	5	26	5	5	5	5	4	4	28
29	1	1	3	5	5	4	4	5	5	28	5	4	4	5	4	4	26
30	1	1	1	3	3	2	2	4	2	16	3	3	2	2	2	2	14
31	1	1	1	4	4	2	2	4	3	19	3	3	2	2	2	2	14
32	1	2	3	5	5	4	5	5	5	29	5	5	5	4	5	5	29
33	1	2	1	5	5	2	3	4	3	22	5	3	4	4	2	4	22
34	1	4	3	5	4	4	4	4	4	25	4	4	4	5	4	5	26
35	1	4	3	4	4	5	4	4	5	26	4	5	4	4	4	4	25
36	1	3	3	4	5	5	4	4	5	27	5	5	4	5	4	5	28
37	1	3	3	5	4	5	5	5	4	28	4	5	5	5	4	5	28
38	1	1	1	3	5	3	2	3	4	20	5	4	3	3	2	2	19
39	1	3	3	5	5	5	5	5	4	29	5	5	5	5	4	5	29
40	1	2	3	3	3	4	3	4	4	21	4	5	4	4	4	5	26
41	1	2	3	3	5	4	3	3	4	22	5	4	4	4	4	4	25
42	1	2	3	4	3	4	3	4	4	22	4	4	4	4	4	4	24
43	1	4	3	3	3	4	3	4	4	21	4	5	4	5	4	5	27
44	1	3	3	5	5	5	5	4	5	29	5	5	4	5	5	5	29
45	2	2	1	3	4	4	3	4	4	22	5	5	5	5	4	3	27
46	2	1	3	3	2	4	4	4	4	21	5	5	5	4	4	4	27
47	1	1	1	4	5	4	4	4	4	25	5	5	5	5	4	4	28
48	1	1	1	3	4	2	3	4	5	21	5	5	5	4	3	3	25
49	1	1	1	4	4	4	3	4	4	23	5	5	5	5	4	4	28
50	1	2	1	4	3	2	2	4	2	17	3	3	2	3	2	2	15
51	1	1	1	4	4	4	3	4	5	24	5	5	5	4	3	3	25
52	1	2	3	3	4	4	4	3	4	22	4	4	4	4	5	5	26
53	1	2	3	4	4	5	4	4	5	26	5	5	5	4	5	5	29
54	1	1	3	3	3	4	3	2	2	17	5	5	5	5	5	5	30

No	Jenis Kelamin	Usia	Pendidikan	Kerja Sama Tim (X1)							Motivasi Kerja (X2)						
				X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Σ	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Σ
55	2	1	3	3	4	5	4	4	4	24	4	3	4	5	5	4	25
56	1	2	3	3	2	3	4	4	4	20	3	3	3	4	4	4	21
57	2	1	3	2	3	4	4	3	3	19	4	4	4	5	5	4	26

No	Disiplin Kerja (X3)							Prestasi Kerja (Y)										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Σ	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Σ
1	5	4	3	4	5	4	25	5	4	4	5	4	3	5	4	5	5	44
2	4	4	3	4	4	3	22	4	4	3	4	4	3	3	3	4	4	36
3	4	3	2	3	4	3	19	4	3	3	4	3	3	4	3	4	4	35
4	4	3	2	2	2	3	16	4	3	3	3	2	3	4	3	3	4	32
5	4	4	2	3	4	3	20	4	4	3	4	3	4	4	3	4	4	37
6	3	3	2	2	3	3	16	3	3	3	3	2	2	3	4	4	3	30
7	3	3	2	2	4	3	17	3	4	3	3	3	2	3	3	3	3	30
8	3	4	2	3	4	3	19	3	4	3	4	3	2	4	3	4	3	33
9	5	4	3	3	5	4	24	5	4	5	4	4	3	4	5	4	5	43
10	2	3	2	3	4	3	17	3	3	3	4	3	3	4	3	4	3	33
11	3	4	3	2	4	4	20	3	4	4	3	3	2	3	4	3	3	32
12	4	4	4	3	3	4	22	4	4	4	3	3	3	3	4	3	4	35
13	4	3	3	3	3	3	19	3	3	3	3	4	3	3	3	3	3	31
14	4	4	3	3	3	4	21	4	4	4	4	2	4	4	4	4	4	38
15	3	3	3	3	4	4	20	3	3	4	4	3	4	4	4	4	3	36
16	3	3	2	2	3	3	16	3	3	3	3	2	2	3	4	4	4	31
17	3	3	3	2	2	3	16	3	3	3	3	3	3	3	3	3	4	31
18	5	5	4	5	4	4	27	5	5	4	5	4	5	4	4	5	5	46
19	5	4	3	4	4	3	23	5	4	4	5	3	2	3	4	5	5	40
20	3	3	2	2	3	3	16	3	3	3	3	2	2	3	3	4	4	30
21	4	4	2	2	3	3	18	4	4	3	3	2	2	3	4	4	4	33

No	Disiplin Kerja (X3)							Prestasi Kerja (Y)										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Σ	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Σ
22	4	4	4	4	4	5	25	4	4	5	5	3	3	3	5	5	4	41
23	5	5	4	4	4	5	27	5	5	5	5	3	4	3	5	5	5	45
24	4	4	4	4	3	4	23	4	4	4	4	3	4	4	4	4	4	39
25	5	5	5	5	4	5	29	5	5	5	5	4	5	3	5	5	5	47
26	4	4	4	4	4	5	25	4	4	5	5	3	3	3	5	5	4	41
27	4	4	2	3	4	3	20	4	4	3	4	2	2	3	4	4	4	34
28	3	3	3	3	4	4	20	3	3	4	4	3	3	4	4	4	4	36
29	4	4	5	5	4	5	27	4	4	5	5	4	3	3	5	5	4	42
30	2	3	2	2	3	3	15	3	3	3	3	2	2	3	4	3	3	29
31	2	3	3	2	2	4	16	3	3	4	3	2	3	3	4	3	3	31
32	4	5	5	5	4	5	28	4	5	5	5	4	5	4	5	5	4	46
33	3	4	3	2	3	5	20	3	4	4	3	2	4	3	4	3	3	33
34	4	4	4	4	3	5	24	4	4	4	4	3	3	4	4	4	4	38
35	4	3	3	4	3	3	20	4	3	3	4	4	3	4	4	4	4	37
36	5	4	4	5	4	4	26	5	4	4	5	4	4	3	4	5	5	43
37	5	5	5	4	4	5	28	5	5	5	4	4	4	4	5	4	5	45
38	4	3	2	3	3	3	18	4	3	3	4	2	2	3	3	4	4	32
39	5	5	5	4	4	5	28	5	5	5	4	4	4	5	5	4	5	46
40	4	3	4	3	3	3	20	4	3	4	3	4	3	3	4	3	4	35
41	4	3	3	4	4	3	21	4	3	3	4	4	5	4	3	4	4	38
42	4	3	4	4	4	4	23	4	3	4	4	4	3	4	4	4	4	38
43	4	3	4	4	3	3	21	4	3	4	4	3	3	4	3	3	4	35
44	5	4	4	5	4	5	27	5	5	4	5	5	4	4	4	5	5	46
45	4	4	2	2	3	3	18	4	3	3	3	3	3	3	3	3	4	32
46	4	4	5	5	4	5	27	4	4	4	4	5	3	3	4	4	4	39
47	5	5	4	4	4	5	27	5	5	5	4	4	4	4	5	4	5	45
48	4	4	3	3	3	4	21	3	4	4	5	4	2	4	4	5	3	38

No	Disiplin Kerja (X3)							Prestasi Kerja (Y)										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Σ	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Σ
49	5	5	4	4	4	5	27	5	5	4	5	4	3	5	4	5	5	45
50	4	4	4	4	4	5	25	3	3	4	3	2	2	3	4	3	3	30
51	5	5	3	4	4	3	24	5	4	4	5	4	3	5	4	5	5	44
52	3	3	4	4	3	4	21	4	4	3	4	4	3	3	3	4	3	35
53	5	4	5	4	4	5	27	5	4	4	5	5	4	5	4	5	5	46
54	4	3	3	3	4	4	21	4	4	3	4	4	3	3	3	4	4	36
55	4	4	4	3	3	4	22	4	3	3	4	4	4	4	3	4	4	37
56	2	4	4	3	3	4	20	4	3	3	3	3	4	4	3	3	4	34
57	4	5	4	3	4	4	24	4	4	3	4	4	5	4	3	4	4	39

Lampiran 3. Hasil Analisis Deskriptif dengan SPSS**Jenis Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	48	84.2	84.2	84.2
	Perempuan	9	15.8	15.8	100.0
	Total	57	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25 tahun	26	45.6	45.6	45.6
	26-30 tahun	19	33.3	33.3	78.9
	31-35 tahun	7	12.3	12.3	91.2
	36-40 tahun	5	8.8	8.8	100.0
	Total	57	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	31	54.4	54.4	54.4
	DIII	1	1.8	1.8	56.1
	S1	25	43.9	43.9	100.0
	Total	57	100.0	100.0	

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.5	3.5	3.5
	3	25	43.9	43.9	47.4
	4	17	29.8	29.8	77.2
	5	13	22.8	22.8	100.0
	Total	57	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.3	5.3	5.3
	3	17	29.8	29.8	35.1
	4	21	36.8	36.8	71.9
	5	16	28.1	28.1	100.0
	Total	57	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	17.5	17.5	17.5
	3	12	21.1	21.1	38.6
	4	26	45.6	45.6	84.2
	5	9	15.8	15.8	100.0
	Total	57	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	17.5	17.5	17.5
	3	24	42.1	42.1	59.6
	4	17	29.8	29.8	89.5
	5	6	10.5	10.5	100.0
	Total	57	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.5	3.5	3.5
	3	13	22.8	22.8	26.3
	4	32	56.1	56.1	82.5
	5	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.8	8.8	8.8
	3	7	12.3	12.3	21.1
	4	28	49.1	49.1	70.2
	5	17	29.8	29.8	100.0
	Total	57	100.0	100.0	

Kerja Sama Tim (X1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15	1	1.8	1.8	1.8
	16	1	1.8	1.8	3.5
	17	4	7.0	7.0	10.5
	18	4	7.0	7.0	17.5
	19	4	7.0	7.0	24.6
	20	6	10.5	10.5	35.1
	21	4	7.0	7.0	42.1
	22	9	15.8	15.8	57.9
	23	2	3.5	3.5	61.4
	24	4	7.0	7.0	68.4
	25	5	8.8	8.8	77.2
	26	4	7.0	7.0	84.2
	27	1	1.8	1.8	86.0
	28	3	5.3	5.3	91.2
	29	4	7.0	7.0	98.2
	30	1	1.8	1.8	100.0
	Total	57	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	24.6	24.6	24.6
	4	16	28.1	28.1	52.6
	5	27	47.4	47.4	100.0
	Total	57	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	24.6	24.6	24.6
	4	16	28.1	28.1	52.6
	5	27	47.4	47.4	100.0
	Total	57	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	14.0	14.0	14.0
	3	5	8.8	8.8	22.8
	4	23	40.4	40.4	63.2
	5	21	36.8	36.8	100.0
	Total	57	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	14.0	14.0	14.0
	3	7	12.3	12.3	26.3
	4	20	35.1	35.1	61.4
	5	22	38.6	38.6	100.0
	Total	57	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	21.1	21.1	21.1
	3	15	26.3	26.3	47.4
	4	20	35.1	35.1	82.5
	5	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	12.3	12.3	12.3
	3	16	28.1	28.1	40.4
	4	22	38.6	38.6	78.9
	5	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

Motivasi Kerja (X2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14	3	5.3	5.3	5.3
	15	4	7.0	7.0	12.3
	16	2	3.5	3.5	15.8
	17	1	1.8	1.8	17.5
	18	1	1.8	1.8	19.3
	19	2	3.5	3.5	22.8
	20	1	1.8	1.8	24.6
	21	2	3.5	3.5	28.1
	22	1	1.8	1.8	29.8
	23	4	7.0	7.0	36.8
	24	4	7.0	7.0	43.9
	25	6	10.5	10.5	54.4
	26	7	12.3	12.3	66.7
	27	6	10.5	10.5	77.2
	28	6	10.5	10.5	87.7
	29	5	8.8	8.8	96.5
	30	2	3.5	3.5	100.0
	Total	57	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.0	7.0	7.0
	3	11	19.3	19.3	26.3
	4	28	49.1	49.1	75.4
	5	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	36.8	36.8	36.8
	4	26	45.6	45.6	82.5
	5	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	24.6	24.6	24.6
	3	17	29.8	29.8	54.4
	4	19	33.3	33.3	87.7
	5	7	12.3	12.3	100.0
	Total	57	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	21.1	21.1	21.1
	3	18	31.6	31.6	52.6
	4	20	35.1	35.1	87.7
	5	7	12.3	12.3	100.0
	Total	57	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.3	5.3	5.3
	3	20	35.1	35.1	40.4
	4	32	56.1	56.1	96.5
	5	2	3.5	3.5	100.0
	Total	57	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	40.4	40.4	40.4
	4	18	31.6	31.6	71.9
	5	16	28.1	28.1	100.0
Total		57	100.0	100.0	

Disiplin Kerja (X3)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15	1	1.8	1.8	1.8
	16	6	10.5	10.5	12.3
	17	2	3.5	3.5	15.8
	18	3	5.3	5.3	21.1
	19	3	5.3	5.3	26.3
	20	9	15.8	15.8	42.1
	21	6	10.5	10.5	52.6
	22	3	5.3	5.3	57.9
	23	3	5.3	5.3	63.2
	24	4	7.0	7.0	70.2
	25	4	7.0	7.0	77.2
	26	1	1.8	1.8	78.9
	27	8	14.0	14.0	93.0
	28	3	5.3	5.3	98.2
	29	1	1.8	1.8	100.0
Total		57	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	28.1	28.1	28.1
	4	27	47.4	47.4	75.4
	5	14	24.6	24.6	100.0
Total		57	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	38.6	38.6	38.6
	4	26	45.6	45.6	84.2
	5	9	15.8	15.8	100.0
	Total	57	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	24	42.1	42.1	42.1
	4	23	40.4	40.4	82.5
	5	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	29.8	29.8	29.8
	4	25	43.9	43.9	73.7
	5	15	26.3	26.3	100.0
	Total	57	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	21.1	21.1	21.1
	3	19	33.3	33.3	54.4
	4	23	40.4	40.4	94.7
	5	3	5.3	5.3	100.0
	Total	57	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	22.8	22.8	22.8
	3	25	43.9	43.9	66.7
	4	14	24.6	24.6	91.2
	5	5	8.8	8.8	100.0
	Total	57	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	49.1	49.1	49.1
	4	24	42.1	42.1	91.2
	5	5	8.8	8.8	100.0
	Total	57	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	33.3	33.3	33.3
	4	28	49.1	49.1	82.5
	5	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	24.6	24.6	24.6
	4	28	49.1	49.1	73.7
	5	15	26.3	26.3	100.0
	Total	57	100.0	100.0	

Y10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	22.8	22.8	22.8
	4	30	52.6	52.6	75.4
	5	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

Prestasi Kerja (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	29	1	1.8	1.8	1.8
	30	4	7.0	7.0	8.8
	31	4	7.0	7.0	15.8
	32	4	7.0	7.0	22.8
	33	4	7.0	7.0	29.8
	34	2	3.5	3.5	33.3
	35	5	8.8	8.8	42.1
	36	4	7.0	7.0	49.1
	37	3	5.3	5.3	54.4
	38	5	8.8	8.8	63.2
	39	3	5.3	5.3	68.4
	40	1	1.8	1.8	70.2
	41	2	3.5	3.5	73.7
	42	1	1.8	1.8	75.4
	43	2	3.5	3.5	78.9
	44	2	3.5	3.5	82.5
	45	4	7.0	7.0	89.5
	46	5	8.8	8.8	98.2
	47	1	1.8	1.8	100.0
Total		57	100.0	100.0	

Lampiran 4. Hasil Uji Validitas Instrumen dengan SPSS

		Correlations						Kerja Sama Tim (X1)
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	
X1.1	Pearson Correlation	1	.562**	.249	.449**	.764**	.421**	.765**
	Sig. (2-tailed)		.000	.062	.000	.000	.001	.000
	N	57	57	57	57	57	57	57
X1.2	Pearson Correlation	.562**	1	.297*	.390**	.360**	.431**	.691**
	Sig. (2-tailed)	.000		.025	.003	.006	.001	.000
	N	57	57	57	57	57	57	57
X1.3	Pearson Correlation	.249	.297*	1	.742**	.232	.377**	.680**
	Sig. (2-tailed)	.062	.025		.000	.082	.004	.000
	N	57	57	57	57	57	57	57
X1.4	Pearson Correlation	.449**	.390**	.742**	1	.472**	.429**	.799**
	Sig. (2-tailed)	.000	.003	.000		.000	.001	.000
	N	57	57	57	57	57	57	57
X1.5	Pearson Correlation	.764**	.360**	.232	.472**	1	.577**	.748**
	Sig. (2-tailed)	.000	.006	.082	.000		.000	.000
	N	57	57	57	57	57	57	57
X1.6	Pearson Correlation	.421**	.431**	.377**	.429**	.577**	1	.730**
	Sig. (2-tailed)	.001	.001	.004	.001	.000		.000
	N	57	57	57	57	57	57	57
Kerja Sama Tim (X1)	Pearson Correlation	.765**	.691**	.680**	.799**	.748**	.730**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Motivasi Kerja (X2)
X2.1	Pearson Correlation	1	.737**	.830**	.711**	.480**	.437**	.814**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.000
	N	57	57	57	57	57	57	57
X2.2	Pearson Correlation	.737**	1	.809**	.690**	.565**	.505**	.836**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57
X2.3	Pearson Correlation	.830**	.809**	1	.807**	.619**	.574**	.910**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	57	57	57	57	57	57	57
X2.4	Pearson Correlation	.711**	.690**	.807**	1	.713**	.662**	.907**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	57	57	57	57	57	57	57
X2.5	Pearson Correlation	.480**	.565**	.619**	.713**	1	.773**	.827**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	57	57	57	57	57	57	57
X2.6	Pearson Correlation	.437**	.505**	.574**	.662**	.773**	1	.786**
	Sig. (2-tailed)	.001	.000	.000	.000	.000		.000
	N	57	57	57	57	57	57	57
Motivasi Kerja (X2)	Pearson Correlation	.814**	.836**	.910**	.907**	.827**	.786**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Disiplin Kerja (X3)
X3.1	Pearson Correlation	1	.615**	.460**	.633**	.478**	.366**	.758**
	Sig. (2-tailed)		.000	.000	.000	.000	.005	.000
	N	57	57	57	57	57	57	57
X3.2	Pearson Correlation	.615**	1	.545**	.499**	.433**	.592**	.773**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.000
	N	57	57	57	57	57	57	57
X3.3	Pearson Correlation	.460**	.545**	1	.748**	.249	.796**	.844**
	Sig. (2-tailed)	.000	.000		.000	.062	.000	.000
	N	57	57	57	57	57	57	57
X3.4	Pearson Correlation	.633**	.499**	.748**	1	.521**	.557**	.867**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	57	57	57	57	57	57	57
X3.5	Pearson Correlation	.478**	.433**	.249	.521**	1	.333*	.610**
	Sig. (2-tailed)	.000	.001	.062	.000		.011	.000
	N	57	57	57	57	57	57	57
X3.6	Pearson Correlation	.366**	.592**	.796**	.557**	.333*	1	.791**
	Sig. (2-tailed)	.005	.000	.000	.000	.011		.000
	N	57	57	57	57	57	57	57
Disiplin Kerja (X3)	Pearson Correlation	.758**	.773**	.844**	.867**	.610**	.791**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57

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

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7
Y1	Pearson Correlation	1	.640**	.480**	.645**	.553**	.474**	.420**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.001
	N	57	57	57	57	57	57	57
Y2	Pearson Correlation	.640**	1	.608**	.586**	.434**	.409**	.223
	Sig. (2-tailed)	.000		.000	.000	.001	.002	.095
	N	57	57	57	57	57	57	57
Y3	Pearson Correlation	.480**	.608**	1	.528**	.312*	.343**	.162
	Sig. (2-tailed)	.000	.000		.000	.018	.009	.230
	N	57	57	57	57	57	57	57
Y4	Pearson Correlation	.645**	.586**	.528**	1	.563**	.380**	.407**
	Sig. (2-tailed)	.000	.000	.000		.000	.004	.002
	N	57	57	57	57	57	57	57
Y5	Pearson Correlation	.553**	.434**	.312*	.563**	1	.478**	.408**
	Sig. (2-tailed)	.000	.001	.018	.000		.000	.002
	N	57	57	57	57	57	57	57
Y6	Pearson Correlation	.474**	.409**	.343**	.380**	.478**	1	.381**
	Sig. (2-tailed)	.000	.002	.009	.004	.000		.003
	N	57	57	57	57	57	57	57
Y7	Pearson Correlation	.420**	.223	.162	.407**	.408**	.381**	1
	Sig. (2-tailed)	.001	.095	.230	.002	.002	.003	
	N	57	57	57	57	57	57	57
Y8	Pearson Correlation	.407**	.574**	.888**	.427**	.167	.191	.054
	Sig. (2-tailed)	.002	.000	.000	.001	.214	.154	.693
	N	57	57	57	57	57	57	57
Y9	Pearson Correlation	.578**	.569**	.445**	.922**	.450**	.272*	.321*
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.041	.015
	N	57	57	57	57	57	57	57
Y10	Pearson Correlation	.916**	.554**	.461**	.580**	.467**	.426**	.411**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.001
	N	57	57	57	57	57	57	57
Prestasi Kerja (Y)	Pearson Correlation	.846**	.773**	.720**	.836**	.687**	.626**	.520**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57

Correlations

		Y8	Y9	Y10	Prestasi Kerja (Y)
Y1	Pearson Correlation	.407**	.578**	.916**	.846**
	Sig. (2-tailed)	.002	.000	.000	.000
	N	57	57	57	57
Y2	Pearson Correlation	.574**	.569**	.554**	.773**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	57	57	57	57
Y3	Pearson Correlation	.888**	.445**	.461**	.720**
	Sig. (2-tailed)	.000	.001	.000	.000
	N	57	57	57	57
Y4	Pearson Correlation	.427**	.922**	.580**	.836**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	57	57	57	57
Y5	Pearson Correlation	.167	.450**	.467**	.687**
	Sig. (2-tailed)	.214	.000	.000	.000
	N	57	57	57	57
Y6	Pearson Correlation	.191	.272*	.426**	.626**
	Sig. (2-tailed)	.154	.041	.001	.000
	N	57	57	57	57
Y7	Pearson Correlation	.054	.321*	.411**	.520**
	Sig. (2-tailed)	.693	.015	.001	.000
	N	57	57	57	57
Y8	Pearson Correlation	1	.465**	.409**	.625**
	Sig. (2-tailed)		.000	.002	.000
	N	57	57	57	57
Y9	Pearson Correlation	.465**	1	.572**	.770**
	Sig. (2-tailed)	.000		.000	.000
	N	57	57	57	57
Y10	Pearson Correlation	.409**	.572**	1	.798**
	Sig. (2-tailed)	.002	.000		.000
	N	57	57	57	57
Prestasi Kerja (Y)	Pearson Correlation	.625**	.770**	.798**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	57	57	57	57

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

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

Lampiran 5. Hasil Uji Reliabilitas Instrumen dengan SPSS

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded ^a	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.827	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	18.68	10.398	.643	.789
X1.2	18.53	10.789	.537	.811
X1.3	18.81	10.623	.505	.820
X1.4	19.07	10.031	.686	.779
X1.5	18.53	11.039	.642	.793
X1.6	18.40	10.531	.590	.800

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	57	100.0
	Excluded ^a	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.920	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	19.39	17.456	.742	.910
X2.2	19.39	17.277	.771	.907
X2.3	19.61	15.348	.860	.893
X2.4	19.63	15.201	.854	.894
X2.5	20.12	16.145	.739	.911
X2.6	19.93	16.959	.690	.917

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	57	100.0
	Excluded ^a	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.868	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	17.98	11.018	.638	.851
X3.2	18.09	11.510	.681	.845
X3.3	18.56	9.786	.741	.833
X3.4	18.51	9.754	.780	.824
X3.5	18.32	12.648	.489	.873
X3.6	18.02	10.910	.689	.842

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	57	100.0
	Excluded ^a	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.895	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	33.46	22.717	.799	.873
Y2	33.65	23.446	.711	.880
Y3	33.67	23.655	.643	.884
Y4	33.46	22.610	.785	.874
Y5	34.12	23.181	.587	.889
Y6	34.23	23.608	.507	.896
Y7	33.82	25.612	.423	.897
Y8	33.58	24.605	.535	.891
Y9	33.40	23.388	.706	.880
Y10	33.40	23.352	.743	.878

Lampiran 6. Hasil Uji Regresi Linier Berganda dengan SPSS

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja (X3), Motivasi Kerja (X2), Kerja Sama Tim (X1) ^b		Enter

a. Dependent Variable: Prestasi Kerja (Y)

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.931 ^a	.867	.859	2.016

a. Predictors: (Constant), Disiplin Kerja (X3), Motivasi Kerja (X2), Kerja Sama Tim (X1)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1398.484	3	466.161	114.695	.000 ^b
	Residual	215.411	53	4.064		
	Total	1613.895	56			

a. Dependent Variable: Prestasi Kerja (Y)



b. Predictors: (Constant), Disiplin Kerja (X3), Motivasi Kerja (X2), Kerja Sama Tim (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.893	1.661		4.753	.000
	Kerja Sama Tim (X1)	.276	.123	.197	2.241	.029
	Motivasi Kerja (X2)	.194	.094	.175	2.067	.044
	Disiplin Kerja (X3)	.857	.117	.625	7.296	.000

a. Dependent Variable: Prestasi Kerja (Y)

Lampiran 7. Surat Izin Penelitian

	<p>MAJELIS PENDIDIKAN TINGGI, PENELITIAN DAN PENGEMBANGAN UNIVERSITAS MUHAMMADIYAH PALOPO LEMBAGA PENELITIAN DAN PENGABDIAN KEPADA MASYARAKAT (LPPM) Lt. 2 Gedung MCC Universitas Muhammadiyah Palopo Jl. Jend. Sudirman Km. 03 Binturu, Kota Palopo (91959) – Telp/Fax: (0471) 327429</p>																		
<table border="0" style="width: 100%;"> <tr> <td style="width: 30%;">Nomor</td> <td style="width: 40%;">: 155/III.3.AU/LPPM/F/2023</td> <td style="width: 30%; text-align: right;">Palopo, 05 April 2023</td> </tr> <tr> <td>Lampiran</td> <td>: -</td> <td></td> </tr> <tr> <td>Perihal</td> <td>: Izin Penelitian</td> <td></td> </tr> </table>	Nomor	: 155/III.3.AU/LPPM/F/2023	Palopo, 05 April 2023	Lampiran	: -		Perihal	: Izin Penelitian											
Nomor	: 155/III.3.AU/LPPM/F/2023	Palopo, 05 April 2023																	
Lampiran	: -																		
Perihal	: Izin Penelitian																		
<p>Kepada Yth, Pimpinan PT. Indomarco Prismatama Cabang Palopo Di_ _____ Tempat</p>																			
<p>Assalamu'alaikum Wr. Wb.</p> <p>Dengan hormat, disampaikan bahwa mahasiswa tingkat akhir yang akan menyelesaikan Studi Strata satu (S.1) pada Universitas Muhammadiyah Palopo diwajibkan menyusun karya ilmiah (Skripsi) sebagai salah satu syarat penyelesaian studi. Oleh karena itu, mahasiswa yang bersangkutan akan melakukan penelitian untuk memperoleh data yang valid guna mendukung dan terlaksananya penyusunan Skripsi. Sehubungan dengan maksud tersebut, mohon kiranya diberikan izin melakukan meneliti, kepada:</p> <table border="0" style="width: 100%; margin-top: 10px;"> <tr> <td style="width: 30%;">Nama</td> <td style="width: 40%;">: Ariandi. S</td> <td style="width: 30%;"></td> </tr> <tr> <td>Stambuk/NIRM</td> <td>: 191120104</td> <td></td> </tr> <tr> <td>Jenis Kelamin</td> <td>: Laki-Laki</td> <td></td> </tr> <tr> <td>Jurusan/Program Studi</td> <td>: Manajemen</td> <td></td> </tr> <tr> <td>Alamat</td> <td>: -</td> <td></td> </tr> <tr> <td>No. Hp.</td> <td>: -</td> <td></td> </tr> </table> <p>Mohon kiranya Bapak/Ibu berkenan memberikan izin melakukan penelitian untuk penulisan Skripsi dengan judul “Pengaruh Kerja Sama Tim, Motivasi Kerja, dan Disiplin Kerja Terhadap Prestasi Kerja Karyawan pada PT. Indomarco Prismatama Cabang Palopo”.</p> <p>Demikian permohonan dari kami, atas kerjasama yang baik diucapkan terima kasih.</p> <p>Wassalamu'Alaikum Wr. Wb.</p>		Nama	: Ariandi. S		Stambuk/NIRM	: 191120104		Jenis Kelamin	: Laki-Laki		Jurusan/Program Studi	: Manajemen		Alamat	: -		No. Hp.	: -	
Nama	: Ariandi. S																		
Stambuk/NIRM	: 191120104																		
Jenis Kelamin	: Laki-Laki																		
Jurusan/Program Studi	: Manajemen																		
Alamat	: -																		
No. Hp.	: -																		
 <p>Ka.LPPM, Dr. Goso, S.E., MM., CP NIP. 09105912067610710</p>																			
<p>Tembusan:</p> <ul style="list-style-type: none"> - Dekan Bersangkutan - Peninggal 																			

Lampiran 8. Surat Keterangan Selesai Penelitian**SURAT KETERANGAN SELESAI PENELITIAN**

Yang bertanda tangan dibawah ini :

Nama : ABRI HAMZAH MAULANA

Jabatan : Manager

Alamat : Jln, Hartaco , kota palopo

Dengan ini menerangkan bahwa mahasiswa yang beridentitas :

Nama : ARIANDI S

NIM : 191120104

Fakultas : Ekonomi Dan Bisnis

Program Studi : Management

Universitas : Universitas Muhammadiyah Palopo

Alamat : Desa Lauwo , Kec ,Burau , Kab, Luwu Timur

Telah selesai melakukan penelitian di PT INDOAMARCO PRISMATAMA CABANG PALOPO ,yang berada di Desa Karang-karangan , Kecamatan Bua, Kabupaten Luwu ,selama 1 (satu) bulan, terhitung mulai tanggal 05 Mei 2023 S/D 5 Juni 2023 untuk memperoleh data dalam rangka penyusunan skripsi yang berjudul:

PENGARUH KERJA SAMA TEAM , MOTIVASI KERJA , DISIPLIN KERJA , TERHADAP PRESTASI KERJA KARYAWAN PADA PT INDOMARCO PRISMATAMA CABANG PALOPO

Demikian surat keterangan ini dibuat dan diberikan kepada yang bersangkutan untuk dipergunakan seperlunya.

Salam hormat,

A blue circular stamp of PT. INDOAMARCO PRISMATAMA PALOPO with a handwritten signature in black ink over it.

Abri Hamzah Maulana