

**PENGARUH DISIPLIN KERJA, STRES KERJA DAN LINGKUNGAN
KERJA TERHADAP KINERJA KARYAWAN SELAMA *WORK FORM*
HOME (WFH) PADA CV. PARAMITA KEDIRI**

Responden yang terhormat, kuisisioner ini merupakan bagaian dari penelitian yang sedang saya lakukan untuk menyelesaikan tugas akhir. Sehubungan dengan hal tersebut, saya membutuhkan bantuan dan partisipasi anda untuk mengisi kuisisioner ini. Semua informasi dari hasil kuisisioner ini bersifat rahasia dan hanya untuk kepentingan akademik. Tidak ada jawaban yang salah dalam menjawab kuisisioner ini. Atas kerjasama Bapak/Ibuk saya ucapkan terimakasih.

A. IDENTITAS RESPONDEN

Nama :

Jenis kelamin :

Usia :

B. PETUNJUK PENGISIAN

Pilihlah jawaban berikut sesuai dengan pendapat anda, dengan cara memberikan tanda (√) pada kolom yang tersedia. Adapun makna tanda tersebut adalah :

5 = Sangat setuju (SS)	4 = Setuju (S)	3 = Netral (N)	2 = Tidak setuju (TS)	1 = Sangat tidak setuju (STS)
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A. Disiplin Kerja (X₁)

NO	PERNYATAAN	SS	S	N	TS	STS
Ketepatan waktu hadir dalam bekerja						
1	Saya hadir dan pulang tepat waktu sesuai dengan ketentuan perusahaan					
2	Saya akan menghadiri semua kegiatan saat bekerja					
Ketaatan terhadap standar kerja						
3	Saya selalu menggunakan seragam dan atribut lengkap sesuai dengan peraturan perusahaan					
4	Saya mengembalikan alat ketempat semula setelah dipakai					
Kepatuhan terhadap peraturan						
5	Saya selalu berlaku ramah dengan pimpinan maupun rekan kerja.					
6	Saya selalu menaati peraturan yang diberikan perusahaan					
Tingkat kewaspadaan						
7	Saya bersedia menerima semua sanksi yang diberikan perusahaan					
8	Saya takut ketika melanggar sebuah aturan perusahaan					
Bekerja etis						
9	Saya bekerja secara giat untuk mencapai tujuan perusahaan					
10	Saya siap melakukan kerja lembur					

B. Stres Kerja (X₂)

NO	PERNYATAAN	SS	S	N	TS	STS
Perilaku pribadi						
1	Saya sering menemui kesulitan pada saat bekerja					
2	Saya sering membawa masalah rumah ke pekerjaan					
Dukungan sosial						
3	Saya membutuhkan dorongan dari keluarga/saudara untuk bekerja					
4	Saya perlu patner kerja yang cocok dengan pekerjaan saya					
Konflik peran						
5	Saya merasa job description yang diberikan tidak sesuai dengan posisi saya					
6	Saya kurang wawasan tentang pekerjaan saya					
Kondisi kerja						
7	Saya merasa fasilitas yang disediakan perusahaan belum memadai					
8	Saya belum paham SOP yang diterapkan perusahaan					
Beban kerja						
9	Saya diberikan target yang cukup tinggi					
10	Pekerjaan saya terlalu berat					

C. Lingkungan Kerja (X₃)

NO	PERNYATAAN	SS	S	N	TS	STS
Mewarnai						
1	Warna ruangan tempat saya bekerja merasa nyaman					
2	Warna perusahaan sesuai yang saya inginkan					
Kebersihan						
3	Tempat kerja saya selalu dijaga kebersihannya					
4	Perusahaan menjamin kebersihan					
Pertukaran Udara						
5	Suhu udara di tempat saya bekerja sudah baik					
6	Ruangan kerja saya memiliki ventilasi udara					
Penjelasan						
7	Penerangan/ pencahayaan di tempat kerja saya sudah baik					
8	Tidak ada satupun ruangan yang gelap					
Music						
9	Musik yang selalu diputar ditempat kerja saya membuat merasa tenang					
10	Musik menambah semangat pada saat bekerja					
Keamanan						
11	Saya merasa aman dalam bekerja di tempat kerja karyawan.					

12	Keamanan selalu patroli setiap saat					
Kebisingan						
13	Tempat kerja saya terhindar dari kebisingan aktivitas perusahaan					
14	Ruangan kerja saya memiliki kedap suara					

D. Kinerja Karyawan (Y)

NO	PERNYATAAN	SS	S	N	TS	STS
Kuantitas						
1	Saya dapat menyelesaikan semua tugas/pekerjaan tepat waktu					
2	Pekerjaan banyak selalu saya selesaikan dengan benar					
Kualitas						
3	Saya selalu meminimalisir kesalahan pada saat bekerja					
4	Saya akan meneliti pekerjaan yang sudah selesai					
Pelaksanaan tugas						
5	Saya mampu bekerja dengan baik tanpa pengawasan pimpinan.					
6	Saya dapat bekerja dalam tim dengan baik					
Tanggung jawab						
7	Saya datang ke kantor dengan tepat waktu.					
8	Saya pulang sesuai dengan jam kantor, kecuali karena lembur.					

X1

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X3

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Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	,584**	,485**	,542**	,439**	,488**	,444**	,321*	,549**	,464**	,765**
	Sig. (2-tailed)		,000	,000	,000	,001	,000	,001	,023	,000	,001	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P2	Pearson Correlation	,584**	1	,463**	,138	,119	,433**	,017	,146	,568**	,238	,537**
	Sig. (2-tailed)	,000		,001	,340	,411	,002	,909	,311	,000	,096	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P3	Pearson Correlation	,485**	,463**	1	,503**	,431**	,518**	,409**	,431**	,537**	,235	,731**
	Sig. (2-tailed)	,000	,001		,000	,002	,000	,003	,002	,000	,101	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P4	Pearson Correlation	,542**	,138	,503**	1	,559**	,587**	,634**	,290*	,211	,410**	,688**
	Sig. (2-tailed)	,000	,340	,000		,000	,000	,000	,041	,142	,003	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P5	Pearson Correlation	,439**	,119	,431**	,559**	1	,717**	,896**	,368**	,402**	,635**	,787**
	Sig. (2-tailed)	,001	,411	,002	,000		,000	,000	,008	,004	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P6	Pearson Correlation	,488**	,433**	,518**	,587**	,717**	1	,667**	,394**	,397**	,557**	,816**
	Sig. (2-tailed)	,000	,002	,000	,000	,000		,000	,005	,004	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P7	Pearson Correlation	,444**	,017	,409**	,634**	,896**	,667**	1	,333*	,335*	,685**	,761**
	Sig. (2-tailed)	,001	,909	,003	,000	,000	,000		,018	,017	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P8	Pearson Correlation	,321*	,146	,431**	,290*	,368**	,394**	,333*	1	,152	,077	,519**
	Sig. (2-tailed)	,023	,311	,002	,041	,008	,005	,018		,292	,596	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P9	Pearson Correlation	,549**	,568**	,537**	,211	,402**	,397**	,335*	,152	1	,590**	,690**
	Sig. (2-tailed)	,000	,000	,000	,142	,004	,004	,017	,292		,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P10	Pearson Correlation	,464**	,238	,235	,410**	,635**	,557**	,685**	,077	,590**	1	,685**
	Sig. (2-tailed)	,001	,096	,101	,003	,000	,000	,000	,596	,000		,000
	N	50	50	50	50	50	50	50	50	50	50	50
TOTAL	Pearson Correlation	,765**	,537**	,731**	,688**	,787**	,816**	,761**	,519**	,690**	,685**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	,349*	,270	,308*	,129	,226	,189	,066	,390**	,295*	,474**
	Sig. (2-tailed)		,013	,058	,030	,372	,115	,188	,651	,005	,038	,001
	N	50	50	50	50	50	50	50	50	50	50	50
P2	Pearson Correlation	,349*	1	,570**	,536**	,500**	,517**	,788**	,334*	,666**	,820**	,844**
	Sig. (2-tailed)	,013		,000	,000	,000	,000	,000	,018	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P3	Pearson Correlation	,270	,570**	1	,465**	,830**	,425**	,382**	,819**	,624**	,545**	,791**
	Sig. (2-tailed)	,058	,000		,001	,000	,002	,006	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P4	Pearson Correlation	,308*	,536**	,465**	1	,489**	,905**	,374**	,370**	,887**	,568**	,792**
	Sig. (2-tailed)	,030	,000	,001		,000	,000	,007	,008	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P5	Pearson Correlation	,129	,500**	,830**	,489**	1	,541**	,360*	,793**	,480**	,513**	,735**
	Sig. (2-tailed)	,372	,000	,000	,000		,000	,010	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P6	Pearson Correlation	,226	,517**	,425**	,905**	,541**	1	,315*	,293*	,846**	,454**	,735**
	Sig. (2-tailed)	,115	,000	,002	,000	,000		,026	,039	,000	,001	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P7	Pearson Correlation	,189	,788**	,382**	,374**	,360*	,315*	1	,429**	,352*	,882**	,697**
	Sig. (2-tailed)	,188	,000	,006	,007	,010	,026		,002	,012	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P8	Pearson Correlation	,066	,334*	,819**	,370**	,793**	,293*	,429**	1	,333*	,495**	,637**
	Sig. (2-tailed)	,651	,018	,000	,008	,000	,039	,002		,018	,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P9	Pearson Correlation	,390**	,666**	,624**	,887**	,480**	,846**	,352*	,333*	1	,516**	,829**
	Sig. (2-tailed)	,005	,000	,000	,000	,000	,000	,012	,018		,000	,000
	N	50	50	50	50	50	50	50	50	50	50	50
P10	Pearson Correlation	,295*	,820**	,545**	,568**	,513**	,454**	,882**	,495**	,516**	1	,834**
	Sig. (2-tailed)	,038	,000	,000	,000	,000	,001	,000	,000	,000		,000
	N	50	50	50	50	50	50	50	50	50	50	50
TOTAL	Pearson Correlation	,474**	,844**	,791**	,792**	,735**	,735**	,697**	,637**	,829**	,834**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	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

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	TOTAL
P1 Pearson Correlation	1	,227	,327*	,144	,621**	,254	,000	,187	,166	,694**	,036	-,190	,224	,178	,479**
Sig. (2-tailed)		,113	,020	,318	,000	,075	1,000	,193	,248	,000	,806	,187	,118	,215	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P2 Pearson Correlation	,227	1	,281*	,328*	,364**	,307*	,124	,043	,210	,028	,107	,089	,288*	,101	,404**
Sig. (2-tailed)	,113		,048	,020	,009	,030	,392	,768	,143	,849	,458	,540	,043	,486	,004
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P3 Pearson Correlation	,327*	,281*	1	,580**	,547**	,550**	,304*	,380**	,411**	,229	,085	,269	,218	,177	,616**
Sig. (2-tailed)	,020	,048		,000	,000	,000	,032	,006	,003	,110	,558	,059	,128	,219	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P4 Pearson Correlation	,144	,328*	,580**	1	,440**	,642**	,583**	,317*	,624**	,072	,129	,384**	,343*	,304*	,671**
Sig. (2-tailed)	,318	,020	,000		,001	,000	,000	,025	,000	,617	,372	,006	,015	,032	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P5 Pearson Correlation	,621**	,364**	,547**	,440**	1	,633**	,193	,276	,312*	,445**	,088	,042	,213	,094	,624**
Sig. (2-tailed)	,000	,009	,000	,001		,000	,178	,053	,027	,001	,543	,771	,138	,514	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P6 Pearson Correlation	,254	,307*	,550**	,642**	,633**	1	,319*	,345*	,469**	,170	,110	,215	,311*	,144	,638**
Sig. (2-tailed)	,075	,030	,000	,000	,000		,024	,014	,001	,239	,448	,135	,028	,317	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P7 Pearson Correlation	,000	,124	,304*	,583**	,193	,319*	1	,639**	,830**	,420**	,362**	,683**	,236	,072	,664**
Sig. (2-tailed)	1,000	,392	,032	,000	,178	,024		,000	,000	,002	,010	,000	,099	,618	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P8 Pearson Correlation	,187	,043	,380**	,317*	,276	,345*	,639**	1	,589**	,459**	,261	,502**	,358*	,201	,653**
Sig. (2-tailed)	,193	,768	,006	,025	,053	,014	,000		,000	,001	,067	,000	,011	,161	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P9 Pearson Correlation	,166	,210	,411**	,624**	,312*	,469**	,830**	,589**	1	,404**	,347*	,630**	,380**	,225	,768**

Sig. (2-tailed)	,248	,143	,003	,000	,027	,001	,000	,000		,004	,014	,000	,007	,116	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P10 Pearson Correlation	,694**	,028	,229	,072	,445**	,170	,420**	,459**	,404**	1	,440**	,245	,255	,076	,610**
Sig. (2-tailed)	,000	,849	,110	,617	,001	,239	,002	,001	,004		,001	,086	,074	,601	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P11 Pearson Correlation	,036	,107	,085	,129	,088	,110	,362**	,261	,347*	,440**	1	,704**	,476**	,324*	,550**
Sig. (2-tailed)	,806	,458	,558	,372	,543	,448	,010	,067	,014	,001		,000	,000	,022	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P12 Pearson Correlation	-,190	,089	,269	,384**	,042	,215	,683**	,502**	,630**	,245	,704**	1	,429**	,309*	,624**
Sig. (2-tailed)	,187	,540	,059	,006	,771	,135	,000	,000	,000	,086	,000		,002	,029	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P13 Pearson Correlation	,224	,288*	,218	,343*	,213	,311*	,236	,358*	,380**	,255	,476**	,429**	1	,615**	,656**
Sig. (2-tailed)	,118	,043	,128	,015	,138	,028	,099	,011	,007	,074	,000	,002		,000	,000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
P14 Pearson Correlation	,178	,101	,177	,304*	,094	,144	,072	,201	,225	,076	,324*	,309*	,615**	1	,468**
Sig. (2-tailed)	,215	,486	,219	,032	,514	,317	,618	,161	,116	,601	,022	,029	,000		,001
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
TO Pearson Correlation	,479**	,404**	,616**	,671**	,624**	,638**	,664**	,653**	,768**	,610**	,550**	,624**	,656**	,468**	1
Sig. (2-tailed)	,000	,004	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	
N	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

	P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1 Pearson Correlation	1	,556**	,488**	,562**	,530**	,571**	,620**	,401**	,800**
Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,004	,000
N	50	50	50	50	50	50	50	50	50
P2 Pearson Correlation	,556**	1	,236	,475**	,898**	,458**	,895**	,129	,749**
Sig. (2-tailed)	,000		,099	,000	,000	,001	,000	,372	,000
N	50	50	50	50	50	50	50	50	50
P3 Pearson Correlation	,488**	,236	1	,502**	,293*	,425**	,351*	,654**	,689**
Sig. (2-tailed)	,000	,099		,000	,039	,002	,013	,000	,000
N	50	50	50	50	50	50	50	50	50
P4 Pearson Correlation	,562**	,475**	,502**	1	,484**	,525**	,624**	,337*	,764**
Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,017	,000
N	50	50	50	50	50	50	50	50	50
P5 Pearson Correlation	,530**	,898**	,293*	,484**	1	,554**	,847**	,106	,759**
Sig. (2-tailed)	,000	,000	,039	,000		,000	,000	,463	,000
N	50	50	50	50	50	50	50	50	50
P6 Pearson Correlation	,571**	,458**	,425**	,525**	,554**	1	,576**	,323*	,736**
Sig. (2-tailed)	,000	,001	,002	,000	,000		,000	,022	,000
N	50	50	50	50	50	50	50	50	50
P7 Pearson Correlation	,620**	,895**	,351*	,624**	,847**	,576**	1	,299*	,856**
Sig. (2-tailed)	,000	,000	,013	,000	,000	,000		,035	,000
N	50	50	50	50	50	50	50	50	50
P8 Pearson Correlation	,401**	,129	,654**	,337*	,106	,323*	,299*	1	,589**
Sig. (2-tailed)	,004	,372	,000	,017	,463	,022	,035		,000
N	50	50	50	50	50	50	50	50	50
TOTAL Pearson Correlation	,800**	,749**	,689**	,764**	,759**	,736**	,856**	,589**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
N	50	50	50	50	50	50	50	50	50

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
,880	10

Reliability Statistics

Cronbach's Alpha	N of Items
,902	10

Reliability Statistics

Cronbach's Alpha	N of Items
,861	14

Reliability Statistics

Cronbach's Alpha	N of Items
,877	8

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,769 ^a	,624	,580	3,57825	1,929

a. Predictors: (Constant), Lingkungan Kerja, Disiplin Kerja, Stress Kerja

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	282,003	3	94,001	7,342	,000 ^b
	Residual	588,977	46	12,804		
	Total	870,980	49			

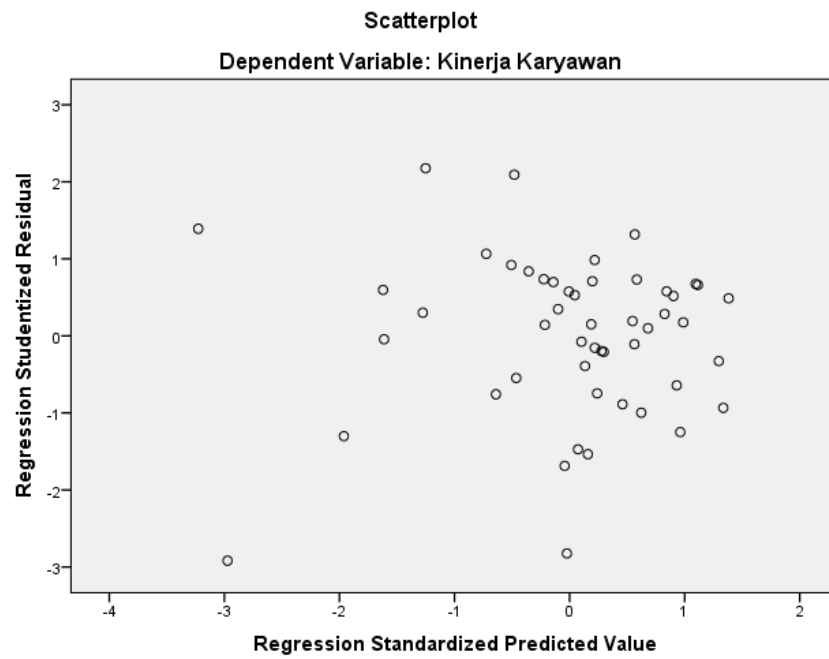
a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Lingkungan Kerja, Disiplin Kerja, Stress Kerja

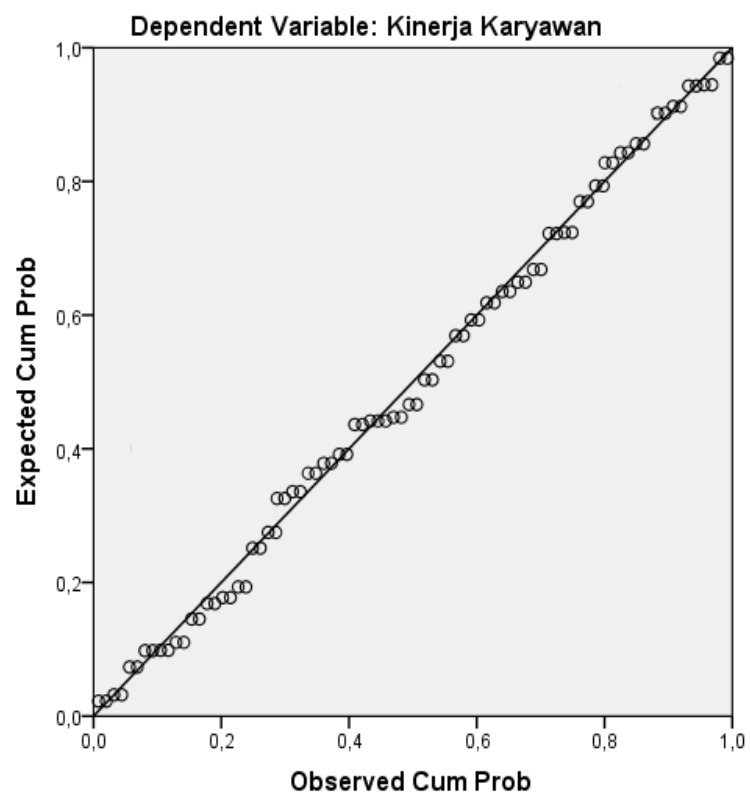
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,115	6,737		,759	,452		
	Disiplin Kerja	,231	,092	,313	3,511	,016	,847	2,056
	Stress Kerja	-,170	,110	-,388	-3,639	,026	,779	2,284
	Lingkungan Kerja	,277	,085	,437	3,248	,002	,811	2,234

a. Dependent Variable: Kinerja Karyawan



Normal P-P Plot of Regression Standardized Residual



Statistics

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10
N	Valid	50	50	50	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4,1800	4,2000	3,8200	4,1200	4,3400	4,3600	4,4600	3,8200	4,0600	4,2800

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	2	4,0	4,0	6,0
	3,00	3	6,0	6,0	12,0
	4,00	25	50,0	50,0	62,0
	5,00	19	38,0	38,0	100,0
	Total	50	100,0	100,0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	6,0	6,0	6,0
	4,00	31	62,0	62,0	68,0
	5,00	16	32,0	32,0	100,0
	Total	50	100,0	100,0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	4	8,0	8,0	10,0
	3,00	7	14,0	14,0	24,0
	4,00	29	58,0	58,0	82,0
	5,00	9	18,0	18,0	100,0
	Total	50	100,0	100,0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	6	12,0	12,0	16,0
	4,00	26	52,0	52,0	68,0
	5,00	16	32,0	32,0	100,0
	Total	50	100,0	100,0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	6,0	6,0	6,0
	3,00	3	6,0	6,0	12,0
	4,00	18	36,0	36,0	48,0
	5,00	26	52,0	52,0	100,0
	Total	50	100,0	100,0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	3,00	4	8,0	8,0	10,0
	4,00	20	40,0	40,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	2	4,0	4,0	6,0
	4,00	20	40,0	40,0	46,0
	5,00	27	54,0	54,0	100,0
	Total	50	100,0	100,0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	14,0	14,0	14,0
	3,00	5	10,0	10,0	24,0
	4,00	28	56,0	56,0	80,0
	5,00	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	4	8,0	8,0	10,0
	3,00	3	6,0	6,0	16,0
	4,00	25	50,0	50,0	66,0
	5,00	17	34,0	34,0	100,0
	Total	50	100,0	100,0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	5	10,0	10,0	12,0
	4,00	23	46,0	46,0	58,0
	5,00	21	42,0	42,0	100,0
	Total	50	100,0	100,0	

Statistics

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10
N	Valid	50	50	50	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3,8600	4,0600	4,4000	4,4200	4,4600	4,4200	4,2200	4,5200	4,3800	4,1200

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	12,0	12,0	12,0
	3,00	5	10,0	10,0	22,0
	4,00	29	58,0	58,0	80,0
	5,00	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	10,0	10,0	10,0
	3,00	3	6,0	6,0	16,0
	4,00	26	52,0	52,0	68,0
	5,00	16	32,0	32,0	100,0
	Total	50	100,0	100,0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	2	4,0	4,0	8,0
	4,00	20	40,0	40,0	48,0
	5,00	26	52,0	52,0	100,0
	Total	50	100,0	100,0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	2	4,0	4,0	6,0
	4,00	22	44,0	44,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	4,0	4,0	4,0
	4,00	23	46,0	46,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	3	6,0	6,0	6,0
	4,00	23	46,0	46,0	52,0
	5,00	24	48,0	48,0	100,0
	Total	50	100,0	100,0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	4	8,0	8,0	10,0
	4,00	28	56,0	56,0	66,0
	5,00	17	34,0	34,0	100,0
	Total	50	100,0	100,0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	4,0	4,0	4,0
	4,00	20	40,0	40,0	44,0
	5,00	28	56,0	56,0	100,0
	Total	50	100,0	100,0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	2	4,0	4,0	8,0
	4,00	21	42,0	42,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	6	12,0	12,0	16,0
	4,00	26	52,0	52,0	68,0
	5,00	16	32,0	32,0	100,0
	Total	50	100,0	100,0	

Statistics

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14
N	Valid	50	50	50	50	50	50	50	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3,8800	4,2800	4,3600	4,4600	3,9200	4,1200	4,5000	4,4200	4,5200	3,8600	4,2000	4,3200	3,9400	4,0000

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	10,0	10,0	10,0
	3,00	5	10,0	10,0	20,0
	4,00	31	62,0	62,0	82,0
	5,00	9	18,0	18,0	100,0
Total		50	100,0	100,0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	5	10,0	10,0	12,0
	4,00	23	46,0	46,0	58,0
	5,00	21	42,0	42,0	100,0
Total		50	100,0	100,0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	3	6,0	6,0	8,0
	4,00	23	46,0	46,0	54,0
	5,00	23	46,0	46,0	100,0
Total		50	100,0	100,0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	8,0	8,0	8,0
	4,00	19	38,0	38,0	46,0
	5,00	27	54,0	54,0	100,0
	Total	50	100,0	100,0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	11	22,0	22,0	26,0
	4,00	26	52,0	52,0	78,0
	5,00	11	22,0	22,0	100,0
	Total	50	100,0	100,0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	6,0	6,0	6,0
	3,00	6	12,0	12,0	18,0
	4,00	23	46,0	46,0	64,0
	5,00	18	36,0	36,0	100,0
	Total	50	100,0	100,0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	2	4,0	4,0	6,0
	4,00	18	36,0	36,0	42,0
	5,00	29	58,0	58,0	100,0
	Total	50	100,0	100,0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	1	2,0	2,0	6,0
	4,00	21	42,0	42,0	48,0
	5,00	26	52,0	52,0	100,0
	Total	50	100,0	100,0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	3,00	2	4,0	4,0	6,0
	4,00	16	32,0	32,0	38,0
	5,00	31	62,0	62,0	100,0
	Total	50	100,0	100,0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	1	2,0	10,0	12,0
	3,00	6	12,0	12,0	24,0
	4,00	26	52,0	52,0	76,0
	5,00	12	24,0	24,0	100,0
	Total	50	100,0	100,0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	6,0	6,0	6,0
	3,00	4	8,0	8,0	14,0
	4,00	23	46,0	46,0	60,0
	5,00	20	40,0	40,0	100,0
	Total	50	100,0	100,0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	4	8,0	8,0	12,0
	4,00	20	40,0	40,0	52,0
	5,00	24	48,0	48,0	100,0
	Total	50	100,0	100,0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	3	6,0	6,0	8,0
	3,00	9	18,0	18,0	26,0
	4,00	22	44,0	44,0	70,0
	5,00	15	30,0	30,0	100,0
	Total	50	100,0	100,0	

P14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	8,0	8,0	8,0
	3,00	5	10,0	10,0	18,0
	4,00	28	56,0	56,0	74,0
	5,00	13	26,0	26,0	100,0
	Total	50	100,0	100,0	

Statistics

		P1	P2	P3	P4	P5	P6	P7	P8
N	Valid	50	50	50	50	50	50	50	50
	Missing	0	0	0	0	0	0	0	0
Mean		4,3400	4,4600	3,9200	4,1600	4,4200	4,4200	4,4400	3,8600

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	2,0	2,0	2,0
	2,00	1	2,0	2,0	4,0
	4,00	26	52,0	52,0	56,0
	5,00	22	44,0	44,0	100,0
	Total	50	100,0	100,0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	2	4,0	4,0	4,0
	4,00	23	46,0	46,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	9	18,0	18,0	22,0
	4,00	30	60,0	60,0	82,0
	5,00	9	18,0	18,0	100,0
	Total	50	100,0	100,0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	4,0	4,0	4,0
	3,00	5	10,0	10,0	14,0
	4,00	26	52,0	52,0	66,0
	5,00	17	34,0	34,0	100,0
	Total	50	100,0	100,0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	8,0	8,0	8,0
	4,00	21	42,0	42,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	4	8,0	8,0	8,0
	4,00	21	42,0	42,0	50,0
	5,00	25	50,0	50,0	100,0
	Total	50	100,0	100,0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	2,0	2,0	2,0
	3,00	3	6,0	6,0	8,0
	4,00	19	38,0	38,0	46,0
	5,00	27	54,0	54,0	100,0
	Total	50	100,0	100,0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	12,0	12,0	12,0
	3,00	5	10,0	10,0	22,0
	4,00	29	58,0	58,0	80,0
	5,00	10	20,0	20,0	100,0
	Total	50	100,0	100,0	



Yayasan Pembina Lembaga Pendidikan Perguruan Tinggi PGRI Kediri
UNIVERSITAS NUSANTARA PGRI KEDIRI
LEMBAGA PENELITIAN DAN PENGABDIAN PADA MASYARAKAT (LPPM)
Alamat: Kampus I Jl. KH. Achmad Dahlan No. 76 Kediri (64112) Telp.(0354) 771576, Fax. 771576
Website: <http://lp2m.unpkediri.ac.id>, Email: lemlit@unpkediri.ac.id; lemlit.unpkediri@gmail.com

Nomor : 20323.07/LPPM.UN PGRI Kd/V/2022
Lampiran : -
Hal : Permohonan Ijin Melakukan Penelitian

17 Mei 2022

Kepada Yth. PIMPINAN CV. PARAMITA KEDIRI
di : Ds. Bulusari Kec. Grogol Kab. Kediri

Dengan ini kami hadapkan mahasiswa Universitas Nusantara PGRI Kediri:

NAMA : Heni Beti Saputri
NPM : 18.1.02.02.0148
FAK - PRODI : FEB- Manajemen
Maksud : Ijin melakukan penelitian untuk penulisan Skripsi
JUDUL :

**PENGARUH DISIPLIN, STRESS DAN LINGKUNGAN KERJA TERHADAP KINERJA
KARYAWAN SELAMA WFH (WORK FROM HOME) PADA CV. PARAMITA KEDIRI**

Sehubungan dengan hal tersebut, kami mohon bantuannya untuk memberi ijin kepada mahasiswa yang bersangkutan guna mendapatkan data-data penelitian pada lembaga yang bapak/ibu/sdr. pimpin sebagai bahan penulisan Skripsi Program Sarjana (S1).

Tembusan :
1. Kaprodi
2. Dosen Pembimbing 1 dan 2


Ketua Komisaris LPPM,
Sky Aswi Ramadhani, M.Kom
NIP. 0708049001

Lembaga Penelitian dan Pengabdian Pada Masyarakat Universitas Nusantara PGRI Kediri





PERSETUJUAN BAU :

BERITA ACARA KEMAJUAN PEMBIMBINGAN PENULISAN KARYA TULIS ILMIAH

1. NAMA MAHASISWA : Henri Deli Saputri
NPM : 18.1.02.02.0148
Fak/Jur/Prodi : Ekonomi dan Bisnis / Manajemen
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2. DOSEN PEMBIMBING I : Dr. Subagyo, M.M.
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3. DOSEN PEMBIMBING II : Mech. Wahyu Widodo, M.M.
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Alamat email : Wahyu.Widodo@unpkediri.ac.id
No. Telp. / HP. : 081553370269

4. JUDUL KTI :
Pengaruh disiplin, Stres dan lingkungan Kerja Terhadap Kinerja Karyawan Selama work From Home (WFH) Pada CV. Paramita Kediri

Catatan :

1. Periode Bimbingan (Sesuai SK Rektor) : _____
2. Jadwal Bimbingan :

	Hari	Pukul	Tempat / Ruang
Pembimbing I	<u>Senin s/d Jum'at</u>	<u>10.000 - 12.00</u>	<u>Ruang Dekan</u>
Pembimbing II	<u>Rabu s/d Kamis</u>		

3. Kemajuan Bimbingan :

Pembimbing I

NO.	TANGGAL	MATERI	MASALAH	TT. DOSEN
1.	12/04/2022	Judul Penelitian	ACC Judul	A A
2.	19/04/2022	Bab 1-3	latar belakang, identifikasi masalah, Kajian teori, Penelitian terdahulu, teknik analisis data.	A A
3.	21/04/2022	Bab 1-3	Identifikasi masalah, Hipotesis, Kuesioner.	A A
4.	27/05/2022	Bab 1-3	ACC Bab 1-3	A A
5.	02/06/2022	Bab 4	Pengujian Hipotesis, Pembahasan.	A A
6.	08/06/2022	Bab 4-5	Analisis data, pembahasan, kesimpulan.	A A
7.	22/06/2022	Bab 4-5	Melengkapi Bab 1 - lampiran.	A A
8.	27/06/2022	Bab 4-5	ACC Bab 4-5, Abstrak	A A

Pembimbing II

NO.	TANGGAL	MATERI	MASALAH	TT. DOSEN
1.	13/04/2022	Judul Penelitian	ACC Judul	
2.	26/04/2022	Bab 1	latar belakang, Manfaat Penelitian, identifikasi masalah.	
3.	25/05/2022	Bab 1-3	latar belakang, Kajian teori, Kerangka Berfikir, Kerangka Konsep, Hipotesis.	
4.	18/06/2022	Bab 1-3	ACC bab 1-3	
5.	22/06/2022	Bab 4	Analisis data, pembahasan, tabel	
6.	29/06/2022	Bab 4-5	Pembahasan, kesimpulan, Saran	
7.	30/06/2022		ACC Bab 4-5	
8.	7/07/2022		ACC Abstrak	

Mengetahui
Kaprod



Kediri, _____
Mahasiswa Ybs,

Heni Betti Saputri
NPM 18-1-02-02-0198