

## DAFTAR PUSTAKA

- Afandi, P. 2016. *Concept & Indicator Human Resource Management for Management Research*. Deepublish, Yogyakarta.
- Ajabar. 2020. *Manajemen Sumber Daya Manusia*. Deepublish, Yogyakarta.
- Fatoni, C.A., Kurniati D., dan Suharyani, A. 2022. Disiplin Kerja Pemanen Kelapa Sawit di PT. Harapan Sawit Lestari Cargill Ketapang. *SEPA*, 18 (2): 150-161.
- Paramarta, H.V., Kosasi., dan Sunarsi, D. 2021. *Manajemen Sumber Daya Manusia Teori & Praktik*. Cipta Media Nusantara, Jakarta.
- Pranitasari, D., dan Khotimah, K. 2021. Analisis Disiplin Kerja Karyawan. *Jurnal Akuntansi dan Manajemen*, 18 (01): 22-38.
- Rayliem, R., Yuliana., dan Arwin. 2022. Analisis Disiplin Kerja Pada PT. Mekada Abadi Medan. *SOSMANIORA (Jurnal Ilmu Sosial dan Humaniora)*, 1 (2): 204-209.
- Sastrohadiwiryo, B.S. 2005. *Manajemen Tenaga Kerja Indonesia Pendekatan Administratif dan Operasional*. PT. Bumi Aksara, Jakarta.
- Sisca., Chandra, E., Sinaga, O.S., Revida, E., Purba, S., Fuadi., Butarbutar, M., Hengki, M.P., Simarmata., Munsarif, M., dan Silitonga, H.P. 2020. *Teori-Teori Manajemen Sumber Daya Manusia*. Yayasan Kita Menulis, Medan.
- Sugiyono. 2017. *Metode Penelitian Bisnis (Pendekatan Kuantitatif, Kualitatif, Kombinasi, dan R&D)*. Alfabeta, Bandung.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, Bandung.
- Surajiyo., Nasruddin., dan Paleni, H. 2020. *Penelitian Sumber Daya Manusia, Pengertian, Teori dan Aplikasi (Menggunakan IBM SPSS 22 For Windows)*. Deepublish, Yogyakarta.
- Sutrisno, E. 2017. *Manajemen Sumber Daya Manusia*. Kencana, Jakarta.

Wahab, W. 2020. Faktor-Faktor yang Mempengaruhi Disiplin Kerja Karyawan pada PT. Indomas Rezeki Jaya Kabupaten Pelalawan. *Eko dan Bisnis (Riau Economics and Business Review)*, 11 (2): 127-140.

Wahyuni, S.R., dan Lubis, E.F. 2020. Analisis Disiplin Kerja Karyawan pada PT. Kharisma Dayung Utara Pekanbaru. *Jurnal Valuta*, 6 (1): 55-65.

Yuli, K., dan Paulus, D. 2018. Disiplin Kerja pada Pabrik Minyak Kelapa Sawit. *Fokus*, 16 (2): 66-72.

**LAMPIRAN**

# **LAMPIRAN**



**FAKULTAS PERTANIAN  
INSTITUT PERTANIAN STIPER  
YOGYAKARTA**

---

**KUESIONER**

Responden yang terhormat,

Saya mahasiswa S1 Manajemen Bisnis Perkebunan, Institut Pertanian Stiper Yogyakarta, sedang melakukan penelitian dalam rangka penyusunan skripsi dengan judul “Analisis Disiplin Kerja Karyawan Pemanen Kelapa Sawit di Afdeling I Kebun Mahoni PT TH Indo Plantations”. Saya mengharapkan kesediaan Anda untuk mengisi kuesioner ini dalam rangka syarat untuk memperoleh gelar sarjana.

Jawaban Anda akan diperlakukan sesuai dengan standar profesionalitas dan etika penelitian. Oleh karena itu, kerahasiaan Anda akan terjaga. Saya ucapkan terima kasih atas kesediaan Anda meluangkan waktu untuk berpartisipasi menjadi responden dalam penelitian ini.

Yogyakarta, 18 Juni 2023

Arizal Muchamad Fahrozi  
NIM. 19/21200/EP-SMBP A

---

**PROFIL RESPONDEN**

1. Nama : \_\_\_\_\_
2. Jenis Kelamin :  Laki-laki  Perempuan
3. Usia : \_\_\_\_\_ tahun
4. Lama Bekerja : \_\_\_\_\_ tahun
5. Pendidikan Terakhir :  Tidak bersekolah  SMA/Sederajat  
 SD/Sederajat  Perguruan Tinggi  
 SMP/Sederajat
6. Status Kerja :  BHL  KHT  
 KHL  KBT

| <b>Ketaatan Waktu</b>  |       |  |
|--|-------|--|
| 1. Apakah Anda senantiasa masuk kerja sesuai dengan waktu yang telah ditentukan pada jam 05.30 WIB ?   |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Apakah Anda berupaya keras untuk bisa sampai di ancak kerja pada jam 06.30 WIB ?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 3. Apakah Anda berusaha keras untuk bisa mengeluarkan buah pertama ke TPH maksimal jam 09.00 WIB ?   |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 4. Apakah Anda dapat menggunakan waktu secara efektif ditempat kerja, seperti fokus melaksanakan kerja serta tidak menghabiskan waktu dengan mengobrol atau bermain <i>handphone</i> ? |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| <b>Tanggung Jawab</b>  |       |  |
| 1. Apakah Anda saat bekerja selalu menggunakan alat pelindung diri dan atribut yang ditetapkan perusahaan ?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Apakah Anda melakukan pemanenan sesuai dengan kriteria panen brondol 1 dipiringan dan 5 brondol di TPH ?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 3. Apakah anda mampu menyelesaikan target panen sesuai dengan basis yang ditetapkan perusahaan 70 Janjang/hari ?   |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |

4. Apakah Anda mampu menyelesaikan seluruh pekerjaan dari proses pemanenan hingga menyusun buah di TPH ?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

### Tujuan dan Kemampuan

1. Apakah menjadi karyawan bulanan tetap, mandor panen dan krani panen menjadi tujuan yang hendak dicapai oleh anda di PT TH Indo Plantations ?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

2. Apakah panen melebihi basis dan menguasai urutan kerja adalah kemampuan yang kompeten saat bekerja di PT TH Indo Plantations ?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

### Teladan Pimpinan

1. Menurut Anda, apakah tindakan atasan/mandor dala memberi contoh di PT TH Indo Plantations menunjukkan kepemimpinan yang baik ?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

2. Menurut Anda, apakah perlakuan atasan/mandor di PT TH Indo Plantations kepada karyawan sudah baik, seperti sering memberi motivasi dan menyapa karyawan?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

### Balas Jasa

1. Apakah Anda mendapatkan gaji dan insentif yang layak di PT TH Indo Plantations sesuai dengan perjanjian kerja yang ada?

|         |       |  |
|---------|-------|--|
| Jawaban | Ya    |  |
|         | Tidak |  |

2. Apakah Anda merasa puas atau senang dengan gaji dan insentif yang diberikan pihak PT TH Indo Plantations untuk dapat memenuhi kebutuhan hidup sehari-hari?

|         |    |  |
|---------|----|--|
| Jawaban | Ya |  |
|         |    |  |

|  |       |  |
|--|-------|--|
|  | Tidak |  |
| <b>Keadilan</b>  |       |  |
| 1. Bekerja di PT TH Indo Plantations ini, apakah Anda mendapatkan gaji atau insentif yang setara atau sesuai dengan karyawan lainnya yang memiliki status kerja yang sama?   |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Bekerja di PT TH Indo Plantations ini, apakah Anda merasa diperlakukan sama dengan karyawan yang lain, seperti mendapat tunjangan kesehatan atau cuti kerja?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| <b>Pengawasan Melekat</b>  |       |  |
| 1. Saat bekerja di PT TH Indo Plantations apakah Anda mendapatkan pengawasan langsung dari atasan/mandor, seperti saat panen atasan/mandor mengawasi dari pemanenan hingga penyusunan di TPH?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Saat bekerja di PT TH Indo Plantations apakah Anda mendapatkan pembinaan atau pelatihan tentang potong buah hingga penyusunan buah yang benar di TPH ?  |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| <b>Sanksi Hukuman</b>  |       |  |
| 1. Apakah Anda pernah mendapatkan denda panen di PT TH Indo Plantations seperti memanen buah mentah, tangkai panjang, buah tinggal, brondolan tidak dikutip, <i>over pruning</i> , pelepah sengkleh dan pelepah tidak disusun rapi ? |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Apakah selama bekerja di PT TH Indo Plantations Anda mendapatkan surat peringatan (SP) karena telah melakukan kesalahan yang tidak bisa ditoleransi ?   |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |

| <b>Ketegasan Pimpinan</b>  |       |  |
|--|-------|--|
| 1. Menurut Anda, apakah pimpinan di PT TH Indo Plantations memiliki ketegasan terhadap bawahannya, seperti memberikan teguran, denda, SP, atau PHK ?                         |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Menurut Anda, apakah para karyawan di PT TH Indo Plantations tunduk dibawah komando pemimpin, misalnya bekerja sesuai aturan yang ditetapkan ?                            |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| <b>Hubungan Kemanusiaan</b>  |       |  |
| 1. Apakah Anda memiliki hubungan yang harmonis sesama karyawan di PT TH Indo Plantations, seperti saling tegur sapa, tidak saling membeda-bedakan ?                          |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |
| 2. Apakah Anda menjalin silaturahmi sesama karyawan di PT TH Indo Plantations, seperti saling mengunjungi tempat tinggal, kumpul-kumpul karyawan (makan-makan , karaokean )? |       |  |
| Jawaban  | Ya    |  |
|  | Tidak |  |

**TERIMA KASIH**



**Lampiran 2. Data Identitas Responden**

| <b>No</b> | <b>Nama</b> | <b>Jenis Kelamin</b> | <b>Usia (Tahun)</b> | <b>Lama Bekerja (Tahun)</b> | <b>Pendidikan Terakhir</b> | <b>Status Kerja</b> |
|-----------|-------------|----------------------|---------------------|-----------------------------|----------------------------|---------------------|
| 1         |             | Pria                 | 30                  | 4                           | SMA                        | KHT                 |
| 2         |             | Pria                 | 23                  | 1                           | SD                         | KHT                 |
| 3         |             | Pria                 | 20                  | 1                           | SMA                        | KHT                 |
| 4         |             | Pria                 | 23                  | 2                           | SMP                        | KHT                 |
| 5         |             | Pria                 | 37                  | 5                           | SD                         | KHT                 |
| 6         |             | Pria                 | 42                  | 1                           | SMP                        | KHT                 |
| 7         |             | Pria                 | 23                  | 1                           | D3                         | KHT                 |
| 8         |             | Pria                 | 37                  | 13                          | SMA                        | KBT                 |
| 9         |             | Pria                 | 33                  | 2                           | SMP                        | KHT                 |
| 10        |             | Pria                 | 35                  | 12                          | SMP                        | KBT                 |
| 11        |             | Pria                 | 40                  | 6                           | SD                         | KHT                 |
| 12        |             | Pria                 | 36                  | 3                           | SMA                        | KHT                 |
| 13        |             | Pria                 | 40                  | 1                           | SD                         | KHT                 |
| 14        |             | Pria                 | 41                  | 5                           | SMP                        | KHT                 |
| 15        |             | Pria                 | 45                  | 2                           | Tidak Sekolah              | PKWT                |
| 16        |             | Pria                 | 34                  | 3                           | SMA                        | KHT                 |
| 17        |             | Pria                 | 24                  | 2                           | SMA                        | KHT                 |
| 18        |             | Pria                 | 26                  | 2                           | SMP                        | KHT                 |
| 19        |             | Pria                 | 26                  | 1                           | SMP                        | KHT                 |
| 20        |             | Pria                 | 23                  | 1                           | SMA                        | KHT                 |
| 21        |             | Pria                 | 42                  | 6                           | SMP                        | KHT                 |
| 22        |             | Pria                 | 40                  | 2                           | SMP                        | KHT                 |
| 23        |             | Pria                 | 21                  | 2                           | SMA                        | KHT                 |
| 24        |             | Pria                 | 55                  | 15                          | SD                         | KBT                 |
| 25        |             | Pria                 | 36                  | 5                           | SMA                        | KHT                 |
| 26        |             | Pria                 | 30                  | 2                           | SD                         | KHT                 |
| 27        |             | Pria                 | 22                  | 1                           | SMA                        | KHT                 |
| 28        |             | Pria                 | 32                  | 2                           | SMA                        | KHT                 |
| 29        |             | Pria                 | 36                  | 9                           | SD                         | KHT                 |
| 30        |             | Pria                 | 27                  | 1                           | SMA                        | KHT                 |

**Lampiran 3. Tabulasi Disiplin Kerja**

| No | Nama | Ketaatan Waktu |   |   |   | Tanggung Jawab |   |   |   |
|----|------|----------------|---|---|---|----------------|---|---|---|
|    |      | 1              | 2 | 3 | 4 | 1              | 2 | 3 | 4 |
| 1  |      | 0              | 1 | 1 | 1 | 1              | 1 | 0 | 1 |
| 2  |      | 0              | 0 | 0 | 1 | 1              | 0 | 1 | 1 |
| 3  |      | 1              | 1 | 1 | 0 | 1              | 1 | 1 | 1 |
| 4  |      | 1              | 1 | 1 | 1 | 1              | 1 | 1 | 0 |
| 5  |      | 1              | 1 | 1 | 1 | 1              | 0 | 1 | 1 |
| 6  |      | 1              | 1 | 0 | 0 | 0              | 0 | 1 | 0 |
| 7  |      | 1              | 0 | 1 | 0 | 0              | 0 | 1 | 1 |
| 8  |      | 1              | 1 | 1 | 1 | 0              | 1 | 1 | 1 |
| 9  |      | 0              | 0 | 1 | 0 | 0              | 1 | 1 | 0 |
| 10 |      | 0              | 1 | 0 | 1 | 1              | 1 | 1 | 1 |
| 11 |      | 0              | 0 | 1 | 1 | 0              | 1 | 1 | 0 |
| 12 |      | 0              | 1 | 1 | 1 | 0              | 1 | 1 | 0 |
| 13 |      | 1              | 0 | 0 | 0 | 1              | 1 | 1 | 1 |
| 14 |      | 1              | 1 | 0 | 0 | 1              | 0 | 1 | 1 |
| 15 |      | 1              | 0 | 1 | 1 | 1              | 1 | 0 | 1 |
| 16 |      | 1              | 0 | 0 | 1 | 1              | 1 | 1 | 0 |
| 17 |      | 0              | 0 | 1 | 0 | 1              | 0 | 1 | 1 |
| 18 |      | 1              | 1 | 1 | 0 | 0              | 1 | 1 | 1 |
| 19 |      | 0              | 0 | 1 | 0 | 0              | 0 | 1 | 1 |
| 20 |      | 1              | 1 | 0 | 1 | 0              | 1 | 1 | 1 |
| 21 |      | 1              | 0 | 1 | 1 | 0              | 0 | 1 | 1 |
| 22 |      | 1              | 1 | 1 | 1 | 0              | 0 | 1 | 1 |
| 23 |      | 0              | 0 | 1 | 0 | 0              | 1 | 1 | 0 |
| 24 |      | 1              | 1 | 0 | 1 | 1              | 0 | 1 | 0 |
| 25 |      | 1              | 0 | 1 | 1 | 1              | 1 | 0 | 0 |
| 26 |      | 0              | 0 | 1 | 0 | 1              | 0 | 1 | 1 |
| 27 |      | 0              | 0 | 0 | 1 | 0              | 0 | 1 | 1 |
| 28 |      | 1              | 0 | 1 | 1 | 0              | 1 | 1 | 1 |
| 29 |      | 1              | 1 | 1 | 1 | 0              | 1 | 0 | 1 |
| 30 |      | 1              | 1 | 1 | 1 | 0              | 0 | 1 | 1 |

|       | Ketaatan Waktu |    |    |    | Tanggung Jawab |    |    |    |
|-------|----------------|----|----|----|----------------|----|----|----|
| Ya    | 19             | 15 | 21 | 19 | 14             | 17 | 26 | 21 |
| Tidak | 11             | 15 | 9  | 11 | 16             | 13 | 4  | 9  |

**Lampiran 4. Tabulasi Faktor-Faktor Yang Mempengaruhi Disiplin Kerja**

| No | Nama | A |   | B |   | C |   | D |   | E |   | F |   | G |   | H |   |
|----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|    |      | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 2 |
| 1  |      | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| 2  |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3  |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 4  |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 5  |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 6  |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 7  |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 8  |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 9  |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 |      | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| 11 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 12 |      | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 |
| 13 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 14 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 15 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 16 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 17 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 19 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 21 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 22 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 23 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 25 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 26 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 27 |      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 28 |      | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| 29 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 30 |      | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

|       | A  |    | B  |    | C  |    | D  |    | E  |    | F  |    | G  |    | H  |    |
|-------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Ya    | 19 | 19 | 18 | 22 | 23 | 15 | 21 | 28 | 22 | 22 | 24 | 11 | 21 | 14 | 22 | 19 |
| Tidak | 11 | 11 | 12 | 8  | 7  | 15 | 9  | 2  | 8  | 8  | 6  | 19 | 9  | 16 | 8  | 11 |

- A = Tujuan dan Kemampuan
- B = Teladan Pimpinan
- C = Balas Jasa
- D = Keadilan

- E = Pengawasan Melekat  
 F = Sanksi Hukuman  
 G = Ketegasan Pimpinan  
 H = Hubungan Kemanusiaan

**Lampiran 5. Rekapitulasi Jawaban Disiplin Kerja**

| Variabel       | No   | Ya  |      | Tidak |      | Jumlah |     | Total |       |
|----------------|------|-----|------|-------|------|--------|-----|-------|-------|
|                | Item | F   | %    | F     | %    | F      | %   | Ya    | Tidak |
| Ketaatan Waktu | 1    | 19  | 63,3 | 11    | 36,7 | 30     | 100 | 74    | 46    |
|                | 2    | 15  | 50   | 15    | 50   | 30     | 100 |       |       |
|                | 3    | 21  | 70   | 9     | 30   | 30     | 100 |       |       |
|                | 4    | 19  | 63,3 | 11    | 36,7 | 30     | 100 |       |       |
| Tanggung Jawab | 1    | 14  | 46,7 | 16    | 53,3 | 30     | 100 | 78    | 42    |
|                | 2    | 17  | 56,7 | 13    | 43,3 | 30     | 100 |       |       |
|                | 3    | 26  | 86,7 | 4     | 13,3 | 30     | 100 |       |       |
|                | 4    | 21  | 70   | 9     | 30   | 30     | 100 |       |       |
| Jumlah         |      | 152 | 63,3 | 88    | 36,7 | 240    | 100 |       |       |

**Lampiran 6. Rekapitulasi Jawaban faktor yang mempengaruhi disiplin kerja**

| Faktor Yang Mempengaruhi | No   | Ya  |      | Tidak |      | Jumlah |     | Total |       |
|--------------------------|------|-----|------|-------|------|--------|-----|-------|-------|
|                          | Item | F   | %    | F     | %    | F      | %   | Ya    | Tidak |
| Tuj & Kemp               | 1    | 19  | 63,3 | 11    | 36,7 | 30     | 100 | 38    | 22    |
|                          | 2    | 19  | 63,3 | 11    | 36,7 | 30     | 100 |       |       |
| Tld Pimp                 | 3    | 18  | 60   | 12    | 40   | 30     | 100 | 40    | 20    |
|                          | 4    | 22  | 73,3 | 8     | 26,7 | 30     | 100 |       |       |
| Bls Jasa                 | 5    | 23  | 76,7 | 7     | 23,3 | 30     | 100 | 38    | 22    |
|                          | 6    | 15  | 50   | 15    | 50   | 30     | 100 |       |       |
| Keadilan                 | 7    | 21  | 70   | 9     | 30   | 30     | 100 | 49    | 11    |
|                          | 8    | 28  | 93,3 | 2     | 6,7  | 30     | 100 |       |       |
| Waskat                   | 9    | 22  | 73,3 | 8     | 26,7 | 30     | 100 | 44    | 16    |
|                          | 10   | 22  | 73,3 | 8     | 26,7 | 30     | 100 |       |       |
| Sanksi Hkm               | 11   | 24  | 80   | 6     | 20   | 30     | 100 | 35    | 25    |
|                          | 12   | 11  | 36,7 | 19    | 63,3 | 30     | 100 |       |       |
| Ktgs Pimp                | 13   | 21  | 70   | 9     | 30   | 30     | 100 | 35    | 25    |
|                          | 14   | 14  | 46,7 | 16    | 53,3 | 30     | 100 |       |       |
| Hub Keman                | 15   | 22  | 73,3 | 8     | 26,7 | 30     | 100 | 41    | 19    |
|                          | 16   | 19  | 63,3 | 11    | 36,7 | 30     | 100 |       |       |
| Jumlah                   |      | 320 | 66,7 | 160   | 33,3 | 480    | 100 |       |       |

**Lampiran 7. Akumulasi Kumulatif Produksi Karyawan Panen**

| NO | NAMA        | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|----|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1  |             | 1.037   | 4.536   | 517     | 239     | 1.522   | 1.243   | 1.154   | 1.698   | 685     | 1.009   |
| 2  |             | 2.474   | 4.921   | 935     | 1.195   | 1.960   | 2.698   | 3.074   | 1.093   | 1.266   | 1.521   |
| 3  |             | 2.105   | 8.024   | 417     | 116     | 2.196   | 1.856   | 2.117   | 1.684   | 1.684   | 1.508   |
| 4  |             | 793     | 3.829   | 657     | 116     | 1.048   | 666     | 1.139   | 473     | 764     | 811     |
| 5  |             | 1.940   | -       | -       | -       | -       | -       | -       | 2.267   | 1.078   | 1.668   |
| 6  |             | 2.297   | 1.442   | 1.936   | 2.501   | 1.801   | 1.103   | 1.433   | 1.187   | 1.435   | 1.773   |
| 7  |             | 2.686   | 3.622   | 1.101   | 892     | 2.251   | 1.210   | 1.497   | 2.770   | 685     | 1.053   |
| 8  |             | 3.416   | 3.226   | 1.014   | 2.135   | 3.083   | 2.968   | 1.908   | 3.999   | 1.321   | 1.567   |
| 9  |             | 2.349   | 1.811   | 2.307   | 1.075   | 992     | 2.023   | 1.917   | 1.692   | 1.541   | 1.908   |
| 10 |             | 1.037   | 5.439   | 843     | 827     | 1.297   | 1.455   | 2.107   | 3.474   | 685     | 1.009   |
| 11 |             | 2.524   | 8.915   | 3.475   | -       | 2.310   | 1.939   | 2.053   | 2.636   | 1.250   | 1.680   |
| 12 |             | 3.793   | 1.264   | 1.409   | 1.497   | 1.585   | 2.265   | 3.794   | 1.264   | -       | 1.794   |
| 13 |             | 641     | 1.583   | 881     | 1.918   | 3.200   | 3.046   | 2.292   | 1.918   | 1.662   | 3.120   |
| 14 |             | 2.168   | 2.345   | 1.887   | 4.490   | 1.522   | 1.873   | 1.154   | 1.088   | 1.685   | 881     |
| 15 |             | 2.138   | -       | 1.357   | 1.976   | 2.124   | 2.011   | 2.107   | 1.332   | 1.420   | 1.200   |
| 16 |             | 966     | 2.048   | 1.332   | 841     | 1.038   | 1.887   | 1.097   | 1.088   | 1.685   | 1.881   |
| 17 |             | 2.303   | -       | 3.829   | 1.090   | 2.267   | 737     | 1.730   | 870     | 1.299   | 1.543   |
| 18 |             | 3.036   | 2.709   | 2.983   | 218     | 1.066   | 2.389   | 1.672   | 3.383   | 1.460   | 3.217   |
| 19 |             | 1.730   | 2.137   | 2.983   | 218     | 761     | 1.389   | 8.672   | 3.383   | 1.260   | 1.675   |
| 20 |             | 1.433   | 1.298   | 2.267   | 1.078   | 1.668   | 1.554   | 1.344   | 2.209   | 1.574   | 1.314   |
| 21 |             | 1.087   | 1.227   | 1.041   | 4.697   | 987     | 2.349   | 1.908   | 3.999   | 1.321   | 1.567   |
| 22 |             | 1.818   | 5.384   | 881     | 1.598   | 1.062   | 154     | 1.655   | 1.950   | 1.104   | 2.205   |
| 23 |             | 3.522   | 3.446   | 1.101   | 1.768   | 1.158   | 1.577   | 2.870   | 1.619   | 583     | 784     |
| 24 |             | 2.105   | 1.412   | 1.938   | -       | 2.066   | 1.570   | 2.042   | 1.046   | 1.431   | 1.954   |
| 25 |             | 2.839   | 1.354   | 3.227   | 2.262   | 4.697   | 1.101   | 1.349   | 1.493   | 4.613   | 4.530   |
| 26 |             | 1.917   | 5.635   | 465     | 1.497   | 2.454   | 2.582   | 2.732   | 1.935   | 792     | 1.817   |
| 27 |             | 153     | 2.719   | 1.277   | 1.768   | 3.344   | 2.017   | 1.451   | 4.182   | 1.596   | 1.816   |
| 28 |             | 1.357   | 2.124   | 2.011   | 2.107   | 1.332   | 1.420   | 1.200   | 1.699   | 1.274   | 417     |
| 29 |             | 3.652   | 2.664   | 1.101   | 2.246   | 2.524   | 1.642   | 1.394   | 3.977   | 1.695   | 1.093   |
| 30 |             | 1.932   | 4.712   | 517     | 855     | 1.297   | 1.717   | 2.386   | 2.697   | 440     | 672     |
|    | TOTAL       | 61.247  | 89.829  | 45.689  | 41.219  | 54.610  | 50.441  | 61.248  | 64.105  | 39.288  | 48.987  |
|    | NORMA       | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
|    | % HARIAN    | 204.157 | 299.429 | 152.298 | 137.396 | 182.033 | 168.137 | 204.160 | 213.682 | 130.959 | 163.288 |
|    | % TOTAL     | 0,03    | 0,04    | 0,02    | 0,02    | 0,02    | 0,02    | 0,03    | 0,03    | 0,02    | 0,02    |
|    | % KUMULATIF | 0,03    | 0,07    | 0,08    | 0,10    | 0,13    | 0,15    | 0,17    | 0,20    | 0,22    | 0,24    |

| 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      | 20      | 21      | 22      | 23      |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 921     | 921     | 1.831   | -       | 5.181   | 1.161   | 945     | 436     | 2.860   | 2.210   | 2.472   | 3.729   | 685     |
| 750     | 1.178   | 2.651   | 4.794   | 2.195   | 1.266   | 1.521   | 1.146   | 2.900   | 6.241   | 1.709   | 1.250   | 1.250   |
| 1.487   | 1.247   | 1.429   | -       | -       | 1.565   | 1.257   | 1.064   | 2.382   | 2.382   | 2.257   | 1.715   | -       |
| 1.089   | 2.059   | 1.018   | 4.367   | 1.687   | 1.337   | 1.480   | 948     | 1.875   | 3.963   | 837     | 1.795   | 1.524   |
| 1.554   | 1.344   | 1.487   | 3.403   | 1.139   | 1.108   | -       | 1.935   | 1.344   | 4.355   | 1.859   | 1.795   | 1.061   |
| 2.871   | 2.639   | 1.983   | 2.712   | 1.112   | 2.009   | 1.105   | 1.062   | 1.790   | 1.425   | 1.986   | 1.220   | 1.873   |
| 1.372   | 1.306   | 3.323   | 6.165   | 3.341   | 1.056   | 1.311   | 1.369   | 1.949   | 2.965   | 2.366   | 3.870   | 1.522   |
| 2.479   | 1.656   | 2.312   | -       | 3.729   | 1.354   | 2.667   | 2.501   | 2.358   | 5.306   | 2.800   | 5.616   | 2.051   |
| 1.969   | 1.471   | 2.267   | 2.664   | 1.710   | 1.588   | 1.002   | 2.202   | 1.112   | 2.368   | 1.310   | 1.657   | 1.337   |
| 921     | 921     | 1.831   | 5.783   | 3.083   | 682     | 1.009   | -       | 2.661   | 7.093   | 1.543   | 3.438   | 686     |
| 1.787   | 1.675   | 1.709   | 6.964   | 2.879   | 1.828   | 1.235   | 1.471   | 3.612   | 7.664   | 2.064   | 1.178   | 2.078   |
| -       | 2.086   | 2.435   | 6.772   | 3.374   | 1.750   | 2.073   | 1.210   | 1.479   | 6.115   | 2.623   | 4.213   | 4.213   |
| 1.583   | 1.541   | 1.449   | 865     | 2.748   | 1.640   | 1.600   | 1.704   | 3.607   | 2.446   | 1.266   | 4.085   | 1.073   |
| 1.770   | 1.590   | 1.127   | 1.617   | 1.009   | 1.101   | -       | -       | 1.304   | 2.965   | 1.685   | 1.831   | -       |
| 1.722   | 1.699   | 1.274   | 5.774   | 900     | 1.337   | 1.540   | 1.064   | 2.371   | 4.165   | -       | 1.838   | 1.221   |
| 1.770   | 1.093   | 1.127   | 1.306   | 1.268   | 1.101   | 1.354   | 1.216   | 1.875   | 1.127   | 1.858   | 2.921   | 1.685   |
| 1.816   | 1.372   | 1.937   | 1.548   | 962     | 1.520   | 736     | 1.176   | 1.296   | 5.034   | 550     | 1.417   | -       |
| 2.745   | 1.574   | 1.082   | 3.754   | 183     | 1.384   | 2.247   | 2.483   | 1.739   | 2.736   | 1.853   | 1.258   | 1.766   |
| 7.308   | 2.600   | 1.782   | 1.726   | 183     | 1.384   | 1.247   | 1.483   | 1.402   | 1.283   | 3.853   | 5.258   | 4.766   |
| 1.758   | 1.210   | 2.241   | 5.003   | 2.629   | 1.405   | 2.220   | 1.918   | -       | 5.141   | 1.924   | 1.326   | 1.700   |
| 2.479   | 2.871   | 2.639   | 6.296   | 1.268   | 1.105   | 1.831   | 1.146   | -       | 1.161   | 945     | 436     | 2.860   |
| 1.380   | 2.059   | 1.033   | 4.736   | 702     | 1.348   | -       | 1.008   | 1.228   | 6.581   | 550     | 1.417   | 1.061   |
| 856     | 1.035   | 1.628   | 987     | 1.343   | 1.508   | 1.162   | 504     | 1.479   | 1.283   | 913     | 1.189   | 2.034   |
| 2.664   | 1.638   | 2.052   | 1.923   | 1.189   | 1.508   | -       | 1.064   | 1.645   | 1.340   | 2.913   | 1.714   | 1.540   |
| 1.248   | 5.368   | 1.976   | 1.183   | 1.951   | 1.094   | 772     | 1.336   | 3.717   | 1.516   | 1.315   | 2.729   | 1.666   |
| 1.453   | 1.106   | 1.018   | 4.760   | 6.016   | 1.588   | 1.031   | 672     | 1.479   | 2.166   | 1.528   | 766     | 1.308   |
| 2.395   | 1.768   | 3.975   | -       | 3.611   | 1.629   | -       | 1.465   | 2.888   | 3.211   | 2.114   | 3.212   | 2.115   |
| 116     | 2.196   | 1.856   | 1.653   | 703     | -       | -       | 1.565   | 1.257   | 2.382   | 1.543   | 3.438   | 686     |
| 2.129   | 637     | 4.465   | 4.040   | 4.268   | 1.552   | -       | -       | -       | 4.043   | 2.491   | 4.592   | 1.746   |
| 921     | 1.306   | 1.268   | 4.880   | 2.317   | -       | 1.431   | 368     | 2.077   | 5.886   | 2.074   | 2.166   | -       |
| 53.313  | 51.166  | 58.205  | 95.675  | 62.680  | 38.908  | 32.776  | 35.516  | 55.686  | 106.551 | 53.201  | 73.068  | 45.504  |
| 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
| 177.711 | 170.552 | 194.017 | 318.915 | 208.933 | 129.693 | 109.253 | 118.387 | 185.620 | 355.169 | 177.337 | 243.561 | 151.681 |
| 0,02    | 0,02    | 0,03    | 0,04    | 0,03    | 0,02    | 0,01    | 0,02    | 0,02    | 0,05    | 0,02    | 0,03    | 0,02    |
| 0,26    | 0,28    | 0,31    | 0,35    | 0,38    | 0,39    | 0,41    | 0,42    | 0,45    | 0,49    | 0,52    | 0,55    | 0,57    |

| 24      | 25      | 26      | 27      | 28      | 29      | 30      | 31      | 32      | 33      | 34      | 35      |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1.019   | 2.593   | 2.860   | -       | 1.796   | 1.064   | 725     | 1.024   | -       | 226     | 1.824   | 3.479   |
| 1.254   | 1.216   | 1.790   | -       | 1.734   | 931     | 1.397   | 1.144   | 3.445   | 5.162   | 1.765   | 2.528   |
| -       | 3.514   | -       | -       | 1.947   | 1.658   | 1.609   | 1.687   | 2.328   | 1.870   | 1.453   | 2.786   |
| 2.186   | 1.948   | 1.004   | 2.857   | 1.722   | -       | 1.816   | 1.980   | 1.637   | 1.104   | 1.991   | 3.181   |
| 1.023   | 2.165   | 2.259   | -       | 1.841   | 1.448   | 537     | 1.110   | 1.134   | -       | 1.814   | 1.430   |
| 3.858   | 2.867   | 1.744   | -       | 771     | 1.887   | 1.805   | 2.103   | 1.156   | -       | 1.320   | 2.286   |
| 876     | 1.761   | 2.366   | 2.335   | 1.784   | 1.510   | 1.561   | 958     | 2.996   | 253     | 1.304   | 3.209   |
| 1.448   | 1.957   | 1.761   | 2.465   | 2.817   | 3.296   | 1.897   | 1.771   | 3.424   | 559     | 1.748   | 5.822   |
| 1.023   | 1.889   | 1.220   | -       | 1.204   | 816     | -       | 1.322   | 995     | 1.687   | 421     | 2.012   |
| 1.409   | 1.871   | 1.119   | -       | -       | 1.336   | 1.972   | 1.611   | 1.588   | 1.733   | 2.595   | -       |
| 1.083   | 2.350   | 1.963   | -       | 1.935   | 1.791   | 2.069   | 1.307   | 2.514   | 1.778   | 1.644   | 1.922   |
| 1.764   | 2.446   | 2.051   | -       | 1.980   | -       | 1.714   | 1.390   | 1.776   | 984     | 2.147   | 4.075   |
| 1.501   | -       | 2.446   | -       | 1.095   | 931     | 4.927   | 873     | 1.220   | 2.141   | 1.511   | 1.704   |
| 1.770   | 1.101   | 1.398   | 1.871   | 1.204   | 816     | 1.307   | 1.322   | 995     | 1.687   | 3.860   | 2.012   |
| 1.083   | 2.174   | 1.853   | -       | 1.817   | 1.573   | 2.057   | 1.505   | 2.514   | 1.429   | -       | 1.848   |
| 1.876   | 2.079   | 1.398   | 1.931   | 1.857   | -       | -       | 1.267   | 971     | 333     | 1.490   | 369     |
| 1.600   | 1.175   | 1.335   | -       | 1.687   | 796     | 1.030   | 1.050   | 731     | 1.155   | 865     | 775     |
| 1.264   | -       | 1.258   | -       | 1.121   | -       | 931     | 2.660   | 1.237   | 2.022   | -       | 1.475   |
| 3.264   | 972     | 1.083   | 2.349   | 2.336   | 1.612   | 1.856   | 1.428   | 1.361   | 1.368   | 1.938   | 1.644   |
| 1.083   | 1.867   | 2.766   | -       | 1.935   | 1.258   | 1.319   | 1.550   | -       | -       | 2.197   | 1.818   |
| 1.412   | 2.074   | -       | 4.046   | 1.857   | 2.683   | 2.509   | 2.066   | 3.659   | 638     | 1.748   | 4.842   |
| 799     | 1.732   | 1.326   | -       | 1.935   | 1.392   | 1.549   | 1.201   | 1.307   | 1.228   | -       | 566     |
| 1.065   | 2.141   | 1.378   | -       | -       | -       | 1.367   | 1.510   | 2.926   | 1.383   | -       | 1.475   |
| 1.115   | 3.206   | 1.009   | -       | 1.109   | 2.774   | 1.609   | 1.687   | 2.243   | 2.386   | 1.888   | 1.073   |
| 2.675   | 2.880   | 1.104   | 2.770   | 1.173   | 958     | 1.622   | 1.729   | 610     | 2.128   | 1.474   | 1.870   |
| 1.177   | 2.042   | 1.177   | -       | 1.332   | 1.408   | 459     | 519     | 1.659   | 439     | 986     | 3.309   |
| 1.066   | 2.495   | 5.670   | 4.046   | 1.857   | -       | 2.509   | 2.066   | -       | -       | 1.748   | 4.842   |
| 1.409   | 1.871   | 1.378   | -       | 2.218   | 561     | 2.832   | 3.192   | 1.550   | 1.885   | 3.270   | 1.803   |
| 1.343   | 1.162   | 1.539   | 4.075   | 2.079   | 2.203   | 1.907   | 1.956   | -       | 652     | 1.733   | 3.649   |
| 336     | 2.324   | 1.268   | 2.168   | 1.181   | 958     | 1.088   | 1.242   | 3.103   | 266     | 1.399   | 2.641   |
| 42.781  | 57.870  | 49.521  | 30.909  | 47.325  | 35.658  | 47.979  | 46.233  | 49.077  | 36.496  | 46.131  | 70.444  |
| 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
| 142.602 | 192.901 | 165.071 | 103.030 | 157.751 | 118.859 | 159.929 | 154.109 | 163.590 | 121.653 | 153.769 | 234.813 |
| 0,02    | 0,02    | 0,02    | 0,01    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,03    |
| 0,59    | 0,61    | 0,63    | 0,65    | 0,67    | 0,68    | 0,70    | 0,72    | 0,74    | 0,76    | 0,78    | 0,81    |

|         |         |         |         |         |         |         |         |         |         |         |         |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 36      | 37      | 38      | 39      | 40      | 41      | 42      | 43      | 44      | 45      | 46      | 47      |
| 2.802   | 1.990   | 2.343   | 1.846   | 1.338   | 1.485   | 1.958   | 1.832   | 3.475   | 2.239   | 2.322   | 502     |
| 1.525   | 1.092   | 1.833   | 2.835   | 1.156   | 1.222   | 970     | 1.257   | 6.351   | 1.101   | 2.793   | 372     |
| 1.535   | 2.591   | -       | 1.754   | 1.763   | -       | -       | -       | 2.089   | 1.682   | 1.326   | -       |
| 2.247   | 1.461   | 2.177   | 2.673   | 1.659   | 1.172   | 1.338   | 1.461   | 2.584   | 2.128   | 2.985   | 466     |
| 1.363   | -       | 1.900   | 1.234   | -       | 1.231   | 1.546   | 1.490   | 1.593   | 1.319   | 1.326   | 1.398   |
| 2.436   | 1.143   | 1.391   | 826     | -       | 1.914   | 1.526   | 1.168   | 1.003   | 1.722   | 1.519   | 3.737   |
| 1.160   | 1.295   | 1.798   | 1.895   | 1.461   | 1.155   | 668     | 1.143   | 2.963   | 1.808   | 1.466   | 1.367   |
| 1.697   | 2.007   | 3.007   | 2.407   | 1.583   | 2.145   | 1.240   | 2.426   | 3.142   | -       | 2.547   | 1.729   |
| 638     | 1.296   | 1.392   | 472     | 1.868   | 547     | -       | 1.341   | 1.180   | 714     | 683     | 1.459   |
| -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | -       | 1.231   |
| 1.921   | 2.477   | 2.584   | 1.836   | 1.733   | 1.748   | 1.673   | 1.139   | -       | 1.706   | 1.561   | 1.540   |
| 2.346   | 1.194   | -       | 3.872   | 2.079   | 1.247   | 2.832   | 1.905   | -       | -       | 2.707   | 612     |
| 792     | 1.207   | 1.267   | 1.958   | 1.642   | 1.557   | 1.558   | 1.207   | 1.876   | 1.624   | 1.466   | 1.317   |
| 638     | 1.296   | 1.392   | 472     | 1.868   | 547     | 714     | 1.341   | 1.180   | -       | 683     | 1.459   |
| 1.436   | 1.499   | 1.210   | 1.632   | 1.414   | 1.763   | 1.460   | 1.139   | 2.006   | 1.972   | 1.336   | 1.687   |
| 1.668   | 991     | 2.204   | 2.090   | 1.305   | 5.365   | 906     | 1.683   | 2.344   | 1.402   | 2.054   | 311     |
| 1.436   | 1.282   | 1.922   | 2.033   | 1.143   | 456     | 1.836   | 1.341   | 1.121   | 1.210   | 714     | 1.353   |
| 950     | 1.186   | 1.440   | 1.102   | 1.296   | 1.809   | 1.474   | 1.356   | 1.086   | 1.162   | 1.051   | 1.490   |
| 1.922   | 1.282   | 1.922   | 2.033   | 1.143   | 456     | 1.836   | 1.341   | 1.121   | 1.210   | 714     | 1.353   |
| 1.525   | 2.819   | 1.621   | 1.597   | 1.961   | 931     | 2.234   | 1.743   | 1.657   | 1.597   | 1.408   | 1.398   |
| 2.262   | 2.261   | 2.632   | 1.836   | 1.476   | 1.601   | 1.193   | 521     | 1.428   | 2.189   | 2.643   | 1.543   |
| 1.069   | 1.486   | 2.384   | 1.642   | 1.155   | 1.353   | 1.363   | 1.139   | 2.159   | 1.379   | 1.183   | 1.216   |
| 1.407   | 1.142   | 1.730   | 1.530   | -       | -       | 2.402   | 1.139   | 2.159   | 1.234   | 1.000   | 1.474   |
| 1.987   | 1.354   | 1.192   | 1.958   | 1.155   | 1.353   | 1.363   | 1.139   | 2.159   | 1.379   | 1.999   | 1.216   |
| 914     | 1.486   | 1.017   | -       | 1.091   | 1.211   | 1.461   | 1.188   | 1.204   | 1.101   | 1.124   | 2.059   |
| -       | 737     | -       | 2.252   | 1.102   | 908     | 2.407   | 1.198   | 1.113   | 1.277   | 792     | 554     |
| 2.262   | 2.261   | 2.632   | 1.836   | 1.476   | 1.601   | 1.193   | 521     | -       | -       | 2.643   | 1.543   |
| 1.813   | -       | 1.483   | 641     | 1.771   | 1.520   | 1.472   | 1.609   | 897     | 1.839   | 1.336   | 1.208   |
| 1.668   | 2.337   | 2.022   | 1.703   | 1.157   | -       | 970     | 2.159   | 3.011   | 1.964   | 2.172   | 1.516   |
| 1.485   | 533     | 1.328   | 1.296   | -       | 1.106   | 1.091   | 1.105   | 1.227   | -       | 1.626   | 467     |
| 44.899  | 41.701  | 47.824  | 49.263  | 36.793  | 37.401  | 40.684  | 38.027  | 52.128  | 36.959  | 47.179  | 37.577  |
| 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
| 149.663 | 139.002 | 159.413 | 164.209 | 122.643 | 124.671 | 135.612 | 126.757 | 173.758 | 123.196 | 157.263 | 125.255 |
| 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    |
| 0,83    | 0,85    | 0,87    | 0,89    | 0,90    | 0,92    | 0,94    | 0,95    | 0,98    | 0,99    | 1,01    | 1,03    |



| 48      | 49      | 50      | 51      | 52      | 53      | 54      | 55      | 56      | 57      | 58      | 59      |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1.224   | 1.486   | 1.367   | 3.189   | 1.162   | 1.764   | 159     | 1.019   | 1.136   | 533     | 3.052   | 1.071   |
| 1.097   | 2.158   | 445     | 1.776   | 673     | 1.902   | 3.406   | 1.834   | 3.030   | 2.956   | 3.344   | 2.870   |
| 2.161   | -       | 1.246   | 3.692   | 1.058   | 1.746   | 144     | 1.019   | 1.282   | 1.280   | 1.614   | 2.422   |
| 1.399   | 2.138   | 1.447   | 2.996   | 965     | 1.173   | 1.600   | 1.752   | -       | 229     | 1.039   | 1.429   |
| 1.371   | -       | 1.228   | 1.680   | 820     | -       | 1.655   | 288     | 1.260   | 1.494   | 1.400   | 1.855   |
| 2.560   | 1.715   | 1.479   | 1.498   | 7.163   | -       | -       | -       | 2.262   | 2.177   | 1.728   | 1.694   |
| 954     | 1.511   | 1.542   | 3.017   | 775     | 1.938   | 1.441   | 1.758   | 1.494   | 1.326   | 1.220   | -       |
| 2.145   | 2.134   | 1.574   | 3.670   | 2.235   | 1.363   | -       | 1.350   | 1.312   | 305     | 872     | 1.441   |
| 1.460   | 1.038   | 3.485   | 1.412   | 834     | 1.813   | 375     | 1.006   | -       | 1.530   | 1.672   | 4.262   |
| 1.714   | -       | -       | 2.001   | 1.386   | 1.212   | 1.744   | 1.459   | 1.438   | -       | 1.564   | 1.245   |
| 2.414   | 2.109   | 1.453   | 2.194   | 1.296   | -       | 375     | 1.006   | 1.976   | -       | 1.672   | 1.262   |
| 1.431   | 3.208   | 2.115   | 2.932   | -       | 2.579   | 1.816   | 1.911   | 1.824   | 3.002   | 2.140   | 2.058   |
| 1.590   | 822     | 1.844   | 1.252   | 3.874   | 1.633   | -       | 1.848   | 1.145   | 1.408   | 1.751   | 1.803   |
| 1.460   | 1.038   | 1.447   | 1.412   | 834     | 1.245   | 2.117   | 1.096   | 2.262   | 2.085   | 1.523   | 2.407   |
| 1.967   | 1.861   | -       | -       | 1.341   | 2.490   | -       | -       | 1.166   | 1.321   | 1.828   | -       |
| 906     | 940     | 620     | 1.830   | 445     | -       | 3.394   | 1.759   | 2.122   | 3.660   | 1.775   | 2.006   |
| 179     | 826     | 466     | 1.359   | 820     | 1.398   | 1.416   | 1.299   | 1.010   | 1.438   | 1.813   | 1.245   |
| 1.669   | 1.459   | 2.457   | 1.552   | 1.430   | 1.040   | 1.466   | 1.013   | -       | 1.479   | 1.560   | 1.530   |
| 179     | 826     | 466     | 1.359   | 820     | 957     | 1.744   | 1.459   | 1.438   | 1.591   | 1.440   | 1.947   |
| 1.421   | 1.298   | 931     | 2.985   | 1.267   | 1.608   | 403     | -       | 1.976   | 2.097   | 4.162   | 1.006   |
| 2.353   | 2.197   | 1.765   | 2.975   | 2.311   | -       | 1.268   | 1.651   | 1.008   | -       | 1.372   | 727     |
| 2.369   | 1.416   | 1.246   | 2.579   | -       | 940     | 2.043   | 994     | 1.647   | -       | 1.447   | 2.085   |
| 1.430   | 6.098   | 931     | 1.808   | 1.445   | 1.908   | 1.535   | 841     | -       | 2.241   | 1.980   | 2.989   |
| 2.369   | 1.416   | 1.246   | 2.579   | 1.408   | -       | 1.685   | 943     | 1.976   | -       | -       | -       |
| 811     | 1.038   | 3.857   | 3.670   | 2.921   | 2.207   | 1.733   | 929     | 1.541   | 488     | 3.201   | 1.071   |
| 795     | 1.029   | 1.479   | 1.733   | 864     | 3.206   | 1.902   | 1.733   | 1.974   | 2.316   | 1.807   | -       |
| 2.353   | 2.197   | 1.765   | 2.975   | 2.311   | 1.173   | 1.268   | 651     | 1.008   | 229     | 372     | 727     |
| 1.863   | 1.049   | 2.318   | 1.776   | 507     | 1.551   | 144     | 1.421   | 1.807   | 1.339   | 987     | 1.294   |
| 1.522   | 2.223   | 1.383   | 2.600   | 1.740   | 1.205   | 1.297   | 662     | 1.976   | 290     | 2.718   | 727     |
| 843     | 1.475   | 1.431   | 1.755   | 254     | 2.187   | 3.966   | 1.567   | 2.742   | 2.641   | 903     | 3.233   |
| 46.008  | 46.705  | 43.031  | 66.254  | 42.957  | 40.238  | 40.096  | 34.268  | 43.812  | 39.455  | 51.956  | 46.406  |
| 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
| 153.361 | 155.684 | 143.438 | 220.848 | 143.190 | 134.127 | 133.653 | 114.227 | 146.040 | 131.517 | 173.187 | 154.687 |
| 0,02    | 0,02    | 0,02    | 0,03    | 0,02    | 0,02    | 0,02    | 0,01    | 0,02    | 0,02    | 0,02    | 0,02    |
| 1,05    | 1,07    | 1,09    | 1,12    | 1,13    | 1,15    | 1,17    | 1,18    | 1,20    | 1,22    | 1,24    | 1,26    |

| 60      | 61      | 62      | 63      | 64      | 65      | 66      | 67      | 68      | 69      | 70      | 71      |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 2.128   | 1.371   | 1.019   | 3.041   | 1.194   | 1.686   | 1.440   | 2.042   | 1.118   | 1.896   | 1.626   | 916     |
| 1.962   | 4.472   | 4.428   | 1.020   | 1.132   | -       | 1.440   | 1.032   | 2.183   | 1.950   | 1.535   | 3.211   |
| 1.804   | 1.762   | 2.518   | -       | 1.371   | 1.916   | 1.402   | 3.251   | 1.695   | 3.290   | 1.903   | 1.278   |
| -       | 2.646   | 1.905   | 1.396   | 1.276   | 1.853   | 1.115   | 1.389   | 1.288   | 1.582   | 1.567   | 1.407   |
| 1.536   | 2.519   | 1.016   | 1.422   | 1.670   | 1.003   | 1.372   | 3.759   | -       | 1.744   | 2.062   | 1.432   |
| 905     | 3.585   | 3.223   | 2.102   | 533     | 872     | 968     | 2.479   | 2.163   | 1.019   | 2.641   | -       |
| 2.128   | 1.347   | -       | 3.201   | 426     | 930     | 1.796   | 1.582   | 2.237   | -       | -       | -       |
| 1.201   | 1.551   | -       | 2.102   | 1.179   | 879     | 954     | 6.767   | 836     | 1.325   | 1.149   | 1.301   |
| 2.388   | 1.407   | 1.254   | 1.049   | 1.591   | 1.522   | 1.894   | 1.714   | 1.389   | 4.254   | -       | 835     |
| 1.252   | 1.856   | 1.311   | 1.121   | 1.036   | 1.726   | 1.686   | 2.814   | 1.759   | 3.969   | 1.397   | 1.682   |
| 2.388   | 3.407   | 3.254   | 2.049   | 1.591   | 1.522   | 1.894   | 4.714   | 1.389   | 4.254   | 1.578   | 835     |
| 2.000   | 1.834   | 2.276   | 3.052   | 1.345   | 1.030   | 1.987   | 1.834   | 1.775   | 2.006   | 1.701   | 3.990   |
| 1.357   | 2.381   | 1.413   | 1.626   | 1.450   | 975     | 1.211   | -       | -       | 1.840   | 1.039   | -       |
| 1.744   | 1.429   | 1.036   | 1.627   | 1.142   | 1.076   | 1.759   | 1.726   | 1.651   | -       | 1.951   | 2.253   |
| 1.491   | 1.813   | 2.314   | 2.458   | 1.447   | 1.553   | 1.127   | 4.034   | 651     | 1.603   | 1.361   | 1.358   |
| 1.414   | 4.772   | 3.752   | -       | 866     | -       | 1.682   | 671     | 2.102   | 2.635   | 2.880   | 2.432   |
| 1.252   | 1.326   | 589     | 1.940   | 1.556   | 1.534   | 1.178   | 2.181   | 1.284   | 2.388   | 1.198   | 2.507   |
| 1.212   | -       | 1.148   | 1.671   | 1.391   | 1.824   | 1.411   | 1.406   | 1.592   | 1.651   | 1.290   | 1.251   |
| 954     | 2.876   | 1.832   | -       | 1.157   | 1.372   | 1.343   | 1.687   | 1.325   | 1.585   | 976     | 1.164   |
| 2.853   | 1.937   | 3.362   | 2.386   | 2.109   | 1.833   | 1.744   | 2.062   | 810     | -       | 1.711   | 1.848   |
| 508     | 3.329   | 1.415   | 1.501   | 1.104   | 1.856   | 1.274   | 1.631   | 1.118   | 1.872   | 1.552   | 1.280   |
| 1.193   | 1.304   | 1.331   | 1.470   | 1.533   | 743     | 1.342   | -       | 1.325   | 3.169   | 1.020   | 1.522   |
| 1.039   | 1.429   | 1.452   | 1.928   | 1.416   | 1.373   | 1.327   | 1.629   | 1.550   | 2.844   | 1.939   | 2.715   |
| -       | -       | -       | 2.531   | 1.995   | 2.529   | 2.281   | -       | 1.013   | 2.488   | 1.735   | 1.895   |
| 2.718   | 3.596   | 1.415   | 3.286   | 1.253   | 1.714   | 1.631   | 661     | 2.224   | 2.477   | 3.014   | 2.198   |
| 2.306   | 2.390   | 2.829   | 3.052   | 1.825   | 1.030   | 1.898   | 2.043   | 2.163   | 1.030   | 1.641   | 3.990   |
| 508     | 3.329   | 1.415   | 501     | 1.104   | 856     | 1.274   | 1.539   | 1.205   | 256     | 552     | 1.280   |
| 1.280   | 1.657   | 1.074   | 1.551   | 3.381   | 646     | -       | 2.181   | 1.274   | 639     | 159     | -       |
| -       | 2.838   | 2.165   | 523     | 1.149   | 1.288   | 1.299   | 2.242   | -       | -       | -       | 1.760   |
| 2.077   | 3.981   | 4.182   | 2.582   | 919     | 1.648   | 1.491   | 1.086   | 2.188   | 1.793   | 2.703   | 1.254   |
| 43.598  | 68.144  | 54.928  | 52.188  | 41.141  | 38.789  | 43.220  | 60.156  | 41.307  | 55.559  | 43.880  | 47.594  |
| 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      | 30      |
| 145.327 | 227.147 | 183.093 | 173.960 | 137.137 | 129.297 | 144.067 | 200.520 | 137.690 | 185.197 | 146.267 | 158.647 |
| 0,02    | 0,03    | 0,02    | 0,02    | 0,02    | 0,02    | 0,02    | 0,03    | 0,02    | 0,02    | 0,02    | 0,02    |
| 1,28    | 1,31    | 1,33    | 1,36    | 1,37    | 1,39    | 1,41    | 1,44    | 1,45    | 1,48    | 1,50    | 1,52    |

| 72      | 73      | 74      | 75      | 76      | 77      | 78     | 79      | TOTAL     | NORMA     |
|---------|---------|---------|---------|---------|---------|--------|---------|-----------|-----------|
| 2.051   | 4.173   | 981     | -       | 1.036   | 1.265   | 1.066  | 3.251   | 128.195   | 77.420    |
| 1.372   | 1.793   | 1.548   | 1.733   | 2.607   | 2.625   | 759    | 1.173   | 158.326   | 77.420    |
| 1.851   | 3.503   | 1.163   | 2.113   | 1.066   | 2.410   | 1.097  | 3.251   | 126.388   | 77.420    |
| 3.530   | 1.474   | 1.306   | 1.715   | 1.234   | -       | 1.370  | 1.640   | 123.909   | 77.420    |
| -       | 2.568   | 1.059   | 1.356   | 1.595   | 1.000   | 1.848  | 1.919   | 102.427   | 77.420    |
| 466     | 2.457   | -       | 1.881   | 2.127   | 1.750   | 373    | 4.129   | 134.827   | 77.420    |
| -       | 2.542   | 1.134   | 1.832   | 2.631   | 1.280   | 533    | 2.849   | 132.195   | 77.420    |
| 360     | 2.023   | 1.636   | 1.157   | 1.807   | 1.174   | 786    | 2.860   | 161.806   | 77.420    |
| 2.361   | 6.150   | 1.397   | 1.682   | 1.198   | 1.043   | 1.066  | 1.592   | 119.125   | 77.420    |
| 1.198   | 1.043   | 1.711   | 1.848   | 1.919   | 1.761   | 1.160  | 2.379   | 112.679   | 77.420    |
| 2.361   | 1.150   | 1.013   | 2.488   | 1.735   | 1.895   | 1.980  | -       | 160.451   | 77.420    |
| 1.052   | 1.086   | 1.312   | 2.473   | 2.066   | 1.982   | 999    | 1.086   | 158.031   | 77.420    |
| -       | 1.060   | 1.007   | 1.808   | 1.623   | 1.720   | 2.997  | 1.241   | 125.403   | 77.420    |
| 1.848   | 1.782   | 1.074   | 1.368   | 1.550   | 2.844   | 1.523  | -       | 114.334   | 77.420    |
| -       | 7.513   | 835     | -       | -       | 2.205   | 579    | 4.440   | 125.731   | 77.420    |
| 1.052   | 3.233   | 1.506   | 1.085   | 1.844   | 1.857   | 697    | 4.396   | 127.789   | 77.420    |
| 1.191   | 2.568   | 1.611   | -       | 1.651   | 1.919   | 1.355  | -       | 105.572   | 77.420    |
| 1.681   | 3.701   | 1.074   | 1.695   | 1.061   | -       | 1.625  | 1.502   | 119.145   | 77.420    |
| 1.438   | 2.409   | 941     | 1.356   | 1.287   | 1.060   | 1.081  | 1.438   | 137.531   | 77.420    |
| 1.782   | 1.682   | 1.178   | 1.896   | 1.651   | 2.398   | 1.066  | 1.930   | 135.890   | 77.420    |
| 1.372   | 3.566   | 1.006   | 1.981   | 1.451   | 1.315   | 1.256  | 1.205   | 143.557   | 77.420    |
| 1.142   | 1.858   | 1.249   | 1.554   | 1.585   | 1.410   | -      | -       | 112.992   | 77.420    |
| 1.157   | 1.666   | 1.656   | 1.368   | -       | -       | -      | 1.554   | 114.062   | 77.420    |
| 1.980   | 1.282   | 1.402   | 1.896   | 1.745   | 2.338   | 1.097  | 1.711   | 118.647   | 77.420    |
| 200     | 2.701   | 2.217   | 2.896   | 2.127   | 325     | 160    | 3.756   | 152.218   | 77.420    |
| 1.039   | 2.926   | 1.809   | -       | 799     | 1.998   | 1.052  | 3.084   | 131.301   | 77.420    |
| 173     | 3.566   | 1.006   | 315     | 1.451   | -       | -      | -       | 130.331   | 77.420    |
| 4.158   | 1.958   | 596     | 1.556   | -       | 1.048   | -      | 1.370   | 110.477   | 77.420    |
| 173     | 811     | 1.433   | 508     | 1.930   | 1.697   | 277    | 3.713   | 137.076   | 77.420    |
| 1.332   | 1.218   | 1.624   | 1.881   | 2.127   | -       | 1.185  | 4.716   | 134.142   | 77.420    |
| 38.320  | 75.462  | 37.484  | 43.441  | 44.903  | 42.319  | 28.987 | 62.185  | 3.894.559 | 2.322.600 |
| 30      | 30      | 30      | 30      | 30      | 30      | 30     | 30      |           |           |
| 127.733 | 251.540 | 124.947 | 144.803 | 149.677 | 141.063 | 96.623 | 207.283 |           |           |
| 0,02    | 0,03    | 0,02    | 0,02    | 0,02    | 0,02    | 0,01   | 0,03    | 1,68      |           |
| 1,53    | 1,57    | 1,58    | 1,60    | 1,62    | 1,64    | 1,65   | 1,68    |           |           |

**Lampiran 8. Akumulasi Kumulatif Kehadiran Karyawan Panen**

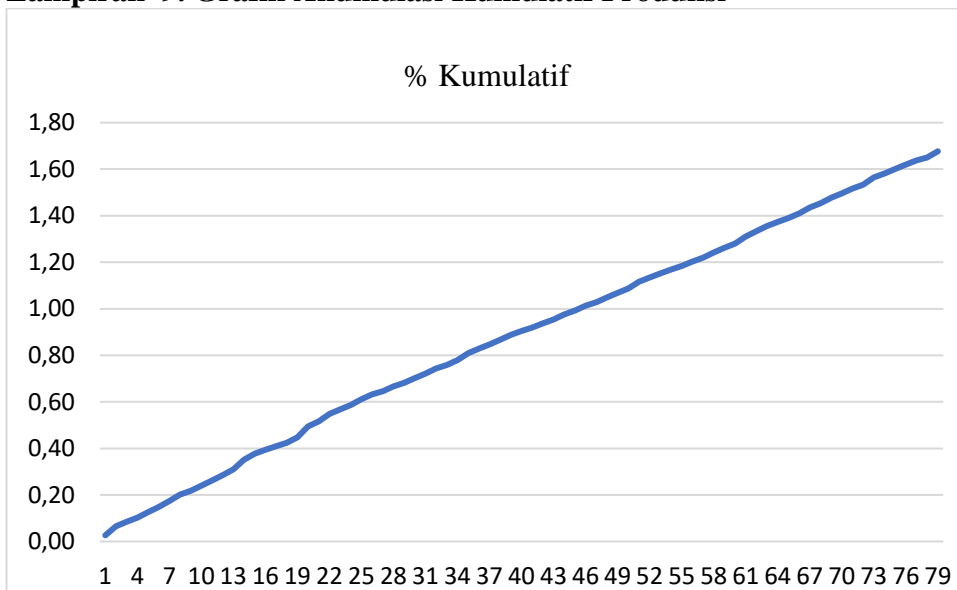
| NO | NAMA        | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   |
|----|-------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 2  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    | 1    |
| 3  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 4  |             | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 5  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 6  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 7  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 8  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 9  |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    |
| 10 |             | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 11 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 12 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 13 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    |
| 14 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 15 |             | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 16 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 17 |             | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 18 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 19 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 20 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 21 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 22 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 23 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 24 |             | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 25 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 26 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 27 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 0    | 1    |
| 28 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    |
| 29 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    |
| 30 |             | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    |
|    | TOTAL       | 30   | 27   | 29   | 27   | 29   | 29   | 29   | 30   | 29   | 30   | 29   | 30   | 30   | 26   | 29   | 28   | 23   | 27   |
|    | NORMA       | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   |
|    | % HARIAN    | 100  | 90   | 97   | 90   | 97   | 97   | 97   | 100  | 96,7 | 100  | 97   | 100  | 100  | 87   | 97   | 93,3 | 76,7 | 90   |
|    | % TOTAL     | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 |
|    | % KUMULATIF | 0,01 | 0,02 | 0,04 | 0,05 | 0,06 | 0,07 | 0,08 | 0,10 | 0,11 | 0,12 | 0,13 | 0,15 | 0,16 | 0,17 | 0,18 | 0,19 | 0,20 | 0,22 |

|      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | 37   | 38   | 39   | 40   | 41   | 42   |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 0    | 0    | 1    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 0    | 0    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 0    | 1    | 1    | 0    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 0    | 1    | 0    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 0    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 0    | 0    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 0    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 0    | 1    | 1    | 0    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    |
| 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    |
| 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    |
| 1    | 1    | 1    | 1    | 0    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 0    | 1    | 1    |
| 28   | 30   | 29   | 30   | 26   | 29   | 27   | 29   | 11   | 28   | 24   | 28   | 30   | 26   | 26   | 26   | 29   | 28   | 27   | 26   | 28   | 25   | 26   | 28   |
| 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   | 30   |
| 93,3 | 100  | 96,7 | 100  | 86,7 | 97   | 90   | 96,7 | 36,7 | 93,3 | 80   | 93,3 | 100  | 87   | 87   | 87   | 97   | 93   | 90   | 86,7 | 93   | 83,3 | 86,7 | 93   |
| 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,00 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 |
| 0,23 | 0,24 | 0,25 | 0,26 | 0,28 | 0,29 | 0,30 | 0,31 | 0,32 | 0,33 | 0,34 | 0,35 | 0,36 | 0,37 | 0,38 | 0,40 | 0,41 | 0,42 | 0,43 | 0,44 | 0,45 | 0,46 | 0,48 | 0,49 |

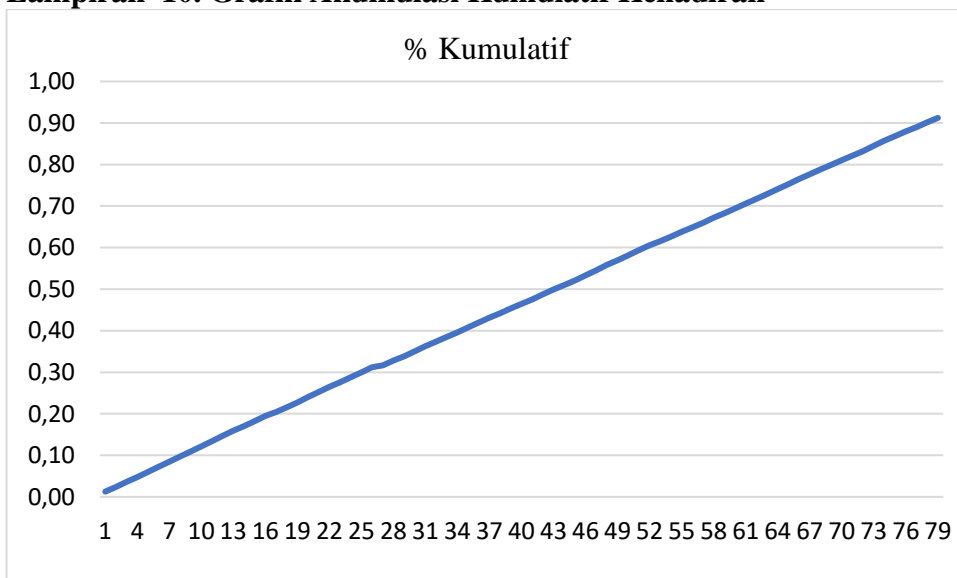


| 67   | 68   | 69   | 70   | 71    | 72   | 73   | 74   | 75    | 76   | 77     | 78   | 79   | TOTAL | NORMA |
|------|------|------|------|-------|------|------|------|-------|------|--------|------|------|-------|-------|
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 77    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 66    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 0      | 1    | 1    | 75    | 79    |
| 1    | 0    | 1    | 1    | 1     | 0    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 64    | 79    |
| 1    | 1    | 1    | 1    | 0     | 1    | 1    | 0    | 1     | 1    | 1      | 1    | 1    | 71    | 79    |
| 1    | 1    | 0    | 0    | 0     | 0    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 73    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 76    | 79    |
| 1    | 1    | 1    | 0    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 75    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 61    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 74    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 71    | 79    |
| 0    | 0    | 1    | 1    | 0     | 0    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 72    | 79    |
| 1    | 1    | 0    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 0    | 73    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 0     | 1    | 1      | 1    | 1    | 75    | 79    |
| 1    | 1    | 1    | 1    | 1     | 0    | 1    | 1    | 0     | 0    | 1      | 1    | 1    | 67    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 74    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 0     | 1    | 1      | 1    | 0    | 74    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 77    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 0      | 1    | 1    | 72    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 78    | 79    |
| 1    | 1    | 0    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 73    | 79    |
| 0    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 0    | 0    | 71    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 0    | 0      | 0    | 1    | 69    | 79    |
| 0    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 68    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 78    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 0     | 1    | 1      | 1    | 1    | 74    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 0      | 0    | 0    | 68    | 79    |
| 1    | 1    | 1    | 1    | 0     | 1    | 1    | 1    | 1     | 0    | 1      | 0    | 1    | 71    | 79    |
| 1    | 0    | 0    | 0    | 1     | 1    | 1    | 1    | 1     | 1    | 1      | 1    | 1    | 70    | 79    |
| 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1     | 1    | 0      | 1    | 1    | 75    | 79    |
| 27   | 27   | 26   | 27   | 26    | 26   | 30   | 29   | 26    | 27   | 25     | 26   | 26   | 2162  | 2370  |
| 30   | 30   | 30   | 30   | 30    | 30   | 30   | 30   | 30    | 30   | 30     | 30   | 30   |       |       |
| 90   | 90   | 86,7 | 90   | 86,67 | 86,7 | 100  | 96,7 | 86,67 | 90   | 83,333 | 86,7 | 86,7 |       |       |
| 0,01 | 0,01 | 0,01 | 0,01 | 0,01  | 0,01 | 0,01 | 0,01 | 0,01  | 0,01 | 0,01   | 0,01 | 0,01 | 0,91  |       |
| 0,78 | 0,79 | 0,80 | 0,81 | 0,82  | 0,83 | 0,85 | 0,86 | 0,87  | 0,88 | 0,89   | 0,90 | 0,91 |       |       |

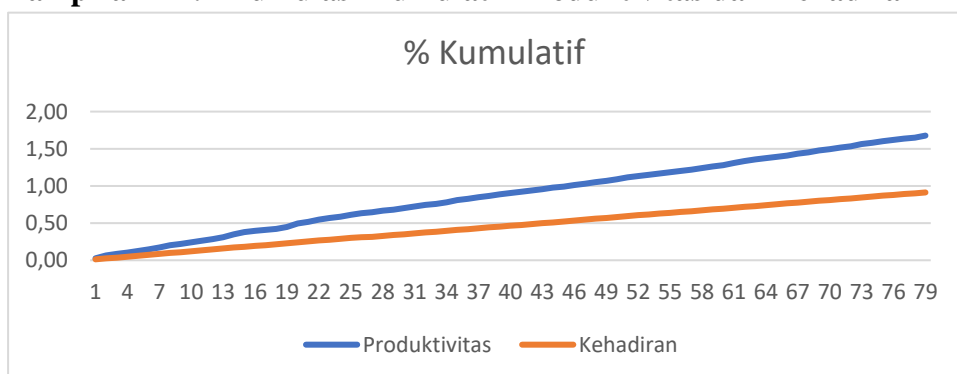
**Lampiran 9. Grafik Akumulasi Kumulatif Produksi**



**Lampiran 10. Grafik Akumulasi Kumulatif Kehadiran**



**Lampiran 11. Akumulasi Kumulatif Produktivitas dan Kehadiran**





## Lampiran 12. Dokumentasi Kegiatan Penelitian

### Foto Kegiatan Penelitian

#### a. Kegiatan Apel Pagi



#### b. Absensi Pagi dan Kegiatan RKH



#### c. Foto Bersama Responden



#### d. Foto Bersama Asisten Afdeling

