SURAT KETERANGAN RISET

PT YABETA
Jl. Kemakmuran Raya No.3, Sukmajaya, Mekarjaya, Depok 16411
Telepon : (021) 77832419, Faksimile: (021) 77832425
Situs: www.yabetaindonesia.com

Nomor : 001/SKET/HRD-YBT/VII/2026
Perihal : Surat Keterangan Selesai Riset Mahasiswa

SURAT KETERANGAN

Yang bertanda tangan di bawah ini :

Nama : Ardy Setiakusuma
Jabatan : Head HRD
Perusahaan : PT YABETA

Dengan ini menerangkan bahwa :

Nama : Kezia Agnes Pattiasina
NIM : 24220049
Program Studi : Manajemen
Fakultas : Ekonomi dan Bisnis
Universitas : Universitas Nusa Mandiri

Adalah benar telah melaksanakan kegiatan magang sekaligus riset di PT Yabeta selama 3 (tiga) bulan, terhitung mulai bulan April 2026 sampai dengan Juli 2026. Dalam rangka penyusunan skripsi sebagai salah satu syarat untuk memperoleh gelar sarjana.

Selama pelaksanaan magang dan riset, yang bersangkutan telah mengikuti kegiatan sesuai dengan ketentuan Perusahaan serta memperoleh kesempatan untuk mengumpulkan data yang diperlukan bagi penyusunan skripsi dengan tetap menjaga kerahasiaan informasi Perusahaan.

Demikian surat keterangan ini dibuat dengan sebenarnya untuk dipergunakan sebagaimana mestinya.

Depok, 14 Juli 2026

Ardy Setiakusuma
Head HRD PT YABETA

LAMPIRAN

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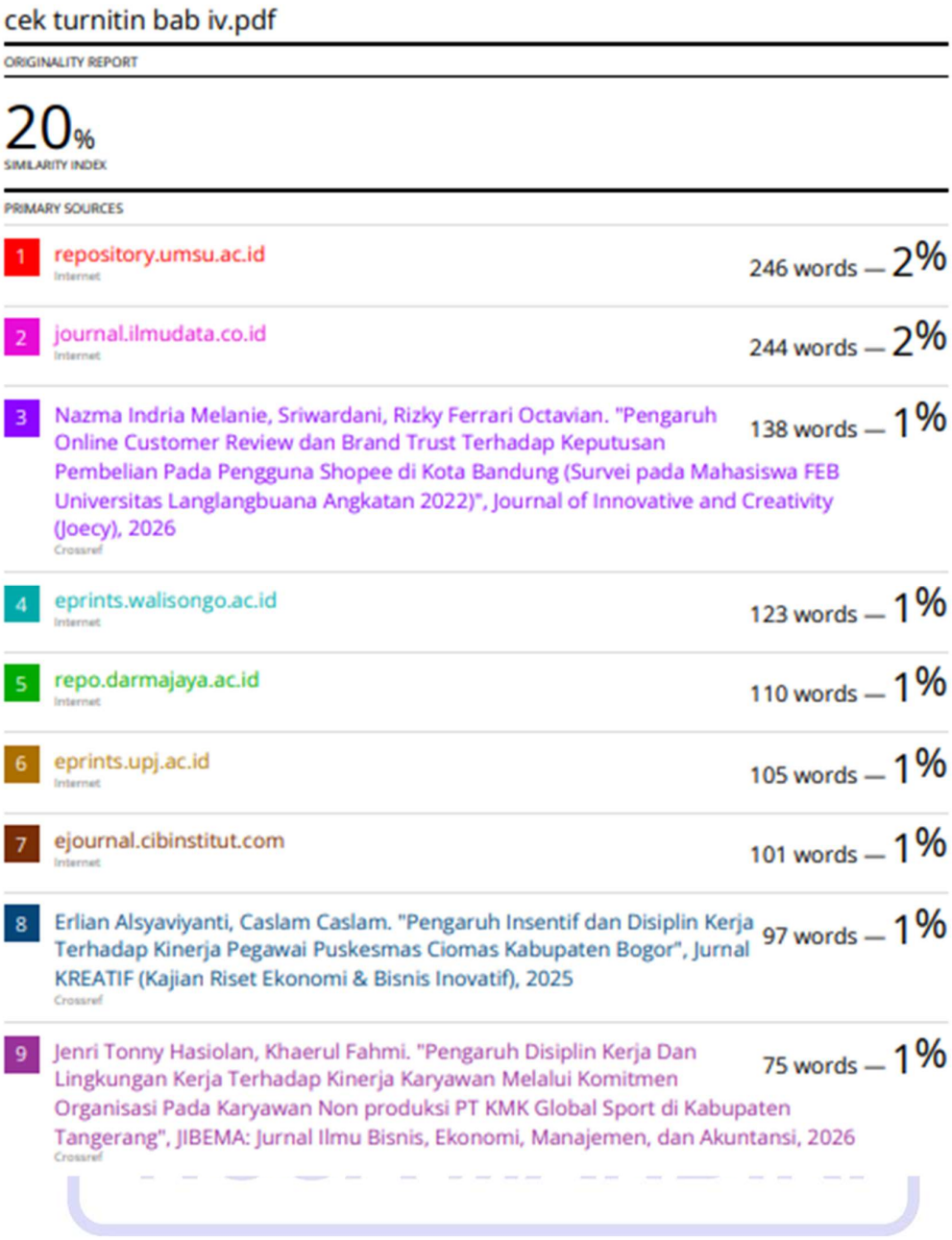
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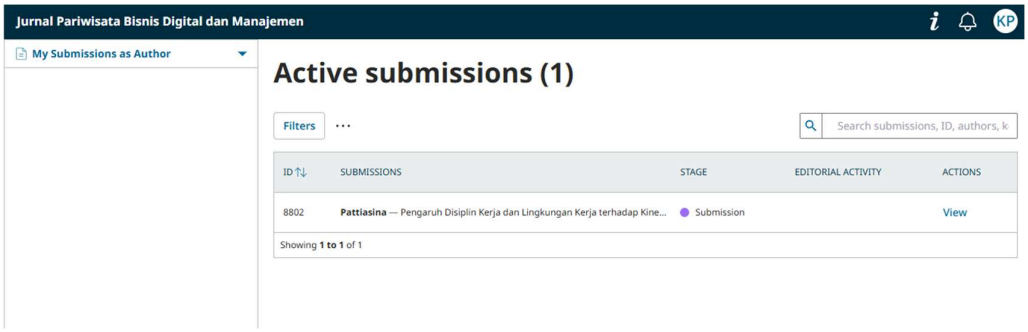
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Lampiran C 1 Bukti Kuesioner Variabel Disiplin Kerja (X1)

No	DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	DK11	DK12
1	1	5	5	5	5	5	5	5	5	5	5	5
2	5	5	5	5	5	5	5	5	5	5	5	5
3	5	5	5	5	5	5	5	5	5	5	5	5
4	3	4	4	4	5	4	3	3	4	4	4	5
5	4	5	5	5	5	5	5	5	5	5	5	5
6	4	5	5	4	5	5	4	4	4	4	4	4
7	3	5	5	5	5	5	5	5	5	5	5	5
8	4	3	3	3	3	5	5	5	5	4	4	3
9	3	5	5	4	5	5	4	5	5	5	5	4
10	5	5	5	5	5	5	5	5	5	5	5	5
11	5	5	5	5	5	5	5	4	4	4	4	4
12	4	4	4	4	4	5	4	4	4	5	5	3
13	4	5	5	5	4	4	5	5	4	5	4	4
14	5	4	4	4	5	5	5	4	5	5	4	5
15	5	5	5	5	5	5	5	5	5	5	5	5
16	5	5	4	4	5	5	4	4	4	5	4	4
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25	4	3	5	4	5	5	5	4	5	5	4	4
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39	2	4	5	4	4	4	4	3	5	4	4	3
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42	5	5	2	4	5	5	5	4	5	5	5	5
43	5	5	4	4	4	4	4	4	4	4	4	5
44	5	4	3	4	5	3	4	4	4	4	3	5
45	5	5	4	5	4	4	5	4	5	5	4	4
46	5	5	5	5	5	5	5	5	5	5	5	5
47	4	5	5	4	5	5	4	5	5	5	5	5
48	4	4	5	5	5	5	5	5	5	5	5	5
49	5	5	5	2	5	5	5	5	5	5	5	4
50	2	2	2	4	2	2	3	2	2	2	2	2
51	4	5	5	4	4	5	4	5	5	4	4	5
52	5	4	4	4	5	5	4	5	5	4	5	5
53	4	5	5	4	4	5	5	4	5	4	4	5

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54	5	4	5	5	4	5	5	4	5	5	4	4
55	4	3	5	4	3	5	4	3	5	4	3	5

Lampiran C 2 Bukti Kuesioner Lingkungan Kerja (X2)

No	DK 1	DK 2	DK 3	DK 4	DK 5	DK 6	DK 7	DK 8	DK 9	DK1 0	DK1 1	DK1 2
1	5	5	5	5	5	3	1	3	5	5	5	5
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8	5	5	5	4	5	4	5	5	5	4	3	4
9	4	4	4	4	4	4	4	5	5	5	5	5
10	4	5	5	5	4	5	3	4	5	5	5	5
11	4	4	4	4	5	5	5	4	4	4	4	5
12	3	2	4	4	3	3	2	2	4	4	5	4
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19	5	4	5	5	3	5	5	5	5	5	4	5
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21	5	4	4	4	4	4	4	3	4	4	5	4
22	4	5	5	4	4	4	3	4	5	5	4	5
23	5	5	5	5	5	5	5	5	5	5	5	5
24	3	4	3	3	4	3	3	2	3	4	4	2
25	4	4	5	4	4	5	4	3	4	4	4	4
26	5	5	4	3	5	5	5	1	4	5	5	3
27	5	3	4	3	5	4	3	5	3	4	5	3
28	5	3	5	5	4	3	5	3	4	5	3	5
29	3	4	4	4	4	4	3	4	3	4	5	4
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32	4	5	5	5	4	4	5	4	5	5	4	5
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36	5	4	5	5	5	4	5	4	4	5	5	4
37	3	3	4	4	5	4	2	4	4	5	4	5
38	5	5	4	4	4	5	4	4	4	4	4	4
39	4	4	5	5	4	4	5	4	5	5	5	4
40	5	4	5	4	4	3	4	5	5	4	4	5
41	5	3	3	2	3	4	5	5	5	3	4	5
42	5	5	5	5	5	5	5	5	5	3	5	5
43	4	4	5	5	4	5	4	4	4	4	4	4

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44	5	5	5	5	4	3	4	3	3	4	3	4
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48	4	4	5	5	4	4	4	4	5	5	5	5
49	5	5	5	4	5	4	4	4	5	4	5	4
50	3	1	1	2	1	2	3	3	2	2	2	2
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Lampiran C 3 Bukti Kuesioner Variabel Kinerja Karyawan (Y)

No	DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	DK11	DK12
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Lampiran C 4 Bukti Hasil Pengolahan Data SPSS

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Total_X1
X1.1	Pearson Correlation	1	.324*	-.064	.119	.276*	-.025	.156	.030	.116	.052	.158	.269*	.331*
	Sig. (2-tailed)		.016	.642	.386	.041	.854	.256	.827	.401	.703	.251	.047	.014
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.2	Pearson Correlation	.324*	1	.175	.416**	.359**	.351**	.311*	.336*	.331*	.329*	.457**	.424**	.652**
	Sig. (2-tailed)	.016		.201	.002	.007	.009	.021	.012	.013	.014	.000	.001	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.3	Pearson Correlation	-.064	.175	1	.351**	.308*	.474**	.499**	.316*	.404**	.310*	.335*	.142	.568**
	Sig. (2-tailed)	.642	.201		.009	.022	.000	.000	.019	.002	.021	.012	.302	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.4	Pearson Correlation	.119	.416**	.351**	1	.317*	.407**	.423**	.495**	.447**	.450**	.344*	.486**	.710**
	Sig. (2-tailed)	.386	.002	.009		.018	.002	.001	.000	.001	.001	.010	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.5	Pearson Correlation	.276*	.359**	.308*	.317*	1	.310*	.272*	.236	.220	.498**	.474**	.358**	.619**
	Sig. (2-tailed)	.041	.007	.022	.018		.021	.044	.083	.107	.000	.000	.007	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.6	Pearson Correlation	-.025	.351**	.474**	.407**	.310*	1	.459**	.475**	.549**	.509**	.295*	.273*	.678**
	Sig. (2-tailed)	.854	.009	.000	.002	.021		.000	.000	.000	.000	.029	.043	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.7	Pearson Correlation	.156	.311*	.499**	.423**	.272*	.459**	1	.286*	.399**	.544**	.351**	.045	.636**
	Sig. (2-tailed)	.256	.021	.000	.001	.044	.000		.034	.003	.000	.009	.744	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55

X1.7	Pearson Correlation	.156	.311*	.499**	.423**	.272*	.459**	1	.286*	.399**	.544**	.351**	.045	.636**
	Sig. (2-tailed)	.256	.021	.000	.001	.044	.000		.034	.003	.000	.009	.744	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.8	Pearson Correlation	.030	.336*	.316*	.495**	.236	.475**	.286*	1	.356**	.357**	.490**	.395**	.645**
	Sig. (2-tailed)	.827	.012	.019	.000	.083	.000	.034		.008	.007	.000	.003	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.9	Pearson Correlation	.116	.331*	.404**	.447**	.220	.549**	.399**	.356**	1	.459**	.350**	.340*	.665**
	Sig. (2-tailed)	.401	.013	.002	.001	.107	.000	.003	.008		.000	.009	.011	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.10	Pearson Correlation	.052	.329*	.310*	.450**	.498**	.509**	.544**	.357**	.459**	1	.475**	.132	.683**
	Sig. (2-tailed)	.703	.014	.021	.001	.000	.000	.000	.007	.000		.000	.338	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.11	Pearson Correlation	.158	.457**	.335*	.344*	.474**	.295*	.351**	.490**	.350**	.475**	1	.301*	.678**
	Sig. (2-tailed)	.251	.000	.012	.010	.000	.029	.009	.000	.009	.000		.025	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X1.12	Pearson Correlation	.269*	.424**	.142	.486**	.358**	.273*	.045	.395**	.340*	.132	.301*	1	.566**
	Sig. (2-tailed)	.047	.001	.302	.000	.007	.043	.744	.003	.011	.338	.025		.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Total_X1	Pearson Correlation	.331*	.652**	.568**	.710**	.619**	.678**	.636**	.645**	.665**	.683**	.678**	.566**	1
	Sig. (2-tailed)	.014	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55	55	55	55

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

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

X2.7	Pearson Correlation	.395**	.236	.208	.138	.273*	.355**	1	.423**	.177	.067	-.186	.212	.475**
	Sig. (2-tailed)	.003	.083	.128	.315	.043	.008		.001	.196	.628	.174	.120	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.8	Pearson Correlation	.288*	.167	.257	.247	.269*	.253	.423**	1	.336*	.057	-.011	.475**	.540**
	Sig. (2-tailed)	.033	.223	.058	.069	.047	.062	.001		.012	.679	.936	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.9	Pearson Correlation	.322*	.395**	.533**	.488**	.067	.335*	.177	.336*	1	.507**	.244	.579**	.703**
	Sig. (2-tailed)	.016	.003	.000	.000	.625	.012	.196	.012		.000	.072	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.10	Pearson Correlation	.133	.406**	.442**	.583**	.154	.297*	.067	.057	.507**	1	.243	.254	.583**
	Sig. (2-tailed)	.334	.002	.001	.000	.261	.027	.628	.679	.000		.074	.061	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.11	Pearson Correlation	.208	.247	.153	.187	.203	.250	-.186	-.011	.244	.243	1	.122	.371**
	Sig. (2-tailed)	.128	.069	.263	.171	.136	.065	.174	.936	.072	.074		.377	.005
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.12	Pearson Correlation	.205	.143	.430**	.454**	.154	.229	.212	.475**	.579**	.254	.122	1	.603**
	Sig. (2-tailed)	.134	.298	.001	.000	.262	.093	.120	.000	.000	.061	.377		.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Total_X2	Pearson Correlation	.613**	.700**	.687**	.636**	.509**	.636**	.475**	.540**	.703**	.583**	.371**	.603**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.005	.000	
	N	55	55	55	55	55	55	55	55	55	55	55	55	55

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total_X2
X2.1	Pearson Correlation	1	.543**	.334*	.164	.366**	.366**	.395**	.288*	.322*	.133	.208	.205	.613**
	Sig. (2-tailed)		.000	.013	.231	.006	.006	.003	.033	.016	.334	.128	.134	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.2	Pearson Correlation	.543**	1	.414**	.332*	.482**	.573**	.236	.167	.395**	.406**	.247	.143	.700**
	Sig. (2-tailed)	.000		.002	.013	.000	.000	.083	.223	.003	.002	.069	.298	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.3	Pearson Correlation	.334*	.414**	1	.581**	.179	.345**	.208	.257	.533**	.442**	.153	.430**	.687**
	Sig. (2-tailed)	.013	.002		.000	.190	.010	.128	.058	.000	.001	.263	.001	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.4	Pearson Correlation	.164	.332*	.581**	1	.139	.198	.138	.247	.488**	.583**	.187	.454**	.636**
	Sig. (2-tailed)	.231	.013	.000		.312	.148	.315	.069	.000	.000	.171	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.5	Pearson Correlation	.366**	.482**	.179	.139	1	.274*	.273*	.269*	.067	.154	.203	.154	.509**
	Sig. (2-tailed)	.006	.000	.190	.312		.043	.043	.047	.625	.261	.136	.262	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.6	Pearson Correlation	.366**	.573**	.345**	.198	.274*	1	.355**	.253	.335*	.297*	.250	.229	.636**
	Sig. (2-tailed)	.006	.000	.010	.148	.043		.008	.062	.012	.027	.065	.093	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
X2.7	Pearson Correlation	.395**	.236	.208	.138	.273*	.355**	1	.423**	.177	.067	-.186	.212	.475**
	Sig. (2-tailed)	.003	.083	.128	.315	.043	.008		.001	.196	.628	.174	.120	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Total_Y1
Y1.1	Pearson Correlation	1	.356**	.360**	.379**	.456**	.207	.384**	.457**	.372**	.344*	.226	.312*	.626**
	Sig. (2-tailed)		.008	.007	.004	.000	.129	.004	.000	.005	.010	.097	.020	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.2	Pearson Correlation	.356**	1	.322*	.472**	.440**	.351**	.172	.502**	.409**	.512**	.290*	.346**	.669**
	Sig. (2-tailed)	.008		.016	.000	.001	.009	.210	.000	.002	.000	.032	.010	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.3	Pearson Correlation	.360**	.322*	1	.366**	.493**	.420**	.100	.266*	.225	.179	.557**	.468**	.624**
	Sig. (2-tailed)	.007	.016		.006	.000	.001	.467	.049	.098	.190	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.4	Pearson Correlation	.379**	.472**	.366**	1	.408**	.436**	.360**	.375**	.593**	.354**	.153	.318*	.678**
	Sig. (2-tailed)	.004	.000	.006		.002	.001	.007	.005	.000	.008	.265	.018	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.5	Pearson Correlation	.456**	.440**	.493**	.408**	1	.362**	.436**	.439**	.325*	.303*	.493**	.471**	.731**
	Sig. (2-tailed)	.000	.001	.000	.002		.007	.001	.001	.016	.024	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.6	Pearson Correlation	.207	.351**	.420**	.436**	.362**	1	.223	.480**	.613**	.401**	.105	.364**	.645**
	Sig. (2-tailed)	.129	.009	.001	.001	.007		.102	.000	.000	.002	.448	.006	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.7	Pearson Correlation	.384**	.172	.100	.360**	.436**	.223	1	.357**	.314*	.267*	.259	.241	.534**
	Sig. (2-tailed)	.004	.210	.467	.007	.001	.102		.007	.019	.049	.057	.077	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.8	Pearson Correlation	.457**	.502**	.266*	.375**	.439**	.480**	.357**	1	.481**	.479**	.304*	.324*	.707**
	Sig. (2-tailed)	.000	.000	.049	.005	.001	.000	.007		.000	.000	.024	.016	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.9	Pearson Correlation	.372**	.409**	.225	.593**	.325*	.613**	.314*	.481**	1	.398**	.166	.357**	.682**
	Sig. (2-tailed)	.005	.002	.098	.000	.016	.000	.019	.000		.003	.227	.007	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.10	Pearson Correlation	.344*	.512**	.179	.354**	.303*	.401**	.267*	.479**	.398**	1	.114	.126	.578**
	Sig. (2-tailed)	.010	.000	.190	.008	.024	.002	.049	.000	.003		.407	.358	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.11	Pearson Correlation	.226	.290*	.557**	.153	.493**	.105	.259	.304*	.166	.114	1	.630**	.566**
	Sig. (2-tailed)	.097	.032	.000	.265	.000	.448	.057	.024	.227	.407		.000	.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Y1.12	Pearson Correlation	.312*	.346**	.468**	.318*	.471**	.364**	.241	.324*	.357**	.126	.630**	1	.649**
	Sig. (2-tailed)	.020	.010	.000	.018	.000	.006	.077	.016	.007	.358	.000		.000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55
Total_Y1	Pearson Correlation	.626**	.669**	.624**	.678**	.731**	.645**	.534**	.707**	.682**	.578**	.566**	.649**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55	55	55	55

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

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

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 X1.11 X1.12
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded[a]	0	.0
	Total	55	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.853	12

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11 X2.12
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded[a]	0	.0
	Total	55	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.827	12

```
RELIABILITY
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 Y1.11 Y1.12
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded[a]	0	.0
	Total	55	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.869	12