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**LAMPIRAN**

# Lampiran 1

Data Penilaian Karyawan PDAM Kota Tegal

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Penilaian | Kategori | Tahun 2022 | | Tahun 2023 | |
| Jumlah karyawan | persentase | Jumlah karyawan | persentase |
| 1 | 75-79 | Cukup | 15 | 7,32% | 15 | 4,87% |
| 2 | 80-89 | Baik | 7 | 73,17% | 7 | 68,29% |
| 3 | 90-95 | Sangat baik | 8 | 19,51% | 8 | 26,83% |
| Jumlah | | | 30 | 100% | 30 | 100% |

Sumber : Bidang Adm & Keuangan

**Lampiran 2**

Jumlah Populasi Penelitian

|  |  |  |
| --- | --- | --- |
| No. | Nama Unit Kerja | Jumlah (orang) |
| 1. | Staf Umum & Kepegawaian | 11 |
| 2. | Staf Kas & Penagihan | 14 |
| 3. | Staf Pembukuaan | 5 |
|  | Jumlah | 30 |

Sumber : Bidang Adm & Keuangan

**Lampiran 3**

Tabel Hasil Wawancara Karyawan Pada Perusahaan Daerah Air Minum

(PDAM) Kota Tegal

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Dimensi** | **Pertanyaan** | **Jawaban** |
| 1. | Energi (Fisik dan Psikis) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Merasa bersemangat dan bergairah pada saat bekerja? | Banyak karyawan yang mengerjakan tugas pekerjaannya dengan sante dan bercanda, karna yang paling penting disini itu ke nyaman sesama karyawan |
| 2. | Kebanggaan Terhadap Institusi | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Merasa bangga menjadi bagian dari institusi? | Seluruh karyawan PDAM Kota Tegal merasa bangga karena mereka bekerja sesuai dengan skil yang dia punya |
| 3. | Sikap Proaktif | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Pernah melakukan pekerjaan tanpa menunggu instruksi? | Jarang sekali melakukan pekerjaan tanpa menunggu instruksi dari atasannya. |
| 4. | Kritik Membangun | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Terbuka menerima kritik dan saran dari rekan kerja maupun atasan? | Seluruh Karyawan PDAM Kota Tegal sangat terbuka menerima kritik dan saran dari rekan kerja maupun atasan, agar bisa mengoreksi kesalahan – kesalahan yang pernah ada |
| 5. | Daya Tahan | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Mampu bekerja dalam tekanan dan tantangan? | Masih banyak karyawan yang belum mampu menyelesaikan tugasnya dengan hasil yang tepat, pasti masih ada yang perlu di perbaiki dari hasil kerja mereka |
| 6. | *Openness to experince* (Terbuka terhadap hal-hal baru) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Memiliki rasa ingin tahu terhadap hal-hal baru? | Semua karyawan PDAM Kota Tegal kurangnya memiliki rasa ingin tahu terhadap hal – hal baru dan suka mencoba hal – hal yang baru di pekerjaannya |
| 7. | *Conscientiousness* (Sifat berhati – hati) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal.Mampu mengerjakan pekerjaan dengan teliti? | Ada yang sesuai ada juga yang kurang sesuai karna skill masing – masing karyawan itu berbeda, yang terpenting karyawan tersebut punya kemauan untuk belajar lebih teliti lagi |
| 8. | *Agreeableness* (Keramahan) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Melakukan kerja sama terhadap karyawan yang lain? | Yang sering saya liat masih banyak karyawan yang masih memikirkan pekerjaannya sendiri - sendiri |
| 9. | Komitmen Afektif | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Setiap karyawan memiliki keterlibatan dalam organisasi? | Sebagian karyawan di PDAM Kota tegal cenderung kurang memliki keterlibatan di dalam organisasinya ataupun di dalam job pekerjaannya |
| 10. | Komitmen Normatif | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Memiliki kewajiban untuk tetap tinggal dalam organisasi? | Sebagian karyawan cenderung minim memiliki keiginan untuk tetap bertahan,tetapi enggan untuk meninggalkan organisasi |
| 11. | *Altruism (*Menolong orang lain) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Sering memberi bantuan pada rekan kerja yang lain? | Masih banyak karyawan yang egois dalam hal kerja sama antar rekan kerjanya, yang sering saya amati jarang sekali pegawai mau membantu pekerjaan rekan kerjanya. |
| 12. | *Conscientiousness*  (Kesungguhan) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Harus mengikuti aturan dan regulasi organisasi? | Sebagian karyawan PDAM Kota Tegal cenderung kurang mengikuti perarturan dan regulasi organisasi yang sejak dulu sudah ada |
| 13. | *Courtesy* (Kesopanan) | Apakah karyawan di Perusahaan Daerah Air Minum (PDAM) Kota Tegal. Memiliki rasa menghormati sesama lain tanpa memandang jabatan? | Seluruh karyawan harus menghormati sesama karyawan yang lain tanpa memandang jabatan, agar terjadinya kenyamanan sesama karyawan |

**LAMPIRAN 4**

**KUESIONER PENELITIAN**

|  |  |  |
| --- | --- | --- |
| Perihal | : | Permohonan Pengisian Kuesioner |
| Judul Penelitian | : | Pengaruh *Big Five Personality,* Komitmen Organisasi*, Organizational Citizenship Behavior* terhadap *Employee Engagement* Karyawanpada Perusahaan Umum Daerah Air Minum Tirta Bahari Kota Tegal. |

Kepada :

Sdr. Responden

Karyawan Perusahaan Umum Daerah Air Minum Tirta Bahari Kota Tegal

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Putri Aaliyah Syaharani, mahasiswa S1 prodi manajemen konsentrasi Sumber Daya Manusia Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr. Untuk mengisi kuesioner yang telah saya sediakan.

Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan terima kasih.

Tegal, 6 Juli 2024

Hormat Saya,

Putri Aaliyah S.

**Data Identitas Responden**

1. Nama Responden
2. Jenis Kelamin Responden
   * Laki-laki □ Perempuan
3. Usia Responden
   * < 30 Tahun □ 36 – 40 Tahun
   * 30 – 35 Tahun □ > 40 Tahun
4. Pendidikan Terakhir
   * < SMA □ D3 □ S2
   * SMA / SMK □ S1 □ > S2
5. Lama Bekerja

□<1 tahun □ >1 tahun

**Petunjuk Pengisian Kuesioner**

1. Responden dapat memberi tanda (√) pada pilihan jawaban yang dianggap paling sesuai dengan kodisi kinerja pegawai yang menurun.
2. Kuesioner yang telah diisi mohon untuk dicek kembali.
3. Pilihan jawaban kuesioner

|  |  |  |
| --- | --- | --- |
| SS | = | Sangat Setuju |
| S | = | Setuju |
| N | = | Netral |
| TS | = | Tidak Setuju |
| STS | = | Sangat Tidak Setuju |

**Employee Engagement (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya mempunyai semangat yang tinggi dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya merasa pekerjaan yang saya kerjakan sangat menantang untuk diselesaikan |  |  |  |  |  |
| 3 | Saya mau mendedikasikan , mengorbankan tenaga, pikiran, waktu, dan segala usaha saya demi keberhasilan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya merasa perusahan memberdayakan / memanfaatkan kemampuan yang saya miliki untuk menyelasaikan pekerjaan |  |  |  |  |  |
| 5 | Saya bangga terhadap pekerjaan dan perushaan tempat saya bekerja |  |  |  |  |  |
| 6 | Peusahaan menghargai keberadaan saya sebagai pekerja |  |  |  |  |  |
| 7 | Saya merasa asyik melakukan pekerjaan sampai waktu terasa begitu cepat berlalu |  |  |  |  |  |
| 8 | Saya merasa sangat membaur / menyatu dengan pekerjaan dan perusahaan tempat saya bekerja |  |  |  |  |  |

***Big Five Personality* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya selalu melakukan sesuatu secara tepat dan cermat sebagai karyawan |  |  |  |  |  |
| 2 | Saya seseorang yang dapat dipercaya untuk melakukan pekerjaan- pekerjaan sebagai karyawan |  |  |  |  |  |
| 3 | Saya memiliki antuasiasme yang tinggi dalam melaksanakan tugas-tugas sebagai karyawan |  |  |  |  |  |
| 4 | Saya orang yang energik dalam melakukan tugas-tugas sebagai karywan |  |  |  |  |  |
| 5 | Saya merasa terkekang melakukan tugas-tugas sebagai karyawan |  |  |  |  |  |
| 6 | Saya orang yang tidak egois dengan anggota karyawan yang lain selaku karyawan |  |  |  |  |  |
| 7 | Saya orang yang mudah sedih dan depresi melakukan pekerjaan – pekerjaan sebagai karyawan |  |  |  |  |  |
| 8 | Saya orang yang dapat tenang dalam situasi tegang selama menjadi karyawan |  |  |  |  |  |

**Komitmen Organisasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya merasa harus berkontribusi dengan instansi |  |  |  |  |  |
| 2 | Saya bersedia menerima risiko atas pekerjaan yang dibebenakan kepada saya |  |  |  |  |  |
| 3 | Saya akan merasa sangat bahagia menghabiskan sisa karir saya di instansi ini |  |  |  |  |  |
| 4 | Saya merasa instasi ini telah banyak berjasa bagi hidup saya |  |  |  |  |  |
| 5 | Saya merasa terikat secara emosional dengan instansi tempat Anda bekerja |  |  |  |  |  |
| 6 | Pegawai merasa organisasi ini telah banyak berjasa bagi hidup pegawai |  |  |  |  |  |
| 7 | Saya sangat peduli dengan masa depan organisasi ini |  |  |  |  |  |
| 8 | Saya merasa bangga karena termasuk dalam organisasi ini |  |  |  |  |  |

***Organizational Citizenship Behavior* (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya akan membantu teman kerja saya meskipun pada waktu jam istirahat |  |  |  |  |  |
| 2 | Bersikap sopan dan hormat saat berinteraksi dengan rekan kerja,atasan maupun bawahan tanpan membandingkan apapun |  |  |  |  |  |
| 3 | Saya akan datang kekantor sebelum jam masuk kerja |  |  |  |  |  |
| 4 | Saya akan menghadiri kegiatan sosial yang sudah diadakan oleh instansi |  |  |  |  |  |
| 5 | Apabila ada pekerjaan yang belum diselesaikan oleh rekan kerja yang tidak dapat masuk kerja, saya akan membantu untuk mengerjakan tugasnya |  |  |  |  |  |
| 6 | Saya tidak pernah mengeluh tentang tugas dan kebijakan organisasi |  |  |  |  |  |
| 7 | Saya selalu mengikuti perkembangan kemajuan ditempat organisasi saya |  |  |  |  |  |
| 8 | Saya rutin mengikuti kegiatan – kegiatan yang diadakan organisasi tempat saya bekerja |  |  |  |  |  |
| 9 | Saya dengan sungguh – sungguh mengikuti peraturan dan prosedur |  |  |  |  |  |
| 10. | Saya membantu memberikan orientasi terhadap pegawai baru walaupun sebenarnya tidak diharuskan |  |  |  |  |  |

**LAMPIRAN 5**

**Hasil Kuesioner**

1. **Employee Engagement (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Employee engagement (Y)** | | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.total |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 35 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 32 |

1. **Big Five Personality (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Big five personality (x1) | | | | | | |  | |
| x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.total |
| 3 | 3 | 3 | 3 | 1 | 3 | 2 | 3 | 21 |
| 4 | 5 | 5 | 4 | 1 | 4 | 1 | 2 | 26 |
| 3 | 4 | 4 | 4 | 1 | 3 | 1 | 5 | 25 |
| 3 | 3 | 3 | 3 | 1 | 3 | 1 | 4 | 21 |
| 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 26 |
| 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 29 |
| 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 28 |
| 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 32 |
| 4 | 4 | 4 | 2 | 4 | 4 | 2 | 2 | 26 |
| 5 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 32 |
| 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 27 |
| 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 26 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 1 | 5 | 1 | 5 | 28 |
| 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 28 |
| 3 | 3 | 3 | 4 | 1 | 4 | 3 | 4 | 25 |
| 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 26 |
| 3 | 3 | 4 | 5 | 1 | 4 | 2 | 4 | 26 |
| 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 28 |
| 4 | 4 | 4 | 4 | 1 | 3 | 2 | 3 | 25 |
| 3 | 3 | 3 | 3 | 1 | 3 | 2 | 3 | 21 |
| 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 28 |
| 5 | 4 | 5 | 5 | 1 | 5 | 1 | 4 | 30 |
| 4 | 4 | 4 | 4 | 1 | 4 | 1 | 4 | 26 |
| 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 28 |
| 4 | 4 | 4 | 4 | 1 | 3 | 2 | 3 | 25 |
| 3 | 3 | 4 | 4 | 3 | 3 | 2 | 4 | 26 |
| 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 27 |

1. **Komitmen Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Komitmen organisasi (x2) | | | | | | | | |
| x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.total |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 28 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 29 |
| 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 1 | 5 | 5 | 1 | 5 | 5 | 5 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 5 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 36 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 26 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 31 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 32 |
| 3 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 28 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 26 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 33 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 32 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 28 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |

1. **Organizational Citizenship Behavior (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Organizational citizenship behavior (X3) | | | | | | | | | | |
| x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3.6 | x3.7 | x3.8 | x3.9 | x3.10 | x3.total |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 37 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |

**LAMPIRAN 6**

1. **Uji Validitas Employee Engagement (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | y.t |
| Y1 | Pearson Correlation | 1 | ,676\*\* | ,675\*\* | ,431\* | ,490\*\* | ,523\*\* | ,634\*\* | ,608\*\* | ,784\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,018 | ,006 | ,003 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | ,676\*\* | 1 | ,621\*\* | ,255 | ,483\*\* | ,530\*\* | ,469\*\* | ,514\*\* | ,699\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,174 | ,007 | ,003 | ,009 | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | ,675\*\* | ,621\*\* | 1 | ,467\*\* | ,746\*\* | ,816\*\* | ,857\*\* | ,876\*\* | ,936\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,009 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | ,431\* | ,255 | ,467\*\* | 1 | ,345 | ,330 | ,409\* | ,343 | ,566\*\* |
| Sig. (2-tailed) | ,018 | ,174 | ,009 |  | ,062 | ,075 | ,025 | ,063 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | ,490\*\* | ,483\*\* | ,746\*\* | ,345 | 1 | ,803\*\* | ,753\*\* | ,755\*\* | ,826\*\* |
| Sig. (2-tailed) | ,006 | ,007 | ,000 | ,062 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | ,523\*\* | ,530\*\* | ,816\*\* | ,330 | ,803\*\* | 1 | ,796\*\* | ,836\*\* | ,868\*\* |
| Sig. (2-tailed) | ,003 | ,003 | ,000 | ,075 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | ,634\*\* | ,469\*\* | ,857\*\* | ,409\* | ,753\*\* | ,796\*\* | 1 | ,874\*\* | ,894\*\* |
| Sig. (2-tailed) | ,000 | ,009 | ,000 | ,025 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | ,608\*\* | ,514\*\* | ,876\*\* | ,343 | ,755\*\* | ,836\*\* | ,874\*\* | 1 | ,893\*\* |
| Sig. (2-tailed) | ,000 | ,004 | ,000 | ,063 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y.t | Pearson Correlation | ,784\*\* | ,699\*\* | ,936\*\* | ,566\*\* | ,826\*\* | ,868\*\* | ,894\*\* | ,893\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Uji Validitas Big Five Personality (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.t |
| X1.1 | Pearson Correlation | 1 | ,667\*\* | ,668\*\* | ,559\*\* | ,159 | ,051 | -,215 | ,028 | ,500\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,001 | ,400 | ,788 | ,253 | ,884 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,667\*\* | 1 | ,702\*\* | ,656\*\* | ,215 | ,235 | ,063 | ,057 | ,667\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,253 | ,211 | ,740 | ,766 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,668\*\* | ,702\*\* | 1 | ,777\*\* | ,087 | ,266 | -,071 | ,009 | ,607\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,649 | ,155 | ,708 | ,964 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,559\*\* | ,656\*\* | ,777\*\* | 1 | ,127 | ,504\*\* | -,064 | ,200 | ,684\*\* |
| Sig. (2-tailed) | ,001 | ,000 | ,000 |  | ,505 | ,004 | ,736 | ,290 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,159 | ,215 | ,087 | ,127 | 1 | ,166 | ,379\* | ,152 | ,592\*\* |
| Sig. (2-tailed) | ,400 | ,253 | ,649 | ,505 |  | ,382 | ,039 | ,423 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,051 | ,235 | ,266 | ,504\*\* | ,166 | 1 | ,336 | ,558\*\* | ,661\*\* |
| Sig. (2-tailed) | ,788 | ,211 | ,155 | ,004 | ,382 |  | ,070 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | -,215 | ,063 | -,071 | -,064 | ,379\* | ,336 | 1 | ,284 | ,500\*\* |
| Sig. (2-tailed) | ,253 | ,740 | ,708 | ,736 | ,039 | ,070 |  | ,128 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,028 | ,057 | ,009 | ,200 | ,152 | ,558\*\* | ,284 | 1 | ,501\*\* |
| Sig. (2-tailed) | ,884 | ,766 | ,964 | ,290 | ,423 | ,001 | ,128 |  | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.t | Pearson Correlation | ,500\*\* | ,667\*\* | ,607\*\* | ,684\*\* | ,592\*\* | ,661\*\* | ,500\*\* | ,501\*\* | 1 |
| Sig. (2-tailed) | ,005 | ,000 | ,000 | ,000 | ,001 | ,000 | ,005 | ,005 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Uji Validitas Komitmen Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.T |
| X2.1 | Pearson Correlation | 1 | ,616\*\* | ,384\* | ,430\* | ,746\*\* | ,674\*\* | ,910\*\* | ,859\*\* | ,852\*\* |
| Sig. (2-tailed) |  | ,000 | ,036 | ,018 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,616\*\* | 1 | ,346 | ,500\*\* | ,650\*\* | ,698\*\* | ,667\*\* | ,593\*\* | ,774\*\* |
| Sig. (2-tailed) | ,000 |  | ,061 | ,005 | ,000 | ,000 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,384\* | ,346 | 1 | ,814\*\* | ,352 | ,429\* | ,388\* | ,385\* | ,641\*\* |
| Sig. (2-tailed) | ,036 | ,061 |  | ,000 | ,056 | ,018 | ,034 | ,036 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,430\* | ,500\*\* | ,814\*\* | 1 | ,473\*\* | ,479\*\* | ,429\* | ,341 | ,696\*\* |
| Sig. (2-tailed) | ,018 | ,005 | ,000 |  | ,008 | ,007 | ,018 | ,065 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,746\*\* | ,650\*\* | ,352 | ,473\*\* | 1 | ,928\*\* | ,835\*\* | ,875\*\* | ,895\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,056 | ,008 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,674\*\* | ,698\*\* | ,429\* | ,479\*\* | ,928\*\* | 1 | ,771\*\* | ,806\*\* | ,887\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,018 | ,007 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,910\*\* | ,667\*\* | ,388\* | ,429\* | ,835\*\* | ,771\*\* | 1 | ,952\*\* | ,903\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,034 | ,018 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,859\*\* | ,593\*\* | ,385\* | ,341 | ,875\*\* | ,806\*\* | ,952\*\* | 1 | ,882\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,036 | ,065 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.T | Pearson Correlation | ,852\*\* | ,774\*\* | ,641\*\* | ,696\*\* | ,895\*\* | ,887\*\* | ,903\*\* | ,882\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. **Uji Validitas Organizational Citizenship Behavior (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.t |
| X3.1 | Pearson Correlation | 1 | ,726\*\* | ,439\* | -,144 | ,184 | ,240 | ,315 | ,155 | ,137 | ,332 | ,496\*\* |
| Sig. (2-tailed) |  | ,000 | ,015 | ,448 | ,330 | ,202 | ,090 | ,412 | ,471 | ,073 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,726\*\* | 1 | ,637\*\* | ,187 | ,081 | ,197 | ,313 | ,256 | ,383\* | ,306 | ,608\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,323 | ,671 | ,296 | ,092 | ,173 | ,036 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,439\* | ,637\*\* | 1 | ,047 | ,124 | ,278 | ,189 | ,163 | ,326 | ,072 | ,498\*\* |
| Sig. (2-tailed) | ,015 | ,000 |  | ,806 | ,514 | ,138 | ,318 | ,388 | ,079 | ,704 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | -,144 | ,187 | ,047 | 1 | ,239 | ,334 | ,496\*\* | ,469\*\* | ,261 | ,229 | ,503\*\* |
| Sig. (2-tailed) | ,448 | ,323 | ,806 |  | ,203 | ,071 | ,005 | ,009 | ,163 | ,225 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,184 | ,081 | ,124 | ,239 | 1 | ,548\*\* | ,515\*\* | ,568\*\* | ,238 | ,217 | ,588\*\* |
| Sig. (2-tailed) | ,330 | ,671 | ,514 | ,203 |  | ,002 | ,004 | ,001 | ,205 | ,250 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,240 | ,197 | ,278 | ,334 | ,548\*\* | 1 | ,702\*\* | ,386\* | ,119 | ,353 | ,676\*\* |
| Sig. (2-tailed) | ,202 | ,296 | ,138 | ,071 | ,002 |  | ,000 | ,035 | ,532 | ,056 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,315 | ,313 | ,189 | ,496\*\* | ,515\*\* | ,702\*\* | 1 | ,570\*\* | ,324 | ,599\*\* | ,813\*\* |
| Sig. (2-tailed) | ,090 | ,092 | ,318 | ,005 | ,004 | ,000 |  | ,001 | ,081 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,155 | ,256 | ,163 | ,469\*\* | ,568\*\* | ,386\* | ,570\*\* | 1 | ,754\*\* | ,556\*\* | ,794\*\* |
| Sig. (2-tailed) | ,412 | ,173 | ,388 | ,009 | ,001 | ,035 | ,001 |  | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,137 | ,383\* | ,326 | ,261 | ,238 | ,119 | ,324 | ,754\*\* | 1 | ,441\* | ,649\*\* |
| Sig. (2-tailed) | ,471 | ,036 | ,079 | ,163 | ,205 | ,532 | ,081 | ,000 |  | ,015 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,332 | ,306 | ,072 | ,229 | ,217 | ,353 | ,599\*\* | ,556\*\* | ,441\* | 1 | ,663\*\* |
| Sig. (2-tailed) | ,073 | ,101 | ,704 | ,225 | ,250 | ,056 | ,000 | ,001 | ,015 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.t | Pearson Correlation | ,496\*\* | ,608\*\* | ,498\*\* | ,503\*\* | ,588\*\* | ,676\*\* | ,813\*\* | ,794\*\* | ,649\*\* | ,663\*\* | 1 |
| Sig. (2-tailed) | ,005 | ,000 | ,005 | ,005 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Uji Reliabilitas dan Reliabilitas**

1. **Employee Engagement (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,922 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y1 | 26,9667 | 12,930 | ,704 | ,915 |
| Y2 | 26,9667 | 13,895 | ,614 | ,921 |
| Y3 | 27,0667 | 12,271 | ,910 | ,897 |
| Y4 | 27,2333 | 14,185 | ,435 | ,937 |
| Y5 | 27,0667 | 13,168 | ,770 | ,909 |
| Y6 | 27,1667 | 12,626 | ,818 | ,905 |
| Y7 | 27,2000 | 12,717 | ,856 | ,902 |
| Y8 | 27,1000 | 13,059 | ,858 | ,903 |

1. **Big Five Personality (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,693 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 22,4667 | 10,189 | ,350 | ,672 |
| X1.2 | 22,3667 | 9,620 | ,559 | ,638 |
| X1.3 | 22,4333 | 9,771 | ,479 | ,650 |
| X1.4 | 22,3333 | 9,402 | ,571 | ,632 |
| X1.5 | 23,7333 | 8,685 | ,330 | ,691 |
| X1.6 | 22,8667 | 9,085 | ,511 | ,635 |
| X1.7 | 23,8333 | 9,385 | ,219 | ,723 |
| X1.8 | 22,9000 | 10,024 | ,332 | ,675 |

1. **Komitmen Organisasi (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,926 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 24,7667 | 13,220 | ,803 | ,912 |
| X2.2 | 24,4667 | 13,568 | ,702 | ,920 |
| X2.3 | 24,1667 | 13,937 | ,525 | ,935 |
| X2.4 | 24,2000 | 13,752 | ,599 | ,928 |
| X2.5 | 24,7667 | 12,668 | ,855 | ,908 |
| X2.6 | 24,7000 | 12,631 | ,843 | ,909 |
| X2.7 | 24,8333 | 13,109 | ,871 | ,908 |
| X2.8 | 24,8000 | 13,131 | ,843 | ,910 |

1. **Organizational Ciizenship Behavior (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,834 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 33,6000 | 16,869 | ,388 | ,830 |
| X3.2 | 33,4000 | 16,524 | ,524 | ,820 |
| X3.3 | 33,2333 | 16,530 | ,367 | ,833 |
| X3.4 | 33,8333 | 16,695 | ,387 | ,831 |
| X3.5 | 33,8000 | 16,510 | ,497 | ,822 |
| X3.6 | 33,6667 | 14,920 | ,554 | ,816 |
| X3.7 | 33,9000 | 13,886 | ,733 | ,795 |
| X3.8 | 33,9667 | 14,240 | ,712 | ,798 |
| X3.9 | 33,7667 | 15,151 | ,523 | ,819 |
| X3.10 | 34,0333 | 15,551 | ,561 | ,815 |

***Methode Of Succesive Internal* (MSI)**

1. **Data Uji MSI Variabel *Big Five Personality* (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **x1.1** | **x1.2** | **x1.3** | **x1.4** | **x1.5** | **x1.6** | **x1.7** | **x1.8** | **total** |
| 1,000 | 1,000 | 1,000 | 1,910 | 1,000 | 1,000 | 2,371 | 2,116 | 11,397 |
| 2,474 | 4,067 | 4,114 | 3,276 | 1,000 | 2,308 | 1,000 | 1,000 | 19,238 |
| 1,000 | 2,508 | 2,549 | 3,276 | 1,000 | 1,000 | 1,000 | 4,554 | 16,887 |
| 1,000 | 1,000 | 1,000 | 1,910 | 1,000 | 1,000 | 1,000 | 3,262 | 11,172 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 1,000 | 2,371 | 2,116 | 18,539 |
| 2,474 | 2,508 | 2,549 | 3,276 | 3,003 | 2,308 | 2,371 | 3,262 | 21,750 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 2,308 | 2,371 | 3,262 | 20,992 |
| 3,987 | 4,067 | 4,114 | 4,842 | 1,000 | 3,466 | 1,000 | 4,554 | 27,030 |
| 2,474 | 2,508 | 2,549 | 1,000 | 3,737 | 2,308 | 2,371 | 1,000 | 17,946 |
| 3,987 | 4,067 | 4,114 | 4,842 | 1,000 | 3,466 | 1,000 | 4,554 | 27,030 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 1,000 | 2,371 | 3,262 | 19,685 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 1,000 | 2,371 | 2,116 | 18,539 |
| 1,000 | 1,000 | 1,000 | 1,910 | 3,003 | 1,000 | 3,438 | 2,116 | 14,467 |
| 2,474 | 2,508 | 2,549 | 3,276 | 1,000 | 3,466 | 1,000 | 4,554 | 20,827 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 2,308 | 2,371 | 3,262 | 20,992 |
| 2,474 | 2,508 | 2,549 | 3,276 | 3,737 | 2,308 | 4,172 | 3,262 | 24,285 |
| 2,474 | 2,508 | 2,549 | 3,276 | 1,000 | 1,000 | 4,172 | 3,262 | 20,240 |
| 1,000 | 1,000 | 1,000 | 3,276 | 1,000 | 2,308 | 3,438 | 3,262 | 16,284 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 1,000 | 2,371 | 2,116 | 18,539 |
| 1,000 | 1,000 | 2,549 | 4,842 | 1,000 | 2,308 | 2,371 | 3,262 | 18,331 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 2,308 | 2,371 | 3,262 | 20,992 |
| 2,474 | 2,508 | 2,549 | 3,276 | 1,000 | 1,000 | 2,371 | 2,116 | 17,293 |
| 1,000 | 1,000 | 1,000 | 1,910 | 1,000 | 1,000 | 2,371 | 2,116 | 11,397 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 2,308 | 2,371 | 3,262 | 20,992 |
| 3,987 | 2,508 | 4,114 | 4,842 | 1,000 | 3,466 | 1,000 | 3,262 | 24,178 |
| 2,474 | 2,508 | 2,549 | 3,276 | 1,000 | 2,308 | 1,000 | 3,262 | 18,376 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 2,308 | 2,371 | 3,262 | 20,992 |
| 2,474 | 2,508 | 2,549 | 3,276 | 1,000 | 1,000 | 2,371 | 2,116 | 17,293 |
| 1,000 | 1,000 | 2,549 | 3,276 | 3,003 | 1,000 | 2,371 | 3,262 | 17,461 |
| 2,474 | 2,508 | 2,549 | 3,276 | 2,245 | 1,000 | 3,438 | 2,116 | 19,605 |

1. **Data Uji MSI Variabel Komitmen Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **x2.1** | **x2.2** | **x2.3** | **x2.4** | **x2.5** | **x2.6** | **x2.7** | **x2.8** | **total** |
| 2,270 | 3,469 | 2,426 | 2,513 | 2,307 | 1,000 | 1,000 | 1,000 | 15,984 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 3,351 | 22,153 |
| 2,270 | 3,469 | 2,426 | 2,513 | 2,307 | 1,000 | 1,000 | 1,000 | 15,984 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 1,000 | 1,000 | 1,000 | 17,121 |
| 1,000 | 3,469 | 2,426 | 2,513 | 3,443 | 1,000 | 2,349 | 1,000 | 17,200 |
| 2,270 | 3,469 | 2,426 | 1,000 | 1,734 | 2,332 | 2,349 | 2,255 | 17,835 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 21,057 |
| 3,491 | 1,000 | 3,847 | 3,987 | 1,000 | 3,580 | 3,641 | 3,351 | 23,897 |
| 3,491 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 22,278 |
| 3,491 | 4,982 | 3,847 | 3,987 | 1,000 | 3,580 | 3,641 | 3,351 | 27,879 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 21,057 |
| 3,491 | 4,982 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 23,791 |
| 1,000 | 2,137 | 1,000 | 1,000 | 2,307 | 1,000 | 1,000 | 1,000 | 10,443 |
| 3,491 | 3,469 | 3,847 | 3,987 | 1,734 | 3,580 | 3,641 | 3,351 | 27,100 |
| 2,270 | 3,469 | 2,426 | 2,513 | 1,734 | 2,332 | 2,349 | 2,255 | 19,348 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 21,057 |
| 1,000 | 2,137 | 1,000 | 2,513 | 3,443 | 1,000 | 1,000 | 1,000 | 13,093 |
| 1,000 | 3,469 | 2,426 | 2,513 | 3,443 | 1,000 | 1,000 | 1,000 | 15,851 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 1,000 | 1,000 | 18,453 |
| 2,270 | 3,469 | 3,847 | 3,987 | 3,443 | 1,000 | 1,000 | 1,000 | 20,016 |
| 1,000 | 3,469 | 3,847 | 3,987 | 3,443 | 2,332 | 2,349 | 1,000 | 21,427 |
| 1,000 | 2,137 | 3,847 | 2,513 | 3,443 | 1,000 | 1,000 | 1,000 | 15,940 |
| 1,000 | 2,137 | 2,426 | 2,513 | 2,307 | 1,000 | 1,000 | 1,000 | 13,382 |
| 1,000 | 3,469 | 3,847 | 3,987 | 3,443 | 2,332 | 2,349 | 2,255 | 22,682 |
| 3,491 | 4,982 | 2,426 | 3,987 | 5,167 | 3,580 | 3,641 | 3,351 | 30,625 |
| 2,270 | 3,469 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 21,057 |
| 1,000 | 3,469 | 3,847 | 3,987 | 3,443 | 2,332 | 2,349 | 1,000 | 21,427 |
| 1,000 | 2,137 | 1,000 | 1,000 | 2,307 | 1,000 | 1,000 | 1,000 | 10,443 |
| 2,270 | 2,137 | 1,000 | 2,513 | 2,307 | 1,000 | 2,349 | 2,255 | 15,831 |
| 2,270 | 2,137 | 2,426 | 2,513 | 3,443 | 2,332 | 2,349 | 2,255 | 19,725 |

1. **Data Uji MSI Variabel *Organizational Citizenship Behavior* (X3)**

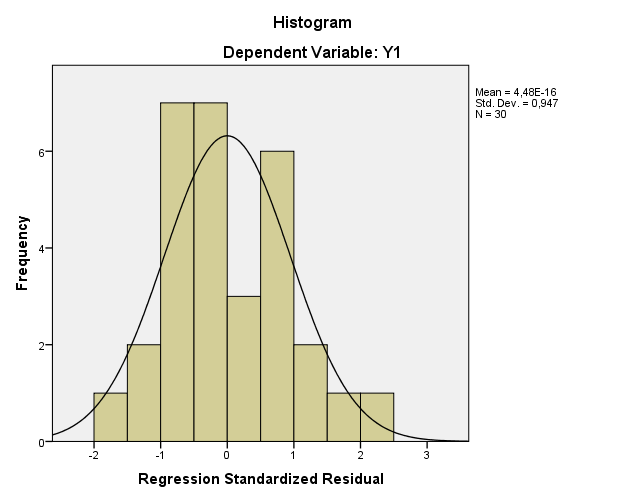
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **x3.1** | **x3.2** | **x3.3** | **x3.4** | **x3.5** | **x3.6** | **x3.7** | **x3.8** | **x3.9** | **x3.10** | **total** |
| 1,993 | 1,000 | 1,000 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 13,514 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 26,662 |
| 1,993 | 1,000 | 2,423 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 14,937 |
| 3,275 | 2,360 | 3,846 | 1,000 | 3,410 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 20,211 |
| 3,275 | 2,360 | 2,423 | 1,000 | 3,410 | 2,277 | 1,000 | 1,000 | 1,000 | 2,320 | 20,066 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 26,662 |
| 1,000 | 2,360 | 3,846 | 2,349 | 2,201 | 2,277 | 2,369 | 2,446 | 2,203 | 1,000 | 22,052 |
| 4,726 | 3,731 | 3,846 | 3,641 | 4,726 | 3,544 | 3,705 | 3,914 | 3,391 | 4,842 | 40,066 |
| 4,726 | 3,731 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 3,391 | 4,842 | 31,965 |
| 4,726 | 3,731 | 3,846 | 3,641 | 4,726 | 3,544 | 3,705 | 3,914 | 3,391 | 4,842 | 40,066 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 26,662 |
| 1,993 | 1,000 | 1,000 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 13,514 |
| 1,993 | 1,000 | 1,000 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 13,514 |
| 3,275 | 3,731 | 3,846 | 3,641 | 4,726 | 3,544 | 3,705 | 3,914 | 3,391 | 3,549 | 37,323 |
| 3,275 | 2,360 | 2,423 | 2,349 | 1,000 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 24,251 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 26,662 |
| 4,726 | 3,731 | 3,846 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 30,907 |
| 3,275 | 2,360 | 2,423 | 1,000 | 2,201 | 2,277 | 1,000 | 1,000 | 1,000 | 2,320 | 18,857 |
| 3,275 | 3,731 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 28,033 |
| 3,275 | 2,360 | 3,846 | 2,349 | 3,410 | 3,544 | 2,369 | 2,446 | 2,203 | 3,549 | 29,351 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 3,544 | 2,369 | 2,446 | 3,391 | 3,549 | 29,117 |
| 3,275 | 2,360 | 3,846 | 1,000 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 19,002 |
| 1,993 | 1,000 | 2,423 | 1,000 | 2,201 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 21,462 |
| 3,275 | 3,731 | 3,846 | 3,641 | 4,726 | 2,277 | 2,369 | 2,446 | 3,391 | 3,549 | 33,251 |
| 4,726 | 3,731 | 3,846 | 2,349 | 4,726 | 3,544 | 3,705 | 2,446 | 3,391 | 4,842 | 37,306 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 26,662 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 3,544 | 2,369 | 2,446 | 3,391 | 3,549 | 29,117 |
| 3,275 | 2,360 | 2,423 | 1,000 | 3,410 | 1,000 | 1,000 | 1,000 | 1,000 | 2,320 | 18,788 |
| 3,275 | 2,360 | 2,423 | 2,349 | 3,410 | 1,000 | 1,000 | 2,446 | 2,203 | 2,320 | 22,786 |
| 3,275 | 2,360 | 2,423 | 1,000 | 3,410 | 2,277 | 2,369 | 2,446 | 2,203 | 3,549 | 25,313 |

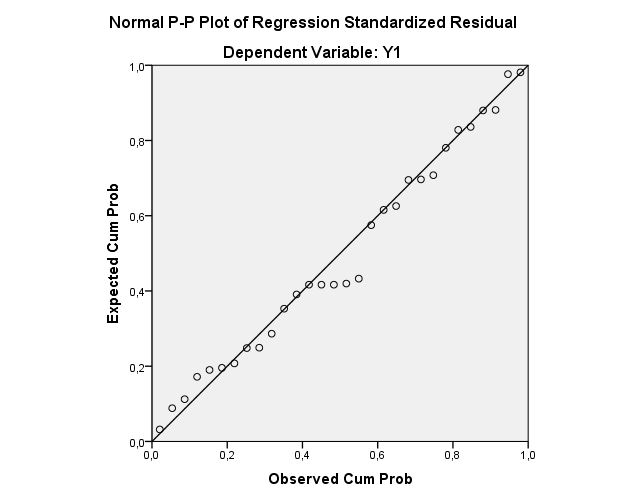
1. **Data Uji MSI *Employee Engagement* (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **total** |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 2,602 | 4,539 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 30,310 |
| 2,602 | 4,539 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 13,141 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 3,966 | 1,000 | 2,595 | 18,661 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 1,000 | 2,911 | 3,782 | 1,000 | 2,458 | 2,503 | 2,336 | 2,595 | 18,585 |
| 2,602 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 1,000 | 2,595 | 18,801 |
| 2,602 | 4,539 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 30,310 |
| 2,602 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 20,137 |
| 2,602 | 2,911 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 28,682 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 1,000 | 2,911 | 2,378 | 1,000 | 2,458 | 2,503 | 3,705 | 2,595 | 18,550 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 2,602 | 4,539 | 3,782 | 3,712 | 3,905 | 3,966 | 2,336 | 2,595 | 27,437 |
| 2,602 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 20,137 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 1,000 | 4,539 | 3,782 | 2,354 | 2,458 | 3,966 | 3,705 | 4,099 | 25,902 |
| 2,602 | 4,539 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 30,310 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 2,602 | 4,539 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 30,310 |
| 1,000 | 2,911 | 2,378 | 2,354 | 3,905 | 2,503 | 3,705 | 4,099 | 22,856 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,336 | 2,595 | 10,931 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 2,602 | 2,911 | 3,782 | 2,354 | 3,905 | 3,966 | 2,336 | 2,595 | 24,451 |
| 2,602 | 2,911 | 3,782 | 3,712 | 3,905 | 3,966 | 3,705 | 4,099 | 28,682 |
| 2,602 | 2,911 | 3,782 | 2,354 | 3,905 | 3,966 | 2,336 | 2,595 | 24,451 |
| 1,000 | 2,911 | 2,378 | 2,354 | 3,905 | 2,503 | 3,705 | 4,099 | 22,856 |
| 1,000 | 2,911 | 2,378 | 2,354 | 2,458 | 2,503 | 2,336 | 2,595 | 18,535 |
| 1,000 | 2,911 | 1,000 | 1,000 | 2,458 | 2,503 | 1,000 | 1,000 | 12,872 |
| 1,000 | 2,911 | 2,378 | 1,000 | 3,905 | 2,503 | 2,336 | 2,595 | 18,629 |

**Uji Asumsi Klasik**

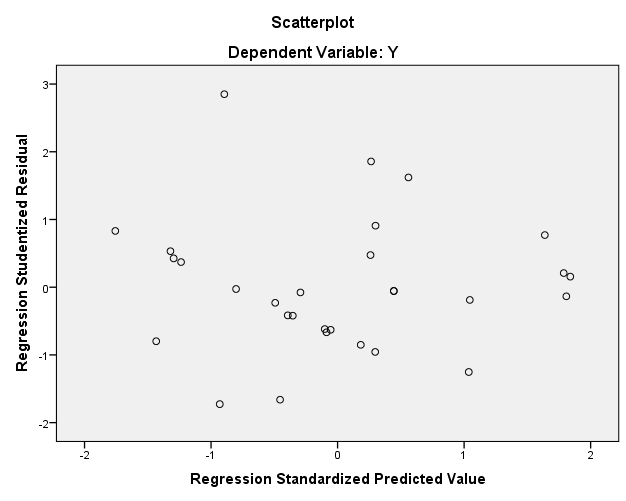
1. **Uji Normalitas**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 30 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 4,11432092 |
| Most Extreme Differences | Absolute | ,112 |
| Positive | ,112 |
| Negative | -,063 |
| Test Statistic | | ,112 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

1. **Uji Heteroskedasitas**



|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X11, X22b | . | Enter |
| a. Dependent Variable: Y1 | | | |
| b. All requested variables entered. | | | |

1. **Uji Autokolerasi**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin-Watson |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,975a | ,951 | ,946 | 1,01269 | ,951 | 168,807 | 3 | 26 | ,000 | 2,033 |
| a. Predictors: (Constant), X3, X11, X22 | | | | | | | | | | |
| b. Dependent Variable: Y1 | | | | | | | | | | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 519,354 | 3 | 173,118 | 168,807 | ,000b |
| Residual | 26,664 | 26 | 1,026 |  |  |
| Total | 546,018 | 29 |  |  |  |
| a. Dependent Variable: Y1 | | | | | | |
| b. Predictors: (Constant), X3, X11, X22 | | | | | | |

1. **Uji Multikol dan Uji t**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6,783 | ,730 |  | 9,295 | ,000 |  |  |
| X11 | ,150 | ,031 | ,367 | 4,889 | ,000 | ,334 | 2,998 |
| X22 | ,181 | ,059 | ,262 | 3,069 | ,005 | ,258 | 3,879 |
| X3 | ,326 | ,031 | ,568 | 10,585 | ,000 | ,652 | 1,533 |
| a. Dependent Variable: Y1 | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | X11 | X22 | X3 |
| 1 | 1 | 3,791 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,152 | 5,002 | ,08 | ,31 | ,00 | ,06 |
| 3 | ,040 | 9,703 | ,85 | ,01 | ,01 | ,55 |
| 4 | ,017 | 14,958 | ,06 | ,68 | ,98 | ,38 |
| a. Dependent Variable: Y1 | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 14,5218 | 29,8135 | 21,5094 | 4,23187 | 30 |
| Std. Predicted Value | -1,651 | 1,962 | ,000 | 1,000 | 30 |
| Standard Error of Predicted Value | ,193 | ,608 | ,350 | ,120 | 30 |
| Adjusted Predicted Value | 14,6477 | 30,0062 | 21,5041 | 4,22252 | 30 |
| Residual | -1,87729 | 2,10473 | ,00000 | ,95888 | 30 |
| Std. Residual | -1,854 | 2,078 | ,000 | ,947 | 30 |
| Stud. Residual | -1,889 | 2,174 | ,003 | 1,017 | 30 |
| Deleted Residual | -2,13893 | 2,30236 | ,00523 | 1,11368 | 30 |
| Stud. Deleted Residual | -1,995 | 2,356 | ,010 | 1,053 | 30 |
| Mahal. Distance | ,085 | 9,482 | 2,900 | 2,599 | 30 |
| Cook's Distance | ,000 | ,402 | ,043 | ,076 | 30 |
| Centered Leverage Value | ,003 | ,327 | ,100 | ,090 | 30 |
| a. Dependent Variable: Y1 | | | | | |

**Lampiran 7**

**R Tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

**Lampiran 8**

**Tabel Durbin Watson, α = 5%**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| n | k=1 | | k=2 | | k=3 | | k=4 | | k=5 | |
| dL | dU | dL | dU | dL | dU | dL | dU | dL | dU |
| 6 | 0.6102 | 1.4002 |  |  |  |  |  |  |  |  |
| 7 | 0.6996 | 1.3564 | 0.4672 | 1.8964 |  |  |  |  |  |  |
| 8 | 0.7629 | 1.3324 | 0.5591 | 1.7771 | 0.3674 | 2.2866 |  |  |  |  |
| 9 | 0.8243 | 1.3199 | 0.6291 | 1.6993 | 0.4548 | 2.1282 | 0.2957 | 2.5881 |  |  |
| 10 | 0.8791 | 1.3197 | 0.6972 | 1.6413 | 0.5253 | 2.0163 | 0.3760 | 2.4137 | 0.2427 | 2.8217 |
| 11 | 0.9273 | 1.3241 | 0.7580 | 1.6044 | 0.5948 | 1.9280 | 0.4441 | 2.2833 | 0.3155 | 2.6446 |
| 12 | 0.9708 | 1.3314 | 0.8122 | 1.5794 | 0.6577 | 1.8640 | 0.5120 | 2.1766 | 0.3796 | 2.5061 |
| 13 | 1.0097 | 1.3404 | 0.8612 | 1.5621 | 0.7147 | 1.8159 | 0.5745 | 2.0943 | 0.4445 | 2.3897 |
| 14 | 1.0450 | 1.3503 | 0.9054 | 1.5507 | 0.7667 | 1.7788 | 0.6321 | 2.0296 | 0.5052 | 2.2959 |
| 15 | 1.0770 | 1.3605 | 0.9455 | 1.5432 | 0.8140 | 1.7501 | 0.6852 | 1.9774 | 0.5620 | 2.2198 |
| 16 | 1.1062 | 1.3709 | 0.9820 | 1.5386 | 0.8572 | 1.7277 | 0.7340 | 1.9351 | 0.6150 | 2.1567 |
| 17 | 1.1330 | 1.3812 | 1.0154 | 1.5361 | 0.8968 | 1.7101 | 0.7790 | 1.9005 | 0.6641 | 2.1041 |
| 18 | 1.1576 | 1.3913 | 1.0461 | 1.5353 | 0.9331 | 1.6961 | 0.8204 | 1.8719 | 0.7098 | 2.0600 |
| 19 | 1.1804 | 1.4012 | 1.0743 | 1.5355 | 0.9666 | 1.6851 | 0.8588 | 1.8482 | 0.7523 | 2.0226 |
| 20 | 1.2015 | 1.4107 | 1.1004 | 1.5367 | 0.9976 | 1.6763 | 0.8943 | 1.8283 | 0.7918 | 1.9908 |
| 21 | 1.2212 | 1.4200 | 1.1246 | 1.5385 | 1.0262 | 1.6694 | 0.9272 | 1.8116 | 0.8286 | 1.9635 |
| 22 | 1.2395 | 1.4289 | 1.1471 | 1.5408 | 1.0529 | 1.6640 | 0.9578 | 1.7974 | 0.8629 | 1.9400 |
| 23 | 1.2567 | 1.4375 | 1.1682 | 1.5435 | 1.0778 | 1.6597 | 0.9864 | 1.7855 | 0.8949 | 1.9196 |
| 24 | 1.2728 | 1.4458 | 1.1878 | 1.5464 | 1.1010 | 1.6565 | 1.0131 | 1.7753 | 0.9249 | 1.9018 |
| 25 | 1.2879 | 1.4537 | 1.2063 | 1.5495 | 1.1228 | 1.6540 | 1.0381 | 1.7666 | 0.9530 | 1.8863 |
| 26 | 1.3022 | 1.4614 | 1.2236 | 1.5528 | 1.1432 | 1.6523 | 1.0616 | 1.7591 | 0.9794 | 1.8727 |
| 27 | 1.3157 | 1.4688 | 1.2399 | 1.5562 | 1.1624 | 1.6510 | 1.0836 | 1.7527 | 1.0042 | 1.8608 |
| 28 | 1.3284 | 1.4759 | 1.2553 | 1.5596 | 1.1805 | 1.6503 | 1.1044 | 1.7473 | 1.0276 | 1.8502 |
| 29 | 1.3405 | 1.4828 | 1.2699 | 1.5631 | 1.1976 | 1.6499 | 1.1241 | 1.7426 | 1.0497 | 1.8409 |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 | 1.0706 | 1.8326 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 | 1.0904 | 1.8252 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 | 1.1092 | 1.8187 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 | 1.1270 | 1.8128 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 | 1.1439 | 1.8076 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 | 1.1601 | 1.8029 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 | 1.1755 | 1.7987 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 | 1.1901 | 1.7950 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 | 1.2042 | 1.7916 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 | 1.2176 | 1.7886 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 | 1.2305 | 1.7859 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 | 1.2428 | 1.7835 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 | 1.2546 | 1.7814 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 | 1.2660 | 1.7794 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 | 1.2769 | 1.7777 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 | 1.2874 | 1.7762 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 | 1.2976 | 1.7748 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 | 1.3073 | 1.7736 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 | 1.3167 | 1.7725 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 | 1.3258 | 1.7716 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 | 1.3346 | 1.7708 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 | 1.3431 | 1.7701 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 | 1.3512 | 1.7694 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 | 1.3592 | 1.7689 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 | 1.3669 | 1.7684 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 | 1.3743 | 1.7681 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 | 1.3815 | 1.7678 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 | 1.3885 | 1.7675 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 | 1.3953 | 1.7673 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 | 1.4019 | 1.7672 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 | 1.4083 | 1.7671 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 | 1.4146 | 1.7671 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 | 1.4206 | 1.7671 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 | 1.4265 | 1.7671 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 | 1.4322 | 1.7672 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 | 1.4378 | 1.7673 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 | 1.4433 | 1.7675 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 | 1.4486 | 1.7676 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 | 1.4537 | 1.7678 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 | 1.4588 | 1.7680 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 | 1.4637 | 1.7683 |

**Lampiran 9**

**T Tabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 10**

**F Tabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

Lampiran 11

**Surat Balasan Penelitian**

