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Lampiran 1: Kuesioner Penelitian

KUESIONER PENELITIAN

Dengan hormat,

Saya mahasiswa Magister Manajemen, Program Pasca Sarjana, Universitas Pancasakti Tegal, sedang melakukan penelitian dengan judul “**Pengaruh Kepemimpinan Berorientasi Tugas, Keadilan Organisasional Dan Remunerasi Terhadap Kinerja Anggota Dengan Motivasi Kerja Sebagai Variabel Pemediasi Survei Pada Anggota Pangkalan TNI AL Tegal**”. Berkaitan dengan hal tersebut di atas, maka Saya mohon bantuan Bapak/Ibu untuk menjawab pertanyaan-pertanyaan yang diajukan dalam kuesioner (terlampir) secara jujur dan objektif yang akan membantu keberhasilan penelitian ini. Jawaban dari kuesioner yang diberikan akan terjaga kerahasiaannya. Identitas serta seluruh jawaban hanya digunakan sebagai bahan analisis data untuk kepentingan penelitian ini. Atas perhatian dan kerjasama Bapak/Ibu, saya ucapkan terimaksih yang sebesar-besarnya.

Hormat saya

**SUYANTI**

Identitas Responden

1. Nama Responden

…………………………………. (Boleh Tidak Diisi)

1. Jenis Kelamin

a. Laki-laki

b. Perempuan

1. Usia

a. 20 – 30 Tahun

b. 31 – 40 Tahun

c. 41 – 50 Tahun

d. Di atas 51 Tahun

1. Pendidikan Terakhir

a. SLTA atau sederajat

b. Diploma

c. Sarjana (S1)

d. Pascasarjana (S2)

e. Doktoral (S3)

**Pedoman Pengisian Kuesioner**

1. Sebelum mengisi daftar pertanyaan utama, Bapak/Ibu dimohon untuk mengisi data responden yang penting untuk penelitian ini.
2. Berilah tanda silang (X) pada kotak yang tersedia untuk masing-masing jawaban pernyataan kuesioner. Tiap pernyataan hanya boleh ada satu jawaban.
3. Setiap data dan jawaban yang Bapak/Ibu berikan akan dirahasiakan.
4. Ada lima alternative jawaban yang tersedia, yaitu :

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

Pernyataan Untuk Variabel Kepemimpinan Berorientasi Tugas

| **No** | **Pernyataan-Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| Indikator *Contingent reward* | | | | | | |
| 1 | Pimpinan mengakui prestasi yang diraih anggota |  |  |  |  |  |
| 2 | Pimpinan memberikan arahan tentang pekerjaan kepada anggota secara rinci sebelum anggota melakukan pekerjaannya |  |  |  |  |  |
| Indikator *Management by-exception-active* | | | | | | |
| 3 | Pimpinan mengambil tindakan koreksi kesalahan yang dilakukan anggota |  |  |  |  |  |
| 4 | Pimpinan menunjukkan kesalahan yang dilakukan anggota |  |  |  |  |  |
| Indikator *Management by-exception-passive* | | | | | | |
| 5 | Pimpinan memberikan kritik atau saran yang membangun kepada anggota terhadap hasil kerja yang kurang maksimal |  |  |  |  |  |
| 6 | Pimpinan mampu menyelesaikan masalah yang terjadi di instansi dengan baik. |  |  |  |  |  |

Pernyataan Untuk Variabel Keadilan Organisasional

| **No** | **Pernyataan-Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| Indikator Keadilan distributif | | | | | | |
| 1 | Instansi menghargai prestasi kerja Anggota LANAL Tegal |  |  |  |  |  |
| 2 | Instansi memberikan kompensasi sesuai dengan kontribusi Anggota LANAL Tegal kepada instansi |  |  |  |  |  |
| Indikator Keadilan prosedural | | | | | | |
| 3 | Di LANAL Tegal, tidak ada anggota atau kelompok yang diistimewakan |  |  |  |  |  |
| 4 | Keputusan dibuat oleh pimpinan instansi berdasarkan informasi yang akurat |  |  |  |  |  |
| Indikator Keadilan Interaksional | | | | | | |
| 5 | Pimpinan instansi memperlakukan anggota dengan sopan |  |  |  |  |  |
| 6 | Instansi menghargai martabat anggota |  |  |  |  |  |
| Indikator Keadilan informasional | | | | | | |
| 7 | Anggota LANAL Tegal menunjukkan rasa hormat kepada pimpinan |  |  |  |  |  |
| 8 | Pimpinan memberikan penjelasan terhadap setiap keputusan yang diambil |  |  |  |  |  |

Pernyataan Untuk Variabel Remunerasi

| **No** | **Pernyataan-Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| Indikator Remunerasi finansial | | | | | | |
| 1 | LANAL Tegal memberikan tunjangan kinerja sesuai dengan prestasi kerja yang diraih oleh anggota. |  |  |  |  |  |
| 2 | LANAL Tegal memberikan bantuan biaya pendidikan bagi anggota yang sedang melaksanakan studi lanjut |  |  |  |  |  |
| Indikator Remunerasi non finansial | | | | | | |
| 3 | LANAL Tegal memberikan promosi jabatan kepada anggota sesuai dengan prestasi kerja yang dimiliki anggota |  |  |  |  |  |
| 4 | LANAL Tegal memiliki program kesehatan bagi semua anggota |  |  |  |  |  |
| 5 | LANAL Tegal memberikan pensiun bagi semua anggota |  |  |  |  |  |

Pernyataan Untuk Variabel Motivasi Kerja

| **No** | **Pernyataan-Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| Indikator Kebutuhan akan prestasi | | | | | | |
| 1 | Anggota LANAL Tegal memiliki keinginan untuk mencapai prestasi yang tinggi |  |  |  |  |  |
| 2 | Anggota LANAL Tegal memiliki keinginan melakukan pekerjaan lebih baik |  |  |  |  |  |
| Indikator Kebutuhan akan afiliasi | | | | | | |
| 3 | Anggota LANAL Tegal memiliki kebutuhan bisa bekerja sama dengan orang lain |  |  |  |  |  |
| 4 | Anggota LANAL Tegal memiliki kebutuhan akan pengakuan hasil kerja dari instansi dan rekan kerja |  |  |  |  |  |
| Indikator Kebutuhan akan kekuasan | | | | | | |
| 5 | Anggota LANAL Tegal memiliki kebutuhan untuk menduduki jabatan yang lebih tinggi |  |  |  |  |  |
| 6 | Anggota LANAL Tegal memiliki kebutuhan untuk mempengarahui orang lain |  |  |  |  |  |

Pernyataan Untuk Variabel Kinerja

| **No** | **Pernyataan-Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| Indikator *Quality of work* | | | | | | |
| 1 | Anggota LANAL Tegal memiliki persyaratan yang ditentukan oleh instansi untuk menduduki jabatan tersebut |  |  |  |  |  |
| 2 | Anggota LANAL Tegal siap jika diberi tugas apapun oleh instansi |  |  |  |  |  |
| Indikator *Quantity of work* | | | | | | |
| 3 | Anggota LANAL Tegal mampu menyelesaikan pekerjaan sesuai yang dibebankan kepadanya |  |  |  |  |  |
| 4 | Anggota LANAL Tegal mampu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| Indikator *Job knowledge* | | | | | | |
| 5 | Anggota LANAL Tegal memiliki pengetahuan yang luas berkaitan dengan pekerjaan yang dilaksanakannya |  |  |  |  |  |
| 6 | Anggota LANAL Tegal memiliki keterampilan kerja berkaitan dengan pekerjaan yang dilaksanakannya |  |  |  |  |  |
| Indikator *Cooperative* | | | | | | |
| 7 | Anggota LANAL Tegal memiliki ide dan gagasan untuk menyelesaikan pekerjaan dengan cepat |  |  |  |  |  |
| 8 | Anggota LANAL Tegal memiliki solusi untuk menyelesaikan masalah yang muncul di tempat kerja |  |  |  |  |  |
| Indikator *Personal quality* | | | | | | |
| 9 | Anggota LANAL Tegal memiliki kepribadian yang senang bekerja keras |  |  |  |  |  |
| 10 | Anggota LANAL Tegal menjunjung integritas dengan bekerja secara jujur |  |  |  |  |  |

Lampiran 2

Tabulasi Data dan Hasil Pengujian Validitas

Variabel Kepemimpinan Berorientasi Tugas

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | KBT01 | KBT02 | KBT03 | KBT04 | KBT05 | KBT06 | KBT |
| R\_1 | 4 | 3 | 5 | 4 | 4 | 3 | 23 |
| R\_2 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| R\_3 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| R\_4 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| R\_5 | 3 | 3 | 3 | 4 | 4 | 3 | 20 |
| R\_6 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| R\_7 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| R\_8 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| R\_9 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| R\_10 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| R\_11 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| R\_12 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| R\_13 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| R\_14 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| R\_15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| R\_16 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| R\_17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| R\_18 | 4 | 4 | 4 | 5 | 4 | 3 | 24 |
| R\_19 | 4 | 4 | 2 | 3 | 4 | 4 | 21 |
| R\_20 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| R\_21 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| R\_22 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| R\_23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| R\_24 | 5 | 3 | 5 | 4 | 5 | 4 | 26 |
| R\_25 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| R\_26 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| R\_27 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| R\_28 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| R\_29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| R\_30 | 5 | 4 | 5 | 3 | 3 | 5 | 25 |

**Correlations**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | KBT01 | KBT02 | KBT03 | KBT04 | KBT05 | KBT06 | KBT |
| KBT01 | Pearson Correlation | 1 | .506\*\* | .497\*\* | .351 | .417\* | .731\*\* | .762\*\* |
| Sig. (2-tailed) |  | .004 | .005 | .057 | .022 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT02 | Pearson Correlation | .506\*\* | 1 | .328 | .519\*\* | .290 | .758\*\* | .766\*\* |
| Sig. (2-tailed) | .004 |  | .077 | .003 | .120 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT03 | Pearson Correlation | .497\*\* | .328 | 1 | .349 | .389\* | .453\* | .670\*\* |
| Sig. (2-tailed) | .005 | .077 |  | .059 | .033 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT04 | Pearson Correlation | .351 | .519\*\* | .349 | 1 | .547\*\* | .508\*\* | .737\*\* |
| Sig. (2-tailed) | .057 | .003 | .059 |  | .002 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT05 | Pearson Correlation | .417\* | .290 | .389\* | .547\*\* | 1 | .505\*\* | .683\*\* |
| Sig. (2-tailed) | .022 | .120 | .033 | .002 |  | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT06 | Pearson Correlation | .731\*\* | .758\*\* | .453\* | .508\*\* | .505\*\* | 1 | .883\*\* |
| Sig. (2-tailed) | .000 | .000 | .012 | .004 | .004 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KBT | Pearson Correlation | .762\*\* | .766\*\* | .670\*\* | .737\*\* | .683\*\* | .883\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .843 | 6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KBT01 | 21.2333 | 7.426 | .667 | .813 |
| KBT02 | 21.5000 | 6.948 | .646 | .813 |
| KBT03 | 21.4333 | 7.289 | .508 | .840 |
| KBT04 | 21.4667 | 6.878 | .591 | .825 |
| KBT05 | 21.3667 | 7.620 | .560 | .829 |
| KBT06 | 21.3333 | 6.023 | .800 | .778 |

Lampiran 3

Tabulasi Data dan Hasil Pengujian Validitas Variabel Keadilan Organisasional

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | KDO  01 | KDO  02 | KDO  03 | KDO  04 | KDO  05 | KDO  06 | KDO  07 | KDO  08 | KDO |
| R\_1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 36 |
| R\_2 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 36 |
| R\_3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| R\_4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| R\_5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| R\_6 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 28 |
| R\_7 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| R\_8 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| R\_9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| R\_10 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 23 |
| R\_11 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 29 |
| R\_12 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| R\_13 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| R\_14 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| R\_15 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| R\_16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| R\_17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| R\_18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| R\_19 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| R\_20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| R\_21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| R\_22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| R\_23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| R\_24 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| R\_25 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 33 |
| R\_26 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 33 |
| R\_27 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| R\_28 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 37 |
| R\_29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| R\_30 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 2 | 31 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | KDO01 | KDO02 | KDO03 | KDO04 | KDO05 | KDO06 | KDO07 | KDO08 | KDO |
| KDO01 | Pearson Correlation | 1 | .634\*\* | .481\*\* | .461\* | .407\* | .368\* | .312 | .448\* | .728\*\* |
| Sig. (2-tailed) |  | .000 | .007 | .010 | .026 | .046 | .094 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO02 | Pearson Correlation | .634\*\* | 1 | .387\* | .297 | .324 | .448\* | .588\*\* | .423\* | .725\*\* |
| Sig. (2-tailed) | .000 |  | .034 | .111 | .081 | .013 | .001 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO03 | Pearson Correlation | .481\*\* | .387\* | 1 | .225 | .246 | .418\* | .122 | .380\* | .608\*\* |
| Sig. (2-tailed) | .007 | .034 |  | .232 | .190 | .021 | .521 | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO04 | Pearson Correlation | .461\* | .297 | .225 | 1 | .521\*\* | .461\* | .487\*\* | .171 | .623\*\* |
| Sig. (2-tailed) | .010 | .111 | .232 |  | .003 | .010 | .006 | .365 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO05 | Pearson Correlation | .407\* | .324 | .246 | .521\*\* | 1 | .605\*\* | .569\*\* | .165 | .665\*\* |
| Sig. (2-tailed) | .026 | .081 | .190 | .003 |  | .000 | .001 | .383 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO06 | Pearson Correlation | .368\* | .448\* | .418\* | .461\* | .605\*\* | 1 | .506\*\* | .415\* | .760\*\* |
| Sig. (2-tailed) | .046 | .013 | .021 | .010 | .000 |  | .004 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO07 | Pearson Correlation | .312 | .588\*\* | .122 | .487\*\* | .569\*\* | .506\*\* | 1 | .558\*\* | .743\*\* |
| Sig. (2-tailed) | .094 | .001 | .521 | .006 | .001 | .004 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO08 | Pearson Correlation | .448\* | .423\* | .380\* | .171 | .165 | .415\* | .558\*\* | 1 | .689\*\* |
| Sig. (2-tailed) | .013 | .020 | .039 | .365 | .383 | .022 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KDO | Pearson Correlation | .728\*\* | .725\*\* | .608\*\* | .623\*\* | .665\*\* | .760\*\* | .743\*\* | .689\*\* | 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). | | | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .836 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KDO01 | 29.0000 | 9.379 | .638 | .810 |
| KDO02 | 29.1667 | 9.454 | .638 | .810 |
| KDO03 | 29.1667 | 9.385 | .454 | .833 |
| KDO04 | 29.2333 | 9.771 | .510 | .824 |
| KDO05 | 28.9000 | 9.541 | .556 | .819 |
| KDO06 | 29.2000 | 8.924 | .665 | .804 |
| KDO07 | 29.2333 | 9.082 | .646 | .807 |
| KDO08 | 29.4333 | 8.530 | .521 | .831 |

Lampiran 4

Tabulasi Data dan Hasil Pengujian Validitas Variabel Remunerasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. Responden | RMS01 | RMS02 | RMS03 | RMS04 | RMS05 | RMS |
| R\_1 | 4 | 4 | 5 | 4 | 5 | 22 |
| R\_2 | 4 | 4 | 5 | 5 | 4 | 22 |
| R\_3 | 4 | 3 | 4 | 4 | 4 | 19 |
| R\_4 | 3 | 4 | 3 | 4 | 4 | 18 |
| R\_5 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_6 | 4 | 3 | 3 | 3 | 3 | 16 |
| R\_7 | 4 | 4 | 3 | 4 | 4 | 19 |
| R\_8 | 4 | 4 | 5 | 4 | 4 | 21 |
| R\_9 | 4 | 5 | 5 | 4 | 4 | 22 |
| R\_10 | 3 | 4 | 3 | 4 | 3 | 17 |
| R\_11 | 5 | 3 | 5 | 4 | 5 | 22 |
| R\_12 | 4 | 4 | 4 | 5 | 5 | 22 |
| R\_13 | 4 | 4 | 4 | 5 | 5 | 22 |
| R\_14 | 5 | 5 | 4 | 5 | 4 | 23 |
| R\_15 | 4 | 4 | 4 | 4 | 5 | 21 |
| R\_16 | 5 | 5 | 5 | 4 | 5 | 24 |
| R\_17 | 5 | 5 | 5 | 5 | 5 | 25 |
| R\_18 | 4 | 5 | 5 | 5 | 5 | 24 |
| R\_19 | 4 | 4 | 4 | 4 | 5 | 21 |
| R\_20 | 4 | 5 | 4 | 5 | 5 | 23 |
| R\_21 | 4 | 5 | 5 | 5 | 4 | 23 |
| R\_22 | 4 | 5 | 4 | 4 | 4 | 21 |
| R\_23 | 3 | 3 | 3 | 4 | 4 | 17 |
| R\_24 | 4 | 5 | 4 | 5 | 4 | 22 |
| R\_25 | 5 | 5 | 5 | 5 | 5 | 25 |
| R\_26 | 5 | 5 | 5 | 5 | 5 | 25 |
| R\_27 | 4 | 5 | 5 | 5 | 5 | 24 |
| R\_28 | 5 | 4 | 4 | 5 | 5 | 23 |
| R\_29 | 3 | 4 | 4 | 4 | 4 | 19 |
| R\_30 | 5 | 4 | 5 | 5 | 3 | 22 |

**Correlations**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | RMS01 | RMS02 | RMS03 | RMS04 | RMS05 | RMS |
| RMS01 | Pearson Correlation | 1 | .312 | .588\*\* | .412\* | .372\* | .725\*\* |
| Sig. (2-tailed) |  | .093 | .001 | .024 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| RMS02 | Pearson Correlation | .312 | 1 | .463\*\* | .573\*\* | .303 | .723\*\* |
| Sig. (2-tailed) | .093 |  | .010 | .001 | .103 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| RMS03 | Pearson Correlation | .588\*\* | .463\*\* | 1 | .454\* | .423\* | .810\*\* |
| Sig. (2-tailed) | .001 | .010 |  | .012 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| RMS04 | Pearson Correlation | .412\* | .573\*\* | .454\* | 1 | .384\* | .747\*\* |
| Sig. (2-tailed) | .024 | .001 | .012 |  | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| RMS05 | Pearson Correlation | .372\* | .303 | .423\* | .384\* | 1 | .676\*\* |
| Sig. (2-tailed) | .043 | .103 | .020 | .036 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| RMS | Pearson Correlation | .725\*\* | .723\*\* | .810\*\* | .747\*\* | .676\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .787 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| RMS01 | 17.3333 | 4.092 | .560 | .748 |
| RMS02 | 17.2000 | 3.959 | .536 | .756 |
| RMS03 | 17.2000 | 3.545 | .654 | .715 |
| RMS04 | 17.0333 | 4.171 | .611 | .736 |
| RMS05 | 17.1000 | 4.162 | .478 | .775 |

Lampiran 5

Tabulasi Data dan Hasil Pengujian Validitas Variabel Motivasi Kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | MTK01 | MTK02 | MTK03 | MTK04 | MTK05 | MTK06 | MTK |
| R\_1 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| R\_2 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| R\_3 | 5 | 4 | 3 | 4 | 4 | 4 | 24 |
| R\_4 | 3 | 3 | 4 | 3 | 4 | 4 | 21 |
| R\_5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| R\_6 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| R\_7 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| R\_8 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| R\_9 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| R\_10 | 2 | 3 | 4 | 3 | 4 | 3 | 19 |
| R\_11 | 5 | 5 | 3 | 5 | 4 | 5 | 27 |
| R\_12 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| R\_13 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| R\_14 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| R\_15 | 3 | 4 | 4 | 4 | 4 | 5 | 24 |
| R\_16 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| R\_17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| R\_18 | 3 | 4 | 5 | 5 | 5 | 5 | 27 |
| R\_19 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| R\_20 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| R\_21 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| R\_22 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| R\_23 | 2 | 3 | 3 | 3 | 4 | 4 | 19 |
| R\_24 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| R\_25 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| R\_26 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| R\_27 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| R\_28 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| R\_29 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| R\_30 | 4 | 5 | 4 | 5 | 5 | 3 | 26 |

**Correlations**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | MTK01 | MTK02 | MTK03 | MTK04 | MTK05 | MTK06 | MTK |
| MTK01 | Pearson Correlation | 1 | .572\*\* | .160 | .488\*\* | .183 | .342 | .685\*\* |
| Sig. (2-tailed) |  | .001 | .397 | .006 | .333 | .065 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK02 | Pearson Correlation | .572\*\* | 1 | .312 | .608\*\* | .412\* | .372\* | .769\*\* |
| Sig. (2-tailed) | .001 |  | .093 | .000 | .024 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK03 | Pearson Correlation | .160 | .312 | 1 | .489\*\* | .573\*\* | .303 | .651\*\* |
| Sig. (2-tailed) | .397 | .093 |  | .006 | .001 | .103 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK04 | Pearson Correlation | .488\*\* | .608\*\* | .489\*\* | 1 | .497\*\* | .385\* | .819\*\* |
| Sig. (2-tailed) | .006 | .000 | .006 |  | .005 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK05 | Pearson Correlation | .183 | .412\* | .573\*\* | .497\*\* | 1 | .384\* | .681\*\* |
| Sig. (2-tailed) | .333 | .024 | .001 | .005 |  | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK06 | Pearson Correlation | .342 | .372\* | .303 | .385\* | .384\* | 1 | .648\*\* |
| Sig. (2-tailed) | .065 | .043 | .103 | .036 | .036 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MTK | Pearson Correlation | .685\*\* | .769\*\* | .651\*\* | .819\*\* | .681\*\* | .648\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .796 | 6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| MTK01 | 21.4333 | 5.909 | .477 | .790 |
| MTK02 | 21.3333 | 6.161 | .655 | .743 |
| MTK03 | 21.2000 | 6.441 | .479 | .781 |
| MTK04 | 21.2333 | 5.633 | .706 | .725 |
| MTK05 | 21.0333 | 6.654 | .554 | .767 |
| MTK06 | 21.1000 | 6.507 | .483 | .779 |

Lampiran 6

Tabulasi Data dan Hasil Pengujian Validitas Variabel Kinerja Anggota

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | KNJ  01 | KNJ  02 | KNJ  03 | KNJ  04 | KNJ  05 | KNJ  06 | KNJ  07 | KNJ  08 | KNJ  09 | KNJ  10 | KNJ |
| R\_1 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| R\_2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| R\_3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| R\_4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| R\_5 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 32 |
| R\_6 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 37 |
| R\_7 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| R\_8 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| R\_9 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R\_10 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| R\_11 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| R\_12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| R\_13 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| R\_14 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| R\_15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| R\_16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| R\_17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R\_18 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R\_19 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R\_20 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| R\_21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| R\_22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| R\_23 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| R\_24 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| R\_25 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| R\_26 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| R\_27 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 43 |
| R\_28 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| R\_29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| R\_30 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 43 |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | KNJ01 | KNJ02 | KNJ03 | KNJ04 | KNJ05 | KNJ06 | KNJ07 | KNJ08 | KNJ09 | KNJ10 | KNJ |
| KNJ01 | Pearson Correlation | 1 | .395\* | .470\*\* | .308 | .327 | .315 | .450\* | .259 | .210 | .183 | .608\*\* |
| Sig. (2-tailed) |  | .031 | .009 | .098 | .077 | .090 | .013 | .167 | .266 | .334 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ02 | Pearson Correlation | .395\* | 1 | .574\*\* | .311 | .373\* | .261 | .594\*\* | .593\*\* | .630\*\* | .541\*\* | .772\*\* |
| Sig. (2-tailed) | .031 |  | .001 | .095 | .043 | .163 | .001 | .001 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ03 | Pearson Correlation | .470\*\* | .574\*\* | 1 | .289 | .372\* | .162 | .404\* | .438\* | .414\* | .221 | .652\*\* |
| Sig. (2-tailed) | .009 | .001 |  | .122 | .043 | .393 | .027 | .015 | .023 | .241 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ04 | Pearson Correlation | .308 | .311 | .289 | 1 | .566\*\* | .571\*\* | .540\*\* | .367\* | .255 | .422\* | .663\*\* |
| Sig. (2-tailed) | .098 | .095 | .122 |  | .001 | .001 | .002 | .046 | .173 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ05 | Pearson Correlation | .327 | .373\* | .372\* | .566\*\* | 1 | .368\* | .615\*\* | .217 | .475\*\* | .287 | .684\*\* |
| Sig. (2-tailed) | .077 | .043 | .043 | .001 |  | .045 | .000 | .250 | .008 | .124 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ06 | Pearson Correlation | .315 | .261 | .162 | .571\*\* | .368\* | 1 | .467\*\* | .261 | .175 | .345 | .560\*\* |
| Sig. (2-tailed) | .090 | .163 | .393 | .001 | .045 |  | .009 | .164 | .355 | .062 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ07 | Pearson Correlation | .450\* | .594\*\* | .404\* | .540\*\* | .615\*\* | .467\*\* | 1 | .545\*\* | .641\*\* | .668\*\* | .864\*\* |
| Sig. (2-tailed) | .013 | .001 | .027 | .002 | .000 | .009 |  | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ08 | Pearson Correlation | .259 | .593\*\* | .438\* | .367\* | .217 | .261 | .545\*\* | 1 | .536\*\* | .614\*\* | .681\*\* |
| Sig. (2-tailed) | .167 | .001 | .015 | .046 | .250 | .164 | .002 |  | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ09 | Pearson Correlation | .210 | .630\*\* | .414\* | .255 | .475\*\* | .175 | .641\*\* | .536\*\* | 1 | .421\* | .695\*\* |
| Sig. (2-tailed) | .266 | .000 | .023 | .173 | .008 | .355 | .000 | .002 |  | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ10 | Pearson Correlation | .183 | .541\*\* | .221 | .422\* | .287 | .345 | .668\*\* | .614\*\* | .421\* | 1 | .655\*\* |
| Sig. (2-tailed) | .334 | .002 | .241 | .020 | .124 | .062 | .000 | .000 | .020 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KNJ | Pearson Correlation | .608\*\* | .772\*\* | .652\*\* | .663\*\* | .684\*\* | .560\*\* | .864\*\* | .681\*\* | .695\*\* | .655\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

.

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .870 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KNJ01 | 39.9667 | 14.585 | .470 | .871 |
| KNJ02 | 39.7667 | 14.116 | .696 | .849 |
| KNJ03 | 39.6667 | 14.851 | .550 | .861 |
| KNJ04 | 39.5333 | 15.154 | .578 | .859 |
| KNJ05 | 39.6000 | 14.593 | .586 | .858 |
| KNJ06 | 39.6000 | 15.697 | .460 | .867 |
| KNJ07 | 39.4333 | 13.495 | .814 | .838 |
| KNJ08 | 39.4333 | 15.357 | .608 | .857 |
| KNJ09 | 39.4000 | 14.731 | .606 | .856 |
| KNJ10 | 39.3000 | 15.597 | .583 | .860 |

Lampiran 7

Tabulasi Data Penelitian Variabel Kepemimpinan Berorientasi Tugas

| No Resp. | KBT01 | KBT02 | KBT03 | KBT04 | KBT05 | KBT06 |
| --- | --- | --- | --- | --- | --- | --- |
| R\_1 | 4 | 4 | 3 | 4 | 4 | 3 |
| R\_2 | 5 | 2 | 4 | 4 | 4 | 5 |
| R\_3 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_5 | 5 | 5 | 5 | 4 | 4 | 3 |
| R\_6 | 5 | 4 | 4 | 5 | 4 | 5 |
| R\_7 | 5 | 5 | 4 | 4 | 5 | 5 |
| R\_8 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_9 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_10 | 5 | 3 | 4 | 5 | 4 | 4 |
| R\_11 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_12 | 4 | 4 | 4 | 4 | 3 | 4 |
| R\_13 | 4 | 4 | 5 | 4 | 4 | 5 |
| R\_14 | 4 | 4 | 5 | 5 | 5 | 4 |
| R\_15 | 4 | 5 | 5 | 5 | 4 | 5 |
| R\_16 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_17 | 4 | 4 | 5 | 4 | 3 | 4 |
| R\_18 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_19 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_20 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_21 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_22 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_23 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_24 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_25 | 4 | 4 | 4 | 4 | 4 | 5 |
| R\_26 | 4 | 5 | 5 | 5 | 4 | 4 |
| R\_27 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_28 | 5 | 5 | 4 | 4 | 4 | 4 |
| R\_29 | 4 | 4 | 4 | 3 | 4 | 4 |
| R\_30 | 4 | 3 | 5 | 4 | 4 | 3 |
| R\_31 | 4 | 4 | 4 | 5 | 4 | 5 |
| R\_32 | 5 | 5 | 5 | 4 | 4 | 5 |
| R\_33 | 4 | 3 | 4 | 3 | 4 | 3 |
| R\_34 | 3 | 3 | 3 | 4 | 4 | 3 |
| R\_35 | 4 | 4 | 3 | 4 | 3 | 3 |
| R\_36 | 4 | 4 | 4 | 3 | 4 | 4 |
| R\_37 | 4 | 4 | 4 | 3 | 4 | 4 |
| R\_38 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_39 | 4 | 3 | 4 | 3 | 4 | 3 |
| R\_40 | 5 | 5 | 4 | 4 | 4 | 5 |
| R\_41 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_42 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_43 | 5 | 5 | 4 | 5 | 4 | 5 |
| R\_44 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_45 | 5 | 4 | 5 | 5 | 5 | 5 |
| R\_46 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_47 | 4 | 4 | 4 | 5 | 4 | 3 |
| R\_48 | 4 | 4 | 2 | 3 | 4 | 4 |
| R\_49 | 5 | 5 | 5 | 5 | 4 | 5 |
| R\_50 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_51 | 5 | 5 | 4 | 5 | 5 | 5 |
| R\_52 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_53 | 5 | 3 | 5 | 4 | 5 | 4 |
| R\_54 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_55 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_56 | 5 | 4 | 4 | 4 | 5 | 5 |
| R\_57 | 5 | 5 | 5 | 4 | 5 | 5 |
| R\_58 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_59 | 5 | 4 | 5 | 3 | 3 | 5 |
| R\_60 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_61 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_62 | 2 | 3 | 2 | 3 | 2 | 4 |
| R\_63 | 4 | 4 | 4 | 3 | 4 | 3 |
| R\_64 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_65 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_66 | 4 | 4 | 4 | 4 | 3 | 3 |
| R\_67 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_68 | 5 | 4 | 5 | 4 | 4 | 4 |
| R\_69 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_70 | 5 | 4 | 5 | 5 | 4 | 5 |
| R\_71 | 4 | 4 | 5 | 5 | 5 | 5 |
| R\_72 | 4 | 4 | 5 | 5 | 5 | 5 |
| R\_73 | 4 | 4 | 4 | 5 | 4 | 4 |
| R\_74 | 4 | 5 | 3 | 4 | 4 | 5 |
| R\_75 | 5 | 5 | 4 | 3 | 3 | 3 |
| R\_76 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_77 | 5 | 5 | 5 | 5 | 4 | 4 |
| R\_78 | 5 | 5 | 5 | 5 | 2 | 5 |
| R\_79 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_80 | 4 | 4 | 3 | 4 | 4 | 3 |
| R\_81 | 5 | 2 | 4 | 4 | 4 | 5 |
| R\_82 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_83 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_84 | 3 | 3 | 3 | 4 | 4 | 3 |
| R\_85 | 5 | 4 | 4 | 5 | 4 | 5 |
| R\_86 | 5 | 5 | 4 | 4 | 5 | 5 |
| R\_87 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_88 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_89 | 5 | 3 | 4 | 5 | 4 | 4 |
| R\_90 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_91 | 4 | 4 | 4 | 4 | 3 | 4 |
| R\_92 | 4 | 4 | 5 | 4 | 4 | 5 |
| R\_93 | 4 | 4 | 5 | 5 | 5 | 4 |
| R\_94 | 4 | 5 | 5 | 5 | 4 | 5 |
| R\_95 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_96 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_97 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_98 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_99 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_100 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_101 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_102 | 3 | 3 | 3 | 4 | 3 | 3 |
| R\_103 | 4 | 5 | 3 | 4 | 4 | 5 |
| R\_104 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_105 | 2 | 2 | 2 | 2 | 2 | 2 |
| R\_106 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_107 | 1 | 1 | 2 | 1 | 1 | 1 |
| R\_108 | 3 | 3 | 3 | 3 | 3 | 3 |
| R\_109 | 4 | 5 | 3 | 4 | 4 | 4 |
| R\_110 | 4 | 4 | 4 | 4 | 5 | 4 |
| R\_111 | 5 | 4 | 4 | 4 | 5 | 4 |
| R\_112 | 3 | 4 | 4 | 4 | 4 | 4 |
| R\_113 | 5 | 4 | 5 | 4 | 5 | 5 |
| R\_114 | 5 | 5 | 4 | 3 | 3 | 3 |
| R\_115 | 5 | 5 | 5 | 4 | 4 | 5 |
| R\_116 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_117 | 5 | 5 | 4 | 5 | 5 | 5 |
| R\_118 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_119 | 5 | 3 | 5 | 4 | 5 | 4 |
| R\_120 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_121 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_122 | 5 | 4 | 4 | 4 | 5 | 5 |
| R\_123 | 5 | 5 | 5 | 4 | 5 | 5 |
| R\_124 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_125 | 5 | 4 | 5 | 3 | 3 | 5 |
| R\_126 | 1 | 1 | 2 | 1 | 1 | 1 |
| R\_127 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_128 | 2 | 3 | 2 | 3 | 2 | 4 |
| R\_129 | 4 | 4 | 4 | 3 | 4 | 3 |
| R\_130 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_131 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_132 | 4 | 4 | 4 | 4 | 3 | 3 |
| R\_133 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_134 | 5 | 4 | 5 | 4 | 4 | 4 |
| R\_135 | 4 | 3 | 3 | 3 | 4 | 3 |
| R\_136 | 5 | 4 | 5 | 5 | 4 | 5 |
| R\_137 | 4 | 4 | 5 | 5 | 5 | 5 |
| R\_138 | 4 | 4 | 5 | 5 | 5 | 5 |
| R\_139 | 4 | 4 | 4 | 5 | 4 | 4 |
| R\_140 | 4 | 5 | 3 | 4 | 4 | 5 |
| R\_141 | 5 | 5 | 4 | 3 | 3 | 3 |
| R\_142 | 5 | 5 | 5 | 5 | 5 | 5 |

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Tabulasi Data Penelitian Variabel Keadilan Organisasional

| No Resp. | KDO01 | KDO02 | KDO03 | KDO04 | KDO05 | KDO06 | KDO07 | KDO08 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R\_1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_2 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 |
| R\_3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| R\_5 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 3 |
| R\_6 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_7 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| R\_8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_9 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_10 | 2 | 5 | 5 | 3 | 4 | 5 | 4 | 4 |
| R\_11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_12 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 |
| R\_13 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| R\_14 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| R\_15 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 |
| R\_16 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_17 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 2 |
| R\_18 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 2 |
| R\_19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_23 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| R\_24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_25 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| R\_26 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| R\_27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_28 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 2 |
| R\_29 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| R\_30 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| R\_31 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| R\_32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_33 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| R\_34 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_35 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| R\_36 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| R\_37 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| R\_38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_39 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 2 |
| R\_40 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 |
| R\_41 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| R\_42 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| R\_43 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| R\_44 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| R\_45 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_49 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 |
| R\_50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| R\_53 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| R\_54 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 |
| R\_55 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 |
| R\_56 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_57 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |
| R\_58 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| R\_59 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 2 |
| R\_60 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| R\_61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_62 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 |
| R\_63 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 |
| R\_64 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| R\_65 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| R\_66 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| R\_67 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| R\_68 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| R\_69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_70 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_71 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 2 |
| R\_72 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 |
| R\_73 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 |
| R\_74 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 |
| R\_75 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 2 |
| R\_76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_77 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 2 |
| R\_78 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 |
| R\_79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| R\_80 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_81 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 |
| R\_82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_83 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| R\_84 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 2 |
| R\_85 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| R\_86 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| R\_87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_88 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_89 | 2 | 5 | 5 | 3 | 4 | 5 | 4 | 4 |
| R\_90 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_91 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 |
| R\_92 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| R\_93 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| R\_94 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 |
| R\_95 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_96 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_97 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 |
| R\_98 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_99 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_101 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_102 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 |
| R\_103 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 |
| R\_104 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| R\_105 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 |
| R\_106 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_107 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 1 |
| R\_108 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| R\_109 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| R\_110 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| R\_111 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| R\_112 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| R\_113 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| R\_114 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 3 |
| R\_115 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| R\_116 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_117 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_118 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| R\_119 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| R\_120 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 3 |
| R\_121 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 |
| R\_122 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_123 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |
| R\_124 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| R\_125 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| R\_126 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 |
| R\_127 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_128 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 |
| R\_129 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 |
| R\_130 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| R\_131 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| R\_132 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| R\_133 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| R\_134 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| R\_135 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_136 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_137 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| R\_138 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| R\_139 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| R\_140 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_141 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| R\_142 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

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Tabulasi Data Penelitian Variabel Remunerasi

| No Resp. | RMS01 | RMS02 | RMS03 | RMS04 | RMS05 |
| --- | --- | --- | --- | --- | --- |
| R\_1 | 4 | 3 | 3 | 4 | 3 |
| R\_2 | 4 | 4 | 5 | 5 | 5 |
| R\_3 | 4 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 4 | 4 | 4 | 4 |
| R\_5 | 4 | 3 | 3 | 4 | 3 |
| R\_6 | 4 | 4 | 5 | 4 | 5 |
| R\_7 | 5 | 4 | 4 | 5 | 5 |
| R\_8 | 3 | 4 | 4 | 4 | 4 |
| R\_9 | 4 | 4 | 4 | 5 | 5 |
| R\_10 | 4 | 5 | 4 | 5 | 5 |
| R\_11 | 4 | 5 | 5 | 5 | 5 |
| R\_12 | 5 | 4 | 3 | 5 | 5 |
| R\_13 | 5 | 4 | 4 | 4 | 4 |
| R\_14 | 3 | 4 | 4 | 5 | 4 |
| R\_15 | 5 | 4 | 5 | 5 | 5 |
| R\_16 | 4 | 3 | 3 | 3 | 3 |
| R\_17 | 4 | 5 | 5 | 5 | 5 |
| R\_18 | 4 | 5 | 5 | 5 | 5 |
| R\_19 | 5 | 5 | 4 | 5 | 5 |
| R\_20 | 4 | 4 | 4 | 4 | 4 |
| R\_21 | 5 | 5 | 5 | 5 | 5 |
| R\_22 | 4 | 4 | 4 | 4 | 4 |
| R\_23 | 4 | 4 | 3 | 4 | 4 |
| R\_24 | 4 | 4 | 4 | 4 | 4 |
| R\_25 | 5 | 5 | 5 | 5 | 5 |
| R\_26 | 4 | 5 | 3 | 4 | 5 |
| R\_27 | 4 | 4 | 4 | 4 | 4 |
| R\_28 | 4 | 4 | 4 | 4 | 4 |
| R\_29 | 4 | 4 | 3 | 4 | 4 |
| R\_30 | 4 | 4 | 5 | 4 | 5 |
| R\_31 | 4 | 4 | 5 | 5 | 4 |
| R\_32 | 4 | 3 | 4 | 4 | 4 |
| R\_33 | 3 | 4 | 3 | 4 | 4 |
| R\_34 | 4 | 4 | 4 | 4 | 4 |
| R\_35 | 4 | 3 | 3 | 3 | 3 |
| R\_36 | 4 | 4 | 3 | 4 | 4 |
| R\_37 | 4 | 4 | 5 | 4 | 4 |
| R\_38 | 4 | 5 | 5 | 4 | 4 |
| R\_39 | 3 | 4 | 3 | 4 | 3 |
| R\_40 | 5 | 3 | 5 | 4 | 5 |
| R\_41 | 4 | 4 | 4 | 5 | 5 |
| R\_42 | 4 | 4 | 4 | 5 | 5 |
| R\_43 | 5 | 5 | 4 | 5 | 4 |
| R\_44 | 4 | 4 | 4 | 4 | 5 |
| R\_45 | 5 | 5 | 5 | 4 | 5 |
| R\_46 | 5 | 5 | 5 | 5 | 5 |
| R\_47 | 4 | 5 | 5 | 5 | 5 |
| R\_48 | 4 | 4 | 4 | 4 | 5 |
| R\_49 | 4 | 5 | 4 | 5 | 5 |
| R\_50 | 4 | 5 | 5 | 5 | 4 |
| R\_51 | 4 | 5 | 4 | 4 | 4 |
| R\_52 | 3 | 3 | 3 | 4 | 4 |
| R\_53 | 4 | 5 | 4 | 5 | 4 |
| R\_54 | 5 | 5 | 5 | 5 | 5 |
| R\_55 | 5 | 5 | 5 | 5 | 5 |
| R\_56 | 4 | 5 | 5 | 5 | 5 |
| R\_57 | 5 | 4 | 4 | 5 | 5 |
| R\_58 | 3 | 4 | 4 | 4 | 4 |
| R\_59 | 5 | 4 | 5 | 5 | 3 |
| R\_60 | 4 | 4 | 3 | 3 | 4 |
| R\_61 | 3 | 4 | 4 | 4 | 4 |
| R\_62 | 3 | 4 | 3 | 4 | 4 |
| R\_63 | 3 | 4 | 4 | 4 | 5 |
| R\_64 | 3 | 5 | 3 | 5 | 5 |
| R\_65 | 4 | 3 | 4 | 5 | 5 |
| R\_66 | 4 | 4 | 4 | 4 | 4 |
| R\_67 | 4 | 4 | 5 | 5 | 4 |
| R\_68 | 4 | 5 | 4 | 4 | 5 |
| R\_69 | 4 | 4 | 4 | 4 | 4 |
| R\_70 | 4 | 5 | 4 | 5 | 5 |
| R\_71 | 5 | 5 | 5 | 4 | 5 |
| R\_72 | 5 | 5 | 5 | 4 | 5 |
| R\_73 | 4 | 4 | 4 | 5 | 5 |
| R\_74 | 2 | 5 | 3 | 5 | 5 |
| R\_75 | 4 | 5 | 5 | 5 | 5 |
| R\_76 | 5 | 5 | 5 | 5 | 5 |
| R\_77 | 5 | 5 | 4 | 5 | 5 |
| R\_78 | 4 | 5 | 5 | 5 | 5 |
| R\_79 | 4 | 5 | 5 | 5 | 5 |
| R\_80 | 4 | 3 | 3 | 4 | 3 |
| R\_81 | 4 | 4 | 5 | 5 | 5 |
| R\_82 | 4 | 4 | 4 | 4 | 4 |
| R\_83 | 4 | 4 | 4 | 4 | 4 |
| R\_84 | 4 | 3 | 3 | 4 | 3 |
| R\_85 | 4 | 4 | 5 | 4 | 5 |
| R\_86 | 5 | 4 | 4 | 5 | 5 |
| R\_87 | 3 | 4 | 4 | 4 | 4 |
| R\_88 | 4 | 4 | 4 | 5 | 5 |
| R\_89 | 4 | 5 | 4 | 5 | 5 |
| R\_90 | 4 | 5 | 5 | 5 | 5 |
| R\_91 | 5 | 4 | 3 | 5 | 5 |
| R\_92 | 5 | 4 | 4 | 4 | 4 |
| R\_93 | 3 | 4 | 4 | 5 | 4 |
| R\_94 | 5 | 4 | 5 | 5 | 5 |
| R\_95 | 4 | 5 | 5 | 5 | 5 |
| R\_96 | 4 | 5 | 5 | 5 | 5 |
| R\_97 | 4 | 5 | 5 | 5 | 5 |
| R\_98 | 5 | 5 | 4 | 5 | 5 |
| R\_99 | 4 | 4 | 4 | 4 | 4 |
| R\_100 | 5 | 5 | 5 | 5 | 5 |
| R\_101 | 5 | 5 | 5 | 5 | 5 |
| R\_102 | 4 | 3 | 4 | 4 | 4 |
| R\_103 | 5 | 5 | 5 | 5 | 5 |
| R\_104 | 4 | 4 | 4 | 4 | 5 |
| R\_105 | 2 | 1 | 1 | 1 | 1 |
| R\_106 | 3 | 4 | 4 | 4 | 4 |
| R\_107 | 1 | 1 | 1 | 1 | 1 |
| R\_108 | 4 | 2 | 3 | 4 | 4 |
| R\_109 | 2 | 4 | 2 | 4 | 5 |
| R\_110 | 4 | 5 | 4 | 4 | 5 |
| R\_111 | 4 | 4 | 4 | 5 | 5 |
| R\_112 | 5 | 5 | 5 | 5 | 5 |
| R\_113 | 4 | 4 | 5 | 5 | 5 |
| R\_114 | 4 | 5 | 5 | 5 | 5 |
| R\_115 | 2 | 3 | 3 | 2 | 2 |
| R\_116 | 4 | 5 | 5 | 5 | 4 |
| R\_117 | 4 | 5 | 4 | 4 | 4 |
| R\_118 | 3 | 3 | 3 | 4 | 4 |
| R\_119 | 4 | 5 | 4 | 5 | 4 |
| R\_120 | 5 | 5 | 5 | 5 | 5 |
| R\_121 | 5 | 5 | 5 | 5 | 5 |
| R\_122 | 4 | 5 | 5 | 5 | 5 |
| R\_123 | 5 | 4 | 4 | 5 | 5 |
| R\_124 | 3 | 4 | 4 | 4 | 4 |
| R\_125 | 5 | 4 | 5 | 5 | 3 |
| R\_126 | 1 | 1 | 1 | 1 | 1 |
| R\_127 | 3 | 4 | 4 | 4 | 4 |
| R\_128 | 3 | 4 | 3 | 4 | 4 |
| R\_129 | 3 | 4 | 4 | 4 | 5 |
| R\_130 | 3 | 5 | 3 | 5 | 5 |
| R\_131 | 4 | 3 | 4 | 5 | 5 |
| R\_132 | 4 | 4 | 4 | 4 | 4 |
| R\_133 | 4 | 4 | 5 | 5 | 4 |
| R\_134 | 4 | 5 | 4 | 4 | 5 |
| R\_135 | 4 | 4 | 4 | 4 | 4 |
| R\_136 | 4 | 5 | 4 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 4 | 5 |
| R\_138 | 5 | 5 | 5 | 4 | 5 |
| R\_139 | 4 | 4 | 4 | 5 | 5 |
| R\_140 | 2 | 5 | 3 | 5 | 5 |
| R\_141 | 4 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 | 5 |

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Tabulasi Data Penelitian Variabel Motivasi Kerja

| No Resp. | MTK01 | MTK02 | MTK03 | MTK04 | MTK05 | MTK06 |
| --- | --- | --- | --- | --- | --- | --- |
| R\_1 | 4 | 4 | 4 | 4 | 3 | 3 |
| R\_2 | 5 | 5 | 4 | 5 | 5 | 4 |
| R\_3 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_5 | 4 | 4 | 4 | 4 | 4 | 2 |
| R\_6 | 5 | 5 | 5 | 4 | 4 | 5 |
| R\_7 | 5 | 4 | 5 | 4 | 4 | 4 |
| R\_8 | 4 | 4 | 4 | 2 | 2 | 3 |
| R\_9 | 4 | 4 | 5 | 5 | 5 | 5 |
| R\_10 | 5 | 4 | 2 | 2 | 3 | 2 |
| R\_11 | 4 | 4 | 4 | 2 | 2 | 2 |
| R\_12 | 5 | 5 | 5 | 2 | 2 | 2 |
| R\_13 | 4 | 5 | 4 | 2 | 2 | 2 |
| R\_14 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_15 | 5 | 4 | 4 | 3 | 2 | 2 |
| R\_16 | 4 | 3 | 4 | 3 | 2 | 2 |
| R\_17 | 5 | 5 | 5 | 3 | 2 | 2 |
| R\_18 | 5 | 5 | 5 | 3 | 2 | 2 |
| R\_19 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_20 | 4 | 4 | 4 | 3 | 2 | 3 |
| R\_21 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_22 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_23 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_24 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_25 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_26 | 4 | 4 | 4 | 4 | 2 | 2 |
| R\_27 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_28 | 4 | 4 | 4 | 3 | 4 | 4 |
| R\_29 | 4 | 4 | 3 | 4 | 4 | 4 |
| R\_30 | 5 | 4 | 4 | 4 | 4 | 5 |
| R\_31 | 4 | 4 | 4 | 5 | 5 | 4 |
| R\_32 | 5 | 4 | 3 | 4 | 4 | 4 |
| R\_33 | 3 | 3 | 4 | 3 | 4 | 4 |
| R\_34 | 4 | 4 | 4 | 4 | 4 | 4 |
| R\_35 | 4 | 4 | 3 | 3 | 3 | 3 |
| R\_36 | 4 | 4 | 4 | 3 | 4 | 4 |
| R\_37 | 4 | 4 | 4 | 5 | 4 | 4 |
| R\_38 | 4 | 4 | 5 | 5 | 4 | 4 |
| R\_39 | 4 | 3 | 4 | 3 | 4 | 3 |
| R\_40 | 5 | 5 | 3 | 5 | 4 | 5 |
| R\_41 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_42 | 4 | 4 | 4 | 4 | 5 | 5 |
| R\_43 | 5 | 5 | 5 | 4 | 5 | 4 |
| R\_44 | 3 | 4 | 4 | 4 | 4 | 5 |
| R\_45 | 5 | 5 | 5 | 5 | 4 | 5 |
| R\_46 | 5 | 5 | 5 | 5 | 5 | 5 |
| R\_47 | 3 | 4 | 5 | 5 | 5 | 5 |
| R\_48 | 4 | 4 | 4 | 4 | 4 | 5 |
| R\_49 | 4 | 4 | 5 | 4 | 5 | 5 |
| R\_50 | 4 | 4 | 5 | 5 | 5 | 4 |
| R\_51 | 4 | 4 | 5 | 4 | 4 | 4 |
| R\_52 | 4 | 3 | 3 | 3 | 4 | 4 |
| R\_53 | 4 | 4 | 5 | 4 | 5 | 4 |
| R\_54 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_55 | 4 | 5 | 5 | 5 | 5 | 5 |
| R\_56 | 5 | 4 | 5 | 5 | 5 | 5 |
| R\_57 | 5 | 5 | 4 | 4 | 5 | 5 |
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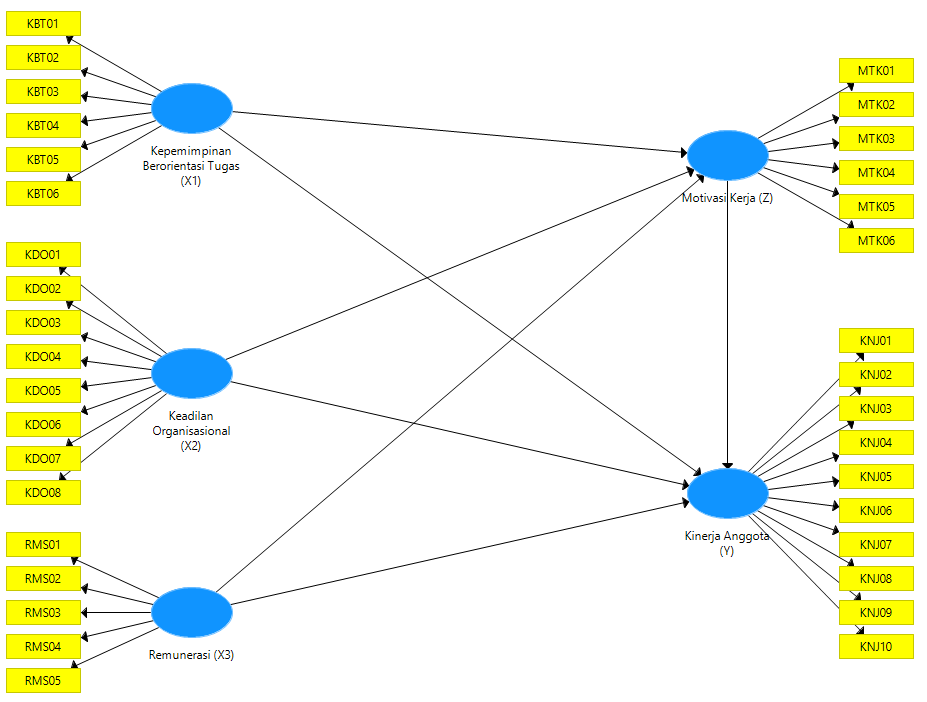
Lampiran 11

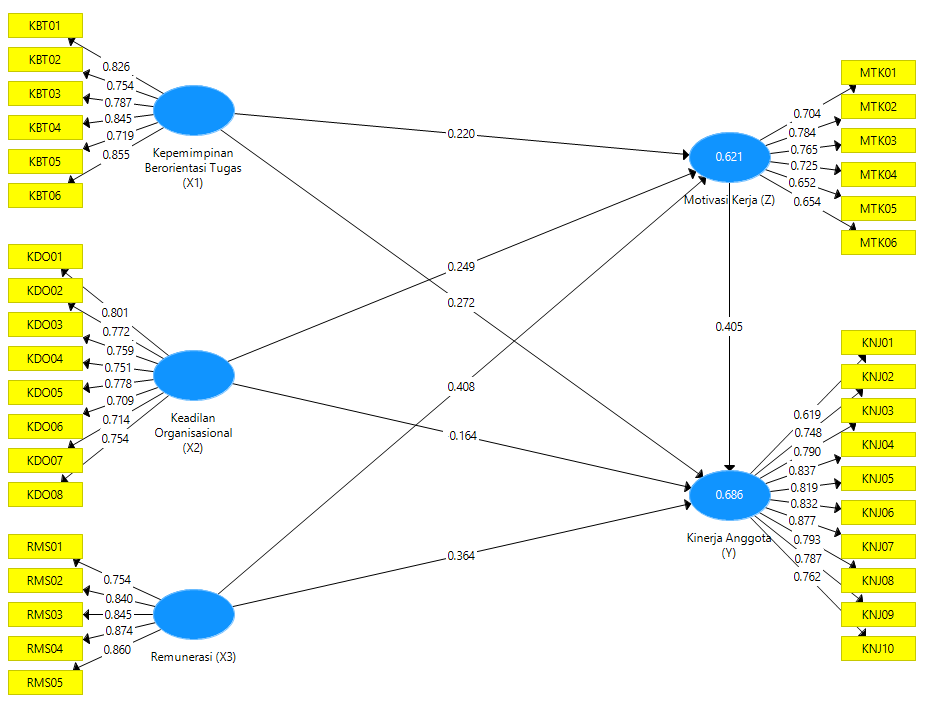
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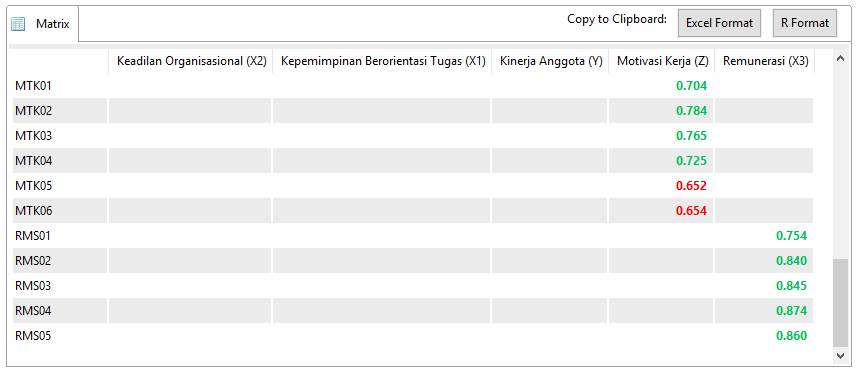
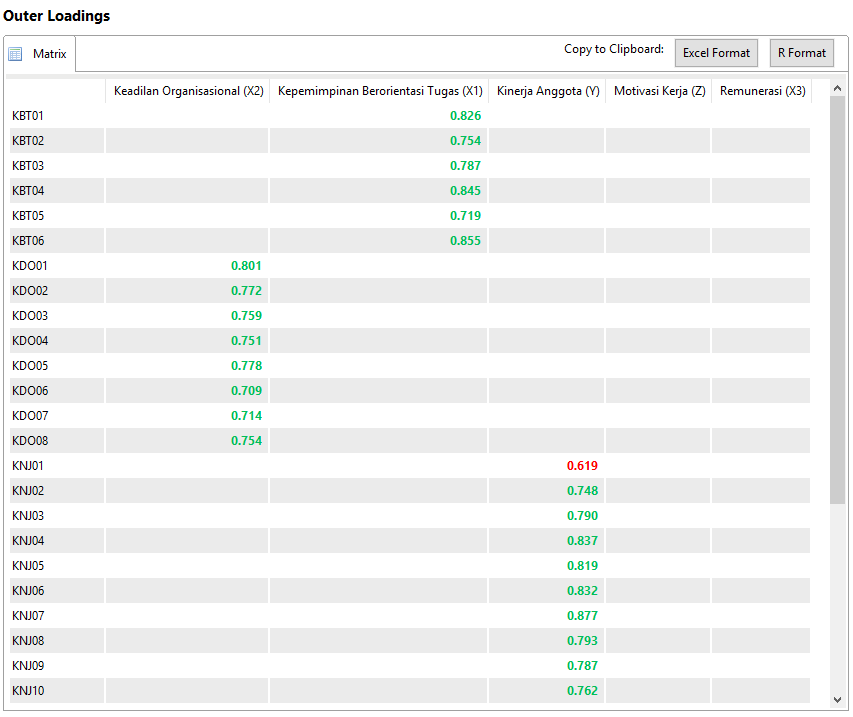
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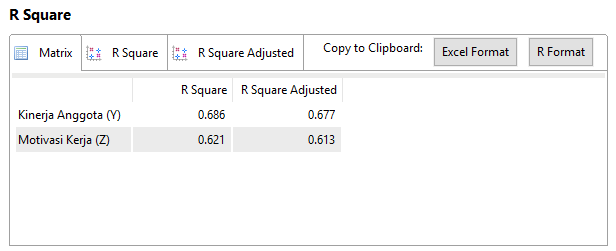
Lampiran 12

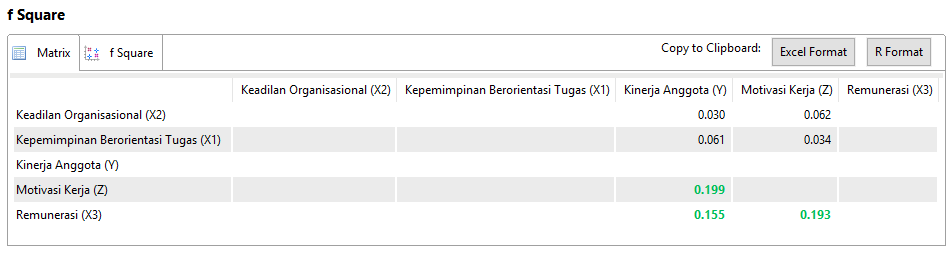
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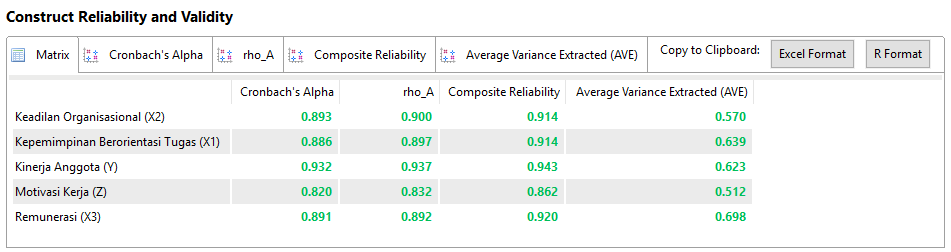




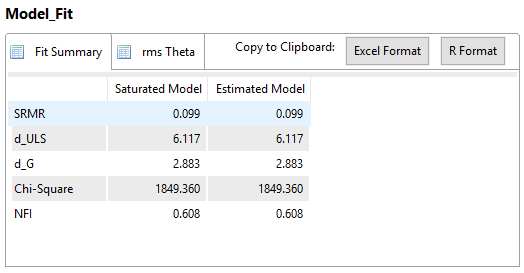










Bootstrapping

