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LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

Yang terhormat :

Bapak/Ibu Pegawai

Dinas Koperasi, UKM dan Perdagangan Kab.Tegal

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan pendidikan S1 Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal dalam bentuk tugas akhir penyusunan skripsi yang berjudul **“Pengaruh Pengembangan Karir, Etos Kerja dan Kualitas Kerja Terhadap Kinerja Pegawai Pada Dinas Koperasi, UKM dan Perdagangan Kabupaten Tegal”** dengan ini saya mohon partisipasinya dari Bapak/Ibu/Sdr untuk mengisi kuesioner penelitian ini.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian. Kami memberikan jangka waktu selama 1 minggu setelah kuesioner ini kami sebar, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terimakasih.

Tegal, 15 Juli 2024

Hormat kami,

Rikzan Nur Fadillah

IDENTITAS RESPONDEN

1. Nama Lengkap :

2. Jenis Kelamin :

- ☐ Laki-Laki
- ☐ Perempuan

3. Pendidikan :

- ☐ SD/SMP
- ☐ SMA
- ☐ DIPLOMA
- ☐ SARJANA

4. Umur :

- ☐ 21-30 tahun
- ☐ 31-40 tahun
- ☐ 41-50 tahun
- ☐ > 50 tahun

5. Masa Kerja :

- ☐ > 1 tahun
- ☐ 1-5 tahun
- ☐ 6-10 tahun
- ☐ > 11 tahun

PETUNJUK PENGISIAN

- a. Kepada Bapak/Ibu/Sdr diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
- b. Berilah tanda (√) pada kolom yang tersedia dan pilih satu jawaban sesuai dengan keadaan yang sebenarnya.
- c. Ada 5 (lima) alternatif jawaban, yaitu :

Simbol	Kategori	Nilai Bobot
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

1. Variabel Kinerja (Y)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Volume Pekerjaan						
1.	Saya dapat menyelesaikan banyak pekerjaan dalam waktu tertentu.					
2.	Saya dapat menyelesaikan pekerjaan saya tanpa bekerja lembur secara berlebihan.					
Hasil Pekerjaan						
3.	Saya merasa hasil kerja saya selalu memuaskan.					
4.	Saya kurang puas dengan hasil kerja yang sudah saya kerjakan.					
Kepatuhan Terhadap Tenggat Waktu						
5.	Saya dapat menyelesaikan pekerjaan tepat waktu.					
6.	Saya tidak dapat menyelesaikan pekerjaan tepat waktu.					
Frekuensi Kehadiran						
7.	Saya selalu datang tepat waktu.					
8.	Saya merasa tidak selalu datang tepat waktu.					
Komunikasi Efektif						
9.	Saya mampu berkomunikasi baik dengan tim.					

10.	Saya kurang nyaman dengan komunikasi tim.					
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2. Variabel Pengembangan Karir (X1)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Kompetensi						
1.	Saya dapat menyelesaikan pekerjaan dengan kompetensi saya.					
2.	Saya hanya dapat menyelesaikan pekerjaan dengan kompetensi tim.					
Pengetahuan						
3.	Saya dapat menyelesaikan pekerjaan dengan pengetahuan saya.					
4.	Saya mampu menyelesaikan pekerjaan dengan pengetahuan tim.					
Efektivitas						
5.	Saya dapat menyelesaikan pekerjaan saya sendiri dengan baik.					
6.	Saya hanya dapat menyelesaikan pekerjaan tim dengan baik .					
Potensi						
7.	Saya memiliki kepercayaan diri yang tinggi dalam menyelesaikan tugas.					
8.	Saya memiliki potensi untuk menyelesaikan hambatan dalam pekerjaan.					
Pengalaman						
9.	Saya merasa kurangnya pengalaman pada diri saya.					
10.	Saya merasa pengalaman saya sangat luas.					

3. Variabel Etos Kerja (X2)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Ketekunan						
1.	Saya tidak mengenal waktu saat bekerja.					
2.	Saya tidak mengalami kesulitan dalam penyelesaian tugas.					
Ketepatan Waktu						
3.	Saya selalu datang sesuai jadwal kehadiran.					

4.	Saya hanya dapat tepat waktu dalam waktu tertentu.					
Sesuai Aturan						
5.	Saya mampu menyelesaikan tugas sesuai aturan yang sudah ditentukan					
6.	Saya menerima tanggung jawab sesuai dengan aturan yang ada.					
Konsisten						
7.	Saya merasa konsisten dalam memberikan kontribusi yang stabil dalam pekerjaan.					
8.	Saya merasa konsisten dalam memenuhi tenggat waktu yang ditetapkan untuk menyelesaikan tugas.					
Komitmen						
9.	Saya mampu menyelesaikan pekerjaan dengan komitmen yang tinggi.					
10.	Saya berkomitmen untuk mencapai tujuan yang ditetapkan instansi.					

4. Variabel Kualitas Kerja

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Kemampuan						
1.	Saya dapat menyelesaikan tugas dengan kemampuan sendiri.					
2.	Saya hanya dapat menyelesaikan tugas dengan tim.					
Kualitas Hasil Kerja						
3.	Saya merasa hasil kerja saya sangat baik.					
4.	Saya merasa hasil kerja saya kurang baik.					
Ketepatan Hasil Kerja						
5.	Saya mampu menyelesaikan tugas dengan tingkat ketepatan yang tinggi.					
6.	Saya dapat menyelesaikan tugas sesuai dengan spesifikasi yang ditetapkan.					
Efisiensi						
7.	Saya dapat menyelesaikan tugas dengan efisien.					
8.	Saya hanya dapat menyelesaikan tugas dengan efisien bersama tim.					
Semangat Kerja						
9.	Saya merasa semangat kerja saya tinggi dalam menyelesaikan tugas.					

10.	Saya merasa kurangnya semangat kerja saya tinggi dalam menyelesaikan tugas dengan tim.					
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Lampiran 2

Surat Izin Balasan Penelitian



PEMERINTAH KABUPATEN TEGAL
DINAS KOPERASI USAHA KECIL DAN MENENGAH
DAN PERDAGANGAN
 ALAMAT : Jl. Prof. Muh. Yamin No. 4 Slawi ☎ (0283) 491538, SLAWI

SURAT IJIN RESEARCH / PENELITIAN
 Nomor : 000.9 / 22/ 0900 / 2024

Dasar : Surat Universitas Pancasakti Tegal Fakultas Ekonomi dan Bisnis
 Nomor : 58/K/E/FEB/UPS/X/2023
 Tanggal : 17 Oktober 2023

Memberikan Ijin Kepada :

1. Nama : **RIKZAN NUR FADILAH**
2. N I M : 4120600214
3. Pekerjaan : Mahasiswa
4. Program Studi : Manajemen
5. Penanggungjawab : Dr. Tabrani, MM
 Dr. Mei Rani Amalia, SE, MM
6. Maksud / Tujuan : Penelitian dalam rangka penyusunan Tesis dengan judul :
**" PENGARUHPENGEMBANGAN KARIR, ETOS KERJA
 DAN KUALITAS KERJA TERHADAP KINERJA PEGAWAI
 PADA DINAS KOPERASI UKM DAN PERDAGANGAN "**
7. Lokasi : Dinas Koperasi, UKM dan Perdagangan Kab. Tegal
8. Ketentuan :
 1. Pelaksanaan Research / Penelitian tidak disalahgunakan untuk tujuan yang dapat mengganggu kestabilan Pemerintah
 2. Sebelum melaksanakan Research / Penelitian, terlebih dahulu melaporkan kepada Pejabat / Perangkat Pemerintah yang berwenang / berkaitan.
 3. Setelah Research / Penelitian selesai dilaksanakan agar menyerahkan / melaporkan hasilnya kepada BAPPEDA Kabupaten Tegal dan Dinas Koperasi, UKM dan Pasar Kabupaten Tegal.

Demikian Surat Ijin ini dibuat untuk diketahui dan digunakan sebagaimana mestinya.

Slawi, 21 Februari 2024



KEPALA DINAS
KOPERASI, USAHA KECIL DAN MENENGAH
DAN PERDAGANGAN
KABUPATEN TEGAL
MAHARUDI KURNIANTO, S.Pt, MSi
 Pembina Tk I
 NIP. 19750909 199803 1 005

Tembusan : Kepada Yth .

1. Bupati Tegal (sebagai laporan) ;
2. Ka. Bappeda Kab. Tegal ;
3. Yang bersangkutan ;
4. Arsip

Lampiran 3

Daftar Pegawai PNS Dinas Koperasi, UKM dan Perdagangan Kabupaten Tegal

No	Pangkat	Nama Pegawai	Nama Jabatan	Tingkat Pendidikan
1	IV/b	IMAM RUDY KURNIANTO, S.Pt, M.Si	Kepala Dinas Koperasi, Usaha Kecil Dan Menengah Dan Perdagangan	S-2
2	IV/b	MULYANTO, SH, M.H.	Sekretaris Dinas Koperasi, Usaha Kecil Dan Menengah Dan Perdagangan	S-2
3	IV/a	SUPRAPTO, SE, M.Si	Kepala Bidang Pengembangan Perdagangan	S-2
4	IV/a	ENDANG SUSILOWATI, SH, MM,	Kepala Bidang Koperasi	S-2
5	III/d	RUDY ADHIARTO, S.IP	Pengawas Koperasi Ahli Muda	S-1
6	III/d	TEGUH IMAM PRAYITNO, ST	Kepala Bidang Sarana Distribusi dan Perizinan Perdagangan	S-1
7	III/d	SUNARSO, SIP	Kepala Bidang Usaha Mikro Kecil dan Menengah	S-1
8	III/d	IMAM SAIFUDIN SOKHEH, SE	Pengawas Koperasi Ahli Muda	S-1
9	III/d	SUSI RETNADI, S.IP	Analisis Kebijakan Ahli Muda	S-1
10	III/d	SUWARNO, SH	Kepala UPTD Pasar Wilayah I	S-1
11	III/d	SUTARDI, S.IP	Analisis Perdagangan Ahli Muda	S-1
12	III/d	SYAIFUL BAHRI ARIF, ST	Kepala UPTD Metrologi Legal	S-1
13	III/d	TRIAS AMBARWATI, S.Sos	Kasubag Umum dan Kepegawaian	S-1
14	III/d	APRILIANA INDAH TRI KUSUMANINGRUM, SE	Kasubag TU UPTD Pasar Wilayah I	S-1
15	III/d	ANDI YUDHA PRADANA, SE	Perencana Ahli Muda	S-1
16	III/d	TRIAS MULKIAZIZ, SE., M.M.	Kepala UPTD Pasar Wilayah IV	S-2
17	III/d	PRIHANTO PRANGANINGKAS, SE	Kepala UPTD Pasar Wilayah II	S-1
18	III/d	SUHARTO, SE	Kepala UPTD Pasar Wilayah V	S-1
19	III/d	RITA IRIYANTI, S.E., M.M.	Kepala UPTD Pasar Wilayah III	S-2
20	III/c	BAMBANG SRI SEDIYONO	Kasubag TU UPTD Pasar Wilayah IV	SLTA
21	III/c	YANI INDRAWATI, SE	Kasubag Keuangan	S-1
22	III/b	ENDANG SRI PURWANINGSIH	Penyusun Rencana Promosi	SLTA
23	III/b	SITI RAHAYU	Pengelola Permodalan Koperasi dan Usaha Kecil, Mikro dan Menengah	SLTA

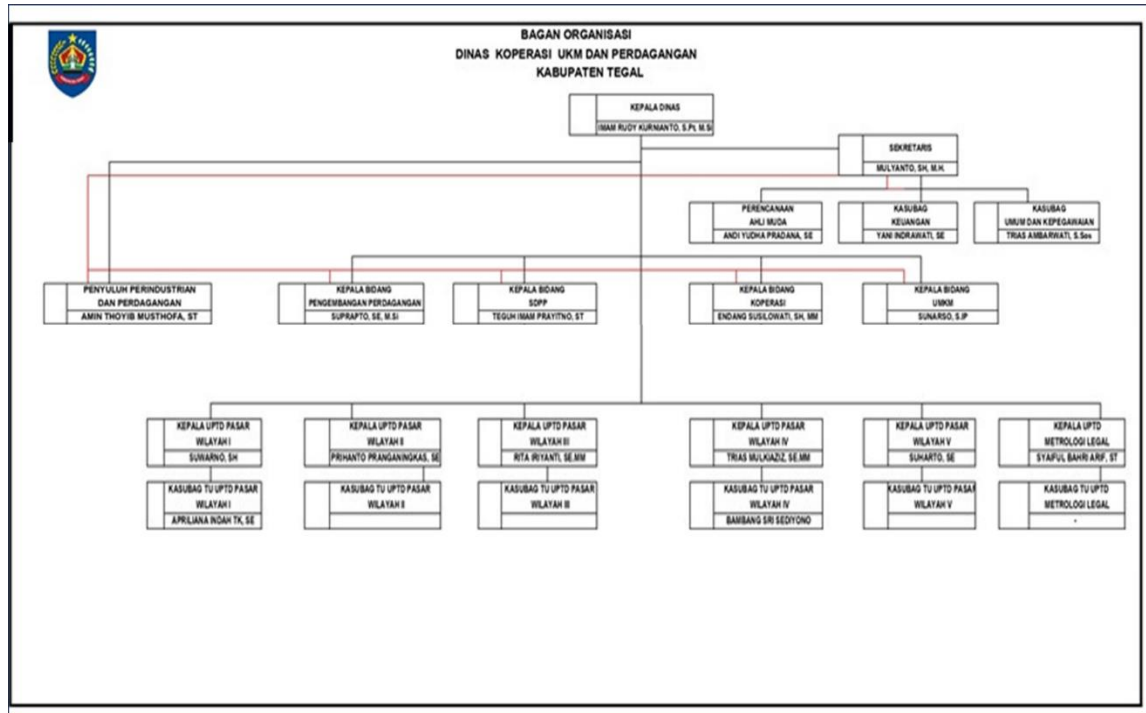
24	III/b	AMIN THOYIB MUSTHOFA, ST	Penyuluh Perindustrian dan Perdagangan Ahli Pertama	S-1
25	III/b	AJI SUPROBO, SE.	Penyusun Rencana Kebutuhan Rumah Tangga dan Perlengkapan	S-1
26	III/a	MUH. AMIN MUJI, S.A.P.	Penyusun Rencana Kebutuhan Rumah Tangga dan Perlengkapan	S-1
27	III/a	SRI MULYATI, SE.	Bendahara	S-1
28	III/a	TARJOKO	Pengelola Perizinan	SLTA
29	III/a	ANDRY WIJAYANTO A.	Pengadministrasi Umum	SLTA
30	III/a	LIANA KUSUMA NINGRUM, S. Si.	Penera Ahli Pertama	S-1
31	III/a	SUYANTO	Pengelola Pasar	SLTA
32	III/a	DIKY HARYANTO	Pengelola Pasar	SLTA
33	III/a	TARSONO	Pengelola Pasar	SLTA
34	III/a	HENDRO SUGIYONO	Pengadministrasi Perencanaan dan Program	SLTA
35	III/a	SUPRAYOSO	Pengelola Pemanfaatan Barang Milik Daerah	SLTA
36	III/a	APOEN GOENAWAN	Pengelola Pemanfaatan Barang Milik Daerah	SLTA
37	III/a	TOFIQ, S.M.	Pengelola Pasar	S-1
38	II/d	MAHPUR	Pengelola Pasar	SD
39	II/d	MOHAMAD SUSMEDI	Pengadministrasi Keuangan	SLTA
40	II/d	NOVI TISIJATI	Bendahara	SLTA
41	II/d	RANTO	Pengadministrasi Keuangan	SLTA
42	II/d	S. HERMAN SAPUTRO	Pengelola Pemanfaatan Barang Milik Daerah	SLTA
43	II/d	BAMBANG RISTOYO	Pengelola Pasar	SLTA
44	II/d	PURNOMO RAHARJO	Pengadministrasi Umum	SLTA
45	II/d	KUSNADI	Petugas Keamanan	SLTA
46	II/d	HASIM SEPUDIN	Pengelola Pasar	SLTA
47	II/d	BUDI HARDI	Pengelola Pasar	SLTA
48	II/d	APUN YUDOKO	Pengelola Pasar	SLTA
49	II/d	SUWOKO	Pengelola Akuntansi	SLTA
50	II/d	SUNANDAR PRIOSUDARMO	Pengelola Pasar	SLTA
51	II/d	SOBIRIN	Pengelola Metrologi dan Perlindungan Konsumen	SLTA

52	II/d	ALI HOZI, S.M.	Pengelola Pemanfaatan Barang Milik Daerah	S-1
53	II/d	HARY SETIONO	Pengelola Pasar	SLTA
54	II/d	SYAFUROH	Pengelola Dokumen Perizinan	SLTA
55	II/d	AGUS WIDODO	Pengelola Pasar	SLTA
56	II/d	SUHERMAN	Pengadministrasi Umum	SLTA
57	II/d	UNTUNG WAHYUDI	Pengelola Pasar	SLTA
58	II/d	ANDRI SUSANDI	Pengolah Data	SLTA
59	II/d	YULI PURNOMO	Juru Pungut Retribusi	SLTA
60	II/d	ARI PRIYANTO	Pengelola Data	SLTA
61	II/d	HADI SUBANDI	Pengelola Pasar	SLTA
62	II/d	TOFIK	Pengadministrasi Keuangan	SLTP
63	II/d	SUPRATIKNO, S.A.P.	Pengadministrasi Kepegawaian	S-1
64	II/d	SUDIN	Pengadministrasi Keuangan	SLTA
65	II/d	SAMSURI	Pengelola Pasar	SLTA
66	II/d	MARYONO	Pengelola Pasar	SLTA
67	II/d	KARNADI	Pengadministrasi Umum	SLTP
68	II/d	KUSTANTO	Pengelola Pasar	SLTP
69	II/d	HADI SUMINTO	Pengelola Pemanfaatan Barang Milik Daerah	SLTP
70	II/d	FATULLOH	Pengelola Pasar	SLTP
71	II/d	AGUS ARYANTO	Pengelola Pasar	SLTP
72	II/d	JAMALUDIN, S.M.	Pengolah Data	SLTP
73	II/c	ISKANDAR	Juru Pungut Retribusi	SLTP
74	II/c	HERMAN SUTARDI	Pengelola Pemanfaatan Barang Milik Daerah	SLTA
75	II/c	SUDARMOKO, S.H	Pengadministrasi Keuangan	S-1
76	II/c	UNTUNG	Pengolah Data	SLTP
77	II/c	WASGITO	Pengelola Pasar	SLTP
78	II/c	GENDUT JAMALUDIN	Pengelola Pasar	SLTP
79	II/c	BAMBANG MUJIONO	Pramu Bakti	SLTP
80	II/c	WARNOTO	Pengelola Pasar	SLTP
81	II/c	SLAMET RIYADI	Pengadministrasi Umum	SLTP
82	II/c	NANANG MULYANTO	Pengelola Distribusi dan Pemasaran	SLTP

83	II/c	KHAMDANI	Pengelola Pasar	SLTP
84	II/c	DANANG HERLIMAN PUJIYANA, A.Md.	Penera Terampil	DIPLOMA III
85	II/c	FITA KRISTIARSO, A.Md.	Penera Terampil	DIPLOMA III
86	II/c	SUGIYONO	Pengelola Pasar	SLTP
87	II/c	ARIF BAMBANG HARSONO	Pengadministrasi Umum	SLTA
88	II/c	DENDJADI	Juru Pungut Retribusi	SLTP
89	II/c	TONI	Pengelola Pasar	SLTP
90	II/b	WACHIDIN	Pengelola Pasar	SLTP
91	II/b	DIANA SUPRIYANTO	Pengadministrasi Umum	SLTA
92	II/b	ADY PRASETYAWAN	Pengelola Pasar	SLTP
93	II/b	AJI MAKRONI	Pengadministrasi Umum	SLTP
94	II/a	SUGENG RIADI	Juru Pungut Retribusi	SD
95	II/a	EDI RISMANO	Juru Pungut Retribusi	SD
96	I/d	SAKHURI	Juru Pungut Retribusi	SD
97	I/d	AGUS RIYANTO	Juru Pungut Retribusi	SD
98	I/d	SAHADI	Juru Pungut Retribusi	SD
99	I/d	EDI PURNOMO	Juru Pungut Retribusi	SD

Lampiran 4

Struktur Organisasi Dinas Koperasi, UKM dan Perdagangan Kabupaten Tegal



Lampiran 5

Dokumentasi Penelitian



Lampiran 6

Hasil Uji Validitas

1. Uji Validitas Variabel Kinerja (Y)

Correlations											
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Kinerja
Y1.1											
Pearson Correlation	1	,410*	,332	,567**	,527**	,593**	,625**	,764**	,605**	,671**	,783**
Sig. (2-tailed)		,025	,074	,001	,003	,001	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.2											
Pearson Correlation	,410*	1	,526**	,463*	,563**	,604**	,517**	,549**	,474**	,530**	,721**
Sig. (2-tailed)	,025		,003	,010	,001	,000	,003	,002	,008	,003	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.3											
Pearson Correlation	,332	,526**	1	,721**	,216	,538**	,594**	,424*	,390*	,467**	,676**
Sig. (2-tailed)	,074	,003		,000	,251	,002	,001	,020	,033	,009	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.4											
Pearson Correlation	,567**	,463*	,721**	1	,299	,581**	,551**	,485**	,455*	,645**	,746**
Sig. (2-tailed)	,001	,010	,000		,108	,001	,002	,007	,012	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.5											
Pearson Correlation	,527**	,563**	,216	,299	1	,649**	,501**	,599**	,591**	,494**	,687**
Sig. (2-tailed)	,003	,001	,251	,108		,000	,005	,000	,001	,005	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.6											
Pearson Correlation	,593**	,604**	,538**	,581**	,649**	1	,733**	,783**	,675**	,777**	,874**
Sig. (2-tailed)	,001	,000	,002	,001	,000		,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.7											
Pearson Correlation	,625**	,517**	,594**	,551**	,501**	,733**	1	,745**	,667**	,775**	,847**
Sig. (2-tailed)	,000	,003	,001	,002	,005	,000		,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.8											
Pearson Correlation	,764**	,549**	,424*	,485**	,599**	,783**	,745**	1	,753**	,745**	,867**
Sig. (2-tailed)	,000	,002	,020	,007	,000	,000	,000		,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.9											
Pearson Correlation	,605**	,474**	,390*	,455*	,591**	,675**	,667**	,753**	1	,708**	,795**
Sig. (2-tailed)	,000	,008	,033	,012	,001	,000	,000	,000		,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
Y1.10											
Pearson Correlation	,671**	,530**	,467**	,645**	,494**	,777**	,775**	,745**	,708**	1	,859**
Sig. (2-tailed)	,000	,003	,009	,000	,005	,000	,000	,000	,000		,000
N	30	30	30	30	30	30	30	30	30	30	30
Kinerja											
Pearson Correlation	,783**	,721**	,676**	,746**	,687**	,874**	,847**	,867**	,795**	,859**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,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).

1. Uji Validitas Variabel Pengembangan Karir (X1)

		Correlations										Pengembangan Karir
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
X1.1	Pearson Correlation	1	,712**	,705**	,444*	,479**	,395*	,342	,756**	,598**	,511**	,738**
	Sig. (2-tailed)		,000	,000	,014	,007	,031	,064	,000	,000	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,712**	1	,737**	,507**	,499**	,563**	,452*	,763**	,619**	,725**	,815**
	Sig. (2-tailed)	,000		,000	,004	,005	,001	,012	,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,705**	,737**	1	,576**	,669**	,652**	,668**	,706**	,757**	,539**	,879**
	Sig. (2-tailed)	,000	,000		,001	,000	,000	,000	,000	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,444*	,507**	,576**	1	,672**	,450*	,614**	,567**	,581**	,457*	,725**
	Sig. (2-tailed)	,014	,004	,001		,000	,013	,000	,001	,001	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,479**	,499**	,669**	,672**	1	,485**	,662**	,682**	,722**	,654**	,809**
	Sig. (2-tailed)	,007	,005	,000	,000		,007	,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,395*	,563**	,652**	,450*	,485**	1	,726**	,462*	,596**	,427*	,733**
	Sig. (2-tailed)	,031	,001	,000	,013	,007		,000	,010	,001	,018	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,342	,452*	,668**	,614**	,662**	,726**	1	,522**	,776**	,631**	,803**
	Sig. (2-tailed)	,064	,012	,000	,000	,000	,000		,003	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,756**	,763**	,706**	,567**	,682**	,462*	,522**	1	,694**	,773**	,853**
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,010	,003		,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	,598**	,619**	,757**	,581**	,722**	,596**	,776**	,694**	1	,776**	,883**
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,001	,000	,000		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,511**	,725**	,539**	,457*	,654**	,427*	,631**	,773**	,776**	1	,797**
	Sig. (2-tailed)	,004	,000	,002	,011	,000	,018	,000	,000	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pengembangan Karir	Pearson Correlation	,738**	,815**	,879**	,725**	,809**	,733**	,803**	,853**	,883**	,797**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,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).

2. Uji Validitas Variabel Etos Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Etos Kerja
X2.1	Pearson Correlation	1	,723**	,503**	,643**	,638**	,660**	,471**	,701**	,490**	,455*	,857**
	Sig. (2-tailed)		,000	,005	,000	,000	,000	,009	,000	,006	,012	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,723**	1	,660**	,334	,556**	,849**	,270	,713**	,238	,216	,715**
	Sig. (2-tailed)	,000		,000	,071	,001	,000	,149	,000	,205	,251	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,503**	,660**	1	,406*	,449*	,674**	,311	,619**	,192	,164	,645**
	Sig. (2-tailed)	,005	,000		,026	,013	,000	,094	,000	,308	,386	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,643**	,334	,406*	1	,804**	,385*	,633**	,501**	,369*	,284	,772**
	Sig. (2-tailed)	,000	,071	,026		,000	,036	,000	,005	,045	,128	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,638**	,556**	,449*	,804**	1	,497**	,617**	,575**	,332	,313	,809**
	Sig. (2-tailed)	,000	,001	,013	,000		,005	,000	,001	,073	,092	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,660**	,849**	,674**	,385*	,497**	1	,276	,737**	,204	,213	,705**
	Sig. (2-tailed)	,000	,000	,000	,036	,005		,139	,000	,278	,257	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,471**	,270	,311	,633**	,617**	,276	1	,418*	,495**	,480**	,721**
	Sig. (2-tailed)	,009	,149	,094	,000	,000	,139		,022	,005	,007	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,701**	,713**	,619**	,501**	,575**	,737**	,418*	1	,186	,255	,746**
	Sig. (2-tailed)	,000	,000	,000	,005	,001	,000	,022		,326	,173	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,490**	,238	,192	,369*	,332	,204	,495**	,186	1	,848**	,643**
	Sig. (2-tailed)	,006	,205	,308	,045	,073	,278	,005	,326		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	,455*	,216	,164	,284	,313	,213	,480**	,255	,848**	1	,617**
	Sig. (2-tailed)	,012	,251	,386	,128	,092	,257	,007	,173	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Etos Kerja	Pearson Correlation	,857**	,715**	,645**	,772**	,809**	,705**	,721**	,746**	,643**	,617**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,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).

3. Uji Validitas Variabel Kualitas Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Kualitas Kerja
X3.1	Pearson Correlation	1	,567**	,419*	,499**	,560**	,447*	,566**	,400*	,574**	,460*	,714**
	Sig. (2-tailed)		,001	,021	,005	,001	,013	,001	,029	,001	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,567**	1	,672**	,772**	,492**	,514**	,725**	,626**	,827**	,629**	,880**
	Sig. (2-tailed)	,001		,000	,000	,006	,004	,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,419*	,672**	1	,577**	,524**	,271	,755**	,460*	,558**	,514**	,759**
	Sig. (2-tailed)	,021	,000		,001	,003	,148	,000	,011	,001	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,499**	,772**	,577**	1	,470**	,573**	,720**	,522**	,734**	,637**	,837**
	Sig. (2-tailed)	,005	,000	,001		,009	,001	,000	,003	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,560**	,492**	,524**	,470**	1	,160	,596**	,232	,635**	,551**	,672**
	Sig. (2-tailed)	,001	,006	,003	,009		,398	,001	,216	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,447*	,514**	,271	,573**	,160	1	,362*	,721**	,482**	,320	,643**
	Sig. (2-tailed)	,013	,004	,148	,001	,398		,049	,000	,007	,084	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	,566**	,725**	,755**	,720**	,596**	,362*	1	,411*	,785**	,719**	,859**
	Sig. (2-tailed)	,001	,000	,000	,000	,001	,049		,024	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	,400*	,626**	,460*	,522**	,232	,721**	,411*	1	,555**	,408*	,704**
	Sig. (2-tailed)	,029	,000	,011	,003	,216	,000	,024		,001	,025	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	,574**	,827**	,558**	,734**	,635**	,482**	,785**	,555**	1	,676**	,874**
	Sig. (2-tailed)	,001	,000	,001	,000	,000	,007	,000	,001		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	,460*	,629**	,514**	,637**	,551**	,320	,719**	,408*	,676**	1	,758**
	Sig. (2-tailed)	,011	,000	,004	,000	,002	,084	,000	,025	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Kualitas Kerja	Pearson Correlation	,714**	,880**	,759**	,837**	,672**	,643**	,859**	,704**	,874**	,758**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,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).

Lampiran 7

Hasil Uji Reliabilitas

1. Uji Reliabilitas Variabel Kinerja (Y)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,926	,931	10

2. Uji Reliabilitas Variabel Pengembangan Karir (X1)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,936	,939	10

3. Uji Reliabilitas Variabel Etos Kerja (X2)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,892	,900	10

4. Uji Reliabilitas Variabel Kualitas Kerja (X3)

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,917	,924	10

Lampiran 8

Data Hasil Kuesioner

1. Data Hasil Kuesioner Variabel Kinerja (Y)

No Responden	Nomor Pernyataan Pada Kuesioner										Total Skor
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1	4	4	5	4	4	4	5	4	4	5	43
2	4	4	5	4	4	5	5	4	4	5	44
3	5	4	4	5	4	5	5	4	4	4	44
4	4	4	5	4	5	4	4	4	5	5	44
5	4	5	4	4	5	5	4	4	4	4	43
6	5	5	5	4	4	5	4	5	4	4	45
7	4	5	5	5	4	4	5	4	5	4	45
8	4	5	4	4	4	4	5	5	4	5	44
9	4	4	4	5	5	4	4	4	5	4	43
10	4	4	4	5	4	4	5	4	5	5	44
11	4	5	5	4	4	4	4	5	4	5	44
12	4	4	4	4	4	5	5	4	4	5	43
13	4	4	4	5	4	4	4	4	4	5	42
14	5	4	4	4	4	5	5	4	4	4	43
15	4	4	4	4	4	5	4	4	4	5	42
16	4	4	4	4	5	4	4	5	4	5	43
17	4	4	4	4	4	5	5	4	5	4	43
18	5	4	4	5	4	4	4	4	4	4	42
19	4	4	4	5	5	4	4	4	4	4	42
20	4	4	4	4	4	4	4	5	5	5	43
21	4	4	5	4	5	4	4	5	4	4	43
22	4	4	4	4	4	4	4	5	5	5	43
23	4	4	4	5	5	4	4	4	5	5	44
24	4	4	4	4	4	4	4	5	5	4	42
25	4	5	4	4	4	4	4	4	4	4	41
26	4	4	4	4	4	4	5	5	5	4	43
27	4	4	4	4	4	5	4	5	4	4	42
28	5	5	4	1	5	1	5	1	5	1	33
29	4	5	5	5	4	4	4	5	4	4	44
30	4	4	4	4	4	4	4	4	5	5	42
31	4	4	4	4	4	5	5	4	4	4	42
32	4	5	5	4	5	5	4	5	4	5	46

33	4	5	5	4	5	5	5	4	4	5	46
34	4	4	4	4	4	5	5	4	4	4	42
35	4	5	5	4	5	5	4	5	5	5	47
36	4	4	5	5	5	5	4	4	4	4	44
37	4	5	5	4	4	4	5	5	5	5	46
38	4	4	4	4	4	2	4	2	4	2	34
39	4	5	4	5	4	5	5	4	4	4	44
40	4	4	4	4	4	4	5	4	4	4	41
41	5	4	5	4	5	4	5	4	5	5	46
42	4	4	4	4	4	4	5	4	4	5	42
43	4	5	5	5	5	5	4	5	4	4	46
44	3	3	4	2	4	2	4	2	5	2	31
45	5	4	4	3	4	3	4	3	4	3	37
46	4	5	5	5	4	5	4	5	4	4	45
47	4	5	5	4	5	5	4	5	4	5	46
48	3	5	4	5	4	4	4	5	4	4	42
49	4	5	4	4	4	5	4	4	4	4	42
50	5	4	4	3	4	3	4	3	4	3	37
51	5	4	4	3	3	3	4	3	4	3	36
52	4	4	4	4	4	4	4	4	5	5	42
53	4	4	4	4	4	4	4	5	4	4	41
54	4	4	4	4	4	2	4	2	4	2	34
55	4	4	4	4	4	4	4	4	4	4	40
56	4	5	4	2	5	2	5	1	5	2	35
57	5	4	4	3	3	3	4	3	4	3	36
58	5	4	4	3	4	3	4	3	4	3	37
59	4	4	4	4	4	4	4	4	4	4	40
60	4	4	4	1	4	1	4	2	4	2	30
61	4	4	4	4	4	4	4	4	4	4	40
62	4	4	4	4	4	2	4	2	4	2	34
63	4	4	4	4	4	2	4	1	4	2	33
64	4	4	4	4	4	4	4	5	4	4	41
65	4	4	4	4	4	4	5	4	4	4	41
66	4	4	4	4	4	4	4	4	5	5	42
67	4	4	4	4	4	2	4	2	4	2	34
68	4	4	4	4	4	4	4	4	5	4	41
69	5	4	4	4	4	4	4	4	4	4	41
70	3	3	4	2	4	2	4	2	5	2	31
71	4	4	4	4	4	4	5	4	4	5	42

[illegible]

2. Data Hasil Kuesioner Variabel Pengembangan Karir (X1)

No Responden	Nomor Pernyataan Pada Kuesioner										Total Skor
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	4	4	5	4	4	5	5	4	4	5	44
2	5	5	4	4	5	5	4	4	4	5	45
3	4	4	5	5	5	4	4	5	4	5	45
4	4	5	5	4	4	4	4	5	4	4	43
5	5	4	4	4	5	5	4	4	4	5	44
6	4	5	5	5	4	5	5	4	5	5	47
7	5	4	5	4	5	5	4	4	5	5	46
8	4	4	4	5	5	4	4	4	5	4	43
9	5	5	5	4	4	5	4	5	4	5	46
10	5	4	4	4	4	5	5	5	4	4	44
11	4	4	4	5	5	4	4	4	4	5	43
12	5	5	4	4	4	4	4	4	4	4	42
13	5	4	4	5	4	4	4	4	4	5	43
14	4	4	4	4	4	5	5	4	4	4	42
15	5	4	4	4	4	4	5	4	5	5	44
16	5	5	5	4	4	4	4	4	4	5	44
17	5	4	4	4	4	5	5	4	4	4	43
18	4	4	4	4	4	4	4	4	5	5	42
19	5	5	5	4	4	4	4	4	4	4	43
20	5	4	5	4	4	4	4	4	4	4	42
21	4	4	4	4	5	4	4	4	4	4	41
22	4	5	5	5	5	4	4	4	4	4	44
23	4	4	4	4	4	5	5	5	4	4	43
24	4	4	4	4	4	4	4	4	5	5	42
25	4	4	4	4	4	4	4	5	5	5	43
26	4	4	4	4	4	4	5	5	4	4	42
27	5	4	4	4	4	4	4	4	4	4	41
28	5	1	5	1	5	1	5	5	1	5	34
29	5	5	4	4	4	4	4	4	5	4	43
30	4	4	5	5	4	4	4	5	5	4	44
31	4	4	4	5	5	4	5	4	5	5	45
32	4	5	5	5	4	5	5	5	5	4	47
33	4	5	5	4	5	5	5	4	5	5	47
34	4	5	5	5	5	5	5	4	5	4	47
35	5	4	5	5	4	5	5	5	4	5	47

36	5	5	4	4	4	4	4	4	4	4	42
37	4	4	5	5	4	5	4	5	4	5	45
38	4	2	4	2	4	2	4	4	2	4	32
39	5	5	4	5	5	4	5	5	5	4	47
40	4	4	4	4	4	4	4	4	4	4	40
41	4	5	5	5	5	5	5	4	4	4	46
42	4	4	4	4	5	4	4	4	4	4	41
43	4	5	5	4	4	5	4	5	5	5	46
44	3	3	4	3	3	3	4	3	2	3	31
45	3	3	4	3	3	3	4	3	3	3	32
46	4	4	5	5	4	4	4	5	5	4	44
47	4	5	4	5	4	5	4	5	4	5	45
48	5	5	4	4	4	5	5	4	5	5	46
49	4	4	4	5	4	5	4	5	4	4	43
50	4	3	4	3	4	3	3	3	2	3	32
51	3	3	4	3	3	3	4	3	2	3	31
52	5	5	5	4	4	5	4	4	4	5	45
53	4	4	5	4	4	4	4	4	4	4	41
54	4	2	4	2	4	2	4	4	2	4	32
55	4	4	4	4	4	4	5	4	4	4	41
56	4	2	4	4	4	4	5	4	2	2	35
57	3	3	4	3	3	3	4	3	2	3	31
58	3	3	4	3	3	3	4	3	4	3	33
59	4	4	4	4	4	4	4	4	4	4	40
60	4	2	4	2	4	2	4	4	2	4	32
61	5	4	4	4	4	4	5	4	4	4	42
62	4	2	4	2	4	2	4	4	2	4	32
63	4	2	4	2	3	2	4	4	2	3	30
64	4	4	4	4	4	4	5	4	4	4	41
65	4	5	5	4	4	4	4	4	5	4	43
66	5	4	4	4	5	4	4	4	5	4	43
67	4	2	4	2	4	2	4	4	2	4	32
68	5	4	4	4	4	4	4	4	4	5	42
69	4	4	4	4	4	5	5	5	4	4	43
70	3	3	4	3	3	3	4	3	2	3	31
71	4	5	5	4	4	4	4	4	4	4	42
72	3	3	4	3	3	3	4	3	4	3	33
73	4	4	4	4	4	4	4	5	4	5	42
74	4	4	4	4	5	4	5	5	5	5	45
75	4	3	4	3	4	3	4	4	3	4	36

76	4	2	4	2	4	2	4	4	2	3	31
77	4	4	4	4	4	5	5	4	5	5	44
78	4	5	4	4	4	4	4	4	4	4	41
79	3	3	4	3	3	3	4	3	2	3	31
80	4	5	5	4	4	4	4	4	5	4	43
81	4	4	4	4	5	4	4	4	4	5	42
82	4	4	4	4	4	4	5	5	4	5	43
83	5	5	5	4	4	4	4	4	4	4	43
84	5	5	4	4	4	5	4	5	4	4	44
85	4	4	5	5	4	5	4	4	5	4	44
86	5	5	4	5	5	5	5	4	4	5	47
87	4	5	5	5	4	5	5	4	4	4	45
88	5	4	5	4	4	4	4	4	4	4	42
89	4	5	4	4	4	5	4	5	4	5	44
90	4	4	4	4	4	4	4	4	4	4	40
91	5	4	4	5	5	4	5	4	4	5	45
92	4	4	4	4	4	4	5	4	4	4	41
93	4	4	4	4	5	4	5	4	4	4	42
94	5	4	5	5	4	5	4	5	4	5	46
95	4	4	5	4	5	5	5	4	4	4	44
96	4	5	5	4	4	4	4	4	4	4	42
97	4	4	5	5	5	5	5	5	4	4	46
98	4	5	5	5	4	4	5	5	5	4	46
99	4	4	4	4	4	5	4	4	5	4	42

3. Data Hasil Kuesioner Variabel Etos Kerja (X2)

No Responden	Nomor Pernyataan Pada Kuesioner										Total Skor
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	4	4	5	4	4	5	5	5	4	44
2	4	5	5	4	5	4	4	5	5	4	45
3	4	4	4	5	5	5	4	4	4	5	44
4	5	5	4	4	4	5	4	4	5	5	45
5	4	4	4	5	4	5	5	4	4	5	44
6	5	4	5	4	4	5	5	4	5	5	46
7	4	5	5	4	4	5	5	4	5	5	46
8	5	5	4	4	4	4	5	4	4	5	44
9	4	4	4	4	5	4	5	4	4	4	42
10	4	4	4	5	5	4	5	5	4	4	44
11	4	5	4	5	4	4	4	5	4	5	44
12	4	4	5	5	4	4	5	4	5	5	45
13	5	5	4	4	5	4	4	4	4	4	43
14	4	4	5	4	4	5	4	4	4	5	43
15	4	4	4	4	4	5	4	5	4	4	42
16	4	4	4	4	5	5	5	4	4	4	43
17	4	4	4	5	5	4	4	4	4	4	42
18	5	5	4	5	4	4	4	4	4	4	43
19	4	4	5	4	4	4	4	4	4	5	42
20	5	5	4	4	4	4	4	4	4	5	43
21	4	4	4	5	5	4	4	5	4	4	43
22	4	4	4	4	4	5	5	4	4	4	42
23	4	4	4	5	5	5	4	4	4	4	43
24	4	4	4	4	4	4	4	4	4	4	40
25	4	4	4	4	4	4	4	5	4	4	41
26	4	4	4	4	4	4	4	4	5	4	41
27	4	4	5	4	5	4	4	4	4	4	42
28	2	5	5	2	5	5	5	5	5	5	44
29	4	4	4	4	5	4	4	4	5	4	42
30	4	4	4	4	4	4	4	5	4	5	42
31	4	4	4	4	4	5	4	5	5	4	43
32	5	5	5	4	5	5	4	5	5	5	48
33	4	4	5	5	5	4	5	4	5	4	45
34	4	4	4	5	5	5	4	4	4	4	43
35	5	4	5	5	5	5	4	5	4	5	47

36	4	4	4	4	5	4	4	4	4	4	41
37	5	5	5	4	5	5	4	5	5	5	48
38	4	4	4	2	4	4	2	4	4	4	36
39	5	4	5	4	5	4	5	5	5	5	47
40	4	4	4	4	5	5	4	4	4	4	42
41	5	5	4	5	5	5	4	4	5	5	47
42	4	4	4	4	4	5	4	4	5	4	42
43	4	5	5	4	4	4	5	5	5	5	46
44	2	2	4	3	4	4	4	4	3	4	34
45	3	3	4	3	4	4	4	4	3	4	36
46	4	4	5	5	4	4	5	5	5	4	45
47	4	5	4	4	5	4	5	4	4	5	44
48	4	5	4	5	5	4	5	5	5	5	47
49	4	4	4	4	4	4	4	5	4	4	41
50	2	3	4	3	4	4	4	4	3	4	35
51	2	3	4	3	4	4	4	4	3	4	35
52	5	4	5	4	4	4	4	4	4	4	42
53	4	4	4	4	4	5	4	4	4	4	41
54	4	4	4	4	4	4	2	4	4	4	38
55	4	4	4	4	4	4	4	5	4	4	41
56	2	4	2	2	4	4	4	3	4	4	33
57	3	3	4	3	4	4	4	4	3	4	36
58	2	3	4	3	4	4	4	4	3	4	35
59	4	4	4	4	5	5	4	4	4	4	42
60	1	4	4	2	4	4	4	4	4	4	35
61	4	4	4	4	4	4	4	4	4	5	41
62	4	2	4	2	4	4	2	4	4	4	34
63	4	3	4	2	4	4	2	4	4	4	35
64	5	4	4	4	4	4	4	4	4	4	41
65	4	4	4	4	4	4	4	4	4	4	40
66	4	4	5	5	4	5	4	4	4	4	43
67	4	3	4	2	4	4	2	4	4	2	33
68	4	4	4	4	4	4	4	4	4	4	40
69	4	4	4	5	5	4	4	4	5	5	44
70	2	3	4	3	4	4	4	4	3	4	35
71	4	4	4	4	4	5	4	4	4	4	41
72	2	3	4	3	4	4	4	4	3	4	35
73	4	5	5	4	4	4	4	4	4	4	42
74	4	4	4	4	4	4	5	4	4	5	42

75	3	3	4	3	4	4	2	4	4	4	35
76	4	3	4	2	4	4	2	4	4	4	35
77	4	4	5	4	4	4	4	4	4	5	42
78	5	4	4	4	5	4	5	5	5	4	45
79	2	3	3	2	3	3	4	4	3	4	31
80	5	4	4	4	4	5	5	4	4	4	43
81	4	4	4	4	4	5	4	4	4	4	41
82	4	4	4	4	5	4	5	4	4	4	42
83	4	4	4	4	4	4	4	4	5	4	41
84	5	4	4	4	4	4	4	4	4	4	41
85	5	5	4	4	4	5	4	5	4	4	44
86	5	4	4	4	4	4	4	4	4	5	42
87	4	4	4	4	5	5	4	4	4	4	42
88	5	5	5	5	4	4	4	4	5	4	45
89	5	5	5	4	4	4	4	4	4	5	44
90	4	5	5	5	5	5	4	5	4	4	46
91	5	5	4	5	5	4	5	5	4	4	46
92	5	5	5	4	4	4	4	4	4	4	43
93	5	5	5	5	5	4	4	4	5	4	46
94	5	5	5	4	4	4	5	4	5	4	45
95	4	5	4	4	4	5	5	4	4	4	43
96	5	5	4	4	4	5	5	5	5	5	47
97	4	5	5	5	4	4	5	4	4	4	44
98	4	5	5	4	5	4	4	5	5	5	46
99	4	5	5	4	5	5	5	5	5	4	47

4. Data Hasil Kuesioner Variabel Kualitas Kerja (X3)

No Responden	Nomor Pernyataan Pada Kuesioner										Total Skor
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
1	4	4	5	5	5	5	4	4	5	4	45
2	4	5	5	4	4	4	5	5	4	5	45
3	4	4	5	4	5	5	4	4	4	5	44
4	4	5	5	4	5	4	4	5	4	5	45
5	4	5	4	4	5	4	5	4	4	3	42
6	4	4	5	5	5	4	5	5	5	4	46
7	4	4	5	5	4	4	5	5	5	4	45
8	4	5	4	4	4	4	5	4	4	5	43
9	4	5	5	4	5	4	4	4	4	5	44
10	5	5	5	4	4	5	5	4	4	5	46
11	5	5	5	4	4	5	4	4	4	4	44
12	4	4	4	4	5	4	4	4	4	5	42
13	4	5	4	4	5	5	5	4	4	4	44
14	5	4	4	5	4	4	4	5	5	4	44
15	4	5	4	5	4	4	4	5	4	5	44
16	4	4	4	4	5	5	5	4	4	4	43
17	4	4	4	5	5	4	4	4	5	5	44
18	4	4	4	4	4	4	4	4	4	5	41
19	4	4	4	4	4	5	4	4	4	4	41
20	4	4	4	4	4	4	4	4	5	5	42
21	4	4	5	4	4	5	5	4	4	4	43
22	5	4	4	4	4	4	4	4	4	5	42
23	4	4	4	4	4	4	4	5	5	4	42
24	4	4	4	4	4	4	4	4	4	5	41
25	4	4	4	4	4	4	5	4	4	4	41
26	4	4	4	4	4	4	4	4	5	4	41
27	4	4	4	4	4	4	4	4	4	4	40
28	5	1	5	2	5	2	5	2	5	1	33
29	4	5	5	4	4	4	4	4	4	4	42
30	4	4	4	4	4	4	4	4	4	5	41
31	4	4	4	4	4	4	4	4	4	4	40
32	4	5	5	5	5	4	5	4	5	4	46
33	5	4	5	4	5	5	5	5	5	4	47
34	4	4	5	4	4	4	4	4	4	5	42
35	5	5	5	4	5	4	5	5	5	4	47

36	5	4	4	4	4	4	5	4	4	4	42
37	4	5	4	4	5	5	5	4	4	4	44
38	4	2	4	2	4	4	4	2	4	4	34
39	4	4	5	5	5	5	4	5	4	4	45
40	4	4	4	4	5	5	4	5	4	5	44
41	4	5	5	4	4	4	4	5	5	4	44
42	4	4	4	5	4	4	4	4	4	4	41
43	4	5	5	4	5	5	4	4	5	5	46
44	3	2	3	2	3	3	4	2	5	2	29
45	3	3	3	3	3	3	3	4	5	3	33
46	4	5	5	4	4	5	5	5	4	4	45
47	4	5	5	4	4	5	5	5	4	5	46
48	5	5	5	4	5	5	5	4	5	5	48
49	4	4	4	4	5	4	4	4	4	4	41
50	3	4	3	2	3	3	4	2	5	2	31
51	3	2	3	2	3	3	4	3	5	3	31
52	4	4	4	4	4	4	4	5	5	5	43
53	4	4	5	4	4	4	4	4	4	4	41
54	4	2	4	2	4	4	4	2	4	2	32
55	4	4	4	4	4	4	4	4	5	5	42
56	5	4	4	3	4	4	5	2	4	2	37
57	3	2	3	2	3	3	4	3	5	3	31
58	3	4	3	4	3	3	3	4	5	2	34
59	4	4	4	4	4	4	4	4	4	4	40
60	4	2	4	1	4	2	4	2	4	2	29
61	4	4	4	4	4	4	4	4	4	4	40
62	4	2	4	2	4	4	4	2	4	2	32
63	4	2	4	2	4	4	4	2	4	2	32
64	4	4	4	4	4	4	4	4	4	4	40
65	5	4	4	4	4	4	4	4	4	4	41
66	4	5	4	4	4	4	4	4	4	4	41
67	4	2	4	2	4	4	4	2	4	2	32
68	5	4	4	4	4	4	4	4	5	5	43
69	4	4	4	4	4	4	4	4	4	4	40
70	3	2	3	2	3	3	4	3	5	3	31
71	5	4	4	5	4	4	5	4	4	4	43
72	3	4	3	4	3	3	3	4	5	2	34
73	5	4	4	4	4	4	4	4	4	5	42
74	5	4	4	4	4	4	5	5	4	4	43

75	4	2	4	2	4	4	4	2	4	2	32
76	4	2	4	2	4	4	4	2	4	2	32
77	4	4	4	4	4	4	4	4	5	5	42
78	4	4	4	4	4	4	4	4	4	4	40
79	3	2	3	2	3	3	4	2	4	2	28
80	5	4	4	5	5	5	5	4	4	4	45
81	4	4	4	4	4	4	4	4	4	5	41
82	4	4	4	4	4	4	4	5	4	5	42
83	4	5	4	4	4	4	5	5	4	5	44
84	4	4	4	4	5	4	4	5	4	5	43
85	4	5	4	4	5	4	5	4	4	4	43
86	4	4	4	5	5	4	4	4	4	5	43
87	5	5	5	5	4	5	5	4	5	5	48
88	4	5	5	5	4	4	5	4	4	5	45
89	4	5	4	4	4	4	4	4	4	5	42
90	4	5	5	5	4	5	4	4	4	4	44
91	5	5	5	5	4	5	5	4	4	4	46
92	5	5	5	5	5	5	4	4	4	4	46
93	4	4	5	5	5	4	5	5	5	5	47
94	5	5	5	5	5	5	5	5	4	4	48
95	5	4	4	5	5	4	4	5	5	4	45
96	4	4	4	5	5	5	5	4	4	4	44
97	5	4	4	5	5	5	5	5	4	4	46
98	5	4	4	4	5	5	4	4	4	4	43
99	4	5	4	4	4	5	5	5	5	4	45

Lampiran 9

Pengolahan Data Interval

1. Tabulasi Data Variabel Kinerja (Y)

No	Succesive Interval										Total Skor
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1	4,908	4,843	5,668	3,243	4,900	3,266	5,654	3,153	4,000	4,753	44,387
2	4,908	4,843	5,668	3,243	4,900	4,570	5,654	3,153	4,000	4,753	45,691
3	6,573	4,843	4,000	4,707	4,900	4,570	5,654	3,153	4,000	3,471	45,871
4	4,908	4,843	5,668	3,243	6,506	3,266	4,000	3,153	5,642	4,753	45,981
5	4,908	6,417	4,000	3,243	6,506	4,570	4,000	3,153	4,000	3,471	44,267
6	6,573	6,417	5,668	3,243	4,900	4,570	4,000	4,483	4,000	3,471	47,324
7	4,908	6,417	5,668	4,707	4,900	3,266	5,654	3,153	5,642	3,471	47,785
8	4,908	6,417	4,000	3,243	4,900	3,266	5,654	4,483	4,000	4,753	45,622
9	4,908	4,843	4,000	4,707	6,506	3,266	4,000	3,153	5,642	3,471	44,496
10	4,908	4,843	4,000	4,707	4,900	3,266	5,654	3,153	5,642	4,753	45,825
11	4,908	6,417	5,668	3,243	4,900	3,266	4,000	4,483	4,000	4,753	45,636
12	4,908	4,843	4,000	3,243	4,900	4,570	5,654	3,153	4,000	4,753	44,023
13	4,908	4,843	4,000	4,707	4,900	3,266	4,000	3,153	4,000	4,753	42,530
14	6,573	4,843	4,000	3,243	4,900	4,570	5,654	3,153	4,000	3,471	44,407
15	4,908	4,843	4,000	3,243	4,900	4,570	4,000	3,153	4,000	4,753	42,370
16	4,908	4,843	4,000	3,243	6,506	3,266	4,000	4,483	4,000	4,753	44,001
17	4,908	4,843	4,000	3,243	4,900	4,570	5,654	3,153	5,642	3,471	44,383
18	6,573	4,843	4,000	4,707	4,900	3,266	4,000	3,153	4,000	3,471	42,914
19	4,908	4,843	4,000	4,707	6,506	3,266	4,000	3,153	4,000	3,471	42,854
20	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	5,642	4,753	44,037
21	4,908	4,843	5,668	3,243	6,506	3,266	4,000	4,483	4,000	3,471	44,387
22	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	5,642	4,753	44,037
23	4,908	4,843	4,000	4,707	6,506	3,266	4,000	3,153	5,642	4,753	45,777
24	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	5,642	3,471	42,755
25	4,908	6,417	4,000	3,243	4,900	3,266	4,000	3,153	4,000	3,471	41,358
26	4,908	4,843	4,000	3,243	4,900	3,266	5,654	4,483	5,642	3,471	44,409
27	4,908	4,843	4,000	3,243	4,900	4,570	4,000	4,483	4,000	3,471	42,417
28	6,573	6,417	4,000	1,000	6,506	1,000	5,654	1,000	5,642	1,000	38,791
29	4,908	6,417	5,668	4,707	4,900	3,266	4,000	4,483	4,000	3,471	45,819
30	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	4,753	42,708
31	4,908	4,843	4,000	3,243	4,900	4,570	5,654	3,153	4,000	3,471	42,742
32	4,908	6,417	5,668	3,243	6,506	4,570	4,000	4,483	4,000	4,753	48,545
33	4,908	6,417	5,668	3,243	6,506	4,570	5,654	3,153	4,000	4,753	48,870
34	4,908	4,843	4,000	3,243	4,900	4,570	5,654	3,153	4,000	3,471	42,742

35	4,908	6,417	5,668	3,243	6,506	4,570	4,000	4,483	5,642	4,753	50,187
36	4,908	4,843	5,668	4,707	6,506	4,570	4,000	3,153	4,000	3,471	45,825
37	4,908	6,417	5,668	3,243	4,900	3,266	5,654	4,483	5,642	4,753	48,932
38	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727
39	4,908	6,417	4,000	4,707	4,900	4,570	5,654	3,153	4,000	3,471	45,779
40	4,908	4,843	4,000	3,243	4,900	3,266	5,654	3,153	4,000	3,471	41,438
41	6,573	4,843	5,668	3,243	6,506	3,266	5,654	3,153	5,642	4,753	49,300
42	4,908	4,843	4,000	3,243	4,900	3,266	5,654	3,153	4,000	4,753	42,720
43	4,908	6,417	5,668	4,707	6,506	4,570	4,000	4,483	4,000	3,471	48,728
44	3,000	3,000	4,000	1,654	4,900	1,940	4,000	1,803	5,642	2,091	32,029
45	6,573	4,843	4,000	2,074	4,900	2,427	4,000	2,252	4,000	2,649	37,718
46	4,908	6,417	5,668	4,707	4,900	4,570	4,000	4,483	4,000	3,471	47,122
47	4,908	6,417	5,668	3,243	6,506	4,570	4,000	4,483	4,000	4,753	48,545
48	3,000	6,417	4,000	4,707	4,900	3,266	4,000	4,483	4,000	3,471	42,243
49	4,908	6,417	4,000	3,243	4,900	4,570	4,000	3,153	4,000	3,471	42,662
50	6,573	4,843	4,000	2,074	4,900	2,427	4,000	2,252	4,000	2,649	37,718
51	6,573	4,843	4,000	2,074	3,000	2,427	4,000	2,252	4,000	2,649	35,818
52	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	4,753	42,708
53	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	4,000	3,471	41,114
54	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727
55	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	4,000	3,471	39,784
56	4,908	6,417	4,000	1,654	6,506	1,940	5,654	1,000	5,642	2,091	39,810
57	6,573	4,843	4,000	2,074	3,000	2,427	4,000	2,252	4,000	2,649	35,818
58	6,573	4,843	4,000	2,074	4,900	2,427	4,000	2,252	4,000	2,649	37,718
59	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	4,000	3,471	39,784
60	4,908	4,843	4,000	1,000	4,900	1,000	4,000	1,803	4,000	2,091	32,545
61	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	4,000	3,471	39,784
62	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727
63	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,000	4,000	2,091	34,924
64	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	4,000	3,471	41,114
65	4,908	4,843	4,000	3,243	4,900	3,266	5,654	3,153	4,000	3,471	41,438
66	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	4,753	42,708
67	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727
68	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	3,471	41,426
69	6,573	4,843	4,000	3,243	4,900	3,266	4,000	3,153	4,000	3,471	41,450
70	3,000	3,000	4,000	1,654	4,900	1,940	4,000	1,803	5,642	2,091	32,029
71	4,908	4,843	4,000	3,243	4,900	3,266	5,654	3,153	4,000	4,753	42,720
72	6,573	4,843	4,000	2,074	4,900	2,427	4,000	2,252	4,000	2,649	37,718
73	4,908	4,843	4,000	3,243	4,900	3,266	4,000	4,483	4,000	3,471	41,114
74	6,573	4,843	5,668	4,707	6,506	3,266	5,654	3,153	4,000	3,471	47,841
75	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727

76	4,908	4,843	4,000	3,243	4,900	1,940	4,000	1,803	4,000	2,091	35,727
77	4,908	4,843	4,000	3,243	4,900	3,266	5,654	3,153	4,000	4,753	42,720
78	4,908	6,417	5,668	4,707	3,000	3,266	4,000	4,483	5,642	3,471	45,560
79	3,000	3,000	4,000	1,654	4,900	1,940	4,000	2,252	5,642	2,649	33,037
80	4,908	6,417	5,668	4,707	4,900	3,266	4,000	3,153	4,000	3,471	44,490
81	6,573	4,843	4,000	3,243	4,900	4,570	4,000	3,153	4,000	4,753	44,035
82	4,908	4,843	4,000	4,707	6,506	4,570	4,000	3,153	5,642	3,471	45,799
83	4,908	4,843	4,000	3,243	4,900	4,570	5,654	3,153	4,000	4,753	44,023
84	4,908	6,417	4,000	3,243	4,900	3,266	4,000	3,153	4,000	4,753	42,640
85	4,908	4,843	4,000	4,707	6,506	3,266	4,000	3,153	5,642	3,471	44,496
86	4,908	6,417	5,668	3,243	6,506	3,266	4,000	3,153	4,000	3,471	44,631
87	4,908	6,417	5,668	3,243	6,506	3,266	4,000	4,483	4,000	3,471	45,960
88	4,908	6,417	4,000	4,707	4,900	3,266	4,000	4,483	4,000	3,471	44,151
89	6,573	6,417	5,668	4,707	6,506	4,570	4,000	3,153	4,000	4,753	50,346
90	4,908	6,417	5,668	4,707	6,506	4,570	5,654	4,483	5,642	4,753	53,305
91	6,573	6,417	5,668	3,243	6,506	4,570	4,000	3,153	5,642	3,471	49,242
92	4,908	4,843	5,668	4,707	6,506	4,570	5,654	4,483	5,642	4,753	51,731
93	4,908	6,417	5,668	3,243	4,900	3,266	5,654	3,153	4,000	3,471	44,679
94	6,573	4,843	4,000	3,243	4,900	4,570	5,654	3,153	5,642	4,753	47,330
95	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	3,471	41,426
96	6,573	4,843	4,000	3,243	4,900	4,570	4,000	3,153	4,000	3,471	42,753
97	4,908	6,417	4,000	4,707	4,900	3,266	5,654	4,483	4,000	3,471	45,805
98	4,908	4,843	5,668	3,243	6,506	4,570	4,000	3,153	5,642	3,471	46,003
99	4,908	4,843	4,000	3,243	4,900	3,266	4,000	3,153	5,642	4,753	42,708

2. Tabulasi Data Variabel Pengembangan Karir (X1)

No	Succesive Interval										Total Skor
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	4,544	3,511	5,631	3,578	4,590	4,773	6,753	4,548	3,549	5,753	47,229
2	6,028	4,814	4,000	3,578	6,114	4,773	5,149	4,548	3,549	5,753	48,306
3	4,544	3,511	5,631	4,951	6,114	3,470	5,149	6,041	3,549	5,753	48,713
4	4,544	4,814	5,631	3,578	4,590	3,470	5,149	6,041	3,549	4,365	45,731
5	6,028	3,511	4,000	3,578	6,114	4,773	5,149	4,548	3,549	5,753	47,002
6	4,544	4,814	5,631	4,951	4,590	4,773	6,753	4,548	4,927	5,753	51,284
7	6,028	3,511	5,631	3,578	6,114	4,773	5,149	4,548	4,927	5,753	50,011
8	4,544	3,511	4,000	4,951	6,114	3,470	5,149	4,548	4,927	4,365	45,579
9	6,028	4,814	5,631	3,578	4,590	4,773	5,149	6,041	3,549	5,753	49,906
10	6,028	3,511	4,000	3,578	4,590	4,773	6,753	6,041	3,549	4,365	47,187
11	4,544	3,511	4,000	4,951	6,114	3,470	5,149	4,548	3,549	5,753	45,589
12	6,028	4,814	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,091
13	6,028	3,511	4,000	4,951	4,590	3,470	5,149	4,548	3,549	5,753	45,549
14	4,544	3,511	4,000	3,578	4,590	4,773	6,753	4,548	3,549	4,365	44,210
15	6,028	3,511	4,000	3,578	4,590	3,470	6,753	4,548	4,927	5,753	47,157
16	6,028	4,814	5,631	3,578	4,590	3,470	5,149	4,548	3,549	5,753	47,110
17	6,028	3,511	4,000	3,578	4,590	4,773	6,753	4,548	3,549	4,365	45,694
18	4,544	3,511	4,000	3,578	4,590	3,470	5,149	4,548	4,927	5,753	44,069
19	6,028	4,814	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	45,722
20	6,028	3,511	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,419
21	4,544	3,511	4,000	3,578	6,114	3,470	5,149	4,548	3,549	4,365	42,827
22	4,544	4,814	5,631	4,951	6,114	3,470	5,149	4,548	3,549	4,365	47,136
23	4,544	3,511	4,000	3,578	4,590	4,773	6,753	6,041	3,549	4,365	45,703
24	4,544	3,511	4,000	3,578	4,590	3,470	5,149	4,548	4,927	5,753	44,069
25	4,544	3,511	4,000	3,578	4,590	3,470	5,149	6,041	4,927	5,753	45,562
26	4,544	3,511	4,000	3,578	4,590	3,470	6,753	6,041	3,549	4,365	44,400
27	6,028	3,511	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	42,787
28	6,028	1,000	5,631	1,000	6,114	1,000	6,753	6,041	1,000	5,753	40,319
29	6,028	4,814	4,000	3,578	4,590	3,470	5,149	4,548	4,927	4,365	45,469
30	4,544	3,511	5,631	4,951	4,590	3,470	5,149	6,041	4,927	4,365	47,179
31	4,544	3,511	4,000	4,951	6,114	3,470	6,753	4,548	4,927	5,753	48,570
32	4,544	4,814	5,631	4,951	4,590	4,773	6,753	6,041	4,927	4,365	51,389
33	4,544	4,814	5,631	3,578	6,114	4,773	6,753	4,548	4,927	5,753	51,434
34	4,544	4,814	5,631	4,951	6,114	4,773	6,753	4,548	4,927	4,365	51,420
35	6,028	3,511	5,631	4,951	4,590	4,773	6,753	6,041	3,549	5,753	51,580
36	6,028	4,814	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,091
37	4,544	3,511	5,631	4,951	4,590	4,773	5,149	6,041	3,549	5,753	48,492

38	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	4,365	35,205
39	6,028	4,814	4,000	4,951	6,114	3,470	6,753	6,041	4,927	4,365	51,462
40	4,544	3,511	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	41,303
41	4,544	4,814	5,631	4,951	6,114	4,773	6,753	4,548	3,549	4,365	50,042
42	4,544	3,511	4,000	3,578	6,114	3,470	5,149	4,548	3,549	4,365	42,827
43	4,544	4,814	5,631	3,578	4,590	4,773	5,149	6,041	4,927	5,753	49,800
44	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,192	3,091	31,071
45	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,674	3,091	31,553
46	4,544	3,511	5,631	4,951	4,590	3,470	5,149	6,041	4,927	4,365	47,179
47	4,544	4,814	4,000	4,951	4,590	4,773	5,149	6,041	3,549	5,753	48,164
48	6,028	4,814	4,000	3,578	4,590	4,773	6,753	4,548	4,927	5,753	49,763
49	4,544	3,511	4,000	4,951	4,590	4,773	5,149	6,041	3,549	4,365	45,473
50	4,544	2,578	4,000	2,531	4,590	2,531	3,000	3,000	2,192	3,091	32,056
51	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,192	3,091	31,071
52	6,028	4,814	5,631	3,578	4,590	4,773	5,149	4,548	3,549	5,753	48,413
53	4,544	3,511	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	42,935
54	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	4,365	35,205
55	4,544	3,511	4,000	3,578	4,590	3,470	6,753	4,548	3,549	4,365	42,907
56	4,544	1,970	4,000	3,578	4,590	3,470	6,753	4,548	2,192	2,000	37,644
57	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,192	3,091	31,071
58	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	3,549	3,091	32,429
59	4,544	3,511	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	41,303
60	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	4,365	35,205
61	6,028	3,511	4,000	3,578	4,590	3,470	6,753	4,548	3,549	4,365	44,391
62	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	4,365	35,205
63	4,544	1,970	4,000	1,923	3,000	1,923	5,149	4,548	2,192	3,091	32,341
64	4,544	3,511	4,000	3,578	4,590	3,470	6,753	4,548	3,549	4,365	42,907
65	4,544	4,814	5,631	3,578	4,590	3,470	5,149	4,548	4,927	4,365	45,616
66	6,028	3,511	4,000	3,578	6,114	3,470	5,149	4,548	4,927	4,365	45,689
67	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	4,365	35,205
68	6,028	3,511	4,000	3,578	4,590	3,470	5,149	4,548	3,549	5,753	44,175
69	4,544	3,511	4,000	3,578	4,590	4,773	6,753	6,041	3,549	4,365	45,703
70	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,192	3,091	31,071
71	4,544	4,814	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,238
72	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	3,549	3,091	32,429
73	4,544	3,511	4,000	3,578	4,590	3,470	5,149	6,041	3,549	5,753	44,184
74	4,544	3,511	4,000	3,578	6,114	3,470	6,753	6,041	4,927	5,753	48,689
75	4,544	2,578	4,000	2,531	4,590	2,531	5,149	4,548	2,674	4,365	37,509
76	4,544	1,970	4,000	1,923	4,590	1,923	5,149	4,548	2,192	3,091	33,931
77	4,544	3,511	4,000	3,578	4,590	4,773	6,753	4,548	4,927	5,753	46,976
78	4,544	4,814	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	42,607

79	3,000	2,578	4,000	2,531	3,000	2,531	5,149	3,000	2,192	3,091	31,071
80	4,544	4,814	5,631	3,578	4,590	3,470	5,149	4,548	4,927	4,365	45,616
81	4,544	3,511	4,000	3,578	6,114	3,470	5,149	4,548	3,549	5,753	44,215
82	4,544	3,511	4,000	3,578	4,590	3,470	6,753	6,041	3,549	5,753	45,788
83	6,028	4,814	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	45,722
84	6,028	4,814	4,000	3,578	4,590	4,773	5,149	6,041	3,549	4,365	46,887
85	4,544	3,511	5,631	4,951	4,590	4,773	5,149	4,548	4,927	4,365	46,989
86	6,028	4,814	4,000	4,951	6,114	4,773	6,753	4,548	3,549	5,753	51,283
87	4,544	4,814	5,631	4,951	4,590	4,773	6,753	4,548	3,549	4,365	48,518
88	6,028	3,511	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,419
89	4,544	4,814	4,000	3,578	4,590	4,773	5,149	6,041	3,549	5,753	46,791
90	4,544	3,511	4,000	3,578	4,590	3,470	5,149	4,548	3,549	4,365	41,303
91	6,028	3,511	4,000	4,951	6,114	3,470	6,753	4,548	3,549	5,753	48,677
92	4,544	3,511	4,000	3,578	4,590	3,470	6,753	4,548	3,549	4,365	42,907
93	4,544	3,511	4,000	3,578	6,114	3,470	6,753	4,548	3,549	4,365	44,431
94	6,028	3,511	5,631	4,951	4,590	4,773	5,149	6,041	3,549	5,753	49,976
95	4,544	3,511	5,631	3,578	6,114	4,773	6,753	4,548	3,549	4,365	47,365
96	4,544	4,814	5,631	3,578	4,590	3,470	5,149	4,548	3,549	4,365	44,238
97	4,544	3,511	5,631	4,951	6,114	4,773	6,753	6,041	3,549	4,365	50,231
98	4,544	4,814	5,631	4,951	4,590	3,470	6,753	6,041	4,927	4,365	50,086
99	4,544	3,511	4,000	3,578	4,590	4,773	5,149	4,548	4,927	4,365	43,984

3. Tabulasi Data Variabel Etos Kerja (X2)

No	Successive Interval										Total Skor
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	3,489	4,205	4,247	5,114	5,149	5,178	5,132	6,903	5,996	4,207	49,620
2	3,489	5,591	5,858	3,729	6,753	5,178	3,614	6,903	5,996	4,207	51,317
3	3,489	4,205	4,247	5,114	6,753	6,793	3,614	5,250	4,521	5,836	49,822
4	4,927	5,591	4,247	3,729	5,149	6,793	3,614	5,250	5,996	5,836	51,132
5	3,489	4,205	4,247	5,114	5,149	6,793	5,132	5,250	4,521	5,836	49,737
6	4,927	4,205	5,858	3,729	5,149	6,793	5,132	5,250	5,996	5,836	52,876
7	3,489	5,591	5,858	3,729	5,149	6,793	5,132	5,250	5,996	5,836	52,824
8	4,927	5,591	4,247	3,729	5,149	5,178	5,132	5,250	4,521	5,836	49,560
9	3,489	4,205	4,247	3,729	6,753	5,178	5,132	5,250	4,521	4,207	46,711
10	3,489	4,205	4,247	5,114	6,753	5,178	5,132	6,903	4,521	4,207	49,749
11	3,489	5,591	4,247	5,114	5,149	5,178	3,614	6,903	4,521	5,836	49,641
12	3,489	4,205	5,858	5,114	5,149	5,178	5,132	5,250	5,996	5,836	51,207
13	4,927	5,591	4,247	3,729	6,753	5,178	3,614	5,250	4,521	4,207	48,016
14	3,489	4,205	5,858	3,729	5,149	6,793	3,614	5,250	4,521	5,836	48,445
15	3,489	4,205	4,247	3,729	5,149	6,793	3,614	6,903	4,521	4,207	46,857
16	3,489	4,205	4,247	3,729	6,753	6,793	5,132	5,250	4,521	4,207	48,326
17	3,489	4,205	4,247	5,114	6,753	5,178	3,614	5,250	4,521	4,207	46,577
18	4,927	5,591	4,247	5,114	5,149	5,178	3,614	5,250	4,521	4,207	47,798
19	3,489	4,205	5,858	3,729	5,149	5,178	3,614	5,250	4,521	5,836	46,829
20	4,927	5,591	4,247	3,729	5,149	5,178	3,614	5,250	4,521	5,836	48,042
21	3,489	4,205	4,247	5,114	6,753	5,178	3,614	6,903	4,521	4,207	48,230
22	3,489	4,205	4,247	3,729	5,149	6,793	5,132	5,250	4,521	4,207	46,723
23	3,489	4,205	4,247	5,114	6,753	6,793	3,614	5,250	4,521	4,207	48,193
24	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	4,207	43,589
25	3,489	4,205	4,247	3,729	5,149	5,178	3,614	6,903	4,521	4,207	45,242
26	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	5,996	4,207	45,064
27	3,489	4,205	5,858	3,729	6,753	5,178	3,614	5,250	4,521	4,207	46,804
28	2,013	5,591	5,858	2,000	6,753	6,793	5,132	6,903	5,996	5,836	52,875
29	3,489	4,205	4,247	3,729	6,753	5,178	3,614	5,250	5,996	4,207	46,667
30	3,489	4,205	4,247	3,729	5,149	5,178	3,614	6,903	4,521	5,836	46,871
31	3,489	4,205	4,247	3,729	5,149	6,793	3,614	6,903	5,996	4,207	48,332
32	4,927	5,591	5,858	3,729	6,753	6,793	3,614	6,903	5,996	5,836	56,000
33	3,489	4,205	5,858	5,114	6,753	5,178	5,132	5,250	5,996	4,207	51,182
34	3,489	4,205	4,247	5,114	6,753	6,793	3,614	5,250	4,521	4,207	48,193
35	4,927	4,205	5,858	5,114	6,753	6,793	3,614	6,903	4,521	5,836	54,524
36	3,489	4,205	4,247	3,729	6,753	5,178	3,614	5,250	4,521	4,207	45,193
37	4,927	5,591	5,858	3,729	6,753	6,793	3,614	6,903	5,996	5,836	56,000

38	3,489	4,205	4,247	2,000	5,149	5,178	2,000	5,250	4,521	4,207	40,246
39	4,927	4,205	5,858	3,729	6,753	5,178	5,132	6,903	5,996	5,836	54,517
40	3,489	4,205	4,247	3,729	6,753	6,793	3,614	5,250	4,521	4,207	46,808
41	4,927	5,591	4,247	5,114	6,753	6,793	3,614	5,250	5,996	5,836	54,120
42	3,489	4,205	4,247	3,729	5,149	6,793	3,614	5,250	5,996	4,207	46,679
43	3,489	5,591	5,858	3,729	5,149	5,178	5,132	6,903	5,996	5,836	52,861
44	2,013	2,000	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	37,352
45	2,466	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,777
46	3,489	4,205	5,858	5,114	5,149	5,178	5,132	6,903	5,996	4,207	51,231
47	3,489	5,591	4,247	3,729	6,753	5,178	5,132	5,250	4,521	5,836	49,726
48	3,489	5,591	4,247	5,114	6,753	5,178	5,132	6,903	5,996	5,836	54,238
49	3,489	4,205	4,247	3,729	5,149	5,178	3,614	6,903	4,521	4,207	45,242
50	2,013	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,323
51	2,013	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,323
52	4,927	4,205	5,858	3,729	5,149	5,178	3,614	5,250	4,521	4,207	46,638
53	3,489	4,205	4,247	3,729	5,149	6,793	3,614	5,250	4,521	4,207	45,204
54	3,489	4,205	4,247	3,729	5,149	5,178	2,000	5,250	4,521	4,207	41,975
55	3,489	4,205	4,247	3,729	5,149	5,178	3,614	6,903	4,521	4,207	45,242
56	2,013	4,205	2,000	2,000	5,149	5,178	3,614	3,000	4,521	4,207	35,887
57	2,466	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,777
58	2,013	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,323
59	3,489	4,205	4,247	3,729	6,753	6,793	3,614	5,250	4,521	4,207	46,808
60	1,000	4,205	4,247	2,000	5,149	5,178	3,614	5,250	4,521	4,207	39,371
61	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	5,836	45,218
62	3,489	2,000	4,247	2,000	5,149	5,178	2,000	5,250	4,521	4,207	38,041
63	3,489	2,971	4,247	2,000	5,149	5,178	2,000	5,250	4,521	4,207	39,012
64	4,927	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	4,207	45,027
65	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	4,207	43,589
66	3,489	4,205	5,858	5,114	5,149	6,793	3,614	5,250	4,521	4,207	48,200
67	3,489	2,971	4,247	2,000	5,149	5,178	2,000	5,250	4,521	2,000	36,805
68	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	4,207	43,589
69	3,489	4,205	4,247	5,114	6,753	5,178	3,614	5,250	5,996	5,836	49,681
70	2,013	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,323
71	3,489	4,205	4,247	3,729	5,149	6,793	3,614	5,250	4,521	4,207	45,204
72	2,013	2,971	4,247	2,695	5,149	5,178	3,614	5,250	3,000	4,207	38,323
73	3,489	5,591	5,858	3,729	5,149	5,178	3,614	5,250	4,521	4,207	46,586
74	3,489	4,205	4,247	3,729	5,149	5,178	5,132	5,250	4,521	5,836	46,736
75	2,466	2,971	4,247	2,695	5,149	5,178	2,000	5,250	4,521	4,207	38,684
76	3,489	2,971	4,247	2,000	5,149	5,178	2,000	5,250	4,521	4,207	39,012
77	3,489	4,205	5,858	3,729	5,149	5,178	3,614	5,250	4,521	5,836	46,829
78	4,927	4,205	4,247	3,729	6,753	5,178	5,132	6,903	5,996	4,207	51,277

79	2,013	2,971	2,489	2,000	3,000	3,000	3,614	5,250	3,000	4,207	31,544
80	4,927	4,205	4,247	3,729	5,149	6,793	5,132	5,250	4,521	4,207	48,161
81	3,489	4,205	4,247	3,729	5,149	6,793	3,614	5,250	4,521	4,207	45,204
82	3,489	4,205	4,247	3,729	6,753	5,178	5,132	5,250	4,521	4,207	46,711
83	3,489	4,205	4,247	3,729	5,149	5,178	3,614	5,250	5,996	4,207	45,064
84	4,927	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	4,207	45,027
85	4,927	5,591	4,247	3,729	5,149	6,793	3,614	6,903	4,521	4,207	49,681
86	4,927	4,205	4,247	3,729	5,149	5,178	3,614	5,250	4,521	5,836	46,656
87	3,489	4,205	4,247	3,729	6,753	6,793	3,614	5,250	4,521	4,207	46,808
88	4,927	5,591	5,858	5,114	5,149	5,178	3,614	5,250	5,996	4,207	50,884
89	4,927	5,591	5,858	3,729	5,149	5,178	3,614	5,250	4,521	5,836	49,653
90	3,489	5,591	5,858	5,114	6,753	6,793	3,614	6,903	4,521	4,207	52,843
91	4,927	5,591	4,247	5,114	6,753	5,178	5,132	6,903	4,521	4,207	52,572
92	4,927	5,591	5,858	3,729	5,149	5,178	3,614	5,250	4,521	4,207	48,024
93	4,927	5,591	5,858	5,114	6,753	5,178	3,614	5,250	5,996	4,207	52,487
94	4,927	5,591	5,858	3,729	5,149	5,178	5,132	5,250	5,996	4,207	51,017
95	3,489	5,591	4,247	3,729	5,149	6,793	5,132	5,250	4,521	4,207	48,109
96	4,927	5,591	4,247	3,729	5,149	6,793	5,132	6,903	5,996	5,836	54,303
97	3,489	5,591	5,858	5,114	5,149	5,178	5,132	5,250	4,521	4,207	49,489
98	3,489	5,591	5,858	3,729	6,753	5,178	3,614	6,903	5,996	5,836	52,946
99	3,489	5,591	5,858	3,729	6,753	6,793	5,132	6,903	5,996	4,207	54,451

4. Data Tabulasi Variabel Kualitas Kerja (X3)

No	Succesive Interval										Total Skor
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
1	4,590	3,465	5,952	5,002	5,931	5,659	4,801	3,509	5,647	3,471	48,027
2	4,590	4,836	5,952	3,591	4,480	4,199	6,355	4,912	4,000	4,753	47,667
3	4,590	3,465	5,952	3,591	5,931	5,659	4,801	3,509	4,000	4,753	46,250
4	4,590	4,836	5,952	3,591	5,931	4,199	4,801	4,912	4,000	4,753	47,564
5	4,590	4,836	4,493	3,591	5,931	4,199	6,355	3,509	4,000	2,693	44,197
6	4,590	3,465	5,952	5,002	5,931	4,199	6,355	4,912	5,647	3,471	49,525
7	4,590	3,465	5,952	5,002	4,480	4,199	6,355	4,912	5,647	3,471	48,073
8	4,590	4,836	4,493	3,591	4,480	4,199	6,355	3,509	4,000	4,753	44,805
9	4,590	4,836	5,952	3,591	5,931	4,199	4,801	3,509	4,000	4,753	46,161
10	6,114	4,836	5,952	3,591	4,480	5,659	6,355	3,509	4,000	4,753	49,247
11	6,114	4,836	5,952	3,591	4,480	5,659	4,801	3,509	4,000	3,471	46,412
12	4,590	3,465	4,493	3,591	5,931	4,199	4,801	3,509	4,000	4,753	43,332
13	4,590	4,836	4,493	3,591	5,931	5,659	6,355	3,509	4,000	3,471	46,435
14	6,114	3,465	4,493	5,002	4,480	4,199	4,801	4,912	5,647	3,471	46,584
15	4,590	4,836	4,493	5,002	4,480	4,199	4,801	4,912	4,000	4,753	46,065
16	4,590	3,465	4,493	3,591	5,931	5,659	6,355	3,509	4,000	3,471	45,064
17	4,590	3,465	4,493	5,002	5,931	4,199	4,801	3,509	5,647	4,753	46,390
18	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	41,880
19	4,590	3,465	4,493	3,591	4,480	5,659	4,801	3,509	4,000	3,471	42,058
20	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	5,647	4,753	43,528
21	4,590	3,465	5,952	3,591	4,480	5,659	6,355	3,509	4,000	3,471	45,071
22	6,114	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	43,404
23	4,590	3,465	4,493	3,591	4,480	4,199	4,801	4,912	5,647	3,471	43,649
24	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	41,880
25	4,590	3,465	4,493	3,591	4,480	4,199	6,355	3,509	4,000	3,471	42,153
26	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	5,647	3,471	42,246
27	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
28	6,114	1,000	5,952	2,192	5,931	2,000	6,355	2,000	5,647	1,000	38,192
29	4,590	4,836	5,952	3,591	4,480	4,199	4,801	3,509	4,000	3,471	43,428
30	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	41,880
31	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
32	4,590	4,836	5,952	5,002	5,931	4,199	6,355	3,509	5,647	3,471	49,493
33	6,114	3,465	5,952	3,591	5,931	5,659	6,355	4,912	5,647	3,471	51,097
34	4,590	3,465	5,952	3,591	4,480	4,199	4,801	3,509	4,000	4,753	43,339
35	6,114	4,836	5,952	3,591	5,931	4,199	6,355	4,912	5,647	3,471	51,008
36	6,114	3,465	4,493	3,591	4,480	4,199	6,355	3,509	4,000	3,471	43,677
37	4,590	4,836	4,493	3,591	5,931	5,659	6,355	3,509	4,000	3,471	46,435

38	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	3,471	36,386
39	4,590	3,465	5,952	5,002	5,931	5,659	4,801	4,912	4,000	3,471	47,783
40	4,590	3,465	4,493	3,591	5,931	5,659	4,801	4,912	4,000	4,753	46,194
41	4,590	4,836	5,952	3,591	4,480	4,199	4,801	4,912	5,647	3,471	46,478
42	4,590	3,465	4,493	5,002	4,480	4,199	4,801	3,509	4,000	3,471	42,010
43	4,590	4,836	5,952	3,591	5,931	5,659	4,801	3,509	5,647	4,753	49,268
44	3,000	2,160	3,000	2,192	3,000	2,871	4,801	2,000	5,647	2,160	30,831
45	3,000	2,610	3,000	2,674	3,000	2,871	3,000	3,509	5,647	2,693	32,004
46	4,590	4,836	5,952	3,591	4,480	5,659	6,355	4,912	4,000	3,471	47,845
47	4,590	4,836	5,952	3,591	4,480	5,659	6,355	4,912	4,000	4,753	49,127
48	6,114	4,836	5,952	3,591	5,931	5,659	6,355	3,509	5,647	4,753	52,346
49	4,590	3,465	4,493	3,591	5,931	4,199	4,801	3,509	4,000	3,471	42,050
50	3,000	3,465	3,000	2,192	3,000	2,871	4,801	2,000	5,647	2,160	32,136
51	3,000	2,160	3,000	2,192	3,000	2,871	4,801	2,570	5,647	2,693	31,934
52	4,590	3,465	4,493	3,591	4,480	4,199	4,801	4,912	5,647	4,753	44,930
53	4,590	3,465	5,952	3,591	4,480	4,199	4,801	3,509	4,000	3,471	42,057
54	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
55	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	5,647	4,753	43,528
56	6,114	3,465	4,493	2,674	4,480	4,199	6,355	2,000	4,000	2,160	39,940
57	3,000	2,160	3,000	2,192	3,000	2,871	4,801	2,570	5,647	2,693	31,934
58	3,000	3,465	3,000	3,591	3,000	2,871	3,000	3,509	5,647	2,160	33,243
59	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
60	4,590	2,160	4,493	1,000	4,480	2,000	4,801	2,000	4,000	2,160	31,684
61	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
62	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
63	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
64	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
65	6,114	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	42,122
66	4,590	4,836	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	41,969
67	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
68	6,114	3,465	4,493	3,591	4,480	4,199	4,801	3,509	5,647	4,753	45,051
69	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
70	3,000	2,160	3,000	2,192	3,000	2,871	4,801	2,570	5,647	2,693	31,934
71	6,114	3,465	4,493	5,002	4,480	4,199	6,355	3,509	4,000	3,471	45,088
72	3,000	3,465	3,000	3,591	3,000	2,871	3,000	3,509	5,647	2,160	33,243
73	6,114	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	43,404
74	6,114	3,465	4,493	3,591	4,480	4,199	6,355	4,912	4,000	3,471	45,080
75	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
76	4,590	2,160	4,493	2,192	4,480	4,199	4,801	2,000	4,000	2,160	35,075
77	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	5,647	4,753	43,528
78	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	3,471	40,599
79	3,000	2,160	3,000	2,192	3,000	2,871	4,801	2,000	4,000	2,160	29,184

80	6,114	3,465	4,493	5,002	5,931	5,659	6,355	3,509	4,000	3,471	47,999
81	4,590	3,465	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	41,880
82	4,590	3,465	4,493	3,591	4,480	4,199	4,801	4,912	4,000	4,753	43,283
83	4,590	4,836	4,493	3,591	4,480	4,199	6,355	4,912	4,000	4,753	46,208
84	4,590	3,465	4,493	3,591	5,931	4,199	4,801	4,912	4,000	4,753	44,735
85	4,590	4,836	4,493	3,591	5,931	4,199	6,355	3,509	4,000	3,471	44,975
86	4,590	3,465	4,493	5,002	5,931	4,199	4,801	3,509	4,000	4,753	44,743
87	6,114	4,836	5,952	5,002	4,480	5,659	6,355	3,509	5,647	4,753	52,306
88	4,590	4,836	5,952	5,002	4,480	4,199	6,355	3,509	4,000	4,753	47,675
89	4,590	4,836	4,493	3,591	4,480	4,199	4,801	3,509	4,000	4,753	43,251
90	4,590	4,836	5,952	5,002	4,480	5,659	4,801	3,509	4,000	3,471	46,299
91	6,114	4,836	5,952	5,002	4,480	5,659	6,355	3,509	4,000	3,471	49,377
92	6,114	4,836	5,952	5,002	5,931	5,659	4,801	3,509	4,000	3,471	49,274
93	4,590	3,465	5,952	5,002	5,931	4,199	6,355	4,912	5,647	4,753	50,807
94	6,114	4,836	5,952	5,002	5,931	5,659	6,355	4,912	4,000	3,471	52,232
95	6,114	3,465	4,493	5,002	5,931	4,199	4,801	4,912	5,647	3,471	48,036
96	4,590	3,465	4,493	5,002	5,931	5,659	6,355	3,509	4,000	3,471	46,475
97	6,114	3,465	4,493	5,002	5,931	5,659	6,355	4,912	4,000	3,471	49,402
98	6,114	3,465	4,493	3,591	5,931	5,659	4,801	3,509	4,000	3,471	45,034
99	4,590	4,836	4,493	3,591	4,480	5,659	6,355	4,912	5,647	3,471	48,033

Lampiran 10

Hasil Uji Asumsi Klasik

1. Uji Normalitas

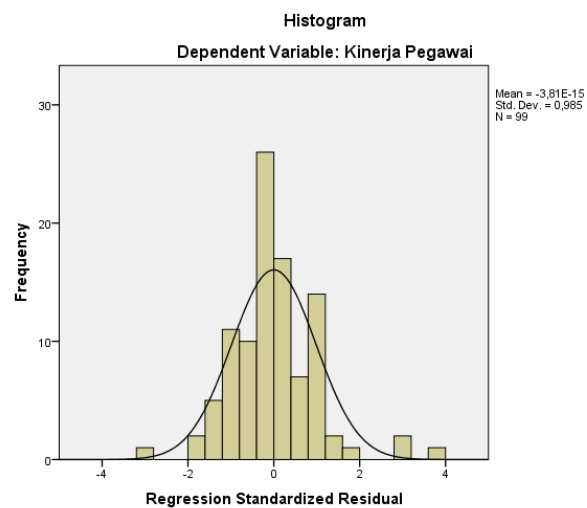
One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		99
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	,98457491
Most Extreme Differences	Absolute	,081
	Positive	,081
	Negative	-,065
Test Statistic		,081
Asymp. Sig. (2-tailed)		,113 ^c

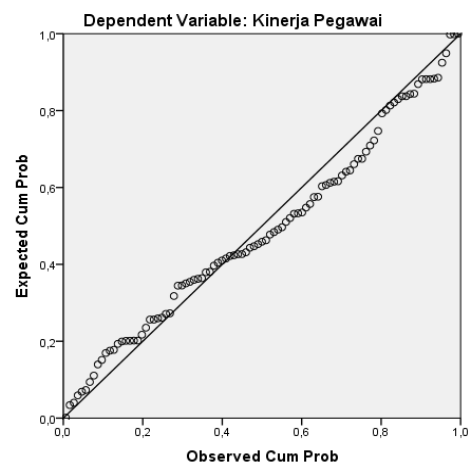
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.



Normal P-P Plot of Regression Standardized Residual



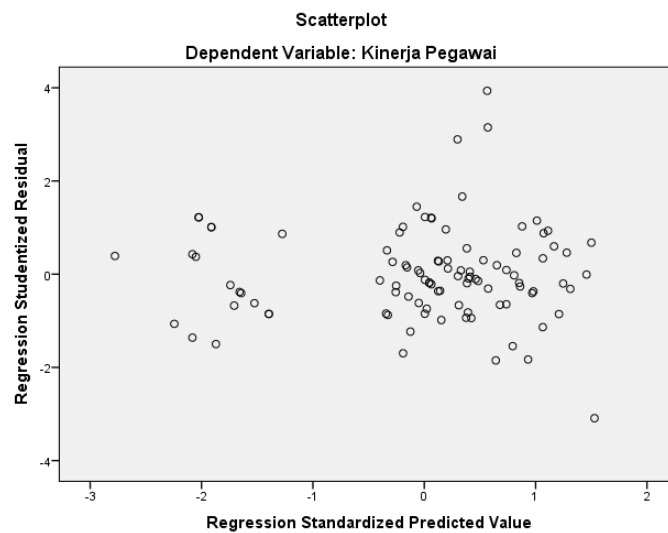
2. Uji Multikolonieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9,388	2,049		4,582	,000		
	Pengembangan Karir	,152	,087	,196	1,761	,081	,201	4,969
	Etos Kerja	,257	,084	,297	3,077	,003	,269	3,715
	Kualitas Kerja	,342	,094	,426	3,647	,000	,184	5,439

a. Dependent Variable: Kinerja Pegawai

3. Uji Heteroskedastisitas



4. Uji Auto Korelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.876 ^a	.768	.758	2.185525	1.780

a. Predictors: (Constant), Kualitas Kerja, Etos Kerja, Pengembangan Karir

b. Dependent Variable: Kinerja Pegawai

Lampiran 11

Output SPSS

1. Hasil Uji Analisis Regresi Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,388	2,049		4,582	,000
	Pengembangan Karir	,152	,087	,196	1,761	,081
	Etos Kerja	,257	,084	,297	3,077	,003
	Kualitas Kerja	,342	,094	,426	3,647	,000

a. Dependent Variable: Kinerja Pegawai

2. Hasil Uji Koefisien Determinasi (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,873 ^a	,762	,755	2,188963

a. Predictors: (Constant), Kualitas Kerja, Etos Kerja, Pengembangan Karir

Lampiran 12

Hasil Uji Hipotesis

1. Hasil Uji T (Parsial)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,388	2,049		4,582	,000
	Pengembangan Karir	,152	,087	,196	1,761	,081
	Etos Kerja	,257	,084	,297	3,077	,003
	Kualitas Kerja	,342	,094	,426	3,647	,000

a. Dependent Variable: Kinerja Pegawai

2. Hasil Uji F (Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1458,436	3	486,145	101,459	,000 ^b
	Residual	455,198	95	4,792		
	Total	1913,634	98			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Kualitas Kerja, Etos Kerja, Pengembangan Karir