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# LAMPIRAN

**Lampiran 1. Kuisioner**

Tegal, Januari 2023

Hal : Permohonan Jawaban Kuisioner

Kepada Yth :

Bapak/Ibu Kepala Desa/Sekretaris Desa/Bendahara Desa

Di Tempat

Sehubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Universitas Pancasakti Tegal, Saya :

Nama : Mukhamad Husni Rojabi

NPM : 4319500063

Progdi : Akuntansi

Mengajukan permohonan kesediaan Bapak/Ibu untuk menjadi responden dengan mengisi kuisioner ini secara lengkap. Data yang diperoleh hanya akan digunakan untuk kepentingan penelitian, sehingga kerahasiaannya akan saya jaga sesuai etika penelitian.

Informasi yang diperoleh atas partisipasi Bapak/Ibu merupakan faktor kunci untuk mengetahui “Pengaruh Sistem Keuangan Desa, Good Governance, Sistem Pengendalian Internal, dan Kepuasan Kerja Terhadap Kinerja Keuangan Pemerintah Desa Tarub Kecamatan Tarub Kabupaten Tegal”.

Atas perhatian dan ketersediaan Bapak/Ibu dalam meluangkan waktu mengisi semua pertanyaan pada penelitian ini, saya ucapkan terima kasih.

Hormat Saya

**Mukhamad Husni Rojabi**

**NPM. 4319500063**

1. **IDENTITAS RESPONDEN**
2. Nomor Kuisioner : (diisi petugas)
3. Nama :

Nama Desa :

Jenis Kelamin :  Pria  Wanita

Pendidikan Terakhir :  SMA/SMK/MA  DIII

S1  S2

Jabatan :

Lama Menempati Jabatan :  <1 Tahun

1-3 Tahun

>3 Tahun

1. **PETUNJUK PENGISIAN KUISIONER**

Bacalah dengan seksama pernyataan berikut dan pilihlah salah satu jawaban yang sesuai dengan memberi tanda (√) pada kolom yang tersedia, pilihlah jawaban Bapak/Ibu dengan petunjuk sebagai berikut:

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. KS : Kurang Setuju
4. S : Setuju
5. SS : Sangat Setuju
6. **DAFTAR PERNYATAAN**
7. **SISTEM KEUANGAN DESA**

(Novindra Dwi Setiana Dan Nur Laila Yuliani, 2017)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1 | Aparatur pemerintah desa harus pandai mengoperasikan komputer |  |  |  |  |  |
| 2 | Sistem pelaporan keuangan desa harus menggunakan aplikasi sistem keuangan desa |  |  |  |  |  |
| 3 | Aplikasi sistem keuangan desa memudahkan Pemerintah desa dalam membuat anggaran, pembukuan, dan pelaporan keuangan |  |  |  |  |  |
| 4 | Aplikasi ini dapat membantu pemerintah desa untuk melakukan kompilasi, pengawasan, dan evaluasi RAPBDES |  |  |  |  |  |
| 5 | Pengumuman anggaran dana desa kepada masyarakat harus menggunakan aplikasi sistem keuangan desa |  |  |  |  |  |
| 6 | Sistem keuangan desa memudahkan Pemerintah desa membuat anggaran, pembukuan, dan pelaporan keuangan |  |  |  |  |  |
| 7 | Sistem keuangan desa membantu pemerintah desa dalam Menyusun RAPBDES |  |  |  |  |  |
| 8 | Aplikasi sistem keuangan desa dapat membantu pemerintah desa untuk melakukan kompilasi, pengawasan, dan evaluasi RAPBDES |  |  |  |  |  |
| 9 | Pengumuman anggaran dana desa kepada masyarakat menggunakan aplikasi sistem keuangan desa |  |  |  |  |  |
| 10 | Sistem keuangan desa dapat mengelola dana desa dengan baik |  |  |  |  |  |

1. **GOOD GOVERNANCE**

(Weny Ulafiah, 2017)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1 | Aparatur pemerintah desa berpendidikan paling rendah tamat sekolah menengah atas atau sederajat |  |  |  |  |  |
| 2 | Perangkat pemerintah desa harus memahami ilmu akuntansi |  |  |  |  |  |
| 3 | Perangkat pemerintah desa memahami setiap tugasnya dan melaksanakannya dengan baik |  |  |  |  |  |
| 4 | Perangkat pemerintah desa mampu membimbing karyawan lain dalam melaksanakan tugasnya |  |  |  |  |  |
| 5 | Informasi terkait laporan keuangan dipublikasikan tepat waktu |  |  |  |  |  |
| 6 | Perangkat pemerintah desa memahami setiap tugasnya dan melaksanakannya dengan baik |  |  |  |  |  |
| 7 | Apartur pemerintah desa mampu membimbing karyawan lain dalam melaksanakan tugasnya |  |  |  |  |  |
| 8 | Aparatur pemerintah desa bersikap welcome dan open management terhadap masyarakat |  |  |  |  |  |
| 9 | Informasi terkait laporan keuangan sesuai standar akuntansi sector publik |  |  |  |  |  |
| 10 | Informasi terkait laporan keuangan dipublikasikan tepat waktu |  |  |  |  |  |

1. **SISTEM PENGENDALIAN INTERNAL**

(Wulan Riyadi Dan Engkun Kurnadi, 2020)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1 | Pemerintah desa memiliki struktur organisasi yang jelas |  |  |  |  |  |
| 2 | Adanya kejelasan tugas, fungsi, dan wewenang dalam pemerintah desa |  |  |  |  |  |
| 3 | Mempunyai rencana pengelolaan atau mengurangi risiko pelanggaran |  |  |  |  |  |
| 4 | Aparatur pemerintah desa selalu menerapkan perilaku dan norma yang baik dalam setiap kegiatan |  |  |  |  |  |
| 5 | Aparatur pemerintah desa menjalin hubungan yang baik dengan instansi terkait sehubungan dengan program kerja yang dilaksanakan |  |  |  |  |  |
| 6 | Mempunyai rencana pengelolaan atau mengurangi risiko pelanggaran |  |  |  |  |  |
| 7 | Aparatur pemerintah desa selalu menerapkan perilaku dan norma yang baik dalam setiap kegiatan |  |  |  |  |  |
| 8 | Aparatur pemerintah desa dapat dengan mudah memahami setiap tugasnya dengan baik |  |  |  |  |  |
| 9 | Aparatur pemerintah desa menjalin hubungan yang baik dengan instansi terkait sehubungan dengan program kerja yang dilaksanakan |  |  |  |  |  |
| 10 | Program kerja yang menyesuaikan dengan perkembangan zaman |  |  |  |  |  |

1. **KEPUASAN KERJA**

(Tarjo, 2019)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1 | Kinerja kepala desa sudah melakukan tugasnya dengan baik |  |  |  |  |  |
| 2 | Lingkungan kerja pemerintah desa bersih dan sehat |  |  |  |  |  |
| 3 | Masyarakat desa dapat mengakses dan mengetahui dengan mudah informasi laporan keuangan melalui seluler |  |  |  |  |  |
| 4 | Petugas desa hadir tepat waktu dalam pelayanan kepada masyarakat |  |  |  |  |  |
| 5 | Petugas pemerintah desa ramah dalam pelayanan kepada masyarakatnya |  |  |  |  |  |
| 6 | Masyarakat ikut dalam musyawarah perencanaan pembangunan desa |  |  |  |  |  |
| 7 | Aparatur pemerintah desa hadir tepat waktu dalam pelayanan kepada masyarakat |  |  |  |  |  |
| 8 | Aparatur pemerintah desa ramah dalam pelayanan kepada masyarakatnya |  |  |  |  |  |
| 9 | Aparatur pemerintah desa memberikan pemahaman terkait program kerja yang sedang dilaksanakannya kepada masyarakat |  |  |  |  |  |
| 10 | Aparatur pemerintah desa harus tepat waktu dalam menyelesaikan pekerjaan |  |  |  |  |  |

1. **KINERJA KEUANGAN**

(Risda Nur Khasanah, 2020)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1 | Perangkat desa harus menjaga kerahasiaan kinerja keuangan pemerintah desa |  |  |  |  |  |
| 2 | Informasi laporan keuangan desa diupload dengan tepat waktu dan dilaksanakan dengan cepat dan terbuka |  |  |  |  |  |
| 3 | Pelaporan kinerja keuangan dilakukan secara jujur |  |  |  |  |  |
| 4 | Pelaporan kinerja keuangan menigkatkan investasi pemerintah desa |  |  |  |  |  |
| 5 | Informasi yang diumumkan kepada masyarakat terkait anggaran dapat meningkatkan kinerja keuangan desa |  |  |  |  |  |
| 6 | Kepala desa menyampaikan laporan semester pertama berupa laporan realisasi APBDesa |  |  |  |  |  |
| 7 | Pelaporan kinerja keuangan dilakukan secara jujur |  |  |  |  |  |
| 8 | Kepala desa menyampaikan laporan keterangan penyelenggaraan pemerintah desa secara tertulis kepada BPD setiap akhir tahun anggaran |  |  |  |  |  |
| 9 | Pelaporan kinerja keuangan menigkatkan investasi pemerintah desa |  |  |  |  |  |
| 10 | Informasi yang diumumkan kepada masyarakat terkait anggaran dapat meningkatkan kinerja keuangan desa |  |  |  |  |  |

**Lampiran 2. Data Penelitian**

Sistem Keuangan Desa (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| 1 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 6 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 46 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 43 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 23 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 43 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 27 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 47 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 40 |
| 34 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 39 |
| 36 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 37 | 4 | 4 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 43 |
| 38 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 44 |
| 39 | 4 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 44 |
| 40 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 44 |
| 41 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 41 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 47 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 48 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 49 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 50 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 51 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 60 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 61 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 62 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 63 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 65 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 66 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 67 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 68 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 69 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 70 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 71 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 72 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 73 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 74 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 75 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 76 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 77 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 78 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 79 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 80 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |

Good Governance (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 45 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 4 | 3 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 40 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 44 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 11 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 13 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 45 |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 15 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 17 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 18 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 19 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 20 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 46 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 22 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 27 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 41 |
| 29 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 43 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 43 |
| 31 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 43 |
| 32 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 33 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 40 |
| 34 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| 35 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 40 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 45 |
| 37 | 2 | 4 | 2 | 2 | 4 | 5 | 2 | 2 | 4 | 4 | 31 |
| 38 | 3 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 4 | 4 | 30 |
| 39 | 2 | 4 | 2 | 2 | 4 | 2 | 3 | 4 | 4 | 5 | 32 |
| 40 | 3 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 4 | 4 | 30 |
| 41 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 42 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 44 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 45 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 46 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 47 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 48 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 54 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 55 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 62 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 63 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 64 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 65 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 66 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 67 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 68 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 69 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 70 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 71 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 72 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 73 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 74 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 75 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 76 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 77 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 78 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 79 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 80 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |

Sistem Pengendalian Internal (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 42 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 13 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 46 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 31 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 41 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 5 | 5 | 3 | 4 | 2 | 5 | 4 | 5 | 4 | 41 |
| 38 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 39 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 2 | 5 | 41 |
| 40 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 45 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 46 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 47 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 48 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 54 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 44 |
| 55 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 44 |
| 56 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 44 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 65 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 70 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 71 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 72 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 73 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 74 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 75 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 76 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 80 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |

Kepuasan Kerja (X4)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 45 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 40 |
| 8 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 15 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 41 |
| 16 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 17 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 19 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 20 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 21 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 22 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 25 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 26 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 46 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 42 |
| 29 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 44 |
| 30 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 44 |
| 31 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 44 |
| 32 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 40 |
| 33 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 34 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 35 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 36 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 37 | 5 | 4 | 3 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 40 |
| 38 | 5 | 3 | 2 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 38 |
| 39 | 5 | 4 | 3 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 40 |
| 40 | 5 | 3 | 2 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 38 |
| 41 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 43 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 45 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 44 |
| 46 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 47 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 44 |
| 48 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 44 |
| 49 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 50 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 54 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 41 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 41 |
| 56 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 41 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 62 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 63 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 64 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 65 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 73 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 74 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 75 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 76 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 77 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 80 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |

Kinerja Keuangan (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 44 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 2 | 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 10 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 11 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 18 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 20 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 21 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 22 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 23 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 25 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 26 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 27 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 28 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 30 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 31 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 32 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 38 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 39 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 40 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 41 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 46 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 47 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 50 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 57 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 58 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 59 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 62 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 63 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 64 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 70 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 71 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 72 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 73 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 74 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 75 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 76 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 77 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 80 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |

**Lampiran 3. Hasil Uji Validitas X1**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1 |
| X1.1 | Pearson Correlation | 1 | ,340\*\* | ,574\*\* | ,671\*\* | ,540\*\* | ,224\* | ,389\*\* | ,284\* | ,101 | ,462\*\* | ,692\*\* |
| Sig. (2-tailed) |  | ,002 | ,000 | ,000 | ,000 | ,045 | ,000 | ,011 | ,373 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.2 | Pearson Correlation | ,340\*\* | 1 | ,518\*\* | ,403\*\* | ,383\*\* | ,134 | ,322\*\* | ,297\*\* | ,349\*\* | ,521\*\* | ,665\*\* |
| Sig. (2-tailed) | ,002 |  | ,000 | ,000 | ,000 | ,236 | ,004 | ,008 | ,002 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.3 | Pearson Correlation | ,574\*\* | ,518\*\* | 1 | ,740\*\* | ,631\*\* | ,018 | ,295\*\* | ,502\*\* | ,223\* | ,708\*\* | ,786\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,873 | ,008 | ,000 | ,047 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.4 | Pearson Correlation | ,671\*\* | ,403\*\* | ,740\*\* | 1 | ,673\*\* | ,119 | ,223\* | ,403\*\* | ,134 | ,649\*\* | ,746\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,292 | ,047 | ,000 | ,235 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.5 | Pearson Correlation | ,540\*\* | ,383\*\* | ,631\*\* | ,673\*\* | 1 | ,263\* | ,362\*\* | ,370\*\* | ,095 | ,603\*\* | ,738\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,018 | ,001 | ,001 | ,403 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.6 | Pearson Correlation | ,224\* | ,134 | ,018 | ,119 | ,263\* | 1 | ,650\*\* | ,066 | -,340\*\* | ,197 | ,364\*\* |
| Sig. (2-tailed) | ,045 | ,236 | ,873 | ,292 | ,018 |  | ,000 | ,558 | ,002 | ,080 | ,001 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.7 | Pearson Correlation | ,389\*\* | ,322\*\* | ,295\*\* | ,223\* | ,362\*\* | ,650\*\* | 1 | ,440\*\* | -,077 | ,459\*\* | ,647\*\* |
| Sig. (2-tailed) | ,000 | ,004 | ,008 | ,047 | ,001 | ,000 |  | ,000 | ,497 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.8 | Pearson Correlation | ,284\* | ,297\*\* | ,502\*\* | ,403\*\* | ,370\*\* | ,066 | ,440\*\* | 1 | ,177 | ,631\*\* | ,647\*\* |
| Sig. (2-tailed) | ,011 | ,008 | ,000 | ,000 | ,001 | ,558 | ,000 |  | ,116 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.9 | Pearson Correlation | ,101 | ,349\*\* | ,223\* | ,134 | ,095 | -,340\*\* | -,077 | ,177 | 1 | ,191 | ,339\*\* |
| Sig. (2-tailed) | ,373 | ,002 | ,047 | ,235 | ,403 | ,002 | ,497 | ,116 |  | ,090 | ,002 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1.10 | Pearson Correlation | ,462\*\* | ,521\*\* | ,708\*\* | ,649\*\* | ,603\*\* | ,197 | ,459\*\* | ,631\*\* | ,191 | 1 | ,825\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,080 | ,000 | ,000 | ,090 |  | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X1 | Pearson Correlation | ,692\*\* | ,665\*\* | ,786\*\* | ,746\*\* | ,738\*\* | ,364\*\* | ,647\*\* | ,647\*\* | ,339\*\* | ,825\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,002 | ,000 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 4. Hasil Uji Validitas X2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2 |
| X2.1 | Pearson Correlation | 1 | ,344\*\* | ,497\*\* | ,550\*\* | ,338\*\* | ,568\*\* | ,317\*\* | ,371\*\* | ,307\*\* | ,102 | ,732\*\* |
| Sig. (2-tailed) |  | ,002 | ,000 | ,000 | ,002 | ,000 | ,004 | ,001 | ,006 | ,370 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.2 | Pearson Correlation | ,344\*\* | 1 | ,414\*\* | ,517\*\* | ,141 | ,360\*\* | ,551\*\* | ,533\*\* | ,425\*\* | ,299\*\* | ,729\*\* |
| Sig. (2-tailed) | ,002 |  | ,000 | ,000 | ,213 | ,001 | ,000 | ,000 | ,000 | ,007 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.3 | Pearson Correlation | ,497\*\* | ,414\*\* | 1 | ,661\*\* | -,155 | ,365\*\* | ,453\*\* | ,282\* | ,482\*\* | ,172 | ,695\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,171 | ,001 | ,000 | ,011 | ,000 | ,127 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.4 | Pearson Correlation | ,550\*\* | ,517\*\* | ,661\*\* | 1 | ,348\*\* | ,407\*\* | ,374\*\* | ,452\*\* | ,182 | ,131 | ,776\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,002 | ,000 | ,001 | ,000 | ,106 | ,246 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.5 | Pearson Correlation | ,338\*\* | ,141 | -,155 | ,348\*\* | 1 | ,193 | -,103 | ,288\*\* | -,017 | ,107 | ,329\*\* |
| Sig. (2-tailed) | ,002 | ,213 | ,171 | ,002 |  | ,087 | ,361 | ,010 | ,880 | ,345 | ,003 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.6 | Pearson Correlation | ,568\*\* | ,360\*\* | ,365\*\* | ,407\*\* | ,193 | 1 | ,325\*\* | ,279\* | ,387\*\* | ,067 | ,631\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,001 | ,000 | ,087 |  | ,003 | ,012 | ,000 | ,554 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.7 | Pearson Correlation | ,317\*\* | ,551\*\* | ,453\*\* | ,374\*\* | -,103 | ,325\*\* | 1 | ,664\*\* | ,481\*\* | ,181 | ,688\*\* |
| Sig. (2-tailed) | ,004 | ,000 | ,000 | ,001 | ,361 | ,003 |  | ,000 | ,000 | ,108 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.8 | Pearson Correlation | ,371\*\* | ,533\*\* | ,282\* | ,452\*\* | ,288\*\* | ,279\* | ,664\*\* | 1 | ,204 | ,247\* | ,703\*\* |
| Sig. (2-tailed) | ,001 | ,000 | ,011 | ,000 | ,010 | ,012 | ,000 |  | ,070 | ,027 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.9 | Pearson Correlation | ,307\*\* | ,425\*\* | ,482\*\* | ,182 | -,017 | ,387\*\* | ,481\*\* | ,204 | 1 | ,222\* | ,547\*\* |
| Sig. (2-tailed) | ,006 | ,000 | ,000 | ,106 | ,880 | ,000 | ,000 | ,070 |  | ,048 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2.10 | Pearson Correlation | ,102 | ,299\*\* | ,172 | ,131 | ,107 | ,067 | ,181 | ,247\* | ,222\* | 1 | ,364\*\* |
| Sig. (2-tailed) | ,370 | ,007 | ,127 | ,246 | ,345 | ,554 | ,108 | ,027 | ,048 |  | ,001 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X2 | Pearson Correlation | ,732\*\* | ,729\*\* | ,695\*\* | ,776\*\* | ,329\*\* | ,631\*\* | ,688\*\* | ,703\*\* | ,547\*\* | ,364\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | ,000 | ,000 | ,001 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 5. Hasil Uji Validitas X3**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3 |
| X3.1 | Pearson Correlation | 1 | ,476\*\* | ,370\*\* | ,538\*\* | ,413\*\* | ,099 | ,093 | ,175 | -,025 | ,027 | ,498\*\* |
| Sig. (2-tailed) |  | ,000 | ,001 | ,000 | ,000 | ,381 | ,412 | ,121 | ,829 | ,813 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.2 | Pearson Correlation | ,476\*\* | 1 | ,781\*\* | ,557\*\* | ,397\*\* | ,154 | ,234\* | ,302\*\* | ,221\* | -,130 | ,606\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,173 | ,036 | ,007 | ,049 | ,249 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.3 | Pearson Correlation | ,370\*\* | ,781\*\* | 1 | ,515\*\* | ,330\*\* | ,318\*\* | ,419\*\* | ,471\*\* | ,385\*\* | ,049 | ,703\*\* |
| Sig. (2-tailed) | ,001 | ,000 |  | ,000 | ,003 | ,004 | ,000 | ,000 | ,000 | ,664 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.4 | Pearson Correlation | ,538\*\* | ,557\*\* | ,515\*\* | 1 | ,648\*\* | ,498\*\* | ,174 | ,431\*\* | ,394\*\* | ,184 | ,756\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,122 | ,000 | ,000 | ,102 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.5 | Pearson Correlation | ,413\*\* | ,397\*\* | ,330\*\* | ,648\*\* | 1 | ,274\* | ,341\*\* | ,470\*\* | ,385\*\* | ,289\*\* | ,686\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,003 | ,000 |  | ,014 | ,002 | ,000 | ,000 | ,009 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.6 | Pearson Correlation | ,099 | ,154 | ,318\*\* | ,498\*\* | ,274\* | 1 | ,366\*\* | ,431\*\* | ,436\*\* | ,469\*\* | ,620\*\* |
| Sig. (2-tailed) | ,381 | ,173 | ,004 | ,000 | ,014 |  | ,001 | ,000 | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.7 | Pearson Correlation | ,093 | ,234\* | ,419\*\* | ,174 | ,341\*\* | ,366\*\* | 1 | ,724\*\* | ,715\*\* | ,507\*\* | ,693\*\* |
| Sig. (2-tailed) | ,412 | ,036 | ,000 | ,122 | ,002 | ,001 |  | ,000 | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.8 | Pearson Correlation | ,175 | ,302\*\* | ,471\*\* | ,431\*\* | ,470\*\* | ,431\*\* | ,724\*\* | 1 | ,652\*\* | ,524\*\* | ,785\*\* |
| Sig. (2-tailed) | ,121 | ,007 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.9 | Pearson Correlation | -,025 | ,221\* | ,385\*\* | ,394\*\* | ,385\*\* | ,436\*\* | ,715\*\* | ,652\*\* | 1 | ,486\*\* | ,705\*\* |
| Sig. (2-tailed) | ,829 | ,049 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3.10 | Pearson Correlation | ,027 | -,130 | ,049 | ,184 | ,289\*\* | ,469\*\* | ,507\*\* | ,524\*\* | ,486\*\* | 1 | ,512\*\* |
| Sig. (2-tailed) | ,813 | ,249 | ,664 | ,102 | ,009 | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X3 | Pearson Correlation | ,498\*\* | ,606\*\* | ,703\*\* | ,756\*\* | ,686\*\* | ,620\*\* | ,693\*\* | ,785\*\* | ,705\*\* | ,512\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 6. Hasil Uji Validitas X4**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | X4 |
| X4.1 | Pearson Correlation | 1 | ,612\*\* | ,259\* | ,207 | -,125 | ,311\*\* | ,419\*\* | ,275\* | ,173 | ,268\* | ,524\*\* |
| Sig. (2-tailed) |  | ,000 | ,020 | ,066 | ,270 | ,005 | ,000 | ,014 | ,126 | ,016 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.2 | Pearson Correlation | ,612\*\* | 1 | ,552\*\* | ,483\*\* | ,226\* | -,011 | ,380\*\* | ,269\* | ,361\*\* | ,131 | ,665\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,044 | ,922 | ,001 | ,016 | ,001 | ,247 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.3 | Pearson Correlation | ,259\* | ,552\*\* | 1 | ,807\*\* | ,513\*\* | ,197 | ,149 | ,151 | ,404\*\* | ,083 | ,750\*\* |
| Sig. (2-tailed) | ,020 | ,000 |  | ,000 | ,000 | ,081 | ,187 | ,182 | ,000 | ,462 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.4 | Pearson Correlation | ,207 | ,483\*\* | ,807\*\* | 1 | ,471\*\* | ,019 | ,013 | ,087 | ,300\*\* | ,039 | ,642\*\* |
| Sig. (2-tailed) | ,066 | ,000 | ,000 |  | ,000 | ,867 | ,910 | ,445 | ,007 | ,731 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.5 | Pearson Correlation | -,125 | ,226\* | ,513\*\* | ,471\*\* | 1 | ,201 | -,128 | -,169 | ,218 | ,150 | ,477\*\* |
| Sig. (2-tailed) | ,270 | ,044 | ,000 | ,000 |  | ,074 | ,260 | ,134 | ,052 | ,185 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.6 | Pearson Correlation | ,311\*\* | -,011 | ,197 | ,019 | ,201 | 1 | ,206 | ,115 | ,209 | ,441\*\* | ,445\*\* |
| Sig. (2-tailed) | ,005 | ,922 | ,081 | ,867 | ,074 |  | ,067 | ,309 | ,063 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.7 | Pearson Correlation | ,419\*\* | ,380\*\* | ,149 | ,013 | -,128 | ,206 | 1 | ,791\*\* | ,600\*\* | ,371\*\* | ,586\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,187 | ,910 | ,260 | ,067 |  | ,000 | ,000 | ,001 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.8 | Pearson Correlation | ,275\* | ,269\* | ,151 | ,087 | -,169 | ,115 | ,791\*\* | 1 | ,772\*\* | ,349\*\* | ,561\*\* |
| Sig. (2-tailed) | ,014 | ,016 | ,182 | ,445 | ,134 | ,309 | ,000 |  | ,000 | ,002 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.9 | Pearson Correlation | ,173 | ,361\*\* | ,404\*\* | ,300\*\* | ,218 | ,209 | ,600\*\* | ,772\*\* | 1 | ,332\*\* | ,721\*\* |
| Sig. (2-tailed) | ,126 | ,001 | ,000 | ,007 | ,052 | ,063 | ,000 | ,000 |  | ,003 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4.10 | Pearson Correlation | ,268\* | ,131 | ,083 | ,039 | ,150 | ,441\*\* | ,371\*\* | ,349\*\* | ,332\*\* | 1 | ,505\*\* |
| Sig. (2-tailed) | ,016 | ,247 | ,462 | ,731 | ,185 | ,000 | ,001 | ,002 | ,003 |  | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| X4 | Pearson Correlation | ,524\*\* | ,665\*\* | ,750\*\* | ,642\*\* | ,477\*\* | ,445\*\* | ,586\*\* | ,561\*\* | ,721\*\* | ,505\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 7. Hasil Uji Validitas Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y |
| Y1 | Pearson Correlation | 1 | ,818\*\* | ,040 | -,154 | -,088 | -,021 | ,009 | -,024 | -,048 | ,040 | ,447\*\* |
| Sig. (2-tailed) |  | ,000 | ,722 | ,173 | ,437 | ,854 | ,936 | ,835 | ,669 | ,722 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y2 | Pearson Correlation | ,818\*\* | 1 | -,156 | -,067 | -,168 | -,128 | -,148 | -,025 | ,109 | -,097 | ,385\*\* |
| Sig. (2-tailed) | ,000 |  | ,167 | ,556 | ,136 | ,260 | ,190 | ,825 | ,338 | ,394 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y3 | Pearson Correlation | ,040 | -,156 | 1 | ,588\*\* | ,345\*\* | ,706\*\* | ,408\*\* | ,384\*\* | ,409\*\* | ,412\*\* | ,597\*\* |
| Sig. (2-tailed) | ,722 | ,167 |  | ,000 | ,002 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y4 | Pearson Correlation | -,154 | -,067 | ,588\*\* | 1 | ,444\*\* | ,761\*\* | ,356\*\* | ,490\*\* | ,578\*\* | ,059 | ,581\*\* |
| Sig. (2-tailed) | ,173 | ,556 | ,000 |  | ,000 | ,000 | ,001 | ,000 | ,000 | ,604 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y5 | Pearson Correlation | -,088 | -,168 | ,345\*\* | ,444\*\* | 1 | ,522\*\* | ,850\*\* | ,672\*\* | ,537\*\* | ,592\*\* | ,690\*\* |
| Sig. (2-tailed) | ,437 | ,136 | ,002 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y6 | Pearson Correlation | -,021 | -,128 | ,706\*\* | ,761\*\* | ,522\*\* | 1 | ,406\*\* | ,564\*\* | ,375\*\* | ,263\* | ,648\*\* |
| Sig. (2-tailed) | ,854 | ,260 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,001 | ,018 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y7 | Pearson Correlation | ,009 | -,148 | ,408\*\* | ,356\*\* | ,850\*\* | ,406\*\* | 1 | ,631\*\* | ,458\*\* | ,619\*\* | ,683\*\* |
| Sig. (2-tailed) | ,936 | ,190 | ,000 | ,001 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y8 | Pearson Correlation | -,024 | -,025 | ,384\*\* | ,490\*\* | ,672\*\* | ,564\*\* | ,631\*\* | 1 | ,642\*\* | ,437\*\* | ,720\*\* |
| Sig. (2-tailed) | ,835 | ,825 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y9 | Pearson Correlation | -,048 | ,109 | ,409\*\* | ,578\*\* | ,537\*\* | ,375\*\* | ,458\*\* | ,642\*\* | 1 | ,409\*\* | ,681\*\* |
| Sig. (2-tailed) | ,669 | ,338 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 |  | ,000 | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y10 | Pearson Correlation | ,040 | -,097 | ,412\*\* | ,059 | ,592\*\* | ,263\* | ,619\*\* | ,437\*\* | ,409\*\* | 1 | ,556\*\* |
| Sig. (2-tailed) | ,722 | ,394 | ,000 | ,604 | ,000 | ,018 | ,000 | ,000 | ,000 |  | ,000 |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Y | Pearson Correlation | ,447\*\* | ,385\*\* | ,597\*\* | ,581\*\* | ,690\*\* | ,648\*\* | ,683\*\* | ,720\*\* | ,681\*\* | ,556\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 8. Hasil Uji Reliabilitas X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,817 | 10 |

**Lampiran 9. Hasil Uji Reliabilitas X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,830 | 10 |

**Lampiran 10. Hasil Uji Reliabilitas X3**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,850 | 10 |

**Lampiran 11. Hasil Uji Reliabilitas X4**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,782 | 10 |

**Lampiran 12. Hasil Uji Reliabilitas Y**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,750 | 10 |

**Lampiran 13. Hasil Uji Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| SisKeuDes | 80 | 38 | 50 | 44,84 | 3,531 |
| Good Governance | 80 | 30 | 50 | 42,46 | 4,225 |
| SPI | 80 | 39 | 50 | 43,76 | 3,509 |
| Kepuasan Kerja | 80 | 38 | 50 | 43,11 | 3,522 |
| Kinerja Keuangan | 80 | 36 | 50 | 42,60 | 3,290 |
| Valid N (listwise) | 80 |  |  |  |  |

**Lampiran 14. Hasil Uji Normalitas Data**

|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | | Unstandardized Residual |
| N | | | 80 |
| Normal Parametersa,b | Mean | | ,0000000 |
| Std. Deviation | | 2,48874129 |
| Most Extreme Differences | Absolute | | ,109 |
| Positive | | ,059 |
| Negative | | -,109 |
| Test Statistic | | | ,109 |
| Asymp. Sig. (2-tailed) | | | ,021c |
| Monte Carlo Sig. (2-tailed) | Sig. | | ,282d |
| 99% Confidence Interval | Lower Bound | ,271 |
| Upper Bound | ,294 |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |
| d. Based on 10000 sampled tables with starting seed 2000000. | | | |

**Lampiran 15. Hasil Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 17,102 | 4,159 |  | 4,112 | ,000 |  |  |
| Sistem Keuangan Desa | ,258 | ,115 | ,277 | 2,243 | ,028 | ,502 | 1,993 |
| Good Governance | -,368 | ,099 | -,472 | -3,701 | ,000 | ,469 | 2,130 |
| Sistem Pengendalian Internal | -,013 | ,143 | -,013 | -,088 | ,930 | ,327 | 3,059 |
| Kepuasan Kerja | ,698 | ,141 | ,747 | 4,936 | ,000 | ,333 | 3,004 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 16. Hasil Uji Heteroskedasitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -,906 | 2,370 |  | -,382 | ,704 |
| Sistem Keuangan Desa | -,111 | ,065 | -,245 | -1,688 | ,095 |
| Good Governance | -,095 | ,057 | -,252 | -1,680 | ,097 |
| Sistem Pengendalian Internal | ,304 | ,082 | ,671 | 3,728 | ,000 |
| Kepuasan Kerja | -,035 | ,081 | -,078 | -,438 | ,663 |
| a. Dependent Variable: ABS\_RES | | | | | | |

**Lampiran 17. Hasil Uji Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17,102 | 4,159 |  | 4,112 | ,000 |
| Sistem Keuangan Desa | ,258 | ,115 | ,277 | 2,243 | ,028 |
| Good Governance | -,368 | ,099 | -,472 | -3,701 | ,000 |
| Sistem Pengendalian Internal | -,013 | ,143 | -,013 | -,088 | ,930 |
| Kepuasan Kerja | ,698 | ,141 | ,747 | 4,936 | ,000 |
| a. Dependent Variable: Y | | | | | | |

**Lampiran 18. Hasil Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 365,887 | 4 | 91,472 | 14,020 | ,000b |
| Residual | 489,313 | 75 | 6,524 |  |  |
| Total | 855,200 | 79 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X4, X1, X2, X3 | | | | | | |

**Lampiran 19. Hasil Uji T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17,102 | 4,159 |  | 4,112 | ,000 |
| Sistem Keuangan Desa | ,258 | ,115 | ,277 | 2,243 | ,028 |
| Good Governance | -,368 | ,099 | -,472 | -3,701 | ,000 |
| Sistem Pengendalian Internal | -,013 | ,143 | -,013 | -,088 | ,930 |
| Kepuasan Kerja | ,698 | ,141 | ,747 | 4,936 | ,000 |
| a. Dependent Variable: Y | | | | | | |

**Lampiran 20. Hasil Uji Koefisien Determinasi (R²)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,654a | ,428 | ,397 | 2,55425 |
| a. Predictors: (Constant), X4, X1, X2, X3 | | | | |
| b. Dependent Variable: Y | | | | |