# DAFTAR PUSTAKA

Adityarini, C. (2022). *Pengaruh* Komunikasi *Interpersonal dan Self Efficacy Terhadap Kinerja Pegawai*. https://journal-nusantara.com/index.php/JIM/article/view/357

Afandi, P. (2018). *MANAJEMEN SUMBER DAYA MANUSIA (Teori, Konsep dan Indikator)*. ZANAFA PUBLISHING.

Aprialitrama, H. . (2024). Pengaruh Stres, Motivasi, dan Kepuasan Terhadap Kinerja Pegawai YOI CONA CAFE SPACE Surabaya. *Jurnal Ilmu Dan Riset Manajemen*. http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/5509

Ariasih, S., Suryani, M. (2024). Pengaruh Kepemimpinan, Komunikasi *Interpersonal*, dan *Self Efficacy* Terhadap Kinerja Pegawai Warung Mina Dalung. *Jurnal EMAS*. https://e-journal.unmas.ac.id/index.php/emas/article/view/4176

Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Erlangga.

Busro, M. (2013). *Teori-Teori Manajamen Sumber Daya Manusia*. Prenamedia Group.

Fahmi. (2017). *Manajemen Sumber Daya Manusia*. Alfabeta.

Handoko, H. (2024). *Manajemen Personalia & Sumber Daya Manusia (edisi ke 2)*. BPEE-Yogyakarta.

Hasibuan. (2018a). *Pengaruh Kompetensi, Motivasi,* Komunikasi *dan Kesejahteraan terhadap Kinerja Pegawai Dinas Pendidikan*. https://ejurnal.unisri.ac.id/index.php/Manajemen/article/view/88

Hasibuan, M. S. (2018b). *Manajemen Sumber Daya Manusia*. Bumi Aksara.

Ivancevich , J. K., M. (2006). *Perilaku dan Manajemen Organisasi*. Erlangga.

Juniarti, A. P. (2020). Pengaruh Pelatihan, Kompensasi, dan Disiplin Kerja Terhadap Kinerja Pegawai PT Sari Coffee Indonesia. *Jurnal Ilmu Dan Riset Manajemen*. http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/3543

Khifni Nasif, I. N. (2016). *Analisis Reward Outsourcing Dalam Perspektif Pegawai PT Spirit Krida Indonesia*. https://smartlib.umri.ac.id/assets/uploads/files/88392-1956-8639-1-pb.pdf

Mahdi, R. F., Setiawati, I., Puspitasari, R. H. (2024). Pengaruh Komunikasi *Interpersonal*, *Self Efficacy*, dan Keselamatan Kerja Terhadap Kinerja Driver Grab Di Kota Semarang. *Jurnal Manajemen Dan Bisnis*, *01*–*09*. https://journal.yp3a.org/index.php/manabis/article/view/1542

Mangkunegara. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Rosdakarya.

Mangkunegara. (2017). *Evaluasi Kinerja SDM*. Refika Aditama.

Nawawi, H. (2017). *Manajemen Sumber Daya Manusia*. Universitas Gadjah Mada.

Nompo, V. G., Pandowow, M. H. (2020). Pengaruh Komunikasi *Interpersonal*, *Self Efficacy*, dan Disiplin Kerja Terhadap Kinerja Pegawai Di PT.Pegadaian (Persero) Kanwil V Manado. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Akuntansi*, *288*–*299*. https://ejournal.unsrat.ac.id/index.php/emba/article/view/30754

Panggabean, M. S. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Rosdakarya.

Pratama, F. Y. (2024). Pengaruh Kesejahteraan dan Semangat Kerja Terhadap Kinerja Pegawai CV.Gawanta Sejahtera Gemilang Kabupaten Kediri. *Jurnal Manajemen Dan Ekonomi Syariah*, *149*–*159*. https://journal.staiypiqbaubau.ac.id/index.php/Maslahah/article/view/259

Purnomo, S. (2021). *PENGARUH* KOMUNIKASI *INTERPERSONAL DAN SELF EFFICACYTERHADAP KINERJA PEGAWAI PADA PT PLN (PERSERO)UNIT PELAKSANA PELAYANAN PELANGGAN (UP3) BOGOR*. https://ojspustek.org/index.php/SJR/article/view/375

Purwanto, M. N. (2021). *Prinsip - Prinsip dan Teknik Evaluasi Pengajaran*. Rosdakarya.

Radjapati, T. Y., Soepeno, D., & Tumbuan, W. J. F. A. (2018). Pengaruh Periklanan , Promosi Penjualan dan Personal Selling Terhadap Keputusan Pembelian Kartu Telkomsel di Tobelo The Influence Of Advertising , Sales Promotion and Personal Selling Buying Decision Simcard Telkomsel in Tobelo. *Jurnal EMBA*, *6*(4).

Rivai. (2014). *Manajemen Sumber Daya Manusia Untuk Perusahaan dari Teori ke Praktik*. Raja Grafindo Persada.

Robbins , S. P., & Judge, T. A. (2016). *Perilaku Organisasi (edisi 16)*. Salemba Empat.

Saidah, M. (2017). Pengaruh Pendidikan, Kompetensi, Disiplin, dan *Reward* Terhadap Kinerja Pegawai Supermarket Sakinah Surabaya. *Jurnal Ekonomi Islam*, *261*–*274*. https://jurnal.yudharta.ac.id/v2/index.php/malia/article/download/3395/2261

Saputra, Nurlina, & H. (2017). *Pengaruh* Komunikasi *Interpersonal Dan Self Efficacy Terhadap Kinerja Pegawai*. https://repository.uin-suska.ac.id/48808/2/SKRIPSI LENGKAP KECUALI BAB V.pdf

Sari, S. S. M. (2021). *PENGARUH MOTIVASI,* KOMUNIKASI *INTERPERSONAL DAN SELF EFFICACY TERHADAP KINERJA PEGAWAI (STUDI KASUS KLINIK KECANTIKAN PUSPITA BANDAR LAMPUNG)*. https://jurnal.saburai.id/index.php/JIMS/article/view/1070

Sedarmayanti. (2017). *Manajemen Sumber Daya Manusia, Reformasi Birokrasi, dan Manajemen Pegawai Negeri Sipil*. Refika Aditama.

Sengkey, E. A., Dotulong, L., & Lumintang, G. (2021). engaruh Komunikasi *Interpersonal*, *Self Efficacy*, dan Komunikasi Terhadap Kinerja Pegawai PT. Bank SalutGo Cabang Tomohon. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Akuntansi*, 1692–1702. https://ejournal.unsrat.ac.id/index.php/emba/article/view/35951

Sidik, R. F., Hernawati, J., & Kurniawan, S. (2021). Pengaruh Komitmen Organisasional, Kepuasan Kerja, dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Bento Kopi Yogyakarta. *Jurnal Widya Manajemen,* 86–96. https://ejournal.unhi.ac.id/index.php/widyamanajemen/article/view/1227

Sofyandi, H. (2008). *Manajemen Sumber Daya manusia*. Graha Ilmu.

Suak, R., Adolfina, & Uhing, Y. (2021). Pengaruh Komunikasi *Interpersonal* Dan *Self Efficacy* Terhadap Kinerja Pegawai Sutanraja Hotel Amurang. *Jurnal Ekonomi Manajemen Bisnis Dan Akuntansi*, 1050–1059. https://ejournal.unsrat.ac.id/index.php/emba/article/view/16062

Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D. MPKK*.

Syifaurrahmah, A., Ayuningtyas, H. G., & Indiyati, D. (2022). Pengaruh Kesejahteraan dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Jawa Barat. *Management*. https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/view/18392

Wahyuni, S. R. (2019). Pengaruh Gaya Kepemimpinan, Komunikasi *Interpersonal*, dan *Self Efficacy* Terhadap Kinerja Pegawai Badan Pengembangan Sumber Daya Manusia Provinsi Sumatera Barat. *Jurnal Ekonomi*, 1–11. http://ojs.itbhas.ac.id/index.php/JE/article/view/79

# LAMPIRAN

**Lampiran 1 Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Komunikasi *Interpersonal*, *Self Efficacy, Reward* Dan *Punishment* Terhadap Kinerja Pegawai Pada Dinas Kependudukan Dan Pencatatan Sipil Kota Tegal.

Kepada Yth

Sdr. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah saya sediakan. Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, 24 Mei 2024

Hormat Saya,

Riska Aling Eka Putri

**KARAKTERISTIK RESPONDEN**

1. Nama :
2. Jenis Kelamin
3. Perempuan
4. Laki-laki
5. Usia
6. 21-30 tahun
7. 31-40 tahun
8. > 40 tahun
9. Pendidikan
10. D3
11. S1
12. S2
13. Lama bekerja
14. 1-5 tahun
15. 5–10 tahun
16. 10–15 tahun
17. > 15 tahun

**Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudaras

**Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mempunyai pengetahuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya memiliki kemampuan dalam mengerjakan tugas yang diberikan |  |  |  |  |  |
| 3 | Saya mempunyai ketrampilan untuk mempercepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya mampu bekerjasama dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 5 | Tingkat kehadiran saya sudah lebih baik |  |  |  |  |  |
| 6 | Saya mampu menyelesaikan pekerjaan sesuai batas waktu yang diberikan perusahaan |  |  |  |  |  |
| 7 | Saya mampu bekerja secara efektif dan menghasilkan pekerjaan yang sesuai standar instansi |  |  |  |  |  |

**Komunikasi *Interpersonal* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya merasa yakin dapat membantu memenuhi target pekerjaan |  |  |  |  |  |
| 2 | Saya dapat melakukan pekerjaan yang dirasakan sulit |  |  |  |  |  |
| 3 | Saya dapat memilih pekerjaan yang dirasakan sesuai |  |  |  |  |  |
| 4 | Saya mempunyai keyakinan diri mampu berusaha keras |  |  |  |  |  |
| 5 | Saya maimpunyai keyakinan yang gigih |  |  |  |  |  |
| 6 | Saya mempunyai keyakinan yang tekun |  |  |  |  |  |
| 7 | Saiyai mempunyai keyaikinain yaing optimis dailaim menghaidaipi haimbaitain dain kesulitan |  |  |  |  |  |
| 8 | Saya mempunyai keyakinan menyelesaiikain tugais yaing memiliki rainge yaing luais aitaiupun sempit |  |  |  |  |  |
| 9 | Saiyai selalu bersikap tenaing dailaim menghaidaipi pekerjaiain yaing sulit |  |  |  |  |  |

***Self Efficacy* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saiyai merasa yakin dapat membantu memenuhi target pekerjaan |  |  |  |  |  |
| 2 | Saya dapat melakukan pekerjaan yang dirasakan sulit |  |  |  |  |  |
| 3 | Saya dapat memilih pekerjaan yang dirasakan sesuai |  |  |  |  |  |
| 4 | Saya mempunyai keyakinan diri mampu berusaha keras |  |  |  |  |  |
| 5 | Saya mampunyai keyakinan yang gigih dalam menyelesaikan tugas |  |  |  |  |  |
| 6 | Saiyai mempunyai keyakinan yang tekun dalam bekerja |  |  |  |  |  |
| 7 | Saiyai mempunyai keyakinan yaing optimis dalam menghadapi hambatan dain kesulitan |  |  |  |  |  |
| 8 | Saiyai mempunyai keyakinan menyelesaiikain tugais yaing memiliki rainge yang luais ataupun sempit |  |  |  |  |  |
| 9 | Saya selalu bersikap tenaing dailaim menghaidaipi pekerjaiain yang sulit |  |  |  |  |  |

***Reward* (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1 | Gaji yang saya terima sesuai dengan kapasitas pekerjaan saya |  |  |  |  |  |
| 2 | Saya mendapatkan insentif jika mampu menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Saya mendapatakan tunjangan hari raya |  |  |  |  |  |
| 4 | Pimpinan memberika saya pengerhargaan atas prestasi yang saya punya |  |  |  |  |  |
| 5 | Pimpinan memberikan peluang promosi bagi pegawai yang berprestasi |  |  |  |  |  |

***Punishment* (X4)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya sangat hati-hati dalam melakukan pekerjaan yang diberikan |  |  |  |  |  |
| 2 | Saya berusaha mencari cara untuk mengatasi agar tidak melakukan kesalahan dalam menjalankan pekerjaan |  |  |  |  |  |
| 3 | Saya menjalankan pekerjaan dengan sepenuh hati |  |  |  |  |  |
| 4 | Ketika melakukan kesalahan secara berulang-ulang maka pemimpinan bisa memberikan sanksi |  |  |  |  |  |
| 5 | Saya berusaha memperbaiki kualitas kerja setelah di berikan sanksi dari pimpinan |  |  |  |  |  |
| 6 | Saya bersedia mendapatkan sanksi karna terbukti melalukan kesalahan yang fatal |  |  |  |  |  |
| 7 | Pegawai diberikan keringanan setelah menjelaskan sebab terjadinya pelanggaran yang terjadi |  |  |  |  |  |
| 8 | Pimpinan harus memikirkan baik – baik sebelum memberikan sanksi kepada bawahannya setelah terbukti melakukan kesalahan |  |  |  |  |  |
| 9 | Pimpinan menjelaskan pelanggangaran sebelum menjatuhkan hukuman |  |  |  |  |  |
| 10 | Pegawai diberikan sanksi apabila terbukti melakukan penyimpangan |  |  |  |  |  |
| 11 | Pegawai diberikan hukuman yang setimpal sesuai dengan pelanggaran yang diperbuat |  |  |  |  |  |
| 12 | Hukuman segera diberikan kepada pegawai yang terbukti melanggar aturan yang telah ditetapkan oleh instanti |  |  |  |  |  |

**Lampiran 2  
Data Uji Validitas dan Reliabilitas Variabel Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Kinerja Pegawai (Y) | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | TOTAL |
| 1 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 31 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 30 |
| 4 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 18 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 6 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 23 |
| 7 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 24 |
| 8 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 33 |
| 9 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 24 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 11 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 29 |
| 12 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 32 |
| 13 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 26 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 16 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 28 |
| 17 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 22 |
| 18 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 26 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 20 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 27 |
| 21 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 25 |
| 22 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 24 |
| 23 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 25 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 28 |
| 26 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 29 | 4 | 4 | 1 | 4 | 1 | 4 | 4 | 22 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 28 |

**Lampiran 3  
Data Uji Validitas dan Reliabilitas Variabel Komunikasi Interpersonal**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Komunikasi *Interpersonal* (X1) | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TOTAL |
| 1 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 38 |
| 2 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 28 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 27 |
| 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 35 |
| 6 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 34 |
| 7 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 30 |
| 8 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 41 |
| 9 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 10 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 34 |
| 12 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 13 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 31 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 16 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 31 |
| 17 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 18 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 38 |
| 19 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 37 |
| 20 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 22 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 40 |
| 23 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 37 |
| 24 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 38 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 39 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 29 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 1 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 1 | 34 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Self Efficacy*(X2) | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL |
| 1 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 2 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 38 |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 7 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 39 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 35 |
| 9 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 40 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 11 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 12 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 35 |
| 13 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 36 |
| 14 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 15 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 41 |
| 16 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 41 |
| 17 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 18 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 19 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 23 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 29 |
| 24 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 31 |
| 25 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 38 |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 41 |
| 28 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 30 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 33 |

**Lampiran 4  
Data Uji Validitas dan Reliabilitas Variabel Self Efficacy**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Reward* (X3) | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | TOTAL |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 4 | 5 | 4 | 23 |
| 3 | 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 5 | 5 | 5 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 4 | 24 |
| 6 | 5 | 5 | 5 | 4 | 4 | 23 |
| 7 | 5 | 5 | 5 | 5 | 4 | 24 |
| 8 | 4 | 4 | 4 | 4 | 4 | 20 |
| 9 | 4 | 4 | 4 | 5 | 4 | 21 |
| 10 | 5 | 4 | 4 | 5 | 5 | 23 |
| 11 | 5 | 4 | 4 | 4 | 4 | 21 |
| 12 | 4 | 5 | 4 | 4 | 4 | 21 |
| 13 | 5 | 5 | 4 | 5 | 5 | 24 |
| 14 | 4 | 4 | 4 | 3 | 4 | 19 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 4 | 4 | 4 | 5 | 21 |
| 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 19 | 5 | 5 | 4 | 5 | 4 | 23 |
| 20 | 4 | 4 | 4 | 4 | 5 | 21 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 4 | 5 | 4 | 23 |
| 23 | 4 | 4 | 4 | 4 | 4 | 20 |
| 24 | 4 | 3 | 3 | 4 | 3 | 17 |
| 25 | 4 | 4 | 4 | 4 | 3 | 19 |
| 26 | 4 | 4 | 4 | 4 | 4 | 20 |
| 27 | 4 | 5 | 4 | 4 | 4 | 21 |
| 28 | 4 | 4 | 5 | 4 | 5 | 22 |
| 29 | 4 | 4 | 5 | 5 | 5 | 23 |
| 30 | 5 | 4 | 5 | 5 | 4 | 23 |

**Lampiran 5  
Data Uji Validitas dan Reliabilitas Variabel Reward Pegawai**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Punishment* (X4) | | | | | | | | | | | | |
| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | X4.11 | X4.12 | TOTAL |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 48 |
| 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 41 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 48 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 1 | 3 | 3 | 3 | 4 | 5 | 46 |
| 6 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 44 |
| 7 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 44 |
| 8 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 27 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 58 |
| 10 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 51 |
| 11 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 55 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 59 |
| 14 | 4 | 1 | 4 | 1 | 1 | 4 | 1 | 4 | 1 | 4 | 4 | 4 | 33 |
| 15 | 4 | 4 | 4 | 1 | 4 | 5 | 1 | 1 | 5 | 4 | 3 | 4 | 40 |
| 16 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 54 |
| 17 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 41 |
| 18 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 19 | 2 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 32 |
| 20 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 51 |
| 21 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 42 |
| 22 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 43 |
| 23 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 57 |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 39 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 47 |
| 26 | 5 | 3 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 49 |
| 27 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 55 |
| 28 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 43 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 30 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |

**Lampiran 6  
Data Uji Validitas dan Reliabilitas Variabel Punishment Pegawai**

**Lampiran 7  
Hasil Uji Validitas Variabel Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | TOTAL |
| Y.1 | Pearson Correlation | 1 | ,662\*\* | ,475\*\* | ,651\*\* | ,421\* | ,636\*\* | ,609\*\* | ,809\*\* |
| Sig. (2-tailed) |  | ,000 | ,008 | ,000 | ,021 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | ,662\*\* | 1 | ,421\* | ,587\*\* | ,438\* | ,694\*\* | ,613\*\* | ,811\*\* |
| Sig. (2-tailed) | ,000 |  | ,021 | ,001 | ,016 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,475\*\* | ,421\* | 1 | ,482\*\* | ,761\*\* | ,520\*\* | ,327 | ,739\*\* |
| Sig. (2-tailed) | ,008 | ,021 |  | ,007 | ,000 | ,003 | ,078 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,651\*\* | ,587\*\* | ,482\*\* | 1 | ,423\* | ,716\*\* | ,478\*\* | ,779\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,007 |  | ,020 | ,000 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,421\* | ,438\* | ,761\*\* | ,423\* | 1 | ,635\*\* | ,303 | ,742\*\* |
| Sig. (2-tailed) | ,021 | ,016 | ,000 | ,020 |  | ,000 | ,104 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,636\*\* | ,694\*\* | ,520\*\* | ,716\*\* | ,635\*\* | 1 | ,514\*\* | ,862\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,003 | ,000 | ,000 |  | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | ,609\*\* | ,613\*\* | ,327 | ,478\*\* | ,303 | ,514\*\* | 1 | ,708\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,078 | ,008 | ,104 | ,004 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | ,809\*\* | ,811\*\* | ,739\*\* | ,779\*\* | ,742\*\* | ,862\*\* | ,708\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 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 8  
Hasil Uji Validitas Variabel Komunikasi Interpersonal**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TOTAL |
| X1.1 | Pearson Correlation | 1 | ,644\*\* | ,364\* | ,344 | ,490\*\* | ,159 | ,870\*\* | ,380\* | ,450\* | ,764\*\* |
| Sig. (2-tailed) |  | ,000 | ,048 | ,063 | ,006 | ,401 | ,000 | ,038 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,644\*\* | 1 | ,351 | ,633\*\* | ,543\*\* | ,209 | ,676\*\* | ,301 | ,449\* | ,783\*\* |
| Sig. (2-tailed) | ,000 |  | ,057 | ,000 | ,002 | ,267 | ,000 | ,106 | ,013 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,364\* | ,351 | 1 | ,447\* | ,316 | ,073 | ,259 | ,301 | ,197 | ,526\*\* |
| Sig. (2-tailed) | ,048 | ,057 |  | ,013 | ,088 | ,702 | ,167 | ,106 | ,298 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,344 | ,633\*\* | ,447\* | 1 | ,370\* | ,259 | ,353 | ,511\*\* | ,290 | ,687\*\* |
| Sig. (2-tailed) | ,063 | ,000 | ,013 |  | ,044 | ,167 | ,056 | ,004 | ,120 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,490\*\* | ,543\*\* | ,316 | ,370\* | 1 | ,457\* | ,646\*\* | ,620\*\* | ,396\* | ,777\*\* |
| Sig. (2-tailed) | ,006 | ,002 | ,088 | ,044 |  | ,011 | ,000 | ,000 | ,030 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,159 | ,209 | ,073 | ,259 | ,457\* | 1 | ,272 | ,400\* | ,027 | ,444\* |
| Sig. (2-tailed) | ,401 | ,267 | ,702 | ,167 | ,011 |  | ,146 | ,028 | ,889 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,870\*\* | ,676\*\* | ,259 | ,353 | ,646\*\* | ,272 | 1 | ,515\*\* | ,419\* | ,808\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,167 | ,056 | ,000 | ,146 |  | ,004 | ,021 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,380\* | ,301 | ,301 | ,511\*\* | ,620\*\* | ,400\* | ,515\*\* | 1 | ,223 | ,680\*\* |
| Sig. (2-tailed) | ,038 | ,106 | ,106 | ,004 | ,000 | ,028 | ,004 |  | ,236 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,450\* | ,449\* | ,197 | ,290 | ,396\* | ,027 | ,419\* | ,223 | 1 | ,628\*\* |
| Sig. (2-tailed) | ,013 | ,013 | ,298 | ,120 | ,030 | ,889 | ,021 | ,236 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | ,764\*\* | ,783\*\* | ,526\*\* | ,687\*\* | ,777\*\* | ,444\* | ,808\*\* | ,680\*\* | ,628\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,003 | ,000 | ,000 | ,014 | ,000 | ,000 | ,000 |  |
| N | 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 9  
Hasil Uji Validitas Variabel *Self Efficacy***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL |
| X2.1 | Pearson Correlation | 1 | ,773\*\* | ,365\* | ,021 | ,201 | ,131 | ,192 | ,546\*\* | ,107 | ,602\*\* |
| Sig. (2-tailed) |  | ,000 | ,047 | ,912 | ,287 | ,489 | ,309 | ,002 | ,575 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,773\*\* | 1 | ,365\* | -,084 | ,201 | -,088 | ,192 | ,546\*\* | ,213 | ,563\*\* |
| Sig. (2-tailed) | ,000 |  | ,047 | ,659 | ,287 | ,645 | ,309 | ,002 | ,258 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,365\* | ,365\* | 1 | ,258 | -,024 | ,304 | ,053 | ,303 | ,503\*\* | ,578\*\* |
| Sig. (2-tailed) | ,047 | ,047 |  | ,169 | ,901 | ,103 | ,781 | ,104 | ,005 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,021 | -,084 | ,258 | 1 | ,395\* | ,486\*\* | ,267 | ,279 | ,493\*\* | ,570\*\* |
| Sig. (2-tailed) | ,912 | ,659 | ,169 |  | ,031 | ,006 | ,154 | ,136 | ,006 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,201 | ,201 | -,024 | ,395\* | 1 | ,291 | ,425\* | ,375\* | ,354 | ,565\*\* |
| Sig. (2-tailed) | ,287 | ,287 | ,901 | ,031 |  | ,119 | ,019 | ,041 | ,055 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,131 | -,088 | ,304 | ,486\*\* | ,291 | 1 | ,433\* | ,382\* | ,411\* | ,610\*\* |
| Sig. (2-tailed) | ,489 | ,645 | ,103 | ,006 | ,119 |  | ,017 | ,037 | ,024 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,192 | ,192 | ,053 | ,267 | ,425\* | ,433\* | 1 | ,259 | ,451\* | ,576\*\* |
| Sig. (2-tailed) | ,309 | ,309 | ,781 | ,154 | ,019 | ,017 |  | ,167 | ,012 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,546\*\* | ,546\*\* | ,303 | ,279 | ,375\* | ,382\* | ,259 | 1 | ,354 | ,746\*\* |
| Sig. (2-tailed) | ,002 | ,002 | ,104 | ,136 | ,041 | ,037 | ,167 |  | ,055 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,107 | ,213 | ,503\*\* | ,493\*\* | ,354 | ,411\* | ,451\* | ,354 | 1 | ,706\*\* |
| Sig. (2-tailed) | ,575 | ,258 | ,005 | ,006 | ,055 | ,024 | ,012 | ,055 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | ,602\*\* | ,563\*\* | ,578\*\* | ,570\*\* | ,565\*\* | ,610\*\* | ,576\*\* | ,746\*\* | ,706\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,001 | ,001 | ,001 | ,001 | ,000 | ,001 | ,000 | ,000 |  |
| N | 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 10  
Hasil Uji Validitas Variabel *Reward* Pegawai**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | TOTAL |
| X3.1 | Pearson Correlation | 1 | ,521\*\* | ,403\* | ,644\*\* | ,050 | ,763\*\* |
| Sig. (2-tailed) |  | ,003 | ,027 | ,000 | ,794 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,521\*\* | 1 | ,422\* | ,331 | ,090 | ,698\*\* |
| Sig. (2-tailed) | ,003 |  | ,020 | ,074 | ,636 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,403\* | ,422\* | 1 | ,299 | ,323 | ,710\*\* |
| Sig. (2-tailed) | ,027 | ,020 |  | ,108 | ,082 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,644\*\* | ,331 | ,299 | 1 | ,203 | ,732\*\* |
| Sig. (2-tailed) | ,000 | ,074 | ,108 |  | ,283 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,050 | ,090 | ,323 | ,203 | 1 | ,498\*\* |
| Sig. (2-tailed) | ,794 | ,636 | ,082 | ,283 |  | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | ,763\*\* | ,698\*\* | ,710\*\* | ,732\*\* | ,498\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,005 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**Lampiran 11  
Hasil Uji Validitas Variabel *Punishment* Pegawai**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | X4.11 | X4.12 | TOTAL |
| X4.1 | Pearson Correlation | 1 | ,421\* | ,587\*\* | ,234 | ,262 | ,305 | -,022 | ,569\*\* | ,438\* | ,694\*\* | ,613\*\* | ,662\*\* | ,653\*\* |
| Sig. (2-tailed) |  | ,021 | ,001 | ,213 | ,162 | ,102 | ,906 | ,001 | ,016 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.2 | Pearson Correlation | ,421\* | 1 | ,482\*\* | ,681\*\* | ,601\*\* | ,502\*\* | ,381\* | ,422\* | ,761\*\* | ,520\*\* | ,327 | ,475\*\* | ,773\*\* |
| Sig. (2-tailed) | ,021 |  | ,007 | ,000 | ,000 | ,005 | ,038 | ,020 | ,000 | ,003 | ,078 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.3 | Pearson Correlation | ,587\*\* | ,482\*\* | 1 | ,581\*\* | ,430\* | ,688\*\* | ,313 | ,611\*\* | ,423\* | ,716\*\* | ,478\*\* | ,651\*\* | ,796\*\* |
| Sig. (2-tailed) | ,001 | ,007 |  | ,001 | ,018 | ,000 | ,092 | ,000 | ,020 | ,000 | ,008 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.4 | Pearson Correlation | ,234 | ,681\*\* | ,581\*\* | 1 | ,600\*\* | ,470\*\* | ,561\*\* | ,509\*\* | ,363\* | ,334 | ,441\* | ,552\*\* | ,759\*\* |
| Sig. (2-tailed) | ,213 | ,000 | ,001 |  | ,000 | ,009 | ,001 | ,004 | ,048 | ,071 | ,015 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.5 | Pearson Correlation | ,262 | ,601\*\* | ,430\* | ,600\*\* | 1 | ,505\*\* | ,494\*\* | ,305 | ,590\*\* | ,356 | ,385\* | ,382\* | ,697\*\* |
| Sig. (2-tailed) | ,162 | ,000 | ,018 | ,000 |  | ,004 | ,006 | ,101 | ,001 | ,054 | ,035 | ,037 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.6 | Pearson Correlation | ,305 | ,502\*\* | ,688\*\* | ,470\*\* | ,505\*\* | 1 | ,094 | ,311 | ,397\* | ,518\*\* | ,400\* | ,556\*\* | ,644\*\* |
| Sig. (2-tailed) | ,102 | ,005 | ,000 | ,009 | ,004 |  | ,623 | ,094 | ,030 | ,003 | ,029 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.7 | Pearson Correlation | -,022 | ,381\* | ,313 | ,561\*\* | ,494\*\* | ,094 | 1 | ,507\*\* | ,284 | ,317 | ,166 | ,088 | ,526\*\* |
| Sig. (2-tailed) | ,906 | ,038 | ,092 | ,001 | ,006 | ,623 |  | ,004 | ,128 | ,088 | ,381 | ,642 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.8 | Pearson Correlation | ,569\*\* | ,422\* | ,611\*\* | ,509\*\* | ,305 | ,311 | ,507\*\* | 1 | ,405\* | ,847\*\* | ,522\*\* | ,543\*\* | ,775\*\* |
| Sig. (2-tailed) | ,001 | ,020 | ,000 | ,004 | ,101 | ,094 | ,004 |  | ,026 | ,000 | ,003 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.9 | Pearson Correlation | ,438\* | ,761\*\* | ,423\* | ,363\* | ,590\*\* | ,397\* | ,284 | ,405\* | 1 | ,635\*\* | ,303 | ,421\* | ,700\*\* |
| Sig. (2-tailed) | ,016 | ,000 | ,020 | ,048 | ,001 | ,030 | ,128 | ,026 |  | ,000 | ,104 | ,021 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.10 | Pearson Correlation | ,694\*\* | ,520\*\* | ,716\*\* | ,334 | ,356 | ,518\*\* | ,317 | ,847\*\* | ,635\*\* | 1 | ,514\*\* | ,636\*\* | ,816\*\* |
| Sig. (2-tailed) | ,000 | ,003 | ,000 | ,071 | ,054 | ,003 | ,088 | ,000 | ,000 |  | ,004 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.11 | Pearson Correlation | ,613\*\* | ,327 | ,478\*\* | ,441\* | ,385\* | ,400\* | ,166 | ,522\*\* | ,303 | ,514\*\* | 1 | ,609\*\* | ,667\*\* |
| Sig. (2-tailed) | ,000 | ,078 | ,008 | ,015 | ,035 | ,029 | ,381 | ,003 | ,104 | ,004 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.12 | Pearson Correlation | ,662\*\* | ,475\*\* | ,651\*\* | ,552\*\* | ,382\* | ,556\*\* | ,088 | ,543\*\* | ,421\* | ,636\*\* | ,609\*\* | 1 | ,750\*\* |
| Sig. (2-tailed) | ,000 | ,008 | ,000 | ,002 | ,037 | ,001 | ,642 | ,002 | ,021 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | ,653\*\* | ,773\*\* | ,796\*\* | ,759\*\* | ,697\*\* | ,644\*\* | ,526\*\* | ,775\*\* | ,700\*\* | ,816\*\* | ,667\*\* | ,750\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 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). | | | | | | | | | | | | | | |

**Lampiran 12 Hasil Uji Reliabilitas**

**Kinerja Pegawai**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,889 | 7 |

**Komunikasi *Interpersonal***

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,839 | 9 |

***Self Efficacy***

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,794 | 9 |

***Reward***

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,706 | 5 |

***Punishment***

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,907 | 12 |

**Lampiran 13  
Tabulasi Data Penelitian Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Kinerja Pegawai (Y) | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | TOTAL |
| 1 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 25 |
| 2 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 24 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 25 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 6 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 25 |
| 7 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 26 |
| 8 | 3 | 4 | 2 | 4 | 3 | 2 | 4 | 22 |
| 9 | 3 | 4 | 3 | 2 | 4 | 2 | 5 | 23 |
| 10 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 25 |
| 11 | 4 | 4 | 3 | 4 | 2 | 4 | 5 | 26 |
| 12 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 22 |
| 13 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 22 |
| 14 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 16 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 23 |
| 17 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 26 |
| 18 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 26 |
| 19 | 4 | 4 | 2 | 5 | 4 | 4 | 5 | 28 |
| 20 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 25 |
| 21 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 26 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 26 |
| 23 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 26 |
| 24 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 28 |
| 26 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 27 |
| 27 | 4 | 5 | 2 | 4 | 3 | 4 | 4 | 26 |
| 28 | 4 | 2 | 5 | 4 | 3 | 4 | 4 | 26 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 23 |
| 30 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 25 |
| 31 | 3 | 3 | 4 | 4 | 5 | 4 | 2 | 25 |
| 32 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 28 |
| 33 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 23 |
| 34 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 23 |
| 35 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 28 |
| 36 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 24 |
| 37 | 5 | 4 | 2 | 3 | 5 | 4 | 3 | 26 |
| 38 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 28 |
| 39 | 5 | 2 | 3 | 4 | 4 | 4 | 2 | 24 |
| 40 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 27 |
| 41 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 24 |
| 42 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 21 |
| 43 | 2 | 4 | 3 | 4 | 4 | 4 | 2 | 23 |
| 44 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 24 |
| 45 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 22 |
| 46 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 25 |
| 47 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 27 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 27 |
| 49 | 4 | 5 | 4 | 2 | 4 | 2 | 5 | 26 |
| 50 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 26 |
| 51 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 28 |
| 52 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 25 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 28 |
| 54 | 5 | 4 | 2 | 4 | 5 | 4 | 3 | 27 |
| 55 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 26 |
| 56 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 25 |
| 57 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 25 |
| 58 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 25 |
| 59 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 24 |
| 60 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 25 |
| 61 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 23 |
| 62 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 27 |
| 63 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 23 |
| 64 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 24 |
| 65 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 26 |
| 66 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 23 |
| 67 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 23 |
| 68 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 28 |
| 69 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 25 |
| 70 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 26 |
| 71 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 27 |
| 72 | 2 | 4 | 5 | 2 | 3 | 4 | 4 | 24 |
| 73 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 25 |
| 74 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 25 |
| 75 | 5 | 4 | 3 | 4 | 2 | 4 | 3 | 25 |
| 76 | 4 | 4 | 5 | 2 | 4 | 3 | 5 | 27 |
| 77 | 4 | 2 | 4 | 2 | 5 | 4 | 3 | 24 |
| 78 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 28 |
| 79 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 22 |
| 80 | 3 | 2 | 2 | 4 | 4 | 2 | 3 | 20 |
| 81 | 3 | 4 | 3 | 2 | 4 | 2 | 4 | 22 |
| 82 | 3 | 2 | 4 | 4 | 3 | 4 | 5 | 25 |
| 83 | 4 | 4 | 3 | 3 | 5 | 4 | 2 | 25 |
| 84 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 26 |
| 85 | 3 | 4 | 4 | 2 | 3 | 4 | 2 | 22 |
| 86 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 26 |
| 87 | 3 | 4 | 2 | 4 | 4 | 5 | 3 | 25 |
| 88 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 23 |
| 89 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 26 |
| 90 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 25 |

**Lampiran 14  
Tabulasi Data Penelitian Komunikasi *Interpersonal***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | Komunikasi *Interpersonal* (X1) | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TOTAL |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 38 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 43 |
| 8 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 9 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 37 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 13 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 41 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 36 |
| 15 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 16 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 37 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 19 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 20 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 21 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 22 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 38 |
| 24 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 36 |
| 25 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 37 |
| 26 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 31 |
| 27 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 34 |
| 28 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 29 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 41 |
| 30 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 33 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 34 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 36 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 35 |
| 37 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 40 |
| 38 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 39 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 40 |
| 40 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 41 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 42 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 32 |
| 43 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 32 |
| 44 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 37 |
| 45 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 42 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 49 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 41 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 36 |
| 52 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 53 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 37 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 55 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 56 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 57 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 59 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 40 |
| 60 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 37 |
| 61 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 43 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 63 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 40 |
| 64 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 37 |
| 65 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 39 |
| 66 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 37 |
| 67 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 68 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 69 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 35 |
| 70 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 36 |
| 71 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 72 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 37 |
| 73 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 74 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 75 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 76 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 39 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 78 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 35 |
| 79 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 80 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 81 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 82 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 35 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| 84 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 39 |
| 85 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 86 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 40 |
| 87 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 88 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 89 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 37 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |

**Lampiran 15  
Tabulasi Data Penelitian variabel *Self Efficacy***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Self Efficacy* (X2) | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL |
| 1 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 6 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 7 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 8 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 31 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 11 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 12 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 31 |
| 13 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 41 |
| 15 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 17 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 19 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 20 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 40 |
| 21 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 23 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 25 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 26 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 32 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 33 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 35 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 36 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 39 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 39 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 40 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 41 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 42 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 44 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 41 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 48 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 49 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 52 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 53 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 54 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 55 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 56 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 58 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 61 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 62 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 63 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 32 |
| 64 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 65 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 40 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 67 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 68 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 69 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 70 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 71 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 40 |
| 72 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 73 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 74 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 75 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 76 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 77 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 78 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 79 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 82 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 83 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 84 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 86 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 42 |
| 87 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 88 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 89 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 90 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |

**Lampiran 16  
Tabulasi Data Penelitian variabel *Rewar***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Reward* (X3) | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | TOTAL |
| 1 | 4 | 5 | 5 | 4 | 5 | 23 |
| 2 | 4 | 4 | 5 | 5 | 5 | 23 |
| 3 | 4 | 5 | 5 | 5 | 5 | 24 |
| 4 | 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 5 | 4 | 5 | 4 | 5 | 23 |
| 6 | 4 | 5 | 5 | 4 | 5 | 23 |
| 7 | 5 | 5 | 5 | 5 | 4 | 24 |
| 8 | 3 | 4 | 3 | 3 | 4 | 17 |
| 9 | 4 | 5 | 5 | 4 | 5 | 23 |
| 10 | 4 | 3 | 4 | 4 | 3 | 18 |
| 11 | 5 | 4 | 5 | 4 | 4 | 22 |
| 12 | 3 | 4 | 4 | 4 | 3 | 18 |
| 13 | 4 | 4 | 4 | 5 | 4 | 21 |
| 14 | 4 | 4 | 5 | 5 | 4 | 22 |
| 15 | 3 | 4 | 4 | 5 | 4 | 20 |
| 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | 4 | 5 | 5 | 5 | 5 | 24 |
| 18 | 4 | 5 | 5 | 5 | 4 | 23 |
| 19 | 4 | 5 | 5 | 5 | 5 | 24 |
| 20 | 5 | 5 | 4 | 5 | 4 | 23 |
| 21 | 5 | 5 | 5 | 5 | 4 | 24 |
| 22 | 4 | 5 | 5 | 5 | 4 | 23 |
| 23 | 4 | 5 | 5 | 5 | 4 | 23 |
| 24 | 5 | 5 | 4 | 5 | 5 | 24 |
| 25 | 4 | 5 | 5 | 4 | 5 | 23 |
| 26 | 5 | 4 | 5 | 5 | 5 | 24 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 4 | 5 | 4 | 4 | 4 | 21 |
| 29 | 4 | 4 | 4 | 4 | 3 | 19 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 |
| 31 | 5 | 4 | 5 | 5 | 4 | 23 |
| 32 | 5 | 4 | 4 | 5 | 5 | 23 |
| 33 | 4 | 4 | 5 | 4 | 4 | 21 |
| 34 | 4 | 4 | 4 | 5 | 3 | 20 |
| 35 | 5 | 5 | 5 | 4 | 4 | 23 |
| 36 | 4 | 5 | 5 | 4 | 4 | 22 |
| 37 | 4 | 5 | 5 | 5 | 4 | 23 |
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 4 | 5 | 5 | 5 | 4 | 23 |
| 40 | 5 | 5 | 4 | 5 | 5 | 24 |
| 41 | 5 | 4 | 4 | 4 | 4 | 21 |
| 42 | 4 | 4 | 3 | 4 | 3 | 18 |
| 43 | 4 | 4 | 4 | 5 | 4 | 21 |
| 44 | 4 | 5 | 5 | 4 | 4 | 22 |
| 45 | 4 | 4 | 4 | 4 | 4 | 20 |
| 46 | 4 | 4 | 4 | 4 | 4 | 20 |
| 47 | 4 | 5 | 5 | 5 | 5 | 24 |
| 48 | 5 | 5 | 4 | 5 | 4 | 23 |
| 49 | 4 | 5 | 5 | 5 | 5 | 24 |
| 50 | 4 | 5 | 5 | 5 | 4 | 23 |
| 51 | 5 | 5 | 5 | 5 | 4 | 24 |
| 52 | 4 | 5 | 5 | 5 | 4 | 23 |
| 53 | 5 | 4 | 5 | 5 | 4 | 23 |
| 54 | 5 | 5 | 5 | 5 | 5 | 25 |
| 55 | 4 | 5 | 5 | 4 | 5 | 23 |
| 56 | 5 | 4 | 5 | 5 | 5 | 24 |
| 57 | 4 | 5 | 5 | 5 | 5 | 24 |
| 58 | 5 | 4 | 4 | 4 | 4 | 21 |
| 59 | 4 | 4 | 4 | 4 | 3 | 19 |
| 60 | 4 | 4 | 3 | 4 | 4 | 19 |
| 61 | 4 | 4 | 3 | 4 | 3 | 18 |
| 62 | 5 | 4 | 5 | 4 | 4 | 22 |
| 63 | 3 | 4 | 4 | 4 | 3 | 18 |
| 64 | 4 | 4 | 4 | 5 | 4 | 21 |
| 65 | 4 | 5 | 5 | 4 | 4 | 22 |
| 66 | 4 | 4 | 4 | 4 | 4 | 20 |
| 67 | 4 | 4 | 4 | 4 | 4 | 20 |
| 68 | 5 | 4 | 5 | 5 | 5 | 24 |
| 69 | 5 | 5 | 4 | 5 | 4 | 23 |
| 70 | 5 | 5 | 4 | 5 | 5 | 24 |
| 71 | 5 | 5 | 4 | 5 | 4 | 23 |
| 72 | 5 | 4 | 5 | 5 | 4 | 23 |
| 73 | 4 | 5 | 5 | 5 | 4 | 23 |
| 74 | 4 | 5 | 5 | 5 | 4 | 23 |
| 75 | 5 | 5 | 4 | 5 | 5 | 24 |
| 76 | 4 | 5 | 5 | 5 | 5 | 24 |
| 77 | 5 | 4 | 5 | 5 | 5 | 24 |
| 78 | 5 | 5 | 5 | 5 | 5 | 25 |
| 79 | 4 | 5 | 4 | 4 | 4 | 21 |
| 80 | 4 | 5 | 4 | 4 | 3 | 20 |
| 81 | 4 | 4 | 4 | 4 | 4 | 20 |
| 82 | 5 | 5 | 5 | 5 | 4 | 24 |
| 83 | 5 | 5 | 4 | 5 | 5 | 24 |
| 84 | 5 | 4 | 5 | 4 | 4 | 22 |
| 85 | 3 | 4 | 4 | 5 | 4 | 20 |
| 86 | 4 | 5 | 5 | 5 | 4 | 23 |
| 87 | 4 | 4 | 5 | 5 | 4 | 22 |
| 88 | 4 | 5 | 4 | 5 | 5 | 23 |
| 89 | 5 | 5 | 4 | 5 | 5 | 24 |
| 90 | 5 | 5 | 5 | 5 | 4 | 24 |

**Lampiran 17  
Tabulasi Data Penelitian variabel Punishment Pegawai**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Responden | *Punishment* (X4) | | | | | | | | | | | | |
| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | X4.11 | X4.12 | TOTAL |
| 1 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 54 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 55 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 54 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 54 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 58 |
| 9 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 55 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 56 |
| 11 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 54 |
| 12 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 13 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 49 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 54 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 49 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 17 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 57 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 57 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 58 |
| 20 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 54 |
| 21 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 58 |
| 22 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 54 |
| 23 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 53 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 54 |
| 25 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 54 |
| 26 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 55 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 58 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 49 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 31 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 44 |
| 32 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 53 |
| 33 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 45 |
| 34 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 49 |
| 35 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 55 |
| 36 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 55 |
| 37 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 55 |
| 38 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 55 |
| 39 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 40 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 42 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 43 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 55 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 45 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 46 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 52 |
| 47 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |
| 49 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 55 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 52 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| 53 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 55 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| 56 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 57 |
| 57 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 47 |
| 59 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 54 |
| 61 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 51 |
| 62 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 52 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 58 |
| 64 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| 65 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 66 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| 67 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 51 |
| 68 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| 69 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 2 | 41 |
| 70 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 47 |
| 71 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| 72 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 52 |
| 73 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 55 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 52 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 76 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 44 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 78 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 79 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 80 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 49 |
| 81 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 50 |
| 82 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 83 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 52 |
| 84 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 85 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |
| 86 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 87 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 55 |
| 88 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 89 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 90 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |

**Lampiran 18 Transformasi Data MSI**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Total** |
| 3,243 | 3,145 | 3,254 | 1,834 | 3,075 | 1,882 | 2,151 | 18,584 |
| 3,243 | 1,887 | 2,166 | 2,906 | 1,922 | 3,000 | 2,151 | 17,274 |
| 3,243 | 3,145 | 3,254 | 1,834 | 3,075 | 3,000 | 3,273 | 20,823 |
| 3,243 | 3,145 | 2,166 | 2,906 | 1,922 | 3,000 | 2,151 | 18,532 |
| 3,243 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 2,151 | 19,685 |
| 2,119 | 3,145 | 3,254 | 1,000 | 3,075 | 3,000 | 3,273 | 18,865 |
| 3,243 | 3,145 | 1,000 | 4,407 | 3,075 | 1,882 | 3,273 | 20,024 |
| 2,119 | 3,145 | 1,000 | 2,906 | 1,922 | 1,000 | 3,273 | 15,364 |
| 2,119 | 3,145 | 2,166 | 1,000 | 3,075 | 1,000 | 4,515 | 17,019 |
| 3,243 | 1,887 | 2,166 | 2,906 | 3,075 | 3,000 | 2,151 | 18,427 |
| 3,243 | 3,145 | 2,166 | 2,906 | 1,000 | 3,000 | 4,515 | 19,974 |
| 3,243 | 3,145 | 2,166 | 1,834 | 1,000 | 1,000 | 3,273 | 15,660 |
| 3,243 | 1,000 | 3,254 | 1,834 | 1,000 | 3,000 | 2,151 | 15,482 |
| 3,243 | 3,145 | 2,166 | 2,906 | 1,922 | 3,000 | 2,151 | 18,532 |
| 3,243 | 3,145 | 3,254 | 2,906 | 3,075 | 3,000 | 3,273 | 21,895 |
| 2,119 | 1,887 | 3,254 | 1,834 | 1,922 | 1,882 | 3,273 | 16,170 |
| 4,515 | 3,145 | 2,166 | 2,906 | 4,486 | 1,000 | 2,151 | 20,368 |
| 2,119 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 3,273 | 19,683 |
| 3,243 | 3,145 | 1,000 | 4,407 | 3,075 | 3,000 | 4,515 | 22,383 |
| 3,243 | 1,000 | 2,166 | 2,906 | 3,075 | 3,000 | 3,273 | 18,662 |
| 3,243 | 1,887 | 3,254 | 4,407 | 3,075 | 1,000 | 3,273 | 20,138 |
| 3,243 | 3,145 | 3,254 | 2,906 | 1,922 | 3,000 | 2,151 | 19,621 |
| 1,000 | 3,145 | 3,254 | 2,906 | 3,075 | 3,000 | 3,273 | 19,652 |
| 3,243 | 3,145 | 3,254 | 2,906 | 1,000 | 3,000 | 3,273 | 19,820 |
| 3,243 | 3,145 | 4,445 | 2,906 | 3,075 | 3,000 | 2,151 | 21,964 |
| 3,243 | 3,145 | 3,254 | 2,906 | 3,075 | 1,882 | 3,273 | 20,777 |
| 3,243 | 4,828 | 1,000 | 2,906 | 1,922 | 3,000 | 3,273 | 20,172 |
| 3,243 | 1,000 | 4,445 | 2,906 | 1,922 | 3,000 | 3,273 | 19,788 |
| 2,119 | 3,145 | 2,166 | 2,906 | 1,922 | 1,882 | 2,151 | 16,291 |
| 2,119 | 3,145 | 2,166 | 2,906 | 1,922 | 3,000 | 3,273 | 18,530 |
| 2,119 | 1,887 | 3,254 | 2,906 | 4,486 | 3,000 | 1,000 | 18,651 |
| 3,243 | 4,828 | 2,166 | 4,407 | 1,922 | 4,691 | 2,151 | 23,409 |
| 2,119 | 3,145 | 1,000 | 2,906 | 3,075 | 1,882 | 2,151 | 16,278 |
| 3,243 | 1,887 | 3,254 | 1,000 | 3,075 | 1,000 | 3,273 | 16,732 |
| 2,119 | 3,145 | 3,254 | 2,906 | 3,075 | 3,000 | 4,515 | 22,013 |
| 4,515 | 1,887 | 3,254 | 1,834 | 1,922 | 1,882 | 2,151 | 17,445 |
| 4,515 | 3,145 | 1,000 | 1,834 | 4,486 | 3,000 | 2,151 | 20,130 |
| 4,515 | 1,887 | 2,166 | 2,906 | 4,486 | 3,000 | 3,273 | 22,231 |
| 4,515 | 1,000 | 2,166 | 2,906 | 3,075 | 3,000 | 1,000 | 17,661 |
| 1,000 | 3,145 | 4,445 | 1,834 | 4,486 | 3,000 | 3,273 | 21,182 |
| 2,119 | 3,145 | 1,000 | 2,906 | 3,075 | 1,882 | 3,273 | 17,399 |
| 3,243 | 3,145 | 2,166 | 1,834 | 1,000 | 1,882 | 1,000 | 14,269 |
| 1,000 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 1,000 | 16,291 |
| 3,243 | 3,145 | 2,166 | 1,000 | 3,075 | 1,882 | 3,273 | 17,783 |
| 1,000 | 1,887 | 2,166 | 2,906 | 3,075 | 1,000 | 3,273 | 15,306 |
| 2,119 | 3,145 | 3,254 | 2,906 | 3,075 | 1,000 | 3,273 | 18,772 |
| 2,119 | 3,145 | 3,254 | 2,906 | 4,486 | 1,882 | 3,273 | 21,064 |
| 3,243 | 3,145 | 3,254 | 2,906 | 3,075 | 1,882 | 3,273 | 20,777 |
| 3,243 | 4,828 | 3,254 | 1,000 | 3,075 | 1,000 | 4,515 | 20,915 |
| 1,000 | 3,145 | 3,254 | 2,906 | 3,075 | 3,000 | 3,273 | 19,652 |
| 2,119 | 4,828 | 2,166 | 4,407 | 3,075 | 3,000 | 3,273 | 22,867 |
| 3,243 | 3,145 | 1,000 | 2,906 | 3,075 | 1,882 | 3,273 | 18,523 |
| 4,515 | 3,145 | 3,254 | 2,906 | 3,075 | 3,000 | 2,151 | 22,046 |
| 4,515 | 3,145 | 1,000 | 2,906 | 4,486 | 3,000 | 2,151 | 21,202 |
| 3,243 | 3,145 | 2,166 | 4,407 | 3,075 | 1,000 | 3,273 | 20,308 |
| 3,243 | 1,887 | 3,254 | 1,834 | 4,486 | 1,882 | 2,151 | 18,737 |
| 4,515 | 1,887 | 2,166 | 2,906 | 1,922 | 3,000 | 2,151 | 18,546 |
| 3,243 | 3,145 | 2,166 | 2,906 | 3,075 | 1,000 | 3,273 | 18,807 |
| 2,119 | 3,145 | 1,000 | 2,906 | 3,075 | 3,000 | 2,151 | 17,395 |
| 2,119 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 2,151 | 18,561 |
| 2,119 | 1,887 | 2,166 | 2,906 | 3,075 | 3,000 | 1,000 | 16,152 |
| 2,119 | 1,887 | 3,254 | 2,906 | 3,075 | 3,000 | 4,515 | 20,755 |
| 3,243 | 1,000 | 3,254 | 1,834 | 3,075 | 1,882 | 2,151 | 16,439 |
| 2,119 | 3,145 | 2,166 | 2,906 | 3,075 | 1,882 | 2,151 | 17,444 |
| 3,243 | 3,145 | 2,166 | 4,407 | 3,075 | 1,882 | 2,151 | 20,068 |
| 2,119 | 1,887 | 3,254 | 1,000 | 3,075 | 3,000 | 2,151 | 16,486 |
| 2,119 | 1,887 | 2,166 | 2,906 | 3,075 | 1,000 | 3,273 | 16,425 |
| 3,243 | 3,145 | 4,445 | 2,906 | 3,075 | 4,691 | 1,000 | 22,505 |
| 1,000 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 3,273 | 18,564 |
| 3,243 | 4,828 | 2,166 | 1,000 | 3,075 | 3,000 | 3,273 | 20,584 |
| 3,243 | 3,145 | 1,000 | 2,906 | 4,486 | 3,000 | 3,273 | 21,052 |
| 1,000 | 3,145 | 4,445 | 1,000 | 1,922 | 3,000 | 3,273 | 17,784 |
| 3,243 | 3,145 | 3,254 | 1,834 | 3,075 | 1,000 | 3,273 | 18,824 |
| 2,119 | 3,145 | 2,166 | 2,906 | 3,075 | 3,000 | 2,151 | 18,561 |
| 4,515 | 3,145 | 2,166 | 2,906 | 1,000 | 3,000 | 2,151 | 18,882 |
| 3,243 | 3,145 | 4,445 | 1,000 | 3,075 | 1,882 | 4,515 | 21,304 |
| 3,243 | 1,000 | 3,254 | 1,000 | 4,486 | 3,000 | 2,151 | 18,134 |
| 2,119 | 3,145 | 4,445 | 2,906 | 3,075 | 3,000 | 3,273 | 21,962 |
| 1,000 | 3,145 | 3,254 | 1,000 | 3,075 | 1,000 | 3,273 | 15,747 |
| 2,119 | 1,000 | 1,000 | 2,906 | 3,075 | 1,000 | 2,151 | 13,251 |
| 2,119 | 3,145 | 2,166 | 1,000 | 3,075 | 1,000 | 3,273 | 15,777 |
| 2,119 | 1,000 | 3,254 | 2,906 | 1,922 | 3,000 | 4,515 | 18,715 |
| 3,243 | 3,145 | 2,166 | 1,834 | 4,486 | 3,000 | 1,000 | 18,872 |
| 2,119 | 3,145 | 3,254 | 1,834 | 1,922 | 3,000 | 4,515 | 19,788 |
| 2,119 | 3,145 | 3,254 | 1,000 | 1,922 | 3,000 | 1,000 | 15,440 |
| 4,515 | 3,145 | 2,166 | 1,834 | 3,075 | 3,000 | 2,151 | 19,885 |
| 2,119 | 3,145 | 1,000 | 2,906 | 3,075 | 4,691 | 2,151 | 19,087 |
| 3,243 | 3,145 | 3,254 | 1,000 | 1,000 | 3,000 | 2,151 | 16,793 |
| 3,243 | 1,887 | 3,254 | 1,834 | 4,486 | 1,882 | 3,273 | 19,858 |
| 2,119 | 1,887 | 2,166 | 2,906 | 1,922 | 3,000 | 4,515 | 18,513 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **Total** |
| 4,410 | 4,862 | 4,251 | 4,615 | 4,109 | 3,898 | 4,369 | 3,984 | 3,817 | 38,185 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 3,817 | 23,114 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 3,898 | 2,786 | 3,984 | 2,407 | 29,949 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 2,455 | 4,369 | 2,515 | 3,817 | 32,099 |
| 2,832 | 3,388 | 2,687 | 1,690 | 2,607 | 3,898 | 4,369 | 3,984 | 2,407 | 28,381 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 3,898 | 4,369 | 2,515 | 3,817 | 30,812 |
| 4,410 | 4,862 | 4,251 | 4,615 | 2,607 | 3,898 | 4,369 | 3,984 | 2,407 | 34,613 |
| 2,832 | 3,388 | 2,687 | 3,118 | 1,000 | 2,455 | 2,786 | 2,515 | 2,407 | 23,323 |
| 4,410 | 3,388 | 2,687 | 4,615 | 4,109 | 3,898 | 2,786 | 3,984 | 2,407 | 29,256 |
| 4,410 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 3,984 | 1,000 | 28,698 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 25,847 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 3,898 | 2,786 | 3,984 | 2,407 | 33,446 |
| 4,410 | 4,862 | 2,687 | 4,615 | 2,607 | 3,898 | 2,786 | 2,515 | 3,817 | 29,219 |
| 2,832 | 3,388 | 2,687 | 3,118 | 4,109 | 2,455 | 2,786 | 1,000 | 2,407 | 24,547 |
| 2,832 | 3,388 | 1,000 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 29,606 |
| 2,832 | 1,984 | 2,687 | 4,615 | 2,607 | 2,455 | 2,786 | 3,984 | 2,407 | 24,619 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 1,000 | 22,114 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 3,984 | 3,817 | 29,078 |
| 2,832 | 3,388 | 4,251 | 4,615 | 4,109 | 3,898 | 2,786 | 3,984 | 2,407 | 33,998 |
| 2,832 | 4,862 | 4,251 | 4,615 | 4,109 | 2,455 | 2,786 | 2,515 | 2,407 | 30,812 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 2,455 | 2,786 | 2,515 | 2,407 | 28,06 |
| 4,410 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 2,786 | 3,984 | 2,407 | 31,578 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 2,455 | 2,786 | 2,515 | 3,817 | 28,97 |
| 2,832 | 3,388 | 2,687 | 3,118 | 4,109 | 2,455 | 1,000 | 2,515 | 2,407 | 24,97 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 1,000 | 2,786 | 3,984 | 2,407 | 29,445 |
| 1,000 | 1,984 | 1,000 | 1,690 | 1,000 | 2,455 | 2,786 | 2,515 | 2,407 | 16,944 |
| 1,000 | 1,984 | 2,687 | 1,690 | 2,607 | 3,898 | 2,786 | 2,515 | 2,407 | 20,275 |
| 2,832 | 4,862 | 2,687 | 4,615 | 2,607 | 2,455 | 4,369 | 3,984 | 3,817 | 35,006 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 4,369 | 3,984 | 3,817 | 31,601 |
| 2,832 | 4,862 | 2,687 | 3,118 | 4,109 | 2,455 | 4,369 | 2,515 | 3,817 | 33,607 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 3,984 | 2,407 | 25,327 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 3,984 | 2,407 | 30,051 |
| 2,832 | 3,388 | 4,251 | 3,118 | 2,607 | 3,898 | 2,786 | 2,515 | 3,817 | 26,167 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 3,898 | 2,786 | 2,515 | 2,407 | 25,731 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 1,000 | 1,000 | 1,000 | 1,000 | 21,529 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 1,000 | 1,000 | 1,000 | 1,000 | 20,365 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 4,369 | 3,984 | 2,407 | 32,103 |
| 4,410 | 4,862 | 2,687 | 4,615 | 2,607 | 3,898 | 4,369 | 3,984 | 3,817 | 36,615 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 2,455 | 2,786 | 2,515 | 3,817 | 29,092 |
| 4,410 | 4,862 | 2,687 | 4,615 | 4,109 | 3,898 | 4,369 | 3,984 | 3,817 | 37,992 |
| 2,832 | 4,862 | 2,687 | 4,615 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 26,221 |
| 2,832 | 1,984 | 1,000 | 3,118 | 1,000 | 1,000 | 2,786 | 2,515 | 2,407 | 16,404 |
| 2,832 | 1,000 | 2,687 | 1,000 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 17,796 |
| 2,832 | 1,984 | 2,687 | 3,118 | 1,000 | 2,455 | 4,369 | 3,984 | 3,817 | 24,3 |
| 4,410 | 4,862 | 2,687 | 4,615 | 4,109 | 2,455 | 4,369 | 2,515 | 3,817 | 31,184 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 27,232 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 3,898 | 4,369 | 3,984 | 3,817 | 31,672 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 26,312 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 3,898 | 2,786 | 3,984 | 2,407 | 32,63 |
| 4,410 | 4,862 | 2,687 | 4,615 | 2,607 | 3,898 | 2,786 | 2,515 | 3,817 | 32,622 |
| 2,832 | 3,388 | 2,687 | 3,118 | 4,109 | 2,455 | 2,786 | 1,000 | 2,407 | 27,884 |
| 2,832 | 3,388 | 1,000 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 21,993 |
| 2,832 | 1,984 | 2,687 | 4,615 | 2,607 | 2,455 | 2,786 | 3,984 | 2,407 | 29,418 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 1,000 | 23,835 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 3,984 | 3,817 | 30,033 |
| 2,832 | 3,388 | 4,251 | 4,615 | 4,109 | 3,898 | 2,786 | 3,984 | 2,407 | 30,472 |
| 2,832 | 4,862 | 4,251 | 4,615 | 4,109 | 2,455 | 2,786 | 2,515 | 2,407 | 28,967 |
| 4,410 | 3,388 | 4,251 | 3,118 | 4,109 | 2,455 | 2,786 | 2,515 | 2,407 | 30,574 |
| 2,832 | 3,388 | 4,251 | 4,615 | 2,607 | 2,455 | 2,786 | 3,984 | 3,817 | 31,802 |
| 2,832 | 3,388 | 2,687 | 3,118 | 4,109 | 2,455 | 4,369 | 2,515 | 1,000 | 29,08 |
| 4,410 | 4,862 | 4,251 | 4,615 | 2,607 | 3,898 | 2,786 | 3,984 | 3,817 | 35,651 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 4,369 | 3,984 | 2,407 | 30,691 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 4,369 | 3,984 | 2,407 | 31,871 |
| 2,832 | 4,862 | 2,687 | 3,118 | 4,109 | 2,455 | 2,786 | 2,515 | 1,000 | 25,398 |
| 4,410 | 3,388 | 2,687 | 4,615 | 2,607 | 2,455 | 4,369 | 3,984 | 1,000 | 31,525 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 2,786 | 2,515 | 1,000 | 24,404 |
| 2,832 | 4,862 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 24,582 |
| 4,410 | 4,862 | 2,687 | 3,118 | 2,607 | 3,898 | 2,786 | 3,984 | 2,407 | 34,533 |
| 2,832 | 1,984 | 2,687 | 3,118 | 2,607 | 3,898 | 2,786 | 2,515 | 1,000 | 21,66 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 1,000 | 4,369 | 2,515 | 2,407 | 25,481 |
| 4,410 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 28,173 |
| 2,832 | 3,388 | 2,687 | 4,615 | 4,109 | 1,000 | 2,786 | 2,515 | 2,407 | 23,204 |
| 2,832 | 3,388 | 2,687 | 3,118 | 4,109 | 2,455 | 2,786 | 2,515 | 2,407 | 24,646 |
| 4,410 | 4,862 | 2,687 | 3,118 | 2,607 | 3,898 | 4,369 | 2,515 | 3,817 | 31,893 |
| 2,832 | 4,862 | 4,251 | 4,615 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 27,902 |
| 4,410 | 3,388 | 1,000 | 4,615 | 4,109 | 2,455 | 4,369 | 2,515 | 2,407 | 30,621 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 23,168 |
| 2,832 | 3,388 | 1,000 | 4,615 | 4,109 | 1,000 | 1,000 | 2,515 | 2,407 | 24,217 |
| 2,832 | 4,862 | 2,687 | 3,118 | 4,109 | 3,898 | 2,786 | 2,515 | 3,817 | 28,615 |
| 4,410 | 3,388 | 2,687 | 4,615 | 4,109 | 2,455 | 2,786 | 3,984 | 3,817 | 26,851 |
| 2,832 | 3,388 | 4,251 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 24,413 |
| 1,000 | 3,388 | 2,687 | 3,118 | 2,607 | 3,898 | 2,786 | 2,515 | 1,000 | 21,262 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 1,000 | 2,407 | 20,879 |
| 4,410 | 1,984 | 2,687 | 4,615 | 2,607 | 3,898 | 2,786 | 3,984 | 2,407 | 30,033 |
| 2,832 | 3,388 | 4,251 | 3,118 | 4,109 | 2,455 | 4,369 | 2,515 | 3,817 | 28,435 |
| 2,832 | 3,388 | 2,687 | 4,615 | 2,607 | 3,898 | 4,369 | 2,515 | 3,817 | 31,633 |
| 4,410 | 3,388 | 4,251 | 4,615 | 4,109 | 2,455 | 2,786 | 3,984 | 2,407 | 32,445 |
| 2,832 | 3,388 | 4,251 | 4,615 | 4,109 | 3,898 | 2,786 | 3,984 | 3,817 | 31,418 |
| 2,832 | 3,388 | 2,687 | 3,118 | 1,000 | 3,898 | 2,786 | 3,984 | 2,407 | 25,124 |
| 2,832 | 3,388 | 2,687 | 3,118 | 2,607 | 2,455 | 2,786 | 2,515 | 2,407 | 23,698 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **Total** |
| 2,484 | 2,660 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 2,600 | 28,143 |
| 3,945 | 2,660 | 2,856 | 2,757 | 2,379 | 3,940 | 2,856 | 2,757 | 2,600 | 24,78 |
| 3,945 | 2,660 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 1,000 | 31,73 |
| 2,484 | 2,660 | 4,410 | 2,757 | 2,379 | 3,940 | 4,410 | 2,757 | 1,000 | 27,076 |
| 2,484 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 1,000 | 31,293 |
| 3,945 | 2,660 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 27,855 |
| 2,484 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 2,600 | 32,702 |
| 1,000 | 1,000 | 1,000 | 2,757 | 1,000 | 2,486 | 1,000 | 2,757 | 1,000 | 14,248 |
| 3,945 | 4,173 | 4,410 | 2,757 | 2,379 | 2,486 | 4,410 | 2,757 | 1,000 | 25,889 |
| 2,484 | 2,660 | 2,856 | 2,757 | 1,000 | 1,000 | 2,856 | 2,757 | 1,000 | 21,075 |
| 3,945 | 4,173 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 30,651 |
| 2,484 | 1,000 | 2,856 | 1,000 | 1,000 | 1,000 | 2,856 | 1,000 | 1,000 | 15,112 |
| 1,000 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 18,86 |
| 2,484 | 2,660 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 1,000 | 29,651 |
| 1,000 | 2,660 | 2,856 | 2,757 | 1,000 | 2,486 | 2,856 | 2,757 | 1,000 | 24,081 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 1,000 | 2,856 | 2,757 | 1,000 | 19,938 |
| 2,484 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 31,319 |
| 3,945 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 33,06 |
| 2,484 | 4,173 | 4,410 | 4,290 | 3,798 | 3,940 | 4,410 | 4,290 | 1,000 | 34,537 |
| 3,945 | 4,173 | 2,856 | 2,757 | 3,798 | 2,486 | 2,856 | 2,757 | 2,600 | 27,855 |
| 3,945 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 2,600 | 33,277 |
| 3,945 | 2,660 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 2,600 | 31,444 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 2,486 | 4,410 | 2,757 | 2,600 | 28,747 |
| 2,484 | 4,173 | 2,856 | 2,757 | 3,798 | 3,940 | 2,856 | 2,757 | 2,600 | 27,977 |
| 2,484 | 4,173 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 30,65 |
| 2,484 | 4,173 | 4,410 | 4,290 | 3,798 | 3,940 | 4,410 | 4,290 | 1,000 | 32,957 |
| 3,945 | 4,173 | 4,410 | 4,290 | 2,379 | 3,940 | 4,410 | 4,290 | 2,600 | 32,673 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 3,940 | 2,856 | 2,757 | 2,600 | 27,312 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 21,693 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 24,006 |
| 2,484 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 1,000 | 29,482 |
| 2,484 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 35,116 |
| 3,945 | 2,660 | 2,856 | 4,290 | 2,379 | 3,940 | 2,856 | 4,290 | 1,000 | 25,821 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 21,793 |
| 3,945 | 2,660 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 32,945 |
| 3,945 | 2,660 | 2,856 | 4,290 | 2,379 | 2,486 | 2,856 | 4,290 | 1,000 | 24,973 |
| 2,484 | 2,660 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 1,000 | 28,848 |
| 3,945 | 4,173 | 4,410 | 4,290 | 3,798 | 3,940 | 4,410 | 4,290 | 1,000 | 35,242 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 3,940 | 4,410 | 2,757 | 2,600 | 28,532 |
| 3,945 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 2,600 | 33,763 |
| 2,484 | 4,173 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 26,631 |
| 2,484 | 1,000 | 2,856 | 2,757 | 1,000 | 1,000 | 2,856 | 2,757 | 1,000 | 16,003 |
| 1,000 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 19,305 |
| 2,484 | 2,660 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 1,000 | 28,692 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 2,600 | 21,834 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 23,717 |
| 2,484 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 2,600 | 33,517 |
| 3,945 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 34,009 |
| 3,945 | 4,173 | 4,410 | 4,290 | 2,379 | 3,940 | 4,410 | 4,290 | 2,600 | 34,485 |
| 3,945 | 4,173 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 2,600 | 31,478 |
| 3,945 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 2,600 | 36,219 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 3,940 | 4,410 | 2,757 | 2,600 | 29,225 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 2,486 | 4,410 | 2,757 | 2,600 | 30,629 |
| 2,484 | 4,173 | 2,856 | 2,757 | 3,798 | 3,940 | 2,856 | 2,757 | 2,600 | 28,642 |
| 3,945 | 2,660 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 28,795 |
| 2,484 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 2,600 | 29,825 |
| 3,945 | 4,173 | 4,410 | 4,290 | 3,798 | 3,940 | 4,410 | 4,290 | 1,000 | 32,436 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 3,940 | 2,856 | 2,757 | 2,600 | 26,211 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 22,617 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 24,369 |
| 2,484 | 2,660 | 2,856 | 2,757 | 1,000 | 1,000 | 2,856 | 2,757 | 1,000 | 19,501 |
| 2,484 | 4,173 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 30,07 |
| 2,484 | 2,660 | 2,856 | 1,000 | 1,000 | 1,000 | 2,856 | 1,000 | 1,000 | 16,67 |
| 1,000 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 20,537 |
| 2,484 | 2,660 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 1,000 | 29,173 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 20,772 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 1,000 | 2,856 | 2,757 | 1,000 | 19,909 |
| 2,484 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 34,718 |
| 3,945 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 31,969 |
| 3,945 | 4,173 | 4,410 | 2,757 | 3,798 | 3,940 | 4,410 | 2,757 | 2,600 | 33,37 |
| 3,945 | 4,173 | 2,856 | 2,757 | 3,798 | 2,486 | 2,856 | 2,757 | 2,600 | 29,672 |
| 3,945 | 4,173 | 4,410 | 4,290 | 3,798 | 2,486 | 4,410 | 4,290 | 2,600 | 31,85 |
| 3,945 | 2,660 | 4,410 | 4,290 | 2,379 | 3,940 | 4,410 | 4,290 | 2,600 | 31,958 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 2,486 | 4,410 | 2,757 | 2,600 | 27,918 |
| 2,484 | 4,173 | 2,856 | 2,757 | 3,798 | 3,940 | 2,856 | 2,757 | 2,600 | 27,155 |
| 3,945 | 2,660 | 4,410 | 2,757 | 3,798 | 2,486 | 4,410 | 2,757 | 1,000 | 29,247 |
| 2,484 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 1,000 | 27,822 |
| 3,945 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 2,600 | 33,936 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 3,940 | 2,856 | 2,757 | 2,600 | 23,166 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 18,04 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 20,779 |
| 2,484 | 4,173 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 1,000 | 28,663 |
| 2,484 | 4,173 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 2,600 | 30,368 |
| 3,945 | 2,660 | 2,856 | 4,290 | 3,798 | 3,940 | 2,856 | 4,290 | 1,000 | 30,794 |
| 2,484 | 2,660 | 2,856 | 2,757 | 2,379 | 2,486 | 2,856 | 2,757 | 1,000 | 20,027 |
| 3,945 | 2,660 | 4,410 | 4,290 | 2,379 | 3,940 | 4,410 | 4,290 | 1,000 | 31,487 |
| 3,945 | 2,660 | 2,856 | 2,757 | 2,379 | 3,940 | 2,856 | 2,757 | 2,600 | 27,343 |
| 2,484 | 2,660 | 4,410 | 4,290 | 2,379 | 2,486 | 4,410 | 4,290 | 1,000 | 26,014 |
| 3,945 | 2,660 | 4,410 | 4,290 | 3,798 | 3,940 | 4,410 | 4,290 | 1,000 | 32,326 |
| 3,945 | 2,660 | 4,410 | 2,757 | 2,379 | 2,486 | 4,410 | 2,757 | 2,600 | 26,998 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **Total** |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 17,071 |
| 2,545 | 2,785 | 3,806 | 4,273 | 3,824 | 15,89 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 19,365 |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 17,038 |
| 4,024 | 2,785 | 3,806 | 2,711 | 3,824 | 17,147 |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 16,928 |
| 4,024 | 4,340 | 3,806 | 4,273 | 2,408 | 18,851 |
| 1,000 | 2,785 | 1,000 | 1,000 | 2,408 | 8,124 |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 15,945 |
| 2,545 | 1,000 | 2,341 | 2,711 | 1,000 | 11,038 |
| 4,024 | 2,785 | 3,806 | 2,711 | 2,408 | 16,326 |
| 1,000 | 2,785 | 2,341 | 2,711 | 1,000 | 10,556 |
| 2,545 | 2,785 | 2,341 | 4,273 | 2,408 | 12,93 |
| 2,545 | 2,785 | 3,806 | 4,273 | 2,408 | 15,826 |
| 1,000 | 2,785 | 2,341 | 4,273 | 2,408 | 15,541 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 12,469 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 18,659 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,03 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 19,768 |
| 4,024 | 4,340 | 2,341 | 4,273 | 2,408 | 16,928 |
| 4,024 | 4,340 | 3,806 | 4,273 | 2,408 | 18,638 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,222 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,373 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 18,988 |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 18,325 |
| 4,024 | 2,785 | 3,806 | 4,273 | 3,824 | 18,978 |
| 4,024 | 4,340 | 3,806 | 4,273 | 3,824 | 19,337 |
| 2,545 | 4,340 | 2,341 | 2,711 | 2,408 | 15,156 |
| 2,545 | 2,785 | 2,341 | 2,711 | 1,000 | 10,847 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 14,003 |
| 4,024 | 2,785 | 3,806 | 4,273 | 2,408 | 16,741 |
| 4,024 | 2,785 | 2,341 | 4,273 | 3,824 | 18,558 |
| 2,545 | 2,785 | 3,806 | 2,711 | 2,408 | 12,91 |
| 2,545 | 2,785 | 2,341 | 4,273 | 1,000 | 12,897 |
| 4,024 | 4,340 | 3,806 | 2,711 | 2,408 | 17,973 |
| 2,545 | 4,340 | 3,806 | 2,711 | 2,408 | 14,987 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,424 |
| 4,024 | 4,340 | 3,806 | 4,273 | 3,824 | 20,621 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 16,266 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 19,382 |
| 4,024 | 2,785 | 2,341 | 2,711 | 2,408 | 13,316 |
| 2,545 | 2,785 | 1,000 | 2,711 | 1,000 | 9,001 |
| 2,545 | 2,785 | 2,341 | 4,273 | 2,408 | 13,152 |
| 2,545 | 4,340 | 3,806 | 2,711 | 2,408 | 15,346 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 11,917 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 13,859 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 19,258 |
| 4,024 | 4,340 | 2,341 | 4,273 | 2,408 | 17,505 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 19,242 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,239 |
| 4,024 | 4,340 | 3,806 | 4,273 | 2,408 | 20,109 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 16,613 |
| 4,024 | 2,785 | 3,806 | 4,273 | 2,408 | 18,315 |
| 4,024 | 4,340 | 3,806 | 4,273 | 3,824 | 20,321 |
| 2,545 | 4,340 | 3,806 | 2,711 | 3,824 | 17,397 |
| 4,024 | 2,785 | 3,806 | 4,273 | 3,824 | 18,412 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 18,218 |
| 4,024 | 2,785 | 2,341 | 2,711 | 2,408 | 14,605 |
| 2,545 | 2,785 | 2,341 | 2,711 | 1,000 | 11,308 |
| 2,545 | 2,785 | 1,000 | 2,711 | 2,408 | 12,185 |
| 2,545 | 2,785 | 1,000 | 2,711 | 1,000 | 10,25 |
| 4,024 | 2,785 | 3,806 | 2,711 | 2,408 | 17,035 |
| 1,000 | 2,785 | 2,341 | 2,711 | 1,000 | 10,335 |
| 2,545 | 2,785 | 2,341 | 4,273 | 2,408 | 13,768 |
| 2,545 | 4,340 | 3,806 | 2,711 | 2,408 | 16,586 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 12,386 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 12,455 |
| 4,024 | 2,785 | 3,806 | 4,273 | 3,824 | 20,359 |
| 4,024 | 4,340 | 2,341 | 4,273 | 2,408 | 16,485 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 19,185 |
| 4,024 | 4,340 | 2,341 | 4,273 | 2,408 | 17,836 |
| 4,024 | 2,785 | 3,806 | 4,273 | 2,408 | 15,925 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 16,479 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 16,959 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 18,578 |
| 2,545 | 4,340 | 3,806 | 4,273 | 3,824 | 19,623 |
| 4,024 | 2,785 | 3,806 | 4,273 | 3,824 | 17,911 |
| 4,024 | 4,340 | 3,806 | 4,273 | 3,824 | 20,468 |
| 2,545 | 4,340 | 2,341 | 2,711 | 2,408 | 13,083 |
| 2,545 | 4,340 | 2,341 | 2,711 | 1,000 | 11,02 |
| 2,545 | 2,785 | 2,341 | 2,711 | 2,408 | 12,39 |
| 4,024 | 4,340 | 3,806 | 4,273 | 2,408 | 18,332 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 18,184 |
| 4,024 | 2,785 | 3,806 | 2,711 | 2,408 | 16,397 |
| 1,000 | 2,785 | 2,341 | 4,273 | 2,408 | 12,013 |
| 2,545 | 4,340 | 3,806 | 4,273 | 2,408 | 17,243 |
| 2,545 | 2,785 | 3,806 | 4,273 | 2,408 | 16,171 |
| 2,545 | 4,340 | 2,341 | 4,273 | 3,824 | 16,007 |
| 4,024 | 4,340 | 2,341 | 4,273 | 3,824 | 18,663 |
| 4,024 | 4,340 | 3,806 | 4,273 | 2,408 | 18,499 |

**Lampiran 19 Uji Asumsi Klasik**

Uji Normalitas

Sebuah gambar berisi diagram, Plot, garis, teks

Deskripsi dibuat secara otomatis

Sebuah gambar berisi teks, garis, diagram, Plot

Deskripsi dibuat secara otomatis

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 90 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,99309983 |
| Most Extreme Differences | Absolute | ,069 |
| Positive | ,069 |
| Negative | -,060 |
| Test Statistic | | ,069 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Uji Multikolinearitas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,942 | ,973 |  | 6,109 | ,000 |  |  |
| Komunikasi *Interpersonal* | ,049 | ,024 | ,106 | 2,056 | ,043 | ,965 | 1,037 |
| *Self Efficacy* | ,153 | ,049 | ,376 | 3,098 | ,003 | ,174 | 5,749 |
| *Reward* Pegawai | ,325 | ,086 | ,456 | 3,801 | ,000 | ,178 | 5,619 |
| *Punishment* Pegawai | ,055 | ,018 | ,159 | 3,006 | ,003 | ,919 | 1,088 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

Uji Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,884a | ,782 | ,772 | 1,016198 | 1,887 |
| a. Predictors: (Constant), *Punishment* Pegawai, Komunikasi *Interpersonal*, *Reward* Pegawai, *Self Efficacy* | | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | | |

Uji Heterokedastisitas

Sebuah gambar berisi teks, diagram, garis, nomor

Deskripsi dibuat secara otomatis

**Lampiran 20 Output SPSS 25**

Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,942 | ,973 |  | 6,109 | ,000 |
| Komunikasi *Interpersonal* | ,049 | ,024 | ,106 | 2,056 | ,043 |
| *Self Efficacy* | ,153 | ,049 | ,376 | 3,098 | ,003 |
| *Reward* Pegawai | ,325 | ,086 | ,456 | 3,801 | ,000 |
| *Punishment* Pegawai | ,055 | ,018 | ,159 | 3,006 | ,003 |

Uji Parsial (Uji t)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,942 | ,973 |  | 6,109 | ,000 |
| Komunikasi *Interpersonal* | ,049 | ,024 | ,106 | 2,056 | ,043 |
| *Self Efficacy* | ,153 | ,049 | ,376 | 3,098 | ,003 |
| *Reward* Pegawai | ,325 | ,086 | ,456 | 3,801 | ,000 |
| *Punishment* Pegawai | ,055 | ,018 | ,159 | 3,006 | ,003 |

Uji Simultan (Uji F)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 314,794 | 4 | 78,698 | 76,209 | ,000b |
| Residual | 87,776 | 85 | 1,033 |  |  |
| Total | 402,570 | 89 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), *Punishment* Pegawai, Komunikasi *Interpersonal*, *Reward* Pegawai, *Self Efficacy* | | | | | | |

Analisis Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,884a | ,782 | ,772 | 1,016198 | 1,887 |
| a. Predictors: (Constant), *Punishment* Pegawai, Komunikasi *Interpersonal*, *Reward* Pegawai, *Self Efficacy* | | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | | |

**Lampiran 21 Surat Ijin Penelitian**

Sebuah gambar berisi teks, surat, Font, tinta

Deskripsi dibuat secara otomatis

Sebuah gambar berisi teks, cuplikan layar, Font, dokumen

Deskripsi dibuat secara otomatis

**Lampiran 22 Dokumentasi Penelitian**

**Sebuah gambar berisi dalam ruangan, pakaian, suplai kantor, teks

Deskripsi dibuat secara otomatis**

***Sebuah gambar berisi suplai kantor, orang, dalam ruangan, pakaian

Deskripsi dibuat secara otomatis***

***Sebuah gambar berisi teks, pakaian, orang, dalam ruangan

Deskripsi dibuat secara otomatis***

***Sebuah gambar berisi pakaian, orang, meja tulis, mebel

Deskripsi dibuat secara otomatis***

**Lampiran 23  
Data Absensi Dinas Kependudukan Dan Pencatatan Sipil Kota Tegal 2023**

**Tabel 1**

**Data Absensi dan Keterlambatan Pegawai Dinas Kependudukan Dan Pencatatan Sipil Kota Tegal 2023**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Bulan | Jumlah Pegawai  (orang) | Izin  (orang) | Sakit  (orang) | Terlambat  (orang) |
| 1 | Januari | 90 | 3 | 2 | 3 |
| 2 | Februari | 90 | 2 | 1 | 2 |
| 3 | Maret | 90 | 4 | 2 | 4 |
| 4 | April | 90 | 3 | 4 | 3 |
| 5 | Mei | 90 | - | - | - |
| 6 | Juni | 90 | 2 | 2 | 5 |
| 7 | Juli | 90 | 3 | - | 3 |
| 8 | Agustus | 90 | - | 3 | 5 |
| 9 | September | 90 | 3 | 1 | 7 |
| 10 | Oktober | 90 | 3 | 2 | 6 |
| 11 | November | 90 | 2 | 5 | 5 |
| 12 | Desember | 90 | 4 | 2 | 11 |

Sumber : Dinas Kependudukan Dan Pencatatan Sipil Kota Tegal 2023

**Lampiran 24 rtabel**

**Distribusi Nilai rtabel**

**Signifikansi 5% dan 1%**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| N | The Level of Significance | | N | The Level of Significance | |
| 5% | 1% | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

**Lampiran 25 ttabel**

|  |  |  |
| --- | --- | --- |
| df=(n-k) | *α* = 0.05 | *α* = 0.025 |
| 1 | 6,314 | 12,706 |
| 2 | 2,920 | 4,303 |
| 3 | 2,353 | 3,182 |
| 4 | 2,132 | 2,776 |
| 5 | 2,015 | 2,571 |
| 6 | 1,943 | 2,447 |
| 7 | 1,895 | 2,365 |
| 8 | 1,860 | 2,306 |
| 9 | 1,833 | 2,262 |
| 10 | 1,812 | 2,228 |
| 11 | 1,796 | 2,201 |
| 12 | 1,782 | 2,179 |
| 13 | 1,771 | 2,160 |
| 14 | 1,761 | 2,145 |
| 15 | 1,753 | 2,131 |
| 16 | 1,746 | 2,120 |
| 17 | 1,740 | 2,110 |
| 18 | 1,734 | 2,101 |
| 19 | 1,729 | 2,093 |
| 20 | 1,725 | 2,086 |
| 21 | 1,721 | 2,080 |
| 22 | 1,717 | 2,074 |
| 23 | 1,714 | 2,069 |
| 24 | 1,711 | 2,064 |
| 25 | 1,708 | 2,060 |
| 26 | 1,706 | 2,056 |
| 27 | 1,703 | 2,052 |
| 28 | 1,701 | 2,048 |
| 29 | 1,699 | 2,045 |
| 30 | 1,697 | 2,042 |
| 31 | 1,988 | 1,988 |
| 32 | 1,694 | 2,037 |
| 33 | 1,692 | 2,035 |
| 34 | 1,691 | 2,032 |
| 35 | 1,690 | 2,030 |
| 36 | 1,688 | 2,028 |
| 37 | 1,687 | 2,026 |
| 38 | 1,686 | 2,024 |
| 39 | 1,685 | 2,023 |
| 40 | 1,684 | 2,021 |
| 41 | 1,683 | 2,020 |
| 42 | 1,682 | 2,018 |
| 43 | 1,681 | 2,017 |
| 44 | 1,680 | 2,015 |
| 45 | 1,679 | 2,014 |
| 46 | 1,679 | 2,013 |
| 47 | 1,678 | 2,012 |
| 48 | 1,677 | 1,988 |
| 49 | 1,677 | 2,010 |
| df=(n-k) | *α* = 0.05 | *α* = 0.025 |
| 51 | 1,675 | 2,008 |
| 52 | 1,675 | 2,007 |
| 53 | 1,674 | 2,006 |
| 54 | 1,674 | 2,005 |
| 55 | 1,673 | 2,004 |
| 56 | 1,673 | 2,003 |
| 57 | 1,672 | 2,002 |
| 58 | 1,672 | 2,002 |
| 59 | 1,671 | 2,001 |
| 60 | 1,671 | 2,000 |
| 61 | 1,670 | 2,000 |
| 62 | 1,670 | 1,999 |
| 63 | 1,669 | 1,998 |
| 64 | 1,669 | 1,998 |
| 65 | 1,669 | 1,997 |
| 66 | 1,668 | 1,997 |
| 67 | 1,668 | 1,996 |
| 68 | 1,668 | 1,995 |
| 69 | 1,667 | 1,995 |
| 70 | 1,667 | 1,994 |
| 71 | 1,667 | 1,994 |
| 72 | 1,666 | 1,993 |
| 73 | 1,666 | 1,993 |
| 74 | 1,666 | 1,993 |
| 75 | 1,665 | 1,992 |
| 76 | 1,665 | 1,992 |
| 77 | 1,665 | 1,991 |
| 78 | 1,665 | 1,991 |
| 79 | 1,664 | 1,990 |
| 80 | 1,664 | 1,990 |
| 81 | 1,664 | 1,990 |
| 82 | 1,664 | 1,989 |
| 83 | 1,663 | 1,989 |
| 84 | 1,663 | 1,989 |
| 85 | 1,663 | 1,988 |
| 86 | 1,663 | 1,988 |
| 87 | 1,663 | 1,988 |
| 88 | 1,662 | 1,988 |
| 89 | 1,662 | 1,988 |
| 90 | 1,662 | 1,988 |
| 91 | 1,662 | 1,986 |
| 92 | 1,662 | 1,986 |
| 93 | 1,661 | 1,986 |
| 94 | 1,661 | 1,986 |
| 95 | 1,661 | 1,985 |
| 96 | 1,661 | 1,985 |
| 97 | 1,661 | 1,985 |
| 98 | 1,661 | 1,984 |
| 99 | 1,660 | 1,984 |

**Lampiran 26 Ftabel**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***α =* 0,05** | **df1=(k1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 161.448 | 199,500 | 215.707 | 224,583 | 230,162 | 233.986 | 236,768 | 238,883 |
| 2 | 18,513 | 19,000 | 19,164 | 19,247 | 19,296 | 19,330 | 19,353 | 19,371 |
| 3 | 10,128 | 9,552 | 9,277 | 9,117 | 9,013 | 8,941 | 8,887 | 8,845 |
| 4 | 7,709 | 6,944 | 6,591 | 6,388 | 6,256 | 6,163 | 6,094 | 6,041 |
| 5 | 6,608 | 5,786 | 5,409 | 5,192 | 5,050 | 4,950 | 4,876 | 4,818 |
| 6 | 5,987 | 5,143 | 4,757 | 4,534 | 4,387 | 4,284 | 4,207 | 4,147 |
| 7 | 5,591 | 4,737 | 4,347 | 4,120 | 3,972 | 3,866 | 3,787 | 3,726 |
| 8 | 5,318 | 4,459 | 4,066 | 3,838 | 3,687 | 3,581 | 3,500 | 3,438 |
| 9 | 5,117 | 4,256 | 3,863 | 3,633 | 3,482 | 3,374 | 3,293 | 3,230 |
| 10 | 4,965 | 4,103 | 3,708 | 3,478 | 3,326 | 3,217 | 3,135 | 3,072 |
| 11 | 4,844 | 3,982 | 3,587 | 3,357 | 3,204 | 3,095 | 3,012 | 2,948 |
| 12 | 4,747 | 3,885 | 3,490 | 3,259 | 3,106 | 2,996 | 2,913 | 2,849 |
| 13 | 4,667 | 3,806 | 3,411 | 3,179 | 3,025 | 2,915 | 2,832 | 2,767 |
| 14 | 4,600 | 3,739 | 3,344 | 3,112 | 2,958 | 2,848 | 2,764 | 2,699 |
| 15 | 4,543 | 3,682 | 3,287 | 3,056 | 2,901 | 2,790 | 2,707 | 2,641 |
| 16 | 4,494 | 3,634 | 3,239 | 3,007 | 2,852 | 2,741 | 2,657 | 2,591 |
| 17 | 4,451 | 3,592 | 3,197 | 2,965 | 2,810 | 2,699 | 2,614 | 2,548 |
| 18 | 4,414 | 3,555 | 3,160 | 2,928 | 2,773 | 2,661 | 2,577 | 2,510 |
| 19 | 4,381 | 3,522 | 3,127 | 2,895 | 2,740 | 2,056 | 2,544 | 2,477 |
| 20 | 4,351 | 3,493 | 3,098 | 2,866 | 2,711 | 2,599 | 2,514 | 2,447 |
| 21 | 4,325 | 3,467 | 3,072 | 2,840 | 2,685 | 2,573 | 2,488 | 2,420 |
| 22 | 4,301 | 3,443 | 3,049 | 2,817 | 2,661 | 2,549 | 2,464 | 2,397 |
| 23 | 4,279 | 3,422 | 3,028 | 2,796 | 2,640 | 2,528 | 2,442 | 2,375 |
| 24 | 4,260 | 3,403 | 3,009 | 2,776 | 2,621 | 2,508 | 2,423 | 2,355 |
| 25 | 4,242 | 3,385 | 2,991 | 2,759 | 2,603 | 2,490 | 2,405 | 2,337 |
| 26 | 4,225 | 3,369 | 2,975 | 2,743 | 2,587 | 2,474 | 2,388 | 2,321 |
| 27 | 4,210 | 3,354 | 2,960 | 2,728 | 2,572 | 2,459 | 2,373 | 2,056 |
| 28 | 4,196 | 3,340 | 2,947 | 2,714 | 2,558 | 2,445 | 2,359 | 2,291 |
| 29 | 4,183 | 3,328 | 2,934 | 2,701 | 2,545 | 2,432 | 2,346 | 2,278 |
| 30 | 4,171 | 3,316 | 2,922 | 2,690 | 2,534 | 2,421 | 2,334 | 2,266 |
| 31 | 4,160 | 3,305 | 2,479 | 2,679 | 2,523 | 2,409 | 2,323 | 2,255 |
| 32 | 4,149 | 3,295 | 2,901 | 2,668 | 2,512 | 2,399 | 2,313 | 2,244 |
| 33 | 4,139 | 3,285 | 2,892 | 2,659 | 2,503 | 2,389 | 2,303 | 2,235 |
| 34 | 4,130 | 3,276 | 2,883 | 2,650 | 2,494 | 2,380 | 2,294 | 2,225 |
| 35 | 4,121 | 3,267 | 2,874 | 2,641 | 2,485 | 2,372 | 2,285 | 2,217 |
| 36 | 4,113 | 3,259 | 2,866 | 2,634 | 2,477 | 2,364 | 2,277 | 2,209 |
| 37 | 4,105 | 3,252 | 2,859 | 2,626 | 2,470 | 2,356 | 2,270 | 2,201 |
| 38 | 4,098 | 3,245 | 2,852 | 2,619 | 2,463 | 2,349 | 2,262 | 2,194 |
| 39 | 4,091 | 3,238 | 2,845 | 2,612 | 2,456 | 2,342 | 2,255 | 2,187 |
| 40 | 4,085 | 3,232 | 2,839 | 2,606 | 2,449 | 2,336 | 2,249 | 2,180 |
| 41 | 4,079 | 3,226 | 2,833 | 2,600 | 2,443 | 2,330 | 2,243 | 2,174 |
| 42 | 4,073 | 3,220 | 2,827 | 2,594 | 2,438 | 2,324 | 2,237 | 2,168 |
| 43 | 4,067 | 3,214 | 2,822 | 2,589 | 2,432 | 2,318 | 2,232 | 2,163 |
| 44 | 4,062 | 3,209 | 2,816 | 2,584 | 2,427 | 2,313 | 2,226 | 2,157 |
| 45 | 4,057 | 3,204 | 2,812 | 2,579 | 2,422 | 2,308 | 2,221 | 2,152 |
| 46 | 4,052 | 3,200 | 2,807 | 2,574 | 2,417 | 2,304 | 2,216 | 2,147 |
| 47 | 4,047 | 3,195 | 2,802 | 2,570 | 2,413 | 2,299 | 2,212 | 2,143 |
| 48 | 4,043 | 3,191 | 2,479 | 2,565 | 2,409 | 2,295 | 2,207 | 2,138 |
| 49 | 4,038 | 3,187 | 2,794 | 2,561 | 2,404 | 2,290 | 2,203 | 2,134 |
| 50 | 4,034 | 3,183 | 2,790 | 2,557 | 2,400 | 2,286 | 2,199 | 2,130 |
| 51 | 4,030 | 3,179 | 2,786 | 2,553 | 2,397 | 2,283 | 2,195 | 2,126 |
| 52 | 4,027 | 3,175 | 2,783 | 2,550 | 2,393 | 2,279 | 2,192 | 2,122 |
| 53 | 4,023 | 3,172 | 2,779 | 2,546 | 2,389 | 2,275 | 2,188 | 2,119 |
| 54 | 4,020 | 3,168 | 2,776 | 2,543 | 2,386 | 2,272 | 2,185 | 2,115 |
| 55 | 4,016 | 3,165 | 2,773 | 2,540 | 2,383 | 2,269 | 2,181 | 2,112 |
| 56 | 4,013 | 3,162 | 2,769 | 2,537 | 2,380 | 2,266 | 2,178 | 2,109 |
| 57 | 4,010 | 3,159 | 2,766 | 2,534 | 2,377 | 2,263 | 2,175 | 2,106 |
| 58 | 4,007 | 3,156 | 2,764 | 2,531 | 2,374 | 2,260 | 2,172 | 2,103 |
| 59 | 4,004 | 3,153 | 2,761 | 2,528 | 2,371 | 2,257 | 2,169 | 2,100 |
| 60 | 4,001 | 3,150 | 2,758 | 2,525 | 2,368 | 2,254 | 2,167 | 2,097 |
| 61 | 3,998 | 3,148 | 2,755 | 2,523 | 2,366 | 2,251 | 2,164 | 2,094 |
| 62 | 3,996 | 3,145 | 2,753 | 2,520 | 2,363 | 2,249 | 2,161 | 2,092 |
| 63 | 3,993 | 3,143 | 2,751 | 2,518 | 2,361 | 2,246 | 2,159 | 2,089 |
| 64 | 3,991 | 3,140 | 2,748 | 2,515 | 2,358 | 2,244 | 2,156 | 2,087 |
| 65 | 3,989 | 3,138 | 2,746 | 2,513 | 2,356 | 2,242 | 2,154 | 2,084 |
| 66 | 3,986 | 3,136 | 2,744 | 2,511 | 2,354 | 2,239 | 2,152 | 2,082 |
| 67 | 3,984 | 3,134 | 2,742 | 2,509 | 2,352 | 2,237 | 2,150 | 2,080 |
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 | 2,235 | 2,148 | 2,078 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 | 2,233 | 2,145 | 2,076 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 | 2,231 | 2,143 | 2,074 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 | 2,229 | 2,142 | 2,072 |
| 72 | 3,974 | 3,124 | 2,732 | 2,499 | 2,342 | 2,227 | 2,140 | 2,070 |
| 73 | 3,972 | 3,122 | 2,730 | 2,497 | 2,340 | 2,226 | 2,138 | 2,068 |
| 74 | 3,970 | 3,120 | 2,728 | 2,495 | 2,338 | 2,224 | 2,136 | 2,066 |
| 75 | 3,968 | 3,119 | 2,727 | 2,494 | 2,337 | 2,222 | 2,134 | 2,064 |
| 76 | 3,967 | 3,117 | 2,725 | 2,492 | 2,335 | 2,220 | 2,133 | 2,063 |
| 77 | 3,965 | 3,115 | 2,723 | 2,490 | 2,333 | 2,219 | 2,131 | 2,061 |
| 78 | 3,963 | 3,114 | 2,722 | 2,489 | 2,332 | 2,217 | 2,129 | 2,059 |
| 79 | 3,962 | 3,112 | 2,720 | 2,487 | 2,330 | 2,216 | 2,128 | 2,058 |
| 80 | 3,960 | 3,111 | 2,719 | 2,486 | 2,329 | 2,214 | 2,126 | 2,056 |
| 81 | 3,959 | 3,109 | 2,717 | 2,484 | 2,327 | 2,213 | 2,125 | 2,055 |
| 82 | 3,957 | 3,108 | 2,716 | 2,483 | 2,326 | 2,211 | 2,123 | 2,053 |
| 83 | 3,956 | 3,107 | 2,715 | 2,482 | 2,324 | 2,210 | 2,122 | 2,052 |
| 84 | 3,955 | 3,105 | 2,713 | 2,480 | 2,323 | 2,209 | 2,121 | 2,051 |
| 85 | 3,953 | 3,104 | 2,712 | 2,479 | 2,322 | 2,207 | 2,119 | 2,049 |
| 86 | 3,952 | 3,103 | 2,711 | 2,478 | 2,321 | 2,206 | 2,118 | 2,048 |
| 87 | 3,951 | 3,101 | 2,709 | 2,476 | 2,319 | 2,205 | 2,117 | 2,047 |
| 88 | 3,949 | 3,100 | 2,708 | 2,479 | 2,318 | 2,203 | 2,115 | 2,045 |
| 89 | 3,948 | 3,099 | 2,707 | 2,474 | 2,317 | 2,202 | 2,114 | 2,044 |
| 90 | 3,947 | 3,098 | 2,706 | 2,473 | 2,316 | 2,201 | 2,113 | 2,043 |
| 91 | 3,946 | 3,097 | 2,705 | 2,472 | 2,315 | 2,200 | 2,112 | 2,042 |
| 92 | 3,945 | 3,095 | 2,704 | 2,471 | 2,313 | 2,199 | 2,111 | 2,041 |
| 93 | 3,943 | 3,094 | 2,703 | 2,470 | 2,312 | 2,198 | 2,110 | 1,988 |
| 94 | 3,942 | 3,093 | 2,701 | 2,469 | 2,311 | 2,197 | 2,109 | 2,038 |
| 95 | 3,941 | 3,092 | 2,700 | 2,467 | 2,310 | 2,196 | 2,108 | 2,037 |
| 96 | 3,940 | 3,091 | 2,699 | 2,466 | 2,309 | 2,195 | 2,106 | 2,036 |
| 97 | 3,939 | 3,090 | 2,698 | 2,465 | 2,308 | 2,194 | 2,105 | 2,035 |
| 98 | 3,938 | 3,089 | 2,697 | 2,465 | 2,307 | 2,193 | 2,104 | 2,034 |
| 99 | 3,937 | 3,088 | 2,696 | 2,464 | 2,306 | 2,192 | 2,103 | 2,033 |
| 100 | 3,936 | 3,087 | 2,696 | 2,463 | 2,056 | 2,191 | 2,103 | 2,032 |