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# LAMPIRAN

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**Lampiran 1**

## Lembar Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kemampuan Individu, Beban Kerja dan Umur Terhadap Kinerja Pegawai Dinas Perpustakaan dan Kearsipan Kabupaten 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 terKemampuan Individu harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, 09 Desember 2025

Hormat Saya,

Adit Yulian Syahputra

## A. Petunjuk Pengisian Kuesioner

1. Mohon memberi tanda centang ( √ ) pada jawaban yang Bapak/Ibu anggap paling sesuai.
2. Dimohon Bapak/Ibu untuk mengisi pernyataan dengan jujur, baik dan benar karena tidak akan mempengaruhi nilai pada kinerja.
3. Tidak ada jawaban yang benar atau salah sehingga Bapak/Ibu dimohon untuk mengisi semua pernyataan
4. Jawaban Bapak/Ibu akan terjamin kerahasiaannya.
5. Keterangan alternatif jawaban yang tersedia antara lain :

|  |  |
| --- | --- |
| a) SS | = Sangat Setuju |
| b) S | = Setuju |
| c) N | = Netral |
| d) TS | = Tidak Setuju |
| e) STS | = Sangat Tidak Setuju |

## B. Karakteristik Responden

1. Jenis Kelamin :

Laki-laki

a. Perempuan

1. Umur :

21-30 tahun

31-40 tahun

> 40 tahun

1. Pendidikan Terakhir :

SMA / SMK

D3

SI

S2

1. Masa Kerja :

< 1 tahun

5-10tahun

10-15tahun

>15 tahun

**VARIABEL KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** |  |  | **Jawaban** | |  |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **SIKAP** | |  |  | |  |
| 1 | Saya memiliki sikap menjunjung tinggi normanorma kerja |  |  |  |  |  |
| 2 | Saya selalu bersikap baik dengan pegawai lain |  |  |  |  |  |
|  | **TANGGUNG JAWAB** | |  |  | |  |
| 3 | Saya mengerjakan tugas dengan penuh tanggung jawab |  |  |  |  |  |
| 4 | Saya bertanggung jawab dalam menyelesaikan setiap pekerjaan |  |  |  |  |  |
|  | **TAAT KEPADA ATASAN** | |  |  | |  |
| 5 | Mampu berkomunikasi dengan atasan |  |  |  |  |  |
| 6 | Komunikasi yang baik antara pegawai dengan atasan |  |  |  |  |  |
|  | **PROSEDUR KERJA** | |  |  | |  |
| 7 | Saya melaksanakan pekerjaan sesuai dengan prosedur kerja |  |  |  |  |  |
| 8 | Saya mengikuti SOP sesuai dengan prosedur kerja |  |  |  |  |  |
|  | **FASILITAS KERJA** | |  |  | |  |
| 9 | Saya bertanggung jawab dalam menjaga fasilitas kerja |  |  |  |  |  |
| 10 | Fasilitas kerja di dinas saya memadai |  |  |  |  |  |

**VARIABEL KEMAMPUAN INDIVIDU (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** |  |  | **Jawaban** | |  |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **KETRAMPILAN TEKNIS** | |  |  | |  |
| 1 | Saya mampu menyelesaikan tugas teknis sesuai standar yang ditentukan. |  |  |  |  |  |
| 2 | Saya dapat menggunakan alat atau teknologi yang relevan untuk menyelesaikan pekerjaan dengan efektif. |  |  |  |  |  |
|  | **KETRAMPILAN KOMUNIKASI** | |  |  | |  |
| 3 | Saya dapat menyampaikan informasi kepada rekan kerja atau atasan dengan jelas dan mudah dipahami. |  |  |  |  |  |
| 4 | Saya mampu mendengarkan dan memahami pendapat orang lain dalam diskusi kerja. |  |  |  |  |  |
|  | **PEMAHAMAN TUGAS** | |  |  | |  |
| 5 | Saya memahami langkah-langkah yang harus dilakukan untuk menyelesaikan setiap tugas yang diberikan. |  |  |  |  |  |
| 6 | Saya mengetahui dengan baik tanggung jawab saya dalam setiap tugas pekerjaan. |  |  |  |  |  |
|  | **KEMAMPUAN ANALISIS** | |  |  | |  |
| 7 | Saya mampu menganalisis masalah pekerjaan untuk menemukan solusi yang tepat. |  |  |  |  |  |
| 8 | Saya dapat mengidentifikasi prioritas dalam menyelesaikan tugas berdasarkan urgensi dan pentingnya. |  |  |  |  |  |
|  | **MOTIVASI KERJA** | |  |  | |  |
| 9 | Saya memiliki dorongan yang kuat untuk menyelesaikan pekerjaan dengan baik meskipun ada tantangan. |  |  |  |  |  |
| 10 | Saya selalu merasa termotivasi untuk belajar dan meningkatkan keterampilan saya. |  |  |  |  |  |
|  | **ORIENTASI PADA KERJA** | |  |  | |  |
| 11 | Saya selalu berusaha mencapai hasil kerja yang optimal sesuai target yang telah ditetapkan. |  |  |  |  |  |
| 12 | Saya fokus pada pencapaian tujuan utama dalam setiap pekerjaan yang saya lakukan. |  |  |  |  |  |

**VARIABEL BEBAN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** |  |  | **Jawaban** | |  |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **INTENSITAS PEKERJAAN FISIK** | |  |  | |  |
| 1 | Saya sering harus melakukan pekerjaan fisik yang membutuhkan banyak energi. |  |  |  |  |  |
| 2 | Pekerjaan saya memerlukan aktivitas fisik yang berulang dalam jangka waktu lama. |  |  |  |  |  |
|  | **DURASI KERJA** | |  |  | |  |
| 3 | Saya merasa durasi kerja harian saya terlalu panjang. |  |  |  |  |  |
| 4 | Saya sering harus bekerja lebih lama dari jam kerja normal untuk menyelesaikan tugas. |  |  |  |  |  |
|  | **TINGKAT KOSENTRASI** | |  |  | |  |
| 5 | Saya perlu berkonsentrasi tinggi untuk menyelesaikan tugas-tugas saya. |  |  |  |  |  |
| 6 | Pekerjaan saya membutuhkan fokus yang mendalam tanpa gangguan selama berjam-jam. |  |  |  |  |  |
|  | **TEKANAN PSIKOLOGIS** | |  |  | |  |
| 7 | Saya sering merasa stres karena banyaknya tanggung jawab yang harus diselesaikan. |  |  |  |  |  |
| 8 | Tekanan pekerjaan membuat saya merasa cemas atau tertekan secara psikologis |  |  |  |  |  |
|  | **TENGGAT WAKTU** | |  |  | |  |
| 9 | Saya sering harus menyelesaikan pekerjaan dalam waktu yang sangat singkat. |  |  |  |  |  |
| 10 | Tenggat waktu yang ketat membuat saya kesulitan untuk menyelesaikan tugas dengan optimal. |  |  |  |  |  |
|  | **HUBUNGAN INTERPERSONAL** | |  |  | |  |
| 11 | Saya memiliki kesulitan dalam berkomunikasi atau bekerja sama dengan beberapa rekan kerja. |  |  |  |  |  |
| 12 | Ketegangan dalam hubungan interpersonal di tempat kerja memengaruhi kinerja saya. |  |  |  |  |  |
|  | **KONFLIK SOSIAL** | |  |  | |  |
| 13 | Saya sering menghadapi konflik dengan rekan kerja dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 14 | Konflik sosial di tempat kerja menghambat kelancaran penyelesaian tugas saya. |  |  |  |  |  |

**VARIABEL UMUR (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | |  |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **JUMLAH PENGALAMAN KERJA** | | | | |  |
| 1 | Saya memiliki pengalaman yang cukup untuk menyelesaikan berbagai tugas di tempat kerja dengan baik. |  |  |  |  |  |
| 2 | Pengalaman kerja saya yang lebih panjang membuat saya lebih efektif dan produktif dalam menjalankan tugas. |  |  |  |  |  |
|  | **KETRAMPILAN YANG DIPEROLEH PENGALAMAN** | | | | |  |
| 3 | Saya merasa keterampilan profesional saya terus berkembang seiring bertambahnya pengalaman kerja. |  |  |  |  |  |
| 4 | Pengalaman yang saya miliki membantu saya dalam menyelesaikan tantangan pekerjaan dengan lebih baik. |  |  |  |  |  |
|  | **KEMAMPUAN MENGELOLA EMOSI** | | | | |  |
| 5 | Saya mampu mengendalikan emosi saya saat menghadapi tekanan di tempat kerja. |  |  |  |  |  |
| 6 | Dengan bertambahnya pengalaman, saya semakin mampu menjaga kestabilan emosi dalam menghadapi tantangan kerja. |  |  |  |  |  |
|  | **PENGAMBILAN KEPUTUSAN YANG BIJAKSANA** | | | | |  |
| 7 | Saya merasa lebih bijaksana dalam membuat keputusan di tempat kerja berdasarkan pengalaman yang saya miliki. |  |  |  |  |  |
| 8 | Saya mampu mempertimbangkan berbagai aspek sebelum mengambil keputusan yang berdampak besar pada pekerjaan. |  |  |  |  |  |
|  | **KEMAMPUAN BERADAPTASI DENGAN TEKNOLOGI BARU** | | | | |  |
| 9 | Saya dapat dengan cepat memahami dan menggunakan teknologi baru di lingkungan kerja. |  |  |  |  |  |
| 10 | Saya tidak mengalami kesulitan dalam beradaptasi dengan perubahan teknologi di tempat kerja. |  |  |  |  |  |
|  | **KEMAMPUAN BERADAPTASI DENGAN PERUBAHAN ORGANISASI** | | | | |  |
| 11 | Saya dapat menyesuaikan diri dengan perubahan dalam struktur organisasi dan prosedur kerja. |  |  |  |  |  |
| 12 | Saya tetap fleksibel dalam menghadapi perubahan organisasi meskipun usia dan pengalaman saya bertambah. |  |  |  |  |  |

## Lampiran 2 Data Tabulasi Uji Validitas dan Reliabilitas Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Kualitas Kinerja Pegawai  (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 10 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 33 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 13 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 37 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 15 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 20 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 29 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 30 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |

**3**

## Kemampuan Individu (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. |  |  | Instrumen Penelitian Variabel Kemampuan Individu (X1) | | | | | | | | |  | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
| 1 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 2 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 49 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 53 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 40 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 48 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 54 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 51 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 57 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 53 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 56 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 55 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 56 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 45 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 45 |

**4**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. |  |  |  | Instrumen Penelitian Variabel Beban Kerja (X2) | | | | | | | | | |  | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 |
| 1 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 58 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 60 |
| 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 62 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 58 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 60 |
| 6 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 60 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 64 |
| 8 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 49 |
| 9 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 63 |
| 10 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 45 |
| 11 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 12 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 47 |
| 13 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 51 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 66 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 57 |
| 16 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 52 |
| 17 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 62 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 62 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 65 |
| 20 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 59 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 65 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 60 |
| 23 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 60 |
| 24 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 64 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 63 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 62 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 64 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 58 |
| 29 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 52 |
| 30 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 50 |

**Beban Kerja (X2)**

**5**

**Umur (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. |  |  |  | Instrumen Penelitian Variabel Umur (X3) | | | | | | |  |  | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 |
| 1 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 2 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 50 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 53 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| 6 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 50 |
| 7 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 55 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 39 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 55 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 39 |
| 11 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 12 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 43 |
| 13 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 46 |
| 14 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 15 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 50 |
| 16 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 45 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 19 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 54 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 56 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 23 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 54 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 55 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 53 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 27 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 49 |
| 29 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| 30 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 45 |

### 6 Data Tabulasi Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Kualitas Kinerja Pegawai (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 10 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 33 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 13 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 37 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 15 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 20 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 29 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 30 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 34 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 39 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 41 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 42 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 33 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 44 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 45 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 37 |
| 46 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 47 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 49 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 51 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 52 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 53 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 54 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 55 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 57 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Kemampuan Individu (X1) | | | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
| 1 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 2 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 49 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 53 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 40 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 48 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 54 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 51 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 57 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 53 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 56 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 55 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 56 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 45 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 45 |
| 31 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 55 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 57 |
| 33 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 49 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |

**7**

**Kemampuan Individu (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 37 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 55 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 56 |
| 40 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 41 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 42 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 40 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 44 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 45 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 48 |
| 46 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 55 |
| 47 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 53 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
| 49 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 50 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 51 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 52 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 53 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 54 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| 55 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 53 |
| 56 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Beban Kerja (X2) | | | | | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 |
| 1 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 58 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 60 |
| 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 62 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 58 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 60 |
| 6 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 60 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 64 |
| 8 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 49 |
| 9 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 63 |
| 10 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 45 |
| 11 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 12 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 47 |
| 13 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 51 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 66 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 57 |
| 16 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 52 |
| 17 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 62 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 62 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 65 |
| 20 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 59 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 65 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 60 |
| 23 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 60 |
| 24 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 64 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 63 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 62 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 64 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 58 |
| 29 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 52 |
| 30 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 50 |
| 31 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 63 |
| 32 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 33 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 57 |
| 35 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 64 |

**8**

**Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 36 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 60 |
| 38 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 66 |
| 39 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 65 |
| 40 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 50 |
| 41 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 62 |
| 42 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 47 |
| 43 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 61 |
| 44 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 48 |
| 45 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 54 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 65 |
| 47 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 58 |
| 48 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 54 |
| 49 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 65 |
| 50 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 62 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 67 |
| 52 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 61 |
| 53 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 66 |
| 54 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 61 |
| 55 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 62 |
| 56 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 57 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 60 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Umur (X3) | | | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 |
| 1 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 2 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 50 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 53 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| 6 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 50 |
| 7 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 55 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 39 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 55 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 39 |
| 11 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 12 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 43 |
| 13 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 46 |
| 14 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 15 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 50 |
| 16 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 45 |
| 17 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 19 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 54 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 56 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 23 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 54 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 55 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 53 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 27 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 49 |
| 29 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| 30 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 45 |
| 31 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 55 |
| 32 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 33 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| 34 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 49 |
| 35 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |

**9**

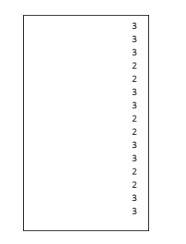
**Umur (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 36 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 51 |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 38 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 53 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 56 |
| 40 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 41 |
| 41 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 54 |
| 42 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 40 |
| 43 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 44 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 42 |
| 45 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 45 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 53 |
| 47 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 50 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 46 |
| 49 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 57 |
| 50 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 51 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 55 |
| 52 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 51 |
| 53 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 56 |
| 54 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 55 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 56 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| 57 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |

**10**

## Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:

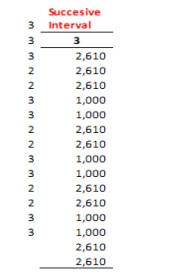


Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:

* Buka excel
* Klik file stat97.xla > klik Enable Macro
* Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1
* Pilih Add In >Statistics>Successive Interval
* Pilih Yes
* Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89
* Kemudian pindah ke Cell Output.
* Klik di kolom baru untuk membuat output, misalny di kolom B baris 1
* Tekan Next
* Pilih Select all
* Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)
* Tekan Next
* Tekan Finish

Keluaran akan menjadi seperti di bawah ini:



**11**

## Tabulasi Data MSI Penelitian Responden Variabel Kinerja (Y)

**Succesive Interval**

### Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3.618 | 2.528 | 4.012 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 3.816 | 3.515 | 29.794 |
| 2.287 | 2.528 | 2.526 | 3.809 | 4.198 | 2.422 | 2.395 | 3.809 | 2.388 | 2.169 | 28.532 |
| 3.618 | 2.528 | 2.526 | 3.809 | 4.198 | 3.843 | 2.395 | 3.809 | 3.816 | 2.169 | 32.711 |
| 2.287 | 2.528 | 4.012 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 3.816 | 2.169 | 27.117 |
| 3.618 | 4.027 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.380 |
| 2.287 | 2.528 | 4.012 | 2.404 | 2.680 | 3.843 | 2.395 | 2.404 | 3.816 | 2.169 | 28.538 |
| 3.618 | 4.027 | 4.012 | 2.404 | 2.680 | 2.422 | 3.791 | 2.404 | 3.816 | 3.515 | 32.689 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 10.000 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 3.843 | 3.791 | 2.404 | 3.816 | 3.515 | 29.793 |
| 1.000 | 2.528 | 1.000 | 1.000 | 2.680 | 1.000 | 1.000 | 1.000 | 2.388 | 1.000 | 14.596 |
| 3.618 | 4.027 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.380 |
| 2.287 | 1.000 | 2.526 | 1.000 | 2.680 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 14.493 |
| 1.000 | 2.528 | 2.526 | 1.000 | 4.198 | 2.422 | 1.000 | 1.000 | 2.388 | 2.169 | 20.231 |
| 3.618 | 2.528 | 2.526 | 3.809 | 2.680 | 2.422 | 3.791 | 3.809 | 3.816 | 3.515 | 32.514 |
| 1.000 | 1.000 | 2.526 | 2.404 | 4.198 | 2.422 | 2.395 | 2.404 | 3.816 | 2.169 | 24.335 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 1.000 | 1.000 | 2.404 | 2.388 | 2.169 | 21.387 |
| 3.618 | 2.528 | 2.526 | 3.809 | 4.198 | 2.422 | 2.395 | 3.809 | 3.816 | 2.169 | 31.291 |
| 2.287 | 2.528 | 4.012 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 27.035 |
| 3.618 | 2.528 | 4.012 | 2.404 | 4.198 | 3.843 | 3.791 | 2.404 | 3.816 | 3.515 | 34.128 |
| 2.287 | 2.528 | 4.012 | 2.404 | 4.198 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.553 |
| 3.618 | 4.027 | 2.526 | 3.809 | 2.680 | 2.422 | 2.395 | 3.809 | 3.816 | 3.515 | 32.617 |
| 3.618 | 2.528 | 2.526 | 3.809 | 2.680 | 2.422 | 2.395 | 3.809 | 3.816 | 3.515 | 31.118 |
| 2.287 | 2.528 | 2.526 | 3.809 | 4.198 | 2.422 | 2.395 | 3.809 | 2.388 | 2.169 | 28.532 |
| 2.287 | 4.027 | 4.012 | 2.404 | 4.198 | 3.843 | 2.395 | 2.404 | 2.388 | 3.515 | 31.473 |
| 2.287 | 2.528 | 4.012 | 2.404 | 2.680 | 3.843 | 3.791 | 2.404 | 3.816 | 3.515 | 31.279 |
| 2.287 | 2.528 | 2.526 | 2.404 | 4.198 | 3.843 | 3.791 | 2.404 | 3.816 | 2.169 | 29.966 |
| 2.287 | 2.528 | 2.526 | 3.809 | 4.198 | 3.843 | 2.395 | 3.809 | 2.388 | 3.515 | 31.298 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 25.549 |
| 1.000 | 2.528 | 1.000 | 2.404 | 2.680 | 1.000 | 2.395 | 2.404 | 2.388 | 2.169 | 19.969 |
| 2.287 | 2.528 | 1.000 | 1.000 | 2.680 | 2.422 | 1.000 | 1.000 | 2.388 | 2.169 | 18.474 |
| 2.287 | 4.027 | 2.526 | 3.809 | 4.198 | 2.422 | 3.791 | 3.809 | 2.388 | 2.169 | 31.427 |
| 2.287 | 4.027 | 2.526 | 2.404 | 4.198 | 3.843 | 2.395 | 2.404 | 3.816 | 3.515 | 31.414 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 3.816 | 2.169 | 25.631 |
| 2.287 | 1.000 | 2.526 | 2.404 | 4.198 | 1.000 | 2.395 | 2.404 | 2.388 | 2.169 | 22.772 |
| 3.618 | 2.528 | 4.012 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.367 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 2.422 | 3.791 | 2.404 | 2.388 | 2.169 | 25.600 |
| 2.287 | 2.528 | 2.526 | 2.404 | 4.198 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 27.067 |
| 2.287 | 4.027 | 2.526 | 2.404 | 4.198 | 3.843 | 2.395 | 2.404 | 2.388 | 3.515 | 29.987 |
| 3.618 | 4.027 | 4.012 | 2.404 | 2.680 | 2.422 | 3.791 | 2.404 | 3.816 | 3.515 | 32.689 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 10.000 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 3.843 | 3.791 | 2.404 | 3.816 | 3.515 | 29.793 |
| 1.000 | 2.528 | 1.000 | 1.000 | 2.680 | 1.000 | 1.000 | 1.000 | 2.388 | 1.000 | 14.596 |
| 3.618 | 4.027 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.380 |
| 2.287 | 1.000 | 2.526 | 1.000 | 2.680 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 14.493 |
| 1.000 | 2.528 | 2.526 | 1.000 | 4.198 | 2.422 | 1.000 | 1.000 | 2.388 | 2.169 | 20.231 |
| 3.618 | 2.528 | 2.526 | 3.809 | 2.680 | 2.422 | 3.791 | 3.809 | 3.816 | 3.515 | 32.514 |
| 1.000 | 1.000 | 2.526 | 2.404 | 4.198 | 2.422 | 2.395 | 2.404 | 3.816 | 2.169 | 24.335 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 1.000 | 1.000 | 2.404 | 2.388 | 2.169 | 21.387 |
| 3.618 | 2.528 | 2.526 | 3.809 | 4.198 | 2.422 | 2.395 | 3.809 | 3.816 | 2.169 | 31.291 |
| 2.287 | 2.528 | 4.012 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 27.035 |
| 3.618 | 2.528 | 4.012 | 2.404 | 4.198 | 3.843 | 3.791 | 2.404 | 3.816 | 3.515 | 34.128 |
| 2.287 | 2.528 | 4.012 | 2.404 | 4.198 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.553 |
| 3.618 | 4.027 | 2.526 | 3.809 | 2.680 | 2.422 | 2.395 | 3.809 | 3.816 | 3.515 | 32.617 |
| 3.618 | 2.528 | 2.526 | 3.809 | 2.680 | 2.422 | 2.395 | 3.809 | 3.816 | 3.515 | 31.118 |
| 2.287 | 2.528 | 2.526 | 3.809 | 4.198 | 2.422 | 2.395 | 3.809 | 2.388 | 2.169 | 28.532 |
| 2.287 | 2.528 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 3.816 | 2.169 | 25.631 |
| 3.618 | 4.027 | 2.526 | 2.404 | 2.680 | 2.422 | 2.395 | 2.404 | 2.388 | 3.515 | 28.380 |

**12**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2.680 | 3.816 | 1.000 | 2.182 | 3.722 | 2.509 | 2.337 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 30.460 |
| 4.198 | 2.388 | 3.600 | 1.000 | 1.000 | 3.974 | 2.337 | 2.314 | 3.809 | 4.198 | 2.422 | 2.395 | 33.635 |
| 4.198 | 3.816 | 3.600 | 2.182 | 3.722 | 1.000 | 2.337 | 3.679 | 3.809 | 4.198 | 3.843 | 2.395 | 38.778 |
| 2.680 | 3.816 | 2.242 | 1.000 | 3.722 | 3.974 | 2.337 | 1.000 | 2.404 | 2.680 | 2.422 | 2.395 | 30.671 |
| 2.680 | 2.388 | 3.600 | 2.182 | 2.337 | 3.974 | 2.337 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 31.712 |
| 2.680 | 3.816 | 2.242 | 2.182 | 3.722 | 2.509 | 2.337 | 3.679 | 2.404 | 2.680 | 3.843 | 2.395 | 34.487 |
| 2.680 | 3.816 | 3.600 | 2.182 | 3.722 | 3.974 | 3.722 | 1.000 | 2.404 | 2.680 | 2.422 | 3.791 | 35.991 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.509 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 13.509 |
| 2.680 | 3.816 | 3.600 | 3.487 | 3.722 | 2.509 | 2.337 | 3.679 | 2.404 | 2.680 | 3.843 | 3.791 | 38.546 |
| 2.680 | 2.388 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.314 | 1.000 | 2.680 | 1.000 | 1.000 | 18.062 |
| 2.680 | 2.388 | 3.600 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 32.938 |
| 2.680 | 1.000 | 2.242 | 1.000 | 2.337 | 2.509 | 1.000 | 1.000 | 1.000 | 2.680 | 1.000 | 1.000 | 19.447 |
| 4.198 | 2.388 | 2.242 | 2.182 | 2.337 | 2.509 | 2.337 | 2.314 | 1.000 | 4.198 | 2.422 | 1.000 | 29.126 |
| 2.680 | 3.816 | 3.600 | 3.487 | 2.337 | 2.509 | 2.337 | 3.679 | 3.809 | 2.680 | 2.422 | 3.791 | 37.146 |
| 4.198 | 3.816 | 2.242 | 2.182 | 3.722 | 2.509 | 2.337 | 1.000 | 2.404 | 4.198 | 2.422 | 2.395 | 33.424 |
| 2.680 | 2.388 | 2.242 | 2.182 | 2.337 | 2.509 | 2.337 | 2.314 | 2.404 | 2.680 | 1.000 | 1.000 | 26.072 |
| 4.198 | 3.816 | 2.242 | 2.182 | 3.722 | 3.974 | 2.337 | 3.679 | 3.809 | 4.198 | 2.422 | 2.395 | 38.973 |
| 2.680 | 2.388 | 2.242 | 3.487 | 2.337 | 3.974 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 33.045 |
| 4.198 | 3.816 | 3.600 | 3.487 | 2.337 | 3.974 | 2.337 | 3.679 | 2.404 | 4.198 | 3.843 | 3.791 | 41.662 |
| 4.198 | 2.388 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 4.198 | 2.422 | 2.395 | 34.616 |
| 2.680 | 3.816 | 2.242 | 3.487 | 3.722 | 3.974 | 2.337 | 3.679 | 3.809 | 2.680 | 2.422 | 2.395 | 37.242 |
| 2.680 | 3.816 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 3.679 | 3.809 | 2.680 | 2.422 | 2.395 | 35.777 |
| 4.198 | 2.388 | 3.600 | 2.182 | 3.722 | 2.509 | 2.337 | 2.314 | 3.809 | 4.198 | 2.422 | 2.395 | 36.074 |
| 4.198 | 2.388 | 3.600 | 3.487 | 3.722 | 3.974 | 3.722 | 2.314 | 2.404 | 4.198 | 3.843 | 2.395 | 40.244 |
| 2.680 | 3.816 | 3.600 | 3.487 | 2.337 | 2.509 | 3.722 | 3.679 | 2.404 | 2.680 | 3.843 | 3.791 | 38.546 |
| 4.198 | 3.816 | 3.600 | 2.182 | 2.337 | 3.974 | 2.337 | 3.679 | 2.404 | 4.198 | 3.843 | 3.791 | 40.357 |
| 4.198 | 2.388 | 3.600 | 3.487 | 2.337 | 3.974 | 3.722 | 2.314 | 3.809 | 4.198 | 3.843 | 2.395 | 40.264 |
| 2.680 | 2.388 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 31.580 |
| 2.680 | 2.388 | 1.000 | 2.182 | 1.000 | 2.509 | 2.337 | 2.314 | 2.404 | 2.680 | 1.000 | 2.395 | 24.889 |
| 2.680 | 2.388 | 2.242 | 2.182 | 2.337 | 1.000 | 2.337 | 2.314 | 1.000 | 2.680 | 2.422 | 1.000 | 24.581 |
| 4.198 | 2.388 | 3.600 | 2.182 | 3.722 | 3.974 | 2.337 | 2.314 | 3.809 | 4.198 | 2.422 | 3.791 | 38.934 |
| 4.198 | 3.816 | 3.600 | 3.487 | 2.337 | 3.974 | 3.722 | 3.679 | 2.404 | 4.198 | 3.843 | 2.395 | 41.652 |
| 2.680 | 3.816 | 3.600 | 2.182 | 3.722 | 2.509 | 2.337 | 3.679 | 2.404 | 2.680 | 2.422 | 2.395 | 34.425 |
| 4.198 | 2.388 | 2.242 | 2.182 | 2.337 | 2.509 | 2.337 | 2.314 | 2.404 | 4.198 | 1.000 | 2.395 | 30.504 |
| 2.680 | 2.388 | 3.600 | 3.487 | 3.722 | 2.509 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 34.323 |
| 2.680 | 2.388 | 2.242 | 2.182 | 3.722 | 2.509 | 2.337 | 2.314 | 2.404 | 2.680 | 2.422 | 3.791 | 31.670 |
| 4.198 | 2.388 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 4.198 | 2.422 | 2.395 | 34.616 |
| 4.198 | 2.388 | 3.600 | 3.487 | 2.337 | 3.974 | 3.722 | 2.314 | 2.404 | 4.198 | 3.843 | 2.395 | 38.859 |
| 2.680 | 3.816 | 3.600 | 3.487 | 3.722 | 3.974 | 3.722 | 3.679 | 2.404 | 2.680 | 2.422 | 3.791 | 39.975 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.509 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 13.509 |

## Kemampuan Individu (X1)

**Succesive Interval**

### X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 X1.11 X1.12

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2.680 | 3.816 | 3.600 | 3.487 | 3.722 | 2.509 | 3.722 | 3.679 | 2.404 | 2.680 | 3.843 | 3.791 | 39.931 |
| 2.680 | 2.388 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.314 | 1.000 | 2.680 | 1.000 | 1.000 | 18.062 |
| 2.680 | 2.388 | 3.600 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 32.938 |
| 2.680 | 1.000 | 2.242 | 1.000 | 2.337 | 2.509 | 1.000 | 1.000 | 1.000 | 2.680 | 1.000 | 1.000 | 19.447 |
| 4.198 | 2.388 | 2.242 | 2.182 | 2.337 | 2.509 | 2.337 | 2.314 | 1.000 | 4.198 | 2.422 | 1.000 | 29.126 |
| 2.680 | 3.816 | 3.600 | 3.487 | 2.337 | 2.509 | 3.722 | 3.679 | 3.809 | 2.680 | 2.422 | 3.791 | 38.531 |
| 4.198 | 3.816 | 2.242 | 2.182 | 3.722 | 2.509 | 2.337 | 3.679 | 2.404 | 4.198 | 2.422 | 2.395 | 36.103 |
| 2.680 | 2.388 | 2.242 | 2.182 | 2.337 | 2.509 | 2.337 | 2.314 | 2.404 | 2.680 | 1.000 | 1.000 | 26.072 |
| 4.198 | 3.816 | 2.242 | 2.182 | 3.722 | 3.974 | 2.337 | 3.679 | 3.809 | 4.198 | 2.422 | 2.395 | 38.973 |
| 2.680 | 2.388 | 2.242 | 3.487 | 2.337 | 3.974 | 3.722 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 33.045 |
| 4.198 | 3.816 | 3.600 | 3.487 | 2.337 | 3.974 | 3.722 | 3.679 | 2.404 | 4.198 | 3.843 | 3.791 | 43.047 |
| 4.198 | 2.388 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 2.314 | 2.404 | 4.198 | 2.422 | 2.395 | 34.616 |
| 2.680 | 3.816 | 2.242 | 3.487 | 3.722 | 3.974 | 3.722 | 3.679 | 3.809 | 2.680 | 2.422 | 2.395 | 38.627 |
| 2.680 | 3.816 | 2.242 | 3.487 | 2.337 | 2.509 | 3.722 | 3.679 | 3.809 | 2.680 | 2.422 | 2.395 | 35.777 |
| 4.198 | 2.388 | 3.600 | 2.182 | 3.722 | 2.509 | 2.337 | 2.314 | 3.809 | 4.198 | 2.422 | 2.395 | 36.074 |
| 2.680 | 3.816 | 3.600 | 2.182 | 3.722 | 2.509 | 2.337 | 3.679 | 2.404 | 2.680 | 2.422 | 2.395 | 34.425 |
| 2.680 | 2.388 | 3.600 | 2.182 | 2.337 | 3.974 | 2.337 | 2.314 | 2.404 | 2.680 | 2.422 | 2.395 | 31.712 |

**13**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4.076 | 2.334 | 1.000 | 2.428 | 1.000 | 2.244 | 2.439 | 3.659 | 2.509 | 2.407 | 4.263 | 2.371 | 2.310 | 2.422 | 35.463 |
| 2.580 | 3.690 | 1.000 | 2.428 | 2.428 | 2.244 | 3.870 | 3.659 | 3.974 | 2.407 | 2.729 | 2.371 | 2.310 | 2.422 | 38.113 |
| 4.076 | 2.334 | 2.597 | 3.882 | 2.428 | 2.244 | 3.870 | 2.289 | 1.000 | 2.407 | 4.263 | 3.745 | 2.310 | 3.843 | 41.288 |
| 2.580 | 3.690 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 3.659 | 3.974 | 2.407 | 2.729 | 2.371 | 1.000 | 2.422 | 35.371 |
| 4.076 | 2.334 | 1.000 | 3.882 | 2.428 | 3.584 | 2.439 | 3.659 | 3.974 | 2.407 | 2.729 | 1.000 | 2.310 | 2.422 | 38.245 |
| 4.076 | 2.334 | 2.597 | 2.428 | 1.000 | 3.584 | 2.439 | 2.289 | 2.509 | 2.407 | 2.729 | 2.371 | 3.654 | 3.843 | 38.260 |
| 4.076 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 3.870 | 2.289 | 3.974 | 2.407 | 4.263 | 2.371 | 3.654 | 2.422 | 44.151 |
| 2.580 | 2.334 | 1.000 | 2.428 | 1.000 | 1.000 | 1.000 | 2.289 | 2.509 | 1.000 | 2.729 | 1.000 | 1.000 | 1.000 | 22.868 |
| 2.580 | 2.334 | 2.597 | 2.428 | 3.853 | 3.584 | 3.870 | 2.289 | 2.509 | 2.407 | 4.263 | 2.371 | 3.654 | 3.843 | 42.581 |
| 1.000 | 1.000 | 1.000 | 2.428 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.729 | 1.000 | 1.000 | 1.000 | 17.157 |
| 4.076 | 2.334 | 2.597 | 2.428 | 2.428 | 3.584 | 2.439 | 3.659 | 2.509 | 2.407 | 2.729 | 2.371 | 2.310 | 2.422 | 38.294 |
| 2.580 | 1.000 | 1.000 | 1.000 | 1.000 | 2.244 | 1.000 | 1.000 | 2.509 | 1.000 | 2.729 | 1.000 | 1.000 | 1.000 | 20.062 |
| 2.580 | 1.000 | 1.000 | 2.428 | 1.000 | 1.000 | 2.439 | 2.289 | 2.509 | 2.407 | 2.729 | 1.000 | 1.000 | 2.422 | 25.803 |
| 4.076 | 3.690 | 2.597 | 3.882 | 3.853 | 3.584 | 2.439 | 3.659 | 2.509 | 3.821 | 2.729 | 3.745 | 3.654 | 2.422 | 46.660 |
| 2.580 | 2.334 | 2.597 | 2.428 | 2.428 | 2.244 | 2.439 | 1.000 | 2.509 | 2.407 | 4.263 | 2.371 | 2.310 | 2.422 | 34.332 |
| 2.580 | 1.000 | 1.000 | 2.428 | 1.000 | 2.244 | 2.439 | 2.289 | 2.509 | 2.407 | 2.729 | 2.371 | 1.000 | 1.000 | 26.996 |
| 2.580 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 3.870 | 2.289 | 3.974 | 2.407 | 4.263 | 3.745 | 1.000 | 2.422 | 41.375 |
| 2.580 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 2.439 | 3.659 | 3.974 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 41.130 |
| 4.076 | 3.690 | 2.597 | 3.882 | 2.428 | 3.584 | 2.439 | 2.289 | 3.974 | 2.407 | 4.263 | 2.371 | 3.654 | 3.843 | 45.498 |
| 4.076 | 2.334 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 3.659 | 2.509 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 36.771 |
| 4.076 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 3.870 | 3.659 | 3.974 | 2.407 | 4.263 | 3.745 | 2.310 | 2.422 | 45.552 |
| 2.580 | 3.690 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 3.659 | 2.509 | 3.821 | 2.729 | 3.745 | 2.310 | 2.422 | 38.005 |
| 2.580 | 2.334 | 2.597 | 2.428 | 2.428 | 3.584 | 2.439 | 3.659 | 2.509 | 2.407 | 2.729 | 3.745 | 2.310 | 2.422 | 38.171 |
| 4.076 | 3.690 | 1.000 | 3.882 | 2.428 | 2.244 | 3.870 | 3.659 | 3.974 | 3.821 | 2.729 | 2.371 | 2.310 | 3.843 | 43.898 |
| 4.076 | 2.334 | 2.597 | 2.428 | 3.853 | 3.584 | 2.439 | 2.289 | 2.509 | 2.407 | 4.263 | 2.371 | 3.654 | 3.843 | 42.647 |
| 4.076 | 3.690 | 1.000 | 3.882 | 2.428 | 2.244 | 2.439 | 2.289 | 3.974 | 2.407 | 2.729 | 2.371 | 3.654 | 3.843 | 41.026 |
| 4.076 | 3.690 | 2.597 | 3.882 | 2.428 | 3.584 | 2.439 | 2.289 | 3.974 | 2.407 | 2.729 | 3.745 | 2.310 | 3.843 | 43.994 |
| 2.580 | 3.690 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 2.289 | 2.509 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 35.261 |
| 2.580 | 1.000 | 1.000 | 2.428 | 1.000 | 2.244 | 1.000 | 2.289 | 2.509 | 2.407 | 2.729 | 2.371 | 2.310 | 1.000 | 26.867 |
| 2.580 | 2.334 | 1.000 | 1.000 | 1.000 | 1.000 | 2.439 | 2.289 | 1.000 | 2.407 | 2.729 | 1.000 | 1.000 | 2.422 | 24.200 |
| 4.076 | 3.690 | 1.000 | 3.882 | 2.428 | 2.244 | 3.870 | 2.289 | 3.974 | 2.407 | 2.729 | 3.745 | 3.654 | 2.422 | 42.410 |
| 2.580 | 2.334 | 1.000 | 3.882 | 3.853 | 2.244 | 2.439 | 3.659 | 3.974 | 3.821 | 4.263 | 2.371 | 3.654 | 3.843 | 43.915 |
| 4.076 | 3.690 | 1.000 | 3.882 | 2.428 | 2.244 | 2.439 | 2.289 | 2.509 | 2.407 | 4.263 | 2.371 | 2.310 | 2.422 | 38.332 |
| 2.580 | 2.334 | 1.000 | 3.882 | 3.853 | 2.244 | 1.000 | 2.289 | 2.509 | 2.407 | 2.729 | 2.371 | 3.654 | 1.000 | 33.851 |
| 4.076 | 2.334 | 2.597 | 3.882 | 3.853 | 3.584 | 3.870 | 3.659 | 2.509 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 44.017 |
| 2.580 | 3.690 | 1.000 | 3.882 | 3.853 | 2.244 | 2.439 | 3.659 | 2.509 | 2.407 | 2.729 | 2.371 | 2.310 | 2.422 | 38.095 |
| 2.580 | 2.334 | 2.597 | 3.882 | 2.428 | 2.244 | 2.439 | 2.289 | 2.509 | 3.821 | 2.729 | 2.371 | 3.654 | 2.422 | 38.298 |
| 4.076 | 3.690 | 2.597 | 3.882 | 2.428 | 2.244 | 3.870 | 3.659 | 3.974 | 3.821 | 2.729 | 2.371 | 3.654 | 3.843 | 46.838 |
| 4.076 | 2.334 | 2.597 | 3.882 | 3.853 | 3.584 | 3.870 | 2.289 | 3.974 | 3.821 | 4.263 | 2.371 | 2.310 | 2.422 | 45.646 |
| 2.580 | 2.334 | 1.000 | 2.428 | 3.853 | 1.000 | 1.000 | 2.289 | 2.509 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 23.992 |
| 2.580 | 2.334 | 2.597 | 2.428 | 2.428 | 3.584 | 3.870 | 2.289 | 2.509 | 3.821 | 4.263 | 2.371 | 2.310 | 3.843 | 41.227 |
| 1.000 | 1.000 | 1.000 | 2.428 | 2.428 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.729 | 1.000 | 2.310 | 1.000 | 19.895 |

## Beban Kerja (X2)

**Succesive Interval**

### X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2.10 X2.11 X2.12 X2.13 X2.14

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4.076 | 2.334 | 2.597 | 2.428 | 2.428 | 3.584 | 2.439 | 3.659 | 2.509 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 39.708 |
| 2.580 | 1.000 | 1.000 | 1.000 | 2.428 | 2.244 | 1.000 | 1.000 | 2.509 | 1.000 | 1.000 | 1.000 | 2.310 | 1.000 | 21.071 |
| 2.580 | 1.000 | 1.000 | 2.428 | 2.428 | 1.000 | 2.439 | 2.289 | 2.509 | 2.407 | 2.729 | 1.000 | 3.654 | 2.422 | 29.885 |
| 4.076 | 3.690 | 2.597 | 3.882 | 2.428 | 3.584 | 2.439 | 3.659 | 2.509 | 3.821 | 4.263 | 3.745 | 2.310 | 2.422 | 45.427 |
| 2.580 | 2.334 | 2.597 | 2.428 | 2.428 | 2.244 | 2.439 | 1.000 | 2.509 | 2.407 | 4.263 | 2.371 | 3.654 | 2.422 | 35.675 |
| 2.580 | 1.000 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 2.289 | 2.509 | 2.407 | 2.729 | 2.371 | 2.310 | 1.000 | 29.734 |
| 2.580 | 2.334 | 2.597 | 3.882 | 3.853 | 3.584 | 3.870 | 2.289 | 3.974 | 2.407 | 4.263 | 3.745 | 3.654 | 2.422 | 45.453 |
| 2.580 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 2.439 | 3.659 | 3.974 | 3.821 | 2.729 | 2.371 | 2.310 | 2.422 | 41.130 |
| 4.076 | 3.690 | 2.597 | 3.882 | 3.853 | 3.584 | 2.439 | 2.289 | 3.974 | 3.821 | 4.263 | 2.371 | 3.654 | 3.843 | 48.336 |
| 4.076 | 2.334 | 1.000 | 2.428 | 3.853 | 2.244 | 2.439 | 3.659 | 2.509 | 3.821 | 2.729 | 2.371 | 3.654 | 2.422 | 39.538 |
| 4.076 | 2.334 | 2.597 | 3.882 | 2.428 | 3.584 | 3.870 | 3.659 | 3.974 | 3.821 | 4.263 | 3.745 | 2.310 | 2.422 | 46.966 |
| 2.580 | 3.690 | 1.000 | 2.428 | 2.428 | 2.244 | 2.439 | 3.659 | 2.509 | 3.821 | 4.263 | 3.745 | 2.310 | 2.422 | 39.539 |
| 2.580 | 2.334 | 2.597 | 2.428 | 3.853 | 3.584 | 2.439 | 3.659 | 2.509 | 2.407 | 2.729 | 3.745 | 3.654 | 2.422 | 40.939 |
| 4.076 | 3.690 | 1.000 | 3.882 | 2.428 | 2.244 | 2.439 | 2.289 | 2.509 | 2.407 | 4.263 | 2.371 | 2.310 | 2.422 | 38.332 |
| 4.076 | 2.334 | 1.000 | 3.882 | 2.428 | 3.584 | 2.439 | 3.659 | 3.974 | 2.407 | 2.729 | 1.000 | 2.310 | 2.422 | 38.245 |

### 14

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2.463 | 4.032 | 2.266 | 3.722 | 2.678 | 3.525 | 2.439 | 3.659 | 3.856 | 3.308 | 3.722 | 2.680 | 38.350 |
| 3.914 | 2.551 | 2.266 | 1.000 | 2.678 | 2.197 | 3.870 | 3.659 | 2.431 | 3.308 | 1.000 | 4.198 | 33.072 |
| 2.463 | 4.032 | 2.266 | 3.722 | 4.242 | 3.525 | 3.870 | 2.289 | 3.856 | 3.308 | 3.722 | 4.198 | 41.493 |
| 2.463 | 2.551 | 2.266 | 3.722 | 2.678 | 2.197 | 2.439 | 3.659 | 3.856 | 4.795 | 3.722 | 2.680 | 37.028 |
| 2.463 | 2.551 | 2.266 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 32.674 |
| 2.463 | 2.551 | 2.266 | 3.722 | 2.678 | 3.525 | 2.439 | 2.289 | 2.431 | 2.003 | 3.722 | 2.680 | 32.769 |
| 2.463 | 4.032 | 3.629 | 3.722 | 2.678 | 3.525 | 3.870 | 2.289 | 3.856 | 3.308 | 3.722 | 2.680 | 39.775 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.289 | 2.431 | 3.308 | 1.000 | 1.000 | 17.029 |
| 2.463 | 4.032 | 3.629 | 3.722 | 4.242 | 3.525 | 3.870 | 2.289 | 2.431 | 3.308 | 3.722 | 2.680 | 39.914 |
| 1.000 | 2.551 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.431 | 2.003 | 1.000 | 2.680 | 17.665 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 3.856 | 3.308 | 2.337 | 2.680 | 35.462 |
| 1.000 | 2.551 | 1.000 | 2.337 | 2.678 | 2.197 | 1.000 | 1.000 | 2.431 | 2.003 | 2.337 | 2.680 | 23.214 |
| 2.463 | 2.551 | 2.266 | 2.337 | 2.678 | 1.000 | 2.439 | 2.289 | 1.000 | 2.003 | 2.337 | 4.198 | 27.561 |
| 3.914 | 2.551 | 2.266 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 34.125 |
| 2.463 | 4.032 | 2.266 | 3.722 | 2.678 | 2.197 | 2.439 | 1.000 | 1.000 | 3.308 | 3.722 | 4.198 | 33.024 |
| 2.463 | 2.551 | 2.266 | 2.337 | 1.000 | 2.197 | 2.439 | 2.289 | 2.431 | 1.000 | 2.337 | 2.680 | 25.990 |
| 3.914 | 4.032 | 2.266 | 3.722 | 2.678 | 3.525 | 3.870 | 2.289 | 3.856 | 3.308 | 3.722 | 4.198 | 41.380 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 34.038 |
| 2.463 | 4.032 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 2.289 | 3.856 | 4.795 | 2.337 | 4.198 | 38.579 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 2.197 | 2.439 | 3.659 | 2.431 | 2.003 | 2.337 | 4.198 | 32.922 |
| 3.914 | 4.032 | 3.629 | 3.722 | 2.678 | 3.525 | 3.870 | 3.659 | 2.431 | 3.308 | 3.722 | 2.680 | 41.170 |
| 3.914 | 4.032 | 3.629 | 2.337 | 2.678 | 2.197 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 35.641 |
| 3.914 | 2.551 | 2.266 | 3.722 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 3.722 | 4.198 | 38.412 |
| 2.463 | 2.551 | 3.629 | 3.722 | 2.678 | 2.197 | 3.870 | 3.659 | 2.431 | 4.795 | 3.722 | 4.198 | 39.916 |
| 2.463 | 4.032 | 3.629 | 2.337 | 4.242 | 3.525 | 2.439 | 2.289 | 3.856 | 3.308 | 2.337 | 2.680 | 37.138 |
| 2.463 | 4.032 | 2.266 | 2.337 | 2.678 | 2.197 | 2.439 | 2.289 | 2.431 | 3.308 | 2.337 | 4.198 | 32.975 |
| 3.914 | 2.551 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 2.289 | 3.856 | 3.308 | 2.337 | 4.198 | 37.061 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 2.197 | 2.439 | 2.289 | 3.856 | 2.003 | 2.337 | 2.680 | 31.459 |
| 2.463 | 2.551 | 2.266 | 1.000 | 1.000 | 2.197 | 1.000 | 2.289 | 1.000 | 3.308 | 1.000 | 2.680 | 22.754 |
| 1.000 | 2.551 | 2.266 | 2.337 | 2.678 | 1.000 | 2.439 | 2.289 | 1.000 | 3.308 | 2.337 | 2.680 | 25.885 |
| 3.914 | 2.551 | 2.266 | 3.722 | 2.678 | 2.197 | 3.870 | 2.289 | 3.856 | 4.795 | 3.722 | 4.198 | 40.058 |
| 2.463 | 4.032 | 3.629 | 2.337 | 4.242 | 2.197 | 2.439 | 3.659 | 2.431 | 4.795 | 2.337 | 4.198 | 38.760 |
| 2.463 | 4.032 | 2.266 | 3.722 | 2.678 | 2.197 | 2.439 | 2.289 | 2.431 | 3.308 | 3.722 | 2.680 | 34.227 |
| 2.463 | 2.551 | 2.266 | 2.337 | 4.242 | 2.197 | 1.000 | 2.289 | 2.431 | 3.308 | 2.337 | 4.198 | 31.619 |
| 2.463 | 2.551 | 3.629 | 3.722 | 4.242 | 3.525 | 3.870 | 3.659 | 3.856 | 4.795 | 3.722 | 2.680 | 42.715 |
| 2.463 | 2.551 | 2.266 | 3.722 | 4.242 | 2.197 | 2.439 | 3.659 | 1.000 | 3.308 | 3.722 | 2.680 | 34.248 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 2.197 | 2.439 | 2.289 | 2.431 | 3.308 | 2.337 | 4.198 | 32.857 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 2.197 | 3.870 | 3.659 | 2.431 | 4.795 | 2.337 | 4.198 | 37.146 |
| 2.463 | 4.032 | 3.629 | 3.722 | 4.242 | 3.525 | 3.870 | 2.289 | 3.856 | 3.308 | 3.722 | 2.680 | 41.339 |
| 1.000 | 1.000 | 1.000 | 1.000 | 4.242 | 1.000 | 1.000 | 2.289 | 2.431 | 3.308 | 1.000 | 1.000 | 20.271 |
| 2.463 | 4.032 | 3.629 | 3.722 | 2.678 | 3.525 | 3.870 | 2.289 | 2.431 | 3.308 | 3.722 | 2.680 | 38.350 |
| 1.000 | 2.551 | 1.000 | 1.000 | 2.678 | 1.000 | 1.000 | 1.000 | 2.431 | 2.003 | 1.000 | 2.680 | 19.343 |

**Umur (X3)**

**Succesive Interval**

#### X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 X3.9 X3.10 X3.11 X3.12

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 3.856 | 3.308 | 2.337 | 2.680 | 35.462 |
| 1.000 | 1.000 | 1.000 | 2.337 | 2.678 | 2.197 | 1.000 | 1.000 | 2.431 | 2.003 | 2.337 | 2.680 | 21.662 |
| 1.000 | 2.551 | 2.266 | 2.337 | 2.678 | 1.000 | 2.439 | 2.289 | 1.000 | 2.003 | 2.337 | 4.198 | 26.098 |
| 3.914 | 4.032 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 36.969 |
| 2.463 | 4.032 | 2.266 | 3.722 | 2.678 | 2.197 | 2.439 | 1.000 | 1.000 | 3.308 | 3.722 | 4.198 | 33.024 |
| 2.463 | 2.551 | 2.266 | 2.337 | 2.678 | 2.197 | 2.439 | 2.289 | 2.431 | 1.000 | 2.337 | 2.680 | 27.668 |
| 3.914 | 4.032 | 2.266 | 3.722 | 4.242 | 3.525 | 3.870 | 2.289 | 3.856 | 3.308 | 3.722 | 4.198 | 42.944 |
| 2.463 | 2.551 | 3.629 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 34.038 |
| 2.463 | 4.032 | 3.629 | 2.337 | 4.242 | 3.525 | 2.439 | 2.289 | 3.856 | 4.795 | 2.337 | 4.198 | 40.143 |
| 2.463 | 2.551 | 3.629 | 2.337 | 4.242 | 2.197 | 2.439 | 3.659 | 2.431 | 2.003 | 2.337 | 4.198 | 34.487 |
| 3.914 | 4.032 | 3.629 | 3.722 | 2.678 | 3.525 | 3.870 | 3.659 | 2.431 | 3.308 | 3.722 | 2.680 | 41.170 |
| 3.914 | 4.032 | 3.629 | 2.337 | 2.678 | 2.197 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 35.641 |
| 3.914 | 2.551 | 2.266 | 3.722 | 4.242 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 3.722 | 4.198 | 39.977 |
| 2.463 | 4.032 | 2.266 | 3.722 | 2.678 | 2.197 | 2.439 | 2.289 | 2.431 | 3.308 | 3.722 | 2.680 | 34.227 |
| 2.463 | 2.551 | 2.266 | 2.337 | 2.678 | 3.525 | 2.439 | 3.659 | 2.431 | 3.308 | 2.337 | 2.680 | 32.674 |

### 15 Uji Validitas Variabel Kinerja (Y)

**Correlations**

|  |  |  |
| --- | --- | --- |
|  |  | Total.Y |
| Y.1 | Pearson Correlation | .725\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.2 | Pearson Correlation | .545\*\* |
|  | Sig. (2-tailed) | .002 |
|  | N | 30 |
| Y.3 | Pearson Correlation | .626\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.4 | Pearson Correlation | .762\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.5 | Pearson Correlation | .424\* |
|  | Sig. (2-tailed) | .019 |
|  | N | 30 |
| Y.6 | Pearson Correlation | .738\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.7 | Pearson Correlation | .790\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.8 | Pearson Correlation | .762\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.9 | Pearson Correlation | .730\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Y.10 | Pearson Correlation | .776\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Total.Y | Pearson Correlation | 1 |
|  | Sig. (2-tailed)  N | 30 |

\*\*. Correlation is significant at the 0.01 level (2tailed).

\*. Correlation is significant at the 0.05 level (2tailed).

### 16

**Kemampuan Individu (X1)**

**Correlations**

|  |  |  |
| --- | --- | --- |
|  |  | Total.X1 |
| X1.1 | Pearson Correlation | .580\*\* |
|  | Sig. (2-tailed) | .001 |
|  | N | 30 |
| X1.2 | Pearson Correlation | .683\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.3 | Pearson Correlation | .731\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.4 | Pearson Correlation | .670\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.5 | Pearson Correlation | .548\*\* |
|  | Sig. (2-tailed) | .002 |
|  | N | 30 |
| X1.6 | Pearson Correlation | .456\* |
|  | Sig. (2-tailed) | .011 |
|  | N | 30 |
| X1.7 | Pearson Correlation | .617\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.8 | Pearson Correlation | .604\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.9 | Pearson Correlation | .703\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.10 | Pearson Correlation | .580\*\* |
|  | Sig. (2-tailed) | .001 |
|  | N | 30 |
| X1.11 | Pearson Correlation | .837\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X1.12 | Pearson Correlation | .776\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Total.X1 | Pearson Correlation | 1 |
|  | Sig. (2-tailed)  N | 30 |

\*. Correlation is significant at the 0.05 level (2tailed).

\*\*. Correlation is significant at the 0.01 level (2tailed).

### 17 Umur (X2)

**Correlations**

|  |  |  |
| --- | --- | --- |
|  |  | Total.X2 |
| X2.1 | Pearson Correlation | .689\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.2 | Pearson Correlation | .667\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.3 | Pearson Correlation | .623\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.4 | Pearson Correlation | .722\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.5 | Pearson Correlation | .784\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.6 | Pearson Correlation | .784\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.7 | Pearson Correlation | .704\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.8 | Pearson Correlation | .513\*\* |
|  | Sig. (2-tailed) | .004 |
|  | N | 30 |
| X2.9 | Pearson Correlation | .565\*\* |
|  | Sig. (2-tailed) | .001 |
|  | N | 30 |
| X2.10 | Pearson Correlation | .573\*\* |
|  | Sig. (2-tailed) | .001 |
|  | N | 30 |
| X2.11 | Pearson Correlation | .407\* |
|  | Sig. (2-tailed) | .025 |
|  | N | 30 |
| X2.12 | Pearson Correlation | .704\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.13 | Pearson Correlation | .733\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X2.14 | Pearson Correlation | .746\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| Total.X2 | Pearson Correlation | 1 |
|  | Sig. (2-tailed)  N | 30 |

\*. Correlation is significant at the 0.05 level (2tailed).

\*\*. Correlation is significant at the 0.01 level (2tailed).

### 18 Umur (X3)

**Correlations**

|  |  |  |
| --- | --- | --- |
|  |  | Total.X3 |
| X3.1 | Pearson Correlation | .650\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.2 | Pearson Correlation | .642\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.3 | Pearson Correlation | .674\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.4 | Pearson Correlation | .748\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.5 | Pearson Correlation | .706\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.6 | Pearson Correlation | .775\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.7 | Pearson Correlation | .803\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.8 | Pearson Correlation | .476\*\* |
|  | Sig. (2-tailed) | .008 |
|  | N | 30 |
| X3.9 | Pearson Correlation | .530\*\* |
|  | Sig. (2-tailed) | .003 |
|  | N | 30 |
| X3.10 | Pearson Correlation | .514\*\* |
|  | Sig. (2-tailed) | .004 |
|  | N | 30 |
| X3.11 | Pearson Correlation | .748\*\* |
|  | Sig. (2-tailed) | .000 |
|  | N | 30 |
| X3.12 | Pearson Correlation | .419\* |
|  | Sig. (2-tailed) | .021 |
|  | N | 30 |
| Total.X3 | Pearson Correlation | 1 |
|  | Sig. (2-tailed)  N | 30 |

\*. Correlation is significant at the 0.05 level (2tailed).

\*\*. Correlation is significant at the 0.01 level (2tailed).

## Lampiran 19 Uji Reliabilitas Variabel Kinerja (Y)

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | N | % |
| Cases | Valid  Excludeda  Total | 30 | 100.0 |
| 0 | .0 |
| 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| .880 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item-  Total Correlation | Cronbach's  Alpha if Item  Deleted |
| Y.1 | 37.6667 | 15.471 | .636  .454  .523  .687 | .866 |
| Y.2 | 37.7667 | 17.220 | .878 |
| Y.3 | 37.6667 | 16.299 | .875 |
| Y.4 | 37.7333 | 15.444 | .862 |
| Y.5 | 37.5000 | 17.707 | .315  .657  .724 | .887 |
| Y.6 | 37.7333 | 15.582 | .864 |
| Y.7 | 37.8333 | 15.385 | .859 |
| Y.8 | 37.7333 | 15.444 | .687 | .862 |
| Y.9 | 37.4333 | 15.840 | .652 | .865 |
| Y.10 | 37.4333 | 15.289 | .703 | .861 |

### 20

**Kemampuan Individu (X1)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | N | % |
| Cases | Valid  Excludeda  Total | 30 | 100.0 |
| 0 | .0 |
| 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| .875 | 12 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item-  Total Correlation | Cronbach's  Alpha if Item  Deleted |
| X1.1 | 46.3333 | 22.506 | .501 | .869 |
| X1.2 | 46.2667 | 21.513 | .608  .655 | .863 |
| X1.3 | 46.3667 | 20.723 | .859 |
| X1.4 | 46.4333 | 21.013 | .578  .442 | .865 |
| X1.5 | 46.4333 | 22.116 | .873 |
| X1.6 | 46.4000 | 22.869 | .347  .533 | .878 |
| X1.7 | 46.4667 | 21.982 | .867 |
| X1.8 | 46.5000 | 21.638 | .504 | .869 |
| X1.9 | 46.5667 | 21.151 | .627 | .861 |
| X1.10 | 46.3333 | 22.506 | .501 | .869 |
| X1.11 | 46.5667 | 20.254 | .791 | .851 |
| X1.12 | 46.6667 | 20.782 | .717 | .856 |

### 21

**Beban Kerja (X2)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | N | % |
| Cases | Valid  Excludeda  Total | 30 | 100.0 |
| 0 | .0 |
| 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| .901 | 14 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item-  Total Correlation | Cronbach's  Alpha if Item  Deleted |
| X2.1 | 54.1667 | 28.764 | .632 | .893 |
| X2.2 | 54.4667 | 28.189 | .592  .564 | .894 |
| X2.3 | 54.1333 | 29.568 | .895 |
| X2.4 | 54.3000 | 28.355 | .666  .737 | .891 |
| X2.5 | 54.8000 | 27.821 | .888 |
| X2.6 | 54.3000 | 27.114 | .729  .645 | .888 |
| X2.7 | 54.5000 | 28.397 | .892 |
| X2.8 | 54.3000 | 29.528 | .422 | .901 |
| X2.9 | 54.3333 | 29.195 | .482 | .899 |
| X2.10 | 54.5000 | 29.638 | .503 | .897 |
| X2.11 | 54.3000 | 30.976 | .336 | .903 |
| X2.12 | 54.5667 | 27.978 | .638 | .892 |
| X2.13 | 54.6333 | 27.413 | .666 | .891 |
| X2.14 | 54.5000 | 27.707 | .688 | .890 |

### 22

**Umur (X3)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | N | % |
| Cases | Valid  Excludeda  Total | 30 | 100.0 |
| 0 | .0 |
| 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

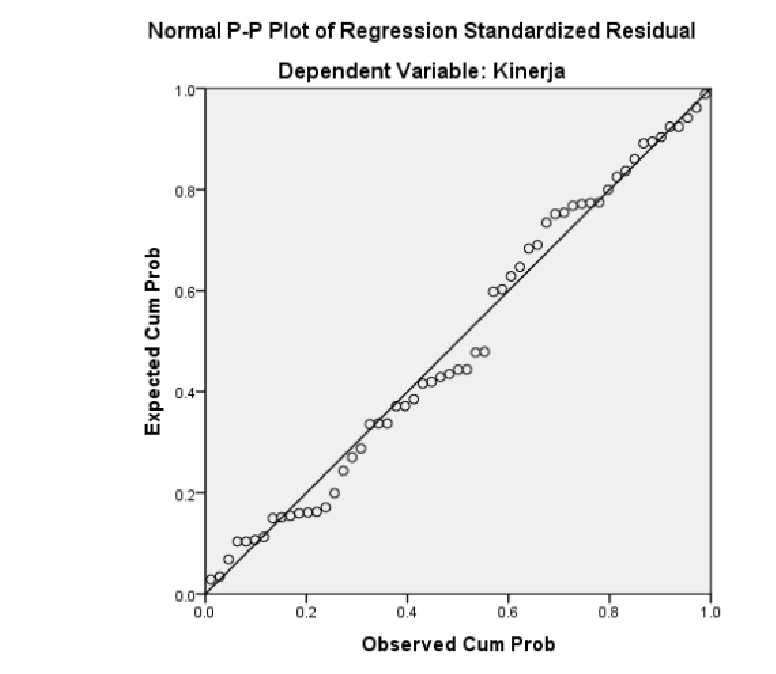
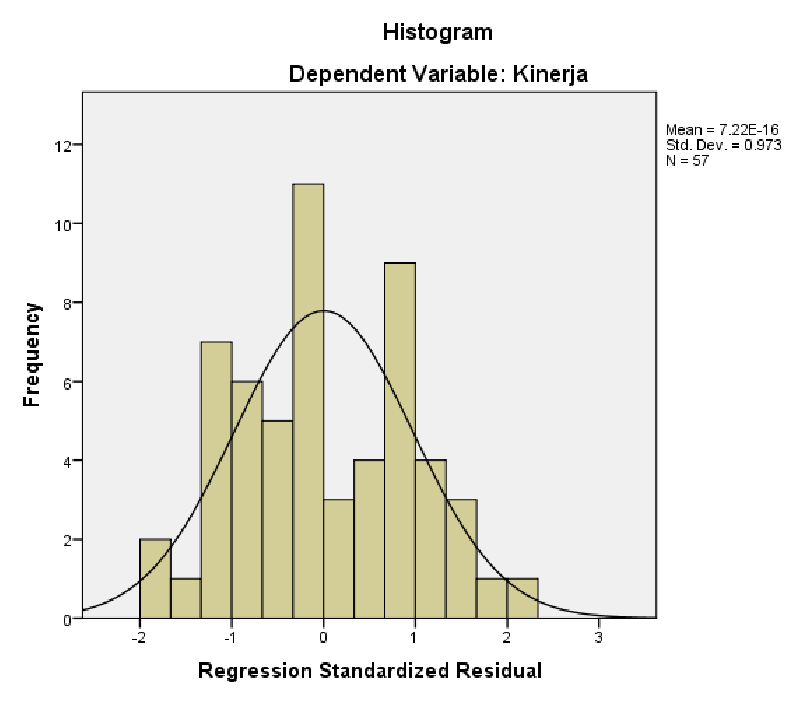
|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| .869 | 12 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item-  Total Correlation | Cronbach's  Alpha if Item  Deleted |
| X3.1 | 46.2000 | 19.752 | .567  .567 | .858 |
| X3.2 | 45.9667 | 20.102 | .858 |
| X3.3 | 46.0000 | 19.379 | .589 | .856 |
| X3.4 | 46.0667 | 18.754 | .675 | .850 |
| X3.5 | 46.3333 | 20.092 | .649  .703  .750 | .855 |
| X3.6 | 45.9333 | 18.340 | .848 |
| X3.7 | 46.2000 | 18.855 | .846 |
| X3.8 | 46.0000 | 20.621 | .361 | .871 |
| X3.9 | 46.1000 | 20.231 | .420 | .867 |
| X3.10 | 46.4667 | 20.395 | .405 | .868 |
| X3.11 | 46.0667 | 18.754 | .675 | .850 |
| X3.12 | 45.9667 | 21.275 | .319 | .871 |

**23**

## Uji Asumsi Klasik (Uji Normalitas)



**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
|  |  | Unstandardized  Residual |
| N | Mean  Std. Deviation  Absolute | 57 |
| Normal Parametersa,b  Most Extreme Differences | .0000000 |
| 1.08668155 |
| .084 |
|  | Positive  Negative | .084 |
| -.074 |
| Test Statistic |  | .084 |
| Asymp. Sig. (2-tailed) |  | .200c,d |

1. Test distribution is Normal.
2. Calculated from data.
3. Lilliefors Significance Correction.
4. This is a lower bound of the true significance.

**24**

## Uji Asumsi Klasik (Uji Multikolonieritas)

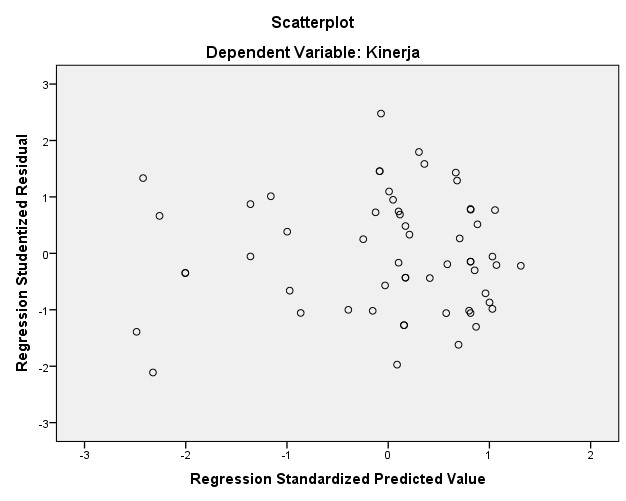
**Coefficientsa**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 (Constant)  Kemampuan Individu  Beban Kerja  Umur | 16.204 | 6.999 |  | 2.289  4.570  -2.683  2.581 | .075 |  |  |
| .391 | .086  .084  .087 | .457  -.291  .245 | .000 | .119 | 8.390 |
| -.226 | .010 | .101 | 9.885 |
| .225 | .013 | .132 | 7.586 |

a. Dependent Variable: Kinerja

**25**

## Uji Asumsi Klasik (Uji Heteroskedastisitas)



**26**

## Analisis Regresi Linier Berganda

**Coefficientsa**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 (Constant)  Kemampuan Individu  Beban Kerja  Umur | 16.204 | 6.999 |  | 2.289  4.570  -2.683  2.581 | .075    .000    .010    .013 | .119  .101  .132 | 8.390  9.885  7.586 |
| .391 | .086 | .457  -.291  .245 |
| -.226 | .084 |
| .225 | .087 |

a. Dependent Variable: Kinerja

**27**

## Uji Signifikansi Parsial (Uji t)

**Coefficientsa**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 (Constant)  Kemampuan Individu  Beban Kerja  Umur | 16.204 | 6.999 |  | 2.289 | .075 | .119  .101  .132 | 8.390  9.885  7.586 |
| .391 | .086  .084  .087 | .457  -.291  .245 | 4.570 | .000 |
| -.226 | -2.683 | .010 |
| .225 | 2.581 | .013 |

a. Dependent Variable: Kinerja

**28**

## Uji Signifikansi Simultan (Uji F)

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model |  | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression  Residual  Total | 980.432 | 3 | 326.811 | 261.927 | .000b |
| 66.129 | 53 | 1.248 |  |  |
| 1046.561 | 56 |  |  |  |

1. Dependent Variable: Kinerja
2. Predictors: (Constant), Umur, Kemampuan Individu, Beban Kerja

## Lampiran 25 Analisis Koefisien Determinasi

**Model Summaryb**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R  Square | Std. Error of the  Estimate |
| 1 | .968a | .937 | .933 | 1.11701 |

1. Predictors: (Constant), Umur, Kemampuan Individu, Beban Kerja
2. Dependent Variable: Kinerja

## Lampiran 26 Data Rekapitulasi Penilaian Kinerja Pegawai Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal Standar Nilai Kinerja Pegawai Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal 2023

|  |  |  |
| --- | --- | --- |
| **No** | **Nilai** | **Keterangan** |
| 1. | 91-100 | Sangat Baik |
| 2. | 71-90 | Baik |
| 3. | 61-70 | Cukup |
| 4. | 51-60 | Sedang |
| 5. | 50 ke bawah | Kurang |

Sumber : Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal

## Unsur Penilaian Kinerja Pegawai Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal 2023

|  |  |
| --- | --- |
| **No** | **Unsur Penilaian** |
| 1. | Inisiatif |
| 2. | Disiplin Kerja |
| 3. | Kerjasama |
| 4. | Kerapian, kebersihan |
| 5. | Ketaatan prosedur kerja |
| 6. | Ketaatan terhadap atasan |
| 7. | Motivasi kerja |
| 8. | Komunikasi |

Sumber : Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal

Tabel diatas menunjukkan unsur-unsur dari penilaian kerja pegawai Dinas

Perpustakaan Dan Kearsipan Kabupaten Tegal. Terdapat lima unsur diantaranya 91-100 menunjukkan standar nilai yang sangat baik, 71-90 menunjukkan standar nilai baik, 61-70 menunjukkan nilai cukup, 51-60 menunjukkan nilai sedang dan 50 ke bawah menunjukkan nilai yang kurang. Standar penilaian prestasi kinerja pegawai akan dimasukkan ke dalam rekapitulasi hasil penilaian prestasi kinerja pegawai Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal antara lain:

Turunnya kinerja pegawai dapat dilihat pada tabel hasil kinerja berikut

ini :

## Rekapitulasi Hasil Penilaian Kinerja Pegawai Dinas Perpustakaan

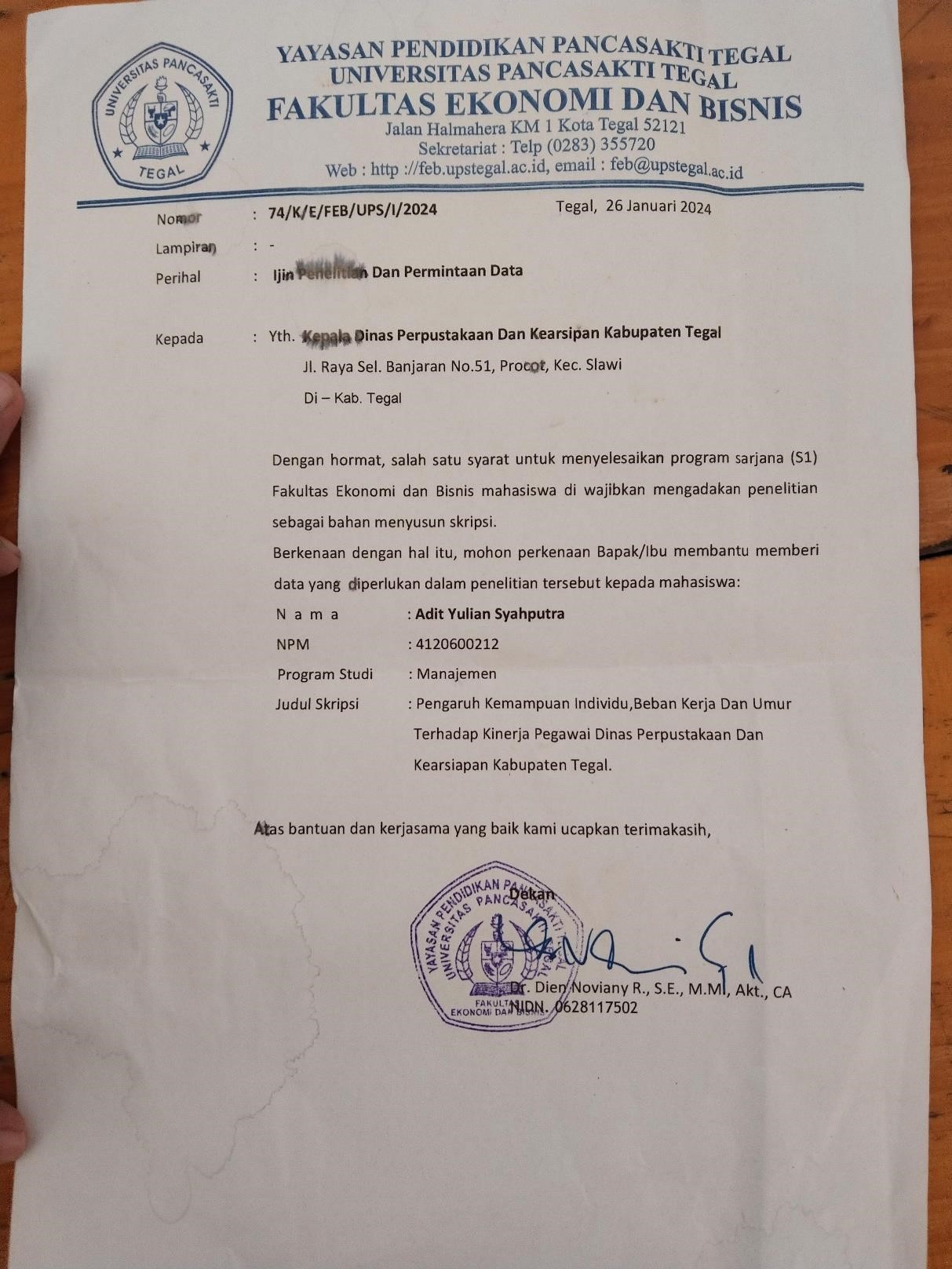
**Dan Kearsipan Kabupaten Tegal 2023**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Nilai | Kategori | 2021 | 2022 | 2023 |
| Jumlah Pegawai | Jumlah Pegawai | Jumlah Pegawai |
| 1 | 61-70 | Cukup | 22 | 33 | 34 |
| 2 | 71-90 | Baik | 17 | 12 | 14 |
| 3 | 91-100 | Sangat Baik | 18 | 12 | 9 |
|  | Total | | 57 | 57 | 57 |

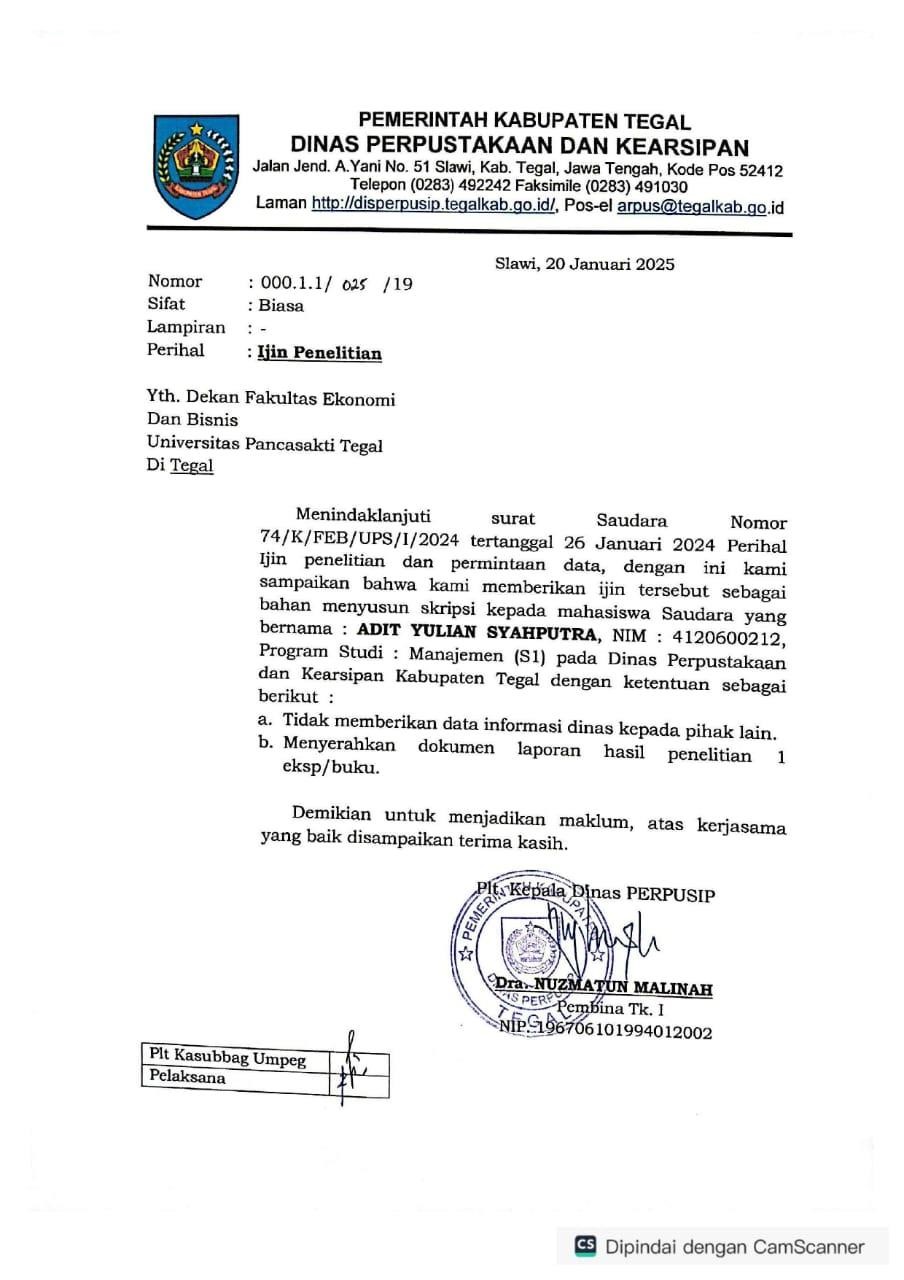
Sumber : Dinas Perpustakaan Dan Kearsipan Kabupaten Tegal

Berdasarkan data diatas mengenai penilaian kinerja pegawai di tahun 2021 penilaian kinerja dengan kategori cukup berjumlah 22 pegawai kategori baik berjumlah 17 pegawai dan kategori sangat baik berjumlah 18 pegawai. Di tahun 2022 penilaian kinerja dengan kategori cukup berjumlah 33 pegawai, kategori baik berjumlah 12 pegawai dan kategori sangat baik berjumlah 12 pegawai. Di tahun 2023 penilaian kinerja dengan kategori cukup berjumlah 34 pegawai, kategori baik berjumlah 14 pegawai dan kategori sangat baik berjumlah 9 pegawai. Data tersebut menunjukan bahwa di tahun 2021 sampai 2023 mengalami kenaikan dan penurunan dimana penilaian kinerja dengan kategori Cukup semakin meningkat, kategori Baik semakin menurun dan kategori Sangat Baik semakin menurun.

## Lampiran 27



## Lampiran 28



## Lampiran 29

