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.

# **LAMPIRAN**

Lampiran 1 Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Budaya Organisasi, Lingkungan Kerja dan Disiplin Kerja terhadap Produktivitas Karyawan PT. Sinar Utama Jaya Abadi Brebes

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 kami sediakan. Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami 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, kami mengucapkan terima kasih.

Hormat Saya,

Mochamad Nur Ali Murobit

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Perempuan
3. Laki-laki
4. Usia
5. 21-30 tahun
6. 31-40 tahun
7. > 41 tahun
8. Pendidikan
9. S2
10. S1
11. D3
12. SMK/SMA

**Keterangan**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

**Petunjuk Pengisian**

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

**Produktifitas Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya merasa memiliki tanggung jawab penuh terhadap tugas-tugas yang diberikan. |  |  |  |  |  |
| 2 | Saya berusaha menyelesaikan pekerjaan dengan sebaik mungkin meskipun menghadapi tantangan. |  |  |  |  |  |
| 3 | Saya merasa termotivasi untuk memberikan kontribusi terbaik saya kepada organisasi. |  |  |  |  |  |
| 4 | Saya merasa bangga menjadi bagian dari perusahaan tempat saya bekerja. |  |  |  |  |  |
| 5 | Saya selalu berusaha memastikan hasil kerja saya memenuhi standar yang ditetapkan. |  |  |  |  |  |
| 6 | Saya merasa hasil kerja saya memberikan kontribusi positif bagi organisasi. |  |  |  |  |  |
| 7 | Saya dapat menyelesaikan pekerjaan sesuai dengan batas waktu yang telah ditentukan. |  |  |  |  |  |
| 8 | Saya mampu menyelesaikan pekerjaan dengan memanfaatkan sumber daya secara efisien. |  |  |  |  |  |
| 9 | Saya merasa perusahaan menyediakan peluang untuk meningkatkan karier saya. |  |  |  |  |  |
| 10 | Saya memiliki kesempatan untuk mengembangkan keterampilan yang relevan dengan pekerjaan saya. |  |  |  |  |  |
| 11 | Saya merasa pelatihan yang disediakan perusahaan membantu meningkatkan Disiplin Kerja saya. |  |  |  |  |  |
| 12 | Saya memiliki akses terhadap sumber daya pembelajaran yang mendukung pengembangan pribadi. |  |  |  |  |  |

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya didorong untuk memberikan ide-ide kreatif di tempat kerja. |  |  |  |  |  |
| 2 | Organisasi memberikan keleluasaan kepada saya untuk mengambil keputusan meskipun terdapat risiko tertentu. |  |  |  |  |  |
| 3 | Saya selalu memastikan pekerjaan saya selesai dengan akurasi yang tinggi. |  |  |  |  |  |
| 4 | Saya merasa standar kerja yang ditetapkan oleh organisasi cukup detail dan jelas. |  |  |  |  |  |
| 5 | Saya merasa pekerjaan saya dinilai berdasarkan hasil yang saya capai. |  |  |  |  |  |
| 6 | Saya mendapatkan apresiasi ketika berhasil mencapai atau melampaui target kerja. |  |  |  |  |  |
| 7 | Saya merasa dihargai sebagai individu di tempat kerja, bukan hanya sebagai pekerja |  |  |  |  |  |
| 8 | Saya merasa diberikan kesempatan untuk berkontribusi sesuai dengan kemampuan saya. |  |  |  |  |  |
| 9 | Saya merasa nyaman bekerja sama dengan anggota tim untuk mencapai tujuan bersama. |  |  |  |  |  |
| 10 | Tim kerja saya memiliki komunikasi yang baik untuk memastikan keberhasilan perusahaan. |  |  |  |  |  |

**Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Pencahayaan di tempat kerja saya cukup terang untuk mendukung aktivitas kerja. |  |  |  |  |  |
| 2 | Saya merasa tidak terganggu oleh pencahayaan yang terlalu redup atau terlalu silau. |  |  |  |  |  |
| 3 | Pencahayaan di ruang kerja saya sesuai dengan kebutuhan pekerjaan yang saya lakukan. |  |  |  |  |  |
| 4 | Penempatan sumber cahaya di tempat kerja mendukung kenyamanan dan produktivitas saya. |  |  |  |  |  |
| 5 | Suara di tempat kerja tidak mengganggu konsentrasi saya dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 6 | Saya merasa nyaman dengan tingkat kebisingan di lingkungan kerja saya. |  |  |  |  |  |
| 7 | Perusahaan menyediakan solusi untuk mengurangi kebisingan yang mengganggu di tempat kerja. |  |  |  |  |  |
| 8 | Saya merasa perusahaan memperhatikan aspek kebisingan untuk menciptakan lingkungan kerja yang kondusif. |  |  |  |  |  |
| 9 | Sistem keamanan yang tersedia di tempat kerja membuat saya merasa aman selama bekerja. |  |  |  |  |  |
| 10 | Saya merasa perusahaan telah menyediakan langkah-langkah untuk melindungi karyawan dari risiko di tempat kerja. |  |  |  |  |  |
| 11 | Saya merasa lingkungan kerja bebas dari risiko kecelakaan atau bahaya fisik. |  |  |  |  |  |
| 12 | Saya percaya bahwa perusahaan memprioritaskan keamanan karyawan dalam setiap aktivitas kerja. |  |  |  |  |  |
| 13 | Ruang kerja saya cukup luas untuk mendukung kenyamanan dalam beraktivitas. |  |  |  |  |  |
| 14 | Saya merasa ruang kerja tidak terlalu sempit sehingga mengganggu mobilitas saya. |  |  |  |  |  |
| 15 | Penataan ruang kerja mendukung aktivitas saya sehingga dapat bekerja dengan lebih efisien. |  |  |  |  |  |
| 16 | Saya merasa pengaturan ruang kerja mencegah terjadinya gangguan selama bekerja. |  |  |  |  |  |

**Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya selalu hadir tepat waktu setiap hari kerja |  |  |  |  |  |
| 2 | Saya menggunakan perlengkapan kerja dengan bijaksana |  |  |  |  |  |
| 3 | Saya menjaga perlengkapan kerja agar tetap dalam kondisi baik |  |  |  |  |  |
| 4 | Saya selalu menjalankan tugas sesuai tanggung jawab saya |  |  |  |  |  |
| 5 | Saya mematuhi aturan yang berlaku di perusahaan |  |  |  |  |  |
| 6 | Saya menyelesaikan pekerjaan sesuai dengan jadwal yang ditentukan |  |  |  |  |  |
| 7 | Saya selalu mematuhi peraturan dan norma yang berlaku di tempat kerja |  |  |  |  |  |
| 8 | Saya mengikuti prosedur kerja yang sudah ditetapkan oleh perusahaan |  |  |  |  |  |

**Lampiran 2**

**Data Tabulasi Variabel Produktivitas (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Produktivitas (Y) | | | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 53 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 50 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 55 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 51 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 53 |
| 10 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 40 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 40 |
| 13 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 45 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 15 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 48 |
| 16 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 55 |
| 20 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 51 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 55 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 53 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 52 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 53 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 29 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 30 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 44 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 55 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 54 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 50 |
| 34 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 52 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 50 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 53 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 41 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 53 |
| 42 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 40 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| 44 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 40 |
| 45 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 45 |
| 46 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 47 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 48 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 49 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 51 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 55 |
| 52 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 51 |
| 53 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 54 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| 55 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 50 |
| 57 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| 58 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
| 59 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| 60 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 61 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 52 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 52 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 50 |

**Lampiran 3**

**Data Tabulasi Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Budaya Organisasi (X1) | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 2 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 43 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 41 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 44 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 45 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 35 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 41 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 43 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 47 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 38 |
| 31 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 33 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 37 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 40 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 41 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 46 |
| 42 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 44 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 35 |
| 45 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 41 |
| 46 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 47 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 50 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 51 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 52 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 53 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 54 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 55 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 56 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 57 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 58 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 59 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 60 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 61 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 45 |
| 62 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 63 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |

**Lampiran 4**

**Data Tabulasi Variabel Lingkungan Kerja (X2)**

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

**Lampiran 5**

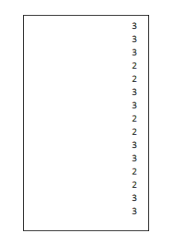
**Data Tabulasi Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Instrumen Penelitian Variabel Disiplin Kerja (X3) | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 2 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 37 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 28 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 31 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 15 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 34 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 36 |
| 24 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 25 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 36 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 36 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 29 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 30 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 33 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 34 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 35 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 38 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 39 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 40 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 28 |
| 41 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 42 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 28 |
| 43 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 44 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 45 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 31 |
| 46 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 47 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 34 |
| 48 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 49 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 51 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 52 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 53 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 54 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 55 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 36 |
| 56 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 57 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 58 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 59 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 60 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 61 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 62 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 63 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |

**Lampiran 6**

**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

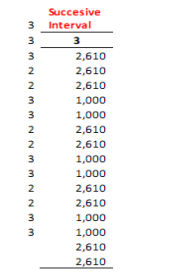
• Pilih Select all

• 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:**

****

**Lampiran 7**

**Tabulasi Data MSI Penelitian Responden Variabel Produktivitas (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** |  |
| 3.735 | 2.564 | 4.040 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 3.850 | 3.563 | 3.749 | 2.564 | 36.426 |
| 2.358 | 2.564 | 2.546 | 3.880 | 4.189 | 2.435 | 2.385 | 3.841 | 2.411 | 2.200 | 1.000 | 2.564 | 32.374 |
| 3.735 | 2.564 | 2.546 | 3.880 | 4.189 | 3.865 | 2.385 | 3.841 | 3.850 | 2.200 | 3.749 | 2.564 | 39.369 |
| 2.358 | 2.564 | 4.040 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 2.564 | 33.685 |
| 3.735 | 4.087 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 4.087 | 35.142 |
| 2.358 | 2.564 | 4.040 | 2.444 | 2.674 | 3.865 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 2.564 | 35.116 |
| 3.735 | 4.087 | 4.040 | 2.444 | 2.674 | 2.435 | 3.774 | 2.422 | 3.850 | 3.563 | 3.749 | 4.087 | 40.860 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 12.000 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 3.865 | 3.774 | 2.422 | 3.850 | 3.563 | 3.749 | 2.564 | 36.374 |
| 1.000 | 2.564 | 1.000 | 1.000 | 2.674 | 1.000 | 1.000 | 1.000 | 2.411 | 1.000 | 1.000 | 2.564 | 18.213 |
| 3.735 | 4.087 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 4.087 | 35.142 |
| 2.358 | 1.000 | 2.546 | 1.000 | 2.674 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.352 | 1.000 | 17.930 |
| 1.000 | 2.564 | 2.546 | 1.000 | 4.189 | 2.435 | 1.000 | 1.000 | 2.411 | 2.200 | 2.352 | 2.564 | 25.261 |
| 3.735 | 2.564 | 2.546 | 3.880 | 2.674 | 2.435 | 3.774 | 3.841 | 3.850 | 3.563 | 2.352 | 2.564 | 37.778 |
| 1.000 | 1.000 | 2.546 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 1.000 | 29.221 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 1.000 | 1.000 | 2.422 | 2.411 | 2.200 | 2.352 | 2.564 | 26.535 |
| 3.735 | 2.564 | 2.546 | 3.880 | 4.189 | 2.435 | 2.385 | 3.841 | 3.850 | 2.200 | 3.749 | 2.564 | 37.939 |
| 2.358 | 2.564 | 4.040 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 32.213 |
| 3.735 | 2.564 | 4.040 | 2.444 | 4.189 | 3.865 | 3.774 | 2.422 | 3.850 | 3.563 | 2.352 | 2.564 | 39.364 |
| 2.358 | 2.564 | 4.040 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 33.729 |
| 3.735 | 4.087 | 2.546 | 3.880 | 2.674 | 2.435 | 2.385 | 3.841 | 3.850 | 3.563 | 3.749 | 4.087 | 40.832 |
| 3.735 | 2.564 | 2.546 | 3.880 | 2.674 | 2.435 | 2.385 | 3.841 | 3.850 | 3.563 | 2.352 | 2.564 | 36.389 |
| 2.358 | 2.564 | 2.546 | 3.880 | 4.189 | 2.435 | 2.385 | 3.841 | 2.411 | 2.200 | 3.749 | 2.564 | 35.123 |
| 2.358 | 4.087 | 4.040 | 2.444 | 4.189 | 3.865 | 2.385 | 2.422 | 2.411 | 3.563 | 3.749 | 4.087 | 39.602 |
| 2.358 | 2.564 | 4.040 | 2.444 | 2.674 | 3.865 | 3.774 | 2.422 | 3.850 | 3.563 | 2.352 | 2.564 | 36.471 |
| 2.358 | 2.564 | 2.546 | 2.444 | 4.189 | 3.865 | 3.774 | 2.422 | 3.850 | 2.200 | 2.352 | 2.564 | 35.129 |
| 2.358 | 2.564 | 2.546 | 3.880 | 4.189 | 3.865 | 2.385 | 3.841 | 2.411 | 3.563 | 2.352 | 2.564 | 36.520 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 30.719 |
| 1.000 | 2.564 | 1.000 | 2.444 | 2.674 | 1.000 | 2.385 | 2.422 | 2.411 | 2.200 | 1.000 | 2.564 | 23.664 |
| 2.358 | 2.564 | 1.000 | 1.000 | 2.674 | 2.435 | 1.000 | 1.000 | 2.411 | 2.200 | 2.352 | 2.564 | 23.558 |
| 2.358 | 4.087 | 2.546 | 3.880 | 4.189 | 2.435 | 3.774 | 3.841 | 2.411 | 2.200 | 3.749 | 4.087 | 39.557 |
| 2.358 | 4.087 | 2.546 | 2.444 | 4.189 | 3.865 | 2.385 | 2.422 | 3.850 | 3.563 | 2.352 | 4.087 | 38.150 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 2.564 | 32.192 |
| 2.358 | 1.000 | 2.546 | 2.444 | 4.189 | 1.000 | 2.385 | 2.422 | 2.411 | 2.200 | 2.352 | 1.000 | 26.308 |
| 3.735 | 2.564 | 4.040 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 3.749 | 2.564 | 34.987 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 3.774 | 2.422 | 2.411 | 2.200 | 3.749 | 2.564 | 32.142 |
| 2.358 | 2.564 | 2.546 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 32.235 |
| 2.358 | 4.087 | 2.546 | 2.444 | 4.189 | 3.865 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 4.087 | 36.711 |
| 3.735 | 4.087 | 4.040 | 2.444 | 2.674 | 2.435 | 3.774 | 2.422 | 3.850 | 3.563 | 3.749 | 4.087 | 40.860 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 12.000 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 3.865 | 3.774 | 2.422 | 3.850 | 3.563 | 3.749 | 2.564 | 36.374 |
| 1.000 | 2.564 | 1.000 | 1.000 | 2.674 | 1.000 | 1.000 | 1.000 | 2.411 | 1.000 | 1.000 | 2.564 | 18.213 |
| 3.735 | 4.087 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 4.087 | 35.142 |
| 2.358 | 1.000 | 2.546 | 1.000 | 2.674 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.352 | 1.000 | 17.930 |
| 1.000 | 2.564 | 2.546 | 1.000 | 4.189 | 2.435 | 1.000 | 1.000 | 2.411 | 2.200 | 2.352 | 2.564 | 25.261 |
| 3.735 | 2.564 | 2.546 | 3.880 | 2.674 | 2.435 | 3.774 | 3.841 | 3.850 | 3.563 | 2.352 | 2.564 | 37.778 |
| 1.000 | 1.000 | 2.546 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 1.000 | 29.221 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 1.000 | 1.000 | 2.422 | 2.411 | 2.200 | 2.352 | 2.564 | 26.535 |
| 3.735 | 2.564 | 2.546 | 3.880 | 4.189 | 2.435 | 2.385 | 3.841 | 3.850 | 2.200 | 3.749 | 2.564 | 37.939 |
| 2.358 | 2.564 | 4.040 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 32.213 |
| 3.735 | 2.564 | 4.040 | 2.444 | 4.189 | 3.865 | 3.774 | 2.422 | 3.850 | 3.563 | 2.352 | 2.564 | 39.364 |
| 2.358 | 2.564 | 4.040 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 2.411 | 3.563 | 2.352 | 2.564 | 33.729 |
| 3.735 | 4.087 | 2.546 | 3.880 | 2.674 | 2.435 | 2.385 | 3.841 | 3.850 | 3.563 | 3.749 | 4.087 | 40.832 |
| 3.735 | 2.564 | 2.546 | 3.880 | 2.674 | 2.435 | 2.385 | 3.841 | 3.850 | 3.563 | 2.352 | 2.564 | 36.389 |
| 2.358 | 2.564 | 2.546 | 3.880 | 4.189 | 2.435 | 2.385 | 3.841 | 2.411 | 2.200 | 3.749 | 2.564 | 35.123 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 3.850 | 2.200 | 3.749 | 2.564 | 32.192 |
| 2.358 | 4.087 | 4.040 | 3.880 | 4.189 | 2.435 | 3.774 | 3.841 | 3.850 | 2.200 | 2.352 | 4.087 | 41.093 |
| 2.358 | 4.087 | 4.040 | 2.444 | 4.189 | 3.865 | 2.385 | 2.422 | 3.850 | 3.563 | 2.352 | 2.564 | 38.121 |
| 2.358 | 2.564 | 2.546 | 2.444 | 4.189 | 2.435 | 2.385 | 2.422 | 2.411 | 2.200 | 3.749 | 2.564 | 32.269 |
| 2.358 | 2.564 | 2.546 | 2.444 | 4.189 | 3.865 | 2.385 | 2.422 | 2.411 | 2.200 | 2.352 | 4.087 | 33.824 |
| 3.735 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 3.774 | 2.422 | 2.411 | 3.563 | 3.749 | 2.564 | 34.882 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 3.774 | 3.841 | 2.411 | 3.563 | 3.749 | 2.564 | 34.924 |
| 2.358 | 2.564 | 2.546 | 2.444 | 2.674 | 2.435 | 2.385 | 2.422 | 3.850 | 3.563 | 2.352 | 2.564 | 32.158 |

**Lampiran 8**

**Tabulasi Data MSI Penelitian Responden Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |  |
| 2.674 | 3.877 | 1.000 | 2.181 | 3.721 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 25.815 |
| 4.189 | 2.433 | 3.640 | 1.000 | 1.000 | 4.021 | 2.352 | 2.348 | 3.841 | 4.218 | 29.043 |
| 4.189 | 3.877 | 3.640 | 2.181 | 3.721 | 1.000 | 2.352 | 3.734 | 3.841 | 4.218 | 32.755 |
| 2.674 | 3.877 | 2.266 | 1.000 | 3.721 | 4.021 | 2.352 | 1.000 | 2.422 | 2.696 | 26.029 |
| 2.674 | 2.433 | 3.640 | 2.181 | 2.331 | 4.021 | 2.352 | 2.348 | 2.422 | 2.696 | 27.100 |
| 2.674 | 3.877 | 2.266 | 2.181 | 3.721 | 2.543 | 2.352 | 3.734 | 2.422 | 2.696 | 28.467 |
| 2.674 | 3.877 | 3.640 | 2.181 | 3.721 | 4.021 | 3.749 | 1.000 | 2.422 | 2.696 | 29.982 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.543 | 1.000 | 1.000 | 1.000 | 1.000 | 11.543 |
| 2.674 | 3.877 | 3.640 | 3.501 | 3.721 | 2.543 | 2.352 | 3.734 | 2.422 | 2.696 | 31.161 |
| 2.674 | 2.433 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.348 | 1.000 | 2.696 | 16.151 |
| 2.674 | 2.433 | 3.640 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 2.696 | 28.339 |
| 2.674 | 1.000 | 2.266 | 1.000 | 2.331 | 2.543 | 1.000 | 1.000 | 1.000 | 2.696 | 17.509 |
| 4.189 | 2.433 | 2.266 | 2.181 | 2.331 | 2.543 | 2.352 | 2.348 | 1.000 | 4.218 | 25.862 |
| 2.674 | 3.877 | 3.640 | 3.501 | 2.331 | 2.543 | 2.352 | 3.734 | 3.841 | 2.696 | 31.190 |
| 4.189 | 3.877 | 2.266 | 2.181 | 3.721 | 2.543 | 2.352 | 1.000 | 2.422 | 4.218 | 28.770 |
| 2.674 | 2.433 | 2.266 | 2.181 | 2.331 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 24.247 |
| 4.189 | 3.877 | 2.266 | 2.181 | 3.721 | 4.021 | 2.352 | 3.734 | 3.841 | 4.218 | 34.401 |
| 2.674 | 2.433 | 2.266 | 3.501 | 2.331 | 4.021 | 3.749 | 2.348 | 2.422 | 2.696 | 28.442 |
| 4.189 | 3.877 | 3.640 | 3.501 | 2.331 | 4.021 | 2.352 | 3.734 | 2.422 | 4.218 | 34.286 |
| 4.189 | 2.433 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 4.218 | 30.001 |
| 2.674 | 3.877 | 2.266 | 3.501 | 3.721 | 4.021 | 2.352 | 3.734 | 3.841 | 2.696 | 32.684 |
| 2.674 | 3.877 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 3.734 | 3.841 | 2.696 | 31.212 |
| 4.189 | 2.433 | 3.640 | 2.181 | 3.721 | 2.543 | 2.352 | 2.348 | 3.841 | 4.218 | 31.468 |
| 4.189 | 2.433 | 3.640 | 3.501 | 3.721 | 4.021 | 3.749 | 2.348 | 2.422 | 4.218 | 34.245 |
| 2.674 | 3.877 | 3.640 | 3.501 | 2.331 | 2.543 | 3.749 | 3.734 | 2.422 | 2.696 | 31.168 |
| 4.189 | 3.877 | 3.640 | 2.181 | 2.331 | 4.021 | 2.352 | 3.734 | 2.422 | 4.218 | 32.966 |
| 4.189 | 2.433 | 3.640 | 3.501 | 2.331 | 4.021 | 3.749 | 2.348 | 3.841 | 4.218 | 34.273 |
| 2.674 | 2.433 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 2.696 | 26.964 |
| 2.674 | 2.433 | 1.000 | 2.181 | 1.000 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 21.650 |
| 2.674 | 2.433 | 2.266 | 2.181 | 2.331 | 1.000 | 2.352 | 2.348 | 1.000 | 2.696 | 21.282 |
| 4.189 | 2.433 | 3.640 | 2.181 | 3.721 | 4.021 | 2.352 | 2.348 | 3.841 | 4.218 | 32.946 |
| 4.189 | 3.877 | 3.640 | 3.501 | 2.331 | 4.021 | 3.749 | 3.734 | 2.422 | 4.218 | 35.683 |
| 2.674 | 3.877 | 3.640 | 2.181 | 3.721 | 2.543 | 2.352 | 3.734 | 2.422 | 2.696 | 29.841 |
| 4.189 | 2.433 | 2.266 | 2.181 | 2.331 | 2.543 | 2.352 | 2.348 | 2.422 | 4.218 | 27.284 |
| 2.674 | 2.433 | 3.640 | 3.501 | 3.721 | 2.543 | 3.749 | 2.348 | 2.422 | 2.696 | 29.729 |
| 2.674 | 2.433 | 2.266 | 2.181 | 3.721 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 25.638 |
| 4.189 | 2.433 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 4.218 | 30.001 |
| 4.189 | 2.433 | 3.640 | 3.501 | 2.331 | 4.021 | 3.749 | 2.348 | 2.422 | 4.218 | 32.854 |
| 2.674 | 3.877 | 3.640 | 3.501 | 3.721 | 4.021 | 3.749 | 3.734 | 2.422 | 2.696 | 34.036 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.543 | 1.000 | 1.000 | 1.000 | 1.000 | 11.543 |
| 2.674 | 3.877 | 3.640 | 3.501 | 3.721 | 2.543 | 3.749 | 3.734 | 2.422 | 2.696 | 32.559 |
| 2.674 | 2.433 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.348 | 1.000 | 2.696 | 16.151 |
| 2.674 | 2.433 | 3.640 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 2.696 | 28.339 |
| 2.674 | 1.000 | 2.266 | 1.000 | 2.331 | 2.543 | 1.000 | 1.000 | 1.000 | 2.696 | 17.509 |
| 4.189 | 2.433 | 2.266 | 2.181 | 2.331 | 2.543 | 2.352 | 2.348 | 1.000 | 4.218 | 25.862 |
| 2.674 | 3.877 | 3.640 | 3.501 | 2.331 | 2.543 | 3.749 | 3.734 | 3.841 | 2.696 | 32.587 |
| 4.189 | 3.877 | 2.266 | 2.181 | 3.721 | 2.543 | 2.352 | 3.734 | 2.422 | 4.218 | 31.504 |
| 2.674 | 2.433 | 2.266 | 2.181 | 2.331 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 24.247 |
| 4.189 | 3.877 | 2.266 | 2.181 | 3.721 | 4.021 | 2.352 | 3.734 | 3.841 | 4.218 | 34.401 |
| 2.674 | 2.433 | 2.266 | 3.501 | 2.331 | 4.021 | 3.749 | 2.348 | 2.422 | 2.696 | 28.442 |
| 4.189 | 3.877 | 3.640 | 3.501 | 2.331 | 4.021 | 3.749 | 3.734 | 2.422 | 4.218 | 35.683 |
| 4.189 | 2.433 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 2.348 | 2.422 | 4.218 | 30.001 |
| 2.674 | 3.877 | 2.266 | 3.501 | 3.721 | 4.021 | 3.749 | 3.734 | 3.841 | 2.696 | 34.081 |
| 2.674 | 3.877 | 2.266 | 3.501 | 2.331 | 2.543 | 3.749 | 3.734 | 3.841 | 2.696 | 31.212 |
| 4.189 | 2.433 | 3.640 | 2.181 | 3.721 | 2.543 | 2.352 | 2.348 | 3.841 | 4.218 | 31.468 |
| 2.674 | 3.877 | 3.640 | 2.181 | 3.721 | 2.543 | 2.352 | 3.734 | 2.422 | 2.696 | 29.841 |
| 2.674 | 2.433 | 3.640 | 2.181 | 3.721 | 4.021 | 2.352 | 2.348 | 3.841 | 4.218 | 31.430 |
| 4.189 | 2.433 | 3.640 | 3.501 | 2.331 | 4.021 | 3.749 | 3.734 | 2.422 | 4.218 | 34.240 |
| 2.674 | 3.877 | 2.266 | 2.181 | 3.721 | 2.543 | 3.749 | 3.734 | 3.841 | 2.696 | 31.283 |
| 4.189 | 2.433 | 2.266 | 2.181 | 2.331 | 4.021 | 2.352 | 2.348 | 2.422 | 2.696 | 27.241 |
| 4.189 | 2.433 | 3.640 | 3.501 | 3.721 | 2.543 | 3.749 | 2.348 | 2.422 | 2.696 | 31.245 |
| 2.674 | 3.877 | 2.266 | 3.501 | 3.721 | 2.543 | 2.352 | 2.348 | 2.422 | 2.696 | 28.401 |
| 4.189 | 2.433 | 3.640 | 3.501 | 2.331 | 2.543 | 2.352 | 2.348 | 2.422 | 4.218 | 29.979 |

**Lampiran 9**

**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan 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** | **X2.15** | **X2.16** |  |
| 4.135 | 2.337 | 1.000 | 2.385 | 1.000 | 2.306 | 2.422 | 3.749 | 2.543 | 2.395 | 4.306 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 40.632 |
| 2.628 | 3.702 | 1.000 | 2.385 | 2.401 | 2.306 | 3.841 | 3.749 | 4.021 | 2.395 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 3.880 | 44.681 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 2.306 | 3.841 | 2.352 | 1.000 | 2.395 | 4.306 | 3.825 | 2.337 | 3.901 | 2.407 | 3.880 | 47.865 |
| 2.628 | 3.702 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 3.749 | 4.021 | 2.395 | 2.763 | 2.413 | 1.000 | 2.452 | 2.407 | 2.444 | 40.489 |
| 4.135 | 2.337 | 1.000 | 3.843 | 2.401 | 3.676 | 2.422 | 3.749 | 4.021 | 2.395 | 2.763 | 1.000 | 2.337 | 2.452 | 2.407 | 2.444 | 43.384 |
| 4.135 | 2.337 | 2.598 | 2.385 | 1.000 | 3.676 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 2.413 | 3.702 | 3.901 | 2.407 | 2.444 | 43.475 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 3.841 | 2.352 | 4.021 | 2.395 | 4.306 | 2.413 | 3.702 | 2.452 | 3.814 | 2.444 | 50.731 |
| 2.628 | 2.337 | 1.000 | 2.385 | 1.000 | 1.000 | 1.000 | 2.352 | 2.543 | 1.000 | 2.763 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 25.009 |
| 2.628 | 2.337 | 2.598 | 2.385 | 3.804 | 3.676 | 3.841 | 2.352 | 2.543 | 2.395 | 4.306 | 2.413 | 3.702 | 3.901 | 3.814 | 2.444 | 49.141 |
| 1.000 | 1.000 | 1.000 | 2.385 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.763 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 19.149 |
| 4.135 | 2.337 | 2.598 | 2.385 | 2.401 | 3.676 | 2.422 | 3.749 | 2.543 | 2.395 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 43.459 |
| 2.628 | 1.000 | 1.000 | 1.000 | 1.000 | 2.306 | 1.000 | 1.000 | 2.543 | 1.000 | 2.763 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 22.240 |
| 2.628 | 1.000 | 1.000 | 2.385 | 1.000 | 1.000 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 1.000 | 1.000 | 2.452 | 1.000 | 1.000 | 27.941 |
| 4.135 | 3.702 | 2.598 | 3.843 | 3.804 | 3.676 | 2.422 | 3.749 | 2.543 | 3.808 | 2.763 | 3.825 | 3.702 | 2.452 | 3.814 | 3.880 | 54.717 |
| 2.628 | 2.337 | 2.598 | 2.385 | 2.401 | 2.306 | 2.422 | 1.000 | 2.543 | 2.395 | 4.306 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 39.375 |
| 2.628 | 1.000 | 1.000 | 2.385 | 1.000 | 2.306 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 2.413 | 1.000 | 1.000 | 1.000 | 2.444 | 30.652 |
| 2.628 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 3.841 | 2.352 | 4.021 | 2.395 | 4.306 | 3.825 | 1.000 | 2.452 | 2.407 | 3.880 | 47.962 |
| 2.628 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 2.422 | 3.749 | 4.021 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 46.300 |
| 4.135 | 3.702 | 2.598 | 3.843 | 2.401 | 3.676 | 2.422 | 2.352 | 4.021 | 2.395 | 4.306 | 2.413 | 3.702 | 3.901 | 3.814 | 2.444 | 52.127 |
| 4.135 | 2.337 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 3.749 | 2.543 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 41.903 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 3.841 | 3.749 | 4.021 | 2.395 | 4.306 | 3.825 | 2.337 | 2.452 | 2.407 | 3.880 | 52.203 |
| 2.628 | 3.702 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 3.749 | 2.543 | 3.808 | 2.763 | 3.825 | 2.337 | 2.452 | 2.407 | 3.880 | 44.608 |
| 2.628 | 2.337 | 2.598 | 2.385 | 2.401 | 3.676 | 2.422 | 3.749 | 2.543 | 2.395 | 2.763 | 3.825 | 2.337 | 2.452 | 2.407 | 3.880 | 44.799 |
| 4.135 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 3.841 | 3.749 | 4.021 | 3.808 | 2.763 | 2.413 | 2.337 | 3.901 | 2.407 | 2.444 | 49.072 |
| 4.135 | 2.337 | 2.598 | 2.385 | 3.804 | 3.676 | 2.422 | 2.352 | 2.543 | 2.395 | 4.306 | 2.413 | 3.702 | 3.901 | 3.814 | 2.444 | 49.229 |
| 4.135 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 2.422 | 2.352 | 4.021 | 2.395 | 2.763 | 2.413 | 3.702 | 3.901 | 3.814 | 2.444 | 47.616 |
| 4.135 | 3.702 | 2.598 | 3.843 | 2.401 | 3.676 | 2.422 | 2.352 | 4.021 | 2.395 | 2.763 | 3.825 | 2.337 | 3.901 | 2.407 | 3.880 | 50.659 |
| 2.628 | 3.702 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 40.364 |
| 2.628 | 1.000 | 1.000 | 2.385 | 1.000 | 2.306 | 1.000 | 2.352 | 2.543 | 2.395 | 2.763 | 2.413 | 2.337 | 1.000 | 2.407 | 2.444 | 31.974 |
| 2.628 | 2.337 | 1.000 | 1.000 | 1.000 | 1.000 | 2.422 | 2.352 | 1.000 | 2.395 | 2.763 | 1.000 | 1.000 | 2.452 | 1.000 | 1.000 | 26.350 |
| 4.135 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 3.841 | 2.352 | 4.021 | 2.395 | 2.763 | 3.825 | 3.702 | 2.452 | 3.814 | 3.880 | 50.433 |
| 2.628 | 2.337 | 1.000 | 3.843 | 3.804 | 2.306 | 2.422 | 3.749 | 4.021 | 3.808 | 4.306 | 2.413 | 3.702 | 3.901 | 2.407 | 2.444 | 49.093 |
| 4.135 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 2.395 | 4.306 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 43.459 |
| 2.628 | 2.337 | 1.000 | 3.843 | 3.804 | 2.306 | 1.000 | 2.352 | 2.543 | 2.395 | 2.763 | 2.413 | 3.702 | 1.000 | 2.407 | 2.444 | 38.939 |
| 4.135 | 2.337 | 2.598 | 3.843 | 3.804 | 3.676 | 3.841 | 3.749 | 2.543 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 49.152 |
| 2.628 | 3.702 | 1.000 | 3.843 | 3.804 | 2.306 | 2.422 | 3.749 | 2.543 | 2.395 | 2.763 | 2.413 | 2.337 | 2.452 | 3.814 | 2.444 | 44.617 |
| 2.628 | 2.337 | 2.598 | 3.843 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 3.808 | 2.763 | 2.413 | 3.702 | 2.452 | 2.407 | 2.444 | 43.420 |
| 4.135 | 3.702 | 2.598 | 3.843 | 2.401 | 2.306 | 3.841 | 3.749 | 4.021 | 3.808 | 2.763 | 2.413 | 3.702 | 3.901 | 2.407 | 2.444 | 52.035 |
| 4.135 | 2.337 | 2.598 | 3.843 | 3.804 | 3.676 | 3.841 | 2.352 | 4.021 | 3.808 | 4.306 | 2.413 | 2.337 | 2.452 | 3.814 | 2.444 | 52.182 |
| 2.628 | 2.337 | 1.000 | 2.385 | 3.804 | 1.000 | 1.000 | 2.352 | 2.543 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 26.050 |
| 2.628 | 2.337 | 2.598 | 2.385 | 2.401 | 3.676 | 3.841 | 2.352 | 2.543 | 3.808 | 4.306 | 2.413 | 2.337 | 3.901 | 3.814 | 2.444 | 47.785 |
| 1.000 | 1.000 | 1.000 | 2.385 | 2.401 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.763 | 1.000 | 2.337 | 1.000 | 1.000 | 1.000 | 21.887 |
| 4.135 | 2.337 | 2.598 | 2.385 | 2.401 | 3.676 | 2.422 | 3.749 | 2.543 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 44.871 |
| 2.628 | 1.000 | 1.000 | 1.000 | 2.401 | 2.306 | 1.000 | 1.000 | 2.543 | 1.000 | 1.000 | 1.000 | 2.337 | 1.000 | 1.000 | 1.000 | 23.215 |
| 2.628 | 1.000 | 1.000 | 2.385 | 2.401 | 1.000 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 1.000 | 3.702 | 2.452 | 1.000 | 1.000 | 32.044 |
| 4.135 | 3.702 | 2.598 | 3.843 | 2.401 | 3.676 | 2.422 | 3.749 | 2.543 | 3.808 | 4.306 | 3.825 | 2.337 | 2.452 | 3.814 | 3.880 | 53.491 |
| 2.628 | 2.337 | 2.598 | 2.385 | 2.401 | 2.306 | 2.422 | 1.000 | 2.543 | 2.395 | 4.306 | 2.413 | 3.702 | 2.452 | 2.407 | 2.444 | 40.740 |
| 2.628 | 1.000 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 2.413 | 2.337 | 1.000 | 1.000 | 2.444 | 33.390 |
| 2.628 | 2.337 | 2.598 | 3.843 | 3.804 | 3.676 | 3.841 | 2.352 | 4.021 | 2.395 | 4.306 | 3.825 | 3.702 | 2.452 | 2.407 | 3.880 | 52.068 |
| 2.628 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 2.422 | 3.749 | 4.021 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 46.300 |
| 4.135 | 3.702 | 2.598 | 3.843 | 3.804 | 3.676 | 2.422 | 2.352 | 4.021 | 3.808 | 4.306 | 2.413 | 3.702 | 3.901 | 3.814 | 2.444 | 54.943 |
| 4.135 | 2.337 | 1.000 | 2.385 | 3.804 | 2.306 | 2.422 | 3.749 | 2.543 | 3.808 | 2.763 | 2.413 | 3.702 | 2.452 | 2.407 | 2.444 | 44.672 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 3.841 | 3.749 | 4.021 | 3.808 | 4.306 | 3.825 | 2.337 | 2.452 | 2.407 | 3.880 | 53.616 |
| 2.628 | 3.702 | 1.000 | 2.385 | 2.401 | 2.306 | 2.422 | 3.749 | 2.543 | 3.808 | 4.306 | 3.825 | 2.337 | 2.452 | 2.407 | 3.880 | 46.151 |
| 2.628 | 2.337 | 2.598 | 2.385 | 3.804 | 3.676 | 2.422 | 3.749 | 2.543 | 2.395 | 2.763 | 3.825 | 3.702 | 2.452 | 2.407 | 3.880 | 47.568 |
| 4.135 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 2.395 | 4.306 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 43.459 |
| 2.628 | 3.702 | 1.000 | 3.843 | 2.401 | 2.306 | 3.841 | 2.352 | 4.021 | 2.395 | 2.763 | 3.825 | 2.337 | 2.452 | 3.814 | 3.880 | 47.561 |
| 2.628 | 2.337 | 1.000 | 3.843 | 3.804 | 3.676 | 2.422 | 3.749 | 4.021 | 3.808 | 4.306 | 2.413 | 3.702 | 2.452 | 2.407 | 2.444 | 49.013 |
| 4.135 | 3.702 | 1.000 | 3.843 | 3.804 | 2.306 | 2.422 | 2.352 | 4.021 | 2.395 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 44.798 |
| 2.628 | 2.337 | 1.000 | 3.843 | 3.804 | 2.306 | 1.000 | 2.352 | 2.543 | 3.808 | 2.763 | 2.413 | 3.702 | 1.000 | 2.407 | 2.444 | 40.352 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 3.676 | 3.841 | 3.749 | 2.543 | 3.808 | 4.306 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 49.290 |
| 2.628 | 3.702 | 1.000 | 3.843 | 3.804 | 2.306 | 2.422 | 2.352 | 2.543 | 2.395 | 2.763 | 3.825 | 2.337 | 2.452 | 3.814 | 2.444 | 44.632 |
| 4.135 | 2.337 | 2.598 | 3.843 | 2.401 | 2.306 | 2.422 | 2.352 | 2.543 | 3.808 | 2.763 | 2.413 | 2.337 | 2.452 | 2.407 | 2.444 | 43.562 |

**Lampiran 10**

**Tabulasi Data MSI Penelitian Responden Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** |  |
| 2.385 | 4.393 | 3.721 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 26.349 |
| 3.885 | 2.846 | 3.721 | 3.255 | 2.285 | 2.411 | 3.841 | 4.189 | 26.434 |
| 2.385 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 3.841 | 4.189 | 29.332 |
| 3.885 | 2.846 | 3.721 | 3.255 | 2.285 | 3.850 | 2.422 | 2.674 | 24.938 |
| 3.885 | 4.393 | 3.721 | 4.694 | 3.648 | 2.411 | 2.422 | 2.674 | 27.849 |
| 3.885 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 2.422 | 2.674 | 27.898 |
| 3.885 | 4.393 | 2.331 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 26.458 |
| 3.885 | 2.846 | 2.331 | 1.933 | 1.000 | 1.000 | 1.000 | 1.000 | 14.996 |
| 3.885 | 4.393 | 2.331 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 26.458 |
| 1.000 | 2.846 | 1.000 | 3.255 | 1.000 | 2.411 | 1.000 | 2.674 | 15.186 |
| 2.385 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 2.422 | 2.674 | 23.363 |
| 2.385 | 2.846 | 1.000 | 3.255 | 2.285 | 1.000 | 1.000 | 2.674 | 16.445 |
| 3.885 | 2.846 | 2.331 | 1.933 | 1.000 | 2.411 | 1.000 | 4.189 | 19.596 |
| 2.385 | 2.846 | 3.721 | 4.694 | 3.648 | 3.850 | 3.841 | 2.674 | 27.660 |
| 3.885 | 2.846 | 1.000 | 3.255 | 2.285 | 3.850 | 2.422 | 4.189 | 23.733 |
| 2.385 | 2.846 | 2.331 | 1.933 | 2.285 | 2.411 | 2.422 | 2.674 | 19.287 |
| 3.885 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 3.841 | 4.189 | 30.832 |
| 3.885 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 2.422 | 2.674 | 24.863 |
| 3.885 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 2.422 | 4.189 | 29.413 |
| 3.885 | 2.846 | 3.721 | 3.255 | 2.285 | 2.411 | 2.422 | 4.189 | 25.015 |
| 3.885 | 2.846 | 3.721 | 4.694 | 3.648 | 3.850 | 3.841 | 2.674 | 29.160 |
| 3.885 | 2.846 | 3.721 | 4.694 | 2.285 | 3.850 | 3.841 | 2.674 | 27.796 |
| 2.385 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 3.841 | 4.189 | 26.298 |
| 2.385 | 4.393 | 3.721 | 4.694 | 2.285 | 2.411 | 2.422 | 4.189 | 26.502 |
| 2.385 | 2.846 | 2.331 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 23.411 |
| 3.885 | 4.393 | 2.331 | 3.255 | 2.285 | 3.850 | 2.422 | 4.189 | 26.611 |
| 2.385 | 4.393 | 2.331 | 3.255 | 3.648 | 2.411 | 3.841 | 4.189 | 26.454 |
| 2.385 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 2.422 | 2.674 | 22.156 |
| 2.385 | 2.846 | 2.331 | 1.000 | 2.285 | 2.411 | 2.422 | 2.674 | 18.354 |
| 2.385 | 1.000 | 2.331 | 3.255 | 1.000 | 2.411 | 1.000 | 2.674 | 16.056 |
| 3.885 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 3.841 | 4.189 | 26.591 |
| 3.885 | 4.393 | 3.721 | 4.694 | 2.285 | 3.850 | 2.422 | 4.189 | 29.441 |
| 3.885 | 4.393 | 2.331 | 3.255 | 2.285 | 3.850 | 2.422 | 2.674 | 25.095 |
| 3.885 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 2.422 | 4.189 | 25.172 |
| 3.885 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 2.422 | 2.674 | 24.863 |
| 2.385 | 4.393 | 3.721 | 3.255 | 2.285 | 2.411 | 2.422 | 2.674 | 23.547 |
| 2.385 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 2.422 | 4.189 | 23.672 |
| 3.885 | 2.846 | 3.721 | 4.694 | 2.285 | 2.411 | 2.422 | 4.189 | 26.455 |
| 3.885 | 4.393 | 2.331 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 26.458 |
| 3.885 | 2.846 | 2.331 | 1.933 | 1.000 | 1.000 | 1.000 | 1.000 | 14.996 |
| 3.885 | 4.393 | 2.331 | 3.255 | 3.648 | 3.850 | 2.422 | 2.674 | 26.458 |
| 1.000 | 2.846 | 1.000 | 3.255 | 1.000 | 2.411 | 1.000 | 2.674 | 15.186 |
| 2.385 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 2.422 | 2.674 | 23.363 |
| 2.385 | 2.846 | 1.000 | 3.255 | 2.285 | 1.000 | 1.000 | 2.674 | 16.445 |
| 3.885 | 2.846 | 2.331 | 1.933 | 1.000 | 2.411 | 1.000 | 4.189 | 19.596 |
| 2.385 | 2.846 | 3.721 | 4.694 | 3.648 | 3.850 | 3.841 | 2.674 | 27.660 |
| 3.885 | 2.846 | 1.000 | 3.255 | 2.285 | 3.850 | 2.422 | 4.189 | 23.733 |
| 2.385 | 2.846 | 2.331 | 1.933 | 2.285 | 2.411 | 2.422 | 2.674 | 19.287 |
| 3.885 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 3.841 | 4.189 | 30.832 |
| 3.885 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 2.422 | 2.674 | 24.863 |
| 3.885 | 4.393 | 2.331 | 4.694 | 3.648 | 3.850 | 2.422 | 4.189 | 29.413 |
| 3.885 | 2.846 | 3.721 | 3.255 | 2.285 | 2.411 | 2.422 | 4.189 | 25.015 |
| 3.885 | 2.846 | 3.721 | 4.694 | 3.648 | 3.850 | 3.841 | 2.674 | 29.160 |
| 3.885 | 2.846 | 3.721 | 4.694 | 2.285 | 3.850 | 3.841 | 2.674 | 27.796 |
| 2.385 | 2.846 | 3.721 | 3.255 | 3.648 | 2.411 | 3.841 | 4.189 | 26.298 |
| 3.885 | 4.393 | 2.331 | 3.255 | 2.285 | 3.850 | 2.422 | 2.674 | 25.095 |
| 2.385 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 3.841 | 4.189 | 25.091 |
| 3.885 | 2.846 | 3.721 | 4.694 | 2.285 | 3.850 | 2.422 | 4.189 | 27.893 |
| 3.885 | 4.393 | 2.331 | 4.694 | 2.285 | 3.850 | 2.422 | 2.674 | 26.534 |
| 3.885 | 4.393 | 2.331 | 3.255 | 3.648 | 2.411 | 2.422 | 4.189 | 26.535 |
| 3.885 | 2.846 | 3.721 | 3.255 | 2.285 | 3.850 | 2.422 | 2.674 | 24.938 |
| 2.385 | 4.393 | 3.721 | 3.255 | 2.285 | 2.411 | 3.841 | 2.674 | 24.966 |
| 2.385 | 4.393 | 2.331 | 3.255 | 2.285 | 2.411 | 2.422 | 4.189 | 23.672 |

**Lampiran 11**

**Uji Validitas Variabel Produktivitas (Y)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total.Y |
| Y.1 | Pearson Correlation | .702\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.2 | Pearson Correlation | .655\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.3 | Pearson Correlation | .614\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.4 | Pearson Correlation | .747\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.5 | Pearson Correlation | .385\*\* |
| Sig. (2-tailed) | .002 |
| N | 63 |
| Y.6 | Pearson Correlation | .708\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.7 | Pearson Correlation | .751\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.8 | Pearson Correlation | .743\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.9 | Pearson Correlation | .698\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.10 | Pearson Correlation | .755\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.11 | Pearson Correlation | .584\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Y.12 | Pearson Correlation | .637\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Total.Y | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 63 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

**Lampiran 12**

**Uji Validitas Variabel Budaya Organisasi (X1)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total.X1 |
| X1.1 | Pearson Correlation | .550\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.2 | Pearson Correlation | .652\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.3 | Pearson Correlation | .707\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.4 | Pearson Correlation | .708\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.5 | Pearson Correlation | .569\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.6 | Pearson Correlation | .505\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.7 | Pearson Correlation | .702\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.8 | Pearson Correlation | .663\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.9 | Pearson Correlation | .710\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X1.10 | Pearson Correlation | .562\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Total.X1 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 63 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

**Lampiran 13**

**Uji Validitas Variabel Lingkungan Kerja (X2)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total.X2 |
| X2.1 | Pearson Correlation | .607\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.2 | Pearson Correlation | .642\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.3 | Pearson Correlation | .558\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.4 | Pearson Correlation | .695\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.5 | Pearson Correlation | .515\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.6 | Pearson Correlation | .752\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.7 | Pearson Correlation | .702\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.8 | Pearson Correlation | .548\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.9 | Pearson Correlation | .584\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.10 | Pearson Correlation | .657\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.11 | Pearson Correlation | .519\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.12 | Pearson Correlation | .730\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.13 | Pearson Correlation | .557\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.14 | Pearson Correlation | .694\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.15 | Pearson Correlation | .800\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X2.16 | Pearson Correlation | .749\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| Total.X2 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 63 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

**Lampiran 14**

**Uji Validitas Variabel Disiplin Kerja (X3)**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total.X3 |
| X3.1 | Pearson Correlation | .451\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.2 | Pearson Correlation | .474\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.3 | Pearson Correlation | .508\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.4 | Pearson Correlation | .734\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.5 | Pearson Correlation | .715\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.6 | Pearson Correlation | .696\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.7 | Pearson Correlation | .766\*\* |
| Sig. (2-tailed) | .000 |
| N | 63 |
| X3.8 | Pearson Correlation | .415\*\* |
| Sig. (2-tailed) | .001 |
| N | 63 |
| Total.X3 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 63 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

**Lampiran 15**

**Uji Reliabilitas Variabel Produktivitas (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 63 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 63 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .887 | 12 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 46.1587 | 19.845 | .624 | .876 |
| Y.2 | 46.2222 | 20.627 | .582 | .878 |
| Y.3 | 46.1587 | 20.781 | .533 | .881 |
| Y.4 | 46.2222 | 19.789 | .682 | .873 |
| Y.5 | 45.9365 | 22.125 | .283 | .893 |
| Y.6 | 46.2540 | 19.999 | .635 | .875 |
| Y.7 | 46.2540 | 19.580 | .684 | .872 |
| Y.8 | 46.2063 | 19.747 | .677 | .873 |
| Y.9 | 45.9365 | 20.125 | .625 | .876 |
| Y.10 | 45.9048 | 19.442 | .687 | .872 |
| Y.11 | 46.0159 | 20.661 | .487 | .884 |
| Y.12 | 46.2222 | 20.724 | .561 | .879 |

**Lampiran 16**

**Uji Reliabilitas Variabel Budaya Organisasi (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 63 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 63 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .836 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 38.6984 | 13.440 | .441 | .828 |
| X1.2 | 38.7143 | 12.788 | .550 | .819 |
| X1.3 | 38.7143 | 12.304 | .608 | .812 |
| X1.4 | 38.7460 | 12.128 | .601 | .813 |
| X1.5 | 38.7619 | 13.055 | .443 | .829 |
| X1.6 | 38.7937 | 13.554 | .383 | .833 |
| X1.7 | 38.7778 | 12.401 | .604 | .813 |
| X1.8 | 38.8254 | 12.566 | .554 | .818 |
| X1.9 | 38.9683 | 12.418 | .617 | .812 |
| X1.10 | 38.7143 | 13.401 | .455 | .827 |

**Lampiran 17**

**Uji Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 63 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 63 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .906 | 16 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 63.2222 | 35.853 | .547 | .902 |
| X2.2 | 63.4603 | 34.898 | .574 | .901 |
| X2.3 | 63.1746 | 36.534 | .499 | .903 |
| X2.4 | 63.1587 | 34.974 | .642 | .899 |
| X2.5 | 63.5079 | 36.093 | .435 | .906 |
| X2.6 | 63.3492 | 34.005 | .701 | .897 |
| X2.7 | 63.5238 | 34.673 | .646 | .899 |
| X2.8 | 63.3333 | 35.806 | .471 | .905 |
| X2.9 | 63.3492 | 35.876 | .519 | .903 |
| X2.10 | 63.3651 | 35.010 | .594 | .900 |
| X2.11 | 63.3175 | 36.607 | .453 | .905 |
| X2.12 | 63.5556 | 34.412 | .677 | .898 |
| X2.13 | 63.4603 | 35.607 | .478 | .905 |
| X2.14 | 63.6190 | 34.853 | .639 | .899 |
| X2.15 | 63.5873 | 33.827 | .759 | .895 |
| X2.16 | 63.5397 | 34.381 | .701 | .897 |

**Lampiran 18**

**Uji Reliabilitas Variabel Disiplin Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 63 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 63 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .747 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 30.0794 | 7.332 | .278 | .749 |
| X3.2 | 30.2222 | 7.305 | .315 | .742 |
| X3.3 | 30.3333 | 7.000 | .316 | .746 |
| X3.4 | 30.4921 | 6.125 | .600 | .688 |
| X3.5 | 30.3492 | 6.166 | .572 | .694 |
| X3.6 | 30.2698 | 6.394 | .562 | .698 |
| X3.7 | 30.5397 | 6.091 | .651 | .679 |
| X3.8 | 30.2698 | 7.458 | .241 | .755 |

**Lampiran 19**

**Uji Asumsi Klasik (Uji Normalitas)**

|  |  |
| --- | --- |
|  |  |

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 63 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.40156470 |
| Most Extreme Differences | Absolute | .076 |
| Positive | .052 |
| Negative | -.076 |
| Test Statistic | | .076 |
| 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. | | |

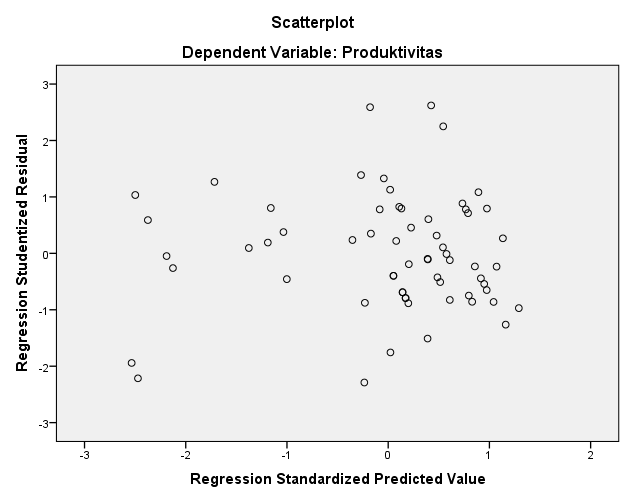
**Lampiran 20**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -3.207 | 2.184 |  | -1.468 | .147 |  |  |
| Budaya Organisasi | .446 | .125 | .359 | 3.560 | .001 | .137 | 7.314 |
| Lingkungan Kerja | .292 | .084 | .377 | 3.475 | .001 | .118 | 8.461 |
| Disiplin Kerja | .420 | .171 | .250 | 2.458 | .017 | .134 | 7.443 |
| a. Dependent Variable: Produktivitas | | | | | | | | |

**Lampiran 21**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



**Lampiran 22**

**Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -3.207 | 2.184 |  | -1.468 | .147 |  |  |
| Budaya Organisasi | .446 | .125 | .359 | 3.560 | .001 | .137 | 7.314 |
| Lingkungan Kerja | .292 | .084 | .377 | 3.475 | .001 | .118 | 8.461 |
| Disiplin Kerja | .420 | .171 | .250 | 2.458 | .017 | .134 | 7.443 |
| a. Dependent Variable: Produktivitas | | | | | | | | |

**Lampiran 23**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -3.207 | 2.184 |  | -1.468 | .147 |  |  |
| Budaya Organisasi | .446 | .125 | .359 | 3.560 | .001 | .137 | 7.314 |
| Lingkungan Kerja | .292 | .084 | .377 | 3.475 | .001 | .118 | 8.461 |
| Disiplin Kerja | .420 | .171 | .250 | 2.458 | .017 | .134 | 7.443 |
| a. Dependent Variable: Produktivitas | | | | | | | | |

**Lampiran 24**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1359.859 | 3 | 453.286 | 219.587 | .000b |
| Residual | 121.792 | 59 | 2.064 |  |  |
| Total | 1481.651 | 62 |  |  |  |
| a. Dependent Variable: Produktivitas | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja, Budaya Organisasi, Lingkungan Kerja | | | | | | |

**Lampiran 25**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .958a | .918 | .914 | 1.43676 |
| a. Predictors: (Constant), Disiplin Kerja, Budaya Organisasi, Lingkungan Kerja | | | | |
| b. Dependent Variable: Produktivitas | | | | |

**Lampiran 26 Surat Ijin Balasan Penelitian PT. Sinar Utama Jaya Abadi Brebes**

|  |  |
| --- | --- |
|  | **PT. SUJA SEJAHTERA INDONESIA**  Jl. Raya Klampok No. 002, Rt001/Rw001  Kec. Brebes Kab. Brebes, Jawa Tengah-52252 |

Brebes, 15 Januari 2025

Nomor : 0001/HRD/TLP/I/2025

Sifat : Biasa

Lampiran : -

Perihal : Fasilitasi Penelitian

Kepada

Yth. Dekan Fakultas Ekonomi dan Bisnis

Universitas Pancasakti Tegal

Di Tempat

Menindaklanjuti Surat dari Universitas Pancasakti Tegal Fakultas Ekonomi dan Bisnis

Nomor : 092/K/E/FEB/UPS/I/2025, tanggal 2 Januari 2025 perihal : Ijin Penelitian

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami memberikan izin kepada mahasiswa dibawah ini untuk melaksanakan Penelitian yang dilaksanakan pada tanggal

Nama : Mochamad Nur Ali Murobit

NPM : 4118500306

Program Studi : Manajemen

Judul Skripsi : Pengaruh Budaya Organisasi, Lingkungan Kerja Dan Disiplin Kerja Terhadap Produktivitas Karyawan PT. Sinar Utama Jaya Abadi Brebes

Demikian untuk menjadikan periksa guna seperlunya dan perhatiannya sampaikan terima kasih

