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## Lampiran 1 KUESIONER

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Beban Kerja, Konflik Kerja dan Komunikasi Kerja Terhadap Kinerja Pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kabupaten Tegal

Kepada :

Sdr. Responden

Pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Wildan Nurul Fajar, mahasiswa S1 prodi manajemen konsentrasi Sumber Daya Manusia Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr. Untuk mengisi kuesioner yang telah saya sediakan.

Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan terima kasih.

Tegal, 20 Desember 2024

Hormat Saya, Wildan Nurul Fajar

## Data Identitas Responden

1. Nama Responden
2. Lama Bekerja

🗆​ 1 – 5 tahun 🗆 6 – 10 tahun 🗆 > 10 tahun

1. Jenis Kelamin Responden

🗆​ Laki-laki 🗆 Perempuan

1. Usia Responden

🗆​ < 30 tahun 🗆 36 – 40 tahun

🗆​ 31 – 35 tahun 🗆 > 40 tahun

1. Pendidikan Terakhir

🗆​ SMA 🗆 D3 🗆 S2

🗆​ SMA/SMK 🗆 S1 🗆 > S2

## Petunjuk Pengisian Kuesioner

1. Responden dapat memberi tanda (🗸) pada pilihan jawaban yang dianggap paling sesuai dengan kondisi kinerja yang menurun.
2. Kuesioner yang telah diisi mohon untuk dicek kembali.
3. Pilihan jawaban kuesioner

|  |  |  |
| --- | --- | --- |
| SS | = | Sangat Setuju |
| S | = | Setuju |
| N | = | Netral |
| TS | = | Tidak Setuju |
| STS | = | Sangat Tidak Setuju |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
|  |  | **1** | **2** | **3** | **4** | **5** |
|  | **Kualitas kerja** |  | | | | |
| **1.** | Dapat menyelesaikan pekerjaan dengan  baik dan rapih |  |  |  |  |  |
| **2.** | Dapat menyelesaikan pekerjaan yang  diberikan |  |  |  |  |  |
|  | **Kuantitas kerja** |  | | | | |
| **4.** | Dapat menyelesaikan pekerjaan sesuai  target yang diberikan |  |  |  |  |  |
| **5.** | Mampu menyelesaikan pekerjaan yang  lebih banyak dari standar pekerjaan |  |  |  |  |  |
|  | **Pemahaman pegawai** |  | | | | |
| **7.** | Dapat memahami setiapp pekerjaan yang  diberikan |  |  |  |  |  |
| **8.** | Dapat menguasai bidang pekerjaan yang  dikerjakan saat ini |  |  |  |  |  |
|  | **Timbal balik antara pegawai** |  | | | | |
| **9.** | Saling membantu dalam menyelesaikan  pekerjaan dengan rekan kerja |  |  |  |  |  |
| **10.** | Saling memberikan dukungan kepada  rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
|  |  | **1** | **2** | **3** | **4** | **5** |
|  | **Menyelesaikan pekerjaan sesuai terget** |  | | | | |
| **1.** | Target yang harus dicapai di Dinas  PUPR Kab. Tegal terlalu tinggi sehingga membebani saya |  |  |  |  |  |
| **2.** | Beban kerja yang tinggi mengganggu konsetrasi dan fokus saya dalam  menyelesaikan target pekerjaan |  |  |  |  |  |
|  | **Menyelesaikan pekerjaan sesuai jangka waktu yang diberikan** |  | | | | |
| **3.** | Banyaknya pekerjaan yang harus  diselesaikan terlalu banyak sehingga membebani saya |  |  |  |  |  |
| **4.** | Tidak mampu menyelesaikan pekerjaan sesuai dengan jangka waktu yang diberikan karena beban kerja  yang tinggi |  |  |  |  |  |
|  | **Mengambil keputusan dengan cepat** |  | | | | |
| **5.** | Beban kerja yang tinggi mengahambat saya dalam mengambil keputusan  secara tepat |  |  |  |  |  |
| **6.** | Kondisi pekerjaan membebani saya  dalam mengambil keputusan |  |  |  |  |  |
|  | **Penyelesaian kerja sesuai target** |  | | | | |
| **7.** | Beban kerja yang tinggi membuuat  saya sulit untuk menyelesaikan target yang ditetapkan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **8.** | Tidak mamppu menyelesaikan  pekerjaan sesuai dengan target yang ditetapkan |  |  |  |  |  |
|  | **Waktu kerja** |  | | | | |
| **9.** | Saya terbebani karena waktu yang  diberikan untuk menyelesaikan pekerjaan terlalu cepat |  |  |  |  |  |
| **10.** | Saya kesulitan mengatur waktu kerja  dengan baik saat menghadapi beban kerja yang tinggi |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
|  |  | **1** | **2** | **3** | **4** | **5** |
|  | **Tanggung jawab** |  | | | | |
| **1.** | Saya bertanggung jawab atas  kesalahan saya dalam bekerja |  |  |  |  |  |
| **2.** | Saya mampu menyampaikan  informasi secara akurat kepada orang lain. |  |  |  |  |  |
| **3.** | Saya dapat memahami informasi  yang disampaikan kepada saya. |  |  |  |  |  |
|  | **Penggunaan waktu** |  | | | | |
| **4.** | Saya dapat menyampaikan informasi tanpa mengurangi makna dari informasi dengan  waktu yang ditentukan. |  |  |  |  |  |
| **5.** | Saya merasa setiap informasi yang saya sampaikan dapat  diterima oleh orang lain. |  |  |  |  |  |
| **6.** | Saya mampu menyampaikan  setiap informasi dalam setiap pekerjaan. |  |  |  |  |  |
|  | **Kesalahpahaman** |  | | | | |
| **7.** | Saya mampu menyampaikan informasi dengan bahasa yang  sopan. |  |  |  |  |  |
| **8.** | Saya mampu memahami  informasi dengan baik |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **STS** | **TS** | **KS** | **S** | **SS** |
|  |  | **1** | **2** | **3** | **4** | **5** |
|  | **Kejelasan** |  | | | | |
| **1.** | Saya dapat menyelesaikan  pekerjaan dengan cermat dan teliti. |  |  |  |  |  |
| **2.** | Saya merasa mampu meminimalisir  kesalahan dalam bekerja. |  |  |  |  |  |
| **3.** | Saya mampu mengerjakan  pekerjaan dengan cepat. |  |  |  |  |  |
| **4.** | Saya merasa mampu bekerja secara  optimal. |  |  |  |  |  |
|  | **Pemahaman dan keterbukaan** |  | | | | |
| **5.** | Saya dapat memahami dan melaksanakan pekerjaan sesuai dengan kemampuan dan  ketrampilan saya. |  |  |  |  |  |
| **6.** | Saya merasa hasil kerja saya dapat  diterima oleh atasan. |  |  |  |  |  |
| **7.** | Saya |  |  |  |  |  |
|  | **Tindakan** |  | | | | |
| **8.** | Saya dapat berinisiatif menyelesaikan pekerjaan tanpa  menunggu perintah atasan. |  |  |  |  |  |

## Penataan Ruang (DPUPR) Kabupaten Tegal.

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Dimensi** | **Pertanyaan** | **Jawaban** |
| 1. | Jumlah pekerjaan | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kabupaten Tegal mampu menyelesaikan pekerjaan dengan hasil yang tepat/sesuai standar yang ada? | Masih banya pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, yang belum mampu menyelesaikan tugasnya dengan hasil yang tepat, pasti masih ada yang perlu diperbaiki dari hasil kinerja  mereka. |
| 2. | Kualitas kerja | Apakah efektivitas pekerjaan pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal sesuai dengan harapan Bapak/Ibu? | Ada yang sesuai ada juga yang kurang sesuai karena skill masing-masing pegawai itu berbeda, yang terpenting pegawai tersebut punya kemauan untuk belajar lebih baik lagi dalam mengerjakan  pekerjaan mereka. |
| 3. | Ketetapan waktu | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal tidak suka menunda pekerjaan  yang telah diberikan? | Masih banyak pegawai yang menunda pekerjaan mereka demi kepentingan pribadi. |
| 4. | Kehadiran | Apakah pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. | Kurangnya disiplin diri menyebabkan hampir semua pegawai pernah berangkat lebih |

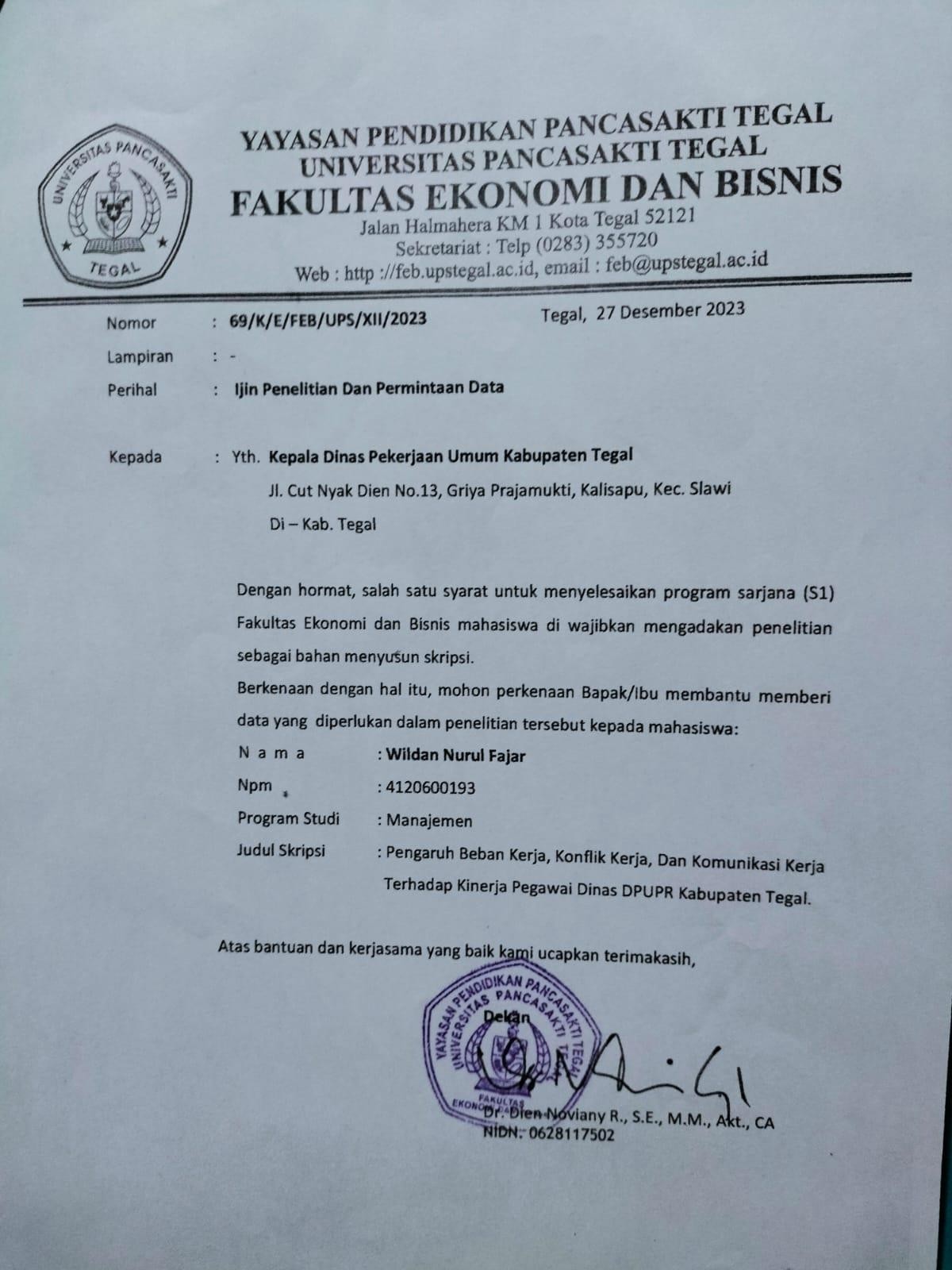
|  |  |  |  |
| --- | --- | --- | --- |
|  |  | Tegal selalu hadir tepat waktu? | dari jam yang sudah ditentukan oleh isnstansi. |
| 5. | Kemampuan kerja sama | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, bersedia membantu rekan kerja dalam menyelesaikan pekerjaan? | Masih banyak pegawai yang egois dalam hal kerja sama antar rekan kerjanya, yang seering saya amati jarang sekali pegawai mau membantu pekerjaan rekan  kerjanya. |

Slawi, 2025

An Kepala Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kabupaten Tegal Kasubag Umum Kepegawaian

SULISTIRO. S.Pd

NIP. 19670309 199003 1004



**Deskripsi Responden Berdasarkan Jenis Kelamin**

|  |  |  |  |
| --- | --- | --- | --- |
| **N**o | **Jenis Kelamin** | **Jumlah Responden** | **Presentase** |
| 1 | Laki – Laki | 50 | 80% |
| 2 | Perempuan | 12 | 20% |
| Jumlah | | 62 | 100% |

**Deskripsi Responden Berdasarkan Usia**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Usia** | **Jumlah**  **Responden** | **Prsentase** |
| 1 | <30 Tahun | - | - |
| 2 | ¤ 31 – 35 Tahun | 32 | 52% |
| 3 | 36 – 40 Tahun | 31 | 48% |
| 4 | >40 Tahun | - | - |
| Jumlah | | 62 | 100% |

**Deskripsi Responden Berdasarkan Pendidikan**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Pendidikan** | **Jumlah**  **Responden** | **Presentase** |
| 1 | <SMA | - | - |
| 2 | SMA / SMK | 13 | 21% |
| 3 | D3 | 6 | 10% |
| 4 | S1 | 33 | 53% |
| 5 | S2 | 10 | 16% |
| 6 | >S2 | - | - |
| Jumlah | | 62 | 100% |

**Deskripsi Responden Berdasarkan Lama Bekerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Lama Bekerja** | **Jumlah**  **Responden** | **Presentase** |
| 1 | 1 – 5 Tahun | - | - |
| 2 | 6 – 10 Tahun | 62 | 100% |
| 3 | >10 Tahun | - | - |
| Jumlah | | 62 | 100% |

**Data Tabulasi Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **KINERJA(Y)** | | | | | | | | | | |
| **Resp** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **Jml** |
| **1** | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 38 |
| **2** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| **3** | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| **4** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| **6** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| **7** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| **8** | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| **9** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| **10** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| **11** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **12** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **15** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| **16** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 47 |
| **17** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 41 |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| **19** | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| **20** | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 38 |
| **21** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **22** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 48 |
| **23** | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 43 |
| **24** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **25** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **26** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 45 |
| **27** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 48 |
| **28** | 5 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 30 |
| **29** | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 42 |
| **30** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Resp** | **BEBAN KERJA(X1)** | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **Jml** |
| **1** | 4 | 4 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 35 |
| **2** | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| **3** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| **4** | 1 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 1 | 33 |
| **5** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| **6** | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **7** | 5 | 3 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 5 | 43 |
| **8** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **9** | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| **10** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| **11** | 1 | 3 | 1 | 1 | 3 | 2 | 3 | 4 | 4 | 1 | 23 |
| **12** | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| **13** | 1 | 5 | 1 | 1 | 3 | 2 | 4 | 4 | 4 | 1 | 26 |
| **14** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| **15** | 3 | 5 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 35 |
| **16** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **17** | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| **18** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| **19** | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **21** | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 33 |
| **22** | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 24 |
| **23** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| **24** | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 24 |
| **25** | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 33 |
| **26** | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| **27** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 41 |
| **28** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 46 |
| **29** | 1 | 2 | 3 | 4 | 3 | 2 | 1 | 3 | 4 | 4 | 27 |
| **30** | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **KONFLIK KERJA(X2)** | | | | | | | | |
| **Resp** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **Jml** |
| **1** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **3** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| **4** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| **5** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| **6** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| **7** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| **9** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| **10** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **11** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| **12** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 36 |
| **13** | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 36 |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| **15** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| **16** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **18** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| **19** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| **20** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| **21** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |
| **22** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| **23** | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| **24** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| **26** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| **27** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| **28** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| **30** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **Jml** |
| **1** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 36 |
| **2** | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 35 |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| **4** | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 |
| **5** | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 31 |
| **6** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 37 |
| **7** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **10** | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 35 |
| **11** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 36 |
| **12** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 |
| **13** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 36 |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| **15** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **16** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| **17** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **19** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 34 |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| **21** | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 32 |
| **22** | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 32 |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| **25** | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 38 |
| **26** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| **27** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| **28** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| **29** | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| **30** | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 25 |

**Lampiran 7 Hasil Uji Validitas dan Reliabilitas**

**Data Uji Validitas dan Reliabilitas Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Total |
| P1 | Pearson Correlation | 1 | ,368\* | ,348 | ,146 | ,273 | ,246 | ,202 | ,204 | ,108 | ,437\* | ,481\*\* |
| Sig. (2-  tailed) |  | ,046 | ,060 | ,441 | ,145 | ,191 | ,285 | ,280 | ,572 | ,016 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 | Pearson Correlation | ,368\* | 1 | ,917\*\* | ,629\*\* | ,313 | ,368\* | ,643\*\* | ,669\*\* | ,101 | ,930\*\* | ,865\*\* |
| Sig. (2-  tailed) | ,046 |  | ,000 | ,000 | ,092 | ,045 | ,000 | ,000 | ,596 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 | Pearson Correlation | ,348 | ,917\*\* | 1 | ,695\*\* | ,405\* | ,402\* | ,680\*\* | ,788\*\* | ,219 | ,976\*\* | ,940\*\* |
| Sig. (2-  tailed) | ,060 | ,000 |  | ,000 | ,026 | ,028 | ,000 | ,000 | ,245 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 | Pearson Correlation | ,146 | ,629\*\* | ,695\*\* | 1 | ,099 | ,705\*\* | ,434\* | ,544\*\* | ,249 | ,648\*\* | ,745\*\* |
| Sig. (2-  tailed) | ,441 | ,000 | ,000 |  | ,602 | ,000 | ,017 | ,002 | ,184 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 | Pearson Correlation | ,273 | ,313 | ,405\* | ,099 | 1 | ,012 | ,383\* | ,342 | ,331 | ,322 | ,498\*\* |
| Sig. (2-  tailed) | ,145 | ,092 | ,026 | ,602 |  | ,950 | ,037 | ,064 | ,074 | ,083 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 | Pearson Correlation | ,246 | ,368\* | ,402\* | ,705\*\* | ,012 | 1 | ,205 | ,231 | ,186 | ,352 | ,531\*\* |
| Sig. (2-  tailed) | ,191 | ,045 | ,028 | ,000 | ,950 |  | ,278 | ,219 | ,324 | ,057 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P7 | Pearson Correlation | ,202 | ,643\*\* | ,680\*\* | ,434\* | ,383\* | ,205 | 1 | ,453\* | ,102 | ,649\*\* | ,682\*\* |
| Sig. (2-  tailed) | ,285 | ,000 | ,000 | ,017 | ,037 | ,278 |  | ,012 | ,591 | ,000 | ,000 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P8 | Pearson Correlation | ,204 | ,669\*\* | ,788\*\* | ,544\*\* | ,342 | ,231 | ,453\* | 1 | ,223 | ,760\*\* | ,778\*\* |
| Sig. (2-  tailed) | ,280 | ,000 | ,000 | ,002 | ,064 | ,219 | ,012 |  | ,236 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P9 | Pearson Correlation | ,108 | ,101 | ,219 | ,249 | ,331 | ,186 | ,102 | ,223 | 1 | ,178 | ,410\* |
| Sig. (2-  tailed) | ,572 | ,596 | ,245 | ,184 | ,074 | ,324 | ,591 | ,236 |  | ,346 | ,024 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P10 | Pearson Correlation | ,437\* | ,930\*\* | ,976\*\* | ,648\*\* | ,322 | ,352 | ,649\*\* | ,760\*\* | ,178 | 1 | ,916\*\* |
| Sig. (2-  tailed) | ,016 | ,000 | ,000 | ,000 | ,083 | ,057 | ,000 | ,000 | ,346 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,481\*\* | ,865\*\* | ,940\*\* | ,745\*\* | ,498\*\* | ,531\*\* | ,682\*\* | ,778\*\* | ,410\* | ,916\*\* | 1 |
| Sig. (2-  tailed) | ,007 | ,000 | ,000 | ,000 | ,005 | ,003 | ,000 | ,000 | ,024 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,872 | 10 |

## Data Uji Validitas dan Reliabilitas Beban Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Total |
| P1 | Pearson Correlation | 1 | ,327 | ,873\*\* | ,866\*\* | ,363\* | ,544\*\* | ,777\*\* | ,565\*\* | ,471\*\* | ,843\*\* | ,924\*\* |
| Sig. (2-  tailed) |  | ,077 | ,000 | ,000 | ,049 | ,002 | ,000 | ,001 | ,009 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 | Pearson Correlation | ,327 | 1 | ,184 | ,216 | ,257 | ,344 | ,512\*\* | ,368\* | ,266 | ,053 | ,465\*\* |
| Sig. (2-  tailed) | ,077 |  | ,331 | ,252 | ,171 | ,063 | ,004 | ,046 | ,156 | ,780 | ,010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 | Pearson Correlation | ,873\*\* | ,184 | 1 | ,960\*\* | ,253 | ,437\* | ,716\*\* | ,684\*\* | ,645\*\* | ,855\*\* | ,915\*\* |
| Sig. (2-  tailed) | ,000 | ,331 |  | ,000 | ,177 | ,016 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 | Pearson Correlation | ,866\*\* | ,216 | ,960\*\* | 1 | ,219 | ,416\* | ,667\*\* | ,657\*\* | ,651\*\* | ,897\*\* | ,909\*\* |
| Sig. (2-  tailed) | ,000 | ,252 | ,000 |  | ,244 | ,022 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 | Pearson Correlation | ,363\* | ,257 | ,253 | ,219 | 1 | ,613\*\* | ,129 | -,070 | -,158 | ,218 | ,389\* |
| Sig. (2-  tailed) | ,049 | ,171 | ,177 | ,244 |  | ,000 | ,498 | ,712 | ,403 | ,247 | ,034 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 | Pearson Correlation | ,544\*\* | ,344 | ,437\* | ,416\* | ,613\*\* | 1 | ,321 | ,113 | ,041 | ,390\* | ,584\*\* |
| Sig. (2-  tailed) | ,002 | ,063 | ,016 | ,022 | ,000 |  | ,084 | ,552 | ,829 | ,033 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P7 | Pearson Correlation | ,777\*\* | ,512\*\* | ,716\*\* | ,667\*\* | ,129 | ,321 | 1 | ,893\*\* | ,776\*\* | ,534\*\* | ,854\*\* |
| Sig. (2-  tailed) | ,000 | ,004 | ,000 | ,000 | ,498 | ,084 |  | ,000 | ,000 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| P8 | Pearson Correlation | ,565\*\* | ,368\* | ,684\*\* | ,657\*\* | -,070 | ,113 | ,893\*\* | 1 | ,956\*\* | ,473\*\* | ,751\*\* |
| Sig. (2-  tailed) | ,001 | ,046 | ,000 | ,000 | ,712 | ,552 | ,000 |  | ,000 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P9 | Pearson Correlation | ,471\*\* | ,266 | ,645\*\* | ,651\*\* | -,158 | ,041 | ,776\*\* | ,956\*\* | 1 | ,528\*\* | ,688\*\* |
| Sig. (2-  tailed) | ,009 | ,156 | ,000 | ,000 | ,403 | ,829 | ,000 | ,000 |  | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P10 | Pearson Correlation | ,843\*\* | ,053 | ,855\*\* | ,897\*\* | ,218 | ,390\* | ,534\*\* | ,473\*\* | ,528\*\* | 1 | ,814\*\* |
| Sig. (2-  tailed) | ,000 | ,780 | ,000 | ,000 | ,247 | ,033 | ,002 | ,008 | ,003 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,924\*\* | ,465\*\* | ,915\*\* | ,909\*\* | ,389\* | ,584\*\* | ,854\*\* | ,751\*\* | ,688\*\* | ,814\*\* | 1 |
| Sig. (2-  tailed) | ,000 | ,010 | ,000 | ,000 | ,034 | ,001 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,906 | 10 |

## Data Uji Validitas dan Reliabilitas Konflik Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | Total |
| P1 | Pearson Correlation | 1 | ,480\*\* | ,312 | ,095 | ,151 | ,053 | ,385\* | ,420\* | ,610\*\* |
| Sig. (2-tailed) |  | ,007 | ,093 | ,618 | ,425 | ,782 | ,036 | ,021 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 | Pearson Correlation | ,480\*\* | 1 | ,508\*\* | ,056 | ,194 | ,110 | -,089 | ,162 | ,527\*\* |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-tailed) | ,007 |  | ,004 | ,767 | ,305 | ,563 | ,640 | ,391 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 | Pearson Correlation | ,312 | ,508\*\* | 1 | ,148 | -,107 | ,033 | ,106 | ,117 | ,451\* |
| Sig. (2-tailed) | ,093 | ,004 |  | ,434 | ,575 | ,864 | ,578 | ,538 | ,012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 | Pearson Correlation | ,095 | ,056 | ,148 | 1 | ,599\*\* | ,386\* | ,196 | ,089 | ,588\*\* |
| Sig. (2-tailed) | ,618 | ,767 | ,434 |  | ,000 | ,035 | ,299 | ,638 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 | Pearson Correlation | ,151 | ,194 | -,107 | ,599\*\* | 1 | ,487\*\* | -,233 | ,041 | ,504\*\* |
| Sig. (2-tailed) | ,425 | ,305 | ,575 | ,000 |  | ,006 | ,215 | ,828 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 | Pearson Correlation | ,053 | ,110 | ,033 | ,386\* | ,487\*\* | 1 | ,308 | ,308 | ,633\*\* |
| Sig. (2-tailed) | ,782 | ,563 | ,864 | ,035 | ,006 |  | ,097 | ,098 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P7 | Pearson Correlation | ,385\* | -,089 | ,106 | ,196 | -,233 | ,308 | 1 | ,456\* | ,464\*\* |
| Sig. (2-tailed) | ,036 | ,640 | ,578 | ,299 | ,215 | ,097 |  | ,011 | ,010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P8 | Pearson Correlation | ,420\* | ,162 | ,117 | ,089 | ,041 | ,308 | ,456\* | 1 | ,627\*\* |
| Sig. (2-tailed) | ,021 | ,391 | ,538 | ,638 | ,828 | ,098 | ,011 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,610\*\* | ,527\*\* | ,451\* | ,588\*\* | ,504\*\* | ,633\*\* | ,464\*\* | ,627\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,003 | ,012 | ,001 | ,004 | ,000 | ,010 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,659 | 8 |

## Data Uji Validitas dan Reliabilitas Komunikasi Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | Total |
| P1 | Pearson Correlation | 1 | ,836\*\* | ,538\*\* | ,437\* | ,602\*\* | ,380\* | ,112 | ,190 | ,789\*\* |
| Sig. (2-tailed) |  | ,000 | ,002 | ,016 | ,000 | ,038 | ,556 | ,315 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 | Pearson Correlation | ,836\*\* | 1 | ,506\*\* | ,237 | ,406\* | ,181 | ,186 | ,085 | ,667\*\* |
| Sig. (2-tailed) | ,000 |  | ,004 | ,208 | ,026 | ,338 | ,324 | ,655 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 | Pearson Correlation | ,538\*\* | ,506\*\* | 1 | ,527\*\* | ,949\*\* | ,283 | ,452\* | ,442\* | ,852\*\* |
| Sig. (2-tailed) | ,002 | ,004 |  | ,003 | ,000 | ,130 | ,012 | ,014 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 | Pearson Correlation | ,437\* | ,237 | ,527\*\* | 1 | ,577\*\* | ,635\*\* | ,104 | ,402\* | ,720\*\* |
| Sig. (2-tailed) | ,016 | ,208 | ,003 |  | ,001 | ,000 | ,586 | ,028 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 | Pearson Correlation | ,602\*\* | ,406\* | ,949\*\* | ,577\*\* | 1 | ,352 | ,363\* | ,402\* | ,845\*\* |
| Sig. (2-tailed) | ,000 | ,026 | ,000 | ,001 |  | ,056 | ,049 | ,028 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 | Pearson Correlation | ,380\* | ,181 | ,283 | ,635\*\* | ,352 | 1 | -,185 | ,179 | ,538\*\* |
| Sig. (2-tailed) | ,038 | ,338 | ,130 | ,000 | ,056 |  | ,328 | ,343 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P7 | Pearson Correlation | ,112 | ,186 | ,452\* | ,104 | ,363\* | -,185 | 1 | ,456\* | ,416\* |
| Sig. (2-tailed) | ,556 | ,324 | ,012 | ,586 | ,049 | ,328 |  | ,011 | ,022 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P8 | Pearson Correlation | ,190 | ,085 | ,442\* | ,402\* | ,402\* | ,179 | ,456\* | 1 | ,571\*\* |
| Sig. (2-tailed) | ,315 | ,655 | ,014 | ,028 | ,028 | ,343 | ,011 |  | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,789\*\* | ,667\*\* | ,852\*\* | ,720\*\* | ,845\*\* | ,538\*\* | ,416\* | ,571\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 | ,022 | ,001 |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,828 | 8 |

**Lampiran 8 Data Tabulasi Responden Semua Variabel**

**Data Tabulasi Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Kinerja** | | | | | | | | | | | |
| **RESP.** | **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **TOTAL** |
| **1** | **5** | **5** | **5** | **3** | **4** | **4** | **4** | **4** | **3** | **4** | **41** |
| **2** | **5** | **5** | **4** | **4** | **4** | **3** | **3** | **4** | **3** | **3** | **38** |
| **3** | **4** | **4** | **4** | **4** | **4** | **4** | **2** | **4** | **2** | **4** | **36** |
| **4** | **5** | **4** | **4** | **5** | **5** | **5** | **4** | **4** | **4** | **5** | **45** |
| **5** | **3** | **3** | **4** | **2** | **4** | **4** | **3** | **4** | **2** | **4** | **33** |
| **6** | **3** | **2** | **3** | **4** | **3** | **3** | **2** | **3** | **4** | **3** | **30** |
| **7** | **4** | **4** | **3** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **40** |
| **8** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **50** |
| **9** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **10** | **3** | **3** | **4** | **3** | **3** | **3** | **4** | **3** | **3** | **3** | **32** |
| **11** | **4** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **3** | **4** | **38** |
| **12** | **4** | **3** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **3** | **37** |
| **13** | **2** | **2** | **4** | **4** | **2** | **2** | **4** | **4** | **2** | **2** | **28** |
| **14** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **47** |
| **15** | **3** | **5** | **5** | **5** | **3** | **5** | **5** | **5** | **3** | **5** | **44** |
| **16** | **4** | **4** | **3** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **38** |
| **17** | **4** | **4** | **4** | **5** | **5** | **5** | **4** | **4** | **4** | **5** | **44** |
| **18** | **4** | **3** | **2** | **3** | **4** | **3** | **2** | **3** | **4** | **3** | **31** |
| **19** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **50** |
| **20** | **4** | **4** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **39** |
| **21** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **50** |
| **22** | **3** | **3** | **4** | **2** | **3** | **3** | **4** | **2** | **3** | **3** | **30** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **23** | **4** | **4** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **3** | **38** |
| **24** | **4** | **4** | **5** | **5** | **4** | **4** | **5** | **5** | **4** | **4** | **44** |
| **25** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **42** |
| **26** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **27** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **3** | **4** | **3** | **38** |
| **28** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **45** |
| **29** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **30** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **48** |
| **31** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **32** | **3** | **3** | **4** | **4** | **2** | **4** | **4** | **4** | **4** | **4** | **36** |
| **33** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **47** |
| **34** | **3** | **4** | **4** | **3** | **3** | **4** | **4** | **3** | **3** | **4** | **35** |
| **35** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **4** | **3** | **40** |
| **36** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **4** | **3** | **2** | **30** |
| **37** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **38** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **3** | **4** | **4** | **40** |
| **39** | **3** | **4** | **3** | **3** | **3** | **3** | **3** | **3** | **4** | **2** | **31** |
| **40** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **50** |
| **41** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **50** |
| **42** | **4** | **4** | **3** | **3** | **4** | **3** | **3** | **3** | **3** | **3** | **33** |
| **43** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **44** | **4** | **4** | **4** | **4** | **5** | **5** | **5** | **5** | **3** | **5** | **44** |
| **45** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **30** |
| **46** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **45** |
| **47** | **4** | **5** | **5** | **4** | **4** | **5** | **5** | **4** | **4** | **5** | **45** |
| **48** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **30** |
| **49** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **48** |
| **50** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **5** | **40** |
| **51** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **43** |
| **52** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **5** | **47** |
| **53** | **4** | **3** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **3** | **37** |
| **54** | **5** | **4** | **4** | **5** | **5** | **4** | **4** | **5** | **5** | **4** | **45** |
| **55** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **45** |
| **56** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **5** | **42** |
| **57** | **3** | **2** | **3** | **4** | **3** | **2** | **3** | **4** | **3** | **2** | **29** |
| **58** | **5** | **4** | **4** | **5** | **5** | **4** | **4** | **5** | **5** | **4** | **45** |
| **59** | **4** | **3** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **3** | **37** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **60** | **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **42** |
| **61** | **2** | **4** | **4** | **4** | **2** | **4** | **4** | **4** | **2** | **4** | **34** |
| **62** | **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **39** |

**Data Tabulasi Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Beban Kerja** | | | | | | | | | | | |
| **RESP.** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTA L** |
| **1** | **4** | **5** | **4** | **3** | **4** | **3** | **3** | **4** | **3** | **4** | **37** |
| **2** | **4** | **3** | **4** | **3** | **3** | **4** | **5** | **5** | **4** | **5** | **40** |
| **3** | **5** | **5** | **5** | **2** | **4** | **5** | **5** | **5** | **3** | **5** | **44** |
| **4** | **3** | **5** | **3** | **4** | **5** | **3** | **4** | **5** | **3** | **5** | **40** |
| **5** | **4** | **4** | **4** | **2** | **4** | **4** | **4** | **4** | **4** | **4** | **38** |
| **6** | **3** | **4** | **4** | **4** | **3** | **4** | **5** | **4** | **4** | **4** | **39** |
| **7** | **2** | **4** | **2** | **4** | **4** | **2** | **4** | **3** | **4** | **3** | **32** |
| **8** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **4** | **3** | **5** | **46** |
| **9** | **4** | **3** | **4** | **4** | **4** | **4** | **2** | **3** | **4** | **5** | **37** |
| **10** | **4** | **2** | **4** | **3** | **3** | **4** | **4** | **3** | **4** | **3** | **34** |
| **11** | **2** | **5** | **2** | **3** | **4** | **2** | **5** | **5** | **5** | **5** | **38** |
| **12** | **5** | **4** | **5** | **4** | **3** | **5** | **5** | **4** | **4** | **3** | **42** |
| **13** | **3** | **2** | **3** | **2** | **2** | **3** | **1** | **5** | **2** | **2** | **25** |
| **14** | **4** | **4** | **4** | **5** | **4** | **4** | **5** | **5** | **4** | **2** | **41** |
| **15** | **5** | **4** | **5** | **3** | **5** | **5** | **4** | **4** | **4** | **5** | **44** |
| **16** | **4** | **4** | **4** | **4** | **4** | **4** | **1** | **5** | **4** | **5** | **39** |
| **17** | **5** | **3** | **5** | **4** | **5** | **5** | **5** | **5** | **4** | **5** | **46** |
| **18** | **5** | **5** | **5** | **4** | **3** | **5** | **5** | **3** | **4** | **3** | **42** |
| **19** | **2** | **3** | **5** | **5** | **5** | **5** | **1** | **5** | **4** | **5** | **40** |
| **20** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |
| **21** | **5** | **5** | **5** | **5** | **5** | **5** | **5** | **4** | **5** | **5** | **49** |
| **22** | **5** | **5** | **5** | **3** | **3** | **5** | **4** | **5** | **5** | **5** | **45** |
| **23** | **4** | **4** | **4** | **4** | **3** | **4** | **5** | **5** | **5** | **5** | **43** |
| **24** | **5** | **3** | **5** | **4** | **4** | **5** | **4** | **5** | **4** | **5** | **44** |
| **25** | **4** | **3** | **4** | **4** | **4** | **4** | **3** | **3** | **3** | **3** | **35** |
| **26** | **3** | **3** | **3** | **4** | **4** | **3** | **5** | **5** | **3** | **5** | **38** |
| **27** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **4** | **4** | **39** |
| **28** | **5** | **3** | **5** | **5** | **4** | **5** | **5** | **4** | **4** | **5** | **45** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **29** | **5** | **4** | **5** | **4** | **4** | **5** | **4** | **3** | **5** | **3** | **42** |
| **30** | **4** | **4** | **4** | **5** | **5** | **4** | **4** | **3** | **4** | **3** | **40** |
| **31** | **4** | **5** | **4** | **4** | **4** | **4** | **5** | **4** | **5** | **4** | **43** |
| **32** | **5** | **3** | **5** | **4** | **4** | **5** | **4** | **5** | **2** | **5** | **42** |
| **33** | **5** | **4** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **5** | **48** |
| **34** | **3** | **3** | **3** | **3** | **4** | **3** | **3** | **3** | **3** | **3** | **31** |
| **35** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **5** | **4** | **5** | **41** |
| **36** | **4** | **4** | **4** | **3** | **2** | **4** | **2** | **1** | **4** | **5** | **33** |
| **37** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | **4** | **5** | **43** |
| **38** | **5** | **3** | **5** | **4** | **4** | **5** | **5** | **5** | **4** | **5** | **45** |
| **39** | **5** | **3** | **5** | **4** | **2** | **5** | **5** | **5** | **4** | **5** | **43** |
| **40** | **5** | **5** | **5** | **5** | **5** | **5** | **3** | **5** | **5** | **5** | **48** |
| **41** | **3** | **3** | **3** | **5** | **5** | **3** | **4** | **5** | **4** | **5** | **40** |
| **42** | **4** | **4** | **4** | **3** | **3** | **4** | **4** | **4** | **4** | **4** | **38** |
| **43** | **3** | **5** | **3** | **4** | **4** | **3** | **3** | **4** | **5** | **4** | **38** |
| **44** | **3** | **4** | **3** | **3** | **5** | **3** | **4** | **5** | **3** | **3** | **36** |
| **45** | **5** | **3** | **5** | **3** | **3** | **5** | **4** | **4** | **4** | **4** | **40** |
| **46** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **41** |
| **47** | **4** | **2** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **39** |
| **48** | **3** | **4** | **3** | **3** | **3** | **3** | **5** | **5** | **5** | **5** | **39** |
| **49** | **5** | **3** | **5** | **5** | **5** | **5** | **4** | **4** | **4** | **4** | **44** |
| **50** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | **4** | **4** | **41** |
| **51** | **3** | **5** | **3** | **4** | **5** | **3** | **4** | **3** | **4** | **3** | **37** |
| **52** | **2** | **4** | **2** | **4** | **5** | **2** | **4** | **4** | **4** | **4** | **35** |
| **53** | **3** | **3** | **3** | **4** | **3** | **3** | **4** | **4** | **4** | **4** | **35** |
| **54** | **4** | **4** | **4** | **5** | **4** | **4** | **3** | **5** | **5** | **5** | **43** |
| **55** | **4** | **2** | **4** | **5** | **4** | **4** | **5** | **5** | **4** | **5** | **42** |
| **56** | **2** | **4** | **2** | **4** | **5** | **2** | **4** | **4** | **4** | **4** | **35** |
| **57** | **5** | **3** | **5** | **3** | **2** | **5** | **5** | **5** | **4** | **5** | **42** |
| **58** | **4** | **4** | **4** | **5** | **4** | **4** | **2** | **1** | **4** | **1** | **33** |
| **59** | **5** | **5** | **5** | **4** | **3** | **5** | **4** | **5** | **3** | **5** | **44** |
| **60** | **3** | **3** | **3** | **4** | **4** | **3** | **3** | **4** | **3** | **4** | **34** |
| **61** | **4** | **4** | **4** | **2** | **4** | **4** | **4** | **4** | **4** | **4** | **38** |
| **62** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **40** |

**Data Tabulasi Konflik Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Konflik Kerja** | | | | | | | | | |
| **RESP.** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **TOTAL** |
| **1** | **3** | **3** | **3** | **3** | **4** | **3** | **3** | **3** | **25** |
| **2** | **3** | **3** | **3** | **3** | **4** | **3** | **3** | **3** | **25** |
| **3** | **3** | **3** | **3** | **3** | **4** | **3** | **3** | **3** | **25** |
| **4** | **5** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **32** |
| **5** | **4** | **4** | **3** | **4** | **2** | **4** | **4** | **3** | **28** |
| **6** | **3** | **4** | **2** | **3** | **4** | **3** | **4** | **2** | **25** |
| **7** | **5** | **4** | **5** | **1** | **4** | **5** | **3** | **4** | **31** |
| **8** | **5** | **5** | **5** | **3** | **5** | **5** | **3** | **5** | **36** |
| **9** | **4** | **3** | **3** | **4** | **3** | **3** | **2** | **3** | **25** |
| **10** | **4** | **2** | **2** | **4** | **2** | **3** | **2** | **2** | **21** |
| **11** | **3** | **4** | **3** | **2** | **4** | **3** | **2** | **4** | **25** |
| **12** | **2** | **4** | **3** | **2** | **4** | **3** | **3** | **4** | **25** |
| **13** | **3** | **3** | **3** | **2** | **3** | **3** | **3** | **3** | **23** |
| **14** | **2** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **36** |
| **15** | **4** | **2** | **5** | **4** | **4** | **4** | **4** | **4** | **31** |
| **16** | **3** | **3** | **4** | **2** | **4** | **3** | **3** | **4** | **26** |
| **17** | **3** | **4** | **4** | **4** | **4** | **3** | **4** | **3** | **29** |
| **18** | **2** | **3** | **2** | **3** | **3** | **2** | **3** | **3** | **21** |
| **19** | **5** | **5** | **4** | **5** | **4** | **5** | **5** | **4** | **37** |
| **20** | **4** | **4** | **4** | **4** | **4** | **1** | **4** | **4** | **29** |
| **21** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **5** | **39** |
| **22** | **3** | **3** | **2** | **3** | **3** | **2** | **3** | **3** | **22** |
| **23** | **3** | **4** | **4** | **3** | **4** | **4** | **2** | **4** | **28** |
| **24** | **1** | **4** | **4** | **1** | **4** | **4** | **2** | **4** | **24** |
| **25** | **2** | **5** | **4** | **2** | **5** | **4** | **2** | **5** | **29** |
| **26** | **3** | **4** | **2** | **4** | **4** | **4** | **4** | **4** | **29** |
| **27** | **4** | **3** | **4** | **4** | **3** | **4** | **4** | **3** | **29** |
| **28** | **2** | **4** | **5** | **2** | **4** | **5** | **2** | **4** | **28** |
| **29** | **2** | **5** | **5** | **2** | **5** | **5** | **2** | **5** | **31** |
| **30** | **3** | **5** | **5** | **3** | **5** | **5** | **3** | **5** | **34** |
| **31** | **4** | **4** | **3** | **4** | **4** | **3** | **4** | **4** | **30** |
| **32** | **4** | **3** | **2** | **4** | **3** | **2** | **4** | **3** | **25** |
| **33** | **3** | **5** | **4** | **3** | **5** | **4** | **3** | **5** | **32** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **34** | **2** | **4** | **2** | **2** | **4** | **2** | **2** | **4** | **22** |
| **35** | **4** | **5** | **5** | **4** | **4** | **5** | **4** | **4** | **35** |
| **36** | **3** | **2** | **4** | **3** | **2** | **4** | **3** | **2** | **23** |
| **37** | **4** | **3** | **2** | **4** | **3** | **2** | **4** | **3** | **25** |
| **38** | **4** | **4** | **4** | **4** | **3** | **4** | **4** | **3** | **30** |
| **39** | **2** | **2** | **4** | **2** | **3** | **4** | **2** | **3** | **22** |
| **40** | **2** | **4** | **4** | **4** | **5** | **4** | **5** | **5** | **33** |
| **41** | **5** | **5** | **5** | **4** | **5** | **5** | **5** | **4** | **38** |
| **42** | **4** | **4** | **2** | **4** | **4** | **2** | **4** | **4** | **28** |
| **43** | **3** | **4** | **3** | **3** | **4** | **3** | **3** | **4** | **27** |
| **44** | **3** | **4** | **4** | **3** | **4** | **4** | **3** | **4** | **29** |
| **45** | **3** | **3** | **2** | **3** | **3** | **2** | **3** | **3** | **22** |
| **46** | **3** | **5** | **3** | **3** | **5** | **3** | **3** | **5** | **30** |
| **47** | **2** | **4** | **4** | **2** | **4** | **4** | **2** | **4** | **26** |
| **48** | **2** | **4** | **2** | **2** | **4** | **3** | **4** | **3** | **24** |
| **49** | **3** | **4** | **5** | **3** | **4** | **5** | **3** | **4** | **31** |
| **50** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **24** |
| **51** | **3** | **5** | **5** | **3** | **5** | **5** | **3** | **5** | **34** |
| **52** | **2** | **4** | **5** | **2** | **4** | **5** | **2** | **4** | **28** |
| **53** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **32** |
| **54** | **3** | **4** | **5** | **3** | **4** | **5** | **3** | **4** | **31** |
| **55** | **3** | **4** | **4** | **3** | **4** | **4** | **3** | **4** | **29** |
| **56** | **3** | **4** | **4** | **3** | **4** | **4** | **3** | **4** | **29** |
| **57** | **3** | **3** | **4** | **3** | **3** | **4** | **3** | **3** | **26** |
| **58** | **3** | **5** | **5** | **3** | **5** | **5** | **3** | **5** | **34** |
| **59** | **3** | **4** | **3** | **3** | **4** | **3** | **3** | **4** | **27** |
| **60** | **4** | **5** | **3** | **4** | **5** | **3** | **4** | **5** | **33** |
| **61** | **3** | **4** | **3** | **3** | **4** | **3** | **3** | **4** | **27** |
| **62** | **4** | **4** | **3** | **4** | **4** | **3** | **3** | **3** | **28** |

**Data Tabulasi Komunikasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Komunikasi Kerja** | | | | | | | | | |
| **RESP.** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **TOTAL** |
| **1** | **3** | **3** | **5** | **5** | **4** | **4** | **3** | **4** | 31 |
| **2** | **3** | **3** | **4** | **3** | **4** | **4** | **3** | **3** | 27 |
| **3** | **3** | **3** | **3** | **3** | **3** | **3** | **2** | **4** | 24 |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | 33 |
| **5** | **3** | **4** | **2** | **4** | **4** | **4** | **2** | **4** | 27 |
| **6** | **2** | **3** | **4** | **3** | **4** | **4** | **4** | **3** | 27 |
| **7** | **4** | **4** | **5** | **3** | **3** | **3** | **4** | **4** | 30 |
| **8** | **5** | **5** | **5** | **3** | **5** | **5** | **5** | **5** | 38 |
| **9** | **3** | **3** | **3** | **4** | **3** | **3** | **4** | **4** | 27 |
| **10** | **2** | **4** | **3** | **3** | **4** | **4** | **3** | **3** | 26 |
| **11** | **4** | **4** | **3** | **3** | **4** | **4** | **3** | **4** | 29 |
| **12** | **4** | **4** | **3** | **3** | **4** | **4** | **4** | **3** | 29 |
| **13** | **3** | **3** | **3** | **3** | **3** | **3** | **2** | **2** | 22 |
| **14** | **5** | **5** | **5** | **5** | **4** | **4** | **5** | **4** | 37 |
| **15** | **4** | **4** | **4** | **4** | **2** | **2** | **3** | **5** | 28 |
| **16** | **4** | **3** | **3** | **2** | **4** | **4** | **4** | **4** | 28 |
| **17** | **3** | **3** | **3** | **2** | **3** | **3** | **4** | **5** | 26 |
| **18** | **3** | **3** | **2** | **3** | **3** | **3** | **4** | **3** | 24 |
| **19** | **4** | **5** | **4** | **4** | **4** | **4** | **5** | **5** | 35 |
| **20** | **4** | **2** | **4** | **3** | **4** | **4** | **4** | **4** | 29 |
| **21** | **5** | **5** | **4** | **5** | **4** | **4** | **5** | **5** | 37 |
| **22** | **3** | **3** | **2** | **3** | **3** | **3** | **3** | **3** | 23 |
| **23** | **4** | **4** | **4** | **1** | **3** | **3** | **4** | **3** | 26 |
| **24** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **4** | 31 |
| **25** | **5** | **5** | **4** | **3** | **5** | **5** | **4** | **4** | 35 |
| **26** | **4** | **3** | **4** | **3** | **3** | **3** | **4** | **4** | 28 |
| **27** | **3** | **3** | **4** | **2** | **3** | **3** | **4** | **3** | 25 |
| **28** | **4** | **4** | **5** | **3** | **4** | **4** | **5** | **4** | 33 |
| **29** | **5** | **5** | **5** | **3** | **3** | **3** | **4** | **4** | 32 |
| **30** | **5** | **5** | **5** | **3** | **5** | **5** | **5** | **5** | 38 |
| **31** | **4** | **4** | **3** | **3** | **4** | **4** | **4** | **4** | 30 |
| **32** | **3** | **3** | **2** | **2** | **3** | **3** | **4** | **4** | 24 |
| **33** | **5** | **5** | **4** | **3** | **5** | **5** | **4** | **5** | 36 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **34** | **4** | **4** | **2** | **3** | **4** | **4** | **3** | **4** | 28 |
| **35** | **4** | **4** | **5** | **5** | **3** | **3** | **4** | **3** | 31 |
| **36** | **2** | **2** | **4** | **3** | **4** | **4** | **3** | **2** | 24 |
| **37** | **3** | **3** | **2** | **2** | **3** | **3** | **4** | **4** | 24 |
| **38** | **3** | **3** | **3** | **3** | **3** | **3** | **4** | **4** | 26 |
| **39** | **3** | **2** | **2** | **2** | **5** | **5** | **4** | **2** | 25 |
| **40** | **5** | **5** | **4** | **4** | **5** | **5** | **5** | **5** | 38 |
| **41** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **5** | 34 |
| **42** | **4** | **4** | **2** | **3** | **4** | **4** | **3** | **3** | 27 |
| **43** | **4** | **4** | **3** | **1** | **4** | **4** | **4** | **4** | 28 |
| **44** | **4** | **4** | **4** | **3** | **4** | **4** | **3** | **5** | 31 |
| **45** | **3** | **3** | **2** | **2** | **3** | **3** | **3** | **3** | 22 |
| **46** | **5** | **5** | **3** | **1** | **5** | **5** | **4** | **5** | 33 |
| **47** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **5** | 32 |
| **48** | **3** | **2** | **4** | **3** | **4** | **4** | **3** | **3** | 26 |
| **49** | **4** | **4** | **5** | **3** | **4** | **4** | **5** | **5** | 34 |
| **50** | **3** | **3** | **3** | **3** | **3** | **3** | **4** | **5** | 27 |
| **51** | **5** | **5** | **5** | **3** | **5** | **5** | **4** | **5** | 37 |
| **52** | **4** | **4** | **5** | **3** | **4** | **4** | **4** | **5** | 33 |
| **53** | **4** | **4** | **4** | **3** | **4** | **4** | **4** | **3** | 30 |
| **54** | **4** | **4** | **5** | **3** | **4** | **4** | **5** | **4** | 33 |
| **55** | **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | 33 |
| **56** | **4** | **4** | **4** | **2** | **4** | **4** | **4** | **5** | 31 |
| **57** | **3** | **3** | **4** | **2** | **2** | **2** | **3** | **2** | 21 |
| **58** | **5** | **5** | **5** | **3** | **5** | **5** | **5** | **4** | 37 |
| **59** | **4** | **4** | **3** | **2** | **4** | **4** | **4** | **3** | 28 |
| **60** | **5** | **5** | **3** | **3** | **5** | **5** | **4** | **4** | 34 |
| **61** | **4** | **4** | **3** | **3** | **4** | **4** | **2** | **4** | 28 |
| **62** | **3** | **4** | **3** | **3** | **4** | **4** | **4** | **4** | 29 |

**Lampiran 9 Hasil *Metode Succesive Interval (MSI)***

***Metode Succesive Interval (MSI)* Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **5** | **5** | **5** | **3** | **4** | **4** | **4** | **4** | **3** | **4** |  |
| 4,53  0 | 4,36  7 | 4,71  4 | 1,98  6 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 1,96  6 | 2,95  4 | 33,16  6 |
| 4,53  0 | 4,36  7 | 3,36  5 | 3,10  8 | 3,03  2 | 2,12  9 | 1,94  9 | 3,36  5 | 1,96  6 | 1,99  5 | 29,80  8 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 1,00  0 | 3,36  5 | 1,00  0 | 2,95  4 | 27,33  7 |
| 4,53  0 | 3,05  4 | 3,36  5 | 4,41  9 | 4,36  7 | 4,49  2 | 3,01  1 | 3,36  5 | 3,06  4 | 4,13  4 | 37,80  3 |
| 2,06  0 | 1,94  9 | 3,36  5 | 1,00  0 | 3,03  2 | 3,24  0 | 1,94  9 | 3,36  5 | 1,00  0 | 2,95  4 | 23,91  5 |
| 2,06  0 | 1,00  0 | 2,13  7 | 3,10  8 | 1,91  4 | 2,12  9 | 1,00  0 | 2,13  7 | 3,06  4 | 1,99  5 | 20,54  4 |
| 3,21  8 | 3,05  4 | 2,13  7 | 3,10  8 | 3,03  2 | 3,24  0 | 4,29  2 | 3,36  5 | 3,06  4 | 2,95  4 | 31,46  4 |
| 4,53  0 | 4,36  7 | 4,71  4 | 4,41  9 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 4,37  2 | 4,13  4 | 44,40  1 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 2,06  0 | 1,94  9 | 3,36  5 | 1,98  6 | 1,91  4 | 2,12  9 | 3,01  1 | 2,13  7 | 1,96  6 | 1,99  5 | 22,51  3 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 2,12  9 | 3,01  1 | 3,36  5 | 1,96  6 | 2,95  4 | 29,20  3 |
| 3,21  8 | 1,94  9 | 3,36  5 | 3,10  8 | 3,03  2 | 2,12  9 | 3,01  1 | 3,36  5 | 3,06  4 | 1,99  5 | 28,23  7 |
| 1,00  0 | 1,00  0 | 3,36  5 | 3,10  8 | 1,00  0 | 1,00  0 | 3,01  1 | 3,36  5 | 1,00  0 | 1,00  0 | 18,85  0 |
| 4,53  0 | 3,05  4 | 4,71  4 | 4,41  9 | 4,36  7 | 3,24  0 | 4,29  2 | 4,71  4 | 4,37  2 | 2,95  4 | 40,65  6 |
| 2,06  0 | 4,36  7 | 4,71  4 | 4,41  9 | 1,91  4 | 4,49  2 | 4,29  2 | 4,71  4 | 1,96  6 | 4,13  4 | 37,07  2 |
| 3,21  8 | 3,05  4 | 2,13  7 | 3,10  8 | 3,03  2 | 3,24  0 | 1,94  9 | 3,36  5 | 3,06  4 | 2,95  4 | 29,12  1 |
| 3,21  8 | 3,05  4 | 3,36  5 | 4,41  9 | 4,36  7 | 4,49  2 | 3,01  1 | 3,36  5 | 3,06  4 | 4,13  4 | 36,49  0 |
| 3,21  8 | 1,94  9 | 1,00  0 | 1,98  6 | 3,03  2 | 2,12  9 | 1,00  0 | 2,13  7 | 3,06  4 | 1,99  5 | 21,51  0 |
| 4,53  0 | 4,36  7 | 4,71  4 | 4,41  9 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 4,37  2 | 4,13  4 | 44,40  1 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 1,94  9 | 3,36  5 | 3,06  4 | 2,95  4 | 30,35  0 |
| 4,53  0 | 4,36  7 | 4,71  4 | 4,41  9 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 4,37  2 | 4,13  4 | 44,40  1 |
| 2,06  0 | 1,94  9 | 3,36  5 | 1,00  0 | 1,91  4 | 2,12  9 | 3,01  1 | 1,00  0 | 1,96  6 | 1,99  5 | 20,39  0 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 1,94  9 | 3,36  5 | 3,06  4 | 1,99  5 | 29,39  2 |
| 3,21  8 | 3,05  4 | 4,71  4 | 4,41  9 | 3,03  2 | 3,24  0 | 4,29  2 | 4,71  4 | 3,06  4 | 2,95  4 | 36,70  1 |
| 3,21  8 | 3,05  4 | 3,36  5 | 4,41  9 | 3,03  2 | 3,24  0 | 3,01  1 | 4,71  4 | 3,06  4 | 2,95  4 | 34,07  2 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 2,13  7 | 3,06  4 | 1,99  5 | 29,22  5 |
| 4,53  0 | 3,05  4 | 4,71  4 | 3,10  8 | 4,36  7 | 3,24  0 | 4,29  2 | 3,36  5 | 4,37  2 | 2,95  4 | 37,99  6 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 4,53  0 | 4,36  7 | 3,36  5 | 4,41  9 | 4,36  7 | 4,49  2 | 3,01  1 | 4,71  4 | 4,37  2 | 4,13  4 | 41,77  2 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 2,06  0 | 1,94  9 | 3,36  5 | 3,10  8 | 1,00  0 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 27,11  7 |
| 3,21  8 | 4,36  7 | 4,71  4 | 4,41  9 | 3,03  2 | 4,49  2 | 4,29  2 | 4,71  4 | 3,06  4 | 4,13  4 | 40,44  6 |
| 2,06  0 | 3,05  4 | 3,36  5 | 1,98  6 | 1,91  4 | 3,24  0 | 3,01  1 | 2,13  7 | 1,96  6 | 2,95  4 | 25,68  8 |
| 3,21  8 | 3,05  4 | 4,71  4 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 1,99  5 | 31,80  2 |
| 2,06  0 | 1,94  9 | 2,13  7 | 1,98  6 | 1,91  4 | 2,12  9 | 1,94  9 | 3,36  5 | 1,96  6 | 1,00  0 | 20,45  5 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 3,21  8 | 3,05  4 | 3,36  5 | 4,41  9 | 3,03  2 | 3,24  0 | 3,01  1 | 2,13  7 | 3,06  4 | 2,95  4 | 31,49  5 |
| 2,06  0 | 3,05  4 | 2,13  7 | 1,98  6 | 1,91  4 | 2,12  9 | 1,94  9 | 2,13  7 | 3,06  4 | 1,00  0 | 21,43  0 |
| 4,53  0 | 4,36  7 | 4,71  4 | 4,41  9 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 4,37  2 | 4,13  4 | 44,40  1 |
| 4,53  0 | 4,36  7 | 4,71  4 | 4,41  9 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 4,37  2 | 4,13  4 | 44,40  1 |
| 3,21  8 | 3,05  4 | 2,13  7 | 1,98  6 | 3,03  2 | 2,12  9 | 1,94  9 | 2,13  7 | 1,96  6 | 1,99  5 | 23,60  3 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 31,41  2 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 4,36  7 | 4,49  2 | 4,29  2 | 4,71  4 | 1,96  6 | 4,13  4 | 36,71  0 |
| 2,06  0 | 1,94  9 | 2,13  7 | 1,98  6 | 1,91  4 | 2,12  9 | 1,94  9 | 2,13  7 | 1,96  6 | 1,99  5 | 20,22  2 |
| 3,21  8 | 4,36  7 | 3,36  5 | 4,41  9 | 3,03  2 | 4,49  2 | 3,01  1 | 4,71  4 | 3,06  4 | 4,13  4 | 37,81  7 |
| 3,21  8 | 4,36  7 | 4,71  4 | 3,10  8 | 3,03  2 | 4,49  2 | 4,29  2 | 3,36  5 | 3,06  4 | 4,13  4 | 37,78  6 |
| 2,06  0 | 1,94  9 | 2,13  7 | 1,98  6 | 1,91  4 | 2,12  9 | 1,94  9 | 2,13  7 | 1,96  6 | 1,99  5 | 20,22  2 |
| 4,53  0 | 4,36  7 | 4,71  4 | 3,10  8 | 4,36  7 | 4,49  2 | 4,29  2 | 3,36  5 | 4,37  2 | 4,13  4 | 41,74  1 |
| 3,21  8 | 3,05  4 | 3,36  5 | 1,98  6 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 4,13  4 | 31,47  0 |
| 3,21  8 | 4,36  7 | 3,36  5 | 3,10  8 | 3,03  2 | 4,49  2 | 3,01  1 | 3,36  5 | 3,06  4 | 4,13  4 | 35,15  7 |
| 3,21  8 | 4,36  7 | 4,71  4 | 4,41  9 | 3,03  2 | 4,49  2 | 4,29  2 | 4,71  4 | 3,06  4 | 4,13  4 | 40,44  6 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3,21  8 | 1,94  9 | 3,36  5 | 3,10  8 | 3,03  2 | 2,12  9 | 3,01  1 | 3,36  5 | 3,06  4 | 1,99  5 | 28,23  7 |
| 4,53  0 | 3,05  4 | 3,36  5 | 4,41  9 | 4,36  7 | 3,24  0 | 3,01  1 | 4,71  4 | 4,37  2 | 2,95  4 | 38,02  7 |
| 4,53  0 | 3,05  4 | 4,71  4 | 3,10  8 | 4,36  7 | 3,24  0 | 4,29  2 | 3,36  5 | 4,37  2 | 2,95  4 | 37,99  6 |
| 3,21  8 | 3,05  4 | 3,36  5 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 4,71  4 | 3,06  4 | 4,13  4 | 33,94  0 |
| 2,06  0 | 1,00  0 | 2,13  7 | 3,10  8 | 1,91  4 | 1,00  0 | 1,94  9 | 3,36  5 | 1,96  6 | 1,00  0 | 19,49  9 |
| 4,53  0 | 3,05  4 | 3,36  5 | 4,41  9 | 4,36  7 | 3,24  0 | 3,01  1 | 4,71  4 | 4,37  2 | 2,95  4 | 38,02  7 |
| 3,21  8 | 1,94  9 | 3,36  5 | 3,10  8 | 3,03  2 | 2,12  9 | 3,01  1 | 3,36  5 | 3,06  4 | 1,99  5 | 28,23  7 |
| 3,21  8 | 3,05  4 | 4,71  4 | 3,10  8 | 3,03  2 | 3,24  0 | 4,29  2 | 3,36  5 | 3,06  4 | 2,95  4 | 34,04  1 |
| 1,00  0 | 3,05  4 | 3,36  5 | 3,10  8 | 1,00  0 | 3,24  0 | 3,01  1 | 3,36  5 | 1,00  0 | 2,95  4 | 25,09  8 |
| 3,21  8 | 3,05  4 | 2,13  7 | 3,10  8 | 3,03  2 | 3,24  0 | 3,01  1 | 3,36  5 | 3,06  4 | 2,95  4 | 30,18  3 |

***Metode Succesive Interval (MSI)* Beban Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **4** | **5** | **4** | **3** | **4** | **3** | **3** | **4** | **3** | **4** |  |
| 2,79  1 | 4,37  2 | 2,82  6 | 1,96  6 | 2,95  4 | 1,93  6 | 2,04  4 | 2,89  4 | 1,98  6 | 3,13  8 | 26,90  7 |
| 2,79  1 | 2,10  6 | 2,82  6 | 1,96  6 | 1,99  5 | 2,84  8 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 30,41  9 |
| 3,96  7 | 4,37  2 | 4,03  4 | 1,00  0 | 2,95  4 | 4,03  4 | 4,15  7 | 4,14  4 | 1,98  6 | 4,32  3 | 34,97  0 |
| 1,90  6 | 4,37  2 | 1,90  5 | 3,06  4 | 4,13  4 | 1,93  6 | 2,90  4 | 4,14  4 | 1,98  6 | 4,32  3 | 30,67  3 |
| 2,79  1 | 3,17  0 | 2,82  6 | 1,00  0 | 2,95  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 27,78  8 |
| 1,90  6 | 3,17  0 | 2,82  6 | 3,06  4 | 1,99  5 | 2,84  8 | 4,15  7 | 2,89  4 | 3,26  3 | 3,13  8 | 29,26  2 |
| 1,00  0 | 3,17  0 | 1,00  0 | 3,06  4 | 2,95  4 | 1,00  0 | 2,90  4 | 1,94  6 | 3,26  3 | 2,33  7 | 22,63  8 |
| 3,96  7 | 3,17  0 | 4,03  4 | 4,37  2 | 4,13  4 | 4,03  4 | 4,15  7 | 2,89  4 | 1,98  6 | 4,32  3 | 37,07  1 |
| 2,79  1 | 2,10  6 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 1,61  2 | 1,94  6 | 3,26  3 | 4,32  3 | 27,73  3 |
| 2,79  1 | 1,00  0 | 2,82  6 | 1,96  6 | 1,99  5 | 2,84  8 | 2,90  4 | 1,94  6 | 3,26  3 | 2,33  7 | 23,87  6 |
| 1,00  0 | 4,37  2 | 1,00  0 | 1,96  6 | 2,95  4 | 1,00  0 | 4,15  7 | 4,14  4 | 4,70  5 | 4,32  3 | 29,62  1 |
| 3,96  7 | 3,17  0 | 4,03  4 | 3,06  4 | 1,99  5 | 4,03  4 | 4,15  7 | 2,89  4 | 3,26  3 | 2,33  7 | 32,91  6 |
| 1,90  6 | 1,00  0 | 1,90  5 | 1,00  0 | 1,00  0 | 1,93  6 | 1,00  0 | 4,14  4 | 1,00  0 | 1,63  4 | 16,52  4 |
| 2,79  1 | 3,17  0 | 2,82  6 | 4,37  2 | 2,95  4 | 2,84  8 | 4,15  7 | 4,14  4 | 3,26  3 | 1,63  4 | 32,15  8 |
| 3,96  7 | 3,17  0 | 4,03  4 | 1,96  6 | 4,13  4 | 4,03  4 | 2,90  4 | 2,89  4 | 3,26  3 | 4,32  3 | 34,68  9 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 1,00  0 | 4,14  4 | 3,26  3 | 4,32  3 | 30,38  3 |
| 3,96  7 | 2,10  6 | 4,03  4 | 3,06  4 | 4,13  4 | 4,03  4 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 37,22  5 |
| 3,96  7 | 4,37  2 | 4,03  4 | 3,06  4 | 1,99  5 | 4,03  4 | 4,15  7 | 1,94  6 | 3,26  3 | 2,33  7 | 33,16  9 |
| 1,00  0 | 2,10  6 | 4,03  4 | 4,37  2 | 4,13  4 | 4,03  4 | 1,00  0 | 4,14  4 | 3,26  3 | 4,32  3 | 32,40  9 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 29,85  2 |
| 3,96  7 | 4,37  2 | 4,03  4 | 4,37  2 | 4,13  4 | 4,03  4 | 4,15  7 | 2,89  4 | 4,70  5 | 4,32  3 | 40,99  2 |
| 3,96  7 | 4,37  2 | 4,03  4 | 1,96  6 | 1,99  5 | 4,03  4 | 2,90  4 | 4,14  4 | 4,70  5 | 4,32  3 | 36,44  5 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 1,99  5 | 2,84  8 | 4,15  7 | 4,14  4 | 4,70  5 | 4,32  3 | 34,02  4 |
| 3,96  7 | 2,10  6 | 4,03  4 | 3,06  4 | 2,95  4 | 4,03  4 | 2,90  4 | 4,14  4 | 3,26  3 | 4,32  3 | 34,79  3 |
| 2,79  1 | 2,10  6 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 2,04  4 | 1,94  6 | 1,98  6 | 2,33  7 | 24,90  2 |
| 1,90  6 | 2,10  6 | 1,90  5 | 3,06  4 | 2,95  4 | 1,93  6 | 4,15  7 | 4,14  4 | 1,98  6 | 4,32  3 | 28,48  0 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 1,99  5 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 28,89  4 |
| 3,96  7 | 2,10  6 | 4,03  4 | 4,37  2 | 2,95  4 | 4,03  4 | 4,15  7 | 2,89  4 | 3,26  3 | 4,32  3 | 36,10  4 |
| 3,96  7 | 3,17  0 | 4,03  4 | 3,06  4 | 2,95  4 | 4,03  4 | 2,90  4 | 1,94  6 | 4,70  5 | 2,33  7 | 33,11  6 |
| 2,79  1 | 3,17  0 | 2,82  6 | 4,37  2 | 4,13  4 | 2,84  8 | 2,90  4 | 1,94  6 | 3,26  3 | 2,33  7 | 30,59  0 |
| 2,79  1 | 4,37  2 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 4,15  7 | 2,89  4 | 4,70  5 | 3,13  8 | 33,74  9 |
| 3,96  7 | 2,10  6 | 4,03  4 | 3,06  4 | 2,95  4 | 4,03  4 | 2,90  4 | 4,14  4 | 1,00  0 | 4,32  3 | 32,53  0 |
| 3,96  7 | 3,17  0 | 4,03  4 | 3,06  4 | 4,13  4 | 4,03  4 | 4,15  7 | 4,14  4 | 4,70  5 | 4,32  3 | 39,73  2 |
| 1,90  6 | 2,10  6 | 1,90  5 | 1,96  6 | 2,95  4 | 1,93  6 | 2,04  4 | 1,94  6 | 1,98  6 | 2,33  7 | 21,08  5 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 1,99  5 | 2,84  8 | 2,90  4 | 4,14  4 | 3,26  3 | 4,32  3 | 31,32  8 |
| 2,79  1 | 3,17  0 | 2,82  6 | 1,96  6 | 1,00  0 | 2,84  8 | 1,61  2 | 1,00  0 | 3,26  3 | 4,32  3 | 24,79  9 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 33,54  0 |
| 3,96  7 | 2,10  6 | 4,03  4 | 3,06  4 | 2,95  4 | 4,03  4 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 36,04  5 |
| 3,96  7 | 2,10  6 | 4,03  4 | 3,06  4 | 1,00  0 | 4,03  4 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 34,09  1 |
| 3,96  7 | 4,37  2 | 4,03  4 | 4,37  2 | 4,13  4 | 4,03  4 | 2,04  4 | 4,14  4 | 4,70  5 | 4,32  3 | 40,12  8 |
| 1,90  6 | 2,10  6 | 1,90  5 | 4,37  2 | 4,13  4 | 1,93  6 | 2,90  4 | 4,14  4 | 3,26  3 | 4,32  3 | 30,99  1 |
| 2,79  1 | 3,17  0 | 2,82  6 | 1,96  6 | 1,99  5 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 27,79  6 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1,90  6 | 4,37  2 | 1,90  5 | 3,06  4 | 2,95  4 | 1,93  6 | 2,04  4 | 2,89  4 | 4,70  5 | 3,13  8 | 28,91  8 |
| 1,90  6 | 3,17  0 | 1,90  5 | 1,96  6 | 4,13  4 | 1,93  6 | 2,90  4 | 4,14  4 | 1,98  6 | 2,33  7 | 26,38  7 |
| 3,96  7 | 2,10  6 | 4,03  4 | 1,96  6 | 1,99  5 | 4,03  4 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 30,30  2 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 4,13  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 31,03  2 |
| 2,79  1 | 1,00  0 | 2,82  6 | 3,06  4 | 4,13  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 28,86  2 |
| 1,90  6 | 3,17  0 | 1,90  5 | 1,96  6 | 1,99  5 | 1,93  6 | 4,15  7 | 4,14  4 | 4,70  5 | 4,32  3 | 30,20  7 |
| 3,96  7 | 2,10  6 | 4,03  4 | 4,37  2 | 4,13  4 | 4,03  4 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 34,84  6 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 4,13  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 31,03  2 |
| 1,90  6 | 4,37  2 | 1,90  5 | 3,06  4 | 4,13  4 | 1,93  6 | 2,90  4 | 1,94  6 | 3,26  3 | 2,33  7 | 27,76  6 |
| 1,00  0 | 3,17  0 | 1,00  0 | 3,06  4 | 4,13  4 | 1,00  0 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 25,56  7 |
| 1,90  6 | 2,10  6 | 1,90  5 | 3,06  4 | 1,99  5 | 1,93  6 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 25,11  1 |
| 2,79  1 | 3,17  0 | 2,82  6 | 4,37  2 | 2,95  4 | 2,84  8 | 2,04  4 | 4,14  4 | 4,70  5 | 4,32  3 | 34,17  7 |
| 2,79  1 | 1,00  0 | 2,82  6 | 4,37  2 | 2,95  4 | 2,84  8 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 32,67  7 |
| 1,00  0 | 3,17  0 | 1,00  0 | 3,06  4 | 4,13  4 | 1,00  0 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 25,56  7 |
| 3,96  7 | 2,10  6 | 4,03  4 | 1,96  6 | 1,00  0 | 4,03  4 | 4,15  7 | 4,14  4 | 3,26  3 | 4,32  3 | 32,99  3 |
| 2,79  1 | 3,17  0 | 2,82  6 | 4,37  2 | 2,95  4 | 2,84  8 | 1,61  2 | 1,00  0 | 3,26  3 | 1,00  0 | 25,83  6 |
| 3,96  7 | 4,37  2 | 4,03  4 | 3,06  4 | 1,99  5 | 4,03  4 | 2,90  4 | 4,14  4 | 1,98  6 | 4,32  3 | 34,82  4 |
| 1,90  6 | 2,10  6 | 1,90  5 | 3,06  4 | 2,95  4 | 1,93  6 | 2,04  4 | 2,89  4 | 1,98  6 | 3,13  8 | 23,93  3 |
| 2,79  1 | 3,17  0 | 2,82  6 | 1,00  0 | 2,95  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 27,78  8 |
| 2,79  1 | 3,17  0 | 2,82  6 | 3,06  4 | 2,95  4 | 2,84  8 | 2,90  4 | 2,89  4 | 3,26  3 | 3,13  8 | 29,85  2 |

***Metode Succesive Interval (MSI)* Konflik Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **3** | **3** | **3** | **3** | **4** | **3** | **3** | **3** |  |
| 3,326 | 1,995 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 2,190 | 20,775 |
| 3,326 | 1,995 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 2,190 | 20,775 |
| 3,326 | 1,995 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 2,190 | 20,775 |
| 5,269 | 3,041 | 2,741 | 4,142 | 3,121 | 2,946 | 3,230 | 3,293 | 27,783 |
| 4,303 | 3,041 | 1,948 | 4,142 | 1,000 | 3,793 | 3,230 | 2,190 | 23,646 |
| 3,326 | 3,041 | 1,000 | 3,048 | 3,121 | 2,946 | 3,230 | 1,000 | 20,712 |
| 5,269 | 3,041 | 3,796 | 1,000 | 3,121 | 4,789 | 2,202 | 3,293 | 26,511 |
| 5,269 | 4,285 | 3,796 | 3,048 | 4,450 | 4,789 | 2,202 | 4,494 | 32,334 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4,303 | 1,995 | 1,948 | 4,142 | 1,982 | 2,946 | 1,000 | 2,190 | 20,506 |
| 4,303 | 1,000 | 1,000 | 4,142 | 1,000 | 2,946 | 1,000 | 1,000 | 16,391 |
| 3,326 | 3,041 | 1,948 | 2,060 | 3,121 | 2,946 | 1,000 | 3,293 | 20,735 |
| 2,219 | 3,041 | 1,948 | 2,060 | 3,121 | 2,946 | 2,202 | 3,293 | 20,829 |
| 3,326 | 1,995 | 1,948 | 2,060 | 1,982 | 2,946 | 2,202 | 2,190 | 18,649 |
| 2,219 | 4,285 | 2,741 | 5,480 | 4,450 | 4,789 | 4,273 | 4,494 | 32,731 |
| 4,303 | 1,000 | 3,796 | 4,142 | 3,121 | 3,793 | 3,230 | 3,293 | 26,678 |
| 3,326 | 1,995 | 2,741 | 2,060 | 3,121 | 2,946 | 2,202 | 3,293 | 21,684 |
| 3,326 | 3,041 | 2,741 | 4,142 | 3,121 | 2,946 | 3,230 | 2,190 | 24,736 |
| 2,219 | 1,995 | 1,000 | 3,048 | 1,982 | 1,992 | 2,202 | 2,190 | 16,628 |
| 5,269 | 4,285 | 2,741 | 5,480 | 3,121 | 4,789 | 4,273 | 3,293 | 33,250 |
| 4,303 | 3,041 | 2,741 | 4,142 | 3,121 | 1,000 | 3,230 | 3,293 | 24,870 |
| 5,269 | 4,285 | 3,796 | 4,142 | 4,450 | 4,789 | 4,273 | 4,494 | 35,499 |
| 3,326 | 1,995 | 1,000 | 3,048 | 1,982 | 1,992 | 2,202 | 2,190 | 17,735 |
| 3,326 | 3,041 | 2,741 | 3,048 | 3,121 | 3,793 | 1,000 | 3,293 | 23,362 |
| 1,000 | 3,041 | 2,741 | 1,000 | 3,121 | 3,793 | 1,000 | 3,293 | 18,988 |
| 2,219 | 4,285 | 2,741 | 2,060 | 4,450 | 3,793 | 1,000 | 4,494 | 25,042 |
| 3,326 | 3,041 | 1,000 | 4,142 | 3,121 | 3,793 | 3,230 | 3,293 | 24,946 |
| 4,303 | 1,995 | 2,741 | 4,142 | 1,982 | 3,793 | 3,230 | 2,190 | 24,376 |
| 2,219 | 3,041 | 3,796 | 2,060 | 3,121 | 4,789 | 1,000 | 3,293 | 23,320 |
| 2,219 | 4,285 | 3,796 | 2,060 | 4,450 | 4,789 | 1,000 | 4,494 | 27,095 |
| 3,326 | 4,285 | 3,796 | 3,048 | 4,450 | 4,789 | 2,202 | 4,494 | 30,391 |
| 4,303 | 3,041 | 1,948 | 4,142 | 3,121 | 2,946 | 3,230 | 3,293 | 26,023 |
| 4,303 | 1,995 | 1,000 | 4,142 | 1,982 | 1,992 | 3,230 | 2,190 | 20,834 |
| 3,326 | 4,285 | 2,741 | 3,048 | 4,450 | 3,793 | 2,202 | 4,494 | 28,338 |
| 2,219 | 3,041 | 1,000 | 2,060 | 3,121 | 1,992 | 1,000 | 3,293 | 17,726 |
| 4,303 | 4,285 | 3,796 | 4,142 | 3,121 | 4,789 | 3,230 | 3,293 | 30,959 |
| 3,326 | 1,000 | 2,741 | 3,048 | 1,000 | 3,793 | 2,202 | 1,000 | 18,110 |
| 4,303 | 1,995 | 1,000 | 4,142 | 1,982 | 1,992 | 3,230 | 2,190 | 20,834 |
| 4,303 | 3,041 | 2,741 | 4,142 | 1,982 | 3,793 | 3,230 | 2,190 | 25,421 |
| 2,219 | 1,000 | 2,741 | 2,060 | 1,982 | 3,793 | 1,000 | 2,190 | 16,985 |
| 2,219 | 3,041 | 2,741 | 4,142 | 4,450 | 3,793 | 4,273 | 4,494 | 29,153 |
| 5,269 | 4,285 | 3,796 | 4,142 | 4,450 | 4,789 | 4,273 | 3,293 | 34,297 |
| 4,303 | 3,041 | 1,000 | 4,142 | 3,121 | 1,992 | 3,230 | 3,293 | 24,121 |
| 3,326 | 3,041 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 3,293 | 22,924 |
| 3,326 | 3,041 | 2,741 | 3,048 | 3,121 | 3,793 | 2,202 | 3,293 | 24,564 |
| 3,326 | 1,995 | 1,000 | 3,048 | 1,982 | 1,992 | 2,202 | 2,190 | 17,735 |
| 3,326 | 4,285 | 1,948 | 3,048 | 4,450 | 2,946 | 2,202 | 4,494 | 26,698 |
| 2,219 | 3,041 | 2,741 | 2,060 | 3,121 | 3,793 | 1,000 | 3,293 | 21,268 |
| 2,219 | 3,041 | 1,000 | 2,060 | 3,121 | 2,946 | 3,230 | 2,190 | 19,807 |
| 3,326 | 3,041 | 3,796 | 3,048 | 3,121 | 4,789 | 2,202 | 3,293 | 26,616 |
| 3,326 | 1,995 | 1,948 | 3,048 | 1,982 | 2,946 | 2,202 | 2,190 | 19,637 |
| 3,326 | 4,285 | 3,796 | 3,048 | 4,450 | 4,789 | 2,202 | 4,494 | 30,391 |
| 2,219 | 3,041 | 3,796 | 2,060 | 3,121 | 4,789 | 1,000 | 3,293 | 23,320 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4,303 | 3,041 | 2,741 | 4,142 | 3,121 | 3,793 | 3,230 | 3,293 | 27,663 |
| 3,326 | 3,041 | 3,796 | 3,048 | 3,121 | 4,789 | 2,202 | 3,293 | 26,616 |
| 3,326 | 3,041 | 2,741 | 3,048 | 3,121 | 3,793 | 2,202 | 3,293 | 24,564 |
| 3,326 | 3,041 | 2,741 | 3,048 | 3,121 | 3,793 | 2,202 | 3,293 | 24,564 |
| 3,326 | 1,995 | 2,741 | 3,048 | 1,982 | 3,793 | 2,202 | 2,190 | 21,277 |
| 3,326 | 4,285 | 3,796 | 3,048 | 4,450 | 4,789 | 2,202 | 4,494 | 30,391 |
| 3,326 | 3,041 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 3,293 | 22,924 |
| 4,303 | 4,285 | 1,948 | 4,142 | 4,450 | 2,946 | 3,230 | 4,494 | 29,798 |
| 3,326 | 3,041 | 1,948 | 3,048 | 3,121 | 2,946 | 2,202 | 3,293 | 22,924 |
| 4,303 | 3,041 | 1,948 | 4,142 | 3,121 | 2,946 | 2,202 | 2,190 | 23,891 |

***Metode Succesive Interval (MSI)* Komunikasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **3** | **3** | **5** | **5** | **4** | **4** | **3** | **4** |  |
| 2,190 | 2,106 | 3,945 | 5,030 | 3,440 | 3,440 | 1,966 | 2,954 | 25,070 |
| 2,190 | 2,106 | 2,848 | 3,099 | 3,440 | 3,440 | 1,966 | 1,995 | 21,084 |
| 2,190 | 2,106 | 1,978 | 3,099 | 2,223 | 2,223 | 1,000 | 2,954 | 17,773 |
| 3,293 | 3,147 | 2,848 | 4,226 | 3,440 | 3,440 | 3,064 | 4,134 | 27,593 |
| 2,190 | 3,147 | 1,000 | 4,226 | 3,440 | 3,440 | 1,000 | 2,954 | 21,397 |
| 1,000 | 2,106 | 2,848 | 3,099 | 3,440 | 3,440 | 3,064 | 1,995 | 20,993 |
| 3,293 | 3,147 | 3,945 | 3,099 | 2,223 | 2,223 | 3,064 | 2,954 | 23,948 |
| 4,494 | 4,327 | 3,945 | 3,099 | 4,756 | 4,756 | 4,372 | 4,134 | 33,883 |
| 2,190 | 2,106 | 1,978 | 4,226 | 2,223 | 2,223 | 3,064 | 2,954 | 20,965 |
| 1,000 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 1,966 | 1,995 | 20,066 |
| 3,293 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 1,966 | 2,954 | 23,317 |
| 3,293 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 3,064 | 1,995 | 23,457 |
| 2,190 | 2,106 | 1,978 | 3,099 | 2,223 | 2,223 | 1,000 | 1,000 | 15,819 |
| 4,494 | 4,327 | 3,945 | 5,030 | 3,440 | 3,440 | 4,372 | 2,954 | 32,002 |
| 3,293 | 3,147 | 2,848 | 4,226 | 1,000 | 1,000 | 1,966 | 4,134 | 21,615 |
| 3,293 | 2,106 | 1,978 | 1,914 | 3,440 | 3,440 | 3,064 | 2,954 | 22,189 |
| 2,190 | 2,106 | 1,978 | 1,914 | 2,223 | 2,223 | 3,064 | 4,134 | 19,832 |
| 2,190 | 2,106 | 1,000 | 3,099 | 2,223 | 2,223 | 3,064 | 1,995 | 17,901 |
| 3,293 | 4,327 | 2,848 | 4,226 | 3,440 | 3,440 | 4,372 | 4,134 | 30,080 |
| 3,293 | 1,000 | 2,848 | 3,099 | 3,440 | 3,440 | 3,064 | 2,954 | 23,138 |
| 4,494 | 4,327 | 2,848 | 5,030 | 3,440 | 3,440 | 4,372 | 4,134 | 32,086 |
| 2,190 | 2,106 | 1,000 | 3,099 | 2,223 | 2,223 | 1,966 | 1,995 | 16,802 |
| 3,293 | 3,147 | 2,848 | 1,000 | 2,223 | 2,223 | 3,064 | 1,995 | 19,795 |
| 3,293 | 3,147 | 2,848 | 3,099 | 3,440 | 3,440 | 3,064 | 2,954 | 25,286 |
| 4,494 | 4,327 | 2,848 | 3,099 | 4,756 | 4,756 | 3,064 | 2,954 | 30,300 |
| 3,293 | 2,106 | 2,848 | 3,099 | 2,223 | 2,223 | 3,064 | 2,954 | 21,811 |
| 2,190 | 2,106 | 2,848 | 1,914 | 2,223 | 2,223 | 3,064 | 1,995 | 18,564 |
| 3,293 | 3,147 | 3,945 | 3,099 | 3,440 | 3,440 | 4,372 | 2,954 | 27,689 |
| 4,494 | 4,327 | 3,945 | 3,099 | 2,223 | 2,223 | 3,064 | 2,954 | 26,330 |
| 4,494 | 4,327 | 3,945 | 3,099 | 4,756 | 4,756 | 4,372 | 4,134 | 33,883 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3,293 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 3,064 | 2,954 | 24,415 |
| 2,190 | 2,106 | 1,000 | 1,914 | 2,223 | 2,223 | 3,064 | 2,954 | 17,674 |
| 4,494 | 4,327 | 2,848 | 3,099 | 4,756 | 4,756 | 3,064 | 4,134 | 31,480 |
| 3,293 | 3,147 | 1,000 | 3,099 | 3,440 | 3,440 | 1,966 | 2,954 | 22,339 |
| 3,293 | 3,147 | 3,945 | 5,030 | 2,223 | 2,223 | 3,064 | 1,995 | 24,921 |
| 1,000 | 1,000 | 2,848 | 3,099 | 3,440 | 3,440 | 1,966 | 1,000 | 17,793 |
| 2,190 | 2,106 | 1,000 | 1,914 | 2,223 | 2,223 | 3,064 | 2,954 | 17,674 |
| 2,190 | 2,106 | 1,978 | 3,099 | 2,223 | 2,223 | 3,064 | 2,954 | 19,837 |
| 2,190 | 1,000 | 1,000 | 1,914 | 4,756 | 4,756 | 3,064 | 1,000 | 19,680 |
| 4,494 | 4,327 | 2,848 | 4,226 | 4,756 | 4,756 | 4,372 | 4,134 | 33,915 |
| 3,293 | 3,147 | 2,848 | 4,226 | 3,440 | 3,440 | 4,372 | 4,134 | 28,900 |
| 3,293 | 3,147 | 1,000 | 3,099 | 3,440 | 3,440 | 1,966 | 1,995 | 21,380 |
| 3,293 | 3,147 | 1,978 | 1,000 | 3,440 | 3,440 | 3,064 | 2,954 | 22,316 |
| 3,293 | 3,147 | 2,848 | 3,099 | 3,440 | 3,440 | 1,966 | 4,134 | 25,367 |
| 2,190 | 2,106 | 1,000 | 1,914 | 2,223 | 2,223 | 1,966 | 1,995 | 15,618 |
| 4,494 | 4,327 | 1,978 | 1,000 | 4,756 | 4,756 | 3,064 | 4,134 | 28,510 |
| 3,293 | 3,147 | 2,848 | 3,099 | 3,440 | 3,440 | 3,064 | 4,134 | 26,465 |
| 2,190 | 1,000 | 2,848 | 3,099 | 3,440 | 3,440 | 1,966 | 1,995 | 19,978 |
| 3,293 | 3,147 | 3,945 | 3,099 | 3,440 | 3,440 | 4,372 | 4,134 | 28,869 |
| 2,190 | 2,106 | 1,978 | 3,099 | 2,223 | 2,223 | 3,064 | 4,134 | 21,017 |
| 4,494 | 4,327 | 3,945 | 3,099 | 4,756 | 4,756 | 3,064 | 4,134 | 32,576 |
| 3,293 | 3,147 | 3,945 | 3,099 | 3,440 | 3,440 | 3,064 | 4,134 | 27,561 |
| 3,293 | 3,147 | 2,848 | 3,099 | 3,440 | 3,440 | 3,064 | 1,995 | 24,327 |
| 3,293 | 3,147 | 3,945 | 3,099 | 3,440 | 3,440 | 4,372 | 2,954 | 27,689 |
| 3,293 | 3,147 | 2,848 | 4,226 | 3,440 | 3,440 | 4,372 | 2,954 | 27,721 |
| 3,293 | 3,147 | 2,848 | 1,914 | 3,440 | 3,440 | 3,064 | 4,134 | 25,280 |
| 2,190 | 2,106 | 2,848 | 1,914 | 1,000 | 1,000 | 1,966 | 1,000 | 14,024 |
| 4,494 | 4,327 | 3,945 | 3,099 | 4,756 | 4,756 | 4,372 | 2,954 | 32,704 |
| 3,293 | 3,147 | 1,978 | 1,914 | 3,440 | 3,440 | 3,064 | 1,995 | 22,272 |
| 4,494 | 4,327 | 1,978 | 3,099 | 4,756 | 4,756 | 3,064 | 2,954 | 29,429 |
| 3,293 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 1,000 | 2,954 | 22,351 |
| 2,190 | 3,147 | 1,978 | 3,099 | 3,440 | 3,440 | 3,064 | 2,954 | 23,312 |

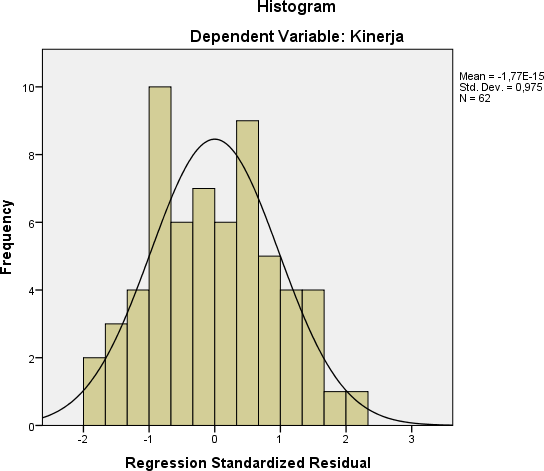
## Lampiran 10 Hasil Uji Statistik Deskriptif

**Descriptive Statistics**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kinerja | 62 | 18,85 | 44,40 | 31,8541 | 7,25233 |
| BebanKerja | 62 | 16,52 | 40,99 | 30,6793 | 4,69582 |
| KonflikKeja | 62 | 16,39 | 35,50 | 24,2278 | 4,65716 |
| KomunikasiKerja | 62 | 14,02 | 33,92 | 24,0655 | 5,08853 |
| Valid N (listwise) | 62 |  |  |  |  |

## Lampiran 11 Hasil Uji Normalitas Hasil Uji Normalitas P-P Plot

**Hasil Uji Normalitas Grafik Histogram**

****

**One-Sample Kolmogorov-Smirnov Test**

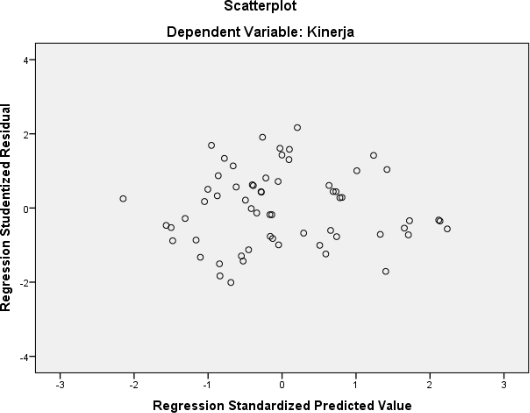
|  |  |  |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N |  | 62 |
| Normal Parametersa,b | Mean | ,0000000 |
|  | Std. Deviation | 3,37638424 |
| Most Extreme Differences | Absolute | ,071 |
|  | Positive | ,071 |
|  | Negative | -,052 |
| Test Statistic |  | ,071 |
| Asymp. Sig. (2-tailed) |  | ,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.

**Lampiran 12 Hasil Uji Multikolinearitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,820 | 3,406 |  |  |  |
|  | BebanKerja | -,307 | ,098 | -,199 | ,937 | 1,067 |
|  | KonflikKeja | -,340 | ,155 | -,218 | ,376 | 2,661 |
|  | KomunikasiKerja | ,916 | ,140 | ,643 | ,389 | 2,570 |

**Lampiran 13 Hasil Uji Heterokedastisitas**

****

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 7,820 | 3,406 |  | 2,296 | ,025 |
|  | BebanKerja | -,307 | ,098 | -,199 | -3,143 | ,003 |
|  | KonflikKeja | -,340 | ,155 | -,218 | -2,188 | ,033 |
|  | KomunikasiKerja | ,916 | ,140 | ,643 | 6,556 | ,000 |

**Lampiran 15 Hasil Uji Parsial (Uji t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 7,820 | 3,406 |  | 2,296 | ,025 |
|  | BebanKerja | -,307 | ,098 | -,199 | -3,143 | ,003 |
|  | KonflikKeja | -,340 | ,155 | -,218 | -2,188 | ,033 |
|  | KomunikasiKerja | ,916 | ,140 | ,643 | 6,556 | ,000 |

**Hasil Uji Simultan (Uji F)**

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2512,974 | 3 | 837,658 | 69,865 | ,000b |
|  | Residual | 695,398 | 58 | 11,990 |
|  | Total | 3208,372 | 61 |  |

1. Dependent Variable: Kinerja
2. Predictors: (Constant), KomunikasiKerja, BebanKerja, KonflikKeja

## Lampiran 16 Hasil Koefisien Determinasi

**Model Summaryb**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,885a | ,783 | ,772 | 3,46260 | 2,457 |

1. Predictors: (Constant), KomunikasiKerja, BebanKerja, KonflikKeja
2. Dependent Variable: Kinerja