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**LAMPIRAN LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Angket

Lampiran : 1 Berkas

Kepada Yth.

Bapak/Ibu

Di Tempat

Dengan Hormat,

Dalam melakukan penelitian guna menyusun Skripsi pada Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, bersama ini saya mohon kesediaan Bapak/Ibu untuk menjadi responden penelitian saya dengan judul “Pengaruh Upah, Insentif Dan Jaminan Sosial Terhadap Kinerja Karyawan PT. Pos Indonesia Cabang Tegal”.

Untuk itu mohon kesediaan Bapak/Ibu mengisi kuesioner ini berdasarkan kondisi Bapak/Ibu masing-masing saat ini dan apa adanya. Semua informasi yang didapatkan akan menjadi bahan penelitian secara akademis dan semua jawaban akan dirahasiakan serta tidak akan mempengaruhi penilaian organisasi terhadap kinerja Bapak/Ibu.

Atas kerjasamanya dan ketersediaannya Bapak/Ibu meluangkan waktu untuk mengisi kuesioner ini, saya mengucapkan terima kasih.

Hormat saya,

Halim Nur Fauzi Arifi

4118500076

**KARAKTERISTIK RESPONDEN**

Umur : a. 20-35 Tahun b. 36-55 Tahun

Jenis Kelamin : a. Laki-laki b. Perempuan

Pendidikan Terakhir : a. SMA/SMK b. S1 c. S2

Petunjuk Pengisian Kuesioner

1. Bacalah pertanyaan-pertanyaan dengan baik.
2. Jawablah masing-masing pertanyaan dibawah ini sesuai dengan kondisi saat ini.
3. Pilihlah salah satu jawaban dari kelima alternatif jawaban yang sesuai dengan cara memberikan tanda centang ( √ ) pada salah satu kolom pada jawaban yang tersedia.
4. Keterangan jawaban sebagai berikut :
5. SS (Sangat Setuju) (5)
6. S (Setuju) (4)
7. N (Netral) (3)
8. TS (Tidak Setuju) (2)
9. STS (Sangat Tidak Setuju) (1)

**Petunjuk Pengisian**

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Mempunyai pengetahuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2. | Memiliki kemampuan dalam mengerjakan tugas yang diberikan |  |  |  |  |  |
| 3 | Mempunyai ketrampilan untuk mempercepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Mampu bekerjasama dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 5. | Karyawan memiliki insiatif untuk menyelesaikan tugas lain |  |  |  |  |  |
| 6. | Karyawan memiliki ketelitian yang tinggi dalam mengerjakan pekerjaan |  |  |  |  |  |
| 7. | Karyawan memiliki jiwa kepemimpinan ketika mendapat kerja tim |  |  |  |  |  |
| 8. | Karyawan memiliki tingkat kejujuran ketika mendapat mandate tugas dari atasan |  |  |  |  |  |
| 9. | Karyawan memiliki kreatifitas ketika menyelesaikan pekerjaan yang diberikan |  |  |  |  |  |

**Kinerja Karyawan ( Y )**

**Gaya Kepemimpinan Transaksional ( X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Karyawan memiliki tingkat kepercayaan tinggi kepada pimpinan |  |  |  |  |  |
| 2. | Pimpinan memberikan motivasi kepada karyawan |  |  |  |  |  |
| 3. | Pimpinan memberikan reward/ penghargaan kepada karyawan berprestasi |  |  |  |  |  |
| 4. | Pimpinan menjelaskan job deskripsi kepada karyawan |  |  |  |  |  |

**Budaya Organisasi ( X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO. | Pernyataan | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya diminta oleh pimpinan untuk memiliki inisiatif dalam mengerjakan tugas |  |  |  |  |  |
| 2. | pimpinan mendorong saya untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat dan aman |  |  |  |  |  |
| 3. | Pimpinan mendorong saya untuk melakukan inovasi atau gagasan baru dalam pekerjaan |  |  |  |  |  |
| 4. | Dalam menjalankan aktivitas kerja, saya terkadang mendapat masalah dalam pekerjaan |  |  |  |  |  |
| 5. | Saya sering harus berhadapan dengan resiko dalam upaya menyelesaikan tugas |  |  |  |  |  |
| 6 | Bila terjadi kesalahan maka saya siap menanggung resikonya |  |  |  |  |  |
| 7. | Saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang maksimal |  |  |  |  |  |
| 8 | Saya selalu berfikir bagaimana menyelesaikan pekerjaan dengan cepat dengan hasil yang optimal |  |  |  |  |  |
| 9 | Saya selalu dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja |  |  |  |  |  |
| 10 | Perusahaan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal |  |  |  |  |  |
| 11 | Saya senang dengan pekerjaan saya jalani saat ini karena dapat memberikan manfaat bagi perusahaan |  |  |  |  |  |
| 12 | Pihak manajemen selalu memberikan perhatian kepada karyawan |  |  |  |  |  |
| 13 | Saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi perusahaan |  |  |  |  |  |
| 14 | Saya dituntut untuk menjadi angggota satuan kerja yang kompak dan handal dalam menjalankan pekerjaan untuk mendapatkan hasil yang optimal |  |  |  |  |  |
| 15 | Di dalam perusahaan tempat saya pekerjaan diselesaikan dengan kerja sama tim sesuai dengan penugasan dari atasan |  |  |  |  |  |
| 16 | Saya dituntut untuk bekerja giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggung jawab saya |  |  |  |  |  |
| 17 | Saya tidak puas dengan suatu tugas sehingga saya tertantang dengan tugas berikutnya |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Jarang absen jika tidak benar-benar  dalam keadaan mendesak |  |  |  |  |  |
| 2 | Mampu memanfaatkan perlengkapan dan peralatan kerja dengan baik |  |  |  |  |  |
| 3 | Mampu menggunakan perlengkapan  dan peralatan kerja dengan baik |  |  |  |  |  |
| 4 | Mampu menjalankan tugas dengan  tepat waktu |  |  |  |  |  |
| 5 | Mampu menjalankan peraturan yang  berlaku di kantor |  |  |  |  |  |
| 6 | Mempunyai kemampuan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7 | Mampu mematuhi peraturan yang  ada di kantor secara sadar |  |  |  |  |  |
| 8 | Selalu mengikuti cara kerja yang  ditentukan kantor |  |  |  |  |  |

**Disiplin kerja (X3)**

**Lampiran 2**

Jawaban Responden Variabel X1 GAYA KEPEMIMPINAN

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 39 |
| 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 3 | 41 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 6 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 42 |
| 7 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 41 |
| 8 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 9 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 40 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 40 |
| 12 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 41 |
| 13 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 14 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 41 |
| 15 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 41 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 41 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 19 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 31 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 39 |
| 22 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 24 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |
| 26 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 39 |
| 27 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 43 |
| 28 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 40 |
| 29 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 37 |
| 30 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |

**Lampiran 3**

Jawaban Responden Variabel x2 BUDAYA ORGANISASI

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 42 |
| 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 45 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 39 |
| 6 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 10 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 36 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 40 |
| 17 | 3 | 3 | 4 | 3 | 2 | 5 | 3 | 3 | 4 | 4 | 34 |
| 18 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 19 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 41 |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 41 |
| 21 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 22 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 23 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 24 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 26 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 41 |
| 27 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 28 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 29 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 38 |
| 30 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 33 |

**Lampiran 4**

Jawaban Responden Variabel x3 DISIPLIN KERJA

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 35 |
| 3 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 44 |
| 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 30 |
| 5 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 6 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 34 |
| 7 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 33 |
| 8 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 35 |
| 9 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 11 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 40 |
| 12 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 40 |
| 13 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 14 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 37 |
| 15 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 41 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 39 |
| 17 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 36 |
| 18 | 5 | 3 | 4 | 2 | 4 | 5 | 3 | 3 | 4 | 3 | 36 |
| 19 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 31 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 42 |
| 21 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 39 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 32 |
| 24 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 39 |
| 28 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 40 |
| 29 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 30 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |

**Lampiran 5**

Jawaban Responden Variabel y kinerja karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 35 |
| 2 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 32 |
| 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 5 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 29 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 7 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 30 |
| 8 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 38 |
| 9 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 35 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 37 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| 12 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| 13 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 35 |
| 14 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 37 |
| 15 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 16 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 39 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 46 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 31 |
| 20 | 4 | 4 | 3 | 3 | 5 | 5 | 3 | 4 | 5 | 3 | 39 |
| 21 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 |
| 22 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 23 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 32 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 25 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 27 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 29 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 27 |
| 30 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |

**Lampiran 6**

Jawaban Responden Variabel BUDAYA ORGANISASI

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 45 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 43 |
| 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 41 |
| 6 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 42 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 8 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 9 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 41 |
| 10 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 42 |
| 12 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| 13 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |
| 14 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 43 |
| 16 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 39 |
| 17 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 42 |
| 19 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 41 |
| 20 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 43 |
| 21 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 42 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 43 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 24 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 26 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 27 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 41 |
| 28 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 30 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 31 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 33 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 34 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 44 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 36 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 44 |
| 37 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 39 |
| 38 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 42 |
| 39 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 42 |
| 40 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 41 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 42 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 41 |
| 43 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 43 |
| 44 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 45 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 46 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 44 |
| 47 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 48 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 45 |
| 49 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 42 |
| 50 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 51 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 44 |
| 52 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 53 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 43 |
| 54 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 42 |
| 55 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 40 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 57 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 38 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 59 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 40 |
| 61 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 41 |
| 62 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 39 |
| 63 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 45 |
| 65 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 66 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 38 |
| 67 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 44 |
| 68 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 41 |
| 69 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 42 |
| 70 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 71 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 72 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 45 |
| 73 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 46 |
| 74 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 75 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 76 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 77 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 38 |
| 78 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 79 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |

**Lampiran 7**

Jawaban Responden Variabel GAYA KEPEMIMPINAN

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 45 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 43 |
| 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 40 |
| 6 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 41 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 44 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 10 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 43 |
| 11 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 12 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 13 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 14 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 41 |
| 15 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 16 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 17 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 40 |
| 18 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 43 |
| 19 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 42 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 43 |
| 22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 24 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 45 |
| 26 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 38 |
| 27 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 44 |
| 28 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 42 |
| 30 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 32 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 45 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 46 |
| 34 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 35 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 36 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 37 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 38 |
| 38 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 39 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 40 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 41 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 42 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 42 |
| 43 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 45 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 46 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 47 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 48 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 49 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 50 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 52 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 41 |
| 53 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 42 |
| 54 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 55 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 41 |
| 56 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 57 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 3 | 39 |
| 58 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 40 |
| 59 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 60 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 39 |
| 61 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 40 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 63 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 64 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 65 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 41 |
| 66 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 67 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 68 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 69 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 70 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 71 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 72 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 74 | 5 | 4 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 48 |
| 75 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 76 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 77 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 39 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 42 |
| 79 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 42 |

**Lampiran 8**

Jawaban Responden Variabel DISIPLIN KERJA

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 41 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 40 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 44 |
| 8 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 44 |
| 9 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 10 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 41 |
| 11 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 42 |
| 13 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 14 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 40 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 42 |
| 18 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 19 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 41 |
| 21 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 24 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 41 |
| 25 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 26 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 27 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 28 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 29 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 30 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 32 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 33 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 48 |
| 35 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 36 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 37 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 39 |
| 38 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 42 |
| 39 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 42 |
| 40 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 41 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 42 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 41 |
| 43 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 44 |
| 45 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 46 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 47 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 48 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 49 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 41 |
| 50 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 44 |
| 51 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 44 |
| 52 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 42 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 41 |
| 55 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 38 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 44 |
| 57 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |
| 58 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 2 | 39 |
| 59 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 40 |
| 60 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 39 |
| 61 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 42 |
| 62 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 37 |
| 63 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 41 |
| 64 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 65 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 66 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 67 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 68 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 69 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 70 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 71 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 72 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 74 | 5 | 4 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 48 |
| 75 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 76 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 77 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 39 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 42 |
| 79 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 42 |

**Lampiran 9**

Jawaban Responden Variabel kinerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 44 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 41 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 7 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 43 |
| 8 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 42 |
| 9 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 10 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 11 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 41 |
| 12 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 42 |
| 13 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 40 |
| 14 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 36 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 19 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 20 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 43 |
| 21 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 22 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 44 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 25 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 26 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 27 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 43 |
| 28 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 40 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 31 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 32 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 35 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| 36 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 37 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 38 |
| 38 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 43 |
| 39 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 40 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 41 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 42 |
| 42 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 43 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 43 |
| 45 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 46 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 45 |
| 47 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 48 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 49 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 43 |
| 50 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 51 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 52 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 53 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 54 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 55 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 39 |
| 56 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 57 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 58 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 41 |
| 59 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 44 |
| 60 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 41 |
| 61 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 62 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 39 |
| 63 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 64 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 65 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 66 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 67 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 68 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 69 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 70 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 71 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 72 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 74 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 42 |
| 75 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 76 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 77 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 43 |
| 78 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 79 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 45 |

**Lampiran 10**

Jawaban Responden Variabel KIKNERJA MSI

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | TOTAL |
| 3,857 | 2,278 | 2,180 | 2,311 | 3,762 | 2,352 | 2,061 | 2,419 | 3,742 | 2,301 | 27,263 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 1,000 | 28,596 |
| 2,396 | 3,617 | 2,180 | 3,685 | 2,350 | 2,352 | 2,061 | 3,882 | 3,742 | 2,301 | 28,566 |
| 1,000 | 2,278 | 2,180 | 3,685 | 1,000 | 2,352 | 3,368 | 2,419 | 2,352 | 2,301 | 22,936 |
| 2,396 | 3,617 | 1,000 | 3,685 | 2,350 | 2,352 | 3,368 | 3,882 | 1,000 | 1,000 | 24,651 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 2,301 | 28,433 |
| 3,857 | 3,617 | 3,457 | 2,311 | 3,762 | 1,000 | 2,061 | 3,882 | 1,000 | 2,301 | 27,249 |
| 3,857 | 2,278 | 2,180 | 3,685 | 2,350 | 2,352 | 1,000 | 3,882 | 2,352 | 2,301 | 26,238 |
| 3,857 | 2,278 | 1,000 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 28,708 |
| 3,857 | 1,000 | 2,180 | 2,311 | 3,762 | 3,742 | 2,061 | 2,419 | 3,742 | 2,301 | 27,374 |
| 2,396 | 3,617 | 1,000 | 2,311 | 3,762 | 2,352 | 1,000 | 2,419 | 3,742 | 2,301 | 24,900 |
| 2,396 | 2,278 | 3,457 | 3,685 | 2,350 | 1,000 | 2,061 | 2,419 | 2,352 | 3,634 | 25,632 |
| 1,000 | 2,278 | 1,000 | 1,000 | 3,762 | 2,352 | 3,368 | 3,882 | 2,352 | 2,301 | 23,295 |
| 2,396 | 2,278 | 1,000 | 3,685 | 2,350 | 3,742 | 2,061 | 3,882 | 3,742 | 2,301 | 27,436 |
| 3,857 | 2,278 | 3,457 | 2,311 | 3,762 | 2,352 | 3,368 | 1,000 | 2,352 | 3,634 | 28,372 |
| 3,857 | 1,000 | 1,000 | 2,311 | 2,350 | 2,352 | 1,000 | 2,419 | 1,000 | 1,000 | 18,289 |
| 2,396 | 1,000 | 2,180 | 3,685 | 1,000 | 3,742 | 3,368 | 2,419 | 2,352 | 2,301 | 24,443 |
| 2,396 | 2,278 | 3,457 | 3,685 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 29,811 |
| 2,396 | 3,617 | 3,457 | 2,311 | 2,350 | 1,000 | 2,061 | 3,882 | 2,352 | 2,301 | 25,727 |
| 3,857 | 2,278 | 2,180 | 3,685 | 3,762 | 2,352 | 3,368 | 3,882 | 1,000 | 1,000 | 27,365 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 28,378 |
| 2,396 | 3,617 | 2,180 | 3,685 | 2,350 | 1,000 | 3,368 | 3,882 | 3,742 | 2,301 | 28,521 |
| 2,396 | 1,000 | 2,180 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 3,742 | 3,634 | 25,751 |
| 3,857 | 2,278 | 2,180 | 3,685 | 2,350 | 3,742 | 2,061 | 2,419 | 3,742 | 2,301 | 28,614 |
| 2,396 | 3,617 | 1,000 | 3,685 | 3,762 | 2,352 | 2,061 | 3,882 | 3,742 | 3,634 | 30,131 |
| 3,857 | 2,278 | 3,457 | 1,000 | 2,350 | 1,000 | 2,061 | 1,000 | 2,352 | 2,301 | 21,656 |
| 3,857 | 3,617 | 1,000 | 2,311 | 2,350 | 2,352 | 3,368 | 3,882 | 3,742 | 1,000 | 27,479 |
| 3,857 | 1,000 | 2,180 | 1,000 | 1,000 | 2,352 | 3,368 | 2,419 | 3,742 | 2,301 | 23,219 |
| 2,396 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 2,061 | 3,882 | 3,742 | 3,634 | 29,851 |
| 2,396 | 3,617 | 2,180 | 2,311 | 3,762 | 3,742 | 3,368 | 2,419 | 2,352 | 3,634 | 29,781 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 3,742 | 2,061 | 3,882 | 3,742 | 2,301 | 31,368 |
| 2,396 | 3,617 | 3,457 | 2,311 | 3,762 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 31,188 |
| 3,857 | 2,278 | 2,180 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 27,101 |
| 3,857 | 2,278 | 3,457 | 3,685 | 3,762 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 32,684 |
| 3,857 | 3,617 | 3,457 | 2,311 | 3,762 | 3,742 | 3,368 | 3,882 | 1,000 | 2,301 | 31,297 |
| 2,396 | 2,278 | 3,457 | 2,311 | 2,350 | 2,352 | 2,061 | 2,419 | 2,352 | 3,634 | 25,610 |
| 3,857 | 2,278 | 2,180 | 2,311 | 1,000 | 2,352 | 1,000 | 3,882 | 1,000 | 1,000 | 20,860 |
| 3,857 | 3,617 | 2,180 | 2,311 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 1,000 | 27,219 |
| 1,000 | 2,278 | 2,180 | 1,000 | 2,350 | 3,742 | 3,368 | 2,419 | 3,742 | 2,301 | 24,379 |
| 2,396 | 2,278 | 3,457 | 3,685 | 3,762 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 31,223 |
| 2,396 | 3,617 | 3,457 | 3,685 | 2,350 | 2,352 | 1,000 | 3,882 | 2,352 | 1,000 | 26,092 |
| 3,857 | 2,278 | 2,180 | 2,311 | 3,762 | 2,352 | 2,061 | 2,419 | 2,352 | 3,634 | 27,207 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 3,368 | 3,882 | 3,742 | 3,634 | 32,619 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 3,742 | 2,061 | 1,000 | 2,352 | 2,301 | 27,097 |
| 3,857 | 2,278 | 3,457 | 3,685 | 3,762 | 2,352 | 3,368 | 3,882 | 2,352 | 3,634 | 32,628 |
| 3,857 | 3,617 | 3,457 | 2,311 | 2,350 | 1,000 | 3,368 | 3,882 | 3,742 | 2,301 | 29,885 |
| 3,857 | 3,617 | 3,457 | 2,311 | 3,762 | 3,742 | 3,368 | 2,419 | 3,742 | 3,634 | 33,908 |
| 3,857 | 2,278 | 3,457 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 3,742 | 2,301 | 31,221 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 2,352 | 1,000 | 3,882 | 2,352 | 2,301 | 27,528 |
| 2,396 | 3,617 | 3,457 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 31,043 |
| 3,857 | 3,617 | 1,000 | 3,685 | 3,762 | 2,352 | 3,368 | 3,882 | 2,352 | 2,301 | 30,178 |
| 3,857 | 1,000 | 2,180 | 2,311 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 27,343 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 2,061 | 2,419 | 3,742 | 3,634 | 29,850 |
| 2,396 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 2,061 | 2,419 | 3,742 | 3,634 | 28,388 |
| 3,857 | 1,000 | 1,000 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 2,352 | 1,000 | 22,010 |
| 3,857 | 2,278 | 2,180 | 2,311 | 3,762 | 3,742 | 3,368 | 3,882 | 3,742 | 3,634 | 32,755 |
| 2,396 | 1,000 | 1,000 | 2,311 | 2,350 | 2,352 | 2,061 | 2,419 | 3,742 | 3,634 | 23,264 |
| 2,396 | 1,000 | 2,180 | 3,685 | 3,762 | 2,352 | 1,000 | 3,882 | 2,352 | 2,301 | 24,911 |
| 3,857 | 2,278 | 3,457 | 3,685 | 1,000 | 3,742 | 2,061 | 3,882 | 2,352 | 2,301 | 28,615 |
| 3,857 | 3,617 | 3,457 | 2,311 | 2,350 | 2,352 | 1,000 | 3,882 | 1,000 | 1,000 | 24,826 |
| 2,396 | 3,617 | 2,180 | 2,311 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 28,499 |
| 2,396 | 2,278 | 3,457 | 1,000 | 2,350 | 1,000 | 3,368 | 2,419 | 2,352 | 1,000 | 21,620 |
| 2,396 | 3,617 | 2,180 | 1,000 | 3,762 | 2,352 | 2,061 | 2,419 | 3,742 | 2,301 | 25,830 |
| 3,857 | 2,278 | 2,180 | 2,311 | 3,762 | 3,742 | 2,061 | 2,419 | 3,742 | 2,301 | 28,652 |
| 3,857 | 2,278 | 2,180 | 1,000 | 2,350 | 2,352 | 3,368 | 3,882 | 2,352 | 3,634 | 27,253 |

**Lampiran 11**

Jawaban Responden Variabel GAYA KEPEMIMPINAN MSI

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | total |
| 2,353 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 24,715 |
| 3,735 | 2,254 | 2,186 | 1,000 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 2,169 | 26,266 |
| 2,353 | 3,533 | 2,186 | 2,220 | 2,378 | 3,685 | 2,099 | 1,000 | 1,984 | 3,288 | 24,728 |
| 2,353 | 2,254 | 2,186 | 3,513 | 2,378 | 2,311 | 3,385 | 2,216 | 3,256 | 3,288 | 27,141 |
| 2,353 | 2,254 | 1,000 | 2,220 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 2,169 | 24,822 |
| 2,353 | 3,533 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 28,541 |
| 3,735 | 3,533 | 3,480 | 2,220 | 2,378 | 1,000 | 2,099 | 3,495 | 4,659 | 3,288 | 29,887 |
| 3,735 | 3,533 | 2,186 | 3,513 | 2,378 | 2,311 | 1,000 | 3,495 | 3,256 | 4,567 | 29,975 |
| 2,353 | 2,254 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 27,262 |
| 3,735 | 1,000 | 1,000 | 2,220 | 3,786 | 2,311 | 3,385 | 2,216 | 4,659 | 2,169 | 26,482 |
| 2,353 | 3,533 | 1,000 | 2,220 | 2,378 | 3,685 | 2,099 | 2,216 | 4,659 | 3,288 | 27,432 |
| 2,353 | 2,254 | 2,186 | 3,513 | 2,378 | 2,311 | 1,000 | 3,495 | 3,256 | 4,567 | 27,314 |
| 1,000 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 1,000 | 2,216 | 3,256 | 3,288 | 22,263 |
| 1,000 | 1,000 | 3,480 | 3,513 | 3,786 | 3,685 | 2,099 | 1,000 | 3,256 | 2,169 | 24,988 |
| 3,735 | 2,254 | 3,480 | 2,220 | 3,786 | 2,311 | 3,385 | 1,000 | 3,256 | 4,567 | 29,994 |
| 2,353 | 1,000 | 2,186 | 2,220 | 2,378 | 1,000 | 1,000 | 2,216 | 1,984 | 2,169 | 18,508 |
| 2,353 | 1,000 | 2,186 | 3,513 | 1,000 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 27,162 |
| 2,353 | 2,254 | 3,480 | 3,513 | 2,378 | 1,000 | 3,385 | 3,495 | 3,256 | 3,288 | 28,402 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 1,000 | 2,099 | 2,216 | 3,256 | 3,288 | 24,544 |
| 3,735 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 3,385 | 1,000 | 1,984 | 4,567 | 26,175 |
| 2,353 | 2,254 | 3,480 | 2,220 | 3,786 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 31,203 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 3,685 | 3,385 | 3,495 | 4,659 | 3,288 | 31,198 |
| 2,353 | 1,000 | 2,186 | 2,220 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 2,169 | 24,755 |
| 3,735 | 2,254 | 3,480 | 3,513 | 1,000 | 3,685 | 1,000 | 1,000 | 3,256 | 3,288 | 26,211 |
| 2,353 | 3,533 | 2,186 | 1,000 | 1,000 | 2,311 | 2,099 | 2,216 | 3,256 | 4,567 | 24,521 |
| 1,000 | 2,254 | 1,000 | 2,220 | 2,378 | 3,685 | 1,000 | 3,495 | 4,659 | 3,288 | 24,979 |
| 1,000 | 2,254 | 3,480 | 1,000 | 3,786 | 2,311 | 3,385 | 1,000 | 4,659 | 4,567 | 27,442 |
| 3,735 | 1,000 | 3,480 | 1,000 | 2,378 | 3,685 | 2,099 | 2,216 | 4,659 | 3,288 | 27,540 |
| 2,353 | 2,254 | 3,480 | 3,513 | 3,786 | 2,311 | 2,099 | 3,495 | 3,256 | 4,567 | 31,114 |
| 2,353 | 2,254 | 1,000 | 2,220 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 27,315 |
| 2,353 | 3,533 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 1,000 | 4,659 | 3,288 | 28,728 |
| 2,353 | 3,533 | 3,480 | 2,220 | 3,786 | 2,311 | 3,385 | 3,495 | 4,659 | 4,567 | 33,790 |
| 3,735 | 2,254 | 2,186 | 2,220 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 29,884 |
| 3,735 | 2,254 | 3,480 | 3,513 | 3,786 | 3,685 | 6,000 | 3,495 | 3,256 | 3,288 | 36,492 |
| 3,735 | 3,533 | 3,480 | 2,220 | 3,786 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 33,864 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 29,795 |
| 3,735 | 1,000 | 2,186 | 3,513 | 1,000 | 2,311 | 3,385 | 2,216 | 1,000 | 3,288 | 23,635 |
| 3,735 | 3,533 | 2,186 | 2,220 | 2,378 | 2,311 | 2,099 | 3,495 | 3,256 | 2,169 | 27,383 |
| 1,000 | 2,254 | 3,480 | 3,513 | 3,786 | 1,000 | 3,385 | 2,216 | 1,984 | 4,567 | 27,185 |
| 2,353 | 2,254 | 3,480 | 1,000 | 2,378 | 2,311 | 3,385 | 2,216 | 3,256 | 3,288 | 25,922 |
| 2,353 | 1,000 | 2,186 | 3,513 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 3,288 | 27,166 |
| 3,735 | 2,254 | 2,186 | 2,220 | 3,786 | 1,000 | 1,000 | 2,216 | 3,256 | 4,567 | 26,220 |
| 3,735 | 2,254 | 1,000 | 1,000 | 3,786 | 3,685 | 3,385 | 3,495 | 4,659 | 4,567 | 31,567 |
| 2,353 | 3,533 | 2,186 | 3,513 | 3,786 | 3,685 | 2,099 | 1,000 | 4,659 | 3,288 | 30,103 |
| 3,735 | 2,254 | 3,480 | 1,000 | 2,378 | 3,685 | 3,385 | 3,495 | 4,659 | 4,567 | 32,639 |
| 3,735 | 3,533 | 2,186 | 3,513 | 3,786 | 3,685 | 3,385 | 3,495 | 3,256 | 3,288 | 33,863 |
| 3,735 | 3,533 | 3,480 | 2,220 | 3,786 | 3,685 | 3,385 | 2,216 | 4,659 | 4,567 | 35,267 |
| 3,735 | 2,254 | 3,480 | 3,513 | 3,786 | 2,311 | 3,385 | 2,216 | 4,659 | 4,567 | 33,906 |
| 3,735 | 2,254 | 1,000 | 1,000 | 1,000 | 2,311 | 3,385 | 3,495 | 4,659 | 3,288 | 26,127 |
| 2,353 | 3,533 | 3,480 | 3,513 | 3,786 | 2,311 | 2,099 | 3,495 | 3,256 | 2,169 | 29,995 |
| 3,735 | 3,533 | 1,000 | 3,513 | 2,378 | 3,685 | 3,385 | 3,495 | 1,984 | 3,288 | 29,997 |
| 3,735 | 1,000 | 2,186 | 2,220 | 2,378 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 24,689 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 3,685 | 2,099 | 1,000 | 4,659 | 3,288 | 27,416 |
| 2,353 | 2,254 | 3,480 | 3,513 | 2,378 | 2,311 | 2,099 | 1,000 | 4,659 | 2,169 | 26,216 |
| 1,000 | 2,254 | 1,000 | 1,000 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 2,169 | 22,344 |
| 2,353 | 2,254 | 2,186 | 2,220 | 3,786 | 2,311 | 3,385 | 3,495 | 3,256 | 4,567 | 29,814 |
| 2,353 | 1,000 | 2,186 | 2,220 | 2,378 | 3,685 | 2,099 | 2,216 | 4,659 | 4,567 | 27,364 |
| 2,353 | 3,533 | 3,480 | 2,220 | 2,378 | 2,311 | 1,000 | 1,000 | 4,659 | 1,000 | 23,935 |
| 1,000 | 1,000 | 2,186 | 3,513 | 1,000 | 3,685 | 2,099 | 3,495 | 3,256 | 3,288 | 24,522 |
| 2,353 | 3,533 | 2,186 | 3,513 | 2,378 | 2,311 | 1,000 | 1,000 | 1,984 | 3,288 | 23,547 |
| 2,353 | 3,533 | 3,480 | 2,220 | 2,378 | 1,000 | 2,099 | 2,216 | 4,659 | 3,288 | 27,226 |
| 1,000 | 2,254 | 1,000 | 1,000 | 2,378 | 2,311 | 3,385 | 2,216 | 3,256 | 2,169 | 20,970 |
| 2,353 | 3,533 | 3,480 | 1,000 | 2,378 | 2,311 | 2,099 | 3,495 | 1,984 | 3,288 | 25,922 |
| 2,353 | 2,254 | 2,186 | 2,220 | 3,786 | 3,685 | 2,099 | 2,216 | 3,256 | 3,288 | 27,344 |
| 2,353 | 2,254 | 3,480 | 3,513 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 4,567 | 30,993 |

**Lampiran 12**

Jawaban Responden Variabel BUDAYA ORGANISASI MSI

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | total |
| 3,898 | 3,717 | 3,554 | 2,363 | 3,632 | 1,000 | 3,555 | 2,247 | 3,906 | 3,658 | 31,530 |
| 3,898 | 2,349 | 3,554 | 2,363 | 3,632 | 2,288 | 1,000 | 3,392 | 3,906 | 2,290 | 28,671 |
| 2,455 | 3,717 | 2,187 | 3,735 | 2,270 | 1,000 | 2,256 | 3,392 | 2,441 | 2,290 | 25,743 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 1,000 | 2,290 | 24,217 |
| 3,898 | 1,000 | 2,187 | 2,363 | 3,632 | 2,288 | 2,256 | 2,247 | 3,906 | 1,000 | 24,777 |
| 2,455 | 2,349 | 2,187 | 2,363 | 1,000 | 1,000 | 3,555 | 4,659 | 3,906 | 2,290 | 25,765 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 1,000 | 3,392 | 2,441 | 2,290 | 24,402 |
| 3,898 | 2,349 | 3,554 | 3,735 | 3,632 | 2,288 | 2,256 | 3,392 | 3,906 | 1,000 | 30,010 |
| 3,898 | 2,349 | 2,187 | 2,363 | 2,270 | 2,288 | 3,555 | 3,392 | 3,906 | 3,658 | 29,866 |
| 2,455 | 1,000 | 2,187 | 2,363 | 3,632 | 3,622 | 3,555 | 2,247 | 3,906 | 3,658 | 28,626 |
| 2,455 | 1,000 | 2,187 | 3,735 | 2,270 | 2,288 | 1,000 | 4,659 | 2,441 | 2,290 | 24,325 |
| 2,455 | 2,349 | 3,554 | 1,000 | 2,270 | 2,288 | 2,256 | 2,247 | 2,441 | 2,290 | 23,150 |
| 2,455 | 1,000 | 2,187 | 1,000 | 2,270 | 2,288 | 2,256 | 3,392 | 2,441 | 2,290 | 21,580 |
| 1,000 | 2,349 | 2,187 | 2,363 | 2,270 | 2,288 | 3,555 | 2,247 | 3,906 | 3,658 | 25,823 |
| 3,898 | 2,349 | 3,554 | 2,363 | 2,270 | 3,622 | 3,555 | 3,392 | 2,441 | 3,658 | 31,102 |
| 2,455 | 3,717 | 1,000 | 3,735 | 2,270 | 1,000 | 1,000 | 2,247 | 2,441 | 1,000 | 20,865 |
| 2,455 | 2,349 | 1,000 | 2,363 | 2,270 | 3,622 | 3,555 | 3,392 | 1,000 | 2,290 | 24,296 |
| 3,898 | 2,349 | 3,554 | 1,000 | 3,632 | 3,622 | 2,256 | 2,247 | 2,441 | 3,658 | 28,657 |
| 3,898 | 2,349 | 1,000 | 3,735 | 1,000 | 1,000 | 3,555 | 3,392 | 3,906 | 3,658 | 27,493 |
| 2,455 | 3,717 | 3,554 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 2,441 | 2,290 | 27,026 |
| 3,898 | 2,349 | 3,554 | 1,000 | 1,000 | 2,288 | 3,555 | 4,659 | 2,441 | 3,658 | 28,402 |
| 2,455 | 3,717 | 3,554 | 2,363 | 2,270 | 3,622 | 2,256 | 3,392 | 3,906 | 2,290 | 29,824 |
| 3,898 | 3,717 | 2,187 | 3,735 | 3,632 | 2,288 | 1,000 | 3,392 | 2,441 | 2,290 | 28,580 |
| 2,455 | 2,349 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 3,906 | 3,658 | 31,187 |
| 3,898 | 3,717 | 2,187 | 3,735 | 2,270 | 3,622 | 2,256 | 2,247 | 3,906 | 3,658 | 31,496 |
| 2,455 | 2,349 | 1,000 | 1,000 | 2,270 | 1,000 | 2,256 | 4,659 | 2,441 | 2,290 | 21,720 |
| 2,455 | 3,717 | 1,000 | 3,735 | 3,632 | 1,000 | 3,555 | 4,659 | 2,441 | 3,658 | 29,852 |
| 2,455 | 2,349 | 3,554 | 3,735 | 2,270 | 3,622 | 2,256 | 2,247 | 2,441 | 1,000 | 25,929 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 1,000 | 4,659 | 3,906 | 2,290 | 27,133 |
| 3,898 | 1,000 | 2,187 | 3,735 | 2,270 | 2,288 | 3,555 | 4,659 | 2,441 | 2,290 | 28,323 |
| 2,455 | 3,717 | 3,554 | 2,363 | 3,632 | 3,622 | 3,555 | 3,392 | 3,906 | 3,658 | 33,854 |
| 3,898 | 2,349 | 3,554 | 2,363 | 3,632 | 1,000 | 2,256 | 4,659 | 3,906 | 3,658 | 31,275 |
| 3,898 | 2,349 | 3,554 | 3,735 | 3,632 | 3,622 | 1,000 | 4,659 | 3,906 | 2,290 | 32,645 |
| 1,000 | 3,717 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 4,659 | 3,906 | 3,658 | 32,366 |
| 2,455 | 3,717 | 2,187 | 3,735 | 2,270 | 3,622 | 2,256 | 3,392 | 3,906 | 3,658 | 31,198 |
| 2,455 | 2,349 | 3,554 | 2,363 | 3,632 | 2,288 | 1,000 | 4,659 | 3,906 | 2,290 | 28,496 |
| 1,000 | 1,000 | 2,187 | 2,363 | 3,632 | 1,000 | 2,256 | 3,392 | 2,441 | 2,290 | 21,561 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 3,555 | 4,659 | 2,441 | 3,658 | 29,592 |
| 2,455 | 1,000 | 3,554 | 3,735 | 3,632 | 3,622 | 3,555 | 3,392 | 2,441 | 3,658 | 31,045 |
| 3,898 | 1,000 | 3,554 | 2,363 | 3,632 | 2,288 | 2,256 | 4,659 | 3,906 | 2,290 | 29,845 |
| 2,455 | 2,349 | 3,554 | 3,735 | 2,270 | 2,288 | 2,256 | 3,392 | 3,906 | 3,658 | 29,863 |
| 2,455 | 3,717 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 1,000 | 1,000 | 26,990 |
| 3,898 | 2,349 | 3,554 | 3,735 | 2,270 | 2,288 | 3,555 | 4,659 | 2,441 | 2,290 | 31,039 |
| 2,455 | 2,349 | 2,187 | 2,363 | 3,632 | 2,288 | 3,555 | 3,392 | 3,906 | 3,658 | 29,785 |
| 1,000 | 3,717 | 3,554 | 2,363 | 3,632 | 2,288 | 2,256 | 4,659 | 3,906 | 3,658 | 31,032 |
| 2,455 | 2,349 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 2,441 | 2,290 | 28,354 |
| 3,898 | 2,349 | 3,554 | 1,000 | 3,632 | 2,288 | 3,555 | 4,659 | 3,906 | 2,290 | 31,131 |
| 2,455 | 3,717 | 2,187 | 2,363 | 2,270 | 3,622 | 2,256 | 3,392 | 3,906 | 3,658 | 29,826 |
| 2,455 | 3,717 | 3,554 | 1,000 | 3,632 | 2,288 | 3,555 | 3,392 | 3,906 | 2,290 | 29,789 |
| 3,898 | 2,349 | 3,554 | 2,363 | 2,270 | 3,622 | 2,256 | 4,659 | 2,441 | 3,658 | 31,070 |
| 3,898 | 3,717 | 2,187 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 3,906 | 2,290 | 28,566 |
| 3,898 | 2,349 | 2,187 | 1,000 | 2,270 | 3,622 | 2,256 | 2,247 | 2,441 | 3,658 | 25,928 |
| 2,455 | 3,717 | 3,554 | 3,735 | 1,000 | 2,288 | 1,000 | 3,392 | 2,441 | 3,658 | 27,240 |
| 1,000 | 2,349 | 2,187 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 3,906 | 2,290 | 26,997 |
| 2,455 | 2,349 | 2,187 | 3,735 | 1,000 | 3,622 | 1,000 | 2,247 | 3,906 | 3,658 | 26,160 |
| 2,455 | 3,717 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 2,441 | 2,290 | 29,722 |
| 2,455 | 1,000 | 3,554 | 2,363 | 3,632 | 2,288 | 3,555 | 1,000 | 2,441 | 1,000 | 23,288 |
| 3,898 | 2,349 | 2,187 | 2,363 | 1,000 | 2,288 | 2,256 | 2,247 | 3,906 | 2,290 | 24,784 |
| 2,455 | 2,349 | 3,554 | 1,000 | 3,632 | 3,622 | 2,256 | 3,392 | 2,441 | 2,290 | 26,992 |
| 3,898 | 2,349 | 2,187 | 2,363 | 2,270 | 1,000 | 1,000 | 4,659 | 2,441 | 1,000 | 23,166 |
| 3,898 | 3,717 | 2,187 | 2,363 | 1,000 | 2,288 | 1,000 | 2,247 | 2,441 | 3,658 | 24,799 |
| 2,455 | 2,349 | 2,187 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 3,906 | 2,290 | 25,756 |
| 2,455 | 1,000 | 2,187 | 1,000 | 3,632 | 2,288 | 3,555 | 3,392 | 3,906 | 2,290 | 25,706 |
| 3,898 | 2,349 | 2,187 | 1,000 | 2,270 | 2,288 | 3,555 | 4,659 | 2,441 | 2,290 | 26,937 |
| 2,455 | 2,349 | 1,000 | 2,363 | 2,270 | 2,288 | 2,256 | 4,659 | 2,441 | 3,658 | 25,739 |

**Lampiran 13**

Jawaban Responden Variabel DISIPLIN KERJA MSI

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | TOTAL |
| 4,253 | 1,000 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 3,766 | 3,501 | 2,329 | 29,254 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 1,000 | 3,766 | 3,501 | 3,684 | 30,427 |
| 4,253 | 2,275 | 3,686 | 2,397 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 3,684 | 27,787 |
| 4,253 | 2,275 | 3,686 | 3,835 | 1,000 | 2,236 | 2,217 | 3,766 | 2,234 | 2,329 | 27,829 |
| 4,253 | 1,000 | 2,285 | 3,835 | 2,432 | 3,494 | 1,000 | 2,374 | 2,234 | 2,329 | 25,235 |
| 2,712 | 3,575 | 2,285 | 2,397 | 2,432 | 1,000 | 3,534 | 3,766 | 2,234 | 2,329 | 26,264 |
| 4,253 | 2,275 | 2,285 | 3,835 | 2,432 | 2,236 | 3,534 | 2,374 | 3,501 | 3,684 | 30,409 |
| 4,253 | 1,000 | 2,285 | 2,397 | 2,432 | 2,236 | 3,534 | 2,374 | 2,234 | 1,000 | 23,745 |
| 2,712 | 2,275 | 2,285 | 2,397 | 3,860 | 1,000 | 3,534 | 1,000 | 3,501 | 2,329 | 24,892 |
| 2,712 | 3,575 | 2,285 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 2,234 | 2,329 | 23,555 |
| 2,712 | 1,000 | 2,285 | 3,835 | 3,860 | 2,236 | 1,000 | 3,766 | 3,501 | 2,329 | 26,523 |
| 4,253 | 2,275 | 3,686 | 1,000 | 3,860 | 2,236 | 2,217 | 2,374 | 1,000 | 2,329 | 25,228 |
| 2,712 | 1,000 | 3,686 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 2,234 | 3,684 | 23,736 |
| 2,712 | 1,000 | 3,686 | 2,397 | 2,432 | 1,000 | 3,534 | 2,374 | 2,234 | 2,329 | 23,698 |
| 2,712 | 2,275 | 3,686 | 3,835 | 3,860 | 3,494 | 1,000 | 2,374 | 1,000 | 3,684 | 27,919 |
| 2,712 | 3,575 | 1,000 | 3,835 | 2,432 | 3,494 | 1,000 | 1,000 | 2,234 | 1,000 | 22,282 |
| 4,253 | 2,275 | 1,000 | 2,397 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 3,684 | 25,101 |
| 2,712 | 3,575 | 3,686 | 3,835 | 3,860 | 2,236 | 3,534 | 1,000 | 1,000 | 1,000 | 26,438 |
| 4,253 | 2,275 | 2,285 | 3,835 | 1,000 | 1,000 | 1,000 | 3,766 | 2,234 | 3,684 | 25,331 |
| 4,253 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 3,534 | 1,000 | 1,000 | 2,329 | 27,880 |
| 2,712 | 2,275 | 2,285 | 3,835 | 1,000 | 1,000 | 3,534 | 3,766 | 3,501 | 2,329 | 26,236 |
| 4,253 | 2,275 | 3,686 | 3,835 | 2,432 | 3,494 | 2,217 | 2,374 | 1,000 | 2,329 | 27,894 |
| 4,253 | 3,575 | 2,285 | 3,835 | 3,860 | 2,236 | 2,217 | 2,374 | 2,234 | 2,329 | 29,197 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 2,374 | 3,501 | 3,684 | 30,252 |
| 4,253 | 2,275 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 3,766 | 2,234 | 2,329 | 29,262 |
| 2,712 | 2,275 | 1,000 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 1,000 | 2,329 | 19,735 |
| 4,253 | 2,275 | 2,285 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 3,501 | 2,329 | 25,062 |
| 4,253 | 2,275 | 3,686 | 1,000 | 1,000 | 2,236 | 2,217 | 1,000 | 3,501 | 3,684 | 24,851 |
| 2,712 | 2,275 | 3,686 | 2,397 | 2,432 | 2,236 | 3,534 | 3,766 | 2,234 | 2,329 | 27,600 |
| 4,253 | 1,000 | 2,285 | 3,835 | 2,432 | 3,494 | 2,217 | 2,374 | 2,234 | 2,329 | 26,452 |
| 4,253 | 3,575 | 3,686 | 3,835 | 1,000 | 3,494 | 2,217 | 2,374 | 3,501 | 3,684 | 31,618 |
| 4,253 | 2,275 | 1,000 | 2,397 | 2,432 | 3,494 | 3,534 | 3,766 | 3,501 | 3,684 | 30,335 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 3,766 | 2,234 | 2,329 | 29,022 |
| 4,253 | 3,575 | 3,686 | 2,397 | 3,860 | 1,000 | 2,217 | 2,374 | 2,234 | 3,684 | 29,279 |
| 4,253 | 2,275 | 3,686 | 2,397 | 2,432 | 2,236 | 3,534 | 2,374 | 2,234 | 2,329 | 27,749 |
| 4,253 | 3,575 | 2,285 | 3,835 | 3,860 | 2,236 | 1,000 | 1,000 | 3,501 | 3,684 | 29,228 |
| 2,712 | 2,275 | 2,285 | 2,397 | 3,860 | 1,000 | 2,217 | 2,374 | 2,234 | 1,000 | 22,353 |
| 1,000 | 2,275 | 2,285 | 2,397 | 3,860 | 3,494 | 3,534 | 3,766 | 1,000 | 2,329 | 25,938 |
| 4,253 | 2,275 | 2,285 | 1,000 | 1,000 | 3,494 | 3,534 | 3,766 | 1,000 | 3,684 | 26,290 |
| 2,712 | 3,575 | 3,686 | 2,397 | 2,432 | 2,236 | 3,534 | 2,374 | 2,234 | 3,684 | 28,865 |
| 2,712 | 1,000 | 2,285 | 2,397 | 3,860 | 3,494 | 2,217 | 3,766 | 3,501 | 2,329 | 27,559 |
| 4,253 | 2,275 | 2,285 | 3,835 | 3,860 | 2,236 | 1,000 | 2,374 | 2,234 | 1,000 | 25,351 |
| 2,712 | 2,275 | 3,686 | 3,835 | 2,432 | 3,494 | 3,534 | 2,374 | 2,234 | 1,000 | 27,576 |
| 4,253 | 1,000 | 3,686 | 2,397 | 2,432 | 3,494 | 3,534 | 3,766 | 3,501 | 2,329 | 30,391 |
| 4,253 | 3,575 | 3,686 | 2,397 | 2,432 | 3,494 | 3,534 | 2,374 | 3,501 | 2,329 | 31,575 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 3,534 | 3,766 | 2,234 | 1,000 | 29,011 |
| 4,253 | 1,000 | 3,686 | 3,835 | 3,860 | 2,236 | 3,534 | 2,374 | 2,234 | 2,329 | 29,340 |
| 4,253 | 2,275 | 3,686 | 3,835 | 2,432 | 3,494 | 1,000 | 3,766 | 2,234 | 3,684 | 30,658 |
| 4,253 | 3,575 | 3,686 | 2,397 | 1,000 | 1,000 | 2,217 | 2,374 | 3,501 | 2,329 | 26,331 |
| 2,712 | 3,575 | 2,285 | 2,397 | 2,432 | 3,494 | 2,217 | 3,766 | 2,234 | 2,329 | 27,440 |
| 4,253 | 2,275 | 2,285 | 3,835 | 1,000 | 2,236 | 3,534 | 2,374 | 3,501 | 3,684 | 28,976 |
| 4,253 | 2,275 | 2,285 | 3,835 | 2,432 | 2,236 | 2,217 | 2,374 | 1,000 | 2,329 | 25,235 |
| 4,253 | 1,000 | 3,686 | 3,835 | 2,432 | 2,236 | 3,534 | 2,374 | 1,000 | 3,684 | 28,034 |
| 2,712 | 2,275 | 3,686 | 1,000 | 2,432 | 3,494 | 3,534 | 1,000 | 3,501 | 2,329 | 25,963 |
| 4,253 | 2,275 | 2,285 | 2,397 | 1,000 | 1,000 | 2,217 | 3,766 | 2,234 | 2,329 | 23,754 |
| 4,253 | 3,575 | 3,686 | 2,397 | 3,860 | 3,494 | 3,534 | 2,374 | 1,000 | 3,684 | 31,857 |
| 2,712 | 2,275 | 2,285 | 2,397 | 2,432 | 1,000 | 3,534 | 1,000 | 1,000 | 2,329 | 20,964 |
| 2,712 | 2,275 | 2,285 | 2,397 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 1,000 | 22,161 |
| 4,253 | 2,275 | 2,285 | 3,835 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 1,000 | 25,140 |
| 2,712 | 2,275 | 2,285 | 2,397 | 2,432 | 2,236 | 3,534 | 2,374 | 1,000 | 2,329 | 23,573 |
| 2,712 | 1,000 | 2,285 | 2,397 | 2,432 | 3,494 | 3,534 | 2,374 | 3,501 | 1,000 | 24,729 |
| 2,712 | 2,275 | 2,285 | 2,397 | 2,432 | 1,000 | 2,217 | 3,766 | 1,000 | 2,329 | 22,412 |
| 2,712 | 2,275 | 1,000 | 2,397 | 3,860 | 2,236 | 2,217 | 2,374 | 2,234 | 2,329 | 23,632 |
| 4,253 | 3,575 | 3,686 | 3,835 | 1,000 | 3,494 | 2,217 | 2,374 | 3,501 | 2,329 | 30,263 |
| 2,712 | 1,000 | 3,686 | 2,397 | 2,432 | 2,236 | 3,534 | 3,766 | 2,234 | 3,684 | 27,681 |

**Lampiran 14**

Uji validitas kinerja

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,890\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,840\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,766\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,694\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,676\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,711\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,709\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,764\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,768\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,773\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 15**

Uji validitas GAYA KEPEMIMPINAN

|  |  |  |
| --- | --- | --- |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,576\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_2 | Pearson Correlation | ,740\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,479\*\* |
| Sig. (2-tailed) | ,007 |
| N | 30 |
| item\_4 | Pearson Correlation | ,494\*\* |
| Sig. (2-tailed) | ,006 |
| N | 30 |
| item\_5 | Pearson Correlation | ,690\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,516\*\* |
| Sig. (2-tailed) | ,004 |
| N | 30 |
| item\_7 | Pearson Correlation | ,580\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_8 | Pearson Correlation | ,615\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,442\* |
| Sig. (2-tailed) | ,015 |
| N | 30 |
| item\_10 | Pearson Correlation | ,756\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 16**

Uji validitas BUDAYA ORGANISASI

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,667\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,452\* |
| Sig. (2-tailed) | ,012 |
| N | 30 |
| item\_3 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,740\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,688\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,434\* |
| Sig. (2-tailed) | ,016 |
| N | 30 |
| item\_7 | Pearson Correlation | ,525\*\* |
| Sig. (2-tailed) | ,003 |
| N | 30 |
| item\_8 | Pearson Correlation | ,704\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,556\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_10 | Pearson Correlation | ,471\*\* |
| Sig. (2-tailed) | ,009 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 17**

Uji validitas DISIPLIN KERJA

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,653\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,814\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,733\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,690\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,804\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,623\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,687\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,691\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,650\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,737\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 18**

Uji reliabilitas KINERJA

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,918 | 10 |

**Lampiran 19**

Uji reliabilitas GAYA KEPEMIMPINAN

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,792 | 10 |

**Lampiran 20**

Uji reliabilitas BUDAYA ORGANISASI

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,794 | 10 |

**Lampiran 21**

Uji reliabilitas DISIPLIN KERJA

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,889 | 10 |

**Lampiran 22**

Uji normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,77881831 |
| Most Extreme Differences | Absolute | ,056 |
| Positive | ,047 |
| Negative | -,056 |
| Test Statistic | | ,056 |
| Asymp. Sig. (2-tailed) | | ,200c,d |

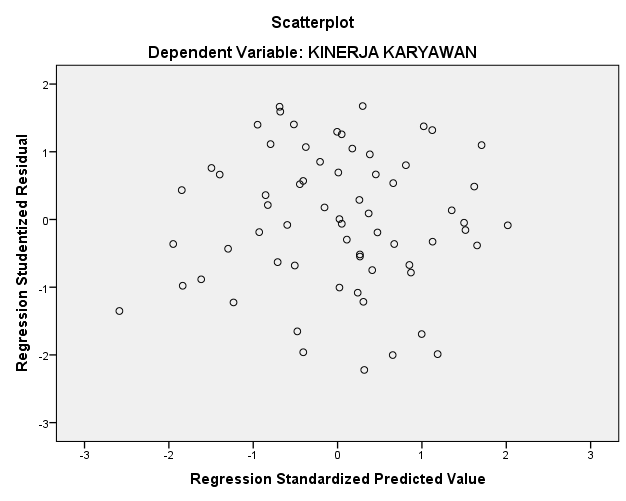
**Lampiran 23**

Uji multikolinieritas

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| GAYA KEPEMIMPINAN | ,504 | 1,985 |
| BUDAYA ORGANISASI | ,494 | 2,025 |
| DISIPLIN KERJA | ,600 | 1,668 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | |

**Lampiran 24**

Uji heterokedaksitas



**Lampiran 25**

Uji linieritas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 453,643 | 3 | 151,214 | 45,549 | ,000b |
| Residual | 202,508 | 61 | 3,320 |  |  |
| Total | 656,151 | 64 |  |  |  |

**Lampiran 26**

Uji regresi linier berganda

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,140 | 2,387 |  | ,058 | ,954 |
| GAYA KEPEMIMPINAN | ,350 | ,105 | ,334 | 3,330 | ,001 |
| BUDAYA ORGANISASI | ,309 | ,116 | ,269 | 2,656 | ,010 |
| DISIPLIN KERJA | ,338 | ,085 | ,366 | 3,979 | ,000 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | | |

**Lampiran 27**

Uji T

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,140 | 2,387 |  | ,058 | ,954 |
| GAYA KEPEMIMPINAN | ,350 | ,105 | ,334 | 3,330 | ,001 |
| BUDAYA ORGANISASI | ,309 | ,116 | ,269 | 2,656 | ,010 |
| DISIPLIN KERJA | ,338 | ,085 | ,366 | 3,979 | ,000 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | | |

**Lampiran 28**

Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 453,643 | 3 | 151,214 | 45,549 | ,000b |
| Residual | 202,508 | 61 | 3,320 |  |  |
| Total | 656,151 | 64 |  |  |  |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | |
| b. Predictors: (Constant), DISIPLIN KERJA, GAYA KEPEMIMPINAN, BUDAYA ORGANISASI | | | | | | |

**Lampiran 29**

Uji Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,831a | ,691 | ,676 | 1,8220348 | 2,181 |
| a. Predictors: (Constant), DISIPLIN KERJA, GAYA KEPEMIMPINAN, BUDAYA ORGANISASI | | | | | |
| b. Dependent Variable: KINERJA KARYAWAN | | | | | |