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LAMPIRAN

Lampiran 1. Surat Izin Penelitian



PEMERINTAH KABUPATEN TEGAL
DINAS KESEHATAN
RSUD SURADADI

Alamat : Jl. Raya Tegal – Pemalang KM. 12 Suradadi
email : rsudsuradadi_tegal@yahoo.co.id Telp & Fax (0283) 4532151, IGD (0283) 4532183
Tegal 52182

SURAT PERSETUJUAN PENELITIAN

Nomor : 400.7.3.5/28/ 3030 /2023

Yang bertandatangan dibawah ini :

Nama : dr. ABDUL HOFUR, M.Kes
NIP : 198012072009031002
Pangkat/Gol.Ruang : Pembina Tk.I / IV b
Jabatan : Direktur
Instansi : RSUD Suradadi

Dengan ini memberikan ijin, kepada :

Nama : LILY RAHMAWATI
No. Mahasiswa : 4120600068
Judul Skripsi : Pengaruh Disiplin Kerja, Beban Kerja dan Komitmen Organisasi
Terhadap Kinerja Perawat Pada RSUD Suradadi Kabupaten Tegal.
Program Studi : S-1 Manajemen
Perguruan Tinggi : Universitas Penelitian

Untuk melaksanakan penelitian dengan pengambilan data primer di RSUD Suradadi.

Demikian surat ijin ini kami buat untuk dapat dipergunakan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Suradadi, 31 Oktober 2023
Direktur RSUD Suradadi
Kabupaten Tegal


dr. ABDUL HOFUR, M.Kes
Pembina Tk.I
NIP. 198012072009031002

Lampiran 2. Lembar Kuesioner

LEMBAR KUESIONER

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Disiplin Kerja, Beban Kerja, Dan Komitmen Organisasi Terhadap Kinerja Perawat RSUD Suradadi Kabupaten Tegal

Kepada

Yth. Bapak/Ibu/Sdr Responden Penelitian

Perawat Di RSUD Suradadi Kabupaten Tegal

Dengan hormat,

Dalam rangka menyelesaikan penelitian, kami Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan. Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang sangat berharga bagi penelitian ini. Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, April 2024

Hormat Saya,

Lily Rahmawati

IDENTITAS RESPONDEN

Isilah dan berilah tanda checklist [✓] pada isian berikut :

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : 20-25 Tahun 36-45 Tahun
 26-35 Tahun >46 Tahun
4. Pendidikan Terakhir : SMA/SMK S1
 DIII
5. Lama Bekerja : 1-5 tahun 11-15 tahun
 6-10 tahun >16 tahun

PETUNJUK PENGISIAN KUESIONER PENELITIAN

- a. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
- b. Beri tanda checklist [✓] pada kolom yang tersedia.
- c. Ada 5 alternatif jawaban, yaitu :
 - STS (Skor 1) : Sangat Tidak Setuju
 - TS (Skor 2) : Tidak Setuju
 - N (Skor 3) : Netral
 - S (Skor 4) : Setuju
 - SS (Skor 5) : Sangat Setuju

VARIABEL KINERJA (Y)

No.	Pernyataan	Tanggapan Responden				
		STS	TS	N	S	SS
1.	Jumlah dari hasil pekerjaan yang saya tangani selalu memenuhi target yang telah ditetapkan.					
2.	Saya menyelesaikan semua pekerjaan sesuai dengan prosedur yang telah ditetapkan oleh instansi.					
3.	Kualitas kerja saya sudah memenuhi standar yang telah ditetapkan oleh instansi.					
4.	Saya dapat menguasai bidang tugas yang saya kerjakan dengan baik berdasarkan pengetahuan yang saya miliki.					
5.	Saya memahami dengan jelas tugas-tugas yang diberikan sehingga mempermudah dalam melakukan pekerjaan.					
6.	Saya selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu dengan baik.					
7.	Saya tidak pernah absen dari pekerjaan tanpa alasan.					
8.	Saya selalu hadir dalam bekerja sesuai dengan peraturan yang berlaku di instansi.					

9.	Saya dapat bekerja dengan baik pada saat bekerja dalam tim dan dapat membina kerjasama yang baik dengan rekan kerja.					
10.	Saya dan rekan kerja secara bersama-sama bertanggung jawab terhadap hasil kerjasama tim.					

VARIABEL DISIPLIN KERJA (X1)

No.	Pernyataan	Tanggapan Responden				
		STS	TS	N	S	SS
1.	Saya selalu datang tepat waktu dalam bekerja					
2.	Saya pulang kerja sesuai dengan peraturan yang ditetapkan oleh instansi.					
3.	Saya tidak pernah terlambat masuk kerja.					
4.	Saya mengenakan seragam kerja sesuai dengan aturan yang ditetapkan dalam instansi.					
5.	Saya melakukan pekerjaan sesuai dengan prosedur kerja dan peraturan yang berlaku.					
6.	Saya selalu mengikuti aturan yang berlaku yang telah ditetapkan dalam instansi.					

7.	Saya mampu ditugaskan untuk bekerja sama dengan rekan kerja lainnya.					
8.	Saya mematuhi semua peraturan yang ditetapkan dalam instansi.					
9.	Saya bertanggung jawab atas tugas yang saya kerjakan.					
10.	Saya selalu berhati-hati dalam menangani pasien.					
11.	Saya selalu menjaga dan berhati-hati dalam menggunakan peralatan yang ada di tempat saya bekerja.					

VARIABEL BEBAN KERJA (X2)

No.	Pernyataan	Tanggapan Responden				
		STS	TS	N	S	SS
1.	Saya dapat menyelesaikan pekerjaan sesuai dengan waktu yang diberikan.					
2.	Saya mampu menyelesaikan tambahan pekerjaan dengan jumlah waktu yang diberikan.					
3.	Saya dapat mengerjakan tugas dengan baik.					
4.	Saya dapat mengambil keputusan ketika melaksanakan pekerjaan.					
5.	Atasan meluangkan waktu untuk memonitoring pekerjaan bawahan pada saat jam kerja.					

6.	Saya merasa kelelahan dan sulit berkonsentrasi ketika bekerja pada shift malam.					
7.	Saya bekerja pada perusahaan yang mempunyai tingkat risiko tinggi.					
8.	Saya dituntut untuk siap menerima risiko atau sanksi atas kesalahan yang dilakukan di tempat kerja.					
9.	Saya sering merasa kebingungan ketika pasien yang saya rawat banyak.					
10.	Saya frustrasi ketika tugas terus-menerus diberikan sehingga pekerjaan menumpuk.					

VARIABEL KOMITMEN ORGANISASI (X3)

No.	Pernyataan	Tanggapan Responden				
		STS	TS	N	S	SS
1.	Saya mempunyai kemauan untuk bekerja lebih giat dan dengan sekuat tenaga demi mencapai tujuan instansi.					
2.	Saya merasa bangga bisa menjadi bagian dari instansi ini.					
3.	Saya bersedia melakukan upaya ekstra di samping pekerjaan yang sudah ditentukan untuk membantu keberhasilan instansi.					
4.	Saya memiliki keterikatan yang kuat dan kesungguhan untuk bertahan di instansi ini.					

5.	Saya berkeinginan untuk tetap bertahan di instansi ini karena adanya keuntungan yang didapatkan.					
6.	Saya bertahan di instansi ini karena kebutuhan sekaligus keinginan saya.					
7.	Saya akan mempertimbangkan dengan sebaik-baiknya jika ingin keluar dari instansi ini.					
8.	Saya akan merasa bersalah jika meninggalkan instansi ini					
9.	Saya akan memikirkan pendapat orang lain jika ingin keluar dari instansi ini.					
10.	Saya berkeinginan menghabiskan sisa karir saya untuk tetap bertahan di instansi ini.					
11.	Saya merasa bertanggung jawab atas pekerjaan yang sudah saya lakukan pada instansi ini.					

Lampiran 3. Data Uji Validitas dan Reliabilitas Variabel Kinerja

Resp	Kinerja										Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1	4	5	4	4	4	4	4	4	3	5	41
2	4	5	5	5	5	5	5	5	5	5	49
3	5	5	5	5	5	5	5	5	5	5	50
4	5	5	5	5	5	5	5	5	5	5	50
5	4	4	4	3	4	4	4	4	4	4	39
6	3	4	5	4	5	4	4	5	3	4	41
7	4	5	5	5	5	5	5	5	5	5	49
8	5	5	5	5	5	5	5	4	5	5	49
9	3	3	4	3	3	4	4	4	4	3	35
10	4	4	3	3	4	3	2	4	3	4	34
11	4	3	4	4	5	4	5	5	4	4	42
12	4	4	3	4	3	4	4	4	4	3	37
13	4	4	4	3	5	4	5	4	4	4	41
14	3	5	5	4	5	4	1	5	5	5	42
15	3	4	3	4	4	4	3	3	4	4	36
16	5	5	5	4	4	5	3	3	5	5	44
17	3	4	3	4	3	4	3	3	4	3	34
18	4	4	4	4	4	4	3	3	4	4	38
19	3	4	4	5	4	5	3	2	3	2	35
20	4	5	4	4	4	4	3	4	5	4	41
21	3	5	4	4	4	4	4	4	4	4	40
22	4	5	4	4	4	4	4	4	4	4	41
23	4	4	4	5	5	4	5	5	3	4	43
24	4	4	3	5	5	5	4	3	5	5	43
25	4	4	5	4	5	4	4	4	5	5	44
26	3	5	4	4	4	5	5	5	5	5	45
27	3	4	3	3	4	4	4	5	3	3	36
28	4	5	4	4	3	4	5	5	4	4	42
29	5	4	4	4	4	4	3	4	5	5	42
30	4	4	5	4	4	4	5	3	3	3	39

Lampiran 4. Data Uji Validitas dan Reliabilitas Variabel Disiplin Kerja

Resp	Disiplin Kerja											Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
1	5	4	3	4	4	4	3	4	4	4	5	44
2	3	2	2	5	5	4	4	5	5	5	5	45
3	3	4	3	5	4	5	5	5	5	5	5	49
4	1	1	1	1	5	4	4	5	5	5	5	37
5	4	4	4	4	4	4	4	4	4	4	4	44
6	3	5	4	5	4	5	5	4	5	4	5	49
7	4	5	5	5	5	5	5	5	5	5	5	54
8	5	5	5	5	5	5	4	5	5	5	5	54
9	4	3	4	4	3	4	4	4	3	4	3	40
10	3	3	3	4	4	3	4	3	4	4	4	39
11	5	4	4	5	4	4	4	4	4	4	4	46
12	4	2	4	4	4	4	4	4	4	4	4	42
13	4	4	4	5	4	5	4	4	4	5	4	47
14	5	5	4	5	5	5	5	5	5	5	5	54
15	4	4	3	4	4	4	4	4	5	5	5	46
16	3	3	3	4	4	4	4	4	4	4	4	41
17	4	3	3	4	4	4	4	3	3	4	4	40
18	3	4	3	4	4	4	4	4	4	4	4	42
19	2	4	3	5	4	5	4	5	5	4	3	44
20	5	5	5	5	5	5	4	4	5	4	5	52
21	4	4	3	4	4	4	4	4	4	4	4	43
22	4	3	4	4	4	4	3	4	4	4	5	43
23	4	3	4	5	5	5	4	5	5	5	5	50
24	5	5	4	5	5	5	4	4	4	4	4	49
25	4	4	5	4	4	4	5	5	5	5	4	49
26	5	5	4	5	5	4	4	4	5	5	5	51
27	4	4	4	5	4	5	4	4	5	5	5	49
28	5	4	5	5	4	4	4	5	5	5	5	51
29	2	4	3	5	5	4	4	4	4	5	5	45
30	4	4	4	4	4	3	3	3	5	4	5	43

Lampiran 5. Data Uji Validitas dan Reliabilitas Variabel Beban Kerja

Resp	Beban Kerja										Total
	X2.1	X2.2	X2.3	X3.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	3	4	5	4	2	4	4	4	5	39
2	4	5	4	5	3	5	5	5	4	5	45
3	5	5	4	5	5	5	5	5	5	5	49
4	3	3	5	5	5	5	5	5	5	3	44
5	4	4	4	4	3	4	4	4	4	4	39
6	4	5	4	3	4	3	5	4	2	1	35
7	5	5	5	5	5	5	5	5	5	5	50
8	5	5	5	5	5	5	5	5	5	5	50
9	4	4	4	5	5	4	4	4	4	5	43
10	4	3	4	4	3	4	4	4	4	3	37
11	4	4	4	3	3	1	2	4	3	4	32
12	4	3	4	4	3	5	4	4	4	5	40
13	4	4	5	4	5	3	3	3	4	3	38
14	5	4	5	4	2	4	5	5	4	3	41
15	3	3	4	4	4	4	3	4	3	4	36
16	4	4	5	4	4	4	4	4	4	4	41
17	3	3	3	3	3	4	3	3	3	4	32
18	4	3	4	4	4	4	3	3	4	4	37
19	3	4	3	4	5	5	5	4	1	1	35
20	4	3	4	5	3	3	5	5	4	4	40
21	4	3	4	4	3	3	3	3	3	3	33
22	4	4	5	4	4	5	4	4	3	2	39
23	4	3	4	4	4	3	4	5	3	4	38
24	4	4	4	5	5	3	4	4	4	4	41
25	4	4	4	5	5	5	4	5	3	4	43
26	5	3	4	3	3	2	2	4	2	2	30
27	3	4	3	4	3	3	2	4	3	3	32
28	4	4	5	4	4	4	4	4	4	4	41
29	5	4	4	4	4	5	5	5	5	5	46
30	3	4	4	4	4	5	3	4	4	4	39

Lampiran 6. Data Uji Validitas dan Reliabilitas Variabel Komitmen Organisasi

Resp	Komitmen Organisasi											Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	
1	4	4	3	4	4	4	3	4	4	4	4	42
2	4	5	1	4	4	5	5	5	5	3	5	46
3	5	5	5	5	5	5	5	5	5	5	5	55
4	5	5	5	5	2	4	5	5	5	5	5	51
5	4	4	4	4	4	4	4	4	3	4	4	43
6	4	5	4	5	4	5	4	5	5	4	4	49
7	5	5	5	5	5	5	5	5	5	5	5	55
8	5	5	5	5	5	5	5	5	5	5	5	55
9	4	4	5	5	5	4	4	4	5	4	4	48
10	4	3	3	3	3	4	4	3	4	2	4	37
11	4	4	4	3	2	3	4	2	4	4	4	38
12	3	3	3	3	2	4	3	1	1	2	3	28
13	5	4	4	3	3	4	3	3	3	2	4	38
14	4	5	4	3	3	4	3	1	4	3	5	39
15	4	4	4	3	3	3	3	2	3	2	5	36
16	4	4	4	4	4	4	4	4	4	4	4	44
17	3	4	3	3	4	4	4	3	3	3	3	37
18	4	4	4	4	4	4	4	4	4	3	4	43
19	4	3	2	1	3	5	5	1	2	2	4	32
20	4	4	4	5	3	5	5	4	3	4	4	45
21	4	4	3	3	3	3	4	3	4	3	4	38
22	4	4	4	3	3	4	4	3	3	3	5	40
23	5	5	4	4	4	4	4	3	4	3	5	45
24	4	4	3	4	4	4	5	5	4	4	5	46
25	5	5	5	4	5	4	4	4	4	5	4	49
26	5	5	3	3	3	4	5	3	4	3	5	43
27	4	4	3	3	4	4	5	3	2	3	3	38
28	4	4	3	4	4	4	4	4	4	4	4	43
29	4	4	4	4	4	4	4	4	4	2	4	42
30	4	4	4	4	5	3	3	4	4	4	4	43

Lampiran 7. Pernyataan Responden Variabel Kinerja

Resp	Kinerja										Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1	5	5	5	5	5	5	5	5	5	5	50
2	5	5	5	4	4	4	5	5	4	5	46
3	4	5	4	4	5	4	5	4	5	5	45
4	4	4	4	4	4	4	5	5	4	5	43
5	5	5	5	5	5	5	4	5	4	4	47
6	4	5	4	5	5	5	5	5	5	5	48
7	4	5	4	4	4	4	5	5	5	4	44
8	4	5	4	4	4	4	4	4	5	5	43
9	3	4	4	4	4	4	4	4	4	4	39
10	4	4	2	4	4	3	3	2	3	4	33
11	4	5	4	4	5	3	4	5	4	5	43
12	4	5	5	3	5	5	4	5	4	5	45
13	5	5	4	5	4	5	4	4	5	4	45
14	5	4	3	5	5	5	5	5	4	5	46
15	4	3	5	3	4	4	5	4	5	4	41
16	5	4	5	4	3	5	4	3	4	5	42
17	5	4	3	4	5	4	4	5	5	5	44
18	5	5	4	5	5	5	5	4	4	5	47
19	5	5	5	4	4	3	4	5	5	4	44
20	4	5	5	5	4	5	4	5	4	5	46
21	4	4	5	5	5	5	3	4	5	4	44
22	5	5	3	4	5	4	4	5	5	5	45
23	3	4	4	5	5	4	3	4	4	5	41
24	4	5	3	4	4	3	4	4	5	5	41
25	5	4	5	5	5	5	4	5	5	5	48
26	5	5	5	4	5	5	3	4	5	4	45
27	5	5	4	5	5	5	5	4	5	5	48
28	5	5	5	4	5	5	5	3	5	5	47
29	5	5	3	4	5	5	4	5	4	5	45
30	3	4	4	5	4	5	5	5	4	5	44
31	5	5	4	5	4	3	4	3	5	5	43
32	4	5	4	5	5	5	5	3	5	5	46
33	4	3	4	5	5	4	5	3	5	5	43
34	4	5	5	5	4	5	4	4	5	5	46
35	5	5	4	5	5	4	4	4	4	5	45
36	5	5	4	5	4	4	4	4	3	4	42

37	5	4	4	5	5	4	4	5	5	5	46
38	4	5	5	5	4	5	4	5	5	5	47
39	4	5	4	5	5	5	4	3	4	4	43
40	4	3	5	4	5	4	4	5	4	5	43
41	5	5	4	4	4	5	5	4	3	5	44
42	3	4	3	4	4	4	5	4	5	5	41
43	4	5	5	5	5	5	4	3	4	5	45
44	5	5	4	5	5	4	4	3	5	5	45
45	3	5	4	4	5	4	4	4	5	5	43
46	4	4	4	3	4	4	5	4	4	5	41
47	4	3	4	4	5	4	4	3	4	4	39
48	4	5	5	5	4	3	4	4	3	4	41
49	5	4	5	4	4	5	5	5	4	4	45
50	4	3	4	4	5	4	4	4	5	5	42
51	4	5	4	3	4	4	4	4	5	5	42
52	4	3	4	4	3	4	4	4	5	5	40
53	5	5	5	4	4	5	4	5	4	3	44
54	4	5	4	5	4	3	5	4	4	5	43
55	4	5	4	4	5	3	4	4	4	5	42
56	4	4	4	5	5	5	4	5	4	4	44
57	5	4	5	3	3	4	4	4	5	4	41
58	4	5	4	4	5	4	4	3	4	5	42
59	5	4	5	5	4	3	4	4	3	4	41
60	5	4	5	5	5	4	5	5	4	4	46
61	3	4	5	4	5	5	3	5	5	5	44
62	5	4	4	5	5	4	4	4	5	5	45
63	5	4	3	4	5	3	3	4	4	4	39
64	3	3	4	4	4	3	4	3	4	5	37
65	5	4	5	4	3	4	4	4	5	5	43
66	3	4	3	4	5	3	4	4	4	5	39
67	4	5	4	4	4	5	4	5	5	5	45
68	4	4	3	4	5	5	5	5	4	4	43
69	5	4	5	5	4	4	5	4	5	5	46
70	5	3	5	4	4	5	3	4	5	5	43
71	3	3	4	4	4	3	4	3	3	4	35
72	5	4	5	5	5	5	5	4	5	5	48
73	4	4	5	3	4	4	4	5	4	3	40
74	5	4	5	3	5	5	5	4	4	4	44
75	4	3	4	5	4	5	4	4	5	5	43
76	4	4	5	5	5	5	5	5	4	5	47
77	5	5	4	5	5	4	4	4	3	4	43

78	4	4	4	4	5	5	5	5	4	4	44
79	5	5	4	3	4	5	5	4	5	5	45
80	4	4	5	4	4	4	4	5	5	5	44
81	5	5	5	5	5	5	5	5	5	5	50
82	4	5	4	5	5	5	5	4	4	4	45
83	4	4	5	4	3	4	5	5	4	5	43
84	4	4	5	3	4	4	4	3	4	5	40
85	5	3	5	4	5	5	3	5	5	4	44
86	3	3	4	4	4	4	4	3	3	5	37
87	4	4	3	5	5	5	5	5	5	4	45
88	4	4	5	5	4	4	4	4	5	5	44
89	5	5	4	5	5	5	4	3	4	5	45
90	4	4	3	4	4	3	4	4	4	4	38
91	5	4	5	4	4	5	5	5	5	4	46
92	4	4	4	5	4	3	4	4	4	5	41
93	4	5	4	4	5	5	5	4	5	5	46
94	3	4	3	3	3	4	3	5	3	3	34
95	5	5	4	5	5	4	3	5	5	4	45
96	4	5	3	4	5	5	5	4	4	4	43
97	4	5	4	3	4	5	4	4	4	5	42
98	3	3	4	4	3	4	3	3	4	3	34
99	4	3	5	4	5	4	4	5	5	5	44
100	5	4	5	5	4	4	5	5	4	5	46

Lampiran 8. Pernyataan Responden Variabel Disiplin Kerja

Disiplin Kerja												
Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	Total
1	5	5	5	5	5	5	5	5	5	5	5	55
2	5	5	4	5	4	4	3	5	4	4	4	47
3	4	5	4	5	4	5	4	4	4	5	4	48
4	5	5	4	5	5	5	5	5	5	5	5	54
5	4	4	4	4	4	4	4	4	4	4	4	44
6	5	5	5	5	5	5	5	5	5	5	5	55
7	4	4	4	4	4	5	4	4	4	4	4	45
8	3	4	3	4	4	4	4	4	4	5	4	43
9	4	4	3	4	4	4	4	4	4	4	4	43
10	2	3	3	3	4	4	4	4	4	5	5	41
11	4	3	4	4	5	3	5	4	5	5	4	46
12	4	5	3	4	5	3	4	5	4	5	4	46
13	4	5	5	5	4	4	5	3	4	5	4	48
14	5	4	4	5	5	3	4	3	5	4	4	46
15	4	5	3	4	5	4	5	4	5	5	5	49
16	4	5	3	4	4	5	5	5	4	4	3	46
17	4	5	4	5	4	4	5	5	4	5	4	49
18	4	3	4	4	5	5	5	3	5	5	5	48
19	4	5	3	5	5	4	5	5	5	5	5	51
20	3	4	3	5	5	4	4	5	5	5	5	48
21	4	5	4	4	4	3	4	5	5	5	4	47
22	4	4	5	5	5	4	5	5	4	5	5	51
23	5	5	3	4	4	5	4	4	5	5	5	49
24	4	4	3	5	4	5	4	5	5	4	5	48
25	4	4	3	4	5	3	4	4	5	4	4	44
26	5	5	4	5	5	4	5	3	5	4	5	50
27	3	5	4	5	5	3	5	3	4	5	5	47
28	4	5	2	4	5	4	5	5	5	5	4	48
29	3	4	3	4	3	4	5	4	5	5	3	43
30	3	4	3	4	5	4	5	5	5	5	4	47
31	4	5	3	5	3	4	4	3	3	5	4	43
32	4	5	3	4	5	4	5	3	5	5	5	48
33	3	4	3	5	4	4	5	4	5	5	4	46
34	4	5	4	4	3	4	5	5	5	4	5	48
35	4	5	3	4	5	3	4	4	5	5	5	47
36	3	4	3	5	5	4	4	3	5	5	5	46

37	3	4	3	5	4	3	5	3	5	5	5	45
38	4	4	3	5	5	4	5	3	4	4	5	46
39	3	5	3	5	4	4	4	3	5	4	5	45
40	3	5	3	4	3	4	5	3	5	3	5	43
41	4	5	4	5	3	3	4	3	5	5	4	45
42	3	4	3	5	5	3	4	5	4	3	3	42
43	3	4	3	4	4	3	5	3	4	5	5	43
44	3	5	3	4	4	3	4	3	4	5	5	43
45	4	4	3	5	4	3	4	3	5	5	5	45
46	4	3	4	4	4	3	4	4	4	5	4	43
47	3	4	3	5	4	3	5	3	4	4	4	42
48	4	4	3	4	4	4	3	3	4	5	5	43
49	4	4	4	4	3	4	5	4	4	4	4	44
50	4	5	4	3	4	3	4	3	4	4	5	43
51	4	3	3	4	3	4	5	3	5	3	3	40
52	3	5	4	4	4	4	4	3	4	4	5	44
53	4	4	5	5	4	4	4	4	4	3	4	45
54	4	3	4	3	4	2	4	3	5	5	5	42
55	4	5	4	3	3	4	5	4	4	4	3	43
56	4	5	4	4	4	4	3	3	4	5	4	44
57	3	4	4	4	4	4	4	3	3	4	3	40
58	4	4	4	4	3	3	5	3	4	5	5	44
59	4	4	4	3	3	5	3	4	3	4	3	40
60	5	5	5	4	4	4	5	4	4	4	5	49
61	3	4	4	5	3	4	3	4	5	4	5	44
62	4	4	4	5	4	4	5	5	4	4	5	48
63	3	4	3	4	4	3	4	3	4	4	4	40
64	3	3	4	3	3	4	4	3	4	5	5	41
65	4	4	4	4	3	3	4	3	5	5	5	44
66	4	5	4	3	4	3	4	3	4	5	4	43
67	4	4	4	4	3	4	4	4	5	5	4	45
68	5	4	4	4	4	3	4	4	4	5	4	45
69	5	4	5	5	5	5	3	4	5	4	4	49
70	3	5	5	3	5	4	3	4	4	5	4	45
71	3	3	3	3	3	3	3	3	3	3	3	33
72	4	4	4	5	3	4	4	5	4	5	5	47
73	4	5	4	4	4	3	4	3	5	4	5	45
74	3	5	3	5	3	3	4	4	3	4	5	42
75	4	5	4	3	3	3	4	4	4	4	4	42
76	4	4	4	5	4	5	5	4	5	4	5	49
77	5	5	5	4	4	4	4	3	4	4	3	45

78	4	4	5	4	4	3	4	3	5	3	5	44
79	4	5	4	5	4	3	4	4	4	5	4	46
80	4	4	3	4	5	4	3	5	5	4	4	45
81	5	5	4	5	5	5	5	5	5	4	5	53
82	5	4	3	5	5	3	4	4	4	5	5	47
83	4	4	4	5	4	4	5	5	4	4	3	46
84	5	3	5	5	4	5	5	4	3	5	5	49
85	5	4	4	4	4	4	4	4	4	4	4	45
86	4	5	4	2	4	3	4	3	4	2	3	38
87	5	4	5	5	3	4	4	4	5	5	4	48
88	5	4	5	4	3	5	4	4	5	5	4	48
89	3	3	3	5	5	5	5	5	3	3	5	45
90	4	5	3	4	4	3	4	3	3	4	3	40
91	5	4	5	4	4	5	4	4	4	4	1	44
92	4	4	4	5	4	3	4	3	4	4	5	44
93	5	4	5	4	3	5	3	4	4	4	4	45
94	3	3	3	4	3	3	4	4	3	3	3	36
95	5	3	4	3	5	5	3	4	5	5	5	47
96	3	3	2	4	4	3	4	3	4	3	3	36
97	3	4	2	4	4	4	4	4	4	4	4	41
98	3	3	3	3	3	3	4	3	5	3	3	36
99	5	3	4	5	3	4	4	5	4	4	5	46
100	3	4	3	5	5	4	3	4	3	5	3	42

Lampiran 9. Pernyataan Responden Variabel Beban Kerja

Resp	Beban Kerja										Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	5	5	5	5	5	5	5	5	5	5	50
2	3	3	4	4	4	2	4	4	2	2	32
3	4	4	4	4	4	2	3	4	2	2	33
4	5	4	5	5	4	2	4	4	2	2	37
5	4	4	4	4	4	2	2	4	1	1	30
6	5	5	5	5	4	3	5	4	3	3	42
7	4	4	4	4	4	3	3	3	3	3	35
8	4	4	4	4	4	4	4	4	4	4	40
9	4	3	4	4	4	2	3	3	2	2	31
10	3	2	3	4	4	3	4	3	3	2	31
11	4	3	4	5	5	4	5	5	4	5	44
12	4	3	5	4	4	4	5	4	3	5	41
13	5	4	4	3	5	5	5	4	5	4	44
14	3	4	5	4	5	5	5	5	5	5	46
15	4	3	4	4	3	5	5	5	5	5	43
16	4	5	4	4	5	4	5	5	5	5	46
17	4	4	5	5	4	5	5	5	5	4	46
18	4	5	4	5	3	4	4	5	5	4	43
19	4	4	5	5	3	4	5	5	4	5	44
20	5	5	5	4	5	5	4	5	5	5	48
21	4	5	4	5	5	4	4	5	4	4	44
22	4	5	4	4	3	5	5	4	5	5	44
23	4	4	5	5	5	4	5	5	4	4	45
24	4	3	5	4	5	4	5	5	5	5	45
25	4	5	5	5	5	4	5	5	4	5	47
26	5	4	5	4	5	5	4	5	4	5	46
27	4	5	5	5	3	5	5	5	4	5	46
28	5	5	5	4	5	5	5	4	5	5	48
29	3	4	3	5	4	3	3	5	4	4	38
30	5	4	5	5	3	4	5	5	4	5	45
31	5	5	5	4	5	3	3	4	5	5	44
32	4	5	5	4	5	5	5	5	4	5	47
33	4	4	5	4	5	5	5	4	5	4	45
34	4	4	5	3	4	4	5	5	5	4	43
35	5	5	4	5	4	5	5	4	5	5	47
36	4	5	5	4	3	4	4	4	5	5	43

37	5	5	5	4	5	4	5	4	4	5	46
38	5	3	4	5	5	4	5	4	5	4	44
39	5	5	4	5	3	4	5	3	4	5	43
40	5	4	5	3	4	5	5	4	4	5	44
41	5	5	5	4	3	4	4	5	4	5	44
42	4	3	4	4	4	4	5	5	4	4	41
43	3	3	4	4	4	5	5	4	5	5	42
44	4	3	5	4	5	5	5	5	4	5	45
45	5	5	4	5	3	4	5	5	4	5	45
46	4	5	5	5	4	3	4	4	4	4	42
47	4	4	3	5	3	4	5	4	4	5	41
48	3	4	4	5	4	4	5	5	4	5	43
49	5	4	4	5	5	5	4	4	5	4	45
50	3	4	5	4	3	4	4	4	5	5	41
51	4	4	5	3	4	4	5	4	4	4	41
52	3	4	4	4	3	4	4	5	4	5	40
53	4	5	4	5	4	5	4	5	4	4	44
54	4	5	4	4	5	4	5	3	4	5	43
55	4	4	5	4	4	5	4	5	4	5	44
56	4	3	4	4	3	4	4	5	4	5	40
57	4	4	5	4	4	5	4	4	4	4	42
58	4	4	4	5	3	4	5	4	4	5	42
59	3	3	4	5	4	5	4	4	5	4	41
60	5	5	5	4	4	3	4	5	5	4	44
61	5	3	4	3	4	5	4	5	5	5	43
62	4	5	5	5	3	4	5	5	4	4	44
63	4	4	5	4	5	3	4	3	3	5	40
64	3	3	4	3	4	4	5	5	4	3	38
65	4	4	5	4	4	5	5	4	5	5	45
66	3	3	4	4	4	4	4	4	4	4	38
67	4	5	4	5	4	4	4	4	5	5	44
68	4	3	5	5	5	5	4	5	5	4	45
69	5	5	4	5	5	5	4	5	5	5	48
70	3	5	4	3	4	5	5	4	5	5	43
71	3	3	3	3	3	3	3	5	5	5	36
72	4	5	5	4	4	5	5	5	4	4	45
73	3	3	4	4	5	5	4	4	4	4	40
74	4	4	5	4	4	3	4	4	5	5	42
75	4	3	5	5	5	4	4	5	5	4	44
76	5	4	4	5	5	5	4	5	5	4	46
77	4	4	5	4	4	5	4	4	4	5	43

78	5	5	4	5	5	5	3	4	4	4	44
79	4	5	5	5	4	5	4	5	5	5	47
80	3	5	4	5	4	5	4	5	5	4	44
81	5	5	5	5	5	5	5	5	5	5	50
82	5	5	5	5	5	5	4	5	4	4	47
83	4	5	5	4	4	4	5	4	4	5	44
84	4	4	4	4	4	4	4	4	4	4	40
85	5	4	3	5	5	3	5	5	5	5	45
86	3	4	5	3	4	3	4	4	3	3	36
87	5	4	5	4	4	4	5	5	4	4	44
88	4	4	4	5	5	4	5	4	5	5	45
89	3	5	3	5	3	5	5	5	5	5	44
90	4	3	4	4	4	4	4	4	3	3	37
91	4	4	5	5	5	4	4	5	4	5	45
92	4	5	4	4	5	4	5	3	5	3	42
93	5	5	5	5	5	5	3	5	3	5	46
94	4	4	4	3	3	3	4	3	4	4	36
95	5	3	4	5	5	3	4	5	5	5	44
96	5	3	4	5	5	5	4	5	5	4	45
97	3	4	4	4	4	5	4	4	5	5	42
98	4	3	3	4	3	4	2	4	5	3	35
99	3	4	3	4	4	5	3	5	3	4	38
100	4	5	4	5	4	5	4	5	3	5	44

Lampiran 10. Pernyataan Responden Variabel Komitmen Organisasi

Resp	Komitmen Organisasi											Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	
1	5	5	5	5	5	5	5	5	5	5	5	55
2	4	5	3	5	4	4	5	3	4	4	4	45
3	4	4	4	4	2	2	3	4	2	4	4	37
4	4	4	4	4	4	4	3	3	3	3	4	40
5	5	5	4	4	2	4	4	4	3	4	4	43
6	5	4	4	3	2	3	5	2	2	1	4	35
7	4	4	3	3	3	4	3	3	3	3	4	37
8	4	4	5	4	4	4	4	4	4	4	5	46
9	4	3	3	3	3	3	3	3	3	3	4	35
10	4	5	2	3	3	3	5	3	4	3	4	39
11	4	5	4	3	4	5	4	3	4	4	4	44
12	4	4	5	4	3	4	4	5	4	4	5	46
13	5	4	3	4	4	5	3	4	5	3	4	44
14	4	4	5	5	4	5	4	5	4	4	5	49
15	5	3	4	4	5	5	5	5	5	4	4	49
16	5	5	4	4	5	5	4	4	5	3	5	49
17	4	5	3	4	5	5	5	4	4	4	5	48
18	3	4	4	5	5	5	4	4	3	4	5	46
19	5	5	4	3	3	4	5	4	5	3	5	46
20	5	5	4	5	4	5	5	5	4	5	5	52
21	4	5	4	5	5	5	5	4	5	5	5	52
22	5	5	4	5	5	5	4	4	5	4	5	51
23	4	5	4	3	4	5	5	4	5	4	5	48
24	5	4	4	5	3	4	5	4	5	4	4	47
25	5	3	4	4	5	5	4	4	5	4	5	48
26	5	4	5	5	4	5	5	5	5	4	5	52
27	5	5	4	5	5	5	4	5	5	5	4	52
28	4	4	3	4	5	5	4	4	5	4	5	47
29	5	5	5	5	3	4	5	5	4	5	5	51
30	5	5	4	5	5	4	5	4	5	4	5	51
31	4	5	5	4	4	3	3	5	4	3	5	45
32	5	5	3	4	4	5	4	4	3	4	3	44
33	3	4	4	4	5	5	4	3	4	4	5	45
34	4	4	5	4	4	4	5	4	4	4	4	46
35	4	5	3	4	4	5	5	4	5	3	4	46
36	4	4	5	4	3	4	5	4	4	3	5	45

37	5	4	4	3	5	5	5	4	5	3	4	47
38	5	5	4	5	4	5	4	4	3	4	5	48
39	4	4	4	5	4	5	4	4	4	4	4	46
40	4	4	4	3	4	5	4	4	5	4	5	46
41	4	5	4	3	4	4	4	4	4	3	4	43
42	4	4	4	3	4	4	4	4	3	3	4	41
43	4	4	4	5	4	5	5	4	3	4	5	47
44	3	4	3	4	3	4	4	4	5	3	4	41
45	5	4	4	4	3	4	3	4	5	3	5	44
46	4	4	4	5	3	4	3	4	4	3	3	41
47	4	4	4	3	4	5	4	4	3	3	4	42
48	4	4	3	4	4	5	4	4	4	3	4	43
49	4	5	3	4	4	4	5	5	4	4	4	46
50	3	4	4	3	3	4	4	3	4	4	4	40
51	4	4	3	5	4	4	5	3	4	3	4	43
52	4	4	4	4	4	3	4	3	4	4	3	41
53	4	5	4	4	3	4	4	5	4	4	4	45
54	4	3	3	4	5	4	5	4	5	3	5	45
55	4	5	4	3	4	3	4	4	3	4	5	43
56	3	4	4	4	4	4	5	4	5	4	4	45
57	4	3	4	4	4	4	3	5	4	4	4	43
58	4	4	3	3	4	4	4	5	4	3	5	43
59	3	4	3	4	5	4	4	4	3	4	4	42
60	5	5	4	4	4	4	4	3	4	4	4	45
61	3	3	4	4	5	5	5	3	4	3	5	44
62	4	4	5	5	4	5	4	3	4	3	5	46
63	4	4	3	4	3	4	2	3	4	3	4	38
64	3	4	3	3	3	4	4	3	3	3	4	37
65	4	4	4	3	4	5	4	3	4	3	4	42
66	3	4	3	4	3	4	3	3	4	3	4	38
67	5	4	4	5	4	5	4	4	3	4	5	47
68	4	5	4	4	4	4	4	4	3	4	4	44
69	4	3	5	4	5	4	5	5	4	5	4	48
70	5	5	4	4	5	5	3	5	3	4	1	44
71	3	3	4	4	4	3	3	3	3	3	3	36
72	4	5	5	5	4	3	4	4	5	4	5	48
73	3	4	3	3	4	4	5	4	4	4	4	42
74	3	4	5	3	4	3	4	4	3	4	4	41
75	4	4	5	4	3	4	4	4	4	4	5	45
76	3	5	3	5	5	4	5	5	5	4	5	49
77	4	5	4	4	2	5	4	4	3	4	5	44

78	3	4	4	3	4	3	4	5	5	3	4	42
79	5	4	4	4	4	5	4	5	3	4	4	46
80	3	5	5	4	4	4	3	4	4	4	5	45
81	5	5	5	5	5	5	5	5	3	5	5	53
82	5	4	5	5	5	3	4	4	5	4	4	48
83	4	4	5	4	3	4	4	4	4	4	3	43
84	3	4	5	5	4	4	5	5	3	2	4	44
85	5	5	3	4	5	4	5	5	5	4	4	49
86	4	4	3	3	3	3	3	3	3	3	3	35
87	5	4	5	5	4	5	3	3	5	4	4	47
88	4	5	4	4	3	4	4	5	4	4	5	46
89	3	4	5	5	4	5	5	4	3	4	4	46
90	4	4	3	3	4	4	4	3	3	3	3	38
91	3	4	4	4	3	4	3	5	4	4	5	43
92	5	4	4	4	4	4	3	4	4	4	4	44
93	5	3	5	4	4	4	5	4	4	5	4	47
94	3	4	4	4	3	3	4	4	3	3	4	39
95	4	3	5	4	4	3	4	4	5	3	4	43
96	4	4	4	4	4	4	4	4	4	5	4	45
97	4	4	3	4	4	5	5	3	3	5	5	45
98	3	3	4	3	4	3	3	4	3	2	3	35
99	4	4	4	5	4	4	4	4	3	5	5	46
100	4	4	3	4	5	4	5	3	4	4	3	43

Lampiran 11. Transformasi Data Dengan *Method of Successive Interval* (MSI)

Kinerja

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Total
3.615	3.453	4.649	3.640	3.700	3.451	3.768	4.649	3.651	3.724	38.300
3.615	3.453	4.649	2.278	2.288	2.161	3.768	4.649	2.269	3.724	32.854
2.266	3.453	3.322	2.278	3.700	2.161	3.768	3.368	3.651	3.724	31.691
2.266	2.154	3.322	2.278	2.288	2.161	3.768	4.649	2.269	3.724	28.879
3.615	3.453	4.649	3.640	3.700	3.451	2.372	4.649	2.269	2.237	34.035
2.266	3.453	3.322	3.640	3.700	3.451	3.768	4.649	3.651	3.724	35.623
2.266	3.453	3.322	2.278	2.288	2.161	3.768	4.649	3.651	2.237	30.073
2.266	3.453	3.322	2.278	2.288	2.161	2.372	3.368	3.651	3.724	28.883
1.000	2.154	3.322	2.278	2.288	2.161	2.372	3.368	2.269	2.237	23.450
2.266	2.154	1.000	2.278	2.288	1.000	1.000	1.000	1.000	2.237	16.223
2.266	3.453	3.322	2.278	3.700	1.000	2.372	4.649	2.269	3.724	29.033
2.266	3.453	4.649	1.000	3.700	3.451	2.372	4.649	2.269	3.724	31.532
3.615	3.453	3.322	3.640	2.288	3.451	2.372	3.368	3.651	2.237	31.398
3.615	2.154	2.158	3.640	3.700	3.451	3.768	4.649	2.269	3.724	33.128
2.266	1.000	4.649	1.000	2.288	2.161	3.768	3.368	3.651	2.237	26.388
3.615	2.154	4.649	2.278	1.000	3.451	2.372	2.250	2.269	3.724	27.762
3.615	2.154	2.158	2.278	3.700	2.161	2.372	4.649	3.651	3.724	30.462
3.615	3.453	3.322	3.640	3.700	3.451	3.768	3.368	2.269	3.724	34.311
3.615	3.453	4.649	2.278	2.288	1.000	2.372	4.649	3.651	2.237	30.192
2.266	3.453	4.649	3.640	2.288	3.451	2.372	4.649	2.269	3.724	32.761
2.266	2.154	4.649	3.640	3.700	3.451	1.000	3.368	3.651	2.237	30.116
3.615	3.453	2.158	2.278	3.700	2.161	2.372	4.649	3.651	3.724	31.761
1.000	2.154	3.322	3.640	3.700	2.161	1.000	3.368	2.269	3.724	26.339
2.266	3.453	2.158	2.278	2.288	1.000	2.372	3.368	3.651	3.724	26.557
3.615	2.154	4.649	3.640	3.700	3.451	2.372	4.649	3.651	3.724	35.605
3.615	3.453	4.649	2.278	3.700	3.451	1.000	3.368	3.651	2.237	31.402
3.615	3.453	3.322	3.640	3.700	3.451	3.768	3.368	3.651	3.724	35.692
3.615	3.453	4.649	2.278	3.700	3.451	3.768	2.250	3.651	3.724	34.538
3.615	3.453	2.158	2.278	3.700	3.451	2.372	4.649	2.269	3.724	31.669
1.000	2.154	3.322	3.640	2.288	3.451	3.768	4.649	2.269	3.724	30.266
3.615	3.453	3.322	3.640	2.288	1.000	2.372	2.250	3.651	3.724	29.316
2.266	3.453	3.322	3.640	3.700	3.451	3.768	2.250	3.651	3.724	33.225
2.266	1.000	3.322	3.640	3.700	2.161	3.768	2.250	3.651	3.724	29.482
2.266	3.453	4.649	3.640	2.288	3.451	2.372	3.368	3.651	3.724	32.861
3.615	3.453	3.322	3.640	3.700	2.161	2.372	3.368	2.269	3.724	31.625
3.615	3.453	3.322	3.640	2.288	2.161	2.372	3.368	1.000	2.237	27.457
3.615	2.154	3.322	3.640	3.700	2.161	2.372	4.649	3.651	3.724	32.988

2.266	3.453	4.649	3.640	2.288	3.451	2.372	4.649	3.651	3.724	34.142
2.266	3.453	3.322	3.640	3.700	3.451	2.372	2.250	2.269	2.237	28.960
2.266	1.000	4.649	2.278	3.700	2.161	2.372	4.649	2.269	3.724	29.068
3.615	3.453	3.322	2.278	2.288	3.451	3.768	3.368	1.000	3.724	30.267
1.000	2.154	2.158	2.278	2.288	2.161	3.768	3.368	3.651	3.724	26.550
2.266	3.453	4.649	3.640	3.700	3.451	2.372	2.250	2.269	3.724	31.774
3.615	3.453	3.322	3.640	3.700	2.161	2.372	2.250	3.651	3.724	31.888
1.000	3.453	3.322	2.278	3.700	2.161	2.372	3.368	3.651	3.724	29.029
2.266	2.154	3.322	1.000	2.288	2.161	3.768	3.368	2.269	3.724	26.321
2.266	1.000	3.322	2.278	3.700	2.161	2.372	2.250	2.269	2.237	23.856
2.266	3.453	4.649	3.640	2.288	1.000	2.372	3.368	1.000	2.237	26.273
3.615	2.154	4.649	2.278	2.288	3.451	3.768	4.649	2.269	2.237	31.358
2.266	1.000	3.322	2.278	3.700	2.161	2.372	3.368	3.651	3.724	27.842
2.266	3.453	3.322	1.000	2.288	2.161	2.372	3.368	3.651	3.724	27.605
2.266	1.000	3.322	2.278	1.000	2.161	2.372	3.368	3.651	3.724	25.142
3.615	3.453	4.649	2.278	2.288	3.451	2.372	4.649	2.269	1.000	30.024
2.266	3.453	3.322	3.640	2.288	1.000	3.768	3.368	2.269	3.724	29.099
2.266	3.453	3.322	2.278	3.700	1.000	2.372	3.368	2.269	3.724	27.752
2.266	2.154	3.322	3.640	3.700	3.451	2.372	4.649	2.269	2.237	30.060
3.615	2.154	4.649	1.000	1.000	2.161	2.372	3.368	3.651	2.237	26.207
2.266	3.453	3.322	2.278	3.700	2.161	2.372	2.250	2.269	3.724	27.795
3.615	2.154	4.649	3.640	2.288	1.000	2.372	3.368	1.000	2.237	26.324
3.615	2.154	4.649	3.640	3.700	2.161	3.768	4.649	2.269	2.237	32.843
1.000	2.154	4.649	2.278	3.700	3.451	1.000	4.649	3.651	3.724	30.256
3.615	2.154	3.322	3.640	3.700	2.161	2.372	3.368	3.651	3.724	31.708
3.615	2.154	2.158	2.278	3.700	1.000	1.000	3.368	2.269	2.237	23.780
1.000	1.000	3.322	2.278	2.288	1.000	2.372	2.250	2.269	3.724	21.504
3.615	2.154	4.649	2.278	1.000	2.161	2.372	3.368	3.651	3.724	28.972
1.000	2.154	2.158	2.278	3.700	1.000	2.372	3.368	2.269	3.724	24.023
2.266	3.453	3.322	2.278	2.288	3.451	2.372	4.649	3.651	3.724	31.453
2.266	2.154	2.158	2.278	3.700	3.451	3.768	4.649	2.269	2.237	28.930
3.615	2.154	4.649	3.640	2.288	2.161	3.768	3.368	3.651	3.724	33.019
3.615	1.000	4.649	2.278	2.288	3.451	1.000	3.368	3.651	3.724	29.024
1.000	1.000	3.322	2.278	2.288	1.000	2.372	2.250	1.000	2.237	18.748
3.615	2.154	4.649	3.640	3.700	3.451	3.768	3.368	3.651	3.724	35.720
2.266	2.154	4.649	1.000	2.288	2.161	2.372	4.649	2.269	1.000	24.808
3.615	2.154	4.649	1.000	3.700	3.451	3.768	3.368	2.269	2.237	30.212
2.266	1.000	3.322	3.640	2.288	3.451	2.372	3.368	3.651	3.724	29.082
2.266	2.154	4.649	3.640	3.700	3.451	3.768	4.649	2.269	3.724	34.270
3.615	3.453	3.322	3.640	3.700	2.161	2.372	3.368	1.000	2.237	28.869
2.266	2.154	3.322	2.278	3.700	3.451	3.768	4.649	2.269	2.237	30.094
3.615	3.453	3.322	1.000	2.288	3.451	3.768	3.368	3.651	3.724	31.640
2.266	2.154	4.649	2.278	2.288	2.161	2.372	4.649	3.651	3.724	30.191

3.615	3.453	4.649	3.640	3.700	3.451	3.768	4.649	3.651	3.724	38.300
2.266	3.453	3.322	3.640	3.700	3.451	3.768	3.368	2.269	2.237	31.475
2.266	2.154	4.649	2.278	1.000	2.161	3.768	4.649	2.269	3.724	28.917
2.266	2.154	4.649	1.000	2.288	2.161	2.372	2.250	2.269	3.724	25.133
3.615	1.000	4.649	2.278	3.700	3.451	1.000	4.649	3.651	2.237	30.230
1.000	1.000	3.322	2.278	2.288	2.161	2.372	2.250	1.000	3.724	21.396
2.266	2.154	2.158	3.640	3.700	3.451	3.768	4.649	3.651	2.237	31.674
2.266	2.154	4.649	3.640	2.288	2.161	2.372	3.368	3.651	3.724	30.273
3.615	3.453	3.322	3.640	3.700	3.451	2.372	2.250	2.269	3.724	31.797
2.266	2.154	2.158	2.278	2.288	1.000	2.372	3.368	2.269	2.237	22.390
3.615	2.154	4.649	2.278	2.288	3.451	3.768	4.649	3.651	2.237	32.740
2.266	2.154	3.322	3.640	2.288	1.000	2.372	3.368	2.269	3.724	26.404
2.266	3.453	3.322	2.278	3.700	3.451	3.768	3.368	3.651	3.724	32.980
1.000	2.154	2.158	1.000	1.000	2.161	1.000	4.649	1.000	1.000	17.122
3.615	3.453	3.322	3.640	3.700	2.161	1.000	4.649	3.651	2.237	31.429
2.266	3.453	2.158	2.278	3.700	3.451	3.768	3.368	2.269	2.237	28.948
2.266	3.453	3.322	1.000	2.288	3.451	2.372	3.368	2.269	3.724	27.513
1.000	1.000	3.322	2.278	1.000	2.161	1.000	2.250	2.269	1.000	17.281
2.266	1.000	4.649	2.278	3.700	2.161	2.372	4.649	3.651	3.724	30.449
3.615	2.154	4.649	3.640	2.288	2.161	3.768	4.649	2.269	3.724	32.918

Lampiran 12. Transformasi Data Dengan *Method of Successive Interval* (MSI)

Disiplin Kerja

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	Total
5.038	3.538	4.822	4.613	3.476	5.093	3.725	3.322	3.686	4.463	4.528	46.305
5.038	3.538	3.635	4.613	2.228	3.881	1.000	3.322	2.306	3.124	3.276	35.962
3.773	3.538	3.635	4.613	2.228	5.093	2.346	2.200	2.306	4.463	3.276	37.473
5.038	3.538	3.635	4.613	3.476	5.093	3.725	3.322	3.686	4.463	4.528	45.118
3.773	2.227	3.635	3.280	2.228	3.881	2.346	2.200	2.306	3.124	3.276	32.277
5.038	3.538	4.822	4.613	3.476	5.093	3.725	3.322	3.686	4.463	4.528	46.305
3.773	2.227	3.635	3.280	2.228	5.093	2.346	2.200	2.306	3.124	3.276	33.490
2.538	2.227	2.440	3.280	2.228	3.881	2.346	2.200	2.306	4.463	3.276	31.185
3.773	2.227	2.440	3.280	2.228	3.881	2.346	2.200	2.306	3.124	3.276	31.082
1.000	1.000	2.440	2.124	2.228	3.881	2.346	2.200	2.306	4.463	4.528	28.516
3.773	1.000	3.635	3.280	3.476	2.654	3.725	2.200	3.686	4.463	3.276	35.168
3.773	3.538	2.440	3.280	3.476	2.654	2.346	3.322	2.306	4.463	3.276	34.875
3.773	3.538	4.822	4.613	2.228	3.881	3.725	1.000	2.306	4.463	3.276	37.627
5.038	2.227	3.635	4.613	3.476	2.654	2.346	1.000	3.686	3.124	3.276	35.075
3.773	3.538	2.440	3.280	3.476	3.881	3.725	2.200	3.686	4.463	4.528	38.990
3.773	3.538	2.440	3.280	2.228	5.093	3.725	3.322	2.306	3.124	2.250	35.082
3.773	3.538	3.635	4.613	2.228	3.881	3.725	3.322	2.306	4.463	3.276	38.762
3.773	1.000	3.635	3.280	3.476	5.093	3.725	1.000	3.686	4.463	4.528	37.660
3.773	3.538	2.440	4.613	3.476	3.881	3.725	3.322	3.686	4.463	4.528	41.446
2.538	2.227	2.440	4.613	3.476	3.881	2.346	3.322	3.686	4.463	4.528	37.520
3.773	3.538	3.635	3.280	2.228	2.654	2.346	3.322	3.686	4.463	3.276	36.202
3.773	2.227	4.822	4.613	3.476	3.881	3.725	3.322	2.306	4.463	4.528	41.138
5.038	3.538	2.440	3.280	2.228	5.093	2.346	2.200	3.686	4.463	4.528	38.840
3.773	2.227	2.440	4.613	2.228	5.093	2.346	3.322	3.686	3.124	4.528	37.382
3.773	2.227	2.440	3.280	3.476	2.654	2.346	2.200	3.686	3.124	3.276	32.482
5.038	3.538	3.635	4.613	3.476	3.881	3.725	1.000	3.686	3.124	4.528	40.244
2.538	3.538	3.635	4.613	3.476	2.654	3.725	1.000	2.306	4.463	4.528	36.477
3.773	3.538	1.000	3.280	3.476	3.881	3.725	3.322	3.686	4.463	3.276	37.420
2.538	2.227	2.440	3.280	1.000	3.881	3.725	2.200	3.686	4.463	2.250	31.690
2.538	2.227	2.440	3.280	3.476	3.881	3.725	3.322	3.686	4.463	3.276	36.314
3.773	3.538	2.440	4.613	1.000	3.881	2.346	1.000	1.000	4.463	3.276	31.331
3.773	3.538	2.440	3.280	3.476	3.881	3.725	1.000	3.686	4.463	4.528	37.790
2.538	2.227	2.440	4.613	2.228	3.881	3.725	2.200	3.686	4.463	3.276	35.278
3.773	3.538	3.635	3.280	1.000	3.881	3.725	3.322	3.686	3.124	4.528	37.493
3.773	3.538	2.440	3.280	3.476	2.654	2.346	2.200	3.686	4.463	4.528	36.384
2.538	2.227	2.440	4.613	3.476	3.881	2.346	1.000	3.686	4.463	4.528	35.197
2.538	2.227	2.440	4.613	2.228	2.654	3.725	1.000	3.686	4.463	4.528	34.103

3.773	2.227	2.440	4.613	3.476	3.881	3.725	1.000	2.306	3.124	4.528	35.094
2.538	3.538	2.440	4.613	2.228	3.881	2.346	1.000	3.686	3.124	4.528	33.922
2.538	3.538	2.440	3.280	1.000	3.881	3.725	1.000	3.686	2.051	4.528	31.667
3.773	3.538	3.635	4.613	1.000	2.654	2.346	1.000	3.686	4.463	3.276	33.985
2.538	2.227	2.440	4.613	3.476	2.654	2.346	3.322	2.306	2.051	2.250	30.224
2.538	2.227	2.440	3.280	2.228	2.654	3.725	1.000	2.306	4.463	4.528	31.391
2.538	3.538	2.440	3.280	2.228	2.654	2.346	1.000	2.306	4.463	4.528	31.322
3.773	2.227	2.440	4.613	2.228	2.654	2.346	1.000	3.686	4.463	4.528	33.959
3.773	1.000	3.635	3.280	2.228	2.654	2.346	2.200	2.306	4.463	3.276	31.162
2.538	2.227	2.440	4.613	2.228	2.654	3.725	1.000	2.306	3.124	3.276	30.134
3.773	2.227	2.440	3.280	2.228	3.881	1.000	1.000	2.306	4.463	4.528	31.127
3.773	2.227	3.635	3.280	1.000	3.881	3.725	2.200	2.306	3.124	3.276	32.428
3.773	3.538	3.635	2.124	2.228	2.654	2.346	1.000	2.306	3.124	4.528	31.258
3.773	1.000	2.440	3.280	1.000	3.881	3.725	1.000	3.686	2.051	2.250	28.087
2.538	3.538	3.635	3.280	2.228	3.881	2.346	1.000	2.306	3.124	4.528	32.404
3.773	2.227	4.822	4.613	2.228	3.881	2.346	2.200	2.306	2.051	3.276	33.725
3.773	1.000	3.635	2.124	2.228	1.000	2.346	1.000	3.686	4.463	4.528	29.784
3.773	3.538	3.635	2.124	1.000	3.881	3.725	2.200	2.306	3.124	2.250	31.557
3.773	3.538	3.635	3.280	2.228	3.881	1.000	1.000	2.306	4.463	3.276	32.381
2.538	2.227	3.635	3.280	2.228	3.881	2.346	1.000	1.000	3.124	2.250	27.509
3.773	2.227	3.635	3.280	1.000	2.654	3.725	1.000	2.306	4.463	4.528	32.592
3.773	2.227	3.635	2.124	1.000	5.093	1.000	2.200	1.000	3.124	2.250	27.428
5.038	3.538	4.822	3.280	2.228	3.881	3.725	2.200	2.306	3.124	4.528	38.671
2.538	2.227	3.635	4.613	1.000	3.881	1.000	2.200	3.686	3.124	4.528	32.432
3.773	2.227	3.635	4.613	2.228	3.881	3.725	3.322	2.306	3.124	4.528	37.364
2.538	2.227	2.440	3.280	2.228	2.654	2.346	1.000	2.306	3.124	3.276	27.421
2.538	1.000	3.635	2.124	1.000	3.881	2.346	1.000	2.306	4.463	4.528	28.821
3.773	2.227	3.635	3.280	1.000	2.654	2.346	1.000	3.686	4.463	4.528	32.592
3.773	3.538	3.635	2.124	2.228	2.654	2.346	1.000	2.306	4.463	3.276	31.345
3.773	2.227	3.635	3.280	1.000	3.881	2.346	2.200	3.686	4.463	3.276	33.766
5.038	2.227	3.635	3.280	2.228	2.654	2.346	2.200	2.306	4.463	3.276	33.653
5.038	2.227	4.822	4.613	3.476	5.093	1.000	2.200	3.686	3.124	3.276	38.556
2.538	3.538	4.822	2.124	3.476	3.881	1.000	2.200	2.306	4.463	3.276	33.625
2.538	1.000	2.440	2.124	1.000	2.654	1.000	1.000	1.000	2.051	2.250	19.058
3.773	2.227	3.635	4.613	1.000	3.881	2.346	3.322	2.306	4.463	4.528	36.095
3.773	3.538	3.635	3.280	2.228	2.654	2.346	1.000	3.686	3.124	4.528	33.793
2.538	3.538	2.440	4.613	1.000	2.654	2.346	2.200	1.000	3.124	4.528	29.982
3.773	3.538	3.635	2.124	1.000	2.654	2.346	2.200	2.306	3.124	3.276	29.977
3.773	2.227	3.635	4.613	2.228	5.093	3.725	2.200	3.686	3.124	4.528	38.834
5.038	3.538	4.822	3.280	2.228	3.881	2.346	1.000	2.306	3.124	2.250	33.814
3.773	2.227	4.822	3.280	2.228	2.654	2.346	1.000	3.686	2.051	4.528	32.596
3.773	3.538	3.635	4.613	2.228	2.654	2.346	2.200	2.306	4.463	3.276	35.033
3.773	2.227	2.440	3.280	3.476	3.881	1.000	3.322	3.686	3.124	3.276	33.486

5.038	3.538	3.635	4.613	3.476	5.093	3.725	3.322	3.686	3.124	4.528	43.779
5.038	2.227	2.440	4.613	3.476	2.654	2.346	2.200	2.306	4.463	4.528	36.291
3.773	2.227	3.635	4.613	2.228	3.881	3.725	3.322	2.306	3.124	2.250	35.086
5.038	1.000	4.822	4.613	2.228	5.093	3.725	2.200	1.000	4.463	4.528	38.712
5.038	2.227	3.635	3.280	2.228	3.881	2.346	2.200	2.306	3.124	3.276	33.541
3.773	3.538	3.635	1.000	2.228	2.654	2.346	1.000	2.306	1.000	2.250	25.731
5.038	2.227	4.822	4.613	1.000	3.881	2.346	2.200	3.686	4.463	3.276	37.552
5.038	2.227	4.822	3.280	1.000	5.093	2.346	2.200	3.686	4.463	3.276	37.431
2.538	1.000	2.440	4.613	3.476	5.093	3.725	3.322	1.000	2.051	4.528	33.788
3.773	3.538	2.440	3.280	2.228	2.654	2.346	1.000	1.000	3.124	2.250	27.635
5.038	2.227	4.822	3.280	2.228	5.093	2.346	2.200	2.306	3.124	1.000	33.665
3.773	2.227	3.635	4.613	2.228	2.654	2.346	1.000	2.306	3.124	4.528	32.436
5.038	2.227	4.822	3.280	1.000	5.093	1.000	2.200	2.306	3.124	3.276	33.367
2.538	1.000	2.440	3.280	1.000	2.654	2.346	2.200	1.000	2.051	2.250	22.759
5.038	1.000	3.635	2.124	3.476	5.093	1.000	2.200	3.686	4.463	4.528	36.243
2.538	1.000	1.000	3.280	2.228	2.654	2.346	1.000	2.306	2.051	2.250	22.654
2.538	2.227	1.000	3.280	2.228	3.881	2.346	2.200	2.306	3.124	3.276	28.406
2.538	1.000	2.440	2.124	1.000	2.654	2.346	1.000	3.686	2.051	2.250	23.090
5.038	1.000	3.635	4.613	1.000	3.881	2.346	3.322	2.306	3.124	4.528	34.793
2.538	2.227	2.440	4.613	3.476	3.881	1.000	2.200	1.000	4.463	2.250	30.088

Lampiran 13. Transformasi Data Dengan *Method of Successive Interval* (MSI)

Beban Kerja

x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	Total
3.609	4.686	3.721	3.668	3.439	4.011	4.284	3.640	4.579	4.400	40.037
1.000	2.429	2.319	2.293	2.186	1.000	2.935	2.248	1.753	1.816	19.979
2.292	3.494	2.319	2.293	2.186	1.000	1.870	2.248	1.753	1.816	21.270
3.609	3.494	3.721	3.668	2.186	1.000	2.935	2.248	1.753	1.816	26.431
2.292	3.494	2.319	2.293	2.186	1.000	1.000	2.248	1.000	1.000	18.831
3.609	4.686	3.721	3.668	2.186	1.861	4.284	2.248	2.365	2.345	30.973
2.292	3.494	2.319	2.293	2.186	1.861	1.870	1.000	2.365	2.345	22.024
2.292	3.494	2.319	2.293	2.186	2.769	2.935	2.248	3.285	3.103	26.924
2.292	2.429	2.319	2.293	2.186	1.000	1.870	1.000	1.753	1.816	18.957
1.000	1.000	1.000	2.293	2.186	1.861	2.935	1.000	2.365	1.816	17.455
2.292	2.429	2.319	3.668	3.439	2.769	4.284	3.640	3.285	4.400	32.526
2.292	2.429	3.721	2.293	2.186	2.769	4.284	2.248	2.365	4.400	28.988
3.609	3.494	2.319	1.000	3.439	4.011	4.284	2.248	4.579	3.103	32.085
1.000	3.494	3.721	2.293	3.439	4.011	4.284	3.640	4.579	4.400	34.861
2.292	2.429	2.319	2.293	1.000	4.011	4.284	3.640	4.579	4.400	31.247
2.292	4.686	2.319	2.293	3.439	2.769	4.284	3.640	4.579	4.400	34.700
2.292	3.494	3.721	3.668	2.186	4.011	4.284	3.640	4.579	3.103	34.979
2.292	4.686	2.319	3.668	1.000	2.769	2.935	3.640	4.579	3.103	30.991
2.292	3.494	3.721	3.668	1.000	2.769	4.284	3.640	3.285	4.400	32.555
3.609	4.686	3.721	2.293	3.439	4.011	2.935	3.640	4.579	4.400	37.312
2.292	4.686	2.319	3.668	3.439	2.769	2.935	3.640	3.285	3.103	32.137
2.292	4.686	2.319	2.293	1.000	4.011	4.284	2.248	4.579	4.400	32.111
2.292	3.494	3.721	3.668	3.439	2.769	4.284	3.640	3.285	3.103	33.697
2.292	2.429	3.721	2.293	3.439	2.769	4.284	3.640	4.579	4.400	33.847
2.292	4.686	3.721	3.668	3.439	2.769	4.284	3.640	3.285	4.400	36.185
3.609	3.494	3.721	2.293	3.439	4.011	2.935	3.640	3.285	4.400	34.827
2.292	4.686	3.721	3.668	1.000	4.011	4.284	3.640	3.285	4.400	34.988
3.609	4.686	3.721	2.293	3.439	4.011	4.284	2.248	4.579	4.400	37.269
1.000	3.494	1.000	3.668	2.186	1.861	1.870	3.640	3.285	3.103	25.108
3.609	3.494	3.721	3.668	1.000	2.769	4.284	3.640	3.285	4.400	33.871
3.609	4.686	3.721	2.293	3.439	1.861	1.870	2.248	4.579	4.400	32.705
2.292	4.686	3.721	2.293	3.439	4.011	4.284	3.640	3.285	4.400	36.051
2.292	3.494	3.721	2.293	3.439	4.011	4.284	2.248	4.579	3.103	33.464
2.292	3.494	3.721	1.000	2.186	2.769	4.284	3.640	4.579	3.103	31.069
3.609	4.686	2.319	3.668	2.186	4.011	4.284	2.248	4.579	4.400	35.989
2.292	4.686	3.721	2.293	1.000	2.769	2.935	2.248	4.579	4.400	30.923
3.609	4.686	3.721	2.293	3.439	2.769	4.284	2.248	3.285	4.400	34.734

3.609	2.429	2.319	3.668	3.439	2.769	4.284	2.248	4.579	3.103	32.448
3.609	4.686	2.319	3.668	1.000	2.769	4.284	1.000	3.285	4.400	31.020
3.609	3.494	3.721	1.000	2.186	4.011	4.284	2.248	3.285	4.400	32.238
3.609	4.686	3.721	2.293	1.000	2.769	2.935	3.640	3.285	4.400	32.338
2.292	2.429	2.319	2.293	2.186	2.769	4.284	3.640	3.285	3.103	28.600
1.000	2.429	2.319	2.293	2.186	4.011	4.284	2.248	4.579	4.400	29.748
2.292	2.429	3.721	2.293	3.439	4.011	4.284	3.640	3.285	4.400	33.795
3.609	4.686	2.319	3.668	1.000	2.769	4.284	3.640	3.285	4.400	33.660
2.292	4.686	3.721	3.668	2.186	1.861	2.935	2.248	3.285	3.103	29.986
2.292	3.494	1.000	3.668	1.000	2.769	4.284	2.248	3.285	4.400	28.441
1.000	3.494	2.319	3.668	2.186	2.769	4.284	3.640	3.285	4.400	31.046
3.609	3.494	2.319	3.668	3.439	4.011	2.935	2.248	4.579	3.103	33.405
1.000	3.494	3.721	2.293	1.000	2.769	2.935	2.248	4.579	4.400	28.440
2.292	3.494	3.721	1.000	2.186	2.769	4.284	2.248	3.285	3.103	28.383
1.000	3.494	2.319	2.293	1.000	2.769	2.935	3.640	3.285	4.400	27.136
2.292	4.686	2.319	3.668	2.186	4.011	2.935	3.640	3.285	3.103	32.125
2.292	4.686	2.319	2.293	3.439	2.769	4.284	1.000	3.285	4.400	30.766
2.292	3.494	3.721	2.293	2.186	4.011	2.935	3.640	3.285	4.400	32.257
2.292	2.429	2.319	2.293	1.000	2.769	2.935	3.640	3.285	4.400	27.363
2.292	3.494	3.721	2.293	2.186	4.011	2.935	2.248	3.285	3.103	29.568
2.292	3.494	2.319	3.668	1.000	2.769	4.284	2.248	3.285	4.400	29.760
1.000	2.429	2.319	3.668	2.186	4.011	2.935	2.248	4.579	3.103	28.479
3.609	4.686	3.721	2.293	2.186	1.861	2.935	3.640	4.579	3.103	32.613
3.609	2.429	2.319	1.000	2.186	4.011	2.935	3.640	4.579	4.400	31.108
2.292	4.686	3.721	3.668	1.000	2.769	4.284	3.640	3.285	3.103	32.449
2.292	3.494	3.721	2.293	3.439	1.861	2.935	1.000	2.365	4.400	27.800
1.000	2.429	2.319	1.000	2.186	2.769	4.284	3.640	3.285	2.345	25.257
2.292	3.494	3.721	2.293	2.186	4.011	4.284	2.248	4.579	4.400	33.508
1.000	2.429	2.319	2.293	2.186	2.769	2.935	2.248	3.285	3.103	24.568
2.292	4.686	2.319	3.668	2.186	2.769	2.935	2.248	4.579	4.400	32.082
2.292	2.429	3.721	3.668	3.439	4.011	2.935	3.640	4.579	3.103	33.818
3.609	4.686	2.319	3.668	3.439	4.011	2.935	3.640	4.579	4.400	37.286
1.000	4.686	2.319	1.000	2.186	4.011	4.284	2.248	4.579	4.400	30.712
1.000	2.429	1.000	1.000	1.000	1.861	1.870	3.640	4.579	4.400	22.779
2.292	4.686	3.721	2.293	2.186	4.011	4.284	3.640	3.285	3.103	33.501
1.000	2.429	2.319	2.293	3.439	4.011	2.935	2.248	3.285	3.103	27.063
2.292	3.494	3.721	2.293	2.186	1.861	2.935	2.248	4.579	4.400	30.009
2.292	2.429	3.721	3.668	3.439	2.769	2.935	3.640	4.579	3.103	32.577
3.609	3.494	2.319	3.668	3.439	4.011	2.935	3.640	4.579	3.103	34.797
2.292	3.494	3.721	2.293	2.186	4.011	2.935	2.248	3.285	4.400	30.865
3.609	4.686	2.319	3.668	3.439	4.011	1.870	2.248	3.285	3.103	32.238
2.292	4.686	3.721	3.668	2.186	4.011	2.935	3.640	4.579	4.400	36.118
1.000	4.686	2.319	3.668	2.186	4.011	2.935	3.640	4.579	3.103	32.127

3.609	4.686	3.721	3.668	3.439	4.011	4.284	3.640	4.579	4.400	40.037
3.609	4.686	3.721	3.668	3.439	4.011	2.935	3.640	3.285	3.103	36.098
2.292	4.686	3.721	2.293	2.186	2.769	4.284	2.248	3.285	4.400	32.164
2.292	3.494	2.319	2.293	2.186	2.769	2.935	2.248	3.285	3.103	26.924
3.609	3.494	1.000	3.668	3.439	1.861	4.284	3.640	4.579	4.400	33.974
1.000	3.494	3.721	1.000	2.186	1.861	2.935	2.248	2.365	2.345	23.156
3.609	3.494	3.721	2.293	2.186	2.769	4.284	3.640	3.285	3.103	32.384
2.292	3.494	2.319	3.668	3.439	2.769	4.284	2.248	4.579	4.400	33.492
1.000	4.686	1.000	3.668	1.000	4.011	4.284	3.640	4.579	4.400	32.268
2.292	2.429	2.319	2.293	2.186	2.769	2.935	2.248	2.365	2.345	24.181
2.292	3.494	3.721	3.668	3.439	2.769	2.935	3.640	3.285	4.400	33.645
2.292	4.686	2.319	2.293	3.439	2.769	4.284	1.000	4.579	2.345	30.004
3.609	4.686	3.721	3.668	3.439	4.011	1.870	3.640	2.365	4.400	35.409
2.292	3.494	2.319	1.000	1.000	1.861	2.935	1.000	3.285	3.103	22.289
3.609	2.429	2.319	3.668	3.439	1.861	2.935	3.640	4.579	4.400	32.880
3.609	2.429	2.319	3.668	3.439	4.011	2.935	3.640	4.579	3.103	33.733
1.000	3.494	2.319	2.293	2.186	4.011	2.935	2.248	4.579	4.400	29.464
2.292	2.429	1.000	2.293	1.000	2.769	1.000	2.248	4.579	2.345	21.955
1.000	3.494	1.000	2.293	2.186	4.011	1.870	3.640	2.365	3.103	24.962
2.292	4.686	2.319	3.668	2.186	4.011	2.935	3.640	2.365	4.400	32.502

Lampiran 14. Transformasi Data Dengan *Method of Successive Interval* (MSI)

Komitmen Organisasi

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	Total
3.580	3.807	4.985	3.545	4.475	4.686	4.743	4.985	4.623	5.375	4.631	49.435
2.278	3.807	2.474	3.545	3.195	3.380	4.743	2.429	3.460	4.016	3.244	36.571
2.278	2.398	3.706	2.266	1.000	1.000	2.306	3.679	1.000	4.016	3.244	26.892
2.278	2.398	3.706	2.266	3.195	3.380	2.306	2.429	2.371	2.738	3.244	30.310
3.580	3.807	3.706	2.266	1.000	3.380	3.463	3.679	2.371	4.016	3.244	34.512
3.580	2.398	3.706	1.000	1.000	2.221	4.743	1.000	1.000	1.000	3.244	24.892
2.278	2.398	2.474	1.000	2.072	3.380	2.306	2.429	2.371	2.738	3.244	26.689
2.278	2.398	4.985	2.266	3.195	3.380	3.463	3.679	3.460	4.016	4.631	37.752
2.278	1.000	2.474	1.000	2.072	2.221	2.306	2.429	2.371	2.738	3.244	24.132
2.278	3.807	1.000	1.000	2.072	2.221	4.743	2.429	3.460	2.738	3.244	28.991
2.278	3.807	3.706	1.000	3.195	4.686	3.463	2.429	3.460	4.016	3.244	35.284
2.278	2.398	4.985	2.266	2.072	3.380	3.463	4.985	3.460	4.016	4.631	37.935
3.580	2.398	2.474	2.266	3.195	4.686	2.306	3.679	4.623	2.738	3.244	35.189
2.278	2.398	4.985	3.545	3.195	4.686	3.463	4.985	3.460	4.016	4.631	41.643
3.580	1.000	3.706	2.266	4.475	4.686	4.743	4.985	4.623	4.016	3.244	41.324
3.580	3.807	3.706	2.266	4.475	4.686	3.463	3.679	4.623	2.738	4.631	41.653
2.278	3.807	2.474	2.266	4.475	4.686	4.743	3.679	3.460	4.016	4.631	40.515
1.000	2.398	3.706	3.545	4.475	4.686	3.463	3.679	2.371	4.016	4.631	37.970
3.580	3.807	3.706	1.000	2.072	3.380	4.743	3.679	4.623	2.738	4.631	37.958
3.580	3.807	3.706	3.545	3.195	4.686	4.743	4.985	3.460	5.375	4.631	45.713
2.278	3.807	3.706	3.545	4.475	4.686	4.743	3.679	4.623	5.375	4.631	45.546
3.580	3.807	3.706	3.545	4.475	4.686	3.463	3.679	4.623	4.016	4.631	44.210
2.278	3.807	3.706	1.000	3.195	4.686	4.743	3.679	4.623	4.016	4.631	40.363
3.580	2.398	3.706	3.545	2.072	3.380	4.743	3.679	4.623	4.016	3.244	38.985
3.580	1.000	3.706	2.266	4.475	4.686	3.463	3.679	4.623	4.016	4.631	40.125
3.580	2.398	4.985	3.545	3.195	4.686	4.743	4.985	4.623	4.016	4.631	45.388
3.580	3.807	3.706	3.545	4.475	4.686	3.463	4.985	4.623	5.375	3.244	45.488
2.278	2.398	2.474	2.266	4.475	4.686	3.463	3.679	4.623	4.016	4.631	38.989
3.580	3.807	4.985	3.545	2.072	3.380	4.743	4.985	3.460	5.375	4.631	44.563
3.580	3.807	3.706	3.545	4.475	3.380	4.743	3.679	4.623	4.016	4.631	44.184
2.278	3.807	4.985	2.266	3.195	2.221	2.306	4.985	3.460	2.738	4.631	36.872
3.580	3.807	2.474	2.266	3.195	4.686	3.463	3.679	2.371	4.016	2.011	35.549
1.000	2.398	3.706	2.266	4.475	4.686	3.463	2.429	3.460	4.016	4.631	36.531
2.278	2.398	4.985	2.266	3.195	3.380	4.743	3.679	3.460	4.016	3.244	37.644
2.278	3.807	2.474	2.266	3.195	4.686	4.743	3.679	4.623	2.738	3.244	37.732
2.278	2.398	4.985	2.266	2.072	3.380	4.743	3.679	3.460	2.738	4.631	36.630
3.580	2.398	3.706	1.000	4.475	4.686	4.743	3.679	4.623	2.738	3.244	38.871

3.580	3.807	3.706	3.545	3.195	4.686	3.463	3.679	2.371	4.016	4.631	40.679
2.278	2.398	3.706	3.545	3.195	4.686	3.463	3.679	3.460	4.016	3.244	37.669
2.278	2.398	3.706	1.000	3.195	4.686	3.463	3.679	4.623	4.016	4.631	37.675
2.278	3.807	3.706	1.000	3.195	3.380	3.463	3.679	3.460	2.738	3.244	33.948
2.278	2.398	3.706	1.000	3.195	3.380	3.463	3.679	2.371	2.738	3.244	31.451
2.278	2.398	3.706	3.545	3.195	4.686	4.743	3.679	2.371	4.016	4.631	39.248
1.000	2.398	2.474	2.266	2.072	3.380	3.463	3.679	4.623	2.738	3.244	31.336
3.580	2.398	3.706	2.266	2.072	3.380	2.306	3.679	4.623	2.738	4.631	35.378
2.278	2.398	3.706	3.545	2.072	3.380	2.306	3.679	3.460	2.738	2.011	31.572
2.278	2.398	3.706	1.000	3.195	4.686	3.463	3.679	2.371	2.738	3.244	32.757
2.278	2.398	2.474	2.266	3.195	4.686	3.463	3.679	3.460	2.738	3.244	33.881
2.278	3.807	2.474	2.266	3.195	3.380	4.743	4.985	3.460	4.016	3.244	37.848
1.000	2.398	3.706	1.000	2.072	3.380	3.463	2.429	3.460	4.016	3.244	30.168
2.278	2.398	2.474	3.545	3.195	3.380	4.743	2.429	3.460	2.738	3.244	33.884
2.278	2.398	3.706	2.266	3.195	2.221	3.463	2.429	3.460	4.016	2.011	31.444
2.278	3.807	3.706	2.266	2.072	3.380	3.463	4.985	3.460	4.016	3.244	36.676
2.278	1.000	2.474	2.266	4.475	3.380	4.743	3.679	4.623	2.738	4.631	36.286
2.278	3.807	3.706	1.000	3.195	2.221	3.463	3.679	2.371	4.016	4.631	34.367
1.000	2.398	3.706	2.266	3.195	3.380	4.743	3.679	4.623	4.016	3.244	36.250
2.278	1.000	3.706	2.266	3.195	3.380	2.306	4.985	3.460	4.016	3.244	33.835
2.278	2.398	2.474	1.000	3.195	3.380	3.463	4.985	3.460	2.738	4.631	34.002
1.000	2.398	2.474	2.266	4.475	3.380	3.463	3.679	2.371	4.016	3.244	32.766
3.580	3.807	3.706	2.266	3.195	3.380	3.463	2.429	3.460	4.016	3.244	36.546
1.000	1.000	3.706	2.266	4.475	4.686	4.743	2.429	3.460	2.738	4.631	35.134
2.278	2.398	4.985	3.545	3.195	4.686	3.463	2.429	3.460	2.738	4.631	37.809
2.278	2.398	2.474	2.266	2.072	3.380	1.000	2.429	3.460	2.738	3.244	27.739
1.000	2.398	2.474	1.000	2.072	3.380	3.463	2.429	2.371	2.738	3.244	26.569
2.278	2.398	3.706	1.000	3.195	4.686	3.463	2.429	3.460	2.738	3.244	32.597
1.000	2.398	2.474	2.266	2.072	3.380	2.306	2.429	3.460	2.738	3.244	27.767
3.580	2.398	3.706	3.545	3.195	4.686	3.463	3.679	2.371	4.016	4.631	39.271
2.278	3.807	3.706	2.266	3.195	3.380	3.463	3.679	2.371	4.016	3.244	35.404
2.278	1.000	4.985	2.266	4.475	3.380	4.743	4.985	3.460	5.375	3.244	40.190
3.580	3.807	3.706	2.266	4.475	4.686	2.306	4.985	2.371	4.016	1.000	37.198
1.000	1.000	3.706	2.266	3.195	2.221	2.306	2.429	2.371	2.738	2.011	25.243
2.278	3.807	4.985	3.545	3.195	2.221	3.463	3.679	4.623	4.016	4.631	40.443
1.000	2.398	2.474	1.000	3.195	3.380	4.743	3.679	3.460	4.016	3.244	32.589
1.000	2.398	4.985	1.000	3.195	2.221	3.463	3.679	2.371	4.016	3.244	31.573
2.278	2.398	4.985	2.266	2.072	3.380	3.463	3.679	3.460	4.016	4.631	36.628
1.000	3.807	2.474	3.545	4.475	3.380	4.743	4.985	4.623	4.016	4.631	41.679
2.278	3.807	3.706	2.266	1.000	4.686	3.463	3.679	2.371	4.016	4.631	35.903
1.000	2.398	3.706	1.000	3.195	2.221	3.463	4.985	4.623	2.738	3.244	32.573
3.580	2.398	3.706	2.266	3.195	4.686	3.463	4.985	2.371	4.016	3.244	37.911
1.000	3.807	4.985	2.266	3.195	3.380	2.306	3.679	3.460	4.016	4.631	36.725
3.580	3.807	4.985	3.545	4.475	4.686	4.743	4.985	2.371	5.375	4.631	47.183

3.580	2.398	4.985	3.545	4.475	2.221	3.463	3.679	4.623	4.016	3.244	40.229
2.278	2.398	4.985	2.266	2.072	3.380	3.463	3.679	3.460	4.016	2.011	34.009
1.000	2.398	4.985	3.545	3.195	3.380	4.743	4.985	2.371	1.596	3.244	35.442
3.580	3.807	2.474	2.266	4.475	3.380	4.743	4.985	4.623	4.016	3.244	41.593
2.278	2.398	2.474	1.000	2.072	2.221	2.306	2.429	2.371	2.738	2.011	24.298
3.580	2.398	4.985	3.545	3.195	4.686	2.306	2.429	4.623	4.016	3.244	39.008
2.278	3.807	3.706	2.266	2.072	3.380	3.463	4.985	3.460	4.016	4.631	38.064
1.000	2.398	4.985	3.545	3.195	4.686	4.743	3.679	2.371	4.016	3.244	37.862
2.278	2.398	2.474	1.000	3.195	3.380	3.463	2.429	2.371	2.738	2.011	27.738
1.000	2.398	3.706	2.266	2.072	3.380	2.306	4.985	3.460	4.016	4.631	34.221
3.580	2.398	3.706	2.266	3.195	3.380	2.306	3.679	3.460	4.016	3.244	35.230
3.580	1.000	4.985	2.266	3.195	3.380	4.743	3.679	3.460	5.375	3.244	38.907
1.000	2.398	3.706	2.266	2.072	2.221	3.463	3.679	2.371	2.738	3.244	29.157
2.278	1.000	4.985	2.266	3.195	2.221	3.463	3.679	4.623	2.738	3.244	33.691
2.278	2.398	3.706	2.266	3.195	3.380	3.463	3.679	3.460	5.375	3.244	36.443
2.278	2.398	2.474	2.266	3.195	4.686	4.743	2.429	2.371	5.375	4.631	36.847
1.000	1.000	3.706	1.000	3.195	2.221	2.306	3.679	2.371	1.596	2.011	24.085
2.278	2.398	3.706	3.545	3.195	3.380	3.463	3.679	2.371	5.375	4.631	38.020
2.278	2.398	2.474	2.266	4.475	3.380	4.743	2.429	3.460	4.016	2.011	33.931

Lampiran 15. Total Nilai Setiap Variabel Menggunakan *Method Of Successive Interval* (MSI)

Total X1	Total X2	Total X3	Total Y
46.305	40.037	49.435	38.300
35.962	19.979	36.571	32.854
37.473	21.270	26.892	31.691
45.118	26.431	30.310	28.879
32.277	18.831	34.512	34.035
46.305	30.973	24.892	35.623
33.490	22.024	26.689	30.073
31.185	26.924	37.752	28.883
31.082	18.957	24.132	23.450
28.516	17.455	28.991	16.223
35.168	32.526	35.284	29.033
34.875	28.988	37.935	31.532
37.627	32.085	35.189	31.398
35.075	34.861	41.643	33.128
38.990	31.247	41.324	26.388
35.082	34.700	41.653	27.762
38.762	34.979	40.515	30.462
37.660	30.991	37.970	34.311
41.446	32.555	37.958	30.192
37.520	37.312	45.713	32.761
36.202	32.137	45.546	30.116
41.138	32.111	44.210	31.761
38.840	33.697	40.363	26.339
37.382	33.847	38.985	26.557
32.482	36.185	40.125	35.605
40.244	34.827	45.388	31.402
36.477	34.988	45.488	35.692
37.420	37.269	38.989	34.538
31.690	25.108	44.563	31.669
36.314	33.871	44.184	30.266
31.331	32.705	36.872	29.316
37.790	36.051	35.549	33.225
35.278	33.464	36.531	29.482
37.493	31.069	37.644	32.861
36.384	35.989	37.732	31.625
35.197	30.923	36.630	27.457

34.103	34.734	38.871	32.988
35.094	32.448	40.679	34.142
33.922	31.020	37.669	28.960
31.667	32.238	37.675	29.068
33.985	32.338	33.948	30.267
30.224	28.600	31.451	26.550
31.391	29.748	39.248	31.774
31.322	33.795	31.336	31.888
33.959	33.660	35.378	29.029
31.162	29.986	31.572	26.321
30.134	28.441	32.757	23.856
31.127	31.046	33.881	26.273
32.428	33.405	37.848	31.358
31.258	28.440	30.168	27.842
28.087	28.383	33.884	27.605
32.404	27.136	31.444	25.142
33.725	32.125	36.676	30.024
29.784	30.766	36.286	29.099
31.557	32.257	34.367	27.752
32.381	27.363	36.250	30.060
27.509	29.568	33.835	26.207
32.592	29.760	34.002	27.795
27.428	28.479	32.766	26.324
38.671	32.613	36.546	32.843
32.432	31.108	35.134	30.256
37.364	32.449	37.809	31.708
27.421	27.800	27.739	23.780
28.821	25.257	26.569	21.504
32.592	33.508	32.597	28.972
31.345	24.568	27.767	24.023
33.766	32.082	39.271	31.453
33.653	33.818	35.404	28.930
38.556	37.286	40.190	33.019
33.625	30.712	37.198	29.024
19.058	22.779	25.243	18.748
36.095	33.501	40.443	35.720
33.793	27.063	32.589	24.808
29.982	30.009	31.573	30.212
29.977	32.577	36.628	29.082
38.834	34.797	41.679	34.270
33.814	30.865	35.903	28.869
32.596	32.238	32.573	30.094
35.033	36.118	37.911	31.640

33.486	32.127	36.725	30.191
43.779	40.037	47.183	38.300
36.291	36.098	40.229	31.475
35.086	32.164	34.009	28.917
38.712	26.924	35.442	25.133
33.541	33.974	41.593	30.230
25.731	23.156	24.298	21.396
37.552	32.384	39.008	31.674
37.431	33.492	38.064	30.273
33.788	32.268	37.862	31.797
27.635	24.181	27.738	22.390
33.665	33.645	34.221	32.740
32.436	30.004	35.230	26.404
33.367	35.409	38.907	32.980
22.759	22.289	29.157	17.122
36.243	32.880	33.691	31.429
22.654	33.733	36.443	28.948
28.406	29.464	36.847	27.513
23.090	21.955	24.085	17.281
34.793	24.962	38.020	30.449
30.088	32.502	33.931	32.918

	Sig. (2-tailed)	.019	.016	.040	.049	.115	.001	.796	.340		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson	.526**	.549**	.472**	.344	.578**	.371*	.127	.416*	.688**	1	.787**
	Correlation											
	Sig. (2-tailed)	.003	.002	.008	.063	.001	.044	.505	.022	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL _Y	Pearson	.605**	.600**	.713**	.648**	.672**	.683**	.539**	.524**	.663**	.787**	1
	Correlation											
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.003	.000	.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).

X1.8	Pearson Correlation	-.099	.022	.080	.133	.402*	.545**	.479**	1	.590**	.622**	.219	.499**
	Sig. (2-tailed)	.603	.908	.676	.485	.028	.002	.007		.001	.000	.246	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	-.036	.264	.159	.197	.492**	.350	.323	.590**	1	.591**	.610**	.608**
	Sig. (2-tailed)	.851	.158	.403	.297	.006	.058	.082	.001		.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	-.044	.055	.049	.161	.483**	.319	.400*	.622**	.591**	1	.540**	.522**
	Sig. (2-tailed)	.816	.775	.797	.396	.007	.085	.028	.000	.001		.002	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.134	.165	.059	.101	.563**	.138	.000	.219	.610**	.540**	1	.478**
	Sig. (2-tailed)	.479	.384	.755	.597	.001	.468	1.000	.246	.000	.002		.008
	N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.557**	.747**	.690**	.711**	.499**	.670**	.463**	.499**	.608**	.522**	.478**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.005	.000	.010	.005	.000	.003	.008	
	N	30	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).

	Sig. (2-tailed)	.032	.286	.003	.001	.281	.050	.039	.039		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson											
	Correlation	.281	.101	.119	.527**	.109	.199	.138	.300	.734**	1	.600**
	Sig. (2-tailed)	.132	.594	.531	.003	.566	.293	.469	.108	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL _X2	Pearson											
	Correlation	.487**	.548**	.524**	.766**	.513**	.641**	.739**	.678**	.776**	.600**	1
	Sig. (2-tailed)	.006	.002	.003	.000	.004	.000	.000	.000	.000	.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).

	Sig. (2-tailed)	.004	.000	.038	.000	.010	.277	.142	.000		.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson												
	Correlation	.447*	.586**	.570**	.741**	.493**	.259	.381*	.686**	.611**	1	.282	.830**
	Sig. (2-tailed)	.013	.001	.001	.000	.006	.167	.038	.000	.000		.132	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson												
	Correlation	.626**	.614**	.236	.281	.082	.195	.290	.296	.573**	.282	1	.538**
	Sig. (2-tailed)	.000	.000	.209	.133	.665	.301	.120	.112	.001	.132		.002
	N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL _X3	Pearson												
	Correlation	.662**	.762**	.578**	.858**	.637**	.467**	.498**	.858**	.822**	.830**	.538**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.009	.005	.000	.000	.000	.002	
	N	30	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).

Lampiran 20. Hasil Uji Reliabilitas Variabel Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.830	10

Lampiran 21. Hasil Uji Reliabilitas Variabel Disiplin kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.806	11

Lampiran 22. Hasil Uji Reliabilitas Variabel Beban Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.820	10

Lampiran 23. Hasil Uji Reliabilitas Variabel Komitmen Organisasi

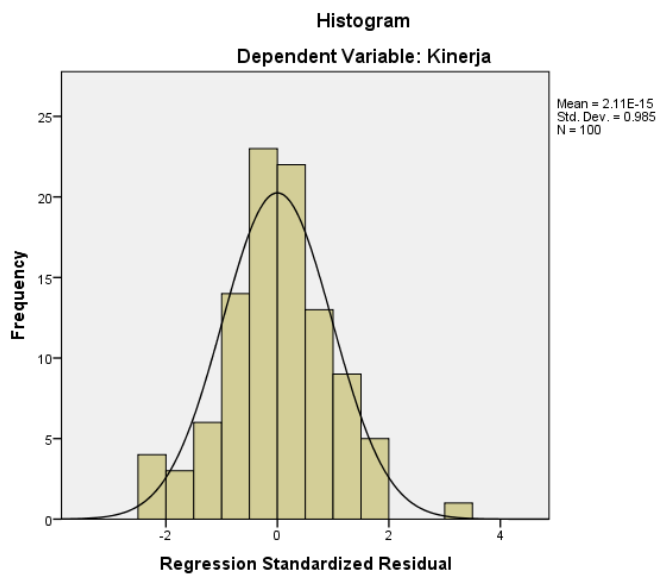
Reliability Statistics

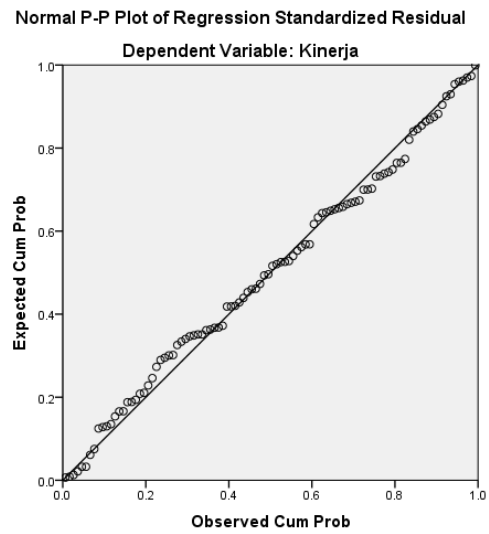
Cronbach's Alpha	N of Items
.887	11

Lampiran 24. Hasil Uji Normalitas

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.65139047
Most Extreme Differences	Absolute	.057
	Positive	.053
	Negative	-.057
Test Statistic		.057
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.





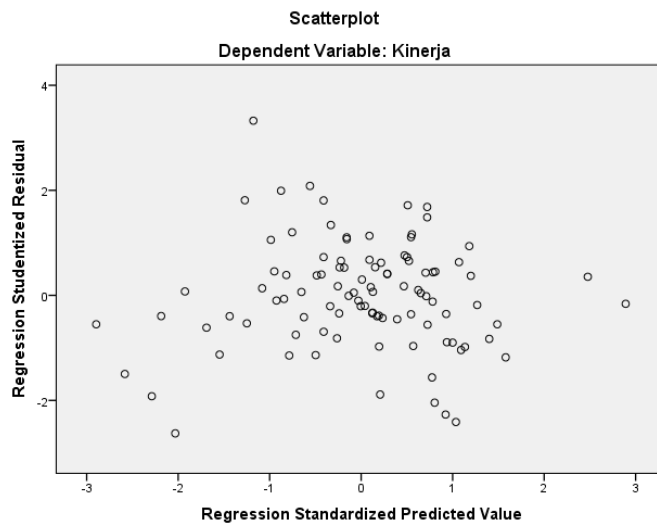
Lampiran 25. Hasil Uji Multikolinearitas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Disiplin Kerja	.687	1.455
	Beban Kerja	.506	1.976
	Komitmen Organisasi	.474	2.108

a. Dependent Variable: Kinerja

Lampiran 26. Hasil Uji Heteroskedastisitas



Lampiran 27. Hasil Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.771 ^a	.594	.581	2.692500	1.841

a. Predictors: (Constant), Komitmen Organisasi, Disiplin Kerja, Beban Kerja

b. Dependent Variable: Kinerja

Lampiran 28. Hasil Analisis Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.930	2.253		1.300	.197
	Disiplin Kerja	.355	.070	.400	5.094	.000
	Beban Kerja	.245	.083	.270	2.953	.004
	Komitmen Organisasi	.193	.074	.246	2.602	.011

a. Dependent Variable: Kinerja

Lampiran 29. Hasil Uji Statistik t (Uji Parsial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.930	2.253		1.300	.197
Disiplin Kerja	.355	.070	.400	5.094	.000
Beban Kerja	.245	.083	.270	2.953	.004
Komitmen Organisasi	.193	.074	.246	2.602	.011

a. Dependent Variable: Kinerja

Lampiran 30. Hasil Uji Statistik F (Uji Simultan)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1018.730	3	339.577	46.841	.000 ^b
Residual	695.957	96	7.250		
Total	1714.687	99			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Komitmen Organisasi, Disiplin Kerja, Beban Kerja

Lampiran 31. Hasil Uji Koefisien Determinasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.771 ^a	.594	.581	2.692500	1.841

a. Predictors: (Constant), Komitmen Organisasi, Disiplin Kerja, Beban Kerja

b. Dependent Variable: Kinerja

Lampiran 32. Distribusi Nilai Durbin Watson (D-W)

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
60	1.5485	1.6162	1.5144	1.6518	1.4797	1.6889	1.4443	1.7274	1.4083	1.7671
61	1.5524	1.6189	1.5189	1.6540	1.4847	1.6904	1.4499	1.7281	1.4146	1.7671
62	1.5562	1.6216	1.5232	1.6561	1.4896	1.6918	1.4554	1.7288	1.4206	1.7671
63	1.5599	1.6243	1.5274	1.6581	1.4943	1.6932	1.4607	1.7296	1.4265	1.7671
64	1.5635	1.6268	1.5315	1.6601	1.4990	1.6946	1.4659	1.7303	1.4322	1.7672
65	1.5670	1.6294	1.5355	1.6621	1.5035	1.6960	1.4709	1.7311	1.4378	1.7673
66	1.5704	1.6318	1.5395	1.6640	1.5079	1.6974	1.4758	1.7319	1.4433	1.7675
67	1.5738	1.6343	1.5433	1.6660	1.5122	1.6988	1.4806	1.7327	1.4486	1.7676
68	1.5771	1.6367	1.5470	1.6678	1.5164	1.7001	1.4853	1.7335	1.4537	1.7678
69	1.5803	1.6390	1.5507	1.6697	1.5205	1.7015	1.4899	1.7343	1.4588	1.7680
70	1.5834	1.6413	1.5542	1.6715	1.5245	1.7028	1.4943	1.7351	1.4637	1.7683
71	1.5865	1.6435	1.5577	1.6733	1.5284	1.7041	1.4987	1.7358	1.4685	1.7685
72	1.5895	1.6457	1.5611	1.6751	1.5323	1.7054	1.5029	1.7366	1.4732	1.7688
73	1.5924	1.6479	1.5645	1.6768	1.5360	1.7067	1.5071	1.7375	1.4778	1.7691
74	1.5953	1.6500	1.5677	1.6785	1.5397	1.7079	1.5112	1.7383	1.4822	1.7694
75	1.5981	1.6521	1.5709	1.6802	1.5432	1.7092	1.5151	1.7390	1.4866	1.7698
76	1.6009	1.6541	1.5740	1.6819	1.5467	1.7104	1.5190	1.7399	1.4909	1.7701
77	1.6036	1.6561	1.5771	1.6835	1.5502	1.7117	1.5228	1.7407	1.4950	1.7704
78	1.6063	1.6581	1.5801	1.6851	1.5535	1.7129	1.5265	1.7415	1.4991	1.7708
79	1.6089	1.6601	1.5830	1.6867	1.5568	1.7141	1.5302	1.7423	1.5031	1.7712
80	1.6114	1.6620	1.5859	1.6882	1.5600	1.7153	1.5337	1.7430	1.5070	1.7716
81	1.6139	1.6639	1.5888	1.6898	1.5632	1.7164	1.5372	1.7438	1.5109	1.7720
82	1.6164	1.6657	1.5915	1.6913	1.5663	1.7176	1.5406	1.7446	1.5146	1.7724
83	1.6188	1.6675	1.5942	1.6928	1.5693	1.7187	1.5440	1.7454	1.5183	1.7728
84	1.6212	1.6693	1.5969	1.6942	1.5723	1.7199	1.5472	1.7462	1.5219	1.7732
85	1.6235	1.6711	1.5995	1.6957	1.5752	1.7210	1.5505	1.7470	1.5254	1.7736
86	1.6258	1.6728	1.6021	1.6971	1.5780	1.7221	1.5536	1.7478	1.5289	1.7740
87	1.6280	1.6745	1.6046	1.6985	1.5808	1.7232	1.5567	1.7485	1.5322	1.7745
88	1.6302	1.6762	1.6071	1.6999	1.5836	1.7243	1.5597	1.7493	1.5356	1.7749
89	1.6324	1.6778	1.6095	1.7013	1.5863	1.7254	1.5627	1.7501	1.5388	1.7754
90	1.6345	1.6794	1.6119	1.7026	1.5889	1.7264	1.5656	1.7508	1.5420	1.7758
91	1.6366	1.6810	1.6143	1.7040	1.5915	1.7275	1.5685	1.7516	1.5452	1.7763
92	1.6387	1.6826	1.6166	1.7053	1.5941	1.7285	1.5713	1.7523	1.5482	1.7767
93	1.6407	1.6841	1.6188	1.7066	1.5966	1.7295	1.5741	1.7531	1.5513	1.7772
94	1.6427	1.6857	1.6211	1.7078	1.5991	1.7306	1.5768	1.7538	1.5542	1.7776
95	1.6447	1.6872	1.6233	1.7091	1.6015	1.7316	1.5795	1.7546	1.5572	1.7781
96	1.6466	1.6887	1.6254	1.7103	1.6039	1.7326	1.5821	1.7553	1.5600	1.7785
97	1.6485	1.6901	1.6275	1.7116	1.6063	1.7335	1.5847	1.7560	1.5628	1.7790
98	1.6504	1.6916	1.6296	1.7128	1.6086	1.7345	1.5872	1.7567	1.5656	1.7795
99	1.6522	1.6930	1.6317	1.7140	1.6108	1.7355	1.5897	1.7575	1.5683	1.7799
100	1.6540	1.6944	1.6337	1.7152	1.6131	1.7364	1.5922	1.7582	1.5710	1.7804

Lampiran 33. Distribusi Nilai t tabel (df = 81-120)

Pr \ df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

Lampiran 34. Distribusi Nilai F Tabel

$\alpha = 0,05$	$df_1 = (k-1)$							
$df_2 = (n-k-1)$	1	2	3	4	5	6	7	8
1	161,44 8	199,500	215,70 7	224,583	230,162	233,98 6	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278

30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082

67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076
70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074
71	3,976	3,126	2,734	2,501	2,344	2,229	2,142	2,072
72	3,974	3,124	2,732	2,499	2,342	2,227	2,140	2,070
73	3,972	3,122	2,730	2,497	2,340	2,226	2,138	2,068
74	3,970	3,120	2,728	2,495	2,338	2,224	2,136	2,066
75	3,968	3,119	2,727	2,494	2,337	2,222	2,134	2,064
76	3,967	3,117	2,725	2,492	2,335	2,220	2,133	2,063
77	3,965	3,115	2,723	2,490	2,333	2,219	2,131	2,061
78	3,963	3,114	2,722	2,489	2,332	2,217	2,129	2,059
79	3,962	3,112	2,720	2,487	2,330	2,216	2,128	2,058
80	3,960	3,111	2,719	2,486	2,329	2,214	2,126	2,056
81	3,959	3,109	2,717	2,484	2,327	2,213	2,125	2,055
82	3,957	3,108	2,716	2,483	2,326	2,211	2,123	2,053
83	3,956	3,107	2,715	2,482	2,324	2,210	2,122	2,052
84	3,955	3,105	2,713	2,480	2,323	2,209	2,121	2,051
85	3,953	3,104	2,712	2,479	2,322	2,207	2,119	2,049
86	3,952	3,103	2,711	2,478	2,321	2,206	2,118	2,048
87	3,951	3,101	2,709	2,476	2,319	2,205	2,117	2,047
88	3,949	3,100	2,708	2,475	2,318	2,203	2,115	2,045
89	3,948	3,099	2,707	2,474	2,317	2,202	2,114	2,044
90	3,947	3,098	2,706	2,473	2,316	2,201	2,113	2,043
91	3,946	3,097	2,705	2,472	2,315	2,200	2,112	2,042
92	3,945	3,095	2,704	2,471	2,313	2,199	2,111	2,041
93	3,943	3,094	2,703	2,470	2,312	2,198	2,110	2,040
94	3,942	3,093	2,701	2,469	2,311	2,197	2,109	2,038
95	3,941	3,092	2,700	2,467	2,310	2,196	2,108	2,037
96	3,940	3,091	2,699	2,466	2,309	2,195	2,106	2,036
97	3,939	3,090	2,698	2,465	2,308	2,194	2,105	2,035
98	3,938	3,089	2,697	2,465	2,307	2,193	2,104	2,034
99	3,937	3,088	2,696	2,464	2,306	2,192	2,103	2,033
100	3,936	3,087	2,696	2,463	2,305	2,191	2,103	2,032