**DAFTAR PUSTAKA**

Al-Rasyid, H. 1994. *Teknik Penarikan Sampel Dan Penyusunan Skala*. Bandung: Universitas Padjadjaran.

Anoraga, P. 2014. *Psikologi Kerja*. Jakarta: Rineka Cipta.

Ardiana, Titin, La Sugianto, and Diana Wardhani. 2023. “Komitmen Afektif Dan Motivasi Intrinsik : Meningkatkan Kinerja Karyawan PT. SAC Ponorogo.” *Edonomika* 07(02):1–11.

Bangun, W. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: Penerbit Erlangga.

Barsah, Akhmar, and Asep Ridwan. 2020. “Pengaruh Etos Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Pacific Indah Pratama Jakarta.” *Jurnal Madani: Ilmu Pengetahuan, Teknologi, Dan Humaniora* 3(1):141–50. doi: 10.33753/madani.v3i1.101.

Fachrezi, Hakim, and Hazmanan Khair. 2020. “Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Angkasa Pura II (Persero) Kantor Cabang Kualanamu.” *Jurnal Iimiah Magister Manajemen* 3(1):107–19. doi: 10.30743/jmb.v3i2.4266.

Fahmi, I. 2017. *Manajemen Sumber Daya Manusia Teori Dan Aplikasi*. Bandung: CV Alfabeta.

Ghozali. 2016. *Aplikasi Analisis Multivariate Dengan Program SPSS (1 Ed.).* Semarang: Badan Penerbit Universitas Diponegoro.

Ginting, M. 2016. *Jig & Ficture*. Palembang: Politeknik Negeri Sriwijaya.

Hasibuan, Malayu S. .. 2007. *Organisasi Dan Motivasi: Dasar Peningkatan Produktifitas*. Jakarta: Bumi Aksara.

Henri. 2019. “Kinerja, Motivasi,Kebutuhan, Lingkungan.” *Angewandte Chemie* 17–32.

Herzberg. 2021. “Pengaruh Motivasi Intrinsik Dan Motivasi Ekstrinsik Terhadap Kinerja Karyawan Pada PT. Air Manado.” 9(2):387–94.

Mangkunegara. 2013a. “PENGARUH DISIPLIN DAN MOTIVASI TERHADAP KINERJA KARYAWAN PADA PT. KEMASINDO CEPAT NUSANTARA MEDAN.” *Jurnal UMSU* 420–29.

Mangkunegara. 2013b. “Pengaruh Disiplin Kerja Dan Komunikasi Terhadap Kinerja Karyawan Di PT Sekar Mulia Abadi Medan.” *Ajie - Asian Journal of Innovation and Entrepreneurship* 3(2). doi: https://scholar.google.com/scholar?hl=id&as\_sdt=0%2C5&q=Pengaruh+Disiplin+Kerja+Dan+Komunikasi+Terhadap+Kinerja+Karyawan+Di+PT+SEKAR+MULIA+ABADI+MEDAN&btnG=#:~:text=%5BPERNYATAAN%5D%20PENGARUHDISIPLIN%20KERJA%20DAN%20KOMUNIKASI%20TERHADAP%20KINERJA%20KARYAWAN%20DI%20PT.%20SEKAR%20MULIA%20ABADI%20MEDAN.

Mangkunegara. 2019. “Pengaruh Komunikasi Dan Komitmen Terhadap Kinerja Karyawan PT. Garuda Mesin Agri.” *Jurnal Darma Agung* XXVII(2):1063–71. doi: 10.46930/ojsuda.v27i2.274.

Marlina, Oca, M. Bakri, and Putri Mauliza. 2022. “Pengaruh Etos Kerja Dan Kedisiplinan Terhadap Kinerja Pegawai Pada Kantor Dinas Sosial Aceh.” *Jurnal Serambi Kontruktivis* 4.

Marwansyah. 2010. *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.

Nawawi. 2017. “Pengaruh Motivasi Intrinsik Dan Ekstrinsik Terhadap Kinerja Karyawan Bagian Produksi PT. Sari Tani Indonesia Group.” *Jurnal Ilmiah Mahasiswa FEB* 5(2):1–11.

Nuraini, Betti. 2023. *Strategi Meningkatkan Kinerja Pegawai : Pendekatan Terpadu Kompetensi, Motivasi, Dan Budaya Organisasi*. Kalimantan Tengah: Asadel Liamsindo Teknologi.

Prahiawan, Wawan, and Nopiyana Simbolon. 2014. “Pengaruh Motivasi Intrinsik Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT Intimas Lestari Nusantara.” *Jurnal Ekonomi* 5(1):35–41.

Priansa, D. J. 2014. *Perencanaan Dan Pengembangan SDM*. Bandung: Alfabeta.

Putri, Venty Dwi, Zulfadil Zulfadil, and Ando Fahda Aulia. 2022. “Pengaruh Kepemimpinan Dan Etos Kerja Terhadap Prestasi Kerja Pegawai Melalui Komitmen Organisasi Pada Kantor Dinas Pertanian Dan Perikanan Kabupaten Indragiri Hulu.” *Jurnal Sosial Humaniora Terapan* 5(1). doi: 10.7454/jsht.v5i1.1016.

Robbins. 2016. “Pengaruh Komunikasi Terhadap Kinerja Karyawan Dengan Dimediasi Oleh Kepuasan Kerja ( Studi Pada Bagian Produksi Pabrik Kertas PT. Setia Kawan Makmur Sejahtera Tulungagung ).” *Jurnal Bisnis Dan Manajemen*.

Robbins & Timothy. 2015. “Indikator Dan Dimensi Komunikasi.”

Romy, Elly, and Muhammad Ardansyah. 2022. *Teori Dan Perilaku Organisasi*. Medan: Umsu Press.

Salamun, Sumardi, E. Sadilah, Sumintarsih, S. Sudijono, and Sukari. 1995. *Persepsi Tentang Etos Kerja : Kaitannya Dengan Nilai Budaya Masyarakat*. Daerah Istimewa Yogyakarta.

Saragih, Roy Sahputra, and Nancy Florida Siagian. 2020. “Pengaruh Karakteristik Individu Dan Etos Kerja Terhadap Kinerja Pegawai Pada Sekretariat Daerah Kabupaten Simalungun.” *Jurnal Ekonomi Dan Bisnis (EK&BI)* 3(1). doi: 10.37600/ekbi.v3i1.122.

Sardiman. 2017. “Pengaruh Faktor-Faktor Motivai Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Mitra Jasa Power Medan.”

Silalahi, Febriana, Edwin Wibowo, and Rahman Hasibuan. 2021. “Pengaruh Komunikasi, Disiplin Kerja, Etos Kerja Dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan PT. Esun Internasional Utama Indonesia Batam.” *Jurnal E2* 8:118–28.

Sinamo. 2011. *8 Etos Kerja Profesional*. Jakarta: Institut Dharma Mahardika.

Sugiarto. 2016. “Indikator Dan Dimensi Komunikasi Pegawai.” 4(1):1–23.

Sugiyono, ed. 2017. *Metode Penelitian Bisnis (Pendekatan Kuantitatif, Kualitatif, Kombinasi Dan R&D)*. Bandung: CV. Alfabeta.

Sugiyono. 2019. “Bab III - Metode Penelitian Metode Penelitian.” *Metode Penelitian* (1):32–41.

Sukardewi. 2013. *Pengaruh Iklim Organisasi, Lingkungan Kerja Fisik, Dan Etos Kerja Terhadap Kinerja Karyawan PT. Pelabuhan Indonesia IV (Persero) Terminal Petikemas Bitung*.

Suliyanto. 2018a. *Manajemen Sumber Daya Manusia: Membangun Tim Kerja Yang Solid Untuk Meningkaatkan Kinerja*. Jakarta: Bumi Aksara.

Suliyanto. 2018b. *Metode Penelitian Bisnis*. Yogyakarta: Andi Offset.

Suryani, Kadek Ni, Ida ayu Putu Widani Sugianingrat, and Kadek Dewi Indah Sri Laksemini. 2020. *Kinerja Sumber Daya Manusia : Teori, Aplikasi Dan Penelitian*. Bandung: Nilacakra.

Susanti, Fera, and Amirulmukminin. 2023. “Pengaruh Motivasi Instrinsik Dan Motivasi Ekstrinsik Terhadap Kinerja Pegawai Pada Kantor Dinas Sosial Kabupaten Bima.” *Jurnal Riset Rumpun Ilmu Ekonomi (JURRIE)* 2(2):253–69.

Tambuwun, Clarisa Ester, Bernhard Tewal, and Lucky Dotulong. 2018. “Pengaruh Perubahan Organisasi, Budaya Organisasi Dan Etos Kerja Terhadap Kinerja Pegawai Kantor Otoritas Bandar Udara Wilayah VIII Manado.” *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi* 6(4):1938–47.

Yantika, Yuli, Toni Herlambang, and Yusron Rozzaid. 2018. “Pengaruh Lingkungan Kerja, Etos Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Pemkab Bondowoso).” *Jurnal Manajemen Dan Bisnis Indonesia* 4(2):174. doi: 10.32528/jmbi.v4i2.1760.

**LAMPIRAN**

**Lampiran 1**

**KATA PENGANTAR**

Perihal : Permohonan Pengeisian Kuesioner

Judul Penelitian : Dampak Etos Kerja, Komunikasi Pegawai dan Motivasi Intrinsik terhadap Kinerja Pegawai Dinas Komunikasi dan Informatika Kota Tegal

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian skripsi, kami mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasinya 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 tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama 1 minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, April 2024

Hormat kami,

Putri Yulianti

**IDENTITAS RESPONDEN**

1. Jenis kelamin :

|  |  |
| --- | --- |
| * Laki - Laki | * Perempuan |

1. Pendidikan :

|  |
| --- |
| * SMA |
| * DIII |
| * S1 / S2 |

1. Usia :

|  |  |
| --- | --- |
| * 21 – 30 Tahun | * 41 – 50 Tahun |
| * 31 – 40 Tahum | * >50 Tahun |

1. Masa Kerja :

|  |  |
| --- | --- |
| * < 1 Tahun | * 6 – 10 Tahun |
| * 1 – 5 Tahun | * >11 Tahun |

**PETUNJUK PENGISIAN**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
2. Beri tanda cheklist (√) pada kolom yang tersedia
3. Ada 5 Alternatif jawaban, yaitu:

STS (Sangat Tidak Setuju) : 1

TS (Tidak Setuju) : 2

N (Netral) : 3

S (Setuju) : 4

SS (Sangat Setuju) : 5

**KUESIONER PENELITIAN**

**Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Orientasi Pelayanan** | | | | | | |
| 1 | Saya memberikan pelayanan yang baik, sebagai output rutin dan sesuai tujuan yang diharapkan |  |  |  |  |  |
| 2 | Saya mampu memahami permasalahan jika ada permasalahan dari masyarakat |  |  |  |  |  |
| 3 | Saya menjaga kebersihan seragam kerja dan kerapihan peralatan kerja |  |  |  |  |  |
| **Inisiatif Kerja** | | | | | | |
| 4 | Saya selalu memiliki inisiatif dalam mengatasi pekerjaan yang sulit |  |  |  |  |  |
| 5 | Saya mampu bertindak sendiri tanpa perintah atasan sesuai tugasnya |  |  |  |  |  |
| 6 | Saya memiliki keterampilan dan mampu mengerjakan pekerjaan dengan baik |  |  |  |  |  |
| **Komitmen** | | | | | | |
| 7 | Saya selalu mengutamakan kepentingan dinas daripada kepentingan dirinya sendiri |  |  |  |  |  |
| 8 | Saya mampu mempertahanan citra positif di instansi |  |  |  |  |  |
| 9 | Saya mampu menyelesaikan tugas dengan kemampuan sendiri |  |  |  |  |  |
| **Kerjasama** | | | | | | |
| 10 | Saya mempunyai hubungan yang baik dalam bekerja di instansi |  |  |  |  |  |
| 11 | Saya selalu menunjukkan sikap yang loyal terhadap pimpinan, serta tugas yang diemban |  |  |  |  |  |
| 12 | Saya mampu bekerja sama dengan pegawai lainnya |  |  |  |  |  |

2**. Variabel Etos Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Kerja Keras** | | | | | | |
| 1 | Saya tidak mengenal waktu saat bekerja |  |  |  |  |  |
| 2 | Dalam bekerja, saya tidak mengenal jarak dengan rekan kerja (antara atasan dan bawahan semena-mena dalam bekerja) |  |  |  |  |  |
| 3 | Saya tidak mengalami kesulitan dalam menyelesaikan pekerjaan dikantor |  |  |  |  |  |
| **Disiplin** | | | | | | |
| 4 | Saya menghormati dan menghargai rekan kerja dan pimpinan yang ada dikantor |  |  |  |  |  |
| 5 | Saya menghargai tanggung jawab pekerjaan yang diberikan kepada saya |  |  |  |  |  |
| 6 | Saya mampu taat terhadap peraturan tertulis dan tidak tertulis dikantor |  |  |  |  |  |
| **Jujur** | | | | | | |
| 7 | Saya menyampaikan sesuatu sesuai dengan keadaan sebenarnya atau tidak memanipulasi informasi |  |  |  |  |  |
| 8 | Saya berani mengakui kesalahan apabila melakukan kesalahan |  |  |  |  |  |
| **Tanggung Jawab** | | | | | | |
| 9 | Saya mampu menyelesaikan pekerjaan dengan ketekunan yang tinggi |  |  |  |  |  |
| 10 | Saya melakukan pekerjaan sesuai dengan tugasnya |  |  |  |  |  |

3. **Variabel Komunikasi Pegawai (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Pengetahuan** | | | | | | |
| 1 | Saya mengetahui dan memahami pengetahuan dibidang yang saya ampu |  |  |  |  |  |
| 2 | Saya mengetahui peraturan dan prosedur pelaksanaan tugas di instansi |  |  |  |  |  |
| 3 | Saya mengetahui bagaimana menggunakan peralatan kerja dengan tepat |  |  |  |  |  |
| 4 | Saya memiliki potensi untuk berprestasi dalam pekerjaan |  |  |  |  |  |
| **Keterampilan** | | | | | | |
| 5 | Saya mampu mengerjakan tugas melalui laporan dan surat dengan bahasa yang baik |  |  |  |  |  |
| 6 | Saya mampu berkomunikasi dengan jelas secara lisan di instansi |  |  |  |  |  |
| 7 | Saya mampu menyelesaikan pekerjaan sesuai standart dan waktu yang diberikan |  |  |  |  |  |
| **Sikap** | | | | | | |
| 8 | Saya memiliki kemampuan kreatifitas dalam bekerja |  |  |  |  |  |
| 9 | Saya memiliki semangat keja yang tinggi |  |  |  |  |  |
| 10 | Saya mampu bersikap pada pekerjaan yang sudah menjadi tanggung jawabnya |  |  |  |  |  |

4. **Variabel Motivasi Intrinsik (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Keberhasilan** | | | | | | |
| 1 | Pegawai yang dihargai karena prestasi kerja yang baik, dapat memotivasi pegawai yang lain |  |  |  |  |  |
| **Penghargaan** | | | | | | |
| 2 | Pengakuan langsung dari pimpinan instansi dapat memotivasi pegawai |  |  |  |  |  |
| 3 | Saya mendapatkan penghargaan dari pimpinan apabila hasil kerja saya mencapai target instansi |  |  |  |  |  |
| **Pekerjaan itu sendiri** | | | | | | |
| 4 | Saya tertarik untuk melakukan pekerjaan di instansi ini |  |  |  |  |  |
| 5 | Saya mendapatkan kesempatan belajar untuk meningkatkan hasil kerja dari instansi |  |  |  |  |  |
| 6 | Instansi memberikan peluang menduduki jabatan kepada pegawai secara objektif |  |  |  |  |  |
| **Tanggung jawab** | | | | | | |
| 7 | Saya bertanggung jawab atas hasil kerja saya sendiri |  |  |  |  |  |
| 8 | Saya melakukan pekerjaan sesuai dengan fungsi pekerjaan |  |  |  |  |  |
| **Pengembangan** | | | | | | |
| 9 | Instansi memberikan pelatihan bagi pegawai yang kompeten |  |  |  |  |  |
| 10 | Instansi memberikan kesempatan untuk berkembang sesuai kemampuannya |  |  |  |  |  |

**Lampiran 2**

**Percakapan Wawancara**

Informan : Mohamad Indera Syahrizal

Pekerjaan : Pengadministrasi Kepegawaian

Tempat : Dinas Komunikasi dan Informatika Kota Tegal

Tanggal Wawanacara : 15 Januari 2024

Peneliti : Sebelumnya perkenalkan pak, nama saya Putri Yulianti dari Universitas Pancasakti Tegal. Maksud kedatangan saya kesini ingin melakukan penelitian di Dinas Komunikasi dan Informatika Kota Tegal yang berkaitan dengan kinerja pegawai pak, bagaimana masalah kinerja pegawainya disini?

Pak Rizal : Judul penelitiannya apa mbak?

Peneliti : Dampak etos kerja, komunikasi pegawai dan motivasi intrinsik terhadap kinerja pegawai Dinas Komunikasi dan Informatika Kota Tegal pak

Pak Rizal : Jadi yang ditanyakan itu mbak?

Peneliti : Variabel kinerja pegawai pak

Pak Rizal : Untuk masalah kinerja pegawainya itu terdapat pegawai yang kurang baik kinerjanya diliat dari penilaian kinerja dengan sasaran kinerja pegawai (SKP) memuat kinerja utama yang harus dicapai setiap tahunnya. Adanya pegawai yang kurang baik akan mengalami penurunan pada kinerjanya. Apabila pegawai dapat melaksanakan tugas dengan baik dalam arti pelaksanaan tersebut sesuai rencana, akan memperoleh hasil yang memuaskan untuk tercapainya kinerja pegawai dengan baik dan optimal. Hal tersebut dikarenakan pelayanan yang kurang baik, inisiatif kerja yang kurang, tidak memprioritaskan pekerjaan dan kurang berhubungan baik terhadap bawahan atau atasan.

Peneliti : Berarti apabila kinerja pegawai tersebut kurang baik itu bisa diliat di sasaran kinerja pegawai (SKP) di setiap tahunnya gitu pak?

Pak Rizal : Iya mbak seperti itu

Peneliti : Kalo untuk etos kerja nya itu bagaimana nggih pak, apakah ada masalah?

Pak Rizal : Kalo untuk etos kerja disini itu masih belum optimal karena terdapat pegawai yang kurang menyadari tugas dan fungsinya sehingga menjadi permasalahan yang cukup serius pada kinerja. Kurangnya ketekunan dalam menjalankan pekerjaan. Beberapa pegawai juga terdapat pegawai yang kurang memanfaatkan jam kerja dengan baik misalnya pegawai keluar meninggalkan pekerjaan yang belum selesai sehingga pekerjaan tidak selesai sesuai target yang ditentukan dipengaruhi rendahnya kepatuhan, rendahnya rasa tanggung jawab, dan tidak menunjukkan kemampuan profesional dalam bekerja. Adanya pegawai yang tidak mengerjakan tugas dengan sungguh-sungguh, serta lebih banyak menggunakan waktunya untuk mengobrol sesama pegawai diwaktu bekerja, secara otomatis hal tersebut akan berpengaruh pada tingkat kinerja

Peneliti : Terus dari komunikasi pegawai nya ada masalah apa disini pak?

Pak Rizal : Komunikasi disini itu masih kurangnya komunikasi antar bidang, sehingga menghambat proses penyelesaian pekerjaan, kesalahpahaman dalam komunikasi dua arah antara pimpinan dan bawahan dikarenakan memberikan intruksi mengenai pekerjaan kepada pegawai, kurangnya pemahaman atas intruksi yang diberikan pimpinan sehingga mengakibatkan pelaksanaan tugas tidak berjalan dengan optimal. Agar terlaksana, perlu diterapkan komunikasi yang baik karena komunikasi merupakan suatu faktor penting bagi pencapaian tujuan dalam suatu organisasi. Komunikasi yang efektif mencakup pengiriman dan penerimaan pesan-pesan yang dapat dimengerti dengan jelas antara pimpinan dengan bawahannya

Peneliti : Oh begitu nggih pak. Kalo yang terakhir, untuk masalah motivasi intrinsiknya disini itu bagaimana nggih pak? Maksudnya itu motivasi dalam diri pegawai yang dipengaruhi oleh pimpinan itu seperti apa nggih pak

Pak Rizal : Untuk masalah motivasinya itu adanya pimpinan yang kurang memotivasi pegawainya. Motivasi intrinsik ini sangat mempengaruhi semangat kerja yang dimiliki oleh pegawai yang berpotensi untuk mencapai hasil yang optimal, sehingga diperlukan adanya pendorong agar pegawai mau mengerahkan seluruh potensinya. Beberapa pegawai juga terdapat kurangnya rasa semangat yang timbul dari dalam diri pegawai dapat dilihat dari kurangnya perhatian terhadap pekerjaan yang dikerjakan dan pemimpin yang tidak memotivasi pegawai. Pekerjaan dapat lebih cepat dan tepat diselesaikan tanpa mengurangi kedisiplinan yang ada jika didukung oleh peran seorang pimpinan. Dalam hal ini pimpinan harus selalu memberikan arahan, membina, dan memotivasi bawahan dalam menyelesaikan pekerjaan untuk mencapai tujuan organisasi. Apabila pegawai mau bekerja dengan motivasi intrinsik yang tinggi maka akan meningkatkan kinerja pegawai

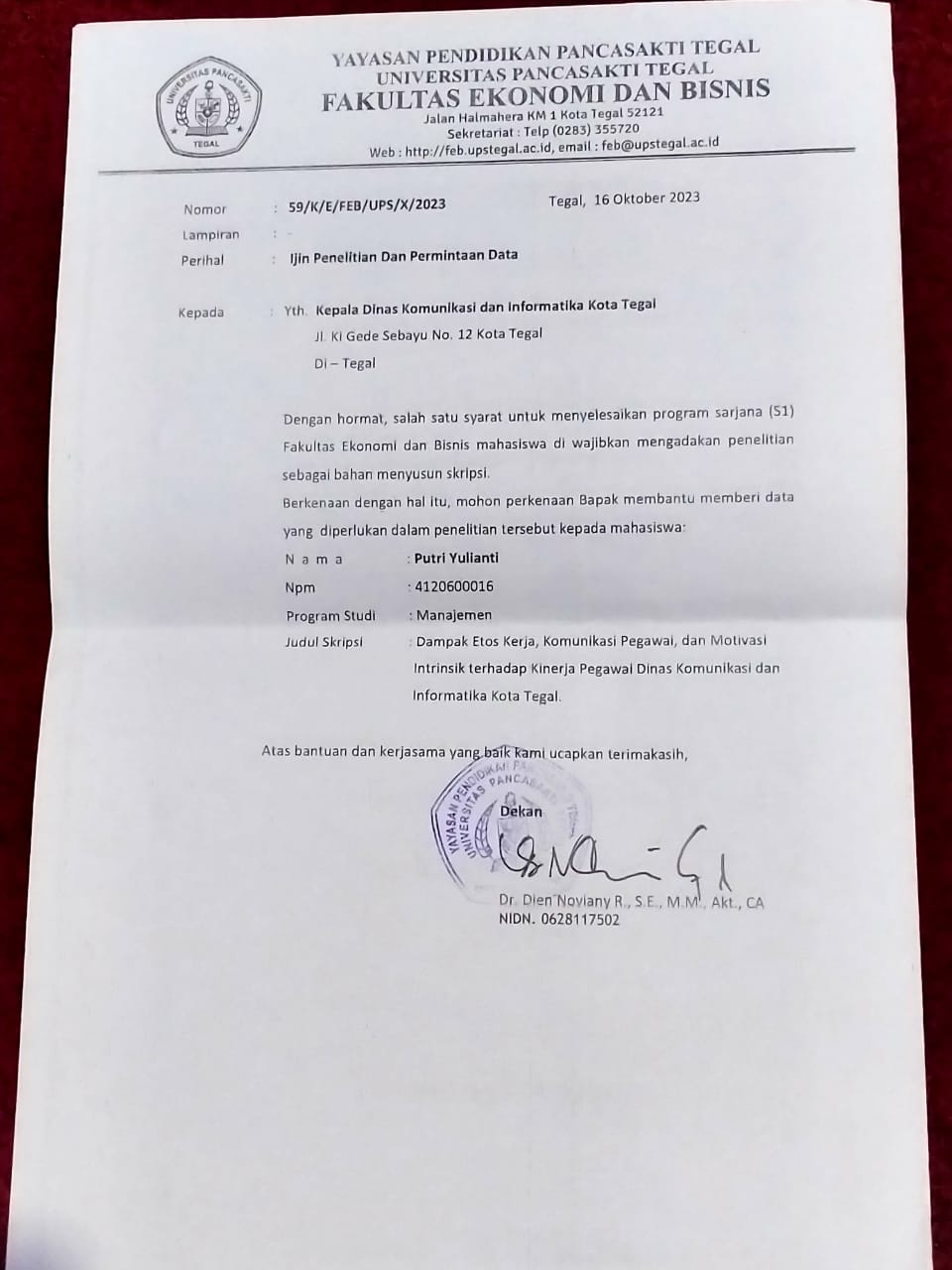
Peneliti : Baik pak sudah cukup, terimakasih nggih pak untuk sementara cukup segini saja yang saya tanyakan pak, nanti jika saya membutuhkan informasi yang lainnya saya minta izin ke bapak sekaligus minta maaf karena sudah mengganggu waktunya bapak.

Pak Rizal : Sama-sama mbak. Maaf juga mbak barangkali saya slowrespon dan terimakasih kembali mbak.

Peneliti : Iya pak sama-sama

**Lampiran 3**

**Surat Izin Penelitian**

****

**Lampiran 4**

**Foto Penyerahan Kuesioner Kepada Pegawai**



**Lampiran 5**

**SASARAN KINERJA PEGAWAI TAHUN 2021**

**DINAS KOMUNIKASI DAN INFORMATIKA KOTA TEGAL**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Nama Pegawai** | **Jabatan** | **Nilai SKP** | **Perilaku Kerja** | | | | | **Prestasi Kerja Semester I (setelah dikonveksi)** | **Penilaian Kinerja Semester II** | **Nilai Integrasi** |
| **Orientasi Pelayanan** | **Inisiatif Kerja** | **Komitmen** | **Kerjasama** | **Kepemimpinan** |
| 1 | Drs. Markus Wahyu Priyono | Kepala Dinas | 110,37 | 101,4 | 109 | 109 | 105,2 | 109 | 98,24 | 108,63 | 103,44 |
| 2 | Ir. Daryati M.M | Sekretaris Dinas | 101,60 | 109 | 109 | 109 | 109 | 109 | 102,21 | 103,82 | 103,2 |
| 3 | Nuryani, S.STP.,M.M | Kepala Bidang Pengelolaan Informasi, Komunikasi Publik dan Statistik | 100,00 | 109 | 105,2 | 109 | 109 | 109 | 106,54 | 102,47 | 104,51 |
| 4 | Firman Hadi, S.H | Kepala Bidang Infrastruktur Informatika dan Persandian | 100,00 | 109 | 109 | 109 | 109 | 109 | 103,81 | 102,7 | 103,26 |
| 5 | Haryani, S.E | Kepala Subbagian Umum dan kepegawaian | 100,00 | 109 | 109 | 109 | 109 | 109 | 99,53 | 102,7 | 101,12 |
| 6 | Toyo Daryono, S.IP | Kepala Seksi Persandian | 100,00 | 109 | 109 | 109 | 109 | 103,57 | 103,44 | 102,37 | 102,91 |
| 7 | Yeni Dwi Hastuti, S.Kom.,M.M | Kepala Subbagian Perencanaan program dan Keuangan | 100,00 | 109 | 109 | 109 | 109 | 109 | 106,01 | 102,7 | 101,68 |
| 8 | Arif Budiyanto, S.E.,M.M | Kepala Seksi Pengelolaan Informasi dan Statistik | 100,00 | 109 | 109 | 109 | 105,2 | 100,86 | 101,37 | 101,98 | 104,36 |
| 9 | Dian Arintya Rahmi, S.T | Kepala Seksi Pengelolaan Pusat Data | 107,8 | 105,2 | 105,2 | 105,2 | 101,4 | 103,57 | 103,12 | 106,74 | 104,93 |
| 10 | Adhi Kurniawan, S.T | Pranata Komputer Alhi Muda | 100,00 | 109 | 109 | 109 | 109 | 103,57 | 97,72 | 102,37 | 100,05 |
| 11 | Utariana, S.H | Pranata Hubungan Masyarakat | 100,00 | 109 | 109 | 109 | 105,2 | 100,86 | 100,66 | 101,98 | 101,32 |
| 12 | Panji Arbani, S.Kom | Pranata Komputer Ahli Muda | 100,00 | 105,2 | 109 | 105,2 | 105,2 | 106,29 | 97,48 | 101,85 | 99,67 |
| 13 | Ika Aprilia Hidayati S.Kom.,M.Eng | Pranata Komputer Alhi Muda | 110,00 | 101,4 | 101,4 | 101,4 | 101,4 | 103,57 | 101,69 | 107,55 | 104,62 |
| 14 | Khairul Fahmi, M.Kom | Pranata Komputer Ahli Muda | 110,00 | 101,4 | 101,4 | 101,4 | 99,5 | 101,4 | 101,28 | 106,408 | 103,84 |
| 15 | Saefuddin | Teknisi Alat Elektro dan dan Alat Komunikasi | 100,00 | 109 | 109 | 109 | 109 | - | 98,23 | 102,7 | 100,47 |
| 16 | Sahrodin | Teknisi Alat Elektro dan dan Alat Komunikasi | 100,00 | 109 | 109 | 109 | 109 | - | 98,88 | 102,7 | 100,79 |
| 17 | Tri Widyastuti, S.Kom | Prana Komputer Ahli Pertama | 100,00 | 105,2 | 101,4 | 101,4 | 97,6 | - | 106,18 | 100,42 | 103,30 |
| 18 | Muh. Mashudi | Teknisi Alat Elektro dan dan Alat Komunikasi | 100,00 | 109 | 109 | 109 | 109 | - | 100,45 | 102,7 | 101,58 |
| 19 | Bayu Lesmana Putra, S.Kom | Pranata Komputer Ahli Muda | 96,95 | 105,2 | 105,2 | 101,4 | 101,4 | - | 94,35 | 98,85 | 96,60 |
| 20 | Fransiscus Asisi Yosse Pradikta, S.Kom | Pranata Komputer Ahli Muda | 98,98 | 105,2 | 109 | 109 | 109 | - | 93,71 | 101,7 | 97,71 |
| 21 | Ivam Malka Zahwa, S.Kom | Pranata Komputer Ahli Pertama | 101,20 | 105,2 | 105,2 | 101,4 | 101,4 | - | 92,1 | 101,83 | 96,92 |
| 22 | Agus Komarudin | Operator Radio | 100,00 | 105,2109 | 109 | 109 | 109 | - | 96,77 | 102,7 | 99,74 |
| 23 | Mohamad Indera Syahrizal | Operator Radio | 100,00 | 109 | 109 | 109 | 109 | - | 95,98 | 102,7 | 99,34 |
| 24 | Yulianto | Tenaga Peliputan | 100,00 | 109 | 109 | 105,2 | 105,2 | - | 98,95 | 102,13 | 100,54 |
| 25 | Kafandi | Bendahara | 100,00 | 109 | 109 | 109 | 109 | - | 99,95 | 102,7 | 101,33 |
| 26 | Septika Nur Hidayati Utami | Pengadministrasi Umum | 100,00 | 109 | 109 | 109 | 109 | - | 96,9 | 102,7 | 99,80 |
| 27 | Ryan Aditya Riadi, A.Md.Kom | Pengelolaan Pemanfaatan Barang Milik Daerah | 100,00 | 109 | 109 | 109 | 109 | - | 97,81 | 102,7 | 100,26 |
| 28 | Endang Ridiwati | Pengadministrasi Umum | 100,00 | 105,2 | 101,4 | 109 | 105,2 | - | 98,12 | 101,56 | 99,84 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SASARAN KINERJA PEGAWAI TAHUN 2022**  **DINAS KOMUNIKASI DAN INFORMATIKA KOTA TEGAL**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **NO** | **Nama pegawai yang dinilai** | **Jabatan pegawai yang dinilai** | **PERIODE SKP**  **1 JANUARI – 31 DESEMBER 2022** | | | | **Rating Hasil Kerja** | **Rating perilaku Kerja** | **Predikat Kinerja** | | 1 | Drs. Markus Wahyu Priyono | Kepala Dinas | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 2 | Ir. Daryati M.M | Sekretaris Dinas | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 3 | Nuryani, S.STP.,M.M | Kepala Bidang Pengelolaan Informasi, Komunikasi Publik dan Statistik | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 4 | Firman Hadi, S.H | Kepala Bidang Infrastruktur Informatika dan Persandian | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 5 | Adhi Kurniawan, S.T | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 6 | Haryani, S.E | Kepala Subbagian Umum dan Kepegawaian | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 7 | Toyo Daryono, S.IP | Kepala Seksi Persandian | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 8 | Yeni Dwi Hastuti, S.Kom.,M.M | Kepala Subbagian Perencanaan, Evaluasi dan Keuangan | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 9 | Dian Arintya Rahmi, S.T | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 10 | Khairul Fahmi, M.Kom | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 11 | Panji Arbani, S.Kom | Pranata Komputer Muda | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 12 | Ika Aprilia Hidayati N, S.Kom.,M.Eng | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 13 | Arif Budiyanto, S.E.,M.M | Pranata Hubungan Masyarakat Muda | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 14 | Utariana, S.H | Pranata Hubungan Masyarakat Muda | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 15 | Ivam Malka Zahwa, S.Kom | Pranata Komputer Pertama | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 16 | Bayu Lesmana Putra, S.Kom | Pranata Komputer Pertama | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 17 | Fransiscus Asisi Yosse Pradikta, S.Kom | Pranata Komputer Pertama | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 18 | Tri Widyastuti, S.Kom | Pranata Komputer Pertama | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 19 | Elok Melati, S.H | Arsiparis Mahir | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 20 | Sahrodin | Teknisi Alat Elektro dan Alat Komunikasi | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 21 | Saefuddin | Teknisi Alat Elektro dan Alat Komunikasi | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 22 | Muh. Mashudi | Teknisi Alat Elektro dan Alat Komunikasi | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 23 | Mohamad Indera Syahrizal | Pengadministrasi Kepegawaian | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 24 | Gigih Wahyudin, S.H.,M.M | Analisis Organisasi | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 25 | Kafandi, S.A.P | Bendahara | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 26 | Agus Komarudin | Operator Radio | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 27 | Yulianto | Tenaga Peliputan | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 28 | Ryan Aditya Riadi A.Md Kom | Pengelola Pemanfaatan Barang Milik Daerah | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 29 | Septika Nurhidayati Utami | Pengadministrasian Umum | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 30 | Riandini Tri Astuti, S.E | Penyusun Program Anggaran dan Pelaporan | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 31 | Abdul Aziz, A.Md | Pengelola Situs atau Web | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik |   **SASARAN KINERJA PEGAWAI TAHUN 2023**  **DINAS KOMUNIKASI DAN INFORMATIKA KOTA TEGAL**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **NO** | **Nama pegawai yang dinilai** | **Jabatan pegawai yang dinilai** | **PERIODE SKP**  **1 JANUARI – 31 DESEMBER 2023** | | | | **Rating Hasil Kerja** | **Rating perilaku Kerja** | **Predikat Kinerja** | | 1 | Drs. Markus Wahyu Priyono | Kepala Dinas | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 2 | Heri Eko Purnomo, S.Kom.,M.Si | Sekretaris Dinas | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 3 | Nuryani, S.STP.,M.M | Kepala Bidang Pengelolaan Informasi, Komunikasi Publik dan Statistik | Diatas Ekspetasi | Sesuai Ekspetasi | Baik | | 4 | Eva Paulina BR Nainggolan, S.T.,M.M | Kepala Bidang Infrastruktur Informatika dan Persandian | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 5 | Adhi Kurniawan, S.T | Pranata Komputer Muda | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 6 | Novika Astriana, S.E | Kepala Subbagian Umum dan Kepegawaian | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 7 | Toyo Daryono, S.IP | Kepala Seksi Persandian | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 8 | Gigih Wahyudin, S.H.,M.M | Kepala Seksi Statistik | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 9 | Yeni Dwi Hastuti, S.Kom.,M.M | Kepala Subbagian Perencanaan, Evaluasi dan Keuangan | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 10 | Dian Arintya Rahmi, S.T | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 11 | Khairul Fahmi, M.Kom | Pranata Komputer Muda | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 12 | Panji Arbani, S.Kom | Pranata Komputer Muda | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 13 | Ika Aprilia Hidayati N, S.Kom.,M.Eng | Pranata Komputer Muda | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 14 | Arif Budiyanto, S.E.,M.M | Pranata Hubungan Masyarakat Muda | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 15 | Utariana, S.H | Pranata Hubungan Masyarakat Muda | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 16 | Ivam Malka Zahwa, S.Kom | Pranata Komputer Pertama | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 17 | Bayu Lesmana Putra, S.Kom | Pranata Komputer Pertama | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 18 | Fransiscus Asisi Yosse Pradikta, S.Kom | Pranata Komputer Pertama | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 19 | Tri Widyastuti, S.Kom | Pranata Komputer Pertama | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 20 | Elok Melati, S.H | Arsiparis Mahir | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 21 | Sahrodin | Teknisi Alat Elektro dan Alat Komunikasi | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 22 | Saefuddin | Teknisi Alat Elektro dan Alat Komunikasi | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 23 | Muh. Mashudi | Teknisi Alat Elektro dan Alat Komunikasi | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 24 | Mohamad Indera Syahrizal | Pengadministrasi Kepegawaian | Diatas Ekspetasi | Diatas Ekspetasi | Sangat Baik | | 25 | Kafandi, S.A.P | Analis Organisasi | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 26 | Agus Komarudin | Operator Radio | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 27 | Yulianto | Tenaga Peliputan | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 28 | Ryan Aditya Riadi A.Md Kom | Pengelola Pemanfaatan Barang Milik Daerah | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 29 | Septika Nurhidayati Utami | Pengadministrasian Umum | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | | 30 | Riandini Tri Astuti, S.E | Penyusun Program Anggaran dan Pelaporan | Sesuai Ekspetasi | Sesuai Ekspetasi | Baik | | 31 | Abdul Aziz, A.Md | Pengelola Situs atau Web | Dibawah Ekspetasi | Dibawah Ekspetasi | Kurang/ Miss Conduct | |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  | **Drs. MARKUS WAHYU PRIYONO** |
|  |  |  |  |  |  |  |  | **Pembina Utama Muda**  **NIP. 19640305199303 1 012** |

|  |
| --- |
|  |

**Lampiran 6**

**Hasil Uji Validitas**

1. **Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total |
| Y.1 | Pearson Correlation | 1 | .742\*\* | .792\*\* | .734\*\* | .751\*\* | .651\*\* | 1.000\*\* | .695\*\* | .725\*\* | .693\*\* | .723\*\* | .649\*\* | .890\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.2 | Pearson Correlation | .742\*\* | 1 | .792\*\* | .780\*\* | .815\*\* | .747\*\* | .742\*\* | .717\*\* | .765\*\* | .681\*\* | .627\*\* | .687\*\* | .885\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.3 | Pearson Correlation | .792\*\* | .792\*\* | 1 | .713\*\* | .749\*\* | .688\*\* | .792\*\* | .734\*\* | .671\*\* | .665\*\* | .736\*\* | .750\*\* | .881\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.4 | Pearson Correlation | .734\*\* | .780\*\* | .713\*\* | 1 | .633\*\* | .626\*\* | .734\*\* | .742\*\* | .832\*\* | .662\*\* | .565\*\* | .661\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.5 | Pearson Correlation | .751\*\* | .815\*\* | .749\*\* | .633\*\* | 1 | .656\*\* | .751\*\* | .669\*\* | .591\*\* | .619\*\* | .602\*\* | .535\*\* | .814\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.6 | Pearson Correlation | .651\*\* | .747\*\* | .688\*\* | .626\*\* | .656\*\* | 1 | .651\*\* | .684\*\* | .630\*\* | .614\*\* | .634\*\* | .563\*\* | .791\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.7 | Pearson Correlation | 1.000\*\* | .742\*\* | .792\*\* | .734\*\* | .751\*\* | .651\*\* | 1 | .695\*\* | .725\*\* | .693\*\* | .723\*\* | .649\*\* | .890\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.8 | Pearson Correlation | .695\*\* | .717\*\* | .734\*\* | .742\*\* | .669\*\* | .684\*\* | .695\*\* | 1 | .815\*\* | .779\*\* | .806\*\* | .686\*\* | .878\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.9 | Pearson Correlation | .725\*\* | .765\*\* | .671\*\* | .832\*\* | .591\*\* | .630\*\* | .725\*\* | .815\*\* | 1 | .743\*\* | .732\*\* | .700\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.10 | Pearson Correlation | .693\*\* | .681\*\* | .665\*\* | .662\*\* | .619\*\* | .614\*\* | .693\*\* | .779\*\* | .743\*\* | 1 | .793\*\* | .803\*\* | .850\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.11 | Pearson Correlation | .723\*\* | .627\*\* | .736\*\* | .565\*\* | .602\*\* | .634\*\* | .723\*\* | .806\*\* | .732\*\* | .793\*\* | 1 | .824\*\* | .851\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.12 | Pearson Correlation | .649\*\* | .687\*\* | .750\*\* | .661\*\* | .535\*\* | .563\*\* | .649\*\* | .686\*\* | .700\*\* | .803\*\* | .824\*\* | 1 | .827\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Total | Pearson Correlation | .890\*\* | .885\*\* | .881\*\* | .848\*\* | .814\*\* | .791\*\* | .890\*\* | .878\*\* | .872\*\* | .850\*\* | .851\*\* | .827\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

1. **Uji Validitas Variabel Etos Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | JML |
| X1.1 | Pearson Correlation | 1 | .673\*\* | .633\*\* | .507\*\* | .609\*\* | .599\*\* | .674\*\* | .532\*\* | .624\*\* | .569\*\* | .788\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .004 | .000 | .000 | .000 | .002 | .000 | .001 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.2 | Pearson Correlation | .673\*\* | 1 | .483\*\* | .474\*\* | .424\* | .467\*\* | .502\*\* | .487\*\* | .464\*\* | .471\*\* | .679\*\* |
| Sig. (2-tailed) | .000 |  | .006 | .007 | .017 | .008 | .004 | .005 | .009 | .007 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.3 | Pearson Correlation | .633\*\* | .483\*\* | 1 | .421\* | .500\*\* | .564\*\* | .557\*\* | .487\*\* | .623\*\* | .484\*\* | .695\*\* |
| Sig. (2-tailed) | .000 | .006 |  | .018 | .004 | .001 | .001 | .005 | .000 | .006 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.4 | Pearson Correlation | .507\*\* | .474\*\* | .421\* | 1 | .878\*\* | .823\*\* | .837\*\* | .876\*\* | .748\*\* | .895\*\* | .870\*\* |
| Sig. (2-tailed) | .004 | .007 | .018 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.5 | Pearson Correlation | .609\*\* | .424\* | .500\*\* | .878\*\* | 1 | .884\*\* | .862\*\* | .830\*\* | .890\*\* | .849\*\* | .903\*\* |
| Sig. (2-tailed) | .000 | .017 | .004 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.6 | Pearson Correlation | .599\*\* | .467\*\* | .564\*\* | .823\*\* | .884\*\* | 1 | .777\*\* | .806\*\* | .811\*\* | .830\*\* | .885\*\* |
| Sig. (2-tailed) | .000 | .008 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.7 | Pearson Correlation | .674\*\* | .502\*\* | .557\*\* | .837\*\* | .862\*\* | .777\*\* | 1 | .827\*\* | .882\*\* | .845\*\* | .915\*\* |
| Sig. (2-tailed) | .000 | .004 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.8 | Pearson Correlation | .532\*\* | .487\*\* | .487\*\* | .876\*\* | .830\*\* | .806\*\* | .827\*\* | 1 | .823\*\* | .913\*\* | .885\*\* |
| Sig. (2-tailed) | .002 | .005 | .005 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.9 | Pearson Correlation | .624\*\* | .464\*\* | .623\*\* | .748\*\* | .890\*\* | .811\*\* | .882\*\* | .823\*\* | 1 | .807\*\* | .901\*\* |
| Sig. (2-tailed) | .000 | .009 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.10 | Pearson Correlation | .569\*\* | .471\*\* | .484\*\* | .895\*\* | .849\*\* | .830\*\* | .845\*\* | .913\*\* | .807\*\* | 1 | .895\*\* |
| Sig. (2-tailed) | .001 | .007 | .006 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| JML | Pearson Correlation | .788\*\* | .679\*\* | .695\*\* | .870\*\* | .903\*\* | .885\*\* | .915\*\* | .885\*\* | .901\*\* | .895\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

1. **Uji Validitas Variabel Komunikasi Pegawai (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TTL |
| X2.1 | Pearson Correlation | 1 | .771\*\* | .759\*\* | .722\*\* | .633\*\* | .789\*\* | .860\*\* | .632\*\* | .879\*\* | .885\*\* | .892\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.2 | Pearson Correlation | .771\*\* | 1 | .899\*\* | .829\*\* | .876\*\* | .911\*\* | .718\*\* | .760\*\* | .846\*\* | .750\*\* | .945\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.3 | Pearson Correlation | .759\*\* | .899\*\* | 1 | .736\*\* | .816\*\* | .898\*\* | .773\*\* | .774\*\* | .796\*\* | .754\*\* | .925\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.4 | Pearson Correlation | .722\*\* | .829\*\* | .736\*\* | 1 | .753\*\* | .865\*\* | .553\*\* | .865\*\* | .701\*\* | .670\*\* | .871\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.5 | Pearson Correlation | .633\*\* | .876\*\* | .816\*\* | .753\*\* | 1 | .861\*\* | .547\*\* | .588\*\* | .610\*\* | .512\*\* | .817\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .001 | .001 | .000 | .003 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.6 | Pearson Correlation | .789\*\* | .911\*\* | .898\*\* | .865\*\* | .861\*\* | 1 | .724\*\* | .801\*\* | .781\*\* | .743\*\* | .946\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.7 | Pearson Correlation | .860\*\* | .718\*\* | .773\*\* | .553\*\* | .547\*\* | .724\*\* | 1 | .683\*\* | .863\*\* | .864\*\* | .850\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .001 | .000 |  | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.8 | Pearson Correlation | .632\*\* | .760\*\* | .774\*\* | .865\*\* | .588\*\* | .801\*\* | .683\*\* | 1 | .707\*\* | .703\*\* | .846\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.9 | Pearson Correlation | .879\*\* | .846\*\* | .796\*\* | .701\*\* | .610\*\* | .781\*\* | .863\*\* | .707\*\* | 1 | .874\*\* | .907\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.10 | Pearson Correlation | .885\*\* | .750\*\* | .754\*\* | .670\*\* | .512\*\* | .743\*\* | .864\*\* | .703\*\* | .874\*\* | 1 | .870\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 |  | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| TTL | Pearson Correlation | .892\*\* | .945\*\* | .925\*\* | .871\*\* | .817\*\* | .946\*\* | .850\*\* | .846\*\* | .907\*\* | .870\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
|  | | | | | | | | | | | | |

1. **Uji Validitas Variabel Motivasi Intrinsik (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Jumlah |
| X3.1 | Pearson Correlation | 1 | .542\*\* | .623\*\* | .522\*\* | .638\*\* | .578\*\* | .750\*\* | .731\*\* | .599\*\* | .785\*\* | .786\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .003 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.2 | Pearson Correlation | .542\*\* | 1 | .727\*\* | .785\*\* | .784\*\* | .809\*\* | .638\*\* | .707\*\* | .360\* | .682\*\* | .836\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .000 | .000 | .000 | .000 | .000 | .047 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.3 | Pearson Correlation | .623\*\* | .727\*\* | 1 | .697\*\* | .788\*\* | .788\*\* | .743\*\* | .741\*\* | .518\*\* | .722\*\* | .870\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.4 | Pearson Correlation | .522\*\* | .785\*\* | .697\*\* | 1 | .717\*\* | .785\*\* | .676\*\* | .736\*\* | .595\*\* | .765\*\* | .866\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.5 | Pearson Correlation | .638\*\* | .784\*\* | .788\*\* | .717\*\* | 1 | .823\*\* | .673\*\* | .645\*\* | .424\* | .676\*\* | .847\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .017 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.6 | Pearson Correlation | .578\*\* | .809\*\* | .788\*\* | .785\*\* | .823\*\* | 1 | .719\*\* | .744\*\* | .419\* | .702\*\* | .875\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .019 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.7 | Pearson Correlation | .750\*\* | .638\*\* | .743\*\* | .676\*\* | .673\*\* | .719\*\* | 1 | .820\*\* | .797\*\* | .766\*\* | .894\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.8 | Pearson Correlation | .731\*\* | .707\*\* | .741\*\* | .736\*\* | .645\*\* | .744\*\* | .820\*\* | 1 | .663\*\* | .797\*\* | .894\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.9 | Pearson Correlation | .599\*\* | .360\* | .518\*\* | .595\*\* | .424\* | .419\* | .797\*\* | .663\*\* | 1 | .649\*\* | .712\*\* |
| Sig. (2-tailed) | .000 | .047 | .003 | .000 | .017 | .019 | .000 | .000 |  | .000 | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| X3.10 | Pearson Correlation | .785\*\* | .682\*\* | .722\*\* | .765\*\* | .676\*\* | .702\*\* | .766\*\* | .797\*\* | .649\*\* | 1 | .884\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |
| Jumlah | Pearson Correlation | .786\*\* | .836\*\* | .870\*\* | .866\*\* | .847\*\* | .875\*\* | .894\*\* | .894\*\* | .712\*\* | .884\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | 31 |

**Lampiran 7**

**Hasil Uji Reliabilitas**

1. **Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .967 | 12 |

1. **Uji Reliabilitas Variabel Etos Kerja (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .947 | 10 |

1. **Uji Validitas Variabel Komunikasi Pegawai (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .969 | 10 |

1. **Uji Validitas Variabel Motivasi Intrinsik (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .954 | 10 |

**Lampiran 8**

**Hasil Analisis Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kinerja | 31 | 36.00 | 54.00 | 45.8387 | 4.80345 |
| EtosKerja | 31 | 35.00 | 47.00 | 40.2581 | 3.17246 |
| Komunikasi Pegawai | 31 | 37.00 | 50.00 | 44.5484 | 4.70346 |
| Motivasi Intrinsik | 31 | 37.00 | 50.00 | 42.7742 | 4.04730 |
| Valid N (listwise) | 31 |  |  |  |  |

Sumber: Data primer SPSS 22 yang diolah tahun 2024

**Lampiran 9**

1. **Data Hasil Kuesioner Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Nomor Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | | | **Total Skor** |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.11** | **Y1.12** |
| 1. | 4 | 4 | 1 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 48 |
| 2. | 2 | 1 | 5 | 2 | 5 | 4 | 3 | 2 | 2 | 5 | 2 | 3 | 36 |
| 3. | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 1 | 46 |
| 4. | 3 | 4 | 5 | 2 | 4 | 4 | 2 | 4 | 5 | 3 | 4 | 4 | 44 |
| 5. | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 53 |
| 6. | 3 | 3 | 4 | 2 | 5 | 5 | 1 | 4 | 4 | 3 | 5 | 2 | 41 |
| 7. | 4 | 4 | 1 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 8. | 2 | 2 | 4 | 2 | 5 | 5 | 1 | 4 | 4 | 5 | 5 | 3 | 42 |
| 9. | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 54 |
| 10. | 1 | 4 | 5 | 2 | 5 | 4 | 1 | 4 | 5 | 5 | 5 | 2 | 43 |
| 11. | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 48 |
| 12. | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 48 |
| 13. | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 52 |
| 14. | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 42 |
| 15. | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 1 | 1 | 5 | 5 | 44 |
| 16. | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 44 |
| 17. | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 41 |
| 18. | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 41 |
| 19. | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 44 |
| 20. | 4 | 2 | 4 | 4 | 5 | 5 | 3 | 2 | 4 | 3 | 5 | 2 | 43 |
| 21. | 2 | 2 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 50 |
| 22. | 3 | 1 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 37 |
| 23. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 24. | 4 | 2 | 4 | 1 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 39 |
| 25. | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 49 |
| 26. | 4 | 3 | 5 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 5 | 52 |
| 27. | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 44 |
| 28. | 3 | 2 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 49 |
| 29. | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 53 |
| 30. | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 46 |
| 31. | 5 | 4 | 4 | 5 | 4 | 5 | 1 | 4 | 4 | 5 | 4 | 4 | 49 |

1. **Data Hasil Kuesioner Variabel Etos Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Nomor** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | **Total** |
| **Responden** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Skor** |
| 1. | 3 | 3 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 42 |
| 2. | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 43 |
| 3. | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 4. | 2 | 4 | 2 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 36 |
| 5. | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 6. | 4 | 2 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 43 |
| 7. | 5 | 4 | 4 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 41 |
| 8. | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 42 |
| 9. | 3 | 4 | 5 | 5 | 1 | 5 | 5 | 5 | 4 | 4 | 41 |
| 10. | 4 | 4 | 5 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 39 |
| 11. | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |
| 12. | 5 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 13. | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 14. | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 36 |
| 15. | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 16. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 40 |
| 17. | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 37 |
| 18. | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 35 |
| 19. | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 20. | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 39 |
| 21. | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 22. | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 23. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 24. | 4 | 2 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 4 | 36 |
| 25. | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 37 |
| 26. | 4 | 3 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 27. | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 28. | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 41 |
| 29. | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 30. | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 39 |
| 31. | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 43 |

1. **Data Hasil Kuesioner Variabel Komunikasi Pegawai (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Nomor** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | **Total** |
| **Responden** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Skor** |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 3. | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10. | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 11. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 12. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 14. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 18. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 19. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 22. | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 23. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 24. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 26. | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 27. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 28. | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 29. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30. | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 31. | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Nomor** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | **Total** |
| **Responden** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Skor** |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 3. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 8. | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 9. | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 10. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 12. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14. | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 15. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16. | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 41 |
| 17. | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 39 |
| 18. | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 38 |
| 19. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 20. | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21. | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 22. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23. | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 24. | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 25. | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 26. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27. | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 28. | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 29. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30. | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 38 |
| 31. | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |

1. **Data Hasil Kuesioner Variabel Motivasi Intrinsik (X3)**

**Lampiran 10**

**Pengolahan Data Interval**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | | | | | **Total Skor** |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Y1.11** | **Y1.12** |
| 1. | 3,364 | 3,943 | 1,000 | 4,289 | 3,913 | 2,565 | 3,189 | 2,809 | 4,419 | 2,239 | 3,962 | 3,113 | 38,804 |
| 2. | 1,804 | 1,000 | 4,134 | 2,060 | 3,913 | 2,565 | 2,254 | 1,000 | 1,572 | 4,289 | 1,000 | 2,367 | 27,958 |
| 3. | 3,364 | 2,257 | 4,134 | 4,289 | 3,913 | 2,565 | 3,189 | 2,809 | 4,419 | 1,704 | 3,962 | 1,000 | 37,604 |
| 4. | 2,394 | 3,943 | 4,134 | 2,060 | 2,417 | 2,565 | 1,758 | 2,809 | 4,419 | 2,239 | 2,607 | 3,113 | 34,457 |
| 5. | 3,364 | 3,943 | 2,727 | 4,289 | 3,913 | 4,064 | 3,189 | 2,809 | 2,961 | 3,069 | 3,962 | 4,289 | 42,576 |
| 6. | 2,394 | 3,035 | 2,727 | 2,060 | 3,913 | 4,064 | 1,000 | 2,809 | 2,961 | 2,239 | 3,962 | 1,812 | 32,974 |
| 7. | 3,364 | 3,943 | 1,000 | 4,289 | 3,913 | 4,064 | 3,189 | 2,809 | 2,961 | 4,289 | 3,962 | 4,289 | 42,070 |
| 8. | 1,804 | 2,257 | 2,727 | 2,060 | 3,913 | 4,064 | 1,000 | 2,809 | 2,961 | 4,289 | 3,962 | 2,367 | 34,211 |
| 9. | 3,364 | 3,943 | 4,134 | 4,289 | 3,913 | 2,565 | 3,189 | 2,809 | 4,419 | 4,289 | 3,962 | 3,113 | 43,988 |
| 10. | 1,000 | 3,943 | 4,134 | 2,060 | 3,913 | 2,565 | 1,000 | 2,809 | 4,419 | 4,289 | 3,962 | 1,812 | 35,906 |
| 11. | 3,364 | 2,257 | 2,727 | 3,113 | 3,913 | 4,064 | 3,189 | 1,000 | 2,961 | 3,069 | 3,962 | 4,289 | 37,905 |
| 12. | 4,724 | 2,257 | 2,727 | 3,113 | 3,913 | 2,565 | 4,585 | 1,000 | 2,961 | 3,069 | 3,962 | 3,113 | 37,988 |
| 13. | 3,364 | 2,257 | 4,134 | 4,289 | 3,913 | 4,064 | 3,189 | 1,000 | 4,419 | 4,289 | 3,962 | 4,289 | 43,167 |
| 14. | 1,000 | 3,035 | 2,727 | 3,113 | 2,417 | 2,565 | 2,254 | 1,891 | 2,961 | 3,069 | 2,607 | 3,113 | 30,752 |
| 15. | 3,364 | 3,943 | 1,646 | 3,113 | 3,913 | 4,064 | 3,189 | 2,809 | 1,000 | 1,000 | 3,962 | 4,289 | 36,290 |
| 16. | 2,394 | 3,943 | 2,727 | 2,539 | 2,417 | 2,565 | 1,758 | 2,809 | 2,961 | 3,069 | 2,607 | 3,113 | 32,901 |
| 17. | 3,364 | 3,035 | 1,646 | 3,113 | 2,417 | 2,565 | 3,189 | 1,891 | 1,836 | 3,069 | 1,704 | 2,367 | 30,196 |
| 18. | 1,804 | 3,035 | 2,727 | 3,113 | 2,417 | 2,565 | 2,254 | 1,891 | 2,961 | 1,704 | 2,607 | 3,113 | 30,191 |
| 19. | 3,364 | 2,257 | 2,727 | 2,060 | 2,417 | 4,064 | 3,189 | 1,000 | 2,961 | 3,069 | 2,607 | 4,289 | 34,002 |
| 20. | 3,364 | 2,257 | 2,727 | 3,113 | 3,913 | 4,064 | 2,254 | 1,000 | 2,961 | 2,239 | 3,962 | 1,812 | 33,664 |
| 21. | 1,804 | 2,257 | 4,134 | 4,289 | 3,913 | 4,064 | 3,189 | 1,000 | 4,419 | 4,289 | 3,962 | 4,289 | 41,607 |
| 22. | 2,394 | 1,000 | 2,727 | 3,113 | 1,000 | 1,000 | 2,254 | 1,000 | 2,961 | 3,069 | 1,704 | 2,367 | 24,588 |
| 23. | 3,364 | 3,943 | 2,727 | 3,113 | 2,417 | 2,565 | 3,189 | 2,809 | 2,961 | 3,069 | 2,607 | 3,113 | 35,875 |
| 24. | 3,364 | 2,257 | 2,727 | 1,000 | 2,417 | 2,565 | 1,758 | 1,000 | 2,961 | 3,069 | 2,607 | 3,113 | 28,836 |
| 25. | 2,394 | 3,943 | 2,727 | 3,113 | 3,913 | 4,064 | 3,189 | 1,000 | 2,961 | 3,069 | 3,962 | 4,289 | 38,622 |
| 26. | 3,364 | 3,035 | 4,134 | 4,289 | 3,913 | 4,064 | 1,758 | 1,891 | 4,419 | 4,289 | 3,962 | 4,289 | 43,406 |
| 27. | 3,364 | 2,257 | 2,727 | 3,113 | 2,417 | 2,565 | 3,189 | 1,000 | 2,961 | 3,069 | 2,607 | 3,113 | 32,380 |
| 28. | 2,394 | 2,257 | 2,727 | 4,289 | 3,913 | 4,064 | 3,189 | 1,000 | 2,961 | 4,289 | 3,962 | 4,289 | 39,331 |
| 29. | 3,364 | 3,943 | 4,134 | 4,289 | 2,417 | 4,064 | 2,254 | 2,809 | 4,419 | 4,289 | 2,607 | 4,289 | 42,877 |
| 30. | 4,724 | 2,257 | 2,727 | 3,113 | 2,417 | 2,565 | 4,585 | 1,000 | 2,961 | 3,069 | 2,607 | 3,113 | 35,137 |
| 31. | 4,724 | 3,943 | 2,727 | 4,289 | 2,417 | 4,064 | 1,000 | 2,809 | 2,961 | 4,289 | 2,607 | 3,113 | 38,941 |

1. **Tabulasi Data Variabel Kinerja (Y)**
2. **Tabulasi Data Etos Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | | | **Total**  **Skor** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| 1. | 2,309 | 1,973 | 4,492 | 2,596 | 1,000 | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 32,444 |
| 2. | 3,379 | 2,921 | 1,572 | 2,596 | 2,394 | 4,064 | 4,117 | 3,320 | 2,932 | 4,003 | 31,297 |
| 3. | 3,379 | 1,973 | 4,492 | 2,596 | 3,066 | 4,064 | 4,117 | 3,320 | 2,932 | 4,003 | 33,942 |
| 4. | 1,812 | 2,921 | 1,000 | 2,596 | 1,829 | 4,064 | 2,682 | 2,118 | 2,932 | 2,530 | 24,484 |
| 5. | 3,379 | 2,921 | 2,949 | 2,596 | 3,066 | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 34,986 |
| 6. | 3,379 | 1,000 | 2,949 | 2,596 | 2,394 | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 32,392 |
| 7. | 4,871 | 2,921 | 2,949 | 2,596 | 1,829 | 4,064 | 2,682 | 2,118 | 2,932 | 2,530 | 29,492 |
| 8. | 3,379 | 2,921 | 2,949 | 2,596 | 1,829 | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 30,637 |
| 9. | 2,309 | 2,921 | 4,492 | 2,596 | 1,000 | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 30,280 |
| 10. | 3,379 | 2,921 | 4,492 | 2,596 | 1,000 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 27,216 |
| 11. | 3,379 | 1,000 | 2,949 | 1,000 | 4,101 | 4,064 | 4,117 | 2,118 | 2,932 | 2,530 | 28,190 |
| 12. | 4,871 | 1,000 | 2,949 | 1,000 | 2,394 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 25,041 |
| 13. | 3,379 | 1,000 | 4,492 | 2,596 | 4,101 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 28,396 |
| 14. | 3,379 | 1,973 | 2,949 | 1,000 | 3,066 | 2,565 | 1,000 | 1,000 | 2,932 | 2,530 | 22,395 |
| 15. | 1,812 | 2,921 | 2,949 | 1,000 | 4,101 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 25,610 |
| 16. | 3,379 | 2,921 | 2,949 | 1,000 | 3,066 | 2,565 | 2,682 | 1,000 | 2,932 | 4,003 | 26,498 |
| 17. | 3,379 | 1,973 | 2,949 | 1,000 | 3,066 | 1,000 | 1,572 | 1,000 | 2,932 | 4,003 | 22,874 |
| 18. | 1,000 | 1,973 | 2,949 | 1,000 | 2,394 | 2,565 | 2,682 | 3,320 | 2,932 | 1,000 | 21,815 |
| 19. | 3,379 | 1,000 | 2,949 | 1,000 | 3,066 | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 31,469 |
| 20. | 1,812 | 1,000 | 2,949 | 1,000 | 4,101 | 4,064 | 4,117 | 2,118 | 2,932 | 2,530 | 26,623 |
| 21. | 3,379 | 1,000 | 4,492 | 2,596 | 4,101 | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 32,531 |
| 22. | 2,309 | 1,000 | 2,949 | 1,000 | 2,394 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 22,479 |
| 23. | 3,379 | 2,921 | 2,949 | 1,000 | 3,066 | 2,565 | 2,682 | 2,118 | 4,571 | 4,003 | 29,255 |
| 24. | 3,379 | 1,000 | 2,949 | 1,000 | 1,829 | 4,064 | 2,682 | 1,000 | 2,932 | 2,530 | 23,365 |
| 25. | 3,379 | 1,000 | 2,949 | 1,000 | 4,101 | 2,565 | 2,682 | 1,000 | 1,000 | 2,530 | 22,207 |
| 26. | 3,379 | 1,973 | 4,492 | 2,596 | 1,829 | 2,565 | 2,682 | 2,118 | 2,932 | 2,530 | 27,097 |
| 27. | 3,379 | 1,000 | 2,949 | 1,000 | 3,066 | 2,565 | 2,682 | 1,000 | 2,932 | 2,530 | 23,104 |
| 28. | 3,379 | 1,000 | 2,949 | 2,596 | 4,101 | 2,565 | 2,682 | 1,000 | 4,571 | 4,003 | 28,847 |
| 29. | 3,379 | 2,921 | 4,492 | 2,596 | 3,066 | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 36,529 |
| 30. | 4,871 | 1,000 | 2,949 | 1,000 | 3,066 | 2,565 | 4,117 | 2,118 | 2,932 | 1,000 | 25,619 |
| 31. | 4,871 | 2,921 | 2,949 | 2,596 | 2,394 | 2,565 | 4,117 | 3,320 | 2,932 | 2,530 | 31,195 |

1. **Tabulasi Data Komunikasi Pegawai (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | | | **Total**  **Skor** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| 1. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 2. | 3,864 | 3,493 | 3,702 | 1,000 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 29,165 |
| 3. | 3,864 | 3,493 | 2,317 | 1,000 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 27,780 |
| 4. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 5. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 6. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 7. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 8. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 9. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 10. | 2,364 | 1,000 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,294 |
| 11. | 3,864 | 3,493 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 2,599 | 2,596 | 2,596 | 23,078 |
| 12. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 13. | 2,364 | 3,493 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 2,599 | 1,000 | 1,000 | 18,386 |
| 14. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 15. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 16. | 3,864 | 3,493 | 3,702 | 1,000 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 29,165 |
| 17. | 3,864 | 3,493 | 3,702 | 1,000 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 29,165 |
| 18. | 3,864 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 16,931 |
| 19. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 20. | 3,864 | 3,493 | 3,702 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 30,827 |
| 21. | 3,864 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 16,931 |
| 22. | 3,864 | 3,493 | 3,702 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 19,672 |
| 23. | 3,864 | 3,493 | 3,702 | 1,000 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 29,165 |
| 24. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 25. | 3,864 | 3,493 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 2,599 | 2,596 | 2,596 | 23,078 |
| 26. | 2,364 | 2,137 | 1,000 | 2,662 | 4,117 | 2,599 | 2,599 | 2,599 | 2,596 | 2,596 | 25,270 |
| 27. | 3,864 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 16,931 |
| 28. | 2,364 | 1,000 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,294 |
| 29. | 2,364 | 2,137 | 2,317 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,431 |
| 30. | 2,364 | 2,137 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 12,502 |
| 31. | 1,000 | 1,000 | 1,000 | 1,000 | 2,613 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,613 |

1. **Tabulasi Data Motivasi Intrinsik (X3)**

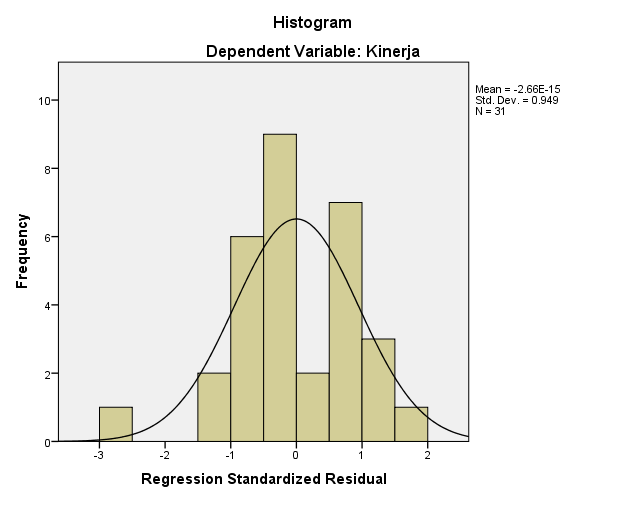
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | | | **Total**  **Skor** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| 1. | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 3,598 | 2,662 | 2,605 | 4,206 | 4,419 | 37,564 |
| 2. | 4,064 | 4,117 | 3,320 | 2,932 | 4,003 | 3,598 | 2,662 | 2,605 | 2,663 | 4,419 | 34,383 |
| 3. | 4,064 | 4,117 | 3,320 | 2,932 | 4,003 | 3,598 | 2,662 | 2,605 | 2,663 | 2,841 | 32,804 |
| 4. | 4,064 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 24,047 |
| 5. | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 3,598 | 2,662 | 2,605 | 4,206 | 4,419 | 37,564 |
| 6. | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 3,598 | 2,662 | 2,605 | 4,206 | 4,419 | 37,564 |
| 7. | 4,064 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 24,047 |
| 8. | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 2,286 | 2,662 | 2,605 | 2,663 | 2,841 | 30,020 |
| 9. | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 26,753 |
| 10. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 11. | 4,064 | 4,117 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 2,605 | 2,663 | 2,841 | 27,156 |
| 12. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 13. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 14. | 2,565 | 2,613 | 1,000 | 2,932 | 2,530 | 3,598 | 1,000 | 1,000 | 2,663 | 2,841 | 22,742 |
| 15. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 16. | 2,565 | 2,613 | 1,000 | 2,932 | 4,003 | 1,000 | 1,000 | 1,000 | 4,206 | 4,419 | 24,738 |
| 17. | 1,000 | 1,000 | 1,000 | 2,932 | 4,003 | 1,000 | 1,000 | 1,000 | 4,206 | 4,419 | 21,561 |
| 18. | 2,565 | 2,613 | 3,320 | 2,932 | 1,000 | 1,000 | 1,000 | 2,605 | 1,000 | 1,000 | 19,035 |
| 19. | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 2,286 | 2,662 | 2,605 | 4,206 | 4,419 | 36,253 |
| 20. | 4,064 | 4,117 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 25,551 |
| 21. | 4,064 | 4,117 | 3,320 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 26,753 |
| 22. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 23. | 2,565 | 2,613 | 2,118 | 4,571 | 4,003 | 3,598 | 1,000 | 1,000 | 2,663 | 2,841 | 26,971 |
| 24. | 4,064 | 2,613 | 1,000 | 2,932 | 2,530 | 2,286 | 1,000 | 2,605 | 2,663 | 2,841 | 24,533 |
| 25. | 2,565 | 2,613 | 1,000 | 1,000 | 2,530 | 1,000 | 1,000 | 1,000 | 2,663 | 2,841 | 18,212 |
| 26. | 2,565 | 2,613 | 2,118 | 2,932 | 2,530 | 2,286 | 1,000 | 1,000 | 2,663 | 2,841 | 22,548 |
| 27. | 2,565 | 2,613 | 1,000 | 2,932 | 2,530 | 1,000 | 1,000 | 1,000 | 2,663 | 2,841 | 20,144 |
| 28. | 2,565 | 2,613 | 1,000 | 4,571 | 4,003 | 3,598 | 2,662 | 2,605 | 4,206 | 4,419 | 32,242 |
| 29. | 4,064 | 4,117 | 3,320 | 4,571 | 4,003 | 3,598 | 2,662 | 2,605 | 4,206 | 4,419 | 37,564 |
| 30. | 2,565 | 4,117 | 2,118 | 2,932 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,841 | 19,573 |
| 31. | 2,565 | 4,117 | 3,320 | 2,932 | 2,530 | 2,286 | 1,000 | 2,605 | 2,663 | 2,841 | 26,859 |

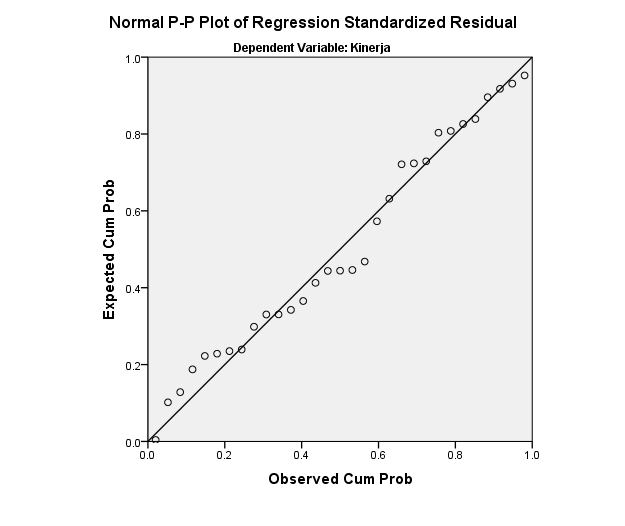
**Lampiran 11**

**Hasil Uji Asumsi Klasik**

1. **Uji Normalitas**

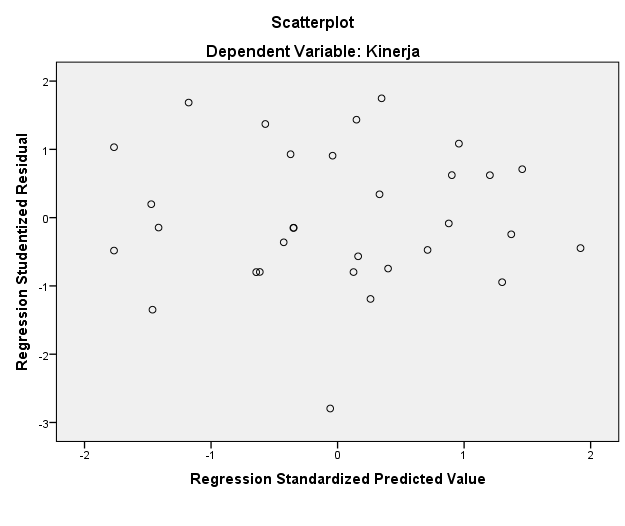
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 31 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .08309369 |
| Most Extreme Differences | Absolute | .114 |
| Positive | .114 |
| Negative | -.087 |
| Test Statistic | | .114 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
|  | | |





1. **Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3.216 | .233 |  | 13.778 | .000 |  |  |
| Etos Kerja | .036 | .009 | 1.060 | 4.065 | .000 | .332 | 3.013 |
| Komunikasi Pegawai | .000 | .004 | .010 | .061 | .952 | .876 | 1.142 |
| Motivasi Intrinsik | -.020 | .007 | -.745 | -2.753 | .010 | .308 | 3.244 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. **Uji Heteroskedastisitas**

**Tabel**

**Hasil Uji Glejser**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -5.834 | 5.378 |  | -1.085 | .288 |
| EtosKerja | -.089 | .202 | -.134 | -.439 | .664 |
| Komunikasi Pegawai | .092 | .084 | .206 | 1.094 | .283 |
| Motivasi Intrinsik | .195 | .164 | .378 | 1.192 | .244 |
| a. Dependent Variable: ABS\_RES | | | | | | |

1. **Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .629a | .396 | .329 | 3.93501 | 2.145 |
| a. Predictors: (Constant), MotivasiIntrinsik, KomunikasiPegawai, EtosKerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

**Lampiran 12**

**Output SPSS**

1. **Hasil Uji Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.216 | .233 |  | 13.778 | .000 |
| Etos Kerja | .036 | .009 | 1.060 | 4.065 | .000 |
| Komunikasi Pegawai | .000 | .004 | .010 | .061 | .952 |
| Motivasi Intrinsik | -.020 | .007 | -.745 | -2.753 | .010 |
| a. Dependent Variable: Kinerja | | | | | | |

1. **Hasil Uji Koofisien Determinasi (R2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .625a | .391 | .324 | .08759 | .391 | 5.783 | 3 | 27 | .003 |
| a. Predictors: (Constant), MotivasiIntrinsik, KomunikasiPegawai, EtosKerja | | | | | | | | | |
| b. Dependent Variable: Kinerja | | | | | | | | | |

**Lampiran 13**

**Hasil Uji Hipotesis**

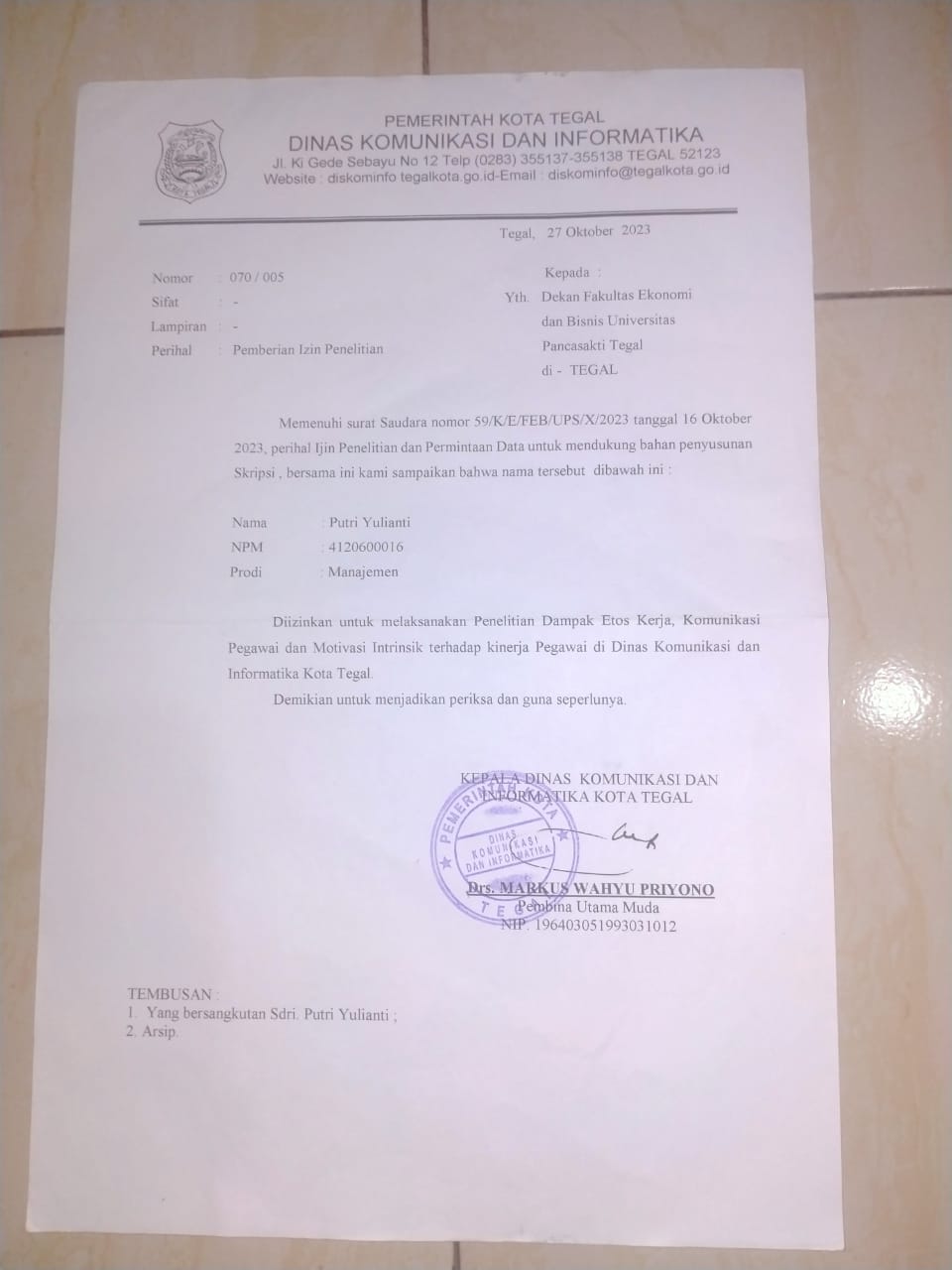
1. **Hasil Uji t (Parsial)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.216 | .233 |  | 13.778 | .000 |
| Etos Kerja | .036 | .009 | 1.060 | 4.065 | .000 |
| Komunikasi Pegawai | .000 | .004 | .010 | .061 | .952 |
| Motivasi Intrinsik | -.020 | .007 | -.745 | -2.753 | .010 |
| a. Dependent Variable: Kinerja | | | | | | |

1. **Hasil Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | .133 | 3 | .044 | 5.783 | .003b |
| Residual | .207 | 27 | .008 |  |  |
| Total | .340 | 30 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Motivasi Intrinsik, Komunikasi Pegawai, Etos Kerja | | | | | | |

**Lampiran 14**

**Surat Balasan dari Dinas**