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 **LAMPIRAN**

### Lampiran 1 Surat Balasan Penelitian

 Nomor : 17/9/Telkom.Pml/2022

Lampiran : - Perihal : Penelitian

Kepada Yth. Dekan Fakultas Ekonomi dan Bisnis

Universitas Pancasakti Tegal

 Disampaikan dengan hormat, menindaklanjuti surat Saudara Nomor 71/K/E/FEB/1/2022 tanggal 5 Januari 2022 perihal sebagaimana tersebut dalam pokok surat, dengan ini kami menerangkan bahwa mahasiswa tersebut di bawah ini:

**SETYO**

Witel

Pemalang

 Nama : Ramadhan Fajar Imani

 NPM : 4118500164

 Program Studi : Manajemen Fakultas Ekonomi dan Bisnis

 Universitas Pancasakti Tegal

Telah melakukan pengumpulan data melalui kuesioner terhadap seluruh karyawan kami untuk digunakan sebagai bahan analisis data penulisan Skripsi yang berjudul “Pengaruh Motivasi Kerja, Disiplin Kerja dan Budaya Organisasi terhadap Kinerja Karyawan pada Kantor Telkom Pemalang” pada bulan September 2022.

 Demikian surat kami, atas perhatiannya disampaikan terima kasih.

Pemalang, 6 Oktober 2022

**PURWONO**

**Lampiran 2 Lembar Kuesioner**

**KARAKTERISTIK RESPONDEN**

### A.PETUNJUK PENGISIAN KUESIONER

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
2. Beri tanda *check list* (√) pada kolom yang tersedia Lampiran 3

### B.DATA RESPONDEN

|  |  |
| --- | --- |
| 1. Jenis Kelamin  | : a. Laki-Laki  b. Perempuan  |
| 2. Pendidikan Terakhir  | : a. SD/SMP b. SMA 1. DIII/S1
2. S2
 |
| 3. Umur  | : a. 25-35 tahun  |
|   |  b. 35-40 tahun  |

1. 40-45 tahun
2. >45 tahun

 4. Masa Kerja : a. < 1 tahun

1. 1-5 tahun
2. 6-10 tahun
3. > 11 tahun

### C.KETERANGAN JAWABAN

1. Sangat Tidak Setuju (STS)
2. Tidak Setuju (TS)
3. Cukup Setuju (KS)
4. Setuju (S)
5. Sangat Setuju (SS)

Lampiran 4

### KUESIONER

**KINERJA KARYAWAN (Y)**

|  |  |  |
| --- | --- | --- |
|  | **No** **PERNYATAAN**  | **ALTERNATIF PILIHAN JAWABAN**  |
| **STS**  | **TS**  | **N**  | **S**  | **SS**  |
| *1*  | *Dalam bekerja kerapihan karyawan lebih diutamakan*  |   |   |   |   |   |
| *2*  | *Karyawan melaksanakan pekerjaan sesuai dengan kemampuan kerja yang dimiliki yang ditetapkan perusahaan*  |   |   |   |   |   |
| *3*  | *Agar Tercapainya suatu keberhasilan dalam melakukan pekerjaan perlu adanya dukungan*  |   |   |   |   |   |
| *4*  | *Saya menggunakan cara baru untuk mempersingkat waktu penyelesaian pekerjaan*  |   |   |   |   |   |
| *5*  | *Saya puas bekerja diperusahaan ini karena pekerjaan yang dilakukan sesuai dengan minat saya.*  |   |   |   |   |   |
| *6*  | *Saya berusaha meningkatkan mutu hasil kerja dari waktu ke waktu dan mampu mencapai target yang ditetapkan perusahaan*  |   |   |   |   |   |
| *7*  | *Pimpinan dapat memberikan reward untuk mendorong kinerja karyawan*  |   |   |   |   |   |
| *8*  | *Karyawan memiliki tanggung jawab dalam pengambilan keputusan*  |   |   |   |   |   |
| *9*  | *Karyawan melaksanakan pekerjaan sesuai dengan sarana dan prasarana kerja yang ditetapkan perusahaan.*  |   |   |   |   |   |
| *10*  | *Pekerjaan tidak dapat terselesaikan dengan baik tanpa adanya kekompokan dalam tim*   |   |   |   |   |   |
| *11*  | *Saya melakukan koordinasi dengan rekan kerja ketika bekerja dalam tim*  |   |   |   |   |   |
| *12*  | *Saya melakukan koordinasi dengan atasan ketika bekerja dalam tim*  |   |   |   |   |   |
| *13*  | *Saya bekerja secara mandiri, sesuai job deskripsinya*  |   |   |   |   |   |
| *14*  | *Saya bekerja dibantu rekan kerja ketika ada arahan pimpinan*  |   |   |   |   |   |

### Lampiran 5

**KUESIONER**

 **MOTIVASI KERJA (X1)**

 **No** Alternatif Pilihan Jawaban

 **PERNYATAAN** STS TS N S SS

 Saya termasuk karyawan yang menyukai

1. tantangan dan mampu untuk selalu bekerja dengan tim

 Saya selalu bekerja semaksimal mungkin

1. untuk memenuhi target yang ditetapkan perusahaan

 Saya selalu berusaha untuk konsisten dalam

1. bekerja dengan menjaga kualitas dan kuantitas pekerjaan saya dari

waktu ke waktu

 Saya termasuk karyawan yang menyukai

1. hal yang baru sebagai stategi untuk meningkatkan kualitas dan kuantitas pekerjaan saya

 Saya selalu aktif berdiskusi dengan tim

1. berkenaan dengan pekerjaan dan strategi yang akan diterapkan

 Saya termasuk karyawan yang mampu

1. mengontrol waktu kerja saya secara efektif dan efisien
2. Saya termasuk karyawan yang selalu taat pada aturan perusahaan

 Saya tidak pernah melanggar aturan perusahaan. Hal ini karena saya

1. menganggap bahwa aturan itu penting agar saya selalu disiplin dalam bekerja

 Saya termasuk karyawan yang memiliki

 keinginan yang tinggi untuk bisa

1. bersosialisasi dengan masyarakat luas guna mempromosikan produk perusahaan
2. Saya termasuk karyawan yang selalu

berprestasi dalam menjalankan tugas dan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | kewajiban perusahaan  |  |  |  |  |  |

### Lampiran 7

**KUESIONER DISIPLIN KERJA (X2)**

|  |  |  |
| --- | --- | --- |
| No  | PERNYATAAN  | Pilihan Alternatif Jawaban  |
| STS   | TS   | N   | S   | SS  |
| 1  | Saya setiap hari datang di kantor tepat waktu  |   |   |   |   |   |
| *2*  | *Saya memiliki kemampuan yang dapat ditunjukkan untuk mencapai tujuan instansi*  |  |  |  |  |  |
| 3  | Saya perlu waspada terhadap hal-hal yang dapat mengganggu saya bekerja  |   |   |   |   |   |
| 4  | Saya berhati-hati dalam bekerja  |   |   |   |   |   |
| 5  | Saya menjaga peralatan kerja agar  |   |   |   |   |   |
| 6  | Saya merawat peralatan kerja agar awet  |   |   |   |   |   |
| 7  | Sebagai pegawai memiliki rasa tanggung jawab  |   |   |   |   |   |
| 8  | Saya bekerja sesuai tugas dan fungsinya   |   |   |   |   |   |
| 9  | Saya melaksanakan tugas dengan lancar, setelah saya memahami pekerjaan itu   |   |   |   |   |   |
| 10  | Saya melaksanakan pekerjaan sesuai jam kerja, kecuali ada tugas lain  |   |   |   |   |   |
| 11  | Saya memahami peraturan yang berlaku   |   |   |   |   |   |
| 12  | Peraturan kerja, diterapkan untuk dipatuhi oleh setiap karyawan  |   |   |   |   |   |
| 13  | Saya menyelesaikan pekerjaan sesuai jam kerja  |   |   |   |   |   |
| 14  | Saya memiliki sikap toleran terhadap teman kerja  |   |   |   |   |   |
| 15  | Saya berusaha bererilaku baik di kantor  |   |   |   |   |   |

|  |  |  |
| --- | --- | --- |
| NO  | PERNYATAAN  | TANGGPAN RESPONDEN  |
| STS  | TS  | N  | S  | SS  |
| 1.  | Organsasi mempertimbangkan efek dari hasil keputusannya  |  |  |  |  |  |
| 2  | Manajemen selalu fokus pada hasil kinerja staff  |  |  |  |  |  |
| 3  | Manajemen memperhatikan langkah untuk mencapai hasil kinerja  |  |  |  |  |  |
| 4  | Organisasi selalu memberi wawasan terhadap penekanan status quo (status kepemimpinan)  |  |  |  |  |  |
| 5  | Organisasi berimplementasi untuk bertahannya status quo (status kepemimpinan)  |  |  |  |  |  |
| 6  | Saya merasa pekerjaan adalah persaingan yang agresif didalam organisasi  |  |  |  |  |  |
| 7  | Bekerja merupakan kompetisi yang saya hadapi sehari-hari  |  |  |  |  |  |
| 8  | Selain bekerja sendiri, saya juga mempertimbangkan hasil kinerja tim  |  |  |  |  |  |
| 9  | Saya selalu teliti dalam melakukan pekerjaan  |  |  |  |  |  |
| 10  | Saya selalu mengerjakan hal yang sulit terlebih dahulu dalam kinerja saya  |  |  |  |  |  |
| 11  | Saya selalu memperhitungkan pekerjaan yang diberikan mampu saya kerjakan atau tidak  |  |  |  |  |  |
| 12  | Saya memiliki kemampuan untuk berinovasi dalam menyelesaikan pekerjaan  |  |  |  |  |  |
| 13  | Saya berani dalam mengambil resiko untuk pekerjaan yang diberikan oleh perusahaan  |  |  |  |  |  |
| 14  | Saya berani dalam mengambil resiko pekerjaan untuk stabilitas lingkungan perusahaan  |  |  |  |  |  |

Lampiran 11

**KUESIONER BUDAYA ORGANISASI (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Skor Hasil Kuesioner Kinerja (Y) |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| No. Resp | **Kinerja (Y)** |  |  |  |  |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | Jml |
| 1 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 54 |
| 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 54 |
| 3 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 53 |
| 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 50 |
| 5 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 5 | 2 | 2 | 3 | 3 | 5 | 3 | 42 |
| 6 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 54 |
| 7 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 52 |
| 8 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 54 |
| 9 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 53 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 11 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 52 |
| 12 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 54 |
| 13 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 53 |
| 14 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 50 |
| 15 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 16 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 52 |
| 17 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 30 |
| 18 | 5 | 5 | 5 | 5 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 47 |
| 19 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 44 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 54 |
| 21 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 50 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 23 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 30 |
| 24 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 44 |
| 25 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 48 |
| 26 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| 27 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 28 | 5 | 5 | 3 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 56 |
| 29 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 57 |
| 30 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 31 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 43 |
| 32 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 44 |
| 33 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 57 |
| 34 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 55 |
| 35 | 3 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 56 |
| Total | 136 | 129 | 134 | 122 | 119 | 119 | 121 | 116 | 114 | 118 | 121 | 117 | 124 | 120 | 1710 |

Lampiran 12

Hasil Suksesive

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 |  | Total Y |
| 3.863 | 3.385 | 3.940 | 3.101 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 5.697 | 4.509 | 5.654 | 4.354 |  | 59.135 |
| 3.863 | 4.340 | 3.940 | 3.938 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 58.239 |
| 4.899 | 3.385 | 3.940 | 3.938 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 57.027 |
| 4.899 | 5.261 | 5.081 | 4.884 | 4.558 | 3.506 | 3.262 | 3.060 | 3.574 | 2.000 | 3.138 | 3.255 | 3.181 | 3.177 |  | 52.835 |
| 2.000 | 3.385 | 3.940 | 2.000 | 2.000 | 3.506 | 3.262 | 5.406 | 2.000 | 2.000 | 3.138 | 3.255 | 5.654 | 3.177 |  | 44.722 |
| 3.052 | 4.340 | 5.081 | 3.101 | 4.558 | 3.506 | 4.490 | 3.060 | 4.795 | 3.152 | 5.697 | 4.509 | 4.352 | 5.697 |  | 59.388 |
| 3.863 | 3.385 | 3.940 | 3.101 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 56.448 |
| 3.863 | 4.340 | 3.940 | 3.938 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 58.239 |
| 4.899 | 3.385 | 3.940 | 3.938 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 57.027 |
| 3.052 | 3.385 | 2.000 | 3.101 | 3.380 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 44.222 |
| 3.863 | 3.385 | 3.940 | 3.101 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 56.448 |
| 3.863 | 4.340 | 3.940 | 3.938 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 58.239 |
| 4.899 | 3.385 | 3.940 | 3.938 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 57.027 |
| 4.899 | 5.261 | 5.081 | 4.884 | 4.558 | 3.506 | 3.262 | 3.060 | 3.574 | 2.000 | 3.138 | 3.255 | 3.181 | 3.177 |  | 52.835 |
| 3.863 | 3.385 | 3.006 | 3.101 | 2.000 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 44.660 |
| 3.052 | 5.261 | 5.081 | 3.101 | 3.380 | 6.013 | 5.833 | 3.060 | 3.574 | 3.152 | 3.138 | 5.978 | 3.181 | 3.177 |  | 56.980 |
| 2.000 | 2.000 | 2.000 | 2.000 | 3.380 | 2.000 | 2.000 | 2.000 | 3.574 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |  | 30.954 |
| 4.899 | 5.261 | 5.081 | 4.884 | 3.380 | 4.799 | 2.000 | 2.000 | 3.574 | 3.152 | 3.138 | 2.000 | 2.000 | 3.177 |  | 49.345 |
| 3.052 | 3.385 | 3.006 | 3.101 | 4.558 | 3.506 | 3.262 | 3.060 | 4.795 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 47.627 |
| 3.863 | 4.340 | 3.940 | 3.938 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 58.239 |
| 4.899 | 5.261 | 5.081 | 4.884 | 4.558 | 3.506 | 3.262 | 3.060 | 2.000 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 52.412 |
| 3.052 | 3.385 | 3.006 | 3.101 | 3.380 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 45.229 |
| 2.000 | 2.000 | 2.000 | 2.000 | 3.380 | 2.000 | 2.000 | 2.000 | 3.574 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |  | 30.954 |
| 3.052 | 3.385 | 3.006 | 3.101 | 4.558 | 3.506 | 3.262 | 3.060 | 4.795 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 47.627 |
| 4.899 | 5.261 | 5.081 | 4.884 | 4.558 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 2.000 | 3.255 | 3.181 | 2.000 |  | 50.612 |
| 3.052 | 3.385 | 3.006 | 2.000 | 3.380 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 3.177 |  | 43.068 |
| 3.863 | 4.340 | 3.940 | 2.000 | 4.558 | 4.799 | 4.490 | 2.000 | 4.795 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 56.595 |
| 4.899 | 5.261 | 3.006 | 2.000 | 5.654 | 6.013 | 5.833 | 4.105 | 5.654 | 4.284 | 4.312 | 2.000 | 3.181 | 4.354 |  | 60.555 |
| 4.899 | 5.261 | 3.006 | 4.884 | 4.558 | 4.799 | 3.262 | 4.105 | 4.795 | 5.586 | 4.312 | 3.255 | 4.352 | 4.354 |  | 61.426 |
| 3.052 | 3.385 | 3.006 | 3.101 | 3.380 | 4.799 | 4.490 | 4.105 | 4.795 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 55.923 |
| 3.052 | 4.340 | 3.940 | 3.938 | 4.558 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 2.000 | 3.255 | 3.181 | 2.000 |  | 45.756 |
| 3.863 | 3.385 | 3.006 | 3.101 | 2.000 | 4.799 | 4.490 | 3.060 | 2.000 | 3.152 | 3.138 | 3.255 | 4.352 | 3.177 |  | 46.778 |
| 4.899 | 3.385 | 3.940 | 3.938 | 5.654 | 3.506 | 4.490 | 4.105 | 5.654 | 4.284 | 4.312 | 4.509 | 4.352 | 4.354 |  | 61.380 |
| 4.899 | 5.261 | 5.081 | 4.884 | 4.558 | 3.506 | 3.262 | 3.060 | 5.654 | 3.152 | 4.312 | 3.255 | 4.352 | 3.177 |  | 58.412 |
| 3.052 | 4.340 | 5.081 | 3.101 | 5.654 | 3.506 | 3.262 | 5.406 | 3.574 | 5.586 | 4.312 | 3.255 | 5.654 | 5.697 |  | 61.479 |

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| --- | --- | --- | --- | --- |
|  | Skor Hasil Kuesioner Motivasi Kerja (X1) |  |  |  |
|  |  |  |  |  |  |  |
| No. Resp | Motivasi Kerja (X1) |  |  |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Jml |
| 1 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 39 |
| 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 43 |
| 5 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 7 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 37 |
| 8 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 39 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 11 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 13 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 41 |
| 14 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 15 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 16 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 18 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 19 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 42 |
| 20 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 21 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 46 |
| 22 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 44 |
| 23 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 24 | 4 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 43 |
| 25 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 43 |
| 26 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 38 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 43 |
| 29 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 30 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 31 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 33 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 34 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 43 |
| 35 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| Total | 151 | 153 | 139 | 147 | 148 | 150 | 154 | 149 | 149 | 153 | 1493 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |  | TotalX1 |
| 4.380 | 4.302 | 5.319 | 4.134 | 5.191 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 44.973 |
| 4.380 | 4.302 | 4.167 | 4.134 | 4.025 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 42.654 |
| 3.000 | 5.694 | 4.167 | 4.134 | 4.025 | 3.000 | 5.648 | 3.000 | 3.000 | 5.512 |  | 41.179 |
| 5.793 | 4.302 | 5.319 | 4.134 | 5.191 | 3.000 | 5.648 | 4.332 | 5.899 | 3.000 |  | 46.617 |
| 4.380 | 4.302 | 3.000 | 3.000 | 5.191 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 41.521 |
| 4.380 | 4.302 | 5.319 | 4.134 | 4.025 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 43.806 |
| 4.380 | 3.000 | 4.167 | 4.134 | 4.025 | 4.419 | 3.000 | 4.332 | 4.458 | 3.000 |  | 38.913 |
| 3.000 | 5.694 | 4.167 | 4.134 | 4.025 | 3.000 | 5.648 | 3.000 | 3.000 | 5.512 |  | 41.179 |
| 4.380 | 4.302 | 4.167 | 4.134 | 4.025 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 42.654 |
| 4.380 | 4.302 | 3.000 | 3.000 | 3.000 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 39.329 |
| 5.793 | 5.694 | 4.167 | 4.134 | 4.025 | 5.845 | 5.648 | 5.709 | 5.899 | 5.512 |  | 52.424 |
| 4.380 | 5.694 | 4.167 | 4.134 | 4.025 | 4.419 | 5.648 | 4.332 | 4.458 | 5.512 |  | 46.767 |
| 5.793 | 3.000 | 4.167 | 4.134 | 4.025 | 5.845 | 3.000 | 5.709 | 5.899 | 3.000 |  | 44.570 |
| 4.380 | 4.302 | 3.000 | 5.366 | 5.191 | 4.419 | 4.262 | 4.332 | 5.899 | 4.177 |  | 45.328 |
| 4.380 | 5.694 | 3.000 | 3.000 | 5.191 | 4.419 | 5.648 | 5.709 | 4.458 | 5.512 |  | 47.011 |
| 5.793 | 4.302 | 3.000 | 5.366 | 3.000 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 43.107 |
| 4.380 | 5.694 | 5.319 | 5.366 | 5.191 | 4.419 | 5.648 | 4.332 | 4.458 | 5.512 |  | 50.318 |
| 4.380 | 5.694 | 3.000 | 5.366 | 5.191 | 4.419 | 5.648 | 4.332 | 4.458 | 5.512 |  | 47.999 |
| 4.380 | 5.694 | 3.000 | 3.000 | 5.191 | 4.419 | 5.648 | 4.332 | 4.458 | 5.512 |  | 45.634 |
| 5.793 | 4.302 | 5.319 | 5.366 | 4.025 | 4.419 | 4.262 | 5.709 | 4.458 | 5.512 |  | 49.162 |
| 5.793 | 5.694 | 3.000 | 5.366 | 3.000 | 5.845 | 5.648 | 5.709 | 5.899 | 5.512 |  | 51.465 |
| 5.793 | 5.694 | 3.000 | 3.000 | 3.000 | 5.845 | 5.648 | 5.709 | 5.899 | 5.512 |  | 49.099 |
| 5.793 | 4.302 | 4.167 | 5.366 | 5.191 | 5.845 | 4.262 | 5.709 | 5.899 | 4.177 |  | 50.710 |
| 4.380 | 5.694 | 3.000 | 5.366 | 3.000 | 4.419 | 5.648 | 5.709 | 4.458 | 5.512 |  | 47.185 |
| 5.793 | 4.302 | 5.319 | 5.366 | 3.000 | 5.845 | 4.262 | 3.000 | 5.899 | 4.177 |  | 46.962 |
| 3.000 | 3.000 | 3.000 | 3.000 | 3.000 | 5.845 | 3.000 | 5.709 | 5.899 | 5.512 |  | 40.964 |
| 4.380 | 4.302 | 4.167 | 4.134 | 4.025 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 42.654 |
| 4.380 | 5.694 | 4.167 | 5.366 | 3.000 | 4.419 | 5.648 | 4.332 | 4.458 | 5.512 |  | 46.974 |
| 5.793 | 5.694 | 4.167 | 3.000 | 5.191 | 5.845 | 5.648 | 5.709 | 5.899 | 5.512 |  | 52.457 |
| 4.380 | 4.302 | 5.319 | 4.134 | 5.191 | 4.419 | 4.262 | 4.332 | 4.458 | 4.177 |  | 44.973 |
| 5.793 | 4.302 | 5.319 | 5.366 | 5.191 | 5.845 | 4.262 | 5.709 | 5.899 | 4.177 |  | 51.862 |
| 5.793 | 5.694 | 5.319 | 5.366 | 5.191 | 5.845 | 5.648 | 5.709 | 4.458 | 5.512 |  | 54.534 |
| 5.793 | 5.694 | 5.319 | 4.134 | 5.191 | 5.845 | 5.648 | 5.709 | 5.899 | 5.512 |  | 54.743 |
| 5.793 | 5.694 | 4.167 | 5.366 | 5.191 | 5.845 | 5.648 | 3.000 | 3.000 | 3.000 |  | 46.703 |
| 4.380 | 4.302 | 4.167 | 5.366 | 5.191 | 5.845 | 4.262 | 4.332 | 4.458 | 4.177 |  | 46.479 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  | Skor Hasil Kuesioner Disiplin Kerja (X2) |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| No. Resp |  |  |  |  |  | Disiplin Kerja (X2) |  |  |  |  |  |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | Jml |
| 1 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 49 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 58 |
| 3 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 53 |
| 5 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 43 |
| 6 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 59 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 9 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 5 | 50 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 45 |
| 11 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 56 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 13 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 14 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 54 |
| 15 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 16 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 57 |
| 17 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 30 |
| 18 | 5 | 5 | 5 | 5 | 2 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 5 | 49 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 21 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 55 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 23 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 30 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 25 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 48 |
| 26 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 41 |
| 27 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 51 |
| 28 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 57 |
| 29 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 62 |
| 30 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 55 |
| 31 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 46 |
| 32 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 49 |
| 33 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 34 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 56 |
| 35 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| Total | 125 | 124 | 120 | 114 | 99 | 111 | 105 | 96 | 97 | 104 | 96 | 102 | 102 | 100 | 117 | 1774 |

Succesive Interval

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 |  | TotalX2 |
| 4.006 | 5.078 | 4.013 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 2.000 | 3.152 | 3.341 | 3.408 | 3.289 | 3.953 |  | 51.695 |
| 4.006 | 4.115 | 4.013 | 3.913 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 3.370 | 4.319 | 4.593 | 4.820 | 3.289 | 3.953 |  | 62.765 |
| 5.078 | 5.078 | 5.081 | 4.834 | 2.000 | 3.506 | 3.370 | 2.000 | 2.000 | 3.370 | 2.000 | 3.341 | 3.408 | 2.000 | 5.015 |  | 52.081 |
| 5.078 | 5.078 | 5.081 | 4.834 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 4.653 | 3.152 | 3.341 | 3.408 | 3.289 | 2.000 |  | 56.255 |
| 4.006 | 4.115 | 4.013 | 3.114 | 2.000 | 4.737 | 2.000 | 2.000 | 2.000 | 3.370 | 2.000 | 2.000 | 2.000 | 3.289 | 3.953 |  | 44.597 |
| 4.006 | 4.115 | 4.013 | 3.913 | 4.472 | 5.833 | 3.370 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 3.408 | 4.613 | 3.953 |  | 63.849 |
| 3.121 | 3.258 | 3.096 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 48.546 |
| 4.006 | 4.115 | 4.013 | 3.913 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.953 |  | 65.372 |
| 5.078 | 5.078 | 5.081 | 4.834 | 2.000 | 3.506 | 3.370 | 2.000 | 2.000 | 3.370 | 2.000 | 3.341 | 3.408 | 2.000 | 5.015 |  | 52.081 |
| 3.121 | 3.258 | 2.000 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.953 |  | 48.347 |
| 4.006 | 3.258 | 4.013 | 3.114 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 2.000 |  | 61.762 |
| 4.006 | 4.115 | 4.013 | 3.913 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.953 |  | 65.372 |
| 5.078 | 3.258 | 4.013 | 3.913 | 4.472 | 3.506 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.953 |  | 64.355 |
| 5.078 | 5.078 | 5.081 | 4.834 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 2.000 | 3.152 | 3.341 | 3.408 | 3.289 | 5.015 |  | 56.617 |
| 4.006 | 3.258 | 3.096 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 49.431 |
| 3.121 | 5.078 | 5.081 | 3.114 | 3.208 | 5.833 | 5.697 | 3.115 | 3.142 | 3.370 | 3.152 | 5.866 | 3.408 | 3.289 | 5.015 |  | 61.489 |
| 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |  | 30.000 |
| 5.078 | 5.078 | 5.081 | 4.834 | 2.000 | 4.737 | 2.000 | 2.000 | 2.000 | 3.370 | 2.000 | 2.000 | 2.000 | 3.289 | 5.015 |  | 50.482 |
| 3.121 | 3.258 | 3.096 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 48.546 |
| 4.006 | 4.115 | 4.013 | 3.913 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.953 |  | 65.372 |
| 5.078 | 5.078 | 5.081 | 4.834 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 5.015 |  | 57.987 |
| 3.121 | 3.258 | 3.096 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 48.546 |
| 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |  | 30.000 |
| 3.121 | 3.258 | 3.096 | 3.114 | 3.208 | 3.506 | 3.370 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 48.546 |
| 5.078 | 5.078 | 5.081 | 4.834 | 2.000 | 3.506 | 3.370 | 2.000 | 2.000 | 3.370 | 2.000 | 3.341 | 3.408 | 2.000 | 3.057 |  | 50.123 |
| 3.121 | 3.258 | 3.096 | 2.000 | 3.208 | 3.506 | 3.370 | 2.000 | 2.000 | 3.370 | 2.000 | 3.341 | 3.408 | 3.289 | 3.057 |  | 44.023 |
| 4.006 | 4.115 | 4.013 | 2.000 | 3.208 | 4.737 | 4.576 | 2.000 | 2.000 | 4.653 | 2.000 | 4.593 | 4.820 | 4.613 | 3.953 |  | 55.289 |
| 5.078 | 5.078 | 3.096 | 2.000 | 4.472 | 5.833 | 5.697 | 4.262 | 4.326 | 4.653 | 4.319 | 2.000 | 3.408 | 4.613 | 3.057 |  | 61.892 |
| 5.078 | 5.078 | 3.096 | 4.834 | 4.472 | 4.737 | 3.370 | 4.262 | 4.326 | 5.978 | 4.319 | 3.341 | 4.820 | 4.613 | 5.015 |  | 67.340 |
| 3.121 | 3.258 | 3.096 | 3.114 | 4.472 | 4.737 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.057 |  | 61.017 |
| 3.121 | 4.115 | 4.013 | 3.913 | 3.208 | 3.506 | 3.370 | 2.000 | 3.142 | 3.370 | 2.000 | 3.341 | 3.408 | 2.000 | 3.953 |  | 48.460 |
| 4.006 | 3.258 | 3.096 | 3.114 | 3.208 | 4.737 | 4.576 | 3.115 | 3.142 | 3.370 | 3.152 | 3.341 | 4.820 | 3.289 | 3.057 |  | 53.281 |
| 5.078 | 3.258 | 4.013 | 3.913 | 4.472 | 3.506 | 4.576 | 4.262 | 4.326 | 4.653 | 4.319 | 4.593 | 4.820 | 4.613 | 3.953 |  | 64.355 |
| 5.078 | 5.078 | 5.081 | 4.834 | 3.208 | 3.506 | 3.370 | 3.115 | 4.326 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 5.015 |  | 59.172 |
| 3.121 | 3.258 | 3.096 | 3.114 | 4.472 | 3.506 | 3.370 | 4.262 | 3.142 | 3.370 | 3.152 | 3.341 | 3.408 | 3.289 | 3.057 |  | 50.956 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  | Skor Hasil Kuesioner Budaya Organisasi (X3) |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **No.** **Resp** |  |  |  |  | **Budaya Organisasi (X3)** |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** | **X3.15** | **Jml** |
| **1** | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 59 |
| **2** | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 59 |
| **3** | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 3 | 54 |
| **4** | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 50 |
| **5** | 4 | 4 | 2 | 3 | 3 | 5 | 2 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 52 |
| **6** | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| **7** | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 59 |
| **8** | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 56 |
| **9** | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 59 |
| **10** | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 51 |
| **11** | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 62 |
| **12** | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 58 |
| **13** | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 5 | 54 |
| **14** | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 51 |
| **15** | 4 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 50 |
| **16** | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 57 |
| **17** | 4 | 5 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 5 | 4 | 5 | 48 |
| **18** | 4 | 5 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 4 | 4 | 51 |
| **19** | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 57 |
| **20** | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| **21** | 5 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 57 |
| **22** | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 56 |
| **23** | 5 | 4 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 5 | 2 | 42 |
| **24** | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 57 |
| **25** | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 46 |
| **26** | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| **27** | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| **28** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 5 | 5 | 4 | 5 | 65 |
| **29** | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 63 |
| **30** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 58 |
| **31** | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 5 | 3 | 49 |
| **32** | 2 | 5 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 2 | 5 | 52 |
| **33** | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 67 |
| **34** | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 50 |
| **35** | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 61 |
| **Total** | **137** | **150** | **119** | **119** | **121** | **116** | **114** | **118** | **121** | **117** | **124** | **145** | **151** | **137** | **139** | **1928** |

Lampiran 13

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 |  | **TotalX3** |
| 4.046 | 4.190 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 5.697 | 4.509 | 5.654 | 3.736 | 4.152 | 4.046 | 3.121 |  | 63.783 |
| 4.046 | 4.190 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 5.024 | 5.447 | 4.046 | 3.121 |  | 63.679 |
| 2.910 | 5.495 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 2.000 | 5.447 | 2.910 | 3.121 |  | 58.396 |
| 2.910 | 3.000 | 4.558 | 3.506 | 3.262 | 3.060 | 3.574 | 2.000 | 3.138 | 3.255 | 3.181 | 3.736 | 5.447 | 2.910 | 5.024 |  | 52.560 |
| 4.046 | 4.190 | 2.000 | 3.506 | 3.262 | 5.406 | 2.000 | 2.000 | 3.138 | 3.255 | 5.654 | 3.736 | 4.152 | 4.046 | 3.970 |  | 54.360 |
| 4.046 | 4.190 | 4.558 | 3.506 | 4.490 | 3.060 | 4.795 | 3.152 | 5.697 | 4.509 | 4.352 | 3.736 | 4.152 | 4.046 | 3.970 |  | 62.257 |
| 4.046 | 3.000 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 5.447 | 4.046 | 5.024 |  | 63.104 |
| 2.910 | 5.495 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 5.447 | 2.910 | 2.000 |  | 60.304 |
| 4.046 | 4.190 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 5.447 | 4.046 | 5.024 |  | 63.001 |
| 4.046 | 4.190 | 3.380 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 3.736 | 4.152 | 4.046 | 3.970 |  | 53.647 |
| 5.406 | 5.495 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 5.024 | 5.447 | 5.406 | 3.121 |  | 67.705 |
| 4.046 | 5.495 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 4.152 | 4.046 | 3.121 |  | 62.401 |
| 2.000 | 3.000 | 3.380 | 3.506 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 5.024 | 4.152 | 2.000 | 5.024 |  | 57.712 |
| 4.046 | 4.190 | 4.558 | 3.506 | 3.262 | 3.060 | 3.574 | 2.000 | 3.138 | 3.255 | 3.181 | 3.736 | 4.152 | 4.046 | 3.970 |  | 53.672 |
| 4.046 | 5.495 | 2.000 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 5.024 | 3.000 | 4.046 | 3.121 |  | 52.859 |
| 4.046 | 4.190 | 3.380 | 6.013 | 5.833 | 3.060 | 3.574 | 3.152 | 3.138 | 5.978 | 3.181 | 3.736 | 4.152 | 4.046 | 3.970 |  | 61.447 |
| 4.046 | 5.495 | 3.380 | 2.000 | 2.000 | 2.000 | 3.574 | 2.000 | 2.000 | 2.000 | 2.000 | 5.024 | 5.447 | 4.046 | 5.024 |  | 50.037 |
| 4.046 | 5.495 | 3.380 | 4.799 | 2.000 | 2.000 | 3.574 | 3.152 | 3.138 | 2.000 | 2.000 | 5.024 | 5.447 | 4.046 | 3.970 |  | 54.071 |
| 4.046 | 5.495 | 4.558 | 3.506 | 3.262 | 3.060 | 4.795 | 3.152 | 3.138 | 3.255 | 3.181 | 5.024 | 5.447 | 4.046 | 5.024 |  | 60.988 |
| 4.046 | 4.190 | 3.380 | 4.799 | 4.490 | 4.105 | 3.574 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 4.152 | 4.046 | 3.970 |  | 61.945 |
| 5.406 | 5.495 | 4.558 | 3.506 | 3.262 | 3.060 | 2.000 | 3.152 | 3.138 | 3.255 | 3.181 | 5.024 | 5.447 | 5.406 | 5.024 |  | 60.913 |
| 5.406 | 5.495 | 3.380 | 3.506 | 3.262 | 3.060 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 5.024 | 5.447 | 5.406 | 3.970 |  | 60.256 |
| 5.406 | 4.190 | 3.380 | 2.000 | 2.000 | 2.000 | 3.574 | 2.000 | 2.000 | 2.000 | 2.000 | 2.783 | 3.000 | 5.406 | 2.000 |  | 43.740 |
| 4.046 | 5.495 | 4.558 | 3.506 | 3.262 | 3.060 | 4.795 | 3.152 | 3.138 | 3.255 | 3.181 | 5.024 | 5.447 | 4.046 | 5.024 |  | 60.988 |
| 2.910 | 4.190 | 4.558 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 2.000 | 3.255 | 3.181 | 3.736 | 3.000 | 2.910 | 3.121 |  | 48.355 |
| 2.910 | 3.000 | 3.380 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 3.138 | 3.255 | 3.181 | 2.783 | 3.000 | 2.910 | 3.121 |  | 46.172 |
| 4.046 | 4.190 | 4.558 | 4.799 | 4.490 | 2.000 | 4.795 | 4.284 | 4.312 | 4.509 | 4.352 | 3.736 | 4.152 | 4.046 | 3.970 |  | 62.238 |
| 4.046 | 5.495 | 5.654 | 6.013 | 5.833 | 4.105 | 5.654 | 4.284 | 4.312 | 2.000 | 3.181 | 5.024 | 5.447 | 4.046 | 5.024 |  | 70.118 |
| 5.406 | 5.495 | 4.558 | 4.799 | 3.262 | 4.105 | 4.795 | 5.586 | 4.312 | 3.255 | 4.352 | 3.736 | 4.152 | 5.406 | 5.024 |  | 68.243 |
| 4.046 | 4.190 | 3.380 | 4.799 | 4.490 | 4.105 | 4.795 | 4.284 | 4.312 | 4.509 | 4.352 | 2.783 | 4.152 | 4.046 | 3.970 |  | 62.213 |
| 5.406 | 4.190 | 4.558 | 3.506 | 3.262 | 2.000 | 3.574 | 3.152 | 2.000 | 3.255 | 3.181 | 2.000 | 4.152 | 5.406 | 3.121 |  | 52.763 |
| 2.000 | 5.495 | 2.000 | 4.799 | 4.490 | 3.060 | 2.000 | 3.152 | 3.138 | 3.255 | 4.352 | 5.024 | 5.447 | 2.000 | 5.024 |  | 55.235 |
| 5.406 | 5.495 | 5.654 | 3.506 | 4.490 | 4.105 | 5.654 | 4.284 | 4.312 | 4.509 | 4.352 | 5.024 | 5.447 | 5.406 | 5.024 |  | 72.668 |
| 2.910 | 3.000 | 4.558 | 3.506 | 3.262 | 3.060 | 5.654 | 3.152 | 4.312 | 3.255 | 4.352 | 2.783 | 3.000 | 2.910 | 3.121 |  | 52.834 |
| 4.046 | 4.190 | 5.654 | 3.506 | 3.262 | 5.406 | 3.574 | 5.586 | 4.312 | 3.255 | 5.654 | 3.736 | 4.152 | 4.046 | 5.024 |  | 65.403 |
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| --- | --- | --- | --- | --- |
|  | Rekap 2 MSI |  |  |  |
|  | Y | X1 | X2 | X3 |  |
|  | 59.13 | 44.97 | 51.70 | 63.78 |  |
|  | 58.24 | 42.65 | 62.76 | 63.68 |  |
|  | 57.03 | 41.18 | 52.08 | 58.40 |  |
|  | 52.83 | 46.62 | 56.25 | 52.56 |  |
|  | 44.72 | 41.52 | 44.60 | 54.36 |  |
|  | 59.39 | 43.81 | 63.85 | 62.26 |  |
|  | 56.45 | 38.91 | 48.55 | 63.10 |  |
|  | 58.24 | 41.18 | 65.37 | 60.30 |  |
|  | 57.03 | 42.65 | 52.08 | 63.00 |  |
|  | 44.22 | 39.33 | 48.35 | 53.65 |  |
|  | 56.45 | 52.42 | 61.76 | 67.71 |  |
|  | 58.24 | 46.77 | 65.37 | 62.40 |  |
|  | 57.03 | 44.57 | 64.36 | 57.71 |  |
|  | 52.83 | 45.33 | 56.62 | 53.67 |  |
|  | 44.66 | 47.01 | 49.43 | 52.86 |  |
|  | 56.98 | 43.11 | 61.49 | 61.45 |  |
|  | 30.95 | 50.32 | 30.00 | 50.04 |  |
|  | 49.34 | 48.00 | 50.48 | 54.07 |  |
|  | 47.63 | 45.63 | 48.55 | 60.99 |  |
|  | 58.24 | 49.16 | 65.37 | 61.94 |  |
|  | 52.41 | 51.46 | 57.99 | 60.91 |  |
|  | 45.23 | 49.10 | 48.55 | 60.26 |  |
|  | 30.95 | 50.71 | 30.00 | 43.74 |  |
|  | 47.63 | 47.18 | 48.55 | 60.99 |  |
|  | 50.61 | 46.96 | 50.12 | 48.35 |  |
|  | 43.07 | 40.96 | 44.02 | 46.17 |  |
|  | 56.59 | 42.65 | 55.29 | 62.24 |  |
|  | 60.55 | 46.97 | 61.89 | 70.12 |  |
|  | 61.43 | 52.46 | 67.34 | 68.24 |  |
|  | 55.92 | 44.97 | 61.02 | 62.21 |  |
|  | 45.76 | 51.86 | 48.46 | 52.76 |  |
|  | 46.78 | 54.53 | 53.28 | 55.24 |  |
|  | 61.38 | 54.74 | 64.36 | 72.67 |  |
|  | 58.41 | 46.70 | 59.17 | 52.83 |  |
|  | 61.48 | 46.48 | 50.96 | 65.40 |  |
|  |  |  |  |  |  |

Lampiran 14

|  |  |
| --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** |  |
|  | MotivasiKerjaX1 | DisiplinKerjaX2 | BudayaOrgX3 |
| N | 35 | 35 | 35 |
| Normal Paramete | Mean | 46.3677 | 54.2863 | 58.8589 |
| Std. Deviation | 4.20151 | 9.11941 | 6.70482 |
| Most Extreme Differenc | Absolute | .109 | .143 | .154 |
| Positive | .109 | .084 | .092 |
| Negative | -.059 | -.143 | -.154 |
| Kolmogorov-Smirnov Z | .645 | .847 | .912 |
| Asymp. Sig. (2-tailed) | .799 | .469 | .376 |
| Monte Carlo Sig. (2tailed) | Sig. | .760c | .434c | .343c |
| 99% Confidence Interval | Lower Bound | .749 | .421 | .330 |
| Upper Bound | .771 | .446 | .355 |
| a. Test distribution is Normal. |  |
| b. Calculated from data. |  |
| c. Based on 10000 sampled tables with starting seed 1502173562. |  |
|  |  |  |  |  |  |
|  | **Coefficientsa** |  |  |
| Model | Unstandardized Coefficients | Standardized Coefficients |  | t | Sig. | 95.0% Confidence Interval for B | Collinearity Statistics |
| B | Std. Error | Beta | Lower Bound | Upper Bound | Tolerance | VIF |
| 1 | (Constant) | 14.844 | 7.249 |  |  | 2.048 | .049 | .060 | 29.629 |  |  |
| MotivasiKerjaX1 | -.371 | .128 | -.198 |  | -2.888 | .007 | -.633 | -.109 | .987.558.553 | 1.013 1.7921.808 |
| DisiplinKerjaX2 | .543 | .079 | .630 |  | 6.897 | .000 | .383 | .704 |
| BudayaOrgX3 | .431 | .108 | .368 |  | 4.008 | .000 | .212 | .651 |
| a. Dependent Variable: KinerjaKarY |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **ANOVAa** |  |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1800.597 | 3 | 600.199 | 61.335 | .000b |
| Residual | 303.351 | 31 | 9.786 |  |  |
| Total | 2103.948 | 34 |  |
| a. Dependent Variable: KinerjaKarY |  |
| b. Predictors: (Constant), BudayaOrgX3, MotivasiKerjaX1, DisiplinKerjaX2 |  |

|  |  |  |
| --- | --- | --- |
| **Model Summaryb** |  |  |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |  | Durbin-Watson |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .925a | .856 | .842 | 3.12818 | .856 | 61.335 | 3 | 31 | .000 | 1.662 |
| a. Predictors: (Constant), BudayaOrgX3, MotivasiKerjaX1, DisiplinKerjaX2 |  |  |
| b. Dependent Variable: KinerjaKarY |  |  |