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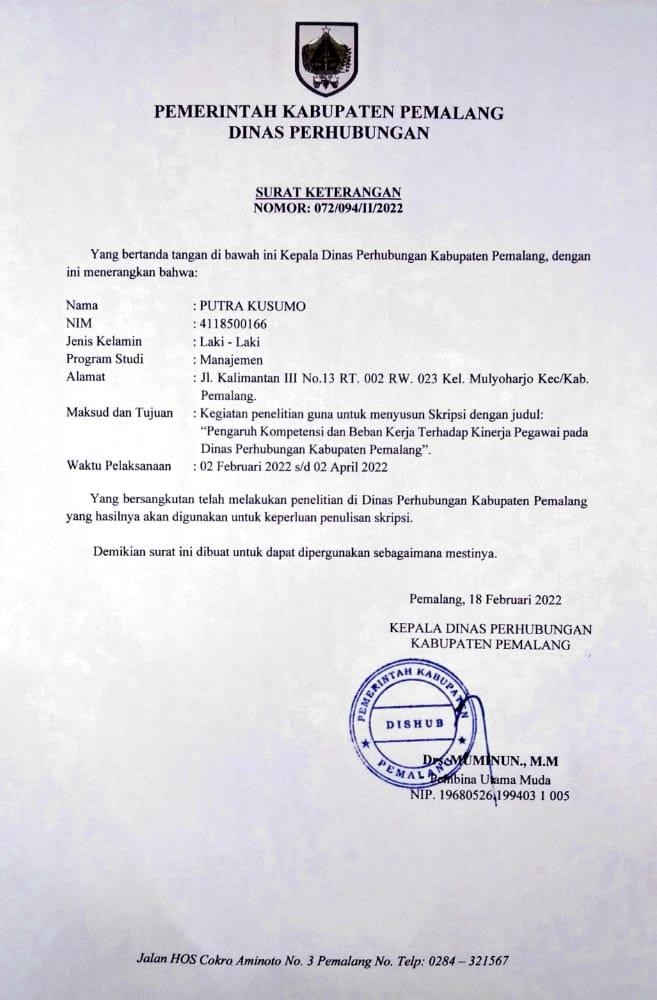
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LAMPIRAN

Lampiran 1

Surat Penelitian



# KATA PENGANTAR

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kompetensi dan Beban Kerja Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kabupaten Pemalang.

Kepada Yth Bapak/Ibu/Sdr Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penlitian, kami mahasiswa Fakultas Ekonomi Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiannya 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 satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

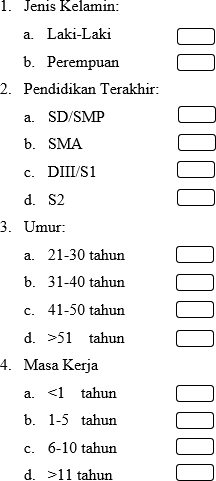
Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, Juni 2022 Hormat Kami,

Putra Kusumo

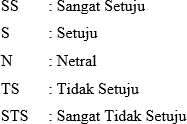
# KARAKTERISTIK RESPONDEN:

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi indentitas di bawah ini terlebih dahulu
2. Beri tandalah (X) pada kolom yang tersedia

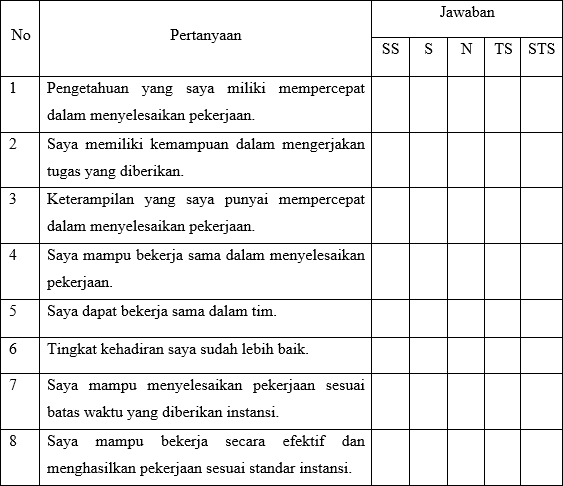


# KUESIONER PENELITIAN

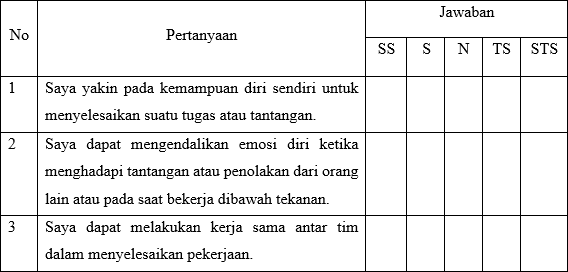
1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pertanyaan yang ada.
2. Beri tanda (X) pada kolom yang tersedia.
3. Ada 5 alternatif jawaban, yaitu:

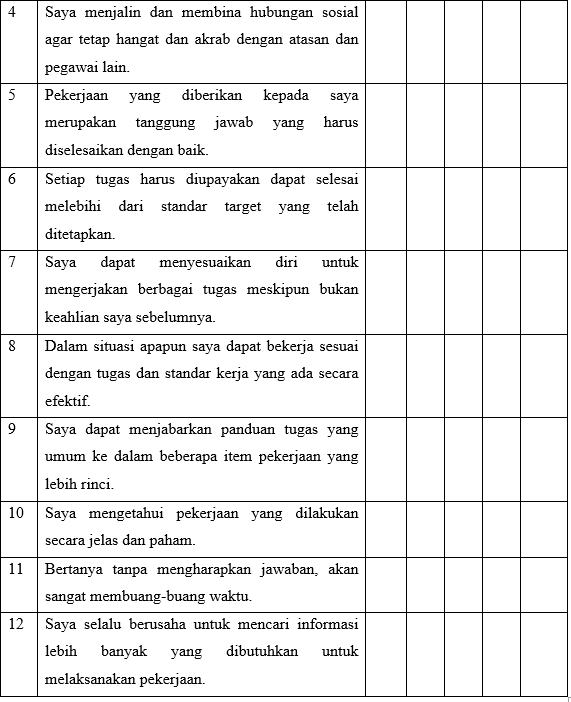


# Kinerja Pegawai

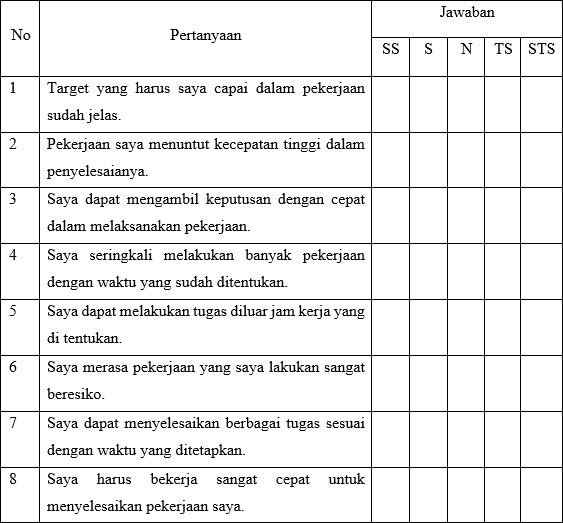


* 1. **Kompetensi**





# Beban Kerja



Lampiran 2

# Pengolahan Data Ordinal

1. Data Hasil Kuesioner Variable KinerjaPegawai (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | KINERJA PEGAWAI | | | | | | | | Total |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 |
| 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 31 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 33 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 9 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 29 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 12 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 14 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 34 |
| 15 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 18 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 32 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 21 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 34 |
| 22 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 25 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 27 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 34 |
| 28 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 31 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 33 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 34 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 35 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| 36 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 37 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 38 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 33 |
| 39 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 37 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 40 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 3 | 31 |
| 41 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 35 |
| 42 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 31 |
| 43 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 3 | 30 |
| 44 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 32 |
| 45 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 32 |
| 46 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 30 |
| 47 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 32 |
| 48 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 35 |
| 49 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 50 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 51 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 36 |
| 52 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 4 | 34 |
| 53 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 36 |
| 54 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 34 |
| 55 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 28 |
| 56 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 4 | 31 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 58 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 4 | 31 |
| 59 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 28 |
| 60 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 37 |

1. Data Hasil Kuesioner Variabel Kompetensi (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Kompetensi | | | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
| 1 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 49 |
| 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 44 |
| 3 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 55 |
| 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 48 |
| 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 46 |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 53 |
| 7 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 46 |
| 8 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 45 |
| 9 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 3 | 4 | 40 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 46 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 44 |
| 12 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 47 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 44 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 56 |
| 15 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 53 |
| 16 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 3 | 5 | 5 | 3 | 49 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 41 |
| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| 19 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 39 |
| 20 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 48 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 21 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 22 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 24 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 51 |
| 25 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 53 |
| 26 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 54 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 57 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 57 |
| 29 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 55 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 53 |
| 31 | 5 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 5 | 4 | 5 | 52 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 34 | 5 | 4 | 4 | 4 | 5 | 2 | 3 | 5 | 5 | 4 | 4 | 3 | 48 |
| 35 | 5 | 4 | 3 | 4 | 5 | 3 | 2 | 5 | 3 | 3 | 4 | 5 | 46 |
| 36 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 56 |
| 37 | 4 | 2 | 4 | 5 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 38 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 44 |
| 39 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 51 |
| 40 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 5 | 47 |
| 41 | 5 | 2 | 5 | 3 | 4 | 2 | 5 | 3 | 4 | 3 | 5 | 3 | 44 |
| 42 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 41 |
| 43 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 2 | 5 | 3 | 5 | 50 |
| 44 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 2 | 4 | 5 | 3 | 46 |
| 45 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 42 |
| 46 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 50 |
| 47 | 3 | 4 | 3 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 4 | 45 |
| 48 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 49 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 42 |
| 50 | 5 | 4 | 3 | 4 | 4 | 5 | 2 | 5 | 4 | 3 | 3 | 4 | 46 |
| 51 | 3 | 3 | 5 | 5 | 4 | 2 | 4 | 5 | 3 | 4 | 3 | 2 | 43 |
| 52 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 49 |
| 53 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 54 |
| 54 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 5 | 4 | 2 | 2 | 40 |
| 55 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 2 | 3 | 39 |
| 56 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 2 | 5 | 3 | 3 | 42 |
| 57 | 5 | 4 | 3 | 5 | 4 | 2 | 3 | 5 | 3 | 4 | 2 | 5 | 45 |
| 58 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 48 |
| 59 | 4 | 5 | 5 | 3 | 5 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 43 |
| 60 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 53 |

1. Data Hasil Kuesioner Variabel Beban Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | BEBAN KERJA | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 30 |
| 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 28 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 5 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 27 |
| 6 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 26 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 32 |
| 8 | 4 | 3 | 4 | 4 | 3 | 2 | 5 | 3 | 28 |
| 9 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 27 |
| 10 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 31 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 12 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| 13 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 26 |
| 14 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 30 |
| 15 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 33 |
| 16 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 32 |
| 17 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 30 |
| 18 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 20 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 21 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 31 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 24 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 34 |
| 25 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 35 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 27 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 32 |
| 28 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 34 |
| 29 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 34 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 31 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 27 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 33 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| 34 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 21 |
| 35 | 2 | 5 | 2 | 2 | 4 | 4 | 3 | 3 | 25 |
| 36 | 4 | 4 | 4 | 2 | 5 | 4 | 3 | 3 | 29 |
| 37 | 3 | 4 | 5 | 4 | 5 | 5 | 2 | 3 | 31 |
| 38 | 4 | 5 | 4 | 2 | 3 | 4 | 5 | 2 | 29 |
| 39 | 5 | 5 | 3 | 3 | 2 | 5 | 2 | 5 | 30 |
| 40 | 3 | 2 | 3 | 3 | 2 | 5 | 3 | 5 | 26 |
| 41 | 3 | 3 | 2 | 4 | 2 | 5 | 3 | 2 | 24 |
| 42 | 3 | 2 | 4 | 3 | 2 | 4 | 2 | 3 | 23 |
| 43 | 2 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 30 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 45 | 5 | 2 | 3 | 3 | 4 | 4 | 2 | 5 | 28 |
| 46 | 3 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 27 |
| 47 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 29 |
| 48 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 34 |
| 49 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 26 |
| 50 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 22 |
| 51 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 33 |
| 52 | 5 | 5 | 3 | 4 | 2 | 4 | 5 | 3 | 31 |
| 53 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 54 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 31 |
| 55 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 22 |
| 56 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 32 |
| 57 | 3 | 2 | 5 | 4 | 4 | 3 | 2 | 3 | 26 |
| 58 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 23 |
| 59 | 4 | 3 | 5 | 5 | 3 | 2 | 4 | 3 | 29 |
| 60 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 31 |

Lampiran 3 Pengolahan Data Interval

1. Hasil Data Interval Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | **Total Y** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** |
| 1 | 3.407 | 3.506 | 2.206 | 3.635 | 3.465 | 3.396 | 3.336 | 3.300 | 26.250 |
| 2 | 2.140 | 2.223 | 1.000 | 2.265 | 2.184 | 2.155 | 2.112 | 2.070 | 16.151 |
| 3 | 3.407 | 2.223 | 2.206 | 2.265 | 3.465 | 2.155 | 2.112 | 3.300 | 21.133 |
| 4 | 3.407 | 3.506 | 3.495 | 3.635 | 3.465 | 2.155 | 3.336 | 2.070 | 25.070 |
| 5 | 2.140 | 2.223 | 1.000 | 2.265 | 2.184 | 3.396 | 1.000 | 2.070 | 16.279 |
| 6 | 3.407 | 2.223 | 2.206 | 3.635 | 2.184 | 2.155 | 2.112 | 2.070 | 19.992 |
| 7 | 3.407 | 3.506 | 2.206 | 2.265 | 2.184 | 2.155 | 1.000 | 2.070 | 18.794 |
| 8 | 1.000 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 1.000 | 15.146 |
| 9 | 1.000 | 2.223 | 2.206 | 2.265 | 3.465 | 1.000 | 1.000 | 1.000 | 14.159 |
| 10 | 2.140 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 2.070 | 17.357 |
| 11 | 2.140 | 2.223 | 3.495 | 2.265 | 2.184 | 2.155 | 2.112 | 2.070 | 18.646 |
| 12 | 3.407 | 2.223 | 3.495 | 3.635 | 3.465 | 2.155 | 2.112 | 3.300 | 23.792 |
| 13 | 2.140 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 2.070 | 17.357 |
| 14 | 2.140 | 2.223 | 3.495 | 3.635 | 3.465 | 1.000 | 2.112 | 2.070 | 20.140 |
| 15 | 2.140 | 3.506 | 3.495 | 3.635 | 3.465 | 3.396 | 2.112 | 3.300 | 25.049 |
| 16 | 3.407 | 3.506 | 2.206 | 3.635 | 3.465 | 2.155 | 3.336 | 3.300 | 25.010 |
| 17 | 2.140 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 1.000 | 16.286 |
| 18 | 3.407 | 2.223 | 2.206 | 2.265 | 3.465 | 2.155 | 2.112 | 2.070 | 19.904 |
| 19 | 2.140 | 3.506 | 3.495 | 2.265 | 2.184 | 2.155 | 1.000 | 1.000 | 17.746 |
| 20 | 1.000 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 2.070 | 16.216 |
| 21 | 3.407 | 3.506 | 2.206 | 2.265 | 2.184 | 3.396 | 2.112 | 1.000 | 20.076 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 22 | 2.140 | 2.223 | 2.206 | 3.635 | 3.465 | 2.155 | 3.336 | 2.070 | 21.231 |
| 23 | 3.407 | 3.506 | 3.495 | 3.635 | 3.465 | 3.396 | 3.336 | 3.300 | 27.539 |
| 24 | 3.407 | 3.506 | 3.495 | 3.635 | 3.465 | 3.396 | 2.112 | 3.300 | 26.315 |
| 25 | 2.140 | 3.506 | 2.206 | 2.265 | 3.465 | 2.155 | 3.336 | 2.070 | 21.145 |
| 26 | 3.407 | 3.506 | 3.495 | 3.635 | 2.184 | 3.396 | 3.336 | 3.300 | 26.258 |
| 27 | 2.140 | 3.506 | 3.495 | 2.265 | 2.184 | 1.000 | 2.112 | 3.300 | 20.003 |
| 28 | 2.140 | 3.506 | 3.495 | 2.265 | 3.465 | 3.396 | 3.336 | 2.070 | 23.674 |
| 29 | 3.407 | 3.506 | 3.495 | 3.635 | 3.465 | 2.155 | 3.336 | 3.300 | 26.299 |
| 30 | 3.407 | 3.506 | 3.495 | 2.265 | 3.465 | 3.396 | 3.336 | 3.300 | 26.170 |
| 31 | 2.140 | 3.506 | 2.206 | 2.265 | 2.184 | 1.000 | 2.112 | 3.300 | 18.714 |
| 32 | 3.407 | 3.506 | 3.495 | 3.635 | 3.465 | 3.396 | 3.336 | 3.300 | 27.539 |
| 33 | 2.140 | 2.223 | 2.206 | 2.265 | 2.184 | 3.396 | 3.336 | 3.300 | 21.050 |
| 34 | 1.000 | 2.223 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 9.223 |
| 35 | 2.140 | 2.223 | 3.495 | 2.265 | 2.184 | 2.155 | 3.336 | 3.300 | 21.099 |
| 36 | 3.407 | 2.223 | 2.206 | 3.635 | 2.184 | 2.155 | 3.336 | 3.300 | 22.446 |
| 37 | 3.407 | 3.506 | 2.206 | 3.635 | 3.465 | 3.396 | 3.336 | 3.300 | 26.250 |
| 38 | 2.140 | 2.223 | 1.000 | 2.265 | 3.465 | 3.396 | 2.112 | 2.070 | 18.672 |
| 39 | 2.140 | 1.000 | 3.495 | 3.635 | 3.465 | 3.396 | 3.336 | 3.300 | 23.767 |
| 40 | 3.407 | 1.000 | 3.495 | 1.000 | 2.184 | 1.000 | 3.336 | 1.000 | 16.422 |
| 41 | 2.140 | 2.223 | 2.206 | 3.635 | 1.000 | 3.396 | 3.336 | 3.300 | 21.235 |
| 42 | 1.000 | 1.000 | 2.206 | 3.635 | 1.000 | 3.396 | 1.000 | 3.300 | 16.536 |
| 43 | 1.000 | 1.000 | 2.206 | 3.635 | 2.184 | 1.000 | 3.336 | 1.000 | 15.361 |
| 44 | 1.000 | 1.000 | 2.206 | 3.635 | 2.184 | 3.396 | 1.000 | 3.300 | 17.720 |
| 45 | 1.000 | 1.000 | 3.495 | 3.635 | 2.184 | 1.000 | 2.112 | 3.300 | 17.726 |
| 46 | 2.140 | 1.000 | 2.206 | 2.265 | 1.000 | 3.396 | 2.112 | 1.000 | 15.120 |
| 47 | 1.000 | 2.223 | 2.206 | 2.265 | 2.184 | 3.396 | 3.336 | 1.000 | 17.610 |
| 48 | 1.000 | 3.506 | 1.000 | 3.635 | 3.465 | 3.396 | 3.336 | 2.070 | 21.408 |
| 49 | 2.140 | 2.223 | 2.206 | 2.265 | 3.465 | 2.155 | 2.112 | 2.070 | 18.638 |
| 50 | 2.140 | 2.223 | 1.000 | 2.265 | 2.184 | 2.155 | 1.000 | 2.070 | 15.039 |
| 51 | 3.407 | 3.506 | 1.000 | 3.635 | 2.184 | 2.155 | 3.336 | 3.300 | 22.523 |
| 52 | 3.407 | 1.000 | 3.495 | 3.635 | 1.000 | 2.155 | 3.336 | 2.070 | 20.099 |
| 53 | 3.407 | 1.000 | 3.495 | 3.635 | 3.465 | 1.000 | 3.336 | 3.300 | 22.637 |
| 54 | 3.407 | 3.506 | 1.000 | 1.000 | 1.000 | 3.396 | 3.336 | 3.300 | 19.945 |
| 55 | 3.407 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.300 | 12.707 |
| 56 | 2.140 | 2.223 | 3.495 | 1.000 | 1.000 | 3.396 | 1.000 | 2.070 | 16.324 |
| 57 | 2.140 | 2.223 | 2.206 | 2.265 | 2.184 | 2.155 | 2.112 | 3.300 | 18.586 |
| 58 | 3.407 | 1.000 | 3.495 | 3.635 | 1.000 | 1.000 | 1.000 | 2.070 | 16.607 |
| 59 | 3.407 | 2.223 | 1.000 | 1.000 | 1.000 | 1.000 | 2.112 | 1.000 | 12.742 |
| 60 | 3.407 | 2.223 | 3.495 | 3.635 | 3.465 | 3.396 | 1.000 | 3.300 | 23.920 |

1. Hasil Data Interval Variabel Kompetensi (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | | | | | **Total X1** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** |
| 1 | 3.234 | 3.380 | 2.112 | 3.298 | 3.406 | 2.012 | 2.154 | 2.114 | 3.173 | 2.093 | 2.861 | 3.020 | 32.858 |
| 2 | 1.000 | 2.320 | 2.112 | 2.118 | 2.126 | 2.935 | 2.154 | 1.000 | 2.143 | 2.093 | 3.836 | 3.020 | 26.857 |
| 3 | 2.048 | 2.320 | 3.336 | 3.298 | 3.406 | 4.053 | 4.152 | 2.114 | 3.173 | 3.278 | 3.836 | 4.089 | 39.103 |
| 4 | 1.000 | 3.380 | 3.336 | 2.118 | 2.126 | 2.935 | 2.154 | 2.114 | 2.143 | 3.278 | 3.836 | 3.020 | 31.440 |
| 5 | 2.048 | 2.320 | 2.112 | 3.298 | 2.126 | 2.935 | 3.102 | 2.114 | 2.143 | 2.093 | 2.861 | 2.143 | 29.295 |
| 6 | 3.234 | 4.498 | 2.112 | 3.298 | 2.126 | 2.935 | 2.154 | 3.308 | 3.173 | 3.278 | 3.836 | 3.020 | 36.970 |
| 7 | 2.048 | 2.320 | 2.112 | 2.118 | 2.126 | 2.935 | 3.102 | 1.000 | 2.143 | 2.093 | 2.861 | 4.089 | 28.947 |
| 8 | 2.048 | 2.320 | 2.112 | 1.000 | 3.406 | 2.012 | 3.102 | 2.114 | 2.143 | 1.000 | 3.836 | 3.020 | 28.114 |
| 9 | 2.048 | 2.320 | 2.112 | 1.000 | 2.126 | 1.000 | 1.000 | 1.000 | 3.173 | 2.093 | 2.104 | 3.020 | 22.995 |
| 10 | 2.048 | 3.380 | 2.112 | 2.118 | 2.126 | 2.935 | 2.154 | 1.000 | 3.173 | 2.093 | 2.861 | 3.020 | 29.019 |
| 11 | 2.048 | 2.320 | 2.112 | 2.118 | 2.126 | 2.935 | 3.102 | 1.000 | 3.173 | 2.093 | 2.104 | 2.143 | 27.273 |
| 12 | 1.000 | 2.320 | 2.112 | 2.118 | 2.126 | 4.053 | 3.102 | 2.114 | 2.143 | 2.093 | 3.836 | 3.020 | 30.038 |
| 13 | 2.048 | 2.320 | 2.112 | 2.118 | 2.126 | 2.012 | 2.154 | 2.114 | 2.143 | 2.093 | 3.836 | 2.143 | 27.220 |
| 14 | 3.234 | 4.498 | 3.336 | 3.298 | 3.406 | 2.935 | 3.102 | 3.308 | 3.173 | 2.093 | 3.836 | 4.089 | 40.308 |
| 15 | 2.048 | 4.498 | 3.336 | 3.298 | 3.406 | 2.935 | 3.102 | 1.000 | 4.334 | 2.093 | 3.836 | 3.020 | 36.905 |
| 16 | 3.234 | 4.498 | 2.112 | 2.118 | 3.406 | 1.000 | 3.102 | 2.114 | 2.143 | 3.278 | 3.836 | 2.143 | 32.985 |
| 17 | 1.000 | 2.320 | 1.000 | 1.000 | 1.000 | 2.012 | 2.154 | 2.114 | 2.143 | 3.278 | 2.861 | 3.020 | 23.903 |
| 18 | 2.048 | 3.380 | 2.112 | 3.298 | 2.126 | 2.935 | 3.102 | 2.114 | 3.173 | 3.278 | 3.836 | 4.089 | 35.490 |
| 19 | 1.000 | 3.380 | 2.112 | 1.000 | 1.000 | 2.012 | 2.154 | 2.114 | 2.143 | 1.000 | 2.104 | 2.143 | 22.164 |
| 20 | 3.234 | 3.380 | 2.112 | 2.118 | 3.406 | 2.012 | 2.154 | 2.114 | 3.173 | 2.093 | 2.104 | 4.089 | 31.990 |
| 21 | 2.048 | 4.498 | 3.336 | 2.118 | 3.406 | 2.935 | 3.102 | 3.308 | 3.173 | 3.278 | 3.836 | 3.020 | 38.057 |
| 22 | 3.234 | 4.498 | 3.336 | 2.118 | 3.406 | 2.935 | 3.102 | 2.114 | 4.334 | 3.278 | 3.836 | 4.089 | 40.281 |
| 23 | 3.234 | 4.498 | 3.336 | 3.298 | 2.126 | 2.935 | 4.152 | 2.114 | 4.334 | 3.278 | 3.836 | 4.089 | 41.230 |
| 24 | 2.048 | 3.380 | 3.336 | 1.000 | 3.406 | 2.935 | 4.152 | 2.114 | 3.173 | 3.278 | 2.104 | 4.089 | 35.015 |
| 25 | 2.048 | 3.380 | 3.336 | 2.118 | 3.406 | 2.012 | 4.152 | 3.308 | 3.173 | 2.093 | 3.836 | 4.089 | 36.951 |
| 26 | 3.234 | 3.380 | 3.336 | 2.118 | 3.406 | 2.935 | 4.152 | 3.308 | 3.173 | 3.278 | 2.861 | 3.020 | 38.200 |
| 27 | 3.234 | 4.498 | 3.336 | 3.298 | 3.406 | 2.935 | 4.152 | 2.114 | 4.334 | 3.278 | 3.836 | 3.020 | 41.441 |
| 28 | 3.234 | 3.380 | 3.336 | 3.298 | 3.406 | 4.053 | 3.102 | 3.308 | 3.173 | 3.278 | 3.836 | 4.089 | 41.493 |
| 29 | 3.234 | 3.380 | 3.336 | 1.000 | 3.406 | 2.935 | 3.102 | 3.308 | 4.334 | 3.278 | 3.836 | 4.089 | 39.238 |
| 30 | 3.234 | 3.380 | 2.112 | 3.298 | 2.126 | 4.053 | 4.152 | 2.114 | 4.334 | 3.278 | 2.861 | 2.143 | 37.085 |
| 31 | 3.234 | 3.380 | 3.336 | 3.298 | 2.126 | 1.000 | 2.154 | 3.308 | 4.334 | 3.278 | 2.861 | 4.089 | 36.397 |
| 32 | 3.234 | 4.498 | 3.336 | 3.298 | 2.126 | 4.053 | 4.152 | 3.308 | 4.334 | 3.278 | 3.836 | 4.089 | 43.541 |
| 33 | 1.000 | 2.320 | 1.000 | 1.000 | 1.000 | 2.012 | 2.154 | 1.000 | 2.143 | 1.000 | 2.104 | 2.143 | 18.877 |
| 34 | 3.234 | 3.380 | 2.112 | 2.118 | 3.406 | 1.000 | 2.154 | 3.308 | 4.334 | 2.093 | 2.861 | 2.143 | 32.143 |
| 35 | 3.234 | 3.380 | 1.000 | 2.118 | 3.406 | 2.012 | 1.000 | 3.308 | 2.143 | 1.000 | 2.861 | 4.089 | 29.552 |
| 36 | 3.234 | 4.498 | 3.336 | 2.118 | 3.406 | 2.935 | 2.154 | 3.308 | 4.334 | 3.278 | 3.836 | 4.089 | 40.526 |
| 37 | 2.048 | 1.000 | 2.112 | 3.298 | 2.126 | 1.000 | 2.154 | 1.000 | 2.143 | 1.000 | 2.104 | 2.143 | 22.128 |
| 38 | 1.000 | 3.380 | 1.000 | 3.298 | 3.406 | 2.012 | 3.102 | 1.000 | 3.173 | 1.000 | 2.104 | 3.020 | 27.494 |
| 39 | 3.234 | 3.380 | 1.000 | 2.118 | 3.406 | 4.053 | 4.152 | 3.308 | 4.334 | 1.000 | 2.104 | 3.020 | 35.109 |
| 40 | 2.048 | 2.320 | 3.336 | 2.118 | 1.000 | 2.012 | 2.154 | 3.308 | 4.334 | 2.093 | 2.104 | 4.089 | 30.916 |
| 41 | 3.234 | 1.000 | 3.336 | 1.000 | 2.126 | 1.000 | 4.152 | 1.000 | 3.173 | 1.000 | 3.836 | 2.143 | 26.999 |
| 42 | 3.234 | 2.320 | 1.000 | 1.000 | 1.000 | 4.053 | 2.154 | 1.000 | 3.173 | 1.000 | 2.104 | 2.143 | 24.182 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 43 | 3.234 | 2.320 | 3.336 | 2.118 | 3.406 | 4.053 | 2.154 | 3.308 | 1.000 | 3.278 | 2.104 | 4.089 | 34.401 |
| 44 | 1.000 | 3.380 | 2.112 | 1.000 | 2.126 | 2.935 | 4.152 | 3.308 | 1.000 | 2.093 | 3.836 | 2.143 | 29.084 |
| 45 | 1.000 | 3.380 | 2.112 | 1.000 | 1.000 | 2.012 | 2.154 | 2.114 | 3.173 | 2.093 | 2.861 | 2.143 | 25.043 |
| 46 | 3.234 | 3.380 | 3.336 | 3.298 | 3.406 | 2.012 | 1.000 | 2.114 | 3.173 | 2.093 | 2.861 | 4.089 | 33.997 |
| 47 | 1.000 | 3.380 | 1.000 | 1.000 | 3.406 | 4.053 | 2.154 | 1.000 | 3.173 | 3.278 | 2.104 | 3.020 | 28.568 |
| 48 | 2.048 | 4.498 | 2.112 | 3.298 | 2.126 | 2.935 | 3.102 | 3.308 | 3.173 | 3.278 | 2.861 | 4.089 | 36.826 |
| 49 | 2.048 | 2.320 | 1.000 | 2.118 | 3.406 | 2.012 | 3.102 | 2.114 | 3.173 | 1.000 | 2.104 | 1.000 | 25.397 |
| 50 | 3.234 | 3.380 | 1.000 | 2.118 | 2.126 | 4.053 | 1.000 | 3.308 | 3.173 | 1.000 | 2.104 | 3.020 | 29.515 |
| 51 | 1.000 | 2.320 | 3.336 | 3.298 | 2.126 | 1.000 | 3.102 | 3.308 | 2.143 | 2.093 | 2.104 | 1.000 | 26.829 |
| 52 | 2.048 | 2.320 | 2.112 | 3.298 | 1.000 | 2.935 | 4.152 | 3.308 | 4.334 | 1.000 | 2.104 | 4.089 | 32.700 |
| 53 | 3.234 | 4.498 | 3.336 | 3.298 | 3.406 | 2.935 | 3.102 | 3.308 | 2.143 | 3.278 | 3.836 | 2.143 | 38.517 |
| 54 | 1.000 | 4.498 | 2.112 | 2.118 | 1.000 | 2.012 | 1.000 | 1.000 | 4.334 | 2.093 | 1.000 | 1.000 | 23.167 |
| 55 | 1.000 | 2.320 | 1.000 | 1.000 | 1.000 | 2.012 | 4.152 | 3.308 | 2.143 | 1.000 | 1.000 | 2.143 | 22.079 |
| 56 | 2.048 | 2.320 | 1.000 | 2.118 | 3.406 | 2.012 | 3.102 | 1.000 | 1.000 | 3.278 | 2.104 | 2.143 | 25.531 |
| 57 | 3.234 | 3.380 | 1.000 | 3.298 | 2.126 | 1.000 | 2.154 | 3.308 | 2.143 | 2.093 | 1.000 | 4.089 | 28.825 |
| 58 | 3.234 | 2.320 | 3.336 | 3.298 | 3.406 | 2.012 | 3.102 | 2.114 | 3.173 | 2.093 | 1.000 | 3.020 | 32.109 |
| 59 | 2.048 | 4.498 | 3.336 | 1.000 | 3.406 | 1.000 | 2.154 | 2.114 | 3.173 | 1.000 | 1.000 | 2.143 | 26.873 |
| 60 | 3.234 | 4.498 | 3.336 | 1.000 | 2.126 | 2.935 | 4.152 | 2.114 | 4.334 | 3.278 | 2.104 | 4.089 | 37.200 |

1. Hasil Data Interval Variabel Beban Kerja (X2)

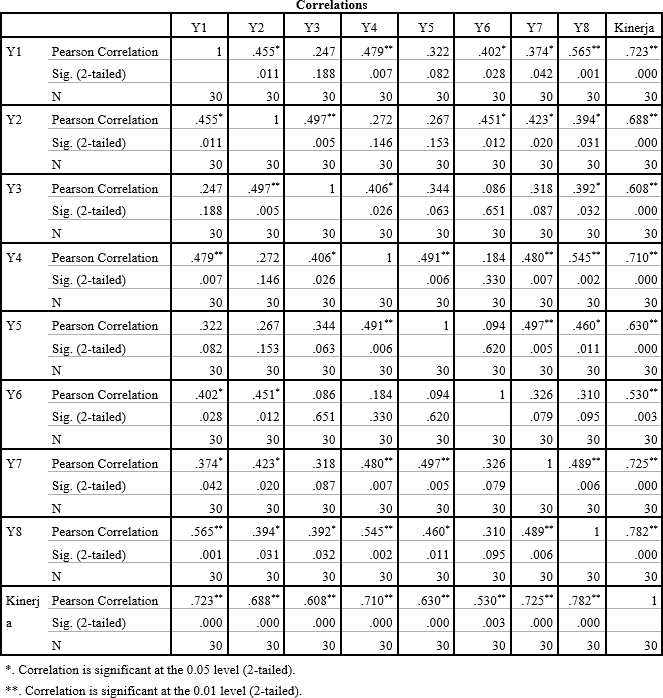
|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Succesive Interval** | | | | | | | | **Total X2** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |
| 1 | 4.285 | 2.921 | 4.134 | 3.125 | 3.182 | 3.950 | 3.064 | 3.193 | 27.854 |
| 2 | 3.227 | 2.034 | 3.069 | 3.125 | 2.152 | 2.001 | 3.064 | 4.240 | 22.912 |
| 3 | 3.227 | 2.921 | 3.069 | 2.154 | 3.182 | 1.000 | 2.101 | 3.193 | 20.847 |
| 4 | 4.285 | 2.921 | 4.134 | 3.125 | 4.295 | 3.950 | 3.064 | 3.193 | 28.968 |
| 5 | 2.292 | 2.034 | 3.069 | 3.125 | 2.152 | 1.000 | 3.064 | 3.193 | 19.928 |
| 6 | 3.227 | 2.034 | 2.142 | 3.125 | 3.182 | 1.000 | 2.101 | 2.203 | 19.014 |
| 7 | 3.227 | 2.921 | 3.069 | 4.194 | 3.182 | 2.863 | 3.064 | 2.203 | 24.724 |
| 8 | 3.227 | 2.034 | 3.069 | 3.125 | 2.152 | 1.000 | 4.155 | 2.203 | 20.964 |
| 9 | 2.292 | 2.034 | 2.142 | 2.154 | 3.182 | 2.001 | 3.064 | 3.193 | 20.062 |
| 10 | 3.227 | 2.034 | 2.142 | 3.125 | 3.182 | 3.950 | 3.064 | 3.193 | 23.917 |
| 11 | 2.292 | 2.034 | 2.142 | 2.154 | 2.152 | 2.001 | 2.101 | 2.203 | 17.079 |
| 12 | 4.285 | 3.993 | 4.134 | 3.125 | 4.295 | 2.863 | 3.064 | 3.193 | 28.953 |
| 13 | 3.227 | 1.000 | 2.142 | 3.125 | 2.152 | 2.001 | 3.064 | 2.203 | 18.914 |
| 14 | 3.227 | 3.993 | 3.069 | 2.154 | 2.152 | 2.863 | 3.064 | 2.203 | 22.725 |
| 15 | 3.227 | 2.921 | 2.142 | 4.194 | 2.152 | 3.950 | 3.064 | 4.240 | 25.890 |
| 16 | 3.227 | 3.993 | 2.142 | 3.125 | 3.182 | 3.950 | 2.101 | 3.193 | 24.913 |
| 17 | 4.285 | 2.921 | 3.069 | 2.154 | 3.182 | 2.863 | 1.000 | 3.193 | 22.667 |
| 18 | 2.292 | 2.034 | 2.142 | 3.125 | 2.152 | 2.001 | 2.101 | 2.203 | 18.050 |
| 19 | 2.292 | 2.034 | 2.142 | 2.154 | 2.152 | 2.001 | 2.101 | 2.203 | 17.079 |
| 20 | 2.292 | 2.921 | 2.142 | 2.154 | 2.152 | 2.001 | 2.101 | 2.203 | 17.966 |
| 21 | 4.285 | 2.921 | 3.069 | 2.154 | 3.182 | 2.863 | 3.064 | 2.203 | 23.741 |
| 22 | 4.285 | 2.921 | 4.134 | 4.194 | 3.182 | 2.863 | 3.064 | 3.193 | 27.837 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 23 | 3.227 | 3.993 | 4.134 | 4.194 | 4.295 | 2.863 | 4.155 | 4.240 | 31.101 |
| 24 | 4.285 | 2.921 | 2.142 | 4.194 | 3.182 | 2.863 | 4.155 | 3.193 | 26.935 |
| 25 | 3.227 | 3.993 | 3.069 | 4.194 | 2.152 | 3.950 | 3.064 | 4.240 | 27.889 |
| 26 | 4.285 | 3.993 | 4.134 | 4.194 | 3.182 | 3.950 | 3.064 | 4.240 | 31.042 |
| 27 | 3.227 | 2.034 | 3.069 | 2.154 | 4.295 | 3.950 | 2.101 | 4.240 | 25.070 |
| 28 | 3.227 | 2.034 | 3.069 | 4.194 | 3.182 | 3.950 | 4.155 | 3.193 | 27.003 |
| 29 | 4.285 | 3.993 | 3.069 | 2.154 | 3.182 | 3.950 | 3.064 | 3.193 | 26.889 |
| 30 | 4.285 | 3.993 | 4.134 | 4.194 | 4.295 | 3.950 | 4.155 | 4.240 | 33.246 |
| 31 | 2.292 | 1.000 | 3.069 | 2.154 | 2.152 | 2.863 | 3.064 | 3.193 | 19.787 |
| 32 | 4.285 | 3.993 | 4.134 | 3.125 | 4.295 | 3.950 | 4.155 | 4.240 | 32.177 |
| 33 | 4.285 | 2.921 | 4.134 | 3.125 | 3.182 | 2.863 | 4.155 | 4.240 | 28.905 |
| 34 | 2.292 | 2.921 | 1.000 | 1.000 | 1.000 | 2.001 | 2.101 | 1.000 | 13.316 |
| 35 | 1.000 | 3.993 | 1.000 | 1.000 | 3.182 | 2.863 | 2.101 | 2.203 | 17.342 |
| 36 | 3.227 | 2.921 | 3.069 | 1.000 | 4.295 | 2.863 | 2.101 | 2.203 | 21.680 |
| 37 | 2.292 | 2.921 | 4.134 | 3.125 | 4.295 | 3.950 | 1.000 | 2.203 | 23.920 |
| 38 | 3.227 | 3.993 | 3.069 | 1.000 | 2.152 | 2.863 | 4.155 | 1.000 | 21.459 |
| 39 | 4.285 | 3.993 | 2.142 | 2.154 | 1.000 | 3.950 | 1.000 | 4.240 | 22.764 |
| 40 | 2.292 | 1.000 | 2.142 | 2.154 | 1.000 | 3.950 | 2.101 | 4.240 | 18.879 |
| 41 | 2.292 | 2.034 | 1.000 | 3.125 | 1.000 | 3.950 | 2.101 | 1.000 | 16.502 |
| 42 | 2.292 | 1.000 | 3.069 | 2.154 | 1.000 | 2.863 | 1.000 | 2.203 | 15.581 |
| 43 | 1.000 | 2.921 | 4.134 | 2.154 | 3.182 | 2.863 | 3.064 | 3.193 | 22.511 |
| 44 | 4.285 | 2.921 | 3.069 | 3.125 | 3.182 | 2.863 | 3.064 | 3.193 | 25.702 |
| 45 | 4.285 | 1.000 | 2.142 | 2.154 | 3.182 | 2.863 | 1.000 | 4.240 | 20.866 |
| 46 | 2.292 | 2.034 | 2.142 | 2.154 | 1.000 | 3.950 | 3.064 | 3.193 | 19.828 |
| 47 | 4.285 | 2.921 | 4.134 | 2.154 | 2.152 | 2.001 | 2.101 | 2.203 | 21.952 |
| 48 | 4.285 | 2.921 | 4.134 | 4.194 | 2.152 | 2.001 | 4.155 | 3.193 | 27.036 |
| 49 | 2.292 | 2.034 | 3.069 | 3.125 | 2.152 | 2.001 | 2.101 | 2.203 | 18.977 |
| 50 | 2.292 | 2.034 | 1.000 | 1.000 | 2.152 | 2.001 | 2.101 | 2.203 | 14.783 |
| 51 | 4.285 | 2.921 | 4.134 | 4.194 | 2.152 | 2.863 | 2.101 | 3.193 | 25.844 |
| 52 | 4.285 | 3.993 | 2.142 | 3.125 | 1.000 | 2.863 | 4.155 | 2.203 | 23.766 |
| 53 | 3.227 | 2.921 | 2.142 | 2.154 | 3.182 | 2.863 | 2.101 | 2.203 | 20.793 |
| 54 | 2.292 | 3.993 | 3.069 | 3.125 | 3.182 | 2.001 | 4.155 | 2.203 | 24.019 |
| 55 | 2.292 | 1.000 | 2.142 | 2.154 | 2.152 | 1.000 | 3.064 | 1.000 | 14.804 |
| 56 | 4.285 | 2.034 | 3.069 | 4.194 | 2.152 | 2.863 | 4.155 | 2.203 | 24.955 |
| 57 | 2.292 | 1.000 | 4.134 | 3.125 | 3.182 | 2.001 | 1.000 | 2.203 | 18.937 |
| 58 | 2.292 | 2.034 | 2.142 | 2.154 | 2.152 | 2.001 | 2.101 | 1.000 | 15.876 |
| 59 | 3.227 | 2.034 | 4.134 | 4.194 | 2.152 | 1.000 | 3.064 | 2.203 | 22.008 |
| 60 | 4.285 | 2.921 | 4.134 | 3.125 | 2.152 | 2.001 | 2.101 | 3.193 | 23.913 |

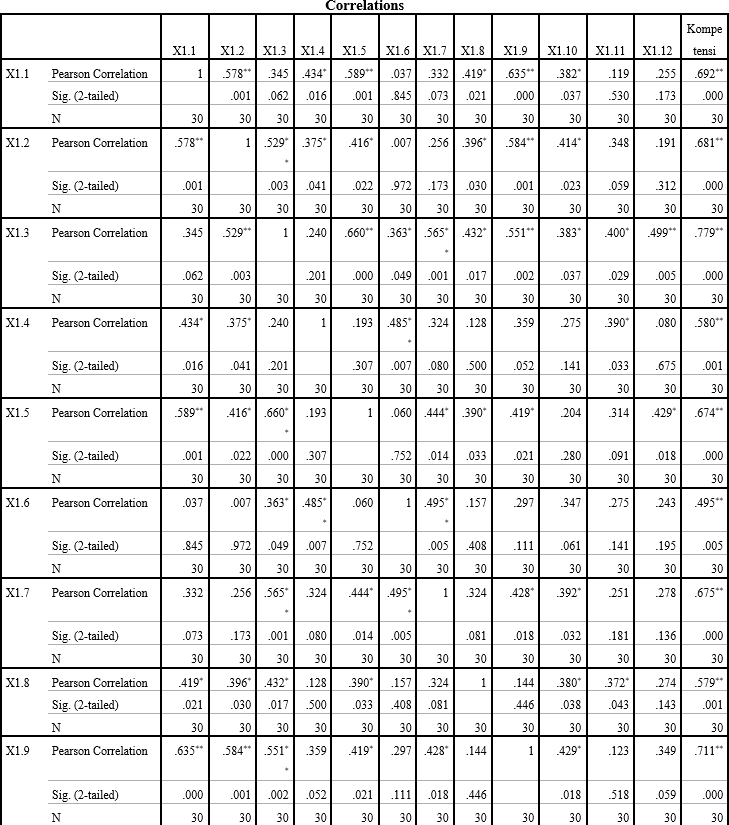
Lampiran 4

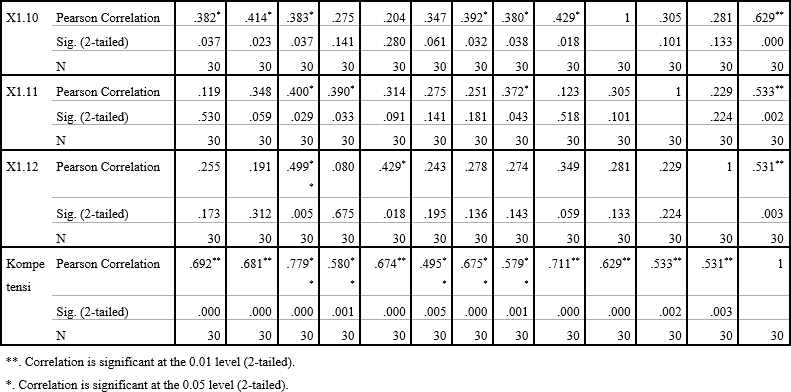
# Hasil Uji Validitas

* 1. Uji Validitas Variabel Kinerja (Y)

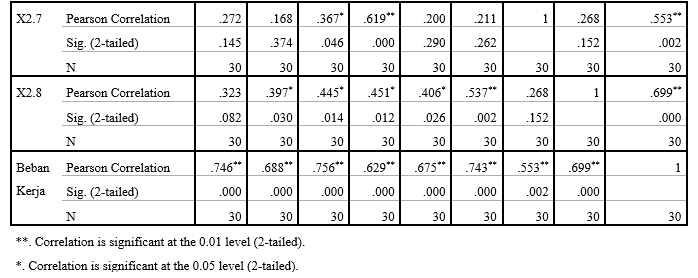
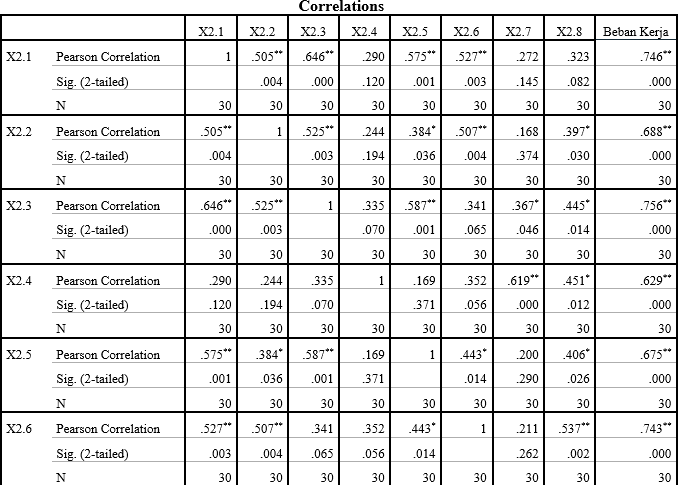


* 1. Uji Validitas Variabel Kompetensi (X1)



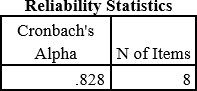


* 1. Uji Validitas Variabel Beban Kerja (X2)

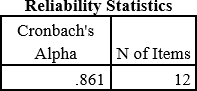


Lampiran 5

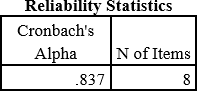
1. Uji Reliabilitas Kinerja Pegawai (Y)



1. Uji Reliabilitas Kompetensi (X1)

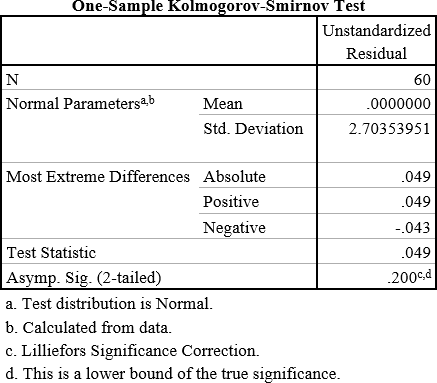


1. Uji Reliabilitas Beban Kerja (X2)

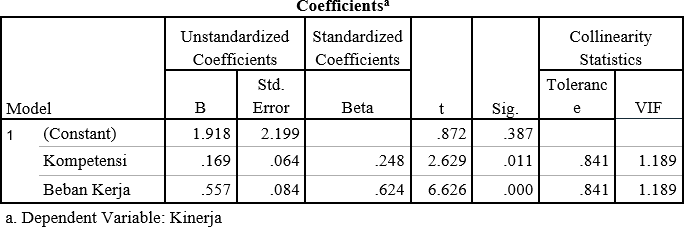


Lampiran 6 Analisis Data

1. Uji Asumsi Klasik
   1. Uji Normalitas



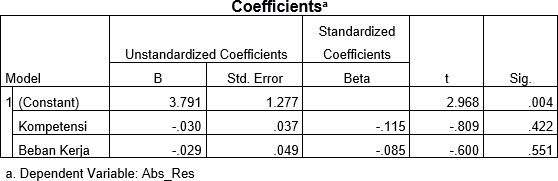
* 1. Uji Multikolinieritas

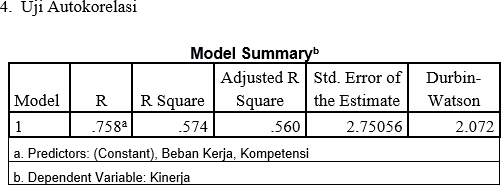


* 1. Uji Heterokedastisitas
     1. Uji *Scatterplot*

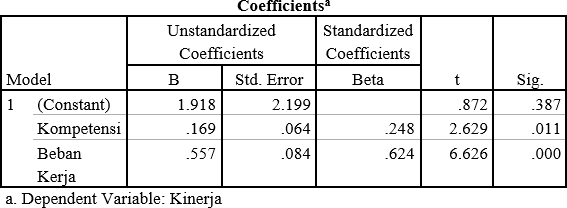


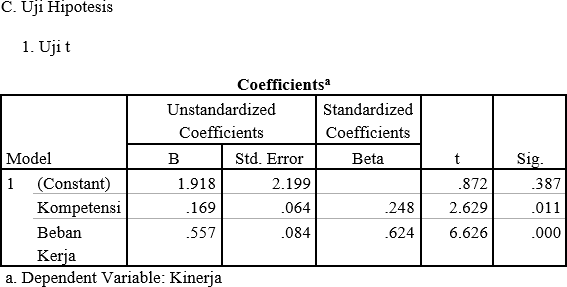
* + 1. Uji *Glejser*

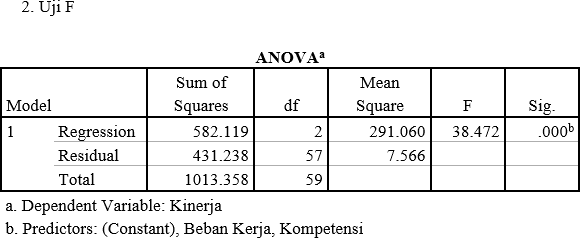


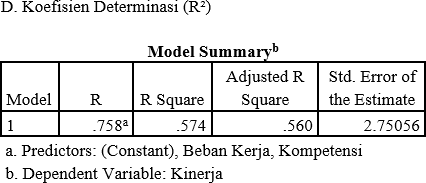


1. Analisis Regresi Linier Berganda









Lampiran 7

