# DAFTAR PUSTAKA

Abdi, N dan Wahid, M. 2018. “Pengaruh Kompetnsi dan Lingkungan Kerja Tehadap Kinerja Pegawai”. JurnalIlmuEkonomi.Vol. 1.No. 1 (hlm 68)

Ardiansyah,Y.,&Sulistiyowati, L. H. (2018). Pengaruh Kompetensidan Kecerdasan EmosionalTerhadap Kinerja Pegawai. *Jurnal Inspirasi Bisnis dan Manajemen*,*2*(1),91.Diambildari<http://jurnal.ugj.ac.id/index.php/jibm/article/> view/1064

Arikunto, S. (2020). *Prosedur Penlitian Suatu Pendekatn Praktik*. Jakarta: Rineka Cipta.

Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga. Dhania, D. R. (2010). Pengaruh Stres Kerja , Beban Kerja Terhadp Kepuasan( Studi

Pada Medical Representatf Di Kota Kudus ). *Jurnal Psikologi Universitas MuriaKudus*,*I*(1),1523.Diambildarihttps://jurnal.umk.ac.id/index.php/PSI/arti cle/view/21

Diana, Y. (2019). Pengaruh Beban Kerja Terhdap Kinerja Karywan Di Housekeeping Departement Pada Hotel Bintan Lagoon Resort. *Jurnal Manajmen Tools*, *11*(2), 193–205. Diambil dari https://jurnal.pancabudi.ac. id/index.php/JUMANT/article/view/704

Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 Edisi 9*. Semarang: Badan PenerbitUniversitasDiponegoro.

Hutapea, P., & Thoha, N. (2008). *Kompetensi Plus*. Jakarta: PT Gramedia Pustaka Utama.

Koesomowidjojo, S. R. M. (2017). *Analissis Beban Kerja*. Jakarta: Raih Asa Sukses.

Marwansyah. (2016). *Manajemen Sumber Daya Manusia Edisi Kedua*. Bandung: Alfabeta.

Masram, & Mu’ah. (2017). *ManajemenSumber Daya Manusia Profesional* (1 ed.).

Surabaya: Zifatama.

Moeheriono. (2014). *Pengukuran Kinerja Berbasis Kompetensi*(Revisi). Jakarta: Rajawali Pers.

Nabawi, R. (2019). Pengaruh LingkunganKerja, Kepuasn Kerja dan BebanKerja Terhadap KinerjaPegawai. *Jurnal Ilmiah Magister Manajemen*, *2*(2), 170–

183. https://doi.org/10.30596/maneggio.v2i2.3667

Paramitadewi, K. (2017). Pengaruh BebanKerja Dan Kompensasi Terhadp Kinerja Pegawai Sekretariat Pemerintah Daerah KabupatenTabanan. *E-Jurnal*

*ManajemenUniversitasUdayana*,*6*(6),255108.Diambildarihttps://ojs.unud.ac. id/index.php/Manajemen/article/view/29949

Polakitang, A. F., Koleangan, R., & Ogi, I. (2019). Pengaruh BebanKerja, LingkunganKerja, Dan StressKerja Terhadap Kineja Karyawan Pada Pt. Esta Group Jaya. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, *7*(3), 4164–4173. Diambil dari https://ejournal.unsrat.ac.id/ index.php/emba/article/view/24960

Prayogi, M. A., Lesmana, M. T., & Siregar, L. H. (2019). PengaruhKompetensi Dan DisplinKerja Terhadap KinerjaPegawai. *Prosiding FRIMA (Festival Riset Ilmiah Manajemen & Akuntansi)*, (2), 665–670. Diambildari https://doi.org/10.55916/frima.v0i2.92

Putra, A. S. (2012). Analisis Pengaruh BebanKerja Terhadap Kineja Karyawan Divisi Marketingdan KreditPT. WOM Finance CabangDepok. *Jurnal Studi ManajemenIndonesia*,22.

Putra, T. A. A., Suryani, N. N., & Widyawati, S. R. (2021). Pengaruh Kompetensi Dan Beban Kerja Terhadap Kineja KaryawanPada CV. SamasBhakti Pertiwi MengwiBadung. *VALUES*, *2*(3), 721–727.Diambil dari https://e- journal.unmas.ac.id/index.php/value/article/view/3032

Rande, D. (2016). Pengaruh Kompetensi terhadapKinerja Pegwai pada Dinas Perhubungan, Komunikasidan InformatikaKabupaten Mamuju Utara. *e Jurnal Katalogi*, *4*(2), 101–109. Diambil dari <http://jurnal.untad.ac.id/jurnal/> index.php/Katalogis/article/view/6537

Rosmaini, R., & Tanjung, H. (2019). Pengaruh Komptensi, Motivasi Dan Kepuasan Kerja Terhadap KinerjaPegawai. *Maneggio:Jurnal Ilmiah Magister Manajemen*, *2*(1), 1–15. https://doi.org/10.30596/maneggio.v2i1. 3366

Sastra, B. A. (2017). Pengaruh Komptensi Karyawan dan Beban Kerja Terhadap Kinerja Karyawan Bank DanamonCabang Tuanku TambusaiPekanbaru. *JOM Fekon*,*4*(1),590600.Diambildarihttps://jom.unri.ac.id/index.php/JOMFEKON

/article/view/12960

Sedarmayanti. (2017). *Manejemen Sumber Daya Manusia ReformasiBirokrasi dan Manajemen Pegwai Negeri Sipil*. Bandung: PT Refika Aditama.

Sholikhati, R. A. (2021). *Hubungan Stresor, LevelEducation, Kecerdasan Emosional dan KonfikTerhadap Kinerja Pegawai Honorer di Dinas Perhubungan Kabupaten PemalangSkripsi*. (Doctoral dissertation, Universitas Pancasakti Tegal).

Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: Alfabeta.

Suliyanto. (2018). *Metode PenelitianBisnis UntukSkripsi, Tesis Dan Disertasi*. (A. Cristian, Ed.) (1 ed.). Yogyakarta: ANDI OFFSET.

Wahdaniah, & Gunardi, A. (2018). Pengaruh BebanKerja dan StressKerja Terhadap Kinerja Pegawai Pada Dinas Pekerjan Umum KabupatenMajene. *Management DevelopmentandApplied Research Journal*, *1*(1), 51–65. Diambil dari <http://ojs.unsulbar.ac.id/index.php/mandar>

Wibowo. (2016). *Manajmen Kinerja* (5 ed.). Jakarta: PT. RajaGrafindo Persada.

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







