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**LAMPIRAN**

**Lampiran 1**

Lampiran 1 Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Budaya Organisasi, Lingkunga Kerja Non Fisik dan Komitmen Organisasi terhadap Kinerja Karyawan pada PT. Sinar Utama Jaya Abadi

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Oktober 2022

Hormat Saya,

Nauval Hanif Assyauqi

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Perempuan
3. Laki-laki
4. Usia
5. 21-30 tahun
6. 31-40 tahun
7. > 41 tahun
8. Pendidikan
9. S2
10. S1
11. D3
12. SMK/SMA

**Keterangan**

1 : Sangat Tidak Setuju

2 : Tidak Setuju

3 : Netral

4 : Setuju

5 : Sangat Setuju

**Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pertanyaan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya dapat menyelesaikan pekerjaan dengan cepat. |  |  |  |  |  |
| 2 | Saya puas kerja di perusahaan ini. |  |  |  |  |  |
| 3 | Saya dapat menyelesaikan pekerjaan setiap yang diberikan. |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan pekerjaan dengan sukses. |  |  |  |  |  |
| 5 | Saya siap bertanggung jawab atas hasil pekerjaan saya. |  |  |  |  |  |
| 6 | Saya siap bertanggung jawab atas keputusan yang diambil. |  |  |  |  |  |
| 7 | Bertanggung jawab dalam menjaga sarana dan prasarana perusahaan. |  |  |  |  |  |
| 8 | Dapat bekerja sama dengan rekan kerja di perusahaan. |  |  |  |  |  |
| 9 | Dapat berhubungan baik dengan atasan di perusahaan. |  |  |  |  |  |
| 10 | Saya dapat bekerja secara mandiri dalam menyelesaikan pekerjaan. |  |  |  |  |  |

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO. | Pernyataan | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya diminta oleh pimpinan untuk memiliki inisiatif dalam mengerjakan tugas |  |  |  |  |  |
| 2. | pimpinan mendorong saya untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat dan aman |  |  |  |  |  |
| 3. | Pimpinan mendorong saya untuk melakukan inovasi atau gagasan baru dalam pekerjaan |  |  |  |  |  |
| 4. | Saya sering harus berhadapan dengan resiko dalam upaya menyelesaikan tugas |  |  |  |  |  |
| 5 | Bila terjadi kesalahan maka saya siap menanggung resikonya |  |  |  |  |  |
| 6 | Saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang maksimal |  |  |  |  |  |
| 7 | Saya selalu berfikir bagaimana menyelesaikan pekerjaan dengan cepat dengan hasil yang optimal |  |  |  |  |  |
| 8 | Saya selalu dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja |  |  |  |  |  |
| 9 | Perusahaan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal |  |  |  |  |  |
| 10 | Saya senang dengan pekerjaan saya jalani saat ini karena dapat memberikan manfaat bagi perusahaan |  |  |  |  |  |

**Lingkungan Kerja Non Fisik (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pemimpin mendengarkan saran atau ide gagasan dari bawahan |  |  |  |  |  |
| 2 | Pemimpin mengayomi para bawahan |  |  |  |  |  |
| 3 | Hubungan antar karyawan sangat harmonis |  |  |  |  |  |
| 4 | Saya berinteraksi kesesama karyawan |  |  |  |  |  |
| 5 | Atasan saya selalu memberikan arahan pekerjaan dengan baik kepada saya |  |  |  |  |  |
| 6 | Rekan kerja saya sangat baik dalam bekerjasama |  |  |  |  |  |
| 7 | Atasan saya selalu menyemangati karyawannya saat bekerja |  |  |  |  |  |
| 8 | Hubungan antara karyawan dan atasan sangat harmonis |  |  |  |  |  |
| 9 | Pemimpin selalu memberikan solusi ketika ada masalah |  |  |  |  |  |
| 10 | Pemimpin selalu memberikan arahan kepada karyawan |  |  |  |  |  |

**Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya menceritakan perusahaan ini kepada temanteman sebagai organisasi yang bagus untuk bekerja |  |  |  |  |  |
| 2 | Saya bangga bercerita kepada orang lain bahwa saya adalah bagian dari organisasi ini |  |  |  |  |  |
| 3 | Saya sangat senang memilih organisasi ini sebagai tempat bekerja saya, dibandingkan dengan organisasi-organisasi lain yang saya pertimbangkan pada saat saya bergabung |  |  |  |  |  |
| 4 | Saya sangat peduli dengan nasib organisasi ini |  |  |  |  |  |
| 5 | Saya merasa loyal terhadap organisasi ini |  |  |  |  |  |
| 6 | Banyak yang dapat saya peroleh apabila bergabung dengan organisasi ini |  |  |  |  |  |
| 7 | Memutuskan untuk bekerja pada organisasi ini merupakan keputusan yang tepat bagi kehidupan saya |  |  |  |  |  |
| 8. | Saya bisa bekerja dengan baik untuk organisasi lain sepanjang tipe pekerjaannya sama |  |  |  |  |  |
| 9 | Saya menemukan kecocokan antara nilai-nilai yang saya pegang dengan nilai-nilai organisasi ini |  |  |  |  |  |
| 10 | Saya bersedia melakukan upaya ekstra disamping pekerjaan yang sudah ditentukan untuk membantu keberhasilan organisasi |  |  |  |  |  |

**Lampiran 2**

**Jawaban Non. Responden Variabel kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Item Pernyataan** | | | | | | | | | | **TOTAL** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | **40** |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | **31** |
| 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | **37** |
| 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 2 | 5 | 2 | **30** |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **46** |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 7 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | **35** |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **45** |
| 9 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | **42** |
| 10 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | **37** |
| 11 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | **40** |
| 12 | 5 | 5 | 3 | 4 | 4 | 4 | 2 | 4 | 5 | 3 | **37** |
| 13 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | **45** |
| 14 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | **40** |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | **47** |
| 16 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | **41** |
| 17 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | **29** |
| 18 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | **43** |
| 19 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | **40** |
| 20 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | **39** |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **43** |
| 22 | 4 | 3 | 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | **32** |
| 23 | 5 | 3 | 5 | 5 | 2 | 5 | 4 | 5 | 3 | 4 | **41** |
| 24 | 2 | 2 | 5 | 2 | 2 | 4 | 3 | 3 | 4 | 5 | **32** |
| 25 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 5 | **31** |
| 26 | 4 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | **32** |
| 27 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | **29** |
| 28 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 5 | **33** |
| 29 | 3 | 3 | 4 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | **36** |
| 30 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **45** |

**Lampiran 3**

**Jawaban Non. Responden Variabel Budaya organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item Pernyataan | | | | | | | | | | Total |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 42 |
| 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 45 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 39 |
| 6 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 10 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 36 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 40 |
| 17 | 3 | 3 | 4 | 3 | 2 | 5 | 3 | 3 | 4 | 4 | 34 |
| 18 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 19 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 41 |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 41 |
| 21 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 22 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 23 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 24 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 26 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 41 |
| 27 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 28 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 29 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 38 |
| 30 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 33 |

**Lampiran 4**

**Jawaban Non. Responden Variabel Lingkungan kerja non fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Item Pernyataan** | | | | | | | | | | **TOTAL** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | **47** |
| 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | **44** |
| 6 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **45** |
| 7 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **48** |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **43** |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| 11 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| 12 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | **42** |
| 13 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| 14 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | **41** |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **41** |
| 16 | 4 | 3 | 5 | 3 | 3 | 5 | 3 | 4 | 5 | 5 | **40** |
| 17 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **43** |
| 18 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **42** |
| 19 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **46** |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | **39** |
| 21 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | **40** |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **44** |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | **38** |
| 25 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | **41** |
| 26 | 2 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | **38** |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **45** |
| 28 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | **38** |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| 30 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | **39** |

**Lampiran 5**

**Jawaban Non. Responden Variabel Komitmen organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Item Pernyataan** | | | | | | | | | | **TOTAL** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **46** |
| 2 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **42** |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **45** |
| 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | **46** |
| 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | **39** |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| 7 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | **41** |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **46** |
| 9 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **48** |
| 10 | 5 | 4 | 4 | 2 | 1 | 2 | 4 | 5 | 5 | 4 | **36** |
| 11 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 5 | 5 | **45** |
| 12 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **47** |
| 13 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **45** |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **48** |
| 15 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | **40** |
| 16 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | **33** |
| 17 | 5 | 2 | 4 | 5 | 3 | 4 | 2 | 3 | 3 | 3 | **34** |
| 18 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **41** |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| 20 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | **38** |
| 21 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | **40** |
| 22 | 4 | 4 | 3 | 5 | 3 | 2 | 5 | 4 | 4 | 3 | **37** |
| 23 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | **43** |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **42** |
| 25 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **38** |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **41** |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 30 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **38** |

**Lampiran 6**

**Data Penelitian Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 2 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 40 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 42 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 45 |
| 6 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 40 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 9 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 10 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 11 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 41 |
| 12 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 42 |
| 13 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 40 |
| 14 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 36 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 19 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 20 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 43 |
| 21 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 22 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 44 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 25 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 26 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 27 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 43 |
| 28 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 40 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 31 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 32 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 35 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| 36 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 37 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 38 |
| 38 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 43 |
| 39 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 40 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 41 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 42 |
| 42 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 43 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 43 |
| 45 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 46 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 45 |
| 47 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 48 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 49 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 43 |
| 50 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 51 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 52 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 53 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 54 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 55 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 39 |
| 56 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 57 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 58 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 41 |
| 59 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 44 |
| 60 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 41 |
| 61 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 62 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 39 |
| 63 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 64 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 65 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 66 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 46 |
| 67 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 68 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 69 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 70 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 71 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 72 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 73 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 38 |
| 74 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 75 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 43 |
| 76 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |

**Lampiran 7**

**Data Penelitian VariabelBudaya organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 3 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 5 | 4 | 39 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 5 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 42 |
| 6 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 45 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 42 |
| 8 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 41 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 43 |
| 10 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 40 |
| 11 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 42 |
| 13 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 14 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 40 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 42 |
| 18 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 19 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 41 |
| 21 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 24 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 41 |
| 25 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 26 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 27 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 28 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 29 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 30 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 32 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 33 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 6 | 5 | 4 | 4 | 48 |
| 35 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 36 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 37 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 39 |
| 38 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 42 |
| 39 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 42 |
| 40 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 41 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 42 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 41 |
| 43 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 44 |
| 45 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 46 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 47 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 48 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 49 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 41 |
| 50 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 44 |
| 51 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 44 |
| 52 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 42 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 41 |
| 55 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 38 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 44 |
| 57 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |
| 58 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 2 | 39 |
| 59 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 40 |
| 60 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 39 |
| 61 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 42 |
| 62 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 37 |
| 63 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 41 |
| 64 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 65 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 66 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 42 |
| 67 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 68 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 69 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 43 |
| 70 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 42 |
| 71 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 45 |
| 72 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 42 |
| 73 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 74 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 41 |
| 75 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |
| 76 | 3 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |

**Lampiran 8**

**Data Penelitian Variabel Lingkungan kerja non fisik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 45 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 43 |
| 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 41 |
| 6 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 42 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 8 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 9 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 41 |
| 10 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 42 |
| 12 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| 13 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |
| 14 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 43 |
| 16 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 39 |
| 17 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 42 |
| 19 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 41 |
| 20 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 43 |
| 21 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 42 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 43 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 24 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 26 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 27 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 41 |
| 28 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 30 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 31 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 33 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 34 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 44 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 36 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 44 |
| 37 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 39 |
| 38 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 42 |
| 39 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 42 |
| 40 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 41 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 42 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 41 |
| 43 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 43 |
| 44 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 45 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 46 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 44 |
| 47 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 48 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 45 |
| 49 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 42 |
| 50 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 51 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 44 |
| 52 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 53 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 43 |
| 54 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 42 |
| 55 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 40 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 57 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 38 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 59 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 40 |
| 61 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 41 |
| 62 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 39 |
| 63 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 45 |
| 65 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 66 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 44 |
| 67 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 68 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 69 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 40 |
| 70 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 39 |
| 71 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 42 |
| 72 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 73 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 39 |
| 74 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 43 |
| 75 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 44 |
| 76 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 41 |

**Lampiran 9**

**Data Penelitian Variabel Komitmen organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 44 |
| 2 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 39 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 2 | 3 | 41 |
| 6 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 40 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 44 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 10 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 43 |
| 11 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 12 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 13 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 14 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 41 |
| 15 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 16 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 17 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 40 |
| 18 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 43 |
| 19 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 42 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 43 |
| 22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 24 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 45 |
| 26 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 38 |
| 27 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 44 |
| 28 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 42 |
| 30 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 32 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 45 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 46 |
| 34 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 35 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 36 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 37 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 38 |
| 38 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 39 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 40 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 41 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 42 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 42 |
| 43 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 45 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 46 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 47 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 48 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 49 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 50 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 51 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 52 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 41 |
| 53 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 42 |
| 54 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 42 |
| 55 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 41 |
| 56 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 57 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 2 | 4 | 3 | 39 |
| 58 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 40 |
| 59 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 60 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 39 |
| 61 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 40 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 63 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 64 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 65 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 41 |
| 66 | 5 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 43 |
| 67 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 40 |
| 68 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 45 |
| 69 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 70 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 43 |
| 71 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 72 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 73 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 74 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 5 | 42 |
| 75 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 76 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 42 |

**Lampiran 10**

**Uji Validitas Variabel Kinerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,890\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,840\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,766\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,694\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,676\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,711\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,709\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,764\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,768\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,773\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 11**

**Uji Validitas Variabel Budaya Organisasi**

|  |  |  |
| --- | --- | --- |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,576\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_2 | Pearson Correlation | ,740\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,479\*\* |
| Sig. (2-tailed) | ,007 |
| N | 30 |
| item\_4 | Pearson Correlation | ,494\*\* |
| Sig. (2-tailed) | ,006 |
| N | 30 |
| item\_5 | Pearson Correlation | ,690\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,516\*\* |
| Sig. (2-tailed) | ,004 |
| N | 30 |
| item\_7 | Pearson Correlation | ,580\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_8 | Pearson Correlation | ,615\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,442\* |
| Sig. (2-tailed) | ,015 |
| N | 30 |
| item\_10 | Pearson Correlation | ,756\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 12**

**Uji Validitas Variabel Lingkungan Kerja non fisik**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,667\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,452\* |
| Sig. (2-tailed) | ,012 |
| N | 30 |
| item\_3 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,740\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,688\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,434\* |
| Sig. (2-tailed) | ,016 |
| N | 30 |
| item\_7 | Pearson Correlation | ,525\*\* |
| Sig. (2-tailed) | ,003 |
| N | 30 |
| item\_8 | Pearson Correlation | ,704\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,556\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_10 | Pearson Correlation | ,471\*\* |
| Sig. (2-tailed) | ,009 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 13**

**Uji Validitas Variabel Komitmen Organisasi**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,653\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,814\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,733\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,690\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,804\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,623\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,687\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,691\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,650\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,737\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 14**

**Uji Reliabilitas Variabel Kinerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,918 | 10 |

**Lampiran 15**

**Uji Reliabilitas Variabel Budaya Organisasi**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,792 | 10 |

**Lampiran 16**

**Uji Reliabilitas Variabel Lingkungan Kerja non fisik**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,794 | 10 |

**Lampiran 17**

**Uji Reliabilitas Variabel Komitmen Organisasi**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,889 | 10 |

**Hasil Uji Metode Succesive Interval**

1. Kinerja Karyawan

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **5** | **5** | **3** | **3** | **5** | **4** | **5** | **5** | **4** | **4** | total |
| 3,860 | 3,527 | 1,000 | 1,000 | 3,829 | 2,395 | 3,529 | 3,807 | 2,360 | 2,301 | 27,609 |
| 2,409 | 3,527 | 2,163 | 3,722 | 2,396 | 3,816 | 3,529 | 2,378 | 2,360 | 3,646 | 29,946 |
| 1,000 | 3,527 | 2,163 | 2,343 | 2,396 | 2,395 | 2,164 | 3,807 | 1,000 | 2,301 | 23,096 |
| 3,860 | 2,224 | 3,420 | 2,343 | 3,829 | 3,816 | 2,164 | 1,000 | 2,360 | 1,000 | 26,017 |
| 3,860 | 3,527 | 3,420 | 2,343 | 2,396 | 3,816 | 2,164 | 2,378 | 2,360 | 3,646 | 29,911 |
| 2,409 | 2,224 | 2,163 | 2,343 | 1,000 | 2,395 | 3,529 | 2,378 | 1,000 | 3,646 | 23,086 |
| 2,409 | 2,224 | 2,163 | 2,343 | 3,829 | 2,395 | 3,529 | 2,378 | 2,360 | 2,301 | 25,930 |
| 2,409 | 2,224 | 1,000 | 2,343 | 2,396 | 2,395 | 2,164 | 2,378 | 3,754 | 2,301 | 23,362 |
| 3,860 | 2,224 | 1,000 | 3,722 | 3,829 | 2,395 | 3,529 | 2,378 | 2,360 | 3,646 | 28,943 |
| 3,860 | 1,000 | 2,163 | 2,343 | 3,829 | 3,816 | 2,164 | 2,378 | 3,754 | 2,301 | 27,608 |
| 2,409 | 3,527 | 1,000 | 2,343 | 3,829 | 2,395 | 1,000 | 2,378 | 3,754 | 2,301 | 24,934 |
| 2,409 | 2,224 | 3,420 | 3,722 | 2,396 | 1,000 | 2,164 | 2,378 | 2,360 | 3,646 | 25,719 |
| 1,000 | 2,224 | 1,000 | 1,000 | 3,829 | 2,395 | 3,529 | 3,807 | 2,360 | 2,301 | 23,445 |
| 2,409 | 2,224 | 1,000 | 3,722 | 2,396 | 3,816 | 2,164 | 3,807 | 3,754 | 2,301 | 27,593 |
| 3,860 | 2,224 | 3,420 | 2,343 | 3,829 | 2,395 | 3,529 | 1,000 | 2,360 | 3,646 | 28,607 |
| 3,860 | 1,000 | 1,000 | 2,343 | 2,396 | 2,395 | 1,000 | 2,378 | 1,000 | 1,000 | 18,371 |
| 2,409 | 1,000 | 2,163 | 3,722 | 1,000 | 3,816 | 3,529 | 2,378 | 2,360 | 2,301 | 24,678 |
| 2,409 | 2,224 | 3,420 | 3,722 | 2,396 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 29,985 |
| 2,409 | 3,527 | 3,420 | 2,343 | 2,396 | 1,000 | 2,164 | 3,807 | 2,360 | 2,301 | 25,727 |
| 3,860 | 2,224 | 2,163 | 3,722 | 3,829 | 2,395 | 3,529 | 3,807 | 1,000 | 1,000 | 27,529 |
| 3,860 | 2,224 | 3,420 | 2,343 | 2,396 | 2,395 | 3,529 | 2,378 | 2,360 | 3,646 | 28,551 |
| 2,409 | 3,527 | 2,163 | 3,722 | 2,396 | 1,000 | 3,529 | 3,807 | 3,754 | 2,301 | 28,608 |
| 2,409 | 1,000 | 2,163 | 2,343 | 2,396 | 2,395 | 3,529 | 2,378 | 3,754 | 3,646 | 26,012 |
| 3,860 | 2,224 | 2,163 | 3,722 | 2,396 | 3,816 | 2,164 | 2,378 | 3,754 | 2,301 | 28,778 |
| 2,409 | 3,527 | 1,000 | 3,722 | 3,829 | 2,395 | 2,164 | 3,807 | 3,754 | 3,646 | 30,253 |
| 3,860 | 2,224 | 3,420 | 1,000 | 2,396 | 1,000 | 2,164 | 1,000 | 2,360 | 2,301 | 21,726 |
| 3,860 | 3,527 | 1,000 | 2,343 | 2,396 | 2,395 | 3,529 | 3,807 | 3,754 | 1,000 | 27,611 |
| 3,860 | 1,000 | 2,163 | 1,000 | 1,000 | 2,395 | 3,529 | 2,378 | 3,754 | 2,301 | 23,380 |
| 2,409 | 2,224 | 3,420 | 2,343 | 2,396 | 3,816 | 2,164 | 3,807 | 3,754 | 3,646 | 29,980 |
| 2,409 | 3,527 | 2,163 | 2,343 | 3,829 | 3,816 | 3,529 | 2,378 | 2,360 | 3,646 | 30,000 |
| 2,409 | 3,527 | 2,163 | 3,722 | 3,829 | 3,816 | 2,164 | 3,807 | 3,754 | 2,301 | 31,492 |
| 2,409 | 3,527 | 3,420 | 2,343 | 3,829 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 31,342 |
| 3,860 | 2,224 | 2,163 | 2,343 | 2,396 | 2,395 | 3,529 | 2,378 | 2,360 | 3,646 | 27,294 |
| 3,860 | 2,224 | 3,420 | 3,722 | 3,829 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 32,869 |
| 3,860 | 3,527 | 3,420 | 2,343 | 3,829 | 3,816 | 3,529 | 3,807 | 1,000 | 2,301 | 31,433 |
| 2,409 | 2,224 | 3,420 | 2,343 | 2,396 | 2,395 | 2,164 | 2,378 | 2,360 | 3,646 | 25,734 |
| 3,860 | 2,224 | 2,163 | 2,343 | 1,000 | 2,395 | 1,000 | 3,807 | 1,000 | 1,000 | 20,791 |
| 3,860 | 3,527 | 2,163 | 2,343 | 3,829 | 2,395 | 3,529 | 2,378 | 2,360 | 1,000 | 27,384 |
| 1,000 | 2,224 | 2,163 | 1,000 | 2,396 | 3,816 | 3,529 | 2,378 | 3,754 | 2,301 | 24,561 |
| 2,409 | 2,224 | 3,420 | 3,722 | 3,829 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 31,418 |
| 2,409 | 3,527 | 3,420 | 3,722 | 2,396 | 2,395 | 1,000 | 3,807 | 2,360 | 1,000 | 26,036 |
| 3,860 | 2,224 | 2,163 | 2,343 | 3,829 | 2,395 | 2,164 | 2,378 | 2,360 | 3,646 | 27,362 |
| 3,860 | 2,224 | 3,420 | 2,343 | 2,396 | 3,816 | 3,529 | 3,807 | 3,754 | 3,646 | 32,796 |
| 2,409 | 3,527 | 2,163 | 3,722 | 3,829 | 3,816 | 2,164 | 1,000 | 2,360 | 2,301 | 27,291 |
| 3,860 | 2,224 | 3,420 | 3,722 | 3,829 | 2,395 | 3,529 | 3,807 | 2,360 | 3,646 | 32,793 |
| 3,860 | 3,527 | 3,420 | 2,343 | 2,396 | 1,000 | 3,529 | 3,807 | 3,754 | 2,301 | 29,938 |
| 3,860 | 3,527 | 3,420 | 2,343 | 3,829 | 3,816 | 3,529 | 2,378 | 3,754 | 3,646 | 34,103 |
| 3,860 | 2,224 | 3,420 | 3,722 | 3,829 | 2,395 | 3,529 | 2,378 | 3,754 | 2,301 | 31,412 |
| 2,409 | 3,527 | 2,163 | 3,722 | 3,829 | 2,395 | 1,000 | 3,807 | 2,360 | 2,301 | 27,513 |
| 2,409 | 3,527 | 3,420 | 3,722 | 3,829 | 2,395 | 3,529 | 2,378 | 2,360 | 3,646 | 31,215 |
| 3,860 | 3,527 | 1,000 | 3,722 | 3,829 | 2,395 | 3,529 | 3,807 | 2,360 | 2,301 | 30,331 |
| 3,860 | 1,000 | 2,163 | 2,343 | 2,396 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 27,576 |
| 3,860 | 2,224 | 3,420 | 2,343 | 2,396 | 3,816 | 2,164 | 2,378 | 3,754 | 3,646 | 30,001 |
| 2,409 | 2,224 | 3,420 | 2,343 | 2,396 | 3,816 | 2,164 | 2,378 | 3,754 | 3,646 | 28,550 |
| 3,860 | 1,000 | 1,000 | 2,343 | 2,396 | 2,395 | 3,529 | 2,378 | 2,360 | 1,000 | 22,261 |
| 3,860 | 2,224 | 2,163 | 2,343 | 3,829 | 3,816 | 3,529 | 3,807 | 3,754 | 3,646 | 32,972 |
| 2,409 | 1,000 | 1,000 | 2,343 | 2,396 | 2,395 | 2,164 | 2,378 | 3,754 | 3,646 | 23,484 |
| 2,409 | 1,000 | 2,163 | 3,722 | 3,829 | 2,395 | 1,000 | 3,807 | 2,360 | 2,301 | 24,986 |
| 3,860 | 2,224 | 3,420 | 3,722 | 1,000 | 3,816 | 2,164 | 3,807 | 2,360 | 2,301 | 28,675 |
| 3,860 | 3,527 | 3,420 | 2,343 | 2,396 | 2,395 | 1,000 | 3,807 | 1,000 | 1,000 | 24,748 |
| 2,409 | 3,527 | 2,163 | 2,343 | 2,396 | 3,816 | 3,529 | 3,807 | 2,360 | 2,301 | 28,651 |
| 2,409 | 2,224 | 3,420 | 1,000 | 2,396 | 1,000 | 3,529 | 2,378 | 2,360 | 1,000 | 21,716 |
| 2,409 | 3,527 | 2,163 | 1,000 | 3,829 | 2,395 | 2,164 | 2,378 | 3,754 | 2,301 | 25,919 |
| 3,860 | 2,224 | 2,163 | 2,343 | 3,829 | 3,816 | 2,164 | 2,378 | 3,754 | 2,301 | 28,832 |
| 3,860 | 2,224 | 2,163 | 1,000 | 2,396 | 2,395 | 3,529 | 3,807 | 2,360 | 3,646 | 27,381 |
| 3,860 | 3,527 | 3,420 | 2,343 | 3,829 | 3,816 | 2,164 | 2,378 | 3,754 | 2,301 | 31,392 |
| 3,860 | 1,000 | 2,163 | 2,343 | 3,829 | 2,395 | 2,164 | 3,807 | 2,360 | 2,301 | 26,223 |
| 3,860 | 3,527 | 2,163 | 2,343 | 3,829 | 3,816 | 3,529 | 3,807 | 3,754 | 3,646 | 34,275 |
| 2,409 | 3,527 | 1,000 | 1,000 | 2,396 | 2,395 | 3,529 | 3,807 | 2,360 | 1,000 | 23,423 |
| 1,000 | 1,000 | 3,420 | 3,722 | 2,396 | 2,395 | 3,529 | 2,378 | 2,360 | 2,301 | 24,501 |
| 2,409 | 2,224 | 2,163 | 3,722 | 3,829 | 2,395 | 3,529 | 2,378 | 3,754 | 2,301 | 28,703 |
| 2,409 | 3,527 | 3,420 | 3,722 | 2,396 | 2,395 | 2,164 | 2,378 | 3,754 | 3,646 | 29,810 |
| 2,409 | 1,000 | 1,000 | 2,343 | 2,396 | 2,395 | 2,164 | 3,807 | 1,000 | 2,301 | 20,814 |
| 3,860 | 3,527 | 2,163 | 3,722 | 2,396 | 3,816 | 3,529 | 2,378 | 2,360 | 2,301 | 30,052 |
| 2,409 | 2,224 | 2,163 | 3,722 | 2,396 | 3,816 | 2,164 | 1,000 | 3,754 | 3,646 | 27,294 |
| 2,409 | 2,224 | 3,420 | 2,343 | 3,829 | 3,816 | 2,164 | 3,807 | 2,360 | 2,301 | 28,674 |

2. Budaya Organisasi

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **3** | **5** | **4** | **4** | **3** | **4** | **5** | **5** | **5** | **5** |
| 1,000 | 3,514 | 2,183 | 3,340 | 2,098 | 2,272 | 3,497 | 3,527 | 4,594 | 4,619 |
| 2,293 | 3,514 | 2,183 | 3,340 | 4,570 | 2,272 | 2,171 | 2,224 | 3,222 | 4,619 |
| 2,293 | 2,250 | 2,183 | 4,619 | 1,000 | 1,000 | 2,171 | 2,224 | 4,594 | 3,340 |
| 3,627 | 2,250 | 3,514 | 3,340 | 3,247 | 2,272 | 2,171 | 3,527 | 3,222 | 3,340 |
| 2,293 | 3,514 | 3,514 | 4,619 | 2,098 | 3,637 | 2,171 | 1,000 | 3,222 | 3,340 |
| 2,293 | 2,250 | 3,514 | 4,619 | 2,098 | 3,637 | 3,497 | 2,224 | 4,594 | 4,619 |
| 3,627 | 3,514 | 2,183 | 3,340 | 3,247 | 2,272 | 3,497 | 2,224 | 3,222 | 2,212 |
| 3,627 | 1,000 | 2,183 | 2,212 | 3,247 | 2,272 | 3,497 | 3,527 | 4,594 | 2,212 |
| 3,627 | 3,514 | 3,514 | 3,340 | 3,247 | 2,272 | 3,497 | 2,224 | 2,009 | 3,340 |
| 2,293 | 2,250 | 2,183 | 2,212 | 4,570 | 1,000 | 2,171 | 3,527 | 3,222 | 3,340 |
| 2,293 | 3,514 | 1,000 | 3,340 | 3,247 | 3,637 | 2,171 | 2,224 | 4,594 | 3,340 |
| 2,293 | 2,250 | 2,183 | 4,619 | 3,247 | 2,272 | 1,000 | 3,527 | 3,222 | 4,619 |
| 1,000 | 1,000 | 2,183 | 3,340 | 4,570 | 2,272 | 1,000 | 2,224 | 3,222 | 3,340 |
| 1,000 | 1,000 | 3,514 | 4,619 | 4,570 | 3,637 | 2,171 | 1,000 | 3,222 | 2,212 |
| 3,627 | 2,250 | 3,514 | 3,340 | 4,570 | 2,272 | 3,497 | 1,000 | 3,222 | 4,619 |
| 2,293 | 1,000 | 2,183 | 3,340 | 3,247 | 1,000 | 1,000 | 2,224 | 2,009 | 2,212 |
| 2,293 | 1,000 | 2,183 | 4,619 | 2,098 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 2,293 | 2,250 | 3,514 | 4,619 | 3,247 | 1,000 | 3,497 | 3,527 | 3,222 | 3,340 |
| 2,293 | 2,250 | 3,514 | 3,340 | 3,247 | 1,000 | 2,171 | 2,224 | 3,222 | 3,340 |
| 3,627 | 1,000 | 2,183 | 3,340 | 4,570 | 2,272 | 3,497 | 1,000 | 2,009 | 4,619 |
| 2,293 | 2,250 | 3,514 | 3,340 | 4,570 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 2,293 | 2,250 | 3,514 | 3,340 | 3,247 | 3,637 | 3,497 | 3,527 | 4,594 | 3,340 |
| 2,293 | 1,000 | 2,183 | 3,340 | 3,247 | 2,272 | 3,497 | 3,527 | 3,222 | 2,212 |
| 3,627 | 2,250 | 3,514 | 4,619 | 2,098 | 3,637 | 1,000 | 1,000 | 3,222 | 3,340 |
| 2,293 | 3,514 | 2,183 | 2,212 | 2,098 | 2,272 | 2,171 | 2,224 | 3,222 | 4,619 |
| 1,000 | 2,250 | 1,000 | 3,340 | 3,247 | 3,637 | 1,000 | 3,527 | 4,594 | 3,340 |
| 1,000 | 2,250 | 3,514 | 2,212 | 4,570 | 2,272 | 3,497 | 1,000 | 4,594 | 4,619 |
| 3,627 | 1,000 | 3,514 | 2,212 | 3,247 | 3,637 | 2,171 | 2,224 | 4,594 | 3,340 |
| 2,293 | 2,250 | 3,514 | 4,619 | 4,570 | 2,272 | 2,171 | 3,527 | 3,222 | 4,619 |
| 2,293 | 2,250 | 1,000 | 3,340 | 3,247 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 2,293 | 3,514 | 2,183 | 4,619 | 4,570 | 2,272 | 2,171 | 1,000 | 4,594 | 3,340 |
| 2,293 | 3,514 | 3,514 | 3,340 | 4,570 | 2,272 | 3,497 | 3,527 | 4,594 | 4,619 |
| 3,627 | 2,250 | 2,183 | 3,340 | 3,247 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 3,627 | 2,250 | 3,514 | 4,619 | 4,570 | 3,637 | 6,000 | 3,527 | 3,222 | 3,340 |
| 3,627 | 3,514 | 3,514 | 3,340 | 4,570 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 2,293 | 2,250 | 3,514 | 3,340 | 3,247 | 3,637 | 3,497 | 2,224 | 3,222 | 4,619 |
| 3,627 | 1,000 | 2,183 | 4,619 | 2,098 | 2,272 | 3,497 | 2,224 | 1,000 | 3,340 |
| 3,627 | 3,514 | 2,183 | 3,340 | 3,247 | 2,272 | 2,171 | 3,527 | 3,222 | 2,212 |
| 1,000 | 2,250 | 3,514 | 4,619 | 4,570 | 1,000 | 3,497 | 2,224 | 2,009 | 4,619 |
| 2,293 | 2,250 | 3,514 | 2,212 | 3,247 | 2,272 | 3,497 | 2,224 | 3,222 | 3,340 |
| 2,293 | 1,000 | 2,183 | 4,619 | 3,247 | 2,272 | 3,497 | 3,527 | 3,222 | 3,340 |
| 3,627 | 2,250 | 2,183 | 3,340 | 4,570 | 1,000 | 1,000 | 2,224 | 3,222 | 4,619 |
| 3,627 | 2,250 | 1,000 | 2,212 | 4,570 | 3,637 | 3,497 | 3,527 | 4,594 | 4,619 |
| 2,293 | 3,514 | 2,183 | 4,619 | 4,570 | 3,637 | 2,171 | 1,000 | 4,594 | 3,340 |
| 3,627 | 2,250 | 3,514 | 2,212 | 3,247 | 3,637 | 3,497 | 3,527 | 4,594 | 4,619 |
| 3,627 | 3,514 | 2,183 | 4,619 | 4,570 | 3,637 | 3,497 | 3,527 | 3,222 | 3,340 |
| 3,627 | 3,514 | 3,514 | 3,340 | 4,570 | 3,637 | 3,497 | 2,224 | 4,594 | 4,619 |
| 3,627 | 2,250 | 3,514 | 4,619 | 4,570 | 2,272 | 3,497 | 2,224 | 4,594 | 4,619 |
| 3,627 | 2,250 | 1,000 | 2,212 | 2,098 | 2,272 | 3,497 | 3,527 | 4,594 | 3,340 |
| 2,293 | 3,514 | 3,514 | 4,619 | 4,570 | 2,272 | 2,171 | 3,527 | 3,222 | 2,212 |
| 3,627 | 3,514 | 1,000 | 4,619 | 3,247 | 3,637 | 3,497 | 3,527 | 2,009 | 3,340 |
| 3,627 | 1,000 | 2,183 | 3,340 | 3,247 | 2,272 | 2,171 | 2,224 | 3,222 | 3,340 |
| 2,293 | 2,250 | 3,514 | 3,340 | 3,247 | 3,637 | 2,171 | 1,000 | 4,594 | 3,340 |
| 2,293 | 2,250 | 3,514 | 4,619 | 3,247 | 2,272 | 2,171 | 1,000 | 4,594 | 2,212 |
| 1,000 | 2,250 | 1,000 | 2,212 | 3,247 | 3,637 | 3,497 | 2,224 | 3,222 | 2,212 |
| 2,293 | 2,250 | 2,183 | 3,340 | 4,570 | 2,272 | 3,497 | 3,527 | 3,222 | 4,619 |
| 2,293 | 1,000 | 2,183 | 3,340 | 3,247 | 3,637 | 2,171 | 2,224 | 4,594 | 4,619 |
| 2,293 | 3,514 | 3,514 | 3,340 | 3,247 | 2,272 | 1,000 | 1,000 | 4,594 | 1,000 |
| 1,000 | 1,000 | 2,183 | 4,619 | 2,098 | 3,637 | 2,171 | 3,527 | 3,222 | 3,340 |
| 2,293 | 3,514 | 2,183 | 4,619 | 3,247 | 2,272 | 1,000 | 1,000 | 2,009 | 3,340 |
| 2,293 | 3,514 | 3,514 | 3,340 | 3,247 | 1,000 | 2,171 | 2,224 | 4,594 | 3,340 |
| 1,000 | 2,250 | 1,000 | 2,212 | 3,247 | 2,272 | 3,497 | 2,224 | 3,222 | 2,212 |
| 2,293 | 3,514 | 3,514 | 2,212 | 3,247 | 2,272 | 2,171 | 3,527 | 2,009 | 3,340 |
| 2,293 | 2,250 | 2,183 | 3,340 | 4,570 | 3,637 | 2,171 | 2,224 | 3,222 | 3,340 |
| 2,293 | 2,250 | 3,514 | 4,619 | 3,247 | 2,272 | 3,497 | 3,527 | 3,222 | 4,619 |
| 2,293 | 2,250 | 3,514 | 3,340 | 2,098 | 3,637 | 2,171 | 2,224 | 4,594 | 3,340 |
| 3,627 | 1,000 | 2,183 | 3,340 | 4,570 | 3,637 | 3,497 | 3,527 | 3,222 | 3,340 |
| 3,627 | 2,250 | 2,183 | 3,340 | 4,570 | 3,637 | 2,171 | 2,224 | 4,594 | 4,619 |
| 2,293 | 3,514 | 3,514 | 4,619 | 4,570 | 3,637 | 1,000 | 2,224 | 3,222 | 2,212 |
| 1,000 | 1,000 | 3,514 | 3,340 | 4,570 | 2,272 | 2,171 | 3,527 | 4,594 | 3,340 |
| 2,293 | 1,000 | 3,514 | 4,619 | 4,570 | 3,637 | 3,497 | 3,527 | 4,594 | 2,212 |
| 3,627 | 2,250 | 3,514 | 4,619 | 3,247 | 2,272 | 2,171 | 2,224 | 3,222 | 2,212 |
| 1,000 | 2,250 | 1,000 | 1,000 | 3,247 | 2,272 | 2,171 | 3,527 | 3,222 | 3,340 |
| 2,293 | 2,250 | 2,183 | 4,619 | 3,247 | 2,272 | 3,497 | 2,224 | 2,009 | 3,340 |
| 2,293 | 1,000 | 2,183 | 3,340 | 3,247 | 3,637 | 2,171 | 2,224 | 4,594 | 4,619 |
| 1,000 | 1,000 | 3,514 | 2,212 | 4,570 | 3,637 | 2,171 | 3,527 | 4,594 | 3,340 |

3. Lingkungan Kerja Non Fisik

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **5** | **3** | **5** | **5** | **4** | **4** | **4** | **5** | **5** | **4** | Total |
| 4,054 | 1,000 | 3,743 | 3,829 | 2,434 | 2,248 | 2,259 | 3,800 | 3,490 | 2,301 | 29,158 |
| 2,545 | 3,571 | 3,743 | 3,829 | 2,434 | 2,248 | 1,000 | 3,800 | 3,490 | 3,627 | 30,287 |
| 4,054 | 2,266 | 3,743 | 2,396 | 2,434 | 2,248 | 2,259 | 2,395 | 2,230 | 3,627 | 27,653 |
| 4,054 | 2,266 | 3,743 | 3,829 | 1,000 | 2,248 | 2,259 | 3,800 | 2,230 | 2,301 | 27,731 |
| 4,054 | 1,000 | 2,321 | 3,829 | 2,434 | 3,518 | 1,000 | 2,395 | 2,230 | 2,301 | 25,084 |
| 2,545 | 3,571 | 2,321 | 2,396 | 2,434 | 1,000 | 3,596 | 3,800 | 2,230 | 2,301 | 26,195 |
| 4,054 | 2,266 | 2,321 | 3,829 | 2,434 | 2,248 | 3,596 | 2,395 | 3,490 | 3,627 | 30,262 |
| 4,054 | 1,000 | 2,321 | 2,396 | 2,434 | 2,248 | 3,596 | 2,395 | 2,230 | 1,000 | 23,676 |
| 2,545 | 2,266 | 2,321 | 2,396 | 3,864 | 1,000 | 3,596 | 1,000 | 3,490 | 2,301 | 24,780 |
| 2,545 | 3,571 | 2,321 | 2,396 | 2,434 | 1,000 | 2,259 | 2,395 | 2,230 | 2,301 | 23,453 |
| 2,545 | 1,000 | 2,321 | 3,829 | 3,864 | 2,248 | 1,000 | 3,800 | 3,490 | 2,301 | 26,398 |
| 4,054 | 2,266 | 3,743 | 1,000 | 3,864 | 2,248 | 2,259 | 2,395 | 1,000 | 2,301 | 25,131 |
| 2,545 | 1,000 | 3,743 | 2,396 | 2,434 | 1,000 | 2,259 | 2,395 | 2,230 | 3,627 | 23,629 |
| 2,545 | 1,000 | 3,743 | 2,396 | 2,434 | 1,000 | 3,596 | 2,395 | 2,230 | 2,301 | 23,642 |
| 2,545 | 2,266 | 3,743 | 3,829 | 3,864 | 3,518 | 1,000 | 2,395 | 1,000 | 3,627 | 27,787 |
| 2,545 | 3,571 | 1,000 | 3,829 | 2,434 | 3,518 | 1,000 | 1,000 | 2,230 | 1,000 | 22,128 |
| 4,054 | 2,266 | 1,000 | 2,396 | 2,434 | 2,248 | 2,259 | 2,395 | 2,230 | 3,627 | 24,910 |
| 2,545 | 3,571 | 3,743 | 3,829 | 3,864 | 2,248 | 3,596 | 1,000 | 1,000 | 1,000 | 26,397 |
| 4,054 | 2,266 | 2,321 | 3,829 | 1,000 | 1,000 | 1,000 | 3,800 | 2,230 | 3,627 | 25,128 |
| 4,054 | 3,571 | 3,743 | 3,829 | 2,434 | 2,248 | 3,596 | 1,000 | 1,000 | 2,301 | 27,778 |
| 2,545 | 2,266 | 2,321 | 3,829 | 1,000 | 1,000 | 3,596 | 3,800 | 3,490 | 2,301 | 26,149 |
| 4,054 | 2,266 | 3,743 | 3,829 | 2,434 | 3,518 | 2,259 | 2,395 | 1,000 | 2,301 | 27,801 |
| 4,054 | 3,571 | 2,321 | 3,829 | 3,864 | 2,248 | 2,259 | 2,395 | 2,230 | 2,301 | 29,074 |
| 2,545 | 3,571 | 3,743 | 3,829 | 2,434 | 2,248 | 2,259 | 2,395 | 3,490 | 3,627 | 30,141 |
| 4,054 | 2,266 | 3,743 | 3,829 | 2,434 | 2,248 | 2,259 | 3,800 | 2,230 | 2,301 | 29,166 |
| 2,545 | 2,266 | 1,000 | 2,396 | 2,434 | 1,000 | 2,259 | 2,395 | 1,000 | 2,301 | 19,597 |
| 4,054 | 2,266 | 2,321 | 2,396 | 2,434 | 1,000 | 2,259 | 2,395 | 3,490 | 2,301 | 24,917 |
| 4,054 | 2,266 | 3,743 | 1,000 | 1,000 | 2,248 | 2,259 | 1,000 | 3,490 | 3,627 | 24,687 |
| 2,545 | 2,266 | 3,743 | 2,396 | 2,434 | 2,248 | 3,596 | 3,800 | 2,230 | 2,301 | 27,560 |
| 4,054 | 1,000 | 2,321 | 3,829 | 2,434 | 3,518 | 2,259 | 2,395 | 2,230 | 2,301 | 26,343 |
| 4,054 | 3,571 | 3,743 | 3,829 | 1,000 | 3,518 | 2,259 | 2,395 | 3,490 | 3,627 | 31,487 |
| 4,054 | 2,266 | 1,000 | 2,396 | 2,434 | 3,518 | 3,596 | 3,800 | 3,490 | 3,627 | 30,181 |
| 2,545 | 3,571 | 3,743 | 3,829 | 2,434 | 2,248 | 2,259 | 3,800 | 2,230 | 2,301 | 28,961 |
| 4,054 | 3,571 | 3,743 | 2,396 | 3,864 | 1,000 | 2,259 | 2,395 | 2,230 | 3,627 | 29,140 |
| 4,054 | 2,266 | 3,743 | 2,396 | 2,434 | 2,248 | 3,596 | 2,395 | 2,230 | 2,301 | 27,665 |
| 4,054 | 3,571 | 2,321 | 3,829 | 3,864 | 2,248 | 1,000 | 1,000 | 3,490 | 3,627 | 29,005 |
| 2,545 | 2,266 | 2,321 | 2,396 | 3,864 | 1,000 | 2,259 | 2,395 | 2,230 | 1,000 | 22,277 |
| 1,000 | 2,266 | 2,321 | 2,396 | 3,864 | 3,518 | 3,596 | 3,800 | 1,000 | 2,301 | 26,063 |
| 4,054 | 2,266 | 2,321 | 1,000 | 1,000 | 3,518 | 3,596 | 3,800 | 1,000 | 3,627 | 26,183 |
| 2,545 | 3,571 | 3,743 | 2,396 | 2,434 | 2,248 | 3,596 | 2,395 | 2,230 | 3,627 | 28,786 |
| 2,545 | 1,000 | 2,321 | 2,396 | 3,864 | 3,518 | 2,259 | 3,800 | 3,490 | 2,301 | 27,493 |
| 4,054 | 2,266 | 2,321 | 3,829 | 3,864 | 2,248 | 1,000 | 2,395 | 2,230 | 1,000 | 25,209 |
| 2,545 | 2,266 | 3,743 | 3,829 | 2,434 | 3,518 | 3,596 | 2,395 | 2,230 | 1,000 | 27,558 |
| 4,054 | 1,000 | 3,743 | 2,396 | 2,434 | 3,518 | 3,596 | 3,800 | 3,490 | 2,301 | 30,333 |
| 4,054 | 3,571 | 3,743 | 2,396 | 2,434 | 3,518 | 3,596 | 2,395 | 3,490 | 2,301 | 31,500 |
| 2,545 | 3,571 | 3,743 | 3,829 | 2,434 | 2,248 | 3,596 | 3,800 | 2,230 | 1,000 | 28,997 |
| 4,054 | 1,000 | 3,743 | 3,829 | 3,864 | 2,248 | 3,596 | 2,395 | 2,230 | 2,301 | 29,262 |
| 4,054 | 2,266 | 3,743 | 3,829 | 2,434 | 3,518 | 1,000 | 3,800 | 2,230 | 3,627 | 30,502 |
| 4,054 | 3,571 | 3,743 | 2,396 | 1,000 | 1,000 | 2,259 | 2,395 | 3,490 | 2,301 | 26,210 |
| 2,545 | 3,571 | 2,321 | 2,396 | 2,434 | 3,518 | 2,259 | 3,800 | 2,230 | 2,301 | 27,376 |
| 4,054 | 2,266 | 2,321 | 3,829 | 1,000 | 2,248 | 3,596 | 2,395 | 3,490 | 3,627 | 28,827 |
| 4,054 | 2,266 | 2,321 | 3,829 | 2,434 | 2,248 | 2,259 | 2,395 | 1,000 | 2,301 | 25,109 |
| 4,054 | 1,000 | 3,743 | 3,829 | 2,434 | 2,248 | 3,596 | 2,395 | 1,000 | 3,627 | 27,927 |
| 2,545 | 2,266 | 3,743 | 1,000 | 2,434 | 3,518 | 3,596 | 1,000 | 3,490 | 2,301 | 25,894 |
| 4,054 | 2,266 | 2,321 | 2,396 | 1,000 | 1,000 | 2,259 | 3,800 | 2,230 | 2,301 | 23,628 |
| 4,054 | 3,571 | 3,743 | 2,396 | 3,864 | 3,518 | 3,596 | 2,395 | 1,000 | 3,627 | 31,765 |
| 2,545 | 2,266 | 2,321 | 2,396 | 2,434 | 1,000 | 3,596 | 1,000 | 1,000 | 2,301 | 20,860 |
| 2,545 | 2,266 | 2,321 | 2,396 | 2,434 | 2,248 | 2,259 | 2,395 | 2,230 | 1,000 | 22,095 |
| 4,054 | 2,266 | 2,321 | 3,829 | 2,434 | 2,248 | 2,259 | 2,395 | 2,230 | 1,000 | 25,038 |
| 2,545 | 2,266 | 2,321 | 2,396 | 2,434 | 2,248 | 3,596 | 2,395 | 1,000 | 2,301 | 23,503 |
| 2,545 | 1,000 | 2,321 | 2,396 | 2,434 | 3,518 | 3,596 | 2,395 | 3,490 | 1,000 | 24,696 |
| 2,545 | 2,266 | 2,321 | 2,396 | 2,434 | 1,000 | 2,259 | 3,800 | 1,000 | 2,301 | 22,322 |
| 2,545 | 2,266 | 1,000 | 2,396 | 3,864 | 2,248 | 2,259 | 2,395 | 2,230 | 2,301 | 23,505 |
| 4,054 | 3,571 | 3,743 | 3,829 | 1,000 | 3,518 | 2,259 | 2,395 | 3,490 | 2,301 | 30,161 |
| 2,545 | 1,000 | 3,743 | 2,396 | 2,434 | 2,248 | 3,596 | 3,800 | 2,230 | 3,627 | 27,619 |
| 4,054 | 2,266 | 3,743 | 3,829 | 2,434 | 2,248 | 2,259 | 3,800 | 3,490 | 1,000 | 29,124 |
| 2,545 | 2,266 | 3,743 | 2,396 | 2,434 | 2,248 | 2,259 | 2,395 | 2,230 | 2,301 | 24,818 |
| 4,054 | 2,266 | 3,743 | 3,829 | 2,434 | 2,248 | 3,596 | 3,800 | 3,490 | 2,301 | 31,763 |
| 4,054 | 3,571 | 2,321 | 3,829 | 2,434 | 2,248 | 1,000 | 2,395 | 1,000 | 1,000 | 23,854 |
| 1,000 | 3,571 | 2,321 | 2,396 | 1,000 | 1,000 | 2,259 | 2,395 | 2,230 | 3,627 | 21,800 |
| 2,545 | 3,571 | 3,743 | 2,396 | 2,434 | 2,248 | 2,259 | 3,800 | 1,000 | 2,301 | 26,297 |
| 4,054 | 3,571 | 2,321 | 2,396 | 2,434 | 3,518 | 2,259 | 2,395 | 1,000 | 2,301 | 26,250 |
| 2,545 | 2,266 | 2,321 | 1,000 | 1,000 | 2,248 | 2,259 | 2,395 | 3,490 | 2,301 | 21,825 |
| 2,545 | 3,571 | 2,321 | 2,396 | 2,434 | 3,518 | 3,596 | 1,000 | 2,230 | 3,627 | 27,239 |
| 4,054 | 2,266 | 3,743 | 2,396 | 3,864 | 3,518 | 3,596 | 2,395 | 2,230 | 1,000 | 29,064 |
| 4,054 | 1,000 | 3,743 | 3,829 | 3,864 | 1,000 | 2,259 | 2,395 | 2,230 | 1,000 | 25,375 |

4. Komitmen Organisasi

**Succesive Interval**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **4** | **4** | **4** | **5** | **5** | **4** | **5** | **5** | **5** | **3** | Total |
| 2,466 | 2,305 | 2,218 | 3,599 | 3,573 | 2,365 | 3,455 | 4,619 | 4,455 | 1,000 | 30,055 |
| 3,913 | 2,305 | 1,000 | 3,599 | 1,000 | 2,365 | 2,196 | 2,280 | 2,995 | 2,259 | 23,910 |
| 2,466 | 2,305 | 3,571 | 2,284 | 2,241 | 3,769 | 1,000 | 2,280 | 2,995 | 2,259 | 25,169 |
| 3,913 | 3,639 | 2,218 | 3,599 | 3,573 | 3,769 | 3,455 | 4,619 | 2,995 | 3,596 | 35,375 |
| 2,466 | 3,639 | 2,218 | 3,599 | 2,241 | 3,769 | 2,196 | 4,619 | 1,000 | 1,000 | 26,746 |
| 1,000 | 2,305 | 2,218 | 2,284 | 2,241 | 2,365 | 3,455 | 4,619 | 1,706 | 2,259 | 24,452 |
| 2,466 | 2,305 | 3,571 | 2,284 | 2,241 | 2,365 | 1,000 | 3,378 | 2,995 | 2,259 | 24,864 |
| 3,913 | 2,305 | 3,571 | 3,599 | 3,573 | 2,365 | 2,196 | 3,378 | 4,455 | 1,000 | 30,354 |
| 3,913 | 2,305 | 2,218 | 2,284 | 2,241 | 2,365 | 3,455 | 3,378 | 4,455 | 3,596 | 30,210 |
| 2,466 | 1,000 | 2,218 | 2,284 | 3,573 | 3,769 | 3,455 | 2,280 | 4,455 | 3,596 | 29,096 |
| 2,466 | 1,000 | 2,218 | 3,599 | 2,241 | 2,365 | 1,000 | 4,619 | 2,995 | 2,259 | 24,762 |
| 2,466 | 2,305 | 3,571 | 1,000 | 2,241 | 2,365 | 2,196 | 2,280 | 2,995 | 2,259 | 23,678 |
| 2,466 | 1,000 | 2,218 | 1,000 | 2,241 | 2,365 | 2,196 | 3,378 | 2,995 | 2,259 | 22,118 |
| 1,000 | 2,305 | 2,218 | 2,284 | 2,241 | 2,365 | 3,455 | 2,280 | 4,455 | 3,596 | 26,199 |
| 3,913 | 2,305 | 3,571 | 2,284 | 2,241 | 3,769 | 3,455 | 3,378 | 2,995 | 3,596 | 31,507 |
| 2,466 | 3,639 | 1,000 | 3,599 | 2,241 | 1,000 | 1,000 | 2,280 | 2,995 | 1,000 | 21,219 |
| 2,466 | 2,305 | 1,000 | 2,284 | 2,241 | 3,769 | 3,455 | 3,378 | 1,706 | 2,259 | 24,863 |
| 3,913 | 2,305 | 3,571 | 1,000 | 3,573 | 3,769 | 2,196 | 2,280 | 2,995 | 3,596 | 29,197 |
| 3,913 | 2,305 | 1,000 | 3,599 | 1,000 | 1,000 | 3,455 | 3,378 | 4,455 | 3,596 | 27,700 |
| 2,466 | 3,639 | 3,571 | 2,284 | 2,241 | 2,365 | 2,196 | 3,378 | 2,995 | 2,259 | 27,393 |
| 3,913 | 2,305 | 3,571 | 1,000 | 1,000 | 2,365 | 3,455 | 4,619 | 2,995 | 3,596 | 28,819 |
| 2,466 | 3,639 | 3,571 | 2,284 | 2,241 | 3,769 | 2,196 | 3,378 | 4,455 | 2,259 | 30,257 |
| 3,913 | 3,639 | 2,218 | 3,599 | 3,573 | 2,365 | 1,000 | 3,378 | 2,995 | 2,259 | 28,937 |
| 2,466 | 2,305 | 3,571 | 2,284 | 3,573 | 3,769 | 2,196 | 3,378 | 4,455 | 3,596 | 31,592 |
| 3,913 | 3,639 | 2,218 | 3,599 | 2,241 | 3,769 | 2,196 | 2,280 | 4,455 | 3,596 | 31,905 |
| 2,466 | 2,305 | 1,000 | 1,000 | 2,241 | 1,000 | 2,196 | 4,619 | 2,995 | 2,259 | 22,081 |
| 2,466 | 3,639 | 1,000 | 3,599 | 3,573 | 1,000 | 3,455 | 4,619 | 2,995 | 3,596 | 29,942 |
| 2,466 | 2,305 | 3,571 | 3,599 | 2,241 | 3,769 | 2,196 | 2,280 | 2,995 | 1,000 | 26,421 |
| 2,466 | 2,305 | 3,571 | 2,284 | 2,241 | 2,365 | 1,000 | 4,619 | 4,455 | 2,259 | 27,565 |
| 3,913 | 1,000 | 2,218 | 3,599 | 2,241 | 2,365 | 3,455 | 4,619 | 2,995 | 2,259 | 28,664 |
| 2,466 | 3,639 | 3,571 | 2,284 | 3,573 | 3,769 | 3,455 | 3,378 | 4,455 | 3,596 | 34,186 |
| 3,913 | 2,305 | 3,571 | 2,284 | 3,573 | 1,000 | 2,196 | 4,619 | 4,455 | 3,596 | 31,511 |
| 3,913 | 2,305 | 3,571 | 3,599 | 3,573 | 3,769 | 1,000 | 4,619 | 4,455 | 2,259 | 33,061 |
| 1,000 | 3,639 | 3,571 | 2,284 | 3,573 | 3,769 | 2,196 | 4,619 | 4,455 | 3,596 | 32,701 |
| 2,466 | 3,639 | 2,218 | 3,599 | 2,241 | 3,769 | 2,196 | 3,378 | 4,455 | 3,596 | 31,556 |
| 2,466 | 2,305 | 3,571 | 2,284 | 3,573 | 2,365 | 1,000 | 4,619 | 4,455 | 2,259 | 28,897 |
| 1,000 | 1,000 | 2,218 | 2,284 | 3,573 | 1,000 | 2,196 | 3,378 | 2,995 | 2,259 | 21,902 |
| 2,466 | 2,305 | 3,571 | 2,284 | 2,241 | 2,365 | 3,455 | 4,619 | 2,995 | 3,596 | 29,898 |
| 2,466 | 1,000 | 3,571 | 3,599 | 3,573 | 3,769 | 3,455 | 3,378 | 2,995 | 3,596 | 31,402 |
| 3,913 | 1,000 | 3,571 | 2,284 | 3,573 | 2,365 | 2,196 | 4,619 | 4,455 | 2,259 | 30,234 |
| 2,466 | 2,305 | 3,571 | 3,599 | 2,241 | 2,365 | 2,196 | 3,378 | 4,455 | 3,596 | 30,172 |
| 2,466 | 3,639 | 3,571 | 2,284 | 3,573 | 3,769 | 2,196 | 3,378 | 1,706 | 1,000 | 27,581 |
| 3,913 | 2,305 | 3,571 | 3,599 | 2,241 | 2,365 | 3,455 | 4,619 | 2,995 | 2,259 | 31,321 |
| 2,466 | 2,305 | 2,218 | 2,284 | 3,573 | 2,365 | 3,455 | 3,378 | 4,455 | 3,596 | 30,096 |
| 1,000 | 3,639 | 3,571 | 2,284 | 3,573 | 2,365 | 2,196 | 4,619 | 4,455 | 3,596 | 31,298 |
| 2,466 | 2,305 | 3,571 | 2,284 | 3,573 | 3,769 | 2,196 | 3,378 | 2,995 | 2,259 | 28,795 |
| 3,913 | 2,305 | 3,571 | 1,000 | 3,573 | 2,365 | 3,455 | 4,619 | 4,455 | 2,259 | 31,515 |
| 2,466 | 3,639 | 2,218 | 2,284 | 2,241 | 3,769 | 2,196 | 3,378 | 4,455 | 3,596 | 30,241 |
| 2,466 | 3,639 | 3,571 | 1,000 | 3,573 | 2,365 | 3,455 | 3,378 | 4,455 | 2,259 | 30,161 |
| 3,913 | 2,305 | 3,571 | 2,284 | 2,241 | 3,769 | 2,196 | 4,619 | 2,995 | 3,596 | 31,488 |
| 3,913 | 3,639 | 2,218 | 2,284 | 2,241 | 2,365 | 2,196 | 3,378 | 4,455 | 2,259 | 28,947 |
| 3,913 | 2,305 | 2,218 | 1,000 | 2,241 | 3,769 | 2,196 | 2,280 | 2,995 | 3,596 | 26,512 |
| 2,466 | 3,639 | 3,571 | 3,599 | 1,000 | 2,365 | 1,000 | 3,378 | 2,995 | 3,596 | 27,609 |
| 1,000 | 2,305 | 2,218 | 2,284 | 3,573 | 3,769 | 2,196 | 3,378 | 4,455 | 2,259 | 27,435 |
| 2,466 | 2,305 | 2,218 | 3,599 | 1,000 | 3,769 | 1,000 | 2,280 | 4,455 | 3,596 | 26,687 |
| 2,466 | 3,639 | 3,571 | 2,284 | 3,573 | 3,769 | 2,196 | 3,378 | 2,995 | 2,259 | 30,129 |
| 2,466 | 1,000 | 3,571 | 2,284 | 3,573 | 2,365 | 3,455 | 1,000 | 2,995 | 1,000 | 23,710 |
| 3,913 | 2,305 | 2,218 | 2,284 | 1,000 | 2,365 | 2,196 | 2,280 | 4,455 | 2,259 | 25,273 |
| 2,466 | 2,305 | 3,571 | 1,000 | 3,573 | 3,769 | 2,196 | 3,378 | 2,995 | 2,259 | 27,511 |
| 3,913 | 2,305 | 2,218 | 2,284 | 2,241 | 1,000 | 1,000 | 4,619 | 2,995 | 1,000 | 23,574 |
| 3,913 | 3,639 | 2,218 | 2,284 | 1,000 | 2,365 | 1,000 | 2,280 | 2,995 | 3,596 | 25,289 |
| 2,466 | 2,305 | 2,218 | 2,284 | 2,241 | 2,365 | 2,196 | 3,378 | 4,455 | 2,259 | 26,166 |
| 2,466 | 1,000 | 2,218 | 1,000 | 3,573 | 2,365 | 3,455 | 3,378 | 4,455 | 2,259 | 26,169 |
| 3,913 | 2,305 | 2,218 | 1,000 | 2,241 | 2,365 | 3,455 | 4,619 | 2,995 | 2,259 | 27,370 |
| 2,466 | 2,305 | 1,000 | 2,284 | 2,241 | 2,365 | 2,196 | 4,619 | 2,995 | 3,596 | 26,067 |
| 3,913 | 1,000 | 3,571 | 2,284 | 1,000 | 3,769 | 1,000 | 4,619 | 4,455 | 3,596 | 29,206 |
| 2,466 | 1,000 | 2,218 | 1,000 | 3,573 | 3,769 | 3,455 | 2,280 | 2,995 | 2,259 | 25,015 |
| 3,913 | 3,639 | 2,218 | 3,599 | 1,000 | 3,769 | 3,455 | 4,619 | 4,455 | 1,000 | 31,666 |
| 2,466 | 2,305 | 2,218 | 2,284 | 3,573 | 2,365 | 2,196 | 3,378 | 2,995 | 2,259 | 26,038 |
| 2,466 | 3,639 | 3,571 | 3,599 | 2,241 | 3,769 | 1,000 | 3,378 | 4,455 | 1,000 | 29,117 |
| 2,466 | 1,000 | 1,000 | 2,284 | 2,241 | 2,365 | 2,196 | 4,619 | 4,455 | 2,259 | 24,885 |
| 3,913 | 1,000 | 2,218 | 1,000 | 3,573 | 2,365 | 2,196 | 4,619 | 2,995 | 2,259 | 26,137 |
| 2,466 | 2,305 | 2,218 | 3,599 | 2,241 | 2,365 | 3,455 | 3,378 | 2,995 | 2,259 | 27,281 |
| 3,913 | 2,305 | 3,571 | 1,000 | 3,573 | 2,365 | 1,000 | 2,280 | 4,455 | 3,596 | 28,058 |
| 2,466 | 3,639 | 3,571 | 2,284 | 2,241 | 3,769 | 3,455 | 3,378 | 2,995 | 2,259 | 30,057 |
| 2,466 | 3,639 | 2,218 | 2,284 | 1,000 | 2,365 | 3,455 | 3,378 | 2,995 | 3,596 | 27,396 |

**Lampiran 18**

**Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 76 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,77881831 |
| Most Extreme Differences | Absolute | ,056 |
| Positive | ,047 |
| Negative | -,056 |
| Test Statistic | | ,056 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

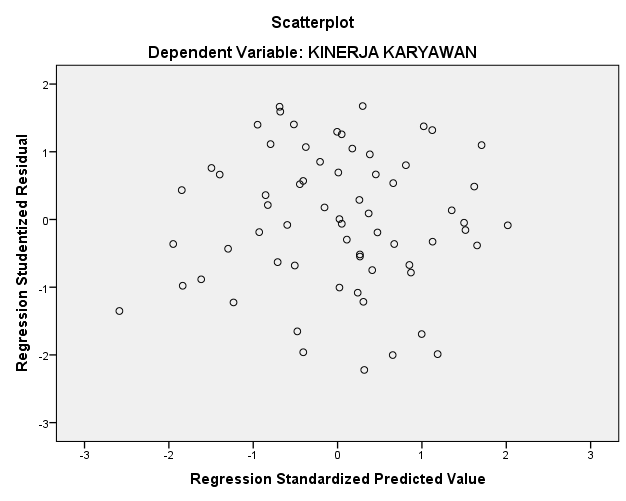
**Lampiran 19**

**Uji Multikolinieritas**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficienta** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| BUDAYA ORGANISASI | ,504 | 1,985 |
| LINGKUNGAN KERJA NON FISIK | ,494 | 2,025 |
| KOMITMEN ORGANISASI | ,600 | 1,668 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | |

**Lampiran 20**

**Uji Heteroskedastisitas**



**Lampiran 21**

**Hasil Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,140 | 2,387 |  | ,058 | ,954 |
| BUDAYA ORGANISASI | ,350 | ,105 | ,334 | 3,330 | ,001 |
| LINGKUNGAN KERJA NON FISIK | ,309 | ,116 | ,269 | 2,656 | ,010 |
| KOMITMEN ORGANISASI | ,338 | ,085 | ,366 | 3,979 | ,000 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | | |

**Lampiran 22**

**Uji t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,140 | 2,387 |  | ,058 | ,954 |
| BUDAYA ORGANISASI | ,350 | ,105 | ,334 | 3,330 | ,001 |
| LINGKUNGAN KERJA NON FISIK | ,309 | ,116 | ,269 | 2,656 | ,010 |
| KOMITMEN ORGANISASI | ,338 | ,085 | ,366 | 3,979 | ,000 |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | | |

**Lampiran 23**

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 453,643 | 3 | 151,214 | 45,549 | ,000b |
| Residual | 202,508 | 72 | 3,320 |  |  |
| Total | 656,151 | 75 |  |  |  |
| a. Dependent Variable: KINERJA KARYAWAN | | | | | | |
| b. Predictors: (Constant), KOMITMEN ORGANISASI, BUDAYA ORGANISASI , LINGKUNGAN KERJA NON FISIK | | | | | | |

**Lampiran 24**

**Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,831a | ,691 | ,676 | 1,8220348 | 2,181 |
| a. Predictors: (Constant), KOMITMEN ORGANISASI, BUDAYA ORGANISASI , LINGKUNGAN KERJA NON FISIK | | | | | |
| b. Dependent Variable: KINERJA KARYAWAN | | | | | |