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**LAMPIRAN**

**LAMPIRAN 1**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Budaya Organisasi, Disiplin Kerja dan Semagant Kerja Terhadap Kinerja Karyawan PG. Sragi Pekalongan

Kepada Yth,

Bapak/Ibu/Sdr

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, Juni 2022

Hormat Saya,

Noviajid

**KARAKTERISTIK RESPONDEN**

1. Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.
2. Beri tanda *checklist* (√ )
3. Jenis Kelamin
4. Perempuan
5. Laki-laki
6. Usia
7. 18 – 30 tahun
8. 31 – 40 tahun
9. > 41 tahun
10. Pendidikan
11. SD-SMP
12. SMA/SMK
13. D3
14. S1
15. Lama Bekerja
16. < 1 tahun
17. 1 – 5 tahun
18. 5 – 10 tahun
19. > 10 tahun

**Petunjuk pengisian**

1. Pilihlah salah satu jawaban dari kelima alternatif jawaban dengan cara memberi tanda *checklist* (√) pada kolom yang tersedia.
2. Ada 5 (lima) alternatif jawaban yaitu:

|  |  |  |
| --- | --- | --- |
| **Simbol** | **Kategori** | **Nilai Bobot** |
| SS | Sangat Setuju | 5 |
| SS | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

**Petunjuk Pengisian**

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

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | | | N | TS | STS |
| 1 | Karyawan dapat menyelesaikan pekerjaan dengan cepat. |  |  | | |  |  |  |
| 2 | Karyawan merasa puas bekerja di perushaan ini. |  |  | | |  |  |  |
| 3 | Karyawan dapat menyelesaikan setiap pekerjaan yang diberikan dengan baik. |  |  | | |  |  |  |
| 4 | Karyawan menjalankan pekerjaan yang diberikan dengan rapih. |  |  | | |  |  |  |
| 5 | Karyawan menyelesaikan pekerjaan yang diberikan dengan sukses. |  |  | | |  |  |  |
| 6 | Karyawan bersedia bertanggung jawab atas hasil pekerjaan yang telah di kerjakan. |  |  | | |  |  |  |
| 7 | Karyawan bersedia bertanggung jawab atas keputusan yang diambil. |  |  | | |  |  |  |
| 8 | Karyawan senantiasa menjaga sarana dan prasarana perusahaa |  |  | | |  |  |  |
| 9 | Karyawan memiliki hubungan baik dengan sesama karyawan. |  | |  |  | |  |  |
| 10 | Karyawan memiliki hubungan baik dengan atasan. |  | |  |  | |  |  |
| 11 | Karyawan dapat bekerjasama dengan rekan kerja diperusahaan. |  | |  |  | |  |  |
| 12 | Karyawan dapat bekerja secara mandiri dalam menyelesaikan pekerjaan. |  | |  |  | |  |  |

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan mempunyai keberanian untuk mengemukakan gagasan/ide dan siap dengan resiko atas apa yang telah dikemukakan. |  |  |  |  |  |
| 2 | Karyawan mempunyai kemauan untuk mencoba hal yang baru. |  |  |  |  |  |
| 3 | Karyawan ikut terlibat dalam pusat pengambilan keputusan. |  |  |  |  |  |
| 4 | Karyawan mampu mengambil keputusan sesuai dengan kondisi perusahaan. |  |  |  |  |  |
| 5 | Karyawan mampu berkomunikasi dengan baik antar sesama rekan kerja. |  |  |  |  |  |
| 6 | Karyawan mampu bekerjasama dengan baik antar sesama rekan kerja |  |  |  |  |  |
| 7 | Karyawan memiliki sikap *pro* aktif dalam menghadapi situasi tertentu di perusahaan. |  |  |  |  |  |
| 8 | Karyawan memiliki kecekatan dalam menjalankan pekerjaan yang diberikan. |  |  |  |  |  |
|  | | | | | | |

**Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan selalu hadir tepat waktu pada jam kerja. |  |  |  |  |  |
| 2 | Karyawan selalu menjaga sopan dan santun didalam tempat bekerja. |  |  |  |  |  |
| 3 | Karyawan mempunyai kedisiplinan yang tinggi pada saat jam bekerja. |  |  |  |  |  |
| 4 | Karyawan bekerja sesuai pada bagian yang telah ditetapkan oleh perusahaan. |  |  |  |  |  |
| 5 | Karyawan mampu bertanggung jawab atas apa yang telah dikerjakan. |  |  |  |  |  |
| 6 | Karyawan selalu taat terhadap perintah yang diberikan oleh atasan. |  |  |  |  |  |
| 7 | Karyawan mampu memahami aturan yang bisa dilakukan di perusahaan. |  |  |  |  |  |
| 8 | Karyawan mampu memahami aturan yang tidak bisa dilakukan di perusahaan. |  |  |  |  |  |

**Semangat Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| 1 | Karyawan mendukung secara positif keputusan atasan. |  |  |  |  |  |
| 2 | Karyawan memiliki semangat dalam mencari solusi masalah pekerjaan. |  |  |  |  |  |
| 3 | Adanya kerjasama tim dapat  meningkatkan semangat kerja antar  karyawan. |  |  |  |  |  |
| 4 | Kegiatan organisasi dapat meningkatkan keaktifan dan semangat kerja karyawan. |  |  |  |  |  |
| 5 | Karyawan menyampaikan pendapat/ide dikala rapat. |  |  |  |  |  |
| 6 | Karyawan menyelesaikan masalah sendiri terkait tugas pekerjaan tanpa harus diberitahukan sebelumnya. |  |  |  |  |  |

**Lampiran 2**

**Tabulasi Data Kuesioner**

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |  |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 6 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 45 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 54 |
| 8 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 53 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| 10 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| 11 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| 13 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 14 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 52 |
| 17 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 18 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 56 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 56 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 57 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 29 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 43 |
| 30 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 53 |
| 32 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 47 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 50 |
| 34 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 35 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 30 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 2 | 2 | 4 | 43 |
| 40 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 55 |
| 41 | 5 | 2 | 5 | 2 | 2 | 4 | 2 | 4 | 4 | 2 | 2 | 2 | 36 |
| 42 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 43 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 44 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 45 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 30 |

**Tabulasi Data Kuesioner**

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 31 |
| 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 6 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 11 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 29 |
| 12 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 33 |
| 13 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 33 |
| 14 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 32 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 22 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 32 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 26 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 30 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 30 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 31 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 32 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 33 | 4 | 4 | 2 | 2 | 5 | 2 | 2 | 2 | 23 |
| 34 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 36 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 31 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 39 | 4 | 2 | 4 | 5 | 2 | 2 | 4 | 2 | 25 |
| 40 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 42 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 31 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 45 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 2 | 21 |

**Tabulasi Data Kuesioner**

**Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 35 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 33 |
| 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 34 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 6 | 2 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 25 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 5 | 27 |
| 9 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 35 |
| 10 | 3 | 4 | 3 | 2 | 4 | 5 | 5 | 4 | 30 |
| 11 | 3 | 4 | 5 | 3 | 2 | 3 | 5 | 4 | 29 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 13 | 5 | 5 | 2 | 4 | 4 | 2 | 2 | 4 | 28 |
| 14 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 16 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 28 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 31 |
| 20 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 31 |
| 21 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 28 |
| 22 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 32 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| 24 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 34 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 26 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 36 |
| 30 | 5 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 31 |
| 31 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 4 | 23 |
| 32 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 22 |
| 33 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 34 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 35 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 36 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 29 |
| 37 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 38 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 39 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 33 |
| 40 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 41 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 23 |
| 42 | 5 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 25 |
| 43 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 32 |
| 44 | 5 | 2 | 4 | 2 | 5 | 5 | 2 | 5 | 30 |
| 45 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 35 |

**Tabulasi Data Kuesioner**

**Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan pada Kuesuoner** | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | | **5** | **6** |
| 1 | 5 | 5 | 5 | 5 | | 4 | 5 | 29 |
| 2 | 5 | 4 | 5 | 2 | | 5 | 5 | 26 |
| 3 | 5 | 5 | 5 | 4 | | 4 | 2 | 25 |
| 4 | 4 | 4 | 4 | 3 | | 2 | 2 | 19 |
| 5 | 5 | 4 | 2 | 5 | | 5 | 5 | 26 |
| 6 | 4 | 4 | 5 | 5 | | 5 | 4 | 27 |
| 7 | 4 | 4 | 5 | 5 | | 4 | 4 | 26 |
| 8 | 5 | 2 | 5 | 5 | | 4 | 5 | 26 |
| 9 | 5 | 5 | 5 | 5 | | 5 | 5 | 30 |
| 10 | 5 | 4 | 2 | 5 | | 5 | 4 | 25 |
| 11 | 4 | 4 | 4 | 4 | | 4 | 4 | 24 |
| 12 | 4 | 2 | 4 | 4 | | 4 | 4 | 22 |
| 13 | 4 | 5 | 2 | 4 | | 4 | 5 | 24 |
| 14 | 4 | 5 | 5 | 5 | | 5 | 5 | 29 |
| 15 | 4 | 5 | 5 | 4 | | 5 | 4 | 27 |
| 16 | 2 | 4 | 2 | 5 | | 5 | 4 | 22 |
| 17 | 5 | 5 | 5 | 5 | | 5 | 5 | 30 |
| 18 | 4 | 4 | 5 | 5 | | 2 | 4 | 24 |
| 19 | 5 | 5 | 4 | 5 | | 5 | 5 | 29 |
| 20 | 4 | 4 | 2 | 4 | | 4 | 2 | 20 |
| 21 | 5 | 5 | 5 | 5 | | 4 | 4 | 28 |
| 22 | 5 | 4 | 4 | 4 | | 4 | 2 | 23 |
| 23 | 4 | 4 | 4 | 4 | | 4 | 5 | 25 |
| 24 | 5 | 5 | 4 | 5 | | 5 | 4 | 28 |
| 25 | 4 | 4 | 4 | 5 | | 4 | 4 | 25 |
| 26 | 4 | 5 | 5 | 4 | | 5 | 2 | 25 |
| 27 | 4 | 2 | 4 | 4 | | 2 | 4 | 20 |
| 28 | 4 | 4 | 5 | 5 | | 5 | 4 | 27 |
| 29 | 4 | 5 | 4 | 5 | | 4 | 2 | 24 |
| 30 | 5 | 5 | 4 | 5 | | 4 | 4 | 27 |
| 31 | 5 | 5 | 5 | 4 | | 4 | 5 | 28 |
| 32 | 5 | 5 | 5 | 4 | | 4 | 4 | 27 |
| 33 | 5 | 4 | 4 | 5 | | 5 | 5 | 28 |
| 34 | 4 | 5 | 5 | 4 | | 4 | 5 | 27 |
| 35 | 4 | 2 | 2 | 3 | 4 | | 4 | 19 |
| 36 | 4 | 4 | 4 | 2 | 2 | | 4 | 20 |
| 37 | 5 | 5 | 5 | 5 | 5 | | 5 | 30 |
| 38 | 5 | 4 | 4 | 4 | 4 | | 5 | 26 |
| 39 | 4 | 4 | 5 | 5 | 5 | | 2 | 25 |
| 40 | 4 | 4 | 4 | 4 | 4 | | 2 | 22 |
| 41 | 4 | 3 | 4 | 4 | 4 | | 4 | 23 |
| 42 | 5 | 4 | 5 | 5 | 4 | | 4 | 27 |
| 43 | 5 | 5 | 4 | 5 | 4 | | 5 | 28 |
| 44 | 5 | 5 | 5 | 5 | 5 | | 5 | 30 |
| 45 | 4 | 2 | 4 | 4 | 2 | | 2 | 18 |

**Lampiran 3**

**Tabulasi Data Pengujian Validitas Dan Reliabilitas**

**Variabel Kinerja Keryawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |  |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 6 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 45 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 54 |
| 8 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 53 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| 10 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| 11 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| 13 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 14 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 52 |
| 17 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 18 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 54 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 56 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 56 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 57 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 29 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 43 |
| 30 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |

**Tabulasi Data Pengujian Validitas Dan Reliabilitas**

**Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 31 |
| 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 6 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 11 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 29 |
| 12 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 33 |
| 13 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 33 |
| 14 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 32 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 22 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 32 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 26 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 27 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 28 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 30 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 30 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |

**Tabulasi Data Pengujian Validitas Dan Reliabilitas**

**Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan Pada Kuesioner** | | | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 35 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 33 |
| 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 34 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 6 | 2 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 25 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 5 | 27 |
| 9 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 35 |
| 10 | 3 | 4 | 3 | 2 | 4 | 5 | 5 | 4 | 30 |
| 11 | 3 | 4 | 5 | 3 | 2 | 3 | 5 | 4 | 29 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 13 | 5 | 5 | 2 | 4 | 4 | 2 | 2 | 4 | 28 |
| 14 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 16 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 28 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 31 |
| 20 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 31 |
| 21 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 28 |
| 22 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 32 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| 24 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 34 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 26 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 36 |
| 30 | 5 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 31 |

**Tabulasi Data Pengujian Validitas Dan Reliabilitas**

**Variabel Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **Nomor Pernyataan pada Kuesuoner** | | | | | | **Jumlah** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 2 | 5 | 4 | 5 | 2 | 5 | 5 | 26 |
| 3 | 5 | 5 | 5 | 4 | 4 | 2 | 25 |
| 4 | 4 | 4 | 4 | 3 | 2 | 2 | 19 |
| 5 | 5 | 4 | 2 | 5 | 5 | 5 | 26 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 8 | 5 | 2 | 5 | 5 | 4 | 5 | 26 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 5 | 4 | 2 | 5 | 5 | 4 | 25 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 12 | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| 13 | 4 | 5 | 2 | 4 | 4 | 5 | 24 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 15 | 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 16 | 2 | 4 | 2 | 5 | 5 | 4 | 22 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 4 | 4 | 5 | 5 | 2 | 4 | 24 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 20 | 4 | 4 | 2 | 4 | 4 | 2 | 20 |
| 21 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 22 | 5 | 4 | 4 | 4 | 4 | 2 | 23 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 24 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 26 | 4 | 5 | 5 | 4 | 5 | 2 | 25 |
| 27 | 4 | 2 | 4 | 4 | 2 | 4 | 20 |
| 28 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 29 | 4 | 5 | 4 | 5 | 4 | 2 | 24 |
| 30 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |

**Lampiran 4**

**Hasil Uji Validitas**

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | JMLY |
| Y1 | Pearson Correlation | 1 | ,507\*\* | ,441\*\* | ,347\* | ,132 | ,292 | ,240 | ,553\*\* | ,346\* | ,261 | ,321\* | ,108 | ,531\*\* |
| Sig. (2-tailed) |  | ,000 | ,002 | ,020 | ,389 | ,052 | ,112 | ,000 | ,020 | ,084 | ,032 | ,482 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y2 | Pearson Correlation | ,507\*\* | 1 | ,331\* | ,754\*\* | ,533\*\* | ,500\*\* | ,634\*\* | ,377\* | ,105 | ,406\*\* | ,512\*\* | ,515\*\* | ,721\*\* |
| Sig. (2-tailed) | ,000 |  | ,026 | ,000 | ,000 | ,000 | ,000 | ,011 | ,492 | ,006 | ,000 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y3 | Pearson Correlation | ,441\*\* | ,331\* | 1 | ,460\*\* | ,380\*\* | ,336\* | ,481\*\* | ,566\*\* | ,376\* | ,413\*\* | ,286 | ,400\*\* | ,646\*\* |
| Sig. (2-tailed) | ,002 | ,026 |  | ,001 | ,010 | ,024 | ,001 | ,000 | ,011 | ,005 | ,057 | ,006 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y4 | Pearson Correlation | ,347\* | ,754\*\* | ,460\*\* | 1 | ,693\*\* | ,431\*\* | ,641\*\* | ,473\*\* | ,306\* | ,489\*\* | ,511\*\* | ,614\*\* | ,788\*\* |
| Sig. (2-tailed) | ,020 | ,000 | ,001 |  | ,000 | ,003 | ,000 | ,001 | ,041 | ,001 | ,000 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y5 | Pearson Correlation | ,132 | ,533\*\* | ,380\*\* | ,693\*\* | 1 | ,225 | ,682\*\* | ,360\* | ,451\*\* | ,614\*\* | ,416\*\* | ,555\*\* | ,703\*\* |
| Sig. (2-tailed) | ,389 | ,000 | ,010 | ,000 |  | ,137 | ,000 | ,015 | ,002 | ,000 | ,004 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y6 | Pearson Correlation | ,292 | ,500\*\* | ,336\* | ,431\*\* | ,225 | 1 | ,586\*\* | ,447\*\* | ,295\* | ,211 | ,388\*\* | ,562\*\* | ,614\*\* |
| Sig. (2-tailed) | ,052 | ,000 | ,024 | ,003 | ,137 |  | ,000 | ,002 | ,049 | ,164 | ,008 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y7 | Pearson Correlation | ,240 | ,634\*\* | ,481\*\* | ,641\*\* | ,682\*\* | ,586\*\* | 1 | ,532\*\* | ,436\*\* | ,534\*\* | ,530\*\* | ,707\*\* | ,819\*\* |
| Sig. (2-tailed) | ,112 | ,000 | ,001 | ,000 | ,000 | ,000 |  | ,000 | ,003 | ,000 | ,000 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y8 | Pearson Correlation | ,553\*\* | ,377\* | ,566\*\* | ,473\*\* | ,360\* | ,447\*\* | ,532\*\* | 1 | ,629\*\* | ,574\*\* | ,626\*\* | ,399\*\* | ,776\*\* |
| Sig. (2-tailed) | ,000 | ,011 | ,000 | ,001 | ,015 | ,002 | ,000 |  | ,000 | ,000 | ,000 | ,007 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y9 | Pearson Correlation | ,346\* | ,105 | ,376\* | ,306\* | ,451\*\* | ,295\* | ,436\*\* | ,629\*\* | 1 | ,427\*\* | ,371\* | ,341\* | ,592\*\* |
| Sig. (2-tailed) | ,020 | ,492 | ,011 | ,041 | ,002 | ,049 | ,003 | ,000 |  | ,003 | ,012 | ,022 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y10 | Pearson Correlation | ,261 | ,406\*\* | ,413\*\* | ,489\*\* | ,614\*\* | ,211 | ,534\*\* | ,574\*\* | ,427\*\* | 1 | ,742\*\* | ,603\*\* | ,751\*\* |
| Sig. (2-tailed) | ,084 | ,006 | ,005 | ,001 | ,000 | ,164 | ,000 | ,000 | ,003 |  | ,000 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y11 | Pearson Correlation | ,321\* | ,512\*\* | ,286 | ,511\*\* | ,416\*\* | ,388\*\* | ,530\*\* | ,626\*\* | ,371\* | ,742\*\* | 1 | ,712\*\* | ,772\*\* |
| Sig. (2-tailed) | ,032 | ,000 | ,057 | ,000 | ,004 | ,008 | ,000 | ,000 | ,012 | ,000 |  | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Y12 | Pearson Correlation | ,108 | ,515\*\* | ,400\*\* | ,614\*\* | ,555\*\* | ,562\*\* | ,707\*\* | ,399\*\* | ,341\* | ,603\*\* | ,712\*\* | 1 | ,773\*\* |
| Sig. (2-tailed) | ,482 | ,000 | ,006 | ,000 | ,000 | ,000 | ,000 | ,007 | ,022 | ,000 | ,000 |  | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| JMLY | Pearson Correlation | ,531\*\* | ,721\*\* | ,646\*\* | ,788\*\* | ,703\*\* | ,614\*\* | ,819\*\* | ,776\*\* | ,592\*\* | ,751\*\* | ,772\*\* | ,773\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Hasil Uji Validitas**

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | JMLX1 |
| X1.1 | Pearson Correlation | 1 | ,555\*\* | ,366\* | ,143 | ,151 | ,078 | ,093 | ,252 | ,462\*\* |
| Sig. (2-tailed) |  | ,000 | ,013 | ,348 | ,323 | ,611 | ,543 | ,095 | ,001 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.2 | Pearson Correlation | ,555\*\* | 1 | ,470\*\* | ,199 | ,525\*\* | ,346\* | ,214 | ,450\*\* | ,692\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,191 | ,000 | ,020 | ,158 | ,002 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.3 | Pearson Correlation | ,366\* | ,470\*\* | 1 | ,505\*\* | ,334\* | ,401\*\* | ,372\* | ,426\*\* | ,724\*\* |
| Sig. (2-tailed) | ,013 | ,001 |  | ,000 | ,025 | ,006 | ,012 | ,003 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.4 | Pearson Correlation | ,143 | ,199 | ,505\*\* | 1 | ,210 | ,497\*\* | ,446\*\* | ,324\* | ,615\*\* |
| Sig. (2-tailed) | ,348 | ,191 | ,000 |  | ,165 | ,001 | ,002 | ,030 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.5 | Pearson Correlation | ,151 | ,525\*\* | ,334\* | ,210 | 1 | ,467\*\* | ,335\* | ,510\*\* | ,665\*\* |
| Sig. (2-tailed) | ,323 | ,000 | ,025 | ,165 |  | ,001 | ,024 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.6 | Pearson Correlation | ,078 | ,346\* | ,401\*\* | ,497\*\* | ,467\*\* | 1 | ,515\*\* | ,589\*\* | ,724\*\* |
| Sig. (2-tailed) | ,611 | ,020 | ,006 | ,001 | ,001 |  | ,000 | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.7 | Pearson Correlation | ,093 | ,214 | ,372\* | ,446\*\* | ,335\* | ,515\*\* | 1 | ,522\*\* | ,682\*\* |
| Sig. (2-tailed) | ,543 | ,158 | ,012 | ,002 | ,024 | ,000 |  | ,000 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X1.8 | Pearson Correlation | ,252 | ,450\*\* | ,426\*\* | ,324\* | ,510\*\* | ,589\*\* | ,522\*\* | 1 | ,776\*\* |
| Sig. (2-tailed) | ,095 | ,002 | ,003 | ,030 | ,000 | ,000 | ,000 |  | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| JMLX1 | Pearson Correlation | ,462\*\* | ,692\*\* | ,724\*\* | ,615\*\* | ,665\*\* | ,724\*\* | ,682\*\* | ,776\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Hasil Uji Validitas**

**Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | JMLX2 |
| X2.1 | Pearson Correlation | 1 | ,356\* | ,230 | -,068 | ,252 | ,220 | ,125 | -,021 | ,402\*\* |
| Sig. (2-tailed) |  | ,016 | ,128 | ,657 | ,095 | ,146 | ,412 | ,893 | ,006 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.2 | Pearson Correlation | ,356\* | 1 | ,472\*\* | ,309\* | ,274 | ,232 | ,403\*\* | ,265 | ,648\*\* |
| Sig. (2-tailed) | ,016 |  | ,001 | ,039 | ,069 | ,125 | ,006 | ,078 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.3 | Pearson Correlation | ,230 | ,472\*\* | 1 | ,402\*\* | ,317\* | ,478\*\* | ,524\*\* | ,311\* | ,729\*\* |
| Sig. (2-tailed) | ,128 | ,001 |  | ,006 | ,034 | ,001 | ,000 | ,037 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.4 | Pearson Correlation | -,068 | ,309\* | ,402\*\* | 1 | ,430\*\* | ,269 | ,369\* | ,373\* | ,614\*\* |
| Sig. (2-tailed) | ,657 | ,039 | ,006 |  | ,003 | ,073 | ,013 | ,012 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.5 | Pearson Correlation | ,252 | ,274 | ,317\* | ,430\*\* | 1 | ,594\*\* | ,384\*\* | ,425\*\* | ,706\*\* |
| Sig. (2-tailed) | ,095 | ,069 | ,034 | ,003 |  | ,000 | ,009 | ,004 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.6 | Pearson Correlation | ,220 | ,232 | ,478\*\* | ,269 | ,594\*\* | 1 | ,620\*\* | ,457\*\* | ,738\*\* |
| Sig. (2-tailed) | ,146 | ,125 | ,001 | ,073 | ,000 |  | ,000 | ,002 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.7 | Pearson Correlation | ,125 | ,403\*\* | ,524\*\* | ,369\* | ,384\*\* | ,620\*\* | 1 | ,318\* | ,728\*\* |
| Sig. (2-tailed) | ,412 | ,006 | ,000 | ,013 | ,009 | ,000 |  | ,033 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X2.8 | Pearson Correlation | -,021 | ,265 | ,311\* | ,373\* | ,425\*\* | ,457\*\* | ,318\* | 1 | ,594\*\* |
| Sig. (2-tailed) | ,893 | ,078 | ,037 | ,012 | ,004 | ,002 | ,033 |  | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| JMLX2 | Pearson Correlation | ,402\*\* | ,648\*\* | ,729\*\* | ,614\*\* | ,706\*\* | ,738\*\* | ,728\*\* | ,594\*\* | 1 |
| Sig. (2-tailed) | ,006 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

**Hasil Uji Validitas**

**Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | JMLX3 |
| X3.1 | Pearson Correlation | 1 | ,298\* | ,303\* | ,159 | ,204 | ,314\* | ,576\*\* |
| Sig. (2-tailed) |  | ,047 | ,043 | ,296 | ,178 | ,036 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X3.2 | Pearson Correlation | ,298\* | 1 | ,279 | ,274 | ,423\*\* | ,159 | ,674\*\* |
| Sig. (2-tailed) | ,047 |  | ,063 | ,069 | ,004 | ,298 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X3.3 | Pearson Correlation | ,303\* | ,279 | 1 | ,129 | ,041 | ,088 | ,520\*\* |
| Sig. (2-tailed) | ,043 | ,063 |  | ,397 | ,791 | ,566 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X3.4 | Pearson Correlation | ,159 | ,274 | ,129 | 1 | ,425\*\* | ,196 | ,579\*\* |
| Sig. (2-tailed) | ,296 | ,069 | ,397 |  | ,004 | ,196 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X3.5 | Pearson Correlation | ,204 | ,423\*\* | ,041 | ,425\*\* | 1 | ,302\* | ,662\*\* |
| Sig. (2-tailed) | ,178 | ,004 | ,791 | ,004 |  | ,044 | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| X3.6 | Pearson Correlation | ,314\* | ,159 | ,088 | ,196 | ,302\* | 1 | ,607\*\* |
| Sig. (2-tailed) | ,036 | ,298 | ,566 | ,196 | ,044 |  | ,000 |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| JMLX3 | Pearson Correlation | ,576\*\* | ,674\*\* | ,520\*\* | ,579\*\* | ,662\*\* | ,607\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

**Lampiran 5**

**Hasil Uji Reliabilitas**

1. Kinerja Karyawan (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,910 | 12 |

1. Budaya Organisasi (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,824 | 8 |

1. Disiplin Kerja (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,798 | 8 |

1. Semangat Kerja (X3)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,636 | 6 |

**Lampiran 6**

**Hasil Uji Metode Succesive Interval**

1. Kinerja Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** |
| 3,722 | 3,560 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 3,711 | 2,489 |
| 3,722 | 3,560 | 2,269 | 2,301 | 2,771 | 4,077 | 4,075 | 2,429 | 4,159 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 3,685 | 3,720 | 2,771 | 4,077 | 2,580 | 2,429 | 2,647 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 3,685 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 3,560 | 2,269 | 3,720 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 2,055 | 2,269 | 2,301 | 2,771 | 1,000 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 1,000 |
| 3,722 | 3,560 | 3,685 | 3,720 | 2,771 | 4,077 | 2,580 | 3,858 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 3,560 | 3,685 | 3,720 | 2,771 | 4,077 | 4,075 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 2,585 | 2,580 | 2,429 | 2,647 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 3,685 | 2,301 | 4,344 | 4,077 | 4,075 | 3,858 | 4,159 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 2,269 | 3,720 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 2,055 | 3,685 | 2,301 | 2,771 | 2,585 | 2,580 | 3,858 | 4,159 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 3,560 | 3,685 | 3,720 | 4,344 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 2,269 | 3,720 | 4,344 | 2,585 | 2,580 | 2,429 | 4,159 | 3,737 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 2,585 | 4,075 | 2,429 | 2,647 | 2,339 | 1,000 | 2,489 |
| 3,722 | 3,560 | 2,269 | 3,720 | 2,771 | 2,585 | 2,580 | 3,858 | 2,647 | 3,737 | 3,711 | 2,489 |
| 3,722 | 3,560 | 2,269 | 3,720 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 2,269 | 3,720 | 4,344 | 4,077 | 2,580 | 2,429 | 4,159 | 3,737 | 3,711 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 2,771 | 4,077 | 2,580 | 3,858 | 4,159 | 3,737 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 2,771 | 4,077 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 3,560 | 3,685 | 3,720 | 4,344 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 2,269 | 2,301 | 2,771 | 4,077 | 4,075 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 4,077 | 4,075 | 3,858 | 2,647 | 3,737 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 3,685 | 2,301 | 2,771 | 2,585 | 2,580 | 3,858 | 4,159 | 3,737 | 3,711 | 2,489 |
| 2,253 | 2,055 | 3,685 | 2,301 | 2,771 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 3,722 | 2,055 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 1,000 | 2,055 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 1,000 | 1,000 | 2,339 | 2,331 | 3,946 |
| 3,722 | 3,560 | 3,685 | 3,720 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 3,858 | 2,647 | 3,737 | 3,711 | 2,489 |
| 2,253 | 3,560 | 1,000 | 3,720 | 2,771 | 4,077 | 2,580 | 2,429 | 2,647 | 1,000 | 2,331 | 2,489 |
| 2,253 | 2,055 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 3,711 | 3,946 |
| 2,253 | 3,560 | 2,269 | 2,301 | 2,771 | 4,077 | 4,075 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,771 | 1,000 | 1,000 | 1,000 | 2,647 | 2,339 | 1,000 | 1,000 |
| 2,253 | 3,560 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 3,722 | 3,560 | 3,685 | 3,720 | 4,344 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 2,253 | 2,055 | 2,269 | 2,301 | 2,771 | 2,585 | 2,580 | 1,000 | 4,159 | 1,000 | 1,000 | 2,489 |
| 2,253 | 3,560 | 3,685 | 3,720 | 4,344 | 2,585 | 4,075 | 2,429 | 2,647 | 3,737 | 2,331 | 3,946 |
| 3,722 | 1,000 | 3,685 | 1,000 | 1,000 | 2,585 | 1,000 | 2,429 | 2,647 | 1,000 | 1,000 | 1,000 |
| 2,253 | 2,055 | 3,685 | 3,720 | 2,771 | 2,585 | 2,580 | 3,858 | 4,159 | 2,339 | 2,331 | 2,489 |
| 3,722 | 3,560 | 3,685 | 2,301 | 2,771 | 2,585 | 2,580 | 2,429 | 2,647 | 2,339 | 2,331 | 2,489 |
| 2,253 | 2,055 | 2,269 | 2,301 | 2,771 | 4,077 | 4,075 | 3,858 | 4,159 | 3,737 | 3,711 | 3,946 |
| 2,253 | 2,055 | 1,000 | 1,000 | 1,000 | 2,585 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |

1. Budaya Organisasi

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** |
| 2,740 | 3,946 | 2,621 | 2,458 | 2,458 | 2,782 | 1,000 | 2,377 |
| 2,740 | 2,529 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 2,740 | 2,529 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 4,271 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 1,000 | 1,518 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 3,946 | 2,621 | 2,458 | 2,458 | 2,782 | 3,662 | 3,737 |
| 2,740 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 2,377 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 2,377 |
| 2,740 | 2,529 | 2,621 | 2,458 | 1,000 | 2,782 | 2,307 | 1,528 |
| 2,740 | 2,529 | 1,000 | 2,458 | 2,458 | 4,294 | 3,662 | 3,737 |
| 4,271 | 2,529 | 2,621 | 3,927 | 2,458 | 2,782 | 1,000 | 3,737 |
| 4,271 | 2,529 | 2,621 | 1,000 | 2,458 | 2,782 | 2,307 | 3,737 |
| 4,271 | 3,946 | 2,621 | 2,458 | 3,905 | 2,782 | 2,307 | 3,737 |
| 2,740 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 2,740 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 3,946 | 4,042 | 3,927 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 2,782 | 2,307 | 3,737 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 2,782 | 2,307 | 3,737 |
| 4,271 | 3,946 | 2,621 | 3,927 | 2,458 | 2,782 | 3,662 | 3,737 |
| 2,740 | 2,529 | 2,621 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 2,740 | 2,529 | 1,587 | 2,458 | 2,458 | 2,782 | 3,662 | 2,377 |
| 2,740 | 2,529 | 2,621 | 3,927 | 3,905 | 2,782 | 3,662 | 2,377 |
| 4,271 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 2,740 | 3,946 | 2,621 | 2,458 | 3,905 | 2,782 | 2,307 | 2,377 |
| 2,740 | 2,529 | 2,621 | 3,927 | 3,905 | 4,294 | 2,307 | 2,377 |
| 4,271 | 3,946 | 2,621 | 2,458 | 2,458 | 2,782 | 1,000 | 1,000 |
| 4,271 | 3,946 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 3,737 |
| 2,740 | 2,529 | 2,621 | 3,927 | 3,905 | 4,294 | 2,307 | 2,377 |
| 2,740 | 1,000 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 2,529 | 2,621 | 3,927 | 2,458 | 2,782 | 3,662 | 3,737 |
| 2,740 | 2,529 | 1,000 | 1,000 | 3,905 | 1,000 | 1,000 | 1,000 |
| 2,740 | 2,529 | 2,621 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 2,740 | 3,946 | 4,042 | 3,927 | 2,458 | 4,294 | 3,662 | 3,737 |
| 2,740 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 1,000 | 3,737 |
| 4,271 | 3,946 | 4,042 | 3,927 | 3,905 | 4,294 | 3,662 | 3,737 |
| 2,740 | 1,000 | 2,621 | 3,927 | 1,000 | 1,000 | 2,307 | 1,000 |
| 2,740 | 2,529 | 1,587 | 2,458 | 3,905 | 2,782 | 2,307 | 2,377 |
| 2,740 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 3,946 | 4,042 | 3,927 | 2,458 | 2,782 | 2,307 | 2,377 |
| 2,740 | 2,529 | 1,000 | 3,927 | 2,458 | 2,782 | 2,307 | 2,377 |
| 4,271 | 2,529 | 2,621 | 2,458 | 2,458 | 2,782 | 2,307 | 2,377 |
| 2,740 | 1,000 | 1,000 | 2,458 | 1,000 | 1,516 | 1,000 | 1,000 |

1. Disiplin Kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |
| 3,520 | 3,583 | 2,310 | 1,000 | 2,385 | 2,467 | 2,227 | 2,181 |
| 2,355 | 2,310 | 2,310 | 3,306 | 1,610 | 3,711 | 3,471 | 3,520 |
| 3,520 | 2,310 | 2,310 | 2,137 | 2,385 | 2,467 | 1,582 | 3,520 |
| 1,729 | 2,310 | 2,310 | 3,306 | 3,671 | 2,467 | 2,227 | 3,520 |
| 3,520 | 2,310 | 3,583 | 3,306 | 3,671 | 3,711 | 2,227 | 3,520 |
| 1,000 | 1,000 | 2,310 | 2,137 | 1,000 | 1,686 | 2,227 | 2,181 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 1,000 | 1,597 | 2,310 | 2,137 | 1,610 | 2,467 | 1,000 | 3,520 |
| 1,729 | 3,583 | 2,310 | 3,306 | 3,671 | 1,686 | 3,471 | 3,520 |
| 1,729 | 2,310 | 1,597 | 1,000 | 2,385 | 3,711 | 3,471 | 2,181 |
| 1,729 | 2,310 | 3,583 | 1,612 | 1,000 | 1,686 | 3,471 | 2,181 |
| 2,355 | 2,310 | 2,310 | 2,137 | 2,385 | 2,467 | 2,227 | 2,181 |
| 3,520 | 3,583 | 1,000 | 2,137 | 2,385 | 1,000 | 1,000 | 2,181 |
| 2,355 | 2,310 | 2,310 | 2,137 | 2,385 | 3,711 | 2,227 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 2,355 | 2,310 | 1,000 | 2,137 | 2,385 | 2,467 | 1,000 | 2,181 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 2,355 | 1,000 | 2,310 | 2,137 | 2,385 | 3,711 | 2,227 | 2,181 |
| 2,355 | 2,310 | 2,310 | 3,306 | 1,000 | 2,467 | 2,227 | 2,181 |
| 1,000 | 2,310 | 1,000 | 2,137 | 2,385 | 2,467 | 2,227 | 2,181 |
| 2,355 | 1,000 | 2,310 | 3,306 | 3,671 | 2,467 | 2,227 | 2,181 |
| 2,355 | 2,310 | 2,310 | 2,137 | 2,385 | 2,467 | 2,227 | 1,000 |
| 3,520 | 2,310 | 2,310 | 1,000 | 3,671 | 3,711 | 2,227 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 1,729 | 2,310 | 2,310 | 2,137 | 2,385 | 2,467 | 2,227 | 2,181 |
| 3,520 | 3,583 | 3,583 | 3,306 | 2,385 | 2,467 | 3,471 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 2,385 | 3,711 | 3,471 | 1,000 |
| 3,520 | 1,000 | 1,000 | 2,137 | 2,385 | 2,467 | 3,471 | 3,520 |
| 1,000 | 1,000 | 1,000 | 3,306 | 2,385 | 1,000 | 1,000 | 2,181 |
| 2,355 | 2,310 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,181 |
| 2,355 | 3,583 | 3,583 | 3,306 | 3,671 | 3,711 | 3,471 | 3,520 |
| 1,000 | 1,000 | 2,310 | 2,137 | 2,385 | 2,467 | 2,227 | 2,181 |
| 3,520 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 2,355 | 2,310 | 2,310 | 1,000 | 1,000 | 2,467 | 2,227 | 3,520 |
| 2,355 | 2,310 | 3,583 | 2,137 | 3,671 | 3,711 | 3,471 | 3,520 |
| 3,520 | 2,310 | 2,310 | 2,137 | 2,385 | 2,467 | 2,227 | 2,181 |
| 2,355 | 2,310 | 1,000 | 2,137 | 2,385 | 3,711 | 3,471 | 3,520 |
| 3,520 | 2,310 | 2,310 | 3,306 | 2,385 | 2,467 | 2,227 | 3,520 |
| 3,520 | 2,310 | 2,310 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 3,520 | 1,000 | 1,000 | 1,000 | 2,385 | 2,467 | 2,227 | 1,000 |
| 3,520 | 2,310 | 2,310 | 1,000 | 2,385 | 2,467 | 3,471 | 2,181 |
| 3,520 | 1,000 | 2,310 | 1,000 | 3,671 | 3,711 | 1,000 | 3,520 |
| 3,520 | 3,583 | 3,583 | 3,306 | 2,385 | 1,686 | 2,227 | 2,181 |

1. Semangat Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** |
| 4,234 | 3,631 | 3,466 | 3,857 | 2,331 | 3,406 |
| 4,234 | 2,308 | 3,466 | 1,000 | 3,711 | 3,406 |
| 4,234 | 3,631 | 3,466 | 2,485 | 2,331 | 1,000 |
| 2,708 | 2,308 | 2,159 | 1,603 | 1,000 | 1,000 |
| 4,234 | 2,308 | 1,000 | 3,857 | 3,711 | 3,406 |
| 2,708 | 2,308 | 3,466 | 3,857 | 3,711 | 2,163 |
| 2,708 | 2,308 | 3,466 | 3,857 | 2,331 | 2,163 |
| 4,234 | 1,000 | 3,466 | 3,857 | 2,331 | 3,406 |
| 4,234 | 3,631 | 3,466 | 3,857 | 3,711 | 3,406 |
| 4,234 | 2,308 | 1,000 | 3,857 | 3,711 | 2,163 |
| 2,708 | 2,308 | 2,159 | 2,485 | 2,331 | 2,163 |
| 2,708 | 1,000 | 2,159 | 2,485 | 2,331 | 2,163 |
| 2,708 | 3,631 | 1,000 | 2,485 | 2,331 | 3,406 |
| 2,708 | 3,631 | 3,466 | 3,857 | 3,711 | 3,406 |
| 2,708 | 3,631 | 3,466 | 2,485 | 3,711 | 2,163 |
| 1,000 | 2,308 | 1,000 | 3,857 | 3,711 | 2,163 |
| 4,234 | 3,631 | 3,466 | 3,857 | 3,711 | 3,406 |
| 2,708 | 2,308 | 3,466 | 3,857 | 1,000 | 2,163 |
| 4,234 | 3,631 | 2,159 | 3,857 | 3,711 | 3,406 |
| 2,708 | 2,308 | 1,000 | 2,485 | 2,331 | 1,000 |
| 4,234 | 3,631 | 3,466 | 3,857 | 2,331 | 2,163 |
| 4,234 | 2,308 | 2,159 | 2,485 | 2,331 | 1,000 |
| 2,708 | 2,308 | 2,159 | 2,485 | 2,331 | 3,406 |
| 4,234 | 3,631 | 2,159 | 3,857 | 3,711 | 2,163 |
| 2,708 | 2,308 | 2,159 | 3,857 | 2,331 | 2,163 |
| 2,708 | 3,631 | 3,466 | 2,485 | 3,711 | 1,000 |
| 2,708 | 1,000 | 2,159 | 2,485 | 1,000 | 2,163 |
| 2,708 | 2,308 | 3,466 | 3,857 | 3,711 | 2,163 |
| 2,708 | 3,631 | 2,159 | 3,857 | 2,331 | 1,000 |
| 4,234 | 3,631 | 2,159 | 3,857 | 2,331 | 2,163 |
| 4,234 | 3,631 | 3,466 | 2,485 | 2,331 | 3,406 |
| 4,234 | 3,631 | 3,466 | 2,485 | 2,331 | 2,163 |
| 4,234 | 2,308 | 2,159 | 3,857 | 3,711 | 3,406 |
| 2,708 | 3,631 | 3,466 | 2,485 | 2,331 | 3,406 |
| 2,708 | 1,000 | 1,000 | 1,603 | 2,331 | 2,163 |
| 2,708 | 2,308 | 2,159 | 1,000 | 1,000 | 2,163 |
| 4,234 | 3,631 | 3,466 | 3,857 | 3,711 | 3,406 |
| 4,234 | 2,308 | 2,159 | 2,485 | 2,331 | 3,406 |
| 2,708 | 2,308 | 3,466 | 3,857 | 3,711 | 1,000 |
| 2,708 | 2,308 | 2,159 | 2,485 | 2,331 | 1,000 |
| 2,708 | 1,540 | 2,159 | 2,485 | 2,331 | 2,163 |
| 4,234 | 2,308 | 3,466 | 3,857 | 2,331 | 2,163 |
| 4,234 | 3,631 | 2,159 | 3,857 | 2,331 | 3,406 |
| 4,234 | 3,631 | 3,466 | 3,857 | 3,711 | 3,406 |
| 2,708 | 1,000 | 2,159 | 2,485 | 1,000 | 1,000 |

**Lampiran 7**

**Hasil Uji Asumsi Klasik**

1. Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 45 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 4,65450882 |
| Most Extreme Differences | Absolute | ,082 |
| Positive | ,060 |
| Negative | -,082 |
| Test Statistic | | ,082 |
| 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. | | |

1. Uji Multikolonieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Budaya Organisasi | ,977 | 1,023 |
| Disiplin Kerja | ,967 | 1,034 |
| Semangat Kerja | ,979 | 1,021 |
| a. Dependent Variable: Kinerja Karyawan | | | |

1. Uji Heteroskedastisitas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -9,005 | 9,611 |  | -,937 | ,354 |
| Budaya Organisasi | ,679 | ,172 | ,440 | 3,941 | ,000 |
| Disiplin Kerja | ,515 | ,139 | ,417 | 3,713 | ,001 |
| Semangat Kerja | ,832 | ,228 | ,407 | 3,647 | ,001 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

**Lampiran 8**

**Hasil Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -9,005 | 9,611 |  | -,937 | ,354 |
| Budaya Organisasi | ,679 | ,172 | ,440 | 3,941 | ,000 |
| Disiplin Kerja | ,515 | ,139 | ,417 | 3,713 | ,001 |
| Semangat Kerja | ,832 | ,228 | ,407 | 3,647 | ,001 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

**Lampiran 9**

**Hasil Uji Hipotesis**

1. Hasil Uji T

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -9,005 | 9,611 |  | -,937 | ,354 |
| Budaya Organisasi | ,679 | ,172 | ,440 | 3,941 | ,000 |
| Disiplin Kerja | ,515 | ,139 | ,417 | 3,713 | ,001 |
| Semangat Kerja | ,832 | ,228 | ,407 | 3,647 | ,001 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

1. Hasil Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 951,564 | 3 | 317,188 | 13,643 | ,000b |
| Residual | 953,236 | 41 | 23,250 |  |  |
| Total | 1904,800 | 44 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Semangat Kerja, Budaya Organisasi, Disiplin Kerja | | | | | | |

**Lampiran 10**

**Hasil Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,707a | ,500 | ,463 | 4,822 |
| a. Predictors: (Constant), Semangat Kerja, Budaya Organisasi, Disiplin Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

**Lampiran 11**

**T tabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Diproduksi oleh: Junaidi (http://junaidichaniago.wordpress.com), 2010 Page 1 | | | | | | | |
| **Titik Persentase Distribusi t (df = 1 – 40)** | | | | | |  |  |
| **Pr** | **0,25** | **0,1** | **0,05** | **0,025** | **0,01** | **0,005** | **0,001** |
| **df** | **0,5** | **0,2** | **0,1** | **0,05** | **0,02** | **0,01** | **0,002** |
| **1** | 100.000 | 307.768 | 631.375 | 1.270.620 | 3.182.052 | 6.365.674 | 31.830.884 |
| **2** | 0,8165 | 188.562 | 291.999 | 430.265 | 696.456 | 992.484 | 2.232.712 |
| **3** | 0,76489 | 163.774 | 235.336 | 318.245 | 454.070 | 584.091 | 1.021.453 |
| **4** | 0,7407 | 153.321 | 213.185 | 277.645 | 374.695 | 460.409 | 717.318 |
| **5** | 0,72669 | 147.588 | 201.505 | 257.058 | 336.493 | 403.214 | 589.343 |
| **6** | 0,71756 | 143.976 | 194.318 | 244.691 | 314.267 | 370.743 | 520.763 |
| **7** | 0,71114 | 141.492 | 189.458 | 236.462 | 299.795 | 349.948 | 478.529 |
| **8** | 0,70639 | 139.682 | 185.955 | 230.600 | 289.646 | 335.539 | 450.079 |
| **9** | 0,70272 | 138.303 | 183.311 | 226.216 | 282.144 | 324.984 | 429.681 |
| **10** | 0,69981 | 137.218 | 181.246 | 222.814 | 276.377 | 316.927 | 414.370 |
| **11** | 0,69745 | 136.343 | 179.588 | 220.099 | 271.808 | 310.581 | 402.470 |
| **12** | 0,69548 | 135.622 | 178.229 | 217.881 | 268.100 | 305.454 | 392.963 |
| **13** | 0,69383 | 135.017 | 177.093 | 216.037 | 265.031 | 301.228 | 385.198 |
| **14** | 0,69242 | 134.503 | 176.131 | 214.479 | 262.449 | 297.684 | 378.739 |
| **15** | 0,6912 | 134.061 | 175.305 | 213.145 | 260.248 | 294.671 | 373.283 |
| **16** | 0,69013 | 133.676 | 174.588 | 211.991 | 258.349 | 292.078 | 368.615 |
| **17** | 0,6892 | 133.338 | 173.961 | 210.982 | 256.693 | 289.823 | 364.577 |
| **18** | 0,68836 | 133.039 | 173.406 | 210.092 | 255.238 | 287.844 | 361.048 |
| **19** | 0,68762 | 132.773 | 172.913 | 209.302 | 253.948 | 286.093 | 357.940 |
| **20** | 0,68695 | 132.534 | 172.472 | 208.596 | 252.798 | 284.534 | 355.181 |
| **21** | 0,68635 | 132.319 | 172.074 | 207.961 | 251.765 | 283.136 | 352.715 |
| **22** | 0,68581 | 132.124 | 171.714 | 207.387 | 250.832 | 281.876 | 350.499 |
| **23** | 0,68531 | 131.946 | 171.387 | 206.866 | 249.987 | 280.734 | 348.496 |
| **24** | 0,68485 | 131.784 | 171.088 | 206.390 | 249.216 | 279.694 | 346.678 |
| **25** | 0,68443 | 131.635 | 170.814 | 205.954 | 248.511 | 278.744 | 345.019 |
| **26** | 0,68404 | 131.497 | 170.562 | 205.553 | 247.863 | 277.871 | 343.500 |
| **27** | 0,68368 | 131.370 | 170.329 | 205.183 | 247.266 | 277.068 | 342.103 |
| **28** | 0,68335 | 131.253 | 170.113 | 204.841 | 246.714 | 276.326 | 340.816 |
| **29** | 0,68304 | 131.143 | 169.913 | 204.523 | 246.202 | 275.639 | 339.624 |
| **30** | 0,68276 | 131.042 | 169.726 | 204.227 | 245.726 | 275.000 | 338.518 |
| **31** | 0,68249 | 130.946 | 169.552 | 203.951 | 245.282 | 274.404 | 337.490 |
| **32** | 0,68223 | 130.857 | 169.389 | 203.693 | 244.868 | 273.848 | 336.531 |
| **33** | 0,682 | 130.774 | 169.236 | 203.452 | 244.479 | 273.328 | 335.634 |
| **34** | 0,68177 | 130.695 | 169.092 | 203.224 | 244.115 | 272.839 | 334.793 |
| **35** | 0,68156 | 130.621 | 168.957 | 203.011 | 243.772 | 272.381 | 334.005 |
| **36** | 0,68137 | 130.551 | 168.830 | 202.809 | 243.449 | 271.948 | 333.262 |
| **37** | 0,68118 | 130.485 | 168.709 | 202.619 | 243.145 | 271.541 | 332.563 |
| **38** | 0,681 | 130.423 | 168.595 | 202.439 | 242.857 | 271.156 | 331.903 |
| **39** | 0,68083 | 130.364 | 168.488 | 202.269 | 242.584 | 270.791 | 331.279 |
| **40** | 0,68067 | 130.308 | 168.385 | 202.108 | 242.326 | 270.446 | 330.688 |
| **41** | 0,68052 | 130.254 | 168.288 | 201.954 | 242.080 | 270.118 | 330.127 |
| **42** | 0,68038 | 130.204 | 168.195 | 201.808 | 241.847 | 269.807 | 329.595 |
| **43** | 0,68024 | 130.155 | 168.107 | 201.669 | 241.625 | 269.510 | 329.089 |
| **44** | 0,68011 | 130.109 | 168.023 | 201.537 | 241.413 | 269.228 | 328.607 |
| **45** | 0,67998 | 130.065 | 167.943 | 201.410 | 241.212 | 268.959 | 328.148 |

**Lampiran 12**

**F tabel**

Diproduksi oleh: Junaidi (http://junaidichaniago.wordpress.com). 2010 Page 1

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **df untuk penyebut (N2)** | **df untuk pembilang (N1)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |  |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18,51 | 19 | 19,2 | 19,3 | 19 | 19,3 | 19,4 | 19,4 | 19,4 | 19 | 19 | 19,4 | 19,4 | 19,4 | 19,4 |
| **3** | 10,13 | 9,6 | 9,28 | 9,12 | 9 | 8,94 | 8,89 | 8,85 | 8,81 | 8,8 | 8,8 | 8,74 | 8,73 | 8,71 | 8,7 |
| **4** | 7,71 | 6,9 | 6,59 | 6,39 | 6,3 | 6,16 | 6,09 | 6,04 | 6 | 6 | 5,9 | 5,91 | 5,89 | 5,87 | 5,86 |
| **5** | 6,61 | 5,8 | 5,41 | 5,19 | 5,1 | 4,95 | 4,88 | 4,82 | 4,77 | 4,7 | 4,7 | 4,68 | 4,66 | 4,64 | 4,62 |
| **6** | 5,99 | 5,1 | 4,76 | 4,53 | 4,4 | 4,28 | 4,21 | 4,15 | 4,1 | 4,1 | 4 | 4 | 3,98 | 3,96 | 3,94 |
| **7** | 5,59 | 4,7 | 4,35 | 4,12 | 4 | 3,87 | 3,79 | 3,73 | 3,68 | 3,6 | 3,6 | 3,57 | 3,55 | 3,53 | 3,51 |
| **8** | 5,32 | 4,5 | 4,07 | 3,84 | 3,7 | 3,58 | 3,5 | 3,44 | 3,39 | 3,4 | 3,3 | 3,28 | 3,26 | 3,24 | 3,22 |
| **9** | 5,12 | 4,3 | 3,86 | 3,63 | 3,5 | 3,37 | 3,29 | 3,23 | 3,18 | 3,1 | 3,1 | 3,07 | 3,05 | 3,03 | 3,01 |
| **10** | 4,96 | 4,1 | 3,71 | 3,48 | 3,3 | 3,22 | 3,14 | 3,07 | 3,02 | 3 | 2,9 | 2,91 | 2,89 | 2,86 | 2,85 |
| **11** | 4,84 | 4 | 3,59 | 3,36 | 3,2 | 3,09 | 3,01 | 2,95 | 2,9 | 2,9 | 2,8 | 2,79 | 2,76 | 2,74 | 2,72 |
| **12** | 4,75 | 3,9 | 3,49 | 3,26 | 3,1 | 3 | 2,91 | 2,85 | 2,8 | 2,8 | 2,7 | 2,69 | 2,66 | 2,64 | 2,62 |
| **13** | 4,67 | 3,8 | 3,41 | 3,18 | 3 | 2,92 | 2,83 | 2,77 | 2,71 | 2,7 | 2,6 | 2,6 | 2,58 | 2,55 | 2,53 |
| **14** | 4,6 | 3,7 | 3,34 | 3,11 | 3 | 2,85 | 2,76 | 2,7 | 2,65 | 2,6 | 2,6 | 2,53 | 2,51 | 2,48 | 2,46 |
| **15** | 4,54 | 3,7 | 3,29 | 3,06 | 2,9 | 2,79 | 2,71 | 2,64 | 2,59 | 2,5 | 2,5 | 2,48 | 2,45 | 2,42 | 2,4 |
| **16** | 4,49 | 3,6 | 3,24 | 3,01 | 2,9 | 2,74 | 2,66 | 2,59 | 2,54 | 2,5 | 2,5 | 2,42 | 2,4 | 2,37 | 2,35 |
| **17** | 4,45 | 3,6 | 3,2 | 2,96 | 2,8 | 2,7 | 2,61 | 2,55 | 2,49 | 2,5 | 2,4 | 2,38 | 2,35 | 2,33 | 2,31 |
| **18** | 4,41 | 3,6 | 3,16 | 2,93 | 2,8 | 2,66 | 2,58 | 2,51 | 2,46 | 2,4 | 2,4 | 2,34 | 2,31 | 2,29 | 2,27 |
| **19** | 4,38 | 3,5 | 3,13 | 2,9 | 2,7 | 2,63 | 2,54 | 2,48 | 2,42 | 2,4 | 2,3 | 2,31 | 2,28 | 2,26 | 2,23 |
| **20** | 4,35 | 3,5 | 3,1 | 2,87 | 2,7 | 2,6 | 2,51 | 2,45 | 2,39 | 2,4 | 2,3 | 2,28 | 2,25 | 2,22 | 2,2 |
| **21** | 4,32 | 3,5 | 3,07 | 2,84 | 2,7 | 2,57 | 2,49 | 2,42 | 2,37 | 2,3 | 2,3 | 2,25 | 2,22 | 2,2 | 2,18 |
| **22** | 4,3 | 3,4 | 3,05 | 2,82 | 2,7 | 2,55 | 2,46 | 2,4 | 2,34 | 2,3 | 2,3 | 2,23 | 2,2 | 2,17 | 2,15 |
| **23** | 4,28 | 3,4 | 3,03 | 2,8 | 2,6 | 2,53 | 2,44 | 2,37 | 2,32 | 2,3 | 2,2 | 2,2 | 2,18 | 2,15 | 2,13 |
| **24** | 4,26 | 3,4 | 3,01 | 2,78 | 2,6 | 2,51 | 2,42 | 2,36 | 2,3 | 2,3 | 2,2 | 2,18 | 2,15 | 2,13 | 2,11 |
| **25** | 4,24 | 3,4 | 2,99 | 2,76 | 2,6 | 2,49 | 2,4 | 2,34 | 2,28 | 2,2 | 2,2 | 2,16 | 2,14 | 2,11 | 2,09 |
| **26** | 4,23 | 3,4 | 2,98 | 2,74 | 2,6 | 2,47 | 2,39 | 2,32 | 2,27 | 2,2 | 2,2 | 2,15 | 2,12 | 2,09 | 2,07 |
| **27** | 4,21 | 3,4 | 2,96 | 2,73 | 2,6 | 2,46 | 2,37 | 2,31 | 2,25 | 2,2 | 2,2 | 2,13 | 2,1 | 2,08 | 2,06 |
| **28** | 4,2 | 3,3 | 2,95 | 2,71 | 2,6 | 2,45 | 2,36 | 2,29 | 2,24 | 2,2 | 2,2 | 2,12 | 2,09 | 2,06 | 2,04 |
| **29** | 4,18 | 3,3 | 2,93 | 2,7 | 2,6 | 2,43 | 2,35 | 2,28 | 2,22 | 2,2 | 2,1 | 2,1 | 2,08 | 2,05 | 2,03 |
| **30** | 4,17 | 3,3 | 2,92 | 2,69 | 2,5 | 2,42 | 2,33 | 2,27 | 2,21 | 2,2 | 2,1 | 2,09 | 2,06 | 2,04 | 2,01 |
| **31** | 4,16 | 3,3 | 2,91 | 2,68 | 2,5 | 2,41 | 2,32 | 2,25 | 2,2 | 2,2 | 2,1 | 2,08 | 2,05 | 2,03 | 2 |
| **32** | 4,15 | 3,3 | 2,9 | 2,67 | 2,5 | 2,4 | 2,31 | 2,24 | 2,19 | 2,1 | 2,1 | 2,07 | 2,04 | 2,01 | 1,99 |
| **33** | 4,14 | 3,3 | 2,89 | 2,66 | 2,5 | 2,39 | 2,3 | 2,23 | 2,18 | 2,1 | 2,1 | 2,06 | 2,03 | 2 | 1,98 |
| **34** | 4,13 | 3,3 | 2,88 | 2,65 | 2,5 | 2,38 | 2,29 | 2,23 | 2,17 | 2,1 | 2,1 | 2,05 | 2,02 | 1,99 | 1,97 |
| **35** | 4,12 | 3,3 | 2,87 | 2,64 | 2,5 | 2,37 | 2,29 | 2,22 | 2,16 | 2,1 | 2,1 | 2,04 | 2,01 | 1,99 | 1,96 |
| **36** | 4,11 | 3,3 | 2,87 | 2,63 | 2,5 | 2,36 | 2,28 | 2,21 | 2,15 | 2,1 | 2,1 | 2,03 | 2 | 1,98 | 1,95 |
| **37** | 4,11 | 3,3 | 2,86 | 2,63 | 2,5 | 2,36 | 2,27 | 2,2 | 2,14 | 2,1 | 2,1 | 2,02 | 2 | 1,97 | 1,95 |
| **38** | 4,1 | 3,2 | 2,85 | 2,62 | 2,5 | 2,35 | 2,26 | 2,19 | 2,14 | 2,1 | 2,1 | 2,02 | 1,99 | 1,96 | 1,94 |
| **39** | 4,09 | 3,2 | 2,85 | 2,61 | 2,5 | 2,34 | 2,26 | 2,19 | 2,13 | 2,1 | 2 | 2,01 | 1,98 | 1,95 | 1,93 |
| **40** | 4,08 | 3,2 | 2,84 | 2,61 | 2,5 | 2,34 | 2,25 | 2,18 | 2,12 | 2,1 | 2 | 2 | 1,97 | 1,95 | 1,92 |
| **41** | 4,08 | 3,2 | 2,83 | 2,6 | 2,4 | 2,33 | 2,24 | 2,17 | 2,12 | 2,1 | 2 | 2 | 1,97 | 1,94 | 1,92 |
| **42** | 4,07 | 3,2 | 2,83 | 2,59 | 2,4 | 2,32 | 2,24 | 2,17 | 2,11 | 2,1 | 2 | 1,99 | 1,96 | 1,94 | 1,91 |
| **43** | 4,07 | 3,2 | 2,82 | 2,59 | 2,4 | 2,32 | 2,23 | 2,16 | 2,11 | 2,1 | 2 | 1,99 | 1,96 | 1,93 | 1,91 |
| **44** | 4,06 | 3,2 | 2,82 | 2,58 | 2,4 | 2,31 | 2,23 | 2,16 | 2,1 | 2,1 | 2 | 1,98 | 1,95 | 1,92 | 1,9 |
| **45** | 4,06 | 3,2 | 2,81 | 2,58 | 2,4 | 2,31 | 2,22 | 2,15 | 2,1 | 2,1 | 2 | 1,97 | 1,94 | 1,92 | 1,89 |