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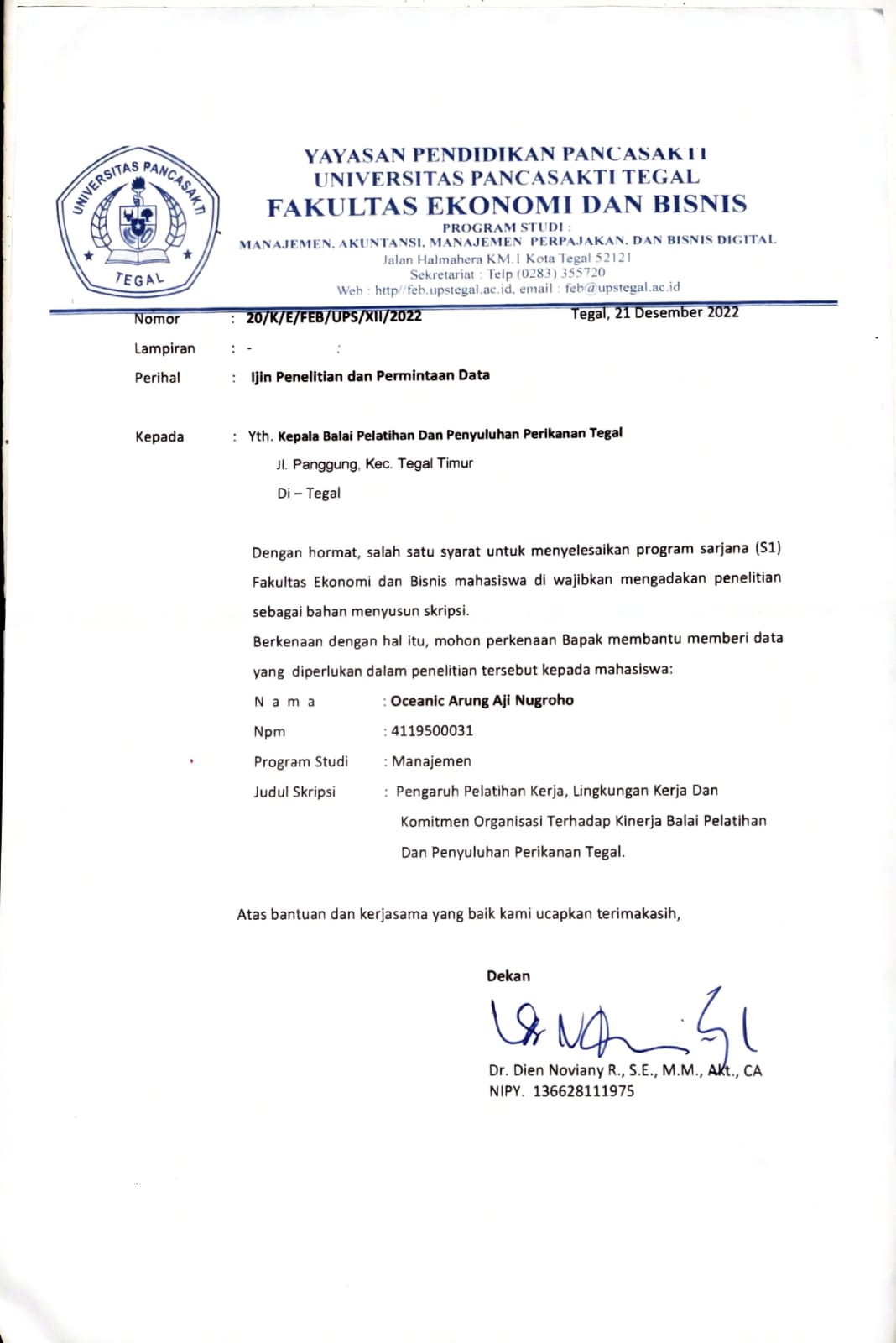
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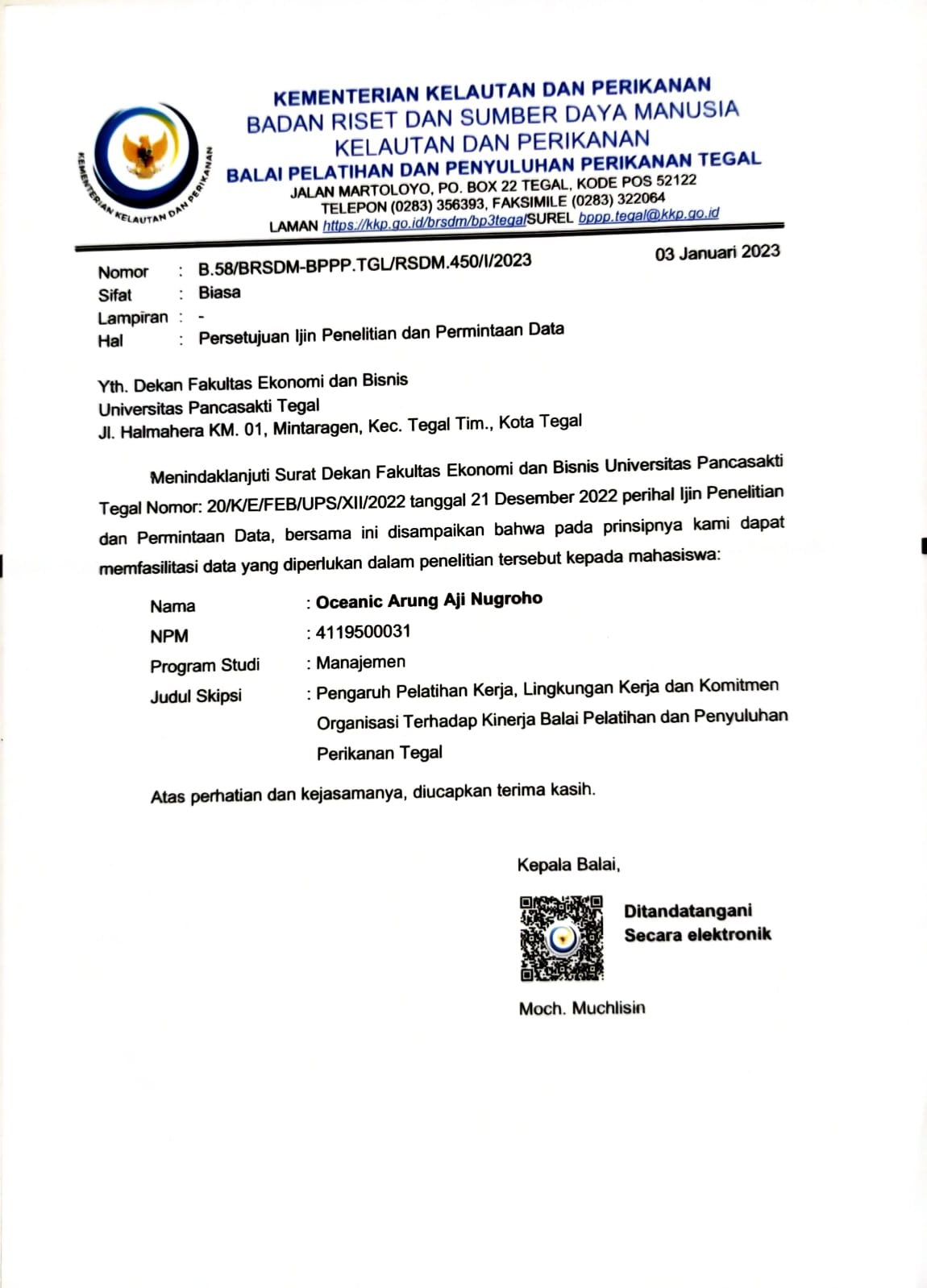
# 

# **LAMPIRAN – LAMPIRAN**

# **Lampiran 1 Surat Izin Penelitian**

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# **Lampiran 2 Surat Balasan Izin Penelitian**

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# **Lampiran 3 Kuisioner**

**KATA PENGANTAR**

Perihal : Permohonan Pengisian Kuisioner

Judul : Pengaruh Pelatihan Kerja, Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Pegawai Balai Pelatihan dan Penyuluhan Perikanan Tegal.

Kepada Yth.

Bapak/Ibu/Sdr

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian ini saya Oceanic Arung Aji Nugroho 4119500031 mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal memohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuisioner yang telah disediakan.

Adapun data yang saya minta sesuai dengan kondisi yang Bapak/Ibu/Sdr rasakan selama bekerja diperusahaan ini dan saya akan menjaga kerahasiaan data/identitas karena untuk keperluan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Saya memberikan jangka waktu 1 minggu setelah kuesioner ini saya sebarkan agar Bapak/Ibu/Sdr memiliki waktu untuk mengembalikan kuesioner ini kepada saya.

Atas perhatian dan bantuannya saya ucapkan terima kasih.

Tegal,

Hormat saya,

Oceanic Arung Aji Nugroho

**DATA RESPONDEN**

**Identitas Responden**

Untuk pertanyaan dibawah ini, isilah sesuai data pribadi dan berilah tanda centang (√) pada kolom yang dipilih.

1. Nama Responden
2. Jenis Kelamin

* Laki-laki
* Perempuan

1. Usia

* 20 - 40
* 41 – 60

1. Pendidikan Terakhir

* SLTA/Sederajat
* Tingkat Diploma
* Tingkat Sarjana
* Tingkat Magister

**Petunjuk Pengisian**

1. Isilah identitas secara lengkap
2. Bacalah pernyataan dengan teliti sebelum menjawab
3. Berilah jawaban yang sesuai dengan kondisi yang Bapak/Ibu/Saudara rasakan agar diperoleh data yang benar, akurat dan objektif
4. Isilah pernyataan dibawah ini dengan memberi tanda √ pada kolom yang tersedia :

Sangat Setuju : 5

Setuju : 4

Netral : 3

Tidak Setuju : 2

Sangat Tidak Setuju : 1

**DAFTAR PERNYATAAN KUISIONER**

1. **Variabel Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Kuantitas** | |  |  |  |  |  |
| 1. | Saya dapat menyelesaikan tugas sesuai dengan target yang telah ditentukan |  |  |  |  |  |
| **Kualitas** | |  |  |  |  |  |
| 2. | Saya dapat menyelesaikan tugas yang telah menjadi tanggung jawab saya dengan hasil yang memuaskan |  |  |  |  |  |
| 3. | Hasil kerja saya saya tidak diragukan lagi karena sesuai dengan standar yang telah ditetapkan |  |  |  |  |  |
| **Ketepatan Waktu** | |  |  |  |  |  |
| 4. | Saya tidak pernah menunda pekerjaan yang telah menjadi tanggung jawab saya |  |  |  |  |  |
| 5. | Saya selalu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| **Kehadiran** | |  |  |  |  |  |
| 6. | Saya selalu hadir tepat waktu dalam bekerja |  |  |  |  |  |
| 7. | Saya tidak pernah membolos dalam bekerja |  |  |  |  |  |
| **Kerja sama** | |  |  |  |  |  |
| 8. | Saya selalu menjaga hubungan kerja baik dengan sesama rekan kerja |  |  |  |  |  |
| 9. | Saya dapat bekerjasama dengan baik saat bekerja dalam lini |  |  |  |  |  |

1. **Variabel Pelatihan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Instruktur** | |  |  |  |  |  |
| 1. | Instruktur harus menguasai materi yang diberikan |  |  |  |  |  |
| **Peserta** | |  |  |  |  |  |
| 2. | Peserta memenuhi kriteria untuk mengikuti pelatihan |  |  |  |  |  |
| **Materi** | |  |  |  |  |  |
| 3. | Materi yang diberikan sesuai tujuan |  |  |  |  |  |
| 4. | Materi yang diberikan sesuai dengan komponen peserta yang mengikutin pelatihan |  |  |  |  |  |
| 5. | Materi yang diberikan sudah tepat sasaran |  |  |  |  |  |
| **Metode** | |  |  |  |  |  |
| 6. | Metode yang diterapkan sesuai dengan sasaran |  |  |  |  |  |
| **Tujuan** | |  |  |  |  |  |
| 7. | Peserta dapat meingkatkan keterampilan nya |  |  |  |  |  |
| 8. | Peserta mendapatkan pengetahuan baru yang sebelumnya belum dimiliki |  |  |  |  |  |
| 9. | Peserta dapat membagikan pengetahuan yang mereka dapatkan dari pelatihan ke pegawai lain yang tidak mendapatkan pelatihan tersebut. |  |  |  |  |  |

1. **Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Lingkungan kerja fisik** | |  |  |  |  |  |
| 1. | Pencahayaan ditempat kerja sangat baik, sehingga membuat pegawai nyaman bekerja |  |  |  |  |  |
|  | Sirkulasi |  |  |  |  |  |
| 2. | Jumlah ventilasi yang ada diruang kerja membuat sirkulasi udara berjalan dengan baik |  |  |  |  |  |
| 3. | Tata letak ruangan nya sudah baik |  |  |  |  |  |
| 4. | Dekorasi diruang kerja sudah rapi menambah kenyamanan pegawai dalam bekerja |  |  |  |  |  |
| 5. | Fasilitas AC yang tersedia sudah sesuai dengan jumlah pegawai didalam ruangan |  |  |  |  |  |
| **Lingkungan kerja non fisik** | |  |  |  |  |  |
| 6. | Komunikasi antar bawahan dengan pimpinan sudah terjalin dengan baik |  |  |  |  |  |
| 7. | Pimpinan selalu memberikan arahan sebelum pegawai melaksanakan tugas |  |  |  |  |  |
| 8. | Komunikasi antara rekan kerja sangat harmonis |  |  |  |  |  |
| 9. | Kerja sama sudah terjalin dengan baik |  |  |  |  |  |

1. **Variabel Komitmen Organisasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Komitmen Afektif** | |  |  |  |  |  |
| 1. | Pegawai yang memiliki keyakinan yang kuat dapat mempertahankan nilai-nilai organisasi |  |  |  |  |  |
| 2. | Identifikasi terhadap pegawai, dilakukan untuk memenuhi kebutuhan dan ketergantungan organisasi |  |  |  |  |  |
| 3. | Keikutsertaan pegawai dalam organisasi sebagai bagian dari komitmen bersama mewujudkan visi dan misi organisasi |  |  |  |  |  |
| **Komitmen Berkelanjutan** | |  |  |  |  |  |
| 4. | Pegawai boleh saja berpersepsi tentang kerugian yang akan dihadapi jika meninggalkan institusinya |  |  |  |  |  |
| 5. | Keterampilan pegawai bermanfaat untuk menunjang pekerjaan rutin |  |  |  |  |  |
| 6. | Aspirasi pegawai dapat disalurkan melalui organisasi pegawai yang ada di Institusi |  |  |  |  |  |
| **Komitmen Normatif** | |  |  |  |  |  |
| 7. | Kesetiaan pegawai dipertahankan agar tidak meninggalkan organisasi |  |  |  |  |  |
| 8. | Pegawai tetap percaya dan loyal kepada institusinya |  |  |  |  |  |
| 9. | Pegawai wajib berkomitmen terhadap institusinya |  |  |  |  |  |

# **Lampiran 4 Data Responden**

| **Responden** | **Nama** | **Jenis Kelamin** | **Umur** | **Pedidikan Terakhir** | **Pangkat / Golongan** |
| --- | --- | --- | --- | --- | --- |
| 1 | Nur Azizah | Perempuan | 21 - 40 | S1 | III |
| 2 | Karsinah | Perempuan | 41 - 60 | S1 | III |
| 3 | Indra Gunawan | Laki - Laki | 41 - 60 | S1 | III |
| 4 | Ratih Mahargiani | Perempuan | 21 - 40 | S2 | IV |
| 5 | Moh. Rosihun | Laki - Laki | 41 - 60 | S1 | III |
| 6 | Diyah Retno W | Perempuan | 41 - 60 | SMA / SMK | III |
| 7 | Sri Winarsih, S.Pi | Perempuan | 41 - 60 | S1 | III |
| 8 | Ratimah | Perempuan | 21 - 40 | D III | II |
| 9 | Qonita Hudayana | Perempuan | 21 - 40 | D III | III |
| 10 | Sudartono | Laki - Laki | 41 - 60 | S2 | IV |
| 11 | Munati | Perempuan | 41 - 60 | SMA / SMK | III |
| 12 | Jemisra | Laki - Laki | 41 - 60 | S1 | III |
| 13 | Heri Puryanto | Laki - Laki | 41 - 60 | S1 | III |
| 14 | Yudhie Hardian | Laki - Laki | 41 - 60 | D III | III |
| 15 | Selma Patrisia Nintysa | Perempuan | 21 - 40 | D III | II |
| 16 | Budiyanto | Laki - Laki | 41 - 60 | SMA / SMK | III |
| 17 | Suprihatin, S.Pi | Perempuan | 41 - 60 | S1 | III |
| 18 | Ade Yunaifah | Perempuan | 41 - 60 | S2 | III |
| 19 | Ika Rahmattika | Perempuan | 21 - 40 | S1 | III |
| 20 | Nurhidayah | Perempuan | 21 - 40 | S1 | III |
| 21 | Putut LG | Laki - Laki | 21 - 40 | S2 | III |
| 22 | RB. Darwin hermawan | Laki - Laki | 41 - 60 | S1 | III |
| 23 | Deti Sri Dewi Restini | Perempuan | 21 - 40 | SMA / SMK | II |
| 24 | Masda Diana | Perempuan | 21 - 40 | S1 | III |
| 25 | Uli Safriani | Perempuan | 21 - 40 | S2 | III |
| 26 | Susanti | Perempuan | 41 - 60 | S1 | III |
| 27 | Sulistiyani | Perempuan | 41 - 60 | S1 | IV |
| 28 | Denis Denciktra | Laki - Laki | 21 - 40 | S1 | III |
| 29 | Rizqa N | Perempuan | 21 - 40 | D III | III |
| 30 | Didik Wismijantoro | Laki - Laki | 41 - 60 | S1 | III |
| 31 | Hayati | Perempuan | 41 - 60 | SMA / SMK | II |
| 32 | Darjo | Laki - Laki | 41 - 60 | SMA / SMK | II |
| 33 | Riyanto | Laki - Laki | 21 - 40 | S2 | III |
| 34 | Ibnu Maulana | Laki - Laki | 21 - 40 | S1 | III |
| 35 | Mufarokhah | Perempuan | 41 - 60 | D III | III |
| 36 | Miftah Farid | Laki - Laki | 21 - 40 | S1 | III |
| 37 | Tri Noviyanto | Laki - Laki | 41 - 60 | S1 | III |
| 38 | Riri Asih | Perempuan | 21 - 40 | SMA / SMK | II |
| 39 | Dedi hertono | Laki - Laki | 21 - 40 | S2 | IV |
| 40 | Seto Satrio G | Laki - Laki | 21 - 40 | S1 | III |
| 41 | Irwan suneth | Laki - Laki | 41 - 60 | S1 | III |
| 42 | Nurman Syah | Laki - Laki | 41 - 60 | SMA / SMK | III |
| 43 | Ellysa Budihartati | Perempuan | 41 - 60 | S1 | IV |
| 44 | Wapur Naura | Laki - Laki | 41 - 60 | SMA / SMK | II |
| 45 | Sugeng | Laki - Laki | 41 - 60 | S1 | III |
| 46 | Heru Priyono | Laki - Laki | 41 - 60 | S1 | III |
| 47 | Panggih Raharjo | Laki - Laki | 21 - 40 | D III | III |
| 48 | Warhadi | Laki - Laki | 41 - 60 | S1 | III |
| 49 | Ina Kartika Murti Tyas | Perempuan | 21 - 40 | S1 | III |
| 50 | Hendriyansah Nuriman | Laki - Laki | 21 - 40 | S1 | III |
| 51 | Agus Pramono | Laki - Laki | 21 - 40 | D III | III |
| 52 | Pramusuara Ika SS | Laki - Laki | 41 - 60 | SMA / SMK | III |
| 53 | Kustanto | Laki - Laki | 41 - 60 | S2 | IV |
| 54 | Singgih | Laki - Laki | 41 - 60 | S1 | III |
| 55 | Eko Widayanto Nugroho | Laki - Laki | 21 - 40 | S1 | III |
| 56 | Beny Yoso Hendarto | Laki - Laki | 41 - 60 | SMA / SMK | III |
| 57 | Tatit Tri Susanto | Laki - Laki | 41 - 60 | S1 | III |
| 58 | Septa Hadi Nugroho | Laki - Laki | 41 - 60 | S1 | III |
| 59 | Yuda adyatsma Firmansyah | Laki - Laki | 41 - 60 | S1 | III |
| 60 | Moch. Muchlisin, A.Pi, MP | Laki - Laki | 41 - 60 | S2 | IV |
| 61 | Yusni Ristanti | Perempuan | 41 - 60 | S1 | III |
| 62 | Rika Putri | Perempuan | 41 - 60 | S2 | IV |
| 63 | Ahmad Harianto | Laki - Laki | 41 - 60 | S1 | III |
| 64 | Lutfi Jauhari | Laki - Laki | 41 - 60 | S2 | IV |
| 65 | Wahyu Surya L | Laki - Laki | 21 - 40 | DIII / D IV | III |
| 66 | Agus Widiyanto | Laki - Laki | 41 - 60 | S2 | III |
| 67 | Trias WP | Perempuan | 21 - 40 | S2 | III |

# **Lampiran 5 Tabulasi Data Non Responden Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | KINERJA ( Y) | | | | | | | | |  |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Skor Total |
| 1 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 |
| 2 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 5 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 5 | 5 | 36 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 12 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 35 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 10 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 40 |
| 11 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 41 |
| 12 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 13 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 38 |
| 16 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 33 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| 18 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 27 |
| 19 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | 4 | 38 |
| 20 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 22 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 34 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 24 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 43 |
| 25 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 36 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 28 | 4 | 4 | 1 | 4 | 2 | 4 | 4 | 4 | 5 | 32 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 30 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |

# **Lampiran 6 Tabulasi Data Non Responden Pelatihan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | PELATIHAN KERJA (X1) | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 41 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 1 | 2 | 1 | 2 | 3 | 2 | 1 | 2 | 2 | 16 |
| 8 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 9 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 13 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 18 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 30 |
| 19 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 38 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 21 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 36 |
| 23 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 42 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 25 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28 | 2 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 35 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |

# **Lampiran 7 Tabulasi Data Non Responden Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | LINGKUNGAN KERJA (X2) | | | | | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 |
| 1 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 33 |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 36 |
| 5 | 5 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 32 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 11 |
| 8 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 34 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 10 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 42 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 13 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 39 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 20 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 22 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 36 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 36 |
| 29 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 30 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |

# **Lampiran 8 Tabulasi Data Non Responden Komitmen Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | KOMITMEN ORGANISASI (X3) | | | | | | | | | Skor Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 |
| 1 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 5 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 35 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 12 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 9 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 10 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 13 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 39 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 17 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 19 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 31 |
| 20 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 22 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 34 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28 | 4 | 4 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 34 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |

# **Lampiran 9 Tabulasi Data Penelitian Variabel Kinerja (Y)**

| **Responden** | **KINERJA ( Y)** | | | | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Skor Total** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 9 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 34 |
| 10 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 32 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 35 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 41 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 30 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 24 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 41 |
| 25 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 27 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 34 |
| 28 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 33 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 36 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 38 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 39 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 41 |
| 48 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 50 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 55 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 56 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 61 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 41 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 64 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 65 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 66 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 67 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |

# **Lampiran 10 Tabulasi Data Penelitian Variabel Pelatihan Kerja (X1)**

| **Responden** | **PELATIHAN KERJA (X1)** | | | | | | | | | **Skor Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** |
| 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 5 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 18 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 36 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 25 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 27 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 31 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 43 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 39 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 48 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 50 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 56 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 59 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 60 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 65 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 66 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 39 |
| 67 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |

# **Lampiran 11 Tabulasi Data Penelitian Variabel Lingkungan Kerja (X2)**

| **Responden** | **LINGKUNGAN KERJA (X2)** | | | | | | | | | **Skor Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 8 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 42 |
| 9 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 5 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 32 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 5 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 34 |
| 28 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 36 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 35 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 36 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 37 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 32 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 39 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 53 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 55 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 59 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 60 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 61 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 64 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 65 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 33 |
| 66 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 40 |
| 67 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |

# **Lampiran 12 Tabulasi Data Penelitian Variabel Komitmen Organisasi (X3)**

| **Responden** | **KOMITMEN ORGANISASI (X3)** | | | | | | | | | **Skor Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 9 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 39 |
| 10 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| 11 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 41 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 34 |
| 22 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 36 |
| 23 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 38 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 40 |
| 27 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 38 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 35 |
| 29 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 32 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 33 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 34 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 35 |
| 46 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 47 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 55 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 59 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 61 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 62 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 63 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 64 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 40 |
| 65 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 67 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |

# **Lampiran 13 Transformasi Data Ordinal ke Interval Kinerja (Y)**

| **Succesive Interval** | | | | | | | | | **Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 4,487 | 3,969 | 2,541 | 3,865 | 2,662 | 3,805 | 3,932 | 4,336 | 4,179 | 33,776 |
| 4,487 | 3,969 | 4,021 | 2,436 | 4,180 | 2,401 | 2,480 | 4,336 | 4,179 | 32,488 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 4,487 | 2,504 | 4,021 | 2,436 | 4,180 | 2,401 | 2,480 | 2,793 | 2,664 | 27,966 |
| 4,487 | 3,969 | 4,021 | 3,865 | 2,662 | 2,401 | 3,932 | 4,336 | 4,179 | 33,851 |
| 2,926 | 1,000 | 2,541 | 1,000 | 2,662 | 1,000 | 1,000 | 4,336 | 4,179 | 20,644 |
| 2,926 | 1,000 | 1,000 | 2,436 | 2,662 | 2,401 | 2,480 | 1,000 | 1,000 | 16,905 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 2,926 | 1,000 | 2,541 | 1,000 | 2,662 | 2,401 | 2,480 | 4,336 | 2,664 | 22,010 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 3,865 | 4,180 | 2,401 | 3,932 | 4,336 | 4,179 | 30,864 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 4,336 | 2,664 | 24,950 |
| 2,926 | 2,504 | 1,000 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 21,866 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,793 | 2,664 | 14,384 |
| 1,000 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 21,481 |
| 4,487 | 2,504 | 2,541 | 2,436 | 2,662 | 1,000 | 2,480 | 2,793 | 2,664 | 23,567 |
| 2,926 | 2,504 | 4,021 | 3,865 | 4,180 | 1,000 | 3,932 | 4,336 | 4,179 | 30,943 |
| 2,926 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,480 | 2,793 | 2,664 | 15,863 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 3,805 | 3,932 | 4,336 | 2,664 | 27,807 |
| 2,926 | 2,504 | 1,000 | 2,436 | 2,662 | 1,000 | 1,000 | 4,336 | 2,664 | 20,529 |
| 2,926 | 2,504 | 2,541 | 1,000 | 1,000 | 1,000 | 1,000 | 4,336 | 2,664 | 18,972 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 2,401 | 2,480 | 4,336 | 4,179 | 33,917 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 1,000 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 21,903 |
| 2,926 | 2,504 | 2,541 | 3,865 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 24,836 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 3,932 | 4,336 | 4,179 | 27,917 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 4,487 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 4,179 | 26,482 |
| 4,487 | 3,969 | 4,021 | 2,436 | 2,662 | 3,805 | 3,932 | 4,336 | 4,179 | 33,827 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 4,487 | 2,504 | 2,541 | 2,436 | 4,180 | 3,805 | 3,932 | 2,793 | 1,000 | 27,679 |
| 2,926 | 2,504 | 2,541 | 1,000 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 21,971 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 1,000 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 21,971 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 4,336 | 2,664 | 24,950 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 4,487 | 2,504 | 2,541 | 2,436 | 4,180 | 3,805 | 3,932 | 2,793 | 4,179 | 30,857 |
| 4,487 | 2,504 | 2,541 | 3,865 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 26,397 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 2,401 | 2,480 | 2,793 | 2,664 | 30,859 |
| 4,487 | 2,504 | 2,541 | 2,436 | 4,180 | 2,401 | 2,480 | 2,793 | 2,664 | 26,486 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 3,805 | 3,932 | 4,336 | 2,664 | 27,807 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 3,805 | 3,932 | 4,336 | 4,179 | 29,322 |
| 2,926 | 3,969 | 4,021 | 2,436 | 2,662 | 2,401 | 2,480 | 4,336 | 4,179 | 29,409 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 4,336 | 4,179 | 26,465 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 36,773 |
| 4,487 | 3,969 | 4,021 | 3,865 | 4,180 | 1,000 | 1,000 | 4,336 | 4,179 | 31,036 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 2,401 | 2,480 | 2,793 | 2,664 | 23,407 |
| 4,487 | 2,504 | 2,541 | 2,436 | 4,180 | 2,401 | 3,932 | 4,336 | 4,179 | 30,996 |
| 4,487 | 3,969 | 4,021 | 2,436 | 4,180 | 3,805 | 3,932 | 4,336 | 4,179 | 35,345 |
| 2,926 | 2,504 | 2,541 | 2,436 | 2,662 | 1,000 | 2,480 | 2,793 | 2,664 | 22,007 |
| 2,926 | 3,969 | 2,541 | 3,865 | 2,662 | 2,401 | 3,932 | 4,336 | 4,179 | 30,811 |
| 4,487 | 2,504 | 4,021 | 3,865 | 4,180 | 3,805 | 2,480 | 2,793 | 4,179 | 32,313 |

# **Lampiran 14 Transformasi Data Ordinal ke Interval Pelatihan Kerja (X1)**

| **Succesive Interval** | | | | | | | | | **Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** |
| 4,153 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 2,643 | 34,421 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 4,002 | 4,096 | 4,153 | 4,153 | 35,923 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 2,529 | 2,599 | 4,153 | 4,153 | 32,954 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 4,153 | 4,153 | 28,509 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 4,541 | 4,385 | 2,536 | 2,423 | 2,529 | 2,599 | 4,153 | 2,643 | 29,963 |
| 2,601 | 3,123 | 2,838 | 2,536 | 1,000 | 1,000 | 2,599 | 2,643 | 2,643 | 20,983 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 1,000 | 2,838 | 1,000 | 1,000 | 2,529 | 2,599 | 2,643 | 2,643 | 20,405 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 2,529 | 2,599 | 2,643 | 4,153 | 31,443 |
| 4,153 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 2,643 | 34,421 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 2,601 | 1,864 | 2,838 | 1,000 | 1,000 | 1,000 | 2,599 | 2,643 | 2,643 | 18,187 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 2,601 | 1,864 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 4,153 | 24,187 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 1,864 | 2,838 | 2,536 | 1,000 | 1,000 | 2,599 | 2,643 | 2,643 | 21,275 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 2,529 | 2,599 | 4,153 | 4,153 | 32,954 |
| 2,601 | 1,864 | 2,838 | 2,536 | 1,000 | 2,529 | 1,000 | 1,000 | 1,000 | 16,368 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 2,599 | 2,643 | 2,643 | 32,832 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 2,599 | 2,643 | 4,153 | 34,342 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 34,379 |
| 4,153 | 4,541 | 4,385 | 2,536 | 2,423 | 2,529 | 4,096 | 4,153 | 4,153 | 32,970 |
| 2,601 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 2,643 | 2,643 | 31,358 |
| 1,000 | 1,864 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 9,864 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 1,000 | 2,643 | 2,643 | 22,336 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 29,933 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 3,123 | 2,838 | 2,536 | 3,849 | 2,529 | 2,599 | 4,153 | 4,153 | 29,935 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 3,123 | 4,385 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 4,153 | 28,545 |
| 4,153 | 4,541 | 4,385 | 4,017 | 2,423 | 2,529 | 4,096 | 4,153 | 2,643 | 32,940 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 35,931 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 4,153 | 2,643 | 25,446 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 3,123 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 35,931 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 2,601 | 3,123 | 4,385 | 4,017 | 2,423 | 2,529 | 2,599 | 2,643 | 4,153 | 28,473 |
| 4,153 | 4,541 | 4,385 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 37,349 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 23,935 |
| 2,601 | 3,123 | 2,838 | 4,017 | 3,849 | 4,002 | 4,096 | 4,153 | 4,153 | 32,833 |
| 2,601 | 3,123 | 2,838 | 2,536 | 2,423 | 4,002 | 4,096 | 4,153 | 4,153 | 29,926 |
| 4,153 | 3,123 | 2,838 | 2,536 | 2,423 | 2,529 | 2,599 | 2,643 | 2,643 | 25,487 |
| 2,601 | 4,541 | 2,838 | 2,536 | 2,423 | 2,529 | 4,096 | 2,643 | 4,153 | 28,361 |
| 4,153 | 4,541 | 2,838 | 2,536 | 3,849 | 4,002 | 4,096 | 4,153 | 2,643 | 32,811 |

# **Lampiran 15 Transformasi Data Ordinal ke Interval Lingkungan Kerja (X2)**

| **Succesive Interval** | | | | | | | | | **Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** |
| 4,410 | 4,487 | 3,016 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 37,391 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 2,488 | 37,346 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 4,410 | 4,487 | 4,432 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 37,330 |
| 2,861 | 4,487 | 3,016 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 34,365 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 4,598 | 2,662 | 2,728 | 2,550 | 2,488 | 26,887 |
| 4,410 | 4,487 | 3,016 | 2,988 | 4,598 | 4,180 | 4,257 | 2,550 | 3,948 | 34,434 |
| 4,410 | 2,996 | 1,801 | 1,695 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 24,342 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 1,000 | 1,000 | 1,000 | 20,535 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 4,410 | 4,487 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 28,341 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 1,000 | 1,000 | 1,000 | 3,012 | 2,662 | 2,728 | 2,550 | 3,948 | 22,310 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 2,996 | 1,000 | 1,000 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 22,846 |
| 4,410 | 4,487 | 3,016 | 2,988 | 3,012 | 2,662 | 4,257 | 4,030 | 3,948 | 32,811 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 1,000 | 1,000 | 22,263 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 1,000 | 1,000 | 22,263 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 3,948 | 26,761 |
| 4,410 | 4,487 | 3,016 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 35,914 |
| 2,861 | 2,996 | 4,432 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 26,717 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 2,861 | 1,627 | 1,801 | 2,988 | 3,012 | 1,000 | 2,728 | 4,030 | 2,488 | 22,535 |
| 2,861 | 2,996 | 1,801 | 1,695 | 3,012 | 2,662 | 2,728 | 4,030 | 3,948 | 25,733 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 4,180 | 4,257 | 2,550 | 2,488 | 28,348 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 2,996 | 3,016 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 35,900 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 2,662 | 2,728 | 2,550 | 3,948 | 34,279 |
| 4,410 | 2,996 | 4,432 | 4,464 | 3,012 | 4,180 | 4,257 | 2,550 | 2,488 | 32,790 |
| 2,861 | 2,996 | 1,801 | 1,695 | 3,012 | 1,000 | 2,728 | 2,550 | 1,000 | 19,643 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 2,996 | 4,432 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 3,948 | 29,726 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 1,000 | 2,550 | 2,488 | 23,573 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 4,180 | 4,257 | 4,030 | 2,488 | 29,829 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 2,861 | 4,487 | 4,432 | 4,464 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 29,684 |
| 4,410 | 4,487 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 28,341 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 3,948 | 26,761 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 2,861 | 2,996 | 3,016 | 2,988 | 1,000 | 2,662 | 2,728 | 2,550 | 2,488 | 23,289 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 1,000 | 1,627 | 1,801 | 1,695 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 19,563 |
| 2,861 | 4,487 | 3,016 | 2,988 | 3,012 | 2,662 | 4,257 | 2,550 | 2,488 | 28,321 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 38,806 |
| 4,410 | 4,487 | 4,432 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 37,330 |
| 2,861 | 4,487 | 4,432 | 4,464 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 37,257 |
| 4,410 | 4,487 | 4,432 | 4,464 | 4,598 | 2,662 | 2,728 | 4,030 | 3,948 | 35,759 |
| 2,861 | 2,996 | 3,016 | 2,988 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 25,301 |
| 4,410 | 2,996 | 3,016 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 34,423 |
| 4,410 | 4,487 | 4,432 | 4,464 | 3,012 | 2,662 | 2,728 | 2,550 | 2,488 | 31,233 |
| 2,861 | 2,996 | 1,801 | 2,988 | 3,012 | 1,000 | 2,728 | 1,000 | 2,488 | 20,874 |
| 4,410 | 4,487 | 3,016 | 4,464 | 3,012 | 2,662 | 4,257 | 2,550 | 2,488 | 31,347 |
| 4,410 | 4,487 | 3,016 | 2,988 | 4,598 | 4,180 | 4,257 | 4,030 | 3,948 | 35,914 |

# **Lampiran 16 Transformasi Data Ordinal ke Interval Komitmen Organisasi (X3)**

| **Succesive Interval** | | | | | | | | | **Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 2,728 | 4,179 | 4,080 | 4,312 | 36,424 |
| 2,926 | 4,435 | 4,017 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 34,987 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 4,487 | 2,921 | 4,017 | 2,396 | 4,385 | 4,257 | 2,664 | 4,080 | 4,312 | 33,519 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 2,728 | 4,179 | 4,080 | 4,312 | 36,424 |
| 4,487 | 2,921 | 2,536 | 3,800 | 2,838 | 2,728 | 4,179 | 4,080 | 2,770 | 30,340 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 4,435 | 4,017 | 1,000 | 4,385 | 2,728 | 2,664 | 2,577 | 4,312 | 29,045 |
| 4,487 | 4,435 | 2,536 | 1,000 | 1,000 | 1,000 | 2,664 | 2,577 | 2,770 | 22,470 |
| 2,926 | 2,921 | 4,017 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 33,473 |
| 2,926 | 2,921 | 2,536 | 3,800 | 4,385 | 4,257 | 4,179 | 2,577 | 4,312 | 31,894 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 1,000 | 2,536 | 1,000 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 21,040 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 1,000 | 2,921 | 4,017 | 1,000 | 2,838 | 4,257 | 1,000 | 1,000 | 2,770 | 20,804 |
| 2,926 | 2,921 | 2,536 | 2,396 | 4,385 | 1,000 | 2,664 | 2,577 | 2,770 | 24,175 |
| 4,487 | 2,921 | 2,536 | 1,000 | 2,838 | 2,728 | 4,179 | 2,577 | 4,312 | 27,578 |
| 2,926 | 2,921 | 2,536 | 3,800 | 4,385 | 2,728 | 2,664 | 2,577 | 2,770 | 27,308 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 1,000 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 30,596 |
| 4,487 | 2,921 | 2,536 | 1,000 | 2,838 | 2,728 | 4,179 | 2,577 | 4,312 | 27,578 |
| 2,926 | 1,513 | 2,536 | 2,396 | 2,838 | 2,728 | 1,000 | 2,577 | 4,312 | 22,827 |
| 2,926 | 2,921 | 2,536 | 1,000 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 30,596 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 3,800 | 4,385 | 2,728 | 2,664 | 2,577 | 2,770 | 27,308 |
| 4,487 | 4,435 | 2,536 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 35,067 |
| 2,926 | 2,921 | 4,017 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 25,838 |
| 2,926 | 2,921 | 4,017 | 3,800 | 2,838 | 4,257 | 2,664 | 4,080 | 4,312 | 31,816 |
| 4,487 | 4,435 | 4,017 | 2,396 | 2,838 | 4,257 | 2,664 | 4,080 | 4,312 | 33,487 |
| 4,487 | 4,435 | 2,536 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 35,067 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 4,435 | 4,017 | 2,396 | 2,838 | 2,728 | 2,664 | 4,080 | 4,312 | 30,397 |
| 4,487 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 25,918 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 1,000 | 2,396 | 2,838 | 2,728 | 2,664 | 1,000 | 1,000 | 22,549 |
| 2,926 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 36,392 |
| 2,926 | 4,435 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 25,871 |
| 2,926 | 4,435 | 4,017 | 2,396 | 2,838 | 2,728 | 2,664 | 4,080 | 4,312 | 30,397 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 2,926 | 4,435 | 4,017 | 2,396 | 2,838 | 2,728 | 2,664 | 4,080 | 4,312 | 30,397 |
| 4,487 | 4,435 | 4,017 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 36,548 |
| 2,926 | 2,921 | 2,536 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 24,357 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 2,926 | 2,921 | 2,536 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 31,992 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 37,953 |
| 4,487 | 4,435 | 4,017 | 2,396 | 4,385 | 4,257 | 4,179 | 4,080 | 4,312 | 36,548 |
| 2,926 | 2,921 | 1,000 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 22,821 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 2,728 | 4,179 | 4,080 | 2,770 | 34,881 |
| 2,926 | 2,921 | 2,536 | 3,800 | 4,385 | 2,728 | 4,179 | 4,080 | 2,770 | 30,325 |
| 2,926 | 2,921 | 1,000 | 2,396 | 2,838 | 2,728 | 2,664 | 2,577 | 2,770 | 22,821 |
| 4,487 | 4,435 | 4,017 | 3,800 | 4,385 | 4,257 | 2,664 | 4,080 | 2,770 | 34,896 |
| 4,487 | 4,435 | 4,017 | 2,396 | 2,838 | 2,728 | 4,179 | 4,080 | 4,312 | 33,472 |

# **Lampiran 17 Hasil Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .724\*\* | .649\*\* | .521\*\* | .637\*\* | .419\* | .555\*\* | .555\*\* | .397\* | .753\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .003 | .000 | .021 | .001 | .001 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .724\*\* | 1 | .620\*\* | .715\*\* | .622\*\* | .560\*\* | .559\*\* | .647\*\* | .608\*\* | .846\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .001 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .649\*\* | .620\*\* | 1 | .556\*\* | .719\*\* | .425\* | .433\* | .513\*\* | .347 | .740\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .001 | .000 | .019 | .017 | .004 | .060 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .521\*\* | .715\*\* | .556\*\* | 1 | .667\*\* | .663\*\* | .345 | .659\*\* | .654\*\* | .820\*\* |
| Sig. (2-tailed) | .003 | .000 | .001 |  | .000 | .000 | .062 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .637\*\* | .622\*\* | .719\*\* | .667\*\* | 1 | .652\*\* | .462\* | .680\*\* | .485\*\* | .833\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .010 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .419\* | .560\*\* | .425\* | .663\*\* | .652\*\* | 1 | .519\*\* | .751\*\* | .634\*\* | .796\*\* |
| Sig. (2-tailed) | .021 | .001 | .019 | .000 | .000 |  | .003 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .555\*\* | .559\*\* | .433\* | .345 | .462\* | .519\*\* | 1 | .623\*\* | .612\*\* | .704\*\* |
| Sig. (2-tailed) | .001 | .001 | .017 | .062 | .010 | .003 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .555\*\* | .647\*\* | .513\*\* | .659\*\* | .680\*\* | .751\*\* | .623\*\* | 1 | .787\*\* | .869\*\* |
| Sig. (2-tailed) | .001 | .000 | .004 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .397\* | .608\*\* | .347 | .654\*\* | .485\*\* | .634\*\* | .612\*\* | .787\*\* | 1 | .774\*\* |
| Sig. (2-tailed) | .030 | .000 | .060 | .000 | .007 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | .753\*\* | .846\*\* | .740\*\* | .820\*\* | .833\*\* | .796\*\* | .704\*\* | .869\*\* | .774\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

# **Lampiran 18 Hasil Uji Validitas Variabel Pelatihan Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | .707\*\* | .692\*\* | .734\*\* | .495\*\* | .523\*\* | .492\*\* | .589\*\* | .752\*\* | .808\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .005 | .003 | .006 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .707\*\* | 1 | .756\*\* | .803\*\* | .729\*\* | .621\*\* | .710\*\* | .776\*\* | .693\*\* | .898\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .692\*\* | .756\*\* | 1 | .744\*\* | .668\*\* | .700\*\* | .747\*\* | .723\*\* | .700\*\* | .893\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .734\*\* | .803\*\* | .744\*\* | 1 | .673\*\* | .499\*\* | .606\*\* | .766\*\* | .631\*\* | .858\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .005 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .495\*\* | .729\*\* | .668\*\* | .673\*\* | 1 | .601\*\* | .656\*\* | .759\*\* | .526\*\* | .796\*\* |
| Sig. (2-tailed) | .005 | .000 | .000 | .000 |  | .000 | .000 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .523\*\* | .621\*\* | .700\*\* | .499\*\* | .601\*\* | 1 | .723\*\* | .630\*\* | .685\*\* | .785\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 | .005 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .492\*\* | .710\*\* | .747\*\* | .606\*\* | .656\*\* | .723\*\* | 1 | .739\*\* | .658\*\* | .835\*\* |
| Sig. (2-tailed) | .006 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .589\*\* | .776\*\* | .723\*\* | .766\*\* | .759\*\* | .630\*\* | .739\*\* | 1 | .517\*\* | .854\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .752\*\* | .693\*\* | .700\*\* | .631\*\* | .526\*\* | .685\*\* | .658\*\* | .517\*\* | 1 | .821\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .003 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | .808\*\* | .898\*\* | .893\*\* | .858\*\* | .796\*\* | .785\*\* | .835\*\* | .854\*\* | .821\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

# **Lampiran 19 Hasil Uji Validitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .785\*\* | .792\*\* | .830\*\* | .469\*\* | .710\*\* | .747\*\* | .747\*\* | .728\*\* | .865\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .009 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .785\*\* | 1 | .839\*\* | .707\*\* | .479\*\* | .785\*\* | .695\*\* | .735\*\* | .682\*\* | .849\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .007 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .792\*\* | .839\*\* | 1 | .802\*\* | .594\*\* | .837\*\* | .820\*\* | .793\*\* | .799\*\* | .921\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .830\*\* | .707\*\* | .802\*\* | 1 | .753\*\* | .789\*\* | .857\*\* | .749\*\* | .830\*\* | .926\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .469\*\* | .479\*\* | .594\*\* | .753\*\* | 1 | .704\*\* | .649\*\* | .615\*\* | .732\*\* | .755\*\* |
| Sig. (2-tailed) | .009 | .007 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .710\*\* | .785\*\* | .837\*\* | .789\*\* | .704\*\* | 1 | .790\*\* | .786\*\* | .807\*\* | .913\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .747\*\* | .695\*\* | .820\*\* | .857\*\* | .649\*\* | .790\*\* | 1 | .746\*\* | .760\*\* | .894\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .747\*\* | .735\*\* | .793\*\* | .749\*\* | .615\*\* | .786\*\* | .746\*\* | 1 | .725\*\* | .876\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .728\*\* | .682\*\* | .799\*\* | .830\*\* | .732\*\* | .807\*\* | .760\*\* | .725\*\* | 1 | .896\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .865\*\* | .849\*\* | .921\*\* | .926\*\* | .755\*\* | .913\*\* | .894\*\* | .876\*\* | .896\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

# **Lampiran 20 Hasil Uji Validitas Variabel Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | TOTAL\_X3 |
| X3.1 | Pearson Correlation | 1 | .810\*\* | .797\*\* | .612\*\* | .717\*\* | .729\*\* | .850\*\* | .841\*\* | .868\*\* | .913\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .810\*\* | 1 | .707\*\* | .624\*\* | .675\*\* | .733\*\* | .729\*\* | .773\*\* | .749\*\* | .855\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .797\*\* | .707\*\* | 1 | .691\*\* | .719\*\* | .794\*\* | .754\*\* | .836\*\* | .813\*\* | .901\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .612\*\* | .624\*\* | .691\*\* | 1 | .672\*\* | .528\*\* | .637\*\* | .592\*\* | .701\*\* | .769\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .003 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .717\*\* | .675\*\* | .719\*\* | .672\*\* | 1 | .801\*\* | .682\*\* | .802\*\* | .740\*\* | .859\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .729\*\* | .733\*\* | .794\*\* | .528\*\* | .801\*\* | 1 | .699\*\* | .833\*\* | .763\*\* | .865\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .003 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .850\*\* | .729\*\* | .754\*\* | .637\*\* | .682\*\* | .699\*\* | 1 | .790\*\* | .856\*\* | .887\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .841\*\* | .773\*\* | .836\*\* | .592\*\* | .802\*\* | .833\*\* | .790\*\* | 1 | .891\*\* | .929\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .868\*\* | .749\*\* | .813\*\* | .701\*\* | .740\*\* | .763\*\* | .856\*\* | .891\*\* | 1 | .934\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .913\*\* | .855\*\* | .901\*\* | .769\*\* | .859\*\* | .865\*\* | .887\*\* | .929\*\* | .934\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

# **Lampiran 21Hasil Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .925 | 9 |

# **Lampiran 22 Hasil Uji Reliabilitas Variabel Pelatihan Kerja (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .945 | 9 |

# 

# **Lampiran 23 Hasil Uji Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .963 | 9 |

# **Lampiran 24Hasil Uji Reliabilitas Variabel Komitmen Organisasi (X3)**

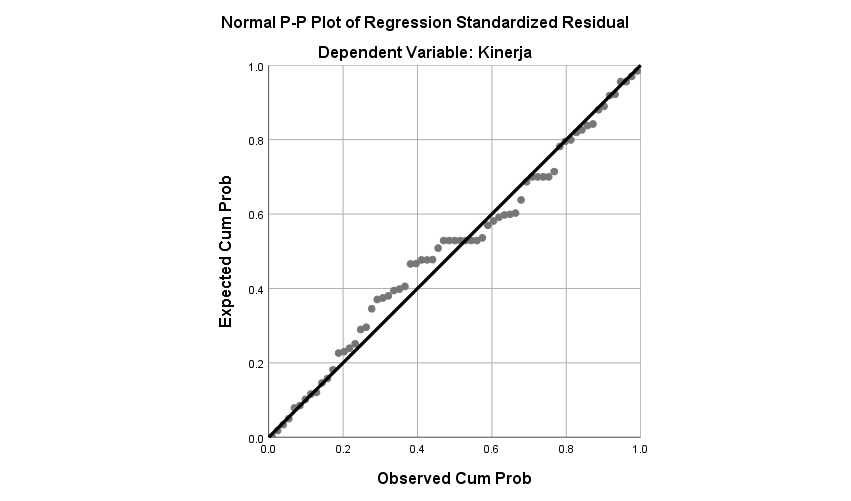
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .963 | 9 |

# **Lampiran 25 Hasil Uji Normalitas Data Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 67 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.66151177 |
| Most Extreme Differences | Absolute | .092 |
| Positive | .067 |
| Negative | -.092 |
| Test Statistic | | .092 |
| 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 26 Hasil Uji Normalitas Problability Plot ( P-Plot)**



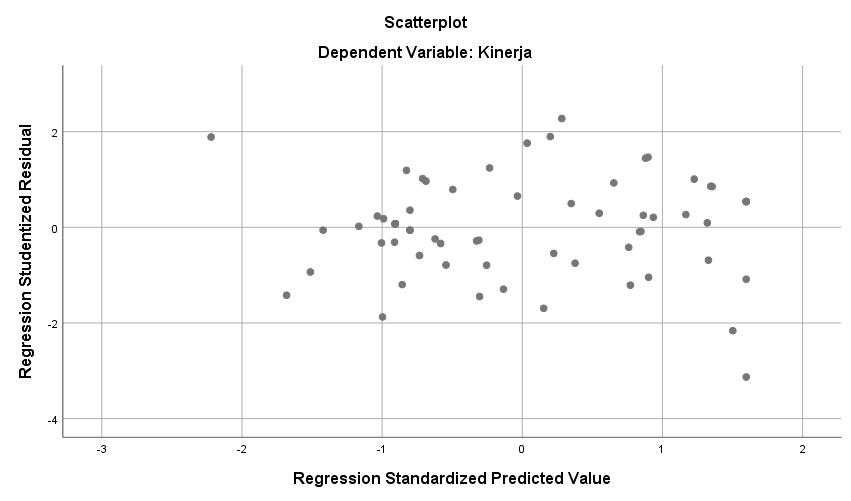
# **Lampiran 27 Hasil Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Pelatihan Kerja | .450 | 2.221 |
| Lingkungan Kerja | .388 | 2.579 |
| Komitmen Organisasi | .449 | 2.229 |
| a. Dependent Variable: Kinerja | | | |

# **Lampiran 28 Hasil Uji Heterokedastisitas ( Uji Glejser)**

|  |  |  |
| --- | --- | --- |
| **Coefficientsa** | | |
| Model | | Sig. |
|
| 1 | (Constant) | .871 |
| Pelatihan Kerja | .753 |
| Lingkungan Kerja | .120 |
| Komitmen Organisasi | .819 |
| a. Dependent Variable: Abs\_Res1 | | |

# **Lampiran 29 Hasil Uji Heterokedastisitas (Scatterplot)**



# **Lampiran 30 Hasil Uji Autokorelasi ( Durbin Watson)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .786a | .618 | .600 | 3.74768 | 1.910 |
| a. Predictors: (Constant), Komitmen Organisasi, Pelatihan Kerja, Lingkungan Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

# **Lampiran 31 Hasil Uji Analisis Regresi Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.931 | 2.610 |  | .740 | .462 |
| Pelatihan Kerja | .316 | .109 | .337 | 2.907 | .005 |
| Lingkungan Kerja | .296 | .122 | .303 | 2.422 | .018 |
| Komitmen Organisasi | .252 | .122 | .241 | 2.071 | .043 |
| a. Dependent Variable: Kinerja | | | | | | |

# **Lampiran 32 Hasil Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.931 | 2.610 |  | .740 | .462 |
| Pelatihan Kerja | .316 | .109 | .337 | 2.907 | .005 |
| Lingkungan Kerja | .296 | .122 | .303 | 2.422 | .018 |
| Komitmen Organisasi | .252 | .122 | .241 | 2.071 | .043 |
| a. Dependent Variable: Kinerja | | | | | | |

# **Lampiran 33Hasil Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1433.272 | 3 | 477.757 | 34.016 | .000b |
| Residual | 884.840 | 63 | 14.045 |  |  |
| Total | 2318.112 | 66 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Komitmen Organisasi, Pelatihan Kerja, Lingkungan Kerja | | | | | | |

# **Lampiran 34 Hasil Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .786a | .618 | .600 | 3.74768 | 1.910 |
| a. Predictors: (Constant), Komitmen Organisasi, Pelatihan Kerja, Lingkungan Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

# **Lampiran 35Nilai r tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
| 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| Tingkat signifikansi untuk uji dua arah | | | | |
| 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
| 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| Tingkat signifikansi untuk uji dua arah | | | | |
| 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |

# **Lampiran 36 Nilai Tabel D-W**

| n | k=1 | | k=2 | | k=3 | | k=4 | | k=5 | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| dL | dU | dL | dU | dL | dU | dL | dU | dL | dU |
| 6 | 0.6102 | 1.4002 |  |  |  |  |  |  |  |  |
| 7 | 0.6996 | 1.3564 | 0.4672 | 1.8964 |  |  |  |  |  |  |
| 8 | 0.7629 | 1.3324 | 0.5591 | 1.7771 | 0.3674 | 2.2866 |  |  |  |  |
| 9 | 0.8243 | 1.3199 | 0.6291 | 1.6993 | 0.4548 | 2.1282 | 0.2957 | 2.5881 |  |  |
| 10 | 0.8791 | 1.3197 | 0.6972 | 1.6413 | 0.5253 | 2.0163 | 0.3760 | 2.4137 | 0.2427 | 2.8217 |
| 11 | 0.9273 | 1.3241 | 0.7580 | 1.6044 | 0.5948 | 1.9280 | 0.4441 | 2.2833 | 0.3155 | 2.6446 |
| 12 | 0.9708 | 1.3314 | 0.8122 | 1.5794 | 0.6577 | 1.8640 | 0.5120 | 2.1766 | 0.3796 | 2.5061 |
| 13 | 1.0097 | 1.3404 | 0.8612 | 1.5621 | 0.7147 | 1.8159 | 0.5745 | 2.0943 | 0.4445 | 2.3897 |
| 14 | 1.0450 | 1.3503 | 0.9054 | 1.5507 | 0.7667 | 1.7788 | 0.6321 | 2.0296 | 0.5052 | 2.2959 |
| 15 | 1.0770 | 1.3605 | 0.9455 | 1.5432 | 0.8140 | 1.7501 | 0.6852 | 1.9774 | 0.5620 | 2.2198 |
| 16 | 1.1062 | 1.3709 | 0.9820 | 1.5386 | 0.8572 | 1.7277 | 0.7340 | 1.9351 | 0.6150 | 2.1567 |
| 17 | 1.1330 | 1.3812 | 1.0154 | 1.5361 | 0.8968 | 1.7101 | 0.7790 | 1.9005 | 0.6641 | 2.1041 |
| 18 | 1.1576 | 1.3913 | 1.0461 | 1.5353 | 0.9331 | 1.6961 | 0.8204 | 1.8719 | 0.7098 | 2.0600 |
| 19 | 1.1804 | 1.4012 | 1.0743 | 1.5355 | 0.9666 | 1.6851 | 0.8588 | 1.8482 | 0.7523 | 2.0226 |
| 20 | 1.2015 | 1.4107 | 1.1004 | 1.5367 | 0.9976 | 1.6763 | 0.8943 | 1.8283 | 0.7918 | 1.9908 |
| 21 | 1.2212 | 1.4200 | 1.1246 | 1.5385 | 1.0262 | 1.6694 | 0.9272 | 1.8116 | 0.8286 | 1.9635 |
| 22 | 1.2395 | 1.4289 | 1.1471 | 1.5408 | 1.0529 | 1.6640 | 0.9578 | 1.7974 | 0.8629 | 1.9400 |
| 23 | 1.2567 | 1.4375 | 1.1682 | 1.5435 | 1.0778 | 1.6597 | 0.9864 | 1.7855 | 0.8949 | 1.9196 |
| 24 | 1.2728 | 1.4458 | 1.1878 | 1.5464 | 1.1010 | 1.6565 | 1.0131 | 1.7753 | 0.9249 | 1.9018 |
| 25 | 1.2879 | 1.4537 | 1.2063 | 1.5495 | 1.1228 | 1.6540 | 1.0381 | 1.7666 | 0.9530 | 1.8863 |
| 26 | 1.3022 | 1.4614 | 1.2236 | 1.5528 | 1.1432 | 1.6523 | 1.0616 | 1.7591 | 0.9794 | 1.8727 |
| 27 | 1.3157 | 1.4688 | 1.2399 | 1.5562 | 1.1624 | 1.6510 | 1.0836 | 1.7527 | 1.0042 | 1.8608 |
| 28 | 1.3284 | 1.4759 | 1.2553 | 1.5596 | 1.1805 | 1.6503 | 1.1044 | 1.7473 | 1.0276 | 1.8502 |
| 29 | 1.3405 | 1.4828 | 1.2699 | 1.5631 | 1.1976 | 1.6499 | 1.1241 | 1.7426 | 1.0497 | 1.8409 |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 | 1.0706 | 1.8326 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 | 1.0904 | 1.8252 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 | 1.1092 | 1.8187 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 | 1.1270 | 1.8128 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 | 1.1439 | 1.8076 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 | 1.1601 | 1.8029 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 | 1.1755 | 1.7987 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 | 1.1901 | 1.7950 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 | 1.2042 | 1.7916 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 | 1.2176 | 1.7886 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 | 1.2305 | 1.7859 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 | 1.2428 | 1.7835 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 | 1.2546 | 1.7814 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 | 1.2660 | 1.7794 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 | 1.2769 | 1.7777 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 | 1.2874 | 1.7762 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 | 1.2976 | 1.7748 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 | 1.3073 | 1.7736 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 | 1.3167 | 1.7725 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 | 1.3258 | 1.7716 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 | 1.3346 | 1.7708 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 | 1.3431 | 1.7701 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 | 1.3512 | 1.7694 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 | 1.3592 | 1.7689 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 | 1.3669 | 1.7684 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 | 1.3743 | 1.7681 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 | 1.3815 | 1.7678 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 | 1.3885 | 1.7675 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 | 1.3953 | 1.7673 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 | 1.4019 | 1.7672 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 | 1.4083 | 1.7671 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 | 1.4146 | 1.7671 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 | 1.4206 | 1.7671 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 | 1.4265 | 1.7671 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 | 1.4322 | 1.7672 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 | 1.4378 | 1.7673 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 | 1.4433 | 1.7675 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 | 1.4486 | 1.7676 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 | 1.4537 | 1.7678 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 | 1.4588 | 1.7680 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 | 1.4637 | 1.7683 |

# **Lampiran 37 Nilai t tabel**

|  | **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df** |  | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
|  | **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
|  | **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
|  | **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
|  | **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
|  | **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
|  | **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
|  | **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
|  | **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
|  | **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
|  | **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
|  | **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
|  | **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
|  | **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
|  | **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
|  | **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
|  | **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
|  | **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
|  | **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
|  | **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
|  | **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
|  | **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
|  | **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
|  | **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
|  | **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
|  | **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
|  |  |  |  |  |  |  |  |  |
|  | **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
|  | **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
|  | **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
|  | **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
|  | **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
|  | **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
|  | **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
|  | **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
|  | **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
|  | **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
|  | **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
|  | **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
|  | **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
|  | **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
|  | **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
|  | **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
|  | **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
|  | **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
|  | **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
|  | **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
|  | **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
|  | **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
|  | **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
|  | **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
|  | **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
|  | **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
|  | **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
|  |  |  |  |  |  |  |  |  |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

# **Lampiran 38 Nilai F tabel**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| α = 0,05 |  |  | df1=(k-1) | | |  |  |  |
| df2=(n-k- 1) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 161.44 8 | 199.500 | 215.70 7 | 224.583 | 230.162 | 233.98 6 | 236.768 | 238.883 |
| 2 | 18.513 | 19.000 | 19.164 | 19.247 | 19.296 | 19.330 | 19.353 | 19.371 |
| 3 | 10.128 | 9.552 | 9.277 | 9.117 | 9.013 | 8.941 | 8.887 | 8.845 |
| 4 | 7.709 | 6.944 | 6.591 | 6.388 | 6.256 | 6.163 | 6.094 | 6.041 |
| 5 | 6.608 | 5.786 | 5.409 | 5.192 | 5.050 | 4.950 | 4.876 | 4.818 |
| 6 | 5.987 | 5.143 | 4.757 | 4.534 | 4.387 | 4.284 | 4.207 | 4.147 |
| 7 | 5.591 | 4.737 | 4.347 | 4.120 | 3.972 | 3.866 | 3.787 | 3.726 |
| 8 | 5.318 | 4.459 | 4.066 | 3.838 | 3.687 | 3.581 | 3.500 | 3.438 |
| 9 | 5.117 | 4.256 | 3.863 | 3.633 | 3.482 | 3.374 | 3.293 | 3.230 |
| 10 | 4.965 | 4.103 | 3.708 | 3.478 | 3.326 | 3.217 | 3.135 | 3.072 |
| 11 | 4.844 | 3.982 | 3.587 | 3.357 | 3.204 | 3.095 | 3.012 | 2.948 |
| 12 | 4.747 | 3.885 | 3.490 | 3.259 | 3.106 | 2.996 | 2.913 | 2.849 |
| 13 | 4.667 | 3.806 | 3.411 | 3.179 | 3.025 | 2.915 | 2.832 | 2.767 |
| 14 | 4.600 | 3.739 | 3.344 | 3.112 | 2.958 | 2.848 | 2.764 | 2.699 |
| 15 | 4.543 | 3.682 | 3.287 | 3.056 | 2.901 | 2.790 | 2.707 | 2.641 |
| 16 | 4.494 | 3.634 | 3.239 | 3.007 | 2.852 | 2.741 | 2.657 | 2.591 |
| 17 | 4.451 | 3.592 | 3.197 | 2.965 | 2.810 | 2.699 | 2.614 | 2.548 |
| 18 | 4.414 | 3.555 | 3.160 | 2.928 | 2.773 | 2.661 | 2.577 | 2.510 |
| 19 | 4.381 | 3.522 | 3.127 | 2.895 | 2.740 | 2.628 | 2.544 | 2.477 |
| 20 | 4.351 | 3.493 | 3.098 | 2.866 | 2.711 | 2.599 | 2.514 | 2.447 |
| 21 | 4.325 | 3.467 | 3.072 | 2.840 | 2.685 | 2.573 | 2.488 | 2.420 |
| 22 | 4.301 | 3.443 | 3.049 | 2.817 | 2.661 | 2.549 | 2.464 | 2.397 |
| 23 | 4.279 | 3.422 | 3.028 | 2.796 | 2.640 | 2.528 | 2.442 | 2.375 |
| 24 | 4.260 | 3.403 | 3.009 | 2.776 | 2.621 | 2.508 | 2.423 | 2.355 |
| 25 | 4.242 | 3.385 | 2.991 | 2.759 | 2.603 | 2.490 | 2.405 | 2.337 |
| 26 | 4.225 | 3.369 | 2.975 | 2.743 | 2.587 | 2.474 | 2.388 | 2.321 |
| 27 | 4.210 | 3.354 | 2.960 | 2.728 | 2.572 | 2.459 | 2.373 | 2.305 |
| 28 | 4.196 | 3.340 | 2.947 | 2.714 | 2.558 | 2.445 | 2.359 | 2.291 |
| 29 | 4.183 | 3.328 | 2.934 | 2.701 | 2.545 | 2.432 | 2.346 | 2.278 |
| 30 | 4.171 | 3.316 | 2.922 | 2.690 | 2.534 | 2.421 | 2.334 | 2.266 |
| 31 | 4.160 | 3.305 | 2.911 | 2.679 | 2.523 | 2.409 | 2.323 | 2.255 |
| 32 | 4.149 | 3.295 | 2.901 | 2.668 | 2.512 | 2.399 | 2.313 | 2.244 |
| 33 | 4.139 | 3.285 | 2.892 | 2.659 | 2.503 | 2.389 | 2.303 | 2.235 |
| 34 | 4.130 | 3.276 | 2.883 | 2.650 | 2.494 | 2.380 | 2.294 | 2.225 |
| 35 | 4.121 | 3.267 | 2.874 | 2.641 | 2.485 | 2.372 | 2.285 | 2.217 |
| 36 | 4.113 | 3.259 | 2.866 | 2.634 | 2.477 | 2.364 | 2.277 | 2.209 |
| 37 | 4.105 | 3.252 | 2.859 | 2.626 | 2.470 | 2.356 | 2.270 | 2.201 |
| 38 | 4.098 | 3.245 | 2.852 | 2.619 | 2.463 | 2.349 | 2.262 | 2.194 |
| 39 | 4.091 | 3.238 | 2.845 | 2.612 | 2.456 | 2.342 | 2.255 | 2.187 |
| 40 | 4.085 | 3.232 | 2.839 | 2.606 | 2.449 | 2.336 | 2.249 | 2.180 |
| 41 | 4.079 | 3.226 | 2.833 | 2.600 | 2.443 | 2.330 | 2.243 | 2.174 |
| 42 | 4.073 | 3.220 | 2.827 | 2.594 | 2.438 | 2.324 | 2.237 | 2.168 |
| 43 | 4.067 | 3.214 | 2.822 | 2.589 | 2.432 | 2.318 | 2.232 | 2.163 |
| 44 | 4.062 | 3.209 | 2.816 | 2.584 | 2.427 | 2.313 | 2.226 | 2.157 |
| 45 | 4.057 | 3.204 | 2.812 | 2.579 | 2.422 | 2.308 | 2.221 | 2.152 |
| 46 | 4.052 | 3.200 | 2.807 | 2.574 | 2.417 | 2.304 | 2.216 | 2.147 |
| 47 | 4.047 | 3.195 | 2.802 | 2.570 | 2.413 | 2.299 | 2.212 | 2.143 |
| 48 | 4.043 | 3.191 | 2.798 | 2.565 | 2.409 | 2.295 | 2.207 | 2.138 |
| 49 | 4.038 | 3.187 | 2.794 | 2.561 | 2.404 | 2.290 | 2.203 | 2.134 |
| 50 | 4.034 | 3.183 | 2.790 | 2.557 | 2.400 | 2.286 | 2.199 | 2.130 |
| 51 | 4.030 | 3.179 | 2.786 | 2.553 | 2.397 | 2.283 | 2.195 | 2.126 |
| 52 | 4.027 | 3.175 | 2.783 | 2.550 | 2.393 | 2.279 | 2.192 | 2.122 |
| 53 | 4.023 | 3.172 | 2.779 | 2.546 | 2.389 | 2.275 | 2.188 | 2.119 |
| 54 | 4.020 | 3.168 | 2.776 | 2.543 | 2.386 | 2.272 | 2.185 | 2.115 |
| 55 | 4.016 | 3.165 | 2.773 | 2.540 | 2.383 | 2.269 | 2.181 | 2.112 |
| 56 | 4.013 | 3.162 | 2.769 | 2.537 | 2.380 | 2.266 | 2.178 | 2.109 |
| 57 | 4.010 | 3.159 | 2.766 | 2.534 | 2.377 | 2.263 | 2.175 | 2.106 |
| 58 | 4.007 | 3.156 | 2.764 | 2.531 | 2.374 | 2.260 | 2.172 | 2.103 |
| 59 | 4.004 | 3.153 | 2.761 | 2.528 | 2.371 | 2.257 | 2.169 | 2.100 |
| 60 | 4.001 | 3.150 | 2.758 | 2.525 | 2.368 | 2.254 | 2.167 | 2.097 |
| 61 | 3.998 | 3.148 | 2.755 | 2.523 | 2.366 | 2.251 | 2.164 | 2.094 |
| 62 | 3.996 | 3.145 | 2.753 | 2.520 | 2.363 | 2.249 | 2.161 | 2.092 |
| 63 | 3.993 | 3.143 | 2.751 | 2.518 | 2.361 | 2.246 | 2.159 | 2.089 |
| 64 | 3.991 | 3.140 | 2.748 | 2.515 | 2.358 | 2.244 | 2.156 | 2.087 |
| 65 | 3.989 | 3.138 | 2.746 | 2.513 | 2.356 | 2.242 | 2.154 | 2.084 |
| 66 | 3.986 | 3.136 | 2.744 | 2.511 | 2.354 | 2.239 | 2.152 | 2.082 |
| 67 | 3.984 | 3.134 | 2.742 | 2.509 | 2.352 | 2.237 | 2.150 | 2.080 |
| 68 | 3.982 | 3.132 | 2.740 | 2.507 | 2.350 | 2.235 | 2.148 | 2.078 |
| 69 | 3.980 | 3.130 | 2.737 | 2.505 | 2.348 | 2.233 | 2.145 | 2.076 |
| 70 | 3.978 | 3.128 | 2.736 | 2.503 | 2.346 | 2.231 | 2.143 | 2.074 |

# **Lampiran 39 Surat Keterangan Melaksanakan Penelitian**

