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# LAMPIRAN

**Lampiran 1 Kuesioner**

**Lembar kuesioner**

Perihal : Permohonan pengisian kuesioner

Judul penelitian :Pengaruh Pemeliharaan Kerja, Kesejahteraan Kerja, Dan Perilaku Inovatif Terhadap Produktivitas Kerja Karyawan Usaha Mikro Kecil Dan Menengah (Umkm) Hasil Olahan Ikan Laut Di Dusun Sikentung Desa Petarukan.

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dalam rangka menyelesaika penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnin Universitas Pancasakti Tegal, memohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang telah kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiannya karena data ini hanya untuk kepentingan penelitianya.

|  |
| --- |
| Tegal, 2023  Hormat Kami |
|  |
| Khaerul Anam |

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikanya kepad kami.

Atas perhatian dan bantuanya, kami mengucapkan banyak terimakasih.

**PROFIL RESPONDEN**

Jenis kelamin : Laki - Laki Perempuan

Usia :

20 – 30 tahun

31 – 40 tahun

41 – 50 tahun

51 – 60 tahun

Pendidikan terakhir : SD SMP SMA/SMK

Diploma Sarjana

Lama bekerja : 1 – 5 tahun

: 6 – 10 tahun

: 11 – 15 tahun

: Lebih dari 15 tahun

**Petunjuk Pengisian Kuesioner**

1. Mohon agar menjawab semua item pertanyaan. Kuesioner hanya dapat digunakan jika seluruh pertanyaan terjawab.
2. Dimohon untuk membaca dan memahami setiap pertanyaan.
3. Pilihlah 1 (satu) dari 5 (lima) alternatif jawaban sesuai dengan keadaan sesungguhnya yang Anda alami/rasakan.
4. Keterangan alternatif jawaban:

STS ` (Sangat Tidak Setuju)

TS (Kurang Setuju)

N (Cukup Setuju)

S (Setuju)

SS (Sangat Setuju)

**Variabel Produktivitas kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| **KEMAMPUAN** | | | | | | |
|  | Tugas dan tanggung jawab yang diberikan sesuai dengan kemampuam saya |  |  |  |  |  |
|  | Mampu menyelesaikan pekerjaan sesuai dengan standar kerja yang ditetapkan |  |  |  |  |  |
| **MENINGKATKAN HASIL YANG DICAPAI** | | | | | | |
|  | Dalam melakukan pekerjaan saya selalu bersungguh-sungguh untuk meningkatkan pekerjaan saya |  |  |  |  |  |
|  | Karyawan selalu berusaha meningkatkan kualitas kerja |  |  |  |  |  |
| **SEMANGAT KERJA** | | | | | | |
|  | Karyawan selalu bekerja dengan penuh semangat kerja |  |  |  |  |  |
|  | Berusaha menyelesaikan pekerjaan sebelum batas waktu yang ditentukan |  |  |  |  |  |
| **PENGEMBANGAN DIRI** | | | | | | |
|  | Karyawan diberi kesempatan untuk perkembangan kerja |  |  |  |  |  |
|  | Karyawan diberikan pelatihan kerja |  |  |  |  |  |
| **MUTU** | | | | | | |
|  | Selalu meningkatkan mutu kerja saya |  |  |  |  |  |
|  | Hasil kerja yang dikerjakan sesuai dengan mutu yang ditentukan. |  |  |  |  |  |
| **EFISIENSI** | | | | | | |
|  | Selalu menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |
|  | Waktu yang digunakan untuk menyelesaikan pekerjakan sesuai dengan standar yang ditentukan |  |  |  |  |  |

**Variabel pemeliharaan kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| **KEHADIRAN** | | | | | | |
|  | Saya selalu berangkat kerja dengan tepat waktu |  |  |  |  |  |
|  | Lingkungan kerja memberikan dorongan agar selalu hadir tepat waktu |  |  |  |  |  |
| **MENYELESAIKAN TUGAS** | | | | | | |
|  | Selalu dapat menyelesaikan tugas dengan sebaik mungkin |  |  |  |  |  |
|  | Selalu menyelesaikan tugas sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| **PUJIAN** | | | | | | |
|  | Saya mendapatkan pujian dari atasan atas pekerjaan saya |  |  |  |  |  |
|  | Saya mendapatkan pujian dari rekan kerja atas pekerjaan yang saya kerjakan |  |  |  |  |  |
| **FASILITAS YANG MEMADAI** | | | | | | |
|  | Tempat kerja memiliki fasilitas yang memadai |  |  |  |  |  |
|  | Fasilitas kerja yang tersedia saat ini sudah cukup memadai untuk mendukung aktivitas kerja |  |  |  |  |  |
| **KEAMANAN** | | | | | | |
|  | Keamanan di tempat kerja mampu membuat saya bekerja dengan nyaman |  |  |  |  |  |
|  | Karyawan merasa terjamin atas keamanan yang diberikan |  |  |  |  |  |

**Variabel kesejahteraan kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| **BONUS** | | | | | | |
|  | Tempat kerja saya memberikan bonus kerja. |  |  |  |  |  |
|  | Bonus yang diberikan kepada karyawan sudah cukup adil & layak |  |  |  |  |  |
| **TUNJANGAN HARI RAYA** | | | | | | |
|  | Tempat kerja saya memberikan tunjangan hari raya |  |  |  |  |  |
|  | Tunjangan hari raya selalu diberikan setiap tahunya |  |  |  |  |  |
| **TERSEDIANYA TEMPAT IBADAH** | | | | | | |
|  | Terdapat sarana tempat ibadah ditempat kerja |  |  |  |  |  |
|  | Sarana ibadah yang disediakan oleh perusahaan memiliki perlengkapan yang lengkap dan nyaman |  |  |  |  |  |
| **IZIN** | | | | | | |
|  | Tempat kerja saya memberikan izin kerja |  |  |  |  |  |
|  | Tempat kerja saya memudahkan saat meminta izin kerja |  |  |  |  |  |
| **PELATIHAN** | | | | | | |
|  | Saya memperoleh pelatihan ditempat kerja |  |  |  |  |  |
|  | Saya mendapatkan ketrampilan ditempat kerja |  |  |  |  |  |
| **ASURANSI** | | | | | | |
|  | Ditempat kerja menyediakan jaminan asuransi kerja |  |  |  |  |  |
|  | Saya merasa aman dengan asuransi yang diberikan |  |  |  |  |  |

**Variabel perilaku inovatif**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| **KOMITMEN ORGANISASI** | | | | | | |
|  | Saya sadar bahwa komitmen adalah hal yang harus saya lakukan |  |  |  |  |  |
|  | Saya berkomitmen dengan pekerjaan saya |  |  |  |  |  |
| **MODAL PSIKOLOGI** | | | | | | |
|  | Saya selalu berfikir positif dan inovasi ditempat kerja |  |  |  |  |  |
|  | Selalu gigih dan tidak mudah menyerah saat menghadapi pekerjaan |  |  |  |  |  |
| **SUASANA INOVASI ORGANISASI** | | | | | | |
|  | Tempat kerja menyediakan lingkungan yang kondusif untuk berfikir inovasi |  |  |  |  |  |
|  | Lingkungan kerja yang nyaman sehingga mudah belajar dengan kreatif dan inovasi |  |  |  |  |  |
| **KEPEMIMPINAN** | | | | | | |
|  | Pemimpin saya selalu mendorong untuk berfikir kratif dalam bekerja |  |  |  |  |  |
|  | Pemimpin selalu memberikan arahan atas pekerjaan yang diberikan |  |  |  |  |  |
| **KARAKTER PEKERJAAN** | | | | | | |
|  | Saya membutuhkan inovasi untuk menyelesaikan pekerjaan |  |  |  |  |  |
|  | Tempat kerja memberikan kesempatan untuk berinovasi dalam menciptakan hal baru |  |  |  |  |  |

**Lampiran 2 Tabulasi Data Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | PRODUKTIVITAS KERJA | | | | | | | | | | | | TOTAL Y |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y 10 | Y 11 | Y 12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 54 |
| 2 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 51 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| 7 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 49 |
| 8 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 39 |
| 9 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 53 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 56 |
| 14 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 46 |
| 15 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 52 |
| 16 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 52 |
| 17 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 18 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 20 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 35 |
| 21 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 50 |
| 22 | 4 | 3 | 5 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 47 |
| 23 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 48 |
| 24 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 25 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 26 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 47 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 29 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 30 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 49 |
| 31 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 32 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 52 |
| 33 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 44 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 59 |
| 35 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 42 |
| 36 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 38 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 51 |
| 39 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 43 |
| 40 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 46 |
| 41 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 43 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 51 |
| 44 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 45 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 55 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 53 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 54 |
| 48 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 54 |
| 49 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 1 | 5 | 5 | 54 |
| 50 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 51 |
| 51 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 54 |
| 52 | 3 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 2 | 25 |
| 53 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 52 |
| 54 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 55 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 52 |
| 56 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 52 |
| 57 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 50 |
| 58 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 51 |
| 59 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 52 |
| 60 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 61 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 63 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 56 |
| 64 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 56 |
| 65 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 53 |
| 66 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 53 |
| 67 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 52 |
| 68 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 54 |
| 69 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 70 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 71 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 41 |
| 72 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 47 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 58 |
| 76 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 54 |
| 77 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 40 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 79 | 5 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 2 | 2 | 37 |
| 80 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 43 |
| 81 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 1 | 35 |
| 82 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 45 |
| 83 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 56 |
| 84 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 5 | 44 |
| 85 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 87 | 2 | 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 88 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 52 |
| 89 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 90 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 54 |
| 91 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 52 |

**Lampiran 3 Tabulasi Data Pemeliharaan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | PEMELIHARAAN KERJA | | | | | | | | | | TOTAL  X1 |
| Responden | X1  1 | X1  2 | X1  3 | X1  4 | X1  5 | X1  6 | X1  7 | X1  8 | X1  9 | X1  10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 37 |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 6 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 43 |
| 7 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 40 |
| 8 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| 9 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 35 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 11 | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 3 | 4 | 5 | 36 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 15 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 40 |
| 16 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 19 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 20 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 33 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 5 | 5 | 3 | 3 | 1 | 1 | 3 | 4 | 4 | 3 | 32 |
| 23 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 24 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 32 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 33 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 35 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 36 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 37 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 38 | 5 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 33 |
| 39 | 3 | 4 | 2 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 33 |
| 40 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 41 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 42 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 45 |
| 43 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 44 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 45 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 44 |
| 46 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 42 |
| 47 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 48 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |
| 49 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 50 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 51 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 39 |
| 52 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 29 |
| 53 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 44 |
| 54 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 55 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 40 |
| 56 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 57 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 58 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 46 |
| 59 | 5 | 4 | 4 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 42 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 65 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 66 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 44 |
| 67 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| 68 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 69 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 43 |
| 70 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 71 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 72 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 41 |
| 73 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 74 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 39 |
| 75 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 76 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 38 |
| 77 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 31 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 28 |
| 80 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 81 | 5 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 30 |
| 82 | 3 | 5 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 5 | 38 |
| 83 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 42 |
| 84 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 41 |
| 85 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 88 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 89 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 43 |
| 90 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 45 |
| 91 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 44 |

**Lampiran 4 Tabulasi Data Kesejahteraan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | KESEJAHTERAAN KERJA | | | | | | | | | | | | TOTAL X2 |
| Responden | X2  1 | X2  2 | X2  3 | X2  4 | X2  5 | X2  6 | X2  7 | X2  8 | X2  9 | X2  10 | X2  11 | X2  12 |
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 42 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 7 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 8 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 |
| 9 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 37 |
| 10 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 11 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 38 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 42 |
| 15 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 3 | 5 | 43 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 35 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 22 | 5 | 2 | 4 | 3 | 5 | 1 | 4 | 4 | 4 | 2 | 5 | 5 | 34 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 47 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 30 | 5 | 5 | 1 | 1 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 29 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 40 |
| 33 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 34 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 35 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 36 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 37 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 38 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 3 | 36 |
| 39 | 5 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 35 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 42 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 43 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 44 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 45 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 41 |
| 46 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 49 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 50 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 51 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 52 | 4 | 1 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 4 | 3 | 16 |
| 53 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 54 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 55 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 44 |
| 56 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 41 |
| 57 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 58 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 48 |
| 60 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 47 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 49 |
| 64 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 46 |
| 65 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 66 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 67 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 68 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 42 |
| 69 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 43 |
| 70 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 37 |
| 71 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 36 |
| 72 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 2 | 3 | 5 | 4 | 40 |
| 73 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 74 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 75 | 2 | 5 | 5 | 3 | 5 | 3 | 3 | 2 | 3 | 4 | 5 | 5 | 35 |
| 76 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 77 | 5 | 5 | 4 | 2 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 34 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 79 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 32 |
| 80 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 81 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 82 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 40 |
| 83 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 5 | 5 | 34 |
| 84 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 3 | 39 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 38 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 42 |
| 88 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 89 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 47 |
| 90 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 91 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |

**Lampiran 5 Tabulasi Data Perilaku Inovatif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | PERILAKU INOVATIF | | | | | | | | | | TOTAL  X4 |
| Responden | X3  1 | X3  2 | X3  3 | X3  4 | X3  5 | X3  6 | X3  7 | X3  8 | X3  9 | X3  10 |
| 1 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 35 |
| 5 | 5 | 5 | 5 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 34 |
| 6 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 32 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 38 |
| 15 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 20 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 34 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 38 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 33 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 35 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 36 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 46 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 38 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 31 |
| 39 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 35 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 46 |
| 43 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 40 |
| 46 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 47 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 48 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 39 |
| 49 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 50 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 43 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 52 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 46 |
| 54 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 44 |
| 55 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 47 |
| 59 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 60 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 61 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 44 |
| 65 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 66 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| 67 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 68 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 69 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 70 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 71 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 72 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 36 |
| 73 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 76 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 31 |
| 80 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 32 |
| 81 | 2 | 2 | 2 | 2 | 4 | 5 | 4 | 3 | 4 | 4 | 32 |
| 82 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 28 |
| 83 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 44 |
| 84 | 4 | 3 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 39 |
| 85 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 88 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 90 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Lampiran 6 Transformasi Data Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | **Succesive Interval Produktivitas Kerja** | | | | | | | | | | | | Total Y |
| **y.1** | **y.2** | **y.3** | **y.4** | **y.5** | **y.6** | **y.7** | **y.8** | **y.9** | **y.10** | **y.11** | **y.12** |
| 1 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 3,386 | 3,240 | 3,230 | 3,325 | 4,147 | 3,360 | 3,123 | 45,635 |
| 2 | 4,173 | 2,220 | 4,193 | 3,132 | 4,677 | 2,385 | 4,462 | 2,332 | 4,568 | 4,147 | 3,360 | 3,123 | 42,772 |
| 3 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 52,784 |
| 4 | 4,173 | 4,340 | 3,026 | 3,132 | 2,301 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 2,183 | 37,697 |
| 5 | 1,787 | 2,220 | 2,155 | 2,103 | 2,301 | 2,385 | 2,256 | 2,332 | 2,322 | 2,112 | 2,427 | 2,183 | 26,583 |
| 6 | 4,173 | 4,340 | 3,026 | 4,441 | 4,677 | 4,552 | 3,240 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 50,395 |
| 7 | 4,173 | 3,155 | 3,026 | 4,441 | 4,677 | 3,386 | 2,256 | 3,230 | 3,325 | 3,003 | 2,427 | 3,123 | 40,221 |
| 8 | 4,173 | 2,220 | 2,155 | 2,103 | 2,301 | 2,385 | 2,256 | 2,332 | 3,325 | 2,112 | 2,427 | 2,183 | 29,972 |
| 9 | 2,692 | 2,220 | 2,155 | 3,132 | 2,301 | 2,385 | 2,256 | 2,332 | 2,322 | 2,112 | 2,427 | 2,183 | 28,516 |
| 10 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 2,332 | 3,325 | 3,003 | 3,360 | 3,123 | 37,174 |
| 11 | 2,692 | 3,155 | 4,193 | 4,441 | 3,401 | 3,386 | 4,462 | 3,230 | 3,325 | 4,147 | 4,530 | 3,123 | 44,085 |
| 12 | 2,692 | 3,155 | 3,026 | 3,132 | 2,301 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 35,970 |
| 13 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 1,000 | 4,568 | 4,147 | 4,530 | 4,360 | 49,444 |
| 14 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 2,427 | 3,123 | 36,138 |
| 15 | 4,173 | 3,155 | 2,155 | 3,132 | 3,401 | 4,552 | 4,462 | 2,332 | 4,568 | 4,147 | 3,360 | 4,360 | 43,798 |
| 16 | 4,173 | 4,340 | 2,155 | 2,103 | 3,401 | 4,552 | 2,256 | 4,340 | 4,568 | 4,147 | 4,530 | 3,123 | 43,689 |
| 17 | 4,173 | 2,220 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 38,618 |
| 18 | 4,173 | 3,155 | 4,193 | 3,132 | 3,401 | 4,552 | 3,240 | 4,340 | 3,325 | 4,147 | 4,530 | 3,123 | 45,312 |
| 19 | 4,173 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 39,553 |
| 20 | 2,692 | 2,220 | 2,155 | 2,103 | 1,540 | 2,385 | 1,540 | 2,332 | 2,322 | 2,112 | 2,427 | 2,183 | 26,012 |
| 21 | 4,173 | 3,155 | 2,155 | 2,103 | 2,301 | 3,386 | 3,240 | 3,230 | 4,568 | 4,147 | 4,530 | 4,360 | 41,349 |
| 22 | 2,692 | 2,220 | 4,193 | 4,441 | 3,401 | 1,540 | 3,240 | 4,340 | 3,325 | 3,003 | 3,360 | 2,183 | 37,937 |
| 23 | 4,173 | 4,340 | 4,193 | 2,103 | 2,301 | 2,385 | 2,256 | 4,340 | 3,325 | 3,003 | 3,360 | 3,123 | 38,901 |
| 24 | 2,692 | 2,220 | 2,155 | 3,132 | 2,301 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 34,165 |
| 25 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 4,552 | 3,240 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 48,977 |
| 26 | 4,173 | 2,220 | 3,026 | 3,132 | 4,677 | 3,386 | 3,240 | 1,464 | 3,325 | 3,003 | 3,360 | 3,123 | 38,128 |
| 27 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 52,784 |
| 28 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 52,784 |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 12,000 |
| 30 | 2,692 | 3,155 | 2,155 | 3,132 | 3,401 | 4,552 | 4,462 | 4,340 | 3,325 | 3,003 | 2,427 | 3,123 | 39,767 |
| 31 | 4,173 | 3,155 | 4,193 | 3,132 | 3,401 | 4,552 | 3,240 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 47,792 |
| 32 | 4,173 | 3,155 | 4,193 | 4,441 | 4,677 | 3,386 | 3,240 | 4,340 | 2,322 | 3,003 | 3,360 | 3,123 | 43,413 |
| 33 | 2,692 | 2,220 | 2,155 | 3,132 | 3,401 | 3,386 | 2,256 | 3,230 | 3,325 | 3,003 | 3,360 | 2,183 | 34,341 |
| 34 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 3,360 | 4,360 | 51,614 |
| 35 | 4,173 | 2,220 | 2,155 | 3,132 | 2,301 | 2,385 | 3,240 | 3,230 | 2,322 | 2,112 | 2,427 | 3,123 | 32,820 |
| 36 | 2,692 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 4,462 | 3,230 | 4,568 | 3,003 | 4,530 | 4,360 | 46,606 |
| 37 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 38,071 |
| 38 | 4,173 | 3,155 | 3,026 | 3,132 | 2,301 | 3,386 | 3,240 | 3,230 | 4,568 | 4,147 | 4,530 | 3,123 | 42,011 |
| 39 | 2,692 | 2,220 | 2,155 | 3,132 | 3,401 | 2,385 | 3,240 | 4,340 | 3,325 | 2,112 | 2,427 | 2,183 | 33,612 |
| 40 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 2,427 | 3,123 | 36,138 |
| 41 | 2,692 | 3,155 | 4,193 | 3,132 | 4,677 | 3,386 | 4,462 | 3,230 | 4,568 | 3,003 | 4,530 | 3,123 | 44,150 |
| 42 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 3,386 | 4,462 | 4,340 | 3,325 | 4,147 | 4,530 | 4,360 | 50,375 |
| 43 | 4,173 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 4,462 | 3,230 | 4,568 | 3,003 | 3,360 | 3,123 | 42,018 |
| 44 | 2,692 | 2,220 | 2,155 | 2,103 | 2,301 | 2,385 | 2,256 | 2,332 | 2,322 | 2,112 | 2,427 | 2,183 | 27,488 |
| 45 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 4,552 | 4,462 | 4,340 | 3,325 | 3,003 | 4,530 | 3,123 | 46,574 |
| 46 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 4,552 | 4,462 | 3,230 | 3,325 | 4,147 | 3,360 | 2,183 | 44,498 |
| 47 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 3,386 | 3,240 | 2,332 | 4,568 | 4,147 | 4,530 | 4,360 | 45,803 |
| 48 | 2,692 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 2,332 | 4,568 | 4,147 | 4,530 | 4,360 | 45,631 |
| 49 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 4,462 | 4,340 | 4,568 | 1,000 | 4,530 | 4,360 | 47,195 |
| 50 | 4,173 | 3,155 | 4,193 | 4,441 | 4,677 | 3,386 | 3,240 | 3,230 | 3,325 | 1,000 | 4,530 | 4,360 | 43,711 |
| 51 | 4,173 | 3,155 | 3,026 | 3,132 | 4,677 | 4,552 | 3,240 | 2,332 | 4,568 | 4,147 | 4,530 | 4,360 | 45,893 |
| 52 | 1,787 | 2,220 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,332 | 2,322 | 2,112 | 2,427 | 1,540 | 19,741 |
| 53 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 2,385 | 2,256 | 4,340 | 3,325 | 3,003 | 4,530 | 4,360 | 43,438 |
| 54 | 4,173 | 4,340 | 3,026 | 3,132 | 4,677 | 4,552 | 4,462 | 3,230 | 4,568 | 4,147 | 4,530 | 4,360 | 49,198 |
| 55 | 4,173 | 4,340 | 4,193 | 4,441 | 2,301 | 3,386 | 3,240 | 2,332 | 4,568 | 4,147 | 3,360 | 3,123 | 43,604 |
| 56 | 2,692 | 3,155 | 4,193 | 4,441 | 3,401 | 4,552 | 4,462 | 4,340 | 2,322 | 4,147 | 3,360 | 2,183 | 43,248 |
| 57 | 4,173 | 3,155 | 3,026 | 2,103 | 3,401 | 4,552 | 2,256 | 2,332 | 4,568 | 4,147 | 4,530 | 3,123 | 41,366 |
| 58 | 4,173 | 4,340 | 3,026 | 4,441 | 2,301 | 3,386 | 4,462 | 4,340 | 2,322 | 2,112 | 4,530 | 3,123 | 42,556 |
| 59 | 4,173 | 3,155 | 3,026 | 3,132 | 3,401 | 2,385 | 2,256 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 43,473 |
| 60 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 3,230 | 4,568 | 4,147 | 4,530 | 4,360 | 48,010 |
| 61 | 2,692 | 3,155 | 3,026 | 3,132 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 47,641 |
| 62 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 52,784 |
| 63 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 4,462 | 4,340 | 4,568 | 2,112 | 4,530 | 4,360 | 48,307 |
| 64 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 3,360 | 3,123 | 47,791 |
| 65 | 4,173 | 4,340 | 4,193 | 3,132 | 3,401 | 4,552 | 3,240 | 2,332 | 4,568 | 4,147 | 2,427 | 4,360 | 44,866 |
| 66 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 2,332 | 4,568 | 2,112 | 4,530 | 4,360 | 45,077 |
| 67 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 4,340 | 2,322 | 2,112 | 4,530 | 3,123 | 43,602 |
| 68 | 4,173 | 4,340 | 4,193 | 2,103 | 3,401 | 3,386 | 4,462 | 4,340 | 2,322 | 4,147 | 4,530 | 4,360 | 45,758 |
| 69 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 4,340 | 4,568 | 3,003 | 3,360 | 3,123 | 45,568 |
| 70 | 2,692 | 2,220 | 2,155 | 3,132 | 2,301 | 2,385 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 34,165 |
| 71 | 2,692 | 3,155 | 3,026 | 3,132 | 2,301 | 2,385 | 2,256 | 2,332 | 2,322 | 2,112 | 3,360 | 2,183 | 31,254 |
| 72 | 4,173 | 2,220 | 3,026 | 4,441 | 3,401 | 2,385 | 2,256 | 2,332 | 2,322 | 3,003 | 4,530 | 4,360 | 38,449 |
| 73 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 52,784 |
| 74 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 2,112 | 3,360 | 3,123 | 37,181 |
| 75 | 4,173 | 4,340 | 4,193 | 4,441 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 2,427 | 4,360 | 50,681 |
| 76 | 4,173 | 3,155 | 4,193 | 3,132 | 3,401 | 4,552 | 3,240 | 2,332 | 4,568 | 4,147 | 4,530 | 4,360 | 45,784 |
| 77 | 2,692 | 3,155 | 2,155 | 1,540 | 1,540 | 2,385 | 2,256 | 3,230 | 3,325 | 3,003 | 2,427 | 3,123 | 30,830 |
| 78 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 2,332 | 3,325 | 3,003 | 3,360 | 3,123 | 37,174 |
| 79 | 4,173 | 3,155 | 2,155 | 2,103 | 2,301 | 1,540 | 1,540 | 2,332 | 3,325 | 3,003 | 1,494 | 1,540 | 28,662 |
| 80 | 4,173 | 3,155 | 3,026 | 2,103 | 2,301 | 2,385 | 2,256 | 2,332 | 3,325 | 2,112 | 3,360 | 3,123 | 33,650 |
| 81 | 2,692 | 1,464 | 2,155 | 1,540 | 2,301 | 3,386 | 3,240 | 3,230 | 1,494 | 2,112 | 2,427 | 1,000 | 27,041 |
| 82 | 4,173 | 2,220 | 4,193 | 4,441 | 4,677 | 2,385 | 2,256 | 2,332 | 3,325 | 2,112 | 2,427 | 2,183 | 36,724 |
| 83 | 4,173 | 4,340 | 4,193 | 3,132 | 4,677 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 2,427 | 3,123 | 48,135 |
| 84 | 4,173 | 2,220 | 2,155 | 3,132 | 2,301 | 2,385 | 2,256 | 4,340 | 3,325 | 2,112 | 2,427 | 4,360 | 35,186 |
| 85 | 4,173 | 3,155 | 4,193 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 40,720 |
| 86 | 2,692 | 3,155 | 3,026 | 3,132 | 3,401 | 3,386 | 3,240 | 3,230 | 3,325 | 3,003 | 3,360 | 3,123 | 38,071 |
| 87 | 1,494 | 1,000 | 4,193 | 3,132 | 3,401 | 4,552 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 44,179 |
| 88 | 4,173 | 3,155 | 4,193 | 3,132 | 3,401 | 3,386 | 4,462 | 4,340 | 2,322 | 4,147 | 4,530 | 2,183 | 43,425 |
| 89 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 4,462 | 4,340 | 4,568 | 4,147 | 4,530 | 4,360 | 50,342 |
| 90 | 4,173 | 4,340 | 4,193 | 4,441 | 3,401 | 3,386 | 3,240 | 4,340 | 3,325 | 2,112 | 4,530 | 4,360 | 45,842 |
| 91 | 4,173 | 4,340 | 3,026 | 4,441 | 3,401 | 3,386 | 4,462 | 4,340 | 2,322 | 2,112 | 3,360 | 4,360 | 43,723 |

**Lampiran 7 Transformasi Data Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval Pemeliharaan Kerja** | | | | | | | | | | **Skor Total** |
| No | **x1.1** | **x1.2** | **x1.3** | **x1.4** | **x1.5** | **x1.6** | **x1.7** | **x1.8** | **x1.9** | **x1.10** |
| 1 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 2,418 | 1,689 | 3,200 | 30,985 |
| 2 | 4,587 | 4,475 | 3,517 | 3,517 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 43,416 |
| 3 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 4 | 3,492 | 3,149 | 3,517 | 3,517 | 2,500 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 32,991 |
| 5 | 2,565 | 2,067 | 2,579 | 2,406 | 2,500 | 2,323 | 2,525 | 2,418 | 2,479 | 2,200 | 24,061 |
| 6 | 3,492 | 4,475 | 4,709 | 3,517 | 4,380 | 3,243 | 4,627 | 4,688 | 2,479 | 2,200 | 37,809 |
| 7 | 2,565 | 4,475 | 4,709 | 3,517 | 2,500 | 3,243 | 2,525 | 3,442 | 3,486 | 4,493 | 34,956 |
| 8 | 3,492 | 3,149 | 2,579 | 2,406 | 2,500 | 2,323 | 2,525 | 3,442 | 3,486 | 3,200 | 29,102 |
| 9 | 3,492 | 3,149 | 2,579 | 3,517 | 2,500 | 2,323 | 2,525 | 2,418 | 3,486 | 3,200 | 29,188 |
| 10 | 3,492 | 2,067 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 32,725 |
| 11 | 3,492 | 2,067 | 4,709 | 2,406 | 1,662 | 2,323 | 3,446 | 2,418 | 3,486 | 4,493 | 30,502 |
| 12 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 33,807 |
| 13 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 14 | 3,492 | 4,475 | 2,579 | 2,406 | 3,316 | 3,243 | 3,446 | 3,442 | 2,479 | 3,200 | 32,077 |
| 15 | 4,587 | 2,067 | 3,517 | 4,731 | 2,500 | 4,400 | 2,525 | 3,442 | 2,479 | 4,493 | 34,742 |
| 16 | 3,492 | 4,475 | 3,517 | 3,517 | 4,380 | 4,400 | 3,446 | 3,442 | 4,731 | 4,493 | 39,893 |
| 17 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 33,807 |
| 18 | 4,587 | 4,475 | 3,517 | 3,517 | 4,380 | 3,243 | 3,446 | 4,688 | 4,731 | 4,493 | 41,077 |
| 19 | 2,565 | 4,475 | 3,517 | 3,517 | 2,500 | 3,243 | 3,446 | 3,442 | 2,479 | 3,200 | 32,383 |
| 20 | 2,565 | 3,149 | 3,517 | 2,406 | 2,500 | 2,323 | 2,525 | 2,418 | 3,486 | 2,200 | 27,089 |
| 21 | 3,492 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 44,726 |
| 22 | 4,587 | 4,475 | 2,579 | 2,406 | 1,000 | 1,000 | 2,525 | 3,442 | 3,486 | 2,200 | 27,702 |
| 23 | 2,565 | 4,475 | 3,517 | 4,731 | 3,316 | 3,243 | 3,446 | 4,688 | 3,486 | 3,200 | 36,667 |
| 24 | 3,492 | 3,149 | 2,579 | 2,406 | 2,500 | 2,323 | 3,446 | 3,442 | 3,486 | 3,200 | 30,022 |
| 25 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 26 | 4,587 | 3,149 | 2,579 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 33,964 |
| 27 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 28 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 30 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 31 | 4,587 | 4,475 | 4,709 | 4,731 | 3,316 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 44,758 |
| 32 | 3,492 | 4,475 | 4,709 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 2,479 | 3,200 | 35,318 |
| 33 | 2,565 | 4,475 | 3,517 | 3,517 | 2,500 | 2,323 | 2,525 | 3,442 | 3,486 | 3,200 | 31,550 |
| 34 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 3,243 | 3,446 | 3,442 | 4,731 | 4,493 | 42,238 |
| 35 | 2,565 | 3,149 | 2,579 | 2,406 | 2,500 | 2,323 | 2,525 | 2,418 | 3,486 | 3,200 | 27,150 |
| 36 | 2,565 | 3,149 | 3,517 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 3,486 | 3,200 | 38,742 |
| 37 | 2,565 | 3,149 | 3,517 | 2,406 | 2,500 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 30,953 |
| 38 | 4,587 | 3,149 | 1,763 | 2,406 | 2,500 | 2,323 | 1,689 | 2,418 | 3,486 | 3,200 | 27,520 |
| 39 | 2,565 | 3,149 | 1,763 | 2,406 | 3,316 | 2,323 | 1,689 | 3,442 | 3,486 | 3,200 | 27,338 |
| 40 | 3,492 | 3,149 | 2,579 | 3,517 | 2,500 | 3,243 | 3,446 | 3,442 | 2,479 | 3,200 | 31,045 |
| 41 | 4,587 | 3,149 | 4,709 | 4,731 | 4,380 | 3,243 | 3,446 | 4,688 | 3,486 | 4,493 | 40,913 |
| 42 | 4,587 | 4,475 | 3,517 | 3,517 | 4,380 | 2,323 | 4,627 | 3,442 | 4,731 | 4,493 | 40,093 |
| 43 | 3,492 | 4,475 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 4,688 | 3,486 | 3,200 | 36,379 |
| 44 | 3,492 | 3,149 | 2,579 | 2,406 | 2,500 | 2,323 | 2,525 | 2,418 | 2,479 | 2,200 | 26,070 |
| 45 | 4,587 | 4,475 | 3,517 | 3,517 | 2,500 | 2,323 | 4,627 | 4,688 | 4,731 | 4,493 | 39,458 |
| 46 | 3,492 | 3,149 | 4,709 | 4,731 | 4,380 | 3,243 | 3,446 | 2,418 | 2,479 | 4,493 | 36,539 |
| 47 | 2,565 | 3,149 | 3,517 | 3,517 | 3,316 | 2,323 | 2,525 | 3,442 | 3,486 | 3,200 | 31,040 |
| 48 | 2,565 | 2,067 | 3,517 | 3,517 | 4,380 | 4,400 | 4,627 | 3,442 | 3,486 | 4,493 | 36,494 |
| 49 | 4,587 | 4,475 | 3,517 | 3,517 | 3,316 | 4,400 | 4,627 | 3,442 | 3,486 | 4,493 | 39,861 |
| 50 | 4,587 | 4,475 | 4,709 | 4,731 | 3,316 | 3,243 | 3,446 | 3,442 | 4,731 | 4,493 | 41,174 |
| 51 | 2,565 | 3,149 | 3,517 | 3,517 | 2,500 | 4,400 | 3,446 | 3,442 | 3,486 | 3,200 | 33,221 |
| 52 | 3,492 | 2,067 | 2,579 | 2,406 | 1,662 | 2,323 | 2,525 | 2,418 | 1,689 | 2,200 | 23,361 |
| 53 | 4,587 | 3,149 | 3,517 | 4,731 | 4,380 | 4,400 | 4,627 | 2,418 | 3,486 | 3,200 | 38,495 |
| 54 | 3,492 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 3,442 | 3,486 | 3,200 | 40,942 |
| 55 | 2,565 | 3,149 | 3,517 | 2,406 | 2,500 | 3,243 | 3,446 | 4,688 | 4,731 | 4,493 | 34,738 |
| 56 | 4,587 | 4,475 | 3,517 | 4,731 | 4,380 | 4,400 | 3,446 | 3,442 | 4,731 | 4,493 | 42,203 |
| 57 | 2,565 | 3,149 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 3,200 | 41,179 |
| 58 | 4,587 | 4,475 | 4,709 | 2,406 | 2,500 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 41,617 |
| 59 | 4,587 | 3,149 | 3,517 | 2,406 | 4,380 | 2,323 | 2,525 | 4,688 | 4,731 | 4,493 | 36,800 |
| 60 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 61 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 62 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 45,822 |
| 63 | 4,587 | 3,149 | 3,517 | 4,731 | 4,380 | 3,243 | 3,446 | 4,688 | 4,731 | 4,493 | 40,965 |
| 64 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 4,400 | 4,627 | 4,688 | 4,731 | 3,200 | 38,635 |
| 65 | 4,587 | 4,475 | 4,709 | 3,517 | 3,316 | 4,400 | 4,627 | 3,442 | 4,731 | 4,493 | 42,298 |
| 66 | 2,565 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 2,418 | 2,479 | 4,493 | 39,277 |
| 67 | 4,587 | 4,475 | 2,579 | 2,406 | 4,380 | 4,400 | 4,627 | 3,442 | 4,731 | 3,200 | 38,827 |
| 68 | 4,587 | 4,475 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 4,493 | 37,523 |
| 69 | 4,587 | 3,149 | 2,579 | 2,406 | 2,500 | 4,400 | 4,627 | 4,688 | 4,731 | 4,493 | 38,160 |
| 70 | 2,565 | 3,149 | 2,579 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 31,942 |
| 71 | 2,565 | 3,149 | 2,579 | 2,406 | 3,316 | 2,323 | 2,525 | 2,418 | 2,479 | 3,200 | 26,959 |
| 72 | 3,492 | 4,475 | 2,579 | 2,406 | 2,500 | 3,243 | 4,627 | 4,688 | 3,486 | 4,493 | 35,989 |
| 73 | 4,587 | 4,475 | 3,517 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 3,486 | 4,493 | 43,385 |
| 74 | 3,492 | 2,067 | 2,579 | 3,517 | 4,380 | 4,400 | 3,446 | 3,442 | 3,486 | 2,200 | 33,008 |
| 75 | 2,565 | 4,475 | 4,709 | 4,731 | 4,380 | 3,243 | 4,627 | 4,688 | 4,731 | 4,493 | 42,643 |
| 76 | 2,565 | 4,475 | 4,709 | 3,517 | 2,500 | 2,323 | 2,525 | 3,442 | 3,486 | 3,200 | 32,742 |
| 77 | 1,494 | 3,149 | 1,763 | 2,406 | 2,500 | 3,243 | 2,525 | 2,418 | 1,689 | 4,493 | 25,680 |
| 78 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 33,807 |
| 79 | 2,565 | 2,067 | 3,517 | 3,517 | 1,662 | 1,540 | 2,525 | 1,603 | 2,479 | 1,494 | 22,969 |
| 80 | 2,565 | 3,149 | 3,517 | 3,517 | 2,500 | 3,243 | 2,525 | 2,418 | 2,479 | 2,200 | 28,112 |
| 81 | 4,587 | 2,067 | 1,763 | 3,517 | 3,316 | 1,540 | 1,689 | 1,603 | 2,479 | 2,200 | 24,760 |
| 82 | 2,565 | 4,475 | 3,517 | 3,517 | 1,662 | 2,323 | 3,446 | 3,442 | 3,486 | 4,493 | 32,927 |
| 83 | 4,587 | 4,475 | 4,709 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 2,200 | 36,422 |
| 84 | 2,565 | 3,149 | 4,709 | 3,517 | 3,316 | 3,243 | 4,627 | 3,442 | 2,479 | 4,493 | 35,539 |
| 85 | 3,492 | 3,149 | 2,579 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 32,869 |
| 86 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 3,243 | 3,446 | 3,442 | 3,486 | 3,200 | 33,807 |
| 87 | 3,492 | 3,149 | 3,517 | 3,517 | 3,316 | 4,400 | 4,627 | 4,688 | 3,486 | 4,493 | 38,684 |
| 88 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 4,627 | 4,688 | 3,486 | 3,200 | 43,284 |
| 89 | 4,587 | 3,149 | 3,517 | 4,731 | 4,380 | 4,400 | 4,627 | 2,418 | 2,479 | 3,200 | 37,487 |
| 90 | 4,587 | 4,475 | 4,709 | 4,731 | 4,380 | 4,400 | 3,446 | 3,442 | 3,486 | 2,200 | 39,857 |
| 91 | 2,565 | 2,067 | 4,709 | 4,731 | 4,380 | 2,323 | 4,627 | 4,688 | 4,731 | 4,493 | 39,314 |

**Lampiran 8 Transformasi Data Kesejahteraan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval Kesejahteraan Kerja** | | | | | | | | | | | | Total X2 |
| no | **x2.1** | **x2.2** | **x2.3** | **x2.4** | **x2.5** | **x2.6** | **x2.7** | **x2.8** | **x2.9** | **x2.10** | **x2.11** | **x2.12** |
| 1 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 2,479 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 38,575 |
| 2 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 4,245 | 3,501 | 2,150 | 3,415 | 4,667 | 4,549 | 4,667 | 43,773 |
| 3 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 4 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 2,150 | 2,500 | 3,459 | 3,208 | 3,381 | 37,789 |
| 5 | 2,092 | 2,232 | 2,041 | 2,133 | 1,953 | 2,053 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 32,511 |
| 6 | 4,287 | 2,232 | 2,041 | 2,133 | 1,953 | 2,053 | 2,479 | 2,150 | 2,500 | 2,467 | 2,067 | 2,293 | 28,655 |
| 7 | 4,287 | 3,126 | 3,070 | 2,133 | 1,953 | 3,012 | 2,479 | 2,150 | 3,415 | 3,459 | 3,208 | 3,381 | 35,673 |
| 8 | 2,959 | 2,232 | 2,041 | 2,133 | 1,953 | 2,053 | 3,501 | 3,043 | 2,500 | 3,459 | 3,208 | 3,381 | 32,462 |
| 9 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 2,053 | 3,501 | 3,043 | 2,500 | 2,467 | 2,067 | 2,293 | 33,174 |
| 10 | 2,959 | 3,126 | 2,041 | 2,133 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 36,273 |
| 11 | 2,959 | 4,321 | 4,308 | 3,100 | 4,302 | 2,053 | 4,753 | 4,282 | 4,529 | 4,667 | 3,208 | 3,381 | 45,863 |
| 12 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 1,662 | 3,459 | 3,208 | 3,381 | 36,517 |
| 13 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 14 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 2,150 | 4,529 | 4,667 | 4,549 | 3,381 | 42,368 |
| 15 | 4,287 | 4,321 | 2,041 | 4,329 | 4,302 | 4,245 | 3,501 | 3,043 | 1,662 | 4,667 | 2,067 | 4,667 | 43,132 |
| 16 | 4,287 | 4,321 | 3,070 | 3,100 | 4,302 | 4,245 | 3,501 | 4,282 | 4,529 | 3,459 | 4,549 | 4,667 | 48,312 |
| 17 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 38,269 |
| 18 | 4,287 | 4,321 | 4,308 | 3,100 | 4,302 | 3,012 | 4,753 | 3,043 | 3,415 | 4,667 | 4,549 | 3,381 | 47,137 |
| 19 | 4,287 | 4,321 | 3,070 | 3,100 | 4,302 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 42,098 |
| 20 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 2,053 | 2,479 | 2,150 | 2,500 | 2,467 | 3,208 | 2,293 | 32,401 |
| 21 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 3,459 | 4,549 | 4,667 | 52,031 |
| 22 | 4,287 | 1,540 | 3,070 | 2,133 | 4,302 | 1,000 | 3,501 | 3,043 | 3,415 | 1,603 | 4,549 | 4,667 | 37,110 |
| 23 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 2,479 | 3,043 | 3,415 | 3,459 | 4,549 | 3,381 | 39,916 |
| 24 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 39,597 |
| 25 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 3,501 | 3,043 | 4,529 | 3,459 | 3,208 | 3,381 | 46,912 |
| 26 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 4,549 | 4,667 | 40,897 |
| 27 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 28 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 12,000 |
| 30 | 4,287 | 4,321 | 1,000 | 1,000 | 2,997 | 2,053 | 1,689 | 1,640 | 2,500 | 2,467 | 3,208 | 3,381 | 30,543 |
| 31 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 32 | 4,287 | 3,126 | 4,308 | 4,329 | 2,997 | 3,012 | 3,501 | 2,150 | 2,500 | 2,467 | 3,208 | 1,494 | 37,378 |
| 33 | 4,287 | 3,126 | 4,308 | 3,100 | 4,302 | 3,012 | 3,501 | 4,282 | 3,415 | 3,459 | 4,549 | 3,381 | 44,720 |
| 34 | 4,287 | 4,321 | 4,308 | 4,329 | 2,997 | 3,012 | 4,753 | 3,043 | 3,415 | 4,667 | 3,208 | 4,667 | 47,007 |
| 35 | 4,287 | 3,126 | 2,041 | 2,133 | 1,953 | 3,012 | 3,501 | 3,043 | 2,500 | 2,467 | 2,067 | 3,381 | 33,509 |
| 36 | 4,287 | 4,321 | 4,308 | 3,100 | 4,302 | 4,245 | 4,753 | 3,043 | 3,415 | 3,459 | 4,549 | 4,667 | 48,448 |
| 37 | 2,959 | 2,232 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 2,500 | 2,467 | 3,208 | 3,381 | 35,469 |
| 38 | 4,287 | 2,232 | 3,070 | 3,100 | 2,997 | 3,012 | 2,479 | 1,000 | 3,415 | 3,459 | 3,208 | 2,293 | 34,552 |
| 39 | 4,287 | 3,126 | 2,041 | 2,133 | 2,997 | 1,461 | 3,501 | 3,043 | 2,500 | 2,467 | 3,208 | 2,293 | 33,056 |
| 40 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 38,269 |
| 41 | 2,959 | 4,321 | 3,070 | 4,329 | 2,997 | 3,012 | 4,753 | 3,043 | 4,529 | 3,459 | 4,549 | 3,381 | 44,402 |
| 42 | 4,287 | 4,321 | 3,070 | 3,100 | 1,953 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 3,208 | 4,667 | 47,083 |
| 43 | 4,287 | 4,321 | 3,070 | 3,100 | 4,302 | 3,012 | 3,501 | 4,282 | 3,415 | 3,459 | 3,208 | 3,381 | 43,337 |
| 44 | 2,959 | 2,232 | 2,041 | 2,133 | 1,953 | 2,053 | 2,479 | 2,150 | 2,500 | 2,467 | 2,067 | 2,293 | 27,327 |
| 45 | 4,287 | 3,126 | 3,070 | 3,100 | 4,302 | 4,245 | 3,501 | 3,043 | 2,500 | 2,467 | 3,208 | 3,381 | 40,228 |
| 46 | 4,287 | 4,321 | 4,308 | 4,329 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 2,067 | 2,293 | 41,031 |
| 47 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 4,667 | 4,549 | 4,667 | 42,105 |
| 48 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 2,053 | 3,501 | 4,282 | 4,529 | 4,667 | 4,549 | 3,381 | 42,213 |
| 49 | 4,287 | 4,321 | 4,308 | 3,100 | 2,997 | 3,012 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 49,472 |
| 50 | 4,287 | 4,321 | 4,308 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 4,667 | 43,317 |
| 51 | 2,092 | 2,232 | 3,070 | 4,329 | 4,302 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 4,667 | 40,330 |
| 52 | 2,959 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,479 | 1,000 | 1,000 | 1,603 | 3,208 | 2,293 | 19,542 |
| 53 | 4,287 | 4,321 | 2,041 | 3,100 | 2,997 | 4,245 | 4,753 | 4,282 | 3,415 | 3,459 | 4,549 | 3,381 | 44,829 |
| 54 | 2,959 | 3,126 | 3,070 | 4,329 | 4,302 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 4,549 | 3,381 | 42,145 |
| 55 | 4,287 | 4,321 | 4,308 | 3,100 | 2,997 | 2,053 | 3,501 | 3,043 | 4,529 | 4,667 | 4,549 | 3,381 | 44,734 |
| 56 | 4,287 | 2,232 | 2,041 | 2,133 | 4,302 | 4,245 | 4,753 | 4,282 | 2,500 | 3,459 | 3,208 | 4,667 | 42,109 |
| 57 | 4,287 | 4,321 | 3,070 | 4,329 | 4,302 | 4,245 | 3,501 | 3,043 | 4,529 | 4,667 | 4,549 | 4,667 | 49,511 |
| 58 | 2,092 | 3,126 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 3,208 | 3,381 | 47,222 |
| 59 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 3,043 | 3,415 | 4,667 | 3,208 | 3,381 | 48,259 |
| 60 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 3,012 | 3,501 | 4,282 | 4,529 | 3,459 | 3,208 | 3,381 | 46,918 |
| 61 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 62 | 4,287 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 53,240 |
| 63 | 4,287 | 4,321 | 3,070 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 3,208 | 3,381 | 49,375 |
| 64 | 2,959 | 2,232 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 3,459 | 4,549 | 2,293 | 46,240 |
| 65 | 4,287 | 4,321 | 2,041 | 2,133 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 48,777 |
| 66 | 2,092 | 2,232 | 3,070 | 3,100 | 4,302 | 4,245 | 3,501 | 3,043 | 3,415 | 4,667 | 4,549 | 3,381 | 41,597 |
| 67 | 2,959 | 4,321 | 4,308 | 4,329 | 4,302 | 2,053 | 3,501 | 4,282 | 4,529 | 4,667 | 4,549 | 4,667 | 48,467 |
| 68 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 4,245 | 4,753 | 4,282 | 2,500 | 2,467 | 2,067 | 4,667 | 41,560 |
| 69 | 4,287 | 2,232 | 2,041 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 2,500 | 3,459 | 3,208 | 3,381 | 43,019 |
| 70 | 4,287 | 3,126 | 3,070 | 2,133 | 2,997 | 3,012 | 2,479 | 2,150 | 3,415 | 2,467 | 4,549 | 3,381 | 37,065 |
| 71 | 2,959 | 3,126 | 2,041 | 2,133 | 2,997 | 3,012 | 2,479 | 3,043 | 2,500 | 3,459 | 2,067 | 2,293 | 32,108 |
| 72 | 4,287 | 3,126 | 3,070 | 4,329 | 4,302 | 4,245 | 3,501 | 2,150 | 1,662 | 2,467 | 4,549 | 3,381 | 41,069 |
| 73 | 2,959 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 3,043 | 3,415 | 4,667 | 4,549 | 4,667 | 49,558 |
| 74 | 2,092 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 2,500 | 3,459 | 3,208 | 3,381 | 36,487 |
| 75 | 1,494 | 4,321 | 4,308 | 2,133 | 4,302 | 2,053 | 2,479 | 1,640 | 2,500 | 3,459 | 4,549 | 4,667 | 37,905 |
| 76 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 4,245 | 3,501 | 3,043 | 3,415 | 4,667 | 4,549 | 4,667 | 44,666 |
| 77 | 4,287 | 4,321 | 3,070 | 1,521 | 2,997 | 3,012 | 1,689 | 1,640 | 2,500 | 2,467 | 3,208 | 3,381 | 34,093 |
| 78 | 4,287 | 4,321 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 4,529 | 4,667 | 3,208 | 3,381 | 43,115 |
| 79 | 2,959 | 2,232 | 2,041 | 2,133 | 1,953 | 2,053 | 1,689 | 3,043 | 2,500 | 3,459 | 3,208 | 2,293 | 29,564 |
| 80 | 2,092 | 2,232 | 2,041 | 1,521 | 1,953 | 2,053 | 2,479 | 1,640 | 2,500 | 2,467 | 2,067 | 2,293 | 25,338 |
| 81 | 2,959 | 1,540 | 2,041 | 2,133 | 1,953 | 2,053 | 2,479 | 2,150 | 2,500 | 2,467 | 2,067 | 2,293 | 26,635 |
| 82 | 4,287 | 4,321 | 3,070 | 3,100 | 4,302 | 3,012 | 2,479 | 3,043 | 2,500 | 2,467 | 4,549 | 3,381 | 40,510 |
| 83 | 2,092 | 3,126 | 4,308 | 3,100 | 2,997 | 3,012 | 2,479 | 1,640 | 1,662 | 2,467 | 4,549 | 4,667 | 36,099 |
| 84 | 2,959 | 2,232 | 4,308 | 3,100 | 1,953 | 4,245 | 3,501 | 2,150 | 2,500 | 4,667 | 3,208 | 2,293 | 37,116 |
| 85 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 2,479 | 2,150 | 3,415 | 3,459 | 4,549 | 3,381 | 37,695 |
| 86 | 2,959 | 3,126 | 3,070 | 3,100 | 2,997 | 3,012 | 3,501 | 3,043 | 3,415 | 3,459 | 3,208 | 3,381 | 38,269 |
| 87 | 4,287 | 3,126 | 3,070 | 3,100 | 2,997 | 4,245 | 4,753 | 1,000 | 4,529 | 4,667 | 4,549 | 4,667 | 44,990 |
| 88 | 2,959 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 3,043 | 3,415 | 4,667 | 4,549 | 4,667 | 49,558 |
| 89 | 2,959 | 4,321 | 4,308 | 4,329 | 4,302 | 4,245 | 4,753 | 3,043 | 3,415 | 4,667 | 3,208 | 3,381 | 46,931 |
| 90 | 2,092 | 2,232 | 4,308 | 4,329 | 2,997 | 3,012 | 3,501 | 4,282 | 4,529 | 4,667 | 3,208 | 4,667 | 43,825 |
| 91 | 4,287 | 2,232 | 2,041 | 4,329 | 4,302 | 4,245 | 4,753 | 4,282 | 4,529 | 3,459 | 3,208 | 4,667 | 46,335 |

**Lampiran 9 Transformasi Data perilaku Inovatif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | **Succesive Interval Perilaku Inovatif** | | | | | | | | | | Total X3 |
| **x3.1** | **x3.2** | **x3.3** | **x3.4** | **x3.5** | **x3.6** | **x3.7** | **x3.8** | **x3.9** | **x3.10** |
| 1 | 3,302 | 3,382 | 2,264 | 3,411 | 2,443 | 2,256 | 3,364 | 3,472 | 3,381 | 3,360 | 30,634 |
| 2 | 4,627 | 4,647 | 4,667 | 4,688 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 38,862 |
| 3 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 4 | 2,200 | 2,366 | 3,364 | 3,411 | 2,443 | 2,256 | 3,364 | 2,402 | 3,381 | 3,360 | 28,547 |
| 5 | 4,627 | 4,647 | 4,667 | 2,322 | 2,443 | 1,000 | 2,264 | 2,402 | 2,240 | 2,141 | 28,753 |
| 6 | 3,302 | 2,366 | 2,264 | 2,322 | 2,443 | 3,240 | 2,264 | 2,402 | 2,240 | 2,141 | 24,984 |
| 7 | 3,302 | 3,382 | 2,264 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 32,592 |
| 8 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 9 | 3,302 | 2,366 | 3,364 | 2,322 | 3,415 | 2,256 | 3,364 | 2,402 | 2,240 | 3,360 | 28,391 |
| 10 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 11 | 3,302 | 3,382 | 2,264 | 4,688 | 4,627 | 2,256 | 3,364 | 3,472 | 3,381 | 3,360 | 34,095 |
| 12 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 13 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 14 | 4,627 | 3,382 | 3,364 | 3,411 | 2,443 | 2,256 | 2,264 | 3,472 | 3,381 | 3,360 | 31,959 |
| 15 | 4,627 | 2,366 | 4,667 | 3,411 | 3,415 | 4,462 | 3,364 | 4,709 | 3,381 | 4,709 | 39,112 |
| 16 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 17 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 18 | 3,302 | 4,647 | 4,667 | 3,411 | 4,627 | 4,462 | 4,667 | 3,472 | 3,381 | 3,360 | 39,996 |
| 19 | 4,627 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 35,017 |
| 20 | 3,302 | 3,382 | 3,364 | 2,322 | 2,443 | 2,256 | 2,264 | 2,402 | 2,240 | 3,360 | 27,335 |
| 21 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 22 | 4,627 | 3,382 | 3,364 | 3,411 | 1,603 | 2,256 | 3,364 | 3,472 | 3,381 | 3,360 | 32,220 |
| 23 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 4,667 | 4,709 | 4,667 | 4,709 | 38,869 |
| 24 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 25 | 3,302 | 4,647 | 3,364 | 4,688 | 4,627 | 3,240 | 4,667 | 4,709 | 3,381 | 3,360 | 39,986 |
| 26 | 4,627 | 4,647 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 36,282 |
| 27 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 28 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 30 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 2,402 | 3,381 | 3,360 | 32,622 |
| 31 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 32 | 3,302 | 2,366 | 4,667 | 2,322 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 32,890 |
| 33 | 4,627 | 3,382 | 3,364 | 3,411 | 2,443 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 34,045 |
| 34 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 3,472 | 4,667 | 4,709 | 45,234 |
| 35 | 3,302 | 3,382 | 2,264 | 3,411 | 3,415 | 2,256 | 3,364 | 3,472 | 2,240 | 2,141 | 29,248 |
| 36 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 2,402 | 3,381 | 3,360 | 41,528 |
| 37 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 4,709 | 35,042 |
| 38 | 2,200 | 3,382 | 2,264 | 2,322 | 2,443 | 1,540 | 2,264 | 2,402 | 2,240 | 3,360 | 24,417 |
| 39 | 3,302 | 2,366 | 3,364 | 2,322 | 3,415 | 2,256 | 3,364 | 3,472 | 2,240 | 2,141 | 28,243 |
| 40 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 41 | 3,302 | 4,647 | 3,364 | 3,411 | 3,415 | 3,240 | 4,667 | 3,472 | 4,667 | 3,360 | 37,546 |
| 42 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 3,240 | 4,667 | 3,472 | 3,381 | 3,360 | 41,376 |
| 43 | 4,627 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 35,017 |
| 44 | 2,200 | 2,366 | 2,264 | 2,322 | 2,443 | 2,256 | 2,264 | 2,402 | 2,240 | 2,141 | 22,897 |
| 45 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 2,256 | 2,264 | 4,709 | 4,667 | 3,360 | 34,131 |
| 46 | 2,200 | 3,382 | 3,364 | 3,411 | 3,415 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 38,989 |
| 47 | 2,200 | 4,647 | 4,667 | 4,688 | 4,627 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 37,647 |
| 48 | 2,200 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 2,264 | 2,402 | 4,667 | 4,709 | 33,056 |
| 49 | 4,627 | 4,647 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 36,282 |
| 50 | 4,627 | 3,382 | 3,364 | 4,688 | 4,627 | 3,240 | 2,264 | 3,472 | 4,667 | 3,360 | 37,692 |
| 51 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 40,073 |
| 52 | 3,302 | 1,603 | 2,264 | 2,322 | 2,443 | 2,256 | 2,264 | 2,402 | 2,240 | 2,141 | 23,236 |
| 53 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 2,402 | 3,381 | 3,360 | 41,528 |
| 54 | 3,302 | 3,382 | 2,264 | 4,688 | 4,627 | 2,256 | 4,667 | 4,709 | 4,667 | 4,709 | 39,272 |
| 55 | 3,302 | 2,366 | 3,364 | 3,411 | 3,415 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 39,074 |
| 56 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 4,667 | 4,709 | 4,667 | 4,709 | 38,869 |
| 57 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 58 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 3,240 | 3,364 | 4,709 | 4,667 | 3,360 | 42,597 |
| 59 | 2,200 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 3,472 | 3,381 | 3,360 | 40,172 |
| 60 | 4,627 | 4,647 | 3,364 | 3,411 | 4,627 | 4,462 | 3,364 | 3,472 | 4,667 | 4,709 | 41,351 |
| 61 | 2,200 | 4,647 | 4,667 | 4,688 | 4,627 | 3,240 | 3,364 | 3,472 | 4,667 | 4,709 | 40,283 |
| 62 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 63 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 3,381 | 3,360 | 43,836 |
| 64 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 3,364 | 2,402 | 2,240 | 3,360 | 39,085 |
| 65 | 3,302 | 2,366 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 3,381 | 3,360 | 40,230 |
| 66 | 3,302 | 3,382 | 3,364 | 3,411 | 2,443 | 3,240 | 4,667 | 4,709 | 4,667 | 4,709 | 37,896 |
| 67 | 3,302 | 3,382 | 3,364 | 3,411 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 41,302 |
| 68 | 2,200 | 2,366 | 2,264 | 2,322 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 36,994 |
| 69 | 2,200 | 2,366 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 31,574 |
| 70 | 3,302 | 3,382 | 3,364 | 2,322 | 2,443 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 31,631 |
| 71 | 3,302 | 3,382 | 3,364 | 2,322 | 2,443 | 2,256 | 2,264 | 2,402 | 2,240 | 2,141 | 26,116 |
| 72 | 3,302 | 3,382 | 3,364 | 3,411 | 2,443 | 3,240 | 3,364 | 2,402 | 2,240 | 2,141 | 29,291 |
| 73 | 3,302 | 4,647 | 3,364 | 4,688 | 3,415 | 4,462 | 3,364 | 3,472 | 4,667 | 4,709 | 40,092 |
| 74 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 75 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 3,364 | 4,709 | 4,667 | 4,709 | 45,169 |
| 76 | 4,627 | 4,647 | 4,667 | 3,411 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 3,360 | 43,845 |
| 77 | 3,302 | 3,382 | 3,364 | 4,688 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 34,969 |
| 78 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 79 | 3,302 | 3,382 | 2,264 | 3,411 | 2,443 | 1,540 | 2,264 | 1,494 | 2,240 | 2,141 | 24,481 |
| 80 | 3,302 | 2,366 | 2,264 | 2,322 | 2,443 | 2,256 | 3,364 | 2,402 | 2,240 | 2,141 | 25,100 |
| 81 | 1,494 | 1,603 | 1,494 | 1,494 | 3,415 | 4,462 | 3,364 | 2,402 | 3,381 | 3,360 | 26,470 |
| 82 | 2,200 | 2,366 | 2,264 | 2,322 | 1,603 | 2,256 | 1,494 | 2,402 | 2,240 | 2,141 | 21,287 |
| 83 | 4,627 | 4,647 | 4,667 | 3,411 | 3,415 | 2,256 | 4,667 | 3,472 | 3,381 | 4,709 | 39,252 |
| 84 | 3,302 | 2,366 | 4,667 | 2,322 | 4,627 | 3,240 | 2,264 | 4,709 | 3,381 | 2,141 | 33,019 |
| 85 | 3,302 | 3,382 | 3,364 | 3,411 | 2,443 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 32,720 |
| 86 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 3,472 | 3,381 | 3,360 | 33,692 |
| 87 | 3,302 | 3,382 | 3,364 | 3,411 | 3,415 | 3,240 | 3,364 | 4,709 | 4,667 | 4,709 | 37,566 |
| 88 | 3,302 | 3,382 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 43,883 |
| 89 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |
| 90 | 4,627 | 3,382 | 3,364 | 3,411 | 3,415 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 41,416 |
| 91 | 4,627 | 4,647 | 4,667 | 4,688 | 4,627 | 4,462 | 4,667 | 4,709 | 4,667 | 4,709 | 46,472 |

**Lampiran 10 Uji Validitas Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y 1 | Y 2 | Y 3 | Y 4 | Y 5 | Y 6 | Y 7 | Y 8 | Y 9 | Y 10 | Y 11 | Y 12 | TOTAL Y |
| Y 1 | Pearson Correlation | 1 | ,695\*\* | ,621\*\* | ,572\*\* | ,675\*\* | ,665\*\* | ,563\*\* | ,436\* | ,838\*\* | ,780\*\* | ,719\*\* | ,743\*\* | ,827\*\* |
| Sig. (2-tailed) |  | <,001 | <,001 | <,001 | <,001 | <,001 | ,001 | ,016 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 2 | Pearson Correlation | ,695\*\* | 1 | ,631\*\* | ,580\*\* | ,584\*\* | ,724\*\* | ,543\*\* | ,572\*\* | ,747\*\* | ,776\*\* | ,743\*\* | ,748\*\* | ,838\*\* |
| Sig. (2-tailed) | <,001 |  | <,001 | <,001 | <,001 | <,001 | ,002 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 3 | Pearson Correlation | ,621\*\* | ,631\*\* | 1 | ,759\*\* | ,714\*\* | ,420\* | ,644\*\* | ,446\* | ,607\*\* | ,716\*\* | ,692\*\* | ,580\*\* | ,785\*\* |
| Sig. (2-tailed) | <,001 | <,001 |  | <,001 | <,001 | ,021 | <,001 | ,013 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 4 | Pearson Correlation | ,572\*\* | ,580\*\* | ,759\*\* | 1 | ,827\*\* | ,540\*\* | ,751\*\* | ,396\* | ,617\*\* | ,697\*\* | ,600\*\* | ,639\*\* | ,799\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 |  | <,001 | ,002 | <,001 | ,030 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 5 | Pearson Correlation | ,675\*\* | ,584\*\* | ,714\*\* | ,827\*\* | 1 | ,693\*\* | ,734\*\* | ,308 | ,737\*\* | ,769\*\* | ,614\*\* | ,725\*\* | ,837\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | ,098 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 6 | Pearson Correlation | ,665\*\* | ,724\*\* | ,420\* | ,540\*\* | ,693\*\* | 1 | ,631\*\* | ,404\* | ,748\*\* | ,779\*\* | ,726\*\* | ,840\*\* | ,819\*\* |
| Sig. (2-tailed) | <,001 | <,001 | ,021 | ,002 | <,001 |  | <,001 | ,027 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 7 | Pearson Correlation | ,563\*\* | ,543\*\* | ,644\*\* | ,751\*\* | ,734\*\* | ,631\*\* | 1 | ,329 | ,769\*\* | ,801\*\* | ,683\*\* | ,763\*\* | ,819\*\* |
| Sig. (2-tailed) | ,001 | ,002 | <,001 | <,001 | <,001 | <,001 |  | ,076 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 8 | Pearson Correlation | ,436\* | ,572\*\* | ,446\* | ,396\* | ,308 | ,404\* | ,329 | 1 | ,477\*\* | ,520\*\* | ,508\*\* | ,433\* | ,598\*\* |
| Sig. (2-tailed) | ,016 | <,001 | ,013 | ,030 | ,098 | ,027 | ,076 |  | ,008 | ,003 | ,004 | ,017 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 9 | Pearson Correlation | ,838\*\* | ,747\*\* | ,607\*\* | ,617\*\* | ,737\*\* | ,748\*\* | ,769\*\* | ,477\*\* | 1 | ,919\*\* | ,847\*\* | ,907\*\* | ,918\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,008 |  | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 10 | Pearson Correlation | ,780\*\* | ,776\*\* | ,716\*\* | ,697\*\* | ,769\*\* | ,779\*\* | ,801\*\* | ,520\*\* | ,919\*\* | 1 | ,906\*\* | ,888\*\* | ,954\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,003 | <,001 |  | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 11 | Pearson Correlation | ,719\*\* | ,743\*\* | ,692\*\* | ,600\*\* | ,614\*\* | ,726\*\* | ,683\*\* | ,508\*\* | ,847\*\* | ,906\*\* | 1 | ,818\*\* | ,886\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,004 | <,001 | <,001 |  | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y 12 | Pearson Correlation | ,743\*\* | ,748\*\* | ,580\*\* | ,639\*\* | ,725\*\* | ,840\*\* | ,763\*\* | ,433\* | ,907\*\* | ,888\*\* | ,818\*\* | 1 | ,906\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,017 | <,001 | <,001 | <,001 |  | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL Y | Pearson Correlation | ,827\*\* | ,838\*\* | ,785\*\* | ,799\*\* | ,837\*\* | ,819\*\* | ,819\*\* | ,598\*\* | ,918\*\* | ,954\*\* | ,886\*\* | ,906\*\* | 1 |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  |
| N | 30 | 30 | 30 | 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 11 Uji Validitas Pemeliharaan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1 1 | X1 2 | X1 3 | X1 4 | X1 5 | X1 6 | X1 7 | X1 8 | X1 9 | X1 10 | TOTAL X1 |
| X1 1 | Pearson Correlation | 1 | ,553\*\* | ,513\*\* | ,648\*\* | ,554\*\* | ,560\*\* | ,689\*\* | ,717\*\* | ,684\*\* | ,703\*\* | ,768\*\* |
| Sig. (2-tailed) |  | ,002 | ,004 | <,001 | ,001 | ,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 2 | Pearson Correlation | ,553\*\* | 1 | ,612\*\* | ,636\*\* | ,635\*\* | ,556\*\* | ,714\*\* | ,828\*\* | ,663\*\* | ,595\*\* | ,791\*\* |
| Sig. (2-tailed) | ,002 |  | <,001 | <,001 | <,001 | ,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 3 | Pearson Correlation | ,513\*\* | ,612\*\* | 1 | ,785\*\* | ,645\*\* | ,741\*\* | ,785\*\* | ,710\*\* | ,630\*\* | ,748\*\* | ,836\*\* |
| Sig. (2-tailed) | ,004 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 4 | Pearson Correlation | ,648\*\* | ,636\*\* | ,785\*\* | 1 | ,746\*\* | ,857\*\* | ,760\*\* | ,809\*\* | ,643\*\* | ,772\*\* | ,895\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 5 | Pearson Correlation | ,554\*\* | ,635\*\* | ,645\*\* | ,746\*\* | 1 | ,877\*\* | ,840\*\* | ,775\*\* | ,621\*\* | ,635\*\* | ,866\*\* |
| Sig. (2-tailed) | ,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 6 | Pearson Correlation | ,560\*\* | ,556\*\* | ,741\*\* | ,857\*\* | ,877\*\* | 1 | ,789\*\* | ,733\*\* | ,585\*\* | ,807\*\* | ,884\*\* |
| Sig. (2-tailed) | ,001 | ,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 7 | Pearson Correlation | ,689\*\* | ,714\*\* | ,785\*\* | ,760\*\* | ,840\*\* | ,789\*\* | 1 | ,850\*\* | ,681\*\* | ,691\*\* | ,912\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 8 | Pearson Correlation | ,717\*\* | ,828\*\* | ,710\*\* | ,809\*\* | ,775\*\* | ,733\*\* | ,850\*\* | 1 | ,761\*\* | ,703\*\* | ,920\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 9 | Pearson Correlation | ,684\*\* | ,663\*\* | ,630\*\* | ,643\*\* | ,621\*\* | ,585\*\* | ,681\*\* | ,761\*\* | 1 | ,759\*\* | ,818\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1 10 | Pearson Correlation | ,703\*\* | ,595\*\* | ,748\*\* | ,772\*\* | ,635\*\* | ,807\*\* | ,691\*\* | ,703\*\* | ,759\*\* | 1 | ,864\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL X1 | Pearson Correlation | ,768\*\* | ,791\*\* | ,836\*\* | ,895\*\* | ,866\*\* | ,884\*\* | ,912\*\* | ,920\*\* | ,818\*\* | ,864\*\* | 1 |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 12 Uji Validitas Kesejahteraan kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X2 1 | X2 2 | X2 3 | X2 4 | X2 5 | X2 6 | X2 7 | X2 8 | X2 9 | X2 10 | X2 11 | X2 12 | TOTAL X2 |
| X2 1 | Pearson Correlation | 1 | ,653\*\* | ,530\*\* | ,537\*\* | ,717\*\* | ,602\*\* | ,460\* | ,433\* | ,544\*\* | ,550\*\* | ,669\*\* | ,693\*\* | ,716\*\* |
| Sig. (2-tailed) |  | <,001 | ,003 | ,002 | <,001 | <,001 | ,010 | ,017 | ,002 | ,002 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 2 | Pearson Correlation | ,653\*\* | 1 | ,565\*\* | ,648\*\* | ,789\*\* | ,809\*\* | ,591\*\* | ,587\*\* | ,562\*\* | ,748\*\* | ,527\*\* | ,596\*\* | ,833\*\* |
| Sig. (2-tailed) | <,001 |  | ,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,001 | <,001 | ,003 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 3 | Pearson Correlation | ,530\*\* | ,565\*\* | 1 | ,871\*\* | ,716\*\* | ,580\*\* | ,824\*\* | ,773\*\* | ,727\*\* | ,637\*\* | ,665\*\* | ,561\*\* | ,868\*\* |
| Sig. (2-tailed) | ,003 | ,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | ,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 4 | Pearson Correlation | ,537\*\* | ,648\*\* | ,871\*\* | 1 | ,735\*\* | ,766\*\* | ,788\*\* | ,770\*\* | ,563\*\* | ,714\*\* | ,534\*\* | ,616\*\* | ,889\*\* |
| Sig. (2-tailed) | ,002 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | ,001 | <,001 | ,002 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 5 | Pearson Correlation | ,717\*\* | ,789\*\* | ,716\*\* | ,735\*\* | 1 | ,586\*\* | ,757\*\* | ,752\*\* | ,641\*\* | ,598\*\* | ,682\*\* | ,761\*\* | ,869\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 6 | Pearson Correlation | ,602\*\* | ,809\*\* | ,580\*\* | ,766\*\* | ,586\*\* | 1 | ,577\*\* | ,564\*\* | ,538\*\* | ,814\*\* | ,536\*\* | ,654\*\* | ,824\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | ,001 | ,002 | <,001 | ,002 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 7 | Pearson Correlation | ,460\* | ,591\*\* | ,824\*\* | ,788\*\* | ,757\*\* | ,577\*\* | 1 | ,861\*\* | ,667\*\* | ,750\*\* | ,657\*\* | ,712\*\* | ,871\*\* |
| Sig. (2-tailed) | ,010 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 8 | Pearson Correlation | ,433\* | ,587\*\* | ,773\*\* | ,770\*\* | ,752\*\* | ,564\*\* | ,861\*\* | 1 | ,688\*\* | ,622\*\* | ,614\*\* | ,707\*\* | ,845\*\* |
| Sig. (2-tailed) | ,017 | <,001 | <,001 | <,001 | <,001 | ,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 9 | Pearson Correlation | ,544\*\* | ,562\*\* | ,727\*\* | ,563\*\* | ,641\*\* | ,538\*\* | ,667\*\* | ,688\*\* | 1 | ,594\*\* | ,777\*\* | ,636\*\* | ,784\*\* |
| Sig. (2-tailed) | ,002 | ,001 | <,001 | ,001 | <,001 | ,002 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 10 | Pearson Correlation | ,550\*\* | ,748\*\* | ,637\*\* | ,714\*\* | ,598\*\* | ,814\*\* | ,750\*\* | ,622\*\* | ,594\*\* | 1 | ,616\*\* | ,677\*\* | ,844\*\* |
| Sig. (2-tailed) | ,002 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 11 | Pearson Correlation | ,669\*\* | ,527\*\* | ,665\*\* | ,534\*\* | ,682\*\* | ,536\*\* | ,657\*\* | ,614\*\* | ,777\*\* | ,616\*\* | 1 | ,823\*\* | ,750\*\* |
| Sig. (2-tailed) | <,001 | ,003 | <,001 | ,002 | <,001 | ,002 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 12 | Pearson Correlation | ,693\*\* | ,596\*\* | ,561\*\* | ,616\*\* | ,761\*\* | ,654\*\* | ,712\*\* | ,707\*\* | ,636\*\* | ,677\*\* | ,823\*\* | 1 | ,789\*\* |
| Sig. (2-tailed) | <,001 | <,001 | ,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL X2 | Pearson Correlation | ,716\*\* | ,833\*\* | ,868\*\* | ,889\*\* | ,869\*\* | ,824\*\* | ,871\*\* | ,845\*\* | ,784\*\* | ,844\*\* | ,750\*\* | ,789\*\* | 1 |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  |
| N | 30 | 30 | 30 | 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 13 Uji Validitas Perilaku Inovatif**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3 1 | X3 2 | X3 3 | X3 4 | X3 5 | X3 6 | X3 7 | X3 8 | X3 9 | X3 10 | TOTAL X3 |
| X3 1 | Pearson Correlation | 1 | ,770\*\* | ,797\*\* | ,683\*\* | ,530\*\* | ,528\*\* | ,589\*\* | ,725\*\* | ,695\*\* | ,724\*\* | ,791\*\* |
| Sig. (2-tailed) |  | <,001 | <,001 | <,001 | ,003 | ,003 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 2 | Pearson Correlation | ,770\*\* | 1 | ,763\*\* | ,783\*\* | ,714\*\* | ,534\*\* | ,739\*\* | ,716\*\* | ,739\*\* | ,649\*\* | ,836\*\* |
| Sig. (2-tailed) | <,001 |  | <,001 | <,001 | <,001 | ,002 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 3 | Pearson Correlation | ,797\*\* | ,763\*\* | 1 | ,664\*\* | ,644\*\* | ,611\*\* | ,709\*\* | ,685\*\* | ,704\*\* | ,762\*\* | ,828\*\* |
| Sig. (2-tailed) | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 4 | Pearson Correlation | ,683\*\* | ,783\*\* | ,664\*\* | 1 | ,816\*\* | ,729\*\* | ,863\*\* | ,873\*\* | ,909\*\* | ,831\*\* | ,922\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 5 | Pearson Correlation | ,530\*\* | ,714\*\* | ,644\*\* | ,816\*\* | 1 | ,790\*\* | ,856\*\* | ,773\*\* | ,762\*\* | ,753\*\* | ,871\*\* |
| Sig. (2-tailed) | ,003 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 6 | Pearson Correlation | ,528\*\* | ,534\*\* | ,611\*\* | ,729\*\* | ,790\*\* | 1 | ,804\*\* | ,792\*\* | ,789\*\* | ,795\*\* | ,842\*\* |
| Sig. (2-tailed) | ,003 | ,002 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 7 | Pearson Correlation | ,589\*\* | ,739\*\* | ,709\*\* | ,863\*\* | ,856\*\* | ,804\*\* | 1 | ,873\*\* | ,909\*\* | ,880\*\* | ,932\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 8 | Pearson Correlation | ,725\*\* | ,716\*\* | ,685\*\* | ,873\*\* | ,773\*\* | ,792\*\* | ,873\*\* | 1 | ,913\*\* | ,897\*\* | ,934\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 9 | Pearson Correlation | ,695\*\* | ,739\*\* | ,704\*\* | ,909\*\* | ,762\*\* | ,789\*\* | ,909\*\* | ,913\*\* | 1 | ,931\*\* | ,944\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 10 | Pearson Correlation | ,724\*\* | ,649\*\* | ,762\*\* | ,831\*\* | ,753\*\* | ,795\*\* | ,880\*\* | ,897\*\* | ,931\*\* | 1 | ,929\*\* |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  | <,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL X3 | Pearson Correlation | ,791\*\* | ,836\*\* | ,828\*\* | ,922\*\* | ,871\*\* | ,842\*\* | ,932\*\* | ,934\*\* | ,944\*\* | ,929\*\* | 1 |
| Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 14 Uji Reliabilitas Produktivitas Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,957 | 12 |

**Lampiran 15 Uji Reliabilitas Pemeliharaan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,958 | 10 |

**Lampiran 16 Uji Reliabilitas Kesejahteraan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,958 | 12 |

**Lampiran 17 Uji Reliabilitas Perilaku Inovatif**

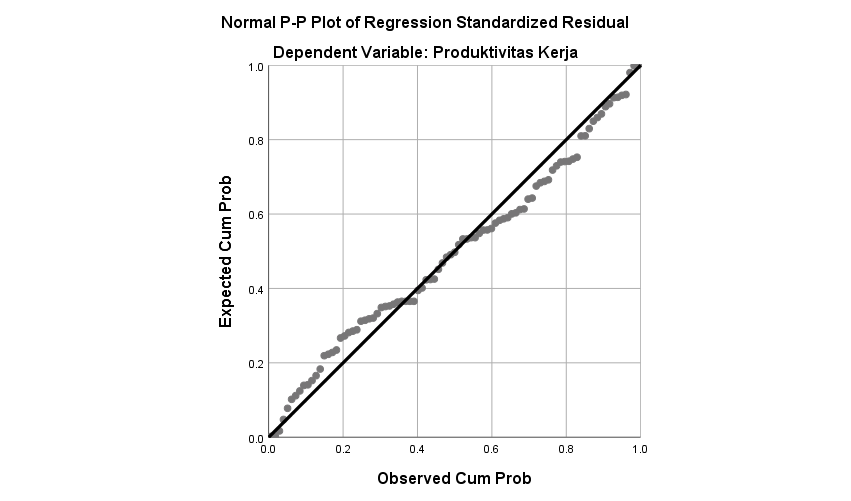
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,967 | 10 |

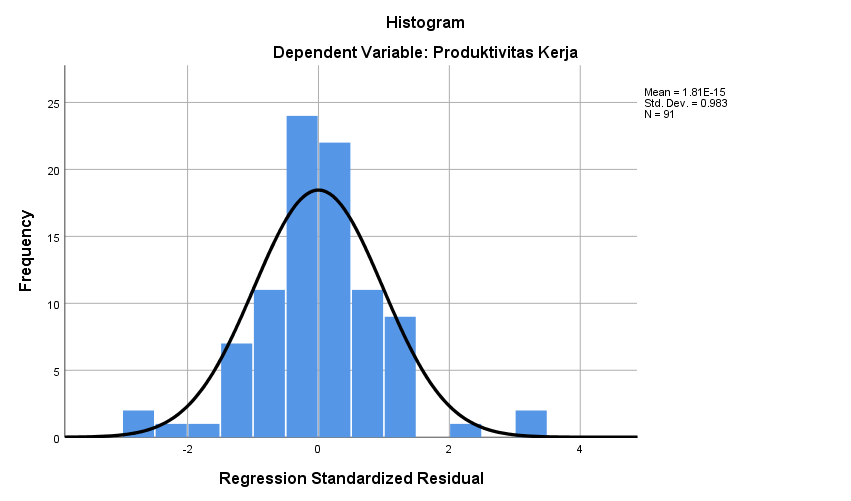
**Lampiran 18 Uji Statistik Deskriptive**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Pemeliharaan Kerja | 91 | 10 | 50 | 41.03 | 6.585 |
| Kesejahteraan Kerja | 91 | 10 | 50 | 40.91 | 6.826 |
| Perilaku Inovatif | 91 | 10 | 50 | 41.41 | 6.477 |
| Produktivitas Kerja | 91 | 12 | 60 | 49.65 | 7.772 |
| Valid N (listwise) | 91 |  |  |  |  |

**Lampiran 19 Uji Normalitas**

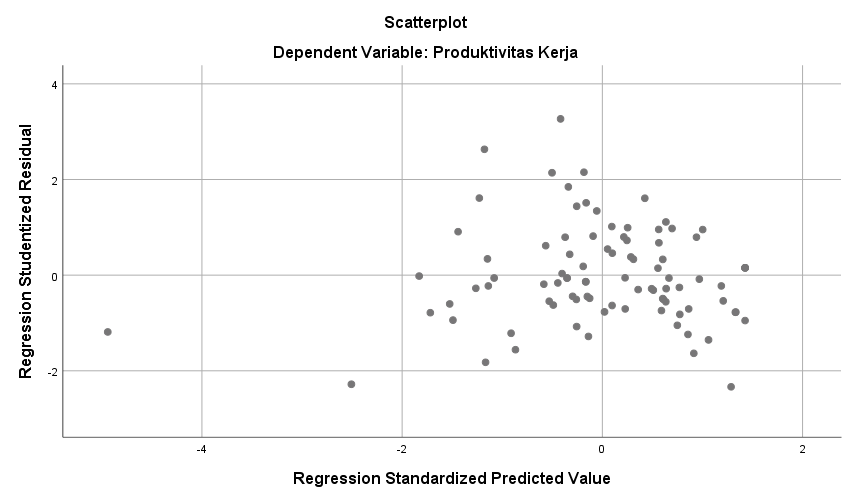
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 91 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .09180738 |
| Most Extreme Differences | Absolute | .079 |
| Positive | .079 |
| Negative | -.076 |
| Test Statistic | | .079 |
| 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 20 Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Pemeliharaan Kerja | .275 | 3.642 |
| Kesejahteraan Kerja | .285 | 3.507 |
| Perilaku Inovatif | .251 | 3.988 |
| a. Dependent Variable: Produktivitas Kerja | | | |

**Lampiran 21 Uji Heteroskedasitisitas**

**Lampiran 22 Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.688 | .073 |  | 36.618 | .000 |
| Pemeliharaan Kerja | .015 | .003 | .473 | 4.672 | .000 |
| Kesejahteraan Kerja | .010 | .003 | .321 | 3.212 | .002 |
| Perilaku Inovatif | .004 | .004 | .134 | 1.209 | .230 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |

**Lampiran 23 Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.534 | .256 |  | 5.994 | .000 |
| Pemeliharaan Kerja | .010 | .003 | .326 | 3.635 | .000 |
| Kesejahteraan Kerja | .006 | .003 | .187 | 2.125 | .036 |
| Perilaku Inovatif | .457 | .096 | .444 | 4.736 | .000 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |

**Lampiran 24 Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 3.200 | 3 | 1.067 | 122.345 | .000b |
| Residual | .759 | 87 | .009 |  |  |
| Total | 3.959 | 90 |  |  |  |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Perilaku Inovatif, Kesejahteraan Kerja, Pemeliharaan Kerja | | | | | | |

**Lampiran 25 Analisi Koefisien Determinasi**

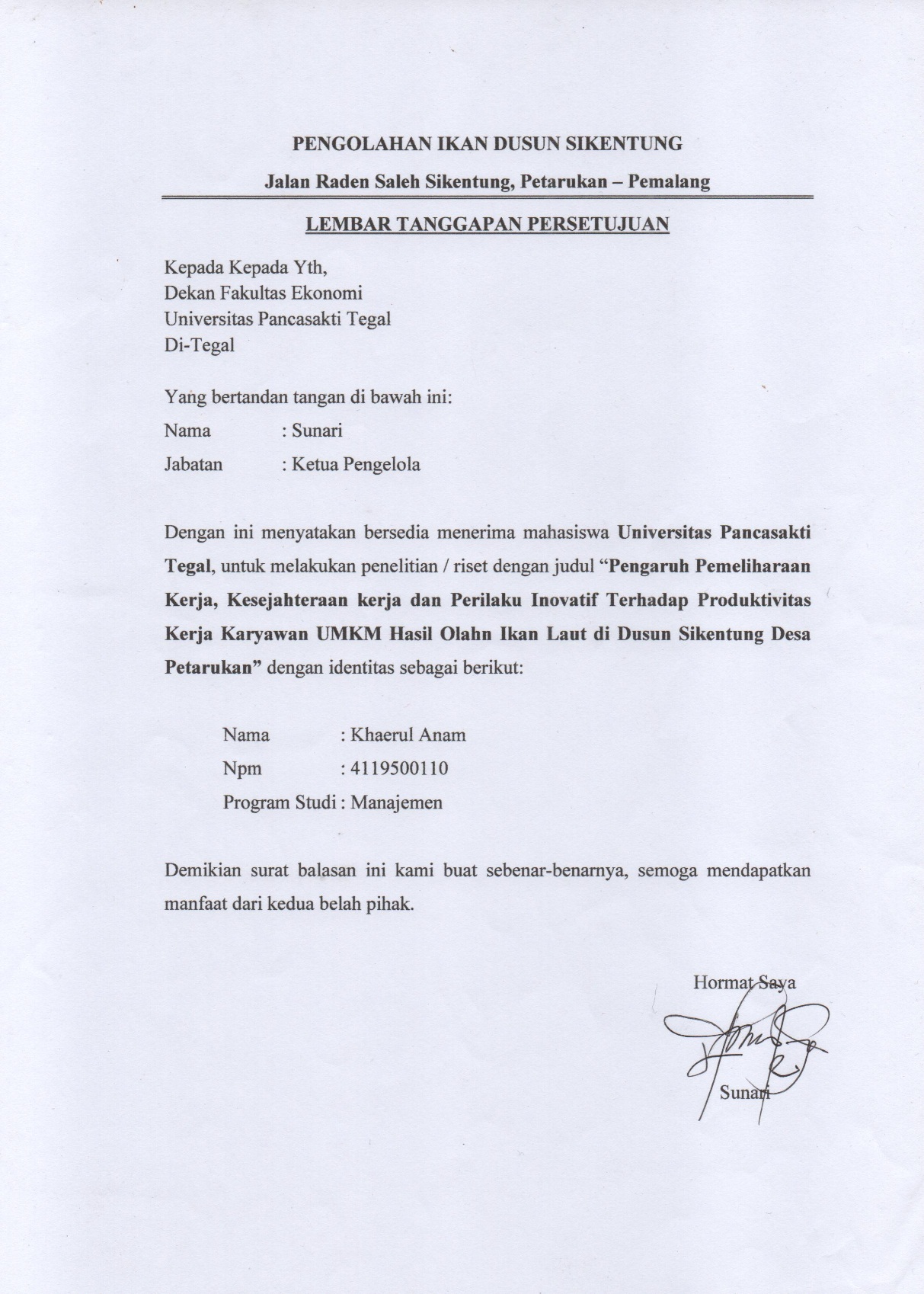
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .899a | .808 | .802 | .09338 | 1.872 |
| a. Predictors: (Constant), Perilaku Inovatif, Kesejahteraan Kerja, Pemeliharaan Kerja | | | | | |
| b. Dependent Variable: Produktivitas Kerja | | | | | |

**Lampiran 26 Tabel r**

Titik Persentase Distribusi r (df = 25 – 100)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
| 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| Ti ngkat signifikansi untuk uji dua arah | | | | |
| 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 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 |
| 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 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78 | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79 | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80 | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81 | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82 | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83 | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84 | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85 | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| 86 | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| 87 | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| 88 | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| 89 | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| 90 | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| 91 | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| 92 | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| 93 | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| 94 | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| 95 | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| 96 | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| 97 | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| 98 | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| 99 | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| 100 | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

**Lampiran 27 Surat Izin peneliti**

****Lampiran 28 Surat Persetujuan Penelitian**