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# LAMPIRAN

**Lampiran 1**

Kuesioner Penelitian

|  |
| --- |
| Perihal : Permohonan Pengisian Kuesioner  Judul penelitian : Pengaruh Budaya Kerja, Sikap Kerja Dan Karakteristik Individu Terhadap Kinerja Pegawai Aparatur Sipil Negara (ASN) Pada Dinas Pendidikan Dan Kebudayaan Kabupaten Tegal. |
| Kepada Yth. Bapak/Ibu/Saudara Responden |
| Di Tempat  Dengan hormat,  Dalam rangka menyelesaikan penelitian, saya Fazrin Agustiani (4119500034) mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang kami sediakan.  Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini, saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian, setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terima kasih.  Hormat saya    Fazrin Agustiani |

**Lampiran 2**

**KARAKTERISTIK RESPONDEN**

1. PETUNJUK PENGISIAN
2. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi keseluruhan yang ada.
3. Beri tanda (√) pada kolom yang tersedia.
4. DATA RESPONDEN
5. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SLTP/sederajat

SLTA/sederajat

D3/Diploma

S1/Strata

S2

1. Umur : 25-35 tahun

36-40 tahun

41-45 tahun

>45 tahun

1. KETERANGAN JAWABAN

Sangat setuju (SS)

Setuju (S)

Netral (N)

Tidak setuju (TS)

Sangat tidak setuju (STS)

1. Pertanyaan Variabel Kinerja Y

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
|  |  | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya selalu menaati perintah yang diberikan oleh pimpinan |  |  |  |  |  |
| 2 | Saya selalu melaksanakan pekerjaan dengan baik |  |  |  |  |  |
| 3 | Saya menyelesaikan pekerjaan dengan penuh tanggung jawab |  |  |  |  |  |
| 4 | Saya mampu menampilkan hasil kerja yang baik secara konsisten |  |  |  |  |  |
| 5 | Saya mengerjakan pekerjaan secara cepat dan tepat waktu |  |  |  |  |  |
| 6 | Saya selalu tanggung jawab atas keputusan yang di ambil |  |  |  |  |  |
| 7 | Saya menaati peraturan di tempat bekerja |  |  |  |  |  |
| 8 | Saya tidak semena-mena dengan jabatan yang dimiliki |  |  |  |  |  |
| 9 | Saya mampu bekerja sama dengan kompak dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10 | Saya melakukan pekerjaan tanpa menunggu perintah atasan |  |  |  |  |  |
| 11 | Saya mampu mengarahkan sesama rekan kerja dalam menyelesaikan pekerjaan secara maksimal |  |  |  |  |  |

1. Pertanyaan Variabel Budaya Kerja X1

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
|  |  | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pimpinan memberikan arahan dan komunikasi yang jelas dan rinci mengenai pekerjaan yang harus saya lakukan |  |  |  |  |  |
| 2 | Saya bertanggung jawab dalam melaksanakan pekerjaan sesuai dengan tugas dan perintah yang diberikan |  |  |  |  |  |
| 3 | Saya bersikap tegas dalam mengambil keputusan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya dituntut untuk berani mengambil risiko yang telah di ambil |  |  |  |  |  |
| 5 | Saya senantiasa datang tepat pada waktunya dan disiplin waktu agar pekerjaan terselesaikan dengan baik |  |  |  |  |  |
| 6 | Saya memiliki komitmen untuk bekerja dengan baik dan bertanggung jawab |  |  |  |  |  |
| 7 | Saya saling kerja sama dengan rekan kerja yang lain dalam menjalankan pekerjaan |  |  |  |  |  |
| 8 | Saya memiliki rasa percaya diri dalam mengerjakan pekerjaan yang baru dan memberikan hasil terbaik dari setiap pekerjaan yang diberikan pimpinan |  |  |  |  |  |
| 9 | Pimpinan mengawasi pekerjaan yang dilakukan oleh saya |  |  |  |  |  |
| 10 | Saya selalu mengikuti aturan yang berlaku yang telah ditetapkan oleh instansi |  |  |  |  |  |

1. Pertanyaan Variabel Sikap Kerja (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
|  |  | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Tempat kerja saya mempunyai penerangan yang terang |  |  |  |  |  |
| 2 | Saya dapat berinteraksi baik dengan rekan kerja |  |  |  |  |  |
| 3 | Pimpinan melakukan pengawasan dengan mengoreksi jika terdapat kesalahan saya dalam bekerja |  |  |  |  |  |
| 4 | Saya bekerja sama dengan rekan kerja supaya dapat meningkatkan kinerja yang lebih baik |  |  |  |  |  |
| 5 | Saya mempunyai motivasi untuk mencapai kemajuan karir di instansi ini |  |  |  |  |  |
| 6 | Keamanan ditempat kerja sudah mampu membuat saya bekerja dengan nyaman |  |  |  |  |  |
| 7 | Saya memperoleh ketenangan kerja dari kondisi lingkungan kerja kondusif |  |  |  |  |  |
| 8 | Saya senang karena pekerjaan didukung dengan fasilitas yang diberikan instansi |  |  |  |  |  |
| 9 | Saya menerima tunjangan yang sesuai, berdasarkan tanggung jawab pekerjaan yang diberikan kepada saya |  |  |  |  |  |

1. Pertanyaan Variabel Karakteristik Individu (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
|  |  | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pekerjaan sudah sesuai dengan pengetahuan yang saya miliki |  |  |  |  |  |
| 2 | Saya menguasai ketrampilan yang baik dalam melaksanakan perkerjaan saya |  |  |  |  |  |
| 3 | Saya merasa senang jika hasil pekerjaan yang memuaskan |  |  |  |  |  |
| 4 | Terjalin hubungan yang baik antara rekan kerja dan pimpinan |  |  |  |  |  |
| 5 | Saya merasa senang jika pekerjaan tidak mempengaruhi dalam keluarga |  |  |  |  |  |
| 6 | Saya merasa semangat jika kelompok kerja bisa dapat bekerja sama dalam melakukan pekerjaan |  |  |  |  |  |
| 7 | Saya merasa senang dan bersemangat bekerja di instansi |  |  |  |  |  |
| 8 | Saya diberikan kesempatan dalam mengembangkan kemampuan diri |  |  |  |  |  |
| 9 | Saya diberikan proses pembelajaran agar pekerjaan yang diberikan sesuai dengan standar kerja yang diinginkan |  |  |  |  |  |

**Lampiran 3**

**Tabulasi Data Hasil Penelitian Variabel Budaya Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | | | | | | | | | | Total |
| Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | Skor |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 7 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 8 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 10 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 12 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 13 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 15 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 25 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 26 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 27 | 3 | 5 | 4 | 4 | 4 | 4 | 6 | 6 | 4 | 4 | 44 |
| 28 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 41 |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 30 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 31 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 44 |
| 34 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 36 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 40 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 39 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 40 |
| 41 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 46 |
| 42 | 5 | 4 | 4 | 1 | 2 | 4 | 1 | 4 | 4 | 3 | 32 |
| 43 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 44 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 45 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 46 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 40 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 48 | 5 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 38 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 46 |
| 50 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 52 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 53 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 38 |
| 56 | 4 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 33 |
| 57 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 44 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 47 |
| 59 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 41 |
| 60 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 38 |
| 61 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 62 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 63 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 42 |
| 64 | 5 | 4 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 44 |
| 65 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 66 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 68 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 69 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 34 |
| 70 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 45 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 72 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 74 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | **42** |
| 76 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | **40** |
| 77 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | **43** |
| 78 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | **40** |
| 79 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| 80 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| 81 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | **47** |
| 82 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | **46** |
| 83 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| 84 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | **41** |

**Lampiran 4**

**Data Hasil Penelitian Variabel Sikap Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | | | | | | | | | total |
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | skor |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 8 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 36 |
| 9 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 10 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 11 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 13 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 15 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 19 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 20 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 39 |
| 21 | 4 | 4 | 5 | 4 | 1 | 5 | 4 | 4 | 5 | 36 |
| 22 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 39 |
| 23 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 24 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 39 |
| 25 | 5 | 5 | 4 | 4 | 1 | 4 | 5 | 5 | 4 | 37 |
| 26 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 27 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 28 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 35 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 33 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 42 |
| 34 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 36 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 37 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 38 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 40 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 39 |
| 41 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 39 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 44 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 38 |
| 45 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 37 |
| 46 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 39 |
| 47 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 48 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |
| 49 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 50 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 51 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 41 |
| 52 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 40 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 54 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 57 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 39 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 60 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 39 |
| 61 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 36 |
| 62 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 42 |
| 63 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 65 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 66 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 38 |
| 67 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 68 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 42 |
| 69 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 72 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 40 |
| 73 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 40 |
| 74 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 38 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 76 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 39 |
| 78 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 79 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 80 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 81 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 38 |
| 82 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 84 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 41 |
| 76 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 39 |
| 77 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 37 |
| 78 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 79 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 36 |
| 80 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 3 | 39 |
| 81 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 36 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 84 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |

**Lampiran 5**

**Tabulasi Data Hasil Penelitian Variabel Karakteristik Individu X3**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| no. | Pernyataan | | | | | | | | | Total |
| reponden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | skor |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 6 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 42 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 9 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 10 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 39 |
| 11 | 4 | 4 | 5 | 4 | 1 | 4 | 4 | 4 | 5 | 35 |
| 12 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 38 |
| 13 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 42 |
| 14 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 40 |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 19 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 21 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 40 |
| 22 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 36 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 24 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 38 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 28 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 34 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 30 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 36 |
| 31 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 32 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 37 |
| 33 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 42 |
| 34 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 37 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 40 |
| 38 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 39 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 43 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 5 | 4 | 36 |
| 44 | 5 | 4 | 4 | 4 | 1 | 5 | 5 | 5 | 4 | 37 |
| 45 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 47 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 39 |
| 48 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 40 |
| 49 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 52 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 39 |
| 53 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 41 |
| 54 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 39 |
| 55 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 37 |
| 56 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 57 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 36 |
| 58 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 3 | 39 |
| 59 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 36 |
| 60 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 41 |
| 61 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 62 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 37 |
| 63 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 64 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 39 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 66 | 5 | 5 | 5 | 5 | 1 | 4 | 4 | 4 | 5 | 38 |
| 67 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 70 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 39 |
| 71 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 72 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 40 |
| 73 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 74 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 40 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 76 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 77 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 4 | 39 |
| 78 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 37 |
| 79 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 80 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 38 |
| 81 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 82 | ~~4~~ | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 41 |
| 83 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 84 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |

**Lampiran 6**

**Tabulasi Data hasil penelitian variabel kinerja Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | | | | | | | | | | | Total |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Skor |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 44 |
| 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 52 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 52 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 48 |
| 8 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 11 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 49 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 46 |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 16 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 17 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 18 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 19 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 51 |
| 20 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 50 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 49 |
| 23 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |
| 24 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |
| 25 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 42 |
| 28 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 45 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 31 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 47 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 33 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 47 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 48 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 36 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 46 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 39 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 42 |
| 40 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 |
| 42 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 43 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 51 |
| 44 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 47 |
| 45 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 46 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 49 |
| 47 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 49 |
| 48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 49 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 47 |
| 50 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 44 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 52 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 46 |
| 53 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 49 |
| 54 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 55 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 56 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 58 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 |
| 59 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 48 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 41 |
| 61 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 47 |
| 62 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 46 |
| 63 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 44 |
| 64 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 65 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 46 |
| 66 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 67 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 3 | 3 | 44 |
| 68 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 46 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 42 |
| 70 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 46 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 52 |
| 72 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 50 |
| 74 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 48 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 76 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 77 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 48 |
| 78 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 79 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 80 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 81 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 51 |
| 82 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 50 |
| 83 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 47 |
| 84 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 49 |

**Lampiran 7**

**Data hasil MSI variabel budaya kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Succesive Interval | | | | | | | | | | Total\_X1 |
|  |  | | | | | | | | | |
| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 2 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 3 | 2.349 | 2.374 | 2.267 | 3.270 | 3.757 | 4.563 | 4.988 | 4.894 | 2.498 | 3.835 | 34.795 |
| 4 | 2.349 | 2.374 | 1.000 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 26.640 |
| 5 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 6 | 3.806 | 3.778 | 3.657 | 3.270 | 3.757 | 3.302 | 4.988 | 3.409 | 2.498 | 3.835 | 36.300 |
| 7 | 3.806 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.229 |
| 8 | 3.806 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.229 |
| 9 | 3.806 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.229 |
| 10 | 3.806 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.229 |
| 11 | 2.349 | 2.374 | 2.267 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 30.382 |
| 12 | 3.806 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 4.894 | 2.498 | 2.418 | 34.715 |
| 13 | 2.349 | 3.778 | 2.267 | 3.270 | 3.757 | 3.302 | 4.988 | 3.409 | 2.498 | 3.835 | 33.453 |
| 14 | 2.349 | 2.374 | 2.267 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 30.382 |
| 15 | 2.349 | 2.374 | 2.267 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 30.382 |
| 16 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 17 | 2.349 | 3.778 | 2.267 | 3.270 | 2.542 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 30.572 |
| 18 | 2.349 | 2.374 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 3.965 | 2.418 | 33.239 |
| 19 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 20 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 21 | 3.806 | 3.778 | 2.267 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.244 |
| 22 | 2.349 | 3.778 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.177 |
| 23 | 2.349 | 3.778 | 3.657 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.177 |
| 24 | 2.349 | 3.778 | 2.267 | 3.270 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 31.787 |
| 25 | 3.806 | 3.778 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 30.768 |
| 26 | 1.000 | 3.778 | 2.267 | 3.270 | 2.542 | 3.302 | 4.988 | 4.894 | 2.498 | 2.418 | 30.957 |
| 27 | 1.000 | 3.778 | 2.267 | 3.270 | 2.542 | 3.302 | 6.000 | 6.000 | 2.498 | 2.418 | 33.075 |
| 28 | 2.349 | 2.374 | 2.267 | 4.673 | 2.542 | 4.563 | 3.478 | 3.409 | 1.000 | 2.418 | 29.072 |
| 29 | 3.806 | 3.778 | 2.267 | 3.270 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 39.123 |
| 30 | 2.349 | 2.374 | 1.000 | 3.270 | 1.751 | 3.302 | 3.478 | 1.996 | 2.498 | 2.418 | 24.436 |
| 31 | 2.349 | 2.374 | 1.000 | 3.270 | 1.751 | 3.302 | 3.478 | 1.996 | 2.498 | 2.418 | 24.436 |
| 32 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 33 | 3.806 | 3.778 | 3.657 | 3.270 | 2.542 | 2.281 | 4.988 | 4.894 | 2.498 | 2.418 | 34.132 |
| 34 | 2.349 | 2.374 | 2.267 | 4.673 | 2.542 | 4.563 | 3.478 | 3.409 | 3.965 | 3.835 | 33.455 |
| 35 | 3.806 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 29.363 |
| 36 | 3.806 | 2.374 | 2.267 | 4.673 | 2.542 | 2.281 | 2.108 | 3.409 | 2.498 | 2.418 | 28.376 |
| 37 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 38 | 2.349 | 2.374 | 1.000 | 3.270 | 2.542 | 3.302 | 4.988 | 1.996 | 2.498 | 2.418 | 26.737 |
| 39 | 3.806 | 2.374 | 2.267 | 4.673 | 3.757 | 4.563 | 3.478 | 3.409 | 2.498 | 2.418 | 33.243 |
| 40 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 4.563 | 2.108 | 3.409 | 2.498 | 2.418 | 27.798 |
| 41 | 3.806 | 3.778 | 3.657 | 4.673 | 1.000 | 4.563 | 3.478 | 4.894 | 3.965 | 3.835 | 37.650 |
| 42 | 3.806 | 2.374 | 2.267 | 1.000 | 1.000 | 3.302 | 1.000 | 3.409 | 2.498 | 1.000 | 21.656 |
| 43 | 3.806 | 2.374 | 2.267 | 4.673 | 2.542 | 4.563 | 3.478 | 3.409 | 3.965 | 3.835 | 34.911 |
| 44 | 3.806 | 3.778 | 3.657 | 1.609 | 1.000 | 3.302 | 3.478 | 3.409 | 1.000 | 2.418 | 27.457 |
| 45 | 3.806 | 3.778 | 3.657 | 1.609 | 1.000 | 3.302 | 3.478 | 3.409 | 1.000 | 2.418 | 27.457 |
| 46 | 3.806 | 2.374 | 3.657 | 3.270 | 1.751 | 3.302 | 2.108 | 3.409 | 2.498 | 2.418 | 28.592 |
| 47 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 48 | 3.806 | 1.000 | 2.267 | 2.122 | 1.000 | 2.281 | 3.478 | 3.409 | 3.965 | 3.835 | 27.163 |
| 49 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 3.478 | 3.409 | 3.965 | 1.000 | 36.086 |
| 50 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 2.281 | 3.478 | 3.409 | 1.000 | 1.000 | 30.838 |
| 51 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 52 | 2.349 | 2.374 | 2.267 | 3.270 | 1.751 | 2.281 | 2.108 | 3.409 | 2.498 | 1.000 | 23.307 |
| 53 | 2.349 | 1.000 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 26.533 |
| 54 | 2.349 | 2.374 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 27.907 |
| 55 | 2.349 | 2.374 | 2.267 | 2.122 | 1.751 | 3.302 | 4.988 | 3.409 | 2.498 | 1.000 | 26.060 |
| 56 | 2.349 | 1.000 | 1.000 | 2.122 | 1.000 | 3.302 | 1.500 | 3.409 | 2.498 | 2.418 | 20.599 |
| 57 | 3.806 | 2.374 | 3.657 | 4.673 | 2.542 | 2.281 | 3.478 | 3.409 | 3.965 | 3.835 | 34.019 |
| 58 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 2.498 | 1.000 | 37.615 |
| 59 | 3.806 | 1.000 | 3.657 | 4.673 | 2.542 | 2.281 | 2.108 | 3.409 | 2.498 | 3.835 | 29.809 |
| 60 | 3.806 | 3.778 | 3.657 | 3.270 | 1.000 | 3.302 | 3.478 | 1.996 | 1.000 | 1.000 | 26.287 |
| 61 | 3.806 | 2.374 | 3.657 | 4.673 | 3.757 | 2.281 | 3.478 | 4.894 | 3.965 | 3.835 | 36.720 |
| 62 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 2.281 | 3.478 | 3.409 | 1.000 | 1.000 | 30.838 |
| 63 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 1.499 | 3.478 | 3.409 | 2.498 | 1.000 | 31.555 |
| 64 | 3.806 | 2.374 | 3.657 | 4.673 | 3.757 | 1.000 | 3.478 | 4.894 | 3.965 | 3.835 | 35.439 |
| 65 | 3.806 | 2.374 | 3.657 | 4.673 | 3.757 | 2.281 | 3.478 | 4.894 | 3.965 | 3.835 | 36.720 |
| 66 | 3.806 | 3.778 | 3.657 | 3.270 | 2.542 | 3.302 | 3.478 | 1.996 | 2.498 | 2.418 | 30.745 |
| 67 | 1.000 | 1.000 | 1.000 | 2.122 | 1.751 | 2.281 | 2.108 | 1.996 | 1.000 | 1.000 | 15.258 |
| 68 | 2.349 | 3.778 | 3.657 | 4.673 | 2.542 | 4.563 | 3.478 | 4.894 | 3.965 | 3.835 | 37.735 |
| 69 | 1.000 | 1.000 | 2.267 | 3.270 | 1.751 | 2.281 | 3.478 | 1.000 | 2.498 | 2.418 | 20.963 |
| 70 | 3.806 | 2.374 | 3.657 | 4.673 | 1.751 | 4.563 | 3.478 | 4.894 | 2.498 | 3.835 | 35.529 |
| 71 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 72 | 3.806 | 2.374 | 3.657 | 4.673 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 32.157 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 73 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 74 | 3.806 | 3.778 | 3.657 | 4.673 | 3.757 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 41.916 |
| 75 | 3.806 | 3.778 | 3.657 | 4.673 | 2.542 | 3.302 | 3.478 | 1.996 | 1.000 | 2.418 | 30.650 |
| 76 | 2.349 | 2.374 | 3.657 | 4.673 | 2.542 | 3.302 | 2.108 | 3.409 | 1.000 | 2.418 | 27.832 |
| 77 | 3.806 | 2.374 | 3.657 | 2.122 | 2.542 | 3.302 | 4.988 | 3.409 | 3.965 | 2.418 | 32.583 |
| 78 | 2.349 | 2.374 | 2.267 | 3.270 | 1.751 | 2.281 | 3.478 | 3.409 | 3.965 | 3.835 | 28.978 |
| 79 | 2.349 | 1.000 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 26.533 |
| 80 | 2.349 | 1.000 | 2.267 | 3.270 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 26.533 |
| 81 | 3.806 | 3.778 | 3.657 | 4.673 | 1.000 | 4.563 | 4.988 | 4.894 | 3.965 | 3.835 | 39.160 |
| 82 | 3.806 | 3.778 | 3.657 | 4.673 | 1.751 | 4.563 | 2.108 | 4.894 | 3.965 | 3.835 | 37.031 |
| 83 | 3.806 | 2.374 | 3.657 | 2.122 | 2.542 | 3.302 | 3.478 | 3.409 | 2.498 | 2.418 | 29.606 |
| 84 | 3.806 | 2.374 | 1.000 | 3.270 | 3.757 | 3.302 | 3.478 | 1.996 | 2.498 | 3.835 | 29.315 |

**Lampiran 8**

**Data hasil MSI Variabel Sikap Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Succesive Interval | | | | | | | | | Total |
| reponden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2 |
| 1 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 2 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 3 | 4.192 | 4.521 | 3.954 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 39.395 |
| 4 | 2.672 | 4.521 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 27.233 |
| 5 | 4.192 | 4.521 | 3.954 | 4.447 | 4.495 | 4.584 | 4.584 | 2.597 | 4.521 | 37.896 |
| 6 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 7 | 4.192 | 4.521 | 3.954 | 4.447 | 3.087 | 4.584 | 4.584 | 2.597 | 4.521 | 36.488 |
| 8 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 1.000 | 3.012 | 4.095 | 4.521 | 26.720 |
| 9 | 4.192 | 4.521 | 2.495 | 4.447 | 3.087 | 4.584 | 4.584 | 4.095 | 4.521 | 36.528 |
| 10 | 4.192 | 2.959 | 2.495 | 4.447 | 3.087 | 4.584 | 3.012 | 4.095 | 2.959 | 31.832 |
| 11 | 4.192 | 2.959 | 2.495 | 2.878 | 1.857 | 4.584 | 4.584 | 4.095 | 4.521 | 32.166 |
| 12 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 13 | 2.672 | 2.959 | 3.954 | 2.878 | 3.087 | 4.584 | 3.012 | 2.597 | 4.521 | 30.264 |
| 14 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 15 | 2.672 | 2.959 | 2.495 | 2.878 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 27.079 |
| 16 | 4.192 | 4.521 | 3.954 | 4.447 | 3.087 | 4.584 | 4.584 | 4.095 | 4.521 | 37.987 |
| 17 | 2.672 | 2.959 | 3.954 | 2.878 | 4.495 | 4.584 | 3.012 | 2.597 | 4.521 | 31.672 |
| 18 | 2.672 | 2.959 | 3.954 | 2.878 | 3.087 | 4.584 | 3.012 | 2.597 | 4.521 | 30.264 |
| 19 | 4.192 | 2.959 | 3.954 | 2.878 | 3.087 | 3.012 | 4.584 | 4.095 | 2.959 | 31.722 |
| 20 | 2.672 | 4.521 | 3.954 | 2.878 | 1.857 | 3.012 | 4.584 | 2.597 | 4.521 | 30.596 |
| 21 | 2.672 | 2.959 | 3.954 | 2.878 | 1.000 | 4.584 | 3.012 | 2.597 | 4.521 | 28.177 |
| 22 | 4.192 | 4.521 | 2.495 | 2.878 | 1.857 | 3.012 | 4.584 | 4.095 | 2.959 | 30.594 |
| 23 | 4.192 | 4.521 | 2.495 | 2.878 | 3.087 | 3.012 | 4.584 | 4.095 | 2.959 | 31.825 |
| 24 | 4.192 | 4.521 | 2.495 | 2.878 | 1.857 | 3.012 | 4.584 | 4.095 | 2.959 | 30.594 |
| 25 | 4.192 | 4.521 | 2.495 | 2.878 | 1.000 | 3.012 | 4.584 | 4.095 | 2.959 | 29.737 |
| 26 | 2.672 | 4.521 | 3.954 | 2.878 | 3.087 | 4.584 | 4.584 | 4.095 | 4.521 | 34.898 |
| 27 | 2.672 | 2.959 | 2.495 | 2.878 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 27.079 |
| 28 | 1.000 | 2.959 | 1.000 | 2.878 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 23.912 |
| 29 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 30 | 4.192 | 4.521 | 3.954 | 2.878 | 3.087 | 4.584 | 4.584 | 4.095 | 4.521 | 36.418 |
| 31 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 32 | 2.672 | 2.959 | 2.495 | 4.447 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 28.648 |
| 33 | 4.192 | 4.521 | 3.954 | 2.878 | 4.495 | 3.012 | 4.584 | 4.095 | 2.959 | 34.692 |
| 34 | 2.672 | 4.521 | 2.495 | 2.878 | 3.087 | 3.012 | 1.000 | 2.597 | 2.959 | 25.221 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 4.192 | 4.521 | 3.954 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 39.395 |
| 36 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 37 | 4.192 | 4.521 | 2.495 | 4.447 | 4.495 | 3.012 | 4.584 | 4.095 | 4.521 | 36.364 |
| 38 | 2.672 | 2.959 | 2.495 | 2.878 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 27.079 |
| 39 | 4.192 | 4.521 | 3.954 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 30.212 |
| 40 | 2.672 | 2.959 | 2.495 | 4.447 | 3.087 | 3.012 | 4.584 | 2.597 | 4.521 | 30.375 |
| 41 | 2.672 | 2.959 | 2.495 | 4.447 | 4.495 | 4.584 | 3.012 | 1.000 | 4.521 | 30.186 |
| 42 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 43 | 2.672 | 4.521 | 3.954 | 4.447 | 4.495 | 3.012 | 3.012 | 4.095 | 2.959 | 33.168 |
| 44 | 4.192 | 2.959 | 1.000 | 2.878 | 3.087 | 4.584 | 3.012 | 4.095 | 2.959 | 28.768 |
| 45 | 2.672 | 4.521 | 2.495 | 1.000 | 3.087 | 4.584 | 3.012 | 2.597 | 2.959 | 26.928 |
| 46 | 1.000 | 4.521 | 2.495 | 4.447 | 4.495 | 4.584 | 3.012 | 2.597 | 2.959 | 30.111 |
| 47 | 2.672 | 2.959 | 2.495 | 2.878 | 4.495 | 3.012 | 3.012 | 2.597 | 2.959 | 27.079 |
| 48 | 4.192 | 4.521 | 2.495 | 4.447 | 3.087 | 3.012 | 4.584 | 4.095 | 4.521 | 34.956 |
| 49 | 4.192 | 4.521 | 3.954 | 4.447 | 3.087 | 3.012 | 3.012 | 4.095 | 4.521 | 34.842 |
| 50 | 2.672 | 1.000 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 23.712 |
| 51 | 4.192 | 2.959 | 3.954 | 2.878 | 4.495 | 3.012 | 4.584 | 4.095 | 2.959 | 33.130 |
| 52 | 2.672 | 2.959 | 2.495 | 2.878 | 4.495 | 4.584 | 3.012 | 4.095 | 4.521 | 31.712 |
| 53 | 4.192 | 4.521 | 3.954 | 4.447 | 3.087 | 3.012 | 4.584 | 4.095 | 4.521 | 36.415 |
| 54 | 4.192 | 4.521 | 2.495 | 2.878 | 4.495 | 4.584 | 3.012 | 2.597 | 4.521 | 33.296 |
| 55 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 56 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 57 | 4.192 | 2.959 | 1.000 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.697 |
| 58 | 4.192 | 4.521 | 3.954 | 4.447 | 3.087 | 3.012 | 3.012 | 2.597 | 1.000 | 29.822 |
| 59 | 4.192 | 4.521 | 3.954 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 39.395 |
| 60 | 4.192 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 4.584 | 4.095 | 2.959 | 30.263 |
| 61 | 2.672 | 2.959 | 2.495 | 2.878 | 1.857 | 4.584 | 3.012 | 1.000 | 4.521 | 25.978 |
| 62 | 4.192 | 2.959 | 3.954 | 4.447 | 3.087 | 4.584 | 3.012 | 4.095 | 4.521 | 34.853 |
| 63 | 4.192 | 4.521 | 2.495 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 37.936 |
| 64 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 65 | 2.672 | 2.959 | 2.495 | 2.878 | 1.857 | 3.012 | 3.012 | 2.597 | 2.959 | 24.440 |
| 66 | 4.192 | 2.959 | 2.495 | 1.000 | 3.087 | 3.012 | 3.012 | 4.095 | 4.521 | 28.374 |
| 67 | 4.192 | 2.959 | 1.000 | 2.878 | 3.087 | 4.584 | 4.584 | 4.095 | 2.959 | 30.340 |
| 68 | 4.192 | 4.521 | 3.954 | 4.447 | 1.857 | 3.012 | 4.584 | 4.095 | 4.521 | 35.184 |
| 69 | 4.192 | 2.959 | 3.954 | 2.878 | 4.495 | 3.012 | 4.584 | 2.597 | 4.521 | 33.193 |
| 70 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 71 | 4.192 | 4.521 | 3.954 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 39.395 |
| 72 | 2.672 | 2.959 | 2.495 | 4.447 | 3.087 | 4.584 | 4.584 | 2.597 | 4.521 | 31.947 |
| 73 | 4.192 | 2.959 | 3.954 | 2.878 | 4.495 | 3.012 | 3.012 | 4.095 | 2.959 | 31.557 |
| 74 | 4.192 | 2.959 | 2.495 | 4.447 | 3.087 | 4.584 | 3.012 | 1.000 | 2.959 | 28.737 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 4.192 | 4.521 | 3.954 | 2.878 | 3.087 | 4.584 | 3.012 | 4.095 | 4.521 | 34.846 |
| 76 | 2.672 | 2.959 | 3.954 | 2.878 | 4.495 | 4.584 | 3.012 | 2.597 | 2.959 | 30.110 |
| 77 | 2.672 | 2.959 | 2.495 | 4.447 | 3.087 | 3.012 | 4.584 | 4.095 | 2.959 | 30.311 |
| 78 | 2.672 | 4.521 | 2.495 | 4.447 | 4.495 | 4.584 | 4.584 | 4.095 | 4.521 | 36.416 |
| 79 | 4.192 | 4.521 | 1.000 | 2.878 | 3.087 | 3.012 | 4.584 | 4.095 | 4.521 | 31.892 |
| 80 | 4.192 | 2.959 | 1.000 | 4.447 | 3.087 | 4.584 | 3.012 | 2.597 | 2.959 | 28.838 |
| 81 | 2.672 | 4.521 | 3.954 | 4.447 | 1.857 | 3.012 | 3.012 | 2.597 | 2.959 | 29.030 |
| 82 | 4.192 | 4.521 | 3.954 | 2.878 | 3.087 | 3.012 | 4.584 | 4.095 | 4.521 | 34.846 |
| 83 | 2.672 | 2.959 | 2.495 | 2.878 | 3.087 | 3.012 | 3.012 | 2.597 | 2.959 | 25.671 |
| 84 | 2.672 | 4.521 | 2.495 | 2.878 | 4.495 | 4.584 | 3.012 | 2.597 | 2.959 | 30.213 |

**Lampiran 9**

**Data hasil MSI variabel karakteristik Individu**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Succesive Interval | | | | | | | | |  |
| Responden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | Total\_X3 |
| 1 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 2 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 3 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 4 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 5 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 2.664 | 2.612 | 30.528 |
| 6 | 4.385 | 2.597 | 1.000 | 4.501 | 3.070 | 4.252 | 2.596 | 4.178 | 2.612 | 29.190 |
| 7 | 2.833 | 1.000 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 4.178 | 2.612 | 22.920 |
| 8 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 2.664 | 2.612 | 30.528 |
| 9 | 2.833 | 1.000 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 4.178 | 2.612 | 22.920 |
| 10 | 2.833 | 2.597 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 4.178 | 2.612 | 24.516 |
| 11 | 2.833 | 1.000 | 2.605 | 2.942 | 1.000 | 2.725 | 1.000 | 2.664 | 1.000 | 17.769 |
| 12 | 2.833 | 1.000 | 2.605 | 4.501 | 2.019 | 1.000 | 2.596 | 4.178 | 1.000 | 21.733 |
| 13 | 4.385 | 2.597 | 2.605 | 2.942 | 3.070 | 4.252 | 2.596 | 2.664 | 1.000 | 26.111 |
| 14 | 2.833 | 1.000 | 2.605 | 2.942 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 18.788 |
| 15 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 1.000 | 30.430 |
| 16 | 4.385 | 2.597 | 2.605 | 4.501 | 3.070 | 4.252 | 2.596 | 4.178 | 2.612 | 30.796 |
| 17 | 2.833 | 1.000 | 2.605 | 2.942 | 4.316 | 4.252 | 1.000 | 2.664 | 2.612 | 24.225 |
| 18 | 2.833 | 1.000 | 2.605 | 2.942 | 3.070 | 4.252 | 1.000 | 2.664 | 2.612 | 22.979 |
| 19 | 4.385 | 1.000 | 2.605 | 2.942 | 3.070 | 2.725 | 2.596 | 4.178 | 1.000 | 24.501 |
| 20 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 21 | 2.833 | 2.597 | 2.605 | 4.501 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 22.996 |
| 22 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 4.252 | 2.596 | 1.000 | 1.000 | 18.641 |
| 23 | 2.833 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 30.490 |
| 24 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 4.178 | 1.000 | 22.896 |
| 25 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 32.042 |
| 26 | 2.833 | 1.000 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 19.794 |
| 27 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 32.042 |
| 28 | 1.000 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 1.000 | 1.000 | 14.737 |
| 29 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 2.725 | 2.596 | 4.178 | 2.612 | 26.104 |
| 30 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 17.183 |
| 31 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 17.183 |
| 32 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 4.252 | 2.596 | 2.664 | 1.000 | 20.306 |
| 33 | 2.833 | 2.597 | 2.605 | 4.501 | 3.070 | 4.252 | 2.596 | 4.178 | 1.000 | 27.633 |
| 34 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 21.382 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 4.252 | 2.596 | 2.664 | 1.000 | 24.505 |
| 36 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 32.042 |
| 37 | 2.833 | 2.597 | 2.605 | 4.501 | 2.019 | 2.725 | 2.596 | 2.664 | 2.612 | 25.152 |
| 38 | 4.385 | 2.597 | 1.000 | 1.000 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 18.389 |
| 39 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 4.178 | 1.000 | 22.896 |
| 40 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 41 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 42 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 1.000 | 30.430 |
| 43 | 2.833 | 1.000 | 1.000 | 2.942 | 1.000 | 4.252 | 2.596 | 4.178 | 1.000 | 20.801 |
| 44 | 4.385 | 1.000 | 1.000 | 2.942 | 1.000 | 4.252 | 2.596 | 4.178 | 2.612 | 23.964 |
| 45 | 4.385 | 2.597 | 2.605 | 4.501 | 1.000 | 4.252 | 2.596 | 4.178 | 2.612 | 28.725 |
| 46 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 17.183 |
| 47 | 4.385 | 2.597 | 2.605 | 4.501 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 23.495 |
| 48 | 4.385 | 2.597 | 1.000 | 4.501 | 2.019 | 2.725 | 2.596 | 2.664 | 1.000 | 23.486 |
| 49 | 2.833 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 30.490 |
| 50 | 4.385 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 2.612 | 21.397 |
| 51 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 2.596 | 4.178 | 2.612 | 22.956 |
| 52 | 4.385 | 1.000 | 2.605 | 2.942 | 2.019 | 2.725 | 2.596 | 2.664 | 1.000 | 21.935 |
| 53 | 4.385 | 2.597 | 2.605 | 4.501 | 2.019 | 4.252 | 1.000 | 2.664 | 1.000 | 25.022 |
| 54 | 4.385 | 2.597 | 1.000 | 2.942 | 1.000 | 4.252 | 2.596 | 4.178 | 2.612 | 25.561 |
| 55 | 2.833 | 1.000 | 1.000 | 4.501 | 2.019 | 2.725 | 2.596 | 2.664 | 2.612 | 21.950 |
| 56 | 4.385 | 1.000 | 2.605 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 21.391 |
| 57 | 4.385 | 1.000 | 1.000 | 4.501 | 2.019 | 1.000 | 1.000 | 2.664 | 1.000 | 18.569 |
| 58 | 4.385 | 2.597 | 2.605 | 4.501 | 1.000 | 4.252 | 2.596 | 4.178 | 2.612 | 28.725 |
| 59 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 2.725 | 1.000 | 2.664 | 1.000 | 17.183 |
| 60 | 4.385 | 2.597 | 2.605 | 4.501 | 2.019 | 4.252 | 2.596 | 2.664 | 1.000 | 26.618 |
| 61 | 4.385 | 1.000 | 2.605 | 2.942 | 3.070 | 2.725 | 2.596 | 2.664 | 2.612 | 24.599 |
| 62 | 2.833 | 1.000 | 1.000 | 2.942 | 2.019 | 2.725 | 2.596 | 2.664 | 1.000 | 18.778 |
| 63 | 4.385 | 1.000 | 2.605 | 2.942 | 2.019 | 4.252 | 2.596 | 4.178 | 1.000 | 24.976 |
| 64 | 2.833 | 1.000 | 1.000 | 4.501 | 3.070 | 4.252 | 1.000 | 4.178 | 1.000 | 22.835 |
| 65 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 66 | 4.385 | 2.597 | 2.605 | 4.501 | 1.000 | 2.725 | 1.000 | 2.664 | 2.612 | 24.088 |
| 67 | 2.833 | 2.597 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 21.390 |
| 68 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 69 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 32.042 |
| 70 | 2.833 | 2.597 | 1.000 | 2.942 | 2.019 | 4.252 | 2.596 | 4.178 | 2.612 | 25.028 |
| 71 | 4.385 | 1.000 | 1.000 | 2.942 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 27.280 |
| 72 | 4.385 | 2.597 | 1.000 | 2.942 | 3.070 | 4.252 | 1.000 | 2.664 | 1.000 | 22.909 |
| 73 | 4.385 | 2.597 | 2.605 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 22.988 |
| 74 | 4.385 | 1.000 | 1.000 | 2.942 | 3.070 | 4.252 | 2.596 | 4.178 | 2.612 | 26.034 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 75 | 2.833 | 1.000 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 18.234 |
| 76 | 2.833 | 2.597 | 1.000 | 2.942 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 19.831 |
| 77 | 4.385 | 2.597 | 2.605 | 4.501 | 1.000 | 2.725 | 2.596 | 4.178 | 2.612 | 27.198 |
| 78 | 4.385 | 1.000 | 1.000 | 2.942 | 2.019 | 4.252 | 1.000 | 1.000 | 2.612 | 20.209 |
| 79 | 4.385 | 1.000 | 1.000 | 4.501 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 21.345 |
| 80 | 4.385 | 1.000 | 1.000 | 2.942 | 2.019 | 4.252 | 2.596 | 2.664 | 1.000 | 21.857 |
| 81 | 2.833 | 1.000 | 2.605 | 4.501 | 3.070 | 2.725 | 1.000 | 2.664 | 1.000 | 21.399 |
| 82 | 2.833 | 2.597 | 1.000 | 4.501 | 2.019 | 4.252 | 2.596 | 4.178 | 2.612 | 26.587 |
| 83 | 4.385 | 2.597 | 1.000 | 4.501 | 3.070 | 4.252 | 2.596 | 2.664 | 1.000 | 26.065 |
| 84 | 4.385 | 2.597 | 2.605 | 4.501 | 4.316 | 4.252 | 2.596 | 4.178 | 2.612 | 32.042 |

**Lampiran 10**

**Data hasil MSI variabel kinerja Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | | | | | | | | | | |  |
| Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | Total\_Y |
| 1 | 2.815 | 1.000 | 2.599 | 2.789 | 2.593 | 2.482 | 4.606 | 2.573 | 2.689 | 2.062 | 1.892 | 28.099 |
| 2 | 2.815 | 1.000 | 1.000 | 1.000 | 1.000 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 23.962 |
| 3 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 4 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 22.147 |
| 5 | 2.815 | 2.601 | 2.599 | 4.383 | 4.099 | 3.884 | 4.606 | 4.062 | 4.222 | 2.062 | 4.530 | 39.862 |
| 6 | 2.815 | 2.601 | 2.599 | 4.383 | 4.099 | 3.884 | 4.606 | 4.062 | 4.222 | 2.062 | 4.530 | 39.862 |
| 7 | 4.366 | 2.601 | 2.599 | 4.383 | 2.593 | 3.884 | 4.606 | 2.573 | 2.689 | 2.062 | 1.892 | 34.247 |
| 8 | 2.815 | 2.601 | 2.599 | 2.789 | 4.099 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.516 |
| 9 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 3.884 | 3.029 | 4.062 | 2.689 | 4.599 | 3.116 | 31.575 |
| 10 | 2.815 | 2.601 | 2.599 | 2.789 | 4.099 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.516 |
| 11 | 2.815 | 2.601 | 2.599 | 2.789 | 2.593 | 2.482 | 4.606 | 4.062 | 4.222 | 3.258 | 3.116 | 35.141 |
| 12 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 13 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 14 | 4.366 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 4.606 | 2.573 | 2.689 | 3.258 | 3.116 | 30.471 |
| 15 | 4.366 | 2.601 | 2.599 | 4.383 | 4.099 | 2.482 | 4.606 | 4.062 | 4.222 | 4.599 | 4.530 | 42.548 |
| 16 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.561 |
| 17 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.561 |
| 18 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.561 |

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| 19 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 4.222 | 3.258 | 3.116 | 38.094 |
| 20 | 4.366 | 2.601 | 1.000 | 2.789 | 2.593 | 3.884 | 3.029 | 2.573 | 4.222 | 4.599 | 4.530 | 36.185 |
| 21 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 36.561 |
| 22 | 4.366 | 1.000 | 2.599 | 4.383 | 4.099 | 2.482 | 3.029 | 4.062 | 2.689 | 3.258 | 3.116 | 35.082 |
| 23 | 2.815 | 1.000 | 2.599 | 4.383 | 4.099 | 2.482 | 3.029 | 4.062 | 2.689 | 3.258 | 3.116 | 33.531 |
| 24 | 2.815 | 1.000 | 2.599 | 4.383 | 4.099 | 2.482 | 3.029 | 4.062 | 2.689 | 3.258 | 3.116 | 33.531 |
| 25 | 2.815 | 1.000 | 2.599 | 4.383 | 4.099 | 2.482 | 3.029 | 4.062 | 2.689 | 3.258 | 3.116 | 33.531 |
| 26 | 4.366 | 2.601 | 2.599 | 2.789 | 4.099 | 3.884 | 4.606 | 4.062 | 4.222 | 4.599 | 3.116 | 40.942 |
| 27 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 1.000 | 3.116 | 25.085 |
| 28 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 2.062 | 1.892 | 29.674 |
| 29 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 30 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 4.606 | 2.573 | 2.689 | 3.258 | 3.116 | 28.920 |
| 31 | 4.366 | 2.601 | 1.000 | 4.383 | 2.593 | 2.482 | 4.606 | 2.573 | 2.689 | 1.000 | 4.530 | 32.822 |
| 32 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 33 | 4.366 | 1.000 | 1.000 | 2.789 | 4.099 | 2.482 | 3.029 | 4.062 | 2.689 | 2.062 | 4.530 | 32.107 |
| 34 | 4.366 | 2.601 | 2.599 | 4.383 | 4.099 | 2.482 | 3.029 | 2.573 | 1.000 | 3.258 | 3.116 | 33.505 |
| 35 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 3.884 | 4.606 | 4.062 | 2.689 | 3.258 | 3.116 | 31.810 |
| 36 | 2.815 | 1.000 | 2.599 | 2.789 | 2.593 | 2.482 | 4.606 | 2.573 | 2.689 | 3.258 | 3.116 | 30.519 |
| 37 | 4.366 | 2.601 | 2.599 | 4.383 | 4.099 | 3.884 | 4.606 | 4.062 | 4.222 | 4.599 | 4.530 | 43.950 |
| 38 | 2.815 | 1.000 | 1.000 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 3.258 | 3.116 | 27.343 |
| 39 | 2.815 | 1.000 | 1.000 | 2.789 | 1.000 | 2.482 | 3.029 | 2.573 | 2.689 | 2.062 | 3.116 | 24.555 |
| 40 | 2.815 | 1.000 | 2.599 | 4.383 | 2.593 | 2.482 | 3.029 | 4.062 | 4.222 | 3.258 | 3.116 | 33.558 |
| 41 | 4.366 | 2.601 | 2.599 | 2.789 | 4.099 | 3.884 | 4.606 | 2.573 | 4.222 | 4.599 | 4.530 | 40.867 |
| 42 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 1.000 | 3.029 | 4.062 | 2.689 | 3.258 | 1.892 | 30.876 |

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| 43 | 4.366 | 2.601 | 2.599 | 2.789 | 4.099 | 2.482 | 4.606 | 2.573 | 4.222 | 4.599 | 3.116 | 38.051 |
| 44 | 4.366 | 1.000 | 1.000 | 2.789 | 2.593 | 3.884 | 3.029 | 1.000 | 4.222 | 3.258 | 4.530 | 31.670 |
| 45 | 2.815 | 1.000 | 1.000 | 2.789 | 4.099 | 3.884 | 4.606 | 2.573 | 2.689 | 3.258 | 1.892 | 30.604 |
| 46 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 3.029 | 2.573 | 4.222 | 3.258 | 3.116 | 35.029 |
| 47 | 4.366 | 2.601 | 2.599 | 2.789 | 2.593 | 3.884 | 3.029 | 2.573 | 4.222 | 3.258 | 3.116 | 35.029 |
| 48 | 2.815 | 1.000 | 2.599 | 2.789 | 2.593 | 2.482 | 3.029 | 2.573 | 2.689 | 2.062 | 3.116 | 27.746 |
| 49 | 2.815 | 1.000 | 1.000 | 2.789 | 4.099 | 3.884 | 4.606 | 2.573 | 2.689 | 3.258 | 3.116 | 31.828 |
| 50 | 2.815 | 1.000 | 1.000 | 1.000 | 2.593 | 1.522 | 3.029 | 2.573 | 2.689 | 4.599 | 4.530 | 27.349 |
| 51 | 4.366 | 2.601 | 2.599 | 4.383 | 4.099 | 3.884 | 4.606 | 4.062 | 4.222 | 4.599 | 4.530 | 43.950 |
| 52 | 4.366 | 2.601 | 1.000 | 2.789 | 2.593 | 3.884 | 3.029 | 2.573 | 2.689 | 3.258 | 1.892 | 30.673 |
| 53 | 4.366 | 1.000 | 1.000 | 4.383 | 2.593 | 3.884 | 3.029 | 2.573 | 4.222 | 3.258 | 4.530 | 34.838 |

**Lampiran 11**

**Hasil pengujian Viliditas Budaya kerja X1**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | .329 | .547\*\* | .281 | .495\*\* | .436\* | -.037 | .000 | .351 | .383\* | .626\*\* |
| Sig. (2-tailed) |  | .076 | .002 | .133 | .005 | .016 | .848 | 1.000 | .057 | .037 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .329 | 1 | .229 | .341 | .241 | .028 | .680\*\* | .495\*\* | .406\* | .568\*\* | .676\*\* |
| Sig. (2-tailed) | .076 |  | .223 | .065 | .200 | .882 | .000 | .005 | .026 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .547\*\* | .229 | 1 | .309 | .743\*\* | .411\* | .036 | .171 | .235 | .135 | .645\*\* |
| Sig. (2-tailed) | .002 | .223 |  | .096 | .000 | .024 | .852 | .368 | .211 | .476 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .281 | .341 | .309 | 1 | .285 | .326 | .341 | .303 | .191 | .397\* | .587\*\* |
| Sig. (2-tailed) | .133 | .065 | .096 |  | .127 | .078 | .065 | .104 | .313 | .030 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .495\*\* | .241 | .743\*\* | .285 | 1 | .383\* | .048 | .139 | .198 | .252 | .636\*\* |
| Sig. (2-tailed) | .005 | .200 | .000 | .127 |  | .037 | .800 | .465 | .293 | .179 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .436\* | .028 | .411\* | .326 | .383\* | 1 | .028 | .238 | .360 | .259 | .560\*\* |
| Sig. (2-tailed) | .016 | .882 | .024 | .078 | .037 |  | .882 | .206 | .051 | .166 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.7 | Pearson Correlation | -.037 | .680\*\* | .036 | .341 | .048 | .028 | 1 | .803\*\* | .406\* | .708\*\* | .606\*\* |
| Sig. (2-tailed) | .848 | .000 | .852 | .065 | .800 | .882 |  | .000 | .026 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .000 | .495\*\* | .171 | .303 | .139 | .238 | .803\*\* | 1 | .399\* | .447\* | .621\*\* |
| Sig. (2-tailed) | 1.000 | .005 | .368 | .104 | .465 | .206 | .000 |  | .029 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .351 | .406\* | .235 | .191 | .198 | .360 | .406\* | .399\* | 1 | .550\*\* | .618\*\* |
| Sig. (2-tailed) | .057 | .026 | .211 | .313 | .293 | .051 | .026 | .029 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .383\* | .568\*\* | .135 | .397\* | .252 | .259 | .708\*\* | .447\* | .550\*\* | 1 | .714\*\* |
| Sig. (2-tailed) | .037 | .001 | .476 | .030 | .179 | .166 | .000 | .013 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | .626\*\* | .676\*\* | .645\*\* | .587\*\* | .636\*\* | .560\*\* | .606\*\* | .621\*\* | .618\*\* | .714\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .000 | .000 | .000 |  |
| N | 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 12**

**Hasil Pengujian Validitas Variabel Sikap Kerja X2**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .699\*\* | .522\*\* | .590\*\* | .138 | .538\*\* | .824\*\* | .639\*\* | .516\*\* | .788\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .001 | .467 | .002 | .000 | .000 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .699\*\* | 1 | .550\*\* | .480\*\* | .278 | .464\*\* | .856\*\* | .508\*\* | .508\*\* | .783\*\* |
| Sig. (2-tailed) | .000 |  | .002 | .007 | .137 | .010 | .000 | .004 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .522\*\* | .550\*\* | 1 | .639\*\* | .207 | .628\*\* | .550\*\* | .221 | .713\*\* | .746\*\* |
| Sig. (2-tailed) | .003 | .002 |  | .000 | .272 | .000 | .002 | .240 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .590\*\* | .480\*\* | .639\*\* | 1 | .560\*\* | .609\*\* | .480\*\* | .250 | .528\*\* | .806\*\* |
| Sig. (2-tailed) | .001 | .007 | .000 |  | .001 | .000 | .007 | .183 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .138 | .278 | .207 | .560\*\* | 1 | .238 | .212 | .026 | .286 | .552\*\* |
| Sig. (2-tailed) | .467 | .137 | .272 | .001 |  | .206 | .261 | .891 | .125 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .538\*\* | .464\*\* | .628\*\* | .609\*\* | .238 | 1 | .567\*\* | .203 | .507\*\* | .726\*\* |
| Sig. (2-tailed) | .002 | .010 | .000 | .000 | .206 |  | .001 | .282 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.7 | Pearson Correlation | .824\*\* | .856\*\* | .550\*\* | .480\*\* | .212 | .567\*\* | 1 | .649\*\* | .649\*\* | .839\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .007 | .261 | .001 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .639\*\* | .508\*\* | .221 | .250 | .026 | .203 | .649\*\* | 1 | .444\* | .544\*\* |
| Sig. (2-tailed) | .000 | .004 | .240 | .183 | .891 | .282 | .000 |  | .014 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .516\*\* | .508\*\* | .713\*\* | .528\*\* | .286 | .507\*\* | .649\*\* | .444\* | 1 | .763\*\* |
| Sig. (2-tailed) | .004 | .004 | .000 | .003 | .125 | .004 | .000 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .788\*\* | .783\*\* | .746\*\* | .806\*\* | .552\*\* | .726\*\* | .839\*\* | .544\*\* | .763\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .002 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 13**

**Hasil Pengujian Validitas Variabel Karakteristik Individu X3**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TOTAL\_X3 |
| X1.1 | Pearson Correlation | 1 | .674\*\* | .384\* | .418\* | .397\* | .666\*\* | .755\*\* | .718\*\* | .577\*\* | .819\*\* |
| Sig. (2-tailed) |  | .000 | .036 | .021 | .030 | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .674\*\* | 1 | .577\*\* | .538\*\* | .479\*\* | .523\*\* | .652\*\* | .526\*\* | .522\*\* | .812\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .002 | .007 | .003 | .000 | .003 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .384\* | .577\*\* | 1 | .484\*\* | .249 | .289 | .207 | .511\*\* | .528\*\* | .615\*\* |
| Sig. (2-tailed) | .036 | .001 |  | .007 | .185 | .122 | .272 | .004 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .418\* | .538\*\* | .484\*\* | 1 | .253 | .503\*\* | .507\*\* | .583\*\* | .605\*\* | .718\*\* |
| Sig. (2-tailed) | .021 | .002 | .007 |  | .178 | .005 | .004 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .397\* | .479\*\* | .249 | .253 | 1 | .374\* | .271 | .279 | .332 | .594\*\* |
| Sig. (2-tailed) | .030 | .007 | .185 | .178 |  | .042 | .148 | .136 | .073 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .666\*\* | .523\*\* | .289 | .503\*\* | .374\* | 1 | .807\*\* | .591\*\* | .433\* | .760\*\* |
| Sig. (2-tailed) | .000 | .003 | .122 | .005 | .042 |  | .000 | .001 | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.7 | Pearson Correlation | .755\*\* | .652\*\* | .207 | .507\*\* | .271 | .807\*\* | 1 | .692\*\* | .569\*\* | .793\*\* |
| Sig. (2-tailed) | .000 | .000 | .272 | .004 | .148 | .000 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .718\*\* | .526\*\* | .511\*\* | .583\*\* | .279 | .591\*\* | .692\*\* | 1 | .828\*\* | .835\*\* |
| Sig. (2-tailed) | .000 | .003 | .004 | .001 | .136 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .577\*\* | .522\*\* | .528\*\* | .605\*\* | .332 | .433\* | .569\*\* | .828\*\* | 1 | .791\*\* |
| Sig. (2-tailed) | .001 | .003 | .003 | .000 | .073 | .017 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .819\*\* | .812\*\* | .615\*\* | .718\*\* | .594\*\* | .760\*\* | .793\*\* | .835\*\* | .791\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 14**

**Hasil Pengujian Variabel Kinerja Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .549\*\* | .474\*\* | .559\*\* | .480\*\* | .473\*\* | .548\*\* | .299 | .502\*\* | .456\* | .285 | .685\*\* |
| Sig. (2-tailed) |  | .002 | .008 | .001 | .007 | .008 | .002 | .109 | .005 | .011 | .128 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .549\*\* | 1 | .707\*\* | .436\* | .539\*\* | .668\*\* | .680\*\* | .544\*\* | .623\*\* | .211 | .444\* | .750\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .016 | .002 | .000 | .000 | .002 | .000 | .263 | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .474\*\* | .707\*\* | 1 | .694\*\* | .762\*\* | .520\*\* | .577\*\* | .722\*\* | .538\*\* | .179 | .236 | .754\*\* |
| Sig. (2-tailed) | .008 | .000 |  | .000 | .000 | .003 | .001 | .000 | .002 | .344 | .210 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .559\*\* | .436\* | .694\*\* | 1 | .829\*\* | .481\*\* | .423\* | .646\*\* | .521\*\* | .263 | .509\*\* | .773\*\* |
| Sig. (2-tailed) | .001 | .016 | .000 |  | .000 | .007 | .020 | .000 | .003 | .161 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .480\*\* | .539\*\* | .762\*\* | .829\*\* | 1 | .591\*\* | .506\*\* | .836\*\* | .545\*\* | .382\* | .557\*\* | .854\*\* |
| Sig. (2-tailed) | .007 | .002 | .000 | .000 |  | .001 | .004 | .000 | .002 | .037 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y6 | Pearson Correlation | .473\*\* | .668\*\* | .520\*\* | .481\*\* | .591\*\* | 1 | .627\*\* | .627\*\* | .536\*\* | .389\* | .468\*\* | .763\*\* |
| Sig. (2-tailed) | .008 | .000 | .003 | .007 | .001 |  | .000 | .000 | .002 | .033 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .548\*\* | .680\*\* | .577\*\* | .423\* | .506\*\* | .627\*\* | 1 | .444\* | .621\*\* | .276 | .386\* | .718\*\* |
| Sig. (2-tailed) | .002 | .000 | .001 | .020 | .004 | .000 |  | .014 | .000 | .140 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .299 | .544\*\* | .722\*\* | .646\*\* | .836\*\* | .627\*\* | .444\* | 1 | .621\*\* | .534\*\* | .612\*\* | .838\*\* |
| Sig. (2-tailed) | .109 | .002 | .000 | .000 | .000 | .000 | .014 |  | .000 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .502\*\* | .623\*\* | .538\*\* | .521\*\* | .545\*\* | .536\*\* | .621\*\* | .621\*\* | 1 | .429\* | .669\*\* | .793\*\* |
| Sig. (2-tailed) | .005 | .000 | .002 | .003 | .002 | .002 | .000 | .000 |  | .018 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .456\* | .211 | .179 | .263 | .382\* | .389\* | .276 | .534\*\* | .429\* | 1 | .521\*\* | .604\*\* |
| Sig. (2-tailed) | .011 | .263 | .344 | .161 | .037 | .033 | .140 | .002 | .018 |  | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .285 | .444\* | .236 | .509\*\* | .557\*\* | .468\*\* | .386\* | .612\*\* | .669\*\* | .521\*\* | 1 | .706\*\* |
| Sig. (2-tailed) | .128 | .014 | .210 | .004 | .001 | .009 | .035 | .000 | .000 | .003 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| TOTAL\_Y | Pearson Correlation | .685\*\* | .750\*\* | .754\*\* | .773\*\* | .854\*\* | .763\*\* | .718\*\* | .838\*\* | .793\*\* | .604\*\* | .706\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 16**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .823 | 10 |

**Hasil Uji Reabilitas Variabel Budaya Kerja X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .855 | 9 |

**Hasil Uji Reabilitas Variabel Sikap Kerja X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .888 | 9 |

**Hasil Uji Reabilitas Variabel Karakteristik Individu X3**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .914 | 11 |

**Hasil Uji Reabilitas Variabel Kinerja Y**

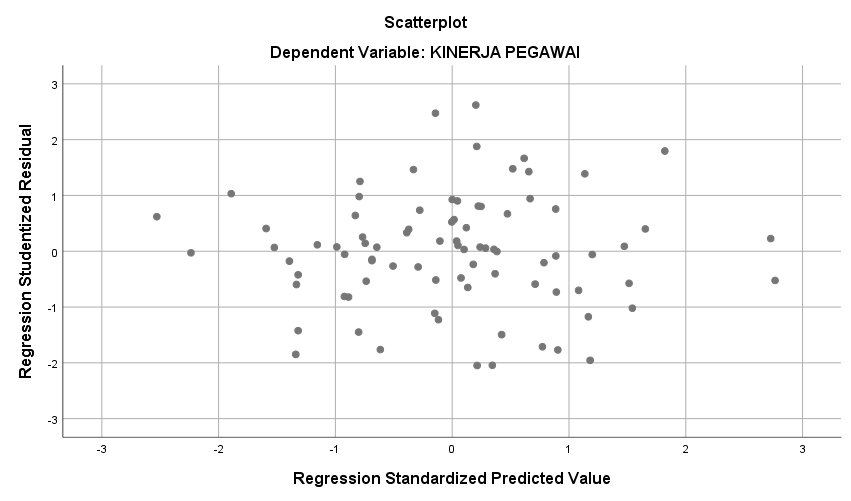
**Lampiran 16**

**Hasil Uji Asumsi Klasik**

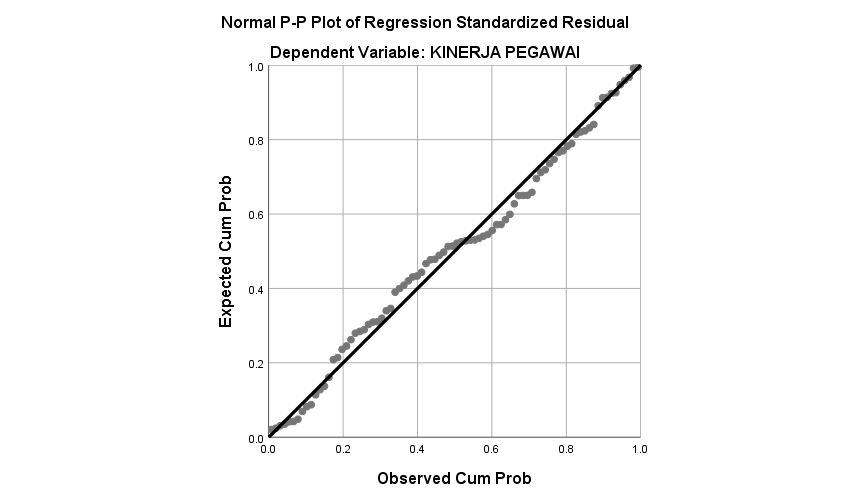
1. **Hasil Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4.075 | 3.492 |  | 1.167 | .246 |  |  |
| BUDAYA KERJA | .738 | .113 | .533 | 6.507 | .000 | .996 | 1.004 |
| SIKAP KERJA | .436 | .173 | .209 | 2.520 | .013 | .976 | 1.025 |
| KARAKTERISTIK INDIVIDU | .261 | .148 | .147 | 1.771 | .080 | .974 | 1.027 |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | | | |

1. **Hasil Uji Heteroskedastisitas**



1. **Hasil Uji Normalitas**



**Lampiran 17**

**Hasil Analalisis Regresi Linier Berganda dan Uji Hipotesis (Uji t dan Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4.075 | 3.492 |  | 1.167 | .246 |
| BUDAYA KERJA | .738 | .173 | .533 | 6.507 | .000 |
| SIKAP KERJA | .436 | .113 | .209 | 2.520 | .013 |
| KARAKTERISTIK INDIVIDU | .261 | .148 | .147 | 1.771 | .080 |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4.075 | 3.492 |  | 1.167 | .246 |
| BUDAYA KERJA | .738 | .173 | .533 | 6.507 | .000 |
| SIKAP KERJA | .436 | .113 | .209 | 2.520 | .013 |
| KARAKTERISTIK INDIVIDU | .261 | .148 | .147 | 1.771 | .080 |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 2483006.24 | 3 | 827673.34 | 17.821 | .000b |
| Residual | 445860.854 | 80 | 4644583.0 |  |  |
| Total | 694160.263 | 83 |  |  |  |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | |
| b. Predictors: (Constant), KARAKTERISTIK INDIVIDU, SIKAP KERJA, BUDAYA KERJA | | | | | | |

**Lampiran 18**

**Hasil Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .598a | .358 | .338 | 2155.048 |
| a. Predictors: (Constant), KARAKTERISTIK INDIVIDU, SIKAP KERJA, BUDAYA KERJA | | | | |

**Lampiran 19**

**Nilai r tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **df = (N-2)** | **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
|  | **Tingkat signifikansi untuk uji dua arah** | | | | |
|  | **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.588 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.579 |
| **28** | 0.3061 | 0.361 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.355 | 0.4158 | 0.4556 | 0.562 |
| **30** | 0.296 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.344 | 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 | 0.381 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.376 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.316 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.312 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.495 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |

**Lampiran 20**

**Surat balasan penelitian**

