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LAMPIRAN

Lampiran 1 Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Komunikasi, Kepemimpinan dan Kepuasan Kerja terhadap Komitmen Organisasi PT. Barata Indonesia (Persero) Tegal

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

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

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

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

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Januari 2023

Hormat Saya,

Diana Khoirun Nisa

KARAKTERISTIK RESPONDEN

1. Jenis Kelamin
   a. Perempuan
   b. Laki-laki
2. Usia
   a. 21-30 tahun
   b. 31-40 tahun
   c. > 41 tahun
3. Pendidikan
   a. S2
   b. S1
   c. D3
   d. SMK/SMA

Keterangan

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

Petunjuk Pengisian

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

Komunikasi (X1)

No	Pernyataan	SS	S	N	TS	STS
1	Saya mampu memahami pesan secara cermat sebagaimana yang disampaikan oleh komunikator					
2	Saya memahami strategi/tata aturan kerja yang ditetapkan oleh Intansi					
3	Saya senang melakukan kerja sama dengan semua rekan kerja di kantor.					
4	Saya senang komunikasi yang terjadi dapat memupuk hubungan antar pegawai					
5	Saya melakukan komunikasi untuk mempengaruhi sikap orang lain dan berusaha agar orang lain bersikap positif demi tercapainya tujuan bersama					
6	Saya mampu berkoodinasi dengan sesama rekan kerja.					
7	Proses komunikasi yang efektif secara tidak sengaja meningkatkan/membina hubungan baik antar sesame rekan kerja					
8	Saya mampu menyelesaikan masalah kesalah pahaman yang terjadi dengan baik					
9	Saya selalu menanggapi dengan jujur segala bentuk pertanyaan/pernyataan yang diberikan kepada saya					
10	Saya tidak berkeinginan untuk memberikan penilaian terhadap perilaku atau sikap rekan kerja yang dinilai salah atau benar					

Kepemimpinan (X2)

No	Pernyataan	SS	S	N	TS	STS
1.	Pimpinan mengkomunikasikan pekerjaan kepada para karyawan					
2.	Pimpinan memberikan motivasi kepada karyawan agar semangat dalam berkerja					
3.	Pimpinan memberikan motivasi kepada karyawan agar mempunyai kegairahan dalam berkerja					
4.	Pimpinan memberikan bimbingan pelaksanaan tugas dalam pekerjaan					
5	Pimpinan mempengaruhi karyawan dalam memberikan petunjuk pemeliharaan					
6	Pimpinan menciptakan suasana kerja yang baik dalam pekerjaan					
7	Pimpinan menciptakan suasana kerja yang menyenangkan dalam pekerjaan					
8	Pimpinan selalu melibatkan karyawan dalam pengambilan keputusan					
9	Pimpinan memberikan kebebasan bagi bawahan untuk memberikan pendapat					

Kepuasan Kerja (X3)

No	Pernyataan	SS	S	N	TS	STS
1	Saya menerima gaji yang cukup dan sesuai, berdasarkan tanggung jawab pekerjaan yang diberikan pada saya					
2	Saya puasa karna mendapatkan bonus yang sesuai					
3	Saya puas mendapat penghargaan					

	ketika bisa menyelesaikan pekerjaan					
4	Saya puas karena ruangan kerja saya sangat nyaman					
5	Saya puas karena ketersediaan peralatan yang memadahi					
6	Saya puas karena mempunyai kejujuran yang baik antar karyawan					
7	Saya puas baik pekerjaan sesuai dengan jabatan yang saya emban					
8	Saya puas karena dapat memberikan saran kepada organisasi					
9	Saya puas karena mempunyai kesempatan untuk bekerja					
10	Saya puas karena mempunyai kesempatan yang sama dalam menunjang karir					

Komitmen Organisasi (Y)

No	Pernyataan	SS	S	RR	TS	STS
1	Karyawan mempunyai ikatan emosional dengan perusahaan					
2	Karyawan mempunyai kedudukan dengan perusahaan karena merasa terikat secara emosional					
3	Karyawan berkomunikasi dengan perusahaan karena merasa mempunyai nilai yang sama dengan perusahaan					
4	Karyawan bertahan di pekerjaan karena mempunyai visi misi yang sama dengan perusahaan					
5	Karyawan akan menyelesaikan biaya jika keluar dari perusahaan					
6	Karyawan tetap berkomitmen untuk tetap bekerja diperusahaan karena jika keluar perusahaan akan menimbulkan kerugian finansial					
7	Kesediaan karyawan untuk mengabdikan hidupnya kepada organisasi					

Lampiran 2

Data Uji Validitas Dan Reliabilitas Variabel Komitmen Organisasi (Y)

Nomor Responden	Instrumen Penelitian Variabel Komitmen Organisasi (Y)							Skor Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	
1	4	4	4	4	4	5	5	30
2	3	4	3	3	3	3	3	22
3	5	5	4	4	5	4	3	30
4	4	3	4	3	4	3	3	24
5	3	4	4	3	3	4	3	24
6	5	5	4	5	3	3	5	30
7	3	3	4	5	3	4	5	27
8	4	4	4	4	3	3	3	25
9	5	4	5	5	5	5	4	33
10	4	4	5	4	4	4	4	29
11	5	4	5	4	5	5	5	33
12	4	4	5	4	3	4	4	28
13	5	5	5	5	4	4	4	32
14	5	4	4	5	4	4	4	30
15	4	4	4	5	4	4	4	29
16	4	5	5	4	5	5	4	32
17	3	4	5	3	4	5	5	29
18	4	4	4	4	3	5	5	29
19	4	4	4	5	4	5	4	30
20	4	4	4	4	4	4	4	28
21	3	4	3	4	3	3	4	24
22	4	4	3	3	3	4	3	24
23	4	5	4	5	4	4	5	31
24	4	5	4	4	5	5	4	31
25	4	4	4	4	4	4	4	28
26	4	3	4	4	4	3	4	26
27	5	5	5	5	4	4	4	32
28	4	4	4	4	4	4	5	29

29	4	4	4	4	4	4	4	28
30	4	5	4	4	5	5	4	31

Lampiran 3

Data Uji Validitas Dan Reliabilitas Variabel Komunikasi (X1)

Nomor Responden	Instrumen Penelitian Variabel Komunikasi (X1)										Skor Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	4	4	5	5	5	4	4	4	4	4	43
2	4	3	3	3	3	3	3	3	4	4	33
3	4	5	5	5	4	4	5	5	4	5	46
4	4	4	5	3	4	4	3	5	4	3	39
5	5	3	4	4	4	4	3	3	5	4	39
6	4	5	5	5	4	4	5	3	4	5	44
7	5	3	4	3	5	4	4	5	5	3	41
8	4	4	4	4	4	4	3	3	4	4	38
9	5	5	4	4	5	5	5	5	5	4	47
10	4	4	4	5	4	5	4	4	4	4	42
11	5	5	5	5	4	5	5	5	5	4	48
12	5	4	4	5	4	3	3	4	5	4	41
13	4	5	4	5	5	5	4	5	4	5	46
14	4	5	4	3	4	4	3	3	4	4	38
15	5	4	5	4	5	4	4	4	5	4	44
16	5	4	5	5	5	5	5	5	5	5	49
17	4	3	5	5	4	4	3	4	4	4	40
18	5	4	5	4	4	5	4	5	5	4	45
19	5	4	5	5	4	5	4	4	5	4	45
20	4	4	4	4	4	4	4	4	4	4	40
21	4	3	3	4	3	4	4	5	4	4	38
22	4	4	4	4	4	3	4	4	4	4	39
23	5	4	5	4	5	5	4	5	5	5	47
24	5	4	5	5	4	5	4	5	5	5	47
25	4	4	5	3	5	3	4	4	4	4	40
26	5	4	4	4	4	4	4	5	5	3	42
27	4	5	5	5	5	4	5	5	4	5	47
28	4	4	4	4	5	4	5	4	4	4	42
29	4	4	4	4	4	4	4	4	4	4	40
30	5	4	5	5	5	5	4	5	5	5	48

Lampiran 4

Data Uji Validitas Dan Reliabilitas Variabel Kepemimpinan (X2)

Nomor Responden	Instrumen Penelitian Variabel Kepemimpinan (X2)									Skor Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1	4	4	5	4	4	5	5	4	5	31
2	3	3	4	4	4	3	3	3	3	24
3	5	5	5	3	4	4	5	4	5	31
4	4	3	5	3	4	4	4	4	3	27
5	4	3	4	4	4	3	4	4	4	26
6	5	5	5	5	4	5	5	4	5	34
7	3	4	5	3	4	5	3	4	3	27
8	4	3	4	4	4	3	4	4	4	26
9	4	4	5	5	5	5	4	5	4	32
10	4	4	5	5	4	4	4	5	5	30
11	5	5	5	5	5	4	5	5	5	34
12	5	4	4	4	5	4	5	3	5	31
13	5	4	4	5	4	4	5	5	5	31
14	3	5	4	3	4	4	3	4	3	26
15	4	4	5	4	5	5	5	4	4	32
16	5	5	4	5	5	4	5	5	5	33
17	4	4	4	4	4	3	4	4	5	27
18	5	5	4	5	4	4	4	5	4	31
19	5	5	5	5	5	4	4	5	5	33
20	4	4	4	4	4	4	4	4	4	28
21	4	3	4	5	4	3	3	4	4	26
22	4	4	4	3	4	4	4	3	4	27
23	5	5	4	5	4	5	5	5	4	33
24	4	4	4	5	5	5	5	5	5	32
25	5	5	3	5	4	4	3	3	3	29
26	3	4	4	5	5	4	3	4	4	28
27	5	4	5	5	5	4	5	4	5	33
28	4	4	4	5	5	4	3	4	4	29
29	4	4	5	4	4	4	4	4	4	29
30	5	5	5	5	4	5	4	5	5	33

Lampiran 5

Data Uji Validitas Dan Reliabilitas Variabel Kepuasan Kerja (X3)

Nomor Responden	Instrumen Penelitian Variabel Kepuasan Kerja (X3)										Skor total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X.10	
1	5	5	4	4	5	5	4	4	4	5	36
2	3	4	3	4	3	3	4	3	3	4	27
3	4	4	5	4	5	4	5	4	5	3	35
4	4	4	3	4	4	3	4	3	4	3	29
5	5	4	4	3	3	4	3	3	3	4	29
6	4	4	5	5	5	4	4	4	5	5	35
7	5	4	3	4	4	4	3	4	3	5	31
8	4	4	4	3	4	4	4	2	4	4	29
9	5	5	4	5	5	5	5	4	5	5	38
10	5	4	5	4	5	4	4	4	4	4	35
11	5	5	4	5	5	4	5	5	5	5	38
12	5	4	5	4	4	4	4	3	4	4	33
13	5	4	5	5	5	5	4	4	5	5	37
14	5	4	5	5	4	4	4	4	5	5	35
15	4	4	5	4	5	4	4	4	4	4	34
16	4	5	5	5	4	5	4	5	4	4	37
17	4	4	4	4	5	4	5	4	3	3	34
18	5	5	4	4	4	4	4	4	4	5	34
19	4	5	4	4	5	4	5	4	4	4	35
20	4	5	4	4	4	4	5	3	4	4	33
21	4	4	4	2	4	3	3	4	3	4	28
22	4	3	4	4	3	4	3	4	4	4	29
23	5	5	4	4	4	5	5	5	4	5	37
24	5	5	5	5	4	4	4	5	4	5	37
25	5	5	4	4	4	4	4	4	4	5	34
26	5	5	4	4	4	3	4	4	4	4	33
27	5	4	5	4	5	5	5	5	5	4	38
28	4	5	5	4	4	4	3	4	4	4	33
29	4	5	4	4	4	4	4	4	4	4	33
30	5	4	5	5	4	5	4	5	4	5	37

Lampiran 6

Uji Validitas Variabel Komitmen Organisasi (Y)

Correlations

		Y.01	Y.02	Y.03	Y.04	Y.05	Y.06	Y.07	Total_Y
Y.01	Pearson Correlation	1	.425*	.425*	.533**	.469**	.136	.068	.671**
	Sig. (2-tailed)		.019	.019	.002	.009	.473	.723	.000
	N	30	30	30	30	30	30	30	30
Y.02	Pearson Correlation	.425*	1	.213	.285	.368*	.286	.056	.572**
	Sig. (2-tailed)	.019		.258	.127	.045	.125	.768	.001
	N	30	30	30	30	30	30	30	30
Y.03	Pearson Correlation	.425*	.213	1	.285	.450*	.450*	.309	.690**
	Sig. (2-tailed)	.019	.258		.127	.013	.013	.097	.000
	N	30	30	30	30	30	30	30	30
Y.04	Pearson Correlation	.533**	.285	.285	1	.171	.114	.420*	.627**
	Sig. (2-tailed)	.002	.127	.127		.367	.550	.021	.000
	N	30	30	30	30	30	30	30	30
Y.05	Pearson Correlation	.469**	.368*	.450*	.171	1	.565**	.084	.702**
	Sig. (2-tailed)	.009	.045	.013	.367		.001	.659	.000
	N	30	30	30	30	30	30	30	30
Y.06	Pearson Correlation	.136	.286	.450*	.114	.565**	1	.406*	.675**
	Sig. (2-tailed)	.473	.125	.013	.550	.001		.026	.000
	N	30	30	30	30	30	30	30	30
Y.07	Pearson Correlation	.068	.056	.309	.420*	.084	.406*	1	.537**
	Sig. (2-tailed)	.723	.768	.097	.021	.659	.026		.002
	N	30	30	30	30	30	30	30	30
Total_Y	Pearson Correlation	.671**	.572**	.690**	.627**	.702**	.675**	.537**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.002	
	N	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 7

Uji Validitas Variabel Komunikasi (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	-.093	.259	.142	.241	.453*	.098	.374*	1.000**	-.019	.511**
	Sig. (2-tailed)		.626	.168	.455	.199	.012	.605	.042	.000	.920	.004
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	-.093	1	.356	.326	.308	.292	.543**	.173	-.093	.425*	.549**
	Sig. (2-tailed)	.626		.054	.079	.098	.117	.002	.362	.626	.019	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.259	.356	1	.412*	.471**	.365*	.317	.301	.259	.357	.665**
	Sig. (2-tailed)	.168	.054		.024	.009	.047	.088	.106	.168	.053	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.142	.326	.412*	1	.125	.449*	.403*	.224	.142	.604**	.646**
	Sig. (2-tailed)	.455	.079	.024		.510	.013	.027	.234	.455	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.241	.308	.471**	.125	1	.279	.416*	.332	.241	.244	.586**
	Sig. (2-tailed)	.199	.098	.009	.510		.136	.022	.073	.199	.193	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.453*	.292	.365*	.449*	.279	1	.374*	.498**	.453*	.351	.736**
	Sig. (2-tailed)	.012	.117	.047	.013	.136		.042	.005	.012	.057	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.098	.543**	.317	.403*	.416*	.374*	1	.463**	.098	.419*	.698**
	Sig. (2-tailed)	.605	.002	.088	.027	.022	.042		.010	.605	.021	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.374*	.173	.301	.224	.332	.498**	.463**	1	.374*	.117	.642**
	Sig. (2-tailed)	.042	.362	.106	.234	.073	.005	.010		.042	.540	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	1.000**	-.093	.259	.142	.241	.453*	.098	.374*	1	-.019	.511**
	Sig. (2-tailed)	.000	.626	.168	.455	.199	.012	.605	.042		.920	.004
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	-.019	.425*	.357	.604**	.244	.351	.419*	.117	-.019	1	.581**
	Sig. (2-tailed)	.920	.019	.053	.000	.193	.057	.021	.540	.920		.001
	N	30	30	30	30	30	30	30	30	30	30	30

Total_X1	Pearson Correlation	.511**	.549**	.665**	.646**	.586**	.736**	.698**	.642**	.511**	.581**	1
	Sig. (2-tailed)	.004	.002	.000	.000	.001	.000	.000	.000	.004	.001	
	N	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 8

Uji Validitas Variabel Kepemimpinan (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	.547**	.071	.461*	.139	.166	.638**	.330	.598**	.744**
	Sig. (2-tailed)		.002	.710	.010	.465	.381	.000	.075	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.547**	1	.088	.269	.137	.485**	.275	.371*	.311	.673**
	Sig. (2-tailed)	.002		.645	.151	.470	.007	.141	.043	.094	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.071	.088	1	-.112	.128	.444*	.347	.332	.315	.422*
	Sig. (2-tailed)	.710	.645		.555	.501	.014	.060	.073	.091	.020
	N	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.461*	.269	-.112	1	.407*	.129	.147	.529**	.431*	.558**
	Sig. (2-tailed)	.010	.151	.555		.025	.495	.438	.003	.018	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.139	.137	.128	.407*	1	.217	.247	.217	.324	.484**
	Sig. (2-tailed)	.465	.470	.501	.025		.249	.188	.250	.081	.007
	N	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.166	.485**	.444*	.129	.217	1	.376*	.345	.155	.647**
	Sig. (2-tailed)	.381	.007	.014	.495	.249		.041	.062	.413	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.638**	.275	.347	.147	.247	.376*	1	.348	.717**	.726**
	Sig. (2-tailed)	.000	.141	.060	.438	.188	.041		.060	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.330	.371*	.332	.529**	.217	.345	.348	1	.449*	.585**
	Sig. (2-tailed)	.075	.043	.073	.003	.250	.062	.060		.013	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.598**	.311	.315	.431*	.324	.155	.717**	.449*	1	.679**
	Sig. (2-tailed)	.000	.094	.091	.018	.081	.413	.000	.013		.000
	N	30	30	30	30	30	30	30	30	30	30
Total_X2	Pearson Correlation	.744**	.673**	.422*	.558**	.484**	.647**	.726**	.585**	.679**	1
	Sig. (2-tailed)	.000	.000	.020	.001	.007	.000	.000	.001	.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 9

Uji Validitas Variabel Kepuasan Kerja (X3)

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	.214	.231	.265	.188	.446*	.046	.377*	.283	.601**	.534**
	Sig. (2-tailed)		.256	.219	.157	.319	.013	.811	.040	.130	.000	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.214	1	-.056	.216	.172	.181	.352	.290	.115	.320	.454*
	Sig. (2-tailed)	.256		.767	.252	.363	.337	.057	.120	.546	.085	.012
	N	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.231	-.056	1	.373*	.381*	.445*	.088	.391*	.530**	.106	.578**
	Sig. (2-tailed)	.219	.767		.042	.038	.014	.644	.033	.003	.578	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.265	.216	.373*	1	.311	.467**	.352	.502**	.612**	.451*	.708**
	Sig. (2-tailed)	.157	.252	.042		.094	.009	.057	.005	.000	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.188	.172	.381*	.311	1	.373*	.586**	.320	.545**	.050	.669**
	Sig. (2-tailed)	.319	.363	.038	.094		.043	.001	.085	.002	.794	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.446*	.181	.445*	.467**	.373*	1	.317	.482**	.426*	.445*	.737**
	Sig. (2-tailed)	.013	.337	.014	.009	.043		.087	.007	.019	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.046	.352	.088	.352	.586**	.317	1	.225	.472**	-.072	.595**
	Sig. (2-tailed)	.811	.057	.644	.057	.001	.087		.232	.008	.705	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.377*	.290	.391*	.502**	.320	.482**	.225	1	.305	.391*	.729**
	Sig. (2-tailed)	.040	.120	.033	.005	.085	.007	.232		.101	.033	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.283	.115	.530**	.612**	.545**	.426*	.472**	.305	1	.281	.662**
	Sig. (2-tailed)	.130	.546	.003	.000	.002	.019	.008	.101		.132	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.601**	.320	.106	.451*	.050	.445*	-.072	.391*	.281	1	.447*

	Sig. (2-tailed)	.000	.085	.578	.012	.794	.014	.705	.033	.132		.013
	N	30	30	30	30	30	30	30	30	30	30	30
Total_X3	Pearson Correlation	.534**	.454*	.578**	.708**	.669**	.737**	.595**	.729**	.662**	.447*	1
	Sig. (2-tailed)	.002	.012	.001	.000	.000	.000	.001	.000	.000	.013	
	N	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 10

Uji Reliabilitas Variabel Komitmen Organisasi (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.757	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	24.5333	6.602	.523	.717
Y.2	24.4333	7.082	.412	.740
Y.3	24.4333	6.668	.560	.711
Y.4	24.4667	6.671	.453	.732
Y.5	24.7000	6.286	.543	.711
Y.6	24.5000	6.397	.507	.720
Y.7	24.5333	7.016	.338	.757

Lampiran 11

Uji Reliabilitas Variabel Komunikasi (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.817	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	38.1667	13.523	.406	.809
X1.2	38.5333	12.947	.418	.809
X1.3	38.1667	12.420	.560	.794
X1.4	38.3333	12.092	.514	.799
X1.5	38.3000	12.907	.472	.803
X1.6	38.4000	11.903	.641	.784
X1.7	38.6000	11.972	.588	.790
X1.8	38.3000	12.079	.507	.800
X1.9	38.1667	13.523	.406	.809
X1.10	38.4333	12.944	.467	.804

Lampiran 12

Uji Reliabilitas Variabel Kepemimpinan (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.811	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	33.9667	11.413	.624	.777
X2.2	34.0667	11.926	.495	.794
X2.3	33.8333	13.247	.303	.814
X2.4	33.8667	11.913	.437	.803
X2.5	33.9000	13.334	.355	.809
X2.6	34.1333	12.326	.439	.801
X2.7	34.1000	10.990	.625	.776
X2.8	34.0333	11.689	.589	.782
X2.9	33.9667	10.930	.681	.768

Lampiran 13

Uji Reliabilitas Variabel Kepuasan Kerja (X3)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.826	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	37.6333	13.689	.464	.815
X3.2	37.7333	14.340	.310	.828
X3.3	37.8333	13.454	.440	.818
X3.4	38.0000	12.414	.646	.796
X3.5	37.8667	13.154	.521	.809
X3.6	38.0333	12.792	.649	.797
X3.7	38.0333	13.551	.409	.821
X3.8	38.1667	12.489	.586	.802
X3.9	38.0667	12.616	.651	.796
X3.10	37.8333	13.454	.440	.818

Lampiran 14

Data Penelitian Variabel Komitmen Organisasi (Y)

Nomor Responden	Instrumen Penelitian Variabel Komitmen Organisasi (Y)							Skor Total
	Y1.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6	Y2.7	
1	5	4	5	4	4	4	4	30
2	4	4	4	5	4	4	4	29
3	5	4	4	5	4	5	4	31
4	4	4	5	4	4	4	4	29
5	5	5	4	4	5	4	4	31
6	4	4	5	4	4	5	4	30
7	5	5	5	4	4	4	5	32
8	3	3	3	3	4	3	3	22
9	4	4	4	4	4	5	5	30
10	3	4	3	3	3	3	3	22
11	5	5	4	4	4	4	4	30
12	4	3	4	3	4	3	3	24
13	3	4	4	3	3	4	3	24
14	5	4	4	5	4	4	5	31
15	3	3	4	4	3	4	4	25
16	4	4	4	4	3	3	3	25
17	5	4	4	5	5	4	4	31
18	4	4	5	4	4	4	4	29
19	5	4	5	4	5	5	5	33
20	4	4	5	4	4	4	4	29
21	5	5	4	5	4	4	4	31
22	5	4	4	5	4	4	4	30
23	4	4	4	5	4	4	4	29
24	4	5	5	4	5	5	4	32
25	4	4	5	4	4	5	5	31
26	4	4	4	4	4	5	5	30
27	4	4	4	5	4	5	4	30
28	4	4	4	4	4	4	4	28
29	3	4	3	4	3	3	4	24
30	4	4	3	3	3	4	3	24
31	4	5	4	5	4	4	5	31

32	4	5	4	4	5	5	4	31
33	4	4	4	4	4	4	4	28
34	4	3	4	4	4	3	4	26
35	5	4	5	4	4	4	4	30
36	4	4	4	4	4	4	5	29
37	4	4	4	4	4	4	4	28
38	4	5	4	4	5	5	4	31
39	4	4	4	4	4	4	3	27
40	4	5	4	4	4	5	4	30
41	5	4	5	4	4	4	5	31
42	4	4	5	4	5	4	4	30
43	4	4	4	4	5	5	5	31
44	4	4	4	5	4	5	5	31
45	4	4	4	5	5	4	4	30
46	5	4	5	5	4	5	4	32
47	4	4	4	5	4	4	4	29
48	4	4	4	3	4	3	4	26
49	5	5	5	5	5	5	5	35
50	5	4	5	4	5	4	5	32
51	4	5	4	4	4	4	5	30
52	4	4	3	4	3	3	3	24
53	4	4	4	4	4	4	4	28
54	5	5	4	4	4	4	4	30
55	4	3	4	3	4	3	3	24
56	3	4	4	3	3	4	3	24
57	5	4	4	5	4	4	5	31
58	3	3	4	4	3	4	4	25
59	4	4	4	4	3	3	3	25
60	5	4	4	5	5	4	4	31
61	4	4	5	4	4	4	4	29
62	5	4	5	4	5	5	5	33
63	4	4	5	4	4	4	4	29
64	5	5	4	5	4	4	4	31
65	5	4	4	5	4	4	4	30
66	4	4	4	5	4	4	4	29
67	4	5	5	4	5	5	4	32

68	4	4	5	4	4	5	5	31
69	4	4	4	4	4	5	5	30
70	4	4	4	5	4	5	4	30

Lampiran 15

Data Penelitian Variabel Komunikasi (X1)

Nomor Responden	Instrumen Penelitian Variabel Komunikasi (X1)										Skor Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	4	5	3	5	5	4	5	5	5	4	26
2	5	4	5	4	3	5	4	4	3	5	26
3	5	5	5	4	5	3	4	5	5	5	27
4	4	5	4	4	5	5	4	5	5	4	27
5	4	4	5	5	4	5	5	4	4	4	27
6	4	5	4	4	5	4	4	5	5	4	26
7	4	5	5	5	5	5	5	5	5	4	29
8	3	3	3	3	3	4	3	3	3	3	19
9	4	5	5	5	5	4	5	5	5	4	28
10	4	4	3	3	3	3	3	4	3	4	20
11	4	4	5	5	4	4	5	4	4	4	26
12	4	3	4	3	4	4	3	3	4	4	22
13	5	4	4	4	4	4	4	4	4	5	25
14	4	5	5	5	4	4	5	5	4	4	27
15	5	5	4	4	5	4	4	5	5	5	27
16	4	4	4	4	4	4	4	4	4	4	24
17	5	5	4	4	5	5	4	5	5	5	28
18	4	4	4	5	4	5	5	4	4	4	26
19	5	5	5	5	4	5	5	5	4	5	29
20	5	4	4	5	4	4	5	4	4	5	26
21	4	5	4	5	5	5	5	5	5	4	28
22	4	5	4	5	4	4	5	5	4	4	26
23	5	4	5	4	5	4	4	4	5	5	27
24	5	4	5	5	5	5	5	4	5	5	29
25	4	5	5	5	4	4	5	5	4	4	27
26	5	5	5	4	4	5	4	5	4	5	28
27	5	4	5	5	4	5	5	4	4	5	28
28	4	4	4	5	4	4	5	4	4	4	25
29	4	4	3	4	3	4	4	4	3	4	22
30	4	4	4	4	4	3	4	4	4	4	23
31	5	4	5	4	5	5	4	4	5	5	28

32	5	5	5	5	4	5	5	5	4	5	29
33	4	5	5	4	5	4	4	5	5	4	27
34	5	4	4	4	4	4	4	4	4	5	25
35	4	4	5	5	5	4	5	4	5	4	27
36	4	4	4	4	5	4	4	4	5	4	25
37	5	4	4	5	4	4	5	4	4	5	26
38	5	4	5	5	4	5	5	4	4	5	28
39	4	4	5	5	4	5	5	4	4	4	27
40	5	4	5	4	4	5	4	4	4	5	27
41	5	5	5	5	5	4	5	5	5	5	29
42	5	5	4	5	4	5	5	5	4	5	28
43	5	4	5	5	5	5	5	4	5	5	29
44	5	4	5	4	4	4	4	4	4	5	26
45	4	4	5	4	5	5	4	4	5	4	27
46	5	5	4	5	4	5	5	5	4	5	28
47	4	4	5	5	5	4	5	4	5	4	27
48	4	4	4	4	5	4	4	4	5	4	25
49	5	5	5	5	5	5	5	5	5	5	30
50	5	5	5	4	5	4	4	5	5	5	28
51	4	4	5	4	5	5	4	4	5	4	27
52	4	3	4	4	3	4	4	3	3	4	22
53	5	4	4	5	4	4	5	4	4	5	26
54	4	4	5	5	4	4	5	4	4	4	26
55	4	3	4	3	4	4	3	3	4	4	22
56	5	4	4	4	4	4	4	4	4	5	25
57	4	5	5	5	4	4	5	5	4	4	27
58	5	5	4	4	5	4	4	5	5	5	27
59	4	4	4	4	4	4	4	4	4	4	24
60	5	5	4	4	5	5	4	5	5	5	28
61	4	4	4	5	4	5	5	4	4	4	26
62	5	5	5	5	4	5	5	5	4	5	29
63	5	4	4	5	4	4	5	4	4	5	26
64	4	5	4	5	5	5	5	5	5	4	28
65	4	5	4	5	4	4	5	5	4	4	26
66	5	4	5	4	5	4	4	4	5	5	27
67	5	4	5	5	5	5	5	4	5	5	29

68	4	5	5	5	4	4	5	5	4	4	27
69	5	5	5	4	4	5	4	5	4	5	28
70	5	4	5	5	4	5	5	4	4	5	28

Lampiran 16

Data Penelitian Variabel Kepemimpinan (X2)

Nomor Responden	Instrumen Penelitian Variabel Kepemimpinan (X2)									Skor Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1	5	4	4	4	5	5	4	5	4	36
2	4	5	4	4	5	4	5	4	4	35
3	5	4	5	5	4	5	5	4	5	37
4	4	5	4	4	5	4	5	5	4	36
5	5	4	4	5	4	5	5	5	4	37
6	5	4	5	4	4	5	5	5	5	37
7	5	4	5	5	5	4	5	5	5	38
8	4	4	4	4	5	4	4	4	4	33
9	4	4	5	4	4	5	5	4	5	35
10	3	3	4	4	4	3	3	3	4	27
11	5	4	5	4	4	4	5	5	5	36
12	4	3	4	3	4	4	4	3	4	29
13	4	3	4	4	4	3	4	4	4	30
14	5	5	5	5	4	5	5	5	5	39
15	4	4	5	4	4	5	4	4	5	34
16	4	3	4	4	4	3	4	3	4	29
17	4	4	5	5	5	5	4	5	5	37
18	4	4	5	5	4	4	4	4	5	34
19	5	5	5	5	5	4	5	4	5	38
20	5	4	4	4	5	4	5	4	4	35
21	5	4	5	5	4	4	5	5	5	37
22	4	5	4	4	4	4	4	4	4	33
23	4	4	5	4	5	5	5	4	5	36
24	5	5	4	5	5	4	5	5	4	38
25	5	4	5	4	4	5	4	5	5	36
26	5	5	4	5	4	4	4	4	4	35
27	5	5	5	5	5	4	4	4	5	37
28	4	5	4	4	5	4	4	4	4	34
29	4	3	4	4	4	3	3	4	4	29
30	4	4	4	3	4	4	4	3	4	30
31	5	5	4	5	4	5	5	4	4	37

32	4	4	4	5	5	5	5	5	4	37
33	5	5	4	5	4	4	4	4	4	35
34	4	4	4	5	5	4	4	4	4	34
35	5	4	5	5	5	4	5	4	5	37
36	4	5	4	5	5	4	3	4	4	34
37	4	4	5	5	4	4	4	4	5	34
38	5	5	5	5	4	5	4	4	5	37
39	4	4	4	5	4	4	4	5	4	34
40	5	4	5	4	4	5	4	5	5	36
41	5	5	4	5	4	4	5	5	4	37
42	5	4	5	5	4	5	5	4	5	37
43	5	5	5	5	5	4	5	4	5	38
44	4	5	4	5	5	5	4	4	4	36
45	5	5	4	5	4	4	5	4	4	36
46	5	5	5	4	4	5	5	4	5	37
47	5	4	4	4	5	4	5	4	4	35
48	5	4	4	4	4	5	5	4	4	35
49	5	5	5	5	5	5	5	5	5	40
50	5	5	5	4	5	5	4	4	5	37
51	5	5	4	5	4	5	4	4	4	36
52	4	3	4	3	3	4	3	4	4	28
53	4	4	4	4	5	4	5	4	4	34
54	5	4	5	4	4	4	5	5	5	36
55	4	3	4	3	4	4	4	3	4	29
56	4	3	4	4	4	3	4	4	4	30
57	5	5	5	5	4	5	5	5	5	39
58	4	4	5	4	4	5	4	4	5	34
59	4	3	4	4	4	3	4	3	4	29
60	4	4	5	5	5	5	4	5	5	37
61	4	4	5	5	4	4	4	4	5	34
62	5	5	5	5	5	4	5	4	5	38
63	5	4	4	4	5	4	5	4	4	35
64	5	4	5	5	4	4	5	5	5	37
65	4	5	4	4	4	4	4	4	4	33
66	4	4	5	4	5	5	5	4	5	36
67	5	5	4	5	5	4	5	5	4	38

68	5	4	5	4	4	5	4	5	5	36
69	5	5	4	5	4	4	4	4	4	35
70	5	5	5	5	5	4	4	4	5	37

Lampiran 17

Data Penelitian Variabel Kepuasan Kerja (X3)

Nomor Responden	Instrumen Penelitian Variabel Kepuasan Kerja (X3)										Skor total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
1	4	5	5	4	5	4	5	4	5	4	36
2	5	4	5	5	4	5	4	4	4	5	36
3	4	5	4	5	5	5	5	4	5	3	37
4	5	4	5	5	4	4	5	5	4	5	37
5	5	5	5	5	5	4	4	4	5	5	37
6	5	5	4	5	5	4	4	3	5	4	35
7	5	5	4	4	5	5	5	4	4	5	37
8	5	4	4	3	3	3	4	4	2	5	30
9	5	5	4	4	5	5	4	4	5	4	36
10	3	4	3	4	3	3	4	3	3	3	27
11	4	4	5	4	5	4	5	4	4	4	35
12	4	4	3	4	4	3	4	3	4	4	29
13	5	4	4	3	3	4	3	3	3	4	29
14	4	4	5	5	5	4	4	4	5	4	35
15	5	4	3	4	4	4	3	4	5	4	31
16	4	4	4	3	4	4	4	2	3	4	29
17	5	5	4	5	5	5	5	4	5	5	38
18	5	4	5	4	5	4	4	4	4	5	35
19	5	5	4	5	5	4	5	5	4	5	38
20	5	4	5	4	4	4	4	3	4	3	33
21	5	4	5	5	5	5	4	4	4	5	37
22	5	4	5	5	4	4	4	4	4	4	35
23	4	4	5	4	5	4	4	4	5	4	34
24	4	5	5	5	4	5	4	5	4	5	37
25	4	4	4	4	5	4	5	4	3	4	34
26	5	5	4	4	4	4	4	4	4	5	34
27	4	5	4	4	5	4	5	4	4	5	35
28	4	5	4	4	4	4	5	3	4	4	33
29	4	4	4	2	4	3	3	4	3	4	28
30	4	3	4	4	3	4	3	4	4	3	29
31	5	5	4	4	4	5	5	5	5	5	37

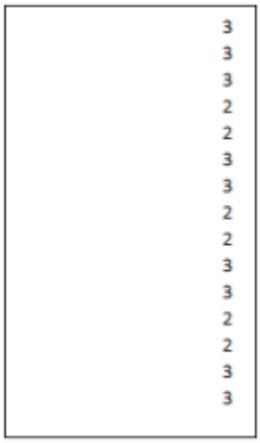
32	5	5	5	5	4	4	4	5	5	5	37
33	5	5	4	4	4	4	4	4	4	3	34
34	5	5	4	4	4	3	4	4	4	4	33
35	5	4	5	4	5	5	5	5	4	4	38
36	4	5	5	4	4	4	3	4	4	4	33
37	4	5	4	4	4	4	4	4	4	4	33
38	5	4	5	5	4	5	4	5	5	5	37
39	4	4	4	3	4	4	4	4	4	5	31
40	4	5	5	5	4	5	5	5	5	5	38
41	4	5	4	5	5	4	5	4	4	5	36
42	5	5	4	4	5	5	4	4	5	5	36
43	4	5	5	5	4	5	5	4	4	5	37
44	5	5	5	4	5	4	4	3	5	4	35
45	4	4	5	4	4	4	4	5	4	5	34
46	5	5	4	4	5	5	5	4	5	5	37
47	4	4	4	5	4	4	4	4	4	4	33
48	4	4	5	3	4	4	4	4	5	4	32
49	5	5	5	5	5	5	5	5	5	5	40
50	5	5	4	5	4	5	4	5	5	4	37
51	4	4	5	4	3	4	4	4	5	5	32
52	3	3	3	4	5	4	4	3	4	5	29
53	5	4	4	4	4	4	4	4	4	4	33
54	4	4	5	4	5	4	5	4	4	4	35
55	4	4	3	4	4	3	4	3	4	4	29
56	5	4	4	3	3	4	3	3	3	4	29
57	4	4	5	5	5	4	4	4	5	4	35
58	5	4	3	4	4	4	3	4	5	4	31
59	4	4	4	3	4	4	4	2	3	4	29
60	5	5	4	5	5	5	5	4	5	5	38
61	5	4	5	4	5	4	4	4	4	5	35
62	5	5	4	5	5	4	5	5	4	5	38
63	5	4	5	4	4	4	4	3	4	3	33
64	5	4	5	5	5	5	4	4	4	5	37
65	5	4	5	5	4	4	4	4	4	4	35
66	4	4	5	4	5	4	4	4	5	4	34
67	4	5	5	5	4	5	4	5	4	5	37

68	4	4	4	4	5	4	5	4	3	4	34
69	5	5	4	4	4	4	4	4	4	5	34
70	4	5	4	4	5	4	5	4	4	5	35

Lampiran 18

Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:

- Buka excel
- Klik file stat97.xla > klik Enable Macro
- Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1
- Pilih Add In >Statistics>Successive Interval
- Pilih Yes
- Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data

- Kemudian pindah ke Cell Output.
- Klik di kolom baru untuk membuat output, misalny di kolom B baris 1
- Tekan Next
- Pilih Select all
- Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)
- Tekan Next
- Tekan Finish

Keluaran akan menjadi seperti di bawah ini:

	Succesive Interval
3	**3**
3	2,610
2	2,610
2	2,610
3	1,000
3	1,000
2	2,610
2	2,610
3	1,000
3	1,000
2	2,610
2	2,610
3	1,000
3	1,000
	2,610
	2,610

Lampiran 19

Tabulasi Data MSI Penelitian Responden Variabel Komitmen Organisasi (Y)

Succesive Interval

Y1.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6	Y2.7	
3.914	2.654	4.099	2.446	2.497	2.380	2.390	20.380
2.468	2.654	2.593	3.881	2.497	2.380	2.390	18.862
3.914	2.654	2.593	3.881	2.497	3.769	2.390	21.697
2.468	2.654	4.099	2.446	2.497	2.380	2.390	18.934
3.914	4.227	2.593	2.446	3.979	2.380	2.390	21.929
2.468	2.654	4.099	2.446	2.497	3.769	2.390	20.323
3.914	4.227	4.099	2.446	2.497	2.380	3.784	23.347
1.000	1.000	1.000	1.000	2.497	1.000	1.000	8.497
2.468	2.654	2.593	2.446	2.497	3.769	3.784	20.212
1.000	2.654	1.000	1.000	1.000	1.000	1.000	8.654
3.914	4.227	2.593	2.446	2.497	2.380	2.390	20.446
2.468	1.000	2.593	1.000	2.497	1.000	1.000	11.557
1.000	2.654	2.593	1.000	1.000	2.380	1.000	11.626
3.914	2.654	2.593	3.881	2.497	2.380	3.784	21.702
1.000	1.000	2.593	2.446	1.000	2.380	2.390	12.809
2.468	2.654	2.593	2.446	1.000	1.000	1.000	13.161
3.914	2.654	2.593	3.881	3.979	2.380	2.390	21.790
2.468	2.654	4.099	2.446	2.497	2.380	2.390	18.934
3.914	2.654	4.099	2.446	3.979	3.769	3.784	24.646
2.468	2.654	4.099	2.446	2.497	2.380	2.390	18.934
3.914	4.227	2.593	3.881	2.497	2.380	2.390	21.880
3.914	2.654	2.593	3.881	2.497	2.380	2.390	20.308
2.468	2.654	2.593	3.881	2.497	2.380	2.390	18.862
2.468	4.227	4.099	2.446	3.979	3.769	2.390	23.378
2.468	2.654	4.099	2.446	2.497	3.769	3.784	21.718
2.468	2.654	2.593	2.446	2.497	3.769	3.784	20.212
2.468	2.654	2.593	3.881	2.497	3.769	2.390	20.251
2.468	2.654	2.593	2.446	2.497	2.380	2.390	17.428
1.000	2.654	1.000	2.446	1.000	1.000	2.390	11.491
2.468	2.654	1.000	1.000	1.000	2.380	1.000	11.502
2.468	4.227	2.593	3.881	2.497	2.380	3.784	21.829
2.468	4.227	2.593	2.446	3.979	3.769	2.390	21.872
2.468	2.654	2.593	2.446	2.497	2.380	2.390	17.428
2.468	1.000	2.593	2.446	2.497	1.000	2.390	14.394
3.914	2.654	4.099	2.446	2.497	2.380	2.390	20.380
2.468	2.654	2.593	2.446	2.497	2.380	3.784	18.822
2.468	2.654	2.593	2.446	2.497	2.380	2.390	17.428

2.468	4.227	2.593	2.446	3.979	3.769	2.390	21.872
2.468	2.654	2.593	2.446	2.497	2.380	1.000	16.038
2.468	4.227	2.593	2.446	2.497	3.769	2.390	20.390
3.914	2.654	4.099	2.446	2.497	2.380	3.784	21.774
2.468	2.654	4.099	2.446	3.979	2.380	2.390	20.416
2.468	2.654	2.593	2.446	3.979	3.769	3.784	21.694
2.468	2.654	2.593	3.881	2.497	3.769	3.784	21.646
2.468	2.654	2.593	3.881	3.979	2.380	2.390	20.344
3.914	2.654	4.099	3.881	2.497	3.769	2.390	23.204
2.468	2.654	2.593	3.881	2.497	2.380	2.390	18.862
2.468	2.654	2.593	1.000	2.497	1.000	2.390	14.602
3.914	4.227	4.099	3.881	3.979	3.769	3.784	27.653
3.914	2.654	4.099	2.446	3.979	2.380	3.784	23.257
2.468	4.227	2.593	2.446	2.497	2.380	3.784	20.394
2.468	2.654	1.000	2.446	1.000	1.000	1.000	11.569
2.468	2.654	2.593	2.446	2.497	2.380	2.390	17.428
3.914	4.227	2.593	2.446	2.497	2.380	2.390	20.446
2.468	1.000	2.593	1.000	2.497	1.000	1.000	11.557
1.000	2.654	2.593	1.000	1.000	2.380	1.000	11.626
3.914	2.654	2.593	3.881	2.497	2.380	3.784	21.702
1.000	1.000	2.593	2.446	1.000	2.380	2.390	12.809
2.468	2.654	2.593	2.446	1.000	1.000	1.000	13.161
3.914	2.654	2.593	3.881	3.979	2.380	2.390	21.790
2.468	2.654	4.099	2.446	2.497	2.380	2.390	18.934
3.914	2.654	4.099	2.446	3.979	3.769	3.784	24.646
2.468	2.654	4.099	2.446	2.497	2.380	2.390	18.934
3.914	4.227	2.593	3.881	2.497	2.380	2.390	21.880
3.914	2.654	2.593	3.881	2.497	2.380	2.390	20.308
2.468	2.654	2.593	3.881	2.497	2.380	2.390	18.862
2.468	4.227	4.099	2.446	3.979	3.769	2.390	23.378
2.468	2.654	4.099	2.446	2.497	3.769	3.784	21.718
2.468	2.654	2.593	2.446	2.497	3.769	3.784	20.212
2.468	2.654	2.593	3.881	2.497	3.769	2.390	20.251

Lampiran 20

Tabulasi Data MSI Penelitian Responden Variabel Komunikasi (X1)

Succesive Interval

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
2.817	3.947	1.000	3.759	3.875	2.576	3.759	3.947	3.875	2.817	32.373
4.363	2.486	3.782	2.323	1.000	4.067	2.323	2.486	1.000	4.363	28.191
4.363	3.947	3.782	2.323	3.875	1.000	2.323	3.947	3.875	4.363	33.796
2.817	3.947	2.344	2.323	3.875	4.067	2.323	3.947	3.875	2.817	32.334
2.817	2.486	3.782	3.759	2.436	4.067	3.759	2.486	2.436	2.817	30.846
2.817	3.947	2.344	2.323	3.875	2.576	2.323	3.947	3.875	2.817	30.843
2.817	3.947	3.782	3.759	3.875	4.067	3.759	3.947	3.875	2.817	36.645
1.000	1.000	1.000	1.000	1.000	2.576	1.000	1.000	1.000	1.000	11.576
2.817	3.947	3.782	3.759	3.875	2.576	3.759	3.947	3.875	2.817	35.154
2.817	2.486	1.000	1.000	1.000	1.000	1.000	2.486	1.000	2.817	16.606
2.817	2.486	3.782	3.759	2.436	2.576	3.759	2.486	2.436	2.817	29.355
2.817	1.000	2.344	1.000	2.436	2.576	1.000	1.000	2.436	2.817	19.427
4.363	2.486	2.344	2.323	2.436	2.576	2.323	2.486	2.436	4.363	28.135
2.817	3.947	3.782	3.759	2.436	2.576	3.759	3.947	2.436	2.817	32.277
4.363	3.947	2.344	2.323	3.875	2.576	2.323	3.947	3.875	4.363	33.934
2.817	2.486	2.344	2.323	2.436	2.576	2.323	2.486	2.436	2.817	25.044
4.363	3.947	2.344	2.323	3.875	4.067	2.323	3.947	3.875	4.363	35.425
2.817	2.486	2.344	3.759	2.436	4.067	3.759	2.486	2.436	2.817	29.408
4.363	3.947	3.782	3.759	2.436	4.067	3.759	3.947	2.436	4.363	36.859
4.363	2.486	2.344	3.759	2.436	2.576	3.759	2.486	2.436	4.363	31.008
2.817	3.947	2.344	3.759	3.875	4.067	3.759	3.947	3.875	2.817	35.207
2.817	3.947	2.344	3.759	2.436	2.576	3.759	3.947	2.436	2.817	30.839
4.363	2.486	3.782	2.323	3.875	2.576	2.323	2.486	3.875	4.363	32.450
4.363	2.486	3.782	3.759	3.875	4.067	3.759	2.486	3.875	4.363	36.814
2.817	3.947	3.782	3.759	2.436	2.576	3.759	3.947	2.436	2.817	32.277
4.363	3.947	3.782	2.323	2.436	4.067	2.323	3.947	2.436	4.363	33.986
4.363	2.486	3.782	3.759	2.436	4.067	3.759	2.486	2.436	4.363	33.937
2.817	2.486	2.344	3.759	2.436	2.576	3.759	2.486	2.436	2.817	27.917
2.817	2.486	1.000	2.323	1.000	2.576	2.323	2.486	1.000	2.817	20.828
2.817	2.486	2.344	2.323	2.436	1.000	2.323	2.486	2.436	2.817	23.467
4.363	2.486	3.782	2.323	3.875	4.067	2.323	2.486	3.875	4.363	33.941
4.363	3.947	3.782	3.759	2.436	4.067	3.759	3.947	2.436	4.363	36.859
2.817	3.947	3.782	2.323	3.875	2.576	2.323	3.947	3.875	2.817	32.281
4.363	2.486	2.344	2.323	2.436	2.576	2.323	2.486	2.436	4.363	28.135
2.817	2.486	3.782	3.759	3.875	2.576	3.759	2.486	3.875	2.817	32.232
2.817	2.486	2.344	2.323	3.875	2.576	2.323	2.486	3.875	2.817	27.921

4.363	2.486	2.344	3.759	2.436	2.576	3.759	2.486	2.436	4.363	31.008
4.363	2.486	3.782	3.759	2.436	4.067	3.759	2.486	2.436	4.363	33.937
2.817	2.486	3.782	3.759	2.436	4.067	3.759	2.486	2.436	2.817	30.846
4.363	2.486	3.782	2.323	2.436	4.067	2.323	2.486	2.436	4.363	31.064
4.363	3.947	3.782	3.759	3.875	2.576	3.759	3.947	3.875	4.363	38.246
4.363	3.947	2.344	3.759	2.436	4.067	3.759	3.947	2.436	4.363	35.421
4.363	2.486	3.782	3.759	3.875	4.067	3.759	2.486	3.875	4.363	36.814
4.363	2.486	3.782	2.323	2.436	2.576	2.323	2.486	2.436	4.363	29.573
2.817	2.486	3.782	2.323	3.875	4.067	2.323	2.486	3.875	2.817	30.850
4.363	3.947	2.344	3.759	2.436	4.067	3.759	3.947	2.436	4.363	35.421
2.817	2.486	3.782	3.759	3.875	2.576	3.759	2.486	3.875	2.817	32.232
2.817	2.486	2.344	2.323	3.875	2.576	2.323	2.486	3.875	2.817	27.921
4.363	3.947	3.782	3.759	3.875	4.067	3.759	3.947	3.875	4.363	39.736
4.363	3.947	3.782	2.323	3.875	2.576	2.323	3.947	3.875	4.363	35.372
2.817	2.486	3.782	2.323	3.875	4.067	2.323	2.486	3.875	2.817	30.850
2.817	1.000	2.344	2.323	1.000	2.576	2.323	1.000	1.000	2.817	19.199
4.363	2.486	2.344	3.759	2.436	2.576	3.759	2.486	2.436	4.363	31.008
2.817	2.486	3.782	3.759	2.436	2.576	3.759	2.486	2.436	2.817	29.355
2.817	1.000	2.344	1.000	2.436	2.576	1.000	1.000	2.436	2.817	19.427
4.363	2.486	2.344	2.323	2.436	2.576	2.323	2.486	2.436	4.363	28.135
2.817	3.947	3.782	3.759	2.436	2.576	3.759	3.947	2.436	2.817	32.277
4.363	3.947	2.344	2.323	3.875	2.576	2.323	3.947	3.875	4.363	33.934
2.817	2.486	2.344	2.323	2.436	2.576	2.323	2.486	2.436	2.817	25.044
4.363	3.947	2.344	2.323	3.875	4.067	2.323	3.947	3.875	4.363	35.425
2.817	2.486	2.344	3.759	2.436	4.067	3.759	2.486	2.436	2.817	29.408
4.363	3.947	3.782	3.759	2.436	4.067	3.759	3.947	2.436	4.363	36.859
4.363	2.486	2.344	3.759	2.436	2.576	3.759	2.486	2.436	4.363	31.008
2.817	3.947	2.344	3.759	3.875	4.067	3.759	3.947	3.875	2.817	35.207
2.817	3.947	2.344	3.759	2.436	2.576	3.759	3.947	2.436	2.817	30.839
4.363	2.486	3.782	2.323	3.875	2.576	2.323	2.486	3.875	4.363	32.450
4.363	2.486	3.782	3.759	3.875	4.067	3.759	2.486	3.875	4.363	36.814
2.817	3.947	3.782	3.759	2.436	2.576	3.759	3.947	2.436	2.817	32.277
4.363	3.947	3.782	2.323	2.436	4.067	2.323	3.947	2.436	4.363	33.986
4.363	2.486	3.782	3.759	2.436	4.067	3.759	2.486	2.436	4.363	33.937

Lampiran 21

Tabulasi Data MSI Penelitian Responden Variabel Kepemimpinan (X2)

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	**Succesive Interval**
4.273	2.278	1.000	2.364	4.508	3.845	2.405	3.956	1.000	25.628
2.728	3.624	1.000	2.364	4.508	2.419	3.850	2.496	1.000	23.990
4.273	2.278	2.597	3.804	2.944	3.845	3.850	2.496	2.597	28.684
2.728	3.624	1.000	2.364	4.508	2.419	3.850	3.956	1.000	25.450
4.273	2.278	1.000	3.804	2.944	3.845	3.850	3.956	1.000	26.950
4.273	2.278	2.597	2.364	2.944	3.845	3.850	3.956	2.597	28.704
4.273	2.278	2.597	3.804	4.508	2.419	3.850	3.956	2.597	30.281
2.728	2.278	1.000	2.364	4.508	2.419	2.405	2.496	1.000	21.199
2.728	2.278	2.597	2.364	2.944	3.845	3.850	2.496	2.597	25.700
1.000	1.000	1.000	2.364	2.944	1.000	1.000	1.000	1.000	12.309
4.273	2.278	2.597	2.364	2.944	2.419	3.850	3.956	2.597	27.278
2.728	1.000	1.000	1.000	2.944	2.419	2.405	1.000	1.000	15.497
2.728	1.000	1.000	2.364	2.944	1.000	2.405	2.496	1.000	16.939
4.273	3.624	2.597	3.804	2.944	3.845	3.850	3.956	2.597	31.490
2.728	2.278	2.597	2.364	2.944	3.845	2.405	2.496	2.597	24.255
2.728	1.000	1.000	2.364	2.944	1.000	2.405	1.000	1.000	15.442
2.728	2.278	2.597	3.804	4.508	3.845	2.405	3.956	2.597	28.718
2.728	2.278	2.597	3.804	2.944	2.419	2.405	2.496	2.597	24.269
4.273	3.624	2.597	3.804	4.508	2.419	3.850	2.496	2.597	30.168
4.273	2.278	1.000	2.364	4.508	2.419	3.850	2.496	1.000	24.188
4.273	2.278	2.597	3.804	2.944	2.419	3.850	3.956	2.597	28.718
2.728	3.624	1.000	2.364	2.944	2.419	2.405	2.496	1.000	20.982
2.728	2.278	2.597	2.364	4.508	3.845	3.850	2.496	2.597	27.263
4.273	3.624	1.000	3.804	4.508	2.419	3.850	3.956	1.000	28.434
4.273	2.278	2.597	2.364	2.944	3.845	2.405	3.956	2.597	27.259
4.273	3.624	1.000	3.804	2.944	2.419	2.405	2.496	1.000	23.966
4.273	3.624	2.597	3.804	4.508	2.419	2.405	2.496	2.597	28.723
2.728	3.624	1.000	2.364	4.508	2.419	2.405	2.496	1.000	22.545
2.728	1.000	1.000	2.364	2.944	1.000	1.000	2.496	1.000	15.533
2.728	2.278	1.000	1.000	2.944	2.419	2.405	1.000	1.000	16.775
4.273	3.624	1.000	3.804	2.944	3.845	3.850	2.496	1.000	26.837
2.728	2.278	1.000	3.804	4.508	3.845	3.850	3.956	1.000	26.969
4.273	3.624	1.000	3.804	2.944	2.419	2.405	2.496	1.000	23.966
2.728	2.278	1.000	3.804	4.508	2.419	2.405	2.496	1.000	22.639
4.273	2.278	2.597	3.804	4.508	2.419	3.850	2.496	2.597	28.822
2.728	3.624	1.000	3.804	4.508	2.419	1.000	2.496	1.000	22.580

2.728	2.278	2.597	3.804	2.944	2.419	2.405	2.496	2.597	24.269
4.273	3.624	2.597	3.804	2.944	3.845	2.405	2.496	2.597	28.586
2.728	2.278	1.000	3.804	2.944	2.419	2.405	3.956	1.000	22.535
4.273	2.278	2.597	2.364	2.944	3.845	2.405	3.956	2.597	27.259
4.273	3.624	1.000	3.804	2.944	2.419	3.850	3.956	1.000	26.871
4.273	2.278	2.597	3.804	2.944	3.845	3.850	2.496	2.597	28.684
4.273	3.624	2.597	3.804	4.508	2.419	3.850	2.496	2.597	30.168
2.728	3.624	1.000	3.804	4.508	3.845	2.405	2.496	1.000	25.411
4.273	3.624	1.000	3.804	2.944	2.419	3.850	2.496	1.000	25.411
4.273	3.624	2.597	2.364	2.944	3.845	3.850	2.496	2.597	28.591
4.273	2.278	1.000	2.364	4.508	2.419	3.850	2.496	1.000	24.188
4.273	2.278	1.000	2.364	2.944	3.845	3.850	2.496	1.000	24.050
4.273	3.624	2.597	3.804	4.508	3.845	3.850	3.956	2.597	33.054
4.273	3.624	2.597	2.364	4.508	3.845	2.405	2.496	2.597	28.709
4.273	3.624	1.000	3.804	2.944	3.845	2.405	2.496	1.000	25.392
2.728	1.000	1.000	1.000	1.000	2.419	1.000	2.496	1.000	13.644
2.728	2.278	1.000	2.364	4.508	2.419	3.850	2.496	1.000	22.644
4.273	2.278	2.597	2.364	2.944	2.419	3.850	3.956	2.597	27.278
2.728	1.000	1.000	1.000	2.944	2.419	2.405	1.000	1.000	15.497
2.728	1.000	1.000	2.364	2.944	1.000	2.405	2.496	1.000	16.939
4.273	3.624	2.597	3.804	2.944	3.845	3.850	3.956	2.597	31.490
2.728	2.278	2.597	2.364	2.944	3.845	2.405	2.496	2.597	24.255
2.728	1.000	1.000	2.364	2.944	1.000	2.405	1.000	1.000	15.442
2.728	2.278	2.597	3.804	4.508	3.845	2.405	3.956	2.597	28.718
2.728	2.278	2.597	3.804	2.944	2.419	2.405	2.496	2.597	24.269
4.273	3.624	2.597	3.804	4.508	2.419	3.850	2.496	2.597	30.168
4.273	2.278	1.000	2.364	4.508	2.419	3.850	2.496	1.000	24.188
4.273	2.278	2.597	3.804	2.944	2.419	3.850	3.956	2.597	28.718
2.728	3.624	1.000	2.364	2.944	2.419	2.405	2.496	1.000	20.982
2.728	2.278	2.597	2.364	4.508	3.845	3.850	2.496	2.597	27.263
4.273	3.624	1.000	3.804	4.508	2.419	3.850	3.956	1.000	28.434
4.273	2.278	2.597	2.364	2.944	3.845	2.405	3.956	2.597	27.259
4.273	3.624	1.000	3.804	2.944	2.419	2.405	2.496	1.000	23.966
4.273	3.624	2.597	3.804	4.508	2.419	2.405	2.496	2.597	28.723

Lampiran 22

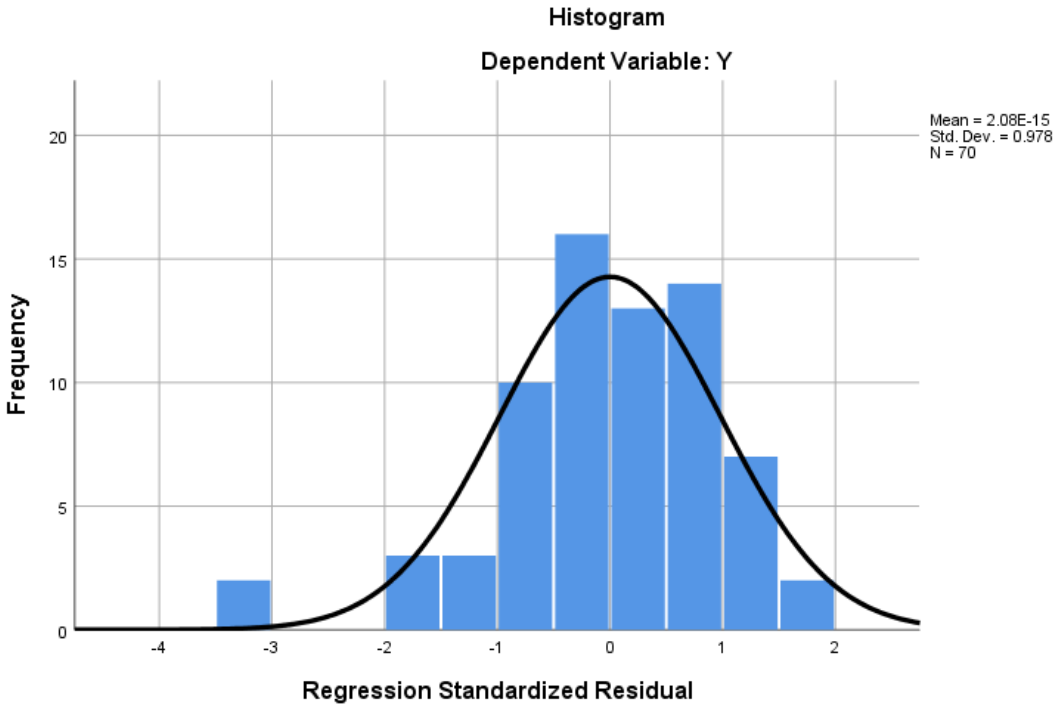
Tabulasi Data MSI Penelitian Responden Variabel Kepuasan Kerja (X3)

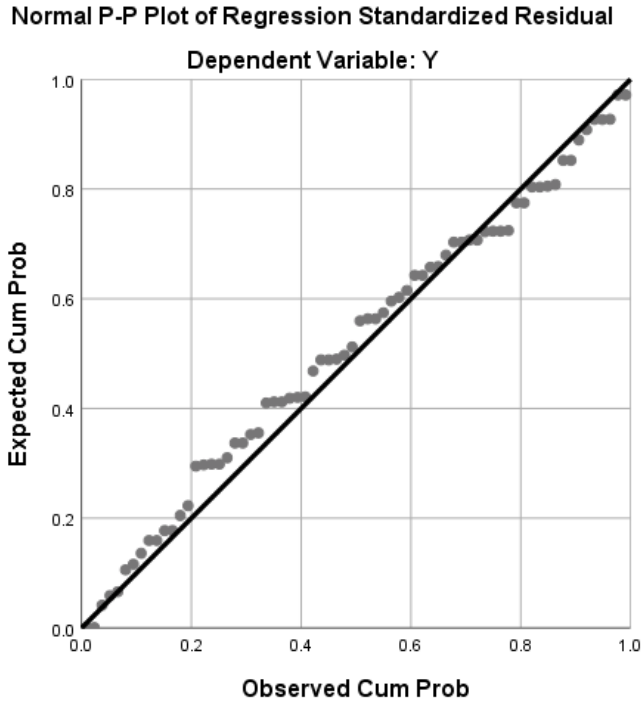
Succesive Interval

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
2.536	4.178	3.718	3.202	3.718	2.555	3.884	3.287	4.614	2.302	33.995
4.040	2.664	3.718	4.587	2.321	4.048	2.449	3.287	3.244	3.694	34.052
2.536	4.178	2.321	4.587	3.718	4.048	3.884	3.287	4.614	1.000	34.174
4.040	2.664	3.718	4.587	2.321	2.555	3.884	4.728	3.244	3.694	35.434
4.040	4.178	3.718	4.587	3.718	2.555	2.449	3.287	4.614	3.694	36.841
4.040	4.178	2.321	4.587	3.718	2.555	2.449	2.000	4.614	2.302	32.764
4.040	4.178	2.321	3.202	3.718	4.048	3.884	3.287	3.244	3.694	35.617
4.040	2.664	2.321	1.973	1.000	1.000	2.449	3.287	1.000	3.694	23.427
4.040	4.178	2.321	3.202	3.718	4.048	2.449	3.287	4.614	2.302	34.159
1.000	2.664	1.000	3.202	1.000	1.000	2.449	2.000	2.023	1.000	17.337
2.536	2.664	3.718	3.202	3.718	2.555	3.884	3.287	3.244	2.302	31.109
2.536	2.664	1.000	3.202	2.321	1.000	2.449	2.000	3.244	2.302	22.717
4.040	2.664	2.321	1.973	1.000	2.555	1.000	2.000	2.023	2.302	21.877
2.536	2.664	3.718	4.587	3.718	2.555	2.449	3.287	4.614	2.302	32.429
4.040	2.664	1.000	3.202	2.321	2.555	1.000	3.287	4.614	2.302	26.984
2.536	2.664	2.321	1.973	2.321	2.555	2.449	1.000	2.023	2.302	22.143
4.040	4.178	2.321	4.587	3.718	4.048	3.884	3.287	4.614	3.694	38.373
4.040	2.664	3.718	3.202	3.718	2.555	2.449	3.287	3.244	3.694	32.570
4.040	4.178	2.321	4.587	3.718	2.555	3.884	4.728	3.244	3.694	36.949
4.040	2.664	3.718	3.202	2.321	2.555	2.449	2.000	3.244	1.000	27.192
4.040	2.664	3.718	4.587	3.718	4.048	2.449	3.287	3.244	3.694	35.449
4.040	2.664	3.718	4.587	2.321	2.555	2.449	3.287	3.244	2.302	31.165
2.536	2.664	3.718	3.202	3.718	2.555	2.449	3.287	4.614	2.302	31.044
2.536	4.178	3.718	4.587	2.321	4.048	2.449	4.728	3.244	3.694	35.504
2.536	2.664	2.321	3.202	3.718	2.555	3.884	3.287	2.023	2.302	28.491
4.040	4.178	2.321	3.202	2.321	2.555	2.449	3.287	3.244	3.694	31.291
2.536	4.178	2.321	3.202	3.718	2.555	3.884	3.287	3.244	3.694	32.620
2.536	4.178	2.321	3.202	2.321	2.555	3.884	2.000	3.244	2.302	28.543
2.536	2.664	2.321	1.000	2.321	1.000	1.000	3.287	2.023	2.302	20.454
2.536	1.000	2.321	3.202	1.000	2.555	1.000	3.287	3.244	1.000	21.144
4.040	4.178	2.321	3.202	2.321	4.048	3.884	4.728	4.614	3.694	37.031
4.040	4.178	3.718	4.587	2.321	2.555	2.449	4.728	4.614	3.694	36.884
4.040	4.178	2.321	3.202	2.321	2.555	2.449	3.287	3.244	1.000	28.597
4.040	4.178	2.321	3.202	2.321	1.000	2.449	3.287	3.244	2.302	28.344
4.040	2.664	3.718	3.202	3.718	4.048	3.884	4.728	3.244	2.302	35.547
2.536	4.178	3.718	3.202	2.321	2.555	1.000	3.287	3.244	2.302	28.343

2.536	4.178	2.321	3.202	2.321	2.555	2.449	3.287	3.244	2.302	28.395
4.040	2.664	3.718	4.587	2.321	4.048	2.449	4.728	4.614	3.694	36.863
2.536	2.664	2.321	1.973	2.321	2.555	2.449	3.287	3.244	3.694	27.044
2.536	4.178	3.718	4.587	2.321	4.048	3.884	4.728	4.614	3.694	38.309
2.536	4.178	2.321	4.587	3.718	2.555	3.884	3.287	3.244	3.694	34.005
4.040	4.178	2.321	3.202	3.718	4.048	2.449	3.287	4.614	3.694	35.552
2.536	4.178	3.718	4.587	2.321	4.048	3.884	3.287	3.244	3.694	35.498
4.040	4.178	3.718	3.202	3.718	2.555	2.449	2.000	4.614	2.302	32.776
2.536	2.664	3.718	3.202	2.321	2.555	2.449	4.728	3.244	3.694	31.110
4.040	4.178	2.321	3.202	3.718	4.048	3.884	3.287	4.614	3.694	36.988
2.536	2.664	2.321	4.587	2.321	2.555	2.449	3.287	3.244	2.302	28.265
2.536	2.664	3.718	1.973	2.321	2.555	2.449	3.287	4.614	2.302	28.418
4.040	4.178	3.718	4.587	3.718	4.048	3.884	4.728	4.614	3.694	41.210
4.040	4.178	2.321	4.587	2.321	4.048	2.449	4.728	4.614	2.302	35.588
2.536	2.664	3.718	3.202	1.000	2.555	2.449	3.287	4.614	3.694	29.718
1.000	1.000	1.000	3.202	3.718	2.555	2.449	2.000	3.244	3.694	23.862
4.040	2.664	2.321	3.202	2.321	2.555	2.449	3.287	3.244	2.302	28.384
2.536	2.664	3.718	3.202	3.718	2.555	3.884	3.287	3.244	2.302	31.109
2.536	2.664	1.000	3.202	2.321	1.000	2.449	2.000	3.244	2.302	22.717
4.040	2.664	2.321	1.973	1.000	2.555	1.000	2.000	2.023	2.302	21.877
2.536	2.664	3.718	4.587	3.718	2.555	2.449	3.287	4.614	2.302	32.429
4.040	2.664	1.000	3.202	2.321	2.555	1.000	3.287	4.614	2.302	26.984
2.536	2.664	2.321	1.973	2.321	2.555	2.449	1.000	2.023	2.302	22.143
4.040	4.178	2.321	4.587	3.718	4.048	3.884	3.287	4.614	3.694	38.373
4.040	2.664	3.718	3.202	3.718	2.555	2.449	3.287	3.244	3.694	32.570
4.040	4.178	2.321	4.587	3.718	2.555	3.884	4.728	3.244	3.694	36.949
4.040	2.664	3.718	3.202	2.321	2.555	2.449	2.000	3.244	1.000	27.192
4.040	2.664	3.718	4.587	3.718	4.048	2.449	3.287	3.244	3.694	35.449
4.040	2.664	3.718	4.587	2.321	2.555	2.449	3.287	3.244	2.302	31.165
2.536	2.664	3.718	3.202	3.718	2.555	2.449	3.287	4.614	2.302	31.044
2.536	4.178	3.718	4.587	2.321	4.048	2.449	4.728	3.244	3.694	35.504
2.536	2.664	2.321	3.202	3.718	2.555	3.884	3.287	2.023	2.302	28.491
4.040	4.178	2.321	3.202	2.321	2.555	2.449	3.287	3.244	3.694	31.291
2.536	4.178	2.321	3.202	3.718	2.555	3.884	3.287	3.244	3.694	32.620

Lampiran 23
Uji Asumsi Klasik (Uji Normalitas)





One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.54721407
Most Extreme Differences	Absolute	.091
	Positive	.058
	Negative	-.091
Test Statistic		.091
Asymp. Sig. (2-tailed)		.200[c,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 24
Uji Asumsi Klasik (Uji Multikolonieritas)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-4.604	1.209		-3.807	.000		
	X1	.204	.065	.258	3.123	.003	.307	3.259
	X2	.223	.091	.253	2.458	.017	.198	5.059
	X3	.373	.079	.471	4.752	.000	.214	4.673

a. Dependent Variable: Y

Lampiran 25
Uji Asumsi Klasik (Uji Autokorelasi)

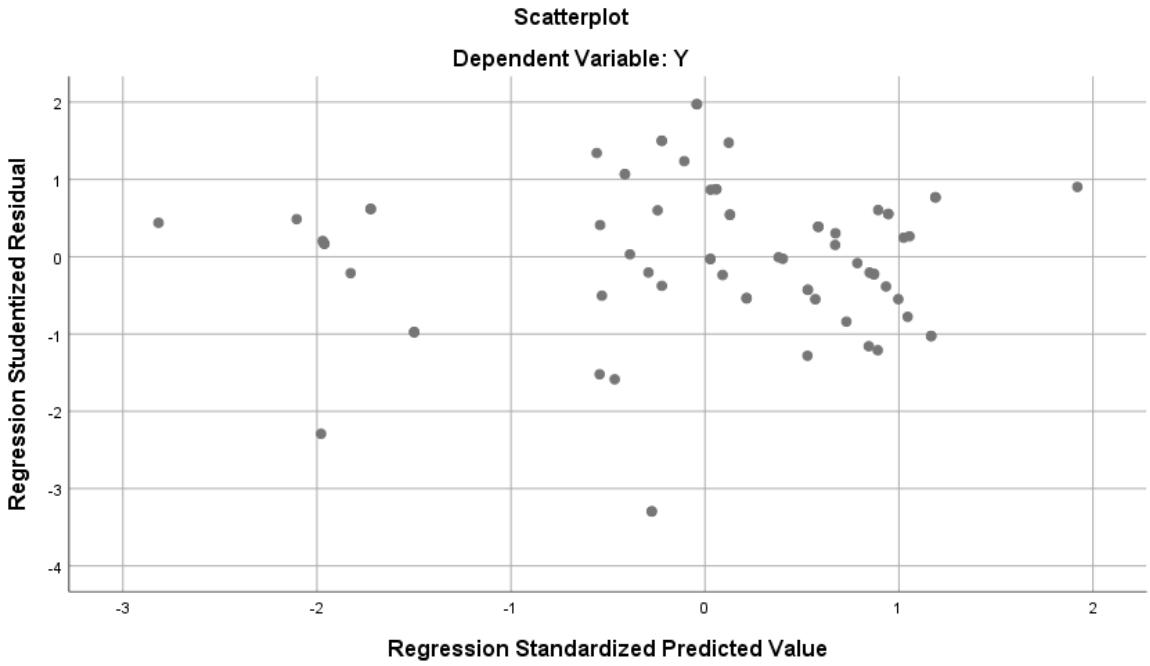
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.928[a]	.861	.855	1.581987	2.105

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Lampiran 26
Uji Asumsi Klasik (Uji Heteroskedastisitas)



Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-4.604	1.209		-3.807	.000
	Komunikasi	.204	.065	.258	3.123	.003
	Kepemimpinan	.223	.091	.253	2.458	.017
	Kepuasan Kerja	.373	.079	.471	4.752	.000

a. Dependent Variable: Komitmen Organisasi

Lampiran 27
Analisis Regresi Linier Berganda

Descriptive Statistics

	Mean	Std. Deviation	N
Y	18.87114	4.155728	70
X1	31.06010	5.258197	70
X2	24.88864	4.718327	70
X3	31.00694	5.238142	70

Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1.000	.840	.875	.898
	X1	.840	1.000	.814	.797
	X2	.875	.814	1.000	.874
	X3	.898	.797	.874	1.000
Sig. (1-tailed)	Y	.	.000	.000	.000
	X1	.000	.	.000	.000
	X2	.000	.000	.	.000
	X3	.000	.000	.000	.
N	Y	70	70	70	70
	X1	70	70	70	70
	X2	70	70	70	70
	X3	70	70	70	70

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-4.604	1.209		-3.807	.000		
	X1	.204	.065	.258	3.123	.003	.307	3.259
	X2	.223	.091	.253	2.458	.017	.198	5.059
	X3	.373	.079	.471	4.752	.000	.214	4.673

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.970	1.000	.00	.00	.00	.00
	2	.020	13.991	.88	.02	.06	.02
	3	.006	25.475	.04	.98	.14	.15
	4	.004	32.442	.08	.00	.80	.84

a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.00782	26.27497	18.87114	3.856969	70
Std. Predicted Value	-2.817	1.920	.000	1.000	70
Standard Error of Predicted Value	.196	1.035	.357	.125	70
Adjusted Predicted Value	7.90880	26.17179	18.90056	3.813566	70
Residual	-5.005115	3.009045	.000000	1.547214	70
Std. Residual	-3.164	1.902	.000	.978	70
Stud. Residual	-3.295	1.974	-.008	1.023	70
Deleted Residual	-5.428940	3.239504	-.029414	1.707820	70
Stud. Deleted Residual	-3.577	2.019	-.016	1.057	70
Mahal. Distance	.072	28.521	2.957	3.694	70
Cook's Distance	.000	.980	.029	.122	70
Centered Leverage Value	.001	.413	.043	.054	70

a. Dependent Variable: Y

Lampiran 28
Uji Signifikansi Parsial (Uji t)

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-4.604	1.209		-3.807	.000		
	X1	.204	.065	.258	3.123	.003	.307	3.259
	X2	.223	.091	.253	2.458	.017	.198	5.059
	X3	.373	.079	.471	4.752	.000	.214	4.673

a. Dependent Variable: Y

Lampiran 29
Uji Signifikansi Simultan (Uji F)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1026.458	3	342.153	136.714	.000[b]
	Residual	165.177	66	2.503		
	Total	1191.635	69			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Lampiran 30
Analisis Koefisien Determinasi

Model Summary[b]

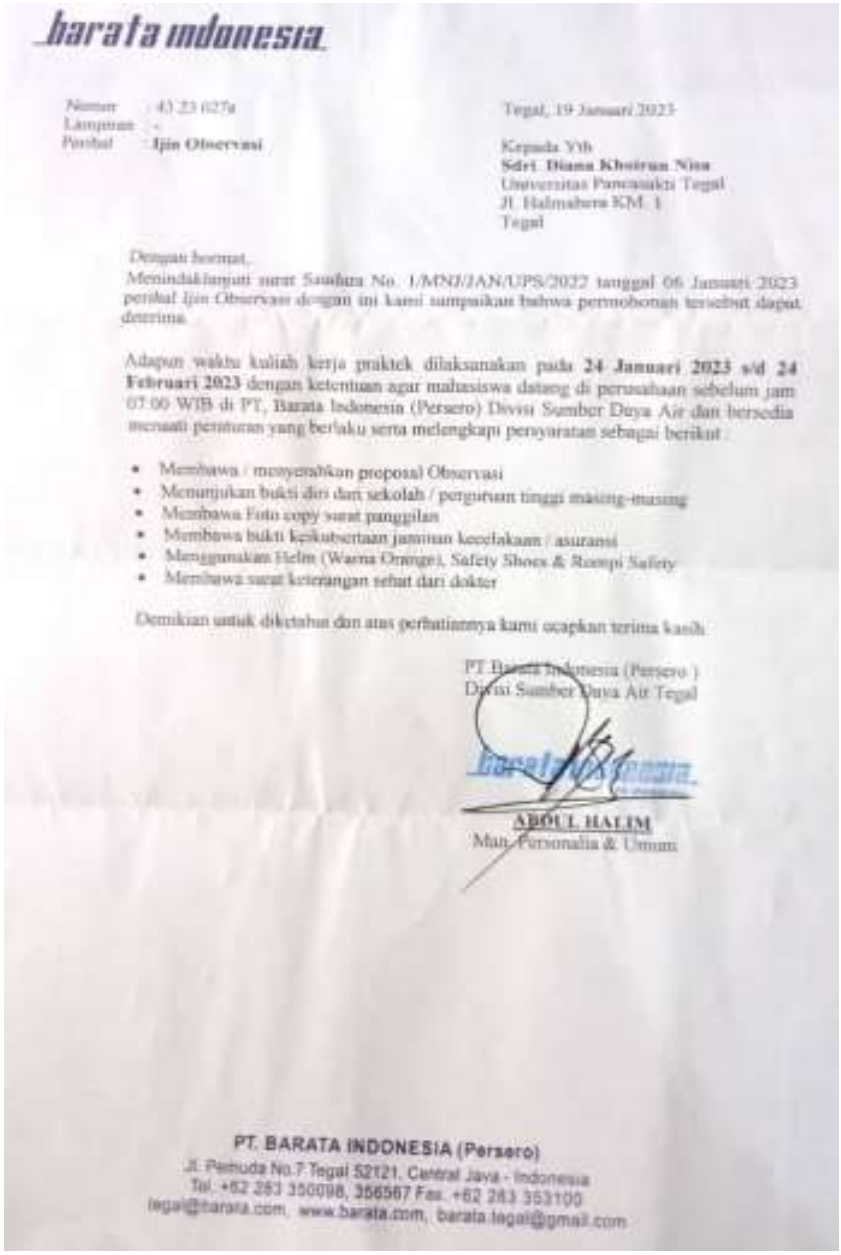
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.928[a]	.861	.855	1.581987	2.105

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Lampiran 31

Surat ijin penelitian PT. Barata Indonesia (Persero) Cabang Tegal



barata indonesia

Nomor : 43.23.027a
Lampiran : -
Perihal : **Ijin Observasi**

Tegal, 19 Januari 2023

Kepada Yth
Sdri. Diana Khoirun Nisa
Universitas Pancasakti Tegal
Jl. Halmahera KM. 1
Tegal

Dengan hormat,
Menindaklanjuti surat Saudara No. 1/MND/JAN/UPS/2022 tanggal 06 Januari 2023 perihal *Ijin Observasi* dengan ini kami sampaikan bahwa permohonan tersebut dapat diterima.

Adapun waktu kuliah kerja praktek dilaksanakan pada **24 Januari 2023 s/d 24 Februari 2023** dengan ketentuan agar mahasiswa datang di perusahaan sebelum jam 07.00 WIB di PT. Barata Indonesia (Persero) Divisi Sumber Daya Air dan bersedia mematuhi peraturan yang berlaku serta melengkapi persyaratan sebagai berikut :

- Membawa / menyerahkan proposal Observasi
- Menunjukan bukti diri dari sekolah / perguruan tinggi masing-masing
- Membawa Foto copy surat panggilan
- Membawa bukti kepesertaan jaminan kecelakaan / asuransi
- Menggunakan Helm (Warna Orange), Safety Shoes & Rompi Safety
- Membawa surat keterangan sehat dari dokter

Demikian untuk diketahui dan atas perhatiannya kami ucapkan terima kasih

PT Barata Indonesia (Persero)
Divisi Sumber Daya Air Tegal

ABDUL HALIM
Man. Personalia & Umum

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Lampiran 32

Distribusi Nilai r tabel SignifikANSI 5% dan 10%

DISTRIBUSI NILAI r_{tabel} SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	**0.361**	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081