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## LAMPIRAN

### Lampiran I Surat Ijin Penelitian



**YAYASAN PENDIDIKAN PANCASAKTI  
UNIVERSITAS PANCASAKTI TEGAL  
FAKULTAS EKONOMI DAN BISNIS**  
PROGRAM STUDI :  
MANAJEMEN, AKUNTANSI, MANAJEMEN PERPAJAKAN, DAN BISNIS DIGITAL  
Jalan Halmahera KM.1 Kota Tegal 52121  
Sekretariat : Telp (0283) 355720  
Web : <http://feb.upstegal.ac.id>, email : [feb@upstegal.ac.id](mailto:feb@upstegal.ac.id)

Nomor : **11/K/E/FEB/UPS/XI/2022** Tegal, 22 November 2022  
Lampiran : -  
Perihal : **Ijin Penelitian Dan Permintaan data**  
Kepada : **Yth. Kepala Perumda Air Minum Tirta Ayu**  
Jl. DR. Soetomo No.1b, Dukuhwringin, Kec. Slawi, Kab. Tegal, Jawa Tengah  
di-Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi. Berkenaan dengan hal tersebut, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa :


**N a m a** : Moh. Ikram Hatahat  
**NPM** : 4119500138  
**Program Studi** : Manajemen  
**Judul Skripsi** : Pengaruh Penempatan Kerja, Dan Motivasi Kerja Terhadap Kinerja Karyawan Perumda Air Minum Tirta Ayu Kabupaten Tegal

Atas bantuan dan kerja sama yang baik kami ucapkan terima kasih,

Dekan


Dr. Dien Noviany R., S.E., M.M., Akt., CA  
NIDN. 0628117502

## Lampiran 2 Surat Balasan Penelitian



**PEMERINTAH KABUPATEN TEGAL**  
**PERUSAHAAN UMUM DAERAH AIR MINUM**  
**TIRTA AYU**

Alamat : Jl. Dr. Soetomo No. 1B Telp. (0283) 491682 Slawi  
 Email : pdam\_kab\_tegal@yahoo.co.id , pdamkabupatentegal@gmail.com



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Slawi, 12 Desember 2022

Nomor : 423.A/621/2022  
 Perihal : Surat Balasan


Kepada Yth.  
 Dekan Fakultas Ekonomi dan Bisnis  
 Universitas Pancasakti Tegal  
 Di-  
 Tegal

Dengan hormat,  
 Mendasari surat Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal 11/K/E/FRB/UPS/XI/2022 tanggal 22 November 2022 tentang Ijin Penelitian dan Permintaan Data bersama ini kami sampaikan bahwa pada prinsipnya kami mengizinkan mahasiswa yang tercantum di bawah ini :

NO	NAMA	NPM	Progdi	KET.
1	Moh. Ikram Hatahat	4119500138	Manajemen	

Untuk melakukan penelitian sebagai bahan menyusun skripsi di Perumda Air Minum Tirta Ayu Kabupaten Tegal.  
 Demikian surat ini kami buat untuk dapat dipergunakan sebagaimana mestinya.

PERUSAHAAN UMUM DAERAH AIR MINUM  
 TIRTA AYU KABUPATEN TEGAL  
 DIREKTUR UTAMA



BRAHMONG WEKO PUJIONO, ST.,M.Eng

### **Lampiran 3 Permohonan Pengisian Kuisisioner**

#### **KATA PENGANTAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner  
Judul Penelitian : Pengaruh Penempatan Kerja, Lingkungan Kerja, Dan Motivasi Kerja Terhadap Kinerja Karyawan Perumda Air Minum Tirta Ayu Kabupaten Tegal

Kepada Yth,  
Bapak/Ibu/Sdr Responden  
Di Tempat

Dengan Hormat,

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

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr 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 mengucapkan terima kasih.

Tegal, Mei 2023

Hormat Saya,

Moh Ikram Hatahat

## IDENTITAS RESPONDEN DAN PETUNJUK PENGISIAN

### A. Identitas Responden

Mohon beri tanda check list (√) pada salah satu kotak yang mewakili identitas diri Bapak/Ibu/Saudara/i.

1. Jenis Kelamin :

Laki -laki

Perempuan

2. Pendidikan Terakhir :

SMA/SMK

D3

S1

S2

3. Usia :

21-30 Tahun

> 41 Tahun

31-40 Tahun

### B. Petunjuk Pengisian

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

STS : Sangat tidak setuju

TS : Tidak setuju

N : Netral

S : Setuju

SS : Sangat Setuju

### DAFTAR PERNYATAAN KOESIONER

#### 1. Variabel Kinerja (Y)

No	Pertanyaan	Tanggapan				
		STS	TS	N	S	ST
1.	Karyawan taat dalam mengikuti aturan, prosedur dan perintah organisasi					
2.	Karyawan terampil atau terlatih, teratur dan cermat terhadap tugas yang diberikan					
3.	Karyawan memberikan pengaruh kebaikan prestasi					
4.	Karyawan memberikan kemajuan, dan kesejahteraan perusahaan					
5.	Karyawan mempunyai sifat kepemimpinan terhadap perusahaan					
6.	Karyawan berperilaku jujur dalam bekerja					
7.	Karyawan memiliki kreatifitas dalam bekerja					
8.	Kuantitas hasil kerja karyawan sesuai yang ditetapkan					
9.	Kualitas hasil kerja karyawan sesuai yang ditetapkan					
10.	Karyawan efisien dalam melaksanakan pekerjaan					

#### 2. Variabel Penempatan Kerja (X1)

No	Pertanyaan	Tanggapan				
		STS	TS	N	S	ST
1.	Perusahaan mensyaratkan kesesuaian pendidikan karyawan					
2.	Kesesuaian ketersediaan karyawan dalam menggunakan pendidikan alternatif					
3.	Karyawan memiliki pengetahuan sesuai dengan penempatan					
4.	Karyawan memiliki keterampilan mental sesuai dengan penempatan					
5.	Penempatan karyawan sesuai dengan keterampilan fisik					
6.	Penempatan karyawan sesuai dengan keterampilan sosial					

7.	Penempatan karyawan sesuai dengan pekerjaan yang harus dilakukan					
8.	Penempatan karyawan mempengaruhi lamanya melakukan pekerjaan					
9.	Penempatan karyawan sesuai dengan perintah pimpinan					
10.	Kemampuan potensi karyawan sesuai bidang yang dikerjakan					

### 3. Variabel Lingkungan Kerja (X2)

No	Pertanyaan	Tanggapan				
		STS	TS	N	S	ST
1.	Pencahayaan lampu penerangan ruangan kerja telah sesuai dengan kebutuhan					
2.	Pencahayaan jendela ruangan kerja telah sesuai dengan kebutuhan					
3.	Tata warna pada tempat kerja pada ruangan sangat mendukung keadaan untuk bekerja					
4.	Dekorasi pada ruangan kerja sangat mendukung keadaan untuk bekerja					
5.	Suara musik pada ruangan kerja telah sesuai dengan kebutuhan					
6.	Lingkungan kerja tenang dan terbebas dari suara mesin bising					
7.	Suhu udara tempat kerja telah sesuai dengan kebutuhan					
8.	Kelembaban udara pada tempat kerja telah sesuai dengan kebutuhan					
9.	Lingkungan kerja yang aman					
10.	Tersedianya fasilitas kerja yang lengkap					



#### 4. Variabel Motivasi Kerja (X3)

No	Pertanyaan	Tanggapan				
		STS	TS	N	S	ST
1.	Karyawan mendapatkan balas jasa/ gaji yang sesuai sehingga bersemangat dalam bekerja					
2.	Kondisi kerja karyawan yang mendukung untuk menyelesaikan pekerjaan					
3.	Karyawan mendapat fasilitas kerja yang memadai dalam melaksanakan pekerjaan					
4.	Karyawan diberikan kesempatan oleh pimpinan untuk mengembangkan kemampuan dalam prestasi kerja					
5.	Karyawan di beri reward oleh pimpinan guna meningkatkan semangat kerja					
6.	Karyawan menikmati kepuasan dan penyelesaian pekerjaan itu sendiri					
7.	Karyawan semangat dalam keterlibatan bekerja					
8.	Karyawan antusias dalam berkontribusi atas kemampuannya					
9.	Karyawan memiliki rasan semangat membantu dalam hal memajukan perusahaan					
10.	Karyawan memiliki rasa percaya diri yang tinggi					

### Lampiran 4 Penilaian Kinerja

DP3 (DAFTAR PENILAIAN PELAKSANAAN PEGAWAI)												
PERIODE JANUARI s.d. JUNI 2022												
NO.	NAMA	Kehadiran Karyawan	Motivasi Kerja	Komunikasi & Kerjasama	Pemahaman & Penguasaan Pekerjaan	Pengembangan Diri	Pencapaian Target Personal	Penghargaan & Sanksi	Kepemimpinan	Jumlah	Rata-rata	Penilaian
1	A1	4,00	3,50	3,50	3,50	3,50	3,00	6,00	6,00	33,00	3,30	Baik
2	A2	3,00	3,50	3,50	3,50	3,50	2,50	6,00	6,00	31,50	3,15	Baik
3	A3	4,00	3,50	3,50	3,50	3,00	2,50	6,00	6,00	32,00	3,20	Baik
4	A4	4,00	3,50	3,50	3,50	3,00	2,50	6,00	6,00	32,00	3,20	Baik
5	A5	3,00	3,50	3,50	3,50	3,50	3,00	6,00	6,00	32,00	3,20	Baik
6	A6	4,00	3,50	3,50	3,50	3,50	3,00	6,00	6,00	33,00	3,30	Baik
7	A7	3,00	3,50	3,50	3,50	3,50	2,50	6,00	6,00	31,50	3,15	Baik
8	A8	4,00	3,50	3,50	3,50	3,00	2,50	6,00	6,00	32,00	3,20	Baik
9	A9	3,00	3,50	3,50	3,50	3,50	3,40	6,00	7,00	33,40	3,34	Baik
10	A10	3,00	3,40	3,40	3,40	3,30	3,30	6,00	6,80	32,60	3,26	Baik
11	A11	3,00	3,20	3,20	3,00	3,00	3,00	6,00	6,00	30,40	3,04	Baik
12	A12	-	3,40	3,40	3,40	3,30	3,30	6,00	6,60	29,40	2,94	Sedang
13	A13	3,00	3,50	3,50	3,50	3,50	2,50	6,00	6,00	31,50	3,15	Baik
14	A14	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
15	A15	8,00	4,00	3,50	4,00	3,50	4,00	6,00	6,00	33,00	3,30	Baik
16	A16	6,00	3,50	3,40	3,40	3,30	6,00	6,00	6,00	31,60	3,16	Baik
17	A17	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
18	A18	6,00	3,50	3,40	3,40	3,30	6,00	6,00	6,00	31,60	3,16	Baik
19	A19	8,00	4,00	3,50	4,00	3,50	4,00	6,00	6,00	33,00	3,30	Baik
20	A20	6,00	3,30	3,20	3,40	3,30	6,60	6,00	6,00	31,80	3,18	Baik
21	A21	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
22	A22	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
23	A23	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
24	A24	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
25	A25	8,00	3,00	3,00	3,50	3,50	6,00	6,00	6,00	33,00	3,30	Baik
26	A26	6,00	2,80	2,80	3,00	2,80	5,60	6,00	6,00	29,00	2,90	Sedang
27	A27	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
28	A28	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
29	A29	8,00	3,00	3,00	3,50	3,00	6,00	6,00	6,00	32,50	3,25	Baik
30	A30	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
31	A31	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
32	A32	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
33	A33	6,00	2,80	2,80	3,00	3,00	6,00	6,00	6,00	29,60	2,96	Sedang
34	A34	8,00	3,00	3,00	3,00	3,00	6,00	6,00	6,00	32,00	3,20	Baik
35	A35	8,00	3,00	3,00	3,50	3,00	6,00	6,00	6,00	32,50	3,25	Baik
36	A36	8,00	3,55	3,50	3,45	3,45	6,60	6,00	6,00	34,55	3,46	Baik
37	A37	8,00	3,15	3,15	3,20	3,15	6,15	6,00	6,00	32,80	3,28	Baik
38	A38	8,00	3,60	3,50	3,45	3,40	6,60	6,00	6,00	34,55	3,46	Baik
39	A39	8,00	3,45	3,45	3,50	3,40	6,60	6,00	6,00	34,40	3,44	Baik
40	A40	8,00	3,50	3,50	3,50	3,50	4,00	6,00	6,00	32,00	3,20	Baik
41	A41	8,00	3,50	3,50	3,50	3,50	4,00	6,00	6,00	32,00	3,20	Baik
42	A42	8,00	4,00	3,50	4,00	3,50	4,00	6,00	6,00	33,00	3,30	Baik
43	A43	8,00	3,50	3,50	3,50	3,50	4,00	6,00	6,00	32,00	3,20	Baik
44	A44	8,00	3,50	3,50	3,50	3,50	4,00	6,00	6,00	32,00	3,20	Baik
45	A45	8,00	4,00	3,50	4,00	3,50	4,00	6,00	6,00	33,00	3,30	Baik
46	A46	8,00	4,00	3,50	4,00	3,50	4,00	6,00	6,00	33,00	3,30	Baik
47	A47	-	2,90	3,00	3,00	2,80	5,80	6,00	6,00	23,50	2,35	Sedang
48	A48	8,00	3,80	3,60	3,50	3,50	6,00	6,00	6,00	34,40	3,44	Baik
49	A49	8,00	3,40	3,40	3,60	3,40	6,00	6,00	6,00	33,80	3,38	Baik
50	A50	8,00	3,80	3,40	3,20	3,40	6,00	6,00	6,00	33,80	3,38	Baik

51	A51	6,00	3,50	3,40	3,40	3,30	6,00	6,00	31,60	3,16	Baik
52	A52	6,00	3,80	3,20	3,50	3,50	5,60	6,00	31,60	3,16	Baik
53	A53	4,00	3,80	3,80	3,80	3,80	6,00	6,00	31,20	3,12	Baik
54	A54	6,00	4,00	3,50	3,50	3,00	6,00	6,00	32,00	3,20	Baik
55	A55	6,00	4,00	3,50	3,50	3,00	6,00	6,00	32,00	3,20	Baik
56	A56	2,00	4,00	4,00	4,00	4,00	7,00	6,00	31,00	3,10	Baik
57	A57	8,00	2,95	2,95	3,00	3,00	5,00	6,00	30,90	3,09	Baik
58	A58	8,00	3,00	3,00	3,00	3,10	5,40	6,00	31,50	3,15	Baik
59	A59	3,00	4,00	4,00	4,00	3,50	6,00	6,00	30,50	3,05	Baik
60	A60	4,00	4,00	4,00	4,00	4,00	8,00	6,00	34,00	3,40	Baik
61	A61	6,00	4,00	4,00	3,80	3,50	6,00	6,00	33,30	3,33	Baik
62	A62	8,00	3,00	3,00	2,90	2,80	4,00	6,00	29,70	2,97	Sedang
63	A63	-	3,00	2,90	3,00	3,10	5,80	6,00	23,80	2,38	Sedang
64	A64	-	2,90	2,90	3,00	2,80	5,40	6,00	23,00	2,30	Sedang
65	A65	6,00	3,50	3,30	3,00	3,00	5,40	6,00	30,20	3,02	Baik
66	A66	6,00	3,30	3,30	3,70	3,20	6,00	6,00	31,50	3,15	Baik
67	A67	6,00	3,40	3,10	3,00	3,00	7,00	6,00	31,50	3,15	Baik
68	A68	4,00	4,00	4,00	4,00	3,20	6,20	6,40	31,80	3,18	Baik
69	A69	8,00	3,10	3,00	3,00	3,00	5,80	6,00	31,90	3,19	Baik
70	A70	8,00	3,10	3,20	2,70	3,00	5,40	6,00	31,40	3,14	Baik
71	A71	4,00	3,50	3,30	3,40	3,30	6,60	6,00	30,10	3,01	Baik
72	A72	8,00	3,30	3,10	3,40	3,30	6,20	6,00	33,30	3,33	Baik
73	A73	6,00	3,30	3,20	3,40	3,30	6,60	6,00	31,80	3,18	Baik
74	A74	8,00	3,30	3,10	3,40	3,40	6,20	6,00	33,40	3,34	Baik
75	A75	2,00	3,00	3,50	3,60	3,80	5,00	6,00	26,90	2,69	Sedang
76	A76	4,00	3,30	3,20	3,50	3,50	5,98	6,00	29,48	2,95	Sedang
77	A77	4,00	3,00	3,50	3,70	3,40	5,00	6,00	28,60	2,86	Sedang
78	A78	6,00	3,00	3,00	3,00	3,00	5,00	6,00	29,00	2,90	Sedang
79	A79	8,00	3,00	3,00	2,99	3,00	5,00	6,00	30,99	3,10	Baik
80	A80	6,00	3,50	3,00	3,00	3,00	5,00	6,00	29,50	2,95	Sedang
81	A81	8,00	2,80	3,00	3,00	3,00	5,00	6,00	30,80	3,08	Baik
82	A82	8,00	3,20	3,10	3,30	3,10	5,00	6,00	31,70	3,17	Baik
83	A83	8,00	2,10	2,20	2,00	2,30	3,00	4,00	23,60	2,36	Sedang
84	A84	8,00	2,50	2,70	2,50	3,00	5,60	6,00	30,30	3,03	Baik
85	A85	8,00	3,00	3,00	3,00	3,00	4,00	6,00	30,00	3,00	Baik
87	A87	4,00	3,00	3,00	3,00	3,00	4,00	4,00	24,00	2,40	Sedang
88	A88	8,00	3,00	3,00	3,00	3,00	4,00	6,00	30,00	3,00	Baik
89	A89	8,00	2,90	2,90	3,00	3,00	4,00	6,00	29,80	2,98	Sedang
90	A90	8,00	3,00	3,00	3,00	3,00	4,00	6,00	30,00	3,00	Baik
91	A91	8,00	3,00	3,00	3,00	3,00	6,00	6,00	32,00	3,20	Baik
92	A92	-	3,00	3,00	3,00	3,00	4,00	4,00	20,00	2,00	Sedang
93	A93	-	3,00	3,00	3,00	3,00	4,00	4,00	20,00	2,00	Sedang
94	A94	8,00	3,00	3,00	3,00	3,00	4,00	6,00	30,00	3,00	Baik
95	A95	8,00	3,00	3,00	3,00	3,00	4,00	6,00	30,00	3,00	Baik

DP3 (DAFTAR PENILAIAN PELAKSANAAN PEGAWAI)												
PERIODE JULI S/D DESEMBER 2022												
NO.	NAMA	Kehadiran Karyawan	Motivasi Kerja	Komunikasi & Kerjasama	Pemahaman & Penguasaan Pekerjaan	Pengembangan Diri	Pencapaian Target Personal	Penghargaan & Sanksi	Kepemimpinan	Jumlah	Rata-rata	Penilaian
1	A1	4,00	3,60	3,60	3,30	3,50	3,40	6,00	7,00	34,40	3,44	Baik
2	A2	3,00	3,00	3,50	3,50	3,00	2,75	6,00	6,00	30,75	3,08	Baik
3	A3	4,00	3,60	3,60	3,50	3,60	3,40	6,00	7,20	34,90	3,49	Baik
4	A4	3,00	3,50	3,50	3,30	3,40	3,30	6,00	6,80	32,80	3,28	Baik
5	A5	4,00	3,60	3,60	3,30	3,50	3,40	6,00	7,00	34,40	3,44	Baik
6	A6	3,00	3,50	3,50	3,30	3,40	3,30	6,00	6,80	32,80	3,28	Baik
7	A7	4,00	3,30	3,20	3,50	3,30	3,20	6,00	6,80	33,30	3,33	Baik
8	A8	4,00	3,60	3,60	3,30	3,50	3,40	6,00	7,00	34,40	3,44	Baik
9	A9	4,00	3,60	3,60	3,60	3,60	3,40	6,00	7,20	35,00	3,50	Sangat Baik
10	A10	4,00	3,60	3,60	3,30	3,50	3,40	6,00	7,00	34,40	3,44	Baik
11	A11	3,00	3,50	3,50	3,30	3,40	3,30	6,00	6,80	32,80	3,28	Baik
12	A12	3,00	3,50	3,50	3,40	3,50	3,40	6,00	7,00	33,30	3,33	Baik
13	A13	4,00	3,60	3,60	3,50	3,60	3,40	6,00	7,20	34,90	3,49	Baik
14	A14	8,00	3,00	3,00	3,30	3,00	6,00	6,00		32,30	3,23	Baik
15	A15	8,00	3,00	3,00	3,00	3,00	6,00	6,00		32,00	3,20	Baik
16	A16	8,00	3,20	3,20	3,20	3,20	6,20	6,00		33,00	3,30	Baik
17	A17	8,00	3,50	3,50	3,50	3,50	4,00	6,00		32,00	3,20	Baik
18	A18	8,00	3,30	3,20	3,00	3,00	6,00	6,00		32,50	3,25	Baik
19	A19	8,00	3,00	3,00	3,30	3,00	6,00	6,00		32,30	3,23	Baik
20	A20	8,00	3,00	3,00	3,00	3,00	6,00	6,00		32,00	3,20	Baik
21	A21	6,00	3,00	3,00	3,00	3,00	6,00	6,00		30,00	3,00	Baik
22	A22	8,00	3,00	3,00	3,30	3,00	6,00	6,00		32,30	3,23	Baik
23	A23	8,00	3,00	3,00	3,50	3,00	6,00	6,00		32,50	3,25	Baik
24	A24	8,00	3,00	3,00	3,00	3,00	6,00	6,00		32,00	3,20	Baik
25	A25	8,00	3,00	3,00	3,50	3,50	6,00	6,00		33,00	3,30	Baik
26	A26	8,00	3,00	3,00	3,00	3,00	6,00	6,00		32,00	3,20	Baik
27	A27	6,00	3,00	3,00	3,00	3,00	6,00	6,00		30,00	3,00	Baik
28	A28	8,00	3,00	3,00	3,50	3,00	6,00	6,00		32,50	3,25	Baik
29	A29	8,00	3,00	3,00	3,00	3,00	5,80	6,00		31,80	3,18	Baik
30	A30	8,00	3,00	3,00	3,40	3,00	6,00	6,00		32,40	3,24	Baik
31	A31	8,00	3,00	3,00	3,30	3,00	6,00	6,00		32,30	3,23	Baik
32	A32	6,00	3,00	3,00	3,00	3,00	6,00	6,00		30,00	3,00	Baik
33	A33	8,00	3,00	3,00	3,30	3,00	6,00	6,00		32,30	3,23	Baik
34	A34	8,00	3,00	3,00	3,50	3,20	6,00	6,00		32,70	3,27	Baik
35	A35	8,00	3,00	3,00	3,00	3,00	5,80	6,00		31,80	3,18	Baik
36	A36	8,00	3,70	3,50	3,45	3,40	6,80	6,00		34,85	3,49	Baik
37	A37	8,00	3,20	3,20	3,20	3,20	6,20	6,00		33,00	3,30	Baik
38	A38	8,00	3,70	3,50	3,45	3,40	6,80	6,00		34,85	3,49	Baik
39	A39	8,00	3,70	3,50	3,45	3,40	6,80	6,00		34,85	3,49	Baik
40	A40	8,00	3,15	3,15	3,20	3,15	6,15	6,00		32,80	3,28	Baik
41	A41	8,00	3,50	3,50	3,50	3,50	4,00	6,00		32,00	3,20	Baik
42	A42	8,00	3,50	4,00	4,00	3,50	4,00	6,00		33,00	3,30	Baik
43	A43	8,00	3,50	3,50	3,50	3,50	4,00	6,00		32,00	3,20	Baik
44	A44	8,00	4,00	3,50	3,50	3,50	4,00	6,00		32,50	3,25	Baik
45	A45	8,00	4,00	3,50	3,50	3,50	4,00	6,00		32,50	3,25	Baik
46	A46	8,00	4,00	3,50	3,50	3,50	4,00	6,00		32,50	3,25	Baik
47	A47	8,00	4,00	3,50	3,50	3,50	4,00	6,00		32,50	3,25	Baik
48	A48	8,00	3,00	3,00	3,00	3,00	4,00	6,00		30,00	3,00	Baik
49	A49	8,00	3,80	3,60	3,50	3,50	6,00	6,00		34,40	3,44	Baik
50	A50	8,00	3,40	3,40	3,60	3,40	6,00	6,00		33,80	3,38	Baik

51	A51	8,00	3,80	3,40	3,20	3,40	6,00	6,00	33,80	3,38	Baik
52	A52	6,00	3,50	3,40	3,40	3,30	6,00	6,00	31,60	3,16	Baik
53	A53	6,00	3,80	3,20	3,50	3,50	5,60	6,00	31,60	3,16	Baik
54	A54	6,00	3,80	3,20	3,50	3,50	5,60	6,00	31,60	3,16	Baik
55	A55	8,00	3,50	3,50	3,00	3,50	6,00	6,00	33,50	3,35	Baik
56	A56	8,00	3,50	3,50	4,00	3,50	6,00	6,00	34,50	3,45	Baik
57	A57	4,00	3,50	4,00	4,00	3,50	7,00	6,00	32,00	3,20	Baik
58	A58	8,00	3,20	3,00	3,10	3,00	5,00	6,00	31,30	3,13	Baik
59	A59	8,00	2,88	2,99	2,89	2,90	5,84	6,00	31,50	3,15	Baik
60	A60	4,00	4,00	4,00	4,00	4,00	6,00	6,00	32,00	3,20	Baik
61	A61	6,00	4,00	4,00	4,00	4,00	7,00	6,00	35,00	3,50	Sangat Baik
62	A62	6,00	4,00	4,00	4,00	3,50	6,00	6,00	33,50	3,35	Baik
63	A63	4,00	4,00	4,00	4,00	4,00	7,00	6,00	33,00	3,30	Baik
64	A64	4,00	4,00	4,00	4,00	4,00	5,00	6,00	31,00	3,10	Baik
65	A65	6,00	3,50	4,00	4,00	3,50	5,00	6,00	32,00	3,20	Baik
66	A66	8,00	3,50	3,40	3,20	3,30	6,00	6,00	33,40	3,34	Baik
67	A67	8,00	3,20	3,40	3,20	3,20	6,00	6,00	33,00	3,30	Baik
68	A68	6,00	3,50	3,60	3,00	3,00	6,00	6,00	31,10	3,11	Baik
69	A69	8,00	3,80	3,80	3,90	3,00	6,00	6,00	34,50	3,45	Baik
70	A70	8,00	3,50	3,40	3,20	3,20	6,00	6,00	33,30	3,33	Baik
71	A71	8,00	3,30	3,20	3,00	3,00	6,00	6,00	32,50	3,25	Baik
72	A72	8,00	3,30	3,10	3,30	3,30	6,40	6,00	33,40	3,34	Baik
73	A73	8,00	3,30	3,20	3,30	3,40	6,20	6,00	33,40	3,34	Baik
74	A74	8,00	3,30	3,20	3,30	3,40	6,20	6,00	33,40	3,34	Baik
75	A75	8,00	3,30	3,20	3,40	3,50	6,20	6,00	33,60	3,36	Baik
76	A76	8,00	2,80	3,00	3,40	3,00	5,00	6,00	31,20	3,12	Baik
77	A77	6,00	2,80	3,00	3,40	3,20	5,60	6,00	30,00	3,00	Baik
78	A78	8,00	3,20	3,10	3,30	3,50	5,60	4,00	30,70	3,07	Baik
79	A79	8,00	3,10	3,30	3,20	3,40	5,60	4,00	30,60	3,06	Baik
80	A80	8,00	3,20	3,20	3,30	3,40	5,60	4,00	30,70	3,07	Baik
81	A81	8,00	3,10	3,40	3,20	3,30	5,60	4,00	30,60	3,06	Baik
82	A82	8,00	2,50	2,80	2,50	2,70	5,60	6,00	30,10	3,01	Baik
83	A83	8,00	3,30	3,10	3,40	3,30	5,60	4,00	30,70	3,07	Baik
84	A84	<b>6,00</b>	<b>2,50</b>	<b>2,60</b>	<b>2,40</b>	<b>2,40</b>	<b>4,00</b>	<b>4,00</b>	<b>23,90</b>	<b>2,39</b>	<b>Sedang</b>
85	A85	8,00	2,90	3,40	3,00	3,10	5,60	4,00	30,00	3,00	Baik
86	A86	8,00	3,60	3,50	3,60	3,80	7,00	6,00	35,50	3,55	Sangat Baik
87	A87	-	<b>2,50</b>	<b>2,50</b>	<b>3,00</b>	<b>3,50</b>	<b>4,00</b>	<b>4,00</b>	<b>19,50</b>	<b>1,95</b>	<b>Kurang</b>
88	A88	<b>4,00</b>	<b>3,00</b>	<b>3,00</b>	<b>3,50</b>	<b>3,50</b>	<b>4,00</b>	<b>6,00</b>	<b>27,00</b>	<b>2,70</b>	<b>Sedang</b>
89	A89	8,00	3,00	3,00	3,00	3,00	6,00	4,00	30,00	3,00	Baik
90	A90	<b>8,00</b>	<b>2,60</b>	<b>2,60</b>	<b>3,00</b>	<b>2,60</b>	<b>6,00</b>	<b>4,00</b>	<b>28,80</b>	<b>2,88</b>	<b>Sedang</b>
91	A91	8,00	3,00	3,00	3,00	3,00	6,00	4,00	30,00	3,00	Baik
92	A92	8,00	3,50	3,50	3,50	3,00	4,00	6,00	31,50	3,15	Baik
93	A93	<b>1,10</b>	<b>3,00</b>	<b>3,00</b>	<b>3,00</b>	<b>3,00</b>	<b>4,00</b>	<b>4,00</b>	<b>21,10</b>	<b>2,11</b>	<b>Sedang</b>
94	A94	<b>4,00</b>	<b>3,50</b>	<b>3,50</b>	<b>3,00</b>	<b>3,00</b>	<b>6,00</b>	<b>4,00</b>	<b>27,00</b>	<b>2,70</b>	<b>Sedang</b>
95	A95	8,00	3,50	3,20	3,20	3,50	6,00	4,00	31,40	3,14	Baik
96	A96	8,00	3,50	3,20	3,20	3,50	6,00	4,00	31,40	3,14	Baik
97	A97	8,00	3,00	3,00	3,00	3,00	6,00	4,00	30,00	3,00	Baik
98	A98	<b>6,00</b>	<b>3,00</b>	<b>3,00</b>	<b>3,00</b>	<b>3,00</b>	<b>4,00</b>	<b>4,00</b>	<b>26,00</b>	<b>2,60</b>	<b>Sedang</b>

### Lampiran 5 Karakteristik Responden

No	Jenis Kelamin	Jumlah	Presentase
1	Perempuan	76	77
2	Laki-laki	22	23
	Jumlah	98	100 %

No	Umur	Jumlah	Presentase
1	21-30	17	17%
2	31-40	32	33%
3	>40	49	50%
	Jumlah	98	100 %

No	Tingkat Pendidikan	Jumlah	Presentase
1	SMA/SMK	57	58%
2	D3	17	17%
3	S1	22	22%
4	S2	2	3%
	Total	98	100 %

## Lampiran 6 Tabulasi Data Penelitian

### 1. Penempatan Kerja (X1)

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	4	5	4	4	4	4	4	4	5	43
2	5	4	5	5	3	4	4	5	4	4	43
3	5	3	4	5	4	5	3	4	4	4	41
4	4	5	4	4	4	3	5	5	4	4	42
5	5	4	4	5	4	4	5	4	5	5	45
6	5	3	4	4	4	4	5	4	4	3	40
7	4	4	4	4	5	3	5	3	5	4	41
8	4	5	4	4	4	3	4	4	4	4	40
9	4	3	4	5	5	4	3	5	5	4	42
10	5	4	5	3	5	4	4	4	3	4	41
11	4	3	5	4	4	3	4	4	4	5	40
12	4	3	5	4	4	3	5	4	4	4	40
13	4	4	5	5	5	5	3	4	3	5	43
14	4	5	3	5	4	5	3	3	4	3	39
15	5	4	3	4	4	4	4	4	4	5	41
16	4	5	5	5	5	4	5	3	3	3	42
17	5	4	4	5	3	3	3	5	4	5	41
18	5	5	5	5	4	4	5	3	3	4	43
19	4	4	4	5	3	3	5	5	5	4	42
20	5	4	5	5	4	5	4	4	3	4	43
21	5	5	4	5	5	4	4	4	4	4	44
22	4	5	5	5	4	4	4	4	5	5	45
23	5	4	5	5	4	4	4	5	4	4	44
24	4	4	3	4	4	3	4	4	3	4	37
25	5	4	4	4	4	3	4	4	5	4	41
26	5	4	5	3	3	4	4	3	5	5	41
27	4	4	5	4	4	4	5	5	4	4	43
28	5	3	4	5	4	5	4	4	4	4	42
29	5	5	5	5	3	5	4	4	5	5	46
30	5	4	3	4	4	5	5	5	5	5	45
31	4	5	5	5	4	4	4	5	4	4	44
32	5	5	5	4	5	3	4	4	4	5	44
33	5	4	5	4	4	4	5	4	4	4	43
34	5	5	4	5	5	4	3	3	5	5	44
35	4	4	4	4	5	3	4	4	4	3	39
36	3	4	4	4	5	5	5	5	3	4	42
37	5	4	4	3	3	5	5	5	3	5	42
38	4	5	5	4	4	4	5	4	4	5	44
39	4	3	4	4	5	5	4	5	5	4	43
40	5	4	4	5	5	4	3	4	4	3	41
41	4	4	5	5	4	5	5	4	4	3	43
42	5	3	5	4	4	5	5	5	5	4	45
43	5	5	5	4	4	5	5	4	5	4	46
44	4	5	5	5	4	4	5	5	4	3	44
45	5	3	5	5	5	4	5	4	4	4	44

46	5	4	5	5	4	5	3	5	4	5	45
47	5	5	5	4	3	3	4	4	5	4	42
48	4	5	4	4	4	5	4	5	4	4	43
49	5	4	4	5	3	4	5	4	5	5	44
50	5	4	4	5	4	4	4	4	3	4	41
51	5	3	5	5	4	4	5	4	3	5	43
52	4	4	5	3	4	5	5	3	5	4	42
53	5	4	4	4	3	3	4	5	4	4	40
54	5	5	5	4	5	5	5	4	3	5	46
55	4	4	4	4	4	3	5	3	3	4	38
56	4	4	4	4	4	4	4	4	4	3	39
57	5	4	4	5	4	4	4	4	4	3	41
58	4	4	4	4	4	4	5	4	3	4	40
59	4	3	4	4	4	5	5	4	5	3	41
60	4	4	4	4	4	3	4	5	3	4	39
61	4	4	3	4	5	4	4	4	4	4	40
62	5	5	5	5	3	5	4	4	5	4	45
63	4	3	5	4	4	4	5	5	4	5	43
64	5	4	5	5	4	4	4	5	5	3	44
65	4	4	5	4	4	4	4	4	4	4	41
66	5	4	5	5	4	4	5	5	5	4	46
67	5	5	4	5	4	4	3	4	3	3	40
68	3	5	4	4	3	3	4	4	4	5	39
69	4	5	5	4	4	4	4	5	3	4	42
70	5	5	4	4	4	5	4	4	3	4	42
71	4	4	4	3	3	4	4	4	5	4	39
72	4	5	4	4	4	5	5	3	4	5	43
73	5	4	5	4	5	5	5	4	4	3	44
74	5	3	5	5	5	3	4	4	4	3	41
75	4	4	5	4	4	5	4	5	3	4	42
76	5	5	4	4	5	4	5	3	5	3	43
77	4	5	5	5	4	5	5	5	4	3	45
78	5	4	4	4	3	5	5	5	4	5	44
79	5	5	4	5	5	5	5	4	3	4	45
80	3	5	5	5	4	3	5	5	4	3	42
81	5	5	4	3	5	3	5	5	4	4	43
82	4	5	3	5	5	4	4	5	4	5	44
83	4	4	4	5	3	4	4	4	4	4	40
84	4	3	4	5	5	4	4	4	4	2	39
85	5	4	5	5	4	4	5	5	5	5	47
86	5	4	5	4	5	5	5	5	5	3	46
87	3	4	4	4	5	5	5	5	4	4	43
88	4	5	4	3	3	5	4	5	4	5	42
89	5	4	4	3	4	4	5	5	5	4	43
90	4	4	4	4	3	4	4	4	5	4	40
91	4	2	5	5	5	4	4	3	3	4	39
92	5	5	5	4	4	5	4	4	5	5	46
93	5	4	3	5	4	4	3	3	4	5	40
94	4	4	4	5	4	4	4	5	3	4	41
95	3	4	4	5	5	4	3	3	5	4	40
96	5	5	4	4	5	5	3	4	4	3	42
97	4	5	4	5	4	3	5	5	4	3	42
98	5	4	5	4	4	5	4	5	4	5	45



## 2. Lingkungan Kerja (X2)

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	5	4	5	4	3	4	4	4	4	41
2	4	4	5	4	4	4	4	4	3	4	40
3	5	3	4	4	5	4	4	3	5	3	40
4	4	4	4	4	3	3	5	5	5	4	41
5	4	4	5	4	4	4	3	4	4	4	40
6	5	4	5	5	5	4	4	4	5	3	44
7	5	4	4	4	4	4	5	4	5	5	44
8	4	3	4	4	5	5	5	3	5	5	43
9	4	3	4	5	4	4	3	5	4	4	40
10	4	4	5	3	4	4	4	3	4	4	39
11	4	3	4	3	4	4	4	4	4	4	38
12	3	4	4	4	4	4	5	3	5	5	41
13	5	4	5	4	4	5	5	4	4	5	45
14	4	5	3	5	4	3	3	3	4	3	37
15	4	4	3	4	4	5	5	4	3	4	40
16	5	4	5	3	5	5	4	3	4	5	43
17	5	4	3	5	3	3	5	4	5	5	42
18	4	5	5	4	4	4	4	4	4	4	42
19	5	4	5	3	3	4	5	5	4	5	43
20	4	5	5	4	4	5	4	4	5	4	44
21	5	5	4	5	5	4	3	4	4	4	43
22	4	4	5	4	5	5	4	4	5	5	45
23	5	5	4	5	4	5	4	3	5	5	45
24	4	4	3	3	4	3	4	5	4	4	38
25	4	5	3	5	5	3	5	5	4	5	44
26	4	4	5	5	4	5	4	3	4	3	41
27	4	4	5	4	4	4	3	5	5	4	42
28	5	3	4	5	4	4	5	5	4	4	43
29	4	5	5	4	5	5	5	4	5	5	47
30	5	4	5	4	5	3	4	5	5	5	45
31	5	4	5	5	5	5	3	5	5	4	46
32	3	5	5	4	5	5	4	5	5	5	46
33	4	5	4	5	4	5	4	4	5	5	45
34	4	4	5	4	5	4	3	5	5	4	43
35	3	3	4	4	5	3	4	4	4	4	38
36	4	4	5	4	4	4	5	5	4	5	44
37	4	3	5	5	5	5	5	4	4	5	45
38	5	3	5	4	5	4	4	5	5	4	44
39	4	4	5	5	4	4	4	4	5	5	44
40	4	5	5	4	5	5	4	4	3	3	42
41	5	4	5	5	4	4	5	5	4	4	45
42	4	4	4	4	5	4	5	4	5	5	44
43	3	5	5	4	5	4	4	5	5	5	45
44	4	4	5	4	5	5	4	4	4	4	43
45	5	4	5	3	5	4	5	5	5	4	45

46	4	5	4	4	4	5	4	4	5	5	44
47	4	5	5	3	5	4	5	4	5	4	44
48	5	4	5	4	4	5	4	5	4	5	45
49	5	5	4	4	4	4	4	4	5	4	43
50	5	4	4	3	4	5	4	3	4	5	41
51	4	5	5	5	3	4	3	4	4	5	42
52	3	4	4	4	5	5	4	4	5	4	42
53	4	4	4	5	3	5	3	3	5	5	41
54	4	5	5	4	5	5	4	4	4	4	44
55	4	3	5	4	5	4	5	2	4	3	39
56	5	4	4	4	3	4	4	3	5	4	40
57	4	4	5	3	5	5	4	4	4	4	42
58	5	4	4	4	4	3	3	5	4	3	39
59	5	5	4	4	3	4	3	3	4	5	40
60	4	4	4	4	4	4	4	4	5	4	41
61	4	3	4	3	5	4	5	4	5	4	41
62	5	4	4	3	4	4	5	5	4	4	42
63	4	4	3	4	4	4	4	5	4	5	41
64	5	3	5	4	3	5	3	5	5	5	43
65	4	3	4	3	5	5	5	3	4	4	40
66	5	5	4	5	3	5	5	5	5	3	45
67	4	4	4	4	5	4	4	4	4	4	41
68	4	5	5	5	4	5	3	4	5	3	43
69	4	3	3	4	4	4	4	5	5	4	40
70	5	3	4	3	5	4	4	5	4	4	41
71	4	4	4	5	4	4	5	4	4	4	42
72	5	4	5	3	5	4	3	3	5	5	42
73	4	5	5	4	4	5	5	4	4	4	44
74	4	5	4	4	3	4	5	4	4	5	42
75	4	5	3	3	4	5	5	5	5	4	43
76	5	4	4	4	4	5	4	4	5	5	44
77	4	5	4	4	5	4	5	3	3	4	41
78	3	4	5	5	5	5	5	5	4	4	45
79	5	4	4	5	5	5	4	3	5	5	45
80	4	4	5	5	5	4	4	5	3	4	43
81	3	5	4	4	3	4	5	5	5	4	42
82	5	5	4	5	5	5	3	5	4	4	45
83	4	4	4	3	3	5	4	4	5	5	41
84	4	4	4	4	2	4	4	3	4	5	38
85	5	5	5	5	5	4	5	5	4	5	48
86	5	3	4	5	3	5	5	5	5	5	45
87	3	4	4	4	4	5	4	5	5	4	42
88	4	5	5	4	3	4	5	3	4	4	41
89	4	4	4	5	5	4	5	5	5	3	44
90	5	4	3	5	3	4	4	3	4	4	39
91	4	4	5	4	4	5	3	3	4	4	40
92	5	5	4	5	5	5	5	5	4	5	48
93	4	5	4	5	4	5	4	5	2	3	41
94	3	4	4	4	4	4	5	5	3	4	40
95	5	3	5	4	5	4	4	4	3	4	41
96	3	4	5	5	4	5	4	4	4	3	41
97	5	4	4	3	4	3	4	4	5	4	40
98	5	5	5	5	5	4	5	3	5	3	45

## 3. Motivasi Kerja (X3)

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	5	4	4	4	5	4	3	3	4	40
2	4	4	4	5	4	4	5	4	4	4	42
3	4	4	3	4	4	4	5	5	4	3	40
4	4	5	4	5	5	4	4	4	4	4	43
5	5	5	5	4	4	3	4	5	5	4	44
6	5	5	4	5	4	4	3	5	4	5	44
7	4	4	4	5	5	4	4	4	4	4	42
8	5	3	3	4	5	4	5	4	5	3	41
9	4	5	3	4	4	5	4	4	5	4	42
10	4	4	4	5	4	4	3	5	4	5	42
11	3	3	4	4	5	4	3	4	4	4	38
12	3	3	5	5	5	5	4	3	4	3	40
13	5	4	5	4	5	4	5	3	4	5	44
14	4	3	4	4	4	3	3	4	3	3	35
15	4	3	4	5	3	5	5	4	4	5	42
16	4	4	5	5	4	3	5	5	4	4	43
17	4	4	5	4	4	3	4	4	4	4	40
18	5	3	4	4	5	4	5	3	3	5	41
19	4	4	5	4	5	5	5	4	4	5	45
20	4	4	5	4	4	5	5	5	5	4	45
21	4	3	4	4	4	4	5	5	4	3	40
22	5	4	5	5	3	5	3	3	4	4	41
23	4	5	4	3	3	4	4	4	4	5	40
24	3	4	3	4	4	5	3	5	5	4	40
25	3	4	5	3	5	4	5	3	5	5	42
26	5	3	5	3	4	5	4	4	5	4	42
27	4	4	5	5	5	4	4	5	4	5	45
28	4	4	3	4	4	5	5	4	4	5	42
29	4	5	4	5	5	4	4	3	5	4	43
30	4	5	5	4	5	4	5	5	5	5	47
31	5	4	4	4	4	5	5	4	4	5	44
32	5	4	5	5	5	5	6	5	4	4	48
33	5	5	5	4	5	5	5	4	4	5	47
34	4	4	5	4	4	5	5	4	4	5	44
35	5	3	4	5	3	4	5	4	2	4	39
36	5	5	4	4	4	4	4	5	4	3	42
37	3	4	5	5	5	3	5	4	3	5	42
38	4	4	5	3	4	4	5	4	4	4	41
39	4	3	4	5	4	4	5	5	4	4	42
40	5	4	4	4	5	3	3	4	4	5	41
41	5	4	3	3	5	5	5	5	5	5	45
42	4	5	4	5	5	5	4	3	5	4	44
43	5	4	5	3	4	5	5	5	5	5	46
44	5	5	4	5	5	5	5	5	4	4	47
45	5	5	5	4	5	5	5	4	5	5	48

46	5	4	5	5	5	4	5	4	5	5	47
47	5	4	3	3	3	4	5	5	5	4	41
48	4	5	5	5	5	4	4	5	4	3	44
49	5	5	3	5	4	5	5	5	3	4	44
50	5	3	4	4	4	4	4	4	4	4	40
51	4	4	5	4	4	5	4	3	5	4	42
52	4	4	5	5	4	4	4	3	5	3	41
53	3	4	3	3	4	5	5	4	4	3	38
54	4	4	4	4	5	4	5	5	4	5	44
55	4	3	4	4	4	5	4	4	5	5	42
56	4	5	5	4	4	4	3	3	5	2	39
57	3	3	4	5	3	5	4	5	4	4	40
58	4	5	4	5	4	4	3	3	3	4	39
59	4	5	5	4	4	3	4	4	5	4	42
60	3	4	3	3	4	4	5	4	4	3	37
61	4	5	5	3	4	4	4	5	3	4	41
62	4	4	4	4	5	5	4	4	4	4	42
63	4	4	5	5	4	4	5	5	4	5	45
64	4	4	5	4	3	5	4	4	5	4	42
65	5	3	4	4	5	5	5	5	4	4	44
66	5	4	4	4	5	5	4	4	5	5	45
67	4	5	5	5	5	5	3	4	4	3	43
68	3	3	5	4	5	4	4	5	5	4	42
69	4	3	5	5	5	5	5	5	5	3	45
70	5	4	5	5	4	4	4	4	4	3	42
71	3	4	3	2	4	4	4	5	4	4	37
72	4	4	4	5	4	4	5	4	3	4	41
73	4	3	4	4	4	5	4	4	5	5	42
74	3	3	5	3	5	5	4	5	5	4	42
75	4	5	4	5	5	3	5	3	4	3	41
76	4	4	5	5	5	4	5	4	4	4	44
77	5	4	4	4	4	4	5	4	5	4	43
78	3	4	5	5	5	5	3	5	4	3	42
79	4	5	4	4	4	3	4	5	4	4	41
80	4	4	4	4	4	4	5	5	5	4	43
81	4	5	5	5	5	5	4	4	4	3	44
82	5	5	3	4	3	4	5	5	4	5	43
83	4	5	4	5	5	5	4	4	4	4	44
84	4	4	4	3	4	3	4	4	4	4	38
85	4	5	5	5	5	4	4	4	4	5	45
86	5	5	4	4	4	4	5	4	5	5	45
87	4	4	5	4	5	3	5	5	5	4	44
88	4	4	4	5	4	4	4	5	4	4	42
89	3	5	4	4	3	4	5	5	5	5	43
90	4	5	4	4	5	4	4	4	4	5	43
91	4	4	4	5	2	3	4	4	5	4	39
92	5	4	5	4	4	4	4	5	4	4	43
93	4	5	5	5	3	5	4	3	4	4	42
94	4	4	5	5	3	5	5	4	5	5	45
95	5	5	4	4	4	4	5	4	4	3	42
96	5	3	4	3	4	4	5	5	5	3	41
97	5	5	5	4	4	4	5	4	3	4	43
98	4	4	4	3	5	3	4	5	4	4	40

## 4. Kinerja (Y)

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	5	4	5	4	4	4	5	5	4	44
2	3	4	4	5	3	4	5	4	4	4	40
3	4	5	3	5	4	4	5	5	3	3	41
4	4	5	4	5	5	4	5	4	4	4	44
5	5	5	5	4	5	3	4	5	3	4	43
6	5	4	4	5	4	4	3	5	4	4	42
7	5	4	3	5	5	4	5	4	4	5	44
8	5	3	4	4	5	5	4	4	5	4	43
9	4	5	3	4	5	4	3	4	5	4	41
10	4	4	5	5	4	3	4	4	4	5	42
11	3	4	3	3	5	4	5	5	4	4	40
12	4	4	3	5	4	5	4	5	5	4	43
13	5	4	5	4	5	4	5	3	4	5	44
14	5	3	3	4	4	4	3	4	3	3	36
15	4	3	4	5	3	5	5	4	4	4	41
16	4	4	5	5	4	5	5	5	4	4	45
17	4	5	5	4	4	3	4	5	4	4	42
18	5	4	4	5	5	4	5	5	3	3	43
19	5	4	5	4	4	4	5	4	4	5	44
20	4	5	4	5	4	3	5	5	5	4	44
21	4	3	4	4	4	4	5	4	5	5	42
22	5	4	4	5	4	5	4	4	5	4	44
23	4	5	3	5	5	4	4	5	5	5	45
24	5	4	5	3	4	3	4	3	4	4	39
25	5	5	3	4	4	4	5	5	5	3	43
26	5	3	4	3	3	4	5	4	5	4	40
27	4	4	5	4	4	5	4	5	5	5	45
28	4	5	4	4	5	5	5	4	4	5	45
29	4	5	4	5	5	5	4	5	5	4	46
30	4	5	5	4	5	5	5	5	4	4	46
31	5	4	4	4	4	4	5	4	4	5	43
32	5	4	5	5	5	5	5	5	4	4	47
33	5	5	5	4	5	5	5	5	3	4	46
34	4	4	5	4	4	4	4	4	4	5	42
35	5	4	4	4	3	4	3	5	3	3	38
36	5	5	4	4	5	4	5	4	4	3	43
37	3	4	4	3	4	5	5	4	5	4	41
38	4	4	5	5	5	5	5	5	4	4	46
39	4	5	5	5	4	4	3	5	4	3	42
40	5	4	4	4	5	4	4	4	4	5	43
41	5	4	5	4	4	5	5	5	5	5	47
42	4	5	4	5	5	5	4	3	4	4	43
43	5	4	5	5	5	4	5	5	4	5	47
44	5	5	5	4	4	3	5	5	5	4	45
45	5	5	5	4	5	5	5	4	5	5	48

46	5	4	5	5	5	4	5	4	5	4	46
47	4	5	4	5	5	4	3	5	4	4	43
48	4	5	5	5	5	4	5	4	4	5	46
49	5	5	3	5	5	4	5	5	4	4	45
50	5	3	4	4	4	5	5	5	4	4	43
51	5	4	5	4	4	5	4	4	5	5	45
52	4	4	5	4	4	5	4	4	5	5	44
53	5	3	3	4	4	4	5	4	4	3	39
54	5	4	4	4	5	5	5	5	5	5	47
55	4	3	3	4	4	4	4	4	5	5	40
56	4	3	4	5	5	4	3	5	4	4	41
57	5	4	5	5	3	5	4	5	4	4	44
58	5	5	5	4	4	4	3	5	3	3	41
59	4	5	4	4	4	5	5	5	4	4	44
60	4	4	5	3	4	3	5	4	4	3	39
61	4	5	4	3	5	4	4	4	5	4	42
62	5	4	4	4	5	5	4	4	5	4	44
63	5	4	4	3	4	4	5	5	4	5	43
64	5	5	5	4	5	5	4	4	5	4	46
65	5	3	4	4	5	4	4	5	4	4	42
66	5	5	4	4	5	5	5	5	5	5	48
67	4	5	3	3	4	4	5	5	4	3	40
68	3	3	5	5	4	4	5	4	4	4	41
69	4	4	4	5	5	4	5	4	5	4	44
70	4	5	5	5	4	4	4	4	5	5	45
71	4	3	3	4	4	4	4	5	3	4	38
72	5	5	4	5	4	5	5	4	4	4	45
73	4	4	4	5	4	5	4	3	5	5	43
74	4	4	5	4	5	5	4	5	4	4	44
75	5	5	4	5	5	5	4	5	4	4	46
76	4	4	5	5	5	4	5	4	4	3	43
77	5	4	5	4	5	4	4	5	5	4	45
78	5	4	4	4	4	5	5	4	5	5	45
79	5	5	5	5	4	5	4	5	3	3	44
80	4	5	5	5	5	3	5	5	4	4	45
81	5	5	4	4	5	4	5	4	5	5	46
82	3	5	4	5	5	5	5	5	5	4	46
83	4	5	5	4	4	3	4	4	4	3	40
84	4	4	3	4	5	4	3	3	3	4	37
85	5	4	5	5	4	4	5	5	5	5	47
86	3	5	5	5	4	5	4	4	4	4	43
87	4	5	4	4	5	5	4	5	5	5	46
88	5	5	3	3	5	4	5	5	4	4	43
89	4	5	4	5	4	5	5	4	4	5	45
90	3	5	4	4	4	4	4	5	3	4	40
91	5	4	5	4	5	5	4	3	4	3	42
92	5	5	5	4	4	5	4	4	4	5	45
93	4	4	4	4	3	4	5	4	3	5	40
94	4	4	4	4	5	4	5	4	4	4	42
95	4	4	3	4	4	4	4	4	5	4	40
96	5	5	4	5	4	4	4	4	5	4	44
97	4	4	4	5	5	5	5	4	4	3	43
98	5	5	5	3	5	5	5	5	5	5	48

### Lampiran 7 Metode Suksestif Interval (*Method of successive interval/MSI*)

#### Successive Interval Penempatan Kerja (X1)

1	2	3	4	5	6	7	8	9	10	total
3,820	3,406	3,790	2,328	2,354	2,224	2,248	2,293	2,264	4,848	29,576
3,820	3,406	3,790	3,730	1,000	2,224	2,248	3,643	2,264	3,562	29,688
3,820	2,194	2,368	3,730	2,354	3,493	1,000	2,293	2,264	3,562	27,079
2,369	4,742	2,368	2,328	2,354	1,000	3,591	3,643	2,264	3,562	28,221
3,820	3,406	2,368	3,730	2,354	2,224	3,591	2,293	3,551	4,848	32,185
3,820	2,194	2,368	2,328	2,354	2,224	3,591	2,293	2,264	2,362	25,798
2,369	3,406	2,368	2,328	3,722	1,000	3,591	1,000	3,551	3,562	26,897
2,369	4,742	2,368	2,328	2,354	1,000	2,248	2,293	2,264	3,562	25,529
2,369	2,194	2,368	3,730	3,722	2,224	1,000	3,643	3,551	3,562	28,363
3,820	3,406	3,790	1,000	3,722	2,224	2,248	2,293	1,000	3,562	27,065
2,369	2,194	3,790	2,328	2,354	1,000	2,248	2,293	2,264	4,848	25,689
2,369	2,194	3,790	2,328	2,354	1,000	3,591	2,293	2,264	3,562	25,745
2,369	3,406	3,790	3,730	3,722	3,493	1,000	2,293	1,000	4,848	29,652
2,369	4,742	1,000	3,730	2,354	3,493	1,000	1,000	2,264	2,362	24,316
3,820	3,406	1,000	2,328	2,354	2,224	2,248	2,293	2,264	4,848	26,785
2,369	4,742	3,790	3,730	3,722	2,224	3,591	1,000	1,000	2,362	28,532
3,820	3,406	2,368	3,730	1,000	1,000	1,000	3,643	2,264	4,848	27,080
3,820	4,742	3,790	3,730	2,354	2,224	3,591	1,000	1,000	3,562	29,814
2,369	3,406	2,368	3,730	1,000	1,000	3,591	3,643	3,551	3,562	28,220
3,820	3,406	3,790	3,730	2,354	3,493	2,248	2,293	1,000	3,562	29,697
3,820	4,742	2,368	3,730	3,722	2,224	2,248	2,293	2,264	3,562	30,975
2,369	4,742	3,790	3,730	2,354	2,224	2,248	2,293	3,551	4,848	32,150
3,820	3,406	3,790	3,730	2,354	2,224	2,248	3,643	2,264	3,562	31,042
2,369	3,406	1,000	2,328	2,354	1,000	2,248	2,293	1,000	3,562	21,560
3,820	3,406	2,368	2,328	2,354	1,000	2,248	2,293	3,551	3,562	26,930
3,820	3,406	3,790	1,000	1,000	2,224	2,248	1,000	3,551	4,848	26,887
2,369	3,406	3,790	2,328	2,354	2,224	3,591	3,643	2,264	3,562	29,531
3,820	2,194	2,368	3,730	2,354	3,493	2,248	2,293	2,264	3,562	28,327
3,820	4,742	3,790	3,730	1,000	3,493	2,248	2,293	3,551	4,848	33,516
3,820	3,406	1,000	2,328	2,354	3,493	3,591	3,643	3,551	4,848	32,032
2,369	4,742	3,790	3,730	2,354	2,224	2,248	3,643	2,264	3,562	30,928
3,820	4,742	3,790	2,328	3,722	1,000	2,248	2,293	2,264	4,848	31,056
3,820	3,406	3,790	2,328	2,354	2,224	3,591	2,293	2,264	3,562	29,632
3,820	4,742	2,368	3,730	3,722	2,224	1,000	1,000	3,551	4,848	31,006
2,369	3,406	2,368	2,328	3,722	1,000	2,248	2,293	2,264	2,362	24,362
1,000	3,406	2,368	2,328	3,722	3,493	3,591	3,643	1,000	3,562	28,112
3,820	3,406	2,368	1,000	1,000	3,493	3,591	3,643	1,000	4,848	28,168
2,369	4,742	3,790	2,328	2,354	2,224	3,591	2,293	2,264	4,848	30,804
2,369	2,194	2,368	2,328	3,722	3,493	2,248	3,643	3,551	3,562	29,478
3,820	3,406	2,368	3,730	3,722	2,224	1,000	2,293	2,264	2,362	27,190
2,369	3,406	3,790	3,730	2,354	3,493	3,591	2,293	2,264	2,362	29,653
3,820	2,194	3,790	2,328	2,354	3,493	3,591	3,643	3,551	3,562	32,325
3,820	4,742	3,790	2,328	2,354	3,493	3,591	2,293	3,551	3,562	33,523
2,369	4,742	3,790	3,730	2,354	2,224	3,591	3,643	2,264	2,362	31,070
3,820	2,194	3,790	3,730	3,722	2,224	3,591	2,293	2,264	3,562	31,191

3,820	3,406	3,790	3,730	2,354	3,493	1,000	3,643	2,264	4,848	32,349
3,820	4,742	3,790	2,328	1,000	1,000	2,248	2,293	3,551	3,562	28,334
2,369	4,742	2,368	2,328	2,354	3,493	2,248	3,643	2,264	3,562	29,372
3,820	3,406	2,368	3,730	1,000	2,224	3,591	2,293	3,551	4,848	30,831
3,820	3,406	2,368	3,730	2,354	2,224	2,248	2,293	1,000	3,562	27,006
3,820	2,194	3,790	3,730	2,354	2,224	3,591	2,293	1,000	4,848	29,844
2,369	3,406	3,790	1,000	2,354	3,493	3,591	1,000	3,551	3,562	28,116
3,820	3,406	2,368	2,328	1,000	1,000	2,248	3,643	2,264	3,562	25,639
3,820	4,742	3,790	2,328	3,722	3,493	3,591	2,293	1,000	4,848	33,627
2,369	3,406	2,368	2,328	2,354	1,000	3,591	1,000	1,000	3,562	22,978
2,369	3,406	2,368	2,328	2,354	2,224	2,248	2,293	2,264	2,362	24,217
3,820	3,406	2,368	3,730	2,354	2,224	2,248	2,293	2,264	2,362	27,071
2,369	3,406	2,368	2,328	2,354	2,224	3,591	2,293	1,000	3,562	25,495
2,369	2,194	2,368	2,328	2,354	3,493	3,591	2,293	3,551	2,362	26,903
2,369	3,406	2,368	2,328	2,354	1,000	2,248	3,643	1,000	3,562	24,278
2,369	3,406	1,000	2,328	3,722	2,224	2,248	2,293	2,264	3,562	25,417
3,820	4,742	3,790	3,730	1,000	3,493	2,248	2,293	3,551	3,562	32,230
2,369	2,194	3,790	2,328	2,354	2,224	3,591	3,643	2,264	4,848	29,605
3,820	3,406	3,790	3,730	2,354	2,224	2,248	3,643	3,551	2,362	31,129
2,369	3,406	3,790	2,328	2,354	2,224	2,248	2,293	2,264	3,562	26,839
3,820	3,406	3,790	3,730	2,354	2,224	3,591	3,643	3,551	3,562	33,670
3,820	4,742	2,368	3,730	2,354	2,224	1,000	2,293	1,000	2,362	25,895
1,000	4,742	2,368	2,328	1,000	1,000	2,248	2,293	2,264	4,848	24,092
2,369	4,742	3,790	2,328	2,354	2,224	2,248	3,643	1,000	3,562	28,261
3,820	4,742	2,368	2,328	2,354	3,493	2,248	2,293	1,000	3,562	28,209
2,369	3,406	2,368	1,000	1,000	2,224	2,248	2,293	3,551	3,562	24,021
2,369	4,742	2,368	2,328	2,354	3,493	3,591	1,000	2,264	4,848	29,358
3,820	3,406	3,790	2,328	3,722	3,493	3,591	2,293	2,264	2,362	31,069
3,820	2,194	3,790	3,730	3,722	1,000	2,248	2,293	2,264	2,362	27,425
2,369	3,406	3,790	2,328	2,354	3,493	2,248	3,643	1,000	3,562	28,193
3,820	4,742	2,368	2,328	3,722	2,224	3,591	1,000	3,551	2,362	29,708
2,369	4,742	3,790	3,730	2,354	3,493	3,591	3,643	2,264	2,362	32,339
3,820	3,406	2,368	2,328	1,000	3,493	3,591	3,643	2,264	4,848	30,761
3,820	4,742	2,368	3,730	3,722	3,493	3,591	2,293	1,000	3,562	32,321
1,000	4,742	3,790	3,730	2,354	1,000	3,591	3,643	2,264	2,362	28,477
3,820	4,742	2,368	1,000	3,722	1,000	3,591	3,643	2,264	3,562	29,712
2,369	4,742	1,000	3,730	3,722	2,224	2,248	3,643	2,264	4,848	30,792
2,369	3,406	2,368	3,730	1,000	2,224	2,248	2,293	2,264	3,562	25,465
2,369	2,194	2,368	3,730	3,722	2,224	2,248	2,293	2,264	1,000	24,414
3,820	3,406	3,790	3,730	2,354	2,224	3,591	3,643	3,551	4,848	34,957
3,820	3,406	3,790	2,328	3,722	3,493	3,591	3,643	3,551	2,362	33,705
1,000	3,406	2,368	2,328	3,722	3,493	3,591	3,643	2,264	3,562	29,377
2,369	4,742	2,368	1,000	1,000	3,493	2,248	3,643	2,264	4,848	27,976
3,820	3,406	2,368	1,000	2,354	2,224	3,591	3,643	3,551	3,562	29,518
2,369	3,406	2,368	2,328	1,000	2,224	2,248	2,293	3,551	3,562	25,349
2,369	1,000	3,790	3,730	3,722	2,224	2,248	1,000	1,000	3,562	24,646
3,820	4,742	3,790	2,328	2,354	3,493	2,248	2,293	3,551	4,848	33,467
3,820	3,406	1,000	3,730	2,354	2,224	1,000	1,000	2,264	4,848	25,647
2,369	3,406	2,368	3,730	2,354	2,224	2,248	3,643	1,000	3,562	26,905
1,000	3,406	2,368	3,730	3,722	2,224	1,000	1,000	3,551	3,562	25,564
3,820	4,742	2,368	2,328	3,722	3,493	1,000	2,293	2,264	2,362	28,393
2,369	4,742	2,368	3,730	2,354	1,000	3,591	3,643	2,264	2,362	28,425
3,820	3,406	3,790	2,328	2,354	3,493	2,248	3,643	2,264	4,848	32,194



### Successive Interval Lingkungan Kerja (X2)

1	2	3	4	5	6	7	8	9	10	total
2,371	3,635	2,292	3,582	3,328	1,000	2,233	3,469	3,123	2,293	27,326
2,371	2,300	3,676	2,269	3,328	2,330	2,233	3,469	1,925	2,293	26,194
3,771	1,000	2,292	2,269	4,610	2,330	2,233	2,387	4,523	1,000	26,415
2,371	2,300	2,292	2,269	2,225	1,000	3,535	4,684	4,523	2,293	27,492
2,371	2,300	3,676	2,269	3,328	2,330	1,000	3,469	3,123	2,293	26,159
3,771	2,300	3,676	3,582	4,610	2,330	2,233	3,469	4,523	1,000	31,494
3,771	2,300	2,292	2,269	3,328	2,330	3,535	3,469	4,523	3,643	31,460
2,371	1,000	2,292	2,269	4,610	3,715	3,535	2,387	4,523	3,643	30,345
2,371	1,000	2,292	3,582	3,328	2,330	1,000	4,684	3,123	2,293	26,002
2,371	2,300	3,676	1,000	3,328	2,330	2,233	2,387	3,123	2,293	25,040
2,371	1,000	2,292	1,000	3,328	2,330	2,233	3,469	3,123	2,293	23,439
1,000	2,300	2,292	2,269	3,328	2,330	3,535	2,387	4,523	3,643	27,607
3,771	2,300	3,676	2,269	3,328	3,715	3,535	3,469	3,123	3,643	32,829
2,371	3,635	1,000	3,582	3,328	1,000	1,000	2,387	3,123	1,000	22,426
2,371	2,300	1,000	2,269	3,328	3,715	3,535	3,469	1,925	2,293	26,205
3,771	2,300	3,676	1,000	4,610	3,715	2,233	2,387	3,123	3,643	30,457
3,771	2,300	1,000	3,582	2,225	1,000	3,535	3,469	4,523	3,643	29,048
2,371	3,635	3,676	2,269	3,328	2,330	2,233	3,469	3,123	2,293	28,727
3,771	2,300	3,676	1,000	2,225	2,330	3,535	4,684	3,123	3,643	30,286
2,371	3,635	3,676	2,269	3,328	3,715	2,233	3,469	4,523	2,293	31,512
3,771	3,635	2,292	3,582	4,610	2,330	1,000	3,469	3,123	2,293	30,105
2,371	2,300	3,676	2,269	4,610	3,715	2,233	3,469	4,523	3,643	32,808
3,771	3,635	2,292	3,582	3,328	3,715	2,233	2,387	4,523	3,643	33,108
2,371	2,300	1,000	1,000	3,328	1,000	2,233	4,684	3,123	2,293	23,331
2,371	3,635	1,000	3,582	4,610	1,000	3,535	4,684	3,123	3,643	31,183
2,371	2,300	3,676	3,582	3,328	3,715	2,233	2,387	3,123	1,000	27,715
2,371	2,300	3,676	2,269	3,328	2,330	1,000	4,684	4,523	2,293	28,773
3,771	1,000	2,292	3,582	3,328	2,330	3,535	4,684	3,123	2,293	29,937
2,371	3,635	3,676	2,269	4,610	3,715	3,535	3,469	4,523	3,643	35,446
3,771	2,300	3,676	2,269	4,610	1,000	2,233	4,684	4,523	3,643	32,708
3,771	2,300	3,676	3,582	4,610	3,715	1,000	4,684	4,523	2,293	34,153
1,000	3,635	3,676	2,269	4,610	3,715	2,233	4,684	4,523	3,643	33,987
2,371	3,635	2,292	3,582	3,328	3,715	2,233	3,469	4,523	3,643	32,790
2,371	2,300	3,676	2,269	4,610	2,330	1,000	4,684	4,523	2,293	30,055
1,000	1,000	2,292	2,269	4,610	1,000	2,233	3,469	3,123	2,293	23,289
2,371	2,300	3,676	2,269	3,328	2,330	3,535	4,684	3,123	3,643	31,259
2,371	1,000	3,676	3,582	4,610	3,715	3,535	3,469	3,123	3,643	32,724
3,771	1,000	3,676	2,269	4,610	2,330	2,233	4,684	4,523	2,293	31,388
2,371	2,300	3,676	3,582	3,328	2,330	2,233	3,469	4,523	3,643	31,454
2,371	3,635	3,676	2,269	4,610	3,715	2,233	3,469	1,925	1,000	28,903
3,771	2,300	3,676	3,582	3,328	2,330	3,535	4,684	3,123	2,293	32,621
2,371	2,300	2,292	2,269	4,610	2,330	3,535	3,469	4,523	3,643	31,342
1,000	3,635	3,676	2,269	4,610	2,330	2,233	4,684	4,523	3,643	32,602
2,371	2,300	3,676	2,269	4,610	3,715	2,233	3,469	3,123	2,293	30,059
3,771	2,300	3,676	1,000	4,610	2,330	3,535	4,684	4,523	2,293	32,721

2,371	3,635	2,292	2,269	3,328	3,715	2,233	3,469	4,523	3,643	31,477
2,371	3,635	3,676	1,000	4,610	2,330	3,535	3,469	4,523	2,293	31,442
3,771	2,300	3,676	2,269	3,328	3,715	2,233	4,684	3,123	3,643	32,741
3,771	3,635	2,292	2,269	3,328	2,330	2,233	3,469	4,523	2,293	30,142
3,771	2,300	2,292	1,000	3,328	3,715	2,233	2,387	3,123	3,643	27,791
2,371	3,635	3,676	3,582	2,225	2,330	1,000	3,469	3,123	3,643	29,054
1,000	2,300	2,292	2,269	4,610	3,715	2,233	3,469	4,523	2,293	28,704
2,371	2,300	2,292	3,582	2,225	3,715	1,000	2,387	4,523	3,643	28,038
2,371	3,635	3,676	2,269	4,610	3,715	2,233	3,469	3,123	2,293	31,394
2,371	1,000	3,676	2,269	4,610	2,330	3,535	1,000	3,123	1,000	24,915
3,771	2,300	2,292	2,269	2,225	2,330	2,233	2,387	4,523	2,293	26,622
2,371	2,300	3,676	1,000	4,610	3,715	2,233	3,469	3,123	2,293	28,790
3,771	2,300	2,292	2,269	3,328	1,000	1,000	4,684	3,123	1,000	24,766
3,771	3,635	2,292	2,269	2,225	2,330	1,000	2,387	3,123	3,643	26,675
2,371	2,300	2,292	2,269	3,328	2,330	2,233	3,469	4,523	2,293	27,408
2,371	1,000	2,292	1,000	4,610	2,330	3,535	3,469	4,523	2,293	27,423
3,771	2,300	2,292	1,000	3,328	2,330	3,535	4,684	3,123	2,293	28,655
2,371	2,300	1,000	2,269	3,328	2,330	2,233	4,684	3,123	3,643	27,280
3,771	1,000	3,676	2,269	2,225	3,715	1,000	4,684	4,523	3,643	30,505
2,371	1,000	2,292	1,000	4,610	3,715	3,535	2,387	3,123	2,293	26,326
3,771	3,635	2,292	3,582	2,225	3,715	3,535	4,684	4,523	1,000	32,962
2,371	2,300	2,292	2,269	4,610	2,330	2,233	3,469	3,123	2,293	27,290
2,371	3,635	3,676	3,582	3,328	3,715	1,000	3,469	4,523	1,000	30,299
2,371	1,000	1,000	2,269	3,328	2,330	2,233	4,684	4,523	2,293	26,030
3,771	1,000	2,292	1,000	4,610	2,330	2,233	4,684	3,123	2,293	27,335
2,371	2,300	2,292	3,582	3,328	2,330	3,535	3,469	3,123	2,293	28,623
3,771	2,300	3,676	1,000	4,610	2,330	1,000	2,387	4,523	3,643	29,239
2,371	3,635	3,676	2,269	3,328	3,715	3,535	3,469	3,123	2,293	31,414
2,371	3,635	2,292	2,269	2,225	2,330	3,535	3,469	3,123	3,643	28,893
2,371	3,635	1,000	1,000	3,328	3,715	3,535	4,684	4,523	2,293	30,083
3,771	2,300	2,292	2,269	3,328	3,715	2,233	3,469	4,523	3,643	31,542
2,371	3,635	2,292	2,269	4,610	2,330	3,535	2,387	1,925	2,293	27,648
1,000	2,300	3,676	3,582	4,610	3,715	3,535	4,684	3,123	2,293	32,518
3,771	2,300	2,292	3,582	4,610	3,715	2,233	2,387	4,523	3,643	33,055
2,371	2,300	3,676	3,582	4,610	2,330	2,233	4,684	1,925	2,293	30,003
1,000	3,635	2,292	2,269	2,225	2,330	3,535	4,684	4,523	2,293	28,786
3,771	3,635	2,292	3,582	4,610	3,715	1,000	4,684	3,123	2,293	32,704
2,371	2,300	2,292	1,000	2,225	3,715	2,233	3,469	4,523	3,643	27,770
2,371	2,300	2,292	2,269	1,000	2,330	2,233	2,387	3,123	3,643	23,948
3,771	3,635	3,676	3,582	4,610	2,330	3,535	4,684	3,123	3,643	36,588
3,771	1,000	2,292	3,582	2,225	3,715	3,535	4,684	4,523	3,643	32,969
1,000	2,300	2,292	2,269	3,328	3,715	2,233	4,684	4,523	2,293	28,636
2,371	3,635	3,676	2,269	2,225	2,330	3,535	2,387	3,123	2,293	27,845
2,371	2,300	2,292	3,582	4,610	2,330	3,535	4,684	4,523	1,000	31,227
3,771	2,300	1,000	3,582	2,225	2,330	2,233	2,387	3,123	2,293	25,243
2,371	2,300	3,676	2,269	3,328	3,715	1,000	2,387	3,123	2,293	26,462
3,771	3,635	2,292	3,582	4,610	3,715	3,535	4,684	3,123	3,643	36,589
2,371	3,635	2,292	3,582	3,328	3,715	2,233	4,684	1,000	1,000	27,840
1,000	2,300	2,292	2,269	3,328	2,330	3,535	4,684	1,925	2,293	25,956
3,771	1,000	3,676	2,269	4,610	2,330	2,233	3,469	1,925	2,293	27,576
1,000	2,300	3,676	3,582	3,328	3,715	2,233	3,469	3,123	1,000	27,426
3,771	2,300	2,292	1,000	3,328	1,000	2,233	3,469	4,523	2,293	26,208
3,771	3,635	3,676	3,582	4,610	2,330	3,535	2,387	4,523	1,000	33,049

### Successive Interval Motivasi Kerja (X3)

1	2	3	4	5	6	7	8	9	10	total
2,361	3,521	2,235	3,339	3,277	3,624	2,195	1,000	2,014	3,493	27,058
2,361	2,238	2,235	4,646	3,277	2,279	3,534	2,244	3,312	3,493	29,618
2,361	2,238	1,000	3,339	3,277	2,279	3,534	3,567	3,312	2,310	27,217
2,361	3,521	2,235	4,646	4,628	2,279	2,195	2,244	3,312	3,493	30,914
3,742	3,521	3,573	3,339	3,277	1,000	2,195	3,567	4,723	3,493	32,430
3,742	3,521	2,235	4,646	3,277	2,279	1,000	3,567	3,312	4,783	32,363
2,361	2,238	2,235	4,646	4,628	2,279	2,195	2,244	3,312	3,493	29,630
3,742	1,000	1,000	3,339	4,628	2,279	3,534	2,244	4,723	2,310	28,799
2,361	3,521	1,000	3,339	3,277	3,624	2,195	2,244	4,723	3,493	29,776
2,361	2,238	2,235	4,646	3,277	2,279	1,000	3,567	3,312	4,783	29,698
1,000	1,000	2,235	3,339	4,628	2,279	1,000	2,244	3,312	3,493	24,529
1,000	1,000	3,573	4,646	4,628	3,624	2,195	1,000	3,312	2,310	27,288
3,742	2,238	3,573	3,339	4,628	2,279	3,534	1,000	3,312	4,783	32,428
2,361	1,000	2,235	3,339	3,277	1,000	1,000	2,244	2,014	2,310	20,780
2,361	1,000	2,235	4,646	2,092	3,624	3,534	2,244	3,312	4,783	29,831
2,361	2,238	3,573	4,646	3,277	1,000	3,534	3,567	3,312	3,493	31,001
2,361	2,238	3,573	3,339	3,277	1,000	2,195	2,244	3,312	3,493	27,031
3,742	1,000	2,235	3,339	4,628	2,279	3,534	1,000	2,014	4,783	28,555
2,361	2,238	3,573	3,339	4,628	3,624	3,534	2,244	3,312	4,783	33,635
2,361	2,238	3,573	3,339	3,277	3,624	3,534	3,567	4,723	3,493	33,728
2,361	1,000	2,235	3,339	3,277	2,279	3,534	3,567	3,312	2,310	27,214
3,742	2,238	3,573	4,646	2,092	3,624	1,000	1,000	3,312	3,493	28,720
2,361	3,521	2,235	2,194	2,092	2,279	2,195	2,244	3,312	4,783	27,217
1,000	2,238	1,000	3,339	3,277	3,624	1,000	3,567	4,723	3,493	27,260
1,000	2,238	3,573	2,194	4,628	2,279	3,534	1,000	4,723	4,783	29,952
3,742	1,000	3,573	2,194	3,277	3,624	2,195	2,244	4,723	3,493	30,064
2,361	2,238	3,573	4,646	4,628	2,279	2,195	3,567	3,312	4,783	33,582
2,361	2,238	1,000	3,339	3,277	3,624	3,534	2,244	3,312	4,783	29,711
2,361	3,521	2,235	4,646	4,628	2,279	2,195	1,000	4,723	3,493	31,081
2,361	3,521	3,573	3,339	4,628	2,279	3,534	3,567	4,723	4,783	36,308
3,742	2,238	2,235	3,339	3,277	3,624	3,534	2,244	3,312	4,783	32,328
3,742	2,238	3,573	4,646	4,628	3,624	6,000	3,567	3,312	3,493	38,822
3,742	3,521	3,573	3,339	4,628	3,624	3,534	2,244	3,312	4,783	36,300
2,361	2,238	3,573	3,339	3,277	3,624	3,534	2,244	3,312	4,783	32,284
3,742	1,000	2,235	4,646	2,092	2,279	3,534	2,244	1,000	3,493	26,266
3,742	3,521	2,235	3,339	3,277	2,279	2,195	3,567	3,312	2,310	29,778
1,000	2,238	3,573	4,646	4,628	1,000	3,534	2,244	2,014	4,783	29,661
2,361	2,238	3,573	2,194	3,277	2,279	3,534	2,244	3,312	3,493	28,504
2,361	1,000	2,235	4,646	3,277	2,279	3,534	3,567	3,312	3,493	29,703
3,742	2,238	2,235	3,339	4,628	1,000	1,000	2,244	3,312	4,783	28,521
3,742	2,238	1,000	2,194	4,628	3,624	3,534	3,567	4,723	4,783	34,033
2,361	3,521	2,235	4,646	4,628	3,624	2,195	1,000	4,723	3,493	32,425
3,742	2,238	3,573	2,194	3,277	3,624	3,534	3,567	4,723	4,783	35,255
3,742	3,521	2,235	4,646	4,628	3,624	3,534	3,567	3,312	3,493	36,302
3,742	3,521	3,573	3,339	4,628	3,624	3,534	2,244	4,723	4,783	37,711

3,742	2,238	3,573	4,646	4,628	2,279	3,534	2,244	4,723	4,783	36,391
3,742	2,238	1,000	2,194	2,092	2,279	3,534	3,567	4,723	3,493	28,863
2,361	3,521	3,573	4,646	4,628	2,279	2,195	3,567	3,312	2,310	32,393
3,742	3,521	1,000	4,646	3,277	3,624	3,534	3,567	2,014	3,493	32,419
3,742	1,000	2,235	3,339	3,277	2,279	2,195	2,244	3,312	3,493	27,116
2,361	2,238	3,573	3,339	3,277	3,624	2,195	1,000	4,723	3,493	29,822
2,361	2,238	3,573	4,646	3,277	2,279	2,195	1,000	4,723	2,310	28,602
1,000	2,238	1,000	2,194	3,277	3,624	3,534	2,244	3,312	2,310	24,733
2,361	2,238	2,235	3,339	4,628	2,279	3,534	3,567	3,312	4,783	32,276
2,361	1,000	2,235	3,339	3,277	3,624	2,195	2,244	4,723	4,783	29,780
2,361	3,521	3,573	3,339	3,277	2,279	1,000	1,000	4,723	1,000	26,073
1,000	1,000	2,235	4,646	2,092	3,624	2,195	3,567	3,312	3,493	27,164
2,361	3,521	2,235	4,646	3,277	2,279	1,000	1,000	2,014	3,493	25,826
2,361	3,521	3,573	3,339	3,277	1,000	2,195	2,244	4,723	3,493	29,725
1,000	2,238	1,000	2,194	3,277	2,279	3,534	2,244	3,312	2,310	23,388
2,361	3,521	3,573	2,194	3,277	2,279	2,195	3,567	2,014	3,493	28,475
2,361	2,238	2,235	3,339	4,628	3,624	2,195	2,244	3,312	3,493	29,667
2,361	2,238	3,573	4,646	3,277	2,279	3,534	3,567	3,312	4,783	33,570
2,361	2,238	3,573	3,339	2,092	3,624	2,195	2,244	4,723	3,493	29,881
3,742	1,000	2,235	3,339	4,628	3,624	3,534	3,567	3,312	3,493	32,473
3,742	2,238	2,235	3,339	4,628	3,624	2,195	2,244	4,723	4,783	33,751
2,361	3,521	3,573	4,646	4,628	3,624	1,000	2,244	3,312	2,310	31,219
1,000	1,000	3,573	3,339	4,628	2,279	2,195	3,567	4,723	3,493	29,797
2,361	1,000	3,573	4,646	4,628	3,624	3,534	3,567	4,723	2,310	33,966
3,742	2,238	3,573	4,646	3,277	2,279	2,195	2,244	3,312	2,310	29,817
1,000	2,238	1,000	1,000	3,277	2,279	2,195	3,567	3,312	3,493	23,361
2,361	2,238	2,235	4,646	3,277	2,279	3,534	2,244	2,014	3,493	28,321
2,361	1,000	2,235	3,339	3,277	3,624	2,195	2,244	4,723	4,783	29,780
1,000	1,000	3,573	2,194	4,628	3,624	2,195	3,567	4,723	3,493	29,996
2,361	3,521	2,235	4,646	4,628	1,000	3,534	1,000	3,312	2,310	28,547
2,361	2,238	3,573	4,646	4,628	2,279	3,534	2,244	3,312	3,493	32,308
3,742	2,238	2,235	3,339	3,277	2,279	3,534	2,244	4,723	3,493	31,104
1,000	2,238	3,573	4,646	4,628	3,624	1,000	3,567	3,312	2,310	29,898
2,361	3,521	2,235	3,339	3,277	1,000	2,195	3,567	3,312	3,493	28,299
2,361	2,238	2,235	3,339	3,277	2,279	3,534	3,567	4,723	3,493	31,045
2,361	3,521	3,573	4,646	4,628	3,624	2,195	2,244	3,312	2,310	32,414
3,742	3,521	1,000	3,339	2,092	2,279	3,534	3,567	3,312	4,783	31,170
2,361	3,521	2,235	4,646	4,628	3,624	2,195	2,244	3,312	3,493	32,258
2,361	2,238	2,235	2,194	3,277	1,000	2,195	2,244	3,312	3,493	24,548
2,361	3,521	3,573	4,646	4,628	2,279	2,195	2,244	3,312	4,783	33,543
3,742	3,521	2,235	3,339	3,277	2,279	3,534	2,244	4,723	4,783	33,678
2,361	2,238	3,573	3,339	4,628	1,000	3,534	3,567	4,723	3,493	32,455
2,361	2,238	2,235	4,646	3,277	2,279	2,195	3,567	3,312	3,493	29,603
1,000	3,521	2,235	3,339	2,092	2,279	3,534	3,567	4,723	4,783	31,074
2,361	3,521	2,235	3,339	4,628	2,279	2,195	2,244	3,312	4,783	30,897
2,361	2,238	2,235	4,646	1,000	1,000	2,195	2,244	4,723	3,493	26,134
3,742	2,238	3,573	3,339	3,277	2,279	2,195	3,567	3,312	3,493	31,015
2,361	3,521	3,573	4,646	2,092	3,624	2,195	1,000	3,312	3,493	29,817
2,361	2,238	3,573	4,646	2,092	3,624	3,534	2,244	4,723	4,783	33,818
3,742	3,521	2,235	3,339	3,277	2,279	3,534	2,244	3,312	2,310	29,793
3,742	1,000	2,235	2,194	3,277	2,279	3,534	3,567	4,723	2,310	28,861
3,742	3,521	3,573	3,339	3,277	2,279	3,534	2,244	2,014	3,493	31,017
2,361	2,238	2,235	2,194	4,628	1,000	2,195	3,567	3,312	3,493	27,222

### Successive Interval Kinerja (Y)

1	2	3	4	5	6	7	8	9	10	total
2,326	3,556	2,193	3,679	2,387	2,362	2,178	3,807	3,664	2,300	28,450
1,000	2,221	2,193	3,679	1,000	2,362	3,545	2,373	2,303	2,300	22,974
2,326	3,556	1,000	3,679	2,387	2,362	3,545	3,807	1,000	1,000	24,661
2,326	3,556	2,193	3,679	3,824	2,362	3,545	2,373	2,303	2,300	28,458
3,740	3,556	3,480	2,302	3,824	1,000	2,178	3,807	1,000	2,300	27,187
3,740	2,221	2,193	3,679	2,387	2,362	1,000	3,807	2,303	2,300	25,992
3,740	2,221	1,000	3,679	3,824	2,362	3,545	2,373	2,303	3,635	28,681
3,740	1,000	2,193	2,302	3,824	3,764	2,178	2,373	3,664	2,300	27,337
2,326	3,556	1,000	2,302	3,824	2,362	1,000	2,373	3,664	2,300	24,705
2,326	2,221	3,480	3,679	2,387	1,000	2,178	2,373	2,303	3,635	25,581
1,000	2,221	1,000	1,000	3,824	2,362	3,545	3,807	2,303	2,300	23,362
2,326	2,221	1,000	3,679	2,387	3,764	2,178	3,807	3,664	2,300	27,326
3,740	2,221	3,480	2,302	3,824	2,362	3,545	1,000	2,303	3,635	28,411
3,740	1,000	1,000	2,302	2,387	2,362	1,000	2,373	1,000	1,000	18,164
2,326	1,000	2,193	3,679	1,000	3,764	3,545	2,373	2,303	2,300	24,481
2,326	2,221	3,480	3,679	2,387	3,764	3,545	3,807	2,303	2,300	29,811
2,326	3,556	3,480	2,302	2,387	1,000	2,178	3,807	2,303	2,300	25,638
3,740	2,221	2,193	3,679	3,824	2,362	3,545	3,807	1,000	1,000	27,370
3,740	2,221	3,480	2,302	2,387	2,362	3,545	2,373	2,303	3,635	28,347
2,326	3,556	2,193	3,679	2,387	1,000	3,545	3,807	3,664	2,300	28,455
2,326	1,000	2,193	2,302	2,387	2,362	3,545	2,373	3,664	3,635	25,785
3,740	2,221	2,193	3,679	2,387	3,764	2,178	2,373	3,664	2,300	28,498
2,326	3,556	1,000	3,679	3,824	2,362	2,178	3,807	3,664	3,635	30,030
3,740	2,221	3,480	1,000	2,387	1,000	2,178	1,000	2,303	2,300	21,608
3,740	3,556	1,000	2,302	2,387	2,362	3,545	3,807	3,664	1,000	27,362
3,740	1,000	2,193	1,000	1,000	2,362	3,545	2,373	3,664	2,300	23,175
2,326	2,221	3,480	2,302	2,387	3,764	2,178	3,807	3,664	3,635	29,764
2,326	3,556	2,193	2,302	3,824	3,764	3,545	2,373	2,303	3,635	29,820
2,326	3,556	2,193	3,679	3,824	3,764	2,178	3,807	3,664	2,300	31,290
2,326	3,556	3,480	2,302	3,824	3,764	3,545	3,807	2,303	2,300	31,206
3,740	2,221	2,193	2,302	2,387	2,362	3,545	2,373	2,303	3,635	27,060
3,740	2,221	3,480	3,679	3,824	3,764	3,545	3,807	2,303	2,300	32,663
3,740	3,556	3,480	2,302	3,824	3,764	3,545	3,807	1,000	2,300	31,318
2,326	2,221	3,480	2,302	2,387	2,362	2,178	2,373	2,303	3,635	25,566
3,740	2,221	2,193	2,302	1,000	2,362	1,000	3,807	1,000	1,000	20,625
3,740	3,556	2,193	2,302	3,824	2,362	3,545	2,373	2,303	1,000	27,196
1,000	2,221	2,193	1,000	2,387	3,764	3,545	2,373	3,664	2,300	24,446
2,326	2,221	3,480	3,679	3,824	3,764	3,545	3,807	2,303	2,300	31,248
2,326	3,556	3,480	3,679	2,387	2,362	1,000	3,807	2,303	1,000	25,899
3,740	2,221	2,193	2,302	3,824	2,362	2,178	2,373	2,303	3,635	27,130
3,740	2,221	3,480	2,302	2,387	3,764	3,545	3,807	3,664	3,635	32,545
2,326	3,556	2,193	3,679	3,824	3,764	2,178	1,000	2,303	2,300	27,122
3,740	2,221	3,480	3,679	3,824	2,362	3,545	3,807	2,303	3,635	32,595
3,740	3,556	3,480	2,302	2,387	1,000	3,545	3,807	3,664	2,300	29,780
3,740	3,556	3,480	2,302	3,824	3,764	3,545	2,373	3,664	3,635	33,882

3,740	2,221	3,480	3,679	3,824	2,362	3,545	2,373	3,664	2,300	31,186
2,326	3,556	2,193	3,679	3,824	2,362	1,000	3,807	2,303	2,300	27,349
2,326	3,556	3,480	3,679	3,824	2,362	3,545	2,373	2,303	3,635	31,080
3,740	3,556	1,000	3,679	3,824	2,362	3,545	3,807	2,303	2,300	30,115
3,740	1,000	2,193	2,302	2,387	3,764	3,545	3,807	2,303	2,300	27,341
3,740	2,221	3,480	2,302	2,387	3,764	2,178	2,373	3,664	3,635	29,744
2,326	2,221	3,480	2,302	2,387	3,764	2,178	2,373	3,664	3,635	28,329
3,740	1,000	1,000	2,302	2,387	2,362	3,545	2,373	2,303	1,000	22,011
3,740	2,221	2,193	2,302	3,824	3,764	3,545	3,807	3,664	3,635	32,695
2,326	1,000	1,000	2,302	2,387	2,362	2,178	2,373	3,664	3,635	23,226
2,326	1,000	2,193	3,679	3,824	2,362	1,000	3,807	2,303	2,300	24,793
3,740	2,221	3,480	3,679	1,000	3,764	2,178	3,807	2,303	2,300	28,472
3,740	3,556	3,480	2,302	2,387	2,362	1,000	3,807	1,000	1,000	24,634
2,326	3,556	2,193	2,302	2,387	3,764	3,545	3,807	2,303	2,300	28,482
2,326	2,221	3,480	1,000	2,387	1,000	3,545	2,373	2,303	1,000	21,633
2,326	3,556	2,193	1,000	3,824	2,362	2,178	2,373	3,664	2,300	25,774
3,740	2,221	2,193	2,302	3,824	3,764	2,178	2,373	3,664	2,300	28,558
3,740	2,221	2,193	1,000	2,387	2,362	3,545	3,807	2,303	3,635	27,192
3,740	3,556	3,480	2,302	3,824	3,764	2,178	2,373	3,664	2,300	31,180
3,740	1,000	2,193	2,302	3,824	2,362	2,178	3,807	2,303	2,300	26,009
3,740	3,556	2,193	2,302	3,824	3,764	3,545	3,807	3,664	3,635	34,030
2,326	3,556	1,000	1,000	2,387	2,362	3,545	3,807	2,303	1,000	23,285
1,000	1,000	3,480	3,679	2,387	2,362	3,545	2,373	2,303	2,300	24,427
2,326	2,221	2,193	3,679	3,824	2,362	3,545	2,373	3,664	2,300	28,485
2,326	3,556	3,480	3,679	2,387	2,362	2,178	2,373	3,664	3,635	29,638
2,326	1,000	1,000	2,302	2,387	2,362	2,178	3,807	1,000	2,300	20,662
3,740	3,556	2,193	3,679	2,387	3,764	3,545	2,373	2,303	2,300	29,838
2,326	2,221	2,193	3,679	2,387	3,764	2,178	1,000	3,664	3,635	27,046
2,326	2,221	3,480	2,302	3,824	3,764	2,178	3,807	2,303	2,300	28,505
3,740	3,556	2,193	3,679	3,824	3,764	2,178	3,807	2,303	2,300	31,344
2,326	2,221	3,480	3,679	3,824	2,362	3,545	2,373	2,303	1,000	27,111
3,740	2,221	3,480	2,302	3,824	2,362	2,178	3,807	3,664	2,300	29,878
3,740	2,221	2,193	2,302	2,387	3,764	3,545	2,373	3,664	3,635	29,823
3,740	3,556	3,480	3,679	2,387	3,764	2,178	3,807	1,000	1,000	28,591
2,326	3,556	3,480	3,679	3,824	1,000	3,545	3,807	2,303	2,300	29,818
3,740	3,556	2,193	2,302	3,824	2,362	3,545	2,373	3,664	3,635	31,192
1,000	3,556	2,193	3,679	3,824	3,764	3,545	3,807	3,664	2,300	31,331
2,326	3,556	3,480	2,302	2,387	1,000	2,178	2,373	2,303	1,000	22,903
2,326	2,221	1,000	2,302	3,824	2,362	1,000	1,000	1,000	2,300	19,335
3,740	2,221	3,480	3,679	2,387	2,362	3,545	3,807	3,664	3,635	32,519
1,000	3,556	3,480	3,679	2,387	3,764	2,178	2,373	2,303	2,300	27,019
2,326	3,556	2,193	2,302	3,824	3,764	2,178	3,807	3,664	3,635	31,249
3,740	3,556	1,000	1,000	3,824	2,362	3,545	3,807	2,303	2,300	27,436
2,326	3,556	2,193	3,679	2,387	3,764	3,545	2,373	2,303	3,635	29,759
1,000	3,556	2,193	2,302	2,387	2,362	2,178	3,807	1,000	2,300	23,085
3,740	2,221	3,480	2,302	3,824	3,764	2,178	1,000	2,303	1,000	25,812
3,740	3,556	3,480	2,302	2,387	3,764	2,178	2,373	2,303	3,635	29,717
2,326	2,221	2,193	2,302	1,000	2,362	3,545	2,373	1,000	3,635	22,956
2,326	2,221	2,193	2,302	3,824	2,362	3,545	2,373	2,303	2,300	25,747
2,326	2,221	1,000	2,302	2,387	2,362	2,178	2,373	3,664	2,300	23,112
3,740	3,556	2,193	3,679	2,387	2,362	2,178	2,373	3,664	2,300	28,430
2,326	2,221	2,193	3,679	3,824	3,764	3,545	2,373	2,303	1,000	27,227
3,740	3,556	3,480	1,000	3,824	3,764	3,545	3,807	3,664	3,635	34,014

**Lampiran 8 Hasil Uji Validitas Penempatan Kerja**

No. Item	r hitung	r tabel	Keterangan
1	0,902	0,361	Valid
2	0,865	0,361	Valid
3	0,775	0,361	Valid
4	0,786	0,361	Valid
5	0,723	0,361	Valid
6	0,755	0,361	Valid
7	0,754	0,361	Valid
8	0,798	0,361	Valid
9	0,794	0,361	Valid
10	0,794	0,361	Valid

**Lampiran 9 Hasil Uji Validitas Lingkungan Kerja**

No. item	r hitung	r tabel	Keterangan
1	0,729	0,361	Valid
2	0,687	0,361	Valid
3	0,743	0,361	Valid
4	0,801	0,361	Valid
5	0,727	0,361	Valid
6	0,763	0,361	Valid
7	0,648	0,361	Valid
8	0,833	0,361	Valid
9	0,718	0,361	Valid
10	0,618	0,361	Valid

**Lampiran 10 Hasil Uji Validitas Motivasi Kerja**

No. item	r hitung	r tabel	Keterangan
1	0,761	0,361	Valid
2	0,625	0,361	Valid
3	0,761	0,361	Valid
4	0,796	0,361	Valid
5	0,734	0,361	Valid
6	0,615	0,361	Valid
7	0,663	0,361	Valid
8	0,774	0,361	Valid
9	0,732	0,361	Valid
10	0,673	0,361	Valid

### Lampiran 11 Hasil Uji Validitas Kinerja

No. Item	r hitung	r tabel	Keterangan
1	0,772	0,361	Valid
2	0,791	0,361	Valid
3	0,700	0,361	Valid
4	0,663	0,361	Valid
5	0,775	0,361	Valid
6	0,657	0,361	Valid
7	0,750	0,361	Valid
8	0,741	0,361	Valid
9	0,581	0,361	Valid
10	0,710	0,361	Valid

### Lampiran 12 Hasil Normalitas

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		98
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,50385700
Most Extreme Differences	Absolute	,059
	Positive	,053
	Negative	-,059
Test Statistic		,059
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

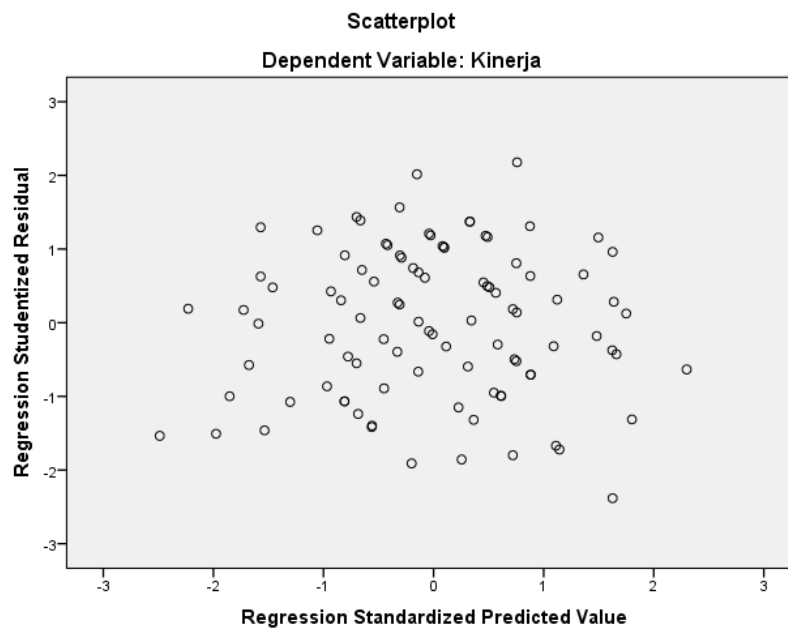
### Lampiran 13 Hasil Multikolinearitas

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Penempatan Kerja	,428	2,335
	Lingkungan Kerja	,470	2,129
	Motivasi Kerja	,670	1,492

a. Dependent Variable: Kinerja



### Lampiran 14 Uji Heteroskedasitas



### Lampiran 15 Hasil Regresi Linier Berganda

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,042	3,390		,307	,759
	Penempatan Kerja	,509	,112	,427	4,561	,000
	Lingkungan Kerja	,287	,098	,261	2,919	,004
	Motivasi Kerja	,251	,078	,241	3,213	,002

a. Dependent Variable: Kinerja

### Lampiran 16 Hasil Uji Parsial (t)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	1,042	3,390		,307	,759
	Penempatan Kerja	,509	,112	,427	4,561	,000
	Lingkungan Kerja	,287	,098	,261	2,919	,004
	Motivasi Kerja	,251	,078	,241	3,213	,002

a. Dependent Variable: Kinerja

### Lampiran 17 Hasil Uji Simultan (F)

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	401,249	3	133,750	57,311	,000 <sup>b</sup>
	Residual	219,374	94	2,334		
	Total	620,622	97			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi Kerja, Lingkungan Kerja, Penempatan Kerja

### Lampiran 18 Koefisien Determinasi

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,804 <sup>a</sup>	,647	,635	1,52767	2,157

a. Predictors: (Constant), Motivasi Kerja, Lingkungan Kerja, Penempatan Kerja

b. Dependent Variable: Kinerja

### Lampiran 19 r Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800

13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

## Lampiran 20 t Tabel

### Titik Persentase Distribusi t (df = 1 – 40)

df	Pr 0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563

<b>38</b>	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
<b>39</b>	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
<b>40</b>	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

**Titik Persentase Distribusi t (df = 41 – 80)**

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002	
<b>41</b>	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127	
<b>42</b>	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595	
<b>43</b>	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089	
<b>44</b>	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607	
<b>45</b>	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148	
<b>46</b>	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710	
<b>47</b>	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291	
<b>48</b>	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891	
<b>49</b>	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508	
<b>50</b>	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141	
<b>51</b>	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789	
<b>52</b>	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451	
<b>53</b>	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127	
<b>54</b>	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815	
<b>55</b>	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515	
<b>56</b>	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226	
<b>57</b>	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948	
<b>58</b>	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680	
<b>59</b>	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421	
<b>60</b>	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171	
<b>61</b>	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930	
<b>62</b>	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696	
<b>63</b>	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471	
<b>64</b>	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253	
<b>65</b>	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041	
<b>66</b>	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837	
<b>67</b>	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639	
<b>68</b>	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446	
<b>69</b>	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260	
<b>70</b>	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079	
<b>71</b>	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903	
<b>72</b>	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733	
<b>73</b>	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567	
<b>74</b>	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406	
<b>75</b>	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249	

<b>76</b>	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
<b>77</b>	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
<b>78</b>	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
<b>79</b>	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
<b>80</b>	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

**Titik Persentase Distribusi t (df = 81 –120)**

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
		0.50	0.20	0.10	0.050	0.02	0.010	0.002
<b>81</b>	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392	
<b>82</b>	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262	
<b>83</b>	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135	
<b>84</b>	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011	
<b>85</b>	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890	
<b>86</b>	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772	
<b>87</b>	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657	
<b>88</b>	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544	
<b>89</b>	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434	
<b>90</b>	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327	
<b>91</b>	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222	
<b>92</b>	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119	
<b>93</b>	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019	
<b>94</b>	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921	
<b>95</b>	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825	
<b>96</b>	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731	
<b>97</b>	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639	
<b>98</b>	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549	
<b>99</b>	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460	
<b>100</b>	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374	
<b>101</b>	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289	
<b>102</b>	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206	
<b>103</b>	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125	
<b>104</b>	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045	
<b>105</b>	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967	
<b>106</b>	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890	
<b>107</b>	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815	
<b>108</b>	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741	
<b>109</b>	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669	
<b>110</b>	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598	
<b>111</b>	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528	
<b>112</b>	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460	
<b>113</b>	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392	

<b>114</b>	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
<b>115</b>	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
<b>116</b>	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
<b>117</b>	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
<b>118</b>	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
<b>119</b>	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
<b>120</b>	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

**Titik Persentase Distribusi t (df = 121 –160)**

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002	
<b>121</b>	0.67652	1.28859	1.65754	1.97976	2.35756	2.61707	3.15895	
<b>122</b>	0.67651	1.28853	1.65744	1.97960	2.35730	2.61673	3.15838	
<b>123</b>	0.67649	1.28847	1.65734	1.97944	2.35705	2.61639	3.15781	
<b>124</b>	0.67647	1.28842	1.65723	1.97928	2.35680	2.61606	3.15726	
<b>125</b>	0.67646	1.28836	1.65714	1.97912	2.35655	2.61573	3.15671	
<b>126</b>	0.67644	1.28831	1.65704	1.97897	2.35631	2.61541	3.15617	
<b>127</b>	0.67643	1.28825	1.65694	1.97882	2.35607	2.61510	3.15565	
<b>128</b>	0.67641	1.28820	1.65685	1.97867	2.35583	2.61478	3.15512	
<b>129</b>	0.67640	1.28815	1.65675	1.97852	2.35560	2.61448	3.15461	
<b>130</b>	0.67638	1.28810	1.65666	1.97838	2.35537	2.61418	3.15411	
<b>131</b>	0.67637	1.28805	1.65657	1.97824	2.35515	2.61388	3.15361	
<b>132</b>	0.67635	1.28800	1.65648	1.97810	2.35493	2.61359	3.15312	
<b>133</b>	0.67634	1.28795	1.65639	1.97796	2.35471	2.61330	3.15264	
<b>134</b>	0.67633	1.28790	1.65630	1.97783	2.35450	2.61302	3.15217	
<b>135</b>	0.67631	1.28785	1.65622	1.97769	2.35429	2.61274	3.15170	
<b>136</b>	0.67630	1.28781	1.65613	1.97756	2.35408	2.61246	3.15124	
<b>137</b>	0.67628	1.28776	1.65605	1.97743	2.35387	2.61219	3.15079	
<b>138</b>	0.67627	1.28772	1.65597	1.97730	2.35367	2.61193	3.15034	
<b>139</b>	0.67626	1.28767	1.65589	1.97718	2.35347	2.61166	3.14990	
<b>140</b>	0.67625	1.28763	1.65581	1.97705	2.35328	2.61140	3.14947	
<b>141</b>	0.67623	1.28758	1.65573	1.97693	2.35309	2.61115	3.14904	
<b>142</b>	0.67622	1.28754	1.65566	1.97681	2.35289	2.61090	3.14862	
<b>143</b>	0.67621	1.28750	1.65558	1.97669	2.35271	2.61065	3.14820	
<b>144</b>	0.67620	1.28746	1.65550	1.97658	2.35252	2.61040	3.14779	
<b>145</b>	0.67619	1.28742	1.65543	1.97646	2.35234	2.61016	3.14739	
<b>146</b>	0.67617	1.28738	1.65536	1.97635	2.35216	2.60992	3.14699	
<b>147</b>	0.67616	1.28734	1.65529	1.97623	2.35198	2.60969	3.14660	
<b>148</b>	0.67615	1.28730	1.65521	1.97612	2.35181	2.60946	3.14621	
<b>149</b>	0.67614	1.28726	1.65514	1.97601	2.35163	2.60923	3.14583	
<b>150</b>	0.67613	1.28722	1.65508	1.97591	2.35146	2.60900	3.14545	
<b>151</b>	0.67612	1.28718	1.65501	1.97580	2.35130	2.60878	3.14508	

<b>152</b>	0.67611	1.28715	1.65494	1.97569	2.35113	2.60856	3.14471
<b>153</b>	0.67610	1.28711	1.65487	1.97559	2.35097	2.60834	3.14435
<b>154</b>	0.67609	1.28707	1.65481	1.97549	2.35081	2.60813	3.14400
<b>155</b>	0.67608	1.28704	1.65474	1.97539	2.35065	2.60792	3.14364
<b>156</b>	0.67607	1.28700	1.65468	1.97529	2.35049	2.60771	3.14330
<b>157</b>	0.67606	1.28697	1.65462	1.97519	2.35033	2.60751	3.14295
<b>158</b>	0.67605	1.28693	1.65455	1.97509	2.35018	2.60730	3.14261
<b>159</b>	0.67604	1.28690	1.65449	1.97500	2.35003	2.60710	3.14228
<b>160</b>	0.67603	1.28687	1.65443	1.97490	2.34988	2.60691	3.14195

**Titik Persentase Distribusi t (df = 161 –200)**

df	Pr							
		<b>0.25</b> <b>0.50</b>	<b>0.10</b> <b>0.20</b>	<b>0.05</b> <b>0.10</b>	<b>0.025</b> <b>0.050</b>	<b>0.01</b> <b>0.02</b>	<b>0.005</b> <b>0.010</b>	<b>0.001</b> <b>0.002</b>
<b>161</b>		0.67602	1.28683	1.65437	1.97481	2.34973	2.60671	3.14162
<b>162</b>		0.67601	1.28680	1.65431	1.97472	2.34959	2.60652	3.14130
<b>163</b>		0.67600	1.28677	1.65426	1.97462	2.34944	2.60633	3.14098
<b>164</b>		0.67599	1.28673	1.65420	1.97453	2.34930	2.60614	3.14067
<b>165</b>		0.67598	1.28670	1.65414	1.97445	2.34916	2.60595	3.14036
<b>166</b>		0.67597	1.28667	1.65408	1.97436	2.34902	2.60577	3.14005
<b>167</b>		0.67596	1.28664	1.65403	1.97427	2.34888	2.60559	3.13975
<b>168</b>		0.67595	1.28661	1.65397	1.97419	2.34875	2.60541	3.13945
<b>169</b>		0.67594	1.28658	1.65392	1.97410	2.34862	2.60523	3.13915
<b>170</b>		0.67594	1.28655	1.65387	1.97402	2.34848	2.60506	3.13886
<b>171</b>		0.67593	1.28652	1.65381	1.97393	2.34835	2.60489	3.13857
<b>172</b>		0.67592	1.28649	1.65376	1.97385	2.34822	2.60471	3.13829
<b>173</b>		0.67591	1.28646	1.65371	1.97377	2.34810	2.60455	3.13801
<b>174</b>		0.67590	1.28644	1.65366	1.97369	2.34797	2.60438	3.13773
<b>175</b>		0.67589	1.28641	1.65361	1.97361	2.34784	2.60421	3.13745
<b>176</b>		0.67589	1.28638	1.65356	1.97353	2.34772	2.60405	3.13718
<b>177</b>		0.67588	1.28635	1.65351	1.97346	2.34760	2.60389	3.13691
<b>178</b>		0.67587	1.28633	1.65346	1.97338	2.34748	2.60373	3.13665
<b>179</b>		0.67586	1.28630	1.65341	1.97331	2.34736	2.60357	3.13638
<b>180</b>		0.67586	1.28627	1.65336	1.97323	2.34724	2.60342	3.13612
<b>181</b>		0.67585	1.28625	1.65332	1.97316	2.34713	2.60326	3.13587
<b>182</b>		0.67584	1.28622	1.65327	1.97308	2.34701	2.60311	3.13561
<b>183</b>		0.67583	1.28619	1.65322	1.97301	2.34690	2.60296	3.13536
<b>184</b>		0.67583	1.28617	1.65318	1.97294	2.34678	2.60281	3.13511
<b>185</b>		0.67582	1.28614	1.65313	1.97287	2.34667	2.60267	3.13487
<b>186</b>		0.67581	1.28612	1.65309	1.97280	2.34656	2.60252	3.13463
<b>187</b>		0.67580	1.28610	1.65304	1.97273	2.34645	2.60238	3.13438
<b>188</b>		0.67580	1.28607	1.65300	1.97266	2.34635	2.60223	3.13415
<b>189</b>		0.67579	1.28605	1.65296	1.97260	2.34624	2.60209	3.13391



<b>190</b>	0.67578	1.28602	1.65291	1.97253	2.34613	2.60195	3.13368
<b>191</b>	0.67578	1.28600	1.65287	1.97246	2.34603	2.60181	3.13345
<b>192</b>	0.67577	1.28598	1.65283	1.97240	2.34593	2.60168	3.13322
<b>193</b>	0.67576	1.28595	1.65279	1.97233	2.34582	2.60154	3.13299
<b>194</b>	0.67576	1.28593	1.65275	1.97227	2.34572	2.60141	3.13277
<b>195</b>	0.67575	1.28591	1.65271	1.97220	2.34562	2.60128	3.13255
<b>196</b>	0.67574	1.28589	1.65267	1.97214	2.34552	2.60115	3.13233
<b>197</b>	0.67574	1.28586	1.65263	1.97208	2.34543	2.60102	3.13212
<b>198</b>	0.67573	1.28584	1.65259	1.97202	2.34533	2.60089	3.13190
<b>199</b>	0.67572	1.28582	1.65255	1.97196	2.34523	2.60076	3.13169
<b>200</b>	0.67572	1.28580	1.65251	1.97190	2.34514	2.60063	3.13148

### Lampiran 21 F Tabel

$\alpha =$ <b>0,05</b>	$df_1 = (k-1)$							
	$df_2 = (n$ $-k-1)$	1	2	3	4	5	6	7
1	161,448	199,500	215,707	224,583	230,162	233,986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477

20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278
30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109

57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082
67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076
70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074
71	3,976	3,126	2,734	2,501	2,344	2,229	2,142	2,072
72	3,974	3,124	2,732	2,499	2,342	2,227	2,140	2,070
73	3,972	3,122	2,730	2,497	2,340	2,226	2,138	2,068
74	3,970	3,120	2,728	2,495	2,338	2,224	2,136	2,066
75	3,968	3,119	2,727	2,494	2,337	2,222	2,134	2,064
76	3,967	3,117	2,725	2,492	2,335	2,220	2,133	2,063
77	3,965	3,115	2,723	2,490	2,333	2,219	2,131	2,061
78	3,963	3,114	2,722	2,489	2,332	2,217	2,129	2,059
79	3,962	3,112	2,720	2,487	2,330	2,216	2,128	2,058
80	3,960	3,111	2,719	2,486	2,329	2,214	2,126	2,056
81	3,959	3,109	2,717	2,484	2,327	2,213	2,125	2,055
82	3,957	3,108	2,716	2,483	2,326	2,211	2,123	2,053
83	3,956	3,107	2,715	2,482	2,324	2,210	2,122	2,052
84	3,955	3,105	2,713	2,480	2,323	2,209	2,121	2,051
85	3,953	3,104	2,712	2,479	2,322	2,207	2,119	2,049
86	3,952	3,103	2,711	2,478	2,321	2,206	2,118	2,048
87	3,951	3,101	2,709	2,476	2,319	2,205	2,117	2,047
88	3,949	3,100	2,708	2,475	2,318	2,203	2,115	2,045
89	3,948	3,099	2,707	2,474	2,317	2,202	2,114	2,044
90	3,947	3,098	2,706	2,473	2,316	2,201	2,113	2,043
91	3,946	3,097	2,705	2,472	2,315	2,200	2,112	2,042
92	3,945	3,095	2,704	2,471	2,313	2,199	2,111	2,041
93	3,943	3,094	2,703	2,470	2,312	2,198	2,110	2,040

94	3,942	3,093	2,701	2,469	2,311	2,197	2,109	2,038
95	3,941	3,092	2,700	2,467	2,310	2,196	2,108	2,037
96	3,940	3,091	2,699	2,466	2,309	2,195	2,106	2,036
97	3,939	3,090	2,698	2,465	2,308	2,194	2,105	2,035
98	3,938	3,089	2,697	2,465	2,307	2,193	2,104	2,034
99	3,937	3,088	2,696	2,464	2,306	2,192	2,103	2,033
100	3,936	3,087	2,696	2,463	2,305	2,191	2,103	2,032