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# LAMPIRAN

#### **Lampiran 1**

#### **Kuesioner Penelitian**

Perihal : Permohonan Pengisian Kuesioner

Pengaruh Komitmen Organisasi, Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Aparatur Sipil Negara (ASN) Satuan Polisi Pamong Praja Kabupaten Pemalang

Judul Penelitian :

Kepada

Yth. Bapak/Ibu Responden Penelitian

Di Satuan Polisi Pamong Praja Kabupaten Pemalang

Dengan hormat,

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

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan terima kasih.

Hormat saya,

Atikah Dwi Rahmayanti

**Karaktersitik Responden**

1. Petunjuk Pengisian
2. Mohon dengan hormat dan kesediaan Bapak/Ibu untuk mengisi seluruh pertanyaan yang ada
3. Berikan tanda (✓) pada kolom yang tersedia
4. Identitas Responden
5. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SMP/Sederajat

SLTA/Sederajat

Diploma

Sarjana

1. Umur : 20 – 30 Tahun

31- 40 Tahun

41- 50 Tahun

> 50 Tahun

1. Keterangan Jawaban

Keterangan jawaban untuk variabel Kinerja pegawai

|  |  |
| --- | --- |
| SL | Selalu |
| SR | Sering |
| B | Biasanya |
| KD | Kadang-kadang |
| BP | Belum pernah |

Keterangan jawaban untuk variabel Komitmen organisasi, Budaya organisasi dan Lingkungan kerja

|  |  |
| --- | --- |
| Simbol | Keterangan |
| SS | Sangat setuju |
| S | Setuju |
| N | Netral |
| TS | Tidak setuju |
| STS | Sangat tidak setuju |

1. Pernyataan Variabel Kinerja Pegawai (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban Responden | | | | |
| SL | SR | B | KD | BP |
| 1 | Saya selalu menaati perintah yang diberikan |  |  |  |  |  |
| 2 | Saya selalu menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 3 | Saya melaksanakan pekerjaan dengan penuh tanggung jawab |  |  |  |  |  |
| 4 | Saya mampu menampilkan hasil kerja yang baik secara konsisten |  |  |  |  |  |
| 5 | Saya mengerjakan pekerjaan secara cepat dan tepat waktu |  |  |  |  |  |
| 6 | Selalu bertanggung jawab atas keputusan yang di ambil |  |  |  |  |  |
| 7 | Saya menaati peraturan yang ada di tempat bekerja |  |  |  |  |  |
| 8 | Saya tidak semena-mena dengan jabatan yang dimiliki |  |  |  |  |  |
| 9 | Saya mampu bekerja sama dan kompak dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10 | Saya melakukan pekerjaan tanpa menunggu perintah atasan |  |  |  |  |  |
| 11 | Saya mampu mengarahkan sesama rekan kerja dalam menyelesaikan pekerjaan secara maksimal |  |  |  |  |  |

1. Variabel Komitmen Organisasi (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Saya bersedia bekerja sampai tujuan organisasi tercapai |  |  |  |  |  |
| 2 | Saya bersedia bekerja sampai pensiun |  |  |  |  |  |
| 3 | Menurut saya tercapainya tujuan organisasi lebih penting daripada kenaikan pangkat/gaji |  |  |  |  |  |
| 4 | Saya tidak memiliki alternatif kerja ditempat lain yang lebih menarik |  |  |  |  |  |
| 5 | Saya rugi apabila meninggalkan pekerjaan ini |  |  |  |  |  |
| 6 | Saya akan mendapatkan kesulitan dalam hidup jika meninggalkan tempat ini |  |  |  |  |  |
| 7 | Sayamemiliki kewajiban untuk setia pada organisasi |  |  |  |  |  |
| 8 | Jika ada tawaran saya ingin bekerja di tempat lain |  |  |  |  |  |
| 9 | Saya memiliki tanggung jawab atas keberhasilan maupun kegagalan organisasi |  |  |  |  |  |
| 10 | Saya perduli terhadap masalah yang terjadi dalam organisasi |  |  |  |  |  |

1. Variabel Budaya Oranisasi (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Saya bertanggung jawab atas keberadaanya dalam organisasi |  |  |  |  |  |
| 2 | Saya mempunyai kebebasan dalam memberikan pendapat |  |  |  |  |  |
| 3 | Saya dituntut untuk berani mengambil resiko yang telah di ambil |  |  |  |  |  |
| 4 | Saya berkeinginan mendapat pangkat/gaji lebih cepat dari sesama rekan kerja |  |  |  |  |  |
| 5 | Atasan mengawasi kegiatan yang saya lakukan |  |  |  |  |  |
| 6 | Dalam melakukan pekerjaan, atasan selalu memberikan pengawasan |  |  |  |  |  |
| 7 | Atasan selalu memberi dukungan kepada bawahannya |  |  |  |  |  |
| 8 | Atasan selalu membangun komunikasi yang baik kepada bawahannya |  |  |  |  |  |
| 9 | Saya selalu menaati perintah dan peraturan yang ditetapkan oleh atasan |  |  |  |  |  |
| 10 | Saya bersedia diberi sanksi bila melanggar peraturan |  |  |  |  |  |

1. Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Tempat kerja saya mempunyai penerangan yang terang |  |  |  |  |  |
| 2 | Suara yang tidak bising membuat pegawai dapat berkonsentrasi dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Keamanan di tempat ini sudah baik sehingga saya nyaman dalam bekerja |  |  |  |  |  |
| 4 | Saya dapat bersosialisasi secara baik dengan rekan kerja |  |  |  |  |  |
| 5 | Saya selalu menawarkan solusi untuk mempermudah pelaksanaan pekerjaan bila ada rekan kerja yang mengalami kesulitan |  |  |  |  |  |
| 6 | Organisasi tempat saya bekerja memiliki rasa kekeluargaan dengan sesama rekan kerja |  |  |  |  |  |
| 7 | Organisasi tempat saya bekerja memiliki rasa kekeluargaan dengan pimpinan |  |  |  |  |  |
| 8 | Saya memiliki rekan kerja yang menyenangkan |  |  |  |  |  |
| 9 | Tidak ada perselisihan dengan sesama rekan kerja |  |  |  |  |  |
| 10 | Peralatan yang disediakan lengkap dan membantu saya dalam menyelesaikan pekerjaan |  |  |  |  |  |

#### **Lampiran 2**

**Tabulasi Data Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp. | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Y07 | Y08 | Y09 | Y10 | Y11 | Total |
| 1 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 48 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 6 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 51 |
| 7 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 46 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 52 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 15 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 16 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 41 |
| 17 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 3 | 3 | 4 | 4 | 34 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 22 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 5 | 38 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 49 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 43 |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 48 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 42 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 28 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 50 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 30 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 46 |

#### **Lampiran 3**

**Tabulasi Data Uji Validitas Variabel Komitmen Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp. | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| 1 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| 7 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 39 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 38 |
| 15 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 16 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 37 |
| 17 | 3 | 3 | 3 | 5 | 1 | 5 | 3 | 5 | 2 | 4 | 34 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 5 | 5 | 3 | 2 | 5 | 3 | 5 | 3 | 4 | 40 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 40 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 26 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 35 |
| 27 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 34 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 30 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |

#### **Lampiran 4**

**Tabulasi Data Uji Validitas Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp. | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| 1 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 2 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| 7 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 40 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 38 |
| 15 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 16 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 34 |
| 17 | 4 | 1 | 5 | 5 | 1 | 5 | 3 | 5 | 2 | 4 | 35 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 3 | 3 | 3 | 2 | 5 | 3 | 5 | 3 | 4 | 36 |
| 20 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 26 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 27 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |

#### **Lampiran 5**

**Tabulasi Data Uji Validitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp. | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| 1 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 44 |
| 2 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 46 |
| 7 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 15 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 16 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 38 |
| 17 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 35 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 34 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 39 |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 30 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 42 |

#### **Lampiran 6**

**Hasil Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | X11 | Total |
| X01 | Pearson Correlation | 1 | .813\*\* | .737\*\* | .578\*\* | .575\*\* | .664\*\* | .677\*\* | .555\*\* | .793\*\* | .745\*\* | .626\*\* | .858\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .001 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .813\*\* | 1 | .761\*\* | .377\* | .601\*\* | .669\*\* | .711\*\* | .463\*\* | .756\*\* | .657\*\* | .606\*\* | .818\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .040 | .000 | .000 | .000 | .010 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .737\*\* | .761\*\* | 1 | .423\* | .647\*\* | .600\*\* | .697\*\* | .590\*\* | .741\*\* | .542\*\* | .622\*\* | .823\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .020 | .000 | .000 | .000 | .001 | .000 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .578\*\* | .377\* | .423\* | 1 | .613\*\* | .395\* | .417\* | .452\* | .443\* | .693\*\* | .599\*\* | .668\*\* |
| Sig. (2-tailed) | .001 | .040 | .020 |  | .000 | .031 | .022 | .012 | .014 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .575\*\* | .601\*\* | .647\*\* | .613\*\* | 1 | .801\*\* | .716\*\* | .640\*\* | .705\*\* | .687\*\* | .649\*\* | .865\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .664\*\* | .669\*\* | .600\*\* | .395\* | .801\*\* | 1 | .821\*\* | .590\*\* | .712\*\* | .548\*\* | .616\*\* | .839\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .031 | .000 |  | .000 | .001 | .000 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .677\*\* | .711\*\* | .697\*\* | .417\* | .716\*\* | .821\*\* | 1 | .579\*\* | .635\*\* | .606\*\* | .692\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .022 | .000 | .000 |  | .001 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .555\*\* | .463\*\* | .590\*\* | .452\* | .640\*\* | .590\*\* | .579\*\* | 1 | .570\*\* | .565\*\* | .467\*\* | .748\*\* |
| Sig. (2-tailed) | .001 | .010 | .001 | .012 | .000 | .001 | .001 |  | .001 | .001 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .793\*\* | .756\*\* | .741\*\* | .443\* | .705\*\* | .712\*\* | .635\*\* | .570\*\* | 1 | .577\*\* | .533\*\* | .833\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .014 | .000 | .000 | .000 | .001 |  | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .745\*\* | .657\*\* | .542\*\* | .693\*\* | .687\*\* | .548\*\* | .606\*\* | .565\*\* | .577\*\* | 1 | .760\*\* | .819\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .002 | .000 | .001 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X11 | Pearson Correlation | .626\*\* | .606\*\* | .622\*\* | .599\*\* | .649\*\* | .616\*\* | .692\*\* | .467\*\* | .533\*\* | .760\*\* | 1 | .796\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .009 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .858\*\* | .818\*\* | .823\*\* | .668\*\* | .865\*\* | .839\*\* | .848\*\* | .748\*\* | .833\*\* | .819\*\* | .796\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

#### **Lampiran 7**

**Hasil Uji Validitas Variabel Komitmen Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .813\*\* | .737\*\* | .396\* | .452\* | .629\*\* | .608\*\* | .501\*\* | .672\*\* | .638\*\* | .812\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .030 | .012 | .000 | .000 | .005 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .813\*\* | 1 | .761\*\* | .348 | .463\*\* | .411\* | .536\*\* | .532\*\* | .595\*\* | .583\*\* | .761\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .060 | .010 | .024 | .002 | .002 | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .737\*\* | .761\*\* | 1 | .397\* | .424\* | .339 | .443\* | .608\*\* | .635\*\* | .715\*\* | .766\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .030 | .020 | .067 | .014 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .396\* | .348 | .397\* | 1 | .379\* | .684\*\* | .510\*\* | .537\*\* | .656\*\* | .758\*\* | .727\*\* |
| Sig. (2-tailed) | .030 | .060 | .030 |  | .039 | .000 | .004 | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .452\* | .463\*\* | .424\* | .379\* | 1 | .221 | .538\*\* | .229 | .707\*\* | .495\*\* | .659\*\* |
| Sig. (2-tailed) | .012 | .010 | .020 | .039 |  | .241 | .002 | .224 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .629\*\* | .411\* | .339 | .684\*\* | .221 | 1 | .574\*\* | .657\*\* | .528\*\* | .664\*\* | .718\*\* |
| Sig. (2-tailed) | .000 | .024 | .067 | .000 | .241 |  | .001 | .000 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .608\*\* | .536\*\* | .443\* | .510\*\* | .538\*\* | .574\*\* | 1 | .520\*\* | .756\*\* | .651\*\* | .796\*\* |
| Sig. (2-tailed) | .000 | .002 | .014 | .004 | .002 | .001 |  | .003 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .501\*\* | .532\*\* | .608\*\* | .537\*\* | .229 | .657\*\* | .520\*\* | 1 | .570\*\* | .819\*\* | .752\*\* |
| Sig. (2-tailed) | .005 | .002 | .000 | .002 | .224 | .000 | .003 |  | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .672\*\* | .595\*\* | .635\*\* | .656\*\* | .707\*\* | .528\*\* | .756\*\* | .570\*\* | 1 | .803\*\* | .900\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .003 | .000 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .638\*\* | .583\*\* | .715\*\* | .758\*\* | .495\*\* | .664\*\* | .651\*\* | .819\*\* | .803\*\* | 1 | .910\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .005 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .812\*\* | .761\*\* | .766\*\* | .727\*\* | .659\*\* | .718\*\* | .796\*\* | .752\*\* | .900\*\* | .910\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

#### **Lampiran 8**

**Hasil Uji Validitas Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .386\* | .361\* | .151 | .547\*\* | .361\* | -.353 | .034 | .690\*\* | .635\*\* | .640\*\* |
| Sig. (2-tailed) |  | .035 | .050 | .426 | .002 | .050 | .055 | .857 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .386\* | 1 | .188 | .071 | -.027 | .188 | -.121 | .126 | .428\* | .597\*\* | .473\*\* |
| Sig. (2-tailed) | .035 |  | .321 | .708 | .888 | .321 | .524 | .507 | .018 | .000 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .361\* | .188 | 1 | .685\*\* | .322 | .791\*\* | .323 | .182 | .155 | .226 | .764\*\* |
| Sig. (2-tailed) | .050 | .321 |  | .000 | .082 | .000 | .082 | .335 | .414 | .230 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .151 | .071 | .685\*\* | 1 | .190 | .478\*\* | .505\*\* | .383\* | -.142 | .321 | .677\*\* |
| Sig. (2-tailed) | .426 | .708 | .000 |  | .315 | .008 | .004 | .036 | .454 | .084 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .547\*\* | -.027 | .322 | .190 | 1 | .520\*\* | -.092 | -.199 | .197 | .222 | .437\* |
| Sig. (2-tailed) | .002 | .888 | .082 | .315 |  | .003 | .630 | .292 | .297 | .237 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .361\* | .188 | .791\*\* | .478\*\* | .520\*\* | 1 | .502\*\* | .182 | .155 | .226 | .777\*\* |
| Sig. (2-tailed) | .050 | .321 | .000 | .008 | .003 |  | .005 | .335 | .414 | .230 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | -.353 | -.121 | .323 | .505\*\* | -.092 | .502\*\* | 1 | .554\*\* | -.254 | -.142 | .375\* |
| Sig. (2-tailed) | .055 | .524 | .082 | .004 | .630 | .005 |  | .001 | .176 | .454 | .041 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .034 | .126 | .182 | .383\* | -.199 | .182 | .554\*\* | 1 | .024 | .082 | .453\* |
| Sig. (2-tailed) | .857 | .507 | .335 | .036 | .292 | .335 | .001 |  | .901 | .665 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .690\*\* | .428\* | .155 | -.142 | .197 | .155 | -.254 | .024 | 1 | .444\* | .441\* |
| Sig. (2-tailed) | .000 | .018 | .414 | .454 | .297 | .414 | .176 | .901 |  | .014 | .015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .635\*\* | .597\*\* | .226 | .321 | .222 | .226 | -.142 | .082 | .444\* | 1 | .624\*\* |
| Sig. (2-tailed) | .000 | .000 | .230 | .084 | .237 | .230 | .454 | .665 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .640\*\* | .473\*\* | .764\*\* | .677\*\* | .437\* | .777\*\* | .375\* | .453\* | .441\* | .624\*\* | 1 |
| Sig. (2-tailed) | .000 | .008 | .000 | .000 | .016 | .000 | .041 | .012 | .015 | .000 |  |
| 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 9**

**Hasil Uji Validitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .581\*\* | .702\*\* | .578\*\* | .609\*\* | .644\*\* | .593\*\* | .564\*\* | .793\*\* | .801\*\* | .844\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .001 | .000 | .000 | .001 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .581\*\* | 1 | .454\* | .378\* | .514\*\* | .514\*\* | .581\*\* | .227 | .547\*\* | .656\*\* | .648\*\* |
| Sig. (2-tailed) | .001 |  | .012 | .039 | .004 | .004 | .001 | .229 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .702\*\* | .454\* | 1 | .396\* | .666\*\* | .571\*\* | .636\*\* | .567\*\* | .708\*\* | .561\*\* | .783\*\* |
| Sig. (2-tailed) | .000 | .012 |  | .030 | .000 | .001 | .000 | .001 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .578\*\* | .378\* | .396\* | 1 | .590\*\* | .577\*\* | .578\*\* | .500\*\* | .443\* | .735\*\* | .717\*\* |
| Sig. (2-tailed) | .001 | .039 | .030 |  | .001 | .001 | .001 | .005 | .014 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .609\*\* | .514\*\* | .666\*\* | .590\*\* | 1 | .882\*\* | .746\*\* | .641\*\* | .696\*\* | .731\*\* | .881\*\* |
| Sig. (2-tailed) | .000 | .004 | .000 | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .644\*\* | .514\*\* | .571\*\* | .577\*\* | .882\*\* | 1 | .720\*\* | .693\*\* | .734\*\* | .714\*\* | .878\*\* |
| Sig. (2-tailed) | .000 | .004 | .001 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .593\*\* | .581\*\* | .636\*\* | .578\*\* | .746\*\* | .720\*\* | 1 | .618\*\* | .575\*\* | .716\*\* | .835\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .001 | .000 | .000 |  | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .564\*\* | .227 | .567\*\* | .500\*\* | .641\*\* | .693\*\* | .618\*\* | 1 | .585\*\* | .563\*\* | .766\*\* |
| Sig. (2-tailed) | .001 | .229 | .001 | .005 | .000 | .000 | .000 |  | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .793\*\* | .547\*\* | .708\*\* | .443\* | .696\*\* | .734\*\* | .575\*\* | .585\*\* | 1 | .625\*\* | .832\*\* |
| Sig. (2-tailed) | .000 | .002 | .000 | .014 | .000 | .000 | .001 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .801\*\* | .656\*\* | .561\*\* | .735\*\* | .731\*\* | .714\*\* | .716\*\* | .563\*\* | .625\*\* | 1 | .870\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .844\*\* | .648\*\* | .783\*\* | .717\*\* | .881\*\* | .878\*\* | .835\*\* | .766\*\* | .832\*\* | .870\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

#### **Lampiran 10**

**Hasil Perhitungan Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 50 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 50 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .944 | 11 |

#### **Lampiran 11**

**Hasil Perhitungan Uji Reliabilitas Variabel Komitmen Organisasi (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 50 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 50 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .656 | 10 |

#### **Lampiran 12**

**Hasil Perhitungan Uji Reliabilitas Variabel Budaya Organisasi (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 50 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 50 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .770 | 10 |

#### **Lampiran 13**

**Hasil Perhitungan Uji Reliabilitas Variabel Lingkungan Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 50 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 50 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .936 | 10 |

#### **Lampiran 14**

**Jawaban Responden Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | P.11 | Total |
| 1 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 2 | 2 | 5 | 45 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 46 |
| 4 | 4 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| 5 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 41 |
| 6 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 46 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 8 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 11 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 12 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 47 |
| 13 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 52 |
| 15 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 16 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 17 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 2 | 2 | 5 | 44 |
| 18 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 19 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 23 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 5 | 29 |
| 24 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 28 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 53 |
| 26 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 46 |
| 27 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 50 |
| 28 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 44 |
| 29 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 4 | 5 | 5 | 35 |
| 30 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 46 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 32 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 47 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 53 |
| 34 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 35 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 37 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 47 |
| 38 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 40 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 41 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 2 | 3 | 5 | 33 |
| 42 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 43 |
| 43 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 5 | 30 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 46 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 47 | 4 | 3 | 4 | 2 | 2 | 5 | 5 | 3 | 2 | 5 | 5 | 40 |
| 48 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 51 |
| 49 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 51 |
| 50 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 46 |

#### **Lampiran 15**

**Jawaban Responden Variabel Komitmen Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 5 | 5 | 5 | 5 | 2 | 3 | 5 | 2 | 2 | 5 | 39 |
| 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 46 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 4 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 43 |
| 5 | 3 | 3 | 3 | 3 | 4 | 2 | 5 | 5 | 5 | 5 | 38 |
| 6 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 8 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 2 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 11 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 46 |
| 12 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 44 |
| 13 | 4 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14 | 5 | 5 | 5 | 5 | 2 | 5 | 3 | 5 | 4 | 4 | 43 |
| 15 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 16 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 36 |
| 17 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 2 | 2 | 5 | 40 |
| 18 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 5 | 28 |
| 19 | 3 | 2 | 3 | 3 | 5 | 2 | 3 | 2 | 2 | 5 | 30 |
| 20 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 22 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 23 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 30 |
| 24 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 5 | 2 | 5 | 30 |
| 25 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 27 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 43 |
| 28 | 3 | 3 | 3 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 39 |
| 29 | 1 | 2 | 3 | 2 | 4 | 2 | 3 | 5 | 3 | 5 | 30 |
| 30 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 41 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 32 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 3 | 4 | 4 | 42 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 47 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 35 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 37 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 44 |
| 38 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 45 |
| 39 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 45 |
| 40 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 41 | 2 | 2 | 3 | 3 | 2 | 2 | 5 | 5 | 3 | 5 | 32 |
| 42 | 5 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 2 | 5 | 39 |
| 43 | 3 | 2 | 3 | 3 | 4 | 2 | 5 | 2 | 2 | 5 | 31 |
| 44 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 2 | 5 | 42 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 47 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 5 | 2 | 5 | 38 |
| 48 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 45 |
| 49 | 2 | 3 | 5 | 5 | 3 | 5 | 3 | 2 | 3 | 5 | 36 |
| 50 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 40 |

#### **Lampiran 16**

**Jawaban Responden Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 5 | 5 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 5 | 35 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 3 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 42 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 5 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 40 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 42 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 8 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 45 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 10 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 11 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 45 |
| 12 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 47 |
| 14 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 43 |
| 15 | 5 | 5 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 5 | 35 |
| 16 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 40 |
| 17 | 5 | 5 | 2 | 2 | 3 | 2 | 2 | 2 | 5 | 5 | 33 |
| 18 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 2 | 31 |
| 19 | 3 | 3 | 2 | 2 | 3 | 2 | 5 | 5 | 5 | 2 | 32 |
| 20 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 43 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 23 | 3 | 3 | 5 | 5 | 3 | 2 | 3 | 2 | 2 | 2 | 30 |
| 24 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 5 | 2 | 27 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 46 |
| 26 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 42 |
| 27 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 28 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 40 |
| 29 | 2 | 3 | 4 | 5 | 5 | 4 | 5 | 2 | 2 | 2 | 34 |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 42 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 44 |
| 34 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 43 |
| 37 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 39 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 43 |
| 40 | 5 | 5 | 2 | 2 | 5 | 2 | 2 | 3 | 5 | 5 | 36 |
| 41 | 3 | 5 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 29 |
| 42 | 5 | 5 | 2 | 2 | 5 | 2 | 2 | 2 | 5 | 5 | 35 |
| 43 | 3 | 5 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 27 |
| 44 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 47 |
| 46 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 5 | 43 |
| 47 | 4 | 3 | 2 | 5 | 4 | 2 | 5 | 4 | 4 | 5 | 38 |
| 48 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 45 |
| 49 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 44 |
| 50 | 5 | 4 | 4 | 2 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |

#### **Lampiran 17**

**Jawaban Responden Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 1 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 40 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 3 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 45 |
| 5 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 40 |
| 6 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 5 | 3 | 41 |
| 12 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 44 |
| 13 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 44 |
| 14 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 15 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 16 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 17 | 2 | 5 | 3 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 39 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 23 |
| 19 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 23 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 25 |
| 24 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 29 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 26 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |
| 28 | 5 | 3 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 29 | 5 | 2 | 2 | 2 | 5 | 5 | 2 | 2 | 5 | 2 | 32 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 42 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 32 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 37 |
| 33 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 37 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 44 |
| 38 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 45 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 41 | 5 | 2 | 2 | 3 | 3 | 5 | 2 | 2 | 5 | 3 | 32 |
| 42 | 2 | 5 | 2 | 5 | 5 | 2 | 5 | 2 | 5 | 5 | 38 |
| 43 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 24 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 42 |
| 48 | 2 | 5 | 5 | 5 | 5 | 2 | 5 | 3 | 5 | 5 | 42 |
| 49 | 2 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 50 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 47 |

#### **Lampiran 18**

**Hasil Perhitungan MSI Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | P.11 | Total |
| 1 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 28.889 |
| 2 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 3 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 1.670 | 3.651 | 27.574 |
| 4 | 2.088 | 1.878 | 4.187 | 1.000 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 3.081 | 2.149 | 27.291 |
| 5 | 1.671 | 1.000 | 2.135 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 24.443 |
| 6 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 1.782 | 1.935 | 3.081 | 3.651 | 26.778 |
| 7 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 8 | 3.234 | 3.000 | 2.998 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 30.679 |
| 9 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 10 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 11 | 3.234 | 3.000 | 2.998 | 1.788 | 1.805 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 30.679 |
| 12 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 1.000 | 28.333 |
| 13 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 3.081 | 3.651 | 31.319 |
| 14 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 2.149 | 31.686 |
| 15 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 16 | 1.671 | 1.000 | 2.135 | 2.876 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 26.320 |
| 17 | 3.234 | 3.000 | 4.187 | 1.000 | 1.805 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 28.101 |
| 18 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 19 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 20 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 21 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 22 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 35.144 |
| 23 | 1.000 | 1.000 | 2.135 | 1.000 | 1.805 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 15.590 |
| 24 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 14.786 |
| 25 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 2.969 | 3.081 | 2.149 | 32.469 |
| 26 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 2.955 | 2.969 | 1.670 | 3.651 | 27.574 |
| 27 | 2.088 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 3.081 | 2.149 | 29.167 |
| 28 | 1.671 | 1.000 | 2.135 | 2.876 | 1.000 | 3.105 | 3.164 | 2.955 | 1.682 | 3.081 | 3.651 | 26.320 |
| 29 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.164 | 1.000 | 1.935 | 3.081 | 3.651 | 18.831 |
| 30 | 2.088 | 1.878 | 2.998 | 2.876 | 2.922 | 1.779 | 1.788 | 1.782 | 1.935 | 3.081 | 3.651 | 26.778 |
| 31 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 32 | 3.234 | 3.000 | 4.187 | 1.975 | 2.020 | 1.779 | 1.788 | 2.955 | 2.969 | 2.011 | 2.149 | 28.066 |
| 33 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 2.969 | 3.081 | 2.149 | 32.469 |
| 34 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 35 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 36 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 37 | 3.234 | 3.000 | 4.187 | 1.788 | 1.805 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 1.000 | 28.333 |
| 38 | 3.234 | 1.878 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 34.022 |
| 39 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 40 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 41 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.779 | 1.788 | 2.955 | 1.000 | 1.670 | 3.651 | 18.978 |
| 42 | 3.234 | 3.000 | 4.187 | 1.000 | 1.000 | 3.105 | 3.164 | 2.955 | 1.000 | 1.000 | 3.651 | 27.296 |
| 43 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 16.741 |
| 44 | 2.088 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 3.651 | 32.809 |
| 45 | 3.234 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 3.081 | 2.149 | 33.641 |
| 46 | 3.234 | 3.000 | 2.998 | 2.876 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 32.884 |
| 47 | 2.088 | 1.000 | 2.998 | 1.000 | 1.000 | 3.105 | 3.164 | 1.000 | 1.000 | 3.081 | 3.651 | 23.088 |
| 48 | 3.234 | 3.000 | 2.998 | 1.788 | 2.922 | 3.105 | 3.164 | 2.955 | 2.969 | 2.011 | 3.651 | 31.796 |
| 49 | 1.671 | 3.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.000 | 2.969 | 3.081 | 3.651 | 31.626 |
| 50 | 2.088 | 1.000 | 4.187 | 2.876 | 2.922 | 3.105 | 3.164 | 1.782 | 1.935 | 1.000 | 2.149 | 26.209 |

#### **Lampiran 19**

**Hasil Perhitungan MSI Variabel Komitmen Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 1.805 | 2.955 | 1.000 | 1.000 | 3.651 | 25.926 |
| 2 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 29.614 |
| 3 | 2.976 | 2.088 | 1.878 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 27.030 |
| 4 | 4.095 | 2.088 | 1.878 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 26.174 |
| 5 | 2.356 | 1.671 | 1.000 | 2.135 | 2.425 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 23.498 |
| 6 | 2.976 | 2.088 | 1.878 | 2.998 | 1.000 | 2.922 | 1.782 | 2.763 | 2.374 | 3.651 | 24.432 |
| 7 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 8 | 2.976 | 3.234 | 3.000 | 2.998 | 1.000 | 1.805 | 2.955 | 1.000 | 3.543 | 3.651 | 26.161 |
| 9 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 10 | 4.095 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.513 |
| 11 | 2.976 | 3.234 | 3.000 | 2.998 | 3.287 | 1.805 | 2.955 | 2.763 | 3.543 | 3.651 | 30.211 |
| 12 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 1.805 | 1.000 | 2.763 | 3.543 | 1.000 | 27.913 |
| 13 | 2.976 | 3.234 | 1.878 | 4.187 | 1.000 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 29.108 |
| 14 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 2.922 | 1.000 | 2.763 | 2.374 | 2.149 | 26.723 |
| 15 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 16 | 2.356 | 1.671 | 1.000 | 2.135 | 1.000 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 22.073 |
| 17 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.805 | 2.955 | 1.000 | 1.000 | 3.651 | 26.863 |
| 18 | 2.356 | 1.000 | 1.000 | 2.135 | 1.937 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 16.078 |
| 19 | 2.356 | 1.000 | 1.000 | 2.135 | 3.287 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 17.428 |
| 20 | 4.095 | 3.234 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 28.991 |
| 21 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 22 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.285 |
| 23 | 2.356 | 1.000 | 1.000 | 2.135 | 1.937 | 1.805 | 1.000 | 1.652 | 1.000 | 3.651 | 17.534 |
| 24 | 2.356 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 1.000 | 2.763 | 1.000 | 3.651 | 16.904 |
| 25 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 28.442 |
| 26 | 2.976 | 2.088 | 1.878 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 27.030 |
| 27 | 4.095 | 2.088 | 1.878 | 4.187 | 1.937 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 26.174 |
| 28 | 2.356 | 1.671 | 1.000 | 2.135 | 3.287 | 1.000 | 2.955 | 2.763 | 3.543 | 3.651 | 24.360 |
| 29 | 1.000 | 1.000 | 1.000 | 1.000 | 2.425 | 1.000 | 1.000 | 2.763 | 1.711 | 3.651 | 16.550 |
| 30 | 2.976 | 2.088 | 1.878 | 2.998 | 1.000 | 2.922 | 1.782 | 2.763 | 2.374 | 3.651 | 24.432 |
| 31 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 32 | 4.095 | 3.234 | 3.000 | 4.187 | 1.000 | 2.020 | 2.955 | 1.652 | 2.374 | 2.149 | 26.665 |
| 33 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 1.782 | 2.763 | 2.374 | 2.149 | 29.792 |
| 34 | 4.095 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 31.278 |
| 35 | 4.095 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 3.543 | 3.651 | 32.513 |
| 36 | 4.095 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 31.278 |
| 37 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 1.805 | 1.000 | 2.763 | 3.543 | 1.000 | 27.913 |
| 38 | 2.976 | 3.234 | 1.878 | 4.187 | 3.287 | 2.922 | 2.955 | 1.000 | 3.543 | 3.651 | 29.632 |
| 39 | 4.095 | 3.234 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 28.991 |
| 40 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 41 | 1.653 | 1.000 | 1.000 | 2.135 | 1.000 | 1.000 | 2.955 | 2.763 | 1.711 | 3.651 | 18.868 |
| 42 | 4.095 | 3.234 | 3.000 | 4.187 | 1.937 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 26.058 |
| 43 | 2.356 | 1.000 | 1.000 | 2.135 | 2.425 | 1.000 | 2.955 | 1.000 | 1.000 | 3.651 | 18.521 |
| 44 | 4.095 | 2.088 | 3.000 | 2.998 | 1.000 | 2.922 | 2.955 | 2.763 | 1.000 | 3.651 | 26.471 |
| 45 | 4.095 | 3.234 | 3.000 | 4.187 | 3.287 | 2.922 | 2.955 | 2.763 | 2.374 | 2.149 | 30.964 |
| 46 | 4.095 | 3.234 | 3.000 | 2.998 | 2.425 | 2.922 | 2.955 | 2.763 | 2.374 | 3.651 | 30.416 |
| 47 | 4.095 | 2.088 | 1.000 | 2.998 | 3.287 | 1.000 | 1.000 | 2.763 | 1.000 | 3.651 | 22.882 |
| 48 | 2.976 | 3.234 | 3.000 | 2.998 | 3.287 | 2.922 | 2.955 | 1.000 | 3.543 | 3.651 | 29.565 |
| 49 | 1.653 | 1.671 | 3.000 | 4.187 | 1.937 | 2.922 | 1.000 | 1.000 | 1.711 | 3.651 | 22.731 |
| 50 | 2.356 | 2.088 | 1.000 | 4.187 | 2.425 | 2.922 | 1.782 | 2.763 | 1.711 | 2.149 | 23.382 |

#### **Lampiran 20**

**Hasil Perhitungan MSI Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 2 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 3 | 2.998 | 2.955 | 2.990 | 1.660 | 1.977 | 2.990 | 2.463 | 3.213 | 2.329 | 1.779 | 25.353 |
| 4 | 4.187 | 1.782 | 1.932 | 3.104 | 3.166 | 1.932 | 2.463 | 3.213 | 3.472 | 3.105 | 28.357 |
| 5 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 6 | 2.998 | 1.782 | 1.932 | 3.104 | 1.977 | 1.932 | 3.686 | 3.213 | 2.329 | 1.779 | 24.731 |
| 7 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 8 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 9 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 10 | 4.187 | 2.955 | 2.990 | 3.104 | 1.000 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.703 |
| 11 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 12 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.914 |
| 13 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 2.424 | 3.472 | 1.779 | 30.753 |
| 14 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 1.805 | 3.105 | 26.799 |
| 15 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 16 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 17 | 4.187 | 2.955 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 19.720 |
| 18 | 2.135 | 1.000 | 1.000 | 1.000 | 3.166 | 2.990 | 3.686 | 1.000 | 1.000 | 1.000 | 17.976 |
| 19 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.686 | 3.213 | 3.472 | 1.000 | 18.506 |
| 20 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 21 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 22 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 3.213 | 3.472 | 3.105 | 31.646 |
| 23 | 2.135 | 1.000 | 2.990 | 3.104 | 1.000 | 1.000 | 1.710 | 1.000 | 1.000 | 1.000 | 15.939 |
| 24 | 2.135 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.710 | 1.000 | 3.472 | 1.000 | 14.317 |
| 25 | 4.187 | 1.782 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 29.248 |
| 26 | 2.998 | 2.955 | 2.990 | 1.660 | 1.977 | 2.990 | 2.463 | 3.213 | 2.329 | 1.779 | 25.353 |
| 27 | 4.187 | 1.782 | 1.932 | 3.104 | 3.166 | 1.932 | 2.463 | 3.213 | 2.329 | 3.105 | 27.214 |
| 28 | 2.135 | 2.955 | 1.670 | 3.104 | 1.000 | 1.670 | 3.686 | 3.213 | 1.805 | 3.105 | 24.344 |
| 29 | 1.000 | 1.000 | 1.932 | 3.104 | 3.166 | 1.932 | 3.686 | 1.000 | 1.000 | 1.000 | 18.819 |
| 30 | 2.998 | 1.782 | 1.932 | 3.104 | 1.977 | 1.932 | 3.686 | 3.213 | 2.329 | 1.779 | 24.731 |
| 31 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 32 | 4.187 | 2.955 | 2.990 | 2.011 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 1.779 | 30.449 |
| 33 | 4.187 | 1.782 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 1.805 | 3.105 | 27.581 |
| 34 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 3.213 | 3.472 | 3.105 | 28.174 |
| 35 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 32.869 |
| 36 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 37 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 3.213 | 3.472 | 3.105 | 30.914 |
| 38 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 3.686 | 2.424 | 3.472 | 3.105 | 32.079 |
| 39 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 40 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.988 | 3.472 | 3.105 | 22.874 |
| 41 | 2.135 | 2.955 | 1.000 | 1.660 | 1.000 | 1.000 | 1.710 | 1.988 | 1.000 | 1.779 | 16.227 |
| 42 | 4.187 | 2.955 | 1.000 | 1.000 | 3.166 | 1.000 | 1.000 | 1.000 | 3.472 | 3.105 | 21.886 |
| 43 | 2.135 | 2.955 | 1.000 | 1.000 | 1.000 | 1.000 | 1.710 | 1.000 | 1.805 | 1.000 | 14.605 |
| 44 | 2.998 | 2.955 | 2.990 | 3.104 | 1.977 | 2.990 | 3.686 | 3.213 | 2.329 | 3.105 | 29.347 |
| 45 | 4.187 | 2.955 | 2.990 | 3.104 | 3.166 | 2.990 | 2.463 | 1.988 | 3.472 | 3.105 | 30.421 |
| 46 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 2.463 | 1.000 | 3.472 | 3.105 | 25.960 |
| 47 | 2.998 | 1.000 | 1.000 | 3.104 | 1.977 | 1.000 | 3.686 | 2.424 | 2.329 | 3.105 | 22.623 |
| 48 | 2.998 | 2.955 | 2.990 | 2.011 | 1.977 | 2.990 | 3.686 | 1.988 | 3.472 | 3.105 | 28.171 |
| 49 | 4.187 | 1.000 | 2.990 | 3.104 | 3.166 | 2.990 | 1.710 | 3.213 | 1.805 | 3.105 | 27.271 |
| 50 | 4.187 | 1.782 | 1.932 | 1.000 | 3.166 | 1.932 | 3.686 | 3.213 | 2.329 | 3.105 | 26.332 |

#### **Lampiran 21**

**Hasil Perhitungan MSI Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | | |
| Resp | P.1 | P.2 | P.3 | P.4 | P.5 | P.6 | P.7 | P.8 | P.9 | P.10 | Total |
| 1 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 25.280 |
| 2 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 3 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 4 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 1.000 | 2.149 | 3.135 | 26.468 |
| 5 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 1.000 | 3.651 | 3.135 | 24.021 |
| 6 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 7 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 8 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 25.280 |
| 9 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 10 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 11 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 1.813 | 25.722 |
| 12 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 2.744 | 3.234 | 1.788 | 1.000 | 3.135 | 26.136 |
| 13 | 2.763 | 3.399 | 2.922 | 1.779 | 1.788 | 2.744 | 3.234 | 2.876 | 3.651 | 1.813 | 26.969 |
| 14 | 2.763 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 27.879 |
| 15 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 16 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 25.897 |
| 17 | 1.000 | 3.399 | 1.805 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 24.492 |
| 18 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 12.651 |
| 19 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 12.651 |
| 20 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 21 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 22 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 23 | 1.652 | 1.000 | 1.805 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 14.107 |
| 24 | 2.763 | 3.399 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 16.813 |
| 25 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 26 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 27 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 2.149 | 3.135 | 27.229 |
| 28 | 2.763 | 1.788 | 1.000 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 25.897 |
| 29 | 2.763 | 1.000 | 1.000 | 1.000 | 3.164 | 2.744 | 1.000 | 1.000 | 3.651 | 1.000 | 18.322 |
| 30 | 2.763 | 2.283 | 2.922 | 1.779 | 1.788 | 2.744 | 2.088 | 2.876 | 3.651 | 1.813 | 24.708 |
| 31 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 32 | 1.652 | 3.399 | 2.020 | 1.779 | 1.788 | 1.664 | 3.234 | 1.975 | 2.149 | 1.813 | 21.472 |
| 33 | 2.763 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 27.879 |
| 34 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 35 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 36 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 37 | 2.763 | 3.399 | 1.805 | 3.105 | 3.164 | 2.744 | 3.234 | 1.788 | 1.000 | 3.135 | 26.136 |
| 38 | 1.000 | 3.399 | 2.922 | 3.105 | 3.164 | 1.664 | 3.234 | 2.876 | 3.651 | 3.135 | 28.150 |
| 39 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 40 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 41 | 2.763 | 1.000 | 1.000 | 1.779 | 1.788 | 2.744 | 1.000 | 1.000 | 3.651 | 1.813 | 18.538 |
| 42 | 1.000 | 3.399 | 1.000 | 3.105 | 3.164 | 1.000 | 3.234 | 1.000 | 3.651 | 3.135 | 23.688 |
| 43 | 1.000 | 1.788 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.651 | 1.000 | 13.439 |
| 44 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 3.651 | 3.135 | 28.731 |
| 45 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 2.149 | 3.135 | 29.490 |
| 46 | 2.763 | 3.399 | 2.922 | 3.105 | 3.164 | 2.744 | 3.234 | 2.876 | 3.651 | 3.135 | 30.992 |
| 47 | 2.763 | 2.283 | 1.000 | 3.105 | 3.164 | 2.744 | 2.088 | 1.000 | 3.651 | 3.135 | 24.934 |
| 48 | 1.000 | 3.399 | 2.922 | 3.105 | 3.164 | 1.000 | 3.234 | 1.788 | 3.651 | 3.135 | 26.397 |
| 49 | 1.000 | 1.788 | 2.922 | 3.105 | 3.164 | 2.744 | 1.671 | 2.876 | 3.651 | 3.135 | 26.056 |
| 50 | 2.763 | 2.283 | 2.922 | 3.105 | 3.164 | 2.744 | 2.088 | 2.876 | 2.149 | 3.135 | 27.229 |

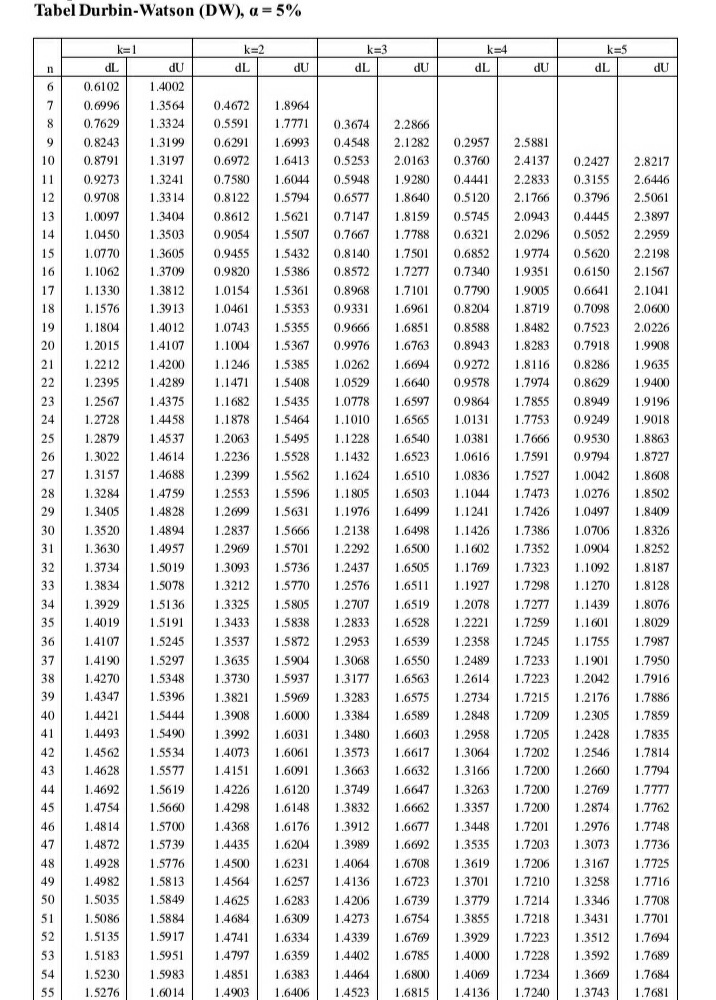
#### **Lampiran 22**

**r tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikan untuk uji satu arah** | | | | |
| **0,05** | **0,025** | **0,01** | **0,005** | **0,0005** |
| **Tingkat signifikan 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 |

#### **Lampiran 23**

**Tabel Durbin-Watson (DW)**



#### **Lampiran 24**

**Balasan Surat Ijin Penelitian**

