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# LAMPIRAN

Lampiran

**KUESIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner

Judul : Pengaruh Kemampuan Kerja. Motivasi dan Semangat Kerja Terhadap Kinerja Karyawan Pada Dealer Astra Motor Tegal 2 Cabang Bongkok.

Kepada Yth,

Bapak/Ibu/Sdr

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuisioner yang telah kami sediakan.

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

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

Atas perhatian dan bantuanya, kami mengucapkan terima kasih.

Tegal, April 2023

Hormat Saya,

Anggi Okti Ristiani

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Laki-laki
3. Perempuan
4. Usia
5. 21-30
6. 31-40
7. >40
8. Pendidikan
9. SMA/SMK
10. D3
11. S1

**Petunjuk Pengisian**

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

**Keterangan**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

**1. Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Memiliki pengetahuan atas pekerjaan yang dilakukan |  |  |  |  |  |
| 2 | Memiliki ketrampilan dalam bekerja |  |  |  |  |  |
| 3 | Memiliki kemampuan dalam bekerja |  |  |  |  |  |
| 4 | Melaksanakan tugas dengan teliti |  |  |  |  |  |
| 5 | Selalu mengecek hasil pekerjaan |  |  |  |  |  |
| 6 | Menyelesaikan pekerjaan sesuai deadline |  |  |  |  |  |
| 7 | Memiliki manajemen waktu yang baik |  |  |  |  |  |
| 8 | Memiliki kemampuan bekerja sama dengan rekan kerja |  |  |  |  |  |
| 9 | Selalu terbuka pada pendapat orang lain |  |  |  |  |  |

**2. Kemampuan Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Memiliki kemampuan berhitung dengan cepat dan tepat |  |  |  |  |  |
| 2 | Memiliki kemampuan memahami apa yang dibaca dan didengar |  |  |  |  |  |
| 3 | Memiliki kemampuan menggunakan logika/penalaran dalam setiap permasalahan kerja dengan baik |  |  |  |  |  |
| 4 | Memiliki kemampuan membayangkan suatu obyek dalam ruang |  |  |  |  |  |
| 5 | Memiliki kemampuan mengingat tugas-tugas perusahaan dengan baik |  |  |  |  |  |
| 6 | Memiliki kekuatan tubuh dalam melaksanakan tugas |  |  |  |  |  |
| 7 | Melaksanakan tugas dengan cekatan |  |  |  |  |  |
| 8 | Memiliki stamina dalam bekerja |  |  |  |  |  |
| 9 | Sistem koordinasi tubuh mampu saling bekerja sama dalam mendukung fungsi tubuh untuk bekerja dengan baik |  |  |  |  |  |

**3. Motivasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Memperoleh gaji yang sesuai dengan bidang pekerjaan |  |  |  |  |  |
| 2 | Gaji yang diterima dapat mencukupi kebutuhan hidup sehari-hari |  |  |  |  |  |
| 3 | Memperoleh bonus atas prestasi yang diraih dalam perusahaan |  |  |  |  |  |
| 4 | Merasa nyaman terhadap kondisi lingkungan kerja |  |  |  |  |  |
| 5 | Kondisi dalam perusahaan selalu mendukung dalam bekerja |  |  |  |  |  |
| 6 | Memiliki hubungan yang baik dengan rekan kerja dikantor |  |  |  |  |  |
| 7 | Memiliki hubungan kerja yang harmonis dengan rekan kerja |  |  |  |  |  |
| 8 | Mampu berinteraksi dengan rekan kerja |  |  |  |  |  |
| 9 | Saling tolong menolong antar rekan kerja dalam bekerja |  |  |  |  |  |

**4. Semangat Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Profesional dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Tidak pernah menunda pekerjaan |  |  |  |  |  |
| 3 | Tidak pernah terlambat dalam bekerja |  |  |  |  |  |
| 4 | Tidak pernah masuk kerja tanpa keterangan |  |  |  |  |  |
| 5 | Merasa puas dengan hasil pekerjaan yang saya kerjakan |  |  |  |  |  |
| 6 | Merasa tenang dalam bekerja |  |  |  |  |  |
| 7 | Merasa aman dalam bekerja |  |  |  |  |  |
| 8 | Merasa nyaman dalam bekerja |  |  |  |  |  |

Lampiran

**Skor Tiap Butir Kuesioner Kemampuan Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | Total |
| 1 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 21 |
| 3 | 3 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 39 |
| 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 5 | 31 |
| 5 | 3 | 2 | 2 | 1 | 4 | 3 | 3 | 3 | 1 | 22 |
| 6 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 30 |
| 7 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 8 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 33 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 10 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 32 |
| 11 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 35 |
| 12 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 39 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 14 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 39 |
| 15 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 40 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 17 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 19 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 42 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 31 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 23 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 24 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 41 |
| 25 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 35 |
| 26 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 27 | 3 | 5 | 5 | 3 | 5 | 2 | 4 | 2 | 3 | 32 |
| 28 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 41 |
| 29 | 3 | 5 | 4 | 4 | 2 | 2 | 1 | 4 | 3 | 28 |
| 30 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 32 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 33 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 34 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 32 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 36 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 37 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 39 |
| 38 | 1 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 35 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 42 |

*Sumber : Data Kuesioner*

Lampiran

**Skor Tiap Butir Kuesioner Motivasi(X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | Total |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 19 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 5 | 4 | 1 | 5 | 5 | 3 | 1 | 2 | 3 | 4 | 28 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| 7 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 8 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 9 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 30 |
| 10 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 30 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 37 |
| 12 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 15 | 5 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 5 | 35 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 18 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 33 |
| 19 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 22 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 34 |
| 23 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 25 | 5 | 3 | 3 | 3 | 5 | 4 | 3 | 5 | 5 | 36 |
| 26 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 29 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 34 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 36 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 39 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 40 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |

*Sumber : Data Kuesioner*

Lampiran

**Skor Tiap Butir Kuesioner Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 18 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 32 |
| 5 | 2 | 3 | 5 | 2 | 2 | 2 | 3 | 5 | 24 |
| 6 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 30 |
| 7 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 33 |
| 8 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 28 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 10 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 28 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 12 | 5 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 30 |
| 13 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 15 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 34 |
| 16 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 5 | 34 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 18 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 30 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 24 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 25 | 5 | 5 | 3 | 3 | 5 | 3 | 4 | 3 | 31 |
| 26 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 28 |
| 27 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 33 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 27 |
| 30 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 31 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 36 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 34 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 26 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 36 | 5 | 5 | 4 | 1 | 3 | 4 | 4 | 4 | 30 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 40 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |

*Sumber : Data Kuesioner*

Lampiran

**Skor Tiap Butir Kuesioner Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Total |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 21 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 36 |
| 5 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 8 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 10 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| 11 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 37 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 39 |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 41 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 42 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 18 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 33 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 31 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 40 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 27 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 37 |
| 28 | 5 | 5 | 1 | 5 | 4 | 5 | 5 | 5 | 5 | 40 |
| 29 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 30 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 34 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |

*Sumber : Data Kuesioner*

Lampiran

**Uji Validitas Kemampuan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |  |  |  |  |
|  | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | total |
| x1.1 | Pearson Correlation | 1 | .404\*\* | .448\*\* | .335\* | .458\*\* | .533\*\* | .499\*\* | .581\*\* | .500\*\* | .677\*\* |
| Sig. (2-tailed) |  | .010 | .004 | .035 | .003 | .000 | .001 | .000 | .001 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.2 | Pearson Correlation | .404\*\* | 1 | .773\*\* | .576\*\* | .575\*\* | .553\*\* | .490\*\* | .624\*\* | .762\*\* | .836\*\* |
| Sig. (2-tailed) | .010 |  | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.3 | Pearson Correlation | .448\*\* | .773\*\* | 1 | .508\*\* | .533\*\* | .407\*\* | .619\*\* | .548\*\* | .644\*\* | .793\*\* |
| Sig. (2-tailed) | .004 | .000 |  | .001 | .000 | .009 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.4 | Pearson Correlation | .335\* | .576\*\* | .508\*\* | 1 | .329\* | .415\*\* | .365\* | .459\*\* | .492\*\* | .657\*\* |
| Sig. (2-tailed) | .035 | .000 | .001 |  | .038 | .008 | .021 | .003 | .001 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.5 | Pearson Correlation | .458\*\* | .575\*\* | .533\*\* | .329\* | 1 | .543\*\* | .648\*\* | .335\* | .560\*\* | .711\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 | .038 |  | .000 | .000 | .035 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.6 | Pearson Correlation | .533\*\* | .553\*\* | .407\*\* | .415\*\* | .543\*\* | 1 | .620\*\* | .762\*\* | .695\*\* | .794\*\* |
| Sig. (2-tailed) | .000 | .000 | .009 | .008 | .000 |  | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.7 | Pearson Correlation | .499\*\* | .490\*\* | .619\*\* | .365\* | .648\*\* | .620\*\* | 1 | .562\*\* | .633\*\* | .779\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .021 | .000 | .000 |  | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.8 | Pearson Correlation | .581\*\* | .624\*\* | .548\*\* | .459\*\* | .335\* | .762\*\* | .562\*\* | 1 | .767\*\* | .812\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .003 | .035 | .000 | .000 |  | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x1.9 | Pearson Correlation | .500\*\* | .762\*\* | .644\*\* | .492\*\* | .560\*\* | .695\*\* | .633\*\* | .767\*\* | 1 | .876\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |  | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Total | Pearson Correlation | .677\*\* | .836\*\* | .793\*\* | .657\*\* | .711\*\* | .794\*\* | .779\*\* | .812\*\* | .876\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

*Sumber : SPSS 23*

Lampiran

**Uji validitas Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |  |  |  |  |
|  | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | Total |
| x2.1 | Pearson Correlation | 1 | .720\*\* | .673\*\* | .573\*\* | .680\*\* | .640\*\* | .582\*\* | .653\*\* | .738\*\* | .824\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.2 | Pearson Correlation | .720\*\* | 1 | .531\*\* | .595\*\* | .662\*\* | .861\*\* | .792\*\* | .763\*\* | .679\*\* | .876\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.3 | Pearson Correlation | .673\*\* | .531\*\* | 1 | .634\*\* | .508\*\* | .445\*\* | .431\*\* | .465\*\* | .621\*\* | .701\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .004 | .005 | .002 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.4 | Pearson Correlation | .573\*\* | .595\*\* | .634\*\* | 1 | .725\*\* | .603\*\* | .663\*\* | .697\*\* | .683\*\* | .808\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.5 | Pearson Correlation | .680\*\* | .662\*\* | .508\*\* | .725\*\* | 1 | .743\*\* | .656\*\* | .749\*\* | .830\*\* | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.6 | Pearson Correlation | .640\*\* | .861\*\* | .445\*\* | .603\*\* | .743\*\* | 1 | .912\*\* | .850\*\* | .740\*\* | .898\*\* |
| Sig. (2-tailed) | .000 | .000 | .004 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.7 | Pearson Correlation | .582\*\* | .792\*\* | .431\*\* | .663\*\* | .656\*\* | .912\*\* | 1 | .768\*\* | .672\*\* | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.8 | Pearson Correlation | .653\*\* | .763\*\* | .465\*\* | .697\*\* | .749\*\* | .850\*\* | .768\*\* | 1 | .849\*\* | .890\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.9 | Pearson Correlation | .738\*\* | .679\*\* | .621\*\* | .683\*\* | .830\*\* | .740\*\* | .672\*\* | .849\*\* | 1 | .890\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Total | Pearson Correlation | .824\*\* | .876\*\* | .701\*\* | .808\*\* | .856\*\* | .898\*\* | .856\*\* | .890\*\* | .890\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

*Sumber : SPSS 23*

Lampiran

**Uji Validitas Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |  |  |  |
|  | | x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3.6 | x3.7 | x3.8 | Total |
| x3.1 | Pearson Correlation | 1 | .716\*\* | .465\*\* | .380\* | .557\*\* | .589\*\* | .586\*\* | .444\*\* | .800\*\* |
| Sig. (2-tailed) |  | .000 | .002 | .016 | .000 | .000 | .000 | .004 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.2 | Pearson Correlation | .716\*\* | 1 | .722\*\* | .332\* | .400\* | .547\*\* | .547\*\* | .505\*\* | .792\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .036 | .010 | .000 | .000 | .001 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.3 | Pearson Correlation | .465\*\* | .722\*\* | 1 | .410\*\* | .258 | .473\*\* | .472\*\* | .675\*\* | .743\*\* |
| Sig. (2-tailed) | .002 | .000 |  | .009 | .108 | .002 | .002 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.4 | Pearson Correlation | .380\* | .332\* | .410\*\* | 1 | .470\*\* | .434\*\* | .340\* | .310 | .670\*\* |
| Sig. (2-tailed) | .016 | .036 | .009 |  | .002 | .005 | .032 | .052 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.5 | Pearson Correlation | .557\*\* | .400\* | .258 | .470\*\* | 1 | .317\* | .199 | .135 | .593\*\* |
| Sig. (2-tailed) | .000 | .010 | .108 | .002 |  | .046 | .219 | .406 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.6 | Pearson Correlation | .589\*\* | .547\*\* | .473\*\* | .434\*\* | .317\* | 1 | .809\*\* | .614\*\* | .793\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .005 | .046 |  | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.7 | Pearson Correlation | .586\*\* | .547\*\* | .472\*\* | .340\* | .199 | .809\*\* | 1 | .802\*\* | .779\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .032 | .219 | .000 |  | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| x3.8 | Pearson Correlation | .444\*\* | .505\*\* | .675\*\* | .310 | .135 | .614\*\* | .802\*\* | 1 | .732\*\* |
| Sig. (2-tailed) | .004 | .001 | .000 | .052 | .406 | .000 | .000 |  | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Total | Pearson Correlation | .800\*\* | .792\*\* | .743\*\* | .670\*\* | .593\*\* | .793\*\* | .779\*\* | .732\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

*Sumber : SPSS 23*

Lampiran

**Uji Validitas Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |  |  |  |  |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Total |
| Y1.1 | Pearson Correlation | 1 | .857\*\* | .624\*\* | .806\*\* | .655\*\* | .747\*\* | .734\*\* | .577\*\* | .694\*\* | .871\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.2 | Pearson Correlation | .857\*\* | 1 | .633\*\* | .850\*\* | .694\*\* | .748\*\* | .675\*\* | .600\*\* | .571\*\* | .862\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.3 | Pearson Correlation | .624\*\* | .633\*\* | 1 | .662\*\* | .665\*\* | .549\*\* | .532\*\* | .474\*\* | .470\*\* | .746\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .002 | .002 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.4 | Pearson Correlation | .806\*\* | .850\*\* | .662\*\* | 1 | .807\*\* | .821\*\* | .805\*\* | .727\*\* | .662\*\* | .929\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.5 | Pearson Correlation | .655\*\* | .694\*\* | .665\*\* | .807\*\* | 1 | .791\*\* | .738\*\* | .706\*\* | .750\*\* | .889\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.6 | Pearson Correlation | .747\*\* | .748\*\* | .549\*\* | .821\*\* | .791\*\* | 1 | .878\*\* | .716\*\* | .605\*\* | .890\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.7 | Pearson Correlation | .734\*\* | .675\*\* | .532\*\* | .805\*\* | .738\*\* | .878\*\* | 1 | .775\*\* | .667\*\* | .881\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.8 | Pearson Correlation | .577\*\* | .600\*\* | .474\*\* | .727\*\* | .706\*\* | .716\*\* | .775\*\* | 1 | .722\*\* | .815\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y1.9 | Pearson Correlation | .694\*\* | .571\*\* | .470\*\* | .662\*\* | .750\*\* | .605\*\* | .667\*\* | .722\*\* | 1 | .797\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Total | Pearson Correlation | .871\*\* | .862\*\* | .746\*\* | .929\*\* | .889\*\* | .890\*\* | .881\*\* | .815\*\* | .797\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

*Sumber : SPSS 23*

Lampiran

**Uji Reliabilitas Kemampuan Kerja (X1)**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 40 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 40 | 100.0 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .914 | 9 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| x1.1 | 31.5250 | 35.589 | .594 | .911 |
| x1.2 | 30.9750 | 32.846 | .781 | .899 |
| x1.3 | 31.1000 | 33.631 | .728 | .903 |
| x1.4 | 31.5750 | 34.712 | .552 | .916 |
| x1.5 | 31.1000 | 35.272 | .636 | .909 |
| x1.6 | 31.2500 | 33.679 | .731 | .902 |
| x1.7 | 31.1500 | 34.028 | .713 | .904 |
| x1.8 | 31.1500 | 33.874 | .757 | .901 |
| x1.9 | 31.1750 | 31.994 | .831 | .895 |

*Sumber : SPSS 23*

Lampiran

**Uji Reliabilitas Motivasi (X2)**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 40 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 40 | 100.0 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .948 | 9 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| x2.1 | 32.8500 | 39.977 | .774 | .943 |
| x2.2 | 33.1250 | 38.163 | .834 | .940 |
| x2.3 | 32.9500 | 41.279 | .619 | .952 |
| x2.4 | 33.0500 | 40.510 | .756 | .944 |
| x2.5 | 32.9750 | 40.384 | .818 | .941 |
| x2.6 | 32.9500 | 37.997 | .863 | .938 |
| x2.7 | 32.9250 | 39.558 | .814 | .941 |
| x2.8 | 32.8500 | 40.028 | .861 | .939 |
| x2.9 | 32.7250 | 40.307 | .861 | .939 |

*Sumber : SPSS 23*

Lampiran

**Uji Reliabilitas Semangat Kerja (X3)**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 40 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 40 | 100.0 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .869 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| x3.1 | 28.0250 | 19.769 | .720 | .842 |
| x3.2 | 28.0000 | 20.564 | .720 | .844 |
| x3.3 | 28.0500 | 21.074 | .661 | .850 |
| x3.4 | 28.4250 | 19.584 | .504 | .877 |
| x3.5 | 28.4250 | 21.687 | .455 | .872 |
| x3.6 | 28.2750 | 20.820 | .727 | .844 |
| x3.7 | 28.3000 | 20.831 | .708 | .846 |
| x3.8 | 28.2500 | 21.013 | .644 | .852 |

*Sumber : SPSS 23*

Lampiran

**Uji Relibilitas Kinerja (Y)**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 40 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 40 | 100.0 |

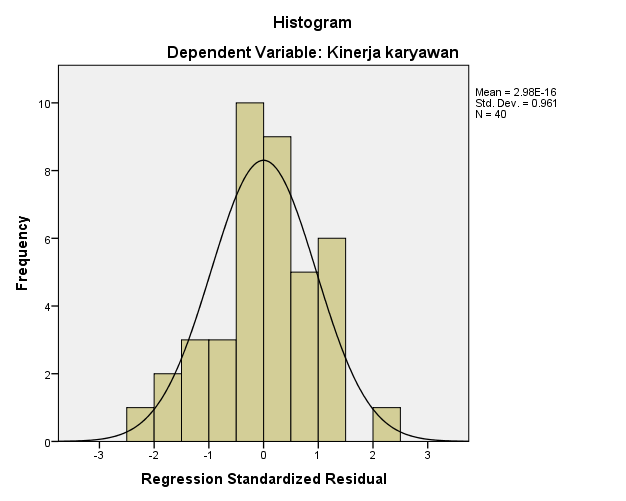
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .951 | 9 |

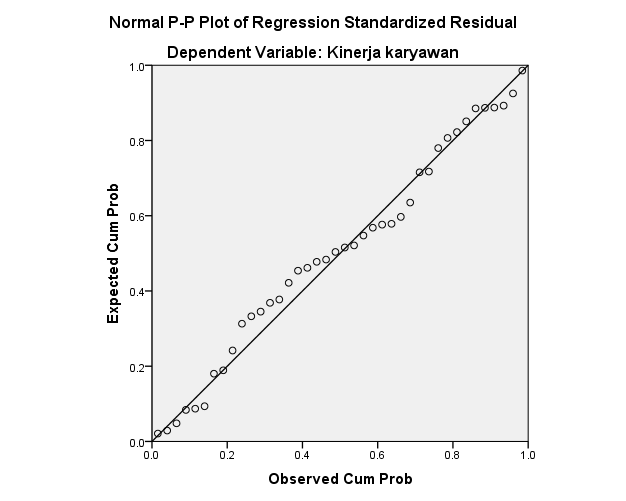
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y1.1 | 32.7250 | 29.948 | .833 | .944 |
| Y1.2 | 32.6500 | 30.541 | .825 | .944 |
| Y1.3 | 32.7250 | 29.897 | .661 | .955 |
| Y1.4 | 32.6250 | 29.471 | .907 | .940 |
| Y1.5 | 32.6750 | 29.507 | .854 | .943 |
| Y1.6 | 32.6500 | 29.669 | .856 | .942 |
| Y1.7 | 32.6000 | 30.451 | .849 | .943 |
| Y1.8 | 32.6000 | 30.759 | .765 | .947 |
| Y1.9 | 32.7500 | 30.808 | .742 | .948 |

*Sumber : SPSS 23*

Lampiran

**Uji Grafik Normalitas**





*Sumber : SPSS 23*

Lampiran

**Transformasi data dengan *Methode Succesive Interval* (MSI) Kemamampuan Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **Total** |
| 2,623 | 3,635 | 2,589 | 3,403 | 2,964 | 3,968 | 4,497 | 4,046 | 4,396 | 32,121 |
| 2,623 | 1,000 | 1,000 | 1,762 | 1,990 | 1,000 | 2,265 | 1,000 | 1,676 | 14,315 |
| 2,623 | 3,635 | 3,813 | 1,000 | 4,170 | 3,968 | 4,497 | 4,046 | 4,396 | 32,148 |
| 2,623 | 2,424 | 2,589 | 1,762 | 1,990 | 1,894 | 2,265 | 2,821 | 4,396 | 22,763 |
| 2,623 | 1,000 | 1,000 | 1,000 | 2,964 | 1,894 | 2,265 | 1,880 | 1,000 | 15,625 |
| 2,623 | 1,710 | 2,589 | 2,450 | 1,990 | 1,894 | 4,497 | 1,880 | 2,422 | 22,054 |
| 1,676 | 1,000 | 1,000 | 1,762 | 1,990 | 1,894 | 2,265 | 1,880 | 2,422 | 15,888 |
| 2,623 | 2,424 | 1,760 | 3,403 | 1,990 | 2,788 | 3,271 | 2,821 | 3,273 | 24,352 |
| 3,751 | 2,424 | 2,589 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 3,273 | 27,284 |
| 3,751 | 1,710 | 2,589 | 2,450 | 1,990 | 2,788 | 3,271 | 2,821 | 2,422 | 23,792 |
| 3,751 | 2,424 | 1,760 | 2,450 | 4,170 | 2,788 | 3,271 | 2,821 | 3,273 | 26,708 |
| 3,751 | 3,635 | 3,813 | 2,450 | 2,964 | 2,788 | 3,271 | 4,046 | 4,396 | 31,114 |
| 3,751 | 2,424 | 2,589 | 3,403 | 2,964 | 3,968 | 3,271 | 4,046 | 4,396 | 30,813 |
| 3,751 | 3,635 | 1,760 | 3,403 | 4,170 | 3,968 | 3,271 | 2,821 | 4,396 | 31,175 |
| 4,985 | 3,635 | 3,813 | 2,450 | 2,964 | 2,788 | 4,497 | 4,046 | 3,273 | 32,450 |
| 4,985 | 3,635 | 3,813 | 4,617 | 4,170 | 3,968 | 4,497 | 4,046 | 4,396 | 38,127 |
| 3,751 | 3,635 | 2,589 | 3,403 | 2,964 | 3,968 | 4,497 | 4,046 | 4,396 | 33,249 |
| 3,751 | 2,424 | 2,589 | 3,403 | 2,964 | 2,788 | 2,265 | 2,821 | 3,273 | 26,277 |
| 3,751 | 3,635 | 3,813 | 3,403 | 4,170 | 3,968 | 4,497 | 2,821 | 4,396 | 34,454 |
| 4,985 | 3,635 | 3,813 | 4,617 | 4,170 | 3,968 | 4,497 | 4,046 | 4,396 | 38,127 |
| 2,623 | 1,710 | 2,589 | 3,403 | 1,990 | 1,894 | 3,271 | 2,821 | 2,422 | 22,723 |
| 3,751 | 2,424 | 2,589 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 2,422 | 26,433 |
| 3,751 | 2,424 | 2,589 | 3,403 | 4,170 | 2,788 | 3,271 | 2,821 | 3,273 | 28,491 |
| 3,751 | 2,424 | 3,813 | 3,403 | 4,170 | 2,788 | 4,497 | 4,046 | 4,396 | 33,289 |
| 3,751 | 2,424 | 2,589 | 3,403 | 4,170 | 1,894 | 3,271 | 1,880 | 3,273 | 26,656 |
| 3,751 | 2,424 | 1,760 | 2,450 | 2,964 | 2,788 | 2,265 | 2,821 | 3,273 | 24,495 |
| 2,623 | 3,635 | 3,813 | 2,450 | 4,170 | 1,000 | 3,271 | 1,000 | 2,422 | 24,384 |
| 4,985 | 3,635 | 3,813 | 2,450 | 4,170 | 2,788 | 4,497 | 2,821 | 4,396 | 33,554 |
| 2,623 | 3,635 | 2,589 | 3,403 | 1,000 | 1,000 | 1,000 | 2,821 | 2,422 | 20,492 |
| 2,623 | 3,635 | 2,589 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 3,273 | 27,366 |
| 4,985 | 3,635 | 3,813 | 4,617 | 4,170 | 3,968 | 4,497 | 4,046 | 4,396 | 38,127 |
| 3,751 | 3,635 | 3,813 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 3,273 | 29,719 |
| 1,676 | 1,000 | 1,000 | 1,762 | 1,000 | 1,000 | 1,550 | 1,000 | 1,676 | 11,664 |
| 2,623 | 2,424 | 2,589 | 2,450 | 2,964 | 3,968 | 2,265 | 1,880 | 2,422 | 23,584 |
| 2,623 | 1,710 | 1,760 | 2,450 | 1,990 | 1,894 | 2,265 | 1,880 | 2,422 | 18,993 |
| 3,751 | 2,424 | 3,813 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 3,273 | 28,508 |
| 2,623 | 3,635 | 2,589 | 4,617 | 2,964 | 3,968 | 3,271 | 4,046 | 3,273 | 30,986 |
| 1,000 | 3,635 | 3,813 | 4,617 | 4,170 | 1,894 | 3,271 | 1,880 | 3,273 | 27,554 |
| 3,751 | 2,424 | 2,589 | 3,403 | 2,964 | 2,788 | 3,271 | 2,821 | 3,273 | 27,284 |
| 3,751 | 3,635 | 3,813 | 4,617 | 2,964 | 2,788 | 4,497 | 4,046 | 4,396 | 34,507 |

*Sumber : SPSS 23*

Lampiran   
Tranformasi data dengan *Methode Succesive Interval* (MSI) Motivas (X2)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **Total** |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 1,000 | 1,777 | 1,000 | 1,000 | 2,237 | 1,676 | 1,000 | 1,000 | 1,000 | 11,690 |
| 3,726 | 4,396 | 2,492 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 34,956 |
| 1,780 | 3,273 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 33,072 |
| 2,524 | 1,000 | 3,677 | 4,121 | 2,237 | 1,000 | 1,000 | 1,826 | 2,548 | 19,932 |
| 2,524 | 3,273 | 3,677 | 2,998 | 3,208 | 4,217 | 3,809 | 3,985 | 3,861 | 31,551 |
| 1,000 | 2,477 | 1,000 | 2,998 | 3,208 | 2,331 | 1,832 | 2,727 | 2,548 | 20,120 |
| 2,524 | 2,477 | 2,492 | 2,084 | 2,237 | 3,078 | 2,625 | 2,727 | 2,548 | 22,792 |
| 1,780 | 2,477 | 2,492 | 2,084 | 2,237 | 2,331 | 1,832 | 2,727 | 2,548 | 20,508 |
| 1,780 | 2,477 | 2,492 | 2,084 | 2,237 | 2,331 | 2,625 | 1,826 | 2,548 | 20,400 |
| 2,524 | 3,273 | 1,760 | 2,998 | 3,208 | 4,217 | 3,809 | 2,727 | 2,548 | 27,064 |
| 3,726 | 4,396 | 2,492 | 2,998 | 3,208 | 4,217 | 3,809 | 3,985 | 3,861 | 32,692 |
| 2,524 | 3,273 | 2,492 | 2,998 | 3,208 | 4,217 | 3,809 | 2,727 | 2,548 | 27,797 |
| 2,524 | 3,273 | 1,760 | 2,998 | 3,208 | 3,078 | 2,625 | 3,985 | 3,861 | 27,310 |
| 3,726 | 2,477 | 3,677 | 2,084 | 4,349 | 2,331 | 1,832 | 1,826 | 3,861 | 26,162 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 3,726 | 3,273 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 35,018 |
| 2,524 | 3,273 | 2,492 | 2,998 | 2,237 | 2,331 | 2,625 | 2,727 | 1,693 | 22,900 |
| 2,524 | 3,273 | 2,492 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 32,631 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 2,625 | 3,985 | 3,861 | 34,956 |
| 2,524 | 3,273 | 2,492 | 2,084 | 2,237 | 3,078 | 2,625 | 2,727 | 2,548 | 23,588 |
| 3,726 | 3,273 | 3,677 | 4,121 | 3,208 | 3,078 | 2,625 | 2,727 | 2,548 | 28,982 |
| 3,726 | 4,396 | 3,677 | 2,998 | 3,208 | 4,217 | 2,625 | 3,985 | 3,861 | 32,692 |
| 3,726 | 2,477 | 1,760 | 2,084 | 4,349 | 3,078 | 1,832 | 3,985 | 3,861 | 27,150 |
| 1,780 | 1,777 | 2,492 | 2,084 | 2,237 | 2,331 | 1,832 | 1,826 | 1,693 | 18,052 |
| 3,726 | 4,396 | 3,677 | 2,998 | 3,208 | 3,078 | 2,625 | 2,727 | 3,861 | 30,295 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 2,524 | 2,477 | 1,000 | 2,998 | 3,208 | 3,078 | 3,809 | 2,727 | 2,548 | 24,369 |
| 2,524 | 3,273 | 2,492 | 2,998 | 3,208 | 3,078 | 2,625 | 2,727 | 2,548 | 25,472 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 2,524 | 3,273 | 2,492 | 2,998 | 3,208 | 3,078 | 2,625 | 2,727 | 2,548 | 25,472 |
| 1,000 | 1,777 | 1,000 | 1,000 | 1,000 | 1,676 | 1,000 | 1,000 | 1,000 | 10,453 |
| 3,726 | 4,396 | 3,677 | 2,998 | 3,208 | 3,078 | 2,625 | 2,727 | 2,548 | 28,982 |
| 1,780 | 2,477 | 1,760 | 2,084 | 2,237 | 2,331 | 1,832 | 1,826 | 1,693 | 18,019 |
| 3,726 | 3,273 | 2,492 | 2,084 | 3,208 | 3,078 | 2,625 | 2,727 | 2,548 | 25,761 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 36,141 |
| 3,726 | 4,396 | 3,677 | 4,121 | 4,349 | 4,217 | 3,809 | 2,727 | 3,861 | 34,884 |
| 2,524 | 3,273 | 1,760 | 2,084 | 2,237 | 3,078 | 2,625 | 2,727 | 2,548 | 22,855 |
| 3,726 | 4,396 | 2,492 | 2,998 | 4,349 | 4,217 | 3,809 | 3,985 | 3,861 | 33,833 |

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**Tranformasi data dengan *method Succesive Interval (*MSI) Semangat Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **Total** |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 3,028 | 3,371 | 4,497 | 29,664 |
| 1,000 | 1,000 | 1,000 | 1,666 | 1,676 | 1,000 | 1,000 | 1,000 | 9,342 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 4,396 | 4,609 | 4,497 | 32,270 |
| 2,486 | 2,005 | 1,000 | 2,823 | 2,422 | 3,028 | 4,609 | 4,497 | 22,870 |
| 1,000 | 1,000 | 3,255 | 1,666 | 1,676 | 1,000 | 2,237 | 4,497 | 16,330 |
| 2,486 | 3,171 | 2,070 | 2,124 | 3,438 | 3,028 | 2,237 | 2,237 | 20,792 |
| 3,726 | 3,171 | 3,255 | 2,823 | 3,438 | 1,884 | 2,237 | 3,305 | 23,838 |
| 2,486 | 1,000 | 1,000 | 2,823 | 3,438 | 3,028 | 2,237 | 2,237 | 18,249 |
| 2,486 | 2,005 | 2,070 | 2,823 | 3,438 | 3,028 | 3,371 | 2,237 | 21,459 |
| 1,725 | 2,005 | 2,070 | 2,823 | 2,422 | 3,028 | 2,237 | 2,237 | 18,547 |
| 2,486 | 2,005 | 3,255 | 3,946 | 3,438 | 3,028 | 3,371 | 3,305 | 24,835 |
| 3,726 | 2,005 | 2,070 | 1,000 | 3,438 | 3,028 | 3,371 | 3,305 | 21,944 |
| 2,486 | 2,005 | 2,070 | 3,946 | 3,438 | 3,028 | 3,371 | 3,305 | 23,650 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 3,028 | 3,371 | 4,497 | 29,664 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 1,884 | 2,237 | 2,237 | 25,126 |
| 3,726 | 3,171 | 3,255 | 1,000 | 2,422 | 4,396 | 4,609 | 4,497 | 27,075 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 4,396 | 4,609 | 4,497 | 32,270 |
| 1,725 | 2,005 | 2,070 | 2,823 | 2,422 | 3,028 | 3,371 | 3,305 | 20,749 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 4,396 | 3,371 | 3,305 | 29,840 |
| 3,726 | 3,171 | 3,255 | 3,946 | 3,438 | 4,396 | 4,609 | 4,497 | 31,037 |
| 2,486 | 1,000 | 2,070 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 21,522 |
| 2,486 | 2,005 | 2,070 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 22,527 |
| 2,486 | 3,171 | 3,255 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 24,877 |
| 3,726 | 3,171 | 3,255 | 3,946 | 3,438 | 4,396 | 4,609 | 4,497 | 31,037 |
| 3,726 | 3,171 | 1,000 | 2,124 | 4,671 | 1,884 | 3,371 | 2,237 | 22,183 |
| 2,486 | 1,000 | 1,000 | 2,823 | 3,438 | 3,028 | 2,237 | 2,237 | 18,249 |
| 3,726 | 2,005 | 2,070 | 2,823 | 2,422 | 3,028 | 4,609 | 3,305 | 23,987 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 4,396 | 4,609 | 4,497 | 32,270 |
| 1,000 | 2,005 | 2,070 | 1,666 | 2,422 | 3,028 | 3,371 | 3,305 | 18,867 |
| 2,486 | 1,000 | 1,000 | 2,124 | 3,438 | 3,028 | 3,371 | 3,305 | 19,753 |
| 3,726 | 3,171 | 3,255 | 3,946 | 1,000 | 4,396 | 4,609 | 4,497 | 28,599 |
| 3,726 | 3,171 | 2,070 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 24,932 |
| 1,725 | 1,000 | 1,000 | 2,124 | 2,422 | 1,884 | 2,237 | 2,237 | 14,628 |
| 2,486 | 1,000 | 1,000 | 2,124 | 3,438 | 1,884 | 2,237 | 2,237 | 16,406 |
| 1,725 | 1,000 | 1,000 | 2,124 | 2,422 | 1,884 | 2,237 | 2,237 | 14,628 |
| 3,726 | 3,171 | 2,070 | 1,000 | 2,422 | 3,028 | 3,371 | 3,305 | 22,093 |
| 2,486 | 2,005 | 2,070 | 3,946 | 3,438 | 3,028 | 3,371 | 3,305 | 23,650 |
| 3,726 | 3,171 | 3,255 | 3,946 | 4,671 | 4,396 | 4,609 | 4,497 | 32,270 |
| 2,486 | 2,005 | 2,070 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 22,527 |
| 3,726 | 3,171 | 3,255 | 2,823 | 3,438 | 3,028 | 3,371 | 3,305 | 26,117 |

*Sumber : SPSS 23*

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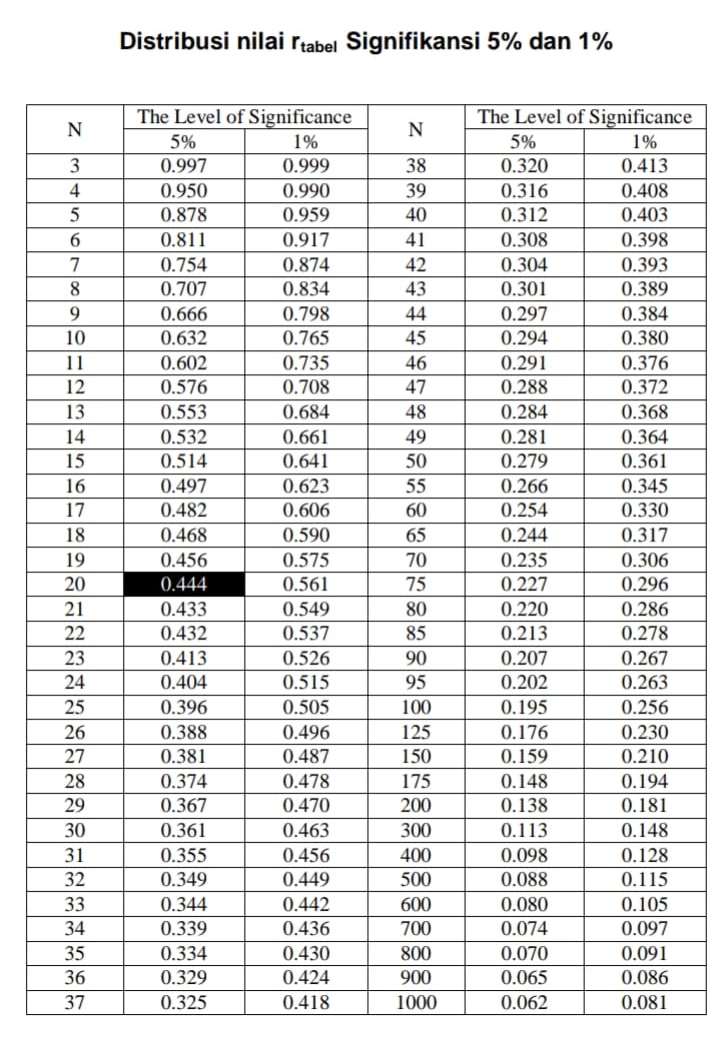
**Tranformasi data dengan *Methode Succesive Interval* (MSI) Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Total** |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 1,000 | 1,000 | 1,676 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 9,676 |
| 4,276 | 3,167 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 34,921 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 3,344 | 1,000 | 25,045 |
| 1,000 | 2,009 | 1,676 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 1,000 | 19,221 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 1,884 | 2,009 | 2,282 | 2,072 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 20,806 |
| 1,884 | 3,167 | 3,172 | 2,072 | 2,894 | 3,172 | 1,000 | 2,135 | 2,159 | 21,654 |
| 2,960 | 3,167 | 3,172 | 3,137 | 1,884 | 3,172 | 2,199 | 2,135 | 1,000 | 22,825 |
| 1,884 | 3,167 | 3,172 | 3,137 | 2,894 | 2,130 | 2,199 | 2,135 | 1,000 | 21,718 |
| 2,960 | 2,009 | 3,172 | 3,137 | 4,170 | 3,172 | 2,199 | 2,135 | 3,318 | 26,272 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 2,159 | 35,092 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 4,396 | 3,458 | 3,344 | 2,159 | 28,687 |
| 2,960 | 3,167 | 4,396 | 4,396 | 2,894 | 4,396 | 3,458 | 3,344 | 2,159 | 31,171 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 1,000 | 2,159 | 32,748 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 2,960 | 3,167 | 4,396 | 3,137 | 2,894 | 3,172 | 3,458 | 2,135 | 2,159 | 27,478 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 2,130 | 1,000 | 1,000 | 2,159 | 21,620 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 2,960 | 3,167 | 2,282 | 2,072 | 1,884 | 3,172 | 2,199 | 1,000 | 1,000 | 19,736 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 2,960 | 4,497 | 4,396 | 4,396 | 4,170 | 3,172 | 2,199 | 3,344 | 3,318 | 32,452 |
| 2,960 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 2,199 | 2,135 | 1,000 | 30,149 |
| 1,884 | 2,009 | 2,282 | 2,072 | 1,884 | 2,130 | 1,000 | 1,000 | 1,000 | 15,261 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 2,130 | 2,199 | 3,344 | 3,318 | 26,322 |
| 4,276 | 4,497 | 1,000 | 4,396 | 2,894 | 4,396 | 3,458 | 3,344 | 3,318 | 31,580 |
| 2,960 | 3,167 | 3,172 | 3,137 | 1,000 | 2,130 | 1,000 | 1,000 | 1,000 | 18,566 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 1,884 | 2,009 | 2,282 | 2,072 | 1,884 | 2,130 | 1,000 | 1,000 | 1,000 | 15,261 |
| 2,960 | 3,167 | 2,282 | 2,072 | 1,884 | 2,130 | 1,000 | 1,000 | 1,000 | 17,495 |
| 1,884 | 2,009 | 2,282 | 2,072 | 1,884 | 2,130 | 1,000 | 1,000 | 1,000 | 15,261 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |
| 2,960 | 3,167 | 3,172 | 3,137 | 2,894 | 3,172 | 2,199 | 2,135 | 2,159 | 24,995 |
| 4,276 | 4,497 | 4,396 | 4,396 | 4,170 | 4,396 | 3,458 | 3,344 | 3,318 | 36,251 |

*Sumber : SPSS 23*

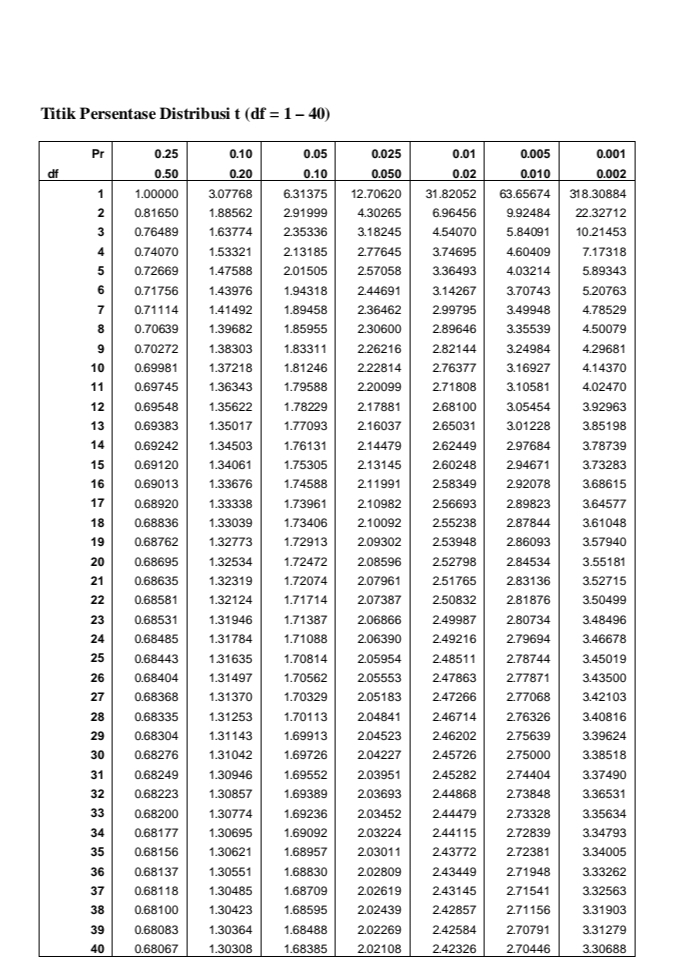
Lampiran

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T Tabel



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**Surat Ijin Penelitian**

