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**LAMPIRAN**

##### Lampiran 1

Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Responden Penelitian

Di tempat

Dengan hormat,

Saya Tiara Trifia Mahasiswa program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, saat ini sedang mengadakan penelitian sebagai tugas akhir dengan judul “Pengaruh Nilai Kerja Dan Kedisiplinan Terhadap Kinerja Pegawai Pada Puskesmas Balapulang Kabupaten Tegal”.

Tujuan dari pengumpulan data ini semata-mata hanya untuk kepentingan akademis dalam bentuk penyusunan skripsi pada program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal. Data yang diperoleh dari kuesioner ini hanya digunakan untuk penelitian ini dan semua jawaban akan diperlakukan sesuai kode etik ilmiah dan tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan karier Bapak/ Ibu.

Atas bantuan dan waktu yang Bapak/Ibu berikan untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Hormat Saya,

Tiara Trifia

**Identitas Bapak / Ibu:**

1. Nama :
2. Jenis Kelamin :

a. Laki-laki

b. Perempuan

1. Umur :

a. 20 - 29 tahun

b. 30 - 39 tahun

c. 40 - 49 tahun

d. Diatas 50 tahun

1. Pendidikan :

a. SMA atau sederajat

b. Diploma

c. Sarjana

d. Pascasarjana

**Petunjuk Pengisian**

1. Berilah tanda centang (√) pada kotak yang tersedia untuk masing-masing jawaban pernyataan kuesioner. Tiap pernyataan hanya boleh ada satu jawaban.
2. Sebelum mengisi daftar pertanyaan utama, Bpk/Ibu dimohon untuk mengisi data responden yang penting untuk penelitian ini.
3. Tidak ada jawaban yang benar atau salah sehingga diharapkan semua pertanyaan dijawab.

**Keterangan Jawaban**

Keterangan jawaban untuk variabel Kinerja Pegawai

SL (Selalu)

SR (Sering)

B (Biasanya)

KD (Kadang-kadang)

BP (Belum Pernah)

Keterangan jawaban untuk variabel Nilai Kerja dan Disiplin Kerja

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

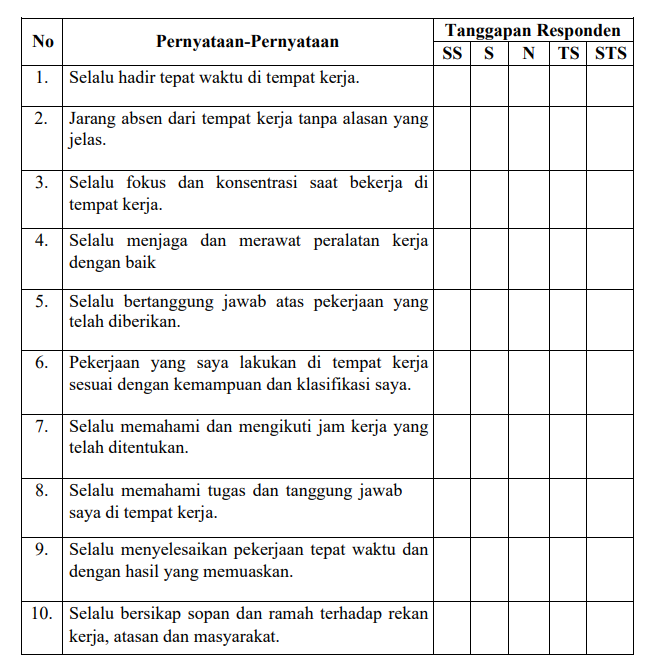
**Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan-Pernyataan** | **Tanggapan Responden** | | | | |
| **SL** | **SR** | **B** | **KD** | **BP** |
| 1. | Selalu tepat waktu dalam menyelesaikan pekerjaan yang diberikan. |  |  |  |  |  |
| 2. | Memiliki kemampuan yang dipersyaratkan oleh pekerjaan saya. |  |  |  |  |  |
| 3. | Secara teratur mengorganisir dan menyimpan peralatan dan bahan kerja di tempat yang tepat. |  |  |  |  |  |
| 4. | Selalu memeriksa detail-detail penting sebelum menyelesaikan tugas. |  |  |  |  |  |
| 5. | Mampu menghasilkan kualitas kerja yang baik dalam setiap pekerjaan atau tugas yang saya kerjakan. |  |  |  |  |  |
| 6. | Memiliki kemampuan yang baik dalam berkomunikasi dengan rekan kerja, sehingga dapat terjalin hubungan kerja yang baik dan efektif. |  |  |  |  |  |
| 7. | Mampu membangun hubungan harmonis dengan rekan kerja. |  |  |  |  |  |
| 8. | Sering memberikan kontribusi positif dalam hasil kerjasama dengan rekan kerja. |  |  |  |  |  |
| 9. | Merasa senang dapat memberikan kontribusi positif bagi pengembangan puskesmas ini dengan memberikan saran dan ide-ide baru. |  |  |  |  |  |
| 10. | Selalu berusaha untuk melihat sisi positif dari setiap situasi yang saya hadapi di tempat kerja. |  |  |  |  |  |
| 11. | Sering memberikan ide dan solusi inovatif untuk meningkatkan kualitas pelayanan kesehatan di puskesmas. |  |  |  |  |  |
| 12. | Sering mencapai hasil yang maksimal dalam menyelesaikan tugas-tugas yang diberikan di puskesmas. |  |  |  |  |  |

**Nilai Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan-Pernyataan** | **Tanggapan Responden** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Merasa puas dengan lingkungan kerja di Puskesmas ini. |  |  |  |  |  |
| 2. | Merasa dihargai atas kontribusi saya dalam Puskesmas ini. |  |  |  |  |  |
| 3. | Merasa mudah berkomunikasi dengan rekan kerja saya di Puskesmas ini. |  |  |  |  |  |
| 4. | Merasa termotivasi untuk bekerja keras dalam pekerjaan saya di Puskesmas ini. |  |  |  |  |  |
| 5. | Memiliki keyakinan bahwa kinerja yang maksimal harus dihargai dengan memberikan kompensasi yang lebih baik kepada pegawai di puskesmas. |  |  |  |  |  |
| 6. | Merasa berkontribusi dalam memberikan pelayanan kesehatan yang berkualitas bagi masyarakat di Puskesmas ini. |  |  |  |  |  |
| 7. | Merasa pekerjaan saya sebagai tenaga kesehatan memberikan pengaruh positif pada status sosial saya di masyarakat. |  |  |  |  |  |
| 8. | Merasa bangga dengan status pekerjaan saya di Puskesmas ini. |  |  |  |  |  |
| 9. | Merasa terdorong untuk terus meningkatkan performa kerja saya sebagai tenaga kesehatan di Puskesmas ini. |  |  |  |  |  |
| 10. | Merasa terdorong untuk meningkatkan keterampilan saya agar dapat mencapai karir yang lebih baik di bidang kesehatan. |  |  |  |  |  |

**Disiplin Kerja**

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##### **Lampiran 2**

**Tabulasi Data Uji Validitas dan Reliabilitas Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Kinerja Pegawai** | | | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| **1** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **2** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **3** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| **5** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **6** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **7** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **9** | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| **11** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **12** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **13** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **16** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 46 |
| **18** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| **19** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| **20** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| **21** | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| **22** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **23** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| **24** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **25** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| **26** | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 39 |
| **27** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| **28** | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 41 |
| **29** | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| **30** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 41 |

**Tabulasi Data Uji Validitas dan Reliabilitas Nilai Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Nilai Kerja** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **1** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| **2** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **3** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **5** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| **6** | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| **7** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| **8** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 44 |
| **9** | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| **10** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| **11** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **12** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| **13** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| **14** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 39 |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| **16** | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| **17** | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| **18** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| **19** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **20** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| **21** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **22** | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| **23** | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **24** | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| **25** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| **26** | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **27** | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **28** | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| **29** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **30** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |

**Tabulasi Data Uji Validitas dan Reliabilitas Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Disiplin Kerja** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| **2** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **3** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **5** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| **7** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **9** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| **10** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **11** | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| **12** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **13** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| **14** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| **15** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **16** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| **17** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| **18** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **19** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| **20** | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| **21** | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **22** | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| **23** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| **24** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 37 |
| **25** | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 39 |
| **26** | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 44 |
| **27** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| **28** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| **29** | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| **30** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |

##### **Lampiran 3**

**Uji Validitas Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | X11 | X12 | Total |
| X01 | Pearson Correlation | 1 | .539\*\* | .347 | .423\* | .294 | .523\*\* | .523\*\* | .423\* | .347 | .423\* | .196 | .288 | .687\*\* |
| Sig. (2-tailed) |  | .002 | .060 | .020 | .115 | .003 | .003 | .020 | .061 | .020 | .299 | .122 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .539\*\* | 1 | .337 | .539\*\* | .167 | .389\* | .389\* | .539\*\* | .354 | .539\*\* | .389\* | .535\*\* | .737\*\* |
| Sig. (2-tailed) | .002 |  | .069 | .002 | .379 | .034 | .034 | .002 | .055 | .002 | .034 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .347 | .337 | 1 | .099 | .126 | .365\* | .365\* | .347 | .179 | .347 | .365\* | .068 | .519\*\* |
| Sig. (2-tailed) | .060 | .069 |  | .602 | .506 | .047 | .047 | .060 | .345 | .060 | .047 | .723 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .423\* | .539\*\* | .099 | 1 | .539\*\* | .196 | .196 | .423\* | .347 | .423\* | .196 | .681\*\* | .651\*\* |
| Sig. (2-tailed) | .020 | .002 | .602 |  | .002 | .299 | .299 | .020 | .061 | .020 | .299 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .294 | .167 | .126 | .539\*\* | 1 | .389\* | .389\* | .049 | .177 | .049 | .111 | .200 | .458\* |
| Sig. (2-tailed) | .115 | .379 | .506 | .002 |  | .034 | .034 | .797 | .350 | .797 | .559 | .288 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .523\*\* | .389\* | .365\* | .196 | .389\* | 1 | 1.000\*\* | .523\*\* | .471\*\* | .196 | .630\*\* | -.089 | .718\*\* |
| Sig. (2-tailed) | .003 | .034 | .047 | .299 | .034 |  | .000 | .003 | .009 | .299 | .000 | .640 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .523\*\* | .389\* | .365\* | .196 | .389\* | 1.000\*\* | 1 | .523\*\* | .471\*\* | .196 | .630\*\* | -.089 | .718\*\* |
| Sig. (2-tailed) | .003 | .034 | .047 | .299 | .034 | .000 |  | .003 | .009 | .299 | .000 | .640 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .423\* | .539\*\* | .347 | .423\* | .049 | .523\*\* | .523\*\* | 1 | .555\*\* | .423\* | .523\*\* | .288 | .724\*\* |
| Sig. (2-tailed) | .020 | .002 | .060 | .020 | .797 | .003 | .003 |  | .001 | .020 | .003 | .122 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .347 | .354 | .179 | .347 | .177 | .471\*\* | .471\*\* | .555\*\* | 1 | .347 | .471\*\* | .378\* | .674\*\* |
| Sig. (2-tailed) | .061 | .055 | .345 | .061 | .350 | .009 | .009 | .001 |  | .061 | .009 | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .423\* | .539\*\* | .347 | .423\* | .049 | .196 | .196 | .423\* | .347 | 1 | .523\*\* | .681\*\* | .651\*\* |
| Sig. (2-tailed) | .020 | .002 | .060 | .020 | .797 | .299 | .299 | .020 | .061 |  | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X11 | Pearson Correlation | .196 | .389\* | .365\* | .196 | .111 | .630\*\* | .630\*\* | .523\*\* | .471\*\* | .523\*\* | 1 | .356 | .677\*\* |
| Sig. (2-tailed) | .299 | .034 | .047 | .299 | .559 | .000 | .000 | .003 | .009 | .003 |  | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X12 | Pearson Correlation | .288 | .535\*\* | .068 | .681\*\* | .200 | -.089 | -.089 | .288 | .378\* | .681\*\* | .356 | 1 | .543\*\* |
| Sig. (2-tailed) | .122 | .002 | .723 | .000 | .288 | .640 | .640 | .122 | .039 | .000 | .053 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .687\*\* | .737\*\* | .519\*\* | .651\*\* | .458\* | .718\*\* | .718\*\* | .724\*\* | .674\*\* | .651\*\* | .677\*\* | .543\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .003 | .000 | .011 | .000 | .000 | .000 | .000 | .000 | .000 | .002 |  |
| N | 30 | 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). | | | | | | | | | | | | | | |

**Uji Validitas Nilai Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .201 | .253 | .223 | .364\* | .426\* | .230 | .302 | .309 | .112 | .584\*\* |
| Sig. (2-tailed) |  | .288 | .177 | .237 | .048 | .019 | .221 | .104 | .097 | .556 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .201 | 1 | .426\* | .374\* | .516\*\* | .403\* | .318 | .092 | .249 | .424\* | .693\*\* |
| Sig. (2-tailed) | .288 |  | .019 | .041 | .004 | .027 | .087 | .629 | .185 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .253 | .426\* | 1 | .103 | .063 | .149 | .489\*\* | .116 | .143 | .312 | .519\*\* |
| Sig. (2-tailed) | .177 | .019 |  | .587 | .740 | .433 | .006 | .541 | .450 | .093 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .223 | .374\* | .103 | 1 | .473\*\* | .392\* | .161 | .102 | -.084 | .274 | .522\*\* |
| Sig. (2-tailed) | .237 | .041 | .587 |  | .008 | .032 | .395 | .591 | .659 | .142 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .364\* | .516\*\* | .063 | .473\*\* | 1 | .693\*\* | .099 | .167 | .334 | .308 | .690\*\* |
| Sig. (2-tailed) | .048 | .004 | .740 | .008 |  | .000 | .604 | .378 | .071 | .098 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .426\* | .403\* | .149 | .392\* | .693\*\* | 1 | .309 | .342 | .241 | .263 | .721\*\* |
| Sig. (2-tailed) | .019 | .027 | .433 | .032 | .000 |  | .097 | .064 | .199 | .161 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .230 | .318 | .489\*\* | .161 | .099 | .309 | 1 | .106 | .161 | .284 | .534\*\* |
| Sig. (2-tailed) | .221 | .087 | .006 | .395 | .604 | .097 |  | .578 | .394 | .129 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .302 | .092 | .116 | .102 | .167 | .342 | .106 | 1 | .555\*\* | -.141 | .479\*\* |
| Sig. (2-tailed) | .104 | .629 | .541 | .591 | .378 | .064 | .578 |  | .001 | .456 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .309 | .249 | .143 | -.084 | .334 | .241 | .161 | .555\*\* | 1 | .222 | .561\*\* |
| Sig. (2-tailed) | .097 | .185 | .450 | .659 | .071 | .199 | .394 | .001 |  | .239 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .112 | .424\* | .312 | .274 | .308 | .263 | .284 | -.141 | .222 | 1 | .497\*\* |
| Sig. (2-tailed) | .556 | .020 | .093 | .142 | .098 | .161 | .129 | .456 | .239 |  | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .584\*\* | .693\*\* | .519\*\* | .522\*\* | .690\*\* | .721\*\* | .534\*\* | .479\*\* | .561\*\* | .497\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 | .003 | .003 | .000 | .000 | .002 | .007 | .001 | .005 |  |
| 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). | | | | | | | | | | | | |

**Uji Validitas Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | .464\*\* | .428\* | .067 | .193 | .302 | .223 | .146 | .202 | .113 | .508\*\* |
| Sig. (2-tailed) |  | .010 | .018 | .723 | .308 | .105 | .236 | .441 | .286 | .552 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | .464\*\* | 1 | .203 | .572\*\* | .408\* | .523\*\* | .602\*\* | .394\* | .189 | .087 | .728\*\* |
| Sig. (2-tailed) | .010 |  | .282 | .001 | .025 | .003 | .000 | .031 | .317 | .647 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | .428\* | .203 | 1 | .293 | .349 | .327 | .426\* | .196 | .330 | .327 | .617\*\* |
| Sig. (2-tailed) | .018 | .282 |  | .116 | .059 | .077 | .019 | .299 | .075 | .077 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | .067 | .572\*\* | .293 | 1 | .543\*\* | .447\* | .511\*\* | .588\*\* | .104 | .224 | .685\*\* |
| Sig. (2-tailed) | .723 | .001 | .116 |  | .002 | .013 | .004 | .001 | .585 | .235 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | .193 | .408\* | .349 | .543\*\* | 1 | .479\*\* | .236 | .420\* | -.037 | .160 | .598\*\* |
| Sig. (2-tailed) | .308 | .025 | .059 | .002 |  | .007 | .209 | .021 | .846 | .399 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | .302 | .523\*\* | .327 | .447\* | .479\*\* | 1 | .572\*\* | .657\*\* | .087 | .167 | .721\*\* |
| Sig. (2-tailed) | .105 | .003 | .077 | .013 | .007 |  | .001 | .000 | .647 | .379 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | .223 | .602\*\* | .426\* | .511\*\* | .236 | .572\*\* | 1 | .591\*\* | .250 | .235 | .749\*\* |
| Sig. (2-tailed) | .236 | .000 | .019 | .004 | .209 | .001 |  | .001 | .182 | .210 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | .146 | .394\* | .196 | .588\*\* | .420\* | .657\*\* | .591\*\* | 1 | .032 | .311 | .681\*\* |
| Sig. (2-tailed) | .441 | .031 | .299 | .001 | .021 | .000 | .001 |  | .866 | .094 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | .202 | .189 | .330 | .104 | -.037 | .087 | .250 | .032 | 1 | .523\*\* | .451\* |
| Sig. (2-tailed) | .286 | .317 | .075 | .585 | .846 | .647 | .182 | .866 |  | .003 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .113 | .087 | .327 | .224 | .160 | .167 | .235 | .311 | .523\*\* | 1 | .494\*\* |
| Sig. (2-tailed) | .552 | .647 | .077 | .235 | .399 | .379 | .210 | .094 | .003 |  | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .508\*\* | .728\*\* | .617\*\* | .685\*\* | .598\*\* | .721\*\* | .749\*\* | .681\*\* | .451\* | .494\*\* | 1 |
| Sig. (2-tailed) | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .012 | .006 |  |
| 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 4**

**Uji Reliabilitas Kinerja Pegawai**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .866 | 12 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X01 | 42.6000 | 6.317 | .611 | .852 |
| X02 | 42.6667 | 6.023 | .656 | .848 |
| X03 | 42.3667 | 6.516 | .399 | .867 |
| X04 | 42.6000 | 6.386 | .568 | .854 |
| X05 | 42.6667 | 6.644 | .329 | .872 |
| X06 | 42.5667 | 6.392 | .657 | .850 |
| X07 | 42.5667 | 6.392 | .657 | .850 |
| X08 | 42.6000 | 6.248 | .654 | .849 |
| X09 | 42.8000 | 5.959 | .560 | .857 |
| X10 | 42.6000 | 6.386 | .568 | .854 |
| X11 | 42.5667 | 6.461 | .609 | .853 |
| X12 | 42.5333 | 6.809 | .472 | .861 |

**Uji Reliabilitas Nilai Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .777 | 10 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
| X01 | 38.3333 | 6.713 | .464 | .290 | .756 |
| X02 | 37.7667 | 6.185 | .573 | .473 | .740 |
| X03 | 37.8667 | 6.809 | .377 | .399 | .766 |
| X04 | 37.8667 | 6.671 | .359 | .418 | .771 |
| X05 | 37.8000 | 6.441 | .592 | .684 | .740 |
| X06 | 37.7333 | 6.271 | .622 | .632 | .735 |
| X07 | 37.7667 | 6.806 | .400 | .351 | .763 |
| X08 | 37.7000 | 6.907 | .329 | .551 | .772 |
| X09 | 37.7667 | 6.461 | .389 | .585 | .768 |
| X10 | 38.0000 | 7.103 | .390 | .393 | .765 |

**Uji Reliabilitas Disiplin Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .818 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X01 | 37.3667 | 7.757 | .384 | .813 |
| X02 | 37.0333 | 6.723 | .614 | .789 |
| X03 | 37.4000 | 7.421 | .505 | .802 |
| X04 | 36.9333 | 7.513 | .608 | .795 |
| X05 | 36.9333 | 7.306 | .465 | .806 |
| X06 | 36.9000 | 7.334 | .645 | .790 |
| X07 | 36.6667 | 6.920 | .659 | .784 |
| X08 | 36.7333 | 7.168 | .576 | .794 |
| X09 | 37.0333 | 7.689 | .276 | .831 |
| X10 | 36.9000 | 7.886 | .380 | .813 |

##### **Lampiran 5**

**Hasil Kuesioner Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Kinerja Pegawai** | | | | | | | | | | | | |
| **No** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **Total** |
| **1** | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 48 |
| **2** | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 54 |
| **3** | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 55 |
| **4** | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| **5** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 51 |
| **6** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 52 |
| **7** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| **8** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 50 |
| **9** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 51 |
| **10** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 52 |
| **11** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 53 |
| **12** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 54 |
| **13** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 54 |
| **14** | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 53 |
| **15** | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 53 |
| **16** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 51 |
| **17** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 50 |
| **18** | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| **19** | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 49 |
| **20** | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 52 |
| **21** | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 52 |
| **22** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 53 |
| **23** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 53 |
| **24** | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 52 |
| **25** | 3 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 52 |
| **26** | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 50 |
| **27** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| **28** | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| **29** | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| **30** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 57 |
| **31** | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| **32** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 57 |
| **33** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| **34** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| **35** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| **36** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| **37** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| **38** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| **39** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 55 |
| **40** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 53 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **41** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 53 |
| **42** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 3 | 52 |
| **43** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 56 |
| **44** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| **45** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 55 |
| **46** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| **47** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| **48** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 57 |
| **49** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| **50** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 56 |
| **51** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **52** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| **53** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| **54** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| **55** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| **56** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| **57** | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 51 |
| **58** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| **59** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 52 |
| **60** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| **61** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| **62** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| **63** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 50 |
| **64** | 4 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 48 |
| **65** | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 45 |
| **66** | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 44 |
| **67** | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 48 |
| **68** | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 53 |
| **69** | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 53 |
| **70** | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 50 |
| **71** | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| **72** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| **73** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 55 |
| **74** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 54 |
| **75** | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 53 |
| **76** | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 53 |
| **77** | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 51 |
| **78** | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 50 |
| **79** | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 53 |
| **80** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| **81** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |
| **82** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |
| **83** | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 53 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **84** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| **85** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| **86** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 52 |
| **87** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 52 |
| **88** | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 52 |
| **89** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 51 |
| **90** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 52 |
| **91** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |

**Hasil Kuesioner Variabel Nilai Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Nilai Kerja** | | | | | | | | | | |
| **No** | **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **Total** |
| **1** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| **2** | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 43 |
| **3** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| **4** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 46 |
| **5** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 42 |
| **6** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **7** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| **8** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| **9** | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 42 |
| **10** | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 45 |
| **11** | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| **12** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| **13** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 44 |
| **14** | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 44 |
| **15** | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 44 |
| **16** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 45 |
| **17** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| **18** | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 46 |
| **19** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| **20** | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| **21** | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| **22** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| **23** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| **24** | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 46 |
| **25** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **26** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| **27** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| **28** | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| **29** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| **30** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **31** | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| **32** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| **33** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| **34** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| **35** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| **36** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **37** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **38** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| **39** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **40** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **41** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **42** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| **43** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **44** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| **45** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **46** | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| **47** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **48** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| **49** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **50** | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 45 |
| **51** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| **52** | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 41 |
| **53** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| **54** | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| **55** | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| **56** | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 43 |
| **57** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 41 |
| **58** | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| **59** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 42 |
| **60** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| **61** | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| **62** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 46 |
| **63** | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| **64** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| **65** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| **66** | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| **67** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| **68** | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 46 |
| **69** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| **70** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| **71** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| **72** | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **73** | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| **74** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| **75** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| **76** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| **77** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| **78** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| **79** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| **80** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| **81** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| **82** | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| **83** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| **84** | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| **85** | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 36 |
| **86** | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| **87** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 43 |
| **88** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 45 |
| **89** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 43 |
| **90** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| **91** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |

**Hasil Kuesioner Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Disiplin Kerja** | | | | | | | | | |  |
| **No** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **Total** |
| **1** | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **2** | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| **3** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 44 |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **5** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| **6** | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 40 |
| **7** | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 41 |
| **8** | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 41 |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **11** | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 40 |
| **12** | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 43 |
| **13** | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| **14** | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 39 |
| **15** | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 42 |
| **16** | 5 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 39 |
| **17** | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 39 |
| **18** | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 40 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **19** | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 37 |
| **20** | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 38 |
| **21** | 4 | 1 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 37 |
| **22** | 4 | 2 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 3 | 37 |
| **23** | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 38 |
| **24** | 4 | 2 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 39 |
| **25** | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| **26** | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 41 |
| **27** | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| **28** | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| **29** | 3 | 2 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 40 |
| **30** | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 46 |
| **31** | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| **32** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| **33** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| **34** | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| **35** | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| **36** | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| **37** | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| **38** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| **39** | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 46 |
| **40** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| **41** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 46 |
| **42** | 5 | 2 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 41 |
| **43** | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| **44** | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| **45** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| **46** | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| **47** | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 46 |
| **48** | 5 | 2 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| **49** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| **50** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| **51** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 42 |
| **52** | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| **53** | 3 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 42 |
| **54** | 4 | 2 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 41 |
| **55** | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 41 |
| **56** | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 42 |
| **57** | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 40 |
| **58** | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 40 |
| **59** | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 38 |
| **60** | 4 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| **61** | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **62** | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 39 |
| **63** | 4 | 2 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 40 |
| **64** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| **65** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| **66** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 40 |
| **67** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 40 |
| **68** | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| **69** | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| **70** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| **71** | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 40 |
| **72** | 4 | 2 | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 40 |
| **73** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| **74** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 45 |
| **75** | 5 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| **76** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 43 |
| **77** | 5 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| **78** | 5 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| **79** | 5 | 1 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| **80** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| **81** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| **82** | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| **83** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| **84** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| **85** | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 45 |
| **86** | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 44 |
| **87** | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **88** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| **89** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 44 |
| **90** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 45 |
| **91** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |

##### **Lampiran 6**

**Transformasi Data Ordinal Menjadi Data Interval Menggunakan MSI**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nilai Kerja | |  |  |  |  |  |  |  |  |  |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | Total |
| 4.219 | 6.093 | 4.431 | 4.434 | 3.997 | 4.902 | 4.609 | 4.670 | 5.506 | 4.636 | 47.496 |
| 5.660 | 4.478 | 4.431 | 4.434 | 2.935 | 6.457 | 6.189 | 4.670 | 4.179 | 6.158 | 49.592 |
| 5.660 | 4.478 | 4.431 | 4.434 | 3.997 | 4.902 | 6.189 | 4.670 | 5.506 | 4.636 | 48.904 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 3.000 | 6.158 | 54.053 |
| 5.660 | 6.093 | 4.431 | 4.434 | 3.997 | 4.902 | 4.609 | 4.670 | 3.000 | 6.158 | 47.954 |
| 5.660 | 4.478 | 4.431 | 5.870 | 5.371 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 53.457 |
| 4.219 | 6.093 | 4.431 | 4.434 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 4.636 | 46.170 |
| 5.660 | 6.093 | 6.061 | 5.870 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 4.636 | 50.677 |
| 5.660 | 6.093 | 4.431 | 4.434 | 2.935 | 6.457 | 4.609 | 4.670 | 4.179 | 4.636 | 48.105 |
| 5.660 | 6.093 | 4.431 | 5.870 | 2.000 | 6.457 | 6.189 | 6.185 | 4.179 | 6.158 | 53.223 |
| 5.660 | 4.478 | 6.061 | 5.870 | 3.997 | 4.902 | 4.609 | 4.670 | 5.506 | 6.158 | 51.911 |
| 5.660 | 6.093 | 4.431 | 5.870 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 6.158 | 50.569 |
| 4.219 | 6.093 | 4.431 | 5.870 | 3.997 | 6.457 | 6.189 | 3.000 | 4.179 | 6.158 | 50.593 |
| 5.660 | 6.093 | 4.431 | 5.870 | 2.935 | 6.457 | 4.609 | 4.670 | 5.506 | 4.636 | 50.866 |
| 4.219 | 6.093 | 6.061 | 5.870 | 3.997 | 4.902 | 6.189 | 4.670 | 3.000 | 6.158 | 51.158 |
| 5.660 | 6.093 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 4.670 | 4.179 | 6.158 | 52.344 |
| 5.660 | 6.093 | 6.061 | 4.434 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 6.158 | 50.763 |
| 5.660 | 6.093 | 4.431 | 5.870 | 2.935 | 6.457 | 6.189 | 6.185 | 4.179 | 6.158 | 54.157 |
| 5.660 | 4.478 | 6.061 | 5.870 | 3.997 | 6.457 | 6.189 | 4.670 | 5.506 | 6.158 | 55.047 |
| 5.660 | 6.093 | 4.431 | 5.870 | 3.997 | 6.457 | 4.609 | 6.185 | 5.506 | 4.636 | 53.444 |
| 5.660 | 4.478 | 6.061 | 5.870 | 3.997 | 4.902 | 6.189 | 6.185 | 5.506 | 4.636 | 53.485 |
| 5.660 | 4.478 | 6.061 | 5.870 | 5.371 | 4.902 | 6.189 | 6.185 | 4.179 | 6.158 | 55.053 |
| 5.660 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 6.185 | 4.179 | 6.158 | 58.223 |
| 5.660 | 6.093 | 6.061 | 5.870 | 2.935 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 54.266 |
| 4.219 | 6.093 | 6.061 | 4.434 | 5.371 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 53.824 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 4.670 | 4.179 | 6.158 | 53.717 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 4.179 | 6.158 | 55.232 |
| 4.219 | 6.093 | 6.061 | 4.434 | 3.997 | 6.457 | 6.189 | 4.670 | 4.179 | 6.158 | 52.458 |
| 5.660 | 6.093 | 4.431 | 4.434 | 5.371 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 53.636 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 6.457 | 6.189 | 4.670 | 4.179 | 4.636 | 53.751 |
| 5.660 | 6.093 | 6.061 | 4.434 | 3.997 | 6.457 | 4.609 | 4.670 | 5.506 | 4.636 | 52.124 |
| 5.660 | 6.093 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 4.670 | 5.506 | 4.636 | 52.149 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 4.609 | 4.670 | 5.506 | 6.158 | 53.463 |
| 5.660 | 4.478 | 6.061 | 4.434 | 5.371 | 4.902 | 4.609 | 4.670 | 5.506 | 6.158 | 51.849 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 4.609 | 4.670 | 5.506 | 6.158 | 53.463 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 4.636 | 55.037 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 4.478 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 54.944 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 55.186 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 4.219 | 6.093 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 53.744 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 4.431 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 54.929 |
| 5.660 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 56.559 |
| 5.660 | 6.093 | 6.061 | 3.000 | 2.935 | 4.902 | 6.189 | 6.185 | 5.506 | 6.158 | 52.689 |
| 4.219 | 4.478 | 4.431 | 4.434 | 5.371 | 6.457 | 4.609 | 4.670 | 4.179 | 4.636 | 47.484 |
| 4.219 | 4.478 | 6.061 | 3.000 | 5.371 | 4.902 | 4.609 | 4.670 | 3.000 | 6.158 | 46.467 |
| 4.219 | 4.478 | 6.061 | 4.434 | 5.371 | 4.902 | 4.609 | 4.670 | 4.179 | 4.636 | 47.558 |
| 4.219 | 6.093 | 6.061 | 3.000 | 5.371 | 4.902 | 4.609 | 4.670 | 4.179 | 4.636 | 47.739 |
| 4.219 | 6.093 | 6.061 | 3.000 | 3.997 | 6.457 | 4.609 | 4.670 | 4.179 | 4.636 | 47.921 |
| 5.660 | 4.478 | 6.061 | 3.000 | 5.371 | 4.902 | 4.609 | 6.185 | 3.000 | 6.158 | 49.424 |
| 5.660 | 4.478 | 4.431 | 4.434 | 3.997 | 6.457 | 4.609 | 4.670 | 3.000 | 4.636 | 46.374 |
| 5.660 | 4.478 | 6.061 | 3.000 | 5.371 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 52.217 |
| 4.219 | 6.093 | 6.061 | 5.870 | 3.997 | 6.457 | 4.609 | 4.670 | 3.000 | 3.000 | 47.976 |
| 4.219 | 6.093 | 6.061 | 5.870 | 3.997 | 6.457 | 4.609 | 6.185 | 4.179 | 6.158 | 53.828 |
| 3.000 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 6.185 | 4.179 | 4.636 | 51.050 |
| 4.219 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 4.609 | 6.185 | 4.179 | 4.636 | 53.679 |
| 4.219 | 6.093 | 6.061 | 4.434 | 3.997 | 6.457 | 4.609 | 6.185 | 4.179 | 6.158 | 52.392 |
| 4.219 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 6.185 | 3.000 | 4.636 | 54.081 |
| 4.219 | 6.093 | 6.061 | 5.870 | 3.997 | 6.457 | 6.189 | 6.185 | 4.179 | 4.636 | 53.887 |
| 4.219 | 6.093 | 6.061 | 4.434 | 3.997 | 6.457 | 6.189 | 4.670 | 4.179 | 4.636 | 50.936 |
| 4.219 | 6.093 | 4.431 | 4.434 | 3.997 | 6.457 | 6.189 | 4.670 | 4.179 | 4.636 | 49.306 |
| 5.660 | 4.478 | 6.061 | 5.870 | 5.371 | 6.457 | 4.609 | 6.185 | 3.000 | 6.158 | 53.849 |
| 5.660 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 4.179 | 4.636 | 55.186 |
| 4.219 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 4.609 | 4.670 | 4.179 | 6.158 | 53.686 |
| 4.219 | 6.093 | 6.061 | 4.434 | 5.371 | 4.902 | 6.189 | 4.670 | 4.179 | 4.636 | 50.754 |
| 3.000 | 6.093 | 6.061 | 5.870 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 4.636 | 48.017 |
| 3.000 | 6.093 | 6.061 | 5.870 | 3.997 | 4.902 | 4.609 | 4.670 | 4.179 | 6.158 | 49.538 |
| 4.219 | 6.093 | 6.061 | 5.870 | 5.371 | 4.902 | 4.609 | 6.185 | 5.506 | 6.158 | 54.972 |
| 4.219 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 6.158 | 56.593 |
| 5.660 | 4.478 | 6.061 | 4.434 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 53.463 |
| 5.660 | 4.478 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 54.898 |
| 5.660 | 4.478 | 6.061 | 5.870 | 3.997 | 6.457 | 6.189 | 4.670 | 5.506 | 6.158 | 55.047 |
| 5.660 | 4.478 | 4.431 | 5.870 | 3.997 | 4.902 | 6.189 | 4.670 | 5.506 | 6.158 | 51.861 |
| 5.660 | 4.478 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 4.670 | 5.506 | 6.158 | 52.056 |
| 5.660 | 4.478 | 6.061 | 4.434 | 3.997 | 4.902 | 6.189 | 4.670 | 5.506 | 6.158 | 52.056 |
| 3.000 | 4.478 | 6.061 | 5.870 | 3.997 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 50.865 |
| 5.660 | 6.093 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 56.513 |
| 3.000 | 4.478 | 6.061 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 52.238 |
| 4.219 | 3.000 | 6.061 | 3.000 | 2.935 | 3.000 | 3.000 | 3.000 | 5.506 | 4.636 | 38.356 |
| 4.219 | 6.093 | 3.000 | 4.434 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 50.575 |
| 4.219 | 6.093 | 6.061 | 4.434 | 5.371 | 6.457 | 6.189 | 3.000 | 3.000 | 4.636 | 49.460 |
| 4.219 | 6.093 | 6.061 | 4.434 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 3.000 | 52.000 |
| 4.219 | 6.093 | 4.431 | 4.434 | 5.371 | 6.457 | 6.189 | 4.670 | 3.000 | 4.636 | 49.500 |
| 4.219 | 6.093 | 4.431 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 53.441 |
| 4.219 | 6.093 | 4.431 | 5.870 | 5.371 | 6.457 | 6.189 | 4.670 | 5.506 | 4.636 | 53.441 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Disiplin Kerja | |  |  |  |  |  |  |  |  |  |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |
| 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | Total |
| 4.491 | 2.296 | 5.627 | 5.645 | 5.549 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 44.540 |
| 4.491 | 2.296 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 48.500 |
| 5.950 | 3.486 | 5.627 | 5.645 | 4.192 | 5.322 | 5.737 | 5.792 | 3.000 | 3.000 | 47.750 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 41.649 |
| 3.000 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 3.000 | 4.374 | 5.108 | 4.297 | 40.105 |
| 4.491 | 3.486 | 4.267 | 3.000 | 5.549 | 3.000 | 4.267 | 4.374 | 5.108 | 4.297 | 41.839 |
| 4.491 | 3.486 | 4.267 | 3.000 | 4.192 | 3.000 | 4.267 | 5.792 | 5.108 | 5.657 | 43.260 |
| 5.950 | 2.929 | 5.627 | 5.645 | 4.192 | 3.000 | 4.267 | 5.792 | 3.000 | 4.297 | 44.699 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 5.737 | 4.374 | 5.108 | 4.297 | 44.333 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 41.649 |
| 5.950 | 4.576 | 4.267 | 4.281 | 3.000 | 3.000 | 5.737 | 4.374 | 3.000 | 4.297 | 42.482 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 3.000 | 5.737 | 5.792 | 5.108 | 5.657 | 46.011 |
| 4.491 | 3.486 | 4.267 | 4.281 | 5.549 | 3.000 | 4.267 | 4.374 | 3.894 | 4.297 | 41.907 |
| 4.491 | 4.576 | 4.267 | 4.281 | 3.000 | 4.100 | 4.267 | 4.374 | 3.000 | 4.297 | 40.653 |
| 4.491 | 4.576 | 4.267 | 5.645 | 5.549 | 4.100 | 4.267 | 4.374 | 3.000 | 4.297 | 44.566 |
| 5.950 | 4.576 | 3.067 | 4.281 | 3.000 | 3.000 | 5.737 | 4.374 | 3.000 | 4.297 | 41.282 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 3.000 | 5.737 | 4.374 | 3.000 | 4.297 | 41.125 |
| 5.950 | 3.486 | 4.267 | 4.281 | 3.000 | 4.100 | 5.737 | 4.374 | 3.000 | 4.297 | 42.492 |
| 5.950 | 4.576 | 3.067 | 4.281 | 3.000 | 3.000 | 3.000 | 4.374 | 3.000 | 4.297 | 38.545 |
| 4.491 | 2.296 | 4.267 | 4.281 | 4.192 | 4.100 | 5.737 | 4.374 | 3.000 | 4.297 | 41.035 |
| 4.491 | 1.000 | 4.267 | 4.281 | 3.000 | 4.100 | 5.737 | 4.374 | 3.000 | 5.657 | 39.907 |
| 4.491 | 2.296 | 5.627 | 3.000 | 4.192 | 3.000 | 5.737 | 5.792 | 3.000 | 3.000 | 40.134 |
| 4.491 | 2.296 | 4.267 | 5.645 | 5.549 | 4.100 | 4.267 | 4.374 | 3.000 | 3.000 | 40.989 |
| 4.491 | 2.296 | 3.067 | 5.645 | 3.000 | 5.322 | 4.267 | 4.374 | 5.108 | 4.297 | 41.867 |
| 3.000 | 2.929 | 4.267 | 5.645 | 4.192 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 40.965 |
| 5.950 | 2.929 | 5.627 | 5.645 | 4.192 | 3.000 | 3.000 | 5.792 | 3.894 | 4.297 | 44.326 |
| 5.950 | 2.296 | 5.627 | 5.645 | 5.549 | 4.100 | 4.267 | 4.374 | 3.894 | 5.657 | 47.359 |
| 5.950 | 3.486 | 5.627 | 5.645 | 4.192 | 4.100 | 4.267 | 5.792 | 5.108 | 4.297 | 48.463 |
| 3.000 | 2.296 | 5.627 | 5.645 | 3.000 | 5.322 | 4.267 | 5.792 | 3.894 | 4.297 | 43.140 |
| 4.491 | 4.576 | 5.627 | 5.645 | 4.192 | 3.000 | 5.737 | 5.792 | 5.108 | 5.657 | 49.824 |
| 3.000 | 3.486 | 5.627 | 5.645 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 50.922 |
| 5.950 | 4.576 | 4.267 | 5.645 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 53.602 |
| 4.491 | 3.486 | 5.627 | 5.645 | 5.549 | 4.100 | 5.737 | 4.374 | 5.108 | 5.657 | 49.773 |
| 4.491 | 2.296 | 5.627 | 5.645 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 51.223 |
| 3.000 | 4.576 | 5.627 | 5.645 | 5.549 | 4.100 | 5.737 | 5.792 | 5.108 | 4.297 | 49.430 |
| 5.950 | 2.296 | 5.627 | 5.645 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 52.682 |
| 4.491 | 4.576 | 4.267 | 4.281 | 5.549 | 4.100 | 5.737 | 5.792 | 5.108 | 5.657 | 49.558 |
| 4.491 | 4.576 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 50.780 |
| 4.491 | 4.576 | 5.627 | 5.645 | 5.549 | 3.000 | 5.737 | 5.792 | 3.894 | 5.657 | 49.967 |
| 4.491 | 4.576 | 4.267 | 5.645 | 5.549 | 5.322 | 4.267 | 4.374 | 3.894 | 4.297 | 46.682 |
| 5.950 | 4.576 | 5.627 | 4.281 | 5.549 | 5.322 | 4.267 | 4.374 | 5.108 | 4.297 | 49.351 |
| 5.950 | 2.296 | 3.067 | 5.645 | 4.192 | 4.100 | 5.737 | 5.792 | 3.000 | 5.657 | 45.435 |
| 4.491 | 2.296 | 5.627 | 5.645 | 4.192 | 5.322 | 5.737 | 5.792 | 5.108 | 4.297 | 48.506 |
| 5.950 | 2.929 | 5.627 | 5.645 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 53.315 |
| 4.491 | 4.576 | 5.627 | 5.645 | 4.192 | 5.322 | 5.737 | 4.374 | 5.108 | 5.657 | 50.728 |
| 4.491 | 4.576 | 4.267 | 5.645 | 5.549 | 4.100 | 5.737 | 5.792 | 5.108 | 5.657 | 50.921 |
| 4.491 | 4.576 | 5.627 | 5.645 | 3.000 | 5.322 | 5.737 | 5.792 | 5.108 | 4.297 | 49.594 |
| 5.950 | 2.296 | 5.627 | 3.000 | 5.549 | 4.100 | 4.267 | 5.792 | 3.894 | 4.297 | 44.772 |
| 4.491 | 4.576 | 5.627 | 5.645 | 5.549 | 4.100 | 5.737 | 5.792 | 5.108 | 5.657 | 52.281 |
| 4.491 | 4.576 | 4.267 | 4.281 | 4.192 | 5.322 | 4.267 | 4.374 | 3.894 | 4.297 | 43.961 |
| 4.491 | 4.576 | 5.627 | 5.645 | 5.549 | 4.100 | 4.267 | 3.000 | 3.894 | 3.000 | 44.148 |
| 4.491 | 2.296 | 4.267 | 4.281 | 4.192 | 4.100 | 4.267 | 5.792 | 5.108 | 5.657 | 44.451 |
| 3.000 | 2.296 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 4.297 | 45.650 |
| 4.491 | 2.296 | 3.067 | 3.000 | 5.549 | 4.100 | 5.737 | 5.792 | 5.108 | 5.657 | 44.796 |
| 4.491 | 2.929 | 3.067 | 5.645 | 5.549 | 3.000 | 5.737 | 4.374 | 5.108 | 4.297 | 44.197 |
| 4.491 | 2.929 | 4.267 | 5.645 | 5.549 | 3.000 | 5.737 | 4.374 | 5.108 | 4.297 | 45.397 |
| 3.000 | 3.486 | 4.267 | 4.281 | 4.192 | 3.000 | 5.737 | 4.374 | 5.108 | 4.297 | 41.742 |
| 3.000 | 2.296 | 4.267 | 3.000 | 4.192 | 5.322 | 4.267 | 5.792 | 5.108 | 5.657 | 42.901 |
| 4.491 | 3.486 | 3.067 | 4.281 | 4.192 | 3.000 | 5.737 | 3.000 | 5.108 | 3.000 | 39.361 |
| 4.491 | 2.296 | 5.627 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 49.860 |
| 4.491 | 3.486 | 4.267 | 3.000 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 5.657 | 46.991 |
| 4.491 | 3.486 | 5.627 | 4.281 | 4.192 | 4.100 | 5.737 | 3.000 | 3.000 | 3.000 | 40.913 |
| 4.491 | 2.296 | 3.067 | 5.645 | 5.549 | 3.000 | 5.737 | 5.792 | 5.108 | 3.000 | 43.684 |
| 4.491 | 3.486 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 49.690 |
| 3.000 | 3.486 | 5.627 | 4.281 | 4.192 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 41.518 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 5.737 | 3.000 | 5.108 | 3.000 | 41.661 |
| 4.491 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 5.737 | 3.000 | 3.894 | 4.297 | 41.745 |
| 5.950 | 3.486 | 2.000 | 4.281 | 5.549 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 48.882 |
| 4.491 | 3.486 | 4.267 | 3.000 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 5.657 | 46.991 |
| 4.491 | 3.486 | 4.267 | 3.000 | 4.192 | 4.100 | 4.267 | 4.374 | 3.894 | 5.657 | 41.728 |
| 4.491 | 3.486 | 3.067 | 4.281 | 4.192 | 4.100 | 3.000 | 5.792 | 5.108 | 4.297 | 41.813 |
| 4.491 | 2.296 | 4.267 | 3.000 | 4.192 | 5.322 | 5.737 | 3.000 | 5.108 | 5.657 | 43.069 |
| 4.491 | 4.576 | 4.267 | 4.281 | 4.192 | 5.322 | 5.737 | 4.374 | 5.108 | 4.297 | 46.645 |
| 5.950 | 3.486 | 5.627 | 5.645 | 4.192 | 5.322 | 5.737 | 4.374 | 5.108 | 3.000 | 48.440 |
| 5.950 | 2.296 | 4.267 | 5.645 | 4.192 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 49.965 |
| 4.491 | 4.576 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 4.374 | 3.000 | 4.297 | 45.894 |
| 5.950 | 2.296 | 4.267 | 4.281 | 4.192 | 5.322 | 5.737 | 5.792 | 5.108 | 5.657 | 48.602 |
| 5.950 | 2.296 | 5.627 | 4.281 | 5.549 | 5.322 | 4.267 | 4.374 | 3.894 | 4.297 | 45.858 |
| 5.950 | 1.000 | 5.627 | 5.645 | 5.549 | 4.100 | 5.737 | 4.374 | 5.108 | 5.657 | 48.746 |
| 5.950 | 4.576 | 5.627 | 5.645 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 4.297 | 52.184 |
| 5.950 | 3.486 | 5.627 | 4.281 | 5.549 | 5.322 | 4.267 | 5.792 | 5.108 | 5.657 | 51.039 |
| 4.491 | 2.296 | 4.267 | 4.281 | 5.549 | 5.322 | 4.267 | 4.374 | 3.894 | 4.297 | 43.039 |
| 5.950 | 3.486 | 5.627 | 4.281 | 4.192 | 5.322 | 4.267 | 5.792 | 3.894 | 5.657 | 48.468 |
| 4.491 | 4.576 | 4.267 | 5.645 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 4.297 | 49.366 |
| 5.950 | 3.486 | 4.267 | 4.281 | 5.549 | 5.322 | 5.737 | 3.000 | 5.108 | 5.657 | 48.357 |
| 4.491 | 4.576 | 3.067 | 4.281 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 4.297 | 46.802 |
| 4.491 | 2.929 | 5.627 | 4.281 | 5.549 | 4.100 | 4.267 | 4.374 | 3.894 | 4.297 | 43.810 |
| 5.950 | 3.486 | 4.267 | 4.281 | 4.192 | 4.100 | 4.267 | 4.374 | 5.108 | 4.297 | 44.322 |
| 4.491 | 3.486 | 4.267 | 5.645 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 3.000 | 46.979 |
| 4.491 | 4.576 | 5.627 | 4.281 | 5.549 | 5.322 | 5.737 | 4.374 | 5.108 | 3.000 | 48.065 |
| 4.491 | 4.576 | 5.627 | 5.645 | 5.549 | 4.100 | 4.267 | 5.792 | 5.108 | 4.297 | 49.451 |

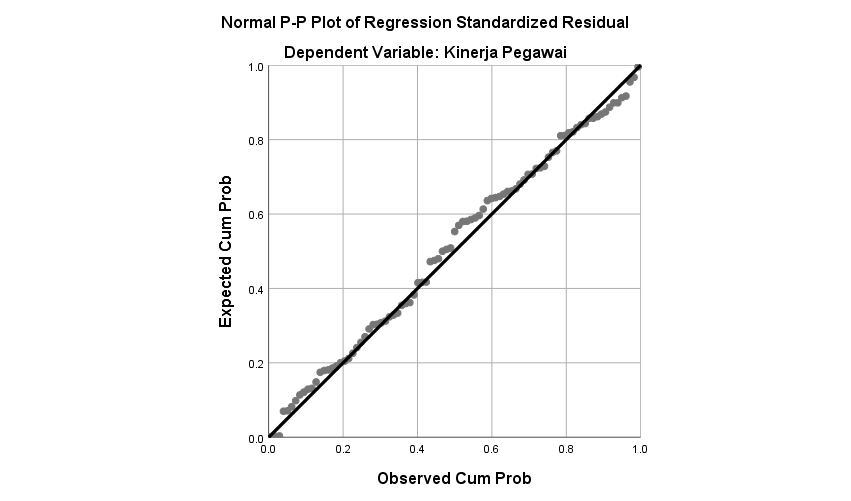
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kinerja Pegawai | |  |  |  |  |  |  |  |  |  |  |  |
| Succesive Interval | |  |  |  |  |  |  |  |  |  |  |  |
| 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | Total |
| 4.595 | 4.199 | 3.000 | 3.000 | 5.710 | 6.066 | 5.979 | 3.000 | 4.815 | 4.550 | 4.477 | 4.265 | 53.654 |
| 6.090 | 4.199 | 4.483 | 4.404 | 4.270 | 6.066 | 5.979 | 4.326 | 6.360 | 4.550 | 6.007 | 5.682 | 62.414 |
| 4.595 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 4.512 | 5.703 | 6.360 | 6.073 | 4.477 | 5.682 | 63.609 |
| 4.595 | 5.615 | 5.935 | 4.404 | 4.270 | 6.066 | 4.512 | 4.326 | 4.815 | 4.550 | 4.477 | 4.265 | 57.829 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 6.066 | 4.512 | 3.000 | 4.815 | 6.073 | 4.477 | 4.265 | 58.051 |
| 4.595 | 4.199 | 5.935 | 5.830 | 5.710 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 4.265 | 59.306 |
| 6.090 | 4.199 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 4.477 | 5.682 | 56.376 |
| 4.595 | 4.199 | 3.000 | 3.000 | 4.270 | 4.569 | 4.512 | 5.703 | 6.360 | 6.073 | 4.477 | 5.682 | 56.440 |
| 6.090 | 4.199 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 6.007 | 5.682 | 57.906 |
| 4.595 | 4.199 | 4.483 | 4.404 | 4.270 | 6.066 | 5.979 | 3.000 | 6.360 | 4.550 | 6.007 | 5.682 | 59.593 |
| 4.595 | 5.615 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 60.895 |
| 6.090 | 5.615 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 62.390 |
| 6.090 | 4.199 | 4.483 | 4.404 | 4.270 | 6.066 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 62.471 |
| 3.000 | 3.000 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 61.048 |
| 6.090 | 4.199 | 3.000 | 5.830 | 5.710 | 4.569 | 4.512 | 4.326 | 6.360 | 4.550 | 6.007 | 5.682 | 60.834 |
| 4.595 | 4.199 | 3.000 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 57.997 |
| 4.595 | 3.000 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 5.682 | 56.750 |
| 4.595 | 3.000 | 4.483 | 5.830 | 5.710 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 4.477 | 4.265 | 55.131 |
| 6.090 | 3.000 | 3.000 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 4.265 | 55.346 |
| 4.595 | 4.199 | 3.000 | 4.404 | 4.270 | 6.066 | 4.512 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 59.493 |
| 4.595 | 4.199 | 3.000 | 4.404 | 5.710 | 6.066 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 5.682 | 59.403 |
| 4.595 | 5.615 | 4.483 | 5.830 | 4.270 | 6.066 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 4.265 | 60.870 |
| 4.595 | 5.615 | 4.483 | 4.404 | 4.270 | 6.066 | 4.512 | 5.703 | 6.360 | 6.073 | 4.477 | 4.265 | 60.822 |
| 3.000 | 5.615 | 3.000 | 4.404 | 4.270 | 6.066 | 4.512 | 5.703 | 4.815 | 6.073 | 6.007 | 5.682 | 59.147 |
| 3.000 | 3.000 | 5.935 | 4.404 | 5.710 | 3.000 | 5.979 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 59.330 |
| 4.595 | 3.000 | 5.935 | 4.404 | 5.710 | 4.569 | 3.000 | 3.000 | 6.360 | 4.550 | 6.007 | 5.682 | 56.812 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 6.066 | 5.979 | 4.326 | 6.360 | 4.550 | 6.007 | 5.682 | 63.775 |
| 6.090 | 5.615 | 4.483 | 5.830 | 3.000 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 63.897 |
| 6.090 | 5.615 | 4.483 | 3.000 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 63.777 |
| 6.090 | 5.615 | 5.935 | 5.830 | 5.710 | 6.066 | 5.979 | 4.326 | 4.815 | 6.073 | 4.477 | 5.682 | 66.597 |
| 6.090 | 4.199 | 4.483 | 4.404 | 5.710 | 6.066 | 5.979 | 5.703 | 6.360 | 6.073 | 6.007 | 5.682 | 66.755 |
| 6.090 | 5.615 | 5.935 | 4.404 | 5.710 | 6.066 | 5.979 | 4.326 | 4.815 | 6.073 | 6.007 | 5.682 | 66.701 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 66.607 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 66.607 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 66.722 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 66.607 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 5.682 | 66.555 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 5.682 | 68.052 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 4.326 | 4.815 | 6.073 | 6.007 | 4.265 | 63.760 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 3.000 | 3.000 | 5.682 | 60.475 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 3.000 | 3.000 | 5.682 | 60.475 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 3.000 | 3.000 | 6.073 | 6.007 | 3.000 | 59.355 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 3.000 | 65.370 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 5.682 | 66.555 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 3.000 | 6.360 | 4.550 | 6.007 | 5.682 | 63.904 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 66.607 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 4.326 | 6.360 | 6.073 | 6.007 | 5.682 | 66.722 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 6.066 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 5.682 | 66.607 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 5.682 | 66.555 |
| 6.090 | 5.615 | 4.483 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 6.007 | 4.265 | 65.138 |
| 4.595 | 4.199 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 4.477 | 4.265 | 53.463 |
| 4.595 | 4.199 | 5.935 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 56.447 |
| 4.595 | 5.615 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 4.265 | 56.403 |
| 6.090 | 5.615 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 4.265 | 59.443 |
| 6.090 | 5.615 | 4.483 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 6.360 | 6.073 | 4.477 | 4.265 | 59.443 |
| 4.595 | 4.199 | 5.935 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 56.447 |
| 3.000 | 4.199 | 5.935 | 5.830 | 4.270 | 4.569 | 5.979 | 4.326 | 3.000 | 4.550 | 6.007 | 5.682 | 57.346 |
| 4.595 | 4.199 | 5.935 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 56.447 |
| 4.595 | 5.615 | 5.935 | 4.404 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 6.007 | 4.265 | 59.386 |
| 4.595 | 5.615 | 4.483 | 5.830 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 5.682 | 59.246 |
| 4.595 | 5.615 | 4.483 | 5.830 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 5.682 | 59.246 |
| 4.595 | 5.615 | 4.483 | 5.830 | 4.270 | 4.569 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 5.682 | 59.246 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 4.512 | 3.000 | 4.815 | 6.073 | 4.477 | 4.265 | 56.517 |
| 4.595 | 5.615 | 4.483 | 3.000 | 5.710 | 3.000 | 4.512 | 4.326 | 4.815 | 6.073 | 4.477 | 3.000 | 53.605 |
| 4.595 | 5.615 | 4.483 | 3.000 | 3.000 | 3.000 | 3.000 | 4.326 | 4.815 | 6.073 | 4.477 | 3.000 | 49.382 |
| 4.595 | 5.615 | 4.483 | 3.000 | 3.000 | 3.000 | 3.000 | 3.000 | 4.815 | 6.073 | 4.477 | 3.000 | 48.057 |
| 6.090 | 4.199 | 4.483 | 3.000 | 4.270 | 3.000 | 5.979 | 4.326 | 6.360 | 4.550 | 4.477 | 3.000 | 53.732 |
| 4.595 | 4.199 | 5.935 | 5.830 | 4.270 | 4.569 | 5.979 | 4.326 | 4.815 | 4.550 | 6.007 | 5.682 | 60.756 |
| 4.595 | 4.199 | 5.935 | 5.830 | 4.270 | 4.569 | 5.979 | 4.326 | 4.815 | 4.550 | 6.007 | 5.682 | 60.756 |
| 4.595 | 4.199 | 5.935 | 5.830 | 4.270 | 4.569 | 3.000 | 3.000 | 4.815 | 4.550 | 6.007 | 5.682 | 56.451 |
| 4.595 | 5.615 | 4.483 | 5.830 | 4.270 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 4.477 | 5.682 | 62.090 |
| 6.090 | 5.615 | 5.935 | 5.830 | 4.270 | 4.569 | 4.512 | 5.703 | 6.360 | 6.073 | 6.007 | 5.682 | 66.647 |
| 4.595 | 4.199 | 5.935 | 5.830 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 4.550 | 6.007 | 5.682 | 63.574 |
| 4.595 | 5.615 | 5.935 | 4.404 | 5.710 | 4.569 | 5.979 | 4.326 | 4.815 | 6.073 | 6.007 | 4.265 | 62.292 |
| 4.595 | 5.615 | 5.935 | 4.404 | 5.710 | 4.569 | 3.000 | 5.703 | 4.815 | 6.073 | 6.007 | 4.265 | 60.691 |
| 6.090 | 4.199 | 5.935 | 4.404 | 5.710 | 3.000 | 4.512 | 5.703 | 6.360 | 4.550 | 6.007 | 4.265 | 60.735 |
| 6.090 | 5.615 | 4.483 | 5.830 | 3.000 | 3.000 | 3.000 | 4.326 | 6.360 | 6.073 | 4.477 | 5.682 | 57.934 |
| 4.595 | 5.615 | 5.935 | 4.404 | 3.000 | 4.569 | 4.512 | 3.000 | 4.815 | 6.073 | 6.007 | 4.265 | 56.790 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 4.477 | 4.265 | 60.687 |
| 4.595 | 5.615 | 5.935 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 6.073 | 6.007 | 4.265 | 62.204 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 6.073 | 4.477 | 4.265 | 59.221 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 6.073 | 4.477 | 4.265 | 59.221 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 6.073 | 4.477 | 4.265 | 60.687 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 5.979 | 5.703 | 4.815 | 4.550 | 6.007 | 4.265 | 60.731 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 4.550 | 6.007 | 4.265 | 59.264 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 5.979 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 59.353 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 5.979 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 59.353 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 5.979 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 59.353 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 4.512 | 4.326 | 4.815 | 4.550 | 6.007 | 4.265 | 57.887 |
| 4.595 | 4.199 | 5.935 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 4.550 | 6.007 | 4.265 | 59.264 |
| 4.595 | 5.615 | 4.483 | 4.404 | 5.710 | 4.569 | 4.512 | 5.703 | 4.815 | 6.073 | 4.477 | 4.265 | 59.221 |

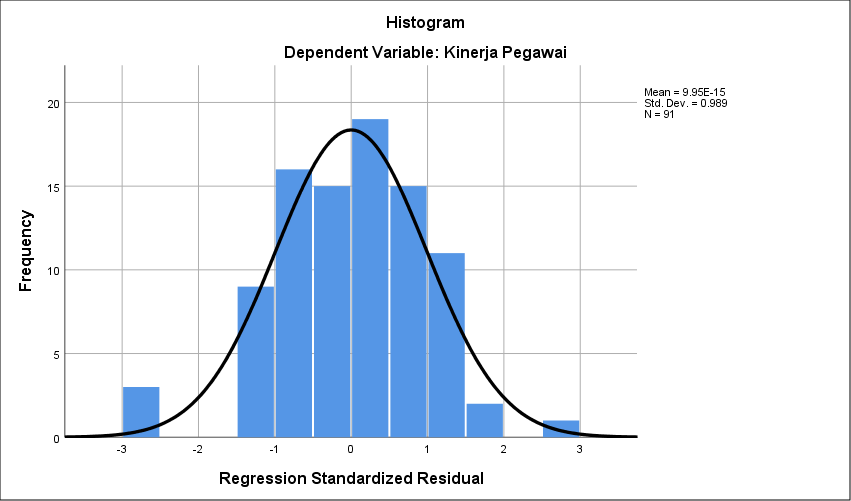
##### **Lampiran 7**

**Uji Asumsi Klasik**

1. **Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 91 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.29175022 |
| Most Extreme Differences | Absolute | .065 |
| Positive | .047 |
| Negative | -.065 |
| Test Statistic | | .065 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

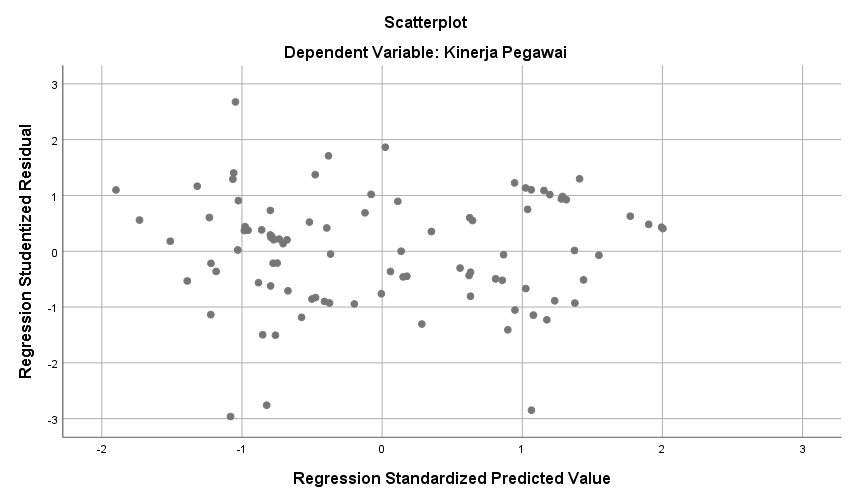




1. **Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 22.726 | 6.381 |  | 3.561 | .001 |  |  |
| Nilai Kerja | .237 | .113 | .187 | 2.101 | .038 | .932 | 1.073 |
| Disiplin Kerja | .552 | .096 | .514 | 5.768 | .000 | .932 | 1.073 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

1. **Uji Heteroskedastisitas**



##### **Lampiran 8**

**Analisis Regresi Linear Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Disiplin Kerja, Nilai Kerjab | . | Enter |
| a. Dependent Variable: Kinerja Pegawai | | | |
| b. All requested variables entered. | | | |

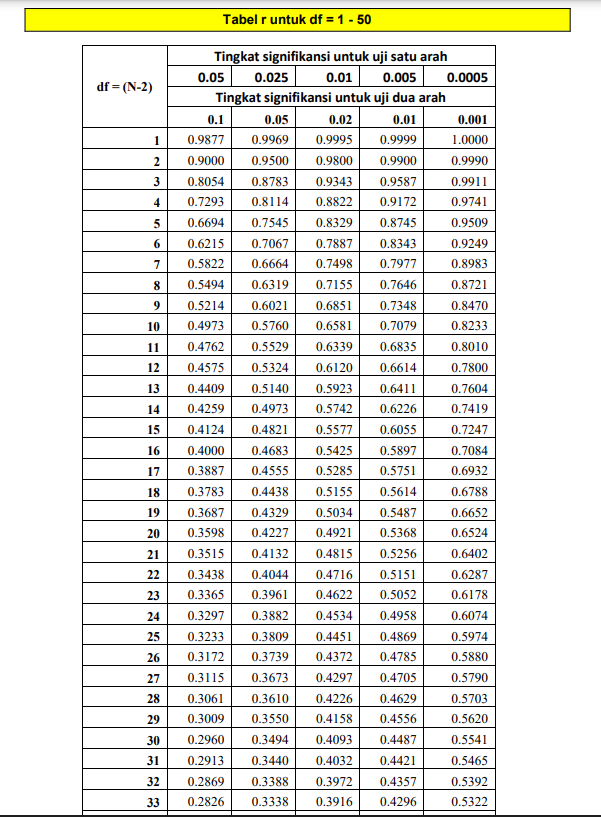
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .591a | .349 | .334 | 3.32895 |
| a. Predictors: (Constant), Disiplin Kerja, Nilai Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 523.334 | 2 | 261.667 | 23.612 | .000b |
| Residual | 975.206 | 88 | 11.082 |  |  |
| Total | 1498.540 | 90 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja, Nilai Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 22.726 | 6.381 |  | 3.561 | .001 |
| Nilai Kerja | .237 | .113 | .187 | 2.101 | .038 |
| Disiplin Kerja | .552 | .096 | .514 | 5.768 | .000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

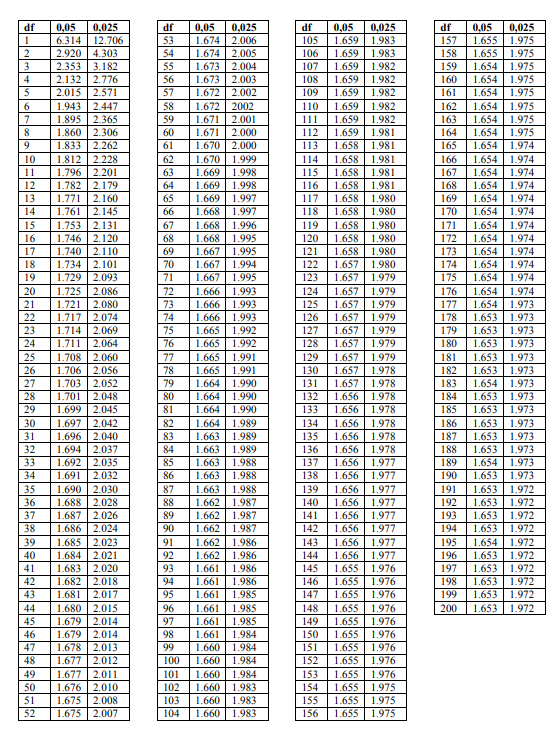
##### **Lampiran 9**

**r tabel**

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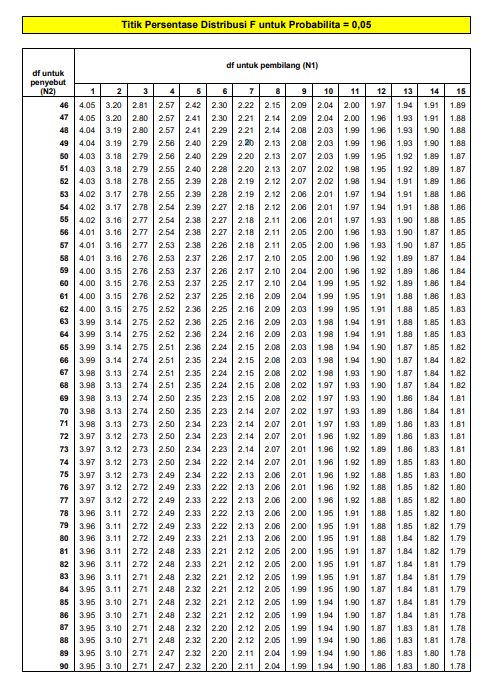
##### **Lampiran 10**

**t tabel**

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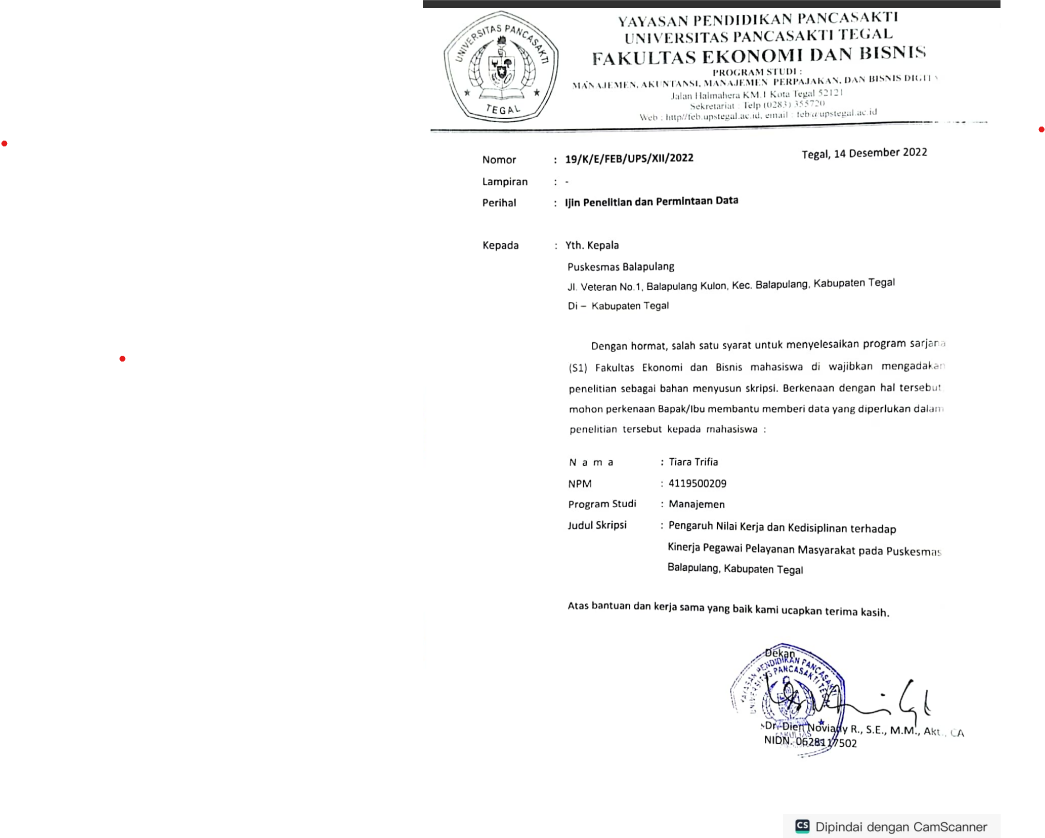
##### **Lampiran 11**

**F tabel**

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##### **Lampiran 12**

**Surat Izin Penelitian**

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##### **Lampiran 13**

**Surat Balasan Dari Puskesmas Balapulang**

