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**LAMPIRAN**

**LAMPIRAN 1**

**KATA PENGANTAR KUESIONER**

Kepada

Yth. Bapak/Ibu/Sdr/i Pegawai

Dinas Pendidikan Dan Kebudayaan

Kabupaten Tegal

Dengan hormat,

Dalam rangka menyelesaikan pendidikan Strata Satu Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal dalam bentuk tugas akhir penyusunan skripsi yang berjudul **"** **Pengaruh *Organizational Citizenship Behavior* (OCB), Motivasi Kerja, Dan Kepuasan Kerja Terhadap Kinerja Pegawai Dinas Pendidikan Dan Kebudayaan Kabupaten Tegal"** dengan ini Saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner penelitian ini.

Penelitian ini semata-mata bertujuan untuk keperluan akademis dan penelitian ilmiah khususnya ilmu manajemen. Kerahasiaan data penelitian akan dijamin. Saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu/Sdr/i sesuai kondisi yang sebenar-benarnya.

Atas kerja sama dan kesediaan Bapak/Ibu/Sdr/i Saya ucapkan terimakasih.

Hormat Saya

Peneliti

Widya Hermawan

**LAMPIRAN 2**

**KUESIONER**

**PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB), MOTIVASI KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA PEGAWAI DINAS PENDIDIKAN DAN KEBUDAYAAN**

**KABUPATEN TEGAL**

I. PETUNJUK PENGISIAN

1. Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
2. Berilah tanda ( √ ) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
3. Ada 5 (lima) altematif jawaban yaitu

|  |  |  |
| --- | --- | --- |
| **Simbol** | **Kategori** | **Nilai Bobot** |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

II. IDENTITAS RESPONDEN

1. Jenis Kelamin :

Laki-laki Perempuan

1. Usia :

20 - 30 Tahun 31 - 40 Tahun

41 – 50 Tahun >50 Tahun

1. Pendidikan :

SLTA /Sederajat D3/Diploma

S1/Strata 1 S2

1. Lama Bekerja :

< 1 Tahun 1 - 5 Tahun

6 - 10 Tahun > 10 Tahun

1. **Kinerja Pegawai**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai mampu bekerja dibawah tekanan. |  |  |  |  |  |
| 2 | Pegawai mampu melaksanakan pekerjaan sesuai waktu yang telah ditentukan. |  |  |  |  |  |
| 3 | Pegawai mampu mencapai target yang telah ditetapkan. |  |  |  |  |  |
| 4 | Pegawai mampu bekerja dengan baik sesuai standar yang telah ditetapkan. |  |  |  |  |  |
| 5 | Pegawai mampu meminimalkan tingkat kesalahan dalam bekerja. |  |  |  |  |  |
| 6 | Pegawai mampu bekerja sama dengan semua karyawan yang berada diperusahaan. |  |  |  |  |  |
| 7 | Pegawai mampu bersikap konstruktif dalam bekerja. |  |  |  |  |  |
| 8 | Pegawai memiliki pengetahuan dalam bekerja. |  |  |  |  |  |
| 9 | Pegawai sangat paham dan jelas atas pekerjaan dan tanggung jawab saya. |  |  |  |  |  |
| 10 | Pegawai selalu melakukan tugas dan tanggung jawab saya tanpa menunggu perintah dari atasan. |  |  |  |  |  |

1. ***Organizational Citizenship Behavior* (OCB)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai bersedia untuk bekerja lembur untuk membantu rekan kerja yang kurang paham. |  |  |  |  |  |
| 2 | Pegawai bersedia melatih pegawai baru walaupun itu bukan merupakan tanggung jawab saya. |  |  |  |  |  |
| 3 | Pegawai bersedia untuk bekerja lembur untuk membantu rekan kerja yang dapat pekerjaan *overload.* |  |  |  |  |  |
| 4 | Pegawai bersedia menggantikan rekan kerja yang tidak masuk. |  |  |  |  |  |
| 5 | Pegawai pernah mengajak rekan kerja saya untuk malas-malasan dalam menyelesaikan tugasnya. |  |  |  |  |  |
| 6 | Tidak pernah mengeluh tentang tugas dan kebijakan organisasi. |  |  |  |  |  |
| 7 | Apabila ada pekerjaan tambahan yang diberikan atasan, pegawai akan menyelesaikannya dengan sungguh sungguh. |  |  |  |  |  |
| 8 | Pegawai bersedia menghadiri pertemuan yang tidak diperlukan bagi dirinya. |  |  |  |  |  |
| 9 | Pegawai selalu mempertimbangkan hal-hal terbaik untuk kemajuan organisasi kedepannya. |  |  |  |  |  |
| 10 | Pegawai selalu memberikan masukan untuk meningkatkan produktivitas organisasi . |  |  |  |  |  |
| 11 | Pegawai bersedia untuk bekerja sepanjang hari. |  |  |  |  |  |
| 12 | Tugas yang diberikan kepada pegawai selesaikan dengan penuh tanggung jawab. |  |  |  |  |  |
| 13 | Pegawai selalu bersungguh-sungguh mengikuti setiap peraturan dan prosedur organisasi |  |  |  |  |  |
| 14 | Pegawai bersedia melakukan pekerjaan yang tidak menjadi tanggung jawabnya. |  |  |  |  |  |

1. **Motivasi Kerja**

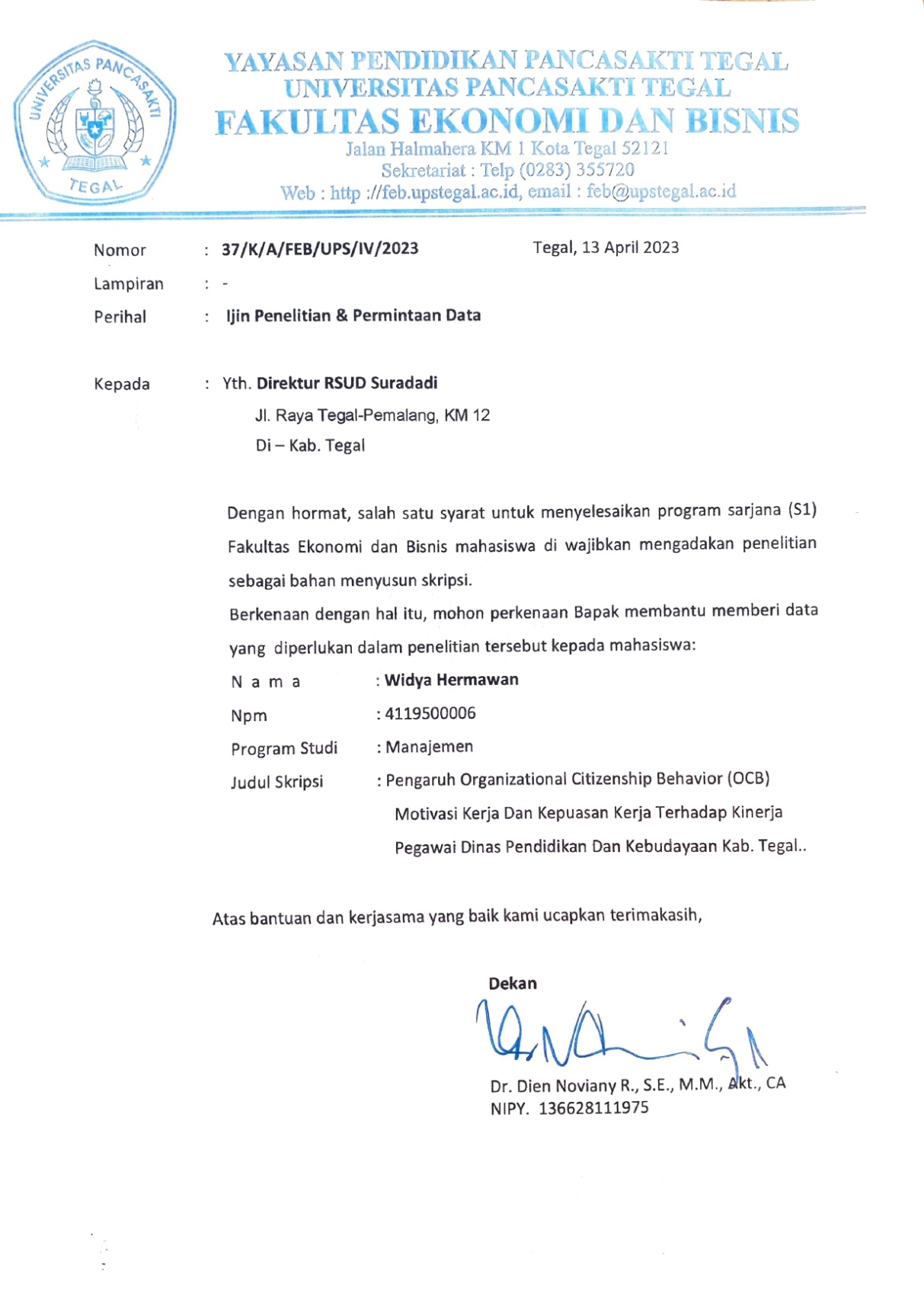
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Gaji yang diberikan telah mampu memenuhi kebutuhan hidup pegawai. |  |  |  |  |  |
| 2 | Organisasi memberikan jaminan hari tua kepada semua pegawai. |  |  |  |  |  |
| 3 | Organisasi memberikan jaminan kesehatan kepada semua pegawai. |  |  |  |  |  |
| 4 | Lingkungan kerja pada organisasi sangat aman dan nyaman. |  |  |  |  |  |
| 5 | Mampu menggunakan potensi diri dan bekerja secara mandiri. |  |  |  |  |  |
| 6 | Pegawai selalu semangat dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 7 | Pegawai selalu menggunakan cara baru dalam menyelesaiakan pekerjaan. |  |  |  |  |  |
| 8 | Atasan selalu memberikan kebijakan yang jelas kepada semua pegawai. |  |  |  |  |  |
| 9 | Atasan selalu adil dalam memberikan penilaian kinerja. |  |  |  |  |  |
| 10 | Atasan akan memberikan penghargaan apabila menyelesaikan tugas tepat waktu. |  |  |  |  |  |

1. **Kepuasan Kerja**

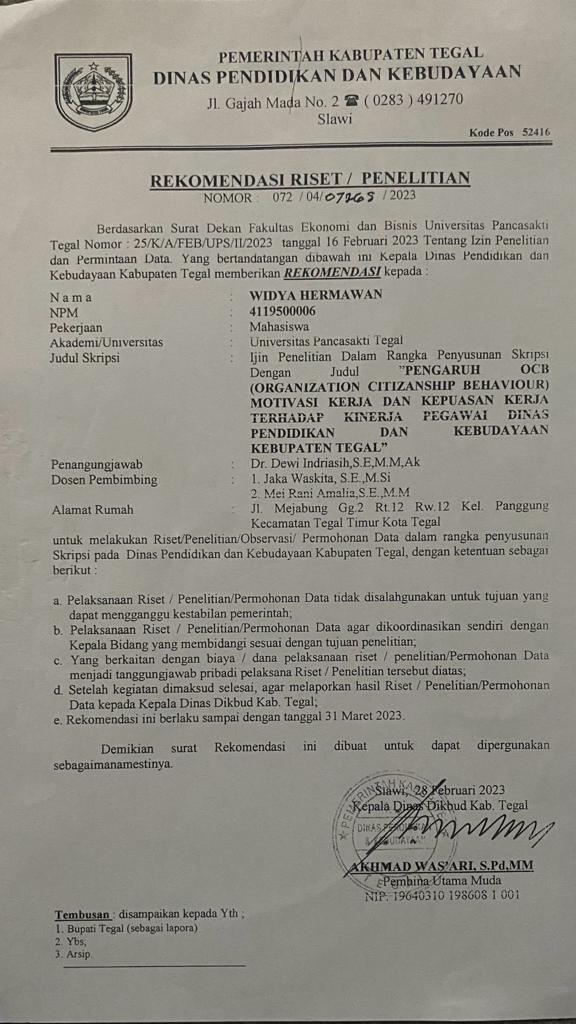
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai merasa puas bekerja karena kondisi kerja aman. |  |  |  |  |  |
| 2 | Pegawai merasa puas bekerja karena kondisi kerja tidak berbahaya. |  |  |  |  |  |
| 3 | Pegawai merasa puas dengan pekerjaan sendiri karena sesuai dengan harapan tidak merepotkan orang lain. |  |  |  |  |  |
| 4 | Pegawai merasa puas bekerja karena fasilitas perusahaan sangat bersih |  |  |  |  |  |
| 5 | Pegawai merasa puas bekerja karena peralatan bekerja sangat lengkap. |  |  |  |  |  |
| 6 | Pegawai merasa puas karena gaji yang diterima didasarkan pada tuntutan pekerjaan. |  |  |  |  |  |
| 7 | Pegawai merasa puas karena gaji yang diterima sesuai dengan tingkat ketrampilan masalah individu. |  |  |  |  |  |
| 8 | Pegawai merasa puas dengan gaji yang diterima karena sesuai dengan standar pengupahan. |  |  |  |  |  |
| 9 | Pegawai merasa puas bekerja karena rekan kerja yang ramah. |  |  |  |  |  |
| 10 | Pegawai merasa puas bekerja karena adanya rekan kerja yang mendukung. |  |  |  |  |  |

**LAMPIRAN 3**

1. Surat Ijin Penelitian Dari Fakultas Ekonomi Dan Bisnis

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**LAMPIRAN 4**

1. Surat Balasan Ijin Penelitian Dari Dinas Pendidikan Dan Kebudayaan Kabupaten Tegal

**LAMPIRAN 5**

**TABULASI IDENTITAS RESPONDEN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Jenis Kelamin** | **Usia** | **Pendidikan** | **Lama Bekerja** |
|
| **1** | P | > 50 Tahun | S2 | >10 Tahun |
| **2** | L | 41-50 Tahun | S1 | >10 Tahun |
| **3** | L | > 50 Tahun | S2 | >10 Tahun |
| **4** | L | > 50 Tahun | S2 | >10 Tahun |
| **5** | L | 41-50 Tahun | S1 | >10 Tahun |
| **6** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **7** | L | > 50 Tahun | S1 | >10 Tahun |
| **8** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **9** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **10** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **11** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **12** | P | 31-40 Tahun | D3 | 6-10 Tahun |
| **13** | L | 41-50 Tahun | S1 | >10 Tahun |
| **14** | L | > 50 Tahun | SMA | >10 Tahun |
| **15** | P | 41-50 Tahun | S1 | >10 Tahun |
| **16** | P | > 50 Tahun | SMA | >10 Tahun |
| **17** | L | 41-50 Tahun | D3 | >10 Tahun |
| **18** | P | > 50 Tahun | S1 | >10 Tahun |
| **19** | L | 41-50 Tahun | SMA | >10 Tahun |
| **20** | L | > 50 Tahun | SMA | >10 Tahun |
| **21** | L | 41-50 Tahun | S1 | >10 Tahun |
| **22** | L | > 50 Tahun | S2 | >10 Tahun |
| **23** | L | > 50 Tahun | S1 | >10 Tahun |
| **24** | L | 41-50 Tahun | S1 | >10 Tahun |
| **25** | P | 41-50 Tahun | S1 | >10 Tahun |
| **26** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **27** | P | 41-50 Tahun | S1 | >10 Tahun |
| **28** | L | 41-50 Tahun | S1 | >10 Tahun |
| **29** | P | 31-40 Tahun | S1 | 6-10 Tahun |
| **30** | P | 31-40 Tahun | S1 | 6-10 Tahun |
| **31** | P | 31-40 Tahun | SMA | 6-10 Tahun |
| **32** | L | 41-50 Tahun | SMA | >10 Tahun |
| **No.**  **Responden** | **Jenis Kelamin** | **Usia** | **Pendidikan** | **Lama Bekerja** |
| **33** | L | 41-50 Tahun | S1 | >10 Tahun |
| **34** | P | 41-50 Tahun | S1 | >10 Tahun |
| **35** | L | > 50 Tahun | SMA | >10 Tahun |
| **36** | L | > 50 Tahun | SMA | >10 Tahun |
| **37** | L | > 50 Tahun | SMA | >10 Tahun |
| **38** | P | > 50 Tahun | SMA | >10 Tahun |
| **39** | L | > 50 Tahun | SMA | >10 Tahun |
| **40** | P | > 50 Tahun | S1 | >10 Tahun |
| **41** | P | > 50 Tahun | S1 | >10 Tahun |
| **42** | L | 41-50 Tahun | S1 | >10 Tahun |
| **43** | L | 41-50 Tahun | SMA | >10 Tahun |
| **44** | P | 41-50 Tahun | S1 | >10 Tahun |
| **45** | P | 41-50 Tahun | S1 | >10 Tahun |
| **46** | L | > 50 Tahun | SMA | >10 Tahun |
| **47** | L | 41-50 Tahun | SMA | >10 Tahun |
| **48** | L | 41-50 Tahun | SMA | >10 Tahun |
| **49** | L | 41-50 Tahun | S1 | >10 Tahun |
| **50** | L | 41-50 Tahun | S1 | >10 Tahun |
| **51** | L | 41-50 Tahun | S1 | >10 Tahun |
| **52** | P | 41-50 Tahun | S1 | >10 Tahun |
| **53** | L | 41-50 Tahun | S1 | >10 Tahun |
| **54** | L | > 50 Tahun | SMA | >10 Tahun |
| **55** | L | 41-50 Tahun | S1 | >10 Tahun |
| **56** | P | 31-40 Tahun | S1 | 6-10 Tahun |
| **57** | P | 41-50 Tahun | S1 | >10 Tahun |
| **58** | P | 41-50 Tahun | S1 | >10 Tahun |
| **59** | P | 41-50 Tahun | S1 | >10 Tahun |
| **60** | P | > 50 Tahun | S1 | >10 Tahun |
| **61** | L | 41-50 Tahun | S1 | >10 Tahun |
| **62** | L | 41-50 Tahun | S1 | >10 Tahun |
| **63** | P | 41-50 Tahun | S1 | >10 Tahun |
| **64** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **65** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **66** | L | 41-50 Tahun | SMA | 6-10 Tahun |
| **67** | L | 41-50 Tahun | S1 | >10 Tahun |
| **68** | L | 31-40 Tahun | S1 | 6-10 Tahun |
| **No.**  **Responden** | **Jenis Kelamin** | **Usia** | **Pendidikan** | **Lama Bekerja** |
| **69** | L | > 50 Tahun | S1 | >10 Tahun |
| **70** | P | 31-40 Tahun | SMA | 6-10 Tahun |
| **71** | P | 41-50 Tahun | S1 | >10 Tahun |
| **72** | L | 41-50 Tahun | SMA | >10 Tahun |
| **73** | P | 41-50 Tahun | S1 | >10 Tahun |
| **74** | L | 41-50 Tahun | S1 | >10 Tahun |
| **75** | P | 31-40 Tahun | S1 | 6-10 Tahun |
| **76** | P | 31-40 Tahun | S1 | 6-10 Tahun |
| **77** | P | 31-40 Tahun | SMA | 6-10 Tahun |
| **78** | L | 41-50 Tahun | SMA | >10 Tahun |
| **79** | L | 41-50 Tahun | S1 | >10 Tahun |
| **80** | P | 41-50 Tahun | S1 | >10 Tahun |
| **81** | P | 41-50 Tahun | S1 | >10 Tahun |
| **82** | L | 41-50 Tahun | S1 | >10 Tahun |

**LAMPIRAN 6**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

**KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kinerja Pegawai (Y)** | | | | | | | | | | ∑ |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **2** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **37** |
| **3** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **5** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **6** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **7** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **8** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **37** |
| **9** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **10** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **11** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| **12** | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | **39** |
| **13** | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | **41** |
| **14** | 2 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | **40** |
| **15** | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | **41** |
| **16** | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **39** |
| **17** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **44** |
| **18** | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **37** |
| **19** | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | **37** |
| **20** | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **21** | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 5 | 5 | 4 | **43** |
| **22** | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **46** |
| **23** | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **24** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **48** |
| **25** | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **43** |
| **26** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **27** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **28** | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **44** |
| **29** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **30** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | **43** |

**LAMPIRAN 7**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | **58** |
| **2** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **58** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **4** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | **59** |
| **5** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **6** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **64** |
| **7** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **59** |
| **8** | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | **45** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **57** |
| **10** | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **50** |
| **11** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **54** |
| **12** | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | **52** |
| **13** | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **14** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | **48** |
| **15** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **59** |
| **16** | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | **48** |
| **17** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **18** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **52** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **19** | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **50** |
| **20** | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **50** |
| **21** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **66** |
| **22** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **64** |
| **23** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **67** |
| **24** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **61** |
| **25** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **58** |
| **26** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **57** |
| **27** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **68** |
| **28** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **50** |
| **29** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **30** | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **57** |

**LAMPIRAN 8**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

**MOTIVASI KERJA (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **46** |
| **2** | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 3 | 2 | 2 | **34** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **37** |
| **4** | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | **40** |
| **5** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **42** |
| **6** | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **41** |
| **7** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **42** |
| **8** | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | **34** |
| **9** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | **42** |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | **36** |
| **12** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | **34** |
| **13** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | **42** |
| **14** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **36** |
| **15** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | **44** |
| **16** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **39** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **18** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **36** |
| **19** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | **36** |
| **20** | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | **37** |
| **21** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | **40** |
| **22** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **23** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **24** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **25** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **38** |
| **26** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **27** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | **44** |
| **28** | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |
| **29** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **30** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |

**LAMPIRAN 9**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

**KEPUASAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **43** |
| **2** | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **36** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **42** |
| **4** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | **42** |
| **5** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **45** |
| **6** | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | **40** |
| **7** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **41** |
| **8** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **9** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **10** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **37** |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **42** |
| **12** | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **35** |
| **13** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |
| **14** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **15** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **16** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **44** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **18** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **39** |
| **19** | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | **35** |
| **20** | 2 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **41** |
| **21** | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **45** |
| **22** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **42** |
| **23** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | **46** |
| **24** | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| **25** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **43** |
| **26** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | **44** |
| **27** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **28** | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **42** |
| **29** | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | **44** |
| **30** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **42** |

**LAMPIRAN 10**

**DATA PENELITIAN VARIABEL**

**KINERJA PEGAWAI (Y)**

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

**LAMPIRAN 11**

**DATA PENELITIAN VARIABEL**

***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **1** | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **50** |
| **2** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **54** |
| **3** | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | **52** |
| **4** | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **5** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | **48** |
| **6** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **59** |
| **7** | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | **48** |
| **8** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **9** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **52** |
| **10** | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **50** |
| **11** | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **50** |
| **12** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **66** |
| **13** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **64** |
| **14** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **67** |
| **15** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **61** |
| **16** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **58** |
| **17** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **57** |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **68** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **19** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **50** |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **21** | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **57** |
| **22** | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **50** |
| **23** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **54** |
| **24** | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | **52** |
| **25** | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **26** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | **48** |
| **27** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **59** |
| **28** | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | **48** |
| **29** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **30** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **52** |
| **31** | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **50** |
| **32** | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **50** |
| **33** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **66** |
| **34** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **64** |
| **35** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **67** |
| **36** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **61** |
| **37** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **58** |
| **38** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **57** |
| **39** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **68** |
| **40** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **50** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **42** | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **57** |
| **43** | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **50** |
| **44** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **54** |
| **45** | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | **52** |
| **46** | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **47** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | **48** |
| **48** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **59** |
| **49** | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | **48** |
| **50** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **51** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **52** |
| **52** | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **50** |
| **53** | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **50** |
| **54** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **66** |
| **55** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **64** |
| **56** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **67** |
| **57** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **61** |
| **58** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **58** |
| **59** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **57** |
| **60** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **68** |
| **61** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **50** |
| **62** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **63** | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **57** |
| **64** | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **50** |
| **65** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **54** |
| **66** | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | **52** |
| **67** | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **68** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | **48** |
| **69** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **59** |
| **70** | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | **48** |
| **71** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **72** | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **52** |
| **73** | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **50** |
| **74** | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **50** |
| **75** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **66** |
| **76** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **64** |
| **77** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **67** |
| **78** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **61** |
| **79** | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **58** |
| **80** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **57** |
| **81** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **68** |
| **82** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **50** |

**LAMPIRAN 12**

**DATA PENELITIAN VARIABEL**

**MOTIVASI KERJA (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **2** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | **36** |
| **3** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | **34** |
| **4** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | **42** |
| **5** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **36** |
| **6** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | **44** |
| **7** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **39** |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **9** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **36** |
| **10** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | **36** |
| **11** | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | **37** |
| **12** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | **40** |
| **13** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **14** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **15** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **16** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **38** |
| **17** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **18** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | **44** |
| **19** | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |
| **20** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **21** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |
| **22** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | **36** |
| **24** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | **34** |
| **25** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | **42** |
| **26** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **36** |
| **27** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | **44** |
| **28** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **39** |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **30** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **36** |
| **31** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | **36** |
| **32** | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | **37** |
| **33** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | **40** |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **34** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **35** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **36** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **37** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **38** |
| **38** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **39** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | **44** |
| **40** | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |
| **41** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **42** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **44** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | **36** |
| **45** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | **34** |
| **46** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | **42** |
| **47** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **36** |
| **48** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | **44** |
| **49** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **39** |
| **50** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **51** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **36** |
| **52** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | **36** |
| **53** | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | **37** |
| **54** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | **40** |
| **55** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **56** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **57** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **58** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **38** |
| **59** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **60** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | **44** |
| **61** | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |
| **62** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **63** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |
| **64** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **65** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | **36** |
| **66** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | **34** |
| **67** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | **42** |
| **68** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **36** |
| **69** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | **44** |
| **70** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **39** |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **71** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **72** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **36** |
| **73** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | **36** |
| **74** | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | **37** |
| **75** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 3 | **40** |
| **76** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | **38** |
| **77** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| **78** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **79** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | **38** |
| **80** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **81** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | **44** |
| **82** | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |

**LAMPIRAN 13**

**DATA PENELITIAN VARIABEL**

**KEPUASAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **4** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **6** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **7** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **8** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **10** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **11** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **12** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **14** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| **15** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **16** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **19** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **21** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **22** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **23** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **25** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **26** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **27** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **28** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **29** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **30** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| **31** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **32** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **33** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **34** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **35** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **37** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **49** |
| **38** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **39** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **40** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **42** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **45** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **46** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **48** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **49** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **51** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **46** |
| **52** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **54** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **55** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **56** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **57** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **58** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **59** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **60** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **61** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **62** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **48** |
| **63** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| **64** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **47** |
| **65** | 3 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **44** |
| **66** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **67** | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | **43** |
| **68** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| **69** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **70** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **71** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **72** | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **41** |
| **73** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **46** |
| **74** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **75** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **76** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **77** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| **78** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **79** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **47** |
| **80** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |
| **81** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **82** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **49** |

**LAMPIRAN 14**

**HASIL MSI VARIABEL**

**KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kinerja Pegawai (Y)** | | | | | | | | | | ∑ |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| **1** | 2,245 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **18,512** |
| **2** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **29,000** |
| **3** | 2,245 | 1,000 | 1,000 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 3,832 | 2,721 | **20,459** |
| **4** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 1,000 | 4,172 | 1,000 | 3,832 | 4,274 | **22,687** |
| **5** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 2,377 | 2,721 | **22,204** |
| **6** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 2,122 | 2,742 | 2,597 | 2,377 | 1,000 | **23,201** |
| **7** | 2,245 | 2,603 | 2,598 | 1,000 | 2,304 | 2,122 | 1,613 | 1,000 | 2,377 | 2,721 | **20,583** |
| **8** | 3,858 | 1,000 | 1,000 | 2,613 | 2,304 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **26,021** |
| **9** | 2,245 | 1,000 | 1,000 | 1,000 | 1,000 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **17,208** |
| **10** | 3,858 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,742 | 1,000 | 1,000 | 2,721 | **16,321** |
| **11** | 2,245 | 2,603 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **20,115** |
| **12** | 4,902 | 1,000 | 1,000 | 2,613 | 3,686 | 2,122 | 1,000 | 2,597 | 3,832 | 2,721 | **25,472** |
| **13** | 1,000 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **30,728** |
| **14** | 3,104 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **32,832** |
| **15** | 3,858 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 2,377 | 4,274 | **32,130** |
| **16** | 3,104 | 2,603 | 1,000 | 2,613 | 3,686 | 2,122 | 2,742 | 1,000 | 3,832 | 2,721 | **25,423** |
| **17** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **19,371** |
| **18** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **31,982** |
| **No.**  **Responden** | **Kinerja Pegawai (Y)** | | | | | | | | | | ∑ |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| **19** | 3,104 | 1,000 | 1,000 | 1,000 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 2,721 | **26,466** |
| **20** | 4,902 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **34,629** |
| **21** | 3,858 | 1,000 | 2,598 | 2,613 | 2,304 | 3,354 | 2,742 | 1,000 | 2,377 | 2,721 | **24,567** |
| **22** | 2,245 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **18,512** |
| **23** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **29,000** |
| **24** | 2,245 | 1,000 | 1,000 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 3,832 | 2,721 | **20,459** |
| **25** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 1,000 | 4,172 | 1,000 | 3,832 | 4,274 | **22,687** |
| **26** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 2,377 | 2,721 | **22,204** |
| **27** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 2,122 | 2,742 | 2,597 | 2,377 | 1,000 | **23,201** |
| **28** | 2,245 | 2,603 | 2,598 | 1,000 | 2,304 | 2,122 | 1,613 | 1,000 | 2,377 | 2,721 | **20,583** |
| **29** | 3,858 | 1,000 | 1,000 | 2,613 | 2,304 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **26,021** |
| **30** | 2,245 | 1,000 | 1,000 | 1,000 | 1,000 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **17,208** |
| **31** | 3,858 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,742 | 1,000 | 1,000 | 2,721 | **16,321** |
| **32** | 2,245 | 2,603 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **20,115** |
| **33** | 4,902 | 1,000 | 1,000 | 2,613 | 3,686 | 2,122 | 1,000 | 2,597 | 3,832 | 2,721 | **25,472** |
| **34** | 1,000 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **30,728** |
| **35** | 3,104 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **32,832** |
| **36** | 3,858 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 2,377 | 4,274 | **32,130** |
| **37** | 3,104 | 2,603 | 1,000 | 2,613 | 3,686 | 2,122 | 2,742 | 1,000 | 3,832 | 2,721 | **25,423** |
| **38** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **19,371** |
| **39** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **31,982** |
| **40** | 3,104 | 1,000 | 1,000 | 1,000 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 2,721 | **26,466** |
| **No.**  **Responden** | **Kinerja Pegawai (Y)** | | | | | | | | | | ∑ |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| **41** | 4,902 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **34,629** |
| **42** | 3,858 | 1,000 | 2,598 | 2,613 | 2,304 | 3,354 | 2,742 | 1,000 | 2,377 | 2,721 | **24,567** |
| **43** | 2,245 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **18,512** |
| **44** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **29,000** |
| **45** | 2,245 | 1,000 | 1,000 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 3,832 | 2,721 | **20,459** |
| **46** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 1,000 | 4,172 | 1,000 | 3,832 | 4,274 | **22,687** |
| **47** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 2,377 | 2,721 | **22,204** |
| **48** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 2,122 | 2,742 | 2,597 | 2,377 | 1,000 | **23,201** |
| **49** | 2,245 | 2,603 | 2,598 | 1,000 | 2,304 | 2,122 | 1,613 | 1,000 | 2,377 | 2,721 | **20,583** |
| **50** | 3,858 | 1,000 | 1,000 | 2,613 | 2,304 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **26,021** |
| **51** | 2,245 | 1,000 | 1,000 | 1,000 | 1,000 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **17,208** |
| **52** | 3,858 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,742 | 1,000 | 1,000 | 2,721 | **16,321** |
| **53** | 2,245 | 2,603 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **20,115** |
| **54** | 4,902 | 1,000 | 1,000 | 2,613 | 3,686 | 2,122 | 1,000 | 2,597 | 3,832 | 2,721 | **25,472** |
| **55** | 1,000 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **30,728** |
| **56** | 3,104 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **32,832** |
| **57** | 3,858 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 2,377 | 4,274 | **32,130** |
| **58** | 3,104 | 2,603 | 1,000 | 2,613 | 3,686 | 2,122 | 2,742 | 1,000 | 3,832 | 2,721 | **25,423** |
| **59** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **19,371** |
| **60** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **31,982** |
| **61** | 3,104 | 1,000 | 1,000 | 1,000 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 2,721 | **26,466** |
| **62** | 4,902 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **34,629** |
| **No.**  **Responden** | **Kinerja Pegawai (Y)** | | | | | | | | | | ∑ |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| **63** | 3,858 | 1,000 | 2,598 | 2,613 | 2,304 | 3,354 | 2,742 | 1,000 | 2,377 | 2,721 | **24,567** |
| **64** | 2,245 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **18,512** |
| **65** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **29,000** |
| **66** | 2,245 | 1,000 | 1,000 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 3,832 | 2,721 | **20,459** |
| **67** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 1,000 | 4,172 | 1,000 | 3,832 | 4,274 | **22,687** |
| **68** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 1,000 | 2,742 | 1,000 | 2,377 | 2,721 | **22,204** |
| **69** | 2,245 | 2,603 | 2,598 | 2,613 | 2,304 | 2,122 | 2,742 | 2,597 | 2,377 | 1,000 | **23,201** |
| **70** | 2,245 | 2,603 | 2,598 | 1,000 | 2,304 | 2,122 | 1,613 | 1,000 | 2,377 | 2,721 | **20,583** |
| **71** | 3,858 | 1,000 | 1,000 | 2,613 | 2,304 | 3,354 | 2,742 | 2,597 | 3,832 | 2,721 | **26,021** |
| **72** | 2,245 | 1,000 | 1,000 | 1,000 | 1,000 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **17,208** |
| **73** | 3,858 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,742 | 1,000 | 1,000 | 2,721 | **16,321** |
| **74** | 2,245 | 2,603 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **20,115** |
| **75** | 4,902 | 1,000 | 1,000 | 2,613 | 3,686 | 2,122 | 1,000 | 2,597 | 3,832 | 2,721 | **25,472** |
| **76** | 1,000 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **30,728** |
| **77** | 3,104 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **32,832** |
| **78** | 3,858 | 2,603 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 2,377 | 4,274 | **32,130** |
| **79** | 3,104 | 2,603 | 1,000 | 2,613 | 3,686 | 2,122 | 2,742 | 1,000 | 3,832 | 2,721 | **25,423** |
| **80** | 3,104 | 1,000 | 1,000 | 1,000 | 2,304 | 2,122 | 2,742 | 1,000 | 2,377 | 2,721 | **19,371** |
| **81** | 3,858 | 1,000 | 2,598 | 2,613 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 4,274 | **31,982** |
| **82** | 3,104 | 1,000 | 1,000 | 1,000 | 3,686 | 3,354 | 4,172 | 2,597 | 3,832 | 2,721 | **26,466** |

**LAMPIRAN 15**

**HASIL MSI VARIABEL**

***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **1** | 2,466 | 2,165 | 1,000 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,091** |
| **2** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **33,493** |
| **3** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 1,000 | 1,000 | **31,109** |
| **4** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 3,548 | 4,274 | 2,654 | 1,000 | 4,079 | 4,274 | 2,511 | 1,000 | **41,118** |
| **5** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 1,000 | 1,759 | 1,000 | 1,000 | **25,560** |
| **6** | 4,522 | 3,219 | 2,519 | 3,391 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 2,669 | 2,586 | 2,885 | 2,511 | 2,621 | **39,412** |
| **7** | 1,000 | 3,219 | 2,519 | 2,220 | 1,000 | 2,790 | 2,251 | 1,000 | 2,654 | 1,000 | 2,586 | 1,000 | 2,511 | 1,000 | **26,749** |
| **8** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **36,395** |
| **9** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **30,361** |
| **10** | 2,466 | 1,000 | 2,519 | 2,220 | 2,078 | 2,790 | 2,251 | 1,879 | 1,000 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,185** |
| **11** | 2,466 | 3,219 | 2,519 | 1,000 | 2,078 | 1,000 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 1,759 | 1,000 | 1,000 | **27,487** |
| **12** | 3,544 | 3,219 | 2,519 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **49,484** |
| **13** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **46,692** |
| **14** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 2,790 | 3,548 | 4,274 | 4,172 | 1,000 | 2,586 | 4,274 | 4,148 | 2,621 | **49,984** |
| **15** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 3,548 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 2,511 | 2,621 | **42,324** |
| **16** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 2,669 | 4,079 | 2,885 | 1,000 | 2,621 | **38,894** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **17** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **36,497** |
| **18** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **51,487** |
| **19** | 2,466 | 2,165 | 1,000 | 1,000 | 3,089 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **27,765** |
| **20** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **53,108** |
| **21** | 3,544 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **37,071** |
| **22** | 2,466 | 2,165 | 1,000 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,091** |
| **23** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **33,493** |
| **24** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 1,000 | 1,000 | **31,109** |
| **25** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 3,548 | 4,274 | 2,654 | 1,000 | 4,079 | 4,274 | 2,511 | 1,000 | **41,118** |
| **26** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 1,000 | 1,759 | 1,000 | 1,000 | **25,560** |
| **27** | 4,522 | 3,219 | 2,519 | 3,391 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 2,669 | 2,586 | 2,885 | 2,511 | 2,621 | **39,412** |
| **28** | 1,000 | 3,219 | 2,519 | 2,220 | 1,000 | 2,790 | 2,251 | 1,000 | 2,654 | 1,000 | 2,586 | 1,000 | 2,511 | 1,000 | **26,749** |
| **29** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **36,395** |
| **30** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **30,361** |
| **31** | 2,466 | 1,000 | 2,519 | 2,220 | 2,078 | 2,790 | 2,251 | 1,879 | 1,000 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,185** |
| **32** | 2,466 | 3,219 | 2,519 | 1,000 | 2,078 | 1,000 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 1,759 | 1,000 | 1,000 | **27,487** |
| **33** | 3,544 | 3,219 | 2,519 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **49,484** |
| **34** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **46,692** |
| **35** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 2,790 | 3,548 | 4,274 | 4,172 | 1,000 | 2,586 | 4,274 | 4,148 | 2,621 | **49,984** |
| **36** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 3,548 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 2,511 | 2,621 | **42,324** |
| **37** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 2,669 | 4,079 | 2,885 | 1,000 | 2,621 | **38,894** |
| **38** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **36,497** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **39** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **51,487** |
| **40** | 2,466 | 2,165 | 1,000 | 1,000 | 3,089 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **27,765** |
| **41** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **53,108** |
| **42** | 3,544 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **37,071** |
| **43** | 2,466 | 2,165 | 1,000 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,091** |
| **44** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **33,493** |
| **45** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 1,000 | 1,000 | **31,109** |
| **46** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 3,548 | 4,274 | 2,654 | 1,000 | 4,079 | 4,274 | 2,511 | 1,000 | **41,118** |
| **47** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 1,000 | 1,759 | 1,000 | 1,000 | **25,560** |
| **48** | 4,522 | 3,219 | 2,519 | 3,391 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 2,669 | 2,586 | 2,885 | 2,511 | 2,621 | **39,412** |
| **49** | 1,000 | 3,219 | 2,519 | 2,220 | 1,000 | 2,790 | 2,251 | 1,000 | 2,654 | 1,000 | 2,586 | 1,000 | 2,511 | 1,000 | **26,749** |
| **50** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **36,395** |
| **51** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **30,361** |
| **52** | 2,466 | 1,000 | 2,519 | 2,220 | 2,078 | 2,790 | 2,251 | 1,879 | 1,000 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,185** |
| **53** | 2,466 | 3,219 | 2,519 | 1,000 | 2,078 | 1,000 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 1,759 | 1,000 | 1,000 | **27,487** |
| **54** | 3,544 | 3,219 | 2,519 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **49,484** |
| **55** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **46,692** |
| **56** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 2,790 | 3,548 | 4,274 | 4,172 | 1,000 | 2,586 | 4,274 | 4,148 | 2,621 | **49,984** |
| **57** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 3,548 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 2,511 | 2,621 | **42,324** |
| **58** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 2,669 | 4,079 | 2,885 | 1,000 | 2,621 | **38,894** |
| **59** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **36,497** |
| **60** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **51,487** |
| **No.**  **Responden** | ***Organizational Citizenship Behavior* (OCB) (X1)** | | | | | | | | | | | | | | ∑ |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |
| **61** | 2,466 | 2,165 | 1,000 | 1,000 | 3,089 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **27,765** |
| **62** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **53,108** |
| **63** | 3,544 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **37,071** |
| **64** | 2,466 | 2,165 | 1,000 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,091** |
| **65** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 2,621 | **33,493** |
| **66** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 1,000 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 1,000 | 1,000 | **31,109** |
| **67** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 3,548 | 4,274 | 2,654 | 1,000 | 4,079 | 4,274 | 2,511 | 1,000 | **41,118** |
| **68** | 2,466 | 2,165 | 2,519 | 1,000 | 2,078 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 1,000 | 1,759 | 1,000 | 1,000 | **25,560** |
| **69** | 4,522 | 3,219 | 2,519 | 3,391 | 3,089 | 2,790 | 1,000 | 2,957 | 2,654 | 2,669 | 2,586 | 2,885 | 2,511 | 2,621 | **39,412** |
| **70** | 1,000 | 3,219 | 2,519 | 2,220 | 1,000 | 2,790 | 2,251 | 1,000 | 2,654 | 1,000 | 2,586 | 1,000 | 2,511 | 1,000 | **26,749** |
| **71** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **36,395** |
| **72** | 2,466 | 2,165 | 2,519 | 1,000 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **30,361** |
| **73** | 2,466 | 1,000 | 2,519 | 2,220 | 2,078 | 2,790 | 2,251 | 1,879 | 1,000 | 1,000 | 2,586 | 2,885 | 2,511 | 1,000 | **28,185** |
| **74** | 2,466 | 3,219 | 2,519 | 1,000 | 2,078 | 1,000 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 1,759 | 1,000 | 1,000 | **27,487** |
| **75** | 3,544 | 3,219 | 2,519 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 2,621 | **49,484** |
| **76** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **46,692** |
| **77** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 2,790 | 3,548 | 4,274 | 4,172 | 1,000 | 2,586 | 4,274 | 4,148 | 2,621 | **49,984** |
| **78** | 3,544 | 4,389 | 2,519 | 2,220 | 3,089 | 2,790 | 3,548 | 2,957 | 4,172 | 1,000 | 4,079 | 2,885 | 2,511 | 2,621 | **42,324** |
| **79** | 2,466 | 3,219 | 3,995 | 2,220 | 3,089 | 2,790 | 2,251 | 2,957 | 2,654 | 2,669 | 4,079 | 2,885 | 1,000 | 2,621 | **38,894** |
| **80** | 3,544 | 3,219 | 2,519 | 2,220 | 4,274 | 4,389 | 2,251 | 2,957 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **36,497** |
| **81** | 4,522 | 4,389 | 3,995 | 3,391 | 4,274 | 4,389 | 3,548 | 4,274 | 4,172 | 2,669 | 4,079 | 4,274 | 2,511 | 1,000 | **51,487** |
| **82** | 2,466 | 2,165 | 1,000 | 1,000 | 3,089 | 2,790 | 2,251 | 1,879 | 2,654 | 1,000 | 2,586 | 2,885 | 1,000 | 1,000 | **27,765** |

**LMAPIRAN 16**

**HASIL MSI VARIABEL**

**MOTIVASI KERJA (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **2** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,000 | **19,518** |
| **3** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 1,000 | 1,000 | **16,686** |
| **4** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 2,519 | 2,807 | 3,229 | 1,969 | **27,822** |
| **5** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 3,229 | 1,969 | **18,364** |
| **6** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 3,995 | 2,807 | 3,229 | 3,054 | **30,316** |
| **7** | 2,511 | 3,992 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **23,047** |
| **8** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **23,187** |
| **9** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,969 | **18,976** |
| **10** | 2,511 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,519 | 2,807 | 3,229 | 1,969 | **18,034** |
| **11** | 1,000 | 2,518 | 2,603 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 2,322 | 3,054 | **20,146** |
| **12** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 2,519 | 1,000 | 2,322 | 1,969 | **25,040** |
| **13** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **14** | 4,148 | 3,992 | 2,603 | 1,000 | 4,487 | 1,000 | 3,995 | 4,420 | 3,937 | 4,378 | **33,960** |
| **15** | 2,511 | 3,992 | 1,000 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 3,054 | **32,067** |
| **16** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 4,420 | 2,322 | 3,054 | **21,675** |
| **17** | 1,000 | 2,518 | 2,603 | 2,638 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **24,918** |
| **18** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 2,713 | 2,519 | 2,807 | 3,229 | 3,054 | **30,553** |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **19** | 1,000 | 3,992 | 2,603 | 1,000 | 2,842 | 2,713 | 3,995 | 2,807 | 3,937 | 4,378 | **29,267** |
| **20** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 4,378 | **34,994** |
| **21** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 3,995 | 4,420 | 3,937 | 3,054 | **26,277** |
| **22** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **23** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,000 | **19,518** |
| **24** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 1,000 | 1,000 | **16,686** |
| **25** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 2,519 | 2,807 | 3,229 | 1,969 | **27,822** |
| **26** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 3,229 | 1,969 | **18,364** |
| **27** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 3,995 | 2,807 | 3,229 | 3,054 | **30,316** |
| **28** | 2,511 | 3,992 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **23,047** |
| **29** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **23,187** |
| **30** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,969 | **18,976** |
| **31** | 2,511 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,519 | 2,807 | 3,229 | 1,969 | **18,034** |
| **32** | 1,000 | 2,518 | 2,603 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 2,322 | 3,054 | **20,146** |
| **33** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 2,519 | 1,000 | 2,322 | 1,969 | **25,040** |
| **34** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **35** | 4,148 | 3,992 | 2,603 | 1,000 | 4,487 | 1,000 | 3,995 | 4,420 | 3,937 | 4,378 | **33,960** |
| **36** | 2,511 | 3,992 | 1,000 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 3,054 | **32,067** |
| **37** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 4,420 | 2,322 | 3,054 | **21,675** |
| **38** | 1,000 | 2,518 | 2,603 | 2,638 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **24,918** |
| **39** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 2,713 | 2,519 | 2,807 | 3,229 | 3,054 | **30,553** |
| **40** | 1,000 | 3,992 | 2,603 | 1,000 | 2,842 | 2,713 | 3,995 | 2,807 | 3,937 | 4,378 | **29,267** |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **41** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 4,378 | **34,994** |
| **42** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 3,995 | 4,420 | 3,937 | 3,054 | **26,277** |
| **43** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **44** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,000 | **19,518** |
| **45** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 1,000 | 1,000 | **16,686** |
| **46** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 2,519 | 2,807 | 3,229 | 1,969 | **27,822** |
| **47** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 3,229 | 1,969 | **18,364** |
| **48** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 3,995 | 2,807 | 3,229 | 3,054 | **30,316** |
| **49** | 2,511 | 3,992 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **23,047** |
| **50** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **23,187** |
| **51** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,969 | **18,976** |
| **52** | 2,511 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,519 | 2,807 | 3,229 | 1,969 | **18,034** |
| **53** | 1,000 | 2,518 | 2,603 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 2,322 | 3,054 | **20,146** |
| **54** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 2,519 | 1,000 | 2,322 | 1,969 | **25,040** |
| **55** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **56** | 4,148 | 3,992 | 2,603 | 1,000 | 4,487 | 1,000 | 3,995 | 4,420 | 3,937 | 4,378 | **33,960** |
| **57** | 2,511 | 3,992 | 1,000 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 3,054 | **32,067** |
| **58** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 4,420 | 2,322 | 3,054 | **21,675** |
| **59** | 1,000 | 2,518 | 2,603 | 2,638 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **24,918** |
| **60** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 2,713 | 2,519 | 2,807 | 3,229 | 3,054 | **30,553** |
| **61** | 1,000 | 3,992 | 2,603 | 1,000 | 2,842 | 2,713 | 3,995 | 2,807 | 3,937 | 4,378 | **29,267** |
| **62** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 4,378 | **34,994** |
| **No.**  **Responden** | **Motivasi Kerja (X2)** | | | | | | | | | | ∑ |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **63** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 3,995 | 4,420 | 3,937 | 3,054 | **26,277** |
| **64** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **65** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,000 | **19,518** |
| **66** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 1,000 | 1,000 | **16,686** |
| **67** | 2,511 | 3,992 | 2,603 | 2,638 | 2,842 | 2,713 | 2,519 | 2,807 | 3,229 | 1,969 | **27,822** |
| **68** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 3,229 | 1,969 | **18,364** |
| **69** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 3,995 | 2,807 | 3,229 | 3,054 | **30,316** |
| **70** | 2,511 | 3,992 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **23,047** |
| **71** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **23,187** |
| **72** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 1,969 | **18,976** |
| **73** | 2,511 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,519 | 2,807 | 3,229 | 1,969 | **18,034** |
| **74** | 1,000 | 2,518 | 2,603 | 1,000 | 2,842 | 1,000 | 1,000 | 2,807 | 2,322 | 3,054 | **20,146** |
| **75** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 1,000 | 2,519 | 1,000 | 2,322 | 1,969 | **25,040** |
| **76** | 2,511 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 2,807 | 2,322 | 3,054 | **21,573** |
| **77** | 4,148 | 3,992 | 2,603 | 1,000 | 4,487 | 1,000 | 3,995 | 4,420 | 3,937 | 4,378 | **33,960** |
| **78** | 2,511 | 3,992 | 1,000 | 2,638 | 2,842 | 2,713 | 3,995 | 4,420 | 4,902 | 3,054 | **32,067** |
| **79** | 1,000 | 2,518 | 1,000 | 1,000 | 2,842 | 1,000 | 2,519 | 4,420 | 2,322 | 3,054 | **21,675** |
| **80** | 1,000 | 2,518 | 2,603 | 2,638 | 2,842 | 1,000 | 2,519 | 2,807 | 3,937 | 3,054 | **24,918** |
| **81** | 2,511 | 3,992 | 2,603 | 2,638 | 4,487 | 2,713 | 2,519 | 2,807 | 3,229 | 3,054 | **30,553** |
| **82** | 1,000 | 3,992 | 2,603 | 1,000 | 2,842 | 2,713 | 3,995 | 2,807 | 3,937 | 4,378 | **29,267** |

**LAMPIRAN 17**

**HASIL MSI VARIABEL**

**KEPUASAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **2** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **3** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **4** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **28,138** |
| **5** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **6** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **26,595** |
| **7** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **8** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **9** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **10** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,894** |
| **11** | 4,065 | 1,000 | 1,774 | 1,000 | 1,000 | 1,000 | 3,726 | 2,599 | 2,701 | 3,273 | **22,138** |
| **12** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **28,065** |
| **13** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **14** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **24,838** |
| **15** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **16** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **26,595** |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **17** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **18** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **19** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **20** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **21** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **26,595** |
| **22** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **23** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **28,201** |
| **24** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **25** | 2,460 | 1,000 | 1,774 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **26,374** |
| **26** | 4,065 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,744** |
| **27** | 4,065 | 1,000 | 1,774 | 1,000 | 1,000 | 1,000 | 3,726 | 2,599 | 2,701 | 3,273 | **22,138** |
| **28** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **28,065** |
| **29** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **30** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **24,838** |
| **31** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **32** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **26,595** |
| **33** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **34** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **35** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **36** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **37** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 1,774 | 2,599 | 2,701 | 3,273 | **29,548** |
| **38** | 2,460 | 1,000 | 3,538 | 2,836 | 1,000 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **26,180** |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **39** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,664** |
| **40** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **28,065** |
| **41** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **42** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,894** |
| **43** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **44** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **45** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **46** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **47** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **48** | 2,460 | 2,756 | 1,774 | 1,000 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **26,294** |
| **49** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **28,138** |
| **50** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **51** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 1,774 | 1,000 | 1,000 | 1,000 | **23,975** |
| **52** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **28,065** |
| **53** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **54** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **28,138** |
| **55** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **56** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,894** |
| **57** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **58** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **59** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **60** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **No.**  **Responden** | **Kepuasan Kerja (X3)** | | | | | | | | | | ∑ |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **61** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,894** |
| **62** | 4,065 | 2,756 | 3,538 | 2,836 | 1,000 | 1,000 | 3,726 | 2,599 | 2,701 | 3,273 | **27,494** |
| **63** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **24,838** |
| **64** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 1,774 | 1,000 | 1,000 | 3,273 | **26,248** |
| **65** | 1,000 | 1,000 | 1,000 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **24,140** |
| **66** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **29,664** |
| **67** | 2,460 | 2,756 | 3,538 | 2,836 | 1,000 | 3,048 | 1,000 | 1,000 | 1,000 | 3,273 | **21,911** |
| **68** | 4,065 | 2,756 | 1,774 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 1,000 | **24,163** |
| **69** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **28,201** |
| **70** | 2,460 | 1,000 | 3,538 | 2,836 | 1,000 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **22,881** |
| **71** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **28,201** |
| **72** | 4,065 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,726 | 1,000 | 1,000 | 3,273 | **18,064** |
| **73** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 1,000 | 3,726 | 1,000 | 1,000 | 3,273 | **24,546** |
| **74** | 4,065 | 1,000 | 1,774 | 1,000 | 1,000 | 1,000 | 1,774 | 1,000 | 1,000 | 1,000 | **14,613** |
| **75** | 4,065 | 2,756 | 3,538 | 1,000 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **28,065** |
| **76** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **77** | 2,460 | 1,000 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **24,838** |
| **78** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **79** | 2,460 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 1,000 | 3,273 | **26,595** |
| **80** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |
| **81** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 2,599 | 2,701 | 3,273 | **31,500** |
| **82** | 4,065 | 2,756 | 3,538 | 2,836 | 2,958 | 3,048 | 3,726 | 1,000 | 2,701 | 3,273 | **29,901** |

**LAMPIRAN 18**

**HASIL UJI VALIDITITAS VARIABEL**

**KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kinerja Pegawai |
| Y.1 | Pearson Correlation | 1 | -,137 | ,135 | ,341 | ,298 | ,326 | -,031 | ,406\* | ,238 | ,282 | ,529\*\* |
| Sig. (2-tailed) |  | ,470 | ,475 | ,065 | ,110 | ,079 | ,871 | ,026 | ,206 | ,132 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | -,137 | 1 | ,598\*\* | ,464\*\* | ,477\*\* | ,170 | ,204 | ,322 | ,161 | ,252 | ,459\* |
| Sig. (2-tailed) | ,470 |  | ,000 | ,010 | ,008 | ,368 | ,281 | ,082 | ,394 | ,179 | ,011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,135 | ,598\*\* | 1 | ,666\*\* | ,471\*\* | ,481\*\* | ,305 | ,550\*\* | ,219 | ,378\* | ,674\*\* |
| Sig. (2-tailed) | ,475 | ,000 |  | ,000 | ,009 | ,007 | ,101 | ,002 | ,244 | ,039 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,341 | ,464\*\* | ,666\*\* | 1 | ,605\*\* | ,405\* | ,138 | ,666\*\* | ,584\*\* | ,306 | ,752\*\* |
| Sig. (2-tailed) | ,065 | ,010 | ,000 |  | ,000 | ,026 | ,468 | ,000 | ,001 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,298 | ,477\*\* | ,471\*\* | ,605\*\* | 1 | ,611\*\* | ,288 | ,707\*\* | ,724\*\* | ,468\*\* | ,832\*\* |
| Sig. (2-tailed) | ,110 | ,008 | ,009 | ,000 |  | ,000 | ,123 | ,000 | ,000 | ,009 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,326 | ,170 | ,481\*\* | ,405\* | ,611\*\* | 1 | ,367\* | ,703\*\* | ,422\* | ,350 | ,733\*\* |
| Sig. (2-tailed) | ,079 | ,368 | ,007 | ,026 | ,000 |  | ,046 | ,000 | ,020 | ,058 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | -,031 | ,204 | ,305 | ,138 | ,288 | ,367\* | 1 | ,305 | ,268 | ,591\*\* | ,492\*\* |
| Sig. (2-tailed) | ,871 | ,281 | ,101 | ,468 | ,123 | ,046 |  | ,101 | ,153 | ,001 | ,006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | ,406\* | ,322 | ,550\*\* | ,666\*\* | ,707\*\* | ,703\*\* | ,305 | 1 | ,614\*\* | ,378\* | ,840\*\* |
| Sig. (2-tailed) | ,026 | ,082 | ,002 | ,000 | ,000 | ,000 | ,101 |  | ,000 | ,039 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | ,238 | ,161 | ,219 | ,584\*\* | ,724\*\* | ,422\* | ,268 | ,614\*\* | 1 | ,456\* | ,688\*\* |
| Sig. (2-tailed) | ,206 | ,394 | ,244 | ,001 | ,000 | ,020 | ,153 | ,000 |  | ,011 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | ,282 | ,252 | ,378\* | ,306 | ,468\*\* | ,350 | ,591\*\* | ,378\* | ,456\* | 1 | ,662\*\* |
| Sig. (2-tailed) | ,132 | ,179 | ,039 | ,101 | ,009 | ,058 | ,001 | ,039 | ,011 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | ,529\*\* | ,459\* | ,674\*\* | ,752\*\* | ,832\*\* | ,733\*\* | ,492\*\* | ,840\*\* | ,688\*\* | ,662\*\* | 1 |
| Sig. (2-tailed) | ,003 | ,011 | ,000 | ,000 | ,000 | ,000 | ,006 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**LAMPIRAN 19**

**HASIL UJI RELIABILITAS VARIABEL**

**KINERJA PEGAWAI (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,831 | 10 |

**LAMPIRAN 20**

**HASIL UJI VALIDITITAS VARIABEL**

***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | Organizational Citizenship Behavior (OCB) |
| X1.1 | Pearson Correlation | 1 | ,693\*\* | ,466\*\* | ,792\*\* | ,731\*\* | ,447\* | ,335 | ,605\*\* | ,443\* | ,424\* | ,236 | ,532\*\* | ,484\*\* | ,336 | ,806\*\* |
| Sig. (2-tailed) |  | ,000 | ,009 | ,000 | ,000 | ,013 | ,070 | ,000 | ,014 | ,019 | ,209 | ,002 | ,007 | ,070 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,693\*\* | 1 | ,629\*\* | ,714\*\* | ,543\*\* | ,367\* | ,462\* | ,437\* | ,488\*\* | ,412\* | ,438\* | ,337 | ,433\* | ,293 | ,768\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,002 | ,046 | ,010 | ,016 | ,006 | ,024 | ,016 | ,068 | ,017 | ,117 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,466\*\* | ,629\*\* | 1 | ,634\*\* | ,405\* | ,241 | ,374\* | ,390\* | ,203 | ,367\* | ,407\* | ,384\* | ,243 | ,336 | ,634\*\* |
| Sig. (2-tailed) | ,009 | ,000 |  | ,000 | ,026 | ,199 | ,042 | ,033 | ,282 | ,046 | ,026 | ,036 | ,195 | ,070 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,792\*\* | ,714\*\* | ,634\*\* | 1 | ,582\*\* | ,489\*\* | ,452\* | ,434\* | ,336 | ,541\*\* | ,388\* | ,461\* | ,534\*\* | ,381\* | ,814\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,001 | ,006 | ,012 | ,016 | ,070 | ,002 | ,034 | ,010 | ,002 | ,038 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,731\*\* | ,543\*\* | ,405\* | ,582\*\* | 1 | ,671\*\* | ,527\*\* | ,766\*\* | ,447\* | ,468\*\* | ,484\*\* | ,768\*\* | ,349 | ,407\* | ,863\*\* |
| Sig. (2-tailed) | ,000 | ,002 | ,026 | ,001 |  | ,000 | ,003 | ,000 | ,013 | ,009 | ,007 | ,000 | ,059 | ,025 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,447\* | ,367\* | ,241 | ,489\*\* | ,671\*\* | 1 | ,448\* | ,475\*\* | ,374\* | ,447\* | ,472\*\* | ,475\*\* | ,378\* | ,131 | ,665\*\* |
| Sig. (2-tailed) | ,013 | ,046 | ,199 | ,006 | ,000 |  | ,013 | ,008 | ,041 | ,013 | ,008 | ,008 | ,039 | ,492 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,335 | ,462\* | ,374\* | ,452\* | ,527\*\* | ,448\* | 1 | ,520\*\* | ,323 | ,082 | ,395\* | ,376\* | ,288 | ,137 | ,611\*\* |
| Sig. (2-tailed) | ,070 | ,010 | ,042 | ,012 | ,003 | ,013 |  | ,003 | ,082 | ,668 | ,031 | ,040 | ,123 | ,470 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,605\*\* | ,437\* | ,390\* | ,434\* | ,766\*\* | ,475\*\* | ,520\*\* | 1 | ,552\*\* | ,317 | ,515\*\* | ,690\*\* | ,339 | ,303 | ,778\*\* |
| Sig. (2-tailed) | ,000 | ,016 | ,033 | ,016 | ,000 | ,008 | ,003 |  | ,002 | ,088 | ,004 | ,000 | ,067 | ,104 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,443\* | ,488\*\* | ,203 | ,336 | ,447\* | ,374\* | ,323 | ,552\*\* | 1 | ,499\*\* | ,508\*\* | ,228 | ,123 | ,134 | ,579\*\* |
| Sig. (2-tailed) | ,014 | ,006 | ,282 | ,070 | ,013 | ,041 | ,082 | ,002 |  | ,005 | ,004 | ,227 | ,517 | ,479 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,424\* | ,412\* | ,367\* | ,541\*\* | ,468\*\* | ,447\* | ,082 | ,317 | ,499\*\* | 1 | ,602\*\* | ,337 | ,102 | ,238 | ,585\*\* |
| Sig. (2-tailed) | ,019 | ,024 | ,046 | ,002 | ,009 | ,013 | ,668 | ,088 | ,005 |  | ,000 | ,069 | ,593 | ,206 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | ,236 | ,438\* | ,407\* | ,388\* | ,484\*\* | ,472\*\* | ,395\* | ,515\*\* | ,508\*\* | ,602\*\* | 1 | ,520\*\* | ,194 | ,288 | ,653\*\* |
| Sig. (2-tailed) | ,209 | ,016 | ,026 | ,034 | ,007 | ,008 | ,031 | ,004 | ,004 | ,000 |  | ,003 | ,304 | ,123 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | ,532\*\* | ,337 | ,384\* | ,461\* | ,768\*\* | ,475\*\* | ,376\* | ,690\*\* | ,228 | ,337 | ,520\*\* | 1 | ,440\* | ,439\* | ,740\*\* |
| Sig. (2-tailed) | ,002 | ,068 | ,036 | ,010 | ,000 | ,008 | ,040 | ,000 | ,227 | ,069 | ,003 |  | ,015 | ,015 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | ,484\*\* | ,433\* | ,243 | ,534\*\* | ,349 | ,378\* | ,288 | ,339 | ,123 | ,102 | ,194 | ,440\* | 1 | ,381\* | ,559\*\* |
| Sig. (2-tailed) | ,007 | ,017 | ,195 | ,002 | ,059 | ,039 | ,123 | ,067 | ,517 | ,593 | ,304 | ,015 |  | ,038 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | ,336 | ,293 | ,336 | ,381\* | ,407\* | ,131 | ,137 | ,303 | ,134 | ,238 | ,288 | ,439\* | ,381\* | 1 | ,485\*\* |
| Sig. (2-tailed) | ,070 | ,117 | ,070 | ,038 | ,025 | ,492 | ,470 | ,104 | ,479 | ,206 | ,123 | ,015 | ,038 |  | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Organizational Citizenship Behavior (OCB) | Pearson Correlation | ,806\*\* | ,768\*\* | ,634\*\* | ,814\*\* | ,863\*\* | ,665\*\* | ,611\*\* | ,778\*\* | ,579\*\* | ,585\*\* | ,653\*\* | ,740\*\* | ,559\*\* | ,485\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | ,001 | ,007 |  |
| N | 30 | 30 | 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). | | | | | | | | | | | | | | | | |

**LAMPIRAN 21**

**HASIL UJI RELIABILITAS VARIABEL**

***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,914 | 14 |

**LAMPIRAN 22**

**HASIL UJI VALIDITITAS VARIABEL**

**MOTIVASI KERJA (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Motivasi Kerja |
| X2.1 | Pearson Correlation | 1 | ,241 | -,053 | ,037 | -,074 | ,159 | ,173 | ,135 | ,253 | ,208 | ,381\* |
| Sig. (2-tailed) |  | ,200 | ,781 | ,848 | ,698 | ,402 | ,360 | ,477 | ,178 | ,269 | ,038 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,241 | 1 | ,541\*\* | ,467\*\* | ,416\* | ,406\* | ,354 | ,115 | ,266 | ,339 | ,630\*\* |
| Sig. (2-tailed) | ,200 |  | ,002 | ,009 | ,022 | ,026 | ,055 | ,545 | ,155 | ,067 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | -,053 | ,541\*\* | 1 | ,592\*\* | ,492\*\* | ,206 | ,218 | ,014 | ,120 | ,290 | ,481\*\* |
| Sig. (2-tailed) | ,781 | ,002 |  | ,001 | ,006 | ,274 | ,247 | ,944 | ,526 | ,120 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,037 | ,467\*\* | ,592\*\* | 1 | ,515\*\* | ,263 | ,345 | ,168 | ,342 | ,188 | ,578\*\* |
| Sig. (2-tailed) | ,848 | ,009 | ,001 |  | ,004 | ,160 | ,062 | ,375 | ,064 | ,319 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | -,074 | ,416\* | ,492\*\* | ,515\*\* | 1 | -,173 | ,427\* | ,215 | ,049 | ,305 | ,466\*\* |
| Sig. (2-tailed) | ,698 | ,022 | ,006 | ,004 |  | ,361 | ,019 | ,254 | ,799 | ,102 | ,009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,159 | ,406\* | ,206 | ,263 | -,173 | 1 | ,114 | ,014 | ,388\* | ,119 | ,387\* |
| Sig. (2-tailed) | ,402 | ,026 | ,274 | ,160 | ,361 |  | ,548 | ,944 | ,034 | ,530 | ,034 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,173 | ,354 | ,218 | ,345 | ,427\* | ,114 | 1 | ,681\*\* | ,552\*\* | ,602\*\* | ,776\*\* |
| Sig. (2-tailed) | ,360 | ,055 | ,247 | ,062 | ,019 | ,548 |  | ,000 | ,002 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,135 | ,115 | ,014 | ,168 | ,215 | ,014 | ,681\*\* | 1 | ,490\*\* | ,566\*\* | ,612\*\* |
| Sig. (2-tailed) | ,477 | ,545 | ,944 | ,375 | ,254 | ,944 | ,000 |  | ,006 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,253 | ,266 | ,120 | ,342 | ,049 | ,388\* | ,552\*\* | ,490\*\* | 1 | ,685\*\* | ,781\*\* |
| Sig. (2-tailed) | ,178 | ,155 | ,526 | ,064 | ,799 | ,034 | ,002 | ,006 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,208 | ,339 | ,290 | ,188 | ,305 | ,119 | ,602\*\* | ,566\*\* | ,685\*\* | 1 | ,791\*\* |
| Sig. (2-tailed) | ,269 | ,067 | ,120 | ,319 | ,102 | ,530 | ,000 | ,001 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Motivasi Kerja | Pearson Correlation | ,381\* | ,630\*\* | ,481\*\* | ,578\*\* | ,466\*\* | ,387\* | ,776\*\* | ,612\*\* | ,781\*\* | ,791\*\* | 1 |
| Sig. (2-tailed) | ,038 | ,000 | ,007 | ,001 | ,009 | ,034 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**LAMPIRAN 23**

**HASIL UJI RELIABILITAS VARIABEL**

**MOTIVASI KERJA (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,793 | 10 |

**LAMPIRAN 24**

**HASIL UJI VALIDITITAS VARIABEL**

**KEPUASAN KERJA (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Kepuasan Kerja |
| X3.1 | Pearson Correlation | 1 | ,292 | ,372\* | ,394\* | ,139 | ,367\* | ,400\* | ,155 | ,423\* | ,206 | ,708\*\* |
| Sig. (2-tailed) |  | ,117 | ,043 | ,031 | ,465 | ,046 | ,029 | ,412 | ,020 | ,274 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,292 | 1 | ,073 | ,268 | ,226 | ,143 | ,153 | ,216 | ,432\* | ,100 | ,551\*\* |
| Sig. (2-tailed) | ,117 |  | ,701 | ,152 | ,229 | ,450 | ,420 | ,251 | ,017 | ,599 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,372\* | ,073 | 1 | ,525\*\* | -,085 | -,079 | ,230 | -,011 | ,130 | ,032 | ,382\* |
| Sig. (2-tailed) | ,043 | ,701 |  | ,003 | ,654 | ,680 | ,221 | ,953 | ,493 | ,868 | ,037 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,394\* | ,268 | ,525\*\* | 1 | ,541\*\* | ,467\*\* | ,416\* | ,027 | ,372\* | ,378\* | ,713\*\* |
| Sig. (2-tailed) | ,031 | ,152 | ,003 |  | ,002 | ,009 | ,022 | ,888 | ,043 | ,039 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,139 | ,226 | -,085 | ,541\*\* | 1 | ,592\*\* | ,492\*\* | ,038 | ,364\* | ,226 | ,540\*\* |
| Sig. (2-tailed) | ,465 | ,229 | ,654 | ,002 |  | ,001 | ,006 | ,843 | ,048 | ,229 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,367\* | ,143 | -,079 | ,467\*\* | ,592\*\* | 1 | ,515\*\* | ,339 | ,302 | ,147 | ,620\*\* |
| Sig. (2-tailed) | ,046 | ,450 | ,680 | ,009 | ,001 |  | ,004 | ,067 | ,105 | ,438 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,400\* | ,153 | ,230 | ,416\* | ,492\*\* | ,515\*\* | 1 | ,153 | ,305 | ,182 | ,635\*\* |
| Sig. (2-tailed) | ,029 | ,420 | ,221 | ,022 | ,006 | ,004 |  | ,420 | ,101 | ,335 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,155 | ,216 | -,011 | ,027 | ,038 | ,339 | ,153 | 1 | ,259 | ,021 | ,427\* |
| Sig. (2-tailed) | ,412 | ,251 | ,953 | ,888 | ,843 | ,067 | ,420 |  | ,167 | ,912 | ,019 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,423\* | ,432\* | ,130 | ,372\* | ,364\* | ,302 | ,305 | ,259 | 1 | ,549\*\* | ,709\*\* |
| Sig. (2-tailed) | ,020 | ,017 | ,493 | ,043 | ,048 | ,105 | ,101 | ,167 |  | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,206 | ,100 | ,032 | ,378\* | ,226 | ,147 | ,182 | ,021 | ,549\*\* | 1 | ,459\* |
| Sig. (2-tailed) | ,274 | ,599 | ,868 | ,039 | ,229 | ,438 | ,335 | ,912 | ,002 |  | ,011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja | Pearson Correlation | ,708\*\* | ,551\*\* | ,382\* | ,713\*\* | ,540\*\* | ,620\*\* | ,635\*\* | ,427\* | ,709\*\* | ,459\* | 1 |
| Sig. (2-tailed) | ,000 | ,002 | ,037 | ,000 | ,002 | ,000 | ,000 | ,019 | ,000 | ,011 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**LAMPIRAN 25**

**HASIL UJI RELIABILITAS VARIABEL**

**KEPUASAN KERJA (X3)**

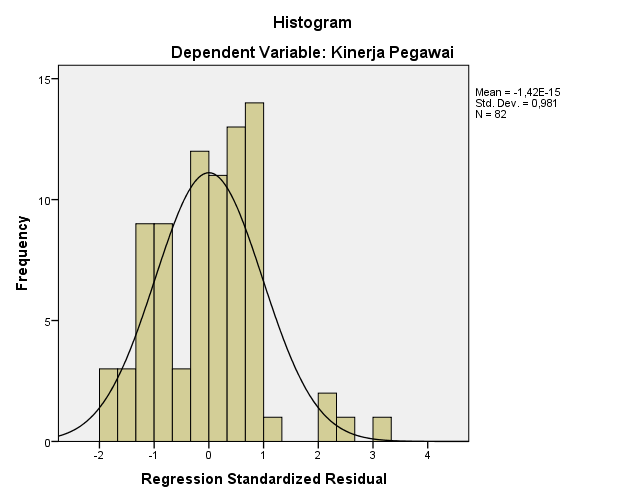
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,754 | 10 |

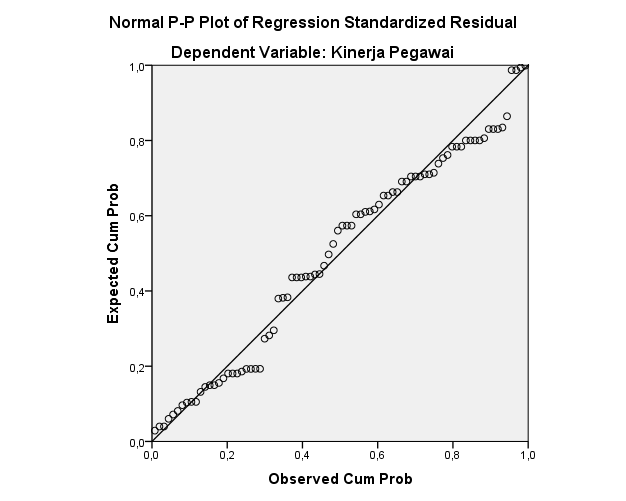
**LAMPIRAN 26**

**HASIL UJI ASUMSI KLASIK**

1. **Uji Normalitas**
   1. **Grafik Histogram**

****

1. **Gambar P-Plot of Regression Standardized Residual**



1. **Tabel Kolmogorov – Smirnov**

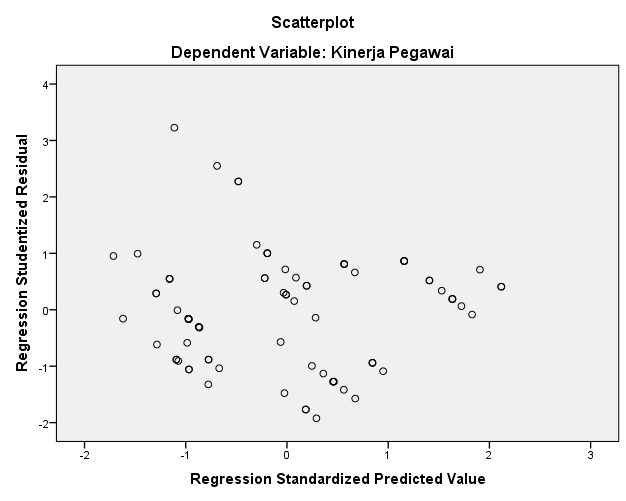
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 82 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,24429653 |
| Most Extreme Differences | Absolute | ,104 |
| Positive | ,104 |
| Negative | -,075 |
| Test Statistic | | ,104 |
| Asymp. Sig. (2-tailed) | | ,128c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

1. **Uji Multikolinieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Organizational Citizenship Behavior (OCB) | ,551 | 1,816 |
| Motivasi Kerja | ,562 | 1,778 |
| Kepuasan Kerja | ,950 | 1,052 |
| a. Dependent Variable: Kinerja Pegawai | | | |

1. **Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,997 | 3,876 |  | ,773 | ,442 |
| Organizational Citizenship Behavior (OCB) | -,006 | ,031 | -,029 | -,192 | ,848 |
| Motivasi Kerja | -,028 | ,052 | -,081 | -,541 | ,590 |
| Kepuasan Kerja | ,005 | ,080 | ,007 | ,063 | ,950 |
| a. Dependent Variable: ABRESID | | | | | | |

****

**LAMPIRAN 27**

**HASIL ANALISIS REGRESI LINIER BERGANDA**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,945 | 6,501 |  |
| Organizational Citizenship Behavior (OCB) | ,302 | ,051 | ,521 |
| Motivasi Kerja | ,305 | ,087 | ,309 |
| Kepuasan Kerja | ,332 | ,134 | ,167 |
| a. Dependent Variable: Kinerja Pegawai | | | | |

**LAMPIRAN 28**

**HASIL UJI HIPOTESIS**

1. **Uji t (Parsial)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | t | Sig. |
|
| 1 | (Constant) | -,453 | ,652 |
| Organizational Citizenship Behavior (OCB) | 5,889 | ,000 |
| Motivasi Kerja | 3,524 | ,001 |
| Kepuasan Kerja | 2,473 | ,016 |
| a. Dependent Variable: Kinerja Pegawai | | | |

1. **Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 804,075 | 3 | 268,025 | 51,242 | ,000b |
| Residual | 407,986 | 78 | 5,231 |  |  |
| Total | 1212,061 | 81 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja, Organizational Citizenship Behavior (OCB) | | | | | | |

**LAMPIRAN 29**

**HASIL KOEFISIEN DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,814a | ,663 | ,650 | 2,287 |
| a. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja, Organizational Citizenship Behavior (OCB) | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |

**LAMPIRAN 30**

**rtabel**

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

**LAMPIRAN 31**

**ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **81** | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| **82** | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| **83** | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| **84** | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| **85** | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| **86** | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| **87** | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| **88** | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| **89** | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| **90** | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| **91** | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| **92** | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| **93** | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| **94** | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| **95** | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| **96** | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| **97** | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| **98** | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| **99** | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| **100** | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |
| **101** | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 |
| **102** | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 |
| **103** | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 |
| **104** | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 |
| **105** | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 |
| **106** | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 |
| **107** | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 |
| **108** | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 |
| **109** | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 |
| **110** | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 |
| **111** | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 |
| **112** | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 |
| **113** | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 |
| **114** | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 |
| **115** | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 |
| **116** | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 |
| **117** | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 |
| **118** | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 |
| **119** | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 |
| **120** | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 |

**LAMPIRAN 32**

**ftabel**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Tabel Uji F** | | | | | | | | |
| ***α =* 0,05** | **df1=(k-1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 161.44  8 | 199,500 | 215.70  7 | 224,583 | 230,162 | 233.98  6 | 236,768 | 238,883 |
| 2 | 18,513 | 19,000 | 19,164 | 19,247 | 19,296 | 19,330 | 19,353 | 19,371 |
| 3 | 10,128 | 9,552 | 9,277 | 9,117 | 9,013 | 8,941 | 8,887 | 8,845 |
| 4 | 7,709 | 6,944 | 6,591 | 6,388 | 6,256 | 6,163 | 6,094 | 6,041 |
| 5 | 6,608 | 5,786 | 5,409 | 5,192 | 5,050 | 4,950 | 4,876 | 4,818 |
| 6 | 5,987 | 5,143 | 4,757 | 4,534 | 4,387 | 4,284 | 4,207 | 4,147 |
| 7 | 5,591 | 4,737 | 4,347 | 4,120 | 3,972 | 3,866 | 3,787 | 3,726 |
| 8 | 5,318 | 4,459 | 4,066 | 3,838 | 3,687 | 3,581 | 3,500 | 3,438 |
| 9 | 5,117 | 4,256 | 3,863 | 3,633 | 3,482 | 3,374 | 3,293 | 3,230 |
| 10 | 4,965 | 4,103 | 3,708 | 3,478 | 3,326 | 3,217 | 3,135 | 3,072 |
| 11 | 4,844 | 3,982 | 3,587 | 3,357 | 3,204 | 3,095 | 3,012 | 2,948 |
| 12 | 4,747 | 3,885 | 3,490 | 3,259 | 3,106 | 2,996 | 2,913 | 2,849 |
| 13 | 4,667 | 3,806 | 3,411 | 3,179 | 3,025 | 2,915 | 2,832 | 2,767 |
| 14 | 4,600 | 3,739 | 3,344 | 3,112 | 2,958 | 2,848 | 2,764 | 2,699 |
| 15 | 4,543 | 3,682 | 3,287 | 3,056 | 2,901 | 2,790 | 2,707 | 2,641 |
| 16 | 4,494 | 3,634 | 3,239 | 3,007 | 2,852 | 2,741 | 2,657 | 2,591 |
| 17 | 4,451 | 3,592 | 3,197 | 2,965 | 2,810 | 2,699 | 2,614 | 2,548 |
| 18 | 4,414 | 3,555 | 3,160 | 2,928 | 2,773 | 2,661 | 2,577 | 2,510 |
| 19 | 4,381 | 3,522 | 3,127 | 2,895 | 2,740 | 2,628 | 2,544 | 2,477 |
| 20 | 4,351 | 3,493 | 3,098 | 2,866 | 2,711 | 2,599 | 2,514 | 2,447 |
| 21 | 4,325 | 3,467 | 3,072 | 2,840 | 2,685 | 2,573 | 2,488 | 2,420 |
| 22 | 4,301 | 3,443 | 3,049 | 2,817 | 2,661 | 2,549 | 2,464 | 2,397 |
| 23 | 4,279 | 3,422 | 3,028 | 2,796 | 2,640 | 2,528 | 2,442 | 2,375 |
| 24 | 4,260 | 3,403 | 3,009 | 2,776 | 2,621 | 2,508 | 2,423 | 2,355 |
| 25 | 4,242 | 3,385 | 2,991 | 2,759 | 2,603 | 2,490 | 2,405 | 2,337 |
| 26 | 4,225 | 3,369 | 2,975 | 2,743 | 2,587 | 2,474 | 2,388 | 2,321 |
| 27 | 4,210 | 3,354 | 2,960 | 2,728 | 2,572 | 2,459 | 2,373 | 2,305 |
| 28 | 4,196 | 3,340 | 2,947 | 2,714 | 2,558 | 2,445 | 2,359 | 2,291 |
| 29 | 4,183 | 3,328 | 2,934 | 2,701 | 2,545 | 2,432 | 2,346 | 2,278 |
| 30 | 4,171 | 3,316 | 2,922 | 2,690 | 2,534 | 2,421 | 2,334 | 2,266 |
| 31 | 4,160 | 3,305 | 2,911 | 2,679 | 2,523 | 2,409 | 2,323 | 2,255 |
| 32 | 4,149 | 3,295 | 2,901 | 2,668 | 2,512 | 2,399 | 2,313 | 2,244 |
| 33 | 4,139 | 3,285 | 2,892 | 2,659 | 2,503 | 2,389 | 2,303 | 2,235 |
| 34 | 4,130 | 3,276 | 2,883 | 2,650 | 2,494 | 2,380 | 2,294 | 2,225 |
| 35 | 4,121 | 3,267 | 2,874 | 2,641 | 2,485 | 2,372 | 2,285 | 2,217 |
| 36 | 4,113 | 3,259 | 2,866 | 2,634 | 2,477 | 2,364 | 2,277 | 2,209 |
| 37 | 4,105 | 3,252 | 2,859 | 2,626 | 2,470 | 2,356 | 2,270 | 2,201 |
| 38 | 4,098 | 3,245 | 2,852 | 2,619 | 2,463 | 2,349 | 2,262 | 2,194 |
| 39 | 4,091 | 3,238 | 2,845 | 2,612 | 2,456 | 2,342 | 2,255 | 2,187 |
| 40 | 4,085 | 3,232 | 2,839 | 2,606 | 2,449 | 2,336 | 2,249 | 2,180 |
| 41 | 4,079 | 3,226 | 2,833 | 2,600 | 2,443 | 2,330 | 2,243 | 2,174 |
| 42 | 4,073 | 3,220 | 2,827 | 2,594 | 2,438 | 2,324 | 2,237 | 2,168 |
| 43 | 4,067 | 3,214 | 2,822 | 2,589 | 2,432 | 2,318 | 2,232 | 2,163 |
| 44 | 4,062 | 3,209 | 2,816 | 2,584 | 2,427 | 2,313 | 2,226 | 2,157 |
| 45 | 4,057 | 3,204 | 2,812 | 2,579 | 2,422 | 2,308 | 2,221 | 2,152 |
| 46 | 4,052 | 3,200 | 2,807 | 2,574 | 2,417 | 2,304 | 2,216 | 2,147 |
| 47 | 4,047 | 3,195 | 2,802 | 2,570 | 2,413 | 2,299 | 2,212 | 2,143 |
| 48 | 4,043 | 3,191 | 2,798 | 2,565 | 2,409 | 2,295 | 2,207 | 2,138 |
| 49 | 4,038 | 3,187 | 2,794 | 2,561 | 2,404 | 2,290 | 2,203 | 2,134 |
| 50 | 4,034 | 3,183 | 2,790 | 2,557 | 2,400 | 2,286 | 2,199 | 2,130 |
| 51 | 4,030 | 3,179 | 2,786 | 2,553 | 2,397 | 2,283 | 2,195 | 2,126 |
| 52 | 4,027 | 3,175 | 2,783 | 2,550 | 2,393 | 2,279 | 2,192 | 2,122 |
| 53 | 4,023 | 3,172 | 2,779 | 2,546 | 2,389 | 2,275 | 2,188 | 2,119 |
| 54 | 4,020 | 3,168 | 2,776 | 2,543 | 2,386 | 2,272 | 2,185 | 2,115 |
| 55 | 4,016 | 3,165 | 2,773 | 2,540 | 2,383 | 2,269 | 2,181 | 2,112 |
| 56 | 4,013 | 3,162 | 2,769 | 2,537 | 2,380 | 2,266 | 2,178 | 2,109 |
| 57 | 4,010 | 3,159 | 2,766 | 2,534 | 2,377 | 2,263 | 2,175 | 2,106 |
| 58 | 4,007 | 3,156 | 2,764 | 2,531 | 2,374 | 2,260 | 2,172 | 2,103 |
| 59 | 4,004 | 3,153 | 2,761 | 2,528 | 2,371 | 2,257 | 2,169 | 2,100 |
| 60 | 4,001 | 3,150 | 2,758 | 2,525 | 2,368 | 2,254 | 2,167 | 2,097 |
| 61 | 3,998 | 3,148 | 2,755 | 2,523 | 2,366 | 2,251 | 2,164 | 2,094 |
| 62 | 3,996 | 3,145 | 2,753 | 2,520 | 2,363 | 2,249 | 2,161 | 2,092 |
| 63 | 3,993 | 3,143 | 2,751 | 2,518 | 2,361 | 2,246 | 2,159 | 2,089 |
| 64 | 3,991 | 3,140 | 2,748 | 2,515 | 2,358 | 2,244 | 2,156 | 2,087 |
| 65 | 3,989 | 3,138 | 2,746 | 2,513 | 2,356 | 2,242 | 2,154 | 2,084 |
| 66 | 3,986 | 3,136 | 2,744 | 2,511 | 2,354 | 2,239 | 2,152 | 2,082 |
| 67 | 3,984 | 3,134 | 2,742 | 2,509 | 2,352 | 2,237 | 2,150 | 2,080 |
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 | 2,235 | 2,148 | 2,078 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 | 2,233 | 2,145 | 2,076 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 | 2,231 | 2,143 | 2,074 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 | 2,229 | 2,142 | 2,072 |
| 72 | 3,974 | 3,124 | 2,732 | 2,499 | 2,342 | 2,227 | 2,140 | 2,070 |
| 73 | 3,972 | 3,122 | 2,730 | 2,497 | 2,340 | 2,226 | 2,138 | 2,068 |
| 74 | 3,970 | 3,120 | 2,728 | 2,495 | 2,338 | 2,224 | 2,136 | 2,066 |
| 75 | 3,968 | 3,119 | 2,727 | 2,494 | 2,337 | 2,222 | 2,134 | 2,064 |
| 76 | 3,967 | 3,117 | 2,725 | 2,492 | 2,335 | 2,220 | 2,133 | 2,063 |
| 77 | 3,965 | 3,115 | 2,723 | 2,490 | 2,333 | 2,219 | 2,131 | 2,061 |
| 78 | 3,963 | 3,114 | 2,722 | 2,489 | 2,332 | 2,217 | 2,129 | 2,059 |
| 79 | 3,962 | 3,112 | 2,720 | 2,487 | 2,330 | 2,216 | 2,128 | 2,058 |
| 80 | 3,960 | 3,111 | 2,719 | 2,486 | 2,329 | 2,214 | 2,126 | 2,056 |
| 81 | 3,959 | 3,109 | 2,717 | 2,484 | 2,327 | 2,213 | 2,125 | 2,055 |
| 82 | 3,957 | 3,108 | 2,716 | 2,483 | 2,326 | 2,211 | 2,123 | 2,053 |
| 83 | 3,956 | 3,107 | 2,715 | 2,482 | 2,324 | 2,210 | 2,122 | 2,052 |
| 84 | 3,955 | 3,105 | 2,713 | 2,480 | 2,323 | 2,209 | 2,121 | 2,051 |
| 85 | 3,953 | 3,104 | 2,712 | 2,479 | 2,322 | 2,207 | 2,119 | 2,049 |
| 86 | 3,952 | 3,103 | 2,711 | 2,478 | 2,321 | 2,206 | 2,118 | 2,048 |
| 87 | 3,951 | 3,101 | 2,709 | 2,476 | 2,319 | 2,205 | 2,117 | 2,047 |
| 88 | 3,949 | 3,100 | 2,708 | 2,475 | 2,318 | 2,203 | 2,115 | 2,045 |
| 89 | 3,948 | 3,099 | 2,707 | 2,474 | 2,317 | 2,202 | 2,114 | 2,044 |
| 90 | 3,947 | 3,098 | 2,706 | 2,473 | 2,316 | 2,201 | 2,113 | 2,043 |
| 91 | 3,946 | 3,097 | 2,705 | 2,472 | 2,315 | 2,200 | 2,112 | 2,042 |
| 92 | 3,945 | 3,095 | 2,704 | 2,471 | 2,313 | 2,199 | 2,111 | 2,041 |
| 93 | 3,943 | 3,094 | 2,703 | 2,470 | 2,312 | 2,198 | 2,110 | 2,040 |
| 94 | 3,942 | 3,093 | 2,701 | 2,469 | 2,311 | 2,197 | 2,109 | 2,038 |
| 95 | 3,941 | 3,092 | 2,700 | 2,467 | 2,310 | 2,196 | 2,108 | 2,037 |
| 96 | 3,940 | 3,091 | 2,699 | 2,466 | 2,309 | 2,195 | 2,106 | 2,036 |
| 97 | 3,939 | 3,090 | 2,698 | 2,465 | 2,308 | 2,194 | 2,105 | 2,035 |
| 98 | 3,938 | 3,089 | 2,697 | 2,465 | 2,307 | 2,193 | 2,104 | 2,034 |
| 99 | 3,937 | 3,088 | 2,696 | 2,464 | 2,306 | 2,192 | 2,103 | 2,033 |
| 100 | 3,936 | 3,087 | 2,696 | 2,463 | 2,305 | 2,191 | 2,103 | 2,032 |

**LAMPIRAN 33**

**DOKUMENTASI**

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