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**Lampiran 1 Lembar Kuesioner**

Lembar kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kerjasama Tim, Kompetensi Kerja, Disiplin Kerja Dan Pelayanan Terhadap Kinerja Pegawai Tenaga Medis Di Puskesmas Kecamatan Slawi Kabupaten Tegal.

Kepada Yth

Bapak/Ibu/Sdr Responden Penelitian

Di tempat

Dengan Hormat,

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

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

Setiap jawaban yang kami berikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Juni 2023

Hormat Saya,

Farisha Farma Rizki Ananda

**KUESIONER PENELITIAN**

1. **Identitas Responden**
2. Jenis Kelamin : a. Laki – laki

 b. Perempuan

1. Pendidikan : a. D-I/DII/DIII

 b. S1

 c. S2

 d. Profesi

1. Umur : a. 20-30 tahun

 b. 30-40 tahun

 c. 40-50 tahun

 d. >50 tahun

1. Masa Kerja : a.1>5 tahun

 b. 6-10 tahun

 c. >11 tahun

B. **Petunjuk Pengisian**

1. Mohon dengan hormat dan kesedian Bapak/Ibu/Sdr untuk menanggapi seluruh pernyataan yang ada.
2. Beri tanda (√) pada kolom yang tersedia
3. Terdapat 5 alternatif jawaban, yaitu :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. **Pernyataan Kuesioner**

1. Variabel Kinerja ( Y )

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan**  | **SS** | **S** | **N** | **TS** | **STS** |
|  | **Kualitas Kerja** |
| 1 | Mampu mengerjakan pekerjaan dengan baik, teliti dan penuh perhitungan |  |  |  |  |  |
| 2 | Selalu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 3 | Dapat menyelesaikan pekerjaan dengan rapi |  |  |  |  |  |
|  | **Kuantitas Kerja** |  |  |  |  |  |
| 1 | Selalu berusaha untuk menyelesaikan tugas dengan rasa penuh tanggung jawab untuk mencapai hasil yang maksimal  |  |  |  |  |  |
| 2 | Selalu berusaha mencapai target kerja yang ditetapkan puskesmas |  |  |  |  |  |
|  | **Inisitaif**  |  |  |  |  |  |
| 1 | Memiliki kemauan dalam diri untuk mendapatkan hasil yang diinginkan |  |  |  |  |  |
| 2 | Memiliki kemandirian dalam mengerjakan pekerjaan  |  |  |  |  |  |
|  | **Kerjasama**  |  |  |  |  |  |
| 1 | Selalu mendiskusikan pada rekan kerja maupun pimpinan terhadap hasil yang akan dicapai |  |  |  |  |  |
| 2 | Sudah bekerjasama dengan rekan kerja saat menjalankan tugas |  |  |  |  |  |

1. Variabel Kerjasama Tim ( X1 )

| **No** | **Pernyataan** | **Jawaban** |
| --- | --- | --- |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **Kerjasama**  |  |  |  |  |  |
| 1 | Pekerjaan diselesaikan secara tanggung jawab dan dilakukan secara bersama-sama |  |  |  |  |  |
| 2 | Apakah saya sudah memiliki hubungan dan berkomunikasi dengan baik dengan semua rekan kerja anda di puskesmas baik diluar maupun didalam lingkungan kerja |  |  |  |  |  |
| 3 | Apakah saya sudah mempunyai keinginan untuk tumbuh dan berpengaruh terhadap tim |  |  |  |  |  |
|  | **Kepercayaan**  |  |  |  |  |  |
| 1 | Setiap karyawan sudah bekerja dengan saling jujur dan percaya bersama anggota tim lainnya |  |  |  |  |  |
| 2 | Apabila terdapat kesulitan dalam proses kerja maka setiap karyawan melakukan kerja sama untuk membantu pekerjaan |  |  |  |  |  |
| 3 | Antar karyawan saling berinteraksi dan terbuka informasi mengenai kerja sama untuk mencapai tujuan bersama |  |  |  |  |  |
|  | **Kekompakan**  |  |  |  |  |  |
| 1 | Tugas yang diberikan memiliki ketergantungan dengan tugas yang lain untuk dikerjakan bersama-sama |  |  |  |  |  |
| 2 | Setiap karyawan saling memberikan kontribusi baik tenaga dan pikiran dalam bekerja |  |  |  |  |  |
| 3 | Apakah pegawai sudah memiliki komitmen yang tinggi terhadap organisasi |  |  |  |  |  |

1. Variabel Kompetensi Kerja ( X2 )

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **Pengetahuan**  |  |  |  |  |  |
| 1 | Mengetahui tindakan medis terbaru |  |  |  |  |  |
| 2 | Memahami prosedur pelayanan kesehatan |  |  |  |  |  |
| 3 | Sudah melaksanakan pelayanan kesehatan sesuai dengan peraturan |  |  |  |  |  |
|  | **Keahlian/Ketrampilan**  |  |  |  |  |  |
| 1 | Memiliki keahlian dalam memberikan pelayanan |  |  |  |  |  |
| 2 | Sudah memberikan informasi yang tepat kepada pasien |  |  |  |  |  |
| 3 | Sudah meningkatkan prestasi kemampuan dengan baik |  |  |  |  |  |
| 4 | Mampu berpikir seacara analisis |  |  |  |  |  |
|  | **Sikap**  |  |  |  |  |  |
| 1 | Memiliki kesopanan dan keramahan sesama pegawai ataupun kepada pasien |  |  |  |  |  |
| 2 | Sudah menanggapi keluhan dengan baik |  |  |  |  |  |

1. Variabel Disiplin Kerja ( X3 )

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **Taat Terhadap Aturan Waktu** |  |  |  |  |  |
| 1 | Selalu mengedepankan jam masuk kerja tepat pada waktunya |  |  |  |  |  |
| 2 | Selalu mengedepankan jam pulang kerja tepat pada waktunya |  |  |  |  |  |
|  | **Taat Terhadap Peraturan Perusahaan** |  |  |  |  |  |
| 1 | Sudah mematuhi semua aturan yang ditetapkan organisasi |  |  |  |  |  |
|  | **Taat Terhadap Aturan Perilaku Dalam Pekerjaan** |  |  |  |  |  |
| 1 | Sudah menggunakan seragam kerja sesuai dengan ketentuan |  |  |  |  |  |
| 2 | Selalu mengedepankan tanggung jawab dalam menyelesaikan pekerjaan  |  |  |  |  |  |
|  | **Taat Terhadap Peraturan Lainnya** |  |  |  |  |  |
| 1 | Selalu disiplin dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Sudah mematuhi tata tertib yang berlaku di puskesmas |  |  |  |  |  |
| 3 | Saya tidak memperdulikan tata tertib organisasi jika saya memiliki kepentingan yang lebih urgent |  |  |  |  |  |
| 4 | Sudah menggunakan jam kerja sesuai dengan peraturan |  |  |  |  |  |

1. Variabel Pelayanan ( X4 )

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **N** | **TS** | **STS** |
|  | **Tangible ( Bukti Langsung)** |  |  |  |  |  |
| 1 | Ruang kerja di puskesmas sudah cukup nyaman |  |  |  |  |  |
| 2 | Peralatan medis yang digunakan tertata rapi dan terjamin kebersihannya |  |  |  |  |  |
|  | **Reliability (Kehandalan)** |  |  |  |  |  |
| 1 | Apakah sudah melayani pasien sesuai dengan prosedur yang diberikan |  |  |  |  |  |
| 2 | Mampu merespon keluhan pasien dengan cukup baik |  |  |  |  |  |
| 3 | Mampu menghadapi kritik dan saran pasien |  |  |  |  |  |
|  | **Responsiveness (Daya Tanggap)** |  |  |  |  |  |
| 1 | Sudah menjalankan pekerjaan sesuai dengan tugas dan tanggung jawabnya |  |  |  |  |  |
| 2 | Sudah memberikan perhatian dengan baik kepada pasien |  |  |  |  |  |
|  | **Assurance (Jaminan)** |  |  |  |  |  |
| 1 | Sudah melaksanakn pekerjaan sesuai dengan keahliannya |  |  |  |  |  |
| 2 | Mampu menyesuaikan diri dengan kondisi pasien pada saat melakukan pelayanan |  |  |  |  |  |
| 3 | Selalu bersikap ramah dan menerapkan 3S (Senyum, Sapa, Salam) kepada pasien pada saat melakukan pelayanan |  |  |  |  |  |
|  | **Emphaty (Empati)** |  |  |  |  |  |
| 1 | Melakukan kunjungan pasien untuk melihat perkembangan kesembuhannya |  |  |  |  |  |
| 2 | Terdapat pegawai yang belum melayani pasien dengan baik |  |  |  |  |  |

**Lampiran 2 Pengolahan Data Pernyataan**

1. **Hasil Olah Kuesioner Pernyataan Responden Variabel Kinerja ( Y )**

|  |
| --- |
| Kinerja ( Y ) |
| No | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | ∑ |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 37 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 6 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 13 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 18 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 22 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 23 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 36 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 25 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 39 |
| 26 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 27 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 28 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 30 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 36 |
| 30 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 30 |
| 31 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 32 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 33 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 35 |
| 34 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 35 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 32 |
| 36 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 37 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 34 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| 39 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 41 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 36 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 44 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 45 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 38 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 24 |
| 49 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |

1. **Hasil Olah Kuesioner Pernyataan Responden Variabel Kerjasama Tim ( X1 )**

|  |
| --- |
| KERJASAMA TIM ( X1 ) |
| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | ∑ |
| 1 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 34 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 10 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 13 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 14 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 35 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 33 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 20 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 33 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 22 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 23 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 36 |
| 24 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 42 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 2 | 37 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 28 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 34 |
| 29 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 38 |
| 30 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 34 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 33 |
| 34 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| 35 | 3 | 3 | 4 | 2 | 2 | 3 | 5 | 4 | 3 | 29 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 37 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 33 |
| 38 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 39 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 37 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 34 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 42 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 43 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 40 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 42 |
| 47 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 31 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 49 | 4 | 5 | 5 | 2 | 3 | 3 | 2 | 4 | 4 | 32 |

1. **Hasil Olah Kuesioner Pernyataan Responden Variabel Kompetensi Kerja ( X2 )**

|  |
| --- |
| KOMEPETENSI KERJA ( X2 ) |
| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | ∑ |
| 1 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 34 |
| 2 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 35 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 34 |
| 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 7 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 32 |
| 8 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 9 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 37 |
| 10 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 17 |
| 11 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 37 |
| 12 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| 13 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 35 |
| 14 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 32 |
| 15 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 34 |
| 16 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 32 |
| 17 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 36 |
| 18 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 33 |
| 19 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 36 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 21 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 37 |
| 22 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 37 |
| 23 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 39 |
| 24 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 33 |
| 25 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 26 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 37 |
| 27 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 3 | 34 |
| 28 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 37 |
| 29 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 30 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 33 |
| 31 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 38 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 37 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 29 |
| 34 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 38 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 36 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 37 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 36 |
| 38 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 29 |
| 39 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 34 |
| 40 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 41 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 30 |
| 42 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 34 |
| 43 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 33 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 22 |
| 45 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 19 |
| 46 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 36 |
| 47 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 36 |
| 48 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 20 |
| 49 | 3 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 3 | 17 |

1. **Hasil Olah Kuesioner Pernyataan Responden Variabel Disiplin Kerja ( X3 )**

|  |
| --- |
| DISIPLIN KERJA ( X3 ) |
| No | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | ∑ |
| 1 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 37 |
| 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 32 |
| 3 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 5 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 6 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 30 |
| 7 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 36 |
| 8 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 39 |
| 10 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 18 |
| 11 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 39 |
| 12 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 36 |
| 13 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 35 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 16 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |
| 17 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 35 |
| 19 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 41 |
| 20 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 41 |
| 21 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 22 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 40 |
| 23 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 40 |
| 24 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 25 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 27 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 39 |
| 28 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 36 |
| 29 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 30 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 4 | 35 |
| 31 | 5 | 5 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 39 |
| 32 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 39 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 34 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 32 |
| 35 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 36 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 39 |
| 37 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 38 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 39 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 34 |
| 41 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 32 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 43 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 44 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 32 |
| 47 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 48 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 22 |
| 49 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 19 |

1. **Hasil Olah Kuesioner Pernyataan Responden Variabel Pelayanan ( X4 )**

|  |
| --- |
| PELAYANAN ( X4 ) |
| No | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.10 | X4.11 | X4.12 | ∑ |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 55 |
| 2 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 51 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 55 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 46 |
| 6 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |
| 7 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 47 |
| 10 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 13 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 36 |
| 14 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 15 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 53 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 46 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 18 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 48 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 20 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 22 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 42 |
| 23 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 43 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 45 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 2 | 53 |
| 26 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 53 |
| 27 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 46 |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 44 |
| 31 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 33 | 2 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 34 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 53 |
| 35 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 41 |
| 36 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 46 |
| 38 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 46 |
| 39 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 50 |
| 41 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 48 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 56 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 58 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 51 |
| 45 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 45 |
| 46 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 55 |
| 47 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 48 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 45 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 2 | 49 |

**Lampiran 3 Uji Validitas**

1. **Variabel Kinerja ( Y )**

****

1. **Variabel Kerjasama Tim ( X1 )** 
2. **Variabel Kompetensi Kerja ( X2 )**

****

1. **Variabel Disiplin Kerja ( X3 )**

****

1. **Variabel Pelayanan ( X4 ) **

**Lampiran 4 Uji Reliabilitas**

1. Variabel Kinerja ( Y )

****

1. Variabel Kerjasama Tim ( X1 )

****

1. Variabel Kompetensi Kerja ( X2 )

****

1. Variabel Disiplin Kerja ( X3)

****

1. Variabel Pelayanan ( X4 )

****

**Lampiran 5 Uji Asumsi Klasik**

1. **Uji Normalitas ( Kolmogorov Smirnov )**

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 49 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,76467621 |
| Most Extreme Differences | Absolute | ,095 |
| Positive | ,095 |
| Negative | -,091 |
| Test Statistic | ,095 |
| Asymp. Sig. (2-tailed) | ,200c,d |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

1. **Uji Multikolonearitas**

|  |  |
| --- | --- |
| **Coefficientsa** |  |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,251 | ,187 |  | 12,031 | ,000 |   |  |
| X1 | ,012 | ,006 | ,276 | 2,072 | ,044 | ,581 | 1,721 |
| X2 | -,016 | ,009 | -,357 | -1,718 | ,093 | ,237 | 4,214 |
| X3 | ,027 | ,009 | ,619 | 2,992 | ,005 | ,240 | 4,167 |
| X4 | ,015 | ,004 | ,433 | 3,263 | ,002 | ,583 | 1,715 |
| a. Dependent Variable: Kinerja |  |

1. **Uji Heterokedastisitas**

 

1. **Uji Autokorelasi**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,740a | ,548 | ,507 | ,17560 | 1,855 |
| a. Predictors: (Constant), X4, X3, X1, X2 |
| b. Dependent Variable: Kinerja |

**Lampiran 6 Uji MSI**

1. Variabel Kinerja ( Y )

|  |
| --- |
| **Succesive Interval** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y.TOTAL** |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 4,133 | 4,292 | 4,292 | 31,313 |
| 3,266 | 2,958 | 2,033 | 3,094 | 3,233 | 2,745 | 4,133 | 2,950 | 4,292 | 28,703 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 4,748 | 4,183 | 4,697 | 4,518 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 32,782 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 3,266 | 1,959 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 26,254 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 1,908 | 1,959 | 2,033 | 4,518 | 4,748 | 4,166 | 2,821 | 4,292 | 4,292 | 30,737 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 4,748 | 4,183 | 4,697 | 4,518 | 4,748 | 4,166 | 4,133 | 4,292 | 4,292 | 39,777 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 9,000 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 4,292 | 4,292 | 30,001 |
| 4,748 | 4,183 | 4,697 | 4,518 | 4,748 | 4,166 | 4,133 | 4,292 | 4,292 | 39,777 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 3,266 | 1,959 | 2,033 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 24,987 |
| 3,266 | 1,959 | 2,033 | 3,094 | 4,748 | 4,166 | 4,133 | 2,950 | 4,292 | 30,639 |
| 1,908 | 1,959 | 2,033 | 1,835 | 1,835 | 1,639 | 1,809 | 1,848 | 1,734 | 16,599 |
| 4,748 | 4,183 | 4,697 | 4,518 | 4,748 | 2,745 | 2,821 | 2,950 | 2,887 | 34,297 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 4,748 | 1,959 | 3,299 | 4,518 | 3,233 | 2,745 | 2,821 | 4,292 | 4,292 | 31,908 |
| 1,908 | 2,958 | 4,697 | 3,094 | 3,233 | 2,745 | 1,809 | 4,292 | 2,887 | 27,624 |
| 4,748 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 28,736 |
| 1,908 | 2,958 | 3,299 | 4,518 | 4,748 | 2,745 | 2,821 | 4,292 | 4,292 | 31,582 |
| 3,266 | 1,000 | 3,299 | 4,518 | 4,748 | 4,166 | 4,133 | 2,950 | 2,887 | 30,966 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 4,166 | 2,821 | 4,292 | 4,292 | 31,423 |
| 3,266 | 1,000 | 3,299 | 3,094 | 3,233 | 1,000 | 1,000 | 2,950 | 2,887 | 21,729 |
| 3,266 | 4,183 | 3,299 | 4,518 | 3,233 | 2,745 | 1,809 | 1,848 | 2,887 | 27,789 |
| 3,266 | 1,000 | 3,299 | 3,094 | 3,233 | 1,000 | 1,000 | 2,950 | 2,887 | 21,729 |
| 3,266 | 2,958 | 3,299 | 4,518 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 28,677 |
| 3,266 | 4,183 | 4,697 | 4,518 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 31,300 |
| 4,748 | 2,958 | 3,299 | 1,835 | 3,233 | 2,745 | 2,821 | 2,950 | 1,734 | 26,323 |
| 3,266 | 1,959 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 26,254 |
| 3,266 | 1,959 | 2,033 | 3,094 | 3,233 | 2,745 | 1,809 | 1,848 | 2,887 | 22,874 |
| 4,748 | 4,183 | 4,697 | 4,518 | 3,233 | 4,166 | 1,809 | 4,292 | 4,292 | 35,939 |
| 3,266 | 1,959 | 3,299 | 3,094 | 3,233 | 4,166 | 1,809 | 1,848 | 2,887 | 25,561 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 1,848 | 2,887 | 26,152 |
| 4,748 | 4,183 | 4,697 | 4,518 | 3,233 | 4,166 | 4,133 | 2,950 | 2,887 | 35,515 |
| 3,266 | 1,959 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 26,254 |
| 3,266 | 2,958 | 3,299 | 3,094 | 1,835 | 4,166 | 4,133 | 2,950 | 1,734 | 27,434 |
| 3,266 | 2,958 | 4,697 | 4,518 | 4,748 | 4,166 | 4,133 | 4,292 | 4,292 | 37,070 |
| 4,748 | 4,183 | 4,697 | 4,518 | 4,748 | 4,166 | 4,133 | 4,292 | 4,292 | 39,777 |
| 3,266 | 4,183 | 4,697 | 3,094 | 3,233 | 4,166 | 4,133 | 4,292 | 4,292 | 35,356 |
| 3,266 | 2,958 | 3,299 | 3,094 | 4,748 | 2,745 | 2,821 | 4,292 | 2,887 | 30,111 |
| 4,748 | 4,183 | 4,697 | 4,518 | 4,748 | 4,166 | 4,133 | 4,292 | 4,292 | 39,777 |
| 3,266 | 2,958 | 3,299 | 3,094 | 3,233 | 2,745 | 2,821 | 2,950 | 2,887 | 27,254 |
| 1,908 | 1,959 | 2,033 | 1,835 | 1,835 | 1,639 | 1,000 | 1,000 | 1,000 | 14,208 |
| 3,266 | 2,958 | 3,299 | 1,835 | 1,835 | 1,639 | 1,809 | 1,848 | 1,734 | 20,223 |

1. Variabel Kerjasama Tim ( X1 )

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| **Succesive Interval** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1 TOTAL** |
| 3,875 | 3,636 | 2,452 | 3,004 | 3,177 | 3,995 | 4,311 | 4,029 | 4,535 | 33,014 |
| 2,439 | 3,636 | 2,452 | 4,311 | 3,177 | 2,523 | 4,311 | 4,029 | 3,284 | 30,162 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 2,307 | 1,000 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 2,154 | 22,061 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 4,311 | 4,029 | 3,284 | 35,988 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 1,795 | 2,537 | 3,284 | 23,518 |
| 3,875 | 2,307 | 2,452 | 1,924 | 1,835 | 2,523 | 2,920 | 1,000 | 2,154 | 20,989 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 4,311 | 4,029 | 4,535 | 37,239 |
| 1,000 | 1,000 | 2,452 | 1,924 | 3,177 | 2,523 | 1,795 | 2,537 | 3,284 | 19,691 |
| 2,439 | 1,000 | 2,452 | 1,924 | 3,177 | 2,523 | 4,311 | 2,537 | 3,284 | 23,647 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 4,311 | 4,029 | 4,535 | 37,239 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 1,000 | 2,920 | 1,000 | 2,154 | 20,453 |
| 3,875 | 3,636 | 2,452 | 4,311 | 4,649 | 3,995 | 2,920 | 2,537 | 4,535 | 32,909 |
| 1,000 | 1,000 | 1,000 | 1,924 | 1,835 | 1,000 | 1,795 | 1,000 | 2,154 | 12,708 |
| 2,439 | 2,307 | 1,000 | 1,924 | 3,177 | 2,523 | 2,920 | 2,537 | 2,154 | 20,981 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 3,875 | 2,307 | 2,452 | 3,004 | 1,835 | 2,523 | 2,920 | 2,537 | 3,284 | 24,736 |
| 2,439 | 1,000 | 2,452 | 4,311 | 4,649 | 3,995 | 1,795 | 2,537 | 2,154 | 25,332 |
| 3,875 | 2,307 | 1,000 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 2,154 | 23,496 |
| 3,875 | 3,636 | 2,452 | 4,311 | 4,649 | 3,995 | 1,795 | 4,029 | 4,535 | 33,276 |
| 2,439 | 2,307 | 3,899 | 4,311 | 4,649 | 3,995 | 2,920 | 1,000 | 1,000 | 26,520 |
| 3,875 | 2,307 | 3,899 | 3,004 | 4,649 | 2,523 | 4,311 | 2,537 | 4,535 | 31,639 |
| 2,439 | 2,307 | 1,000 | 1,924 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 22,111 |
| 3,875 | 3,636 | 2,452 | 3,004 | 3,177 | 3,995 | 2,920 | 2,537 | 2,154 | 27,750 |
| 2,439 | 2,307 | 1,000 | 1,924 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 22,111 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 2,307 | 1,000 | 1,000 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 21,187 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 1,000 | 1,000 | 20,822 |
| 2,439 | 1,000 | 1,000 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 2,154 | 20,754 |
| 1,000 | 1,000 | 2,452 | 1,000 | 1,000 | 1,000 | 4,311 | 2,537 | 2,154 | 16,454 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 4,311 | 4,029 | 4,535 | 37,239 |
| 2,439 | 1,000 | 2,452 | 1,924 | 3,177 | 2,523 | 2,920 | 2,537 | 2,154 | 21,126 |
| 2,439 | 1,000 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 4,029 | 3,284 | 24,828 |
| 3,875 | 2,307 | 2,452 | 1,924 | 3,177 | 3,995 | 2,920 | 2,537 | 3,284 | 26,470 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 1,795 | 2,537 | 2,154 | 22,388 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 3,875 | 3,636 | 3,899 | 3,004 | 4,649 | 3,995 | 4,311 | 4,029 | 3,284 | 34,682 |
| 3,875 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 4,029 | 4,535 | 28,821 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 4,311 | 4,029 | 4,535 | 37,239 |
| 3,875 | 3,636 | 3,899 | 4,311 | 4,649 | 3,995 | 1,000 | 2,537 | 3,284 | 31,185 |
| 3,875 | 3,636 | 2,452 | 3,004 | 4,649 | 3,995 | 2,920 | 4,029 | 4,535 | 33,094 |
| 1,000 | 1,000 | 2,452 | 3,004 | 3,177 | 2,523 | 1,000 | 2,537 | 2,154 | 18,847 |
| 2,439 | 2,307 | 2,452 | 3,004 | 3,177 | 2,523 | 2,920 | 2,537 | 3,284 | 24,643 |
| 2,439 | 3,636 | 3,899 | 1,000 | 1,835 | 1,000 | 1,000 | 2,537 | 3,284 | 20,630 |

1. Variabel Kompetensi Kerja ( X2 )

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| **Succesive Interval** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.TOTAL** |
| 3,927 | 3,081 | 2,142 | 4,560 | 2,786 | 3,149 | 3,687 | 3,761 | 3,572 | 30,663 |
| 2,686 | 4,506 | 4,260 | 4,560 | 2,786 | 3,149 | 2,498 | 2,806 | 4,603 | 31,855 |
| 2,686 | 1,923 | 2,142 | 3,519 | 2,786 | 3,149 | 2,498 | 3,761 | 3,572 | 26,036 |
| 2,686 | 3,081 | 4,260 | 4,560 | 3,767 | 4,339 | 2,498 | 2,806 | 2,595 | 30,592 |
| 2,686 | 1,923 | 3,138 | 2,696 | 2,786 | 3,149 | 2,498 | 2,806 | 2,595 | 24,278 |
| 2,686 | 1,923 | 2,142 | 2,696 | 2,786 | 3,149 | 2,498 | 2,806 | 2,595 | 23,282 |
| 2,686 | 1,923 | 3,138 | 2,696 | 2,786 | 3,149 | 3,687 | 4,748 | 3,572 | 28,385 |
| 3,927 | 3,081 | 2,142 | 2,696 | 2,786 | 3,149 | 2,498 | 2,806 | 2,595 | 25,679 |
| 3,927 | 3,081 | 4,260 | 3,519 | 2,786 | 3,149 | 3,687 | 4,748 | 4,603 | 33,759 |
| 1,000 | 1,000 | 2,142 | 1,835 | 1,835 | 1,835 | 1,000 | 1,752 | 1,000 | 13,399 |
| 2,686 | 3,081 | 4,260 | 4,560 | 4,860 | 4,339 | 2,498 | 4,748 | 2,595 | 33,627 |
| 3,927 | 3,081 | 4,260 | 2,696 | 2,786 | 4,339 | 3,687 | 2,806 | 2,595 | 30,177 |
| 2,686 | 1,923 | 3,138 | 3,519 | 4,860 | 4,339 | 2,498 | 4,748 | 3,572 | 31,283 |
| 2,686 | 3,081 | 4,260 | 2,696 | 2,786 | 3,149 | 2,498 | 2,806 | 4,603 | 28,566 |
| 3,927 | 3,081 | 3,138 | 4,560 | 4,860 | 3,149 | 2,498 | 2,806 | 2,595 | 30,613 |
| 3,927 | 3,081 | 3,138 | 4,560 | 2,786 | 3,149 | 2,498 | 2,806 | 2,595 | 28,539 |
| 2,686 | 4,506 | 4,260 | 3,519 | 3,767 | 3,149 | 3,687 | 2,806 | 4,603 | 32,984 |
| 2,686 | 3,081 | 3,138 | 2,696 | 3,767 | 4,339 | 2,498 | 4,748 | 2,595 | 29,548 |
| 2,686 | 3,081 | 3,138 | 3,519 | 3,767 | 4,339 | 2,498 | 4,748 | 4,603 | 32,379 |
| 4,892 | 3,081 | 4,260 | 3,519 | 3,767 | 4,339 | 3,687 | 3,761 | 3,572 | 34,877 |
| 4,892 | 3,081 | 3,138 | 4,560 | 3,767 | 3,149 | 3,687 | 3,761 | 3,572 | 33,605 |
| 3,927 | 4,506 | 2,142 | 2,696 | 2,786 | 5,263 | 3,687 | 4,748 | 4,603 | 34,357 |
| 4,892 | 3,081 | 4,260 | 4,560 | 3,767 | 3,149 | 3,687 | 3,761 | 4,603 | 35,759 |
| 2,686 | 3,081 | 3,138 | 2,696 | 2,786 | 3,149 | 3,687 | 3,761 | 4,603 | 29,587 |
| 2,686 | 3,081 | 4,260 | 2,696 | 3,767 | 3,149 | 2,498 | 2,806 | 2,595 | 27,539 |
| 2,686 | 3,081 | 2,142 | 3,519 | 3,767 | 5,263 | 4,892 | 3,761 | 4,603 | 33,713 |
| 2,686 | 3,081 | 3,138 | 4,560 | 4,860 | 3,149 | 3,687 | 2,806 | 2,595 | 30,561 |
| 4,892 | 4,506 | 3,138 | 4,560 | 3,767 | 3,149 | 2,498 | 2,806 | 4,603 | 33,919 |
| 2,686 | 4,506 | 3,138 | 3,519 | 3,767 | 3,149 | 3,687 | 3,761 | 3,572 | 31,785 |
| 2,686 | 4,506 | 3,138 | 4,560 | 3,767 | 3,149 | 2,498 | 2,806 | 2,595 | 29,705 |
| 3,927 | 3,081 | 4,260 | 4,560 | 4,860 | 3,149 | 2,498 | 3,761 | 4,603 | 34,698 |
| 4,892 | 3,081 | 3,138 | 3,519 | 3,767 | 4,339 | 3,687 | 4,748 | 2,595 | 33,764 |
| 2,686 | 1,923 | 2,142 | 2,696 | 2,786 | 3,149 | 3,687 | 2,806 | 3,572 | 25,448 |
| 3,927 | 3,081 | 3,138 | 4,560 | 4,860 | 3,149 | 3,687 | 3,761 | 4,603 | 34,765 |
| 2,686 | 1,923 | 2,142 | 3,519 | 4,860 | 5,263 | 4,892 | 4,748 | 3,572 | 33,604 |
| 2,686 | 3,081 | 2,142 | 3,519 | 4,860 | 5,263 | 3,687 | 4,748 | 4,603 | 34,588 |
| 2,686 | 3,081 | 3,138 | 4,560 | 3,767 | 3,149 | 4,892 | 3,761 | 3,572 | 32,605 |
| 2,686 | 1,923 | 2,142 | 2,696 | 3,767 | 4,339 | 2,498 | 2,806 | 2,595 | 25,453 |
| 3,927 | 3,081 | 2,142 | 3,519 | 4,860 | 3,149 | 3,687 | 2,806 | 3,572 | 30,742 |
| 2,686 | 3,081 | 2,142 | 2,696 | 3,767 | 3,149 | 3,687 | 3,761 | 3,572 | 28,540 |
| 3,927 | 3,081 | 2,142 | 3,519 | 2,786 | 3,149 | 2,498 | 2,806 | 2,595 | 26,502 |
| 2,686 | 1,923 | 3,138 | 4,560 | 3,767 | 3,149 | 3,687 | 3,761 | 3,572 | 30,243 |
| 3,927 | 3,081 | 3,138 | 2,696 | 2,786 | 3,149 | 4,892 | 2,806 | 3,572 | 30,046 |
| 2,686 | 1,923 | 2,142 | 1,835 | 1,835 | 1,835 | 2,498 | 1,752 | 1,535 | 18,041 |
| 2,686 | 1,000 | 1,000 | 1,835 | 1,835 | 1,000 | 1,509 | 1,752 | 2,595 | 15,212 |
| 2,686 | 3,081 | 3,138 | 3,519 | 2,786 | 4,339 | 3,687 | 4,748 | 4,603 | 32,587 |
| 2,686 | 3,081 | 4,260 | 3,519 | 3,767 | 3,149 | 4,892 | 3,761 | 3,572 | 32,686 |
| 1,000 | 1,000 | 1,000 | 1,835 | 1,000 | 1,835 | 2,498 | 2,806 | 2,595 | 15,569 |
| 2,686 | 1,000 | 1,000 | 1,000 | 1,835 | 1,835 | 1,000 | 1,000 | 2,595 | 13,951 |

1. Variabel Disiplin Kerja ( X3 )

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| **Succesive Interval** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.TOTAL** |
| 3,225 | 2,881 | 3,324 | 3,558 | 2,118 | 3,995 | 3,935 | 4,098 | 2,987 | 30,122 |
| 2,295 | 2,881 | 3,324 | 2,426 | 3,130 | 2,242 | 3,087 | 3,068 | 2,987 | 25,440 |
| 4,251 | 4,748 | 2,328 | 3,558 | 2,118 | 2,242 | 2,261 | 2,226 | 2,987 | 26,719 |
| 3,225 | 2,881 | 2,328 | 4,491 | 3,130 | 3,995 | 3,935 | 4,098 | 2,987 | 31,070 |
| 4,251 | 3,869 | 4,311 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,987 | 26,691 |
| 4,251 | 2,881 | 2,328 | 2,426 | 2,118 | 2,242 | 3,087 | 2,226 | 2,076 | 23,636 |
| 3,225 | 3,869 | 4,311 | 4,491 | 2,118 | 2,242 | 2,261 | 4,098 | 2,987 | 29,601 |
| 3,225 | 3,869 | 3,324 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,076 | 23,768 |
| 2,295 | 3,869 | 3,324 | 4,491 | 4,255 | 3,084 | 3,935 | 4,098 | 2,987 | 32,338 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,226 | 1,000 | 10,226 |
| 3,225 | 3,869 | 4,311 | 2,426 | 4,255 | 3,084 | 3,087 | 4,098 | 4,134 | 32,489 |
| 4,251 | 2,881 | 2,328 | 2,426 | 2,118 | 3,995 | 3,087 | 4,098 | 4,134 | 29,318 |
| 2,295 | 1,655 | 2,328 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,076 | 19,628 |
| 4,251 | 2,881 | 2,328 | 2,426 | 3,130 | 2,242 | 3,087 | 4,098 | 4,134 | 28,577 |
| 3,225 | 3,869 | 3,324 | 3,558 | 3,130 | 3,084 | 3,087 | 4,098 | 4,134 | 31,509 |
| 2,295 | 2,881 | 3,324 | 3,558 | 3,130 | 3,084 | 2,261 | 2,226 | 4,134 | 26,894 |
| 2,295 | 4,748 | 4,311 | 4,491 | 3,130 | 3,084 | 2,261 | 3,068 | 2,987 | 30,374 |
| 2,295 | 2,881 | 3,324 | 2,426 | 3,130 | 2,242 | 3,935 | 4,098 | 4,134 | 28,465 |
| 3,225 | 4,748 | 4,311 | 3,558 | 2,118 | 3,995 | 3,935 | 4,098 | 4,134 | 34,122 |
| 4,251 | 3,869 | 4,311 | 2,426 | 3,130 | 3,995 | 3,935 | 4,098 | 4,134 | 34,149 |
| 2,295 | 2,881 | 3,324 | 2,426 | 3,130 | 3,084 | 2,261 | 3,068 | 2,987 | 25,456 |
| 4,251 | 4,748 | 4,311 | 2,426 | 2,118 | 3,995 | 3,935 | 4,098 | 2,987 | 32,868 |
| 3,225 | 3,869 | 4,311 | 3,558 | 4,255 | 2,242 | 3,935 | 4,098 | 4,134 | 33,627 |
| 2,295 | 2,881 | 3,324 | 2,426 | 3,130 | 3,084 | 2,261 | 3,068 | 2,987 | 25,456 |
| 4,251 | 4,748 | 2,328 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,076 | 24,676 |
| 3,225 | 4,748 | 3,324 | 3,558 | 3,130 | 3,995 | 3,087 | 4,098 | 4,134 | 33,299 |
| 4,251 | 2,881 | 2,328 | 2,426 | 4,255 | 3,995 | 3,935 | 4,098 | 4,134 | 32,304 |
| 2,295 | 2,881 | 3,324 | 2,426 | 3,130 | 3,995 | 3,087 | 4,098 | 4,134 | 29,370 |
| 3,225 | 4,748 | 4,311 | 3,558 | 2,118 | 2,242 | 2,261 | 4,098 | 4,134 | 30,694 |
| 4,251 | 3,869 | 4,311 | 2,426 | 2,118 | 3,995 | 2,261 | 2,226 | 2,987 | 28,444 |
| 4,251 | 4,748 | 2,328 | 2,426 | 4,255 | 2,242 | 3,935 | 4,098 | 4,134 | 32,417 |
| 3,225 | 3,869 | 4,311 | 4,491 | 4,255 | 2,242 | 2,261 | 4,098 | 4,134 | 32,885 |
| 4,251 | 2,881 | 2,328 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,076 | 22,810 |
| 2,295 | 2,881 | 2,328 | 3,558 | 3,130 | 3,995 | 2,261 | 2,226 | 2,987 | 25,662 |
| 2,295 | 2,881 | 2,328 | 3,558 | 4,255 | 3,995 | 3,935 | 3,068 | 4,134 | 30,451 |
| 3,225 | 4,748 | 3,324 | 2,426 | 2,118 | 3,995 | 3,935 | 4,098 | 4,134 | 32,003 |
| 4,251 | 2,881 | 2,328 | 2,426 | 3,130 | 3,084 | 2,261 | 3,068 | 2,987 | 26,416 |
| 4,251 | 2,881 | 2,328 | 2,426 | 3,130 | 2,242 | 2,261 | 3,068 | 2,987 | 25,574 |
| 3,225 | 2,881 | 2,328 | 2,426 | 3,130 | 2,242 | 2,261 | 3,068 | 2,987 | 24,548 |
| 3,225 | 4,748 | 3,324 | 2,426 | 3,130 | 3,995 | 2,261 | 2,226 | 2,076 | 27,411 |
| 4,251 | 2,881 | 2,328 | 2,426 | 3,130 | 3,084 | 2,261 | 3,068 | 2,076 | 25,506 |
| 2,295 | 2,881 | 2,328 | 2,426 | 3,130 | 3,084 | 2,261 | 3,068 | 2,987 | 24,460 |
| 4,251 | 4,748 | 3,324 | 2,426 | 2,118 | 2,242 | 2,261 | 2,226 | 2,076 | 25,672 |
| 2,295 | 2,881 | 2,328 | 1,000 | 1,000 | 1,000 | 1,000 | 2,226 | 2,076 | 15,807 |
| 2,295 | 2,881 | 2,328 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,076 | 14,581 |
| 2,295 | 2,881 | 2,328 | 2,426 | 2,118 | 2,242 | 3,935 | 3,068 | 4,134 | 25,428 |
| 2,295 | 2,881 | 2,328 | 3,558 | 4,255 | 3,995 | 3,935 | 3,068 | 4,134 | 30,451 |
| 2,295 | 2,881 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,226 | 2,076 | 14,479 |
| 1,000 | 1,655 | 1,000 | 1,000 | 1,000 | 2,242 | 1,000 | 1,000 | 1,000 | 10,897 |

1. Variabel Pelayanan ( X4 )

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| **Succesive Interval** |
| **X4.1** | **X4.2** | **X4.3** | **X4.4** | **X4.5** | **X4.6** | **X4.7** | **X4.8** | **X4.9** | **X4.10** | **X4.11** | **X4.12** | **X4.TOTAL** |
| 3,114 | 3,204 | 4,238 | 4,133 | 4,039 | 2,743 | 2,772 | 2,613 | 4,123 | 3,837 | 4,802 | 5,071 | 44,687 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 4,292 | 2,772 | 2,613 | 4,123 | 3,837 | 4,802 | 4,154 | 39,656 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 34,150 |
| 2,038 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 3,551 | 3,307 | 46,571 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 2,276 | 33,119 |
| 1,000 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 2,358 | 3,307 | 30,842 |
| 2,038 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 32,755 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 34,997 |
| 2,038 | 3,204 | 2,664 | 4,133 | 4,039 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 2,358 | 3,307 | 34,894 |
| 2,038 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 32,755 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 34,997 |
| 4,402 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 4,802 | 5,071 | 51,951 |
| 2,038 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,551 | 3,307 | 17,895 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 33,073 |
| 2,038 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 2,358 | 2,276 | 44,348 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 2,276 | 33,119 |
| 3,114 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 33,832 |
| 3,114 | 2,038 | 2,664 | 2,607 | 2,550 | 4,292 | 2,772 | 4,123 | 4,123 | 2,412 | 3,551 | 2,276 | 36,522 |
| 2,038 | 2,038 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,358 | 3,307 | 17,740 |
| 3,114 | 2,038 | 2,664 | 2,607 | 1,000 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 31,433 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 34,997 |
| 1,000 | 2,038 | 1,000 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 2,276 | 28,176 |
| 1,000 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 3,837 | 2,358 | 2,276 | 30,072 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 1,000 | 2,412 | 2,358 | 3,307 | 31,343 |
| 4,402 | 3,204 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 2,613 | 3,837 | 2,358 | 2,276 | 43,851 |
| 3,114 | 1,000 | 2,664 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 3,551 | 4,154 | 43,365 |
| 2,038 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 31,908 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 2,358 | 3,307 | 32,956 |
| 3,114 | 3,204 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 4,802 | 5,071 | 49,310 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 1,000 | 2,276 | 30,568 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 4,154 | 33,921 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 34,150 |
| 1,000 | 1,000 | 4,238 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 5,071 | 33,170 |
| 3,114 | 3,204 | 2,664 | 2,607 | 4,039 | 4,292 | 2,772 | 4,123 | 2,613 | 3,837 | 4,802 | 4,154 | 42,220 |
| 1,000 | 2,038 | 2,664 | 2,607 | 1,000 | 2,743 | 2,772 | 1,000 | 2,613 | 1,000 | 3,551 | 3,307 | 26,294 |
| 3,114 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 4,802 | 5,071 | 50,662 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 3,837 | 2,358 | 3,307 | 33,305 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 4,292 | 4,336 | 2,613 | 2,613 | 2,412 | 2,358 | 2,276 | 33,963 |
| 1,000 | 2,038 | 1,000 | 1,000 | 2,550 | 2,743 | 2,772 | 4,123 | 4,123 | 2,412 | 3,551 | 4,154 | 31,466 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 4,336 | 4,123 | 4,123 | 3,837 | 2,358 | 3,307 | 38,965 |
| 3,114 | 3,204 | 2,664 | 1,000 | 4,039 | 4,292 | 4,336 | 2,613 | 2,613 | 1,000 | 3,551 | 3,307 | 35,733 |
| 4,402 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 4,802 | 1,000 | 47,880 |
| 4,402 | 4,556 | 4,238 | 4,133 | 4,039 | 4,292 | 4,336 | 2,613 | 2,613 | 3,837 | 4,802 | 5,071 | 48,932 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 4,123 | 4,123 | 3,837 | 4,802 | 3,307 | 39,844 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 3,837 | 2,358 | 2,276 | 32,275 |
| 3,114 | 4,556 | 2,664 | 4,133 | 4,039 | 4,292 | 4,336 | 4,123 | 4,123 | 3,837 | 4,802 | 2,276 | 46,294 |
| 4,402 | 2,038 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 3,551 | 3,307 | 34,272 |
| 2,038 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 2,772 | 2,613 | 2,613 | 2,412 | 2,358 | 3,307 | 31,880 |
| 3,114 | 3,204 | 2,664 | 2,607 | 2,550 | 2,743 | 4,336 | 4,123 | 4,123 | 3,837 | 2,358 | 2,276 | 37,934 |

**Lampiran 7 Analisis Regresi Linier Berganda**



**Lampiran 8 Uji Hipotesis**

1. Uji t ( Uji Parsial )



1. Uji F ( Uji Simultan )

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 1053,817 | 4 | 263,454 | 17,040 | ,000b |
| Residual | 680,294 | 44 | 15,461 |  |  |
| Total | 1734,111 | 48 |  |  |  |
| a. Dependent Variable: Kinerja |
| b. Predictors: (Constant), X4, X3, X1, X2 |

**Lampiran 9 Uji Koefisien Determinasi ( R2 )**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,740a | ,548 | ,507 | ,17560 |
| a. Predictors: (Constant), X4, X3, X1, X2 |
| b. Dependent Variable: Kinerja |