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**Lampiran 1**

**KATA PENGANTAR**

Perihal : Permohonan Lembar Pengisian Kuesioner

Judul Penelitian : Pengaruh Motivasi Intrinsik, Motivasi Ekstrinsik dan Budaya Organisasi Terhadap Kinerja Pegawai Unit Pengelolaan Pendapatan Daerah SAMSAT Slawi Kabupaten Tegal

Kepada Yth, Pegawai UPPD SAMSAT Slawi

Di Tempat

Dengan Hormat,

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

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

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

Atas perhatian dan bantuannya, saya mengucapkan banyak terimakasih.

Tegal, April 2023

Hormat saya,

Raffi Setyo Putri

**Petunjuk Pengisian**

1. Jawablah masing-masing pertanyaan dibawah ini sesuai dengan kondisi saat ini.
2. Pililah salah satu jawaban dibawah ini dengan cara memberikan tanda centang ( √ ) pada salah satu kolom pada jawaban yang tersedia.

**Identitas Responden**

**1. Jenis Kelamin :** Laki-laki Perempuan

1. **Usia :** 21-30 th 31-40 th

> 41 th

1. **Pendidikan Terakhir :** SMA/SMK/MA

D1/D2/D3

S1

S2

Pililah salah satu jawaban dari kelima jawaban yang sesuai dengan cara memberikan tanda centang ( √ ) pada salah satu kolom pada jawaban yang tersedia.

**Keterangan :**

1. SS (Sangat Setuju)
2. S (Setuju)
3. N (Netral)
4. TS (Tidak Setuju)
5. STS (Sangat Tidak Setuju)
6. **Pernyataan Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Pegawai mengerjakan tugas serta wewenang yang diberikan dengan baik |  |  |  |  |  |
| 2 | Pegawai menyelesaikan semua tugas dan tanggung jawab pegawai sesuai dengan jumlah yang diberikan |  |  |  |  |  |
| 3 | Pegawai menyelesaikan tugas sesuai dengan arahan dan keinginan atasan |  |  |  |  |  |
| 4 | Pegawai selalu jujur dalam menjalankan tugas dan kewajiban |  |  |  |  |  |
| 5 | Pegawai mampu bekerjasama dengan atasan maupun bawahan |  |  |  |  |  |
| 6 | Pegawai mampu bekerjasama dengan rekan kerja |  |  |  |  |  |
| 7 | Pegawai memiliki sikap inisiatif dalam bekerja |  |  |  |  |  |
| 8 | Pegawai selalu melaksanakan tugas yang diberikan |  |  |  |  |  |
| 9 | Pegawai memiliki wawasan yang luas dalam menunjang pekerjaan pegawai |  |  |  |  |  |

1. **Pernyataan Variabel Motivasi Intrinsik (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Pegawai memiliki kemauan yang tinggi dalam menyelesaikan tugas yang diberikan |  |  |  |  |  |
| 2 | Pegawai memiliki semangat dalam menyelesaikan tanggung jawab yang diberikan |  |  |  |  |  |
| 3 | Pegawai selalu mendukung keputusan atasan |  |  |  |  |  |
| 4 | Pegawai selalu patuh terhadap atasan |  |  |  |  |  |
| 5 | Pegawai selalu menghormati atasan |  |  |  |  |  |
| 6 | Pegawai senang dalam menjalani pekerjaan |  |  |  |  |  |
| 7 | Pegawai percaya diri terhadap pekerjaan yang saya jalani |  |  |  |  |  |
| 8 | Pegawai menghargai pekerjaan yang diberikan |  |  |  |  |  |
| 9 | Pegawai diberikan kesempatan berpartisipasi pada tugas-tugas tertentu |  |  |  |  |  |
| 10 | Pegawai diberikan kesempatan dalam mengekspresikan diri di lingkungan kerja |  |  |  |  |  |
| 11 | Pegawai bertanggung jawab terhadap pekerjaan yang dikerjakan |  |  |  |  |  |
| 12 | Pegawai ingin mengembangkan diri saya guna menunjang pekerjaan |  |  |  |  |  |
| 13 | Pegawai diberikan kesempatan untuk berprestasi di lingkungan kerja |  |  |  |  |  |

1. **Pernyataan Variabel Motivasi Ekstrinsik (X2)**

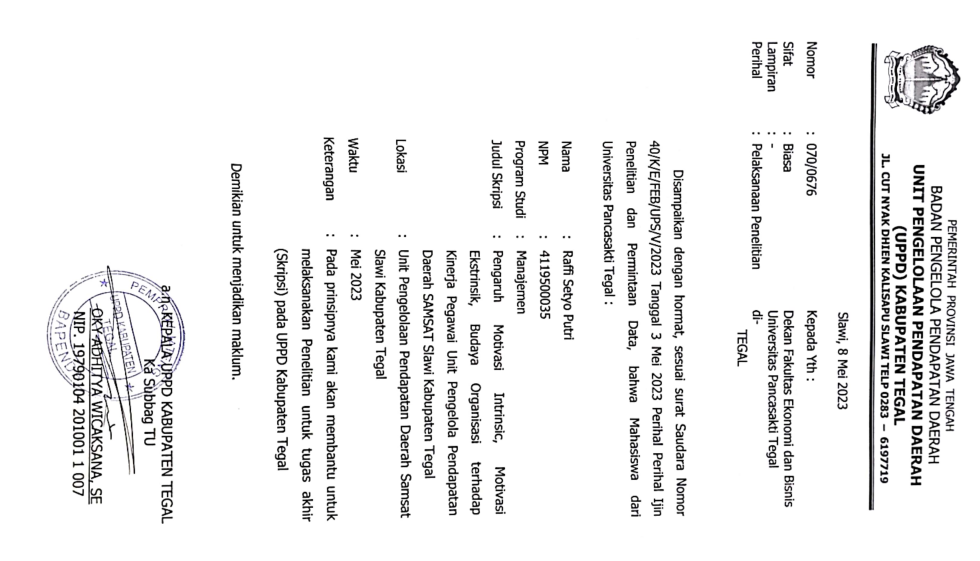
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Pegawai merasa dihargai atas tugas yang saya selesaikan |  |  |  |  |  |
| 2 | Pegawai mendapatkan pengakuan atas prestasi yang saya dapatkan |  |  |  |  |  |
| 3 | Pegawai mendapatkan kompensasi atas pekerjaan yang pegawai selesaikan |  |  |  |  |  |
| 4 | Pegawai mendapatkan imbalan/gaji atas pekerjaan yang diselesaikan |  |  |  |  |  |
| 5 | Pegawai mendapatkan peluang untuk mengembangkan diri |  |  |  |  |  |
| 6 | Pegawai mendapatkan jenis pekerjaan yang sesuai dengan kemampuan dan minat pegawai |  |  |  |  |  |
| 7 | Pegawai mendapatkan peluang untuk meningkatkan pengalaman di lingkungan kerja |  |  |  |  |  |
| 8 | Pegawai mendapatkan sikap yang positif dari rekan kerja |  |  |  |  |  |

1. **Pernyataan Variabel Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban Responden | | | | |
| STS | TS | N | S | SS |
| 1 | Pegawai menerapkan keputusan manajemen |  |  |  |  |  |
| 2 | Pegawai sangat agresif dalam bekerja |  |  |  |  |  |
| 3 | Pegawai merasa pegawai lain sebagai saingan saya dilingkungan kerja |  |  |  |  |  |
| 4 | Pegawai fokus terhadap hasil pekerjaan saja |  |  |  |  |  |
| 5 | Pegawai fokus terhadap proses dalam menyelesaikan tugas sebaik mungkin |  |  |  |  |  |
| 6 | Pegawai cenderung bekerja dengan mengutamakan kepentingan tim saja |  |  |  |  |  |
| 7 | Pegawai bekerja dengan teliti |  |  |  |  |  |
| 8 | Pegawai memberikan perhatian mendetil pada pekerjaan yang saya dikerjakan |  |  |  |  |  |
| 9 | Pegawai menganalisis terlebih dahulu pekerjaan yang saya akan kerjakan |  |  |  |  |  |
| 10 | Pegawai dituntut untuk berpikir inovatif dalam bekerja |  |  |  |  |  |
| 11 | Pegawai dituntut untuk berani mengambil resiko saat bekerja |  |  |  |  |  |

**Lampiran 2**

**SURAT IZIN PENELITIAN**



**Lampiran 3**

**FOTO PENYERAHAN KUESIONER KEPADA PEGAWAI**



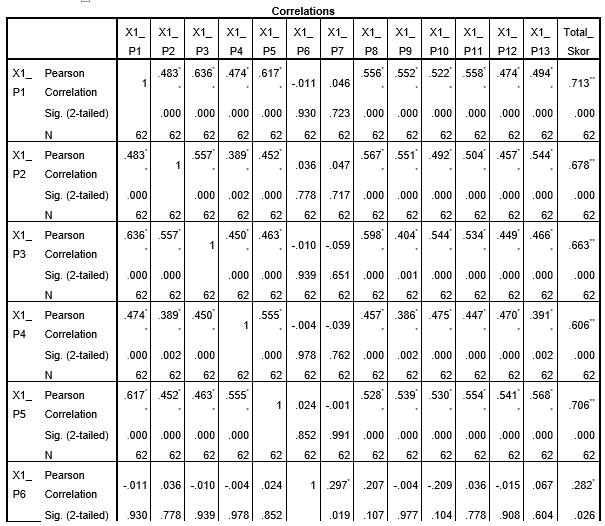
**Lampiran 4**

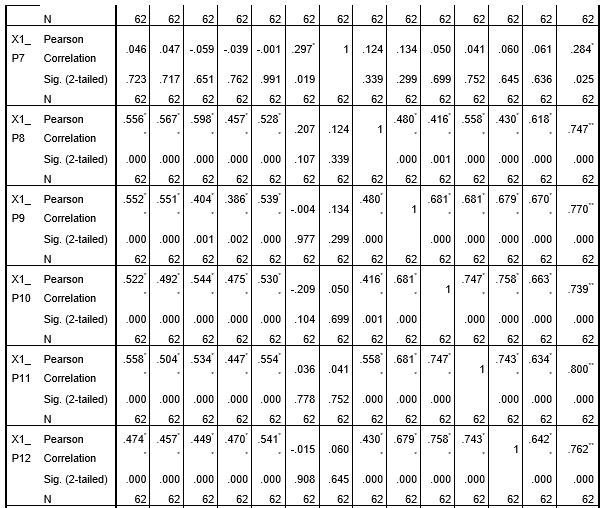
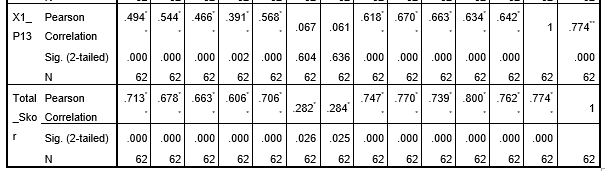
**HASIL UJI VALIDITAS**

1. **Uji Validitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Y\_P1 | Y\_P2 | Y\_P3 | Y\_P4 | Y\_P5 | Y\_P6 | Y\_P7 | Y\_P8 | Y\_P9 | Total\_Skor |
| Y\_P1 | Pearson Correlation | 1 | .671\*\* | .571\*\* | .479\*\* | .436\*\* | .383\*\* | .349\*\* | .652\*\* | .441\*\* | .741\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .002 | .005 | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P2 | Pearson Correlation | .671\*\* | 1 | .469\*\* | .491\*\* | .357\*\* | .263\* | .370\*\* | .528\*\* | .535\*\* | .706\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .004 | .039 | .003 | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P3 | Pearson Correlation | .571\*\* | .469\*\* | 1 | .583\*\* | .415\*\* | .409\*\* | .601\*\* | .522\*\* | .594\*\* | .763\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .001 | .000 | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P4 | Pearson Correlation | .479\*\* | .491\*\* | .583\*\* | 1 | .371\*\* | .364\*\* | .351\*\* | .286\* | .548\*\* | .673\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .003 | .004 | .005 | .024 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P5 | Pearson Correlation | .436\*\* | .357\*\* | .415\*\* | .371\*\* | 1 | .720\*\* | .548\*\* | .571\*\* | .518\*\* | .739\*\* |
| Sig. (2-tailed) | .000 | .004 | .001 | .003 |  | .000 | .000 | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P6 | Pearson Correlation | .383\*\* | .263\* | .409\*\* | .364\*\* | .720\*\* | 1 | .693\*\* | .609\*\* | .542\*\* | .740\*\* |
| Sig. (2-tailed) | .002 | .039 | .001 | .004 | .000 |  | .000 | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P7 | Pearson Correlation | .349\*\* | .370\*\* | .601\*\* | .351\*\* | .548\*\* | .693\*\* | 1 | .566\*\* | .564\*\* | .751\*\* |
| Sig. (2-tailed) | .005 | .003 | .000 | .005 | .000 | .000 |  | .000 | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P8 | Pearson Correlation | .652\*\* | .528\*\* | .522\*\* | .286\* | .571\*\* | .609\*\* | .566\*\* | 1 | .613\*\* | .795\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .024 | .000 | .000 | .000 |  | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Y\_P9 | Pearson Correlation | .441\*\* | .535\*\* | .594\*\* | .548\*\* | .518\*\* | .542\*\* | .564\*\* | .613\*\* | 1 | .796\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Total\_Skor | Pearson Correlation | .741\*\* | .706\*\* | .763\*\* | .673\*\* | .739\*\* | .740\*\* | .751\*\* | .795\*\* | .796\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |

1. **Uji Validitas Variabel Motivasi Intrinsik (X1)**

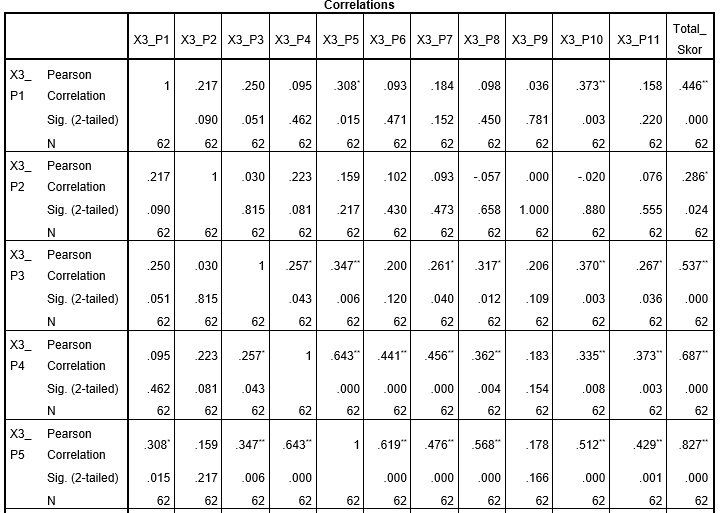
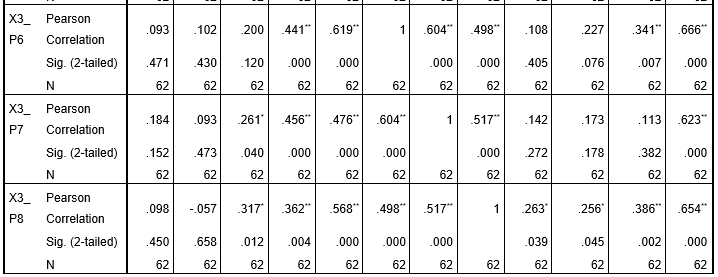


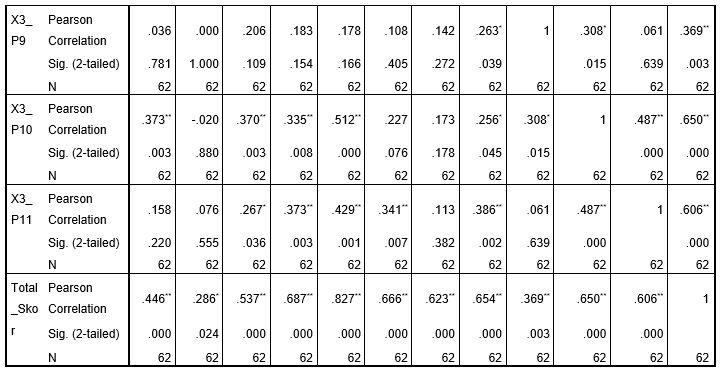


1. **Uji Validitas Variabel Motivasi Ekstrinsik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2\_P1 | X2\_P2 | X2\_P3 | X2\_P4 | X2\_P5 | X2\_P6 | X2\_P7 | X2\_P8 | Total\_Skor |
| X2\_P1 | Pearson Correlation | 1 | .083 | .239 | .285\* | .075 | .179 | .060 | .112 | .455\*\* |
| Sig. (2-tailed) |  | .522 | .061 | .025 | .563 | .165 | .644 | .386 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P2 | Pearson Correlation | .083 | 1 | -.021 | -.110 | .139 | .220 | .206 | .160 | .403\*\* |
| Sig. (2-tailed) | .522 |  | .870 | .393 | .281 | .085 | .109 | .215 | .001 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P3 | Pearson Correlation | .239 | -.021 | 1 | .234 | .171 | .355\*\* | .275\* | .140 | .586\*\* |
| Sig. (2-tailed) | .061 | .870 |  | .068 | .185 | .005 | .031 | .277 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P4 | Pearson Correlation | .285\* | -.110 | .234 | 1 | .134 | .284\* | -.044 | -.095 | .386\*\* |
| Sig. (2-tailed) | .025 | .393 | .068 |  | .298 | .025 | .734 | .463 | .002 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P5 | Pearson Correlation | .075 | .139 | .171 | .134 | 1 | .329\*\* | .087 | .046 | .456\*\* |
| Sig. (2-tailed) | .563 | .281 | .185 | .298 |  | .009 | .499 | .722 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P6 | Pearson Correlation | .179 | .220 | .355\*\* | .284\* | .329\*\* | 1 | .287\* | .210 | .689\*\* |
| Sig. (2-tailed) | .165 | .085 | .005 | .025 | .009 |  | .024 | .102 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P7 | Pearson Correlation | .060 | .206 | .275\* | -.044 | .087 | .287\* | 1 | .591\*\* | .626\*\* |
| Sig. (2-tailed) | .644 | .109 | .031 | .734 | .499 | .024 |  | .000 | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| X2\_P8 | Pearson Correlation | .112 | .160 | .140 | -.095 | .046 | .210 | .591\*\* | 1 | .547\*\* |
| Sig. (2-tailed) | .386 | .215 | .277 | .463 | .722 | .102 | .000 |  | .000 |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |
| Total\_Skor | Pearson Correlation | .455\*\* | .403\*\* | .586\*\* | .386\*\* | .456\*\* | .689\*\* | .626\*\* | .547\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .002 | .000 | .000 | .000 | .000 |  |
| N | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 | 62 |

1. **Uji Validitas Variabel Budaya Organsiasi (X3)**





**Lampiran 5**

**HASIL UJI REABILITAS**

1. **Uji Reabilitas Variabel Kinerja Pegawai (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach’s Alpha | N of Items |
| .897 | 9 |

1. **Uji Reabilitas Variabel Motivasi Intrinsik (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach’s Alpha | N of Items |
| .848 | 13 |

1. **Uji Reabilitas Variabel Motivasi Ekstrinsik (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach’s Alpha | N of Items |
| .618 | 8 |

1. **Uji Reabilitas Variabel Budaya Organisasi (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach’s Alpha | N of Items |
| .802 | 11 |

**Lampiran 6**

**HASIL TRANSFORMASI DATA ORDINAL MENJADI INTERVAL**

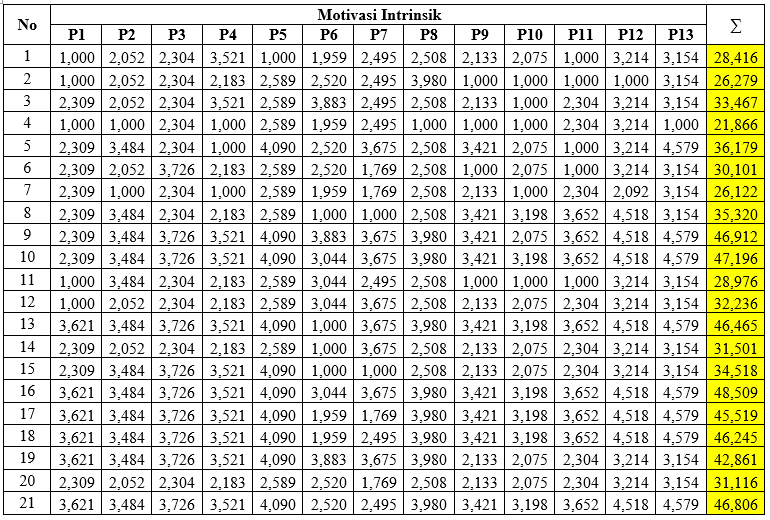
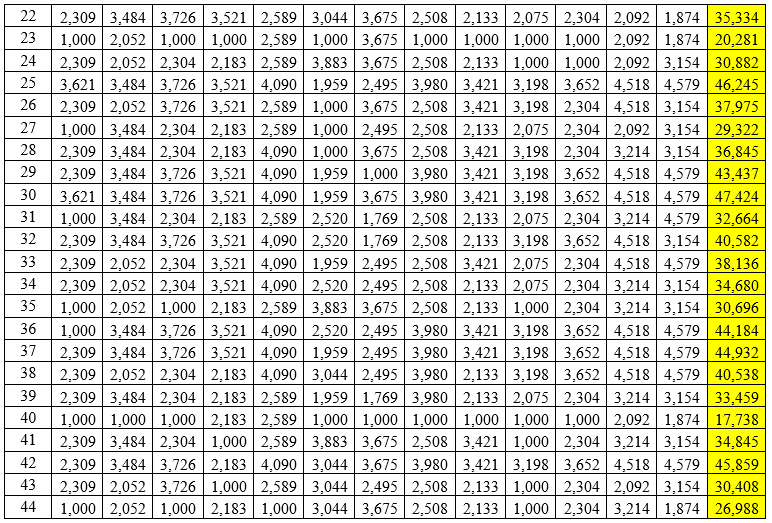
1. **Data Penelitian Variabel Kinerja Pegawai (Y)**

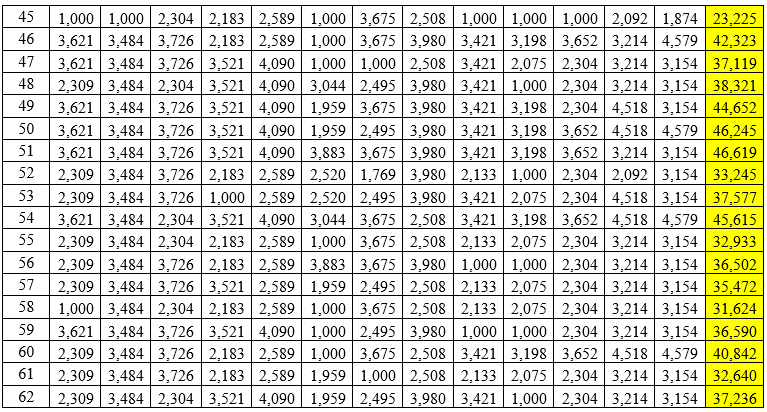
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Kinerja Pegawai (Y)** | | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** |
| 1 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 39 |
| 2 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 37 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 6 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 7 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 38 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 11 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 34 |
| 12 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 32 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 14 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 37 |
| 15 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 35 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 25 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 26 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 37 |
| 27 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 37 |
| 28 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 31 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 35 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 33 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 34 |
| 34 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 27 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 40 |
| 39 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 36 |
| 40 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 30 |
| 41 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 36 |
| 45 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 38 |
| 47 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 39 |
| 48 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 49 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 42 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 52 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 38 |
| 53 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 39 |
| 54 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 55 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 36 |
| 56 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 37 |
| 59 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 60 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 34 |
| 61 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 27 |
| 62 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 39 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Kinerja Pegawai (Y)** | | | | | | | | | ∑ |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** |
| 1 | 2,777 | 3,111 | 1,000 | 4,229 | 3,268 | 3,594 | 3,327 | 2,141 | 3,681 | 27,129 |
| 2 | 4,196 | 4,349 | 2,382 | 4,229 | 1,000 | 2,228 | 2,161 | 2,141 | 2,332 | 25,020 |
| 3 | 4,196 | 3,111 | 3,789 | 4,229 | 3,268 | 3,594 | 3,327 | 3,397 | 3,681 | 32,593 |
| 4 | 2,777 | 3,111 | 1,000 | 1,946 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 13,835 |
| 5 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 35,117 |
| 6 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 2,228 | 3,327 | 2,141 | 2,332 | 29,861 |
| 7 | 2,777 | 2,137 | 2,382 | 2,958 | 2,054 | 2,228 | 3,327 | 2,141 | 2,332 | 22,338 |
| 8 | 4,196 | 3,111 | 2,382 | 2,958 | 3,268 | 2,228 | 2,161 | 3,397 | 2,332 | 26,035 |
| 9 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 3,327 | 3,397 | 3,681 | 33,831 |
| 10 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 2,332 | 33,768 |
| 11 | 4,196 | 2,137 | 2,382 | 1,946 | 1,000 | 2,228 | 3,327 | 3,397 | 1,000 | 21,615 |
| 12 | 1,727 | 2,137 | 2,382 | 2,958 | 2,054 | 2,228 | 3,327 | 1,000 | 1,000 | 18,814 |
| 13 | 2,777 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 33,698 |
| 14 | 2,777 | 2,137 | 2,382 | 2,958 | 3,268 | 3,594 | 3,327 | 2,141 | 2,332 | 24,918 |
| 15 | 2,777 | 2,137 | 2,382 | 2,958 | 1,000 | 3,594 | 3,327 | 2,141 | 2,332 | 22,649 |
| 16 | 4,196 | 4,349 | 3,789 | 4,229 | 2,054 | 3,594 | 4,613 | 3,397 | 3,681 | 33,903 |
| 17 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 35,117 |
| 18 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 35,117 |
| 19 | 4,196 | 4,349 | 3,789 | 4,229 | 2,054 | 2,228 | 3,327 | 2,141 | 3,681 | 29,996 |
| 20 | 2,777 | 3,111 | 2,382 | 2,958 | 2,054 | 2,228 | 3,327 | 2,141 | 2,332 | 23,312 |
| 21 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 35,117 |
| 22 | 2,777 | 3,111 | 2,382 | 2,958 | 1,000 | 2,228 | 3,327 | 2,141 | 2,332 | 22,258 |
| 23 | 2,777 | 3,111 | 2,382 | 1,946 | 1,000 | 1,000 | 2,161 | 1,000 | 1,000 | 16,378 |
| 24 | 2,777 | 3,111 | 2,382 | 1,946 | 2,054 | 2,228 | 3,327 | 2,141 | 2,332 | 22,301 |
| 25 | 4,196 | 4,349 | 3,789 | 2,958 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 33,846 |
| 26 | 4,196 | 2,137 | 2,382 | 1,946 | 3,268 | 3,594 | 2,161 | 3,397 | 2,332 | 25,415 |
| 27 | 2,777 | 3,111 | 2,382 | 2,958 | 3,268 | 3,594 | 3,327 | 1,000 | 2,332 | 24,751 |
| 28 | 4,196 | 3,111 | 3,789 | 1,000 | 3,268 | 3,594 | 4,613 | 3,397 | 2,332 | 29,302 |
| 29 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 3,327 | 3,397 | 3,681 | 33,831 |
| 30 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 35,117 |
| 31 | 2,777 | 1,000 | 3,789 | 4,229 | 2,054 | 2,228 | 3,327 | 1,000 | 2,332 | 22,738 |
| 32 | 4,196 | 4,349 | 2,382 | 2,958 | 2,054 | 2,228 | 2,161 | 2,141 | 2,332 | 24,803 |
| 33 | 2,777 | 3,111 | 2,382 | 2,958 | 1,000 | 2,228 | 2,161 | 2,141 | 2,332 | 21,092 |
| 34 | 4,196 | 4,349 | 3,789 | 4,229 | 2,054 | 2,228 | 3,327 | 2,141 | 2,332 | 28,647 |
| 35 | 1,727 | 2,137 | 1,000 | 2,958 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 12,821 |
| 36 | 4,196 | 4,349 | 2,382 | 2,958 | 3,268 | 3,594 | 4,613 | 3,397 | 3,681 | 32,439 |
| 37 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 3,327 | 3,397 | 3,681 | 33,831 |
| 38 | 4,196 | 4,349 | 2,382 | 4,229 | 3,268 | 3,594 | 3,327 | 1,000 | 2,332 | 28,679 |
| 39 | 2,777 | 3,111 | 2,382 | 1,946 | 2,054 | 3,594 | 3,327 | 2,141 | 2,332 | 23,667 |
| 40 | 1,727 | 2,137 | 1,000 | 2,958 | 2,054 | 2,228 | 2,161 | 1,000 | 1,000 | 16,265 |
| 41 | 2,777 | 3,111 | 1,000 | 1,946 | 2,054 | 2,228 | 2,161 | 2,141 | 2,332 | 19,752 |
| 42 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 2,228 | 3,327 | 3,397 | 3,681 | 32,466 |
| 43 | 2,777 | 3,111 | 2,382 | 2,958 | 2,054 | 2,228 | 2,161 | 1,000 | 1,000 | 19,673 |
| 44 | 4,196 | 3,111 | 2,382 | 2,958 | 2,054 | 2,228 | 2,161 | 2,141 | 2,332 | 23,565 |
| 45 | 2,777 | 3,111 | 2,382 | 2,958 | 1,000 | 1,000 | 2,161 | 1,000 | 1,000 | 17,390 |
| 46 | 2,777 | 3,111 | 2,382 | 2,958 | 2,054 | 3,594 | 3,327 | 3,397 | 2,332 | 25,934 |
| 47 | 2,777 | 4,349 | 1,000 | 1,946 | 3,268 | 3,594 | 4,613 | 3,397 | 2,332 | 27,278 |
| 48 | 4,196 | 3,111 | 2,382 | 2,958 | 2,054 | 2,228 | 3,327 | 2,141 | 1,000 | 23,399 |
| 49 | 4,196 | 4,349 | 3,789 | 4,229 | 2,054 | 3,594 | 3,327 | 3,397 | 2,332 | 31,269 |
| 50 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 3,327 | 3,397 | 2,332 | 32,483 |
| 51 | 4,196 | 4,349 | 3,789 | 4,229 | 3,268 | 3,594 | 4,613 | 3,397 | 2,332 | 33,768 |
| 52 | 4,196 | 3,111 | 2,382 | 2,958 | 3,268 | 3,594 | 3,327 | 2,141 | 1,000 | 25,979 |
| 53 | 4,196 | 4,349 | 2,382 | 2,958 | 3,268 | 2,228 | 2,161 | 3,397 | 2,332 | 27,273 |
| 54 | 4,196 | 4,349 | 3,789 | 4,229 | 2,054 | 2,228 | 3,327 | 2,141 | 3,681 | 29,996 |
| 55 | 4,196 | 4,349 | 2,382 | 2,958 | 1,000 | 2,228 | 2,161 | 2,141 | 2,332 | 23,749 |
| 56 | 2,777 | 3,111 | 2,382 | 2,958 | 2,054 | 3,594 | 3,327 | 2,141 | 2,332 | 24,678 |
| 57 | 2,777 | 3,111 | 2,382 | 2,958 | 2,054 | 2,228 | 3,327 | 2,141 | 2,332 | 23,312 |
| 58 | 2,777 | 2,137 | 2,382 | 2,958 | 3,268 | 3,594 | 3,327 | 2,141 | 2,332 | 24,918 |
| 59 | 4,196 | 4,349 | 2,382 | 2,958 | 1,000 | 1,000 | 3,327 | 2,141 | 2,332 | 23,686 |
| 60 | 2,777 | 3,111 | 2,382 | 1,946 | 2,054 | 2,228 | 3,327 | 2,141 | 1,000 | 20,969 |
| 61 | 1,000 | 2,137 | 2,382 | 1,000 | 1,000 | 1,000 | 2,161 | 1,000 | 2,332 | 14,012 |
| 62 | 4,196 | 4,349 | 2,382 | 2,958 | 3,268 | 2,228 | 2,161 | 3,397 | 2,332 | 27,273 |

1. **Data Penelitian Variabel Motivasi Intrinsik (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Motivasi Interinsik** | | | | | | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **P12** | **P13** |
| 1 | 3 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 48 |
| 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 2 | 4 | 46 |
| 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 53 |
| 4 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 42 |
| 5 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 54 |
| 6 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 49 |
| 7 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 45 |
| 8 | 4 | 5 | 4 | 4 | 4 | 1 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 52 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 63 |
| 10 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 63 |
| 11 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 49 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 13 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 61 |
| 14 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 15 | 4 | 5 | 5 | 5 | 5 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 17 | 5 | 5 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 18 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 61 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 60 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 22 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 54 |
| 23 | 3 | 4 | 3 | 3 | 4 | 1 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 24 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 51 |
| 25 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 61 |
| 26 | 4 | 4 | 5 | 5 | 4 | 1 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 55 |
| 27 | 3 | 5 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 48 |
| 28 | 4 | 5 | 4 | 4 | 5 | 1 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 29 | 4 | 5 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 30 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 31 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 32 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 57 |
| 33 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 34 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 35 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 51 |
| 36 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 37 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 38 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 39 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 40 | 3 | 3 | 3 | 4 | 4 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 41 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 54 |
| 42 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 43 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 50 |
| 44 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 48 |
| 45 | 3 | 3 | 4 | 4 | 4 | 1 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 43 |
| 46 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 58 |
| 47 | 5 | 5 | 5 | 5 | 5 | 1 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 53 |
| 48 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 56 |
| 49 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 60 |
| 50 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 61 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 63 |
| 52 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | 51 |
| 53 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 55 |
| 54 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 62 |
| 55 | 4 | 5 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 56 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 55 |
| 57 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 58 | 3 | 5 | 4 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 59 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 53 |
| 60 | 4 | 5 | 5 | 4 | 4 | 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 61 | 4 | 5 | 5 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 62 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 54 |





1. **Data Penelitian Variabel Motivasi Ekstrinsik (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Motivasi Ekstrinsik (Y)** | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** |
| 1 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 32 |
| 2 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 31 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 25 |
| 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 7 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 29 |
| 8 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 31 |
| 9 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 34 |
| 10 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 32 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 12 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 26 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 28 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 15 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 27 |
| 16 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 30 |
| 17 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 33 |
| 18 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 33 |
| 19 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 21 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 32 |
| 22 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 23 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 28 |
| 24 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 29 |
| 25 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 33 |
| 26 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 30 |
| 27 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 28 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 32 |
| 29 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 31 |
| 30 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 34 |
| 31 | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 28 |
| 32 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 27 |
| 33 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 35 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 25 |
| 36 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 33 |
| 37 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 31 |
| 38 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 39 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 29 |
| 40 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 24 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 30 |
| 42 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 29 |
| 43 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 27 |
| 44 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 45 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 46 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 32 |
| 47 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 32 |
| 48 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 33 |
| 49 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 33 |
| 50 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 33 |
| 51 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 35 |
| 52 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 33 |
| 53 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 35 |
| 54 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 55 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 30 |
| 56 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 33 |
| 57 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 32 |
| 58 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 3 | 31 |
| 59 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 31 |
| 60 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 61 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 26 |
| 62 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 35 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Motivasi Ekstrinsik (Y)** | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** |
| 1 | 2,472 | 5,070 | 2,575 | 3,652 | 2,409 | 2,630 | 3,054 | 2,181 | 24,042 |
| 2 | 1,000 | 3,723 | 3,805 | 1,000 | 2,409 | 3,925 | 4,407 | 2,181 | 22,449 |
| 3 | 3,986 | 3,723 | 5,015 | 2,347 | 2,409 | 3,925 | 4,407 | 2,181 | 27,992 |
| 4 | 2,472 | 2,429 | 2,575 | 1,000 | 2,409 | 2,630 | 1,000 | 1,000 | 15,515 |
| 5 | 1,000 | 5,070 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 2,181 | 23,790 |
| 6 | 2,472 | 3,723 | 5,015 | 2,347 | 2,409 | 5,196 | 3,054 | 2,181 | 26,397 |
| 7 | 2,472 | 2,429 | 1,000 | 2,347 | 2,409 | 3,925 | 3,054 | 2,181 | 19,816 |
| 8 | 2,472 | 2,429 | 3,805 | 2,347 | 2,409 | 2,630 | 3,054 | 3,437 | 22,582 |
| 9 | 2,472 | 5,070 | 2,575 | 2,347 | 3,809 | 3,925 | 3,054 | 3,437 | 26,690 |
| 10 | 2,472 | 3,723 | 2,575 | 2,347 | 1,000 | 3,925 | 4,407 | 3,437 | 23,887 |
| 11 | 2,472 | 3,723 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 3,437 | 25,172 |
| 12 | 1,000 | 3,723 | 2,575 | 1,000 | 1,000 | 2,630 | 3,054 | 1,000 | 15,982 |
| 13 | 1,000 | 2,429 | 2,575 | 1,000 | 1,000 | 2,630 | 4,407 | 3,437 | 18,478 |
| 14 | 2,472 | 5,070 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 2,181 | 25,263 |
| 15 | 1,000 | 2,429 | 2,575 | 1,000 | 1,000 | 3,925 | 3,054 | 2,181 | 17,163 |
| 16 | 2,472 | 2,429 | 2,575 | 1,000 | 2,409 | 2,630 | 4,407 | 3,437 | 21,359 |
| 17 | 2,472 | 5,070 | 2,575 | 1,000 | 2,409 | 3,925 | 4,407 | 3,437 | 25,295 |
| 18 | 1,000 | 3,723 | 3,805 | 1,000 | 3,809 | 3,925 | 4,407 | 3,437 | 25,106 |
| 19 | 2,472 | 3,723 | 3,805 | 1,000 | 2,409 | 2,630 | 3,054 | 2,181 | 21,273 |
| 20 | 2,472 | 3,723 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 2,181 | 23,916 |
| 21 | 1,000 | 3,723 | 2,575 | 2,347 | 2,409 | 3,925 | 4,407 | 3,437 | 23,823 |
| 22 | 2,472 | 3,723 | 3,805 | 2,347 | 3,809 | 3,925 | 3,054 | 2,181 | 25,316 |
| 23 | 2,472 | 3,723 | 2,575 | 2,347 | 2,409 | 2,630 | 1,914 | 1,000 | 19,070 |
| 24 | 1,000 | 2,429 | 3,805 | 2,347 | 2,409 | 2,630 | 3,054 | 2,181 | 19,854 |
| 25 | 2,472 | 2,429 | 5,015 | 2,347 | 1,000 | 3,925 | 4,407 | 3,437 | 25,032 |
| 26 | 2,472 | 3,723 | 3,805 | 1,000 | 2,409 | 2,630 | 1,914 | 3,437 | 21,389 |
| 27 | 2,472 | 3,723 | 2,575 | 1,000 | 1,000 | 2,630 | 3,054 | 1,000 | 17,455 |
| 28 | 2,472 | 3,723 | 3,805 | 2,347 | 1,000 | 2,630 | 4,407 | 3,437 | 23,821 |
| 29 | 2,472 | 3,723 | 2,575 | 1,000 | 2,409 | 3,925 | 3,054 | 3,437 | 22,595 |
| 30 | 1,000 | 3,723 | 3,805 | 2,347 | 2,409 | 5,196 | 4,407 | 3,437 | 26,323 |
| 31 | 2,472 | 2,429 | 2,575 | 3,652 | 1,000 | 2,630 | 3,054 | 1,000 | 18,812 |
| 32 | 1,000 | 2,429 | 2,575 | 2,347 | 2,409 | 2,630 | 1,914 | 2,181 | 17,484 |
| 33 | 2,472 | 2,429 | 2,575 | 1,000 | 1,000 | 2,630 | 1,914 | 2,181 | 16,201 |
| 34 | 2,472 | 3,723 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 2,181 | 23,916 |
| 35 | 1,000 | 3,723 | 2,575 | 2,347 | 1,000 | 2,630 | 1,000 | 1,000 | 15,275 |
| 36 | 2,472 | 2,429 | 5,015 | 2,347 | 2,409 | 2,630 | 4,407 | 3,437 | 25,146 |
| 37 | 2,472 | 3,723 | 3,805 | 2,347 | 1,000 | 2,630 | 3,054 | 3,437 | 22,468 |
| 38 | 1,000 | 3,723 | 2,575 | 1,000 | 2,409 | 3,925 | 1,914 | 1,000 | 17,546 |
| 39 | 2,472 | 3,723 | 2,575 | 2,347 | 1,000 | 2,630 | 3,054 | 2,181 | 19,982 |
| 40 | 1,000 | 3,723 | 2,575 | 1,000 | 1,000 | 1,000 | 1,914 | 1,000 | 13,213 |
| 41 | 2,472 | 3,723 | 3,805 | 1,000 | 2,409 | 3,925 | 1,914 | 2,181 | 21,428 |
| 42 | 1,000 | 3,723 | 3,805 | 1,000 | 1,000 | 2,630 | 3,054 | 3,437 | 19,649 |
| 43 | 1,000 | 2,429 | 3,805 | 2,347 | 1,000 | 3,925 | 1,914 | 1,000 | 17,420 |
| 44 | 2,472 | 3,723 | 3,805 | 3,652 | 3,809 | 3,925 | 3,054 | 2,181 | 26,620 |
| 45 | 2,472 | 3,723 | 2,575 | 2,347 | 2,409 | 2,630 | 1,914 | 2,181 | 20,251 |
| 46 | 2,472 | 5,070 | 3,805 | 2,347 | 1,000 | 2,630 | 3,054 | 3,437 | 23,815 |
| 47 | 2,472 | 2,429 | 3,805 | 2,347 | 2,409 | 3,925 | 3,054 | 3,437 | 23,877 |
| 48 | 1,000 | 3,723 | 5,015 | 2,347 | 2,409 | 5,196 | 3,054 | 2,181 | 24,924 |
| 49 | 2,472 | 3,723 | 3,805 | 1,000 | 3,809 | 3,925 | 3,054 | 3,437 | 25,225 |
| 50 | 2,472 | 3,723 | 5,015 | 2,347 | 1,000 | 3,925 | 3,054 | 3,437 | 24,973 |
| 51 | 2,472 | 5,070 | 3,805 | 1,000 | 2,409 | 5,196 | 4,407 | 3,437 | 27,796 |
| 52 | 3,986 | 3,723 | 5,015 | 2,347 | 1,000 | 3,925 | 3,054 | 2,181 | 25,230 |
| 53 | 2,472 | 3,723 | 5,015 | 3,652 | 3,809 | 5,196 | 3,054 | 1,000 | 27,921 |
| 54 | 3,986 | 5,070 | 3,805 | 3,652 | 2,409 | 5,196 | 3,054 | 2,181 | 29,351 |
| 55 | 2,472 | 2,429 | 3,805 | 3,652 | 1,000 | 3,925 | 1,914 | 2,181 | 21,377 |
| 56 | 3,986 | 1,000 | 5,015 | 3,652 | 2,409 | 3,925 | 3,054 | 2,181 | 25,220 |
| 57 | 2,472 | 5,070 | 3,805 | 1,000 | 2,409 | 2,630 | 4,407 | 2,181 | 23,974 |
| 58 | 2,472 | 2,429 | 5,015 | 2,347 | 3,809 | 2,630 | 3,054 | 1,000 | 22,756 |
| 59 | 1,000 | 2,429 | 3,805 | 3,652 | 2,409 | 3,925 | 3,054 | 2,181 | 22,453 |
| 60 | 3,986 | 3,723 | 3,805 | 1,000 | 1,000 | 3,925 | 3,054 | 2,181 | 22,673 |
| 61 | 2,472 | 2,429 | 2,575 | 2,347 | 2,409 | 2,630 | 1,000 | 1,000 | 16,862 |
| 62 | 3,986 | 3,723 | 2,575 | 3,652 | 2,409 | 5,196 | 3,054 | 3,437 | 28,031 |

1. **Data Penelitian Variabel Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Budaya Organisasi** | | | | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 34 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 38 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 50 |
| 7 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 45 |
| 8 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 43 |
| 9 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 48 |
| 10 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 51 |
| 11 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 13 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 52 |
| 14 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 44 |
| 15 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 2 | 42 |
| 16 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 46 |
| 17 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 47 |
| 18 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 49 |
| 19 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 50 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 21 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 45 |
| 22 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 46 |
| 23 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 24 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 46 |
| 25 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 52 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 27 | 4 | 2 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 40 |
| 28 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 41 |
| 29 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 4 | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 31 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 42 |
| 32 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 50 |
| 33 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 34 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 35 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 37 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 52 |
| 38 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 44 |
| 39 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 2 | 5 | 40 |
| 40 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 38 |
| 41 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 41 |
| 42 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 48 |
| 43 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 40 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 44 |
| 45 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 39 |
| 46 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 44 |
| 47 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 42 |
| 48 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 43 |
| 49 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 48 |
| 50 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 50 |
| 51 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 51 |
| 52 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 2 | 43 |
| 53 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 54 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 47 |
| 55 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 41 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 43 |
| 57 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 37 |
| 58 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 43 |
| 59 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 60 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 61 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 32 |
| 62 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 42 |

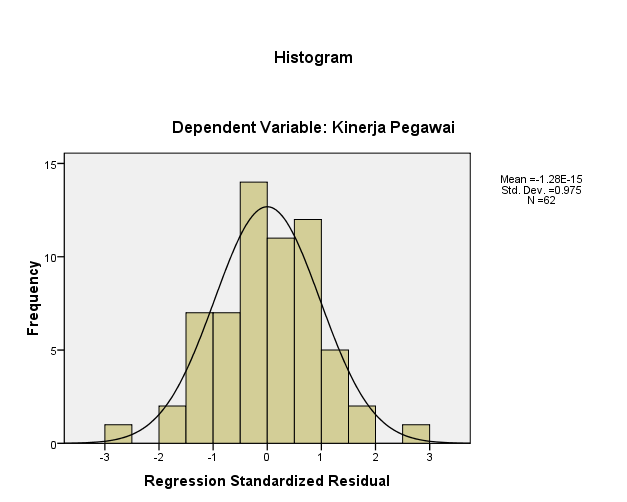
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Budaya Organisasi** | | | | | | | | | | | **∑** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** |
| 1 | 4,789 | 4,847 | 3,807 | 3,515 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 2,046 | 3,104 | 35,183 |
| 2 | 2,258 | 2,294 | 1,000 | 2,226 | 2,043 | 1,000 | 1,000 | 1,000 | 1,000 | 2,046 | 3,104 | 18,971 |
| 3 | 3,477 | 3,530 | 2,403 | 2,226 | 2,043 | 2,147 | 3,056 | 2,286 | 3,836 | 3,055 | 3,104 | 31,163 |
| 4 | 3,477 | 2,294 | 2,403 | 1,000 | 2,043 | 1,000 | 1,992 | 1,000 | 3,836 | 3,055 | 2,079 | 24,180 |
| 5 | 3,477 | 3,530 | 2,403 | 1,000 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 4,256 | 4,285 | 32,026 |
| 6 | 4,789 | 4,847 | 3,807 | 2,226 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 2,046 | 3,104 | 39,119 |
| 7 | 4,789 | 2,294 | 2,403 | 1,000 | 4,488 | 3,421 | 1,992 | 3,598 | 1,000 | 3,055 | 4,285 | 32,324 |
| 8 | 3,477 | 2,294 | 3,807 | 2,226 | 3,168 | 3,421 | 3,056 | 1,000 | 1,000 | 3,055 | 3,104 | 29,607 |
| 9 | 3,477 | 3,530 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 2,286 | 2,418 | 3,055 | 2,079 | 36,451 |
| 10 | 4,789 | 2,294 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 3,836 | 4,256 | 3,104 | 40,079 |
| 11 | 3,477 | 2,294 | 2,403 | 2,226 | 2,043 | 1,000 | 3,056 | 2,286 | 2,418 | 3,055 | 3,104 | 27,363 |
| 12 | 3,477 | 3,530 | 2,403 | 2,226 | 3,168 | 2,147 | 3,056 | 2,286 | 3,836 | 3,055 | 3,104 | 32,288 |
| 13 | 4,789 | 3,530 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 4,256 | 4,285 | 41,078 |
| 14 | 3,477 | 3,530 | 2,403 | 2,226 | 3,168 | 3,421 | 4,376 | 2,286 | 2,418 | 2,046 | 2,079 | 31,429 |
| 15 | 3,477 | 2,294 | 2,403 | 2,226 | 3,168 | 1,000 | 4,376 | 2,286 | 2,418 | 4,256 | 1,000 | 28,904 |
| 16 | 3,477 | 3,530 | 2,403 | 3,515 | 4,488 | 2,147 | 4,376 | 3,598 | 2,418 | 2,046 | 2,079 | 34,076 |
| 17 | 2,258 | 3,530 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 1,000 | 3,055 | 3,104 | 34,746 |
| 18 | 3,477 | 3,530 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 3,055 | 3,104 | 37,383 |
| 19 | 4,789 | 4,847 | 1,000 | 3,515 | 4,488 | 2,147 | 3,056 | 2,286 | 3,836 | 4,256 | 4,285 | 38,505 |
| 20 | 2,258 | 3,530 | 2,403 | 2,226 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 3,055 | 3,104 | 29,651 |
| 21 | 3,477 | 1,000 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 2,046 | 2,079 | 32,820 |
| 22 | 4,789 | 3,530 | 3,807 | 2,226 | 3,168 | 1,000 | 3,056 | 2,286 | 3,836 | 3,055 | 3,104 | 33,858 |
| 23 | 4,789 | 2,294 | 2,403 | 1,000 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 3,055 | 3,104 | 29,721 |
| 24 | 4,789 | 2,294 | 3,807 | 2,226 | 3,168 | 2,147 | 4,376 | 2,286 | 1,000 | 4,256 | 3,104 | 33,453 |
| 25 | 3,477 | 3,530 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 4,256 | 4,285 | 41,169 |
| 26 | 4,789 | 3,530 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 3,836 | 4,256 | 3,104 | 42,719 |
| 27 | 3,477 | 1,000 | 3,807 | 1,000 | 3,168 | 1,000 | 1,992 | 2,286 | 2,418 | 4,256 | 2,079 | 26,483 |
| 28 | 4,789 | 3,530 | 1,000 | 1,000 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 2,046 | 2,079 | 27,520 |
| 29 | 2,258 | 2,294 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 3,836 | 4,256 | 4,285 | 38,728 |
| 30 | 3,477 | 1,000 | 2,403 | 1,000 | 3,168 | 2,147 | 4,376 | 3,598 | 2,418 | 3,055 | 3,104 | 29,745 |
| 31 | 2,258 | 3,530 | 2,403 | 1,000 | 3,168 | 2,147 | 1,992 | 3,598 | 2,418 | 3,055 | 3,104 | 28,672 |
| 32 | 2,258 | 2,294 | 3,807 | 3,515 | 4,488 | 3,421 | 3,056 | 3,598 | 3,836 | 4,256 | 4,285 | 38,813 |
| 33 | 3,477 | 2,294 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 3,836 | 4,256 | 4,285 | 41,351 |
| 34 | 3,477 | 2,294 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 3,836 | 4,256 | 4,285 | 41,351 |
| 35 | 2,258 | 3,530 | 3,807 | 3,515 | 4,488 | 3,421 | 3,056 | 2,286 | 2,418 | 3,055 | 4,285 | 36,118 |
| 36 | 3,477 | 2,294 | 2,403 | 2,226 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 3,055 | 3,104 | 29,634 |
| 37 | 4,789 | 3,530 | 3,807 | 3,515 | 4,488 | 3,421 | 4,376 | 2,286 | 2,418 | 4,256 | 4,285 | 41,170 |
| 38 | 3,477 | 3,530 | 1,000 | 2,226 | 4,488 | 3,421 | 4,376 | 2,286 | 1,000 | 2,046 | 3,104 | 30,953 |
| 39 | 2,258 | 2,294 | 2,403 | 2,226 | 2,043 | 2,147 | 4,376 | 2,286 | 1,000 | 1,000 | 4,285 | 26,317 |
| 40 | 2,258 | 3,530 | 2,403 | 1,000 | 3,168 | 2,147 | 3,056 | 1,000 | 2,418 | 2,046 | 1,000 | 24,026 |
| 41 | 3,477 | 4,847 | 2,403 | 1,000 | 2,043 | 2,147 | 3,056 | 1,000 | 2,418 | 3,055 | 2,079 | 27,526 |
| 42 | 3,477 | 3,530 | 2,403 | 3,515 | 4,488 | 3,421 | 3,056 | 2,286 | 2,418 | 4,256 | 3,104 | 35,954 |
| 43 | 3,477 | 2,294 | 1,000 | 2,226 | 3,168 | 2,147 | 3,056 | 1,000 | 2,418 | 3,055 | 2,079 | 25,920 |
| 44 | 4,789 | 3,530 | 2,403 | 2,226 | 3,168 | 2,147 | 3,056 | 1,000 | 1,000 | 3,055 | 4,285 | 30,659 |
| 45 | 2,258 | 2,294 | 2,403 | 2,226 | 3,168 | 1,000 | 1,992 | 1,000 | 2,418 | 3,055 | 3,104 | 24,917 |
| 46 | 3,477 | 3,530 | 3,807 | 2,226 | 3,168 | 2,147 | 4,376 | 2,286 | 2,418 | 2,046 | 2,079 | 31,559 |
| 47 | 2,258 | 3,530 | 2,403 | 1,000 | 2,043 | 3,421 | 4,376 | 3,598 | 2,418 | 2,046 | 2,079 | 29,171 |
| 48 | 4,789 | 3,530 | 2,403 | 2,226 | 3,168 | 2,147 | 3,056 | 2,286 | 1,000 | 3,055 | 2,079 | 29,740 |
| 49 | 3,477 | 4,847 | 2,403 | 3,515 | 4,488 | 2,147 | 4,376 | 2,286 | 2,418 | 3,055 | 3,104 | 36,115 |
| 50 | 3,477 | 4,847 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 2,286 | 2,418 | 4,256 | 3,104 | 38,590 |
| 51 | 3,477 | 3,530 | 2,403 | 3,515 | 4,488 | 3,421 | 4,376 | 3,598 | 2,418 | 4,256 | 4,285 | 39,765 |
| 52 | 3,477 | 2,294 | 2,403 | 2,226 | 3,168 | 3,421 | 4,376 | 2,286 | 3,836 | 2,046 | 1,000 | 30,532 |
| 53 | 3,477 | 3,530 | 1,000 | 2,226 | 3,168 | 3,421 | 3,056 | 1,000 | 2,418 | 3,055 | 3,104 | 29,454 |
| 54 | 4,789 | 3,530 | 2,403 | 3,515 | 4,488 | 2,147 | 3,056 | 2,286 | 1,000 | 4,256 | 3,104 | 34,574 |
| 55 | 3,477 | 3,530 | 2,403 | 2,226 | 3,168 | 1,000 | 3,056 | 1,000 | 2,418 | 3,055 | 2,079 | 27,412 |
| 56 | 3,477 | 2,294 | 2,403 | 2,226 | 3,168 | 2,147 | 4,376 | 2,286 | 1,000 | 3,055 | 3,104 | 29,535 |
| 57 | 1,000 | 2,294 | 1,000 | 2,226 | 3,168 | 2,147 | 3,056 | 2,286 | 2,418 | 1,000 | 2,079 | 22,674 |
| 58 | 3,477 | 2,294 | 1,000 | 2,226 | 3,168 | 3,421 | 4,376 | 2,286 | 2,418 | 3,055 | 2,079 | 29,799 |
| 59 | 3,477 | 3,530 | 2,403 | 2,226 | 3,168 | 1,000 | 1,992 | 2,286 | 2,418 | 2,046 | 2,079 | 26,625 |
| 60 | 2,258 | 2,294 | 1,000 | 2,226 | 2,043 | 2,147 | 3,056 | 2,286 | 2,418 | 2,046 | 3,104 | 24,878 |
| 61 | 2,258 | 3,530 | 1,000 | 2,226 | 1,000 | 1,000 | 1,992 | 1,000 | 1,000 | 1,000 | 1,000 | 17,005 |
| 62 | 3,477 | 2,294 | 2,403 | 2,226 | 3,168 | 3,421 | 3,056 | 1,000 | 2,418 | 3,055 | 2,079 | 28,597 |

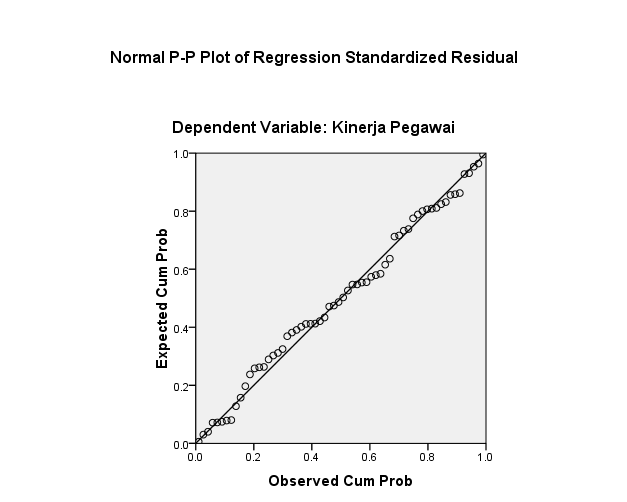
**Lampiran 7**

**UJI ASUMSI KLASIK**

1. **Uji Normalitas**

| ***One-Sample Kolmogorov-Smirnov Test*** | | |
| --- | --- | --- |
|  |  | *Unstandardized Residual* |
| *N* | | 62 |
| *Normal Parametersa* | *Mean* | .0000000 |
| *Std. Deviation* | 3.08452972 |
| *Most Extreme Differences* | *Absolute* | .059 |
| *Positive* | .059 |
| *Negative* | -.059 |
| *Kolmogorov-Smirnov Z* | | .468 |
| *Asymp. Sig. (2-tailed)* | | .981 |
| *a. Test distribution is Normal.* | |  |



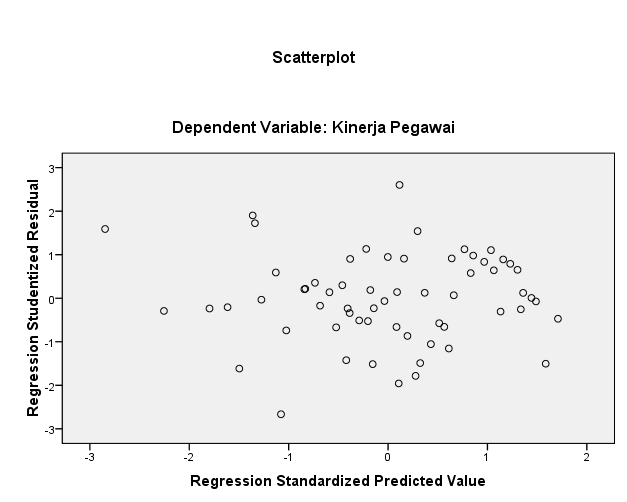


1. **Uji Multikolinearitas**

| ***Coefficientsa*** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Model* | | *Unstandardized Coefficients* | | *Standardized Coefficients* | *t* | *Sig.* | *Collinearity Statistics* | |
| *B* | *Std. Error* | *Beta* | *Tolerance* | *VIF* |
| 1 | *(Constant)* | -8.034 | 3.060 |  | -2.626 | .011 |  |  |
| Motivasi Intrinsik | .431 | .069 | .544 | 6.255 | .000 | .600 | 1.668 |
| Motivasi Ekstrinsik | .544 | .119 | .336 | 4.555 | .000 | .831 | 1.203 |
| Budaya Organisasi | .202 | .084 | .194 | 2.407 | .019 | .694 | 1.442 |
| a. *Dependent Variable*: Kinerja Pegawai | | | |  |  |  |  |  |

1. **Uji Heterokesdastisitas**

| ***Coefficientsa*** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| *Model* | | *Unstandardized Coefficients* | | *Standardized Coefficients* | *t* | *Sig.* |
| *B* | *Std. Error* | *Beta* |
| 1 | *(Constant)* | 4.713 | 1.883 |  | 2.503 | .015 |
| Motivasi Intrinsik | .032 | .042 | .125 | .752 | .455 |
| Motivasi Ekstrinsik | -.082 | .073 | -.157 | -1.110 | .272 |
| Budaya Organisasi | -.052 | .052 | -.157 | -1.011 | .316 |
| a*. Dependent Variable*: ABS\_RES1 | | |  |  |  |  |



**Lampiran 8**

**UJI REGRESI LINIER BERGANDA**

| ***Coefficientsa*** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Model* | | *Unstandardized Coefficients* | | *Standardized Coefficients* | *t* | *Sig.* | *Collinearity Statistics* | |
| *B* | *Std. Error* | *Beta* | *Tolerance* | *VIF* |
| 1 | *(Constant)* | -8.034 | 3.060 |  | -2.626 | .011 |  |  |
| Motivasi Intrinsik | .431 | .069 | .544 | 6.255 | .000 | .600 | 1.668 |
| Motivasi Ekstrinsik | .544 | .119 | .336 | 4.555 | .000 | .831 | 1.203 |
| Budaya Organisasi | .202 | .084 | .194 | 2.407 | .019 | .694 | 1.442 |
| a. *Dependent Variable*: Kinerja Pegawai | | | |  |  |  |  |  |

**Lampiran 9**

**UJI PARSIAL (Uji t)**

| ***Coefficientsa*** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Model* | | *Unstandardized Coefficients* | | *Standardized Coefficients* | *t* | *Sig.* | *Collinearity Statistics* | |
| *B* | *Std. Error* | *Beta* | *Tolerance* | *VIF* |
| 1 | *(Constant)* | -8.034 | 3.060 |  | -2.626 | .011 |  |  |
| Motivasi Intrinsik | .431 | .069 | .544 | 6.255 | .000 | .600 | 1.668 |
| Motivasi Ekstrinsik | .544 | .119 | .336 | 4.555 | .000 | .831 | 1.203 |
| Budaya Organisasi | .202 | .084 | .194 | 2.407 | .019 | .694 | 1.442 |
| a. *Dependent Variable*: Kinerja Pegawai | | | |  |  |  |  |  |

**Lampiran 10**

**UJI SIMULTAN (Uji F)**

| ***ANOVAb*** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| *Model* | | *Sum of Squares* | *df* | *Mean Square* | *F* | *Sig.* |
| 1 | *Regression* | 1629.963 | 3 | 543.321 | 54.297 | .000a |
| *Residual* | 580.374 | 58 | 10.006 |  |  |
| *Total* | 2210.337 | 61 |  |  |  |
| a. *Predictors: (Constant)*, Budaya Organisasi, Motivasi Ekstrinsik, Motivasi Intrinsik | | | | | | |
| b. *Dependent Variable*: Kinerja Pegawai | | | |  |  |  |

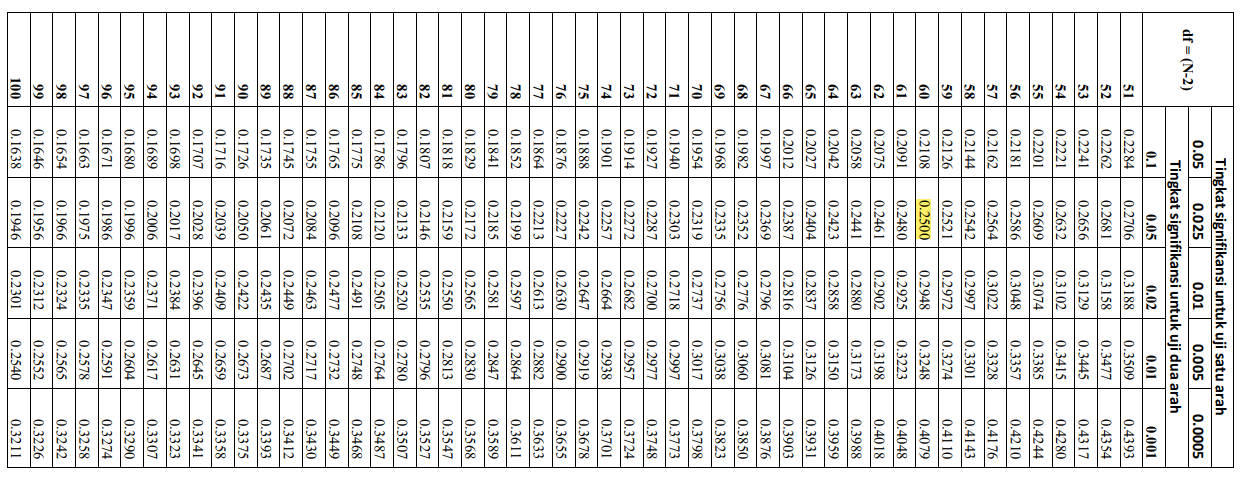
**Lampiran 11**

**UJI KOEFISIEN DETERMINASI**

| **Model Summaryb** | | | | |
| --- | --- | --- | --- | --- |
| *Model* | *R* | *R Square* | *Adjusted R Square* | *Std. Error of the Estimate* |
| 1 | .859a | .737 | .724 | 3.163296 |
| a. *Predictors: (Constant)*, Budaya Organisasi, Motivasi Ekstrinsik, Motivasi Intrinsik | | | | |
| b. *Dependent Variable*: Kinerja Pegawai | | | |  |

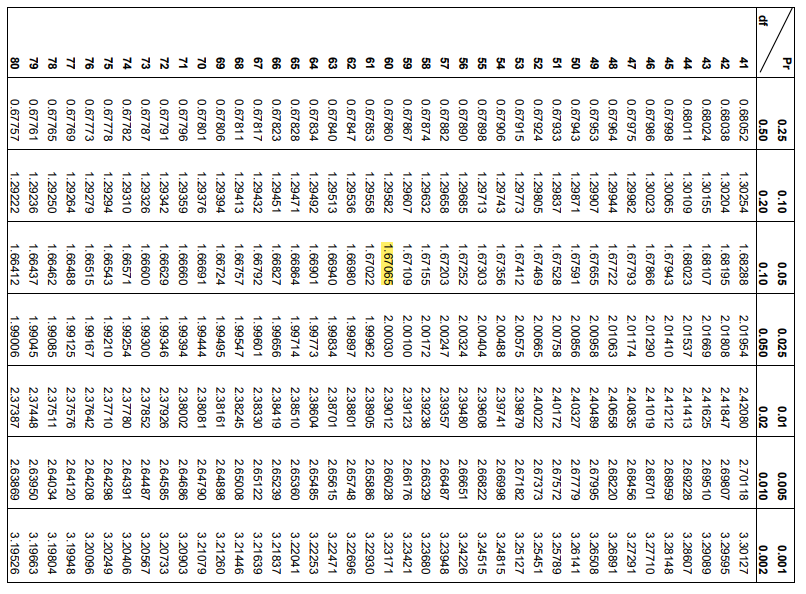
**Lampiran 12**

**TABEL r (df = 51 – 100)**



**Lampiran 13**

**TABEL t (df = 41 – 80)**



**Lampiran 14**

**TABEL F (df = 46 – 90)**

