**DAFTAR PUSTAKA**

Ainanur, A., & Tirtayasa, S. (2018). Pengaruh Budaya Organisasi, Kompetensi dan Motivasi Terhadap Kinerja Karyawan. *Manegio: Jurnal Ilmiah Magister Manajemen,1(1)*,1-14. http://jurnal.umsu.ac.id/index.php/MANEGGIO/article/view/2234

Brahmasari, I.A., & Suprayetno, A. (2008). Pengaruh Motivasi Kerja, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan serta dampaknya pada Kinerja perusahaan (Studi kasus pada PT Pei Hai Internasional Wiratama Indonesia). *Jurnal Manajemen dan Kewirausahaan, 10(2)*,124135. http://jurnalmanajemen.petra.ac.id/index.php/man/article/view/17039

Ferawati, A. (2017). Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan.*Agora,5(1)*,5321.http://publication.petra.ac.id/index.php/manajemenbisnis/article/view/531

Ghozali, I. (2018). *APLIKASI ANALISIS MULTIVARIATE Dengan Program IBM SPSS 25 Edisi 9.* Semarang: Badan Penerbit Universitas Diponegoro.

Gunawan, B. I., & Munir, A. R. (2016). Pengaruh Disiplin Kerja, Komitmen organisasi dan Lingkungan kerja terhadap kinerja karyawan PT Trans Retail Indonesia (carrefour) cabang panakukang makasar. *Jurnal Mirai Management, 1(1)*, 211-227. http://journal.stieamkop.ac.id/index.php/mirai/article/view/15

Hartini. (2021). *Kinerja Karyawan (Era Transformasi Digital).* Bandung: MEDIA SAISN INDONESIA.

Harun, S. (2018). *Kinerja Karyawan Tinjauan dari dimensi Gaya Kepemimpinan, Budaya Organisasi dan Komitmen Organisasi.* Sidoharjo: Indomedia Pustaka.

Hasibuan, & Malayu. (2005). *Manajemen Sumber Daya Manusia.* Jakarta: Bumi Aksara.

Ilham, M. (2019). Pengaruh Disiplin Kerja dan Lingkungan Kerja Fisik Terhadap Kinerja Karyawan. *Jurnal Ilmu Manajemen (JIM), 7(2)*, 507-513. https://core.ac.uk/download/pdf/230764644.pdf

Lili S., & Apriyanti, N. H. (2019). Pengaruh budaya organisasi dan disiplin terhadap kinerja karyawan pada PT Mega Perintis Tbk. *Jurnal Ilmiah,Manajemen Sumber DayaManusia*,125-139.https://ga ruda.kemdikbud.go.id/documents/detail/1265185

Mangkunegara, & Anawar, P. (2009). *Manajemen Sumber Daya Manusia Perusahaan.* Bandung: PT Remaja Rodaskarya Offset.

Marcilia, E., & Winarningsih, W. (2018). Pengaruh Disiplin Kerja, Motivasi, dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Jurnal Ilmu dan Riset Manajemen,7(3)*.http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/download/1152/1170

Muis, M. R., Jufrizen, J., & Fahmi, M. (2018). Pengaruh Budaya Organisasi dan Komitrmen Organisasi Terhadap Kinerja Karyawan. *Jesya(Jurnal Ekonomi dan EkonomiSyariah),1(1)*,9-25. http://stiealwashliyahsibolga.ac.id/jurnal/index.php/jesya/article/view/7

Nitisemo, & Alex, S. (Jakarta). *Manajemen Personalia.* Jakarta: Ghania Indonesia.

Prasetyo, E. T., & Marlina, P. (2019). Pengaruh Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan. *Jurnal Inaspirasi Bisnis dan Manajemen, 3(1)*, 21-30. https://core.ac.uk/download/pdf/298654297.pdf

Pradipta, A. R., & Musadad, A. (2021). Pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja karyawan di PT galih estetika indonesia. *KINERJA*, *18*(4), 554-562. https://journal.feb.unmul.ac.id/index.php/KINERJA/article/view/10193.

Putri, D. Y. (2020). Pengaruh Disiplin Kerja dan Budaya Organisasi Terhadap Kinerja pada Karyawan PT Aurora World Cianjur. *Manners, 2(2)*, 119-133. http://jurnal.unnur.ac.id/index.php/manners/article/view/282

Rahayu, D. S., & Indahingwati, A. (2019). Pengaruh Disiplin Kerja, Motivasi, dan Lingkungan Kerja Terhadap Kinerja Karyawan PT Starfood Internasional. *Jurnal Ilmu dan Riset Manajemen (JIRM), 8(4)*. http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/2107

Safitri, E., Manajemen, J., & Ekonomi, F. (2013). Pengaruh Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan. *Jurnal Ilmiah Manajemen, 1(4)*, 1044-1054. https://ejournal.unesa.ac.id/index.php/jim/article/view/6262.

Sedarmayanti. (2009). *Sumberdaya Manusia Dan Produktivitas Kerja.* Bandung: Mnadar Maju.

Sedarmayanti. (2011). *Sumber Daya Manusia dan Produktivitas Kerja .* Bndung : Mandar Maju.

Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia .* Jakarta: PT Bumi Aksara.

Sugiono. (2017). *Metode Penelitian Bisnis Pendekatan Kuantitatif, Kualitatif, Kombinasi dan R&D.* Bandung: CV Alfabeta.

Sugiyono. (2007). *Statistika Untuk Penelitian .* Bandung: CV Alfabeta.

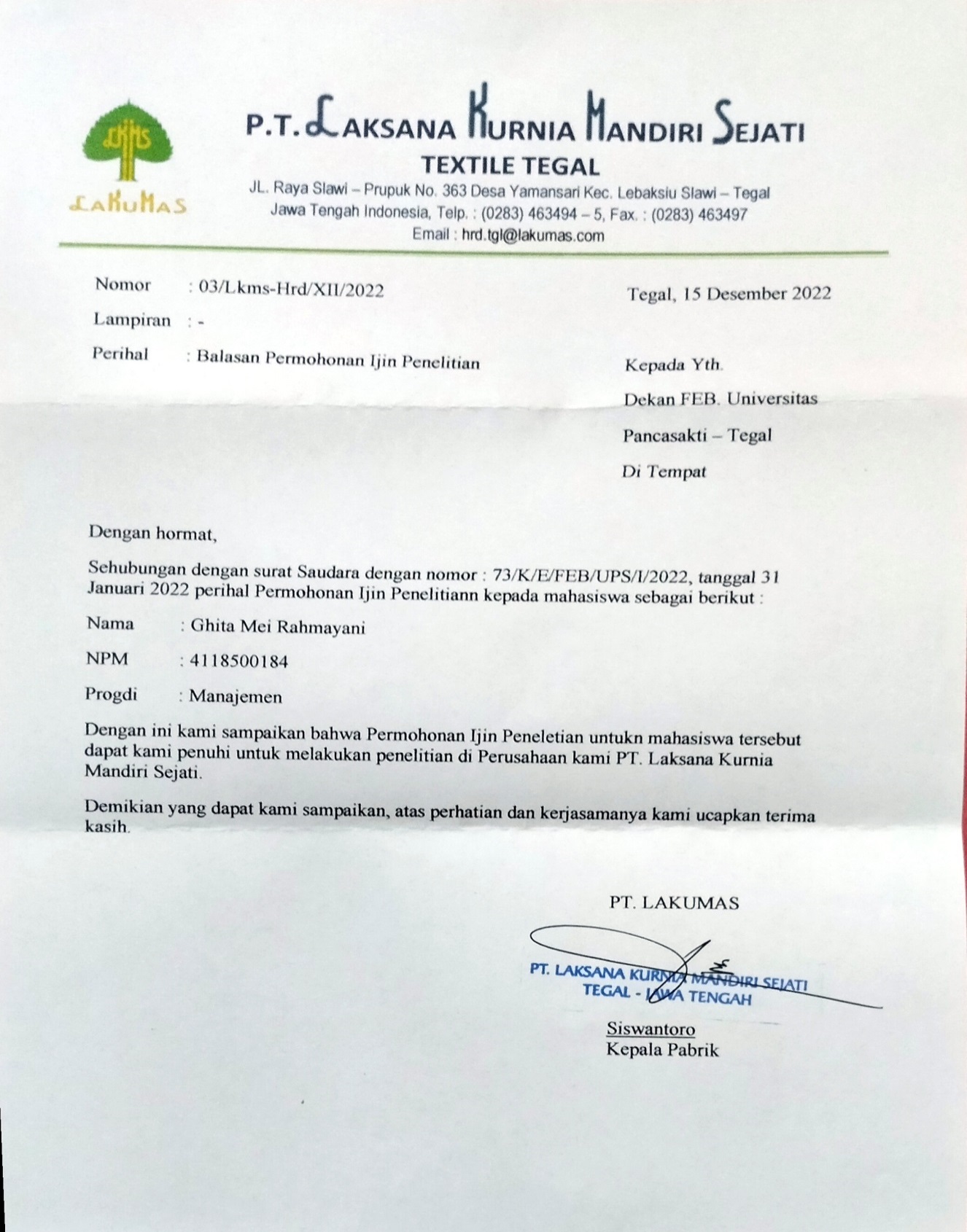
Suliyanto. (2018). *Metode Penelitian Bisnis Untuk Skripsi, Thesis & Disertasi.* Yogyakarta: Penerbit Andi Offset.

Suliyanto. (2018). *Metode Penelitian Bisnis Untuk Skripsi, Thesis, & Disertasi.* Yogyakarta: Penerbit Andi Offset.

Tyas, R. D. (2018). Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan PT Pertamina (Persero) RU IV Cilacap. *Doctoraldissertation, Universitas Brawijaya*. http://repository.ub.ac.id/162542/

**LAMPIRAN**

Lampiran 1 Surat Balasan Penelitian



**Lampiran 2 Lembar Kuesioner**

**Kuesioner Penelitian**

Kepada Yth:

Bapak / Ibu / Saudara / i

Karyawan PT Laksana Kurnia Mandiri Sejati

di-

Tegal

Dengan hormat,

Saya yang bertanda tangan di bawah ini :

Nama : Ghita Mei Rahmayani

NPM : 4118500184

Program Studi : Manajemen

Bermaksud mengadakan penelitian yang berjudul “ Pengaruh Disiplin kerja, Lingkungan kerja dan Budaya organisasi Terhadap Kinerja Karyawan pada PT Laksana Kurnia Mandiri Sejati Tegal ”. Pengumpulan data dalam penelitian ini hanya semata-mata digunakan untuk maksud penyususnan skripsi dan akan dijamin kerahasiaanya.

Kesediaan dan kerja sama yang Bapak/Ibu/Saudara/i berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini. Selain itu jawaban yang Bapak/Ibu/Saudara/i berikan juga akan merupakan masukan yang sangat berharga bagi saya. Atas kesediaanya menjadi responden saya ucapkan terima kasih.

|  |  |  |
| --- | --- | --- |
|  |  | Hormat Saya |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  | Ghita Mei Rahmayani |

**KARAKTERISTIK RESPONDEN**

1. **PETUNTUK PENGISIAN**
2. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi seluruh pernyataan yang ada.
3. Beri tanda (√) pada kolom yang tersedia.
4. **DATA RESPONDEN**
5. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SD/SMP

SMA

DIII/S1

1. Umur : 18-23 tahun

24-33 tahun

34-43 tahun

>43 tahun

1. Masa Kerja : < 1 tahun

1-5 tahun

6-10 tahun

> 11 tahun

1. **KETERANGAN JAWABAN**

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

1. **KINERJA KARYAWAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Karyawan dapat menyelesaikan pekerjaan dengan teliti. |  |  |  |  |  |
| 2 | Karyawan dapat meminimalisi tingkat kesalahan saya dalam pekerjaan. |  |  |  |  |  |
| 3 | Karyawan dapat menyelesaikan pekerjaan sesuai standar yang telah ditetapkan perusahaan. |  |  |  |  |  |
| 4 | Karyawan mampu mencapai target yang di tetapkan perusahaan. |  |  |  |  |  |
| 5 | Karyawan selalu menyelesaikan pekerjaan tepat waktu. |  |  |  |  |  |
| 6 | Karyawan tidak pernah menunda pekerjaan. |  |  |  |  |  |
| 7 | Karyawan menguasai bidang pekerjaan yang saya kerjakan saat ini. |  |  |  |  |  |
| 8 | Karyawan memiliki ketrampilan yang sangat baik dalam melaksakan pekerjaan saya. |  |  |  |  |  |

1. **DISIPLIN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya berusaha tidak melanggar peraturan yang berlaku di tempat kerja. |  |  |  |  |  |
| 2 | Saya menggunakan pakaian sopan dan rapih sesuai peraturan perusahaan. |  |  |  |  |  |
| 3 | Saya tidak pernah absen dari pekerjaan saya tanpa alasan. |  |  |  |  |  |
| 4 | Terdapat standar kerja yang jelas di perusahaan. |  |  |  |  |  |
| 5 | Saya menjadikan pimpinan sebagai panutan dalam penerapan kedisiplinan di perusahaan. |  |  |  |  |  |
| 6 | Saya menyelesaikan tugas yang diberikan dengan baik. |  |  |  |  |  |
| 7 | Saya datang tepat waktu agar pekerjaan terselesaikan dengan baik. |  |  |  |  |  |
| 8 | Saya selalu memperhatikan standar kerja yang telah ditetapkan. |  |  |  |  |  |
| 9 | Saya menjaga tingkah laku sesuai norma yang berlaku. |  |  |  |  |  |

1. **LINGKUNGAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Penerangan ditempat kerja merata dan sesuai dengan kebutuhan. |  |  |  |  |  |
| 2 | Sirkulasi udara di tempat saya bekerja selalu terjaga dengan baik. |  |  |  |  |  |
| 3 | Penggunaan warna dinding dan penataan dekorasi diruang kerja sudah sesuai. |  |  |  |  |  |
| 4 | Saya selalu menjaga kebersihan lingkungan kerja dengan baik. |  |  |  |  |  |
| 5 | Lingkungan kerja yang kondusif dan aman sangat mendukung kelancaran pelaksanaan pekerjaan. |  |  |  |  |  |
| 6 | Ruangan yang luas memberikan kemudahkan bagi saya dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 7 | Terjalin keakraban dan hubungan yang baik sesama rekan kerja. |  |  |  |  |  |
| 8 | Suhu diruangan kerja sudah cukup baik untuk menunjang aktivitas kerja. |  |  |  |  |  |

1. **BUDAYA ORGANISASI**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya bekerja dengan menekankan pada hasil yang optimal. |  |  |  |  |  |
| 2 | Saya dituntut untuk menyelesaikan pekerjaan dengan cepat dan cermat. |  |  |  |  |  |
| 3 | Saya berusaha meningkatkan efektifitas cara bekerja guna memmperoleh hasil yang optimal |  |  |  |  |  |
| 4 | Perusahan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal. |  |  |  |  |  |
| 5 | Saya mampu mengedepankan visi dan misi. |  |  |  |  |  |
| 6 | saya diberi kepercayaan penuh oleh atasan langsung dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 7 | Saya menjalin kerjasama dengan anggota lain untuk meningkatkan hasil terbaik. |  |  |  |  |  |
| 8 | Perusahaan memberikan penghargaan kepada saya yang mampu menunjukan prestasi kerja. |  |  |  |  |  |

Lampiran 3 Pernyataan Responden Uji Validitas dan Reabilitas

1. Hasil jawaban variabel Kinerja Uji Validitas dan Reabilitas

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 33 |
| 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 6 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 28 |
| 7 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 9 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 10 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 11 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 30 |
| 12 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 27 |
| 13 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 14 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 18 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 19 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 20 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 28 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 32 |
| 22 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 23 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 24 |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 25 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 27 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 32 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |

1. Hasil Jawaban Variabel Disiplin Kerja Uji Validitas dan Reabilitas

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | X 1.1 | X 1.2 | X 1.3 | X 1.4 | X 1.5 | X 1.6 | X 1.7 | X 1.8 | X 1.9 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 3 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 37 |
| 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 34 |
| 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 37 |
| 6 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 36 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 32 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 12 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 36 |
| 13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 16 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 31 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 21 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 39 |
| 22 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 25 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 26 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 27 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 40 |
| 28 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |

1. Hasil Jawaban Variabel Lingkungan Kerja Uji Validitas dan Reabilitas

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 32 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 33 |
| 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 2 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 29 |
| 7 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 29 |
| 8 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 9 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 28 |
| 10 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 28 |
| 11 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 1 | 27 |
| 12 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 26 |
| 13 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 27 |
| 14 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 15 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 25 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 19 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 20 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| 21 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 22 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 32 |
| 23 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 24 |
| 24 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 32 |
| 25 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 35 |
| 26 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 26 |
| 27 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 28 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 27 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 28 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |

1. Hasil Jawaban Variabel Budaya Organisasi Uji Validitas dan Reabilitas

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

**Lampiran 4 Jawaban Responden**

1. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 33 |
| 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 6 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 28 |
| 7 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 9 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 10 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 11 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 30 |
| 12 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 27 |
| 13 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 14 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 18 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 19 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 20 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 28 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 32 |
| 22 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 23 | 2 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 24 |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 25 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 27 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 32 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 32 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 33 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 34 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 35 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 29 |
| 36 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 31 |
| 37 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 32 |
| 38 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 31 |
| 39 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 36 |
| 40 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 32 |
| 41 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 32 |
| 42 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 30 |
| 43 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 35 |
| 44 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| 45 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 33 |
| 46 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 31 |
| 47 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 48 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 33 |
| 49 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 50 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 33 |
| 51 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 35 |
| 52 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 30 |
| 53 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 31 |
| 54 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 31 |
| 55 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 35 |
| 56 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 30 |
| 57 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 31 |
| 58 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 31 |
| 59 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 60 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 31 |
| 61 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 27 |
| 62 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 36 |
| 63 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 33 |
| 64 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 34 |
| 65 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 26 |
| 66 | 5 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 26 |
| 67 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 5 | 32 |
| 68 | 5 | 5 | 3 | 2 | 4 | 3 | 5 | 5 | 32 |
| 69 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 2 | 29 |
| 70 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 30 |
| 71 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 34 |
| 72 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 33 |
| 73 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 34 |
| 74 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 5 | 29 |
| 75 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 76 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 31 |
| 77 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 32 |
| 78 | 3 | 5 | 3 | 4 | 5 | 4 | 2 | 3 | 29 |
| 79 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 34 |
| 80 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 32 |
| 81 | 4 | 3 | 5 | 5 | 3 | 2 | 5 | 4 | 31 |
| 82 | 4 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 28 |
| 83 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 31 |
| 84 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 32 |
| 85 | 3 | 3 | 4 | 4 | 5 | 2 | 5 | 2 | 28 |
| 86 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 87 | 2 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 29 |
| 88 | 4 | 3 | 3 | 4 | 4 | 2 | 5 | 5 | 30 |
| 89 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 32 |
| 90 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 91 | 3 | 3 | 4 | 4 | 5 | 2 | 3 | 3 | 27 |
| 92 | 4 | 4 | 2 | 5 | 5 | 5 | 3 | 3 | 31 |
| 93 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 4 | 30 |
| 94 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 35 |
| 95 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 27 |
| 96 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 28 |
| 97 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 34 |
| 98 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 33 |
| 99 | 4 | 4 | 5 | 3 | 3 | 4 | 2 | 5 | 30 |
| 100 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 35 |

1. Disiplin Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | X 1.1 | X 1.2 | X 1.3 | X 1.4 | X 1.5 | X 1.6 | X 1.7 | X 1.8 | X 1.9 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 3 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 37 |
| 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 34 |
| 5 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 37 |
| 6 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 36 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 8 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 32 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 34 |
| 12 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 36 |
| 13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 16 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 31 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 21 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 39 |
| 22 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 25 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 26 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 39 |
| 27 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 40 |
| 28 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 41 |
| 32 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 42 |
| 33 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 35 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 36 |
| 36 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 37 |
| 37 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 38 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 42 |
| 39 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 37 |
| 40 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 36 |
| 41 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 42 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 38 |
| 43 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 38 |
| 44 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 36 |
| 45 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 37 |
| 46 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 40 |
| 47 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 34 |
| 48 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 39 |
| 49 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 37 |
| 50 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 39 |
| 51 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 40 |
| 52 | 3 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 2 | 30 |
| 53 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 31 |
| 54 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 34 |
| 55 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 33 |
| 56 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 5 | 34 |
| 57 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 33 |
| 58 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 31 |
| 59 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 60 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 61 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 36 |
| 62 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 39 |
| 63 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 36 |
| 64 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 37 |
| 65 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 66 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 35 |
| 67 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 37 |
| 68 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 5 | 3 | 31 |
| 69 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 2 | 31 |
| 70 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 33 |
| 71 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 2 | 34 |
| 72 | 5 | 4 | 5 | 4 | 3 | 2 | 3 | 3 | 3 | 32 |
| 73 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 5 | 33 |
| 74 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 36 |
| 75 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 37 |
| 76 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 33 |
| 77 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 34 |
| 78 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 2 | 35 |
| 79 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 36 |
| 80 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 34 |
| 81 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 37 |
| 82 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 29 |
| 83 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 38 |
| 84 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 35 |
| 85 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 86 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 |
| 87 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 37 |
| 88 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 89 | 3 | 3 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 34 |
| 90 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 91 | 5 | 3 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 34 |
| 92 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 34 |
| 93 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 38 |
| 94 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 37 |
| 95 | 3 | 3 | 3 | 4 | 4 | 5 | 2 | 5 | 5 | 34 |
| 96 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 34 |
| 97 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 38 |
| 98 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 2 | 4 | 33 |
| 99 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 39 |
| 100 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 33 |

1. Lingkungan Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 32 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 33 |
| 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 2 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 29 |
| 7 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 29 |
| 8 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 9 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 28 |
| 10 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 28 |
| 11 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 1 | 27 |
| 12 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 26 |
| 13 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 27 |
| 14 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 15 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 25 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 19 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 20 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| 21 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 22 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 32 |
| 23 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 24 |
| 24 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 32 |
| 25 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 35 |
| 26 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 26 |
| 27 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 28 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 27 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 28 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 31 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 32 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 36 |
| 33 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 35 |
| 34 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 35 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 33 |
| 36 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 34 |
| 37 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 34 |
| 38 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 32 |
| 39 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 30 |
| 40 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 27 |
| 41 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 33 |
| 42 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 43 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 34 |
| 44 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 35 |
| 45 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 2 | 30 |
| 46 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 31 |
| 47 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 31 |
| 48 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 31 |
| 49 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 32 |
| 50 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 30 |
| 51 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 33 |
| 52 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 26 |
| 53 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 27 |
| 54 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 55 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 29 |
| 56 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 34 |
| 57 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 58 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 33 |
| 59 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 60 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 61 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 32 |
| 62 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 29 |
| 63 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 30 |
| 64 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 66 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 27 |
| 67 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 69 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 3 | 25 |
| 70 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 71 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 34 |
| 72 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 30 |
| 73 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 74 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 29 |
| 75 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 5 | 28 |
| 76 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 28 |
| 77 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 31 |
| 78 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 30 |
| 79 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 32 |
| 80 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 32 |
| 81 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 31 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 83 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 30 |
| 84 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 29 |
| 85 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 33 |
| 86 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 33 |
| 87 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 28 |
| 88 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 4 | 31 |
| 89 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 2 | 30 |
| 90 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 91 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 29 |
| 92 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 29 |
| 93 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 24 |
| 94 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 32 |
| 95 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 2 | 27 |
| 96 | 5 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 28 |
| 97 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 98 | 5 | 5 | 4 | 3 | 4 | 3 | 2 | 3 | 29 |
| 99 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 30 |
| 100 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 29 |

1. Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Respt | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | TOTAL |
| 1 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 34 |
| 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 30 |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 27 |
| 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 33 |
| 6 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 30 |
| 7 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 |
| 8 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 |
| 9 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 30 |
| 10 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 24 |
| 11 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 25 |
| 12 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 13 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 30 |
| 14 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 2 | 26 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 16 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 27 |
| 17 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 28 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 19 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 21 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 31 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 23 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 24 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 25 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 28 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 36 |
| 29 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 30 |
| 30 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 29 |
| 31 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 35 |
| 32 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 2 | 31 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 37 |
| 34 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 35 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 32 |
| 36 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 31 |
| 37 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 31 |
| 38 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 32 |
| 39 | 4 | 2 | 5 | 5 | 5 | 3 | 5 | 3 | 32 |
| 40 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 36 |
| 41 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 30 |
| 42 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 33 |
| 43 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 31 |
| 44 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 30 |
| 45 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 46 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 2 | 30 |
| 47 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 48 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 33 |
| 49 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 31 |
| 50 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 32 |
| 51 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 28 |
| 52 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 34 |
| 53 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 30 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 55 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 27 |
| 56 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 33 |
| 57 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 30 |
| 58 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 |
| 59 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 |
| 60 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 30 |
| 61 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 24 |
| 62 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 25 |
| 63 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 64 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 30 |
| 65 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 2 | 26 |
| 66 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 67 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 27 |
| 68 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 28 |
| 69 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 70 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 71 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 72 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 31 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 74 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 75 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 76 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 77 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 78 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 79 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 36 |
| 80 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 30 |
| 81 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 29 |
| 82 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 35 |
| 83 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 2 | 31 |
| 84 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 37 |
| 85 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 35 |
| 86 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 32 |
| 87 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 31 |
| 88 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 31 |
| 89 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 32 |
| 90 | 4 | 2 | 5 | 5 | 5 | 3 | 5 | 3 | 32 |
| 91 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 36 |
| 92 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 30 |
| 93 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 33 |
| 94 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 31 |
| 95 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 30 |
| 96 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 97 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 2 | 30 |
| 98 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 99 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 33 |
| 100 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 31 |

Lampiran 5 Pengolahan Data Interval (MSI)

1. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Total** |
| 3,273 | 2,163 | 3,679 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 26,144 |
| 4,538 | 2,163 | 3,679 | 5,065 | 3,528 | 3,066 | 3,105 | 2,352 | 27,496 |
| 4,538 | 2,163 | 4,985 | 5,065 | 3,528 | 3,066 | 4,306 | 3,542 | 31,193 |
| 4,538 | 3,340 | 3,679 | 3,787 | 4,741 | 4,306 | 3,105 | 3,542 | 31,039 |
| 4,538 | 3,340 | 4,985 | 3,787 | 3,528 | 4,306 | 3,105 | 3,542 | 31,133 |
| 3,273 | 1,000 | 3,679 | 2,538 | 3,528 | 2,015 | 2,068 | 3,542 | 21,643 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 3,066 | 3,105 | 3,542 | 23,738 |
| 3,273 | 2,163 | 4,985 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 27,450 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 3,066 | 3,105 | 3,542 | 23,738 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 2,015 | 3,105 | 2,352 | 21,496 |
| 4,538 | 2,163 | 3,679 | 2,538 | 3,528 | 3,066 | 2,068 | 2,352 | 23,932 |
| 2,159 | 2,163 | 3,679 | 2,538 | 3,528 | 2,015 | 2,068 | 2,352 | 20,501 |
| 3,273 | 2,163 | 3,679 | 2,538 | 3,528 | 2,015 | 3,105 | 3,542 | 23,843 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 2,015 | 3,105 | 2,352 | 21,496 |
| 4,538 | 3,340 | 4,985 | 5,065 | 4,741 | 4,306 | 4,306 | 3,542 | 34,824 |
| 3,273 | 1,000 | 3,679 | 3,787 | 3,528 | 3,066 | 3,105 | 2,352 | 23,791 |
| 3,273 | 1,000 | 3,679 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 24,981 |
| 3,273 | 1,000 | 3,679 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 24,981 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 2,015 | 3,105 | 2,352 | 21,496 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 3,066 | 2,068 | 2,352 | 21,510 |
| 4,538 | 3,340 | 3,679 | 3,787 | 3,528 | 3,066 | 2,068 | 2,352 | 26,359 |
| 3,273 | 2,163 | 3,679 | 3,787 | 4,741 | 4,306 | 3,105 | 3,542 | 28,597 |
| 1,000 | 2,163 | 2,429 | 3,787 | 1,000 | 2,015 | 2,068 | 2,352 | 16,815 |
| 3,273 | 1,000 | 2,429 | 2,538 | 2,371 | 2,015 | 2,068 | 2,352 | 18,047 |
| 3,273 | 2,163 | 4,985 | 3,787 | 4,741 | 3,066 | 3,105 | 3,542 | 28,664 |
| 3,273 | 2,163 | 4,985 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 27,450 |
| 3,273 | 3,340 | 2,429 | 2,538 | 2,371 | 3,066 | 4,306 | 4,793 | 26,117 |
| 3,273 | 2,163 | 4,985 | 3,787 | 3,528 | 3,066 | 3,105 | 3,542 | 27,450 |
| 3,273 | 2,163 | 3,679 | 2,538 | 3,528 | 3,066 | 3,105 | 3,542 | 24,894 |
| 3,273 | 2,163 | 3,679 | 3,787 | 3,528 | 4,306 | 3,105 | 3,542 | 27,383 |
| 3,273 | 2,163 | 3,679 | 3,787 | 4,741 | 3,066 | 3,105 | 3,542 | 27,357 |
| 4,538 | 2,163 | 3,679 | 5,065 | 3,528 | 3,066 | 4,306 | 3,542 | 29,887 |
| 4,538 | 3,340 | 4,985 | 5,065 | 4,741 | 3,066 | 4,306 | 4,793 | 34,835 |
| 4,538 | 3,340 | 4,985 | 5,065 | 3,528 | 4,306 | 3,105 | 4,793 | 33,661 |
| 2,159 | 1,000 | 3,679 | 3,787 | 3,528 | 2,015 | 2,068 | 4,793 | 23,029 |
| 3,273 | 2,163 | 3,679 | 2,538 | 2,371 | 3,066 | 3,105 | 4,793 | 24,989 |
| 3,273 | 2,163 | 3,679 | 3,787 | 3,528 | 4,306 | 2,068 | 3,542 | 26,346 |
| 4,538 | 2,163 | 3,679 | 2,538 | 3,528 | 3,066 | 2,068 | 3,542 | 25,122 |
| 4,538 | 3,340 | 4,985 | 3,787 | 3,528 | 2,015 | 4,306 | 4,793 | 31,293 |
| 4,538 | 3,340 | 3,679 | 3,787 | 2,371 | 2,015 | 2,068 | 4,793 | 26,593 |
| 3,273 | 3,340 | 3,679 | 2,538 | 3,528 | 3,066 | 3,105 | 3,542 | 26,072 |
| 2,159 | 3,340 | 3,679 | 2,538 | 4,741 | 3,066 | 2,068 | 2,352 | 23,943 |
| 3,273 | 3,340 | 4,985 | 3,787 | 2,371 | 3,066 | 4,306 | 4,793 | 29,923 |
| 4,538 | 3,340 | 4,985 | 5,065 | 3,528 | 4,306 | 4,306 | 3,542 | 33,610 |
| 4,538 | 2,163 | 3,679 | 2,538 | 4,741 | 4,306 | 2,068 | 3,542 | 27,575 |
| 3,273 | 2,163 | 2,429 | 3,787 | 4,741 | 3,066 | 2,068 | 3,542 | 25,070 |
| 3,273 | 1,000 | 2,429 | 3,787 | 2,371 | 3,066 | 2,068 | 2,352 | 20,348 |
| 2,159 | 1,000 | 4,985 | 5,065 | 3,528 | 3,066 | 4,306 | 3,542 | 27,651 |
| 3,273 | 2,163 | 4,985 | 3,787 | 3,528 | 3,066 | 3,105 | 4,793 | 28,701 |
| 4,538 | 2,163 | 4,985 | 2,538 | 2,371 | 3,066 | 3,105 | 4,793 | 27,560 |
| 4,538 | 2,163 | 3,679 | 5,065 | 4,741 | 4,306 | 2,068 | 3,542 | 30,102 |
| 2,159 | 1,000 | 3,679 | 5,065 | 3,528 | 3,066 | 2,068 | 3,542 | 24,107 |
| 2,159 | 1,000 | 4,985 | 3,787 | 2,371 | 3,066 | 3,105 | 4,793 | 25,268 |
| 3,273 | 1,000 | 3,679 | 3,787 | 4,741 | 3,066 | 3,105 | 2,352 | 25,004 |
| 3,273 | 3,340 | 4,985 | 3,787 | 4,741 | 2,015 | 4,306 | 3,542 | 29,990 |
| 2,159 | 1,000 | 3,679 | 3,787 | 3,528 | 4,306 | 2,068 | 3,542 | 24,069 |
| 2,159 | 1,000 | 4,985 | 3,787 | 4,741 | 3,066 | 2,068 | 3,542 | 25,349 |
| 4,538 | 1,000 | 2,429 | 3,787 | 3,528 | 4,306 | 3,105 | 2,352 | 25,046 |
| 4,538 | 1,000 | 2,429 | 3,787 | 3,528 | 2,015 | 2,068 | 3,542 | 22,909 |
| 2,159 | 2,163 | 3,679 | 2,538 | 3,528 | 3,066 | 4,306 | 3,542 | 24,980 |
| 2,159 | 1,000 | 2,429 | 3,787 | 2,371 | 2,015 | 3,105 | 3,542 | 20,410 |
| 4,538 | 3,340 | 4,985 | 5,065 | 4,741 | 3,066 | 2,068 | 3,542 | 31,347 |
| 4,538 | 3,340 | 3,679 | 2,538 | 3,528 | 4,306 | 3,105 | 2,352 | 27,386 |
| 3,273 | 3,340 | 2,429 | 3,787 | 3,528 | 4,306 | 4,306 | 3,542 | 28,512 |
| 2,159 | 1,000 | 2,429 | 2,538 | 3,528 | 2,015 | 3,105 | 2,352 | 19,126 |
| 4,538 | 1,000 | 2,429 | 3,787 | 2,371 | 2,015 | 1,000 | 2,352 | 19,494 |
| 4,538 | 3,340 | 3,679 | 3,787 | 2,371 | 1,000 | 3,105 | 4,793 | 26,615 |
| 4,538 | 3,340 | 2,429 | 1,000 | 3,528 | 2,015 | 4,306 | 4,793 | 25,950 |
| 4,538 | 1,000 | 3,679 | 2,538 | 2,371 | 4,306 | 3,105 | 1,000 | 22,537 |
| 2,159 | 3,340 | 2,429 | 3,787 | 4,741 | 3,066 | 2,068 | 2,352 | 23,943 |
| 3,273 | 3,340 | 2,429 | 3,787 | 3,528 | 4,306 | 4,306 | 3,542 | 28,512 |
| 2,159 | 3,340 | 2,429 | 3,787 | 4,741 | 4,306 | 4,306 | 2,352 | 27,420 |
| 4,538 | 1,000 | 3,679 | 5,065 | 2,371 | 3,066 | 4,306 | 4,793 | 28,818 |
| 3,273 | 2,163 | 3,679 | 3,787 | 2,371 | 2,015 | 1,000 | 4,793 | 23,082 |
| 3,273 | 3,340 | 3,679 | 5,065 | 3,528 | 4,306 | 3,105 | 4,793 | 31,089 |
| 3,273 | 2,163 | 3,679 | 3,787 | 2,371 | 2,015 | 4,306 | 3,542 | 25,137 |
| 3,273 | 3,340 | 2,429 | 3,787 | 2,371 | 4,306 | 3,105 | 3,542 | 26,155 |
| 2,159 | 3,340 | 2,429 | 3,787 | 4,741 | 3,066 | 1,000 | 2,352 | 22,875 |
| 3,273 | 3,340 | 2,429 | 3,787 | 4,741 | 4,306 | 3,105 | 3,542 | 28,525 |
| 4,538 | 2,163 | 3,679 | 2,538 | 3,528 | 3,066 | 4,306 | 2,352 | 26,169 |
| 3,273 | 1,000 | 4,985 | 5,065 | 2,371 | 1,000 | 4,306 | 3,542 | 25,543 |
| 3,273 | 3,340 | 3,679 | 3,787 | 2,371 | 2,015 | 1,000 | 2,352 | 21,818 |
| 4,538 | 3,340 | 3,679 | 3,787 | 3,528 | 2,015 | 2,068 | 2,352 | 25,308 |
| 3,273 | 2,163 | 2,429 | 2,538 | 3,528 | 4,306 | 4,306 | 3,542 | 26,085 |
| 2,159 | 1,000 | 3,679 | 3,787 | 4,741 | 1,000 | 4,306 | 1,000 | 21,672 |
| 3,273 | 3,340 | 2,429 | 3,787 | 3,528 | 2,015 | 3,105 | 3,542 | 25,021 |
| 1,000 | 1,000 | 2,429 | 5,065 | 3,528 | 3,066 | 3,105 | 3,542 | 22,736 |
| 3,273 | 1,000 | 2,429 | 3,787 | 3,528 | 1,000 | 4,306 | 4,793 | 24,117 |
| 4,538 | 2,163 | 3,679 | 2,538 | 2,371 | 3,066 | 3,105 | 4,793 | 26,254 |
| 4,538 | 1,000 | 2,429 | 3,787 | 3,528 | 3,066 | 3,105 | 2,352 | 23,806 |
| 2,159 | 1,000 | 3,679 | 3,787 | 4,741 | 1,000 | 2,068 | 2,352 | 20,786 |
| 3,273 | 2,163 | 1,000 | 5,065 | 4,741 | 4,306 | 2,068 | 2,352 | 24,968 |
| 4,538 | 3,340 | 3,679 | 3,787 | 2,371 | 2,015 | 1,000 | 3,542 | 24,274 |
| 3,273 | 2,163 | 4,985 | 5,065 | 2,371 | 3,066 | 4,306 | 4,793 | 30,023 |
| 2,159 | 1,000 | 3,679 | 3,787 | 3,528 | 1,000 | 3,105 | 2,352 | 20,610 |
| 2,159 | 2,163 | 3,679 | 2,538 | 1,000 | 3,066 | 3,105 | 3,542 | 21,252 |
| 3,273 | 1,000 | 4,985 | 5,065 | 4,741 | 3,066 | 3,105 | 3,542 | 28,778 |
| 2,159 | 2,163 | 3,679 | 5,065 | 4,741 | 3,066 | 3,105 | 3,542 | 27,520 |
| 3,273 | 2,163 | 4,985 | 2,538 | 2,371 | 3,066 | 1,000 | 4,793 | 24,190 |
| 4,538 | 3,340 | 3,679 | 5,065 | 2,371 | 4,306 | 2,068 | 4,793 | 30,161 |

1. Disipin Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X 1.1** | **X 1.2** | **X 1.3** | **X 1.4** | **X 1.5** | **X 1.6** | **X 1.7** | **X 1.8** | **X 1.9** | **Total** |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 3,454 | 2,359 | 3,638 | 3,421 | 4,427 | 3,720 | 3,625 | 5,038 | 3,114 | 32,796 |
| 2,179 | 3,718 | 1,000 | 4,789 | 3,294 | 5,065 | 3,625 | 3,665 | 3,114 | 30,449 |
| 3,454 | 2,359 | 2,452 | 2,174 | 2,270 | 3,720 | 3,625 | 3,665 | 3,114 | 26,833 |
| 2,179 | 2,359 | 3,638 | 4,789 | 2,270 | 3,720 | 4,890 | 3,665 | 3,114 | 30,623 |
| 2,179 | 2,359 | 2,452 | 4,789 | 2,270 | 3,720 | 3,625 | 5,038 | 3,114 | 29,544 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 3,454 | 3,718 | 2,452 | 3,421 | 4,427 | 3,720 | 3,625 | 3,665 | 3,114 | 31,597 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 2,179 | 2,359 | 3,638 | 2,174 | 2,270 | 3,720 | 3,625 | 2,357 | 2,010 | 24,331 |
| 2,179 | 2,359 | 3,638 | 3,421 | 2,270 | 3,720 | 3,625 | 3,665 | 2,010 | 26,887 |
| 2,179 | 2,359 | 3,638 | 2,174 | 3,294 | 3,720 | 4,890 | 2,357 | 4,402 | 29,013 |
| 2,179 | 2,359 | 2,452 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 27,829 |
| 2,179 | 2,359 | 3,638 | 3,421 | 2,270 | 3,720 | 3,625 | 3,665 | 3,114 | 27,991 |
| 3,454 | 3,718 | 4,890 | 4,789 | 3,294 | 3,720 | 4,890 | 5,038 | 4,402 | 38,195 |
| 2,179 | 1,000 | 2,452 | 3,421 | 2,270 | 2,429 | 3,625 | 2,357 | 3,114 | 22,847 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 3,454 | 3,718 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 5,038 | 4,402 | 34,311 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 2,429 | 2,429 | 2,357 | 2,010 | 24,117 |
| 2,179 | 2,359 | 3,638 | 4,789 | 3,294 | 5,065 | 3,625 | 3,665 | 4,402 | 33,015 |
| 2,179 | 2,359 | 2,452 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 27,829 |
| 3,454 | 3,718 | 4,890 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 32,902 |
| 1,000 | 1,000 | 2,452 | 2,174 | 2,270 | 2,429 | 2,429 | 2,357 | 2,010 | 18,122 |
| 2,179 | 2,359 | 4,890 | 3,421 | 4,427 | 3,720 | 3,625 | 3,665 | 3,114 | 31,399 |
| 3,454 | 2,359 | 2,452 | 4,789 | 4,427 | 3,720 | 3,625 | 5,038 | 3,114 | 32,978 |
| 3,454 | 3,718 | 4,890 | 3,421 | 2,270 | 3,720 | 4,890 | 3,665 | 4,402 | 34,431 |
| 3,454 | 2,359 | 4,890 | 4,789 | 4,427 | 3,720 | 3,625 | 5,038 | 3,114 | 35,415 |
| 2,179 | 2,359 | 3,638 | 2,174 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 27,768 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 29,015 |
| 3,454 | 3,718 | 4,890 | 3,421 | 3,294 | 3,720 | 4,890 | 3,665 | 4,402 | 35,455 |
| 3,454 | 3,718 | 4,890 | 3,421 | 3,294 | 5,065 | 4,890 | 3,665 | 4,402 | 36,800 |
| 3,454 | 3,718 | 3,638 | 4,789 | 4,427 | 5,065 | 3,625 | 5,038 | 4,402 | 38,156 |
| 3,454 | 3,718 | 4,890 | 3,421 | 4,427 | 5,065 | 4,890 | 5,038 | 3,114 | 38,017 |
| 2,179 | 2,359 | 2,452 | 3,421 | 3,294 | 5,065 | 3,625 | 3,665 | 3,114 | 29,174 |
| 2,179 | 2,359 | 3,638 | 2,174 | 2,270 | 5,065 | 4,890 | 3,665 | 4,402 | 30,641 |
| 3,454 | 3,718 | 3,638 | 3,421 | 4,427 | 5,065 | 4,890 | 3,665 | 3,114 | 35,393 |
| 3,454 | 3,718 | 3,638 | 4,789 | 3,294 | 5,065 | 3,625 | 5,038 | 4,402 | 37,023 |
| 2,179 | 3,718 | 4,890 | 3,421 | 2,270 | 2,429 | 2,429 | 5,038 | 4,402 | 30,776 |
| 2,179 | 2,359 | 4,890 | 3,421 | 3,294 | 2,429 | 2,429 | 3,665 | 4,402 | 29,068 |
| 2,179 | 3,718 | 4,890 | 2,174 | 3,294 | 3,720 | 3,625 | 3,665 | 3,114 | 30,379 |
| 2,179 | 2,359 | 4,890 | 3,421 | 2,270 | 5,065 | 3,625 | 3,665 | 4,402 | 31,875 |
| 2,179 | 3,718 | 3,638 | 4,789 | 3,294 | 3,720 | 4,890 | 3,665 | 2,010 | 31,903 |
| 2,179 | 1,000 | 3,638 | 3,421 | 3,294 | 2,429 | 4,890 | 3,665 | 4,402 | 28,919 |
| 2,179 | 2,359 | 3,638 | 2,174 | 4,427 | 3,720 | 4,890 | 3,665 | 3,114 | 30,166 |
| 3,454 | 3,718 | 3,638 | 3,421 | 4,427 | 3,720 | 3,625 | 3,665 | 4,402 | 34,072 |
| 3,454 | 1,000 | 2,452 | 3,421 | 2,270 | 3,720 | 2,429 | 3,665 | 4,402 | 26,814 |
| 3,454 | 1,000 | 3,638 | 4,789 | 4,427 | 3,720 | 3,625 | 3,665 | 4,402 | 32,721 |
| 3,454 | 2,359 | 3,638 | 4,789 | 3,294 | 3,720 | 2,429 | 3,665 | 3,114 | 30,463 |
| 3,454 | 3,718 | 4,890 | 3,421 | 2,270 | 3,720 | 4,890 | 3,665 | 3,114 | 33,143 |
| 3,454 | 2,359 | 4,890 | 3,421 | 3,294 | 5,065 | 3,625 | 3,665 | 4,402 | 34,175 |
| 1,000 | 3,718 | 3,638 | 1,000 | 3,294 | 3,720 | 2,429 | 2,357 | 1,000 | 22,158 |
| 1,000 | 1,000 | 3,638 | 2,174 | 3,294 | 2,429 | 2,429 | 3,665 | 3,114 | 22,744 |
| 2,179 | 1,000 | 3,638 | 4,789 | 3,294 | 2,429 | 2,429 | 3,665 | 3,114 | 26,538 |
| 1,000 | 1,000 | 2,452 | 2,174 | 3,294 | 3,720 | 3,625 | 5,038 | 3,114 | 25,417 |
| 2,179 | 2,359 | 2,452 | 2,174 | 4,427 | 3,720 | 2,429 | 2,357 | 4,402 | 26,499 |
| 1,000 | 1,000 | 3,638 | 2,174 | 2,270 | 2,429 | 4,890 | 5,038 | 3,114 | 25,552 |
| 2,179 | 1,000 | 3,638 | 2,174 | 2,270 | 3,720 | 2,429 | 3,665 | 2,010 | 23,085 |
| 2,179 | 1,000 | 3,638 | 2,174 | 2,270 | 3,720 | 3,625 | 3,665 | 3,114 | 25,385 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 3,720 | 4,890 | 3,665 | 4,402 | 35,228 |
| 2,179 | 2,359 | 4,890 | 3,421 | 4,427 | 2,429 | 3,625 | 3,665 | 2,010 | 29,005 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 3,720 | 3,625 | 5,038 | 2,010 | 32,944 |
| 2,179 | 2,359 | 3,638 | 3,421 | 4,427 | 2,429 | 3,625 | 3,665 | 3,114 | 28,857 |
| 3,454 | 2,359 | 4,890 | 3,421 | 2,270 | 2,429 | 3,625 | 3,665 | 4,402 | 30,515 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 3,720 | 4,890 | 3,665 | 4,402 | 35,228 |
| 1,000 | 2,359 | 3,638 | 3,421 | 2,270 | 5,065 | 4,890 | 2,357 | 3,114 | 28,114 |
| 3,454 | 2,359 | 3,638 | 3,421 | 3,294 | 5,065 | 2,429 | 2,357 | 4,402 | 30,421 |
| 1,000 | 2,359 | 2,452 | 2,174 | 1,000 | 3,720 | 3,625 | 5,038 | 2,010 | 23,377 |
| 1,000 | 2,359 | 2,452 | 2,174 | 3,294 | 3,720 | 4,890 | 2,357 | 1,000 | 23,246 |
| 1,000 | 2,359 | 2,452 | 2,174 | 3,294 | 3,720 | 4,890 | 3,665 | 2,010 | 25,564 |
| 1,000 | 2,359 | 4,890 | 3,421 | 2,270 | 3,720 | 3,625 | 5,038 | 1,000 | 27,322 |
| 3,454 | 2,359 | 4,890 | 3,421 | 2,270 | 1,000 | 2,429 | 2,357 | 2,010 | 24,190 |
| 2,179 | 2,359 | 2,452 | 3,421 | 1,000 | 2,429 | 3,625 | 3,665 | 4,402 | 25,532 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 3,720 | 2,429 | 2,357 | 2,010 | 29,068 |
| 2,179 | 2,359 | 3,638 | 3,421 | 3,294 | 5,065 | 4,890 | 2,357 | 3,114 | 30,317 |
| 3,454 | 1,000 | 2,452 | 3,421 | 4,427 | 3,720 | 2,429 | 2,357 | 2,010 | 25,272 |
| 2,179 | 1,000 | 2,452 | 1,000 | 4,427 | 3,720 | 3,625 | 5,038 | 3,114 | 26,554 |
| 2,179 | 2,359 | 4,890 | 2,174 | 2,270 | 3,720 | 4,890 | 5,038 | 1,000 | 28,518 |
| 3,454 | 3,718 | 2,452 | 2,174 | 3,294 | 3,720 | 4,890 | 3,665 | 2,010 | 29,378 |
| 1,000 | 2,359 | 3,638 | 2,174 | 2,270 | 5,065 | 3,625 | 5,038 | 2,010 | 27,178 |
| 3,454 | 3,718 | 3,638 | 3,421 | 3,294 | 3,720 | 2,429 | 3,665 | 3,114 | 30,455 |
| 1,000 | 1,000 | 2,452 | 2,174 | 2,270 | 2,429 | 3,625 | 3,665 | 2,010 | 20,625 |
| 3,454 | 3,718 | 3,638 | 4,789 | 4,427 | 5,065 | 2,429 | 2,357 | 2,010 | 31,889 |
| 3,454 | 2,359 | 3,638 | 3,421 | 3,294 | 2,429 | 2,429 | 2,357 | 4,402 | 27,785 |
| 3,454 | 2,359 | 4,890 | 3,421 | 2,270 | 3,720 | 3,625 | 3,665 | 3,114 | 30,518 |
| 1,000 | 1,000 | 2,452 | 2,174 | 2,270 | 2,429 | 3,625 | 3,665 | 3,114 | 21,729 |
| 2,179 | 2,359 | 3,638 | 4,789 | 4,427 | 2,429 | 2,429 | 5,038 | 3,114 | 30,402 |
| 3,454 | 3,718 | 3,638 | 3,421 | 2,270 | 2,429 | 3,625 | 3,665 | 3,114 | 29,335 |
| 1,000 | 1,000 | 3,638 | 3,421 | 1,000 | 5,065 | 4,890 | 3,665 | 3,114 | 26,793 |
| 3,454 | 2,359 | 4,890 | 3,421 | 2,270 | 2,429 | 2,429 | 2,357 | 2,010 | 25,620 |
| 3,454 | 1,000 | 2,452 | 1,000 | 4,427 | 3,720 | 3,625 | 3,665 | 3,114 | 26,458 |
| 2,179 | 2,359 | 3,638 | 3,421 | 4,427 | 2,429 | 2,429 | 2,357 | 3,114 | 26,354 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 2,429 | 2,429 | 5,038 | 3,114 | 31,561 |
| 2,179 | 1,000 | 3,638 | 2,174 | 4,427 | 5,065 | 4,890 | 3,665 | 3,114 | 30,152 |
| 1,000 | 1,000 | 2,452 | 3,421 | 3,294 | 5,065 | 1,000 | 5,038 | 4,402 | 26,672 |
| 2,179 | 2,359 | 3,638 | 2,174 | 2,270 | 3,720 | 4,890 | 2,357 | 3,114 | 26,700 |
| 1,000 | 2,359 | 3,638 | 4,789 | 4,427 | 5,065 | 3,625 | 3,665 | 3,114 | 31,682 |
| 3,454 | 1,000 | 3,638 | 3,421 | 4,427 | 2,429 | 2,429 | 1,000 | 3,114 | 24,914 |
| 3,454 | 2,359 | 4,890 | 3,421 | 4,427 | 2,429 | 4,890 | 3,665 | 3,114 | 32,649 |
| 1,000 | 1,000 | 2,452 | 3,421 | 4,427 | 3,720 | 4,890 | 2,357 | 2,010 | 25,278 |

1. Lingkungan Kerja (X2)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **Total** |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 25,144 |
| 2,225 | 3,540 | 3,717 | 3,593 | 2,362 | 3,651 | 3,241 | 3,142 | 25,470 |
| 2,225 | 4,716 | 3,717 | 3,593 | 2,362 | 3,651 | 4,539 | 2,250 | 27,053 |
| 1,000 | 2,409 | 2,440 | 2,302 | 3,720 | 3,651 | 3,241 | 2,250 | 21,013 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 25,144 |
| 1,000 | 2,409 | 2,440 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 21,511 |
| 2,225 | 2,409 | 2,440 | 2,302 | 3,720 | 2,445 | 3,241 | 3,142 | 21,924 |
| 3,385 | 3,540 | 3,717 | 3,593 | 3,720 | 4,879 | 4,539 | 4,107 | 31,480 |
| 1,000 | 2,409 | 2,440 | 2,302 | 2,362 | 3,651 | 3,241 | 3,142 | 20,546 |
| 1,000 | 2,409 | 2,440 | 3,593 | 1,000 | 2,445 | 4,539 | 3,142 | 20,569 |
| 2,225 | 3,540 | 3,717 | 1,000 | 1,000 | 3,651 | 3,241 | 1,000 | 19,374 |
| 2,225 | 1,000 | 1,000 | 2,302 | 2,362 | 3,651 | 3,241 | 2,250 | 18,030 |
| 1,000 | 2,409 | 2,440 | 2,302 | 2,362 | 3,651 | 3,241 | 2,250 | 19,655 |
| 3,385 | 4,716 | 3,717 | 2,302 | 3,720 | 3,651 | 4,539 | 4,107 | 30,137 |
| 1,000 | 2,409 | 1,000 | 1,000 | 2,362 | 3,651 | 2,090 | 3,142 | 16,653 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 2,250 | 23,287 |
| 2,225 | 3,540 | 3,717 | 3,593 | 3,720 | 4,879 | 4,539 | 5,332 | 31,545 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 2,445 | 3,241 | 4,107 | 23,939 |
| 1,000 | 2,409 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 22,788 |
| 3,385 | 4,716 | 3,717 | 3,593 | 3,720 | 3,651 | 4,539 | 4,107 | 31,428 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 2,445 | 3,241 | 4,107 | 23,939 |
| 2,225 | 3,540 | 2,440 | 2,302 | 2,362 | 4,879 | 3,241 | 4,107 | 25,096 |
| 1,000 | 2,409 | 2,440 | 1,000 | 2,362 | 2,445 | 2,090 | 2,250 | 15,996 |
| 2,225 | 2,409 | 2,440 | 2,302 | 2,362 | 4,879 | 3,241 | 5,332 | 25,190 |
| 3,385 | 4,716 | 2,440 | 2,302 | 3,720 | 3,651 | 3,241 | 5,332 | 28,787 |
| 1,000 | 2,409 | 2,440 | 2,302 | 2,362 | 3,651 | 2,090 | 2,250 | 18,504 |
| 2,225 | 3,540 | 3,717 | 2,302 | 3,720 | 3,651 | 4,539 | 4,107 | 27,801 |
| 2,225 | 1,000 | 3,717 | 2,302 | 2,362 | 3,651 | 2,090 | 2,250 | 19,596 |
| 2,225 | 3,540 | 3,717 | 2,302 | 1,000 | 3,651 | 2,090 | 2,250 | 20,775 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 2,090 | 4,107 | 23,993 |
| 2,225 | 3,540 | 5,023 | 2,302 | 3,720 | 3,651 | 2,090 | 3,142 | 25,692 |
| 3,385 | 3,540 | 5,023 | 3,593 | 3,720 | 4,879 | 4,539 | 2,250 | 30,930 |
| 3,385 | 4,716 | 2,440 | 3,593 | 3,720 | 3,651 | 4,539 | 3,142 | 29,186 |
| 2,225 | 2,409 | 2,440 | 2,302 | 1,000 | 2,445 | 2,090 | 3,142 | 18,053 |
| 2,225 | 4,716 | 3,717 | 2,302 | 2,362 | 2,445 | 4,539 | 4,107 | 26,413 |
| 2,225 | 3,540 | 3,717 | 2,302 | 3,720 | 4,879 | 4,539 | 3,142 | 28,063 |
| 2,225 | 4,716 | 3,717 | 3,593 | 2,362 | 3,651 | 4,539 | 3,142 | 27,945 |
| 2,225 | 3,540 | 2,440 | 1,000 | 2,362 | 3,651 | 4,539 | 5,332 | 25,089 |
| 2,225 | 2,409 | 5,023 | 3,593 | 1,000 | 3,651 | 2,090 | 3,142 | 23,133 |
| 2,225 | 2,409 | 2,440 | 2,302 | 2,362 | 3,651 | 2,090 | 2,250 | 19,729 |
| 3,385 | 4,716 | 3,717 | 2,302 | 1,000 | 3,651 | 4,539 | 3,142 | 26,452 |
| 3,385 | 3,540 | 3,717 | 2,302 | 2,362 | 4,879 | 3,241 | 4,107 | 27,532 |
| 3,385 | 4,716 | 3,717 | 2,302 | 3,720 | 2,445 | 3,241 | 4,107 | 27,633 |
| 3,385 | 4,716 | 3,717 | 3,593 | 2,362 | 2,445 | 3,241 | 5,332 | 28,792 |
| 3,385 | 3,540 | 3,717 | 1,000 | 2,362 | 2,445 | 4,539 | 2,250 | 23,238 |
| 2,225 | 3,540 | 2,440 | 3,593 | 2,362 | 2,445 | 4,539 | 3,142 | 24,287 |
| 2,225 | 2,409 | 5,023 | 3,593 | 2,362 | 2,445 | 2,090 | 4,107 | 24,254 |
| 1,000 | 2,409 | 2,440 | 3,593 | 3,720 | 3,651 | 3,241 | 4,107 | 24,161 |
| 1,000 | 4,716 | 2,440 | 3,593 | 1,000 | 4,879 | 4,539 | 3,142 | 25,309 |
| 2,225 | 3,540 | 3,717 | 3,593 | 1,000 | 3,651 | 3,241 | 2,250 | 23,217 |
| 3,385 | 3,540 | 5,023 | 2,302 | 3,720 | 2,445 | 2,090 | 4,107 | 26,612 |
| 1,000 | 2,409 | 3,717 | 1,000 | 2,362 | 3,651 | 1,000 | 3,142 | 18,280 |
| 1,000 | 3,540 | 2,440 | 1,000 | 1,000 | 3,651 | 3,241 | 3,142 | 19,014 |
| 3,385 | 4,716 | 3,717 | 2,302 | 3,720 | 3,651 | 3,241 | 5,332 | 30,064 |
| 2,225 | 3,540 | 3,717 | 1,000 | 1,000 | 2,445 | 2,090 | 5,332 | 21,349 |
| 3,385 | 4,716 | 3,717 | 3,593 | 2,362 | 2,445 | 3,241 | 4,107 | 27,566 |
| 2,225 | 2,409 | 3,717 | 2,302 | 2,362 | 2,445 | 3,241 | 4,107 | 22,807 |
| 1,000 | 4,716 | 3,717 | 1,000 | 2,362 | 4,879 | 3,241 | 5,332 | 26,247 |
| 2,225 | 2,409 | 3,717 | 2,302 | 2,362 | 2,445 | 3,241 | 4,107 | 22,807 |
| 2,225 | 4,716 | 3,717 | 2,302 | 2,362 | 4,879 | 3,241 | 4,107 | 27,548 |
| 1,000 | 4,716 | 3,717 | 1,000 | 2,362 | 4,879 | 3,241 | 4,107 | 25,021 |
| 1,000 | 3,540 | 2,440 | 1,000 | 1,000 | 3,651 | 4,539 | 4,107 | 21,277 |
| 2,225 | 4,716 | 2,440 | 2,302 | 1,000 | 2,445 | 3,241 | 4,107 | 22,476 |
| 1,000 | 4,716 | 3,717 | 3,593 | 3,720 | 3,651 | 3,241 | 5,332 | 28,970 |
| 1,000 | 2,409 | 2,440 | 1,000 | 1,000 | 2,445 | 2,090 | 3,142 | 15,526 |
| 1,000 | 3,540 | 2,440 | 1,000 | 1,000 | 3,651 | 2,090 | 4,107 | 18,828 |
| 1,000 | 4,716 | 3,717 | 1,000 | 2,362 | 3,651 | 3,241 | 4,107 | 23,793 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 25,144 |
| 1,000 | 3,540 | 2,440 | 1,000 | 1,000 | 1,000 | 3,241 | 3,142 | 16,363 |
| 2,225 | 2,409 | 3,717 | 2,302 | 2,362 | 2,445 | 3,241 | 4,107 | 22,807 |
| 3,385 | 4,716 | 2,440 | 2,302 | 2,362 | 4,879 | 3,241 | 4,107 | 27,432 |
| 1,000 | 2,409 | 5,023 | 3,593 | 2,362 | 3,651 | 2,090 | 3,142 | 23,269 |
| 2,225 | 2,409 | 3,717 | 3,593 | 1,000 | 3,651 | 4,539 | 4,107 | 25,241 |
| 1,000 | 2,409 | 3,717 | 3,593 | 2,362 | 2,445 | 2,090 | 4,107 | 21,723 |
| 1,000 | 2,409 | 1,000 | 1,000 | 2,362 | 3,651 | 3,241 | 5,332 | 19,994 |
| 1,000 | 3,540 | 2,440 | 2,302 | 1,000 | 2,445 | 3,241 | 4,107 | 20,075 |
| 1,000 | 3,540 | 5,023 | 1,000 | 2,362 | 2,445 | 3,241 | 5,332 | 23,943 |
| 2,225 | 2,409 | 2,440 | 1,000 | 3,720 | 2,445 | 4,539 | 4,107 | 22,885 |
| 3,385 | 4,716 | 3,717 | 2,302 | 1,000 | 2,445 | 3,241 | 4,107 | 24,913 |
| 1,000 | 3,540 | 2,440 | 2,302 | 2,362 | 4,879 | 3,241 | 5,332 | 25,096 |
| 1,000 | 3,540 | 2,440 | 2,302 | 2,362 | 4,879 | 3,241 | 4,107 | 23,871 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 25,144 |
| 2,225 | 3,540 | 2,440 | 2,302 | 2,362 | 2,445 | 4,539 | 3,142 | 22,995 |
| 1,000 | 3,540 | 2,440 | 1,000 | 2,362 | 2,445 | 4,539 | 4,107 | 21,434 |
| 3,385 | 2,409 | 5,023 | 3,593 | 1,000 | 3,651 | 3,241 | 4,107 | 26,409 |
| 3,385 | 2,409 | 3,717 | 2,302 | 3,720 | 4,879 | 3,241 | 3,142 | 26,794 |
| 1,000 | 2,409 | 2,440 | 2,302 | 1,000 | 4,879 | 3,241 | 3,142 | 20,412 |
| 1,000 | 4,716 | 3,717 | 1,000 | 3,720 | 2,445 | 3,241 | 4,107 | 23,946 |
| 3,385 | 4,716 | 5,023 | 1,000 | 1,000 | 3,651 | 2,090 | 2,250 | 23,115 |
| 2,225 | 3,540 | 2,440 | 2,302 | 2,362 | 3,651 | 3,241 | 4,107 | 23,868 |
| 3,385 | 3,540 | 3,717 | 2,302 | 2,362 | 2,445 | 1,000 | 3,142 | 21,893 |
| 1,000 | 3,540 | 2,440 | 2,302 | 1,000 | 2,445 | 4,539 | 4,107 | 21,374 |
| 1,000 | 2,409 | 2,440 | 1,000 | 2,362 | 2,445 | 2,090 | 2,250 | 15,996 |
| 2,225 | 3,540 | 5,023 | 2,302 | 1,000 | 3,651 | 4,539 | 3,142 | 25,422 |
| 1,000 | 3,540 | 2,440 | 1,000 | 2,362 | 4,879 | 2,090 | 2,250 | 19,561 |
| 3,385 | 3,540 | 2,440 | 1,000 | 2,362 | 1,000 | 3,241 | 3,142 | 20,110 |
| 2,225 | 3,540 | 3,717 | 2,302 | 2,362 | 3,651 | 3,241 | 3,142 | 24,179 |
| 3,385 | 4,716 | 3,717 | 1,000 | 2,362 | 2,445 | 1,000 | 3,142 | 21,767 |
| 1,000 | 3,540 | 2,440 | 2,302 | 2,362 | 2,445 | 4,539 | 4,107 | 22,735 |
| 1,000 | 2,409 | 2,440 | 1,000 | 2,362 | 4,879 | 3,241 | 4,107 | 21,437 |

1. Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **Total** |
| 2,292 | 3,391 | 2,454 | 4,335 | 1,000 | 2,330 | 3,772 | 3,753 | 23,328 |
| 1,000 | 3,391 | 2,454 | 3,284 | 1,000 | 2,330 | 2,386 | 2,817 | 18,663 |
| 2,292 | 3,391 | 3,900 | 4,335 | 2,217 | 2,330 | 2,386 | 2,817 | 23,668 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 1,000 | 1,000 | 2,047 | 15,489 |
| 3,593 | 4,942 | 3,900 | 3,284 | 2,217 | 1,000 | 2,386 | 2,047 | 23,369 |
| 1,000 | 1,970 | 2,454 | 4,335 | 1,000 | 1,000 | 2,386 | 3,753 | 17,898 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 1,000 | 2,386 | 2,047 | 18,092 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 1,000 | 2,386 | 2,047 | 18,092 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 3,772 | 2,047 | 19,591 |
| 1,000 | 3,391 | 2,454 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,846 |
| 1,000 | 1,970 | 2,454 | 2,304 | 1,000 | 2,330 | 1,000 | 1,000 | 13,059 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 2,386 | 2,817 | 18,975 |
| 2,292 | 3,391 | 2,454 | 4,335 | 1,000 | 2,330 | 2,386 | 1,000 | 19,188 |
| 2,292 | 3,391 | 2,454 | 1,000 | 1,000 | 1,000 | 2,386 | 1,000 | 14,523 |
| 3,593 | 3,391 | 3,900 | 4,335 | 3,378 | 3,618 | 3,772 | 2,817 | 28,805 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 1,000 | 1,000 | 15,772 |
| 2,292 | 3,391 | 1,000 | 3,284 | 2,217 | 1,000 | 2,386 | 1,000 | 16,569 |
| 3,593 | 4,942 | 2,454 | 3,284 | 2,217 | 2,330 | 3,772 | 3,753 | 26,346 |
| 3,593 | 3,391 | 2,454 | 2,304 | 1,000 | 1,000 | 2,386 | 2,817 | 18,946 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 1,000 | 18,375 |
| 2,292 | 3,391 | 3,900 | 3,284 | 2,217 | 1,000 | 2,386 | 2,047 | 20,517 |
| 2,292 | 3,391 | 2,454 | 3,284 | 2,217 | 2,330 | 2,386 | 2,817 | 21,171 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 2,047 | 19,422 |
| 1,000 | 1,970 | 1,000 | 2,304 | 1,000 | 2,330 | 1,000 | 2,047 | 12,651 |
| 2,292 | 3,391 | 2,454 | 4,335 | 2,217 | 3,618 | 2,386 | 3,753 | 24,446 |
| 2,292 | 3,391 | 2,454 | 4,335 | 3,378 | 2,330 | 2,386 | 3,753 | 24,320 |
| 1,000 | 1,970 | 1,000 | 2,304 | 1,000 | 1,000 | 2,386 | 2,817 | 13,477 |
| 3,593 | 3,391 | 2,454 | 4,335 | 3,378 | 2,330 | 2,386 | 3,753 | 25,622 |
| 2,292 | 4,942 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 1,000 | 19,925 |
| 2,292 | 1,970 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 2,047 | 18,000 |
| 3,593 | 4,942 | 3,900 | 3,284 | 3,378 | 2,330 | 2,386 | 2,047 | 25,861 |
| 2,292 | 3,391 | 3,900 | 3,284 | 3,378 | 2,330 | 1,000 | 1,000 | 20,576 |
| 3,593 | 4,942 | 3,900 | 4,335 | 2,217 | 3,618 | 3,772 | 2,047 | 28,425 |
| 3,593 | 3,391 | 3,900 | 4,335 | 2,217 | 3,618 | 3,772 | 1,000 | 25,827 |
| 2,292 | 3,391 | 2,454 | 3,284 | 2,217 | 3,618 | 3,772 | 1,000 | 22,028 |
| 2,292 | 3,391 | 2,454 | 2,304 | 3,378 | 2,330 | 2,386 | 2,047 | 20,583 |
| 1,000 | 3,391 | 2,454 | 3,284 | 3,378 | 2,330 | 1,000 | 2,817 | 19,655 |
| 2,292 | 1,970 | 2,454 | 4,335 | 2,217 | 1,000 | 3,772 | 2,817 | 20,857 |
| 2,292 | 1,000 | 3,900 | 4,335 | 3,378 | 1,000 | 3,772 | 2,047 | 21,724 |
| 2,292 | 4,942 | 3,900 | 3,284 | 3,378 | 3,618 | 1,000 | 3,753 | 26,167 |
| 1,000 | 3,391 | 1,000 | 3,284 | 2,217 | 2,330 | 3,772 | 2,047 | 19,042 |
| 3,593 | 4,942 | 3,900 | 3,284 | 2,217 | 2,330 | 1,000 | 2,047 | 23,314 |
| 1,000 | 3,391 | 2,454 | 3,284 | 1,000 | 3,618 | 2,386 | 2,817 | 19,950 |
| 1,000 | 3,391 | 1,000 | 2,304 | 3,378 | 3,618 | 2,386 | 2,047 | 19,125 |
| 3,593 | 4,942 | 2,454 | 3,284 | 1,000 | 2,330 | 2,386 | 2,817 | 22,806 |
| 3,593 | 3,391 | 1,000 | 4,335 | 2,217 | 1,000 | 2,386 | 1,000 | 18,922 |
| 3,593 | 3,391 | 2,454 | 3,284 | 2,217 | 1,000 | 2,386 | 2,817 | 21,143 |
| 2,292 | 3,391 | 2,454 | 4,335 | 3,378 | 1,000 | 1,000 | 3,753 | 21,604 |
| 3,593 | 3,391 | 1,000 | 2,304 | 1,000 | 2,330 | 2,386 | 3,753 | 19,758 |
| 1,000 | 3,391 | 2,454 | 4,335 | 3,378 | 1,000 | 2,386 | 2,817 | 20,762 |
| 1,000 | 3,391 | 1,000 | 2,304 | 1,000 | 2,330 | 3,772 | 2,047 | 16,845 |
| 2,292 | 3,391 | 2,454 | 4,335 | 1,000 | 2,330 | 3,772 | 3,753 | 23,328 |
| 1,000 | 3,391 | 2,454 | 3,284 | 1,000 | 2,330 | 2,386 | 2,817 | 18,663 |
| 2,292 | 3,391 | 3,900 | 4,335 | 2,217 | 2,330 | 2,386 | 2,817 | 23,668 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 1,000 | 1,000 | 2,047 | 15,489 |
| 3,593 | 4,942 | 3,900 | 3,284 | 2,217 | 1,000 | 2,386 | 2,047 | 23,369 |
| 1,000 | 1,970 | 2,454 | 4,335 | 1,000 | 1,000 | 2,386 | 3,753 | 17,898 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 1,000 | 2,386 | 2,047 | 18,092 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 1,000 | 2,386 | 2,047 | 18,092 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 3,772 | 2,047 | 19,591 |
| 1,000 | 3,391 | 2,454 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 11,846 |
| 1,000 | 1,970 | 2,454 | 2,304 | 1,000 | 2,330 | 1,000 | 1,000 | 13,059 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 2,386 | 2,817 | 18,975 |
| 2,292 | 3,391 | 2,454 | 4,335 | 1,000 | 2,330 | 2,386 | 1,000 | 19,188 |
| 2,292 | 3,391 | 2,454 | 1,000 | 1,000 | 1,000 | 2,386 | 1,000 | 14,523 |
| 3,593 | 3,391 | 3,900 | 4,335 | 3,378 | 3,618 | 3,772 | 2,817 | 28,805 |
| 2,292 | 3,391 | 2,454 | 2,304 | 1,000 | 2,330 | 1,000 | 1,000 | 15,772 |
| 2,292 | 3,391 | 1,000 | 3,284 | 2,217 | 1,000 | 2,386 | 1,000 | 16,569 |
| 3,593 | 4,942 | 2,454 | 3,284 | 2,217 | 2,330 | 3,772 | 3,753 | 26,346 |
| 3,593 | 3,391 | 2,454 | 2,304 | 1,000 | 1,000 | 2,386 | 2,817 | 18,946 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 1,000 | 18,375 |
| 2,292 | 3,391 | 3,900 | 3,284 | 2,217 | 1,000 | 2,386 | 2,047 | 20,517 |
| 2,292 | 3,391 | 2,454 | 3,284 | 2,217 | 2,330 | 2,386 | 2,817 | 21,171 |
| 2,292 | 3,391 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 2,047 | 19,422 |
| 1,000 | 1,970 | 1,000 | 2,304 | 1,000 | 2,330 | 1,000 | 2,047 | 12,651 |
| 2,292 | 3,391 | 2,454 | 4,335 | 2,217 | 3,618 | 2,386 | 3,753 | 24,446 |
| 2,292 | 3,391 | 2,454 | 4,335 | 3,378 | 2,330 | 2,386 | 3,753 | 24,320 |
| 1,000 | 1,970 | 1,000 | 2,304 | 1,000 | 1,000 | 2,386 | 2,817 | 13,477 |
| 3,593 | 3,391 | 2,454 | 4,335 | 3,378 | 2,330 | 2,386 | 3,753 | 25,622 |
| 2,292 | 4,942 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 1,000 | 19,925 |
| 2,292 | 1,970 | 2,454 | 2,304 | 2,217 | 2,330 | 2,386 | 2,047 | 18,000 |
| 3,593 | 4,942 | 3,900 | 3,284 | 3,378 | 2,330 | 2,386 | 2,047 | 25,861 |
| 2,292 | 3,391 | 3,900 | 3,284 | 3,378 | 2,330 | 1,000 | 1,000 | 20,576 |
| 3,593 | 4,942 | 3,900 | 4,335 | 2,217 | 3,618 | 3,772 | 2,047 | 28,425 |
| 3,593 | 3,391 | 3,900 | 4,335 | 2,217 | 3,618 | 3,772 | 1,000 | 25,827 |
| 2,292 | 3,391 | 2,454 | 3,284 | 2,217 | 3,618 | 3,772 | 1,000 | 22,028 |
| 2,292 | 3,391 | 2,454 | 2,304 | 3,378 | 2,330 | 2,386 | 2,047 | 20,583 |
| 1,000 | 3,391 | 2,454 | 3,284 | 3,378 | 2,330 | 1,000 | 2,817 | 19,655 |
| 2,292 | 1,970 | 2,454 | 4,335 | 2,217 | 1,000 | 3,772 | 2,817 | 20,857 |
| 2,292 | 1,000 | 3,900 | 4,335 | 3,378 | 1,000 | 3,772 | 2,047 | 21,724 |
| 2,292 | 4,942 | 3,900 | 3,284 | 3,378 | 3,618 | 1,000 | 3,753 | 26,167 |
| 1,000 | 3,391 | 1,000 | 3,284 | 2,217 | 2,330 | 3,772 | 2,047 | 19,042 |
| 3,593 | 4,942 | 3,900 | 3,284 | 2,217 | 2,330 | 1,000 | 2,047 | 23,314 |
| 1,000 | 3,391 | 2,454 | 3,284 | 1,000 | 3,618 | 2,386 | 2,817 | 19,950 |
| 1,000 | 3,391 | 1,000 | 2,304 | 3,378 | 3,618 | 2,386 | 2,047 | 19,125 |
| 3,593 | 4,942 | 2,454 | 3,284 | 1,000 | 2,330 | 2,386 | 2,817 | 22,806 |
| 3,593 | 3,391 | 1,000 | 4,335 | 2,217 | 1,000 | 2,386 | 1,000 | 18,922 |
| 3,593 | 3,391 | 2,454 | 3,284 | 2,217 | 1,000 | 2,386 | 2,817 | 21,143 |
| 2,292 | 3,391 | 2,454 | 4,335 | 3,378 | 1,000 | 1,000 | 3,753 | 21,604 |
| 3,593 | 3,391 | 1,000 | 2,304 | 1,000 | 2,330 | 2,386 | 3,753 | 19,758 |

Lampiran 6 Uji Validitas

1. Uji Validitas Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Total |
| Y1 | Pearson Correlation | 1 | ,374\* | ,427\* | ,364 | ,529\*\* | ,575\*\* | ,344 | ,146 | ,697\*\* |
| Sig. (2-tailed) |  | ,050 | ,024 | ,057 | ,004 | ,001 | ,073 | ,460 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y2 | Pearson Correlation | ,374\* | 1 | ,206 | ,182 | ,165 | ,468\* | ,309 | ,218 | ,525\*\* |
| Sig. (2-tailed) | ,050 |  | ,293 | ,355 | ,402 | ,012 | ,110 | ,265 | ,004 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y3 | Pearson Correlation | ,427\* | ,206 | 1 | ,495\*\* | ,582\*\* | ,440\* | ,379\* | ,272 | ,695\*\* |
| Sig. (2-tailed) | ,024 | ,293 |  | ,007 | ,001 | ,019 | ,047 | ,161 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y4 | Pearson Correlation | ,364 | ,182 | ,495\*\* | 1 | ,530\*\* | ,571\*\* | ,441\* | ,177 | ,699\*\* |
| Sig. (2-tailed) | ,057 | ,355 | ,007 |  | ,004 | ,002 | ,019 | ,368 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y5 | Pearson Correlation | ,529\*\* | ,165 | ,582\*\* | ,530\*\* | 1 | ,628\*\* | ,267 | ,346 | ,759\*\* |
| Sig. (2-tailed) | ,004 | ,402 | ,001 | ,004 |  | ,000 | ,170 | ,071 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y6 | Pearson Correlation | ,575\*\* | ,468\* | ,440\* | ,571\*\* | ,628\*\* | 1 | ,427\* | ,466\* | ,842\*\* |
| Sig. (2-tailed) | ,001 | ,012 | ,019 | ,002 | ,000 |  | ,024 | ,012 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y7 | Pearson Correlation | ,344 | ,309 | ,379\* | ,441\* | ,267 | ,427\* | 1 | ,625\*\* | ,674\*\* |
| Sig. (2-tailed) | ,073 | ,110 | ,047 | ,019 | ,170 | ,024 |  | ,000 | ,000 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Y8 | Pearson Correlation | ,146 | ,218 | ,272 | ,177 | ,346 | ,466\* | ,625\*\* | 1 | ,573\*\* |
| Sig. (2-tailed) | ,460 | ,265 | ,161 | ,368 | ,071 | ,012 | ,000 |  | ,001 |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| Total | Pearson Correlation | ,697\*\* | ,525\*\* | ,695\*\* | ,699\*\* | ,759\*\* | ,842\*\* | ,674\*\* | ,573\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,004 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 |  |
| N | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

1. Uji Validitas Disiplin Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | Total |
| X1 | Pearson Correlation | 1 | ,644\*\* | ,296 | ,255 | ,395\* | ,203 | ,363\* | ,617\*\* | ,445\* | ,738\*\* |
| Sig. (2-tailed) |  | ,000 | ,113 | ,173 | ,031 | ,283 | ,049 | ,000 | ,014 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | ,644\*\* | 1 | ,243 | ,290 | ,253 | ,515\*\* | ,413\* | ,427\* | ,473\*\* | ,717\*\* |
| Sig. (2-tailed) | ,000 |  | ,196 | ,120 | ,178 | ,004 | ,023 | ,019 | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | ,296 | ,243 | 1 | ,024 | ,158 | -,019 | ,342 | ,163 | ,263 | ,479\*\* |
| Sig. (2-tailed) | ,113 | ,196 |  | ,900 | ,404 | ,922 | ,064 | ,390 | ,160 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | ,255 | ,290 | ,024 | 1 | ,258 | ,399\* | ,224 | ,608\*\* | ,284 | ,595\*\* |
| Sig. (2-tailed) | ,173 | ,120 | ,900 |  | ,168 | ,029 | ,235 | ,000 | ,128 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | ,395\* | ,253 | ,158 | ,258 | 1 | ,228 | -,083 | ,422\* | ,194 | ,536\*\* |
| Sig. (2-tailed) | ,031 | ,178 | ,404 | ,168 |  | ,225 | ,665 | ,020 | ,304 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | ,203 | ,515\*\* | -,019 | ,399\* | ,228 | 1 | ,383\* | ,411\* | ,455\* | ,577\*\* |
| Sig. (2-tailed) | ,283 | ,004 | ,922 | ,029 | ,225 |  | ,037 | ,024 | ,012 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | ,363\* | ,413\* | ,342 | ,224 | -,083 | ,383\* | 1 | ,241 | ,680\*\* | ,583\*\* |
| Sig. (2-tailed) | ,049 | ,023 | ,064 | ,235 | ,665 | ,037 |  | ,199 | ,000 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | ,617\*\* | ,427\* | ,163 | ,608\*\* | ,422\* | ,411\* | ,241 | 1 | ,400\* | ,763\*\* |
| Sig. (2-tailed) | ,000 | ,019 | ,390 | ,000 | ,020 | ,024 | ,199 |  | ,029 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | ,445\* | ,473\*\* | ,263 | ,284 | ,194 | ,455\* | ,680\*\* | ,400\* | 1 | ,708\*\* |
| Sig. (2-tailed) | ,014 | ,008 | ,160 | ,128 | ,304 | ,012 | ,000 | ,029 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,738\*\* | ,717\*\* | ,479\*\* | ,595\*\* | ,536\*\* | ,577\*\* | ,583\*\* | ,763\*\* | ,708\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,007 | ,001 | ,002 | ,001 | ,001 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

1. Uji Validitas Lingkungan Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | Total |
| X1 | Pearson Correlation | 1 | ,669\*\* | ,465\*\* | ,340 | ,435\* | ,271 | ,411\* | ,394\* | ,762\*\* |
| Sig. (2-tailed) |  | ,000 | ,010 | ,066 | ,016 | ,147 | ,024 | ,031 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | ,669\*\* | 1 | ,576\*\* | ,319 | ,276 | ,125 | ,470\*\* | ,369\* | ,748\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,086 | ,140 | ,510 | ,009 | ,045 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | ,465\*\* | ,576\*\* | 1 | ,350 | ,046 | ,049 | ,287 | ,174 | ,554\*\* |
| Sig. (2-tailed) | ,010 | ,001 |  | ,058 | ,808 | ,796 | ,125 | ,359 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | ,340 | ,319 | ,350 | 1 | ,266 | ,238 | ,650\*\* | ,302 | ,630\*\* |
| Sig. (2-tailed) | ,066 | ,086 | ,058 |  | ,156 | ,206 | ,000 | ,105 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | ,435\* | ,276 | ,046 | ,266 | 1 | ,227 | ,421\* | ,466\*\* | ,600\*\* |
| Sig. (2-tailed) | ,016 | ,140 | ,808 | ,156 |  | ,228 | ,021 | ,009 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | ,271 | ,125 | ,049 | ,238 | ,227 | 1 | ,189 | ,294 | ,432\* |
| Sig. (2-tailed) | ,147 | ,510 | ,796 | ,206 | ,228 |  | ,318 | ,115 | ,017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | ,411\* | ,470\*\* | ,287 | ,650\*\* | ,421\* | ,189 | 1 | ,363\* | ,713\*\* |
| Sig. (2-tailed) | ,024 | ,009 | ,125 | ,000 | ,021 | ,318 |  | ,049 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | ,394\* | ,369\* | ,174 | ,302 | ,466\*\* | ,294 | ,363\* | 1 | ,715\*\* |
| Sig. (2-tailed) | ,031 | ,045 | ,359 | ,105 | ,009 | ,115 | ,049 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,762\*\* | ,748\*\* | ,554\*\* | ,630\*\* | ,600\*\* | ,432\* | ,713\*\* | ,715\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,000 | ,017 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

1. Uji Validitas Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | Total |
| X1 | Pearson Correlation | 1 | ,639\*\* | ,461\* | ,273 | ,556\*\* | ,160 | ,501\*\* | ,223 | ,676\*\* |
| Sig. (2-tailed) |  | ,000 | ,010 | ,145 | ,001 | ,398 | ,005 | ,236 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | ,639\*\* | 1 | ,414\* | ,092 | ,323 | ,044 | ,349 | -,016 | ,452\* |
| Sig. (2-tailed) | ,000 |  | ,023 | ,629 | ,081 | ,816 | ,059 | ,933 | ,012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | ,461\* | ,414\* | 1 | ,318 | ,354 | ,153 | ,257 | ,105 | ,524\*\* |
| Sig. (2-tailed) | ,010 | ,023 |  | ,087 | ,055 | ,418 | ,170 | ,582 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | ,273 | ,092 | ,318 | 1 | ,448\* | ,422\* | ,431\* | ,644\*\* | ,788\*\* |
| Sig. (2-tailed) | ,145 | ,629 | ,087 |  | ,013 | ,020 | ,017 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | ,556\*\* | ,323 | ,354 | ,448\* | 1 | ,320 | ,337 | ,283 | ,688\*\* |
| Sig. (2-tailed) | ,001 | ,081 | ,055 | ,013 |  | ,085 | ,069 | ,129 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | ,160 | ,044 | ,153 | ,422\* | ,320 | 1 | ,281 | ,279 | ,522\*\* |
| Sig. (2-tailed) | ,398 | ,816 | ,418 | ,020 | ,085 |  | ,133 | ,135 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | ,501\*\* | ,349 | ,257 | ,431\* | ,337 | ,281 | 1 | ,473\*\* | ,695\*\* |
| Sig. (2-tailed) | ,005 | ,059 | ,170 | ,017 | ,069 | ,133 |  | ,008 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | ,223 | -,016 | ,105 | ,644\*\* | ,283 | ,279 | ,473\*\* | 1 | ,700\*\* |
| Sig. (2-tailed) | ,236 | ,933 | ,582 | ,000 | ,129 | ,135 | ,008 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,676\*\* | ,452\* | ,524\*\* | ,788\*\* | ,688\*\* | ,522\*\* | ,695\*\* | ,700\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,012 | ,003 | ,000 | ,000 | ,003 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

Lampiran 7 Uji Reabilitas

1. Uji Reabilitas Kinerja (Y)

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,839 | ,837 | 8 |

1. Uji Reabilitas Disiplin Kerja (X1)

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,796 | ,816 | 9 |

1. Uji Reabilitas Lingkungan Kerja (X2)

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,792 | ,803 | 8 |

1. Uji Reabilitas Budaya Organisasi (X3)

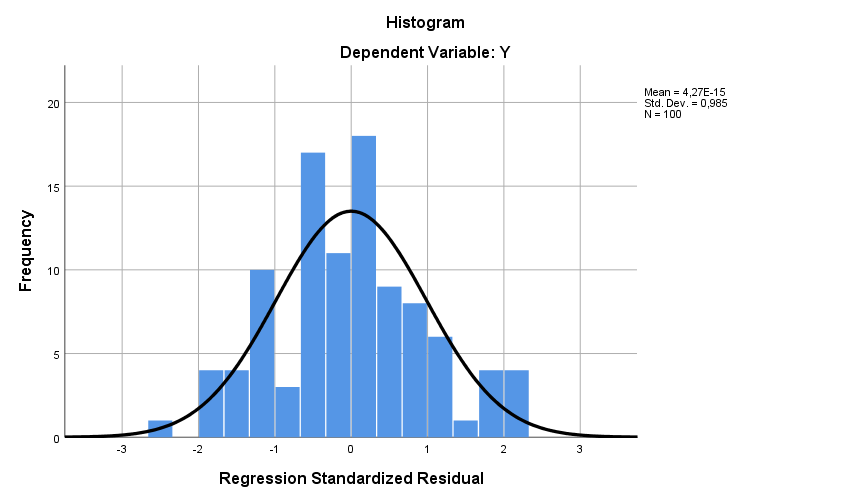
|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| ,777 | ,795 | 8 |

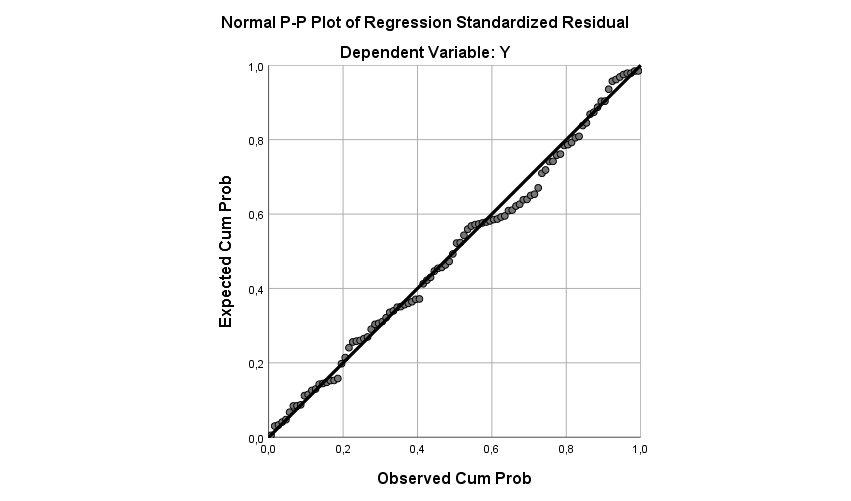
Lampiran 8 Uji Asumsi Klasik

1. Uji Normalitas

**Uji Kolmogorov-Smirnov**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,22947250 |
| Most Extreme Differences | Absolute | ,064 |
| Positive | ,064 |
| Negative | -,040 |
| Test Statistic | | ,064 |
| 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 Multikolonieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 9,740 | 1,042 |  | 9,347 | ,000 |  |  |
| Disiplin Kerja | ,304 | ,025 | ,661 | 12,203 | ,000 | ,967 | 1,035 |
| Lingkungan Kerja | ,196 | ,027 | ,387 | 7,212 | ,000 | ,986 | 1,014 |
| Budaya Organisasi | ,123 | ,026 | ,258 | 4,761 | ,000 | ,964 | 1,037 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | |

1. Uji HeteroKedastisitas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | | Disiplin Kerja | Lingkungan Kerja | Budaya Organisasi | Kinerja Karyawan |
| Spearman's rho | Disiplin Kerja | Correlation Coefficient | 1,000 | ,137 | ,121 | ,707\*\* |
| Sig. (2-tailed) | . | ,175 | ,232 | ,000 |
| N | 100 | 100 | 100 | 100 |
| Lingkungan Kerja | Correlation Coefficient | ,137 | 1,000 | -,038 | ,467\*\* |
| Sig. (2-tailed) | ,175 | . | ,704 | ,000 |
| N | 100 | 100 | 100 | 100 |
| Budaya Organisasi | Correlation Coefficient | ,121 | -,038 | 1,000 | ,262\*\* |
| Sig. (2-tailed) | ,232 | ,704 | . | ,009 |
| N | 100 | 100 | 100 | 100 |
| Kinerja Karyawan | Correlation Coefficient | ,707\*\* | ,467\*\* | ,262\*\* | 1,000 |
| Sig. (2-tailed) | ,000 | ,000 | ,009 | . |
| N | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

Lampiran 9 Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9,740 | 1,042 |  | 9,347 | ,000 |
| Disiplin Kerja | ,304 | ,025 | ,661 | 12,203 | ,000 |
| Lingkungan Kerja | ,196 | ,027 | ,387 | 7,212 | ,000 |
| Budaya Organisasi | ,123 | ,026 | ,258 | 4,761 | ,000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

Lampiran 10 Uji Hipotesis

1. Uji t (Uji Parsial)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9,740 | 1,042 |  | 9,347 | ,000 |
| Disiplin Kerja | ,304 | ,025 | ,661 | 12,203 | ,000 |
| Lingkungan Kerja | ,196 | ,027 | ,387 | 7,212 | ,000 |
| Budaya Organisasi | ,123 | ,026 | ,258 | 4,761 | ,000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

1. Uji F (Simultan)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 248,297 | 3 | 82,766 | 85,503 | ,000b |
| Residual | 92,927 | 96 | ,968 |  |  |
| Total | 341,224 | 99 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi, Lingkungan Kerja, Disiplin Kerja | | | | | | |

Lampiran 11 Uji Koefisien Determinasi (*R2)*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,853a | ,728 | ,719 | ,98386 |
| a. Predictors: (Constant), Budaya Organisasi, Lingkungan Kerja, Disiplin Kerja | | | | |

Lampiran 12 t Tabel

Titik Presentase Distribusi t

Titik Presentase Distribusi t (df= 90-100)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **Df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **90** | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| **91** | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| **92** | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| **93** | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| **94** | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| **95** | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| **96** | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| **97** | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| **98** | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| **99** | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| **100** | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |