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.

**LAMPIRAN**

**LAMPIRAN 1**

Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Karakteristik Individu, Komunikasi Efektif Dan Budaya Kerja Pada Kinerja Pegawai Dinas Pekerjaan Umum Penataan Ruang (DPUPR) Kota Tegal

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

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

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

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

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 16 Juni 2023

Hormat Saya,

**Tomy Sasono Utomo**

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Perempuan
3. Laki-laki
4. Usia
5. 21-30 tahun
6. 31-40 tahun
7. > 41 tahun
8. Pendidikan
9. S2
10. S1
11. D3
12. SMK/SMA

**Keterangan**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

**Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

**Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mempunyai pengetahuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya memiliki kemampuan dalam mengerjakan tugas yang diberikan |  |  |  |  |  |
| 3 | Saya mempunyai ketrampilan untuk mempercepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya mampu bekerjasama dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 5 | Tingkat kehadiran saya sudah lebih baik |  |  |  |  |  |
| 6 | Saya mampu menyelesaikan pekerjaan sesuai batas waktu yang diberikan perusahaan |  |  |  |  |  |
| 7 | Saya mampu bekerja secara efektif dan menghasilkan pekerjaan yang sesuai standar instansi |  |  |  |  |  |

**Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memiliki sikap yang sesuai dengan pekerjaan yang dijalankan dan diharapkan organisasi |  |  |  |  |  |
| 2 | Saya memiliki sikap yang terbuka sehingga dapat bekerja sama dengan siapa saja dalam sebuah tim/kelompok |  |  |  |  |  |
| 3 | Kemampuan saya dalam pekerjaan yang ada semakin meningkat |  |  |  |  |  |
| 4 | Keterampilan, pemahaman, dan penguasaan tugas yang dimiliki karyawan sangat diperlukan dalam menyelesaikan tugas yang diberikan |  |  |  |  |  |
| 5 | Saya meningkatkan pola pikir untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 6 | Saya selalu menjunjung tinggi kerjasama tim |  |  |  |  |  |

**Komunikasi Efektif (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Perintah atau instruksi yang diberikan pemimpin dapat dimengerti dengan baik. |  |  |  |  |  |
| 2 | Laporan hasil pekerjaan yang diberikan kepada pemimpin mendapat respon yang baik. |  |  |  |  |  |
| 3 | Saya mendapatkan kesempatan memberikan saran dan masukan saat rapat. |  |  |  |  |  |
| 4 | Saya selalu berkoordinasi dengan bidang lain apabila ada kendala di lapangan |  |  |  |  |  |
| 5 | Saya mengikuti rapat untuk mendiskusikan kendala atau masalah yang terjadi |  |  |  |  |  |
| 6 | Saya cepat mendapatkan informasi penting dari masyarakat |  |  |  |  |  |
| 7 | Saya selalu melakukan kordinasi dengan bagian lain. |  |  |  |  |  |
| 8 | Komunikasi yang baik mempermudah saya untuk memperoleh informasi |  |  |  |  |  |

**Budaya Kerja (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya senang menerima arahan dari atasan | |  |  |  |  |  |
| 2 | Saya senang menerima tugas dan  tanggung jawab pekerjaan | |  |  |  |  |  |
| 3 | Saya melaksanakan pekerjaan  sebagai salah satu ibadah | |  |  |  |  |  |
| 4 | Saya mengerjakan pekerjaan sesuai dengan tugas | |  |  |  |  |  |
| 5 | Saya saling membantu dengan pegawai yang lain dalam menjalankan pekerjaan |  |  |  |  |  |  |
| 6 | Saya dapat menyusun hasil laporan kerja |  |  |  |  |  |  |
| 7 | Saya selalu datang dan pulang  kerja tepat waktu | |  |  |  |  |  |
| 8 | Saya selalu bekerja dengan jujur | |  |  |  |  |  |
| 9 | Saya memiliki komitmen untuk bekerja dengan baik dan bertanggung jawab | |  |  |  |  |  |
| 10 | Saya bekerja dengan penuh rasa  tanggung jawab | |  |  |  |  |  |
| 11 | Saya senang membantu pekerjaan dengan rekan kerja | |  |  |  |  |  |

**Lampiran 2**

**Data Uji Validitas Dan Reliabilitas Variabel Kinerja Pegawai**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Kinerja Pegawai) | | | | | | | Skor Total |
| Y1.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 | Y2.7 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 6 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 29 |
| 7 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 26 |
| 8 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 29 |
| 9 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 12 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 29 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 14 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 30 |
| 15 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 31 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 28 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 28 |
| 20 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 25 |
| 21 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 30 |
| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 33 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 25 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 27 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 27 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 23 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 33 |
| 29 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |

**Lampiran 3**

**Data Uji Validitas Dan Reliabilitas Variabel Karakteristik Individu**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Karakteristik Individu) | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 |
| 1 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 2 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 3 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 6 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 7 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 10 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 12 | 4 | 3 | 5 | 4 | 5 | 4 | 25 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 14 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 15 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 16 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 17 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 18 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 19 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 21 | 4 | 4 | 3 | 5 | 3 | 5 | 24 |
| 22 | 4 | 3 | 5 | 4 | 4 | 3 | 23 |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 24 | 4 | 3 | 4 | 4 | 4 | 5 | 24 |
| 25 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 26 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 27 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 28 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 29 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |

**Lampiran 4**

**Data Uji Validitas Dan Reliabilitas Variabel Komunikasi Efektif**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Komunikasi Efektif) | | | | | | | | | Skor Total | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |  | |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 32 | |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 34 | |
| 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 | |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 | |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 | |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 35 | |
| 7 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 31 | |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 | |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 | |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 36 | |
| 12 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 32 | |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 | |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 | |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 | |
| 17 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 31 | |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 | |
| 19 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 | |
| 20 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 30 | |
| 21 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 33 | |
| 22 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 35 | |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 | |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 | |
| 25 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 32 | |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 | |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | |
| 28 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 36 | |
| 29 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 31 | |
| 30 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 34 | |

**Lampiran 5**

**Data Uji Validitas Dan Reliabilitas Variabel Budaya Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Budaya Kerja) | | | | | | | | | | | | Skor total | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 |  | |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 31 | |
| 2 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 | |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 | |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 39 | |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 33 | |
| 7 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 34 | |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 37 | |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 | |
| 10 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 36 | |
| 11 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 33 | |
| 12 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 31 | |
| 13 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 32 | |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 37 | |
| 15 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 35 | |
| 16 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 35 | |
| 17 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 30 | |
| 18 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 | |
| 19 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 32 | |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 | |
| 21 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 | |
| 22 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 33 | |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 | |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 32 | |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 28 | |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 | |
| 27 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 29 | |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 39 | |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 30 | |
| 30 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 35 | |

**Lampiran 6**

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Total\_Y |
| Y1 | Pearson Correlation | 1 | .102 | .202 | .187 | .472\*\* | .560\*\* | .251 | .617\*\* |
| Sig. (2-tailed) |  | .593 | .285 | .323 | .008 | .001 | .181 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .102 | 1 | .376\* | .319 | .302 | .448\* | .296 | .638\*\* |
| Sig. (2-tailed) | .593 |  | .041 | .086 | .105 | .013 | .112 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .202 | .376\* | 1 | .032 | .250 | .426\* | .069 | .522\*\* |
| Sig. (2-tailed) | .285 | .041 |  | .865 | .182 | .019 | .716 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .187 | .319 | .032 | 1 | .086 | .293 | .333 | .516\*\* |
| Sig. (2-tailed) | .323 | .086 | .865 |  | .652 | .117 | .072 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .472\*\* | .302 | .250 | .086 | 1 | .523\*\* | .197 | .652\*\* |
| Sig. (2-tailed) | .008 | .105 | .182 | .652 |  | .003 | .296 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .560\*\* | .448\* | .426\* | .293 | .523\*\* | 1 | .336 | .818\*\* |
| Sig. (2-tailed) | .001 | .013 | .019 | .117 | .003 |  | .070 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .251 | .296 | .069 | .333 | .197 | .336 | 1 | .603\*\* |
| Sig. (2-tailed) | .181 | .112 | .716 | .072 | .296 | .070 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .617\*\* | .638\*\* | .522\*\* | .516\*\* | .652\*\* | .818\*\* | .603\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .003 | .003 | .000 | .000 | .000 |  |
| N | 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 Validitas Variabel Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | .436\* | .380\* | .490\*\* | .491\*\* | .426\* | .868\*\* |
| Sig. (2-tailed) |  | .016 | .038 | .006 | .006 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .436\* | 1 | .093 | .356 | .209 | .232 | .624\*\* |
| Sig. (2-tailed) | .016 |  | .624 | .053 | .269 | .216 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .380\* | .093 | 1 | -.075 | .382\* | -.162 | .451\* |
| Sig. (2-tailed) | .038 | .624 |  | .695 | .037 | .391 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .490\*\* | .356 | -.075 | 1 | .205 | .381\* | .602\*\* |
| Sig. (2-tailed) | .006 | .053 | .695 |  | .277 | .038 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .491\*\* | .209 | .382\* | .205 | 1 | .159 | .660\*\* |
| Sig. (2-tailed) | .006 | .269 | .037 | .277 |  | .402 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .426\* | .232 | -.162 | .381\* | .159 | 1 | .534\*\* |
| Sig. (2-tailed) | .019 | .216 | .391 | .038 | .402 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X1 | Pearson Correlation | .868\*\* | .624\*\* | .451\* | .602\*\* | .660\*\* | .534\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .012 | .000 | .000 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |

**Lampiran 8**

**Uji Validitas Variabel Komunikasi Efektif (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .123 | .063 | .052 | .079 | .325 | .028 | .000 | .366\* |
| Sig. (2-tailed) |  | .516 | .743 | .785 | .678 | .080 | .882 | 1.000 | .046 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .123 | 1 | .216 | .326 | .273 | .391\* | -.087 | .254 | .551\*\* |
| Sig. (2-tailed) | .516 |  | .252 | .079 | .145 | .033 | .649 | .176 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .063 | .216 | 1 | .208 | .316 | .325 | .283 | .095 | .553\*\* |
| Sig. (2-tailed) | .743 | .252 |  | .269 | .089 | .080 | .129 | .616 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .052 | .326 | .208 | 1 | .263 | .368\* | .371\* | .405\* | .699\*\* |
| Sig. (2-tailed) | .785 | .079 | .269 |  | .160 | .045 | .044 | .026 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .079 | .273 | .316 | .263 | 1 | .411\* | .251 | .000 | .542\*\* |
| Sig. (2-tailed) | .678 | .145 | .089 | .160 |  | .024 | .181 | 1.000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .325 | .391\* | .325 | .368\* | .411\* | 1 | .183 | .357 | .736\*\* |
| Sig. (2-tailed) | .080 | .033 | .080 | .045 | .024 |  | .334 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .028 | -.087 | .283 | .371\* | .251 | .183 | 1 | .147 | .507\*\* |
| Sig. (2-tailed) | .882 | .649 | .129 | .044 | .181 | .334 |  | .438 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .000 | .254 | .095 | .405\* | .000 | .357 | .147 | 1 | .515\*\* |
| Sig. (2-tailed) | 1.000 | .176 | .616 | .026 | 1.000 | .053 | .438 |  | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X2 | Pearson Correlation | .366\* | .551\*\* | .553\*\* | .699\*\* | .542\*\* | .736\*\* | .507\*\* | .515\*\* | 1 |
| Sig. (2-tailed) | .046 | .002 | .002 | .000 | .002 | .000 | .004 | .004 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

**Lampiran 9**

**Uji Validitas Variabel Budaya Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .596\*\* | .441\* | .200 | .496\*\* | .409\* | .113 | .334 | .334 | .334 | .578\*\* | .717\*\* |
| Sig. (2-tailed) |  | .001 | .015 | .289 | .005 | .025 | .551 | .072 | .072 | .072 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .596\*\* | 1 | .229 | .241 | .411\* | .244 | .260 | .360 | .360 | .271 | .321 | .664\*\* |
| Sig. (2-tailed) | .001 |  | .224 | .199 | .024 | .195 | .165 | .051 | .051 | .147 | .084 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .441\* | .229 | 1 | .376\* | .282 | .178 | .242 | .416\* | .416\* | .160 | .441\* | .639\*\* |
| Sig. (2-tailed) | .015 | .224 |  | .041 | .131 | .347 | .197 | .022 | .022 | .400 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .200 | .241 | .376\* | 1 | .415\* | .272 | .285 | .138 | .138 | .292 | .117 | .614\*\* |
| Sig. (2-tailed) | .289 | .199 | .041 |  | .023 | .146 | .127 | .467 | .467 | .118 | .537 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .496\*\* | .411\* | .282 | .415\* | 1 | .282 | .448\* | .335 | .335 | .426\* | .436\* | .727\*\* |
| Sig. (2-tailed) | .005 | .024 | .131 | .023 |  | .131 | .013 | .071 | .071 | .019 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .409\* | .244 | .178 | .272 | .282 | 1 | .130 | .125 | .125 | .125 | .212 | .541\*\* |
| Sig. (2-tailed) | .025 | .195 | .347 | .146 | .131 |  | .492 | .509 | .509 | .509 | .260 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .113 | .260 | .242 | .285 | .448\* | .130 | 1 | .287 | .287 | .177 | .232 | .525\*\* |
| Sig. (2-tailed) | .551 | .165 | .197 | .127 | .013 | .492 |  | .124 | .124 | .350 | .217 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .334 | .360 | .416\* | .138 | .335 | .125 | .287 | 1 | 1.000\*\* | .189 | .329 | .576\*\* |
| Sig. (2-tailed) | .072 | .051 | .022 | .467 | .071 | .509 | .124 |  | .000 | .317 | .076 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .334 | .360 | .416\* | .138 | .335 | .125 | .287 | 1.000\*\* | 1 | .189 | .329 | .576\*\* |
| Sig. (2-tailed) | .072 | .051 | .022 | .467 | .071 | .509 | .124 | .000 |  | .317 | .076 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .334 | .271 | .160 | .292 | .426\* | .125 | .177 | .189 | .189 | 1 | .232 | .395\* |
| Sig. (2-tailed) | .072 | .147 | .400 | .118 | .019 | .509 | .350 | .317 | .317 |  | .216 | .031 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .578\*\* | .321 | .441\* | .117 | .436\* | .212 | .232 | .329 | .329 | .232 | 1 | .526\*\* |
| Sig. (2-tailed) | .001 | .084 | .015 | .537 | .016 | .260 | .217 | .076 | .076 | .216 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X3 | Pearson Correlation | .717\*\* | .664\*\* | .639\*\* | .614\*\* | .727\*\* | .541\*\* | .525\*\* | .576\*\* | .576\*\* | .395\* | .526\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .003 | .001 | .001 | .031 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 10**

**Uji Reliabilitas Variabel Kinerja Pegawai (Y)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .735 | 7 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 25.0333 | 5.757 | .478 | .700 |
| Y.2 | 24.8667 | 5.637 | .494 | .695 |
| Y.3 | 25.1000 | 5.886 | .336 | .728 |
| Y.4 | 24.8333 | 5.868 | .321 | .732 |
| Y.5 | 25.0667 | 5.306 | .471 | .698 |
| Y.6 | 25.0000 | 4.759 | .708 | .636 |
| Y.7 | 25.1000 | 5.334 | .379 | .726 |

**Lampiran 11**

**Uji Reliabilitas Variabel Karakteristik Individu (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .689 | 6 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 21.5667 | 2.875 | .759 | .514 |
| X1.2 | 21.5333 | 3.637 | .409 | .652 |
| X1.3 | 21.4000 | 4.110 | .196 | .719 |
| X1.4 | 21.2667 | 3.857 | .424 | .649 |
| X1.5 | 21.4333 | 3.564 | .463 | .634 |
| X1.6 | 21.4667 | 3.913 | .307 | .684 |

**Lampiran 12**

**Uji Reliabilitas Variabel Komunikasi Efektif (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .684 | 8 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 30.4000 | 6.662 | .154 | .703 |
| X2.2 | 30.3667 | 6.033 | .365 | .657 |
| X2.3 | 30.4000 | 6.041 | .370 | .655 |
| X2.4 | 30.3000 | 5.252 | .519 | .614 |
| X2.5 | 30.4000 | 6.317 | .401 | .652 |
| X2.6 | 30.4667 | 5.499 | .612 | .599 |
| X2.7 | 30.3667 | 6.102 | .292 | .676 |
| X2.8 | 30.4333 | 6.185 | .328 | .665 |

**Lampiran 13**

**Uji Reliabilitas Variabel Budaya Kerja (X3)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .827 | 11 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 42.5667 | 14.599 | .643 | .799 |
| X3.2 | 42.6333 | 14.861 | .536 | .809 |
| X3.3 | 42.7333 | 14.823 | .520 | .811 |
| X3.4 | 42.6000 | 15.076 | .401 | .824 |
| X3.5 | 42.8333 | 14.489 | .641 | .799 |
| X3.6 | 42.9333 | 15.720 | .341 | .828 |
| X3.7 | 42.7000 | 16.079 | .397 | .821 |
| X3.8 | 42.7333 | 15.168 | .564 | .807 |
| X3.9 | 42.7333 | 15.168 | .564 | .807 |
| X3.10 | 42.7333 | 15.926 | .387 | .822 |
| X3.11 | 42.8000 | 15.200 | .525 | .810 |

**Lampiran 14**

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

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Kinerja Pegawai) | | | | | | | Skor Total |
| Y1.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | Y2.6 | Y2.7 |
| 1 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 31 |
| 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 31 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 31 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 7 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 32 |
| 8 | 4 | 3 | 4 | 3 | 5 | 3 | 2 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 22 |
| 11 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 30 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 24 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 24 |
| 14 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 30 |
| 15 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 27 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 33 |
| 20 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 28 |
| 21 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 32 |
| 25 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 29 |
| 26 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 29 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 30 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 24 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 24 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 31 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 26 |
| 35 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 40 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 41 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 32 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 30 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 44 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 30 |
| 45 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 29 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 47 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 28 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 51 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 28 |
| 52 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 24 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |

**Lampiran 15**

**Data Penelitian Variabel Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Karakteristik Individu) | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 |
| 1 | 4 | 5 | 3 | 5 | 5 | 4 | 26 |
| 2 | 5 | 4 | 5 | 4 | 3 | 5 | 26 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 27 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 8 | 3 | 3 | 3 | 3 | 3 | 5 | 20 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 11 | 4 | 3 | 5 | 5 | 4 | 4 | 25 |
| 12 | 4 | 3 | 5 | 3 | 4 | 4 | 23 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 15 | 5 | 5 | 4 | 3 | 5 | 4 | 26 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 20 | 5 | 4 | 4 | 5 | 4 | 3 | 25 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 22 | 4 | 5 | 4 | 3 | 4 | 4 | 24 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 25 | 4 | 3 | 5 | 5 | 4 | 4 | 25 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 33 | 4 | 5 | 5 | 3 | 5 | 3 | 25 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 39 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 40 | 5 | 2 | 5 | 5 | 5 | 5 | 27 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 45 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 47 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 51 | 4 | 4 | 5 | 3 | 5 | 5 | 26 |
| 52 | 5 | 3 | 5 | 4 | 3 | 5 | 25 |
| 53 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |

**Lampiran 16**

**Data Penelitian Variabel Komunikasi Efektif (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Komunikasi Efektif) | | | | | | | | | Skor Total | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |  | |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 36 | |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 | |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 | |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 36 | |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 | |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 37 | |
| 7 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 | |
| 8 | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 4 | 30 | |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 | |
| 10 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 | |
| 11 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 36 | |
| 12 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 30 | |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 | |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 | |
| 15 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 31 | |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 29 | |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 37 | |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 | |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 | |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 | |
| 21 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 | |
| 22 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 29 | |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 36 | |
| 24 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 | |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 32 | |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 35 | |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 | |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | |
| 29 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 30 | |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 | |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 | |
| 32 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 | |
| 33 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 33 | |
| 34 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 31 | |
| 35 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 37 | |
| 36 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 33 | |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 | |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 37 | |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 34 | |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 | |
| 41 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 | |
| 42 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 | |
| 43 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 | |
| 44 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 34 | |
| 45 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 | |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 | |
| 47 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 | |
| 48 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 35 | |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | |
| 50 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 37 | |
| 51 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 | |
| 52 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 | |
| 53 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 | |

**Lampiran 17**

**Data Penelitian Variabel Budaya Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian (Budaya Kerja) | | | | | | | | | | | | Skor total | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 |  | |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 | |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 36 | |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 37 | |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 37 | |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 37 | |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 35 | |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 | |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 5 | 3 | 30 | |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 36 | |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 27 | |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 35 | |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 29 | |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 29 | |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 35 | |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 31 | |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 29 | |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 | |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 | |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 | |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 33 | |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37 | |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 35 | |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 | |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 37 | |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 34 | |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 | |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 35 | |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 33 | |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 28 | |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 29 | |
| 31 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 37 | |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 37 | |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 34 | |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 33 | |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 38 | |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 33 | |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 | |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 31 | |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 38 | |
| 41 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 36 | |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 36 | |
| 43 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 37 | |
| 44 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 35 | |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 | |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 37 | |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | |
| 48 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 32 | |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 37 | |
| 51 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 32 | |
| 52 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 29 | |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | |

**Lampiran 18**

**Tabulasi Data MSI Penelitian Responden Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |
| **Y1.1** | **Y2.2** | **Y2.3** | **Y2.4** | **Y2.5** | **Y2.6** | **Y2.7** |  |
| 3.937 | 2.631 | 3.774 | 2.331 | 3.534 | 2.178 | 3.340 | 21.725 |
| 3.937 | 2.631 | 2.377 | 3.698 | 2.252 | 3.421 | 3.340 | 21.656 |
| 3.937 | 2.631 | 3.774 | 3.698 | 2.252 | 3.421 | 3.340 | 23.053 |
| 2.483 | 2.631 | 3.774 | 2.331 | 3.534 | 3.421 | 3.340 | 21.514 |
| 3.937 | 4.167 | 2.377 | 2.331 | 3.534 | 3.421 | 2.170 | 21.937 |
| 2.483 | 2.631 | 3.774 | 2.331 | 2.252 | 3.421 | 3.340 | 20.232 |
| 3.937 | 4.167 | 3.774 | 3.698 | 1.000 | 2.178 | 4.638 | 23.392 |
| 2.483 | 1.000 | 2.377 | 1.000 | 3.534 | 1.000 | 1.000 | 12.394 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 3.421 | 4.638 | 20.133 |
| 1.000 | 2.631 | 1.000 | 1.000 | 1.000 | 1.000 | 2.170 | 9.800 |
| 3.937 | 4.167 | 2.377 | 2.331 | 3.534 | 2.178 | 2.170 | 20.693 |
| 2.483 | 1.000 | 2.377 | 1.000 | 2.252 | 1.000 | 2.170 | 12.282 |
| 1.000 | 2.631 | 2.377 | 1.000 | 1.000 | 2.178 | 2.170 | 12.355 |
| 3.937 | 4.167 | 2.377 | 3.698 | 1.000 | 1.000 | 4.638 | 20.817 |
| 1.000 | 1.000 | 2.377 | 3.698 | 1.000 | 2.178 | 4.638 | 15.890 |
| 2.483 | 2.631 | 2.377 | 2.331 | 1.000 | 1.000 | 2.170 | 13.992 |
| 3.937 | 2.631 | 3.774 | 3.698 | 3.534 | 3.421 | 3.340 | 24.335 |
| 2.483 | 2.631 | 3.774 | 2.331 | 2.252 | 2.178 | 3.340 | 18.988 |
| 3.937 | 2.631 | 3.774 | 2.331 | 3.534 | 3.421 | 4.638 | 24.266 |
| 2.483 | 2.631 | 3.774 | 2.331 | 1.000 | 2.178 | 3.340 | 17.737 |
| 3.937 | 4.167 | 3.774 | 3.698 | 2.252 | 2.178 | 3.340 | 23.345 |
| 3.937 | 2.631 | 2.377 | 3.698 | 2.252 | 2.178 | 3.340 | 20.412 |
| 2.483 | 2.631 | 2.377 | 3.698 | 2.252 | 2.178 | 3.340 | 18.958 |
| 2.483 | 4.167 | 3.774 | 2.331 | 3.534 | 3.421 | 3.340 | 23.050 |
| 1.000 | 2.631 | 3.774 | 1.000 | 2.252 | 3.421 | 4.638 | 18.715 |
| 2.483 | 2.631 | 2.377 | 2.331 | 1.000 | 3.421 | 4.638 | 18.881 |
| 2.483 | 2.631 | 2.377 | 3.698 | 2.252 | 3.421 | 3.340 | 20.202 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 3.340 | 17.591 |
| 1.000 | 2.631 | 1.000 | 2.331 | 1.000 | 1.000 | 3.340 | 12.302 |
| 2.483 | 2.631 | 1.000 | 1.000 | 1.000 | 2.178 | 2.170 | 12.462 |
| 2.483 | 4.167 | 2.377 | 3.698 | 2.252 | 2.178 | 4.638 | 21.792 |
| 2.483 | 4.167 | 2.377 | 2.331 | 3.534 | 3.421 | 3.340 | 21.653 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 3.340 | 17.591 |
| 2.483 | 1.000 | 2.377 | 2.331 | 2.252 | 1.000 | 3.340 | 14.783 |
| 3.937 | 4.167 | 3.774 | 3.698 | 2.252 | 2.178 | 3.340 | 23.345 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 4.638 | 18.889 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 3.340 | 17.591 |
| 2.483 | 4.167 | 2.377 | 2.331 | 3.534 | 3.421 | 3.340 | 21.653 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 2.170 | 16.421 |
| 2.483 | 4.167 | 2.377 | 2.331 | 3.534 | 3.421 | 3.340 | 21.653 |
| 3.937 | 2.631 | 3.774 | 3.698 | 2.252 | 2.178 | 4.638 | 23.107 |
| 2.483 | 2.631 | 3.774 | 2.331 | 3.534 | 2.178 | 3.340 | 20.271 |
| 2.483 | 2.631 | 2.377 | 2.331 | 3.534 | 3.421 | 4.638 | 21.415 |
| 2.483 | 2.631 | 1.000 | 3.698 | 2.252 | 3.421 | 4.638 | 20.123 |
| 2.483 | 2.631 | 2.377 | 3.698 | 3.534 | 2.178 | 2.170 | 19.070 |
| 3.937 | 2.631 | 3.774 | 3.698 | 2.252 | 3.421 | 3.340 | 23.053 |
| 2.483 | 2.631 | 2.377 | 3.698 | 2.252 | 1.000 | 3.340 | 17.781 |
| 2.483 | 2.631 | 2.377 | 1.000 | 2.252 | 1.000 | 3.340 | 15.083 |
| 3.937 | 4.167 | 3.774 | 3.698 | 3.534 | 3.421 | 4.638 | 27.169 |
| 3.937 | 2.631 | 3.774 | 2.331 | 3.534 | 2.178 | 4.638 | 23.023 |
| 2.483 | 4.167 | 1.000 | 2.331 | 2.252 | 1.000 | 4.638 | 17.871 |
| 2.483 | 2.631 | 1.000 | 2.331 | 1.000 | 1.000 | 2.170 | 12.615 |
| 2.483 | 2.631 | 2.377 | 2.331 | 2.252 | 2.178 | 3.340 | 17.591 |

**Lampiran 19**

**Tabulasi Data MSI Penelitian Responden Variabel Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** |  |
| 2.752 | 4.381 | 1.000 | 3.463 | 3.595 | 2.253 | 17.444 |
| 4.286 | 3.023 | 3.580 | 2.155 | 1.000 | 3.626 | 17.669 |
| 4.286 | 4.381 | 3.580 | 2.155 | 3.595 | 1.000 | 18.997 |
| 2.752 | 4.381 | 2.184 | 2.155 | 3.595 | 3.626 | 18.693 |
| 2.752 | 3.023 | 3.580 | 3.463 | 2.227 | 3.626 | 18.670 |
| 2.752 | 4.381 | 2.184 | 2.155 | 3.595 | 2.253 | 17.320 |
| 2.752 | 4.381 | 3.580 | 3.463 | 3.595 | 3.626 | 21.397 |
| 1.000 | 1.896 | 1.000 | 1.000 | 1.000 | 3.626 | 9.522 |
| 2.752 | 4.381 | 3.580 | 3.463 | 3.595 | 2.253 | 20.024 |
| 2.752 | 3.023 | 1.000 | 1.000 | 1.000 | 1.000 | 9.774 |
| 2.752 | 1.896 | 3.580 | 3.463 | 2.227 | 2.253 | 16.170 |
| 2.752 | 1.896 | 3.580 | 1.000 | 2.227 | 2.253 | 13.707 |
| 4.286 | 3.023 | 2.184 | 2.155 | 2.227 | 2.253 | 16.127 |
| 2.752 | 4.381 | 3.580 | 3.463 | 2.227 | 2.253 | 18.655 |
| 4.286 | 4.381 | 2.184 | 1.000 | 3.595 | 2.253 | 17.699 |
| 2.752 | 3.023 | 2.184 | 2.155 | 2.227 | 2.253 | 14.592 |
| 4.286 | 4.381 | 2.184 | 2.155 | 3.595 | 3.626 | 20.227 |
| 2.752 | 3.023 | 2.184 | 3.463 | 2.227 | 3.626 | 17.274 |
| 4.286 | 4.381 | 3.580 | 3.463 | 2.227 | 3.626 | 21.563 |
| 4.286 | 3.023 | 2.184 | 3.463 | 2.227 | 1.000 | 16.182 |
| 2.752 | 4.381 | 2.184 | 3.463 | 3.595 | 3.626 | 20.001 |
| 2.752 | 4.381 | 2.184 | 1.000 | 2.227 | 2.253 | 14.796 |
| 4.286 | 3.023 | 3.580 | 2.155 | 3.595 | 2.253 | 18.891 |
| 4.286 | 3.023 | 3.580 | 3.463 | 3.595 | 3.626 | 21.573 |
| 2.752 | 1.896 | 3.580 | 3.463 | 2.227 | 2.253 | 16.170 |
| 4.286 | 4.381 | 3.580 | 2.155 | 2.227 | 3.626 | 20.255 |
| 4.286 | 3.023 | 3.580 | 3.463 | 2.227 | 3.626 | 20.204 |
| 2.752 | 3.023 | 2.184 | 2.155 | 2.227 | 2.253 | 14.592 |
| 2.752 | 3.023 | 1.000 | 2.155 | 1.000 | 2.253 | 12.182 |
| 2.752 | 3.023 | 2.184 | 2.155 | 2.227 | 1.000 | 13.339 |
| 4.286 | 4.381 | 3.580 | 2.155 | 3.595 | 3.626 | 21.623 |
| 4.286 | 4.381 | 3.580 | 3.463 | 2.227 | 3.626 | 21.563 |
| 2.752 | 4.381 | 3.580 | 1.000 | 3.595 | 1.000 | 16.308 |
| 4.286 | 3.023 | 2.184 | 2.155 | 2.227 | 2.253 | 16.127 |
| 2.752 | 3.023 | 3.580 | 3.463 | 3.595 | 2.253 | 18.665 |
| 2.752 | 3.023 | 2.184 | 2.155 | 3.595 | 2.253 | 15.961 |
| 2.752 | 3.023 | 2.184 | 2.155 | 2.227 | 2.253 | 14.592 |
| 4.286 | 4.381 | 3.580 | 3.463 | 3.595 | 3.626 | 22.931 |
| 2.752 | 3.023 | 3.580 | 3.463 | 2.227 | 3.626 | 18.670 |
| 4.286 | 1.000 | 3.580 | 3.463 | 3.595 | 3.626 | 19.550 |
| 4.286 | 4.381 | 3.580 | 3.463 | 3.595 | 3.626 | 22.931 |
| 4.286 | 4.381 | 3.580 | 3.463 | 3.595 | 3.626 | 22.931 |
| 4.286 | 3.023 | 3.580 | 3.463 | 3.595 | 3.626 | 21.573 |
| 4.286 | 3.023 | 3.580 | 2.155 | 2.227 | 2.253 | 17.523 |
| 2.752 | 3.023 | 2.184 | 2.155 | 3.595 | 3.626 | 17.334 |
| 4.286 | 4.381 | 2.184 | 3.463 | 2.227 | 3.626 | 20.167 |
| 2.752 | 3.023 | 3.580 | 3.463 | 3.595 | 2.253 | 18.665 |
| 2.752 | 3.023 | 2.184 | 2.155 | 3.595 | 2.253 | 15.961 |
| 4.286 | 4.381 | 3.580 | 3.463 | 3.595 | 3.626 | 22.931 |
| 4.286 | 4.381 | 3.580 | 2.155 | 3.595 | 2.253 | 20.250 |
| 2.752 | 3.023 | 3.580 | 1.000 | 3.595 | 3.626 | 17.575 |
| 4.286 | 1.896 | 3.580 | 2.155 | 1.000 | 3.626 | 16.542 |
| 4.286 | 3.023 | 2.184 | 3.463 | 2.227 | 2.253 | 17.435 |

**Lampiran 20**

**Tabulasi Data MSI Penelitian Responden Variabel Komunikasi Efektif (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |  |
| 3.667 | 2.352 | 2.589 | 2.147 | 4.449 | 4.449 | 2.092 | 3.891 | 25.636 |
| 2.266 | 3.738 | 2.589 | 2.147 | 4.449 | 3.073 | 3.364 | 2.453 | 24.079 |
| 3.667 | 2.352 | 4.084 | 3.478 | 2.889 | 4.449 | 3.364 | 2.453 | 26.737 |
| 2.266 | 3.738 | 2.589 | 2.147 | 4.449 | 3.073 | 3.364 | 3.891 | 25.517 |
| 3.667 | 2.352 | 2.589 | 3.478 | 2.889 | 4.449 | 3.364 | 3.891 | 26.680 |
| 3.667 | 2.352 | 4.084 | 2.147 | 2.889 | 4.449 | 3.364 | 3.891 | 26.844 |
| 3.667 | 2.352 | 4.084 | 3.478 | 4.449 | 3.073 | 3.364 | 3.891 | 28.359 |
| 2.266 | 2.352 | 1.000 | 2.147 | 4.449 | 1.000 | 2.092 | 2.453 | 17.759 |
| 2.266 | 2.352 | 4.084 | 2.147 | 2.889 | 4.449 | 3.364 | 2.453 | 24.005 |
| 1.000 | 1.000 | 2.589 | 2.147 | 2.889 | 1.896 | 1.000 | 1.000 | 13.521 |
| 3.667 | 3.738 | 4.084 | 1.000 | 2.889 | 3.073 | 3.364 | 3.891 | 25.707 |
| 2.266 | 1.000 | 4.084 | 1.000 | 2.889 | 3.073 | 2.092 | 1.000 | 17.405 |
| 2.266 | 1.000 | 2.589 | 2.147 | 2.889 | 1.896 | 2.092 | 2.453 | 17.332 |
| 3.667 | 3.738 | 4.084 | 3.478 | 2.889 | 4.449 | 3.364 | 3.891 | 29.561 |
| 1.000 | 2.352 | 4.084 | 1.000 | 2.889 | 4.449 | 1.000 | 2.453 | 19.227 |
| 2.266 | 1.000 | 2.589 | 2.147 | 2.889 | 1.896 | 2.092 | 1.000 | 15.879 |
| 2.266 | 2.352 | 4.084 | 3.478 | 4.449 | 4.449 | 2.092 | 3.891 | 27.062 |
| 2.266 | 2.352 | 4.084 | 3.478 | 2.889 | 3.073 | 2.092 | 2.453 | 22.688 |
| 3.667 | 3.738 | 4.084 | 3.478 | 4.449 | 3.073 | 3.364 | 2.453 | 28.307 |
| 3.667 | 2.352 | 2.589 | 2.147 | 4.449 | 3.073 | 3.364 | 2.453 | 24.094 |
| 3.667 | 2.352 | 2.589 | 3.478 | 2.889 | 3.073 | 3.364 | 2.453 | 23.866 |
| 1.000 | 3.738 | 2.589 | 1.000 | 2.889 | 3.073 | 1.000 | 1.000 | 16.289 |
| 2.266 | 2.352 | 4.084 | 2.147 | 4.449 | 4.449 | 3.364 | 2.453 | 25.565 |
| 3.667 | 3.738 | 2.589 | 3.478 | 4.449 | 3.073 | 3.364 | 3.891 | 28.249 |
| 2.266 | 2.352 | 2.589 | 2.147 | 2.889 | 1.896 | 2.092 | 3.891 | 20.122 |
| 3.667 | 3.738 | 2.589 | 3.478 | 2.889 | 3.073 | 2.092 | 2.453 | 23.979 |
| 3.667 | 3.738 | 4.084 | 3.478 | 4.449 | 3.073 | 2.092 | 2.453 | 27.035 |
| 2.266 | 2.352 | 2.589 | 2.147 | 2.889 | 3.073 | 2.092 | 2.453 | 19.861 |
| 2.266 | 1.000 | 2.589 | 3.478 | 2.889 | 1.896 | 1.000 | 2.453 | 17.572 |
| 2.266 | 2.352 | 2.589 | 1.000 | 2.889 | 3.073 | 2.092 | 1.000 | 17.261 |
| 3.667 | 3.738 | 2.589 | 3.478 | 2.889 | 4.449 | 3.364 | 2.453 | 26.627 |
| 2.266 | 2.352 | 2.589 | 3.478 | 4.449 | 4.449 | 3.364 | 3.891 | 26.838 |
| 3.667 | 3.738 | 1.000 | 3.478 | 2.889 | 3.073 | 1.000 | 2.453 | 21.299 |
| 1.000 | 2.352 | 2.589 | 3.478 | 4.449 | 3.073 | 1.000 | 1.000 | 18.941 |
| 3.667 | 2.352 | 4.084 | 3.478 | 4.449 | 3.073 | 3.364 | 2.453 | 26.921 |
| 2.266 | 2.352 | 2.589 | 3.478 | 4.449 | 3.073 | 1.000 | 2.453 | 21.660 |
| 2.266 | 2.352 | 4.084 | 2.147 | 2.889 | 3.073 | 2.092 | 2.453 | 21.357 |
| 3.667 | 3.738 | 4.084 | 3.478 | 2.889 | 4.449 | 2.092 | 2.453 | 26.851 |
| 2.266 | 2.352 | 2.589 | 3.478 | 2.889 | 3.073 | 2.092 | 3.891 | 22.630 |
| 3.667 | 2.352 | 4.084 | 2.147 | 2.889 | 4.449 | 2.092 | 3.891 | 25.572 |
| 3.667 | 3.738 | 4.084 | 3.478 | 2.889 | 3.073 | 3.364 | 3.891 | 28.186 |
| 3.667 | 3.738 | 4.084 | 3.478 | 2.889 | 4.449 | 3.364 | 2.453 | 28.123 |
| 3.667 | 3.738 | 4.084 | 3.478 | 4.449 | 3.073 | 3.364 | 2.453 | 28.307 |
| 2.266 | 2.352 | 2.589 | 3.478 | 2.889 | 4.449 | 2.092 | 2.453 | 22.568 |
| 2.266 | 2.352 | 2.589 | 3.478 | 2.889 | 3.073 | 3.364 | 2.453 | 22.465 |
| 3.667 | 3.738 | 4.084 | 2.147 | 2.889 | 4.449 | 3.364 | 2.453 | 26.792 |
| 3.667 | 2.352 | 2.589 | 2.147 | 4.449 | 3.073 | 3.364 | 2.453 | 24.094 |
| 3.667 | 2.352 | 2.589 | 2.147 | 2.889 | 4.449 | 3.364 | 2.453 | 23.910 |
| 3.667 | 3.738 | 4.084 | 3.478 | 4.449 | 4.449 | 3.364 | 3.891 | 31.121 |
| 3.667 | 3.738 | 4.084 | 2.147 | 4.449 | 4.449 | 2.092 | 2.453 | 27.080 |
| 3.667 | 3.738 | 2.589 | 3.478 | 2.889 | 4.449 | 2.092 | 2.453 | 25.355 |
| 2.266 | 1.000 | 2.589 | 1.000 | 1.000 | 3.073 | 1.000 | 2.453 | 14.381 |
| 2.266 | 2.352 | 2.589 | 2.147 | 4.449 | 3.073 | 3.364 | 2.453 | 22.693 |

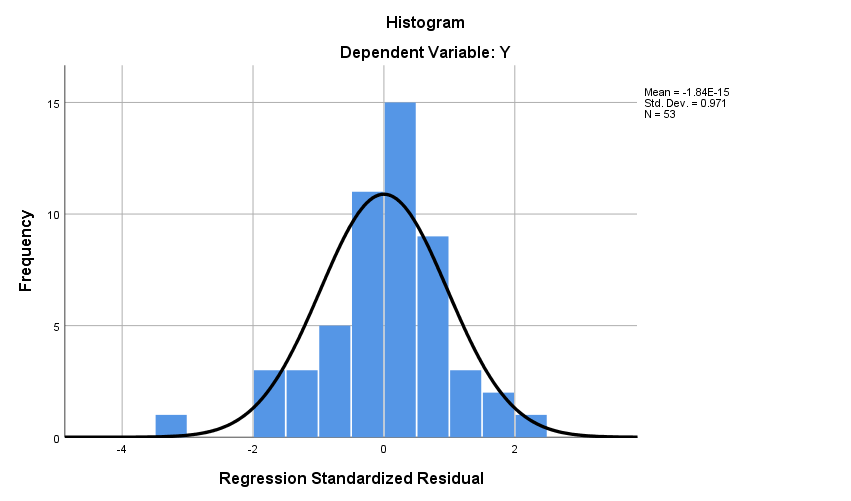
**Lampiran 21**

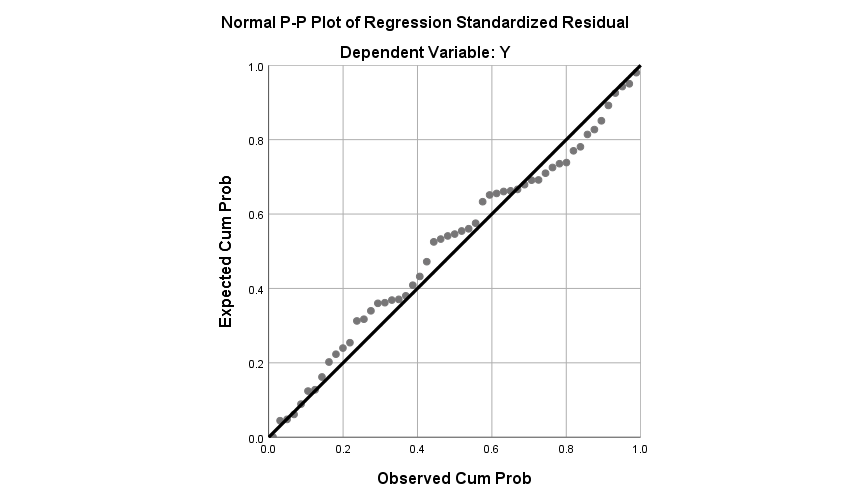
**Tabulasi Data MSI Penelitian Responden Variabel Budaya Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** |  |
| 2.450 | 3.991 | 3.791 | 3.098 | 3.722 | 2.483 | 3.898 | 3.389 | 4.449 | 2.253 | 4.381 | 37.906 |
| 3.931 | 2.506 | 3.791 | 4.484 | 2.330 | 3.937 | 2.458 | 3.389 | 3.073 | 3.626 | 3.023 | 36.549 |
| 2.450 | 3.991 | 2.372 | 4.484 | 3.722 | 3.937 | 3.898 | 3.389 | 4.449 | 1.000 | 4.381 | 38.074 |
| 3.931 | 2.506 | 3.791 | 4.484 | 2.330 | 2.483 | 3.898 | 4.821 | 3.073 | 3.626 | 4.381 | 39.327 |
| 3.931 | 3.991 | 3.791 | 4.484 | 3.722 | 2.483 | 2.458 | 3.389 | 4.449 | 3.626 | 3.023 | 39.347 |
| 3.931 | 3.991 | 2.372 | 4.484 | 3.722 | 2.483 | 2.458 | 2.072 | 4.449 | 2.253 | 4.381 | 36.597 |
| 3.931 | 3.991 | 2.372 | 3.098 | 3.722 | 3.937 | 3.898 | 3.389 | 3.073 | 3.626 | 4.381 | 39.419 |
| 3.931 | 2.506 | 2.372 | 1.896 | 1.000 | 1.000 | 2.458 | 3.389 | 1.000 | 3.626 | 1.896 | 25.075 |
| 3.931 | 3.991 | 2.372 | 3.098 | 3.722 | 3.937 | 2.458 | 3.389 | 4.449 | 2.253 | 4.381 | 37.982 |
| 1.000 | 2.506 | 1.000 | 3.098 | 1.000 | 1.000 | 2.458 | 2.072 | 1.896 | 1.000 | 3.023 | 20.054 |
| 2.450 | 2.506 | 3.791 | 3.098 | 3.722 | 2.483 | 3.898 | 3.389 | 3.073 | 2.253 | 1.896 | 32.561 |
| 2.450 | 2.506 | 1.000 | 3.098 | 2.330 | 1.000 | 2.458 | 2.072 | 3.073 | 2.253 | 1.896 | 24.138 |
| 3.931 | 2.506 | 2.372 | 1.896 | 1.000 | 2.483 | 1.000 | 2.072 | 1.896 | 2.253 | 3.023 | 24.433 |
| 2.450 | 2.506 | 3.791 | 4.484 | 3.722 | 2.483 | 2.458 | 3.389 | 4.449 | 2.253 | 4.381 | 36.367 |
| 3.931 | 2.506 | 1.000 | 3.098 | 2.330 | 2.483 | 1.000 | 3.389 | 4.449 | 2.253 | 4.381 | 30.822 |
| 2.450 | 2.506 | 2.372 | 1.896 | 2.330 | 2.483 | 2.458 | 1.000 | 1.896 | 2.253 | 3.023 | 24.668 |
| 3.931 | 3.991 | 2.372 | 4.484 | 3.722 | 3.937 | 3.898 | 3.389 | 4.449 | 3.626 | 4.381 | 42.181 |
| 3.931 | 2.506 | 3.791 | 3.098 | 3.722 | 2.483 | 2.458 | 3.389 | 3.073 | 3.626 | 3.023 | 35.101 |
| 3.931 | 3.991 | 2.372 | 4.484 | 3.722 | 2.483 | 3.898 | 4.821 | 3.073 | 3.626 | 4.381 | 40.784 |
| 3.931 | 2.506 | 3.791 | 3.098 | 2.330 | 2.483 | 2.458 | 2.072 | 3.073 | 1.000 | 3.023 | 29.767 |
| 3.931 | 2.506 | 3.791 | 4.484 | 3.722 | 3.937 | 2.458 | 3.389 | 3.073 | 3.626 | 4.381 | 39.299 |
| 3.931 | 2.506 | 3.791 | 4.484 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 2.253 | 4.381 | 35.081 |
| 2.450 | 2.506 | 3.791 | 3.098 | 3.722 | 2.483 | 2.458 | 3.389 | 4.449 | 2.253 | 3.023 | 33.623 |
| 2.450 | 3.991 | 3.791 | 4.484 | 2.330 | 3.937 | 2.458 | 4.821 | 3.073 | 3.626 | 3.023 | 37.985 |
| 2.450 | 2.506 | 2.372 | 3.098 | 3.722 | 2.483 | 3.898 | 3.389 | 1.896 | 2.253 | 1.896 | 29.965 |
| 3.931 | 3.991 | 2.372 | 3.098 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 3.626 | 4.381 | 35.134 |
| 2.450 | 3.991 | 2.372 | 3.098 | 3.722 | 2.483 | 3.898 | 3.389 | 3.073 | 3.626 | 3.023 | 35.126 |
| 2.450 | 3.991 | 2.372 | 3.098 | 2.330 | 2.483 | 3.898 | 2.072 | 3.073 | 2.253 | 3.023 | 31.045 |
| 2.450 | 2.506 | 2.372 | 1.000 | 2.330 | 1.000 | 1.000 | 3.389 | 1.896 | 2.253 | 3.023 | 23.220 |
| 2.450 | 1.000 | 2.372 | 3.098 | 1.000 | 2.483 | 1.000 | 3.389 | 3.073 | 1.000 | 3.023 | 23.889 |
| 3.931 | 3.991 | 2.372 | 3.098 | 2.330 | 3.937 | 3.898 | 4.821 | 4.449 | 3.626 | 4.381 | 40.837 |
| 3.931 | 3.991 | 3.791 | 4.484 | 2.330 | 2.483 | 2.458 | 4.821 | 4.449 | 3.626 | 4.381 | 40.747 |
| 3.931 | 3.991 | 2.372 | 3.098 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 1.000 | 4.381 | 32.508 |
| 3.931 | 3.991 | 2.372 | 3.098 | 2.330 | 1.000 | 2.458 | 3.389 | 3.073 | 2.253 | 3.023 | 30.918 |
| 3.931 | 2.506 | 3.791 | 3.098 | 3.722 | 3.937 | 3.898 | 4.821 | 3.073 | 2.253 | 3.023 | 38.055 |
| 2.450 | 3.991 | 3.791 | 3.098 | 2.330 | 2.483 | 1.000 | 3.389 | 3.073 | 2.253 | 3.023 | 30.882 |
| 2.450 | 3.991 | 2.372 | 3.098 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 2.253 | 3.023 | 30.921 |
| 3.931 | 2.506 | 3.791 | 4.484 | 2.330 | 3.937 | 2.458 | 4.821 | 4.449 | 3.626 | 4.381 | 40.717 |
| 2.450 | 2.506 | 2.372 | 1.896 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 3.626 | 3.023 | 29.607 |
| 2.450 | 3.991 | 3.791 | 4.484 | 2.330 | 3.937 | 3.898 | 4.821 | 4.449 | 3.626 | 1.000 | 38.779 |
| 2.450 | 3.991 | 2.372 | 4.484 | 3.722 | 2.483 | 3.898 | 3.389 | 3.073 | 3.626 | 4.381 | 37.871 |
| 3.931 | 3.991 | 2.372 | 3.098 | 3.722 | 3.937 | 2.458 | 3.389 | 4.449 | 3.626 | 4.381 | 39.355 |
| 2.450 | 3.991 | 3.791 | 4.484 | 2.330 | 3.937 | 3.898 | 3.389 | 3.073 | 3.626 | 3.023 | 37.993 |
| 3.931 | 3.991 | 3.791 | 3.098 | 3.722 | 2.483 | 2.458 | 2.072 | 4.449 | 2.253 | 3.023 | 35.271 |
| 2.450 | 2.506 | 3.791 | 3.098 | 2.330 | 2.483 | 2.458 | 4.821 | 3.073 | 3.626 | 3.023 | 33.661 |
| 3.931 | 3.991 | 2.372 | 3.098 | 3.722 | 3.937 | 3.898 | 3.389 | 4.449 | 3.626 | 4.381 | 40.795 |
| 2.450 | 2.506 | 2.372 | 4.484 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 2.253 | 3.023 | 30.823 |
| 2.450 | 2.506 | 3.791 | 1.896 | 2.330 | 2.483 | 2.458 | 3.389 | 4.449 | 2.253 | 3.023 | 31.029 |
| 3.931 | 3.991 | 3.791 | 4.484 | 3.722 | 3.937 | 3.898 | 4.821 | 4.449 | 3.626 | 4.381 | 45.033 |
| 3.931 | 3.991 | 2.372 | 4.484 | 2.330 | 3.937 | 2.458 | 4.821 | 4.449 | 2.253 | 4.381 | 39.409 |
| 2.450 | 2.506 | 3.791 | 3.098 | 1.000 | 2.483 | 2.458 | 3.389 | 4.449 | 3.626 | 3.023 | 32.274 |
| 1.000 | 1.000 | 1.000 | 3.098 | 3.722 | 2.483 | 2.458 | 2.072 | 3.073 | 3.626 | 1.896 | 25.429 |
| 3.931 | 2.506 | 2.372 | 3.098 | 2.330 | 2.483 | 2.458 | 3.389 | 3.073 | 2.253 | 3.023 | 30.917 |

**Lampiran 22**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 53 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.46256910 |
| Most Extreme Differences | Absolute | .092 |
| Positive | .067 |
| Negative | -.092 |
| Test Statistic | | .092 |
| 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. | | |

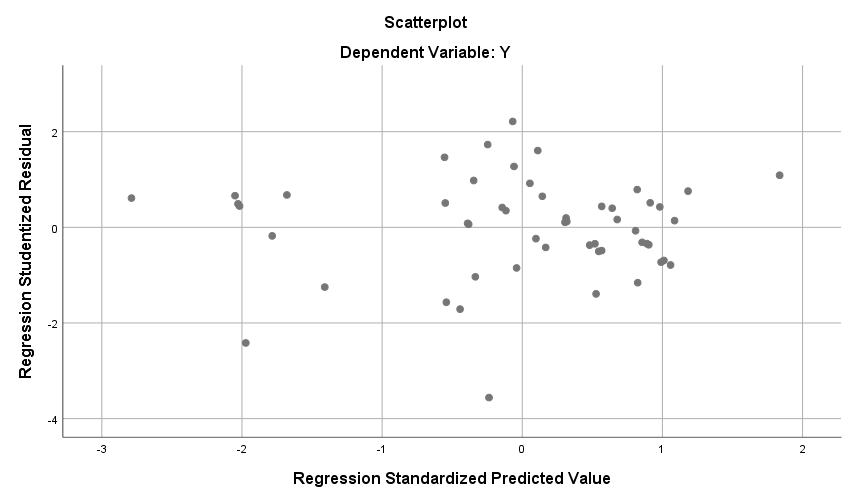
**Lampiran 23**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -4.703 | 1.275 |  | -3.688 | .001 |  |  |
| X1 | .425 | .132 | .327 | 3.234 | .002 | .241 | 4.148 |
| X2 | .306 | .116 | .304 | 2.647 | .011 | .186 | 5.363 |
| X3 | .259 | .086 | .354 | 2.996 | .004 | .176 | 5.677 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 24**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.088 | .791 |  | 2.638 | .011 |
| X1 | .004 | .082 | .015 | .052 | .959 |
| X2 | .093 | .072 | .413 | 1.297 | .201 |
| X3 | -.094 | .054 | -.571 | -1.745 | .087 |
| a. Dependent Variable: RES\_2 | | | | | | |

**Lampiran 25**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Y | 18.86647 | 4.212213 | 53 |
| X1 | 18.14028 | 3.235169 | 53 |
| X2 | 22.93915 | 4.185505 | 53 |
| X3 | 34.13868 | 5.764060 | 53 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Y | X1 | X2 | X3 |
| Pearson Correlation | Y | 1.000 | .884 | .893 | .902 |
| X1 | .884 | 1.000 | .841 | .851 |
| X2 | .893 | .841 | 1.000 | .887 |
| X3 | .902 | .851 | .887 | 1.000 |
| Sig. (1-tailed) | Y | . | .000 | .000 | .000 |
| X1 | .000 | . | .000 | .000 |
| X2 | .000 | .000 | . | .000 |
| X3 | .000 | .000 | .000 | . |
| N | Y | 53 | 53 | 53 | 53 |
| X1 | 53 | 53 | 53 | 53 |
| X2 | 53 | 53 | 53 | 53 |
| X3 | 53 | 53 | 53 | 53 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X1, X2b | . | Enter |
| a. Dependent Variable: Y | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -4.703 | 1.275 |  | -3.688 | .001 |
| X1 | .425 | .132 | .327 | 3.234 | .002 |
| X2 | .306 | .116 | .304 | 2.647 | .011 |
| X3 | .259 | .086 | .354 | 2.996 | .004 |
| a. Dependent Variable: Y | | | | | | | |

**Lampiran 26**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -4.703 | 1.275 |  | -3.688 | .001 |
| X1 | .425 | .132 | .327 | 3.234 | .002 |
| X2 | .306 | .116 | .304 | 2.647 | .011 |
| X3 | .259 | .086 | .354 | 2.996 | .004 |
| a. Dependent Variable: Y | | | | | | | |

**Lampiran 27**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 811.389 | 3 | 270.463 | 119.143 | .000b |
| Residual | 111.234 | 49 | 2.270 |  |  |
| Total | 922.623 | 52 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X1, X2 | | | | | | |

**Lampiran 28**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .938a | .879 | .872 | 1.506677 | 1.941 |
| a. Predictors: (Constant), X3, X1, X2 | | | | | |
| b. Dependent Variable: Y | | | | | |