

DAFTAR PUSTAKA

- Adawiyah, S. (2020). *Human Relations* (Edisi Pertama). Edu Putaka.
- Affandi, P. (2016). *Human Resources Management*. Cv Budi Utama.
- Ahmad, Y., Tewel, B., & Taroreh, R. N. (2019). Pengaruh Stres Kerja, Beban Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Fif Group Manado The Effect Of Work Stress, Workload, And Work Environment On Employee Performance At Pt. Fif Group Manado. In *Pengaruh... 2811 Jurnal Emba* (Vol. 7, Issue 3). <https://ejournal.unsrat.ac.id/V3/Index.php/Emba/Article/View/23747>
- Amrita, -Issn Jurnal Widya, & Manajemen, J. (2021). *Kewirausahaan Dan Pariwisata Pebruari* (Vol. 1, Issue 1). <https://ejournal.unhi.ac.id/Index.php/Widyaamrita/Article/View/1158>
- Ananda, M. S., Wadud, M., & Handayani, S. (2021). *Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Stres Kerja Pada Karyawan Pt. Kereta Api Indonesia (Persero) Divisi Regional Iv Tanjungkarang* (Vol. 2, Issue 4). <https://journal.jis-institute.org/Index.php/Jbme/Article/View/504/373>
- Arikunto, S. (2013). *Prosedur Penelitian Suatu Pendekatan Praktik* (15th Ed.). Pt. Rineka Cipta.
- Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Erlangga.
- Budiansa, K. (2021). *Beban Kerja Dan Kinerja Sumber Daya Manusia* (Edisi Pertama). Cv. Pena Persada.
- Claudia, D., Simanjuntak, Y., Hafiz Mudrika, A., & Syahputra Tarigan, A. (2021). Pengaruh Stres Kerja, Beban Kerja, Lingkungan Kerja Terhadap Kinerja Karyawan Pt. Jasa Marga (Persero) Tbk Cabang Belmera. *Jurnal Indonesia Sosial Teknologi*, 2(3), 353. <https://ejournal.unmas.ac.id/Index.php/Juima/Article/View/2061>
- Donny Indriyanto, & Grace Tianna Solovida. (2019). *Proceeding Seminar Nasional Dan Call For Papers 2019 Isu-Isu Riset Bisnis Dan Ekonomi Di Era Disrupsi: Strategi Publikasi Di Jurnal Bereputasi Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Melalui Burnout Sebagai Variabel Intervening (Studi Kasus Pada Pegawai Kcp Bank Jateng Di Kabupaten Pemalang)*.

[Http://jurnal.stiebankbpdjateng.ac.id/jurnal/index.php/magisma/article/view/77](http://jurnal.stiebankbpdjateng.ac.id/jurnal/index.php/magisma/article/view/77)

- Effendy, O. (2009). *Human Relation & Public Relation*. Cv. Mandra Maju.
- Enny, M. (2019). *Manajemen Sumber Daya Manusia* (Edisi Pertama). Ubhara Manajemen Press.
- Ghozali. (2018). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25* (Edisi 9). Undip.
- Ghozali, I. (2016). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss 22*. Badan Penerbit Universitas Diponegoro.
- Harras, H., Endang, Sugiarti, & Wahyudi. (2020). *Kajian Manajemen Sumber Daya Manusia* (Edisi Pertama). Unpam Press.
- Hidayat Siregar, W., Subhan Batubara, A., & Islam Sumatera Utara, U. (2020). Pengaruh Human Relation, Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dinas Pengelolaan Keuangan Dan Aset Daerah Kabupaten Mandailing Natal. In *Jurnal Ekonomi Keuangan Dan Kebijakan Publik* (Vol. 2, Issue 2). <https://jurnal.uisu.ac.id/index.php/jekkp/article/view/3396>
- Hustia, A. (2020). Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Perusahaan Wfo Masa Pandemi. *Jurnal Ilmu Manajemen*, 10(1), 81. <https://doi.org/10.32502/jimn.v10i1.2929>
- Juniarti, T. A., Bayu Indra Setia, & Helmi Nofrizal Fahmi. (2021). *Lingkungan Organisasi Dan Etos Kerja Dalam Msdm*. Cv. Pena Persada.
- Kaburito, F., Taroreh, R. N., Lumintang, G. G., Manajemen, J., Ekonomi, F., & Bisnis, D. (2020). Pengaruh Human Relationship, Lingkungan Kerja Fisik Dan Komunikasi Terhadap Etos Kerja Pegawai Perum Bulog Divre Sulut Dan Gorontalo The Effect Of Human Relationship, Physical Work Environment And Communication Towards Work Ethics Of Perum Bulog Divre Sulut Dan Gorontalo. *2116 Jurnal Emba*, 8(1), 2116–2125. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/28124>
- Koesomowidjojo, S. R. M. (2017). *Analisis Beban Kerja*. Raih Asa Sukses.
- Norawati, S., Yusup,), Yunita, A., Husein,), Tinggi, S., & Bangkinang, I. E. (2021). *Analisis Lingkungan Kerja Dan Beban Kerja Dan Pengaruhnya Terhadap Kinerja Pegawai Badan Pendapatan Daerah (Bapenda)*

Kabupaten Kampar Analysis Of The Work Environment And Workload And Their Effect On Employee Performance Of The Regional Revenue Agency (Bapenda) Kampar Regency. 01.
<https://jurnal.umsb.ac.id/index.php/menarailmu/article/view/2459>

- Rakhmat, J. (2007). *Psikologi Komunikasi* (24th Ed.). Remaja Rosdakarya.
- Sedarmayanti. (2019). *Manajemen Sumber Daya Manusia*. Refika Aditama.
- Siagan. (2014). *Manajemen Sumber Daya Manusia* (21st Ed.). Bumi Askara.
- Sinambela, P. L. (2016). *Manajemen Sumber Daya Manusia* (Suryani & Restu Damayanti, Eds.). Bumi Damayanti.
- Subroto, S., & Amalia, M. R. (2022). *Leadership And Work Environment: The Impact On The Performance Of Msme Employees In Tegal City*.
- Sugiyono. (2013). *Metode Penelitian Kuantitatif Kualitatif Dan R&D* (Edisi 19). Alfabeta.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D* (Edisi 2). Alfabeta.
- Suliyanto. (2018). *Metode Penelitian Bisnis*. Andi Offset (Anggota Ikapi).
- Sundayo, K. A., Sendow, G. M., Lumintang, G. G., Ekonomi Dan Bisnis, F., & Manajemen Universitas Sam Ratulangi Manado, J. (2021). *The Effect Of Human Relation, Work Environment And Job Satisfaction On The Performance Of Paris Superstore Kotamobagu Employees*. 9(2), 1008–1017.
<https://ejournal.unsrat.ac.id/v3/index.php/emba/article/download/35212/32960>
- Yantika, Y., Herlambang, T., Rozzaid, Y., Ekonomi, F., & Muhammadiyah Jember, U. (2018). Pengaruh Lingkungan Kerja, Etos Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Pemkab Bondowoso) The Effect Of Work Environment, Work Ethos, And Work Discipline To Employee Performance (Case Study On Pemkab Bondowoso). In *Jurnal Manajemen Dan Bisnis Indonesia* (Vol. 4, Issue 2).
<http://jurnal.unmuhjember.ac.id/index.php/jmbi/article/view/1760>

LAMPIRAN



**YAYASAN PENDIDIKAN PANCASAKTI
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS**

Jalan Halmahera KM.1 Kota Tegal 52121
Sekretariat : Telp (0283) 355720
Web : <http://feb.upstegal.ac.id>, email : feb@upstegal.ac.id

Nomor : 11/K/E/FEB/UPS/XI/2022 Tegal, 22 November 2022
Lampiran : -
Perihal : Ijin Penelitian Dan Permintaan Data
Kepada : Yth. Kepala UPT. Balai Yasa Tegal
Jl. Semeru No.5, Tegal, Jawa Tengah
di –Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi. Berkenaan dengan hal tersebut, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa :

N a m a : Endang Sulistiani
NPM : 4119500302
Program Studi : Manajemen
Judul Skripsi : Pengaruh Human Relationship, Lingkungan Kerja Dan Beban Kerja Terhadap Kinerja Karyawan UPT.Balai Yasa Tegal

Atas bantuan dan kerja sama yang baik kami ucapkan terima kasih,



D. FARIANS Noviany R., S.E., M.M., Akt., CA
INDONESIA 0628117502



Nomor : 01/XII/SDM/BYTG-2022

Tegal, 01 Desember 2022

Lamp : 1 lembar

Hal : Tanggapan Permohonan Penelitian

Kepada Yth
Dekan Fakultas Ekonomi dan Bisnis
Universitas Pancasakti Tegal
Di Tempat

Dengan Hormat

Memperhatikan Surat dari Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, dengan nomor surat 11/K/E/FEB/UPS/XI/2022 tertanggal 29 November 2022 tentang permohonan izin penelitian. Bersama ini kami sampaikan pada prinsipnya kami tidak keberatan/ menyetujui untuk menerima mahasiswa dalam kegiatan tersebut dari instansi yang saudara pimpin.

Demikian atas kerjasamanya kami ucapkan terimakasih.

UPT. Balai Yasa Tegal

Tanggungjawab Sistem informasi Pekerja,



NIPP. 61319



LAMPIRAN 3

Lampiran 3 Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Human Relations*, Lingkungan Kerja dan Beban Kerja terhadap Kinerja Karyawan Bagian Produksi UPT BALAI YASA TEGAL

Kepada Yth,

Bapak/Ibu/Sdr Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/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, April 2023

Hormat Saya,

Endang Sulistiani

KARAKTERISTIK RESPONDEN

1. Jenis Kelamin
 - a. Perempuan
 - b. Laki-laki
2. Usia
 - a. 21-30 tahun
 - b. 31-40 tahun
 - c. > 41 tahun
3. Pendidikan
 - a. S2
 - b. S1
 - c. D3
 - d. SMK/SMA

Keterangan

STS: Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

Petunjuk Pengisian

1. Isilah identitas secara lengkap
2. Bacalah pertanyaan dengan teliti sebelum menjawab.
3. Berilah jawaban sesuai dengan kondisi yang bapak/Ibu/Saudara rasakan agar diperoleh data yang benar, akurat dan objektif.
4. Isilah pernyataan dibawah ini dengan memberi tanda (√) pada kolom yang telah tersedia :

STS (Skor 1) : Sangat tidak setuju

TS (Skor 2) : Tidak setuju

N (Skor 3) : Netral

S (Skor 4) : Setuju

SS (Skor 5) : Sangat setuju

DAFTAR PERNYATAAN KOESIONER

1) Variabel Kinerja (Y)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
1.	Karyawan mengerjakan tugasnya terlalu banyak					
2.	Karyawan mampu menyelesaikan pekerjaan sesuai target yang telah ditetapkan perusahaan					
3.	Karyawan mampu menyelesaikan pekerjaan sesuai dengan kualitas yang diharapkan perusahaan					
4.	Karyawan mempunyai kemampuan sesuai dengan tugas dan tanggung jawab yang dibebankan					
5.	Karyawan mampu menyelesaikan pekerjaan sesuai dengan batas waktu yang telah diharapkan perusahaan					
6.	Karyawan selalu memaksimalkan waktu bekerja dengan tidak melakukan hal lain selain tugas dan tanggung jawab yang diberikan					
7.	Karyawan selalu hadir ditempat kerja tepat waktu					
8.	Karyawan selalu datang tepat waktu setelah jam istirahat					

9.	Karyawan selalu menjaga hubungan kerja baik dengan pimpinan maupun dengan sesama rekan kerja					
10	Karyawan tidak ada masalah komunikasi dengan rekan kerja					

2) Variabel Human Relations (X1)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
1.	Dengan diberikannya target, karyawan dapat meningkatkan kerjasama dengan rekan kerja					
2.	Karyawan memiliki inisiatif untuk membantu rekan kerya yang pekerjaannya belum selesai					
3.	Karyawan dapat membantu menyelesaikan pekerjaan rekan kerja lainnya saat mengalami kesulitan					
4.	Karyawan dapat bertanggung jawab atas pekerjaan yang diselesaikannya (seperti menggunakan peralatan dan perlengkapan saat bekerja, serta hasil pekerjaannya)					
5.	Karyawan siap menghadapi permasalahan dan tekanan dalam pekerjaan					
6.	Karyawan dapat menikmati pekerjaannya					

7.	Karyawan mampu mengendalikan emosional dengan lingkungan bila lingkungan tidak sesuai yang diharapkan					
8.	Karyawan mampu mengendalikan emosional dalam melaksanakan pekerjaan agar suasana kondusif					
9.	Karyawan selalu menghormati latar belakang budaya masing-masing					
10.	Karyawan mudah menaruh kepercayaan dengan sesama rekan kerja					

3) Variabel Lingkungan Kerja (X2)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
1.	Penerangan/cahaya ditempat kerja sudah memadai					
2.	Sirkulasi udara pada tempat kerja sudah memadai					
3.	Peralatan ditempat kerja sudah sesuai dengan kebutuhan kerja					
4.	Apakah tempat kerja karyawan terdapat polusi yang mengganggu kesehatan					
5.	Fasilitas kerja yang diterima karyawan sesuai dengan bidang kerja					
6.	Keamanan ditempat kerja sudah cukup baik					
7.	Hubungan dan perlakuan antar					

	karyawan berjalan dengan baik					
8.	Komunikasi antar karyawan berjalan dengan cukup baik					
9.	Hubungan atasan dengan bawahan sudah cukup baik					
10.	Atasan tidak membedakan-karyawan satu dengan lainnya					

4) Variabel Beban Kerja (X3)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
1.	Komunikasi yang baik antar rekan kerja dan atasan dengan bawahan dapat membantu kelancaran dalam meleksanakan pekerjaan karyawan					
2.	Pekerjaan karyawan terlalu beresiko					
3.	Karyawan dipandu oleh manager terkalit pekerjaan					
4.	Perusahaan telah menyediakan sarana yang memadai untuk menyelesaikan pekerjaan karyawan					
5.	Waktu yang diberikan perusahaan untuk menyelesaikan pekerjaan karyawan sudah cukup					
6.	Pada jam istirahat karyawan juga menyelesaikan pekerjaannya					
7.	Memiliki inisiatif untuk membantu pekerjaan rekan kerjanya saat					

	pekerjaannya sudah selesai dan sesama rekan kerja dapat diandalkan					
8.	Target yang harus karyawan capai sudah jelas					
9.	Karyawan dapat menyesuaikan diri dengan perubahan yang tidak terduga dalam tuntutan pekerjaan untuk memenuhi jadwal					
10.	Karyawan dapat mengidentifikasi masalah dan dapat menerapkan solusi jika terjadi masalah					

Lampiran 4

Data Uji Validitas dan Reliabilitas Variabel *Human Relations*

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	4	4	4	3	4	4	4	4	4	40
2	5	4	4	5	4	4	4	4	3	3	40
3	4	3	4	4	4	4	5	4	3	4	39
4	4	4	5	3	4	5	5	3	5	3	41
5	5	4	4	5	5	4	4	5	4	4	44
6	3	5	5	4	5	5	5	4	3	3	42
7	4	4	5	5	4	3	5	4	3	4	41
8	4	5	4	4	4	4	5	5	4	4	43
9	5	4	4	5	4	3	4	4	4	3	40
10	4	4	4	4	4	4	5	4	4	4	41
11	4	3	4	4	4	4	5	4	5	3	40
12	5	4	4	5	4	3	4	5	3	4	41
13	4	4	5	4	5	4	4	4	4	4	42
14	4	4	5	5	3	3	4	4	5	4	41
15	4	3	5	4	4	4	3	5	4	5	41
16	4	4	4	5	4	4	4	5	4	3	41
17	4	4	5	4	4	4	5	4	4	4	42
18	5	4	4	4	4	4	4	4	5	4	42
19	3	3	4	3	3	3	3	4	3	2	31
20	5	5	5	5	5	5	5	5	5	5	50
21	4	4	5	4	3	4	4	4	3	4	39

22	5	5	4	4	4	4	4	4	3	4	41
23	5	5	5	5	4	4	5	5	5	4	47
24	5	5	4	5	5	5	5	5	4	5	48
25	4	4	5	4	4	4	5	4	4	3	41
26	5	3	4	5	4	3	4	4	4	3	39
27	4	4	5	4	5	5	4	5	3	4	43
28	4	5	5	4	4	4	5	3	3	3	40
29	4	3	3	3	4	5	4	4	4	3	37
30	3	2	3	4	3	3	3	3	3	2	29

Lampiran 5

Data Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	3	4	4	3	4	4	4	3	4	37
2	3	4	3	3	4	3	4	4	4	3	35
3	5	5	4	3	5	3	5	5	5	4	44
4	2	3	3	3	3	4	3	3	3	3	30
5	3	4	4	5	3	3	4	4	4	4	38
6	3	3	4	3	3	4	3	4	4	3	34
7	4	3	3	3	3	4	3	3	3	4	33
8	5	3	3	3	3	3	4	3	5	3	35
9	3	3	3	2	3	2	3	3	3	3	28
10	3	3	2	3	3	3	3	3	3	3	29
11	5	4	4	3	4	3	5	5	3	4	40
12	4	5	4	4	3	5	3	4	5	3	40

13	4	3	4	3	3	3	4	3	3	3	33
14	5	3	3	4	4	3	3	4	3	5	37
15	5	4	3	5	4	4	3	3	5	5	41
16	4	4	4	3	4	4	4	5	3	4	39
17	3	3	4	4	3	4	3	3	5	4	36
18	5	3	4	2	4	5	3	3	4	3	36
19	4	3	3	3	2	3	3	4	3	3	31
20	4	4	5	4	4	5	4	3	4	5	42
21	5	3	4	4	5	4	4	4	3	3	39
22	5	5	5	5	5	5	5	5	5	5	50
23	3	3	4	3	3	3	4	3	3	3	32
24	5	5	5	4	5	4	5	5	4	5	47
25	4	4	4	4	4	4	4	5	4	3	40
26	5	5	5	5	5	5	5	5	5	5	50
27	4	4	5	4	4	4	3	3	4	4	39
28	5	3	4	4	4	4	3	4	4	5	40
29	4	2	4	3	3	3	3	3	2	3	30
30	3	3	3	3	3	3	3	3	3	2	29

Lampiran 6

Data Uji Validitas dan Reliabilitas Variabel Beban Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	5	4	4	4	4	4	3	5	4	42
2	5	4	4	5	4	5	4	4	4	5	44
3	5	5	5	5	3	5	3	4	5	5	45

4	4	5	5	4	5	5	4	4	5	4	45
5	4	4	4	3	3	5	3	3	5	5	39
6	4	5	4	4	3	5	4	4	4	4	41
7	5	5	5	5	5	5	5	5	4	5	49
8	5	5	5	5	5	4	5	5	5	4	48
9	5	4	5	4	5	5	4	4	5	5	46
10	5	5	5	4	4	3	4	5	5	5	45
11	4	4	3	4	3	3	3	3	4	5	36
12	4	4	4	4	5	5	5	4	5	5	45
13	4	5	5	5	5	5	5	4	5	4	47
14	5	4	5	5	4	4	5	5	4	4	45
15	4	4	5	5	5	5	5	5	5	5	48
16	5	3	5	3	3	5	3	5	4	4	40
17	3	3	4	3	2	5	3	3	4	4	34
18	3	4	4	3	3	3	4	3	3	3	33
19	3	4	5	4	5	3	4	4	5	4	41
20	4	4	5	5	4	4	3	4	5	3	41
21	4	3	3	4	4	3	4	4	5	4	38
22	5	3	4	3	4	4	4	5	4	4	40
23	5	4	4	5	4	4	5	4	4	4	43
24	3	4	4	3	3	4	3	3	5	5	37
25	4	4	4	4	4	3	5	4	4	4	40
26	4	5	4	4	3	4	4	4	4	5	41
27	4	5	3	3	4	5	5	4	4	4	41
28	5	4	4	5	4	5	4	4	5	5	45
29	4	5	3	4	5	3	4	3	3	4	38

30	3	4	3	3	3	4	4	3	3	3	33
----	---	---	---	---	---	---	---	---	---	---	----

Lampiran 7

Data Uji Validitas dan Reliabilitas Variabel Kinerja Karyawan

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	4	3	4	3	4	3	4	3	3	35
2	4	4	3	3	3	3	4	3	3	2	32
3	5	5	4	4	4	4	4	4	5	4	43
4	3	3	3	3	4	4	3	3	3	3	32
5	3	3	2	4	3	3	3	3	2	3	29
6	5	5	4	5	5	4	5	5	4	5	47
7	3	3	3	3	4	3	3	3	3	2	30
8	4	5	3	4	5	3	4	3	3	4	38
9	3	3	3	4	4	4	4	3	4	3	35
10	4	4	4	3	3	4	4	4	4	3	37
11	4	4	4	4	3	4	4	3	4	4	38
12	3	3	2	3	2	3	3	3	2	2	26
13	4	3	3	4	4	3	3	4	3	4	35
14	4	4	4	5	3	3	3	3	4	4	37
15	3	3	3	4	4	3	3	3	3	3	32
16	4	4	3	4	4	3	4	4	5	4	39
17	4	4	3	4	4	4	4	5	4	3	39
18	5	5	4	5	5	5	5	5	4	3	46
19	3	3	3	3	3	3	4	3	3	3	31
20	4	4	3	3	5	5	3	4	5	3	39
21	4	4	3	4	3	3	4	4	3	4	36

22	5	4	4	4	5	5	5	4	4	4	44
23	3	3	3	3	4	3	3	3	4	3	32
24	5	5	5	5	4	4	4	4	5	4	45
25	3	4	4	4	3	4	4	4	4	4	38
26	5	5	4	5	5	5	4	5	5	5	48
27	4	4	3	3	4	4	5	5	4	4	40
28	4	3	4	4	4	4	4	3	4	3	37
29	2	3	2	3	3	3	3	3	3	2	27
30	4	3	4	3	3	4	4	3	3	3	34

Lampiran 8

Data Uji Kinerja Karyawan

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	3	5	4	4	3	4	5	5	5	5	43
2	4	5	4	4	5	4	4	4	4	5	43
3	4	4	4	5	2	3	4	4	5	4	39
4	5	4	5	4	4	4	4	5	4	4	43
5	4	5	5	5	3	5	4	3	4	4	42
6	4	4	5	5	3	5	5	4	5	5	45
7	5	5	4	4	4	4	5	4	4	3	42
8	5	3	4	3	4	4	5	5	5	3	41
9	5	5	5	4	4	4	5	4	3	4	43
10	4	4	4	3	5	3	4	5	4	4	40
11	4	5	3	4	4	5	4	4	5	4	42
12	4	4	4	5	4	4	3	5	4	5	42
13	3	3	4	4	5	4	3	4	4	4	38
14	3	3	5	5	5	5	4	3	4	3	40
15	5	4	5	4	5	4	5	3	4	5	44
16	4	3	4	4	4	3	3	4	3	3	35
17	4	3	4	5	3	5	5	4	4	5	42

18	4	4	5	5	4	3	5	5	4	4	43
19	4	4	5	4	4	3	4	4	4	4	40
20	5	3	4	4	5	4	5	3	3	5	41
21	4	4	5	4	5	5	5	4	4	5	45
22	4	4	5	4	4	5	5	5	5	4	45
23	4	3	4	4	4	4	5	5	4	3	40
24	5	4	5	5	3	5	3	3	4	4	41
25	4	5	4	3	3	4	4	4	4	5	40
26	3	4	3	4	4	5	3	5	5	4	40
27	3	4	5	3	5	4	5	3	5	5	42
28	5	3	5	3	4	5	4	4	5	4	42
29	4	4	5	5	5	4	4	5	4	5	45
30	4	4	3	4	4	5	5	4	4	5	42
31	4	5	4	5	5	4	4	3	5	4	43
32	4	5	5	4	5	4	5	5	5	5	47
33	5	4	4	4	4	5	5	4	4	5	44
34	5	4	5	5	5	5	6	5	4	4	48
35	5	5	5	4	5	5	5	4	4	5	47
36	4	4	5	4	4	5	5	4	4	5	44
37	5	3	4	5	3	4	5	4	2	4	39
38	5	5	4	4	4	4	4	5	4	3	42
39	3	4	5	5	5	3	5	4	3	5	42
40	4	4	5	3	4	4	5	4	4	4	41
41	4	3	4	5	4	4	5	5	4	4	42
42	5	4	4	4	5	3	3	4	4	5	41
43	5	4	3	3	5	5	5	5	5	5	45
44	4	5	4	5	5	5	4	3	5	4	44
45	5	4	5	3	4	5	5	5	5	5	46
46	5	5	4	5	5	5	5	5	4	4	47
47	5	5	5	4	5	5	5	4	5	5	48
48	5	4	5	5	5	4	5	4	5	5	47
49	5	4	3	3	3	4	5	5	5	4	41
50	4	5	5	5	5	4	4	5	4	3	44
51	5	5	3	5	4	5	5	5	3	4	44
52	5	3	4	4	4	4	4	4	4	4	40
53	4	4	5	4	4	5	4	3	5	4	42

54	4	4	5	5	4	4	4	3	5	3	41
55	3	4	3	3	4	5	5	4	4	3	38
56	4	4	4	4	5	4	5	5	4	5	44
57	4	3	4	4	4	5	4	4	5	5	42
58	4	5	5	4	4	4	3	3	5	2	39
59	3	3	4	5	3	5	4	5	4	4	40
60	4	5	4	5	4	4	3	3	3	4	39
61	4	5	5	4	4	3	4	4	5	4	42
62	3	4	3	3	4	4	5	4	4	3	37
63	4	5	5	3	4	4	4	5	3	4	41
64	4	4	4	4	5	5	4	4	4	4	42
65	4	4	5	5	4	4	5	5	4	5	45
66	4	4	5	4	3	5	4	4	5	4	42
67	5	3	4	4	5	5	5	5	4	4	44
68	5	4	4	4	5	5	4	4	5	5	45
69	4	5	5	5	5	5	3	4	4	3	43
70	3	3	5	4	5	4	4	5	5	4	42
71	4	3	5	5	5	5	5	5	5	3	45
72	5	4	5	5	4	4	4	4	4	3	42
73	3	4	3	2	4	4	4	5	4	4	37
74	4	4	4	5	4	4	5	4	3	4	41
75	4	3	4	4	4	5	4	4	5	5	42
76	3	3	5	3	5	5	4	5	5	4	42
77	4	5	3	4	5	4	3	4	5	4	41
78	4	4	5	5	4	3	4	4	4	5	42
79	3	4	3	3	5	4	5	5	4	4	40
80	4	4	3	5	4	5	4	5	5	4	43
81	5	4	5	4	5	4	5	3	4	5	44
82	5	3	3	4	4	4	3	4	3	3	36
83	4	3	4	5	3	5	5	4	4	4	41
84	4	4	5	5	4	5	5	5	4	4	45
85	4	5	5	4	4	3	4	5	4	4	42
86	5	4	4	5	5	4	5	5	3	3	43
87	5	4	5	4	4	4	5	4	4	5	44
88	4	5	4	5	4	3	5	5	5	4	44
89	4	3	4	4	4	4	5	4	5	5	42

90	5	4	4	5	4	5	4	4	5	4	44
91	4	5	3	5	5	4	4	5	5	5	45
92	5	4	5	3	4	3	4	3	4	4	39
93	5	5	3	4	4	4	5	5	5	3	43
94	5	3	4	3	3	4	5	4	5	4	40
95	4	4	5	4	4	5	4	5	5	5	45
96	4	5	4	4	5	5	5	4	4	5	45
97	4	5	4	5	5	5	4	5	5	4	46
98	4	5	5	4	5	5	5	5	4	4	46
99	5	4	4	4	4	4	5	4	4	5	43
100	5	4	5	5	5	5	5	5	4	4	47
101	5	5	5	4	5	5	5	5	3	4	46
102	4	4	5	4	4	4	4	4	4	5	42
103	5	4	4	4	3	4	3	5	3	3	38
104	5	5	4	4	5	4	5	4	4	3	43
105	3	4	4	3	4	5	5	4	5	4	41
106	4	4	5	5	5	5	5	5	4	4	46
107	4	5	5	5	4	4	3	5	4	3	42
108	5	4	4	4	5	4	4	4	4	5	43
109	5	4	5	4	4	5	5	5	5	5	47
110	4	5	4	5	5	5	4	3	4	4	43
111	5	4	5	5	5	4	5	5	4	5	47
112	5	5	5	4	4	3	5	5	5	4	45
113	5	5	5	4	5	5	5	4	5	5	48
114	5	4	5	5	5	4	5	4	5	4	46
115	4	5	4	5	5	4	3	5	4	4	43
116	4	5	5	5	5	4	5	4	4	5	46
117	5	5	3	5	5	4	5	5	4	4	45
118	5	3	4	4	4	5	5	5	4	4	43
119	5	4	5	4	4	5	4	4	5	5	45
120	4	4	5	4	4	5	4	4	5	5	44
121	5	3	3	4	4	4	5	4	4	3	39
122	5	4	4	4	5	5	5	5	5	5	47
123	4	3	3	4	4	4	4	4	5	5	40
124	4	3	4	5	5	4	3	5	4	4	41
125	5	4	5	5	3	5	4	5	4	4	44

126	5	5	5	4	4	4	3	5	3	3	41
127	4	5	4	4	4	5	5	5	4	4	44
128	4	4	5	3	4	3	5	4	4	3	39
129	4	5	4	3	5	4	4	4	5	4	42
130	5	4	4	4	5	5	4	4	5	4	44
131	5	4	4	3	4	4	5	5	4	5	43
132	5	5	5	4	5	5	4	4	5	4	46
133	5	3	4	4	5	4	4	5	4	4	42
134	5	5	4	4	5	5	5	5	5	5	48
135	4	5	3	3	4	4	5	5	4	3	40
136	3	3	5	5	4	4	5	4	4	4	41
137	4	4	4	5	5	4	5	4	5	4	44
138	4	5	5	5	4	4	4	4	5	5	45
139	4	3	3	4	4	4	4	5	3	4	38
140	5	5	4	5	4	5	5	4	4	4	45
141	4	4	4	5	4	5	4	3	5	5	43
142	4	4	5	4	5	5	4	5	4	4	44
143	3	4	4	4	5	5	5	5	3	4	42

Lampiran 9

Data Uji *Human Relations*

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	3	5	5	4	4	4	5	5	4	44
2	4	5	5	5	4	4	3	5	5	5	45
3	5	4	5	4	4	4	4	4	4	5	43
4	5	4	5	5	3	4	4	5	4	4	43
5	5	3	4	5	4	5	3	4	4	4	41
6	4	5	4	4	4	3	5	5	4	4	42
7	5	4	4	5	4	4	5	4	5	5	45
8	5	3	4	4	4	4	5	4	4	3	40
9	4	4	4	4	5	3	5	3	5	4	41
10	4	5	4	4	4	3	4	4	4	4	40
11	4	3	4	5	5	4	3	5	5	4	42

12	5	4	5	3	5	4	4	4	3	4	41
13	4	3	5	4	4	3	4	4	4	5	40
14	4	3	5	4	4	3	5	4	4	4	40
15	4	4	5	5	5	5	3	4	3	5	43
16	4	5	3	5	4	5	3	3	4	3	39
17	5	4	3	4	4	4	4	4	4	5	41
18	4	5	5	5	5	4	5	3	3	3	42
19	5	4	4	5	3	3	3	5	4	5	41
20	5	5	5	5	4	4	5	3	3	4	43
21	4	4	4	5	3	3	5	5	5	4	42
22	5	4	5	5	4	5	4	4	3	4	43
23	5	5	4	5	5	4	4	4	4	4	44
24	4	5	5	5	4	4	4	4	5	5	45
25	5	4	5	5	4	4	4	5	4	4	44
26	4	4	3	4	4	3	4	4	3	4	37
27	5	4	4	4	4	3	4	4	5	4	41
28	5	4	5	3	3	4	4	3	5	5	41
29	4	4	5	4	4	4	5	5	4	4	43
30	5	3	4	5	4	5	4	4	4	4	42
31	5	5	5	5	3	5	4	4	5	5	46
32	5	4	3	4	4	5	5	5	5	5	45
33	4	5	5	5	4	4	4	5	4	4	44
34	5	5	5	4	5	3	4	4	4	5	44
35	5	4	5	4	4	4	5	4	4	4	43
36	5	5	4	5	5	4	3	3	5	5	44
37	4	4	4	4	5	3	4	4	4	3	39
38	3	4	4	4	5	5	5	5	3	4	42
39	5	4	4	3	3	5	5	5	3	5	42
40	4	5	5	4	4	4	5	4	4	5	44
41	4	3	4	4	5	5	4	5	5	4	43
42	5	4	4	5	5	4	3	4	4	3	41
43	4	4	5	5	4	5	5	4	4	3	43
44	5	3	5	4	4	5	5	5	5	4	45
45	5	5	5	4	4	5	5	4	5	4	46
46	4	5	5	5	4	4	5	5	4	3	44
47	5	3	5	5	5	4	5	4	4	4	44

48	5	4	5	5	4	5	3	5	4	5	45
49	5	5	5	4	3	3	4	4	5	4	42
50	4	5	4	4	4	5	4	5	4	4	43
51	5	4	4	5	3	4	5	4	5	5	44
52	5	4	4	5	4	4	4	4	3	4	41
53	5	3	5	5	4	4	5	4	3	5	43
54	4	4	5	3	4	5	5	3	5	4	42
55	5	4	4	4	3	3	4	5	4	4	40
56	5	5	5	4	5	5	5	4	3	5	46
57	4	4	4	4	4	3	5	3	3	4	38
58	4	4	4	4	4	4	4	4	4	3	39
59	5	4	4	5	4	4	4	4	4	3	41
60	4	4	4	4	4	4	5	4	3	4	40
61	4	3	4	4	4	5	5	4	5	3	41
62	4	4	4	4	4	3	4	5	3	4	39
63	4	4	3	4	5	4	4	4	4	4	40
64	5	5	5	5	3	5	4	4	5	4	45
65	4	3	5	4	4	4	5	5	4	5	43
66	5	4	5	5	4	4	4	5	5	3	44
67	4	4	5	4	4	4	4	4	4	4	41
68	5	4	5	5	4	4	5	5	5	4	46
69	5	5	4	5	4	4	3	4	3	3	40
70	3	5	4	4	3	3	4	4	4	5	39
71	4	5	5	4	4	4	4	5	3	4	42
72	5	5	4	4	4	5	4	4	3	4	42
73	4	4	4	3	3	4	4	4	5	4	39
74	4	5	4	4	4	5	5	3	4	5	43
75	5	4	5	4	5	5	5	4	4	3	44
76	5	3	5	5	5	3	4	4	4	3	41
77	4	5	4	4	5	4	4	4	4	5	43
78	4	4	4	5	2	3	4	4	5	4	39
79	5	4	5	4	4	4	4	5	4	4	43
80	4	5	5	5	3	5	4	3	4	4	42
81	4	4	5	5	3	5	5	4	5	5	45
82	5	5	4	4	4	4	5	4	4	3	42
83	5	3	4	3	4	4	5	5	5	3	41

84	5	5	5	4	4	4	5	4	3	4	43
85	4	4	4	3	5	3	4	5	4	4	40
86	4	5	3	4	4	5	4	4	5	4	42
87	4	4	4	5	4	4	3	5	4	5	42
88	3	3	4	4	5	4	3	4	4	4	38
89	3	3	5	5	5	5	4	3	4	3	40
90	5	4	5	4	5	4	5	3	4	5	44
91	4	3	4	4	4	3	3	4	3	3	35
92	4	3	4	5	3	5	5	4	4	5	42
93	4	4	5	5	4	3	5	5	4	4	43
94	4	4	5	4	4	3	4	4	4	4	40
95	5	3	4	4	5	4	5	3	3	5	41
96	4	4	5	4	5	5	5	4	4	5	45
97	4	4	5	4	4	5	5	5	5	4	45
98	4	3	4	4	4	4	5	5	4	3	40
99	5	4	5	5	3	5	3	3	4	4	41
100	4	5	4	3	3	4	4	4	4	5	40
101	3	4	3	4	4	5	3	5	5	4	40
102	3	4	5	3	5	4	5	3	5	5	42
103	5	3	5	3	4	5	4	4	5	4	42
104	4	4	5	5	5	4	4	5	4	5	45
105	4	4	3	4	4	5	5	4	4	5	42
106	4	5	4	5	5	4	4	3	5	4	43
107	4	5	5	4	5	4	5	5	5	5	47
108	5	4	4	4	4	5	5	4	4	5	44
109	5	4	5	5	5	5	6	5	4	4	48
110	5	5	5	4	5	5	5	4	4	5	47
111	4	4	5	4	4	5	5	4	4	5	44
112	5	3	4	5	3	4	5	4	2	4	39
113	5	5	4	4	4	4	4	5	4	3	42
114	3	4	5	5	5	3	5	4	3	5	42
115	4	4	5	3	4	4	5	4	4	4	41
116	4	3	4	5	4	4	5	5	4	4	42
117	5	4	4	4	5	3	3	4	4	5	41
118	5	4	3	3	5	5	5	5	5	5	45
119	4	5	4	5	5	5	4	3	5	4	44

120	5	4	5	3	4	5	5	5	5	5	46
121	5	5	4	5	5	5	5	5	4	4	47
122	5	5	5	4	5	5	5	4	5	5	48
123	5	4	5	5	5	4	5	4	5	5	47
124	5	4	3	3	3	4	5	5	5	4	41
125	4	5	5	5	5	4	4	5	4	3	44
126	5	5	3	5	4	5	5	5	3	4	44
127	5	3	4	4	4	4	4	4	4	4	40
128	4	4	5	4	4	5	4	3	5	4	42
129	4	4	5	5	4	4	4	3	5	3	41
130	3	4	3	3	4	5	5	4	4	3	38
131	4	4	4	4	5	4	5	5	4	5	44
132	4	3	4	4	4	5	4	4	5	5	42
133	4	5	5	4	4	4	3	3	5	2	39
134	3	3	4	5	3	5	4	5	4	4	40
135	4	5	4	5	4	4	3	3	3	4	39
136	4	5	5	4	4	3	4	4	5	4	42
137	3	4	3	3	4	4	5	4	4	3	37
138	4	5	5	3	4	4	4	5	3	4	41
139	4	4	4	4	5	5	4	4	4	4	42
140	4	4	5	5	4	4	5	5	4	5	45
141	4	4	5	4	3	5	4	4	5	4	42
142	5	3	4	4	5	5	5	5	4	4	44
143	5	4	4	4	5	5	4	4	5	5	45

Lampiran 10

Data Uji Lingkungan Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	4	3	3	4	4	4	4	5	5	3	39
2	5	3	4	3	5	4	4	5	4	4	41
3	4	4	4	5	4	4	5	4	4	4	42
4	5	4	5	3	5	4	3	3	4	5	41
5	4	5	5	4	4	5	5	4	2	3	41

6	4	5	4	4	3	4	5	4	3	4	40
7	4	4	5	4	4	4	3	4	4	4	40
8	5	4	5	5	5	4	4	4	5	3	44
9	5	4	4	4	4	4	5	4	5	5	44
10	4	3	4	4	5	5	5	3	5	5	43
11	4	3	4	5	4	4	3	5	4	4	40
12	4	4	5	3	4	4	4	3	4	4	39
13	4	3	4	3	4	4	4	4	4	4	38
14	3	4	4	4	4	4	5	3	5	5	41
15	5	4	5	4	4	5	5	4	4	5	45
16	4	5	3	5	4	3	3	3	4	3	37
17	4	4	3	4	4	5	5	4	3	4	40
18	5	4	5	3	5	5	4	3	4	5	43
19	5	4	3	5	3	3	5	4	5	5	42
20	4	5	5	4	4	4	4	4	4	4	42
21	5	4	5	3	3	4	5	5	4	5	43
22	4	5	5	4	4	5	4	4	5	4	44
23	5	5	4	5	5	4	3	4	4	4	43
24	4	4	5	4	5	5	4	4	5	5	45
25	5	5	4	5	4	5	4	3	5	5	45
26	4	4	3	3	4	3	4	5	4	4	38
27	4	5	3	5	5	3	5	5	4	5	44
28	4	4	5	5	4	5	4	3	4	3	41
29	4	4	5	4	4	4	3	5	5	4	42
30	5	3	4	5	4	4	5	5	4	4	43
31	4	5	5	4	5	5	5	4	5	5	47
32	5	4	5	4	5	3	4	5	5	5	45
33	5	4	5	5	5	5	3	5	5	4	46
34	3	5	5	4	5	5	4	5	5	5	46
35	4	5	4	5	4	5	4	4	5	5	45
36	4	4	5	4	5	4	3	5	5	4	43
37	3	3	4	4	5	3	4	4	4	4	38
38	4	4	5	4	4	4	5	5	4	5	44
39	4	3	5	5	5	5	5	4	4	5	45
40	5	3	5	4	5	4	4	5	5	4	44
41	4	4	5	5	4	4	4	4	5	5	44

42	4	5	5	4	5	5	4	4	3	3	42
43	5	4	5	5	4	4	5	5	4	4	45
44	4	4	4	4	5	4	5	4	5	5	44
45	3	5	5	4	5	4	4	5	5	5	45
46	4	4	5	4	5	5	4	4	4	4	43
47	5	4	5	3	5	4	5	5	5	4	45
48	4	5	4	4	4	5	4	4	5	5	44
49	4	5	5	3	5	4	5	4	5	4	44
50	5	4	5	4	4	5	4	5	4	5	45
51	5	5	4	4	4	4	4	4	5	4	43
52	5	4	4	3	4	5	4	3	4	5	41
53	4	5	5	5	3	4	3	4	4	5	42
54	3	4	4	4	5	5	4	4	5	4	42
55	4	4	4	5	3	5	3	3	5	5	41
56	4	5	5	4	5	5	4	4	4	4	44
57	4	3	5	4	5	4	5	2	4	3	39
58	5	4	4	4	3	4	4	3	5	4	40
59	4	4	5	3	5	5	4	4	4	4	42
60	5	4	4	4	4	3	3	5	4	3	39
61	5	5	4	4	3	4	3	3	4	5	40
62	5	5	3	3	5	4	5	5	4	4	43
63	4	5	4	5	4	5	5	4	4	5	45
64	3	5	4	4	4	4	4	5	3	4	40
65	5	4	5	4	5	5	4	3	4	3	42
66	5	5	5	4	4	5	4	4	4	5	45
67	4	4	4	4	3	4	5	4	3	5	40
68	4	4	4	4	5	4	5	4	4	4	42
69	4	4	3	4	4	4	4	4	5	4	40
70	5	4	3	5	5	4	5	4	4	5	44
71	5	3	4	4	5	5	4	4	5	4	43
72	4	5	3	4	5	4	3	4	5	4	41
73	4	4	5	5	4	3	4	4	4	5	42
74	3	4	3	3	5	4	5	5	4	4	40
75	4	4	3	5	4	5	4	5	5	4	43
76	5	4	5	4	5	4	5	3	4	5	44
77	5	3	3	4	4	4	3	4	3	3	36

78	4	3	4	5	3	5	5	4	4	4	41
79	4	4	5	5	4	5	5	5	4	4	45
80	4	5	5	4	4	3	4	5	4	4	42
81	5	4	4	5	5	4	5	5	3	3	43
82	5	4	5	4	4	4	5	4	4	5	44
83	4	5	4	5	4	3	5	5	5	4	44
84	4	3	4	4	4	4	5	4	5	5	42
85	5	4	4	5	4	5	4	4	5	4	44
86	4	5	3	5	5	4	4	5	5	5	45
87	5	4	5	3	4	3	4	3	4	4	39
88	5	5	3	4	4	4	5	5	5	3	43
89	5	3	4	3	3	4	5	4	5	4	40
90	4	4	5	4	4	5	4	5	5	5	45
91	4	5	4	4	5	5	5	4	4	5	45
92	4	5	4	5	5	5	4	5	5	4	46
93	4	5	5	4	5	5	5	5	4	4	46
94	5	4	4	4	4	4	5	4	4	5	43
95	5	4	5	5	5	5	5	5	4	4	47
96	5	5	5	4	5	5	5	5	3	4	46
97	4	4	5	4	4	4	4	4	4	5	42
98	5	4	4	4	3	4	3	5	3	3	38
99	5	5	4	4	5	4	5	4	4	3	43
100	3	4	4	3	4	5	5	4	5	4	41
101	4	4	5	5	5	5	5	5	4	4	46
102	4	5	5	5	4	4	3	5	4	3	42
103	5	4	4	4	5	4	4	4	4	5	43
104	5	4	5	4	4	5	5	5	5	5	47
105	4	5	4	5	5	5	4	3	4	4	43
106	5	4	5	5	5	4	5	5	4	5	47
107	5	5	5	4	4	3	5	5	5	4	45
108	5	5	5	4	5	5	5	4	5	5	48
109	5	4	5	5	5	4	5	4	5	4	46
110	4	5	4	5	5	4	3	5	4	4	43
111	4	5	5	5	5	4	5	4	4	5	46
112	5	5	3	5	5	4	5	5	4	4	45
113	5	3	4	4	4	5	5	5	4	4	43

114	5	4	5	4	4	5	4	4	5	5	45
115	4	4	5	4	4	5	4	4	5	5	44
116	5	3	3	4	4	4	5	4	4	3	39
117	5	4	4	4	5	5	5	5	5	5	47
118	4	3	3	4	4	4	4	4	5	5	40
119	4	3	4	5	5	4	3	5	4	4	41
120	5	4	5	5	3	5	4	5	4	4	44
121	5	5	5	4	4	4	3	5	3	3	41
122	4	5	4	4	4	5	5	5	4	4	44
123	4	4	5	3	4	3	5	4	4	3	39
124	4	5	4	3	5	4	4	4	5	4	42
125	5	4	4	4	5	5	4	4	5	4	44
126	5	4	4	3	4	4	5	5	4	5	43
127	5	5	5	4	5	5	4	4	5	4	46
128	5	3	4	4	5	4	4	5	4	4	42
129	5	5	4	4	5	5	5	5	5	5	48
130	4	5	3	3	4	4	5	5	4	3	40
131	3	3	5	5	4	4	5	4	4	4	41
132	4	4	4	5	5	4	5	4	5	4	44
133	4	5	5	4	4	3	4	4	5	4	42
134	3	4	3	3	4	4	5	4	4	3	37
135	4	5	5	3	4	4	4	5	3	4	41
136	4	4	4	4	5	5	4	4	4	4	42
137	4	4	5	5	4	4	5	5	4	5	45
138	4	4	5	4	3	5	4	4	5	4	42
139	5	3	4	4	5	5	5	5	4	4	44
140	3	5	5	4	5	5	4	5	5	5	46
141	4	5	4	4	4	5	5	3	4	5	43
142	5	4	3	3	5	5	5	5	5	5	45
143	4	5	4	5	5	5	4	3	5	4	44

Lampiran 11

Data Uji Beban Kerja

Responden	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Total
1	5	5	3	3	5	4	5	5	4	4	43
2	4	5	4	5	4	5	5	4	4	5	45
3	3	5	4	4	4	4	4	5	3	4	40
4	5	4	5	4	5	5	4	3	4	3	42
5	5	5	5	4	4	5	4	4	4	5	45
6	4	4	4	4	3	4	5	4	3	5	40
7	4	4	4	4	5	4	5	4	4	4	42
8	4	4	3	4	4	4	4	4	5	4	40
9	5	4	3	5	5	4	5	4	4	5	44
10	5	3	4	4	5	5	4	4	5	4	43
11	4	5	3	4	5	4	3	4	5	4	41
12	4	4	5	5	4	3	4	4	4	5	42
13	3	4	3	3	5	4	5	5	4	4	40
14	4	4	3	5	4	5	4	5	5	4	43
15	5	4	5	4	5	4	5	3	4	5	44
16	5	3	3	4	4	4	3	4	3	3	36
17	4	3	4	5	3	5	5	4	4	4	41
18	4	4	5	5	4	5	5	5	4	4	45
19	4	5	5	4	4	3	4	5	4	4	42
20	5	4	4	5	5	4	5	5	3	3	43
21	5	4	5	4	4	4	5	4	4	5	44
22	4	5	4	5	4	3	5	5	5	4	44
23	4	3	4	4	4	4	5	4	5	5	42
24	5	4	4	5	4	5	4	4	5	4	44
25	4	5	3	5	5	4	4	5	5	5	45
26	5	4	5	3	4	3	4	3	4	4	39
27	5	5	3	4	4	4	5	5	5	3	43
28	5	3	4	3	3	4	5	4	5	4	40
29	4	4	5	4	4	5	4	5	5	5	45
30	4	5	4	4	5	5	5	4	4	5	45

31	4	5	4	5	5	5	4	5	5	4	46
32	4	5	5	4	5	5	5	5	4	4	46
33	5	4	4	4	4	4	5	4	4	5	43
34	5	4	5	5	5	5	5	5	4	4	47
35	5	5	5	4	5	5	5	5	3	4	46
36	4	4	5	4	4	4	4	4	4	5	42
37	5	4	4	4	3	4	3	5	3	3	38
38	5	5	4	4	5	4	5	4	4	3	43
39	3	4	4	3	4	5	5	4	5	4	41
40	4	4	5	5	5	5	5	5	4	4	46
41	4	5	5	5	4	4	3	5	4	3	42
42	5	4	4	4	5	4	4	4	4	5	43
43	5	4	5	4	4	5	5	5	5	5	47
44	4	5	4	5	5	5	4	3	4	4	43
45	5	4	5	5	5	4	5	5	4	5	47
46	5	5	5	4	4	3	5	5	5	4	45
47	5	5	5	4	5	5	5	4	5	5	48
48	5	4	5	5	5	4	5	4	5	4	46
49	4	5	4	5	5	4	3	5	4	4	43
50	4	5	5	5	5	4	5	4	4	5	46
51	5	5	3	5	5	4	5	5	4	4	45
52	5	3	4	4	4	5	5	5	4	4	43
53	5	4	5	4	4	5	4	4	5	5	45
54	4	4	5	4	4	5	4	4	5	5	44
55	5	3	3	4	4	4	5	4	4	3	39
56	5	4	4	4	5	5	5	5	5	5	47
57	4	3	3	4	4	4	4	4	5	5	40
58	4	3	4	5	5	4	3	5	4	4	41
59	5	4	5	5	3	5	4	5	4	4	44
60	5	5	5	4	4	4	3	5	3	3	41
61	4	5	4	4	4	5	5	5	4	4	44
62	4	4	5	3	4	3	5	4	4	3	39
63	4	5	4	3	5	4	4	4	5	4	42
64	5	4	4	4	5	5	4	4	5	4	44
65	5	4	4	3	4	4	5	5	4	5	43
66	5	5	5	4	5	5	4	4	5	4	46

67	5	3	4	4	5	4	4	5	4	4	42
68	5	5	4	4	5	5	5	5	5	5	48
69	4	5	3	3	4	4	5	5	4	3	40
70	3	3	5	5	4	4	5	4	4	4	41
71	4	4	4	5	5	4	5	4	5	4	44
72	4	5	5	5	4	4	4	4	5	5	45
73	4	3	3	4	4	4	4	5	3	4	38
74	5	5	4	5	4	5	5	4	4	4	45
75	4	4	4	5	4	5	4	3	5	5	43
76	4	4	5	4	5	5	4	5	4	4	44
77	3	4	4	4	5	5	5	5	3	4	42
78	5	4	4	3	3	5	5	5	3	5	42
79	4	5	5	4	4	4	5	4	4	5	44
80	4	3	4	4	5	5	4	5	5	4	43
81	5	4	4	5	5	4	3	4	4	3	41
82	4	4	5	5	4	5	5	4	4	3	43
83	5	3	5	4	4	5	5	5	5	4	45
84	5	5	5	4	4	5	5	4	5	4	46
85	4	5	5	5	4	4	5	5	4	3	44
86	5	3	5	5	5	4	5	4	4	4	44
87	5	4	5	5	4	5	3	5	4	5	45
88	5	5	5	4	3	3	4	4	5	4	42
89	4	5	4	4	4	5	4	5	4	4	43
90	5	4	4	5	3	4	5	4	5	5	44
91	5	4	4	5	4	4	4	4	3	4	41
92	5	3	5	5	4	4	5	4	3	5	43
93	4	4	5	3	4	5	5	3	5	4	42
94	5	4	4	4	3	3	4	5	4	4	40
95	5	5	5	4	5	5	5	4	3	5	46
96	4	4	4	4	4	3	5	3	3	4	38
97	4	4	4	4	4	4	4	4	4	3	39
98	5	4	4	5	4	4	4	4	4	3	41
99	4	4	4	4	4	4	5	4	3	4	40
100	4	3	4	4	4	5	5	4	5	3	41
101	4	4	4	4	4	3	4	5	3	4	39
102	4	4	3	4	5	4	4	4	4	4	40

103	5	5	5	5	3	5	4	4	5	4	45
104	4	3	5	4	4	4	5	5	4	5	43
105	5	4	5	5	4	4	4	5	5	3	44
106	4	4	5	4	4	4	4	4	4	4	41
107	5	4	5	5	4	4	5	5	5	4	46
108	5	5	4	5	4	4	3	4	3	3	40
109	3	5	4	4	3	3	4	4	4	5	39
110	4	5	5	4	4	4	4	5	3	4	42
111	5	5	4	4	4	5	4	4	3	4	42
112	4	4	4	3	3	4	4	4	5	4	39
113	4	5	4	4	4	5	5	3	4	5	43
114	5	4	3	3	5	5	5	5	5	5	45
115	4	5	4	5	5	5	4	3	5	4	44
116	5	4	5	3	4	5	5	5	5	5	46
117	5	5	4	5	5	5	5	5	4	4	47
118	5	5	5	4	5	5	5	4	5	5	48
119	5	4	5	5	5	4	5	4	5	5	47
120	5	4	3	3	3	4	5	5	5	4	41
121	4	5	5	5	5	4	4	5	4	3	44
122	5	5	3	5	4	5	5	5	3	4	44
123	5	3	4	4	4	4	4	4	4	4	40
124	4	4	5	4	4	5	4	3	5	4	42
125	4	4	5	5	4	4	4	3	5	3	41
126	3	4	3	3	4	5	5	4	4	3	38
127	4	4	4	4	5	4	5	5	4	5	44
128	4	3	4	4	4	5	4	4	5	5	42
129	4	5	5	4	4	4	3	3	5	2	39
130	3	3	4	5	3	5	4	5	4	4	40
131	4	5	4	5	4	4	3	3	3	4	39
132	4	5	5	4	4	3	4	4	5	4	42
133	3	4	3	3	4	4	5	4	4	3	37
134	4	5	5	3	4	4	4	5	3	4	41
135	4	4	4	4	5	5	4	4	4	4	42
136	4	4	5	5	4	4	5	5	4	5	45
137	4	4	5	4	3	5	4	4	5	4	42
138	5	3	4	4	5	5	5	5	4	4	44

139	3	5	5	4	5	5	4	5	5	5	46
140	4	5	4	5	4	5	4	4	5	5	45
141	4	4	5	4	5	4	3	5	5	4	43
142	3	3	4	4	5	3	4	4	4	4	38
143	4	4	5	4	4	4	5	5	4	5	44

Lampiran 12

Data Uji MSI Kinerja

1	2	3	4	5	6	7	8	9	10	total
3,760	3,550	1,000	1,000	3,765	2,336	3,592	3,707	2,236	3,583	28,528
2,348	3,550	2,199	3,702	2,368	3,731	3,592	2,316	2,236	4,913	30,955
1,000	3,550	2,199	2,332	2,368	2,336	2,219	3,707	1,000	3,583	24,294
3,760	2,242	3,510	2,332	3,765	3,731	2,219	1,000	2,236	2,345	27,139
3,760	3,550	3,510	2,332	2,368	3,731	2,219	2,316	2,236	4,913	30,935
2,348	2,242	2,199	2,332	1,000	2,336	3,592	2,316	1,000	4,913	24,277
2,348	2,242	2,199	2,332	3,765	2,336	3,592	2,316	2,236	3,583	26,948
2,348	2,242	1,000	2,332	2,368	2,336	2,219	2,316	3,548	3,583	24,291
3,760	2,242	1,000	3,702	3,765	2,336	3,592	2,316	2,236	4,913	29,861
3,760	1,000	2,199	2,332	3,765	3,731	2,219	2,316	3,548	3,583	28,453
2,348	3,550	1,000	2,332	3,765	2,336	1,000	2,316	3,548	3,583	25,777
2,348	2,242	3,510	3,702	2,368	1,000	2,219	2,316	2,236	4,913	26,854
1,000	2,242	1,000	1,000	3,765	2,336	3,592	3,707	2,236	3,583	24,460
2,348	2,242	1,000	3,702	2,368	3,731	2,219	3,707	3,548	3,583	28,448
3,760	2,242	3,510	2,332	3,765	2,336	3,592	1,000	2,236	4,913	29,684
3,760	1,000	1,000	2,332	2,368	2,336	1,000	2,316	1,000	2,345	19,456
2,348	1,000	2,199	3,702	1,000	3,731	3,592	2,316	2,236	3,583	25,708
2,348	2,242	3,510	3,702	2,368	3,731	3,592	3,707	2,236	3,583	31,019
2,348	3,550	3,510	2,332	2,368	1,000	2,219	3,707	2,236	3,583	26,853
3,760	2,242	2,199	3,702	3,765	2,336	3,592	3,707	1,000	2,345	28,647
3,760	2,242	3,510	2,332	2,368	2,336	3,592	2,316	2,236	4,913	29,604
2,348	3,550	2,199	3,702	2,368	1,000	3,592	3,707	3,548	3,583	29,597
2,348	1,000	2,199	2,332	2,368	2,336	3,592	2,316	3,548	4,913	26,950
3,760	2,242	2,199	3,702	2,368	3,731	2,219	2,316	3,548	3,583	29,668
2,348	3,550	1,000	3,702	3,765	2,336	2,219	3,707	3,548	4,913	31,087
3,760	2,242	3,510	1,000	2,368	1,000	2,219	1,000	2,236	3,583	22,918
3,760	3,550	1,000	2,332	2,368	2,336	3,592	3,707	3,548	2,345	28,537
3,760	1,000	2,199	1,000	1,000	2,336	3,592	2,316	3,548	3,583	24,333
2,348	2,242	3,510	2,332	2,368	3,731	2,219	3,707	3,548	4,913	30,917
2,348	3,550	2,199	2,332	3,765	3,731	3,592	2,316	2,236	4,913	30,982
2,348	3,550	2,199	3,702	3,765	3,731	2,219	3,707	3,548	3,583	32,352
2,348	3,550	3,510	2,332	3,765	3,731	3,592	3,707	2,236	3,583	32,354
3,760	2,242	2,199	2,332	2,368	2,336	3,592	2,316	2,236	4,913	28,293

3,760	2,242	3,510	3,702	3,765	3,731	3,592	3,707	2,236	3,583	33,828
3,760	3,550	3,510	2,332	3,765	3,731	3,592	3,707	1,000	3,583	32,529
2,348	2,242	3,510	2,332	2,368	2,336	2,219	2,316	2,236	4,913	26,819
3,760	2,242	2,199	2,332	1,000	2,336	1,000	3,707	1,000	2,345	21,920
3,760	3,550	2,199	2,332	3,765	2,336	3,592	2,316	2,236	2,345	28,430
1,000	2,242	2,199	1,000	2,368	3,731	3,592	2,316	3,548	3,583	25,579
2,348	2,242	3,510	3,702	3,765	3,731	3,592	3,707	2,236	3,583	32,416
2,348	3,550	3,510	3,702	2,368	2,336	1,000	3,707	2,236	2,345	27,102
3,760	2,242	2,199	2,332	3,765	2,336	2,219	2,316	2,236	4,913	28,317
3,760	2,242	3,510	2,332	2,368	3,731	3,592	3,707	3,548	4,913	33,701
2,348	3,550	2,199	3,702	3,765	3,731	2,219	1,000	2,236	3,583	28,334
3,760	2,242	3,510	3,702	3,765	2,336	3,592	3,707	2,236	4,913	33,762
3,760	3,550	3,510	2,332	2,368	1,000	3,592	3,707	3,548	3,583	30,949
3,760	3,550	3,510	2,332	3,765	3,731	3,592	2,316	3,548	4,913	35,016
3,760	2,242	3,510	3,702	3,765	2,336	3,592	2,316	3,548	3,583	32,353
2,348	3,550	2,199	3,702	3,765	2,336	1,000	3,707	2,236	3,583	28,426
2,348	3,550	3,510	3,702	3,765	2,336	3,592	2,316	2,236	4,913	32,267
3,760	3,550	1,000	3,702	3,765	2,336	3,592	3,707	2,236	3,583	31,231
3,760	1,000	2,199	2,332	2,368	3,731	3,592	3,707	2,236	3,583	28,507
3,760	2,242	3,510	2,332	2,368	3,731	2,219	2,316	3,548	4,913	30,938
2,348	2,242	3,510	2,332	2,368	3,731	2,219	2,316	3,548	4,913	29,526
3,760	1,000	1,000	2,332	2,368	2,336	3,592	2,316	2,236	2,345	23,284
3,760	2,242	2,199	2,332	3,765	3,731	3,592	3,707	3,548	4,913	33,787
2,348	1,000	1,000	2,332	2,368	2,336	2,219	2,316	3,548	4,913	24,379
2,348	1,000	2,199	3,702	3,765	2,336	1,000	3,707	2,236	3,583	25,875
3,760	2,242	3,510	3,702	1,000	3,731	2,219	3,707	2,236	3,583	29,690
3,760	3,550	3,510	2,332	2,368	2,336	1,000	3,707	1,000	2,345	25,907
2,348	3,550	2,199	2,332	2,368	3,731	3,592	3,707	2,236	3,583	29,646
2,348	2,242	3,510	1,000	2,368	1,000	3,592	2,316	2,236	2,345	22,857
2,348	3,550	2,199	1,000	3,765	2,336	2,219	2,316	3,548	3,583	26,864
3,760	2,242	2,199	2,332	3,765	3,731	2,219	2,316	3,548	3,583	29,694
3,760	2,242	2,199	1,000	2,368	2,336	3,592	3,707	2,236	4,913	28,352
3,760	3,550	3,510	2,332	3,765	3,731	2,219	2,316	3,548	3,583	32,314
3,760	1,000	2,199	2,332	3,765	2,336	2,219	3,707	2,236	3,583	27,136
3,760	3,550	2,199	2,332	3,765	3,731	3,592	3,707	3,548	4,913	35,096
2,348	3,550	1,000	1,000	2,368	2,336	3,592	3,707	2,236	2,345	24,482
1,000	1,000	3,510	3,702	2,368	2,336	3,592	2,316	2,236	3,583	25,643
2,348	2,242	2,199	3,702	3,765	2,336	3,592	2,316	3,548	3,583	29,630
2,348	3,550	3,510	3,702	2,368	2,336	2,219	2,316	3,548	4,913	30,810
2,348	1,000	1,000	2,332	2,368	2,336	2,219	3,707	1,000	3,583	21,892
3,760	3,550	2,199	3,702	2,368	3,731	3,592	2,316	2,236	3,583	31,038
2,348	2,242	2,199	3,702	2,368	3,731	2,219	1,000	3,548	4,913	28,269
2,348	2,242	3,510	2,332	3,765	3,731	2,219	3,707	2,236	3,583	29,673
1,000	2,242	2,199	2,332	3,765	3,731	3,592	3,707	1,000	3,583	27,150
3,760	2,242	2,199	1,000	1,000	3,731	3,592	3,707	1,000	4,913	27,143

2,348	3,550	3,510	2,332	2,368	2,336	3,592	2,316	2,236	4,913	29,500
2,348	1,000	2,199	2,332	3,765	3,731	2,219	3,707	3,548	3,583	28,431
3,760	2,242	2,199	3,702	3,765	2,336	1,000	2,316	2,236	2,345	25,900
2,348	2,242	3,510	3,702	2,368	3,731	3,592	2,316	2,236	2,345	28,390
3,760	1,000	3,510	2,332	2,368	3,731	3,592	3,707	3,548	3,583	31,130
3,760	3,550	3,510	2,332	2,368	3,731	3,592	2,316	3,548	3,583	32,289
2,348	3,550	3,510	3,702	2,368	2,336	3,592	3,707	2,236	2,345	29,694
3,760	1,000	3,510	3,702	3,765	2,336	3,592	2,316	2,236	3,583	29,800
3,760	2,242	3,510	3,702	2,368	3,731	1,000	3,707	2,236	4,913	31,168
3,760	3,550	3,510	2,332	1,000	1,000	2,219	2,316	3,548	3,583	26,818
2,348	3,550	2,199	2,332	2,368	3,731	2,219	3,707	2,236	3,583	28,273
3,760	2,242	2,199	3,702	1,000	2,336	3,592	2,316	3,548	4,913	29,607
3,760	2,242	2,199	3,702	2,368	2,336	2,219	2,316	1,000	3,583	25,725
3,760	1,000	3,510	3,702	2,368	2,336	3,592	2,316	1,000	4,913	28,496
2,348	2,242	3,510	1,000	2,368	3,731	3,592	1,000	3,548	3,583	26,921
3,760	2,242	2,199	2,332	1,000	1,000	2,219	3,707	2,236	3,583	24,278
3,760	3,550	3,510	2,332	3,765	3,731	3,592	2,316	1,000	4,913	32,468
2,348	2,242	2,199	2,332	2,368	1,000	3,592	1,000	1,000	3,583	21,663
2,348	2,242	2,199	2,332	2,368	2,336	2,219	2,316	2,236	2,345	22,941
3,760	2,242	2,199	3,702	2,368	2,336	2,219	2,316	2,236	2,345	25,723
2,348	2,242	2,199	2,332	2,368	2,336	3,592	2,316	1,000	3,583	24,315
2,348	1,000	2,199	2,332	2,368	3,731	3,592	2,316	3,548	2,345	25,778
2,348	2,242	2,199	2,332	2,368	1,000	2,219	3,707	1,000	3,583	22,998
2,348	2,242	1,000	2,332	3,765	2,336	2,219	2,316	2,236	3,583	24,377
3,760	3,550	3,510	3,702	1,000	3,731	2,219	2,316	3,548	3,583	30,920
2,348	1,000	3,510	2,332	2,368	2,336	3,592	3,707	2,236	4,913	28,340
3,760	2,242	3,510	3,702	2,368	2,336	2,219	3,707	3,548	2,345	29,736
2,348	2,242	3,510	2,332	2,368	2,336	2,219	2,316	2,236	3,583	25,490
3,760	2,242	3,510	3,702	2,368	2,336	3,592	3,707	3,548	3,583	32,347
3,760	3,550	2,199	3,702	2,368	2,336	1,000	2,316	1,000	2,345	24,576
1,000	3,550	2,199	2,332	1,000	1,000	2,219	2,316	2,236	4,913	22,766
2,348	3,550	3,510	2,332	2,368	2,336	2,219	3,707	1,000	3,583	26,952
3,760	3,550	2,199	2,332	2,368	3,731	2,219	2,316	1,000	3,583	27,058
2,348	2,242	2,199	1,000	1,000	2,336	2,219	2,316	3,548	3,583	22,791
2,348	3,550	2,199	2,332	2,368	3,731	3,592	1,000	2,236	4,913	28,268
3,760	2,242	1,000	1,000	3,765	3,731	3,592	3,707	3,548	4,913	31,257
2,348	3,550	2,199	3,702	3,765	3,731	2,219	1,000	3,548	3,583	29,645
3,760	2,242	3,510	1,000	2,368	3,731	3,592	3,707	3,548	4,913	32,369
3,760	3,550	2,199	3,702	3,765	3,731	3,592	3,707	2,236	3,583	33,825
3,760	3,550	3,510	2,332	3,765	3,731	3,592	2,316	3,548	4,913	35,016
3,760	2,242	3,510	3,702	3,765	2,336	3,592	2,316	3,548	4,913	33,682
3,760	2,242	1,000	1,000	1,000	2,336	3,592	3,707	3,548	3,583	25,767
2,348	3,550	3,510	3,702	3,765	2,336	2,219	3,707	2,236	2,345	29,718
3,760	3,550	1,000	3,702	2,368	3,731	3,592	3,707	1,000	3,583	29,993
3,760	1,000	2,199	2,332	2,368	2,336	2,219	2,316	2,236	3,583	24,349

2,348	2,242	3,510	2,332	2,368	3,731	2,219	1,000	3,548	3,583	26,880
2,348	2,242	3,510	3,702	2,368	2,336	2,219	1,000	3,548	2,345	25,617
1,000	2,242	1,000	1,000	2,368	3,731	3,592	2,316	2,236	2,345	21,830
2,348	2,242	2,199	2,332	3,765	2,336	3,592	3,707	2,236	4,913	29,668
2,348	1,000	2,199	2,332	2,368	3,731	2,219	2,316	3,548	4,913	26,973
2,348	3,550	3,510	2,332	2,368	2,336	1,000	1,000	3,548	1,000	22,991
1,000	1,000	2,199	3,702	1,000	3,731	2,219	3,707	2,236	3,583	24,378
2,348	3,550	2,199	3,702	2,368	2,336	1,000	1,000	1,000	3,583	23,086
2,348	3,550	3,510	2,332	2,368	1,000	2,219	2,316	3,548	3,583	26,774
1,000	2,242	1,000	1,000	2,368	2,336	3,592	2,316	2,236	2,345	20,435
2,348	3,550	3,510	1,000	2,368	2,336	2,219	3,707	1,000	3,583	25,621
2,348	2,242	2,199	2,332	3,765	3,731	2,219	2,316	2,236	3,583	26,971
2,348	2,242	3,510	3,702	2,368	2,336	3,592	3,707	2,236	4,913	30,953
2,348	2,242	3,510	2,332	1,000	3,731	2,219	2,316	3,548	3,583	26,829
3,760	1,000	2,199	2,332	3,765	3,731	3,592	3,707	2,236	3,583	29,904
1,000	3,550	3,510	2,332	3,765	3,731	2,219	3,707	3,548	4,913	32,274
2,348	3,550	2,199	3,702	2,368	3,731	2,219	2,316	3,548	4,913	30,894
2,348	2,242	3,510	2,332	3,765	2,336	1,000	3,707	3,548	3,583	28,369
1,000	1,000	2,199	2,332	3,765	1,000	2,219	2,316	2,236	3,583	21,650
2,348	2,242	3,510	2,332	2,368	2,336	3,592	3,707	2,236	4,913	29,582

Lampiran 13

Data Uji MSI *Human Relations*

1	2	3	4	5	6	7	8	9	10	total
1,000	3,506	2,171	3,498	2,127	2,304	3,473	3,597	4,791	4,857	31,323
2,302	3,506	2,171	3,498	4,728	2,304	2,142	2,245	3,413	4,857	31,164
2,302	2,232	2,171	4,817	1,000	1,000	2,142	2,245	4,791	3,546	26,245
3,670	2,232	3,474	3,498	3,354	2,304	2,142	3,597	3,413	3,546	31,228
2,302	3,506	3,474	4,817	2,127	3,684	2,142	1,000	3,413	3,546	30,011
2,302	2,232	3,474	4,817	2,127	3,684	3,473	2,245	4,791	4,857	34,001
3,670	3,506	2,171	3,498	3,354	2,304	3,473	2,245	3,413	2,345	29,977
3,670	1,000	2,171	2,302	3,354	2,304	3,473	3,597	4,791	2,345	29,005
3,670	3,506	3,474	3,498	3,354	2,304	3,473	2,245	2,155	3,546	31,225
2,302	2,232	2,171	2,302	4,728	1,000	2,142	3,597	3,413	3,546	27,432
2,302	3,506	1,000	3,498	3,354	3,684	2,142	2,245	4,791	3,546	30,067
2,302	2,232	2,171	4,817	3,354	2,304	1,000	3,597	3,413	4,857	30,044
1,000	1,000	2,171	3,498	4,728	2,304	1,000	2,245	3,413	3,546	24,904
1,000	1,000	3,474	4,817	4,728	3,684	2,142	1,000	3,413	2,345	27,602
3,670	2,232	3,474	3,498	4,728	2,304	3,473	1,000	3,413	4,857	32,647
2,302	1,000	2,171	3,498	3,354	1,000	1,000	2,245	2,155	2,345	21,069
2,302	1,000	2,171	4,817	2,127	3,684	3,473	2,245	3,413	4,857	30,088
2,302	2,232	3,474	4,817	3,354	1,000	3,473	3,597	3,413	3,546	31,207
2,302	2,232	3,474	3,498	3,354	1,000	2,142	2,245	3,413	3,546	27,205

3,670	1,000	2,171	3,498	4,728	2,304	3,473	1,000	2,155	4,857	28,855
2,302	2,232	3,474	3,498	4,728	3,684	3,473	2,245	3,413	4,857	33,905
2,302	2,232	3,474	3,498	3,354	3,684	3,473	3,597	4,791	3,546	33,950
2,302	1,000	2,171	3,498	3,354	2,304	3,473	3,597	3,413	2,345	27,455
3,670	2,232	3,474	4,817	2,127	3,684	1,000	1,000	3,413	3,546	28,962
2,302	3,506	2,171	2,302	2,127	2,304	2,142	2,245	3,413	4,857	27,368
1,000	2,232	1,000	3,498	3,354	3,684	1,000	3,597	4,791	3,546	27,701
1,000	2,232	3,474	2,302	4,728	2,304	3,473	1,000	4,791	4,857	30,160
3,670	1,000	3,474	2,302	3,354	3,684	2,142	2,245	4,791	3,546	30,208
2,302	2,232	3,474	4,817	4,728	2,304	2,142	3,597	3,413	4,857	33,864
2,302	2,232	1,000	3,498	3,354	3,684	3,473	2,245	3,413	4,857	30,057
2,302	3,506	2,171	4,817	4,728	2,304	2,142	1,000	4,791	3,546	31,305
2,302	3,506	3,474	3,498	4,728	2,304	3,473	3,597	4,791	4,857	36,528
3,670	2,232	2,171	3,498	3,354	3,684	3,473	2,245	3,413	4,857	32,596
3,670	2,232	3,474	4,817	4,728	3,684	6,000	3,597	3,413	3,546	39,160
3,670	3,506	3,474	3,498	4,728	3,684	3,473	2,245	3,413	4,857	36,547
2,302	2,232	3,474	3,498	3,354	3,684	3,473	2,245	3,413	4,857	32,531
3,670	1,000	2,171	4,817	2,127	2,304	3,473	2,245	1,000	3,546	26,352
3,670	3,506	2,171	3,498	3,354	2,304	2,142	3,597	3,413	2,345	29,998
1,000	2,232	3,474	4,817	4,728	1,000	3,473	2,245	2,155	4,857	29,981
2,302	2,232	3,474	2,302	3,354	2,304	3,473	2,245	3,413	3,546	28,644
2,302	1,000	2,171	4,817	3,354	2,304	3,473	3,597	3,413	3,546	29,975
3,670	2,232	2,171	3,498	4,728	1,000	1,000	2,245	3,413	4,857	28,812
3,670	2,232	1,000	2,302	4,728	3,684	3,473	3,597	4,791	4,857	34,333
2,302	3,506	2,171	4,817	4,728	3,684	2,142	1,000	4,791	3,546	32,686
3,670	2,232	3,474	2,302	3,354	3,684	3,473	3,597	4,791	4,857	35,433
3,670	3,506	2,171	4,817	4,728	3,684	3,473	3,597	3,413	3,546	36,604
3,670	3,506	3,474	3,498	4,728	3,684	3,473	2,245	4,791	4,857	37,925
3,670	2,232	3,474	4,817	4,728	2,304	3,473	2,245	4,791	4,857	36,589
3,670	2,232	1,000	2,302	2,127	2,304	3,473	3,597	4,791	3,546	29,041
2,302	3,506	3,474	4,817	4,728	2,304	2,142	3,597	3,413	2,345	32,626
3,670	3,506	1,000	4,817	3,354	3,684	3,473	3,597	2,155	3,546	32,802
3,670	1,000	2,171	3,498	3,354	2,304	2,142	2,245	3,413	3,546	27,341
2,302	2,232	3,474	3,498	3,354	3,684	2,142	1,000	4,791	3,546	30,022
2,302	2,232	3,474	4,817	3,354	2,304	2,142	1,000	4,791	2,345	28,759
1,000	2,232	1,000	2,302	3,354	3,684	3,473	2,245	3,413	2,345	25,048
2,302	2,232	2,171	3,498	4,728	2,304	3,473	3,597	3,413	4,857	32,573
2,302	1,000	2,171	3,498	3,354	3,684	2,142	2,245	4,791	4,857	30,043
2,302	3,506	3,474	3,498	3,354	2,304	1,000	1,000	4,791	1,000	26,227
1,000	1,000	2,171	4,817	2,127	3,684	2,142	3,597	3,413	3,546	27,496
2,302	3,506	2,171	4,817	3,354	2,304	1,000	1,000	2,155	3,546	26,154
2,302	3,506	3,474	3,498	3,354	1,000	2,142	2,245	4,791	3,546	29,857
1,000	2,232	1,000	2,302	3,354	2,304	3,473	2,245	3,413	2,345	23,667
2,302	3,506	3,474	2,302	3,354	2,304	2,142	3,597	2,155	3,546	28,681
2,302	2,232	2,171	3,498	4,728	3,684	2,142	2,245	3,413	3,546	29,960

2,302	2,232	3,474	4,817	3,354	2,304	3,473	3,597	3,413	4,857	33,821
2,302	2,232	3,474	3,498	2,127	3,684	2,142	2,245	4,791	3,546	30,040
3,670	1,000	2,171	3,498	4,728	3,684	3,473	3,597	3,413	3,546	32,779
3,670	2,232	2,171	3,498	4,728	3,684	2,142	2,245	4,791	4,857	34,016
2,302	3,506	3,474	4,817	4,728	3,684	1,000	2,245	3,413	2,345	31,513
1,000	1,000	3,474	3,498	4,728	2,304	2,142	3,597	4,791	3,546	30,079
2,302	1,000	3,474	4,817	4,728	3,684	3,473	3,597	4,791	2,345	34,210
3,670	2,232	3,474	4,817	3,354	2,304	2,142	2,245	3,413	2,345	29,994
1,000	2,232	1,000	1,000	3,354	2,304	2,142	3,597	3,413	3,546	23,587
2,302	2,232	2,171	4,817	3,354	2,304	3,473	2,245	2,155	3,546	28,598
2,302	1,000	2,171	3,498	3,354	3,684	2,142	2,245	4,791	4,857	30,043
1,000	1,000	3,474	2,302	4,728	3,684	2,142	3,597	4,791	3,546	30,264
2,302	3,506	1,000	3,498	4,728	2,304	1,000	2,245	4,791	3,546	28,918
2,302	2,232	3,474	4,817	3,354	1,000	2,142	2,245	3,413	4,857	29,834
1,000	2,232	1,000	2,302	4,728	2,304	3,473	3,597	3,413	3,546	27,594
2,302	2,232	1,000	4,817	3,354	3,684	2,142	3,597	4,791	3,546	31,464
3,670	2,232	3,474	3,498	4,728	2,304	3,473	1,000	3,413	4,857	32,647
3,670	1,000	1,000	3,498	3,354	2,304	1,000	2,245	2,155	2,345	22,570
2,302	1,000	2,171	4,817	2,127	3,684	3,473	2,245	3,413	3,546	28,777
2,302	2,232	3,474	4,817	3,354	3,684	3,473	3,597	3,413	3,546	33,891
2,302	3,506	3,474	3,498	3,354	1,000	2,142	3,597	3,413	3,546	29,831
3,670	2,232	2,171	4,817	4,728	2,304	3,473	3,597	2,155	2,345	31,490
3,670	2,232	3,474	3,498	3,354	2,304	3,473	2,245	3,413	4,857	32,518
2,302	3,506	2,171	4,817	3,354	1,000	3,473	3,597	4,791	3,546	32,556
2,302	1,000	2,171	3,498	3,354	2,304	3,473	2,245	4,791	4,857	29,993
3,670	2,232	2,171	4,817	3,354	3,684	2,142	2,245	4,791	3,546	32,651
2,302	3,506	1,000	4,817	4,728	2,304	2,142	3,597	4,791	4,857	34,042
3,670	2,232	3,474	2,302	3,354	1,000	2,142	1,000	3,413	3,546	26,132
3,670	3,506	1,000	3,498	3,354	2,304	3,473	3,597	4,791	2,345	31,536
3,670	1,000	2,171	2,302	2,127	2,304	3,473	2,245	4,791	3,546	27,628
2,302	2,232	3,474	3,498	3,354	3,684	2,142	3,597	4,791	4,857	33,929
2,302	3,506	2,171	3,498	4,728	3,684	3,473	2,245	3,413	4,857	33,876
2,302	3,506	2,171	4,817	4,728	3,684	2,142	3,597	4,791	3,546	35,283
2,302	3,506	3,474	3,498	4,728	3,684	3,473	3,597	3,413	3,546	35,220
3,670	2,232	2,171	3,498	3,354	2,304	3,473	2,245	3,413	4,857	31,215
3,670	2,232	3,474	4,817	4,728	3,684	3,473	3,597	3,413	3,546	36,633
3,670	3,506	3,474	3,498	4,728	3,684	3,473	3,597	2,155	3,546	35,331
2,302	2,232	3,474	3,498	3,354	2,304	2,142	2,245	3,413	4,857	29,819
3,670	2,232	2,171	3,498	2,127	2,304	1,000	3,597	2,155	2,345	25,097
3,670	3,506	2,171	3,498	4,728	2,304	3,473	2,245	3,413	2,345	31,351
1,000	2,232	2,171	2,302	3,354	3,684	3,473	2,245	4,791	3,546	28,798
2,302	2,232	3,474	4,817	4,728	3,684	3,473	3,597	3,413	3,546	35,265
2,302	3,506	3,474	4,817	3,354	2,304	1,000	3,597	3,413	2,345	30,110
3,670	2,232	2,171	3,498	4,728	2,304	2,142	2,245	3,413	4,857	31,258
3,670	2,232	3,474	3,498	3,354	3,684	3,473	3,597	4,791	4,857	36,629

2,302	3,506	2,171	4,817	4,728	3,684	2,142	1,000	3,413	3,546	31,308
3,670	2,232	3,474	4,817	4,728	2,304	3,473	3,597	3,413	4,857	36,563
3,670	3,506	3,474	3,498	3,354	1,000	3,473	3,597	4,791	3,546	33,908
3,670	3,506	3,474	3,498	4,728	3,684	3,473	2,245	4,791	4,857	37,925
3,670	2,232	3,474	4,817	4,728	2,304	3,473	2,245	4,791	3,546	35,279
2,302	3,506	2,171	4,817	4,728	2,304	1,000	3,597	3,413	3,546	31,382
2,302	3,506	3,474	4,817	4,728	2,304	3,473	2,245	3,413	4,857	35,117
3,670	3,506	1,000	4,817	4,728	2,304	3,473	3,597	3,413	3,546	34,052
3,670	1,000	2,171	3,498	3,354	3,684	3,473	3,597	3,413	3,546	31,405
3,670	2,232	3,474	3,498	3,354	3,684	2,142	2,245	4,791	4,857	33,946
2,302	2,232	3,474	3,498	3,354	3,684	2,142	2,245	4,791	4,857	32,578
3,670	1,000	1,000	3,498	3,354	2,304	3,473	2,245	3,413	2,345	26,300
3,670	2,232	2,171	3,498	4,728	3,684	3,473	3,597	4,791	4,857	36,699
2,302	1,000	1,000	3,498	3,354	2,304	2,142	2,245	4,791	4,857	27,491
2,302	1,000	2,171	4,817	4,728	2,304	1,000	3,597	3,413	3,546	28,876
3,670	2,232	3,474	4,817	2,127	3,684	2,142	3,597	3,413	3,546	32,701
3,670	3,506	3,474	3,498	3,354	2,304	1,000	3,597	2,155	2,345	28,902
2,302	3,506	2,171	3,498	3,354	3,684	3,473	3,597	3,413	3,546	32,543
2,302	2,232	3,474	2,302	3,354	1,000	3,473	2,245	3,413	2,345	26,139
2,302	3,506	2,171	2,302	4,728	2,304	2,142	2,245	4,791	3,546	30,036
3,670	2,232	2,171	3,498	4,728	3,684	2,142	2,245	4,791	3,546	32,706
3,670	2,232	2,171	2,302	3,354	2,304	3,473	3,597	3,413	4,857	31,371
3,670	3,506	3,474	3,498	4,728	3,684	2,142	2,245	4,791	3,546	35,283
3,670	1,000	2,171	3,498	4,728	2,304	2,142	3,597	3,413	3,546	30,067
3,670	3,506	2,171	3,498	4,728	3,684	3,473	3,597	4,791	4,857	37,973
2,302	3,506	1,000	2,302	3,354	2,304	3,473	3,597	3,413	2,345	27,595
1,000	1,000	3,474	4,817	3,354	2,304	3,473	2,245	3,413	3,546	28,625
2,302	2,232	2,171	4,817	4,728	2,304	3,473	2,245	4,791	3,546	32,607
2,302	3,506	3,474	4,817	3,354	2,304	2,142	2,245	4,791	4,857	33,790
2,302	1,000	1,000	3,498	3,354	2,304	2,142	3,597	2,155	3,546	24,897
3,670	3,506	2,171	4,817	3,354	3,684	3,473	2,245	3,413	3,546	33,878
2,302	2,232	2,171	4,817	3,354	3,684	2,142	1,000	4,791	4,857	31,348
2,302	2,232	3,474	3,498	4,728	3,684	2,142	3,597	3,413	3,546	32,615
1,000	2,232	2,171	3,498	4,728	3,684	3,473	3,597	2,155	3,546	30,084

Lampiran 14

Data Uji MSI Lingkungan Kerja.

1	2	3	4	5	6	7	8	9	10	total
3,791	1,000	3,626	3,640	3,590	2,227	2,204	3,652	4,898	3,575	32,203
2,367	3,569	3,626	3,640	3,590	2,227	1,000	3,652	4,898	4,884	33,454
3,791	2,269	3,626	2,284	3,590	2,227	2,204	2,305	3,584	4,884	30,764
3,791	2,269	3,626	3,640	2,302	2,227	2,204	3,652	3,584	3,575	30,870
3,791	1,000	2,249	3,640	3,590	3,519	1,000	2,305	3,584	3,575	28,252

2,367	3,569	2,249	2,284	3,590	1,000	3,530	3,652	3,584	3,575	29,399
3,791	2,269	2,249	3,640	3,590	2,227	3,530	2,305	4,898	4,884	33,384
3,791	1,000	2,249	2,284	3,590	2,227	3,530	2,305	3,584	2,365	26,925
2,367	2,269	2,249	2,284	4,957	1,000	3,530	1,000	4,898	3,575	28,129
2,367	3,569	2,249	2,284	3,590	1,000	2,204	2,305	3,584	3,575	26,727
2,367	1,000	2,249	3,640	4,957	2,227	1,000	3,652	4,898	3,575	29,565
3,791	2,269	3,626	1,000	4,957	2,227	2,204	2,305	2,365	3,575	28,319
2,367	1,000	3,626	2,284	3,590	1,000	2,204	2,305	3,584	4,884	26,844
2,367	1,000	3,626	2,284	3,590	1,000	3,530	2,305	3,584	3,575	26,860
2,367	2,269	3,626	3,640	4,957	3,519	1,000	2,305	2,365	4,884	30,932
2,367	3,569	1,000	3,640	3,590	3,519	1,000	1,000	3,584	2,365	25,635
3,791	2,269	1,000	2,284	3,590	2,227	2,204	2,305	3,584	4,884	28,139
2,367	3,569	3,626	3,640	4,957	2,227	3,530	1,000	2,365	2,365	29,647
3,791	2,269	2,249	3,640	2,302	1,000	1,000	3,652	3,584	4,884	28,371
3,791	3,569	3,626	3,640	3,590	2,227	3,530	1,000	2,365	3,575	30,913
2,367	2,269	2,249	3,640	2,302	1,000	3,530	3,652	4,898	3,575	29,482
3,791	2,269	3,626	3,640	3,590	3,519	2,204	2,305	2,365	3,575	30,884
3,791	3,569	2,249	3,640	4,957	2,227	2,204	2,305	3,584	3,575	32,101
2,367	3,569	3,626	3,640	3,590	2,227	2,204	2,305	4,898	4,884	33,311
3,791	2,269	3,626	3,640	3,590	2,227	2,204	3,652	3,584	3,575	32,158
2,367	2,269	1,000	2,284	3,590	1,000	2,204	2,305	2,365	3,575	22,960
3,791	2,269	2,249	2,284	3,590	1,000	2,204	2,305	4,898	3,575	28,165
3,791	2,269	3,626	1,000	2,302	2,227	2,204	1,000	4,898	4,884	28,202
2,367	2,269	3,626	2,284	3,590	2,227	3,530	3,652	3,584	3,575	30,704
3,791	1,000	2,249	3,640	3,590	3,519	2,204	2,305	3,584	3,575	29,457
3,791	3,569	3,626	3,640	2,302	3,519	2,204	2,305	4,898	4,884	34,738
3,791	2,269	1,000	2,284	3,590	3,519	3,530	3,652	4,898	4,884	33,417
2,367	3,569	3,626	3,640	3,590	2,227	2,204	3,652	3,584	3,575	32,034
3,791	3,569	3,626	2,284	4,957	1,000	2,204	2,305	3,584	4,884	32,203
3,791	2,269	3,626	2,284	3,590	2,227	3,530	2,305	3,584	3,575	30,781
3,791	3,569	2,249	3,640	4,957	2,227	1,000	1,000	4,898	4,884	32,215
2,367	2,269	2,249	2,284	4,957	1,000	2,204	2,305	3,584	2,365	25,584
1,000	2,269	2,249	2,284	4,957	3,519	3,530	3,652	2,365	3,575	29,399
3,791	2,269	2,249	1,000	2,302	3,519	3,530	3,652	2,365	4,884	29,561
2,367	3,569	3,626	2,284	3,590	2,227	3,530	2,305	3,584	4,884	31,966
2,367	1,000	2,249	2,284	4,957	3,519	2,204	3,652	4,898	3,575	30,704
3,791	2,269	2,249	3,640	4,957	2,227	1,000	2,305	3,584	2,365	28,387
2,367	2,269	3,626	3,640	3,590	3,519	3,530	2,305	3,584	2,365	30,796
3,791	1,000	3,626	2,284	3,590	3,519	3,530	3,652	4,898	3,575	33,464
3,791	3,569	3,626	2,284	3,590	3,519	3,530	2,305	4,898	3,575	34,686
2,367	3,569	3,626	3,640	3,590	2,227	3,530	3,652	3,584	2,365	32,150
3,791	1,000	3,626	3,640	4,957	2,227	3,530	2,305	3,584	3,575	32,234
3,791	2,269	3,626	3,640	3,590	3,519	1,000	3,652	3,584	4,884	33,554
3,791	3,569	3,626	2,284	2,302	1,000	2,204	2,305	4,898	3,575	29,553
2,367	3,569	2,249	2,284	3,590	3,519	2,204	3,652	3,584	3,575	30,593

3,791	2,269	2,249	3,640	2,302	2,227	3,530	2,305	4,898	4,884	32,096
3,791	2,269	2,249	3,640	3,590	2,227	2,204	2,305	2,365	3,575	28,216
3,791	1,000	3,626	3,640	3,590	2,227	3,530	2,305	2,365	4,884	30,958
2,367	2,269	3,626	1,000	3,590	3,519	3,530	1,000	4,898	3,575	29,375
3,791	2,269	2,249	2,284	2,302	1,000	2,204	3,652	3,584	3,575	26,909
3,791	3,569	3,626	2,284	4,957	3,519	3,530	2,305	2,365	4,884	34,829
2,367	2,269	2,249	2,284	3,590	1,000	3,530	1,000	2,365	3,575	24,229
2,367	2,269	2,249	2,284	3,590	2,227	2,204	2,305	3,584	2,365	25,445
3,791	2,269	2,249	3,640	3,590	2,227	2,204	2,305	3,584	2,365	28,225
2,367	2,269	2,249	2,284	3,590	2,227	3,530	2,305	2,365	3,575	26,762
2,367	1,000	2,249	2,284	3,590	3,519	3,530	2,305	4,898	2,365	28,107
2,367	2,269	2,249	2,284	3,590	1,000	2,204	3,652	2,365	3,575	25,555
2,367	2,269	1,000	2,284	4,957	2,227	2,204	2,305	3,584	3,575	26,772
3,791	3,569	3,626	3,640	2,302	3,519	2,204	2,305	4,898	3,575	33,429
2,367	1,000	3,626	2,284	3,590	2,227	3,530	3,652	3,584	4,884	30,744
3,791	2,269	3,626	3,640	3,590	2,227	2,204	3,652	4,898	2,365	32,262
2,367	2,269	3,626	2,284	3,590	2,227	2,204	2,305	3,584	3,575	28,031
3,791	2,269	3,626	3,640	3,590	2,227	3,530	3,652	4,898	3,575	34,798
3,791	3,569	2,249	3,640	3,590	2,227	1,000	2,305	2,365	2,365	27,102
1,000	3,569	2,249	2,284	2,302	1,000	2,204	2,305	3,584	4,884	25,381
2,367	3,569	3,626	2,284	3,590	2,227	2,204	3,652	2,365	3,575	29,459
3,791	3,569	2,249	2,284	3,590	3,519	2,204	2,305	2,365	3,575	29,451
2,367	2,269	2,249	1,000	2,302	2,227	2,204	2,305	4,898	3,575	25,397
2,367	3,569	2,249	2,284	3,590	3,519	3,530	1,000	3,584	4,884	30,576
3,791	2,269	3,626	2,284	4,957	3,519	3,530	2,305	3,584	2,365	32,229
3,791	1,000	3,626	3,640	4,957	1,000	2,204	2,305	3,584	2,365	28,471
2,367	3,569	2,249	2,284	4,957	2,227	2,204	2,305	3,584	4,884	30,630
2,367	2,269	2,249	3,640	1,000	1,000	2,204	2,305	4,898	3,575	25,508
3,791	2,269	3,626	2,284	3,590	2,227	2,204	3,652	3,584	3,575	30,801
2,367	3,569	3,626	3,640	2,302	3,519	2,204	1,000	3,584	3,575	29,386
2,367	2,269	3,626	3,640	2,302	3,519	3,530	2,305	4,898	4,884	33,341
3,791	3,569	2,249	2,284	3,590	2,227	3,530	2,305	3,584	2,365	29,494
3,791	1,000	2,249	1,000	3,590	2,227	3,530	3,652	4,898	2,365	28,302
3,791	3,569	3,626	2,284	3,590	2,227	3,530	2,305	2,365	3,575	30,862
2,367	2,269	2,249	1,000	4,957	1,000	2,204	3,652	3,584	3,575	26,857
2,367	3,569	1,000	2,284	3,590	3,519	2,204	2,305	4,898	3,575	29,312
2,367	2,269	2,249	3,640	3,590	2,227	1,000	3,652	3,584	4,884	29,463
1,000	1,000	2,249	2,284	4,957	2,227	1,000	2,305	3,584	3,575	24,180
1,000	1,000	3,626	3,640	4,957	3,519	2,204	1,000	3,584	2,365	26,895
3,791	2,269	3,626	2,284	4,957	2,227	3,530	1,000	3,584	4,884	32,151
2,367	1,000	2,249	2,284	3,590	1,000	1,000	2,305	2,365	2,365	20,525
2,367	1,000	2,249	3,640	2,302	3,519	3,530	2,305	3,584	4,884	29,381
2,367	2,269	3,626	3,640	3,590	1,000	3,530	3,652	3,584	3,575	30,833
2,367	2,269	3,626	2,284	3,590	1,000	2,204	2,305	3,584	3,575	26,804
3,791	1,000	2,249	2,284	4,957	2,227	3,530	1,000	2,365	4,884	28,287

2,367	2,269	3,626	2,284	4,957	3,519	3,530	2,305	3,584	4,884	33,325
2,367	2,269	3,626	2,284	3,590	3,519	3,530	3,652	4,898	3,575	33,310
2,367	1,000	2,249	2,284	3,590	2,227	3,530	3,652	3,584	2,365	26,848
3,791	2,269	3,626	3,640	2,302	3,519	1,000	1,000	3,584	3,575	28,306
2,367	3,569	2,249	1,000	2,302	2,227	2,204	2,305	3,584	4,884	26,692
1,000	2,269	1,000	2,284	3,590	3,519	1,000	3,652	4,898	3,575	26,787
1,000	2,269	3,626	1,000	4,957	2,227	3,530	1,000	4,898	4,884	29,392
3,791	1,000	3,626	1,000	3,590	3,519	2,204	2,305	4,898	3,575	29,508
2,367	2,269	3,626	3,640	4,957	2,227	2,204	3,652	3,584	4,884	33,410
2,367	2,269	1,000	2,284	3,590	3,519	3,530	2,305	3,584	4,884	29,333
2,367	3,569	2,249	3,640	4,957	2,227	2,204	1,000	4,898	3,575	30,687
2,367	3,569	3,626	2,284	4,957	2,227	3,530	3,652	4,898	4,884	35,994
3,791	2,269	2,249	2,284	3,590	3,519	3,530	2,305	3,584	4,884	32,005
3,791	2,269	3,626	3,640	4,957	3,519	6,000	3,652	3,584	3,575	38,611
3,791	3,569	3,626	2,284	4,957	3,519	3,530	2,305	3,584	4,884	36,048
2,367	2,269	3,626	2,284	3,590	3,519	3,530	2,305	3,584	4,884	31,958
3,791	1,000	2,249	3,640	2,302	2,227	3,530	2,305	1,000	3,575	25,619
3,791	3,569	2,249	2,284	3,590	2,227	2,204	3,652	3,584	2,365	29,515
1,000	2,269	3,626	3,640	4,957	1,000	3,530	2,305	2,365	4,884	29,576
2,367	2,269	3,626	1,000	3,590	2,227	3,530	2,305	3,584	3,575	28,074
2,367	1,000	2,249	3,640	3,590	2,227	3,530	3,652	3,584	3,575	29,414
3,791	2,269	2,249	2,284	4,957	1,000	1,000	2,305	3,584	4,884	28,322
3,791	2,269	1,000	1,000	4,957	3,519	3,530	3,652	4,898	4,884	33,500
2,367	3,569	2,249	3,640	4,957	3,519	2,204	1,000	4,898	3,575	31,978
3,791	2,269	3,626	1,000	3,590	3,519	3,530	3,652	4,898	4,884	34,759
3,791	3,569	2,249	3,640	4,957	3,519	3,530	3,652	3,584	3,575	36,065
3,791	3,569	3,626	2,284	4,957	3,519	3,530	2,305	4,898	4,884	37,362
3,791	2,269	3,626	3,640	4,957	2,227	3,530	2,305	4,898	4,884	36,127
3,791	2,269	1,000	1,000	2,302	2,227	3,530	3,652	4,898	3,575	28,244
2,367	3,569	3,626	3,640	4,957	2,227	2,204	3,652	3,584	2,365	32,191
3,791	3,569	1,000	3,640	3,590	3,519	3,530	3,652	2,365	3,575	32,230
3,791	1,000	2,249	2,284	3,590	2,227	2,204	2,305	3,584	3,575	26,809
2,367	2,269	3,626	2,284	3,590	3,519	2,204	1,000	4,898	3,575	29,332
2,367	2,269	3,626	3,640	3,590	2,227	2,204	1,000	4,898	2,365	28,188
1,000	2,269	1,000	1,000	3,590	3,519	3,530	2,305	3,584	2,365	24,163
2,367	2,269	2,249	2,284	4,957	2,227	3,530	3,652	3,584	4,884	32,003
2,367	1,000	2,249	2,284	3,590	3,519	2,204	2,305	4,898	4,884	29,301
2,367	3,569	3,626	2,284	3,590	2,227	1,000	1,000	4,898	1,000	25,561
1,000	1,000	2,249	3,640	2,302	3,519	2,204	3,652	3,584	3,575	26,725
2,367	3,569	2,249	3,640	3,590	2,227	1,000	1,000	2,365	3,575	25,583
2,367	3,569	3,626	2,284	3,590	1,000	2,204	2,305	4,898	3,575	29,418
1,000	2,269	1,000	1,000	3,590	2,227	3,530	2,305	3,584	2,365	22,871
2,367	3,569	3,626	1,000	3,590	2,227	2,204	3,652	2,365	3,575	28,176
2,367	2,269	2,249	2,284	4,957	3,519	2,204	2,305	3,584	3,575	29,313
2,367	2,269	3,626	3,640	3,590	2,227	3,530	3,652	3,584	4,884	33,370

2,367	2,269	3,626	2,284	2,302	3,519	2,204	2,305	4,898	3,575	29,349
3,791	1,000	2,249	2,284	4,957	3,519	3,530	3,652	3,584	3,575	32,139
3,791	2,269	2,249	2,284	4,957	3,519	2,204	2,305	4,898	4,884	33,360

Lampiran 15

Data Uji MSI Beban Kerja.

1	2	3	4	5	6	7	8	9	10	total
2,386	1,000	1,000	2,325	2,297	2,332	2,176	4,753	4,740	1,000	24,010
3,807	1,000	2,138	1,000	3,683	2,332	2,176	4,753	3,327	2,264	26,480
2,386	2,264	2,138	3,675	2,297	2,332	3,488	3,419	3,327	2,264	27,591
3,807	2,264	3,426	1,000	3,683	2,332	1,000	2,233	3,327	3,597	26,669
2,386	3,587	3,426	2,325	2,297	3,721	3,488	3,419	1,000	1,000	26,649
2,386	3,587	2,138	2,325	1,000	2,332	3,488	3,419	2,034	2,264	24,973
2,386	2,264	3,426	2,325	2,297	2,332	1,000	3,419	3,327	2,264	25,039
3,807	2,264	3,426	3,675	3,683	2,332	2,176	3,419	4,740	1,000	30,523
3,807	2,264	2,138	2,325	2,297	2,332	3,488	3,419	4,740	3,597	30,408
2,386	1,000	2,138	2,325	3,683	3,721	3,488	2,233	4,740	3,597	29,312
2,386	1,000	2,138	3,675	2,297	2,332	1,000	4,753	3,327	2,264	25,172
2,386	2,264	3,426	1,000	2,297	2,332	2,176	2,233	3,327	2,264	23,705
2,386	1,000	2,138	1,000	2,297	2,332	2,176	3,419	3,327	2,264	22,339
1,000	2,264	2,138	2,325	2,297	2,332	3,488	2,233	4,740	3,597	26,414
3,807	2,264	3,426	2,325	2,297	3,721	3,488	3,419	3,327	3,597	31,670
2,386	3,587	1,000	3,675	2,297	1,000	1,000	2,233	3,327	1,000	21,505
2,386	2,264	1,000	2,325	2,297	3,721	3,488	3,419	2,034	2,264	25,198
3,807	2,264	3,426	1,000	3,683	3,721	2,176	2,233	3,327	3,597	29,233
3,807	2,264	1,000	3,675	1,000	1,000	3,488	3,419	4,740	3,597	27,991
2,386	3,587	3,426	2,325	2,297	2,332	2,176	3,419	3,327	2,264	27,539
3,807	2,264	3,426	1,000	1,000	2,332	3,488	4,753	3,327	3,597	28,993
2,386	3,587	3,426	2,325	2,297	3,721	2,176	3,419	4,740	2,264	30,341
3,807	3,587	2,138	3,675	3,683	2,332	1,000	3,419	3,327	2,264	29,233
2,386	2,264	3,426	2,325	3,683	3,721	2,176	3,419	4,740	3,597	31,737
3,807	3,587	2,138	3,675	2,297	3,721	2,176	2,233	4,740	3,597	31,972
2,386	2,264	1,000	1,000	2,297	1,000	2,176	4,753	3,327	2,264	22,467
2,386	3,587	1,000	3,675	3,683	1,000	3,488	4,753	3,327	3,597	30,496
2,386	2,264	3,426	3,675	2,297	3,721	2,176	2,233	3,327	1,000	26,505
2,386	2,264	3,426	2,325	2,297	2,332	1,000	4,753	4,740	2,264	27,787
3,807	1,000	2,138	3,675	2,297	2,332	3,488	4,753	3,327	2,264	29,082
2,386	3,587	3,426	2,325	3,683	3,721	3,488	3,419	4,740	3,597	34,372
3,807	2,264	3,426	2,325	3,683	1,000	2,176	4,753	4,740	3,597	31,771
3,807	2,264	3,426	3,675	3,683	3,721	1,000	4,753	4,740	2,264	33,333
1,000	3,587	3,426	2,325	3,683	3,721	2,176	4,753	4,740	3,597	33,007
2,386	3,587	2,138	3,675	2,297	3,721	2,176	3,419	4,740	3,597	31,737
2,386	2,264	3,426	2,325	3,683	2,332	1,000	4,753	4,740	2,264	29,173

1,000	1,000	2,138	2,325	3,683	1,000	2,176	3,419	3,327	2,264	22,332
2,386	2,264	3,426	2,325	2,297	2,332	3,488	4,753	3,327	3,597	30,194
2,386	1,000	3,426	3,675	3,683	3,721	3,488	3,419	3,327	3,597	31,722
3,807	1,000	3,426	2,325	3,683	2,332	2,176	4,753	4,740	2,264	30,506
2,386	2,264	3,426	3,675	2,297	2,332	2,176	3,419	4,740	3,597	30,313
2,386	3,587	3,426	2,325	3,683	3,721	2,176	3,419	2,034	1,000	27,757
3,807	2,264	3,426	3,675	2,297	2,332	3,488	4,753	3,327	2,264	31,633
2,386	2,264	2,138	2,325	3,683	2,332	3,488	3,419	4,740	3,597	30,373
1,000	3,587	3,426	2,325	3,683	2,332	2,176	4,753	4,740	3,597	31,618
2,386	2,264	3,426	2,325	3,683	3,721	2,176	3,419	3,327	2,264	28,990
3,807	2,264	3,426	1,000	3,683	2,332	3,488	4,753	4,740	2,264	31,757
2,386	3,587	2,138	2,325	2,297	3,721	2,176	3,419	4,740	3,597	30,386
2,386	3,587	3,426	1,000	3,683	2,332	3,488	3,419	4,740	2,264	30,325
3,807	2,264	3,426	2,325	2,297	3,721	2,176	4,753	3,327	3,597	31,692
3,807	3,587	2,138	2,325	2,297	2,332	2,176	3,419	4,740	2,264	29,086
3,807	2,264	2,138	1,000	2,297	3,721	2,176	2,233	3,327	3,597	26,560
2,386	3,587	3,426	3,675	1,000	2,332	1,000	3,419	3,327	3,597	27,749
1,000	2,264	2,138	2,325	3,683	3,721	2,176	3,419	4,740	2,264	27,730
2,386	2,264	2,138	3,675	1,000	3,721	1,000	2,233	4,740	3,597	26,755
2,386	3,587	3,426	2,325	3,683	3,721	2,176	3,419	3,327	2,264	30,313
2,386	1,000	3,426	2,325	3,683	2,332	3,488	1,000	3,327	1,000	23,967
3,807	2,264	2,138	2,325	1,000	2,332	2,176	2,233	4,740	2,264	25,280
2,386	2,264	3,426	1,000	3,683	3,721	2,176	3,419	3,327	2,264	27,665
3,807	2,264	2,138	2,325	2,297	1,000	1,000	4,753	3,327	1,000	23,911
3,807	3,587	2,138	2,325	1,000	2,332	1,000	2,233	3,327	3,597	25,346
3,807	3,587	1,000	1,000	3,683	2,332	3,488	4,753	3,327	2,264	29,241
2,386	3,587	2,138	3,675	2,297	3,721	3,488	3,419	3,327	3,597	31,636
1,000	3,587	2,138	2,325	2,297	2,332	2,176	4,753	2,034	2,264	24,906
3,807	2,264	3,426	2,325	3,683	3,721	2,176	2,233	3,327	1,000	27,962
3,807	3,587	3,426	2,325	2,297	3,721	2,176	3,419	3,327	3,597	31,681
2,386	2,264	2,138	2,325	1,000	2,332	3,488	3,419	2,034	3,597	24,983
2,386	2,264	2,138	2,325	3,683	2,332	3,488	3,419	3,327	2,264	27,626
2,386	2,264	1,000	2,325	2,297	2,332	2,176	3,419	4,740	2,264	25,203
3,807	2,264	1,000	3,675	3,683	2,332	3,488	3,419	3,327	3,597	30,593
3,807	1,000	2,138	2,325	3,683	3,721	2,176	3,419	4,740	2,264	29,274
2,386	3,587	1,000	2,325	3,683	2,332	1,000	3,419	4,740	2,264	26,736
2,386	2,264	3,426	3,675	2,297	1,000	2,176	3,419	3,327	3,597	27,567
1,000	2,264	1,000	1,000	3,683	2,332	3,488	4,753	3,327	2,264	25,110
2,386	2,264	1,000	3,675	2,297	3,721	2,176	4,753	4,740	2,264	29,276
3,807	2,264	3,426	2,325	3,683	2,332	3,488	2,233	3,327	3,597	30,482
3,807	1,000	1,000	2,325	2,297	2,332	1,000	3,419	2,034	1,000	20,214
2,386	1,000	2,138	3,675	1,000	3,721	3,488	3,419	3,327	2,264	26,419
2,386	2,264	3,426	3,675	2,297	3,721	3,488	4,753	3,327	2,264	31,601
2,386	3,587	3,426	2,325	2,297	1,000	2,176	4,753	3,327	2,264	27,540
3,807	2,264	2,138	3,675	3,683	2,332	3,488	4,753	2,034	1,000	29,175

3,807	2,264	3,426	2,325	2,297	2,332	3,488	3,419	3,327	3,597	30,282
2,386	3,587	2,138	3,675	2,297	1,000	3,488	4,753	4,740	2,264	30,329
2,386	1,000	2,138	2,325	2,297	2,332	3,488	3,419	4,740	3,597	27,723
3,807	2,264	2,138	3,675	2,297	3,721	2,176	3,419	4,740	2,264	30,502
2,386	3,587	1,000	3,675	3,683	2,332	2,176	4,753	4,740	3,597	31,930
3,807	2,264	3,426	1,000	2,297	1,000	2,176	2,233	3,327	2,264	23,794
3,807	3,587	1,000	2,325	2,297	2,332	3,488	4,753	4,740	1,000	29,330
3,807	1,000	2,138	1,000	1,000	2,332	3,488	3,419	4,740	2,264	25,189
2,386	2,264	3,426	2,325	2,297	3,721	2,176	4,753	4,740	3,597	31,685
2,386	3,587	2,138	2,325	3,683	3,721	3,488	3,419	3,327	3,597	31,671
2,386	3,587	2,138	3,675	3,683	3,721	2,176	4,753	4,740	2,264	33,124
2,386	3,587	3,426	2,325	3,683	3,721	3,488	4,753	3,327	2,264	32,959
3,807	2,264	2,138	2,325	2,297	2,332	3,488	3,419	3,327	3,597	28,994
3,807	2,264	3,426	3,675	3,683	3,721	3,488	4,753	3,327	2,264	34,408
3,807	3,587	3,426	2,325	3,683	3,721	3,488	4,753	2,034	2,264	33,088
2,386	2,264	3,426	2,325	2,297	2,332	2,176	3,419	3,327	3,597	27,549
3,807	2,264	2,138	2,325	1,000	2,332	1,000	4,753	2,034	1,000	22,653
3,807	3,587	2,138	2,325	3,683	2,332	3,488	3,419	3,327	1,000	29,107
1,000	2,264	2,138	1,000	2,297	3,721	3,488	3,419	4,740	2,264	26,331
2,386	2,264	3,426	3,675	3,683	3,721	3,488	4,753	3,327	2,264	32,987
2,386	3,587	3,426	3,675	2,297	2,332	1,000	4,753	3,327	1,000	27,783
3,807	2,264	2,138	2,325	3,683	2,332	2,176	3,419	3,327	3,597	29,068
3,807	2,264	3,426	2,325	2,297	3,721	3,488	4,753	4,740	3,597	34,418
2,386	3,587	2,138	3,675	3,683	3,721	2,176	2,233	3,327	2,264	29,191
3,807	2,264	3,426	3,675	3,683	2,332	3,488	4,753	3,327	3,597	34,352
3,807	3,587	3,426	2,325	2,297	1,000	3,488	4,753	4,740	2,264	31,687
3,807	3,587	3,426	2,325	3,683	3,721	3,488	3,419	4,740	3,597	35,793
3,807	2,264	3,426	3,675	3,683	2,332	3,488	3,419	4,740	2,264	33,099
2,386	3,587	2,138	3,675	3,683	2,332	1,000	4,753	3,327	2,264	29,145
2,386	3,587	3,426	3,675	3,683	2,332	3,488	3,419	3,327	3,597	32,920
3,807	3,587	1,000	3,675	3,683	2,332	3,488	4,753	3,327	2,264	31,916
3,807	1,000	2,138	2,325	2,297	3,721	3,488	4,753	3,327	2,264	29,120
3,807	2,264	3,426	2,325	2,297	3,721	2,176	3,419	4,740	3,597	31,772
2,386	2,264	3,426	2,325	2,297	3,721	2,176	3,419	4,740	3,597	30,351
3,807	1,000	1,000	2,325	2,297	2,332	3,488	3,419	3,327	1,000	23,995
3,807	2,264	2,138	2,325	3,683	3,721	3,488	4,753	4,740	3,597	34,517
2,386	1,000	1,000	2,325	2,297	2,332	2,176	3,419	4,740	3,597	25,273
2,386	1,000	2,138	3,675	3,683	2,332	1,000	4,753	3,327	2,264	26,559
3,807	2,264	3,426	3,675	1,000	3,721	2,176	4,753	3,327	2,264	30,412
3,807	3,587	3,426	2,325	2,297	2,332	1,000	4,753	2,034	1,000	26,561
2,386	3,587	2,138	2,325	2,297	3,721	3,488	4,753	3,327	2,264	30,286
2,386	2,264	3,426	1,000	2,297	1,000	3,488	3,419	3,327	1,000	23,607
2,386	3,587	2,138	1,000	3,683	2,332	2,176	3,419	4,740	2,264	27,726
3,807	2,264	2,138	2,325	3,683	3,721	2,176	3,419	4,740	2,264	30,538
3,807	2,264	2,138	1,000	2,297	2,332	3,488	4,753	3,327	3,597	29,003

3,807	3,587	3,426	2,325	3,683	3,721	2,176	3,419	4,740	2,264	33,148
3,807	1,000	2,138	2,325	3,683	2,332	2,176	4,753	3,327	2,264	27,805
3,807	3,587	2,138	2,325	3,683	3,721	3,488	4,753	4,740	3,597	35,840
2,386	3,587	1,000	1,000	2,297	2,332	3,488	4,753	3,327	1,000	25,170
1,000	1,000	3,426	3,675	2,297	2,332	3,488	3,419	3,327	2,264	26,228
2,386	2,264	2,138	3,675	3,683	2,332	3,488	3,419	4,740	2,264	30,390
2,386	3,587	3,426	2,325	2,297	1,000	2,176	3,419	4,740	2,264	27,620
1,000	2,264	1,000	1,000	2,297	2,332	3,488	3,419	3,327	1,000	21,127
2,386	3,587	3,426	1,000	2,297	2,332	2,176	4,753	2,034	2,264	26,255
2,386	2,264	2,138	2,325	3,683	3,721	2,176	3,419	3,327	2,264	27,703
2,386	2,264	3,426	3,675	2,297	2,332	3,488	4,753	3,327	3,597	31,545
2,386	2,264	3,426	2,325	1,000	3,721	2,176	3,419	4,740	2,264	27,721
3,807	1,000	2,138	2,325	3,683	3,721	3,488	4,753	3,327	2,264	30,506
1,000	3,587	3,426	2,325	3,683	3,721	2,176	4,753	4,740	3,597	33,007
2,386	3,587	2,138	2,325	2,297	3,721	3,488	2,233	3,327	3,597	29,099
3,807	2,264	1,000	1,000	3,683	3,721	3,488	4,753	4,740	3,597	32,053
2,386	3,587	2,138	3,675	3,683	3,721	2,176	2,233	4,740	2,264	30,604

Lampiran 16

Hasil Uji Validitas Kinerja Karyawan

Correlations

		skor_total
item_1	Pearson Correlation	.581**
	Sig. (2-tailed)	.001
	N	30
item_2	Pearson Correlation	.754**
	Sig. (2-tailed)	.000
	N	30
item_3	Pearson Correlation	.483**
	Sig. (2-tailed)	.007
	N	30
item_4	Pearson Correlation	.486**
	Sig. (2-tailed)	.006
	N	30
item_5	Pearson Correlation	.675**
	Sig. (2-tailed)	.000
	N	30
item_6	Pearson Correlation	.514**
	Sig. (2-tailed)	.004
	N	30
item_7	Pearson Correlation	.592**
	Sig. (2-tailed)	.001
	N	30
item_8	Pearson Correlation	.605**
	Sig. (2-tailed)	.000
	N	30
item_9	Pearson Correlation	.454*
	Sig. (2-tailed)	.012
	N	30
item_10	Pearson Correlation	.762**
	Sig. (2-tailed)	.000
	N	30
skor_total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	30

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran 17

Hasil Uji Validitas *Human Relations*

Correlations

		skor_total
item_1	Pearson Correlation	.670**
	Sig. (2-tailed)	.000
	N	30
item_2	Pearson Correlation	.442*
	Sig. (2-tailed)	.014
	N	30
item_3	Pearson Correlation	.670**
	Sig. (2-tailed)	.000
	N	30
item_4	Pearson Correlation	.745**
	Sig. (2-tailed)	.000
	N	30
item_5	Pearson Correlation	.697**
	Sig. (2-tailed)	.000
	N	30
item_6	Pearson Correlation	.444*
	Sig. (2-tailed)	.014
	N	30
item_7	Pearson Correlation	.536**
	Sig. (2-tailed)	.002
	N	30
item_8	Pearson Correlation	.705**
	Sig. (2-tailed)	.000
	N	30
item_9	Pearson Correlation	.557**
	Sig. (2-tailed)	.001
	N	30
item_10	Pearson Correlation	.457*
	Sig. (2-tailed)	.011
	N	30
skor_total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 18

Hasil Uji Validitas Lingkungan Kerja

Correlations

		skor_total
item_1	Pearson Correlation	.667**
	Sig. (2-tailed)	.000
	N	30
item_2	Pearson Correlation	.826**
	Sig. (2-tailed)	.000
	N	30
item_3	Pearson Correlation	.725**
	Sig. (2-tailed)	.000
	N	30
item_4	Pearson Correlation	.696**
	Sig. (2-tailed)	.000
	N	30
item_5	Pearson Correlation	.818**
	Sig. (2-tailed)	.000
	N	30
item_6	Pearson Correlation	.616**
	Sig. (2-tailed)	.000
	N	30
item_7	Pearson Correlation	.694**
	Sig. (2-tailed)	.000
	N	30
item_8	Pearson Correlation	.698**
	Sig. (2-tailed)	.000
	N	30
item_9	Pearson Correlation	.651**
	Sig. (2-tailed)	.000
	N	30
item_10	Pearson Correlation	.746**
	Sig. (2-tailed)	.000
	N	30
skor_total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 19

Hasil Uji Validitas Beban Kerja

Correlations

		skor_total
item_1	Pearson Correlation	.888**
	Sig. (2-tailed)	.000
	N	30
item_2	Pearson Correlation	.842**
	Sig. (2-tailed)	.000
	N	30
item_3	Pearson Correlation	.757**
	Sig. (2-tailed)	.000
	N	30
item_4	Pearson Correlation	.696**
	Sig. (2-tailed)	.000
	N	30
item_5	Pearson Correlation	.680**
	Sig. (2-tailed)	.000
	N	30
item_6	Pearson Correlation	.709**
	Sig. (2-tailed)	.000
	N	30
item_7	Pearson Correlation	.704**
	Sig. (2-tailed)	.000
	N	30
item_8	Pearson Correlation	.765**
	Sig. (2-tailed)	.000
	N	30
item_9	Pearson Correlation	.771**
	Sig. (2-tailed)	.000
	N	30
item_10	Pearson Correlation	.772**
	Sig. (2-tailed)	.000
	N	30
skor_total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 20**Hasil Uji Reliabilitas Kinerja Karyawan****Reliability Statistics**

Cronbach's Alpha	N of Items
.794	10

Lampiran 21**Hasil Uji Reliabilitas Human Relations****Reliability Statistics**

Cronbach's Alpha	N of Items
.796	10

Lampiran 22**Hasil Uji Reliabilitas Lingkungan Kerja****Reliability Statistics**

Cronbach's Alpha	N of Items
.892	10

Lampiran 23

Hasil Uji Reliabilitas Beban Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.918	10

Lampiran 24

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		143
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2,28356026
Most Extreme Differences	Absolute	,090
	Positive	,039
	Negative	-,090
Test Statistic		,090
Asymp. Sig. (2-tailed)		,200 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 25

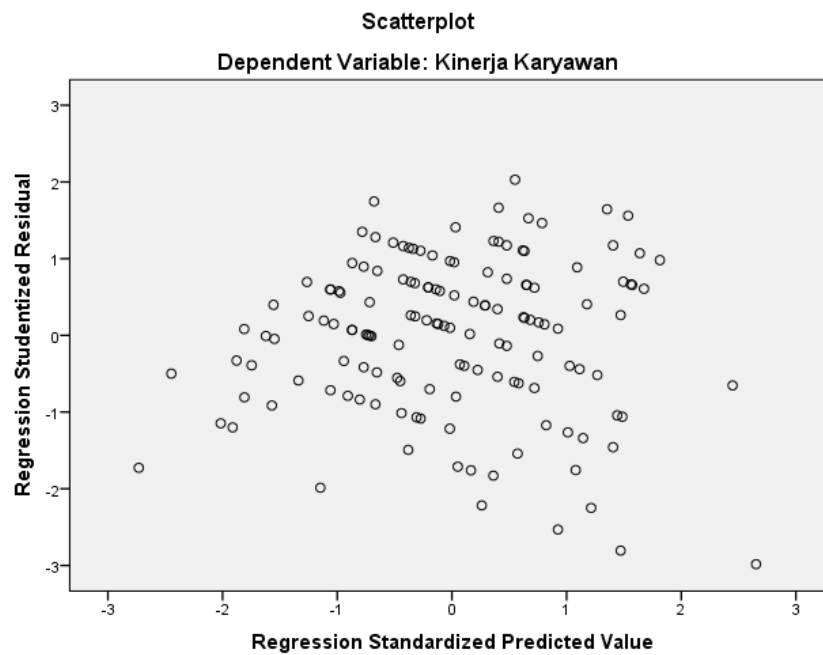
Uji Multikolinieritas

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Human Relations	,870	1,149
Lingkungan Kerja	,882	1,134
Beban Kerja	,895	1,113

a. Dependent Variable: Kinerja Karyawan

Lampiran 26

Uji Heteroskedasitas



Lampiran 27

Analisis Regresi Linier Berganda

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	17,405	4,649		3,744	,000
	Human Relations	,167	,080	,172	2,098	,004
	Lingkungan Kerja	,318	,088	,296	3,633	,002
	Beban Kerja	,371	,128	,418	1,320	,000

a. Dependent Variable: Kinerja Karyawan

Lampiran 28

Uji Signifikansi Parsial (Uji-t)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	17,405	4,649		3,744	,000
	Human Relations	,167	,080	,172	2,098	,004
	Lingkungan Kerja	,318	,088	,296	3,633	,002
	Beban Kerja	,371	,128	,418	1,320	,000

a. Dependent Variable: Kinerja Karyawan

Lampiran 29

Uji Signifikansi Simultan (Uji F-test)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	169,226	3	56,409	10,589	,000 ^b
	Residual	740,480	139	5,327		
	Total	909,706	142			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Beban Kerja, Lingkungan Kerja, Human Relations

Lampiran 30

Analisis Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,763 ^a	,726	,685	2,30807	1,611

a. Predictors: (Constant), Beban Kerja, Lingkungan Kerja, Human Relations

b. Dependent Variable: Kinerja Karyawan

Lampiran 31

Distribusi Nilai r tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254

35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432