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# LAMPIRAN

Lampiran 1 Lembar Kuesioner

Perihal : Permohonan pengisian kuesioner

Judul penelitian : Pengaruh komunikasi interpersonal, pengawasan dan efektivitas kerja terhadap kinerja Aparatur Sipil Negara (ASN) Kantor Sekretariat DPRD Kota Tegal.

Kepada Yth. Bapak/ Ibu/ Saudara Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Fitri Eka Wahyuningsih (4119500278) mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupkan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya mengucapkan terimakasih.

Tegal, Mei 2023

Fitri Eka Wahyuningsih

1. **Identitas Responden**
2. Jenis Kelamin : Laki-laki Perempuan
3. Pendidikan Terakhir : SMA/SMK DI/DII/DIII

S1 S2

1. Umur tahun : 20-30 Tahun 31-40 Tahun

>40 Tahun

1. **Petunjuk Pengisian Kuesioner**

Berikan tanda checklist/centang pada kotak yang tersedia dijawaban yang anda pilih dan yang sesuai dengan kondisi sebenarnya yang ada pada kantor Seketariat DPRD Kota Tegal.

Keterangan pilihan jawaban:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**Variabel Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai memiliki basis pengetahuan yang luas |  |  |  |  |  |
| 2 | Pegawai mempunyai kemampuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Pegawai memiliki kepercayaan diri yang tinggi |  |  |  |  |  |
| 4 | Arahan yang diberikan pimpinan kepada sangat berpengaruh dalam menjalankan pekerjaan |  |  |  |  |  |
| 5 | Dukungan dari pimpinan kepada pegawai dibutuhkan dalam mencapai target kerja |  |  |  |  |  |
| 6 | Semangat yang diberikan rekan kerja dapat menimbulkan hasil kerja yang berkualitas |  |  |  |  |  |
| 7 | Pegawai memiliki tingkat kepercayaan terhadap rekan kerja |  |  |  |  |  |
| 8 | Pegawai mampu menciptakan kekompakan dalam satu tim |  |  |  |  |  |
| 9 | Pegawai mampu mengikuti sistem kerja yang diberikan |  |  |  |  |  |
| 10 | Instansi memiliki fasilitas kerja yang memadai |  |  |  |  |  |

**Variabel Komunikasi Interpersonal**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai memiliki sifat ramah-tamah dapat menjalin hubungan interaktif antar pegawai |  |  |  |  |  |
| 2 | Pegawai memiliki sopan santun antar pegawai benar-benar dijaga untuk keharmonisan |  |  |  |  |  |
| 3 | Pegawai perlu saling mengenal satu sama lain agar tumbuh keakraban |  |  |  |  |  |
| 4 | Pegawai saling mengetahui tugas rekan kerja |  |  |  |  |  |
| 5 | Komunikasi yang baik dapat terbentuk melalui pengiriman dan penerimaan pesan secara positif |  |  |  |  |  |
| 6 | Komunikasi yang baik dapat meningkatkan aktivitas kerja yang lebih berhasil guna dan berkelanjutan |  |  |  |  |  |
| 7 | Kelancaran hubungan dalam aktivitas pegawai dikantor didasari peraturan yang berlaku |  |  |  |  |  |
| 8 | Keharmonisan dalam melaksanakan pekerjaan dibutuhkan oleh pegawai |  |  |  |  |  |
| 9 | Persoalan baru dapat muncul silih berganti bila tidak ada batasan dalam melaksanakan tugas pekerjaan |  |  |  |  |  |
| 10 | Pegawai mengetahui batasan waktu dalam pembahasan pekerjaan |  |  |  |  |  |
| 11 | Pegawai perlu menjalin hubungan yang hamonis antar rekan kerja |  |  |  |  |  |
| 12 | Pegawai saling berkomunikasi untuk membantu memecahkan masalah pekerjaan |  |  |  |  |  |

**Variabel Pengawasan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai mengerti bahwa instansi telah menetapkan standar sesuai dengan visi dan misi peusahaan |  |  |  |  |  |
| 2 | Pegawai mengetahui standar instansi dan telah melakukan pekerjaan sesuai dengan standar |  |  |  |  |  |
| 3 | Pimpinan melakukan pengamatan kerja secara terus menerus |  |  |  |  |  |
| 4 | Pegawai selalu melaporkan pekerjaan apabila telah selesai kepada pimpinan secara lisan maupun tertulis |  |  |  |  |  |
| 5 | Pimpinan melakukan pengawasan dengan alat bantu seperti telepon, whatsapp ataupun media lainnya apabila sedang tidak berada ditempat |  |  |  |  |  |
| 6 | Pimpinan melakukan evaluasi kerja secara berkala dalam instansi untuk mengukur kemampuan yang dimiliki |  |  |  |  |  |
| 7 | Pimpinan menilai pekerjaan pegawai secara objektif sesuai dengan standar yang berlaku |  |  |  |  |  |
| 8 | Pekerjaan yang pegawai lakukan selalu dievaluasi secara rutin |  |  |  |  |  |
| 9 | Pimpinan selalu membantu dan memberi solusi apabila terdapat penyimpangan dalam pekerjaan |  |  |  |  |  |

**Kuesioner Efektivitas Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pegawai mempunyai kemampuan untuk menyesuaikan diri dengan lingkungan instansi |  |  |  |  |  |
| 2 | Mampu bekerja sama dengan rekan kerja untuk mencapai tujuan |  |  |  |  |  |
| 3 | Pegawai memiliki keterampilan sesuai dengan bagiannya |  |  |  |  |  |
| 4 | Pegawai menekuni dengan sungguh-sungguh tugas yang telah diberikan |  |  |  |  |  |
| 5 | Pegawai menggunakan pengalaman sebelumnya untuk mneyelesaikan tugas saat ini |  |  |  |  |  |
| 6 | Pegawai memiliki strategi untuk menyelesaikan tugas dalam jangka waktu yang ditentukan |  |  |  |  |  |
| 7 | Pegawai merasa senang dan bangga ketika mampu menyelesaikan tugas yang diberikan |  |  |  |  |  |
| 8 | Pegawai merasa tidak puas saat hasil kerja kurang maksimal |  |  |  |  |  |
| 9 | Pegawai mampu menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |
| 10 | Pegawai mampu menyelesaikan tugas lebih cepat dan akurat dari sebelumnya |  |  |  |  |  |
| 11 | Pegawai mampu menerima masukan untuk institusi dari pihak luar |  |  |  |  |  |

Lampiran 2 Jawaban Responden Pernyataan Kinerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | TOTAL |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 9 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 42 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 11 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 12 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 13 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 14 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 43 |
| 18 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 40 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 24 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 40 |
| 25 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 39 |
| 26 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 27 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 42 |
| 28 | 3 | 2 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 32 |
| 29 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 40 |
| 30 | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 4 | 35 |

Lampiran 3 Jawaban Responden Pernyataan Komunikasi Interpersonal

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | TOTAL |
| 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 54 |
| 2 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 47 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 46 |
| 7 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 9 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| 11 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 12 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 13 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 14 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 15 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 54 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 19 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 20 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 21 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 22 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 54 |
| 23 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 24 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 56 |
| 26 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 52 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 53 |
| 28 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| 30 | 5 | 3 | 5 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 5 | 1 | 43 |

Lampiran 4 Jawaban Responden Pengawasan

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | TOTAL |
| 1 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 7 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 42 |
| 9 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 38 |
| 10 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 37 |
| 11 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 39 |
| 13 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 43 |
| 17 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 33 |
| 18 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 38 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 21 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 41 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 42 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 25 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 39 |
| 26 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 41 |
| 27 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 28 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 29 |
| 29 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 30 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |

Lampiran 5 Jawaban Pernyataan Efektivitas kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | Total |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 52 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 43 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 51 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 44 |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 47 |
| 10 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 38 |
| 11 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 49 |
| 12 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 49 |
| 13 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 49 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 17 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 3 | 49 |
| 18 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 20 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 50 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 54 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 48 |
| 25 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 46 |
| 26 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 52 |
| 28 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 36 |
| 29 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 51 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |

Lampiran 6 Uji Validitas Kinerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | TOTAL\_Y |
| Y.1 | Pearson Correlation | 1 | .343 | .208 | .333 | -.152 | .753\*\* | .212 | .163 | .731\*\* | .089 | .684\*\* |
| Sig. (2-tailed) |  | .064 | .270 | .072 | .422 | .000 | .261 | .388 | .000 | .640 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .343 | 1 | .341 | .315 | .168 | .517\*\* | .824\*\* | .373\* | .259 | .373\* | .715\*\* |
| Sig. (2-tailed) | .064 |  | .065 | .090 | .373 | .003 | .000 | .043 | .167 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .208 | .341 | 1 | .600\*\* | .454\* | .124 | .205 | .607\*\* | .241 | .741\*\* | .655\*\* |
| Sig. (2-tailed) | .270 | .065 |  | .000 | .012 | .515 | .276 | .000 | .200 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .333 | .315 | .600\*\* | 1 | .455\* | .288 | .195 | .627\*\* | .308 | .627\*\* | .711\*\* |
| Sig. (2-tailed) | .072 | .090 | .000 |  | .011 | .123 | .302 | .000 | .098 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | -.152 | .168 | .454\* | .455\* | 1 | .027 | .236 | .359 | -.104 | .461\* | .400\* |
| Sig. (2-tailed) | .422 | .373 | .012 | .011 |  | .888 | .208 | .051 | .584 | .010 | .029 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .753\*\* | .517\*\* | .124 | .288 | .027 | 1 | .546\*\* | .141 | .421\* | .053 | .697\*\* |
| Sig. (2-tailed) | .000 | .003 | .515 | .123 | .888 |  | .002 | .457 | .021 | .781 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .212 | .824\*\* | .205 | .195 | .236 | .546\*\* | 1 | .220 | .116 | .220 | .604\*\* |
| Sig. (2-tailed) | .261 | .000 | .276 | .302 | .208 | .002 |  | .244 | .543 | .244 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .163 | .373\* | .607\*\* | .627\*\* | .359 | .141 | .220 | 1 | .011 | .732\*\* | .594\*\* |
| Sig. (2-tailed) | .388 | .043 | .000 | .000 | .051 | .457 | .244 |  | .953 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .731\*\* | .259 | .241 | .308 | -.104 | .421\* | .116 | .011 | 1 | .011 | .564\*\* |
| Sig. (2-tailed) | .000 | .167 | .200 | .098 | .584 | .021 | .543 | .953 |  | .953 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .089 | .373\* | .741\*\* | .627\*\* | .461\* | .053 | .220 | .732\*\* | .011 | 1 | .594\*\* |
| Sig. (2-tailed) | .640 | .043 | .000 | .000 | .010 | .781 | .244 | .000 | .953 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | .684\*\* | .715\*\* | .655\*\* | .711\*\* | .400\* | .697\*\* | .604\*\* | .594\*\* | .564\*\* | .594\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .029 | .000 | .000 | .001 | .001 | .001 |  |
| N | 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 7 Uji Validitas Komunikasi Interpersonal

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | .379\* | .525\*\* | .038 | .412\* | -.170 | .379\* | .644\*\* | .396\* | .479\*\* | .528\*\* | .175 | .550\*\* |
| Sig. (2-tailed) |  | .039 | .003 | .842 | .024 | .369 | .039 | .000 | .030 | .007 | .003 | .356 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .379\* | 1 | .607\*\* | .432\* | .427\* | .388\* | .472\*\* | .449\* | .965\*\* | .585\*\* | .716\*\* | .557\*\* | .835\*\* |
| Sig. (2-tailed) | .039 |  | .000 | .017 | .019 | .034 | .008 | .013 | .000 | .001 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .525\*\* | .607\*\* | 1 | .241 | .159 | .031 | .345 | .489\*\* | .681\*\* | .435\* | .874\*\* | .040 | .626\*\* |
| Sig. (2-tailed) | .003 | .000 |  | .199 | .403 | .871 | .062 | .006 | .000 | .016 | .000 | .835 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .038 | .432\* | .241 | 1 | .171 | .896\*\* | .432\* | .438\* | .413\* | .303 | .331 | .376\* | .594\*\* |
| Sig. (2-tailed) | .842 | .017 | .199 |  | .367 | .000 | .017 | .015 | .023 | .103 | .074 | .041 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .412\* | .427\* | .159 | .171 | 1 | .153 | .644\*\* | .606\*\* | .445\* | .777\*\* | .228 | .786\*\* | .697\*\* |
| Sig. (2-tailed) | .024 | .019 | .403 | .367 |  | .419 | .000 | .000 | .014 | .000 | .225 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | -.170 | .388\* | .031 | .896\*\* | .153 | 1 | .295 | .290 | .370\* | .170 | .087 | .463\*\* | .476\*\* |
| Sig. (2-tailed) | .369 | .034 | .871 | .000 | .419 |  | .114 | .120 | .044 | .369 | .647 | .010 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .379\* | .472\*\* | .345 | .432\* | .644\*\* | .295 | 1 | .740\*\* | .480\*\* | .778\*\* | .419\* | .557\*\* | .771\*\* |
| Sig. (2-tailed) | .039 | .008 | .062 | .017 | .000 | .114 |  | .000 | .007 | .000 | .021 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .644\*\* | .449\* | .489\*\* | .438\* | .606\*\* | .290 | .740\*\* | 1 | .451\* | .736\*\* | .520\*\* | .504\*\* | .802\*\* |
| Sig. (2-tailed) | .000 | .013 | .006 | .015 | .000 | .120 | .000 |  | .012 | .000 | .003 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .396\* | .965\*\* | .681\*\* | .413\* | .445\* | .370\* | .480\*\* | .451\* | 1 | .579\*\* | .716\*\* | .530\*\* | .839\*\* |
| Sig. (2-tailed) | .030 | .000 | .000 | .023 | .014 | .044 | .007 | .012 |  | .001 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .479\*\* | .585\*\* | .435\* | .303 | .777\*\* | .170 | .778\*\* | .736\*\* | .579\*\* | 1 | .557\*\* | .676\*\* | .838\*\* |
| Sig. (2-tailed) | .007 | .001 | .016 | .103 | .000 | .369 | .000 | .000 | .001 |  | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .528\*\* | .716\*\* | .874\*\* | .331 | .228 | .087 | .419\* | .520\*\* | .716\*\* | .557\*\* | 1 | .112 | .703\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 | .074 | .225 | .647 | .021 | .003 | .000 | .001 |  | .555 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .175 | .557\*\* | .040 | .376\* | .786\*\* | .463\*\* | .557\*\* | .504\*\* | .530\*\* | .676\*\* | .112 | 1 | .712\*\* |
| Sig. (2-tailed) | .356 | .001 | .835 | .041 | .000 | .010 | .001 | .004 | .003 | .000 | .555 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | .550\*\* | .835\*\* | .626\*\* | .594\*\* | .697\*\* | .476\*\* | .771\*\* | .802\*\* | .839\*\* | .838\*\* | .703\*\* | .712\*\* | 1 |
| Sig. (2-tailed) | .002 | .000 | .000 | .001 | .000 | .008 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 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 8 Uji Validitas Pengawasan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .466\*\* | .867\*\* | .326 | .573\*\* | .141 | .476\*\* | .353 | .319 | .717\*\* |
| Sig. (2-tailed) |  | .009 | .000 | .079 | .001 | .459 | .008 | .056 | .086 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .466\*\* | 1 | .567\*\* | .432\* | .359 | .217 | .862\*\* | .789\*\* | .319 | .798\*\* |
| Sig. (2-tailed) | .009 |  | .001 | .017 | .051 | .249 | .000 | .000 | .086 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .867\*\* | .567\*\* | 1 | .464\*\* | .667\*\* | .096 | .663\*\* | .443\* | .401\* | .818\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .010 | .000 | .615 | .000 | .014 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .326 | .432\* | .464\*\* | 1 | .326 | .102 | .531\*\* | .340 | .798\*\* | .687\*\* |
| Sig. (2-tailed) | .079 | .017 | .010 |  | .079 | .593 | .003 | .066 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .573\*\* | .359 | .667\*\* | .326 | 1 | .217 | .380\* | .244 | .220 | .635\*\* |
| Sig. (2-tailed) | .001 | .051 | .000 | .079 |  | .249 | .039 | .194 | .242 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .141 | .217 | .096 | .102 | .217 | 1 | .185 | .091 | .154 | .401\* |
| Sig. (2-tailed) | .459 | .249 | .615 | .593 | .249 |  | .328 | .631 | .418 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .476\*\* | .862\*\* | .663\*\* | .531\*\* | .380\* | .185 | 1 | .677\*\* | .345 | .816\*\* |
| Sig. (2-tailed) | .008 | .000 | .000 | .003 | .039 | .328 |  | .000 | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .353 | .789\*\* | .443\* | .340 | .244 | .091 | .677\*\* | 1 | .501\*\* | .700\*\* |
| Sig. (2-tailed) | .056 | .000 | .014 | .066 | .194 | .631 | .000 |  | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .319 | .319 | .401\* | .798\*\* | .220 | .154 | .345 | .501\*\* | 1 | .648\*\* |
| Sig. (2-tailed) | .086 | .086 | .028 | .000 | .242 | .418 | .062 | .005 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .717\*\* | .798\*\* | .818\*\* | .687\*\* | .635\*\* | .401\* | .816\*\* | .700\*\* | .648\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .028 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

Lampiran 9 Uji Validitas Efektivitas Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | .640\*\* | .697\*\* | .656\*\* | .549\*\* | .306 | .614\*\* | .376\* | .369\* | .605\*\* | .330 | .761\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .002 | .100 | .000 | .041 | .045 | .000 | .075 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .640\*\* | 1 | .579\*\* | .571\*\* | .548\*\* | .538\*\* | .553\*\* | .645\*\* | .716\*\* | .569\*\* | .541\*\* | .849\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .001 | .002 | .002 | .002 | .000 | .000 | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .697\*\* | .579\*\* | 1 | .794\*\* | .726\*\* | .327 | .399\* | .307 | .385\* | .883\*\* | .347 | .819\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .000 | .000 | .078 | .029 | .099 | .036 | .000 | .061 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .656\*\* | .571\*\* | .794\*\* | 1 | .752\*\* | .267 | .393\* | .233 | .272 | .863\*\* | .298 | .772\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 |  | .000 | .154 | .032 | .215 | .146 | .000 | .109 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .549\*\* | .548\*\* | .726\*\* | .752\*\* | 1 | .310 | .559\*\* | .380\* | .237 | .734\*\* | .354 | .772\*\* |
| Sig. (2-tailed) | .002 | .002 | .000 | .000 |  | .096 | .001 | .039 | .207 | .000 | .055 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .306 | .538\*\* | .327 | .267 | .310 | 1 | .283 | .579\*\* | .497\*\* | .322 | .879\*\* | .632\*\* |
| Sig. (2-tailed) | .100 | .002 | .078 | .154 | .096 |  | .130 | .001 | .005 | .083 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .614\*\* | .553\*\* | .399\* | .393\* | .559\*\* | .283 | 1 | .360 | .280 | .473\*\* | .295 | .649\*\* |
| Sig. (2-tailed) | .000 | .002 | .029 | .032 | .001 | .130 |  | .051 | .134 | .008 | .114 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .376\* | .645\*\* | .307 | .233 | .380\* | .579\*\* | .360 | 1 | .516\*\* | .221 | .658\*\* | .638\*\* |
| Sig. (2-tailed) | .041 | .000 | .099 | .215 | .039 | .001 | .051 |  | .004 | .241 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .369\* | .716\*\* | .385\* | .272 | .237 | .497\*\* | .280 | .516\*\* | 1 | .371\* | .483\*\* | .637\*\* |
| Sig. (2-tailed) | .045 | .000 | .036 | .146 | .207 | .005 | .134 | .004 |  | .044 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .605\*\* | .569\*\* | .883\*\* | .863\*\* | .734\*\* | .322 | .473\*\* | .221 | .371\* | 1 | .336 | .820\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .083 | .008 | .241 | .044 |  | .069 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .330 | .541\*\* | .347 | .298 | .354 | .879\*\* | .295 | .658\*\* | .483\*\* | .336 | 1 | .668\*\* |
| Sig. (2-tailed) | .075 | .002 | .061 | .109 | .055 | .000 | .114 | .000 | .007 | .069 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .761\*\* | .849\*\* | .819\*\* | .772\*\* | .772\*\* | .632\*\* | .649\*\* | .638\*\* | .637\*\* | .820\*\* | .668\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| 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 Data Uji MSI Kinerja

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |
| 2.447 | 3.384 | 2.597 | 2.610 | 4.726 | 2.621 | 3.276 | 1.000 | 3.972 | 2.597 |
| 3.685 | 3.384 | 2.597 | 2.610 | 3.227 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 3.685 | 5.167 | 2.597 | 2.610 | 4.726 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 2.447 | 3.384 | 1.000 | 1.000 | 3.227 | 2.621 | 3.276 | 2.597 | 2.680 | 1.000 |
| 2.447 | 3.384 | 1.000 | 2.610 | 3.227 | 2.621 | 3.276 | 2.597 | 2.680 | 2.597 |
| 2.447 | 3.384 | 2.597 | 1.000 | 3.227 | 2.621 | 3.276 | 1.000 | 2.680 | 2.597 |
| 3.685 | 3.384 | 2.597 | 2.610 | 3.227 | 3.972 | 3.276 | 2.597 | 3.972 | 1.000 |
| 2.447 | 3.384 | 2.597 | 2.610 | 3.227 | 2.621 | 3.276 | 2.597 | 2.680 | 2.597 |
| 3.685 | 3.384 | 1.000 | 1.000 | 1.910 | 3.972 | 3.276 | 1.000 | 3.972 | 1.000 |
| 2.447 | 1.910 | 1.000 | 1.000 | 3.227 | 2.621 | 1.910 | 1.000 | 2.680 | 1.000 |
| 3.685 | 3.384 | 1.000 | 1.000 | 3.227 | 3.972 | 3.276 | 1.000 | 3.972 | 1.000 |
| 3.685 | 3.384 | 1.000 | 2.610 | 3.227 | 3.972 | 3.276 | 2.597 | 2.680 | 2.597 |
| 3.685 | 3.384 | 2.597 | 2.610 | 3.227 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 3.685 | 3.384 | 2.597 | 1.000 | 3.227 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 3.685 | 3.384 | 2.597 | 2.610 | 4.726 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 3.685 | 3.384 | 2.597 | 2.610 | 4.726 | 3.972 | 4.842 | 2.597 | 3.972 | 2.597 |
| 3.685 | 5.167 | 1.000 | 1.000 | 1.000 | 3.972 | 4.842 | 1.000 | 3.972 | 1.000 |
| 3.685 | 1.910 | 1.000 | 1.000 | 3.227 | 2.621 | 1.910 | 1.000 | 2.680 | 1.000 |
| 2.447 | 3.384 | 1.000 | 1.000 | 3.227 | 2.621 | 3.276 | 1.000 | 2.680 | 1.000 |
| 3.685 | 3.384 | 2.597 | 2.610 | 3.227 | 3.972 | 3.276 | 2.597 | 3.972 | 2.597 |
| 2.447 | 3.384 | 2.597 | 2.610 | 3.227 | 2.621 | 3.276 | 2.597 | 2.680 | 2.597 |
| 1.734 | 3.384 | 1.000 | 1.000 | 3.227 | 2.621 | 3.276 | 2.597 | 1.817 | 2.597 |
| 2.447 | 3.384 | 2.597 | 1.000 | 3.227 | 2.621 | 3.276 | 2.597 | 2.680 | 2.597 |
| 1.734 | 3.384 | 2.597 | 1.000 | 3.227 | 1.708 | 3.276 | 2.597 | 1.817 | 2.597 |
| 1.000 | 3.384 | 1.000 | 1.000 | 4.726 | 3.972 | 4.842 | 1.000 | 1.000 | 1.000 |
| 3.685 | 3.384 | 1.000 | 1.000 | 3.227 | 3.972 | 4.842 | 1.000 | 3.972 | 1.000 |
| 3.685 | 3.384 | 1.000 | 1.000 | 1.910 | 3.972 | 3.276 | 1.000 | 3.972 | 1.000 |
| 1.734 | 1.000 | 1.000 | 1.000 | 1.910 | 1.708 | 1.000 | 1.000 | 1.817 | 1.000 |
| 3.685 | 1.910 | 1.000 | 1.000 | 1.910 | 3.972 | 1.910 | 1.000 | 3.972 | 1.000 |
| 1.000 | 1.910 | 1.000 | 1.000 | 3.227 | 1.000 | 1.910 | 1.000 | 3.972 | 1.000 |

Lampiran 11 Data Uji MSI Komunikasi Intepersonal

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** |
| 2.429 | 2.116 | 2.168 | 4.251 | 2.597 | 4.539 | 3.534 | 4.079 | 2.001 | 2.531 | 2.262 | 3.972 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 4.251 | 2.597 | 4.539 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 2.116 | 2.168 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 2.001 | 2.531 | 2.262 | 2.680 |
| 2.429 | 2.116 | 2.168 | 2.687 | 1.000 | 2.911 | 1.000 | 2.580 | 2.001 | 2.531 | 2.262 | 2.680 |
| 2.429 | 2.116 | 1.000 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 1.000 | 2.531 | 2.262 | 2.680 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 2.116 | 2.168 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 2.001 | 4.025 | 2.262 | 3.972 |
| 2.429 | 3.534 | 3.584 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 3.349 | 2.531 | 3.772 | 2.680 |
| 2.429 | 2.116 | 2.168 | 2.687 | 1.000 | 2.911 | 3.534 | 2.580 | 2.001 | 2.531 | 2.262 | 2.680 |
| 2.429 | 3.534 | 3.584 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 3.349 | 2.531 | 3.772 | 2.680 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 4.251 | 2.597 | 4.539 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 2.429 | 3.534 | 3.584 | 4.251 | 1.000 | 4.539 | 2.116 | 2.580 | 3.349 | 2.531 | 3.772 | 2.680 |
| 2.429 | 2.116 | 3.584 | 4.251 | 1.000 | 4.539 | 3.534 | 4.079 | 2.001 | 4.025 | 3.772 | 2.680 |
| 3.921 | 2.116 | 2.168 | 2.687 | 2.597 | 2.911 | 2.116 | 2.580 | 2.001 | 2.531 | 2.262 | 3.972 |
| 3.921 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 2.168 | 2.687 | 2.597 | 2.911 | 3.534 | 4.079 | 3.349 | 4.025 | 3.772 | 3.972 |
| 2.429 | 3.534 | 2.168 | 2.687 | 2.597 | 2.911 | 3.534 | 2.580 | 3.349 | 4.025 | 2.262 | 3.972 |
| 2.429 | 3.534 | 2.168 | 4.251 | 2.597 | 4.539 | 3.534 | 2.580 | 3.349 | 4.025 | 3.772 | 3.972 |
| 2.429 | 3.534 | 3.584 | 2.687 | 2.597 | 2.911 | 3.534 | 2.580 | 3.349 | 4.025 | 3.772 | 3.972 |
| 3.921 | 3.534 | 3.584 | 4.251 | 1.000 | 4.539 | 3.534 | 4.079 | 3.349 | 2.531 | 3.772 | 1.817 |
| 3.921 | 3.534 | 3.584 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 3.349 | 2.531 | 3.772 | 1.817 |
| 3.921 | 3.534 | 3.584 | 2.687 | 1.000 | 2.911 | 2.116 | 2.580 | 3.349 | 2.531 | 3.772 | 2.680 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.911 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.817 |
| 2.429 | 2.116 | 2.168 | 2.687 | 1.000 | 2.911 | 3.534 | 2.580 | 2.001 | 2.531 | 2.262 | 2.680 |
| 3.921 | 1.000 | 3.584 | 1.000 | 1.000 | 1.000 | 2.116 | 2.580 | 1.000 | 2.531 | 3.772 | 1.000 |

Lampiran 12 Data Uji MSI Pengawasan

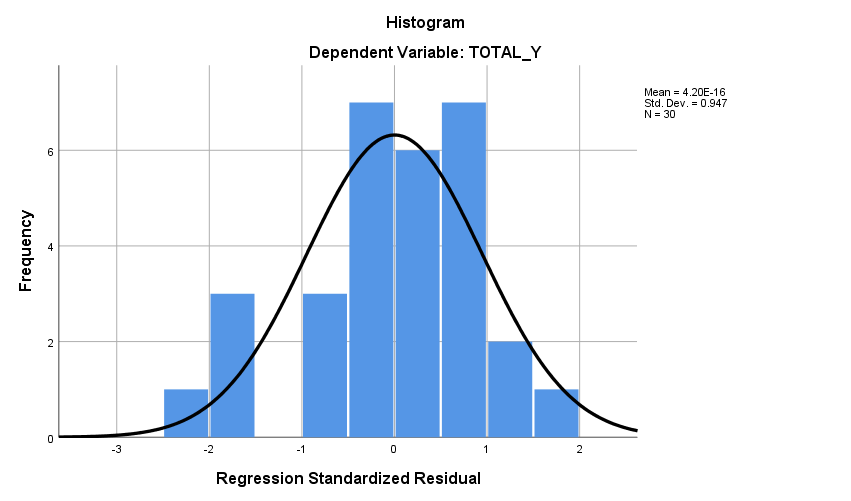
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** |
| 2.580 | 2.580 | 2.458 | 3.921 | 2.580 | 2.956 | 2.269 | 4.193 | 3.847 |
| 2.580 | 4.079 | 2.458 | 3.921 | 2.580 | 2.956 | 3.685 | 4.193 | 3.847 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 4.254 | 3.685 | 4.193 | 3.847 |
| 4.079 | 2.580 | 2.458 | 2.429 | 2.580 | 4.254 | 2.269 | 2.676 | 2.411 |
| 2.580 | 2.580 | 2.458 | 2.429 | 1.000 | 2.956 | 2.269 | 2.676 | 2.411 |
| 2.580 | 2.580 | 1.000 | 2.429 | 2.580 | 2.956 | 1.000 | 2.676 | 2.411 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 2.956 | 3.685 | 4.193 | 3.847 |
| 2.580 | 4.079 | 2.458 | 3.921 | 2.580 | 4.254 | 3.685 | 4.193 | 3.847 |
| 2.580 | 2.580 | 2.458 | 3.921 | 2.580 | 2.956 | 2.269 | 2.676 | 3.847 |
| 2.580 | 2.580 | 2.458 | 3.921 | 2.580 | 1.910 | 2.269 | 2.676 | 3.847 |
| 2.580 | 2.580 | 2.458 | 2.429 | 2.580 | 1.910 | 2.269 | 2.676 | 2.411 |
| 2.580 | 4.079 | 2.458 | 2.429 | 2.580 | 2.956 | 3.685 | 4.193 | 2.411 |
| 2.580 | 4.079 | 2.458 | 2.429 | 2.580 | 4.254 | 3.685 | 4.193 | 2.411 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 2.956 | 3.685 | 4.193 | 3.847 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 4.254 | 3.685 | 4.193 | 3.847 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 1.910 | 3.685 | 4.193 | 3.847 |
| 2.580 | 2.580 | 2.458 | 2.429 | 2.580 | 1.000 | 2.269 | 2.676 | 1.000 |
| 2.580 | 2.580 | 2.458 | 2.429 | 4.079 | 4.254 | 2.269 | 2.676 | 2.411 |
| 4.079 | 2.580 | 3.905 | 2.429 | 4.079 | 4.254 | 2.269 | 2.676 | 2.411 |
| 4.079 | 4.079 | 3.905 | 2.429 | 4.079 | 4.254 | 3.685 | 4.193 | 2.411 |
| 4.079 | 4.079 | 3.905 | 2.429 | 4.079 | 1.910 | 3.685 | 4.193 | 2.411 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 2.956 | 3.685 | 2.676 | 2.411 |
| 2.580 | 4.079 | 2.458 | 3.921 | 2.580 | 4.254 | 3.685 | 2.676 | 2.411 |
| 4.079 | 4.079 | 3.905 | 3.921 | 4.079 | 4.254 | 3.685 | 2.676 | 2.411 |
| 2.580 | 2.580 | 2.458 | 3.921 | 4.079 | 2.956 | 3.685 | 2.676 | 2.411 |
| 4.079 | 2.580 | 3.905 | 3.921 | 2.580 | 2.956 | 3.685 | 2.676 | 3.847 |
| 4.079 | 2.580 | 3.905 | 3.921 | 4.079 | 2.956 | 2.269 | 2.676 | 3.847 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.580 | 2.956 | 1.000 | 1.000 | 1.000 |
| 4.079 | 2.580 | 2.458 | 2.429 | 2.580 | 2.956 | 2.269 | 2.676 | 2.411 |
| 2.580 | 2.580 | 2.458 | 3.921 | 4.079 | 4.254 | 2.269 | 2.676 | 3.847 |

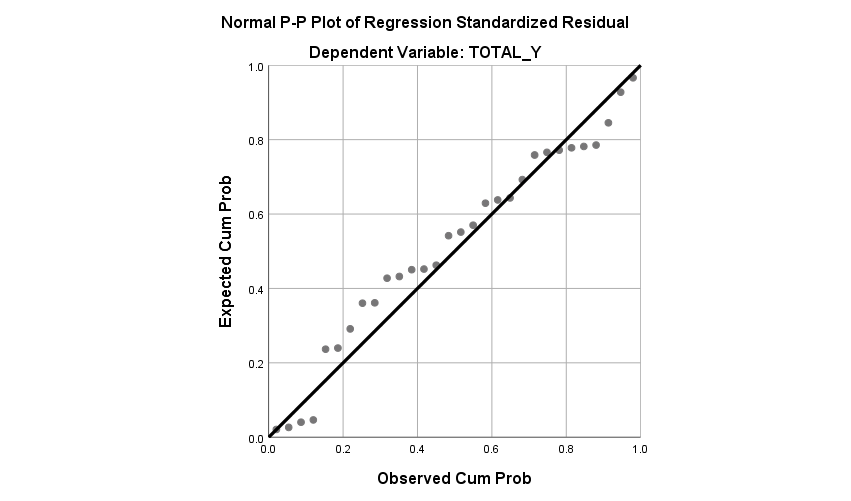
Lampiran 13 Data Uji MSI Efektivitas Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** |
| 3.634 | 4.193 | 2.269 | 2.116 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 2.149 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 1.000 | 2.549 | 2.868 | 2.149 | 2.336 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 1.000 | 3.846 | 2.243 | 2.549 | 4.135 | 3.500 | 2.336 |
| 2.219 | 2.676 | 2.269 | 1.000 | 1.000 | 2.423 | 2.243 | 4.030 | 4.135 | 1.000 | 2.336 |
| 3.634 | 2.676 | 2.269 | 3.534 | 1.000 | 2.423 | 2.243 | 2.549 | 4.135 | 2.149 | 2.336 |
| 2.219 | 2.676 | 1.000 | 2.116 | 1.000 | 1.000 | 2.243 | 2.549 | 1.000 | 1.000 | 1.000 |
| 3.634 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 3.607 | 2.549 | 1.910 | 3.500 | 2.336 |
| 3.634 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 3.607 | 2.549 | 1.910 | 3.500 | 2.336 |
| 3.634 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 3.607 | 2.549 | 1.910 | 3.500 | 2.336 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 1.000 | 3.607 | 1.000 | 4.135 | 3.500 | 1.000 |
| 2.219 | 2.676 | 2.269 | 3.534 | 2.610 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |
| 3.634 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 3.607 | 2.549 | 2.868 | 3.500 | 2.336 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 3.607 | 2.549 | 4.135 | 3.500 | 3.705 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |
| 3.634 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 1.000 | 2.549 | 2.868 | 3.500 | 2.336 |
| 1.000 | 2.676 | 3.685 | 3.534 | 2.610 | 2.423 | 1.000 | 2.549 | 2.868 | 3.500 | 2.336 |
| 2.219 | 4.193 | 2.269 | 3.534 | 2.610 | 3.846 | 3.607 | 4.030 | 4.135 | 3.500 | 3.705 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 3.846 | 2.243 | 4.030 | 2.868 | 2.149 | 3.705 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.423 | 2.243 | 1.000 | 1.910 | 1.000 | 1.000 |
| 3.634 | 4.193 | 3.685 | 3.534 | 2.610 | 1.000 | 3.607 | 4.030 | 4.135 | 3.500 | 1.000 |
| 2.219 | 2.676 | 2.269 | 2.116 | 1.000 | 2.423 | 2.243 | 2.549 | 2.868 | 2.149 | 2.336 |

Lampiran 14 Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 30 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.14177591 |
| Most Extreme Differences | Absolute | .124 |
| Positive | .102 |
| Negative | -.124 |
| Test Statistic | | .124 |
| 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 15 Uji Multikolinieritas

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| TOTAL\_X1 | .370 | 2.701 |
| TOTAL\_X2 | .419 | 2.385 |
| TOTAL\_X3 | .498 | 2.009 |
| a. Dependent Variable: Kinerja | | | | |
| Lampiran 16 Uji Heteroskedastisitas   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | 1.707 | 3.054 |  | .559 | .581 | | TOTAL\_X1 | -.041 | .084 | -.157 | -.490 | .628 | | TOTAL\_X2 | .043 | .110 | .117 | .389 | .701 | | TOTAL\_X3 | .008 | .068 | .032 | .117 | .908 | | a. Dependent Variable: abs\_res | | | | | | |     Lampiran 17 Uji Regresi Linier Berganda   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | 7.265 | 4.825 |  | 1.506 | .144 | | Komunikasi Interpersonal | .477 | .132 | .626 | 3.603 | .001 | | Pengawasan | -.071 | .174 | -.067 | -.410 | .685 | | Efektivitas Kerja | .244 | .108 | .337 | 2.251 | .033 | | a. Dependent Variable: Kinerja | | | | | | |   Lampiran 18 Uji Hipotesis   1. Uji t  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Coefficientsa** | | | | | | | | Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | B | Std. Error | Beta | | 1 | (Constant) | 7.265 | 4.825 |  | 1.506 | .144 | | Komunikasi Interpersonal | .477 | .132 | .626 | 3.603 | .001 | | Pengawasan | -.071 | .174 | -.067 | -.410 | .685 | | Efektivitas Kerja | .244 | .108 | .337 | 2.251 | .033 | | a. Dependent Variable: Kinerja | | | | | | |  1. Uji F  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **ANOVAa** | | | | | | | | Model | | Sum of Squares | df | Mean Square | F | Sig. | | 1 | Regression | 324.338 | 3 | 108.113 | 21.130 | .000b | | Residual | 133.029 | 26 | 5.116 |  |  | | Total | 457.367 | 29 |  |  |  | | a. Dependent Variable: Kinerja | | | | | | | | b. Predictors: (Constant), Komunikasi Interpersonal, pengawasan, efektivitas | | | | | | | | | | | |

Lampiran 19 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 |