**DAFTAR PUSTAKA**

Afandi. (2016). *Konsep & Indikator Manajemen Sumber Daya Manusia untuk penelitian Manajemen* . Yogyakarta.

Afista Riska (2021). Pengaruh Disiplin Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada Karyawan Waroeng Steak And Shake Di Yogyakarta).*E-Jurnal Manajemen UII,8* Arikunto Suharsimi. (2019:239). Prosedur Penelitian Suatu Pendekatan Praktik . Jakarta: Rineka Cipta.

Arfani Moh Rizal dan Luturlean Bachruddin Saleh. (2018). Pengaruh Stres Kerja Dan Beban Kerja Terhadap Kinerja Karyawan Di Pt Sucofindo Cabang Bandung. eProceedings of Management 8.(4)

Bangun, Wilson. (2012:233-234). *Manajemen Sumber Daya Manusia.* Jakarta: Erlangga*.*

Badrianto Yuan, Ekhsan Muhamad, dan Mulyati Cucu. (2022). 8. Badrianto Yuan, Ekhsan MuhamadPengaruh Gaya Kepemimpinan, Lingkungan Kerja dan Beban Kerja Terhadap Kinerja Karyawan. *Jurnal Ekonomi dan Ekonomi Syariah*.(4) 177-183

Darmasaputra, I., & Sudibya, I. (2019). Pengaruh Kepemimpinan TransaksionalL, Budaya Organisasi, Dan Komunikasi Terhadap Kinerja Karyawan*. E-Jurnal Manajemen,* 8(9)

Dimitriu, O., & Matei, M. (2015). Cloud Accounting : *A New Business Model in Challenging Context. Procedia Economics and Finance*, Vol. 32, 665-671.

Effendi, U. (2014). *Asas Manajemen*. Jakarta: Rajawali Pers.

Ghozali, Imam. (2018:161). Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25. Semarang: *Badan Penerbit Universitas Diponegoro .*

Hartatik. (2018) *Sumber Daya Manusia* . Yogyakarta: Laksana.

Hasibuan. (2017) *Manajemen Sumber Daya Manusia.* Jakarta: Bumi Aksara.

Hatman. (2019). Pengaruh Gaya Kepemimpinan dan Karakteristik Pegawai Terhadap Kinerja Pegawai Pada Dinas Kesehatan Lampung Tenga*h*. S*implex Volume 2, Nomor 1,.*

Heidjrachman dan Husnan. (2002). *Manajemen Personalia*. Yogyakarta: BEFE Yogyakarta.

Hersey. (2004:29). *Kunci Sukses Pemimpin Situasional*. Jakarta: Delaprasata.

Iskandar; Yuhansyah;. (2018). Pengaruh Motivasi Dan Ketidakamanan Kerja Terhadap Penilaian Kerja Yang Berdampak Kepada Kepuasan Kerja. Surabaya: *Media Sahabat Cendekia.9(2)*

jaya, n. M. (2020).Gaya Kepemimpinan Dan Motivasi, Pengaruhnya Terhadap Kinerja Pegawai. Balanca. *Jurnal Ekonomi Dan Bisnis Islam*, 2(1), 35-43.

Kartono, K. (2008). *Pemimpin dan Kepemimpinan.* Jakarta: PT.Raja Grafindo Persada.

Kasmir. (2016). *Analisis Laporan Keuangan*. Jakarta: Raja Grafindo Persada.

Koesomowidjojo, S. (2021). *Panduan Praktis Menyusun Analisis Beban Kerja*. Jakarta: Raih Asa Sukses.

Meirdiansyah. (2015:12). Pengaruh Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Intervening (Studi Kasus Pada Sekretariat Daerah Kabupaten Pamekasan). Jember: STIE Mandala Jember. *E-Jurnal Manajemen 11(1)*

Mery Raflesia. (2020). Pengaruh Employee Engagement, Budaya Organisasi Dan Gaya Kepemimpinan Demokratis Terhadap Kinerja Karyawan Bank Rakyat Indonesia Kantor Cabang Tegal. *Jurnal Ekonomiku 4*

Muniaty, D; Absah, Y;. (2016). Pengaruh Budaya Iklim Organisasi terhadap Kinerja Karyawan Pada PT Telkom Divisi Telkom Flexi Medan.*E-Jurnal Manajemen* (2)

Nawawi, H. H. (2003:115). Manajemen Sumber Daya Manusia Untuk Bisnis Yang Kompetitif, Cetakan ke-7. Yogyakarta: *Gadjah Mada University Press*.

Ningsih, Dukalang. (2019). *Penerapan Metode Suksesive Interval Pada Analisis Regresi Linier Berganda.* vol 1.

Prasetyo. (2016). Pengaruh Budaya Kerja terhadap Perilaku Kerja dan Kinerja Karyawan PT Bank Pengembangan Daerah (BPD) Banyuwangi *.Jurnal Ekonomi dan Bisnis* 6.

Prawironegoro Drasono dan Utari Dewi. (2016). Manajemen SDM Abad 21 (Sumber Daya Manusia). Jakarta: *Mitra Wacana Media*

Prisilia, A. M. (2021). Pengaruh Gaya Kepemimpinan, Kepuasan Kerja dan Motivasi Kerja terhadap Kinerja Karyawan pada Departemen Produksi PT . Asia Plastik Surabaya. *Undergraduate thesis 4 (6).*

Priyono. (2010:109). *Manajemen Sumber Daya Manusia*. Surabaya: Zifatama.

Riduwan. (2015:224). *Dasar-Dasar Statistika*. Bandung: Alfabeta.

Rivai, Veithzal dan Sagala Ella Jauvani. (2012:60). *Manajemen Sumber Daya Manusia untuk Perusahaan*, Cetakan Pertama. Jakarta: PT. Raja Grafindo Persada.

Sapulette, Ludy. (2017). Pengaruh Stress Kerja Dan Iklim Organisasi Terhadap Turnover Intention Pegawai PT Bank Mandiri Cabang Ambon. *Manajemen Ide Dan Inspirasi, 4.*

Satrio; Suwanda, Made;. (2017). Pengaruh Iklim Organisasi Terhadap Turnover Intention Dengan Kepuasan Kerja Sebagai Variabel Mediasi. (Studi Karyawan Pada Perusahaan PT BFI Finance Indonesia Tbk). *E-Jurnal Manajemen Unud, 6.*

Simamora. (2017:9). *Manajemen Sumber Daya Manusia*. Jakarta: Gramedia.

Stephen, R. (2015). *Perilaku Organisasi*. Jakarta: Salemba Empat.

Suciawanty, L. T. (2019). Pengaruh Gaya Kepemimpinan, Kepuasan Kerja, Penempatan Karyawan dan Promosi Jabatan Terhadap Kinerja Karyawan dengan Motivasi Kerja sebagai Variabel Intervening pada Baitul Maal Wat Tamwil Binaan (BMT) PINBUK Tulungagung. *Jurnal Riset Ekonomi, Manajemen,Bisnis Dan Akuntansi.*7

Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: Alfabeta.

Sujak, A. (2000:56). *Manajemen Personalia, Edisi Kelima, Cetakan Pertama.* Yogyakarta: BPFE.

Sulaksono. (2015:7). *Budaya Organisasi Dan Kinerja .* Yogyakarta: CV Budi Utama.

Sunyoto. (2013:225). *Teori Perilaku Keorganisasian.* Yogyakarta: CAPS(Center of Academic Publishing Service).

Supriyadi; Guno;. (2019). Budaya Kerja Pegawai pada Bagian Organisasi Sekretariat Pemerintahan Daerah Kabupaten Donggala. *Katalogis, 3(8)*.

Sutrisno. (2020:20). *Manajemen Sumber Daya Manusia.* Jakarta: Kencana Pernada Media Group.

Syafri, H. S. (2011). *Analisis Kritis atas laporan Keuanga.* Jakarta: PT.Bumi Aksara.

Tanasal Rivaldy dan Kojo Christoffel. (2016). Analisis Beban Kerja, Perilaku Individu, Dan Persepsi Terhadap Kinerja Karyawan Pt. Hasjrat Abadi Manado. Jurnal Emba: *Jurnal Riset Ekonomi, Manajemen,Bisnis Dan Akuntansi. 3*

Timotius Duha. (2018). *Perilaku Organisasi.* Yogyakarta: Budi Utama.

Tjiptono. (2006:161). *Perilaku Organisasi.* Jakarta: Salemba Empat.

Triguno, P. (2010). *Manajemen Sumber Daya Manusia.* Jakarta: Bumi Aksara.

Wibowo. (2016). *Manajemen Kinerja, Edisi Kelima.* Jakarta: PT. Raja Grafindo Persada.

Wibowo. (2017). *Manajemen Kinerja .* Jakarta: PT Raja Grafindo Persada.

Winata. (2016:32). *Budaya Dan Iklim Organisasi Teori Aplikasi Dan Penelitian.* Jakarta: Salembal Empat.

Yani, M. (2012:179). *Manajemen Sumber Daya Manusia.* Jakartra: Mitra Wacana Media.

Yusuf, M.R; Syarif,D;. (2018). *Komitmen Organisasi .* Jakarta: Nas Media Pustaka.

. **LAMPIRAN 1**

Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Gaya Kepemimpinan, Beban Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Dinas Kesehatan Kota Tegal

Kepada Yth,

Bapak/Ibu. Responden

Di Tempat

Dengan Hormat,

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

Hormat Saya,

**Ghonny Akbar Raf.S**

**KARAKTERISTIK RESPONDEN**

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

**Keterangan**

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. N : Netral
4. S : Setuju
5. SS : Sangat Setuju

**Petunjuk Pengisian**

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

**Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya mempunyai pengetahuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya mempunyai ketrampilan untuk mempercepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Saya memiliki kemampuan dalam mengerjakan tugas yang diberikan |  |  |  |  |  |
| 4 | Saya mampu bekerjasama dengan rekan kerja dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 5 | Tingkat kehadiran saya sudah lebih baik |  |  |  |  |  |
| 6 | Saya mampu bekerja secara efektif dan menghasilkan pekerjaan yang sesuai standar perusahaan |  |  |  |  |  |
| 7 | Saya terus berusaha untuk meningkatkan hasil kerja sebaik mungkin. |  |  |  |  |  |
| 8 | Saya mampu menyelesaikan pekerjaan sesuai batas waktu yang diberikan perusahaan |  |  |  |  |  |
| 9 | Saya berhubungan baik dengan atasan untuk bekerja sama dalam mencapai tujuan perusahaan |  |  |  |  |  |
| 10 | Dalam bekerja saya memiliki tingkat keberhasilan yang baik. |  |  |  |  |  |

**Gaya Kepemimpinan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Pimimpinan memberikan kesempatan kepada saya untuk mendiskusikan masalah-masalah yang terkait dengan pekerjaan |  |  |  |  |  |
| 2 | Pimpinan mau menerima dan mendengarkan pendapat sehubungan dengan keputusan yang akan diambil |  |  |  |  |  |
| 3 | Pimpinan berdiskusi bersama untuk mengambil keputusan terkait masalah yang dihadapi dalam bekerja |  |  |  |  |  |
| 4 | Pimpinan saya selalu melakukan evaluasi dua arah antara pimpinan dan bawahan |  |  |  |  |  |
| 5 | Pimpinan memberikan saya kebebasan ke bawahan untuk menentukan sendiri mengenai teknis pelaksanaan pekerjaan yang baik |  |  |  |  |  |
| 6 | Pimpinan melimpahkan sepenuhnya tanggung jawab mengenai pekerjaan kepada saya |  |  |  |  |  |
| 7 | Pimpinan jarang melibatkan dalam membuat keputusan |  |  |  |  |  |
| 8 | Pimpinan memberikan instruksi dengan jelas kepada saya terkait pekerjaan yang harus di selesaikan |  |  |  |  |  |

**Beban Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Jenis kelamin berpengaruh terhadap beban kerja yang diberikan. |  |  |  |  |  |
| 2. | Usia berpengaruh terhadap beban kerja yang diterima. |  |  |  |  |  |
| 3. | Bekerja dengan status kesehatan baik dapat melaksanakan pekerjaan dengan baik juga. |  |  |  |  |  |
| 4. | Saya memotivasi diri untuk melakukan pekerjaan dengan baik |  |  |  |  |  |
| 5 | Saya puas karena beban kerja yang diberikan sudah sesuai dengan kemampuan. |  |  |  |  |  |
| 6 | Beban kerja saya sesuai dengan keinginan. |  |  |  |  |  |
| 7 | Lingkungan kerja saya berpengaruh terhadap beban kerja yang saya emban. |  |  |  |  |  |
| 8 | Beban kerja sesuai dengan standar organisasi kerja di tempat kerja saya. |  |  |  |  |  |
| 9 | Tugas yang diberikan sesuai dengan kemampuan saya |  |  |  |  |  |
| 10 | Tugas yang diberikan sesuai, tidak melampaui jam kerja saya |  |  |  |  |  |

**Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **1** | **2** | **3** | **4** | **5** |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya memiliki inovasi dan pengambilan resiko yang tepat dalam mengerjakan tugas |  |  |  |  |  |
| 2 | Pimpinan mendorong saya untuk melakukan inovasi atau gagasan baru dalam pekerjaan |  |  |  |  |  |
| 3 | Bila terjadi kesalahan maka saya siap menanggung resikonya |  |  |  |  |  |
| 4 | Dalam menjalankan aktivitas kerja, saya terkadang mendapat masalah dalam pekerjaan |  |  |  |  |  |
| 5 | Saya selalu berfikir menyelesaikan pekerjaan dengan cermat dengan hasil yang optimal |  |  |  |  |  |
| 6 | Saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang maksimal |  |  |  |  |  |
| 7 | Saya selalu dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja |  |  |  |  |  |
| 8 | Saya bekerjasama dengan karyawan lain dalam melakukan pekerjaan |  |  |  |  |  |
| 9 | Saya mengerjakan tugas sesuai dengan bagian dan keahlian saya |  |  |  |  |  |
| 10 | Saya berusaha menyelesaikan pekerjaan secara tepat waktu, untuk menjaga stabilitas pekerjaan |  |  |  |  |  |
| 11 | Saya melakukan pekerjaan sesuai arahan dari pimpinan |  |  |  |  |  |

**Lampiran 2**

**Jawaban Responden Pernyataan Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Kinerja (Y)** | | | | | | | | | | |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **47** |
| **2** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **46** |
| **3** | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **48** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **5** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **6** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **46** |
| **7** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **48** |
| **8** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **9** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| **10** | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| **11** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **41** |
| **12** | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **44** |
| **13** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **45** |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **15** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **43** |
| **16** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **18** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **48** |
| **19** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **46** |
| **20** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **21** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **45** |
| **22** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | **47** |
| **23** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| **24** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **42** |
| **26** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **49** |
| **27** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **43** |
| **28** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **42** |
| **29** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **30** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | **47** |
| **31** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **43** |
| **32** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| **33** | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **43** |
| **34** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **42** |
| **35** | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | **28** |
| **36** | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | **33** |
| **37** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **42** |
| **38** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **39** | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | **46** |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **41** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **41** |
| **42** | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | **39** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **44** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **43** |
| **45** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **49** |
| **46** | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **43** |
| **47** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **47** |
| **48** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | **46** |
| **49** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **50** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **47** |
| **51** | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | **31** |
| **52** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **38** |
| **53** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **39** |
| **54** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **55** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **56** | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | **35** |
| **57** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **44** |
| **58** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **45** |
| **59** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **45** |
| **60** | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | **20** |
| **61** | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | **34** |
| **62** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **63** | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | **34** |
| **64** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | **43** |
| **65** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | **43** |
| **66** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **44** |
| **67** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | **42** |
| **68** | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | **40** |
| **69** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| **70** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **44** |
| **71** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | **39** |
| **72** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **73** | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | **36** |
| **74** | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **40** |
| **75** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| **76** | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **42** |
| **77** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |

**Lampiran 3**

**Jawaban Responden Pernyataan Gaya Kepemimpinan (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Gaya Kepemimpinan (X1)** | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **Total** |
| **1** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **35** |
| **2** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | **34** |
| **3** | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **36** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| **5** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **35** |
| **6** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **33** |
| **7** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **36** |
| **8** | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | **33** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **10** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **34** |
| **11** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | **28** |
| **12** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **33** |
| **13** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **33** |
| **14** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **35** |
| **15** | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **36** |
| **16** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **17** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **35** |
| **18** | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | **38** |
| **19** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **36** |
| **20** | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | **29** |
| **21** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **34** |
| **22** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **33** |
| **23** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **31** |
| **24** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **33** |
| **25** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **34** |
| **26** | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **35** |
| **27** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **36** |
| **28** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **33** |
| **29** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **38** |
| **30** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| **31** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | **30** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **33** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **34** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **34** |
| **35** | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | **20** |
| **36** | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | **28** |
| **37** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **33** |
| **38** | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | **28** |
| **39** | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | **29** |
| **40** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **31** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **42** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | **33** |
| **43** | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | **30** |
| **44** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **31** |
| **45** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **38** |
| **46** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **47** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **34** |
| **48** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **33** |
| **49** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **31** |
| **50** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **36** |
| **51** | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | **26** |
| **52** | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | **29** |
| **53** | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | **29** |
| **54** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **39** |
| **55** | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | **30** |
| **56** | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | **28** |
| **57** | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **34** |
| **58** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **36** |
| **59** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **37** |
| **60** | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | **18** |
| **61** | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 2 | **30** |
| **62** | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | **28** |
| **63** | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | **32** |
| **64** | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | **34** |
| **65** | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **32** |
| **66** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **36** |
| **67** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **39** |
| **68** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | **28** |
| **69** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | **29** |
| **70** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **35** |
| **71** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **31** |
| **72** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **36** |
| **73** | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | **30** |
| **74** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **36** |
| **75** | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | **34** |
| **76** | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | **32** |
| **77** | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | **32** |

**Lampiran 4**

**Jawaban Responden Pernyataan Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Beban Kerja (X2)** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| **1** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| **2** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **44** |
| **3** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **46** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **5** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | **47** |
| **6** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | **40** |
| **7** | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | **45** |
| **8** | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | **39** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **42** |
| **10** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **44** |
| **11** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **39** |
| **12** | 5 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | **39** |
| **13** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **44** |
| **14** | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | **38** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **41** |
| **16** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **18** | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **19** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | **44** |
| **20** | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | **37** |
| **21** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **44** |
| **22** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **41** |
| **24** | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | **38** |
| **25** | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **41** |
| **26** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | **43** |
| **27** | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **44** |
| **28** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **45** |
| **29** | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **45** |
| **30** | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **46** |
| **31** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **45** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **41** |
| **34** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **40** |
| **35** | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | **27** |
| **36** | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | **32** |
| **37** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |
| **38** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **41** |
| **39** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **44** |
| **40** | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **42** |
| **41** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **42** | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | **35** |
| **43** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **43** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| **45** | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | **42** |
| **46** | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | **44** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | **47** |
| **48** | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | **44** |
| **49** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | **46** |
| **50** | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | **41** |
| **51** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **30** |
| **52** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | **37** |
| **53** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | **36** |
| **54** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **55** | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 5 | **39** |
| **56** | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | **34** |
| **57** | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | **39** |
| **58** | 3 | 4 | 4 | 3 | 3 | 5 | 2 | 3 | 3 | 3 | **33** |
| **59** | 4 | 4 | 4 | 3 | 3 | 5 | 2 | 3 | 4 | 3 | **35** |
| **60** | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 2 | **20** |
| **61** | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | **37** |
| **62** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **39** |
| **63** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | **32** |
| **64** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **42** |
| **65** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |
| **66** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **67** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **38** |
| **68** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **38** |
| **69** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **38** |
| **70** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **38** |
| **71** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **37** |
| **72** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **73** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | **35** |
| **74** | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | **43** |
| **75** | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **41** |
| **76** | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | **42** |
| **77** | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **38** |

**Lampiran 5**

**Jawaban Responden Pernyataan Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Budaya Organisasi (X3)** | | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **Total** |
| **1** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **51** |
| **2** | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | **47** |
| **3** | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **50** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| **5** | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **53** |
| **6** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **47** |
| **7** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **49** |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| **9** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **49** |
| **10** | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | **46** |
| **11** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | **42** |
| **12** | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | **46** |
| **13** | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **47** |
| **14** | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | **40** |
| **15** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **43** |
| **16** | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | **45** |
| **17** | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | **41** |
| **18** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **50** |
| **19** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| **20** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| **21** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | **48** |
| **22** | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **50** |
| **23** | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | **47** |
| **24** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | **39** |
| **25** | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **43** |
| **26** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **27** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **48** |
| **28** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | **48** |
| **29** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **53** |
| **30** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **50** |
| **31** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **47** |
| **32** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| **33** | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | **47** |
| **34** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **46** |
| **35** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **33** |
| **36** | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | **38** |
| **37** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **46** |
| **38** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| **39** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **49** |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **43** |
| **41** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **42** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **44** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **47** |
| **44** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **49** |
| **45** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **53** |
| **46** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **48** |
| **47** | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **51** |
| **48** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **50** |
| **49** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **52** |
| **50** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **50** |
| **51** | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **35** |
| **52** | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **53** | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **41** |
| **54** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **54** |
| **55** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **43** |
| **56** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | **43** |
| **57** | 4 | 4 | 4 | 2 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | **40** |
| **58** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | **44** |
| **59** | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | **45** |
| **60** | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 1 | 2 | 1 | **24** |
| **61** | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | **37** |
| **62** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| **63** | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | **38** |
| **64** | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | **48** |
| **65** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **47** |
| **66** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **48** |
| **67** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | **47** |
| **68** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| **69** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **46** |
| **70** | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 4 | 4 | 5 | 5 | **48** |
| **71** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **43** |
| **72** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **43** |
| **73** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **48** |
| **74** | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | **44** |
| **75** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **49** |
| **76** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **45** |
| **77** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |

**Lampiran 6**

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y\_Total |
| Y.1 | Pearson Correlation | 1 | .557\*\* | .660\*\* | .468\*\* | .526\*\* | .546\*\* | .741\*\* | .441\*\* | .459\*\* | .469\*\* | .771\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.2 | Pearson Correlation | .557\*\* | 1 | .604\*\* | .546\*\* | .547\*\* | .515\*\* | .365\*\* | .616\*\* | .379\*\* | .479\*\* | .745\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.3 | Pearson Correlation | .660\*\* | .604\*\* | 1 | .598\*\* | .589\*\* | .621\*\* | .518\*\* | .577\*\* | .672\*\* | .526\*\* | .840\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.4 | Pearson Correlation | .468\*\* | .546\*\* | .598\*\* | 1 | .626\*\* | .681\*\* | .446\*\* | .483\*\* | .405\*\* | .587\*\* | .774\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.5 | Pearson Correlation | .526\*\* | .547\*\* | .589\*\* | .626\*\* | 1 | .518\*\* | .533\*\* | .482\*\* | .361\*\* | .451\*\* | .750\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.6 | Pearson Correlation | .546\*\* | .515\*\* | .621\*\* | .681\*\* | .518\*\* | 1 | .552\*\* | .442\*\* | .390\*\* | .508\*\* | .762\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.7 | Pearson Correlation | .741\*\* | .365\*\* | .518\*\* | .446\*\* | .533\*\* | .552\*\* | 1 | .482\*\* | .476\*\* | .421\*\* | .727\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.8 | Pearson Correlation | .441\*\* | .616\*\* | .577\*\* | .483\*\* | .482\*\* | .442\*\* | .482\*\* | 1 | .575\*\* | .656\*\* | .761\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.9 | Pearson Correlation | .459\*\* | .379\*\* | .672\*\* | .405\*\* | .361\*\* | .390\*\* | .476\*\* | .575\*\* | 1 | .604\*\* | .694\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y.10 | Pearson Correlation | .469\*\* | .479\*\* | .526\*\* | .587\*\* | .451\*\* | .508\*\* | .421\*\* | .656\*\* | .604\*\* | 1 | .750\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| Y\_Total | Pearson Correlation | .771\*\* | .745\*\* | .840\*\* | .774\*\* | .750\*\* | .762\*\* | .727\*\* | .761\*\* | .694\*\* | .750\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |

**Lampiran 7**

**Hasil Uji Validitas Variabel Gaya Kepemimpinan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1\_Total |
| X1.1 | Pearson Correlation | 1 | .540\*\* | .498\*\* | .419\*\* | .391\*\* | .267\* | .479\*\* | .432\*\* | .708\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .019 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.2 | Pearson Correlation | .540\*\* | 1 | .593\*\* | .565\*\* | .293\*\* | .415\*\* | .376\*\* | .531\*\* | .762\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .010 | .000 | .001 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.3 | Pearson Correlation | .498\*\* | .593\*\* | 1 | .426\*\* | .387\*\* | .357\*\* | .335\*\* | .399\*\* | .702\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .001 | .003 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.4 | Pearson Correlation | .419\*\* | .565\*\* | .426\*\* | 1 | .299\*\* | .499\*\* | .433\*\* | .456\*\* | .723\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .008 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.5 | Pearson Correlation | .391\*\* | .293\*\* | .387\*\* | .299\*\* | 1 | .542\*\* | .592\*\* | .199 | .653\*\* |
| Sig. (2-tailed) | .000 | .010 | .001 | .008 |  | .000 | .000 | .083 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.6 | Pearson Correlation | .267\* | .415\*\* | .357\*\* | .499\*\* | .542\*\* | 1 | .672\*\* | .357\*\* | .727\*\* |
| Sig. (2-tailed) | .019 | .000 | .001 | .000 | .000 |  | .000 | .001 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.7 | Pearson Correlation | .479\*\* | .376\*\* | .335\*\* | .433\*\* | .592\*\* | .672\*\* | 1 | .344\*\* | .747\*\* |
| Sig. (2-tailed) | .000 | .001 | .003 | .000 | .000 | .000 |  | .002 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1.8 | Pearson Correlation | .432\*\* | .531\*\* | .399\*\* | .456\*\* | .199 | .357\*\* | .344\*\* | 1 | .652\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .083 | .001 | .002 |  | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X1\_Total | Pearson Correlation | .708\*\* | .762\*\* | .702\*\* | .723\*\* | .653\*\* | .727\*\* | .747\*\* | .652\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |

**Lampiran 8**

**Hasil Uji Validitas Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2\_Total |
| X2.1 | Pearson Correlation | 1 | .703\*\* | .673\*\* | .421\*\* | .509\*\* | .283\* | .238\* | .387\*\* | .470\*\* | .326\*\* | .724\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .013 | .037 | .001 | .000 | .004 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.2 | Pearson Correlation | .703\*\* | 1 | .626\*\* | .459\*\* | .452\*\* | .431\*\* | .238\* | .488\*\* | .494\*\* | .387\*\* | .763\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .037 | .000 | .000 | .001 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.3 | Pearson Correlation | .673\*\* | .626\*\* | 1 | .440\*\* | .499\*\* | .544\*\* | .235\* | .541\*\* | .458\*\* | .368\*\* | .773\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .039 | .000 | .000 | .001 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.4 | Pearson Correlation | .421\*\* | .459\*\* | .440\*\* | 1 | .395\*\* | .394\*\* | .331\*\* | .451\*\* | .448\*\* | .519\*\* | .688\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .003 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.5 | Pearson Correlation | .509\*\* | .452\*\* | .499\*\* | .395\*\* | 1 | .500\*\* | .429\*\* | .540\*\* | .465\*\* | .421\*\* | .740\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.6 | Pearson Correlation | .283\* | .431\*\* | .544\*\* | .394\*\* | .500\*\* | 1 | .219 | .399\*\* | .283\* | .321\*\* | .615\*\* |
| Sig. (2-tailed) | .013 | .000 | .000 | .000 | .000 |  | .056 | .000 | .013 | .004 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.7 | Pearson Correlation | .238\* | .238\* | .235\* | .331\*\* | .429\*\* | .219 | 1 | .358\*\* | .476\*\* | .336\*\* | .554\*\* |
| Sig. (2-tailed) | .037 | .037 | .039 | .003 | .000 | .056 |  | .001 | .000 | .003 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.8 | Pearson Correlation | .387\*\* | .488\*\* | .541\*\* | .451\*\* | .540\*\* | .399\*\* | .358\*\* | 1 | .553\*\* | .569\*\* | .754\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.9 | Pearson Correlation | .470\*\* | .494\*\* | .458\*\* | .448\*\* | .465\*\* | .283\* | .476\*\* | .553\*\* | 1 | .440\*\* | .727\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .013 | .000 | .000 |  | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2.10 | Pearson Correlation | .326\*\* | .387\*\* | .368\*\* | .519\*\* | .421\*\* | .321\*\* | .336\*\* | .569\*\* | .440\*\* | 1 | .662\*\* |
| Sig. (2-tailed) | .004 | .001 | .001 | .000 | .000 | .004 | .003 | .000 | .000 |  | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X2\_Total | Pearson Correlation | .724\*\* | .763\*\* | .773\*\* | .688\*\* | .740\*\* | .615\*\* | .554\*\* | .754\*\* | .727\*\* | .662\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |

**Lampiran 9**

**Hasil Uji Validitas Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3\_Total |
| X3.1 | Pearson Correlation | 1 | .382\*\* | .505\*\* | .388\*\* | .509\*\* | .372\*\* | .301\*\* | .305\*\* | .496\*\* | .445\*\* | .469\*\* | .662\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .000 | .000 | .001 | .008 | .007 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.2 | Pearson Correlation | .382\*\* | 1 | .271\* | .584\*\* | .389\*\* | .428\*\* | .396\*\* | .438\*\* | .381\*\* | .549\*\* | .528\*\* | .715\*\* |
| Sig. (2-tailed) | .001 |  | .017 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.3 | Pearson Correlation | .505\*\* | .271\* | 1 | .338\*\* | .520\*\* | .418\*\* | .302\*\* | .456\*\* | .509\*\* | .381\*\* | .444\*\* | .654\*\* |
| Sig. (2-tailed) | .000 | .017 |  | .003 | .000 | .000 | .008 | .000 | .000 | .001 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.4 | Pearson Correlation | .388\*\* | .584\*\* | .338\*\* | 1 | .402\*\* | .381\*\* | .328\*\* | .319\*\* | .502\*\* | .437\*\* | .423\*\* | .683\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 |  | .000 | .001 | .004 | .005 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.5 | Pearson Correlation | .509\*\* | .389\*\* | .520\*\* | .402\*\* | 1 | .263\* | .404\*\* | .449\*\* | .568\*\* | .500\*\* | .509\*\* | .722\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .021 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.6 | Pearson Correlation | .372\*\* | .428\*\* | .418\*\* | .381\*\* | .263\* | 1 | .193 | .365\*\* | .285\* | .392\*\* | .405\*\* | .594\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .001 | .021 |  | .092 | .001 | .012 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.7 | Pearson Correlation | .301\*\* | .396\*\* | .302\*\* | .328\*\* | .404\*\* | .193 | 1 | .395\*\* | .509\*\* | .333\*\* | .401\*\* | .609\*\* |
| Sig. (2-tailed) | .008 | .000 | .008 | .004 | .000 | .092 |  | .000 | .000 | .003 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.8 | Pearson Correlation | .305\*\* | .438\*\* | .456\*\* | .319\*\* | .449\*\* | .365\*\* | .395\*\* | 1 | .314\*\* | .519\*\* | .414\*\* | .653\*\* |
| Sig. (2-tailed) | .007 | .000 | .000 | .005 | .000 | .001 | .000 |  | .005 | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.9 | Pearson Correlation | .496\*\* | .381\*\* | .509\*\* | .502\*\* | .568\*\* | .285\* | .509\*\* | .314\*\* | 1 | .520\*\* | .611\*\* | .751\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .012 | .000 | .005 |  | .000 | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.10 | Pearson Correlation | .445\*\* | .549\*\* | .381\*\* | .437\*\* | .500\*\* | .392\*\* | .333\*\* | .519\*\* | .520\*\* | 1 | .657\*\* | .761\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .003 | .000 | .000 |  | .000 | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3.11 | Pearson Correlation | .469\*\* | .528\*\* | .444\*\* | .423\*\* | .509\*\* | .405\*\* | .401\*\* | .414\*\* | .611\*\* | .657\*\* | 1 | .778\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |
| X3\_Total | Pearson Correlation | .662\*\* | .715\*\* | .654\*\* | .683\*\* | .722\*\* | .594\*\* | .609\*\* | .653\*\* | .751\*\* | .761\*\* | .778\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 | 77 |

**Lampiran 10**

**Hasil Uji Reliabilitas Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .822 | 10 |

**Hasil Uji Reliabilitas Gaya Kepemimpinan (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .782 | 8 |

**Hasil Uji Reliabilitas Beban Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .745 | 10 |

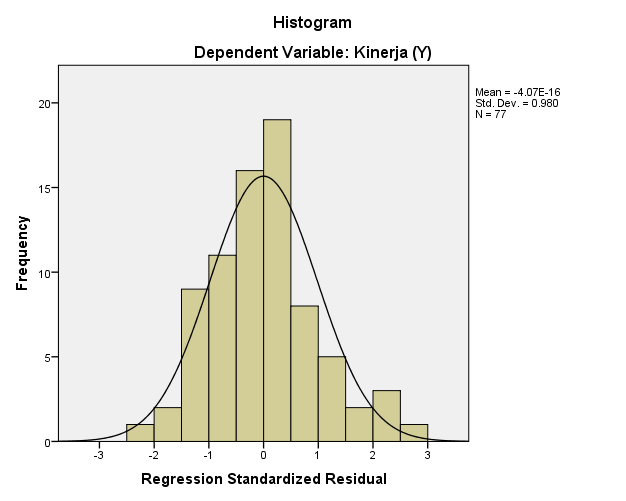
**Hasil Uji Reliabilitas Budaya Organisasi (X3)**

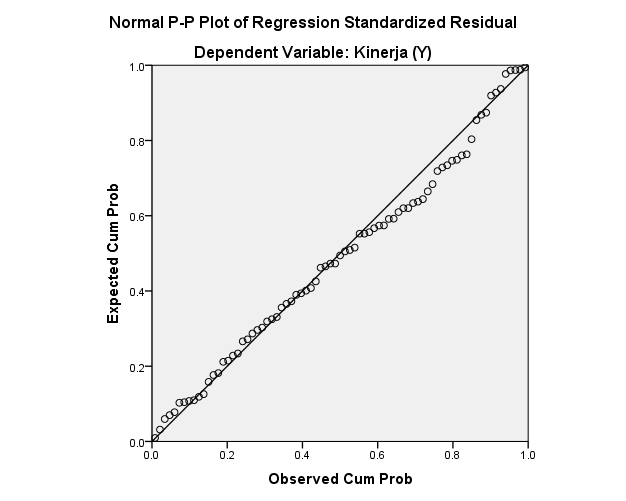
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .841 | 11 |

**Lampiran 11**

**Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 77 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.98680135 |
| Most Extreme Differences | Absolute | .080 |
| Positive | .080 |
| Negative | -.044 |
| Test Statistic | | .080 |
| 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. | | |

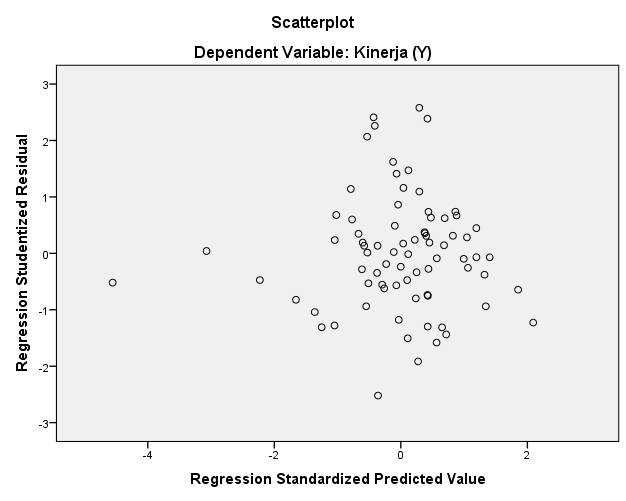




**Uji Multikolinieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | | |
| Tolerance | VIF | |
| 1 | (Constant) |  |  | |
| Gaya Kepemimpinan (X1) | .527 | 1.896 | |
| Beban Kerja (X2) | .296 | 3.384 | |
| Budaya Organisasi (X3) | .269 | 3.712 | |
| a. Dependent Variable: Kinerja (Y) | | | |

**Uji Heteroskedastisitas**



**Lampiran 12**

**Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -2.771 | 2.275 |  | -1.218 | .227 |  |  |
| Gaya Kepemimpinan (X1) | .352 | .083 | .263 | 4.223 | .000 | .527 | 1.896 |
| Beban Kerja (X2) | .333 | .085 | .327 | 3.924 | .000 | .296 | 3.384 |
| Budaya Organisasi (X3) | .444 | .091 | .426 | 4.892 | .000 | .269 | 3.712 |
| a. Dependent Variable: Kinerja (Y) | | | | | | | | |

**Lampiran 13**

**Uji signifikasi simultan f**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 1707.220 | 3 | 569.073 | 138.474 | .000b |
| Residual | 300.001 | 73 | 4.110 |  |  |
| Total | 2007.221 | 76 |  |  |  |
| a. Dependent Variable: Kinerja (Y) | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi (X3), Gaya Kepemimpinan (X1), Beban Kerja (X2) | | | | | | |

**Lampiran 14**

**Uji signifikasi parsial t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -2.771 | 2.275 |  | -1.218 | .227 |
| Gaya Kepemimpinan (X1) | .352 | .083 | .263 | 4.223 | .000 |
| Beban Kerja (X2) | .333 | .085 | .327 | 3.924 | .000 |
| Budaya Organisasi (X3) | .444 | .091 | .426 | 4.892 | .000 |
| a. Dependent Variable: Kinerja (Y) | | | | | | | |

**Lampiran 15**

**Koefisien Determinasi R2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .922a | .851 | .844 | 2.027 |
| a. Predictors: (Constant), Budaya Organisasi (X3), Gaya Kepemimpinan (X1), Beban Kerja (X2) | | | | |
| b. Dependent Variable: Kinerja (Y) | | | | |

**Lampiran 16**

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

|  |
| --- |
| **Succesive Interval** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Total** |
| **1** | **4,537** | **4,737** | **4,431** | **4,737** | **4,514** | **3,244** | **3,117** | **4,469** | **3,878** | **2,947** | **40,612** |
| **2** | **4,537** | **3,318** | **4,431** | **3,378** | **4,514** | **4,658** | **4,514** | **3,104** | **3,878** | **2,947** | **39,278** |
| **3** | **4,537** | **4,737** | **4,431** | **4,737** | **3,117** | **4,658** | **3,117** | **4,469** | **3,878** | **4,406** | **42,086** |
| **4** | **4,537** | **4,737** | **4,431** | **4,737** | **4,514** | **4,658** | **4,514** | **4,469** | **3,878** | **4,406** | **44,880** |
| **5** | **4,537** | **3,318** | **4,431** | **4,737** | **4,514** | **4,658** | **4,514** | **3,104** | **3,878** | **4,406** | **42,096** |
| **6** | **4,537** | **3,318** | **4,431** | **3,378** | **4,514** | **4,658** | **4,514** | **3,104** | **3,878** | **2,947** | **39,278** |
| **7** | **4,537** | **4,737** | **4,431** | **3,378** | **4,514** | **4,658** | **4,514** | **4,469** | **3,878** | **2,947** | **42,063** |
| **8** | **3,087** | **4,737** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **32,202** |
| **9** | **4,537** | **3,318** | **4,431** | **3,378** | **4,514** | **3,244** | **4,514** | **3,104** | **3,878** | **2,947** | **37,865** |
| **10** | **3,087** | **4,737** | **3,031** | **4,737** | **4,514** | **3,244** | **3,117** | **4,469** | **2,441** | **4,406** | **37,782** |
| **11** | **3,087** | **3,318** | **3,031** | **3,378** | **4,514** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **32,180** |
| **12** | **3,087** | **2,007** | **4,431** | **4,737** | **3,117** | **4,658** | **3,117** | **4,469** | **3,878** | **2,947** | **36,448** |
| **13** | **4,537** | **3,318** | **3,031** | **4,737** | **4,514** | **4,658** | **4,514** | **3,104** | **2,441** | **2,947** | **37,800** |
| **14** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **15** | **4,537** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **4,514** | **4,469** | **2,441** | **2,947** | **34,995** |
| **16** | **4,537** | **4,737** | **4,431** | **4,737** | **4,514** | **3,244** | **4,514** | **4,469** | **3,878** | **4,406** | **43,467** |
| **17** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **18** | **4,537** | **4,737** | **3,031** | **4,737** | **4,514** | **4,658** | **4,514** | **4,469** | **2,441** | **4,406** | **42,043** |
| **19** | **4,537** | **3,318** | **4,431** | **3,378** | **3,117** | **4,658** | **4,514** | **3,104** | **3,878** | **4,406** | **39,339** |
| **20** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **21** | **4,537** | **4,737** | **3,031** | **3,378** | **4,514** | **3,244** | **4,514** | **4,469** | **2,441** | **2,947** | **37,811** |
| **22** | **4,537** | **3,318** | **4,431** | **4,737** | **4,514** | **3,244** | **4,514** | **3,104** | **3,878** | **4,406** | **40,682** |
| **23** | **3,087** | **4,737** | **4,431** | **3,378** | **4,514** | **3,244** | **3,117** | **4,469** | **3,878** | **2,947** | **37,802** |
| **24** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **25** | **4,537** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **4,514** | **3,104** | **2,441** | **2,947** | **33,630** |
| **26** | **4,537** | **4,737** | **4,431** | **4,737** | **3,117** | **4,658** | **4,514** | **4,469** | **3,878** | **4,406** | **43,483** |
| **27** | **3,087** | **4,737** | **3,031** | **3,378** | **4,514** | **3,244** | **3,117** | **4,469** | **2,441** | **2,947** | **34,964** |
| **28** | **4,537** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **4,514** | **3,104** | **2,441** | **2,947** | **33,630** |
| **29** | **4,537** | **4,737** | **4,431** | **4,737** | **4,514** | **3,244** | **4,514** | **4,469** | **3,878** | **4,406** | **43,467** |
| **30** | **4,537** | **4,737** | **4,431** | **3,378** | **4,514** | **3,244** | **4,514** | **4,469** | **3,878** | **2,947** | **40,649** |
| **31** | **3,087** | **4,737** | **3,031** | **3,378** | **4,514** | **3,244** | **3,117** | **4,469** | **2,441** | **2,947** | **34,964** |
| **32** | **3,087** | **4,737** | **3,031** | **4,737** | **3,117** | **4,658** | **3,117** | **4,469** | **2,441** | **4,406** | **37,798** |
| **33** | **4,537** | **3,318** | **3,031** | **3,378** | **4,514** | **3,244** | **4,514** | **3,104** | **2,441** | **2,947** | **35,027** |
| **34** | **3,087** | **3,318** | **3,031** | **3,378** | **4,514** | **4,658** | **3,117** | **3,104** | **2,441** | **2,947** | **33,593** |
| **35** | **1,780** | **2,007** | **1,000** | **2,135** | **1,905** | **1,958** | **1,000** | **1,958** | **1,000** | **1,680** | **16,425** |
| **36** | **3,087** | **2,007** | **1,827** | **2,135** | **3,117** | **1,958** | **1,905** | **1,958** | **1,000** | **2,947** | **21,942** |
| **37** | **4,537** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **4,514** | **3,104** | **2,441** | **2,947** | **33,630** |
| **38** | **4,537** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **32,233** |
| **39** | **4,537** | **4,737** | **3,031** | **3,378** | **3,117** | **4,658** | **4,514** | **4,469** | **2,441** | **4,406** | **39,286** |
| **40** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **41** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **4,658** | **3,117** | **3,104** | **2,441** | **2,947** | **32,196** |
| **42** | **3,087** | **3,318** | **3,031** | **2,135** | **4,514** | **3,244** | **3,117** | **3,104** | **1,000** | **2,947** | **29,496** |
| **43** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **44** | **3,087** | **3,318** | **3,031** | **4,737** | **4,514** | **3,244** | **3,117** | **3,104** | **2,441** | **4,406** | **34,997** |
| **45** | **4,537** | **4,737** | **4,431** | **4,737** | **3,117** | **4,658** | **4,514** | **4,469** | **3,878** | **4,406** | **43,483** |
| **46** | **4,537** | **3,318** | **3,031** | **3,378** | **4,514** | **3,244** | **4,514** | **3,104** | **2,441** | **2,947** | **35,027** |
| **47** | **4,537** | **4,737** | **4,431** | **3,378** | **3,117** | **4,658** | **4,514** | **4,469** | **3,878** | **2,947** | **40,666** |
| **48** | **3,087** | **3,318** | **4,431** | **4,737** | **4,514** | **4,658** | **3,117** | **3,104** | **3,878** | **4,406** | **39,249** |
| **49** | **3,087** | **4,737** | **4,431** | **4,737** | **4,514** | **4,658** | **3,117** | **4,469** | **3,878** | **4,406** | **42,033** |
| **50** | **3,087** | **4,737** | **4,431** | **4,737** | **4,514** | **3,244** | **3,117** | **4,469** | **3,878** | **4,406** | **40,620** |
| **51** | **1,780** | **3,318** | **1,827** | **2,135** | **1,905** | **1,958** | **1,905** | **1,958** | **2,441** | **1,000** | **20,229** |
| **52** | **3,087** | **3,318** | **1,827** | **3,378** | **3,117** | **3,244** | **3,117** | **1,958** | **2,441** | **2,947** | **28,433** |
| **53** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **1,958** | **2,441** | **2,947** | **29,637** |
| **54** | **4,537** | **4,737** | **4,431** | **4,737** | **4,514** | **4,658** | **4,514** | **4,469** | **3,878** | **4,406** | **44,880** |
| **55** | **1,780** | **2,007** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **28,166** |
| **56** | **3,087** | **3,318** | **1,827** | **2,135** | **1,905** | **3,244** | **3,117** | **1,958** | **2,441** | **1,680** | **24,712** |
| **57** | **3,087** | **3,318** | **4,431** | **4,737** | **4,514** | **4,658** | **3,117** | **3,104** | **2,441** | **2,947** | **36,353** |
| **58** | **3,087** | **3,318** | **3,031** | **4,737** | **4,514** | **4,658** | **4,514** | **4,469** | **2,441** | **2,947** | **37,715** |
| **59** | **4,537** | **3,318** | **3,031** | **4,737** | **4,514** | **4,658** | **4,514** | **3,104** | **2,441** | **2,947** | **37,800** |
| **60** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,905** | **1,000** | **1,000** | **1,000** | **10,905** |
| **61** | **1,780** | **2,007** | **1,827** | **3,378** | **3,117** | **1,958** | **3,117** | **3,104** | **1,000** | **1,680** | **22,968** |
| **62** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **63** | **3,087** | **3,318** | **3,031** | **2,135** | **1,905** | **3,244** | **1,905** | **1,958** | **1,000** | **1,680** | **23,262** |
| **64** | **3,087** | **3,318** | **3,031** | **2,135** | **3,117** | **3,244** | **4,514** | **4,469** | **3,878** | **4,406** | **35,198** |
| **65** | **3,087** | **3,318** | **3,031** | **2,135** | **3,117** | **3,244** | **4,514** | **4,469** | **3,878** | **4,406** | **35,198** |
| **66** | **3,087** | **3,318** | **3,031** | **3,378** | **4,514** | **4,658** | **4,514** | **4,469** | **2,441** | **2,947** | **36,355** |
| **67** | **3,087** | **3,318** | **3,031** | **3,378** | **1,905** | **3,244** | **3,117** | **4,469** | **3,878** | **4,406** | **33,831** |
| **68** | **3,087** | **3,318** | **3,031** | **2,135** | **3,117** | **1,958** | **1,905** | **4,469** | **3,878** | **4,406** | **31,303** |
| **69** | **4,537** | **3,318** | **4,431** | **3,378** | **3,117** | **4,658** | **3,117** | **4,469** | **2,441** | **4,406** | **37,870** |
| **70** | **4,537** | **3,318** | **4,431** | **3,378** | **3,117** | **3,244** | **4,514** | **4,469** | **2,441** | **2,947** | **36,396** |
| **71** | **3,087** | **2,007** | **3,031** | **2,135** | **3,117** | **1,958** | **3,117** | **4,469** | **3,878** | **2,947** | **29,747** |
| **72** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |
| **73** | **3,087** | **3,318** | **3,031** | **2,135** | **1,905** | **1,958** | **1,905** | **3,104** | **2,441** | **2,947** | **25,831** |
| **74** | **3,087** | **2,007** | **1,827** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **3,878** | **4,406** | **31,164** |
| **75** | **3,087** | **4,737** | **3,031** | **4,737** | **3,117** | **4,658** | **3,117** | **4,469** | **2,441** | **4,406** | **37,798** |
| **76** | **3,087** | **2,007** | **1,827** | **3,378** | **3,117** | **3,244** | **4,514** | **4,469** | **3,878** | **4,406** | **33,926** |
| **77** | **3,087** | **3,318** | **3,031** | **3,378** | **3,117** | **3,244** | **3,117** | **3,104** | **2,441** | **2,947** | **30,783** |

**Lampiran 17**

**Tabulasi Data MSI Penelitian Responden Variabel Gaya Kepemimpinan (X1)**

|  |
| --- |
| **Succesive Interval** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **Total** |
| **1** | **3,310** | **4,485** | **4,710** | **3,612** | **4,765** | **3,611** | **3,503** | **3,097** | **31,093** |
| **2** | **3,310** | **4,485** | **3,300** | **3,612** | **3,375** | **4,954** | **3,503** | **3,097** | **29,637** |
| **3** | **4,794** | **3,086** | **3,300** | **4,990** | **4,765** | **3,611** | **3,503** | **4,571** | **32,620** |
| **4** | **4,794** | **4,485** | **4,710** | **4,990** | **4,765** | **4,954** | **4,886** | **4,571** | **38,155** |
| **5** | **3,310** | **4,485** | **4,710** | **3,612** | **4,765** | **3,611** | **3,503** | **3,097** | **31,093** |
| **6** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **4,954** | **3,503** | **3,097** | **28,237** |
| **7** | **4,794** | **3,086** | **4,710** | **3,612** | **4,765** | **3,611** | **3,503** | **4,571** | **32,652** |
| **8** | **4,794** | **3,086** | **3,300** | **3,612** | **2,095** | **3,611** | **4,886** | **3,097** | **28,482** |
| **9** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **26,895** |
| **10** | **3,310** | **4,485** | **4,710** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **29,704** |
| **11** | **3,310** | **1,869** | **3,300** | **2,308** | **3,375** | **2,339** | **3,503** | **1,782** | **21,788** |
| **12** | **4,794** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **28,378** |
| **13** | **3,310** | **3,086** | **4,710** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **28,305** |
| **14** | **3,310** | **3,086** | **4,710** | **3,612** | **4,765** | **4,954** | **3,503** | **3,097** | **31,037** |
| **15** | **4,794** | **3,086** | **3,300** | **3,612** | **3,375** | **4,954** | **4,886** | **4,571** | **32,578** |
| **16** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **26,895** |
| **17** | **3,310** | **3,086** | **4,710** | **4,990** | **4,765** | **3,611** | **3,503** | **3,097** | **31,073** |
| **18** | **4,794** | **4,485** | **4,710** | **2,308** | **4,765** | **4,954** | **4,886** | **4,571** | **35,474** |
| **19** | **4,794** | **3,086** | **4,710** | **3,612** | **4,765** | **3,611** | **4,886** | **3,097** | **32,561** |
| **20** | **1,905** | **3,086** | **3,300** | **2,308** | **3,375** | **3,611** | **2,209** | **3,097** | **22,893** |
| **21** | **3,310** | **4,485** | **4,710** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **29,704** |
| **22** | **3,310** | **3,086** | **3,300** | **3,612** | **4,765** | **3,611** | **3,503** | **3,097** | **28,285** |
| **23** | **3,310** | **1,869** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **25,678** |
| **24** | **3,310** | **3,086** | **4,710** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **28,305** |
| **25** | **4,794** | **4,485** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **29,778** |
| **26** | **4,794** | **3,086** | **3,300** | **3,612** | **4,765** | **3,611** | **4,886** | **3,097** | **31,151** |
| **27** | **3,310** | **4,485** | **3,300** | **4,990** | **3,375** | **4,954** | **3,503** | **4,571** | **32,489** |
| **28** | **3,310** | **3,086** | **3,300** | **3,612** | **4,765** | **3,611** | **3,503** | **3,097** | **28,285** |
| **29** | **3,310** | **4,485** | **4,710** | **4,990** | **4,765** | **4,954** | **4,886** | **3,097** | **35,197** |
| **30** | **4,794** | **4,485** | **4,710** | **4,990** | **4,765** | **4,954** | **4,886** | **4,571** | **38,155** |
| **31** | **3,310** | **3,086** | **2,007** | **3,612** | **3,375** | **2,339** | **3,503** | **3,097** | **24,330** |
| **32** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **4,571** | **28,369** |
| **33** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **26,895** |
| **34** | **3,310** | **3,086** | **4,710** | **3,612** | **4,765** | **3,611** | **3,503** | **3,097** | **29,694** |
| **35** | **1,905** | **1,000** | **2,007** | **1,000** | **2,095** | **1,000** | **2,209** | **1,000** | **12,217** |
| **36** | **3,310** | **1,869** | **3,300** | **2,308** | **3,375** | **2,339** | **2,209** | **3,097** | **21,810** |
| **37** | **3,310** | **3,086** | **4,710** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **28,305** |
| **38** | **3,310** | **1,869** | **3,300** | **2,308** | **3,375** | **3,611** | **2,209** | **1,782** | **21,766** |
| **39** | **3,310** | **1,869** | **3,300** | **2,308** | **3,375** | **3,611** | **2,209** | **3,097** | **23,082** |
| **40** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **3,611** | **3,503** | **3,097** | **25,592** |
| **41** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **26,895** |
| **42** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **3,611** | **4,886** | **4,571** | **28,449** |
| **43** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **2,339** | **3,503** | **3,097** | **24,320** |
| **44** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **3,611** | **3,503** | **3,097** | **25,592** |
| **45** | **3,310** | **4,485** | **4,710** | **4,990** | **3,375** | **4,954** | **4,886** | **4,571** | **35,282** |
| **46** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **26,895** |
| **47** | **3,310** | **3,086** | **3,300** | **3,612** | **3,375** | **3,611** | **4,886** | **4,571** | **29,752** |
| **48** | **3,310** | **4,485** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **28,294** |
| **49** | **3,310** | **3,086** | **3,300** | **3,612** | **2,095** | **3,611** | **3,503** | **3,097** | **25,615** |
| **50** | **3,310** | **3,086** | **3,300** | **3,612** | **4,765** | **4,954** | **4,886** | **4,571** | **32,484** |
| **51** | **1,905** | **1,869** | **2,007** | **3,612** | **2,095** | **3,611** | **2,209** | **1,782** | **19,091** |
| **52** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **2,339** | **2,209** | **3,097** | **23,026** |
| **53** | **3,310** | **3,086** | **3,300** | **2,308** | **3,375** | **2,339** | **2,209** | **3,097** | **23,026** |
| **54** | **4,794** | **4,485** | **4,710** | **4,990** | **4,765** | **4,954** | **4,886** | **3,097** | **36,681** |
| **55** | **3,310** | **3,086** | **2,007** | **2,308** | **3,375** | **2,339** | **3,503** | **4,571** | **24,501** |
| **56** | **1,905** | **1,869** | **2,007** | **3,612** | **3,375** | **2,339** | **3,503** | **3,097** | **21,708** |
| **57** | **4,794** | **3,086** | **3,300** | **4,990** | **3,375** | **3,611** | **3,503** | **3,097** | **29,757** |
| **58** | **3,310** | **3,086** | **3,300** | **4,990** | **4,765** | **4,954** | **4,886** | **3,097** | **32,389** |
| **59** | **3,310** | **3,086** | **3,300** | **4,990** | **4,765** | **4,954** | **4,886** | **4,571** | **33,863** |
| **60** | **1,000** | **1,000** | **1,000** | **2,308** | **1,000** | **2,339** | **1,000** | **1,782** | **11,430** |
| **61** | **1,905** | **3,086** | **2,007** | **2,308** | **4,765** | **4,954** | **4,886** | **1,000** | **24,912** |
| **62** | **1,905** | **3,086** | **3,300** | **3,612** | **2,095** | **2,339** | **2,209** | **3,097** | **21,644** |
| **63** | **3,310** | **4,485** | **4,710** | **3,612** | **2,095** | **2,339** | **2,209** | **4,571** | **27,332** |
| **64** | **3,310** | **4,485** | **4,710** | **3,612** | **2,095** | **3,611** | **3,503** | **4,571** | **29,898** |
| **65** | **4,794** | **3,086** | **3,300** | **3,612** | **2,095** | **3,611** | **3,503** | **3,097** | **27,098** |
| **66** | **4,794** | **3,086** | **4,710** | **3,612** | **4,765** | **3,611** | **4,886** | **3,097** | **32,561** |
| **67** | **4,794** | **4,485** | **3,300** | **4,990** | **4,765** | **4,954** | **4,886** | **4,571** | **36,745** |
| **68** | **3,310** | **1,869** | **3,300** | **2,308** | **3,375** | **2,339** | **3,503** | **1,782** | **21,788** |
| **69** | **3,310** | **3,086** | **2,007** | **3,612** | **3,375** | **2,339** | **3,503** | **1,782** | **23,015** |
| **70** | **4,794** | **4,485** | **3,300** | **3,612** | **3,375** | **3,611** | **3,503** | **4,571** | **31,252** |
| **71** | **3,310** | **3,086** | **2,007** | **3,612** | **3,375** | **3,611** | **3,503** | **3,097** | **25,602** |
| **72** | **3,310** | **4,485** | **4,710** | **4,990** | **3,375** | **3,611** | **3,503** | **4,571** | **32,556** |
| **73** | **3,310** | **3,086** | **3,300** | **3,612** | **2,095** | **2,339** | **2,209** | **4,571** | **24,523** |
| **74** | **4,794** | **4,485** | **4,710** | **4,990** | **3,375** | **3,611** | **3,503** | **3,097** | **32,566** |
| **75** | **4,794** | **4,485** | **4,710** | **4,990** | **2,095** | **2,339** | **3,503** | **3,097** | **30,013** |
| **76** | **4,794** | **4,485** | **3,300** | **3,612** | **3,375** | **2,339** | **2,209** | **3,097** | **27,212** |
| **77** | **4,794** | **4,485** | **3,300** | **3,612** | **3,375** | **2,339** | **2,209** | **3,097** | **27,212** |

**Lampiran 18**

**Tabulasi Data MSI Penelitian Responden Variabel Beban Kerja (X2)**

|  |
| --- |
| **Succesive Interval** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| **1** | **3,400** | **4,794** | **4,632** | **2,329** | **4,667** | **3,446** | **3,147** | **4,710** | **3,424** | **4,854** | **39,403** |
| **2** | **3,400** | **3,505** | **4,632** | **3,655** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **4,854** | **38,023** |
| **3** | **4,683** | **3,505** | **4,632** | **3,655** | **3,250** | **4,886** | **4,476** | **3,417** | **3,424** | **4,854** | **40,783** |
| **4** | **4,683** | **4,794** | **4,632** | **3,655** | **4,667** | **4,886** | **4,476** | **4,710** | **4,919** | **4,854** | **46,277** |
| **5** | **4,683** | **4,794** | **4,632** | **2,329** | **4,667** | **3,446** | **4,476** | **4,710** | **4,919** | **3,466** | **42,123** |
| **6** | **3,400** | **3,505** | **3,366** | **1,000** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **3,466** | **32,715** |
| **7** | **3,400** | **4,794** | **4,632** | **1,000** | **4,667** | **4,886** | **3,147** | **4,710** | **4,919** | **3,466** | **39,622** |
| **8** | **4,683** | **3,505** | **3,366** | **1,000** | **3,250** | **3,446** | **1,997** | **3,417** | **3,424** | **3,466** | **31,555** |
| **9** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **4,476** | **3,417** | **4,919** | **3,466** | **35,574** |
| **10** | **3,400** | **3,505** | **4,632** | **3,655** | **3,250** | **4,886** | **3,147** | **4,710** | **3,424** | **3,466** | **38,076** |
| **11** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **2,095** | **3,147** | **3,417** | **3,424** | **3,466** | **31,400** |
| **12** | **4,683** | **2,362** | **4,632** | **1,000** | **4,667** | **3,446** | **1,997** | **3,417** | **2,079** | **3,466** | **31,751** |
| **13** | **3,400** | **3,505** | **3,366** | **2,329** | **4,667** | **4,886** | **4,476** | **4,710** | **3,424** | **3,466** | **38,229** |
| **14** | **4,683** | **3,505** | **3,366** | **1,000** | **4,667** | **2,095** | **3,147** | **2,244** | **3,424** | **2,173** | **30,306** |
| **15** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **4,476** | **3,417** | **3,424** | **3,466** | **34,079** |
| **16** | **4,683** | **4,794** | **3,366** | **3,655** | **4,667** | **4,886** | **3,147** | **4,710** | **4,919** | **4,854** | **43,682** |
| **17** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **32,750** |
| **18** | **3,400** | **3,505** | **4,632** | **2,329** | **4,667** | **4,886** | **4,476** | **4,710** | **3,424** | **4,854** | **40,883** |
| **19** | **3,400** | **3,505** | **3,366** | **2,329** | **4,667** | **3,446** | **3,147** | **4,710** | **4,919** | **4,854** | **38,343** |
| **20** | **3,400** | **2,362** | **3,366** | **1,000** | **1,982** | **3,446** | **4,476** | **3,417** | **3,424** | **2,173** | **29,046** |
| **21** | **4,683** | **3,505** | **3,366** | **3,655** | **3,250** | **3,446** | **4,476** | **3,417** | **4,919** | **3,466** | **38,184** |
| **22** | **3,400** | **3,505** | **4,632** | **3,655** | **4,667** | **4,886** | **4,476** | **4,710** | **3,424** | **3,466** | **40,821** |
| **23** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **4,476** | **3,417** | **3,424** | **3,466** | **34,079** |
| **24** | **4,683** | **3,505** | **3,366** | **1,000** | **3,250** | **2,095** | **3,147** | **3,417** | **3,424** | **2,173** | **30,062** |
| **25** | **3,400** | **3,505** | **2,244** | **2,329** | **3,250** | **3,446** | **4,476** | **3,417** | **4,919** | **3,466** | **34,452** |
| **26** | **4,683** | **3,505** | **4,632** | **2,329** | **3,250** | **4,886** | **3,147** | **2,244** | **4,919** | **3,466** | **37,062** |
| **27** | **4,683** | **4,794** | **3,366** | **2,329** | **3,250** | **3,446** | **4,476** | **4,710** | **3,424** | **3,466** | **37,944** |
| **28** | **4,683** | **4,794** | **3,366** | **3,655** | **3,250** | **3,446** | **3,147** | **3,417** | **4,919** | **4,854** | **39,532** |
| **29** | **3,400** | **3,505** | **4,632** | **2,329** | **4,667** | **4,886** | **4,476** | **3,417** | **4,919** | **3,466** | **39,698** |
| **30** | **4,683** | **3,505** | **4,632** | **3,655** | **3,250** | **3,446** | **4,476** | **3,417** | **4,919** | **4,854** | **40,838** |
| **31** | **4,683** | **3,505** | **4,632** | **2,329** | **3,250** | **3,446** | **3,147** | **4,710** | **4,919** | **4,854** | **39,476** |
| **32** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **32,750** |
| **33** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **3,466** | **34,043** |
| **34** | **3,400** | **2,362** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **3,466** | **32,900** |
| **35** | **2,244** | **1,504** | **2,244** | **1,000** | **1,000** | **1,000** | **1,997** | **2,244** | **2,079** | **2,173** | **17,485** |
| **36** | **2,244** | **2,362** | **2,244** | **1,000** | **3,250** | **3,446** | **1,997** | **2,244** | **2,079** | **2,173** | **23,039** |
| **37** | **3,400** | **3,505** | **4,632** | **2,329** | **4,667** | **4,886** | **3,147** | **3,417** | **3,424** | **3,466** | **36,874** |
| **38** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **3,466** | **34,043** |
| **39** | **4,683** | **4,794** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **4,710** | **3,424** | **4,854** | **38,003** |
| **40** | **4,683** | **4,794** | **4,632** | **1,000** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **35,260** |
| **41** | **3,400** | **4,794** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **34,039** |
| **42** | **2,244** | **3,505** | **2,244** | **2,329** | **1,982** | **3,446** | **3,147** | **2,244** | **3,424** | **2,173** | **26,738** |
| **43** | **4,683** | **4,794** | **3,366** | **3,655** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **36,648** |
| **44** | **4,683** | **4,794** | **4,632** | **3,655** | **4,667** | **4,886** | **4,476** | **3,417** | **3,424** | **3,466** | **42,101** |
| **45** | **4,683** | **3,505** | **4,632** | **3,655** | **3,250** | **3,446** | **1,997** | **3,417** | **3,424** | **3,466** | **35,476** |
| **46** | **4,683** | **3,505** | **4,632** | **2,329** | **3,250** | **3,446** | **1,997** | **4,710** | **4,919** | **4,854** | **38,326** |
| **47** | **4,683** | **4,794** | **4,632** | **3,655** | **4,667** | **4,886** | **1,997** | **4,710** | **4,919** | **3,466** | **42,410** |
| **48** | **4,683** | **4,794** | **4,632** | **3,655** | **3,250** | **4,886** | **1,997** | **3,417** | **3,424** | **3,466** | **38,205** |
| **49** | **4,683** | **4,794** | **4,632** | **3,655** | **4,667** | **4,886** | **1,997** | **4,710** | **3,424** | **3,466** | **40,915** |
| **50** | **3,400** | **4,794** | **3,366** | **2,329** | **3,250** | **3,446** | **1,997** | **4,710** | **3,424** | **3,466** | **34,182** |
| **51** | **2,244** | **2,362** | **2,244** | **1,000** | **1,982** | **2,095** | **1,997** | **2,244** | **2,079** | **2,173** | **20,421** |
| **52** | **3,400** | **3,505** | **2,244** | **2,329** | **3,250** | **2,095** | **3,147** | **2,244** | **3,424** | **3,466** | **29,104** |
| **53** | **3,400** | **3,505** | **2,244** | **2,329** | **3,250** | **2,095** | **3,147** | **2,244** | **3,424** | **2,173** | **27,811** |
| **54** | **4,683** | **4,794** | **4,632** | **3,655** | **4,667** | **3,446** | **4,476** | **4,710** | **4,919** | **4,854** | **44,836** |
| **55** | **4,683** | **4,794** | **3,366** | **2,329** | **3,250** | **3,446** | **1,997** | **2,244** | **1,504** | **4,854** | **32,467** |
| **56** | **2,244** | **2,362** | **2,244** | **1,000** | **1,982** | **3,446** | **3,147** | **3,417** | **2,079** | **3,466** | **25,388** |
| **57** | **3,400** | **3,505** | **3,366** | **1,000** | **3,250** | **4,886** | **4,476** | **2,244** | **2,079** | **3,466** | **31,673** |
| **58** | **2,244** | **3,505** | **3,366** | **1,000** | **1,982** | **4,886** | **1,000** | **2,244** | **2,079** | **2,173** | **24,480** |
| **59** | **3,400** | **3,505** | **3,366** | **1,000** | **1,982** | **4,886** | **1,000** | **2,244** | **3,424** | **2,173** | **26,981** |
| **60** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **2,095** | **1,000** | **1,000** | **1,000** | **1,000** | **11,095** |
| **61** | **3,400** | **3,505** | **3,366** | **2,329** | **1,982** | **2,095** | **1,997** | **3,417** | **3,424** | **3,466** | **28,982** |
| **62** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **2,173** | **31,457** |
| **63** | **2,244** | **2,362** | **2,244** | **1,000** | **1,982** | **2,095** | **1,997** | **2,244** | **3,424** | **3,466** | **23,059** |
| **64** | **3,400** | **3,505** | **4,632** | **3,655** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **35,343** |
| **65** | **2,244** | **2,362** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **30,451** |
| **66** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **32,750** |
| **67** | **2,244** | **2,362** | **2,244** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **4,854** | **30,717** |
| **68** | **2,244** | **2,362** | **2,244** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **4,854** | **30,717** |
| **69** | **2,244** | **2,362** | **2,244** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **4,854** | **30,717** |
| **70** | **2,244** | **2,362** | **2,244** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **4,854** | **30,717** |
| **71** | **2,244** | **2,362** | **2,244** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **29,329** |
| **72** | **3,400** | **3,505** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **32,750** |
| **73** | **3,400** | **2,362** | **3,366** | **1,000** | **3,250** | **2,095** | **3,147** | **2,244** | **3,424** | **2,173** | **26,462** |
| **74** | **3,400** | **4,794** | **4,632** | **2,329** | **1,982** | **3,446** | **3,147** | **4,710** | **4,919** | **3,466** | **36,826** |
| **75** | **3,400** | **4,794** | **4,632** | **2,329** | **1,982** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **34,038** |
| **76** | **3,400** | **4,794** | **4,632** | **2,329** | **1,982** | **3,446** | **3,147** | **3,417** | **3,424** | **4,854** | **35,425** |
| **77** | **2,244** | **2,362** | **3,366** | **2,329** | **3,250** | **3,446** | **3,147** | **3,417** | **3,424** | **3,466** | **30,451** |

**Lampiran 19**

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

|  |
| --- |
| **Succesive Interval** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **Total** |
| **1** | **4,295** | **3,118** | **4,366** | **2,851** | **4,602** | **2,293** | **4,854** | **3,788** | **3,367** | **4,765** | **4,794** | **43,093** |
| **2** | **4,295** | **3,118** | **2,750** | **2,851** | **4,602** | **2,293** | **3,367** | **2,387** | **4,854** | **3,375** | **3,373** | **37,266** |
| **3** | **2,730** | **4,571** | **2,750** | **4,273** | **3,136** | **3,614** | **4,854** | **3,788** | **3,367** | **3,375** | **4,794** | **41,254** |
| **4** | **4,295** | **4,571** | **4,366** | **4,273** | **4,602** | **3,614** | **4,854** | **3,788** | **4,854** | **4,765** | **4,794** | **48,777** |
| **5** | **4,295** | **4,571** | **4,366** | **4,273** | **3,136** | **3,614** | **3,367** | **3,788** | **4,854** | **4,765** | **4,794** | **45,823** |
| **6** | **2,730** | **4,571** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **3,788** | **3,367** | **4,765** | **3,373** | **36,992** |
| **7** | **2,730** | **4,571** | **2,750** | **4,273** | **3,136** | **3,614** | **3,367** | **3,788** | **3,367** | **3,375** | **4,794** | **39,767** |
| **8** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **32,748** |
| **9** | **2,730** | **4,571** | **2,750** | **4,273** | **3,136** | **3,614** | **3,367** | **2,387** | **4,854** | **4,765** | **3,373** | **39,822** |
| **10** | **4,295** | **3,118** | **2,750** | **4,273** | **1,827** | **1,000** | **3,367** | **2,387** | **4,854** | **4,765** | **3,373** | **36,010** |
| **11** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **1,000** | **3,367** | **1,000** | **3,367** | **3,375** | **3,373** | **30,069** |
| **12** | **2,730** | **4,571** | **2,750** | **2,851** | **3,136** | **1,000** | **4,854** | **2,387** | **3,367** | **4,765** | **3,373** | **35,786** |
| **13** | **4,295** | **3,118** | **2,750** | **2,851** | **4,602** | **3,614** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **37,101** |
| **14** | **2,730** | **3,118** | **2,750** | **1,685** | **3,136** | **2,293** | **2,034** | **2,387** | **1,958** | **2,095** | **3,373** | **27,560** |
| **15** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **1,000** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **31,456** |
| **16** | **2,730** | **3,118** | **2,750** | **4,273** | **3,136** | **1,000** | **3,367** | **3,788** | **3,367** | **3,375** | **3,373** | **34,278** |
| **17** | **2,730** | **3,118** | **2,750** | **2,851** | **1,827** | **1,000** | **3,367** | **2,387** | **3,367** | **2,095** | **3,373** | **28,867** |
| **18** | **4,295** | **3,118** | **2,750** | **4,273** | **4,602** | **3,614** | **4,854** | **2,387** | **4,854** | **3,375** | **3,373** | **41,497** |
| **19** | **4,295** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,313** |
| **20** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **32,748** |
| **21** | **4,295** | **3,118** | **4,366** | **2,851** | **4,602** | **2,293** | **3,367** | **3,788** | **3,367** | **3,375** | **3,373** | **38,796** |
| **22** | **4,295** | **4,571** | **2,750** | **4,273** | **3,136** | **2,293** | **4,854** | **2,387** | **3,367** | **4,765** | **4,794** | **41,486** |
| **23** | **2,730** | **3,118** | **2,750** | **2,851** | **4,602** | **2,293** | **4,854** | **3,788** | **3,367** | **3,375** | **3,373** | **37,102** |
| **24** | **2,730** | **3,118** | **1,000** | **2,851** | **3,136** | **1,000** | **3,367** | **1,000** | **3,367** | **2,095** | **2,053** | **25,718** |
| **25** | **2,730** | **1,827** | **2,750** | **4,273** | **3,136** | **1,000** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **31,587** |
| **26** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **3,614** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,070** |
| **27** | **2,730** | **4,571** | **2,750** | **2,851** | **3,136** | **3,614** | **3,367** | **2,387** | **3,367** | **4,765** | **4,794** | **38,334** |
| **28** | **2,730** | **3,118** | **4,366** | **4,273** | **4,602** | **2,293** | **3,367** | **3,788** | **3,367** | **3,375** | **3,373** | **38,653** |
| **29** | **2,730** | **4,571** | **4,366** | **4,273** | **4,602** | **3,614** | **4,854** | **3,788** | **4,854** | **4,765** | **3,373** | **45,791** |
| **30** | **4,295** | **3,118** | **4,366** | **2,851** | **4,602** | **2,293** | **3,367** | **3,788** | **4,854** | **4,765** | **3,373** | **41,672** |
| **31** | **2,730** | **3,118** | **2,750** | **4,273** | **3,136** | **3,614** | **4,854** | **2,387** | **3,367** | **3,375** | **3,373** | **36,979** |
| **32** | **2,730** | **3,118** | **2,750** | **4,273** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,170** |
| **33** | **2,730** | **3,118** | **2,750** | **2,851** | **4,602** | **1,000** | **4,854** | **2,387** | **4,854** | **3,375** | **4,794** | **37,317** |
| **34** | **2,730** | **4,571** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **4,794** | **35,623** |
| **35** | **1,000** | **1,827** | **1,000** | **1,685** | **1,827** | **1,000** | **2,034** | **1,000** | **1,958** | **2,095** | **2,053** | **17,480** |
| **36** | **1,000** | **1,827** | **2,750** | **1,685** | **3,136** | **1,000** | **3,367** | **1,000** | **3,367** | **2,095** | **3,373** | **24,601** |
| **37** | **2,730** | **4,571** | **2,750** | **4,273** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **35,624** |
| **38** | **2,730** | **3,118** | **2,750** | **4,273** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,170** |
| **39** | **2,730** | **4,571** | **2,750** | **2,851** | **4,602** | **2,293** | **3,367** | **3,788** | **3,367** | **4,765** | **4,794** | **39,879** |
| **40** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **2,034** | **2,387** | **3,367** | **3,375** | **3,373** | **31,415** |
| **41** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **3,614** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,070** |
| **42** | **2,730** | **1,827** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **4,854** | **3,375** | **3,373** | **32,944** |
| **43** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **4,854** | **3,788** | **3,367** | **4,765** | **3,373** | **37,026** |
| **44** | **2,730** | **3,118** | **4,366** | **4,273** | **3,136** | **3,614** | **4,854** | **3,788** | **3,367** | **3,375** | **3,373** | **39,995** |
| **45** | **4,295** | **3,118** | **4,366** | **2,851** | **4,602** | **3,614** | **4,854** | **3,788** | **4,854** | **4,765** | **4,794** | **45,901** |
| **46** | **2,730** | **3,118** | **2,750** | **4,273** | **3,136** | **3,614** | **3,367** | **3,788** | **3,367** | **4,765** | **3,373** | **38,282** |
| **47** | **4,295** | **4,571** | **2,750** | **4,273** | **3,136** | **3,614** | **4,854** | **2,387** | **4,854** | **3,375** | **4,794** | **42,904** |
| **48** | **4,295** | **3,118** | **4,366** | **2,851** | **4,602** | **2,293** | **4,854** | **2,387** | **4,854** | **3,375** | **4,794** | **41,790** |
| **49** | **4,295** | **4,571** | **2,750** | **4,273** | **4,602** | **2,293** | **4,854** | **2,387** | **4,854** | **4,765** | **4,794** | **44,439** |
| **50** | **2,730** | **4,571** | **2,750** | **4,273** | **3,136** | **3,614** | **3,367** | **3,788** | **4,854** | **3,375** | **4,794** | **41,254** |
| **51** | **2,730** | **1,827** | **1,000** | **2,851** | **1,827** | **1,000** | **2,034** | **1,000** | **1,958** | **2,095** | **2,053** | **20,377** |
| **52** | **2,730** | **1,000** | **2,750** | **1,000** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **28,779** |
| **53** | **2,730** | **1,827** | **2,750** | **2,851** | **1,827** | **2,293** | **3,367** | **2,387** | **3,367** | **2,095** | **3,373** | **28,869** |
| **54** | **4,295** | **4,571** | **2,750** | **4,273** | **4,602** | **3,614** | **4,854** | **3,788** | **4,854** | **4,765** | **4,794** | **47,161** |
| **55** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **2,053** | **31,428** |
| **56** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **1,958** | **3,375** | **3,373** | **31,340** |
| **57** | **2,730** | **3,118** | **2,750** | **1,000** | **1,000** | **3,614** | **3,367** | **2,387** | **1,958** | **3,375** | **3,373** | **28,674** |
| **58** | **4,295** | **4,571** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **3,788** | **1,958** | **2,095** | **2,053** | **33,158** |
| **59** | **2,730** | **3,118** | **4,366** | **2,851** | **3,136** | **2,293** | **4,854** | **3,788** | **3,367** | **2,095** | **2,053** | **34,652** |
| **60** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,504** | **1,000** | **1,000** | **1,000** | **1,000** | **11,504** |
| **61** | **2,730** | **1,827** | **2,750** | **1,685** | **1,827** | **2,293** | **2,034** | **1,000** | **3,367** | **2,095** | **2,053** | **23,662** |
| **62** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **32,748** |
| **63** | **1,000** | **3,118** | **1,000** | **2,851** | **1,827** | **2,293** | **2,034** | **2,387** | **1,958** | **3,375** | **2,053** | **23,897** |
| **64** | **4,295** | **4,571** | **4,366** | **4,273** | **3,136** | **3,614** | **3,367** | **1,000** | **3,367** | **3,375** | **3,373** | **38,738** |
| **65** | **2,730** | **3,118** | **4,366** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **4,854** | **3,375** | **4,794** | **37,272** |
| **66** | **2,730** | **3,118** | **4,366** | **4,273** | **3,136** | **3,614** | **3,367** | **2,387** | **4,854** | **3,375** | **3,373** | **38,594** |
| **67** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **3,788** | **3,367** | **4,765** | **4,794** | **36,960** |
| **68** | **2,730** | **3,118** | **2,750** | **2,851** | **4,602** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **34,215** |
| **69** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **4,765** | **4,794** | **35,559** |
| **70** | **4,295** | **3,118** | **4,366** | **4,273** | **4,602** | **3,614** | **1,000** | **2,387** | **3,367** | **4,765** | **4,794** | **40,581** |
| **71** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **2,053** | **31,428** |
| **72** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **1,000** | **3,367** | **3,375** | **3,373** | **31,361** |
| **73** | **2,730** | **4,571** | **2,750** | **2,851** | **4,602** | **2,293** | **3,367** | **3,788** | **3,367** | **4,765** | **3,373** | **38,458** |
| **74** | **2,730** | **3,118** | **2,750** | **1,685** | **3,136** | **1,000** | **3,367** | **3,788** | **4,854** | **3,375** | **3,373** | **33,177** |
| **75** | **4,295** | **3,118** | **2,750** | **2,851** | **3,136** | **3,614** | **3,367** | **3,788** | **3,367** | **4,765** | **4,794** | **39,846** |
| **76** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **4,854** | **2,387** | **3,367** | **3,375** | **3,373** | **34,235** |
| **77** | **2,730** | **3,118** | **2,750** | **2,851** | **3,136** | **2,293** | **3,367** | **2,387** | **3,367** | **3,375** | **3,373** | **32,748** |

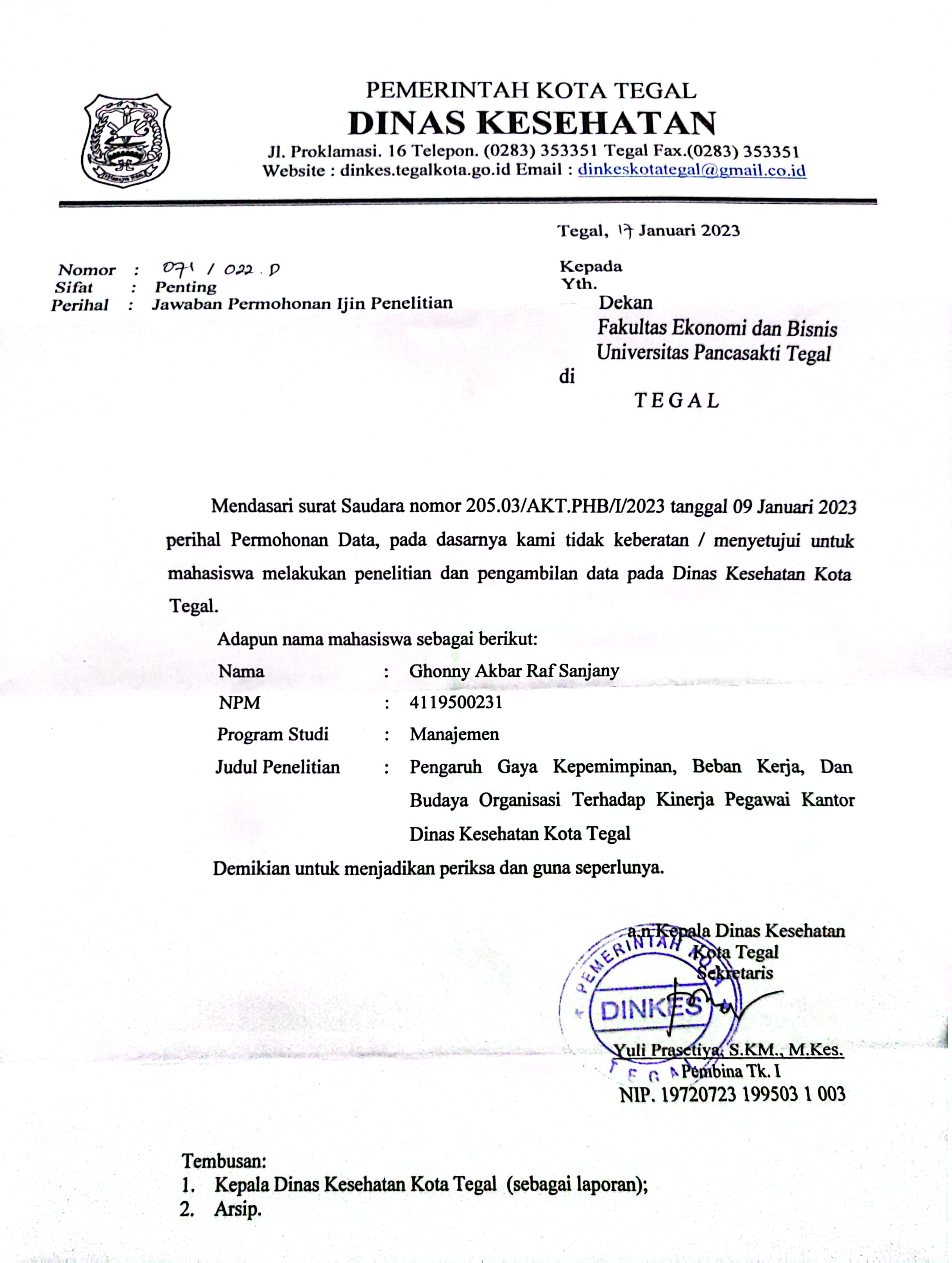
**Lampiran 20**

**Tabel nilai r**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | |
| **51** | | 0.2284 | | 0.2706 | | 0.3188 | | 0.3509 | | 0.4393 | |
| **52** | | 0.2262 | | 0.2681 | | 0.3158 | | 0.3477 | | 0.4354 | |
| **53** | | 0.2241 | | 0.2656 | | 0.3129 | | 0.3445 | | 0.4317 | |
| **54** | | 0.2221 | | 0.2632 | | 0.3102 | | 0.3415 | | 0.4280 | |
| **55** | | 0.2201 | | 0.2609 | | 0.3074 | | 0.3385 | | 0.4244 | |
| **56** | | 0.2181 | | 0.2586 | | 0.3048 | | 0.3357 | | 0.4210 | |
| **57** | | 0.2162 | | 0.2564 | | 0.3022 | | 0.3328 | | 0.4176 | |
| **58** | | 0.2144 | | 0.2542 | | 0.2997 | | 0.3301 | | 0.4143 | |
| **59** | | 0.2126 | | 0.2521 | | 0.2972 | | 0.3274 | | 0.4110 | |
| **60** | | 0.2108 | | 0.2500 | | 0.2948 | | 0.3248 | | 0.4079 | |
| **61** | | 0.2091 | | 0.2480 | | 0.2925 | | 0.3223 | | 0.4048 | |
| **62** | | 0.2075 | | 0.2461 | | 0.2902 | | 0.3198 | | 0.4018 | |
| **63** | | 0.2058 | | 0.2441 | | 0.2880 | | 0.3173 | | 0.3988 | |
| **64** | | 0.2042 | | 0.2423 | | 0.2858 | | 0.3150 | | 0.3959 | |
| **65** | | 0.2027 | | 0.2404 | | 0.2837 | | 0.3126 | | 0.3931 | |
| **66** | | 0.2012 | | 0.2387 | | 0.2816 | | 0.3104 | | 0.3903 | |
| **67** | | 0.1997 | | 0.2369 | | 0.2796 | | 0.3081 | | 0.3876 | |
| **68** | | 0.1982 | | 0.2352 | | 0.2776 | | 0.3060 | | 0.3850 | |
| **69** | | 0.1968 | | 0.2335 | | 0.2756 | | 0.3038 | | 0.3823 | |
| **70** | | 0.1954 | | 0.2319 | | 0.2737 | | 0.3017 | | 0.3798 | |
| **71** | | 0.1940 | | 0.2303 | | 0.2718 | | 0.2997 | | 0.3773 | |
| **72** | | 0.1927 | | 0.2287 | | 0.2700 | | 0.2977 | | 0.3748 | |
| **73** | | 0.1914 | | 0.2272 | | 0.2682 | | 0.2957 | | 0.3724 | |
| **74** | | 0.1901 | | 0.2257 | | 0.2664 | | 0.2938 | | 0.3701 | |
| **75** | | 0.1888 | | 0.2242 | | 0.2647 | | 0.2919 | | 0.3678 | |
| **76** | | 0.1876 | | 0.2227 | | 0.2630 | | 0.2900 | | 0.3655 | |
| **77** | | 0.1864 | | 0.2213 | | 0.2613 | | 0.2882 | | 0.3633 | |
| **78** | | 0.1852 | | 0.2199 | | 0.2597 | | 0.2864 | | 0.3611 | |
| **79** | | 0.1841 | | 0.2185 | | 0.2581 | | 0.2847 | | 0.3589 | |
| **80** | | 0.1829 | | 0.2172 | | 0.2565 | | 0.2830 | | 0.3568 | |
| **81** | | 0.1818 | | 0.2159 | | 0.2550 | | 0.2813 | | 0.3547 | |
| **82** | | 0.1807 | | 0.2146 | | 0.2535 | | 0.2796 | | 0.3527 | |
| **83** | | 0.1796 | | 0.2133 | | 0.2520 | | 0.2780 | | 0.3507 | |
| **84** | | 0.1786 | | 0.2120 | | 0.2505 | | 0.2764 | | 0.3487 | |
| **85** | | 0.1775 | | 0.2108 | | 0.2491 | | 0.2748 | | 0.3468 | |
| **86** | | 0.1765 | | 0.2096 | | 0.2477 | | 0.2732 | | 0.3449 | |
| **87** | | 0.1755 | | 0.2084 | | 0.2463 | | 0.2717 | | 0.3430 | |
| **88** | | 0.1745 | | 0.2072 | | 0.2449 | | 0.2702 | | 0.3412 | |
| **89** | | 0.1735 | | 0.2061 | | 0.2435 | | 0.2687 | | 0.3393 | |
| **90** | | 0.1726 | | 0.2050 | | 0.2422 | | 0.2673 | | 0.3375 | |
| **91** | | 0.1716 | | 0.2039 | | 0.2409 | | 0.2659 | | 0.3358 | |
| **92** | | 0.1707 | | 0.2028 | | 0.2396 | | 0.2645 | | 0.3341 | |
| **93** | | 0.1698 | | 0.2017 | | 0.2384 | | 0.2631 | | 0.3323 | |
| **94** | | 0.1689 | | 0.2006 | | 0.2371 | | 0.2617 | | 0.3307 | |
| **95** | | 0.1680 | | 0.1996 | | 0.2359 | | 0.2604 | | 0.3290 | |
| **96** | | 0.1671 | | 0.1986 | | 0.2347 | | 0.2591 | | 0.3274 | |
| **97** | | 0.1663 | | 0.1975 | | 0.2335 | | 0.2578 | | 0.3258 | |
| **98** | | 0.1654 | | 0.1966 | | 0.2324 | | 0.2565 | | 0.3242 | |
| **99** | | 0.1646 | | 0.1956 | | 0.2312 | | 0.2552 | | 0.3226 | |
| **100** | | 0.1638 | | 0.1946 | | 0.2301 | | 0.2540 | | 0.3211 | |

**Lampiran 21**

**Surat Ijin penelitian**

****