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# LAMPIRAN

**Lampiran 1 Surat Permohanan Pengisian Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Work Life Balance*, Budaya Organisasi, dan

Kepemimpinan terhadap Kepuasan Kerja Karyawan Pasar Pagi

Dinas Koperasi, UKM Dan Perdagangan Kota Tegal

Kepada Yth.

Bapak/Ibu/Sdr

Di tempat

Degan hormat,

Dalam rangka menyelesaikan penelitian, kami Mahasiswi Ekonomi Dan Bisinis Universitas Pancasakti Tegal, mohon patisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Jawaban Bapak/Ibu terhadap kuesioner ini akan kami jaga kerahasiannya, karena data ini hanya digunkan untuk kepentingan akademik dalam rangka pengembangan ilmu pengetahuan.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Terima Kasih atas kesediaan Bapak/Ibu yang telah bersedia untuk mengisi kuesioner ini.

Hormat saya,

Ikfa Yolinda Sari

**Lampiran 2 Kuesinoer Penelitian**

1. **Petunjuk Pengisian Kuesioner**
2. Bapak/Ibu/Saudara/i dimohon menjawab setiap pertanyaan dengan memilih satu jawaban pada setiap pernyataan.
3. Ketersediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner ini merupakan suatu kehormatan dan sangat membantu peneliti.
4. Jawaban Bapak/Ibu/Saudara/i akan terjamin kerahasiaanya.
5. Jawablah semua pernyataan dengan jujur, baik dan benar, karena hasil penelitian tidak akan mempengaruhi penilaian pada kinerja.
6. Isilah dengan memberikan tanda *chescklist* / centang (√) pada kotak yang tersedia dijawaban yang anda pilih dan sesuai dengan kondisi yang sebenarnya yang ada di Pasar Pagi Dinas Koperasi, UKM Dan Perdagangan Kota Tegal.

Keterangan pilihan jawaban:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. **Karakteistik Responden**
2. Nama :
3. Jenis Kelamin :
4. Laki – laki
5. Perempuan
6. Usia :
7. 20 – 30 tahun
8. 31 – 40 tahun
9. 41 – 50 tahun
10. > 51 tahun
11. Pendidikan Terakhir :
12. SMP
13. SMA/SMK
14. DII/DIII
15. Masa Kerja :
16. 1 – 5 Tahun
17. 6 – 10 Tahun
18. > 10 Tahun
19. **Variabel Kepuasan Kerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Pekerjaan** | | | | | | |
| 1. | Pekerjaan yang saya lakukan memiliki suatu hal yang memuaskan |  |  |  |  |  |
| **Upah** | | | | | | |
| 2. | Saya menerima upah sebagai akibat dari pelaksanaan kerja |  |  |  |  |  |
| 3. | Saya merasa upah yang diterima sesuai |  |  |  |  |  |
| 4. | Saya merasa upah yang diterima sudah dirasa adil |  |  |  |  |  |
| **Promosi** | | | | | | |
| 5. | Saya merasa kemungkinan dapat berkembang melalui kenaikan jabatan |  |  |  |  |  |
| 6. | Saya merasa kemungkinan adanya kesempatan untuk memperoleh peningkatan karir selama bekerja |  |  |  |  |  |
| **Pengawas** | | | | | | |
| 7. | Saya merasa pimpinan senantiasa memberikan perintah yang jelas dalam pelaksanaan kerja |  |  |  |  |  |
| 8. | Saya merasa pimpinan senantiasa memberikan petunjuk yang jelas dalam pelaksanaan kerja |  |  |  |  |  |
| **Rekan kerja** | | | | | | |
| 9. | Saya senantiasa berinteraksi dengan rekan kerja dalam pelaksanaan kerja |  |  |  |  |  |
| 10. | Saya memiliki rekan kerja yang sangat menyenangkan |  |  |  |  |  |

1. **Variabel *Work Life Balance* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Keseimbangan waktu** | | | | | | |
| 1. | Saya bekerja sesuai dengan jam kerja yang sudah di tentukan oleh instansi |  |  |  |  |  |
| 2. | Saya dapat menyisihkan waktu di luar pekerjaan untuk kepentingan pribadi |  |  |  |  |  |
| **Keseimbangan keterlibatan** | | | | | | |
| 3. | Saya dapat melibatkan diri di dalam pekerjaan |  |  |  |  |  |
| 4. | Saya memiliki sikap tanggung jawab dalam bekerja |  |  |  |  |  |
| 5. | Saya dapat melibatkan diri di luar pekerjaan untuk kepentingan pribadi |  |  |  |  |  |
| 6. | Saya dapat memenuhi peran dan tanggung jawab di dalam keluarga |  |  |  |  |  |
| **Keseimbangan kepuasan** | | | | | | |
| 7. | Saya merasa puas terhadap pekerjaan yang di lakukan |  |  |  |  |  |
| 8. | Saya merasa puas atas pencapaian hasil kerja |  |  |  |  |  |
| 9. | Saya merasa puas dalam melakukan hal diluar pekerjaan |  |  |  |  |  |
| 10. | Saya merasa puas karena dapat memberikan waktu untuk keluarga |  |  |  |  |  |

1. **Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Inovasi dan pengambilan resiko** | | | | | | |
| 1. | Saya di dorong untuk selalu inovatif dalam bekerja |  |  |  |  |  |
| 2. | Saya berani mengambil resiko dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **Perhatian ke hal yang mendetail** | | | | | | |
| 3. | Saya selalu cermat dalam bekerja |  |  |  |  |  |
| 4. | Saya selalu melakukan analisis sebelum menyelesaikan pekerjaan |  |  |  |  |  |
| 5. | Saya selalu memperhatikan setiap rincian dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **Orientasi hasil** | | | | | | |
| 6. | Saya selalu fokus dalam bekerja untuk mencapai hasil kerja yang maksimal |  |  |  |  |  |
| **Orientasi orang** | | | | | | |
| 7. | Saya selalu memperhitungkan efek hasil dari pekerjaan yang saya lakukan |  |  |  |  |  |
| **Orientasi tim** | | | | | | |
| 8. | Saya mampu bekerjasama dalam tim |  |  |  |  |  |
| **Keagresifan** | | | | | | |
| 9. | Saya agresif dan kompetitif dalam menyelesaikan pekerjaan |  |  |  |  |  |
| **Kemantapan** | | | | | | |
| 10. | Instansi selalu menekankan untuk mempertahankan kebiasaan yang sudah ada dan tidak adanya inovasi atau perubahan |  |  |  |  |  |

1. **Variabel Kepemimpinan (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| **Innovator** | | | | | | |
| 1. | Pimpinan memiliki kemampuan dalam berinovasi |  |  |  |  |  |
| 2. | Pimpinan memiliki kemampuan konseptual |  |  |  |  |  |
| **Komunikator** | | | | | | |
| 3. | Pimpinan memiliki kemampuan menyampaikan maksud dan tujuan |  |  |  |  |  |
| 4. | Pimpinan memiliki kemampuan berkomunikasi dengan bawahannya |  |  |  |  |  |
| 5. | Pimpinan dapat memahami dan mengambil intisari pembicaraan |  |  |  |  |  |
| **Motivator** | | | | | | |
| 6. | Pimpinan dapat mendorong karyawan untuk bekerja sesuai dengan tanggung jawab |  |  |  |  |  |
| 7. | Pimpinan memiliki kemampuan memberikan sumbangan terhadap keberhasilan pencapaian tujuan organisasi |  |  |  |  |  |
| 8. | Pimpinan selalu mengapresiasi terhadap pencapaian hasil kerja yang saya lakukan |  |  |  |  |  |
| **Kontroler** | | | | | | |
| 9. | Pimpinan memiliki kemampuan dalam melakukan pengawasan |  |  |  |  |  |
| 10. | Pimpinan memiliki kemampuan dalam pemakaian sumber daya |  |  |  |  |  |

**Lampiran 3**

**Jawaban Responden Variabel Kepuasan Kerja Karyawan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 44 |
| 2 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 4 | 4 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 7 | 1 | 1 | 5 | 5 | 5 | 1 | 2 | 5 | 5 | 5 | 35 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 11 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 18 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 19 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 43 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 42 |
| 38 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 39 |
| 39 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 48 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 40 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| 51 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 44 |
| 52 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 53 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 54 | 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 2 | 3 | 35 |
| 55 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 57 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 58 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 59 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 44 |
| 60 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 63 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 42 |
| 67 | 5 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 36 |
| 68 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 5 | 4 | 5 | 33 |

**Lampiran 4**

**Jawaban Responden Variabel *Work Life Balance***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 43 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 15 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 41 |
| 16 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 43 |
| 17 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 41 |
| 18 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 40 |
| 19 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 42 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 32 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 37 |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 42 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 28 |
| 29 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 38 |
| 30 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 31 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 33 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 36 |
| 34 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 31 |
| 35 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 36 |
| 38 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 32 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 42 | 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 5 | 30 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 28 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 42 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 48 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 49 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 36 |
| 50 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 2 | 30 |
| 51 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 52 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 53 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 54 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 57 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 60 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 42 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 47 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 67 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 5**

**Jawaban Responden Variabel Budaya Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 48 |
| 6 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 7 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 48 |
| 12 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 37 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 17 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 18 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 44 |
| 19 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 20 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 21 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 31 |
| 22 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 45 |
| 25 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 42 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 46 |
| 31 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 33 | 2 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 37 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 40 |
| 38 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 43 |
| 39 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 42 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 45 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 42 |
| 48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 51 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 44 |
| 52 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |
| 53 | 4 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 57 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 39 |
| 58 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 59 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 60 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 64 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 41 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 46 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 68 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 40 |

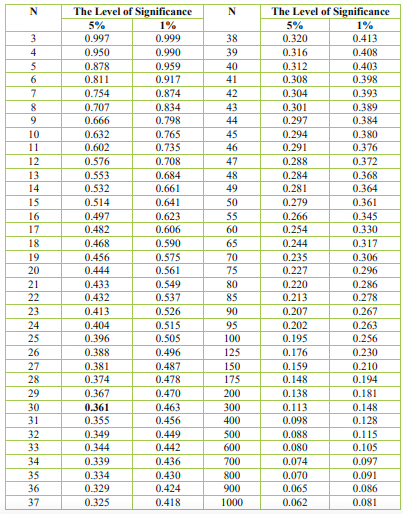
**Lampiran 6**

**Jawaban Responden Variabel Kepemimpinan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 6 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 41 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 11 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 2 | 3 | 36 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 18 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 19 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 22 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 38 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 43 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 44 |
| 39 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 41 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 42 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 36 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 42 |
| 48 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 32 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 28 |
| 51 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 32 |
| 52 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 55 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 36 |
| 56 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 31 |
| 57 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 58 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 59 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 60 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 63 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 66 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 67 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |

**Lampiran 7**

**r tabel**



**Lampiran 8**

**Uji Validitas Variabel Kepuasan Kerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kepuasan Kerja |
| Y.1 | Pearson Correlation | 1 | .845\*\* | .526\*\* | .040 | .330 | .339 | .383\* | .461\* | .153 | .214 | .623\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .832 | .075 | .067 | .037 | .010 | .420 | .256 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .845\*\* | 1 | .571\*\* | .171 | .411\* | .463\*\* | .301 | .404\* | .241 | .270 | .687\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .365 | .024 | .010 | .107 | .027 | .199 | .149 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .526\*\* | .571\*\* | 1 | .385\* | .407\* | .390\* | .526\*\* | .643\*\* | .307 | .453\* | .733\*\* |
| Sig. (2-tailed) | .003 | .001 |  | .036 | .026 | .033 | .003 | .000 | .099 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .040 | .171 | .385\* | 1 | .317 | .400\* | .369\* | .319 | .355 | .468\*\* | .559\*\* |
| Sig. (2-tailed) | .832 | .365 | .036 |  | .088 | .029 | .045 | .086 | .054 | .009 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .330 | .411\* | .407\* | .317 | 1 | .876\*\* | .417\* | .500\*\* | .454\* | .606\*\* | .768\*\* |
| Sig. (2-tailed) | .075 | .024 | .026 | .088 |  | .000 | .022 | .005 | .012 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .339 | .463\*\* | .390\* | .400\* | .876\*\* | 1 | .443\* | .452\* | .540\*\* | .612\*\* | .800\*\* |
| Sig. (2-tailed) | .067 | .010 | .033 | .029 | .000 |  | .014 | .012 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .383\* | .301 | .526\*\* | .369\* | .417\* | .443\* | 1 | .797\*\* | .567\*\* | .524\*\* | .725\*\* |
| Sig. (2-tailed) | .037 | .107 | .003 | .045 | .022 | .014 |  | .000 | .001 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .461\* | .404\* | .643\*\* | .319 | .500\*\* | .452\* | .797\*\* | 1 | .628\*\* | .575\*\* | .781\*\* |
| Sig. (2-tailed) | .010 | .027 | .000 | .086 | .005 | .012 | .000 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .153 | .241 | .307 | .355 | .454\* | .540\*\* | .567\*\* | .628\*\* | 1 | .648\*\* | .649\*\* |
| Sig. (2-tailed) | .420 | .199 | .099 | .054 | .012 | .002 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .214 | .270 | .453\* | .468\*\* | .606\*\* | .612\*\* | .524\*\* | .575\*\* | .648\*\* | 1 | .738\*\* |
| Sig. (2-tailed) | .256 | .149 | .012 | .009 | .000 | .000 | .003 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja | Pearson Correlation | .623\*\* | .687\*\* | .733\*\* | .559\*\* | .768\*\* | .800\*\* | .725\*\* | .781\*\* | .649\*\* | .738\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 9**

**Uji Validitas Variabel *Work Life Balance (X1)***

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Work Life Balance |
| X1.1 | Pearson Correlation | 1 | .267 | .590\*\* | .569\*\* | .418\* | .556\*\* | .442\* | .333 | .486\*\* | .378\* | .732\*\* |
| Sig. (2-tailed) |  | .154 | .001 | .001 | .022 | .001 | .014 | .072 | .006 | .040 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .267 | 1 | .541\*\* | .308 | .224 | .213 | .213 | .337 | .299 | .122 | .526\*\* |
| Sig. (2-tailed) | .154 |  | .002 | .097 | .235 | .259 | .259 | .069 | .109 | .521 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .590\*\* | .541\*\* | 1 | .725\*\* | .484\*\* | .618\*\* | .487\*\* | .480\*\* | .675\*\* | .408\* | .865\*\* |
| Sig. (2-tailed) | .001 | .002 |  | .000 | .007 | .000 | .006 | .007 | .000 | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .569\*\* | .308 | .725\*\* | 1 | .394\* | .584\*\* | .584\*\* | .380\* | .432\* | .327 | .755\*\* |
| Sig. (2-tailed) | .001 | .097 | .000 |  | .031 | .001 | .001 | .038 | .017 | .078 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .418\* | .224 | .484\*\* | .394\* | 1 | .444\* | .190 | .302 | .802\*\* | .218 | .644\*\* |
| Sig. (2-tailed) | .022 | .235 | .007 | .031 |  | .014 | .314 | .105 | .000 | .247 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .556\*\* | .213 | .618\*\* | .584\*\* | .444\* | 1 | .639\*\* | .516\*\* | .610\*\* | .456\* | .809\*\* |
| Sig. (2-tailed) | .001 | .259 | .000 | .001 | .014 |  | .000 | .004 | .000 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .442\* | .213 | .487\*\* | .584\*\* | .190 | .639\*\* | 1 | .516\*\* | .356 | .180 | .663\*\* |
| Sig. (2-tailed) | .014 | .259 | .006 | .001 | .314 | .000 |  | .004 | .054 | .342 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .333 | .337 | .480\*\* | .380\* | .302 | .516\*\* | .516\*\* | 1 | .342 | .263 | .636\*\* |
| Sig. (2-tailed) | .072 | .069 | .007 | .038 | .105 | .004 | .004 |  | .064 | .160 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .486\*\* | .299 | .675\*\* | .432\* | .802\*\* | .610\*\* | .356 | .342 | 1 | .408\* | .779\*\* |
| Sig. (2-tailed) | .006 | .109 | .000 | .017 | .000 | .000 | .054 | .064 |  | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .378\* | .122 | .408\* | .327 | .218 | .456\* | .180 | .263 | .408\* | 1 | .531\*\* |
| Sig. (2-tailed) | .040 | .521 | .025 | .078 | .247 | .011 | .342 | .160 | .025 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Work Life Balance | Pearson Correlation | .732\*\* | .526\*\* | .865\*\* | .755\*\* | .644\*\* | .809\*\* | .663\*\* | .636\*\* | .779\*\* | .531\*\* | 1 |
| Sig. (2-tailed) | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10**

**Uji Validitas Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Budaya Organisasi |
| X2.1 | Pearson Correlation | 1 | .655\*\* | .429\* | .386\* | .426\* | .439\* | .373\* | .189 | .218 | .511\*\* | .661\*\* |
| Sig. (2-tailed) |  | .000 | .018 | .035 | .019 | .015 | .042 | .317 | .247 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .655\*\* | 1 | .655\*\* | .408\* | .471\*\* | .305 | .317 | .236 | .250 | .362\* | .647\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .025 | .009 | .101 | .088 | .208 | .183 | .049 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .429\* | .655\*\* | 1 | .505\*\* | .455\* | .625\*\* | .318 | .327 | .236 | .137 | .621\*\* |
| Sig. (2-tailed) | .018 | .000 |  | .004 | .012 | .000 | .087 | .078 | .208 | .472 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .386\* | .408\* | .505\*\* | 1 | .796\*\* | .324 | .440\* | .515\*\* | .493\*\* | .417\* | .751\*\* |
| Sig. (2-tailed) | .035 | .025 | .004 |  | .000 | .081 | .015 | .004 | .006 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .426\* | .471\*\* | .455\* | .796\*\* | 1 | .398\* | .524\*\* | .472\*\* | .437\* | .552\*\* | .798\*\* |
| Sig. (2-tailed) | .019 | .009 | .012 | .000 |  | .029 | .003 | .008 | .016 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .439\* | .305 | .625\*\* | .324 | .398\* | 1 | .429\* | .207 | .183 | .247 | .575\*\* |
| Sig. (2-tailed) | .015 | .101 | .000 | .081 | .029 |  | .018 | .273 | .333 | .188 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .373\* | .317 | .318 | .440\* | .524\*\* | .429\* | 1 | .584\*\* | .681\*\* | .432\* | .751\*\* |
| Sig. (2-tailed) | .042 | .088 | .087 | .015 | .003 | .018 |  | .001 | .000 | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .189 | .236 | .327 | .515\*\* | .472\*\* | .207 | .584\*\* | 1 | .374\* | .055 | .521\*\* |
| Sig. (2-tailed) | .317 | .208 | .078 | .004 | .008 | .273 | .001 |  | .042 | .775 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .218 | .250 | .236 | .493\*\* | .437\* | .183 | .681\*\* | .374\* | 1 | .610\*\* | .722\*\* |
| Sig. (2-tailed) | .247 | .183 | .208 | .006 | .016 | .333 | .000 | .042 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .511\*\* | .362\* | .137 | .417\* | .552\*\* | .247 | .432\* | .055 | .610\*\* | 1 | .725\*\* |
| Sig. (2-tailed) | .004 | .049 | .472 | .022 | .002 | .188 | .017 | .775 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Budaya Organisasi | Pearson Correlation | .661\*\* | .647\*\* | .621\*\* | .751\*\* | .798\*\* | .575\*\* | .751\*\* | .521\*\* | .722\*\* | .725\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .003 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 11**

**Uji Validitas Variabel Kepemimpinan (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Kepemimpinan |
| X3.1 | Pearson Correlation | 1 | .802\*\* | .385\* | .475\*\* | .259 | .758\*\* | .559\*\* | .198 | .056 | .286 | .762\*\* |
| Sig. (2-tailed) |  | .000 | .035 | .008 | .167 | .000 | .001 | .295 | .771 | .125 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .802\*\* | 1 | .366\* | .592\*\* | .367\* | .721\*\* | .608\*\* | .115 | .021 | .127 | .754\*\* |
| Sig. (2-tailed) | .000 |  | .047 | .001 | .046 | .000 | .000 | .545 | .913 | .504 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .385\* | .366\* | 1 | .538\*\* | .386\* | .238 | .423\* | .233 | .293 | .364\* | .587\*\* |
| Sig. (2-tailed) | .035 | .047 |  | .002 | .035 | .205 | .020 | .215 | .116 | .048 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .475\*\* | .592\*\* | .538\*\* | 1 | .733\*\* | .455\* | .410\* | .410\* | .367\* | .560\*\* | .777\*\* |
| Sig. (2-tailed) | .008 | .001 | .002 |  | .000 | .011 | .025 | .024 | .046 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .259 | .367\* | .386\* | .733\*\* | 1 | .290 | .223 | .473\*\* | .434\* | .522\*\* | .628\*\* |
| Sig. (2-tailed) | .167 | .046 | .035 | .000 |  | .120 | .237 | .008 | .016 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .758\*\* | .721\*\* | .238 | .455\* | .290 | 1 | .743\*\* | .329 | .268 | .218 | .790\*\* |
| Sig. (2-tailed) | .000 | .000 | .205 | .011 | .120 |  | .000 | .076 | .152 | .248 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .559\*\* | .608\*\* | .423\* | .410\* | .223 | .743\*\* | 1 | .519\*\* | .388\* | .254 | .778\*\* |
| Sig. (2-tailed) | .001 | .000 | .020 | .025 | .237 | .000 |  | .003 | .034 | .175 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .198 | .115 | .233 | .410\* | .473\*\* | .329 | .519\*\* | 1 | .809\*\* | .611\*\* | .625\*\* |
| Sig. (2-tailed) | .295 | .545 | .215 | .024 | .008 | .076 | .003 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .056 | .021 | .293 | .367\* | .434\* | .268 | .388\* | .809\*\* | 1 | .652\*\* | .547\*\* |
| Sig. (2-tailed) | .771 | .913 | .116 | .046 | .016 | .152 | .034 | .000 |  | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .286 | .127 | .364\* | .560\*\* | .522\*\* | .218 | .254 | .611\*\* | .652\*\* | 1 | .599\*\* |
| Sig. (2-tailed) | .125 | .504 | .048 | .001 | .003 | .248 | .175 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepemimpinan | Pearson Correlation | .762\*\* | .754\*\* | .587\*\* | .777\*\* | .628\*\* | .790\*\* | .778\*\* | .625\*\* | .547\*\* | .599\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 12**

**Data Uji MSI Kepuasan Kerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4,328 | 4,529 | 3,912 | 1,786 | 4,330 | 1,748 | 3,019 | 2,717 | 4,283 | 4,330 | 34,983 |
| 2 | 4,328 | 4,529 | 3,912 | 3,936 | 2,070 | 1,748 | 2,004 | 2,717 | 2,782 | 2,923 | 30,951 |
| 3 | 4,328 | 4,529 | 3,912 | 1,786 | 2,978 | 2,681 | 3,019 | 1,000 | 4,283 | 4,330 | 32,847 |
| 4 | 2,871 | 1,626 | 1,000 | 1,000 | 1,626 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 22,245 |
| 5 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 6 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 35,158 |
| 7 | 1,000 | 1,000 | 3,912 | 3,936 | 4,330 | 1,000 | 1,512 | 4,260 | 4,283 | 4,330 | 29,563 |
| 8 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 9 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 10 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 35,158 |
| 11 | 4,328 | 1,626 | 2,506 | 1,786 | 2,070 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 26,439 |
| 12 | 2,871 | 3,029 | 3,912 | 3,936 | 2,978 | 4,027 | 4,377 | 4,260 | 4,283 | 2,923 | 36,598 |
| 13 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 14 | 4,328 | 4,529 | 2,506 | 3,936 | 4,330 | 4,027 | 4,377 | 2,717 | 2,782 | 4,330 | 37,862 |
| 15 | 2,871 | 3,029 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 39,356 |
| 16 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 2,782 | 4,330 | 40,812 |
| 17 | 4,328 | 4,529 | 2,506 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 2,782 | 4,330 | 39,405 |
| 18 | 2,871 | 3,029 | 3,912 | 1,786 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 2,923 | 35,799 |
| 19 | 2,871 | 3,029 | 2,506 | 3,936 | 4,330 | 2,681 | 4,377 | 4,260 | 4,283 | 4,330 | 36,603 |
| 20 | 2,871 | 3,029 | 2,506 | 2,656 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 2,923 | 35,263 |
| 21 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 22 | 4,328 | 3,029 | 3,912 | 2,656 | 2,978 | 4,027 | 3,019 | 2,717 | 4,283 | 4,330 | 35,281 |
| 23 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 24 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 25 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 4,027 | 3,019 | 2,717 | 2,782 | 2,923 | 29,509 |
| 26 | 2,871 | 3,029 | 2,506 | 2,656 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 36,669 |
| 27 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 28 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 29 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 30 | 2,871 | 3,029 | 3,912 | 3,936 | 4,330 | 4,027 | 2,004 | 2,717 | 2,782 | 2,923 | 32,532 |
| 31 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 32 | 4,328 | 3,029 | 2,506 | 2,656 | 2,978 | 4,027 | 3,019 | 4,260 | 4,283 | 4,330 | 35,418 |
| 33 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 34 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 35 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 36 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 37 | 1,707 | 4,529 | 1,546 | 3,936 | 4,330 | 4,027 | 2,004 | 4,260 | 1,512 | 4,330 | 32,181 |
| 38 | 1,707 | 3,029 | 3,912 | 1,786 | 2,978 | 4,027 | 2,004 | 2,717 | 4,283 | 1,794 | 28,239 |
| 39 | 4,328 | 3,029 | 1,546 | 1,786 | 2,978 | 4,027 | 3,019 | 4,260 | 2,782 | 4,330 | 32,085 |
| 40 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 41 | 2,871 | 3,029 | 2,506 | 2,656 | 2,070 | 1,748 | 3,019 | 2,717 | 4,283 | 4,330 | 29,230 |
| 42 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 43 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 44 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 45 | 2,871 | 3,029 | 1,000 | 1,000 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 33,508 |
| 46 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 47 | 2,871 | 3,029 | 2,506 | 2,656 | 4,330 | 4,027 | 3,019 | 2,717 | 4,283 | 4,330 | 33,768 |
| 48 | 2,871 | 3,029 | 2,506 | 1,786 | 2,978 | 2,681 | 4,377 | 2,717 | 2,782 | 2,923 | 28,651 |
| 49 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 1,794 | 27,034 |
| 50 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 4,283 | 1,794 | 28,536 |
| 51 | 2,871 | 4,529 | 3,912 | 2,656 | 2,070 | 1,748 | 4,377 | 4,260 | 4,283 | 4,330 | 35,038 |
| 52 | 2,871 | 4,529 | 3,912 | 2,656 | 4,330 | 4,027 | 4,377 | 4,260 | 2,782 | 2,923 | 36,668 |
| 53 | 2,871 | 4,529 | 3,912 | 3,936 | 2,978 | 2,681 | 4,377 | 4,260 | 4,283 | 2,923 | 36,752 |
| 54 | 1,484 | 3,029 | 2,506 | 2,656 | 2,978 | 4,027 | 2,004 | 2,717 | 1,000 | 1,794 | 24,196 |
| 55 | 2,871 | 3,029 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 2,923 | 37,949 |
| 56 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 4,377 | 4,260 | 4,283 | 2,923 | 32,566 |
| 57 | 2,871 | 3,029 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 2,923 | 37,949 |
| 58 | 2,871 | 4,529 | 3,912 | 3,936 | 2,978 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 39,505 |
| 59 | 2,871 | 3,029 | 2,506 | 3,936 | 4,330 | 1,748 | 4,377 | 4,260 | 4,283 | 2,923 | 34,264 |
| 60 | 2,871 | 3,029 | 2,506 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 37,949 |
| 61 | 2,871 | 3,029 | 2,506 | 2,656 | 2,978 | 2,681 | 3,019 | 2,717 | 2,782 | 2,923 | 28,163 |
| 62 | 2,871 | 3,029 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 2,782 | 4,330 | 37,854 |
| 63 | 2,871 | 4,529 | 3,912 | 3,936 | 4,330 | 2,681 | 3,019 | 4,260 | 4,283 | 4,330 | 38,152 |
| 64 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 65 | 4,328 | 4,529 | 3,912 | 3,936 | 4,330 | 4,027 | 4,377 | 4,260 | 4,283 | 4,330 | 42,313 |
| 66 | 2,871 | 3,029 | 3,912 | 3,936 | 2,978 | 4,027 | 3,019 | 4,260 | 2,782 | 1,000 | 31,815 |
| 67 | 4,328 | 3,029 | 1,000 | 1,000 | 1,626 | 2,681 | 3,019 | 2,717 | 2,782 | 4,330 | 26,512 |
| 68 | 1,000 | 4,529 | 3,912 | 3,936 | 1,000 | 1,000 | 1,000 | 4,260 | 2,782 | 4,330 | 27,749 |

**Lampiran 13**

**Data Uji MSI *Work Life Balance (X1)***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 2 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 3 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 3,977 | 2,831 | 2,743 | 3,429 | 2,884 | 32,400 |
| 4 | 3,552 | 4,839 | 4,768 | 2,820 | 3,242 | 2,587 | 4,197 | 2,743 | 3,429 | 4,318 | 36,496 |
| 5 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 6 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 7 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 8 | 3,552 | 3,449 | 4,768 | 4,255 | 4,642 | 3,977 | 1,753 | 2,743 | 3,429 | 2,884 | 35,454 |
| 9 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 10 | 4,839 | 3,449 | 3,472 | 2,820 | 3,242 | 3,977 | 2,831 | 4,165 | 4,803 | 4,318 | 37,917 |
| 11 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 12 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 13 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 14 | 3,552 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 43,517 |
| 15 | 4,839 | 3,449 | 2,463 | 2,820 | 4,642 | 1,585 | 2,831 | 4,165 | 2,369 | 4,318 | 33,482 |
| 16 | 2,395 | 3,449 | 4,768 | 4,255 | 4,642 | 2,587 | 2,831 | 1,634 | 4,803 | 4,318 | 35,682 |
| 17 | 2,395 | 3,449 | 4,768 | 2,820 | 2,118 | 3,977 | 4,197 | 1,634 | 4,803 | 2,884 | 33,046 |
| 18 | 2,395 | 3,449 | 2,463 | 2,820 | 4,642 | 2,587 | 2,831 | 4,165 | 2,369 | 4,318 | 32,039 |
| 19 | 3,552 | 3,449 | 3,472 | 4,255 | 4,642 | 3,977 | 1,753 | 2,743 | 2,369 | 4,318 | 34,530 |
| 20 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 21 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 22 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 1,000 | 1,000 | 1,000 | 1,794 | 2,884 | 24,214 |
| 23 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 24 | 4,839 | 4,839 | 2,463 | 2,820 | 2,118 | 2,587 | 1,753 | 2,743 | 2,369 | 1,700 | 28,231 |
| 25 | 4,839 | 4,839 | 4,768 | 2,820 | 3,242 | 2,587 | 1,753 | 4,165 | 2,369 | 2,884 | 34,265 |
| 26 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 27 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 28 | 3,552 | 1,794 | 1,794 | 1,000 | 1,626 | 1,000 | 1,000 | 2,743 | 3,429 | 2,884 | 20,823 |
| 29 | 1,512 | 1,794 | 1,794 | 4,255 | 4,642 | 3,977 | 4,197 | 2,743 | 3,429 | 2,884 | 31,229 |
| 30 | 2,395 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 2,369 | 1,700 | 27,608 |
| 31 | 2,395 | 2,369 | 2,463 | 1,653 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 26,596 |
| 32 | 2,395 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 1,700 | 28,669 |
| 33 | 2,395 | 3,449 | 3,472 | 2,820 | 2,118 | 1,585 | 1,753 | 2,743 | 3,429 | 2,884 | 26,649 |
| 34 | 2,395 | 2,369 | 2,463 | 2,820 | 3,242 | 2,587 | 2,831 | 1,000 | 1,794 | 1,000 | 22,501 |
| 35 | 2,395 | 2,369 | 2,463 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 27,763 |
| 36 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 37 | 3,552 | 3,449 | 3,472 | 1,000 | 3,242 | 1,000 | 2,831 | 2,743 | 3,429 | 2,884 | 27,602 |
| 38 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 1,000 | 1,000 | 1,000 | 1,794 | 2,884 | 24,214 |
| 39 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 40 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 41 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 42 | 1,000 | 1,000 | 1,000 | 4,255 | 1,000 | 3,977 | 4,197 | 4,165 | 1,000 | 4,318 | 25,913 |
| 43 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 44 | 3,552 | 1,794 | 1,794 | 1,000 | 1,626 | 1,000 | 1,000 | 2,743 | 3,429 | 2,884 | 20,823 |
| 45 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 1,753 | 1,634 | 2,369 | 1,700 | 34,776 |
| 46 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 47 | 2,395 | 2,369 | 2,463 | 1,653 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 26,596 |
| 48 | 2,395 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 1,700 | 28,669 |
| 49 | 2,395 | 3,449 | 3,472 | 2,820 | 2,118 | 1,585 | 1,753 | 2,743 | 3,429 | 2,884 | 26,649 |
| 50 | 2,395 | 2,369 | 2,463 | 1,653 | 3,242 | 2,587 | 2,831 | 1,000 | 1,794 | 1,000 | 21,333 |
| 51 | 2,395 | 2,369 | 2,463 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 27,763 |
| 52 | 3,552 | 3,449 | 4,768 | 4,255 | 4,642 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 35,141 |
| 53 | 3,552 | 3,449 | 3,472 | 4,255 | 4,642 | 3,977 | 4,197 | 2,743 | 4,803 | 4,318 | 39,409 |
| 54 | 3,552 | 3,449 | 3,472 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 2,884 | 39,397 |
| 55 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 56 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 57 | 4,839 | 4,839 | 3,472 | 2,820 | 3,242 | 3,977 | 2,831 | 4,165 | 3,429 | 2,884 | 36,498 |
| 58 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 4,197 | 4,165 | 4,803 | 4,318 | 36,606 |
| 59 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 60 | 3,552 | 3,449 | 4,768 | 4,255 | 4,642 | 2,587 | 2,831 | 1,634 | 3,429 | 2,884 | 34,032 |
| 61 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |
| 62 | 3,552 | 1,794 | 1,794 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 37,498 |
| 63 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 64 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 1,000 | 41,486 |
| 65 | 4,839 | 4,839 | 4,768 | 4,255 | 4,642 | 3,977 | 4,197 | 4,165 | 4,803 | 4,318 | 44,804 |
| 66 | 4,839 | 4,839 | 3,472 | 2,820 | 3,242 | 3,977 | 4,197 | 4,165 | 3,429 | 2,884 | 37,865 |
| 67 | 2,395 | 2,369 | 2,463 | 1,653 | 2,118 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 25,472 |
| 68 | 3,552 | 3,449 | 3,472 | 2,820 | 3,242 | 2,587 | 2,831 | 2,743 | 3,429 | 2,884 | 31,010 |

**Lampiran 14**

**Data Uji MSI Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1,546 | 1,748 | 1,602 | 1,602 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 29,833 |
| 2 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 3,754 | 3,982 | 28,092 |
| 3 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 4 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 2,830 | 3,671 | 3,798 | 3,754 | 3,982 | 37,932 |
| 5 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 1,922 | 3,671 | 3,798 | 3,754 | 3,982 | 37,024 |
| 6 | 1,546 | 4,074 | 3,866 | 2,534 | 3,959 | 4,171 | 2,267 | 2,333 | 3,754 | 3,982 | 32,486 |
| 7 | 4,086 | 4,074 | 3,866 | 2,534 | 3,959 | 4,171 | 2,267 | 2,333 | 3,754 | 3,982 | 35,026 |
| 8 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 9 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 1,000 | 2,333 | 2,286 | 2,582 | 32,269 |
| 10 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 11 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 1,922 | 3,671 | 3,798 | 3,754 | 3,982 | 37,024 |
| 12 | 1,000 | 1,000 | 2,492 | 2,534 | 1,000 | 2,830 | 2,267 | 3,798 | 3,754 | 3,982 | 24,658 |
| 13 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 14 | 2,650 | 2,722 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 2,582 | 35,086 |
| 15 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 3,671 | 3,798 | 3,754 | 2,582 | 29,562 |
| 16 | 2,650 | 2,722 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 2,582 | 35,086 |
| 17 | 2,650 | 4,074 | 3,866 | 3,912 | 2,528 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 36,406 |
| 18 | 2,650 | 2,722 | 2,492 | 3,912 | 3,959 | 1,922 | 3,671 | 3,798 | 3,754 | 2,582 | 31,463 |
| 19 | 2,650 | 2,722 | 2,492 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 35,112 |
| 20 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 4,171 | 3,671 | 2,333 | 3,754 | 3,982 | 30,838 |
| 21 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,671 | 3,798 | 2,286 | 3,982 | 19,737 |
| 22 | 2,650 | 4,074 | 3,866 | 3,912 | 3,959 | 2,830 | 2,267 | 3,798 | 3,754 | 3,982 | 35,092 |
| 23 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 24 | 2,650 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 2,286 | 1,000 | 33,388 |
| 25 | 2,650 | 2,722 | 3,866 | 3,912 | 2,528 | 4,171 | 2,267 | 3,798 | 2,286 | 1,000 | 29,201 |
| 26 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 27 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 28 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 29 | 2,650 | 2,722 | 3,866 | 2,534 | 2,528 | 4,171 | 2,267 | 2,333 | 2,286 | 2,582 | 27,939 |
| 30 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 2,333 | 2,286 | 1,632 | 33,991 |
| 31 | 2,650 | 4,074 | 2,492 | 3,912 | 2,528 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 35,032 |
| 32 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 33 | 1,000 | 4,074 | 3,866 | 1,000 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 33,275 |
| 34 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 35 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 36 | 2,650 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 2,286 | 3,982 | 36,369 |
| 37 | 2,650 | 1,748 | 1,602 | 3,912 | 3,959 | 1,922 | 3,671 | 1,000 | 3,754 | 2,582 | 26,800 |
| 38 | 4,086 | 1,748 | 2,492 | 3,912 | 3,959 | 2,830 | 2,267 | 1,000 | 3,754 | 3,982 | 30,031 |
| 39 | 4,086 | 2,722 | 3,866 | 1,602 | 2,528 | 4,171 | 2,267 | 1,000 | 3,754 | 2,582 | 28,578 |
| 40 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 41 | 4,086 | 4,074 | 3,866 | 2,534 | 3,959 | 4,171 | 1,000 | 3,798 | 3,754 | 1,632 | 32,875 |
| 42 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 43 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 44 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 45 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 46 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 47 | 4,086 | 4,074 | 2,492 | 1,602 | 2,528 | 4,171 | 1,000 | 3,798 | 1,000 | 3,982 | 28,733 |
| 48 | 4,086 | 4,074 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 28,012 |
| 49 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 32,195 |
| 50 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 51 | 2,650 | 4,074 | 3,866 | 2,534 | 1,564 | 4,171 | 3,671 | 2,333 | 2,286 | 3,982 | 31,130 |
| 52 | 2,650 | 2,722 | 2,492 | 2,534 | 1,564 | 1,922 | 2,267 | 2,333 | 3,754 | 3,982 | 26,220 |
| 53 | 2,650 | 4,074 | 1,000 | 2,534 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 33,593 |
| 54 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 55 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 56 | 2,650 | 2,722 | 1,000 | 1,000 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 30,708 |
| 57 | 2,650 | 4,074 | 2,492 | 2,534 | 2,528 | 1,922 | 1,000 | 2,333 | 1,000 | 3,982 | 24,515 |
| 58 | 2,650 | 2,722 | 2,492 | 2,534 | 3,959 | 4,171 | 2,267 | 2,333 | 3,754 | 3,982 | 30,865 |
| 59 | 2,650 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 37,837 |
| 60 | 2,650 | 2,722 | 2,492 | 3,912 | 3,959 | 4,171 | 2,267 | 2,333 | 3,754 | 3,982 | 32,243 |
| 61 | 2,650 | 2,722 | 2,492 | 2,534 | 2,528 | 2,830 | 2,267 | 2,333 | 2,286 | 2,582 | 25,224 |
| 62 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 63 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 1,632 | 36,924 |
| 64 | 2,650 | 1,748 | 3,866 | 2,534 | 2,528 | 4,171 | 2,267 | 3,798 | 1,000 | 2,582 | 27,144 |
| 65 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 66 | 4,086 | 2,722 | 3,866 | 3,912 | 3,959 | 4,171 | 2,267 | 3,798 | 2,286 | 2,582 | 33,650 |
| 67 | 4,086 | 4,074 | 3,866 | 3,912 | 3,959 | 4,171 | 3,671 | 3,798 | 3,754 | 3,982 | 39,273 |
| 68 | 4,086 | 1,748 | 1,602 | 2,534 | 2,528 | 4,171 | 1,000 | 3,798 | 2,286 | 2,582 | 26,336 |

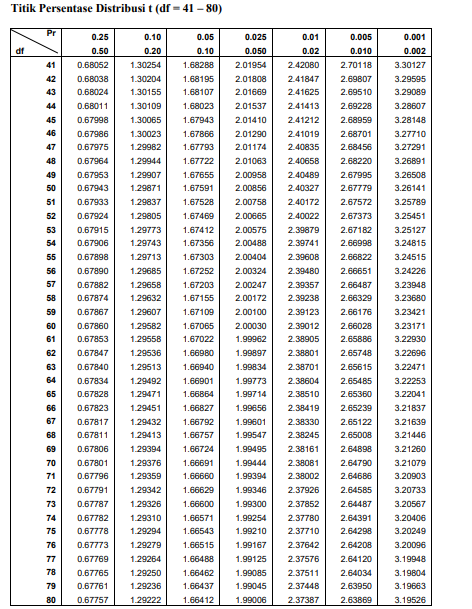
**Lampiran 15**

**Data Uji MSI Kepemimpinan (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3,053 | 2,696 | 3,960 | 3,913 | 3,984 | 3,864 | 2,803 | 2,742 | 4,221 | 4,529 | 35,766 |
| 2 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 34,319 |
| 3 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 4 | 3,053 | 2,696 | 3,960 | 3,913 | 3,984 | 2,475 | 4,170 | 2,742 | 2,791 | 3,087 | 32,872 |
| 5 | 4,451 | 2,696 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 39,984 |
| 6 | 4,451 | 4,112 | 3,960 | 2,541 | 1,653 | 1,541 | 2,803 | 2,742 | 2,791 | 3,087 | 29,682 |
| 7 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 8 | 4,451 | 4,112 | 3,960 | 2,541 | 2,622 | 2,475 | 4,170 | 4,195 | 4,221 | 4,529 | 37,278 |
| 9 | 4,451 | 4,112 | 3,960 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 4,529 | 33,027 |
| 10 | 4,451 | 4,112 | 3,960 | 2,541 | 3,984 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 32,947 |
| 11 | 4,451 | 1,602 | 2,548 | 1,590 | 1,653 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 25,741 |
| 12 | 3,053 | 2,696 | 3,960 | 3,913 | 2,622 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 35,782 |
| 13 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 14 | 4,451 | 4,112 | 2,548 | 3,913 | 3,984 | 3,864 | 4,170 | 2,742 | 2,791 | 4,529 | 37,104 |
| 15 | 3,053 | 2,696 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 38,586 |
| 16 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 1,000 | 1,000 | 1,000 | 1,000 | 1,794 | 26,215 |
| 17 | 4,451 | 4,112 | 2,548 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 2,791 | 4,529 | 38,558 |
| 18 | 3,053 | 2,696 | 3,960 | 1,590 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 34,820 |
| 19 | 3,053 | 2,696 | 2,548 | 3,913 | 3,984 | 2,475 | 4,170 | 4,195 | 4,221 | 4,529 | 35,786 |
| 20 | 3,053 | 2,696 | 2,548 | 2,541 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 34,360 |
| 21 | 3,053 | 2,696 | 3,960 | 3,913 | 2,622 | 2,475 | 4,170 | 4,195 | 4,221 | 4,529 | 35,836 |
| 22 | 4,451 | 2,696 | 3,960 | 2,541 | 2,622 | 3,864 | 2,803 | 2,742 | 4,221 | 4,529 | 34,430 |
| 23 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 2,791 | 3,087 | 38,527 |
| 24 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 25 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 3,864 | 2,803 | 2,742 | 2,791 | 3,087 | 28,747 |
| 26 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 27 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 1,748 | 2,742 | 2,791 | 1,794 | 25,011 |
| 28 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 29 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 30 | 3,053 | 2,696 | 3,960 | 3,913 | 3,984 | 3,864 | 1,748 | 2,742 | 2,791 | 3,087 | 31,838 |
| 31 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 32 | 4,451 | 2,696 | 2,548 | 2,541 | 2,622 | 3,864 | 2,803 | 4,195 | 4,221 | 4,529 | 34,471 |
| 33 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 34 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 35 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 36 | 4,451 | 4,112 | 3,960 | 1,590 | 2,622 | 2,475 | 4,170 | 4,195 | 4,221 | 4,529 | 36,326 |
| 37 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 38 | 4,451 | 4,112 | 2,548 | 2,541 | 3,984 | 2,475 | 2,803 | 1,564 | 4,221 | 4,529 | 33,229 |
| 39 | 1,862 | 2,696 | 3,960 | 2,541 | 1,653 | 3,864 | 4,170 | 1,564 | 4,221 | 3,087 | 29,618 |
| 40 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 41 | 3,053 | 2,696 | 2,548 | 3,913 | 3,984 | 3,864 | 1,748 | 2,742 | 1,632 | 4,529 | 30,710 |
| 42 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 43 | 3,053 | 2,696 | 2,548 | 1,000 | 2,622 | 1,000 | 2,803 | 2,742 | 2,791 | 3,087 | 24,342 |
| 44 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 45 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 46 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 47 | 4,451 | 4,112 | 3,960 | 2,541 | 2,622 | 2,475 | 1,748 | 4,195 | 1,632 | 3,087 | 30,825 |
| 48 | 3,053 | 1,000 | 1,000 | 1,000 | 1,000 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 20,951 |
| 49 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 50 | 3,053 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,742 | 2,791 | 3,087 | 17,673 |
| 51 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 4,170 | 4,195 | 4,221 | 4,529 | 23,116 |
| 52 | 1,862 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 1,632 | 1,794 | 23,716 |
| 53 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 54 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 1,794 | 26,066 |
| 55 | 1,862 | 2,696 | 2,548 | 2,541 | 1,653 | 1,541 | 1,748 | 2,742 | 2,791 | 3,087 | 23,209 |
| 56 | 1,862 | 1,602 | 1,546 | 2,541 | 2,622 | 2,475 | 2,803 | 1,000 | 1,000 | 1,000 | 18,451 |
| 57 | 1,862 | 1,602 | 1,546 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 24,071 |
| 58 | 3,053 | 2,696 | 3,960 | 3,913 | 3,984 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 31,505 |
| 59 | 3,053 | 2,696 | 2,548 | 3,913 | 3,984 | 3,864 | 4,170 | 2,742 | 4,221 | 4,529 | 35,721 |
| 60 | 3,053 | 2,696 | 2,548 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 35,732 |
| 61 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 62 | 3,053 | 2,696 | 2,548 | 2,541 | 2,622 | 2,475 | 2,803 | 2,742 | 2,791 | 3,087 | 27,358 |
| 63 | 4,451 | 4,112 | 2,548 | 2,541 | 2,622 | 3,864 | 2,803 | 4,195 | 2,791 | 3,087 | 33,014 |
| 64 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 4,529 | 41,400 |
| 65 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 2,791 | 4,529 | 39,970 |
| 66 | 4,451 | 4,112 | 2,548 | 2,541 | 2,622 | 3,864 | 4,170 | 4,195 | 2,791 | 3,087 | 34,381 |
| 67 | 3,053 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 38,560 |
| 68 | 4,451 | 4,112 | 3,960 | 3,913 | 3,984 | 3,864 | 4,170 | 4,195 | 4,221 | 3,087 | 39,958 |

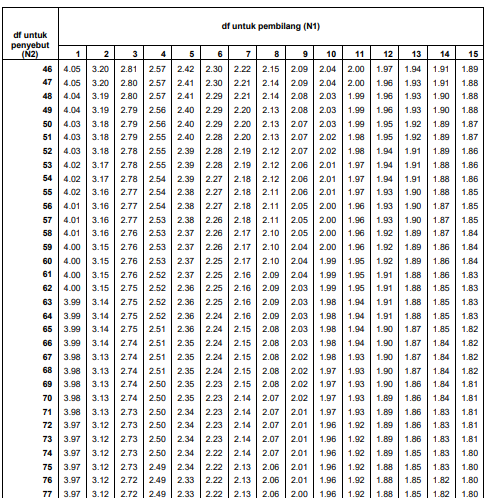
**Lampiran 16**

**t tabel**



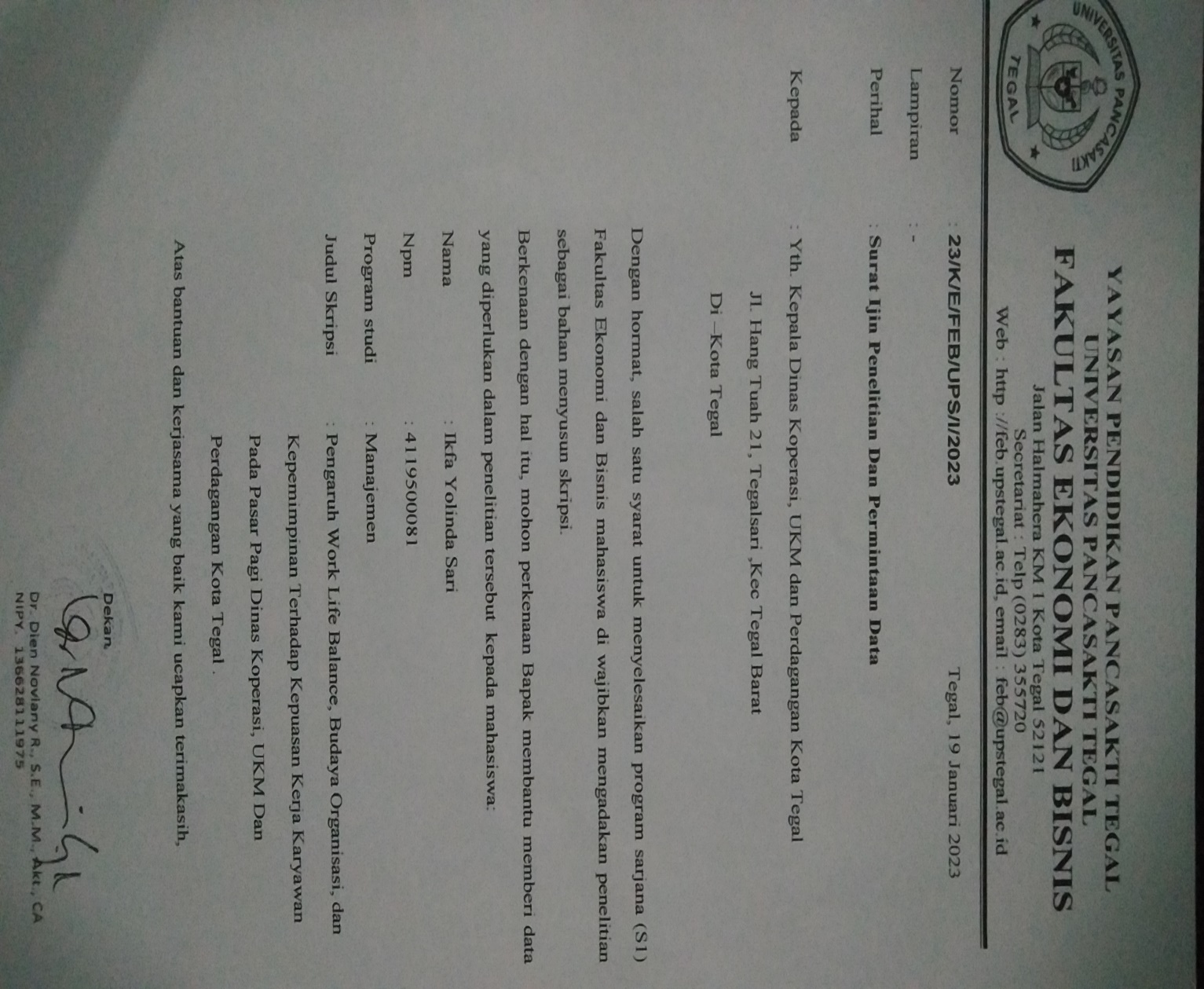
**Lampiran 17**

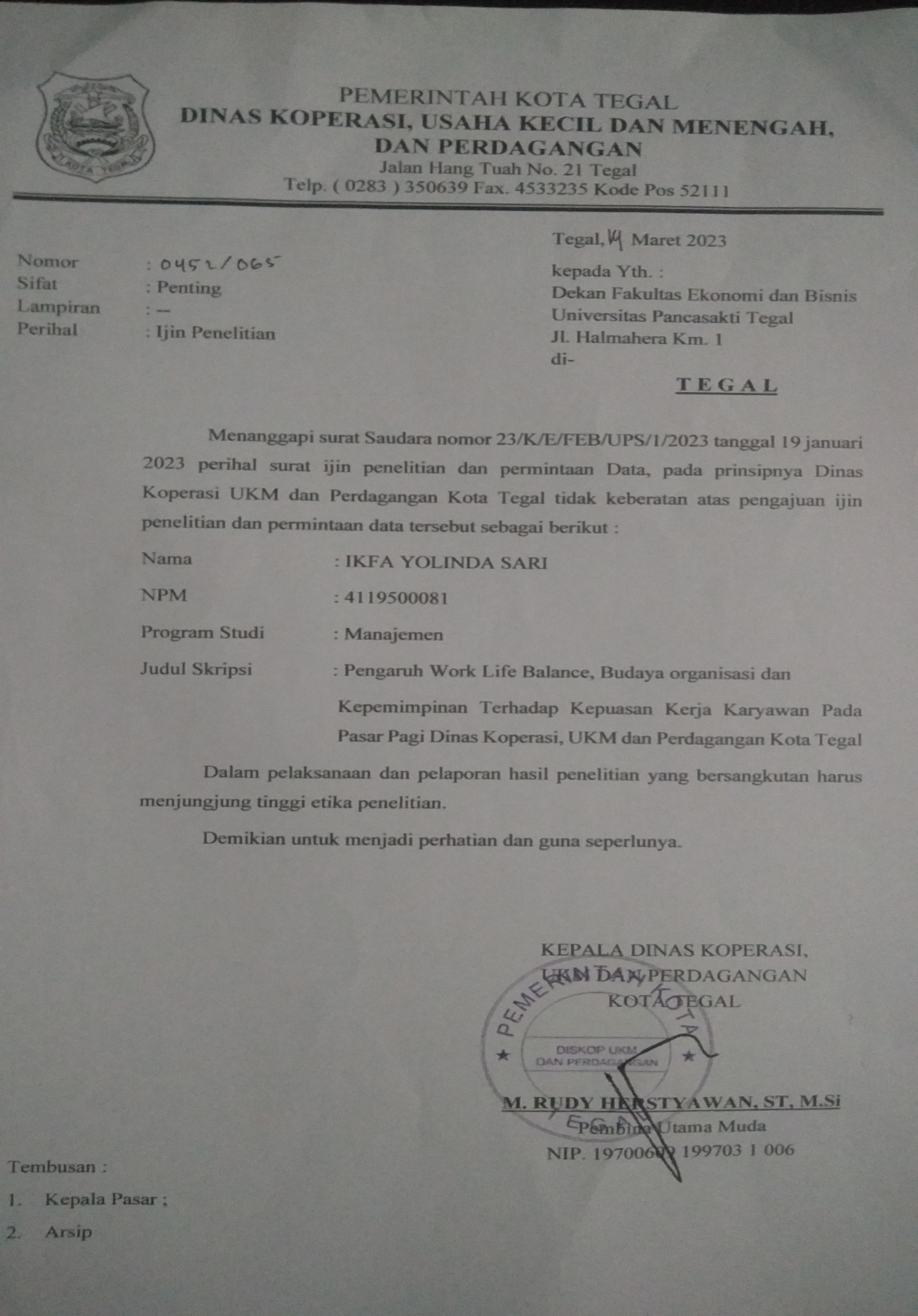
**F tabel**



**Lampiran 18**

**Surat izin penelitian**

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