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LAMPIRAN

**Lampiran 1**

**KUESIONER PENELITIAN**

Kepada :

Yth. Bapak/Ibu (BPKAD) kabupaten pemalang

Di tempat

Hal : Permohonan Mengisi Kuesioner

Dengan hormat,

Sehubungan dengan penyusunan skripsi guna memenuhi syarat menyelesaikan program studi S1 di Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, saya :

Nama : Aini Wati

NPM : 4119500146

Program Studi : Manajemen

Dengan iitu, isaya imeminta ikesediaan iBapak/Ibu pegawai kantor badan pengelolaan keuangan dan aset daerah (bpkad) kabupaten pemalang iuntuk idapat imengisi ikuesioner iyang itersedia iuntuk imenunjang ipenelitian isaya. iJawaban ikuesioner idijamin ikerahasiaannya idan itidak imempengaruhi inilai isikap. iJadi iAnda idiharapkan idapat imemberikan ijawaban iyang isesuai idengan ikondisi idan iapa iyang idirasakan isesungguhnya.

Mengingat keberhasilan penelitian ini akan sangat bergantung pada kelengkapan jawaban, dimohon agar Bapak/Ibu dapat memberikan jawaban dengan lengkap. Terima kasih atas kesediaan Bapak/Ibu yang telah bersedia untuk mengisi kuesioner ini.

Hormat Saya,

Aini Wati

**KUESIONER**

1. Identitas Responden
2. Jenis iKelamin : Laki-Laki Perempuan
3. Umur 20 – 30 th > 40 th

> 40 th

31- 40 th

1. Pendidikan Terakhir : SMA/SMK D III

> 40 th

> 40 th

S1 S2

> 40 th

> 40 th

1. **Petunjuk iPengisian**
2. Bapak/Ibu iberikan itanggapan iterhadap ipernyataan idibawah iini isesuai idengan ikenyataan iyang idialami iselama ibekerja.
3. Berilah iTanda ( i) ipada isalah isatu ialternatif ijawaban iyang isudah itersedia idi isamping ikolom ipernyataan.
4. Kolom iterdiri idari i5 ipilihan ijawaban. iDengan iarti isebagai iberikut:

SS = iSangat iSetuju

S = iSetuju

N = iNetral

TS = iTidak iSetuju

STS = iSangat iTidak iSetuju

1. Daftar Pertanyaan
2. **Kinerja Pegawai**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| STS | TS | N | S | SS |
| 1. | Kemampuan yang saya miliki sesuai dengan pekerjaan yang saya kerjakan |  |  |  |  |  |
| 2. | Ketrampilan yang saya miliki membuat saya lebih giat bekerja |  |  |  |  |  |
| 3. | Saya termasuk pegawai yang menyelesaikan pekerjaan dengan penuh ketelitian |  |  |  |  |  |
| 4. | Saya mampu menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| 5. | Saya tidak pernah menunda – nunda dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 6. | Tingkat pencapaian kinerja yang saya hasilkan, telah sesuai dengan aturan kantor |  |  |  |  |  |
| 7. | Saya selalu masuk kerja dengan tepat waktu |  |  |  |  |  |
| 8. | Saya merasa puas dengan hasil kerja yang sudah saya capai |  |  |  |  |  |
| 9. | Saya termasuk pegawai yang mampu bertanggung jawab atas segala pekerjaan yang diberikan |  |  |  |  |  |
| 10. | Saya dalam bekerja tidak suka merepotkan orang lain |  |  |  |  |  |

1. **Sistem Informasi Manajemen**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| STS | TS | N | S | SS |
| 1. | Saya dalam melakukan pekerjaan seperti menginput data menggunakan komputer yang telah tersedia di instansi |  |  |  |  |  |
| 2. | Fasilitas e-presensi yang ada di kantor sudah memadai |  |  |  |  |  |
| 3. | Saya dalam mengakses internet menggunakan jaringan wifi yang tersedia di instansi |  |  |  |  |  |
| 4. | Dalam menginput data saya menggunakan sistem aplikasi yang tersedia di instansi |  |  |  |  |  |
| 5. | Dengan adanya aplikasi komputer memudahkan untuk melakukan pekerjaan |  |  |  |  |  |
| 6. | Kantor Badan Pengelolaan Keuangan Dan Aset Daerah (BPKAD) Kabupaten Pemalang sudah memiliki sistem aplikasi yang lengkap |  |  |  |  |  |
| 7. | Saya memiliki kemampuan untuk mengoprasikan aplikasi yang tersedia di instansi |  |  |  |  |  |
| 8. | Dengan adanya sistem aplikasi yang tersedia memudahkan saya untuk mengerjakan pekerjaan |  |  |  |  |  |
| 9. | Penginputan data pada aplikasi komputer telah sesuai dengan panduan yang ada |  |  |  |  |  |
| 10. | Semua pegawai telah mengikuti prosedur pemakaian sistem aplikasi yang telah di sediakan |  |  |  |  |  |

1. **Kedisiplinan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| STS | TS | N | S | SS |
| 1. | Saya selalu masuk kerja tepat waktu |  |  |  |  |  |
| 2. | Saya pulang kerja sesuai dengan jam yang telah ditentukan |  |  |  |  |  |
| 3. | Saya menggunakan jam istirahat dengan sebaik – baiknya |  |  |  |  |  |
| 4. | Saya ketika bekerja berpakaian rapih dan mengenakan seragam sesuai dengan hari yang sudah ditentukan |  |  |  |  |  |
| 5. | Saya menghormati dan menghargai keputusan anggota tim kerja |  |  |  |  |  |
| 6. | Saya bersikap ramah dengan semua rekan kerja |  |  |  |  |  |
| 7. | Saya melaksanakan tugas sesuai dengan perintah atau petunjuk atasan |  |  |  |  |  |
| 8. | Saya melaksankan perkejaan dengan penuh rasa tanggung jawab |  |  |  |  |  |
| 9. | Saya mentaati tata tertib yang ditentukan kantor |  |  |  |  |  |
| 10. | Saya tidak melakukan hal-hal yang tidak baik dan yang dilarang kantor |  |  |  |  |  |

1. **Komunikasi Interpersonal**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| STS | TS | N | S | SS |
| 1. | Saya selalu bersikap terbuka kepada seluruh pegawai kantor dalam melaksanakan tugas pokok dan fungsi |  |  |  |  |  |
| 2. | Saya selalu menjalin hubungan baik dengan sesama rekan kerja |  |  |  |  |  |
| 3. | Bergotong royong merupakan hal yang selalu ditanamkan di kantor |  |  |  |  |  |
| 4. | Saya saling memahami sesama rekan kerja |  |  |  |  |  |
| 5. | Saya saling memberikan ide atau gagasan ketika melakukan rapat |  |  |  |  |  |
| 6. | Saling memberikan dukungan sesame rekan kerja |  |  |  |  |  |
| 7. | Selalu menghargai kritikan yang disampaikan oleh rekan kerja |  |  |  |  |  |
| 8. | Mendahulukan prasangka baik dalam menghadapi masalah yang terjadi |  |  |  |  |  |
| 9. | Persamaan persepsi penting dalam melaksanakan tugas dalam berekelompok |  |  |  |  |  |
| 10. | Selalu berinteraksi baik antar rekan kerja tanpa melihat kedudukan atau jabatan |  |  |  |  |  |

**Lampiran 2**

**Pengolahan Data Ordinal 30 Responden**

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Variabel Penerapan SIM (X1) | | | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 39 |
| 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 39 |
| 6 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 44 |
| 7 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 41 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 12 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 41 |
| 13 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 14 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 18 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 19 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 38 |
| 22 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 23 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 25 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 42 |
| 27 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 28 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |

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

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

**Lampiran 3**

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Total\_Y |
| Y1.1 | Pearson Correlation | 1 | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1.000\*\* | .762\*\* |
| Sig. (2-tailed) |  | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | .425\* | 1 | .213 | .285 | .368\* | .286 | .056 | 1.000\*\* | .285 | .425\* | .647\*\* |
| Sig. (2-tailed) | .019 |  | .258 | .127 | .045 | .125 | .768 | .000 | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | .425\* | .213 | 1 | .285 | .450\* | .450\* | .309 | .213 | .285 | .425\* | .619\*\* |
| Sig. (2-tailed) | .019 | .258 |  | .127 | .013 | .013 | .097 | .258 | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | .533\*\* | .285 | .285 | 1 | .171 | .114 | .420\* | .285 | 1.000\*\* | .533\*\* | .717\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 |  | .367 | .550 | .021 | .127 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | .469\*\* | .368\* | .450\* | .171 | 1 | .565\*\* | .084 | .368\* | .171 | .469\*\* | .638\*\* |
| Sig. (2-tailed) | .009 | .045 | .013 | .367 |  | .001 | .659 | .045 | .367 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .136 | .286 | .450\* | .114 | .565\*\* | 1 | .406\* | .286 | .114 | .136 | .549\*\* |
| Sig. (2-tailed) | .473 | .125 | .013 | .550 | .001 |  | .026 | .125 | .550 | .473 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | .068 | .056 | .309 | .420\* | .084 | .406\* | 1 | .056 | .420\* | .068 | .459\* |
| Sig. (2-tailed) | .723 | .768 | .097 | .021 | .659 | .026 |  | .768 | .021 | .723 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .425\* | 1.000\*\* | .213 | .285 | .368\* | .286 | .056 | 1 | .285 | .425\* | .647\*\* |
| Sig. (2-tailed) | .019 | .000 | .258 | .127 | .045 | .125 | .768 |  | .127 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | .533\*\* | .285 | .285 | 1.000\*\* | .171 | .114 | .420\* | .285 | 1 | .533\*\* | .717\*\* |
| Sig. (2-tailed) | .002 | .127 | .127 | .000 | .367 | .550 | .021 | .127 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | 1.000\*\* | .425\* | .425\* | .533\*\* | .469\*\* | .136 | .068 | .425\* | .533\*\* | 1 | .762\*\* |
| Sig. (2-tailed) | .000 | .019 | .019 | .002 | .009 | .473 | .723 | .019 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | .762\*\* | .647\*\* | .619\*\* | .717\*\* | .638\*\* | .549\*\* | .459\* | .647\*\* | .717\*\* | .762\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .011 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Uji Validitas Variabel Penerapan Sistem Informasi Manajemen (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | -.093 | .259 | .142 | .241 | .453\* | .098 | .374\* | 1.000\*\* | -.019 | .511\*\* |
| Sig. (2-tailed) |  | .626 | .168 | .455 | .199 | .012 | .605 | .042 | .000 | .920 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | -.093 | 1 | .356 | .326 | .308 | .292 | .543\*\* | .173 | -.093 | .425\* | .549\*\* |
| Sig. (2-tailed) | .626 |  | .054 | .079 | .098 | .117 | .002 | .362 | .626 | .019 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .259 | .356 | 1 | .412\* | .471\*\* | .365\* | .317 | .301 | .259 | .357 | .665\*\* |
| Sig. (2-tailed) | .168 | .054 |  | .024 | .009 | .047 | .088 | .106 | .168 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .142 | .326 | .412\* | 1 | .125 | .449\* | .403\* | .224 | .142 | .604\*\* | .646\*\* |
| Sig. (2-tailed) | .455 | .079 | .024 |  | .510 | .013 | .027 | .234 | .455 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .241 | .308 | .471\*\* | .125 | 1 | .279 | .416\* | .332 | .241 | .244 | .586\*\* |
| Sig. (2-tailed) | .199 | .098 | .009 | .510 |  | .136 | .022 | .073 | .199 | .193 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .453\* | .292 | .365\* | .449\* | .279 | 1 | .374\* | .498\*\* | .453\* | .351 | .736\*\* |
| Sig. (2-tailed) | .012 | .117 | .047 | .013 | .136 |  | .042 | .005 | .012 | .057 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .098 | .543\*\* | .317 | .403\* | .416\* | .374\* | 1 | .463\*\* | .098 | .419\* | .698\*\* |
| Sig. (2-tailed) | .605 | .002 | .088 | .027 | .022 | .042 |  | .010 | .605 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .374\* | .173 | .301 | .224 | .332 | .498\*\* | .463\*\* | 1 | .374\* | .117 | .642\*\* |
| Sig. (2-tailed) | .042 | .362 | .106 | .234 | .073 | .005 | .010 |  | .042 | .540 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | 1.000\*\* | -.093 | .259 | .142 | .241 | .453\* | .098 | .374\* | 1 | -.019 | .511\*\* |
| Sig. (2-tailed) | .000 | .626 | .168 | .455 | .199 | .012 | .605 | .042 |  | .920 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | -.019 | .425\* | .357 | .604\*\* | .244 | .351 | .419\* | .117 | -.019 | 1 | .581\*\* |
| Sig. (2-tailed) | .920 | .019 | .053 | .000 | .193 | .057 | .021 | .540 | .920 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X1 | Pearson Correlation | .511\*\* | .549\*\* | .665\*\* | .646\*\* | .586\*\* | .736\*\* | .698\*\* | .642\*\* | .511\*\* | .581\*\* | 1 |
| Sig. (2-tailed) | .004 | .002 | .000 | .000 | .001 | .000 | .000 | .000 | .004 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |

**Uji Validitas Variabel Kedisiplinan (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .547\*\* | 1.000\*\* | .461\* | .139 | .379\* | .509\*\* | .429\* | .392\* | .366\* | .800\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .010 | .465 | .039 | .004 | .018 | .032 | .047 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .547\*\* | 1 | .547\*\* | .269 | .137 | .360 | .447\* | .417\* | .410\* | .630\*\* | .729\*\* |
| Sig. (2-tailed) | .002 |  | .002 | .151 | .470 | .051 | .013 | .022 | .024 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | 1.000\*\* | .547\*\* | 1 | .461\* | .139 | .379\* | .509\*\* | .429\* | .392\* | .366\* | .800\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .010 | .465 | .039 | .004 | .018 | .032 | .047 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .461\* | .269 | .461\* | 1 | .407\* | .287 | .289 | .325 | .198 | .462\* | .637\*\* |
| Sig. (2-tailed) | .010 | .151 | .010 |  | .025 | .125 | .121 | .079 | .295 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .139 | .137 | .139 | .407\* | 1 | .262 | .118 | .331 | .217 | .334 | .434\* |
| Sig. (2-tailed) | .465 | .470 | .465 | .025 |  | .161 | .533 | .074 | .249 | .072 | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .379\* | .360 | .379\* | .287 | .262 | 1 | .373\* | .381\* | .586\*\* | .320 | .645\*\* |
| Sig. (2-tailed) | .039 | .051 | .039 | .125 | .161 |  | .043 | .038 | .001 | .085 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .509\*\* | .447\* | .509\*\* | .289 | .118 | .373\* | 1 | .445\* | .317 | .482\*\* | .675\*\* |
| Sig. (2-tailed) | .004 | .013 | .004 | .121 | .533 | .043 |  | .014 | .087 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .429\* | .417\* | .429\* | .325 | .331 | .381\* | .445\* | 1 | .088 | .391\* | .632\*\* |
| Sig. (2-tailed) | .018 | .022 | .018 | .079 | .074 | .038 | .014 |  | .644 | .033 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .392\* | .410\* | .392\* | .198 | .217 | .586\*\* | .317 | .088 | 1 | .225 | .572\*\* |
| Sig. (2-tailed) | .032 | .024 | .032 | .295 | .249 | .001 | .087 | .644 |  | .232 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .366\* | .630\*\* | .366\* | .462\* | .334 | .320 | .482\*\* | .391\* | .225 | 1 | .696\*\* |
| Sig. (2-tailed) | .047 | .000 | .047 | .010 | .072 | .085 | .007 | .033 | .232 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X2 | Pearson Correlation | .800\*\* | .729\*\* | .800\*\* | .637\*\* | .434\* | .645\*\* | .675\*\* | .632\*\* | .572\*\* | .696\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .017 | .000 | .000 | .000 | .001 | .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). | | | | | | | | | | | | |

**Uji Validitas Variabel Komunikasi Interpersonal (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .214 | .231 | .265 | .188 | .174 | .276 | .446\* | .231 | .446\* | .522\*\* |
| Sig. (2-tailed) |  | .256 | .219 | .157 | .319 | .357 | .140 | .013 | .219 | .013 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .214 | 1 | -.056 | .216 | .172 | .159 | .528\*\* | .181 | -.056 | .181 | .386\* |
| Sig. (2-tailed) | .256 |  | .767 | .252 | .363 | .400 | .003 | .337 | .767 | .337 | .035 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .231 | -.056 | 1 | .373\* | .381\* | .429\* | .325 | .445\* | 1.000\*\* | .445\* | .719\*\* |
| Sig. (2-tailed) | .219 | .767 |  | .042 | .038 | .018 | .079 | .014 | .000 | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .265 | .216 | .373\* | 1 | .311 | .215 | .168 | .467\*\* | .373\* | .467\*\* | .598\*\* |
| Sig. (2-tailed) | .157 | .252 | .042 |  | .094 | .255 | .376 | .009 | .042 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .188 | .172 | .381\* | .311 | 1 | .379\* | .287 | .373\* | .381\* | .373\* | .599\*\* |
| Sig. (2-tailed) | .319 | .363 | .038 | .094 |  | .039 | .125 | .043 | .038 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .174 | .159 | .429\* | .215 | .379\* | 1 | .461\* | .509\*\* | .429\* | .509\*\* | .674\*\* |
| Sig. (2-tailed) | .357 | .400 | .018 | .255 | .039 |  | .010 | .004 | .018 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .276 | .528\*\* | .325 | .168 | .287 | .461\* | 1 | .289 | .325 | .289 | .629\*\* |
| Sig. (2-tailed) | .140 | .003 | .079 | .376 | .125 | .010 |  | .121 | .079 | .121 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | .509\*\* | .289 | 1 | .445\* | 1.000\*\* | .790\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 | .004 | .121 |  | .014 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .231 | -.056 | 1.000\*\* | .373\* | .381\* | .429\* | .325 | .445\* | 1 | .445\* | .719\*\* |
| Sig. (2-tailed) | .219 | .767 | .000 | .042 | .038 | .018 | .079 | .014 |  | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | .509\*\* | .289 | 1.000\*\* | .445\* | 1 | .790\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 | .004 | .121 | .000 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X3 | Pearson Correlation | .522\*\* | .386\* | .719\*\* | .598\*\* | .599\*\* | .674\*\* | .629\*\* | .790\*\* | .719\*\* | .790\*\* | 1 |
| Sig. (2-tailed) | .003 | .035 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

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

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .847 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 36.9000 | 14.300 | .687 | .820 |
| Y.2 | 36.8000 | 15.131 | .554 | .832 |
| Y.3 | 36.8000 | 15.269 | .522 | .835 |
| Y.4 | 36.8333 | 14.351 | .623 | .825 |
| Y.5 | 37.0667 | 14.685 | .521 | .835 |
| Y.6 | 36.8667 | 15.223 | .415 | .845 |
| Y.7 | 36.9000 | 15.817 | .316 | .854 |
| Y.8 | 36.8000 | 15.131 | .554 | .832 |
| Y.9 | 36.8333 | 14.351 | .623 | .825 |
| Y.10 | 36.9000 | 14.300 | .687 | .820 |

**Uji Reliabilitas Variabel Penerapan Sistem Informasi Manajemen (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .817 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 38.1667 | 13.523 | .406 | .809 |
| X1.2 | 38.5333 | 12.947 | .418 | .809 |
| X1.3 | 38.1667 | 12.420 | .560 | .794 |
| X1.4 | 38.3333 | 12.092 | .514 | .799 |
| X1.5 | 38.3000 | 12.907 | .472 | .803 |
| X1.6 | 38.4000 | 11.903 | .641 | .784 |
| X1.7 | 38.6000 | 11.972 | .588 | .790 |
| X1.8 | 38.3000 | 12.079 | .507 | .800 |
| X1.9 | 38.1667 | 13.523 | .406 | .809 |
| X1.10 | 38.4333 | 12.944 | .467 | .804 |

**Uji Reliabilitas Variabel Kedisiplinan (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .860 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 37.8667 | 15.154 | .731 | .833 |
| X2.2 | 37.9667 | 15.551 | .640 | .841 |
| X2.3 | 37.8667 | 15.154 | .731 | .833 |
| X2.4 | 37.7667 | 15.840 | .516 | .853 |
| X2.5 | 37.8000 | 17.959 | .339 | .863 |
| X2.6 | 37.8667 | 16.326 | .548 | .849 |
| X2.7 | 38.0333 | 16.309 | .589 | .846 |
| X2.8 | 37.8333 | 16.351 | .530 | .850 |
| X2.9 | 38.0333 | 16.654 | .458 | .856 |
| X2.10 | 38.1667 | 15.661 | .596 | .845 |

**Uji Reliabilitas Variabel Komunikasi Interpersonal (X3)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .842 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 38.2333 | 15.082 | .411 | .839 |
| X3.2 | 38.3333 | 15.747 | .262 | .850 |
| X3.3 | 38.4333 | 13.771 | .629 | .819 |
| X3.4 | 38.6000 | 14.317 | .476 | .834 |
| X3.5 | 38.4667 | 14.464 | .486 | .833 |
| X3.6 | 38.4667 | 13.844 | .566 | .825 |
| X3.7 | 38.3667 | 13.826 | .497 | .833 |
| X3.8 | 38.6333 | 13.620 | .725 | .811 |
| X3.9 | 38.4333 | 13.771 | .629 | .819 |
| X3.10 | 38.6333 | 13.620 | .725 | .811 |

**Lampiran 4**

**Data Penelitian 40 Responden Variabel Kinerja Pegawai (Y)**

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

**Data Penelitian Variabel Penerapan SIM (X1)**

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

**Data Penelitian Variabel Kedisiplinan (X2)**

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

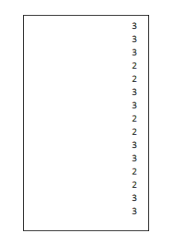
**Data Penelitian Variabel Komunikasi Interpersonal (X3)**

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

**Lampiran 5**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

• Buka excel

• Klik file stat97.xla > klik Enable Macro

• Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

• Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

• Tekan Next

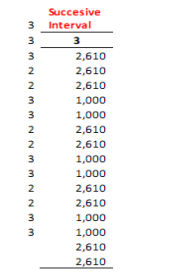
• Pilih Select all

• Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

• Tekan Next

• Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**

****

**Lampiran 19**

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 3.860 | 2.571 | 4.349 | 3.526 | 2.583 | 2.346 | 2.661 | 2.468 | 4.029 | 2.626 | 31.019 |
| 2.434 | 2.571 | 2.803 | 3.526 | 4.096 | 2.346 | 2.661 | 3.918 | 2.548 | 2.626 | 29.530 |
| 3.860 | 2.571 | 2.803 | 3.526 | 4.096 | 3.713 | 2.661 | 3.918 | 4.029 | 2.626 | 33.804 |
| 2.434 | 2.571 | 4.349 | 3.526 | 2.583 | 2.346 | 2.661 | 2.468 | 4.029 | 2.626 | 29.593 |
| 3.860 | 4.088 | 2.803 | 3.526 | 2.583 | 2.346 | 2.661 | 2.468 | 2.548 | 4.159 | 31.042 |
| 2.434 | 2.571 | 4.349 | 2.200 | 2.583 | 3.713 | 2.661 | 2.468 | 4.029 | 2.626 | 29.633 |
| 3.860 | 4.088 | 4.349 | 2.200 | 4.096 | 2.346 | 4.220 | 2.468 | 4.029 | 4.159 | 35.815 |
| 1.000 | 1.000 | 2.803 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 11.803 |
| 2.434 | 2.571 | 4.349 | 2.200 | 2.583 | 3.713 | 4.220 | 2.468 | 4.029 | 2.626 | 31.193 |
| 1.000 | 2.571 | 1.000 | 1.000 | 2.583 | 1.000 | 2.661 | 1.000 | 2.548 | 2.626 | 17.989 |
| 3.860 | 4.088 | 2.803 | 2.200 | 2.583 | 2.346 | 4.220 | 2.468 | 2.548 | 4.159 | 31.275 |
| 2.434 | 1.000 | 2.803 | 1.000 | 2.583 | 1.000 | 2.661 | 1.000 | 1.000 | 1.000 | 16.481 |
| 1.000 | 2.571 | 2.803 | 1.000 | 4.096 | 2.346 | 2.661 | 1.000 | 2.548 | 2.626 | 22.652 |
| 3.860 | 2.571 | 2.803 | 3.526 | 2.583 | 2.346 | 4.220 | 3.918 | 4.029 | 2.626 | 32.483 |
| 1.000 | 1.000 | 2.803 | 2.200 | 2.583 | 2.346 | 2.661 | 2.468 | 4.029 | 4.159 | 25.248 |
| 2.434 | 2.571 | 2.803 | 2.200 | 2.583 | 1.000 | 1.000 | 2.468 | 2.548 | 2.626 | 22.232 |
| 3.860 | 2.571 | 2.803 | 3.526 | 4.096 | 3.713 | 2.661 | 3.918 | 4.029 | 2.626 | 33.804 |
| 2.434 | 2.571 | 4.349 | 2.200 | 4.096 | 2.346 | 2.661 | 2.468 | 2.548 | 2.626 | 28.299 |
| 3.860 | 2.571 | 4.349 | 2.200 | 4.096 | 3.713 | 4.220 | 2.468 | 4.029 | 2.626 | 34.132 |
| 2.434 | 2.571 | 4.349 | 2.200 | 4.096 | 2.346 | 2.661 | 2.468 | 2.548 | 2.626 | 28.299 |
| 3.860 | 4.088 | 2.803 | 3.526 | 4.096 | 2.346 | 2.661 | 3.918 | 4.029 | 4.159 | 35.486 |
| 3.860 | 2.571 | 2.803 | 3.526 | 4.096 | 2.346 | 2.661 | 3.918 | 4.029 | 2.626 | 32.437 |
| 2.434 | 2.571 | 2.803 | 3.526 | 4.096 | 2.346 | 2.661 | 3.918 | 2.548 | 2.626 | 29.530 |
| 2.434 | 4.088 | 4.349 | 2.200 | 4.096 | 3.713 | 2.661 | 2.468 | 2.548 | 4.159 | 32.715 |
| 2.434 | 2.571 | 4.349 | 3.526 | 2.583 | 3.713 | 4.220 | 2.468 | 4.029 | 2.626 | 32.519 |
| 2.434 | 2.571 | 2.803 | 3.526 | 4.096 | 3.713 | 4.220 | 2.468 | 4.029 | 2.626 | 32.487 |
| 2.434 | 2.571 | 4.349 | 3.526 | 4.096 | 3.713 | 2.661 | 3.918 | 2.548 | 2.626 | 32.443 |
| 2.434 | 2.571 | 2.803 | 2.200 | 2.583 | 2.346 | 2.661 | 2.468 | 2.548 | 2.626 | 25.240 |
| 1.000 | 2.571 | 2.803 | 2.200 | 2.583 | 1.000 | 2.661 | 2.468 | 2.548 | 2.626 | 22.460 |
| 2.434 | 2.571 | 2.803 | 1.000 | 2.583 | 2.346 | 1.000 | 1.000 | 2.548 | 2.626 | 20.911 |
| 2.434 | 4.088 | 2.803 | 3.526 | 4.096 | 2.346 | 4.220 | 3.918 | 2.548 | 4.159 | 34.138 |
| 2.434 | 4.088 | 2.803 | 2.200 | 4.096 | 3.713 | 2.661 | 2.468 | 4.029 | 4.159 | 32.650 |
| 2.434 | 2.571 | 2.803 | 3.526 | 2.583 | 2.346 | 2.661 | 2.468 | 4.029 | 2.626 | 28.047 |
| 2.434 | 1.000 | 2.803 | 2.200 | 4.096 | 1.000 | 2.661 | 2.468 | 2.548 | 1.000 | 22.210 |
| 3.860 | 2.571 | 4.349 | 3.526 | 2.583 | 2.346 | 2.661 | 2.468 | 2.548 | 2.626 | 29.538 |
| 2.434 | 2.571 | 2.803 | 3.526 | 2.583 | 2.346 | 4.220 | 2.468 | 2.548 | 2.626 | 28.125 |
| 2.434 | 2.571 | 4.349 | 2.200 | 4.096 | 2.346 | 2.661 | 2.468 | 2.548 | 2.626 | 28.299 |
| 2.434 | 4.088 | 4.349 | 2.200 | 4.096 | 3.713 | 2.661 | 2.468 | 2.548 | 4.159 | 32.715 |
| 2.434 | 2.571 | 4.349 | 3.526 | 4.096 | 2.346 | 2.661 | 3.918 | 2.548 | 2.626 | 31.075 |
| 2.434 | 4.088 | 2.803 | 2.200 | 4.096 | 3.713 | 2.661 | 2.468 | 2.548 | 4.159 | 31.170 |

**Lampiran 20**

**Tabulasi Data MSI Penelitian Responden Variabel Penerapan SIM (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |  |
| 2.732 | 3.853 | 1.000 | 3.553 | 3.677 | 2.455 | 3.685 | 4.121 | 3.677 | 2.732 | 31.485 |
| 4.260 | 2.421 | 3.553 | 2.196 | 1.000 | 3.899 | 2.282 | 2.617 | 1.000 | 4.260 | 27.488 |
| 4.260 | 3.853 | 3.553 | 2.196 | 3.677 | 1.000 | 2.282 | 4.121 | 3.677 | 4.260 | 32.879 |
| 2.732 | 3.853 | 2.196 | 2.196 | 3.677 | 3.899 | 2.282 | 2.617 | 3.677 | 2.732 | 29.861 |
| 2.732 | 2.421 | 3.553 | 3.553 | 2.299 | 3.899 | 3.685 | 2.617 | 2.299 | 2.732 | 29.790 |
| 2.732 | 3.853 | 2.196 | 2.196 | 3.677 | 2.455 | 2.282 | 4.121 | 3.677 | 2.732 | 29.921 |
| 2.732 | 3.853 | 3.553 | 3.553 | 3.677 | 3.899 | 3.685 | 4.121 | 3.677 | 2.732 | 35.481 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.455 | 1.000 | 1.000 | 1.000 | 1.000 | 11.455 |
| 2.732 | 3.853 | 3.553 | 3.553 | 3.677 | 2.455 | 3.685 | 4.121 | 3.677 | 2.732 | 34.038 |
| 2.732 | 2.421 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.617 | 1.000 | 2.732 | 16.502 |
| 2.732 | 2.421 | 3.553 | 3.553 | 2.299 | 2.455 | 3.685 | 2.617 | 2.299 | 2.732 | 28.347 |
| 2.732 | 1.000 | 2.196 | 1.000 | 2.299 | 2.455 | 1.000 | 1.000 | 2.299 | 2.732 | 18.714 |
| 4.260 | 2.421 | 2.196 | 2.196 | 2.299 | 2.455 | 2.282 | 2.617 | 2.299 | 4.260 | 27.287 |
| 2.732 | 3.853 | 3.553 | 3.553 | 2.299 | 2.455 | 3.685 | 4.121 | 2.299 | 2.732 | 31.283 |
| 2.732 | 3.853 | 2.196 | 2.196 | 3.677 | 2.455 | 2.282 | 2.617 | 3.677 | 2.732 | 28.418 |
| 2.732 | 2.421 | 2.196 | 2.196 | 2.299 | 2.455 | 2.282 | 2.617 | 2.299 | 2.732 | 24.230 |
| 4.260 | 3.853 | 2.196 | 2.196 | 3.677 | 3.899 | 2.282 | 4.121 | 3.677 | 4.260 | 34.421 |
| 2.732 | 2.421 | 2.196 | 3.553 | 2.299 | 3.899 | 3.685 | 2.617 | 2.299 | 2.732 | 28.434 |
| 4.260 | 3.853 | 3.553 | 3.553 | 2.299 | 3.899 | 3.685 | 4.121 | 2.299 | 4.260 | 35.783 |
| 4.260 | 2.421 | 2.196 | 3.553 | 2.299 | 2.455 | 3.685 | 2.617 | 2.299 | 4.260 | 30.047 |
| 2.732 | 3.853 | 2.196 | 3.553 | 3.677 | 3.899 | 3.685 | 4.121 | 3.677 | 2.732 | 34.125 |
| 2.732 | 3.853 | 2.196 | 3.553 | 2.299 | 2.455 | 3.685 | 4.121 | 2.299 | 2.732 | 29.926 |
| 4.260 | 2.421 | 3.553 | 2.196 | 3.677 | 2.455 | 2.282 | 2.617 | 3.677 | 4.260 | 31.399 |
| 4.260 | 2.421 | 3.553 | 3.553 | 3.677 | 3.899 | 3.685 | 2.617 | 3.677 | 4.260 | 35.602 |
| 2.732 | 3.853 | 3.553 | 3.553 | 2.299 | 2.455 | 3.685 | 4.121 | 2.299 | 2.732 | 31.283 |
| 4.260 | 3.853 | 3.553 | 2.196 | 2.299 | 3.899 | 2.282 | 4.121 | 2.299 | 4.260 | 33.023 |
| 4.260 | 2.421 | 3.553 | 3.553 | 2.299 | 3.899 | 3.685 | 2.617 | 2.299 | 4.260 | 32.847 |
| 2.732 | 2.421 | 2.196 | 3.553 | 2.299 | 2.455 | 3.685 | 2.617 | 2.299 | 2.732 | 26.990 |
| 2.732 | 2.421 | 1.000 | 2.196 | 1.000 | 2.455 | 2.282 | 2.617 | 1.000 | 2.732 | 20.435 |
| 2.732 | 1.000 | 2.196 | 1.000 | 2.299 | 1.000 | 2.282 | 2.617 | 2.299 | 2.732 | 20.158 |
| 4.260 | 2.421 | 3.553 | 2.196 | 3.677 | 3.899 | 2.282 | 2.617 | 3.677 | 4.260 | 32.842 |
| 4.260 | 3.853 | 3.553 | 3.553 | 2.299 | 3.899 | 3.685 | 4.121 | 2.299 | 4.260 | 35.783 |
| 2.732 | 3.853 | 3.553 | 2.196 | 3.677 | 2.455 | 2.282 | 4.121 | 3.677 | 2.732 | 31.278 |
| 4.260 | 2.421 | 2.196 | 2.196 | 2.299 | 2.455 | 2.282 | 2.617 | 2.299 | 4.260 | 27.287 |
| 2.732 | 2.421 | 3.553 | 3.553 | 3.677 | 2.455 | 3.685 | 2.617 | 3.677 | 2.732 | 31.102 |
| 2.732 | 2.421 | 2.196 | 2.196 | 3.677 | 2.455 | 2.282 | 2.617 | 3.677 | 2.732 | 26.986 |
| 4.260 | 2.421 | 2.196 | 3.553 | 2.299 | 2.455 | 3.685 | 2.617 | 2.299 | 4.260 | 30.047 |
| 4.260 | 2.421 | 3.553 | 3.553 | 2.299 | 3.899 | 3.685 | 2.617 | 2.299 | 4.260 | 32.847 |
| 4.260 | 2.421 | 3.553 | 2.196 | 3.677 | 2.455 | 2.282 | 2.617 | 3.677 | 4.260 | 31.399 |
| 4.260 | 2.421 | 3.553 | 3.553 | 3.677 | 3.899 | 3.685 | 2.617 | 3.677 | 4.260 | 35.602 |

**Lampiran 21**

**Tabulasi Data MSI Penelitian Responden Variabel Kedisiplinan (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |  |
| 3.767 | 2.401 | 2.732 | 2.477 | 2.599 | 2.052 | 2.536 | 2.558 | 4.120 | 2.482 | 27.724 |
| 2.352 | 3.813 | 2.732 | 2.477 | 2.599 | 3.399 | 4.026 | 4.046 | 2.573 | 2.482 | 30.500 |
| 3.767 | 2.401 | 4.260 | 3.942 | 1.000 | 3.399 | 4.026 | 2.558 | 4.120 | 2.482 | 31.955 |
| 2.352 | 3.813 | 2.732 | 2.477 | 1.000 | 3.399 | 2.536 | 2.558 | 2.573 | 3.954 | 27.394 |
| 3.767 | 2.401 | 2.732 | 3.942 | 1.000 | 3.399 | 2.536 | 4.046 | 2.573 | 2.482 | 28.878 |
| 3.767 | 2.401 | 4.260 | 2.477 | 1.000 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 27.452 |
| 3.767 | 2.401 | 4.260 | 3.942 | 2.599 | 3.399 | 4.026 | 2.558 | 4.120 | 2.482 | 33.554 |
| 1.000 | 2.401 | 1.000 | 2.477 | 1.000 | 1.000 | 1.000 | 2.558 | 2.573 | 2.482 | 17.491 |
| 2.352 | 2.401 | 4.260 | 2.477 | 1.000 | 3.399 | 4.026 | 2.558 | 2.573 | 2.482 | 27.528 |
| 1.000 | 1.000 | 2.732 | 2.477 | 1.000 | 1.000 | 1.000 | 1.000 | 2.573 | 1.000 | 14.782 |
| 3.767 | 2.401 | 4.260 | 2.477 | 1.000 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 27.452 |
| 1.000 | 1.000 | 2.732 | 1.000 | 1.000 | 2.052 | 1.000 | 1.000 | 2.573 | 1.000 | 14.356 |
| 2.352 | 1.000 | 2.732 | 2.477 | 1.000 | 1.000 | 2.536 | 2.558 | 1.000 | 1.000 | 17.655 |
| 3.767 | 3.813 | 4.260 | 3.942 | 1.000 | 3.399 | 2.536 | 4.046 | 2.573 | 2.482 | 31.819 |
| 2.352 | 2.401 | 4.260 | 2.477 | 2.599 | 2.052 | 2.536 | 1.000 | 1.000 | 2.482 | 23.160 |
| 2.352 | 1.000 | 2.732 | 2.477 | 1.000 | 2.052 | 2.536 | 2.558 | 2.573 | 1.000 | 20.280 |
| 2.352 | 2.401 | 4.260 | 3.942 | 2.599 | 3.399 | 4.026 | 2.558 | 4.120 | 2.482 | 32.139 |
| 2.352 | 2.401 | 4.260 | 3.942 | 2.599 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 29.102 |
| 3.767 | 3.813 | 4.260 | 3.942 | 2.599 | 3.399 | 2.536 | 2.558 | 2.573 | 3.954 | 33.401 |
| 3.767 | 2.401 | 2.732 | 2.477 | 2.599 | 2.052 | 2.536 | 4.046 | 2.573 | 1.000 | 26.183 |
| 3.767 | 2.401 | 4.260 | 3.942 | 2.599 | 3.399 | 4.026 | 4.046 | 2.573 | 2.482 | 33.495 |
| 2.352 | 3.813 | 2.732 | 2.477 | 2.599 | 2.052 | 2.536 | 4.046 | 2.573 | 2.482 | 27.663 |
| 2.352 | 2.401 | 4.260 | 2.477 | 2.599 | 3.399 | 2.536 | 4.046 | 2.573 | 2.482 | 29.126 |
| 3.767 | 3.813 | 2.732 | 2.477 | 2.599 | 3.399 | 4.026 | 4.046 | 2.573 | 3.954 | 33.387 |
| 3.767 | 2.401 | 4.260 | 2.477 | 1.000 | 3.399 | 2.536 | 2.558 | 4.120 | 2.482 | 29.000 |
| 3.767 | 3.813 | 2.732 | 3.942 | 1.000 | 2.052 | 4.026 | 2.558 | 2.573 | 2.482 | 28.945 |
| 3.767 | 3.813 | 4.260 | 3.942 | 2.599 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 31.929 |
| 2.352 | 3.813 | 2.732 | 2.477 | 2.599 | 2.052 | 2.536 | 2.558 | 4.120 | 1.000 | 26.239 |
| 2.352 | 2.401 | 2.732 | 2.477 | 1.000 | 2.052 | 1.000 | 2.558 | 1.000 | 2.482 | 20.054 |
| 2.352 | 2.401 | 2.732 | 1.000 | 1.000 | 1.000 | 2.536 | 2.558 | 1.000 | 2.482 | 19.060 |
| 3.767 | 3.813 | 2.732 | 3.942 | 1.000 | 3.399 | 4.026 | 2.558 | 4.120 | 3.954 | 33.311 |
| 2.352 | 2.401 | 2.732 | 3.942 | 2.599 | 2.052 | 2.536 | 4.046 | 2.573 | 3.954 | 29.187 |
| 3.767 | 3.813 | 2.732 | 3.942 | 1.000 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 28.802 |
| 2.352 | 2.401 | 2.732 | 2.477 | 1.000 | 3.399 | 2.536 | 2.558 | 2.573 | 2.482 | 24.509 |
| 2.352 | 2.401 | 2.732 | 3.942 | 1.000 | 3.399 | 2.536 | 4.046 | 2.573 | 3.954 | 28.935 |
| 2.352 | 3.813 | 2.732 | 3.942 | 2.599 | 3.399 | 2.536 | 4.046 | 1.000 | 2.482 | 28.902 |
| 2.352 | 2.401 | 4.260 | 3.942 | 1.000 | 2.052 | 2.536 | 2.558 | 2.573 | 2.482 | 26.156 |
| 3.767 | 3.813 | 4.260 | 3.942 | 1.000 | 3.399 | 4.026 | 2.558 | 2.573 | 3.954 | 33.292 |
| 2.352 | 2.401 | 4.260 | 2.477 | 2.599 | 3.399 | 2.536 | 4.046 | 2.573 | 2.482 | 29.126 |
| 3.767 | 3.813 | 2.732 | 3.942 | 2.599 | 2.052 | 2.536 | 2.558 | 2.573 | 3.954 | 30.526 |

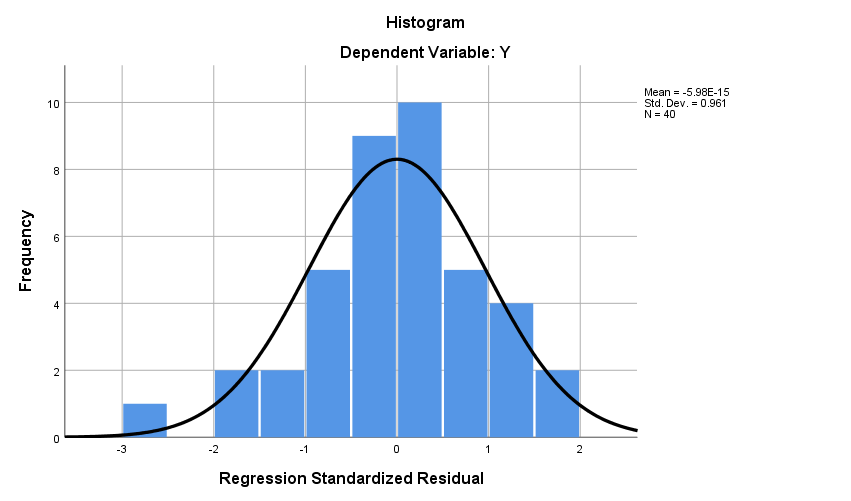
**Lampiran 21**

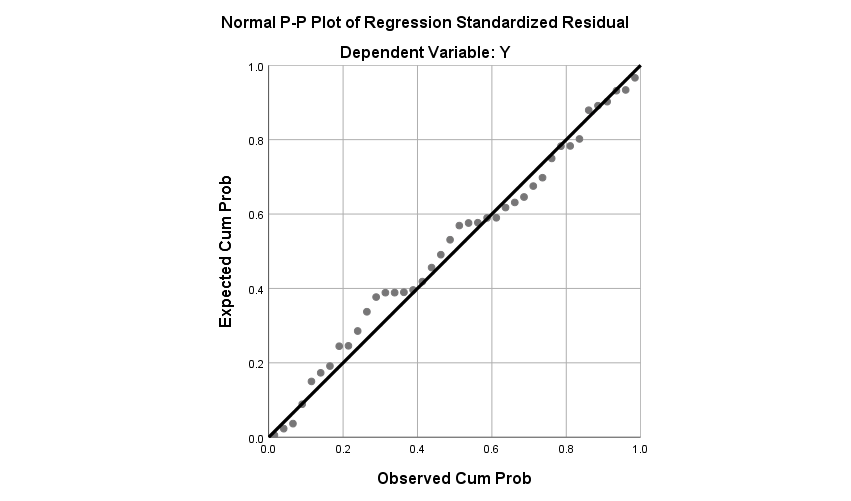
**Tabulasi Data MSI Penelitian Responden Variabel Komunikasi Interpersonal (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |  |
| 2.874 | 2.909 | 4.304 | 2.791 | 2.686 | 2.617 | 4.074 | 1.000 | 1.000 | 2.721 | 26.977 |
| 2.874 | 2.909 | 2.768 | 2.791 | 4.222 | 2.617 | 4.074 | 1.000 | 1.000 | 4.276 | 28.531 |
| 2.874 | 4.497 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 2.641 | 2.610 | 4.276 | 30.342 |
| 4.445 | 2.909 | 4.304 | 2.791 | 2.686 | 2.617 | 4.074 | 1.000 | 1.000 | 2.721 | 28.548 |
| 2.874 | 4.497 | 4.304 | 2.791 | 2.686 | 2.617 | 4.074 | 1.000 | 2.610 | 2.721 | 30.174 |
| 4.445 | 2.909 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 2.641 | 2.610 | 4.276 | 30.326 |
| 4.445 | 4.497 | 2.768 | 4.396 | 2.686 | 4.121 | 4.074 | 1.000 | 2.610 | 4.276 | 34.872 |
| 2.874 | 2.909 | 2.768 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 15.551 |
| 2.874 | 2.909 | 2.768 | 2.791 | 4.222 | 4.121 | 2.583 | 2.641 | 2.610 | 2.721 | 30.239 |
| 2.874 | 2.909 | 1.000 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 22.182 |
| 2.874 | 2.909 | 4.304 | 2.791 | 2.686 | 4.121 | 4.074 | 2.641 | 1.000 | 2.721 | 30.121 |
| 1.000 | 2.909 | 2.768 | 1.000 | 2.686 | 1.000 | 2.583 | 1.000 | 1.000 | 1.000 | 16.946 |
| 4.445 | 2.909 | 2.768 | 2.791 | 1.000 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 23.834 |
| 2.874 | 2.909 | 4.304 | 4.396 | 2.686 | 2.617 | 4.074 | 2.641 | 2.610 | 2.721 | 31.832 |
| 2.874 | 2.909 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 23.950 |
| 2.874 | 2.909 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 23.950 |
| 4.445 | 4.497 | 2.768 | 4.396 | 2.686 | 4.121 | 4.074 | 1.000 | 2.610 | 4.276 | 34.872 |
| 4.445 | 2.909 | 4.304 | 2.791 | 4.222 | 4.121 | 2.583 | 1.000 | 1.000 | 2.721 | 30.096 |
| 2.874 | 2.909 | 4.304 | 4.396 | 2.686 | 4.121 | 4.074 | 2.641 | 2.610 | 2.721 | 33.336 |
| 2.874 | 2.909 | 2.768 | 2.791 | 4.222 | 4.121 | 2.583 | 2.641 | 1.000 | 2.721 | 28.629 |
| 4.445 | 2.909 | 2.768 | 4.396 | 4.222 | 4.121 | 2.583 | 1.000 | 2.610 | 4.276 | 33.329 |
| 4.445 | 2.909 | 2.768 | 4.396 | 4.222 | 2.617 | 2.583 | 2.641 | 1.000 | 2.721 | 30.301 |
| 2.874 | 2.909 | 4.304 | 2.791 | 4.222 | 2.617 | 2.583 | 2.641 | 2.610 | 2.721 | 30.271 |
| 2.874 | 4.497 | 4.304 | 4.396 | 2.686 | 4.121 | 4.074 | 1.000 | 2.610 | 4.276 | 34.837 |
| 2.874 | 2.909 | 2.768 | 2.791 | 2.686 | 2.617 | 4.074 | 2.641 | 2.610 | 4.276 | 30.246 |
| 4.445 | 4.497 | 2.768 | 2.791 | 2.686 | 4.121 | 2.583 | 2.641 | 1.000 | 2.721 | 30.253 |
| 2.874 | 2.909 | 4.304 | 2.791 | 2.686 | 4.121 | 2.583 | 1.000 | 2.610 | 2.721 | 28.599 |
| 2.874 | 2.909 | 4.304 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 25.486 |
| 2.874 | 2.909 | 2.768 | 2.791 | 2.686 | 2.617 | 1.000 | 1.000 | 1.000 | 2.721 | 22.367 |
| 2.874 | 1.000 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 22.040 |
| 4.445 | 4.497 | 4.304 | 2.791 | 2.686 | 4.121 | 4.074 | 1.000 | 2.610 | 4.276 | 34.804 |
| 4.445 | 4.497 | 2.768 | 2.791 | 2.686 | 4.121 | 2.583 | 2.641 | 1.000 | 2.721 | 30.253 |
| 4.445 | 4.497 | 4.304 | 2.791 | 4.222 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 30.180 |
| 2.874 | 4.497 | 2.768 | 2.791 | 2.686 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 25.537 |
| 4.445 | 2.909 | 2.768 | 2.791 | 4.222 | 2.617 | 4.074 | 1.000 | 1.000 | 2.721 | 28.547 |
| 2.874 | 4.497 | 2.768 | 2.791 | 4.222 | 2.617 | 2.583 | 1.000 | 1.000 | 2.721 | 27.072 |
| 2.874 | 2.909 | 4.304 | 2.791 | 2.686 | 2.617 | 4.074 | 1.000 | 2.610 | 2.721 | 28.587 |
| 2.874 | 2.909 | 4.304 | 4.396 | 4.222 | 2.617 | 4.074 | 1.000 | 1.000 | 4.276 | 31.672 |
| 2.874 | 2.909 | 4.304 | 4.396 | 4.222 | 2.617 | 2.583 | 1.000 | 2.610 | 2.721 | 30.235 |
| 2.874 | 4.497 | 2.768 | 2.791 | 2.686 | 4.121 | 2.583 | 2.641 | 1.000 | 4.276 | 30.236 |

**Lampiran 23**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 40 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.36436519 |
| Most Extreme Differences | Absolute | .097 |
| Positive | .048 |
| Negative | -.097 |
| Test Statistic | | .097 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

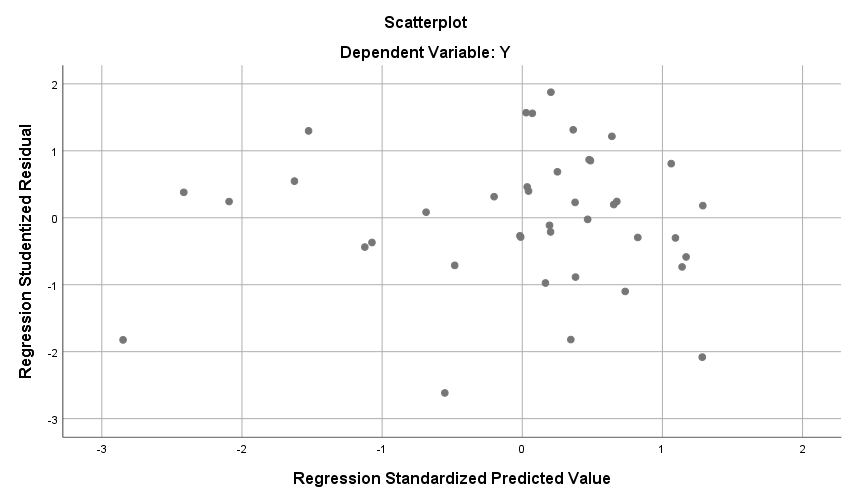
**Lampiran 24**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -2.405 | 1.520 |  | -1.582 | .122 |  |  |
| X1 | .353 | .100 | .355 | 3.545 | .001 | .173 | 5.780 |
| X2 | .289 | .113 | .277 | 2.548 | .015 | .147 | 6.821 |
| X3 | .452 | .151 | .370 | 3.000 | .005 | .114 | 8.748 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 25**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -2.405 | 1.520 |  | -1.582 | .122 |
| Sistem Informasi Manajemen | .353 | .100 | .355 | 3.545 | .001 |
| Kedisiplinan | .289 | .113 | .277 | 2.548 | .015 |
| Komunikasi Interpersonal | .452 | .151 | .370 | 3.000 | .005 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**Lampiran 26**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Y | 28.76303 | 5.455537 | 40 |
| X1 | 29.42062 | 5.489342 | 40 |
| X2 | 27.36123 | 5.244025 | 40 |
| X3 | 28.50400 | 4.463509 | 40 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Y | X1 | X2 | X3 |
| Pearson Correlation | Y | 1.000 | .931 | .927 | .945 |
| X1 | .931 | 1.000 | .873 | .902 |
| X2 | .927 | .873 | 1.000 | .918 |
| X3 | .945 | .902 | .918 | 1.000 |
| Sig. (1-tailed) | Y | . | .000 | .000 | .000 |
| X1 | .000 | . | .000 | .000 |
| X2 | .000 | .000 | . | .000 |
| X3 | .000 | .000 | .000 | . |
| N | Y | 40 | 40 | 40 | 40 |
| X1 | 40 | 40 | 40 | 40 |
| X2 | 40 | 40 | 40 | 40 |
| X3 | 40 | 40 | 40 | 40 |

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | | (Constant) | -4.733 | 1.294 |  | -3.657 | .001 |
| Budaya Organisasi | .586 | .087 | .554 | 6.777 | .000 |
| Fasilitas Kerja | .262 | .094 | .232 | 2.783 | .009 |
| Komitmen Organisasi | .431 | .164 | .234 | 2.638 | .012 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | X1 | X2 | X3 |
| 1 | 1 | 3.964 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .026 | 12.447 | .90 | .05 | .03 | .01 |
| 3 | .006 | 25.337 | .01 | .75 | .61 | .01 |
| 4 | .004 | 31.012 | .09 | .20 | .36 | .99 |
| a. Dependent Variable: Y | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 12.16075 | 33.00016 | 26.16600 | 5.934184 | 38 |
| Std. Predicted Value | -2.360 | 1.152 | .000 | 1.000 | 38 |
| Standard Error of Predicted Value | .244 | 1.006 | .431 | .153 | 38 |
| Adjusted Predicted Value | 11.22766 | 32.93632 | 26.13619 | 6.021841 | 38 |
| Residual | -3.891282 | 2.836016 | .000000 | 1.350007 | 38 |
| Std. Residual | -2.763 | 2.014 | .000 | .959 | 38 |
| Stud. Residual | -2.847 | 2.222 | .009 | 1.025 | 38 |
| Deleted Residual | -4.130645 | 3.452019 | .029814 | 1.553616 | 38 |
| Stud. Deleted Residual | -3.214 | 2.367 | .005 | 1.074 | 38 |
| Mahal. Distance | .138 | 17.919 | 2.921 | 3.228 | 38 |
| Cook's Distance | .000 | .286 | .041 | .079 | 38 |
| Centered Leverage Value | .004 | .484 | .079 | .087 | 38 |
| a. Dependent Variable: Y | | | | | |

**Lampiran 27**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -2.405 | 1.520 |  | -1.582 | .122 |
| Sistem Informasi Manajemen | .353 | .100 | .355 | 3.545 | .001 |
| Kedisiplinan | .289 | .113 | .277 | 2.548 | .015 |
| Komunikasi Interpersonal | .452 | .151 | .370 | 3.000 | .005 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**Lampiran 28**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1088.154 | 3 | 362.718 | 179.865 | .000b |
| Residual | 72.598 | 36 | 2.017 |  |  |
| Total | 1160.753 | 39 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Komunikasi Interpersonal, Kedisiplinan, Sistem Informasi Manajemen | | | | | | |

**Lampiran 29**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .968a | .937 | .932 | 1.420076 |
| a. Predictors: (Constant), Komunikasi Interpersonal, Kedisiplinan, Sistem Informasi Manajemen | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |

