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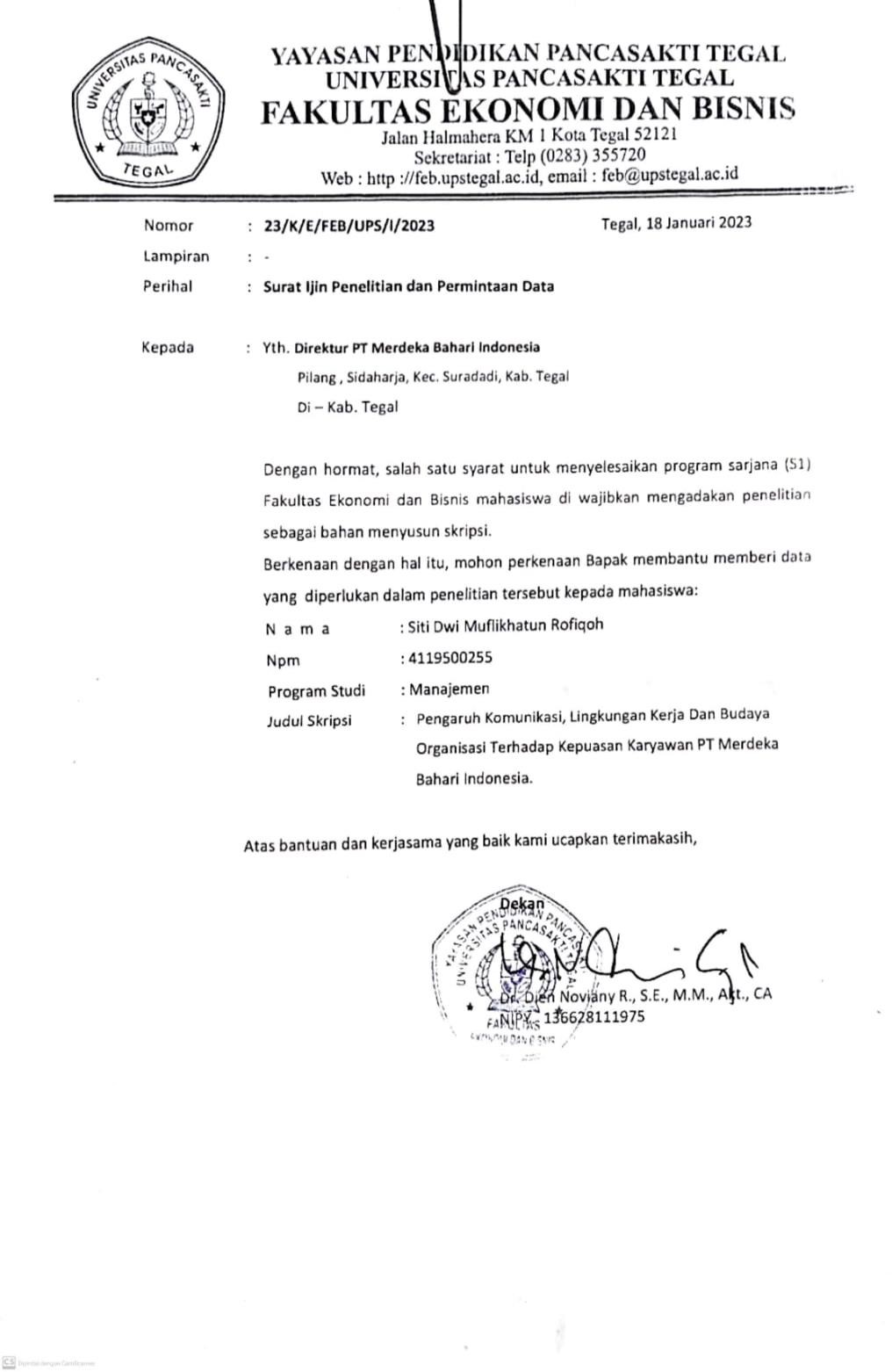
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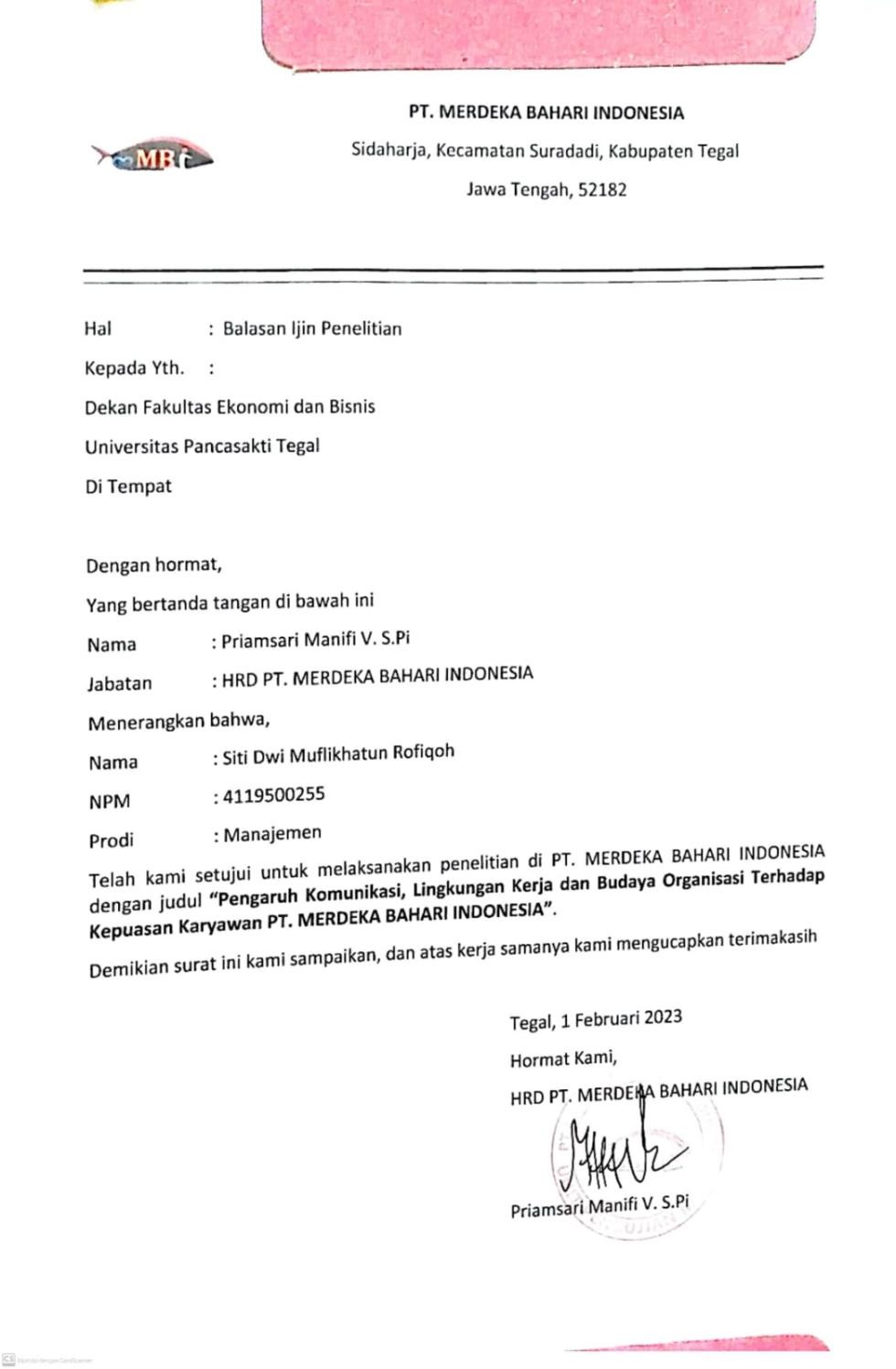
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**Lampiran**

Lampiran 1 Surat Ijin Penelitian



Lampiran 2 Surat Balasan Penelitian



IDENTITAS RESPONDEN

Isilah dan berilah tanda cheklist ( √ ) pada isian berikut ini:

1. Usia : 18-23 Tahun

24-33 Tahun

34-43 Tahun

>43 Tahun

1. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SD S1

SMP Diploma

SMA/SMK

PETUNJUK PENGISIAN KUESIONER

1. Pilihlah jawaban Pilihlah jawaban dengan memberika tanda cheklist ( √ ) pada salah satu jawaban yang paling sesuai menurut anda. Penilaian dilakukan berdasarkan skala sebagai berikut 1 s/d 5 yang memiliki makna sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Simbol | Kategori | Nilai/Bobot |
| SS  S  N  TS  STS | Sangat Setuju  Setuju  Netral  Tidak Setuju  Sangat Tidak Setuju | 5  4  3  2  1 |

1. Keterangan setiap pertanyaan hanya membutuhkan satu jawaban saja.
2. Dimohon memberikan jawaban yang sejujurnya.
3. Setelah melakukan pengisian, dimohon Bapak/Ibu/Saudara (i) untuk mengembalikan kepada yang menyerahkan kuesioner.

DAFTAR PERNYATAAN

1. Variabel Kepuasan Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Tugas | | | | | | |
| 1. | Saya menyelesaikan tugas yang diberikan oleh perusahaan tepat waktu. |  |  |  |  |  |
| 2. | Saya merasa puas karena menyelesaikan  tugas dengan baik seperti yang saya harapkan. |  |  |  |  |  |
| Tanggung Jawab | | | | | | |
| 3. | Saya bertanggungjawab atas tugas yang diberikan oleh perusahaan |  |  |  |  |  |
| 4. | Saya memiliki kesadaran untuk mengerjakan tugas pekerjaan |  |  |  |  |  |
|  | Sistem Gaji. | | | | | |
| 5. | Saya merasa gaji yang saya terima, sudah sesuai dengan beban atau tanggung jawab  yang saya pikul. |  |  |  |  |  |
| 6. | Saya meraasa puas dengan sistem pengajian yang diberikan oleh perusahaan |  |  |  |  |  |
| Promosi. | | | | | | |
| 7. | Pimpinan memberikan kesempatan yang sama dalam promosi jabatan pada setiap karyawan. |  |  |  |  |  |
| 8. | Saya merasa puas kepada promosi diberikan  adil dilihat dari suatu pencapaian kinerja. |  |  |  |  |  |
| Sikap rekan kerja | | | | | | |
| 9. | Ketika saya meminta bantuan rekan kerja melakukan pekerjaan tertentu, pekerjaan tersebut selesai dengan baik. |  |  |  |  |  |
| 10. | Saya merasa puas dengan hasil pekerjaan yang dikerjakan bersama rekan kerja saya. |  |  |  |  |  |

1. Variabel Komunikasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Permyataan | SS | S | N | TS | STS |
| Berbagi informasi | | | | | | |
| 1. | Rekan kerja maupun atasan saling berbagi informasi yang berkaitan  dengan pekerjaan |  |  |  |  |  |
| 2. | Saya menanggapi dan menyampaikan  informasi secara jujur berkaitan dengan pekerjaan. |  |  |  |  |  |
| Memahami apa yang disampaikan | | | | | | |
| 3. | Saya bersikap terbuka kepada rekan kerja mengenai informasi yang  berkaitan dengan pekerjaan |  |  |  |  |  |
| 4. | Pimpinan saya selalu memberikan informasi dengan jelas dan lengkap tentang pekerjaan. |  |  |  |  |  |
| Frekuensi tatap muka | | | | | | |
| 5. | Saya mengusahakan untuk melakukan komunikasi secara tatap muka (langsung) dengan rekan kerja pada saat mengerjakan pekerjaan yang sulit. |  |  |  |  |  |
| 6. | Saya memberikan bantuan secara langsung kepada rekan kerja saat  mengerjakan pekerjaan yang sulit. |  |  |  |  |  |
| Penerima Memahami Isi Pesan | | | | | | |
| 7. | Saya dapat memahami isi pesan dengan jelas dari pimpinan maupun sesama rekan kerja. |  |  |  |  |  |
| 8. | Saya mengulangi pesan kepada rekan kerja agar tidak terjadi miss komunikasi |  |  |  |  |  |
| Perubahan Sikap | | | | | | |
| 9. | Saya mengembangkan sikap positif pada saat menerima pesan. |  |  |  |  |  |
| 10. | Proses komunikasi yang terjadi saat ini mampu mempengaruhi sikap karyawan  lain saat bekerja. |  |  |  |  |  |

1. Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Tempat Kerja Yang Bersih | | | | | | |
| 1. | Lingkungan kerja saya selalu bersih |  |  |  |  |  |
| 2. | Kebersihan toilet diperusahaan  sudah cukup terawat. |  |  |  |  |  |
| Pencahayaan | | | | | | |
| 3. | Penerangan yang ada (sinar matahari dan listrik) ditempat kerja sudah membantu saya dalam  menyelesaikan pekerjaan dengan baik. |  |  |  |  |  |
| 4. | Saya merasa nyaman dengan penerangan dan warna dinding diruang kerja saya. |  |  |  |  |  |
| Rasa Aman | | | | | | |
| 5. | Adanya satpam yang menjaga keamanan kantor, sehingga menjamin keamanan pekerjaan. |  |  |  |  |  |
| 6. | Keamanan disekitar lingkungan kerja membuat saya merasa nyaman dan aman saat bekerja |  |  |  |  |  |
| Ketersediaan Peralatan | | | | | | |
| 7. | Perlengkapan penerangan lampu dalam ruangan sudah memadai. |  |  |  |  |  |
| 8. | Fasilitas kerja yang sudah tersedia saat ini sudah cukup memadai untuk mendukung aktivitas kerja. |  |  |  |  |  |
| Kesejukan ditempat kerja | | | | | | |
| 9. | Terdapat AC dan ventilasi udara  yang baik sehingga saya merasa sejuk saat bekerja. |  |  |  |  |  |
| 10. | Kesejukan ditempat kerja membuat saya nyaman saat bekerja |  |  |  |  |  |

1. Variabel Budaya Organisasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Pengembangan Diri | | | | | | |
| 1. | Saya mencari tahu informasi yang up to date untuk  mengupgrade diri. |  |  |  |  |  |
| 2. | Saya tidak pernah melanggar  peraturan perusahaan yang telah dibuat. |  |  |  |  |  |
| Rencana Kerja | | | | | | |
| 3. | Saya selalu membuat rencana untuk pekerjaan yang saya lakukan agar dapat mecapai  tujuan. |  |  |  |  |  |
| 4. | Dalam pekerjaan saya melakukan inisiatif-inisiatif yang diperlukan untuk menyelesaikan pekerjaan tanpa  harus bertanya kepada atasan. |  |  |  |  |  |
| Inisiatif | | | | | | |
| 5. | Saya menyadari dan memahami mengenai aturan didalam organisasi perusahan sejak awal. |  |  |  |  |  |
| 6. | Saya memberikan ide sesuai dengan prosedur yang telah ditetapkan. |  |  |  |  |  |
| Menghargai dan menghormati | | | | | | |
| 7. | Saya dan rekan kerja punya hubungan baik. |  |  |  |  |  |
| 8. | Saya menganggap diri saya merupakan satu kesatuan kerja bersama rekan kerja dari divisi yang berbeda |  |  |  |  |  |
| Kualitas | | | | | | |
| 9. | Saya selalu mengutamakan kualitas dalam menyelesaikan  pekerjaan. |  |  |  |  |  |
| 10. | Saya menyukai pekerjaan yang memerlukan keterampilan. |  |  |  |  |  |

Lampiran 3 Tabulasi Data Penelitian Kepuasan Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **KEPUASAN KERJA ( Y)** | | | | | | | | | | **Skor Total** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 9 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 39 |
| 10 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 37 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 34 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 45 |
| 25 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 35 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 27 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 39 |
| 28 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 38 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 36 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 44 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 47 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 48 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 50 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 55 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 56 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 46 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 63 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 64 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 65 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |

Lampiran 4 Tabulasi Data Penelitian Komunikasi

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Respon den** | **KOMUNIKASI (X1)** | | | | | | | | |  | **Skor Total** |
| **X1. 1** | **X1. 2** | **X1. 3** | **X1. 4** | **X1. 5** | **X1. 6** | **X1. 7** | **X1. 8** | **X1. 9** | **X1. 10** |
| 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 39 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 18 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 21 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 37 |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 41 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 47 |
| 25 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 27 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 39 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 47 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 39 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 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 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 47 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 48 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 50 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 56 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 60 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 63 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 65 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |

Lampiran 5 Tabulasi Data Penelitian Lingkungan Kerja

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

Lampiran 6 Tabulasi Data Budaya Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Respon den** | **BUDAYA ORGANISASI (X3)** | | | | | | | | |  | **Skor Total** |
| **X3. 1** | **X3. 2** | **X3. 3** | **X3. 4** | **X3. 5** | **X3. 6** | **X3. 7** | **X3. 8** | **X3. 9** | **X3. 10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 6 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 9 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 10 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 40 |
| 11 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 12 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 21 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 38 |
| 22 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 41 |
| 23 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 24 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 26 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 27 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 29 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 32 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 33 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 34 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 40 |
| 46 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 47 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 55 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 62 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 63 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 48 |
| 64 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 65 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |

Lampiran 7 Validitas Kepuasan Kerja

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y1 | | | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL |
| Y1 | Pearson Correlation | 1 | .725\*\* | .677\*\* | .590\*\* | .588\*\* | .486\*\* | .496\*\* | .411\* | .617\*\* | .473\*\* | .780\*\* |
| Sig. (2-  tailed) |  | .000 | .000 | .001 | .001 | .006 | .005 | .024 | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .725\*\* | 1 | .760\*\* | .829\*\* | .668\*\* | .675\*\* | .642\*\* | .535\*\* | .701\*\* | .357 | .904\*\* |
| Sig. (2-  tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .677\*\* | .760\*\* | 1 | .662\*\* | .785\*\* | .524\*\* | .611\*\* | .561\*\* | .737\*\* | .304 | .866\*\* |
| Sig. (2-  tailed) | .000 | .000 |  | .000 | .000 | .003 | .000 | .001 | .000 | .102 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .590\*\* | .829\*\* | .662\*\* | 1 | .785\*\* | .658\*\* | .825\*\* | .391\* | .651\*\* | .209 | .876\*\* |
| Sig. (2-  tailed) | .001 | .000 | .000 |  | .000 | .000 | .000 | .033 | .000 | .267 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .588\*\* | .668\*\* | .785\*\* | .785\*\* | 1 | .580\*\* | .646\*\* | .424\* | .651\*\* | .241 | .839\*\* |
| Sig. (2-  tailed) | .001 | .000 | .000 | .000 |  | .001 | .000 | .020 | .000 | .200 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .486\*\* | .675\*\* | .524\*\* | .658\*\* | .580\*\* | 1 | .761\*\* | .290 | .392\* | .145 | .740\*\* |
| Sig. (2-  tailed) | .006 | .000 | .003 | .000 | .001 |  | .000 | .120 | .032 | .444 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .496\*\* | .642\*\* | .611\*\* | .825\*\* | .646\*\* | .761\*\* | 1 | .360 | .559\*\* | -.027 | .789\*\* |
| Sig. (2-  tailed) | .005 | .000 | .000 | .000 | .000 | .000 |  | .050 | .001 | .889 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .411\* | .535\*\* | .561\*\* | .391\* | .424\* | .290 | .360 | 1 | .776\*\* | .247 | .635\*\* |
| Sig. (2-  tailed) | .024 | .002 | .001 | .033 | .020 | .120 | .050 |  | .000 | .188 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .617\*\* | .701\*\* | .737\*\* | .651\*\* | .651\*\* | .392\* | .559\*\* | .776\*\* | 1 | .290 | .821\*\* |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .032 | .001 | .000 |  | .121 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .473\*\* | .357 | .304 | .209 | .241 | .145 | -.027 | .247 | .290 | 1 | .391\* |
| Sig. (2-  tailed) | .008 | .053 | .102 | .267 | .200 | .444 | .889 | .188 | .121 |  | .033 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .780\*\* | .904\*\* | .866\*\* | .876\*\* | .839\*\* | .740\*\* | .789\*\* | .635\*\* | .821\*\* | .391\* | 1 |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .033 |  |
| 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 8 Validitas Komunikasi

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | | | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .471\*\* | .535\*\* | .487\*\* | .498\*\* | .495\*\* | .465\*\* | .500\*\* | .167 | -.167 | .585\*\* |
| Sig. (2-  tailed) |  | .009 | .002 | .006 | .005 | .005 | .010 | .005 | .379 | .379 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .471\*\* | 1 | .799\*\* | .834\*\* | .723\*\* | .614\*\* | .559\*\* | .655\*\* | .492\*\* | -.082 | .848\*\* |
| Sig. (2-  tailed) | .009 |  | .000 | .000 | .000 | .000 | .001 | .000 | .006 | .667 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .535\*\* | .799\*\* | 1 | .876\*\* | .742\*\* | .751\*\* | .704\*\* | .802\*\* | .535\*\* | .000 | .919\*\* |
| Sig. (2-  tailed) | .002 | .000 |  | .000 | .000 | .000 | .000 | .000 | .002 | 1.000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .487\*\* | .834\*\* | .876\*\* | 1 | .802\*\* | .770\*\* | .672\*\* | .704\*\* | .596\*\* | -.054 | .922\*\* |
| Sig. (2-  tailed) | .006 | .000 | .000 |  | .000 | .000 | .000 | .000 | .001 | .776 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .498\*\* | .723\*\* | .742\*\* | .802\*\* | 1 | .904\*\* | .795\*\* | .664\*\* | .380\* | -.190 | .881\*\* |
| Sig. (2-  tailed) | .005 | .000 | .000 | .000 |  | .000 | .000 | .000 | .039 | .315 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .495\*\* | .614\*\* | .751\*\* | .770\*\* | .904\*\* | 1 | .775\*\* | .677\*\* | .469\*\* | -.156 | .868\*\* |
| Sig. (2-  tailed) | .005 | .000 | .000 | .000 | .000 |  | .000 | .000 | .009 | .410 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .465\*\* | .559\*\* | .704\*\* | .672\*\* | .795\*\* | .775\*\* | 1 | .744\*\* | .372\* | -.124 | .812\*\* |
| Sig. (2-  tailed) | .010 | .001 | .000 | .000 | .000 | .000 |  | .000 | .043 | .514 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .500\*\* | .655\*\* | .802\*\* | .704\*\* | .664\*\* | .677\*\* | .744\*\* | 1 | .600\*\* | .067 | .860\*\* |
| Sig. (2-  tailed) | .005 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .726 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .167 | .492\*\* | .535\*\* | .596\*\* | .380\* | .469\*\* | .372\* | .600\*\* | 1 | -.067 | .612\*\* |
| Sig. (2-  tailed) | .379 | .006 | .002 | .001 | .039 | .009 | .043 | .000 |  | .726 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | -.167 | -.082 | .000 | -.054 | -.190 | -.156 | -.124 | .067 | -.067 | 1 | .008 |
| Sig. (2-  tailed) | .379 | .667 | 1.000 | .776 | .315 | .410 | .514 | .726 | .726 |  | .968 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .585\*\* | .848\*\* | .919\*\* | .922\*\* | .881\*\* | .868\*\* | .812\*\* | .860\*\* | .612\*\* | .008 | 1 |
| Sig. (2-  tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .968 |  |
| 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 Validitas Lingkungan Kerja

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.1   |  |  | | --- | --- | | X2.1 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.2 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.3 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.4 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.5 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.6 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | X2.7 | Pearson Correlation | |  | Sig. (2-  tailed) | |  | N | | | | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
|  |  | 1 | .477\*\* | .126 | .133 | .544\*\* | .620\*\* | .671\*\* | .513\*\* | .558\*\* | .067 | .624\*\* |
|  | | .008 | .508 | .484 | .002 | .000 | .000 | .004 | .001 | .726 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .477\*\* | 1 | .699\*\* | .676\*\* | .681\*\* | .769\*\* | .727\*\* | .489\*\* | .387\* | .191 | .871\*\* |
|  | .008 |  | .000 | .000 | .000 | .000 | .000 | .006 | .035 | .313 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .126 | .699\*\* | 1 | .890\*\* | .565\*\* | .598\*\* | .509\*\* | .301 | .168 | -.126 | .716\*\* |
|  | .508 | .000 |  | .000 | .001 | .000 | .004 | .106 | .375 | .508 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .133 | .676\*\* | .890\*\* | 1 | .597\*\* | .550\*\* | .538\*\* | .387\* | .178 | -.133 | .727\*\* |
|  | .484 | .000 | .000 |  | .000 | .002 | .002 | .035 | .348 | .484 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .544\*\* | .681\*\* | .565\*\* | .597\*\* | 1 | .886\*\* | .821\*\* | .628\*\* | .580\*\* | -.136 | .864\*\* |
|  | .002 | .000 | .001 | .000 |  | .000 | .000 | .000 | .001 | .473 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .620\*\* | .769\*\* | .598\*\* | .550\*\* | .886\*\* | 1 | .832\*\* | .541\*\* | .597\*\* | .000 | .893\*\* |
|  | .000 | .000 | .000 | .002 | .000 |  | .000 | .002 | .000 | 1.000 | .000 |
|  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|  |  | .671\*\* | .727\*\* | .509\*\* | .538\*\* | .821\*\* | .832\*\* | 1 | .782\*\* | .739\*\* | -.061 | .917\*\* |
|  | .000 | .000 | .004 | .002 | .000 | .000 |  | .000 | .000 | .749 | .000 |
|  |  | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .513\*\* | .489\*\* | .301 | .387\* | .628\*\* | .541\*\* | .782\*\* | 1 | .806\*\* | -.205 | .738\*\* |
| Sig. (2-  tailed) | .004 | .006 | .106 | .035 | .000 | .002 | .000 |  | .000 | .277 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .558\*\* | .387\* | .168 | .178 | .580\*\* | .597\*\* | .739\*\* | .806\*\* | 1 | -.152 | .670\*\* |
| Sig. (2-  tailed) | .001 | .035 | .375 | .348 | .001 | .000 | .000 | .000 |  | .422 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .067 | .191 | -.126 | -.133 | -.136 | .000 | -.061 | -.205 | -.152 | 1 | .030 |
| Sig. (2-  tailed) | .726 | .313 | .508 | .484 | .473 | 1.000 | .749 | .277 | .422 |  | .873 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .624\*\* | .871\*\* | .716\*\* | .727\*\* | .864\*\* | .893\*\* | .917\*\* | .738\*\* | .670\*\* | .030 | 1 |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .873 |  |
| 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 Validitas Budaya Organisasi

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | | | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .442\* | .307 | .629\*\* | .321 | .053 | .633\*\* | .795\*\* | .430\* | .299 | .695\*\* |
| Sig. (2-  tailed) |  | .014 | .099 | .000 | .084 | .781 | .000 | .000 | .018 | .109 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .442\* | 1 | .633\*\* | .484\*\* | .503\*\* | .172 | .490\*\* | .451\* | .633\*\* | .495\*\* | .717\*\* |
| Sig. (2-  tailed) | .014 |  | .000 | .007 | .005 | .363 | .006 | .012 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .307 | .633\*\* | 1 | .297 | .824\*\* | .590\*\* | .353 | .524\*\* | .856\*\* | .526\*\* | .771\*\* |
| Sig. (2-  tailed) | .099 | .000 |  | .111 | .000 | .001 | .056 | .003 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .629\*\* | .484\*\* | .297 | 1 | .545\*\* | .273 | .767\*\* | .656\*\* | .493\*\* | .022 | .718\*\* |
| Sig. (2-  tailed) | .000 | .007 | .111 |  | .002 | .144 | .000 | .000 | .006 | .907 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .321 | .503\*\* | .824\*\* | .545\*\* | 1 | .668\*\* | .579\*\* | .625\*\* | .949\*\* | .389\* | .847\*\* |
| Sig. (2-  tailed) | .084 | .005 | .000 | .002 |  | .000 | .001 | .000 | .000 | .034 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .053 | .172 | .590\*\* | .273 | .668\*\* | 1 | .326 | .388\* | .590\*\* | -.076 | .544\*\* |
| Sig. (2-  tailed) | .781 | .363 | .001 | .144 | .000 |  | .079 | .034 | .001 | .689 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .633\*\* | .490\*\* | .353 | .767\*\* | .579\*\* | .326 | 1 | .842\*\* | .599\*\* | .128 | .810\*\* |
| Sig. (2-  tailed) | .000 | .006 | .056 | .000 | .001 | .079 |  | .000 | .000 | .501 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .795\*\* | .451\* | .524\*\* | .656\*\* | .625\*\* | .388\* | .842\*\* | 1 | .648\*\* | .317 | .870\*\* |
| Sig. (2-  tailed) | .000 | .012 | .003 | .000 | .000 | .034 | .000 |  | .000 | .088 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .430\* | .633\*\* | .856\*\* | .493\*\* | .949\*\* | .590\*\* | .599\*\* | .648\*\* | 1 | .526\*\* | .888\*\* |
| Sig. (2-  tailed) | .018 | .000 | .000 | .006 | .000 | .001 | .000 | .000 |  | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .299 | .495\*\* | .526\*\* | .022 | .389\* | -.076 | .128 | .317 | .526\*\* | 1 | .451\* |
| Sig. (2-  tailed) | .109 | .005 | .003 | .907 | .034 | .689 | .501 | .088 | .003 |  | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .695\*\* | .717\*\* | .771\*\* | .718\*\* | .847\*\* | .544\*\* | .810\*\* | .870\*\* | .888\*\* | .451\* | 1 |
| Sig. (2-  tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .012 |  |
| 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).

Lampiran 11 Reliabilitas Kepuasan Kerja

**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 |
| .924 | 10 |

Lampiran 12 Reliabilitas Komunikasi

**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 |
| .887 | 10 |

Lampiran 13 Reliabilitas Lingkungan Kerja

**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 |
| .887 | 10 |

Lampiran 14 Reliabilitas Budaya Organisasi

**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 |
| .901 | 10 |

Lampiran 15 Transformasi Data Kepuasan Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Total** |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 4.482 | 3.968 | 2.539 | 3.895 | 2.659 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 36.397 |
| 4.482 | 3.968 | 4.019 | 2.456 | 4.177 | 2.401 | 2.476 | 4.326 | 4.197 | 2.600 | 35.100 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 4.482 | 2.503 | 4.019 | 2.456 | 4.177 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 30.576 |
| 4.482 | 3.968 | 4.019 | 3.895 | 2.659 | 2.401 | 3.927 | 4.326 | 4.197 | 2.600 | 36.472 |
| 2.921 | 1.000 | 2.539 | 1.000 | 2.659 | 1.000 | 1.000 | 4.326 | 4.197 | 2.600 | 23.242 |
| 2.921 | 1.000 | 1.000 | 2.456 | 2.659 | 2.401 | 2.476 | 1.000 | 1.000 | 2.600 | 19.512 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 1.000 | 37.794 |
| 2.921 | 1.000 | 2.539 | 1.000 | 2.659 | 2.401 | 2.476 | 4.326 | 2.680 | 1.000 | 23.001 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 2.503 | 2.539 | 3.895 | 4.177 | 2.401 | 3.927 | 4.326 | 4.197 | 1.000 | 31.885 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 4.326 | 2.680 | 1.000 | 25.960 |
| 2.921 | 2.503 | 1.000 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 22.879 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 1.000 | 37.794 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.784 | 2.680 | 1.000 | 15.385 |
| 1.000 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 22.497 |
| 4.482 | 2.503 | 2.539 | 2.456 | 2.659 | 1.000 | 2.476 | 2.784 | 2.680 | 1.000 | 24.578 |
| 2.921 | 2.503 | 4.019 | 3.895 | 4.177 | 1.000 | 3.927 | 4.326 | 4.197 | 1.000 | 31.965 |
| 2.921 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.476 | 2.784 | 2.680 | 1.000 | 16.861 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 3.805 | 3.927 | 4.326 | 2.680 | 1.000 | 28.815 |
| 2.921 | 2.503 | 1.000 | 2.456 | 2.659 | 1.000 | 1.000 | 4.326 | 2.680 | 2.600 | 23.144 |
| 2.921 | 2.503 | 2.539 | 1.000 | 1.000 | 1.000 | 1.000 | 4.326 | 2.680 | 2.600 | 21.569 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 2.401 | 2.476 | 4.326 | 4.197 | 2.600 | 36.540 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 1.000 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 24.515 |
| 2.921 | 2.503 | 2.539 | 3.895 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 27.458 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 3.927 | 4.326 | 4.197 | 2.600 | 30.528 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 4.482 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 4.197 | 1.000 | 27.496 |
| 4.482 | 3.968 | 4.019 | 2.456 | 2.659 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 36.437 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 4.482 | 2.503 | 2.539 | 2.456 | 4.177 | 3.805 | 3.927 | 2.784 | 1.000 | 2.600 | 30.271 |
| 2.921 | 2.503 | 2.539 | 1.000 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 22.963 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 2.921 | 2.503 | 2.539 | 1.000 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 22.963 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 4.326 | 2.680 | 1.000 | 25.960 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 4.482 | 2.503 | 2.539 | 2.456 | 4.177 | 3.805 | 3.927 | 2.784 | 4.197 | 1.000 | 31.869 |
| 4.482 | 2.503 | 2.539 | 3.895 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 29.018 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 31.881 |
| 4.482 | 2.503 | 2.539 | 2.456 | 4.177 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 29.097 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 3.805 | 3.927 | 4.326 | 2.680 | 1.000 | 28.815 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 3.805 | 3.927 | 4.326 | 4.197 | 1.000 | 30.332 |
| 2.921 | 3.968 | 4.019 | 2.456 | 2.659 | 2.401 | 2.476 | 4.326 | 4.197 | 2.600 | 32.022 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 1.000 | 24.418 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 4.326 | 4.197 | 1.000 | 27.478 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 39.394 |
| 4.482 | 3.968 | 4.019 | 3.895 | 4.177 | 1.000 | 1.000 | 4.326 | 4.197 | 2.600 | 33.663 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 2.401 | 2.476 | 2.784 | 2.680 | 2.600 | 26.018 |
| 4.482 | 2.503 | 2.539 | 2.456 | 4.177 | 2.401 | 3.927 | 4.326 | 4.197 | 2.600 | 33.606 |
| 4.482 | 3.968 | 4.019 | 2.456 | 4.177 | 3.805 | 3.927 | 4.326 | 4.197 | 2.600 | 37.955 |
| 2.921 | 2.503 | 2.539 | 2.456 | 2.659 | 1.000 | 2.476 | 2.784 | 2.680 | 2.600 | 24.618 |

Lampiran 16 Transformasi Data Komunikasi

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| 4.137 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 2.635 | 1.000 | 35.350 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 36.859 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 2.525 | 2.616 | 4.144 | 4.144 | 1.000 | 33.886 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 4.144 | 4.144 | 1.000 | 29.445 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 4.567 | 4.351 | 2.508 | 2.420 | 2.525 | 2.616 | 4.144 | 2.635 | 1.000 | 30.903 |
| 2.586 | 3.143 | 2.807 | 2.508 | 1.000 | 1.000 | 2.616 | 2.635 | 2.635 | 1.000 | 21.931 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 1.000 | 2.807 | 1.000 | 1.000 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 21.356 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 2.525 | 2.616 | 2.635 | 4.144 | 1.000 | 32.377 |
| 4.137 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 2.635 | 1.000 | 35.350 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 2.586 | 1.868 | 2.807 | 1.000 | 1.000 | 1.000 | 2.616 | 2.635 | 2.635 | 1.000 | 19.148 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 2.586 | 1.868 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 4.144 | 1.000 | 25.109 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 1.868 | 2.807 | 2.508 | 1.000 | 1.000 | 2.616 | 2.635 | 2.635 | 1.000 | 22.206 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 2.525 | 2.616 | 4.144 | 4.144 | 1.000 | 33.886 |
| 2.586 | 1.868 | 2.807 | 2.508 | 1.000 | 2.525 | 1.000 | 1.000 | 1.000 | 1.000 | 17.294 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 2.616 | 2.635 | 2.635 | 1.000 | 33.763 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 2.616 | 2.635 | 4.144 | 1.000 | 35.272 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 2.586 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 35.308 |
| 4.137 | 4.567 | 4.351 | 2.508 | 2.420 | 2.525 | 4.118 | 4.144 | 4.144 | 1.000 | 33.913 |
| 2.586 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 2.635 | 2.635 | 1.000 | 32.290 |
| 1.000 | 1.868 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 10.868 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 1.000 | 2.635 | 2.635 | 1.000 | 23.260 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 30.868 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 3.143 | 2.807 | 2.508 | 3.843 | 2.525 | 2.616 | 4.144 | 4.144 | 1.000 | 30.868 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 3.143 | 4.351 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 4.144 | 1.000 | 29.479 |
| 4.137 | 4.567 | 4.351 | 3.982 | 2.420 | 2.525 | 4.118 | 4.144 | 2.635 | 1.000 | 33.879 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 36.859 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 4.144 | 2.635 | 1.000 | 26.385 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 2.975 | 26.851 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 4.137 | 3.143 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 2.975 | 38.834 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 24.876 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 2.975 | 40.257 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |
| 2.586 | 3.143 | 4.351 | 3.982 | 2.420 | 2.525 | 2.616 | 2.635 | 4.144 | 2.975 | 31.377 |
| 4.137 | 4.567 | 4.351 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 38.282 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 2.975 | 26.851 |
| 2.586 | 3.143 | 2.807 | 3.982 | 3.843 | 3.996 | 4.118 | 4.144 | 4.144 | 1.000 | 33.764 |
| 2.586 | 3.143 | 2.807 | 2.508 | 2.420 | 3.996 | 4.118 | 4.144 | 4.144 | 2.975 | 32.841 |
| 4.137 | 3.143 | 2.807 | 2.508 | 2.420 | 2.525 | 2.616 | 2.635 | 2.635 | 1.000 | 26.427 |

Lampiran 17 Transformasi Data Lingkungan Kerja

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| 4.428 | 4.509 | 2.998 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 38.421 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 2.483 | 1.000 | 38.367 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 4.428 | 4.509 | 4.401 | 2.990 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 38.347 |
| 2.876 | 4.509 | 2.998 | 2.990 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 36.989 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 2.876 | 3.014 | 2.998 | 2.990 | 4.596 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 27.908 |
| 4.428 | 4.509 | 2.998 | 2.990 | 4.596 | 4.177 | 4.280 | 2.546 | 3.940 | 2.596 | 37.061 |
| 4.428 | 3.014 | 1.805 | 1.699 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 26.984 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 1.000 | 1.000 | 1.000 | 2.596 | 23.143 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 41.421 |
| 4.428 | 4.509 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 30.964 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 4.428 | 1.000 | 1.000 | 1.000 | 3.010 | 2.659 | 2.745 | 2.546 | 3.940 | 1.000 | 23.328 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 4.428 | 3.014 | 1.000 | 1.000 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 25.481 |
| 4.428 | 4.509 | 2.998 | 2.990 | 3.010 | 2.659 | 4.280 | 4.025 | 3.940 | 2.596 | 35.436 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 1.000 | 1.000 | 2.596 | 24.888 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 1.000 | 1.000 | 1.000 | 23.292 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 3.940 | 1.000 | 27.778 |
| 4.428 | 4.509 | 2.998 | 2.990 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 38.540 |
| 2.876 | 3.014 | 4.401 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 27.724 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 41.421 |
| 2.876 | 1.630 | 1.805 | 2.990 | 3.010 | 1.000 | 2.745 | 4.025 | 2.483 | 1.000 | 23.563 |
| 2.876 | 3.014 | 1.805 | 1.699 | 3.010 | 2.659 | 2.745 | 4.025 | 3.940 | 1.000 | 26.773 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 4.177 | 4.280 | 2.546 | 2.483 | 2.596 | 30.970 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 4.428 | 3.014 | 2.998 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 36.927 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 2.659 | 2.745 | 2.546 | 3.940 | 1.000 | 35.292 |
| 4.428 | 3.014 | 4.401 | 4.467 | 3.010 | 4.177 | 4.280 | 2.546 | 2.483 | 1.000 | 33.806 |
| 2.876 | 3.014 | 1.805 | 1.699 | 3.010 | 1.000 | 2.745 | 2.546 | 1.000 | 2.596 | 22.291 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 4.428 | 3.014 | 4.401 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 3.940 | 2.596 | 32.330 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 1.000 | 2.546 | 2.483 | 2.596 | 26.172 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 4.177 | 4.280 | 4.025 | 2.483 | 1.000 | 30.853 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 2.876 | 4.509 | 4.401 | 4.467 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 32.293 |
| 4.428 | 4.509 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 30.964 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 3.940 | 1.000 | 27.778 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 39.824 |
| 2.876 | 3.014 | 2.998 | 2.990 | 1.000 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 25.908 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 1.000 | 1.630 | 1.805 | 1.699 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 22.172 |
| 2.876 | 4.509 | 2.998 | 2.990 | 3.010 | 2.659 | 4.280 | 2.546 | 2.483 | 2.596 | 30.947 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 1.000 | 26.321 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 41.421 |
| 4.428 | 4.509 | 4.401 | 2.990 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 38.347 |
| 2.876 | 4.509 | 4.401 | 4.467 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 2.596 | 39.869 |
| 4.428 | 4.509 | 4.401 | 4.467 | 4.596 | 2.659 | 2.745 | 4.025 | 3.940 | 1.000 | 36.772 |
| 2.876 | 3.014 | 2.998 | 2.990 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 27.917 |
| 4.428 | 3.014 | 2.998 | 2.990 | 4.596 | 4.177 | 4.280 | 4.025 | 3.940 | 1.000 | 35.449 |
| 4.428 | 4.509 | 4.401 | 4.467 | 3.010 | 2.659 | 2.745 | 2.546 | 2.483 | 2.596 | 33.844 |
| 2.876 | 3.014 | 1.805 | 2.990 | 3.010 | 1.000 | 2.745 | 1.000 | 2.483 | 1.000 | 21.923 |

## 

Lampiran 18 Transformasi Data Budaya Organisasi

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Total** |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 2.723 | 4.170 | 4.093 | 4.301 | 2.600 | 39.060 |
| 2.943 | 4.454 | 4.035 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 37.620 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 40.588 |
| 4.509 | 2.937 | 4.035 | 2.394 | 4.376 | 4.252 | 2.658 | 4.093 | 4.301 | 2.600 | 36.155 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 2.723 | 4.170 | 4.093 | 4.301 | 2.600 | 39.060 |
| 4.509 | 2.937 | 2.551 | 3.797 | 2.831 | 2.723 | 4.170 | 4.093 | 2.761 | 1.000 | 31.373 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 2.943 | 4.454 | 4.035 | 1.000 | 4.376 | 2.723 | 2.658 | 2.590 | 4.301 | 2.600 | 31.681 |
| 4.509 | 4.454 | 2.551 | 1.000 | 1.000 | 1.000 | 2.658 | 2.590 | 2.761 | 2.600 | 25.123 |
| 2.943 | 2.937 | 4.035 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 34.503 |
| 2.943 | 2.937 | 2.551 | 3.797 | 4.376 | 4.252 | 4.170 | 2.590 | 4.301 | 1.000 | 32.919 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 2.943 | 1.000 | 2.551 | 1.000 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 22.057 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 1.000 | 2.937 | 4.035 | 1.000 | 2.831 | 4.252 | 1.000 | 1.000 | 2.761 | 1.000 | 21.815 |
| 2.943 | 2.937 | 2.551 | 2.394 | 4.376 | 1.000 | 2.658 | 2.590 | 2.761 | 2.600 | 26.811 |
| 4.509 | 2.937 | 2.551 | 1.000 | 2.831 | 2.723 | 4.170 | 2.590 | 4.301 | 2.600 | 30.214 |
| 2.943 | 2.937 | 2.551 | 3.797 | 4.376 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 28.337 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 2.937 | 2.551 | 1.000 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 31.625 |
| 4.509 | 2.937 | 2.551 | 1.000 | 2.831 | 2.723 | 4.170 | 2.590 | 4.301 | 2.600 | 30.214 |
| 2.943 | 1.515 | 2.551 | 2.394 | 2.831 | 2.723 | 1.000 | 2.590 | 4.301 | 1.000 | 23.850 |
| 2.943 | 2.937 | 2.551 | 1.000 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 33.225 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 2.943 | 2.937 | 2.551 | 3.797 | 4.376 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 29.937 |
| 4.509 | 4.454 | 2.551 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 36.103 |
| 2.943 | 2.937 | 4.035 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 28.472 |
| 2.943 | 2.937 | 4.035 | 3.797 | 2.831 | 4.252 | 2.658 | 4.093 | 4.301 | 1.000 | 32.847 |
| 4.509 | 4.454 | 4.035 | 2.394 | 2.831 | 4.252 | 2.658 | 4.093 | 4.301 | 2.600 | 36.127 |
| 4.509 | 4.454 | 2.551 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 36.103 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 4.454 | 4.035 | 2.394 | 2.831 | 2.723 | 2.658 | 4.093 | 4.301 | 1.000 | 31.433 |
| 4.509 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 28.555 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 1.000 | 25.389 |
| 4.509 | 4.454 | 1.000 | 2.394 | 2.831 | 2.723 | 2.658 | 1.000 | 1.000 | 2.600 | 25.170 |
| 2.943 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 37.423 |
| 2.943 | 4.454 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 28.506 |
| 2.943 | 4.454 | 4.035 | 2.394 | 2.831 | 2.723 | 2.658 | 4.093 | 4.301 | 1.000 | 31.433 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 40.588 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 1.000 | 38.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 2.943 | 4.454 | 4.035 | 2.394 | 2.831 | 2.723 | 2.658 | 4.093 | 4.301 | 2.600 | 33.033 |
| 4.509 | 4.454 | 4.035 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 39.186 |
| 2.943 | 2.937 | 2.551 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 26.989 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 40.588 |
| 2.943 | 2.937 | 2.551 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 34.619 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 40.588 |
| 4.509 | 4.454 | 4.035 | 2.394 | 4.376 | 4.252 | 4.170 | 4.093 | 4.301 | 2.600 | 39.186 |
| 2.943 | 2.937 | 1.000 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 25.437 |
| 4.509 | 4.454 | 4.035 | 3.797 | 4.376 | 2.723 | 4.170 | 4.093 | 2.761 | 2.600 | 37.519 |
| 2.943 | 2.937 | 2.551 | 3.797 | 4.376 | 2.723 | 4.170 | 4.093 | 2.761 | 2.600 | 32.953 |
| 2.943 | 2.937 | 1.000 | 2.394 | 2.831 | 2.723 | 2.658 | 2.590 | 2.761 | 2.600 | 25.437 |

## 

Lampiran 19 Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.85094820 |
| Most Extreme Differences | Absolute | .072 |
| Positive | .045 |
| Negative | -.072 |
| Test Statistic | | .072 |
| 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. | | |

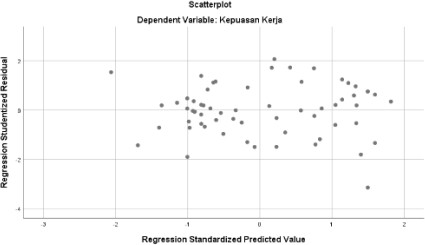
## 

Lampiran 20 Uji Multikolonieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Komunikasi | .431 | 2.320 |
| Lingkungan Kerja | .400 | 2.499 |
| Budaya Organisasi | .473 | 2.115 |
| a. Dependent Variable: Kepuasan Kerja | | | |

## 

Lampiran 21 Uji Heterokedastisitas



## 

Lampiran 22 Analisis Regresi Linear Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .925 | 2.934 |  | .315 | .754 |
| Komunikasi | .327 | .116 | .337 | 2.806 | .007 |
| Lingkungan Kerja | .277 | .130 | .265 | 2.129 | .037 |
| Budaya Organisasi | .309 | .126 | .282 | 2.457 | .017 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

## 

Lampiran 23 Uji t

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .925 | 2.934 |  | .315 | .754 |
| Komunikasi | .327 | .116 | .337 | 2.806 | .007 |
| Lingkungan Kerja | .277 | .130 | .265 | 2.129 | .037 |
| Budaya Organisasi | .309 | .126 | .282 | 2.457 | .017 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

## 

Lampiran 24 Uji f

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1551.418 | 3 | 517.139 | 33.237 | .000b |
| Residual | 949.107 | 61 | 15.559 |  |  |
| Total | 2500.525 | 64 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi, Komunikasi, Lingkungan Kerja | | | | | | |

## 

Lampiran 25 Uji Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .788a | .620 | .602 | 3.94451 | 1.835 |
| a. Predictors: (Constant), Budaya Organisasi, Komunikasi, Lingkungan Kerja | | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | | |

## 

Lampiran 26 Surat Selesai Penelitian

