# DAFTAR PUSTAKA

Anggraini, D., & Umar, Z. (2019). Pengaruh Komunikasi Terhadap Kinerja Karyawan CV. Bintang Jaya Abadi. *Jurnal Ilmiah Maksitek*, *4*(2), 7. <https://www.makarioz.sciencemakarioz.org/index.php/JIM/article/download/140/138;.m>,

Arikunto. (2013). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: PT. Rineka Cipta.

Bernardin, O., & Russel, D. (2014). *Perilaku Organisasi*. Yogyakarta: Andi Offset.

Boihaki, & Amelia, V. (2021). Pengaruh Karakteristik Individu, Komunikasi Dan Kompensasi Terhadap Kinerja Pegawai Pada Badan Perencanaan Pe Mbangunan Daerah (Bappeda) Kabupaten Pidie. *Jurnal Ekobismen*, *1*(2), 1–12. https://doi.org/10.47647/jeko.v1i2.502

Devi, N. K., Tewal, B., & Uhing, Y. (2022). Pengaruh Kerjasama Tim, Kreativitas dan Integritas Terhadap Kinerja Karyawan di PT. Pegadaian (Persero) Kantor Wilayah V Manado. *Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *10*(2), 632. https://doi.org/10.35794/emba.v10i2.40022

Ekaningtyas. (2016). Pengaruh Sistem Shift Kerja, stres kerja Terhadap. *Fakultas Ilmu Sosial Dan Ilmu Politik Universitas Jember*.

Firmansyah, H., & Syamsudin, A. (2016). *Organisasi dan Manajemen Bisnis*. Yogyakarta: Ombak.

Ghozali, I. (2016). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 23*. Semarang: Badan Penerbit Universitas Diponegoro.

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

Handoko. (2009). *Manajemen Sumber Daya Manusia*. Yogyakarta: BPFE.

Handoko, T. H. (2014). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE.

Hardjana, A. M. (2016). *Ilmu Komunikasi*. Bandung: PT. Remaja Rosdakarya.

Hatta, M., Musnadi, S., & Mahdani. (2017). Pengaruh Gaya Kepemimpinan, Kerjasama Tim, dan Kompensasi Terhadap Kepuasan Kerja Serta Dampaknya Pada Kinerja Karyawan PT. PLN (Persero) Wilayah Aceh. *Bisnis Unsyiah*, *1*(1), 70–80. http://www.jurnal.unsyiah.ac.id/JMM/article/view/9268

Julita, & Arianty, N. (2017). Pengaruh Komunikasi Lingkungan Kerja Terhadap Kinerja Kerja pegawai. *Ekonomi*, 195–205.

Juniarti, A. T., Setia, B. I., & Fahmi, H. N. (2021). *Lingkungan Organisasi Dan Etos Kerja Dalam MSDM*. Banyumas: CV. Pena Persada.

Julita, & Arianty, N. (2017). Pengaruh Komunikasi Lingkungan Kerja Terhadap Kinerja Kerja pegawai. *Ekonomi*, 195–205.

Lestari, Y. E., Bukhori, M., & Fathorrahman. (2020). Pengaruh Shift Kerja, Stres Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Di PT. Liku Telaga Gresik. *Relasi : Jurnal Ekonomi*, *16*(1), 208–230. https://doi.org/10.31967/relasi.v16i1.348

Mangkunegara, A. P. (2016). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.

Masyithah, S. M., Adam, M., & Tabrani, M. (2018). Analisis Pengaruh Kompensasi, Kerjasama Tim dan Budaya Organisasi terhadap Kepuasan Kerja serta Dampaknya pada Kinerja Karyawan PT. Bank Muamalat Cabang Banda Aceh. *SIMEN (Akuntansi Dan Manajemen) STIES ISSN*, *9*(1), 50–59.

McShane, & Glinow, V. (2019). *Organizational Behavior: Energing Knowledge and Practice for The Real Word*. New York: McGraw-Hill Education.

Nurmianto, E. (2014). *Ergonomi Konsep Dasar dan Aplikasinya*. Surabaya: Guna Widya.

Oktaviani, D. A. P. S., Mahendra, I. W., & Harwathy, T. I. S. (2019). Pengaruh Komunikasi, Karakteristik Individu, Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kabupaten Gianyar. *Jurnal Emas*, *3*(5), 122–133.

Pace, & Faules. (2002). *Komunikasi Organisasi : Strategi Meningkatkan Kinerja Perusahaan*. Bandung: PT. Remaja Rosdakarya.

Pace, & Faules. (2015). *Komunikasi Organisasi: Strategi Meningkatkan Kinerja Perusahaan*. Bandung: PT. Remaja Rosdakarya.

Panggiki, A. C., Lumanauw, B., & Lumintang, G. G. (2017). Pengaruh Kompensasi, Kerjasama Tim Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Ajb Bumiputera 1912 Cabang Sam Ratulangi. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *5*(3), 3018–3027.

Robbins, S. P., & Judge, T. A. (2016). *Perilaku Organisasi Edisi 16*. Jakarta: Salemba Empat.

Sedarmayanti. (2017). *Perencanaan dan Pengembangan Sumber Daya Manusia*. Bandung: PT. Reflika Aditama.

Sinuhaji, E. (2020). Pengaruh Komunikasi dan Kerjasama Tim terhadap Kinerja Karyawan. *BISMA Cendekia*, *Vol. 1 No.*, 29–34.

Sugiyono. (2012). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.

Sugiyono. (2013). Metode Penelitian Kualitatif dan R and D. In *Bandung: Alfabeta* (Vol. 3, Issue April).

Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.

Suma’mur. (2013). *Higiene Perusahaan dan Kesehatan Kerja (HIPERKES)*. Jakarta: Sagung Seto.

Supomo, T. M. (2014). Shift Kerja Terhadap Kinerja Pegawai Satuan Polisi Pamong Praja Kota Tarakan. *Nucleic Acids Research*, *02*(01), 75–88.

Susanti, Widyani, A. . D., & Utami, N. M. S. (2021). Pengaruh Keterlibatan Kerja Karyawan, Loyalitas Kerja Dan Kerjasama Tim Terhadap Kinerja Karyawan CV. Sanitary Bali Pinangsia. *Jurnal Emas*, *2*(2), 224–234. https://e-journal.unmas.ac.id/index.php/emas/article/view/1742

Wandi, D., Adha, S., & Asriyah, I. (2019). Pengaruh Komunikasi Terhadap Kinerja Pegawai Pada Badan Penanggulangan Bencana Daerah (BPBD) Provinsi Banten. *Jurnal Ekonomi Vokasi*, *2*(2), 18–30, ISSN:1098-6596.

# 

# LAMPIRAN

**Lampiran 1 KUESIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Shift Kerja, Kerjasama Tim dan Komunikasi Terhadap Kinerja Pegawai Pada Satuan Polisi Pamong Praja Kabupaten Tegal

Yth

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, kami mahasiswi Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terimakasih

Tegal, Maret 2023

Berlianda Lestari

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin : Laki-laki

Perempuan

1. Pendidikan Terakhir : SMA/SMK

DIII

S1

S2

1. Umur : 20-30 tahun

31-40 tahun

41-45 tahun

>45 tahun

**KUESIONER PENELITIAN**

1. Mohon dengan hormat dan kesediaan Bapak/ibu/sdr untuk menanggapi seluruh pertanyaan yang ada.
2. Beri tanda check list (√) pada kolom yang tersedia.
3. Ada 5 altenatif jawaban

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**Lampiran 2** **Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya sangat memperhatikan kerapihan dalam bekerja |  |  |  |  |  |
| 2. | Saya melaksanakan tugas dengan teliti |  |  |  |  |  |
| 3. | Saya menghindari kesalahan dalam melaksanakan tugas |  |  |  |  |  |
| 4. | Saya mengerjakan tugas secara cepat dan tepat waktu |  |  |  |  |  |
| 5. | Saya selalu mengerjakan pekerjaan sesuai dengan perintah yang diberikan |  |  |  |  |  |
| 6. | Saya selalu mengerjakan pekerjaan dengan baik |  |  |  |  |  |
| 7. | Saya selalu bertanggung jawab atas keputusan yang diambil |  |  |  |  |  |
| 8. | Saya selalu berhubungan baik dengan sesama rekan kerja maupun ke atasan. |  |  |  |  |  |
| 9. | Saya mampu bekerja sama dengan kompak dengan rekan kerja untuk mencapai tujuan perusahaan |  |  |  |  |  |
| 10. | Saya selalu memberikan ide-ide untuk mencapai tujuan perusahaan |  |  |  |  |  |
| 11. | Saya berusaha bekerja lebih baik lagi ketika kinerja saya menurun ataupun meningkat |  |  |  |  |  |

**Lampiran 3 Variabel Shift Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya merasa pemberlakuan shift kerja dan jam kerja sesuai dengan kemampuan |  |  |  |  |  |
| 2. | Saya kurang berkonsentrasi dalam menyelesaikan tugas ketika shift malam |  |  |  |  |  |
| 3. | Saya merasa jumlah pegawai dalam setiap shift terbagi adil |  |  |  |  |  |
| 4. | Saya bekerjasama dengan teman saya dalam melakukan pekerjaan, sehingga pekerjaan cepat selesai |  |  |  |  |  |
| 5. | Saya merasa perputaran shift sesuai dengan jadwal |  |  |  |  |  |
| 6. | Saya tidak mengalami gangguan kesehatan lain ketika bertugas dengan shift yang berbeda |  |  |  |  |  |
| 7.. | Saya merasa waktu istirahat yang diberikan sesuai dengan peraturan |  |  |  |  |  |
| 8. | Saya dapat menyesuaikan diri dan tidak mengalami gangguan tidur akibat pola tidur yang berbeda |  |  |  |  |  |
| 9. | Saya merasa perusahaan memberikan jatah libur sesuai peraturan |  |  |  |  |  |
| 10. | Saya merasa jadwal shift berjalan dengan lancar setiap harinya |  |  |  |  |  |

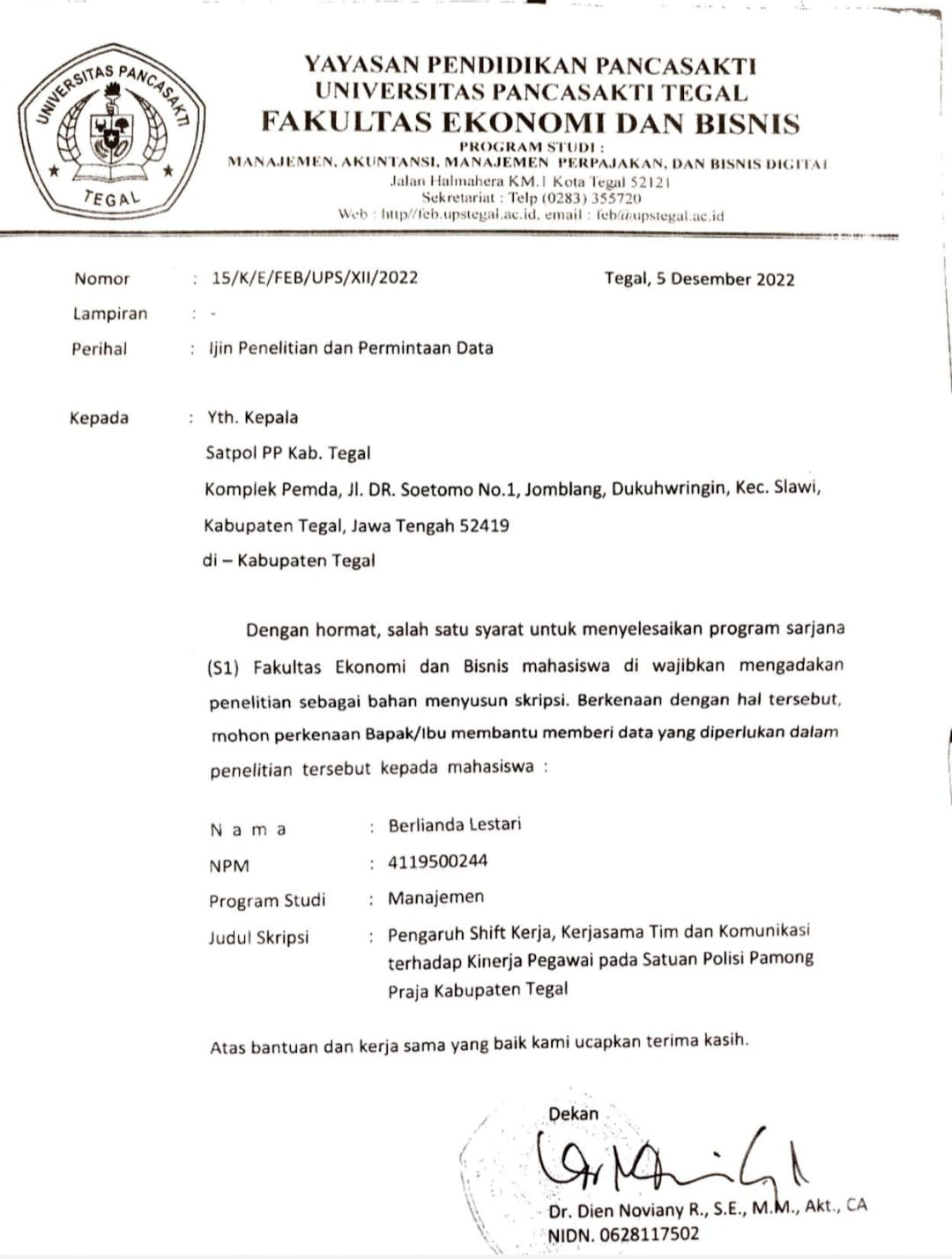
**Lampiran 4Variabel Kerjasama Tim (X2)**

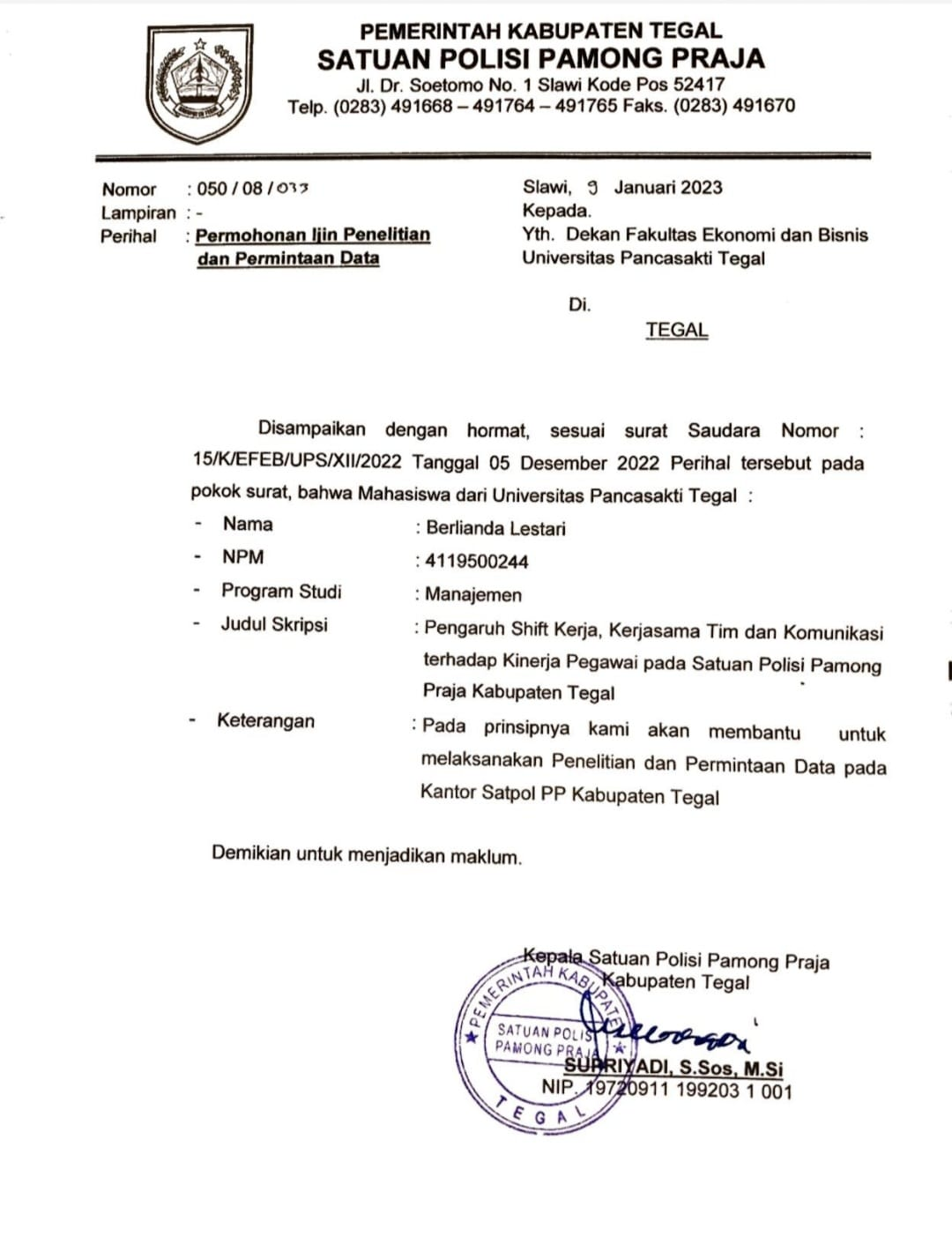
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya dapat menerima tanggung jawab yang diberikan kepada saya. |  |  |  |  |  |
| 2. | Saya ringan tangan dapat membantu satu sama lain. |  |  |  |  |  |
| 3. | Saya dapat menghargai pendapat antar anggota kelompok. |  |  |  |  |  |
| 4. | Saya mampu mengatur usaha/tindakan dari setiap kegiatan individu guna memperoleh keserasian dalam suatu tim kerja. |  |  |  |  |  |
| 5. | Saya selalu setuju atas pembagian dalam suatu tim. |  |  |  |  |  |
| 6. | Saya dapat menanggapi dengan baik pesan yang disampaikan kepada saya. |  |  |  |  |  |
| 7. | Saya menciptakan rasa aman dalam suatu tim. |  |  |  |  |  |
| 8. | Saya dapat menciptakan suasana kerja tim yang efektif dan efisien. |  |  |  |  |  |
| 9. | Saya dapat memahami suatu permasalahan yang sedang saya hadapi. |  |  |  |  |  |
| 10. | Saya mempunyai strategi dalam menyelesaikan suatu masalah. |  |  |  |  |  |
| 11. | Saya percaya pada kemampuan diri saya sendiri. |  |  |  |  |  |
| 12. | Saya dapat berfikir positif terhadap diri sendiri maupun orang lain. |  |  |  |  |  |

**Lampiran 5** **Variabel Komunikasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya dapat melaksanakan tugas dengan baik |  |  |  |  |  |
| 2. | Pemimpin saya dapat memotivasi dengan baik |  |  |  |  |  |
| 3. | Pimpinan saya selalu memberikan informasi tentang pekerjaan |  |  |  |  |  |
| 4. | Saya dapat menyampaikan informasi dengan jelas dan lengkap dalam pekerjaan |  |  |  |  |  |
| 5. | Saya dapat berbagi informasi terkait rencana kegiatan dengan pegawai lain |  |  |  |  |  |
| 6. | Saya bersikap terbuka terhadap rekan kerja terkait informasi pekerjaan. |  |  |  |  |  |
| 7. | Saya berusaha memberikan informasi program kerja dengan karyawan lain dan atasan dengan baik. |  |  |  |  |  |
| 8. | Saya dapat menjaga batasan-batasan fungsional dengan baik. |  |  |  |  |  |
| 9. | Saya dapat memberikan informasi yang tidak bersifat rahasia. |  |  |  |  |  |
| 10. | Saya dapat berkomunikasi secara informal di luar pekerjaan saya. |  |  |  |  |  |

**Lampiran 6** **Surat ijin Penelitian**

**Lampiran 7** **Surat Balasan Penelitian**



**Lampiran 8** **Tabulasi Data Variabel Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kinerja | | | | | | | | | | | | |
| Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Total |
| 1 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | **47** |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | **47** |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | **48** |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **46** |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 9 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **42** |
| 10 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **48** |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **50** |
| 12 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **49** |
| 13 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | **45** |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 15 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **49** |
| 16 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | **47** |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | **44** |
| 18 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | **49** |
| 19 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **47** |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **50** |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| 22 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | **47** |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 25 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **48** |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 27 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **49** |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **45** |
| 29 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **49** |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **47** |
| 31 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | **46** |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 33 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **50** |
| 34 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | **49** |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 38 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **44** |
| 39 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | **47** |
| 40 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **49** |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | **52** |
| 42 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | **35** |
| 43 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **49** |
| 44 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **51** |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **53** |
| 46 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **44** |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 48 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **51** |
| 49 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **50** |
| 50 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | **47** |
| 51 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **49** |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **55** |
| 53 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **48** |
| 54 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | **44** |
| 55 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | **44** |
| 56 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | **49** |
| 57 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | **50** |
| 58 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | **44** |
| 59 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | **45** |

**Lampiran 9 Tabulasi Data Variabel Shift Kerja (X1)**

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

**Lampiran 10** **Tabulasi Data Variabel Kerjasama Tim (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kerjasama Tim | | | | | | | | | | | | | |
| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 46 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 43 |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 41 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 6 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 8 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 44 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 10 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 40 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 13 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 43 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 16 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 46 |
| 19 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 42 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 45 |
| 21 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 39 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 23 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 43 |
| 24 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 46 |
| 25 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 45 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 46 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 45 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 31 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 42 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 47 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 45 |
| 34 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 36 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 42 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 39 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 41 |
| 40 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 42 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 42 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 43 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 44 |
| 44 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 49 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 44 |
| 50 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 38 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 45 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 53 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 56 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 58 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |

**Lampiran 11** **Tabulasi Data Variabel Komunikasi (X3)**

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

**Lampiran 12** **Transformasi Data Y**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | |
| **5** | **5** | **4** | **5** | **4** | **4** | **5** | **4** | **4** | **2** | **5** | Total |
| 3,695 | 4,011 | 2,420 | 4,387 | 2,383 | 2,767 | 3,960 | 2,453 | 2,685 | 1,000 | 4,117 | 33,879 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 3,695 | 2,521 | 2,420 | 2,840 | 3,796 | 2,767 | 2,499 | 3,892 | 2,685 | 1,946 | 4,117 | 33,179 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 2,767 | 2,499 | 2,453 | 1,000 | 3,093 | 2,614 | 34,189 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 4,316 | 3,960 | 3,892 | 2,685 | 3,093 | 2,614 | 33,005 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 2,282 | 2,521 | 2,420 | 2,840 | 1,000 | 2,767 | 2,499 | 2,453 | 2,685 | 1,946 | 2,614 | 26,027 |
| 2,282 | 2,521 | 3,874 | 4,387 | 2,383 | 2,767 | 2,499 | 3,892 | 4,222 | 3,093 | 2,614 | 34,534 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 37,423 |
| 2,282 | 2,521 | 3,874 | 4,387 | 3,796 | 2,767 | 2,499 | 3,892 | 4,222 | 3,093 | 2,614 | 35,947 |
| 2,282 | 2,521 | 2,420 | 4,387 | 3,796 | 2,767 | 2,499 | 2,453 | 2,685 | 1,946 | 2,614 | 30,370 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 35,875 |
| 3,695 | 2,521 | 3,874 | 2,840 | 1,000 | 4,316 | 2,499 | 3,892 | 2,685 | 3,093 | 2,614 | 33,029 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 1,946 | 4,117 | 28,913 |
| 3,695 | 4,011 | 3,874 | 2,840 | 2,383 | 2,767 | 2,499 | 1,000 | 4,222 | 4,447 | 4,117 | 35,856 |
| 3,695 | 4,011 | 2,420 | 2,840 | 2,383 | 4,316 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 33,009 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 4,117 | 37,378 |
| 2,282 | 2,521 | 3,874 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 30,011 |
| 3,695 | 2,521 | 3,874 | 1,000 | 3,796 | 2,767 | 3,960 | 2,453 | 2,685 | 3,093 | 2,614 | 32,458 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 2,282 | 4,011 | 2,420 | 2,840 | 2,383 | 4,316 | 3,960 | 3,892 | 2,685 | 3,093 | 2,614 | 34,496 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 3,695 | 4,011 | 3,874 | 2,840 | 2,383 | 4,316 | 2,499 | 2,453 | 2,685 | 3,093 | 4,117 | 35,967 |
| 3,695 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 29,970 |
| 3,695 | 4,011 | 2,420 | 4,387 | 3,796 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 4,117 | 35,924 |
| 2,282 | 2,521 | 2,420 | 4,387 | 2,383 | 2,767 | 2,499 | 3,892 | 2,685 | 4,447 | 2,614 | 32,897 |
| 3,695 | 4,011 | 3,874 | 2,840 | 2,383 | 2,767 | 1,000 | 3,892 | 2,685 | 1,946 | 2,614 | 31,708 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 3,695 | 4,011 | 3,874 | 4,387 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 4,447 | 4,117 | 37,319 |
| 3,695 | 4,011 | 3,874 | 2,840 | 2,383 | 2,767 | 1,000 | 2,453 | 4,222 | 4,447 | 4,117 | 35,810 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 2,282 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,557 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 2,282 | 2,521 | 3,874 | 2,840 | 1,000 | 2,767 | 2,499 | 2,453 | 2,685 | 3,093 | 2,614 | 28,628 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 2,767 | 1,000 | 1,000 | 2,685 | 3,093 | 2,614 | 32,922 |
| 3,695 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 3,892 | 4,222 | 4,447 | 4,117 | 35,804 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 1,000 | 4,447 | 2,614 | 39,993 |
| 1,000 | 1,000 | 1,000 | 2,840 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,946 | 2,614 | 15,399 |
| 2,282 | 2,521 | 3,874 | 2,840 | 3,796 | 4,316 | 2,499 | 2,453 | 4,222 | 4,447 | 2,614 | 35,864 |
| 3,695 | 4,011 | 2,420 | 2,840 | 2,383 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 2,614 | 38,801 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 1,000 | 41,601 |
| 1,000 | 2,521 | 2,420 | 2,840 | 2,383 | 2,767 | 2,499 | 2,453 | 2,685 | 4,447 | 2,614 | 28,629 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 2,282 | 4,011 | 2,420 | 2,840 | 3,796 | 4,316 | 3,960 | 3,892 | 2,685 | 4,447 | 4,117 | 38,767 |
| 2,282 | 4,011 | 3,874 | 4,387 | 2,383 | 2,767 | 3,960 | 3,892 | 2,685 | 4,447 | 2,614 | 37,303 |
| 2,282 | 2,521 | 3,874 | 2,840 | 3,796 | 2,767 | 3,960 | 2,453 | 2,685 | 3,093 | 2,614 | 32,885 |
| 3,695 | 4,011 | 2,420 | 2,840 | 2,383 | 2,767 | 3,960 | 2,453 | 2,685 | 4,447 | 4,117 | 35,779 |
| 3,695 | 4,011 | 3,874 | 4,387 | 3,796 | 4,316 | 3,960 | 3,892 | 4,222 | 4,447 | 4,117 | 44,718 |
| 2,282 | 4,011 | 2,420 | 4,387 | 2,383 | 4,316 | 2,499 | 2,453 | 2,685 | 4,447 | 2,614 | 34,497 |
| 1,000 | 2,521 | 1,000 | 4,387 | 2,383 | 1,000 | 2,499 | 2,453 | 4,222 | 3,093 | 4,117 | 28,674 |
| 2,282 | 1,000 | 1,000 | 2,840 | 3,796 | 2,767 | 3,960 | 2,453 | 4,222 | 3,093 | 1,000 | 28,414 |
| 3,695 | 2,521 | 2,420 | 4,387 | 3,796 | 2,767 | 3,960 | 1,000 | 4,222 | 4,447 | 2,614 | 35,829 |
| 3,695 | 4,011 | 3,874 | 4,387 | 2,383 | 4,316 | 3,960 | 2,453 | 2,685 | 4,447 | 1,000 | 37,212 |
| 1,000 | 2,521 | 2,420 | 2,840 | 1,000 | 2,767 | 2,499 | 2,453 | 2,685 | 4,447 | 4,117 | 28,749 |
| 2,282 | 4,011 | 2,420 | 2,840 | 2,383 | 2,767 | 3,960 | 1,000 | 2,685 | 3,093 | 2,614 | 30,055 |

**Lampiran 13** **Transformasi Data X1**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **4** | **4** | **4** | **4** | **4** | **4** | **5** | **4** | **4** | **4** | total |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 25,612 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 4,465 | 2,598 | 4,212 | 4,234 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 1,000 | 31,851 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 27,188 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 4,145 | 4,871 | 2,621 | 31,953 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 27,172 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 4,320 | 4,145 | 4,871 | 4,218 | 38,167 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 33,523 |
| 4,465 | 2,598 | 4,212 | 2,676 | 4,103 | 1,000 | 4,320 | 2,637 | 3,172 | 4,218 | 33,402 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 2,621 | 27,220 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 25,612 |
| 2,905 | 2,598 | 2,676 | 1,000 | 2,604 | 2,608 | 2,781 | 2,637 | 3,172 | 2,621 | 25,603 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 1,000 | 1,000 | 1,000 | 20,250 |
| 4,465 | 1,000 | 1,000 | 2,676 | 4,103 | 1,000 | 1,000 | 2,637 | 3,172 | 2,621 | 23,675 |
| 2,905 | 1,000 | 2,676 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 25,508 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 31,824 |
| 4,465 | 1,000 | 4,212 | 2,676 | 1,000 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 28,681 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 22,452 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 1,000 | 4,871 | 4,218 | 30,426 |
| 4,465 | 2,598 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 2,637 | 3,172 | 2,621 | 28,839 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 31,824 |
| 2,905 | 1,000 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 25,609 |
| 4,465 | 1,000 | 4,212 | 1,000 | 4,103 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 28,531 |
| 2,905 | 1,000 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 1,000 | 25,527 |
| 2,905 | 1,000 | 2,676 | 1,000 | 1,000 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 20,793 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 1,000 | 1,000 | 2,676 | 1,000 | 1,000 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 18,888 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 4,465 | 2,598 | 4,212 | 4,234 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 1,000 | 31,851 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 27,188 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 4,145 | 4,871 | 2,621 | 31,953 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 27,172 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 4,320 | 4,145 | 4,871 | 4,218 | 38,167 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 4,871 | 2,621 | 35,121 |
| 4,465 | 2,598 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 2,637 | 4,871 | 4,218 | 32,135 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 31,733 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 4,465 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 2,621 | 36,620 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 27,146 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |

**Lampiran 14** **Transformasi Data X2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | |
| **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | **4** | total |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 2,536 | 2,542 | 4,161 | 2,601 | 31,397 |
| 2,608 | 1,000 | 2,660 | 1,000 | 1,000 | 2,642 | 2,652 | 2,664 | 2,536 | 1,000 | 4,161 | 2,601 | 26,524 |
| 1,000 | 2,642 | 1,000 | 1,000 | 2,633 | 2,642 | 2,652 | 2,664 | 2,536 | 1,000 | 2,622 | 1,000 | 23,392 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 1,000 | 1,000 | 2,660 | 2,664 | 1,000 | 2,642 | 2,652 | 2,664 | 2,536 | 2,542 | 4,161 | 2,601 | 28,121 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 2,660 | 2,664 | 1,000 | 2,642 | 2,652 | 2,664 | 2,536 | 2,542 | 4,161 | 2,601 | 28,121 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 2,660 | 1,000 | 2,633 | 1,000 | 2,652 | 2,664 | 2,536 | 1,000 | 2,622 | 1,000 | 21,767 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 2,660 | 2,664 | 2,633 | 1,000 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 1,000 | 26,522 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 1,000 | 32,953 |
| 2,608 | 1,000 | 2,660 | 2,664 | 1,000 | 1,000 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 29,636 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 2,536 | 1,000 | 4,161 | 2,601 | 31,463 |
| 2,608 | 2,642 | 2,660 | 2,664 | 1,000 | 1,000 | 1,000 | 1,000 | 4,085 | 1,000 | 2,622 | 2,601 | 24,881 |
| 2,608 | 2,642 | 2,660 | 1,000 | 2,633 | 2,642 | 2,652 | 2,664 | 2,536 | 1,000 | 4,161 | 2,601 | 29,799 |
| 1,000 | 1,000 | 1,000 | 2,664 | 1,000 | 1,000 | 1,000 | 1,000 | 4,085 | 1,000 | 4,161 | 1,000 | 19,909 |
| 1,000 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 32,946 |
| 2,608 | 1,000 | 1,000 | 2,664 | 2,633 | 2,642 | 1,000 | 2,664 | 2,536 | 1,000 | 4,161 | 2,601 | 26,508 |
| 1,000 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 1,000 | 4,161 | 2,601 | 31,404 |
| 2,608 | 2,642 | 2,660 | 1,000 | 2,633 | 2,642 | 1,000 | 1,000 | 4,085 | 2,542 | 4,161 | 2,601 | 29,574 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 1,000 | 21,564 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 1,000 | 4,085 | 2,542 | 4,161 | 1,000 | 31,289 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 2,536 | 1,000 | 2,622 | 2,601 | 29,924 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 2,642 | 2,660 | 2,664 | 1,000 | 2,642 | 2,652 | 1,000 | 4,085 | 1,000 | 2,622 | 1,000 | 24,967 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 1,000 | 2,664 | 4,085 | 4,348 | 4,161 | 1,000 | 33,107 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 1,000 | 2,664 | 4,085 | 1,000 | 4,161 | 1,000 | 29,759 |
| 2,608 | 2,642 | 1,000 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 1,000 | 31,293 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 1,000 | 4,161 | 2,601 | 33,012 |
| 1,000 | 2,642 | 1,000 | 2,664 | 1,000 | 2,642 | 1,000 | 2,664 | 2,536 | 2,542 | 4,161 | 1,000 | 24,850 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 1,000 | 1,000 | 2,664 | 1,000 | 2,542 | 1,000 | 1,000 | 23,413 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 1,000 | 2,652 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 25,017 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 2,642 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 16,800 |
| 2,608 | 1,000 | 0,000 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 1,000 | 2,622 | 1,000 | 25,570 |
| 1,000 | 2,642 | 1,000 | 1,000 | 1,000 | 1,000 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 26,346 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 4,161 | 1,000 | 16,696 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 1,000 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 1,000 | 4,085 | 1,000 | 2,622 | 2,601 | 28,201 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,664 | 4,085 | 1,000 | 2,622 | 1,000 | 18,370 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 1,000 | 4,085 | 1,000 | 4,161 | 1,000 | 29,748 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 4,161 | 1,000 | 16,696 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 2,622 | 2,601 | 33,015 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,536 | 1,000 | 2,622 | 1,000 | 15,157 |
| 2,608 | 2,642 | 2,660 | 2,664 | 2,633 | 2,642 | 2,652 | 2,664 | 4,085 | 2,542 | 4,161 | 2,601 | 34,554 |

**Lampiran 15 Tabulasi Data X3**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **4** | **4** | **5** | **4** | **4** | **4** | **5** | **4** | **4** | **3** | Total |
| 2,905 | 1,000 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 1,000 | 25,527 |
| 2,905 | 1,000 | 2,676 | 1,000 | 1,000 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 20,793 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 1,000 | 1,000 | 2,676 | 1,000 | 1,000 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 18,888 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 4,465 | 2,598 | 4,212 | 4,234 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 1,000 | 31,851 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 27,188 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 4,145 | 4,871 | 2,621 | 31,953 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 27,172 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 4,320 | 4,145 | 4,871 | 4,218 | 38,167 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 4,871 | 2,621 | 35,121 |
| 4,465 | 2,598 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 2,637 | 4,871 | 4,218 | 32,135 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,422 |
| 4,465 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 31,733 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 2,905 | 1,000 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 4,145 | 3,172 | 2,621 | 30,174 |
| 4,465 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 2,621 | 36,620 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 27,146 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 25,612 |
| 2,905 | 2,598 | 4,212 | 4,234 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 38,215 |
| 4,465 | 2,598 | 4,212 | 4,234 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 1,000 | 31,851 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 27,188 |
| 2,905 | 2,598 | 4,212 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 3,172 | 2,621 | 33,361 |
| 2,905 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 4,320 | 4,145 | 4,871 | 2,621 | 31,953 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 27,172 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 4,320 | 4,145 | 4,871 | 4,218 | 38,167 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 2,905 | 1,000 | 2,676 | 2,676 | 4,103 | 2,608 | 4,320 | 4,145 | 4,871 | 4,218 | 33,523 |
| 4,465 | 2,598 | 4,212 | 2,676 | 4,103 | 1,000 | 4,320 | 2,637 | 3,172 | 4,218 | 33,402 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 4,320 | 2,637 | 3,172 | 2,621 | 27,220 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 25,612 |
| 2,905 | 2,598 | 2,676 | 1,000 | 2,604 | 2,608 | 2,781 | 2,637 | 3,172 | 2,621 | 25,603 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 1,000 | 1,000 | 1,000 | 20,250 |
| 4,465 | 1,000 | 1,000 | 2,676 | 4,103 | 1,000 | 1,000 | 2,637 | 3,172 | 2,621 | 23,675 |
| 2,905 | 1,000 | 2,676 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 25,508 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 24,073 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 31,824 |
| 4,465 | 1,000 | 4,212 | 2,676 | 1,000 | 2,608 | 2,781 | 4,145 | 3,172 | 2,621 | 28,681 |
| 2,905 | 1,000 | 2,676 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 1,000 | 22,452 |
| 4,465 | 2,598 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 1,000 | 4,871 | 4,218 | 30,426 |
| 4,465 | 2,598 | 2,676 | 2,676 | 2,604 | 2,608 | 2,781 | 2,637 | 3,172 | 2,621 | 28,839 |
| 4,465 | 2,598 | 4,212 | 4,234 | 4,103 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 31,824 |
| 2,905 | 1,000 | 4,212 | 2,676 | 2,604 | 1,000 | 2,781 | 2,637 | 3,172 | 2,621 | 25,609 |
| 4,465 | 1,000 | 4,212 | 1,000 | 4,103 | 1,000 | 4,320 | 2,637 | 3,172 | 2,621 | 28,531 |

**Lampiran 16 Hasil Pengujian Validitas Variabel Kinerja Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | ,665\*\* | ,560\*\* | ,374\* | ,515\*\* | ,372\* | 0,114 | ,365\* | ,469\*\* | ,392\* | ,694\*\* |
| Sig. (2-tailed) |  | 0,000 | 0,001 | 0,042 | 0,004 | 0,043 | 0,548 | 0,047 | 0,009 | 0,032 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | ,665\*\* | 1 | ,665\*\* | 0,329 | 0,303 | 0,348 | 0,149 | ,424\* | ,458\* | ,472\*\* | ,692\*\* |
| Sig. (2-tailed) | 0,000 |  | 0,000 | 0,076 | 0,104 | 0,060 | 0,432 | 0,020 | 0,011 | 0,008 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | ,560\*\* | ,665\*\* | 1 | ,479\*\* | 0,333 | ,372\* | 0,263 | 0,199 | ,469\*\* | ,474\*\* | ,694\*\* |
| Sig. (2-tailed) | 0,001 | 0,000 |  | 0,007 | 0,072 | 0,043 | 0,160 | 0,292 | 0,009 | 0,008 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | ,374\* | 0,329 | ,479\*\* | 1 | ,473\*\* | 0,094 | 0,346 | 0,140 | ,438\* | ,373\* | ,577\*\* |
| Sig. (2-tailed) | 0,042 | 0,076 | 0,007 |  | 0,008 | 0,621 | 0,061 | 0,462 | 0,016 | 0,042 | 0,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | ,515\*\* | 0,303 | 0,333 | ,473\*\* | 1 | ,505\*\* | ,410\* | 0,257 | ,493\*\* | ,421\* | ,682\*\* |
| Sig. (2-tailed) | 0,004 | 0,104 | 0,072 | 0,008 |  | 0,004 | 0,024 | 0,171 | 0,006 | 0,020 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | ,372\* | 0,348 | ,372\* | 0,094 | ,505\*\* | 1 | ,563\*\* | 0,332 | ,458\* | ,381\* | ,648\*\* |
| Sig. (2-tailed) | 0,043 | 0,060 | 0,043 | 0,621 | 0,004 |  | 0,001 | 0,073 | 0,011 | 0,038 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | 0,114 | 0,149 | 0,263 | 0,346 | ,410\* | ,563\*\* | 1 | ,379\* | ,460\* | ,470\*\* | ,625\*\* |
| Sig. (2-tailed) | 0,548 | 0,432 | 0,160 | 0,061 | 0,024 | 0,001 |  | 0,039 | 0,011 | 0,009 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | ,365\* | ,424\* | 0,199 | 0,140 | 0,257 | 0,332 | ,379\* | 1 | ,658\*\* | ,431\* | ,623\*\* |
| Sig. (2-tailed) | 0,047 | 0,020 | 0,292 | 0,462 | 0,171 | 0,073 | 0,039 |  | 0,000 | 0,017 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | ,469\*\* | ,458\* | ,469\*\* | ,438\* | ,493\*\* | ,458\* | ,460\* | ,658\*\* | 1 | ,798\*\* | ,838\*\* |
| Sig. (2-tailed) | 0,009 | 0,011 | 0,009 | 0,016 | 0,006 | 0,011 | 0,011 | 0,000 |  | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | ,392\* | ,472\*\* | ,474\*\* | ,373\* | ,421\* | ,381\* | ,470\*\* | ,431\* | ,798\*\* | 1 | ,770\*\* |
| Sig. (2-tailed) | 0,032 | 0,008 | 0,008 | 0,042 | 0,020 | 0,038 | 0,009 | 0,017 | 0,000 |  | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,694\*\* | ,692\*\* | ,694\*\* | ,577\*\* | ,682\*\* | ,648\*\* | ,625\*\* | ,623\*\* | ,838\*\* | ,770\*\* | 1 |
| Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,001 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 17 Hasil Pengujian Validitas Variabel Shift Kerja X1**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | ,665\*\* | ,560\*\* | ,374\* | ,515\*\* | ,372\* | 0,114 | ,365\* | ,469\*\* | ,392\* | ,694\*\* |
| Sig. (2-tailed) |  | 0,000 | 0,001 | 0,042 | 0,004 | 0,043 | 0,548 | 0,047 | 0,009 | 0,032 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | ,665\*\* | 1 | ,665\*\* | 0,329 | 0,303 | 0,348 | 0,149 | ,424\* | ,458\* | ,472\*\* | ,692\*\* |
| Sig. (2-tailed) | 0,000 |  | 0,000 | 0,076 | 0,104 | 0,060 | 0,432 | 0,020 | 0,011 | 0,008 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | ,560\*\* | ,665\*\* | 1 | ,479\*\* | 0,333 | ,372\* | 0,263 | 0,199 | ,469\*\* | ,474\*\* | ,694\*\* |
| Sig. (2-tailed) | 0,001 | 0,000 |  | 0,007 | 0,072 | 0,043 | 0,160 | 0,292 | 0,009 | 0,008 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | ,374\* | 0,329 | ,479\*\* | 1 | ,473\*\* | 0,094 | 0,346 | 0,140 | ,438\* | ,373\* | ,577\*\* |
| Sig. (2-tailed) | 0,042 | 0,076 | 0,007 |  | 0,008 | 0,621 | 0,061 | 0,462 | 0,016 | 0,042 | 0,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | ,515\*\* | 0,303 | 0,333 | ,473\*\* | 1 | ,505\*\* | ,410\* | 0,257 | ,493\*\* | ,421\* | ,682\*\* |
| Sig. (2-tailed) | 0,004 | 0,104 | 0,072 | 0,008 |  | 0,004 | 0,024 | 0,171 | 0,006 | 0,020 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | ,372\* | 0,348 | ,372\* | 0,094 | ,505\*\* | 1 | ,563\*\* | 0,332 | ,458\* | ,381\* | ,648\*\* |
| Sig. (2-tailed) | 0,043 | 0,060 | 0,043 | 0,621 | 0,004 |  | 0,001 | 0,073 | 0,011 | 0,038 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | 0,114 | 0,149 | 0,263 | 0,346 | ,410\* | ,563\*\* | 1 | ,379\* | ,460\* | ,470\*\* | ,625\*\* |
| Sig. (2-tailed) | 0,548 | 0,432 | 0,160 | 0,061 | 0,024 | 0,001 |  | 0,039 | 0,011 | 0,009 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | ,365\* | ,424\* | 0,199 | 0,140 | 0,257 | 0,332 | ,379\* | 1 | ,658\*\* | ,431\* | ,623\*\* |
| Sig. (2-tailed) | 0,047 | 0,020 | 0,292 | 0,462 | 0,171 | 0,073 | 0,039 |  | 0,000 | 0,017 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | ,469\*\* | ,458\* | ,469\*\* | ,438\* | ,493\*\* | ,458\* | ,460\* | ,658\*\* | 1 | ,798\*\* | ,838\*\* |
| Sig. (2-tailed) | 0,009 | 0,011 | 0,009 | 0,016 | 0,006 | 0,011 | 0,011 | 0,000 |  | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | ,392\* | ,472\*\* | ,474\*\* | ,373\* | ,421\* | ,381\* | ,470\*\* | ,431\* | ,798\*\* | 1 | ,770\*\* |
| Sig. (2-tailed) | 0,032 | 0,008 | 0,008 | 0,042 | 0,020 | 0,038 | 0,009 | 0,017 | 0,000 |  | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,694\*\* | ,692\*\* | ,694\*\* | ,577\*\* | ,682\*\* | ,648\*\* | ,625\*\* | ,623\*\* | ,838\*\* | ,770\*\* | 1 |
| Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,001 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lampiran 18 Hasil Pengujuan Validitas Variabel Kerjasama Tim X2**  **Correlations** | | | | | | | | | | | | | | |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | X11 | X12 | Total |
| X01 | Pearson Correlation | 1 | ,709\*\* | ,538\*\* | ,458\* | 0,356 | ,605\*\* | ,539\*\* | ,425\* | ,514\*\* | ,547\*\* | ,605\*\* | ,591\*\* | ,737\*\* |
| Sig. (2-tailed) |  | 0,000 | 0,002 | 0,011 | 0,054 | 0,000 | 0,002 | 0,019 | 0,004 | 0,002 | 0,000 | 0,001 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | ,709\*\* | 1 | ,668\*\* | ,527\*\* | 0,289 | ,558\*\* | ,451\* | ,561\*\* | ,383\* | ,715\*\* | ,781\*\* | ,535\*\* | ,773\*\* |
| Sig. (2-tailed) | 0,000 |  | 0,000 | 0,003 | 0,121 | 0,001 | 0,012 | 0,001 | 0,037 | 0,000 | 0,000 | 0,002 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | ,538\*\* | ,668\*\* | 1 | ,586\*\* | ,665\*\* | ,614\*\* | ,425\* | ,557\*\* | ,371\* | ,529\*\* | ,666\*\* | ,559\*\* | ,770\*\* |
| Sig. (2-tailed) | 0,002 | 0,000 |  | 0,001 | 0,000 | 0,000 | 0,019 | 0,001 | 0,044 | 0,003 | 0,000 | 0,001 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | ,458\* | ,527\*\* | ,586\*\* | 1 | 0,359 | ,570\*\* | 0,293 | ,497\*\* | ,479\*\* | ,457\* | ,638\*\* | ,456\* | ,668\*\* |
| Sig. (2-tailed) | 0,011 | 0,003 | 0,001 |  | 0,051 | 0,001 | 0,117 | 0,005 | 0,007 | 0,011 | 0,000 | 0,011 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | 0,356 | 0,289 | ,665\*\* | 0,359 | 1 | ,526\*\* | ,570\*\* | ,526\*\* | ,591\*\* | 0,356 | ,463\* | ,683\*\* | ,675\*\* |
| Sig. (2-tailed) | 0,054 | 0,121 | 0,000 | 0,051 |  | 0,003 | 0,001 | 0,003 | 0,001 | 0,053 | 0,010 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | ,605\*\* | ,558\*\* | ,614\*\* | ,570\*\* | ,526\*\* | 1 | ,637\*\* | ,803\*\* | ,612\*\* | ,738\*\* | ,679\*\* | ,837\*\* | ,874\*\* |
| Sig. (2-tailed) | 0,000 | 0,001 | 0,000 | 0,001 | 0,003 |  | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | ,539\*\* | ,451\* | ,425\* | 0,293 | ,570\*\* | ,637\*\* | 1 | ,723\*\* | ,693\*\* | ,698\*\* | ,446\* | ,717\*\* | ,761\*\* |
| Sig. (2-tailed) | 0,002 | 0,012 | 0,019 | 0,117 | 0,001 | 0,000 |  | 0,000 | 0,000 | 0,000 | 0,014 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | ,425\* | ,561\*\* | ,557\*\* | ,497\*\* | ,526\*\* | ,803\*\* | ,723\*\* | 1 | ,617\*\* | ,640\*\* | ,631\*\* | ,681\*\* | ,816\*\* |
| Sig. (2-tailed) | 0,019 | 0,001 | 0,001 | 0,005 | 0,003 | 0,000 | 0,000 |  | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | ,514\*\* | ,383\* | ,371\* | ,479\*\* | ,591\*\* | ,612\*\* | ,693\*\* | ,617\*\* | 1 | ,650\*\* | ,612\*\* | ,712\*\* | ,763\*\* |
| Sig. (2-tailed) | 0,004 | 0,037 | 0,044 | 0,007 | 0,001 | 0,000 | 0,000 | 0,000 |  | 0,000 | 0,000 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | ,547\*\* | ,715\*\* | ,529\*\* | ,457\* | 0,356 | ,738\*\* | ,698\*\* | ,640\*\* | ,650\*\* | 1 | ,683\*\* | ,773\*\* | ,834\*\* |
| Sig. (2-tailed) | 0,002 | 0,000 | 0,003 | 0,011 | 0,053 | 0,000 | 0,000 | 0,000 | 0,000 |  | 0,000 | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X11 | Pearson Correlation | ,605\*\* | ,781\*\* | ,666\*\* | ,638\*\* | ,463\* | ,679\*\* | ,446\* | ,631\*\* | ,612\*\* | ,683\*\* | 1 | ,614\*\* | ,838\*\* |
| Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | 0,010 | 0,000 | 0,014 | 0,000 | 0,000 | 0,000 |  | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X12 | Pearson Correlation | ,591\*\* | ,535\*\* | ,559\*\* | ,456\* | ,683\*\* | ,837\*\* | ,717\*\* | ,681\*\* | ,712\*\* | ,773\*\* | ,614\*\* | 1 | ,869\*\* |
| Sig. (2-tailed) | 0,001 | 0,002 | 0,001 | 0,011 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |  | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,737\*\* | ,773\*\* | ,770\*\* | ,668\*\* | ,675\*\* | ,874\*\* | ,761\*\* | ,816\*\* | ,763\*\* | ,834\*\* | ,838\*\* | ,869\*\* | 1 |
| Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 19 Hasil Pengujian Validitas Variabel Komunikasi X3**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X01 | X02 | X03 | X04 | X05 | X06 | X07 | X08 | X09 | X10 | Total |
| X01 | Pearson Correlation | 1 | ,549\*\* | ,384\* | 0,203 | 0,113 | ,398\* | ,383\* | 0,217 | 0,207 | -0,046 | ,532\*\* |
| Sig. (2-tailed) |  | 0,002 | 0,036 | 0,283 | 0,551 | 0,029 | 0,037 | 0,249 | 0,273 | 0,808 | 0,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X02 | Pearson Correlation | ,549\*\* | 1 | ,623\*\* | 0,123 | 0,232 | ,740\*\* | ,668\*\* | ,471\*\* | ,552\*\* | 0,208 | ,784\*\* |
| Sig. (2-tailed) | 0,002 |  | 0,000 | 0,517 | 0,216 | 0,000 | 0,000 | 0,009 | 0,002 | 0,271 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X03 | Pearson Correlation | ,384\* | ,623\*\* | 1 | ,536\*\* | ,595\*\* | ,386\* | ,536\*\* | ,731\*\* | 0,256 | -0,091 | ,770\*\* |
| Sig. (2-tailed) | 0,036 | 0,000 |  | 0,002 | 0,001 | 0,035 | 0,002 | 0,000 | 0,172 | 0,633 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X04 | Pearson Correlation | 0,203 | 0,123 | ,536\*\* | 1 | ,794\*\* | 0,050 | 0,099 | ,447\* | 0,233 | 0,230 | ,590\*\* |
| Sig. (2-tailed) | 0,283 | 0,517 | 0,002 |  | 0,000 | 0,794 | 0,604 | 0,013 | 0,216 | 0,222 | 0,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X05 | Pearson Correlation | 0,113 | 0,232 | ,595\*\* | ,794\*\* | 1 | 0,180 | 0,202 | ,641\*\* | 0,293 | 0,330 | ,690\*\* |
| Sig. (2-tailed) | 0,551 | 0,216 | 0,001 | 0,000 |  | 0,342 | 0,285 | 0,000 | 0,116 | 0,075 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X06 | Pearson Correlation | ,398\* | ,740\*\* | ,386\* | 0,050 | 0,180 | 1 | ,548\*\* | ,493\*\* | 0,313 | 0,219 | ,658\*\* |
| Sig. (2-tailed) | 0,029 | 0,000 | 0,035 | 0,794 | 0,342 |  | 0,002 | 0,006 | 0,092 | 0,246 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X07 | Pearson Correlation | ,383\* | ,668\*\* | ,536\*\* | 0,099 | 0,202 | ,548\*\* | 1 | ,396\* | 0,358 | 0,065 | ,648\*\* |
| Sig. (2-tailed) | 0,037 | 0,000 | 0,002 | 0,604 | 0,285 | 0,002 |  | 0,031 | 0,052 | 0,734 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X08 | Pearson Correlation | 0,217 | ,471\*\* | ,731\*\* | ,447\* | ,641\*\* | ,493\*\* | ,396\* | 1 | 0,323 | 0,340 | ,780\*\* |
| Sig. (2-tailed) | 0,249 | 0,009 | 0,000 | 0,013 | 0,000 | 0,006 | 0,031 |  | 0,081 | 0,066 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X09 | Pearson Correlation | 0,207 | ,552\*\* | 0,256 | 0,233 | 0,293 | 0,313 | 0,358 | 0,323 | 1 | ,616\*\* | ,617\*\* |
| Sig. (2-tailed) | 0,273 | 0,002 | 0,172 | 0,216 | 0,116 | 0,092 | 0,052 | 0,081 |  | 0,000 | 0,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | -0,046 | 0,208 | -0,091 | 0,230 | 0,330 | 0,219 | 0,065 | 0,340 | ,616\*\* | 1 | ,428\* |
| Sig. (2-tailed) | 0,808 | 0,271 | 0,633 | 0,222 | 0,075 | 0,246 | 0,734 | 0,066 | 0,000 |  | 0,018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,532\*\* | ,784\*\* | ,770\*\* | ,590\*\* | ,690\*\* | ,658\*\* | ,648\*\* | ,780\*\* | ,617\*\* | ,428\* | 1 |
| Sig. (2-tailed) | 0,002 | 0,000 | 0,000 | 0,001 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,018 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Lampiran 20 Hasil Uji Reliabilitas Variabel Kinerja Y**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,750 | 11 |

**Lampiran 21 Hasil Uji Reliabilitas Variabel Shift Kerja X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,872 | 10 |

**Lampiran 22 Hasil Uji Reliabilitas Variabel Kerjasama Tim X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,943 | 12 |

**Lampiran 23 Hasil Uji Reliabilitas Variabel Komunikasi X3**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,846 | 10 |

**Lampiran 24 Hasil Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N5 | | 59 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,01060210 |
| Most Extreme Differences | Absolute | ,049 |
| Positive | ,049 |
| Negative | -,044 |
| Test Statistic | | ,049 |
| 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 25 Hasil Uji Multikolinearitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4,597 | 2,075 |  | 2,216 | ,031 |  |  |
| Shift Kerja | ,178 | ,035 | ,329 | 5,007 | ,000 | ,767 | 1,305 |
| Kerjasama Tim | ,492 | ,083 | ,458 | 5,958 | ,000 | ,561 | 1,781 |
| Komunikasi | ,238 | ,038 | ,459 | 6,297 | ,000 | ,626 | 1,598 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 26 Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4,597 | 2,075 |  | 2,216 | ,031 |
| Shift Kerja | ,178 | ,035 | ,329 | 5,007 | ,000 |
| Kerjasama Tim | ,492 | ,083 | ,458 | 5,958 | ,000 |
| Komunikasi | ,238 | ,038 | ,459 | 6,297 | ,000 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 27 Hasil Uji Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4,597 | 2,075 |  | 2,216 | ,031 |  |  |
| Shift Kerja | ,178 | ,035 | ,329 | 5,007 | ,000 | ,767 | 1,305 |
| Kerjasama Tim | ,492 | ,083 | ,458 | 5,958 | ,000 | ,561 | 1,781 |
| Komunikasi | ,238 | ,038 | ,459 | 6,297 | ,000 | ,626 | 1,598 |
| a. Dependent Variable: Kinerja | | | | | | | | |

**Lampiran 28 Hasil Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4,597 | 2,075 |  | 2,216 | ,031 |
| Shift Kerja | ,178 | ,035 | ,329 | 5,007 | ,000 |
| Kerjasama Tim | ,492 | ,083 | ,458 | 5,958 | ,000 |
| Komunikasi | ,238 | ,038 | ,459 | 6,297 | ,000 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 29 Hasil Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 265,246 | 3 | 88,415 | 82,092 | ,000b |
| Residual | 59,236 | 55 | 1,077 |  |  |
| Total | 324,482 | 58 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Komunikasi, Shift Kerja, Kerjasama Tim | | | | | | |

**Lampiran 30 Hasil Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,904a | ,817 | ,807 | 1,03780 |
| a. Predictors: (Constant), Komunikasi, Shift Kerja, Kerjasama Tim | | | | |
| b. Dependent Variable: Kinerja | | | | |