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# **LAMPIRAN**

Lampiran 1 Kuisioner

Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Karakteristik Individu, Komunikasi Internal dan Semangat Kerja Terhadap Kinerja Karyawan PT. BPR BKK Kabupaten Tegal

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Ridho Yuda Shaganta Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah kami sediakan.

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

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

|  |
| --- |
| Tegal, Juli 2023  Hormat saya, |
|  |
| Ridho Yuda Shaganta |

**KARAKTERISTIK RESPONDEN**

**Petunjuk Pengisian**

1. Sebelum mengisi daftar pertanyaan utama, Bapak/Ibu dimohon untuk mengisi data responden yang penting untuk penelitian ini.
2. Berikan tanda (√) pada kotak yang tersedia.
3. Terdapat 5 alternatif jawaban yaitu:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Jenis Kelamin
2. Perempuan
3. Laki-laki
4. Usia
5. 20-25 tahun
6. 26-35 tahun
7. 35 > tahun
8. Pendidikan
9. SLTA/Sederajat
10. Diploma
11. Sarjana/S1

**1. VARIABEL KINERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERTANYAAN** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **KUANTITAS HASIL KERJA** | | | | | | |
| 1 | Saya dapat menyelesaikan tugas sesuai dengan target yang telah ditentukan |  |  |  |  |  |
| 2 | Saya mampu mengerjakan tugas tambahan yang diberikan atasan tepat waktu |  |  |  |  |  |
| **KUALITAS HASIL KERJA** | | | | | | |
| 3 | Saya dapat menyelesaikan tugas yang telah menjadi tanggung jawab saya dengan hasil yang memuaskan |  |  |  |  |  |
| 4 | Saya merasa bekerja secara akurat dan jarang melakukan kesalahan |  |  |  |  |  |
| **EFISIENSI DALAM MELAKSANAKAN TUGAS** | | | | | | |
| 5 | Saya selalu bekerja dengan efisien dalam melaksanakan pekerjaan |  |  |  |  |  |
| 6 | Efisiensi kerja saya melebihi karyawan yang lain |  |  |  |  |  |
| **DISIPLIN KERJA** | | | | | | |
| 7 | Saya selalu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 8 | Saya tidak pernah absen dari pekerjaan tanpa alas an |  |  |  |  |  |
| **INISIATIF** | | | | | | |
| 9 | Saya mempunyai inisiatif dalam melakukan pekerjaan tanpa menunggu perintah dari atasan |  |  |  |  |  |
| 10 | Menyadari kesalahan dan memperbaiki kesalahan sebelum ditegur oleh atasan |  |  |  |  |  |
| **KETELITIAN** | | | | | | |
| 11 | Saya dapat menyelesaikan pekerjaan dengan teliti sesuai dengan yang diharapkan perusahaan |  |  |  |  |  |
| 12 | Saya mampu menyelesaikan pekerjaan dengan rapi |  |  |  |  |  |
| **KEPEMIMPINAN** | | | | | | |
| 13 | Saya memiliki kemampuan mengarahkan dan membimbing rekan kerja dalam bekerja |  |  |  |  |  |
| 14 | Saya senang memberi motivasi kepada rekan kerja |  |  |  |  |  |
| **KEJUJURAN** | | | | | | |
| 15 | Saya mengutamakan kejujuran dalam setiap menyelesaikan pekerjaan untuk meningkatkan hasil kerja |  |  |  |  |  |
| 16 | Dalam bekerja saya selalu memiliki kejujuran terhadap diri sendiri, rekan kerja dan pimpinan |  |  |  |  |  |
| **KREATIVITAS** | | | | | | |
| 17 | Saya memiliki ide-ide yang layak diberikan untuk perusahaan |  |  |  |  |  |
| 18 | Saya selalu memikirkan masa depan perusahaan |  |  |  |  |  |

**2. VARIABEL KARAKTERISTIK INDIVIDU (X1)**

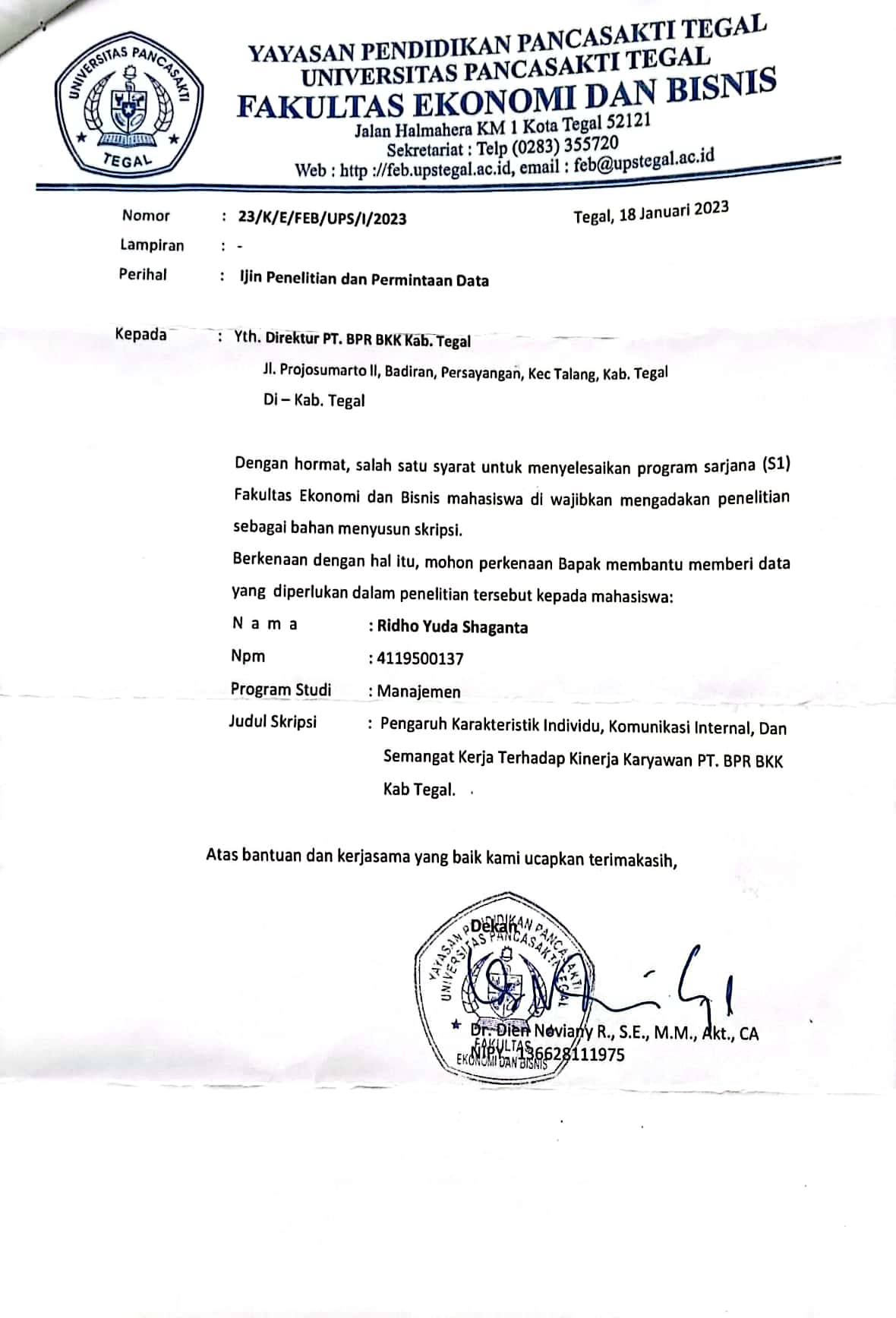
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERTANYAAN** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **PENGETAHUAN KERJA** | | | | | | |
| 1 | Saya memiliki pengetahuan yang sesuai dengan bidang pekerjaan saat ini |  |  |  |  |  |
| 2 | Pengetahuan yang saya miliki dapat membantu memajukan perusahaan |  |  |  |  |  |
| **KETERAMPILAN KERJA** | | | | | | |
| 3 | Kebijakan perusahaan dalam menempatkan saya sudah sesuai dengan keterampilan yang saya miliki |  |  |  |  |  |
| 4 | Saya mempunyai keterampilan dalam menjalankan pekerjaan yang dapat menunjang kinerja |  |  |  |  |  |
| **PEKERJAAN YANG MEMUASKAN** | | | | | | |
| 5 | Merasa puas dengan pekerjaan yang saya lakukan |  |  |  |  |  |
| 6 | Saya dapat merasakan kepuasan kerja ketika bekerja pada perusahaan ini |  |  |  |  |  |
| **HUBUNGAN DENGAN LINGKUNGAN PEKERJAAN** | | | | | | |
| 7 | Mempunyai hubungan baik dengan lingkungan kerja |  |  |  |  |  |
| 8 | Saya sering melakuakan interaksi dengan rekan kerja |  |  |  |  |  |
| **PERASAAN ATAS PEKERJAAN** | | | | | | |
| 9 | Saya memiliki rasa tanggung jawab dengan pekerjaan yang dijalankan |  |  |  |  |  |
| 10 | Saya senang melaksanakan tugas yang diberikan oleh atasan |  |  |  |  |  |
| **PERASAAN ATAS KELOMPOK KERJA** | | | | | | |
| 11 | Saya memiliki sikap yang terbuka sehingga dapat bekerja sama dengan siapa saja dalam sebuah tim atau kelompok |  |  |  |  |  |
| 12 | Saya harus menjaga hubungan baik dengan sesama rekan kerja |  |  |  |  |  |
| **PERASAAN ATAS INSTANSI** | | | | | | |
| 13 | Saya memiliki sikap untuk menjaga dan bertanggung jawab terhadap perusahaan |  |  |  |  |  |
| 14 | Saya senang bekerja di perusahaan ini |  |  |  |  |  |
| **KESUKAAN ATAS IDE-IDE TERTENTU** | | | | | | |
| 15 | Saya selalu memberikan ide-ide baru untuk memajukan perusahaan |  |  |  |  |  |
| 16 | Saya berusaha mengembangkan ide-ide baru menjadi program yang dapat dijalankan |  |  |  |  |  |
| **KESUKAAN ATAS PEKERJAAN** | | | | | | |
| 17 | Saya sangat senang dengan pekerjaan sekarang ini |  |  |  |  |  |
| 18 | Saya merasa senang dan bangga menjadi bagian dari organisasi |  |  |  |  |  |

**3. VARIABEL KOMUNIKASI INTERNAL (X2)**

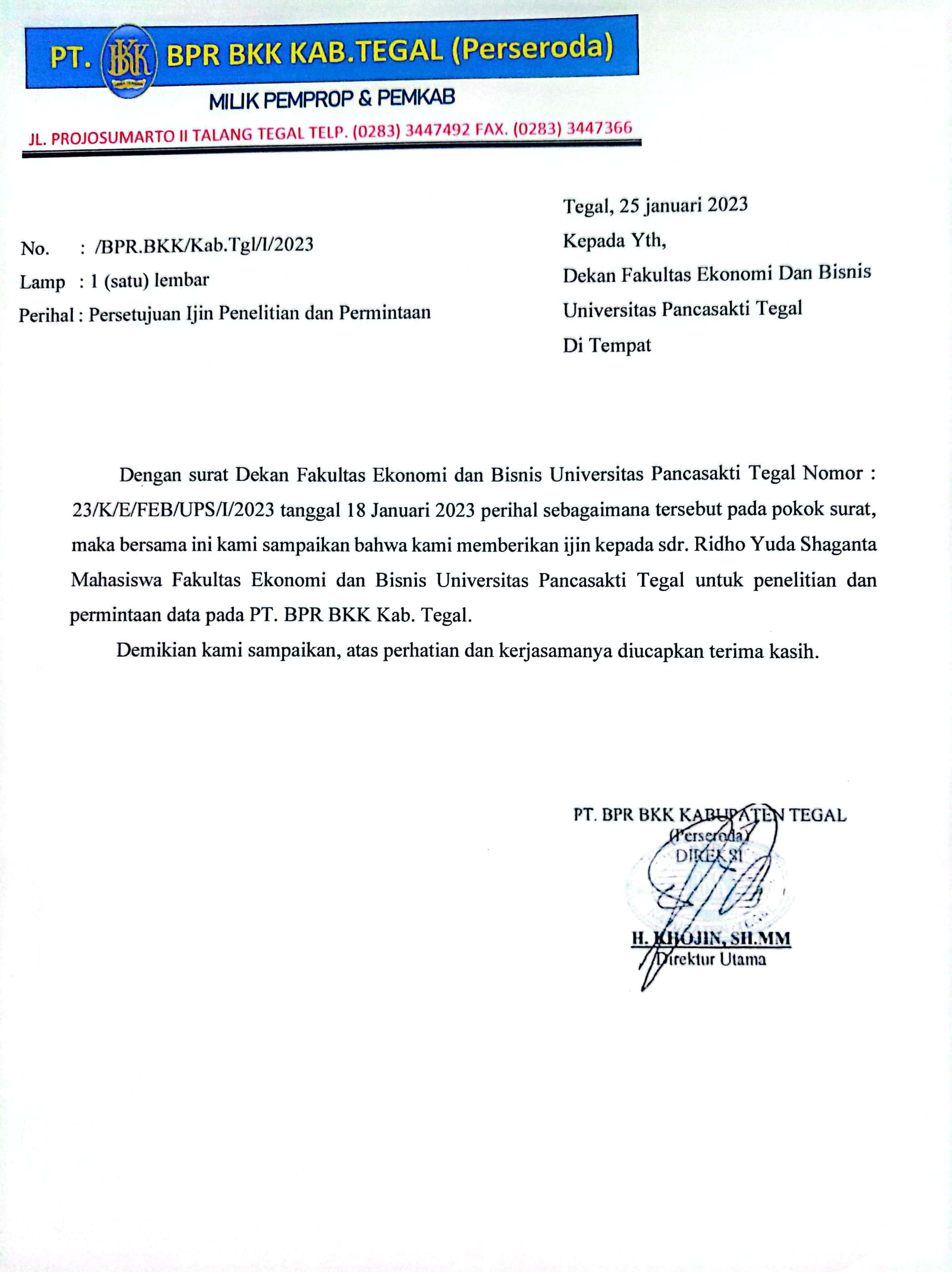
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERTANYAAN** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **MEMBERIKAN ARAHAN** | | | | | | |
| 1 | Atasan selalu memberikan arahan kepada saya dalam melaksanakan pekerjaan |  |  |  |  |  |
| 2 | Atasan selalu memberikan arahan dengan tepat dalam melaksanakan pekerjaan |  |  |  |  |  |
| **PENYAMPAIAN INFORMASI** | | | | | | |
| 3 | Atasan selalu menyampaikan informasi penting mengenai kebijakan baru perusahaan kepada saya |  |  |  |  |  |
| 4 | Penyampaian informasi yang diberikan atasan mudah dipahami |  |  |  |  |  |
| **PENYAMPAIAN LAPORAN** | | | | | | |
| 5 | Saya rutin menyampaikan laporan setelah melakukan suatu pekerjaan kepada atasan |  |  |  |  |  |
| 6 | Tidak ada hambatan dalam menyampaikan laporan pekerjaan kepada atasan |  |  |  |  |  |
| **PENGADUAN** | | | | | | |
| 7 | Saya mengadukan kesulitan dalam melaksanakan pekerjaan kepada atasan |  |  |  |  |  |
| 8 | Saya selalu memberitahukan atasan mengenai pekerjaan yang sedang berlangsung |  |  |  |  |  |
| **PENYAMPAIAN SARAN KEPADA REKAN KERJA** | | | | | | |
| 9 | Saya selalu memberikan saran kepada rekan kerja mengenai hal yang berhubungan dengan pekerjaan |  |  |  |  |  |
| 10 | Saran saya selalu di terima dengan baik oleh rekan kerja |  |  |  |  |  |
| **MEMBERI DUKUNGAN KEPADA REKAN KERJA** | | | | | | |
| 11 | Saya memberikan dukungan kepada rekan kerja lain |  |  |  |  |  |
| 12 | Dukungan saya sangat membantu untuk rekan kerja dalam pekerjaan |  |  |  |  |  |
| **BERDISKUSI KEPADA REKAN KERJA** | | | | | | |
| 13 | Saya berdiskusi dengan rekan kerja untuk memecahkan suatu masalah dalam pekerjaan |  |  |  |  |  |
| 14 | Hasil diskusi dengan rekan kerja selalu baik |  |  |  |  |  |

**4. VARIABEL SEMANGAT KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERTANYAAN** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **PROFESIONAL** | | | | | | |
| 1 | Saya mengutamakan profesionalitas dalam bekerja |  |  |  |  |  |
| 2 | Saya menyelesaikan pekerjaan sesuai dengan prosedur dan peraturan perusahaan |  |  |  |  |  |
| **TIDAK MENUNDA PEKERJAAN** | | | | | | |
| 3 | Saya tidak pernah menunda pekerjaan |  |  |  |  |  |
| 4 | Saya tidak pernah menunda pekerjaan karena memiliki motivasi yang tinggi |  |  |  |  |  |
| **MEMPERCEPAT PEKERJAAN** | | | | | | |
| 5 | Saya mampu mempercepat pekerjaan |  |  |  |  |  |
| 6 | Saya mampu mempercepat pekerjaan tanpa kesalahan |  |  |  |  |  |
| **TINGKAT KEHADIRAN KARYAWAN** | | | | | | |
| 7 | Saya tidak pernah absen dalam bekerja |  |  |  |  |  |
| 8 | Saya datang ke tempat kerja tepat waktu |  |  |  |  |  |
| **FAKTOR USIA** | | | | | | |
| 9 | Tingkat usia sangat berpengaruh terhadap pekerjaan saya |  |  |  |  |  |
| 10 | Semakin bertambahnya usia saya merasa kemampuan bekerja menurun |  |  |  |  |  |
| **MASA KERJA** | | | | | | |
| 11 | Dengan posisi atau jabatan yang saya miliki saat ini sudah merasa puas |  |  |  |  |  |
| 12 | Lama waktu saya bekerja diperusahaan ini memudahkan saya bekerja |  |  |  |  |  |
| **KETENANGAN DALAM BEKERJA** | | | | | | |
| 13 | Saya akan gelisah bila ketenangan dalam bekerja terganggu |  |  |  |  |  |
| 14 | Saya tidak mudah panik jika ada kesalahan dalam bekerja |  |  |  |  |  |
| **KENYAMANAN DALAM BEKERJA** | | | | | | |
| 15 | Saya sudah merasa nyaman dengan pekerjaan saat ini |  |  |  |  |  |
| 16 | Saya merasa nyaman dengan lingkungan kerja saat ini |  |  |  |  |  |
| **HUBUNGAN KERJA YANG HARMONIS** | | | | | | |
| 17 | Saya selalu menjalin hubungan yang baik dengan rekan kerja didalam pekerjaan maupun diluar pekerjaan |  |  |  |  |  |
| 18 | Saya memiliki hubungan yang baik dengan atasan |  |  |  |  |  |

**Lampiran 2 Surat Ijin Penelitian**

**Lampiran 3 Surat Balasan Ijin Penelituan**

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**Lampiran 4 Tabulasi Data Penelitian Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Total |
| 1 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 83 |
| 2 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 78 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 79 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 83 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 78 |
| 7 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 82 |
| 8 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 75 |
| 9 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 75 |
| 10 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 70 |
| 11 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 81 |
| 12 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 76 |
| 13 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 78 |
| 14 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 83 |
| 15 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 79 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 81 |
| 17 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 79 |
| 18 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 67 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 83 |
| 20 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 85 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 84 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 84 |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 84 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 88 |
| 25 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 84 |
| 26 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 76 |
| 28 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 79 |
| 29 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 79 |
| 30 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 81 |
| 31 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 85 |
| 32 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 79 |
| 33 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 80 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 86 |
| 35 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 78 |
| 36 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 76 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 38 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 85 |
| 39 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 79 |
| 40 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 82 |
| 41 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 86 |
| 42 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 82 |
| 43 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 80 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 76 |
| 45 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 82 |
| 46 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 81 |
| 47 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 82 |
| 48 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 77 |
| 49 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 83 |
| 50 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 82 |
| 51 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 68 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 84 |
| 53 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 80 |
| 54 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 80 |
| 55 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 79 |
| 56 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 82 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 79 |
| 58 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 71 |
| 59 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 78 |
| 60 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 82 |
| 61 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 72 |
| 62 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 89 |

**Lampiran 5 Tabulasi Data Penelitian Karakteristik Individu**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 |
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| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
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| 18 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 19 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
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| 21 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 |
| 22 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 |
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| 56 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 57 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
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| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
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| 61 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |

**Lampiran 6 Tabulasi Data Penelitian Komunikasi Internal**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
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| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 |
| 9 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 10 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 11 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 |
| 12 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| 14 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 |
| 16 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 |
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| 19 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
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| 22 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |
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| 29 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
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| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 |
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| 41 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 42 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 43 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 |
| 44 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 2 |
| 45 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 46 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 47 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 |
| 48 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
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| 50 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
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| 58 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 |
| 59 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
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| 61 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 |
| 62 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |

**Lampiran 7 Tabulasi Data Penelitian Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.17 | X3.18 |
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| 48 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
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| 53 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 |
| 54 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 55 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 56 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 58 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 |
| 59 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 60 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 61 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 62 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |

**Lampiran 8 Validitas Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | TOTAL |
| Y1 | Pearson Correlation | 1 | .669\*\* | .585\*\* | .785\*\* | .750\*\* | .626\*\* | .572\*\* | .577\*\* | .642\*\* | .669\*\* | .642\*\* | .757\*\* | .712\*\* | .734\*\* | .778\*\* | .673\*\* | .563\*\* | .604\*\* | .845\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .669\*\* | 1 | .672\*\* | .693\*\* | .662\*\* | .707\*\* | .608\*\* | .693\*\* | .565\*\* | .663\*\* | .689\*\* | .618\*\* | .725\*\* | .592\*\* | .508\*\* | .536\*\* | .643\*\* | .607\*\* | .808\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .004 | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .585\*\* | .672\*\* | 1 | .610\*\* | .628\*\* | .597\*\* | .572\*\* | .498\*\* | .480\*\* | .435\* | .643\*\* | .642\*\* | .396\* | .526\*\* | .508\*\* | .608\*\* | .689\*\* | .683\*\* | .737\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 | .000 | .001 | .005 | .007 | .016 | .000 | .000 | .030 | .003 | .004 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .785\*\* | .693\*\* | .610\*\* | 1 | .732\*\* | .693\*\* | .634\*\* | .755\*\* | .473\*\* | .693\*\* | .637\*\* | .691\*\* | .594\*\* | .763\*\* | .739\*\* | .709\*\* | .670\*\* | .663\*\* | .858\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .750\*\* | .662\*\* | .628\*\* | .732\*\* | 1 | .732\*\* | .731\*\* | .680\*\* | .648\*\* | .662\*\* | .570\*\* | .585\*\* | .491\*\* | .765\*\* | .745\*\* | .748\*\* | .721\*\* | .668\*\* | .858\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .001 | .001 | .006 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .626\*\* | .707\*\* | .597\*\* | .693\*\* | .732\*\* | 1 | .749\*\* | .690\*\* | .500\*\* | .633\*\* | .660\*\* | .592\*\* | .589\*\* | .758\*\* | .677\*\* | .815\*\* | .667\*\* | .781\*\* | .861\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .005 | .000 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .572\*\* | .608\*\* | .572\*\* | .634\*\* | .731\*\* | .749\*\* | 1 | .756\*\* | .669\*\* | .387\* | .593\*\* | .456\* | .701\*\* | .855\*\* | .802\*\* | .593\*\* | .550\*\* | .556\*\* | .811\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 | .034 | .001 | .011 | .000 | .000 | .000 | .001 | .002 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .577\*\* | .693\*\* | .498\*\* | .755\*\* | .680\*\* | .690\*\* | .756\*\* | 1 | .579\*\* | .562\*\* | .617\*\* | .576\*\* | .581\*\* | .777\*\* | .743\*\* | .642\*\* | .711\*\* | .719\*\* | .835\*\* |
| Sig. (2-tailed) | .001 | .000 | .005 | .000 | .000 | .000 | .000 |  | .001 | .001 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .642\*\* | .565\*\* | .480\*\* | .473\*\* | .648\*\* | .500\*\* | .669\*\* | .579\*\* | 1 | .399\* | .533\*\* | .525\*\* | .561\*\* | .641\*\* | .594\*\* | .476\*\* | .321 | .425\* | .688\*\* |
| Sig. (2-tailed) | .000 | .001 | .007 | .008 | .000 | .005 | .000 | .001 |  | .029 | .002 | .003 | .001 | .000 | .001 | .008 | .084 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .669\*\* | .663\*\* | .435\* | .693\*\* | .662\*\* | .633\*\* | .387\* | .562\*\* | .399\* | 1 | .731\*\* | .698\*\* | .481\*\* | .516\*\* | .426\* | .722\*\* | .643\*\* | .643\*\* | .750\*\* |
| Sig. (2-tailed) | .000 | .000 | .016 | .000 | .000 | .000 | .034 | .001 | .029 |  | .000 | .000 | .007 | .003 | .019 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .642\*\* | .689\*\* | .643\*\* | .637\*\* | .570\*\* | .660\*\* | .593\*\* | .617\*\* | .533\*\* | .731\*\* | 1 | .698\*\* | .631\*\* | .575\*\* | .488\*\* | .669\*\* | .728\*\* | .768\*\* | .815\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .001 | .000 | .002 | .000 |  | .000 | .000 | .001 | .006 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y12 | Pearson Correlation | .757\*\* | .618\*\* | .642\*\* | .691\*\* | .585\*\* | .592\*\* | .456\* | .576\*\* | .525\*\* | .698\*\* | .698\*\* | 1 | .512\*\* | .553\*\* | .587\*\* | .752\*\* | .620\*\* | .736\*\* | .798\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .001 | .011 | .001 | .003 | .000 | .000 |  | .004 | .002 | .001 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y13 | Pearson Correlation | .712\*\* | .725\*\* | .396\* | .594\*\* | .491\*\* | .589\*\* | .701\*\* | .581\*\* | .561\*\* | .481\*\* | .631\*\* | .512\*\* | 1 | .700\*\* | .655\*\* | .375\* | .393\* | .423\* | .721\*\* |
| Sig. (2-tailed) | .000 | .000 | .030 | .001 | .006 | .001 | .000 | .001 | .001 | .007 | .000 | .004 |  | .000 | .000 | .041 | .031 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y14 | Pearson Correlation | .734\*\* | .592\*\* | .526\*\* | .763\*\* | .765\*\* | .758\*\* | .855\*\* | .777\*\* | .641\*\* | .516\*\* | .575\*\* | .553\*\* | .700\*\* | 1 | .882\*\* | .655\*\* | .536\*\* | .616\*\* | .857\*\* |
| Sig. (2-tailed) | .000 | .001 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .001 | .002 | .000 |  | .000 | .000 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y15 | Pearson Correlation | .778\*\* | .508\*\* | .508\*\* | .739\*\* | .745\*\* | .677\*\* | .802\*\* | .743\*\* | .594\*\* | .426\* | .488\*\* | .587\*\* | .655\*\* | .882\*\* | 1 | .624\*\* | .566\*\* | .628\*\* | .824\*\* |
| Sig. (2-tailed) | .000 | .004 | .004 | .000 | .000 | .000 | .000 | .000 | .001 | .019 | .006 | .001 | .000 | .000 |  | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y16 | Pearson Correlation | .673\*\* | .536\*\* | .608\*\* | .709\*\* | .748\*\* | .815\*\* | .593\*\* | .642\*\* | .476\*\* | .722\*\* | .669\*\* | .752\*\* | .375\* | .655\*\* | .624\*\* | 1 | .747\*\* | .851\*\* | .843\*\* |
| Sig. (2-tailed) | .000 | .002 | .000 | .000 | .000 | .000 | .001 | .000 | .008 | .000 | .000 | .000 | .041 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y17 | Pearson Correlation | .563\*\* | .643\*\* | .689\*\* | .670\*\* | .721\*\* | .667\*\* | .550\*\* | .711\*\* | .321 | .643\*\* | .728\*\* | .620\*\* | .393\* | .536\*\* | .566\*\* | .747\*\* | 1 | .838\*\* | .797\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .084 | .000 | .000 | .000 | .031 | .002 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y18 | Pearson Correlation | .604\*\* | .607\*\* | .683\*\* | .663\*\* | .668\*\* | .781\*\* | .556\*\* | .719\*\* | .425\* | .643\*\* | .768\*\* | .736\*\* | .423\* | .616\*\* | .628\*\* | .851\*\* | .838\*\* | 1 | .844\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .019 | .000 | .000 | .000 | .020 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .845\*\* | .808\*\* | .737\*\* | .858\*\* | .858\*\* | .861\*\* | .811\*\* | .835\*\* | .688\*\* | .750\*\* | .815\*\* | .798\*\* | .721\*\* | .857\*\* | .824\*\* | .843\*\* | .797\*\* | .844\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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 9 Validitas Karakteristik Inidividu**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .868\*\* | .665\*\* | .567\*\* | .807\*\* | .459\* | .610\*\* | .537\*\* | .579\*\* | .754\*\* | .872\*\* | .736\*\* | .537\*\* | .841\*\* | .765\*\* | .670\*\* | .608\*\* | .703\*\* | .874\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .000 | .011 | .000 | .002 | .001 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .868\*\* | 1 | .571\*\* | .591\*\* | .747\*\* | .430\* | .630\*\* | .565\*\* | .430\* | .802\*\* | .729\*\* | .708\*\* | .533\*\* | .675\*\* | .736\*\* | .699\*\* | .605\*\* | .698\*\* | .836\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .001 | .000 | .018 | .000 | .001 | .018 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .665\*\* | .571\*\* | 1 | .558\*\* | .535\*\* | .303 | .380\* | .523\*\* | .690\*\* | .604\*\* | .797\*\* | .661\*\* | .799\*\* | .771\*\* | .687\*\* | .690\*\* | .673\*\* | .615\*\* | .786\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .001 | .002 | .104 | .038 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .567\*\* | .591\*\* | .558\*\* | 1 | .602\*\* | .397\* | .605\*\* | .848\*\* | .467\*\* | .808\*\* | .657\*\* | .559\*\* | .533\*\* | .455\* | .472\*\* | .746\*\* | .718\*\* | .529\*\* | .767\*\* |
| Sig. (2-tailed) | .001 | .001 | .001 |  | .000 | .030 | .000 | .000 | .009 | .000 | .000 | .001 | .002 | .011 | .008 | .000 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .807\*\* | .747\*\* | .535\*\* | .602\*\* | 1 | .612\*\* | .751\*\* | .625\*\* | .580\*\* | .743\*\* | .697\*\* | .484\*\* | .356 | .720\*\* | .805\*\* | .612\*\* | .553\*\* | .529\*\* | .820\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 | .007 | .053 | .000 | .000 | .000 | .002 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .459\* | .430\* | .303 | .397\* | .612\*\* | 1 | .666\*\* | .435\* | .440\* | .402\* | .431\* | .411\* | .314 | .508\*\* | .661\*\* | .478\*\* | .399\* | .519\*\* | .612\*\* |
| Sig. (2-tailed) | .011 | .018 | .104 | .030 | .000 |  | .000 | .016 | .015 | .028 | .018 | .024 | .091 | .004 | .000 | .008 | .029 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .610\*\* | .630\*\* | .380\* | .605\*\* | .751\*\* | .666\*\* | 1 | .667\*\* | .396\* | .610\*\* | .537\*\* | .411\* | .489\*\* | .549\*\* | .709\*\* | .606\*\* | .643\*\* | .452\* | .746\*\* |
| Sig. (2-tailed) | .000 | .000 | .038 | .000 | .000 | .000 |  | .000 | .030 | .000 | .002 | .024 | .006 | .002 | .000 | .000 | .000 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .537\*\* | .565\*\* | .523\*\* | .848\*\* | .625\*\* | .435\* | .667\*\* | 1 | .573\*\* | .738\*\* | .584\*\* | .542\*\* | .555\*\* | .434\* | .527\*\* | .745\*\* | .660\*\* | .543\*\* | .765\*\* |
| Sig. (2-tailed) | .002 | .001 | .003 | .000 | .000 | .016 | .000 |  | .001 | .000 | .001 | .002 | .001 | .017 | .003 | .000 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .579\*\* | .430\* | .690\*\* | .467\*\* | .580\*\* | .440\* | .396\* | .573\*\* | 1 | .653\*\* | .700\*\* | .599\*\* | .603\*\* | .674\*\* | .661\*\* | .701\*\* | .576\*\* | .700\*\* | .751\*\* |
| Sig. (2-tailed) | .001 | .018 | .000 | .009 | .001 | .015 | .030 | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .754\*\* | .802\*\* | .604\*\* | .808\*\* | .743\*\* | .402\* | .610\*\* | .738\*\* | .653\*\* | 1 | .778\*\* | .696\*\* | .559\*\* | .647\*\* | .648\*\* | .761\*\* | .655\*\* | .662\*\* | .866\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .028 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .872\*\* | .729\*\* | .797\*\* | .657\*\* | .697\*\* | .431\* | .537\*\* | .584\*\* | .700\*\* | .778\*\* | 1 | .764\*\* | .705\*\* | .839\*\* | .690\*\* | .700\*\* | .734\*\* | .712\*\* | .891\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .018 | .002 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .736\*\* | .708\*\* | .661\*\* | .559\*\* | .484\*\* | .411\* | .411\* | .542\*\* | .599\*\* | .696\*\* | .764\*\* | 1 | .718\*\* | .725\*\* | .689\*\* | .786\*\* | .666\*\* | .795\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .007 | .024 | .024 | .002 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | .537\*\* | .533\*\* | .799\*\* | .533\*\* | .356 | .314 | .489\*\* | .555\*\* | .603\*\* | .559\*\* | .705\*\* | .718\*\* | 1 | .656\*\* | .574\*\* | .727\*\* | .817\*\* | .671\*\* | .757\*\* |
| Sig. (2-tailed) | .002 | .002 | .000 | .002 | .053 | .091 | .006 | .001 | .000 | .001 | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | .841\*\* | .675\*\* | .771\*\* | .455\* | .720\*\* | .508\*\* | .549\*\* | .434\* | .674\*\* | .647\*\* | .839\*\* | .725\*\* | .656\*\* | 1 | .789\*\* | .674\*\* | .588\*\* | .697\*\* | .843\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .011 | .000 | .004 | .002 | .017 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.15 | Pearson Correlation | .765\*\* | .736\*\* | .687\*\* | .472\*\* | .805\*\* | .661\*\* | .709\*\* | .527\*\* | .661\*\* | .648\*\* | .690\*\* | .689\*\* | .574\*\* | .789\*\* | 1 | .739\*\* | .581\*\* | .677\*\* | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.16 | Pearson Correlation | .670\*\* | .699\*\* | .690\*\* | .746\*\* | .612\*\* | .478\*\* | .606\*\* | .745\*\* | .701\*\* | .761\*\* | .700\*\* | .786\*\* | .727\*\* | .674\*\* | .739\*\* | 1 | .826\*\* | .808\*\* | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .008 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.17 | Pearson Correlation | .608\*\* | .605\*\* | .673\*\* | .718\*\* | .553\*\* | .399\* | .643\*\* | .660\*\* | .576\*\* | .655\*\* | .734\*\* | .666\*\* | .817\*\* | .588\*\* | .581\*\* | .826\*\* | 1 | .640\*\* | .819\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .029 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .001 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.18 | Pearson Correlation | .703\*\* | .698\*\* | .615\*\* | .529\*\* | .529\*\* | .519\*\* | .452\* | .543\*\* | .700\*\* | .662\*\* | .712\*\* | .795\*\* | .671\*\* | .697\*\* | .677\*\* | .808\*\* | .640\*\* | 1 | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .003 | .003 | .003 | .012 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .874\*\* | .836\*\* | .786\*\* | .767\*\* | .820\*\* | .612\*\* | .746\*\* | .765\*\* | .751\*\* | .866\*\* | .891\*\* | .818\*\* | .757\*\* | .843\*\* | .856\*\* | .888\*\* | .819\*\* | .818\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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 10 Validitas Komunikasi Internal**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .796\*\* | .550\*\* | .854\*\* | .730\*\* | .572\*\* | .828\*\* | .745\*\* | .868\*\* | .755\*\* | .677\*\* | .760\*\* | .684\*\* | .797\*\* | .896\*\* |
| Sig. (2-tailed) |  | .000 | .002 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .796\*\* | 1 | .637\*\* | .762\*\* | .740\*\* | .566\*\* | .775\*\* | .769\*\* | .802\*\* | .704\*\* | .745\*\* | .764\*\* | .701\*\* | .784\*\* | .889\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .550\*\* | .637\*\* | 1 | .611\*\* | .610\*\* | .652\*\* | .714\*\* | .700\*\* | .613\*\* | .532\*\* | .661\*\* | .588\*\* | .514\*\* | .559\*\* | .755\*\* |
| Sig. (2-tailed) | .002 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .001 | .004 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .854\*\* | .762\*\* | .611\*\* | 1 | .811\*\* | .647\*\* | .768\*\* | .794\*\* | .772\*\* | .708\*\* | .710\*\* | .761\*\* | .724\*\* | .808\*\* | .903\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .730\*\* | .740\*\* | .610\*\* | .811\*\* | 1 | .541\*\* | .779\*\* | .764\*\* | .829\*\* | .760\*\* | .819\*\* | .641\*\* | .737\*\* | .775\*\* | .886\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .572\*\* | .566\*\* | .652\*\* | .647\*\* | .541\*\* | 1 | .534\*\* | .602\*\* | .628\*\* | .555\*\* | .499\*\* | .651\*\* | .399\* | .680\*\* | .720\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 | .002 |  | .002 | .000 | .000 | .001 | .005 | .000 | .029 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .828\*\* | .775\*\* | .714\*\* | .768\*\* | .779\*\* | .534\*\* | 1 | .794\*\* | .837\*\* | .640\*\* | .642\*\* | .632\*\* | .608\*\* | .747\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .745\*\* | .769\*\* | .700\*\* | .794\*\* | .764\*\* | .602\*\* | .794\*\* | 1 | .828\*\* | .594\*\* | .674\*\* | .704\*\* | .637\*\* | .836\*\* | .884\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .868\*\* | .802\*\* | .613\*\* | .772\*\* | .829\*\* | .628\*\* | .837\*\* | .828\*\* | 1 | .715\*\* | .679\*\* | .699\*\* | .639\*\* | .850\*\* | .910\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .755\*\* | .704\*\* | .532\*\* | .708\*\* | .760\*\* | .555\*\* | .640\*\* | .594\*\* | .715\*\* | 1 | .797\*\* | .659\*\* | .630\*\* | .674\*\* | .815\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .000 | .000 | .001 | .000 | .001 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .677\*\* | .745\*\* | .661\*\* | .710\*\* | .819\*\* | .499\*\* | .642\*\* | .674\*\* | .679\*\* | .797\*\* | 1 | .651\*\* | .671\*\* | .636\*\* | .825\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .760\*\* | .764\*\* | .588\*\* | .761\*\* | .641\*\* | .651\*\* | .632\*\* | .704\*\* | .699\*\* | .659\*\* | .651\*\* | 1 | .747\*\* | .672\*\* | .834\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.13 | Pearson Correlation | .684\*\* | .701\*\* | .514\*\* | .724\*\* | .737\*\* | .399\* | .608\*\* | .637\*\* | .639\*\* | .630\*\* | .671\*\* | .747\*\* | 1 | .681\*\* | .786\*\* |
| Sig. (2-tailed) | .000 | .000 | .004 | .000 | .000 | .029 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.14 | Pearson Correlation | .797\*\* | .784\*\* | .559\*\* | .808\*\* | .775\*\* | .680\*\* | .747\*\* | .836\*\* | .850\*\* | .674\*\* | .636\*\* | .672\*\* | .681\*\* | 1 | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .896\*\* | .889\*\* | .755\*\* | .903\*\* | .886\*\* | .720\*\* | .872\*\* | .884\*\* | .910\*\* | .815\*\* | .825\*\* | .834\*\* | .786\*\* | .888\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 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 11 Validitas Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.17 | X3.18 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .811\*\* | .559\*\* | .432\* | .671\*\* | .591\*\* | .653\*\* | .529\*\* | .722\*\* | .611\*\* | .585\*\* | .572\*\* | .768\*\* | .528\*\* | .649\*\* | .637\*\* | .731\*\* | .724\*\* | .813\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .017 | .000 | .001 | .000 | .003 | .000 | .000 | .001 | .001 | .000 | .003 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .811\*\* | 1 | .701\*\* | .533\*\* | .706\*\* | .624\*\* | .743\*\* | .652\*\* | .813\*\* | .654\*\* | .628\*\* | .594\*\* | .788\*\* | .615\*\* | .512\*\* | .665\*\* | .668\*\* | .774\*\* | .863\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .004 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .559\*\* | .701\*\* | 1 | .671\*\* | .691\*\* | .615\*\* | .540\*\* | .565\*\* | .589\*\* | .725\*\* | .544\*\* | .408\* | .472\*\* | .419\* | .455\* | .524\*\* | .451\* | .602\*\* | .734\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 | .000 | .002 | .001 | .001 | .000 | .002 | .025 | .008 | .021 | .011 | .003 | .012 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .432\* | .533\*\* | .671\*\* | 1 | .581\*\* | .667\*\* | .514\*\* | .473\*\* | .710\*\* | .824\*\* | .737\*\* | .503\*\* | .351 | .441\* | .472\*\* | .443\* | .489\*\* | .717\*\* | .739\*\* |
| Sig. (2-tailed) | .017 | .002 | .000 |  | .001 | .000 | .004 | .008 | .000 | .000 | .000 | .005 | .057 | .015 | .008 | .014 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .671\*\* | .706\*\* | .691\*\* | .581\*\* | 1 | .636\*\* | .603\*\* | .514\*\* | .665\*\* | .724\*\* | .748\*\* | .574\*\* | .608\*\* | .540\*\* | .630\*\* | .574\*\* | .539\*\* | .677\*\* | .807\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 |  | .000 | .000 | .004 | .000 | .000 | .000 | .001 | .000 | .002 | .000 | .001 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .591\*\* | .624\*\* | .615\*\* | .667\*\* | .636\*\* | 1 | .572\*\* | .569\*\* | .631\*\* | .687\*\* | .665\*\* | .591\*\* | .486\*\* | .638\*\* | .598\*\* | .545\*\* | .669\*\* | .643\*\* | .793\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 |  | .001 | .001 | .000 | .000 | .000 | .001 | .006 | .000 | .000 | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .653\*\* | .743\*\* | .540\*\* | .514\*\* | .603\*\* | .572\*\* | 1 | .658\*\* | .746\*\* | .742\*\* | .582\*\* | .653\*\* | .604\*\* | .698\*\* | .466\*\* | .625\*\* | .814\*\* | .709\*\* | .829\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .004 | .000 | .001 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .009 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .529\*\* | .652\*\* | .565\*\* | .473\*\* | .514\*\* | .569\*\* | .658\*\* | 1 | .694\*\* | .591\*\* | .509\*\* | .529\*\* | .561\*\* | .818\*\* | .434\* | .512\*\* | .775\*\* | .686\*\* | .774\*\* |
| Sig. (2-tailed) | .003 | .000 | .001 | .008 | .004 | .001 | .000 |  | .000 | .001 | .004 | .003 | .001 | .000 | .016 | .004 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .722\*\* | .813\*\* | .589\*\* | .710\*\* | .665\*\* | .631\*\* | .746\*\* | .694\*\* | 1 | .718\*\* | .662\*\* | .598\*\* | .699\*\* | .685\*\* | .552\*\* | .481\*\* | .708\*\* | .820\*\* | .869\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .002 | .007 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .611\*\* | .654\*\* | .725\*\* | .824\*\* | .724\*\* | .687\*\* | .742\*\* | .591\*\* | .718\*\* | 1 | .702\*\* | .462\* | .444\* | .582\*\* | .397\* | .548\*\* | .667\*\* | .811\*\* | .829\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 | .010 | .014 | .001 | .030 | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .585\*\* | .628\*\* | .544\*\* | .737\*\* | .748\*\* | .665\*\* | .582\*\* | .509\*\* | .662\*\* | .702\*\* | 1 | .668\*\* | .644\*\* | .558\*\* | .758\*\* | .585\*\* | .634\*\* | .773\*\* | .832\*\* |
| Sig. (2-tailed) | .001 | .000 | .002 | .000 | .000 | .000 | .001 | .004 | .000 | .000 |  | .000 | .000 | .001 | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .572\*\* | .594\*\* | .408\* | .503\*\* | .574\*\* | .591\*\* | .653\*\* | .529\*\* | .598\*\* | .462\* | .668\*\* | 1 | .598\*\* | .567\*\* | .611\*\* | .592\*\* | .658\*\* | .551\*\* | .743\*\* |
| Sig. (2-tailed) | .001 | .001 | .025 | .005 | .001 | .001 | .000 | .003 | .000 | .010 | .000 |  | .000 | .001 | .000 | .001 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | .768\*\* | .788\*\* | .472\*\* | .351 | .608\*\* | .486\*\* | .604\*\* | .561\*\* | .699\*\* | .444\* | .644\*\* | .598\*\* | 1 | .624\*\* | .707\*\* | .651\*\* | .615\*\* | .672\*\* | .780\*\* |
| Sig. (2-tailed) | .000 | .000 | .008 | .057 | .000 | .006 | .000 | .001 | .000 | .014 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .528\*\* | .615\*\* | .419\* | .441\* | .540\*\* | .638\*\* | .698\*\* | .818\*\* | .685\*\* | .582\*\* | .558\*\* | .567\*\* | .624\*\* | 1 | .490\*\* | .632\*\* | .759\*\* | .650\*\* | .783\*\* |
| Sig. (2-tailed) | .003 | .000 | .021 | .015 | .002 | .000 | .000 | .000 | .000 | .001 | .001 | .001 | .000 |  | .006 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.15 | Pearson Correlation | .649\*\* | .512\*\* | .455\* | .472\*\* | .630\*\* | .598\*\* | .466\*\* | .434\* | .552\*\* | .397\* | .758\*\* | .611\*\* | .707\*\* | .490\*\* | 1 | .582\*\* | .615\*\* | .639\*\* | .732\*\* |
| Sig. (2-tailed) | .000 | .004 | .011 | .008 | .000 | .000 | .009 | .016 | .002 | .030 | .000 | .000 | .000 | .006 |  | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.16 | Pearson Correlation | .637\*\* | .665\*\* | .524\*\* | .443\* | .574\*\* | .545\*\* | .625\*\* | .512\*\* | .481\*\* | .548\*\* | .585\*\* | .592\*\* | .651\*\* | .632\*\* | .582\*\* | 1 | .534\*\* | .652\*\* | .744\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .014 | .001 | .002 | .000 | .004 | .007 | .002 | .001 | .001 | .000 | .000 | .001 |  | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.17 | Pearson Correlation | .731\*\* | .668\*\* | .451\* | .489\*\* | .539\*\* | .669\*\* | .814\*\* | .775\*\* | .708\*\* | .667\*\* | .634\*\* | .658\*\* | .615\*\* | .759\*\* | .615\*\* | .534\*\* | 1 | .738\*\* | .841\*\* |
| Sig. (2-tailed) | .000 | .000 | .012 | .006 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.18 | Pearson Correlation | .724\*\* | .774\*\* | .602\*\* | .717\*\* | .677\*\* | .643\*\* | .709\*\* | .686\*\* | .820\*\* | .811\*\* | .773\*\* | .551\*\* | .672\*\* | .650\*\* | .639\*\* | .652\*\* | .738\*\* | 1 | .893\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .813\*\* | .863\*\* | .734\*\* | .739\*\* | .807\*\* | .793\*\* | .829\*\* | .774\*\* | .869\*\* | .829\*\* | .832\*\* | .743\*\* | .780\*\* | .783\*\* | .732\*\* | .744\*\* | .841\*\* | .893\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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 12 Reliabilitas Kinerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .968 | 18 |

**Lampiran 13 Reliabilitas Karakteristik Individu**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .968 | 18 |

**Lampiran 14 Reliabilitas Komunikasi Internal**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .969 | 14 |

**Lampiran 15 Reliabilitas Semangat Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .966 | 18 |

**Lampiran 16 Transformasi Data Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** | **Y12** | **Y13** | **Y14** | **Y15** | **Y16** | **Y17** | **Y18** |  |
| 2.240 | 3.752 | 2.682 | 4.246 | 3.552 | 3.594 | 2.327 | 3.344 | 2.208 | 2.328 | 3.603 | 3.678 | 2.076 | 3.678 | 3.793 | 3.980 | 3.651 | 2.183 | 56.917 |
| 2.240 | 2.327 | 4.200 | 2.973 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 2.328 | 3.603 | 3.678 | 3.559 | 3.678 | 3.793 | 3.980 | 3.651 | 3.543 | 61.424 |
| 2.240 | 2.327 | 4.200 | 2.973 | 2.167 | 2.228 | 2.327 | 3.344 | 2.208 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 3.980 | 2.232 | 2.183 | 50.259 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 1.000 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 51.567 |
| 2.240 | 2.327 | 4.200 | 4.246 | 3.552 | 2.228 | 3.752 | 3.344 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 57.067 |
| 3.560 | 3.752 | 4.200 | 2.973 | 3.552 | 2.228 | 2.327 | 2.068 | 3.627 | 2.328 | 2.183 | 2.283 | 3.559 | 3.678 | 2.282 | 2.508 | 2.232 | 1.000 | 50.342 |
| 2.240 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 2.327 | 3.344 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 55.549 |
| 2.240 | 2.327 | 2.682 | 2.043 | 2.167 | 3.594 | 3.752 | 3.344 | 1.000 | 2.328 | 2.183 | 2.283 | 2.076 | 3.678 | 3.793 | 2.508 | 2.232 | 2.183 | 46.415 |
| 2.240 | 3.752 | 2.682 | 2.043 | 1.000 | 1.000 | 1.000 | 3.344 | 2.208 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 46.864 |
| 2.240 | 2.327 | 4.200 | 2.043 | 2.167 | 1.000 | 2.327 | 3.344 | 2.208 | 2.328 | 3.603 | 1.000 | 1.000 | 2.283 | 2.282 | 2.508 | 2.232 | 1.000 | 40.092 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 3.678 | 2.282 | 2.508 | 3.651 | 2.183 | 54.054 |
| 2.240 | 3.752 | 2.682 | 4.246 | 3.552 | 1.000 | 2.327 | 1.000 | 2.208 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 1.000 | 3.651 | 1.000 | 47.911 |
| 1.000 | 2.327 | 1.000 | 2.973 | 3.552 | 3.594 | 2.327 | 3.344 | 2.208 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 49.921 |
| 3.560 | 2.327 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 2.208 | 3.732 | 2.183 | 3.678 | 3.559 | 3.678 | 3.793 | 3.980 | 2.232 | 3.543 | 56.835 |
| 1.000 | 3.752 | 4.200 | 2.973 | 3.552 | 2.228 | 3.752 | 1.000 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 2.232 | 3.543 | 52.216 |
| 3.560 | 3.752 | 2.682 | 2.973 | 3.552 | 2.228 | 3.752 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 3.678 | 2.282 | 3.980 | 2.232 | 2.183 | 54.323 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 1.000 | 2.208 | 3.732 | 3.603 | 3.678 | 3.559 | 1.000 | 3.793 | 2.508 | 3.651 | 2.183 | 51.924 |
| 2.240 | 2.327 | 2.682 | 2.973 | 3.552 | 3.594 | 3.752 | 1.000 | 1.000 | 1.000 | 2.183 | 1.000 | 3.559 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 35.863 |
| 3.560 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 2.327 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 3.980 | 3.651 | 3.543 | 57.066 |
| 3.560 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 3.752 | 3.344 | 3.627 | 2.328 | 2.183 | 3.678 | 3.559 | 3.678 | 3.793 | 2.508 | 3.651 | 3.543 | 59.665 |
| 3.560 | 2.327 | 4.200 | 4.246 | 2.167 | 3.594 | 3.752 | 3.344 | 2.208 | 3.732 | 2.183 | 3.678 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 58.328 |
| 3.560 | 3.752 | 2.682 | 4.246 | 3.552 | 3.594 | 3.752 | 1.000 | 2.208 | 3.732 | 3.603 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 3.651 | 3.543 | 58.570 |
| 3.560 | 3.752 | 2.682 | 2.973 | 3.552 | 3.594 | 3.752 | 1.000 | 3.627 | 2.328 | 3.603 | 3.678 | 3.559 | 3.678 | 3.793 | 2.508 | 3.651 | 3.543 | 58.834 |
| 3.560 | 2.327 | 4.200 | 4.246 | 3.552 | 2.228 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 3.678 | 3.559 | 3.678 | 3.793 | 3.980 | 3.651 | 3.543 | 64.054 |
| 2.240 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 3.752 | 3.344 | 3.627 | 2.328 | 3.603 | 3.678 | 3.559 | 2.283 | 3.793 | 3.980 | 2.232 | 3.543 | 58.423 |
| 2.240 | 1.000 | 2.682 | 2.973 | 2.167 | 1.000 | 2.327 | 2.068 | 2.208 | 2.328 | 2.183 | 3.678 | 2.076 | 2.283 | 2.282 | 2.508 | 2.232 | 2.183 | 40.419 |
| 3.560 | 2.327 | 4.200 | 2.973 | 3.552 | 2.228 | 2.327 | 1.000 | 3.627 | 3.732 | 1.000 | 2.283 | 3.559 | 1.000 | 3.793 | 1.000 | 3.651 | 2.183 | 47.997 |
| 1.000 | 1.000 | 2.682 | 4.246 | 3.552 | 2.228 | 3.752 | 2.068 | 3.627 | 3.732 | 2.183 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 2.232 | 3.543 | 51.540 |
| 3.560 | 2.327 | 4.200 | 2.973 | 3.552 | 3.594 | 2.327 | 3.344 | 2.208 | 1.000 | 1.000 | 2.283 | 3.559 | 2.283 | 3.793 | 3.980 | 2.232 | 3.543 | 51.760 |
| 3.560 | 2.327 | 4.200 | 2.973 | 3.552 | 2.228 | 3.752 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 54.479 |
| 1.000 | 2.327 | 4.200 | 2.973 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 3.678 | 3.559 | 3.678 | 2.282 | 3.980 | 3.651 | 3.543 | 60.076 |
| 3.560 | 3.752 | 2.682 | 2.043 | 2.167 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 2.183 | 2.283 | 3.559 | 3.678 | 2.282 | 3.980 | 1.000 | 1.000 | 52.218 |
| 1.000 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 3.752 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 53.098 |
| 3.560 | 3.752 | 4.200 | 4.246 | 3.552 | 3.594 | 3.752 | 2.068 | 3.627 | 3.732 | 3.603 | 3.678 | 2.076 | 3.678 | 3.793 | 2.508 | 3.651 | 2.183 | 61.254 |
| 3.560 | 3.752 | 4.200 | 4.246 | 1.000 | 2.228 | 2.327 | 3.344 | 1.000 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 3.980 | 1.000 | 1.000 | 50.890 |
| 3.560 | 2.327 | 4.200 | 4.246 | 3.552 | 2.228 | 2.327 | 2.068 | 2.208 | 2.328 | 2.183 | 1.000 | 2.076 | 2.283 | 3.793 | 2.508 | 2.232 | 2.183 | 47.304 |
| 2.240 | 2.327 | 2.682 | 2.973 | 2.167 | 2.228 | 1.000 | 2.068 | 2.208 | 3.732 | 2.183 | 3.678 | 3.559 | 3.678 | 3.793 | 3.980 | 3.651 | 3.543 | 51.692 |
| 3.560 | 2.327 | 2.682 | 4.246 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 59.639 |
| 1.000 | 3.752 | 4.200 | 4.246 | 3.552 | 2.228 | 2.327 | 2.068 | 3.627 | 3.732 | 2.183 | 3.678 | 2.076 | 1.000 | 3.793 | 2.508 | 3.651 | 2.183 | 51.806 |
| 2.240 | 2.327 | 2.682 | 2.973 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 2.328 | 1.000 | 3.678 | 3.559 | 2.283 | 3.793 | 3.980 | 3.651 | 3.543 | 55.908 |
| 2.240 | 3.752 | 4.200 | 4.246 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 2.328 | 3.603 | 3.678 | 3.559 | 3.678 | 3.793 | 2.508 | 2.232 | 3.543 | 61.230 |
| 3.560 | 3.752 | 4.200 | 2.973 | 3.552 | 2.228 | 3.752 | 2.068 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 55.904 |
| 2.240 | 3.752 | 2.682 | 4.246 | 3.552 | 2.228 | 3.752 | 2.068 | 2.208 | 3.732 | 2.183 | 3.678 | 1.000 | 3.678 | 2.282 | 3.980 | 2.232 | 3.543 | 53.037 |
| 2.240 | 2.327 | 2.682 | 2.973 | 2.167 | 2.228 | 2.327 | 2.068 | 2.208 | 1.000 | 2.183 | 3.678 | 2.076 | 3.678 | 3.793 | 3.980 | 2.232 | 3.543 | 47.386 |
| 3.560 | 3.752 | 4.200 | 4.246 | 1.000 | 1.000 | 3.752 | 2.068 | 2.208 | 3.732 | 2.183 | 3.678 | 3.559 | 3.678 | 3.793 | 2.508 | 3.651 | 3.543 | 56.112 |
| 1.000 | 2.327 | 2.682 | 4.246 | 2.167 | 3.594 | 3.752 | 3.344 | 2.208 | 3.732 | 2.183 | 3.678 | 3.559 | 3.678 | 2.282 | 3.980 | 2.232 | 3.543 | 54.188 |
| 1.000 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 3.627 | 2.328 | 3.603 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 3.651 | 3.543 | 55.558 |
| 2.240 | 2.327 | 2.682 | 2.043 | 2.167 | 3.594 | 2.327 | 3.344 | 2.208 | 3.732 | 2.183 | 3.678 | 2.076 | 3.678 | 2.282 | 2.508 | 2.232 | 3.543 | 48.846 |
| 3.560 | 3.752 | 4.200 | 2.043 | 2.167 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 57.634 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 3.752 | 2.068 | 3.627 | 3.732 | 3.603 | 2.283 | 3.559 | 3.678 | 2.282 | 2.508 | 2.232 | 3.543 | 55.547 |
| 1.000 | 1.000 | 1.000 | 2.043 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.603 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 3.651 | 3.543 | 37.535 |
| 3.560 | 3.752 | 4.200 | 4.246 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 2.183 | 2.283 | 3.559 | 2.283 | 2.282 | 3.980 | 1.000 | 3.543 | 58.471 |
| 3.560 | 2.327 | 4.200 | 2.973 | 3.552 | 3.594 | 2.327 | 2.068 | 3.627 | 2.328 | 1.000 | 3.678 | 3.559 | 3.678 | 3.793 | 2.508 | 2.232 | 2.183 | 53.190 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 2.208 | 2.328 | 2.183 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 3.651 | 2.183 | 52.601 |
| 2.240 | 2.327 | 4.200 | 4.246 | 3.552 | 2.228 | 2.327 | 2.068 | 3.627 | 3.732 | 3.603 | 1.000 | 1.000 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 51.929 |
| 3.560 | 2.327 | 4.200 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 2.183 | 55.583 |
| 2.240 | 2.327 | 2.682 | 2.973 | 2.167 | 2.228 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 2.283 | 3.559 | 2.283 | 2.282 | 3.980 | 2.232 | 2.183 | 51.477 |
| 2.240 | 2.327 | 4.200 | 1.000 | 1.000 | 2.228 | 2.327 | 2.068 | 3.627 | 1.000 | 2.183 | 3.678 | 2.076 | 3.678 | 1.000 | 2.508 | 2.232 | 2.183 | 41.558 |
| 2.240 | 2.327 | 2.682 | 2.973 | 3.552 | 2.228 | 3.752 | 2.068 | 2.208 | 3.732 | 2.183 | 3.678 | 2.076 | 3.678 | 2.282 | 3.980 | 2.232 | 2.183 | 50.057 |
| 2.240 | 3.752 | 2.682 | 4.246 | 2.167 | 3.594 | 2.327 | 3.344 | 3.627 | 2.328 | 3.603 | 2.283 | 3.559 | 2.283 | 3.793 | 2.508 | 3.651 | 3.543 | 55.529 |
| 2.240 | 1.000 | 2.682 | 2.043 | 2.167 | 2.228 | 2.327 | 1.000 | 2.208 | 2.328 | 3.603 | 1.000 | 3.559 | 1.000 | 3.793 | 3.980 | 2.232 | 3.543 | 42.935 |
| 3.560 | 3.752 | 2.682 | 4.246 | 3.552 | 3.594 | 3.752 | 3.344 | 3.627 | 3.732 | 3.603 | 3.678 | 3.559 | 3.678 | 3.793 | 3.980 | 3.651 | 3.543 | 65.327 |

**Lampiran 17 Transformasi Data Karakteristik Individu**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** | **X1.16** | **X1.17** | **X1.18** |  |
| 3.528 | 2.350 | 3.602 | 3.577 | 1.000 | 1.000 | 3.749 | 2.708 | 4.052 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 3.725 | 1.000 | 4.052 | 2.979 | 54.425 |
| 3.528 | 3.759 | 2.214 | 2.190 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 2.158 | 2.589 | 2.519 | 2.925 | 3.725 | 2.599 | 4.052 | 4.349 | 59.757 |
| 2.143 | 2.350 | 3.602 | 3.577 | 2.208 | 2.237 | 2.294 | 2.708 | 2.585 | 2.392 | 3.579 | 2.589 | 2.519 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 49.462 |
| 3.528 | 3.759 | 2.214 | 3.577 | 2.208 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 4.488 | 3.725 | 1.000 | 4.052 | 2.979 | 56.911 |
| 2.143 | 2.350 | 3.602 | 3.577 | 1.000 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 2.519 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 58.433 |
| 3.528 | 2.350 | 3.602 | 2.190 | 2.208 | 2.237 | 2.294 | 4.246 | 4.052 | 3.849 | 2.158 | 2.589 | 2.519 | 2.925 | 2.268 | 1.000 | 2.490 | 4.349 | 50.853 |
| 2.143 | 3.759 | 2.214 | 2.190 | 3.627 | 3.627 | 2.294 | 4.246 | 2.585 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 2.268 | 2.599 | 2.490 | 4.349 | 55.493 |
| 2.143 | 2.350 | 2.214 | 2.190 | 2.208 | 2.237 | 3.749 | 4.246 | 4.052 | 2.392 | 3.579 | 4.090 | 4.076 | 2.925 | 2.268 | 1.000 | 2.490 | 4.349 | 52.557 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 4.246 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 56.898 |
| 3.528 | 2.350 | 2.214 | 2.190 | 3.627 | 2.237 | 2.294 | 2.708 | 4.052 | 2.392 | 2.158 | 2.589 | 2.519 | 2.925 | 2.268 | 2.599 | 4.052 | 2.979 | 49.681 |
| 3.528 | 3.759 | 2.214 | 2.190 | 2.208 | 3.627 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 4.488 | 2.268 | 1.000 | 4.052 | 4.349 | 56.827 |
| 3.528 | 3.759 | 2.214 | 3.577 | 2.208 | 3.627 | 2.294 | 4.246 | 2.585 | 3.849 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 56.810 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 3.849 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 56.816 |
| 2.143 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 1.000 | 2.158 | 4.090 | 4.076 | 4.488 | 2.268 | 1.000 | 4.052 | 4.349 | 54.139 |
| 3.528 | 2.350 | 1.000 | 3.577 | 2.208 | 3.627 | 3.749 | 2.708 | 2.585 | 3.849 | 3.579 | 4.090 | 2.519 | 4.488 | 3.725 | 2.599 | 2.490 | 4.349 | 57.018 |
| 3.528 | 1.000 | 3.602 | 3.577 | 3.627 | 3.627 | 2.294 | 4.246 | 4.052 | 3.849 | 2.158 | 4.090 | 2.519 | 1.000 | 3.725 | 2.599 | 2.490 | 2.979 | 54.960 |
| 3.528 | 3.759 | 2.214 | 3.577 | 2.208 | 3.627 | 2.294 | 4.246 | 2.585 | 3.849 | 2.158 | 4.090 | 2.519 | 2.925 | 3.725 | 2.599 | 2.490 | 4.349 | 56.739 |
| 1.000 | 2.350 | 2.214 | 3.577 | 2.208 | 3.627 | 2.294 | 4.246 | 1.634 | 2.392 | 1.000 | 4.090 | 4.076 | 2.925 | 2.268 | 1.000 | 4.052 | 4.349 | 49.301 |
| 1.000 | 2.350 | 3.602 | 3.577 | 3.627 | 3.627 | 2.294 | 4.246 | 4.052 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 2.268 | 2.599 | 2.490 | 4.349 | 57.184 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 2.268 | 2.599 | 4.052 | 2.979 | 55.502 |
| 3.528 | 2.350 | 2.214 | 3.577 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 2.392 | 1.000 | 4.090 | 4.076 | 4.488 | 1.000 | 2.599 | 4.052 | 4.349 | 59.015 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 56.729 |
| 2.143 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 3.579 | 2.589 | 2.519 | 2.925 | 2.268 | 2.599 | 4.052 | 1.874 | 58.635 |
| 3.528 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 4.488 | 3.725 | 2.599 | 4.052 | 1.874 | 66.098 |
| 2.143 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 2.294 | 1.000 | 1.000 | 1.000 | 3.579 | 2.589 | 1.000 | 4.488 | 3.725 | 1.000 | 2.490 | 4.349 | 48.847 |
| 2.143 | 2.350 | 2.214 | 2.190 | 2.208 | 2.237 | 2.294 | 2.708 | 2.585 | 2.392 | 2.158 | 2.589 | 2.519 | 2.925 | 2.268 | 1.000 | 2.490 | 2.979 | 42.248 |
| 3.528 | 3.759 | 3.602 | 2.190 | 2.208 | 3.627 | 3.749 | 4.246 | 2.585 | 3.849 | 1.000 | 1.000 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 54.099 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.359 |
| 3.528 | 2.350 | 3.602 | 1.000 | 3.627 | 3.627 | 2.294 | 4.246 | 2.585 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 2.268 | 2.599 | 2.490 | 4.349 | 55.667 |
| 1.000 | 1.000 | 2.214 | 3.577 | 2.208 | 3.627 | 2.294 | 4.246 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 52.904 |
| 3.528 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 4.488 | 3.725 | 2.599 | 4.052 | 4.349 | 68.572 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 4.488 | 3.725 | 2.599 | 4.052 | 4.349 | 55.481 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.359 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 4.090 | 2.519 | 4.488 | 3.725 | 1.000 | 4.052 | 2.979 | 56.866 |
| 2.143 | 3.759 | 2.214 | 3.577 | 2.208 | 3.627 | 3.749 | 2.708 | 4.052 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 2.268 | 2.599 | 2.490 | 4.349 | 56.845 |
| 2.143 | 2.350 | 2.214 | 3.577 | 3.627 | 2.237 | 2.294 | 4.246 | 2.585 | 3.849 | 3.579 | 2.589 | 4.076 | 2.925 | 2.268 | 2.599 | 4.052 | 2.979 | 54.188 |
| 3.528 | 3.759 | 1.000 | 1.000 | 3.627 | 3.627 | 2.294 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 2.519 | 4.488 | 3.725 | 2.599 | 4.052 | 2.979 | 59.012 |
| 3.528 | 3.759 | 2.214 | 3.577 | 3.627 | 1.000 | 3.749 | 4.246 | 2.585 | 3.849 | 3.579 | 4.090 | 4.076 | 2.925 | 3.725 | 2.599 | 2.490 | 2.979 | 58.595 |
| 3.528 | 3.759 | 3.602 | 3.577 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 59.524 |
| 2.143 | 3.759 | 2.214 | 3.577 | 2.208 | 1.000 | 3.749 | 2.708 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 2.925 | 2.268 | 2.599 | 2.490 | 4.349 | 55.633 |
| 3.528 | 3.759 | 2.214 | 2.190 | 3.627 | 1.000 | 2.294 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 4.488 | 2.268 | 2.599 | 2.490 | 4.349 | 58.696 |
| 3.528 | 3.759 | 2.214 | 3.577 | 3.627 | 3.627 | 2.294 | 2.708 | 2.585 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.234 |
| 2.143 | 3.759 | 2.214 | 3.577 | 2.208 | 3.627 | 2.294 | 4.246 | 2.585 | 3.849 | 3.579 | 4.090 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 58.296 |
| 2.143 | 1.000 | 2.214 | 3.577 | 2.208 | 3.627 | 1.000 | 4.246 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 4.488 | 2.268 | 1.000 | 4.052 | 4.349 | 55.817 |
| 3.528 | 2.350 | 2.214 | 3.577 | 3.627 | 2.237 | 2.294 | 4.246 | 2.585 | 3.849 | 2.158 | 4.090 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.510 |
| 2.143 | 3.759 | 1.000 | 3.577 | 2.208 | 3.627 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 4.349 | 55.508 |
| 2.143 | 3.759 | 3.602 | 3.577 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 56.769 |
| 3.528 | 3.759 | 3.602 | 3.577 | 2.208 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 2.268 | 2.599 | 2.490 | 4.349 | 56.685 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 4.488 | 2.268 | 2.599 | 2.490 | 1.874 | 54.397 |
| 2.143 | 2.350 | 2.214 | 2.190 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 2.158 | 2.589 | 4.076 | 4.488 | 1.000 | 2.599 | 4.052 | 2.979 | 55.988 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.237 | 1.000 | 4.246 | 1.634 | 2.392 | 3.579 | 1.000 | 2.519 | 4.488 | 1.000 | 1.000 | 4.052 | 1.874 | 36.020 |
| 2.143 | 3.759 | 3.602 | 3.577 | 2.208 | 3.627 | 3.749 | 4.246 | 2.585 | 3.849 | 2.158 | 4.090 | 2.519 | 4.488 | 3.725 | 1.000 | 4.052 | 2.979 | 58.355 |
| 3.528 | 2.350 | 3.602 | 2.190 | 2.208 | 2.237 | 2.294 | 2.708 | 2.585 | 2.392 | 1.000 | 4.090 | 4.076 | 2.925 | 3.725 | 2.599 | 2.490 | 4.349 | 51.346 |
| 2.143 | 2.350 | 3.602 | 3.577 | 3.627 | 2.237 | 2.294 | 4.246 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.444 |
| 2.143 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 3.749 | 4.246 | 4.052 | 3.849 | 2.158 | 2.589 | 4.076 | 2.925 | 2.268 | 1.000 | 1.000 | 1.000 | 53.246 |
| 3.528 | 2.350 | 3.602 | 2.190 | 3.627 | 2.237 | 3.749 | 4.246 | 4.052 | 2.392 | 3.579 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 2.490 | 4.349 | 56.705 |
| 2.143 | 2.350 | 2.214 | 2.190 | 2.208 | 3.627 | 3.749 | 2.708 | 4.052 | 3.849 | 2.158 | 2.589 | 2.519 | 4.488 | 2.268 | 1.000 | 4.052 | 2.979 | 51.143 |
| 3.528 | 2.350 | 3.602 | 1.000 | 3.627 | 1.000 | 1.000 | 2.708 | 2.585 | 2.392 | 2.158 | 4.090 | 4.076 | 2.925 | 3.725 | 2.599 | 2.490 | 2.979 | 48.832 |
| 3.528 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 2.294 | 2.708 | 2.585 | 2.392 | 2.158 | 2.589 | 2.519 | 4.488 | 3.725 | 2.599 | 4.052 | 4.349 | 58.176 |
| 2.143 | 3.759 | 2.214 | 3.577 | 3.627 | 2.237 | 3.749 | 2.708 | 4.052 | 3.849 | 2.158 | 2.589 | 4.076 | 2.925 | 3.725 | 1.000 | 4.052 | 2.979 | 55.418 |
| 3.528 | 2.350 | 3.602 | 2.190 | 2.208 | 3.627 | 2.294 | 4.246 | 2.585 | 1.000 | 3.579 | 4.090 | 4.076 | 2.925 | 2.268 | 2.599 | 2.490 | 1.874 | 51.530 |
| 3.528 | 3.759 | 3.602 | 3.577 | 3.627 | 3.627 | 3.749 | 2.708 | 4.052 | 3.849 | 3.579 | 4.090 | 4.076 | 2.925 | 3.725 | 2.599 | 4.052 | 2.979 | 64.101 |

**Lampiran 18 Transformasi Data Komunikasi Internal**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** | **X2.13** | **X2.14** |  |
| 3.831 | 2.468 | 2.047 | 3.752 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 3.701 | 2.596 | 1.000 | 3.676 | 4.172 | 43.782 |
| 2.396 | 3.962 | 3.370 | 2.327 | 3.874 | 3.823 | 2.603 | 2.417 | 2.237 | 3.701 | 1.000 | 2.596 | 3.676 | 4.172 | 42.155 |
| 2.396 | 3.962 | 3.370 | 2.327 | 2.415 | 3.823 | 4.148 | 2.417 | 2.237 | 3.701 | 1.000 | 1.000 | 3.676 | 2.787 | 39.260 |
| 3.831 | 3.962 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 3.701 | 1.000 | 1.000 | 1.000 | 2.787 | 39.411 |
| 2.396 | 2.468 | 3.370 | 3.752 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 1.000 | 2.596 | 1.000 | 3.676 | 2.787 | 39.584 |
| 2.396 | 3.962 | 2.047 | 2.327 | 2.415 | 3.823 | 4.148 | 2.417 | 3.627 | 3.701 | 1.000 | 1.000 | 3.676 | 4.172 | 40.712 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 40.874 |
| 2.396 | 2.468 | 1.000 | 2.327 | 2.415 | 2.368 | 2.603 | 1.000 | 1.000 | 3.701 | 1.000 | 1.000 | 2.257 | 1.805 | 27.340 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 42.116 |
| 2.396 | 3.962 | 3.370 | 2.327 | 2.415 | 2.368 | 2.603 | 2.417 | 2.237 | 2.243 | 1.000 | 1.000 | 2.257 | 4.172 | 34.766 |
| 2.396 | 3.962 | 1.000 | 2.327 | 2.415 | 3.823 | 2.603 | 3.913 | 3.627 | 1.000 | 2.596 | 1.000 | 3.676 | 2.787 | 37.126 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 3.701 | 1.000 | 2.596 | 3.676 | 2.787 | 42.189 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 3.676 | 4.172 | 43.680 |
| 2.396 | 3.962 | 3.370 | 2.327 | 2.415 | 1.000 | 2.603 | 3.913 | 3.627 | 2.243 | 1.000 | 1.000 | 3.676 | 4.172 | 37.704 |
| 3.831 | 3.962 | 2.047 | 2.327 | 3.874 | 2.368 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 3.676 | 1.805 | 44.471 |
| 3.831 | 2.468 | 3.370 | 1.000 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 2.596 | 1.000 | 1.000 | 2.787 | 36.744 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 4.148 | 2.417 | 3.627 | 3.701 | 2.596 | 1.000 | 2.257 | 4.172 | 42.313 |
| 2.396 | 3.962 | 3.370 | 3.752 | 2.415 | 3.823 | 2.603 | 2.417 | 3.627 | 3.701 | 2.596 | 2.596 | 3.676 | 4.172 | 45.107 |
| 2.396 | 2.468 | 2.047 | 2.327 | 3.874 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 3.676 | 2.787 | 43.979 |
| 2.396 | 3.962 | 3.370 | 3.752 | 3.874 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 3.676 | 4.172 | 49.606 |
| 3.831 | 1.000 | 3.370 | 3.752 | 3.874 | 3.823 | 4.148 | 3.913 | 3.627 | 2.243 | 2.596 | 2.596 | 3.676 | 2.787 | 45.235 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 3.823 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 2.596 | 2.257 | 4.172 | 43.748 |
| 3.831 | 2.468 | 1.000 | 1.000 | 2.415 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 1.000 | 3.676 | 2.787 | 39.985 |
| 1.000 | 3.962 | 3.370 | 3.752 | 3.874 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 1.000 | 1.000 | 3.676 | 2.787 | 43.633 |
| 1.000 | 2.468 | 3.370 | 3.752 | 3.874 | 3.823 | 4.148 | 3.913 | 2.237 | 3.701 | 2.596 | 2.596 | 3.676 | 4.172 | 45.326 |
| 2.396 | 2.468 | 2.047 | 2.327 | 2.415 | 2.368 | 2.603 | 2.417 | 2.237 | 2.243 | 1.000 | 1.000 | 2.257 | 2.787 | 30.564 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 3.676 | 2.787 | 42.295 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 2.787 | 40.731 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 40.874 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 2.243 | 1.000 | 1.000 | 2.257 | 2.787 | 36.434 |
| 3.831 | 3.962 | 3.370 | 3.752 | 3.874 | 2.368 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 1.000 | 3.676 | 4.172 | 47.989 |
| 3.831 | 3.962 | 2.047 | 3.752 | 2.415 | 1.000 | 1.000 | 1.000 | 3.627 | 3.701 | 1.000 | 1.000 | 2.257 | 2.787 | 33.378 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 42.116 |
| 3.831 | 2.468 | 2.047 | 3.752 | 3.874 | 3.823 | 4.148 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 3.676 | 4.172 | 45.237 |
| 2.396 | 3.962 | 2.047 | 3.752 | 3.874 | 3.823 | 2.603 | 2.417 | 2.237 | 2.243 | 1.000 | 1.000 | 2.257 | 1.805 | 35.416 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 3.823 | 2.603 | 3.913 | 3.627 | 2.243 | 1.000 | 2.596 | 3.676 | 4.172 | 43.523 |
| 3.831 | 3.962 | 3.370 | 2.327 | 3.874 | 3.823 | 4.148 | 3.913 | 1.000 | 1.000 | 1.000 | 2.596 | 3.676 | 4.172 | 42.692 |
| 3.831 | 3.962 | 3.370 | 3.752 | 3.874 | 2.368 | 2.603 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 2.257 | 4.172 | 46.621 |
| 1.000 | 1.000 | 1.000 | 3.752 | 2.415 | 3.823 | 4.148 | 2.417 | 3.627 | 3.701 | 1.000 | 2.596 | 3.676 | 2.787 | 36.942 |
| 3.831 | 2.468 | 3.370 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 42.137 |
| 3.831 | 2.468 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 3.913 | 3.627 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 43.651 |
| 2.396 | 2.468 | 3.370 | 1.000 | 1.000 | 2.368 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 36.480 |
| 2.396 | 2.468 | 3.370 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 1.000 | 2.243 | 2.596 | 2.596 | 2.257 | 4.172 | 39.603 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 1.000 | 1.000 | 1.000 | 39.380 |
| 3.831 | 2.468 | 3.370 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 43.488 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 40.874 |
| 2.396 | 3.962 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 2.787 | 40.790 |
| 2.396 | 3.962 | 2.047 | 2.327 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 40.997 |
| 2.396 | 3.962 | 1.000 | 1.000 | 2.415 | 3.823 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 2.257 | 4.172 | 41.606 |
| 2.396 | 3.962 | 1.000 | 3.752 | 3.874 | 1.000 | 4.148 | 3.913 | 2.237 | 3.701 | 2.596 | 2.596 | 2.257 | 4.172 | 41.603 |
| 2.396 | 3.962 | 1.000 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 1.000 | 2.243 | 2.596 | 1.000 | 3.676 | 2.787 | 35.794 |
| 3.831 | 2.468 | 3.370 | 3.752 | 2.415 | 3.823 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 43.537 |
| 2.396 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 40.874 |
| 3.831 | 3.962 | 2.047 | 3.752 | 2.415 | 3.823 | 2.603 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 42.309 |
| 2.396 | 3.962 | 3.370 | 3.752 | 2.415 | 2.368 | 4.148 | 3.913 | 3.627 | 3.701 | 2.596 | 2.596 | 3.676 | 4.172 | 46.691 |
| 2.396 | 3.962 | 2.047 | 3.752 | 3.874 | 2.368 | 4.148 | 3.913 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 4.172 | 42.422 |
| 2.396 | 2.468 | 2.047 | 2.327 | 2.415 | 2.368 | 2.603 | 2.417 | 2.237 | 2.243 | 1.000 | 1.000 | 2.257 | 2.787 | 30.564 |
| 1.000 | 2.468 | 3.370 | 3.752 | 1.000 | 2.368 | 2.603 | 2.417 | 1.000 | 2.243 | 2.596 | 2.596 | 1.000 | 1.805 | 30.217 |
| 3.831 | 3.962 | 3.370 | 3.752 | 3.874 | 2.368 | 2.603 | 2.417 | 2.237 | 3.701 | 1.000 | 2.596 | 2.257 | 2.787 | 40.754 |
| 3.831 | 3.962 | 3.370 | 2.327 | 3.874 | 2.368 | 4.148 | 2.417 | 3.627 | 3.701 | 2.596 | 1.000 | 3.676 | 2.787 | 43.683 |
| 3.831 | 2.468 | 3.370 | 2.327 | 1.000 | 3.823 | 2.603 | 3.913 | 2.237 | 2.243 | 2.596 | 2.596 | 2.257 | 4.172 | 39.435 |
| 3.831 | 3.962 | 3.370 | 3.752 | 2.415 | 3.823 | 4.148 | 2.417 | 3.627 | 2.243 | 2.596 | 1.000 | 3.676 | 4.172 | 45.032 |

**Lampiran 19 Transformasi Data Semangat Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** | **X3.15** | **X3.16** | **X3.17** | **X3.18** |  |
| 3.621 | 2.460 | 4.012 | 3.701 | 2.343 | 3.468 | 3.647 | 2.114 | 3.823 | 4.271 | 4.052 | 2.468 | 4.124 | 3.849 | 1.000 | 1.000 | 2.517 | 3.603 | 56.072 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 3.468 | 3.647 | 2.114 | 2.368 | 2.881 | 2.490 | 2.468 | 2.575 | 2.392 | 1.000 | 1.000 | 4.012 | 3.603 | 53.178 |
| 2.251 | 4.029 | 4.012 | 3.701 | 2.343 | 2.114 | 2.273 | 2.114 | 2.368 | 2.881 | 4.052 | 2.468 | 4.124 | 3.849 | 1.000 | 1.000 | 4.012 | 2.183 | 50.773 |
| 3.621 | 4.029 | 2.517 | 2.243 | 3.799 | 2.114 | 2.273 | 2.114 | 3.823 | 2.881 | 4.052 | 2.468 | 2.575 | 3.849 | 1.000 | 2.626 | 4.012 | 2.183 | 52.178 |
| 3.621 | 4.029 | 2.517 | 3.701 | 2.343 | 1.000 | 1.000 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 3.849 | 2.596 | 1.000 | 4.012 | 2.183 | 50.985 |
| 2.251 | 2.460 | 2.517 | 2.243 | 2.343 | 3.468 | 3.647 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 2.575 | 2.392 | 1.000 | 2.626 | 2.517 | 3.603 | 50.334 |
| 3.621 | 2.460 | 2.517 | 3.701 | 3.799 | 2.114 | 3.647 | 1.000 | 3.823 | 1.805 | 2.490 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 51.108 |
| 3.621 | 4.029 | 2.517 | 2.243 | 1.000 | 1.000 | 3.647 | 3.468 | 2.368 | 2.881 | 1.000 | 1.000 | 2.575 | 2.392 | 1.000 | 1.000 | 2.517 | 3.603 | 41.860 |
| 2.251 | 4.029 | 2.517 | 3.701 | 3.799 | 1.000 | 1.000 | 1.000 | 2.368 | 4.271 | 4.052 | 2.468 | 4.124 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 53.264 |
| 2.251 | 2.460 | 4.012 | 2.243 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 2.881 | 2.490 | 2.468 | 4.124 | 1.000 | 1.000 | 1.000 | 2.517 | 2.183 | 44.547 |
| 3.621 | 4.029 | 2.517 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 54.680 |
| 3.621 | 4.029 | 2.517 | 2.243 | 1.000 | 2.114 | 3.647 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 2.392 | 1.000 | 2.626 | 4.012 | 2.183 | 50.517 |
| 2.251 | 4.029 | 4.012 | 3.701 | 3.799 | 2.114 | 2.273 | 2.114 | 3.823 | 2.881 | 4.052 | 1.000 | 2.575 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 55.310 |
| 1.000 | 4.029 | 2.517 | 1.000 | 3.799 | 3.468 | 3.647 | 3.468 | 1.000 | 1.805 | 4.052 | 2.468 | 4.124 | 3.849 | 1.000 | 2.626 | 4.012 | 3.603 | 51.465 |
| 3.621 | 4.029 | 2.517 | 3.701 | 3.799 | 2.114 | 3.647 | 2.114 | 3.823 | 4.271 | 4.052 | 2.468 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 2.183 | 54.906 |
| 3.621 | 2.460 | 1.000 | 3.701 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 1.000 | 4.012 | 3.603 | 54.739 |
| 3.621 | 2.460 | 4.012 | 3.701 | 2.343 | 3.468 | 3.647 | 3.468 | 3.823 | 2.881 | 4.052 | 3.962 | 2.575 | 2.392 | 2.596 | 2.626 | 2.517 | 1.000 | 55.145 |
| 2.251 | 2.460 | 4.012 | 3.701 | 3.799 | 3.468 | 2.273 | 2.114 | 2.368 | 1.000 | 2.490 | 3.962 | 4.124 | 2.392 | 1.000 | 2.626 | 4.012 | 3.603 | 51.652 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 2.114 | 3.647 | 3.468 | 1.000 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 1.000 | 2.626 | 4.012 | 3.603 | 60.888 |
| 2.251 | 2.460 | 4.012 | 3.701 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 1.000 | 4.012 | 3.603 | 56.382 |
| 3.621 | 2.460 | 4.012 | 3.701 | 3.799 | 3.468 | 2.273 | 1.000 | 1.000 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 2.517 | 3.603 | 56.932 |
| 3.621 | 4.029 | 4.012 | 3.701 | 2.343 | 3.468 | 2.273 | 1.000 | 3.823 | 4.271 | 4.052 | 3.962 | 2.575 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 59.816 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 4.012 | 2.183 | 63.868 |
| 1.000 | 4.029 | 2.517 | 2.243 | 3.799 | 3.468 | 3.647 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 1.000 | 3.603 | 58.076 |
| 3.621 | 4.029 | 4.012 | 3.701 | 2.343 | 3.468 | 3.647 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 2.392 | 2.596 | 1.000 | 4.012 | 3.603 | 62.124 |
| 2.251 | 2.460 | 2.517 | 2.243 | 2.343 | 2.114 | 2.273 | 2.114 | 2.368 | 2.881 | 2.490 | 2.468 | 2.575 | 1.000 | 1.000 | 1.000 | 2.517 | 2.183 | 38.796 |
| 3.621 | 2.460 | 2.517 | 3.701 | 2.343 | 1.000 | 3.647 | 1.000 | 2.368 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 1.000 | 2.626 | 2.517 | 1.000 | 50.057 |
| 1.000 | 2.460 | 4.012 | 3.701 | 3.799 | 3.468 | 3.647 | 2.114 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 4.012 | 2.183 | 53.536 |
| 2.251 | 4.029 | 2.517 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 1.805 | 4.052 | 2.468 | 4.124 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 55.552 |
| 2.251 | 4.029 | 2.517 | 3.701 | 3.799 | 3.468 | 3.647 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 1.000 | 4.012 | 1.000 | 55.227 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 3.468 | 3.647 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 66.662 |
| 3.621 | 2.460 | 2.517 | 2.243 | 2.343 | 2.114 | 2.273 | 2.114 | 2.368 | 2.881 | 2.490 | 2.468 | 2.575 | 2.392 | 1.000 | 1.000 | 2.517 | 2.183 | 41.558 |
| 2.251 | 2.460 | 4.012 | 3.701 | 1.000 | 1.000 | 3.647 | 2.114 | 3.823 | 2.881 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 2.626 | 4.012 | 1.000 | 50.159 |
| 3.621 | 2.460 | 4.012 | 2.243 | 3.799 | 2.114 | 3.647 | 2.114 | 3.823 | 2.881 | 4.052 | 3.962 | 4.124 | 2.392 | 1.000 | 1.000 | 4.012 | 3.603 | 54.857 |
| 2.251 | 4.029 | 2.517 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 4.124 | 2.392 | 2.596 | 2.626 | 1.000 | 2.183 | 52.061 |
| 3.621 | 4.029 | 4.012 | 2.243 | 3.799 | 3.468 | 1.000 | 1.000 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 2.392 | 2.596 | 1.000 | 4.012 | 3.603 | 52.439 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 3.468 | 3.647 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 2.392 | 2.596 | 2.626 | 4.012 | 3.603 | 65.205 |
| 3.621 | 4.029 | 1.000 | 2.243 | 3.799 | 3.468 | 3.647 | 3.468 | 3.823 | 4.271 | 2.490 | 3.962 | 4.124 | 2.392 | 2.596 | 2.626 | 4.012 | 2.183 | 57.752 |
| 3.621 | 4.029 | 4.012 | 3.701 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 4.271 | 2.490 | 2.468 | 4.124 | 2.392 | 1.000 | 1.000 | 4.012 | 3.603 | 57.552 |
| 2.251 | 4.029 | 2.517 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 2.626 | 2.517 | 3.603 | 55.132 |
| 2.251 | 4.029 | 4.012 | 2.243 | 3.799 | 2.114 | 3.647 | 3.468 | 2.368 | 4.271 | 4.052 | 2.468 | 4.124 | 2.392 | 1.000 | 2.626 | 4.012 | 3.603 | 56.477 |
| 3.621 | 4.029 | 4.012 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 2.183 | 54.755 |
| 1.000 | 4.029 | 2.517 | 2.243 | 3.799 | 3.468 | 1.000 | 2.114 | 3.823 | 4.271 | 2.490 | 2.468 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 49.391 |
| 2.251 | 4.029 | 4.012 | 2.243 | 2.343 | 3.468 | 3.647 | 2.114 | 3.823 | 2.881 | 4.052 | 3.962 | 4.124 | 2.392 | 2.596 | 1.000 | 2.517 | 2.183 | 53.637 |
| 2.251 | 4.029 | 4.012 | 3.701 | 2.343 | 3.468 | 2.273 | 3.468 | 2.368 | 4.271 | 4.052 | 2.468 | 4.124 | 2.392 | 2.596 | 2.626 | 4.012 | 2.183 | 56.636 |
| 2.251 | 4.029 | 4.012 | 2.243 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 56.430 |
| 3.621 | 2.460 | 4.012 | 2.243 | 3.799 | 3.468 | 3.647 | 3.468 | 2.368 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 1.000 | 2.626 | 2.517 | 2.183 | 57.668 |
| 2.251 | 4.029 | 4.012 | 2.243 | 3.799 | 3.468 | 2.273 | 3.468 | 2.368 | 4.271 | 4.052 | 2.468 | 4.124 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 56.418 |
| 2.251 | 4.029 | 2.517 | 1.000 | 2.343 | 2.114 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 2.468 | 2.575 | 3.849 | 2.596 | 2.626 | 2.517 | 3.603 | 50.985 |
| 2.251 | 4.029 | 2.517 | 3.701 | 2.343 | 3.468 | 3.647 | 3.468 | 2.368 | 2.881 | 2.490 | 3.962 | 4.124 | 2.392 | 2.596 | 2.626 | 2.517 | 3.603 | 54.982 |
| 1.000 | 1.000 | 2.517 | 2.243 | 2.343 | 1.000 | 1.000 | 2.114 | 2.368 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 2.517 | 2.183 | 45.765 |
| 2.251 | 2.460 | 4.012 | 3.701 | 2.343 | 2.114 | 3.647 | 2.114 | 3.823 | 4.271 | 2.490 | 3.962 | 4.124 | 3.849 | 2.596 | 1.000 | 4.012 | 2.183 | 54.952 |
| 3.621 | 4.029 | 2.517 | 3.701 | 3.799 | 2.114 | 2.273 | 3.468 | 3.823 | 2.881 | 2.490 | 3.962 | 4.124 | 1.000 | 1.000 | 1.000 | 4.012 | 3.603 | 53.415 |
| 2.251 | 4.029 | 4.012 | 3.701 | 3.799 | 2.114 | 1.000 | 2.114 | 3.823 | 2.881 | 4.052 | 3.962 | 2.575 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 53.908 |
| 2.251 | 2.460 | 2.517 | 3.701 | 3.799 | 3.468 | 2.273 | 3.468 | 3.823 | 4.271 | 4.052 | 3.962 | 4.124 | 3.849 | 2.596 | 2.626 | 4.012 | 3.603 | 60.854 |
| 2.251 | 4.029 | 2.517 | 3.701 | 3.799 | 2.114 | 3.647 | 2.114 | 3.823 | 4.271 | 4.052 | 2.468 | 4.124 | 3.849 | 1.000 | 2.626 | 2.517 | 3.603 | 56.504 |
| 2.251 | 2.460 | 2.517 | 2.243 | 2.343 | 2.114 | 2.273 | 2.114 | 2.368 | 2.881 | 4.052 | 2.468 | 2.575 | 2.392 | 1.000 | 1.000 | 2.517 | 2.183 | 41.751 |
| 2.251 | 4.029 | 4.012 | 2.243 | 3.799 | 2.114 | 2.273 | 2.114 | 3.823 | 1.805 | 4.052 | 3.962 | 1.000 | 2.392 | 2.596 | 2.626 | 2.517 | 2.183 | 49.790 |
| 3.621 | 4.029 | 4.012 | 3.701 | 2.343 | 2.114 | 2.273 | 3.468 | 3.823 | 2.881 | 4.052 | 3.962 | 2.575 | 2.392 | 1.000 | 1.000 | 2.517 | 2.183 | 51.947 |
| 3.621 | 4.029 | 2.517 | 2.243 | 3.799 | 2.114 | 3.647 | 2.114 | 3.823 | 2.881 | 4.052 | 3.962 | 4.124 | 3.849 | 1.000 | 1.000 | 4.012 | 3.603 | 56.388 |
| 1.000 | 4.029 | 4.012 | 1.000 | 2.343 | 2.114 | 2.273 | 3.468 | 2.368 | 4.271 | 2.490 | 3.962 | 4.124 | 2.392 | 2.596 | 1.000 | 4.012 | 3.603 | 51.056 |
| 2.251 | 4.029 | 2.517 | 3.701 | 3.799 | 3.468 | 3.647 | 3.468 | 2.368 | 4.271 | 4.052 | 2.468 | 4.124 | 3.849 | 2.596 | 2.626 | 2.517 | 3.603 | 59.352 |

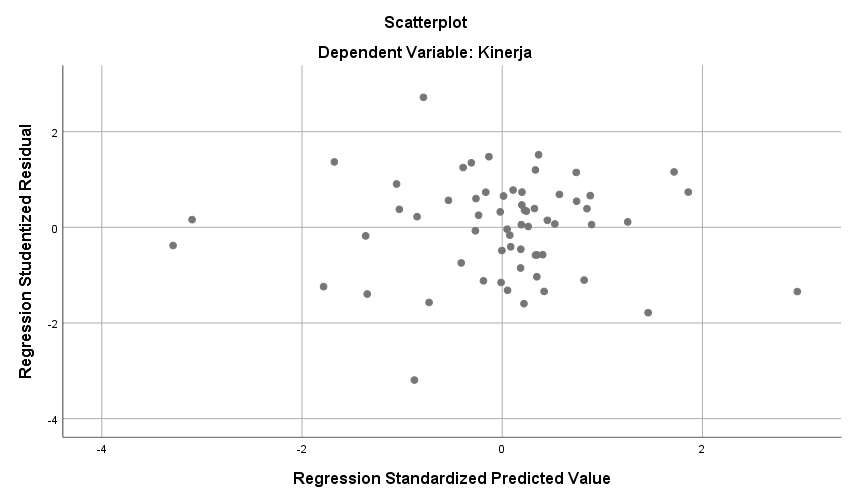
**Lampiran 20 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 62 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 4.36875959 |
| Most Extreme Differences | Absolute | .088 |
| Positive | .061 |
| Negative | -.088 |
| Test Statistic | | .088 |
| 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 21 Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Karakteristik individu | .632 | 1.582 |
| Komunikasi internal | .534 | 1.872 |
| Semangat kerja | .474 | 2.109 |
| a. Dependent Variable: Kinerja | | | |

**Lampiran 22 Uji Heterokedastisitas**



**Lampiran 23 Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .125 | 7.400 |  | .017 | .987 |
| Karakteristik individu | .573 | .152 | .444 | 3.763 | .000 |
| Komunikasi internal | .075 | .204 | .047 | .368 | .714 |
| Semangat kerja | .339 | .153 | .302 | 2.218 | .030 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 24 Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .125 | 7.400 |  | .017 | .987 |
| Karakteristik individu | .573 | .152 | .444 | 3.763 | .000 |
| Komunikasi internal | .075 | .204 | .047 | .368 | .714 |
| Semangat kerja | .339 | .153 | .302 | 2.218 | .030 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 25 Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 1113.515 | 3 | 371.172 | 18.491 | .000b |
| Residual | 1164.250 | 58 | 20.073 |  |  |
| Total | 2277.764 | 61 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Semangat kerja, Karakteristik individu, Komunikasi internal | | | | | | |

**Lampiran 26 Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .699a | .489 | .462 | 4.48032 | 1.915 |
| a. Predictors: (Constant), Semangat kerja, Karakteristik individu, Komunikasi internal | | | | | |
| b. Dependent Variable: Kinerja | | | | | |