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**LAMPIRAN**

**Lampiran 1 Kuesioner**

Kuesioner Penelitian

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Kompetensi Kerja, Pengawasan Kerja, dan Lingkungan Kerja Terhadap Etos Kerja Pegawai Pada Dinas Perumahan Dan Kawasan Permukiman Kabupaten Pemalang

Yth

Bapak/Ibu

Di tempat

Dengan Hormat,

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

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaanya karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terimakasih.

Tegal, 2023

Elsa Septi Pitasari

**KARAKTERISTIK RESPONDEN**

PETUNJUK PENGISIAN KUESIONER

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pertanyaan yang ada
2. Beri tanda Checklist (🗸) pada kolom yang tersedia
3. Mohon menjawab semua pertanyaan yang tertera tanpa ada yang terlewat
4. Ada lima alternative jawaban

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

DATA KUESIONER

Nama :

1. Jenis Kelamin

Laki-laki Perempuan

1. Pendidikan Terakhir

SD/SMP SMA/SMK DIII/S1 S2

1. Umur

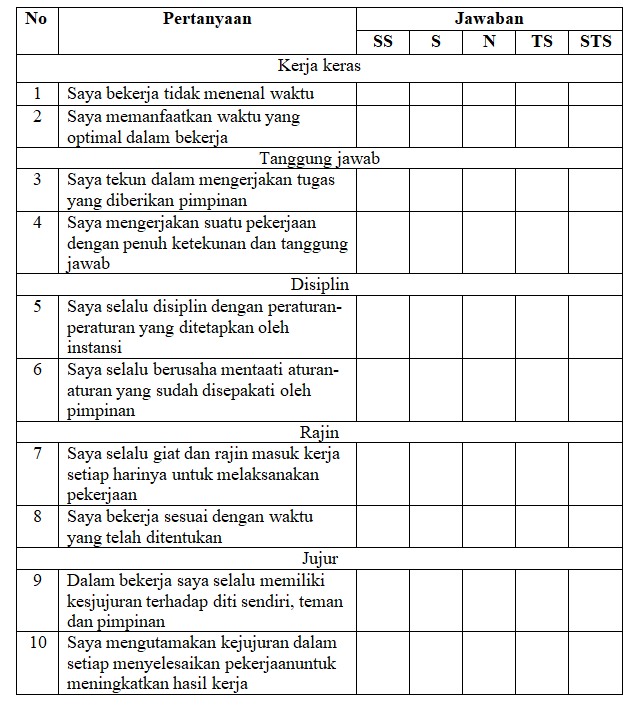
20-35 tahun 35-40 tahun 41-45 tahun >45 tahun

1. Masa Kerja

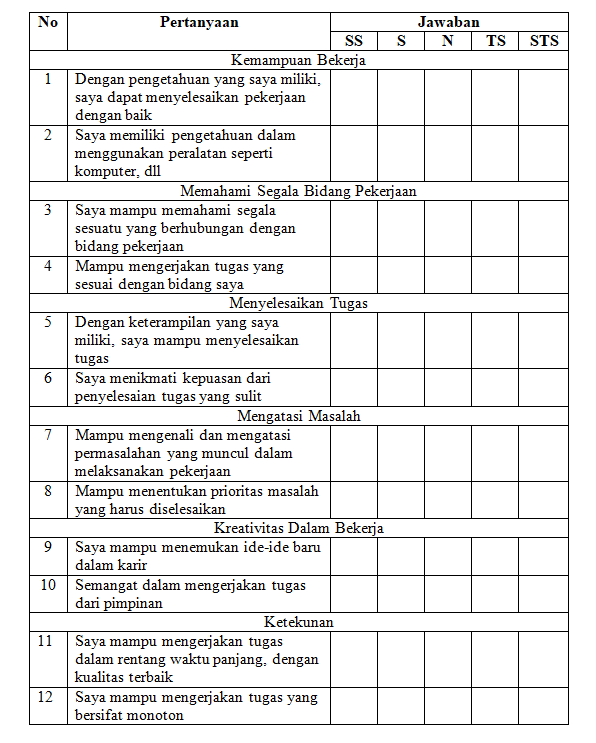
<1 tahun 1-5 tahun 6-10 tahun >10 tahun

**KUESIONER PENELITIAN**

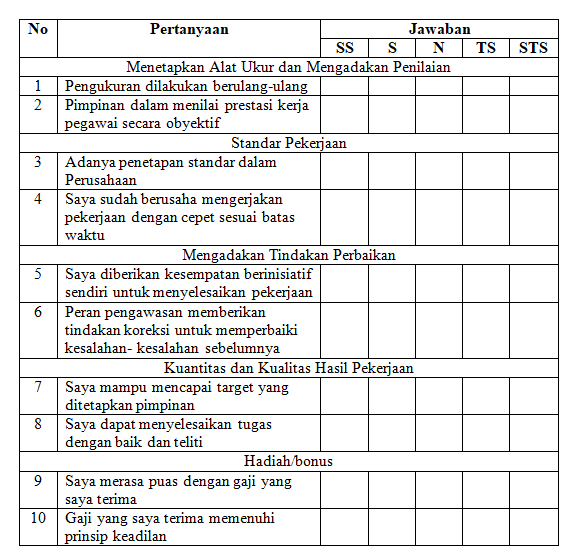
1. **Etos Kerja (Y)**

****

1. **Kompetensi Kerja (X1)**

****

1. **Pengawasan Kerja (X2)**

****

1. **Lingkungan Kerja (X3)**

**Lampiran 2 Tabulasi Data Etos Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Etos Kerja | | | | | | | | | |  |
| No | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Total |
| 1 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 7 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 11 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 17 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 21 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 22 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 23 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 39 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 37 |
| 25 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 42 |
| 26 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 34 |
| 27 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 28 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 40 |
| 32 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 33 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 34 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 35 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 38 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 41 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 46 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 44 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 3 Tabulasi Data Kompetensi Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Kompetensi Kerja | | | | | | | | | | | | |
| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | Total |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 44 |
| 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 4 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 5 | 2 | 2 | 37 |
| 5 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 57 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 52 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 9 | 4 | 2 | 3 | 4 | 2 | 5 | 2 | 4 | 2 | 4 | 2 | 4 | 38 |
| 10 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 45 |
| 11 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 52 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 47 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 18 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 19 | 5 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 3 | 2 | 3 | 5 | 46 |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 21 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 56 |
| 24 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 52 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 26 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 47 |
| 27 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 5 | 2 | 4 | 2 | 5 | 47 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 2 | 4 | 2 | 4 | 44 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 56 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 50 |
| 32 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 50 |
| 33 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 51 |
| 34 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 50 |
| 35 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 52 |
| 36 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 50 |
| 37 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 49 |
| 38 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 50 |
| 39 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 49 |
| 40 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 50 |
| 41 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 36 |
| 42 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 41 |
| 43 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 47 |
| 44 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 2 | 3 | 4 | 50 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| 45 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 45 |
| 45 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 5 | 1 | 4 | 4 | 45 |

**Lampiran 4 Tabulasi Data Pengawasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pengawasan Kerja | | | | | | | | | | |
| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 6 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| 7 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 8 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 10 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 33 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 38 |
| 18 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 36 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 20 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 22 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 23 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 24 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 25 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 36 |
| 26 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 35 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 38 |
| 36 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 36 |
| 37 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 38 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 40 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 41 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 42 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 43 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 36 |
| 44 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 35 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 5 Tabulasi Data Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Lingkungan Kerja | | | | | | | | | | |
| No | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 2 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 40 |
| 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 6 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 34 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 8 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 37 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 35 |
| 11 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 34 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 13 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 32 |
| 15 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 16 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 38 |
| 17 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 18 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 19 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 22 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 23 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 36 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 25 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 39 |
| 26 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 29 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 43 |
| 30 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 31 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 32 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 40 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 35 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 36 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 37 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 41 |
| 39 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 41 |
| 40 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 41 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 36 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 44 | 3 | 5 | 3 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 40 |
| 45 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 36 |
| 46 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 47 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |

**Lampiran 6 Transformasi Data Etos Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval** | | | | | | | | | |  |
| No | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.TOTAL** |
| 1 | 2,731 | 2,731 | 3,698 | 2,629 | 4,089 | 4,388 | 2,629 | 2,796 | 4,273 | 4,122 | 34,084 |
| 2 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 4,122 | 27,924 |
| 3 | 2,731 | 2,731 | 2,341 | 2,629 | 4,089 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 27,923 |
| 4 | 2,731 | 4,388 | 3,698 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 4,122 | 30,938 |
| 5 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 6 | 2,731 | 4,388 | 2,341 | 2,629 | 2,579 | 2,731 | 4,213 | 4,556 | 2,636 | 2,611 | 31,415 |
| 7 | 4,388 | 2,731 | 2,341 | 2,629 | 2,579 | 4,388 | 2,629 | 2,796 | 2,636 | 2,611 | 29,729 |
| 8 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 9 | 2,731 | 2,731 | 3,698 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 27,770 |
| 10 | 2,731 | 2,731 | 3,698 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 27,770 |
| 11 | 2,731 | 2,731 | 2,341 | 4,213 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 27,998 |
| 12 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 13 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 14 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 15 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 1,000 | 2,629 | 2,796 | 2,636 | 2,611 | 24,683 |
| 16 | 2,731 | 4,388 | 2,341 | 2,629 | 2,579 | 2,731 | 4,213 | 2,796 | 2,636 | 2,611 | 29,655 |
| 17 | 2,731 | 2,731 | 3,698 | 1,000 | 1,000 | 2,731 | 2,629 | 2,796 | 1,000 | 2,611 | 22,926 |
| 18 | 4,388 | 4,388 | 3,698 | 4,213 | 4,089 | 4,388 | 4,213 | 2,796 | 2,636 | 4,122 | 38,932 |
| 19 | 4,388 | 4,388 | 3,698 | 4,213 | 4,089 | 4,388 | 4,213 | 4,556 | 4,273 | 4,122 | 42,328 |
| 20 | 2,731 | 4,388 | 3,698 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 4,273 | 4,122 | 32,575 |
| 21 | 4,388 | 2,731 | 2,341 | 2,629 | 4,089 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 29,581 |
| 22 | 2,731 | 4,388 | 3,698 | 4,213 | 4,089 | 2,731 | 4,213 | 2,796 | 2,636 | 4,122 | 35,616 |
| 23 | 2,731 | 2,731 | 1,000 | 1,000 | 4,089 | 2,731 | 1,000 | 2,796 | 2,636 | 4,122 | 24,834 |
| 24 | 2,731 | 1,000 | 2,341 | 2,629 | 2,579 | 2,731 | 1,000 | 2,796 | 1,000 | 2,611 | 21,417 |
| 25 | 4,388 | 2,731 | 2,341 | 4,213 | 1,000 | 2,731 | 4,213 | 2,796 | 4,273 | 1,000 | 29,685 |
| 26 | 1,000 | 1,000 | 1,000 | 1,000 | 2,579 | 2,731 | 1,000 | 1,000 | 2,636 | 2,611 | 16,557 |
| 27 | 2,731 | 2,731 | 1,000 | 1,000 | 2,579 | 2,731 | 1,000 | 1,000 | 2,636 | 2,611 | 20,018 |
| 28 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 1,000 | 2,629 | 2,796 | 2,636 | 2,611 | 24,683 |
| 29 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 30 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 31 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 4,388 | 2,629 | 1,000 | 1,000 | 4,122 | 26,150 |
| 32 | 2,731 | 2,731 | 3,698 | 4,213 | 4,089 | 2,731 | 2,629 | 4,556 | 4,273 | 4,122 | 35,771 |
| 33 | 2,731 | 2,731 | 3,698 | 2,629 | 4,089 | 4,388 | 4,213 | 4,556 | 2,636 | 4,122 | 35,792 |
| 34 | 2,731 | 1,000 | 1,000 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 23,342 |
| 35 | 1,000 | 2,731 | 1,000 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 23,342 |
| 36 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 37 | 2,731 | 2,731 | 1,000 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 1,000 | 2,611 | 23,436 |
| 38 | 4,388 | 2,731 | 3,698 | 2,629 | 2,579 | 4,388 | 2,629 | 2,796 | 2,636 | 4,122 | 32,596 |
| 39 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 40 | 2,731 | 2,731 | 2,341 | 4,213 | 4,089 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 29,507 |
| 41 | 1,000 | 2,731 | 1,000 | 2,629 | 1,000 | 2,731 | 2,629 | 2,796 | 1,000 | 1,000 | 18,515 |
| 42 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 43 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 44 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |
| 45 | 4,388 | 2,731 | 2,341 | 4,213 | 4,089 | 2,731 | 2,629 | 4,556 | 2,636 | 4,122 | 34,435 |
| 46 | 2,731 | 2,731 | 3,698 | 2,629 | 4,089 | 1,000 | 4,213 | 2,796 | 4,273 | 4,122 | 32,280 |
| 47 | 2,731 | 2,731 | 2,341 | 2,629 | 2,579 | 2,731 | 2,629 | 2,796 | 2,636 | 2,611 | 26,413 |

**Lampiran 7 Transformasi Data Kompetensi Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval** | | | | | | | | | | | |  |
| No | **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.**  **TOTAL** |
| 1 | 4,213 | 3,844 | 4,146 | 2,188 | 4,434 | 3,647 | 2,914 | 3,954 | 2,556 | 4,283 | 3,081 | 4,014 | 43,273 |
| 2 | 1,980 | 2,615 | 2,844 | 2,188 | 3,073 | 2,280 | 2,004 | 2,616 | 1,896 | 4,283 | 2,136 | 2,127 | 30,043 |
| 3 | 4,213 | 3,844 | 2,844 | 3,609 | 4,434 | 2,280 | 4,040 | 3,954 | 3,645 | 3,290 | 4,140 | 4,014 | 44,307 |
| 4 | 1,000 | 2,615 | 1,000 | 2,188 | 3,073 | 2,280 | 1,000 | 2,616 | 1,000 | 4,283 | 1,000 | 1,000 | 23,056 |
| 5 | 1,980 | 1,855 | 2,844 | 3,609 | 1,914 | 2,280 | 2,004 | 2,616 | 1,896 | 1,841 | 2,136 | 2,127 | 27,102 |
| 6 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 2,616 | 3,645 | 2,649 | 4,140 | 4,014 | 44,997 |
| 7 | 4,213 | 2,615 | 4,146 | 3,609 | 3,073 | 3,647 | 2,004 | 3,954 | 1,896 | 4,283 | 2,136 | 4,014 | 39,591 |
| 8 | 2,937 | 2,615 | 2,844 | 2,188 | 3,073 | 2,280 | 2,914 | 1,841 | 2,556 | 3,290 | 3,081 | 2,938 | 32,557 |
| 9 | 2,937 | 1,000 | 1,914 | 2,188 | 1,000 | 3,647 | 1,000 | 2,616 | 1,000 | 3,290 | 1,000 | 2,938 | 24,530 |
| 10 | 1,980 | 2,615 | 2,844 | 2,188 | 3,073 | 2,280 | 2,004 | 3,954 | 1,896 | 4,283 | 2,136 | 2,127 | 31,381 |
| 11 | 4,213 | 2,615 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 2,556 | 3,290 | 3,081 | 4,014 | 38,443 |
| 12 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 13 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 14 | 2,937 | 2,615 | 4,146 | 1,000 | 3,073 | 2,280 | 2,004 | 3,954 | 1,896 | 4,283 | 2,136 | 2,938 | 33,263 |
| 15 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 16 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 17 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 18 | 4,213 | 3,844 | 2,844 | 2,188 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 45,245 |
| 19 | 4,213 | 1,855 | 4,146 | 2,188 | 1,914 | 3,647 | 2,004 | 3,954 | 1,896 | 1,841 | 2,136 | 4,014 | 33,808 |
| 20 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 2,280 | 2,914 | 3,954 | 2,556 | 4,283 | 3,081 | 4,014 | 43,327 |
| 21 | 4,213 | 3,844 | 4,146 | 2,188 | 4,434 | 3,647 | 2,914 | 3,954 | 2,556 | 4,283 | 3,081 | 4,014 | 43,273 |
| 22 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 47,969 |
| 23 | 4,213 | 3,844 | 4,146 | 3,609 | 4,434 | 3,647 | 2,914 | 3,954 | 2,556 | 3,290 | 3,081 | 4,014 | 43,701 |
| 24 | 4,213 | 2,615 | 4,146 | 2,188 | 3,073 | 2,280 | 2,914 | 3,954 | 2,556 | 3,290 | 3,081 | 4,014 | 38,324 |
| 25 | 4,213 | 2,615 | 4,146 | 3,609 | 3,073 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 45,379 |
| 26 | 2,937 | 2,615 | 4,146 | 3,609 | 3,073 | 2,280 | 2,004 | 2,616 | 1,896 | 3,290 | 2,136 | 2,938 | 33,542 |
| 27 | 4,213 | 2,615 | 4,146 | 2,188 | 3,073 | 3,647 | 1,000 | 3,954 | 1,000 | 3,290 | 1,000 | 4,014 | 34,140 |
| 28 | 2,937 | 2,615 | 2,844 | 2,188 | 3,073 | 3,647 | 1,000 | 3,954 | 1,000 | 3,290 | 1,000 | 2,938 | 30,486 |
| 29 | 4,213 | 3,844 | 4,146 | 2,188 | 4,434 | 3,647 | 4,040 | 3,954 | 3,645 | 4,283 | 4,140 | 4,014 | 46,548 |
| 30 | 4,213 | 3,844 | 4,146 | 2,188 | 4,434 | 3,647 | 2,914 | 3,954 | 2,556 | 4,283 | 3,081 | 4,014 | 43,273 |
| 31 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 3,081 | 2,127 | 36,957 |
| 32 | 2,937 | 3,844 | 4,146 | 3,609 | 3,073 | 2,280 | 2,914 | 1,841 | 2,556 | 4,283 | 3,081 | 2,127 | 36,690 |
| 33 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 3,081 | 2,938 | 37,768 |
| 34 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 3,081 | 2,127 | 36,957 |
| 35 | 2,937 | 3,844 | 4,146 | 3,609 | 3,073 | 3,647 | 4,040 | 2,616 | 2,556 | 4,283 | 3,081 | 1,000 | 38,831 |
| 36 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 3,081 | 2,127 | 36,957 |
| 37 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 2,136 | 2,127 | 36,012 |
| 38 | 2,937 | 3,844 | 4,146 | 3,609 | 1,914 | 2,280 | 2,914 | 2,616 | 3,645 | 4,283 | 2,136 | 2,127 | 36,451 |
| 39 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 2,136 | 2,127 | 36,012 |
| 40 | 2,937 | 3,844 | 2,844 | 3,609 | 3,073 | 2,280 | 2,914 | 3,954 | 3,645 | 2,649 | 2,136 | 2,938 | 36,823 |
| 41 | 1,980 | 1,000 | 1,914 | 1,000 | 3,073 | 1,000 | 2,004 | 2,616 | 1,896 | 1,841 | 2,136 | 2,127 | 22,588 |
| 42 | 1,980 | 1,855 | 1,914 | 3,609 | 1,914 | 1,000 | 2,004 | 1,841 | 3,645 | 2,649 | 2,136 | 2,938 | 27,486 |
| 43 | 2,937 | 1,855 | 1,914 | 3,609 | 4,434 | 2,280 | 2,914 | 2,616 | 3,645 | 2,649 | 2,136 | 2,938 | 33,928 |
| 44 | 4,213 | 2,615 | 4,146 | 2,188 | 4,434 | 2,280 | 4,040 | 2,616 | 3,645 | 1,841 | 2,136 | 2,938 | 37,092 |
| 45 | 1,980 | 1,855 | 1,914 | 1,000 | 1,914 | 1,000 | 2,004 | 1,841 | 1,896 | 2,649 | 2,136 | 2,938 | 23,128 |
| 46 | 4,213 | 1,855 | 2,844 | 2,188 | 3,073 | 1,000 | 2,004 | 3,954 | 2,556 | 2,649 | 3,081 | 2,127 | 31,544 |
| 47 | 2,937 | 3,844 | 4,146 | 3,609 | 3,073 | 1,000 | 2,004 | 1,000 | 3,645 | 1,000 | 3,081 | 2,938 | 32,277 |

**Lampiran 8 Transformasi Data Pengawasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval** | | | | | | | | | |  |
| No | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.TOTAL** |
| 1 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 2 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 3 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 4 | 3,066 | 1,000 | 1,969 | 1,000 | 3,250 | 2,165 | 3,490 | 2,456 | 2,699 | 3,223 | 24,319 |
| 5 | 3,066 | 2,796 | 4,388 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 4,318 | 4,766 | 34,531 |
| 6 | 3,066 | 2,796 | 3,065 | 1,000 | 2,001 | 2,165 | 2,148 | 1,000 | 2,699 | 1,907 | 21,848 |
| 7 | 1,739 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 28,720 |
| 8 | 4,617 | 2,796 | 1,969 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,501 |
| 9 | 4,617 | 4,556 | 3,065 | 4,273 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 4,766 | 43,848 |
| 10 | 3,066 | 2,796 | 1,969 | 4,273 | 2,001 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 29,338 |
| 11 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 12 | 1,739 | 1,000 | 3,065 | 2,636 | 2,001 | 2,165 | 1,000 | 1,000 | 2,699 | 3,223 | 20,530 |
| 13 | 4,617 | 4,556 | 4,388 | 4,273 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 4,766 | 45,171 |
| 14 | 4,617 | 4,556 | 4,388 | 4,273 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 3,223 | 43,628 |
| 15 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 16 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 17 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 2,165 | 3,490 | 2,456 | 2,699 | 1,907 | 27,531 |
| 18 | 1,000 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 1,000 | 25,757 |
| 19 | 3,066 | 2,796 | 1,969 | 2,636 | 3,250 | 3,365 | 3,490 | 1,000 | 2,699 | 3,223 | 27,494 |
| 20 | 3,066 | 2,796 | 3,065 | 2,636 | 2,001 | 2,165 | 2,148 | 2,456 | 2,699 | 3,223 | 26,257 |
| 21 | 1,739 | 1,000 | 1,969 | 1,000 | 2,001 | 2,165 | 2,148 | 1,000 | 1,000 | 1,907 | 15,930 |
| 22 | 3,066 | 2,796 | 3,065 | 2,636 | 1,000 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 27,796 |
| 23 | 3,066 | 2,796 | 1,000 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 27,981 |
| 24 | 3,066 | 2,796 | 1,969 | 2,636 | 2,001 | 2,165 | 2,148 | 1,000 | 1,000 | 1,907 | 20,689 |
| 25 | 3,066 | 2,796 | 1,000 | 2,636 | 3,250 | 1,000 | 3,490 | 2,456 | 2,699 | 3,223 | 25,616 |
| 26 | 4,617 | 2,796 | 4,388 | 2,636 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 4,766 | 41,775 |
| 27 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 28 | 3,066 | 2,796 | 1,969 | 1,000 | 3,250 | 2,165 | 2,148 | 1,000 | 2,699 | 3,223 | 23,317 |
| 29 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 30 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 31 | 4,617 | 4,556 | 4,388 | 4,273 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 4,766 | 45,171 |
| 32 | 4,617 | 4,556 | 4,388 | 4,273 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 3,223 | 43,628 |
| 33 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 34 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 35 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 2,165 | 3,490 | 2,456 | 2,699 | 1,907 | 27,531 |
| 36 | 1,000 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 1,000 | 25,757 |
| 37 | 3,066 | 2,796 | 1,969 | 2,636 | 3,250 | 3,365 | 3,490 | 1,000 | 2,699 | 3,223 | 27,494 |
| 38 | 3,066 | 2,796 | 3,065 | 2,636 | 2,001 | 2,165 | 2,148 | 2,456 | 2,699 | 3,223 | 26,257 |
| 39 | 1,739 | 1,000 | 1,969 | 1,000 | 2,001 | 2,165 | 2,148 | 1,000 | 1,000 | 1,907 | 15,930 |
| 40 | 3,066 | 2,796 | 3,065 | 2,636 | 1,000 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 27,796 |
| 41 | 3,066 | 2,796 | 1,000 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 27,981 |
| 42 | 3,066 | 2,796 | 1,969 | 2,636 | 2,001 | 2,165 | 2,148 | 1,000 | 1,000 | 1,907 | 20,689 |
| 43 | 3,066 | 2,796 | 1,000 | 2,636 | 3,250 | 1,000 | 3,490 | 2,456 | 2,699 | 3,223 | 25,616 |
| 44 | 4,617 | 2,796 | 4,388 | 2,636 | 4,687 | 4,687 | 4,956 | 3,923 | 4,318 | 4,766 | 41,775 |
| 45 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |
| 46 | 3,066 | 2,796 | 1,969 | 1,000 | 3,250 | 2,165 | 2,148 | 1,000 | 2,699 | 3,223 | 23,317 |
| 47 | 3,066 | 2,796 | 3,065 | 2,636 | 3,250 | 3,365 | 3,490 | 2,456 | 2,699 | 3,223 | 30,046 |

**Lampiran 9 Transformasi Data Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Succesive Interval** | | | | | | | | | |  |
| No | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.TOTAL** |
| 1 | 2,112 | 2,084 | 2,010 | 2,169 | 2,010 | 2,119 | 2,051 | 2,192 | 2,136 | 3,154 | 22,035 |
| 2 | 2,112 | 3,286 | 2,010 | 1,000 | 2,010 | 1,000 | 2,051 | 1,000 | 2,136 | 2,077 | 18,681 |
| 3 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 4 | 2,112 | 3,286 | 3,143 | 3,387 | 2,010 | 1,000 | 1,000 | 2,192 | 2,136 | 1,000 | 21,265 |
| 5 | 3,323 | 1,000 | 2,010 | 2,169 | 2,010 | 2,119 | 2,051 | 1,000 | 2,136 | 2,077 | 19,894 |
| 6 | 1,000 | 1,000 | 1,000 | 2,169 | 3,143 | 2,119 | 1,000 | 1,000 | 1,000 | 1,000 | 14,431 |
| 7 | 2,112 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,154 |
| 8 | 1,000 | 1,000 | 3,143 | 2,169 | 3,143 | 1,000 | 1,000 | 2,192 | 2,136 | 1,000 | 17,783 |
| 9 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 10,000 |
| 10 | 3,323 | 2,084 | 1,000 | 2,169 | 1,000 | 1,000 | 1,000 | 1,000 | 2,136 | 1,000 | 15,712 |
| 11 | 2,112 | 1,000 | 1,000 | 1,000 | 1,000 | 2,119 | 2,051 | 2,192 | 1,000 | 1,000 | 14,473 |
| 12 | 3,323 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 2,077 | 31,289 |
| 13 | 3,323 | 3,286 | 3,143 | 3,387 | 3,143 | 2,119 | 3,073 | 3,373 | 3,283 | 3,154 | 31,285 |
| 14 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,373 | 1,000 | 1,000 | 12,373 |
| 15 | 3,323 | 2,084 | 3,143 | 1,000 | 1,000 | 1,000 | 2,051 | 2,192 | 2,136 | 2,077 | 20,006 |
| 16 | 2,112 | 2,084 | 2,010 | 2,169 | 3,143 | 2,119 | 2,051 | 1,000 | 1,000 | 1,000 | 18,688 |
| 17 | 3,323 | 3,286 | 3,143 | 2,169 | 2,010 | 2,119 | 2,051 | 2,192 | 2,136 | 2,077 | 24,506 |
| 18 | 3,323 | 2,084 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,164 |
| 19 | 2,112 | 3,286 | 1,000 | 1,000 | 2,010 | 2,119 | 1,000 | 2,192 | 2,136 | 2,077 | 18,930 |
| 20 | 2,112 | 2,084 | 2,010 | 2,169 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 27,601 |
| 21 | 2,112 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 2,192 | 3,283 | 3,154 | 29,972 |
| 22 | 3,323 | 2,084 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,164 |
| 23 | 3,323 | 1,000 | 1,000 | 2,169 | 1,000 | 2,119 | 1,000 | 1,000 | 1,000 | 3,154 | 16,765 |
| 24 | 2,112 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 1,000 | 29,000 |
| 25 | 1,000 | 3,286 | 2,010 | 2,169 | 2,010 | 1,000 | 2,051 | 2,192 | 1,000 | 3,154 | 19,871 |
| 26 | 3,323 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,192 | 2,136 | 2,077 | 15,727 |
| 27 | 3,323 | 2,084 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,164 |
| 28 | 2,112 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,154 |
| 29 | 2,112 | 3,286 | 3,143 | 2,169 | 3,143 | 1,000 | 2,051 | 2,192 | 2,136 | 3,154 | 24,386 |
| 30 | 1,000 | 2,084 | 2,010 | 2,169 | 3,143 | 2,119 | 2,051 | 2,192 | 2,136 | 2,077 | 20,980 |
| 31 | 3,323 | 1,000 | 2,010 | 2,169 | 2,010 | 3,199 | 2,051 | 2,192 | 3,283 | 2,077 | 23,314 |
| 32 | 1,000 | 3,286 | 3,143 | 3,387 | 3,143 | 2,119 | 1,000 | 2,192 | 1,000 | 1,000 | 21,270 |
| 33 | 3,323 | 2,084 | 2,010 | 2,169 | 2,010 | 2,119 | 2,051 | 2,192 | 2,136 | 2,077 | 22,170 |
| 34 | 3,323 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 2,136 | 3,154 | 31,219 |
| 35 | 3,323 | 3,286 | 2,010 | 1,000 | 2,010 | 1,000 | 1,000 | 2,192 | 2,136 | 2,077 | 20,033 |
| 36 | 3,323 | 3,286 | 3,143 | 2,169 | 3,143 | 2,119 | 1,000 | 2,192 | 2,136 | 2,077 | 24,588 |
| 37 | 2,112 | 2,084 | 2,010 | 2,169 | 2,010 | 3,199 | 3,073 | 2,192 | 2,136 | 2,077 | 23,062 |
| 38 | 2,112 | 2,084 | 2,010 | 2,169 | 2,010 | 2,119 | 2,051 | 1,000 | 3,283 | 3,154 | 21,991 |
| 39 | 3,323 | 2,084 | 1,000 | 1,000 | 1,000 | 2,119 | 3,073 | 2,192 | 3,283 | 3,154 | 22,228 |
| 40 | 1,000 | 2,084 | 3,143 | 3,387 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,615 |
| 41 | 2,112 | 3,286 | 3,143 | 1,000 | 1,000 | 2,119 | 1,000 | 1,000 | 1,000 | 1,000 | 16,660 |
| 42 | 3,323 | 2,084 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 3,154 | 31,164 |
| 43 | 3,323 | 3,286 | 3,143 | 3,387 | 3,143 | 3,199 | 3,073 | 3,373 | 3,283 | 2,077 | 31,289 |
| 44 | 1,000 | 3,286 | 1,000 | 3,387 | 3,143 | 1,000 | 3,073 | 2,192 | 1,000 | 2,077 | 21,158 |
| 45 | 2,112 | 3,286 | 2,010 | 2,169 | 1,000 | 1,000 | 1,000 | 1,000 | 2,136 | 1,000 | 16,712 |
| 46 | 2,112 | 2,084 | 1,000 | 2,169 | 2,010 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,375 |
| 47 | 2,112 | 2,084 | 2,010 | 2,169 | 2,010 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 15,385 |

**Lampiran 10 Uji Validitas Etos Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.TOTAL |
| Y.1 | Pearson Correlation | 1 | .452\* | .388\* | .611\*\* | .326 | .571\*\* | .572\*\* | .537\*\* | .424\* | .182 | .701\*\* |
| Sig. (2-tailed) |  | .012 | .034 | .000 | .078 | .001 | .001 | .002 | .019 | .335 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .452\* | 1 | .590\*\* | .514\*\* | .366\* | .353 | .772\*\* | .603\*\* | .476\*\* | .570\*\* | .813\*\* |
| Sig. (2-tailed) | .012 |  | .001 | .004 | .047 | .056 | .000 | .000 | .008 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .388\* | .590\*\* | 1 | .544\*\* | .217 | .416\* | .592\*\* | .536\*\* | .308 | .483\*\* | .734\*\* |
| Sig. (2-tailed) | .034 | .001 |  | .002 | .248 | .022 | .001 | .002 | .098 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .611\*\* | .514\*\* | .544\*\* | 1 | .308 | .359 | .764\*\* | .568\*\* | .479\*\* | .213 | .764\*\* |
| Sig. (2-tailed) | .000 | .004 | .002 |  | .097 | .051 | .000 | .001 | .007 | .258 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .326 | .366\* | .217 | .308 | 1 | .476\*\* | .183 | .311 | .353 | .679\*\* | .593\*\* |
| Sig. (2-tailed) | .078 | .047 | .248 | .097 |  | .008 | .333 | .094 | .056 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .571\*\* | .353 | .416\* | .359 | .476\*\* | 1 | .339 | .346 | .426\* | .485\*\* | .662\*\* |
| Sig. (2-tailed) | .001 | .056 | .022 | .051 | .008 |  | .067 | .061 | .019 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .572\*\* | .772\*\* | .592\*\* | .764\*\* | .183 | .339 | 1 | .682\*\* | .454\* | .183 | .790\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .333 | .067 |  | .000 | .012 | .332 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .537\*\* | .603\*\* | .536\*\* | .568\*\* | .311 | .346 | .682\*\* | 1 | .346 | .333 | .732\*\* |
| Sig. (2-tailed) | .002 | .000 | .002 | .001 | .094 | .061 | .000 |  | .061 | .072 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .424\* | .476\*\* | .308 | .479\*\* | .353 | .426\* | .454\* | .346 | 1 | .358 | .644\*\* |
| Sig. (2-tailed) | .019 | .008 | .098 | .007 | .056 | .019 | .012 | .061 |  | .052 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .182 | .570\*\* | .483\*\* | .213 | .679\*\* | .485\*\* | .183 | .333 | .358 | 1 | .638\*\* |
| Sig. (2-tailed) | .335 | .001 | .007 | .258 | .000 | .007 | .332 | .072 | .052 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.TOTAL | Pearson Correlation | .701\*\* | .813\*\* | .734\*\* | .764\*\* | .593\*\* | .662\*\* | .790\*\* | .732\*\* | .644\*\* | .638\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 11 Uji Validitas Kompetensi Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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.TOTAL |
| X1.1 | Pearson Correlation | 1 | .503\*\* | .748\*\* | .334 | .503\*\* | .590\*\* | .632\*\* | .587\*\* | .632\*\* | .101 | .632\*\* | 1.000\*\* | .812\*\* |
| Sig. (2-tailed) |  | .005 | .000 | .071 | .005 | .001 | .000 | .001 | .000 | .594 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .503\*\* | 1 | .481\*\* | .305 | 1.000\*\* | .279 | .733\*\* | .427\* | .733\*\* | .537\*\* | .733\*\* | .503\*\* | .840\*\* |
| Sig. (2-tailed) | .005 |  | .007 | .101 | .000 | .135 | .000 | .019 | .000 | .002 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .748\*\* | .481\*\* | 1 | .254 | .481\*\* | .409\* | .497\*\* | .503\*\* | .497\*\* | .090 | .497\*\* | .748\*\* | .689\*\* |
| Sig. (2-tailed) | .000 | .007 |  | .175 | .007 | .025 | .005 | .005 | .005 | .636 | .005 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .334 | .305 | .254 | 1 | .305 | .140 | .498\*\* | .085 | .498\*\* | -.075 | .498\*\* | .334 | .474\*\* |
| Sig. (2-tailed) | .071 | .101 | .175 |  | .101 | .462 | .005 | .655 | .005 | .694 | .005 | .071 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .503\*\* | 1.000\*\* | .481\*\* | .305 | 1 | .279 | .733\*\* | .427\* | .733\*\* | .537\*\* | .733\*\* | .503\*\* | .840\*\* |
| Sig. (2-tailed) | .005 | .000 | .007 | .101 |  | .135 | .000 | .019 | .000 | .002 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .590\*\* | .279 | .409\* | .140 | .279 | 1 | .297 | .414\* | .297 | .145 | .297 | .590\*\* | .493\*\* |
| Sig. (2-tailed) | .001 | .135 | .025 | .462 | .135 |  | .111 | .023 | .111 | .445 | .111 | .001 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .632\*\* | .733\*\* | .497\*\* | .498\*\* | .733\*\* | .297 | 1 | .304 | 1.000\*\* | .289 | 1.000\*\* | .632\*\* | .911\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .005 | .000 | .111 |  | .102 | .000 | .121 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .587\*\* | .427\* | .503\*\* | .085 | .427\* | .414\* | .304 | 1 | .304 | .345 | .304 | .587\*\* | .558\*\* |
| Sig. (2-tailed) | .001 | .019 | .005 | .655 | .019 | .023 | .102 |  | .102 | .062 | .102 | .001 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .632\*\* | .733\*\* | .497\*\* | .498\*\* | .733\*\* | .297 | 1.000\*\* | .304 | 1 | .289 | 1.000\*\* | .632\*\* | .911\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .005 | .000 | .111 | .000 | .102 |  | .121 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .101 | .537\*\* | .090 | -.075 | .537\*\* | .145 | .289 | .345 | .289 | 1 | .289 | .101 | .423\* |
| Sig. (2-tailed) | .594 | .002 | .636 | .694 | .002 | .445 | .121 | .062 | .121 |  | .121 | .594 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .632\*\* | .733\*\* | .497\*\* | .498\*\* | .733\*\* | .297 | 1.000\*\* | .304 | 1.000\*\* | .289 | 1 | .632\*\* | .911\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .005 | .000 | .111 | .000 | .102 | .000 | .121 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | 1.000\*\* | .503\*\* | .748\*\* | .334 | .503\*\* | .590\*\* | .632\*\* | .587\*\* | .632\*\* | .101 | .632\*\* | 1 | .812\*\* |
| Sig. (2-tailed) | .000 | .005 | .000 | .071 | .005 | .001 | .000 | .001 | .000 | .594 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.TOTAL | Pearson Correlation | .812\*\* | .840\*\* | .689\*\* | .474\*\* | .840\*\* | .493\*\* | .911\*\* | .558\*\* | .911\*\* | .423\* | .911\*\* | .812\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .008 | .000 | .006 | .000 | .001 | .000 | .020 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

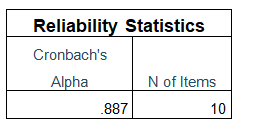
**Lampiran 12 Uji Validitas Pengawasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.TOTAL |
| X2.1 | Pearson Correlation | 1 | .589\*\* | .208 | .408\* | .472\*\* | .450\* | .567\*\* | .551\*\* | .558\*\* | .670\*\* | .700\*\* |
| Sig. (2-tailed) |  | .001 | .270 | .025 | .008 | .013 | .001 | .002 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .589\*\* | 1 | .392\* | .722\*\* | .556\*\* | .637\*\* | .687\*\* | .650\*\* | .631\*\* | .356 | .782\*\* |
| Sig. (2-tailed) | .001 |  | .032 | .000 | .001 | .000 | .000 | .000 | .000 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .208 | .392\* | 1 | .339 | .331 | .599\*\* | .357 | .499\*\* | .621\*\* | .316 | .620\*\* |
| Sig. (2-tailed) | .270 | .032 |  | .067 | .074 | .000 | .053 | .005 | .000 | .089 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .408\* | .722\*\* | .339 | 1 | .385\* | .643\*\* | .595\*\* | .675\*\* | .546\*\* | .411\* | .719\*\* |
| Sig. (2-tailed) | .025 | .000 | .067 |  | .035 | .000 | .001 | .000 | .002 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .472\*\* | .556\*\* | .331 | .385\* | 1 | .581\*\* | .734\*\* | .671\*\* | .674\*\* | .454\* | .759\*\* |
| Sig. (2-tailed) | .008 | .001 | .074 | .035 |  | .001 | .000 | .000 | .000 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .450\* | .637\*\* | .599\*\* | .643\*\* | .581\*\* | 1 | .759\*\* | .712\*\* | .663\*\* | .498\*\* | .852\*\* |
| Sig. (2-tailed) | .013 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .567\*\* | .687\*\* | .357 | .595\*\* | .734\*\* | .759\*\* | 1 | .875\*\* | .683\*\* | .472\*\* | .866\*\* |
| Sig. (2-tailed) | .001 | .000 | .053 | .001 | .000 | .000 |  | .000 | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .551\*\* | .650\*\* | .499\*\* | .675\*\* | .671\*\* | .712\*\* | .875\*\* | 1 | .763\*\* | .542\*\* | .891\*\* |
| Sig. (2-tailed) | .002 | .000 | .005 | .000 | .000 | .000 | .000 |  | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .558\*\* | .631\*\* | .621\*\* | .546\*\* | .674\*\* | .663\*\* | .683\*\* | .763\*\* | 1 | .695\*\* | .878\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .670\*\* | .356 | .316 | .411\* | .454\* | .498\*\* | .472\*\* | .542\*\* | .695\*\* | 1 | .699\*\* |
| Sig. (2-tailed) | .000 | .054 | .089 | .024 | .012 | .005 | .008 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.TOTAL | Pearson Correlation | .700\*\* | .782\*\* | .620\*\* | .719\*\* | .759\*\* | .852\*\* | .866\*\* | .891\*\* | .878\*\* | .699\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

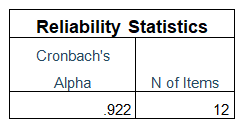
**Lampiran 13 Uji Validitas Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.TOTAL |
| X3.1 | Pearson Correlation | 1 | .189 | .322 | .325 | .003 | .336 | .375\* | .211 | .494\*\* | .396\* | .472\*\* |
| Sig. (2-tailed) |  | .316 | .083 | .080 | .986 | .069 | .041 | .262 | .005 | .030 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .189 | 1 | .630\*\* | .510\*\* | .490\*\* | .306 | .541\*\* | .406\* | .562\*\* | .414\* | .667\*\* |
| Sig. (2-tailed) | .316 |  | .000 | .004 | .006 | .100 | .002 | .026 | .001 | .023 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .322 | .630\*\* | 1 | .737\*\* | .682\*\* | .445\* | .712\*\* | .586\*\* | .737\*\* | .439\* | .829\*\* |
| Sig. (2-tailed) | .083 | .000 |  | .000 | .000 | .014 | .000 | .001 | .000 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .325 | .510\*\* | .737\*\* | 1 | .744\*\* | .697\*\* | .688\*\* | .552\*\* | .720\*\* | .449\* | .843\*\* |
| Sig. (2-tailed) | .080 | .004 | .000 |  | .000 | .000 | .000 | .002 | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .003 | .490\*\* | .682\*\* | .744\*\* | 1 | .654\*\* | .677\*\* | .488\*\* | .641\*\* | .395\* | .763\*\* |
| Sig. (2-tailed) | .986 | .006 | .000 | .000 |  | .000 | .000 | .006 | .000 | .031 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .336 | .306 | .445\* | .697\*\* | .654\*\* | 1 | .803\*\* | .591\*\* | .697\*\* | .486\*\* | .788\*\* |
| Sig. (2-tailed) | .069 | .100 | .014 | .000 | .000 |  | .000 | .001 | .000 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .375\* | .541\*\* | .712\*\* | .688\*\* | .677\*\* | .803\*\* | 1 | .688\*\* | .794\*\* | .622\*\* | .907\*\* |
| Sig. (2-tailed) | .041 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .211 | .406\* | .586\*\* | .552\*\* | .488\*\* | .591\*\* | .688\*\* | 1 | .720\*\* | .449\* | .745\*\* |
| Sig. (2-tailed) | .262 | .026 | .001 | .002 | .006 | .001 | .000 |  | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .494\*\* | .562\*\* | .737\*\* | .720\*\* | .641\*\* | .697\*\* | .794\*\* | .720\*\* | 1 | .550\*\* | .906\*\* |
| Sig. (2-tailed) | .005 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .396\* | .414\* | .439\* | .449\* | .395\* | .486\*\* | .622\*\* | .449\* | .550\*\* | 1 | .686\*\* |
| Sig. (2-tailed) | .030 | .023 | .015 | .013 | .031 | .006 | .000 | .013 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.TOTAL | Pearson Correlation | .472\*\* | .667\*\* | .829\*\* | .843\*\* | .763\*\* | .788\*\* | .907\*\* | .745\*\* | .906\*\* | .686\*\* | 1 |
| Sig. (2-tailed) | .008 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

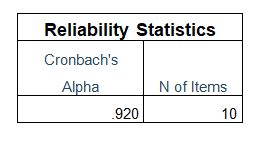
**Lampiran 14 Uji Reliabilitas Etos Kerja**



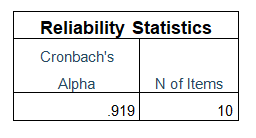
**Lampiran 15 Uji Reliabilitas Kompetensi Kerja**

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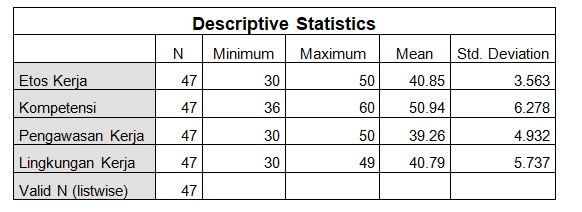
**Lampiran 16 Uji Reliabilitas Pengawasan Kerja**



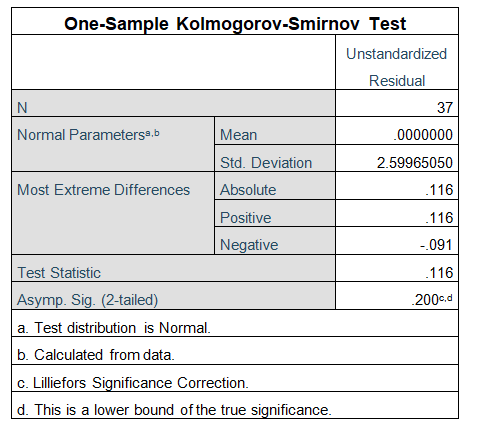
**Lampiran 17 Uji Reliabilitas Lingkungan Kerja**

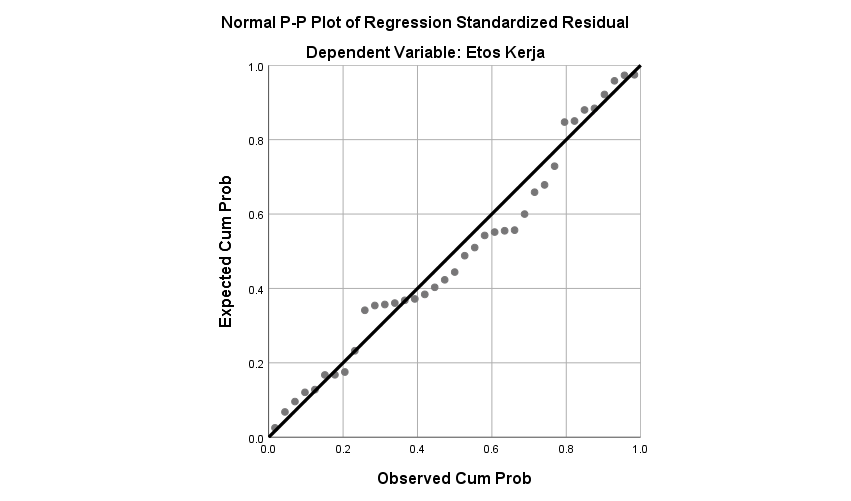


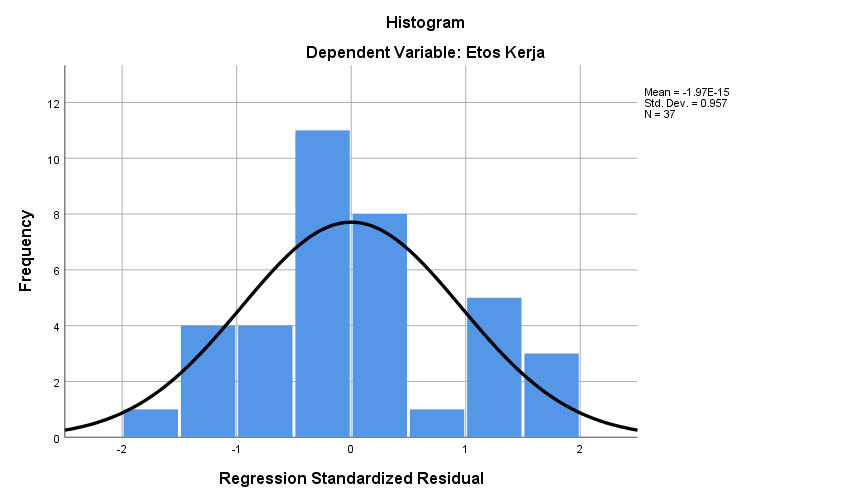
**Lampiran 18 Uji Statistik Deskriptive**

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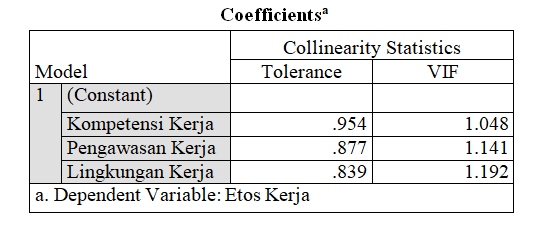
**Lampiran 19 Uji Normalitas**



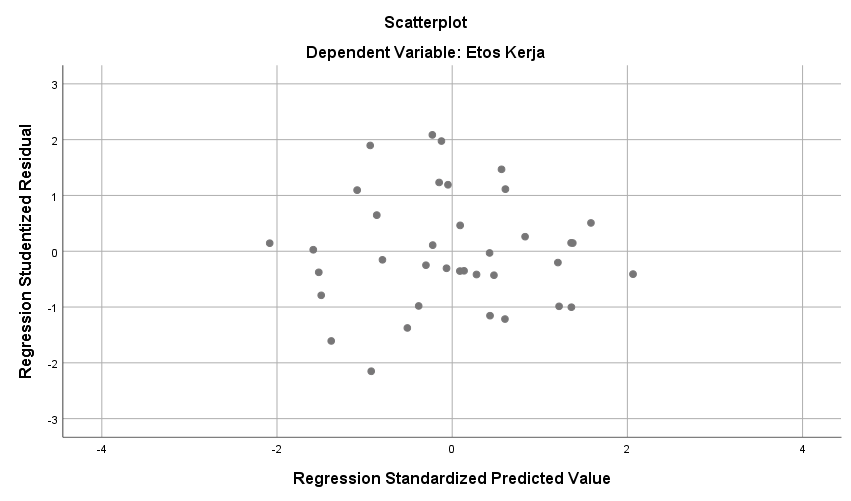




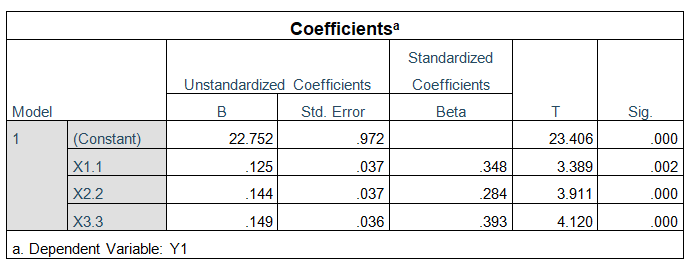
**Lampiran 20 Uji Multikolonieritas**

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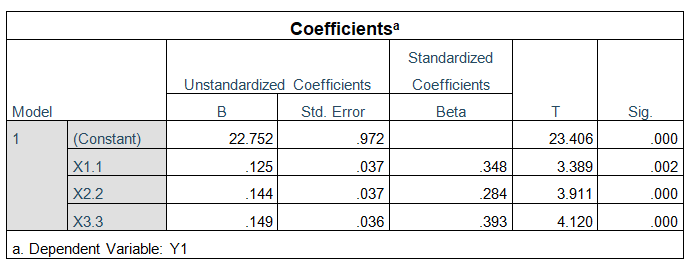
**Lampiran 21 Uji Heteroskedasitisitas**



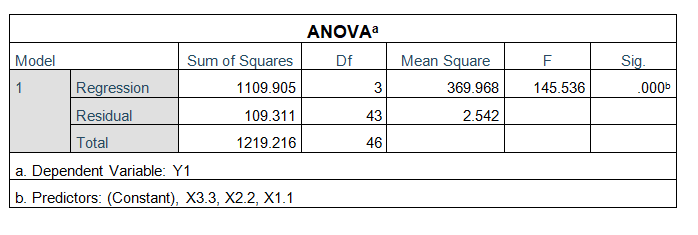
**Lampiran 22 Analisis Regresi Linier Berganda**



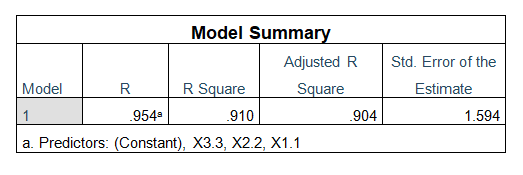
**Lampiran 23 Uji t**

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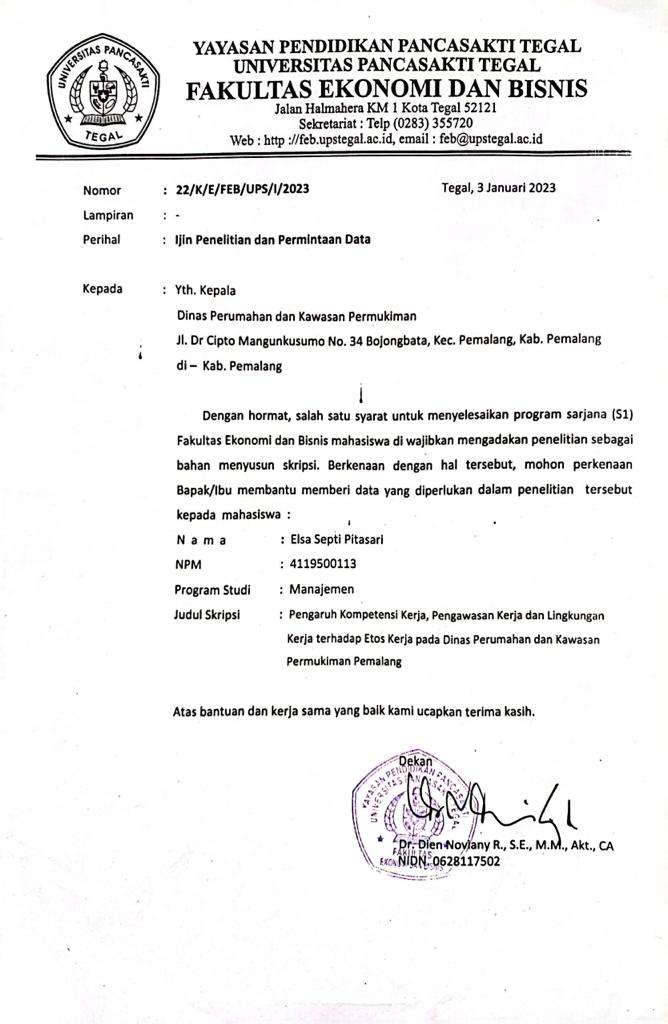
**Lampiran 24 Uji F**

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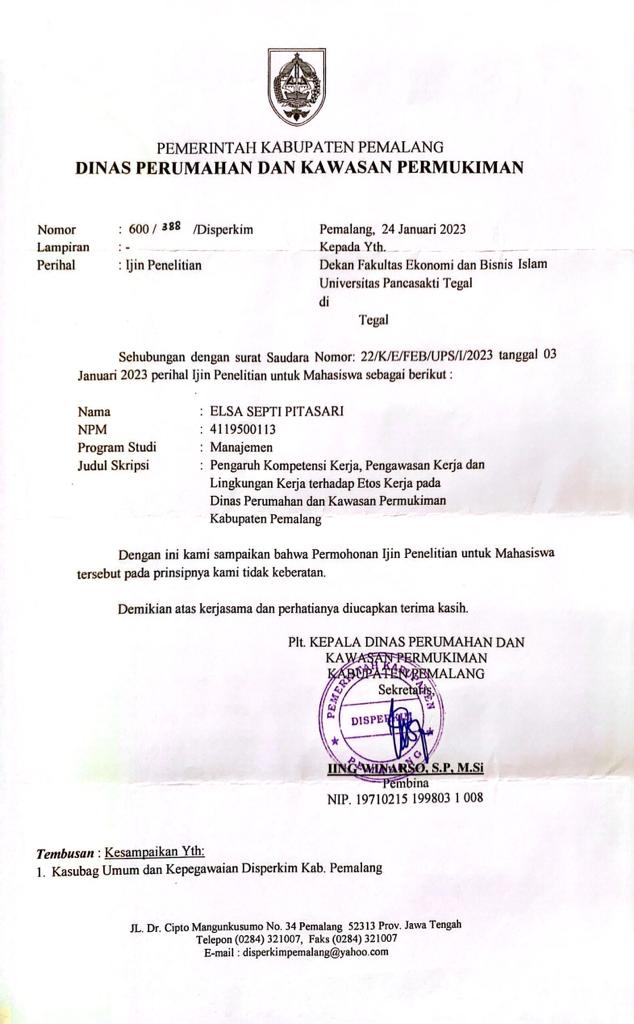
**Lampiran 25 Koefisien Determinasi**



**Lampiran 26 Surat Ijin Penelitian**

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**Lampiran 27 Surat Persetujuan Penelitian**

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