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# LAMPIRAN

Lampiran 1 Lembar Kuesioner

|  |  |
| --- | --- |
| Perihal | : Permohonan Pengisian Kuesioner |
| Judul Penelitian | : Pengaruh Karakteristik Individu, Iklim Organisasi dan Budaya Organisasi Terhadap Kinerja Pegawai Dinas Perhubungan Kabupaten Tegal. |

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

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

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan bapak/ibu 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, |
|  |
| **Nurul Istiqomah** |

**KARAKTERISTIK RESPONDEN**

1. **Jenis Kelamin**
2. Perempuan
3. Laki-laki
4. **Usia**
5. 27 – 35 Tahun
6. 36 – 45 Tahun
7. 46 – 55 Tahun
8. 56 > Tahun
9. **Pendidikan**
10. S2
11. S1
12. D4
13. D2
14. SLTA/SMA
15. SLTP
16. SD

**Keterangan :**

|  |  |
| --- | --- |
| STS | : Sangat Tidak Setuju |
| TS | : Tidak Setuju |
| N | : Netral |
| S | : Setuju |
| SS | : Sangat Setuju |

**Petunjuk Pengisian**

Berilah tanda *checklist* (√) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

**Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya dapat melaksanakan pekerjaan sesuai waktu yang ditentukan |  |  |  |  |  |
| 2 | Mampu mencapai target penyelesaian kerja yang telah ditetapkan |  |  |  |  |  |
| 3 | Saya dapat berkerja dengan baik sesuai standar yang telah ditetapkan |  |  |  |  |  |
| 4 | Saya dapat meminimalkan tingkat kesalahan dalam berkerja |  |  |  |  |  |
| 5 | Dapat berkerja sama dengan semua pegawai yang berada diinstansi |  |  |  |  |  |
| 6 | Mampu bersikap konstruktif dalam berkerja |  |  |  |  |  |
| 7 | Mempunyai pemahaman tentang pengetahuan dalam berkerja. |  |  |  |  |  |
| 8 | Saya selalu menjalankan tanggung jawab atas tugas yang dijalankan |  |  |  |  |  |
| 9 | Saya selalu memiliki rasa semangat yang tinggi atas pekerjaan. |  |  |  |  |  |
| 10 | Peka terhadap pekerjaan yang harus saya kerjakan tanpa menunggu perintah dari atasan. |  |  |  |  |  |

**Karakteristik Individu ( X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pekerjaan sesuai dengan pengetahuan kerja yang saya miliki |  |  |  |  |  |
| 2 | Saya merasa dihargai oleh atasan atas keterampilan yang saya miliki |  |  |  |  |  |
| 3 | Saya merasa senang jika hasil pekerjaan yang dikerjakan memuaskan |  |  |  |  |  |
| 4 | Hubungan kerja dengan lingkungan pekerjaan terjalin dengan baik |  |  |  |  |  |
| 5 | Hubungan dengan lingkungan keluarga terjalin harmonis |  |  |  |  |  |
| 6 | Saya memiliki sikap kerja yang positif sehingga merasa senang atas pekerjaan yang dijalankan |  |  |  |  |  |
| 7 | kelompok kerja saya dapat bekerjasama dalam melakukan pekerjaan yang dijalankan |  |  |  |  |  |
| 8 | Saya merasa senang dan bersemangat bekerja di tempat ini |  |  |  |  |  |
| 9 | Saya merasa senang dengan kesempatan untuk belajar hal-hal baru dalam pekerjaan saya |  |  |  |  |  |
| 10 | Saya merasa senang atas pekerjaan yang saya jalani |  |  |  |  |  |

**Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Tempat saya berkerja sangat rapi |  |  |  |  |  |
| 2 | Proses kerja pada instansi sudah berjalan sangat baik |  |  |  |  |  |
| 3 | Saya memiliki hubungan baik dengan atasan |  |  |  |  |  |
| 4 | Saya memiliki hubungan baik dengan rekan kerja |  |  |  |  |  |
| 5 | Saya memiliki rasa kekeluargaan kepada rekan kerja |  |  |  |  |  |
| 6 | Saya dapat bekerja secara profesional |  |  |  |  |  |
| 7 | Instansi memiliki karakteristik yang baik |  |  |  |  |  |
| 8 | Saya selalu melakukan cek kesehatan |  |  |  |  |  |
| 9 | Saya selalu energik dalam melakukan pekerjaan |  |  |  |  |  |
| 10 | Instansi sering memperhatikan ketangkasan para pegawainya |  |  |  |  |  |

**Budaya Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mampu mengembangkan diri dalam bekerja |  |  |  |  |  |
| 2 | Saya selalu menaati peraturan pada instansi |  |  |  |  |  |
| 3 | Saya selalu menyusun rencana kerja dalam pekerjaan |  |  |  |  |  |
| 4 | Rekan kerja saling membantu jika saya mengalami kesulitan dalam melakukan pekerjaan |  |  |  |  |  |
| 5 | Saya dengan rekan kerja saling menghormati satu sama lain |  |  |  |  |  |
| 6 | Saya selalu bersikap ramah terhadap rekan kerja |  |  |  |  |  |
| 7 | Saya selalu terbuka dalam memberikan informasi terhadap rekan kerja |  |  |  |  |  |
| 8 | Saya selalu peka terhadap pekerjaan |  |  |  |  |  |
| 9 | Saya selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat |  |  |  |  |  |
| 10 | Saya bekerja dengan menekankan pada hasil yang optimal |  |  |  |  |  |
| 11 | Saya dapat mencapai standar kerja yang ditetapkan dengan efektif dan efisien dalam berkerja |  |  |  |  |  |
| 12 | Saya memiliki komunikasi yang baik dengan pimpinan maupun rekan kerja jika ada kesulitan |  |  |  |  |  |
| 13 | Dalam melaksanakan pekerjaan saya selalu melakukan koordinasi dengan rekan kerja dan pimpinan |  |  |  |  |  |
| 14 | Saya selalu melibatkan rekan kerja untuk menyelesaikan pekejaan yang harus diselesaikan dalam waktu cepat |  |  |  |  |  |

Lampiran 2

**Jawaban Responden Pernyataan Kinerja (Y)**

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

Lampiran 3

**Jawaban Responden Pernyataan Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Karakteristik Individu (X1)** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| **1** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| **2** | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **45** |
| **3** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **46** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **5** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | **47** |
| **6** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | **40** |
| **7** | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | **45** |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **39** |
| **9** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **42** |
| **10** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **44** |
| **11** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **39** |
| **12** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **39** |
| **13** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **44** |
| **14** | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | **38** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **41** |
| **16** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **18** | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **46** |
| **19** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | **44** |
| **20** | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | **37** |
| **21** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **44** |
| **22** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **41** |
| **24** | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | **38** |
| **25** | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **41** |
| **26** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | **43** |
| **27** | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **44** |
| **28** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **45** |
| **29** | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **45** |
| **30** | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **46** |
| **31** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **45** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **41** |
| **34** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **40** |
| **35** | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | **27** |
| **36** | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | **32** |
| **37** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |
| **38** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **41** |
| **39** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **44** |
| **40** | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **42** |
| **41** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **42** | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | **35** |
| **43** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **43** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| **45** | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | **42** |
| **46** | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | **44** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | **47** |

Lampiran 4

**Jawaban Responden Pernyataan Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Iklim Organisasi (X2)** | | | | | | | | | | |
| **X2.1** | **X4.2** | **X4.3** | **X4.4** | **X4.5** | **X4.6** | **X4.7** | **X4.8** | **X4.9** | **X4.10** | **Total** |
| **1** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **45** |
| **2** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | **43** |
| **3** | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **46** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **5** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **44** |
| **6** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | **42** |
| **7** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | **46** |
| **8** | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | **42** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **41** |
| **10** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **43** |
| **11** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | **36** |
| **12** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **40** |
| **13** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **42** |
| **14** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |
| **15** | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **45** |
| **16** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **42** |
| **17** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **43** |
| **18** | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **19** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| **20** | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | **37** |
| **21** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **44** |
| **22** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **42** |
| **23** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **40** |
| **24** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **25** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **43** |
| **26** | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **45** |
| **27** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| **28** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **42** |
| **29** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **48** |
| **30** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **31** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **38** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **43** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **41** |
| **34** | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **44** |
| **35** | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | **28** |
| **36** | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | **37** |
| **37** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **42** |
| **38** | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | **37** |
| **39** | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | **38** |
| **40** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | **40** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **42** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | **39** |
| **43** | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | **37** |
| **44** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | **40** |
| **45** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **47** |
| **46** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **42** |
| **47** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |

Lampiran 5

Jawaban Responden Pernyataan Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  **Responden** | **Budaya Organisasi (X3)** | | | | | | | | | | | | | | |
| **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** | **Total** |
| **1** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **65** |
| **2** | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **60** |
| **3** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **63** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **69** |
| **5** | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **65** |
| **6** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **60** |
| **7** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **62** |
| **8** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **59** |
| **9** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **63** |
| **10** | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **60** |
| **11** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | **57** |
| **12** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **60** |
| **13** | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **60** |
| **14** | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **53** |
| **15** | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **58** |
| **16** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **59** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **18** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **64** |
| **19** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **58** |
| **20** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **59** |
| **21** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | **62** |
| **22** | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **64** |
| **23** | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **61** |
| **24** | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | **50** |
| **25** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **58** |
| **26** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **60** |
| **27** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **62** |
| **28** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | **62** |
| **29** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **66** |
| **30** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **63** |
| **31** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **61** |
| **32** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **58** |
| **33** | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **61** |
| **34** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **58** |
| **35** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | **45** |
| **36** | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | **51** |
| **37** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **59** |
| **38** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **60** |
| **39** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **64** |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **57** |
| **41** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **60** |
| **42** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | **53** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | **58** |
| **44** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **64** |
| **45** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **68** |
| **46** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **61** |
| **47** | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **66** |

Lampiran 6

**Hasil Uji Viliditas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | .169 | .472\*\* | .289 | .289 | .391\* | .866\*\* | .141 | .472\*\* | .350 | .706\*\* |
| Sig. (2-tailed) |  | .373 | .008 | .122 | .122 | .032 | .000 | .456 | .008 | .058 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .169 | 1 | .128 | .219 | .390\* | -.095 | .024 | .656\*\* | .128 | .337 | .494\*\* |
| Sig. (2-tailed) | .373 |  | .502 | .245 | .033 | .618 | .898 | .000 | .502 | .068 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .472\*\* | .128 | 1 | .355 | .327 | .434\* | .327 | .267 | 1.000\*\* | .378\* | .751\*\* |
| Sig. (2-tailed) | .008 | .502 |  | .055 | .077 | .016 | .077 | .153 | .000 | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .289 | .219 | .355 | 1 | .250 | .367\* | .111 | .408\* | .355 | .722\*\* | .651\*\* |
| Sig. (2-tailed) | .122 | .245 | .055 |  | .183 | .046 | .559 | .025 | .055 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .289 | .390\* | .327 | .250 | 1 | .056 | .306 | .272 | .327 | .144 | .545\*\* |
| Sig. (2-tailed) | .122 | .033 | .077 | .183 |  | .767 | .101 | .146 | .077 | .447 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .391\* | -.095 | .434\* | .367\* | .056 | 1 | .339 | .069 | .434\* | .342 | .526\*\* |
| Sig. (2-tailed) | .032 | .618 | .016 | .046 | .767 |  | .067 | .716 | .016 | .064 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .866\*\* | .024 | .327 | .111 | .306 | .339 | 1 | .000 | .327 | .289 | .567\*\* |
| Sig. (2-tailed) | .000 | .898 | .077 | .559 | .101 | .067 |  | 1.000 | .077 | .122 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .141 | .656\*\* | .267 | .408\* | .272 | .069 | .000 | 1 | .267 | .283 | .554\*\* |
| Sig. (2-tailed) | .456 | .000 | .153 | .025 | .146 | .716 | 1.000 |  | .153 | .130 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .472\*\* | .128 | 1.000\*\* | .355 | .327 | .434\* | .327 | .267 | 1 | .378\* | .751\*\* |
| Sig. (2-tailed) | .008 | .502 | .000 | .055 | .077 | .016 | .077 | .153 |  | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .350 | .337 | .378\* | .722\*\* | .144 | .342 | .289 | .283 | .378\* | 1 | .675\*\* |
| Sig. (2-tailed) | .058 | .068 | .039 | .000 | .447 | .064 | .122 | .130 | .039 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y Total | Pearson Correlation | .706\*\* | .494\*\* | .751\*\* | .651\*\* | .545\*\* | .526\*\* | .567\*\* | .554\*\* | .751\*\* | .675\*\* | 1 |
| Sig. (2-tailed) | .000 | .006 | .000 | .000 | .002 | .003 | .001 | .002 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

Lampiran 7

Hasil Uji Validitas Variabel Karakteristik Individu

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.Total |
| X1.1 | Pearson Correlation | 1 | .344 | .279 | .386\* | .083 | .029 | .072 | -.044 | .261 | .312 | .452\* |
| Sig. (2-tailed) |  | .063 | .135 | .035 | .663 | .879 | .704 | .818 | .164 | .093 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .344 | 1 | .070 | .256 | .456\* | .219 | .000 | .241 | .291 | .490\*\* | .559\*\* |
| Sig. (2-tailed) | .063 |  | .714 | .172 | .011 | .245 | 1.000 | .200 | .118 | .006 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .279 | .070 | 1 | .359 | .236 | .504\*\* | .160 | .145 | .197 | .232 | .555\*\* |
| Sig. (2-tailed) | .135 | .714 |  | .051 | .210 | .004 | .398 | .444 | .297 | .217 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .386\* | .256 | .359 | 1 | .154 | .329 | .395\* | .114 | .322 | .680\*\* | .717\*\* |
| Sig. (2-tailed) | .035 | .172 | .051 |  | .416 | .076 | .031 | .549 | .083 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .083 | .456\* | .236 | .154 | 1 | .369\* | .224 | .304 | .265 | .310 | .580\*\* |
| Sig. (2-tailed) | .663 | .011 | .210 | .416 |  | .045 | .234 | .102 | .158 | .095 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .029 | .219 | .504\*\* | .329 | .369\* | 1 | .313 | .372\* | .241 | .415\* | .676\*\* |
| Sig. (2-tailed) | .879 | .245 | .004 | .076 | .045 |  | .092 | .043 | .199 | .023 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .072 | .000 | .160 | .395\* | .224 | .313 | 1 | .118 | .176 | .161 | .467\*\* |
| Sig. (2-tailed) | .704 | 1.000 | .398 | .031 | .234 | .092 |  | .534 | .352 | .397 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | -.044 | .241 | .145 | .114 | .304 | .372\* | .118 | 1 | -.040 | .327 | .457\* |
| Sig. (2-tailed) | .818 | .200 | .444 | .549 | .102 | .043 | .534 |  | .834 | .077 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .261 | .291 | .197 | .322 | .265 | .241 | .176 | -.040 | 1 | .285 | .512\*\* |
| Sig. (2-tailed) | .164 | .118 | .297 | .083 | .158 | .199 | .352 | .834 |  | .128 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .312 | .490\*\* | .232 | .680\*\* | .310 | .415\* | .161 | .327 | .285 | 1 | .746\*\* |
| Sig. (2-tailed) | .093 | .006 | .217 | .000 | .095 | .023 | .397 | .077 | .128 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.Total | Pearson Correlation | .452\* | .559\*\* | .555\*\* | .717\*\* | .580\*\* | .676\*\* | .467\*\* | .457\* | .512\*\* | .746\*\* | 1 |
| Sig. (2-tailed) | .012 | .001 | .001 | .000 | .001 | .000 | .009 | .011 | .004 | .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 8

Hasil Uji Vailiditas Variabel Iklim Organisasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | .106 | .041 | .230 | .185 | .161 | .709\*\* | .521\*\* | .307 | .185 | .563\*\* |
| Sig. (2-tailed) |  | .578 | .828 | .221 | .328 | .394 | .000 | .003 | .099 | .328 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .106 | 1 | .433\* | .327 | .214 | .511\*\* | .218 | .382\* | .362\* | .316 | .650\*\* |
| Sig. (2-tailed) | .578 |  | .017 | .077 | .257 | .004 | .247 | .037 | .049 | .089 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .041 | .433\* | 1 | .199 | .470\*\* | .165 | .234 | .168 | .094 | .231 | .506\*\* |
| Sig. (2-tailed) | .828 | .017 |  | .293 | .009 | .383 | .214 | .374 | .619 | .219 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .230 | .327 | .199 | 1 | .299 | .387\* | .287 | .442\* | .131 | .299 | .602\*\* |
| Sig. (2-tailed) | .221 | .077 | .293 |  | .108 | .035 | .124 | .014 | .489 | .108 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .185 | .214 | .470\*\* | .299 | 1 | .179 | .237 | .301 | .422\* | .146 | .573\*\* |
| Sig. (2-tailed) | .328 | .257 | .009 | .108 |  | .345 | .208 | .106 | .020 | .442 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .161 | .511\*\* | .165 | .387\* | .179 | 1 | .412\* | .602\*\* | .230 | .179 | .629\*\* |
| Sig. (2-tailed) | .394 | .004 | .383 | .035 | .345 |  | .024 | .000 | .221 | .345 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .709\*\* | .218 | .234 | .287 | .237 | .412\* | 1 | .367\* | .333 | .357 | .681\*\* |
| Sig. (2-tailed) | .000 | .247 | .214 | .124 | .208 | .024 |  | .046 | .072 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .521\*\* | .382\* | .168 | .442\* | .301 | .602\*\* | .367\* | 1 | .297 | .426\* | .740\*\* |
| Sig. (2-tailed) | .003 | .037 | .374 | .014 | .106 | .000 | .046 |  | .111 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .307 | .362\* | .094 | .131 | .422\* | .230 | .333 | .297 | 1 | .169 | .545\*\* |
| Sig. (2-tailed) | .099 | .049 | .619 | .489 | .020 | .221 | .072 | .111 |  | .373 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .185 | .316 | .231 | .299 | .146 | .179 | .357 | .426\* | .169 | 1 | .555\*\* |
| Sig. (2-tailed) | .328 | .089 | .219 | .108 | .442 | .345 | .053 | .019 | .373 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.Total | Pearson Correlation | .563\*\* | .650\*\* | .506\*\* | .602\*\* | .573\*\* | .629\*\* | .681\*\* | .740\*\* | .545\*\* | .555\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 | .004 | .000 | .001 | .000 | .000 | .000 | .002 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

Lampiran 9

Hasil Uji Validitas Variabel Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | Total |
| X3.1 | Pearson Correlation | 1 | -.098 | .414\* | .172 | .300 | .045 | .178 | .068 | .479\*\* | .386\* | .049 | .224 | -.039 | .029 | .432\* |
| Sig. (2-tailed) |  | .607 | .023 | .365 | .107 | .814 | .347 | .721 | .007 | .035 | .797 | .235 | .836 | .880 | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | -.098 | 1 | .046 | .482\*\* | -.175 | .494\*\* | .208 | .231 | .238 | .333 | .400\* | .269 | .403\* | -.042 | .528\*\* |
| Sig. (2-tailed) | .607 |  | .809 | .007 | .354 | .005 | .270 | .218 | .206 | .072 | .029 | .151 | .027 | .825 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .414\* | .046 | 1 | .283 | .525\*\* | .403\* | .239 | .618\*\* | .412\* | .193 | .184 | .074 | .074 | .412\* | .698\*\* |
| Sig. (2-tailed) | .023 | .809 |  | .130 | .003 | .027 | .203 | .000 | .024 | .308 | .330 | .697 | .697 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .172 | .482\*\* | .283 | 1 | -.038 | .341 | .319 | .304 | .584\*\* | .042 | .351 | .236 | .118 | .296 | .629\*\* |
| Sig. (2-tailed) | .365 | .007 | .130 |  | .840 | .065 | .086 | .102 | .001 | .827 | .057 | .210 | .535 | .112 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .300 | -.175 | .525\*\* | -.038 | 1 | .248 | .319 | .406\* | .209 | .042 | -.044 | -.236 | .000 | .185 | .397\* |
| Sig. (2-tailed) | .107 | .354 | .003 | .840 |  | .187 | .086 | .026 | .269 | .827 | .818 | .210 | 1.000 | .328 | .030 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .045 | .494\*\* | .403\* | .341 | .248 | 1 | .092 | .425\* | .239 | .104 | .177 | .085 | .275 | -.003 | .584\*\* |
| Sig. (2-tailed) | .814 | .005 | .027 | .065 | .187 |  | .630 | .019 | .204 | .584 | .351 | .653 | .141 | .988 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .178 | .208 | .239 | .319 | .319 | .092 | 1 | .120 | .272 | .173 | .052 | .210 | .210 | .110 | .471\*\* |
| Sig. (2-tailed) | .347 | .270 | .203 | .086 | .086 | .630 |  | .526 | .146 | .360 | .785 | .266 | .266 | .564 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .068 | .231 | .618\*\* | .304 | .406\* | .425\* | .120 | 1 | .132 | .022 | .231 | -.062 | .249 | .176 | .579\*\* |
| Sig. (2-tailed) | .721 | .218 | .000 | .102 | .026 | .019 | .526 |  | .486 | .908 | .218 | .744 | .185 | .353 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .479\*\* | .238 | .412\* | .584\*\* | .209 | .239 | .272 | .132 | 1 | .412\* | -.048 | .115 | -.141 | .357 | .589\*\* |
| Sig. (2-tailed) | .007 | .206 | .024 | .001 | .269 | .204 | .146 | .486 |  | .024 | .803 | .545 | .458 | .053 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .386\* | .333 | .193 | .042 | .042 | .104 | .173 | .022 | .412\* | 1 | .190 | .243 | .115 | .197 | .463\*\* |
| Sig. (2-tailed) | .035 | .072 | .308 | .827 | .827 | .584 | .360 | .908 | .024 |  | .314 | .196 | .545 | .298 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .049 | .400\* | .184 | .351 | -.044 | .177 | .052 | .231 | -.048 | .190 | 1 | .134 | .403\* | .084 | .434\* |
| Sig. (2-tailed) | .797 | .029 | .330 | .057 | .818 | .351 | .785 | .218 | .803 | .314 |  | .479 | .027 | .658 | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .224 | .269 | .074 | .236 | -.236 | .085 | .210 | -.062 | .115 | .243 | .134 | 1 | .518\*\* | .125 | .399\* |
| Sig. (2-tailed) | .235 | .151 | .697 | .210 | .210 | .653 | .266 | .744 | .545 | .196 | .479 |  | .003 | .511 | .029 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | -.039 | .403\* | .074 | .118 | .000 | .275 | .210 | .249 | -.141 | .115 | .403\* | .518\*\* | 1 | .125 | .467\*\* |
| Sig. (2-tailed) | .836 | .027 | .697 | .535 | 1.000 | .141 | .266 | .185 | .458 | .545 | .027 | .003 |  | .511 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .029 | -.042 | .412\* | .296 | .185 | -.003 | .110 | .176 | .357 | .197 | .084 | .125 | .125 | 1 | .433\* |
| Sig. (2-tailed) | .880 | .825 | .024 | .112 | .328 | .988 | .564 | .353 | .053 | .298 | .658 | .511 | .511 |  | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .432\* | .528\*\* | .698\*\* | .629\*\* | .397\* | .584\*\* | .471\*\* | .579\*\* | .589\*\* | .463\*\* | .434\* | .399\* | .467\*\* | .433\* | 1 |
| Sig. (2-tailed) | .017 | .003 | .000 | .000 | .030 | .001 | .009 | .001 | .001 | .010 | .017 | .029 | .009 | .017 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

Lampiran 10

Hasil Uji Reliabilitas Kinerja (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .822 | 10 |

**Hasil Uji Reliabilitas Karakteristik Individu (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .775 | 10 |

**Hasil Uji Reliabilitas Iklim Organisasi (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .805 | 10 |

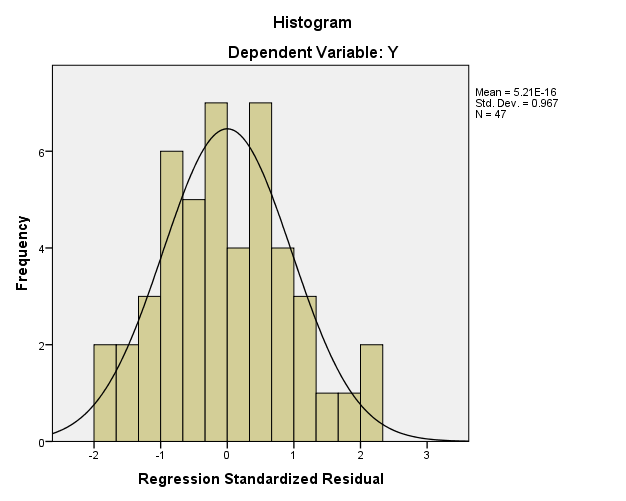
**Hasil Uji Reliabilitas Budaya Organisasi (X3)**

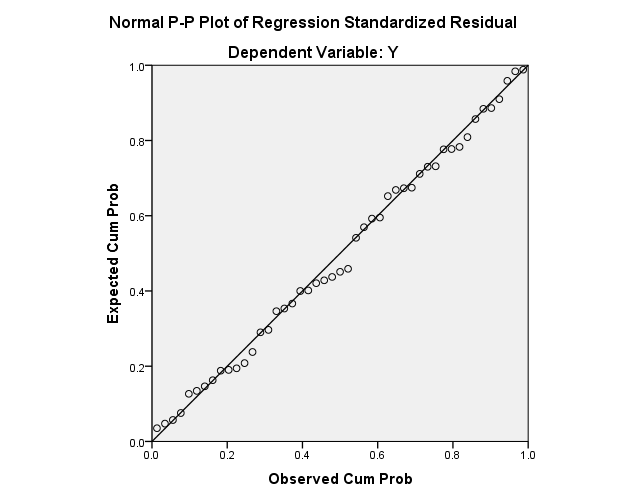
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .778 | 14 |

Lampiran 11

Uji Normalitas

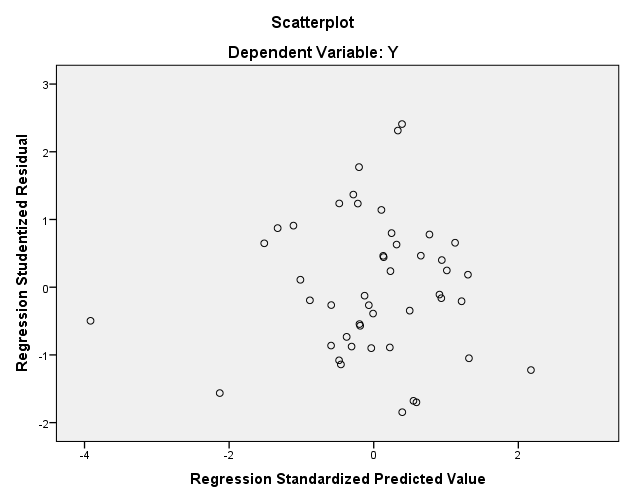
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 47 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.71573153 |
| Most Extreme Differences | Absolute | .074 |
| Positive | .074 |
| Negative | -.040 |
| Test Statistic | | .074 |
| 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. | | |





**Uji Multikolinieritas**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | |
| Model | | Collinearity Statistics | | |
| Tolerance | VIF | |
| 1 | (Constant) |  |  | |
| KARAKTERISTIK INDIVIDU | ,275 | 3.634 | |
| IKLIM ORGANISASI | ,546 | 1.833 | |
| BUDAYA ORGANISASI | ,300 | 3.329 | |
| a. Dependent Variable: KINERJA (Y) | | | |

**Uji Heteroskedastisitas**

Lampiran 12

Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -5.014 | 3.645 |  | -1.376 | .176 |
| Karakteristik Individu (X1) | .326 | .120 | .324 | 2.727 | .009 |
| Iklim Organisasi (X2) | .360 | .090 | .338 | 4.005 | .000 |
| Budaya Organisasi (X3) | .330 | .105 | .356 | 3.130 | .003 |
| a. Dependent Variable: Kinerja (Y) | | | | | | | |

Lampiran 13

Uji Signifikasi Simultan f

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 674.418 | 3 | 224.806 | 71.387 | .000b |
| Residual | 135.412 | 43 | 3.149 |  |  |
| Total | 809.830 | 46 |  |  |  |
| a. Dependent Variable: Kinerja (Y) | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi (X3), Karakteristik Individu (X1), Iklim Organisasi (X2) | | | | | | |

Lampiran 14

Uji Signifikasi Parsial t

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 674.418 | 3 | 224.806 | 71.387 | .000b |
| Residual | 135.412 | 43 | 3.149 |  |  |
| Total | 809.830 | 46 |  |  |  |
| a. Dependent Variable: Kinerja (Y) | | | | | | |
| b. Predictors: (Constant), Budaya Organisasi (X3), Karakteristik Individu (X1), Iklim Organisasi (X2) | | | | | | |

Lampiran 15

Koefisien Determinasi R2

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .913a | .833 | .821 | 1.775 |
| a. Predictors: (Constant), Budaya Organisasi (X3), Karakteristik Inidvidu (X1), Iklim Organisasi (X2) | | | | |
| b. Dependent Variable: Kinerja (Y) | | | | |

Lampiran 16

Tabulasi Data MSI Penelitian Responden Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | |  |  |  |  |  |  |  |  |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **TOTAL** |
| **1** | **4,080** | **3,917** | **4,395** | **4,078** | **4,179** | **2,652** | **2,708** | **4,050** | **3,955** | **2,964** | **36,979** |
| **2** | **4,080** | **2,465** | **4,395** | **2,582** | **4,179** | **4,165** | **4,179** | **2,563** | **3,955** | **2,964** | **35,528** |
| **3** | **4,080** | **3,917** | **4,395** | **4,078** | **2,655** | **4,165** | **2,708** | **4,050** | **3,955** | **4,562** | **38,566** |
| **4** | **4,080** | **3,917** | **4,395** | **4,078** | **4,179** | **4,165** | **4,179** | **4,050** | **3,955** | **4,562** | **41,560** |
| **5** | **4,080** | **2,465** | **4,395** | **4,078** | **4,179** | **4,165** | **4,179** | **2,563** | **3,955** | **4,562** | **38,621** |
| **6** | **4,080** | **2,465** | **4,395** | **2,582** | **4,179** | **4,165** | **4,179** | **2,563** | **3,955** | **2,964** | **35,528** |
| **7** | **4,080** | **3,917** | **4,395** | **2,582** | **4,179** | **4,165** | **4,179** | **4,050** | **3,955** | **2,964** | **38,467** |
| **8** | **2,555** | **3,917** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **27,983** |
| **9** | **4,080** | **2,465** | **4,395** | **2,582** | **4,179** | **2,652** | **4,179** | **2,563** | **3,955** | **2,964** | **34,015** |
| **10** | **2,555** | **3,917** | **2,891** | **4,078** | **4,179** | **2,652** | **2,708** | **4,050** | **2,495** | **4,562** | **34,087** |
| **11** | **2,555** | **2,465** | **2,891** | **2,582** | **4,179** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **28,055** |
| **12** | **2,555** | **1,000** | **4,395** | **4,078** | **2,655** | **4,165** | **2,708** | **4,050** | **3,955** | **2,964** | **32,525** |
| **13** | **4,080** | **2,465** | **2,891** | **4,078** | **4,179** | **4,165** | **4,179** | **2,563** | **2,495** | **2,964** | **34,060** |
| **14** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **15** | **4,080** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **4,179** | **4,050** | **2,495** | **2,964** | **31,015** |
| **16** | **4,080** | **3,917** | **4,395** | **4,078** | **4,179** | **2,652** | **4,179** | **4,050** | **3,955** | **4,562** | **40,047** |
| **17** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **18** | **4,080** | **3,917** | **2,891** | **4,078** | **4,179** | **4,165** | **4,179** | **4,050** | **2,495** | **4,562** | **38,597** |
| **19** | **4,080** | **2,465** | **4,395** | **2,582** | **2,655** | **4,165** | **4,179** | **2,563** | **3,955** | **4,562** | **35,602** |
| **20** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **21** | **4,080** | **3,917** | **2,891** | **2,582** | **4,179** | **2,652** | **4,179** | **4,050** | **2,495** | **2,964** | **33,991** |
| **22** | **4,080** | **2,465** | **4,395** | **4,078** | **4,179** | **2,652** | **4,179** | **2,563** | **3,955** | **4,562** | **37,108** |
| **23** | **2,555** | **3,917** | **4,395** | **2,582** | **4,179** | **2,652** | **2,708** | **4,050** | **3,955** | **2,964** | **33,958** |
| **24** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **25** | **4,080** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **4,179** | **2,563** | **2,495** | **2,964** | **29,527** |
| **26** | **4,080** | **3,917** | **4,395** | **4,078** | **2,655** | **4,165** | **4,179** | **4,050** | **3,955** | **4,562** | **40,036** |
| **27** | **2,555** | **3,917** | **2,891** | **2,582** | **4,179** | **2,652** | **2,708** | **4,050** | **2,495** | **2,964** | **30,994** |
| **282** | **4,080** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **4,179** | **2,563** | **2,495** | **2,964** | **29,527** |
| **29** | **4,080** | **3,917** | **4,395** | **4,078** | **4,179** | **2,652** | **4,179** | **4,050** | **3,955** | **4,562** | **40,047** |
| **30** | **4,080** | **3,917** | **4,395** | **2,582** | **4,179** | **2,652** | **4,179** | **4,050** | **3,955** | **2,964** | **36,954** |
| **31** | **2,555** | **3,917** | **2,891** | **2,582** | **4,179** | **2,652** | **2,708** | **4,050** | **2,495** | **2,964** | **30,994** |
| **32** | **2,555** | **3,917** | **2,891** | **4,078** | **2,655** | **4,165** | **2,708** | **4,050** | **2,495** | **4,562** | **34,076** |
| **33** | **4,080** | **2,465** | **2,891** | **2,582** | **4,179** | **2,652** | **4,179** | **2,563** | **2,495** | **2,964** | **31,051** |
| **34** | **2,555** | **2,465** | **2,891** | **2,582** | **4,179** | **4,165** | **2,708** | **2,563** | **2,495** | **2,964** | **29,568** |
| **35** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **10,000** |
| **36** | **2,555** | **1,000** | **1,538** | **1,000** | **2,655** | **1,000** | **1,538** | **1,000** | **1,000** | **2,964** | **16,249** |
| **37** | **4,080** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **4,179** | **2,563** | **2,495** | **2,964** | **29,527** |
| **38** | **4,080** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **28,057** |
| **39** | **4,080** | **3,917** | **2,891** | **2,582** | **2,655** | **4,165** | **4,179** | **4,050** | **2,495** | **4,562** | **35,577** |
| **40** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **41** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **4,165** | **2,708** | **2,563** | **2,495** | **2,964** | **28,044** |
| **42** | **2,555** | **2,465** | **2,891** | **1,000** | **4,179** | **2,652** | **2,708** | **2,563** | **1,000** | **2,964** | **24,978** |
| **43** | **2,555** | **2,465** | **2,891** | **2,582** | **2,655** | **2,652** | **2,708** | **2,563** | **2,495** | **2,964** | **26,531** |
| **44** | **2,555** | **2,465** | **2,891** | **4,078** | **4,179** | **2,652** | **2,708** | **2,563** | **2,495** | **4,562** | **31,148** |
| **45** | **4,080** | **3,917** | **4,395** | **4,078** | **2,655** | **4,165** | **4,179** | **4,050** | **3,955** | **4,562** | **40,036** |
| **46** | **4,080** | **2,465** | **2,891** | **2,582** | **4,179** | **2,652** | **4,179** | **2,563** | **2,495** | **2,964** | **31,051** |
| **47** | **4,080** | **3,917** | **4,395** | **2,582** | **2,655** | **4,165** | **4,179** | **4,050** | **3,955** | **2,964** | **36,943** |

Lampiran 17

Tabulasi Data MSI Penelitian Responden Variabel Karakteristik Inidvidu (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | |  |  |  |  |  |  |  |  |
| **No** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTAL** |
| **1** | **3,740** | **4,657** | **2,434** | **2,341** | **4,562** | **3,118** | **2,397** | **3,610** | **2,582** | **3,895** | **33,335** |
| **2** | **3,740** | **3,147** | **3,866** | **3,698** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **3,895** | **33,104** |
| **3** | **3,740** | **3,147** | **3,866** | **3,698** | **3,051** | **4,608** | **3,800** | **2,251** | **2,582** | **3,895** | **34,638** |
| **4** | **3,740** | **4,657** | **3,866** | **3,698** | **4,562** | **4,608** | **3,800** | **3,610** | **4,078** | **3,895** | **40,512** |
| **5** | **3,740** | **3,147** | **3,866** | **3,698** | **4,562** | **3,118** | **3,800** | **3,610** | **4,078** | **2,454** | **36,072** |
| **6** | **2,315** | **3,147** | **2,434** | **1,000** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **2,454** | **26,109** |
| **7** | **2,315** | **4,657** | **3,866** | **1,000** | **4,562** | **4,608** | **2,397** | **3,610** | **4,078** | **2,454** | **33,547** |
| **8** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **1,000** | **2,251** | **2,582** | **2,454** | **24,694** |
| **9** | **3,740** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **2,251** | **4,078** | **2,454** | **29,011** |
| **10** | **3,740** | **3,147** | **3,866** | **2,341** | **3,051** | **4,608** | **2,397** | **3,610** | **2,582** | **2,454** | **31,796** |
| **11** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **1,757** | **2,397** | **2,251** | **2,582** | **2,454** | **24,730** |
| **12** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **2,251** | **1,000** | **2,454** | **24,509** |
| **13** | **2,315** | **3,147** | **2,434** | **2,341** | **4,562** | **4,608** | **3,800** | **3,610** | **2,582** | **2,454** | **31,854** |
| **14** | **3,740** | **3,147** | **2,434** | **1,000** | **4,562** | **1,757** | **2,397** | **1,000** | **2,582** | **1,000** | **23,619** |
| **15** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **3,800** | **2,251** | **2,582** | **2,454** | **27,494** |
| **16** | **3,740** | **4,657** | **2,434** | **3,698** | **4,562** | **4,608** | **2,397** | **3,610** | **4,078** | **3,895** | **37,677** |
| **17** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **2,251** | **2,582** | **2,454** | **26,091** |
| **18** | **3,740** | **3,147** | **2,434** | **2,341** | **4,562** | **4,608** | **3,800** | **3,610** | **2,582** | **3,895** | **34,719** |
| **19** | **2,315** | **3,147** | **2,434** | **2,341** | **4,562** | **3,118** | **2,397** | **3,610** | **4,078** | **3,895** | **31,897** |
| **20** | **2,315** | **1,757** | **2,434** | **1,000** | **1,659** | **3,118** | **2,397** | **3,610** | **2,582** | **1,000** | **21,873** |
| **21** | **3,740** | **3,147** | **2,434** | **3,698** | **3,051** | **3,118** | **3,800** | **2,251** | **4,078** | **2,454** | **31,771** |
| **22** | **2,315** | **3,147** | **3,866** | **3,698** | **4,562** | **4,608** | **3,800** | **3,610** | **2,582** | **2,454** | **34,642** |
| **23** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **3,800** | **2,251** | **2,582** | **2,454** | **27,494** |
| **24** | **3,740** | **3,147** | **2,434** | **1,000** | **3,051** | **1,757** | **2,397** | **2,251** | **2,582** | **1,000** | **23,360** |
| **25** | **2,315** | **3,147** | **1,000** | **2,341** | **3,051** | **3,118** | **3,800** | **2,251** | **4,078** | **2,454** | **27,555** |
| **26** | **3,740** | **3,147** | **3,866** | **2,341** | **3,051** | **4,608** | **2,397** | **1,000** | **4,078** | **2,454** | **30,681** |
| **27** | **3,740** | **4,657** | **2,434** | **2,341** | **3,051** | **3,118** | **3,800** | **3,610** | **2,582** | **2,454** | **31,787** |
| **28** | **3,740** | **4,657** | **2,434** | **3,698** | **3,051** | **3,118** | **2,397** | **2,251** | **4,078** | **3,895** | **33,318** |
| **29** | **2,315** | **3,147** | **3,866** | **2,341** | **4,562** | **4,608** | **3,800** | **2,251** | **4,078** | **2,454** | **33,422** |
| **30** | **3,740** | **3,147** | **3,866** | **3,698** | **3,051** | **3,118** | **3,800** | **2,251** | **4,078** | **3,895** | **34,643** |
| **31** | **3,740** | **3,147** | **3,866** | **2,341** | **3,051** | **3,118** | **2,397** | **3,610** | **4,078** | **3,895** | **33,242** |
| **32** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **2,251** | **2,582** | **2,454** | **26,091** |
| **33** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **2,454** | **27,450** |
| **34** | **2,315** | **1,757** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **2,454** | **26,060** |
| **35** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **10,000** |
| **36** | **1,000** | **1,757** | **1,000** | **1,000** | **3,051** | **3,118** | **1,000** | **1,000** | **1,000** | **1,000** | **14,926** |
| **37** | **2,315** | **3,147** | **3,866** | **2,341** | **4,562** | **4,608** | **2,397** | **2,251** | **2,582** | **2,454** | **30,523** |
| **38** | **2,315** | **3,147** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **2,454** | **27,450** |
| **39** | **3,740** | **4,657** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **3,610** | **2,582** | **3,895** | **31,824** |
| **40** | **3,740** | **4,657** | **3,866** | **1,000** | **3,051** | **3,118** | **2,397** | **2,251** | **2,582** | **2,454** | **29,116** |
| **41** | **2,315** | **4,657** | **2,434** | **2,341** | **3,051** | **3,118** | **2,397** | **2,251** | **2,582** | **2,454** | **27,600** |
| **42** | **1,000** | **3,147** | **1,000** | **2,341** | **1,659** | **3,118** | **2,397** | **1,000** | **2,582** | **1,000** | **19,244** |
| **43** | **3,740** | **4,657** | **2,434** | **3,698** | **3,051** | **3,118** | **2,397** | **2,251** | **2,582** | **2,454** | **30,382** |
| **44** | **3,740** | **4,657** | **3,866** | **3,698** | **4,562** | **4,608** | **3,800** | **2,251** | **2,582** | **2,454** | **36,217** |
| **45** | **3,740** | **3,147** | **3,866** | **3,698** | **3,051** | **3,118** | **1,000** | **2,251** | **2,582** | **2,454** | **28,907** |
| **46** | **3,740** | **3,147** | **3,866** | **2,341** | **3,051** | **3,118** | **1,000** | **3,610** | **4,078** | **3,895** | **31,846** |
| **47** | **3,740** | **4,657** | **3,866** | **3,698** | **4,562** | **4,608** | **1,000** | **3,610** | **4,078** | **2,454** | **36,272** |

Lampiran 18

Tabulasi Data MSI Penelitian Responden Variabel Iklim Organisasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| **1** | **2,831** | **4,657** | **4,165** | **3,519** | **4,249** | **3,241** | **2,539** | **3,139** | **4,080** | **3,844** | **36,263** |
| **2** | **2,831** | **4,657** | **2,652** | **3,519** | **2,712** | **4,763** | **2,539** | **3,139** | **4,080** | **2,406** | **33,298** |
| **3** | **4,439** | **3,216** | **2,652** | **4,956** | **4,249** | **3,241** | **2,539** | **4,708** | **4,080** | **3,844** | **37,924** |
| **4** | **4,439** | **4,657** | **4,165** | **4,956** | **4,249** | **4,763** | **4,036** | **4,708** | **4,080** | **3,844** | **43,897** |
| **5** | **2,831** | **4,657** | **4,165** | **3,519** | **4,249** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **34,826** |
| **6** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **4,763** | **2,539** | **3,139** | **4,080** | **2,406** | **31,857** |
| **7** | **4,439** | **3,216** | **4,165** | **3,519** | **4,249** | **3,241** | **2,539** | **4,708** | **4,080** | **3,844** | **38,000** |
| **8** | **4,439** | **3,216** | **2,652** | **3,519** | **1,000** | **3,241** | **4,036** | **3,139** | **2,555** | **3,844** | **31,641** |
| **9** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **30,335** |
| **10** | **2,831** | **4,657** | **4,165** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **3,844** | **33,201** |
| **11** | **2,831** | **1,914** | **2,652** | **2,197** | **2,712** | **1,841** | **2,539** | **1,659** | **2,555** | **2,406** | **23,305** |
| **12** | **4,439** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **1,000** | **29,012** |
| **13** | **2,831** | **3,216** | **4,165** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **31,848** |
| **14** | **2,831** | **3,216** | **4,165** | **3,519** | **4,249** | **4,763** | **2,539** | **3,139** | **2,555** | **2,406** | **33,382** |
| **15** | **4,439** | **3,216** | **2,652** | **3,519** | **2,712** | **4,763** | **4,036** | **4,708** | **4,080** | **2,406** | **36,531** |
| **16** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **3,844** | **31,773** |
| **17** | **2,831** | **3,216** | **4,165** | **4,956** | **4,249** | **3,241** | **2,539** | **3,139** | **2,555** | **2,406** | **33,297** |
| **18** | **4,439** | **4,657** | **4,165** | **2,197** | **4,249** | **4,763** | **4,036** | **4,708** | **4,080** | **3,844** | **41,137** |
| **19** | **4,439** | **3,216** | **4,165** | **3,519** | **4,249** | **3,241** | **4,036** | **3,139** | **4,080** | **2,406** | **36,491** |
| **20** | **1,000** | **3,216** | **2,652** | **2,197** | **2,712** | **3,241** | **1,000** | **3,139** | **2,555** | **2,406** | **24,118** |
| **21** | **2,831** | **4,657** | **4,165** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **3,844** | **34,727** |
| **22** | **2,831** | **3,216** | **2,652** | **3,519** | **4,249** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **31,872** |
| **23** | **2,831** | **1,914** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **3,844** | **28,945** |
| **24** | **2,831** | **3,216** | **4,165** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **2,406** | **30,323** |
| **25** | **4,439** | **4,657** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **33,385** |
| **26** | **4,439** | **3,216** | **2,652** | **3,519** | **4,249** | **3,241** | **4,036** | **3,139** | **4,080** | **3,844** | **36,415** |
| **27** | **2,831** | **4,657** | **2,652** | **4,956** | **2,712** | **4,763** | **2,539** | **4,708** | **2,555** | **3,844** | **36,216** |
| **28** | **2,831** | **3,216** | **2,652** | **3,519** | **4,249** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **31,872** |
| **29** | **2,831** | **4,657** | **4,165** | **4,956** | **4,249** | **4,763** | **4,036** | **3,139** | **4,080** | **3,844** | **40,719** |
| **30** | **4,439** | **4,657** | **4,165** | **4,956** | **4,249** | **4,763** | **4,036** | **4,708** | **4,080** | **3,844** | **43,897** |
| **31** | **2,831** | **3,216** | **1,000** | **3,519** | **2,712** | **1,841** | **2,539** | **3,139** | **2,555** | **2,406** | **25,757** |
| **32** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **4,708** | **4,080** | **3,844** | **33,342** |
| **33** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **30,335** |
| **34** | **2,831** | **3,216** | **4,165** | **3,519** | **4,249** | **3,241** | **2,539** | **3,139** | **4,080** | **3,844** | **34,823** |
| **35** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **2,555** | **2,406** | **12,961** |
| **36** | **2,831** | **1,914** | **2,652** | **2,197** | **2,712** | **1,841** | **1,000** | **3,139** | **2,555** | **3,844** | **24,684** |
| **37** | **2,831** | **3,216** | **4,165** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **3,844** | **31,760** |
| **38** | **2,831** | **1,914** | **2,652** | **2,197** | **2,712** | **3,241** | **1,000** | **1,659** | **2,555** | **3,844** | **24,604** |
| **39** | **2,831** | **1,914** | **2,652** | **2,197** | **2,712** | **3,241** | **1,000** | **3,139** | **2,555** | **3,844** | **26,084** |
| **40** | **2,831** | **3,216** | **2,652** | **2,197** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **29,013** |
| **41** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **2,555** | **2,406** | **28,810** |
| **42** | **2,831** | **3,216** | **2,652** | **2,197** | **2,712** | **3,241** | **4,036** | **4,708** | **1,000** | **1,000** | **27,592** |
| **43** | **2,831** | **3,216** | **2,652** | **2,197** | **2,712** | **1,841** | **2,539** | **3,139** | **2,555** | **1,000** | **24,681** |
| **44** | **2,831** | **3,216** | **2,652** | **2,197** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **2,406** | **29,013** |
| **45** | **2,831** | **4,657** | **4,165** | **4,956** | **2,712** | **4,763** | **4,036** | **4,708** | **4,080** | **2,406** | **39,314** |
| **46** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **2,539** | **3,139** | **4,080** | **3,844** | **31,773** |
| **47** | **2,831** | **3,216** | **2,652** | **3,519** | **2,712** | **3,241** | **4,036** | **4,708** | **2,555** | **2,406** | **31,875** |

Lampiran 19

Tabulasi Data MSI Penelitian Responden Variabel Budaya Organisasi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | |
| **No** | **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** | **TOTAL** |
| **1** | **4,339** | **2,521** | **4,553** | **2,465** | **4,168** | **2,169** | **4,122** | **3,866** | **2,801** | **3,845** | **4,388** | **3,673** | **3,685** | **2,188** | **48,784** |
| **2** | **4,339** | **2,521** | **2,892** | **2,465** | **4,168** | **2,169** | **2,611** | **2,434** | **4,388** | **2,423** | **2,801** | **3,673** | **2,203** | **2,188** | **41,276** |
| **3** | **2,771** | **3,994** | **2,892** | **3,917** | **2,641** | **3,387** | **4,122** | **3,866** | **2,801** | **2,423** | **4,388** | **2,253** | **3,685** | **2,188** | **45,326** |
| **4** | **4,339** | **3,994** | **4,553** | **3,917** | **4,168** | **3,387** | **4,122** | **3,866** | **4,388** | **3,845** | **4,388** | **2,253** | **3,685** | **3,609** | **54,513** |
| **5** | **4,339** | **3,994** | **4,553** | **3,917** | **2,641** | **3,387** | **2,611** | **3,866** | **4,388** | **3,845** | **4,388** | **2,253** | **2,203** | **2,188** | **48,572** |
| **6** | **2,771** | **3,994** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **3,866** | **2,801** | **3,845** | **2,801** | **2,253** | **3,685** | **2,188** | **40,980** |
| **7** | **2,771** | **3,994** | **2,892** | **3,917** | **2,641** | **3,387** | **2,611** | **3,866** | **2,801** | **2,423** | **4,388** | **2,253** | **3,685** | **2,188** | **43,815** |
| **8** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **39,496** |
| **9** | **2,771** | **3,994** | **2,892** | **3,917** | **2,641** | **3,387** | **2,611** | **2,434** | **4,388** | **3,845** | **2,801** | **3,673** | **2,203** | **3,609** | **45,165** |
| **10** | **4,339** | **2,521** | **2,892** | **3,917** | **1,000** | **1,000** | **2,611** | **2,434** | **4,388** | **3,845** | **2,801** | **3,673** | **2,203** | **3,609** | **41,232** |
| **11** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **1,000** | **2,611** | **1,000** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **36,893** |
| **12** | **2,771** | **3,994** | **2,892** | **2,465** | **2,641** | **1,000** | **4,122** | **2,434** | **2,801** | **3,845** | **2,801** | **3,673** | **3,685** | **2,188** | **41,311** |
| **13** | **4,339** | **2,521** | **2,892** | **2,465** | **4,168** | **3,387** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **2,203** | **2,188** | **40,906** |
| **14** | **2,771** | **2,521** | **2,892** | **1,000** | **2,641** | **2,169** | **1,000** | **2,434** | **1,000** | **1,000** | **2,801** | **3,673** | **1,000** | **3,609** | **30,510** |
| **15** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **1,000** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **38,327** |
| **16** | **2,771** | **2,521** | **2,892** | **3,917** | **2,641** | **1,000** | **2,611** | **3,866** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **3,609** | **39,790** |
| **17** | **2,771** | **2,521** | **2,892** | **2,465** | **1,000** | **1,000** | **2,611** | **2,434** | **2,801** | **1,000** | **2,801** | **3,673** | **3,685** | **3,609** | **35,263** |
| **18** | **4,339** | **2,521** | **2,892** | **3,917** | **4,168** | **3,387** | **4,122** | **2,434** | **4,388** | **2,423** | **2,801** | **3,673** | **2,203** | **3,609** | **46,877** |
| **19** | **4,339** | **2,521** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **2,203** | **2,188** | **38,161** |
| **20** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **39,496** |
| **21** | **4,339** | **2,521** | **4,553** | **2,465** | **4,168** | **2,169** | **2,611** | **3,866** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **3,609** | **44,265** |
| **22** | **4,339** | **3,994** | **2,892** | **3,917** | **2,641** | **2,169** | **4,122** | **2,434** | **2,801** | **3,845** | **4,388** | **3,673** | **3,685** | **2,188** | **47,087** |
| **23** | **2,771** | **2,521** | **2,892** | **2,465** | **4,168** | **2,169** | **4,122** | **3,866** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **3,609** | **42,545** |
| **24** | **2,771** | **2,521** | **1,000** | **2,465** | **2,641** | **1,000** | **2,611** | **1,000** | **2,801** | **1,000** | **1,000** | **1,000** | **3,685** | **1,000** | **26,495** |
| **25** | **2,771** | **1,000** | **2,892** | **3,917** | **2,641** | **1,000** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **38,258** |
| **26** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **3,387** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **40,714** |
| **27** | **2,771** | **3,994** | **2,892** | **2,465** | **2,641** | **3,387** | **2,611** | **2,434** | **2,801** | **3,845** | **4,388** | **3,673** | **3,685** | **2,188** | **43,774** |
| **28** | **2,771** | **2,521** | **4,553** | **3,917** | **4,168** | **2,169** | **2,611** | **3,866** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **3,609** | **44,148** |
| **29** | **2,771** | **3,994** | **4,553** | **3,917** | **4,168** | **3,387** | **4,122** | **3,866** | **4,388** | **3,845** | **2,801** | **2,253** | **2,203** | **3,609** | **49,875** |
| **30** | **4,339** | **2,521** | **4,553** | **2,465** | **4,168** | **2,169** | **2,611** | **3,866** | **4,388** | **3,845** | **2,801** | **2,253** | **2,203** | **3,609** | **45,791** |
| **31** | **2,771** | **2,521** | **2,892** | **3,917** | **2,641** | **3,387** | **4,122** | **2,434** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **3,609** | **42,255** |
| **32** | **2,771** | **2,521** | **2,892** | **3,917** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **2,253** | **2,203** | **3,609** | **38,045** |
| **33** | **2,771** | **2,521** | **2,892** | **2,465** | **4,168** | **1,000** | **4,122** | **2,434** | **4,388** | **2,423** | **4,388** | **2,253** | **3,685** | **3,609** | **43,119** |
| **34** | **2,771** | **3,994** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **4,388** | **2,253** | **2,203** | **2,188** | **38,232** |
| **35** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **1,000** | **2,253** | **2,203** | **2,188** | **17,643** |
| **36** | **1,000** | **1,000** | **2,892** | **1,000** | **2,641** | **1,000** | **2,611** | **1,000** | **2,801** | **1,000** | **2,801** | **3,673** | **2,203** | **2,188** | **27,809** |
| **37** | **2,771** | **3,994** | **2,892** | **3,917** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **2,253** | **3,685** | **2,188** | **39,579** |
| **38** | **2,771** | **2,521** | **2,892** | **3,917** | **2,641** | **2,169** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **40,948** |
| **39** | **2,771** | **3,994** | **2,892** | **2,465** | **4,168** | **2,169** | **2,611** | **3,866** | **2,801** | **3,845** | **4,388** | **3,673** | **3,685** | **3,609** | **46,937** |
| **40** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **2,169** | **1,000** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **2,203** | **3,609** | **36,402** |
| **41** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **3,387** | **2,611** | **2,434** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **40,714** |
| **42** | **2,771** | **1,000** | **2,892** | **2,465** | **2,641** | **2,169** | **2,611** | **2,434** | **4,388** | **2,423** | **2,801** | **1,000** | **1,000** | **1,000** | **31,595** |
| **43** | **2,771** | **2,521** | **2,892** | **2,465** | **2,641** | **2,169** | **4,122** | **3,866** | **2,801** | **3,845** | **2,801** | **1,000** | **3,685** | **1,000** | **38,578** |
| **44** | **2,771** | **2,521** | **4,553** | **3,917** | **2,641** | **3,387** | **4,122** | **3,866** | **2,801** | **2,423** | **2,801** | **3,673** | **3,685** | **3,609** | **46,770** |
| **45** | **4,339** | **2,521** | **4,553** | **2,465** | **4,168** | **3,387** | **4,122** | **3,866** | **4,388** | **3,845** | **4,388** | **3,673** | **3,685** | **3,609** | **53,009** |
| **46** | **2,771** | **2,521** | **2,892** | **3,917** | **2,641** | **3,387** | **2,611** | **3,866** | **2,801** | **3,845** | **2,801** | **2,253** | **3,685** | **2,188** | **42,177** |
| **47** | **4,339** | **3,994** | **2,892** | **3,917** | **2,641** | **3,387** | **4,122** | **2,434** | **4,388** | **2,423** | **4,388** | **3,673** | **3,685** | **3,609** | **49,891** |

Lampiran 20

Tabel Nilai r

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

Lampiran 21

Surat Izin Penelitian



**Lampiran 22**

**Surat Selesai Penelitian**

