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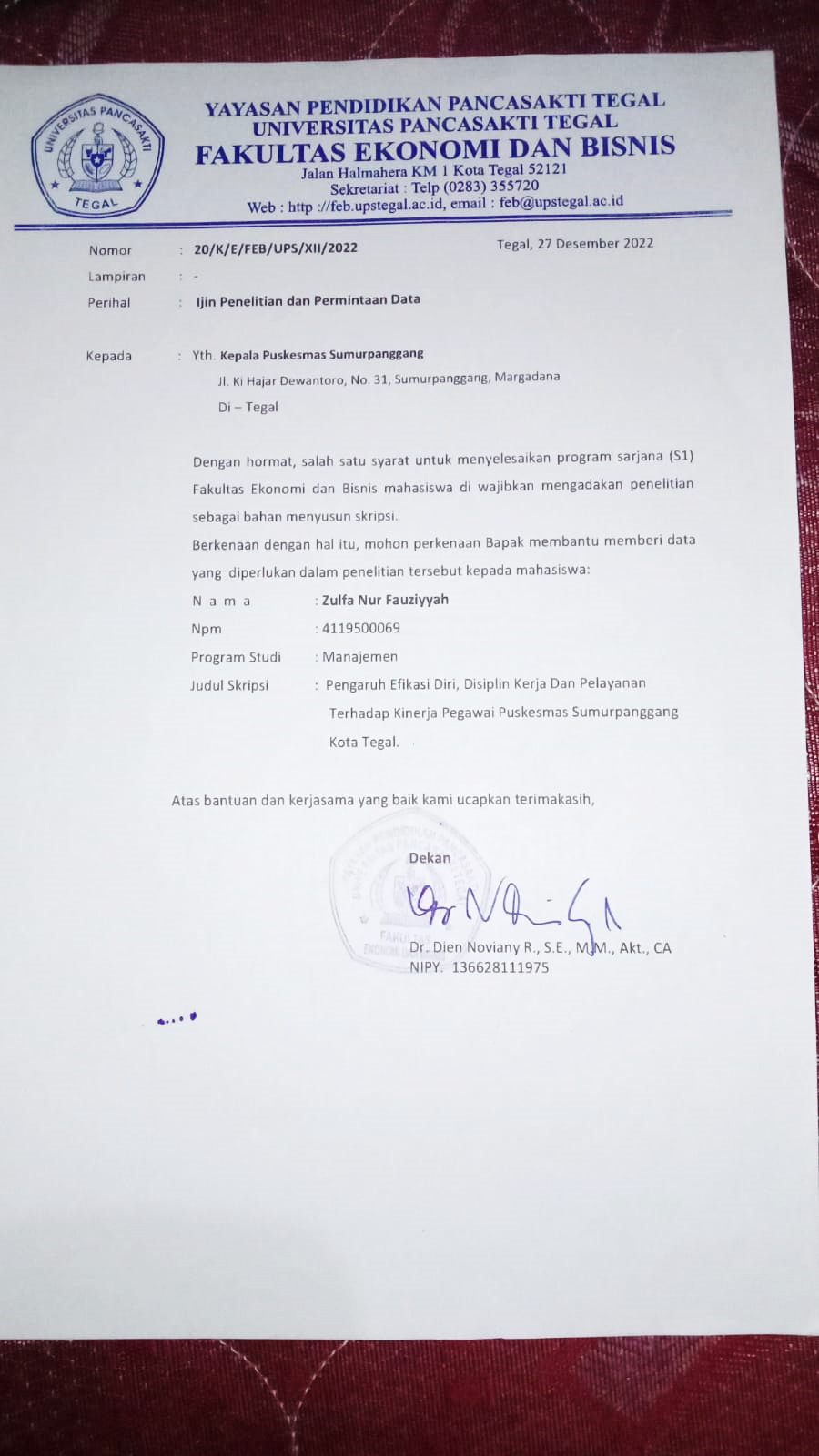
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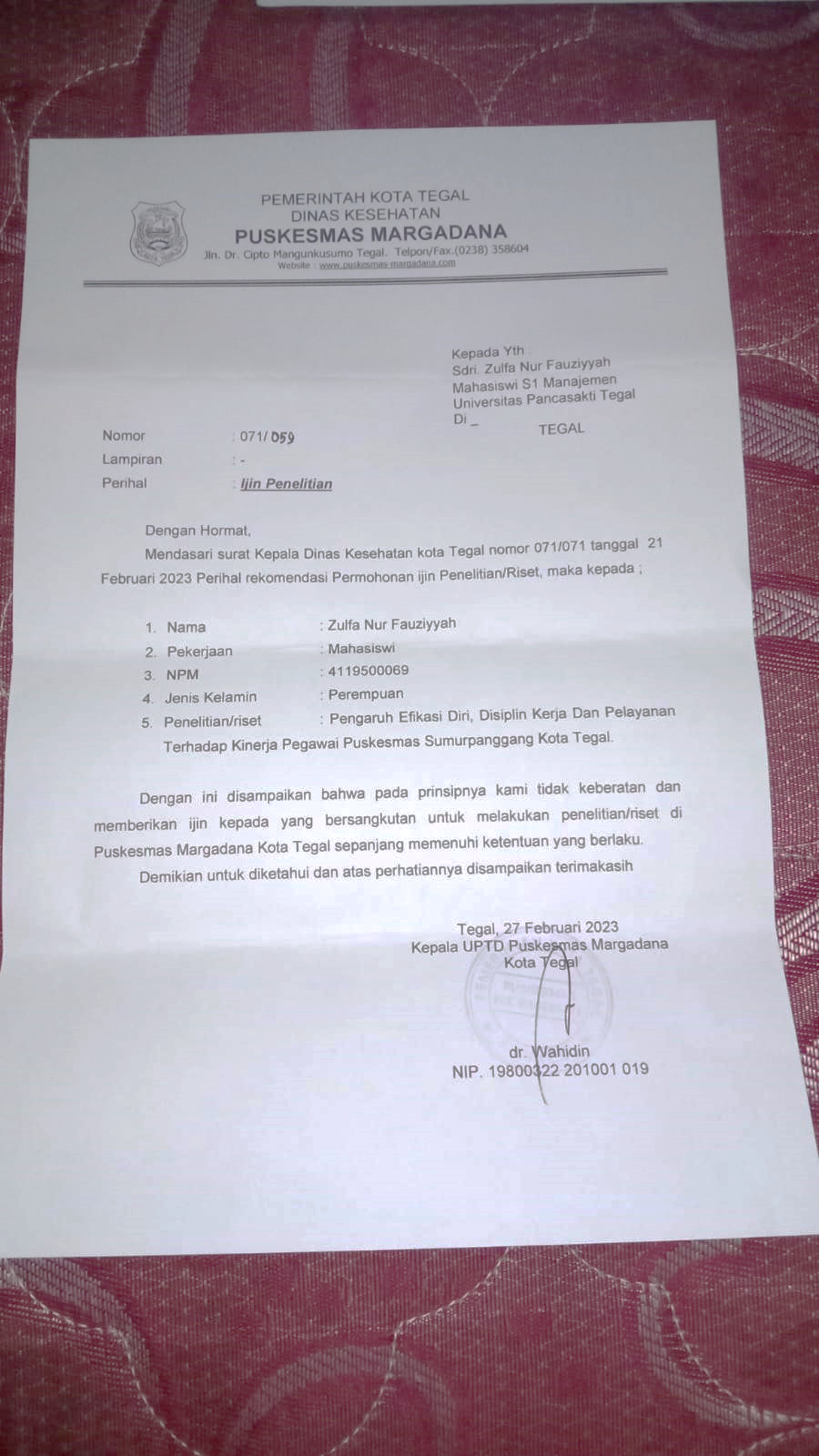
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# LAMPIRAN

**Lampiran 1 Surat Izin Penelitian**

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**Lampiran 2 Balasan Surat Izin Penelitian**

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**Lampiran 3 Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul penelitian : Pengaruh Efikasi Diri, Disiplin Kerja Dan Pelayanan Terhadap Kinerja Pegawai Puskesmas Sumurpanggang Kota Tegal

Kepada Yth. Bapak/ Ibu/ Saudara Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Zulfa Nur Fauziyyah (4119500069) Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuisioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupkan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya mengucapkan terimakasih.

Tegal, Juli 2023

Zulfa Nur Fauziyyah

1. **Identitas Responden**
2. Jenis Kelamin : Laki-laki Perempuan
3. Pendidikan Terakhir : SMA/SMK DI/DII/DIII

S1 S2

1. Umur tahun : 20-30 Tahun 31-40 Tahun

>40 Tahun

1. Bagian :
2. Dokter Umum
3. Dokter Gigi
4. Perawat
5. Bidan
6. Apoteker
7. Asisten Apoteker
8. Analis Kesehatan
9. Ahli Gizi
10. Sanitarian
11. Promkes
12. Penjaga Malam
13. Petugas Administrasi
14. Petugas Informasi / penanganan keluhan
15. Petugas Kebersihan
16. Petugas Keamanan
17. Perawat Gigi
18. **Petunjuk Pengisian Kuesioner**

Berikan tanda checklist/centang pada kotak yang tersedia dijawaban yang anda pilih dan yang sesuai dengan kondisi sebenarnya yang ada pada Puskesmas Sumurpanggang Kota Tegal

Keterangan pilihan jawaban:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**VARIABEL KINERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | TANGGAPAN | | | | |
| SS | S | N | TS | STS |
|  | **KINERJA INDIVIDU DAN KELOMPOK** | | | | | |
| 1. | Saya memiliki kemampuan yang baik dalam menyelesaikan pekerjaan secara individu maupun tim |  |  |  |  |  |
| 2. | Saya selalu kompak dengan rekan / tim saya saat menyelesaikan pekerjaan |  |  |  |  |  |
|  | **UKURAN PENCAPAIN KINERJA** | | | | | |
| 3. | Saya memiliki kemampuan untuk memecahkan masalah dalam bekerja |  |  |  |  |  |
| 4. | Kualitas kerja yang saya hasilkan sesuai dengan beban yang sudah ditetapkan |  |  |  |  |  |
|  | **KEMAJUAN KINERJA** | | | | | |
| 5. | Saya terampil dalam mengelola pekerjaan dengan praktis dan rapi |  |  |  |  |  |
| 6. | Dalam setiap kesempatan, saya dapat meberikan ide/gagasan bagi kemajuan organisasi |  |  |  |  |  |
|  | **STANDAR KINERJA** | | | | | |
| 7. | Saya menyelesaikan tugas dengan baik dan sesuai dengan SOP |  |  |  |  |  |
| 8. | Saya menyelesaikan tugas tepat waktu sesuai dengan SOP. |  |  |  |  |  |
|  | **PENCAPAIAN TUJUAN** | | | | | |
| 9. | Keterampilan yang saya miliki sudah sesuai dengan standar perusahaan |  |  |  |  |  |
| 10. | Saya selalu mencari informasi terbaru dan pengetahuan baru untuk menambah keterampilan dalam bekerja. |  |  |  |  |  |

**VARIABEL EFIKASI DIRI (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | TANGGAPAN | | | | |
| SS | S | N | TS | STS |
|  | **MENGHADAPI SEGALA TINGKAT KESULITAN** | | | | | |
| 1. | Saya merasa sudah berpengalaman dalam pekerjaan saya |  |  |  |  |  |
| 2. | Saya bisa menyelesaikan masalah yang berat dengan berusaha |  |  |  |  |  |
|  | **MENGHADAPI HAMBATAN DAN KESULITAN** | | | | | |
| 3. | Saya dapat menemukan solusi ketika mengalami hambatan dalam bekerja |  |  |  |  |  |
| 4. | Pengetahuan akan pekerjaan, dapat membantu saya dalam mengatasi permasalahan yang muncul pada saat bekerja |  |  |  |  |  |
|  | **MAMPU BERUSAHA DENGAN KERAS, GIGIH DAN TEKUN** | | | | | |
| 5. | Saya selalu berusaha keras untuk mencapai hasil kerja yang baik |  |  |  |  |  |
| 6. | Saya bersungguh-sungguh dalam mendalami pengetahuan untuk bekal karir di masa depan |  |  |  |  |  |
|  | **MEMOTIVASI DALAM MENYELESAIKAN TUGAS** | | | | | |
| 7. | Saya merasa dapat menyelesaikan tugas-tugas dalam bekerja |  |  |  |  |  |
| 8. | Saya bersungguh-sungguh dalam menyelesaikan pekerjaan demi mencapai tujuan |  |  |  |  |  |
|  | **MENYELESAIKAN TUGAS YANG MEMILIKI RANGE LUAS / SEMPIT** | | | | | |
| 9. | Saya yakin keberhasilan saya dalam bekerja akan membawakan kesuksesan bagi puskesmas |  |  |  |  |  |
| 10. | Saya selalu fokus menyelesaikan pekerjaan, walaupun tidak ada batasan di puskesmas |  |  |  |  |  |

**VARIABEL DISIPLIN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | TANGGAPAN | | | | |
| SS | S | N | TS | STS |
|  | **KETAATAN** | | | | | |
| 1. | Saya selalu menggunakan tanda pengenal pada saat bekerja sesuai dengan yang ditetapkan perusahaan |  |  |  |  |  |
| 2. | Saya menaati standar operasional perusahaan (SOP) dalam melaksanakanan pekerjaan |  |  |  |  |  |
|  | **KETEPATAN** | | | | | |
| 3. | Saya selalu mentaati pekerjaan sesuai dengan pedoman kerja |  |  |  |  |  |
| 4. | Saya selalu patuh dalam mengerjakan tugas sesuai peraturan yang berlaku |  |  |  |  |  |
|  | **MOTIVASI** | | | | | |
| 5. | Saya menerima penghargaan atas prestasi kerja yang sudah saya dan rekan rekan saya lakukan |  |  |  |  |  |
| 6. | Saya memiliki kemampuan bekerja yang baik |  |  |  |  |  |
|  | **LOYALITAS** | | | | | |
| 7. | Saya selalu memiliki keserasian dengan pegawai lain dalam menjalankan pekerjaan bersama |  |  |  |  |  |
| 8. | Saya selalu bersemangat dan antusias saat melakukan pekerjaan |  |  |  |  |  |
|  | **PEKERJAAN** | | | | | |
| 9. | Semua pekerjaan yang saya kerjakan selalu berjalan lancar sesuai peraturan |  |  |  |  |  |
| 10. | Saya selau bertanggung jawab atas semua pekerjaan yang dilakukan |  |  |  |  |  |

**VARIABEL PELAYANAN (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | TANGGAPAN | | | | |
| SS | S | N | TS | STS |
|  | **KEANDALAN (*REALIABILITY*)** | | | | | |
| 1. | Kegiatan administrasi rapi dan teratur |  |  |  |  |  |
| 2. | Tenaga Medis memberi pelayanan yang memuaskan sesuai dengan kebutuhan pasien |  |  |  |  |  |
|  | **DAYA TANGGAP (*RESPONSIVENESS*)** | | | | | |
| 3. | Cepatnya respon tenaga medis dan karyawan dalam menanggapi keluhan pasien. |  |  |  |  |  |
| 4. | Kesediaan tenaga medis dan karyawan dalam menanggapi pasien baik |  |  |  |  |  |
|  | **JAMINAN (*ASSURANCE*)** | | | | | |
| 5. | Puskesmas memberikan pelayanan professional |  |  |  |  |  |
| 6. | Tenaga medis dan karyawan memiliki sifat jujur, sopan, dan ramah kepada pasien |  |  |  |  |  |
|  | **EMPATI (*EMPATHY*)** | | | | | |
| 7. | Komunikasi antara pasien dengan tenaga medis dan karyawan berjalan baik. |  |  |  |  |  |
| 8. | Dokter dan karyawan rumah sakit disiplin dalam menjalankan jam kerja. |  |  |  |  |  |
|  | **BUKTI LANGSUNG (*TANGIBLES*)** | | | | | |
| 9. | Tenaga medis dan karyawan berpenampilan rapi dan sopan dalam menjalankan tugasnya |  |  |  |  |  |
| 10. | Tersedianya fasilitas fisik seperti gedung, tempat parkir dan toilet yang memadai. |  |  |  |  |  |

**Lampiran 4 Tabulasi Data Penelitian Kinerja**

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

**Lampiran 5 Tabulasi Data Penelitian Efikasi Diri**

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

**Lampiran 6 Tabulasi Data Penelitian Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | DISIPLIN KERJA (X2) | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 4 | 4 | 5 | 1 | 4 | 2 | 3 | 4 | 5 | 36 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 3 | 2 | 5 | 38 |
| 8 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 5 | 36 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 11 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 12 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 42 |
| 13 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 38 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 22 | 5 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 35 |
| 23 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 27 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 37 |
| 28 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 31 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 33 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 39 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 38 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 36 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 37 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 38 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 34 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 3 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 40 |
| 41 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 42 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 43 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 44 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 45 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 47 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 51 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| 52 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 36 |
| 53 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 54 | 4 | 4 | 2 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 39 |
| 55 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 56 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 57 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 43 |
| 58 | 5 | 4 | 5 | 5 | 2 | 2 | 1 | 3 | 3 | 2 | 32 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 63 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Lampiran 7 Tabulasi Data Penelitian Pelayanan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | PELAYANAN (X3) | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 46 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 2 | 2 | 1 | 2 | 3 | 2 | 4 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 8 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 33 |
| 9 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 48 |
| 11 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 12 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 18 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 20 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 21 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 22 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 37 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 24 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 27 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 32 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 36 |
| 33 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 39 |
| 34 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 35 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 36 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 37 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 28 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 4 | 2 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 41 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 42 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 44 |
| 45 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 46 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 47 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 51 | 4 | 5 | 3 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 52 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 53 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 54 | 4 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 37 |
| 55 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 4 | 2 | 2 | 3 | 4 | 4 | 1 | 3 | 3 | 4 | 30 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 60 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 5 | 5 | 4 | 40 |
| 61 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 63 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 8 Validitas Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL |
| Y1 | Pearson Correlation | 1 | .760\*\* | .636\*\* | .355 | .493\*\* | .461\* | .528\*\* | .690\*\* | .543\*\* | .332 | .771\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .054 | .006 | .010 | .003 | .000 | .002 | .073 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .760\*\* | 1 | .654\*\* | .372\* | .386\* | .464\*\* | .354 | .451\* | .519\*\* | .494\*\* | .733\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .043 | .035 | .010 | .055 | .012 | .003 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .636\*\* | .654\*\* | 1 | .525\*\* | .367\* | .506\*\* | .474\*\* | .633\*\* | .696\*\* | .479\*\* | .808\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .003 | .046 | .004 | .008 | .000 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .355 | .372\* | .525\*\* | 1 | .414\* | .371\* | .407\* | .421\* | .556\*\* | .372\* | .639\*\* |
| Sig. (2-tailed) | .054 | .043 | .003 |  | .023 | .043 | .026 | .020 | .001 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .493\*\* | .386\* | .367\* | .414\* | 1 | .618\*\* | .471\*\* | .601\*\* | .418\* | .457\* | .682\*\* |
| Sig. (2-tailed) | .006 | .035 | .046 | .023 |  | .000 | .009 | .000 | .022 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .461\* | .464\*\* | .506\*\* | .371\* | .618\*\* | 1 | .509\*\* | .510\*\* | .537\*\* | .355 | .706\*\* |
| Sig. (2-tailed) | .010 | .010 | .004 | .043 | .000 |  | .004 | .004 | .002 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .528\*\* | .354 | .474\*\* | .407\* | .471\*\* | .509\*\* | 1 | .733\*\* | .772\*\* | .326 | .749\*\* |
| Sig. (2-tailed) | .003 | .055 | .008 | .026 | .009 | .004 |  | .000 | .000 | .078 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .690\*\* | .451\* | .633\*\* | .421\* | .601\*\* | .510\*\* | .733\*\* | 1 | .700\*\* | .384\* | .820\*\* |
| Sig. (2-tailed) | .000 | .012 | .000 | .020 | .000 | .004 | .000 |  | .000 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .543\*\* | .519\*\* | .696\*\* | .556\*\* | .418\* | .537\*\* | .772\*\* | .700\*\* | 1 | .693\*\* | .876\*\* |
| Sig. (2-tailed) | .002 | .003 | .000 | .001 | .022 | .002 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .332 | .494\*\* | .479\*\* | .372\* | .457\* | .355 | .326 | .384\* | .693\*\* | 1 | .669\*\* |
| Sig. (2-tailed) | .073 | .005 | .007 | .043 | .011 | .054 | .078 | .036 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .771\*\* | .733\*\* | .808\*\* | .639\*\* | .682\*\* | .706\*\* | .749\*\* | .820\*\* | .876\*\* | .669\*\* | 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 9 Validitas Efikasi Diri**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .576\*\* | .581\*\* | .519\*\* | .404\* | .491\*\* | .450\* | .315 | .357 | .525\*\* | .679\*\* |
| Sig. (2-tailed) |  | .001 | .001 | .003 | .027 | .006 | .012 | .090 | .053 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .576\*\* | 1 | .718\*\* | .645\*\* | .251 | .370\* | .529\*\* | .443\* | .521\*\* | .586\*\* | .738\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .000 | .181 | .044 | .003 | .014 | .003 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .581\*\* | .718\*\* | 1 | .715\*\* | .503\*\* | .327 | .490\*\* | .409\* | .488\*\* | .548\*\* | .754\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .005 | .078 | .006 | .025 | .006 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .519\*\* | .645\*\* | .715\*\* | 1 | .763\*\* | .587\*\* | .546\*\* | .725\*\* | .763\*\* | .675\*\* | .897\*\* |
| Sig. (2-tailed) | .003 | .000 | .000 |  | .000 | .001 | .002 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .404\* | .251 | .503\*\* | .763\*\* | 1 | .707\*\* | .569\*\* | .568\*\* | .708\*\* | .460\* | .763\*\* |
| Sig. (2-tailed) | .027 | .181 | .005 | .000 |  | .000 | .001 | .001 | .000 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .491\*\* | .370\* | .327 | .587\*\* | .707\*\* | 1 | .738\*\* | .620\*\* | .716\*\* | .484\*\* | .776\*\* |
| Sig. (2-tailed) | .006 | .044 | .078 | .001 | .000 |  | .000 | .000 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .450\* | .529\*\* | .490\*\* | .546\*\* | .569\*\* | .738\*\* | 1 | .532\*\* | .631\*\* | .484\*\* | .769\*\* |
| Sig. (2-tailed) | .012 | .003 | .006 | .002 | .001 | .000 |  | .002 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .315 | .443\* | .409\* | .725\*\* | .568\*\* | .620\*\* | .532\*\* | 1 | .777\*\* | .516\*\* | .762\*\* |
| Sig. (2-tailed) | .090 | .014 | .025 | .000 | .001 | .000 | .002 |  | .000 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .357 | .521\*\* | .488\*\* | .763\*\* | .708\*\* | .716\*\* | .631\*\* | .777\*\* | 1 | .546\*\* | .841\*\* |
| Sig. (2-tailed) | .053 | .003 | .006 | .000 | .000 | .000 | .000 | .000 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .525\*\* | .586\*\* | .548\*\* | .675\*\* | .460\* | .484\*\* | .484\*\* | .516\*\* | .546\*\* | 1 | .749\*\* |
| Sig. (2-tailed) | .003 | .001 | .002 | .000 | .011 | .007 | .007 | .004 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .679\*\* | .738\*\* | .754\*\* | .897\*\* | .763\*\* | .776\*\* | .769\*\* | .762\*\* | .841\*\* | .749\*\* | 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 10 Validitas Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .700\*\* | .614\*\* | .393\* | .350 | .476\*\* | .322 | .430\* | .377\* | .570\*\* | .633\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .031 | .058 | .008 | .082 | .018 | .040 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .700\*\* | 1 | .877\*\* | .724\*\* | .632\*\* | .825\*\* | .683\*\* | .810\*\* | .616\*\* | .696\*\* | .932\*\* |
| 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 |
| X2.3 | Pearson Correlation | .614\*\* | .877\*\* | 1 | .750\*\* | .554\*\* | .786\*\* | .510\*\* | .711\*\* | .377\* | .731\*\* | .846\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .000 | .004 | .000 | .040 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .393\* | .724\*\* | .750\*\* | 1 | .377\* | .634\*\* | .392\* | .513\*\* | .354 | .657\*\* | .707\*\* |
| Sig. (2-tailed) | .031 | .000 | .000 |  | .040 | .000 | .032 | .004 | .055 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .350 | .632\*\* | .554\*\* | .377\* | 1 | .692\*\* | .836\*\* | .807\*\* | .633\*\* | .342 | .796\*\* |
| Sig. (2-tailed) | .058 | .000 | .001 | .040 |  | .000 | .000 | .000 | .000 | .064 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .476\*\* | .825\*\* | .786\*\* | .634\*\* | .692\*\* | 1 | .736\*\* | .837\*\* | .695\*\* | .744\*\* | .922\*\* |
| 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 |
| X2.7 | Pearson Correlation | .322 | .683\*\* | .510\*\* | .392\* | .836\*\* | .736\*\* | 1 | .794\*\* | .769\*\* | .402\* | .824\*\* |
| Sig. (2-tailed) | .082 | .000 | .004 | .032 | .000 | .000 |  | .000 | .000 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .430\* | .810\*\* | .711\*\* | .513\*\* | .807\*\* | .837\*\* | .794\*\* | 1 | .644\*\* | .622\*\* | .899\*\* |
| Sig. (2-tailed) | .018 | .000 | .000 | .004 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .377\* | .616\*\* | .377\* | .354 | .633\*\* | .695\*\* | .769\*\* | .644\*\* | 1 | .345 | .736\*\* |
| Sig. (2-tailed) | .040 | .000 | .040 | .055 | .000 | .000 | .000 | .000 |  | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .570\*\* | .696\*\* | .731\*\* | .657\*\* | .342 | .744\*\* | .402\* | .622\*\* | .345 | 1 | .741\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .064 | .000 | .028 | .000 | .062 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .633\*\* | .932\*\* | .846\*\* | .707\*\* | .796\*\* | .922\*\* | .824\*\* | .899\*\* | .736\*\* | .741\*\* | 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 11 Validitas Pelayanan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .579\*\* | .481\*\* | .510\*\* | .657\*\* | .680\*\* | .445\* | .610\*\* | .613\*\* | .410\* | .716\*\* |
| Sig. (2-tailed) |  | .001 | .007 | .004 | .000 | .000 | .014 | .000 | .000 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .579\*\* | 1 | .795\*\* | .821\*\* | .794\*\* | .720\*\* | .794\*\* | .636\*\* | .599\*\* | .525\*\* | .886\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .481\*\* | .795\*\* | 1 | .873\*\* | .682\*\* | .745\*\* | .810\*\* | .696\*\* | .672\*\* | .613\*\* | .901\*\* |
| Sig. (2-tailed) | .007 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .510\*\* | .821\*\* | .873\*\* | 1 | .764\*\* | .674\*\* | .846\*\* | .642\*\* | .610\*\* | .507\*\* | .890\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .657\*\* | .794\*\* | .682\*\* | .764\*\* | 1 | .631\*\* | .543\*\* | .585\*\* | .512\*\* | .541\*\* | .816\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .002 | .001 | .004 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .680\*\* | .720\*\* | .745\*\* | .674\*\* | .631\*\* | 1 | .732\*\* | .759\*\* | .545\*\* | .462\* | .840\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .002 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .445\* | .794\*\* | .810\*\* | .846\*\* | .543\*\* | .732\*\* | 1 | .585\*\* | .609\*\* | .489\*\* | .839\*\* |
| Sig. (2-tailed) | .014 | .000 | .000 | .000 | .002 | .000 |  | .001 | .000 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .610\*\* | .636\*\* | .696\*\* | .642\*\* | .585\*\* | .759\*\* | .585\*\* | 1 | .684\*\* | .723\*\* | .833\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .001 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .613\*\* | .599\*\* | .672\*\* | .610\*\* | .512\*\* | .545\*\* | .609\*\* | .684\*\* | 1 | .729\*\* | .792\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .004 | .002 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .410\* | .525\*\* | .613\*\* | .507\*\* | .541\*\* | .462\* | .489\*\* | .723\*\* | .729\*\* | 1 | .721\*\* |
| Sig. (2-tailed) | .024 | .003 | .000 | .004 | .002 | .010 | .006 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .716\*\* | .886\*\* | .901\*\* | .890\*\* | .816\*\* | .840\*\* | .839\*\* | .833\*\* | .792\*\* | .721\*\* | 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 12 Reliabilitas Kinerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .911 | 10 |

**Lampiran 13 Reliabilitas Efikasi Diri**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .924 | 10 |

**Lampiran 14 Reliabilitas Disiplin Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .936 | 10 |

**Lampiran 15 Reliabilitas Pelayanan**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .948 | 10 |

**Lampiran 16 Transformasi Data Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | JML |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |
| 3.938 | 3.913 | 4.493 | 3.363 | 4.551 | 3.086 | 3.143 | 4.127 | 4.293 | 4.438 | 39.342 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 43.209 |
| 2.563 | 1.872 | 2.212 | 3.363 | 4.551 | 4.323 | 4.493 | 4.127 | 2.998 | 2.329 | 32.829 |
| 3.938 | 3.913 | 3.261 | 3.363 | 3.159 | 3.086 | 4.493 | 4.127 | 4.293 | 4.438 | 38.068 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 3.086 | 4.493 | 4.127 | 4.293 | 4.438 | 41.972 |
| 2.563 | 2.695 | 3.261 | 3.363 | 4.551 | 4.323 | 4.493 | 2.827 | 4.293 | 4.438 | 36.804 |
| 2.563 | 2.695 | 3.261 | 4.643 | 3.159 | 3.086 | 3.143 | 1.916 | 1.997 | 2.329 | 28.791 |
| 3.938 | 2.695 | 3.261 | 2.329 | 4.551 | 4.323 | 3.143 | 4.127 | 1.997 | 2.329 | 32.690 |
| 2.563 | 3.913 | 2.212 | 3.363 | 4.551 | 3.086 | 2.129 | 1.916 | 1.997 | 4.438 | 30.166 |
| 3.938 | 3.913 | 4.493 | 3.363 | 3.159 | 4.323 | 4.493 | 2.827 | 4.293 | 3.220 | 38.020 |
| 1.608 | 1.872 | 2.212 | 2.329 | 2.081 | 2.054 | 1.631 | 1.488 | 1.488 | 1.631 | 18.394 |
| 3.938 | 2.695 | 3.261 | 4.643 | 3.159 | 2.054 | 3.143 | 4.127 | 2.998 | 3.220 | 33.237 |
| 3.938 | 3.913 | 3.261 | 2.329 | 3.159 | 2.054 | 3.143 | 2.827 | 1.997 | 2.329 | 28.947 |
| 1.608 | 1.872 | 2.212 | 2.329 | 2.081 | 2.054 | 2.129 | 1.916 | 1.997 | 2.329 | 20.526 |
| 2.563 | 3.913 | 4.493 | 3.363 | 3.159 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 39.162 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 43.209 |
| 2.563 | 2.695 | 4.493 | 4.643 | 3.159 | 3.086 | 3.143 | 2.827 | 4.293 | 4.438 | 35.338 |
| 2.563 | 1.872 | 2.212 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 28.443 |
| 2.563 | 2.695 | 4.493 | 3.363 | 3.159 | 3.086 | 3.143 | 4.127 | 2.998 | 3.220 | 32.846 |
| 3.938 | 3.913 | 4.493 | 3.363 | 4.551 | 4.323 | 3.143 | 4.127 | 2.998 | 4.438 | 39.284 |
| 2.563 | 3.913 | 2.212 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 30.483 |
| 2.563 | 1.872 | 2.212 | 2.329 | 3.159 | 2.054 | 4.493 | 2.827 | 2.998 | 3.220 | 27.726 |
| 2.563 | 2.695 | 3.261 | 4.643 | 4.551 | 3.086 | 4.493 | 4.127 | 2.998 | 2.329 | 34.744 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 4.323 | 3.143 | 4.127 | 4.293 | 4.438 | 41.859 |
| 2.563 | 2.695 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 30.314 |
| 2.563 | 2.695 | 3.261 | 4.643 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 31.594 |
| 3.938 | 3.913 | 4.493 | 3.363 | 3.159 | 3.086 | 4.493 | 4.127 | 4.293 | 3.220 | 38.083 |
| 3.938 | 3.913 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 32.907 |
| 3.938 | 3.913 | 3.261 | 3.363 | 3.159 | 4.323 | 3.143 | 2.827 | 2.998 | 3.220 | 34.143 |
| 1.608 | 1.872 | 2.212 | 2.329 | 3.159 | 2.054 | 2.129 | 1.916 | 1.997 | 4.438 | 23.713 |
| 2.563 | 2.695 | 3.261 | 2.329 | 3.159 | 2.054 | 3.143 | 2.827 | 2.998 | 2.329 | 27.356 |
| 2.563 | 2.695 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 4.438 | 31.531 |
| 2.563 | 2.695 | 2.212 | 3.363 | 3.159 | 3.086 | 4.493 | 2.827 | 2.998 | 3.220 | 30.616 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 3.086 | 4.493 | 2.827 | 2.998 | 3.220 | 38.161 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 43.209 |
| 3.938 | 2.695 | 4.493 | 2.329 | 4.551 | 3.086 | 4.493 | 2.827 | 2.998 | 3.220 | 34.629 |
| 1.000 | 1.000 | 2.212 | 1.631 | 2.081 | 2.054 | 3.143 | 1.916 | 1.997 | 2.329 | 19.362 |
| 2.563 | 1.872 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 29.491 |
| 3.938 | 3.913 | 4.493 | 4.643 | 4.551 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 43.209 |
| 3.938 | 1.872 | 4.493 | 4.643 | 4.551 | 3.086 | 1.631 | 1.000 | 1.000 | 1.631 | 27.844 |
| 2.563 | 3.913 | 4.493 | 3.363 | 3.159 | 4.323 | 4.493 | 2.827 | 2.998 | 4.438 | 36.568 |
| 2.563 | 2.695 | 3.261 | 3.363 | 4.551 | 4.323 | 3.143 | 4.127 | 2.998 | 3.220 | 34.243 |
| 3.938 | 2.695 | 3.261 | 3.363 | 3.159 | 4.323 | 4.493 | 4.127 | 4.293 | 3.220 | 36.870 |
| 2.563 | 2.695 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 2.329 | 29.422 |
| 3.938 | 3.913 | 4.493 | 3.363 | 3.159 | 4.323 | 3.143 | 4.127 | 4.293 | 4.438 | 39.187 |
| 2.563 | 3.913 | 4.493 | 4.643 | 4.551 | 2.054 | 4.493 | 4.127 | 2.998 | 4.438 | 38.271 |
| 3.938 | 3.913 | 4.493 | 4.643 | 3.159 | 4.323 | 3.143 | 4.127 | 4.293 | 4.438 | 40.467 |
| 2.563 | 3.913 | 4.493 | 3.363 | 4.551 | 3.086 | 4.493 | 4.127 | 2.998 | 4.438 | 38.023 |
| 2.563 | 2.695 | 3.261 | 3.363 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 3.220 | 30.314 |
| 3.938 | 3.913 | 4.493 | 3.363 | 4.551 | 4.323 | 3.143 | 4.127 | 4.293 | 3.220 | 39.361 |
| 3.938 | 3.913 | 2.212 | 3.363 | 3.159 | 1.000 | 2.129 | 2.827 | 2.998 | 4.438 | 29.976 |
| 2.563 | 2.695 | 3.261 | 2.329 | 2.081 | 2.054 | 3.143 | 2.827 | 1.997 | 2.329 | 25.277 |
| 1.000 | 1.000 | 1.000 | 1.631 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 10.631 |
| 1.000 | 1.000 | 2.212 | 1.000 | 1.631 | 4.323 | 2.129 | 1.916 | 4.293 | 3.220 | 22.723 |
| 2.563 | 1.872 | 3.261 | 4.643 | 3.159 | 4.323 | 3.143 | 4.127 | 2.998 | 4.438 | 34.526 |
| 2.563 | 2.695 | 3.261 | 4.643 | 4.551 | 4.323 | 4.493 | 4.127 | 4.293 | 4.438 | 39.385 |
| 3.938 | 2.695 | 3.261 | 3.363 | 3.159 | 2.054 | 3.143 | 4.127 | 2.998 | 3.220 | 31.957 |
| 3.938 | 3.913 | 3.261 | 2.329 | 1.631 | 2.054 | 3.143 | 2.827 | 4.293 | 3.220 | 30.607 |
| 3.938 | 3.913 | 4.493 | 3.363 | 3.159 | 3.086 | 4.493 | 2.827 | 4.293 | 3.220 | 36.783 |
| 2.563 | 3.913 | 3.261 | 3.363 | 4.551 | 3.086 | 3.143 | 4.127 | 4.293 | 4.438 | 36.735 |
| 3.938 | 3.913 | 4.493 | 4.643 | 3.159 | 3.086 | 4.493 | 4.127 | 4.293 | 4.438 | 40.581 |
| 3.938 | 3.913 | 4.493 | 4.643 | 3.159 | 3.086 | 3.143 | 2.827 | 2.998 | 4.438 | 36.636 |
| 2.563 | 2.695 | 3.261 | 4.643 | 3.159 | 4.323 | 4.493 | 2.827 | 2.998 | 3.220 | 34.181 |
| 3.938 | 3.913 | 3.261 | 3.363 | 4.551 | 3.086 | 4.493 | 4.127 | 2.998 | 4.438 | 38.166 |

**Lampiran 17 Transformasi Data Efikasi Diri**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | JML |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| 4.676 | 3.128 | 3.325 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 3.425 | 40.108 |
| 4.676 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 45.271 |
| 4.676 | 3.128 | 4.521 | 3.277 | 3.218 | 2.267 | 2.014 | 1.631 | 1.801 | 3.425 | 29.958 |
| 4.676 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 33.546 |
| 3.405 | 3.128 | 3.325 | 3.277 | 4.465 | 4.438 | 4.643 | 3.041 | 3.085 | 3.425 | 36.231 |
| 3.405 | 3.128 | 4.521 | 4.581 | 4.465 | 3.151 | 3.222 | 4.465 | 4.385 | 2.375 | 37.697 |
| 3.405 | 1.569 | 2.440 | 3.277 | 4.465 | 3.151 | 3.222 | 4.465 | 3.085 | 3.425 | 32.503 |
| 1.723 | 2.182 | 2.440 | 3.277 | 4.465 | 4.438 | 4.643 | 3.041 | 3.085 | 2.375 | 31.669 |
| 2.408 | 4.353 | 3.325 | 3.277 | 2.238 | 2.267 | 2.014 | 4.465 | 3.085 | 3.425 | 30.857 |
| 4.676 | 4.353 | 3.325 | 3.277 | 3.218 | 4.438 | 4.643 | 3.041 | 4.385 | 3.425 | 38.780 |
| 1.723 | 1.569 | 1.723 | 1.723 | 1.516 | 1.723 | 1.516 | 1.631 | 1.801 | 1.723 | 16.649 |
| 4.676 | 4.353 | 3.325 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 3.425 | 41.333 |
| 3.405 | 2.182 | 3.325 | 3.277 | 4.465 | 3.151 | 3.222 | 3.041 | 3.085 | 2.375 | 31.527 |
| 2.408 | 2.182 | 2.440 | 2.305 | 2.238 | 2.267 | 2.014 | 1.972 | 2.274 | 2.375 | 22.477 |
| 4.676 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 45.271 |
| 3.405 | 3.128 | 4.521 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 4.745 | 41.353 |
| 4.676 | 4.353 | 3.325 | 4.581 | 3.218 | 4.438 | 4.643 | 4.465 | 3.085 | 4.745 | 41.528 |
| 3.405 | 3.128 | 2.440 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 31.391 |
| 3.405 | 4.353 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 33.501 |
| 4.676 | 4.353 | 4.521 | 3.277 | 4.465 | 4.438 | 4.643 | 3.041 | 4.385 | 3.425 | 41.223 |
| 3.405 | 4.353 | 4.521 | 4.581 | 4.465 | 3.151 | 4.643 | 4.465 | 4.385 | 3.425 | 41.393 |
| 4.676 | 3.128 | 3.325 | 2.305 | 2.238 | 3.151 | 4.643 | 3.041 | 2.274 | 2.375 | 31.156 |
| 3.405 | 4.353 | 4.521 | 4.581 | 3.218 | 3.151 | 4.643 | 3.041 | 4.385 | 3.425 | 38.722 |
| 3.405 | 4.353 | 4.521 | 4.581 | 4.465 | 3.151 | 4.643 | 4.465 | 4.385 | 4.745 | 42.713 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 32.275 |
| 2.408 | 2.182 | 2.440 | 2.305 | 2.238 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 27.497 |
| 3.405 | 3.128 | 2.440 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 31.391 |
| 3.405 | 3.128 | 2.440 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 2.375 | 30.341 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 4.438 | 3.222 | 4.465 | 3.085 | 2.375 | 33.937 |
| 3.405 | 2.182 | 2.440 | 3.277 | 4.465 | 4.438 | 3.222 | 3.041 | 4.385 | 3.425 | 34.279 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 32.275 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 4.438 | 3.222 | 4.465 | 4.385 | 3.425 | 36.286 |
| 2.408 | 2.182 | 3.325 | 2.305 | 2.238 | 3.151 | 3.222 | 1.972 | 2.274 | 2.375 | 25.453 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 4.385 | 3.425 | 33.575 |
| 4.676 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 3.425 | 43.951 |
| 3.405 | 3.128 | 2.440 | 2.305 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 30.419 |
| 2.408 | 2.182 | 1.723 | 1.723 | 2.238 | 1.723 | 2.014 | 3.041 | 2.274 | 2.375 | 21.704 |
| 2.408 | 2.182 | 2.440 | 2.305 | 2.238 | 2.267 | 3.222 | 3.041 | 3.085 | 3.425 | 26.613 |
| 4.676 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 45.271 |
| 4.676 | 4.353 | 3.325 | 1.723 | 2.238 | 3.151 | 3.222 | 3.041 | 4.385 | 3.425 | 33.538 |
| 3.405 | 4.353 | 4.521 | 3.277 | 3.218 | 4.438 | 4.643 | 3.041 | 4.385 | 3.425 | 38.706 |
| 3.405 | 4.353 | 4.521 | 3.277 | 4.465 | 3.151 | 3.222 | 4.465 | 4.385 | 3.425 | 38.668 |
| 4.676 | 3.128 | 3.325 | 4.581 | 3.218 | 4.438 | 4.643 | 3.041 | 4.385 | 4.745 | 40.178 |
| 4.676 | 4.353 | 4.521 | 2.305 | 2.238 | 2.267 | 2.014 | 3.041 | 4.385 | 3.425 | 33.225 |
| 4.676 | 3.128 | 3.325 | 3.277 | 3.218 | 4.438 | 3.222 | 3.041 | 3.085 | 4.745 | 36.153 |
| 3.405 | 3.128 | 4.521 | 4.581 | 3.218 | 4.438 | 3.222 | 4.465 | 3.085 | 3.425 | 37.486 |
| 3.405 | 3.128 | 4.521 | 4.581 | 3.218 | 3.151 | 4.643 | 4.465 | 4.385 | 4.745 | 40.241 |
| 3.405 | 3.128 | 3.325 | 3.277 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 40.274 |
| 3.405 | 3.128 | 3.325 | 4.581 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 33.579 |
| 4.676 | 3.128 | 4.521 | 3.277 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 4.745 | 41.320 |
| 3.405 | 2.182 | 3.325 | 4.581 | 2.238 | 4.438 | 4.643 | 3.041 | 3.085 | 4.745 | 35.682 |
| 1.723 | 2.182 | 2.440 | 3.277 | 3.218 | 2.267 | 3.222 | 3.041 | 4.385 | 1.723 | 27.478 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.723 | 10.723 |
| 3.405 | 3.128 | 4.521 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 1.801 | 3.425 | 32.188 |
| 2.408 | 3.128 | 4.521 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 3.085 | 4.745 | 39.057 |
| 3.405 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 4.745 | 42.579 |
| 2.408 | 2.182 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 30.333 |
| 2.408 | 1.000 | 1.723 | 3.277 | 4.465 | 1.723 | 3.222 | 4.465 | 1.801 | 1.000 | 25.085 |
| 4.676 | 3.128 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 44.045 |
| 3.405 | 4.353 | 4.521 | 3.277 | 4.465 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 35.944 |
| 3.405 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 4.643 | 4.465 | 4.385 | 4.745 | 44.000 |
| 3.405 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 32.275 |
| 2.408 | 3.128 | 3.325 | 3.277 | 3.218 | 3.151 | 3.222 | 3.041 | 3.085 | 3.425 | 31.279 |
| 4.676 | 4.353 | 4.521 | 4.581 | 4.465 | 4.438 | 3.222 | 4.465 | 4.385 | 4.745 | 43.850 |

**Lampiran 18 Transformasi Data Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | JML |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| 2.972 | 4.017 | 3.964 | 2.584 | 3.551 | 2.722 | 3.342 | 4.180 | 2.699 | 2.680 | 32.711 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 2.972 | 2.627 | 2.612 | 3.895 | 1.000 | 2.722 | 1.870 | 1.941 | 2.699 | 4.017 | 26.355 |
| 2.972 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 40.439 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 2.972 | 2.627 | 2.612 | 1.684 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 35.487 |
| 2.972 | 2.627 | 3.964 | 3.895 | 2.657 | 2.722 | 2.457 | 1.941 | 1.000 | 4.017 | 28.251 |
| 4.323 | 2.627 | 2.612 | 2.584 | 2.657 | 1.708 | 1.870 | 2.916 | 1.000 | 4.017 | 26.314 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 4.323 | 4.017 | 3.964 | 2.584 | 3.551 | 4.072 | 3.342 | 4.180 | 2.699 | 4.017 | 36.749 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.870 | 1.000 | 1.870 | 1.000 | 1.000 | 1.000 | 11.740 |
| 1.855 | 2.627 | 3.964 | 3.895 | 3.551 | 4.072 | 2.457 | 4.180 | 1.743 | 4.017 | 32.361 |
| 2.972 | 2.627 | 2.612 | 2.584 | 2.657 | 2.722 | 2.457 | 2.916 | 2.699 | 2.680 | 26.927 |
| 1.855 | 1.608 | 1.660 | 1.684 | 2.657 | 1.708 | 2.457 | 1.941 | 1.743 | 1.708 | 19.022 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 4.323 | 4.017 | 3.964 | 3.895 | 3.551 | 4.072 | 4.611 | 4.180 | 2.699 | 4.017 | 39.329 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 2.457 | 2.916 | 2.699 | 1.708 | 26.849 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 2.972 | 4.017 | 3.964 | 2.584 | 3.551 | 4.072 | 4.611 | 4.180 | 2.699 | 4.017 | 36.667 |
| 2.972 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 2.699 | 2.680 | 37.800 |
| 4.323 | 2.627 | 2.612 | 1.684 | 2.657 | 2.722 | 1.870 | 1.941 | 1.743 | 2.680 | 24.859 |
| 1.855 | 2.627 | 1.660 | 2.584 | 2.657 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 25.743 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 2.972 | 2.627 | 1.660 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 27.755 |
| 2.972 | 2.627 | 2.612 | 2.584 | 2.657 | 2.722 | 2.457 | 1.941 | 2.699 | 2.680 | 25.951 |
| 4.323 | 2.627 | 2.612 | 1.684 | 2.657 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.263 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 4.323 | 4.017 | 3.964 | 3.895 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 34.110 |
| 2.972 | 2.627 | 2.612 | 2.584 | 2.657 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 27.812 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 4.072 | 3.342 | 2.916 | 2.699 | 2.680 | 30.056 |
| 2.972 | 1.608 | 2.612 | 2.584 | 4.710 | 1.708 | 3.342 | 4.180 | 2.699 | 1.708 | 28.123 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 1.000 | 2.680 | 27.007 |
| 4.323 | 4.017 | 3.964 | 3.895 | 3.551 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 40.632 |
| 2.972 | 2.627 | 2.612 | 2.584 | 2.657 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 27.812 |
| 1.855 | 1.608 | 1.660 | 1.000 | 2.657 | 1.708 | 3.342 | 1.941 | 1.743 | 1.708 | 19.223 |
| 1.855 | 2.627 | 2.612 | 2.584 | 2.657 | 1.708 | 3.342 | 1.941 | 1.743 | 1.708 | 22.777 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 1.855 | 4.017 | 2.612 | 3.895 | 1.870 | 2.722 | 4.611 | 2.916 | 2.699 | 2.680 | 29.878 |
| 2.972 | 4.017 | 3.964 | 2.584 | 3.551 | 4.072 | 3.342 | 2.916 | 2.699 | 4.017 | 34.135 |
| 2.972 | 4.017 | 3.964 | 3.895 | 3.551 | 2.722 | 3.342 | 4.180 | 4.002 | 4.017 | 36.662 |
| 2.972 | 2.627 | 3.964 | 3.895 | 4.710 | 2.722 | 4.611 | 4.180 | 2.699 | 4.017 | 36.397 |
| 4.323 | 4.017 | 3.964 | 1.684 | 4.710 | 2.722 | 4.611 | 4.180 | 4.002 | 4.017 | 38.229 |
| 2.972 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 40.439 |
| 4.323 | 2.627 | 3.964 | 3.895 | 3.551 | 4.072 | 3.342 | 4.180 | 2.699 | 4.017 | 36.671 |
| 2.972 | 4.017 | 3.964 | 2.584 | 4.710 | 4.072 | 3.342 | 4.180 | 4.002 | 4.017 | 37.859 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 4.323 | 4.017 | 2.612 | 3.895 | 3.551 | 4.072 | 4.611 | 2.916 | 4.002 | 2.680 | 36.680 |
| 1.855 | 2.627 | 3.964 | 2.584 | 4.710 | 2.722 | 4.611 | 2.916 | 4.002 | 2.680 | 32.671 |
| 2.972 | 4.017 | 2.612 | 1.000 | 2.657 | 2.722 | 3.342 | 1.941 | 1.743 | 2.680 | 25.686 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.870 | 1.000 | 1.870 | 1.000 | 1.000 | 1.000 | 11.740 |
| 2.972 | 2.627 | 1.000 | 3.895 | 1.870 | 4.072 | 3.342 | 4.180 | 2.699 | 2.680 | 29.338 |
| 2.972 | 4.017 | 2.612 | 3.895 | 4.710 | 4.072 | 4.611 | 2.916 | 4.002 | 2.680 | 36.488 |
| 4.323 | 4.017 | 3.964 | 3.895 | 3.551 | 4.072 | 3.342 | 4.180 | 4.002 | 4.017 | 39.363 |
| 4.323 | 4.017 | 3.964 | 3.895 | 3.551 | 2.722 | 2.457 | 2.916 | 2.699 | 2.680 | 33.225 |
| 4.323 | 2.627 | 3.964 | 3.895 | 1.870 | 1.000 | 1.000 | 1.941 | 1.743 | 1.000 | 23.363 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 2.972 | 1.000 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 4.180 | 4.002 | 4.017 | 30.981 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |
| 2.972 | 2.627 | 2.612 | 2.584 | 3.551 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 28.706 |
| 4.323 | 2.627 | 2.612 | 2.584 | 2.657 | 2.722 | 3.342 | 2.916 | 2.699 | 2.680 | 29.163 |
| 4.323 | 4.017 | 3.964 | 3.895 | 4.710 | 4.072 | 4.611 | 4.180 | 4.002 | 4.017 | 41.790 |

**Lampiran 19 Transformasi Data Pelayanan**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | JML |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| 2.859 | 3.271 | 4.353 | 4.072 | 1.762 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 37.541 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 2.859 | 1.870 | 1.700 | 1.000 | 1.000 | 1.899 | 1.801 | 2.872 | 4.127 | 4.180 | 23.308 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 2.859 | 4.643 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 4.153 | 2.851 | 4.180 | 33.602 |
| 2.859 | 3.271 | 2.346 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 28.741 |
| 4.235 | 2.318 | 2.346 | 2.073 | 1.762 | 2.872 | 2.384 | 1.899 | 1.899 | 1.756 | 23.544 |
| 2.859 | 4.643 | 4.353 | 4.072 | 2.693 | 2.872 | 4.611 | 1.899 | 4.127 | 2.817 | 34.947 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 3.320 | 4.153 | 4.127 | 2.817 | 39.852 |
| 1.000 | 1.870 | 1.700 | 1.660 | 1.000 | 1.000 | 1.801 | 1.000 | 1.000 | 1.000 | 13.032 |
| 4.235 | 3.271 | 4.353 | 4.072 | 3.979 | 4.153 | 3.320 | 4.153 | 4.127 | 4.180 | 39.842 |
| 4.235 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 30.962 |
| 1.756 | 2.318 | 2.346 | 2.073 | 1.762 | 1.899 | 2.384 | 1.899 | 1.899 | 1.756 | 20.092 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 2.872 | 3.320 | 4.153 | 4.127 | 4.180 | 39.933 |
| 2.859 | 4.643 | 4.353 | 2.840 | 2.693 | 4.153 | 4.611 | 2.872 | 2.851 | 4.180 | 36.056 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 4.153 | 4.611 | 2.872 | 2.851 | 2.817 | 32.159 |
| 4.235 | 4.643 | 3.191 | 2.840 | 3.979 | 4.153 | 3.320 | 2.872 | 4.127 | 2.817 | 36.176 |
| 4.235 | 3.271 | 3.191 | 4.072 | 2.693 | 2.872 | 4.611 | 2.872 | 4.127 | 2.817 | 34.761 |
| 4.235 | 3.271 | 2.346 | 2.073 | 2.693 | 4.153 | 2.384 | 2.872 | 1.899 | 1.756 | 27.682 |
| 2.859 | 3.271 | 4.353 | 4.072 | 3.979 | 4.153 | 3.320 | 4.153 | 2.851 | 4.180 | 37.191 |
| 4.235 | 4.643 | 3.191 | 4.072 | 2.693 | 4.153 | 4.611 | 4.153 | 4.127 | 2.817 | 38.695 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 2.859 | 3.271 | 2.346 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 1.899 | 2.817 | 27.789 |
| 1.756 | 3.271 | 3.191 | 2.840 | 1.762 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 27.553 |
| 2.859 | 3.271 | 2.346 | 2.840 | 3.979 | 1.899 | 2.384 | 1.899 | 2.851 | 4.180 | 28.508 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 2.859 | 3.271 | 2.346 | 2.073 | 1.762 | 2.872 | 2.384 | 2.872 | 2.851 | 2.817 | 26.107 |
| 1.756 | 3.271 | 4.353 | 2.840 | 2.693 | 1.899 | 2.384 | 1.899 | 1.899 | 2.817 | 25.812 |
| 4.235 | 3.271 | 2.346 | 2.073 | 1.762 | 1.899 | 3.320 | 4.153 | 2.851 | 4.180 | 30.089 |
| 1.756 | 3.271 | 2.346 | 2.840 | 2.693 | 2.872 | 3.320 | 4.153 | 2.851 | 2.817 | 28.919 |
| 2.859 | 4.643 | 4.353 | 2.840 | 3.979 | 2.872 | 4.611 | 2.872 | 2.851 | 2.817 | 34.698 |
| 4.235 | 3.271 | 3.191 | 2.840 | 3.979 | 4.153 | 4.611 | 2.872 | 2.851 | 2.817 | 34.820 |
| 1.756 | 2.318 | 2.346 | 1.660 | 1.762 | 1.899 | 1.801 | 1.899 | 1.899 | 1.756 | 19.097 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 1.899 | 1.756 | 27.573 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 2.859 | 1.870 | 1.000 | 1.000 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 4.180 | 25.517 |
| 4.235 | 3.271 | 4.353 | 4.072 | 2.693 | 4.153 | 3.320 | 2.872 | 4.127 | 4.180 | 37.276 |
| 4.235 | 3.271 | 3.191 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 39.971 |
| 2.859 | 4.643 | 4.353 | 4.072 | 3.979 | 2.872 | 4.611 | 4.153 | 4.127 | 4.180 | 39.849 |
| 2.859 | 3.271 | 3.191 | 2.840 | 3.979 | 2.872 | 3.320 | 4.153 | 4.127 | 4.180 | 34.791 |
| 2.859 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 3.320 | 4.153 | 4.127 | 4.180 | 39.838 |
| 4.235 | 3.271 | 3.191 | 4.072 | 2.693 | 4.153 | 3.320 | 4.153 | 4.127 | 2.817 | 36.031 |
| 4.235 | 3.271 | 3.191 | 2.840 | 3.979 | 4.153 | 3.320 | 4.153 | 4.127 | 4.180 | 37.448 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 4.235 | 3.271 | 3.191 | 4.072 | 2.693 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 38.686 |
| 2.859 | 4.643 | 2.346 | 1.660 | 3.979 | 4.153 | 3.320 | 2.872 | 4.127 | 2.817 | 32.775 |
| 2.859 | 3.271 | 2.346 | 2.840 | 2.693 | 2.872 | 2.384 | 1.899 | 2.851 | 2.817 | 26.833 |
| 1.000 | 1.870 | 1.700 | 1.660 | 1.000 | 1.000 | 1.801 | 1.000 | 1.000 | 1.000 | 13.032 |
| 2.859 | 1.000 | 1.000 | 1.000 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 31.061 |
| 2.859 | 4.643 | 3.191 | 4.072 | 2.693 | 4.153 | 3.320 | 4.153 | 2.851 | 4.180 | 36.115 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 42.506 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 2.859 | 1.870 | 1.700 | 2.073 | 2.693 | 2.872 | 1.000 | 1.899 | 1.899 | 2.817 | 21.682 |
| 4.235 | 4.643 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 2.817 | 41.143 |
| 2.859 | 3.271 | 3.191 | 4.072 | 1.000 | 1.899 | 3.320 | 4.153 | 4.127 | 2.817 | 30.708 |
| 4.235 | 3.271 | 4.353 | 4.072 | 3.979 | 4.153 | 4.611 | 4.153 | 4.127 | 4.180 | 41.134 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 1.899 | 3.320 | 2.872 | 2.851 | 2.817 | 28.613 |
| 2.859 | 3.271 | 3.191 | 2.840 | 2.693 | 2.872 | 3.320 | 2.872 | 2.851 | 2.817 | 29.587 |

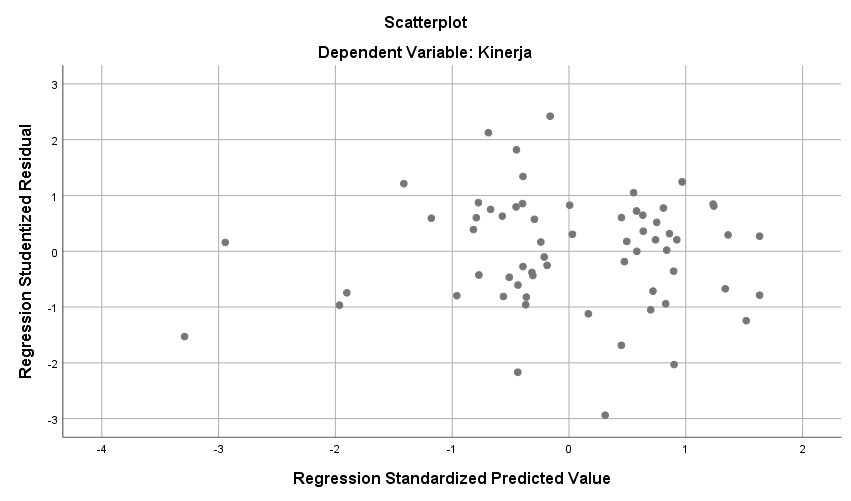
**Lampiran 20 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 64 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.85804131 |
| Most Extreme Differences | Absolute | .090 |
| Positive | .085 |
| Negative | -.090 |
| Test Statistic | | .090 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 21 Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Efikasi Diri | .290 | 3.446 |
| Disiplin Kerja | .257 | 3.884 |
| Pelayanan | .249 | 4.014 |
| a. Dependent Variable: Kinerja | | | |

**Lampiran 22 Uji Heterokedastisitas**



**Lampiran 23 Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .810a | .656 | .638 | 3.953 | 2.220 |
| a. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

**Lampiran 24 Analisis Regresi Linear Berganda**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.340 | 2.688 |  |
| Efikasi Diri | .313 | .143 | .308 |
| Disiplin Kerja | .349 | .138 | .378 |
| Pelayanan | .167 | .143 | .177 |
| a. Dependent Variable: Kinerja | | | | |

**Lampiran 25 Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.340 | 2.688 |  | 2.358 | .022 |
| Efikasi Diri | .313 | .143 | .308 | 2.192 | .032 |
| Disiplin Kerja | .349 | .138 | .378 | 2.529 | .014 |
| Pelayanan | .167 | .143 | .177 | 1.166 | .248 |
| a. Dependent Variable: Kinerja | | | | | | |

**Lampiran 26 Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1785.749 | 3 | 595.250 | 38.087 | .000b |
| Residual | 937.722 | 60 | 15.629 |  |  |
| Total | 2723.471 | 63 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja | | | | | | |

**Lampiran 27 Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .810a | .656 | .638 | 3.953 |
| a. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja | | | | |
| b. Dependent Variable: Kinerja | | | | |

**Lampiran 28 Surat Keterangan Selesai Penelitian**

