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# LAMPIRAN

Lampiran 1. Kuesioner

Perihal : Permohonan Pengisian kuesioner

Judul penelitian : Pengaruh kompensasi finansial, Gaya kepemimpinan, Dan Lingkungan Kerja Fisik Terhadap Kepuasan Kerja Pegawai Aparatur Sipil Negara (ASN) Dinas Kesehatan Kabupaten Brebes

Kepada Yth

Bapak/Ibu/Sdr Responden Penelitian

Di tempat

Dengan Hormat,

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

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

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

Atas perhatian dan bantuannya, Kami mengucapkan terima kasih.

Hormat Saya,

Salsabila Mutiara Putri

NPM: 4119500077

**KUESIONER PENELITIAN**

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

S1 S2

1. Umur : 20- 29 Tahun 40 – 49 Tahun

30 – 39 Tahun ˃ 50 Tahun

1. **Petunjuk Pengisian**

Berilah Tanda check list (🗸) pada jawaban yang sesuai dengan pendapat Anda.

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

1. **Pertanyaan Kuesioner**
2. Kepuasan Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Saya merasa puas dengan pekerjaan yang diberikan sudah sesuai dengan Tingkat pekerjaan |  |  |  |  |  |
| 2. | Saya sudah merasa puas dengan pekerjaan yang diberikan kepada saya |  |  |  |  |  |
| 3 | Saya merasa puas dengan perhatian yang diberikan oleh pemimpin |  |  |  |  |  |
| 4 | Setiap pegawai berhak mendapatkan promosi jabatan |  |  |  |  |  |
| 5 | Saya merasa puas dengan hubungan yang harmonis antar sesama rekan kerja |  |  |  |  |  |
| 6 | Saya selalu bekerja kelompok dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7 | Perbedaan jenis kelamin dapat mempengaruhi penyelesaian tugas |  |  |  |  |  |
| 8 | Saya mampu menyelesaikan pekerjaan sesuai dengan target yang ditentukan |  |  |  |  |  |
| 9 | Saya merasa puas dengan pekerjaan yang diberikan sudah sesuai dengan Tingkat pendidikan |  |  |  |  |  |
| 10 | Situasi saya saat bekerja sudah cukup tentram |  |  |  |  |  |
| 11 | Saya merasa bebas dari tekanan pekerjaan |  |  |  |  |  |
| 12 | Saya merasa puas dengan jaminan yang diberikan Instansi |  |  |  |  |  |
| 13 | Rungan kerja saya sudah cukup luas |  |  |  |  |  |
| 14 | Sirkulasi udara diruangan saya sudah cukup baik |  |  |  |  |  |
| 15 | Saya memerlukan ruangan terbuka untuk menikmati udara segar |  |  |  |  |  |
| 16 | Saya butuh ketenangan dalam bekerja |  |  |  |  |  |
| 17 | Saya merasa puas atas pemberian waktu istirahat dari Instansi |  |  |  |  |  |

1. Kompensasi Finansial

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Gaji bulanan yang saya dapatkan sudah sesuai dengan pekerjaan yang dibebankan |  |  |  |  |  |
| 2 | Gaji bulanan yang saya terima cukup untuk memenuhi kebutuhan |  |  |  |  |  |
| 3 | Saya selalu mendapatkan tambahan kompensasi dari Instansi |  |  |  |  |  |
| 4 | Saya selalu mendapatkan tambahan di luar gaji dari Instansi |  |  |  |  |  |
| 5 | Saya merasa puas atas program pesiun yang diberikan dari instansi |  |  |  |  |  |
| 6 | Saya sudah mendapatkan tunjangan yang berhubungan dengan kepegawaian |  |  |  |  |  |
| 7 | Tunjangan yang diberikan sesuai dengan ketentuan instansi |  |  |  |  |  |
| 8 | Fasilitas yang disediakan sudah diposisikan ditempat yang semestinya |  |  |  |  |  |
| 9 | Fasilitas yang disediakan instansi cukup membantu dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10 | Tempat parkir yang disediakan sudah cukup luas |  |  |  |  |  |

1. Gaya Kepemimpinan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Pemimpin selalu membina dan mengarahkan bawahan |  |  |  |  |  |
| 2 | Pemimpin selalu menjalin hubungan dengan bawahan |  |  |  |  |  |
| 3 | Pemimpin mampu menyelesaikan tugas di luar kemampuan bawahan |  |  |  |  |  |
| 4 | Pemimpin mampu menyelesaikan tugas dengan tepat waktu |  |  |  |  |  |
| 5 | Pemimpin mengambil keputusan sesuai hasil kesepakatan bersama |  |  |  |  |  |
| 6 | Pemimpin mampu meneliti masalah yang terjadi di Instansi |  |  |  |  |  |
| 7 | Pemimpin lebih mementingkan kepentingan pribadi |  |  |  |  |  |
| 8 | Pemimpin mampu menyelesaikan tugas dengan target |  |  |  |  |  |
| 9 | Pemimpin mempunyai tanggung jawab dalam menyelesaikan tugas |  |  |  |  |  |
| 10 | Permasalahan yang ada di Instansi dapat di tangani sendiri oleh pemimpin |  |  |  |  |  |
| 11 | Permasalahan yang ada di Instansi dapat di tangani secara kelompok |  |  |  |  |  |
| 12 | Pemimpin selalu memberikan bimbingan kepada bawahan |  |  |  |  |  |
| 13 | Pemimpin selalu memberikan pelatihan kepada bawahan |  |  |  |  |  |

1. Lingkungan Kerja Fisik

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Pencahayaan di ruangan kerja saya tidak menyilaukan |  |  |  |  |  |
| 2 | Pencahayaan di ruangan kerja saya sudah cukup baik |  |  |  |  |  |
| 3 | Suhu diruangan kerja saya sudah cukup sejuk |  |  |  |  |  |
| 4 | Suhu diruangan kerja saya tidak terlalu panas |  |  |  |  |  |
| 5 | Temperatur udara di ruangan saya sudah baik |  |  |  |  |  |
| 6 | Kebisingan dalam ruangan dapat menggangu pekerjaan |  |  |  |  |  |
| 7 | Kebisingan dalam ruangan dapat merusak pendengaran |  |  |  |  |  |
| 8 | Kebisingan dalam ruangan dapat mengganggu komunikasi sesama pegawai |  |  |  |  |  |
| 9 | Warna tembok di ruangan saya membuat saya senang |  |  |  |  |  |
| 10 | Warna tembok di ruangan saya dapat memantulkan cahaya |  |  |  |  |  |
| 11 | Penataan meja & kursi di kantor sudah cukup baik |  |  |  |  |  |
| 12 | Penataan warna tembok di kantor sudah cukup baik |  |  |  |  |  |
| 13 | Perlengkapan di kantor sudah lengkap |  |  |  |  |  |
| 14 | Peralatan yang di miliki kantor sudah lengkap |  |  |  |  |  |

Lampiran 2. Tabulasi Identitas

**TABULASI IDENTITAS RESPONDEN**

|  |  |  |  |
| --- | --- | --- | --- |
| No Respoden | Jenis Kelamin | Pendidkan Terakhir | Usia |
| 1 | L | S2 | > 50 |
| 2 | P | S1 | 20-29 |
| 3 | L | S1 | 30-39 |
| 4 | P | S2 | >50 |
| 5 | L | SMA | 30-39 |
| 6 | L | SMA | 20-29 |
| 7 | L | SMA | 20-29 |
| 8 | P | S2 | >50 |
| 9 | P | S1 | 30-39 |
| 10 | L | S1 | 40-49 |
| 11 | L | D3 | 20-29 |
| 12 | L | S1 | 40-49 |
| 13 | P | D3 | 20-29 |
| 14 | P | S1 | >50 |
| 15 | L | S1 | 40-49 |
| 16 | L | SMA | 30-39 |
| 17 | P | S1 | >50 |
| 18 | P | S1 | 30-39 |
| 19 | L | S1 | 30-39 |
| 20 | L | SMA | 20-29 |
| 21 | L | SMA | 30-39 |
| 22 | P | S1 | 20-29 |
| 23 | P | S1 | 30-39 |
| 24 | P | S1 | >50 |
| 25 | P | S1 | 40-49 |
| 26 | L | S1 | 20-29 |
| 27 | L | S1 | 40-49 |
| 28 | L | SMA | 20-29 |
| 29 | P | S1 | 40-49 |
| 30 | L | D3 | 20-29 |
| 31 | P | S1 | 30-39 |
| 32 | P | S1 | 40-49 |
| 33 | L | SMA | 20-29 |
| 34 | P | S2 | 30-39 |
| 35 | L | S1 | >50 |
| 36 | L | S1 | 30-39 |
| 37 | P | S1 | 20-29 |
| 38 | P | S1 | >50 |
| 39 | P | D3 | 20-29 |
| 40 | P | S1 | 40-49 |
| 41 | L | S2 | >50 |
| 42 | L | S2 | 30-39 |
| 43 | P | S1 | 20-29 |
| 44 | L | S1 | 30-39 |
| 45 | P | S1 | >50 |
| 46 | P | SMA | 20-29 |
| 47 | L | D3 | 20-29 |
| 48 | L | S1 | 40-49 |
| 49 | P | S1 | 30-39 |
| 50 | L | S1 | 30-39 |
| 51 | P | S1 | 20-29 |
| 52 | P | S2 | >50 |
| 53 | L | D3 | 20-29 |
| 54 | L | S1 | 30-39 |
| 55 | P | D3 | 20-29 |
| 56 | P | S1 | 40-49 |
| 57 | L | D3 | 30-39 |
| 58 | P | D3 | 30-39 |
| 59 | P | S1 | >50 |
| 60 | L | S1 | 20-29 |
| 61 | P | S1 | 30-39 |
| 62 | L | S1 | 20-29 |
| 63 | P | S2 | >50 |
| 64 | P | S2 | 40-49 |
| 65 | L | S1 | 30-39 |

Lampiran 3. Data Pengisian Kuisioner

* Variabel Kepuasan Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | TOTAL |
| 1 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 71 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 84 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 69 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 77 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 7 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 66 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 67 |
| 9 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 70 |
| 10 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 66 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 73 |
| 12 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 80 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 80 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 82 |
| 15 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 64 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 81 |
| 17 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 80 |
| 18 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 77 |
| 19 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 79 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 84 |
| 21 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 63 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 84 |
| 23 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 67 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 67 |
| 25 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 78 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 71 |
| 27 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 81 |
| 28 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 73 |
| 29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 81 |
| 30 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 73 |
| 31 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 73 |
| 32 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 33 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 63 |
| 34 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 74 |
| 35 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 69 |
| 36 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 37 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 69 |
| 38 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 64 |
| 39 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 64 |
| 40 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 72 |
| 41 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 73 |
| 42 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 70 |
| 43 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 71 |
| 44 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 81 |
| 45 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 5 | 62 |
| 46 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 75 |
| 47 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 79 |
| 48 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 71 |
| 49 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 76 |
| 50 | 5 | 4 | 4 | 2 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 51 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 65 |
| 52 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 67 |
| 53 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 80 |
| 54 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 68 |
| 55 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 67 |
| 56 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 71 |
| 57 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 76 |
| 58 | 4 | 4 | 5 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 61 |
| 59 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 64 |
| 60 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 74 |
| 61 | 4 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 61 |
| 62 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 74 |
| 63 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 75 |
| 64 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 70 |
| 65 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 72 |

* Variabel Kompenasasi Finansial

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | 10 | TOTAL |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 2 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 3 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 6 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 7 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 43 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 9 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 10 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 42 |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 12 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 13 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 41 |
| 14 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 15 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 40 |
| 16 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 18 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 19 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 20 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 21 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 22 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 42 |
| 23 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 24 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 44 |
| 25 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 41 |
| 26 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 41 |
| 27 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 44 |
| 28 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 36 |
| 29 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 30 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 42 |
| 31 | 5 | 5 | 2 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 41 |
| 32 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 40 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 36 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 37 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 38 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 39 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 40 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 42 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 43 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 41 |
| 44 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 45 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 46 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 47 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 48 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 42 |
| 49 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
| 50 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 42 |
| 51 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 52 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 53 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 54 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 41 |
| 55 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 56 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 57 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 58 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 59 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 41 |
| 60 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 43 |
| 61 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 62 | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 41 |
| 63 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 41 |
| 64 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 65 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |

* Variabel Gaya Kepemimpinan

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | TOTAL |
| 1 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 2 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 60 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 53 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 53 |
| 6 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 7 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 8 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 49 |
| 9 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 10 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 49 |
| 11 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 2 | 4 | 53 |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 13 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 57 |
| 14 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 58 |
| 15 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 55 |
| 17 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 61 |
| 18 | 4 | 2 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 53 |
| 19 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 54 |
| 20 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 59 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 49 |
| 22 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 58 |
| 23 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| 24 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 50 |
| 25 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 2 | 4 | 50 |
| 26 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 55 |
| 27 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 55 |
| 28 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 55 |
| 29 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 54 |
| 30 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 55 |
| 31 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| 32 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 57 |
| 33 | 5 | 3 | 2 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 34 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 35 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 48 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 50 |
| 37 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 49 |
| 38 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 54 |
| 39 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 57 |
| 40 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 58 |
| 41 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 56 |
| 42 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 46 |
| 43 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 60 |
| 44 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 59 |
| 45 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 46 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 58 |
| 47 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 2 | 55 |
| 48 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 44 |
| 49 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 2 | 5 | 55 |
| 50 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 51 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 52 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 56 |
| 53 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 53 |
| 54 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 60 |
| 55 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 56 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 55 |
| 57 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 55 |
| 58 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 55 |
| 59 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 53 |
| 60 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 43 |
| 61 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 57 |
| 62 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 51 |
| 63 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 56 |
| 64 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 47 |
| 65 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |

* Variabel Lingkungan Kerja Fisik

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | TOTAL |
| 1 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 2 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 64 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 54 |
| 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 59 |
| 6 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 60 |
| 7 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 53 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 53 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 10 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 52 |
| 11 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 59 |
| 12 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 61 |
| 13 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 62 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 15 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 48 |
| 16 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 59 |
| 17 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 63 |
| 18 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 58 |
| 19 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 60 |
| 20 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 63 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 52 |
| 22 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 23 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 54 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 56 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 61 |
| 26 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 56 |
| 27 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 63 |
| 28 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 56 |
| 29 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 62 |
| 30 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 60 |
| 31 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 57 |
| 32 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 55 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 65 |
| 34 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 55 |
| 35 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 53 |
| 36 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 55 |
| 37 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 53 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 58 |
| 39 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 62 |
| 40 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 63 |
| 41 | 5 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 62 |
| 42 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 53 |
| 43 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 59 |
| 44 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 63 |
| 45 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 61 |
| 46 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 59 |
| 47 | 5 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 48 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 49 |
| 49 | 5 | 2 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 2 | 54 |
| 50 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 51 |
| 51 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 52 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 3 | 57 |
| 53 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 57 |
| 54 | 5 | 2 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 58 |
| 55 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 56 |
| 56 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 63 |
| 57 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 3 | 55 |
| 58 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 54 |
| 59 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 56 |
| 60 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 48 |
| 61 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 56 |
| 62 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 57 |
| 63 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 58 |
| 64 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 52 |
| 65 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |

Lampiran 4. Perhitungan MSI

* Perhitungan MSI Variabel Kepuasan Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **P12** | **P13** | **P14** | **P15** | **P16** | **P17** | **Total** |
| 1 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 3.453 | 3.593 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 3.810 | 2.613 | 1.000 | 45.951 |
| 2 | 4.301 | 3.876 | 3.925 | 4.147 | 3.913 | 3.453 | 4.509 | 3.700 | 3.771 | 3.648 | 4.454 | 3.658 | 2.271 | 3.679 | 3.810 | 4.119 | 2.610 | 63.845 |
| 3 | 1.800 | 1.000 | 2.425 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 2.350 | 2.613 | 1.000 | 37.095 |
| 4 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 2.230 | 3.593 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 3.679 | 1.000 | 2.613 | 1.000 | 43.302 |
| 5 | 4.301 | 2.433 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 2.383 | 3.648 | 3.086 | 3.658 | 2.271 | 2.295 | 2.350 | 4.119 | 2.610 | 54.079 |
| 6 | 4.301 | 3.876 | 3.925 | 4.147 | 3.913 | 3.453 | 4.509 | 3.700 | 3.771 | 2.292 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 63.838 |
| 7 | 1.800 | 2.433 | 3.925 | 1.751 | 2.461 | 2.230 | 2.688 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 2.350 | 2.613 | 1.000 | 40.210 |
| 8 | 2.903 | 2.433 | 2.425 | 1.751 | 2.461 | 2.230 | 3.593 | 2.342 | 2.383 | 2.292 | 3.086 | 1.000 | 2.271 | 2.295 | 2.350 | 2.613 | 2.610 | 41.039 |
| 9 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 1.000 | 3.593 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 3.810 | 2.613 | 2.610 | 45.108 |
| 10 | 1.800 | 1.000 | 3.925 | 2.799 | 2.461 | 2.230 | 2.688 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 2.350 | 2.613 | 1.000 | 39.825 |
| 11 | 2.903 | 3.876 | 2.425 | 2.799 | 2.461 | 2.230 | 3.593 | 2.342 | 2.383 | 2.292 | 4.454 | 2.290 | 3.620 | 2.295 | 3.810 | 2.613 | 2.610 | 48.996 |
| 12 | 4.301 | 2.433 | 3.925 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 3.771 | 3.648 | 3.086 | 3.658 | 2.271 | 3.679 | 3.810 | 4.119 | 1.000 | 58.201 |
| 13 | 4.301 | 2.433 | 3.925 | 4.147 | 3.913 | 3.453 | 3.593 | 3.700 | 3.771 | 3.648 | 3.086 | 3.658 | 2.271 | 3.679 | 2.350 | 4.119 | 2.610 | 58.659 |
| 14 | 4.301 | 3.876 | 3.925 | 4.147 | 3.913 | 3.453 | 4.509 | 3.700 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 1.000 | 2.613 | 2.610 | 60.879 |
| 15 | 1.000 | 1.000 | 2.425 | 2.799 | 2.461 | 2.230 | 1.000 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 1.000 | 3.810 | 2.613 | 2.610 | 37.613 |
| 16 | 4.301 | 3.876 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 2.383 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 2.350 | 4.119 | 2.610 | 59.622 |
| 17 | 4.301 | 3.876 | 3.925 | 2.799 | 2.461 | 3.453 | 4.509 | 2.342 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 2.613 | 1.000 | 57.920 |
| 18 | 4.301 | 2.433 | 3.925 | 4.147 | 1.000 | 2.230 | 4.509 | 3.700 | 2.383 | 3.648 | 4.454 | 3.658 | 2.271 | 3.679 | 1.000 | 4.119 | 2.610 | 54.069 |
| 19 | 4.301 | 2.433 | 3.925 | 4.147 | 1.000 | 2.230 | 4.509 | 3.700 | 3.771 | 3.648 | 3.086 | 3.658 | 2.271 | 3.679 | 3.810 | 4.119 | 2.610 | 56.898 |
| 20 | 4.301 | 3.876 | 3.925 | 4.147 | 3.913 | 3.453 | 4.509 | 3.700 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 2.295 | 3.810 | 4.119 | 2.610 | 63.810 |
| 21 | 2.903 | 2.433 | 2.425 | 1.751 | 1.000 | 2.230 | 3.593 | 1.000 | 2.383 | 1.000 | 3.086 | 1.000 | 1.000 | 2.295 | 3.810 | 2.613 | 1.000 | 35.522 |
| 22 | 4.301 | 3.876 | 3.925 | 4.147 | 3.913 | 3.453 | 4.509 | 3.700 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 2.350 | 4.119 | 2.610 | 63.734 |
| 23 | 1.800 | 1.000 | 2.425 | 1.751 | 2.461 | 2.230 | 2.688 | 2.342 | 3.771 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 3.810 | 2.613 | 2.610 | 41.735 |
| 24 | 2.903 | 2.433 | 2.425 | 1.751 | 2.461 | 2.230 | 3.593 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 2.350 | 2.613 | 1.000 | 40.719 |
| 25 | 4.301 | 2.433 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 3.771 | 3.648 | 3.086 | 3.658 | 2.271 | 2.295 | 2.350 | 4.119 | 2.610 | 55.467 |
| 26 | 2.903 | 2.433 | 2.425 | 2.799 | 2.461 | 3.453 | 3.593 | 2.342 | 3.771 | 2.292 | 3.086 | 2.290 | 2.271 | 2.295 | 3.810 | 2.613 | 1.000 | 45.839 |
| 27 | 4.301 | 2.433 | 3.925 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 3.771 | 3.648 | 3.086 | 3.658 | 2.271 | 3.679 | 3.810 | 4.119 | 2.610 | 59.811 |
| 28 | 4.301 | 1.000 | 2.425 | 2.799 | 2.461 | 2.230 | 4.509 | 2.342 | 3.771 | 3.648 | 3.086 | 2.290 | 2.271 | 2.295 | 3.810 | 2.613 | 2.610 | 48.462 |
| 29 | 4.301 | 3.876 | 3.925 | 4.147 | 2.461 | 3.453 | 4.509 | 3.700 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 1.000 | 1.000 | 59.014 |
| 30 | 2.903 | 2.433 | 2.425 | 4.147 | 2.461 | 2.230 | 3.593 | 3.700 | 2.383 | 2.292 | 3.086 | 3.658 | 2.271 | 2.295 | 2.350 | 4.119 | 2.610 | 48.957 |
| 31 | 4.301 | 2.433 | 2.425 | 2.799 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 3.086 | 2.290 | 3.620 | 2.295 | 3.810 | 4.119 | 1.000 | 49.250 |
| 32 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 2.383 | 1.000 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 49.885 |
| 33 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 2.230 | 2.688 | 1.000 | 1.000 | 2.292 | 1.929 | 1.000 | 2.271 | 2.295 | 2.350 | 1.000 | 2.610 | 35.751 |
| 34 | 4.301 | 2.433 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 3.086 | 2.290 | 3.620 | 2.295 | 2.350 | 2.613 | 1.000 | 49.587 |
| 35 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 1.000 | 2.292 | 4.454 | 2.290 | 2.271 | 3.679 | 3.810 | 2.613 | 2.610 | 44.137 |
| 36 | 4.301 | 2.433 | 1.000 | 2.799 | 3.913 | 2.230 | 4.509 | 1.000 | 3.771 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 55.555 |
| 37 | 4.301 | 2.433 | 3.925 | 2.799 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 1.929 | 2.290 | 1.000 | 1.000 | 2.350 | 2.613 | 2.610 | 44.322 |
| 38 | 2.903 | 2.433 | 2.425 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 2.383 | 1.000 | 3.086 | 2.290 | 2.271 | 1.000 | 2.350 | 2.613 | 1.000 | 37.045 |
| 39 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 1.000 | 1.000 | 2.292 | 3.086 | 2.290 | 1.000 | 2.295 | 3.810 | 2.613 | 1.000 | 37.162 |
| 40 | 4.301 | 2.433 | 3.925 | 2.799 | 3.913 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 1.929 | 1.000 | 1.000 | 2.295 | 2.350 | 4.119 | 2.610 | 47.786 |
| 41 | 4.301 | 2.433 | 3.925 | 2.799 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 3.086 | 3.658 | 2.271 | 2.295 | 2.350 | 4.119 | 1.000 | 49.309 |
| 42 | 2.903 | 2.433 | 2.425 | 4.147 | 2.461 | 1.000 | 2.688 | 1.000 | 2.383 | 1.000 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 2.613 | 2.610 | 45.517 |
| 43 | 2.903 | 1.000 | 3.925 | 4.147 | 2.461 | 1.000 | 2.688 | 2.342 | 1.000 | 2.292 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 4.119 | 1.000 | 46.730 |
| 44 | 4.301 | 2.433 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 2.383 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 59.640 |
| 45 | 2.903 | 1.000 | 3.925 | 4.147 | 2.461 | 1.000 | 2.688 | 1.000 | 1.000 | 2.292 | 1.000 | 1.000 | 1.000 | 2.295 | 2.350 | 2.613 | 2.610 | 35.283 |
| 46 | 4.301 | 2.433 | 3.925 | 2.799 | 1.000 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 4.454 | 3.658 | 2.271 | 3.679 | 3.810 | 2.613 | 1.000 | 51.057 |
| 47 | 4.301 | 2.433 | 2.425 | 4.147 | 3.913 | 2.230 | 4.509 | 3.700 | 2.383 | 3.648 | 4.454 | 3.658 | 3.620 | 2.295 | 2.350 | 4.119 | 2.610 | 56.796 |
| 48 | 2.903 | 1.000 | 3.925 | 4.147 | 2.461 | 1.000 | 2.688 | 2.342 | 1.000 | 2.292 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 2.613 | 2.610 | 46.834 |
| 49 | 4.301 | 2.433 | 2.425 | 2.799 | 3.913 | 2.230 | 4.509 | 1.000 | 2.383 | 3.648 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 2.613 | 2.610 | 52.718 |
| 50 | 4.301 | 2.433 | 2.425 | 1.000 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 53.181 |
| 51 | 2.903 | 2.433 | 1.000 | 2.799 | 2.461 | 1.000 | 2.688 | 3.700 | 2.383 | 1.000 | 3.086 | 2.290 | 2.271 | 1.000 | 3.810 | 2.613 | 1.000 | 38.438 |
| 52 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 1.000 | 2.292 | 3.086 | 2.290 | 3.620 | 2.295 | 2.350 | 4.119 | 1.000 | 41.170 |
| 53 | 4.301 | 2.433 | 3.925 | 2.799 | 3.913 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 58.434 |
| 54 | 4.301 | 2.433 | 2.425 | 2.799 | 3.913 | 3.453 | 2.688 | 1.000 | 2.383 | 2.292 | 1.929 | 1.000 | 2.271 | 2.295 | 2.350 | 4.119 | 1.000 | 42.651 |
| 55 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 2.383 | 1.000 | 3.086 | 2.290 | 3.620 | 2.295 | 2.350 | 2.613 | 1.000 | 41.189 |
| 56 | 2.903 | 1.000 | 3.925 | 4.147 | 2.461 | 2.230 | 2.688 | 2.342 | 1.000 | 2.292 | 4.454 | 2.290 | 2.271 | 3.679 | 3.810 | 2.613 | 2.610 | 46.715 |
| 57 | 4.301 | 2.433 | 2.425 | 2.799 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 4.454 | 3.658 | 3.620 | 3.679 | 3.810 | 4.119 | 1.000 | 53.370 |
| 58 | 2.903 | 2.433 | 3.925 | 1.000 | 2.461 | 1.000 | 2.688 | 1.000 | 2.383 | 1.000 | 1.929 | 2.290 | 1.000 | 1.000 | 2.350 | 2.613 | 2.610 | 34.586 |
| 59 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 2.342 | 1.000 | 2.292 | 3.086 | 2.290 | 2.271 | 1.000 | 2.350 | 2.613 | 1.000 | 37.020 |
| 60 | 4.301 | 2.433 | 3.925 | 2.799 | 3.913 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 3.086 | 2.290 | 1.000 | 2.295 | 3.810 | 4.119 | 1.000 | 50.084 |
| 61 | 2.903 | 1.000 | 3.925 | 1.000 | 2.461 | 1.000 | 2.688 | 1.000 | 1.000 | 2.292 | 1.929 | 1.000 | 1.000 | 2.295 | 3.810 | 2.613 | 2.610 | 34.525 |
| 62 | 4.301 | 2.433 | 2.425 | 2.799 | 3.913 | 2.230 | 4.509 | 2.342 | 2.383 | 3.648 | 3.086 | 3.658 | 2.271 | 2.295 | 2.350 | 2.613 | 2.610 | 49.867 |
| 63 | 4.301 | 2.433 | 2.425 | 1.751 | 3.913 | 3.453 | 2.688 | 2.342 | 2.383 | 2.292 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 4.119 | 2.610 | 52.564 |
| 64 | 2.903 | 2.433 | 3.925 | 2.799 | 2.461 | 1.000 | 2.688 | 1.000 | 2.383 | 1.000 | 4.454 | 2.290 | 3.620 | 3.679 | 3.810 | 4.119 | 1.000 | 45.565 |
| 65 | 2.903 | 1.000 | 3.925 | 2.799 | 2.461 | 1.000 | 3.593 | 2.342 | 1.000 | 2.292 | 4.454 | 3.658 | 3.620 | 3.679 | 2.350 | 4.119 | 2.610 | 47.805 |

* Perhitungan MSI Variabel Kompensasi Finansial

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **Total** |
| 1 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 30.416 |
| 2 | 2.688 | 2.532 | 2.899 | 4.538 | 2.350 | 4.454 | 1.723 | 2.899 | 1.000 | 2.606 | 27.688 |
| 3 | 2.688 | 4.184 | 2.899 | 4.538 | 2.350 | 4.454 | 3.092 | 4.454 | 2.610 | 1.000 | 32.268 |
| 4 | 4.229 | 2.532 | 2.899 | 3.174 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 29.091 |
| 5 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 30.416 |
| 6 | 2.688 | 2.532 | 2.899 | 4.538 | 2.350 | 4.454 | 3.092 | 4.454 | 1.000 | 2.606 | 30.612 |
| 7 | 2.688 | 1.000 | 5.490 | 3.174 | 2.350 | 4.454 | 3.092 | 2.899 | 2.610 | 1.000 | 28.757 |
| 8 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 30.466 |
| 9 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 4.454 | 3.092 | 4.454 | 2.610 | 1.000 | 27.721 |
| 10 | 4.229 | 2.532 | 2.899 | 1.984 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 27.901 |
| 11 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 31.780 |
| 12 | 2.688 | 2.532 | 2.899 | 3.174 | 2.350 | 4.454 | 3.092 | 2.899 | 1.000 | 2.606 | 27.693 |
| 13 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 4.454 | 2.610 | 1.000 | 26.165 |
| 14 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 31.830 |
| 15 | 2.688 | 1.000 | 2.899 | 1.984 | 2.350 | 4.454 | 3.092 | 2.899 | 2.610 | 1.000 | 24.976 |
| 16 | 4.229 | 2.532 | 2.899 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 33.620 |
| 17 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 31.780 |
| 18 | 2.688 | 2.532 | 2.899 | 3.174 | 2.350 | 4.454 | 3.092 | 2.899 | 1.000 | 2.606 | 27.693 |
| 19 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 4.454 | 3.092 | 4.454 | 2.610 | 1.000 | 27.721 |
| 20 | 4.229 | 2.532 | 2.899 | 4.538 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 30.455 |
| 21 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 30.416 |
| 22 | 2.688 | 2.532 | 2.899 | 4.538 | 2.350 | 4.454 | 1.000 | 4.454 | 1.000 | 2.606 | 28.520 |
| 23 | 2.688 | 1.000 | 2.899 | 1.984 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 1.000 | 23.420 |
| 24 | 4.229 | 2.532 | 2.899 | 3.174 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 30.647 |
| 25 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 4.454 | 2.610 | 1.000 | 26.165 |
| 26 | 4.229 | 2.532 | 2.899 | 3.174 | 1.000 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 26.329 |
| 27 | 4.229 | 2.532 | 2.899 | 3.174 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 30.647 |
| 28 | 2.688 | 1.000 | 2.899 | 1.984 | 2.350 | 1.000 | 1.000 | 2.899 | 2.610 | 1.000 | 19.429 |
| 29 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 33.386 |
| 30 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 1.000 | 2.899 | 1.000 | 1.000 | 28.324 |
| 31 | 4.229 | 4.184 | 1.000 | 3.174 | 1.000 | 4.454 | 1.000 | 4.454 | 1.000 | 2.606 | 27.101 |
| 32 | 2.688 | 2.532 | 4.274 | 1.984 | 1.000 | 2.899 | 1.723 | 4.454 | 1.000 | 2.606 | 25.160 |
| 33 | 4.229 | 4.184 | 5.490 | 4.538 | 3.762 | 4.454 | 3.092 | 4.454 | 2.610 | 2.606 | 39.420 |
| 34 | 1.000 | 1.000 | 4.274 | 1.984 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 1.000 | 23.108 |
| 35 | 2.688 | 2.532 | 4.274 | 1.984 | 2.350 | 2.899 | 1.723 | 2.899 | 1.000 | 1.000 | 23.348 |
| 36 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 34.996 |
| 37 | 2.688 | 2.532 | 4.274 | 3.174 | 2.350 | 4.454 | 1.723 | 2.899 | 2.610 | 1.000 | 27.703 |
| 38 | 4.229 | 2.532 | 5.490 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 36.212 |
| 39 | 4.229 | 1.000 | 4.274 | 3.174 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 2.606 | 29.132 |
| 40 | 4.229 | 4.184 | 5.490 | 4.538 | 2.350 | 4.454 | 3.092 | 4.454 | 2.610 | 2.606 | 38.007 |
| 41 | 2.688 | 2.532 | 4.274 | 4.538 | 2.350 | 2.899 | 1.723 | 4.454 | 1.000 | 1.000 | 27.457 |
| 42 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 2.606 | 32.022 |
| 43 | 2.688 | 2.532 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 26.137 |
| 44 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 27.771 |
| 45 | 4.229 | 2.532 | 4.274 | 4.538 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 31.830 |
| 46 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 1.000 | 24.609 |
| 47 | 4.229 | 2.532 | 2.899 | 3.174 | 3.762 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 32.256 |
| 48 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 1.000 | 2.899 | 1.000 | 1.000 | 28.324 |
| 49 | 2.688 | 2.532 | 2.899 | 3.174 | 2.350 | 2.899 | 1.000 | 2.899 | 1.000 | 2.606 | 24.045 |
| 50 | 2.688 | 1.000 | 2.899 | 3.174 | 2.350 | 2.899 | 3.092 | 4.454 | 2.610 | 2.606 | 27.771 |
| 51 | 4.229 | 2.532 | 2.899 | 3.174 | 3.762 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 29.091 |
| 52 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 4.454 | 3.092 | 2.899 | 1.000 | 1.000 | 30.416 |
| 53 | 2.688 | 2.532 | 2.899 | 4.538 | 2.350 | 4.454 | 3.092 | 4.454 | 1.000 | 2.606 | 30.612 |
| 54 | 2.688 | 1.000 | 2.899 | 4.538 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 1.000 | 25.973 |
| 55 | 4.229 | 2.532 | 2.899 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 32.011 |
| 56 | 2.688 | 1.000 | 2.899 | 4.538 | 2.350 | 4.454 | 3.092 | 4.454 | 2.610 | 1.000 | 29.085 |
| 57 | 4.229 | 2.532 | 2.899 | 3.174 | 1.000 | 2.899 | 1.723 | 2.899 | 1.000 | 2.606 | 24.960 |
| 58 | 4.229 | 2.532 | 2.899 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 32.011 |
| 59 | 2.688 | 1.000 | 2.899 | 4.538 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 1.000 | 25.973 |
| 60 | 4.229 | 2.532 | 4.274 | 3.174 | 3.762 | 2.899 | 3.092 | 1.000 | 1.000 | 2.606 | 28.568 |
| 61 | 4.229 | 2.532 | 4.274 | 1.000 | 3.762 | 4.454 | 1.723 | 2.899 | 1.000 | 1.000 | 26.874 |
| 62 | 2.688 | 1.000 | 2.899 | 4.538 | 2.350 | 4.454 | 1.000 | 4.454 | 2.610 | 1.000 | 26.993 |
| 63 | 4.229 | 2.532 | 2.899 | 3.174 | 1.000 | 2.899 | 3.092 | 2.899 | 1.000 | 2.606 | 26.329 |
| 64 | 4.229 | 2.532 | 2.899 | 4.538 | 3.762 | 2.899 | 3.092 | 4.454 | 1.000 | 2.606 | 32.011 |
| 65 | 4.229 | 1.000 | 4.274 | 3.174 | 2.350 | 2.899 | 3.092 | 2.899 | 2.610 | 2.606 | 29.132 |

* Perhitungan MSI Variabel Gaya Kepemimpinan

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **P12** | **P13** | **Total** |
| 1 | 1.000 | 2.635 | 2.085 | 2.455 | 4.025 | 1.000 | 3.814 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 4.184 | 33.839 |
| 2 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 3.431 | 1.000 | 3.882 | 4.008 | 4.118 | 3.686 | 2.791 | 4.184 | 45.373 |
| 3 | 1.000 | 3.908 | 2.976 | 1.000 | 1.000 | 1.000 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 28.955 |
| 4 | 2.261 | 2.635 | 4.144 | 3.898 | 2.546 | 2.296 | 1.000 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 4.184 | 35.604 |
| 5 | 2.261 | 3.908 | 2.976 | 2.455 | 2.546 | 1.000 | 2.415 | 2.419 | 4.008 | 2.616 | 3.686 | 2.791 | 3.015 | 36.096 |
| 6 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 2.530 | 4.118 | 3.686 | 4.156 | 4.184 | 42.830 |
| 7 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 33.241 |
| 8 | 2.261 | 3.908 | 2.976 | 2.455 | 2.546 | 1.000 | 2.415 | 2.419 | 2.530 | 2.616 | 1.000 | 2.791 | 2.040 | 30.956 |
| 9 | 2.261 | 2.635 | 2.085 | 2.455 | 1.000 | 2.296 | 1.000 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 29.387 |
| 10 | 1.000 | 2.635 | 2.976 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 2.040 | 31.005 |
| 11 | 3.572 | 3.908 | 4.144 | 3.898 | 2.546 | 2.296 | 1.000 | 2.419 | 2.530 | 4.118 | 2.285 | 1.000 | 3.015 | 36.730 |
| 12 | 2.261 | 2.635 | 2.085 | 2.455 | 2.546 | 2.296 | 2.415 | 3.882 | 4.008 | 2.616 | 3.686 | 2.791 | 4.184 | 37.860 |
| 13 | 2.261 | 5.051 | 2.976 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 4.008 | 2.616 | 3.686 | 2.791 | 4.184 | 41.377 |
| 14 | 3.572 | 2.635 | 4.144 | 2.455 | 4.025 | 3.431 | 2.415 | 3.882 | 4.008 | 4.118 | 3.686 | 1.000 | 4.184 | 43.555 |
| 15 | 1.000 | 2.635 | 2.085 | 1.000 | 2.546 | 1.000 | 1.000 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 2.040 | 25.946 |
| 16 | 3.572 | 3.908 | 2.976 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 4.008 | 4.118 | 3.686 | 4.156 | 1.000 | 39.556 |
| 17 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 3.814 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 4.184 | 47.123 |
| 18 | 2.261 | 1.000 | 4.144 | 3.898 | 2.546 | 1.000 | 2.415 | 2.419 | 4.008 | 4.118 | 3.686 | 2.791 | 2.040 | 36.325 |
| 19 | 2.261 | 3.908 | 4.144 | 2.455 | 2.546 | 1.000 | 2.415 | 3.882 | 4.008 | 2.616 | 3.686 | 2.791 | 2.040 | 37.752 |
| 20 | 3.572 | 2.635 | 4.144 | 3.898 | 2.546 | 3.431 | 1.000 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 3.015 | 44.091 |
| 21 | 2.261 | 3.908 | 2.976 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 1.000 | 2.616 | 1.000 | 1.741 | 3.015 | 30.648 |
| 22 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 2.415 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 2.040 | 43.580 |
| 23 | 1.000 | 2.635 | 2.976 | 2.455 | 2.546 | 1.000 | 1.000 | 3.882 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 30.731 |
| 24 | 2.261 | 3.908 | 2.976 | 2.455 | 2.546 | 1.000 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 2.040 | 32.241 |
| 25 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 1.000 | 1.000 | 3.882 | 4.008 | 2.616 | 3.686 | 1.000 | 3.015 | 33.081 |
| 26 | 1.000 | 3.908 | 2.976 | 2.455 | 4.025 | 3.431 | 3.814 | 3.882 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 38.728 |
| 27 | 2.261 | 2.635 | 4.144 | 2.455 | 2.546 | 1.000 | 2.415 | 3.882 | 4.008 | 2.616 | 3.686 | 2.791 | 4.184 | 38.623 |
| 28 | 1.000 | 3.908 | 4.144 | 3.898 | 2.546 | 2.296 | 2.415 | 3.882 | 4.008 | 2.616 | 2.285 | 2.791 | 3.015 | 38.804 |
| 29 | 2.261 | 5.051 | 4.144 | 2.455 | 2.546 | 1.000 | 1.000 | 3.882 | 4.008 | 2.616 | 3.686 | 2.791 | 2.040 | 37.479 |
| 30 | 1.000 | 3.908 | 4.144 | 3.898 | 2.546 | 2.296 | 2.415 | 3.882 | 4.008 | 2.616 | 2.285 | 2.791 | 3.015 | 38.804 |
| 31 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 1.000 | 2.415 | 2.419 | 2.530 | 4.118 | 3.686 | 2.791 | 3.015 | 34.847 |
| 32 | 3.572 | 3.908 | 4.144 | 3.898 | 2.546 | 1.000 | 2.415 | 3.882 | 2.530 | 2.616 | 2.285 | 4.156 | 4.184 | 41.135 |
| 33 | 3.572 | 2.635 | 1.000 | 2.455 | 4.025 | 2.296 | 1.000 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 4.184 | 41.018 |
| 34 | 2.261 | 3.908 | 2.085 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 33.621 |
| 35 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 1.000 | 2.415 | 1.000 | 2.530 | 2.616 | 2.285 | 2.791 | 2.040 | 29.550 |
| 36 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 2.040 | 32.265 |
| 37 | 2.261 | 3.908 | 2.085 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 1.000 | 3.015 | 31.831 |
| 38 | 2.261 | 2.635 | 2.976 | 2.455 | 2.546 | 2.296 | 3.814 | 2.419 | 4.008 | 2.616 | 3.686 | 2.791 | 3.015 | 37.519 |
| 39 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 2.530 | 4.118 | 3.686 | 4.156 | 3.015 | 41.661 |
| 40 | 3.572 | 5.051 | 2.976 | 3.898 | 4.025 | 3.431 | 2.415 | 3.882 | 2.530 | 4.118 | 2.285 | 1.741 | 3.015 | 42.938 |
| 41 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 4.008 | 4.118 | 3.686 | 2.791 | 2.040 | 40.799 |
| 42 | 2.261 | 2.635 | 1.000 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 2.530 | 1.000 | 1.000 | 2.791 | 2.040 | 27.388 |
| 43 | 3.572 | 3.908 | 4.144 | 3.898 | 2.546 | 3.431 | 1.000 | 3.882 | 4.008 | 4.118 | 2.285 | 4.156 | 4.184 | 45.131 |
| 44 | 2.261 | 5.051 | 4.144 | 2.455 | 4.025 | 2.296 | 2.415 | 3.882 | 4.008 | 4.118 | 3.686 | 2.791 | 3.015 | 44.147 |
| 45 | 1.000 | 2.635 | 4.144 | 3.898 | 2.546 | 2.296 | 1.000 | 3.882 | 2.530 | 4.118 | 3.686 | 4.156 | 4.184 | 40.075 |
| 46 | 1.000 | 3.908 | 4.144 | 3.898 | 4.025 | 3.431 | 2.415 | 3.882 | 2.530 | 4.118 | 3.686 | 1.741 | 4.184 | 42.961 |
| 47 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 4.008 | 2.616 | 3.686 | 4.156 | 1.000 | 39.623 |
| 48 | 1.000 | 3.908 | 2.976 | 1.000 | 2.546 | 1.000 | 2.415 | 1.000 | 1.000 | 2.616 | 1.000 | 1.741 | 2.040 | 24.242 |
| 49 | 3.572 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 4.008 | 4.118 | 2.285 | 1.000 | 4.184 | 39.751 |
| 50 | 2.261 | 3.908 | 2.085 | 2.455 | 4.025 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 1.000 | 2.791 | 3.015 | 33.815 |
| 51 | 2.261 | 3.908 | 2.976 | 2.455 | 2.546 | 2.296 | 1.000 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 33.098 |
| 52 | 3.572 | 3.908 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 2.530 | 2.616 | 3.686 | 1.741 | 4.184 | 40.185 |
| 53 | 2.261 | 2.635 | 2.976 | 2.455 | 4.025 | 2.296 | 2.415 | 2.419 | 2.530 | 2.616 | 3.686 | 2.791 | 3.015 | 36.121 |
| 54 | 3.572 | 3.908 | 4.144 | 3.898 | 4.025 | 1.000 | 2.415 | 3.882 | 2.530 | 4.118 | 3.686 | 4.156 | 4.184 | 45.518 |
| 55 | 2.261 | 2.635 | 4.144 | 2.455 | 4.025 | 3.431 | 2.415 | 2.419 | 2.530 | 2.616 | 2.285 | 2.791 | 3.015 | 37.022 |
| 56 | 2.261 | 2.635 | 4.144 | 3.898 | 4.025 | 1.000 | 1.000 | 3.882 | 4.008 | 4.118 | 3.686 | 1.741 | 3.015 | 39.413 |
| 57 | 2.261 | 3.908 | 2.976 | 3.898 | 2.546 | 2.296 | 2.415 | 3.882 | 2.530 | 2.616 | 3.686 | 4.156 | 2.040 | 39.210 |
| 58 | 3.572 | 5.051 | 2.085 | 2.455 | 2.546 | 2.296 | 2.415 | 2.419 | 4.008 | 2.616 | 2.285 | 4.156 | 3.015 | 38.919 |
| 59 | 2.261 | 2.635 | 2.085 | 2.455 | 2.546 | 1.000 | 3.814 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 1.000 | 37.647 |
| 60 | 2.261 | 1.000 | 2.085 | 1.000 | 1.000 | 2.296 | 1.000 | 1.000 | 2.530 | 2.616 | 2.285 | 1.741 | 2.040 | 22.852 |
| 61 | 3.572 | 5.051 | 4.144 | 2.455 | 2.546 | 3.431 | 2.415 | 2.419 | 4.008 | 2.616 | 2.285 | 2.791 | 3.015 | 40.748 |
| 62 | 2.261 | 2.635 | 2.085 | 2.455 | 1.000 | 2.296 | 1.000 | 2.419 | 2.530 | 4.118 | 3.686 | 2.791 | 4.184 | 33.459 |
| 63 | 3.572 | 2.635 | 4.144 | 1.000 | 4.025 | 1.000 | 3.814 | 3.882 | 4.008 | 4.118 | 3.686 | 4.156 | 1.000 | 41.041 |
| 64 | 3.572 | 3.908 | 2.085 | 2.455 | 2.546 | 1.000 | 1.000 | 2.419 | 1.000 | 1.000 | 2.285 | 2.791 | 2.040 | 28.100 |
| 65 | 2.261 | 2.635 | 2.085 | 2.455 | 2.546 | 1.000 | 2.415 | 2.419 | 2.530 | 1.000 | 2.285 | 2.791 | 3.015 | 29.437 |

* Perhitungan MSI Variabel Lingkungan Kerja Fisik

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |  | |
| No | **P1** | | **P2** | | **P3** | | **P4** | | **P5** | | **P6** | | **P7** | | **P8** | | **P9** | | **P10** | | **P11** | | **P12** | | **P13** | | **P14** | **Total** |
| 1 | 3.059 | | 3.658 | | 1.000 | | 4.351 | | 1.000 | | 1.000 | | 1.000 | | 3.996 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 35.792 |
| 2 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 3.481 | | 2.417 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 2.373 | 49.754 |
| 3 | 2.083 | | 2.419 | | 2.298 | | 3.149 | | 1.000 | | 1.000 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 33.679 |
| 4 | 3.059 | | 3.658 | | 3.646 | | 2.209 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 36.626 |
| 5 | 4.326 | | 2.419 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 3.465 | 42.767 |
| 6 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 1.000 | | 1.000 | | 1.000 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 4.874 | | 2.373 | 44.308 |
| 7 | 2.083 | | 3.658 | | 1.000 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 1.751 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 35.295 |
| 8 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 1.751 | | 2.333 | | 1.000 | | 3.494 | | 2.373 | 35.192 |
| 9 | 3.059 | | 2.419 | | 1.000 | | 2.209 | | 1.000 | | 1.000 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 32.416 |
| 10 | 2.083 | | 2.419 | | 1.000 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 34.011 |
| 11 | 3.059 | | 4.889 | | 2.298 | | 4.351 | | 1.000 | | 2.417 | | 2.476 | | 3.996 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 4.874 | | 3.465 | 42.593 |
| 12 | 4.326 | | 3.658 | | 3.646 | | 4.351 | | 2.306 | | 2.417 | | 2.476 | | 1.000 | | 1.000 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 4.540 | 44.753 |
| 13 | 4.326 | | 2.419 | | 3.646 | | 3.149 | | 1.000 | | 3.831 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 2.373 | 47.485 |
| 14 | 4.326 | | 4.889 | | 3.646 | | 4.351 | | 2.306 | | 3.831 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 4.874 | | 4.540 | 56.009 |
| 15 | 1.000 | | 2.419 | | 1.000 | | 2.209 | | 1.000 | | 2.417 | | 2.476 | | 1.000 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 29.157 |
| 16 | 4.326 | | 2.419 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 4.147 | | 3.705 | | 3.686 | | 4.874 | | 2.373 | 43.054 |
| 17 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 3.481 | | 1.000 | | 2.476 | | 3.996 | | 3.785 | | 2.799 | | 2.333 | | 3.686 | | 4.874 | | 4.540 | 47.712 |
| 18 | 4.326 | | 3.658 | | 3.646 | | 4.351 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 4.147 | | 1.000 | | 3.686 | | 3.494 | | 2.373 | 41.452 |
| 19 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 4.147 | | 1.000 | | 3.686 | | 3.494 | | 4.540 | 43.812 |
| 20 | 4.326 | | 4.889 | | 3.646 | | 4.351 | | 1.000 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 2.209 | | 3.465 | 48.132 |
| 21 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 1.751 | | 1.000 | | 1.000 | | 2.209 | | 3.465 | 33.665 |
| 22 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 3.481 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 4.874 | | 4.540 | 51.883 |
| 23 | 2.083 | | 2.419 | | 2.298 | | 3.149 | | 1.000 | | 2.417 | | 2.476 | | 3.996 | | 3.785 | | 1.751 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 36.951 |
| 24 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 3.927 | | 3.996 | | 2.353 | | 1.751 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 39.399 |
| 25 | 4.326 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 3.465 | 45.437 |
| 26 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 1.000 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 39.156 |
| 27 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 4.540 | 47.823 |
| 28 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 38.880 |
| 29 | 4.326 | | 3.658 | | 3.646 | | 4.351 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 4.147 | | 2.333 | | 3.686 | | 3.494 | | 4.540 | 46.384 |
| 30 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 3.481 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 4.147 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 43.802 |
| 31 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 1.000 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 3.705 | | 3.686 | | 3.494 | | 3.465 | 39.973 |
| 32 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 1.000 | | 2.417 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 2.333 | | 2.285 | | 2.209 | | 1.000 | 37.672 |
| 33 | 4.326 | | 4.889 | | 3.646 | | 4.351 | | 3.481 | | 3.831 | | 2.476 | | 3.996 | | 3.785 | | 2.799 | | 2.333 | | 3.686 | | 4.874 | | 2.373 | 50.846 |
| 34 | 2.083 | | 3.658 | | 2.298 | | 2.209 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 4.147 | | 3.705 | | 2.285 | | 3.494 | | 3.465 | 38.115 |
| 35 | 2.083 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 1.000 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 35.196 |
| 36 | 3.059 | | 3.658 | | 1.000 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 3.705 | | 2.285 | | 3.494 | | 2.373 | 37.599 |
| 37 | 3.059 | | 2.419 | | 2.298 | | 2.209 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 3.705 | | 2.285 | | 3.494 | | 2.373 | 35.411 |
| 38 | 3.059 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 3.996 | | 2.353 | | 2.799 | | 2.333 | | 3.686 | | 3.494 | | 3.465 | 41.489 |
| 39 | 4.326 | | 4.889 | | 2.298 | | 4.351 | | 3.481 | | 1.000 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 2.333 | | 3.686 | | 4.874 | | 2.373 | 46.646 |
| 40 | 4.326 | | 4.889 | | 3.646 | | 3.149 | | 1.000 | | 3.831 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 3.705 | | 2.285 | | 4.874 | | 3.465 | 48.206 |
| 41 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 1.000 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 2.799 | | 3.705 | | 3.686 | | 3.494 | | 4.540 | 46.674 |
| 42 | 3.059 | | 3.658 | | 2.298 | | 1.000 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 4.147 | | 2.333 | | 1.000 | | 3.494 | | 2.373 | 35.438 |
| 43 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 3.481 | | 2.417 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 2.333 | | 2.285 | | 2.209 | | 1.000 | 42.973 |
| 44 | 3.059 | | 3.658 | | 3.646 | | 4.351 | | 2.306 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 3.494 | | 3.465 | 48.225 |
| 45 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 1.000 | | 2.417 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 2.333 | | 3.686 | | 4.874 | | 2.373 | 45.931 |
| 46 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 3.481 | | 1.000 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 1.000 | | 3.686 | | 4.874 | | 2.373 | 42.843 |
| 47 | 4.326 | | 1.000 | | 3.646 | | 4.351 | | 2.306 | | 3.831 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 3.705 | | 3.686 | | 4.874 | | 4.540 | 52.120 |
| 48 | 2.083 | | 2.419 | | 2.298 | | 3.149 | | 1.000 | | 2.417 | | 1.000 | | 2.525 | | 1.000 | | 4.147 | | 2.333 | | 1.000 | | 2.209 | | 2.373 | 29.952 |
| 49 | 4.326 | | 1.000 | | 3.646 | | 4.351 | | 1.000 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 2.799 | | 1.000 | | 2.285 | | 2.209 | | 1.000 | 36.324 |
| 50 | 2.083 | | 3.658 | | 2.298 | | 2.209 | | 2.306 | | 3.831 | | 2.476 | | 2.525 | | 2.353 | | 1.000 | | 1.000 | | 1.000 | | 3.494 | | 3.465 | 33.698 |
| 51 | 2.083 | | 3.658 | | 2.298 | | 3.149 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 37.641 |
| 52 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 3.481 | | 1.000 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 2.333 | | 3.686 | | 1.000 | | 2.373 | 40.302 |
| 53 | 3.059 | | 3.658 | | 3.646 | | 3.149 | | 1.000 | | 1.000 | | 2.476 | | 2.525 | | 2.353 | | 2.799 | | 3.705 | | 3.686 | | 3.494 | | 3.465 | 40.016 |
| 54 | 4.326 | | 1.000 | | 2.298 | | 4.351 | | 1.000 | | 1.000 | | 3.927 | | 2.525 | | 3.785 | | 2.799 | | 3.705 | | 3.686 | | 4.874 | | 2.373 | 41.648 |
| 55 | 3.059 | | 3.658 | | 2.298 | | 4.351 | | 2.306 | | 1.000 | | 3.927 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 2.373 | 38.760 |
| 56 | 4.326 | | 2.419 | | 3.646 | | 4.351 | | 2.306 | | 3.831 | | 3.927 | | 3.996 | | 3.785 | | 4.147 | | 2.333 | | 3.686 | | 2.209 | | 3.465 | 48.426 |
| 57 | 4.326 | | 3.658 | | 2.298 | | 3.149 | | 1.000 | | 2.417 | | 2.476 | | 2.525 | | 3.785 | | 2.799 | | 1.000 | | 3.686 | | 2.209 | | 2.373 | 37.701 |
| 58 | 3.059 | | 2.419 | | 3.646 | | 2.209 | | 2.306 | | 2.417 | | 2.476 | | 2.525 | | 2.353 | | 1.000 | | 2.333 | | 2.285 | | 4.874 | | 3.465 | 37.366 |
| 59 | 3.059 | | 3.658 | | 1.000 | | 2.209 | | 2.306 | | 2.417 | | 1.000 | | 3.996 | | 3.785 | | 2.799 | | 2.333 | | 3.686 | | 2.209 | | 4.540 | 38.995 |
| 60 | 3.059 | | 3.658 | | 2.298 | | 2.209 | | 1.000 | | 1.000 | | 2.476 | | 1.000 | | 1.000 | | 2.799 | | 1.000 | | 2.285 | | 2.209 | | 2.373 | 28.365 |
| 61 | 4.326 | | 2.419 | | 2.298 | | 4.351 | | 2.306 | | 2.417 | | 3.927 | | 2.525 | | 2.353 | | 1.000 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 39.498 |
| 62 | 3.059 | | 3.658 | | 1.000 | | 2.209 | | 2.306 | | 1.000 | | 2.476 | | 3.996 | | 2.353 | | 2.799 | | 3.705 | | 3.686 | | 3.494 | | 4.540 | 40.281 |
| 63 | 3.059 | | 2.419 | | 2.298 | | 4.351 | | 1.000 | | 1.000 | | 3.927 | | 3.996 | | 3.785 | | 1.751 | | 3.705 | | 3.686 | | 2.209 | | 4.540 | 41.725 |
| 64 | 3.059 | | 2.419 | | 3.646 | | 2.209 | | 2.306 | | 2.417 | | 2.476 | | 1.000 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 2.209 | | 2.373 | 33.883 |
| 65 | 3.059 | | 3.658 | | 1.000 | | 2.209 | | 1.000 | | 2.417 | | 1.000 | | 2.525 | | 2.353 | | 2.799 | | 2.333 | | 2.285 | | 3.494 | | 3.465 | 33.595 |

Lampiran 5. Output SPSS

**OUTPUT HASIL SPSS**

**Uji Validitas dan Realibilitas**

* **Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | TOTAL |
| Y.1 | Pearson Correlation | 1 | .639\*\* | .728\*\* | .683\*\* | .404\* | .444\* | .976\*\* | .667\*\* | .562\*\* | .739\*\* | .483\*\* | .671\*\* | .378\* | .725\*\* | .582\*\* | .487\*\* | .610\*\* | .872\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .027 | .014 | .000 | .000 | .001 | .000 | .007 | .000 | .039 | .000 | .001 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .639\*\* | 1 | .546\*\* | .445\* | .390\* | .601\*\* | .653\*\* | .455\* | .299 | .366\* | .809\*\* | .494\*\* | .709\*\* | .575\*\* | .542\*\* | .208 | .434\* | .722\*\* |
| Sig. (2-tailed) | .000 |  | .002 | .014 | .033 | .000 | .000 | .012 | .109 | .047 | .000 | .006 | .000 | .001 | .002 | .269 | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .728\*\* | .546\*\* | 1 | .554\*\* | .253 | .610\*\* | .695\*\* | .537\*\* | .572\*\* | .537\*\* | .472\*\* | .565\*\* | .353 | .775\*\* | .619\*\* | .342 | .514\*\* | .773\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .001 | .178 | .000 | .000 | .002 | .001 | .002 | .008 | .001 | .056 | .000 | .000 | .065 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .683\*\* | .445\* | .554\*\* | 1 | .521\*\* | .338 | .652\*\* | .902\*\* | .447\* | .743\*\* | .443\* | .892\*\* | .421\* | .565\*\* | .581\*\* | .690\*\* | .745\*\* | .848\*\* |
| Sig. (2-tailed) | .000 | .014 | .001 |  | .003 | .068 | .000 | .000 | .013 | .000 | .014 | .000 | .020 | .001 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .404\* | .390\* | .253 | .521\*\* | 1 | .357 | .361 | .591\*\* | .424\* | .497\*\* | .262 | .537\*\* | .442\* | .268 | .201 | .532\*\* | .457\* | .587\*\* |
| Sig. (2-tailed) | .027 | .033 | .178 | .003 |  | .053 | .050 | .001 | .020 | .005 | .161 | .002 | .014 | .152 | .286 | .002 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .444\* | .601\*\* | .610\*\* | .338 | .357 | 1 | .396\* | .338 | .581\*\* | .338 | .534\*\* | .401\* | .485\*\* | .399\* | .395\* | .103 | .331 | .593\*\* |
| Sig. (2-tailed) | .014 | .000 | .000 | .068 | .053 |  | .030 | .068 | .001 | .068 | .002 | .028 | .007 | .029 | .031 | .590 | .074 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .976\*\* | .653\*\* | .695\*\* | .652\*\* | .361 | .396\* | 1 | .635\*\* | .527\*\* | .707\*\* | .516\*\* | .642\*\* | .401\* | .688\*\* | .613\*\* | .449\* | .632\*\* | .854\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .050 | .030 |  | .000 | .003 | .000 | .004 | .000 | .028 | .000 | .000 | .013 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .667\*\* | .455\* | .537\*\* | .902\*\* | .591\*\* | .338 | .635\*\* | 1 | .475\*\* | .789\*\* | .420\* | .909\*\* | .447\* | .579\*\* | .527\*\* | .772\*\* | .809\*\* | .861\*\* |
| Sig. (2-tailed) | .000 | .012 | .002 | .000 | .001 | .068 | .000 |  | .008 | .000 | .021 | .000 | .013 | .001 | .003 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .562\*\* | .299 | .572\*\* | .447\* | .424\* | .581\*\* | .527\*\* | .475\*\* | 1 | .593\*\* | .283 | .539\*\* | .336 | .482\*\* | .350 | .276 | .392\* | .636\*\* |
| Sig. (2-tailed) | .001 | .109 | .001 | .013 | .020 | .001 | .003 | .008 |  | .001 | .130 | .002 | .069 | .007 | .058 | .140 | .032 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .739\*\* | .366\* | .537\*\* | .743\*\* | .497\*\* | .338 | .707\*\* | .789\*\* | .593\*\* | 1 | .420\* | .813\*\* | .447\* | .579\*\* | .439\* | .576\*\* | .634\*\* | .810\*\* |
| Sig. (2-tailed) | .000 | .047 | .002 | .000 | .005 | .068 | .000 | .000 | .001 |  | .021 | .000 | .013 | .001 | .015 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .483\*\* | .809\*\* | .472\*\* | .443\* | .262 | .534\*\* | .516\*\* | .420\* | .283 | .420\* | 1 | .496\*\* | .809\*\* | .511\*\* | .388\* | .156 | .451\* | .653\*\* |
| Sig. (2-tailed) | .007 | .000 | .008 | .014 | .161 | .002 | .004 | .021 | .130 | .021 |  | .005 | .000 | .004 | .034 | .411 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .671\*\* | .494\*\* | .565\*\* | .892\*\* | .537\*\* | .401\* | .642\*\* | .909\*\* | .539\*\* | .813\*\* | .496\*\* | 1 | .515\*\* | .623\*\* | .560\*\* | .702\*\* | .814\*\* | .884\*\* |
| Sig. (2-tailed) | .000 | .006 | .001 | .000 | .002 | .028 | .000 | .000 | .002 | .000 | .005 |  | .004 | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson Correlation | .378\* | .709\*\* | .353 | .421\* | .442\* | .485\*\* | .401\* | .447\* | .336 | .447\* | .809\*\* | .515\*\* | 1 | .389\* | .400\* | .159 | .409\* | .618\*\* |
| Sig. (2-tailed) | .039 | .000 | .056 | .020 | .014 | .007 | .028 | .013 | .069 | .013 | .000 | .004 |  | .034 | .029 | .400 | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | Pearson Correlation | .725\*\* | .575\*\* | .775\*\* | .565\*\* | .268 | .399\* | .688\*\* | .579\*\* | .482\*\* | .579\*\* | .511\*\* | .623\*\* | .389\* | 1 | .523\*\* | .358 | .514\*\* | .760\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .001 | .152 | .029 | .000 | .001 | .007 | .001 | .004 | .000 | .034 |  | .003 | .052 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | Pearson Correlation | .582\*\* | .542\*\* | .619\*\* | .581\*\* | .201 | .395\* | .613\*\* | .527\*\* | .350 | .439\* | .388\* | .560\*\* | .400\* | .523\*\* | 1 | .350 | .553\*\* | .693\*\* |
| Sig. (2-tailed) | .001 | .002 | .000 | .001 | .286 | .031 | .000 | .003 | .058 | .015 | .034 | .001 | .029 | .003 |  | .058 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.16 | Pearson Correlation | .487\*\* | .208 | .342 | .690\*\* | .532\*\* | .103 | .449\* | .772\*\* | .276 | .576\*\* | .156 | .702\*\* | .159 | .358 | .350 | 1 | .735\*\* | .633\*\* |
| Sig. (2-tailed) | .006 | .269 | .065 | .000 | .002 | .590 | .013 | .000 | .140 | .001 | .411 | .000 | .400 | .052 | .058 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.17 | Pearson Correlation | .610\*\* | .434\* | .514\*\* | .745\*\* | .457\* | .331 | .632\*\* | .809\*\* | .392\* | .634\*\* | .451\* | .814\*\* | .409\* | .514\*\* | .553\*\* | .735\*\* | 1 | .800\*\* |
| Sig. (2-tailed) | .000 | .017 | .004 | .000 | .011 | .074 | .000 | .000 | .032 | .000 | .012 | .000 | .025 | .004 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .872\*\* | .722\*\* | .773\*\* | .848\*\* | .587\*\* | .593\*\* | .854\*\* | .861\*\* | .636\*\* | .810\*\* | .653\*\* | .884\*\* | .618\*\* | .760\*\* | .693\*\* | .633\*\* | .800\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .949 | 17 |

* **Variabel Kompensasi Finansial**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | .700\*\* | .612\*\* | .286 | .777\*\* | .855\*\* | .628\*\* | .395\* | .687\*\* | .713\*\* | .960\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .126 | .000 | .000 | .000 | .031 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .700\*\* | 1 | .429\* | .565\*\* | .544\*\* | .564\*\* | .489\*\* | .295 | .938\*\* | .159 | .794\*\* |
| Sig. (2-tailed) | .000 |  | .018 | .001 | .002 | .001 | .006 | .113 | .000 | .402 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .612\*\* | .429\* | 1 | .304 | .622\*\* | .774\*\* | -.023 | .107 | .341 | .159 | .578\*\* |
| Sig. (2-tailed) | .000 | .018 |  | .102 | .000 | .000 | .903 | .572 | .065 | .402 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .286 | .565\*\* | .304 | 1 | .278 | .257 | .223 | -.202 | .589\*\* | -.048 | .461\* |
| Sig. (2-tailed) | .126 | .001 | .102 |  | .138 | .170 | .236 | .284 | .001 | .800 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .777\*\* | .544\*\* | .622\*\* | .278 | 1 | .723\*\* | .393\* | .307 | .548\*\* | .489\*\* | .805\*\* |
| Sig. (2-tailed) | .000 | .002 | .000 | .138 |  | .000 | .032 | .099 | .002 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .855\*\* | .564\*\* | .774\*\* | .257 | .723\*\* | 1 | .182 | .291 | .525\*\* | .393\* | .775\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .170 | .000 |  | .334 | .118 | .003 | .032 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .628\*\* | .489\*\* | -.023 | .223 | .393\* | .182 | 1 | .276 | .528\*\* | .803\*\* | .703\*\* |
| Sig. (2-tailed) | .000 | .006 | .903 | .236 | .032 | .334 |  | .140 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .395\* | .295 | .107 | -.202 | .307 | .291 | .276 | 1 | .168 | .269 | .408\* |
| Sig. (2-tailed) | .031 | .113 | .572 | .284 | .099 | .118 | .140 |  | .374 | .151 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .687\*\* | .938\*\* | .341 | .589\*\* | .548\*\* | .525\*\* | .528\*\* | .168 | 1 | .221 | .783\*\* |
| Sig. (2-tailed) | .000 | .000 | .065 | .001 | .002 | .003 | .003 | .374 |  | .240 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .713\*\* | .159 | .159 | -.048 | .489\*\* | .393\* | .803\*\* | .269 | .221 | 1 | .654\*\* |
| Sig. (2-tailed) | .000 | .402 | .402 | .800 | .006 | .032 | .000 | .151 | .240 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .960\*\* | .794\*\* | .578\*\* | .461\* | .805\*\* | .775\*\* | .703\*\* | .408\* | .783\*\* | .654\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .010 | .000 | .000 | .000 | .025 | .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). | | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .863 | 10 |

* **Variabel Gaya Kepemimpinan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .629\*\* | .751\*\* | .566\*\* | .477\*\* | .428\* | .330 | .422\* | .504\*\* | .732\*\* | .469\*\* | .665\*\* | .401\* | .821\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .001 | .008 | .018 | .075 | .020 | .005 | .000 | .009 | .000 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .629\*\* | 1 | .543\*\* | .424\* | .362\* | .578\*\* | .487\*\* | .553\*\* | .246 | .339 | .794\*\* | .474\*\* | .755\*\* | .767\*\* |
| Sig. (2-tailed) | .000 |  | .002 | .020 | .049 | .001 | .006 | .002 | .189 | .067 | .000 | .008 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .751\*\* | .543\*\* | 1 | .705\*\* | .436\* | .538\*\* | .429\* | .544\*\* | .563\*\* | .573\*\* | .492\*\* | .600\*\* | .409\* | .834\*\* |
| Sig. (2-tailed) | .000 | .002 |  | .000 | .016 | .002 | .018 | .002 | .001 | .001 | .006 | .000 | .025 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .566\*\* | .424\* | .705\*\* | 1 | .604\*\* | .397\* | .266 | .471\*\* | .471\*\* | .494\*\* | .523\*\* | .301 | .447\* | .737\*\* |
| Sig. (2-tailed) | .001 | .020 | .000 |  | .000 | .030 | .156 | .009 | .009 | .006 | .003 | .106 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .477\*\* | .362\* | .436\* | .604\*\* | 1 | .359 | .197 | .399\* | .245 | .265 | .400\* | .156 | .299 | .578\*\* |
| Sig. (2-tailed) | .008 | .049 | .016 | .000 |  | .051 | .296 | .029 | .192 | .156 | .029 | .411 | .108 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .428\* | .578\*\* | .538\*\* | .397\* | .359 | 1 | .692\*\* | .593\*\* | .630\*\* | .317 | .508\*\* | .384\* | .526\*\* | .724\*\* |
| Sig. (2-tailed) | .018 | .001 | .002 | .030 | .051 |  | .000 | .001 | .000 | .088 | .004 | .036 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .330 | .487\*\* | .429\* | .266 | .197 | .692\*\* | 1 | .699\*\* | .413\* | .207 | .428\* | .310 | .477\*\* | .604\*\* |
| Sig. (2-tailed) | .075 | .006 | .018 | .156 | .296 | .000 |  | .000 | .023 | .273 | .018 | .095 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .422\* | .553\*\* | .544\*\* | .471\*\* | .399\* | .593\*\* | .699\*\* | 1 | .505\*\* | .244 | .492\*\* | .320 | .545\*\* | .710\*\* |
| Sig. (2-tailed) | .020 | .002 | .002 | .009 | .029 | .001 | .000 |  | .004 | .194 | .006 | .084 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .504\*\* | .246 | .563\*\* | .471\*\* | .245 | .630\*\* | .413\* | .505\*\* | 1 | .486\*\* | .175 | .441\* | .306 | .638\*\* |
| Sig. (2-tailed) | .005 | .189 | .001 | .009 | .192 | .000 | .023 | .004 |  | .006 | .355 | .015 | .101 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .732\*\* | .339 | .573\*\* | .494\*\* | .265 | .317 | .207 | .244 | .486\*\* | 1 | .404\* | .811\*\* | .478\*\* | .697\*\* |
| Sig. (2-tailed) | .000 | .067 | .001 | .006 | .156 | .088 | .273 | .194 | .006 |  | .027 | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .469\*\* | .794\*\* | .492\*\* | .523\*\* | .400\* | .508\*\* | .428\* | .492\*\* | .175 | .404\* | 1 | .485\*\* | .866\*\* | .741\*\* |
| Sig. (2-tailed) | .009 | .000 | .006 | .003 | .029 | .004 | .018 | .006 | .355 | .027 |  | .007 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .665\*\* | .474\*\* | .600\*\* | .301 | .156 | .384\* | .310 | .320 | .441\* | .811\*\* | .485\*\* | 1 | .543\*\* | .701\*\* |
| Sig. (2-tailed) | .000 | .008 | .000 | .106 | .411 | .036 | .095 | .084 | .015 | .000 | .007 |  | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.13 | Pearson Correlation | .401\* | .755\*\* | .409\* | .447\* | .299 | .526\*\* | .477\*\* | .545\*\* | .306 | .478\*\* | .866\*\* | .543\*\* | 1 | .732\*\* |
| Sig. (2-tailed) | .028 | .000 | .025 | .013 | .108 | .003 | .008 | .002 | .101 | .008 | .000 | .002 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .821\*\* | .767\*\* | .834\*\* | .737\*\* | .578\*\* | .724\*\* | .604\*\* | .710\*\* | .638\*\* | .697\*\* | .741\*\* | .701\*\* | .732\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .918 | 13 |

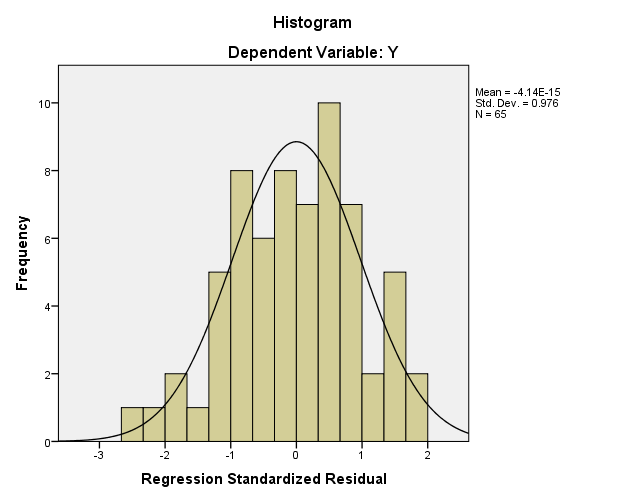
* **Variabel Lingkungan Kerja Fisik**

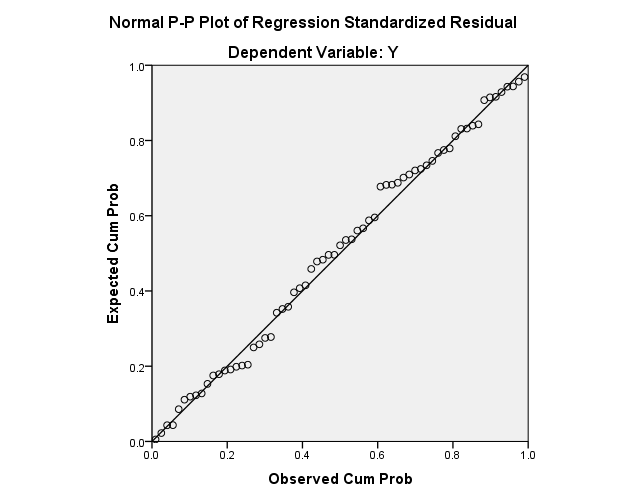
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .543\*\* | .703\*\* | .636\*\* | .592\*\* | .388\* | .235 | .331 | .570\*\* | .744\*\* | .409\* | .663\*\* | .318 | .691\*\* | .815\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .000 | .001 | .034 | .211 | .074 | .001 | .000 | .025 | .000 | .087 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .543\*\* | 1 | .514\*\* | .402\* | .452\* | .573\*\* | .471\*\* | .549\*\* | .190 | .261 | .792\*\* | .489\*\* | .680\*\* | .549\*\* | .747\*\* |
| Sig. (2-tailed) | .002 |  | .004 | .028 | .012 | .001 | .009 | .002 | .315 | .163 | .000 | .006 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .703\*\* | .514\*\* | 1 | .797\*\* | .488\*\* | .569\*\* | .416\* | .517\*\* | .542\*\* | .508\*\* | .416\* | .594\*\* | .300 | .775\*\* | .835\*\* |
| Sig. (2-tailed) | .000 | .004 |  | .000 | .006 | .001 | .022 | .003 | .002 | .004 | .022 | .001 | .107 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .636\*\* | .402\* | .797\*\* | 1 | .626\*\* | .457\* | .212 | .428\* | .490\*\* | .479\*\* | .447\* | .432\* | .362\* | .623\*\* | .758\*\* |
| Sig. (2-tailed) | .000 | .028 | .000 |  | .000 | .011 | .261 | .018 | .006 | .007 | .013 | .017 | .049 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .592\*\* | .452\* | .488\*\* | .626\*\* | 1 | .499\*\* | .286 | .452\* | .365\* | .354 | .534\*\* | .287 | .382\* | .452\* | .684\*\* |
| Sig. (2-tailed) | .001 | .012 | .006 | .000 |  | .005 | .126 | .012 | .047 | .055 | .002 | .125 | .037 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .388\* | .573\*\* | .569\*\* | .457\* | .499\*\* | 1 | .768\*\* | .668\*\* | .510\*\* | .265 | .508\*\* | .384\* | .451\* | .345 | .724\*\* |
| Sig. (2-tailed) | .034 | .001 | .001 | .011 | .005 |  | .000 | .000 | .004 | .157 | .004 | .036 | .012 | .062 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .235 | .471\*\* | .416\* | .212 | .286 | .768\*\* | 1 | .709\*\* | .321 | .065 | .365\* | .248 | .336 | .184 | .540\*\* |
| Sig. (2-tailed) | .211 | .009 | .022 | .261 | .126 | .000 |  | .000 | .084 | .734 | .047 | .186 | .069 | .331 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .331 | .549\*\* | .517\*\* | .428\* | .452\* | .668\*\* | .709\*\* | 1 | .434\* | .107 | .447\* | .274 | .455\* | .348 | .657\*\* |
| Sig. (2-tailed) | .074 | .002 | .003 | .018 | .012 | .000 | .000 |  | .016 | .574 | .013 | .143 | .011 | .060 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .570\*\* | .190 | .542\*\* | .490\*\* | .365\* | .510\*\* | .321 | .434\* | 1 | .594\*\* | .175 | .550\*\* | .253 | .434\* | .646\*\* |
| Sig. (2-tailed) | .001 | .315 | .002 | .006 | .047 | .004 | .084 | .016 |  | .001 | .355 | .002 | .178 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .744\*\* | .261 | .508\*\* | .479\*\* | .354 | .265 | .065 | .107 | .594\*\* | 1 | .323 | .818\*\* | .373\* | .535\*\* | .662\*\* |
| Sig. (2-tailed) | .000 | .163 | .004 | .007 | .055 | .157 | .734 | .574 | .001 |  | .082 | .000 | .042 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .409\* | .792\*\* | .416\* | .447\* | .534\*\* | .508\*\* | .365\* | .447\* | .175 | .323 | 1 | .485\*\* | .794\*\* | .447\* | .701\*\* |
| Sig. (2-tailed) | .025 | .000 | .022 | .013 | .002 | .004 | .047 | .013 | .355 | .082 |  | .007 | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .663\*\* | .489\*\* | .594\*\* | .432\* | .287 | .384\* | .248 | .274 | .550\*\* | .818\*\* | .485\*\* | 1 | .500\*\* | .665\*\* | .750\*\* |
| Sig. (2-tailed) | .000 | .006 | .001 | .017 | .125 | .036 | .186 | .143 | .002 | .000 | .007 |  | .005 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | .318 | .680\*\* | .300 | .362\* | .382\* | .451\* | .336 | .455\* | .253 | .373\* | .794\*\* | .500\*\* | 1 | .329 | .633\*\* |
| Sig. (2-tailed) | .087 | .000 | .107 | .049 | .037 | .012 | .069 | .011 | .178 | .042 | .000 | .005 |  | .076 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .691\*\* | .549\*\* | .775\*\* | .623\*\* | .452\* | .345 | .184 | .348 | .434\* | .535\*\* | .447\* | .665\*\* | .329 | 1 | .760\*\* |
| Sig. (2-tailed) | .000 | .002 | .000 | .000 | .012 | .062 | .331 | .060 | .016 | .002 | .013 | .000 | .076 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .815\*\* | .747\*\* | .835\*\* | .758\*\* | .684\*\* | .724\*\* | .540\*\* | .657\*\* | .646\*\* | .662\*\* | .701\*\* | .750\*\* | .633\*\* | .760\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .923 | 14 |

**OUTPUT HASIL UJI ASUMSI KLASIK**

* Uji Normalitas



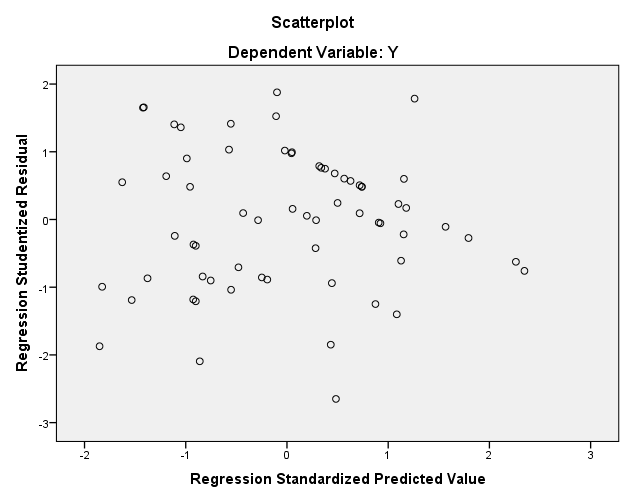


|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.43939141 |
| Most Extreme Differences | Absolute | .081 |
| Positive | .063 |
| Negative | -.081 |
| Kolmogorov-Smirnov Z | | .656 |
| Asymp. Sig. (2-tailed) | | .783 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

* Uji Multikolonieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 60.556 | 3.864 |  | 15.671 | .000 |  |  |
| X1 | .372 | .075 | .630 | 4.966 | .000 | .673 | 1.486 |
| X2 | .258 | .106 | .477 | 2.435 | .018 | .282 | 3.542 |
| X3 | -.396 | .136 | -.618 | -2.916 | .005 | .241 | 4.144 |
| a. Dependent Variable: Y | | | | | | | | |

* Uji Heteroskedastisitas



**OUTPUT SPSS ANALISIS REGRESI, UJI T DAN UJI F**

* Hasil Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 60.556 | 3.864 |  | 15.671 | .000 |
| X1 | .372 | .075 | .630 | 4.966 | .000 |
| X2 | .258 | .106 | .477 | 2.435 | .018 |
| X3 | -.396 | .136 | -.618 | -2.916 | .005 |
| a. Dependent Variable: Y | | | | | | |

* Hasil Uji t (Parsial)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 60.556 | 3.864 |  | 15.671 | .000 |
| X1 | .372 | .075 | .630 | 4.966 | .000 |
| X2 | .258 | .106 | .477 | 2.435 | .018 |
| X3 | -.396 | .136 | -.618 | -2.916 | .005 |
| a. Dependent Variable: Y | | | | | | |

* Hasil Uji F (Simultan)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 195.375 | 3 | 65.125 | 10.431 | .000b |
| Residual | 380.840 | 61 | 6.243 |  |  |
| Total | 576.215 | 64 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X1, X2 | | | | | | |

* Uji Koefisien Determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .582a | .339 | .307 | 2.49866 |
| a. Predictors: (Constant), X3, X1, X2 | | | | |

Lampiran 6. Surat Balasan

