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84

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LAMPIRAN

**Lampiran 1**

Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Budaya Organisasi, Lingkungan Kerja, Motivasi Kerja dan Disiplin Kerja Terhadap Prestasi Kerja Karyawan Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh

Kepada Yth, Sdr. Responden Di Tempat

Dengan Hormat,

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

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

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

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Januari 2023 Hormat Saya,

Adi Rosadi

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
   1. Perempuan
   2. Laki-laki
2. Usia
   1. 21-52 tahun
   2. 31-40 tahun
   3. > 41 tahun
3. Pendidikan
   1. S2
   2. S1
   3. D3
   4. SMK/SMA

**Keterangan**

STS: Sangat Tidak Setuju TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

1. Lama Bekerja
   1. < 5 tahun
   2. 5 – 10 tahun
   3. 10 – 15 tahun
   4. > 15 tahun

**Petunjuk Pengisian**

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

**Prestasi Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mempunyai pengetahuan untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya memiliki kemampuan dalam mengerjakan tugas yang diberikan |  |  |  |  |  |
| 3 | Saya mempunyai ketrampilan untuk mempercepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya mampu bekerjasama dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 5 | Tingkat kehadiran sudah lebih baik |  |  |  |  |  |
| 6 | Saya mampu menyelesaikan pekerjaan sesuai batas waktu yang diberikan perusahaan |  |  |  |  |  |
| 7 | Saya mampu bekerja secara efektif dan menghasilkan pekerjaan yang sesuai standar perusahaan |  |  |  |  |  |

**Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Dalam bekerja saya dituntut untuk melakukan inovasi |  |  |  |  |  |
| 2 | Dalam bekerja saya dituntut untuk berani mengambil resiko |  |  |  |  |  |
| 3 | Setiap melakukan pekerjaan saya  selalu memperhatikan sedetail mungkin pekerjaan tersebut |  |  |  |  |  |
| 4 | Saya merasa bahwa manajemen  perusahaan lebih mengutamakan pada hasil kerja |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 5 | Selama ini pihak manajemen Pusat Kesahatan Masyarakat (PUSKESMAS) selalu mempertimbangkan karyawan dalam pengambilan keputusan  organisasi |  |  |  |  |  |
| 6 | Pekerjaan yang saya lakukan memiliki kecenderungan mengutamakan kerja sama  tim |  |  |  |  |  |
| 7 | Saya mampu menyelesaikan pekerjaan dengan lebih cepat  daripada santai |  |  |  |  |  |
| 8 | Pekerjaan yang diberikan selalu menekankan pada kestabilan daripada  petumbuhan |  |  |  |  |  |

**Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Cahaya penerangan di Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh baik dan  nyaman untuk bekerja. |  |  |  |  |  |
| 2. | Penerangan tempat kerja di Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh tidak  menyilaukan. |  |  |  |  |  |
| 3. | Tidak ada suara bising di Pusat |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Kesahatan Masyarakat (PUSKESMAS) Jatirokeh yang  dapat mengganggu dalam bekerja |  |  |  |  |  |
| 4. | Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh  menyediakan alat pengaman telinga |  |  |  |  |  |
| 5 | Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh menjamin  keamanan karyawan dalam bekerja. |  |  |  |  |  |
| 6 | Terdapat satpam di Pusat Kesahatan Masyarakat (PUSKESMAS)  Jatirokeh |  |  |  |  |  |
| 7 | Luas ruang kerja di Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh mencukupi untuk dapat  bekerja dengan nyaman. |  |  |  |  |  |
| 8 | Ruang kerja di Pusat Kesahatan Masyarakat (PUSKESMAS) Jatirokeh mencukupi untuk dapat  bergerak leluasa dalam bekerja. |  |  |  |  |  |

**Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Karyawan memperoleh gaji yang sesuai dengan bidang pekerjaan |  |  |  |  |  |
| 2 | Gaji yang diterima dapat mencukupi kebutuhan hidup sehari-hari |  |  |  |  |  |
| 3 | Saya memperoleh bonus atas prestasi yang  Diraih |  |  |  |  |  |
| 4 | Saya merasa nyaman terhadap kondisi lingkungan kerja |  |  |  |  |  |
| 5 | Kondisi dalam perusahaan selalu mendukung dalam bekerja |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 6 | Saya memiliki hubungan yang baik dengan rekan kerja |  |  |  |  |  |
| 7 | Saya memiliki hubungan kerja yang harmonis dengan rekan kerja |  |  |  |  |  |
| 8 | Saya mampu berinteraksi dengan rekan  kerja |  |  |  |  |  |
| 9 | Rekan kerja saya selalu menolong dalam bekerja |  |  |  |  |  |

**Disiplin Kerja (X4)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya jarang absen jika tidak benar-benar dalam keadaan mendesak |  |  |  |  |  |
| 2 | Saya mampu memanfaatkan perlengkapan dan peralatan kerja dengan baik |  |  |  |  |  |
| 3 | Saya mampu menggunakan perlengkapan dan peralatan kerja dengan baik |  |  |  |  |  |
| 4 | Saya mampu menjalankan tugas dengan tepat waktu |  |  |  |  |  |
| 5 | Saya mampu menjalankan peraturan yang berlaku di perusahaan |  |  |  |  |  |
| 6 | Saya mempunyai kemampuan dalam  menyelesaikan pekerjaan |  |  |  |  |  |
| 7 | Saya mampu mematuhi peraturan yang ada di perusahaan secara sadar |  |  |  |  |  |
| 8 | Saya selalu mengikuti cara kerja yang ditentukan perusahaan |  |  |  |  |  |

**Lampiran 2**

**Data Penelitian Uji Validitas dan Reliabilitas Variabel Prestasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Prestasi Kerja (Y) | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 |  |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 6 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 29 |
| 7 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 26 |
| 8 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 29 |
| 9 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 12 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 29 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 14 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 30 |
| 15 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 31 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 28 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 28 |
| 20 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 25 |
| 21 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 30 |
| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 33 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 25 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 27 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 27 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 23 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 33 |
| 29 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |

**Lampiran 3**

**Data Penelitian Uji Validitas dan Reliabilitas Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Budaya Organisasi (X1) | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |  |
| 1 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 2 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 35 |
| 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 7 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 10 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 12 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 31 |
| 13 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 15 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 16 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 36 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 18 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 20 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 21 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 34 |
| 22 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 24 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 32 |
| 25 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 31 |
| 26 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 27 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 28 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 37 |
| 29 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |

**Lampiran 4**

**Data Penelitian Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Lingkungan Kerja (X2) | | | | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |  |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 32 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 34 |
| 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 34 |
| 6 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 7 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 29 |
| 8 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 11 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 12 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 31 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 15 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 34 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 17 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 31 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 21 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 32 |
| 22 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 |
| 24 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 |
| 25 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 31 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 27 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 35 |
| 29 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 30 |
| 30 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 35 |

**Lampiran 5**

**Data Penelitian Uji Validitas dan Reliabilitas Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Motivasi Kerja (X3) | | | | | | | | | Skor total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 |  |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 2 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 38 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 7 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 38 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 10 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 41 |
| 11 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 38 |
| 12 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 13 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 36 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 15 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 16 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 17 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 33 |
| 18 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 19 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 36 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 21 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 22 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 37 |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 27 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 34 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| 30 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 39 |

**Lampiran 6**

**Data Penelitian Uji Validitas dan Reliabilitas Variabel Disiplin Kerja (X4)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Disiplin Kerja (X4) | | | | | | | | Skor total |
| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 |  |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 2 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 34 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 38 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 7 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 34 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 10 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 11 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 33 |
| 12 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 31 |
| 13 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 32 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 15 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 35 |
| 16 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 17 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 30 |
| 18 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 19 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 32 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 21 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 34 |
| 22 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 33 |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 38 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 25 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 28 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 27 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 29 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 30 |
| 30 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 35 |

**Lampiran 7**

**Uji Validitas Variabel Instrumen Penelitian Prestasi Kerja (Y)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Total\_Y |
| Y.1 | Pearson Correlation | 1 | .102 | .202 | .187 | .472\*\* | .560\*\* | .251 | .617\*\* |
| Sig. (2-tailed) |  | .593 | .285 | .323 | .008 | .001 | .181 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .102 | 1 | .376\* | .319 | .302 | .448\* | .296 | .638\*\* |
| Sig. (2-tailed) | .593 |  | .041 | .086 | .105 | .013 | .112 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .202 | .376\* | 1 | .032 | .250 | .426\* | .069 | .522\*\* |
| Sig. (2-tailed) | .285 | .041 |  | .865 | .182 | .019 | .716 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .187 | .319 | .032 | 1 | .086 | .293 | .333 | .516\*\* |
| Sig. (2-tailed) | .323 | .086 | .865 |  | .652 | .117 | .072 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .472\*\* | .302 | .250 | .086 | 1 | .523\*\* | .197 | .652\*\* |
| Sig. (2-tailed) | .008 | .105 | .182 | .652 |  | .003 | .296 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .560\*\* | .448\* | .426\* | .293 | .523\*\* | 1 | .336 | .818\*\* |
| Sig. (2-tailed) | .001 | .013 | .019 | .117 | .003 |  | .070 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .251 | .296 | .069 | .333 | .197 | .336 | 1 | .603\*\* |
| Sig. (2-tailed) | .181 | .112 | .716 | .072 | .296 | .070 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Tot  al\_ Y | Pearson Correlation | .617\*\* | .638\*\* | .522\*\* | .516\*\* | .652\*\* | .818\*\* | .603\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .003 | .003 | .000 | .000 | .000 |  |
| N | 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 8**

**Uji Validitas Variabel Budaya Organisasi (X1)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | .436\* | .725\*\* | .490\*\* | .491\*\* | .426\* | .436\* | .426\* | .820\*\* |
| Sig. (2-tailed) |  | .016 | .000 | .006 | .006 | .019 | .016 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .436\* | 1 | .385\* | .356 | .209 | .232 | 1.000\*\* | .232 | .715\*\* |
| Sig. (2-tailed) | .016 |  | .036 | .053 | .269 | .216 | .000 | .216 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .725\*\* | .385\* | 1 | .231 | .394\* | .302 | .385\* | .302 | .692\*\* |
| Sig. (2-tailed) | .000 | .036 |  | .218 | .031 | .105 | .036 | .105 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .490\*\* | .356 | .231 | 1 | .205 | .381\* | .356 | .381\* | .608\*\* |
| Sig. (2-tailed) | .006 | .053 | .218 |  | .277 | .038 | .053 | .038 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .491\*\* | .209 | .394\* | .205 | 1 | .159 | .209 | .159 | .524\*\* |
| Sig. (2-tailed) | .006 | .269 | .031 | .277 |  | .402 | .269 | .402 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .426\* | .232 | .302 | .381\* | .159 | 1 | .232 | 1.000\*\* | .680\*\* |
| Sig. (2-tailed) | .019 | .216 | .105 | .038 | .402 |  | .216 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .436\* | 1.000\*\* | .385\* | .356 | .209 | .232 | 1 | .232 | .715\*\* |
| Sig. (2-tailed) | .016 | .000 | .036 | .053 | .269 | .216 |  | .216 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .426\* | .232 | .302 | .381\* | .159 | 1.000\*\* | .232 | 1 | .680\*\* |
| Sig. (2-tailed) | .019 | .216 | .105 | .038 | .402 | .000 | .216 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total  \_X1 | Pearson Correlation | .820\*\* | .715\*\* | .692\*\* | .608\*\* | .524\*\* | .680\*\* | .715\*\* | .680\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

**Lampiran 9**

**Uji Validitas Variabel Lingkungan Kerja (X2)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .263 | .185 | .292 | .133 | .351 | .026 | .024 | .522\*\* |
| Sig. (2-tailed) |  | .161 | .329 | .117 | .482 | .057 | .890 | .899 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .263 | 1 | .216 | .326 | .273 | .391\* | -.087 | .254 | .563\*\* |
| Sig. (2-tailed) | .161 |  | .252 | .079 | .145 | .033 | .649 | .176 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .185 | .216 | 1 | .208 | .316 | .325 | .283 | .095 | .559\*\* |
| Sig. (2-tailed) | .329 | .252 |  | .269 | .089 | .080 | .129 | .616 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .292 | .326 | .208 | 1 | .263 | .368\* | .371\* | .405\* | .727\*\* |
| Sig. (2-tailed) | .117 | .079 | .269 |  | .160 | .045 | .044 | .026 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .133 | .273 | .316 | .263 | 1 | .411\* | .251 | .000 | .532\*\* |
| Sig. (2-tailed) | .482 | .145 | .089 | .160 |  | .024 | .181 | 1.000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .351 | .391\* | .325 | .368\* | .411\* | 1 | .183 | .357 | .719\*\* |
| Sig. (2-tailed) | .057 | .033 | .080 | .045 | .024 |  | .334 | .053 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .026 | -.087 | .283 | .371\* | .251 | .183 | 1 | .147 | .482\*\* |
| Sig. (2-tailed) | .890 | .649 | .129 | .044 | .181 | .334 |  | .438 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .024 | .254 | .095 | .405\* | .000 | .357 | .147 | 1 | .496\*\* |
| Sig. (2-tailed) | .899 | .176 | .616 | .026 | 1.000 | .053 | .438 |  | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total  \_X2 | Pearson Correlation | .522\*\* | .563\*\* | .559\*\* | .727\*\* | .532\*\* | .719\*\* | .482\*\* | .496\*\* | 1 |
| Sig. (2-tailed) | .003 | .001 | .001 | .000 | .002 | .000 | .007 | .005 |  |
| N | 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**

**Uji Validitas Variabel Motivasi Kerja (X3)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .596\*\* | .441\* | .200 | .496\*\* | .409\* | .113 | .334 | .334 | .698\*\* |
| Sig. (2-tailed) |  | .001 | .015 | .289 | .005 | .025 | .551 | .072 | .072 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .596\*\* | 1 | .229 | .241 | .411\* | .244 | .260 | .360 | .360 | .654\*\* |
| Sig. (2-tailed) | .001 |  | .224 | .199 | .024 | .195 | .165 | .051 | .051 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .441\* | .229 | 1 | .376\* | .282 | .178 | .242 | .416\* | .416\* | .641\*\* |
| Sig. (2-tailed) | .015 | .224 |  | .041 | .131 | .347 | .197 | .022 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .200 | .241 | .376\* | 1 | .415\* | .272 | .285 | .138 | .138 | .574\*\* |
| Sig. (2-tailed) | .289 | .199 | .041 |  | .023 | .146 | .127 | .467 | .467 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .496\*\* | .411\* | .282 | .415\* | 1 | .282 | .448\* | .335 | .335 | .708\*\* |
| Sig. (2-tailed) | .005 | .024 | .131 | .023 |  | .131 | .013 | .071 | .071 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .409\* | .244 | .178 | .272 | .282 | 1 | .130 | .125 | .125 | .506\*\* |
| Sig. (2-tailed) | .025 | .195 | .347 | .146 | .131 |  | .492 | .509 | .509 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .113 | .260 | .242 | .285 | .448\* | .130 | 1 | .287 | .287 | .518\*\* |
| Sig. (2-tailed) | .551 | .165 | .197 | .127 | .013 | .492 |  | .124 | .124 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .334 | .360 | .416\* | .138 | .335 | .125 | .287 | 1 | 1.000\*\* | .678\*\* |
| Sig. (2-tailed) | .072 | .051 | .022 | .467 | .071 | .509 | .124 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .334 | .360 | .416\* | .138 | .335 | .125 | .287 | 1.000\*\* | 1 | .678\*\* |
| Sig. (2-tailed) | .072 | .051 | .022 | .467 | .071 | .509 | .124 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total  \_X3 | Pearson Correlation | .698\*\* | .654\*\* | .641\*\* | .574\*\* | .708\*\* | .506\*\* | .518\*\* | .678\*\* | .678\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .004 | .003 | .000 | .000 |  |
| N | 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**

**Uji Validitas Variabel Disiplin Kerja (X4)**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | Total\_X4 |
| X4.1 | Pearson Correlation | 1 | .596\*\* | .441\* | .200 | .496\*\* | .409\* | .113 | .334 | .717\*\* |
| Sig. (2-tailed) |  | .001 | .015 | .289 | .005 | .025 | .551 | .072 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.2 | Pearson Correlation | .596\*\* | 1 | .229 | .241 | .411\* | .244 | .260 | .360 | .664\*\* |
| Sig. (2-tailed) | .001 |  | .224 | .199 | .024 | .195 | .165 | .051 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.3 | Pearson Correlation | .441\* | .229 | 1 | .376\* | .282 | .178 | .242 | .416\* | .639\*\* |
| Sig. (2-tailed) | .015 | .224 |  | .041 | .131 | .347 | .197 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.4 | Pearson Correlation | .200 | .241 | .376\* | 1 | .415\* | .272 | .285 | .138 | .614\*\* |
| Sig. (2-tailed) | .289 | .199 | .041 |  | .023 | .146 | .127 | .467 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.5 | Pearson Correlation | .496\*\* | .411\* | .282 | .415\* | 1 | .282 | .448\* | .335 | .727\*\* |
| Sig. (2-tailed) | .005 | .024 | .131 | .023 |  | .131 | .013 | .071 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.6 | Pearson Correlation | .409\* | .244 | .178 | .272 | .282 | 1 | .130 | .125 | .541\*\* |
| Sig. (2-tailed) | .025 | .195 | .347 | .146 | .131 |  | .492 | .509 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.7 | Pearson Correlation | .113 | .260 | .242 | .285 | .448\* | .130 | 1 | .287 | .525\*\* |
| Sig. (2-tailed) | .551 | .165 | .197 | .127 | .013 | .492 |  | .124 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4.8 | Pearson Correlation | .334 | .360 | .416\* | .138 | .335 | .125 | .287 | 1 | .576\*\* |
| Sig. (2-tailed) | .072 | .051 | .022 | .467 | .071 | .509 | .124 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total  \_X4 | Pearson Correlation | .717\*\* | .664\*\* | .639\*\* | .614\*\* | .727\*\* | .541\*\* | .525\*\* | .576\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .003 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

\*\*. Correlation is significant at the 0.01 level (2-tailed).

\*. Correlation is significant at the 0.05 level (2-tailed).

**Lampiran 12**

**Uji Reliabilitas Variabel Prestasi Kerja (Y)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .735 | 7 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's  Alpha if Item Deleted |
| Y.1 | 25.0333 | 5.757 | .478 | .700 |
| Y.2 | 24.8667 | 5.637 | .494 | .695 |
| Y.3 | 25.1000 | 5.886 | .336 | .728 |
| Y.4 | 24.8333 | 5.868 | .321 | .732 |
| Y.5 | 25.0667 | 5.306 | .471 | .698 |
| Y.6 | 25.0000 | 4.759 | .708 | .636 |
| Y.7 | 25.1000 | 5.334 | .379 | .726 |

**Lampiran 13**

**Uji Reliabilitas Variabel Budaya Organisasi (X1)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .835 | 8 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's  Alpha if Item Deleted |
| X1.1 | 29.7000 | 7.390 | .734 | .790 |
| X1.2 | 29.6667 | 7.954 | .601 | .810 |
| X1.3 | 29.8667 | 8.120 | .577 | .814 |
| X1.4 | 29.4000 | 8.662 | .494 | .824 |
| X1.5 | 29.5667 | 8.737 | .370 | .840 |
| X1.6 | 29.6000 | 8.179 | .562 | .815 |
| X1.7 | 29.6667 | 7.954 | .601 | .810 |
| X1.8 | 29.6000 | 8.179 | .562 | .815 |

**Lampiran 14**

**Uji Reliabilitas Variabel Lingkungan Kerja (X2)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .708 | 8 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item  Deleted |
| X2.1 | 30.4000 | 6.662 | .305 | .703 |
| X2.2 | 30.0000 | 6.690 | .390 | .681 |
| X2.3 | 30.0333 | 6.723 | .387 | .681 |
| X2.4 | 29.9333 | 5.789 | .568 | .636 |
| X2.5 | 30.0333 | 7.068 | .397 | .682 |
| X2.6 | 30.1000 | 6.231 | .597 | .638 |
| X2.7 | 30.0000 | 6.897 | .275 | .707 |
| X2.8 | 30.0667 | 6.961 | .316 | .696 |

**Lampiran 15**

**Uji Reliabilitas Variabel Motivasi Kerja (X3)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .804 | 9 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's  Alpha if Item Deleted |
| X3.1 | 34.1000 | 10.438 | .592 | .772 |
| X3.2 | 34.1667 | 10.489 | .528 | .780 |
| X3.3 | 34.2667 | 10.478 | .506 | .783 |
| X3.4 | 34.1333 | 10.602 | .404 | .800 |
| X3.5 | 34.3667 | 10.309 | .600 | .771 |
| X3.6 | 34.4667 | 11.154 | .344 | .805 |
| X3.7 | 34.2333 | 11.495 | .397 | .796 |
| X3.8 | 34.2667 | 10.685 | .576 | .776 |
| X3.9 | 34.2667 | 10.685 | .576 | .776 |

**Lampiran 16**

**Uji Reliabilitas Variabel Disiplin Kerja (X4)**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .776 | 8 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item  Deleted |
| X4.1 | 29.8333 | 8.144 | .602 | .731 |
| X4.2 | 29.9000 | 8.231 | .523 | .743 |
| X4.3 | 30.0000 | 8.276 | .485 | .750 |
| X4.4 | 29.8667 | 8.189 | .432 | .762 |
| X4.5 | 30.1000 | 8.024 | .611 | .728 |
| X4.6 | 30.2000 | 8.717 | .365 | .771 |
| X4.7 | 29.9667 | 9.137 | .390 | .765 |
| X4.8 | 30.0000 | 8.828 | .438 | .758 |

**Lampiran 17**

**Data Penelitian Variabel Prestasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Prestasi Kerja (Y) | | | | | | | Skor Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 |  |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 31 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 22 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 24 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 24 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 31 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 25 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 31 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 33 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 31 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 32 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 30 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 24 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 24 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 31 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 26 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 40 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 30 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 31 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 30 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 44 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 31 |
| 45 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 30 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 51 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 30 |
| 52 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 24 |

**Lampiran 18**

**Data Penelitian Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Budaya Organisasi (X1) | | | | | | | | Skor Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |  |
| 1 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 35 |
| 2 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 35 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 35 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 8 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 27 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 33 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 29 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 20 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 33 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 34 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 31 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 33 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 35 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 37 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 39 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 5 | 34 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 42 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 45 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 47 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 37 |
| 51 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 52 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 30 |

**Lampiran 19**

**Data Penelitian Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Lingkungan Kerja (X2) | | | | | | | | Skor Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |  |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 35 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 30 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 27 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 31 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 33 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 28 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 31 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 37 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 41 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 43 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 44 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 35 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 48 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 32 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |
| 51 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 32 |
| 52 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 29 |

**Lampiran 20**

**Data Penelitian Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Motivasi Kerja (X3) | | | | | | | | | Skor total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 |  |
| 1 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 39 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 41 |
| 6 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 7 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 8 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 34 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 40 |
| 10 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 30 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 33 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 34 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 36 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 33 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 21 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 41 |
| 24 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 25 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 41 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 28 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 29 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 33 |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 32 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 41 |
| 33 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 42 |
| 36 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 38 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 42 |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 38 |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 41 |
| 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 42 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 43 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 40 |
| 45 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 40 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 42 |
| 47 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 48 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 50 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 51 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 40 |
| 52 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 32 |

**Lampiran 21**

**Data Penelitian Variabel Disiplin Kerja (X4)**

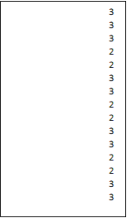
|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Instrumen Penelitian Disiplin Kerja (X4) | | | | | | | | Skor total |
| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 |  |
| 1 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 36 |
| 2 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 36 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 37 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 36 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 37 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 8 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 29 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 11 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 35 |
| 12 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 31 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 31 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 35 |
| 15 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 35 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 34 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 20 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 32 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 22 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 30 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 25 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 32 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 37 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 31 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 38 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 33 | 4 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 33 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 39 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 40 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 37 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 33 |
| 45 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 |
| 47 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 36 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| 51 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 36 |
| 52 | 5 | 3 | 5 | 4 | 3 | 5 | 3 | 3 | 31 |

**Lampiran 22**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:

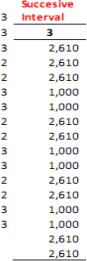


Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

* Buka excel
* Klik file stat97.xla > klik Enable Macro
* Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1
* Pilih Add In >Statistics>Successive Interval
* Pilih Yes
* Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89
* Kemudian pindah ke Cell Output.
* Klik di kolom baru untuk membuat output, misalny di kolom B baris 1
* Tekan Next
* Pilih Select all
* Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)
* Tekan Next
* Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**



**Lampiran 23**

**Tabulasi Data MSI Penelitian Responden Variabel Prestasi kerja (Y)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** |  |
| 3.957 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 2.380 | 20.285 |
| 2.496 | 2.672 | 2.496 | 3.913 | 2.498 | 2.354 | 2.380 | 18.809 |
| 3.957 | 2.672 | 2.496 | 3.913 | 2.498 | 3.725 | 2.380 | 21.641 |
| 2.496 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 2.380 | 18.823 |
| 3.957 | 4.244 | 2.496 | 2.466 | 3.978 | 2.354 | 2.380 | 21.875 |
| 2.496 | 2.672 | 3.957 | 2.466 | 2.498 | 3.725 | 2.380 | 20.194 |
| 3.957 | 4.244 | 3.957 | 2.466 | 2.498 | 2.354 | 3.768 | 23.245 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.498 | 1.000 | 1.000 | 8.498 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 3.725 | 3.768 | 20.120 |
| 1.000 | 2.672 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 8.672 |
| 3.957 | 4.244 | 2.496 | 2.466 | 2.498 | 2.354 | 2.380 | 20.396 |
| 2.496 | 1.000 | 2.496 | 1.000 | 2.498 | 1.000 | 1.000 | 11.490 |
| 1.000 | 2.672 | 2.496 | 1.000 | 1.000 | 2.354 | 1.000 | 11.522 |
| 3.957 | 2.672 | 2.496 | 3.913 | 2.498 | 2.354 | 3.768 | 21.658 |
| 1.000 | 1.000 | 2.496 | 2.466 | 1.000 | 2.354 | 2.380 | 12.696 |
| 2.496 | 2.672 | 2.496 | 2.466 | 1.000 | 1.000 | 1.000 | 13.129 |
| 3.957 | 2.672 | 2.496 | 3.913 | 3.978 | 2.354 | 2.380 | 21.750 |
| 2.496 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 2.380 | 18.823 |
| 3.957 | 2.672 | 3.957 | 2.466 | 3.978 | 3.725 | 3.768 | 24.523 |
| 2.496 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 2.380 | 18.823 |
| 3.957 | 4.244 | 2.496 | 3.913 | 2.498 | 2.354 | 2.380 | 21.842 |
| 3.957 | 2.672 | 2.496 | 3.913 | 2.498 | 2.354 | 2.380 | 20.270 |
| 2.496 | 2.672 | 2.496 | 3.913 | 2.498 | 2.354 | 2.380 | 18.809 |
| 2.496 | 4.244 | 3.957 | 2.466 | 3.978 | 3.725 | 2.380 | 23.246 |
| 2.496 | 2.672 | 3.957 | 2.466 | 2.498 | 3.725 | 3.768 | 21.582 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 3.725 | 3.768 | 20.120 |
| 2.496 | 2.672 | 2.496 | 3.913 | 2.498 | 3.725 | 2.380 | 20.179 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 2.354 | 2.380 | 17.362 |
| 1.000 | 2.672 | 1.000 | 2.466 | 1.000 | 1.000 | 2.380 | 11.518 |
| 2.496 | 2.672 | 1.000 | 1.000 | 1.000 | 2.354 | 1.000 | 11.522 |
| 2.496 | 4.244 | 2.496 | 3.913 | 2.498 | 2.354 | 3.768 | 21.769 |
| 2.496 | 4.244 | 2.496 | 2.466 | 3.978 | 3.725 | 2.380 | 21.784 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 2.354 | 2.380 | 17.362 |
| 2.496 | 1.000 | 2.496 | 2.466 | 2.498 | 1.000 | 2.380 | 14.336 |
| 3.957 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 2.380 | 20.285 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 2.354 | 3.768 | 18.750 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 2.354 | 2.380 | 17.362 |
| 2.496 | 4.244 | 2.496 | 2.466 | 3.978 | 3.725 | 2.380 | 21.784 |
| 2.496 | 2.672 | 2.496 | 2.466 | 2.498 | 2.354 | 1.000 | 15.982 |
| 2.496 | 4.244 | 2.496 | 2.466 | 2.498 | 3.725 | 2.380 | 20.305 |
| 3.957 | 2.672 | 3.957 | 2.466 | 2.498 | 2.354 | 3.768 | 21.672 |
| 2.496 | 2.672 | 3.957 | 2.466 | 3.978 | 2.354 | 2.380 | 20.303 |
| 2.496 | 2.672 | 2.496 | 2.466 | 3.978 | 3.725 | 3.768 | 21.600 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 2.496 | 2.672 | 2.496 | 3.913 | 2.498 | 3.725 | 3.768 | 21.567 |
| 2.496 | 2.672 | 2.496 | 3.913 | 3.978 | 2.354 | 2.380 | 20.288 |
| 3.957 | 2.672 | 3.957 | 3.913 | 2.498 | 3.725 | 2.380 | 23.102 |
| 2.496 | 2.672 | 2.496 | 3.913 | 2.498 | 2.354 | 2.380 | 18.809 |
| 2.496 | 2.672 | 2.496 | 1.000 | 2.498 | 1.000 | 2.380 | 14.542 |
| 3.957 | 4.244 | 3.957 | 3.913 | 3.978 | 3.725 | 3.768 | 27.542 |
| 3.957 | 2.672 | 3.957 | 2.466 | 3.978 | 2.354 | 3.768 | 23.152 |
| 2.496 | 4.244 | 2.496 | 2.466 | 2.498 | 2.354 | 3.768 | 20.322 |
| 2.496 | 2.672 | 1.000 | 2.466 | 1.000 | 1.000 | 1.000 | 11.634 |

**Lampiran 24**

**Tabulasi Data MSI Penelitian Responden Variabel Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive**  **Interval** | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** |  |
| 2.761 | 3.961 | 1.000 | 3.800 | 3.666 | 2.235 | 4.361 | 2.471 | 24.254 |
| 4.296 | 2.497 | 3.613 | 2.361 | 1.000 | 3.602 | 3.009 | 3.928 | 24.306 |
| 4.296 | 3.961 | 3.613 | 2.361 | 3.666 | 1.000 | 4.361 | 1.000 | 24.258 |
| 2.761 | 3.961 | 2.219 | 2.361 | 3.666 | 3.602 | 4.361 | 3.928 | 26.859 |
| 2.761 | 2.497 | 3.613 | 3.800 | 2.288 | 3.602 | 3.009 | 3.928 | 25.498 |
| 2.761 | 3.961 | 2.219 | 2.361 | 3.666 | 2.235 | 4.361 | 2.471 | 24.034 |
| 2.761 | 3.961 | 3.613 | 3.800 | 3.666 | 3.602 | 4.361 | 3.928 | 29.692 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.602 | 1.899 | 2.471 | 12.972 |
| 2.761 | 3.961 | 3.613 | 3.800 | 3.666 | 2.235 | 4.361 | 2.471 | 26.868 |
| 2.761 | 2.497 | 1.000 | 1.000 | 1.000 | 1.000 | 3.009 | 1.000 | 13.267 |
| 2.761 | 2.497 | 3.613 | 3.800 | 2.288 | 2.235 | 1.899 | 2.471 | 21.564 |
| 2.761 | 1.000 | 2.219 | 1.000 | 2.288 | 2.235 | 1.899 | 2.471 | 15.871 |
| 4.296 | 2.497 | 2.219 | 2.361 | 2.288 | 2.235 | 3.009 | 2.471 | 21.375 |
| 2.761 | 3.961 | 3.613 | 3.800 | 2.288 | 2.235 | 4.361 | 2.471 | 25.489 |
| 4.296 | 3.961 | 2.219 | 2.361 | 3.666 | 2.235 | 4.361 | 2.471 | 25.569 |
| 2.761 | 2.497 | 2.219 | 2.361 | 2.288 | 2.235 | 3.009 | 2.471 | 19.840 |
| 4.296 | 3.961 | 2.219 | 2.361 | 3.666 | 3.602 | 4.361 | 3.928 | 28.394 |
| 2.761 | 2.497 | 2.219 | 3.800 | 2.288 | 3.602 | 3.009 | 3.928 | 24.103 |
| 4.296 | 3.961 | 3.613 | 3.800 | 2.288 | 3.602 | 4.361 | 3.928 | 29.849 |
| 4.296 | 2.497 | 2.219 | 3.800 | 2.288 | 1.000 | 3.009 | 2.471 | 21.579 |
| 2.761 | 3.961 | 2.219 | 3.800 | 3.666 | 3.602 | 4.361 | 3.928 | 28.297 |
| 2.761 | 3.961 | 2.219 | 3.800 | 2.288 | 2.235 | 4.361 | 2.471 | 24.095 |
| 4.296 | 2.497 | 3.613 | 2.361 | 3.666 | 2.235 | 3.009 | 2.471 | 24.148 |
| 4.296 | 2.497 | 3.613 | 3.800 | 3.666 | 3.602 | 3.009 | 3.928 | 28.411 |
| 2.761 | 3.961 | 3.613 | 3.800 | 2.288 | 2.235 | 1.899 | 2.471 | 23.027 |
| 4.296 | 3.961 | 3.613 | 2.361 | 2.288 | 3.602 | 4.361 | 3.928 | 28.410 |
| 4.296 | 2.497 | 3.613 | 3.800 | 2.288 | 3.602 | 3.009 | 3.928 | 27.033 |
| 2.761 | 2.497 | 2.219 | 3.800 | 2.288 | 2.235 | 3.009 | 2.471 | 21.279 |
| 2.761 | 2.497 | 1.000 | 2.361 | 1.000 | 2.235 | 3.009 | 2.471 | 17.334 |
| 2.761 | 2.497 | 2.219 | 2.361 | 2.288 | 1.000 | 3.009 | 1.000 | 17.135 |
| 4.296 | 2.497 | 3.613 | 2.361 | 3.666 | 3.602 | 4.361 | 3.928 | 28.325 |
| 4.296 | 3.961 | 3.613 | 3.800 | 2.288 | 3.602 | 4.361 | 3.928 | 29.849 |
| 2.761 | 3.961 | 3.613 | 2.361 | 3.666 | 1.000 | 4.361 | 2.471 | 24.194 |
| 4.296 | 2.497 | 2.219 | 2.361 | 2.288 | 2.235 | 3.009 | 2.471 | 21.375 |
| 2.761 | 2.497 | 3.613 | 3.800 | 3.666 | 2.235 | 3.009 | 2.471 | 24.052 |
| 2.761 | 2.497 | 2.219 | 2.361 | 3.666 | 2.235 | 3.009 | 2.471 | 21.218 |
| 4.296 | 2.497 | 2.219 | 3.800 | 2.288 | 2.235 | 3.009 | 2.471 | 22.814 |
| 4.296 | 2.497 | 3.613 | 3.800 | 2.288 | 3.602 | 4.361 | 3.928 | 28.385 |
| 2.761 | 2.497 | 3.613 | 3.800 | 2.288 | 3.602 | 3.009 | 3.928 | 25.498 |
| 4.296 | 2.497 | 3.613 | 2.361 | 2.288 | 3.602 | 1.000 | 3.928 | 23.586 |
| 4.296 | 3.961 | 3.613 | 3.800 | 3.666 | 3.602 | 4.361 | 2.471 | 29.770 |
| 4.296 | 3.961 | 2.219 | 3.800 | 2.288 | 3.602 | 4.361 | 3.928 | 28.454 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4.296 | 2.497 | 3.613 | 3.800 | 3.666 | 3.602 | 3.009 | 3.928 | 28.411 |
| 4.296 | 2.497 | 3.613 | 2.361 | 2.288 | 2.235 | 3.009 | 2.471 | 22.770 |
| 2.761 | 2.497 | 3.613 | 2.361 | 3.666 | 3.602 | 3.009 | 3.928 | 25.438 |
| 4.296 | 3.961 | 2.219 | 3.800 | 2.288 | 3.602 | 4.361 | 3.928 | 28.454 |
| 2.761 | 2.497 | 3.613 | 3.800 | 3.666 | 2.235 | 3.009 | 2.471 | 24.052 |
| 2.761 | 2.497 | 2.219 | 2.361 | 3.666 | 2.235 | 3.009 | 2.471 | 21.218 |
| 4.296 | 3.961 | 3.613 | 3.800 | 3.666 | 3.602 | 4.361 | 3.928 | 31.227 |
| 4.296 | 3.961 | 3.613 | 2.361 | 3.666 | 2.235 | 4.361 | 2.471 | 26.964 |
| 2.761 | 2.497 | 3.613 | 2.361 | 3.666 | 3.602 | 3.009 | 3.928 | 25.438 |
| 2.761 | 1.000 | 2.219 | 2.361 | 1.000 | 3.602 | 1.899 | 2.471 | 17.313 |

**Lampiran 25**

**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan Kerja (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive**  **Interval** | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |  |
| 2.458 | 3.968 | 3.769 | 3.086 | 3.699 | 2.470 | 3.877 | 3.381 | 26.707 |
| 3.938 | 2.487 | 3.769 | 4.464 | 2.314 | 3.916 | 2.444 | 3.381 | 26.712 |
| 2.458 | 3.968 | 2.355 | 4.464 | 3.699 | 3.916 | 3.877 | 3.381 | 28.118 |
| 3.938 | 2.487 | 3.769 | 4.464 | 2.314 | 2.470 | 3.877 | 4.804 | 28.121 |
| 3.938 | 3.968 | 3.769 | 4.464 | 3.699 | 2.470 | 2.444 | 3.381 | 28.132 |
| 3.938 | 3.968 | 2.355 | 4.464 | 3.699 | 2.470 | 2.444 | 2.076 | 25.413 |
| 3.938 | 3.968 | 2.355 | 3.086 | 3.699 | 3.916 | 3.877 | 3.381 | 28.220 |
| 3.938 | 2.487 | 2.355 | 1.899 | 1.000 | 1.000 | 2.444 | 3.381 | 18.503 |
| 3.938 | 3.968 | 2.355 | 3.086 | 3.699 | 3.916 | 2.444 | 3.381 | 26.786 |
| 1.000 | 2.487 | 1.000 | 3.086 | 1.000 | 1.000 | 2.444 | 2.076 | 14.092 |
| 2.458 | 2.487 | 3.769 | 3.086 | 3.699 | 2.470 | 3.877 | 3.381 | 25.225 |
| 2.458 | 2.487 | 1.000 | 3.086 | 2.314 | 1.000 | 2.444 | 2.076 | 16.864 |
| 3.938 | 2.487 | 2.355 | 1.899 | 1.000 | 2.470 | 1.000 | 2.076 | 17.224 |
| 2.458 | 2.487 | 3.769 | 4.464 | 3.699 | 2.470 | 2.444 | 3.381 | 25.171 |
| 3.938 | 2.487 | 1.000 | 3.086 | 2.314 | 2.470 | 1.000 | 3.381 | 19.674 |
| 2.458 | 2.487 | 2.355 | 1.899 | 2.314 | 2.470 | 2.444 | 1.000 | 17.426 |
| 3.938 | 3.968 | 2.355 | 4.464 | 3.699 | 3.916 | 3.877 | 3.381 | 29.598 |
| 3.938 | 2.487 | 3.769 | 3.086 | 3.699 | 2.470 | 2.444 | 3.381 | 25.272 |
| 3.938 | 3.968 | 2.355 | 4.464 | 3.699 | 2.470 | 3.877 | 4.804 | 29.574 |
| 3.938 | 2.487 | 3.769 | 3.086 | 2.314 | 2.470 | 2.444 | 2.076 | 22.582 |
| 3.938 | 2.487 | 3.769 | 4.464 | 3.699 | 3.916 | 2.444 | 3.381 | 28.097 |
| 3.938 | 2.487 | 3.769 | 4.464 | 2.314 | 2.470 | 2.444 | 3.381 | 25.265 |
| 2.458 | 2.487 | 3.769 | 3.086 | 3.699 | 2.470 | 2.444 | 3.381 | 23.792 |
| 2.458 | 3.968 | 3.769 | 4.464 | 2.314 | 3.916 | 2.444 | 4.804 | 28.136 |
| 2.458 | 2.487 | 2.355 | 3.086 | 3.699 | 2.470 | 3.877 | 3.381 | 23.812 |
| 3.938 | 3.968 | 2.355 | 3.086 | 2.314 | 2.470 | 2.444 | 3.381 | 23.955 |
| 2.458 | 3.968 | 2.355 | 3.086 | 3.699 | 2.470 | 3.877 | 3.381 | 25.293 |
| 2.458 | 3.968 | 2.355 | 3.086 | 2.314 | 2.470 | 3.877 | 2.076 | 22.603 |
| 2.458 | 2.487 | 2.355 | 1.000 | 2.314 | 1.000 | 1.000 | 3.381 | 15.994 |
| 2.458 | 1.000 | 2.355 | 3.086 | 1.000 | 2.470 | 1.000 | 3.381 | 16.749 |
| 3.938 | 3.968 | 2.355 | 3.086 | 2.314 | 3.916 | 3.877 | 4.804 | 28.257 |
| 3.938 | 3.968 | 3.769 | 4.464 | 2.314 | 2.470 | 2.444 | 4.804 | 28.169 |
| 3.938 | 3.968 | 2.355 | 3.086 | 2.314 | 2.470 | 2.444 | 3.381 | 23.955 |
| 3.938 | 3.968 | 2.355 | 3.086 | 2.314 | 1.000 | 2.444 | 3.381 | 22.485 |
| 3.938 | 2.487 | 3.769 | 3.086 | 3.699 | 3.916 | 3.877 | 4.804 | 29.574 |
| 2.458 | 3.968 | 3.769 | 3.086 | 2.314 | 2.470 | 1.000 | 3.381 | 22.445 |
| 2.458 | 3.968 | 2.355 | 3.086 | 2.314 | 2.470 | 2.444 | 3.381 | 22.475 |
| 3.938 | 2.487 | 3.769 | 4.464 | 2.314 | 3.916 | 2.444 | 4.804 | 28.134 |
| 2.458 | 2.487 | 2.355 | 1.899 | 2.314 | 2.470 | 2.444 | 3.381 | 19.807 |
| 2.458 | 3.968 | 3.769 | 4.464 | 2.314 | 3.916 | 3.877 | 4.804 | 29.570 |
| 2.458 | 3.968 | 2.355 | 4.464 | 3.699 | 2.470 | 3.877 | 3.381 | 26.672 |
| 3.938 | 3.968 | 2.355 | 3.086 | 3.699 | 3.916 | 2.444 | 3.381 | 26.786 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2.458 | 3.968 | 3.769 | 4.464 | 2.314 | 3.916 | 3.877 | 3.381 | 28.147 |
| 3.938 | 3.968 | 3.769 | 3.086 | 3.699 | 2.470 | 2.444 | 2.076 | 25.448 |
| 2.458 | 2.487 | 3.769 | 3.086 | 2.314 | 2.470 | 2.444 | 4.804 | 23.830 |
| 3.938 | 3.968 | 2.355 | 3.086 | 3.699 | 3.916 | 3.877 | 3.381 | 28.220 |
| 2.458 | 2.487 | 2.355 | 4.464 | 2.314 | 2.470 | 2.444 | 3.381 | 22.372 |
| 2.458 | 2.487 | 3.769 | 1.899 | 2.314 | 2.470 | 2.444 | 3.381 | 21.220 |
| 3.938 | 3.968 | 3.769 | 4.464 | 3.699 | 3.916 | 3.877 | 4.804 | 32.434 |
| 3.938 | 3.968 | 2.355 | 4.464 | 2.314 | 3.916 | 2.444 | 4.804 | 28.202 |
| 2.458 | 2.487 | 3.769 | 3.086 | 1.000 | 2.470 | 2.444 | 3.381 | 21.093 |
| 1.000 | 1.000 | 1.000 | 3.086 | 3.699 | 2.470 | 2.444 | 2.076 | 16.774 |

**Lampiran 26**

**Tabulasi Data MSI Penelitian Responden Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive**  **Interval** | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** |  |
| 4.143 | 2.285 | 2.817 | 2.333 | 2.487 | 3.905 | 2.301 | 4.019 | 1.000 | 25.291 |
| 2.613 | 3.645 | 2.817 | 2.333 | 2.487 | 2.461 | 3.705 | 2.539 | 1.000 | 23.600 |
| 4.143 | 2.285 | 4.361 | 3.770 | 2.487 | 3.905 | 3.705 | 2.539 | 2.600 | 29.795 |
| 2.613 | 3.645 | 2.817 | 2.333 | 2.487 | 2.461 | 3.705 | 4.019 | 1.000 | 25.080 |
| 4.143 | 2.285 | 2.817 | 3.770 | 2.487 | 3.905 | 3.705 | 4.019 | 1.000 | 28.131 |
| 4.143 | 2.285 | 4.361 | 2.333 | 2.487 | 2.461 | 3.705 | 4.019 | 2.600 | 28.394 |
| 4.143 | 2.285 | 4.361 | 3.770 | 3.942 | 2.461 | 3.705 | 4.019 | 2.600 | 31.285 |
| 2.613 | 2.285 | 1.000 | 2.333 | 1.000 | 2.461 | 2.301 | 2.539 | 1.000 | 17.533 |
| 2.613 | 2.285 | 4.361 | 2.333 | 2.487 | 3.905 | 3.705 | 2.539 | 2.600 | 26.828 |
| 1.000 | 1.000 | 2.817 | 2.333 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 12.151 |
| 4.143 | 2.285 | 4.361 | 2.333 | 2.487 | 2.461 | 3.705 | 4.019 | 2.600 | 28.394 |
| 2.613 | 1.000 | 2.817 | 1.000 | 2.487 | 2.461 | 2.301 | 1.000 | 1.000 | 16.679 |
| 2.613 | 1.000 | 2.817 | 2.333 | 2.487 | 1.000 | 2.301 | 2.539 | 1.000 | 18.091 |
| 4.143 | 3.645 | 4.361 | 3.770 | 2.487 | 3.905 | 3.705 | 4.019 | 2.600 | 32.635 |
| 2.613 | 2.285 | 2.817 | 2.333 | 1.000 | 2.461 | 2.301 | 2.539 | 2.600 | 20.950 |
| 2.613 | 1.000 | 2.817 | 2.333 | 2.487 | 1.000 | 2.301 | 1.000 | 1.000 | 16.552 |
| 2.613 | 2.285 | 4.361 | 3.770 | 3.942 | 3.905 | 2.301 | 4.019 | 2.600 | 29.796 |
| 2.613 | 2.285 | 4.361 | 3.770 | 2.487 | 2.461 | 2.301 | 2.539 | 2.600 | 25.417 |
| 4.143 | 3.645 | 4.361 | 3.770 | 3.942 | 2.461 | 3.705 | 2.539 | 2.600 | 31.165 |
| 4.143 | 2.285 | 2.817 | 2.333 | 3.942 | 2.461 | 3.705 | 2.539 | 1.000 | 25.225 |
| 4.143 | 2.285 | 4.361 | 3.770 | 3.942 | 2.461 | 3.705 | 4.019 | 2.600 | 31.285 |
| 2.613 | 3.645 | 2.817 | 2.333 | 2.487 | 2.461 | 2.301 | 2.539 | 1.000 | 22.197 |
| 2.613 | 2.285 | 4.361 | 2.333 | 3.942 | 3.905 | 3.705 | 2.539 | 2.600 | 28.283 |
| 4.143 | 3.645 | 2.817 | 3.770 | 3.942 | 2.461 | 3.705 | 4.019 | 1.000 | 29.501 |
| 4.143 | 2.285 | 4.361 | 2.333 | 2.487 | 3.905 | 2.301 | 4.019 | 2.600 | 28.435 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 2.461 | 2.301 | 2.539 | 1.000 | 25.163 |
| 4.143 | 3.645 | 4.361 | 3.770 | 3.942 | 2.461 | 2.301 | 2.539 | 2.600 | 29.762 |
| 2.613 | 3.645 | 2.817 | 2.333 | 3.942 | 2.461 | 2.301 | 2.539 | 1.000 | 23.652 |
| 2.613 | 1.000 | 2.817 | 2.333 | 2.487 | 1.000 | 1.000 | 2.539 | 1.000 | 16.789 |
| 2.613 | 2.285 | 2.817 | 1.000 | 2.487 | 2.461 | 2.301 | 1.000 | 1.000 | 17.964 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 3.905 | 3.705 | 2.539 | 1.000 | 28.011 |
| 2.613 | 2.285 | 2.817 | 3.770 | 3.942 | 3.905 | 3.705 | 4.019 | 1.000 | 28.056 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 2.461 | 2.301 | 2.539 | 1.000 | 25.163 |
| 2.613 | 2.285 | 2.817 | 3.770 | 3.942 | 2.461 | 2.301 | 2.539 | 1.000 | 23.728 |
| 4.143 | 2.285 | 4.361 | 3.770 | 3.942 | 2.461 | 3.705 | 2.539 | 2.600 | 29.805 |
| 2.613 | 3.645 | 2.817 | 3.770 | 3.942 | 2.461 | 1.000 | 2.539 | 1.000 | 23.786 |
| 2.613 | 2.285 | 4.361 | 3.770 | 2.487 | 2.461 | 2.301 | 2.539 | 2.600 | 25.417 |
| 4.143 | 3.645 | 4.361 | 3.770 | 2.487 | 3.905 | 2.301 | 2.539 | 2.600 | 29.751 |
| 2.613 | 2.285 | 2.817 | 3.770 | 2.487 | 2.461 | 2.301 | 4.019 | 1.000 | 23.753 |
| 4.143 | 2.285 | 4.361 | 2.333 | 2.487 | 3.905 | 2.301 | 4.019 | 2.600 | 28.435 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 2.461 | 3.705 | 4.019 | 1.000 | 28.046 |
| 4.143 | 2.285 | 4.361 | 3.770 | 2.487 | 3.905 | 3.705 | 2.539 | 2.600 | 29.795 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4.143 | 3.645 | 4.361 | 3.770 | 3.942 | 2.461 | 3.705 | 2.539 | 2.600 | 31.165 |
| 2.613 | 3.645 | 2.817 | 3.770 | 3.942 | 3.905 | 2.301 | 2.539 | 1.000 | 26.532 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 2.461 | 3.705 | 2.539 | 1.000 | 26.567 |
| 4.143 | 3.645 | 4.361 | 2.333 | 2.487 | 3.905 | 3.705 | 2.539 | 2.600 | 29.719 |
| 4.143 | 2.285 | 2.817 | 2.333 | 3.942 | 2.461 | 3.705 | 2.539 | 1.000 | 25.225 |
| 4.143 | 2.285 | 2.817 | 2.333 | 2.487 | 3.905 | 3.705 | 2.539 | 1.000 | 25.215 |
| 4.143 | 3.645 | 4.361 | 3.770 | 3.942 | 3.905 | 3.705 | 4.019 | 2.600 | 34.090 |
| 4.143 | 3.645 | 4.361 | 2.333 | 3.942 | 3.905 | 2.301 | 2.539 | 2.600 | 29.770 |
| 4.143 | 3.645 | 2.817 | 3.770 | 2.487 | 3.905 | 2.301 | 2.539 | 1.000 | 26.608 |
| 2.613 | 1.000 | 2.817 | 1.000 | 1.000 | 2.461 | 1.000 | 2.539 | 1.000 | 15.430 |

**Lampiran 27**

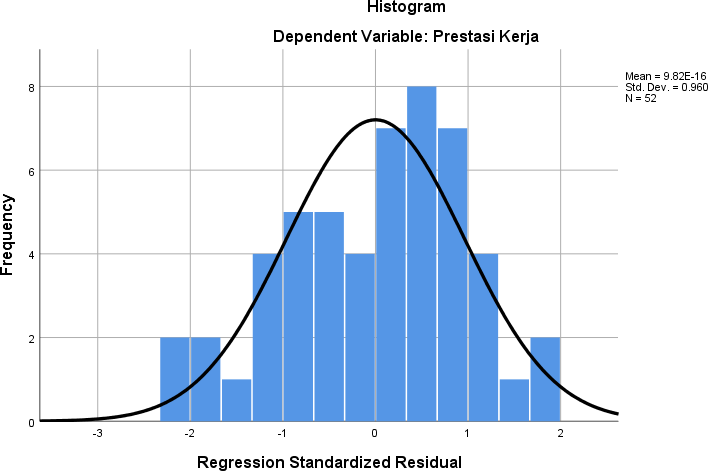
**Tabulasi Data MSI Penelitian Responden Variabel Disiplin Kerja (X4)**

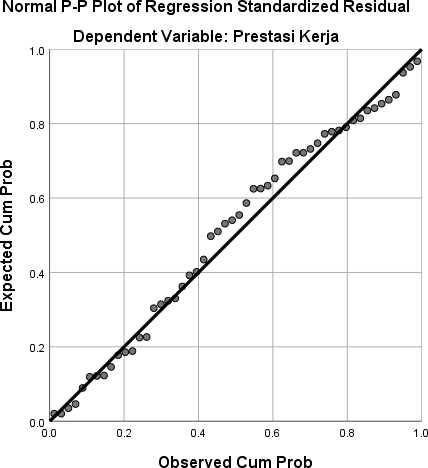
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive**  **Interval** | | | | | | | | |
| **X4.1** | **X4.2** | **X4.3** | **X4.4** | **X4.5** | **X4.6** | **X4.7** | **X4.8** |  |
| 2.761 | 4.361 | 1.000 | 3.470 | 3.571 | 2.235 | 3.438 | 3.484 | 24.320 |
| 4.296 | 3.009 | 3.555 | 2.163 | 1.000 | 3.602 | 3.438 | 3.484 | 24.546 |
| 4.296 | 4.361 | 3.555 | 2.163 | 3.571 | 1.000 | 3.438 | 3.484 | 25.867 |
| 2.761 | 4.361 | 2.162 | 2.163 | 3.571 | 3.602 | 2.169 | 3.484 | 24.273 |
| 2.761 | 3.009 | 3.555 | 3.470 | 2.208 | 3.602 | 3.438 | 3.484 | 25.526 |
| 2.761 | 4.361 | 2.162 | 2.163 | 3.571 | 2.235 | 3.438 | 2.155 | 22.845 |
| 2.761 | 4.361 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 3.484 | 28.242 |
| 1.000 | 1.899 | 1.000 | 1.000 | 1.000 | 3.602 | 3.438 | 2.155 | 15.094 |
| 2.761 | 4.361 | 3.555 | 3.470 | 3.571 | 2.235 | 2.169 | 2.155 | 24.275 |
| 2.761 | 3.009 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 11.769 |
| 2.761 | 1.899 | 3.555 | 3.470 | 2.208 | 2.235 | 3.438 | 3.484 | 23.049 |
| 2.761 | 1.899 | 3.555 | 1.000 | 2.208 | 2.235 | 1.000 | 3.484 | 18.141 |
| 4.296 | 3.009 | 2.162 | 2.163 | 2.208 | 2.235 | 1.000 | 1.000 | 18.072 |
| 2.761 | 4.361 | 3.555 | 3.470 | 2.208 | 2.235 | 3.438 | 1.000 | 23.027 |
| 4.296 | 4.361 | 2.162 | 1.000 | 3.571 | 2.235 | 2.169 | 3.484 | 23.277 |
| 2.761 | 3.009 | 2.162 | 2.163 | 2.208 | 2.235 | 1.000 | 1.000 | 16.537 |
| 4.296 | 4.361 | 2.162 | 2.163 | 3.571 | 3.602 | 3.438 | 3.484 | 27.077 |
| 2.761 | 3.009 | 2.162 | 3.470 | 2.208 | 3.602 | 2.169 | 2.155 | 21.535 |
| 4.296 | 4.361 | 3.555 | 3.470 | 2.208 | 3.602 | 3.438 | 3.484 | 28.413 |
| 4.296 | 3.009 | 2.162 | 3.470 | 2.208 | 1.000 | 1.000 | 2.155 | 19.299 |
| 2.761 | 4.361 | 2.162 | 3.470 | 3.571 | 3.602 | 2.169 | 3.484 | 25.580 |
| 2.761 | 4.361 | 2.162 | 1.000 | 2.208 | 2.235 | 1.000 | 1.000 | 16.726 |
| 4.296 | 3.009 | 3.555 | 2.163 | 3.571 | 2.235 | 2.169 | 2.155 | 23.151 |
| 4.296 | 3.009 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 3.484 | 28.425 |
| 2.761 | 1.899 | 3.555 | 3.470 | 2.208 | 2.235 | 1.000 | 2.155 | 19.282 |
| 4.296 | 4.361 | 3.555 | 2.163 | 2.208 | 3.602 | 2.169 | 3.484 | 25.837 |
| 4.296 | 3.009 | 3.555 | 3.470 | 2.208 | 3.602 | 2.169 | 2.155 | 24.462 |
| 2.761 | 3.009 | 2.162 | 2.163 | 2.208 | 2.235 | 2.169 | 2.155 | 18.860 |
| 2.761 | 3.009 | 1.000 | 2.163 | 1.000 | 2.235 | 2.169 | 3.484 | 17.820 |
| 2.761 | 3.009 | 2.162 | 2.163 | 2.208 | 1.000 | 2.169 | 2.155 | 17.625 |
| 4.296 | 4.361 | 3.555 | 2.163 | 3.571 | 3.602 | 2.169 | 3.484 | 27.200 |
| 4.296 | 4.361 | 3.555 | 3.470 | 2.208 | 3.602 | 2.169 | 3.484 | 27.144 |
| 2.761 | 4.361 | 3.555 | 1.000 | 3.571 | 1.000 | 2.169 | 2.155 | 20.571 |
| 4.296 | 3.009 | 2.162 | 2.163 | 2.208 | 2.235 | 2.169 | 3.484 | 21.724 |
| 2.761 | 3.009 | 3.555 | 3.470 | 3.571 | 2.235 | 3.438 | 3.484 | 25.522 |
| 2.761 | 3.009 | 2.162 | 2.163 | 3.571 | 2.235 | 3.438 | 2.155 | 21.493 |
| 2.761 | 3.009 | 2.162 | 2.163 | 2.208 | 2.235 | 2.169 | 2.155 | 18.860 |
| 4.296 | 4.361 | 3.555 | 3.470 | 3.571 | 3.602 | 2.169 | 3.484 | 28.507 |
| 2.761 | 3.009 | 3.555 | 3.470 | 2.208 | 3.602 | 2.169 | 3.484 | 24.257 |
| 4.296 | 1.000 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 3.484 | 26.416 |
| 4.296 | 4.361 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 2.155 | 28.447 |
| 4.296 | 4.361 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 2.155 | 28.447 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4.296 | 3.009 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 3.484 | 28.425 |
| 4.296 | 3.009 | 3.555 | 2.163 | 2.208 | 2.235 | 1.000 | 2.155 | 20.619 |
| 2.761 | 3.009 | 2.162 | 2.163 | 3.571 | 3.602 | 2.169 | 2.155 | 21.591 |
| 4.296 | 4.361 | 2.162 | 3.470 | 2.208 | 3.602 | 3.438 | 2.155 | 25.691 |
| 2.761 | 3.009 | 3.555 | 3.470 | 3.571 | 2.235 | 2.169 | 3.484 | 24.253 |
| 2.761 | 3.009 | 2.162 | 2.163 | 3.571 | 2.235 | 2.169 | 2.155 | 20.224 |
| 4.296 | 4.361 | 3.555 | 3.470 | 3.571 | 3.602 | 3.438 | 3.484 | 29.777 |
| 4.296 | 4.361 | 3.555 | 2.163 | 3.571 | 2.235 | 2.169 | 2.155 | 24.503 |
| 2.761 | 3.009 | 3.555 | 1.000 | 3.571 | 3.602 | 3.438 | 3.484 | 24.420 |
| 4.296 | 1.899 | 3.555 | 2.163 | 1.000 | 3.602 | 1.000 | 1.000 | 18.514 |

**Lampiran 28**

**Uji Asumsi Klasik (Uji Normalitas)**





**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N | | 52 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.26225025 |
| Most Extreme Differences | Absolute | .091 |
| Positive | .055 |
| Negative | -.091 |
| Test Statistic | | .091 |
| Asymp. Sig. (2-tailed) | | .200c,d |

1. Test distribution is Normal.
2. Calculated from data.
3. Lilliefors Significance Correction.
4. This is a lower bound of the true significance.

**Lampiran 29**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

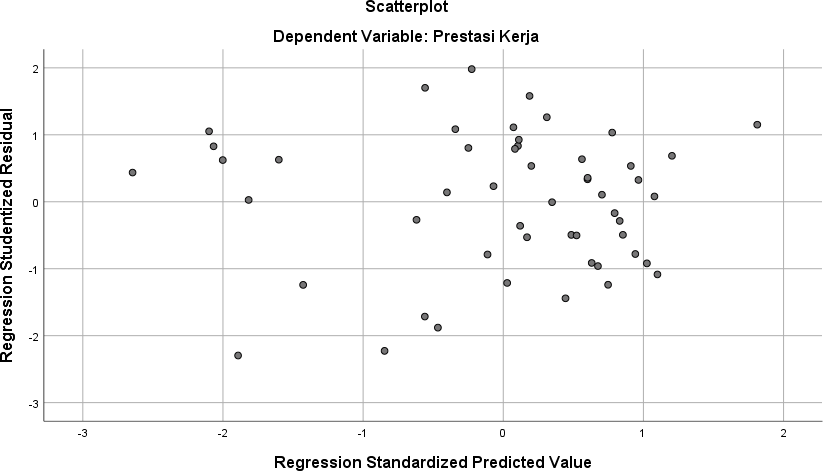
**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -4.053 | 1.122 |  | 3.613 | .001 |  |  |
| Budaya Organisasi | .337 | .106 | .338 | 3.191 | .003 | .170 | 5.880 |
| Lingkungan Kerja | .397 | .104 | .405 | 3.829 | .000 | .170 | 5.887 |
| Motivasi Kerja | .397 | .092 | .461 | 4.297 | .000 | .166 | 6.033 |
| Disiplin Kerja | .227 | .108 | .221 | 2.098 | .041 | .172 | 5.797 |

a. Dependent Variable: Prestasi Kerja

**Lampiran 30**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



**Lampiran 31**

**Analisis Regresi Linier Berganda**

**Descriptive Statistics**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean | Std. Deviation | N |
| Prestasi Kerja | 18.80142 | 4.218299 | 52 |
| Budaya Organisasi | 24.30029 | 4.229614 | 52 |
| Lingkungan Kerja | 24.40729 | 4.310826 | 52 |
| Motivasi Kerja | 25.77096 | 4.899566 | 52 |
| Disiplin Kerja | 23.06840 | 4.098524 | 52 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | Prestasi Kerja | Budaya Organisasi | Lingkungan Kerja | Motivasi Kerja | Disiplin Kerja |
| Pearson Correlation | Prestasi Kerja | 1.000 | .860 | .914 | .924 | .798 |
| Budaya Organisasi | .860 | 1.000 | .825 | .836 | .893 |
| Lingkungan Kerja | .914 | .825 | 1.000 | .896 | .830 |
| Motivasi Kerja | .924 | .836 | .896 | 1.000 | .826 |
| Disiplin Kerja | .798 | .893 | .830 | .826 | 1.000 |
| Sig. (1-  tailed) | Prestasi Kerja | . | .000 | .000 | .000 | .000 |
| Budaya Organisasi | .000 | . | .000 | .000 | .000 |
| Lingkungan Kerja | .000 | .000 | . | .000 | .000 |
| Motivasi Kerja | .000 | .000 | .000 | . | .000 |
| Disiplin Kerja | .000 | .000 | .000 | .000 | . |
| N | Prestasi Kerja | 52 | 52 | 52 | 52 | 52 |
| Budaya Organisasi | 52 | 52 | 52 | 52 | 52 |
| Lingkungan Kerja | 52 | 52 | 52 | 52 | 52 |
| Motivasi Kerja | 52 | 52 | 52 | 52 | 52 |
| Disiplin Kerja | 52 | 52 | 52 | 52 | 52 |

**Variables Entered/Removeda**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Disiplin Kerja, Motivasi Kerja, Budaya Organisasi, Lingkungan  Kerjab | . | Enter |

1. Dependent Variable: Prestasi Kerja
2. All requested variables entered.

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -4.053 | 1.122 |  | 3.613 | .001 |  |  |
| Budaya Organisasi | .337 | .106 | .338 | 3.191 | .003 | .170 | 5.880 |
| Lingkungan Kerja | .397 | .104 | .405 | 3.829 | .000 | .170 | 5.887 |
| Motivasi Kerja | .397 | .092 | .461 | 4.297 | .000 | .166 | 6.033 |
| Disiplin Kerja | .227 | .108 | .221 | 2.098 | .041 | .172 | 5.797 |

a. Dependent Variable: Prestasi Kerja

**Lampiran 32**

**Uji Signifikansi Simultan (Uji F)**

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 826.239 | 4 | 206.560 | 119.477 | .000b |
| Residual | 81.257 | 47 | 1.729 |  |  |
| Total | 907.496 | 51 |  |  |  |

1. Dependent Variable: Prestasi Kerja
2. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja, Budaya Organisasi, Lingkungan Kerja

**Lampiran 33**

**Uji Signifikansi Parsial (Uji t)**

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -4.053 | 1.122 |  | 3.613 | .001 |  |  |
| Budaya Organisasi | .337 | .106 | .338 | 3.191 | .003 | .170 | 5.880 |
| Lingkungan Kerja | .397 | .104 | .405 | 3.829 | .000 | .170 | 5.887 |
| Motivasi Kerja | .397 | .092 | .461 | 4.297 | .000 | .166 | 6.033 |
| Disiplin Kerja | .227 | .108 | .221 | 2.098 | .041 | .172 | 5.797 |

a. Dependent Variable: Prestasi Kerja

139

**Lampiran 34**

**Analisis Koefisien Determinasi**

**Model Summaryb**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .954a | .910 | .903 | 1.314866 |

1. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja, Budaya Organisasi, Lingkungan Kerja
2. Dependent Variable: Prestasi Kerja