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**Lampiran 1**

Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu Responden Penelitian

Di tempat

Dengan hormat,

Melalui kuesioner ini saya mohon dengan hormat kesediaan Bapak/Ibu untuk meluangkan waktu memberikan respon terhadap pernyataan yang terlampir. Kuesioner ini merupakan alat untuk mengumpulkan data untuk keperluan penelitian tesis. Adapun topik penelitian yang dipilih oleh peneliti adalah tentang “Pengaruh Disiplin Kerja, Kecerdasan Emosional dan gaya kepemimpinan Terhadap Kinerja Karyawan DPU Kabupaten Tegal dengan variable kepuasan kerja dan motivasi sebagai variable intervening”.

Tujuan dari pengumpulan data ini semata-mata hanya untuk kepentingan akademis dalam bentuk penyusunan tesis pada program studi Magister Manajemen, Program Pascasarjana UPS Tegal. Data yang diperoleh dari kuesioner ini hanya digunakan untuk penelitian ini dan semua jawaban akan diperlakukan sesuai kode etik ilmiah dan tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan karier Bapak/ Ibu.

Atas bantuan dan waktu yang Bapak/Ibu berikan untuk mengisi kuesioner ini, saya ucapakan terima kasih.

Hormat Saya,

Peneliti

**YUDHA HIDAYAH**

**Identitas Bapak / Ibu:**

1. Nama : (boleh tidak diisi)
2. Jenis Kelamin :
   1. Laki-laki b. Perempuan
3. Umur :
   1. 20 - 29 tahun
   2. 30 - 39 tahun
   3. 40 - 49 tahun
   4. Di atas 50 tahun
4. Pendidikan Terakhir :
   1. SLTA
   2. Diploma
   3. Sarjana (S1)
   4. Magister (S2)
5. Masa Kerja :
   1. 0 – 4 tahun
   2. 5 – 9 tahun
   3. 10 – 14 tahun
   4. Di atas 15 tahun

**Pedoman Pengisian Kuesioner**

1. Berilah tanda silang (√) pada kotak yang tersedia untuk masing-masing jawaban pernyataan kuesioner. Tiap pernyataan hanya boleh ada satu jawaban.
2. Setiap data dan jawaban yang Bapak/Ibu berikan akan dirahasiakan.
3. Ada lima alternative jawaban yang tersedia, yaitu :

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

1. **Kinerja Karyawan**

Menurut Edison, (2016) kinerja adalah hasil dari suatu proses yang mengacu dan diukur selama periode waktu tertentu berdasarkan ketentuan atau kesepakatan yang telah ditetapkan sebelumnya.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Pernyataan | | | | |
| STS | TS | N | S | SS |
| 1. | Saya selalu menyelesaikan tugas yang telah di targetkan |  |  |  |  |  |
| 2. | Saya bekerja efisien agar tujuan instansi tercapai |  |  |  |  |  |
| 3. | Saya mengeluarkan seluruh kemampuan untuk menyelesaikan tantangan |  |  |  |  |  |
| 4. | Saya selalu berusaha meningkatkan kapasitas hasil kinerja |  |  |  |  |  |

1. **Disiplin Kerja**

Menurut Hasibuan (2017) disiplin adalah kesadaran dan kesediaan seseorang menaati semua peraturan instansi dan norma-norma sosialyang berlaku. Kesadaran adalah sikap seseorang yang secara sukarela menaati semua peraturan dan sadar akan tugas dan tanggung jawabnya. karyawan akan mematuhi atau mengerjakan semua tugasnya dengan baik, bukan atas paksaan.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Pernyataan | | | | |
| STS | TS | N | S | SS |
| 1. | Saya bersungguh-sungguh dalam mencapai tujuan yang sudah di targetkan |  |  |  |  |  |
| 2. | Pimpinan instansi saya menjadi contoh disiplin bagi karyawannya |  |  |  |  |  |
| 3. | Saya sudah menerima upah yang layak |  |  |  |  |  |
| 4. | Saya senang karena peraturan di laksanakan secara adil |  |  |  |  |  |

1. **Kecerdasan Emosional**

Menurut Goleman (2018), mengungkapkan bahwa kecerdasan emosional adalah kemampuan lebih yang dimiliki seseorang dalam memotivasi diri, ketahanan dalam menghadapi kegagalan, mengendalikan emosi, dan menunda kepuasan serta mengatur keadaan jiwa.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Pernyataan | | | | |
| STS | TS | N | S | SS |
| 1. | Saya selalu percaya diri pada kemampuan dalam menyelesaikan tugas |  |  |  |  |  |
| 2. | Saya dapat mengendalikan emosi dan berpikir positif dalam menjalankan tugas |  |  |  |  |  |
| 3. | Saya berusaha keras untuk mencapai prestasi atau target |  |  |  |  |  |
| 4. | Saya merasa prihatin ketika ada musibah yang menimpa teman saya |  |  |  |  |  |
| 5. | Saya berpedoman pada etika ketika berkomunikasi dengan rekan kerja |  |  |  |  |  |

1. **Gaya KepemimpinanTransformasional**

Menurut Koehler & Pankowski, 1997 (dalam Ali, 2012) Kepemimpinan transformasional didefinisikan sebagai proses perubahan yang menginspirasi dan memberdayakan untuk mencapai tingkat yang lebih tinggi, untuk memperbaiki diri dan meningkatkan proses organisasi dapat memungkinkan suatu proses yang menyebabkan pengikut menerima tanggung jawab dan akuntabilitas untuk diri mereka sendiri dan proses yang ditugaskan kepada mereka.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Pernyataan | | | | |
| STS | TS | N | S | SS |
| 1. | Pemimpin saya telah menerima kemungkinan adanya perubahan di lingkungan organisasi yang dipimpinnya. |  |  |  |  |  |
| 2. | Pemimpin saya mempunyai kemauan untuk komit dengan energi yang ada dan mendukung instansi |  |  |  |  |  |
| 3. | Pemimpin saya selalu berusaha melakukan hal yang benar dengan antusias untuk mencapai hasil yang luar dari kebiasaan. |  |  |  |  |  |
| 4. | Pemimpin saya tidak pernah berupaya untuk menghindari atau lari dari perlawanan, rintangan dan hambatan melainkan penuh keyakinan dan ketabahan melakukan tugasnya. |  |  |  |  |  |

1. **Kepuasan kerja**

Kepuasan kerja adalah persepsi karyawan terhadap pekerjaan, penghargaan atau gaji, rekan kerja, sikap superior, dan lingkungan kerja. Kepuasan kerja juga merupakan perasaan menyenangkan atau tidak menyenangkan yang dimiliki karyawan ketika melihat pekerjaannya. Uhl-Bien (2018)

| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Saya puas bekerja di instansi ini karena memiliki keterampilan yang dipersyaratkan dalam pekerjaan ini |  |  |  |  |  |
| 2 | Saya puas bekerja di instansi ini karena imbalan yang Saya terima sesuai dengan pekerjaan yang dilakukan |  |  |  |  |  |
| 3 | Saya puas bekerja di instansi ini karena ada supervisi yang dilakukan pimpinan kepada bawahan |  |  |  |  |  |
| 4 | Saya merasa puas bekerja di instansi ini karena mempunyai rekan kerja yang solid dan saling membantu |  |  |  |  |  |

1. **Motivasi kerja**

Motivasi di dalam diri seseorang untuk bekerja adalah karena adanya kebutuhan pada dirinya sendiri, dan dimungkinkan setiap pribadi memiliki kebutuhan yang berbeda satu dengan yang lainnya. Ganesan & Weitz (1996)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Pernyataan | | | | |
| STS | TS | N | S | SS |
| 1. | Saya sungguh peduli dengan pekerjaan saya |  |  |  |  |  |
| 2. | Pekerjaan saya sangat menyenangkan dan menantang |  |  |  |  |  |
| 3. | Pekerjaan saya memberikan kesempatan untuk belajar sesuatu yang berbeda dan baru |  |  |  |  |  |
| 4. | Pekerjaan saya sungguh tidak menarik minat saya (R) |  |  |  |  |  |

Lampiran 2

Data dan Hasil Pengujian Instrumen Penelitian Variabel Disiplin Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resp. | DK1 | DK2 | DK3 | DK4 | DK |
| R\_1 | 3 | 3 | 4 | 2 | 12 |
| R\_2 | 5 | 5 | 4 | 5 | 19 |
| R\_3 | 3 | 3 | 3 | 3 | 12 |
| R\_4 | 5 | 5 | 3 | 5 | 18 |
| R\_5 | 5 | 5 | 3 | 5 | 18 |
| R\_6 | 3 | 3 | 5 | 3 | 14 |
| R\_7 | 5 | 5 | 5 | 5 | 20 |
| R\_8 | 3 | 3 | 5 | 3 | 14 |
| R\_9 | 3 | 3 | 3 | 3 | 12 |
| R\_10 | 3 | 3 | 3 | 3 | 12 |
| R\_11 | 3 | 3 | 1 | 2 | 9 |
| R\_12 | 3 | 3 | 3 | 3 | 12 |
| R\_13 | 3 | 3 | 3 | 3 | 12 |
| R\_14 | 5 | 5 | 5 | 5 | 20 |
| R\_15 | 5 | 5 | 5 | 5 | 20 |
| R\_16 | 5 | 5 | 5 | 5 | 20 |
| R\_17 | 3 | 3 | 5 | 3 | 14 |
| R\_18 | 5 | 5 | 4 | 5 | 19 |
| R\_19 | 5 | 5 | 4 | 5 | 19 |
| R\_20 | 4 | 4 | 4 | 4 | 16 |
| R\_21 | 5 | 5 | 4 | 5 | 19 |
| R\_22 | 4 | 4 | 4 | 4 | 16 |
| R\_23 | 5 | 5 | 4 | 5 | 19 |
| R\_24 | 5 | 5 | 4 | 5 | 19 |
| R\_25 | 4 | 4 | 4 | 4 | 16 |
| R\_26 | 4 | 4 | 4 | 4 | 16 |
| R\_27 | 5 | 5 | 5 | 5 | 20 |
| R\_28 | 4 | 4 | 4 | 4 | 16 |
| R\_29 | 5 | 5 | 5 | 5 | 20 |
| R\_30 | 4 | 4 | 4 | 4 | 16 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | DK1 | DK2 | DK3 | DK4 | DK |
| DK1 | Pearson Correlation | 1 | 1.000\*\* | .377\* | .972\*\* | .956\*\* |
| Sig. (2-tailed) |  | .000 | .040 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| DK2 | Pearson Correlation | 1.000\*\* | 1 | .377\* | .972\*\* | .956\*\* |
| Sig. (2-tailed) | .000 |  | .040 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| DK3 | Pearson Correlation | .377\* | .377\* | 1 | .442\* | .626\*\* |
| Sig. (2-tailed) | .040 | .040 |  | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| DK4 | Pearson Correlation | .972\*\* | .972\*\* | .442\* | 1 | .967\*\* |
| Sig. (2-tailed) | .000 | .000 | .014 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| DK | Pearson Correlation | .956\*\* | .956\*\* | .626\*\* | .967\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 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**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .899 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| DK1 | 12.1667 | 5.937 | .918 | .818 |
| DK2 | 12.1667 | 5.937 | .918 | .818 |
| DK3 | 12.3333 | 7.816 | .403 | .992 |
| DK4 | 12.2333 | 5.357 | .933 | .806 |

Lampiran 3

Data dan Hasil Pengujian Instrumen Penelitian Variabel Kecerdasan Emosional

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Resp. | KE1 | KE2 | KE3 | KE4 | KE5 | KE |
| R\_1 | 5 | 5 | 5 | 4 | 4 | 23 |
| R\_2 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_3 | 4 | 5 | 5 | 5 | 4 | 23 |
| R\_4 | 4 | 5 | 5 | 4 | 4 | 22 |
| R\_5 | 5 | 5 | 5 | 4 | 4 | 23 |
| R\_6 | 4 | 4 | 5 | 5 | 5 | 23 |
| R\_7 | 4 | 4 | 5 | 4 | 4 | 21 |
| R\_8 | 4 | 4 | 4 | 5 | 5 | 22 |
| R\_9 | 4 | 4 | 5 | 4 | 4 | 21 |
| R\_10 | 2 | 3 | 2 | 2 | 1 | 10 |
| R\_11 | 4 | 4 | 4 | 5 | 5 | 22 |
| R\_12 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_13 | 5 | 4 | 5 | 5 | 5 | 24 |
| R\_14 | 4 | 4 | 4 | 4 | 5 | 21 |
| R\_15 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_16 | 4 | 5 | 5 | 5 | 5 | 24 |
| R\_17 | 4 | 4 | 5 | 4 | 5 | 22 |
| R\_18 | 5 | 4 | 5 | 4 | 5 | 23 |
| R\_19 | 5 | 4 | 5 | 4 | 5 | 23 |
| R\_20 | 4 | 4 | 4 | 5 | 4 | 21 |
| R\_21 | 4 | 5 | 5 | 5 | 5 | 24 |
| R\_22 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_23 | 5 | 4 | 5 | 4 | 4 | 22 |
| R\_24 | 4 | 4 | 5 | 4 | 4 | 21 |
| R\_25 | 5 | 4 | 5 | 4 | 5 | 23 |
| R\_26 | 4 | 4 | 4 | 5 | 4 | 21 |
| R\_27 | 5 | 4 | 4 | 4 | 5 | 22 |
| R\_28 | 4 | 4 | 4 | 4 | 5 | 21 |
| R\_29 | 4 | 4 | 4 | 4 | 4 | 20 |
| R\_30 | 4 | 4 | 4 | 4 | 4 | 20 |

**Correlations**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | KE1 | KE2 | KE3 | KE4 | KE5 | KE |
| KE1 | Pearson Correlation | 1 | .368\* | .680\*\* | .325 | .634\*\* | .778\*\* |
| Sig. (2-tailed) |  | .046 | .000 | .080 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| KE2 | Pearson Correlation | .368\* | 1 | .622\*\* | .458\* | .311 | .655\*\* |
| Sig. (2-tailed) | .046 |  | .000 | .011 | .095 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| KE3 | Pearson Correlation | .680\*\* | .622\*\* | 1 | .463\*\* | .589\*\* | .854\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .010 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| KE4 | Pearson Correlation | .325 | .458\* | .463\*\* | 1 | .664\*\* | .749\*\* |
| Sig. (2-tailed) | .080 | .011 | .010 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| KE5 | Pearson Correlation | .634\*\* | .311 | .589\*\* | .664\*\* | 1 | .855\*\* |
| Sig. (2-tailed) | .000 | .095 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| KE | Pearson Correlation | .778\*\* | .655\*\* | .854\*\* | .749\*\* | .855\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .837 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KE1 | 17.2000 | 4.303 | .648 | .803 |
| KE2 | 17.2333 | 5.013 | .529 | .835 |
| KE3 | 16.9333 | 3.857 | .745 | .773 |
| KE4 | 17.1667 | 4.351 | .603 | .814 |
| KE5 | 17.0667 | 3.513 | .719 | .786 |

Lampiran 4

Data dan Hasil Pengujian Instrumen Penelitian

Variabel Gaya Kepemimpinan Transformasional

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resp. | KT1 | KT2 | KT3 | KT4 | KT |
| R\_1 | 5 | 5 | 5 | 4 | 19 |
| R\_2 | 4 | 4 | 4 | 4 | 16 |
| R\_3 | 5 | 5 | 5 | 4 | 19 |
| R\_4 | 4 | 4 | 4 | 4 | 16 |
| R\_5 | 4 | 4 | 4 | 5 | 17 |
| R\_6 | 4 | 4 | 4 | 4 | 16 |
| R\_7 | 4 | 4 | 4 | 4 | 16 |
| R\_8 | 5 | 5 | 5 | 4 | 19 |
| R\_9 | 5 | 5 | 5 | 5 | 20 |
| R\_10 | 5 | 5 | 5 | 5 | 20 |
| R\_11 | 5 | 5 | 5 | 5 | 20 |
| R\_12 | 4 | 4 | 4 | 4 | 16 |
| R\_13 | 4 | 4 | 4 | 4 | 16 |
| R\_14 | 5 | 4 | 4 | 5 | 18 |
| R\_15 | 4 | 4 | 4 | 4 | 16 |
| R\_16 | 5 | 5 | 5 | 5 | 20 |
| R\_17 | 5 | 4 | 4 | 5 | 18 |
| R\_18 | 4 | 4 | 4 | 4 | 16 |
| R\_19 | 4 | 4 | 4 | 4 | 16 |
| R\_20 | 5 | 5 | 5 | 5 | 20 |
| R\_21 | 4 | 5 | 4 | 4 | 17 |
| R\_22 | 5 | 4 | 5 | 5 | 19 |
| R\_23 | 2 | 2 | 1 | 2 | 7 |
| R\_24 | 5 | 4 | 4 | 5 | 18 |
| R\_25 | 4 | 4 | 5 | 4 | 17 |
| R\_26 | 4 | 5 | 5 | 4 | 18 |
| R\_27 | 4 | 4 | 4 | 4 | 16 |
| R\_28 | 4 | 4 | 5 | 5 | 18 |
| R\_29 | 4 | 4 | 4 | 4 | 16 |
| R\_30 | 5 | 4 | 5 | 5 | 19 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | KT1 | KT2 | KT3 | KT4 | KT |
| KT1 | Pearson Correlation | 1 | .731\*\* | .793\*\* | .806\*\* | .930\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KT2 | Pearson Correlation | .731\*\* | 1 | .829\*\* | .517\*\* | .861\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KT3 | Pearson Correlation | .793\*\* | .829\*\* | 1 | .694\*\* | .936\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KT4 | Pearson Correlation | .806\*\* | .517\*\* | .694\*\* | 1 | .842\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KT | Pearson Correlation | .930\*\* | .861\*\* | .936\*\* | .842\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .913 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KT1 | 12.9333 | 3.513 | .873 | .864 |
| KT2 | 13.0333 | 3.826 | .764 | .901 |
| KT3 | 12.9667 | 3.068 | .867 | .868 |
| KT4 | 12.9667 | 3.826 | .729 | .912 |

Lampiran 5

Data dan Hasil Pengujian Instrumen Penelitian Variabel Kepuasan Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resp. | KK1 | KK2 | KK3 | KK4 | KK |
| R\_1 | 5 | 4 | 5 | 4 | 18 |
| R\_2 | 4 | 4 | 4 | 4 | 16 |
| R\_3 | 5 | 4 | 5 | 5 | 19 |
| R\_4 | 2 | 2 | 2 | 2 | 8 |
| R\_5 | 4 | 4 | 4 | 4 | 16 |
| R\_6 | 5 | 4 | 5 | 4 | 18 |
| R\_7 | 4 | 5 | 4 | 4 | 17 |
| R\_8 | 5 | 5 | 4 | 4 | 18 |
| R\_9 | 4 | 5 | 4 | 4 | 17 |
| R\_10 | 4 | 4 | 5 | 5 | 18 |
| R\_11 | 4 | 5 | 5 | 4 | 18 |
| R\_12 | 5 | 4 | 4 | 4 | 17 |
| R\_13 | 5 | 4 | 5 | 4 | 18 |
| R\_14 | 5 | 4 | 5 | 5 | 19 |
| R\_15 | 4 | 5 | 4 | 5 | 18 |
| R\_16 | 4 | 4 | 4 | 4 | 16 |
| R\_17 | 4 | 4 | 4 | 5 | 17 |
| R\_18 | 4 | 4 | 4 | 4 | 16 |
| R\_19 | 4 | 4 | 5 | 5 | 18 |
| R\_20 | 5 | 5 | 4 | 5 | 19 |
| R\_21 | 4 | 4 | 4 | 4 | 16 |
| R\_22 | 5 | 4 | 5 | 5 | 19 |
| R\_23 | 4 | 3 | 4 | 5 | 16 |
| R\_24 | 4 | 5 | 4 | 5 | 18 |
| R\_25 | 4 | 4 | 5 | 4 | 17 |
| R\_26 | 4 | 4 | 5 | 5 | 18 |
| R\_27 | 4 | 5 | 4 | 4 | 17 |
| R\_28 | 5 | 4 | 5 | 5 | 19 |
| R\_29 | 4 | 4 | 4 | 4 | 16 |
| R\_30 | 5 | 5 | 4 | 4 | 18 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | KK1 | KK2 | KK3 | KK4 | KK |
| KK1 | Pearson Correlation | 1 | .414\* | .641\*\* | .481\*\* | .826\*\* |
| Sig. (2-tailed) |  | .023 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KK2 | Pearson Correlation | .414\* | 1 | .236 | .314 | .643\*\* |
| Sig. (2-tailed) | .023 |  | .210 | .091 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KK3 | Pearson Correlation | .641\*\* | .236 | 1 | .605\*\* | .810\*\* |
| Sig. (2-tailed) | .000 | .210 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KK4 | Pearson Correlation | .481\*\* | .314 | .605\*\* | 1 | .784\*\* |
| Sig. (2-tailed) | .007 | .091 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KK | Pearson Correlation | .826\*\* | .643\*\* | .810\*\* | .784\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .764 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KK1 | 12.8667 | 2.326 | .667 | .652 |
| KK2 | 12.9667 | 2.792 | .379 | .803 |
| KK3 | 12.8333 | 2.351 | .635 | .669 |
| KK4 | 12.8333 | 2.420 | .593 | .693 |

Lampiran 6

Data dan Hasil Pengujian Instrumen Penelitian Variabel Motivasi Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resp. | MK1 | MK2 | MK3 | MK4 | MK |
| R\_1 | 5 | 4 | 5 | 5 | 19 |
| R\_2 | 4 | 5 | 4 | 5 | 18 |
| R\_3 | 5 | 5 | 5 | 5 | 20 |
| R\_4 | 5 | 4 | 4 | 4 | 17 |
| R\_5 | 4 | 4 | 4 | 5 | 17 |
| R\_6 | 5 | 5 | 5 | 5 | 20 |
| R\_7 | 4 | 4 | 4 | 5 | 17 |
| R\_8 | 4 | 4 | 4 | 5 | 17 |
| R\_9 | 4 | 4 | 4 | 5 | 17 |
| R\_10 | 5 | 5 | 5 | 4 | 19 |
| R\_11 | 5 | 5 | 5 | 5 | 20 |
| R\_12 | 5 | 4 | 4 | 5 | 18 |
| R\_13 | 5 | 5 | 5 | 5 | 20 |
| R\_14 | 5 | 5 | 5 | 5 | 20 |
| R\_15 | 5 | 4 | 4 | 4 | 17 |
| R\_16 | 3 | 4 | 3 | 3 | 13 |
| R\_17 | 5 | 4 | 5 | 5 | 19 |
| R\_18 | 4 | 4 | 4 | 4 | 16 |
| R\_19 | 4 | 5 | 4 | 5 | 18 |
| R\_20 | 4 | 4 | 4 | 4 | 16 |
| R\_21 | 5 | 4 | 5 | 5 | 19 |
| R\_22 | 5 | 5 | 5 | 5 | 20 |
| R\_23 | 5 | 4 | 5 | 4 | 18 |
| R\_24 | 5 | 4 | 5 | 5 | 19 |
| R\_25 | 5 | 5 | 5 | 5 | 20 |
| R\_26 | 5 | 5 | 5 | 4 | 19 |
| R\_27 | 5 | 4 | 4 | 4 | 17 |
| R\_28 | 5 | 5 | 5 | 5 | 20 |
| R\_29 | 4 | 3 | 4 | 3 | 14 |
| R\_30 | 4 | 4 | 4 | 4 | 16 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | MK1 | MK2 | MK3 | MK4 | MK |
| MK1 | Pearson Correlation | 1 | .374\* | .814\*\* | .372\* | .799\*\* |
| Sig. (2-tailed) |  | .042 | .000 | .043 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| MK2 | Pearson Correlation | .374\* | 1 | .528\*\* | .472\*\* | .742\*\* |
| Sig. (2-tailed) | .042 |  | .003 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| MK3 | Pearson Correlation | .814\*\* | .528\*\* | 1 | .488\*\* | .886\*\* |
| Sig. (2-tailed) | .000 | .003 |  | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| MK4 | Pearson Correlation | .372\* | .472\*\* | .488\*\* | 1 | .749\*\* |
| Sig. (2-tailed) | .043 | .008 | .006 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| MK | Pearson Correlation | .799\*\* | .742\*\* | .886\*\* | .749\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 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). | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .803 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| MK1 | 13.4000 | 2.041 | .634 | .745 |
| MK2 | 13.6333 | 2.171 | .549 | .785 |
| MK3 | 13.5333 | 1.844 | .779 | .671 |
| MK4 | 13.4333 | 2.047 | .525 | .802 |

Lampiran 7

Data dan Hasil Pengujian Instrumen Penelitian Variabel Kinerja Pegawai

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Resp. | KP1 | KP2 | KP3 | KP4 | KP |
| R\_1 | 5 | 5 | 3 | 5 | 18 |
| R\_2 | 5 | 5 | 3 | 2 | 15 |
| R\_3 | 3 | 3 | 3 | 4 | 13 |
| R\_4 | 3 | 3 | 3 | 4 | 13 |
| R\_5 | 3 | 3 | 3 | 4 | 13 |
| R\_6 | 3 | 5 | 1 | 4 | 13 |
| R\_7 | 3 | 3 | 3 | 4 | 13 |
| R\_8 | 5 | 3 | 5 | 5 | 18 |
| R\_9 | 5 | 5 | 5 | 4 | 19 |
| R\_10 | 3 | 3 | 3 | 3 | 12 |
| R\_11 | 5 | 5 | 5 | 5 | 20 |
| R\_12 | 3 | 3 | 3 | 3 | 12 |
| R\_13 | 3 | 5 | 3 | 5 | 16 |
| R\_14 | 3 | 3 | 3 | 3 | 12 |
| R\_15 | 5 | 5 | 5 | 3 | 18 |
| R\_16 | 3 | 3 | 3 | 3 | 12 |
| R\_17 | 5 | 5 | 5 | 5 | 20 |
| R\_18 | 5 | 5 | 5 | 5 | 20 |
| R\_19 | 5 | 3 | 5 | 5 | 18 |
| R\_20 | 3 | 5 | 3 | 3 | 14 |
| R\_21 | 3 | 2 | 3 | 2 | 10 |
| R\_22 | 3 | 1 | 3 | 1 | 8 |
| R\_23 | 5 | 5 | 5 | 5 | 20 |
| R\_24 | 5 | 5 | 5 | 5 | 20 |
| R\_25 | 5 | 5 | 5 | 5 | 20 |
| R\_26 | 5 | 5 | 5 | 5 | 20 |
| R\_27 | 3 | 5 | 3 | 3 | 14 |
| R\_28 | 3 | 4 | 3 | 3 | 13 |
| R\_29 | 5 | 5 | 5 | 5 | 20 |
| R\_30 | 3 | 4 | 3 | 3 | 13 |

**Correlations**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | KP1 | KP2 | KP3 | KP4 | KP |
| KP1 | Pearson Correlation | 1 | .559\*\* | .839\*\* | .590\*\* | .898\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KP2 | Pearson Correlation | .559\*\* | 1 | .355 | .527\*\* | .748\*\* |
| Sig. (2-tailed) | .001 |  | .054 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KP3 | Pearson Correlation | .839\*\* | .355 | 1 | .571\*\* | .832\*\* |
| Sig. (2-tailed) | .000 | .054 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KP4 | Pearson Correlation | .590\*\* | .527\*\* | .571\*\* | 1 | .820\*\* |
| Sig. (2-tailed) | .001 | .003 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| KP | Pearson Correlation | .898\*\* | .748\*\* | .832\*\* | .820\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

**Reliability**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| .839 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KP1 | 11.6333 | 7.620 | .816 | .738 |
| KP2 | 11.5333 | 8.257 | .543 | .854 |
| KP3 | 11.8333 | 7.730 | .688 | .789 |
| KP4 | 11.7000 | 7.734 | .663 | .800 |

Lampiran 8

Data Penelitian Variabel Disiplin Kerja

| Resp. | DK1 | DK2 | DK3 | DK4 |
| --- | --- | --- | --- | --- |
| R\_1 | 3 | 5 | 3 | 5 |
| R\_2 | 3 | 5 | 4 | 4 |
| R\_3 | 3 | 4 | 4 | 4 |
| R\_4 | 3 | 5 | 5 | 5 |
| R\_5 | 3 | 4 | 4 | 5 |
| R\_6 | 5 | 4 | 5 | 4 |
| R\_7 | 5 | 4 | 4 | 4 |
| R\_8 | 3 | 4 | 4 | 5 |
| R\_9 | 3 | 4 | 4 | 5 |
| R\_10 | 5 | 4 | 4 | 4 |
| R\_11 | 4 | 5 | 4 | 4 |
| R\_12 | 5 | 4 | 4 | 4 |
| R\_13 | 3 | 4 | 4 | 5 |
| R\_14 | 3 | 3 | 5 | 5 |
| R\_15 | 3 | 3 | 4 | 5 |
| R\_16 | 3 | 3 | 5 | 5 |
| R\_17 | 3 | 3 | 4 | 5 |
| R\_18 | 3 | 3 | 5 | 5 |
| R\_19 | 3 | 3 | 5 | 4 |
| R\_20 | 3 | 3 | 4 | 5 |
| R\_21 | 3 | 3 | 4 | 5 |
| R\_22 | 3 | 3 | 4 | 5 |
| R\_23 | 3 | 3 | 5 | 4 |
| R\_24 | 3 | 3 | 4 | 4 |
| R\_25 | 3 | 3 | 4 | 5 |
| R\_26 | 3 | 3 | 4 | 4 |
| R\_27 | 3 | 3 | 4 | 5 |
| R\_28 | 5 | 5 | 4 | 4 |
| R\_29 | 3 | 3 | 4 | 4 |
| R\_30 | 3 | 3 | 5 | 5 |
| R\_31 | 3 | 3 | 4 | 4 |
| R\_32 | 5 | 5 | 4 | 4 |
| R\_33 | 3 | 3 | 3 | 5 |
| R\_34 | 5 | 5 | 3 | 4 |
| R\_35 | 5 | 5 | 3 | 5 |
| R\_36 | 3 | 3 | 5 | 5 |
| R\_37 | 5 | 5 | 5 | 4 |
| R\_38 | 3 | 3 | 5 | 4 |
| R\_39 | 3 | 3 | 3 | 5 |
| R\_40 | 3 | 3 | 3 | 5 |
| R\_41 | 3 | 3 | 3 | 4 |
| R\_42 | 3 | 3 | 3 | 4 |
| R\_43 | 3 | 3 | 3 | 4 |
| R\_44 | 5 | 5 | 5 | 4 |
| R\_45 | 5 | 5 | 5 | 4 |
| R\_46 | 5 | 5 | 5 | 5 |
| R\_47 | 3 | 3 | 5 | 4 |
| R\_48 | 5 | 5 | 3 | 5 |
| R\_49 | 5 | 5 | 4 | 5 |
| R\_50 | 4 | 4 | 4 | 4 |
| R\_51 | 5 | 5 | 4 | 4 |
| R\_52 | 4 | 4 | 4 | 4 |
| R\_53 | 5 | 5 | 4 | 4 |
| R\_54 | 5 | 5 | 4 | 5 |
| R\_55 | 4 | 4 | 4 | 4 |
| R\_56 | 4 | 4 | 4 | 5 |
| R\_57 | 5 | 5 | 5 | 4 |
| R\_58 | 4 | 4 | 4 | 4 |
| R\_59 | 5 | 5 | 5 | 5 |
| R\_60 | 4 | 4 | 4 | 5 |
| R\_61 | 4 | 4 | 5 | 5 |
| R\_62 | 4 | 4 | 4 | 4 |
| R\_63 | 4 | 4 | 4 | 4 |
| R\_64 | 4 | 4 | 4 | 5 |
| R\_65 | 5 | 5 | 4 | 4 |
| R\_66 | 4 | 4 | 4 | 4 |
| R\_67 | 4 | 4 | 4 | 5 |
| R\_68 | 5 | 5 | 5 | 5 |
| R\_69 | 3 | 3 | 4 | 4 |
| R\_70 | 3 | 3 | 5 | 5 |
| R\_71 | 3 | 3 | 5 | 5 |
| R\_72 | 5 | 5 | 4 | 3 |
| R\_73 | 3 | 3 | 4 | 5 |
| R\_74 | 3 | 3 | 4 | 4 |
| R\_75 | 3 | 3 | 5 | 4 |
| R\_76 | 4 | 5 | 4 | 5 |
| R\_77 | 3 | 3 | 4 | 4 |
| R\_78 | 4 | 5 | 4 | 4 |
| R\_79 | 5 | 5 | 4 | 4 |
| R\_80 | 3 | 3 | 5 | 4 |
| R\_81 | 3 | 3 | 5 | 4 |
| R\_82 | 5 | 5 | 5 | 4 |
| R\_83 | 3 | 3 | 3 | 3 |
| R\_84 | 5 | 5 | 5 | 4 |
| R\_85 | 4 | 4 | 4 | 4 |
| R\_86 | 5 | 5 | 5 | 4 |
| R\_87 | 4 | 4 | 5 | 5 |
| R\_88 | 4 | 4 | 5 | 5 |
| R\_89 | 5 | 5 | 5 | 5 |
| R\_90 | 4 | 4 | 4 | 5 |
| R\_91 | 4 | 4 | 5 | 4 |
| R\_92 | 4 | 4 | 5 | 4 |
| R\_93 | 4 | 4 | 4 | 4 |
| R\_94 | 5 | 5 | 4 | 5 |
| R\_95 | 4 | 4 | 4 | 4 |
| R\_96 | 4 | 4 | 5 | 4 |
| R\_97 | 3 | 3 | 5 | 4 |
| R\_98 | 5 | 5 | 5 | 4 |
| R\_99 | 5 | 5 | 5 | 5 |
| R\_100 | 3 | 5 | 5 | 5 |
| R\_101 | 3 | 3 | 3 | 3 |
| R\_102 | 5 | 5 | 5 | 5 |
| R\_103 | 3 | 3 | 3 | 3 |
| R\_104 | 3 | 3 | 3 | 3 |
| R\_105 | 5 | 5 | 5 | 5 |
| R\_106 | 5 | 5 | 5 | 5 |
| R\_107 | 3 | 3 | 3 | 3 |
| R\_108 | 5 | 5 | 5 | 5 |
| R\_109 | 5 | 5 | 5 | 5 |
| R\_110 | 3 | 5 | 5 | 5 |
| R\_111 | 3 | 3 | 3 | 3 |
| R\_112 | 3 | 3 | 3 | 3 |
| R\_113 | 3 | 3 | 3 | 3 |
| R\_114 | 3 | 3 | 3 | 3 |
| R\_115 | 3 | 3 | 3 | 3 |
| R\_116 | 3 | 3 | 3 | 3 |
| R\_117 | 3 | 3 | 3 | 3 |
| R\_118 | 3 | 3 | 3 | 3 |
| R\_119 | 3 | 3 | 3 | 3 |
| R\_120 | 5 | 5 | 5 | 5 |
| R\_121 | 5 | 5 | 5 | 5 |
| R\_122 | 3 | 3 | 3 | 3 |
| R\_123 | 3 | 3 | 3 | 3 |
| R\_124 | 5 | 5 | 5 | 5 |
| R\_125 | 5 | 5 | 5 | 5 |
| R\_126 | 3 | 3 | 4 | 3 |
| R\_127 | 5 | 5 | 5 | 5 |
| R\_128 | 3 | 3 | 4 | 3 |
| R\_129 | 4 | 4 | 4 | 4 |
| R\_130 | 5 | 5 | 5 | 5 |
| R\_131 | 5 | 5 | 5 | 5 |
| R\_132 | 4 | 4 | 4 | 4 |
| R\_133 | 5 | 5 | 5 | 5 |
| R\_134 | 5 | 5 | 5 | 5 |
| R\_135 | 5 | 5 | 5 | 5 |
| R\_136 | 5 | 5 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 5 |
| R\_138 | 5 | 5 | 5 | 5 |
| R\_139 | 5 | 5 | 5 | 5 |
| R\_140 | 5 | 5 | 5 | 5 |
| R\_141 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 |
| R\_143 | 4 | 4 | 4 | 4 |
| R\_144 | 5 | 5 | 5 | 5 |
| R\_145 | 5 | 5 | 5 | 5 |
| R\_146 | 5 | 5 | 5 | 5 |
| R\_147 | 5 | 5 | 5 | 5 |
| R\_148 | 5 | 5 | 5 | 5 |
| R\_149 | 4 | 4 | 4 | 4 |
| R\_150 | 5 | 5 | 5 | 5 |
| R\_151 | 4 | 4 | 4 | 4 |
| R\_152 | 5 | 5 | 5 | 5 |
| R\_153 | 5 | 5 | 5 | 5 |
| R\_154 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 5 |
| R\_156 | 5 | 5 | 5 | 5 |
| R\_157 | 5 | 5 | 5 | 5 |
| R\_158 | 5 | 5 | 5 | 5 |
| R\_159 | 5 | 5 | 5 | 5 |
| R\_160 | 3 | 5 | 5 | 5 |
| R\_161 | 5 | 3 | 3 | 3 |
| R\_162 | 3 | 5 | 5 | 5 |
| R\_163 | 5 | 4 | 4 | 3 |
| R\_164 | 5 | 4 | 4 | 4 |
| R\_165 | 5 | 5 | 5 | 5 |
| R\_166 | 4 | 4 | 4 | 4 |
| R\_167 | 4 | 5 | 5 | 5 |
| R\_168 | 4 | 5 | 5 | 5 |
| R\_169 | 4 | 4 | 4 | 4 |
| R\_170 | 4 | 4 | 4 | 4 |
| R\_171 | 5 | 5 | 5 | 4 |
| R\_172 | 4 | 4 | 4 | 4 |
| R\_173 | 5 | 5 | 5 | 4 |
| R\_174 | 2 | 3 | 2 | 2 |
| R\_175 | 4 | 4 | 4 | 5 |
| R\_176 | 4 | 4 | 4 | 3 |
| R\_177 | 3 | 3 | 3 | 4 |
| R\_178 | 4 | 5 | 5 | 4 |

Lampiran 9

Data Penelitian Variabel Kecerdasan Emosional

| Resp. | KE1 | KE2 | KE3 | KE4 | KE5 |
| --- | --- | --- | --- | --- | --- |
| R\_1 | 3 | 5 | 5 | 5 | 3 |
| R\_2 | 4 | 5 | 4 | 5 | 4 |
| R\_3 | 4 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 5 | 4 | 5 | 5 |
| R\_5 | 4 | 5 | 4 | 4 | 5 |
| R\_6 | 4 | 4 | 5 | 4 | 5 |
| R\_7 | 5 | 4 | 5 | 4 | 5 |
| R\_8 | 4 | 5 | 4 | 4 | 4 |
| R\_9 | 4 | 5 | 4 | 5 | 5 |
| R\_10 | 5 | 4 | 5 | 4 | 4 |
| R\_11 | 4 | 5 | 4 | 5 | 4 |
| R\_12 | 4 | 4 | 4 | 5 | 4 |
| R\_13 | 4 | 4 | 4 | 4 | 4 |
| R\_14 | 5 | 5 | 5 | 4 | 4 |
| R\_15 | 5 | 5 | 5 | 5 | 5 |
| R\_16 | 5 | 4 | 5 | 4 | 4 |
| R\_17 | 4 | 5 | 5 | 5 | 5 |
| R\_18 | 4 | 5 | 4 | 4 | 5 |
| R\_19 | 5 | 4 | 5 | 4 | 4 |
| R\_20 | 5 | 5 | 5 | 4 | 4 |
| R\_21 | 4 | 4 | 4 | 4 | 4 |
| R\_22 | 4 | 5 | 5 | 5 | 4 |
| R\_23 | 4 | 5 | 5 | 4 | 4 |
| R\_24 | 5 | 5 | 5 | 4 | 4 |
| R\_25 | 4 | 4 | 5 | 5 | 5 |
| R\_26 | 4 | 4 | 5 | 4 | 4 |
| R\_27 | 4 | 4 | 4 | 5 | 5 |
| R\_28 | 4 | 4 | 5 | 4 | 4 |
| R\_29 | 4 | 3 | 4 | 4 | 4 |
| R\_30 | 4 | 4 | 4 | 5 | 5 |
| R\_31 | 4 | 4 | 4 | 4 | 4 |
| R\_32 | 5 | 4 | 5 | 5 | 5 |
| R\_33 | 4 | 4 | 4 | 4 | 5 |
| R\_34 | 4 | 4 | 4 | 4 | 4 |
| R\_35 | 4 | 5 | 5 | 5 | 5 |
| R\_36 | 4 | 4 | 5 | 4 | 5 |
| R\_37 | 5 | 4 | 5 | 4 | 5 |
| R\_38 | 5 | 4 | 5 | 4 | 5 |
| R\_39 | 4 | 4 | 4 | 5 | 4 |
| R\_40 | 4 | 5 | 5 | 5 | 5 |
| R\_41 | 4 | 4 | 4 | 4 | 4 |
| R\_42 | 5 | 4 | 5 | 4 | 4 |
| R\_43 | 4 | 4 | 5 | 4 | 4 |
| R\_44 | 5 | 4 | 5 | 4 | 5 |
| R\_45 | 4 | 4 | 4 | 5 | 4 |
| R\_46 | 5 | 4 | 4 | 4 | 5 |
| R\_47 | 4 | 4 | 4 | 4 | 5 |
| R\_48 | 4 | 4 | 4 | 4 | 4 |
| R\_49 | 4 | 4 | 4 | 4 | 4 |
| R\_50 | 5 | 5 | 5 | 5 | 5 |
| R\_51 | 4 | 4 | 4 | 4 | 4 |
| R\_52 | 5 | 5 | 5 | 4 | 5 |
| R\_53 | 4 | 4 | 3 | 4 | 5 |
| R\_54 | 5 | 5 | 4 | 4 | 4 |
| R\_55 | 4 | 4 | 4 | 5 | 4 |
| R\_56 | 4 | 4 | 4 | 4 | 5 |
| R\_57 | 4 | 4 | 5 | 4 | 5 |
| R\_58 | 4 | 4 | 4 | 3 | 5 |
| R\_59 | 4 | 4 | 4 | 4 | 4 |
| R\_60 | 5 | 5 | 5 | 5 | 5 |
| R\_61 | 4 | 4 | 5 | 5 | 5 |
| R\_62 | 5 | 5 | 5 | 4 | 4 |
| R\_63 | 5 | 5 | 5 | 5 | 5 |
| R\_64 | 4 | 4 | 5 | 4 | 5 |
| R\_65 | 4 | 4 | 4 | 4 | 5 |
| R\_66 | 5 | 5 | 5 | 4 | 5 |
| R\_67 | 4 | 4 | 5 | 5 | 5 |
| R\_68 | 4 | 4 | 4 | 5 | 5 |
| R\_69 | 4 | 4 | 4 | 4 | 5 |
| R\_70 | 4 | 4 | 4 | 4 | 5 |
| R\_71 | 4 | 4 | 4 | 4 | 5 |
| R\_72 | 5 | 5 | 5 | 5 | 5 |
| R\_73 | 4 | 4 | 4 | 4 | 4 |
| R\_74 | 4 | 4 | 4 | 4 | 4 |
| R\_75 | 5 | 5 | 5 | 5 | 4 |
| R\_76 | 5 | 5 | 4 | 5 | 5 |
| R\_77 | 5 | 5 | 4 | 5 | 5 |
| R\_78 | 5 | 5 | 4 | 5 | 5 |
| R\_79 | 4 | 4 | 5 | 4 | 4 |
| R\_80 | 5 | 5 | 5 | 5 | 5 |
| R\_81 | 4 | 4 | 4 | 4 | 4 |
| R\_82 | 4 | 4 | 4 | 4 | 4 |
| R\_83 | 3 | 3 | 4 | 3 | 4 |
| R\_84 | 5 | 5 | 4 | 5 | 5 |
| R\_85 | 4 | 4 | 4 | 4 | 4 |
| R\_86 | 4 | 4 | 5 | 4 | 5 |
| R\_87 | 4 | 4 | 4 | 4 | 5 |
| R\_88 | 5 | 5 | 5 | 5 | 5 |
| R\_89 | 5 | 5 | 5 | 5 | 5 |
| R\_90 | 4 | 4 | 4 | 4 | 4 |
| R\_91 | 4 | 4 | 5 | 4 | 5 |
| R\_92 | 4 | 4 | 4 | 4 | 4 |
| R\_93 | 4 | 4 | 4 | 4 | 4 |
| R\_94 | 5 | 5 | 5 | 5 | 5 |
| R\_95 | 5 | 5 | 5 | 5 | 5 |
| R\_96 | 5 | 5 | 5 | 5 | 5 |
| R\_97 | 4 | 5 | 5 | 4 | 5 |
| R\_98 | 5 | 4 | 5 | 5 | 5 |
| R\_99 | 5 | 5 | 5 | 5 | 5 |
| R\_100 | 5 | 5 | 5 | 5 | 5 |
| R\_101 | 4 | 4 | 3 | 4 | 4 |
| R\_102 | 5 | 5 | 5 | 5 | 5 |
| R\_103 | 3 | 4 | 4 | 3 | 4 |
| R\_104 | 3 | 4 | 4 | 3 | 4 |
| R\_105 | 5 | 4 | 5 | 5 | 4 |
| R\_106 | 4 | 4 | 4 | 4 | 4 |
| R\_107 | 4 | 4 | 4 | 4 | 4 |
| R\_108 | 5 | 4 | 5 | 5 | 4 |
| R\_109 | 4 | 4 | 4 | 4 | 4 |
| R\_110 | 3 | 4 | 3 | 3 | 4 |
| R\_111 | 4 | 4 | 4 | 4 | 4 |
| R\_112 | 3 | 4 | 3 | 3 | 4 |
| R\_113 | 4 | 4 | 4 | 4 | 4 |
| R\_114 | 4 | 4 | 4 | 4 | 4 |
| R\_115 | 4 | 4 | 4 | 4 | 4 |
| R\_116 | 3 | 3 | 3 | 3 | 3 |
| R\_117 | 3 | 3 | 3 | 3 | 3 |
| R\_118 | 4 | 4 | 4 | 4 | 4 |
| R\_119 | 4 | 4 | 4 | 4 | 4 |
| R\_120 | 4 | 4 | 4 | 5 | 4 |
| R\_121 | 4 | 4 | 4 | 4 | 4 |
| R\_122 | 3 | 3 | 5 | 3 | 3 |
| R\_123 | 4 | 4 | 4 | 4 | 4 |
| R\_124 | 5 | 4 | 4 | 4 | 4 |
| R\_125 | 4 | 4 | 4 | 4 | 4 |
| R\_126 | 3 | 3 | 3 | 5 | 3 |
| R\_127 | 5 | 5 | 5 | 5 | 5 |
| R\_128 | 5 | 3 | 3 | 5 | 3 |
| R\_129 | 4 | 4 | 4 | 4 | 4 |
| R\_130 | 5 | 5 | 5 | 5 | 5 |
| R\_131 | 5 | 5 | 5 | 5 | 5 |
| R\_132 | 4 | 4 | 4 | 4 | 4 |
| R\_133 | 5 | 5 | 5 | 5 | 5 |
| R\_134 | 4 | 5 | 5 | 5 | 5 |
| R\_135 | 5 | 5 | 5 | 5 | 5 |
| R\_136 | 5 | 5 | 5 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 5 | 5 |
| R\_138 | 5 | 5 | 5 | 5 | 5 |
| R\_139 | 5 | 5 | 5 | 5 | 5 |
| R\_140 | 5 | 5 | 5 | 5 | 5 |
| R\_141 | 5 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 | 5 |
| R\_143 | 4 | 4 | 4 | 4 | 4 |
| R\_144 | 5 | 5 | 5 | 5 | 5 |
| R\_145 | 5 | 5 | 5 | 5 | 5 |
| R\_146 | 5 | 5 | 5 | 5 | 5 |
| R\_147 | 5 | 5 | 5 | 5 | 5 |
| R\_148 | 5 | 5 | 5 | 5 | 5 |
| R\_149 | 4 | 4 | 4 | 4 | 4 |
| R\_150 | 5 | 5 | 5 | 5 | 5 |
| R\_151 | 4 | 4 | 4 | 4 | 4 |
| R\_152 | 5 | 5 | 5 | 5 | 5 |
| R\_153 | 5 | 5 | 5 | 5 | 5 |
| R\_154 | 5 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 5 | 5 |
| R\_156 | 4 | 4 | 4 | 5 | 5 |
| R\_157 | 4 | 4 | 4 | 5 | 5 |
| R\_158 | 4 | 4 | 4 | 5 | 5 |
| R\_159 | 4 | 4 | 4 | 5 | 5 |
| R\_160 | 4 | 4 | 5 | 5 | 5 |
| R\_161 | 5 | 5 | 4 | 3 | 3 |
| R\_162 | 4 | 4 | 4 | 5 | 5 |
| R\_163 | 4 | 4 | 4 | 4 | 4 |
| R\_164 | 4 | 4 | 5 | 4 | 4 |
| R\_165 | 4 | 4 | 4 | 5 | 5 |
| R\_166 | 4 | 5 | 4 | 4 | 4 |
| R\_167 | 5 | 5 | 4 | 5 | 5 |
| R\_168 | 4 | 4 | 4 | 5 | 5 |
| R\_169 | 4 | 4 | 5 | 4 | 4 |
| R\_170 | 4 | 4 | 4 | 4 | 4 |
| R\_171 | 4 | 4 | 4 | 5 | 5 |
| R\_172 | 4 | 4 | 5 | 4 | 4 |
| R\_173 | 4 | 5 | 5 | 5 | 5 |
| R\_174 | 3 | 3 | 4 | 3 | 3 |
| R\_175 | 5 | 3 | 3 | 4 | 4 |
| R\_176 | 3 | 3 | 3 | 4 | 3 |
| R\_177 | 3 | 4 | 3 | 3 | 3 |
| R\_178 | 5 | 5 | 5 | 5 | 5 |

Lampiran 10

Data Penelitian Variabel Gaya Kepemimpinan Transformasional

| Resp. | KT1 | KT2 | KT3 | KT4 |
| --- | --- | --- | --- | --- |
| R\_1 | 3 | 5 | 5 | 5 |
| R\_2 | 4 | 4 | 5 | 5 |
| R\_3 | 4 | 4 | 4 | 4 |
| R\_4 | 5 | 5 | 4 | 4 |
| R\_5 | 4 | 5 | 4 | 5 |
| R\_6 | 4 | 5 | 5 | 4 |
| R\_7 | 4 | 5 | 4 | 5 |
| R\_8 | 5 | 4 | 4 | 5 |
| R\_9 | 5 | 5 | 4 | 4 |
| R\_10 | 4 | 4 | 4 | 4 |
| R\_11 | 5 | 4 | 5 | 4 |
| R\_12 | 5 | 5 | 4 | 4 |
| R\_13 | 4 | 4 | 4 | 4 |
| R\_14 | 4 | 4 | 4 | 5 |
| R\_15 | 5 | 5 | 4 | 4 |
| R\_16 | 4 | 4 | 4 | 4 |
| R\_17 | 5 | 5 | 5 | 5 |
| R\_18 | 4 | 4 | 4 | 5 |
| R\_19 | 4 | 4 | 4 | 5 |
| R\_20 | 5 | 5 | 5 | 4 |
| R\_21 | 4 | 4 | 4 | 4 |
| R\_22 | 5 | 5 | 5 | 4 |
| R\_23 | 4 | 4 | 4 | 4 |
| R\_24 | 4 | 4 | 4 | 5 |
| R\_25 | 4 | 4 | 4 | 4 |
| R\_26 | 4 | 4 | 4 | 4 |
| R\_27 | 5 | 5 | 5 | 4 |
| R\_28 | 5 | 5 | 5 | 5 |
| R\_29 | 5 | 5 | 5 | 5 |
| R\_30 | 5 | 5 | 5 | 5 |
| R\_31 | 4 | 4 | 4 | 4 |
| R\_32 | 4 | 4 | 4 | 4 |
| R\_33 | 5 | 4 | 4 | 5 |
| R\_34 | 4 | 4 | 4 | 4 |
| R\_35 | 5 | 5 | 5 | 5 |
| R\_36 | 5 | 4 | 4 | 5 |
| R\_37 | 4 | 4 | 4 | 4 |
| R\_38 | 4 | 4 | 4 | 4 |
| R\_39 | 5 | 5 | 5 | 5 |
| R\_40 | 4 | 5 | 4 | 4 |
| R\_41 | 5 | 4 | 5 | 5 |
| R\_42 | 4 | 4 | 4 | 4 |
| R\_43 | 5 | 4 | 4 | 5 |
| R\_44 | 4 | 4 | 5 | 4 |
| R\_45 | 4 | 5 | 5 | 4 |
| R\_46 | 4 | 4 | 4 | 4 |
| R\_47 | 4 | 4 | 5 | 5 |
| R\_48 | 4 | 4 | 4 | 4 |
| R\_49 | 5 | 4 | 5 | 5 |
| R\_50 | 4 | 5 | 5 | 4 |
| R\_51 | 4 | 4 | 4 | 4 |
| R\_52 | 5 | 4 | 5 | 4 |
| R\_53 | 5 | 4 | 5 | 4 |
| R\_54 | 5 | 4 | 5 | 5 |
| R\_55 | 5 | 5 | 5 | 5 |
| R\_56 | 5 | 4 | 5 | 4 |
| R\_57 | 4 | 4 | 5 | 4 |
| R\_58 | 3 | 3 | 5 | 4 |
| R\_59 | 5 | 4 | 4 | 5 |
| R\_60 | 5 | 5 | 5 | 5 |
| R\_61 | 5 | 5 | 4 | 5 |
| R\_62 | 4 | 4 | 4 | 4 |
| R\_63 | 5 | 5 | 4 | 5 |
| R\_64 | 5 | 4 | 4 | 5 |
| R\_65 | 5 | 5 | 4 | 5 |
| R\_66 | 4 | 5 | 5 | 4 |
| R\_67 | 5 | 5 | 4 | 4 |
| R\_68 | 4 | 4 | 4 | 4 |
| R\_69 | 4 | 4 | 5 | 5 |
| R\_70 | 5 | 4 | 5 | 4 |
| R\_71 | 5 | 5 | 5 | 5 |
| R\_72 | 4 | 5 | 4 | 4 |
| R\_73 | 4 | 5 | 4 | 4 |
| R\_74 | 4 | 5 | 4 | 5 |
| R\_75 | 4 | 4 | 5 | 4 |
| R\_76 | 4 | 4 | 4 | 5 |
| R\_77 | 4 | 4 | 4 | 5 |
| R\_78 | 4 | 4 | 4 | 4 |
| R\_79 | 4 | 4 | 4 | 4 |
| R\_80 | 5 | 5 | 5 | 5 |
| R\_81 | 4 | 4 | 4 | 4 |
| R\_82 | 4 | 4 | 5 | 4 |
| R\_83 | 4 | 4 | 4 | 3 |
| R\_84 | 4 | 5 | 4 | 5 |
| R\_85 | 4 | 4 | 4 | 4 |
| R\_86 | 5 | 5 | 5 | 5 |
| R\_87 | 5 | 4 | 4 | 5 |
| R\_88 | 5 | 4 | 5 | 5 |
| R\_89 | 5 | 5 | 5 | 5 |
| R\_90 | 4 | 5 | 5 | 5 |
| R\_91 | 5 | 5 | 4 | 4 |
| R\_92 | 5 | 5 | 4 | 5 |
| R\_93 | 5 | 4 | 5 | 5 |
| R\_94 | 5 | 5 | 4 | 5 |
| R\_95 | 5 | 5 | 5 | 5 |
| R\_96 | 5 | 5 | 5 | 5 |
| R\_97 | 4 | 5 | 4 | 4 |
| R\_98 | 5 | 5 | 4 | 5 |
| R\_99 | 5 | 4 | 5 | 5 |
| R\_100 | 4 | 5 | 4 | 4 |
| R\_101 | 3 | 3 | 4 | 4 |
| R\_102 | 5 | 5 | 4 | 5 |
| R\_103 | 4 | 4 | 4 | 4 |
| R\_104 | 4 | 4 | 4 | 4 |
| R\_105 | 4 | 4 | 4 | 4 |
| R\_106 | 5 | 5 | 4 | 5 |
| R\_107 | 4 | 3 | 4 | 4 |
| R\_108 | 5 | 5 | 5 | 5 |
| R\_109 | 4 | 4 | 4 | 5 |
| R\_110 | 5 | 4 | 5 | 3 |
| R\_111 | 4 | 5 | 4 | 4 |
| R\_112 | 4 | 4 | 4 | 3 |
| R\_113 | 4 | 4 | 4 | 3 |
| R\_114 | 5 | 5 | 4 | 3 |
| R\_115 | 4 | 4 | 4 | 5 |
| R\_116 | 5 | 5 | 4 | 3 |
| R\_117 | 4 | 5 | 4 | 3 |
| R\_118 | 4 | 5 | 5 | 3 |
| R\_119 | 4 | 5 | 5 | 3 |
| R\_120 | 5 | 4 | 5 | 5 |
| R\_121 | 4 | 4 | 4 | 5 |
| R\_122 | 4 | 5 | 5 | 3 |
| R\_123 | 4 | 4 | 4 | 3 |
| R\_124 | 4 | 4 | 4 | 5 |
| R\_125 | 5 | 4 | 5 | 5 |
| R\_126 | 3 | 5 | 5 | 3 |
| R\_127 | 5 | 5 | 5 | 5 |
| R\_128 | 3 | 5 | 5 | 3 |
| R\_129 | 4 | 4 | 4 | 4 |
| R\_130 | 5 | 5 | 5 | 4 |
| R\_131 | 4 | 4 | 4 | 4 |
| R\_132 | 4 | 4 | 4 | 5 |
| R\_133 | 4 | 4 | 4 | 4 |
| R\_134 | 5 | 5 | 5 | 5 |
| R\_135 | 4 | 4 | 4 | 4 |
| R\_136 | 5 | 5 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 4 |
| R\_138 | 5 | 5 | 5 | 4 |
| R\_139 | 5 | 5 | 5 | 5 |
| R\_140 | 5 | 5 | 5 | 4 |
| R\_141 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 |
| R\_143 | 5 | 5 | 5 | 4 |
| R\_144 | 5 | 5 | 5 | 5 |
| R\_145 | 5 | 5 | 5 | 5 |
| R\_146 | 5 | 5 | 5 | 5 |
| R\_147 | 4 | 5 | 4 | 5 |
| R\_148 | 5 | 5 | 5 | 5 |
| R\_149 | 5 | 5 | 5 | 5 |
| R\_150 | 5 | 5 | 5 | 5 |
| R\_151 | 5 | 5 | 5 | 5 |
| R\_152 | 5 | 5 | 5 | 5 |
| R\_153 | 5 | 5 | 5 | 5 |
| R\_154 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 5 |
| R\_156 | 5 | 5 | 5 | 4 |
| R\_157 | 5 | 5 | 5 | 4 |
| R\_158 | 5 | 5 | 5 | 5 |
| R\_159 | 5 | 5 | 5 | 5 |
| R\_160 | 5 | 5 | 5 | 5 |
| R\_161 | 3 | 3 | 3 | 3 |
| R\_162 | 5 | 5 | 5 | 5 |
| R\_163 | 4 | 4 | 4 | 3 |
| R\_164 | 4 | 4 | 4 | 4 |
| R\_165 | 5 | 5 | 5 | 5 |
| R\_166 | 4 | 4 | 4 | 4 |
| R\_167 | 5 | 5 | 5 | 5 |
| R\_168 | 5 | 5 | 5 | 5 |
| R\_169 | 4 | 4 | 4 | 4 |
| R\_170 | 4 | 4 | 4 | 4 |
| R\_171 | 5 | 5 | 5 | 4 |
| R\_172 | 4 | 4 | 4 | 4 |
| R\_173 | 5 | 5 | 5 | 4 |
| R\_174 | 3 | 3 | 3 | 3 |
| R\_175 | 4 | 4 | 4 | 5 |
| R\_176 | 3 | 3 | 2 | 3 |
| R\_177 | 3 | 3 | 3 | 4 |
| R\_178 | 5 | 5 | 5 | 4 |

Lampiran 11

Data Penelitian Variabel Kepuasan Kerja

| Resp. | KK1 | KK2 | KK3 | KK4 |
| --- | --- | --- | --- | --- |
| R\_1 | 5 | 3 | 3 | 3 |
| R\_2 | 5 | 5 | 5 | 5 |
| R\_3 | 4 | 4 | 4 | 4 |
| R\_4 | 4 | 5 | 5 | 5 |
| R\_5 | 4 | 4 | 4 | 5 |
| R\_6 | 4 | 4 | 4 | 4 |
| R\_7 | 4 | 5 | 4 | 4 |
| R\_8 | 5 | 4 | 4 | 4 |
| R\_9 | 4 | 4 | 4 | 4 |
| R\_10 | 4 | 5 | 4 | 5 |
| R\_11 | 4 | 4 | 4 | 4 |
| R\_12 | 4 | 4 | 4 | 5 |
| R\_13 | 4 | 4 | 4 | 4 |
| R\_14 | 4 | 4 | 5 | 5 |
| R\_15 | 5 | 5 | 4 | 5 |
| R\_16 | 4 | 4 | 4 | 4 |
| R\_17 | 5 | 4 | 5 | 5 |
| R\_18 | 4 | 4 | 4 | 5 |
| R\_19 | 4 | 5 | 4 | 5 |
| R\_20 | 5 | 4 | 5 | 4 |
| R\_21 | 4 | 4 | 4 | 4 |
| R\_22 | 5 | 4 | 5 | 5 |
| R\_23 | 4 | 3 | 4 | 4 |
| R\_24 | 4 | 4 | 4 | 4 |
| R\_25 | 5 | 4 | 5 | 4 |
| R\_26 | 4 | 5 | 4 | 4 |
| R\_27 | 5 | 5 | 4 | 4 |
| R\_28 | 4 | 5 | 4 | 4 |
| R\_29 | 4 | 4 | 5 | 5 |
| R\_30 | 4 | 5 | 5 | 4 |
| R\_31 | 5 | 4 | 4 | 4 |
| R\_32 | 5 | 4 | 5 | 4 |
| R\_33 | 5 | 4 | 5 | 5 |
| R\_34 | 4 | 5 | 4 | 5 |
| R\_35 | 4 | 4 | 4 | 4 |
| R\_36 | 4 | 4 | 4 | 5 |
| R\_37 | 4 | 4 | 4 | 4 |
| R\_38 | 4 | 4 | 5 | 5 |
| R\_39 | 5 | 5 | 4 | 5 |
| R\_40 | 4 | 4 | 4 | 4 |
| R\_41 | 5 | 4 | 5 | 5 |
| R\_42 | 4 | 3 | 4 | 5 |
| R\_43 | 4 | 5 | 4 | 5 |
| R\_44 | 4 | 4 | 5 | 4 |
| R\_45 | 4 | 4 | 5 | 5 |
| R\_46 | 4 | 5 | 4 | 4 |
| R\_47 | 5 | 4 | 5 | 5 |
| R\_48 | 4 | 4 | 4 | 4 |
| R\_49 | 5 | 5 | 4 | 4 |
| R\_50 | 4 | 4 | 4 | 4 |
| R\_51 | 4 | 4 | 5 | 5 |
| R\_52 | 4 | 5 | 5 | 4 |
| R\_53 | 4 | 5 | 5 | 4 |
| R\_54 | 5 | 5 | 5 | 4 |
| R\_55 | 5 | 5 | 4 | 5 |
| R\_56 | 4 | 5 | 4 | 4 |
| R\_57 | 4 | 4 | 4 | 4 |
| R\_58 | 4 | 4 | 5 | 5 |
| R\_59 | 5 | 5 | 4 | 4 |
| R\_60 | 5 | 5 | 5 | 4 |
| R\_61 | 5 | 5 | 4 | 4 |
| R\_62 | 4 | 4 | 4 | 5 |
| R\_63 | 5 | 5 | 5 | 4 |
| R\_64 | 5 | 5 | 4 | 4 |
| R\_65 | 5 | 5 | 4 | 4 |
| R\_66 | 4 | 4 | 5 | 4 |
| R\_67 | 4 | 5 | 4 | 3 |
| R\_68 | 4 | 5 | 4 | 4 |
| R\_69 | 5 | 4 | 5 | 5 |
| R\_70 | 5 | 5 | 5 | 5 |
| R\_71 | 5 | 5 | 5 | 5 |
| R\_72 | 4 | 3 | 3 | 3 |
| R\_73 | 4 | 5 | 5 | 5 |
| R\_74 | 4 | 4 | 4 | 4 |
| R\_75 | 5 | 4 | 4 | 4 |
| R\_76 | 4 | 5 | 5 | 5 |
| R\_77 | 4 | 4 | 4 | 4 |
| R\_78 | 4 | 4 | 4 | 4 |
| R\_79 | 4 | 4 | 4 | 4 |
| R\_80 | 5 | 4 | 4 | 4 |
| R\_81 | 5 | 4 | 4 | 4 |
| R\_82 | 5 | 4 | 4 | 4 |
| R\_83 | 3 | 3 | 3 | 3 |
| R\_84 | 5 | 4 | 4 | 4 |
| R\_85 | 4 | 4 | 4 | 4 |
| R\_86 | 5 | 4 | 4 | 4 |
| R\_87 | 5 | 5 | 5 | 5 |
| R\_88 | 5 | 5 | 5 | 5 |
| R\_89 | 5 | 5 | 5 | 5 |
| R\_90 | 4 | 5 | 5 | 5 |
| R\_91 | 5 | 4 | 4 | 4 |
| R\_92 | 5 | 4 | 4 | 4 |
| R\_93 | 4 | 4 | 4 | 4 |
| R\_94 | 4 | 5 | 5 | 5 |
| R\_95 | 4 | 4 | 4 | 4 |
| R\_96 | 5 | 4 | 4 | 4 |
| R\_97 | 5 | 4 | 4 | 4 |
| R\_98 | 5 | 4 | 4 | 4 |
| R\_99 | 5 | 5 | 5 | 5 |
| R\_100 | 5 | 5 | 5 | 5 |
| R\_101 | 3 | 4 | 3 | 4 |
| R\_102 | 5 | 5 | 5 | 5 |
| R\_103 | 3 | 3 | 3 | 3 |
| R\_104 | 4 | 4 | 4 | 4 |
| R\_105 | 5 | 4 | 5 | 5 |
| R\_106 | 5 | 4 | 4 | 4 |
| R\_107 | 4 | 4 | 4 | 4 |
| R\_108 | 5 | 3 | 5 | 5 |
| R\_109 | 5 | 3 | 4 | 4 |
| R\_110 | 3 | 4 | 5 | 3 |
| R\_111 | 3 | 3 | 5 | 5 |
| R\_112 | 3 | 3 | 3 | 3 |
| R\_113 | 3 | 3 | 4 | 3 |
| R\_114 | 3 | 5 | 3 | 3 |
| R\_115 | 5 | 3 | 4 | 3 |
| R\_116 | 3 | 3 | 5 | 3 |
| R\_117 | 2 | 2 | 2 | 1 |
| R\_118 | 3 | 5 | 3 | 3 |
| R\_119 | 3 | 3 | 4 | 3 |
| R\_120 | 5 | 5 | 4 | 5 |
| R\_121 | 5 | 3 | 4 | 5 |
| R\_122 | 3 | 5 | 4 | 3 |
| R\_123 | 3 | 5 | 4 | 3 |
| R\_124 | 5 | 5 | 4 | 5 |
| R\_125 | 5 | 5 | 4 | 5 |
| R\_126 | 3 | 3 | 3 | 3 |
| R\_127 | 5 | 5 | 5 | 5 |
| R\_128 | 3 | 5 | 3 | 3 |
| R\_129 | 5 | 4 | 4 | 4 |
| R\_130 | 4 | 5 | 4 | 5 |
| R\_131 | 5 | 4 | 5 | 4 |
| R\_132 | 4 | 4 | 4 | 4 |
| R\_133 | 5 | 4 | 5 | 4 |
| R\_134 | 5 | 5 | 5 | 5 |
| R\_135 | 5 | 4 | 5 | 4 |
| R\_136 | 5 | 5 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 5 |
| R\_138 | 5 | 5 | 5 | 5 |
| R\_139 | 4 | 5 | 4 | 5 |
| R\_140 | 4 | 5 | 4 | 5 |
| R\_141 | 4 | 5 | 4 | 5 |
| R\_142 | 4 | 5 | 4 | 5 |
| R\_143 | 4 | 5 | 4 | 5 |
| R\_144 | 5 | 5 | 4 | 5 |
| R\_145 | 5 | 5 | 5 | 5 |
| R\_146 | 5 | 5 | 5 | 5 |
| R\_147 | 4 | 5 | 5 | 5 |
| R\_148 | 5 | 5 | 4 | 5 |
| R\_149 | 4 | 5 | 4 | 5 |
| R\_150 | 5 | 5 | 5 | 5 |
| R\_151 | 5 | 5 | 4 | 5 |
| R\_152 | 5 | 5 | 5 | 5 |
| R\_153 | 4 | 5 | 4 | 5 |
| R\_154 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 5 |
| R\_156 | 5 | 5 | 5 | 5 |
| R\_157 | 5 | 5 | 5 | 5 |
| R\_158 | 5 | 5 | 4 | 5 |
| R\_159 | 5 | 5 | 5 | 5 |
| R\_160 | 5 | 4 | 5 | 4 |
| R\_161 | 5 | 5 | 4 | 4 |
| R\_162 | 4 | 4 | 4 | 4 |
| R\_163 | 4 | 4 | 4 | 4 |
| R\_164 | 4 | 4 | 5 | 5 |
| R\_165 | 5 | 4 | 4 | 5 |
| R\_166 | 4 | 5 | 4 | 5 |
| R\_167 | 5 | 5 | 4 | 5 |
| R\_168 | 5 | 4 | 4 | 4 |
| R\_169 | 4 | 4 | 5 | 5 |
| R\_170 | 4 | 4 | 4 | 4 |
| R\_171 | 5 | 4 | 4 | 4 |
| R\_172 | 4 | 4 | 5 | 4 |
| R\_173 | 4 | 5 | 5 | 5 |
| R\_174 | 5 | 3 | 4 | 4 |
| R\_175 | 4 | 3 | 3 | 3 |
| R\_176 | 4 | 3 | 3 | 3 |
| R\_177 | 4 | 3 | 3 | 3 |
| R\_178 | 5 | 5 | 5 | 5 |

Lampiran 12

Data Penelitian Variabel Motivasi Kerja

| Resp. | MK1 | MK2 | MK3 | MK4 |
| --- | --- | --- | --- | --- |
| R\_1 | 5 | 5 | 3 | 4 |
| R\_2 | 5 | 5 | 3 | 5 |
| R\_3 | 5 | 5 | 3 | 4 |
| R\_4 | 5 | 5 | 3 | 4 |
| R\_5 | 5 | 5 | 5 | 4 |
| R\_6 | 5 | 5 | 5 | 5 |
| R\_7 | 5 | 5 | 5 | 5 |
| R\_8 | 5 | 5 | 3 | 4 |
| R\_9 | 4 | 3 | 3 | 3 |
| R\_10 | 4 | 4 | 5 | 5 |
| R\_11 | 4 | 4 | 5 | 5 |
| R\_12 | 5 | 4 | 4 | 5 |
| R\_13 | 4 | 4 | 4 | 5 |
| R\_14 | 5 | 4 | 5 | 5 |
| R\_15 | 5 | 5 | 4 | 5 |
| R\_16 | 4 | 4 | 4 | 5 |
| R\_17 | 4 | 5 | 5 | 5 |
| R\_18 | 4 | 4 | 4 | 5 |
| R\_19 | 5 | 4 | 4 | 4 |
| R\_20 | 5 | 4 | 5 | 5 |
| R\_21 | 4 | 5 | 4 | 5 |
| R\_22 | 5 | 4 | 5 | 5 |
| R\_23 | 5 | 4 | 4 | 4 |
| R\_24 | 4 | 4 | 4 | 5 |
| R\_25 | 5 | 5 | 5 | 5 |
| R\_26 | 4 | 4 | 4 | 5 |
| R\_27 | 4 | 4 | 4 | 5 |
| R\_28 | 4 | 4 | 4 | 5 |
| R\_29 | 5 | 5 | 5 | 4 |
| R\_30 | 5 | 5 | 5 | 5 |
| R\_31 | 5 | 4 | 4 | 5 |
| R\_32 | 5 | 5 | 5 | 5 |
| R\_33 | 5 | 5 | 5 | 5 |
| R\_34 | 5 | 4 | 4 | 4 |
| R\_35 | 3 | 4 | 3 | 3 |
| R\_36 | 5 | 4 | 5 | 5 |
| R\_37 | 4 | 4 | 4 | 4 |
| R\_38 | 4 | 5 | 4 | 5 |
| R\_39 | 4 | 4 | 4 | 4 |
| R\_40 | 5 | 4 | 5 | 5 |
| R\_41 | 5 | 5 | 5 | 5 |
| R\_42 | 5 | 4 | 5 | 4 |
| R\_43 | 5 | 4 | 5 | 5 |
| R\_44 | 5 | 5 | 5 | 5 |
| R\_45 | 5 | 5 | 5 | 4 |
| R\_46 | 5 | 4 | 4 | 4 |
| R\_47 | 5 | 5 | 5 | 5 |
| R\_48 | 4 | 4 | 4 | 4 |
| R\_49 | 4 | 4 | 4 | 4 |
| R\_50 | 5 | 5 | 5 | 5 |
| R\_51 | 4 | 4 | 4 | 5 |
| R\_52 | 5 | 5 | 5 | 5 |
| R\_53 | 4 | 3 | 3 | 3 |
| R\_54 | 5 | 4 | 4 | 5 |
| R\_55 | 4 | 4 | 4 | 5 |
| R\_56 | 4 | 4 | 4 | 5 |
| R\_57 | 4 | 5 | 5 | 5 |
| R\_58 | 4 | 4 | 4 | 3 |
| R\_59 | 4 | 4 | 4 | 4 |
| R\_60 | 5 | 5 | 5 | 5 |
| R\_61 | 4 | 5 | 5 | 4 |
| R\_62 | 5 | 5 | 5 | 5 |
| R\_63 | 3 | 3 | 3 | 3 |
| R\_64 | 4 | 5 | 5 | 5 |
| R\_65 | 4 | 4 | 4 | 5 |
| R\_66 | 5 | 5 | 5 | 5 |
| R\_67 | 4 | 5 | 5 | 5 |
| R\_68 | 4 | 4 | 4 | 4 |
| R\_69 | 4 | 4 | 4 | 5 |
| R\_70 | 4 | 4 | 4 | 5 |
| R\_71 | 4 | 3 | 3 | 3 |
| R\_72 | 5 | 5 | 5 | 5 |
| R\_73 | 5 | 4 | 4 | 4 |
| R\_74 | 4 | 4 | 4 | 4 |
| R\_75 | 5 | 5 | 4 | 5 |
| R\_76 | 5 | 4 | 4 | 4 |
| R\_77 | 5 | 4 | 4 | 4 |
| R\_78 | 5 | 4 | 4 | 4 |
| R\_79 | 4 | 5 | 4 | 5 |
| R\_80 | 5 | 5 | 4 | 4 |
| R\_81 | 4 | 4 | 4 | 4 |
| R\_82 | 4 | 4 | 4 | 4 |
| R\_83 | 3 | 4 | 3 | 4 |
| R\_84 | 5 | 4 | 4 | 4 |
| R\_85 | 4 | 4 | 4 | 4 |
| R\_86 | 3 | 3 | 3 | 3 |
| R\_87 | 4 | 4 | 4 | 4 |
| R\_88 | 5 | 5 | 4 | 4 |
| R\_89 | 5 | 5 | 5 | 5 |
| R\_90 | 4 | 4 | 5 | 4 |
| R\_91 | 4 | 5 | 5 | 4 |
| R\_92 | 4 | 5 | 5 | 5 |
| R\_93 | 5 | 4 | 4 | 4 |
| R\_94 | 4 | 5 | 5 | 4 |
| R\_95 | 5 | 5 | 5 | 5 |
| R\_96 | 5 | 4 | 4 | 4 |
| R\_97 | 4 | 5 | 5 | 5 |
| R\_98 | 5 | 5 | 5 | 5 |
| R\_99 | 5 | 4 | 4 | 4 |
| R\_100 | 4 | 5 | 5 | 5 |
| R\_101 | 5 | 4 | 4 | 4 |
| R\_102 | 4 | 5 | 5 | 5 |
| R\_103 | 5 | 4 | 4 | 4 |
| R\_104 | 4 | 4 | 4 | 4 |
| R\_105 | 4 | 4 | 4 | 4 |
| R\_106 | 4 | 4 | 4 | 4 |
| R\_107 | 4 | 4 | 4 | 4 |
| R\_108 | 4 | 4 | 4 | 4 |
| R\_109 | 4 | 4 | 4 | 4 |
| R\_110 | 4 | 5 | 5 | 4 |
| R\_111 | 5 | 5 | 5 | 4 |
| R\_112 | 5 | 4 | 4 | 4 |
| R\_113 | 4 | 5 | 5 | 5 |
| R\_114 | 5 | 4 | 4 | 4 |
| R\_115 | 4 | 5 | 5 | 4 |
| R\_116 | 5 | 5 | 5 | 4 |
| R\_117 | 5 | 5 | 5 | 5 |
| R\_118 | 4 | 5 | 5 | 5 |
| R\_119 | 5 | 5 | 5 | 5 |
| R\_120 | 4 | 5 | 5 | 5 |
| R\_121 | 4 | 5 | 5 | 4 |
| R\_122 | 5 | 4 | 4 | 4 |
| R\_123 | 4 | 4 | 4 | 4 |
| R\_124 | 4 | 5 | 5 | 5 |
| R\_125 | 5 | 5 | 5 | 5 |
| R\_126 | 4 | 4 | 4 | 4 |
| R\_127 | 5 | 5 | 5 | 5 |
| R\_128 | 4 | 4 | 4 | 4 |
| R\_129 | 5 | 5 | 5 | 5 |
| R\_130 | 4 | 4 | 4 | 4 |
| R\_131 | 5 | 5 | 5 | 5 |
| R\_132 | 4 | 5 | 4 | 5 |
| R\_133 | 5 | 5 | 5 | 4 |
| R\_134 | 4 | 5 | 4 | 4 |
| R\_135 | 5 | 5 | 5 | 4 |
| R\_136 | 4 | 4 | 4 | 4 |
| R\_137 | 5 | 5 | 5 | 4 |
| R\_138 | 4 | 4 | 4 | 4 |
| R\_139 | 5 | 5 | 5 | 5 |
| R\_140 | 5 | 5 | 5 | 5 |
| R\_141 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 |
| R\_143 | 5 | 5 | 5 | 5 |
| R\_144 | 4 | 4 | 4 | 5 |
| R\_145 | 5 | 5 | 5 | 4 |
| R\_146 | 4 | 4 | 4 | 5 |
| R\_147 | 4 | 4 | 4 | 4 |
| R\_148 | 4 | 4 | 4 | 5 |
| R\_149 | 4 | 4 | 4 | 5 |
| R\_150 | 4 | 4 | 4 | 5 |
| R\_151 | 4 | 4 | 4 | 5 |
| R\_152 | 4 | 4 | 4 | 4 |
| R\_153 | 5 | 5 | 5 | 4 |
| R\_154 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 4 |
| R\_156 | 4 | 4 | 4 | 5 |
| R\_157 | 4 | 4 | 4 | 5 |
| R\_158 | 5 | 5 | 5 | 4 |
| R\_159 | 4 | 4 | 4 | 4 |
| R\_160 | 5 | 5 | 4 | 5 |
| R\_161 | 5 | 5 | 5 | 5 |
| R\_162 | 4 | 4 | 4 | 4 |
| R\_163 | 4 | 4 | 4 | 4 |
| R\_164 | 5 | 5 | 5 | 5 |
| R\_165 | 4 | 4 | 4 | 4 |
| R\_166 | 4 | 4 | 5 | 4 |
| R\_167 | 5 | 5 | 4 | 5 |
| R\_168 | 5 | 5 | 4 | 5 |
| R\_169 | 5 | 5 | 4 | 5 |
| R\_170 | 5 | 5 | 4 | 5 |
| R\_171 | 4 | 4 | 4 | 4 |
| R\_172 | 5 | 5 | 4 | 5 |
| R\_173 | 4 | 4 | 4 | 4 |
| R\_174 | 5 | 5 | 5 | 5 |
| R\_175 | 3 | 4 | 3 | 3 |
| R\_176 | 3 | 3 | 3 | 3 |
| R\_177 | 3 | 3 | 3 | 3 |
| R\_178 | 5 | 5 | 5 | 5 |

Lampiran 13

Data Penelitian Variabel Kinerja Pegawai

| Resp. | KP1 | KP2 | KP3 | KP4 |
| --- | --- | --- | --- | --- |
| R\_1 | 3 | 3 | 5 | 2 |
| R\_2 | 3 | 3 | 4 | 5 |
| R\_3 | 3 | 5 | 4 | 3 |
| R\_4 | 5 | 5 | 4 | 3 |
| R\_5 | 5 | 3 | 4 | 5 |
| R\_6 | 3 | 3 | 1 | 5 |
| R\_7 | 5 | 5 | 5 | 5 |
| R\_8 | 3 | 3 | 5 | 5 |
| R\_9 | 3 | 5 | 5 | 5 |
| R\_10 | 5 | 5 | 5 | 5 |
| R\_11 | 3 | 3 | 3 | 5 |
| R\_12 | 3 | 3 | 3 | 5 |
| R\_13 | 3 | 3 | 1 | 4 |
| R\_14 | 3 | 3 | 3 | 5 |
| R\_15 | 5 | 3 | 3 | 5 |
| R\_16 | 3 | 3 | 3 | 4 |
| R\_17 | 5 | 5 | 5 | 4 |
| R\_18 | 3 | 3 | 3 | 5 |
| R\_19 | 5 | 3 | 5 | 4 |
| R\_20 | 3 | 3 | 3 | 5 |
| R\_21 | 5 | 5 | 3 | 2 |
| R\_22 | 3 | 3 | 3 | 4 |
| R\_23 | 3 | 3 | 3 | 4 |
| R\_24 | 3 | 3 | 3 | 4 |
| R\_25 | 3 | 5 | 1 | 4 |
| R\_26 | 3 | 3 | 3 | 4 |
| R\_27 | 5 | 3 | 5 | 5 |
| R\_28 | 5 | 5 | 5 | 4 |
| R\_29 | 3 | 3 | 3 | 3 |
| R\_30 | 5 | 5 | 5 | 3 |
| R\_31 | 3 | 3 | 3 | 3 |
| R\_32 | 3 | 5 | 3 | 5 |
| R\_33 | 3 | 3 | 3 | 3 |
| R\_34 | 5 | 5 | 5 | 3 |
| R\_35 | 3 | 3 | 3 | 3 |
| R\_36 | 5 | 5 | 5 | 5 |
| R\_37 | 5 | 5 | 5 | 5 |
| R\_38 | 5 | 3 | 5 | 5 |
| R\_39 | 3 | 5 | 3 | 3 |
| R\_40 | 3 | 3 | 3 | 3 |
| R\_41 | 3 | 3 | 3 | 3 |
| R\_42 | 5 | 5 | 5 | 5 |
| R\_43 | 5 | 5 | 5 | 5 |
| R\_44 | 5 | 5 | 5 | 5 |
| R\_45 | 5 | 5 | 5 | 5 |
| R\_46 | 3 | 5 | 3 | 3 |
| R\_47 | 3 | 4 | 3 | 3 |
| R\_48 | 5 | 5 | 5 | 5 |
| R\_49 | 3 | 4 | 3 | 3 |
| R\_50 | 5 | 4 | 5 | 5 |
| R\_51 | 5 | 5 | 5 | 5 |
| R\_52 | 3 | 5 | 3 | 3 |
| R\_53 | 3 | 5 | 3 | 3 |
| R\_54 | 3 | 4 | 3 | 3 |
| R\_55 | 5 | 5 | 5 | 5 |
| R\_56 | 5 | 4 | 4 | 4 |
| R\_57 | 3 | 4 | 4 | 4 |
| R\_58 | 3 | 4 | 5 | 5 |
| R\_59 | 3 | 4 | 3 | 3 |
| R\_60 | 5 | 4 | 5 | 5 |
| R\_61 | 3 | 2 | 3 | 3 |
| R\_62 | 4 | 3 | 4 | 4 |
| R\_63 | 3 | 2 | 3 | 3 |
| R\_64 | 3 | 2 | 3 | 3 |
| R\_65 | 3 | 3 | 3 | 3 |
| R\_66 | 5 | 5 | 5 | 5 |
| R\_67 | 5 | 4 | 5 | 5 |
| R\_68 | 4 | 4 | 4 | 4 |
| R\_69 | 5 | 4 | 5 | 5 |
| R\_70 | 4 | 4 | 4 | 4 |
| R\_71 | 4 | 4 | 4 | 4 |
| R\_72 | 4 | 5 | 5 | 5 |
| R\_73 | 4 | 4 | 4 | 4 |
| R\_74 | 4 | 4 | 4 | 4 |
| R\_75 | 5 | 5 | 5 | 5 |
| R\_76 | 4 | 5 | 5 | 4 |
| R\_77 | 5 | 5 | 5 | 5 |
| R\_78 | 4 | 5 | 5 | 4 |
| R\_79 | 4 | 4 | 4 | 4 |
| R\_80 | 5 | 5 | 5 | 5 |
| R\_81 | 4 | 4 | 4 | 4 |
| R\_82 | 4 | 4 | 4 | 4 |
| R\_83 | 3 | 4 | 4 | 3 |
| R\_84 | 4 | 5 | 4 | 4 |
| R\_85 | 3 | 4 | 4 | 3 |
| R\_86 | 4 | 4 | 4 | 4 |
| R\_87 | 5 | 5 | 5 | 5 |
| R\_88 | 4 | 4 | 4 | 4 |
| R\_89 | 4 | 5 | 5 | 4 |
| R\_90 | 4 | 4 | 4 | 4 |
| R\_91 | 5 | 5 | 4 | 5 |
| R\_92 | 4 | 5 | 4 | 4 |
| R\_93 | 4 | 4 | 5 | 4 |
| R\_94 | 5 | 5 | 5 | 4 |
| R\_95 | 4 | 5 | 4 | 5 |
| R\_96 | 4 | 5 | 4 | 5 |
| R\_97 | 4 | 5 | 4 | 4 |
| R\_98 | 3 | 4 | 3 | 4 |
| R\_99 | 5 | 5 | 5 | 4 |
| R\_100 | 4 | 4 | 4 | 5 |
| R\_101 | 4 | 4 | 4 | 5 |
| R\_102 | 4 | 4 | 4 | 5 |
| R\_103 | 4 | 4 | 4 | 4 |
| R\_104 | 5 | 4 | 5 | 4 |
| R\_105 | 5 | 5 | 5 | 5 |
| R\_106 | 4 | 5 | 4 | 5 |
| R\_107 | 4 | 4 | 4 | 5 |
| R\_108 | 4 | 4 | 4 | 4 |
| R\_109 | 5 | 5 | 4 | 4 |
| R\_110 | 4 | 5 | 5 | 5 |
| R\_111 | 4 | 4 | 3 | 3 |
| R\_112 | 5 | 5 | 5 | 5 |
| R\_113 | 4 | 5 | 5 | 5 |
| R\_114 | 4 | 5 | 5 | 5 |
| R\_115 | 4 | 5 | 5 | 5 |
| R\_116 | 5 | 5 | 5 | 5 |
| R\_117 | 5 | 4 | 4 | 4 |
| R\_118 | 4 | 4 | 4 | 4 |
| R\_119 | 5 | 4 | 4 | 4 |
| R\_120 | 4 | 4 | 4 | 4 |
| R\_121 | 4 | 4 | 4 | 4 |
| R\_122 | 5 | 4 | 4 | 5 |
| R\_123 | 4 | 5 | 5 | 4 |
| R\_124 | 5 | 5 | 5 | 5 |
| R\_125 | 4 | 4 | 4 | 4 |
| R\_126 | 4 | 4 | 4 | 5 |
| R\_127 | 4 | 4 | 4 | 4 |
| R\_128 | 4 | 5 | 5 | 4 |
| R\_129 | 4 | 4 | 4 | 4 |
| R\_130 | 5 | 5 | 5 | 4 |
| R\_131 | 4 | 4 | 4 | 4 |
| R\_132 | 4 | 4 | 4 | 5 |
| R\_133 | 4 | 4 | 4 | 4 |
| R\_134 | 4 | 5 | 5 | 5 |
| R\_135 | 4 | 4 | 4 | 4 |
| R\_136 | 5 | 5 | 5 | 5 |
| R\_137 | 5 | 5 | 5 | 4 |
| R\_138 | 5 | 5 | 5 | 4 |
| R\_139 | 5 | 5 | 5 | 5 |
| R\_140 | 5 | 5 | 5 | 4 |
| R\_141 | 5 | 5 | 5 | 5 |
| R\_142 | 5 | 5 | 5 | 5 |
| R\_143 | 5 | 5 | 5 | 4 |
| R\_144 | 5 | 5 | 5 | 5 |
| R\_145 | 5 | 5 | 5 | 5 |
| R\_146 | 4 | 5 | 5 | 5 |
| R\_147 | 5 | 5 | 4 | 5 |
| R\_148 | 4 | 5 | 5 | 5 |
| R\_149 | 4 | 5 | 5 | 5 |
| R\_150 | 5 | 5 | 5 | 5 |
| R\_151 | 5 | 5 | 5 | 5 |
| R\_152 | 5 | 5 | 5 | 5 |
| R\_153 | 4 | 5 | 5 | 5 |
| R\_154 | 5 | 5 | 5 | 5 |
| R\_155 | 5 | 5 | 5 | 5 |
| R\_156 | 5 | 5 | 5 | 4 |
| R\_157 | 5 | 5 | 5 | 4 |
| R\_158 | 5 | 5 | 5 | 5 |
| R\_159 | 5 | 5 | 5 | 5 |
| R\_160 | 3 | 5 | 5 | 5 |
| R\_161 | 5 | 2 | 3 | 2 |
| R\_162 | 5 | 5 | 5 | 5 |
| R\_163 | 5 | 4 | 4 | 5 |
| R\_164 | 5 | 4 | 4 | 4 |
| R\_165 | 5 | 5 | 5 | 5 |
| R\_166 | 4 | 4 | 4 | 4 |
| R\_167 | 4 | 5 | 5 | 5 |
| R\_168 | 4 | 5 | 5 | 5 |
| R\_169 | 4 | 4 | 4 | 4 |
| R\_170 | 4 | 4 | 4 | 4 |
| R\_171 | 5 | 5 | 5 | 4 |
| R\_172 | 4 | 4 | 4 | 4 |
| R\_173 | 5 | 5 | 5 | 4 |
| R\_174 | 2 | 3 | 3 | 2 |
| R\_175 | 4 | 4 | 4 | 5 |
| R\_176 | 4 | 4 | 4 | 3 |
| R\_177 | 3 | 3 | 4 | 4 |
| R\_178 | 4 | 5 | 5 | 4 |

Lampiran 14

Hasil Perhitungan PLS

















