

## DAFTAR PUSTAKA

- Aboramadan, M., Albashiti, B., Alharazin, H., & Zaidoune, S. (2020). Organizational culture, innovation and performance: a study from a non-western context. *Journal of Management Development*, 39(4), 437–451. <https://doi.org/10.1108/JMD-06-2019-0253>
- Agustini, N. A., & Purnaningsih, N. (2018). Pengaruh Komunikasi Internal dalam Membangun Budaya Organisasi. *Jurnal Komunikasi Pembangunan*, 16(1), 89–108. <https://doi.org/10.46937/16201825198>
- Amalia, R. M., Syam, S., Sutaguna, T. N., & Prawiyata, D. Y. (2023). *Buku Referensi Komunikasi Publik Di Era Masyarakat 4 . 0* (1st ed.). Menavigasi Lanskap Digital.
- Ambia, N. (2018). *Pengaruh Efektivitas Kerja Pegawai Terhadap Kualitas Pelayanan Publik di Kelurahan Sidorame Barat I Kecamatan Medan Perjuangan. 1*, 214–262.
- Anandita, S. R., Choiriyah, Z., & Mahendri, W. (2021). Pengaruh Iklim Organisasi Dan Komunikasi Terhadap KepuasanKerja (Studi Pada Smk Kreatif Hasbullah Bahrul Ulum). *Jurnal Inovasi Penelitian*, 2(3), 899–908.
- Arikunto, S. (2013). *Prosedur penelitian suatu pendekatan praktik*. Rineka Cipta Ellyzar 2017.
- Aydogdu, F. A. L. (2024). *The Impact of Organizational Culture on Nursing Work Effectiveness : A Comprehensive Analysis The Impact of Organizational Culture on Nursing : A Comprehensive Analysis. January*.
- Bilqis, S., Ayodha, B., Putra, K., & Hellyani, C. A. (2023). *EFEKTIFITAS KERJA KARYAWAN DI RUMAH SAKIT. 3*(2), 162–170.
- Bormasa, M. F. (2022). *Kepemimpinan Dan Efektivitas Kerja*. CV. Pena Persada.
- Budi, A., & Abidin, A. (2021). Dimensions of Organizational Culture (Involvement, Consistency, Adjustment, and Mission) With Nurse Work Productivity. *Nurse and Health: Jurnal Keperawatan*, 10(2), 257–267. <https://doi.org/10.36720/nhjk.v10i2.242>
- Damanik, H. (2019). Hubungan Iklim Organisasi Terhadap Kinerja. *Jurnal Ilmiah Keperawatan Imelda*, 5(1), 25–29.
- Dua, I. L., & Rumerung, J. J. (2022). Kajian Efisiensi dan Efektivitas Kerja Karyawan Bidang Administrasi Pada PT. Manado Media Grafika. *Jurnal MAPB*, 4(1), 118–132. <http://jurnal.polimdo.ac.id/index.php/mabp/article/view/329>
- Ghozali. (2018). *Aplikasi analiaais multivariate dengan program IBM SPSS 25 edisi 9* (9th ed.). Universitas Diponegoro.
- Habudin. (2020). Budaya Organisasi Habudin. *Jurnal Literasi Pendidikan*

- Nusantara*, 1(1), 23–32. <http://jurnal.uinbanten.ac.id/index.php/jlpn>
- Hadadian-Chaghaei, F., Haghani, F., Taleghani, F., Feizi, A., & Alimohammadi, N. (2022). Nurses as gifted artists in caring: An analysis of nursing care concept. *Iranian Journal of Nursing and Midwifery Research*, 27(2), 125–133. [https://doi.org/10.4103/ijnmr.IJNMR\\_465\\_20](https://doi.org/10.4103/ijnmr.IJNMR_465_20)
- Hasbi, R., Kusdianto, I., & Halim, M. (2020). Pengaruh Iklim Organisasi dan Gaya Kepemimpinan terhadap Kinerja Karyawan pada PT. Federal Internal Group Cabang Palopo. *E-Jurnal Manajemen Sumber Daya Manusia UMP*, 1–13.
- Ishtiaque, F., & Habib, L. (2016). Impact of Internal Communication in Organizational Development. *International Journal of Trend in Research and Development*, 3(5), 2394–9333. [www.ijtrd.com](http://www.ijtrd.com)
- Kim, G.-U., Jung, E., Cho, M., Han, S. Y., Jang, M., Lee, M., Lee, S., Suh, Y., Yun, H. Y., Kim, S., & Shim, M. S. (2019). Revisiting The Meaning of A Good Nurse. *The Open Nursing Journal*, 13(1), 75–84. <https://doi.org/10.2174/1874434601913010075>
- Mbhele, S., & De Beer, E. (2022). Achieving employee engagement through effective internal communication. *Communicare: Journal for Communication Sciences in Southern Africa*, 40(2), 153–182. <https://doi.org/10.36615/jcssa.v40i2.1315>
- Muhariani, W. (2022). Komunikasi Internal Perusahaan di Masa COVID-19. *MUKASI: Jurnal Ilmu Komunikasi*, 1(3), 212–227. <https://doi.org/10.54259/mukasi.v1i3.1043>
- Niartiningsih, Nur, N. H., Makassar, U. C., & Sakit, R. (2023). KERJA PERAWAT RSUD HAJI PROVINSI SULAWESI SELATAN. *JJURNAL KESEHATAN TAMBUSAI*, 4, 199–205.
- Nyelisani, M., Makhado, L., & Luhalima, T. (2023). A professional nurse's understanding of quality nursing care in Limpopo province, South Africa. *Curationis*, 46(1), 1–7. <https://doi.org/10.4102/curationis.v46i1.2322>
- Permenkes No 26. (2019). PERATURAN MENTERI KESEHATAN REPUBLIK INDONESIA NOMOR 26 TAHUN 2019. *Permenkes No 26*, 1(1), 2019.
- Permenkes No 75. (2014). PUSAT KESEHATAN MASYARAKAT. *PERATURAN MENTERI KESEHATAN REPUBLIK INDONESIA*, 76(8), 1–26. <https://doi.org/10.1111/j.1750-3841.2011.02348.x>
- Prasetya, M. R., & Kartikawangi, D. (2021). Corporate Culture and Internal Communication Influence on Millennial Employee Engagement. *Jurnal ASPIKOM*, 6(2), 387. <https://doi.org/10.24329/aspikom.v6i2.915>
- Rachmayuniawati, Y. (2018). Pengaruh Komunikasi Internal dan Koordinasi Terhadap Efektivitas Kerja pada Pegawai Rumah Sakit Prasetya Bunda

- Tasikmalaya. *JIMFE*, 4(1), 67–80.
- Reynaldi, Safrizal, Sriwahyuni, & Zakiyuddin. (2021). The Influence Of Organizational Culture On The Work effectiveness Of Nurses In Annisa Hospital Tangerang. *International Conference on Public Health*, 23(4), 240–245.
- Riinawati. (2019). Pengantar Teori Manajemen Komunikasi dan Organisasi. In *PT. Pustaka Baru. PT. Pustaka Baru*.  
<https://opac.perpusnas.go.id/DetailOpac.aspx?id=477593>
- Rodríguez-Pérez, M., Mena-Navarro, F., Domínguez-Pichardo, A., & Teresa-Morales, C. (2022). Current Social Perception of and Value Attached to Nursing Professionals' Competences: An Integrative Review. *International Journal of Environmental Research and Public Health*, 19(3).  
<https://doi.org/10.3390/ijerph19031817>
- Siyoto, S., & Sodik, A. (2015). *Dasar Metodologi Penelitian* (Ayup (ed.); 1st ed.). Literasi media publishing.
- Sodikin, S. M. (2023). *Pengaruh Gaya Kepemimpinan dan Komunikasi Internal Terhadap Efektivitas Kerja Dokter ( Studi Kasus Pada Rumah Sakit Dustira Cimahi )*. 131–138.
- Sugiyono. (2013). Metode penelitian kuantitatif dan kualitatif serta R&D. In *Alfabeta, CV* (1st ed.). Alfabeta CV.
- Sugiyono. (2019). *Metode penelitian kuantitatif kualitatif dan R&D*. Alfabeta CV.
- Suliyanto. (2018). Metode penelitian bisnis. In A. Cristian (Ed.), *CV Andi Offset* (2018th ed.). CV Andi Offset.
- Suryani, Lusiana, & Mulyani. (2021). HUBUNGAN IKLIM KERJA DENGAN EFEKTIVITAS KERJA PERAWAT DI RUMAH SAKIT IBNU SINA MAKASSAR. *Khatulistiwa Nursing Journal*, 3(1), 1–7.
- Tuala, R. P. (2020). Budaya Organisasi dan Kepemimpinan Di Lembaga Pendidikan Islam. In *Encephale* (Vol. 53, Issue 1).  
<http://dx.doi.org/10.1016/j.encep.2012.03.001>
- Undang-Undang No. 36. (2014). Undang-Undang Republik Indonesia Nomor 36 Tahun 2014 Tentang Tenaga Kesehatan. *Menteri Hukum Dan Hak Asasi Manusia Republik Indonesia*.
- Widyanti, R., & Basuki, M. S. (2021). *Perilaku Organisasi (Teori dan Konsep) Jilid 1*.
- Wijaya, Siregar, Barus, Zahraini, Della, & Munawaroh. (2022). Pengaruh Komunikasi Internal dalam Membangun Budaya Organisasi. *Jurnal Pendidikan Tambusai*, 6(2), 13310–13318.  
<https://doi.org/10.46937/16201825198>

- Yue, C. A., Men, L. R., & Ferguson, M. A. (2021). Examining the Effects of Internal Communication and Emotional Culture on Employees' Organizational Identification. *International Journal of Business Communication*, 58(2), 169–195. <https://doi.org/10.1177/2329488420914066>
- Yundelfa, M., Refialdinata, J., & Haryono, B. (2020). *Hubungan Komunikasi Perawat, Budaya Organisasi dan Iklim dalam Organisasi dengan Kinerja Perawat di Rumah Sakit Umum 'Aisyiyah Padang. XIV(01)*, 79–84.
- Yusuf, A. M. (2014). *Metodologi penelitian kuantitatif, Kualitatif & penelitian gabungan (Pertama)*. Kencana.

# LAMPIRAN

## LAMPIRAN

### Lampiran 1 Surat Keterangan Melaksanakan Studi Awal Penelitian



**RUMAH SAKIT  
HAWARI ESSA**

Jl. Raya Slawi – Purwokerto RT 01 / RW 05 Kajen, Lebaksiu, Kab. Tegal  
Telp. (0283) 4562382 / 4562383 email : rs.hawari.essa@gmail.com



TERAKREDITASI PURPURAN KARI  
SINERGI JAZZ

---

**SURAT KETERANGAN**  
Nomor : 088/SKET/RSHE- DIR/X/2023

Saya yang bertanda tangan dibawah ini :

Nama : dr. Yudia Mahardika  
NIPRS : 21.12.0051  
Jabatan : Direktur  
Unit Kerja : Rumah Sakit Hawari Essa  
Alamat : Jl. Raya Slawi – Purwokerto Rt 01/ Rw 05, Ds. Kajen, Kec. Lebaksiu, Kab. Tegal

Dengan ini menerangkan bahwa :

Nama : Ismatul Khoeroh.  
No. Induk Mahasiswa : 4120600229  
Program Studi : Manajemen  
Perguruan Tinggi : Universitas Pancasakti Tegal

Telah melaksanakan studi awal penelitian di Rumah Sakit Hawari Essa pada Hari Sabtu, 07 Oktober 2023 Pukul 14.00 sampai dengan selesai dengan metode studi awal yaitu wawancara dengan divisi terkait.

Adapun data yang didapatkan oleh mahasiswa dengan nama di atas bersifat rahasia dan hanya dapat digunakan untuk kepentingan penelitian.

Demikian surat keterangan ini di buat dengan sebenar - benarnya dan agar di pergunakan sebagaimana mestinya.

Kab. Tegal, 07 Oktober 2023  
Direktur RS. Hawari Essa



**dr. Yudia Mahardika**  
NIPRS. 21.12.0051

## Lampiran 2 Hasil Validasi Wawancara Awal Penelitian

**SURAT KETERANGAN**

Nomor : 008/SKET/RSHE-DIR/II/2024

Saya yang bertanda tangan dibawah ini :

Nama : dr. Yudia Mahardika  
 NIPRS : 21.12.0051  
 Jabatan : Direktur  
 Unit Kerja : Rumah Sakit Hawari Essa  
 Alamat Unit Kerja : Jl. Raya Slawi – Purwokerto RT 001/ RW 005, Ds. Kajen, Kec. Lebaksiu, Kab. Tegal

Dengan ini menerangkan bahwa :

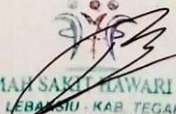
1. Hasil Wawancara Awal Penelitian Di RS. Hawari Essa Kab. Tegal tanggal 07 Oktober 2023 kepada 2 narasumber yang terlampir pada surat ini
2. Data Perawat Klinis Rumah Sakit Hawari Essa Tahun 2023 serta Data Komplain Pasien Rumah Sakit Hawari Tahun 2023 yang terlampir pada surat ini

Adalah benar merupakan data studi awal penelitian yang bersumber dari Rumah Sakit Hawari Essa yang diberikan kepada mahasiswa Universitas Pancasakti Tegal Program Studi Manajemen dengan atas nama Ismatul Khoeroh.

Adapun data yang telah didapatkan hanya dapat dipergunakan untuk kepentingan penelitian serta tidak diperkenankan untuk digunakan dalam kegiatan yang dapat mencemarkan nama baik Rumah Sakit Hawari Essa.

Demikian surat keterangan ini di buat dengan sebenar – benarnya dan agar di pergunakan sebagaimana mestinya.

Kab. Tegal, 17 Februari 2023  
 Direktur RS. Hawari Essa

  
 RUMAH SAKIT HAWARI ESSA  
 LEBAKSIU KAB. TEGAL  
 dr. Yudia Mahardika  
 NIPRS. 21.12.0051

Lampiran I Surat Keterangan  
 Nomor : 008/SKET/RSHE-DIR/II/2024  
 Tanggal : 17 Februari 2024

**1. Data Jumlah Perawat Rumah Sakit Hawari Essa Tahun 2023**

No	Unit Kerja/Bagian	Jumlah Perawat
1	Instalasi Gawat Darurat (IGD)	10
2	Poliklinik	5
3	Intensif Care Unit (ICU)	5
4	Perinatologi	5
5	Rawat Inap Kelas 1,2 dan 3	11
6	Rawat Inap VVIP	5
7	Instalasi Bedah Sentral	4
8	Ruang Sterilisator Alat	1
9	Manajemen Keperawatan	2
10	Perawat Pencegahan Infeksi	1
11	Nifas	3
<b>Total</b>		<b>52</b>

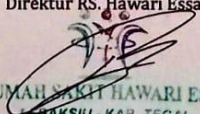
**2. Data Perawat Klinis Rumah Sakit Hawari Essa Tahun 2023**

No	Kategori Perawat Klinis	Jumlah
1	Perawat Klinis 1	0
2	Perawat Klinis 2	6
3	Perawat Klinis 3	46
<b>Total Perawat</b>		<b>52</b>

**3. Data Komplain Pasien Rumah Sakit Hawari Tahun 2023**

No	Indikator Komplain Pasien	Jumlah (%)
1	Komplain fasilitas sarana dan prasaran	40,7
2	Komplain respon time petugas	23,8
3	Komplain jam visit dokter spesialis	29,4
4	Komplain edukasi pasien	6,1
<b>Total</b>		<b>100</b>

Direktur RS. Hawari Essa

  
 RUMAH SAKIT HAWARI ESSA  
 LEBAKSIU - KAB. TEGAL  
 dr. Yudia Mahardika  
 NIPRS. 21.12.0051



HASIL WAWANCARA AWAL PENELITIAN DI RS. HAWARI ESSA KAB. TEGAL

TANGGAL 07 OKTOBER 2023

**A. IDENTITAS NARASUMBER**

Identitas Narasumber : NK  
 Status Pegawai : Pegawai Tetap  
 Jabatan : Subsie Keperawatan  
 Unit Kerja : Manajemen

**B. HASIL WAWANCARA :**

Belum terdapat perawat dengan tingkatan Perawat Klinis (PK 3). Perawat Klinis 3 dapat sebagai asesor dalam penilaian tindakan keperawatan yang dilakukan oleh Perawat Klinis 2 dan 1.

Perawat di RS. Hawari Essa dalam beberapa tindakan keperawatan terhadap pasien masih sering mengalami kegagalan salah satunya yaitu tindakan pemasangan infus. Hal tersebut menyebabkan *hematoma* (pembengkakan) pada pasien khususnya pasien anak atau bayi yang mengalami dehidrasi.

Terdapat perawat yang kurang tanggap ketika terdapat pasien yang menggunakan *nursecall*. Perawat tidak segera mendatangi pasien tersebut karena perawat tidur pada saat sifit jaga malam

Masih sering terjadi *miss communication* terkait operan pemberian obat lanjutan kepada pasien dari perawat IGD kepada perawat rawat inap sehingga dilakukan rapat kordinasi pelayanan untuk mengkaji standar operasional prosedur antar unit kerja keperawatan.

hampir sebagian perawat pelaksana non struktural tidak mengetahui struktur organisasi rumah sakit beserta pejabat rumah sakit dan kewenanganya dalam struktur rumah sakit. Mereka juga kurang memahami tugas mereka berdasarkan kompetensi kewenangan klinis yang telah ditetapkan oleh rumah sakit

banyak terdapat perawat yang tidur pada saat sifit kerja terutama pada sifit malam serta data kelengkapan rekam medis pasien terkait data keperawatan banyak yang tidak terisi dan terlewatkan. Hal tersebut karena pada jam kerja sifit malam tidak ada pengawasan langsung dari bagian manajemen rumah sakit.

para perawat pelaksana cenderung menyalahkan rekan perawat lainya serta tidak berusaha untuk mencari solusi dari permasalahan tersebut.

terdapat komplain pasien terkait perawat IGD yang terlihat kebingungan ketika melakukan tindakan ke pasien sehingga pasien tersebut tidak dilakukan tindakan apapun oleh perawat IGD tersebut karena menunggu perawat yang lebih senior datang. prosedur pengecekan keberfungsian alat kesehatan tidak dilakukan oleh sebagian besar perawat yang akan memulai shift kerja pada unit kerja masing-masing

Narasumber,

  
 RUMAH SAKIT HAWARI ESSA  
 LERANSI KAB. TEGAL  
 (.....)



**SURAT KETERANGAN**

Nomor : 012/SKET/RSHE-DIR/III/2024

Saya yang bertanda tangan dibawah ini :

Nama : dr. Yudia Mahardika  
 NIPRS : 21.12.0051  
 Jabatan : Direktur  
 Unit Kerja : Rumah Sakit Hawari Essa  
 Alamat Unit Kerja : Jl. Raya Slawi – Purwokerto RT 001/ RW 005, Ds. Kajen, Kec. Lebaksiu, Kab. Tegal

Dengan ini menerangkan bahwa :


1. Data Perawat Klinis RS. Hawari Essa Tahun 2023
2. Data masa kerja SDM Perawat RS. Hawari Essa Tahun 2023

Adalah benar merupakan data studi awal penelitian yang bersumber dari Rumah Sakit Hawari Essa yang diberikan kepada mahasiswa Universitas Pancasakti Tegal Program Studi Manajemen dengan atas nama Ismatul Khoeroh.

Adapun data yang telah didapatkan hanya dapat dipergunakan untuk kepentingan penelitian serta tidak diperkenankan untuk digunakan dalam kegiatan yang dapat mencemarkan nama baik Rumah Sakit Hawari Essa.

Demikian surat keterangan ini di buat dengan sebenar – benarnya dan agar di pergunakan sebagaimana mestinya.

Kab. Tegal, 1 Maret 2024  
 Direktur RS. Hawari Essa

  
**RUMAH SAKIT HAWARI ESSA**  
 LEBAKSIU - KAB. TEGAL  
 dr. Yudia Mahardika  
 NIPRS. 21.12.0051

Lampiran I Surat Keterangan  
Nomor : 012/SKET/RSHE-DIR/III/2024  
Tanggal : 1 Maret 2024


**1. Data Perawat Klinis Rumah Sakit Hawari Essa Tahun 2024**

No	Kategori Perawat Klinis	Jumlah
1	Perawat Klinis 1	46
2	Perawat Klinis 2	6
3	Perawat Klinis 3	0
Total Perawat		52

**2. Data Masa Kerja Perawat Rumah Sakit Hawari Essa Tahun 2023**

No	Masa Kerja Dalam 4 Tahun	Jumlah
1	0-1 Tahun	6
2	≤ 2 Tahun	26
3	≤ 3 Tahun	14
4	≤ 4 Tahun	6
Total		52

Direktur RS. Hawari Essa

  
RUMAH SAKIT HAWARI ESSA  
PABANGSI, KAB. TEGAL  
dr. Yudia Mahardika  
NIPRS. 21.12.0051

### DATA KOMPLAIN PASIEN RUMAH SAKIT HAWARI TAHUN 2021, 2022, 2023

#### 1. Data komplain pasien rumah sakit hawari tahun 2021

No	Indikator Komplain Pasien	Jumlah (%)
1	Komplain fasilitas sarana dan prasarana	40
2	Komplain respontime petugas	20,2
3	Komplain jam visit dokter spesialis	29,3
4	Komplain edukasi pasien	10,5
	Total	100

#### 2. Data komplain pasien rumah sakit hawari tahun 2022


No	Indikator Komplain Pasien	Jumlah (%)
1	Komplain fasilitas sarana dan prasarana	32,7
2	Komplain respontime petugas	30,2
3	Komplain jam visit dokter spesialis	29,1
4	Komplain edukasi pasien	8
	Total	100

#### 3. Data komplain pasien rumah sakit hawari tahun 2022

No	Indikator Komplain Pasien	Jumlah (%)
1	Komplain fasilitas sarana dan prasarana	40,7
2	Komplain respontime petugas	23,8
3	Komplain jam visit dokter spesialis	29,4
4	Komplain edukasi pasien	6,1
	Total	100

Data yang tertuang merupakan data yang bersifat rahasia dan hanya dipergunakan untuk kepentingan penelitian oleh sdr. Ismatul Khoeroh Universitas Pancasakti Tegal. Apabila data tersebar dan dipergunakan dengan tidak bertanggung jawab maka ybs serta intitusi perguruan tinggi dapat mempertanggung jawabkannya

Direktur RS. Hawari Essa



RUMAH SAKIT HAWARI ESSA  
Dr. Yudha Mahardika  
NIPRS. 21.12.0051

## Lampiran 3

## Kuesioner Penelitian

**Identitas Peneliti**

Nama : Ismatul Khoeroh

NIM : 4120600229

Jurusan : Manajemen, Universitas Pancasakti Tegal

Assalamualaikum wr. wb.

Dalam rangka pengumpulan data skripsi, saya sebagai peneliti memohon kesediaan Saudara/i untuk menjadi responden dengan mengisi kuesioner penelitian ini. Peneliti menjamin kerahasiaan identitas responden, dan jawaban yang diberikan tidak mempengaruhi penilaian apapun berkaitan dengan diri responden. Dengan demikian, sangat diharapkan Saudara/i mengisi seluruh aitem dengan sejujur-jujurnya.

Sekian permohonan saya. Hasil penelitian akan digunakan sebijaksana mungkin, dan semoga bermanfaat bagi khalayak. Terima kasih atas kerjasama Saudara/i.

Wassalamualaikum wr. Wb

### **Petunjuk Pengisian**

1. Isi kolom identitas dengan lengkap.
2. Perhatikan keterangan pilihan jawaban berikut :
  - SS** : berikan tanda check (v) pada kolom respon **SS** bila Anda **Sangat Sesuai** dengan pernyataan.
  - S** : berikan tanda check (v) pada kolom respon **S** bila Anda Sesuai dengan pernyataan.
  - N** : berikan tanda check (v) pada kolom respon **N** bila Anda **Netral** dengan pernyataan.
  - TS** : berikan tanda check (v) pada kolom respon **TS** bila Anda **Tidak Sesuai** dengan pernyataan.
  - STS** : berikan tanda check (v) pada kolom respon **STS** bila Anda **Sangat Tidak Sesuai** dengan pernyataan.
3. Mohon baca dengan seksama setiap pernyataan.
4. Isi seluruh pernyataan dengan sejujur-jujurnya, dan sangat tidak dianjurkan mengosongkan jawaban.
5. Pengisian diperbolehkan tidak runtut sesuai nomor urut.
6. Setelah selesai, berikan kuesioner ini kepada peneliti.
7. Selamat berpartisipasi dan Terima Kasih atas partisipasi saudara dalam penelitian ini.

**Identitas Responden****Nama /Inisial :**.....**Jenis Kelamin:**.....

- a. Laki-laki
- b. Perempuan

**Usia:**

- a. 20 – 24 Tahun      c. 30 – 34 Tahun      e. 40-44 Tahun      g. > 50 Tahun
- b. 25 – 29 Tahun      d. 35-39 Tahun      f. 45-49 Tahun

**Pendidikan :**

- a. DIII
- b. DIV
- c. S1/S1Keatas

**Masa Kerja :**

- a. < 1 Tahun
- b. 1 – 2 Tahun
- c. 3 – 4 Tahun

----- SELAMAT MENGERJAKAN -----

**Kuesioner I**  
**Efektifitas Kerja**

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya merasa lebih baik kerja disini dibanding dengan ditempat/perusahaan lain					
2	Saya merasa tempat kerja saya merupakan tempat kerja terbaik yang pernah saya tau					
3	Menurut saya pekerjaan yang sedang saya kerjakan harus saya selesaikan					
4	Saya siap menerima konsekuensi apapun dari pekerjaan yang saya lakukan					
5	Menurut saya waktu penyelesaian pekerjaan adalah yang utama					
6	Saya tidak suka mengulur-ulur waktu dalam menyelesaikan tugas pekerjaan saya					
7	Saya tidak suka jika ingkar terhadap waktu penyelesaian pekerjaan yang sudah saya janjikan					
8	Bagi saya janji adalah hutang yang harus saya tunaikan					
9	Prioritas pekerjaan bagi saya adalah tepat waktu dalam menyelesaikan tugas					
10	Saya merasa cemas jika pekerjaan yang saya lakukan belum terselesaikan					
11	Saya dapat memberikan solusi dalam permasalahan pekerjaan yang terjadi di tempat kerja saya					
12	Saya tertarik untuk melakukan pekerjaan yang membutuhkan pemecahan masalah yang sulit					
13	Saya memikirkan dan melaksanakan terobosan baru untuk efektifitas dalam pekerjaan saya					
14	Saya menyukai variasi-variasi baru pada pekerjaan saya					
15	Saya mendapat reward dari tempat kerja saya					
16	Saya merasa puas terhadap pekerjaan yang telah saya lakukan					
17	Saya mendapat nilai yang baik oleh atasan di tempat kerja saya					
18	Saya dapat menyelesaikan pekerjaan lebih dari satu pekerjaan					



**Kuesioner II**  
**Komunikasi Internal**

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Intruksi kerja oleh atasan kerja saya mudah untuk dipahami					
2	Arahan oleh atasan kerja saya membuat saya terbantu dalam penyelesaian pekerjaan saya					
3	Atasan kerja saya bersikap melayani ketika terdapat kebutuhan untuk saya bekerja					
4	Atasan kerja saya menerima laporan kerja saya dengan baik					
5	Saran yang saya ajukan ke atasan kerja saya ditindak lanjuti oleh atasan saya					
6	Menurut saya komunikasi dengan atasan kerja saya terkait kendala pekerjaan merupakan hal yang penting					
7	Saya dan rekan kerja akan berkordinasi apabila terdapat perintah pekerjaan yang baru					
8	Menurut saya diskusi dengan rekan kerja satu divisi maupun beda divisi terkait pekerjaan merupakan hal yang penting					
9	Menurut saya keberhasilan pekerjaan di tempat kerja karena komunikasi dan kerjasama yang baik antar karyawan					
10	Permasalahan yang terjadi pada tempat kerja saya akan kami diskusikan terkait penanganannya dengan rekan kerja saya					

**Kuesioner III**  
**Iklm Organisasi**

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya dapat mengontrol emosi dan mood saya ketika saya bekerja					
2	Saya dapat mengatur waktu kerja saya secara baik					
3	Saya mengetahui rincian uraian tugas, wewenang dan tanggung jawab saya pada pekerjaan saya					
4	Saya dapat memahami prosedur kerja yang ditetapkan oleh perusahaan/instansi saya					
5	Tempat kerja saya merupakan tempat kerja yang terbaik					
6	Menurut saya beban perusahaan/instansi juga merupakan beban saya sebagai karyawan					
7	Rekan-rekan kerja saya selalu mengajak saya berdiskusi terhadap pekerjaan kami					
8	Kehadiran saya dalam diskusi pekerjaan adalah hal yang penting					
9	Saya merasa nyaman dengan rekan-rekan dan lingkungan kerja saya					
10	Lingkungan kerja saya sudah cukup kondusif					
11	Saya sering bermain dan berkunjung ke rumah rekan kerja saya setelah selesai bekerja					
12	Saya sering berdiskusi dengan teman kerja saya yang tidak satu divisi/unit kerja dengan saya					
13	Saya belum pernah bermusuhan dan merasa tidak suka dengan rekan kerja saya di tempat kerja					
14	Rekan kerja saya selalu memberikan motivasi yang positif dalam pekerjaan saya					
15	Atasan saya membantu mengajari saya apabila saya menemukan kendala dalam pekerjaan saya					
16	Atasan kerja saya sangat membantu saya kalam menyelesaikan pekerjaan					
17	Saya kebingungan dalam penyelesaian pekerjaan saya jika atasan saya berhalangan hadir					
18	Atasan saya akan memperjuangkan saya ketika terdapat masalah di pekerjaan saya					
19	Rekan kerja dan atasan kerja saya dapat menerima argumentasi dan saran saya meskipun kami berbeda pendapat					
20	Menurut saya berbeda pendapat dalam diskusi kerja merupakan hal yang biasa					

**Kuesioner IV**  
**Budaya Organisasi**

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Hal-hal baru dalam pekerjaan saya merupakan sesuatu yang positif untuk saya maupun tempat kerja saya					
2	Menurut saya inovasi kerja merupakan hal yang penting					
3	Saya menyukai pekerjaan yang bersifat menantang untuk perkembangan kompetensi saya					
4	Menurut saya resiko dalam pekerjaan sudah pasti ada					
5	Menurut saya dalam menyelesaikan suatu pekerjaan perlu diawali dengan analisis pekerjaan tersebut					
6	Permasalahan dalam pekerjaan saya dapat terselesaikan apabila dilakukan analisis permasalahan					
7	Apabila diberikan pekerjaan oleh atasan maka saya akan bertanya secara detail tentang pekerjaan tersebut					
8	Saya akan melihat pertimbangan resiko yang ada ketika saya akan mengambil sebuah pekerjaan					
9	Menurut saya hasil pekerjaan yang baik karena adanya proses penyelesaian yang baik dan sebaliknya hasil pekerjaan yang buruk karena proses penyelesaian pekerjaan yang buruk					
10	Saya ingin mendapatkan hasil yang baik pada pekerjaan saya					
11	Saya akan mempertimbangkan beberapa aspek yang digunakan dalam penyelesaian masalah pekerjaan saya					
12	Menurut saya proses dalam menyelesaikan pekerjaan adalah pembelajaran yang penting					
13	Menurut saya penyelesaian pekerjaan yang diberikan oleh atasan perlu adanya diskusi dengan rekan kerja atau tim kerja					
14	Saya akan meminta saran kepada rekan kerja saya atas pekerjaan yang sedang saya lakukan					
15	Saya tidak tega jika melihat teman kerja saya kesusahan dalam menyelesaikan pekerjaannya					
16	Memberikan pertolongan kepada rekan kerja merupakan hal yang penting bagi saya					
17	Saya merasa bangga diberikan apresiasi oleh atasan kerja saya atas keberhasilan pekerjaan yang saya lakukan					
18	Bersaing melakukan yang terbaik dalam bekerja merupakan hal yang baik bagi saya					
19	Rekan kerja dan lingkungan kerja saya saat ini cukup nyaman untuk saya bekerja					
20	Sistem kerja ditempat kerja saya sudah baik					















## Lampiran 8 Hasil Uji MSI Non Responden Efektifitas Kerja

## Successive Interval

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	Y1.16	Y1.17	Y1.18	Total
1	2,848	1,000	2,911	2,911	2,471	2,848	1,000	2,911	2,848	1,000	2,911	1,000	2,911	2,848	1,000	2,911	2,848	1,000	40,178
2	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
3	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
4	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
5	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
6	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
7	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
8	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
9	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
10	1,810	1,000	2,911	2,911	2,471	1,810	1,000	2,911	1,810	1,000	2,911	1,000	2,911	1,810	1,000	2,911	1,810	1,000	34,984
11	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
12	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
13	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
14	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
15	4,172	2,471	2,911	2,911	1,000	4,172	2,471	2,911	4,172	2,471	2,911	2,471	2,911	4,172	2,471	2,911	4,172	2,471	54,151
16	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
17	1,810	1,000	1,000	1,000	1,000	1,810	1,000	1,000	1,810	1,000	1,000	1,000	1,000	1,810	1,000	1,000	1,810	1,000	22,048
18	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
19	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
20	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
21	1,000	2,471	2,911	2,911	1,000	1,000	2,471	2,911	1,000	2,471	2,911	2,471	2,911	1,000	2,471	2,911	1,000	2,471	38,292
22	1,810	2,471	2,911	2,911	2,471	1,810	2,471	2,911	1,810	2,471	2,911	2,471	2,911	1,810	2,471	2,911	1,810	2,471	43,811
23	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576

24	1,000	2,471	2,911	2,911	1,000	1,000	2,471	2,911	1,000	2,471	2,911	2,471	2,911	1,000	2,471	2,911	1,000	2,471	38,292
25	1,810	2,471	2,911	2,911	2,471	1,810	2,471	2,911	1,810	2,471	2,911	2,471	2,911	1,810	2,471	2,911	1,810	2,471	43,811
26	4,172	3,926	4,539	4,539	3,926	4,172	3,926	4,539	4,172	3,926	4,539	3,926	4,539	4,172	3,926	4,539	4,172	3,926	75,576
27	2,848	1,000	2,911	2,911	2,471	2,848	1,000	2,911	2,848	1,000	2,911	1,000	2,911	2,848	1,000	2,911	2,848	1,000	40,178
28	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
29	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005
30	2,848	2,471	2,911	2,911	2,471	2,848	2,471	2,911	2,848	2,471	2,911	2,471	2,911	2,848	2,471	2,911	2,848	2,471	49,005

### Lampiran 9 Hasil Uji MSI Non Responden Komunikasi Internal

#### Successive Interval

No	X 1.1	X 1.2	X 1.3	X 1.4	X 1.5	X 1.6	X 1.7	X 1.8	X 1.9	X 1.10	Total
1	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
2	3,972	2,376	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,696
3	2,248	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,466
4	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
5	1,708	2,376	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	29,432
6	3,972	2,376	1,000	2,827	3,577	3,577	3,078	3,078	3,135	3,366	29,985
7	1,000	2,376	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	28,724
8	1,708	2,376	2,711	1,754	1,993	1,993	3,078	3,078	3,135	3,366	25,190
9	3,972	2,376	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,696
10	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
11	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
12	2,835	3,871	2,711	1,000	3,577	3,577	3,078	3,078	3,135	3,366	30,227
13	3,972	3,871	2,711	1,000	3,577	3,577	3,078	3,078	3,135	3,366	31,365
14	2,835	2,376	1,000	1,000	1,000	1,000	1,000	1,000	3,135	3,366	17,711
15	2,835	3,871	2,711	1,000	1,993	1,993	3,078	3,078	1,000	1,575	23,133

16	2,248	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,466
17	2,835	3,871	2,711	1,000	3,577	3,577	3,078	3,078	1,554	3,366	28,646
18	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
19	3,972	3,871	2,711	2,827	1,993	1,993	3,078	3,078	3,135	3,366	30,022
20	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
21	2,835	2,376	1,000	1,754	3,577	3,577	3,078	3,078	3,135	3,366	27,775
22	3,972	3,871	1,000	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,480
23	3,972	3,871	1,000	1,000	1,993	1,993	3,078	3,078	3,135	3,366	26,485
24	2,835	2,376	1,000	1,754	3,577	3,577	3,078	3,078	3,135	3,366	27,775
25	2,248	2,376	1,000	1,000	1,993	1,993	1,000	1,000	1,000	1,000	14,608
26	2,835	1,000	2,711	1,000	3,577	3,577	3,078	3,078	3,135	3,366	27,356
27	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191
28	3,972	2,376	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,696
29	2,248	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	31,466
30	3,972	3,871	2,711	2,827	3,577	3,577	3,078	3,078	3,135	3,366	33,191

Lampiran 10 Hasil Uji MSI Non Responden Iklim Organisasi

**Successive Interval**

No	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.11	x2.12	x2.13	x2.14	x2.15	x2.16	x2.17	x2.18	x2.19	x2.20	Total
1	1,000	1,575	2,610	1,000	1,000	2,621	1,000	1,000	2,641	1,000	2,621	1,000	1,000	2,641	1,000	1,000	2,621	1,000	1,000	2,641	31,970
2	2,621	4,539	2,610	2,680	2,750	2,621	2,636	2,750	4,172	2,711	2,621	2,636	2,750	4,172	2,711	2,750	2,621	2,636	2,750	4,172	59,908
3	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
4	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
5	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	24,922
6	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	21,974
7	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
8	2,621	2,974	2,610	2,680	1,000	2,621	2,636	1,000	4,172	1,000	2,621	2,636	1,000	4,172	1,000	1,000	2,621	2,636	1,000	4,172	46,173
9	2,621	2,974	2,610	2,680	1,000	2,621	2,636	2,750	4,172	1,000	2,621	2,636	2,750	4,172	1,000	1,000	2,621	2,636	2,750	4,172	51,422
10	2,621	2,974	2,610	2,680	1,000	2,621	2,636	1,000	4,172	2,711	2,621	2,636	1,000	4,172	2,711	1,000	2,621	2,636	1,000	4,172	49,595
11	1,000	2,974	2,610	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	28,506
12	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
13	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
14	2,621	4,539	2,610	2,680	2,750	2,621	2,636	2,750	4,172	2,711	2,621	2,636	2,750	4,172	2,711	2,750	2,621	2,636	2,750	4,172	59,908
15	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
16	2,621	4,539	2,610	2,680	2,750	2,621	2,636	2,750	4,172	2,711	2,621	2,636	2,750	4,172	2,711	2,750	2,621	2,636	2,750	4,172	59,908
17	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
18	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
19	2,621	4,539	2,610	2,680	2,750	2,621	2,636	2,750	4,172	2,711	2,621	2,636	2,750	4,172	2,711	2,750	2,621	2,636	2,750	4,172	59,908
20	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
21	2,621	4,539	2,610	2,680	2,750	2,621	2,636	2,750	4,172	2,711	2,621	2,636	2,750	4,172	2,711	2,750	2,621	2,636	2,750	4,172	59,908
22	2,621	2,974	2,610	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	30,127
23	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896

24	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
25	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
26	2,621	4,539	2,610	1,000	2,750	2,621	2,636	1,000	2,641	2,711	2,621	2,636	1,000	2,641	2,711	2,750	2,621	2,636	1,000	2,641	48,385
27	2,621	4,539	1,000	1,000	1,000	2,621	2,636	1,000	2,641	1,000	2,621	2,636	1,000	2,641	1,000	1,000	2,621	2,636	1,000	2,641	39,854
28	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	21,974
29	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896
30	1,000	2,974	1,000	1,000	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	2,641	1,000	1,000	1,000	1,000	1,000	2,641	26,896

Lampiran 11 Hasil Uji MSI Non Responden Budaya Organisasi

**Successive Interval**

No	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	x3.9	x3.10	x3.11	x3.12	x3.13	x3.14	x3.15	x3.16	x3.17	x 3.18	x 3.19	x 3.20	Total
1	1,562	2,790	1,650	1,000	1,562	1,000	1,562	2,790	1,650	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	26,566
2	3,987	4,339	4,099	4,099	3,987	2,711	3,987	4,339	4,099	4,099	4,099	2,711	2,680	2,711	2,636	4,099	4,099	2,711	2,711	2,680	70,883
3	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665
4	1,000	1,000	1,000	2,595	1,000	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	27,974
5	1,000	1,000	1,000	2,595	1,000	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	27,974
6	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665
7	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665
8	3,987	2,790	4,099	4,099	3,987	2,711	3,987	2,790	4,099	4,099	4,099	2,711	2,680	2,711	2,636	4,099	4,099	2,711	2,711	2,680	67,784
9	3,987	2,790	4,099	4,099	3,987	1,000	3,987	2,790	4,099	4,099	4,099	1,000	2,680	1,000	2,636	4,099	4,099	1,000	1,000	2,680	59,229
10	3,987	2,790	4,099	4,099	3,987	2,711	3,987	2,790	4,099	4,099	4,099	2,711	2,680	2,711	2,636	4,099	4,099	2,711	2,711	2,680	67,784
11	2,566	1,554	2,706	2,595	2,566	1,000	2,566	1,554	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	37,192
12	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665
13	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665
14	3,987	4,339	4,099	4,099	3,987	2,711	3,987	4,339	4,099	4,099	4,099	2,711	2,680	2,711	2,636	4,099	4,099	2,711	2,711	2,680	70,883
15	2,566	2,790	2,706	2,595	2,566	1,000	2,566	2,790	2,706	2,595	2,595	1,000	1,000	1,000	1,000	2,595	2,595	1,000	1,000	1,000	39,665







N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.11 Pearson Correlation	.741**	.861**	1.000**	1.000**	.861**	.741**	.861**	1.000**	.741**	.861**	1	.861**	1.000**	.741**	.861**	1.000**	.741**	.861**	.951**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.12 Pearson Correlation	.677**	1.000**	.861**	.861**	.716**	.677**	1.000**	.861**	.677**	1.000**	.861**	1	.861**	.677**	1.000**	.861**	.677**	1.000**	.925**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.13 Pearson Correlation	.741**	.861**	1.000**	1.000**	.861**	.741**	.861**	1.000**	.741**	.861**	1.000**	.861**	1	.741**	.861**	1.000**	.741**	.861**	.951**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.14 Pearson Correlation	1.000**	.677**	.741**	.741**	.759**	1.000**	.677**	.741**	1.000**	.677**	.741**	.677**	.741**	1	.677**	.741**	1.000**	.677**	.872**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.15 Pearson Correlation	.677**	1.000**	.861**	.861**	.716**	.677**	1.000**	.861**	.677**	1.000**	.861**	1.000**	.861**	.677**	1	.861**	.677**	1.000**	.925**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.16 Pearson Correlation	.741**	.861**	1.000**	1.000**	.861**	.741**	.861**	1.000**	.741**	.861**	1.000**	.861**	1.000**	.741**	.861**	1	.741**	.861**	.951**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.17 Pearson Correlation	1.000**	.677**	.741**	.741**	.759**	1.000**	.677**	.741**	1.000**	.677**	.741**	.677**	.741**	1.000**	.677**	.741**	1	.677**	.872**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y 1.18 Pearson Correlation	.677**	1.000**	.861**	.861**	.716**	.677**	1.000**	.861**	.677**	1.000**	.861**	1.000**	.861**	.677**	1.000**	.861**	.677**	1	.925**

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL Pearson Correlation	.872**	.925**	.951**	.951**	.864**	.872**	.925**	.951**	.872**	.925**	.951**	.925**	.951**	.872**	.925**	.951**	.872**	.925**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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



Total	Pearson	.469*	.442*	.548**	.701**	.786	.786*	.808	.808**	.597**	.672**	1
	Correlation	*				**	*	**				
	Sig. (2-tailed)	.009	.014	.002	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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



	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.8	Pearson Correlation	.657**	.627**	.612**	.829**	.792**	.657**	.707**	1	.728**	.709**	.657**	.707**	1.000**	.728**	.709**	.792**	.657**	.707**	1.000**	.728**	.855**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.9	Pearson Correlation	.733**	.457*	.697**	.879**	.578**	.733**	.774**	.728**	1	.661**	.733**	.774**	.728**	1.000**	.661**	.578**	.733**	.774**	.728**	1.000**	.862**
	Sig. (2-tailed)	.000	.011	.000	.000	.001	.000	.000	.000		.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.10	Pearson Correlation	.725**	.716**	.676**	.737**	.906**	.725**	.780**	.709**	.661**	1	.725**	.780**	.709**	.661**	1.000**	.906**	.725**	.780**	.709**	.661**	.873**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.11	Pearson Correlation	.856**	.559**	.791**	.793**	.657**	1.000**	.929**	.657**	.733**	.725**	1	.929**	.657**	.733**	.725**	.657**	1.000**	.929**	.657**	.733**	.904**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.12	Pearson Correlation	.929**	.711**	.722**	.853**	.707**	.929**	1.000**	.707**	.774**	.780**	.929**	1	.707**	.774**	.780**	.707**	.929**	1.000**	.707**	.774**	.944**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.13	Pearson Correlation	.657**	.627**	.612**	.829**	.792**	.657**	.707**	1.000**	.728**	.709**	.657**	.707**	1	.728**	.709**	.792**	.657**	.707**	1.000**	.728**	.855**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.14	Pearson Correlation	.733**	.457*	.697**	.879**	.578**	.733**	.774**	.728**	1.000**	.661**	.733**	.774**	.728**	1	.661**	.578**	.733**	.774**	.728**	1.000**	.862**
	Sig. (2-tailed)	.000	.011	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000		.000	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.15	Pearson Correlation	.725**	.716**	.676**	.737**	.906**	.725**	.780**	.709**	.661**	1.000**	.725**	.780**	.709**	.661**	1	.906**	.725**	.780**	.709**	.661**	.873**

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.16	Pearson Correlation	.657**	.783**	.612**	.641**	1.000**	.657**	.707**	.792**	.578**	.906**	.657**	.707**	.792**	.578**	.906**	1	.657**	.707**	.792**	.578**	.836**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.001	.000		.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.17	Pearson Correlation	.856**	.559**	.791**	.793**	.657**	1.000**	.929**	.657**	.733**	.725**	1.000**	.929**	.657**	.733**	.725**	.657**	1	.929**	.657**	.733**	.904**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.18	Pearson Correlation	.929**	.711**	.722**	.853**	.707**	.929**	1.000**	.707**	.774**	.780**	.929**	1.000**	.707**	.774**	.780**	.707**	.929**	1	.707**	.774**	.944**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.19	Pearson Correlation	.657**	.627**	.612**	.829**	.792**	.657**	.707**	1.000**	.728**	.709**	.657**	.707**	1.000**	.728**	.709**	.792**	.657**	.707**	1	.728**	.855**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X 2.20	Pearson Correlation	.733**	.457*	.697**	.879**	.578**	.733**	.774**	.728**	1.000**	.661**	.733**	.774**	.728**	1.000**	.661**	.578**	.733**	.774**	.728**	1	.862**
	Sig. (2-tailed)	.000	.011	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.894**	.723**	.803**	.911**	.836**	.904**	.944**	.855**	.862**	.873**	.904**	.944**	.855**	.862**	.873**	.836**	.904**	.944**	.855**	.862**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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







N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.15 Pearson Correlation	.758**	.520**	.808**	.835**	.758**	.780**	.758**	.520**	.808**	.835**	.835**	.780**	.853**	.780**	1	.835**	.835**	.780**	.780**	.853**	.881**
Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.16 Pearson Correlation	.739**	.464**	.867**	1.000**	.739**	.749**	.739**	.464**	.867**	1.000**	1.000**	.749**	.819**	.749**	.835**	1	1.000**	.749**	.749**	.819**	.906**
Sig. (2-tailed)	.000	.010	.000	.000	.000	.000	.000	.010	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.17 Pearson Correlation	.739**	.464**	.867**	1.000**	.739**	.749**	.739**	.464**	.867**	1.000**	1.000**	.749**	.819**	.749**	.835**	1.000**	1	.749**	.749**	.819**	.906**
Sig. (2-tailed)	.000	.010	.000	.000	.000	.000	.000	.010	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.18 Pearson Correlation	.769**	.621**	.717**	.749**	.769**	1.000**	.769**	.621**	.717**	.749**	.749**	1.000**	.915**	1.000**	.780**	.749**	.749**	1	1.000**	.915**	.907**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.19 Pearson Correlation	.769**	.621**	.717**	.749**	.769**	1.000**	.769**	.621**	.717**	.749**	.749**	1.000**	.915**	1.000**	.780**	.749**	.749**	1.000**	1	.915**	.907**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.20 Pearson Correlation	.840**	.581**	.784**	.819**	.840**	.915**	.840**	.581**	.784**	.819**	.819**	.915**	1.000**	.915**	.853**	.819**	.819**	.915**	.915**	1	.936**
Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total Pearson Correlation	.910**	.710**	.924**	.906**	.910**	.907**	.910**	.710**	.924**	.906**	.906**	.907**	.936**	.907**	.881**	.906**	.906**	.907**	.907**	.936**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

## Lampiran 16 Hasil Uji Reliabilitas Efektifitas kerja (Y)

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.988	.989	18

## Lampiran 17 Hasil Uji Reliabilitas Komunikasi Internal (X1)

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.836	.860	10

## Lampiran 18 Hasil Uji Reliabilitas Iklim Organisasi (X2)

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.983	.983	20

## Lampiran 19 Hasil Uji Reliabilitas Budaya Organisasi (X3)

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.986	.986	20

## Lampiran 20 Hasil Uji Normalitas

		Unstandardized Residual
N		52
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.64664206
Most Extreme Differences	Absolute	.092
	Positive	.079
	Negative	-.092
Test Statistic		.092
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

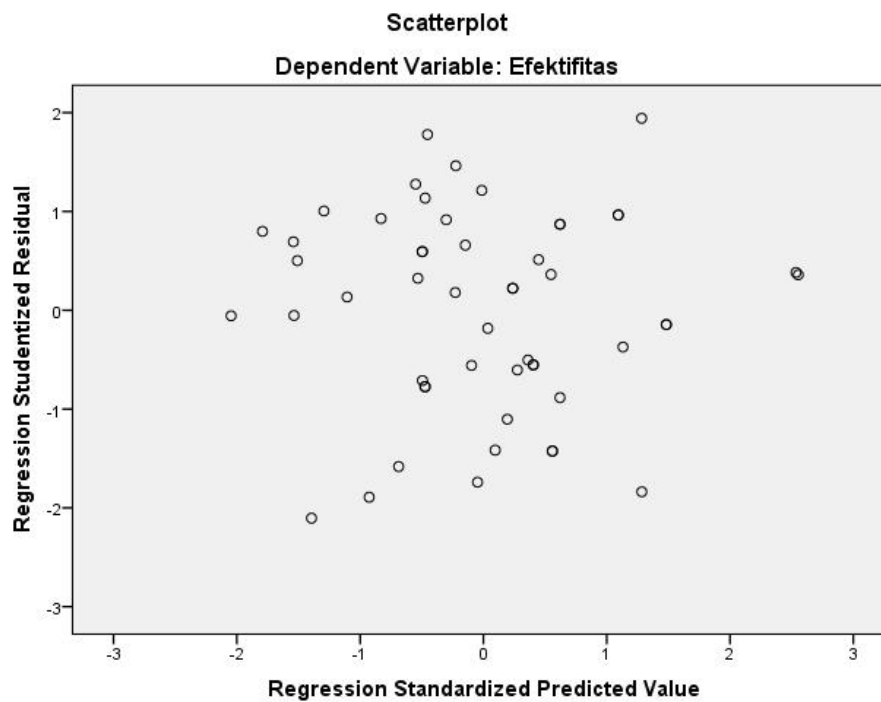
- a. Test distribution is Normal.  
 b. Calculated from data.  
 c. Lilliefors Significance Correction.  
 d. This is a lower bound of the true significance.

## Lampiran 21 Hasil Uji Multikolinieritas

Model		Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	11.450	4.301		2.662	.011		
	Komunikasi Internal	.395	.066	.547	5.965	.000	.956	1.046
	Iklm Organisasi	.255	.068	.342	3.750	.000	.970	1.031
	Budaya Organisasi	.245	.064	.354	3.839	.000	.945	1.058

- a. Dependent Variable: Efektifitas Kerja

## Lampiran 22 Hasil Uji Heterokedastisitas



## Lampiran 23 Hasil Uji Autokorelasi

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.783 <sup>a</sup>	.614	.589	2.728096	1.917

a. Predictors: (Constant), Budaya Organisasi, Iklim Organisasi, Komunikasi Internal

b. Dependent Variable: Efektifitas

## Lampiran 24 Hasil Uji Analisis Regresi Linier Berganda

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.450	4.301		2.662	.011
	Komunikasi Internal	.395	.066	.547	5.965	.000
	Iklim Organisasi	.255	.068	.342	3.750	.000
	Budaya Organisasi	.245	.064	.354	3.839	.000

a. Dependent Variable: Efektifitas Kerja

## Lampiran 25 Hasil Uji Parsial (UJI t)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.450	4.301		2.662	.011
	Komunikasi Internal	.395	.066	.547	5.965	.000
	Iklm Organisasi	.255	.068	.342	3.750	.000
	Budaya Organisasi	.245	.064	.354	3.839	.000

a. Dependent Variable: Efektifitas Kerja

## Lampiran 26 Hasil Uji Simultan (Uji F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	567.105	3	189.035	25.399	.000 <sup>b</sup>
	Residual	357.240	48	7.443		
	Total	924.345	51			

a. Dependent Variable: Efektifitas

b. Predictors: (Constant), Budaya Organisasi, Iklm Organisasi, Komunikasi Internal

## Lampiran 27 Uji Koefisien Determinasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 <sup>a</sup>	.614	.589	2.728096

a. Predictors: (Constant), Budaya Organisasi, Iklm Organisasi, Komunikasi Internal

b. Dependent Variable: Efektifitas Kerja

Lampiran 28 Hail Uji MSI Efektifitas Kerja (Y)

Successive Interval

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	Y1.16	Y1.17	Y1.18	Total
1	2,760	4,056	3,943	1,000	2,678	1,000	1,000	3,831	1,000	1,000	2,760	4,056	3,943	1,000	2,678	1,000	1,000	3,831	42,537
2	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	2,600	2,651	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	46,053
3	2,760	4,056	2,379	1,000	2,678	2,615	1,000	3,831	2,600	1,000	2,760	4,056	2,379	1,000	2,678	2,615	1,000	3,831	44,237
4	2,760	4,056	3,943	2,695	2,678	2,615	1,000	2,219	1,000	2,651	2,760	4,056	3,943	2,695	2,678	2,615	1,000	2,219	47,582
5	2,760	4,056	3,943	2,695	1,000	2,615	2,598	3,831	2,600	1,000	2,760	4,056	3,943	2,695	1,000	2,615	2,598	3,831	50,595
6	2,760	4,056	3,943	2,695	2,678	1,000	2,598	3,831	1,000	2,651	2,760	4,056	3,943	2,695	2,678	1,000	2,598	3,831	50,773
7	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	2,600	2,651	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	46,053
8	2,760	4,056	3,943	2,695	2,678	2,615	1,000	3,831	2,600	2,651	2,760	4,056	3,943	2,695	2,678	2,615	1,000	3,831	52,407
9	2,760	2,518	3,943	2,695	1,000	1,000	2,598	3,831	2,600	2,651	2,760	2,518	3,943	2,695	1,000	1,000	2,598	3,831	45,940
10	2,760	2,518	2,379	2,695	2,678	1,000	2,598	2,219	1,000	1,000	2,760	2,518	2,379	2,695	2,678	1,000	2,598	2,219	39,691
11	2,760	4,056	2,379	2,695	1,000	1,000	2,598	3,831	1,000	1,000	2,760	4,056	2,379	2,695	1,000	1,000	2,598	3,831	42,637
12	1,000	2,518	3,943	1,000	1,000	2,615	2,598	3,831	2,600	2,651	1,000	2,518	3,943	1,000	1,000	2,615	2,598	3,831	42,259
13	2,760	2,518	2,379	2,695	2,678	1,000	1,000	3,831	1,000	2,651	2,760	2,518	2,379	2,695	2,678	1,000	1,000	3,831	41,371
14	1,000	4,056	3,943	2,695	1,000	1,000	2,598	3,831	2,600	2,651	1,000	4,056	3,943	2,695	1,000	1,000	2,598	3,831	45,497
15	1,000	4,056	3,943	1,000	2,678	1,000	2,598	3,831	1,000	2,651	1,000	4,056	3,943	1,000	2,678	1,000	2,598	3,831	43,863
16	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	2,600	2,651	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	55,602
17	1,000	2,518	2,379	2,695	1,000	1,000	2,598	3,831	1,000	1,000	1,000	2,518	2,379	2,695	1,000	1,000	2,598	3,831	36,039
18	1,000	2,518	3,943	2,695	1,000	1,000	1,000	3,831	2,600	2,651	1,000	2,518	3,943	2,695	1,000	1,000	1,000	3,831	39,224
19	2,760	2,518	3,943	2,695	2,678	2,615	2,598	1,000	1,000	2,651	2,760	2,518	3,943	2,695	2,678	2,615	2,598	1,000	45,263
20	2,760	2,518	3,943	2,695	1,000	2,615	2,598	3,831	1,000	1,000	2,760	2,518	3,943	2,695	1,000	2,615	2,598	3,831	45,917
21	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	2,600	2,651	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	55,602
22	2,760	2,518	3,943	1,000	2,678	2,615	2,598	3,831	1,000	2,651	2,760	2,518	3,943	1,000	2,678	2,615	2,598	3,831	47,535
23	2,760	2,518	3,943	2,695	2,678	2,615	1,000	2,219	1,000	1,000	2,760	2,518	3,943	2,695	2,678	2,615	1,000	2,219	42,854
24	2,760	4,056	2,379	2,695	1,000	1,000	1,000	3,831	2,600	2,651	2,760	4,056	2,379	2,695	1,000	1,000	1,000	3,831	42,692

25	1,000	1,000	3,943	1,000	2,678	2,615	2,598	3,831	2,600	1,000	1,000	1,000	3,943	1,000	2,678	2,615	2,598	3,831	40,929
26	1,000	2,518	3,943	2,695	2,678	2,615	2,598	3,831	1,000	1,000	1,000	2,518	3,943	2,695	2,678	2,615	2,598	3,831	45,754
27	1,000	4,056	3,943	2,695	2,678	1,000	2,598	2,219	2,600	2,651	1,000	4,056	3,943	2,695	2,678	1,000	2,598	2,219	45,629
28	1,000	2,518	3,943	1,000	2,678	1,000	2,598	3,831	2,600	2,651	1,000	2,518	3,943	1,000	2,678	1,000	2,598	3,831	42,386
29	2,760	2,518	3,943	2,695	2,678	2,615	1,000	3,831	2,600	2,651	2,760	2,518	3,943	2,695	2,678	2,615	1,000	3,831	49,329
30	2,760	2,518	2,379	1,000	2,678	2,615	2,598	3,831	1,000	1,000	2,760	2,518	2,379	1,000	2,678	2,615	2,598	3,831	42,755
31	2,760	4,056	3,943	1,000	2,678	2,615	2,598	2,219	2,600	2,651	2,760	4,056	3,943	1,000	2,678	2,615	2,598	2,219	48,988
32	2,760	2,518	2,379	2,695	2,678	2,615	2,598	3,831	2,600	2,651	2,760	2,518	2,379	2,695	2,678	2,615	2,598	3,831	49,396
33	2,760	2,518	3,943	2,695	2,678	1,000	2,598	3,831	2,600	2,651	2,760	2,518	3,943	2,695	2,678	1,000	2,598	3,831	49,296
34	2,760	4,056	3,943	1,000	2,678	2,615	1,000	3,831	2,600	2,651	2,760	4,056	3,943	1,000	2,678	2,615	1,000	3,831	49,017
35	1,000	2,518	1,000	1,000	2,678	2,615	2,598	3,831	1,000	2,651	1,000	2,518	1,000	1,000	2,678	2,615	2,598	3,831	38,128
36	2,760	2,518	3,943	2,695	1,000	2,615	1,000	3,831	1,000	2,651	2,760	2,518	3,943	2,695	1,000	2,615	1,000	3,831	44,373
37	2,760	4,056	3,943	2,695	1,000	1,000	1,000	3,831	2,600	2,651	2,760	4,056	3,943	2,695	1,000	1,000	1,000	3,831	45,821
38	2,760	4,056	2,379	2,695	2,678	1,000	1,000	3,831	1,000	2,651	2,760	4,056	2,379	2,695	2,678	1,000	1,000	3,831	44,448
39	2,760	2,518	3,943	2,695	2,678	2,615	1,000	3,831	1,000	1,000	2,760	2,518	3,943	2,695	2,678	2,615	1,000	3,831	46,078
40	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	2,600	2,651	2,760	4,056	3,943	2,695	2,678	2,615	2,598	3,831	55,602
41	2,760	4,056	3,943	2,695	2,678	1,000	1,000	3,831	1,000	2,651	2,760	4,056	3,943	2,695	2,678	1,000	1,000	3,831	47,577
42	2,760	4,056	3,943	2,695	1,000	2,615	1,000	3,831	1,000	2,651	2,760	4,056	3,943	2,695	1,000	2,615	1,000	3,831	47,450
43	2,760	4,056	3,943	2,695	1,000	2,615	2,598	2,219	2,600	2,651	2,760	4,056	3,943	2,695	1,000	2,615	2,598	2,219	49,022
44	2,760	4,056	2,379	2,695	2,678	1,000	2,598	3,831	2,600	1,000	2,760	4,056	2,379	2,695	2,678	1,000	2,598	3,831	47,593
45	2,760	4,056	3,943	1,000	2,678	1,000	1,000	3,831	1,000	1,000	2,760	4,056	3,943	1,000	2,678	1,000	1,000	3,831	42,537
46	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	2,600	2,651	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	46,053
47	2,760	4,056	2,379	1,000	2,678	2,615	1,000	3,831	2,600	1,000	2,760	4,056	2,379	1,000	2,678	2,615	1,000	3,831	44,237
48	2,760	4,056	3,943	2,695	2,678	2,615	1,000	2,219	1,000	2,651	2,760	4,056	3,943	2,695	2,678	2,615	1,000	2,219	47,582
49	2,760	4,056	3,943	2,695	1,000	2,615	2,598	3,831	2,600	1,000	2,760	4,056	3,943	2,695	1,000	2,615	2,598	3,831	50,595
50	2,760	4,056	3,943	2,695	2,678	1,000	2,598	3,831	1,000	2,651	2,760	4,056	3,943	2,695	2,678	1,000	2,598	3,831	50,773
51	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	2,600	2,651	2,760	4,056	2,379	2,695	2,678	2,615	1,000	2,219	46,053
52	2,760	4,056	3,943	2,695	2,678	2,615	1,000	3,831	2,600	2,651	2,760	4,056	3,943	2,695	2,678	2,615	1,000	3,831	52,407



## Lampiran 29 Hasil Uji MSI Komunikasi Internal (X1)

No	Successive Interval										Total
	x 1.1	x 1.2	x 1.3	x 1.4	x 1.5	x 1.6	x 1.7	x 1.8	x 1.9	x 1.10	
1	4,085	2,761	3,347	3,820	3,968	3,999	2,923	2,384	1,000	2,877	31,164
2	2,550	2,761	1,000	1,726	2,487	2,665	2,923	3,706	1,000	2,877	23,694
3	4,085	4,296	2,090	2,502	3,968	3,999	2,923	3,706	2,609	2,877	33,054
4	4,085	4,296	3,347	3,820	3,968	3,999	2,923	2,384	1,000	4,328	34,150
5	4,085	4,296	3,347	3,820	2,487	3,999	4,296	3,706	2,609	2,877	35,520
6	4,085	4,296	3,347	3,820	3,968	2,665	4,296	3,706	1,000	4,328	35,510
7	4,085	4,296	2,090	2,502	3,968	3,999	2,923	3,706	2,609	2,877	33,054
8	4,085	4,296	3,347	3,820	3,968	3,999	2,923	3,706	2,609	4,328	37,080
9	2,550	2,761	2,090	3,820	2,487	2,665	4,296	3,706	1,000	2,877	28,251
10	4,085	2,761	2,090	3,820	3,968	2,665	4,296	2,384	1,000	2,877	29,945
11	4,085	2,761	2,090	3,820	3,968	2,665	2,923	3,706	1,000	4,328	31,345
12	2,550	2,761	3,347	3,820	2,487	2,665	2,923	2,384	1,000	2,877	26,814
13	4,085	2,761	2,090	3,820	2,487	2,665	2,923	3,706	2,609	4,328	31,473
14	2,550	4,296	3,347	3,820	2,487	2,665	4,296	3,706	2,609	4,328	34,103
15	2,550	4,296	3,347	2,502	3,968	2,665	4,296	3,706	1,000	4,328	32,658
16	4,085	4,296	3,347	3,820	3,968	3,999	4,296	3,706	2,609	4,328	38,453
17	2,550	2,761	2,090	3,820	2,487	2,665	4,296	3,706	1,000	2,877	28,251
18	2,550	2,761	3,347	3,820	2,487	2,665	2,923	2,384	1,000	2,877	26,814
19	4,085	4,296	2,090	3,820	2,487	3,999	4,296	3,706	1,000	2,877	32,654
20	2,550	2,761	3,347	3,820	2,487	2,665	4,296	3,706	1,000	2,877	29,508
21	4,085	4,296	3,347	3,820	3,968	3,999	4,296	3,706	2,609	4,328	38,453
22	4,085	4,296	3,347	2,502	3,968	2,665	4,296	3,706	2,609	2,877	34,350
23	2,550	2,761	1,000	1,000	2,487	1,000	2,923	1,726	1,000	2,877	19,323
24	2,550	4,296	3,347	3,820	2,487	2,665	4,296	3,706	2,609	2,877	32,652
25	2,550	2,761	1,000	1,726	2,487	2,665	2,923	3,706	1,000	2,877	23,694
26	2,550	2,761	1,000	1,000	2,487	1,000	2,923	1,726	1,000	2,877	19,323
27	4,085	4,296	2,090	3,820	2,487	3,999	4,296	3,706	1,000	4,328	34,105
28	2,550	2,761	1,000	1,726	1,000	1,726	1,827	1,000	1,000	1,650	16,239
29	2,550	2,761	2,090	2,502	2,487	2,665	1,827	2,384	1,000	4,328	24,594
30	1,000	1,000	1,000	3,820	1,000	1,726	1,000	1,726	1,000	1,000	14,272
31	4,085	2,761	3,347	3,820	3,968	3,999	2,923	3,706	2,609	4,328	35,545
32	4,085	2,761	2,090	2,502	3,968	3,999	4,296	3,706	1,000	2,877	31,283
33	4,085	4,296	3,347	2,502	3,968	3,999	4,296	2,384	2,609	4,328	35,813
34	4,085	2,761	2,090	3,820	3,968	3,999	4,296	3,706	2,609	4,328	35,660
35	2,550	2,761	1,548	2,502	2,487	1,726	2,923	1,000	1,000	2,877	21,373
36	2,550	4,296	3,347	3,820	2,487	2,665	4,296	3,706	2,609	2,877	32,652
37	4,085	4,296	3,347	3,820	2,487	2,665	2,923	3,706	2,609	4,328	34,265
38	2,550	2,761	2,090	2,502	2,487	2,665	1,827	2,384	1,000	4,328	24,594
39	2,550	2,761	3,347	2,502	2,487	3,999	2,923	2,384	1,000	2,877	26,830

40	4,085	4,296	3,347	3,820	3,968	3,999	4,296	3,706	2,609	4,328	38,453
41	2,550	2,761	3,347	2,502	2,487	1,726	1,827	1,726	1,000	1,650	21,575
42	4,085	2,761	3,347	2,502	3,968	3,999	4,296	3,706	1,000	4,328	33,991
43	4,085	2,761	2,090	3,820	3,968	3,999	4,296	3,706	2,609	4,328	35,660
44	4,085	2,761	3,347	2,502	3,968	3,999	4,296	3,706	1,000	4,328	33,991
45	4,085	2,761	3,347	3,820	3,968	3,999	2,923	2,384	1,000	2,877	31,164
46	2,550	2,761	1,000	1,726	2,487	2,665	2,923	3,706	1,000	2,877	23,694
47	4,085	4,296	2,090	2,502	3,968	3,999	2,923	3,706	2,609	2,877	33,054
48	4,085	4,296	3,347	3,820	3,968	3,999	2,923	2,384	1,000	4,328	34,150
49	4,085	4,296	3,347	3,820	2,487	3,999	4,296	3,706	2,609	2,877	35,520
50	4,085	4,296	3,347	3,820	3,968	2,665	4,296	3,706	1,000	4,328	35,510
51	4,085	4,296	2,090	2,502	3,968	3,999	2,923	3,706	2,609	2,877	33,054
52	4,085	4,296	3,347	3,820	3,968	3,999	2,923	3,706	2,609	4,328	37,080

Lampiran 30 Hasil Uji MSI Iklim Organisasi (X2)

Successive Interval

No	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.11	x2.12	x2.13	x2.14	x2.15	x2.16	x2.17	x2.18	x2.19	x2.20	Total
1	1,000	1,000	2,695	1,000	2,598	2,596	3,068	3,655	2,600	1,000	1,000	1,000	2,695	1,000	2,598	2,596	3,068	3,655	2,600	1,000	42,425
2	1,000	2,458	2,695	2,714	2,598	2,596	1,000	3,655	1,000	1,000	1,000	2,458	2,695	2,714	2,598	2,596	1,000	3,655	1,000	1,000	41,432
3	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	49,732
4	2,640	3,938	1,000	2,714	2,598	1,000	1,995	3,655	1,000	2,630	2,640	3,938	1,000	2,714	2,598	1,000	1,995	3,655	1,000	2,630	46,337
5	2,640	2,458	2,695	2,714	2,598	2,596	1,995	3,655	1,000	1,000	2,640	2,458	2,695	2,714	2,598	2,596	1,995	3,655	1,000	1,000	46,700
6	2,640	3,938	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	2,640	3,938	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	58,267
7	2,640	3,938	2,695	2,714	2,598	1,000	1,000	3,655	1,000	2,630	2,640	3,938	2,695	2,714	2,598	1,000	1,000	3,655	1,000	2,630	47,737
8	2,640	3,938	2,695	2,714	1,000	2,596	1,000	3,655	1,000	2,630	2,640	3,938	2,695	2,714	1,000	2,596	1,000	3,655	1,000	2,630	47,734
9	2,640	2,458	2,695	2,714	1,000	1,000	3,068	3,655	2,600	2,630	2,640	2,458	2,695	2,714	1,000	1,000	3,068	3,655	2,600	2,630	48,919
10	2,640	2,458	1,000	2,714	2,598	1,000	3,068	1,899	1,000	1,000	2,640	2,458	1,000	2,714	2,598	1,000	3,068	1,899	1,000	1,000	38,752
11	2,640	3,938	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	2,640	3,938	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	42,029
12	1,000	2,458	2,695	1,000	1,000	2,596	1,000	3,655	2,600	2,630	1,000	2,458	2,695	1,000	1,000	2,596	1,000	3,655	2,600	2,630	41,269
13	2,640	2,458	1,000	2,714	2,598	1,000	1,000	3,655	1,000	2,630	2,640	2,458	1,000	2,714	2,598	1,000	1,000	3,655	1,000	2,630	41,388
14	1,000	2,458	2,695	1,000	1,000	2,596	1,000	3,655	2,600	2,630	1,000	2,458	2,695	1,000	1,000	2,596	1,000	3,655	2,600	2,630	41,269
15	2,640	2,458	1,000	2,714	1,000	1,000	3,068	3,655	2,600	2,630	2,640	2,458	1,000	2,714	1,000	1,000	3,068	3,655	2,600	2,630	45,530
16	2,640	3,938	2,695	2,714	1,000	2,596	3,068	3,655	2,600	2,630	2,640	3,938	2,695	2,714	1,000	2,596	3,068	3,655	2,600	2,630	55,071
17	2,640	2,458	1,000	2,714	2,598	2,596	1,000	1,899	1,000	2,630	2,640	2,458	1,000	2,714	2,598	2,596	1,000	1,899	1,000	2,630	41,068
18	2,640	3,938	1,000	2,714	1,000	1,000	1,000	3,655	1,000	1,000	2,640	3,938	1,000	2,714	1,000	1,000	1,000	3,655	1,000	1,000	37,892
19	1,000	2,458	2,695	1,000	1,000	2,596	3,068	1,899	1,000	1,000	1,000	2,458	2,695	1,000	1,000	2,596	3,068	1,899	1,000	1,000	35,432
20	1,000	3,938	2,695	1,000	2,598	1,000	3,068	3,655	1,000	2,630	1,000	3,938	2,695	1,000	2,598	1,000	3,068	3,655	1,000	2,630	45,167
21	2,640	2,458	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	2,640	2,458	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	55,308
22	1,000	2,458	1,000	2,714	1,000	1,000	1,995	3,655	1,000	1,000	1,000	2,458	1,000	2,714	1,000	1,000	1,995	3,655	1,000	1,000	33,643
23	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	49,732
24	2,640	2,458	2,695	2,714	2,598	2,596	1,995	1,000	1,000	2,630	2,640	2,458	2,695	2,714	2,598	2,596	1,995	1,000	1,000	2,630	44,650

25	2,640	3,938	2,695	1,000	1,000	2,596	1,995	3,655	1,000	1,000	2,640	3,938	2,695	1,000	1,000	2,596	1,995	3,655	1,000	1,000	43,036
26	2,640	3,938	2,695	2,714	2,598	2,596	1,995	3,655	2,600	2,630	2,640	3,938	2,695	2,714	2,598	2,596	1,995	3,655	2,600	2,630	56,120
27	2,640	2,458	2,695	1,000	2,598	2,596	3,068	3,655	1,000	2,630	2,640	2,458	2,695	1,000	2,598	2,596	3,068	3,655	1,000	2,630	48,679
28	2,640	2,458	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	2,640	2,458	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	55,308
29	2,640	3,938	2,695	2,714	2,598	1,000	1,995	3,655	1,000	2,630	2,640	3,938	2,695	2,714	2,598	1,000	1,995	3,655	1,000	2,630	49,727
30	1,000	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	2,630	1,000	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	2,630	48,600
31	1,000	3,938	2,695	1,000	2,598	1,000	1,995	3,655	1,000	2,630	1,000	3,938	2,695	1,000	2,598	1,000	1,995	3,655	1,000	2,630	43,020
32	2,640	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	1,000	2,640	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	1,000	48,619
33	1,000	2,458	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	1,000	2,458	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	35,790
34	1,000	3,938	2,695	1,000	2,598	1,000	1,000	3,655	1,000	2,630	1,000	3,938	2,695	1,000	2,598	1,000	1,000	3,655	1,000	2,630	41,031
35	2,640	2,458	2,695	1,000	2,598	2,596	3,068	3,655	1,000	2,630	2,640	2,458	2,695	1,000	2,598	2,596	3,068	3,655	1,000	2,630	48,679
36	2,640	2,458	2,695	2,714	2,598	2,596	3,068	1,899	1,000	1,000	2,640	2,458	2,695	2,714	2,598	2,596	3,068	1,899	1,000	1,000	45,334
37	2,640	3,938	1,000	2,714	1,000	1,000	1,000	3,655	2,600	2,630	2,640	3,938	1,000	2,714	1,000	1,000	1,000	3,655	2,600	2,630	44,353
38	1,000	2,458	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	1,000	2,458	1,000	2,714	1,000	1,000	3,068	3,655	1,000	1,000	35,790
39	2,640	3,938	2,695	2,714	1,000	1,000	1,000	3,655	2,600	2,630	2,640	3,938	2,695	2,714	1,000	1,000	1,000	3,655	2,600	2,630	47,742
40	1,000	3,938	2,695	1,000	1,000	2,596	3,068	1,899	2,600	2,630	1,000	3,938	2,695	1,000	1,000	2,596	3,068	1,899	2,600	2,630	44,852
41	2,640	2,458	2,695	2,714	2,598	2,596	1,000	3,655	2,600	2,630	2,640	2,458	2,695	2,714	2,598	2,596	1,000	3,655	2,600	2,630	51,171
42	1,000	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	1,000	1,000	3,938	2,695	2,714	1,000	1,000	3,068	3,655	2,600	1,000	45,340
43	1,000	2,458	2,695	2,714	2,598	1,000	1,000	3,655	1,000	1,000	1,000	2,458	2,695	2,714	2,598	1,000	1,000	3,655	1,000	1,000	38,239
44	2,640	3,938	1,000	2,714	1,000	1,000	1,995	3,655	2,600	2,630	2,640	3,938	1,000	2,714	1,000	1,000	1,995	3,655	2,600	2,630	46,342
45	1,000	1,000	2,695	1,000	2,598	2,596	3,068	3,655	2,600	1,000	1,000	1,000	2,695	1,000	2,598	2,596	3,068	3,655	2,600	1,000	42,425
46	1,000	2,458	2,695	2,714	2,598	2,596	1,000	3,655	1,000	1,000	1,000	2,458	2,695	2,714	2,598	2,596	1,000	3,655	1,000	1,000	41,432
47	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	2,640	3,938	2,695	2,714	1,000	1,000	1,995	3,655	2,600	2,630	49,732
48	2,640	3,938	1,000	2,714	2,598	1,000	1,995	3,655	1,000	2,630	2,640	3,938	1,000	2,714	2,598	1,000	1,995	3,655	1,000	2,630	46,337
49	2,640	2,458	2,695	2,714	2,598	2,596	1,995	3,655	1,000	1,000	2,640	2,458	2,695	2,714	2,598	2,596	1,995	3,655	1,000	1,000	46,700
50	2,640	3,938	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	2,640	3,938	2,695	2,714	2,598	2,596	3,068	3,655	2,600	2,630	58,267
51	2,640	3,938	2,695	2,714	2,598	1,000	1,000	3,655	1,000	2,630	2,640	3,938	2,695	2,714	2,598	1,000	1,000	3,655	1,000	2,630	47,737
52	2,640	3,938	2,695	2,714	1,000	2,596	1,000	3,655	1,000	2,630	2,640	3,938	2,695	2,714	1,000	2,596	1,000	3,655	1,000	2,630	47,734

Lampiran 31 Hasil Uji MSI Budaya Organisasi (X3)

Successive Interval

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	X3.18	X3.19	X3.20	Total
1	2,275	2,640	2,678	1,000	1,000	2,596	1,000	2,076	2,596	2,622	2,275	2,640	2,678	1,000	1,000	2,596	1,000	2,076	2,596	2,622	40,966
2	3,763	1,000	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	1,000	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	53,716
3	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	44,377
4	1,000	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	1,000	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	41,769
5	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	2,622	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	2,622	44,391
6	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	1,000	2,622	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	1,000	2,622	44,123
7	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	2,596	1,000	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	2,596	1,000	44,340
8	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	2,622	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	2,622	47,238
9	3,763	2,640	2,678	2,615	1,000	2,596	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	1,000	2,596	2,640	3,745	2,596	2,622	53,787
10	3,763	1,000	1,000	2,615	2,604	2,596	2,640	2,076	1,000	2,622	3,763	1,000	1,000	2,615	2,604	2,596	2,640	2,076	1,000	2,622	43,829
11	3,763	2,640	1,000	2,615	1,000	1,000	2,640	3,745	1,000	1,000	3,763	2,640	1,000	2,615	1,000	1,000	2,640	3,745	1,000	1,000	40,802
12	2,275	1,000	2,678	1,000	1,000	2,596	1,000	2,076	1,000	1,000	2,275	1,000	2,678	1,000	1,000	2,596	1,000	2,076	1,000	1,000	31,251
13	3,763	2,640	2,678	2,615	2,604	1,000	1,000	3,745	1,000	2,622	3,763	2,640	2,678	2,615	2,604	1,000	1,000	3,745	1,000	2,622	47,331
14	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	47,620
15	2,275	2,640	2,678	1,000	2,604	1,000	2,640	3,745	1,000	2,622	2,275	2,640	2,678	1,000	2,604	1,000	2,640	3,745	1,000	2,622	44,406
16	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	56,995
17	2,275	1,000	1,000	2,615	1,000	1,000	2,640	3,745	1,000	1,000	2,275	1,000	1,000	2,615	1,000	1,000	2,640	3,745	1,000	1,000	34,548
18	2,275	1,000	2,678	2,615	1,000	1,000	1,000	2,076	1,000	1,000	2,275	1,000	2,678	2,615	1,000	1,000	1,000	2,076	1,000	1,000	31,288
19	3,763	1,000	2,678	2,615	2,604	2,596	2,640	1,000	1,000	2,622	3,763	1,000	2,678	2,615	2,604	2,596	2,640	1,000	1,000	2,622	45,034
20	3,763	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	1,000	3,763	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	1,000	44,122
21	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	56,995
22	3,763	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	3,763	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	47,294
23	3,763	1,000	1,000	1,000	2,604	2,596	1,000	3,745	2,596	2,622	3,763	1,000	1,000	1,000	2,604	2,596	1,000	3,745	2,596	2,622	43,851
24	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	1,000	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	1,000	43,995

25	2,275	1,000	2,678	2,615	1,000	1,000	2,640	3,745	1,000	1,000	2,275	1,000	2,678	2,615	1,000	1,000	2,640	3,745	1,000	1,000	37,905
26	2,275	2,640	1,000	1,000	1,000	2,596	1,000	3,745	2,596	2,622	2,275	2,640	1,000	1,000	1,000	2,596	1,000	3,745	2,596	2,622	40,948
27	3,763	2,640	1,000	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	2,640	1,000	2,615	2,604	2,596	2,640	3,745	2,596	2,622	53,639
28	3,763	2,640	1,000	1,000	1,000	1,000	1,000	3,745	1,000	2,622	3,763	2,640	1,000	1,000	1,000	1,000	1,000	3,745	1,000	2,622	37,537
29	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	47,351
30	3,763	2,640	2,678	2,615	2,604	2,596	2,640	2,076	1,000	1,000	3,763	2,640	2,678	2,615	2,604	2,596	2,640	2,076	1,000	1,000	47,221
31	3,763	2,640	2,678	2,615	2,604	1,000	1,000	2,076	2,596	2,622	3,763	2,640	2,678	2,615	2,604	1,000	1,000	2,076	2,596	2,622	47,185
32	3,763	2,640	1,000	1,000	2,604	1,000	1,000	2,076	2,596	2,622	3,763	2,640	1,000	1,000	2,604	1,000	1,000	2,076	2,596	2,622	40,600
33	3,763	1,000	1,000	2,615	2,604	1,000	1,000	3,745	2,596	1,000	3,763	1,000	1,000	2,615	2,604	1,000	1,000	3,745	2,596	1,000	40,644
34	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	56,995
35	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	2,596	1,000	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	2,596	1,000	44,072
36	3,763	1,000	1,000	2,615	1,000	1,000	1,000	3,745	2,596	2,622	3,763	1,000	1,000	2,615	1,000	1,000	1,000	3,745	2,596	2,622	40,680
37	3,763	2,640	2,678	1,000	1,000	1,000	1,000	3,745	1,000	2,622	3,763	2,640	2,678	1,000	1,000	1,000	1,000	3,745	1,000	2,622	40,894
38	3,763	1,000	2,678	2,615	2,604	1,000	2,640	3,745	2,596	1,000	3,763	1,000	2,678	2,615	2,604	1,000	2,640	3,745	2,596	1,000	47,280
39	3,763	2,640	2,678	1,000	2,604	2,596	2,640	3,745	2,596	2,622	3,763	2,640	2,678	1,000	2,604	2,596	2,640	3,745	2,596	2,622	53,766
40	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	50,594
41	3,763	2,640	2,678	1,000	2,604	1,000	2,640	3,745	2,596	1,000	3,763	2,640	2,678	1,000	2,604	1,000	2,640	3,745	2,596	1,000	47,330
42	2,275	1,000	2,678	2,615	2,604	1,000	1,000	3,745	1,000	1,000	2,275	1,000	2,678	2,615	2,604	1,000	1,000	3,745	1,000	1,000	37,834
43	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	3,763	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	2,622	50,594
44	2,275	1,000	1,000	1,000	1,000	1,000	2,640	3,745	1,000	1,000	2,275	1,000	1,000	1,000	1,000	1,000	2,640	3,745	1,000	1,000	31,319
45	2,275	2,640	2,678	1,000	1,000	2,596	1,000	2,076	2,596	2,622	2,275	2,640	2,678	1,000	1,000	2,596	1,000	2,076	2,596	2,622	40,966
46	3,763	1,000	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	3,763	1,000	2,678	2,615	2,604	2,596	2,640	3,745	2,596	2,622	53,716
47	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	2,275	2,640	2,678	2,615	1,000	1,000	2,640	3,745	2,596	1,000	44,377
48	1,000	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	1,000	1,000	2,678	1,000	2,604	2,596	2,640	3,745	1,000	2,622	41,769
49	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	2,622	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	1,000	2,622	44,391
50	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	1,000	2,622	3,763	2,640	2,678	2,615	1,000	1,000	1,000	3,745	1,000	2,622	44,123
51	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	2,596	1,000	2,275	2,640	2,678	1,000	1,000	2,596	2,640	3,745	2,596	1,000	44,340
52	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	2,622	3,763	2,640	1,000	2,615	1,000	2,596	2,640	3,745	1,000	2,622	47,238

## Lampiran 32 Data r Tabel Validitas

**Data r tabel**

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9069	0.9995	0.9999	1.0000
2	0.9000	0.9000	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541

## Lampiran 33 Data t tabel

$$n-K-1 (52 - 3 - 1 = 48)$$

df	One-Tailed Test						
	0,25	0,10	0,05	0,025	0,01	0,005	0,001
	Two-Tailed Test						
	0,50	0,20	0,10	0,05	0,02	0,01	0,002
41	0,680521	1,302543	1,682878	2,019541	2,420803	2,701181	3,301273
42	0,680376	1,302035	1,681952	2,019082	2,418470	2,698066	3,295951
43	0,680238	1,301552	1,681071	2,018692	2,416250	2,695102	3,290890
44	0,680107	1,301090	1,680230	2,018368	2,414134	2,692278	3,286072
45	0,679981	1,300649	1,679427	2,018103	2,412116	2,689585	3,281480
46	0,679861	1,300228	1,678660	2,017896	2,410188	2,687013	3,277098
47	0,679746	1,299825	1,677927	2,017741	2,408345	2,684556	3,272912
48	0,679635	1,299439	1,677227	2,017635	2,406581	2,682204	3,268910
49	0,679530	1,299069	1,676551	2,009575	2,404892	2,679952	3,265079
50	0,679428	1,298714	1,675905	2,008559	2,403272	2,677793	3,261409
51	0,679331	1,298373	1,675285	2,007584	2,401718	2,675722	3,257890
52	0,679237	1,298045	1,674689	2,006647	2,400225	2,673734	3,254512
53	0,679147	1,297730	1,674116	2,005746	2,398790	2,671823	3,251268
54	0,679060	1,297426	1,673565	2,004879	2,397410	2,669985	3,248149
55	0,678977	1,297134	1,673034	2,004045	2,396081	2,668216	3,245149
56	0,678896	1,296853	1,672522	2,003241	2,394801	2,666512	3,242261
57	0,678818	1,296581	1,672029	2,002465	2,393568	2,664870	3,239478
58	0,678743	1,296319	1,671553	2,001717	2,392377	2,663287	3,236795
59	0,678671	1,296066	1,671093	2,000995	2,391229	2,661759	3,234207
60	0,678601	1,295821	1,670649	2,000298	2,390119	2,660283	3,231709
61	0,678533	1,295585	1,670219	1,999624	2,389047	2,658857	3,229296
62	0,678467	1,295356	1,669804	1,998972	2,388011	2,657479	3,226964
63	0,678404	1,295134	1,669402	1,998341	2,387008	2,656145	3,224709
64	0,678342	1,294920	1,669013	1,997730	2,386037	2,654854	3,222527
65	0,678283	1,294712	1,668636	1,997138	2,385097	2,653604	3,220414
66	0,678225	1,294511	1,668271	1,996564	2,384186	2,652394	3,218368
67	0,678169	1,294315	1,667916	1,996008	2,383302	2,651220	3,216386
68	0,678115	1,294126	1,667572	1,995469	2,382446	2,650081	3,214463
69	0,678062	1,293942	1,667239	1,994945	2,381615	2,648977	3,212599
70	0,678011	1,293763	1,666914	1,994437	2,380807	2,647905	3,210789
71	0,677961	1,293589	1,666600	1,993943	2,380024	2,646863	3,209032
72	0,677912	1,293421	1,666294	1,993464	2,379262	2,645852	3,207326
73	0,677865	1,293256	1,665996	1,992997	2,378522	2,644869	3,205668
74	0,677820	1,293097	1,665707	1,992543	2,377802	2,643913	3,204056
75	0,677775	1,292941	1,665425	1,992102	2,377102	2,642983	3,202489
76	0,677732	1,292790	1,665151	1,991673	2,376420	2,642078	3,200964
77	0,677689	1,292643	1,664885	1,991254	2,375757	2,641198	3,199480
78	0,677648	1,292500	1,664625	1,990847	2,375111	2,640340	3,198035
79	0,677608	1,292360	1,664371	1,990450	2,374482	2,639505	3,196628
80	0,677569	1,292224	1,664125	1,990063	2,373868	2,638691	3,195258



Lampiran 34 Data F Tabel



df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.91	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81

## Lampiran 35 Data Durbin Watson

Tabel Durbin-Watson (DW),  $\alpha = 5\%$ 

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
6	0.6102	1.4002								
7	0.6996	1.3564	0.4672	1.8964						
8	0.7629	1.3324	0.5591	1.7771	0.3374	2.2366				
9	0.8243	1.3199	0.6291	1.6993	0.4348	2.1382	0.2957	2.5881		
10	0.8791	1.3197	0.6972	1.6413	0.5253	2.0363	0.3760	2.4137	0.2427	2.8217
11	0.9273	1.3241	0.7580	1.6044	0.6148	1.9380	0.4441	2.2833	0.3155	2.6446
12	0.9708	1.3314	0.8122	1.5794	0.7077	1.8440	0.5120	2.1766	0.3796	2.5061
13	1.0097	1.3404	0.8612	1.5621	0.7947	1.7559	0.5745	2.0943	0.4445	2.3897
14	1.0450	1.3503	0.9054	1.5507	0.8867	1.6788	0.6321	2.0296	0.5052	2.2959
15	1.0770	1.3605	0.9455	1.5432	0.9840	1.6001	0.6852	1.9774	0.5620	2.2198
16	1.1062	1.3709	0.9820	1.5386	1.0872	1.5277	0.7340	1.9351	0.6150	2.1567
17	1.1330	1.3812	1.0154	1.5361	1.1968	1.4501	0.7790	1.9005	0.6641	2.1041
18	1.1576	1.3913	1.0461	1.5353	1.3131	1.3761	0.8204	1.8719	0.7098	2.0600
19	1.1804	1.4012	1.0743	1.5355	1.4366	1.3051	0.8588	1.8482	0.7523	2.0226
20	1.2015	1.4107	1.1004	1.5367	1.5676	1.2363	0.8943	1.8283	0.7918	1.9908
21	1.2212	1.4200	1.1246	1.5385	1.7062	1.1694	0.9272	1.8116	0.8286	1.9635
22	1.2395	1.4289	1.1471	1.5408	1.8529	1.1040	0.9578	1.7974	0.8629	1.9400
23	1.2567	1.4375	1.1682	1.5435	2.0078	1.0397	0.9864	1.7855	0.8949	1.9196
24	1.2728	1.4458	1.1878	1.5464	2.1810	0.9765	1.0131	1.7753	0.9249	1.9018
25	1.2879	1.4537	1.2063	1.5495	2.3728	0.9140	1.0381	1.7666	0.9530	1.8863
26	1.3022	1.4614	1.2236	1.5528	2.5832	0.8523	1.0616	1.7591	0.9794	1.8727
27	1.3157	1.4688	1.2399	1.5562	2.8124	0.7910	1.0836	1.7527	1.0042	1.8608
28	1.3284	1.4759	1.2553	1.5596	3.0605	0.7303	1.1044	1.7473	1.0276	1.8502
29	1.3405	1.4828	1.2699	1.5631	3.3276	0.6709	1.1241	1.7426	1.0497	1.8409
30	1.3520	1.4894	1.2837	1.5666	3.6138	0.6138	1.1426	1.7386	1.0706	1.8326
31	1.3630	1.4957	1.2969	1.5701	3.9192	0.5590	1.1602	1.7352	1.0904	1.8252
32	1.3734	1.5019	1.3093	1.5736	4.2437	0.5055	1.1769	1.7323	1.1092	1.8187
33	1.3834	1.5078	1.3212	1.5770	4.5876	0.4531	1.1927	1.7298	1.1270	1.8128
34	1.3929	1.5136	1.3325	1.5805	4.9510	0.4019	1.2078	1.7277	1.1439	1.8076
35	1.4019	1.5191	1.3433	1.5838	5.3333	0.3528	1.2221	1.7259	1.1601	1.8029
36	1.4107	1.5245	1.3537	1.5872	5.7353	0.3059	1.2358	1.7245	1.1755	1.7987
37	1.4190	1.5297	1.3635	1.5904	6.1586	0.2610	1.2489	1.7233	1.1901	1.7950
38	1.4270	1.5348	1.3730	1.5937	6.6037	0.2183	1.2614	1.7223	1.2042	1.7916
39	1.4347	1.5396	1.3821	1.5969	7.0706	0.1775	1.2734	1.7215	1.2176	1.7886
40	1.4421	1.5444	1.3908	1.6000	7.5606	0.1389	1.2848	1.7209	1.2305	1.7859
41	1.4493	1.5490	1.3992	1.6031	8.0740	0.1023	1.2958	1.7205	1.2428	1.7835
42	1.4562	1.5534	1.4073	1.6061	8.6113	0.0677	1.3064	1.7202	1.2546	1.7814
43	1.4628	1.5577	1.4151	1.6091	9.1730	0.0353	1.3166	1.7200	1.2660	1.7794
44	1.4692	1.5619	1.4226	1.6120	9.7596	0.0059	1.3263	1.7200	1.2769	1.7777
45	1.4754	1.5660	1.4298	1.6148	10.3726	0.0000	1.3357	1.7200	1.2874	1.7762
46	1.4814	1.5700	1.4368	1.6176	11.0126		1.3448	1.7201	1.2976	1.7748
47	1.4872	1.5739	1.4435	1.6204	11.6792		1.3535	1.7203	1.3073	1.7736
48	1.4928	1.5776	1.4500	1.6231	12.3730		1.3619	1.7206	1.3167	1.7725
49	1.4982	1.5813	1.4564	1.6257	13.0946		1.3701	1.7210	1.3258	1.7716
50	1.5035	1.5849	1.4625	1.6283	13.8446		1.3779	1.7214	1.3346	1.7708
51	1.5086	1.5884	1.4684	1.6309	14.6236		1.3855	1.7218	1.3431	1.7701
52	1.5135	1.5917	1.4741	1.6334	15.4316		1.3929	1.7223	1.3512	1.7694
53	1.5183	1.5951	1.4797	1.6359	16.2692		1.4000	1.7228	1.3592	1.7689

## Lampiran 36 Surat Keterangan Pengambilan Data Penelitian

 **RUMAH SAKIT  
HAWARI ESSA**   
Jl. Raya Slawi - Purwokerto RT 01 / RW 05 Kajen, Lebaksiu, Kab. Tegal  
Telp. (0283) 4562382 / 4562383 email : rs.hawariessa@gmail.com TERAKREDITASI PARIPURNA KARS  
STARBES 2022

---

**SURAT KETERANGAN**  
Nomor : 037/SKET/RSHE-DIR/V/2024

Saya yang bertanda tangan dibawah ini:


Nama : dr. Yudia Mahardika  
NIPRS : 21.12.0051  
Jabatan : Direktur  
Instansi : Rumah Sakit Hawari Essa  
Alamat : Jl. Raya Slawi - Purwokerto, Rt 01/05, Ds. Kajen, Kec. Lebaksiu, Kab. Tegal

Dengan ini menerangkan bahwa:

Nama : Ismatul Khoeroh  
NPM : 4120600229  
Prodi : Manajemen  
Univ/PT : Universitas Pancasakti Tegal

Telah melaksanakan pengambilan data penelitian di RS. Hawari Essa menggunakan kuesioner google form sejak hari Kamis, 2 Mei 2024 sampai dengan hari Senin 6 Mei 2024.  
Demikian surat keterangan ini di buat dengan sebenar - benarnya dan agar di pergunakan sebagaimana mestinya.

Kab. Tegal, 11 Mei 2024  
Direktur RS Hawari Essa

  
RUMAH SAKIT HAWARI ESSA  
LEBAKSIU, KAB. TEGAL  
dr. Yudia Mahardika  
NIP. 21.12.0051

## Lampiran 37 Struktur Organisasi Rumah Sakit Hawari Essa Kab. Tegal

