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# LAMPIRAN

**Lampiran 1**

**KUESIONER PENELITIAN**

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* DAN *PSYCHOLOGICAL EMPOWERMENT* TERHADAP KINERJA PERAWAT APARATUR SIPIL NEGARA (ASN) POLI RAWAT JALAN DI RSUD SURADADI KABUPATEN TEGAL**

Lampiran :

Perihal : Permohonan Pengisian

Kuesioner

Kepada Yth:

Bapak/Ibu Responden

RSUD Suradadi Kabupaten Tegal

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan tugas penelitian, kami mahasiswa dari Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal memohon bantuan dan kesediaan Bapak/Ibu untuk menjadi responden dan berkenan memberikan jawaban yang sesuai dengan persepsi Bapak/Ibu atas pernyataan kuesioner yang sudah kami siapkan.

Jawaban Bapak/Ibu terhadap kuesioner ini tidak akan dipublikasikan dan dijamin kerahasiaannya, karena data ini hanya digunakan untuk kepentingan akademis dan dalam rangka pengembangan ilmu pengetahuan.

Demikian disampaikan atas bantuan dan kerjasamanya diucapkan terimakasih.

Tegal, Mei 2024

Zaenal Nur Arifin

**KUESIONER**

1. Petunjuk Pengisian
2. Jawablah pertanyaan ini dengan jujur dan benar.
3. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya.
4. Pilihlah salah satu jawaban yang tersedia dengan memberikan tanda checklist/centang (√) pada salah satu jawaban yang anda anggap paling benar.

Keterangan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Data Responden
2. Jenis Kelamin : Perempuan Laki-Laki
3. Usia : 20 – 30 Tahun 41 – 50 Tahun

31 – 40 Tahun 51 – 60 Tahun

1. Pendidikan Terakhir : SMK S1

D3 S2/S3

4. Lama Bekerja Tahun : 1 – 5 Tahun 11 – 15 Tahun

6 – 10 Tahun > 15 Tahun

1. **Daftar Pertanyaan**

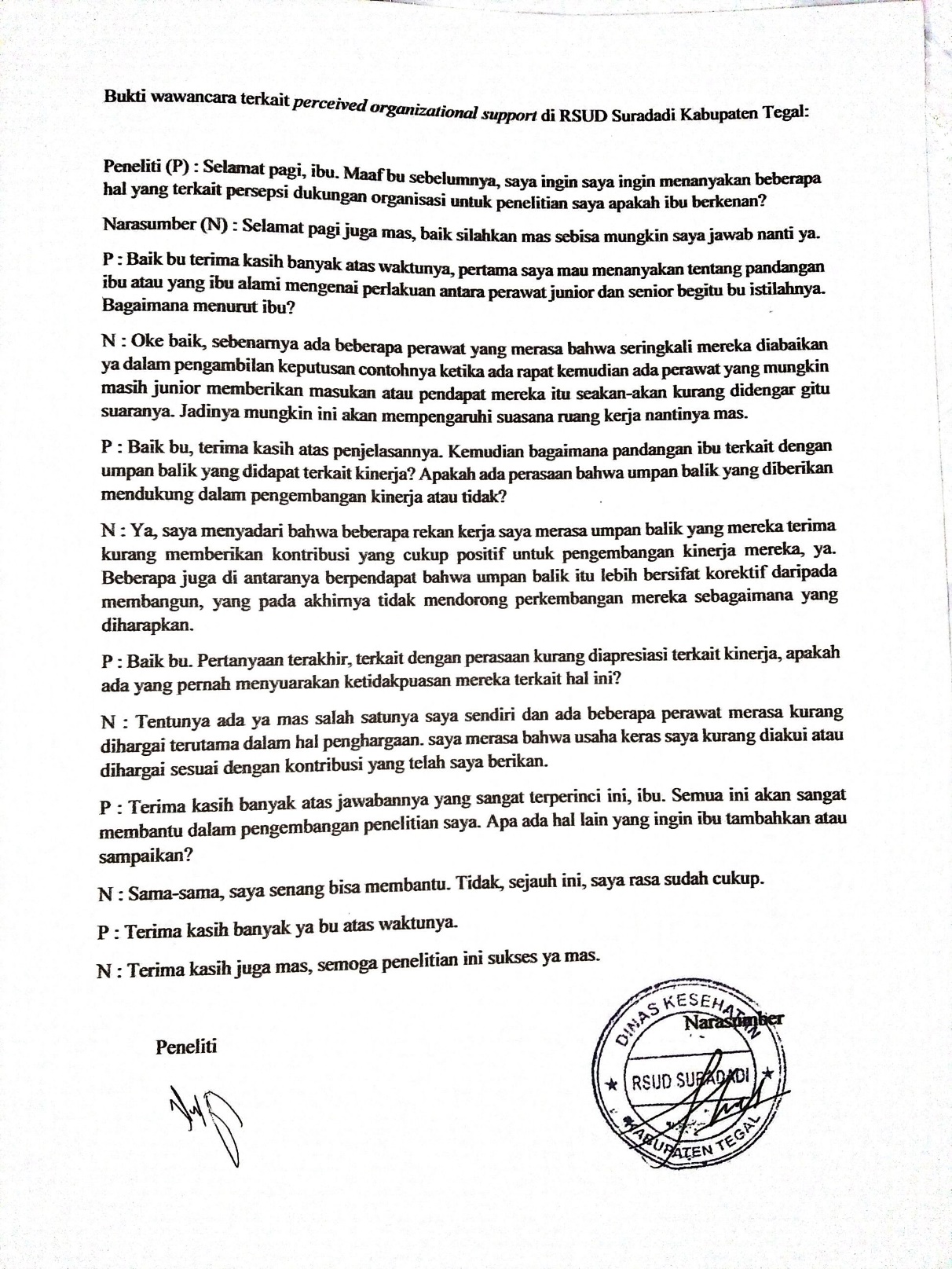
* **Kinerja Perawat**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya selalu berpakaian rapi ketika sedang bekerja |  |  |  |  |  |
| 2. | Saya selalu teliti dalam melakukan setiap pekerjaan yang dikerjakan |  |  |  |  |  |
| 3. | Saya berusaha menyesuaikan diri dengan lingkungan kerja |  |  |  |  |  |
| 4. | Saya mengerjakan pekerjaan dengan waktu yang telah disesuaikan |  |  |  |  |  |
| 5. | Pekerjaan yang diberikan sesuai dengan kemampuan yang saya miliki |  |  |  |  |  |
| 6. | Saya berusaha memberikan hasil kerja yang sebaik mungkin |  |  |  |  |  |
| 7. | Saya selalu mempertimbangkan berbagai hal dalam mengambil keputusan |  |  |  |  |  |
| 8. | Saya mampu menjalin kerjasama dengan baik antar perawat |  |  |  |  |  |
| 9. | Saya berusaha memberikan hasil yang terbaik untuk mencapai tujuan pekerjaan |  |  |  |  |  |
| 10. | Saya selalu berpikir positif akan pengaruh pekerjaan dimasa yang akan datang |  |  |  |  |  |

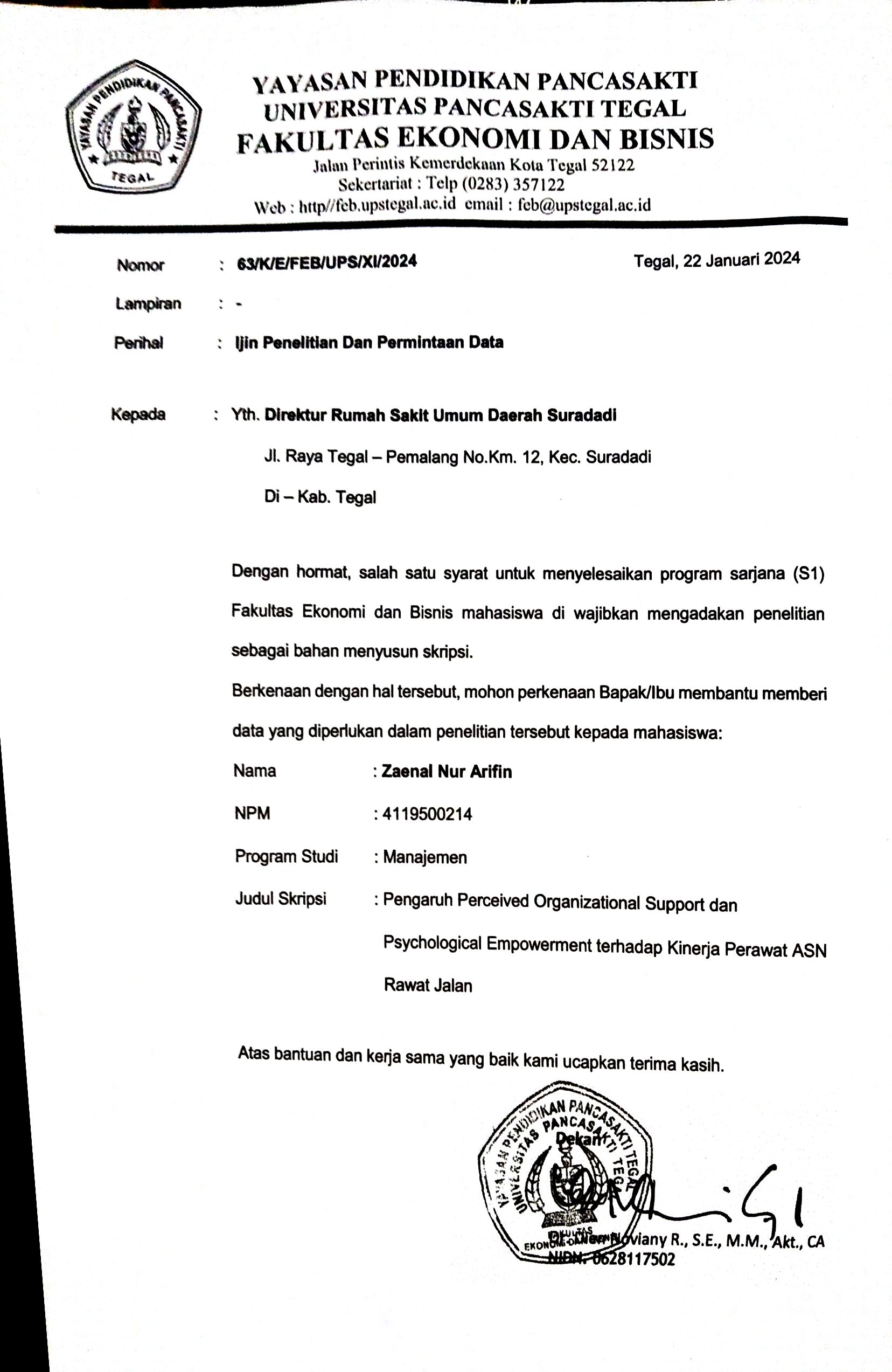
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Unit poli rawat jalan benar-benar peduli terhadap kesejahteraan saya |  |  |  |  |  |
| 2. | Unit poli rawat jalan memberikan keadilan dalam pembagian tugas |  |  |  |  |  |
| 3. | Unit poli rawat jalan memastikan bahwa beban kerja saya seimbang |  |  |  |  |  |
| 4. | Atasan memberikan umpan balik atas pekerjaan saya |  |  |  |  |  |
| 5. | Unit poli rawat jalan memberikan umpan balik yang membantu saya terus berkembang dan meningkatkan kinerja |  |  |  |  |  |
| 6. | Keluhan saya tidak diabaikan oleh atasan |  |  |  |  |  |
| 7. | Unit poli rawat jalan memberikan tindakan responsif terhadap masalah atau keluhan saya |  |  |  |  |  |
| 8. | Penghargaan kinerja yang saya terima dapat meningkatkan kepuasan kerja saya |  |  |  |  |  |
| 9. | Unit poli rawat jalan memberikan dukungan dan bimbingan dalam pengembangan karir saya |  |  |  |  |  |
| 10. | Unit poli rawat jalan memiliki perencanaan yang baik untuk menjaga stabilitas keamanan dalam pekerjaan saya. |  |  |  |  |  |

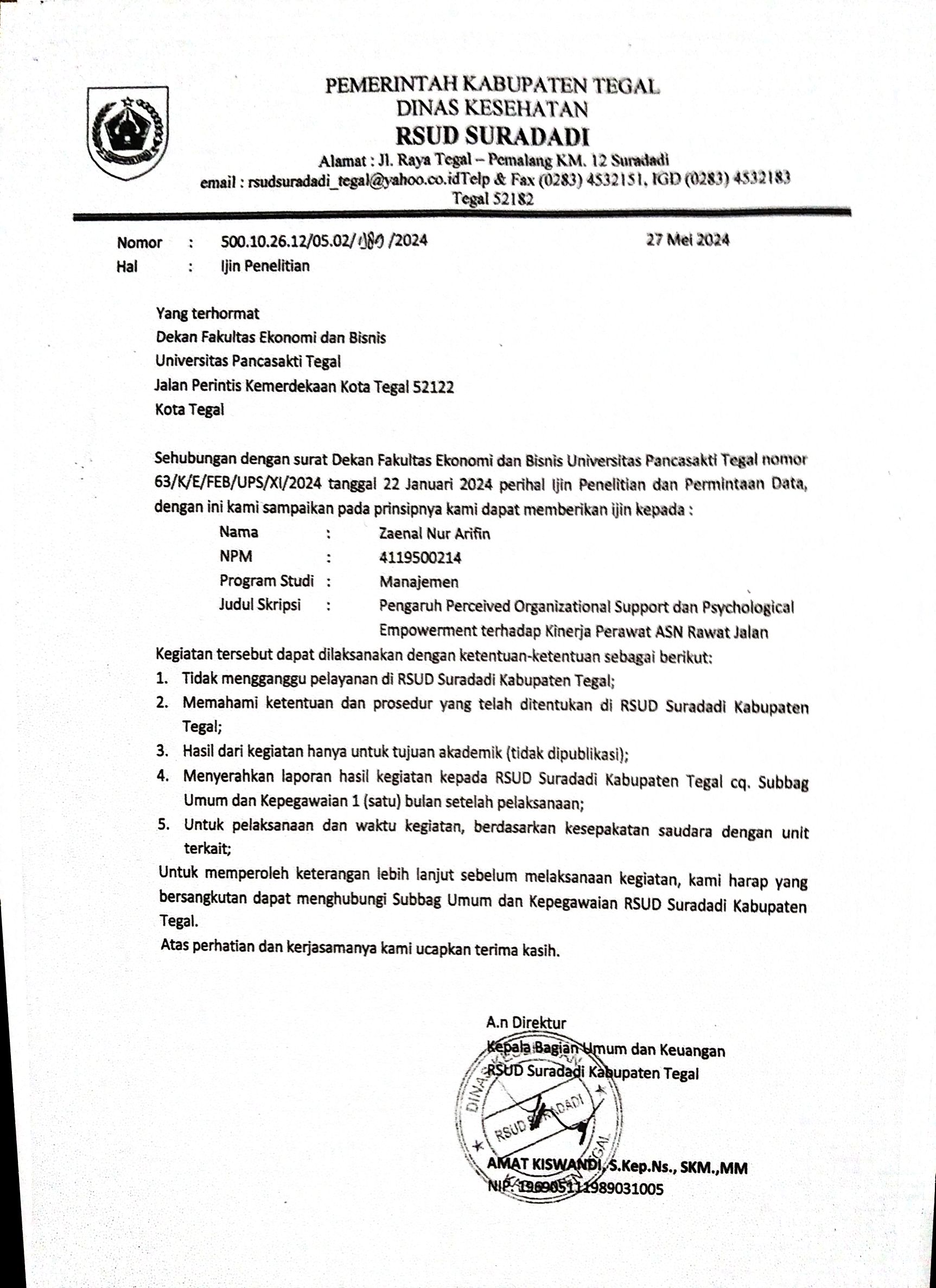
* ***Perceived Organizational Support***
* ***Psychological Empowerment***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pertanyaan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1. | Saya yakin dengan kemampuan saya dalam menyelesaikan tugas dengan efektif |  |  |  |  |  |
| 2. | Saya merasa memiliki pengetahuan yang cukup untuk menyelesaikan tugas dengan baik |  |  |  |  |  |
| 3. | Saya bertanggung jawab atas keputusan dan tindakan yang saya ambil di tempat kerja |  |  |  |  |  |
| 4. | Saya memiliki tanggungjawab penuh atas hasil dari tugas yang saya selesaikan |  |  |  |  |  |
| 5. | Saya memiliki kontrol atas emosi dan tindakan terhadap situasi di tempat kerja |  |  |  |  |  |
| 6. | Saya memiliki kepercayaan diri dengan kemampuan saya dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7. | Saya merasakan perubahan positif dalam hubungan kerja dengan rekan kerja lainnya setelah meningkatkan keterlibatan dalam pengambilan keputusan |  |  |  |  |  |
| 8. | Saya merasa bahwa apa yang saya lakukan memberikan nilai tambah kepada rekan kerja dan unit poli rawat jalan |  |  |  |  |  |

**Lampiran 2 Hasil Wawancara**

**Lampiran 3 Surat Izin Penelitian**



**Lampiran 4 Surat Balasan Penelitian**

**Lampiran 5**

**Tabulasi Identitas Responden**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Responden | Jenis Kelamin | Tingkat Pendidikan | Umur | Masa Kerja |
| 1 | P | D3 | 20-30 | 6-10 |
| 2 | P | D3 | 31-40 | 11-15 |
| 3 | P | D3 | 20-30 | 6-10 |
| 4 | P | S1 | 20-30 | 6-10 |
| 5 | L | D3 | 20-30 | 11-15 |
| 6 | P | D3 | 20-30 | 1-5 |
| 7 | P | D3 | 20-30 | 6-10 |
| 8 | P | D3 | 20-30 | 1-5 |
| 9 | P | D3 | 41-50 | >15 |
| 10 | L | D3 | 20-30 | >15 |
| 11 | L | S1 | 20-30 | 1-5 |
| 12 | L | S1 | 20-30 | 1-5 |
| 13 | P | D3 | 20-30 | 1-5 |
| 14 | P | D3 | 20-30 | 1-5 |
| 15 | P | S1 | 20-30 | 1-5 |
| 16 | P | S1 | 20-30 | 6-10 |
| 17 | P | D3 | 20-30 | 6-10 |
| 18 | P | D3 | 31-40 | 6-10 |
| 19 | P | S1 | 31-40 | 6-10 |
| 20 | P | S1 | 51-60 | >15 |
| 21 | P | D3 | 31-40 | 6-10 |
| 22 | P | D3 | 20-30 | 6-10 |
| 23 | P | D3 | 20-30 | 6-10 |
| 24 | P | D3 | 20-30 | 6-10 |
| 25 | P | D3 | 41-50 | 11-15 |
| 26 | P | D3 | 41-50 | 11-15 |
| 27 | P | S1 | 51-60 | >15 |
| 28 | P | S1 | 51-60 | >15 |
| 29 | P | S1 | 31-40 | 6-10 |
| 30 | P | S1 | 31-40 | 6-10 |
| 31 | P | S1 | 20-30 | 1-5 |
| 32 | P | D3 | 20-30 | 1-5 |
| 33 | P | D3 | 51-60 | 6-10 |
| 34 | P | D3 | 41-50 | 6-10 |
| 35 | P | D3 | 31-40 | 1-5 |
| 36 | P | D3 | 31-40 | 6-10 |
| 37 | P | D3 | 41-50 | >15 |
| 38 | L | D3 | 41-50 | 6-10 |
| 39 | P | D3 | 20-30 | 1-5 |
| 40 | P | D3 | 20-30 | 1-5 |
| 41 | P | D3 | 41-50 | 6-10 |
| 42 | P | D3 | 31-40 | 6-10 |
| 43 | P | S1 | 51-60 | 6-10 |
| 44 | P | S1 | 20-30 | 1-5 |
| 45 | P | S1 | 20-30 | 6-10 |
| 46 | P | S1 | 31-40 | 6-10 |
| 47 | P | S1 | 31-40 | 6-10 |
| 48 | P | S1 | 31-40 | 1-5 |
| 49 | P | S1 | 41-50 | 11-15 |
| 50 | P | S1 | 41-50 | 11-15 |
| 51 | P | S1 | 41-50 | 11-15 |
| 52 | P | S1 | 20-30 | 1-5 |
| 53 | P | S1 | 20-30 | 1-5 |
| 54 | L | S1 | 51-60 | >15 |
| 55 | P | S1 | 31-40 | 6-10 |
| 56 | P | D3 | 31-40 | 6-10 |
| 57 | P | D3 | 31-40 | 6-10 |
| 58 | P | S1 | 20-30 | 1-5 |
| 59 | P | S1 | 20-30 | 6-10 |
| 60 | P | S1 | 51-60 | >15 |
| 61 | P | S1 | 51-60 | >15 |
| 62 | P | D3 | 20-30 | 1-5 |
| 63 | P | D3 | 20-30 | 1-5 |
| 64 | P | D3 | 41-50 | 11-15 |
| 65 | P | D3 | 31-40 | 6-10 |

**Lampiran 6**

**Data Ordinal**

* **Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Kinerja (Y) | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
| 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 8 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 45 |
| 13 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 2 | 3 | 38 |
| 14 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 47 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 40 |
| 22 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 42 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 31 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 43 |
| 36 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 38 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 41 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 42 |
| 41 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 42 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 43 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 44 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 45 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 46 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 47 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 48 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 49 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 50 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 42 |
| 51 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 52 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 53 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 54 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 55 | 3 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 42 |
| 56 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 40 |
| 57 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 40 |
| 58 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 45 |
| 59 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 48 |
| 62 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 63 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 64 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 65 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |

* ***Perceived Organizational Support***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Perceived Organizational Support (X1) | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
| 1 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 43 |
| 2 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 41 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 36 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 6 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 35 |
| 7 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 40 |
| 8 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 33 |
| 9 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 37 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 12 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 35 |
| 13 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 35 |
| 14 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 33 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 16 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 38 |
| 17 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 33 |
| 22 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 23 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 25 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 41 |
| 27 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 28 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 34 |
| 29 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 35 |
| 30 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 34 |
| 31 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 33 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 34 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 35 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 37 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 38 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 39 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 45 |
| 40 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 45 |
| 41 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 45 |
| 42 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 44 |
| 43 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 44 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 45 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 45 |
| 46 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 47 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 48 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 49 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 50 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 51 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 38 |
| 52 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 4 | 3 | 4 | 38 |
| 53 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 54 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 36 |
| 55 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 56 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 5 | 4 | 39 |
| 57 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| 58 | 3 | 5 | 5 | 5 | 1 | 3 | 3 | 5 | 4 | 4 | 38 |
| 59 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 3 | 3 | 38 |
| 60 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 61 | 4 | 5 | 5 | 5 | 1 | 4 | 4 | 4 | 5 | 5 | 42 |
| 62 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 41 |
| 63 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 64 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 65 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |

* **Psychological Empowerment**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Psychological Empowerment (X2) | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Total |
| 1 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 2 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 31 |
| 3 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 36 |
| 4 | 5 | 5 | 5 | 2 | 5 | 3 | 4 | 4 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 7 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 12 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 33 |
| 13 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 35 |
| 14 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 26 |
| 15 | 3 | 3 | 3 | 4 | 2 | 3 | 5 | 4 | 27 |
| 16 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 3 | 23 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 21 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 31 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 36 |
| 24 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 28 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 31 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 28 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 35 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 31 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 32 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 33 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 30 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 30 |
| 35 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 30 |
| 36 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 30 |
| 37 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 30 |
| 38 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 34 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 30 |
| 40 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 41 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 34 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 43 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 31 |
| 44 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 33 |
| 45 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 27 |
| 46 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 33 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 48 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 34 |
| 49 | 5 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 32 |
| 50 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 51 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 31 |
| 52 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 35 |
| 53 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 54 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 36 |
| 55 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 56 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 33 |
| 57 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 58 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 59 | 3 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 35 |
| 60 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 33 |
| 61 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 32 |
| 62 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 63 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 64 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 65 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 33 |

**Lampiran 7**

**Data Interval Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | **Succesive Interval** | | | | | | | | | | Total |
| **5** | **4** | **4** | **5** | **5** | **5** | **5** | **5** | **4** | **5** |
| 1 | 3,717 | 2,187 | 2,136 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 2,569 | 4,046 | 33,578 |
| 2 | 3,717 | 3,554 | 2,136 | 2,263 | 3,717 | 3,811 | 2,635 | 3,590 | 4,046 | 4,046 | 33,515 |
| 3 | 3,717 | 3,554 | 3,383 | 3,662 | 2,253 | 3,811 | 4,144 | 3,590 | 2,569 | 4,046 | 34,728 |
| 4 | 2,253 | 2,187 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 23,262 |
| 5 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 6 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 7 | 3,717 | 3,554 | 3,383 | 2,263 | 3,717 | 2,295 | 4,144 | 3,590 | 4,046 | 4,046 | 34,755 |
| 8 | 3,717 | 2,187 | 3,383 | 3,662 | 2,253 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 34,839 |
| 9 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 10 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 11 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 12 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 2,635 | 2,196 | 1,630 | 2,475 | 30,779 |
| 13 | 3,717 | 2,187 | 2,136 | 2,263 | 1,000 | 3,811 | 2,635 | 2,196 | 1,000 | 1,000 | 21,946 |
| 14 | 3,717 | 2,187 | 3,383 | 2,263 | 3,717 | 2,295 | 4,144 | 3,590 | 4,046 | 4,046 | 33,389 |
| 15 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 1,630 | 4,046 | 34,006 |
| 16 | 3,717 | 2,187 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 36,303 |
| 17 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 2,569 | 4,046 | 36,192 |
| 18 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 19 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 20 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 21 | 2,253 | 2,187 | 1,000 | 1,000 | 3,717 | 3,811 | 4,144 | 1,000 | 2,569 | 2,475 | 24,155 |
| 22 | 2,253 | 2,187 | 1,000 | 2,263 | 1,000 | 2,295 | 4,144 | 3,590 | 4,046 | 4,046 | 26,825 |
| 23 | 2,253 | 2,187 | 3,383 | 2,263 | 3,717 | 2,295 | 4,144 | 3,590 | 4,046 | 4,046 | 31,924 |
| 24 | 3,717 | 3,554 | 3,383 | 2,263 | 2,253 | 3,811 | 2,635 | 3,590 | 4,046 | 4,046 | 33,298 |
| 25 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 26 | 3,717 | 2,187 | 2,136 | 3,662 | 2,253 | 3,811 | 4,144 | 3,590 | 2,569 | 4,046 | 32,114 |
| 27 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 28 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 2,569 | 4,046 | 34,945 |
| 29 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 3,590 | 4,046 | 4,046 | 37,670 |
| 30 | 3,717 | 2,187 | 3,383 | 3,662 | 3,717 | 3,811 | 4,144 | 2,196 | 4,046 | 4,046 | 34,909 |
| 31 | 2,253 | 2,187 | 1,000 | 1,000 | 3,717 | 3,811 | 4,144 | 1,000 | 2,569 | 2,475 | 24,155 |
| 32 | 2,253 | 2,187 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 23,262 |
| 33 | 2,253 | 2,187 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 23,262 |
| 34 | 2,253 | 3,554 | 3,383 | 2,263 | 2,253 | 3,811 | 2,635 | 2,196 | 2,569 | 2,475 | 27,391 |
| 35 | 2,253 | 2,187 | 3,383 | 2,263 | 3,717 | 3,811 | 2,635 | 1,000 | 2,569 | 4,046 | 27,864 |
| 36 | 2,253 | 2,187 | 3,383 | 3,662 | 3,717 | 2,295 | 2,635 | 2,196 | 2,569 | 4,046 | 28,943 |
| 37 | 3,717 | 2,187 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 24,726 |
| 38 | 2,253 | 2,187 | 1,000 | 1,000 | 2,253 | 2,295 | 2,635 | 3,590 | 4,046 | 4,046 | 25,305 |
| 39 | 3,717 | 2,187 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 24,726 |
| 40 | 2,253 | 2,187 | 2,136 | 2,263 | 2,253 | 3,811 | 4,144 | 1,000 | 4,046 | 2,475 | 26,568 |
| 41 | 2,253 | 3,554 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 4,046 | 4,046 | 27,677 |
| 42 | 3,717 | 3,554 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 4,046 | 4,046 | 29,142 |
| 43 | 3,717 | 2,187 | 2,136 | 2,263 | 2,253 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 29,291 |
| 44 | 1,000 | 1,000 | 2,136 | 3,662 | 3,717 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 28,249 |
| 45 | 3,717 | 2,187 | 1,000 | 3,662 | 3,717 | 2,295 | 2,635 | 2,196 | 4,046 | 2,475 | 27,930 |
| 46 | 2,253 | 2,187 | 1,000 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 4,046 | 4,046 | 25,175 |
| 47 | 2,253 | 1,000 | 2,136 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 4,046 | 4,046 | 25,123 |
| 48 | 2,253 | 1,000 | 2,136 | 3,662 | 3,717 | 2,295 | 2,635 | 2,196 | 2,569 | 2,475 | 24,937 |
| 49 | 3,717 | 1,000 | 1,000 | 2,263 | 2,253 | 2,295 | 2,635 | 2,196 | 4,046 | 4,046 | 25,452 |
| 50 | 2,253 | 2,187 | 1,000 | 2,263 | 2,253 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 26,691 |
| 51 | 2,253 | 2,187 | 1,000 | 2,263 | 3,717 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 28,155 |
| 52 | 2,253 | 3,554 | 2,136 | 3,662 | 2,253 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 30,592 |
| 53 | 2,253 | 3,554 | 2,136 | 2,263 | 2,253 | 3,811 | 2,635 | 3,590 | 4,046 | 4,046 | 30,587 |
| 54 | 2,034 | 3,554 | 1,000 | 2,263 | 2,253 | 3,811 | 2,635 | 3,590 | 2,569 | 4,046 | 26,721 |
| 55 | 4,400 | 2,000 | 3,383 | 2,263 | 3,717 | 2,000 | 4,144 | 3,590 | 4,046 | 2,475 | 32,018 |
| 56 | 2,253 | 2,918 | 3,383 | 2,263 | 3,717 | 2,295 | 3,687 | 4,564 | 4,046 | 2,475 | 31,601 |
| 57 | 2,253 | 3,554 | 3,556 | 2,785 | 3,717 | 3,776 | 3,585 | 3,59 | 4,046 | 2,475 | 33,337 |
| 58 | 3,717 | 3,554 | 2,136 | 3,662 | 2,998 | 3,811 | 2,635 | 3,59 | 4,046 | 2,475 | 32,624 |
| 59 | 3,717 | 3,554 | 2,136 | 2,309 | 3,717 | 3,811 | 2,635 | 3,59 | 4,046 | 2,475 | 31,99 |
| 60 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 3,811 | 2,635 | 3,59 | 4,046 | 2,475 | 33,343 |
| 61 | 3,717 | 3,554 | 3,383 | 3,662 | 3,717 | 3,811 | 2,635 | 3,59 | 4,046 | 2,475 | 34,59 |
| 62 | 3,717 | 3,554 | 4,855 | 3,662 | 3,717 | 3,811 | 2,635 | 2,196 | 4,046 | 4,046 | 36,239 |
| 63 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 3,811 | 2,635 | 3,590 | 4,046 | 2,475 | 33,342 |
| 64 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 3,811 | 2,635 | 3,590 | 4,046 | 4,046 | 34,914 |
| 65 | 3,717 | 3,554 | 2,136 | 3,662 | 3,717 | 2,295 | 4,144 | 2,196 | 2,569 | 4,046 | 32,036 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | |
| Responden | **5** | **4** | **4** | **5** | **3** | **4** | **5** | **5** | **4** | **4** | Total |
| 1 | 4,482 | 3,024 | 2,696 | 3,481 | 2,149 | 3,451 | 3,456 | 4,567 | 2,321 | 3,516 | 33,143 |
| 2 | 4,482 | 3,024 | 2,696 | 2,176 | 2,149 | 4,834 | 3,455 | 4,567 | 2,321 | 3,516 | 33,220 |
| 3 | 2,083 | 3,024 | 2,696 | 2,176 | 2,999 | 2,289 | 3,455 | 3,265 | 2,887 | 3,516 | 28,390 |
| 4 | 3,181 | 4,376 | 2,696 | 2,176 | 2,999 | 4,834 | 3,455 | 2,127 | 2,321 | 3,516 | 31,681 |
| 5 | 3,181 | 3,024 | 2,696 | 2,176 | 2,149 | 3,451 | 3,455 | 3,265 | 2,321 | 3,516 | 29,234 |
| 6 | 3,181 | 3,024 | 2,304 | 2,176 | 2,149 | 1,630 | 3,455 | 3,265 | 2,321 | 3,516 | 27,021 |
| 7 | 3,181 | 3,024 | 2,696 | 3,481 | 2,149 | 3,451 | 2,219 | 2,127 | 3,666 | 3,516 | 29,510 |
| 8 | 3,181 | 1,929 | 2,696 | 2,176 | 2,149 | 2,289 | 2,219 | 3,265 | 3,666 | 3,516 | 27,086 |
| 9 | 2,083 | 3,024 | 2,696 | 2,176 | 2,149 | 3,451 | 2,219 | 3,265 | 2,321 | 2,209 | 25,593 |
| 10 | 3,181 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 28,848 |
| 11 | 3,181 | 3,024 | 2,696 | 3,481 | 4,119 | 4,834 | 3,456 | 4,567 | 3,666 | 4,916 | 37,940 |
| 12 | 3,181 | 3,024 | 3,454 | 2,176 | 2,149 | 2,289 | 2,219 | 2,127 | 3,666 | 3,516 | 27,801 |
| 13 | 2,083 | 3,024 | 3,454 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 3,666 | 3,516 | 29,853 |
| 14 | 2,083 | 3,543 | 3,454 | 2,000 | 2,999 | 3,451 | 2,000 | 2,127 | 2,321 | 3,516 | 27,494 |
| 15 | 3,181 | 3,024 | 2,696 | 3,481 | 4,119 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 31,273 |
| 16 | 3,181 | 3,024 | 2,696 | 2,000 | 2,999 | 4,834 | 2,219 | 3,265 | 2,321 | 2,209 | 28,748 |
| 17 | 4,482 | 4,376 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 31,501 |
| 18 | 3,181 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 28,848 |
| 19 | 3,181 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 28,848 |
| 20 | 3,181 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 28,848 |
| 21 | 2,083 | 1,929 | 2,696 | 1,000 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 2,209 | 24,172 |
| 22 | 3,181 | 3,024 | 4,374 | 3,481 | 4,119 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 32,951 |
| 23 | 3,181 | 4,376 | 4,374 | 3,481 | 4,119 | 3,451 | 3,456 | 3,265 | 3,666 | 4,916 | 38,285 |
| 24 | 3,181 | 1,929 | 2,696 | 2,176 | 2,999 | 3,451 | 3,456 | 3,265 | 2,321 | 3,516 | 28,990 |
| 25 | 3,181 | 1,929 | 2,696 | 2,000 | 4,119 | 4,834 | 3,456 | 3,265 | 2,321 | 3,516 | 31,317 |
| 26 | 3,181 | 3,024 | 4,374 | 2,176 | 4,119 | 3,451 | 3,456 | 2,127 | 2,321 | 3,516 | 31,745 |
| 27 | 3,181 | 4,376 | 2,623 | 2,176 | 2,999 | 3,451 | 2,219 | 4,567 | 2,321 | 3,516 | 31,429 |
| 28 | 2,083 | 3,024 | 2,623 | 2,176 | 2,149 | 3,451 | 2,219 | 2,127 | 2,321 | 2,209 | 24,382 |
| 29 | 3,181 | 1,929 | 2,623 | 2,176 | 2,149 | 4,834 | 2,776 | 3,265 | 2,321 | 2,209 | 27,463 |
| 30 | 3,181 | 3,024 | 2,696 | 2,176 | 2,149 | 1,630 | 2,776 | 2,127 | 2,321 | 2,209 | 24,289 |
| 31 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 32 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 33 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 34 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 35 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 3,265 | 3,666 | 4,916 | 37,908 |
| 36 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 37 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 38 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 39 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 2,209 | 35,158 |
| 40 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 2,209 | 35,158 |
| 41 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 2,209 | 35,158 |
| 42 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 2,127 | 2,000 | 4,916 | 35,104 |
| 43 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 44 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 45 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 2,127 | 3,666 | 3,516 | 35,516 |
| 46 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 47 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 3,265 | 3,666 | 4,916 | 37,908 |
| 48 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 4,834 | 2,219 | 4,567 | 3,666 | 3,516 | 37,956 |
| 49 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 50 | 4,482 | 4,376 | 2,696 | 3,481 | 4,119 | 3,451 | 3,456 | 4,567 | 2,321 | 4,916 | 37,865 |
| 51 | 3,181 | 4,376 | 4,374 | 2,176 | 2,149 | 3,451 | 3,456 | 3,265 | 2,455 | 2,209 | 31,092 |
| 52 | 4,482 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 3,456 | 3,265 | 2,455 | 3,516 | 31,520 |
| 53 | 3,181 | 3,024 | 2,696 | 2,176 | 2,999 | 2,289 | 2,219 | 3,265 | 2,321 | 3,516 | 27,686 |
| 54 | 3,181 | 3,024 | 2,696 | 2,176 | 2,149 | 3,451 | 2,219 | 3,265 | 2,321 | 2,209 | 26,691 |
| 55 | 2,083 | 3,024 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 3,666 | 3,516 | 29,095 |
| 56 | 3,181 | 3,024 | 2,696 | 3,481 | 4,119 | 2,289 | 2,219 | 2,127 | 3,666 | 3,516 | 30,318 |
| 57 | 3,181 | 3,024 | 2,696 | 3,481 | 2,999 | 2,289 | 2,219 | 3,265 | 3,666 | 3,516 | 30,336 |
| 58 | 2,083 | 4,376 | 4,374 | 3,481 | 2,999 | 2,289 | 2,219 | 4,567 | 2,321 | 3,516 | 32,225 |
| 59 | 2,083 | 3,024 | 4,374 | 2,176 | 4,119 | 2,289 | 3,456 | 4,567 | 2,321 | 2,209 | 30,618 |
| 60 | 4,482 | 3,024 | 2,696 | 2,176 | 4,119 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 31,269 |
| 61 | 3,181 | 4,376 | 4,374 | 3,481 | 2,149 | 3,451 | 2,219 | 3,265 | 3,666 | 4,916 | 35,078 |
| 62 | 3,181 | 4,376 | 2,696 | 3,481 | 2,149 | 2,289 | 2,219 | 3,265 | 3,666 | 3,516 | 30,838 |
| 63 | 4,482 | 4,376 | 4,374 | 2,176 | 4,119 | 3,451 | 2,219 | 4,567 | 2,321 | 3,516 | 35,601 |
| 64 | 3,181 | 1,929 | 2,696 | 2,176 | 4,119 | 4,834 | 2,219 | 3,265 | 3,666 | 4,916 | 33,001 |
| 65 | 3,181 | 4,376 | 2,696 | 2,176 | 2,999 | 3,451 | 2,219 | 3,265 | 2,321 | 3,516 | 30,200 |

**Variabel Perceived Organizational Support (X1)**

**Variabel Psychological Empowerment (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | **Succesive Interval** | | | | | | | | Total |
| **5** | **4** | **5** | **5** | **5** | **4** | **4** | **5** |
| 1 | 3,210 | 3,045 | 3,406 | 4,093 | 4,280 | 2,109 | 2,058 | 4,454 | 26,655 |
| 2 | 2,013 | 3,045 | 3,406 | 2,772 | 4,280 | 2,109 | 2,058 | 3,060 | 22,743 |
| 3 | 3,210 | 4,402 | 3,406 | 2,772 | 2,210 | 3,260 | 2,058 | 4,454 | 25,772 |
| 4 | 3,210 | 4,402 | 3,406 | 2,000 | 4,280 | 3,670 | 2,058 | 3,060 | 26,086 |
| 5 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 6 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 7 | 3,210 | 4,402 | 3,406 | 4,093 | 3,159 | 2,109 | 3,301 | 4,454 | 28,134 |
| 8 | 3,210 | 4,402 | 3,406 | 2,772 | 4,280 | 3,260 | 3,301 | 4,454 | 29,085 |
| 9 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 10 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 11 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 12 | 3,210 | 3,045 | 3,768 | 4,093 | 3,159 | 3,260 | 2,058 | 4,454 | 27,047 |
| 13 | 3,210 | 3,045 | 3,768 | 4,093 | 4,280 | 3,260 | 2,058 | 3,060 | 26,774 |
| 14 | 3,210 | 4,929 | 2,113 | 3,805 | 2,210 | 2,109 | 2,058 | 3,060 | 23,494 |
| 15 | 3,210 | 1,929 | 3,088 | 2,772 | 4,280 | 3,260 | 3,301 | 3,060 | 24,900 |
| 16 | 3,210 | 1,929 | 2,113 | 2,772 | 4,280 | 3,260 | 2,058 | 1,868 | 21,490 |
| 17 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 18 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 19 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 20 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 21 | 3,210 | 3,045 | 2,113 | 4,093 | 3,159 | 2,109 | 2,058 | 3,060 | 22,847 |
| 22 | 2,013 | 4,402 | 2,113 | 2,772 | 3,159 | 2,109 | 2,058 | 3,060 | 21,686 |
| 23 | 2,013 | 3,045 | 3,406 | 2,772 | 4,280 | 3,260 | 3,301 | 3,060 | 25,137 |
| 24 | 2,013 | 1,929 | 1,000 | 1,805 | 3,159 | 3,260 | 3,301 | 1,868 | 18,335 |
| 25 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 26 | 2,013 | 3,045 | 2,113 | 2,772 | 3,159 | 3,260 | 3,301 | 1,868 | 21,531 |
| 27 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 28 | 2,013 | 3,045 | 3,406 | 4,093 | 4,280 | 2,109 | 4,670 | 4,454 | 28,070 |
| 29 | 3,210 | 4,402 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 30,406 |
| 30 | 2,013 | 3,045 | 2,113 | 1,805 | 2,210 | 2,109 | 2,058 | 3,060 | 18,413 |
| 31 | 2,013 | 4,402 | 3,406 | 2,772 | 2,210 | 2,109 | 2,058 | 3,060 | 22,030 |
| 32 | 3,210 | 3,045 | 2,113 | 2,772 | 3,159 | 2,109 | 3,301 | 3,060 | 22,769 |
| 33 | 2,013 | 3,045 | 2,113 | 2,772 | 3,159 | 2,109 | 3,301 | 3,060 | 21,572 |
| 34 | 2,013 | 3,045 | 2,113 | 2,772 | 2,210 | 2,109 | 3,301 | 3,060 | 20,623 |
| 35 | 3,445 | 3,045 | 2,113 | 2,772 | 3,159 | 2,109 | 3,301 | 3,060 | 23,004 |
| 36 | 2,013 | 3,045 | 2,113 | 1,805 | 4,280 | 3,307 | 2,058 | 1,868 | 20,489 |
| 37 | 2,013 | 3,045 | 2,113 | 1,805 | 3,159 | 3,307 | 2,058 | 3,060 | 20,560 |
| 38 | 3,210 | 1,929 | 3,406 | 4,093 | 3,159 | 3,307 | 2,058 | 4,454 | 25,616 |
| 39 | 2,013 | 3,045 | 2,113 | 1,805 | 3,159 | 2,109 | 2,879 | 3,060 | 20,183 |
| 40 | 2,013 | 3,045 | 2,113 | 2,772 | 2,210 | 2,109 | 2,058 | 3,060 | 19,380 |
| 41 | 3,210 | 4,402 | 2,113 | 2,772 | 2,210 | 2,109 | 3,301 | 3,060 | 23,177 |
| 42 | 2,013 | 3,045 | 2,113 | 2,772 | 3,159 | 2,109 | 3,301 | 3,060 | 21,572 |
| 43 | 2,013 | 3,045 | 2,113 | 2,772 | 4,280 | 3,000 | 2,058 | 1,868 | 21,149 |
| 44 | 2,013 | 4,402 | 2,113 | 2,772 | 2,210 | 2,109 | 3,301 | 3,060 | 21,980 |
| 45 | 3,210 | 3,045 | 2,000 | 2,772 | 2,210 | 3,443 | 3,032 | 3,060 | 22,772 |
| 46 | 3,210 | 4,402 | 2,000 | 2,772 | 2,210 | 2,109 | 3,301 | 3,060 | 23,064 |
| 47 | 2,013 | 3,045 | 2,113 | 2,772 | 3,159 | 2,109 | 3,301 | 3,060 | 21,572 |
| 48 | 3,210 | 3,045 | 2,113 | 2,772 | 2,210 | 3,260 | 3,301 | 3,060 | 22,971 |
| 49 | 3,210 | 4,402 | 2,000 | 2,772 | 2,210 | 2,000 | 3,301 | 3,060 | 22,955 |
| 50 | 2,013 | 3,045 | 2,113 | 2,772 | 3,159 | 3,260 | 3,301 | 3,060 | 22,723 |
| 51 | 1,000 | 3,045 | 2,113 | 2,772 | 2,210 | 2,109 | 3,301 | 3,060 | 19,610 |
| 52 | 3,210 | 1,929 | 3,406 | 4,093 | 3,159 | 2,000 | 3,301 | 4,454 | 25,552 |
| 53 | 3,210 | 3,045 | 3,406 | 4,093 | 4,280 | 3,260 | 3,301 | 4,454 | 29,049 |
| 54 | 3,210 | 4,402 | 3,406 | 4,093 | 2,210 | 3,260 | 2,058 | 3,060 | 25,699 |
| 55 | 1,000 | 4,402 | 3,406 | 4,093 | 3,159 | 2,109 | 2,058 | 3,060 | 23,287 |
| 56 | 3,210 | 1,929 | 3,406 | 4,093 | 3,159 | 2,109 | 2,058 | 4,454 | 24,418 |
| 57 | 3,210 | 3,045 | 2,113 | 4,093 | 3,159 | 3,260 | 3,301 | 4,454 | 26,635 |
| 58 | 3,210 | 3,045 | 3,406 | 4,093 | 3,159 | 2,109 | 2,058 | 4,454 | 25,534 |
| 59 | 3,058 | 4,402 | 3,406 | 4,093 | 2,210 | 3,260 | 2,058 | 4,454 | 26,941 |
| 60 | 3,058 | 4,402 | 3,406 | 4,093 | 3,159 | 3,260 | 2,058 | 4,454 | 27,890 |
| 61 | 3,058 | 3,045 | 3,406 | 2,772 | 2,210 | 3,260 | 3,301 | 4,454 | 25,506 |
| 62 | 3,210 | 3,045 | 2,113 | 2,772 | 4,280 | 2,109 | 2,058 | 3,060 | 22,647 |
| 63 | 2,013 | 4,402 | 3,406 | 4,093 | 4,280 | 2,109 | 2,058 | 3,060 | 25,421 |
| 64 | 3,708 | 4,402 | 2,113 | 4,093 | 3,159 | 2,109 | 3,301 | 3,060 | 25,945 |
| 65 | 3,708 | 4,402 | 3,406 | 4,093 | 2,210 | 2,109 | 3,301 | 3,060 | 26,289 |

**Lampiran 8**

**Hasil Uji Validitas Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Total\_Y |
| Y1.1 | Pearson Correlation | 1 | ,515\*\* | ,573\*\* | ,669\*\* | ,301 | ,614\*\* | ,088 | ,453\* | ,017 | ,288 | ,642\*\* |
| Sig. (2-tailed) |  | ,004 | ,001 | ,000 | ,106 | ,000 | ,645 | ,012 | ,928 | ,122 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | ,515\*\* | 1 | ,454\* | ,429\* | ,437\* | ,402\* | ,031 | ,407\* | ,169 | ,331 | ,630\*\* |
| Sig. (2-tailed) | ,004 |  | ,012 | ,018 | ,016 | ,028 | ,871 | ,026 | ,371 | ,074 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | ,573\*\* | ,454\* | 1 | ,547\*\* | ,442\* | ,173 | ,173 | ,440\* | ,424\* | ,385\* | ,739\*\* |
| Sig. (2-tailed) | ,001 | ,012 |  | ,002 | ,014 | ,362 | ,362 | ,015 | ,020 | ,036 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | ,669\*\* | ,429\* | ,547\*\* | 1 | ,318 | ,555\*\* | ,388\* | ,521\*\* | ,108 | ,456\* | ,729\*\* |
| Sig. (2-tailed) | ,000 | ,018 | ,002 |  | ,087 | ,001 | ,034 | ,003 | ,569 | ,011 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | ,301 | ,437\* | ,442\* | ,318 | 1 | ,229 | ,382\* | ,143 | ,358 | ,439\* | ,646\*\* |
| Sig. (2-tailed) | ,106 | ,016 | ,014 | ,087 |  | ,224 | ,037 | ,450 | ,052 | ,015 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | ,614\*\* | ,402\* | ,173 | ,555\*\* | ,229 | 1 | ,040 | ,000 | -,156 | ,033 | ,375\* |
| Sig. (2-tailed) | ,000 | ,028 | ,362 | ,001 | ,224 |  | ,834 | 1,000 | ,410 | ,863 | ,041 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | ,088 | ,031 | ,173 | ,388\* | ,382\* | ,040 | 1 | ,376\* | ,430\* | ,625\*\* | ,540\*\* |
| Sig. (2-tailed) | ,645 | ,871 | ,362 | ,034 | ,037 | ,834 |  | ,041 | ,018 | ,000 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | ,453\* | ,407\* | ,440\* | ,521\*\* | ,143 | ,000 | ,376\* | 1 | ,477\*\* | ,772\*\* | ,709\*\* |
| Sig. (2-tailed) | ,012 | ,026 | ,015 | ,003 | ,450 | 1,000 | ,041 |  | ,008 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | ,017 | ,169 | ,424\* | ,108 | ,358 | -,156 | ,430\* | ,477\*\* | 1 | ,739\*\* | ,626\*\* |
| Sig. (2-tailed) | ,928 | ,371 | ,020 | ,569 | ,052 | ,410 | ,018 | ,008 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | ,288 | ,331 | ,385\* | ,456\* | ,439\* | ,033 | ,625\*\* | ,772\*\* | ,739\*\* | 1 | ,805\*\* |
| Sig. (2-tailed) | ,122 | ,074 | ,036 | ,011 | ,015 | ,863 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | ,642\*\* | ,630\*\* | ,739\*\* | ,729\*\* | ,646\*\* | ,375\* | ,540\*\* | ,709\*\* | ,626\*\* | ,805\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,041 | ,002 | ,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). | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| X1.1 | Pearson Correlation | 1 | ,442\* | ,217 | ,331 | ,083 | ,267 | ,298 | ,394\* | ,340 | ,349 | ,627\*\* |
| Sig. (2-tailed) |  | ,014 | ,248 | ,074 | ,662 | ,154 | ,110 | ,031 | ,066 | ,059 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,442\* | 1 | ,237 | ,486\*\* | ,105 | -,007 | ,321 | ,261 | ,162 | ,205 | ,540\*\* |
| Sig. (2-tailed) | ,014 |  | ,207 | ,006 | ,582 | ,971 | ,084 | ,164 | ,393 | ,277 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,217 | ,237 | 1 | ,469\*\* | ,512\*\* | ,147 | ,355 | ,029 | ,176 | ,415\* | ,591\*\* |
| Sig. (2-tailed) | ,248 | ,207 |  | ,009 | ,004 | ,437 | ,054 | ,880 | ,351 | ,022 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,331 | ,486\*\* | ,469\*\* | 1 | ,215 | -,140 | ,375\* | ,383\* | ,391\* | ,527\*\* | ,664\*\* |
| Sig. (2-tailed) | ,074 | ,006 | ,009 |  | ,253 | ,460 | ,041 | ,036 | ,032 | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,083 | ,105 | ,512\*\* | ,215 | 1 | ,352 | ,517\*\* | ,077 | ,126 | ,378\* | ,592\*\* |
| Sig. (2-tailed) | ,662 | ,582 | ,004 | ,253 |  | ,056 | ,003 | ,686 | ,505 | ,039 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,267 | -,007 | ,147 | -,140 | ,352 | 1 | ,303 | ,247 | ,239 | ,059 | ,450\* |
| Sig. (2-tailed) | ,154 | ,971 | ,437 | ,460 | ,056 |  | ,104 | ,188 | ,204 | ,756 | ,013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,298 | ,321 | ,355 | ,375\* | ,517\*\* | ,303 | 1 | ,276 | ,212 | ,301 | ,690\*\* |
| Sig. (2-tailed) | ,110 | ,084 | ,054 | ,041 | ,003 | ,104 |  | ,139 | ,262 | ,107 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,394\* | ,261 | ,029 | ,383\* | ,077 | ,247 | ,276 | 1 | ,135 | ,323 | ,543\*\* |
| Sig. (2-tailed) | ,031 | ,164 | ,880 | ,036 | ,686 | ,188 | ,139 |  | ,477 | ,081 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,340 | ,162 | ,176 | ,391\* | ,126 | ,239 | ,212 | ,135 | 1 | ,454\* | ,523\*\* |
| Sig. (2-tailed) | ,066 | ,393 | ,351 | ,032 | ,505 | ,204 | ,262 | ,477 |  | ,012 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,349 | ,205 | ,415\* | ,527\*\* | ,378\* | ,059 | ,301 | ,323 | ,454\* | 1 | ,662\*\* |
| Sig. (2-tailed) | ,059 | ,277 | ,022 | ,003 | ,039 | ,756 | ,107 | ,081 | ,012 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,627\*\* | ,540\*\* | ,591\*\* | ,664\*\* | ,592\*\* | ,450\* | ,690\*\* | ,543\*\* | ,523\*\* | ,662\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,002 | ,001 | ,000 | ,001 | ,013 | ,000 | ,002 | ,003 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Hasil Uji Validitas Perceived Organizational Support (X1)**

**Hasil Uji Validitas Psychological Empowerment (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| X2.1 | Pearson Correlation | 1 | ,812\*\* | ,606\*\* | ,534\*\* | ,708\*\* | ,554\*\* | ,412\* | ,779\*\* | ,863\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,002 | ,000 | ,001 | ,024 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,812\*\* | 1 | ,664\*\* | ,575\*\* | ,691\*\* | ,660\*\* | ,404\* | ,768\*\* | ,894\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,001 | ,000 | ,000 | ,027 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,606\*\* | ,664\*\* | 1 | ,283 | ,489\*\* | ,638\*\* | ,369\* | ,587\*\* | ,737\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,129 | ,006 | ,000 | ,045 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,534\*\* | ,575\*\* | ,283 | 1 | ,582\*\* | ,596\*\* | ,325 | ,738\*\* | ,757\*\* |
| Sig. (2-tailed) | ,002 | ,001 | ,129 |  | ,001 | ,001 | ,080 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,708\*\* | ,691\*\* | ,489\*\* | ,582\*\* | 1 | ,531\*\* | ,294 | ,579\*\* | ,795\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,006 | ,001 |  | ,003 | ,115 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,554\*\* | ,660\*\* | ,638\*\* | ,596\*\* | ,531\*\* | 1 | ,372\* | ,482\*\* | ,777\*\* |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,001 | ,003 |  | ,043 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,412\* | ,404\* | ,369\* | ,325 | ,294 | ,372\* | 1 | ,436\* | ,549\*\* |
| Sig. (2-tailed) | ,024 | ,027 | ,045 | ,080 | ,115 | ,043 |  | ,016 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,779\*\* | ,768\*\* | ,587\*\* | ,738\*\* | ,579\*\* | ,482\*\* | ,436\* | 1 | ,862\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,001 | ,007 | ,016 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | ,863\*\* | ,894\*\* | ,737\*\* | ,757\*\* | ,795\*\* | ,777\*\* | ,549\*\* | ,862\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**Lampiran 9**

**Hasil Uji Reliabilitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **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. | | | |

**Variabel Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,835 | 10 |

**Variabel Perceived Organizational Support**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,785 | 10 |

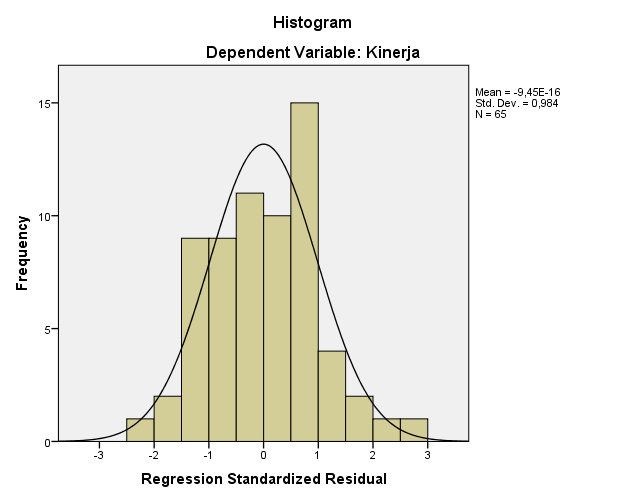
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

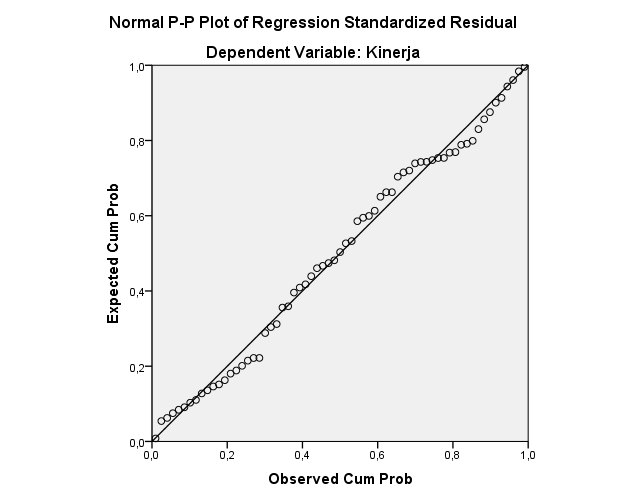
**Variabel Psychological Empowerment**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,908 | 8 |

**Lampiran 10**

**Hasil Uji Asumsi Klasik**

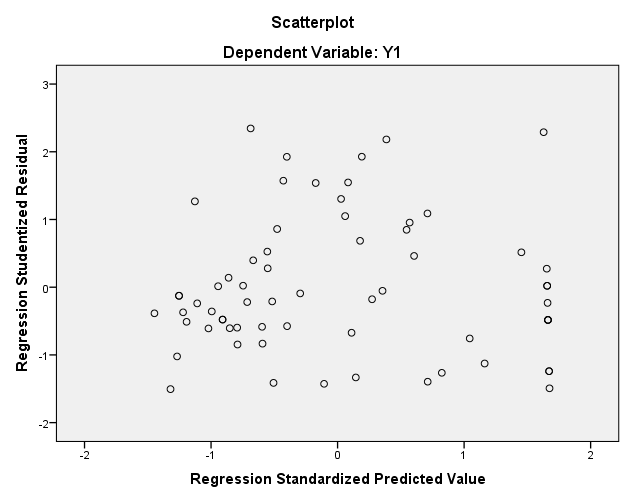
**Uji Normalitas**



|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 65 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,31890810 |
| Most Extreme Differences | Absolute | ,102 |
| Positive | ,066 |
| Negative | -,102 |
| Kolmogorov-Smirnov Z | | ,819 |
| Asymp. Sig. (2-tailed) | | ,513 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Uji Multikolonieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 17,716 | 4,315 |  | 4,106 | ,000 |  |  |
| Perceived Organizational Support | ,430 | ,064 | ,626 | 6,758 | ,000 | ,995 | 1,005 |
| Psychological Empowerment | ,268 | ,104 | ,239 | 2,575 | ,012 | ,995 | 1,005 |
| a. Dependent Variable: Kinerja | | | | | | | | |
|  | | | | | | | | |

**Uji Heteroskedastisitas**

**Lampiran 11**

**Hasil Analisis Regresi Linear Berganda, Uji t, Uji F, dan Koefisien Determinasi (R2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 17,716 | 4,315 |  | 4,106 | ,000 |
| Perceived Organizational Support | ,430 | ,064 | ,626 | 6,758 | ,000 |
| Psychological Empowerment | ,268 | ,104 | ,239 | 2,575 | ,012 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 626,135 | 2 | 313,068 | 27,533 | ,000b |
| Residual | 704,970 | 62 | 11,370 |  |  |
| Total | 1331,105 | 64 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Psychological Empowerment, Perceived Organizational Support | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,686a | ,470 | ,453 | 3,372 |
| a. Predictors: (Constant), Psychological Empowerment, Perceived Organizational Support | | | | |