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# 

# LAMPIRAN

**LAMPIRAN**

**Lampiran. 1**

**Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Nilai Kerja, Sikap Kerja Dan Etos Kerja Terhadap Kinerja Karyawan PT. Tiga Lumbung Padi Brebes.

Kepada Yth

Sdr. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah saya sediakan. Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, Mei 2024

Hormat Saya,

Prazalia Sevtianandin

1. **Petunjuk Pengisian Kuesioner**
2. Mohon memberi tanda centang ( √ ) pada jawaban yang Bapak/Ibu anggap paling sesuai.
3. Dimohon Bapak/Ibu untuk mengisi pernyataan dengan jujur, baik dan benar karena tidak akan mempengaruhi penilaian pada kinerja.
4. Tidak ada jawaban yang benar atau salah sehingga Bapak/Ibu dimohon untuk mengisi semua pernyataan
5. Jawaban Bapak/Ibu akan terjamin kerahasiaannya.
6. Keterangan alternatif jawaban yang tersedia antara lain :
7. SS = Sangat Setuju
8. S = Setuju
9. N = Netral
10. TS = Tidak Setuju
11. STS = Sangat Tidak Setuju
12. **Karakteristik Responden**
13. Jenis Kelamin :

Laki-laki

1. Perempuan
2. Umur :

21-30 tahun

31-40 tahun

> 40 tahun

1. Pendidikan Terakhir :

SMA / SMK

D3

SI

S2

1. Masa Kerja :

< 1 tahun

* 1. tahun
  2. tahun

>15 tahun

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **SIKAP** | | | | | | |
| 1 | Saya memiliki sikap menjunjung tinggi norma-norma kerja |  |  |  |  |  |
| 2 | Saya selalu bersikap baik dengan karyawan lain |  |  |  |  |  |
| **TANGGUNG JAWAB** | | | | | | |
| 3 | Saya mengerjakan tugas dengan penuh tanggung jawab |  |  |  |  |  |
| 4 | Saya bertanggung jawab dalam menyelesaikan setiap pekerjaan |  |  |  |  |  |
| **TAAT KEPADA ATASAN** | | | | | | |
| 5 | Mampu berkomunikasi dengan pembeli |  |  |  |  |  |
| 6 | Komunikasi yang baik antara karyawan dengan pembeli |  |  |  |  |  |
| **PROSEDUR KERJA** | | | | | | |
| 7 | Saya melaksanakan pekerjaan sesuai dengan prosedur kerja |  |  |  |  |  |
| 8 | Saya mengikuti SOP sesuai dengan prosedur kerja |  |  |  |  |  |
| **FASILITAS KERJA** | | | | | | |
| 9 | Saya bertanggung jawab dalam menjaga fasilitas kerja |  |  |  |  |  |
| 10 | Fasilitas kerja di perusahaan saya memadai |  |  |  |  |  |

1. **Nilai Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **LOYALITAS** | | | | | | |
| 1 | Saya memiliki loyalitas yang tinggi |  |  |  |  |  |
| 2 | Saya mampu berloyalitas terhadap perusahaan |  |  |  |  |  |
| **KETRAMPILAN** | | | | | | |
| 3 | Saya memiliki keterampilan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4 | Saya mempunyai ketrampilan untuk membuat inovasi baru |  |  |  |  |  |
| **KEMAMPUAN** | | | | | | |
| 5 | Saya memiliki kemampuan dalam mengerjakan pekerjaan |  |  |  |  |  |
| 6 | Saya dapat bekerjasama dengan kemampuan yang saya punya |  |  |  |  |  |
| **PEKERJAAN DILAKSANAKAN DENGAN BAIK** | | | | | | |
| 7 | Saya dapat melaksanakan pekerjaan dengan baik |  |  |  |  |  |
| 8 | Saya dapat melaksanakan pekerjaan secara maksimal |  |  |  |  |  |
| **PENCAPAIAN HASIL KERJA** | | | | | | |
| 9 | Saya dapat menyelesaikan pekerjaan sesuai target yang ditentukan |  |  |  |  |  |
| 10 | Saya dapat menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |

1. **Sikap Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **KEYAKINAN** | | | | | | |
| 1 | Saya memiliki keyakinan untuk memperoleh hasil kerja yang baik |  |  |  |  |  |
| 2 | Saya dapat meyakinkan atasan dengan hasil kerja yang baik |  |  |  |  |  |
| **KEPERCAYAAN** | | | | | | |
| 3 | Saya memiliki rasa kepercayaan diri |  |  |  |  |  |
| 4 | Rasa kepercayaan yang tinggi dapat meningkatkan saya untuk mendapatkan hasil yang baik |  |  |  |  |  |
| **RASA SENANG TERHADAP OBJEK** | | | | | | |
| 5 | Saya memiliki rasa senang terhadap pekerjaan |  |  |  |  |  |
| 6 | Saya senang saat diberikan tugas oleh atasan |  |  |  |  |  |
| **RASA TIDAK SENANG TERHADAP OBJEK** | | | | | | |
| 7 | Saya memiliki rasa tidak senang terhadap pekerjaan |  |  |  |  |  |
| 8 | Saya tidak senang saat diberikan tugas oleh atasan |  |  |  |  |  |
| **RAMAH** | | | | | | |
| 9 | Saya selalu bersikap ramah terhadap sesama rekan kerja |  |  |  |  |  |
| 10 | Saya selalu bersikap ramah terhadap atasan |  |  |  |  |  |

1. **Etos Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **KREATIVITAS** | | | | | | |
| 1 | Saya memiliki kreativitas dalam bekerja |  |  |  |  |  |
| 2 | Saya dapat berkreativitas untuk melakukan inovasi dalam pekerjaan |  |  |  |  |  |
| **KEUNGGULAN** | | | | | | |
| 3 | Saya memiliki keunggulan atau kelebihan dalam bekerja |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan pekerjaan dengan mudah karena mempunyai keunggulan dibidangnya |  |  |  |  |  |
| **SEMANGAT** | | | | | | |
| 5 | Saya selalu melakukan pekerjaan dengan penuh semangat |  |  |  |  |  |
| 6 | Saya bersemangat saat bekerja |  |  |  |  |  |
| **INTEGRITAS** | | | | | | |
| 7 | Saya memiliki rasa integritas atau komitmen pada perusahaan |  |  |  |  |  |
| 8 | Saya mempunyai integritas terhadap perusahaan |  |  |  |  |  |
| **RASA SYUKUR** | | | | | | |
| 9 | Saya selalu bersyukur dengan pekerjaan yang dimiliki |  |  |  |  |  |
| 10 | Saya bersyukur atas pekerjaan yang sekarang |  |  |  |  |  |

**Lampiran 2**

**Data-Data PT. Tiga Lumbung Padi Brebes**

**Tabel. 1**

**Standar nilai kinerja karyawan PT. Tiga Lumbung**

**Padi Brebes2024**

|  |  |  |
| --- | --- | --- |
| **No** | **Nilai** | **Keterangan** |
| 1. | 91-100 | Sangat Baik |
| 2. | 71-90 | Baik |
| 3. | 61-70 | Cukup |
| 4. | 51-60 | Sedang |
| 5. | 50 ke bawah | Kurang |

**Tabel 2**

**Unsur penilaian** **kinerja karyawan PT. Tiga Lumbung Padi Brebes 2024**

|  |  |
| --- | --- |
| **No** | **Unsur Penilaian** |
|
| 1. | Inisiatif |
| 2. | Disiplin Kerja |
| 3. | Kerjasama |
| 4. | Kerapian, kebersihan |
| 5. | Ketaatan prosedur kerja |
| 6. | Ketaatan terhadap atasan |
| 7. | Motivasi kerja |
| 8. | Komunikasi |

**Tabel 3**

**Rekapitulasi hasil penilaian kinerja karyawan PT. Tiga Lumbung Padi Brebes 2024**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Nilai | Kategori | 2021 | 2022 | 2023 |
| Jumlah Karyawan | Jumlah Karyawan | Jumlah Karyawan |
| 1 | 61-70 | Cukup | 34 | 45 | 58 |
| 2 | 71-90 | Baik | 27 | 22 | 12 |
| 3 | 91-100 | Sangat Baik | 17 | 11 | 8 |
| Total | | | 78 | 78 | 78 |

**Lampiran 3**

**Daftar Pertanyaan Wawancara**

Nama : Prazalia Sevtianandin

Npm : 4120600030

Fakultas/Prodi : Ekonomi Dan Bisnsi/ Manajemen SDM

Perguruan Tinggi : Universitas Pancasakti Tegal

Judul : “Pengaruh Nilai kerja, Sikap Kerja Dan Etos Kerja Terhadap Kinerja Karyawan PT. Tiga Lumbung Padi Brebes.”

**DAFTAR PERTANYAAN WAWNCARA:**

1. **NILAI KERJA**
2. Apakah karyawan memiliki loyalitas yang tinggi?

Jawab :

Tidak semua karyawan memiliki loyalitas yang tinggi karena karyawan hanyalah sebatas kontrak kerja saja.

1. Apakah karyawan memiliki pengetahuan dalam menyelesaikan masalah pekerjaan?

Jawab :

Tidak semua karyawan memiliki pengetahuan yang sama dalam menyelesaikan masalah pekerjaan .

1. Apakah karyawan memiliki keterampilan dalam menyelesaikan pekerjaan?

Jawab :

Ketrampilan karyawan dapat bervariasi tergantung pada pengalaman, pelatihan dan latar belakang masing - masing individu. Beberapa karyawan mungkin memeiliki ketrampilan yang sangat baik dalam menyelesaikan pekerjaan tertentu, sementara yang lain mungkin memerlukan pengembangan lebih lanjut.

1. Apakah Karyawan memiliki kemampuan dalam mengerjakan pekerjaan?

Jawab :

Kemampuan karyawan juga berbeda-beda, tergantung pada keahlian, pengetahuan, dan bakat individu. Namun mengerjakan pekerjaan menjadi fokus penting bagi karyawan. Ada beberapa diantara karyawan kurang memiliki kemampuan dalam mengerjakan pekerjaan tetapi yang namanya kewajiban dalam bekerja itu harus di kembangkan.

1. Apakah Karyawan dapat melaksanakan pekerjaan dengan baik dan melaksanakan dengan maksimal?

Jawab :

Ada karyawan yang melaksanakan pekerjaan dengan baik dan juga ada karyawan yang lain memerlukan dukungan lebih lanjut.

1. Apakah karyawan dapat menyelesaikan pekerjaan dengan tepat waktu?

Jawab :

Tidak semua Karyawan menyelesaikan pekerjaan dengan tepat waktu. Tetapi harus wajib selesai pada target yang ditentukan.

1. Apakah Karyawan dapat menyelesaikan pekerjaan sesuai target yang ditentukan?

Jawab : Setiap karyawan memiliki target dengan bagian masing-masing. Karyawan menyelesaikan pekerjaan sesuai target.

1. Apakah karyawan memiliki tanggung jawab untuk menyelesaikan pekerjaan?

Jawab :

Tidak semua karyawan selalu dapat menyelesaikan pekerjaan dengan penuh tanggung jawab setiap saat. Tingkat tanggung jawab dapat bervariasi tergantung pada kondisi, kompleksitas tugas, dan faktor-faktor lainnya.

1. Apakah Karyawan memiliki tanggung jawab dalam menjaga fasilitas Pt tiga lumbung padi?

Jawab : ada beberapa karyawan yang memiliki tanggung jawab dalam mnejaga fasilitas PT, dan juga ada karyawan yang kurang menjaga fasilitas.

1. **SIKAP KERJA**
2. Apakah karyawan memiliki pengetahuan dan pandangan yang luas dalam bekerja

Jawab :

Tidak semua karyawan memiliki pengalaman saat bekerja sehingga karyawan kurang memiliki pengetahuan dan pandangan yang luas dalam bekerja.

1. Apakah karyawan memiliki keyakinan untuk memperoleh hasil kerja yang baik?

Jawab :

Setiap karyawan berusaha untuk memperoleh hasil kerja yang baik. Semua karyawan memiliki keyakinan itu.

1. Apakah karyawan memiliki persepsi yang benar terhadap pekerjaan?

Jawab :

Tidak semua karyawan memiliki persepsi yang benar. Persepsi karyawan terhadap pekerjaan mereka dapat bervariasi. Hal ini dipengaruhi oleh berbagai faktor.

1. Apakah karyawan memiliki kepercayaan yang tinggi dalam bekerja?

Jawab :

Tidak semua karyawan memiliki kepercayaan dalam bekerja. Karena alasanya beragam, seperti kurangnya pengakuan, atau ketidaksesuaian antara ketrampilan dan tugas pekerjaan.

1. Apakah karyawan memiliki rasa senang dan tidak senang dalam pekerjaan?

jawab

sebagian karyawan memiliki rasa senang karena mendapatkan pekerjaan yang sesuai pada mereka. Tetapi tidak semua karyawan yang memiliki rasa senang dalam pekerjaan. Karena faktor-faktor seperti kepuasan kerja, kecocokan anatara tugas pekerjaan dengan minat dan ketrampilan individu dapat mempengaruhi pada tingkat kebahagiaan karyawan.

1. Apakah karyawan selalu bersikap ramah terhadap sesama rekan kerja?

Jawab :

Tidak semua karyawan memberikan sikap ramah terhadap karyawan. Terlihat karena karyawan kurang memberikan sikap ramah kepada karyawan lain dikarenakan mungkin ada permasalahan individu dengan rekan kerjannya.

1. Apakah karyawan memberikan sikap ramah terhadap atasan?

Jawab :

Tidak semua karyawan mempunyai sikap ramah dengan atasan itu dikarenakan karyawan ada permasalahan individu dengan atasan shingga karyawan tidak ramah

1. Apakah karyawan selalu bersikap hangat terhadap atasan ?

Jawab :

Ya, karyawan memberikan sikap yang baik terhadap atasan.

1. **ETOS KERJA**
2. Apakah karyawan memiliki kreativitas dalam bekerja?

Jawab :

Karyawan kurang memiliki kreativitas dalam bekerja. Masih terdapat karyawan yang kurang mengusulkan inovasi produk.

1. Apakah karyawan memiliki keunggulan atau kelebihan dalam bekerja?

Jawab :

Ada beberapa karyawan yang mempunyai kelebihan seperti menyelesaikan target dengan cepat dan dapat memahami secara beskala

1. Apakah karyawan memiliki prestasi dalam bekerja?

Jawab :

Ada karyawan yang memiliki prestasi dalam bekerja, seperti karyawan yang mencapai target kerja. Memberikan kontribusi terhadap pekerjaannya, menunjukan kinerja yang baik. Dan juga ada karyawan yang tidak memiliki prestasi seperti sering absen tanpa alesan yang jelas, tidak menyelesaikan tugas tepat waktu.

1. Apakah karyawan selalu melakukan pekerjaan dengan semangat?

Jawab :

Tidak semua karyawan selalu dapat melakukan pekerjaan dengan penuh semangat setiap saat. Karena kondisi, tugas khusus, atau faktor pribadi dapat memepengaruhi tingkat semangat karyawan..

1. Apakah karyawan selalu melakukan pekerjaan dengan penuh tanggung jawab?

Jawab :

Tidak semua karyawan selalu dapat menyelesaikan pekerjaan dengan penuh tanggung jawab setiap saat. Faktor-faktor setiap kondisi pribadi, beban kerja, atau situasi tertentu dapat mempengaruhi tingkat tanggung jawab karyawan.

1. Apakah karyawan memiliki rasa intergritas atau komitmen pada perusahaan?

Jawab :

Tentu karyawan memiliki komitmen tinggi dengan perusahaan karena sekarang mendapatkan pekerjaan itu sangat susah akhirnya karyawan lebih berkomitmen untuk bertahan.

1. Apakah karyawan selalu bersyukur dengan pekerjaan yang dimiliki?

Jawab :

Tidak semua karyawan memiliki perasaan syukur terhadap pekerjaan mereka. Beberapa mungkin sangat bersyukur karena pekerjaan tersebut memberikan kepuasan, pengakuan, atau kesempatan pengembangan karir. Namun yang lain mungkin merasa kurang puas atau mencari peluang baru. Tingkat kepuasan dan rasa syukur dapat bervariasi berdasarkan pengalaman individual, ekspetasi, dan lingkungan kerja.

1. Apakah karyawan memiliki rasa kecintaan terhadap pekerjaanya?

Jawab :

Rasa kecintaan terhadap pekerjaan dapat bervariasi antara karyawan. Beberapa karyawan mungkin sangat mencintai pekerjaan mereka karena sesuai dengan minat dan bakat mereka, memberikan tantangan atau memberikan kepuasan pribadi. Namun tidak semua karyawan memiliki rasa kecintaan yang sama terhadap pekerjaan mereka.

1. Apakah karyawan memiliki sikap kerendahan hati dilingkungan kerja?

Jawab

Karyawan juga memiliki ketekunan yang rendah. Dilihat dari pekerjaan yang tidak selesai tepat waktu karena di pengaruhi rendahnya disiplin dalam bekerja, rendahnya kepatuhan. Rendahnya rasa tanggung jawab. Dan tidak menunjukan kemampuan profesional dalam bekerja.

1. Apakah karyawan memiliki sikap kerendahan hati dalam membantu rekan kerja?

Jawab :

Ada beberapa karyawan memiliki sikap saling menolong sesama rekan kerja dan ada juga yang acuh tak acuh dengan rekan kerjannya

**Tanda Tangan**

|  |  |
| --- | --- |
| **Peneliti**    **Prazalia Sevtianandin** |  |

**Lampiran 4 Data Uji Validitas Dan Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Kinerja (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 43 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 35 |
| 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 6 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 43 |
| 7 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 37 |
| 8 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 36 |
| 9 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 46 |
| 10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 11 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 46 |
| 12 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 16 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 17 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 5 | 41 |
| 18 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 40 |
| 19 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 22 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 33 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |

**Lampiran 5 Data Uji Validitas Dan Reliabilitas Variabel Nilai Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Nilai Kerja (X1) | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |
| 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 39 |
| 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 39 |
| 6 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 44 |
| 7 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 41 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 12 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 41 |
| 13 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 14 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 18 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 19 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 38 |
| 22 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 23 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 25 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 42 |
| 27 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 28 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |

**Lampiran 6 Data Uji Validitas Dan Reliabilitas Variabel Sikap Kerja (X2)**

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

**Lampiran 7 Data Uji Validitas Dan Reliabilitas Variabel Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Etos Kerja (X3) | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X.10 |
| 1 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 27 |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 |
| 5 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 29 |
| 6 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| 7 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 31 |
| 8 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 29 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 10 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 12 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 37 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 34 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 19 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 33 |
| 21 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 37 |
| 25 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 26 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 33 |
| 27 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 28 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |

**Lampiran 8 Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | Y.1 | | Y.2 | | Y.3 | | Y.4 | | Y.5 | | Y.6 | | Y.7 | | Y.8 | | Y.9 | | Y.10 | | Total.Y | |
| Y.1 | Pearson Correlation | 1 | | .425 | | .425 | | .533 | | .469 | | -.005 | | .447 | | .595 | | .556 | | .068 | | .697 | |
| Sig. (2-tailed) |  | | .019 | | .019 | | .002 | | .009 | | .979 | | .013 | | .001 | | .001 | | .723 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.2 | Pearson Correlation | .425 | | 1 | | .213 | | .285 | | .368 | | .311 | | .238 | | .473 | | .449 | | .056 | | .590 | |
| Sig. (2-tailed) | .019 | |  | | .258 | | .127 | | .045 | | .095 | | .206 | | .008 | | .013 | | .768 | | .001 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.3 | Pearson Correlation | .425 | | .213 | | 1 | | .285 | | .450 | | .311 | | .951 | | .230 | | .449 | | .309 | | .700 | |
| Sig. (2-tailed) | .019 | | .258 | |  | | .127 | | .013 | | .095 | | .000 | | .222 | | .013 | | .097 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.4 | Pearson Correlation | .533 | | .285 | | .285 | | 1 | | .171 | | -.009 | | .307 | | .836 | | .239 | | .420 | | .640 | |
| Sig. (2-tailed) | .002 | | .127 | | .127 | |  | | .367 | | .961 | | .099 | | .000 | | .203 | | .021 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.5 | Pearson Correlation | .469 | | .368 | | .450 | | .171 | | 1 | | .411 | | .458 | | .209 | | .967 | | .084 | | .720 | |
| Sig. (2-tailed) | .009 | | .045 | | .013 | | .367 | |  | | .024 | | .011 | | .268 | | .000 | | .659 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.6 | Pearson Correlation | -.005 | | .311 | | .311 | | -.009 | | .411 | | 1 | | .325 | | -.069 | | .352 | | .412 | | .481 | |
| Sig. (2-tailed) | .979 | | .095 | | .095 | | .961 | | .024 | |  | | .080 | | .717 | | .057 | | .024 | | .007 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.7 | Pearson Correlation | .447 | | .238 | | .951 | | .307 | | .458 | | .325 | | 1 | | .241 | | .460 | | .326 | | .720 | |
| Sig. (2-tailed) | .013 | | .206 | | .000 | | .099 | | .011 | | .080 | |  | | .200 | | .011 | | .079 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.8 | Pearson Correlation | .595 | | .473 | | .230 | | .836 | | .209 | | -.069 | | .241 | | 1 | | .282 | | .204 | | .628 | |
| Sig. (2-tailed) | .001 | | .008 | | .222 | | .000 | | .268 | | .717 | | .200 | |  | | .131 | | .280 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.9 | Pearson Correlation | .556 | | .449 | | .449 | | .239 | | .967 | | .352 | | .460 | | .282 | | 1 | | .154 | | .769 | |
| Sig. (2-tailed) | .001 | | .013 | | .013 | | .203 | | .000 | | .057 | | .011 | | .131 | |  | | .417 | | .000 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Y.10 | Pearson Correlation | .068 | | .056 | | .309 | | .420 | | .084 | | .412 | | .326 | | .204 | | .154 | | 1 | | .480 | |
| Sig. (2-tailed) | .723 | | .768 | | .097 | | .021 | | .659 | | .024 | | .079 | | .280 | | .417 | |  | | .007 | |
| N | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | | 30 | |
| Total.Y | Pearson Correlation | .697 | | .590 | | .700 | | .640 | | .720 | | .481 | | .720 | | .628 | | .769 | | .480 | | 1 | |
| Sig. (2-tailed) | .000 | | .001 | | .000 | | .000 | | .000 | | .007 | | .000 | | .000 | | .000 | | .007 | |  | |
| 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). | | | | | | | | | | | | | | | | | | | | | | | | |

**Lampiran 9 Uji Validitas Variabel Nilai Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.1 | | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total.X1 |
| X1.1 | Pearson Correlation | | 1 | -.093 | .259 | .142 | .241 | .453\* | .098 | .374\* | 1.000\*\* | -.019 | .511\*\* |
| Sig. (2-tailed) | |  | .626 | .168 | .455 | .199 | .012 | .605 | .042 | .000 | .920 | .004 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | | -.093 | 1 | .356 | .326 | .308 | .292 | .543\*\* | .173 | -.093 | .425\* | .549\*\* |
| Sig. (2-tailed) | | .626 |  | .054 | .079 | .098 | .117 | .002 | .362 | .626 | .019 | .002 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | | .259 | .356 | 1 | .412\* | .471\*\* | .365\* | .317 | .301 | .259 | .357 | .665\*\* |
| Sig. (2-tailed) | | .168 | .054 |  | .024 | .009 | .047 | .088 | .106 | .168 | .053 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | | .142 | .326 | .412\* | 1 | .125 | .449\* | .403\* | .224 | .142 | .604\*\* | .646\*\* |
| Sig. (2-tailed) | | .455 | .079 | .024 |  | .510 | .013 | .027 | .234 | .455 | .000 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | | .241 | .308 | .471\*\* | .125 | 1 | .279 | .416\* | .332 | .241 | .244 | .586\*\* |
| Sig. (2-tailed) | | .199 | .098 | .009 | .510 |  | .136 | .022 | .073 | .199 | .193 | .001 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | | .453\* | .292 | .365\* | .449\* | .279 | 1 | .374\* | .498\*\* | .453\* | .351 | .736\*\* |
| Sig. (2-tailed) | | .012 | .117 | .047 | .013 | .136 |  | .042 | .005 | .012 | .057 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | | .098 | .543\*\* | .317 | .403\* | .416\* | .374\* | 1 | .463\*\* | .098 | .419\* | .698\*\* |
| Sig. (2-tailed) | | .605 | .002 | .088 | .027 | .022 | .042 |  | .010 | .605 | .021 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | | .374\* | .173 | .301 | .224 | .332 | .498\*\* | .463\*\* | 1 | .374\* | .117 | .642\*\* |
| Sig. (2-tailed) | | .042 | .362 | .106 | .234 | .073 | .005 | .010 |  | .042 | .540 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | | 1.000\*\* | -.093 | .259 | .142 | .241 | .453\* | .098 | .374\* | 1 | -.019 | .511\*\* |
| Sig. (2-tailed) | | .000 | .626 | .168 | .455 | .199 | .012 | .605 | .042 |  | .920 | .004 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | | -.019 | .425\* | .357 | .604\*\* | .244 | .351 | .419\* | .117 | -.019 | 1 | .581\*\* |
| Sig. (2-tailed) | | .920 | .019 | .053 | .000 | .193 | .057 | .021 | .540 | .920 |  | .001 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X1 | Pearson Correlation | | .511\*\* | .549\*\* | .665\*\* | .646\*\* | .586\*\* | .736\*\* | .698\*\* | .642\*\* | .511\*\* | .581\*\* | 1 |
| Sig. (2-tailed) | | .004 | .002 | .000 | .000 | .001 | .000 | .000 | .000 | .004 | .001 |  |
| 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). | | | | | | | | | | | | | | |

**Lampiran 10 Uji Validitas Variabel Sikap Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total.X2 |
| X2.1 | Pearson Correlation | 1 | .547\*\* | .071 | .461\* | .139 | .166 | .638\*\* | .330 | .071 | .598\*\* | .744\*\* |
| Sig. (2-tailed) |  | .002 | .710 | .010 | .465 | .381 | .000 | .075 | .710 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .547\*\* | 1 | .088 | .269 | .137 | .485\*\* | .275 | .371\* | .088 | .311 | .673\*\* |
| Sig. (2-tailed) | .002 |  | .645 | .151 | .470 | .007 | .141 | .043 | .645 | .094 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .071 | .088 | 1 | -.112 | .128 | .444\* | .347 | .332 | 1.000\*\* | .315 | .422\* |
| Sig. (2-tailed) | .710 | .645 |  | .555 | .501 | .014 | .060 | .073 | .000 | .091 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .461\* | .269 | -.112 | 1 | .407\* | .129 | .147 | .529\*\* | -.112 | .431\* | .558\*\* |
| Sig. (2-tailed) | .010 | .151 | .555 |  | .025 | .495 | .438 | .003 | .555 | .018 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .139 | .137 | .128 | .407\* | 1 | .217 | .247 | .217 | .128 | .324 | .484\*\* |
| Sig. (2-tailed) | .465 | .470 | .501 | .025 |  | .249 | .188 | .250 | .501 | .081 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .166 | .485\*\* | .444\* | .129 | .217 | 1 | .376\* | .345 | .444\* | .155 | .647\*\* |
| Sig. (2-tailed) | .381 | .007 | .014 | .495 | .249 |  | .041 | .062 | .014 | .413 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .638\*\* | .275 | .347 | .147 | .247 | .376\* | 1 | .348 | .347 | .717\*\* | .726\*\* |
| Sig. (2-tailed) | .000 | .141 | .060 | .438 | .188 | .041 |  | .060 | .060 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .330 | .371\* | .332 | .529\*\* | .217 | .345 | .348 | 1 | .332 | .449\* | .585\*\* |
| Sig. (2-tailed) | .075 | .043 | .073 | .003 | .250 | .062 | .060 |  | .073 | .013 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .071 | .088 | 1.000\*\* | -.112 | .128 | .444\* | .347 | .332 | 1 | .315 | .422\* |
| Sig. (2-tailed) | .710 | .645 | .000 | .555 | .501 | .014 | .060 | .073 |  | .091 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .598\*\* | .311 | .315 | .431\* | .324 | .155 | .717\*\* | .449\* | .315 | 1 | .679\*\* |
| Sig. (2-tailed) | .000 | .094 | .091 | .018 | .081 | .413 | .000 | .013 | .091 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X2 | Pearson Correlation | .744\*\* | .673\*\* | .422\* | .558\*\* | .484\*\* | .647\*\* | .726\*\* | .585\*\* | .422\* | .679\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .020 | .001 | .007 | .000 | .000 | .001 | .020 | .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). | | | | | | | | | | | | | |

**Lampiran 11 Uji Validitas Variabel Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total.X3 |
| X3.1 | Pearson Correlation | 1 | .214 | .231 | .265 | .188 | .446\* | .046 | .377\* | .283 | .601\*\* | .534\*\* |
| Sig. (2-tailed) |  | .256 | .219 | .157 | .319 | .013 | .811 | .040 | .130 | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .214 | 1 | -.056 | .216 | .172 | .181 | .352 | .290 | .115 | .320 | .454\* |
| Sig. (2-tailed) | .256 |  | .767 | .252 | .363 | .337 | .057 | .120 | .546 | .085 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .231 | -.056 | 1 | .373\* | .381\* | .445\* | .088 | .391\* | .530\*\* | .106 | .578\*\* |
| Sig. (2-tailed) | .219 | .767 |  | .042 | .038 | .014 | .644 | .033 | .003 | .578 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .265 | .216 | .373\* | 1 | .311 | .467\*\* | .352 | .502\*\* | .612\*\* | .451\* | .708\*\* |
| Sig. (2-tailed) | .157 | .252 | .042 |  | .094 | .009 | .057 | .005 | .000 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .188 | .172 | .381\* | .311 | 1 | .373\* | .586\*\* | .320 | .545\*\* | .050 | .669\*\* |
| Sig. (2-tailed) | .319 | .363 | .038 | .094 |  | .043 | .001 | .085 | .002 | .794 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .446\* | .181 | .445\* | .467\*\* | .373\* | 1 | .317 | .482\*\* | .426\* | .445\* | .737\*\* |
| Sig. (2-tailed) | .013 | .337 | .014 | .009 | .043 |  | .087 | .007 | .019 | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .046 | .352 | .088 | .352 | .586\*\* | .317 | 1 | .225 | .472\*\* | -.072 | .595\*\* |
| Sig. (2-tailed) | .811 | .057 | .644 | .057 | .001 | .087 |  | .232 | .008 | .705 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .377\* | .290 | .391\* | .502\*\* | .320 | .482\*\* | .225 | 1 | .305 | .391\* | .729\*\* |
| Sig. (2-tailed) | .040 | .120 | .033 | .005 | .085 | .007 | .232 |  | .101 | .033 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .283 | .115 | .530\*\* | .612\*\* | .545\*\* | .426\* | .472\*\* | .305 | 1 | .281 | .662\*\* |
| Sig. (2-tailed) | .130 | .546 | .003 | .000 | .002 | .019 | .008 | .101 |  | .132 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .601\*\* | .320 | .106 | .451\* | .050 | .445\* | -.072 | .391\* | .281 | 1 | .447\* |
| Sig. (2-tailed) | .000 | .085 | .578 | .012 | .794 | .014 | .705 | .033 | .132 |  | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total.X3 | Pearson Correlation | .534\*\* | .454\* | .578\*\* | .708\*\* | .669\*\* | .737\*\* | .595\*\* | .729\*\* | .662\*\* | .447\* | 1 |
| Sig. (2-tailed) | .002 | .012 | .001 | .000 | .000 | .000 | .001 | .000 | .000 | .013 |  |
| 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). | | | | | | | | | | | | | |

**Lampiran 12 Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .838 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 36.5667 | 14.530 | .606 | .816 |
| Y.2 | 36.4667 | 15.292 | .487 | .827 |
| Y.3 | 36.4667 | 14.740 | .617 | .816 |
| Y.4 | 36.5000 | 14.672 | .528 | .824 |
| Y.5 | 36.7333 | 14.064 | .622 | .814 |
| Y.6 | 36.6000 | 15.490 | .334 | .843 |
| Y.7 | 36.5000 | 14.741 | .644 | .814 |
| Y.8 | 36.6000 | 14.593 | .508 | .826 |
| Y.9 | 36.7000 | 13.872 | .688 | .807 |
| Y.10 | 36.5667 | 15.564 | .340 | .842 |

**Lampiran 13 Uji Reliabilitas Variabel Nilai Kerja (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .817 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 38.1667 | 13.523 | .406 | .809 |
| X1.2 | 38.5333 | 12.947 | .418 | .809 |
| X1.3 | 38.1667 | 12.420 | .560 | .794 |
| X1.4 | 38.3333 | 12.092 | .514 | .799 |
| X1.5 | 38.3000 | 12.907 | .472 | .803 |
| X1.6 | 38.4000 | 11.903 | .641 | .784 |
| X1.7 | 38.6000 | 11.972 | .588 | .790 |
| X1.8 | 38.3000 | 12.079 | .507 | .800 |
| X1.9 | 38.1667 | 13.523 | .406 | .809 |
| X1.10 | 38.4333 | 12.944 | .467 | .804 |

**Lampiran 14 Uji Reliabilitas Variabel Sikap Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .821 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 38.3667 | 13.551 | .583 | .796 |
| X2.2 | 38.4667 | 14.051 | .469 | .808 |
| X2.3 | 38.2333 | 14.806 | .433 | .811 |
| X2.4 | 38.2667 | 14.202 | .384 | .819 |
| X2.5 | 38.3000 | 15.459 | .348 | .818 |
| X2.6 | 38.5333 | 14.189 | .476 | .807 |
| X2.7 | 38.5000 | 12.879 | .631 | .789 |
| X2.8 | 38.4333 | 13.633 | .596 | .795 |
| X2.9 | 38.2333 | 14.806 | .433 | .811 |
| X2.10 | 38.3667 | 12.861 | .677 | .784 |

**Lampiran 15 Uji Reliabilitas Variabel Etos Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .826 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 37.6333 | 13.689 | .464 | .815 |
| X3.2 | 37.7333 | 14.340 | .310 | .828 |
| X3.3 | 37.8333 | 13.454 | .440 | .818 |
| X3.4 | 38.0000 | 12.414 | .646 | .796 |
| X3.5 | 37.8667 | 13.154 | .521 | .809 |
| X3.6 | 38.0333 | 12.792 | .649 | .797 |
| X3.7 | 38.0333 | 13.551 | .409 | .821 |
| X3.8 | 38.1667 | 12.489 | .586 | .802 |
| X3.9 | 38.0667 | 12.616 | .651 | .796 |
| X3.10 | 37.8333 | 13.454 | .440 | .818 |

**Lampiran 16 Data Penelitian Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Kinera (Y) | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 1 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 33 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 13 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 14 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 17 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 35 |
| 30 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 32 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 35 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 40 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 43 |
| 44 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 45 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 46 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 51 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 52 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 35 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 55 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 56 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 57 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 58 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 36 |
| 59 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 60 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 61 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 62 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 63 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 64 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 65 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 66 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 67 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 68 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 69 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 70 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 71 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 72 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 73 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 43 |
| 74 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 75 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 76 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 78 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |

**Lampiran 17 Data Penelitian Variabel Nilai Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Nilai Kerja (X1) | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| 1 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 2 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 42 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 6 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 8 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 10 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 11 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 15 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 25 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 30 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 31 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 33 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 36 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 37 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 39 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 42 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 44 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 45 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 47 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 51 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 52 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 36 |
| 53 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 55 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 56 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 57 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 58 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 60 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 61 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 62 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 63 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 64 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 65 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 66 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 67 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 68 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 69 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 70 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 71 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 72 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 73 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 74 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 75 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 76 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 77 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 78 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |

**Lampiran 18 Data Penelitian Variabel Sikap Kerja (X2)**

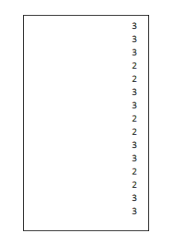
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Sikap Kerja (X2) | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 7 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 8 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 10 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 34 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 13 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 15 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 36 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 20 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 21 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 24 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 25 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 28 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 29 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 36 |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 31 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 32 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 33 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 34 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 35 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 36 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 43 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 47 |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 42 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 43 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 44 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 45 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 46 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 47 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 48 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 51 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 52 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| 53 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 54 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 55 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 56 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 57 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 58 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 59 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 36 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 61 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 62 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 63 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 64 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 65 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 66 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 67 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 68 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 69 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 70 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 71 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 72 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 73 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 74 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 75 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 76 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 77 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 78 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |

**Lampiran 19 Data Penelitian Variabel Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Instrumen Penelitian Variabel Etos Kerja (X3) | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 45 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 45 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 8 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 5 | 37 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 10 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 11 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 37 |
| 13 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 36 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 15 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 36 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 20 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 40 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 41 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 41 |
| 29 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 35 |
| 30 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 36 |
| 31 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 34 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 38 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 39 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 41 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 43 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 44 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 48 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 51 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 42 |
| 52 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 38 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 54 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 55 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 37 |
| 56 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 36 |
| 57 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 58 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 59 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 36 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 61 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 62 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 63 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 40 |
| 64 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 65 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 66 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 67 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 68 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 41 |
| 69 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 70 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 71 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 72 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 73 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 74 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 75 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 76 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 78 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |

**Lampiran 20 Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

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



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

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

• Buka excel

• Klik file stat97.xla > klik Enable Macro

• Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

• Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

• Tekan Next

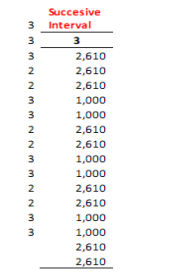
• Pilih Select all

• Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

• Tekan Next

• Tekan Finish

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

****

**Lampiran 21 Tabulasi Data MSI Penelitian Responden Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 3.976 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 4.342 | 4.073 | 2.414 | 2.388 | 31.327 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 28.081 |
| 3.976 | 2.718 | 2.614 | 3.829 | 2.504 | 3.756 | 2.739 | 4.073 | 3.829 | 2.388 | 32.427 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 28.257 |
| 3.976 | 4.335 | 2.614 | 2.414 | 3.985 | 2.371 | 4.342 | 2.579 | 2.414 | 3.784 | 32.815 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 3.756 | 2.739 | 4.073 | 2.414 | 2.388 | 29.642 |
| 3.976 | 4.335 | 4.127 | 2.414 | 2.504 | 2.371 | 4.342 | 4.073 | 2.414 | 3.784 | 34.340 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.504 | 1.000 | 2.739 | 1.000 | 1.000 | 1.000 | 13.244 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 3.756 | 2.739 | 2.579 | 2.414 | 3.784 | 28.031 |
| 1.000 | 2.718 | 1.000 | 1.000 | 1.000 | 1.000 | 4.342 | 1.000 | 1.000 | 1.000 | 15.060 |
| 3.976 | 4.335 | 2.614 | 2.414 | 2.504 | 2.371 | 4.342 | 4.073 | 2.414 | 2.388 | 31.432 |
| 2.508 | 1.000 | 2.614 | 1.000 | 2.504 | 1.000 | 1.000 | 2.579 | 1.000 | 1.000 | 16.206 |
| 1.000 | 2.718 | 2.614 | 1.000 | 1.000 | 2.371 | 2.739 | 2.579 | 1.000 | 1.000 | 18.022 |
| 3.976 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 3.784 | 30.943 |
| 1.000 | 1.000 | 2.614 | 2.414 | 1.000 | 2.371 | 1.000 | 2.579 | 2.414 | 2.388 | 18.781 |
| 2.508 | 2.718 | 2.614 | 2.414 | 1.000 | 1.000 | 2.739 | 2.579 | 2.414 | 1.000 | 20.987 |
| 3.976 | 2.718 | 2.614 | 3.829 | 3.985 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 31.029 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 28.257 |
| 3.976 | 2.718 | 4.127 | 2.414 | 3.985 | 3.756 | 2.739 | 4.073 | 2.414 | 3.784 | 33.986 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 28.257 |
| 3.976 | 4.335 | 2.614 | 3.829 | 2.504 | 2.371 | 4.342 | 2.579 | 3.829 | 2.388 | 32.768 |
| 3.976 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 29.548 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 28.081 |
| 2.508 | 4.335 | 4.127 | 2.414 | 3.985 | 3.756 | 4.342 | 4.073 | 2.414 | 2.388 | 34.344 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 3.756 | 2.739 | 4.073 | 2.414 | 3.784 | 31.038 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 3.756 | 2.739 | 2.579 | 2.414 | 3.784 | 28.031 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 3.756 | 2.739 | 2.579 | 3.829 | 2.388 | 29.466 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 2.388 | 25.251 |
| 1.000 | 2.718 | 1.000 | 2.414 | 1.000 | 1.000 | 2.739 | 1.000 | 2.414 | 2.388 | 17.673 |
| 2.508 | 2.718 | 1.000 | 1.000 | 1.000 | 2.371 | 2.739 | 1.000 | 1.000 | 1.000 | 16.337 |
| 2.508 | 4.335 | 2.614 | 3.829 | 2.504 | 2.371 | 4.342 | 2.579 | 3.829 | 3.784 | 32.697 |
| 2.508 | 4.335 | 2.614 | 2.414 | 3.985 | 3.756 | 4.342 | 2.579 | 2.414 | 2.388 | 31.337 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 2.388 | 25.251 |
| 2.508 | 1.000 | 2.614 | 2.414 | 2.504 | 1.000 | 1.000 | 2.579 | 2.414 | 2.388 | 20.422 |
| 3.976 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 29.724 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 3.784 | 26.646 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 2.388 | 25.251 |
| 2.508 | 4.335 | 2.614 | 2.414 | 3.985 | 3.756 | 4.342 | 2.579 | 2.414 | 2.388 | 31.337 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 1.000 | 23.862 |
| 2.508 | 4.335 | 2.614 | 2.414 | 2.504 | 3.756 | 4.342 | 2.579 | 2.414 | 2.388 | 29.856 |
| 3.976 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 3.784 | 31.120 |
| 2.508 | 2.718 | 4.127 | 2.414 | 3.985 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 29.738 |
| 2.508 | 2.718 | 2.614 | 2.414 | 3.985 | 3.756 | 2.739 | 2.579 | 2.414 | 3.784 | 29.512 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 3.756 | 2.739 | 2.579 | 3.829 | 3.784 | 30.861 |
| 2.508 | 2.718 | 2.614 | 3.829 | 3.985 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 29.562 |
| 3.976 | 2.718 | 4.127 | 3.829 | 2.504 | 3.756 | 2.739 | 4.073 | 3.829 | 2.388 | 33.939 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 28.081 |
| 2.508 | 2.718 | 2.614 | 1.000 | 2.504 | 1.000 | 2.739 | 2.579 | 1.000 | 2.388 | 21.052 |
| 3.976 | 4.335 | 4.127 | 3.829 | 3.985 | 3.756 | 4.342 | 4.073 | 3.829 | 3.784 | 40.037 |
| 3.976 | 2.718 | 4.127 | 2.414 | 3.985 | 2.371 | 2.739 | 4.073 | 2.414 | 3.784 | 32.601 |
| 2.508 | 4.335 | 2.614 | 2.414 | 2.504 | 2.371 | 4.342 | 2.579 | 2.414 | 3.784 | 29.867 |
| 2.508 | 2.718 | 1.000 | 2.414 | 1.000 | 1.000 | 2.739 | 1.000 | 2.414 | 1.000 | 17.794 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 2.371 | 2.739 | 2.579 | 2.414 | 2.388 | 25.251 |
| 3.976 | 4.335 | 2.614 | 2.414 | 2.504 | 2.371 | 4.342 | 2.579 | 2.414 | 2.388 | 29.938 |
| 2.508 | 1.000 | 2.614 | 1.000 | 2.504 | 1.000 | 1.000 | 2.579 | 1.000 | 1.000 | 16.206 |
| 1.000 | 2.718 | 2.614 | 1.000 | 1.000 | 2.371 | 2.739 | 2.579 | 1.000 | 1.000 | 18.022 |
| 3.976 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 3.784 | 30.943 |
| 1.000 | 1.000 | 2.614 | 2.414 | 1.000 | 2.371 | 1.000 | 2.579 | 2.414 | 2.388 | 18.781 |
| 2.508 | 2.718 | 2.614 | 2.414 | 1.000 | 1.000 | 2.739 | 2.579 | 2.414 | 1.000 | 20.987 |
| 3.976 | 2.718 | 2.614 | 3.829 | 3.985 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 31.029 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 28.257 |
| 3.976 | 2.718 | 4.127 | 2.414 | 3.985 | 3.756 | 2.739 | 4.073 | 2.414 | 3.784 | 33.986 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 28.257 |
| 3.976 | 4.335 | 2.614 | 3.829 | 2.504 | 2.371 | 4.342 | 2.579 | 3.829 | 2.388 | 32.768 |
| 3.976 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 29.548 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 28.081 |
| 2.508 | 4.335 | 4.127 | 2.414 | 3.985 | 3.756 | 4.342 | 4.073 | 2.414 | 2.388 | 34.344 |
| 2.508 | 2.718 | 4.127 | 2.414 | 2.504 | 3.756 | 2.739 | 4.073 | 2.414 | 3.784 | 31.038 |
| 2.508 | 2.718 | 2.614 | 2.414 | 2.504 | 3.756 | 2.739 | 2.579 | 2.414 | 3.784 | 28.031 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 3.756 | 2.739 | 2.579 | 3.829 | 2.388 | 29.466 |
| 3.976 | 2.718 | 4.127 | 2.414 | 2.504 | 2.371 | 2.739 | 4.073 | 2.414 | 3.784 | 31.120 |
| 2.508 | 2.718 | 4.127 | 2.414 | 3.985 | 2.371 | 2.739 | 4.073 | 2.414 | 2.388 | 29.738 |
| 2.508 | 2.718 | 2.614 | 2.414 | 3.985 | 3.756 | 2.739 | 2.579 | 2.414 | 3.784 | 29.512 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 3.756 | 2.739 | 2.579 | 3.829 | 3.784 | 30.861 |
| 2.508 | 2.718 | 2.614 | 3.829 | 3.985 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 29.562 |
| 3.976 | 2.718 | 4.127 | 3.829 | 2.504 | 3.756 | 2.739 | 4.073 | 3.829 | 2.388 | 33.939 |
| 2.508 | 2.718 | 2.614 | 3.829 | 2.504 | 2.371 | 2.739 | 2.579 | 3.829 | 2.388 | 28.081 |
| 2.508 | 2.718 | 2.614 | 1.000 | 2.504 | 1.000 | 2.739 | 2.579 | 1.000 | 2.388 | 21.052 |

**Lampiran 22 Tabulasi Data MSI Penelitian Responden Variabel Nilai Kerja (X1)**

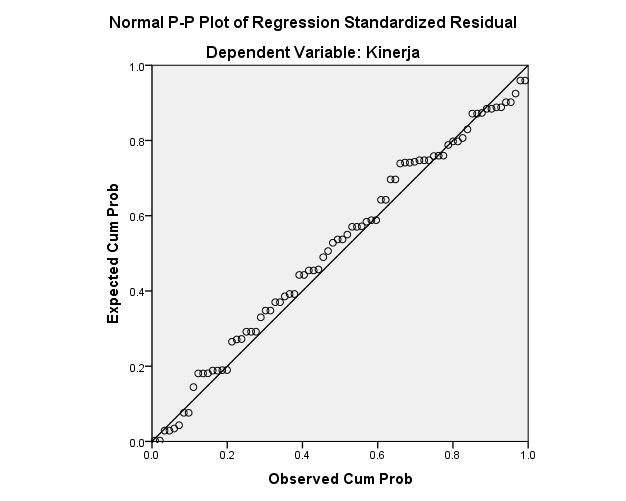
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |  |
| 2.829 | 4.000 | 1.000 | 3.790 | 3.882 | 2.598 | 3.790 | 4.000 | 3.882 | 2.829 | 32.599 |
| 4.378 | 2.525 | 3.810 | 2.341 | 1.000 | 4.096 | 2.341 | 2.525 | 1.000 | 4.378 | 28.393 |
| 4.378 | 4.000 | 3.810 | 2.341 | 3.882 | 1.000 | 2.341 | 4.000 | 3.882 | 4.378 | 34.010 |
| 2.829 | 4.000 | 2.360 | 2.341 | 3.882 | 4.096 | 2.341 | 4.000 | 3.882 | 2.829 | 32.558 |
| 2.829 | 2.525 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 2.829 | 31.069 |
| 2.829 | 4.000 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 4.000 | 3.882 | 2.829 | 31.061 |
| 2.829 | 4.000 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 4.000 | 3.882 | 2.829 | 36.906 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.598 | 1.000 | 1.000 | 1.000 | 1.000 | 11.598 |
| 2.829 | 4.000 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 4.000 | 3.882 | 2.829 | 35.408 |
| 2.829 | 2.525 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.525 | 1.000 | 2.829 | 16.709 |
| 2.829 | 2.525 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 2.829 | 29.571 |
| 2.829 | 1.000 | 2.360 | 1.000 | 2.438 | 2.598 | 1.000 | 1.000 | 2.438 | 2.829 | 19.491 |
| 4.378 | 2.525 | 2.360 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 4.378 | 28.322 |
| 2.829 | 4.000 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 32.520 |
| 4.378 | 4.000 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 4.000 | 3.882 | 4.378 | 34.159 |
| 2.829 | 2.525 | 2.360 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 2.829 | 25.224 |
| 4.378 | 4.000 | 2.360 | 2.341 | 3.882 | 4.096 | 2.341 | 4.000 | 3.882 | 4.378 | 35.656 |
| 2.829 | 2.525 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 2.829 | 29.619 |
| 4.378 | 4.000 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 37.115 |
| 4.378 | 2.525 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 4.378 | 31.219 |
| 2.829 | 4.000 | 2.360 | 3.790 | 3.882 | 4.096 | 3.790 | 4.000 | 3.882 | 2.829 | 35.456 |
| 2.829 | 4.000 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 31.070 |
| 4.378 | 2.525 | 3.810 | 2.341 | 3.882 | 2.598 | 2.341 | 2.525 | 3.882 | 4.378 | 32.660 |
| 4.378 | 2.525 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 2.525 | 3.882 | 4.378 | 37.055 |
| 2.829 | 4.000 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 32.520 |
| 4.378 | 4.000 | 3.810 | 2.341 | 2.438 | 4.096 | 2.341 | 4.000 | 2.438 | 4.378 | 34.217 |
| 4.378 | 2.525 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 4.378 | 34.166 |
| 2.829 | 2.525 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 2.829 | 28.122 |
| 2.829 | 2.525 | 1.000 | 2.341 | 1.000 | 2.598 | 2.341 | 2.525 | 1.000 | 2.829 | 20.988 |
| 2.829 | 2.525 | 2.360 | 2.341 | 2.438 | 1.000 | 2.341 | 2.525 | 2.438 | 2.829 | 23.626 |
| 4.378 | 2.525 | 3.810 | 2.341 | 3.882 | 4.096 | 2.341 | 2.525 | 3.882 | 4.378 | 34.157 |
| 4.378 | 4.000 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 37.115 |
| 2.829 | 4.000 | 3.810 | 2.341 | 3.882 | 2.598 | 2.341 | 4.000 | 3.882 | 2.829 | 32.511 |
| 4.378 | 2.525 | 2.360 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 4.378 | 28.322 |
| 2.829 | 2.525 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 2.525 | 3.882 | 2.829 | 32.460 |
| 2.829 | 2.525 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 2.525 | 3.882 | 2.829 | 28.112 |
| 4.378 | 2.525 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 4.378 | 31.219 |
| 4.378 | 2.525 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 4.378 | 34.166 |
| 2.829 | 2.525 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 2.829 | 31.069 |
| 4.378 | 2.525 | 3.810 | 2.341 | 2.438 | 4.096 | 2.341 | 2.525 | 2.438 | 4.378 | 31.269 |
| 4.378 | 4.000 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 4.000 | 3.882 | 4.378 | 38.506 |
| 4.378 | 4.000 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 35.665 |
| 4.378 | 2.525 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 2.525 | 3.882 | 4.378 | 37.055 |
| 4.378 | 2.525 | 3.810 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 4.378 | 29.771 |
| 2.829 | 2.525 | 3.810 | 2.341 | 3.882 | 4.096 | 2.341 | 2.525 | 3.882 | 2.829 | 31.059 |
| 4.378 | 4.000 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 35.665 |
| 2.829 | 2.525 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 2.525 | 3.882 | 2.829 | 32.460 |
| 2.829 | 2.525 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 2.525 | 3.882 | 2.829 | 28.112 |
| 4.378 | 4.000 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 4.000 | 3.882 | 4.378 | 40.004 |
| 4.378 | 4.000 | 3.810 | 2.341 | 3.882 | 2.598 | 2.341 | 4.000 | 3.882 | 4.378 | 35.608 |
| 2.829 | 2.525 | 3.810 | 2.341 | 3.882 | 4.096 | 2.341 | 2.525 | 3.882 | 2.829 | 31.059 |
| 2.829 | 1.000 | 2.360 | 2.341 | 1.000 | 2.598 | 2.341 | 1.000 | 1.000 | 2.829 | 19.297 |
| 4.378 | 2.525 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 4.378 | 31.219 |
| 2.829 | 2.525 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 2.829 | 29.571 |
| 2.829 | 1.000 | 2.360 | 1.000 | 2.438 | 2.598 | 1.000 | 1.000 | 2.438 | 2.829 | 19.491 |
| 4.378 | 2.525 | 2.360 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 4.378 | 28.322 |
| 2.829 | 4.000 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 32.520 |
| 4.378 | 4.000 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 4.000 | 3.882 | 4.378 | 34.159 |
| 2.829 | 2.525 | 2.360 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 2.829 | 25.224 |
| 4.378 | 4.000 | 2.360 | 2.341 | 3.882 | 4.096 | 2.341 | 4.000 | 3.882 | 4.378 | 35.656 |
| 2.829 | 2.525 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 2.829 | 29.619 |
| 4.378 | 4.000 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 37.115 |
| 4.378 | 2.525 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 2.525 | 2.438 | 4.378 | 31.219 |
| 2.829 | 4.000 | 2.360 | 3.790 | 3.882 | 4.096 | 3.790 | 4.000 | 3.882 | 2.829 | 35.456 |
| 2.829 | 4.000 | 2.360 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 31.070 |
| 4.378 | 2.525 | 3.810 | 2.341 | 3.882 | 2.598 | 2.341 | 2.525 | 3.882 | 4.378 | 32.660 |
| 4.378 | 2.525 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 2.525 | 3.882 | 4.378 | 37.055 |
| 2.829 | 4.000 | 3.810 | 3.790 | 2.438 | 2.598 | 3.790 | 4.000 | 2.438 | 2.829 | 32.520 |
| 4.378 | 4.000 | 3.810 | 2.341 | 2.438 | 4.096 | 2.341 | 4.000 | 2.438 | 4.378 | 34.217 |
| 4.378 | 2.525 | 3.810 | 3.790 | 2.438 | 4.096 | 3.790 | 2.525 | 2.438 | 4.378 | 34.166 |
| 4.378 | 4.000 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 4.000 | 3.882 | 4.378 | 38.506 |
| 4.378 | 4.000 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 35.665 |
| 4.378 | 2.525 | 3.810 | 3.790 | 3.882 | 4.096 | 3.790 | 2.525 | 3.882 | 4.378 | 37.055 |
| 4.378 | 2.525 | 3.810 | 2.341 | 2.438 | 2.598 | 2.341 | 2.525 | 2.438 | 4.378 | 29.771 |
| 2.829 | 2.525 | 3.810 | 2.341 | 3.882 | 4.096 | 2.341 | 2.525 | 3.882 | 2.829 | 31.059 |
| 4.378 | 4.000 | 2.360 | 3.790 | 2.438 | 4.096 | 3.790 | 4.000 | 2.438 | 4.378 | 35.665 |
| 2.829 | 2.525 | 3.810 | 3.790 | 3.882 | 2.598 | 3.790 | 2.525 | 3.882 | 2.829 | 32.460 |
| 2.829 | 2.525 | 2.360 | 2.341 | 3.882 | 2.598 | 2.341 | 2.525 | 3.882 | 2.829 | 28.112 |

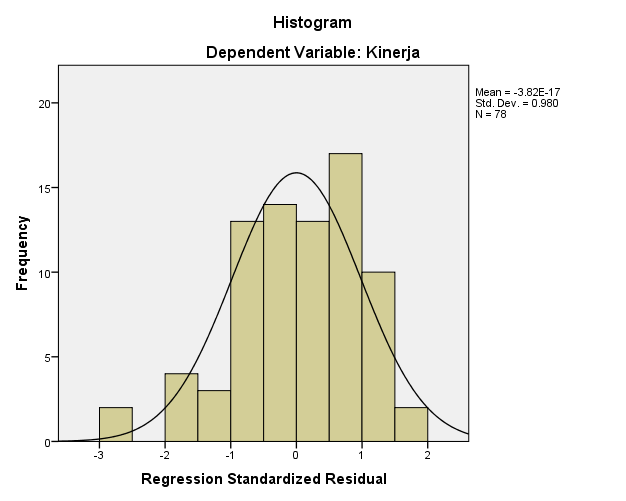
**Lampiran 23 Tabulasi Data MSI Penelitian Responden Variabel Sikap Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |  |
| 4.258 | 2.277 | 1.000 | 2.379 | 4.550 | 3.870 | 2.379 | 4.046 | 2.260 | 1.000 | 28.018 |
| 2.706 | 3.634 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 26.349 |
| 4.258 | 2.277 | 2.598 | 3.830 | 2.982 | 3.870 | 3.830 | 2.557 | 3.612 | 2.598 | 32.410 |
| 2.706 | 3.634 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 4.046 | 3.612 | 1.000 | 29.191 |
| 4.258 | 2.277 | 1.000 | 3.830 | 2.982 | 3.870 | 3.830 | 4.046 | 2.260 | 1.000 | 29.352 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 3.830 | 4.046 | 3.612 | 2.598 | 32.448 |
| 4.258 | 2.277 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 4.046 | 2.260 | 2.598 | 32.680 |
| 2.706 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 2.379 | 2.557 | 2.260 | 1.000 | 23.541 |
| 2.706 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 3.830 | 2.557 | 2.260 | 2.598 | 28.055 |
| 1.000 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 13.361 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 2.434 | 3.830 | 4.046 | 2.260 | 2.598 | 29.661 |
| 2.706 | 1.000 | 1.000 | 1.000 | 2.982 | 2.434 | 2.379 | 1.000 | 1.000 | 1.000 | 16.501 |
| 2.706 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 2.379 | 2.557 | 1.000 | 1.000 | 18.002 |
| 4.258 | 3.634 | 2.598 | 3.830 | 2.982 | 3.870 | 3.830 | 4.046 | 3.612 | 2.598 | 35.256 |
| 2.706 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 2.379 | 2.557 | 2.260 | 2.598 | 26.604 |
| 2.706 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 2.379 | 1.000 | 1.000 | 1.000 | 16.446 |
| 2.706 | 2.277 | 2.598 | 3.830 | 4.550 | 3.870 | 2.379 | 4.046 | 2.260 | 2.598 | 31.112 |
| 2.706 | 2.277 | 2.598 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 2.260 | 2.598 | 26.619 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 2.557 | 3.612 | 2.598 | 33.900 |
| 4.258 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 26.544 |
| 4.258 | 2.277 | 2.598 | 3.830 | 2.982 | 2.434 | 3.830 | 4.046 | 2.260 | 2.598 | 31.112 |
| 2.706 | 3.634 | 1.000 | 2.379 | 2.982 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 24.682 |
| 2.706 | 2.277 | 2.598 | 2.379 | 4.550 | 3.870 | 3.830 | 2.557 | 2.260 | 2.598 | 29.623 |
| 4.258 | 3.634 | 1.000 | 3.830 | 4.550 | 2.434 | 3.830 | 4.046 | 3.612 | 1.000 | 32.194 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 2.379 | 4.046 | 2.260 | 2.598 | 29.645 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 27.685 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 2.379 | 2.557 | 3.612 | 2.598 | 32.449 |
| 2.706 | 3.634 | 1.000 | 2.379 | 4.550 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 26.251 |
| 2.706 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 1.000 | 2.557 | 1.000 | 1.000 | 16.624 |
| 2.706 | 2.277 | 1.000 | 1.000 | 2.982 | 2.434 | 2.379 | 1.000 | 2.260 | 1.000 | 19.038 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 3.870 | 3.830 | 2.557 | 3.612 | 1.000 | 30.571 |
| 2.706 | 2.277 | 1.000 | 3.830 | 4.550 | 3.870 | 3.830 | 4.046 | 2.260 | 1.000 | 29.368 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 27.685 |
| 2.706 | 2.277 | 1.000 | 3.830 | 4.550 | 2.434 | 2.379 | 2.557 | 2.260 | 1.000 | 24.992 |
| 4.258 | 2.277 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 2.598 | 31.191 |
| 2.706 | 3.634 | 1.000 | 3.830 | 4.550 | 2.434 | 1.000 | 2.557 | 3.612 | 1.000 | 26.323 |
| 2.706 | 2.277 | 2.598 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 2.260 | 2.598 | 26.619 |
| 4.258 | 3.634 | 2.598 | 3.830 | 2.982 | 3.870 | 2.379 | 2.557 | 3.612 | 2.598 | 32.316 |
| 2.706 | 2.277 | 1.000 | 3.830 | 2.982 | 2.434 | 2.379 | 4.046 | 2.260 | 1.000 | 24.913 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 2.379 | 4.046 | 2.260 | 2.598 | 29.645 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 3.830 | 4.046 | 3.612 | 1.000 | 30.626 |
| 4.258 | 2.277 | 2.598 | 3.830 | 2.982 | 3.870 | 3.830 | 2.557 | 2.260 | 2.598 | 31.058 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 2.557 | 3.612 | 2.598 | 33.900 |
| 2.706 | 3.634 | 1.000 | 3.830 | 4.550 | 3.870 | 2.379 | 2.557 | 3.612 | 1.000 | 29.137 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 3.830 | 2.557 | 3.612 | 1.000 | 29.136 |
| 4.258 | 3.634 | 2.598 | 2.379 | 2.982 | 3.870 | 3.830 | 2.557 | 3.612 | 2.598 | 32.316 |
| 4.258 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 26.544 |
| 4.258 | 2.277 | 1.000 | 2.379 | 2.982 | 3.870 | 3.830 | 2.557 | 2.260 | 1.000 | 26.411 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 3.870 | 3.830 | 4.046 | 3.612 | 2.598 | 36.825 |
| 4.258 | 3.634 | 2.598 | 2.379 | 4.550 | 3.870 | 2.379 | 2.557 | 3.612 | 2.598 | 32.434 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 3.870 | 2.379 | 2.557 | 3.612 | 1.000 | 29.121 |
| 2.706 | 1.000 | 1.000 | 1.000 | 1.000 | 2.434 | 1.000 | 2.557 | 1.000 | 1.000 | 14.697 |
| 2.706 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 24.992 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 2.434 | 3.830 | 4.046 | 2.260 | 2.598 | 29.661 |
| 2.706 | 1.000 | 1.000 | 1.000 | 2.982 | 2.434 | 2.379 | 1.000 | 1.000 | 1.000 | 16.501 |
| 2.706 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 2.379 | 2.557 | 1.000 | 1.000 | 18.002 |
| 4.258 | 3.634 | 2.598 | 3.830 | 2.982 | 3.870 | 3.830 | 4.046 | 3.612 | 2.598 | 35.256 |
| 2.706 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 2.379 | 2.557 | 2.260 | 2.598 | 26.604 |
| 2.706 | 1.000 | 1.000 | 2.379 | 2.982 | 1.000 | 2.379 | 1.000 | 1.000 | 1.000 | 16.446 |
| 2.706 | 2.277 | 2.598 | 3.830 | 4.550 | 3.870 | 2.379 | 4.046 | 2.260 | 2.598 | 31.112 |
| 2.706 | 2.277 | 2.598 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 2.260 | 2.598 | 26.619 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 2.557 | 3.612 | 2.598 | 33.900 |
| 4.258 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 26.544 |
| 4.258 | 2.277 | 2.598 | 3.830 | 2.982 | 2.434 | 3.830 | 4.046 | 2.260 | 2.598 | 31.112 |
| 2.706 | 3.634 | 1.000 | 2.379 | 2.982 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 24.682 |
| 2.706 | 2.277 | 2.598 | 2.379 | 4.550 | 3.870 | 3.830 | 2.557 | 2.260 | 2.598 | 29.623 |
| 4.258 | 3.634 | 1.000 | 3.830 | 4.550 | 2.434 | 3.830 | 4.046 | 3.612 | 1.000 | 32.194 |
| 4.258 | 2.277 | 2.598 | 2.379 | 2.982 | 3.870 | 2.379 | 4.046 | 2.260 | 2.598 | 29.645 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 2.379 | 2.557 | 3.612 | 1.000 | 27.685 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 2.379 | 2.557 | 3.612 | 2.598 | 32.449 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 3.830 | 4.046 | 3.612 | 1.000 | 30.626 |
| 4.258 | 2.277 | 2.598 | 3.830 | 2.982 | 3.870 | 3.830 | 2.557 | 2.260 | 2.598 | 31.058 |
| 4.258 | 3.634 | 2.598 | 3.830 | 4.550 | 2.434 | 3.830 | 2.557 | 3.612 | 2.598 | 33.900 |
| 2.706 | 3.634 | 1.000 | 3.830 | 4.550 | 3.870 | 2.379 | 2.557 | 3.612 | 1.000 | 29.137 |
| 4.258 | 3.634 | 1.000 | 3.830 | 2.982 | 2.434 | 3.830 | 2.557 | 3.612 | 1.000 | 29.136 |
| 4.258 | 3.634 | 2.598 | 2.379 | 2.982 | 3.870 | 3.830 | 2.557 | 3.612 | 2.598 | 32.316 |
| 4.258 | 2.277 | 1.000 | 2.379 | 4.550 | 2.434 | 3.830 | 2.557 | 2.260 | 1.000 | 26.544 |
| 4.258 | 2.277 | 1.000 | 2.379 | 2.982 | 3.870 | 3.830 | 2.557 | 2.260 | 1.000 | 26.411 |

**Lampiran 24 Tabulasi Data MSI Penelitian Responden Variabel Etos Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |  |
| 2.594 | 4.189 | 3.758 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 4.621 | 2.310 | 34.293 |
| 4.106 | 2.670 | 3.758 | 4.621 | 2.346 | 4.074 | 2.474 | 3.328 | 3.239 | 3.715 | 34.331 |
| 2.594 | 4.189 | 2.346 | 4.621 | 3.758 | 4.074 | 3.922 | 3.328 | 4.621 | 1.000 | 34.452 |
| 4.106 | 2.670 | 3.758 | 4.621 | 2.346 | 2.574 | 3.922 | 4.788 | 3.239 | 3.715 | 35.739 |
| 4.106 | 4.189 | 3.758 | 4.621 | 3.758 | 2.574 | 2.474 | 3.328 | 4.621 | 3.715 | 37.143 |
| 4.106 | 4.189 | 2.346 | 4.621 | 3.758 | 2.574 | 2.474 | 2.014 | 4.621 | 2.310 | 33.012 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 3.922 | 3.328 | 3.239 | 3.715 | 35.916 |
| 4.106 | 2.670 | 2.346 | 2.005 | 1.000 | 1.000 | 2.474 | 3.328 | 1.000 | 3.715 | 23.645 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 2.474 | 3.328 | 4.621 | 2.310 | 34.444 |
| 1.000 | 2.670 | 1.000 | 3.239 | 1.000 | 1.000 | 2.474 | 2.014 | 2.005 | 1.000 | 17.402 |
| 2.594 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 2.310 | 31.392 |
| 2.594 | 2.670 | 1.000 | 3.239 | 2.346 | 1.000 | 2.474 | 2.014 | 3.239 | 2.310 | 22.886 |
| 4.106 | 2.670 | 2.346 | 2.005 | 1.000 | 2.574 | 1.000 | 2.014 | 2.005 | 2.310 | 22.031 |
| 2.594 | 2.670 | 3.758 | 4.621 | 3.758 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 32.708 |
| 4.106 | 2.670 | 1.000 | 3.239 | 2.346 | 2.574 | 1.000 | 3.328 | 4.621 | 2.310 | 27.195 |
| 2.594 | 2.670 | 2.346 | 2.005 | 2.346 | 2.574 | 2.474 | 1.000 | 2.005 | 2.310 | 22.325 |
| 4.106 | 4.189 | 2.346 | 4.621 | 3.758 | 4.074 | 3.922 | 3.328 | 4.621 | 3.715 | 38.680 |
| 4.106 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 3.328 | 3.239 | 3.715 | 32.861 |
| 4.106 | 4.189 | 2.346 | 4.621 | 3.758 | 2.574 | 3.922 | 4.788 | 3.239 | 3.715 | 37.257 |
| 4.106 | 2.670 | 3.758 | 3.239 | 2.346 | 2.574 | 2.474 | 2.014 | 3.239 | 1.000 | 27.420 |
| 4.106 | 2.670 | 3.758 | 4.621 | 3.758 | 4.074 | 2.474 | 3.328 | 3.239 | 3.715 | 35.743 |
| 4.106 | 2.670 | 3.758 | 4.621 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 31.426 |
| 2.594 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 31.326 |
| 2.594 | 4.189 | 3.758 | 4.621 | 2.346 | 4.074 | 2.474 | 4.788 | 3.239 | 3.715 | 35.796 |
| 2.594 | 2.670 | 2.346 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 2.005 | 2.310 | 28.747 |
| 4.106 | 4.189 | 2.346 | 3.239 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 3.715 | 31.556 |
| 2.594 | 4.189 | 2.346 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 3.715 | 32.904 |
| 2.594 | 4.189 | 2.346 | 3.239 | 2.346 | 2.574 | 3.922 | 2.014 | 3.239 | 2.310 | 28.773 |
| 2.594 | 2.670 | 2.346 | 1.000 | 2.346 | 1.000 | 1.000 | 3.328 | 2.005 | 2.310 | 20.600 |
| 2.594 | 1.000 | 2.346 | 3.239 | 1.000 | 2.574 | 1.000 | 3.328 | 3.239 | 1.000 | 21.320 |
| 4.106 | 4.189 | 2.346 | 3.239 | 2.346 | 4.074 | 3.922 | 4.788 | 4.621 | 3.715 | 37.346 |
| 4.106 | 4.189 | 3.758 | 4.621 | 2.346 | 2.574 | 2.474 | 4.788 | 4.621 | 3.715 | 37.191 |
| 4.106 | 4.189 | 2.346 | 3.239 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 1.000 | 28.841 |
| 4.106 | 4.189 | 2.346 | 3.239 | 2.346 | 1.000 | 2.474 | 3.328 | 3.239 | 2.310 | 28.577 |
| 4.106 | 2.670 | 3.758 | 3.239 | 3.758 | 4.074 | 3.922 | 4.788 | 3.239 | 2.310 | 35.863 |
| 2.594 | 4.189 | 3.758 | 3.239 | 2.346 | 2.574 | 1.000 | 3.328 | 3.239 | 2.310 | 28.577 |
| 2.594 | 4.189 | 2.346 | 3.239 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 28.639 |
| 4.106 | 2.670 | 3.758 | 4.621 | 2.346 | 4.074 | 2.474 | 4.788 | 4.621 | 3.715 | 37.172 |
| 2.594 | 2.670 | 2.346 | 2.005 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 3.715 | 27.292 |
| 2.594 | 4.189 | 3.758 | 4.621 | 2.346 | 4.074 | 3.922 | 4.788 | 4.621 | 3.715 | 38.627 |
| 2.594 | 4.189 | 2.346 | 4.621 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 3.715 | 34.286 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 2.474 | 3.328 | 4.621 | 3.715 | 35.849 |
| 2.594 | 4.189 | 3.758 | 4.621 | 2.346 | 4.074 | 3.922 | 3.328 | 3.239 | 3.715 | 35.786 |
| 4.106 | 4.189 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 2.014 | 4.621 | 2.310 | 33.042 |
| 2.594 | 2.670 | 3.758 | 3.239 | 2.346 | 2.574 | 2.474 | 4.788 | 3.239 | 3.715 | 31.397 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 3.922 | 3.328 | 4.621 | 3.715 | 37.298 |
| 2.594 | 2.670 | 2.346 | 4.621 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 28.503 |
| 2.594 | 2.670 | 3.758 | 2.005 | 2.346 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 28.681 |
| 4.106 | 4.189 | 3.758 | 4.621 | 3.758 | 4.074 | 3.922 | 4.788 | 4.621 | 3.715 | 41.551 |
| 4.106 | 4.189 | 2.346 | 4.621 | 2.346 | 4.074 | 2.474 | 4.788 | 4.621 | 2.310 | 35.874 |
| 2.594 | 2.670 | 3.758 | 3.239 | 1.000 | 2.574 | 2.474 | 3.328 | 4.621 | 3.715 | 29.973 |
| 1.000 | 1.000 | 1.000 | 3.239 | 3.758 | 2.574 | 2.474 | 2.014 | 3.239 | 3.715 | 24.013 |
| 4.106 | 2.670 | 2.346 | 3.239 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 28.633 |
| 2.594 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 2.310 | 31.392 |
| 2.594 | 2.670 | 1.000 | 3.239 | 2.346 | 1.000 | 2.474 | 2.014 | 3.239 | 2.310 | 22.886 |
| 4.106 | 2.670 | 2.346 | 2.005 | 1.000 | 2.574 | 1.000 | 2.014 | 2.005 | 2.310 | 22.031 |
| 2.594 | 2.670 | 3.758 | 4.621 | 3.758 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 32.708 |
| 4.106 | 2.670 | 1.000 | 3.239 | 2.346 | 2.574 | 1.000 | 3.328 | 4.621 | 2.310 | 27.195 |
| 2.594 | 2.670 | 2.346 | 2.005 | 2.346 | 2.574 | 2.474 | 1.000 | 2.005 | 2.310 | 22.325 |
| 4.106 | 4.189 | 2.346 | 4.621 | 3.758 | 4.074 | 3.922 | 3.328 | 4.621 | 3.715 | 38.680 |
| 4.106 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 3.328 | 3.239 | 3.715 | 32.861 |
| 4.106 | 4.189 | 2.346 | 4.621 | 3.758 | 2.574 | 3.922 | 4.788 | 3.239 | 3.715 | 37.257 |
| 4.106 | 2.670 | 3.758 | 3.239 | 2.346 | 2.574 | 2.474 | 2.014 | 3.239 | 1.000 | 27.420 |
| 4.106 | 2.670 | 3.758 | 4.621 | 3.758 | 4.074 | 2.474 | 3.328 | 3.239 | 3.715 | 35.743 |
| 4.106 | 2.670 | 3.758 | 4.621 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 31.426 |
| 2.594 | 2.670 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 31.326 |
| 2.594 | 4.189 | 3.758 | 4.621 | 2.346 | 4.074 | 2.474 | 4.788 | 3.239 | 3.715 | 35.796 |
| 2.594 | 2.670 | 2.346 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 2.005 | 2.310 | 28.747 |
| 4.106 | 4.189 | 2.346 | 3.239 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 3.715 | 31.556 |
| 2.594 | 4.189 | 2.346 | 3.239 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 3.715 | 32.904 |
| 2.594 | 4.189 | 2.346 | 4.621 | 3.758 | 2.574 | 3.922 | 3.328 | 3.239 | 3.715 | 34.286 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 2.474 | 3.328 | 4.621 | 3.715 | 35.849 |
| 2.594 | 4.189 | 3.758 | 4.621 | 2.346 | 4.074 | 3.922 | 3.328 | 3.239 | 3.715 | 35.786 |
| 4.106 | 4.189 | 3.758 | 3.239 | 3.758 | 2.574 | 2.474 | 2.014 | 4.621 | 2.310 | 33.042 |
| 2.594 | 2.670 | 3.758 | 3.239 | 2.346 | 2.574 | 2.474 | 4.788 | 3.239 | 3.715 | 31.397 |
| 4.106 | 4.189 | 2.346 | 3.239 | 3.758 | 4.074 | 3.922 | 3.328 | 4.621 | 3.715 | 37.298 |
| 2.594 | 2.670 | 2.346 | 4.621 | 2.346 | 2.574 | 2.474 | 3.328 | 3.239 | 2.310 | 28.503 |
| 2.594 | 2.670 | 3.758 | 2.005 | 2.346 | 2.574 | 2.474 | 3.328 | 4.621 | 2.310 | 28.681 |

**Lampiran 25 Uji Asumsi Klasik (Uji Normalitas)**

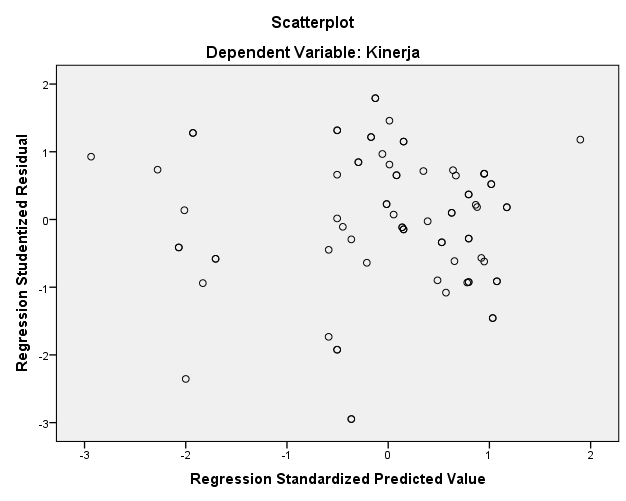


|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 78 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.53558050 |
| Most Extreme Differences | Absolute | .089 |
| Positive | .055 |
| Negative | -.089 |
| Test Statistic | | .089 |
| Asymp. Sig. (2-tailed) | | .198c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**Lampiran 26 Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -2.064 | 2.340 |  | -.882 | .381 |  |  |
| Nilai Kerja | .240 | .092 | .224 | 2.599 | .011 | .303 | 3.304 |
| Sikap Kerja | .287 | .116 | .273 | 2.485 | .015 | .187 | 5.349 |
| Etos Kerja | .478 | .107 | .466 | 4.462 | .000 | .207 | 4.820 |
| a. Dependent Variable: Kinerja | | | | | | | | | |

**Lampiran 27 Uji Asumsi Klasik (Uji Heteroskedastisitas)**



**Lampiran 28 Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kinerja | 78 | 32.00 | 50.00 | 41.7051 | 3.75589 |
| Nilai Kerja | 78 | 31.00 | 50.00 | 44.2436 | 3.51688 |
| Sikap Kerja | 78 | 34.00 | 50.00 | 43.9231 | 3.57033 |
| Etos Kerja | 78 | 33.00 | 50.00 | 42.9359 | 3.65506 |
| Valid N (listwise) | 78 |  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Etos Kerja, Nilai Kerja, Sikap Kerjab | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -2.064 | 2.340 |  | -.882 | .381 |  |  |
| Nilai Kerja | .240 | .092 | .224 | 2.599 | .011 | .303 | 3.304 |
| Sikap Kerja | .287 | .116 | .273 | 2.485 | .015 | .187 | 5.349 |
| Etos Kerja | .478 | .107 | .466 | 4.462 | .000 | .207 | 4.820 |
| a. Dependent Variable: Kinerja | | | | | | | | | |

**Lampiran 29 Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | -2.064 | 2.340 |  | -.882 | .381 |  |  |
| Nilai Kerja | .240 | .092 | .224 | 2.599 | .011 | .303 | 3.304 |
| Sikap Kerja | .287 | .116 | .273 | 2.485 | .015 | .187 | 5.349 |
| Etos Kerja | .478 | .107 | .466 | 4.462 | .000 | .207 | 4.820 |
| a. Dependent Variable: Kinerja | | | | | | | | | |

**Lampiran 30 Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 904.651 | 3 | 301.550 | 122.901 | .000b |
| Residual | 181.567 | 74 | 2.454 |  |  |
| Total | 1086.218 | 77 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Etos Kerja, Nilai Kerja, Sikap Kerja | | | | | | |

**Lampiran 31 Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .913a | .833 | .826 | 1.56640 |
| a. Predictors: (Constant), Etos Kerja, Nilai Kerja, Sikap Kerja | | | | |
| b. Dependent Variable: Kinerja | | | | |

**Lampiran 32 Dokumentasi Wawancara PT. Tiga Lumbung Padi Brebes**

****



**Lampiran 33 Surat Balasan Ijin Penelitian**

|  |  |
| --- | --- |
|  | **PT. TIGA LUMBUNG PADI**  Jl. Taman Siswa RT.009/RW.002  Kec. Brebes Kab. Brebes, Jawa Tengah |

Brebes, 15 Maret 2024

Nomor : 0001/HRD/TLP/XV/2024

Sifat : Biasa

Lampiran : -

Perihal : Fasilitasi Penelitian

Kepada

Yth. Dekan Fakultas Ekonomi dan Bisnis

Universitas Pancasakti Tegal

Di Tempat

Menindaklanjuti Surat dari Universitas Pancasakti Tegal Fakultas Ekonomi dan Bisnis

Nomor : 85/K/FEB/UPS/IX/2024, tanggal 08 Maret 2024 perihal : Ijin Penelitian

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami memberikan izin kepada mahasiswa dibawah ini untuk melaksanakan Penelitian yang dilaksanakan pada tanggal 18 Maret 2024

Nama : Prazalia Sevtianandin

NPM : 4120600030

Program Studi : Manajemen

Demikian untuk menjadikan periksa guna seperlunya dan perhatiannya sampaikan terima kasih

