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LAMPIRAN

Lampiran 1

Kuesioner Penelitian

Yth

Bapak/Ibu Pegawai Dinas Kesehatan Kabupaten Brebes

Di tempat

Saya Mohamad Irfan Alwi Mahasiswa program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, saat ini sedang mengadakan penelitian sebagai tugas akhir dengan judul " Pengaruh *Knowledge Sharing*, *Human Relation* dan Loyalitas Kerja terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Brebes."

Tujuan dari pengumpulan data ini semata–mata hanya untuk kepentingan akademisi dalam membentuk penyusunan skripsi pada program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal. Data yang diperoleh dari kuesioner ini hanya digunakan untuk penelitian ini dan semua jawaban akan diperlakukan sesuai kode etik ilmiah dan tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan karir Bapak/Ibu .

Atas bantuan dan waktu yang Bapak/ibu berikan untuk mengisi kuesioner ini saya ucapkan terima kasih.

Hormat Saya,

Mohamad Irfan Alwi

KUESIONER PENELITIAN

PETUNJUK PENGISIAN KUESIONER

1. Mohon terlebih dahulu mengisi data responden sebelum mengisi kuesioner

2. Pilihlah jawaban dengan memberikan tanda checklist (√) pada kolom yang tersedia

3. Mohon menjawab semua pernyataan yang tertera

DATA RESPONDEN

1. Jenis Kelamin

☐ Laki-laki   ☐ Perempuan

2. Usia

☐ 20-30 tahun   ☐ 31-40 Tahun   ☐ >41 tahun

3. Pendidikan

☐ SMA   ☐ S1   ☐ S2

☐ S3

KETERANGAN JAWABAN :

1. Sangat Tidak Setuju   (STS)

2. Tidak Setuju   (TS)

3. Netral   (N)

4. Setuju   (S)

5. Sangat Setuju   (SS)

Petunjuk Pengisian

Berilah tanda check list (√) pada salah satu jawaban yang paling sesuai

denganpendapat saudara.

Variabel Kinerja (Y)

No	Pernyataan	STS	TS	N	S	SS
	KETELITIAN					
1	Saya selalu melakukan pekerjaan dengan teliti					
2	Saya selalu mengecek ulang kembali tugas yang telah saya selesaikan					
	JUMLAH JAM KERJA					
3	Pekerjaan yang ditargetkan selesai tepat waktu					
4	Saya tidak pernah terlambat dalam menyelesaikan pekerjaan					
	MENYELESAIKAN TUGAS TEPATAN WAKTU					
5	Saya selalu menyelesaikan tugas tepat waktu					
6	Saya mampu menyelesaikan target tepat waktu					
	KEMAMPUAN					
7	Saya memiliki kemampuan dalam bekerja					
8	Saya memiki keterampilan dalam bekerja di bidang dan mampu mengerjakan pekerjaan dengan baik					
	KOMUNIKASI					
9	Saya selalu memahai informasi yang diterima dengan baik					
10	Saya bisa bertukar informasi dengan lancar					

Variabel *Knowledge Sharing* (X1)

No	Pernyataan	STS	TS	N	S	SS
	METODE TERTULIS					
1	Saya selalu melakukan rutinitas *transfer* pengetahuan dengan metode tertulis dalam bekerja					
2	Saya bisa berbagi pengetahuan melalui memo dan laporan dengan baik					
	METODE LISAN					
3	Saya selalu melakukan rutinitas *transfer* pengetahuan dengan metode lisan dalam bekerja					
4	Saya bisa berbagi informasi melalui lisan dengan baik					
	ROTASI PEKERJAAN					
5	Instansi selalu melakukan rotasi dalam bekerja					
6	Dengan adanya rotasi apakah pengetahuan bertambah					
	PELATIHAN					
7	Saya selalu mengikuti pelatihan yang sudah ditetapkan dengan baik					
8	Dengan mengikuti pelatihan apakah pengetahuan bertambah					

Variabel *Human Relation* (X2)

No	Pernyataan	STS	TS	N	S	SS
	KETERBUKAAN INFORMASI					

No	Pernyataan	STS	TS	N	S	SS
1	Saya selalu terbuka dalam memberikan informasi baik atasan maupun bawahan					
2	Saya bisa memahami informasi yang di terima dengan baik					
MEMAHAMI TUGAS YANG DIBERIKAN						
3	Saya selalu memahami tugas yang diberikan					
4	Saya dapat bekerja sama dengen tim yang telah diberikan oleh instansi					
JUJUR						
5	Saya selalu jujur dalam bekerja					
6	Saya bisa menerima kritikan dan saran dengan baik					
MENGHARGAI SATU SAMA LAIN						
7	Saya selalu menghargai satu sama lain dalam bekerja					
8	Saya bisa menghargai antar sesama pegawai					
KESETIAAN TERHADAP ORGANISASI						
9	Saya selalu mengikuti aturan yang berlaku					
10	Saya selalu mengikuti arahan yang diberikan					

Variabel Loyalitas Kerja (X3)

No	Pernyataan	STS	TS	N	S	SS
MENGIKUTI PERATURAN YANG ADA						
1.	Saya selalu mengikuti aturan yang ada					
2.	Saya selalu bekerja sesuai jam kerja					
BERTANGGUNG JAWAB TERHADAP TUGAS YANG DIBERIKAN						

3.	Saya selau bertanggung jawab terhadap tugas yang diberikan					
4	Saya sanggup dalam bekerja					
DAPAT BEKERJA SAMA						
5	Saya dapat bekerja sama dengan baik					
6	Saya bisa melakukan kerja sama dalam tim					
IKUT SERTA DALAM BERKONTRIBUSI						
7	Saya ikut serta dalam berkontribusi di dalam instansi					
8	Saya bisa melakukan pekerjaan yang di berikan oleh instansi sesuai bidang saya					
HUBUNGAN ANTAR PRIBADI						
9	Saya selalu memiliki hubungan yang baik dengan sesama pegawai					
10	Saya bisa bekerja bekerja sama antar sesama pegawai					
KESUKAAN TERHADAP PEKERJAAN						
11	Saya selalu suka dengan pekerjaan yang diberikan					
12	Saya menyukai pekerjaan yang saya kerjakan					
KESETIAAN TERHADAP ORGANISASI						
13	Saya selalu setia terhadap instansi dengan mencurahkan segala pikiran yang ada					
14	Saya selalu bersedia dengan senang hati bekerja untuk kemajuan instansi					

Lampiran 2

Data Non Responden Variabel Kinerja (Y)

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
1	4	4	4	5	5	5	5	5	4	3	44
2	5	5	4	4	4	4	4	4	3	4	41
3	3	4	5	4	5	4	5	4	5	5	44
4	5	4	3	4	5	5	4	5	4	4	43
5	4	4	3	3	3	3	3	3	3	5	34
6	3	2	3	4	1	5	5	5	4	3	35
7	5	5	5	5	5	5	5	5	5	5	50
8	3	3	3	3	4	3	3	4	4	4	34
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	4	5	4	5	4	4	4	4	42
11	4	4	4	3	5	4	4	5	2	4	39
12	5	4	4	5	4	3	4	5	3	5	42
13	5	4	4	4	4	3	4	3	3	5	39
14	5	5	5	4	5	4	5	4	4	4	45
15	4	4	5	3	4	4	5	3	4	5	41
16	4	4	5	3	5	4	5	4	5	5	44
17	4	3	3	3	3	4	4	4	4	4	36
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	4	4	4	4	5	5	5	5	44
20	5	3	3	3	3	3	3	3	3	3	32
21	3	1	1	1	1	3	2	1	1	3	17
22	5	5	5	5	5	4	5	5	5	5	49
23	5	5	4	4	4	5	5	5	3	5	45
24	4	4	3	4	4	4	5	4	5	3	40
25	4	4	4	5	5	4	4	4	5	4	43
26	5	5	5	5	5	4	4	4	4	5	46
27	4	4	4	4	5	4	4	5	4	3	41
28	5	4	4	4	5	3	4	4	5	4	42
29	5	4	5	4	4	4	3	5	4	5	43
30	3	4	4	2	3	3	3	3	4	5	34

Lampiran 3

Data Non Responden Variabel *Knowledge Sharing* (X1)

No	X1	X2	X3	X4	X5	X6	X7	X8	TOTAL
1	4	4	5	5	5	5	5	4	37
2	5	3	3	3	3	3	3	5	28

3	4	3	4	3	3	5	4	4	30
4	3	4	5	5	4	5	4	3	33
5	3	3	3	3	3	3	3	4	25
6	4	3	2	5	4	5	5	5	33
7	5	3	4	5	2	5	4	3	31
8	3	3	5	4	5	4	3	5	32
9	5	5	5	5	4	5	5	5	39
10	4	4	5	4	5	4	4	4	34
11	4	4	4	4	4	5	5	5	35
12	3	5	3	3	3	4	4	5	30
13	4	4	4	4	4	4	4	5	33
14	3	5	5	4	4	4	5	4	34
15	3	4	5	5	4	4	3	5	33
16	3	4	4	5	5	5	5	5	36
17	3	3	3	3	4	4	4	4	28
18	4	4	3	4	4	4	4	4	31
19	5	4	4	5	5	5	4	4	36
20	3	3	3	3	3	4	3	3	25
21	2	4	3	4	2	3	2	2	22
22	5	5	5	5	4	5	5	5	39
23	2	4	4	4	3	5	5	4	31
24	2	3	4	4	4	4	5	5	31
25	3	3	4	3	3	4	4	4	28
26	5	4	5	4	4	5	4	5	36
27	4	3	4	3	2	4	3	4	27
28	4	2	4	5	3	3	3	2	26
29	4	4	4	4	3	4	4	5	32
30	4	3	2	4	2	2	3	3	23

Lampiran 4

Data Non Responden Variabel *Human Relation* (X2)

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
1	5	5	5	5	5	5	5	5	5	5	50
2	3	3	4	4	4	3	3	4	4	3	35
3	5	4	4	5	5	4	5	4	4	4	44
4	4	5	4	5	4	4	5	4	4	5	44
5	3	3	3	3	3	3	3	3	3	3	30
6	5	3	5	5	3	2	3	5	4	5	40
7	5	4	3	4	5	3	5	5	5	3	42
8	4	5	4	4	5	3	5	4	3	3	40
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	4	4	4	4	4	4	4	4	40
11	4	4	4	4	4	5	5	5	5	5	45

12	4	5	4	5	4	5	5	5	4	5	46
13	5	4	4	4	5	4	4	4	4	4	42
14	4	3	5	4	4	4	4	4	4	5	41
15	4	5	5	5	4	3	5	4	4	5	44
16	5	5	5	5	5	4	4	5	5	5	48
17	4	4	3	4	4	4	4	4	5	4	40
18	4	4	4	4	4	4	4	4	4	4	40
19	5	5	4	5	4	4	5	5	5	5	47
20	3	4	3	3	3	3	3	3	3	3	31
21	2	2	4	1	1	4	2	4	5	5	30
22	5	5	5	5	5	5	5	5	5	5	50
23	5	4	5	5	5	4	4	4	4	4	44
24	4	5	4	3	4	5	4	5	3	5	42
25	4	3	4	5	5	4	4	5	5	4	43
26	4	4	4	4	5	4	5	5	5	5	45
27	4	4	5	3	4	4	3	3	5	3	38
28	2	5	4	1	5	4	4	3	3	4	35
29	5	5	5	4	5	4	4	3	3	4	42
30	2	3	3	3	1	1	5	4	4	5	31

Lampiran 5

Data Non Responden Variabel Loyalitas Kerja (X3)

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	TOTAL
1	4	5	4	4	4	3	3	2	3	3	3	3	3	4	48
2	3	4	4	3	3	3	4	4	4	3	3	4	3	5	50
3	4	4	4	5	5	5	4	5	5	5	4	4	3	4	61
4	3	4	5	5	4	5	5	4	5	4	4	5	5	3	61
5	3	3	3	3	3	3	3	3	3	3	3	3	3	4	43
6	1	4	4	4	5	4	4	4	4	5	5	4	5	4	57
7	5	5	5	5	5	5	4	5	4	3	3	5	5	4	63
8	5	5	3	3	4	4	5	4	5	4	5	5	5	5	62
9	3	4	4	4	4	4	4	4	4	4	4	4	4	4	55
10	5	4	4	4	4	4	4	4	4	4	3	4	4	4	56
11	3	3	4	5	5	5	4	4	4	4	4	3	2	4	54
12	4	5	4	5	5	5	5	5	5	4	4	5	4	5	65
13	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
14	4	5	4	4	5	4	4	4	4	4	4	4	4	5	59
15	5	3	4	5	5	5	5	5	5	5	5	5	5	5	67
16	5	4	4	4	5	5	4	5	4	5	4	5	5	5	64
17	5	4	4	3	4	4	4	4	4	4	4	4	4	4	56
18	4	4	4	3	4	3	4	4	4	4	4	4	4	4	54
19	5	4	4	5	4	4	5	5	5	5	5	4	4	5	64
20	4	3	3	4	3	3	3	4	3	3	3	3	1	3	43

21	4	2	1	3	3	4	5	4	4	4	4	3	1	1	43
22	5	5	5	5	5	5	5	5	5	4	5	5	5	5	69
23	5	4	5	5	4	5	5	4	5	5	4	5	3	3	62
24	4	5	4	4	5	4	5	4	4	3	4	5	4	4	59
25	5	5	4	4	4	5	4	3	4	4	5	5	4	4	60
26	5	4	4	5	5	5	5	4	4	4	5	5	4	3	62
27	3	3	4	3	4	4	4	4	4	4	3	4	3	3	50
28	4	5	1	5	3	1	2	2	5	4	5	2	5	5	49
29	5	5	5	5	5	5	4	4	5	5	4	4	5	4	65
30	3	2	1	1	1	5	4	4	4	5	5	3	4	1	43

Lampiran 6

Hasil Uji MSI Variabel Kinerja (Y)

Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
2,140	3,133	3,183	4,459	3,847	3,544	4,193	4,193	3,183	1,000	32,875
3,407	4,539	3,183	3,271	2,630	2,277	2,961	2,961	2,231	2,047	29,507
1,000	3,133	4,386	3,271	3,847	2,277	4,193	2,961	4,386	3,252	32,706
3,407	3,133	2,137	3,271	3,847	3,544	2,961	4,193	3,183	2,047	31,723
2,140	3,133	2,137	2,291	1,810	1,000	1,993	1,993	2,231	3,252	21,979
1,000	1,575	2,137	3,271	1,000	3,544	4,193	4,193	3,183	1,000	25,095
3,407	4,539	4,386	4,459	3,847	3,544	4,193	4,193	4,386	3,252	40,205
1,000	2,022	2,137	2,291	2,630	1,000	1,993	2,961	3,183	2,047	21,263
3,407	4,539	4,386	4,459	3,847	3,544	4,193	4,193	4,386	3,252	40,205
2,140	3,133	3,183	4,459	2,630	3,544	2,961	2,961	3,183	2,047	30,242
2,140	3,133	3,183	2,291	3,847	2,277	2,961	4,193	1,575	2,047	27,648
3,407	3,133	3,183	4,459	2,630	1,000	2,961	4,193	2,231	3,252	30,449
3,407	3,133	3,183	3,271	2,630	1,000	2,961	1,993	2,231	3,252	27,060
3,407	4,539	4,386	3,271	3,847	2,277	4,193	2,961	3,183	2,047	34,111
2,140	3,133	4,386	2,291	2,630	2,277	4,193	1,993	3,183	3,252	29,478
2,140	3,133	4,386	2,291	3,847	2,277	4,193	2,961	4,386	3,252	32,867
2,140	2,022	2,137	2,291	1,810	2,277	2,961	2,961	3,183	2,047	23,829
2,140	3,133	3,183	3,271	2,630	2,277	2,961	2,961	3,183	2,047	27,787
2,140	3,133	3,183	3,271	2,630	2,277	4,193	4,193	4,386	3,252	32,658
3,407	2,022	2,137	2,291	1,810	1,000	1,993	1,993	2,231	1,000	19,882
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	10,000
3,407	4,539	4,386	4,459	3,847	2,277	4,193	4,193	4,386	3,252	38,939
3,407	4,539	3,183	3,271	2,630	3,544	4,193	4,193	2,231	3,252	34,442
2,140	3,133	2,137	3,271	2,630	2,277	4,193	2,961	4,386	1,000	28,129
2,140	3,133	3,183	4,459	3,847	2,277	2,961	2,961	4,386	2,047	31,395
3,407	4,539	4,386	4,459	3,847	2,277	2,961	2,961	3,183	3,252	35,272
2,140	3,133	3,183	3,271	3,847	2,277	2,961	4,193	3,183	1,000	29,189
3,407	3,133	3,183	3,271	3,847	1,000	2,961	2,961	4,386	2,047	30,196
3,407	3,133	4,386	3,271	2,630	2,277	1,993	4,193	3,183	3,252	31,725

1,000	3,133	3,183	1,575	1,810	1,000	1,993	1,993	3,183	3,252	22,120

Lamiran 7

Hasil Uji MSI V*Knowledge Sharing* (X1)

X1	X2	X3	X4	X5	X6	X7	X8	TOTAL
3,064	3,638	4,099	3,323	4,114	4,193	4,386	2,630	29,446
4,155	2,429	2,004	1,000	2,021	1,910	2,201	3,847	19,567
3,064	2,429	2,940	1,000	2,021	4,193	3,227	2,630	21,504
2,101	3,638	4,099	3,323	2,973	4,193	3,227	1,810	25,364
2,101	2,429	2,004	1,000	2,021	1,910	2,201	2,630	16,297
3,064	2,429	1,000	3,323	2,973	4,193	4,386	3,847	25,216
4,155	2,429	2,940	3,323	1,000	4,193	3,227	1,810	23,076
2,101	2,429	4,099	2,145	4,114	2,912	2,201	3,847	23,848
4,155	4,842	4,099	3,323	2,973	4,193	4,386	3,847	31,817
3,064	3,638	4,099	2,145	4,114	2,912	3,227	2,630	25,828
3,064	3,638	2,940	2,145	2,973	4,193	4,386	3,847	27,186
2,101	4,842	2,004	1,000	2,021	2,912	3,227	3,847	21,954
3,064	3,638	2,940	2,145	2,973	2,912	3,227	3,847	24,746
2,101	4,842	4,099	2,145	2,973	2,912	4,386	2,630	26,088
2,101	3,638	4,099	3,323	2,973	2,912	2,201	3,847	25,095
2,101	3,638	2,940	3,323	4,114	4,193	4,386	3,847	28,542
2,101	2,429	2,004	1,000	2,973	2,912	3,227	2,630	19,277
3,064	3,638	2,004	2,145	2,973	2,912	3,227	2,630	22,593
4,155	3,638	2,940	3,323	4,114	4,193	3,227	2,630	28,219
2,101	2,429	2,004	1,000	2,021	2,912	2,201	1,810	16,478
1,000	3,638	2,004	2,145	1,000	1,910	1,000	1,000	13,696
4,155	4,842	4,099	3,323	2,973	4,193	4,386	3,847	31,817
1,000	3,638	2,940	2,145	2,021	4,193	4,386	2,630	22,952
1,000	2,429	2,940	2,145	2,973	2,912	4,386	3,847	22,632
2,101	2,429	2,940	1,000	2,021	2,912	3,227	2,630	19,260
4,155	3,638	4,099	2,145	2,973	4,193	3,227	3,847	28,276
3,064	2,429	2,940	1,000	1,000	2,912	2,201	2,630	18,177
3,064	1,000	2,940	3,323	2,021	1,910	2,201	1,000	17,459
3,064	3,638	2,940	2,145	2,021	2,912	3,227	3,847	23,794
3,064	2,429	1,000	2,145	1,000	1,000	2,201	1,810	14,649

Lamiran 8

Hasil Uji MSI Variabel *Human Relation* (X2)

X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
3,782	4,193	3,590	3,905	3,847	4,627	4,135	3,465	3,366	3,198	38,107

1,710	2,068	2,272	2,721	2,581	2,231	1,993	2,184	2,134	1,000	20,892
3,782	3,008	2,272	3,905	3,847	3,318	4,135	2,184	2,134	2,003	30,588
2,532	4,193	2,272	3,905	2,581	3,318	4,135	2,184	2,134	3,198	30,452
1,710	2,068	1,000	1,879	1,734	2,231	1,993	1,000	1,000	1,000	15,614
3,782	2,068	3,590	3,905	1,734	1,575	1,993	3,465	2,134	3,198	27,443
3,782	3,008	1,000	2,721	3,847	2,231	4,135	3,465	3,366	1,000	28,554
2,532	4,193	2,272	2,721	3,847	2,231	4,135	2,184	1,000	1,000	26,114
3,782	4,193	3,590	3,905	3,847	4,627	4,135	3,465	3,366	3,198	38,107
2,532	3,008	2,272	2,721	2,581	3,318	2,918	2,184	2,134	2,003	25,671
2,532	3,008	2,272	2,721	2,581	4,627	4,135	3,465	3,366	3,198	31,903
2,532	4,193	2,272	3,905	2,581	4,627	4,135	3,465	2,134	3,198	33,041
3,782	3,008	2,272	2,721	3,847	3,318	2,918	2,184	2,134	2,003	28,186
2,532	2,068	3,590	2,721	2,581	3,318	2,918	2,184	2,134	3,198	27,243
2,532	4,193	3,590	3,905	2,581	2,231	4,135	2,184	2,134	3,198	30,682
3,782	4,193	3,590	3,905	3,847	3,318	2,918	3,465	3,366	3,198	35,581
2,532	3,008	1,000	2,721	2,581	3,318	2,918	2,184	3,366	2,003	25,631
2,532	3,008	2,272	2,721	2,581	3,318	2,918	2,184	2,134	2,003	25,671
3,782	4,193	2,272	3,905	2,581	3,318	4,135	3,465	3,366	3,198	34,214
1,710	3,008	1,000	1,879	1,734	2,231	1,993	1,000	1,000	1,000	16,555
1,000	1,000	2,272	1,000	1,000	3,318	1,000	2,184	3,366	3,198	19,337
3,782	4,193	3,590	3,905	3,847	4,627	4,135	3,465	3,366	3,198	38,107
3,782	3,008	3,590	3,905	3,847	3,318	2,918	2,184	2,134	2,003	30,689
2,532	4,193	2,272	1,879	2,581	4,627	2,918	3,465	1,000	3,198	28,664
2,532	2,068	2,272	3,905	3,847	3,318	2,918	3,465	3,366	2,003	29,694
2,532	3,008	2,272	2,721	3,847	3,318	4,135	3,465	3,366	3,198	31,861
2,532	3,008	3,590	1,879	2,581	3,318	1,993	1,000	3,366	1,000	24,266
1,000	4,193	2,272	1,000	3,847	3,318	2,918	1,000	1,000	2,003	22,551
3,782	4,193	3,590	2,721	3,847	3,318	2,918	1,000	1,000	2,003	28,372
1,000	2,068	1,000	1,879	1,000	1,000	4,135	2,184	2,134	3,198	19,597

Lampiran 9

Hasil Uji MSI Loyalitas Kerja (X3)

X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	TOTAL
3,011	4,030	2,803	3,054	2,961	1,993	1,817	1,000	1,000	1,000	1,000	2,068	2,133	2,850	30,719
2,137	2,807	2,803	2,137	1,993	1,993	2,949	2,796	2,423	1,000	1,000	3,051	2,133	4,099	33,320
3,011	2,807	2,803	4,193	4,193	4,135	2,949	4,251	3,846	3,632	2,223	3,051	2,133	2,850	46,077
2,137	2,807	4,254	4,193	2,961	4,135	4,318	2,796	3,846	2,309	2,223	4,254	4,099	1,879	46,209
2,137	1,879	1,710	2,137	1,993	1,993	1,817	1,650	1,000	1,000	1,000	2,068	2,133	2,850	25,366
1,000	2,807	2,803	3,054	4,193	2,918	2,949	2,796	2,423	3,632	3,471	3,051	4,099	2,850	42,045
4,135	4,030	4,254	4,193	4,193	4,135	2,949	4,251	2,423	1,000	1,000	4,254	4,099	2,850	47,766
4,135	4,030	1,710	2,137	2,961	2,918	4,318	2,796	3,846	2,309	3,471	4,254	4,099	4,099	47,081
2,137	2,807	2,803	3,054	2,961	2,918	2,949	2,796	2,423	2,309	2,223	3,051	2,983	2,850	38,263
4,135	2,807	2,803	3,054	2,961	2,918	2,949	2,796	2,423	2,309	1,000	3,051	2,983	2,850	39,038

2,137	1,879	2,803	4,193	4,193	4,135	2,949	2,796	2,423	2,309	2,223	2,068	1,554	2,850	38,510
3,011	4,030	2,803	4,193	4,193	4,135	4,318	4,251	3,846	2,309	2,223	4,254	2,983	4,099	50,646
4,135	2,807	2,803	3,054	2,961	2,918	2,949	2,796	2,423	2,309	2,223	3,051	2,133	2,850	39,411
3,011	4,030	2,803	3,054	4,193	2,918	2,949	2,796	2,423	2,309	2,223	3,051	2,983	4,099	42,840
4,135	1,879	2,803	4,193	4,193	4,135	4,318	4,251	3,846	3,632	3,471	4,254	4,099	4,099	53,305
4,135	2,807	2,803	3,054	4,193	4,135	2,949	4,251	2,423	3,632	2,223	4,254	4,099	4,099	49,054
4,135	2,807	2,803	2,137	2,961	2,918	2,949	2,796	2,423	2,309	2,223	3,051	2,983	2,850	39,344
3,011	2,807	2,803	2,137	2,961	1,993	2,949	2,796	2,423	2,309	2,223	3,051	2,983	2,850	37,295
4,135	2,807	2,803	4,193	2,961	2,918	4,318	4,251	3,846	3,632	3,471	3,051	2,983	4,099	49,466
3,011	1,879	1,710	3,054	1,993	1,993	1,817	2,796	1,000	1,000	1,000	2,068	1,000	1,879	26,198
3,011	1,000	1,000	2,137	1,993	2,918	4,318	2,796	2,423	2,309	2,223	2,068	1,000	1,000	30,194
4,135	4,030	4,254	4,193	4,193	4,135	4,318	4,251	3,846	2,309	3,471	4,254	4,099	4,099	55,585
4,135	2,807	4,254	4,193	2,961	4,135	4,318	2,796	3,846	3,632	2,223	4,254	2,133	1,879	47,565
3,011	4,030	2,803	3,054	4,193	2,918	4,318	2,796	2,423	1,000	2,223	4,254	2,983	2,850	42,855
4,135	4,030	2,803	3,054	2,961	4,135	2,949	1,650	2,423	2,309	3,471	4,254	2,983	2,850	44,006
4,135	2,807	2,803	4,193	4,193	4,135	4,318	2,796	2,423	2,309	3,471	4,254	2,983	1,879	46,696
2,137	1,879	2,803	2,137	2,961	2,918	2,949	2,796	2,423	2,309	1,000	3,051	2,133	1,879	33,374
3,011	4,030	1,000	4,193	1,993	1,000	1,000	1,000	3,846	2,309	3,471	1,000	4,099	4,099	36,049
4,135	4,030	4,254	4,193	4,193	4,135	2,949	2,796	3,846	3,632	2,223	3,051	4,099	2,850	50,385
2,137	1,000	1,000	1,000	1,000	4,135	2,949	2,796	2,423	3,632	3,471	2,068	2,983	1,000	31,593

Lampiran 10

Hasil Uji Validitas Variabel Kinerja (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
Y1	Pearson Correlation	1	.650**	.390*	.502**	.405*	.141	.171	.314	.029	.288	.561**
	Sig. (2-tailed)		.000	.033	.005	.027	.458	.366	.092	.880	.122	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.650**	1	.730**	.594**	.638**	.374*	.504**	.389*	.320	.528**	.828**
	Sig. (2-tailed)	.000		.000	.001	.000	.042	.004	.033	.085	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30

Y3	Pearson Correlation	.390*	.730**	1	.486**	.659**	.292	.544**	.326	.496**	.637**	.805**
	Sig. (2-tailed)	.033	.000		.007	.000	.117	.002	.079	.005	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.502**	.594**	.486**	1	.564**	.529**	.503**	.609**	.459*	.171	.787**
	Sig. (2-tailed)	.005	.001	.007		.001	.003	.005	.000	.011	.366	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.405*	.638**	.659**	.564**	1	.337	.473**	.473**	.519**	.222	.768**
	Sig. (2-tailed)	.027	.000	.000	.001		.069	.008	.008	.003	.239	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	.141	.374*	.292	.529**	.337	1	.639**	.639**	.321	-.046	.614**
	Sig. (2-tailed)	.458	.042	.117	.003	.069		.000	.000	.084	.811	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.171	.504**	.544**	.503**	.473**	.639**	1	.519**	.595**	.199	.748**
	Sig. (2-tailed)	.366	.004	.002	.005	.008	.000		.003	.001	.291	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.314	.389*	.326	.609**	.473**	.639**	.519**	1	.329	.088	.680**
	Sig. (2-tailed)	.092	.033	.079	.000	.008	.000	.003		.075	.643	.000
	N	30	30	30	30	30	30	30	30	30	30	30

Y9	Pearson Correlation	.029	.320	.496**	.459*	.519**	.321	.595**	.329	1	.232	.627**
	Sig. (2-tailed)	.880	.085	.005	.011	.003	.084	.001	.075		.218	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.288	.528**	.637**	.171	.222	-.046	.199	.088	.232	1	.478**
	Sig. (2-tailed)	.122	.003	.000	.366	.239	.811	.291	.643	.218		.008
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.561**	.828**	.805**	.787**	.768**	.614**	.748**	.680**	.627**	.478**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.008	
	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).

Lamiran 11

Hasil Uji Validitas *Knowledge Sharing* (X1)

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	TOTAL
X1	Pearson Correlation	1	.084	.148	.270	.085	.266	.114	.199	.420*
	Sig. (2-tailed)		.658	.436	.149	.656	.155	.550	.293	.021
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.084	1	.427*	.254	.329	.391*	.455*	.387*	.641**
	Sig. (2-tailed)	.658		.019	.176	.076	.033	.012	.035	.000
	N	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.148	.427*	1	.397*	.507**	.457*	.301	.213	.667**
	Sig. (2-tailed)	.436	.019		.030	.004	.011	.106	.258	.000
	N	30	30	30	30	30	30	30	30	30
X4	Pearson Correlation	.270	.254	.397*	1	.409*	.449*	.367*	.027	.611**
	Sig. (2-tailed)	.149	.176	.030		.025	.013	.046	.887	.000
	N	30	30	30	30	30	30	30	30	30

X5	Pearson Correlation	.085	.329	.507**	.409*	1	.450*	.491**	.450*	.719**
	Sig. (2-tailed)	.656	.076	.004	.025		.013	.006	.013	.000
	N	30	30	30	30	30	30	30	30	30
X6	Pearson Correlation	.266	.391*	.457*	.449*	.450*	1	.709**	.326	.780**
	Sig. (2-tailed)	.155	.033	.011	.013	.013		.000	.079	.000
	N	30	30	30	30	30	30	30	30	30
X7	Pearson Correlation	.114	.455*	.301	.367*	.491**	.709**	1	.470**	.753**
	Sig. (2-tailed)	.550	.012	.106	.046	.006	.000		.009	.000
	N	30	30	30	30	30	30	30	30	30
X8	Pearson Correlation	.199	.387*	.213	.027	.450*	.326	.470**	1	.592**
	Sig. (2-tailed)	.293	.035	.258	.887	.013	.079	.009		.001
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.420*	.641**	.667**	.611**	.719**	.780**	.753**	.592**	1
	Sig. (2-tailed)	.021	.000	.000	.000	.000	.000	.000	.001	
	N	30	30	30	30	30	30	30	30	30

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

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

Lampiran 12

Hasil Uji Validitas Variabel *Human Relation* (X2)

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
X1	Pearson Correlation	1	.424*	.512**	.739**	.617**	.327	.377*	.470*	.319	.163	.760**
	Sig. (2-tailed)		.020	.004	.000	.000	.078	.040	.009	.085	.390	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.424*	1	.320	.386*	.541**	.463*	.604**	.184	-.098	.214	.621**
	Sig. (2-tailed)	.020		.084	.035	.002	.010	.000	.331	.605	.257	.000
	N	30	30	30	30	30	30	30	30	30	30	30

X3	Pearson Correlation	.512**	.320	1	.473**	.375*	.371*	.047	.191	.191	.399*	.594**
	Sig. (2-tailed)	.004	.084		.008	.041	.044	.807	.311	.312	.029	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X4	Pearson Correlation	.739**	.386*	.473**	1	.426*	.243	.529**	.577**	.356	.362*	.781**
	Sig. (2-tailed)	.000	.035	.008		.019	.195	.003	.001	.053	.050	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X5	Pearson Correlation	.617**	.541**	.375*	.426*	1	.410*	.450*	.246	.155	-.100	.635**
	Sig. (2-tailed)	.000	.002	.041	.019		.024	.012	.190	.412	.600	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X6	Pearson Correlation	.327	.463**	.371*	.243	.410*	1	.267	.401*	.327	.405*	.647**
	Sig. (2-tailed)	.078	.010	.044	.195	.024		.154	.028	.078	.026	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X7	Pearson Correlation	.377*	.604**	.047	.529**	.450*	.267	1	.485**	.218	.371*	.667**
	Sig. (2-tailed)	.040	.000	.807	.003	.012	.154		.007	.248	.043	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X8	Pearson Correlation	.470**	.184	.191	.577**	.246	.401*	.485**	1	.595**	.596**	.725**
	Sig. (2-tailed)	.009	.331	.311	.001	.190	.028	.007		.001	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30

X9	Pearson Correlation	.319	-.098	.191	.356	.155	.327	.218	.595**	1	.352	.521**
	Sig. (2-tailed)	.085	.605	.312	.053	.412	.078	.248	.001		.056	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X10	Pearson Correlation	.163	.214	.399*	.362*	-.100	.405*	.371*	.596**	.352	1	.572**
	Sig. (2-tailed)	.390	.257	.029	.050	.600	.026	.043	.001	.056		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.760**	.621**	.594**	.781**	.635**	.647**	.667**	.725**	.521**	.572**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	.003	.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 13

Hasil Uji Validitas Variabel Loyalitas Kerja (X3)

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	TOTAL
X1	Pearson Correlation	1	.362*	.285	.325	.262	.302	.298	.292	.314	.159	.193	.453*	.244	.260	.545**
	Sig. (2-tailed)		.050	.127	.080	.161	.105	.110	.117	.091	.402	.307	.012	.194	.165	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.362*	1	.429*	.404*	.465**	.000	.007	-.054	.289	-.192	.111	.382*	.516**	.577**	.497**
	Sig. (2-tailed)	.050		.018	.027	.010	.999	.969	.776	.122	.309	.559	.037	.004	.001	.005

23

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.285	.429*	1	.569**	.615**	.522**	.350	.379*	.330	.106	-.126	.628**	.346	.132	.638**
	Sig. (2-tailed)	.127	.018		.001	.000	.003	.058	.039	.075	.575	.507	.000	.061	.487	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X4	Pearson Correlation	.325	.404*	.569**	1	.625**	.412*	.237	.342	.539**	.215	.200	.319	.292	.296	.662**
	Sig. (2-tailed)	.080	.027	.001		.000	.024	.208	.065	.002	.253	.289	.086	.118	.112	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X5	Pearson Correlation	.262	.465**	.615**	.625**	1	.538**	.368*	.520**	.315	.222	.157	.586**	.402*	.389*	.742**
	Sig. (2-tailed)	.161	.010	.000	.000		.002	.045	.003	.090	.238	.408	.001	.028	.034	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X6	Pearson Correlation	.302	.000	.522**	.412*	.538**	1	.591**	.591**	.434*	.499**	.305	.641**	.270	-.129	.682**
	Sig. (2-tailed)	.105	.999	.003	.024	.002		.001	.001	.017	.005	.101	.000	.150	.498	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X7	Pearson Correlation	.298	.007	.350	.237	.368*	.591**	1	.575**	.549**	.305	.394*	.722**	.183	-.002	.636**
	Sig. (2-tailed)	.110	.969	.058	.208	.045	.001		.001	.002	.102	.031	.000	.333	.991	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X8	Pearson Correlation	.292	-.054	.379*	.342	.520**	.591**	.575**	1	.456*	.391*	.135	.547**	.241	.266	.648**
	Sig. (2-tailed)	.117	.776	.039	.065	.003	.001	.001		.011	.033	.476	.002	.200	.156	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X9	Pearson Correlation	.314	.289	.330	.539**	.315	.434*	.549**	.456*	1	.599**	.559**	.408*	.521**	.347	.761**
	Sig. (2-tailed)	.091	.122	.075	.002	.090	.017	.002	.011		.000	.001	.025	.003	.060	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X10	Pearson Correlation	.159	-.192	.106	.215	.222	.499**	.305	.391*	.599**	1	.595**	.151	.329	.025	.502**
	Sig. (2-tailed)	.402	.309	.575	.253	.238	.005	.102	.033	.000		.001	.425	.076	.896	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X11	Pearson Correlation	.193	.111	-.126	.200	.157	.305	.394*	.135	.559**	.595**	1	.219	.489**	.197	.507**
	Sig. (2-tailed)	.307	.559	.507	.289	.408	.101	.031	.476	.001	.001		.246	.006	.297	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.453*	.382*	.628**	.319	.586**	.641**	.722**	.547**	.408*	.151	.219	1	.468**	.221	.773**
	Sig. (2-tailed)	.012	.037	.000	.086	.001	.000	.000	.002	.025	.425	.246		.009	.240	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.244	.516**	.346	.292	.402*	.270	.183	.241	.521**	.329	.489**	.468**	1	.473**	.665**
	Sig. (2-tailed)	.194	.004	.061	.118	.028	.150	.333	.200	.003	.076	.006	.009		.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X14	Pearson Correlation	.260	.577**	.132	.296	.389*	-.129	-.002	.266	.347	.025	.197	.221	.473**	1	.468**
	Sig. (2-tailed)	.165	.001	.487	.112	.034	.498	.991	.156	.060	.896	.297	.240	.008		.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

TOTAL	Pearson Correlation	.545**	.497**	.638**	.662**	.742**	.682**	.636**	.648**	.761**	.502**	.507**	.773**	.665**	.468**	1
	Sig. (2-tailed)	.002	.005	.000	.000	.000	.000	.000	.000	.000	.005	.004	.000	.000	.009	
	N	30	30	30	30	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 14

Hasil Uji Reliabilitas

Variabel *Knowledge Sharing*

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
.802	8

Variabel *Human Relation*

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
.850	10

Variabel Loyalitas Kerja

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
.879	14

Variabel Kinerja Pegawai

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
.878	10

Lampiran 15

Data Responden Variabel Kinerja Y

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
1	5	5	5	5	5	5	5	5	4	5	49
2	4	4	4	4	4	4	4	4	3	3	38
3	5	4	4	4	5	4	5	4	5	4	44
4	4	5	4	4	5	5	4	5	4	4	44
5	3	3	3	3	3	3	3	3	3	3	30
6	4	1	3	4	1	5	5	5	4	4	36

7	5	5	5	5	5	5	5	5	5	5	50
8	3	3	3	3	4	3	3	4	4	4	34
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	4	5	4	4	4	4	4	4	41
11	4	4	4	3	5	4	3	5	2	4	38
12	5	4	4	5	4	3	4	4	3	5	41
13	5	4	4	4	4	3	4	3	2	5	38
14	5	5	5	4	5	5	5	4	4	4	46
15	4	4	5	3	4	4	5	3	4	5	41
16	4	4	5	3	5	4	5	5	5	5	45
17	4	3	3	3	3	4	4	4	4	4	36
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	4	4	4	4	5	5	5	5	44
20	5	3	3	3	3	3	3	3	3	3	32
21	4	4	3	3	3	3	3	4	3	4	34
22	5	5	5	5	5	5	5	5	5	5	50
23	5	5	4	4	4	5	5	5	3	5	45
24	4	4	3	4	4	4	4	4	5	3	39
25	4	4	4	5	5	4	4	4	5	4	43
26	5	5	5	5	5	4	4	5	4	4	46
27	4	4	4	4	5	4	4	5	4	4	42
28	5	4	4	4	5	3	4	4	5	5	43
29	5	4	5	4	4	4	5	5	4	4	44
30	5	5	4	4	4	5	4	5	5	4	45
31	4	4	4	4	4	4	4	4	4	4	40
32	4	4	4	2	2	4	4	4	3	3	34
33	4	5	4	3	3	2	4	1	2	1	29
34	4	4	4	4	4	4	4	3	2	3	36
35	4	4	4	4	3	4	4	1	3	4	35
36	1	5	2	1	2	3	4	3	2	2	25
37	4	4	4	4	4	1	4	3	3	3	34
38	4	3	4	3	4	4	4	4	3	3	36
39	4	4	4	4	4	4	4	4	4	4	40
40	1	2	1	1	2	3	3	2	4	4	23
41	5	5	4	4	5	4	5	5	5	5	47
42	5	4	4	5	4	4	4	4	4	5	43
43	5	4	4	4	5	5	5	5	5	5	47
44	4	4	4	4	4	2	2	4	2	4	34
45	5	4	4	4	4	4	4	4	4	4	41

46	4	4	4	4	4	4	5	4	4	4	41
47	5	4	4	4	4	4	4	4	4	4	41
48	5	4	4	4	5	3	4	5	4	4	42
49	4	4	4	3	2	2	2	2	4	4	31
50	4	2	4	4	4	2	4	4	4	5	37
51	5	4	4	4	4	4	5	3	4	5	42
52	4	3	4	5	3	4	2	4	4	5	38
53	4	3	5	5	4	4	3	4	5	3	40
54	4	5	4	3	3	2	3	4	2	4	34
55	4	4	3	3	2	4	3	2	5	3	33
56	4	4	5	3	3	4	5	3	5	4	40
57	5	4	4	3	3	3	4	4	5	4	39
58	4	4	3	4	4	3	5	3	4	5	39
59	4	5	4	5	4	5	5	4	5	4	45
60	5	3	5	4	3	5	3	5	3	3	39
61	4	3	5	3	4	3	5	4	3	5	39
62	3	4	5	5	5	4	5	4	5	3	43
63	5	4	5	4	5	3	5	3	5	5	44

Lampiran 16

Data Responden Variabel *Knowledge Sharing* X1

No	X1	X2	X3	X4	X5	X6	X7	X8	TOTAL
1	5	5	5	5	5	5	5	5	40
2	3	3	3	3	3	3	3	3	24
3	3	3	3	4	3	5	4	5	30
4	4	5	5	5	4	5	4	5	37
5	3	3	3	3	3	3	3	3	24
6	4	2	2	5	4	5	5	3	30
7	5	3	4	5	2	5	4	3	31
8	3	3	4	4	5	4	3	5	31
9	5	5	5	5	5	5	5	5	40
10	4	4	4	4	4	4	4	4	32
11	4	4	4	4	5	5	5	5	36
12	3	5	3	3	4	4	4	5	31
13	4	4	5	4	3	4	4	5	33
14	3	4	5	4	4	4	5	4	33
15	3	4	5	5	5	4	3	5	34
16	3	4	4	5	5	5	5	5	36

17	3	3	3	3	3	4	4	4	27
18	4	4	4	4	4	4	4	4	32
19	5	4	4	4	5	5	4	4	35
20	3	3	3	3	3	3	3	3	24
21	4	3	3	3	3	3	3	3	25
22	5	5	5	5	5	5	5	5	40
23	2	4	4	4	3	5	5	4	31
24	2	3	4	4	3	4	5	5	30
25	3	3	4	4	3	4	4	4	29
26	5	4	5	4	4	5	5	5	37
27	4	3	4	4	2	4	5	4	30
28	4	2	2	5	3	3	5	2	26
29	4	4	4	4	3	4	4	5	32
30	4	5	4	5	4	5	4	4	35
31	4	4	4	4	4	4	4	4	32
32	3	3	3	3	2	3	2	3	22
33	4	4	3	3	3	2	3	4	26
34	4	3	3	4	4	2	4	3	27
35	4	4	4	3	3	4	3	4	29
36	1	4	5	2	3	2	3	3	23
37	5	3	3	4	4	5	2	3	29
38	3	3	3	4	4	4	4	3	28
39	4	4	4	4	4	4	4	4	32
40	5	4	4	4	4	4	5	4	34
41	3	3	3	5	3	2	4	4	27
42	4	3	4	4	3	3	4	4	29
43	5	4	5	4	3	3	4	4	32
44	5	5	5	5	5	5	5	5	40
45	4	3	4	4	4	4	4	4	31
46	4	3	4	4	4	4	5	4	32
47	4	4	4	4	3	3	3	3	28
48	3	2	5	4	3	3	3	3	26
49	2	2	2	3	5	4	2	4	24
50	2	3	2	3	4	4	5	4	27
51	5	3	5	4	3	3	4	4	31
52	2	2	2	2	5	4	3	5	25
53	4	3	4	3	5	3	2	2	26
54	3	2	3	2	4	2	3	2	21
55	3	4	3	5	2	4	5	4	30

56	3	5	3	3	4	5	5	3	31
57	3	3	3	3	3	3	4	4	26
58	3	3	3	4	4	4	3	4	28
59	4	4	5	4	3	3	4	5	32
60	3	3	3	3	4	5	3	5	29
61	3	3	3	3	3	3	4	5	27
62	4	3	2	3	4	3	5	5	29
63	4	3	4	3	5	5	3	5	32

Lampiran 17

Data Responden Variabel *Human Relation* X2

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
1	5	5	5	5	4	5	4	4	4	4	45
2	3	3	4	4	4	3	3	3	3	3	33
3	5	4	4	5	5	4	4	4	4	4	43
4	4	5	4	5	4	4	5	4	4	5	44
5	5	4	5	4	4	4	4	5	5	5	45
6	5	3	5	5	3	4	3	5	4	4	41
7	5	4	3	4	5	3	4	4	4	3	39
8	5	5	5	5	5	5	5	5	5	5	50
9	5	5	5	5	5	5	4	4	4	4	46
10	4	4	4	4	4	4	4	4	3	4	39
11	4	4	4	4	5	5	5	5	5	5	46
12	5	5	4	5	4	5	5	5	5	5	48
13	5	4	4	4	5	4	4	4	4	5	43
14	4	4	5	4	4	4	4	4	4	4	41
15	4	5	5	5	4	4	5	5	5	5	47
16	5	5	5	5	5	4	4	5	5	5	48
17	4	4	3	4	4	4	4	4	5	5	41
18	4	4	4	4	4	4	4	4	4	5	41
19	5	5	4	5	4	4	5	5	5	5	47
20	4	5	4	4	4	4	3	4	4	4	40
21	4	4	4	3	3	2	3	3	3	4	33
22	5	5	5	5	5	5	5	5	5	5	50
23	5	4	5	5	4	4	4	4	4	4	43
24	4	5	4	4	4	5	4	5	4	4	43

25	4	5	5	5	5	4	4	5	4	4	45
26	4	4	4	4	5	4	5	4	4	5	43
27	4	4	4	3	4	4	4	4	3	4	38
28	4	5	4	4	5	4	4	3	4	4	41
29	5	5	5	4	5	4	4	5	5	5	47
30	4	4	4	5	5	5	5	4	5	5	46
31	4	4	4	4	4	4	4	4	4	4	40
32	3	3	3	4	3	3	3	4	3	3	32
33	4	4	4	3	4	4	4	4	4	4	39
34	4	4	4	4	3	4	4	4	2	4	37
35	4	4	4	4	3	3	3	3	3	4	35
36	3	3	3	3	4	2	3	3	3	4	31
37	4	4	4	4	5	5	4	4	4	5	43
38	3	4	4	3	2	2	3	3	3	4	31
39	4	4	4	4	4	4	4	4	4	4	40
40	4	4	4	3	4	4	3	4	3	4	37
41	3	5	4	4	5	5	4	4	3	4	41
42	4	4	4	5	5	5	5	5	4	5	46
43	4	5	5	5	5	5	4	5	5	5	48
44	5	2	4	2	4	4	5	5	4	4	39
45	5	4	4	4	5	4	4	4	4	4	42
46	4	4	4	4	4	4	4	3	4	4	39
47	3	4	4	4	4	3	4	4	3	4	37
48	4	4	4	4	3	4	3	5	4	3	38
49	4	4	4	3	4	4	4	4	4	4	39
50	4	5	4	3	4	4	4	4	4	3	39
51	4	5	3	4	2	3	2	3	2	4	32
52	5	4	3	4	3	5	4	3	2	4	37
53	2	3	4	3	5	4	3	5	3	4	36
54	4	2	4	3	5	4	2	3	4	4	35
55	4	4	5	5	4	4	4	4	4	3	41
56	4	3	5	4	5	3	5	4	4	3	40
57	3	4	3	2	4	4	5	4	5	5	39
58	3	4	5	4	5	3	4	5	3	4	40
59	4	5	5	4	5	5	5	4	4	4	45
60	4	3	4	3	4	5	3	4	3	5	38
61	5	5	4	4	4	5	5	5	5	4	46
62	5	5	4	5	4	5	5	4	4	5	46
63	5	2	4	5	4	5	3	3	5	3	39

Lampran 18

Data Responden Variabel Loyalitas Kerja X3

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	TOTAL
1	5	5	4	4	4	3	3	2	3	3	3	3	3	3	48
2	3	4	4	3	3	3	4	4	4	3	3	4	3	4	49
3	4	4	4	5	5	5	4	5	5	5	4	4	3	5	62
4	4	4	5	5	4	5	5	4	5	4	4	5	5	4	63
5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
6	1	4	4	4	5	4	4	4	4	5	5	4	5	4	57
7	5	5	5	5	5	5	4	5	4	3	3	5	5	5	64
8	4	5	3	3	4	4	5	4	5	4	5	5	5	5	61
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
10	4	4	4	4	4	4	4	4	4	4	3	4	4	4	55
11	2	3	4	5	5	5	4	4	4	4	4	3	2	4	53
12	4	4	4	5	5	5	5	5	5	4	4	5	4	5	64
13	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
14	4	5	5	4	5	4	4	4	4	4	4	4	4	5	60
15	5	3	5	5	5	5	5	5	5	5	5	5	5	5	68
16	5	4	5	5	5	5	4	5	4	5	4	5	5	5	66
17	5	4	4	4	4	4	4	4	4	4	4	4	4	4	57
18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
19	5	4	4	4	4	4	4	5	5	5	5	4	4	5	62
20	3	3	3	3	3	3	3	3	3	3	3	3	1	3	40
21	4	4	4	4	4	4	4	3	4	3	4	3	4	4	53
22	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70
23	5	4	5	5	4	5	5	4	5	5	5	5	3	3	63
24	4	5	4	4	5	4	5	4	4	3	4	4	4	4	58
25	5	5	4	4	4	5	4	3	4	4	5	5	5	4	61
26	5	4	4	5	5	5	5	4	4	4	5	5	4	3	62
27	3	3	4	3	4	4	4	4	4	4	3	4	4	3	51
28	4	5	1	5	3	1	2	2	5	4	5	2	4	5	48
29	5	5	5	5	5	5	4	4	5	5	4	4	4	4	64
30	4	4	4	4	4	4	4	4	4	4	4	5	4	4	57
31	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
32	4	4	4	4	3	3	4	2	1	2	3	2	2	2	40
33	3	1	3	1	3	3	1	4	2	2	1	1	4	1	30
34	1	1	2	3	3	3	5	4	2	3	5	3	3	3	41

35	2	5	3	3	3	4	4	1	4	5	4	2	3	4	47
36	1	2	3	3	3	5	2	1	4	4	3	3	2	2	38
37	5	4	2	4	4	5	3	4	4	4	4	4	4	3	54
38	2	4	4	4	2	3	2	3	4	4	3	3	4	4	46
39	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
40	3	2	1	1	3	1	4	1	4	1	1	3	1	3	29
41	4	4	4	4	5	5	4	3	5	5	4	5	3	4	59
42	5	4	5	5	5	5	5	4	5	5	5	4	4	4	65
43	5	5	5	5	5	5	5	5	5	5	5	5	3	4	67
44	4	4	4	2	4	4	2	4	5	4	4	4	4	5	54
45	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
46	4	4	4	4	4	4	4	4	4	4	3	3	3	4	53
47	4	4	4	4	4	4	4	4	4	4	3	4	3	4	54
48	5	5	4	4	3	4	3	4	4	4	3	4	3	4	54
49	4	4	4	5	4	4	3	3	4	4	3	4	3	4	53
50	4	4	3	4	3	4	4	3	4	4	3	4	3	4	51
51	5	4	5	4	3	4	3	5	4	3	5	3	3	4	55
52	5	3	5	3	3	4	2	3	4	5	3	5	3	5	53
53	5	4	3	4	4	4	5	3	5	4	5	4	4	4	58
54	4	4	3	5	4	3	3	2	3	4	4	4	4	4	51
55	4	5	4	4	5	3	3	5	4	5	4	4	3	4	57
56	4	4	5	3	5	3	5	3	5	3	5	5	4	4	58
57	4	5	5	4	5	3	5	4	4	5	3	4	3	4	58
58	4	4	5	4	5	4	5	4	4	4	3	3	4	3	56
59	5	4	5	4	5	4	5	4	5	4	5	5	4	5	64
60	4	4	3	5	3	5	4	4	3	4	2	5	2	5	53
61	5	4	3	5	3	5	4	5	5	3	5	4	5	5	61
62	5	4	5	4	5	3	5	5	4	5	3	4	4	3	59
63	5	5	4	4	3	5	5	4	5	5	4	5	4	5	63

Lamiran 19

Data MSI Variabel Kinerja Y

Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
4,246	4,845	4,805	4,628	4,694	4,931	4,143	4,436	2,705	4,627	44,060
2,814	3,460	3,416	3,375	3,484	3,677	2,892	3,204	1,869	2,315	30,505
4,246	3,460	3,416	3,375	4,694	3,677	4,143	3,204	3,860	3,377	37,452
2,814	4,845	3,416	3,375	4,694	4,931	2,892	4,436	2,705	3,377	37,484
1,640	2,296	2,202	2,264	2,581	2,663	1,911	2,257	1,869	2,315	22,000

2,814	1,000	2,202	3,375	1,000	4,931	4,143	4,436	2,705	3,377	29,982
4,246	4,845	4,805	4,628	4,694	4,931	4,143	4,436	3,860	4,627	45,216
1,640	2,296	2,202	2,264	3,484	2,663	1,911	3,204	2,705	3,377	25,746
4,246	4,845	4,805	4,628	4,694	4,931	4,143	4,436	3,860	4,627	45,216
2,814	3,460	3,416	4,628	3,484	3,677	2,892	3,204	2,705	3,377	33,656
2,814	3,460	3,416	2,264	4,694	3,677	1,911	4,436	1,000	3,377	31,049
4,246	3,460	3,416	4,628	3,484	2,663	2,892	3,204	1,869	4,627	34,489
4,246	3,460	3,416	3,375	3,484	2,663	2,892	2,257	1,000	4,627	31,420
4,246	4,845	4,805	3,375	4,694	4,931	4,143	3,204	2,705	3,377	40,324
2,814	3,460	4,805	2,264	3,484	3,677	4,143	2,257	2,705	4,627	34,235
2,814	3,460	4,805	2,264	4,694	3,677	4,143	4,436	3,860	4,627	38,780
2,814	2,296	2,202	2,264	2,581	3,677	2,892	3,204	2,705	3,377	28,012
2,814	3,460	3,416	3,375	3,484	3,677	2,892	3,204	2,705	3,377	32,402
2,814	3,460	3,416	3,375	3,484	3,677	4,143	4,436	3,860	4,627	37,291
4,246	2,296	2,202	2,264	2,581	2,663	1,911	2,257	1,869	2,315	24,606
2,814	3,460	2,202	2,264	2,581	2,663	1,911	3,204	1,869	3,377	26,345
4,246	4,845	4,805	4,628	4,694	4,931	4,143	4,436	3,860	4,627	45,216
4,246	4,845	3,416	3,375	3,484	4,931	4,143	4,436	1,869	4,627	39,371
2,814	3,460	2,202	3,375	3,484	3,677	2,892	3,204	3,860	2,315	31,282
2,814	3,460	3,416	4,628	4,694	3,677	2,892	3,204	3,860	3,377	36,022
4,246	4,845	4,805	4,628	4,694	3,677	2,892	4,436	2,705	3,377	40,304
2,814	3,460	3,416	3,375	4,694	3,677	2,892	4,436	2,705	3,377	34,845
4,246	3,460	3,416	3,375	4,694	2,663	2,892	3,204	3,860	4,627	36,437
4,246	3,460	4,805	3,375	3,484	3,677	4,143	4,436	2,705	3,377	37,706
4,246	4,845	3,416	3,375	3,484	4,931	2,892	4,436	3,860	3,377	38,862
2,814	3,460	3,416	3,375	3,484	3,677	2,892	3,204	2,705	3,377	32,402
2,814	3,460	3,416	1,489	1,872	3,677	2,892	3,204	1,869	2,315	27,008
2,814	4,845	3,416	2,264	2,581	1,872	2,892	1,000	1,000	1,000	23,684
2,814	3,460	3,416	3,375	3,484	3,677	2,892	2,257	1,000	2,315	28,689
2,814	3,460	3,416	3,375	2,581	3,677	2,892	1,000	1,869	3,377	28,461
1,000	4,845	1,517	1,000	1,872	2,663	2,892	2,257	1,000	1,517	20,563
2,814	3,460	3,416	3,375	3,484	1,000	2,892	2,257	1,869	2,315	26,882
2,814	2,296	3,416	2,264	3,484	3,677	2,892	3,204	1,869	2,315	28,231
2,814	3,460	3,416	3,375	3,484	3,677	2,892	3,204	2,705	3,377	32,402
1,000	1,632	1,000	1,000	1,872	2,663	1,911	1,640	2,705	3,377	18,800
4,246	4,845	3,416	3,375	4,694	3,677	4,143	4,436	3,860	4,627	41,318
4,246	3,460	3,416	4,628	3,484	3,677	2,892	3,204	2,705	4,627	36,339
4,246	3,460	3,416	3,375	4,694	4,931	4,143	4,436	3,860	4,627	41,189
2,814	3,460	3,416	3,375	3,484	1,872	1,000	3,204	1,000	3,377	27,001

4,246	3,460	3,416	3,375	3,484	3,677	2,892	3,204	2,705	3,377	33,835
2,814	3,460	3,416	3,375	3,484	3,677	4,143	3,204	2,705	3,377	33,653
4,246	3,460	3,416	3,375	3,484	3,677	2,892	3,204	2,705	3,377	33,835
4,246	3,460	3,416	3,375	4,694	2,663	2,892	4,436	2,705	3,377	35,264
2,814	3,460	3,416	2,264	1,872	1,872	1,000	1,640	2,705	3,377	24,420
2,814	1,632	3,416	3,375	3,484	1,872	2,892	3,204	2,705	4,627	30,020
4,246	3,460	3,416	3,375	3,484	3,677	4,143	2,257	2,705	4,627	35,389
2,814	2,296	3,416	4,628	2,581	3,677	1,000	3,204	2,705	4,627	30,948
2,814	2,296	4,805	4,628	3,484	3,677	1,911	3,204	3,860	2,315	32,994
2,814	4,845	3,416	2,264	2,581	1,872	1,911	3,204	1,000	3,377	27,284
2,814	3,460	2,202	2,264	1,872	3,677	1,911	1,640	3,860	2,315	26,016
2,814	3,460	4,805	2,264	2,581	3,677	4,143	2,257	3,860	3,377	33,238
4,246	3,460	3,416	2,264	2,581	2,663	2,892	3,204	3,860	3,377	31,964
2,814	3,460	2,202	3,375	3,484	2,663	4,143	2,257	2,705	4,627	31,729
2,814	4,845	3,416	4,628	3,484	4,931	4,143	3,204	3,860	3,377	38,702
4,246	2,296	4,805	3,375	2,581	4,931	1,911	4,436	1,869	2,315	32,766
2,814	2,296	4,805	2,264	3,484	2,663	4,143	3,204	1,869	4,627	32,168
1,640	3,460	4,805	4,628	4,694	3,677	4,143	3,204	3,860	2,315	36,426
4,246	3,460	4,805	3,375	4,694	2,663	4,143	2,257	3,860	4,627	38,130

Lampiran 20

Data MSI Variabel *Knowledge Sharing* (X1)

X1	X2	X3	X4	X5	X6	X7	X8	TOTAL
4,979	4,417	4,118	4,465	4,343	4,052	4,117	4,174	34,664
2,858	2,266	2,085	2,158	2,251	2,012	2,048	2,042	17,719
2,858	2,266	2,085	3,253	2,251	4,052	2,982	4,174	23,920
3,866	4,417	4,118	4,465	3,275	4,052	2,982	4,174	31,349
2,858	2,266	2,085	2,158	2,251	2,012	2,048	2,042	17,719
3,866	1,000	1,000	4,465	3,275	4,052	4,117	2,042	23,817
4,979	2,266	3,029	4,465	1,000	4,052	2,982	2,042	24,814
2,858	2,266	3,029	3,253	4,343	2,924	2,048	4,174	24,895
4,979	4,417	4,118	4,465	4,343	4,052	4,117	4,174	34,664
3,866	3,344	3,029	3,253	3,275	2,924	2,982	3,000	25,673
3,866	3,344	3,029	3,253	4,343	4,052	4,117	4,174	30,178
2,858	4,417	2,085	2,158	3,275	2,924	2,982	4,174	24,873
3,866	3,344	4,118	3,253	2,251	2,924	2,982	4,174	26,912
2,858	3,344	4,118	3,253	3,275	2,924	4,117	3,000	26,890
2,858	3,344	4,118	4,465	4,343	2,924	2,048	4,174	28,275

2,858	3,344	3,029	4,465	4,343	4,052	4,117	4,174	30,382
2,858	2,266	2,085	2,158	2,251	2,924	2,982	3,000	20,523
3,866	3,344	3,029	3,253	3,275	2,924	2,982	3,000	25,673
4,979	3,344	3,029	3,253	4,343	4,052	2,982	3,000	28,981
2,858	2,266	2,085	2,158	2,251	2,012	2,048	2,042	17,719
3,866	2,266	2,085	2,158	2,251	2,012	2,048	2,042	18,727
4,979	4,417	4,118	4,465	4,343	4,052	4,117	4,174	34,664
1,872	3,344	3,029	3,253	2,251	4,052	4,117	3,000	24,917
1,872	2,266	3,029	3,253	2,251	2,924	4,117	4,174	23,885
2,858	2,266	3,029	3,253	2,251	2,924	2,982	3,000	22,562
4,979	3,344	4,118	3,253	3,275	4,052	4,117	4,174	31,312
3,866	2,266	3,029	3,253	1,000	2,924	4,117	3,000	23,454
3,866	1,000	1,000	4,465	2,251	2,012	4,117	1,000	19,711
3,866	3,344	3,029	3,253	2,251	2,924	2,982	4,174	25,823
3,866	4,417	3,029	4,465	3,275	4,052	2,982	3,000	29,085
3,866	3,344	3,029	3,253	3,275	2,924	2,982	3,000	25,673
2,858	2,266	2,085	2,158	1,000	2,012	1,000	2,042	15,420
3,866	3,344	2,085	2,158	2,251	1,000	2,048	3,000	19,751
3,866	2,266	2,085	3,253	3,275	1,000	2,982	2,042	20,769
3,866	3,344	3,029	2,158	2,251	2,924	2,048	3,000	22,619
1,000	3,344	4,118	1,000	2,251	1,000	2,048	2,042	16,803
4,979	2,266	2,085	3,253	3,275	4,052	1,000	2,042	22,952
2,858	2,266	2,085	3,253	3,275	2,924	2,982	2,042	21,685
3,866	3,344	3,029	3,253	3,275	2,924	2,982	3,000	25,673
4,979	3,344	3,029	3,253	3,275	2,924	4,117	3,000	27,921
2,858	2,266	2,085	4,465	2,251	1,000	2,982	3,000	20,906
3,866	2,266	3,029	3,253	2,251	2,012	2,982	3,000	22,658
4,979	3,344	4,118	3,253	2,251	2,012	2,982	3,000	25,939
4,979	4,417	4,118	4,465	4,343	4,052	4,117	4,174	34,664
3,866	2,266	3,029	3,253	3,275	2,924	2,982	3,000	24,595
3,866	2,266	3,029	3,253	3,275	2,924	4,117	3,000	25,730
3,866	3,344	3,029	3,253	2,251	2,012	2,048	2,042	21,845
2,858	1,000	4,118	3,253	2,251	2,012	2,048	2,042	19,582
1,872	1,000	1,000	2,158	4,343	2,924	1,000	3,000	17,297
1,872	2,266	1,000	2,158	3,275	2,924	4,117	3,000	20,611
4,979	2,266	4,118	3,253	2,251	2,012	2,982	3,000	24,860
1,872	1,000	1,000	1,000	4,343	2,924	2,048	4,174	18,361
3,866	2,266	3,029	2,158	4,343	2,012	1,000	1,000	19,673
2,858	1,000	2,085	1,000	3,275	1,000	2,048	1,000	14,266

2,858	3,344	2,085	4,465	1,000	2,924	4,117	3,000	23,793
2,858	4,417	2,085	2,158	3,275	4,052	4,117	2,042	25,003
2,858	2,266	2,085	2,158	2,251	2,012	2,982	3,000	19,611
2,858	2,266	2,085	3,253	3,275	2,924	2,048	3,000	21,709
3,866	3,344	4,118	3,253	2,251	2,012	2,982	4,174	26,000
2,858	2,266	2,085	2,158	3,275	4,052	2,048	4,174	22,915
2,858	2,266	2,085	2,158	2,251	2,012	2,982	4,174	20,785
3,866	2,266	1,000	2,158	3,275	2,012	4,117	4,174	22,867
3,866	2,266	3,029	2,158	4,343	4,052	2,048	4,174	25,934

Lamiran 21

Data MSI Variabel *Human Relation* (X2)

X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL
4,627	4,174	3,930	4,402	2,941	4,273	3,225	2,300	3,126	2,351	35,347
2,041	1,797	2,477	3,117	2,941	1,837	2,092	1,000	2,042	1,000	20,343
4,627	2,844	2,477	4,402	4,276	2,930	3,225	2,300	3,126	2,351	32,557
3,262	4,174	2,477	4,402	2,941	2,930	4,508	2,300	3,126	3,730	33,849
4,627	2,844	3,930	3,117	2,941	2,930	3,225	3,630	4,383	3,730	35,356
4,627	1,797	3,930	4,402	1,857	2,930	2,092	3,630	3,126	2,351	30,741
4,627	2,844	1,000	3,117	4,276	1,837	3,225	2,300	3,126	1,000	27,352
4,627	4,174	3,930	4,402	4,276	4,273	4,508	3,630	4,383	3,730	41,931
4,627	4,174	3,930	4,402	4,276	4,273	3,225	2,300	3,126	2,351	36,682
3,262	2,844	2,477	3,117	2,941	2,930	3,225	2,300	2,042	2,351	27,489
3,262	2,844	2,477	3,117	4,276	4,273	4,508	3,630	4,383	3,730	36,499
4,627	4,174	2,477	4,402	2,941	4,273	4,508	3,630	4,383	3,730	39,143
4,627	2,844	2,477	3,117	4,276	2,930	3,225	2,300	3,126	3,730	32,651
3,262	2,844	3,930	3,117	2,941	2,930	3,225	2,300	3,126	2,351	30,025
3,262	4,174	3,930	4,402	2,941	2,930	4,508	3,630	4,383	3,730	37,889
4,627	4,174	3,930	4,402	4,276	2,930	3,225	3,630	4,383	3,730	39,305
3,262	2,844	1,000	3,117	2,941	2,930	3,225	2,300	4,383	3,730	29,732
3,262	2,844	2,477	3,117	2,941	2,930	3,225	2,300	3,126	3,730	29,951
4,627	4,174	2,477	4,402	2,941	2,930	4,508	3,630	4,383	3,730	37,801
3,262	4,174	2,477	3,117	2,941	2,930	2,092	2,300	3,126	2,351	28,769
3,262	2,844	2,477	2,021	1,857	1,000	2,092	1,000	2,042	2,351	20,945
4,627	4,174	3,930	4,402	4,276	4,273	4,508	3,630	4,383	3,730	41,931
4,627	2,844	3,930	4,402	2,941	2,930	3,225	2,300	3,126	2,351	32,675

3,262	4,174	2,477	3,117	2,941	4,273	3,225	3,630	3,126	2,351	32,575
3,262	4,174	3,930	4,402	4,276	2,930	3,225	3,630	3,126	2,351	35,304
3,262	2,844	2,477	3,117	4,276	2,930	4,508	2,300	3,126	3,730	32,569
3,262	2,844	2,477	2,021	2,941	2,930	3,225	2,300	2,042	2,351	26,392
3,262	4,174	2,477	3,117	4,276	2,930	3,225	1,000	3,126	2,351	29,937
4,627	4,174	3,930	3,117	4,276	2,930	3,225	3,630	4,383	3,730	38,021
3,262	2,844	2,477	4,402	4,276	4,273	4,508	2,300	4,383	3,730	36,453
3,262	2,844	2,477	3,117	2,941	2,930	3,225	2,300	3,126	2,351	28,572
2,041	1,797	1,000	3,117	1,857	1,837	2,092	2,300	2,042	1,000	19,083
3,262	2,844	2,477	2,021	2,941	2,930	3,225	2,300	3,126	2,351	27,476
3,262	2,844	2,477	3,117	1,857	2,930	3,225	2,300	1,000	2,351	25,363
3,262	2,844	2,477	3,117	1,857	1,837	2,092	1,000	2,042	2,351	22,879
2,041	1,797	1,000	2,021	2,941	1,000	2,092	1,000	2,042	2,351	18,284
3,262	2,844	2,477	3,117	4,276	4,273	3,225	2,300	3,126	3,730	32,629
2,041	2,844	2,477	2,021	1,000	1,000	2,092	1,000	2,042	2,351	18,866
3,262	2,844	2,477	3,117	2,941	2,930	3,225	2,300	3,126	2,351	28,572
3,262	2,844	2,477	2,021	2,941	2,930	2,092	2,300	2,042	2,351	25,259
2,041	4,174	2,477	3,117	4,276	4,273	3,225	2,300	2,042	2,351	30,275
3,262	2,844	2,477	4,402	4,276	4,273	4,508	3,630	3,126	3,730	36,526
3,262	4,174	3,930	4,402	4,276	4,273	3,225	3,630	4,383	3,730	39,283
4,627	1,000	2,477	1,000	2,941	2,930	4,508	3,630	3,126	2,351	28,589
4,627	2,844	2,477	3,117	4,276	2,930	3,225	2,300	3,126	2,351	31,272
3,262	2,844	2,477	3,117	2,941	2,930	3,225	1,000	3,126	2,351	27,272
2,041	2,844	2,477	3,117	2,941	1,837	3,225	2,300	2,042	2,351	25,174
3,262	2,844	2,477	3,117	1,857	2,930	2,092	3,630	3,126	1,000	26,334
3,262	2,844	2,477	2,021	2,941	2,930	3,225	2,300	3,126	2,351	27,476
3,262	4,174	2,477	2,021	2,941	2,930	3,225	2,300	3,126	1,000	27,455
3,262	4,174	1,000	3,117	1,000	1,837	1,000	1,000	1,000	2,351	19,742
4,627	2,844	1,000	3,117	1,857	4,273	3,225	1,000	1,000	2,351	25,294
1,000	1,797	2,477	2,021	4,276	2,930	2,092	3,630	2,042	2,351	24,615
3,262	1,000	2,477	2,021	4,276	2,930	1,000	1,000	3,126	2,351	23,442
3,262	2,844	3,930	4,402	2,941	2,930	3,225	2,300	3,126	1,000	29,959
3,262	1,797	3,930	3,117	4,276	1,837	4,508	2,300	3,126	1,000	29,153
2,041	2,844	1,000	1,000	2,941	2,930	4,508	2,300	4,383	3,730	27,676
2,041	2,844	3,930	3,117	4,276	1,837	3,225	3,630	2,042	2,351	29,291
3,262	4,174	3,930	3,117	4,276	4,273	4,508	2,300	3,126	2,351	35,316
3,262	1,797	2,477	2,021	2,941	4,273	2,092	2,300	2,042	3,730	26,934
4,627	4,174	2,477	3,117	2,941	4,273	4,508	3,630	4,383	2,351	36,480
4,627	4,174	2,477	4,402	2,941	4,273	4,508	2,300	3,126	3,730	36,556

| 4,627 | 1,000 | 2,477 | 4,402 | 2,941 | 4,273 | 2,092 | 1,000 | 4,383 | 1,000 | 28,194 |

Lampiran 22

Data MSI Variabel Loyaliatas (X3)

X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	TOTAL
4,113	4,546	3,203	3,138	3,442	2,092	2,523	1,662	2,132	2,367	2,348	2,476	2,529	2,367	38,939
2,007	3,134	3,203	2,074	2,392	2,092	3,441	3,213	3,259	2,367	2,348	3,462	2,529	3,461	38,983
2,849	3,134	3,203	4,436	4,595	4,369	3,441	4,510	4,660	4,730	3,350	3,462	2,529	4,766	54,034
2,849	3,134	4,471	4,436	3,442	4,369	4,694	3,213	4,660	3,440	3,350	4,694	4,826	3,461	55,040
2,007	2,012	2,186	2,074	2,392	2,092	2,523	2,221	2,132	2,367	2,348	2,476	2,529	2,367	31,727
1,000	3,134	3,203	3,138	4,595	3,141	3,441	3,213	3,259	4,730	4,471	3,462	4,826	3,461	49,074
4,113	4,546	4,471	4,436	4,595	4,369	3,441	4,510	3,259	2,367	2,348	4,694	4,826	4,766	56,740
2,849	4,546	2,186	2,074	3,442	3,141	4,694	3,213	4,660	3,440	4,471	4,694	4,826	4,766	53,003
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	46,127
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	2,348	3,462	3,593	3,461	45,125
1,610	2,012	3,203	4,436	4,595	4,369	3,441	3,213	3,259	3,440	3,350	2,476	1,702	3,461	44,567
2,849	3,134	3,203	4,436	4,595	4,369	4,694	4,510	4,660	3,440	3,350	4,694	3,593	4,766	56,294
4,113	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	2,529	3,461	46,327
2,849	4,546	4,471	3,138	4,595	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	4,766	51,265
4,113	2,012	4,471	4,436	4,595	4,369	4,694	4,510	4,660	4,730	4,471	4,694	4,826	4,766	61,346
4,113	3,134	4,471	4,436	4,595	4,369	3,441	4,510	3,259	4,730	3,350	4,694	4,826	4,766	58,693
4,113	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	47,391
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	46,127
4,113	3,134	3,203	3,138	3,442	3,141	3,441	4,510	4,660	4,730	4,471	3,462	3,593	4,766	53,805
2,007	2,012	2,186	2,074	2,392	2,092	2,523	2,221	2,132	2,367	2,348	2,476	1,000	2,367	30,198
2,849	3,134	3,203	3,138	3,442	3,141	3,441	2,221	3,259	2,367	3,350	2,476	3,593	3,461	43,076
4,113	4,546	4,471	4,436	4,595	4,369	4,694	4,510	4,660	4,730	4,471	4,694	4,826	4,766	63,881
4,113	3,134	4,471	4,436	3,442	4,369	4,694	3,213	4,660	4,730	4,471	4,694	2,529	2,367	55,323
2,849	4,546	3,203	3,138	4,595	3,141	4,694	3,213	3,259	2,367	3,350	3,462	3,593	3,461	48,873
4,113	4,546	3,203	3,138	3,442	4,369	3,441	2,221	3,259	3,440	4,471	4,694	4,826	3,461	52,625
4,113	3,134	3,203	4,436	4,595	4,369	4,694	3,213	3,259	3,440	4,471	4,694	3,593	2,367	53,582
2,007	2,012	3,203	2,074	3,442	3,141	3,441	3,213	3,259	3,440	2,348	3,462	3,593	2,367	41,003
2,849	4,546	1,000	4,436	2,392	1,000	1,872	1,662	4,660	3,440	4,471	1,725	3,593	4,766	42,413
4,113	4,546	4,471	4,436	4,595	4,369	3,441	3,213	4,660	4,730	3,350	3,462	3,593	3,461	56,440
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	4,694	3,593	3,461	47,359
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	46,127
2,849	3,134	3,203	3,138	2,392	2,092	3,441	1,662	1,000	1,632	2,348	1,725	1,702	1,632	31,951
2,007	1,000	2,186	1,000	2,392	2,092	1,000	3,213	1,632	1,632	1,000	1,000	3,593	1,000	24,749

1,000	1,000	1,570	2,074	2,392	2,092	4,694	3,213	1,632	2,367	4,471	2,476	2,529	2,367	33,878
1,610	4,546	2,186	2,074	2,392	3,141	3,441	1,000	3,259	4,730	3,350	1,725	2,529	3,461	39,444
1,000	1,570	2,186	2,074	2,392	4,369	1,872	1,000	3,259	3,440	2,348	2,476	1,702	1,632	31,321
4,113	3,134	1,570	3,138	3,442	4,369	2,523	3,213	3,259	3,440	3,350	3,462	3,593	2,367	44,975
1,610	3,134	3,203	3,138	1,000	2,092	1,872	2,221	3,259	3,440	2,348	2,476	3,593	3,461	36,848
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	46,127
2,007	1,570	1,000	1,000	2,392	1,000	3,441	1,000	3,259	1,000	1,000	2,476	1,000	2,367	24,513
2,849	3,134	3,203	3,138	4,595	4,369	3,441	2,221	4,660	4,730	3,350	4,694	2,529	3,461	50,375
4,113	3,134	4,471	4,436	4,595	4,369	4,694	3,213	4,660	4,730	4,471	3,462	3,593	3,461	57,403
4,113	4,546	4,471	4,436	4,595	4,369	4,694	4,510	4,660	4,730	4,471	4,694	2,529	3,461	60,279
2,849	3,134	3,203	1,489	3,442	3,141	1,872	3,213	4,660	3,440	3,350	3,462	3,593	4,766	45,615
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	3,350	3,462	3,593	3,461	46,127
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	2,348	2,476	2,529	3,461	43,075
2,849	3,134	3,203	3,138	3,442	3,141	3,441	3,213	3,259	3,440	2,348	3,462	2,529	3,461	44,061
4,113	4,546	3,203	3,138	2,392	3,141	2,523	3,213	3,259	3,440	2,348	3,462	2,529	3,461	44,769
2,849	3,134	3,203	4,436	3,442	3,141	2,523	2,221	3,259	3,440	2,348	3,462	2,529	3,461	43,449
2,849	3,134	2,186	3,138	2,392	3,141	3,441	2,221	3,259	3,440	2,348	3,462	2,529	3,461	41,002
4,113	3,134	4,471	3,138	2,392	3,141	2,523	4,510	3,259	2,367	4,471	2,476	2,529	3,461	45,986
4,113	2,012	4,471	2,074	2,392	3,141	1,872	2,221	3,259	4,730	2,348	4,694	2,529	4,766	44,621
4,113	3,134	2,186	3,138	3,442	3,141	4,694	2,221	4,660	3,440	4,471	3,462	3,593	3,461	49,158
2,849	3,134	2,186	4,436	3,442	2,092	2,523	1,662	2,132	3,440	3,350	3,462	3,593	3,461	41,764
2,849	4,546	3,203	3,138	4,595	2,092	2,523	4,510	3,259	4,730	3,350	3,462	2,529	3,461	48,248
2,849	3,134	4,471	2,074	4,595	2,092	4,694	2,221	4,660	2,367	4,471	4,694	3,593	3,461	49,378
2,849	4,546	4,471	3,138	4,595	2,092	4,694	3,213	3,259	4,730	2,348	3,462	2,529	3,461	49,388
2,849	3,134	4,471	3,138	4,595	3,141	4,694	3,213	3,259	3,440	2,348	2,476	3,593	2,367	46,719
4,113	3,134	4,471	3,138	4,595	3,141	4,694	3,213	4,660	3,440	4,471	4,694	3,593	4,766	56,125
2,849	3,134	2,186	4,436	2,392	4,369	3,441	3,213	2,132	3,440	1,489	4,694	1,702	4,766	44,244
4,113	3,134	2,186	4,436	2,392	4,369	3,441	4,510	4,660	2,367	4,471	3,462	4,826	4,766	53,133
4,113	3,134	4,471	3,138	4,595	2,092	4,694	4,510	3,259	4,730	2,348	3,462	3,593	2,367	50,506
4,113	4,546	3,203	3,138	2,392	4,369	4,694	3,213	4,660	4,730	3,350	4,694	3,593	4,766	55,462

Lampiran 23

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		63
Normal Parameters[a,b]	Mean	.0000000

	Std. Deviation	3.64695229
Most Extreme Differences	Absolute	.103
	Positive	.064
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed)		.096[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 24

Hasil Uji Multikolinearitas

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Knowledge Sharing	.674	1.484
	Human Relation	.525	1.905
	Loyalitas Kerja	.622	1.608
a. Dependent Variable: Kinerja			

Lampiran 25

Hasil Uji Autokorelasi

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.772[a]	.596	.576	3.73852	2.123
a. Predictors: (Constant), Loyalitas Kerja, Knowledge Sharing, Human Relation					
b. Dependent Variable: Kinerja					

Lampiran 26

Hasil Uji Heteroskedastisitas

Scatterplot
Dependent Variable: Kinerja
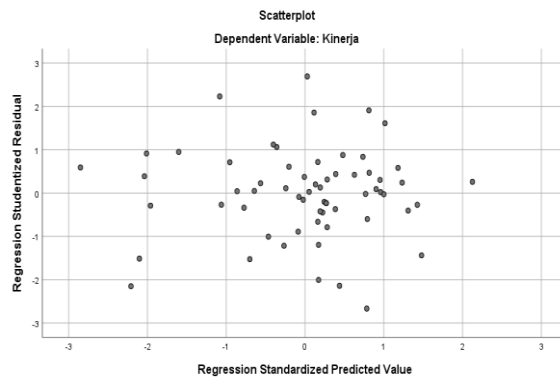
Lampiran 27

Hasil Regresi Linear Berganda

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.959	4.331		1.838	.071
	Knowledge Sharing	.383	.129	.299	2.966	.004
	Human Relation	-.111	.139	-.091	-.797	.429
	Loyalitas Kerja	.447	.071	.657	6.264	.000
a. Dependent Variable: Kinerja						

Lampiran 28

Hasil Uji t

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.959	4.331		1.838	.071
	Knowledge Sharing	.383	.129	.299	2.966	.004
	Human Relation	-.111	.139	-.091	-.797	.429
	Loyalitas Kerja	.447	.071	.657	6.264	.000
a. Dependent Variable: Kinerja						

Lampiran 29

Hasil Uji F

ANOVAᵃ

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1217.384	3	405.795	29.034	.000ᵇ
	Residual	824.616	59	13.977		
	Total	2042.000	62			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Loyalitas Kerja, Knowledge Sharing, Human Relation

Lampiran 30
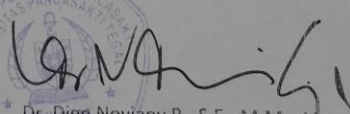
Hasil Koefisien Determinasi

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.772ᵃ	.596	.576	3.73852

a. Predictors: (Constant), Loyalitas Kerja, Knowledge Sharing, Human Relation

b. Dependent Variable: Kinerja

Lampiran 31 Surat Izin Penelitian

YAYASAN PENDIDIKAN PANCASAKTI
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS
Jalan Halmahera KM.1 Kota Tegal 52121
Sekretariat : Telp (0283) 355720
Web : http//feb.upstegal.ac.id, email : feb@upstegal.ac.id

Tegal, 28 Februari 2023

Nomor	:	31/K/A/FEB/UPS/II/2023
Lampiran	:	-
Perihal	:	Ijin Penelitian dan Permintaan Data

Kepada   : Yth. Kepala
Dinas Kesehatan Kabupaten Brebes
Jl. Dr. Wahidin No.2, Kaumanpulo, Brebes, Kec. Brebes, Kab. Brebes
di – Brebes

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa di wajibkan mengadakan penelitian sebagai bahan menyusun skripsi. Berkenaan dengan hal tersebut, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa :

N a m a   : Mohamad Irfan Alwi

NPM   : 4119500259

Program Studi   : Manajemen

Judul Skripsi   : Pengaruh Knowledge Sharing, Human Relation dan Loyalitas Kerja terhadap Kinerja Pegawai Dinas Kesehatan Kab. Brebes

Atas bantuan dan kerja sama yang baik kami ucapkan terima kasih.

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Lampiran 32 Surat Balasan Dari Dinas Kesehatan Kabupaten Brebes

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Adalah benar yang bersangkutan mahasiswa Universitas Pancasakti Fakultas Ekonomi dan Bisnis telah melakukan pengambilan data untuk penelitian dengan judul **Pengaruh Knowledge Sharing, Human Relation dan Loyalitas Kerja Terhadap Kinerja Pegawai Dinas Kesehatan Kab. Brebes** pada bulan Oktober s/d November 2023.

Demikian surat keterangan ini dibuat dengan sebenarnya.

Brebes 25 November 2023
An. Kepala Dinas Kesehatan Kabupaten Brebes
Kabid Sumber Daya Kesehatan

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