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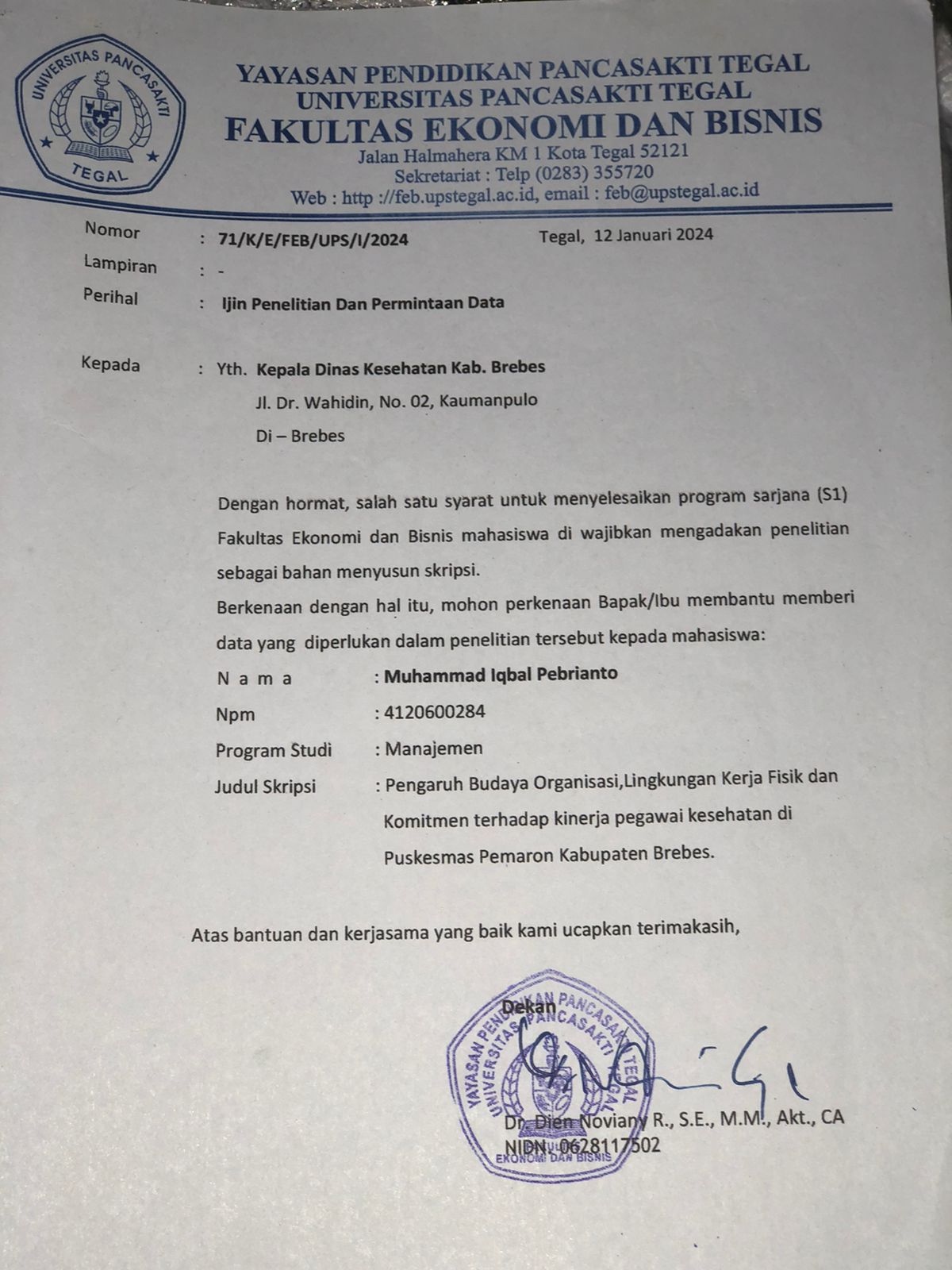
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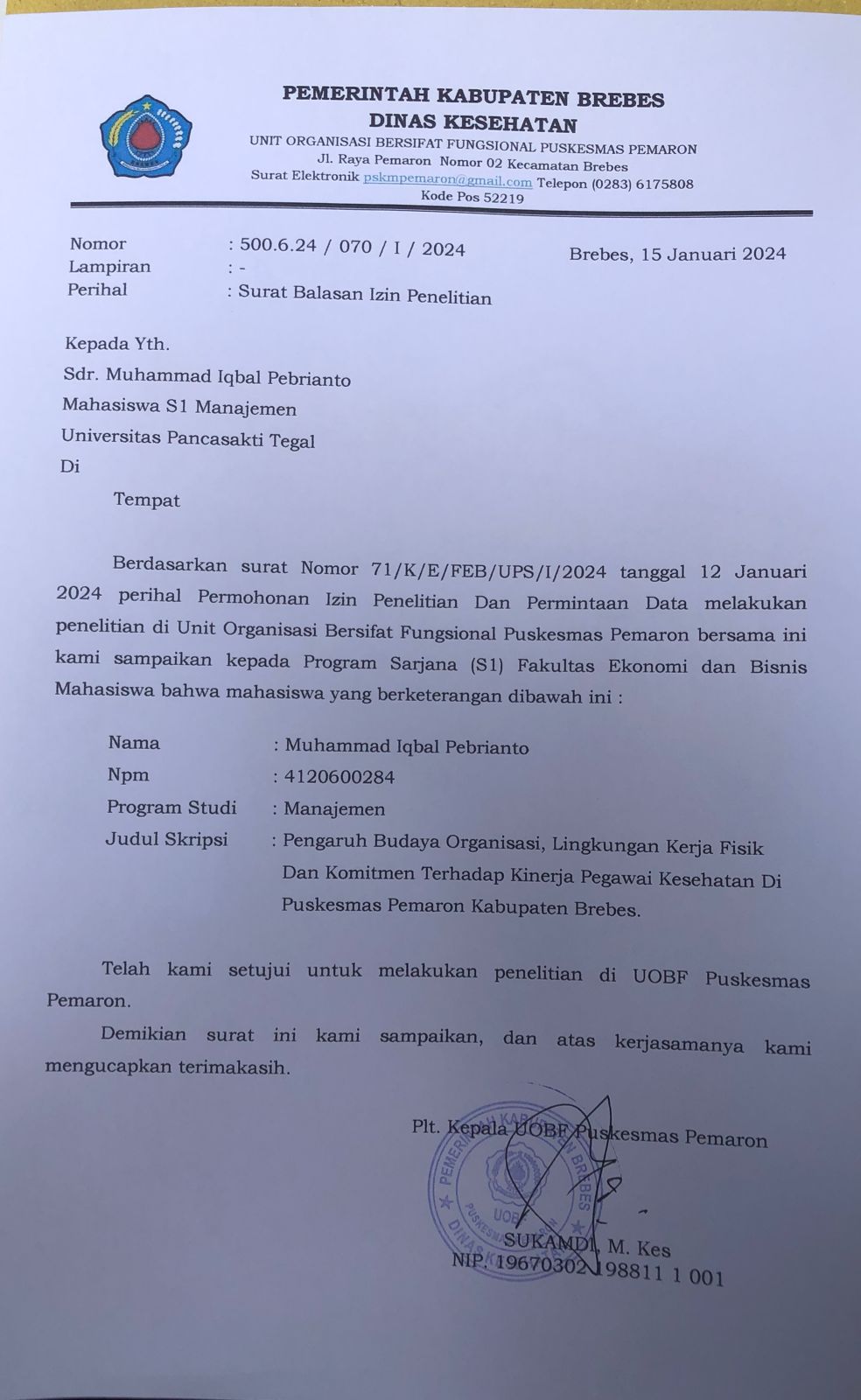
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# LAMPIRAN

Lampiran 1 Surat Izin Penelitian

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Lampiran 2 Surat Balasan Izin Penelitian

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Lampiran 3 Dokumentasi Penyebaran Kuesioner





Lampiran 4 Permohonan Pengisian Kuesioner

KATA PENGANTAR KUESIONER PENELITIAN

Perihal : Permohonan Pengisian Kuesioner

Judul penelitian : Pengaruh Budaya Organisasi, Lingkungan Kerja Fisik dan Komitmen terhadap kinerja pegawai di Puskesmas Pemaron Kabupaten Brebes

Kepada Yth. Bapak/ Ibu/ Saudara Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Muhammad Iqbal Pebrianto (4120600284) Mahasiswa Prodi Manajemen, Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari Bapak/ Ibu/ Saudara untuk mengisi kuisioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami 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 mengucapkan terimakasih.

Hormat Saya,

Muhammad Iqbal Pebrianto

KUESIONER

1. **Identitas Responden**

Untuk kelengkapan data penelitian, kami mohon Bapak/Ibu/Saudara mengisi data dibawah ini dengan memberi tanda (x) di kolom jawaban yang dipilih:

1. Jenis Kelamin : a. Laki-laki

b. Perempuan

1. Pendidikan Terakhir : a. SMA/SMK

b. D3

c. S1

d. S2

1. Umur : a. 25-30 Tahun

b. 31-40 Tahun

c. 41-45 Tahun

d. >45 Tahun

1. Lama Bekerja : a. <1 Tahun

b. 1-5 Tahun

c. 6-10 Tahun

d. >10 Tahun

1. **Petunjuk Pengisian**
2. Isi kolom identitas dengan lengkap.
3. Bacalah pernyataan dengan teliti sebelum menjawab
4. Berilah jawaban yang sesuai dengan kondisi yang bapak/ibu/saudara rasakan agar diperoleh data yang benar, akurat dan objektif
5. Perhatikan keterangan pernyataan pilihan jawaban berikut, berikan tanda (v) pada kolom yang tersedia :

Sangat Setuju (SS) : 5

Setuju (S) : 4

Netral (N) : 3

Tidak Setuju (TS) : 2

Sangat Tidak Setuju (STS) : 1

1. Isi seluruh pernyataan dengan sejujur-jujurnya, dan sangat tidak dianjurkan mengosongkan jawaban.
2. Pengisian diperbolehkan tidak runtut sesuai nomor urut.
3. Setelah selesai, berikan kuesioner ini kepada peneliti.
4. Selamat berpartisipasi dan Terima Kasih atas partisipasi saudara dalam penelitian ini.

**KUESIONER**

**KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Jumlah pekerjaan yang menjadi standar pekerjaan** | | | | | | |
| 1 | Saya dapat menyelesaikan tugas pekerjaan sesuai standar pekerjaan |  |  |  |  |  |
| 2 | Dengan keterampilan dan kemampuan yang saya miliki saya mampu mengerjakan tugas pekerjaan sesuai standar pekerjaan |  |  |  |  |  |
| **Kemampuan melaksanakan pekerjaan sesuai standar pekerjaan** | | | | | | |
| 3 | Saya memiliki kemampuan serta pengetahuan menyelesaikan pekerjaan sesuai standar yang diterapkan |  |  |  |  |  |
| 4 | Saya dapat mengikuti prosedur pekerjaan sesuai dengan standar mutu yang diterapkan |  |  |  |  |  |
| **Menyelesaikan pekerjaan dengan tepat waktu** | | | | | | |
| 5 | Saya memiliki kesadaran untuk menyelesaikan tugas tepat waktu |  |  |  |  |  |
| 6 | Saya dapat menyelesaikan tugas sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| **Tingkat Kehadiran** | | | | | | |
| 7 | Saya selalu hadir dan tidak pernah absen tanpa keterangan saat bekerja |  |  |  |  |  |
| 8 | Saya hadir tepat waktu dalam bekerja sesuai jadwal |  |  |  |  |  |
| **Menjalin hubungan dengan rekan kerja** | | | | | | |
| 9 | Saya selalu menjaga hubungan baik dengan sesama rekan kerja |  |  |  |  |  |
| 10 | Saya mampu menjalin komunikasi yang baik dengan sesama rekan kerja |  |  |  |  |  |

**KUESIONER**

**BUDAYA ORGANISASI (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Inovasi dan keberanian mengambil resiko** | | | | | | |
| 1 | Saya meyakini dengan adanya ide atau terobosan dalam pekerjaan akan menciptakan suasana baru |  |  |  |  |  |
| 2 | Saya selalu siap mengambil resiko dalam pekerjaan |  |  |  |  |  |
| **Ketelitian dan kecermatan dalam melakukan pekerjaan** | | | | | | |
| 3 | Saya selalu mempertimbangkan segala sesuatu yang saya kerjakan agar meminimalisir kesalahan |  |  |  |  |  |
| 4 | Saya selalu cermat terhadap tugas-tugas yang telah saya kerjakan |  |  |  |  |  |
| **Fokus pada tujuan dan hasil** | | | | | | |
| 5 | Saya selalu memiliki prinsip untuk selalu fokus dengan pekerjaan yang sedang saya kerjakan |  |  |  |  |  |
| 6 | Saya selalu memiliki kepercayaan untuk dapat menyelesaikan tugas agar mendapatkan hasil yang maksimal |  |  |  |  |  |
| **Kerjasama tim** | | | | | | |
| 7 | Saya mampu ikut serta dalam kerjasama tim agar tercapainya tujuan organisasi |  |  |  |  |  |
| 8 | Saya bersama rekan kerja saya saling mendukung satu sama lain agar tercapainya tujuan organisasi |  |  |  |  |  |
| **Agresif dan kompetitif** | | | | | | |
| 9 | Saya selalu menetapkan rencana kerjaan agar dapat diselesaikan sesuai target waktu yang ditentukan |  |  |  |  |  |
| 10 | Saya percaya dengan kemampuan dan skill yang dimiliki dapat membantu meningkatkan performa saat bekerja |  |  |  |  |  |

**KUESIONER**

**LINGKUNGAN KERJA FISIK (X2**)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Cahaya penerangan di tempat kerja** | | | | | | |
| 1 | Cahaya penerangan yang kurang terang ataupun menyilaukan akan menganggu saya saat bekerja |  |  |  |  |  |
| 2 | Cahaya penerangan yang merata diruangan sangat membantu saya saat bekerja |  |  |  |  |  |
| **Pertukaran udara yang optimal** | | | | | | |
| 3 | Sirkulasi udara yang masuk di ruangan saya bekerja sudah mencukupi |  |  |  |  |  |
| 4 | Ventilasi udara diruangan sudah berjalan optimal dan memadai |  |  |  |  |  |
| 5 | Tanaman di sekeliling tempat saya bekerja membantu sirkulasi udara agar tetap segar |  |  |  |  |  |
| **Bau-bauan di sekitar lingkungan tempat kerja** | | | | | | |
| 6 | Aroma di sekitar lingkungan tempat saya bekerja tidak menggangu kosentrasi saya saat bekerja |  |  |  |  |  |
| 7 | Dengan adanya *air condition (ac)* membantu ruangan tetap harum rmembuat saya lebih berkosentrasi serta fokus dalam bekerja |  |  |  |  |  |
| **Penataan tata ruang** | | | | | | |
| 8 | Penataan ruang kerja yang tersusun rapi memudahkan saya untuk melakukan pekerjaan |  |  |  |  |  |
| 9 | Perlengkapan seperti peralatan kerja yang mendukung dan memadai membuat saya bersemangat untuk bekerja |  |  |  |  |  |
| 10 | Warna ruangan yang tidak terlalu mencolok menciptakan suasana yang membuat saya nyaman saat bekerja |  |  |  |  |  |

**KUESIONER**

**KOMITMEN (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **Perasaan emosional** | | | | | | |
| 1 | Saya memiliki rasa keterikatan secara emosional terhadap tempat saya bekerja |  |  |  |  |  |
| 2 | Saya merasa bahagia saat melakukan tugas yang saya kerjakan |  |  |  |  |  |
| **Rasa ingin bertahan dalam organisasi** | | | | | | |
| 3 | Saya merasa khawatir terhadap apa yang mungkin terjadi jika saya berhenti dari pekerjaan yang sekarang |  |  |  |  |  |
| 4 | Memiliki rasa ingin bertahan karena saya ingin berkomitmen terhadap tempat saya bekerja |  |  |  |  |  |
| **Kewajiban untuk bertahan** | | | | | | |
| 5 | Saya memiliki kewajiban untuk bertahan untuk alasan kesetiaan terhadap pekerjaan |  |  |  |  |  |
| 6 | Saya memiliki kewajiban untuk bertahan untuk alasan kepatuhan terhadap tempat saya bekerja |  |  |  |  |  |
| **Kesediaan dalam menerima pekerjaan** | | | | | | |
| 7 | Masih ada tanggung jawab yang harus dikerjakan selama saya masih bekerja |  |  |  |  |  |
| 8 | Saya akan selalu bersedia dan sanggup atas pekerjaan yang saya kerjakan |  |  |  |  |  |
| **Kesadaran akan bekerja** | | | | | | |
| 9 | Saya sadar akan pekerjaan yang saya dapatkan tidak mudah, jadi saya akan bekerja semaksimal mungkin |  |  |  |  |  |
| 10 | Saya rasa jika saya keluar dari tempat saya bekerja sekarang, tidak mudah untuk mendapatkan pekerjaan baru |  |  |  |  |  |

Lampiran 5 Data Pembagian Kuesioner

**Data Pembagian Kuesioner**

|  |  |  |
| --- | --- | --- |
| No | Keterangan | Jumlah |
| 1. | Kuisioner yang dibagikan | 60 |
| 2. | Kuisioner yang tidak di isi | 0 |
| 3. | Kuisioner yang Kembali | 60 |
| 4. | Kuisioner yang di olah | 60 |

Sumber: Data diolah 2024

Lampiran 6 Jenis Kelamin Responden

**Jenis Kelamin Responden**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Jenis Kelamin | Jumlah | Prosentase |
| 1. | Laki – laki | 12 | 20% |
| 2. | Perempuan | 48 | 80% |
| Jumlah | | 60 | 100% |

Sumber: Data primer diolah 2024

Lampiran 7 Responden Berdasarkan Umur

**Responden Berdasarkan Umur**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Umur | Jumlah | Prosentase |
| 1. | 25-30 | 10 | 16,6% |
| 2. | 31-40 | 22 | 36,6% |
| 3. | 41-45 | 17 | 28,3% |
| 4. | > 45 | 11 | 18,3% |
| Jumlah | | 60 | 100% |

Sumber : Data primer diolah 2024

Lampiran 8 Responden Berdaarkan Pendidikan

**Responden Berdasarkan Pendidikan**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Pendidikan Terakhir | Jumlah | Prosentase |
| 1. | SMA/SMK | 10 | 16,7% |
| 2. | D3 | 36 | 60% |
| 3. | S1 | 13 | 21,7% |
| 4 | S2 | 1 | 1,6% |
| Jumlah | | 60 | 100% |

Sumber: Data primer diolah 2024

Lampiran 9 Responden Berdasarkan Lama Bekerja

**Responden Berdasarkan Lama Bekerja**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Lama Bekerja | Jumlah | Prosentase |
| 1. | < 1 Tahun | - | - |
| 2. | 1-5 Tahun | 15 | 25% |
| 3. | 6-10 Tahun | 28 | 46,7% |
| 4 | > 10 Tahun | 17 | 28,3% |
| Jumlah | | 60 | 100% |

Sumber : Data primer diolah 2024

Lampiran 10 Data Tabulasi Penelitian

**Data Responden Penelitian Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | TOTAL |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 9 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 13 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 43 |
| 16 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 42 |
| 17 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 42 |
| 18 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 19 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 43 |
| 20 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 21 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 22 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 42 |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 24 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 37 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 46 |
| 39 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 40 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 44 |
| 41 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 42 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 39 |
| 44 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 45 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 46 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 52 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 44 |
| 53 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 54 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 43 |
| 55 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 41 |
| 56 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 60 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |

**Data Responden Penelitian Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 41 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 43 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 11 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 12 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 13 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 16 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 18 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 19 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 20 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 21 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 22 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 24 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 30 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 38 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 39 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 40 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 41 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 44 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 44 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 45 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 47 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| 50 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 51 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 52 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 53 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 54 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 55 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 56 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 59 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 60 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |

**Data Responden Penelitian Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
| 1 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 2 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 42 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 43 |
| 6 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 43 |
| 8 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 9 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 10 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 13 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 14 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 40 |
| 17 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 40 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 19 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 41 |
| 20 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 38 |
| 21 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 41 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 41 |
| 24 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 37 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 38 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 39 |
| 42 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 37 |
| 44 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 40 |
| 45 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 39 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 47 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 50 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 51 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 39 |
| 52 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 41 |
| 53 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 54 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 40 |
| 55 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 56 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 39 |
| 59 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 60 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |

**Data Responden Penelitian Komitmen (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL |
| 1 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 2 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 36 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 8 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 41 |
| 9 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 40 |
| 10 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 13 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 41 |
| 15 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 16 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 38 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 37 |
| 18 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 19 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 21 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 22 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 38 |
| 24 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 29 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 37 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 38 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 39 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 40 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 41 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |
| 42 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 37 |
| 43 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 38 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 45 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 46 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 39 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 50 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 51 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 37 |
| 52 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 53 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 54 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 41 |
| 55 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 41 |
| 56 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 42 |
| 59 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |

Lampiran 11 Uji Validitas

**Uji Validitas Non Responden Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Total |
| Y1.1 | Pearson Correlation | 1 | .331 | .415\* | .586\*\* | .088 | .144 | .051 | .202 | .325 | .567\*\* | .546\*\* |
| Sig. (2-tailed) |  | .074 | .023 | .001 | .645 | .447 | .791 | .285 | .080 | .001 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.2 | Pearson Correlation | .331 | 1 | .616\*\* | .344 | .411\* | .083 | .465\*\* | .039 | .320 | .425\* | .676\*\* |
| Sig. (2-tailed) | .074 |  | .000 | .063 | .024 | .663 | .010 | .837 | .085 | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.3 | Pearson Correlation | .415\* | .616\*\* | 1 | .549\*\* | .372\* | .286 | .538\*\* | .252 | .286 | .284 | .741\*\* |
| Sig. (2-tailed) | .023 | .000 |  | .002 | .043 | .126 | .002 | .180 | .126 | .128 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.4 | Pearson Correlation | .586\*\* | .344 | .549\*\* | 1 | -.051 | .274 | .000 | .000 | .000 | .411\* | .452\* |
| Sig. (2-tailed) | .001 | .063 | .002 |  | .790 | .142 | 1.000 | 1.000 | 1.000 | .024 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.5 | Pearson Correlation | .088 | .411\* | .372\* | -.051 | 1 | .446\* | .729\*\* | .524\*\* | .223 | .121 | .666\*\* |
| Sig. (2-tailed) | .645 | .024 | .043 | .790 |  | .014 | .000 | .003 | .236 | .523 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.6 | Pearson Correlation | .144 | .083 | .286 | .274 | .446\* | 1 | .476\*\* | .474\*\* | .107 | .175 | .550\*\* |
| Sig. (2-tailed) | .447 | .663 | .126 | .142 | .014 |  | .008 | .008 | .573 | .355 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.7 | Pearson Correlation | .051 | .465\*\* | .538\*\* | .000 | .729\*\* | .476\*\* | 1 | .633\*\* | .538\*\* | .291 | .799\*\* |
| Sig. (2-tailed) | .791 | .010 | .002 | 1.000 | .000 | .008 |  | .000 | .002 | .118 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.8 | Pearson Correlation | .202 | .039 | .252 | .000 | .524\*\* | .474\*\* | .633\*\* | 1 | .400\* | .199 | .611\*\* |
| Sig. (2-tailed) | .285 | .837 | .180 | 1.000 | .003 | .008 | .000 |  | .029 | .291 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.9 | Pearson Correlation | .325 | .320 | .286 | .000 | .223 | .107 | .538\*\* | .400\* | 1 | .394\* | .575\*\* |
| Sig. (2-tailed) | .080 | .085 | .126 | 1.000 | .236 | .573 | .002 | .029 |  | .031 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y1.10 | Pearson Correlation | .567\*\* | .425\* | .284 | .411\* | .121 | .175 | .291 | .199 | .394\* | 1 | .581\*\* |
| Sig. (2-tailed) | .001 | .019 | .128 | .024 | .523 | .355 | .118 | .291 | .031 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .546\*\* | .676\*\* | .741\*\* | .452\* | .666\*\* | .550\*\* | .799\*\* | .611\*\* | .575\*\* | .581\*\* | 1 |
| Sig. (2-tailed) | .002 | .000 | .000 | .012 | .000 | .002 | .000 | .000 | .001 | .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). | | | | | | | | | | | | |

**Uji Validitas Non Responden Variabel Budaya Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| X1.1 | Pearson Correlation | 1 | .248 | .052 | .463\* | .531\*\* | .340 | .195 | .384\* | .218 | .118 | .506\*\* |
| Sig. (2-tailed) |  | .187 | .786 | .010 | .003 | .066 | .302 | .036 | .247 | .534 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .248 | 1 | .546\*\* | .418\* | .337 | .390\* | .521\*\* | .469\*\* | .373\* | .343 | .668\*\* |
| Sig. (2-tailed) | .187 |  | .002 | .022 | .068 | .033 | .003 | .009 | .042 | .063 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .052 | .546\*\* | 1 | .345 | .546\*\* | .630\*\* | .390\* | .313 | .499\*\* | .604\*\* | .722\*\* |
| Sig. (2-tailed) | .786 | .002 |  | .062 | .002 | .000 | .033 | .092 | .005 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .463\* | .418\* | .345 | 1 | .770\*\* | .458\* | .506\*\* | .441\* | .535\*\* | .419\* | .776\*\* |
| Sig. (2-tailed) | .010 | .022 | .062 |  | .000 | .011 | .004 | .015 | .002 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .531\*\* | .337 | .546\*\* | .770\*\* | 1 | .653\*\* | .360 | .372\* | .612\*\* | .632\*\* | .849\*\* |
| Sig. (2-tailed) | .003 | .068 | .002 | .000 |  | .000 | .051 | .043 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .340 | .390\* | .630\*\* | .458\* | .653\*\* | 1 | .510\*\* | .020 | .232 | .572\*\* | .713\*\* |
| Sig. (2-tailed) | .066 | .033 | .000 | .011 | .000 |  | .004 | .918 | .218 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .195 | .521\*\* | .390\* | .506\*\* | .360 | .510\*\* | 1 | .273 | .325 | .548\*\* | .666\*\* |
| Sig. (2-tailed) | .302 | .003 | .033 | .004 | .051 | .004 |  | .144 | .080 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .384\* | .469\*\* | .313 | .441\* | .372\* | .020 | .273 | 1 | .516\*\* | .384\* | .581\*\* |
| Sig. (2-tailed) | .036 | .009 | .092 | .015 | .043 | .918 | .144 |  | .003 | .036 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .218 | .373\* | .499\*\* | .535\*\* | .612\*\* | .232 | .325 | .516\*\* | 1 | .500\*\* | .687\*\* |
| Sig. (2-tailed) | .247 | .042 | .005 | .002 | .000 | .218 | .080 | .003 |  | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .118 | .343 | .604\*\* | .419\* | .632\*\* | .572\*\* | .548\*\* | .384\* | .500\*\* | 1 | .743\*\* |
| Sig. (2-tailed) | .534 | .063 | .000 | .021 | .000 | .001 | .002 | .036 | .005 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .506\*\* | .668\*\* | .722\*\* | .776\*\* | .849\*\* | .713\*\* | .666\*\* | .581\*\* | .687\*\* | .743\*\* | 1 |
| Sig. (2-tailed) | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Uji Validitas Non Responden Variabel Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| X2.1 | Pearson Correlation | 1 | .457\* | .454\* | .175 | .482\*\* | .475\*\* | .509\*\* | .509\*\* | .516\*\* | .687\*\* | .741\*\* |
| Sig. (2-tailed) |  | .011 | .012 | .354 | .007 | .008 | .004 | .004 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .457\* | 1 | .537\*\* | .146 | .312 | .337 | .689\*\* | .567\*\* | .636\*\* | .527\*\* | .722\*\* |
| Sig. (2-tailed) | .011 |  | .002 | .441 | .094 | .069 | .000 | .001 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .454\* | .537\*\* | 1 | .321 | .119 | .490\*\* | .550\*\* | .239 | .512\*\* | .616\*\* | .686\*\* |
| Sig. (2-tailed) | .012 | .002 |  | .084 | .532 | .006 | .002 | .203 | .004 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .175 | .146 | .321 | 1 | .164 | .384\* | .181 | .175 | .171 | .144 | .401\* |
| Sig. (2-tailed) | .354 | .441 | .084 |  | .388 | .036 | .337 | .354 | .366 | .449 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .482\*\* | .312 | .119 | .164 | 1 | .447\* | .316 | .360 | .420\* | .319 | .538\*\* |
| Sig. (2-tailed) | .007 | .094 | .532 | .388 |  | .013 | .089 | .050 | .021 | .086 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .475\*\* | .337 | .490\*\* | .384\* | .447\* | 1 | .558\*\* | .408\* | .614\*\* | .699\*\* | .769\*\* |
| Sig. (2-tailed) | .008 | .069 | .006 | .036 | .013 |  | .001 | .025 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .509\*\* | .689\*\* | .550\*\* | .181 | .316 | .558\*\* | 1 | .626\*\* | .786\*\* | .569\*\* | .808\*\* |
| Sig. (2-tailed) | .004 | .000 | .002 | .337 | .089 | .001 |  | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .509\*\* | .567\*\* | .239 | .175 | .360 | .408\* | .626\*\* | 1 | .726\*\* | .586\*\* | .739\*\* |
| Sig. (2-tailed) | .004 | .001 | .203 | .354 | .050 | .025 | .000 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .516\*\* | .636\*\* | .512\*\* | .171 | .420\* | .614\*\* | .786\*\* | .726\*\* | 1 | .662\*\* | .855\*\* |
| Sig. (2-tailed) | .003 | .000 | .004 | .366 | .021 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .687\*\* | .527\*\* | .616\*\* | .144 | .319 | .699\*\* | .569\*\* | .586\*\* | .662\*\* | 1 | .833\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 | .449 | .086 | .000 | .001 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .741\*\* | .722\*\* | .686\*\* | .401\* | .538\*\* | .769\*\* | .808\*\* | .739\*\* | .855\*\* | .833\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .028 | .002 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Uji Responden Non Variabel Komitmen (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| X3.1 | Pearson Correlation | 1 | .569\*\* | .549\*\* | .543\*\* | .668\*\* | .318 | .380\* | .150 | .468\*\* | .110 | .664\*\* |
| Sig. (2-tailed) |  | .001 | .002 | .002 | .000 | .086 | .038 | .429 | .009 | .563 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .569\*\* | 1 | .644\*\* | .557\*\* | .633\*\* | .629\*\* | .602\*\* | .580\*\* | .656\*\* | .338 | .852\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .001 | .000 | .000 | .000 | .001 | .000 | .067 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .549\*\* | .644\*\* | 1 | .565\*\* | .768\*\* | .583\*\* | .564\*\* | .427\* | .150 | .286 | .778\*\* |
| Sig. (2-tailed) | .002 | .000 |  | .001 | .000 | .001 | .001 | .019 | .429 | .125 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .543\*\* | .557\*\* | .565\*\* | 1 | .667\*\* | .693\*\* | .527\*\* | .512\*\* | .357 | .206 | .781\*\* |
| Sig. (2-tailed) | .002 | .001 | .001 |  | .000 | .000 | .003 | .004 | .053 | .275 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .668\*\* | .633\*\* | .768\*\* | .667\*\* | 1 | .650\*\* | .507\*\* | .375\* | .246 | .246 | .808\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .004 | .041 | .190 | .190 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .318 | .629\*\* | .583\*\* | .693\*\* | .650\*\* | 1 | .806\*\* | .694\*\* | .360 | .526\*\* | .856\*\* |
| Sig. (2-tailed) | .086 | .000 | .001 | .000 | .000 |  | .000 | .000 | .051 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .380\* | .602\*\* | .564\*\* | .527\*\* | .507\*\* | .806\*\* | 1 | .536\*\* | .317 | .563\*\* | .789\*\* |
| Sig. (2-tailed) | .038 | .000 | .001 | .003 | .004 | .000 |  | .002 | .088 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .150 | .580\*\* | .427\* | .512\*\* | .375\* | .694\*\* | .536\*\* | 1 | .365\* | .159 | .664\*\* |
| Sig. (2-tailed) | .429 | .001 | .019 | .004 | .041 | .000 | .002 |  | .048 | .400 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .468\*\* | .656\*\* | .150 | .357 | .246 | .360 | .317 | .365\* | 1 | .390\* | .573\*\* |
| Sig. (2-tailed) | .009 | .000 | .429 | .053 | .190 | .051 | .088 | .048 |  | .033 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .110 | .338 | .286 | .206 | .246 | .526\*\* | .563\*\* | .159 | .390\* | 1 | .500\*\* |
| Sig. (2-tailed) | .563 | .067 | .125 | .275 | .190 | .003 | .001 | .400 | .033 |  | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .664\*\* | .852\*\* | .778\*\* | .781\*\* | .808\*\* | .856\*\* | .789\*\* | .664\*\* | .573\*\* | .500\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .005 |  |
| 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 12 Uji Reliabilitas

**Uji Reliabilitas Variabel Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .822 | 10 |

Sumber: Data diolah SPSS 22, 2024

**Uji Reliabilitas Variabel Budaya organisasi (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .881 | 10 |

Sumber: Data diolah SPSS 22, 2024

**Uji Reliabilitas Variabel Lingkungan kerja fisik (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .890 | 10 |

Sumber: Data diolah SPSS 22, 202

**Uji Reliabiltas Variabel Komitmen (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .901 | 10 |

Sumber: Data diolah SPSS 22, 2024

Lampiran 13 Hasil Uji Analisis Statistik deskriptif

**Uji Analisis Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kinerja | 60 | 39.00 | 50.00 | 43.6500 | 2.76065 |
| Budaya organisasi | 60 | 39.00 | 50.00 | 43.9000 | 2.56905 |
| Lingkungan kerja fisik | 60 | 37.00 | 50.00 | 41.6500 | 3.11271 |
| Komitmen | 60 | 29.00 | 45.00 | 38.9833 | 2.78307 |
| Valid N (listwise) | 60 |  |  |  |  |

Lampiran 14 Hasil Uji MSI Responden

**Data Uji MSI Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **TOTAL** |
| 2.722 | 2.680 | 2.599 | 1.000 | 4.259 | 4.514 | 3.626 | 3.679 | 2.602 | 1.000 | 28.680 |
| 4.259 | 2.680 | 1.000 | 1.000 | 4.259 | 4.514 | 3.626 | 2.324 | 2.602 | 2.605 | 28.868 |
| 4.259 | 1.000 | 1.000 | 2.610 | 4.259 | 2.944 | 2.309 | 2.324 | 2.602 | 2.605 | 25.911 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 1.000 | 1.000 | 1.000 | 1.000 | 4.259 | 4.514 | 2.309 | 2.324 | 2.602 | 2.605 | 22.613 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 1.000 | 1.000 | 2.610 | 4.259 | 4.514 | 2.309 | 3.679 | 1.000 | 2.605 | 27.234 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 2.944 | 3.626 | 3.679 | 2.602 | 2.605 | 26.973 |
| 4.259 | 1.000 | 2.599 | 2.610 | 2.722 | 4.514 | 2.309 | 3.679 | 2.602 | 1.000 | 27.293 |
| 4.259 | 2.680 | 1.000 | 1.000 | 4.259 | 4.514 | 2.309 | 2.324 | 1.000 | 2.605 | 25.950 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 2.680 | 1.000 | 2.610 | 4.259 | 2.944 | 2.309 | 2.324 | 2.602 | 1.000 | 25.986 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 4.514 | 2.309 | 3.679 | 2.602 | 1.000 | 25.621 |
| 4.259 | 1.000 | 2.599 | 2.610 | 2.722 | 2.944 | 2.309 | 3.679 | 2.602 | 2.605 | 27.328 |
| 2.722 | 1.000 | 2.599 | 2.610 | 2.722 | 4.514 | 2.309 | 1.000 | 2.602 | 1.000 | 23.077 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 2.944 | 1.000 | 2.324 | 2.602 | 1.000 | 21.387 |
| 4.259 | 1.000 | 1.000 | 2.610 | 2.722 | 2.944 | 1.000 | 2.324 | 1.000 | 2.605 | 21.463 |
| 2.722 | 2.680 | 1.000 | 1.000 | 2.722 | 4.514 | 1.000 | 1.000 | 1.000 | 1.000 | 18.638 |
| 2.722 | 2.680 | 2.599 | 2.610 | 4.259 | 2.944 | 1.000 | 1.000 | 1.000 | 2.605 | 23.419 |
| 4.259 | 1.000 | 2.599 | 2.610 | 4.259 | 2.944 | 2.309 | 1.000 | 2.602 | 1.000 | 24.581 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 2.944 | 1.000 | 3.679 | 2.602 | 1.000 | 22.742 |
| 2.722 | 1.000 | 2.599 | 1.000 | 4.259 | 4.514 | 1.000 | 2.324 | 1.000 | 1.000 | 21.417 |
| 4.259 | 2.680 | 1.000 | 1.000 | 4.259 | 4.514 | 2.309 | 2.324 | 2.602 | 1.000 | 25.946 |
| 4.259 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.324 | 2.602 | 2.605 | 17.790 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 4.514 | 3.626 | 3.679 | 2.602 | 2.605 | 33.432 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 4.514 | 3.626 | 3.679 | 2.602 | 2.605 | 33.432 |
| 4.259 | 1.000 | 1.000 | 1.000 | 2.722 | 4.514 | 2.309 | 3.679 | 2.602 | 2.605 | 25.689 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 1.000 | 2.599 | 1.000 | 4.259 | 2.944 | 3.626 | 2.324 | 2.602 | 1.000 | 25.612 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 3.626 | 3.679 | 2.602 | 2.605 | 23.899 |
| 2.722 | 1.000 | 2.599 | 2.610 | 4.259 | 4.514 | 3.626 | 3.679 | 2.602 | 2.605 | 30.215 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 2.944 | 2.309 | 3.679 | 2.602 | 2.605 | 30.545 |
| 2.722 | 1.000 | 2.599 | 2.610 | 4.259 | 2.944 | 3.626 | 2.324 | 1.000 | 1.000 | 24.083 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 4.514 | 1.000 | 2.324 | 2.602 | 1.000 | 27.846 |
| 2.722 | 2.680 | 2.599 | 1.000 | 4.259 | 2.944 | 2.309 | 3.679 | 2.602 | 2.605 | 27.399 |
| 4.259 | 2.680 | 1.000 | 2.610 | 2.722 | 2.944 | 2.309 | 1.000 | 2.602 | 2.605 | 24.731 |
| 2.722 | 1.000 | 2.599 | 2.610 | 2.722 | 4.514 | 3.626 | 2.324 | 1.000 | 1.000 | 24.116 |
| 2.722 | 1.000 | 2.599 | 2.610 | 2.722 | 2.944 | 2.309 | 1.000 | 2.602 | 2.605 | 23.113 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 1.000 | 1.000 | 1.000 | 2.605 | 16.993 |
| 4.259 | 1.000 | 2.599 | 1.000 | 4.259 | 4.514 | 2.309 | 2.324 | 1.000 | 1.000 | 24.263 |
| 4.259 | 1.000 | 2.599 | 1.000 | 2.722 | 2.944 | 1.000 | 2.324 | 2.602 | 2.605 | 23.055 |
| 4.259 | 2.680 | 1.000 | 2.610 | 2.722 | 2.944 | 2.309 | 2.324 | 2.602 | 2.605 | 26.055 |
| 2.722 | 1.000 | 1.000 | 2.610 | 2.722 | 2.944 | 2.309 | 3.679 | 1.000 | 1.000 | 20.985 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 4.514 | 2.309 | 2.324 | 1.000 | 1.000 | 27.553 |
| 2.722 | 1.000 | 1.000 | 2.610 | 2.722 | 2.944 | 3.626 | 2.324 | 1.000 | 1.000 | 20.947 |
| 2.722 | 1.000 | 2.599 | 1.000 | 2.722 | 2.944 | 1.000 | 2.324 | 1.000 | 1.000 | 18.311 |
| 2.722 | 1.000 | 1.000 | 1.000 | 4.259 | 2.944 | 2.309 | 2.324 | 2.602 | 1.000 | 21.159 |
| 4.259 | 1.000 | 2.599 | 1.000 | 4.259 | 2.944 | 1.000 | 3.679 | 2.602 | 1.000 | 24.341 |
| 2.722 | 1.000 | 2.599 | 1.000 | 2.722 | 4.514 | 3.626 | 2.324 | 1.000 | 1.000 | 22.506 |
| 4.259 | 1.000 | 2.599 | 1.000 | 2.722 | 2.944 | 3.626 | 1.000 | 2.602 | 1.000 | 22.751 |
| 2.722 | 1.000 | 2.599 | 2.610 | 2.722 | 2.944 | 1.000 | 1.000 | 2.602 | 1.000 | 20.198 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 2.944 | 2.309 | 3.679 | 1.000 | 1.000 | 22.449 |
| 2.722 | 1.000 | 1.000 | 1.000 | 2.722 | 2.944 | 2.309 | 2.324 | 1.000 | 1.000 | 18.021 |
| 4.259 | 2.680 | 2.599 | 2.610 | 4.259 | 4.514 | 3.626 | 3.679 | 2.602 | 2.605 | 33.432 |
| 2.722 | 1.000 | 2.599 | 1.000 | 4.259 | 2.944 | 3.626 | 3.679 | 2.602 | 2.605 | 27.035 |
| 4.259 | 1.000 | 1.000 | 1.000 | 4.259 | 4.514 | 2.309 | 2.324 | 1.000 | 2.605 | 24.269 |

**Data Uji MSI Budaya Organisasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **TOTAL** |
| 2.458 | 2.770 | 2.602 | 4.578 | 4.106 | 1.000 | 4.285 | 4.121 | 1.000 | 2.605 | 29.525 |
| 2.458 | 4.318 | 1.000 | 2.991 | 4.106 | 1.000 | 2.747 | 4.121 | 1.000 | 2.605 | 26.346 |
| 2.458 | 4.318 | 2.602 | 4.578 | 2.559 | 2.597 | 4.285 | 2.617 | 2.605 | 2.605 | 31.225 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 1.000 | 2.770 | 1.000 | 4.578 | 4.106 | 2.597 | 1.000 | 2.617 | 1.000 | 1.000 | 21.669 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 2.770 | 2.602 | 2.991 | 1.000 | 2.597 | 2.747 | 2.617 | 2.605 | 1.000 | 24.836 |
| 3.905 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 4.285 | 4.121 | 1.000 | 2.605 | 26.238 |
| 2.458 | 4.318 | 2.602 | 2.991 | 4.106 | 1.000 | 2.747 | 4.121 | 2.605 | 1.000 | 27.948 |
| 2.458 | 4.318 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 4.121 | 2.605 | 2.605 | 31.151 |
| 3.905 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 21.590 |
| 3.905 | 2.770 | 1.000 | 4.578 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 2.605 | 27.926 |
| 2.458 | 4.318 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 4.121 | 1.000 | 2.605 | 29.545 |
| 2.458 | 4.318 | 2.602 | 4.578 | 2.559 | 1.000 | 4.285 | 4.121 | 2.605 | 1.000 | 29.526 |
| 2.458 | 2.770 | 2.602 | 4.578 | 2.559 | 2.597 | 4.285 | 4.121 | 1.000 | 2.605 | 29.575 |
| 3.905 | 2.770 | 2.602 | 2.991 | 4.106 | 1.000 | 2.747 | 4.121 | 2.605 | 2.605 | 29.454 |
| 2.458 | 2.770 | 2.602 | 4.578 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 2.605 | 28.080 |
| 2.458 | 2.770 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 4.121 | 2.605 | 2.605 | 29.603 |
| 1.000 | 2.770 | 1.000 | 2.991 | 4.106 | 1.000 | 4.285 | 4.121 | 1.000 | 2.605 | 24.879 |
| 3.905 | 2.770 | 1.000 | 2.991 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 1.000 | 24.734 |
| 3.905 | 2.770 | 2.602 | 2.991 | 4.106 | 1.000 | 2.747 | 4.121 | 2.605 | 2.605 | 29.454 |
| 2.458 | 2.770 | 2.602 | 4.578 | 4.106 | 1.000 | 2.747 | 2.617 | 2.605 | 1.000 | 26.483 |
| 3.905 | 2.770 | 2.602 | 2.991 | 4.106 | 1.000 | 4.285 | 2.617 | 2.605 | 2.605 | 29.488 |
| 1.000 | 2.770 | 1.000 | 1.000 | 4.106 | 2.597 | 1.000 | 1.000 | 2.605 | 2.605 | 19.684 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 4.318 | 2.602 | 4.578 | 4.106 | 2.597 | 4.285 | 4.121 | 2.605 | 2.605 | 35.724 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 4.318 | 2.602 | 4.578 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 1.000 | 29.470 |
| 1.000 | 1.000 | 1.000 | 2.991 | 4.106 | 2.597 | 4.285 | 4.121 | 2.605 | 2.605 | 26.312 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 2.770 | 2.602 | 2.991 | 4.106 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 24.739 |
| 3.905 | 4.318 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 23.138 |
| 3.905 | 4.318 | 2.602 | 4.578 | 4.106 | 2.597 | 4.285 | 4.121 | 2.605 | 2.605 | 35.724 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 4.318 | 2.602 | 4.578 | 4.106 | 2.597 | 2.747 | 2.617 | 2.605 | 2.605 | 32.681 |
| 3.905 | 4.318 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 2.605 | 29.489 |
| 2.458 | 2.770 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 4.121 | 2.605 | 1.000 | 27.998 |
| 3.905 | 4.318 | 1.000 | 2.991 | 2.559 | 2.597 | 4.285 | 4.121 | 1.000 | 1.000 | 27.777 |
| 2.458 | 2.770 | 2.602 | 4.578 | 4.106 | 1.000 | 2.747 | 2.617 | 2.605 | 1.000 | 26.483 |
| 3.905 | 2.770 | 1.000 | 2.991 | 4.106 | 2.597 | 4.285 | 4.121 | 1.000 | 1.000 | 27.777 |
| 2.458 | 2.770 | 2.602 | 4.578 | 4.106 | 2.597 | 2.747 | 1.000 | 2.605 | 1.000 | 26.463 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 1.000 | 1.000 | 1.000 | 18.525 |
| 3.905 | 2.770 | 1.000 | 4.578 | 4.106 | 2.597 | 2.747 | 2.617 | 2.605 | 2.605 | 29.532 |
| 3.905 | 2.770 | 1.000 | 4.578 | 2.559 | 1.000 | 4.285 | 2.617 | 1.000 | 2.605 | 26.320 |
| 3.905 | 4.318 | 1.000 | 2.991 | 4.106 | 2.597 | 4.285 | 2.617 | 1.000 | 2.605 | 29.426 |
| 2.458 | 1.000 | 1.000 | 2.991 | 4.106 | 1.000 | 4.285 | 4.121 | 1.000 | 1.000 | 22.962 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 2.458 | 4.318 | 1.000 | 2.991 | 4.106 | 1.000 | 4.285 | 4.121 | 1.000 | 1.000 | 26.279 |
| 2.458 | 4.318 | 1.000 | 2.991 | 4.106 | 1.000 | 2.747 | 4.121 | 1.000 | 1.000 | 24.741 |
| 2.458 | 2.770 | 1.000 | 4.578 | 2.559 | 1.000 | 4.285 | 2.617 | 2.605 | 1.000 | 24.873 |
| 3.905 | 2.770 | 2.602 | 2.991 | 4.106 | 2.597 | 2.747 | 2.617 | 2.605 | 2.605 | 29.547 |
| 2.458 | 4.318 | 1.000 | 2.991 | 4.106 | 2.597 | 2.747 | 2.617 | 1.000 | 1.000 | 24.834 |
| 2.458 | 4.318 | 1.000 | 4.578 | 2.559 | 1.000 | 4.285 | 2.617 | 2.605 | 2.605 | 28.026 |
| 3.905 | 4.318 | 1.000 | 2.991 | 4.106 | 2.597 | 2.747 | 2.617 | 2.605 | 1.000 | 27.888 |
| 2.458 | 2.770 | 2.602 | 2.991 | 2.559 | 1.000 | 4.285 | 2.617 | 1.000 | 1.000 | 23.283 |
| 2.458 | 2.770 | 1.000 | 2.991 | 2.559 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 20.142 |
| 3.905 | 2.770 | 2.602 | 4.578 | 4.106 | 1.000 | 2.747 | 2.617 | 1.000 | 1.000 | 26.325 |
| 3.905 | 2.770 | 1.000 | 2.991 | 4.106 | 2.597 | 4.285 | 2.617 | 2.605 | 1.000 | 27.878 |
| 2.458 | 4.318 | 1.000 | 4.578 | 2.559 | 2.597 | 4.285 | 2.617 | 2.605 | 1.000 | 28.018 |

**Data Uji MSI Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TOTAL** |
| 4.154 | 4.251 | 2.803 | 2.911 | 3.607 | 2.217 | 3.987 | 2.722 | 2.817 | 2.309 | 31.777 |
| 4.154 | 2.687 | 2.803 | 4.539 | 2.318 | 1.000 | 3.987 | 2.722 | 2.817 | 2.309 | 29.336 |
| 2.640 | 4.251 | 4.417 | 2.911 | 2.318 | 2.217 | 2.513 | 4.259 | 4.386 | 3.626 | 33.539 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 2.687 | 4.417 | 2.911 | 1.000 | 1.000 | 3.987 | 4.259 | 4.386 | 3.626 | 30.913 |
| 2.640 | 4.251 | 2.803 | 4.539 | 2.318 | 3.427 | 3.987 | 4.259 | 2.817 | 3.626 | 34.667 |
| 4.154 | 2.687 | 2.803 | 4.539 | 2.318 | 2.217 | 3.987 | 4.259 | 2.817 | 1.000 | 30.780 |
| 4.154 | 4.251 | 4.417 | 2.911 | 2.318 | 3.427 | 3.987 | 4.259 | 4.386 | 2.309 | 36.419 |
| 4.154 | 2.687 | 1.000 | 4.539 | 2.318 | 2.217 | 1.000 | 4.259 | 2.817 | 2.309 | 27.299 |
| 4.154 | 2.687 | 4.417 | 2.911 | 3.607 | 3.427 | 2.513 | 2.722 | 4.386 | 2.309 | 33.133 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 2.722 | 2.817 | 1.000 | 22.093 |
| 4.154 | 4.251 | 2.803 | 4.539 | 2.318 | 3.427 | 3.987 | 2.722 | 4.386 | 2.309 | 34.896 |
| 2.640 | 2.687 | 4.417 | 2.911 | 3.607 | 3.427 | 2.513 | 4.259 | 4.386 | 3.626 | 34.473 |
| 2.640 | 2.687 | 4.417 | 4.539 | 2.318 | 2.217 | 2.513 | 4.259 | 2.817 | 3.626 | 32.033 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 4.386 | 2.309 | 26.508 |
| 2.640 | 2.687 | 4.417 | 2.911 | 2.318 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 26.562 |
| 2.640 | 2.687 | 4.417 | 4.539 | 2.318 | 3.427 | 3.987 | 2.722 | 2.817 | 3.626 | 33.180 |
| 2.640 | 4.251 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 2.817 | 3.626 | 27.820 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 23.630 |
| 4.154 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 4.386 | 2.309 | 28.021 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 2.217 | 2.513 | 2.722 | 2.817 | 1.000 | 23.310 |
| 4.154 | 2.687 | 2.803 | 2.911 | 2.318 | 1.000 | 2.513 | 4.259 | 2.817 | 2.309 | 27.770 |
| 4.154 | 4.251 | 2.803 | 2.911 | 1.000 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 27.697 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 4.259 | 4.386 | 3.626 | 30.360 |
| 4.154 | 4.251 | 4.417 | 4.539 | 3.607 | 3.427 | 3.987 | 4.259 | 4.386 | 3.626 | 40.652 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.427 | 3.987 | 4.259 | 4.386 | 3.626 | 24.684 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 2.722 | 1.000 | 2.309 | 21.585 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 4.259 | 2.817 | 2.309 | 27.474 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 4.154 | 4.251 | 4.417 | 4.539 | 3.607 | 3.427 | 3.987 | 4.259 | 4.386 | 3.626 | 40.652 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 3.427 | 3.987 | 2.722 | 2.817 | 2.309 | 28.621 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 4.154 | 4.251 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 26.707 |
| 2.640 | 2.687 | 4.417 | 4.539 | 1.000 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 26.872 |
| 2.640 | 2.687 | 1.000 | 1.000 | 1.000 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 20.905 |
| 2.640 | 4.251 | 2.803 | 2.911 | 2.318 | 2.217 | 3.987 | 2.722 | 2.817 | 2.309 | 28.976 |
| 2.640 | 2.687 | 2.803 | 4.539 | 2.318 | 2.217 | 1.000 | 2.722 | 1.000 | 2.309 | 24.235 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 3.427 | 2.513 | 1.000 | 4.386 | 2.309 | 25.677 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 1.000 | 4.259 | 2.817 | 1.000 | 22.117 |
| 4.154 | 4.251 | 2.803 | 2.911 | 2.318 | 1.000 | 1.000 | 4.259 | 2.817 | 1.000 | 26.512 |
| 4.154 | 2.687 | 2.803 | 2.911 | 1.000 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 25.143 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 3.427 | 3.987 | 4.259 | 4.386 | 2.309 | 31.727 |
| 2.640 | 1.000 | 2.803 | 2.911 | 2.318 | 3.427 | 3.987 | 2.722 | 2.817 | 3.626 | 28.251 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 1.000 | 2.803 | 2.911 | 2.318 | 2.217 | 1.000 | 2.722 | 4.386 | 2.309 | 24.306 |
| 2.640 | 1.000 | 2.803 | 2.911 | 3.607 | 2.217 | 2.513 | 4.259 | 2.817 | 2.309 | 27.076 |
| 1.000 | 2.687 | 2.803 | 2.911 | 3.607 | 2.217 | 1.000 | 2.722 | 2.817 | 2.309 | 24.072 |
| 4.154 | 2.687 | 4.417 | 2.911 | 2.318 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 28.075 |
| 1.000 | 2.687 | 2.803 | 2.911 | 3.607 | 2.217 | 2.513 | 2.722 | 2.817 | 3.626 | 26.902 |
| 2.640 | 2.687 | 2.803 | 2.911 | 1.000 | 3.427 | 2.513 | 4.259 | 2.817 | 1.000 | 26.057 |
| 4.154 | 2.687 | 2.803 | 2.911 | 1.000 | 2.217 | 2.513 | 4.259 | 2.817 | 2.309 | 27.669 |
| 4.154 | 4.251 | 2.803 | 4.539 | 3.607 | 3.427 | 2.513 | 4.259 | 4.386 | 3.626 | 37.564 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 2.217 | 2.513 | 2.722 | 2.817 | 2.309 | 25.937 |
| 2.640 | 2.687 | 2.803 | 2.911 | 2.318 | 1.000 | 2.513 | 4.259 | 2.817 | 1.000 | 24.948 |
| 4.154 | 2.687 | 2.803 | 4.539 | 3.607 | 3.427 | 2.513 | 2.722 | 4.386 | 2.309 | 33.146 |
| 4.154 | 4.251 | 4.417 | 4.539 | 3.607 | 2.217 | 3.987 | 2.722 | 4.386 | 3.626 | 37.905 |

**Data Uji MSI Komitmen (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **TOTAL** |
| 4.545 | 3.760 | 2.640 | 3.915 | 2.723 | 4.498 | 2.643 | 2.656 | 2.481 | 2.911 | 32.771 |
| 2.968 | 3.760 | 4.154 | 2.454 | 2.723 | 4.498 | 4.181 | 1.000 | 3.972 | 2.911 | 32.620 |
| 4.545 | 2.378 | 2.640 | 3.915 | 4.254 | 2.887 | 2.643 | 2.656 | 3.972 | 2.911 | 32.801 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 4.545 | 2.378 | 2.640 | 1.000 | 2.723 | 1.000 | 4.181 | 2.656 | 1.000 | 2.911 | 25.035 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 3.760 | 4.154 | 2.454 | 4.254 | 4.498 | 2.643 | 1.000 | 3.972 | 2.911 | 32.612 |
| 4.545 | 3.760 | 2.640 | 3.915 | 4.254 | 2.887 | 4.181 | 1.000 | 2.481 | 2.911 | 32.574 |
| 4.545 | 2.378 | 2.640 | 3.915 | 4.254 | 2.887 | 2.643 | 1.000 | 3.972 | 4.539 | 32.773 |
| 4.545 | 2.378 | 4.154 | 3.915 | 2.723 | 2.887 | 2.643 | 2.656 | 3.972 | 2.911 | 32.783 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 1.000 | 2.640 | 3.915 | 4.254 | 2.887 | 4.181 | 1.000 | 2.481 | 2.911 | 28.236 |
| 2.968 | 3.760 | 4.154 | 2.454 | 4.254 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 32.540 |
| 2.968 | 2.378 | 4.154 | 3.915 | 2.723 | 4.498 | 4.181 | 1.000 | 3.972 | 4.539 | 34.328 |
| 2.968 | 2.378 | 4.154 | 3.915 | 4.254 | 2.887 | 4.181 | 1.000 | 3.972 | 4.539 | 34.247 |
| 2.968 | 1.000 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 28.197 |
| 2.968 | 1.000 | 2.640 | 2.454 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 1.000 | 24.826 |
| 2.968 | 2.378 | 4.154 | 3.915 | 4.254 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 32.619 |
| 2.968 | 2.378 | 4.154 | 2.454 | 4.254 | 4.498 | 4.181 | 1.000 | 2.481 | 4.539 | 32.905 |
| 2.968 | 2.378 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.576 |
| 4.545 | 1.000 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 4.539 | 31.403 |
| 4.545 | 1.000 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.775 |
| 2.968 | 1.000 | 2.640 | 2.454 | 2.723 | 2.887 | 4.181 | 2.656 | 3.972 | 1.000 | 26.481 |
| 4.545 | 2.378 | 1.000 | 1.000 | 2.723 | 4.498 | 4.181 | 2.656 | 3.972 | 4.539 | 31.493 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 4.545 | 3.760 | 4.154 | 3.915 | 4.254 | 4.498 | 4.181 | 2.656 | 3.972 | 4.539 | 40.473 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.481 | 2.911 | 13.392 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 4.545 | 3.760 | 4.154 | 3.915 | 4.254 | 4.498 | 4.181 | 2.656 | 3.972 | 4.539 | 40.473 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 3.972 | 4.539 | 28.204 |
| 2.968 | 3.760 | 4.154 | 3.915 | 4.254 | 2.887 | 4.181 | 2.656 | 2.481 | 2.911 | 34.165 |
| 4.545 | 1.000 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.775 |
| 2.968 | 3.760 | 2.640 | 3.915 | 4.254 | 2.887 | 4.181 | 2.656 | 2.481 | 2.911 | 32.652 |
| 2.968 | 1.000 | 4.154 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.711 |
| 2.968 | 3.760 | 4.154 | 2.454 | 4.254 | 4.498 | 4.181 | 1.000 | 2.481 | 2.911 | 32.659 |
| 2.968 | 2.378 | 2.640 | 2.454 | 1.000 | 4.498 | 2.643 | 2.656 | 2.481 | 2.911 | 26.628 |
| 4.545 | 1.000 | 2.640 | 2.454 | 4.254 | 2.887 | 2.643 | 1.000 | 3.972 | 2.911 | 28.306 |
| 4.545 | 2.378 | 4.154 | 3.915 | 4.254 | 4.498 | 4.181 | 1.000 | 3.972 | 4.539 | 37.436 |
| 4.545 | 2.378 | 4.154 | 2.454 | 4.254 | 4.498 | 4.181 | 1.000 | 3.972 | 4.539 | 35.975 |
| 2.968 | 2.378 | 1.000 | 2.454 | 4.254 | 2.887 | 4.181 | 2.656 | 3.972 | 2.911 | 29.660 |
| 2.968 | 2.378 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.576 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 2.968 | 2.378 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 2.481 | 2.911 | 28.084 |
| 2.968 | 2.378 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 2.656 | 2.481 | 2.911 | 29.740 |
| 2.968 | 3.760 | 2.640 | 2.454 | 2.723 | 4.498 | 2.643 | 1.000 | 1.000 | 2.911 | 26.596 |
| 4.545 | 1.000 | 2.640 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 29.775 |
| 2.968 | 3.760 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 2.656 | 2.481 | 2.911 | 28.121 |
| 4.545 | 2.378 | 2.640 | 3.915 | 4.254 | 2.887 | 4.181 | 2.656 | 2.481 | 4.539 | 34.476 |
| 4.545 | 2.378 | 4.154 | 3.915 | 2.723 | 2.887 | 4.181 | 1.000 | 3.972 | 2.911 | 32.666 |
| 4.545 | 3.760 | 4.154 | 3.915 | 2.723 | 2.887 | 4.181 | 2.656 | 3.972 | 4.539 | 37.332 |
| 2.968 | 2.378 | 2.640 | 2.454 | 2.723 | 2.887 | 2.643 | 1.000 | 2.481 | 2.911 | 25.084 |
| 4.545 | 2.378 | 4.154 | 2.454 | 4.254 | 2.887 | 4.181 | 2.656 | 3.972 | 2.911 | 34.391 |
| 4.545 | 3.760 | 4.154 | 2.454 | 4.254 | 4.498 | 2.643 | 2.656 | 3.972 | 2.911 | 35.845 |
| 2.968 | 2.378 | 4.154 | 3.915 | 4.254 | 4.498 | 2.643 | 1.000 | 3.972 | 4.539 | 34.319 |

Lampiran 15 Hasil Uji Normalitas

**Hasil Uji Normalitas**

*Kolmogorov Smirnov*

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 60 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.05402769 |
| Most Extreme Differences | Absolute | .097 |
| Positive | .097 |
| Negative | -.079 |
| Test Statistic | | .097 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Sumber: Data diolah SPSS 22, 2024

Lampiran 16 Hasil Uji Multikolinearitas

**Hasil Uji Multikolinearitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 6.670 | 3.198 |  | 2.085 | .042 |  |  |
| Budaya Organisasi | .763 | .119 | .729 | 6.384 | .000 | .716 | 1.396 |
| Lingkungan Kerja Fisik | -.052 | .067 | -.079 | -.786 | .435 | .917 | 1.091 |
| Komitmen | -.047 | .104 | -.052 | -.450 | .655 | .696 | 1.436 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

Sumber: Data diolah SPSS 22, 2024

Lampiran 17 Hasil Uji Heterokedastisitas

**Hasil Heterokedastisitas**



Sumber: Data diolah SPSS 22, 2024

Lampiran 18 Hasil Uji Autokorelasi

**Hasil Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .691a | .477 | .449 | 3.13476 | 1.709 |
| a. Predictors: (Constant), Komitmen, Lingkungan Kerja Fisik, Budaya Organisasi | | | | | |
| b. Dependent Variable: Kinerja Pegawai  Sumber: Data diolah SPSS 22, 2024 | | | | | |
|  | | | | | |

Lampiran 19 Hasil Uji Analisis Regresi Linear Berganda

**Hasil Uji Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.670 | 3.198 |  |
| Budaya Organisasi | .763 | .119 | .729 |
| Lingkungan Kerja Fisik | -.052 | .067 | -.079 |
| Komitmen | -.047 | .104 | -.052 |
| a. Dependent Variable: Kinerja Pegawai | | | | | |

Sumber: Data diolah SPSS 22, 2024

Lampiran 20 Hasil Uji Parsial (Uji t)

**Hasil Uji Parsial (Uji t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 6.670 | 3.198 |  | 2.085 | .042 |
| Budaya Organisasi | .763 | .119 | .729 | 6.384 | .000 |
| Lingkungan Kerja Fisik | -.052 | .067 | -.079 | -.786 | .435 |
| Komitmen | -.047 | .104 | -.052 | -.450 | .655 |
| * 1. Dependent Variable: Kinerja Pegawai   Sumber: Data diolah SPSS 22, 2024 | | | | | | |
|  | | | | | | |

Lampiran 21 Hasil Uji Simlutan (Uji F)

**Hasil Uji Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 502.164 | 3 | 167.388 | 17.034 | .000b |
| Residual | 550.298 | 56 | 9.827 |  |  |
| Total | 1052.462 | 59 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Komitmen, Lingkungan Kerja Fisik, Budaya Organisasi | | | | | | |

Sumber: Data diolah SPSS 22, 2024

Lampiran 22 Hasil Uji Koefisien Determinasi (R2)

**Hasil Uji Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .691a | .477 | .449 | 3.13476 |
| a. Predictors: (Constant), Komitmen, Lingkungan Kerja Fisik, Budaya Organisasi | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |

Sumber: Data diolah SPSS 22, 2024