# DAFTAR PUSTAKA

Bandura, A. (1997). *Self Efficacy The Exercise of Control*. Worth Publisher.

Davis. K & Newstorm. (1985). *Perilaku Dalam Organisasi*. Erlangga.

Didik Darmadi. (2020). *Pengaruh Komitmen Afektif, Komitmen Kontinuan Dan Komitmen Normatif Terhadap Kinerja Pegawai Dinas*. *3*(1). http://jurnal.uwp.ac.id/pps/index.php/map/article/view/232

Ekawati, E., & Kusumayadi, F. (2023). Pengaruh Iklim Organisasi Dan Stres Kerja Terhadap Produktivitas Kerja Pegawai Pada Dinas Perpustakaan Kota Bima. *Jurnal Riset Rumpun Ilmu Ekonomi*, *2*(2), 09–20. https://doi.org/10.55606/jurrie.v2i2.1548

Fauzia, A. (2019). *Strategi Manajemen Sumber Daya Manusia*. UUISU Press.

Feist. Jess & D. G. (2010). *Teori Kepribadian* (Edisi Kedu). Salemba Humanika.

Fitriah, M., & Rediyono, R. (2023). Pengaruh Iklim Organisasi, Kemampuan Kerja Dan Semangat Kerja Terhadap Kinerja Pegawai Dinas Perikanan Kabupaten Balangan. *SCIENTIFIC JOURNAL OF REFLECTION : Economic, Accounting, Management and Business*, *6*(3), 592–600. https://doi.org/10.37481/sjr.v6i3.700

Ghozali. I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25*. Universitas Diponegoro.

Ghozali, I. (2017). *25 Grand Theory*. Fakultas Ekonomika dan Bisnis Universitas Diponegoro.

Hermawati, H., & Syofian, S. (2021). Pengaruh Stres Kerja Dan Beban Kerja Terhadap Kinerja Karyawan Di Pt. Sentra Adi Purna Bengkulu. *Creative Research Management Journal*, *4*(1), 77. https://doi.org/10.32663/crmj.v4i1.1917

Indrasari, M. (2017). Kepuasan Kerja dan Kinerja Karyawan Tinjauan dari Dimensi Iklim Organisasi, Kreatifitas Individu dan Karakteristik Pekerjaan Sukodono Sidoarjo. *Indomedia Pustaka*. http://repository.unitomo.ac.id/549/

Katili, G. V, Nelwan, O. S., Uhing, Y., Iklim, P., Dan, O., Terhadap, K., Di, K., Uhing, Y., Katili, G. V, Nelwan, O. S., & Uhing, Y. (n.d.). *DINAS PERTANIAN DAN PETERNAKAN DAERAH PROVINSI SULAWESI UTARA THE INFLUENCE OF ORGANIZATIONAL CLIMATE AND HAPPINESS ON PERFORMANCE IN Jurnal EMBA Vol . 9 No . 1 Januari 2021 , Hal . 556-565*. *9*(1), 556–565. https://ejournal.unsrat.ac.id/index.php/emba/article/view/32389/30719

Laksmi, N. P. D. P., Kawiana, G. P., & Yajati, I. I. D. A. (2021). Pengaruh Self Efficacy, dan Komitmen Organisasi Terhadap Kinerja Pegawai (PNS) Pegawai Negeri Sipil3). *Jurnal Manajemen, Kewirausahaan Dan Pariwisata* , *2*(2), 468–475. https://ejournal.unhi.ac.id/index.php/widyaamrita/article/view/1854

Lunenburg C. Fred. (2011). Self Efficacy in the Workplace: Implications for Motivation and Performance. *International Journal Of Management Bussiness and Administration*, *14*(1). https://www.scirp.org/reference/referencespapers?referenceid=3154973

Mangkunegara. (2011). *Evaluasi Kinerja Sumber Daya Manusia* (Edisi 2). PT. Refika Aditama.

Mangkunegara. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya.

Manuaba. (2000). *Hubungan Beban Kerja dan Kapasitas Kerja*. Rinek Cipta.

Masoko, S. Y. J., Sendow, G. M., & Lumintang, G. G. (2022). Pengaruh Efikasi Diri, Pemberdayaan Dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Kantor Dinas Pekerjaan Umum Dan Penataan Ruang Daerah Sulawesi Utara. *Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *10*(2), 186. https://doi.org/10.35794/emba.v10i2.40001

Munandar. (2012). *Budgetin, Perencanaan Kerja, Pengkoordinasian Kerja Dan Pengawasan Kerja* (Pertama). BPFE UGM.

Muthya, A. (2016). Faktor-faktor Yang Mempengaruhi Beban Kerja Room Attendant di Grand Jakarta Hotel Pekanbaru. *Jom Fisip*, *3*(2), 1–12. https://www.neliti.com/id/publications/200212/faktor-faktor-yang-mempengaruhi-beban-kerja-room-attendant-di-grand-jatra-hotel

Paramitadewi, K. F. (2017). Pengaruh Beban Kerja Dan Kompensasi Terhadap Kinerja Pegawai Sekretariat Pemerintah Daerah Kabupaten Tabanan. *E-Jurnal Manajemen Unud*, *6*(6), 3370–3397. https://www.neliti.com/id/publications/255108/pengaruh-beban-kerja-dan-kompensasi-terhadap-kinerja-pegawai-sekretariat-pemerin

Pardamean, N. (2022). Peran Mediasi Motivasi Kerja Pada Pengaruh Komitmen Organisasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Dinas Ketahanan Pangan Dan Peternakan Provinsi Sumatera Utara. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, *5*(1), 572–585. https://doi.org/10.36778/jesya.v5i1.635

Permana, A., Rosita, S., & Dahmiri. (2023). Pengaruh Kompetensi Kerja Dan Beban Kerja Melalui Kompensasi Terhadap Peningkatan Komitmen Organisasi. *Jurnal Manajemen Terapan Dan Keuangan*, *12*(2), 430–441. https://online-journal.unja.ac.id/mankeu/article/view/18684?articlesBySameAuthorPage=3

Prasetya, I. K. I. Y. P., Widyani, A. A. D., & Vipraprastha, T. V. (2022). Pengaruh Efikasi Diri, Iklim Organisasi dan Beban Kerja terhadap Kinerja Karyawan pada PT. Indah Permai Depo Negara. *Jurnal EMAS*, *3*(11), 49–58. https://e-journal.unmas.ac.id/index.php/emas/article/view/4303

Rivai. Veithzal & Sagala. E. J. (2011). *Manajemen Sumber Daya Manusia* (2nd ed.). Rajawali Press.

Sembiring, J. M. (2022). Pengaruh Efikasi Diri Dan Beban Kerja Terhadap Kinerja Melalui Kepuasan Kerja Pergawai Pada Kantor Dinas Ketahana Pangan Dan Peternakan Provinsi Sumatera Utara. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, *5*(1), 185–199. https://doi.org/10.36778/jesya.v5i1.621

Shinta Ramadanis, Netti Indrawati, & Afni Yeni. (2023). Pengaruh Efikasi Diri dan Komunikasi Interpersonal Terhadap Kinerja Pegawai Honorer Pada Dinas Pendidikan Pemuda dan Olahraga Kabupaten Solok. *OPTIMAL Jurnal Ekonomi Dan Manajemen*, *3*(1), 99–109. https://doi.org/10.55606/optimal.v3i1.941

Sopiah. (2017). *Manajemen Sumber Daya Manusia Strategik*. ANDI.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif Dan R & D*. CV. Alfabeta.

Timpe. Dale. (n.d.). *Seri Manajemen Sumber Daya Manusia Kinerja*. Elet Media Komputindo.

Titiek, K. (2016). *Self-Regulated Learning Konsep, Implikasi dan Tantangannya Bagi Siswa Indonesia*. Sanata Dharma University Press.

Uha. I. N. (2017). *Budaya Organisasi Kepemimpinan dan Kinerja* (3rd ed.). Kencana.

Wirawan. (2009). *Budaya Iklim Organisasi Teori Aplikasi dan Penelitian*. Salemba Empat.

Yana, D. (2019). Pengaruh Beban Kerja Terhadap Kinerja Karyawan Di Housekeeping Departement Pada Hotel Bintan Lagoon Resort. *Jurnal Manajemen Tools*, *11*(2), 193–206. https://jurnal.pancabudi.ac.id/index.php/JUMANT/article/view/704

# Lampiran-lampiran

**LAMPIRAN 1**

**Lembar Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Efikasi Diri, Iklim Organisasi dan Beban Kerja Terhadap Kinerja Pegawai Dinas Ketahanan Pangan dan Pertanian Kabupaten Tegal

Kepada Yth.

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr. untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr. selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penilitian ini.

Atas perhatian dan bantuannya, peneliti ucapkan terima kasih

Tegal, 21 Juni 2024

Hormat Saya

Regita Maharani

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Laki-laki
3. Perempuan
4. Usia
5. 21-30 tahun
6. 31-40 tahun
7. >41 tahun
8. Pendidikan
9. S2
10. S1
11. D3
12. SMK/SMA

**KETERANGAN**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

**Petunjuk Pengisian**

Berilah tanda *check list*(✓) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

**KUESIONER KINERJA (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya selalu datang tepat waktu |  |  |  |  |  |
| 2. | Saya selalu melakukan pekerjaan dengan teliti |  |  |  |  |  |
| 3. | Saya memiliki keterampilan sesuai dengan pekerjaan |  |  |  |  |  |
| 4. | Saya selalu menjaga kebersihan |  |  |  |  |  |
| 5. | Saya selalu mengerjakan tugas secara tepat |  |  |  |  |  |
| 6. | Saya selalu mengikuti arahan yang diberikan atasan |  |  |  |  |  |
| 7. | Saya berinisiatif dalam pengambilan keputusan oleh tim |  |  |  |  |  |
| 8. | Saya selalu berhati-hati dalam melakukan pekerjaan |  |  |  |  |  |
| 9. | Saya selalu rajin melaksanakan tugas |  |  |  |  |  |
| 10. | Saya memiliki sikap terhadap perusahaan |  |  |  |  |  |

**KUESIONER EFIKASI DIRI (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya dapat menyelesaikan tugas yang sulit dari atasan |  |  |  |  |  |
| 2. | Saya dapat menghadapi tugas yang menantang dari atasan |  |  |  |  |  |
| 3. | Saya mengikuti pelatihan agar memperluas ilmu pengetahuan yang saya miliki |  |  |  |  |  |
| 4. | Saya dapat fokus pada pengembangan keterampilan spesifik untuk mengatasi tugas |  |  |  |  |  |
| 5. | Saya memiliki keyakinan dalam mencapai tujuan |  |  |  |  |  |
| 6. | Atasan saya memperkuat efikasi diri pegawainya |  |  |  |  |  |
| 7. | Atasan saya memberikan dukungan kepada saya |  |  |  |  |  |
| 8. | Atasan saya mempunyai tujuan yang jelas bagi organisasi |  |  |  |  |  |
| 9. | Atasan saya membantu saya ketika sulit mengerjakan tugas |  |  |  |  |  |
| 10. | Atasan saya mendukung saya dalam hal penyelesaian pekerjaan |  |  |  |  |  |

**KUESIONER IKLIM ORGANISASI (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya mengerjakan tugas sesuai dengan apa yang diberikan atasan |  |  |  |  |  |
| 2. | Saya menyelesaikan pekerjaan sesuai dengan prosedur pelaksanaan yang ditentukan |  |  |  |  |  |
| 3. | Saya bisa mengatasi hambatan yang terjadi di dalam melaksanakan pekerjaan |  |  |  |  |  |
| 4. | Saya memiliki rasa tanggung jawab yang besar dalam pelaksanaan tugas |  |  |  |  |  |
| 5. | Saya siap melaksanakan pekerjaan apapun asal sesuai bidang pekerjaan saya |  |  |  |  |  |
| 6. | Saya siap menghadapi resiko pekerjaan atas apa yang saya kerjakan |  |  |  |  |  |
| 7. | Saya bersedia menerima sanksi dari atasan jika memang terbukti melakukan kesalahan dalam bekerja |  |  |  |  |  |
| 8. | Saya merasa bahwa sanksi yang diterapkan di organisasi bertujuan untuk memperbaiki perilaku bukan menghukum semata |  |  |  |  |  |
| 9. | Saya merasa nyaman untuk berbagi ide dan pendapat saya dengan rekan-rekan kerja di organisasi |  |  |  |  |  |
| 10. | Saya dapat mengatasi permasalahan yang timbul dalam aktivitas organisasi |  |  |  |  |  |

**KUESIONER BEBAN KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **ALTERNATIF PILIHAN**  **JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya dapat mengatasi tingkat kesulitan dalam mengerjakan tugas yang diberikan atasan |  |  |  |  |  |
| 2. | Saya dapat bertanggung jawab atas tugas yang diberikan oleh atasan |  |  |  |  |  |
| 3. | Saya mau menerima pelimpahan tugas yang diberikan atasan |  |  |  |  |  |
| 4. | Saya mau menerima wewenang yang diberikan organisasi |  |  |  |  |  |
| 5. | Saya sering merasa kelelahan setelah menyelesaikan tugas fisik di tempat kerja |  |  |  |  |  |
| 6. | Saya merasa stres karena tuntutan pekerjaan yang kompleks dan ambigu |  |  |  |  |  |
| 7. | Saya tidak memandang jenis kelamin dalam menjalin hubungan pekerjaan |  |  |  |  |  |
| 8. | Saya tidak memandang umur dalam mengerjakan pekerjaan yang diberikan atasan |  |  |  |  |  |
| 9. | Saya merasa tertekan atau stres karena tuntutan pekerjaan |  |  |  |  |  |
| 10. | Saya memiliki kepuasan ketika beban pekerjaan bisa saya selesaikan dengan baik |  |  |  |  |  |

**Lampiran 2**

**Jawaban Responden Pernyataan Responden Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 10 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 11 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 12 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 19 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 20 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 21 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 46 |
| 23 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 28 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 41 |
| 29 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 36 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 36 |

**Lampiran 3**

**Jawaban Responden Pernyataan Responden Efikasi Diri (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 12 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 34 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 16 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 17 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 40 |
| 21 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 30 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 24 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 25 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 44 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 29 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 32 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |

**Lampiran 4**

**Jawaban Responden Pernyataan Responden Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 37 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 46 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 43 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 13 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 15 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 16 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 20 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 21 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 36 |
| 22 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 46 |
| 23 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 24 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 37 |
| 29 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 30 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 32 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 33 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 32 |

**Lampiran 5**

**Jawaban Responden Pernyataan Responden Beban Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Pernyataan | | | | | | | | | | Total Skor |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 41 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 4 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 2 | 30 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 3 | 2 | 35 |
| 8 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 11 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 44 |
| 12 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 36 |
| 13 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 38 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 15 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 42 |
| 16 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 43 |
| 17 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 34 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 19 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 37 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 38 |
| 21 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 22 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 46 |
| 23 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 40 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 25 | 2 | 2 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 26 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 36 |
| 29 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 37 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 32 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 2 | 35 |
| 33 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 35 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 47 |
| 35 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |

**Lampiran 6**

**Uji Validitas Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL |
| Y1 | Pearson Correlation | 1 | .368\* | .309 | .431\* | .296 | .356 | .328 | .623\*\* | .199 | .247 | .713\*\* |
| Sig. (2-tailed) |  | .046 | .096 | .017 | .112 | .053 | .077 | .000 | .291 | .189 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .368\* | 1 | .274 | .124 | .296 | .168 | .449\* | .112 | .185 | -.167 | .490\*\* |
| Sig. (2-tailed) | .046 |  | .144 | .514 | .112 | .375 | .013 | .556 | .328 | .378 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .309 | .274 | 1 | .276 | .352 | .319 | .295 | .338 | .056 | .419\* | .623\*\* |
| Sig. (2-tailed) | .096 | .144 |  | .140 | .057 | .085 | .113 | .067 | .769 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .431\* | .124 | .276 | 1 | .418\* | .271 | .145 | .482\*\* | .179 | .202 | .582\*\* |
| Sig. (2-tailed) | .017 | .514 | .140 |  | .022 | .148 | .445 | .007 | .344 | .285 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .296 | .296 | .352 | .418\* | 1 | .229 | .441\* | .452\* | .359 | .237 | .692\*\* |
| Sig. (2-tailed) | .112 | .112 | .057 | .022 |  | .223 | .015 | .012 | .051 | .208 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .356 | .168 | .319 | .271 | .229 | 1 | .322 | .509\*\* | .036 | .324 | .612\*\* |
| Sig. (2-tailed) | .053 | .375 | .085 | .148 | .223 |  | .083 | .004 | .852 | .080 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .328 | .449\* | .295 | .145 | .441\* | .322 | 1 | .227 | .095 | -.010 | .593\*\* |
| Sig. (2-tailed) | .077 | .013 | .113 | .445 | .015 | .083 |  | .228 | .617 | .959 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .623\*\* | .112 | .338 | .482\*\* | .452\* | .509\*\* | .227 | 1 | .237 | .340 | .731\*\* |
| Sig. (2-tailed) | .000 | .556 | .067 | .007 | .012 | .004 | .228 |  | .207 | .066 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .199 | .185 | .056 | .179 | .359 | .036 | .095 | .237 | 1 | -.004 | .392\* |
| Sig. (2-tailed) | .291 | .328 | .769 | .344 | .051 | .852 | .617 | .207 |  | .983 | .032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .247 | -.167 | .419\* | .202 | .237 | .324 | -.010 | .340 | -.004 | 1 | .422\* |
| Sig. (2-tailed) | .189 | .378 | .021 | .285 | .208 | .080 | .959 | .066 | .983 |  | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .713\*\* | .490\*\* | .623\*\* | .582\*\* | .692\*\* | .612\*\* | .593\*\* | .731\*\* | .392\* | .422\* | 1 |
| Sig. (2-tailed) | .000 | .006 | .000 | .001 | .000 | .000 | .001 | .000 | .032 | .020 |  |
| 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 7**

**Uji Validitas Variabel Efikasi Diri (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | TOTAL |
| X1 | Pearson Correlation | 1 | .177 | .082 | .507\*\* | .403\* | .226 | .758\*\* | .288 | .152 | .546\*\* | .727\*\* |
| Sig. (2-tailed) |  | .349 | .666 | .004 | .027 | .230 | .000 | .123 | .424 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .177 | 1 | .591\*\* | .122 | .164 | .237 | .265 | .336 | .265 | .164 | .525\*\* |
| Sig. (2-tailed) | .349 |  | .001 | .520 | .388 | .207 | .156 | .070 | .156 | .388 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .082 | .591\*\* | 1 | .222 | .050 | .336 | .376\* | .333 | .150 | .157 | .506\*\* |
| Sig. (2-tailed) | .666 | .001 |  | .238 | .793 | .069 | .041 | .072 | .428 | .408 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | .507\*\* | .122 | .222 | 1 | .356 | .054 | .515\*\* | .421\* | .151 | .356 | .632\*\* |
| Sig. (2-tailed) | .004 | .520 | .238 |  | .054 | .776 | .004 | .020 | .425 | .054 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | .403\* | .164 | .050 | .356 | 1 | .000 | .385\* | .487\*\* | .385\* | .326 | .608\*\* |
| Sig. (2-tailed) | .027 | .388 | .793 | .054 |  | 1.000 | .036 | .006 | .036 | .079 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .226 | .237 | .336 | .054 | .000 | 1 | .335 | .424\* | .000 | .106 | .414\* |
| Sig. (2-tailed) | .230 | .207 | .069 | .776 | 1.000 |  | .070 | .019 | 1.000 | .577 | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .758\*\* | .265 | .376\* | .515\*\* | .385\* | .335 | 1 | .316 | .063 | .385\* | .747\*\* |
| Sig. (2-tailed) | .000 | .156 | .041 | .004 | .036 | .070 |  | .089 | .743 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | .288 | .336 | .333 | .421\* | .487\*\* | .424\* | .316 | 1 | .316 | .150 | .645\*\* |
| Sig. (2-tailed) | .123 | .070 | .072 | .020 | .006 | .019 | .089 |  | .089 | .429 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | .152 | .265 | .150 | .151 | .385\* | .000 | .063 | .316 | 1 | .652\*\* | .526\*\* |
| Sig. (2-tailed) | .424 | .156 | .428 | .425 | .036 | 1.000 | .743 | .089 |  | .000 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .546\*\* | .164 | .157 | .356 | .326 | .106 | .385\* | .150 | .652\*\* | 1 | .668\*\* |
| Sig. (2-tailed) | .002 | .388 | .408 | .054 | .079 | .577 | .036 | .429 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .727\*\* | .525\*\* | .506\*\* | .632\*\* | .608\*\* | .414\* | .747\*\* | .645\*\* | .526\*\* | .668\*\* | 1 |
| Sig. (2-tailed) | .000 | .003 | .004 | .000 | .000 | .023 | .000 | .000 | .003 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 8**

**Uji Validitas Variabel Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | TOTAL |
| X1 | Pearson Correlation | 1 | .593\*\* | .276 | -.060 | .103 | .102 | .271 | .471\*\* | .535\*\* | .199 | .583\*\* |
| Sig. (2-tailed) |  | .001 | .140 | .754 | .590 | .591 | .148 | .009 | .002 | .292 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .593\*\* | 1 | .281 | .312 | -.061 | .109 | .090 | .367\* | .293 | .278 | .553\*\* |
| Sig. (2-tailed) | .001 |  | .132 | .094 | .749 | .566 | .636 | .046 | .116 | .138 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .276 | .281 | 1 | .122 | .198 | .152 | .469\*\* | .308 | .427\* | .455\* | .661\*\* |
| Sig. (2-tailed) | .140 | .132 |  | .522 | .294 | .423 | .009 | .098 | .019 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | -.060 | .312 | .122 | 1 | .153 | .311 | .036 | .076 | -.008 | .291 | .408\* |
| Sig. (2-tailed) | .754 | .094 | .522 |  | .420 | .095 | .852 | .689 | .967 | .119 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | .103 | -.061 | .198 | .153 | 1 | .550\*\* | .306 | .138 | .240 | -.026 | .488\*\* |
| Sig. (2-tailed) | .590 | .749 | .294 | .420 |  | .002 | .101 | .467 | .202 | .894 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .102 | .109 | .152 | .311 | .550\*\* | 1 | .199 | .165 | .123 | .091 | .526\*\* |
| Sig. (2-tailed) | .591 | .566 | .423 | .095 | .002 |  | .292 | .384 | .518 | .631 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .271 | .090 | .469\*\* | .036 | .306 | .199 | 1 | .397\* | .644\*\* | .183 | .636\*\* |
| Sig. (2-tailed) | .148 | .636 | .009 | .852 | .101 | .292 |  | .030 | .000 | .333 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | .471\*\* | .367\* | .308 | .076 | .138 | .165 | .397\* | 1 | .413\* | -.027 | .551\*\* |
| Sig. (2-tailed) | .009 | .046 | .098 | .689 | .467 | .384 | .030 |  | .023 | .888 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | .535\*\* | .293 | .427\* | -.008 | .240 | .123 | .644\*\* | .413\* | 1 | .412\* | .705\*\* |
| Sig. (2-tailed) | .002 | .116 | .019 | .967 | .202 | .518 | .000 | .023 |  | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .199 | .278 | .455\* | .291 | -.026 | .091 | .183 | -.027 | .412\* | 1 | .525\*\* |
| Sig. (2-tailed) | .292 | .138 | .011 | .119 | .894 | .631 | .333 | .888 | .024 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .583\*\* | .553\*\* | .661\*\* | .408\* | .488\*\* | .526\*\* | .636\*\* | .551\*\* | .705\*\* | .525\*\* | 1 |
| Sig. (2-tailed) | .001 | .002 | .000 | .025 | .006 | .003 | .000 | .002 | .000 | .003 |  |
| 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 9**

**Uji Validitas Variabel Beban Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | TOTAL |
| X1 | Pearson Correlation | 1 | .379\* | .108 | .333 | .403\* | .598\*\* | .333 | .513\*\* | .168 | .108 | .685\*\* |
| Sig. (2-tailed) |  | .039 | .569 | .072 | .027 | .000 | .072 | .004 | .374 | .569 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2 | Pearson Correlation | .379\* | 1 | .120 | .232 | -.024 | .396\* | .232 | .259 | .241 | .120 | .500\*\* |
| Sig. (2-tailed) | .039 |  | .529 | .218 | .901 | .030 | .218 | .167 | .199 | .529 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3 | Pearson Correlation | .108 | .120 | 1 | -.088 | .362\* | .219 | -.088 | .085 | .351 | 1.000\*\* | .536\*\* |
| Sig. (2-tailed) | .569 | .529 |  | .644 | .050 | .244 | .644 | .657 | .057 | .000 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X4 | Pearson Correlation | .333 | .232 | -.088 | 1 | .198 | .357 | 1.000\*\* | .121 | -.199 | -.088 | .455\* |
| Sig. (2-tailed) | .072 | .218 | .644 |  | .294 | .053 | .000 | .523 | .292 | .644 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X5 | Pearson Correlation | .403\* | -.024 | .362\* | .198 | 1 | .480\*\* | .198 | .329 | .240 | .362\* | .638\*\* |
| Sig. (2-tailed) | .027 | .901 | .050 | .294 |  | .007 | .294 | .076 | .202 | .050 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X6 | Pearson Correlation | .598\*\* | .396\* | .219 | .357 | .480\*\* | 1 | .357 | .468\*\* | .176 | .219 | .745\*\* |
| Sig. (2-tailed) | .000 | .030 | .244 | .053 | .007 |  | .053 | .009 | .352 | .244 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X7 | Pearson Correlation | .333 | .232 | -.088 | 1.000\*\* | .198 | .357 | 1 | .121 | -.199 | -.088 | .455\* |
| Sig. (2-tailed) | .072 | .218 | .644 | .000 | .294 | .053 |  | .523 | .292 | .644 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X8 | Pearson Correlation | .513\*\* | .259 | .085 | .121 | .329 | .468\*\* | .121 | 1 | .557\*\* | .085 | .662\*\* |
| Sig. (2-tailed) | .004 | .167 | .657 | .523 | .076 | .009 | .523 |  | .001 | .657 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X9 | Pearson Correlation | .168 | .241 | .351 | -.199 | .240 | .176 | -.199 | .557\*\* | 1 | .351 | .500\*\* |
| Sig. (2-tailed) | .374 | .199 | .057 | .292 | .202 | .352 | .292 | .001 |  | .057 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X10 | Pearson Correlation | .108 | .120 | 1.000\*\* | -.088 | .362\* | .219 | -.088 | .085 | .351 | 1 | .536\*\* |
| Sig. (2-tailed) | .569 | .529 | .000 | .644 | .050 | .244 | .644 | .657 | .057 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .685\*\* | .500\*\* | .536\*\* | .455\* | .638\*\* | .745\*\* | .455\* | .662\*\* | .500\*\* | .536\*\* | 1 |
| Sig. (2-tailed) | .000 | .005 | .002 | .011 | .000 | .000 | .011 | .000 | .005 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10**

**Hasil Uji Reliabilitas Instrumen**

**Uji Reliabilitas Efikasi Diri (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .805 | 10 |

**Uji Reliabilitas Iklim Organisasi (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .754 | 10 |

**Uji Reliabilitas Beban Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .771 | 10 |

**Uji Reliabilitas Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .788 | 10 |

**Lampiran 11**

**Hasil Uji MSI Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Succesive Interval | | | | | | | | | | Total Skor |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 |
| 1 | 5.155 | 5.502 | 4.247 | 3.000 | 5.529 | 5.495 | 4.477 | 4.419 | 5.450 | 4.360 | 47.633 |
| 2 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 41.201 |
| 3 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 5.724 | 54.136 |
| 4 | 3.988 | 4.214 | 4.247 | 5.447 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 42.497 |
| 5 | 5.155 | 5.502 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 43.657 |
| 6 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 41.201 |
| 7 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 41.201 |
| 8 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 5.724 | 54.136 |
| 9 | 2.000 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 39.214 |
| 10 | 5.155 | 5.502 | 5.513 | 4.152 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 5.724 | 52.841 |
| 11 | 5.155 | 4.214 | 4.247 | 5.447 | 4.246 | 5.495 | 3.210 | 5.845 | 5.450 | 4.360 | 47.668 |
| 12 | 5.155 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 42.368 |
| 13 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 4.360 | 52.773 |
| 14 | 5.155 | 5.502 | 5.513 | 4.152 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 4.360 | 51.478 |
| 15 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 41.201 |
| 16 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 5.495 | 3.210 | 5.845 | 4.176 | 4.360 | 43.932 |
| 17 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 4.360 | 41.201 |
| 18 | 3.988 | 4.214 | 4.247 | 4.152 | 4.246 | 4.190 | 3.210 | 4.419 | 4.176 | 3.000 | 39.841 |
| 19 | 3.988 | 4.214 | 5.513 | 5.447 | 4.246 | 5.495 | 3.210 | 4.419 | 4.176 | 4.360 | 45.068 |
| 20 | 5.155 | 5.502 | 4.247 | 5.447 | 4.246 | 4.190 | 3.210 | 4.419 | 5.450 | 4.360 | 46.225 |
| 21 | 3.101 | 3.000 | 3.000 | 3.000 | 3.000 | 4.190 | 2.101 | 3.000 | 3.000 | 3.000 | 30.391 |
| 22 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 1.000 | 5.845 | 5.450 | 5.724 | 50.660 |
| 23 | 3.101 | 4.214 | 3.000 | 5.447 | 4.246 | 5.495 | 4.477 | 4.419 | 4.176 | 4.360 | 42.934 |
| 24 | 3.988 | 4.214 | 4.247 | 5.447 | 4.246 | 4.190 | 3.210 | 5.845 | 5.450 | 4.360 | 45.196 |
| 25 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 5.724 | 54.136 |
| 26 | 3.101 | 3.000 | 3.000 | 3.000 | 3.000 | 3.000 | 2.101 | 3.000 | 3.000 | 3.000 | 29.201 |
| 27 | 3.101 | 4.214 | 3.000 | 4.152 | 3.000 | 3.000 | 2.101 | 4.419 | 3.000 | 3.000 | 32.986 |
| 28 | 5.155 | 4.214 | 3.000 | 5.447 | 4.246 | 4.190 | 2.101 | 4.419 | 4.176 | 5.724 | 42.670 |
| 29 | 3.988 | 3.000 | 4.247 | 4.152 | 3.000 | 4.190 | 2.101 | 4.419 | 4.176 | 3.000 | 36.273 |
| 30 | 3.101 | 3.000 | 3.000 | 3.000 | 3.000 | 3.000 | 2.101 | 3.000 | 3.000 | 3.000 | 29.201 |
| 31 | 3.101 | 3.000 | 3.000 | 3.000 | 3.000 | 3.000 | 2.101 | 4.419 | 3.000 | 3.000 | 30.620 |
| 32 | 5.155 | 5.502 | 4.247 | 5.447 | 5.529 | 5.495 | 3.210 | 5.845 | 5.450 | 4.360 | 50.240 |
| 33 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 4.360 | 52.773 |
| 34 | 5.155 | 5.502 | 5.513 | 5.447 | 5.529 | 5.495 | 4.477 | 5.845 | 5.450 | 5.724 | 54.136 |
| 35 | 3.101 | 3.000 | 3.000 | 5.447 | 3.000 | 3.000 | 3.210 | 4.419 | 3.000 | 5.724 | 36.900 |

**Lampiran 12**

**Hasil Uji MSI Efikasi Diri (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Succesive IntervalSuccesive Interval | | | | | | | | | | Total Skor |
| X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 |
| 1 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 5.589 | 5.400 | 5.674 | 4.046 | 53.559 |
| 2 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 41.775 |
| 3 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 5.589 | 5.400 | 5.674 | 5.406 | 54.919 |
| 4 | 4.363 | 3.979 | 3.979 | 3.101 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 40.550 |
| 5 | 4.363 | 5.253 | 5.253 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 44.323 |
| 6 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 41.775 |
| 7 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 41.775 |
| 8 | 4.363 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 4.283 | 5.400 | 5.674 | 5.406 | 52.253 |
| 9 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 41.775 |
| 10 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 5.589 | 5.400 | 5.674 | 5.406 | 54.919 |
| 11 | 4.363 | 5.253 | 5.253 | 4.326 | 4.006 | 5.674 | 4.283 | 5.400 | 4.327 | 4.046 | 46.931 |
| 12 | 4.363 | 3.979 | 3.979 | 2.000 | 2.000 | 4.327 | 4.283 | 4.139 | 4.327 | 2.000 | 35.397 |
| 13 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 5.589 | 5.400 | 4.327 | 4.046 | 44.343 |
| 14 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 4.327 | 5.589 | 5.400 | 5.674 | 5.406 | 53.572 |
| 15 | 4.363 | 3.979 | 5.253 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 43.049 |
| 16 | 5.724 | 5.253 | 5.253 | 4.326 | 4.006 | 5.674 | 5.589 | 5.400 | 4.327 | 4.046 | 49.598 |
| 17 | 3.000 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 2.910 | 39.276 |
| 18 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 41.775 |
| 19 | 4.363 | 5.253 | 5.253 | 4.326 | 5.261 | 4.327 | 4.283 | 4.139 | 5.674 | 4.046 | 46.924 |
| 20 | 4.363 | 3.979 | 3.979 | 4.326 | 2.967 | 4.327 | 4.283 | 5.400 | 4.327 | 4.046 | 41.997 |
| 21 | 3.000 | 3.979 | 3.979 | 3.101 | 2.000 | 3.000 | 3.000 | 3.000 | 3.000 | 2.000 | 30.059 |
| 22 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 5.589 | 5.400 | 5.674 | 5.406 | 54.919 |
| 23 | 4.363 | 5.253 | 3.979 | 4.326 | 4.006 | 4.327 | 5.589 | 4.139 | 5.674 | 4.046 | 45.703 |
| 24 | 4.363 | 3.979 | 3.979 | 4.326 | 5.261 | 4.327 | 4.283 | 5.400 | 4.327 | 5.406 | 45.651 |
| 25 | 4.363 | 5.253 | 5.253 | 3.101 | 2.967 | 5.674 | 5.589 | 5.400 | 5.674 | 4.046 | 47.319 |
| 26 | 3.000 | 2.963 | 2.963 | 3.101 | 2.967 | 3.000 | 3.000 | 3.000 | 3.000 | 2.910 | 29.904 |
| 27 | 3.000 | 2.963 | 2.963 | 3.101 | 2.967 | 3.000 | 3.000 | 3.000 | 3.000 | 2.910 | 29.904 |
| 28 | 3.000 | 5.253 | 5.253 | 4.326 | 4.006 | 4.327 | 3.000 | 4.139 | 4.327 | 4.046 | 41.676 |
| 29 | 4.363 | 2.963 | 2.963 | 4.326 | 4.006 | 4.327 | 4.283 | 4.139 | 4.327 | 4.046 | 39.744 |
| 30 | 3.000 | 2.963 | 2.963 | 3.101 | 2.967 | 3.000 | 3.000 | 3.000 | 3.000 | 2.910 | 29.904 |
| 31 | 3.000 | 2.963 | 2.963 | 3.101 | 2.967 | 3.000 | 3.000 | 3.000 | 3.000 | 2.910 | 29.904 |
| 32 | 4.363 | 2.000 | 2.000 | 4.326 | 4.006 | 4.327 | 4.283 | 5.400 | 4.327 | 4.046 | 39.079 |
| 33 | 4.363 | 3.979 | 3.979 | 4.326 | 4.006 | 5.674 | 4.283 | 5.400 | 4.327 | 4.046 | 44.384 |
| 34 | 5.724 | 5.253 | 5.253 | 5.687 | 5.261 | 5.674 | 5.589 | 5.400 | 5.674 | 5.406 | 54.919 |
| 35 | 3.000 | 3.979 | 3.979 | 4.326 | 2.967 | 3.000 | 3.000 | 3.000 | 3.000 | 2.910 | 33.162 |

**Lampiran 13**

**Hasil Uji MSI Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | SulSuccesive Interval | | | | | | | | | | Total Skor |
| X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 |
| 1 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 54.793 |
| 2 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 41.676 |
| 3 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 54.793 |
| 4 | 3.000 | 4.458 | 4.321 | 4.152 | 2.265 | 4.321 | 4.129 | 4.289 | 4.098 | 3.273 | 38.307 |
| 5 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 41.676 |
| 6 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 41.676 |
| 7 | 4.293 | 4.458 | 3.000 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 3.000 | 3.273 | 38.088 |
| 8 | 5.657 | 5.899 | 5.654 | 5.447 | 3.172 | 4.321 | 4.129 | 5.613 | 5.290 | 4.441 | 49.624 |
| 9 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 41.676 |
| 10 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 54.793 |
| 11 | 5.657 | 5.899 | 4.321 | 5.447 | 3.172 | 4.321 | 4.129 | 3.000 | 5.290 | 4.441 | 45.678 |
| 12 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 3.000 | 3.000 | 3.273 | 38.121 |
| 13 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 48.352 |
| 14 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 4.321 | 5.477 | 5.613 | 5.290 | 5.687 | 53.461 |
| 15 | 4.293 | 4.458 | 4.321 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 4.098 | 4.441 | 48.219 |
| 16 | 5.657 | 4.458 | 4.321 | 5.447 | 4.416 | 4.321 | 4.129 | 4.289 | 5.290 | 4.441 | 46.769 |
| 17 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 3.273 | 40.508 |
| 18 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 41.676 |
| 19 | 5.657 | 4.458 | 4.321 | 5.447 | 4.416 | 4.321 | 4.129 | 4.289 | 5.290 | 4.441 | 46.769 |
| 20 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 5.654 | 5.477 | 5.613 | 5.290 | 4.441 | 46.872 |
| 21 | 4.293 | 4.458 | 4.321 | 3.000 | 3.172 | 4.321 | 4.129 | 4.289 | 3.000 | 2.000 | 36.984 |
| 22 | 5.657 | 5.899 | 5.654 | 5.447 | 1.000 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 51.377 |
| 23 | 5.657 | 5.899 | 4.321 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 5.290 | 4.441 | 45.672 |
| 24 | 4.293 | 4.458 | 4.321 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 4.441 | 49.410 |
| 25 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 54.793 |
| 26 | 3.000 | 3.000 | 3.000 | 3.000 | 2.265 | 3.000 | 2.963 | 3.000 | 3.000 | 3.273 | 29.502 |
| 27 | 3.000 | 3.000 | 3.000 | 3.000 | 2.265 | 3.000 | 2.963 | 3.000 | 3.000 | 3.273 | 29.502 |
| 28 | 4.293 | 4.458 | 4.321 | 4.152 | 1.690 | 3.000 | 4.129 | 4.289 | 4.098 | 4.441 | 38.872 |
| 29 | 4.293 | 4.458 | 4.321 | 4.152 | 3.172 | 3.000 | 2.963 | 4.289 | 4.098 | 4.441 | 39.188 |
| 30 | 5.657 | 5.899 | 3.000 | 5.447 | 2.265 | 3.000 | 2.963 | 3.000 | 3.000 | 3.273 | 37.505 |
| 31 | 3.000 | 3.000 | 3.000 | 3.000 | 2.265 | 3.000 | 2.963 | 3.000 | 3.000 | 3.273 | 29.502 |
| 32 | 4.293 | 4.458 | 4.321 | 5.447 | 3.172 | 4.321 | 4.129 | 4.289 | 4.098 | 4.441 | 42.971 |
| 33 | 4.293 | 4.458 | 3.000 | 4.152 | 3.172 | 4.321 | 4.129 | 4.289 | 3.000 | 3.273 | 38.088 |
| 34 | 5.657 | 5.899 | 5.654 | 5.447 | 4.416 | 5.654 | 5.477 | 5.613 | 5.290 | 5.687 | 54.793 |
| 35 | 4.293 | 4.458 | 3.000 | 3.000 | 1.690 | 3.000 | 2.000 | 4.289 | 4.098 | 3.273 | 33.102 |

**Lampiran 14**

**Hasil Uji MSI Beban Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Res | Succesive Interval | | | | | | | | | | Total Skor |
| X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 |
| 1 | 5.687 | 5.687 | 5.529 | 5.607 | 4.866 | 5.541 | 5.366 | 5.771 | 5.453 | 5.081 | 54.587 |
| 2 | 4.441 | 4.403 | 5.529 | 5.607 | 2.653 | 4.248 | 5.366 | 4.444 | 4.244 | 3.293 | 44.228 |
| 3 | 5.687 | 5.687 | 5.529 | 5.607 | 4.866 | 5.541 | 5.366 | 5.771 | 5.453 | 3.293 | 52.799 |
| 4 | 3.273 | 3.219 | 3.000 | 4.255 | 1.795 | 3.101 | 4.134 | 3.219 | 3.000 | 2.000 | 30.996 |
| 5 | 4.441 | 4.403 | 4.283 | 5.607 | 3.676 | 4.248 | 5.366 | 4.444 | 4.244 | 3.293 | 44.006 |
| 6 | 4.441 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 4.276 | 42.406 |
| 7 | 4.441 | 4.403 | 4.283 | 5.607 | 2.653 | 2.000 | 4.134 | 4.444 | 3.000 | 2.000 | 36.966 |
| 8 | 3.273 | 4.403 | 4.283 | 5.607 | 2.653 | 4.248 | 4.134 | 4.444 | 4.244 | 4.276 | 41.566 |
| 9 | 4.441 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 4.276 | 42.406 |
| 10 | 5.687 | 5.687 | 4.283 | 5.607 | 4.866 | 5.541 | 5.366 | 4.444 | 5.453 | 4.276 | 51.211 |
| 11 | 4.441 | 4.403 | 5.529 | 5.607 | 3.676 | 5.541 | 5.366 | 4.444 | 5.453 | 3.293 | 47.754 |
| 12 | 3.273 | 3.219 | 3.000 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 3.293 | 37.787 |
| 13 | 4.441 | 4.403 | 4.283 | 4.255 | 2.653 | 4.248 | 5.366 | 4.444 | 4.244 | 2.000 | 40.338 |
| 14 | 4.441 | 5.687 | 5.529 | 5.607 | 4.866 | 5.541 | 5.366 | 5.771 | 5.453 | 3.293 | 51.554 |
| 15 | 5.687 | 4.403 | 4.283 | 5.607 | 3.676 | 5.541 | 5.366 | 4.444 | 4.244 | 2.000 | 45.252 |
| 16 | 5.687 | 5.687 | 4.283 | 5.607 | 3.676 | 4.248 | 5.366 | 4.444 | 4.244 | 3.293 | 46.535 |
| 17 | 4.441 | 4.403 | 4.283 | 4.255 | 1.795 | 4.248 | 3.000 | 4.444 | 3.000 | 2.000 | 35.870 |
| 18 | 4.441 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 3.219 | 4.244 | 4.276 | 41.180 |
| 19 | 4.441 | 3.219 | 3.000 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 3.293 | 38.955 |
| 20 | 4.441 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 2.000 | 40.129 |
| 21 | 3.273 | 3.219 | 3.000 | 4.255 | 2.653 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 32.013 |
| 22 | 5.687 | 5.687 | 5.529 | 5.607 | 1.000 | 5.541 | 5.366 | 5.771 | 5.453 | 5.081 | 50.721 |
| 23 | 3.273 | 4.403 | 4.283 | 5.607 | 3.676 | 5.541 | 4.134 | 4.444 | 4.244 | 3.293 | 42.899 |
| 24 | 4.441 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 4.444 | 4.244 | 3.293 | 41.422 |
| 25 | 2.000 | 2.000 | 3.000 | 5.607 | 3.676 | 5.541 | 5.366 | 5.771 | 5.453 | 5.081 | 43.495 |
| 26 | 3.273 | 3.219 | 3.000 | 3.000 | 3.676 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 31.782 |
| 27 | 3.273 | 3.219 | 3.000 | 3.000 | 2.653 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 30.758 |
| 28 | 3.273 | 4.403 | 4.283 | 4.255 | 3.676 | 4.248 | 4.134 | 3.219 | 4.244 | 2.000 | 37.736 |
| 29 | 4.441 | 4.403 | 4.283 | 4.255 | 2.653 | 4.248 | 4.134 | 4.444 | 3.000 | 3.293 | 39.155 |
| 30 | 3.273 | 3.219 | 3.000 | 3.000 | 2.653 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 30.758 |
| 31 | 3.273 | 3.219 | 3.000 | 3.000 | 2.653 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 30.758 |
| 32 | 4.441 | 4.403 | 4.283 | 4.255 | 1.795 | 4.248 | 5.366 | 2.000 | 4.244 | 2.000 | 37.035 |
| 33 | 4.441 | 4.403 | 3.000 | 4.255 | 2.653 | 4.248 | 4.134 | 4.444 | 3.000 | 2.000 | 36.579 |
| 34 | 5.687 | 5.687 | 5.529 | 5.607 | 4.866 | 4.248 | 5.366 | 5.771 | 5.453 | 3.293 | 51.506 |
| 35 | 4.441 | 3.219 | 3.000 | 4.255 | 2.653 | 3.101 | 3.000 | 3.219 | 3.000 | 3.293 | 33.181 |

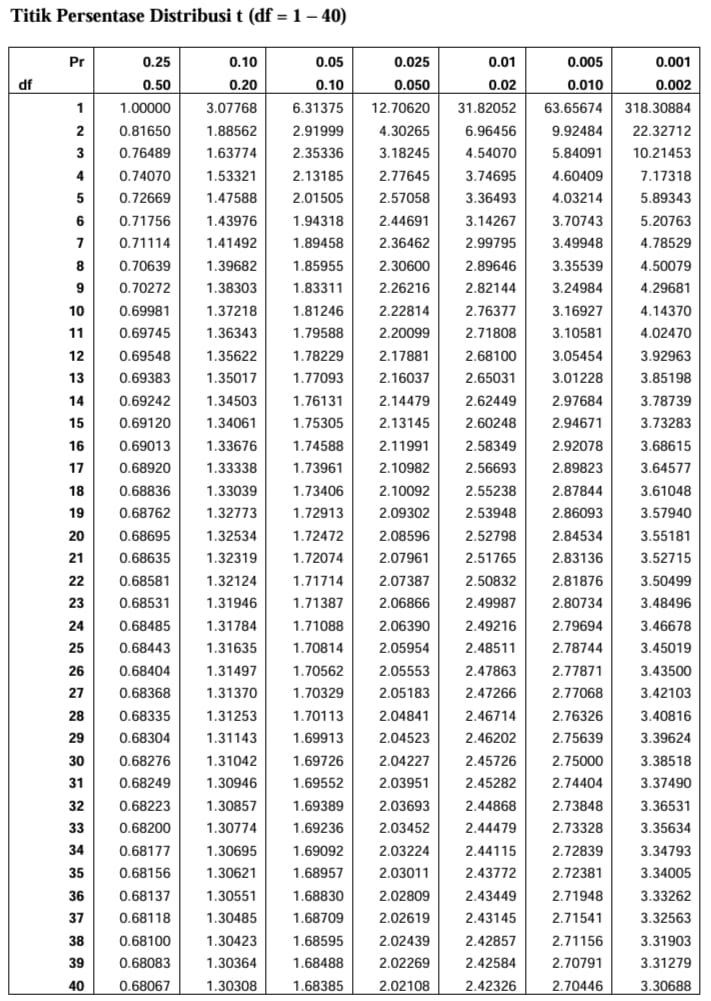
**Lampiran 15**

**Surat Izin Penelitian**

****

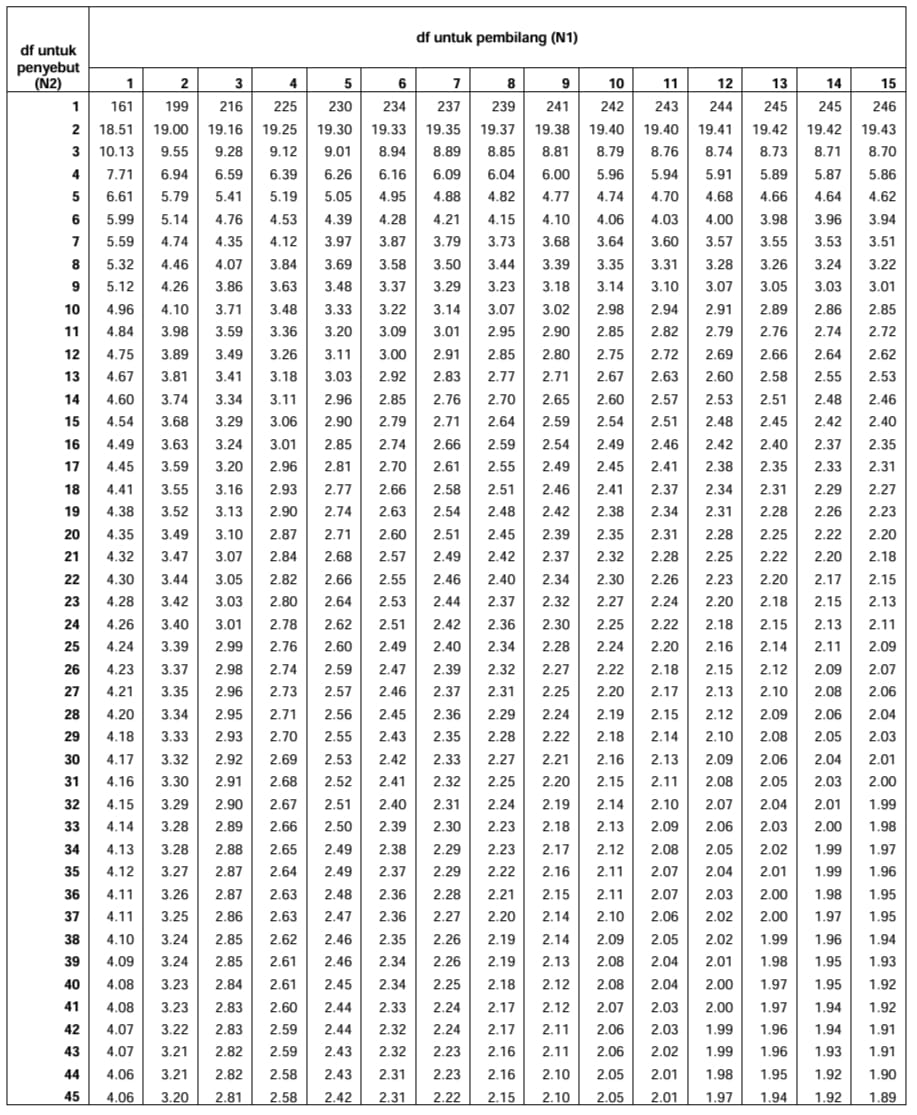
**Lampiran 16**

**Tabel Uji t**

**Lampiran 17**

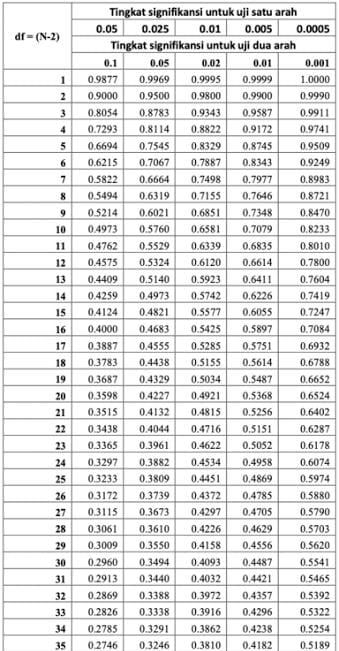
**Tabel Uji F**

**Titik Presentase Distribusi F untuk Probabilitas +0,05**



**Lampiran 18**

**Tabel Uji R**

****