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LAMPIRAN

Lampiran 1

Kuesioner Penelitian

Perihal: Permohonan Pengisian Kuesioner

Judul Penelitian: Pengaruh Fasilitas Kantor, Budaya Organisasi dan workplace Friendship terhadap Kinerja Pegawai Balai Pelatihan dan Penyuluhan Perikanan Tegal.

Kepada Yth,

Bapak/Ibu/Sdr Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/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 penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Hormat saya,

Umi Diyana

A. Identitas Responden

1. Nama :
2. Jenis Kelamin : Laki-laki Perempuan
3. Pendidikan Terakhir : SMA/SMK D3/D4
 S1 S2
4. Umur : 21-30 Tahun 31-40 Tahun
 40-50 Tahun >51 Tahun
4. Masa Kerja : 0-5 Tahun 6-15 Tahun
 16-25 Tahun 25 tahun

B. Petunjuk pengisian

- Jawablah pertanyaan/pernyataan dengan jujur dan benar.
- Bacalah dengan cermat pertanyaan/pernyataan sebelum anda menjawabnya.
- Pilihlah salah satu jawaban yang tersedia dengan memberikan tanda *checklist* (✓) pada salah satu jawaban yang menurut anda paling benar.

Keterangan:

Untuk Variabel Y (Kinerja Pegawai)

Untuk Variabel X (Fasilitas Kantor, Budaya Organisasi, Workplace friendship)

SL : Selalu

SS : Sangat Setuju

SR : Sering

S : Setuju

B : Biasanya

N : Netral

KD : Kadang-kadang

TS : Tidak Setuju

BP : Belum Pernah

STS : Sangat Tidak Setuju

Daftar Pernyataan Kuesioner

No.	Variabel Kinerja Pegawai	SL	SR	B	KD	BP
1.	Dapat menyelesaikan setiap pekerjaan yang diberikan sesuai target					
2.	Dapat menyelesaikan pekerjaan yang diberikan dengan baik dan rapi.					
3.	Pekerjaan yang dihasilkan memenuhi standar.					
4.	Dapat menyelesaikan setiap pekerjaan yang diberikan sesuai standar yang ditetapkan.					
5.	Dapat menyelesaikan setiap pekerjaan yang diberikan tepat waktu.					
6.	Dapat menyelesaikan setiap pekerjaan tanpa menunda-nunda.					
7.	Hadir tepat waktu di tempat kerja.					
8.	Selalu mematuhi jadwal kerja yang telah ditetapkan.					
9.	Dapat bekerjasama dengan rekan kerja dalam menyelesaikan pekerjaan.					
10.	Berhubungan baik dengan rekan kerja					

No.	Variabel Fasilitas Kantor	SS	S	N	TS	STS
1.	BPPP Tegal menyediakan mesin pengganda yang memadai untuk mempercepat proses kerja.					
2.	BPPP Tegal menyediakan mesin hitung untuk memberikan hasil yang akurat.					
3.	BPPP Tegal menyediakan komputer yang memadai.					
4.	BPPP Tegal menyediakan gedung yang memadai untuk bekerja.					
5.	BPPP Tegal menyediakan ruangan kerja yang nyaman untuk bekerja.					
6.	BPPP Tegal menyediakan penerangan yang cukup di setiap ruangan.					
7.	BPPP Tegal menyediakan mebel yang nyaman untuk bekerja.					
8.	BPPP Tegal menyediakan alat komunikasi yang memadai untuk berkomunikasi di tempat kerja.					
9.	BPPP Tegal menyediakan alat penyegar ruangan untuk meningkatkan kualitas udara.					

10.	BPPP Tegal menyediakan peralatan rumah tangga kantor yang lengkap.					
11.	BPPP Tegal menyediakan rumah dinas yang layak untuk pegawai.					
12.	BPPP Tegal menyediakan kendaraan dinas yang layak untuk pegawai.					
13.	BPPP Tegal menyediakan makan siang untuk pegawai.					
14.	BPPP Tegal menyediakan fasilitas kendaraan untuk kepentingan sosial.					
15.	BPPP Tegal menyediakan mushola untuk beribadah.					

No	Variabel Budaya Organisasi	SS	S	N	TS	STS
1.	BPPP Tegal menuntut para pegawainya untuk saling memberi perhatian terhadap masalah yang terjadi.					
2.	BPPP Tegal menuntut para pegawainya untuk selalu teliti dalam menyelesaikan pekerjaan.					
3.	BPPP Tegal menuntut para pegawainya untuk selalu cermat dalam menyelesaikan pekerjaan.					
4.	BPPP Tegal menuntut para pegawainya untuk selalu fokus dalam menyelesaikan pekerjaan.					
5.	Para pegawai di BPPP Tegal dapat melakukan kerjasama tim untuk mencapai tujuan bersama.					
6.	BPPP Tegal menuntut para pegawainya untuk dapat memenuhi standar yang sudah ditetapkan dalam bekerja.					
7.	BPPP Tegal menuntut para pegawainya untuk memiliki kualifikasi keahlian dalam menyelesaikan tugas-tugasnya.					
8.	BPPP Tegal menuntut para pegawainya untuk menjaga kedisiplinan yang tinggi dalam menyelesaikan pekerjaan.					
9.	BPPP Tegal menuntut para pegawainya untuk memiliki kerajinan yang tinggi dalam menyelesaikan pekerjaan.					
10.	BPPP Tegal menuntut para pegawainya untuk selalu menjaga kesehatan.					

11.	BPPP Tegal menuntut para pegawainya untuk selalu mengonsumsi makanan yang bergizi.					
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No.	Variabel Workplace Friendship	SS	S	N	TS	STS
1.	Para pegawai BPPP Tegal memiliki hubungan timbal balik yang baik dalam bekerja.					
2.	Para pegawai BPPP Tegal memiliki kesetiaan yang tinggi dengan rekana kerja dan pekerjaan.					
3.	Para pegawai BPPP Tegal dalam bekerja selalu senang dan bersemangat.					
4.	Para pegawai BPPP Tegal memiliki kebebasan dalam berbicara.					
5.	Para pegawai BPPP Tegal menghargai kontribusi yang diberikan para pegawai dalam bekerja.					
6.	Para pegawai BPPP Tegal sangat memperhatikan keselamatan dan kesehatan para pegawainya.					
7.	BPPP Tegal menyediakan sarana dan prasarana kerja yang memadai.					
8.	Para pegawai BPPP Tegal memiliki komitmen yang kuat untuk mencapai tujuan yang sama.					
9.	Para pegawai BPPP Tegal memiliki jiwa persahabatan yang positif di tempat kerja.					
10.	Para pegawai BPPP Tegal saling menghargai dan menghormati tanpa memandang latar belakang atau posisi jabatan.					
11.	Para pegawai BPPP Tegal memiliki hubungan yang harmonis tanpa memandang ras, bahasa, suku dan budaya.					

Lampiran 2

Tabulasi Data Uji Validitas dan Reliabilitas Variabel Kinerja (Y)

KINERJA PEGAWAI (Y)											
Kode. Responden	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Σ
R-01	4	4	4	5	5	3	5	5	4	4	43
R-02	4	4	3	4	4	4	4	4	3	4	38
R-03	1	2	1	3	2	1	1	1	3	2	17
R-04	4	4	4	4	4	4	4	4	4	4	40
R-05	5	5	4	3	5	3	5	5	5	5	45
R-06	4	4	3	3	5	4	5	5	4	4	41
R-07	3	3	3	1	5	4	1	1	4	5	30
R-08	5	4	5	4	5	3	4	4	5	5	44
R-09	4	5	5	5	4	5	4	5	5	5	47
R-10	4	4	5	5	4	3	5	5	5	5	45
R-11	4	4	4	4	4	4	4	4	4	4	40
R-12	4	5	5	4	4	5	3	5	4	5	44
R-13	5	4	5	5	4	4	5	5	3	4	44
R-14	3	4	4	3	4	4	3	4	4	5	38
R-15	4	4	4	4	4	4	4	4	4	4	40
R-16	4	3	4	3	3	2	4	4	4	4	35
R-17	1	2	2	3	2	4	2	2	5	2	25
R-18	5	4	4	4	5	3	4	4	4	5	42
R-19	5	5	5	5	4	4	4	5	5	5	47
R-20	3	4	3	3	3	3	4	4	3	4	34
R-21	3	3	4	3	4	4	4	3	2	4	34
R-22	5	5	5	4	5	5	5	5	5	5	49
R-23	4	5	5	5	3	2	4	3	4	4	39
R-24	4	4	5	4	5	3	5	4	4	3	41
R-25	4	4	4	4	4	4	4	4	4	4	40
R-26	5	4	4	5	5	4	5	5	4	5	46
R-27	4	5	4	5	4	4	5	5	5	5	46
R-28	5	5	5	5	4	4	5	5	4	5	47
R-29	4	4	4	4	4	4	4	4	4	4	40
R-30	4	3	4	3	4	3	3	4	4	4	36

Lampiran 3

Tabulasi Data Uji Validitas dan Reliabilitas Variabel Fasilitas Kantor (X1)

FASILITAS KANTOR (X1)															
Kode Responden	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15
R-01	3	5	3	4	5	4	5	4	4	3	5	4	3	5	3
R-02	2	4	2	4	4	4	4	3	4	3	2	3	2	4	4
R-03	5	4	2	4	3	4	5	2	1	4	5	5	5	1	1
R-04	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-05	5	5	5	5	4	4	4	5	5	5	5	5	5	5	5
R-06	5	5	4	4	4	4	5	5	4	4	3	4	4	4	5
R-07	5	4	5	3	5	5	5	5	5	5	5	5	5	5	5
R-08	4	4	5	5	5	4	5	5	3	4	3	3	3	3	5
R-09	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-10	3	3	3	2	3	1	2	2	1	3	1	2	3	1	3
R-11	3	3	4	4	4	4	3	4	4	4	4	4	4	4	4
R-12	5	4	5	4	5	3	5	4	4	5	5	4	4	5	5
R-13	4	4	5	5	5	5	4	5	5	5	5	5	4	5	5
R-14	4	5	5	4	5	4	4	5	5	5	5	5	5	5	4
R-15	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-16	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
R-17	1	2	2	2	2	5	3	2	1	2	4	3	2	2	2
R-18	4	4	4	4	4	4	4	5	4	4	3	4	4	4	4
R-19	4	4	5	5	4	5	5	4	5	5	5	5	4	4	5
R-20	4	3	4	4	4	3	3	4	4	3	4	4	4	4	3
R-21	4	4	4	3	3	4	4	3	4	3	2	3	4	4	4
R-22	3	3	3	2	3	5	5	4	4	2	3	3	3	4	4
R-23	3	2	5	4	4	4	4	4	4	3	3	5	2	3	2
R-24	4	5	5	4	3	5	5	4	3	5	4	5	5	3	4
R-25	3	4	4	4	4	4	5	5	4	4	4	4	4	4	4
R-26	5	5	4	5	5	5	4	5	5	5	5	4	5	5	4
R-27	4	5	5	5	5	4	4	5	5	5	5	4	5	5	5
R-28	5	5	5	5	5	5	5	4	5	4	4	4	4	4	5
R-29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-30	4	3	4	4	4	4	4	3	4	2	2	4	3	4	3

Lampiran 4
Tabulasi Data Uji Validitas dan Reliabilitas Variabel Budaya Organisasi (X2)

BUDAYA ORGANISASI X2												
Kode Responden	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	Σ
R-01	4	5	5	4	4	4	3	5	3	3	4	44
R-02	4	4	4	4	3	4	3	4	3	3	2	38
R-03	1	3	4	5	5	5	4	2	1	1	1	32
R-04	4	4	4	4	4	4	4	4	4	4	4	44
R-05	4	5	5	5	5	5	5	5	4	5	3	51
R-06	4	4	4	5	4	5	4	5	4	4	4	47
R-07	4	3	2	2	4	4	5	5	5	5	2	41
R-08	3	4	4	5	4	5	4	5	5	5	3	47
R-09	4	4	5	4	5	5	5	5	4	5	5	51
R-10	3	4	4	3	3	3	2	3	3	3	2	33
R-11	4	4	4	4	4	4	4	4	4	4	4	44
R-12	4	5	3	4	5	4	4	4	4	5	4	46
R-13	5	5	5	4	5	5	5	5	5	5	3	52
R-14	3	4	4	3	3	5	5	5	4	4	5	45
R-15	4	4	4	4	4	4	4	4	4	4	4	44
R-16	3	3	3	3	3	3	3	3	3	3	3	33
R-17	2	2	2	2	1	3	1	2	4	4	5	28
R-18	3	5	5	4	4	5	4	5	5	4	3	47
R-19	5	4	5	5	5	4	5	5	5	4	5	52
R-20	4	3	3	4	4	3	4	5	4	5	5	44
R-21	2	3	4	4	3	3	3	3	4	3	2	34
R-22	3	3	3	3	3	3	3	3	3	3	3	33
R-23	4	4	4	5	3	5	2	3	4	2	4	40
R-24	5	4	5	2	4	5	3	5	5	3	5	46
R-25	4	4	4	4	4	4	4	4	4	5	4	45
R-26	5	5	5	5	5	5	5	5	5	5	4	54
R-27	4	4	5	4	4	5	5	5	5	5	4	50
R-28	4	4	4	4	4	4	4	4	4	4	4	44
R-29	4	4	4	3	3	4	4	3	4	4	4	41
R-30	3	4	4	3	4	3	4	4	3	2	2	36

Lampiran 5
Tabulasi Data Uji Validitas dan Reliabilitas Variabel *Workplace Friendship* (X3)

WORKPLACE FRIENDSHIP X3												
Kode Responden	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	Σ
R-01	3	4	3	4	5	3	4	3	3	3	4	39
R-02	3	3	4	4	4	2	3	3	4	4	4	38
R-03	1	2	4	5	5	5	4	3	3	3	4	39
R-04	4	4	4	4	4	4	4	4	4	4	4	44
R-05	3	4	4	4	5	4	5	5	5	4	5	48
R-06	5	5	4	3	4	5	4	4	5	5	5	49
R-07	4	5	4	5	5	5	5	5	4	3	5	50
R-08	3	4	4	3	4	4	4	4	5	5	5	45
R-09	5	4	5	5	5	5	5	5	5	5	5	54
R-10	4	3	3	2	2	2	2	4	3	3	4	32
R-11	4	4	4	4	4	4	4	4	4	4	4	44
R-12	5	4	3	5	4	5	4	4	4	5	4	47
R-13	4	5	5	5	5	4	5	5	5	4	5	52
R-14	5	4	4	5	4	3	5	5	5	4	5	49
R-15	4	5	4	3	4	5	5	5	5	5	5	50
R-16	3	3	3	3	3	3	3	3	3	3	3	33
R-17	5	1	2	2	1	1	3	2	2	3	2	24
R-18	4	3	3	4	4	4	4	3	4	4	4	41
R-19	5	5	5	5	5	5	5	5	5	5	5	55
R-20	5	5	5	5	5	4	4	5	4	4	3	49
R-21	3	4	3	4	4	3	2	2	3	3	3	34
R-22	4	3	3	3	3	3	3	3	3	3	3	34
R-23	3	2	1	3	4	4	4	3	3	3	3	33
R-24	3	2	4	5	5	4	3	5	5	4	5	45
R-25	4	4	4	4	4	4	5	4	4	4	5	46
R-26	5	4	5	4	5	5	5	4	5	5	5	52
R-27	5	5	5	4	5	5	5	5	5	4	4	52
R-28	4	4	4	4	4	4	4	4	4	4	5	45
R-29	4	3	4	3	4	4	3	3	4	4	4	40
R-30	4	3	4	4	3	2	3	4	3	3	4	37

Lampiran 6
Output SPSS Uji Validitas Variabel Kinerja (Y)

Correlations												
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTALY
Y.1	Pearson	1	.736**	.778**	.524**	.703**	.294	.741**	.768**	.282	.720**	.881**
	Sig. (2-		.000	.000	.003	.000	.122	.000	.000	.131	.000	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.2	Pearson	.736**	1	.732**	.606**	.452*	.450*	.643**	.747**	.393*	.702**	.865**
	Sig. (2-	.000		.000	.000	.012	.014	.000	.000	.032	.000	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.3	Pearson	.778**	.732**	1	.600**	.472**	.362	.620**	.673**	.335	.637**	.836**
	Sig. (2-	.000	.000		.000	.008	.054	.000	.000	.070	.000	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.4	Pearson	.524**	.606**	.600**	1	.096	.246	.651**	.653**	.253	.252	.705**
	Sig. (2-	.003	.000	.000		.616	.199	.000	.000	.178	.179	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.5	Pearson	.703**	.452*	.472**	.096	1	.355	.496**	.482**	.218	.628**	.614**
	Sig. (2-	.000	.012	.008	.616		.059	.005	.007	.248	.000	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.6	Pearson	.294	.450*	.362	.246	.355	1	.280	.533**	.200	.422*	.545**
	Sig. (2-	.122	.014	.054	.199	.059		.142	.003	.298	.023	.002
	N	29	29	29	29	29	29	29	29	29	29	29
Y.7	Pearson	.741**	.643**	.620**	.651**	.496**	.280	1	.849**	.173	.390*	.833**
	Sig. (2-	.000	.000	.000	.000	.005	.142		.000	.362	.033	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.8	Pearson	.768**	.747**	.673**	.653**	.482**	.533**	.849**	1	.330	.579**	.921**
	Sig. (2-	.000	.000	.000	.000	.007	.003	.000		.075	.001	.000
	N	30	30	30	30	30	29	30	30	30	30	30
Y.9	Pearson	.282	.393*	.335	.253	.218	.200	.173	.330	1	.364*	.440*
	Sig. (2-	.131	.032	.070	.178	.248	.298	.362	.075		.048	.015
	N	30	30	30	30	30	29	30	30	30	30	30
Y.10	Pearson	.720**	.702**	.637**	.252	.628**	.422*	.390*	.579**	.364*	1	.716**
	Sig. (2-	.000	.000	.000	.179	.000	.023	.033	.001	.048		.000
	N	30	30	30	30	30	29	30	30	30	30	30
TOTALY	Pearson	.881**	.865**	.836**	.705**	.614**	.545**	.833**	.921**	.440*	.716**	1
	Sig. (2-	.000	.000	.000	.000	.000	.002	.000	.000	.015	.000	
	N	30	30	30	30	30	29	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 7
Output SPSS Uji Validitas Variabel Fasilitas Kantor (X1)

		Correlations															
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	TOTALX1
X1.1	Pearson Correlation	1	.632**	.588**	.552**	.525**	.143	.475**	.483**	.448*	.662**	.420*	.532**	.774**	.376*	.464**	.724**
	Sig. (2-tailed)		.000	.001	.002	.003	.452	.008	.007	.013	.000	.021	.003	.000	.041	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.632**	1	.398*	.608**	.565**	.280	.539**	.564**	.500**	.697**	.473**	.385*	.697**	.528**	.589**	.759**
	Sig. (2-tailed)	.000		.029	.000	.001	.134	.002	.001	.005	.000	.008	.036	.000	.003	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.588**	.398*	1	.596**	.632**	.241	.332	.727**	.676**	.679**	.380*	.563**	.498**	.553**	.676**	.775**
	Sig. (2-tailed)	.001	.029		.001	.000	.199	.073	.000	.000	.000	.039	.001	.005	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.552**	.608**	.596**	1	.705**	.326	.395*	.604**	.600**	.658**	.507**	.577**	.449*	.492**	.478**	.766**
	Sig. (2-tailed)	.002	.000	.001		.000	.079	.031	.000	.000	.000	.004	.001	.013	.006	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.525**	.565**	.632**	.705**	1	.187	.393*	.732**	.729**	.595**	.486**	.409*	.368*	.731**	.601**	.785**
	Sig. (2-tailed)	.003	.001	.000	.000		.321	.032	.000	.000	.001	.006	.025	.046	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.143	.280	.241	.326	.187	1	.578**	.377*	.435*	.258	.481**	.500**	.235	.384*	.280	.506**
	Sig. (2-tailed)	.452	.134	.199	.079	.321		.001	.040	.016	.168	.007	.005	.211	.036	.133	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.475**	.539**	.332	.395*	.393*	.578**	1	.435*	.356	.370*	.407*	.466**	.311	.337*	.384*	.595**
	Sig. (2-tailed)	.008	.002	.073	.031	.032	.001		.016	.054	.044	.026	.009	.095	.069	.036	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.483**	.564**	.727**	.604**	.732**	.377*	.435*	1	.777**	.651**	.476**	.485**	.501**	.755**	.719**	.844**
	Sig. (2-tailed)	.007	.001	.000	.000	.000	.040	.016		.000	.000	.008	.007	.005	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.448*	.500**	.676**	.600**	.729**	.435*	.356	.777**	1	.501**	.410*	.484**	.401*	.920**	.706**	.818**
	Sig. (2-tailed)	.013	.005	.000	.000	.000	.016	.054	.000		.005	.025	.007	.028	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.662**	.697**	.679**	.658**	.595**	.258	.370*	.651**	.501**	1	.689**	.647**	.799**	.466**	.622**	.840**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.168	.044	.000	.005		.000	.000	.000	.009	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.420*	.473**	.380*	.507**	.486**	.481**	.407*	.476**	.410*	.689**	1	.718**	.630**	.488**	.253	.705**
	Sig. (2-tailed)	.021	.008	.039	.004	.006	.007	.026	.008	.025	.000		.000	.000	.006	.178	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	.532**	.385*	.563**	.577**	.409*	.500**	.466**	.485**	.484**	.647**	.718**	1	.598**	.394*	.165	.706**
	Sig. (2-tailed)	.003	.036	.001	.001	.025	.005	.009	.007	.007	.000	.000		.000	.031	.382	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.13	Pearson Correlation	.774**	.697**	.498**	.449*	.368*	.235	.311	.501**	.401*	.799**	.630**	.598**	1	.390*	.412*	.728**
	Sig. (2-tailed)	.000	.000	.005	.013	.046	.211	.095	.005	.028	.000	.000	.000		.033	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	.376*	.528**	.553**	.492**	.731**	.384*	.337*	.755**	.920**	.466**	.488**	.394*	.390*	1	.686**	.781**
	Sig. (2-tailed)	.041	.003	.002	.006	.000	.036	.069	.000	.000	.009	.006	.031	.033		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.15	Pearson Correlation	.464**	.589**	.676**	.478**	.601**	.280	.384*	.719**	.706**	.622**	.253	.165	.412*	.686**	1	.736**
	Sig. (2-tailed)	.010	.001	.000	.008	.000	.133	.036	.000	.000	.000	.178	.382	.024	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL X1	Pearson Correlation	.724**	.759**	.775**	.766**	.785**	.506**	.595**	.844**	.818**	.840**	.705**	.706**	.728**	.781**	.736**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	.001	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	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

Output SPSS Uji Validitas Variabel Budaya Organisasi (X2)

		Correlations											
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	TOTAL_X2
X2.1	Pearson Correlation	1	.573**	.410*	.137	.443*	.315	.415*	.666**	.616**	.510**	.497**	.758**
	Sig. (2-tailed)		.001	.024	.472	.014	.090	.022	.000	.000	.004	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.573**	1	.716**	.443*	.608**	.550**	.442*	.588**	.311	.292	.090	.727**
	Sig. (2-tailed)	.001		.000	.014	.000	.002	.015	.001	.095	.117	.636	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.410*	.716**	1	.496**	.547**	.606**	.404*	.494**	.229	.043	.126	.653**
	Sig. (2-tailed)	.024	.000		.005	.002	.000	.027	.005	.223	.822	.507	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.137	.443*	.496**	1	.560**	.469**	.339	.220	-.007	.082	-.040	.477**
	Sig. (2-tailed)	.472	.014	.005		.001	.009	.066	.243	.970	.666	.834	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.443*	.608**	.547**	.560**	1	.517**	.764**	.572**	.167	.302	-.025	.720**
	Sig. (2-tailed)	.014	.000	.002	.001		.003	.000	.001	.379	.105	.894	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.315	.550**	.606**	.469**	.517**	1	.505**	.507**	.351	.230	.164	.679**
	Sig. (2-tailed)	.090	.002	.000	.009	.003		.004	.004	.057	.222	.385	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.415*	.442*	.404*	.339	.764**	.505**	1	.683**	.374*	.546**	.087	.753**
	Sig. (2-tailed)	.022	.015	.027	.066	.000	.004		.000	.042	.002	.649	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.666**	.588**	.494**	.220	.572**	.507**	.683**	1	.642**	.611**	.344	.857**
	Sig. (2-tailed)	.000	.001	.005	.243	.001	.004	.000		.000	.000	.062	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.616**	.311	.229	-.007	.167	.351	.374*	.642**	1	.717**	.476**	.673**
	Sig. (2-tailed)	.000	.095	.223	.970	.379	.057	.042	.000		.000	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.510**	.292	.043	.082	.302	.230	.546**	.611**	.717**	1	.444*	.673**
	Sig. (2-tailed)	.004	.117	.822	.666	.105	.222	.002	.000	.000		.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	.497**	.090	.126	-.040	-.025	.164	.087	.344	.476**	.444*	1	.458*
	Sig. (2-tailed)	.005	.636	.507	.834	.894	.385	.649	.062	.008	.014		.011
	N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.758**	.727**	.653**	.477**	.720**	.679**	.753**	.857**	.673**	.673**	.458*	1
	Sig. (2-tailed)	.000	.000	.000	.008	.000	.000	.000	.000	.000	.000	.011	
	N	30	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
Output SPSS Uji Validitas Variabel *Workplace Friendship* (X3)

		Correlations											
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	TOTAL X3
X3.1	Pearson Correlation	1	.429*	.300	.035	-.107	.123	.312	.381*	.331	.472**	.103	.406*
	Sig. (2-tailed)		.018	.107	.855	.575	.516	.093	.038	.074	.009	.586	.026
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.429*	1	.643**	.375*	.541**	.557**	.588**	.637**	.635**	.521**	.532**	.788**
	Sig. (2-tailed)	.018		.000	.041	.002	.001	.001	.000	.000	.003	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.300	.643**	1	.559**	.606**	.481**	.514**	.695**	.721**	.560**	.625**	.807**
	Sig. (2-tailed)	.107	.000		.001	.000	.007	.004	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.035	.375*	.559**	1	.761**	.479**	.489**	.518**	.430*	.240	.422*	.644**
	Sig. (2-tailed)	.855	.041	.001		.000	.007	.006	.003	.018	.201	.020	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	-.107	.541**	.606**	.761**	1	.745**	.624**	.540**	.642**	.393*	.569**	.769**
	Sig. (2-tailed)	.575	.002	.000	.000		.000	.000	.002	.000	.032	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.123	.557**	.481**	.479**	.745**	1	.679**	.527**	.649**	.607**	.563**	.781**
	Sig. (2-tailed)	.516	.001	.007	.007	.000		.000	.003	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.312	.588**	.514**	.489**	.624**	.679**	1	.666**	.670**	.534**	.623**	.811**
	Sig. (2-tailed)	.093	.001	.004	.006	.000	.000		.000	.000	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.381*	.637**	.695**	.518**	.540**	.527**	.666**	1	.782**	.520**	.707**	.841**
	Sig. (2-tailed)	.038	.000	.000	.003	.002	.003	.000		.000	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.331	.635**	.721**	.430*	.642**	.649**	.670**	.782**	1	.822**	.814**	.898**
	Sig. (2-tailed)	.074	.000	.000	.018	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.472**	.521**	.560**	.240	.393*	.607**	.534**	.520**	.822**	1	.622**	.748**
	Sig. (2-tailed)	.009	.003	.001	.201	.032	.000	.002	.003	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson Correlation	.103	.532**	.625**	.422*	.569**	.563**	.623**	.707**	.814**	.622**	1	.787**
	Sig. (2-tailed)	.586	.002	.000	.020	.001	.001	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL X3	Pearson Correlation	.406*	.788**	.807**	.644**	.769**	.781**	.811**	.841**	.898**	.748**	.787**	1
	Sig. (2-tailed)	.026	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 10
Output SPSS Uji Reliabilitas Variabel Kinerja (Y)

Case Processing Summary

		N	%
Cases	Valid	29	96.7
	Excluded ^a	1	3.3
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.920	10

Lampiran 11
Output SPSS Uji Reliabilitas Variabel Fasilitas Kantor (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.940	15

Lampiran 12
Output SPSS Uji Reliabilitas Variabel Budaya Organisasi (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.876	11

Lampiran 13
Output SPSS Uji Reliabilitas Variabel *Workplace Friendship* (X3)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.922	11

Lampiran 14
Data Penelitian Variabel Kinerja Pegawai (Y)

Responden	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Σ
R-1	4	4	4	4	4	4	4	4	4	4	40
R-2	3	3	3	3	3	3	3	3	5	5	34
R-3	5	5	5	5	5	5	5	5	5	5	50
R-4	5	5	4	4	5	4	3	5	5	5	45
R-5	4	4	4	4	4	4	4	4	4	5	41
R-6	4	5	5	5	4	4	3	4	5	5	44
R-7	3	3	3	3	3	3	3	3	3	3	30
R-8	5	4	4	4	4	4	4	4	4	4	41
R-9	5	5	5	5	5	5	5	5	4	5	49
R-10	5	5	5	5	5	5	5	5	4	5	49
R-11	4	4	4	4	4	4	4	4	4	4	40
R-12	5	5	5	5	5	5	5	5	5	5	50
R-13	5	5	5	5	5	5	5	5	5	5	50
R-14	5	5	5	5	5	5	3	4	5	5	47
R-15	5	5	4	3	4	5	5	5	4	4	44
R-16	3	4	4	4	4	4	4	4	5	5	41
R-17	5	5	5	5	5	5	5	5	5	5	50
R-18	4	4	4	4	4	4	4	4	4	4	40
R-19	5	5	5	5	5	5	5	5	5	5	50
R-20	4	4	4	3	4	4	5	5	5	5	43
R-21	3	3	3	3	3	4	4	4	4	4	35
R-22	5	5	5	5	5	5	5	5	5	5	50
R-23	5	4	4	4	5	5	5	5	5	5	47
R-24	4	3	3	3	3	2	3	3	3	4	31
R-25	5	4	4	4	4	3	3	4	4	5	40
R-26	4	4	4	4	4	4	4	4	4	4	40
R-27	4	4	4	5	5	5	5	5	5	5	47
R-28	4	4	4	4	4	4	4	4	4	4	40
R-29	5	4	5	4	5	5	5	5	5	4	47
R-30	5	5	5	5	4	5	5	5	5	5	49
R-31	5	5	5	5	5	5	5	5	5	5	50
R-32	5	5	5	5	5	5	5	5	5	5	50
R-33	3	3	3	3	3	3	3	3	3	3	30
R-34	5	5	5	5	5	4	5	5	4	5	48
R-35	4	5	5	5	5	5	5	5	4	5	48
R-36	4	4	3	4	3	4	3	5	4	5	39
R-37	5	5	5	5	5	5	5	5	5	5	50
R-38	5	5	5	5	5	5	5	5	5	5	50
R-39	4	4	4	4	4	4	4	4	5	5	42
R-40	5	5	4	4	5	3	2	3	5	5	41

Lampiran 15
Data Penelitian Variabel Fasilitas Kantor (X1)

Responden	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14
R-1	4	4	5	4	4	4	5	5	4	4	4	4	4	4
R-2	4	4	4	4	4	4	4	4	4	4	2	4	4	4
R-3	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-4	5	4	5	5	5	5	5	5	5	5	5	5	3	4
R-5	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-6	5	5	5	5	4	5	4	3	5	5	2	2	2	5
R-7	4	4	4	4	4	4	4	4	4	4	4	4	3	4
R-8	4	4	5	5	5	5	4	3	4	2	1	3	1	3
R-9	5	5	5	5	5	4	5	4	4	4	5	4	4	4
R-10	5	5	5	5	5	4	5	4	4	4	5	4	4	4
R-11	4	4	4	4	4	4	4	4	4	2	2	2	2	3
R-12	4	4	5	5	5	5	5	5	5	5	4	5	4	5
R-13	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-14	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-15	4	4	5	5	4	4	4	4	4	5	5	4	4	4
R-16	4	4	5	4	4	5	4	2	5	3	1	4	1	3
R-17	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-18	5	5	4	4	4	5	4	4	5	5	3	4	3	4
R-19	4	5	5	5	5	5	4	4	4	4	4	5	4	5
R-20	5	5	4	5	5	5	3	5	3	4	2	2	2	5
R-21	4	3	4	4	4	4	4	4	4	4	3	4	1	2
R-22	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-23	4	4	4	5	5	5	5	5	5	4	4	4	3	4
R-24	4	5	3	3	3	4	3	3	4	2	1	2	1	3
R-25	5	5	5	5	5	5	5	3	5	4	3	4	4	4
R-26	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-27	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-28	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-29	3	4	3	4	4	4	4	3	5	3	3	4	3	4
R-30	4	4	5	5	5	5	5	5	5	5	5	5	5	5
R-31	4	4	4	4	4	5	4	4	5	4	5	4	5	4
R-32	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-33	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-34	5	5	5	5	5	5	5	5	5	4	4	4	4	5
R-35	5	4	5	5	5	5	5	5	4	4	3	3	4	4
R-36	3	3	4	4	5	5	5	5	5	4	3	3	3	5
R-37	3	4	4	4	4	4	4	3	3	3	3	4	3	3
R-38	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-39	4	5	5	5	5	5	4	5	5	5	3	5	3	4
R-40	3	3	2	5	3	3	3	2	2	2	3	3	2	4

R-41	5	5	5	5	5	5	5	5	5	5	4	4	4	5
R-42	5	5	3	5	5	5	5	5	5	5	3	5	2	5
R-43	4	4	5	4	5	5	4	4	4	5	3	2	3	4
R-44	4	4	5	5	5	5	5	3	4	4	3	3	3	3
R-45	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-46	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-47	4	4	4	4	4	4	4	4	4	4	4	4	4	4
R-48	5	5	5	5	5	5	5	5	5	5	5	5	5	5
R-49	2	2	4	4	4	4	4	4	4	4	2	2	4	4
R-50	4	4	5	4	4	5	5	5	5	4	3	4	3	4
R-51	4	5	4	4	4	4	4	4	4	3	2	3	2	3
R-52	4	4	5	5	5	4	5	5	5	5	4	5	5	4
R-53	3	4	4	5	5	5	5	4	5	4	4	4	2	4
R-54	4	5	5	5	5	5	5	4	5	4	4	4	2	3
R-55	3	3	5	5	5	5	5	5	3	5	3	5	1	5
R-56	5	5	5	5	5	5	5	5	5	5	5	3	3	5
R-57	5	5	5	4	4	4	4	4	3	3	2	3	1	4
R-58	3	3	4	5	5	5	4	4	4	5	4	4	2	3
R-59	5	5	3	5	5	5	5	5	5	5	1	4	1	5
R-60	3	5	5	5	5	5	5	5	5	5	3	5	3	5
R-61	3	3	3	4	4	4	3	3	4	3	3	3	2	3
R-62	3	3	3	4	4	4	3	3	4	3	3	3	2	3
R-63	5	5	5	5	5	5	5	5	5	5	5	5	1	5
R-64	3	3	3	4	4	4	3	3	4	3	3	3	2	3
R-65	3	5	5	5	5	5	5	5	5	5	3	3	3	4
R-66	3	4	4	5	5	5	5	5	5	5	3	3	4	4

Lampiran 17
Data Penelitian Variabel *Workplace Friendship* (X3)

Responden	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	Σ
R-1	4	4	4	5	4	4	4	4	5	4	4	46
R-2	4	4	3	3	5	5	4	4	5	4	5	46
R-3	4	5	5	5	5	5	5	5	5	5	5	54
R-4	4	4	4	4	4	5	5	5	4	5	5	49
R-5	4	4	4	3	4	4	4	4	4	4	4	43
R-6	4	4	3	4	4	4	4	4	4	4	4	43
R-7	4	4	4	4	4	4	4	4	4	4	4	44
R-8	4	4	4	4	4	4	4	4	4	4	4	44
R-9	4	4	4	4	4	4	4	4	4	4	4	44
R-10	4	4	4	4	4	4	4	4	4	4	4	44
R-11	4	4	4	4	4	4	4	4	4	4	4	44
R-12	4	4	4	4	5	4	5	5	4	4	4	47
R-13	4	4	4	4	4	4	4	4	4	4	4	44
R-14	4	4	4	4	4	4	4	4	4	4	4	44
R-15	4	4	4	4	4	4	4	4	4	4	4	44
R-16	3	4	4	4	3	4	4	3	4	5	4	42
R-17	5	5	5	5	5	5	5	5	5	5	5	55
R-18	4	4	5	4	4	4	4	5	4	5	5	48
R-19	4	5	3	5	5	5	4	3	4	5	5	48
R-20	4	4	4	5	4	5	5	4	4	4	5	48
R-21	5	4	5	4	5	4	4	4	4	4	4	47
R-22	5	5	5	5	5	5	5	5	5	5	5	55
R-23	5	5	4	4	5	4	4	5	4	5	5	50
R-24	4	4	4	3	3	3	2	3	3	3	4	36
R-25	5	5	5	4	5	5	5	5	5	5	5	54
R-26	4	4	4	4	4	4	4	4	4	4	4	44
R-27	4	4	4	4	4	4	4	4	4	4	4	44
R-28	4	4	4	4	4	4	4	4	4	4	4	44
R-29	4	4	3	3	3	4	4	4	4	4	4	41
R-30	5	5	5	5	5	5	5	5	5	5	5	55
R-31	4	4	4	5	4	4	4	4	4	5	4	46
R-32	5	5	5	5	5	5	5	5	5	5	5	55
R-33	5	5	5	5	5	5	5	5	5	5	5	55
R-34	4	5	5	5	5	5	5	5	5	5	5	54
R-35	5	5	4	4	5	5	5	5	5	5	5	53
R-36	4	4	4	4	5	4	5	5	4	4	4	47
R-37	4	4	4	3	4	4	4	4	4	4	4	43
R-38	4	4	4	4	4	4	4	4	4	4	4	44
R-39	4	4	4	4	4	4	4	4	4	4	4	44
R-40	4	3	2	4	4	4	3	4	4	4	4	40

Lampiran 18
Pengolahan Data Interval (MSI) Variabel Kinerja Pegawai (Y)

Successive Interval										
Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Σ
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
3,000	3,000	3,000	3,000	3,000	2,338	3,410	3,000	4,760	5,257	33,765
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	4,169	4,066	5,425	3,223	3,410	5,179	4,760	5,257	46,427
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	5,257	40,768
4,115	5,484	5,475	5,353	4,128	3,223	3,410	3,948	4,760	5,257	45,154
3,000	3,000	3,000	3,000	3,000	2,338	3,410	3,000	2,704	3,000	29,453
5,454	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	40,722
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	3,452	5,257	50,792
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	3,452	5,257	50,792
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	3,410	3,948	4,760	5,257	48,960
5,454	5,484	4,169	3,000	4,128	4,393	5,319	5,179	3,452	3,872	44,450
3,000	4,161	4,169	4,066	4,128	3,223	4,249	3,948	4,760	5,257	40,960
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
4,115	4,161	4,169	3,000	4,128	3,223	5,319	5,179	4,760	5,257	43,312
3,000	3,000	3,000	3,000	3,000	3,223	4,249	3,948	3,452	3,872	33,744
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	4,161	4,169	4,066	5,425	4,393	5,319	5,179	4,760	5,257	48,183
4,115	3,000	3,000	3,000	3,000	1,514	3,410	3,000	2,704	3,872	30,616
5,454	4,161	4,169	4,066	4,128	2,338	3,410	3,948	3,452	5,257	40,383
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
4,115	4,161	4,169	5,353	5,425	4,393	5,319	5,179	4,760	5,257	48,132
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
5,454	4,161	5,475	4,066	5,425	4,393	5,319	5,179	4,760	3,872	48,105
5,454	5,484	5,475	5,353	4,128	4,393	5,319	5,179	4,760	5,257	50,802
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
3,000	3,000	3,000	3,000	3,000	2,338	3,410	3,000	2,704	3,000	29,453
5,454	5,484	5,475	5,353	5,425	3,223	5,319	5,179	3,452	5,257	49,623
4,115	5,484	5,475	5,353	5,425	4,393	5,319	5,179	3,452	5,257	49,454
4,115	4,161	3,000	4,066	3,000	3,223	3,410	5,179	3,452	5,257	38,865
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100

4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	4,760	5,257	42,076
5,454	5,484	4,169	4,066	5,425	2,338	2,000	3,000	4,760	5,257	41,952
4,115	4,161	5,475	5,353	4,128	4,393	5,319	3,948	4,760	5,257	46,910
4,115	5,484	5,475	5,353	4,128	3,223	4,249	5,179	4,760	5,257	47,224
4,115	4,161	4,169	5,353	4,128	3,223	5,319	5,179	3,452	5,257	44,358
4,115	4,161	4,169	5,353	5,425	4,393	5,319	5,179	4,760	5,257	48,132
3,000	3,000	3,000	3,000	3,000	2,338	3,410	3,000	2,704	3,000	29,453
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
3,000	3,000	3,000	3,000	3,000	2,338	3,410	3,000	2,704	3,000	29,453
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	4,161	4,169	5,353	5,425	1,000	5,319	5,179	4,760	5,257	46,077
4,115	4,161	4,169	4,066	4,128	3,223	4,249	3,948	3,452	3,872	39,384
4,115	4,161	4,169	4,066	4,128	2,338	3,410	3,948	3,452	5,257	39,045
5,454	5,484	3,000	5,353	5,425	4,393	3,410	5,179	4,760	5,257	47,716
5,454	5,484	5,475	5,353	4,128	3,223	5,319	5,179	4,760	5,257	49,633
4,115	5,484	4,169	5,353	5,425	4,393	5,319	5,179	4,760	5,257	49,455
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	3,410	5,179	4,760	5,257	50,191
4,115	4,161	4,169	4,066	4,128	2,338	4,249	5,179	4,760	5,257	42,422
4,115	3,000	4,169	4,066	3,000	2,338	3,410	3,000	3,452	5,257	35,807
4,115	4,161	5,475	5,353	4,128	3,223	4,249	3,948	4,760	5,257	44,670
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	4,161	4,169	4,066	4,128	2,338	3,410	3,000	2,000	3,000	35,726
5,454	4,161	4,169	4,066	4,128	2,338	3,410	3,000	2,000	3,000	35,726
5,454	5,484	5,475	5,353	5,425	3,223	5,319	5,179	4,760	5,257	50,930
5,454	4,161	4,169	4,066	4,128	2,338	3,410	3,000	2,000	3,872	36,598
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100
5,454	5,484	5,475	5,353	5,425	4,393	5,319	5,179	4,760	5,257	52,100

Lampiran 19
Pengolahan Data Interval (MSI) Variabel Fasilitas Kantor (X1)

Successive Interval														
X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15
4,339	4,127	5,271	4,657	4,468	4,632	5,598	5,162	3,917	3,677	3,277	3,820	3,130	4,338	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	1,757	3,820	3,130	4,338	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
5,582	4,127	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	2,429	4,338	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
5,582	5,444	5,271	6,201	4,468	6,179	4,224	2,974	5,319	4,931	1,757	2,000	1,849	5,612	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	2,429	4,338	4,526
4,339	4,127	5,271	6,201	5,968	6,179	4,224	2,974	3,917	2,000	1,000	2,898	1,000	3,206	4,526
5,582	5,444	5,271	6,201	5,968	4,632	5,598	3,920	3,917	3,677	4,270	3,820	3,130	4,338	4,526
5,582	5,444	5,271	6,201	5,968	4,632	5,598	3,920	3,917	3,677	4,270	3,820	3,130	4,338	4,526
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	2,000	1,757	2,000	1,849	3,206	6,089
4,339	4,127	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	3,277	5,018	3,130	5,612	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
4,339	4,127	5,271	6,201	4,468	4,632	4,224	3,920	3,917	4,931	4,270	3,820	3,130	4,338	6,089
4,339	4,127	5,271	4,657	4,468	6,179	4,224	2,000	5,319	2,793	1,000	3,820	1,000	3,206	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
5,582	5,444	3,958	4,657	4,468	6,179	4,224	3,920	5,319	4,931	2,493	3,820	2,429	4,338	4,526
4,339	5,444	5,271	6,201	5,968	6,179	4,224	3,920	3,917	3,677	3,277	5,018	3,130	5,612	6,089
5,582	5,444	3,958	6,201	5,968	6,179	3,000	5,162	2,798	3,677	1,757	2,000	1,849	5,612	6,089
4,339	3,033	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	2,493	3,820	1,000	2,000	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
4,339	4,127	3,958	6,201	5,968	6,179	5,598	5,162	5,319	3,677	3,277	3,820	2,429	4,338	6,089
4,339	5,444	2,982	3,000	3,000	4,632	3,000	2,974	3,917	2,000	1,000	2,000	1,000	3,206	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	2,974	5,319	3,677	2,493	3,820	3,130	4,338	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
3,243	4,127	2,982	4,657	4,468	4,632	4,224	2,974	5,319	2,793	2,493	3,820	2,429	4,338	6,089
4,339	4,127	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
4,339	4,127	3,958	4,657	4,468	6,179	4,224	3,920	5,319	3,677	4,270	3,820	4,161	4,338	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	3,677	3,277	3,820	3,130	5,612	6,089
5,582	4,127	5,271	6,201	5,968	6,179	5,598	5,162	3,917	3,677	2,493	2,898	3,130	4,338	6,089
3,243	3,033	3,958	4,657	5,968	6,179	5,598	5,162	5,319	3,677	2,493	2,898	2,429	5,612	6,089
3,243	4,127	3,958	4,657	4,468	4,632	4,224	2,974	2,798	2,793	2,493	3,820	2,429	3,206	4,526
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
4,339	5,444	5,271	6,201	5,968	6,179	4,224	5,162	5,319	4,931	2,493	5,018	2,429	4,338	6,089

3,243	3,033	2,000	6,201	3,000	3,000	3,000	2,000	2,000	2,000	2,493	2,898	1,849	4,338	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	3,277	3,820	3,130	5,612	6,089
5,582	5,444	2,982	6,201	5,968	6,179	5,598	5,162	5,319	4,931	2,493	5,018	1,849	5,612	6,089
4,339	4,127	5,271	4,657	5,968	6,179	4,224	3,920	3,917	4,931	2,493	2,000	2,429	4,338	6,089
4,339	4,127	5,271	6,201	5,968	6,179	5,598	2,974	3,917	3,677	2,493	2,898	2,429	3,206	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
4,339	4,127	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	3,277	3,820	3,130	4,338	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	4,161	5,612	6,089
2,000	2,000	3,958	4,657	4,468	4,632	4,224	3,920	3,917	3,677	1,757	2,000	3,130	4,338	4,526
4,339	4,127	5,271	4,657	4,468	6,179	5,598	5,162	5,319	3,677	2,493	3,820	2,429	4,338	6,089
4,339	5,444	3,958	4,657	4,468	4,632	4,224	3,920	3,917	2,793	1,757	2,898	1,849	3,206	6,089
4,339	4,127	5,271	6,201	5,968	4,632	5,598	5,162	5,319	4,931	3,277	5,018	4,161	4,338	6,089
3,243	4,127	3,958	6,201	5,968	6,179	5,598	3,920	5,319	3,677	3,277	3,820	1,849	4,338	6,089
4,339	5,444	5,271	6,201	5,968	6,179	5,598	3,920	5,319	3,677	3,277	3,820	1,849	3,206	6,089
3,243	3,033	5,271	6,201	5,968	6,179	5,598	5,162	2,798	4,931	2,493	5,018	1,000	5,612	6,089
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	2,898	2,429	5,612	6,089
5,582	5,444	5,271	4,657	4,468	4,632	4,224	3,920	2,798	2,793	1,757	2,898	1,000	4,338	6,089
3,243	3,033	3,958	6,201	5,968	6,179	4,224	3,920	3,917	4,931	3,277	3,820	1,849	3,206	3,000
5,582	5,444	2,982	6,201	5,968	6,179	5,598	5,162	5,319	4,931	1,000	3,820	1,000	5,612	6,089
3,243	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	2,493	5,018	2,429	5,612	6,089
3,243	3,033	2,982	4,657	4,468	4,632	3,000	2,974	3,917	2,793	2,493	2,898	1,849	3,206	4,526
3,243	3,033	2,982	4,657	4,468	4,632	3,000	2,974	3,917	2,793	2,493	2,898	1,849	3,206	4,526
5,582	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	4,270	5,018	1,000	5,612	6,089
3,243	3,033	2,982	4,657	4,468	4,632	3,000	2,974	3,917	2,793	2,493	2,898	1,849	3,206	4,526
3,243	5,444	5,271	6,201	5,968	6,179	5,598	5,162	5,319	4,931	2,493	2,898	2,429	4,338	6,089
3,243	4,127	3,958	6,201	5,968	6,179	5,598	5,162	5,319	4,931	2,493	2,898	3,130	4,338	6,089

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Pengolahan Data Interval (MSI) Variabel Budaya Organisasi (X2)

Successive Interval											
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	Σ
4,446	3,984	4,000	6,419	5,779	6,368	4,868	5,597	5,853	6,136	5,325	58,775
5,880	3,984	4,000	6,419	5,779	6,368	4,868	4,000	4,411	6,136	3,011	54,856
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	4,000	4,868	4,346	4,823	3,000	4,000	3,000	4,628	3,011	44,107
4,446	5,471	5,596	4,868	4,346	4,823	4,868	5,597	5,853	4,628	3,011	53,508
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
3,000	2,628	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	45,634
3,000	2,628	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	45,634
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	5,471	5,596	6,419	5,779	6,368	6,419	5,597	4,411	4,628	4,061	59,194
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	6,368	4,868	4,000	4,411	4,628	2,000	47,920
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	5,596	4,868	5,779	4,823	4,868	4,000	5,853	4,628	4,061	52,906
4,446	3,984	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	61,922
4,446	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	63,409
4,446	3,984	4,000	4,868	5,779	4,823	4,868	4,000	4,411	4,628	4,061	49,868
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	5,471	5,596	4,868	5,779	6,368	6,419	5,597	5,853	6,136	4,061	60,594
4,446	5,471	5,596	4,868	4,346	4,823	4,868	4,000	3,000	3,000	3,011	47,430
4,446	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	63,409
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
3,000	3,984	4,000	4,868	3,000	4,823	4,868	5,597	5,853	6,136	4,061	50,191
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	4,000	6,419	4,346	4,823	4,868	5,597	4,411	4,628	4,061	51,583
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	5,596	4,868	4,346	6,368	4,868	5,597	5,853	6,136	5,325	57,388
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	5,471	5,596	6,419	5,779	6,368	6,419	5,597	4,411	6,136	4,061	60,702
4,446	3,984	4,000	4,868	5,779	4,823	4,868	5,597	4,411	6,136	4,061	52,974
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436

4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	3,984	4,000	3,000	4,346	3,000	4,868	4,000	3,000	6,136	4,061	44,841
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	3,011	47,386
4,446	3,984	4,000	4,868	5,779	6,368	6,419	5,597	5,853	4,628	3,011	54,953
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
4,446	2,000	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	2,000	44,391
4,446	3,984	4,000	4,868	4,346	4,823	4,868	4,000	4,411	4,628	4,061	48,436
4,446	5,471	5,596	6,419	4,346	6,368	4,868	5,597	5,853	4,628	3,011	56,604
5,880	3,984	5,596	6,419	5,779	4,823	6,419	5,597	4,411	6,136	5,325	60,369
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	4,628	4,061	62,070
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
3,000	3,984	5,596	4,868	4,346	6,368	6,419	4,000	4,411	4,628	4,061	51,681
4,446	3,984	4,000	4,868	5,779	4,823	6,419	5,597	3,000	3,000	3,011	48,927
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
3,000	3,984	4,000	4,868	3,000	4,823	4,868	4,000	4,411	4,628	3,011	44,594
3,000	3,984	4,000	4,868	3,000	4,823	4,868	4,000	4,411	4,628	3,011	44,594
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842
3,000	3,984	4,000	4,868	3,000	4,823	4,868	4,000	4,411	4,628	3,011	44,594
4,446	5,471	5,596	6,419	5,779	4,823	6,419	5,597	5,853	6,136	4,061	60,599
5,880	5,471	5,596	6,419	5,779	6,368	6,419	5,597	5,853	6,136	5,325	64,842

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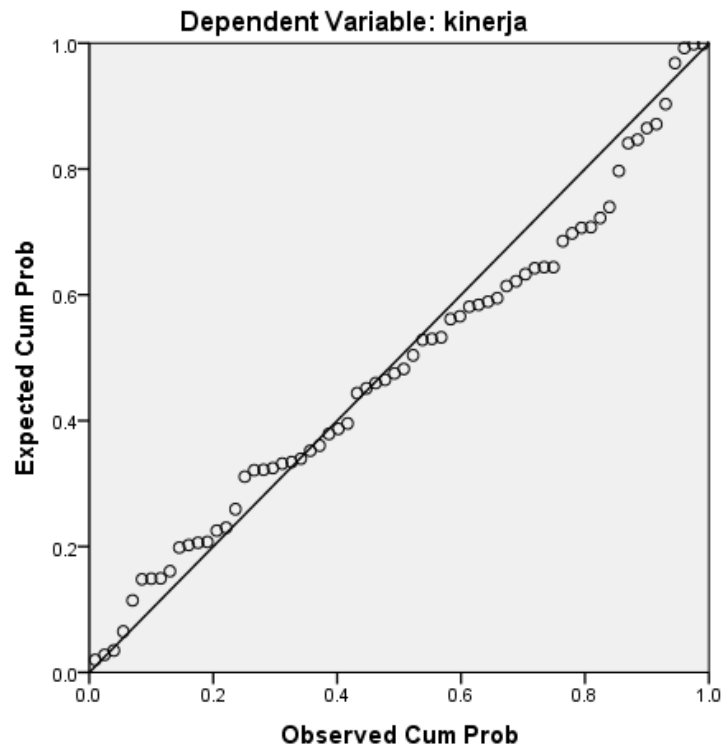
Pengolahan Data Interval (MSI) Variabel *Workplace Friendship* (X3)

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	Σ
4,600	4,530	4,311	5,636	4,303	4,517	4,133	4,586	6,042	4,364	4,433	51,454
4,600	4,530	3,080	3,000	5,677	5,985	4,133	4,586	6,042	4,364	5,878	51,875
4,600	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	62,909
4,600	4,530	4,311	4,290	4,303	5,985	5,553	6,079	4,558	5,780	5,878	55,869
4,600	4,530	4,311	3,000	4,303	4,517	4,133	4,586	4,558	4,364	4,433	47,335
4,600	4,530	3,080	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	47,393
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	5,677	4,517	5,553	6,079	4,558	4,364	4,433	52,911
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
3,000	4,530	4,311	4,290	3,000	4,517	4,133	3,000	4,558	5,780	4,433	45,551
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
4,600	4,530	5,674	4,290	4,303	4,517	4,133	6,079	4,558	5,780	5,878	54,342
4,600	6,004	3,080	5,636	5,677	5,985	4,133	3,000	4,558	5,780	5,878	54,332
4,600	4,530	4,311	5,636	4,303	5,985	5,553	4,586	4,558	4,364	5,878	54,306
6,102	4,530	5,674	4,290	5,677	4,517	4,133	4,586	4,558	4,364	4,433	52,863
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
6,102	6,004	4,311	4,290	5,677	4,517	4,133	6,079	4,558	5,780	5,878	57,330
4,600	4,530	4,311	3,000	3,000	3,000	2,000	3,000	3,000	3,000	4,433	37,873
6,102	6,004	5,674	4,290	5,677	5,985	5,553	6,079	6,042	5,780	5,878	63,065
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	3,080	3,000	3,000	4,517	4,133	4,586	4,558	4,364	4,433	44,800
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
4,600	4,530	4,311	5,636	4,303	4,517	4,133	4,586	4,558	5,780	4,433	51,387
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
4,600	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	62,909
6,102	6,004	4,311	4,290	5,677	5,985	5,553	6,079	6,042	5,780	5,878	61,703
4,600	4,530	4,311	4,290	5,677	4,517	5,553	6,079	4,558	4,364	4,433	52,911
4,600	4,530	4,311	3,000	4,303	4,517	4,133	4,586	4,558	4,364	4,433	47,335
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	3,000	2,000	4,290	4,303	4,517	2,866	4,586	4,558	4,364	4,433	43,517

4,600	4,530	4,311	5,636	5,677	5,985	4,133	4,586	6,042	5,780	5,878	57,159
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	6,079	4,558	4,364	4,433	50,117
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	4,311	4,290	4,303	4,517	4,133	4,586	4,558	4,364	4,433	48,624
4,600	4,530	3,080	4,290	4,303	4,517	2,866	4,586	4,558	4,364	4,433	46,126
6,102	6,004	5,674	5,636	4,303	5,985	5,553	4,586	6,042	5,780	5,878	61,545
6,102	6,004	5,674	5,636	4,303	4,517	4,133	4,586	6,042	5,780	5,878	58,656
6,102	4,530	4,311	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	61,574
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	4,558	5,780	5,878	62,927
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
6,102	4,530	4,311	4,290	5,677	5,985	4,133	6,079	4,558	5,780	5,878	57,324
4,600	3,000	3,080	3,000	3,000	4,517	4,133	4,586	4,558	3,000	3,000	40,474
4,600	4,530	4,311	5,636	5,677	4,517	5,553	6,079	6,042	5,780	5,878	58,603
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
3,000	3,000	3,080	3,000	3,000	3,000	2,866	4,586	3,000	3,000	3,000	34,532
3,000	3,000	3,080	3,000	3,000	3,000	2,866	4,586	3,000	3,000	3,000	34,532
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
3,000	3,000	3,080	3,000	3,000	3,000	2,866	4,586	3,000	3,000	3,000	34,532
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411
6,102	6,004	5,674	5,636	5,677	5,985	5,553	6,079	6,042	5,780	5,878	64,411

Lampiran 22
Output SPSS Uji Asumsi Klasik Uji Normalitas

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

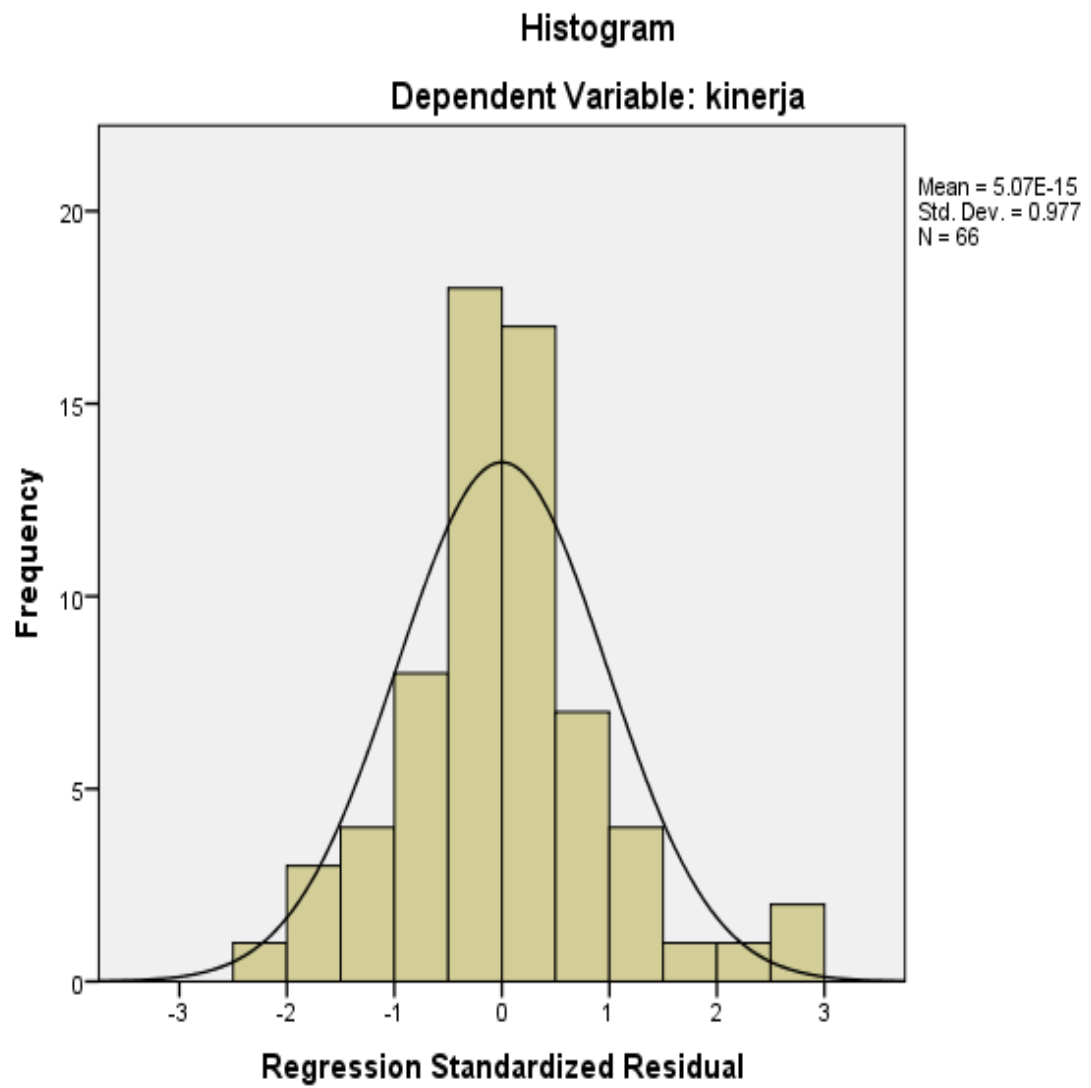
		Unstandardized Predicted Value
N		66
Normal	Mean	48.0151515
Parameters ^{a,b}	Std. Deviation	2.70435055
Most Extreme	Absolute	.075
Differences	Positive	.068
	Negative	-.075
Test Statistic		.075
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.



Lampiran 23
Output SPSS Uji Asumsi Klasik Uji Multikolonieritas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25,670	1,425		18,014	,000		
	fasilitas kantor	,092	,013	,397	7,039	,000	,974	1,027
	workplace friendship	,214	,040	,550	5,349	,000	,292	3,420
	budaya organisasi	,102	,040	,261	2,550	,013	,295	3,392

a. Dependent Variable: kinerja

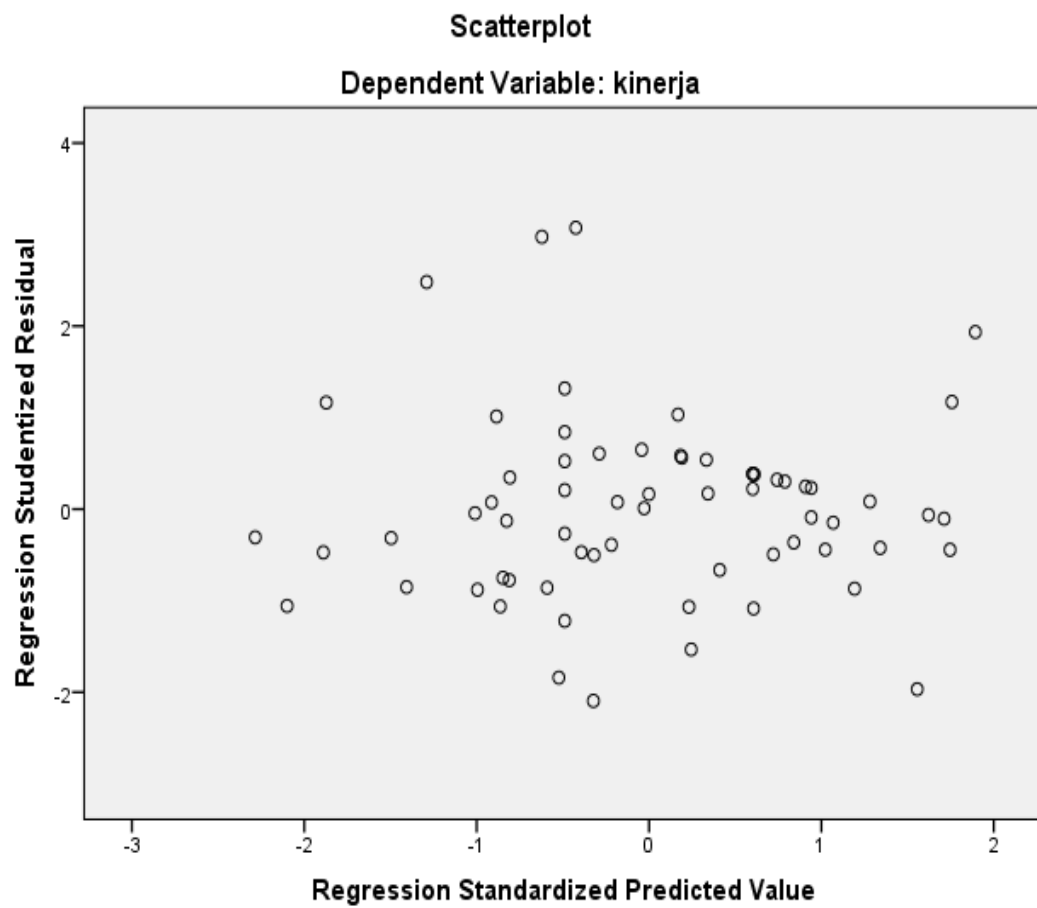
Lampiran 24
Output SPSS Uji Asumsi Klasik Uji Autokorelasi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.899 ^a	.808	.799	1,34829	1,882

a. Predictors: (Constant), budaya organisasi, fasilitas kantor,

b. Dependent Variable: kinerja

Lampiran 25
Output SPSS Uji Asumsi Klasik Uji Heteroskedastisitas



Lampiran 26
Output SPSS Uji Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	budaya organisasi, fasilitas kantor, workplace friendship ^b		Enter

- a. Dependent Variable: kinerja
 b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.899 ^a	.808	.799	1.34829	1.882

- a. Predictors: (Constant), budaya organisasi, fasilitas kantor, workplace friendship
 b. Dependent Variable: kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	475.378	3	158.459	87.166	.000 ^b
	Residual	112.710	62	1.818		
	Total	588.088	65			

- a. Dependent Variable: kinerja
 b. Predictors: (Constant), budaya organisasi, fasilitas kantor, workplace friendship

Lampiran 27

Surat Balasan Izin Penelitian



KEMENTERIAN KELAUTAN DAN PERIKANAN
BADAN PENYULUHAN DAN PENGEMBANGAN
SUMBER DAYA MANUSIA KELAUTAN DAN PERIKANAN
BALAI PELATIHAN DAN PENYULUHAN PERIKANAN TEGAL

JALAN MARTOLOYO.PO.BOX 22 TEGAL,KODE POS 52122
 TELEPON (0283) 356393 FAKSIMILE (0283) 322064
 LAMAN <https://kkp.go.id/brsdm/bp3tegal> SUREL bppp.tegal@kkp.go.id

Nomor : B.37/BPPP.TGL/RSDM.430/I/2024 02 Januari 2024
 Sifat : Biasa
 Lampiran : -
 Hal : Persetujuan Ijin Penelitian dan Permintaan Data

Yth. Dekan Fakultas Ekonomi dan Bisnis
 Universitas Pancasakti Tegal
 Jl. Halmahera KM. 01, Mintaragen, Kec. Tegal Tim., Kota Tegal

Menindaklanjuti Surat Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal Nomor: 67/K/E/FEB/UPS/XII/2023 tanggal 14 Desember 2023 perihal Ijin Penelitian dan Permintaan Data, bersama ini disampaikan bahwa pada prinsipnya kami dapat memfasilitasi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

Nama : UMI DIYANA
 NPM : 4120600163
 Program Studi : Manajemen
 Judul Skripsi : Pengaruh Fasilitas Kantor, Budaya Organisasi dan Workplace Friendship Terhadap Kinerja Pegawai

Atas perhatian dan kejasamanya, diucapkan terima kasih.

Kepala Balai,

 Achmad Subijakto

Lampiran 28
Surat Izin Penelitian



YAYASAN PENDIDIKAN PANCASAKTI TEGAL
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS

Jalan Perintis Kemerdekaan, Panggung, Kec. Tegal Timur, Kota Tegal, Jawa Tengah
Sekretariat : Telp 0851 - 6181 - 6545
Web : <http://feb.upstegal.ac.id>, email : feb@upstegal.ac.id

Nomor : 67/K/E/FEB/UPS/XII/2023 Tegal, 14 Desember 2023

Lampiran : -

Perihal : Ijin Penelitian Dan Permintaan Data

Kepada : Yth. Kepala Balai Pelatihan dan Penyuluhan Perikanan Tegal
Jl. Irian No. 31, Panggung, Tegal Timur
Di – Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon berkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

N a m a : Umi Diyana
Npm : 4120600163
Program Studi : Manajemen
Judul Skripsi : Pengaruh Fasilitas Kantor, Budaya Organisasi, dan Workplace Friendship Terhadap Kinerja Pegawai.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,

Dekan
UNIVERSITAS PANCASAKTI TEGAL
Dr. Diah Noyany R., S.E., M.M., Akt., CA
NIDN-0628117502
FAKULTAS EKONOMI DAN BISNIS