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**Lampiran 1**

Lembar Kuesioner

Kuesioner Penelitian

Kepada Yth:

Bapak/Ibu/Saudara/i

Karyawan PT Barata Indonesia (Persero) Tegal

Dengan hormat,

Saya yang bertanda tangan di bawah ini:

Nama : Wijaya Wagis Saputra  
NPM : 4120600241  
Program Studi : Manajemen

Bermaksud mengadakan penelitian yang berjudul “Pengaruh Disiplin Kerja, Motivasi Dan Lingkungan Kerja Terhadap KinerKaryawan Di PT Barata Indonesia Cabang Tegal”. Pengumpulan data sebagai bagian dari penelitian ini digunakan secara eksklusif untuk penyusunan tesis dan kerahasiaannya terjamin.

Kesediaan dan kerjasama yang Anda berikan dalam bentuk informasi yang akurat dan lengkap akan sangat membantu keberhasilan penelitian ini. Selain itu, jawaban yang Anda berikan juga akan menjadi masukan yang sangat berharga bagi saya. Terima kasih atas kesediaannya menjadi responden

Hormat Saya

Wijaya Wagis Saputra

**KARAKTERISTIK RESPONDEN**

A. Petunjuk Pengisian

Mohon dengan hormat dan kesediaan Bapak/Ibu/Saudara/i untuk mengisi seluruh pertanyaan yang ada.

Beri tanda (✓) pada kolom yang tersedia.

B. Data Responden

Jenis Kelamin :  Laki-laki

Perempuan

Pendidikan Terakhir :  SD/SMP

SMA/SMK

DIII/S1

Umur :  17-25 tahun

26-36 tahun

37-45 tahun

>45 tahun

Masa Kerja :  <1 tahun

1-5 tahun

6-10 tahun

>11 tahun

C. Keterangan Jawaban

|  |  |
| --- | --- |
| Untuk Variabel Y | Untuk Variabel X |
| SL : Selalu  SR : Sering  B: Biasanya  KD:Kadang-kadang  BP : Belum Pernah | SS : Sangat Setuju  S : Setuju  N : Netral  TS : Tidak Setuju  STS : Sangat Tidak Setuju |

**1. Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **B** | **KK** | **BP** |
| **Jumlah pekerjaan yang menjadi standar pekerjaan** | | | | | | |
| 1 | Saya dapat menyelesaikan tugas yang lain saat pekerjaan yang saya kerjakan telah selesai sesuai standar pekerjaan |  |  |  |  |  |
| 2 | Dengan keterampilan dan kemampuan yang saya miliki mampu mengerjakan tugas lain saat pekerjaan saya telah selesai |  |  |  |  |  |
| **Kemampuan dalam bekerja** | | | | | | |
| 1 | Saya tidak ragu dengan hasil yang saya kerjakan karena sesuai dengan standar yang ditetapkan |  |  |  |  |  |
| 2 | Saya percaya dengan kemampuan serta pengetahuan yang saya miliki mampu menyelesaikan pekerjaan sesuai standar yang diterapkan |  |  |  |  |  |
| **Melaksanakan pekerjaan sesuai dengan standar pekerjaan** | | | | | | |
| 1 | Saya percaya mampu bekerja dengan baik jika saya mengikuti standar dalam pekerjaan |  |  |  |  |  |
| 2 | Saya dapat mengikuti prosedur pekerjaan agar pekerjaan slesai sesuai dengan standar pekerjaan yang diterapkan |  |  |  |  |  |
| **Kesadaran dalam menyelesaikan tugas** | | | | | | |
| 1 | Saya memprioritaskan tugas-tugas berdasarkan pentingnya |  |  |  |  |  |
| 2 | Saya berusaha memberikan yang terbaik dalam setiap tugas yang diberikan kepada saya. |  |  |  |  |  |
| **Menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan** | | | | | | |
| 1 | Saya mampu menyelesaikan tugas sesuai dengan waktu yang telah ditetapkan.. |  |  |  |  |  |
| 2 | Saya memiliki tanggung jawab untuk menyelesaikan tugas tepat waktu sesuai jadwal yang telah ditetapkan |  |  |  |  |  |
| **Tingkat kehadiran** | | | | | | |
| 1 | Saya hadir di tempat kerja dan tidak pernah absen tanpa alasan yang jelas sesuai dengan jadwal yang ditetapkan |  |  |  |  |  |
| 2 | Saya menghadiri rapat tim atau proyek sesuai dengan jadwal yang telah ditetapkan |  |  |  |  |  |
| **Ketepatan waktu** | | | | | | |
| 1 | Saya datang tepat waktu sesuai jadwal kerja |  |  |  |  |  |
| 2 | Saya hadir dan pergi sesuai dengan jam operasional yang telah ditentukan |  |  |  |  |  |
| **Menjalin komunikasi dengan rekan kerja** | | | | | | |
| 1 | Saya memiliki kemampuan untuk berkomunikasi dengan baik dengan rekan kerja |  |  |  |  |  |
| 2 | Saya senantiasa memelihara hubungan yang harmonis dengan rekan kerja |  |  |  |  |  |
| **Kemampuan bekerjasama** | | | | | | |
| 1 | Saya memiliki keahlian yang kuat dalam menyelesaikan tugas baik sendiri maupun dalam tim |  |  |  |  |  |
| 2 | Saya yakin bahwa kolaborasi dalam tim akan mempercepat penyelesaian pekerjaan |  |  |  |  |  |

**2. Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **B** | **KK** | **BP** |
| **Masuk kerja tepat waktu** | | | | | | |
| 1 | Saya tiba di tempat kerja tepat waktu sesuai dengan jadwal |  |  |  |  |  |
| 2 | Saya selalu berprioritas untuk tidak terlambat masuk kerja |  |  |  |  |  |
| **Penggunaan waktu secara efektif** | | | | | | |
| 1 | Saya menggunakan waktu kerja untuk melakukan tugas-tugas yang diberikan  Saya secara teratur membuat jadwal kerja setiap harinya |  |  |  |  |  |
| 2 | Saya secara teratur membuat jadwal kerja setiap harinya |  |  |  |  |  |
| **Tidak pernah mangkir atau tidak kerja** | | | | | | |
| 1 | Saya memberikan pemberitahuan jika saya tidak bisa bekerja saat hari itu juga |  |  |  |  |  |
| 2 | Saya izin tidak bisa bekerja menggunakan surat jika itu sakit maupun perihal penting lainnya |  |  |  |  |  |
| **Mematuhi semua peraturan organisasi atau perusahaan** | | | | | | |
| 1 | Saya mengikuti aturan dan prosedur yang telah ditetapkan dalam kode etik oleh perusahaan |  |  |  |  |  |
| 2 | Saya mematuhi kebijakan perusahaan baik tertulis maupun tidak tertulis |  |  |  |  |  |
| **Target pekerjaan** | | | | | | |
| 1 | Saya konsisten dalam mencapai target yang ditentukan perusahaan |  |  |  |  |  |
| 2 | Saya berusaha menyelesaikan pekerjaan sesuai dengan target dan waktu yang ditetapkan |  |  |  |  |  |
| **Membuat laporan kerja harian** | | | | | | |
| 1 | Saya secara teratur membuat laporan kerja harian yang mencakup aktivitas dan pencapaian saya |  |  |  |  |  |
| 2 | Saya mencatat waktu yang dihabiskan untuk setiap tugas atau aktivitas dalam laporan kerja harian |  |  |  |  |  |

**3. Motivasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **B** | **KK** | **BP** |
| **Balas jasa** | | | | | | |
| 1 | Saya termotivasi saat dihargai oleh atasan saya atas kontribusi yang saya berikan. |  |  |  |  |  |
| 2 | Saya termotivasi saat gaji dan insentif yang saya terima sesuai dengan kinerja saya. |  |  |  |  |  |
| **Kondisi kerja** | | | | | | |
| 1 | Saya termotivasi saat kondisi komunikasi di tempat kerja saya efektif dan membantu dalam penyelesaian tugas. |  |  |  |  |  |
| 2 | Saya termotivasi saat kondisi kerja memiliki kontrol yang cukup atas tugas-tugas yang saya tangani. |  |  |  |  |  |
| **Fasilitas kerja** | | | | | | |
| 1 | Saya termotivasi saat fasilitas untuk pengembangan diri tersedia dan mendukung pertumbuhan profesional saya. |  |  |  |  |  |
| 2 | Saya termotivasi saat fasilitas yang tersedia di tempat kerja memudahkan saya untuk menyelesaikan tugas-tugas saya dengan efisien |  |  |  |  |  |
| **Prestasi kerja** | | | | | | |
| 1 | Saya termotivasi saat telah mencapai atau melebihi target kinerja |  |  |  |  |  |
| 2 | Saya termotivasi saat kinerja saya dinilai secara positif oleh atasan, rekan kerja, dan klien. |  |  |  |  |  |
| **Pengakuan dari atasan** | | | | | | |
| 1 | Saya termotivasi saat atasan saya memberikan kesempatan kepada saya untuk berperan lebih besar dalam proyek-proyek yang penting. |  |  |  |  |  |
| 2 | Saya termotivasi saat atasan saya memperhatikan dan menghargai upaya-upaya saya untuk meningkatkan kinerja |  |  |  |  |  |
| **Pekerjaan itu sendiri** | | | | | | |
| 1 | Saya termotivasi saat pekerjaan saya memberikan tantangan yang memotivasi saya untuk terus berkembang. |  |  |  |  |  |
| 2 | Saya senang terlibat dan bersemangat dalam menyelesaikan pekerjaan saya |  |  |  |  |  |

**4**. **Lingkungan kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **B** | **KK** | **BP** |
| **Lampu penerangan tempat kerja** | | | | | | |
| 1 | Lampu penerangan yang kurang terang ataupun menyilaukan akan menganggu saya saat bekerja |  |  |  |  |  |
| 2 | Lampu penerangan di tempat kerja anda memberikan cahaya yang cukup untuk melakukan tugas-tugas dengan nyaman |  |  |  |  |  |
| **Jendela tempat kerja** | | | | | | |
| 1 | Jendela di tempat kerja ini memungkinkan aliran udara yang cukup |  |  |  |  |  |
| 2 | Jendela di tempat kerja ini memberikan sirkulasi udara dan pencahayaan matahari yang memadai untuk kenyamanan |  |  |  |  |  |
| **Tata Warna** | | | | | | |
| 1 | Tata warna yang digunakan di tempat kerja ini membantu mengurangi stress di tempat kerja |  |  |  |  |  |
| 2 | Pengaturan tata warna di sekitar tempat kerja ini memengaruhi suasana hati saat bekerja |  |  |  |  |  |
| **Dekorasi** | | | | | | |
| 1 | Dekorasi di tempat kerja ini memberikan kesan profesional kepada karyawan |  |  |  |  |  |
| 2 | Dekorasi di tempat kerja ini tidak mengganggu fokus kerja |  |  |  |  |  |
| **Bunyi musik** | | | | | | |
| 1 | Keberadaan musik di tempat kerja ini meningkatkan suasana hati |  |  |  |  |  |
| 2 | Saya tidak terganggu oleh musik yang diputar di tempat kerja |  |  |  |  |  |
| **Bunyi mesin pabrik atau bengkel** | | | | | | |
| 1 | Saya tidak terganggu oleh suara-suara dari mesin produksi atau peralatan lain di tempat kerja ini |  |  |  |  |  |
| 2 | Tingkat kebisingan produksi di tempat kerja ini masih diambang normal |  |  |  |  |  |
| **Suhu udara** | | | | | | |
| 1 | Suhu udara di tempat kerja ini sudah sangat baik |  |  |  |  |  |
| 2 | Sirkulasi udara di tempat kerja ini cukup untuk menjaga suhu ruangan dalam kisaran yang normal dan nyaman |  |  |  |  |  |
| **Kelembapan udara** | | | | | | |
| 1 | Saya nyaman dengan tingkat kelembapan udara di tempat kerja ini |  |  |  |  |  |
| 2 | Tingkat kelembapan udara di tempat kerja ini memengaruhi kesehatan saya secara keseluruhan |  |  |  |  |  |

**Lampiran 2**

**Daftar Pertanyaan Wawancara**

Nama : Wijaya Wagis Saputra

Npm : 4120600241

Fakultas/Prodi : Ekonomi Dan Bisnis/Manajemen

Perguruan Tinggi : Universitas Pancasakti Tegal

|  |  |
| --- | --- |
| Judul | : Pengaruh Disipli Kerja, Motivasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Di PT. Barata Indonesia Cabang Tegal |
|  |  |

**Daftar Pertanyaan Wawancara :**

**Motivasi**

Apakah setiap karyawan memiliki semangat kerja atau motivasi yang tinggi?

Jawab :

Semangat kerja pada setiap karyawan cenderung berbeda, masih terdapat karyawan yang bekerja hanya standar saja. Tetapi ada juga karyawan yang memiliki semangat kerja yang tinggi.

Apa yang dapat memengaruhi motivasi kinerja karyawan?

Jawab :

Terkadang para karyawan disini termotivasi dalam bekerja jika ada kabar ada kenaikan gaji atau promosi jabatan.

Apa yang membuat semangat kerja atau motivasi kerja karyawan menurun?

Jawab :

Terkadang semangat kerja dan motivasi kerja karyawan menurun jika dikabarkan mereka akan di pindahkan ke luar pulau dalam mengurus sebuah pekerjaan proyek. Karena mereka tidak mau jauh dari keluarga mereka

Apakah hubungan kerja disini saling memotivasi?

Jawab :

Ya saling memotivasi, baik itu atasan memotivasi karyawan mereka ataupun mereka seorang karyawan saling memotivasi antar rekan kerja mereka.

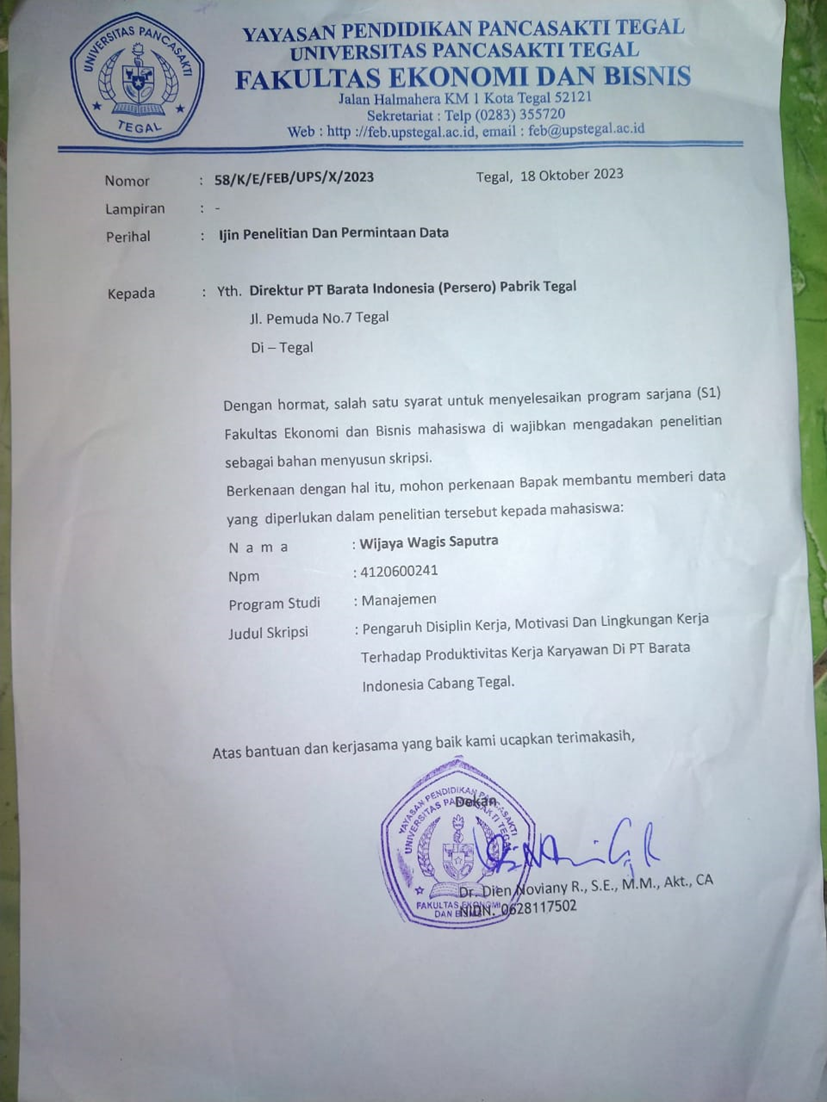
Apakah ada hal lain selain gaji dan promosi jabatan untuk meningkatkan motivasi karyawan?

Jawab :

Ya ada, selain gaji dan promosi jabatan di sini juga terdapat pemberian insentif berupa uang setiap bulannya dan sebuah parsel setiap tahunnya sebagai bentuk apresiasi dari perusahaan.

**Lampiran 3**

SURAT IZIN PENELITIAN SKRIPSI



**Lampiran 4**

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

**Non Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Total |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 89 |
| 2 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 75 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 70 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 82 |
| 6 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 77 |
| 7 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 63 |
| 8 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 69 |
| 9 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 78 |
| 10 | 5 | 3 | 4 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 11 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 81 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 81 |
| 13 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 87 |
| 14 | 4 | 2 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 69 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 54 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 86 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 82 |
| 18 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 73 |
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 82 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 79 |
| 24 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 85 |
| 25 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 81 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 86 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 75 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 75 |
| 29 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 80 |
| 30 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 68 |

**Lampiran 5**

**Data Uji Validitas Dan Reliabilitas Variabel Disiplin Kerja (X1)**

**Non Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | Total |
| 1 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 2 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 50 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 47 |
| 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 3 | 52 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 56 |
| 7 | 3 | 5 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 43 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 52 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 11 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 53 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 49 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 59 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 55 |
| 20 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 48 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 54 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 53 |
| 24 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 55 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |

**Lampiran 6**

**Data Uji Validitas Dan Reliabilitas Variabel Motivasi (X2)**

**Non Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | Total |
| 1 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 52 |
| 2 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 48 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 55 |
| 6 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 52 |
| 7 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 57 |
| 10 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 11 | 5 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 43 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 54 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 17 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 18 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 53 |
| 19 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 55 |
| 20 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 51 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 23 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 54 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 57 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 58 |
| 26 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 27 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 49 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 50 |
| 30 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 41 |

**Lampiran 7**

**Data Uji Validitas Dan Reliabilitas Variabel Lingkungan Kerja (X3)**

**Non Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | Total |
| 1 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 71 |
| 2 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 64 |
| 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 50 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 69 |
| 5 | 3 | 4 | 4 | 4 | 3 | 1 | 5 | 4 | 5 | 5 | 4 | 3 | 2 | 2 | 3 | 4 | 56 |
| 6 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 73 |
| 7 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 |
| 8 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 65 |
| 9 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 73 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 78 |
| 11 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 59 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 72 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 14 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 69 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 73 |
| 18 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 68 |
| 19 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 55 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 5 | 4 | 5 | 63 |
| 21 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 66 |
| 22 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 23 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 71 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 25 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 77 |
| 26 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 73 |
| 27 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 54 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 29 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 59 |
| 30 | 5 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 54 |

**Lampiran 8**

**Uji Validitas Variabel Kinerja(Y)**

**Non Responden**

VALIDITAS Y

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | TOTAL | |
| Y.1 | Pearson Correlation | 1 | .505\*\* | .237 | .413\* | .376\* | .059 | -.012 | .252 | .310 | .377\* | .299 | .278 | .124 | .186 | .335 | .283 | .377\* | .366\* | .490\*\* | |
| Sig. (2-tailed) |  | .004 | .208 | .023 | .041 | .756 | .951 | .180 | .095 | .040 | .109 | .137 | .515 | .324 | .070 | .130 | .040 | .047 | .006 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| Y.2 | Pearson Correlation | .505\*\* | 1 | .190 | .024 | .460\* | .344 | .415\* | .274 | .083 | .303 | .240 | .292 | .099 | .149 | .045 | .093 | .231 | .427\* | .463\* | |
| Sig. (2-tailed) | .004 |  | .315 | .898 | .011 | .063 | .023 | .143 | .663 | .104 | .202 | .117 | .602 | .431 | .814 | .623 | .220 | .019 | .010 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| Y.3 | Pearson Correlation | .237 | .190 | 1 | .400\* | .493\*\* | .245 | .150 | .284 | .535\*\* | .290 | -.026 | .135 | .140 | .111 | .062 | .119 | .071 | .195 | .393\* | |
| Sig. (2-tailed) | .208 | .315 |  | .029 | .006 | .192 | .428 | .128 | .002 | .120 | .890 | .478 | .461 | .559 | .746 | .531 | .709 | .302 | .032 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| Y.4 | Pearson Correlation | .413\* | .024 | .400\* | 1 | .549\*\* | .309 | .019 | .499\*\* | .370\* | .539\*\* | .394\* | .329 | .500\*\* | .546\*\* | .503\*\* | .655\*\* | .662\*\* | .449\* | .703\*\* | |
|  | | Sig. (2-tailed) | .023 | .898 | .029 |  | .002 | .097 | .919 | .005 | .044 | .002 | .031 | .076 | .005 | .002 | .005 | .000 | .000 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | | Pearson Correlation | .376\* | .460\* | .493\*\* | .549\*\* | 1 | .484\*\* | .427\* | .525\*\* | .294 | .435\* | .431\* | .204 | .352 | .337 | .259 | .362\* | .467\*\* | .362\* | .684\*\* |
| Sig. (2-tailed) | .041 | .011 | .006 | .002 |  | .007 | .019 | .003 | .114 | .016 | .017 | .280 | .056 | .068 | .167 | .050 | .009 | .050 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | | Pearson Correlation | .059 | .344 | .245 | .309 | .484\*\* | 1 | .319 | .368\* | .192 | .492\*\* | .500\*\* | .325 | .498\*\* | .510\*\* | .481\*\* | .480\*\* | .253 | .547\*\* | .664\*\* |
| Sig. (2-tailed) | .756 | .063 | .192 | .097 | .007 |  | .086 | .045 | .308 | .006 | .005 | .079 | .005 | .004 | .007 | .007 | .177 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | | Pearson Correlation | -.012 | .415\* | .150 | .019 | .427\* | .319 | 1 | .274 | .262 | .297 | .140 | .397\* | .303 | .118 | .124 | .180 | .297 | .338 | .467\*\* |
| Sig. (2-tailed) | .951 | .023 | .428 | .919 | .019 | .086 |  | .143 | .161 | .111 | .461 | .030 | .104 | .534 | .513 | .342 | .111 | .068 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | | Pearson Correlation | .252 | .274 | .284 | .499\*\* | .525\*\* | .368\* | .274 | 1 | .368\* | .483\*\* | .239 | .354 | .492\*\* | .382\* | .235 | .490\*\* | .512\*\* | .328 | .635\*\* |
| Sig. (2-tailed) | .180 | .143 | .128 | .005 | .003 | .045 | .143 |  | .046 | .007 | .203 | .055 | .006 | .037 | .211 | .006 | .004 | .076 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | | Pearson Correlation | .310 | .083 | .535\*\* | .370\* | .294 | .192 | .262 | .368\* | 1 | .635\*\* | .117 | .387\* | .329 | .144 | .286 | .248 | .268 | .248 | .514\*\* |
| Sig. (2-tailed) | .095 | .663 | .002 | .044 | .114 | .308 | .161 | .046 |  | .000 | .538 | .034 | .076 | .446 | .126 | .187 | .153 | .187 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | | Pearson Correlation | .377\* | .303 | .290 | .539\*\* | .435\* | .492\*\* | .297 | .483\*\* | .635\*\* | 1 | .448\* | .741\*\* | .451\* | .447\* | .511\*\* | .560\*\* | .535\*\* | .479\*\* | .783\*\* |
| Sig. (2-tailed) | .040 | .104 | .120 | .002 | .016 | .006 | .111 | .007 | .000 |  | .013 | .000 | .012 | .013 | .004 | .001 | .002 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | | Pearson Correlation | .299 | .240 | -.026 | .394\* | .431\* | .500\*\* | .140 | .239 | .117 | .448\* | 1 | .420\* | .605\*\* | .477\*\* | .512\*\* | .441\* | .499\*\* | .370\* | .628\*\* |
| Sig. (2-tailed) | .109 | .202 | .890 | .031 | .017 | .005 | .461 | .203 | .538 | .013 |  | .021 | .000 | .008 | .004 | .015 | .005 | .044 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | | Pearson Correlation | .278 | .292 | .135 | .329 | .204 | .325 | .397\* | .354 | .387\* | .741\*\* | .420\* | 1 | .464\*\* | .371\* | .439\* | .476\*\* | .488\*\* | .320 | .652\*\* |
| Sig. (2-tailed) | .137 | .117 | .478 | .076 | .280 | .079 | .030 | .055 | .034 | .000 | .021 |  | .010 | .044 | .015 | .008 | .006 | .085 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | | Pearson Correlation | .124 | .099 | .140 | .500\*\* | .352 | .498\*\* | .303 | .492\*\* | .329 | .451\* | .605\*\* | .464\*\* | 1 | .706\*\* | .582\*\* | .678\*\* | .680\*\* | .439\* | .743\*\* |
| Sig. (2-tailed) | .515 | .602 | .461 | .005 | .056 | .005 | .104 | .006 | .076 | .012 | .000 | .010 |  | .000 | .001 | .000 | .000 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | | Pearson Correlation | .186 | .149 | .111 | .546\*\* | .337 | .510\*\* | .118 | .382\* | .144 | .447\* | .477\*\* | .371\* | .706\*\* | 1 | .443\* | .723\*\* | .547\*\* | .654\*\* | .692\*\* |
| Sig. (2-tailed) | .324 | .431 | .559 | .002 | .068 | .004 | .534 | .037 | .446 | .013 | .008 | .044 | .000 |  | .014 | .000 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | | Pearson Correlation | .335 | .045 | .062 | .503\*\* | .259 | .481\*\* | .124 | .235 | .286 | .511\*\* | .512\*\* | .439\* | .582\*\* | .443\* | 1 | .726\*\* | .533\*\* | .412\* | .663\*\* |
| Sig. (2-tailed) | .070 | .814 | .746 | .005 | .167 | .007 | .513 | .211 | .126 | .004 | .004 | .015 | .001 | .014 |  | .000 | .002 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.16 | | Pearson Correlation | .283 | .093 | .119 | .655\*\* | .362\* | .480\*\* | .180 | .490\*\* | .248 | .560\*\* | .441\* | .476\*\* | .678\*\* | .723\*\* | .726\*\* | 1 | .668\*\* | .551\*\* | .768\*\* |
| Sig. (2-tailed) | .130 | .623 | .531 | .000 | .050 | .007 | .342 | .006 | .187 | .001 | .015 | .008 | .000 | .000 | .000 |  | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.17 | | Pearson Correlation | .377\* | .231 | .071 | .662\*\* | .467\*\* | .253 | .297 | .512\*\* | .268 | .535\*\* | .499\*\* | .488\*\* | .680\*\* | .547\*\* | .533\*\* | .668\*\* | 1 | .425\* | .743\*\* |
| Sig. (2-tailed) | .040 | .220 | .709 | .000 | .009 | .177 | .111 | .004 | .153 | .002 | .005 | .006 | .000 | .002 | .002 | .000 |  | .019 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.18 | | Pearson Correlation | .366\* | .427\* | .195 | .449\* | .362\* | .547\*\* | .338 | .328 | .248 | .479\*\* | .370\* | .320 | .439\* | .654\*\* | .412\* | .551\*\* | .425\* | 1 | .703\*\* |
| Sig. (2-tailed) | .047 | .019 | .302 | .013 | .050 | .002 | .068 | .076 | .187 | .007 | .044 | .085 | .015 | .000 | .024 | .002 | .019 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | | Pearson Correlation | .490\*\* | .463\* | .393\* | .703\*\* | .684\*\* | .664\*\* | .467\*\* | .635\*\* | .514\*\* | .783\*\* | .628\*\* | .652\*\* | .743\*\* | .692\*\* | .663\*\* | .768\*\* | .743\*\* | .703\*\* | 1 |
| Sig. (2-tailed) | .006 | .010 | .032 | .000 | .000 | .000 | .009 | .000 | .004 | .000 | .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 | 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 Disiplin Kerja (X1)**

**Non Responden**

VALIDITAS 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 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .489\*\* | .447\* | .623\*\* | .321 | .380\* | .373\* | .121 | .425\* | .289 | .181 | .422\* | .628\*\* |
| Sig. (2-tailed) |  | .006 | .013 | .000 | .084 | .039 | .042 | .524 | .019 | .122 | .337 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .489\*\* | 1 | .249 | .277 | .179 | .517\*\* | .350 | .237 | .549\*\* | .321 | .267 | .460\* | .586\*\* |
| Sig. (2-tailed) | .006 |  | .185 | .138 | .345 | .003 | .058 | .207 | .002 | .083 | .153 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .447\* | .249 | 1 | .661\*\* | .652\*\* | .125 | .718\*\* | .504\*\* | .734\*\* | .623\*\* | .403\* | .439\* | .784\*\* |
| Sig. (2-tailed) | .013 | .185 |  | .000 | .000 | .511 | .000 | .005 | .000 | .000 | .027 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .623\*\* | .277 | .661\*\* | 1 | .390\* | .398\* | .476\*\* | .364\* | .554\*\* | .511\*\* | .520\*\* | .723\*\* | .798\*\* |
| Sig. (2-tailed) | .000 | .138 | .000 |  | .033 | .029 | .008 | .048 | .001 | .004 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .321 | .179 | .652\*\* | .390\* | 1 | .128 | .520\*\* | .639\*\* | .585\*\* | .414\* | .286 | .339 | .645\*\* |
| Sig. (2-tailed) | .084 | .345 | .000 | .033 |  | .500 | .003 | .000 | .001 | .023 | .125 | .067 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .380\* | .517\*\* | .125 | .398\* | .128 | 1 | .301 | .273 | .294 | .363\* | .423\* | .606\*\* | .582\*\* |
| Sig. (2-tailed) | .039 | .003 | .511 | .029 | .500 |  | .106 | .144 | .114 | .049 | .020 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .373\* | .350 | .718\*\* | .476\*\* | .520\*\* | .301 | 1 | .520\*\* | .578\*\* | .530\*\* | .414\* | .301 | .717\*\* |
| Sig. (2-tailed) | .042 | .058 | .000 | .008 | .003 | .106 |  | .003 | .001 | .003 | .023 | .106 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .121 | .237 | .504\*\* | .364\* | .639\*\* | .273 | .520\*\* | 1 | .422\* | .481\*\* | .376\* | .580\*\* | .651\*\* |
| Sig. (2-tailed) | .524 | .207 | .005 | .048 | .000 | .144 | .003 |  | .020 | .007 | .040 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .425\* | .549\*\* | .734\*\* | .554\*\* | .585\*\* | .294 | .578\*\* | .422\* | 1 | .665\*\* | .357 | .422\* | .779\*\* |
| Sig. (2-tailed) | .019 | .002 | .000 | .001 | .001 | .114 | .001 | .020 |  | .000 | .053 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .289 | .321 | .623\*\* | .511\*\* | .414\* | .363\* | .530\*\* | .481\*\* | .665\*\* | 1 | .450\* | .495\*\* | .728\*\* |
| Sig. (2-tailed) | .122 | .083 | .000 | .004 | .023 | .049 | .003 | .007 | .000 |  | .013 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .181 | .267 | .403\* | .520\*\* | .286 | .423\* | .414\* | .376\* | .357 | .450\* | 1 | .644\*\* | .641\*\* |
| Sig. (2-tailed) | .337 | .153 | .027 | .003 | .125 | .020 | .023 | .040 | .053 | .013 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .422\* | .460\* | .439\* | .723\*\* | .339 | .606\*\* | .301 | .580\*\* | .422\* | .495\*\* | .644\*\* | 1 | .785\*\* |
| Sig. (2-tailed) | .020 | .011 | .015 | .000 | .067 | .000 | .106 | .001 | .020 | .005 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .628\*\* | .586\*\* | .784\*\* | .798\*\* | .645\*\* | .582\*\* | .717\*\* | .651\*\* | .779\*\* | .728\*\* | .641\*\* | .785\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 10**

**Uji Validitas Variabel Motivasi (X2)**

**Non Responden**

VALIDITAS X2

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .287 | .492\*\* | .460\* | .401\* | .376\* | .610\*\* | .294 | .401\* | .176 | .404\* | .531\*\* | .603\*\* |
| Sig. (2-tailed) |  | .125 | .006 | .011 | .028 | .040 | .000 | .114 | .028 | .354 | .027 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .287 | 1 | .550\*\* | .505\*\* | .622\*\* | .720\*\* | .305 | .724\*\* | .591\*\* | .444\* | .469\*\* | .435\* | .764\*\* |
| Sig. (2-tailed) | .125 |  | .002 | .004 | .000 | .000 | .101 | .000 | .001 | .014 | .009 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .492\*\* | .550\*\* | 1 | .415\* | .682\*\* | .644\*\* | .537\*\* | .509\*\* | .558\*\* | .644\*\* | .587\*\* | .711\*\* | .823\*\* |
| Sig. (2-tailed) | .006 | .002 |  | .023 | .000 | .000 | .002 | .004 | .001 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .460\* | .505\*\* | .415\* | 1 | .352 | .642\*\* | .565\*\* | .363\* | .512\*\* | .295 | .328 | .641\*\* | .690\*\* |
| Sig. (2-tailed) | .011 | .004 | .023 |  | .056 | .000 | .001 | .049 | .004 | .114 | .076 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .401\* | .622\*\* | .682\*\* | .352 | 1 | .681\*\* | .493\*\* | .370\* | .517\*\* | .631\*\* | .588\*\* | .493\*\* | .780\*\* |
| Sig. (2-tailed) | .028 | .000 | .000 | .056 |  | .000 | .006 | .044 | .003 | .000 | .001 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .376\* | .720\*\* | .644\*\* | .642\*\* | .681\*\* | 1 | .631\*\* | .454\* | .721\*\* | .677\*\* | .628\*\* | .570\*\* | .888\*\* |
| Sig. (2-tailed) | .040 | .000 | .000 | .000 | .000 |  | .000 | .012 | .000 | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .610\*\* | .305 | .537\*\* | .565\*\* | .493\*\* | .631\*\* | 1 | .369\* | .572\*\* | .399\* | .454\* | .383\* | .710\*\* |
| Sig. (2-tailed) | .000 | .101 | .002 | .001 | .006 | .000 |  | .045 | .001 | .029 | .012 | .037 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .294 | .724\*\* | .509\*\* | .363\* | .370\* | .454\* | .369\* | 1 | .497\*\* | .227 | .348 | .287 | .613\*\* |
| Sig. (2-tailed) | .114 | .000 | .004 | .049 | .044 | .012 | .045 |  | .005 | .228 | .059 | .125 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .401\* | .591\*\* | .558\*\* | .512\*\* | .517\*\* | .721\*\* | .572\*\* | .497\*\* | 1 | .504\*\* | .553\*\* | .494\*\* | .784\*\* |
| Sig. (2-tailed) | .028 | .001 | .001 | .004 | .003 | .000 | .001 | .005 |  | .004 | .002 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .176 | .444\* | .644\*\* | .295 | .631\*\* | .677\*\* | .399\* | .227 | .504\*\* | 1 | .636\*\* | .541\*\* | .705\*\* |
| Sig. (2-tailed) | .354 | .014 | .000 | .114 | .000 | .000 | .029 | .228 | .004 |  | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .404\* | .469\*\* | .587\*\* | .328 | .588\*\* | .628\*\* | .454\* | .348 | .553\*\* | .636\*\* | 1 | .454\* | .728\*\* |
| Sig. (2-tailed) | .027 | .009 | .001 | .076 | .001 | .000 | .012 | .059 | .002 | .000 |  | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .531\*\* | .435\* | .711\*\* | .641\*\* | .493\*\* | .570\*\* | .383\* | .287 | .494\*\* | .541\*\* | .454\* | 1 | .736\*\* |
| Sig. (2-tailed) | .003 | .016 | .000 | .000 | .006 | .001 | .037 | .125 | .006 | .002 | .012 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .603\*\* | .764\*\* | .823\*\* | .690\*\* | .780\*\* | .888\*\* | .710\*\* | .613\*\* | .784\*\* | .705\*\* | .728\*\* | .736\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 11**

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

**Non Responden**

VALIDITAS X3

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | |
|  | | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | TOTAL |
| X3.1 | Pearson Correlation | | 1 | .188 | .418\* | .060 | .418\* | .295 | .219 | .340 | .416\* | .307 | .332 | .321 | .561\*\* | .484\*\* | .191 | .239 | .513\*\* |
| Sig. (2-tailed) | |  | .319 | .022 | .754 | .022 | .113 | .246 | .066 | .022 | .098 | .073 | .083 | .001 | .007 | .313 | .204 | .004 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | | .188 | 1 | .455\* | .318 | .289 | .149 | .261 | .326 | .124 | .206 | .205 | .270 | .287 | .432\* | .139 | .489\*\* | .445\* |
| Sig. (2-tailed) | | .319 |  | .012 | .087 | .121 | .433 | .163 | .079 | .513 | .274 | .278 | .149 | .124 | .017 | .464 | .006 | .014 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | | Pearson Correlation | .418\* | .455\* | 1 | .608\*\* | .745\*\* | .422\* | .611\*\* | .502\*\* | .453\* | .333 | .458\* | .572\*\* | .525\*\* | .628\*\* | .419\* | .639\*\* | .768\*\* |
| Sig. (2-tailed) | .022 | .012 |  | .000 | .000 | .020 | .000 | .005 | .012 | .072 | .011 | .001 | .003 | .000 | .021 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | | Pearson Correlation | .060 | .318 | .608\*\* | 1 | .564\*\* | .477\*\* | .376\* | .570\*\* | .337 | .444\* | .611\*\* | .520\*\* | .343 | .465\*\* | .555\*\* | .512\*\* | .683\*\* |
| Sig. (2-tailed) | .754 | .087 | .000 |  | .001 | .008 | .040 | .001 | .068 | .014 | .000 | .003 | .064 | .010 | .001 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | | Pearson Correlation | .418\* | .289 | .745\*\* | .564\*\* | 1 | .577\*\* | .543\*\* | .525\*\* | .431\* | .458\* | .559\*\* | .629\*\* | .632\*\* | .579\*\* | .443\* | .543\*\* | .792\*\* |
| Sig. (2-tailed) | .022 | .121 | .000 | .001 |  | .001 | .002 | .003 | .017 | .011 | .001 | .000 | .000 | .001 | .014 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | | Pearson Correlation | .295 | .149 | .422\* | .477\*\* | .577\*\* | 1 | .397\* | .548\*\* | .312 | .305 | .435\* | .576\*\* | .676\*\* | .747\*\* | .488\*\* | .620\*\* | .719\*\* |
| Sig. (2-tailed) | .113 | .433 | .020 | .008 | .001 |  | .030 | .002 | .093 | .101 | .016 | .001 | .000 | .000 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | | Pearson Correlation | .219 | .261 | .611\*\* | .376\* | .543\*\* | .397\* | 1 | .613\*\* | .606\*\* | .629\*\* | .552\*\* | .601\*\* | .460\* | .432\* | .266 | .511\*\* | .713\*\* |
| Sig. (2-tailed) | .246 | .163 | .000 | .040 | .002 | .030 |  | .000 | .000 | .000 | .002 | .000 | .011 | .017 | .156 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | | Pearson Correlation | .340 | .326 | .502\*\* | .570\*\* | .525\*\* | .548\*\* | .613\*\* | 1 | .616\*\* | .571\*\* | .790\*\* | .709\*\* | .353 | .428\* | .355 | .539\*\* | .778\*\* |
| Sig. (2-tailed) | .066 | .079 | .005 | .001 | .003 | .002 | .000 |  | .000 | .001 | .000 | .000 | .055 | .018 | .054 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | | Pearson Correlation | .416\* | .124 | .453\* | .337 | .431\* | .312 | .606\*\* | .616\*\* | 1 | .685\*\* | .645\*\* | .662\*\* | .562\*\* | .501\*\* | .265 | .487\*\* | .720\*\* |
| Sig. (2-tailed) | .022 | .513 | .012 | .068 | .017 | .093 | .000 | .000 |  | .000 | .000 | .000 | .001 | .005 | .157 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | | Pearson Correlation | .307 | .206 | .333 | .444\* | .458\* | .305 | .629\*\* | .571\*\* | .685\*\* | 1 | .580\*\* | .466\*\* | .420\* | .422\* | .336 | .358 | .672\*\* |
| Sig. (2-tailed) | .098 | .274 | .072 | .014 | .011 | .101 | .000 | .001 | .000 |  | .001 | .009 | .021 | .020 | .069 | .052 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | | Pearson Correlation | .332 | .205 | .458\* | .611\*\* | .559\*\* | .435\* | .552\*\* | .790\*\* | .645\*\* | .580\*\* | 1 | .783\*\* | .420\* | .386\* | .394\* | .263 | .753\*\* |
| Sig. (2-tailed) | .073 | .278 | .011 | .000 | .001 | .016 | .002 | .000 | .000 | .001 |  | .000 | .021 | .035 | .031 | .160 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | | Pearson Correlation | .321 | .270 | .572\*\* | .520\*\* | .629\*\* | .576\*\* | .601\*\* | .709\*\* | .662\*\* | .466\*\* | .783\*\* | 1 | .638\*\* | .627\*\* | .412\* | .434\* | .824\*\* |
| Sig. (2-tailed) | .083 | .149 | .001 | .003 | .000 | .001 | .000 | .000 | .000 | .009 | .000 |  | .000 | .000 | .024 | .016 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | | Pearson Correlation | .561\*\* | .287 | .525\*\* | .343 | .632\*\* | .676\*\* | .460\* | .353 | .562\*\* | .420\* | .420\* | .638\*\* | 1 | .885\*\* | .444\* | .565\*\* | .783\*\* |
| Sig. (2-tailed) | .001 | .124 | .003 | .064 | .000 | .000 | .011 | .055 | .001 | .021 | .021 | .000 |  | .000 | .014 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | | Pearson Correlation | .484\*\* | .432\* | .628\*\* | .465\*\* | .579\*\* | .747\*\* | .432\* | .428\* | .501\*\* | .422\* | .386\* | .627\*\* | .885\*\* | 1 | .472\*\* | .736\*\* | .820\*\* |
| Sig. (2-tailed) | .007 | .017 | .000 | .010 | .001 | .000 | .017 | .018 | .005 | .020 | .035 | .000 | .000 |  | .009 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.15 | | Pearson Correlation | .191 | .139 | .419\* | .555\*\* | .443\* | .488\*\* | .266 | .355 | .265 | .336 | .394\* | .412\* | .444\* | .472\*\* | 1 | .373\* | .575\*\* |
| Sig. (2-tailed) | .313 | .464 | .021 | .001 | .014 | .006 | .156 | .054 | .157 | .069 | .031 | .024 | .014 | .009 |  | .043 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.16 | | Pearson Correlation | .239 | .489\*\* | .639\*\* | .512\*\* | .543\*\* | .620\*\* | .511\*\* | .539\*\* | .487\*\* | .358 | .263 | .434\* | .565\*\* | .736\*\* | .373\* | 1 | .726\*\* |
| Sig. (2-tailed) | .204 | .006 | .000 | .004 | .002 | .000 | .004 | .002 | .006 | .052 | .160 | .016 | .001 | .000 | .043 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | | Pearson Correlation | .513\*\* | .445\* | .768\*\* | .683\*\* | .792\*\* | .719\*\* | .713\*\* | .778\*\* | .720\*\* | .672\*\* | .753\*\* | .824\*\* | .783\*\* | .820\*\* | .575\*\* | .726\*\* | 1 |
| Sig. (2-tailed) | .004 | .014 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | |

**Lampiran 12**

**Uji Reliabilitas Variabel Kinerja (Y)**

**Non Responden**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .907 | 18 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 73.3333 | 56.713 | .428 | .906 |
| Y.2 | 73.3333 | 56.092 | .381 | .908 |
| Y.3 | 73.5000 | 57.362 | .317 | .909 |
| Y.4 | 73.2667 | 53.444 | .650 | .900 |
| Y.5 | 73.0000 | 55.241 | .642 | .901 |
| Y.6 | 73.1667 | 53.661 | .604 | .901 |
| Y.7 | 73.3333 | 54.920 | .363 | .912 |
| Y.8 | 73.0000 | 55.172 | .583 | .902 |
| Y.9 | 73.2000 | 56.924 | .460 | .905 |
| Y.10 | 73.0667 | 53.720 | .749 | .898 |
| Y.11 | 73.1667 | 54.489 | .567 | .902 |
| Y.12 | 73.2333 | 54.806 | .600 | .902 |
| Y.13 | 73.2667 | 53.995 | .703 | .899 |
| Y.14 | 73.1000 | 53.679 | .638 | .900 |
| Y.15 | 73.5000 | 53.293 | .599 | .902 |
| Y.16 | 73.1000 | 53.334 | .728 | .898 |
| Y.17 | 73.4000 | 54.110 | .704 | .899 |
| Y.18 | 73.1000 | 54.024 | .654 | .900 |

**Lampiran 13**

**Uji Reliabilitas Variabel Disiplin Kerja (X1)**

**Non Responden**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .900 | 12 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 47.0333 | 26.654 | .534 | .897 |
| X1.2 | 46.9000 | 27.403 | .497 | .898 |
| X1.3 | 47.2000 | 25.407 | .724 | .886 |
| X1.4 | 47.4667 | 24.878 | .735 | .885 |
| X1.5 | 47.0333 | 27.068 | .568 | .894 |
| X1.6 | 46.9333 | 27.444 | .493 | .898 |
| X1.7 | 46.9333 | 27.168 | .662 | .890 |
| X1.8 | 46.9333 | 27.237 | .579 | .894 |
| X1.9 | 47.0667 | 27.030 | .736 | .888 |
| X1.10 | 46.8667 | 26.671 | .668 | .890 |
| X1.11 | 47.3333 | 27.057 | .562 | .895 |
| X1.12 | 47.3333 | 25.609 | .727 | .886 |

**Lampiran 14**

**Uji Reliabilitas Variabel Motivasi (X2)**

**Non Responden**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .923 | 12 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 47.4000 | 33.076 | .528 | .922 |
| X2.2 | 47.4000 | 30.662 | .701 | .916 |
| X2.3 | 47.5333 | 31.844 | .788 | .913 |
| X2.4 | 47.4667 | 32.189 | .624 | .918 |
| X2.5 | 47.4333 | 30.944 | .725 | .914 |
| X2.6 | 47.3667 | 28.999 | .852 | .908 |
| X2.7 | 47.3333 | 32.092 | .649 | .917 |
| X2.8 | 47.2000 | 33.131 | .542 | .921 |
| X2.9 | 47.3667 | 31.551 | .737 | .914 |
| X2.10 | 47.3000 | 31.734 | .638 | .918 |
| X2.11 | 47.5667 | 32.254 | .673 | .917 |
| X2.12 | 47.3333 | 31.885 | .679 | .916 |

**Lampiran 15**

**Uji Reliabilitas Variabel Lingkungan Kerja (X3)**

**Non Responden**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .932 | 16 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 61.9000 | 72.438 | .448 | .933 |
| X3.2 | 62.1667 | 73.316 | .374 | .935 |
| X3.3 | 61.9667 | 69.413 | .731 | .927 |
| X3.4 | 62.0333 | 70.309 | .636 | .929 |
| X3.5 | 62.0667 | 67.995 | .754 | .926 |
| X3.6 | 62.0333 | 67.551 | .662 | .928 |
| X3.7 | 61.8333 | 70.144 | .670 | .928 |
| X3.8 | 62.0667 | 69.306 | .744 | .926 |
| X3.9 | 62.0000 | 69.655 | .675 | .928 |
| X3.10 | 62.0333 | 68.723 | .610 | .930 |
| X3.11 | 62.1000 | 67.334 | .703 | .927 |
| X3.12 | 62.0333 | 66.792 | .789 | .925 |
| X3.13 | 62.1333 | 68.051 | .744 | .926 |
| X3.14 | 62.0333 | 66.861 | .784 | .925 |
| X3.15 | 62.1333 | 72.257 | .521 | .931 |
| X3.16 | 61.9667 | 70.516 | .687 | .928 |

**Lampiran 16**

**Data Penelitian Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Total |
| 1 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 78 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 73 |
| 3 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 76 |
| 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 80 |
| 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 67 |
| 6 | 5 | 2 | 5 | 3 | 3 | 5 | 3 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 72 |
| 7 | 5 | 4 | 5 | 3 | 2 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 72 |
| 8 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 70 |
| 9 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 73 |
| 10 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 69 |
| 11 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 70 |
| 12 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 77 |
| 13 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 75 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 74 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 80 |
| 16 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 76 |
| 17 | 4 | 4 | 5 | 2 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 72 |
| 18 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 71 |
| 19 | 5 | 3 | 3 | 2 | 3 | 3 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 72 |
| 20 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 79 |
| 21 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 79 |
| 22 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 78 |
| 23 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 70 |
| 24 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 77 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 77 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 79 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 86 |
| 28 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 83 |
| 29 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 82 |
| 30 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 70 |
| 31 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 61 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 86 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 82 |
| 34 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 78 |
| 35 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 83 |
| 36 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 85 |
| 37 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 74 |
| 38 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 78 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 85 |
| 40 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 73 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 85 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 78 |
| 43 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 83 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 85 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 87 |
| 46 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 79 |
| 47 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 84 |
| 48 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 81 |
| 49 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 77 |

**Lampiran 17**

**Data Penelitian Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | Total |
| 1 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 54 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 55 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 54 |
| 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 51 |
| 6 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 53 |
| 7 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 55 |
| 8 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 52 |
| 9 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 51 |
| 10 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 51 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 52 |
| 13 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 14 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 15 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 55 |
| 16 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 17 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 5 | 5 | 46 |
| 18 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 46 |
| 19 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 45 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 52 |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 52 |
| 22 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 23 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 48 |
| 24 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 54 |
| 25 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 53 |
| 26 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 53 |
| 27 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 28 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 29 | 4 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 47 |
| 30 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 42 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 38 |
| 32 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 33 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 51 |
| 34 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 50 |
| 35 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 54 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 56 |
| 37 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 53 |
| 38 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 50 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 56 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 52 |
| 41 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 56 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 44 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 57 |
| 45 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 57 |
| 46 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 57 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 55 |
| 48 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 54 |
| 49 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 52 |

**Lampiran 18**

**Data Penelitian Variabel Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | Total |
| 1 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 49 |
| 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 51 |
| 3 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 51 |
| 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 51 |
| 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 49 |
| 6 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 45 |
| 7 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 48 |
| 8 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 51 |
| 9 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 3 | 46 |
| 10 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 45 |
| 11 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 53 |
| 12 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 51 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 53 |
| 14 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 50 |
| 15 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 53 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 53 |
| 17 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 52 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 50 |
| 19 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 45 |
| 20 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 51 |
| 21 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 47 |
| 22 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 53 |
| 23 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |
| 24 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 25 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 53 |
| 26 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 27 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 55 |
| 28 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 52 |
| 29 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 53 |
| 30 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 45 |
| 31 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 50 |
| 32 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 51 |
| 33 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 53 |
| 34 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 2 | 4 | 5 | 5 | 48 |
| 35 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 52 |
| 36 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 54 |
| 37 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 53 |
| 38 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 55 |
| 39 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 53 |
| 40 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 41 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 42 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 54 |
| 43 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 44 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| 45 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 54 |
| 46 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 54 |
| 47 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 1 | 5 | 4 | 5 | 4 | 49 |
| 48 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 52 |
| 49 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |

**Lampiran 19**

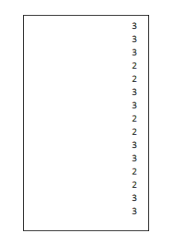
**Data Penelitian Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 | X14 | X15 | X16 | Total |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 56 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 73 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 68 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 68 |
| 5 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 2 | 2 | 54 |
| 6 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 64 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 65 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 73 |
| 9 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 71 |
| 10 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 68 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 72 |
| 12 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 69 |
| 13 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 64 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 68 |
| 15 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 56 |
| 16 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 17 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 70 |
| 18 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 65 |
| 19 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 53 |
| 20 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 4 | 2 | 2 | 4 | 5 | 65 |
| 21 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 68 |
| 22 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 71 |
| 24 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 67 |
| 26 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 64 |
| 27 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 56 |
| 28 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 69 |
| 29 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 62 |
| 30 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 58 |
| 31 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 65 |
| 32 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 70 |
| 33 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 66 |
| 34 | 3 | 3 | 2 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 46 |
| 35 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 67 |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 64 |
| 37 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 73 |
| 38 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 70 |
| 39 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 71 |
| 40 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 69 |
| 41 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 69 |
| 42 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 70 |
| 43 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 71 |
| 44 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 67 |
| 45 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 69 |
| 46 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 69 |
| 47 | 4 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 70 |
| 48 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 67 |
| 49 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 67 |

**Lampiran 20**

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

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



langsung ke Excel.

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

• Buka excel

• Klik file stat97.xla > klik Enable Macro

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

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data y

ang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

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

• Tekan Next

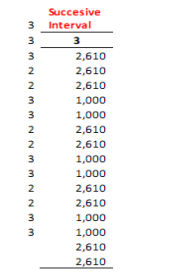
• Pilih Select all

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

• Tekan Next

• Tekan Finish

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

****

**Lampiran 21**

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** | **Y12** | **Y13** | **Y14** | **Y15** | **Y16** | **Y17** | **Y18** | Total |
| 3,864 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 1,000 | 3,864 | 3,090 | 3,090 | 3,627 | 2,233 | 2,316 | 2,289 | 3,824 | 3,893 | 3,824 | 54,329 |
| 3,864 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 1,000 | 1,809 | 3,864 | 4,295 | 4,295 | 2,261 | 1,000 | 1,000 | 2,289 | 2,387 | 2,445 | 2,387 | 46,920 |
| 3,864 | 4,134 | 2,190 | 1,924 | 3,166 | 2,289 | 1,000 | 3,801 | 3,864 | 4,295 | 4,295 | 2,261 | 1,000 | 2,316 | 3,645 | 3,824 | 2,445 | 1,000 | 51,313 |
| 3,864 | 2,745 | 2,190 | 1,924 | 3,166 | 2,289 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 3,627 | 2,233 | 3,682 | 3,645 | 1,000 | 3,893 | 2,387 | 56,292 |
| 3,864 | 2,745 | 1,000 | 1,924 | 2,088 | 1,000 | 1,000 | 1,000 | 3,864 | 2,139 | 2,139 | 3,627 | 3,593 | 3,682 | 2,289 | 2,387 | 2,445 | 1,000 | 41,786 |
| 3,864 | 1,000 | 3,495 | 1,924 | 2,088 | 3,645 | 1,000 | 1,000 | 3,864 | 3,090 | 3,090 | 2,261 | 3,593 | 2,316 | 2,289 | 2,387 | 3,893 | 3,824 | 48,623 |
| 3,864 | 2,745 | 3,495 | 1,924 | 1,000 | 3,645 | 3,391 | 1,000 | 3,864 | 3,090 | 3,090 | 2,261 | 2,233 | 3,682 | 1,000 | 2,387 | 1,000 | 3,824 | 47,497 |
| 2,391 | 1,000 | 2,190 | 1,000 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 2,261 | 3,593 | 2,316 | 1,000 | 3,824 | 2,445 | 2,387 | 44,360 |
| 2,391 | 1,000 | 1,000 | 2,523 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 3,627 | 2,233 | 2,316 | 2,289 | 3,824 | 3,893 | 2,387 | 47,436 |
| 2,391 | 1,000 | 1,000 | 2,523 | 2,088 | 1,000 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 3,627 | 2,233 | 2,316 | 1,000 | 2,387 | 2,445 | 3,824 | 42,331 |
| 2,391 | 2,745 | 1,000 | 2,523 | 2,088 | 1,000 | 2,125 | 2,607 | 2,391 | 1,000 | 1,000 | 3,627 | 3,593 | 3,682 | 2,289 | 3,824 | 3,893 | 2,387 | 44,167 |
| 3,864 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 2,607 | 3,864 | 3,090 | 3,090 | 3,627 | 1,000 | 2,316 | 2,289 | 3,824 | 2,445 | 2,387 | 51,819 |
| 2,391 | 2,745 | 2,190 | 1,924 | 3,166 | 2,289 | 2,125 | 1,809 | 2,391 | 3,090 | 3,090 | 3,627 | 3,593 | 2,316 | 2,289 | 3,824 | 3,893 | 3,824 | 50,578 |
| 2,391 | 2,745 | 2,190 | 1,924 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 4,295 | 4,295 | 2,261 | 3,593 | 1,000 | 1,000 | 2,387 | 2,445 | 3,824 | 48,123 |
| 2,391 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 2,125 | 3,801 | 2,391 | 4,295 | 4,295 | 1,000 | 1,000 | 3,682 | 3,645 | 2,387 | 2,445 | 3,824 | 55,239 |
| 2,391 | 2,745 | 1,000 | 2,523 | 4,439 | 1,000 | 1,000 | 3,801 | 2,391 | 4,295 | 4,295 | 2,261 | 2,233 | 2,316 | 3,645 | 3,824 | 2,445 | 3,824 | 50,428 |
| 2,391 | 2,745 | 3,495 | 1,000 | 4,439 | 3,645 | 1,000 | 1,809 | 2,391 | 2,139 | 2,139 | 2,261 | 3,593 | 3,682 | 3,645 | 2,387 | 2,445 | 2,387 | 47,594 |
| 3,864 | 1,714 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 2,607 | 3,864 | 2,139 | 2,139 | 2,261 | 1,000 | 1,000 | 2,289 | 2,387 | 2,445 | 2,387 | 44,766 |
| 3,864 | 1,714 | 1,000 | 1,000 | 2,088 | 1,000 | 3,391 | 2,607 | 3,864 | 2,139 | 2,139 | 3,627 | 3,593 | 2,316 | 3,645 | 2,387 | 3,893 | 3,824 | 48,091 |
| 2,391 | 2,745 | 3,495 | 2,523 | 4,439 | 3,645 | 2,125 | 2,607 | 2,391 | 4,295 | 4,295 | 2,261 | 2,233 | 2,316 | 3,645 | 2,387 | 3,893 | 2,387 | 54,075 |
| 2,391 | 2,745 | 3,495 | 1,924 | 4,439 | 3,645 | 2,125 | 2,607 | 2,391 | 4,295 | 4,295 | 2,261 | 2,233 | 3,682 | 2,289 | 3,824 | 3,893 | 2,387 | 54,923 |
| 2,391 | 2,745 | 3,495 | 3,633 | 3,166 | 3,645 | 2,125 | 2,607 | 2,391 | 2,139 | 2,139 | 3,627 | 3,593 | 2,316 | 3,645 | 3,824 | 3,893 | 2,387 | 53,763 |
| 1,000 | 2,745 | 2,190 | 2,523 | 3,166 | 2,289 | 1,000 | 1,809 | 1,000 | 2,139 | 2,139 | 2,261 | 2,233 | 3,682 | 3,645 | 3,824 | 2,445 | 3,824 | 43,915 |
| 2,391 | 2,745 | 2,190 | 3,633 | 2,088 | 2,289 | 2,125 | 2,607 | 2,391 | 4,295 | 4,295 | 3,627 | 2,233 | 3,682 | 2,289 | 3,824 | 2,445 | 2,387 | 51,537 |
| 2,391 | 2,745 | 2,190 | 2,523 | 3,166 | 2,289 | 2,125 | 2,607 | 2,391 | 4,295 | 4,295 | 3,627 | 2,233 | 2,316 | 2,289 | 2,387 | 3,893 | 3,824 | 51,588 |
| 2,391 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 3,627 | 3,593 | 3,682 | 3,645 | 2,387 | 3,893 | 2,387 | 54,126 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 2,261 | 3,593 | 3,682 | 3,645 | 3,824 | 1,000 | 3,824 | 63,296 |
| 3,864 | 1,714 | 3,495 | 1,924 | 4,439 | 3,645 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 3,627 | 3,593 | 2,316 | 2,289 | 3,824 | 2,445 | 3,824 | 60,645 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 1,809 | 3,864 | 3,090 | 3,090 | 1,000 | 3,593 | 2,316 | 3,645 | 3,824 | 3,893 | 3,824 | 59,161 |
| 2,391 | 1,714 | 2,190 | 3,633 | 3,166 | 2,289 | 2,125 | 1,809 | 2,391 | 2,139 | 2,139 | 2,261 | 3,593 | 3,682 | 2,289 | 2,387 | 1,000 | 2,387 | 43,587 |
| 1,000 | 1,714 | 1,000 | 2,523 | 2,088 | 1,000 | 1,000 | 1,809 | 1,000 | 2,139 | 2,139 | 2,261 | 2,233 | 1,000 | 2,289 | 3,824 | 2,445 | 1,000 | 32,463 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 3,627 | 2,233 | 3,682 | 3,645 | 2,387 | 2,445 | 3,824 | 63,310 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 2,607 | 3,864 | 3,090 | 3,090 | 1,000 | 3,593 | 3,682 | 3,645 | 2,387 | 3,893 | 2,387 | 58,451 |
| 3,864 | 1,000 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 2,607 | 3,864 | 2,139 | 2,139 | 2,261 | 3,593 | 2,316 | 2,289 | 3,824 | 3,893 | 2,387 | 54,780 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 2,607 | 3,864 | 4,295 | 4,295 | 3,627 | 3,593 | 1,000 | 1,000 | 3,824 | 2,445 | 3,824 | 59,586 |
| 3,864 | 2,745 | 3,495 | 3,633 | 3,166 | 3,645 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 2,261 | 3,593 | 2,316 | 3,645 | 2,387 | 3,893 | 3,824 | 62,113 |
| 2,391 | 4,134 | 2,190 | 3,633 | 2,088 | 2,289 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 1,000 | 3,593 | 2,316 | 2,289 | 2,387 | 2,445 | 2,387 | 47,639 |
| 2,391 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 3,090 | 3,090 | 3,627 | 2,233 | 3,682 | 2,289 | 3,824 | 3,893 | 2,387 | 52,847 |
| 3,864 | 4,134 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 3,801 | 3,864 | 3,090 | 3,090 | 3,627 | 3,593 | 3,682 | 2,289 | 2,387 | 3,893 | 2,387 | 62,304 |
| 2,391 | 2,745 | 2,190 | 3,633 | 3,166 | 2,289 | 2,125 | 2,607 | 2,391 | 3,090 | 3,090 | 2,261 | 2,233 | 2,316 | 2,289 | 1,000 | 2,445 | 3,824 | 46,087 |
| 3,864 | 4,134 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 2,261 | 2,233 | 2,316 | 2,289 | 3,824 | 2,445 | 3,824 | 62,048 |
| 3,864 | 4,134 | 3,495 | 3,633 | 4,439 | 2,289 | 3,391 | 2,607 | 3,864 | 3,090 | 3,090 | 2,261 | 2,233 | 1,000 | 2,289 | 2,387 | 2,445 | 2,387 | 52,899 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 2,289 | 2,125 | 3,801 | 3,864 | 4,295 | 4,295 | 3,627 | 3,593 | 2,316 | 3,645 | 2,387 | 2,445 | 2,387 | 59,245 |
| 3,864 | 2,745 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 2,607 | 3,864 | 4,295 | 4,295 | 2,261 | 2,233 | 2,316 | 3,645 | 3,824 | 3,893 | 3,824 | 62,270 |
| 3,864 | 4,134 | 3,495 | 3,633 | 4,439 | 3,645 | 3,391 | 2,607 | 3,864 | 4,295 | 4,295 | 3,627 | 3,593 | 3,682 | 1,000 | 3,824 | 3,893 | 3,824 | 65,105 |
| 3,864 | 4,134 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 2,607 | 3,864 | 3,090 | 3,090 | 3,627 | 2,233 | 2,316 | 2,289 | 3,824 | 2,445 | 2,387 | 54,440 |
| 3,864 | 4,134 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 3,801 | 3,864 | 4,295 | 4,295 | 3,627 | 2,233 | 3,682 | 2,289 | 2,387 | 3,893 | 3,824 | 60,857 |
| 3,864 | 4,134 | 2,190 | 3,633 | 3,166 | 2,289 | 3,391 | 2,607 | 3,864 | 4,295 | 4,295 | 2,261 | 3,593 | 2,316 | 3,645 | 2,387 | 2,445 | 2,387 | 56,763 |
| 2,391 | 4,134 | 2,190 | 3,633 | 3,166 | 2,289 | 2,125 | 3,801 | 2,391 | 4,295 | 4,295 | 1,000 | 2,233 | 2,316 | 3,645 | 1,000 | 2,445 | 3,824 | 51,173 |

**Lampiran 21**

**Tabulasi Data MSI Penelitian Responden Variabel Disiplin Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |  |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **X11** | **X12** | Total |
| 2,613 | 3,567 | 2,080 | 4,081 | 3,864 | 3,567 | 2,416 | 1,937 | 2,891 | 3,712 | 2,125 | 3,498 | 36,353 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 3,567 | 2,416 | 3,205 | 4,132 | 3,712 | 2,125 | 3,498 | 38,646 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 3,567 | 2,416 | 3,205 | 2,891 | 3,712 | 1,000 | 2,206 | 37,994 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 3,567 | 2,416 | 3,205 | 4,132 | 3,712 | 1,000 | 2,206 | 36,229 |
| 2,613 | 3,567 | 1,000 | 2,585 | 3,864 | 3,567 | 2,416 | 1,000 | 2,891 | 3,712 | 2,125 | 3,498 | 32,840 |
| 2,613 | 3,567 | 2,080 | 2,585 | 3,864 | 3,567 | 3,858 | 1,937 | 2,891 | 3,712 | 2,125 | 2,206 | 35,007 |
| 2,613 | 3,567 | 2,080 | 2,585 | 3,864 | 3,567 | 3,858 | 1,937 | 2,891 | 3,712 | 3,391 | 3,498 | 37,565 |
| 2,613 | 3,567 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 1,937 | 2,891 | 3,712 | 3,391 | 2,206 | 33,358 |
| 2,613 | 3,567 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 1,937 | 2,891 | 3,712 | 2,125 | 2,206 | 32,092 |
| 2,613 | 3,567 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 1,937 | 2,891 | 3,712 | 2,125 | 3,498 | 33,384 |
| 2,613 | 2,183 | 2,080 | 2,585 | 2,391 | 2,183 | 1,000 | 1,937 | 4,132 | 3,712 | 3,391 | 3,498 | 31,706 |
| 2,613 | 2,183 | 2,080 | 2,585 | 3,864 | 2,183 | 2,416 | 1,937 | 4,132 | 3,712 | 3,391 | 2,206 | 33,302 |
| 4,123 | 2,183 | 2,080 | 4,081 | 2,391 | 2,183 | 2,416 | 1,937 | 2,891 | 2,226 | 2,125 | 2,206 | 30,843 |
| 2,613 | 3,567 | 3,361 | 2,585 | 2,391 | 3,567 | 2,416 | 3,205 | 4,132 | 2,226 | 3,391 | 2,206 | 35,662 |
| 4,123 | 3,567 | 3,361 | 4,081 | 2,391 | 3,567 | 3,858 | 3,205 | 2,033 | 2,226 | 3,391 | 2,206 | 38,010 |
| 2,613 | 3,567 | 3,361 | 2,585 | 2,391 | 3,567 | 3,858 | 3,205 | 4,132 | 2,226 | 2,125 | 2,206 | 35,838 |
| 2,613 | 1,000 | 1,000 | 2,585 | 2,391 | 1,000 | 3,858 | 1,000 | 2,033 | 2,226 | 3,391 | 3,498 | 26,596 |
| 2,613 | 2,183 | 1,000 | 2,585 | 3,864 | 2,183 | 2,416 | 1,000 | 2,033 | 3,712 | 2,125 | 1,000 | 26,714 |
| 2,613 | 2,183 | 1,000 | 2,585 | 3,864 | 2,183 | 1,000 | 1,000 | 2,033 | 3,712 | 1,000 | 2,206 | 25,379 |
| 2,613 | 2,183 | 3,361 | 2,585 | 2,391 | 2,183 | 3,858 | 3,205 | 4,132 | 2,226 | 3,391 | 1,000 | 33,129 |
| 2,613 | 2,183 | 3,361 | 2,585 | 2,391 | 2,183 | 3,858 | 3,205 | 4,132 | 2,226 | 3,391 | 1,000 | 33,129 |
| 4,123 | 2,183 | 3,361 | 4,081 | 2,391 | 2,183 | 3,858 | 3,205 | 4,132 | 2,226 | 3,391 | 3,498 | 38,632 |
| 2,613 | 2,183 | 3,361 | 2,585 | 1,000 | 2,183 | 2,416 | 3,205 | 4,132 | 1,000 | 1,000 | 2,206 | 27,884 |
| 4,123 | 2,183 | 3,361 | 4,081 | 2,391 | 2,183 | 2,416 | 3,205 | 4,132 | 2,226 | 2,125 | 3,498 | 35,925 |
| 2,613 | 3,567 | 3,361 | 2,585 | 2,391 | 2,183 | 2,416 | 3,205 | 4,132 | 2,226 | 3,391 | 2,206 | 34,278 |
| 2,613 | 3,567 | 3,361 | 2,585 | 2,391 | 3,567 | 2,416 | 3,205 | 4,132 | 2,226 | 2,125 | 2,206 | 34,396 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 3,391 | 3,498 | 41,354 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 3,391 | 2,206 | 40,062 |
| 2,613 | 1,000 | 1,000 | 2,585 | 3,864 | 1,000 | 3,858 | 1,000 | 2,033 | 3,712 | 3,391 | 2,206 | 28,262 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,391 | 1,000 | 2,416 | 1,000 | 2,033 | 2,226 | 2,125 | 3,498 | 20,689 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,033 | 1,000 | 2,125 | 2,206 | 15,364 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 3,391 | 3,498 | 41,354 |
| 2,613 | 2,183 | 2,080 | 2,585 | 3,864 | 2,183 | 3,858 | 1,937 | 2,891 | 3,712 | 3,391 | 1,000 | 32,298 |
| 1,000 | 2,183 | 2,080 | 1,000 | 3,864 | 2,183 | 3,858 | 1,937 | 2,891 | 3,712 | 2,125 | 3,498 | 30,332 |
| 2,613 | 3,567 | 3,361 | 2,585 | 3,864 | 2,183 | 3,858 | 1,937 | 4,132 | 3,712 | 2,125 | 2,206 | 36,144 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 1,000 | 1,000 | 39,470 |
| 4,123 | 2,183 | 2,080 | 4,081 | 2,391 | 3,567 | 2,416 | 3,205 | 2,891 | 2,226 | 2,125 | 3,498 | 34,788 |
| 2,613 | 2,183 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 3,205 | 2,891 | 2,226 | 3,391 | 1,000 | 30,551 |
| 4,123 | 2,183 | 2,080 | 4,081 | 3,864 | 3,567 | 3,858 | 3,205 | 2,891 | 3,712 | 2,125 | 3,498 | 39,188 |
| 2,613 | 2,183 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 3,205 | 4,132 | 2,226 | 3,391 | 2,206 | 32,997 |
| 2,613 | 2,183 | 2,080 | 2,585 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 3,391 | 3,498 | 38,689 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 1,000 | 1,000 | 39,470 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 3,567 | 3,858 | 3,205 | 4,132 | 3,712 | 3,391 | 3,498 | 44,359 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 2,183 | 3,858 | 3,205 | 4,132 | 3,712 | 1,000 | 3,498 | 40,584 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 2,183 | 3,858 | 3,205 | 4,132 | 3,712 | 2,125 | 2,206 | 40,417 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 2,183 | 2,416 | 3,205 | 4,132 | 3,712 | 3,391 | 2,206 | 40,241 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 3,567 | 2,416 | 3,205 | 1,000 | 3,712 | 3,391 | 3,498 | 39,786 |
| 4,123 | 3,567 | 3,361 | 4,081 | 3,864 | 2,183 | 2,416 | 3,205 | 4,132 | 3,712 | 1,000 | 1,000 | 36,644 |
| 2,613 | 2,183 | 2,080 | 2,585 | 2,391 | 3,567 | 2,416 | 3,205 | 4,132 | 3,712 | 2,125 | 2,206 | 33,216 |

**Lampiran 22**

**Tabulasi Data MSI Penelitian Responden Variabel Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |  |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **X11** | **X12** | **Total** |
| 4,100 | 1,000 | 2,213 | 2,299 | 2,341 | 2,198 | 4,195 | 2,891 | 2,774 | 2,253 | 3,928 | 1,000 | 31,193 |
| 2,572 | 2,253 | 2,213 | 2,299 | 3,700 | 1,000 | 2,669 | 4,132 | 2,774 | 2,253 | 3,928 | 3,663 | 33,456 |
| 2,572 | 3,551 | 2,213 | 2,299 | 2,341 | 1,000 | 4,195 | 2,891 | 4,192 | 1,000 | 3,928 | 3,663 | 33,846 |
| 2,572 | 1,000 | 2,213 | 3,697 | 3,700 | 2,198 | 2,669 | 4,132 | 2,774 | 3,551 | 2,453 | 2,271 | 33,229 |
| 4,100 | 2,253 | 3,599 | 1,000 | 3,700 | 2,198 | 2,669 | 2,891 | 2,774 | 1,000 | 2,453 | 2,271 | 30,909 |
| 2,572 | 1,000 | 3,599 | 2,299 | 2,341 | 1,000 | 2,669 | 2,891 | 1,000 | 2,253 | 2,453 | 2,271 | 26,348 |
| 2,572 | 1,000 | 3,599 | 2,299 | 2,341 | 1,000 | 2,669 | 2,891 | 2,774 | 1,000 | 3,928 | 3,663 | 29,737 |
| 2,572 | 2,253 | 3,599 | 3,697 | 3,700 | 3,439 | 2,669 | 2,891 | 1,000 | 2,253 | 2,453 | 3,663 | 34,189 |
| 2,572 | 3,551 | 1,000 | 3,697 | 2,341 | 3,439 | 2,669 | 2,891 | 1,000 | 1,000 | 2,453 | 1,000 | 27,613 |
| 4,100 | 2,253 | 1,000 | 2,299 | 2,341 | 2,198 | 2,669 | 2,891 | 1,000 | 2,253 | 1,000 | 2,271 | 26,276 |
| 2,572 | 3,551 | 3,599 | 3,697 | 3,700 | 2,198 | 2,669 | 4,132 | 2,774 | 1,000 | 2,453 | 3,663 | 36,008 |
| 4,100 | 2,253 | 2,213 | 3,697 | 1,000 | 1,000 | 2,669 | 4,132 | 2,774 | 2,253 | 3,928 | 3,663 | 33,682 |
| 4,100 | 3,551 | 3,599 | 3,697 | 2,341 | 2,198 | 4,195 | 2,891 | 2,774 | 2,253 | 2,453 | 2,271 | 36,324 |
| 2,572 | 2,253 | 2,213 | 3,697 | 1,000 | 1,000 | 2,669 | 4,132 | 2,774 | 3,551 | 2,453 | 3,663 | 31,977 |
| 4,100 | 2,253 | 3,599 | 3,697 | 2,341 | 3,439 | 4,195 | 2,033 | 2,774 | 2,253 | 3,928 | 2,271 | 36,882 |
| 4,100 | 3,551 | 2,213 | 3,697 | 3,700 | 2,198 | 2,669 | 4,132 | 2,774 | 2,253 | 2,453 | 2,271 | 36,010 |
| 2,572 | 3,551 | 3,599 | 3,697 | 2,341 | 2,198 | 2,669 | 2,033 | 2,774 | 2,253 | 3,928 | 3,663 | 35,278 |
| 4,100 | 2,253 | 3,599 | 3,697 | 2,341 | 2,198 | 2,669 | 2,033 | 1,714 | 1,000 | 3,928 | 3,663 | 33,194 |
| 2,572 | 2,253 | 1,000 | 2,299 | 2,341 | 1,000 | 2,669 | 2,033 | 1,714 | 3,551 | 2,453 | 2,271 | 26,156 |
| 4,100 | 2,253 | 2,213 | 2,299 | 2,341 | 1,000 | 2,669 | 4,132 | 2,774 | 3,551 | 2,453 | 3,663 | 33,448 |
| 4,100 | 2,253 | 3,599 | 1,000 | 1,000 | 2,198 | 2,669 | 4,132 | 2,774 | 1,000 | 2,453 | 1,000 | 28,178 |
| 2,572 | 2,253 | 3,599 | 2,299 | 2,341 | 2,198 | 4,195 | 4,132 | 2,774 | 3,551 | 3,928 | 2,271 | 36,113 |
| 4,100 | 1,000 | 2,213 | 3,697 | 2,341 | 3,439 | 2,669 | 4,132 | 2,774 | 3,551 | 2,453 | 2,271 | 34,638 |
| 4,100 | 3,551 | 3,599 | 3,697 | 1,000 | 3,439 | 4,195 | 4,132 | 2,774 | 2,253 | 3,928 | 3,663 | 40,331 |
| 4,100 | 2,253 | 1,000 | 2,299 | 2,341 | 3,439 | 2,669 | 4,132 | 2,774 | 3,551 | 3,928 | 3,663 | 36,149 |
| 2,572 | 3,551 | 3,599 | 3,697 | 2,341 | 2,198 | 2,669 | 4,132 | 2,774 | 3,551 | 3,928 | 2,271 | 37,282 |
| 4,100 | 3,551 | 3,599 | 2,299 | 3,700 | 1,000 | 2,669 | 4,132 | 2,774 | 3,551 | 3,928 | 3,663 | 38,966 |
| 4,100 | 2,253 | 3,599 | 2,299 | 2,341 | 2,198 | 2,669 | 4,132 | 1,714 | 2,253 | 3,928 | 3,663 | 35,149 |
| 4,100 | 3,551 | 2,213 | 3,697 | 3,700 | 2,198 | 2,669 | 2,033 | 2,774 | 3,551 | 3,928 | 2,271 | 36,684 |
| 2,572 | 2,253 | 2,213 | 2,299 | 3,700 | 1,000 | 1,000 | 2,033 | 1,714 | 2,253 | 2,453 | 2,271 | 25,761 |
| 1,000 | 2,253 | 2,213 | 2,299 | 3,700 | 3,439 | 4,195 | 2,033 | 1,714 | 3,551 | 2,453 | 3,663 | 32,512 |
| 4,100 | 2,253 | 2,213 | 1,000 | 1,000 | 3,439 | 4,195 | 4,132 | 2,774 | 2,253 | 2,453 | 3,663 | 33,475 |
| 2,572 | 3,551 | 3,599 | 2,299 | 2,341 | 2,198 | 4,195 | 2,891 | 2,774 | 3,551 | 3,928 | 2,271 | 36,171 |
| 2,572 | 1,000 | 2,213 | 2,299 | 3,700 | 1,000 | 4,195 | 2,891 | 1,000 | 2,253 | 3,928 | 3,663 | 30,715 |
| 4,100 | 2,253 | 2,213 | 3,697 | 3,700 | 3,439 | 4,195 | 4,132 | 2,774 | 2,253 | 1,000 | 1,000 | 34,755 |
| 2,572 | 2,253 | 3,599 | 3,697 | 2,341 | 3,439 | 4,195 | 4,132 | 2,774 | 3,551 | 2,453 | 2,271 | 37,276 |
| 4,100 | 1,000 | 3,599 | 2,299 | 2,341 | 2,198 | 4,195 | 2,891 | 4,192 | 2,253 | 3,928 | 3,663 | 36,661 |
| 4,100 | 3,551 | 3,599 | 2,299 | 2,341 | 2,198 | 4,195 | 2,891 | 2,774 | 3,551 | 3,928 | 3,663 | 39,092 |
| 2,572 | 3,551 | 3,599 | 3,697 | 2,341 | 2,198 | 4,195 | 2,891 | 4,192 | 2,253 | 2,453 | 2,271 | 36,214 |
| 4,100 | 1,000 | 3,599 | 3,697 | 3,700 | 2,198 | 4,195 | 4,132 | 2,774 | 3,551 | 3,928 | 2,271 | 39,144 |
| 4,100 | 2,253 | 3,599 | 3,697 | 2,341 | 3,439 | 4,195 | 4,132 | 4,192 | 2,253 | 3,928 | 3,663 | 41,791 |
| 4,100 | 3,551 | 3,599 | 2,299 | 1,000 | 2,198 | 4,195 | 4,132 | 4,192 | 2,253 | 3,928 | 2,271 | 37,719 |
| 2,572 | 3,551 | 2,213 | 2,299 | 2,341 | 3,439 | 4,195 | 4,132 | 2,774 | 3,551 | 2,453 | 3,663 | 37,183 |
| 4,100 | 2,253 | 2,213 | 3,697 | 1,000 | 3,439 | 4,195 | 4,132 | 2,774 | 2,253 | 3,928 | 2,271 | 36,254 |
| 4,100 | 2,253 | 2,213 | 3,697 | 2,341 | 3,439 | 4,195 | 4,132 | 4,192 | 1,000 | 2,453 | 3,663 | 37,677 |
| 4,100 | 1,000 | 3,599 | 3,697 | 2,341 | 2,198 | 4,195 | 4,132 | 4,192 | 2,253 | 2,453 | 3,663 | 37,823 |
| 2,572 | 2,253 | 3,599 | 1,000 | 2,341 | 3,439 | 4,195 | 1,000 | 4,192 | 2,253 | 3,928 | 2,271 | 33,043 |
| 4,100 | 2,253 | 2,213 | 2,299 | 1,000 | 3,439 | 4,195 | 4,132 | 2,774 | 1,000 | 3,928 | 3,663 | 34,996 |
| 4,100 | 3,551 | 3,599 | 2,299 | 3,700 | 2,198 | 4,195 | 4,132 | 4,192 | 2,253 | 2,453 | 2,271 | 38,944 |

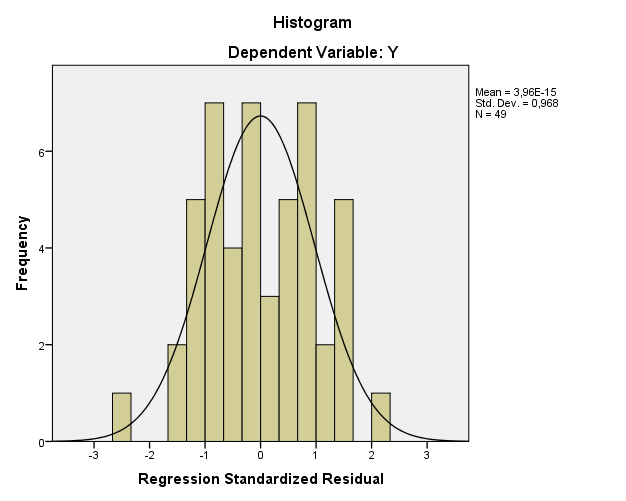
**Lampiran 23**

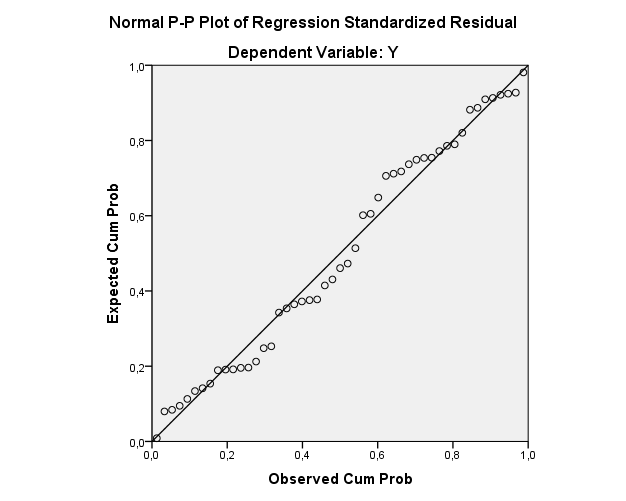
**Tabulasi Data MSI Penelitian Responden Variabel Lingkungan Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** | **X11** | **X12** | **X13** | **X14** | **X15** | **X16** |  |
| 1,000 | 1,000 | 2,187 | 1,000 | 1,840 | 1,000 | 2,088 | 1,947 | 1,000 | 2,253 | 1,000 | 2,233 | 2,706 | 3,960 | 4,251 | 4,210 | 33,675 |
| 3,723 | 3,236 | 4,649 | 3,439 | 4,166 | 3,605 | 4,560 | 3,960 | 2,454 | 2,253 | 3,340 | 4,518 | 3,928 | 2,769 | 1,899 | 2,076 | 54,574 |
| 3,723 | 3,236 | 4,649 | 3,439 | 2,866 | 2,271 | 4,560 | 3,960 | 3,892 | 3,551 | 3,340 | 2,233 | 1,840 | 1,947 | 1,899 | 2,076 | 49,482 |
| 3,723 | 3,236 | 3,358 | 2,198 | 2,866 | 2,271 | 3,247 | 3,960 | 2,454 | 2,253 | 3,340 | 3,305 | 2,706 | 2,769 | 2,952 | 3,039 | 47,678 |
| 1,000 | 1,000 | 3,358 | 2,198 | 2,866 | 1,000 | 2,088 | 1,947 | 2,454 | 2,253 | 1,000 | 4,518 | 2,706 | 1,947 | 1,000 | 1,000 | 32,334 |
| 2,360 | 2,038 | 3,358 | 2,198 | 1,840 | 1,000 | 3,247 | 1,000 | 2,454 | 2,253 | 2,118 | 4,518 | 3,928 | 2,769 | 4,251 | 4,210 | 43,542 |
| 2,360 | 2,038 | 3,358 | 2,198 | 2,866 | 2,271 | 3,247 | 3,960 | 2,454 | 2,253 | 2,118 | 3,305 | 2,706 | 2,769 | 2,952 | 3,039 | 43,895 |
| 3,723 | 3,236 | 4,649 | 3,439 | 4,166 | 3,605 | 4,560 | 3,960 | 2,454 | 3,551 | 2,118 | 3,305 | 2,706 | 2,769 | 2,952 | 3,039 | 54,232 |
| 2,360 | 3,236 | 4,649 | 3,439 | 2,866 | 2,271 | 4,560 | 2,769 | 2,454 | 1,000 | 2,118 | 4,518 | 2,706 | 3,960 | 4,251 | 4,210 | 51,366 |
| 3,723 | 2,038 | 3,358 | 2,198 | 2,866 | 1,000 | 1,000 | 2,769 | 2,454 | 3,551 | 2,118 | 4,518 | 3,928 | 3,960 | 4,251 | 4,210 | 47,942 |
| 3,723 | 3,236 | 4,649 | 3,439 | 4,166 | 3,605 | 4,560 | 3,960 | 3,892 | 3,551 | 2,118 | 2,233 | 2,706 | 2,769 | 1,899 | 3,039 | 53,544 |
| 2,360 | 3,236 | 3,358 | 3,439 | 4,166 | 2,271 | 3,247 | 3,960 | 1,000 | 1,000 | 2,118 | 4,518 | 2,706 | 3,960 | 2,952 | 4,210 | 48,502 |
| 2,360 | 2,038 | 3,358 | 2,198 | 1,840 | 1,000 | 2,088 | 1,000 | 2,454 | 2,253 | 2,118 | 4,518 | 3,928 | 3,960 | 4,251 | 4,210 | 43,574 |
| 2,360 | 2,038 | 3,358 | 2,198 | 2,866 | 2,271 | 3,247 | 2,769 | 1,000 | 2,253 | 3,340 | 4,518 | 2,706 | 3,960 | 4,251 | 4,210 | 47,346 |
| 2,360 | 1,000 | 2,187 | 2,198 | 1,840 | 2,271 | 2,088 | 1,947 | 2,454 | 3,551 | 3,340 | 2,233 | 1,840 | 1,947 | 1,899 | 2,076 | 35,232 |
| 1,000 | 2,038 | 2,187 | 1,000 | 1,840 | 2,271 | 3,247 | 1,947 | 3,892 | 2,253 | 3,340 | 4,518 | 3,928 | 3,960 | 4,251 | 4,210 | 45,882 |
| 2,360 | 1,000 | 3,358 | 2,198 | 4,166 | 3,605 | 4,560 | 2,769 | 3,892 | 3,551 | 1,000 | 4,518 | 3,928 | 3,960 | 2,952 | 3,039 | 50,857 |
| 1,000 | 1,000 | 2,187 | 1,000 | 4,166 | 3,605 | 3,247 | 3,960 | 2,454 | 3,551 | 1,000 | 3,305 | 3,928 | 3,960 | 2,952 | 3,039 | 44,356 |
| 1,000 | 1,000 | 2,187 | 3,439 | 2,866 | 2,271 | 2,088 | 1,947 | 2,454 | 1,000 | 1,000 | 2,233 | 1,840 | 1,947 | 1,899 | 2,076 | 31,247 |
| 2,360 | 3,236 | 3,358 | 3,439 | 2,866 | 3,605 | 2,088 | 3,960 | 3,892 | 1,000 | 3,340 | 3,305 | 1,000 | 1,000 | 2,952 | 4,210 | 45,611 |
| 2,360 | 3,236 | 3,358 | 1,000 | 2,866 | 1,000 | 4,560 | 3,960 | 2,454 | 3,551 | 3,340 | 3,305 | 3,928 | 2,769 | 2,952 | 3,039 | 47,679 |
| 2,360 | 3,236 | 3,358 | 3,439 | 4,166 | 2,271 | 4,560 | 2,769 | 2,454 | 2,253 | 3,340 | 4,518 | 3,928 | 3,960 | 4,251 | 4,210 | 55,073 |
| 2,360 | 3,236 | 3,358 | 3,439 | 2,866 | 2,271 | 3,247 | 3,960 | 2,454 | 2,253 | 3,340 | 4,518 | 2,706 | 2,769 | 4,251 | 4,210 | 51,237 |
| 1,000 | 2,038 | 3,358 | 1,000 | 2,866 | 2,271 | 4,560 | 3,960 | 2,454 | 2,253 | 2,118 | 3,305 | 2,706 | 2,769 | 2,952 | 3,039 | 42,650 |
| 2,360 | 2,038 | 3,358 | 2,198 | 2,866 | 2,271 | 3,247 | 2,769 | 2,454 | 2,253 | 2,118 | 3,305 | 3,928 | 3,960 | 2,952 | 4,210 | 46,289 |
| 1,000 | 2,038 | 2,187 | 1,000 | 2,866 | 2,271 | 3,247 | 2,769 | 2,454 | 3,551 | 2,118 | 3,305 | 3,928 | 3,960 | 2,952 | 3,039 | 42,686 |
| 3,723 | 3,236 | 2,187 | 1,000 | 2,866 | 3,605 | 3,247 | 1,947 | 2,454 | 1,000 | 1,000 | 2,233 | 1,000 | 1,947 | 1,899 | 2,076 | 35,419 |
| 2,360 | 3,236 | 2,187 | 2,198 | 4,166 | 3,605 | 3,247 | 3,960 | 2,454 | 3,551 | 3,340 | 3,305 | 2,706 | 2,769 | 2,952 | 3,039 | 49,077 |
| 2,360 | 1,000 | 3,358 | 1,000 | 4,166 | 2,271 | 4,560 | 2,769 | 3,892 | 2,253 | 1,000 | 2,233 | 1,840 | 2,769 | 2,952 | 3,039 | 41,463 |
| 1,000 | 1,000 | 2,187 | 3,439 | 2,866 | 2,271 | 3,247 | 2,769 | 3,892 | 1,000 | 1,000 | 3,305 | 1,840 | 1,947 | 2,952 | 2,076 | 36,792 |
| 1,000 | 1,000 | 2,187 | 2,198 | 2,866 | 3,605 | 4,560 | 2,769 | 2,454 | 2,253 | 1,000 | 4,518 | 3,928 | 3,960 | 4,251 | 2,076 | 44,625 |
| 2,360 | 3,236 | 3,358 | 2,198 | 2,866 | 3,605 | 3,247 | 3,960 | 2,454 | 3,551 | 3,340 | 2,233 | 3,928 | 3,960 | 4,251 | 2,076 | 50,623 |
| 2,360 | 2,038 | 3,358 | 2,198 | 4,166 | 2,271 | 3,247 | 2,769 | 2,454 | 2,253 | 2,118 | 3,305 | 2,706 | 3,960 | 2,952 | 3,039 | 45,196 |
| 1,000 | 1,000 | 1,000 | 1,000 | 4,166 | 3,605 | 2,088 | 1,947 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 23,806 |
| 2,360 | 3,236 | 3,358 | 3,439 | 1,840 | 1,000 | 3,247 | 3,960 | 3,892 | 2,253 | 3,340 | 4,518 | 2,706 | 1,947 | 2,952 | 3,039 | 47,087 |
| 3,723 | 3,236 | 3,358 | 2,198 | 2,866 | 2,271 | 2,088 | 1,947 | 1,000 | 1,000 | 2,118 | 3,305 | 3,928 | 3,960 | 2,952 | 3,039 | 42,990 |
| 3,723 | 2,038 | 4,649 | 3,439 | 4,166 | 3,605 | 4,560 | 2,769 | 2,454 | 1,000 | 2,118 | 3,305 | 3,928 | 3,960 | 4,251 | 4,210 | 54,174 |
| 2,360 | 2,038 | 3,358 | 1,000 | 4,166 | 3,605 | 3,247 | 2,769 | 3,892 | 3,551 | 2,118 | 3,305 | 3,928 | 3,960 | 2,952 | 4,210 | 50,461 |
| 3,723 | 2,038 | 4,649 | 3,439 | 2,866 | 2,271 | 4,560 | 3,960 | 2,454 | 2,253 | 2,118 | 3,305 | 2,706 | 3,960 | 4,251 | 3,039 | 51,591 |
| 2,360 | 2,038 | 3,358 | 3,439 | 2,866 | 2,271 | 3,247 | 2,769 | 3,892 | 3,551 | 2,118 | 4,518 | 2,706 | 3,960 | 2,952 | 3,039 | 49,084 |
| 2,360 | 2,038 | 4,649 | 2,198 | 2,866 | 3,605 | 4,560 | 3,960 | 2,454 | 2,253 | 2,118 | 3,305 | 3,928 | 1,947 | 4,251 | 3,039 | 49,531 |
| 3,723 | 3,236 | 4,649 | 1,000 | 2,866 | 2,271 | 4,560 | 3,960 | 3,892 | 3,551 | 3,340 | 2,233 | 1,840 | 2,769 | 2,952 | 4,210 | 51,052 |
| 2,360 | 3,236 | 3,358 | 2,198 | 4,166 | 3,605 | 3,247 | 3,960 | 2,454 | 2,253 | 3,340 | 3,305 | 3,928 | 2,769 | 4,251 | 3,039 | 51,470 |
| 2,360 | 3,236 | 3,358 | 2,198 | 1,840 | 2,271 | 3,247 | 3,960 | 2,454 | 2,253 | 3,340 | 2,233 | 2,706 | 3,960 | 2,952 | 4,210 | 46,580 |
| 2,360 | 3,236 | 4,649 | 2,198 | 2,866 | 3,605 | 3,247 | 3,960 | 3,892 | 2,253 | 3,340 | 3,305 | 2,706 | 2,769 | 2,952 | 2,076 | 49,415 |
| 2,360 | 3,236 | 4,649 | 2,198 | 2,866 | 3,605 | 3,247 | 3,960 | 2,454 | 2,253 | 3,340 | 3,305 | 2,706 | 3,960 | 2,952 | 2,076 | 49,168 |
| 2,360 | 3,236 | 4,649 | 3,439 | 1,000 | 2,271 | 3,247 | 3,960 | 3,892 | 2,253 | 3,340 | 3,305 | 3,928 | 3,960 | 1,899 | 4,210 | 50,950 |
| 2,360 | 3,236 | 3,358 | 2,198 | 1,000 | 3,605 | 3,247 | 3,960 | 3,892 | 3,551 | 3,340 | 2,233 | 1,840 | 2,769 | 4,251 | 3,039 | 47,879 |
| 2,360 | 2,038 | 4,649 | 2,198 | 1,000 | 2,271 | 3,247 | 2,769 | 3,892 | 3,551 | 2,118 | 4,518 | 3,928 | 3,960 | 2,952 | 2,076 | 47,528 |

**Lampiran 25**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 49 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 4,57143863 |
| Most Extreme Differences | Absolute | ,100 |
| Positive | ,081 |
| Negative | -,100 |
| Test Statistic | | ,100 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

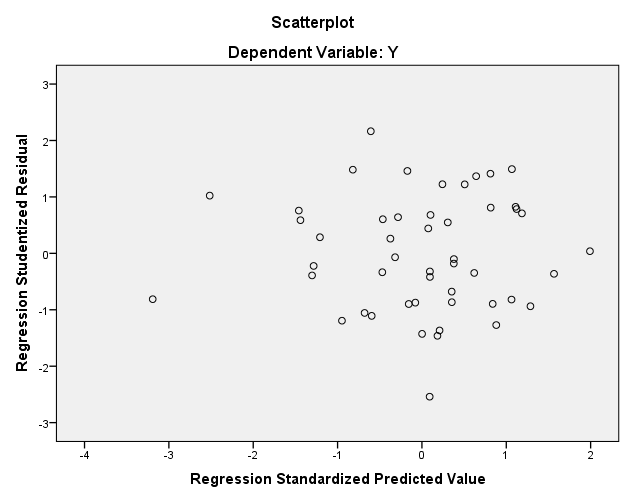
**Lampiran 26**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 19,471 | 7,017 |  | 2,775 | ,008 |  |  |
| X1 | ,858 | ,136 | ,675 | 6,298 | ,000 | ,825 | 1,213 |
| X2 | ,439 | ,197 | ,242 | 2,231 | ,031 | ,809 | 1,235 |
| X3 | -,252 | ,110 | -,239 | -2,297 | ,026 | ,878 | 1,139 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 27**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



**Lampiran 28**

**Uji Asumsi Klasik (Uji Autokoreasi)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,757a | ,573 | ,545 | 4,72136 | 1,706 |
| a. Predictors: (Constant), X3, X1, X2 | | | | | |
| b. Dependent Variable: Y | | | | | |

**Lampiran 29**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Y | 52,5855 | 6,99697 | 49 |
| X1 | 34,5133 | 5,50855 | 49 |
| X2 | 34,4174 | 3,84686 | 49 |
| X3 | 46,0499 | 6,62210 | 49 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Y | X1 | X2 | X3 |
| Pearson Correlation | Y | 1,000 | ,703 | ,428 | ,021 |
| X1 | ,703 | 1,000 | ,384 | ,275 |
| X2 | ,428 | ,384 | 1,000 | ,305 |
| X3 | ,021 | ,275 | ,305 | 1,000 |
| Sig. (1-tailed) | Y | . | ,000 | ,001 | ,444 |
| X1 | ,000 | . | ,003 | ,028 |
| X2 | ,001 | ,003 | . | ,017 |
| X3 | ,444 | ,028 | ,017 | . |
| N | Y | 49 | 49 | 49 | 49 |
| X1 | 49 | 49 | 49 | 49 |
| X2 | 49 | 49 | 49 | 49 |
| X3 | 49 | 49 | 49 | 49 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | X3, X1, X2b | . | Enter |
| a. Dependent Variable: Y | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 19,471 | 7,017 |  | 2,775 | ,008 |  |  |
| X1 | ,858 | ,136 | ,675 | 6,298 | ,000 | ,825 | 1,213 |
| X2 | ,439 | ,197 | ,242 | 2,231 | ,031 | ,809 | 1,235 |
| X3 | -,252 | ,110 | -,239 | -2,297 | ,026 | ,878 | 1,139 |
| a. Dependent Variable: Y | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | X1 | X2 | X3 |
| 1 | 1 | 3,966 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,016 | 15,592 | ,01 | ,76 | ,00 | ,38 |
| 3 | ,011 | 18,697 | ,15 | ,23 | ,26 | ,59 |
| 4 | ,006 | 25,808 | ,83 | ,01 | ,74 | ,03 |
| a. Dependent Variable: Y | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 35,6787 | 63,1343 | 52,5855 | 5,29713 | 49 |
| Std. Predicted Value | -3,192 | 1,991 | ,000 | 1,000 | 49 |
| Standard Error of Predicted Value | ,706 | 2,571 | 1,281 | ,427 | 49 |
| Adjusted Predicted Value | 37,0341 | 63,1010 | 52,6119 | 5,31305 | 49 |
| Residual | -11,28244 | 9,78607 | ,00000 | 4,57144 | 49 |
| Std. Residual | -2,390 | 2,073 | ,000 | ,968 | 49 |
| Stud. Residual | -2,540 | 2,163 | -,003 | 1,010 | 49 |
| Deleted Residual | -12,74650 | 10,66086 | -,02642 | 4,97983 | 49 |
| Stud. Deleted Residual | -2,714 | 2,260 | -,004 | 1,027 | 49 |
| Mahal. Distance | ,093 | 13,253 | 2,939 | 2,795 | 49 |
| Cook's Distance | ,000 | ,209 | ,023 | ,035 | 49 |
| Centered Leverage Value | ,002 | ,276 | ,061 | ,058 | 49 |
| a. Dependent Variable: Y | | | | | |

**Lampiran 30**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 19,471 | 7,017 |  | 2,775 | ,008 |  |  |
| X1 | ,858 | ,136 | ,675 | 6,298 | ,000 | ,825 | 1,213 |
| X2 | ,439 | ,197 | ,242 | 2,231 | ,031 | ,809 | 1,235 |
| X3 | -,252 | ,110 | -,239 | -2,297 | ,026 | ,878 | 1,139 |
| a. Dependent Variable: Y | | | | | | | | |

**Lampiran 31**

**Uji Signifikansi Simultan (Uji f)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1346,860 | 3 | 448,953 | 20,140 | ,000b |
| Residual | 1003,106 | 45 | 22,291 |  |  |
| Total | 2349,966 | 48 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X1, X2 | | | | | | |

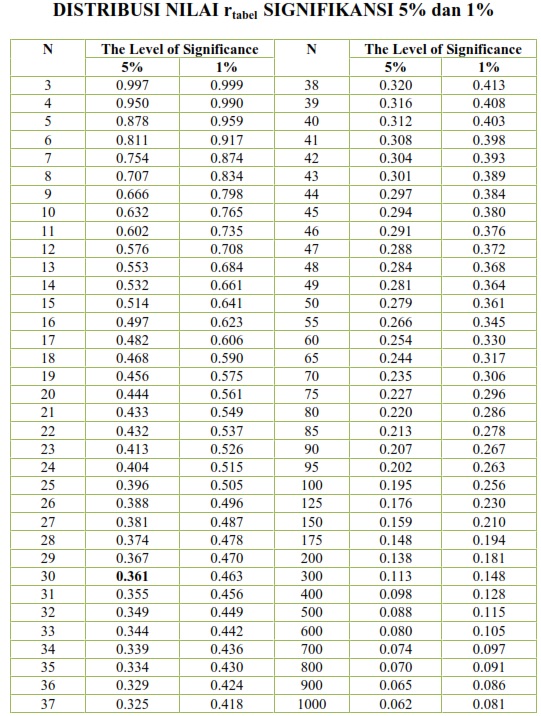
**Lampiran 32**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,757a | ,573 | ,545 | 4,72136 | 1,706 |
| a. Predictors: (Constant), X3, X1, X2 | | | | | |
| b. Dependent Variable: Y | | | | | |

**Lampiran 33**

**Distribusi Nilai r tabel SignifikANSI 5% dan 10%**



**Lampiran 34**

**Distribusi Tabel T (1-80)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
| df |  | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
|  | 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
|  | 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
|  | 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
|  | 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
|  | 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
|  | 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
|  | 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
|  | 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
|  | 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
|  | 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
|  | 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
|  | 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
|  | 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
|  | 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
|  | 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
|  | 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
|  | 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
|  | 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
|  | 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
|  | 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
|  | 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
|  | 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
|  | 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
|  | 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
|  | 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
|  | 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
|  | 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
|  | 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
|  | 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
|  | 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
|  | 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
|  | 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
|  | 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
|  | 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
|  | 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
|  | 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
|  | 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
|  | 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
|  | 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
|  | 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

41 – 80)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
| df |  | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
|  | 41 | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
|  | 42 | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
|  | 43 | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
|  | 44 | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
|  | 45 | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
|  | 46 | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
|  | 47 | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
|  | 48 | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
|  | 49 | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
|  | 50 | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
|  | 51 | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
|  | 52 | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
|  | 53 | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
|  | 54 | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
|  | 55 | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
|  | 56 | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
|  | 57 | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
|  | 58 | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
|  | 59 | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
|  | 60 | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
|  | 61 | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
|  | 62 | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
|  | 63 | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
|  | 64 | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
|  | 65 | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
|  | 66 | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
|  | 67 | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
|  | 68 | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
|  | 69 | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
|  | 70 | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
|  | 71 | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
|  | 72 | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
|  | 73 | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
|  | 74 | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
|  | 75 | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
|  | 76 | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
|  | 77 | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
|  | 78 | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
|  | 79 | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
|  | 80 | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 36  
Tabel Durbin-Watson (DW), α = 5% (1-70)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| n | k=1 | | k=2 | | k=3 | | k=4 | | k=5 | |
| dL | dU | dL | dU | dL | dU | dL | dU | dL | dU |
| 6 | 0.6102 | 1.4002 |  |  |  |  |  |  |  |  |
| 7 | 0.6996 | 1.3564 | 0.4672 | 1.8964 |  |  |  |  |  |  |
| 8 | 0.7629 | 1.3324 | 0.5591 | 1.7771 | 0.3674 | 2.2866 |  |  |  |  |
| 9 | 0.8243 | 1.3199 | 0.6291 | 1.6993 | 0.4548 | 2.1282 | 0.2957 | 2.5881 |  |  |
| 10 | 0.8791 | 1.3197 | 0.6972 | 1.6413 | 0.5253 | 2.0163 | 0.3760 | 2.4137 | 0.2427 | 2.8217 |
| 11 | 0.9273 | 1.3241 | 0.7580 | 1.6044 | 0.5948 | 1.9280 | 0.4441 | 2.2833 | 0.3155 | 2.6446 |
| 12 | 0.9708 | 1.3314 | 0.8122 | 1.5794 | 0.6577 | 1.8640 | 0.5120 | 2.1766 | 0.3796 | 2.5061 |
| 13 | 1.0097 | 1.3404 | 0.8612 | 1.5621 | 0.7147 | 1.8159 | 0.5745 | 2.0943 | 0.4445 | 2.3897 |
| 14 | 1.0450 | 1.3503 | 0.9054 | 1.5507 | 0.7667 | 1.7788 | 0.6321 | 2.0296 | 0.5052 | 2.2959 |
| 15 | 1.0770 | 1.3605 | 0.9455 | 1.5432 | 0.8140 | 1.7501 | 0.6852 | 1.9774 | 0.5620 | 2.2198 |
| 16 | 1.1062 | 1.3709 | 0.9820 | 1.5386 | 0.8572 | 1.7277 | 0.7340 | 1.9351 | 0.6150 | 2.1567 |
| 17 | 1.1330 | 1.3812 | 1.0154 | 1.5361 | 0.8968 | 1.7101 | 0.7790 | 1.9005 | 0.6641 | 2.1041 |
| 18 | 1.1576 | 1.3913 | 1.0461 | 1.5353 | 0.9331 | 1.6961 | 0.8204 | 1.8719 | 0.7098 | 2.0600 |
| 19 | 1.1804 | 1.4012 | 1.0743 | 1.5355 | 0.9666 | 1.6851 | 0.8588 | 1.8482 | 0.7523 | 2.0226 |
| 20 | 1.2015 | 1.4107 | 1.1004 | 1.5367 | 0.9976 | 1.6763 | 0.8943 | 1.8283 | 0.7918 | 1.9908 |
| 21 | 1.2212 | 1.4200 | 1.1246 | 1.5385 | 1.0262 | 1.6694 | 0.9272 | 1.8116 | 0.8286 | 1.9635 |
| 22 | 1.2395 | 1.4289 | 1.1471 | 1.5408 | 1.0529 | 1.6640 | 0.9578 | 1.7974 | 0.8629 | 1.9400 |
| 23 | 1.2567 | 1.4375 | 1.1682 | 1.5435 | 1.0778 | 1.6597 | 0.9864 | 1.7855 | 0.8949 | 1.9196 |
| 24 | 1.2728 | 1.4458 | 1.1878 | 1.5464 | 1.1010 | 1.6565 | 1.0131 | 1.7753 | 0.9249 | 1.9018 |
| 25 | 1.2879 | 1.4537 | 1.2063 | 1.5495 | 1.1228 | 1.6540 | 1.0381 | 1.7666 | 0.9530 | 1.8863 |
| 26 | 1.3022 | 1.4614 | 1.2236 | 1.5528 | 1.1432 | 1.6523 | 1.0616 | 1.7591 | 0.9794 | 1.8727 |
| 27 | 1.3157 | 1.4688 | 1.2399 | 1.5562 | 1.1624 | 1.6510 | 1.0836 | 1.7527 | 1.0042 | 1.8608 |
| 28 | 1.3284 | 1.4759 | 1.2553 | 1.5596 | 1.1805 | 1.6503 | 1.1044 | 1.7473 | 1.0276 | 1.8502 |
| 29 | 1.3405 | 1.4828 | 1.2699 | 1.5631 | 1.1976 | 1.6499 | 1.1241 | 1.7426 | 1.0497 | 1.8409 |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 | 1.0706 | 1.8326 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 | 1.0904 | 1.8252 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 | 1.1092 | 1.8187 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 | 1.1270 | 1.8128 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 | 1.1439 | 1.8076 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 | 1.1601 | 1.8029 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 | 1.1755 | 1.7987 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 | 1.1901 | 1.7950 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 | 1.2042 | 1.7916 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 | 1.2176 | 1.7886 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 | 1.2305 | 1.7859 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 | 1.2428 | 1.7835 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 | 1.2546 | 1.7814 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 | 1.2660 | 1.7794 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 | 1.2769 | 1.7777 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 | 1.2874 | 1.7762 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 | 1.2976 | 1.7748 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 | 1.3073 | 1.7736 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 | 1.3167 | 1.7725 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 | 1.3258 | 1.7716 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 | 1.3346 | 1.7708 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 | 1.3431 | 1.7701 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 | 1.3512 | 1.7694 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 | 1.3592 | 1.7689 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 | 1.3669 | 1.7684 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 | 1.3743 | 1.7681 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 | 1.3815 | 1.7678 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 | 1.3885 | 1.7675 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 | 1.3953 | 1.7673 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 | 1.4019 | 1.7672 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 | 1.4083 | 1.7671 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 | 1.4146 | 1.7671 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 | 1.4206 | 1.7671 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 | 1.4265 | 1.7671 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 | 1.4322 | 1.7672 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 | 1.4378 | 1.7673 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 | 1.4433 | 1.7675 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 | 1.4486 | 1.7676 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 | 1.4537 | 1.7678 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 | 1.4588 | 1.7680 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 | 1.4637 | 1.7683 |