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**LAMPIRAN 1**

**KUESIONER**

|  |  |  |
| --- | --- | --- |
| Perihal | : | Permohonan Pengisian Kuesioner |
| Judul Penelitian | : | Pengaruh *Organizational Citizenship Behavior, Work Life Balance*, dan *Organizational Commitment* terhadap kinerja pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kabupaten Tegal |
|  |  |  |

Kepada :

Sdr. Responden

Pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR)

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Fatimatus Zahro, mahasiswa S1 prodi manajemen konsentrasi Sumber Daya Manusia Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr. Untuk mengisi kuesioner yang telah saya sediakan.

Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan terima kasih.

Tegal, 7 Juni 2024

Hormat Saya,

Fatimatus Zahro

**Lampiran 2**

**Data Identitas Responden**

1. Nama Responden
2. Lama Bekerja

□ 1 – 5 Tahun □ 6 - 10 Tahun □ >10 Tahun

1. Jenis Kelamin Responden

□ Laki-laki □ Perempuan

1. Usia Responden

□ < 30 Tahun □ 36 – 40 Tahun

□ 31 – 35 Tahun □ > 40 Tahun

1. Pendidikan Terakhir

□ < SMA □ D3  □ S2

□ SMA / SMK □ S1  □ > S2

**Petunjuk Pengisian Kuesioner**

1. Responden dapat memberi tanda (√) pada pilihan jawaban yang dianggap paling sesuai dengan kodisi kinerja pegawai yang menurun.
2. Kuesioner yang telah diisi mohon untuk dicek kembali.
3. Pilihan jawaban kuesioner

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

**DATA PERNYATAAN KUESIONER**

**Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
|  | PENGETAHUAN |  |  |  |  |  |
| 1. | Saya memiliki kualitas lebih baik dari pegawai lainya. |  |  |  |  |  |
|  | KETERAMPILAN |  |  |  |  |  |
| 2. | Saya memiliki keterampilan/skill sesuai dengan pekerjaan saya. |  |  |  |  |  |
|  | KEMAMPUAN |  |  |  |  |  |
| 3. | Saya mengerjakan pekerjaan dengan cekatan/gesit. |  |  |  |  |  |
| 4. | Saya handal dalam menyelesaikan prosedur kerja dengan tepat waktu. |  |  |  |  |  |
|  | KUALITAS HASIL KERJA YANG DIHASILKAN |  |  |  |  |  |
| 5. | Saya selalu benar dalam menyelesaikan tugas |  |  |  |  |  |
|  | KETEPATAN DALAM MENYELESAIKAN TUGAS |  |  |  |  |  |
| 6. | Saya memiliki kemampuan yang baik dalam menyelesaikan pekerjaan yang dibebankan kepada saya |  |  |  |  |  |
|  | KETEPATAN MASUK KERJA |  |  |  |  |  |
| 7. | Saya selalu tepat waktu masuk kerja |  |  |  |  |  |
| 8. | Pegawai tidak meninggalkan kantor pada jam kerja,kecuali keperluan pekerjaan |  |  |  |  |  |
|  | KERJA SAMA ANTAR TIM DAN DIVISI |  |  |  |  |  |
| 9. | Saya mendapatkan tim kerja yang saling mendukung |  |  |  |  |  |
| 10. | Saya selalu membantu tugas rekan kerja saya |  |  |  |  |  |

***Organizational Citizenship Behavior* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
|  | KESEDIAAN PEGAWAI UNTUK MEMBERIKAN BANTUAN |  |  |  |  |  |
| 1. | Saya akan membantu teman kerja saya meskipun pada waktu jam istirahat. |  |  |  |  |  |
| 2. | Saya bersedia mengajari rekan kerja saya apabila rekan kerja saya tidak tau |  |  |  |  |  |
|  | KESEDIAAN PEGAWAI UNTUK MENGGANTIKAN TUGAS PEGAWAI |  |  |  |  |  |
| 3. | Apabila ada pekerjaan yang belum diselesaikan oleh rekan kerja yang tidak dapat masuk kerja, saya akan membantu untuk mengerjakan tugasnya. |  |  |  |  |  |
|  | KESADARAN PEGAWAI DALAM HAL MASUK KERJA |  |  |  |  |  |
| 4. | Saya akan datang kekantor sebelum jam masuk kerja. |  |  |  |  |  |
|  | MEMATUHI PERATURAN INSTANSI MESKI TIDAK ADA PENGAWASAN |  |  |  |  |  |
| 5. | Saya selalu mematuhi peraturan yang dibuat oleh instansi meskipun tidak dalam penng |  |  |  |  |  |
|  | TIDAK SUKA MENGELUH DALAM BEKERJA |  |  |  |  |  |
| 6. | Saya tidak pernah mengeluh tentang tugas dan kebijakan organisasi |  |  |  |  |  |
| 7. | Saya selalu mengikuti perkembangan kemajuan ditempat organisasi saya |  |  |  |  |  |
|  | PERILAKU SOPAN |  |  |  |  |  |
| 8. | Saya rutin mengikuti kegiatan-kegiatan yang diadakan organisasi tempat saya bekerja |  |  |  |  |  |
|  | TANGGUNG JAWAB PEGAWAI DENGAN KEBIJAKAN YANG SUDAH DIBUAT INSTANSI |  |  |  |  |  |
| 9. | Saya dengan sungguh – sungguh mengikuti peraturan dan prosedur |  |  |  |  |  |
| 10. | Saya membantu memberikan orientasi terhadap pegawai baru walaupun sebenarnya tidak diharuskan |  |  |  |  |  |

***Work Life Bance* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
|  | KEMAMPUAN MEMBAGI WAKTU DENGAN KELUARGA |  |  |  |  |  |
| 1. | Saya mampu bekerja sesuai dengan jam kerja yang sudah ditentukan oleh instansi. |  |  |  |  |  |
| 2. | Saya dapat melakukan aktivitas kegemaran saya di luar jam kerja saya. |  |  |  |  |  |
|  | MEMILIKI WAKTU UNTUK MELAKUKAN KEGEMARAN |  |  |  |  |  |
| 3. | Saya mampu membagi waktu pekerjaan saya dengan waktu bersama keluarga |  |  |  |  |  |
| 4. | Saya puas dengan pekerjaan saya dengan keterlibatan keluarga |  |  |  |  |  |
|  | SALING MENDUKUNG PERAN KERJA |  |  |  |  |  |
| 5. | Aktivitas dalam kehidupan pribadi mendukung dan memotivasi saya dalam menjalankan pekerjaan |  |  |  |  |  |
| 6. | Kehidupan pribadi saya memberikan kekuatan atau semangat dalam bekerja |  |  |  |  |  |
|  | BAHAGIA DENGAN PERAN KERJA DAN KELUARGA |  |  |  |  |  |
| 7. | Suasana dalam pekerjaan mendukung aktivitas yang saya sukai dalam kehidupan pribadi |  |  |  |  |  |
| 8. | Senang dengan kehidupan pribadi & pekerjaan yang sekarang dijalani |  |  |  |  |  |
|  | SEDIH DENGAN PERAN KERJA DAN KELUARGA |  |  |  |  |  |
| 9. | Sedih dengan kehidupan pribadi & pekerjaan yang sekarang dijalani |  |  |  |  |  |
| 10. | Waktu untuk bekerja membatasi saya untuk menjalankan kehidupan pribadi |  |  |  |  |  |

***Organizational Commitment* (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
|  | KEPERCAYAAN |  |  |  |  |  |
| 1. | Saya merasa harus berkontribusi dengan instansi. |  |  |  |  |  |
|  | LOYALITAS |  |  |  |  |  |
| 2. | Saya merasa akan rugi apabila berhenti dari instansi ini. |  |  |  |  |  |
| 3. | Saya bersedia menerima risiko atas pekerjaan yang dibebankan kepada saya. |  |  |  |  |  |
|  | KERELAAN |  |  |  |  |  |
| 4. | Saya akan merasa sangat bahagia menghabiskan sisa karir saya di instansi ini |  |  |  |  |  |
|  | KEINGINAN UNTUK TETAP MENJADI ANGGOTA ORGANISASI |  |  |  |  |  |
| 5. | Saya sulit meninggalkan perusahaan ini karena takut tidak mendapatkan kesempatan kerja ditempat lain. |  |  |  |  |  |
| 6. | Saya merasa instansi ini telah banyak berjasa bagi hidup saya. |  |  |  |  |  |
|  | KEMAUAN BEKERJA |  |  |  |  |  |
| 7. | Saya merasa terikat secara emosional dengan instansi tempat Anda bekerja |  |  |  |  |  |
| 8. | Pegawai merasa organisasi ini telah banyak berjasa bagi hidup pegawai |  |  |  |  |  |
|  | TANGGUNG JAWAB |  |  |  |  |  |
| 9. | Saya sangat peduli dengan masa depan organisasi ini |  |  |  |  |  |
|  | DISIPLIN DIRI |  |  |  |  |  |
| 10. | Saya selalu mematuhi peraturan pada instansi |  |  |  |  |  |

**LAMPIRAN 3**

**Tabel Hasil Wawancara Pegawai Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kabupaten Tegal.**

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Dimensi** | **Pertanyaan** | **Jawaban** |
| **1.** | Jumlah pekerjaan | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal. Mampu menyelesaikan pekerjaan dengan hasil yang tepat/ sesuai standar yang ada? | Masih banyak pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, yang belum mampu menyelesaikan tugasnya dengan hasil yang tepat, pasti masih ada yang perlu di perbaiki dari hasil kinerja mereka. |
| **2.** | Kualitas kerja | Apakah Efektivitas pekerjaan pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal sesuai dengan harapan Bapak/Ibu? | Ada yang sesuai ada juga yang kurang sesuai karna skill masing-masing pegawai itu berbeda, yang terpenting pegawai tersebut punya kemauan untuk belajar lebih baik lagi dalam mengerjakan pekerjaan mereka. |
| **3.** | Ketepatan Waktu | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, tidak suka menunda pekerjaan yang telah diberikan? | Masih banyak pegawai yang menunda pekerjaan mereka demi kepentingan pribadi |
| **4.** | Kehadiran | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, selalu hadir kerja tepat waktu? | Kurangnya disiplin diri menyebabkan hampir semua pegawai pernah berangkat lebih dari jam yang sudah ditentukan oleh instansi |
| **5.** | Kemampuan Kerja Sama | Apakah pegawai di Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab. Tegal, bersedia membantu rekan kerja dalam menyelesaikan pekerjaan? | Masih banyak pegawai yang egois dalam hal kerja sama antar rekan kerjanya, yang sering saya amati jarang sekali pegawai mau membantu pekerjaan rekan kerjanya. |

Slawi, 2024

An Kepala Dinas Pekerjaan Umum dan Penataan Ruang (DPUPR) Kab.Tegal Kasubag Umum Kepegawaian.

SULISTIRO,S.Pd

NIP.19670309 199003 1004

**LAMPIRAN 4**

**Hasil Kuesioner**

1. **Kinerja pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| KINERJA (Y) | | | | | | | | | | |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Total |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | **43** |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | **43** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **43** |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | **43** |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **46** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **46** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **45** |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **44** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | **45** |
| 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **43** |
| 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | **44** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **45** |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | **45** |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **46** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | **45** |
| 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | **43** |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | **43** |
| 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | **43** |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | **44** |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | **43** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **44** |
| 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **44** |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | **44** |
| 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | **43** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | **42** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | **43** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **46** |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | **43** |

1. **Variabel *Organizational Citizenship Behavior* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (X1) | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **47** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **46** |
| 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | **44** |
| 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | **43** |
| 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | **42** |
| 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | **44** |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | **45** |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **46** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| 3 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **42** |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **46** |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | **43** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | **44** |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | **46** |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | **45** |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | **46** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **44** |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | **45** |
| 5 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | **44** |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | **44** |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **46** |
| 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | **43** |
| 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | **44** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | **44** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **47** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | **44** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | **44** |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **44** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **46** |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **46** |
| 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | **44** |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **43** |
| 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | **45** |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **44** |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **47** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **46** |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | **44** |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **47** |
| 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | **43** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | **43** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |

**3. Variabel *Work Life Balance* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Work Life Balance*(X2) | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total |
| 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **43** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | **45** |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **46** |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **45** |
| 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | **44** |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | **44** |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **45** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | **43** |
| 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | **45** |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **46** |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **45** |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | **45** |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **45** |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **44** |
| 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | **44** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **45** |
| 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **44** |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | **44** |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **44** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | **45** |
| 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | **44** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **44** |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **45** |
| 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | **44** |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **46** |
| 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **45** |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **47** |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **44** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **46** |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **47** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **45** |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **44** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **47** |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **44** |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | **45** |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **44** |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | **44** |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **45** |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |

**4. Variabel *Organizational Commitment* (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Organizational Commitment* (X3) | | | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **45** |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | **43** |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | **44** |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **47** |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | **46** |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | **44** |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | **47** |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **45** |
| 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | **43** |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **48** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **46** |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **44** |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | **45** |
| 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | **44** |
| 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | **44** |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | **46** |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **46** |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | **46** |
| 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | **43** |
| 3 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **44** |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | **43** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | **44** |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **47** |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **47** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **45** |
| 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | **44** |
| 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | **44** |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **44** |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | **43** |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **45** |
| 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **44** |
| 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | **44** |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | **42** |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **44** |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **45** |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | **45** |
| 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | **43** |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **45** |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **46** |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **46** |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | **43** |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **46** |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | **44** |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **46** |
| 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | **42** |

**LAMPIRAN 5**

1. **Uji Validitas Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Total\_Y |
| Y1 | Pearson Correlation | 1 | ,812\*\* | ,921\*\* | ,872\*\* | ,806\*\* | ,917\*\* | ,852\*\* | ,903\*\* | ,896\*\* | ,830\*\* | ,945\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | ,812\*\* | 1 | ,752\*\* | ,871\*\* | ,921\*\* | ,879\*\* | ,923\*\* | ,859\*\* | ,895\*\* | ,913\*\* | ,948\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | ,921\*\* | ,752\*\* | 1 | ,780\*\* | ,798\*\* | ,882\*\* | ,803\*\* | ,833\*\* | ,826\*\* | ,766\*\* | ,897\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | ,872\*\* | ,871\*\* | ,780\*\* | 1 | ,786\*\* | ,920\*\* | ,846\*\* | ,822\*\* | ,882\*\* | ,825\*\* | ,924\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | ,806\*\* | ,921\*\* | ,798\*\* | ,786\*\* | 1 | ,823\*\* | ,891\*\* | ,846\*\* | ,822\*\* | ,901\*\* | ,922\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | ,917\*\* | ,879\*\* | ,882\*\* | ,920\*\* | ,823\*\* | 1 | ,855\*\* | ,875\*\* | ,895\*\* | ,830\*\* | ,953\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | ,852\*\* | ,923\*\* | ,803\*\* | ,846\*\* | ,891\*\* | ,855\*\* | 1 | ,803\*\* | ,921\*\* | ,878\*\* | ,941\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | ,903\*\* | ,859\*\* | ,833\*\* | ,822\*\* | ,846\*\* | ,875\*\* | ,803\*\* | 1 | ,809\*\* | ,870\*\* | ,925\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | ,896\*\* | ,895\*\* | ,826\*\* | ,882\*\* | ,822\*\* | ,895\*\* | ,921\*\* | ,809\*\* | 1 | ,795\*\* | ,939\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | ,830\*\* | ,913\*\* | ,766\*\* | ,825\*\* | ,901\*\* | ,830\*\* | ,878\*\* | ,870\*\* | ,795\*\* | 1 | ,923\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_Y | Pearson Correlation | ,945\*\* | ,948\*\* | ,897\*\* | ,924\*\* | ,922\*\* | ,953\*\* | ,941\*\* | ,925\*\* | ,939\*\* | ,923\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. **Uji Validitas *Organizational Citizenship Behavior* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | ,739\*\* | ,868\*\* | ,815\*\* | ,902\*\* | ,855\*\* | ,749\*\* | ,859\*\* | ,849\*\* | ,824\*\* | ,917\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,739\*\* | 1 | ,793\*\* | ,869\*\* | ,791\*\* | ,858\*\* | ,869\*\* | ,871\*\* | ,768\*\* | ,895\*\* | ,913\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,868\*\* | ,793\*\* | 1 | ,781\*\* | ,849\*\* | ,930\*\* | ,781\*\* | ,867\*\* | ,841\*\* | ,805\*\* | ,924\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,815\*\* | ,869\*\* | ,781\*\* | 1 | ,812\*\* | ,826\*\* | ,898\*\* | ,839\*\* | ,825\*\* | ,891\*\* | ,925\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,902\*\* | ,791\*\* | ,849\*\* | ,812\*\* | 1 | ,833\*\* | ,805\*\* | ,857\*\* | ,852\*\* | ,866\*\* | ,927\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,855\*\* | ,858\*\* | ,930\*\* | ,826\*\* | ,833\*\* | 1 | ,816\*\* | ,862\*\* | ,853\*\* | ,824\*\* | ,939\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,749\*\* | ,869\*\* | ,781\*\* | ,898\*\* | ,805\*\* | ,816\*\* | 1 | ,787\*\* | ,796\*\* | ,930\*\* | ,912\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,859\*\* | ,871\*\* | ,867\*\* | ,839\*\* | ,857\*\* | ,862\*\* | ,787\*\* | 1 | ,805\*\* | ,846\*\* | ,930\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,849\*\* | ,768\*\* | ,841\*\* | ,825\*\* | ,852\*\* | ,853\*\* | ,796\*\* | ,805\*\* | 1 | ,806\*\* | ,912\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,824\*\* | ,895\*\* | ,805\*\* | ,891\*\* | ,866\*\* | ,824\*\* | ,930\*\* | ,846\*\* | ,806\*\* | 1 | ,939\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X1 | Pearson Correlation | ,917\*\* | ,913\*\* | ,924\*\* | ,925\*\* | ,927\*\* | ,939\*\* | ,912\*\* | ,930\*\* | ,912\*\* | ,939\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. **Uji Validitas *Work Life Balance* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | ,722\*\* | ,823\*\* | ,795\*\* | ,796\*\* | ,892\*\* | ,809\*\* | ,898\*\* | ,834\*\* | ,837\*\* | ,906\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,722\*\* | 1 | ,770\*\* | ,871\*\* | ,882\*\* | ,722\*\* | ,892\*\* | ,840\*\* | ,834\*\* | ,866\*\* | ,910\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,823\*\* | ,770\*\* | 1 | ,782\*\* | ,848\*\* | ,880\*\* | ,809\*\* | ,864\*\* | ,838\*\* | ,823\*\* | ,909\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,795\*\* | ,871\*\* | ,782\*\* | 1 | ,819\*\* | ,813\*\* | ,877\*\* | ,872\*\* | ,839\*\* | ,850\*\* | ,924\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,796\*\* | ,882\*\* | ,848\*\* | ,819\*\* | 1 | ,811\*\* | ,904\*\* | ,895\*\* | ,844\*\* | ,893\*\* | ,940\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,892\*\* | ,722\*\* | ,880\*\* | ,813\*\* | ,811\*\* | 1 | ,758\*\* | ,908\*\* | ,837\*\* | ,819\*\* | ,911\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,809\*\* | ,892\*\* | ,809\*\* | ,877\*\* | ,904\*\* | ,758\*\* | 1 | ,825\*\* | ,873\*\* | ,887\*\* | ,935\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,898\*\* | ,840\*\* | ,864\*\* | ,872\*\* | ,895\*\* | ,908\*\* | ,825\*\* | 1 | ,838\*\* | ,891\*\* | ,953\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,834\*\* | ,834\*\* | ,838\*\* | ,839\*\* | ,844\*\* | ,837\*\* | ,873\*\* | ,838\*\* | 1 | ,799\*\* | ,922\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,837\*\* | ,866\*\* | ,823\*\* | ,850\*\* | ,893\*\* | ,819\*\* | ,887\*\* | ,891\*\* | ,799\*\* | 1 | ,938\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X2 | Pearson Correlation | ,906\*\* | ,910\*\* | ,909\*\* | ,924\*\* | ,940\*\* | ,911\*\* | ,935\*\* | ,953\*\* | ,922\*\* | ,938\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. **Uji Validitas *Organizational Commitment* (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | ,803\*\* | ,811\*\* | ,857\*\* | ,767\*\* | ,865\*\* | ,824\*\* | ,841\*\* | ,818\*\* | ,833\*\* | ,901\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,803\*\* | 1 | ,812\*\* | ,938\*\* | ,933\*\* | ,829\*\* | ,874\*\* | ,886\*\* | ,884\*\* | ,882\*\* | ,948\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,811\*\* | ,812\*\* | 1 | ,788\*\* | ,883\*\* | ,934\*\* | ,831\*\* | ,859\*\* | ,857\*\* | ,872\*\* | ,926\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,857\*\* | ,938\*\* | ,788\*\* | 1 | ,861\*\* | ,827\*\* | ,893\*\* | ,868\*\* | ,884\*\* | ,899\*\* | ,944\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,767\*\* | ,933\*\* | ,883\*\* | ,861\*\* | 1 | ,854\*\* | ,871\*\* | ,877\*\* | ,862\*\* | ,877\*\* | ,942\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,865\*\* | ,829\*\* | ,934\*\* | ,827\*\* | ,854\*\* | 1 | ,816\*\* | ,860\*\* | ,876\*\* | ,857\*\* | ,934\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,824\*\* | ,874\*\* | ,831\*\* | ,893\*\* | ,871\*\* | ,816\*\* | 1 | ,811\*\* | ,872\*\* | ,887\*\* | ,929\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,841\*\* | ,886\*\* | ,859\*\* | ,868\*\* | ,877\*\* | ,860\*\* | ,811\*\* | 1 | ,804\*\* | ,882\*\* | ,932\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,818\*\* | ,884\*\* | ,857\*\* | ,884\*\* | ,862\*\* | ,876\*\* | ,872\*\* | ,804\*\* | 1 | ,846\*\* | ,932\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,833\*\* | ,882\*\* | ,872\*\* | ,899\*\* | ,877\*\* | ,857\*\* | ,887\*\* | ,882\*\* | ,846\*\* | 1 | ,946\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total\_X3 | Pearson Correlation | ,901\*\* | ,948\*\* | ,926\*\* | ,944\*\* | ,942\*\* | ,934\*\* | ,929\*\* | ,932\*\* | ,932\*\* | ,946\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Uji Reliabilitas dan Reliabilitas**

1. **Kinerja pegawai (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,983 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y1 | 33,90 | 143,197 | ,932 | ,981 |
| Y2 | 33,80 | 138,648 | ,934 | ,980 |
| Y3 | 34,00 | 142,966 | ,872 | ,982 |
| Y4 | 33,97 | 142,033 | ,906 | ,981 |
| Y5 | 33,80 | 142,234 | ,904 | ,981 |
| Y6 | 33,80 | 138,441 | ,941 | ,980 |
| Y7 | 33,87 | 142,878 | ,928 | ,981 |
| Y8 | 33,87 | 141,292 | ,906 | ,981 |
| Y9 | 33,87 | 139,223 | ,923 | ,981 |
| Y10 | 33,83 | 142,557 | ,906 | ,981 |

1. ***Organizational Citizenship Behavior* (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,981 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 33,97 | 139,137 | ,897 | ,979 |
| X1.2 | 34,03 | 140,654 | ,894 | ,979 |
| X1.3 | 34,03 | 137,137 | ,904 | ,978 |
| X1.4 | 33,87 | 138,740 | ,907 | ,978 |
| X1.5 | 33,77 | 139,289 | ,910 | ,978 |
| X1.6 | 33,83 | 136,351 | ,923 | ,978 |
| X1.7 | 33,93 | 138,409 | ,890 | ,979 |
| X1.8 | 34,03 | 138,447 | ,913 | ,978 |
| X1.9 | 33,90 | 135,679 | ,887 | ,979 |
| X1.10 | 33,93 | 139,582 | ,924 | ,978 |

1. ***Work Life Balance* (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,981 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 34,40 | 141,972 | ,886 | ,980 |
| X2.2 | 34,33 | 141,678 | ,887 | ,980 |
| X2.3 | 34,33 | 144,851 | ,890 | ,980 |
| X2.4 | 34,30 | 139,321 | ,902 | ,979 |
| X2.5 | 34,27 | 142,478 | ,924 | ,978 |
| X2.6 | 34,30 | 142,769 | ,890 | ,979 |
| X2.7 | 34,30 | 141,390 | ,918 | ,979 |
| X2.8 | 34,10 | 140,300 | ,943 | ,978 |
| X2.9 | 34,33 | 141,678 | ,904 | ,979 |
| X2.10 | 34,23 | 140,047 | ,922 | ,978 |

1. ***Organizational Commitment* (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |
| ,984 | 10 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 34,13 | 147,844 | ,879 | ,983 |
| X3.2 | 34,17 | 144,902 | ,935 | ,981 |
| X3.3 | 34,00 | 146,483 | ,909 | ,982 |
| X3.4 | 34,03 | 145,068 | ,931 | ,981 |
| X3.5 | 34,00 | 144,828 | ,927 | ,981 |
| X3.6 | 34,07 | 145,306 | ,917 | ,982 |
| X3.7 | 34,13 | 146,257 | ,912 | ,982 |
| X3.8 | 34,07 | 143,857 | ,914 | ,982 |
| X3.9 | 34,10 | 145,748 | ,916 | ,982 |
| X3.10 | 34,10 | 145,748 | ,934 | ,981 |

***Methode Of Succesive Internal* (MSI)**

1. **Data Uji MSI Variabel *Organizational Citizenship Behavior* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total** |
| 3,456 | 2,599 | 3,817 | 2,750 | 2,304 | 2,160 | 4,144 | 3,793 | 2,419 | 2,517 | **29,959** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 2,636 | 3,793 | 3,858 | 4,012 | **32,566** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 4,012 | **32,774** |
| 3,456 | 2,599 | 3,817 | 2,750 | 3,726 | 2,160 | 2,636 | 3,793 | 2,419 | 4,012 | **31,368** |
| 3,456 | 2,599 | 2,310 | 4,289 | 1,000 | 2,160 | 4,144 | 2,282 | 3,858 | 2,517 | **28,615** |
| 3,456 | 1,000 | 3,817 | 2,750 | 1,000 | 2,160 | 2,636 | 3,793 | 2,419 | 4,012 | **27,043** |
| 1,760 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 1,000 | 2,282 | 2,419 | 2,517 | **24,789** |
| 3,456 | 2,599 | 2,310 | 1,000 | 3,726 | 3,518 | 2,636 | 2,282 | 3,858 | 2,517 | **27,901** |
| 3,456 | 2,599 | 3,817 | 4,289 | 2,304 | 2,160 | 4,144 | 1,000 | 2,419 | 4,012 | **30,199** |
| 3,456 | 2,599 | 3,817 | 2,750 | 3,726 | 2,160 | 2,636 | 3,793 | 2,419 | 4,012 | **31,368** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 2,517 | **31,279** |
| 3,456 | 2,599 | 2,310 | 4,289 | 3,726 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **32,908** |
| 1,000 | 2,599 | 1,000 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 2,517 | **25,975** |
| 3,456 | 2,599 | 2,310 | 4,289 | 3,726 | 2,160 | 4,144 | 2,282 | 3,858 | 2,517 | **31,341** |
| 3,456 | 2,599 | 2,310 | 2,750 | 3,726 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **31,369** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 2,636 | 2,282 | 3,858 | 2,517 | **29,768** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 1,000 | **26,692** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 2,636 | 3,793 | 1,000 | 2,517 | **28,213** |
| 3,456 | 2,599 | 3,817 | 2,750 | 3,726 | 3,518 | 2,636 | 2,282 | 3,858 | 2,517 | **31,158** |
| 1,760 | 2,599 | 2,310 | 4,289 | 2,304 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **29,790** |
| 3,456 | 2,599 | 2,310 | 4,289 | 1,000 | 3,518 | 2,636 | 3,793 | 3,858 | 2,517 | **29,975** |
| 3,456 | 2,599 | 3,817 | 4,289 | 2,304 | 3,518 | 4,144 | 2,282 | 1,000 | 4,012 | **31,420** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 2,517 | **28,209** |
| 1,760 | 2,599 | 2,310 | 2,750 | 3,726 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **29,674** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 2,160 | 4,144 | 3,793 | 3,858 | 1,000 | **29,705** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 1,000 | 4,144 | 2,282 | 3,858 | 2,517 | **28,550** |
| 3,456 | 2,599 | 2,310 | 4,289 | 3,726 | 2,160 | 2,636 | 3,793 | 1,000 | 2,517 | **28,486** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 4,144 | 2,282 | 3,858 | 2,517 | **31,276** |
| 1,760 | 2,599 | 2,310 | 2,750 | 3,726 | 1,000 | 4,144 | 3,793 | 2,419 | 2,517 | **27,019** |
| 3,456 | 1,000 | 3,817 | 1,000 | 3,726 | 2,160 | 2,636 | 3,793 | 3,858 | 2,517 | **27,963** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 4,144 | 2,282 | 1,000 | 4,012 | **28,282** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **29,704** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 4,144 | 3,793 | 3,858 | 2,517 | **32,579** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 2,517 | **31,279** |
| 3,456 | 2,599 | 2,310 | 2,750 | 3,726 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **31,369** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 2,636 | 3,793 | 2,419 | 2,517 | **29,631** |
| 3,456 | 2,599 | 2,310 | 2,750 | 3,726 | 1,000 | 2,636 | 3,793 | 2,419 | 4,012 | **28,701** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 4,144 | 1,000 | 2,419 | 2,517 | **28,346** |
| 1,000 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 4,144 | 2,282 | 2,419 | 4,012 | **28,667** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 4,012 | **31,144** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 2,160 | 4,144 | 2,282 | 3,858 | 4,012 | **29,783** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 2,160 | 2,636 | 3,793 | 3,858 | 2,517 | **29,714** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **31,243** |
| 3,456 | 1,000 | 2,310 | 4,289 | 2,304 | 3,518 | 4,144 | 2,282 | 3,858 | 4,012 | **31,172** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 1,000 | 2,636 | 3,793 | 3,858 | 2,517 | **28,670** |
| 1,760 | 1,000 | 3,817 | 2,750 | 3,726 | 2,160 | 2,636 | 3,793 | 2,419 | 2,517 | **26,579** |
| 3,456 | 1,000 | 2,310 | 4,289 | 1,000 | 3,518 | 4,144 | 3,793 | 2,419 | 4,012 | **29,940** |
| 3,456 | 2,599 | 3,817 | 2,750 | 3,726 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **32,876** |
| 3,456 | 1,000 | 1,000 | 2,750 | 3,726 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **28,310** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 3,518 | 4,144 | 2,282 | 3,858 | 4,012 | **32,679** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 2,160 | 4,144 | 2,282 | 3,858 | 4,012 | **31,205** |
| 3,456 | 2,599 | 3,817 | 2,750 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **31,303** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 3,858 | 2,517 | **31,187** |
| 3,456 | 2,599 | 2,310 | 4,289 | 2,304 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **31,335** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 1,000 | 2,282 | 3,858 | 2,517 | **27,924** |
| 3,456 | 2,599 | 3,817 | 2,750 | 3,726 | 2,160 | 4,144 | 2,282 | 3,858 | 4,012 | **32,804** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 1,000 | 2,636 | 2,282 | 3,858 | 2,517 | **27,042** |
| 3,456 | 1,000 | 3,817 | 2,750 | 2,304 | 3,518 | 4,144 | 2,282 | 2,419 | 4,012 | **29,701** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 3,518 | 2,636 | 3,793 | 2,419 | 4,012 | **31,126** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 2,160 | 4,144 | 3,793 | 2,419 | 4,012 | **31,394** |
| 3,456 | 1,000 | 3,817 | 4,289 | 2,304 | 1,000 | 2,636 | 3,793 | 2,419 | 2,517 | **27,230** |
| 3,456 | 1,000 | 3,817 | 2,750 | 3,726 | 2,160 | 2,636 | 3,793 | 2,419 | 4,012 | **29,769** |

1. **Data Uji MSI Variabel *Work Life Balance* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| 1,000 | 4,037 | 2,462 | 2,575 | 2,596 | 2,415 | 2,682 | 4,323 | 2,659 | 2,602 | **27,351** |
| 3,535 | 2,554 | 3,926 | 2,575 | 1,000 | 3,874 | 2,682 | 4,323 | 4,172 | 1,000 | **29,642** |
| 3,535 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **31,377** |
| 2,046 | 2,554 | 3,926 | 2,575 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 1,000 | **28,235** |
| 2,046 | 4,037 | 2,462 | 2,575 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 2,602 | **29,856** |
| 3,535 | 4,037 | 2,462 | 4,124 | 2,596 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **32,973** |
| 3,535 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **29,748** |
| 3,535 | 2,554 | 2,462 | 4,124 | 2,596 | 1,000 | 2,682 | 4,323 | 4,172 | 1,000 | **28,447** |
| 2,046 | 4,037 | 2,462 | 4,124 | 2,596 | 2,415 | 4,221 | 1,000 | 4,172 | 1,000 | **28,072** |
| 3,535 | 2,554 | 3,926 | 4,124 | 2,596 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **32,955** |
| 3,535 | 2,554 | 2,462 | 2,575 | 2,596 | 2,415 | 2,682 | 4,323 | 2,659 | 2,602 | **28,404** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **29,724** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 2,415 | 4,221 | 4,323 | 2,659 | 1,000 | **29,757** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 1,000 | **29,725** |
| 1,000 | 4,037 | 2,462 | 4,124 | 1,000 | 3,874 | 2,682 | 2,782 | 2,659 | 2,602 | **27,221** |
| 3,535 | 4,037 | 2,462 | 1,000 | 2,596 | 3,874 | 2,682 | 4,323 | 4,172 | 1,000 | **29,681** |
| 3,535 | 2,554 | 3,926 | 4,124 | 2,596 | 2,415 | 4,221 | 2,782 | 2,659 | 2,602 | **31,414** |
| 2,046 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 2,602 | **29,836** |
| 3,535 | 4,037 | 2,462 | 2,575 | 2,596 | 3,874 | 2,682 | 2,782 | 4,172 | 1,000 | **29,716** |
| 2,046 | 4,037 | 3,926 | 2,575 | 2,596 | 2,415 | 2,682 | 4,323 | 2,659 | 2,602 | **29,861** |
| 3,535 | 2,554 | 3,926 | 4,124 | 2,596 | 1,000 | 2,682 | 4,323 | 2,659 | 2,602 | **30,000** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **29,894** |
| 3,535 | 4,037 | 1,000 | 4,124 | 2,596 | 3,874 | 2,682 | 2,782 | 2,659 | 2,602 | **29,891** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **29,724** |
| 2,046 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **28,258** |
| 3,535 | 4,037 | 2,462 | 2,575 | 2,596 | 1,000 | 2,682 | 4,323 | 4,172 | 1,000 | **28,382** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 3,874 | 2,682 | 4,323 | 2,659 | 2,602 | **31,279** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **29,777** |
| 3,535 | 2,554 | 2,462 | 4,124 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 2,602 | **31,410** |
| 3,535 | 2,554 | 3,926 | 2,575 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **29,640** |
| 3,535 | 2,554 | 3,926 | 2,575 | 1,000 | 3,874 | 2,682 | 2,782 | 4,172 | 2,602 | **29,703** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 3,874 | 2,682 | 4,323 | 2,659 | 1,000 | **29,677** |
| 3,535 | 2,554 | 1,000 | 4,124 | 2,596 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **28,399** |
| 2,046 | 4,037 | 3,926 | 4,124 | 1,000 | 2,415 | 4,221 | 2,782 | 1,000 | 2,602 | **28,152** |
| 1,000 | 2,554 | 3,926 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **28,653** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 3,874 | 4,221 | 2,782 | 1,000 | 2,602 | **29,666** |
| 3,535 | 4,037 | 3,926 | 2,575 | 1,000 | 3,874 | 1,000 | 2,782 | 2,659 | 2,602 | **27,991** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 2,415 | 4,221 | 2,782 | 2,659 | 1,000 | **28,265** |
| 2,046 | 4,037 | 2,462 | 4,124 | 2,596 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **29,854** |
| 3,535 | 1,000 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 2,659 | 2,602 | **28,259** |
| 2,046 | 4,037 | 3,926 | 2,575 | 2,596 | 2,415 | 2,682 | 4,323 | 2,659 | 2,602 | **29,861** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 2,415 | 4,221 | 2,782 | 2,659 | 2,602 | **29,866** |
| 2,046 | 4,037 | 2,462 | 4,124 | 2,596 | 2,415 | 4,221 | 2,782 | 2,659 | 2,602 | **29,943** |
| 3,535 | 4,037 | 1,000 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 2,602 | **31,346** |
| 3,535 | 1,000 | 3,926 | 2,575 | 2,596 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **29,683** |
| 3,535 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **31,377** |
| 3,535 | 2,554 | 3,926 | 4,124 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 2,602 | **32,875** |
| 3,535 | 1,000 | 2,462 | 2,575 | 2,596 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **28,389** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 3,874 | 2,682 | 4,323 | 4,172 | 2,602 | **32,791** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 2,602 | **31,325** |
| 3,535 | 4,037 | 3,926 | 2,575 | 2,596 | 3,874 | 2,682 | 4,323 | 2,659 | 2,602 | **32,810** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 4,221 | 2,782 | 4,172 | 1,000 | **29,724** |
| 2,046 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 2,782 | 4,172 | 1,000 | **28,258** |
| 3,535 | 2,554 | 3,926 | 2,575 | 2,596 | 3,874 | 4,221 | 4,323 | 2,659 | 2,602 | **32,866** |
| 3,535 | 2,554 | 2,462 | 4,124 | 1,000 | 3,874 | 2,682 | 2,782 | 4,172 | 2,602 | **29,787** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 3,874 | 2,682 | 2,782 | 4,172 | 1,000 | **29,649** |
| 3,535 | 2,554 | 3,926 | 2,575 | 1,000 | 2,415 | 4,221 | 2,782 | 2,659 | 2,602 | **28,270** |
| 2,046 | 4,037 | 3,926 | 4,124 | 1,000 | 3,874 | 2,682 | 4,323 | 2,659 | 1,000 | **29,670** |
| 3,535 | 2,554 | 2,462 | 2,575 | 2,596 | 2,415 | 4,221 | 2,782 | 2,659 | 2,602 | **28,402** |
| 2,046 | 4,037 | 2,462 | 4,124 | 2,596 | 2,415 | 2,682 | 4,323 | 2,659 | 1,000 | **28,343** |
| 3,535 | 2,554 | 3,926 | 4,124 | 1,000 | 2,415 | 2,682 | 4,323 | 4,172 | 1,000 | **29,731** |
| 2,046 | 4,037 | 2,462 | 4,124 | 1,000 | 2,415 | 4,221 | 4,323 | 2,659 | 2,602 | **29,888** |

1. **Data Uji MSI Variabel *Organizational Commitment* (X3)**

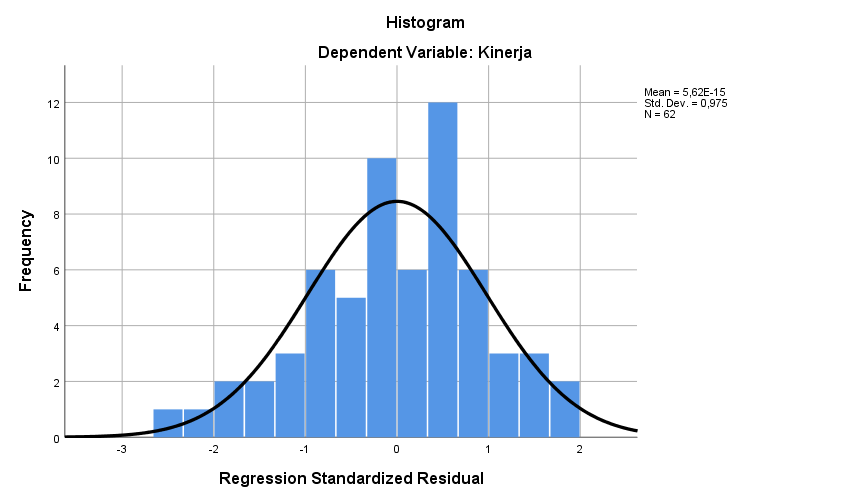
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Total** |
| 3,934 | 3,873 | 1,000 | 2,462 | 4,144 | 2,216 | 4,148 | 2,206 | 2,708 | 2,719 | **29,411** |
| 3,934 | 1,000 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 2,206 | 4,285 | 2,719 | **29,531** |
| 2,330 | 3,873 | 2,596 | 2,462 | 4,144 | 3,677 | 2,603 | 3,568 | 2,708 | 1,000 | **28,962** |
| 3,934 | 2,438 | 2,596 | 2,462 | 2,636 | 1,000 | 4,148 | 2,206 | 2,708 | 2,719 | **26,847** |
| 3,934 | 2,438 | 2,596 | 2,462 | 2,636 | 2,216 | 4,148 | 3,568 | 2,708 | 2,719 | **29,426** |
| 3,934 | 2,438 | 2,596 | 2,462 | 1,000 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **27,706** |
| 3,934 | 3,873 | 1,000 | 3,926 | 4,144 | 2,216 | 4,148 | 3,568 | 2,708 | 2,719 | **32,238** |
| 3,934 | 2,438 | 2,596 | 2,462 | 2,636 | 3,677 | 4,148 | 2,206 | 2,708 | 2,719 | **29,524** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 2,216 | 4,148 | 3,568 | 4,285 | 1,000 | **30,792** |
| 2,330 | 3,873 | 2,596 | 2,462 | 4,144 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **30,681** |
| 3,934 | 3,873 | 1,000 | 3,926 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **30,646** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 2,216 | 4,148 | 3,568 | 2,708 | 2,719 | **29,295** |
| 3,934 | 2,438 | 1,000 | 3,926 | 4,144 | 2,216 | 4,148 | 2,206 | 1,000 | 2,719 | **27,732** |
| 3,934 | 3,873 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 3,568 | 2,708 | 2,719 | **32,190** |
| 2,330 | 3,873 | 2,596 | 2,462 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **29,173** |
| 3,934 | 2,438 | 1,000 | 3,926 | 4,144 | 2,216 | 4,148 | 2,206 | 2,708 | 2,719 | **29,440** |
| 2,330 | 3,873 | 1,000 | 3,926 | 4,144 | 3,677 | 2,603 | 2,206 | 4,285 | 1,000 | **29,044** |
| 3,934 | 1,000 | 1,000 | 3,926 | 2,636 | 3,677 | 1,000 | 3,568 | 2,708 | 2,719 | **26,169** |
| 3,934 | 3,873 | 2,596 | 3,926 | 2,636 | 3,677 | 4,148 | 2,206 | 4,285 | 2,719 | **34,000** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **30,850** |
| 2,330 | 2,438 | 2,596 | 2,462 | 2,636 | 3,677 | 4,148 | 3,568 | 2,708 | 1,000 | **27,563** |
| 2,330 | 2,438 | 2,596 | 2,462 | 2,636 | 3,677 | 4,148 | 3,568 | 2,708 | 2,719 | **29,282** |
| 3,934 | 3,873 | 1,000 | 3,926 | 2,636 | 1,000 | 2,603 | 3,568 | 2,708 | 2,719 | **27,968** |
| 3,934 | 3,873 | 2,596 | 1,000 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **29,315** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 2,216 | 4,148 | 3,568 | 1,000 | 1,000 | **27,507** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 2,216 | 4,148 | 3,568 | 2,708 | 2,719 | **30,890** |
| 2,330 | 2,438 | 2,596 | 2,462 | 2,636 | 3,677 | 4,148 | 3,568 | 2,708 | 2,719 | **29,282** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 3,677 | 4,148 | 2,206 | 4,285 | 1,000 | **30,846** |
| 2,330 | 3,873 | 2,596 | 2,462 | 4,144 | 2,216 | 4,148 | 3,568 | 2,708 | 2,719 | **30,765** |
| 3,934 | 1,000 | 1,000 | 2,462 | 4,144 | 3,677 | 2,603 | 2,206 | 4,285 | 1,000 | **26,311** |
| 1,000 | 3,873 | 2,596 | 2,462 | 4,144 | 2,216 | 4,148 | 2,206 | 2,708 | 2,719 | **28,072** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 2,216 | 2,603 | 1,000 | 2,708 | 2,719 | **26,821** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 3,677 | 2,603 | 2,206 | 1,000 | 2,719 | **27,736** |
| 2,330 | 3,873 | 2,596 | 2,462 | 4,144 | 3,677 | 4,148 | 2,206 | 4,285 | 2,719 | **32,440** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 3,677 | 2,603 | 3,568 | 4,285 | 2,719 | **32,427** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 3,677 | 2,603 | 2,206 | 1,000 | 2,719 | **27,736** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 2,206 | 4,285 | 1,000 | **29,251** |
| 3,934 | 2,438 | 2,596 | 2,462 | 2,636 | 1,000 | 4,148 | 3,568 | 2,708 | 2,719 | **28,210** |
| 3,934 | 1,000 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 3,568 | 2,708 | 1,000 | **27,598** |
| 3,934 | 2,438 | 1,000 | 2,462 | 4,144 | 3,677 | 4,148 | 2,206 | 2,708 | 2,719 | **29,437** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 3,677 | 4,148 | 2,206 | 2,708 | 2,719 | **31,032** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 2,216 | 4,148 | 2,206 | 4,285 | 1,000 | **27,790** |
| 2,330 | 3,873 | 1,000 | 3,926 | 4,144 | 2,216 | 2,603 | 1,000 | 2,708 | 2,719 | **26,520** |
| 3,934 | 3,873 | 1,000 | 2,462 | 4,144 | 2,216 | 4,148 | 2,206 | 2,708 | 2,719 | **29,411** |
| 3,934 | 1,000 | 1,000 | 3,926 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **27,772** |
| 2,330 | 3,873 | 1,000 | 1,000 | 4,144 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **27,623** |
| 3,934 | 3,873 | 1,000 | 2,462 | 4,144 | 3,677 | 2,603 | 3,568 | 2,708 | 1,000 | **28,970** |
| 2,330 | 2,438 | 2,596 | 2,462 | 2,636 | 3,677 | 2,603 | 1,000 | 2,708 | 2,719 | **25,169** |
| 2,330 | 3,873 | 1,000 | 3,926 | 2,636 | 2,216 | 4,148 | 3,568 | 2,708 | 1,000 | **27,406** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 3,677 | 4,148 | 3,568 | 4,285 | 2,719 | **33,928** |
| 2,330 | 3,873 | 1,000 | 2,462 | 4,144 | 3,677 | 4,148 | 2,206 | 2,708 | 2,719 | **29,267** |
| 3,934 | 2,438 | 1,000 | 3,926 | 4,144 | 2,216 | 2,603 | 3,568 | 2,708 | 2,719 | **29,258** |
| 3,934 | 3,873 | 1,000 | 2,462 | 1,000 | 2,216 | 4,148 | 2,206 | 2,708 | 2,719 | **26,267** |
| 2,330 | 3,873 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 1,000 | 2,708 | 2,719 | **28,017** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **29,211** |
| 3,934 | 2,438 | 2,596 | 3,926 | 2,636 | 3,677 | 2,603 | 3,568 | 2,708 | 2,719 | **30,806** |
| 3,934 | 2,438 | 2,596 | 2,462 | 4,144 | 3,677 | 4,148 | 2,206 | 4,285 | 1,000 | **30,890** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 2,216 | 4,148 | 1,000 | 2,708 | 2,719 | **26,726** |
| 3,934 | 2,438 | 1,000 | 3,926 | 4,144 | 3,677 | 4,148 | 2,206 | 4,285 | 1,000 | **30,759** |
| 3,934 | 3,873 | 2,596 | 2,462 | 2,636 | 3,677 | 2,603 | 1,000 | 2,708 | 2,719 | **28,209** |
| 3,934 | 2,438 | 1,000 | 3,926 | 2,636 | 3,677 | 4,148 | 2,206 | 4,285 | 2,719 | **30,970** |
| 3,934 | 2,438 | 1,000 | 1,000 | 4,144 | 2,216 | 2,603 | 2,206 | 2,708 | 2,719 | **24,969** |

1. **Data Uji MSI Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Total** |
| 3,314 | 2,954 | 2,682 | 2,443 | 3,943 | 2,304 | 3,943 | 1,000 | 3,914 | 3,913 | **30,410** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 3,943 | 2,609 | 2,463 | 3,913 | **32,107** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **32,027** |
| 3,314 | 1,000 | 2,682 | 2,443 | 3,943 | 2,304 | 3,943 | 2,609 | 2,463 | 3,913 | **28,614** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 2,304 | 2,486 | 2,609 | 1,000 | 2,417 | **27,646** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 2,304 | 2,486 | 2,609 | 2,463 | 3,913 | **30,605** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 2,304 | 3,943 | 2,609 | 2,463 | 3,913 | **30,605** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 1,000 | 2,486 | 2,609 | 2,463 | 3,913 | **29,301** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 1,000 | 1,000 | 2,463 | 3,913 | **27,476** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **32,064** |
| 3,314 | 1,000 | 2,682 | 3,937 | 2,486 | 3,726 | 2,486 | 2,609 | 2,463 | 2,417 | **27,121** |
| 3,314 | 2,954 | 2,682 | 3,937 | 1,000 | 2,304 | 2,486 | 2,609 | 2,463 | 3,913 | **27,662** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 2,486 | 1,000 | 3,914 | 3,913 | **30,412** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 2,486 | 2,609 | 3,914 | 2,417 | **30,605** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **31,983** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 3,726 | 3,943 | 1,000 | 3,914 | 2,417 | **31,913** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 2,463 | 3,913 | **30,615** |
| 3,314 | 2,954 | 4,221 | 3,937 | 3,943 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **31,993** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 2,486 | 2,609 | 2,463 | 3,913 | **30,650** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 3,726 | 2,486 | 1,000 | 3,914 | 3,913 | **31,951** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **30,569** |
| 1,000 | 2,954 | 4,221 | 3,937 | 2,486 | 3,726 | 2,486 | 2,609 | 2,463 | 2,417 | **28,299** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 3,943 | 1,000 | 2,463 | 3,913 | **30,463** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 3,726 | 2,486 | 2,609 | 3,914 | 1,000 | **30,610** |
| 1,000 | 4,908 | 1,000 | 2,443 | 3,943 | 2,304 | 3,943 | 1,000 | 3,914 | 2,417 | **26,871** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 1,000 | 3,943 | 1,000 | 3,914 | 2,417 | **29,186** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 2,486 | 2,609 | 3,914 | 2,417 | **30,605** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 3,943 | 2,609 | 2,463 | 2,417 | **30,576** |
| 3,314 | 4,908 | 4,221 | 2,443 | 3,943 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **32,452** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 3,726 | 3,943 | 1,000 | 1,000 | 3,913 | **30,457** |
| 3,314 | 2,954 | 2,682 | 2,443 | 3,943 | 2,304 | 3,943 | 2,609 | 3,914 | 3,913 | **32,019** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 3,943 | 1,000 | 2,463 | 3,913 | **30,419** |
| 3,314 | 4,908 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **32,523** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 3,943 | 2,609 | 1,000 | 3,913 | **30,609** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 1,000 | 1,000 | 2,463 | 3,913 | **27,476** |
| 3,314 | 2,954 | 2,682 | 3,937 | 1,000 | 2,304 | 2,486 | 2,609 | 2,463 | 3,913 | **27,662** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 1,000 | 2,486 | 1,000 | 3,914 | 2,417 | **27,647** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **31,983** |
| 3,314 | 2,954 | 4,221 | 1,000 | 2,486 | 3,726 | 2,486 | 1,000 | 3,914 | 3,913 | **29,014** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **28,997** |
| 3,314 | 2,954 | 2,682 | 2,443 | 3,943 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **28,959** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 2,486 | 1,000 | 3,914 | 3,913 | **30,412** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 1,000 | 1,000 | 2,463 | 3,913 | **27,520** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 2,304 | 3,943 | 2,609 | 2,463 | 2,417 | **29,110** |
| 3,314 | 1,000 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **28,616** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 2,304 | 2,486 | 2,609 | 3,914 | 2,417 | **30,560** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **30,498** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 3,726 | 1,000 | 1,000 | 2,463 | 3,913 | **29,015** |
| 3,314 | 1,000 | 4,221 | 3,937 | 2,486 | 3,726 | 2,486 | 2,609 | 3,914 | 2,417 | **30,110** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 2,486 | 2,609 | 2,463 | 3,913 | **30,570** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 3,726 | 3,943 | 1,000 | 2,463 | 3,913 | **30,419** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 2,304 | 3,943 | 1,000 | 2,463 | 3,913 | **30,536** |
| 3,314 | 2,954 | 2,682 | 3,937 | 3,943 | 2,304 | 2,486 | 2,609 | 2,463 | 1,000 | **27,693** |
| 3,314 | 2,954 | 4,221 | 2,443 | 3,943 | 2,304 | 2,486 | 2,609 | 3,914 | 2,417 | **30,605** |
| 3,314 | 2,954 | 2,682 | 3,937 | 1,000 | 3,726 | 2,486 | 2,609 | 2,463 | 3,913 | **29,085** |
| 3,314 | 2,954 | 2,682 | 3,937 | 2,486 | 1,000 | 2,486 | 2,609 | 2,463 | 2,417 | **26,348** |
| 3,314 | 2,954 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 1,000 | 2,417 | **27,655** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 2,304 | 3,943 | 1,000 | 3,914 | 3,913 | **31,986** |
| 3,314 | 4,908 | 4,221 | 2,443 | 2,486 | 3,726 | 2,486 | 2,609 | 2,463 | 3,913 | **32,569** |
| 3,314 | 2,954 | 4,221 | 3,937 | 2,486 | 2,304 | 3,943 | 2,609 | 2,463 | 3,913 | **32,144** |
| 3,314 | 2,954 | 4,221 | 3,937 | 1,000 | 3,726 | 2,486 | 1,000 | 3,914 | 3,913 | **30,465** |
| 3,314 | 2,954 | 4,221 | 1,000 | 2,486 | 2,304 | 3,943 | 2,609 | 2,463 | 2,417 | **27,711** |

**Uji Asumsi Klasik**

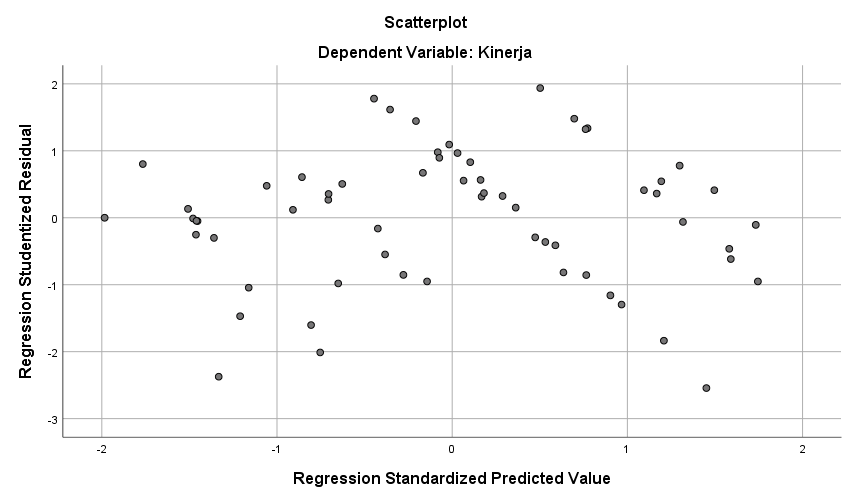
1. **Uji Normalitas**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 62 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,05919691 |
| Most Extreme Differences | Absolute | ,097 |
| Positive | ,097 |
| Negative | -,077 |
| Test Statistic | | ,097 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

1. **Uji Heteroskedasitas**



|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | OCom, WLB, OCBb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

1. **Uji AutoKorelasi**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin-Watson |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,923a | ,852 | ,845 | ,662058 | ,852 | 111,601 | 3 | 58 | ,000 | 1,878 |
| a. Predictors: (Constant), OCom, WLB, OCB | | | | | | | | | | |
| b. Dependent Variable: Kinerja | | | | | | | | | | |

1. **Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 146,751 | 3 | 48,917 | 111,601 | ,000b |
| Residual | 25,423 | 58 | ,438 |  |  |
| Total | 172,174 | 61 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), OCom, WLB, OCB | | | | | | |

1. **Uji Multikol dan Uji t**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,874 | 1,935 |  | 4,069 | ,000 |  |  |
| OCB | ,166 | ,035 | ,372 | 4,717 | ,000 | ,410 | 2,440 |
| WLB | ,327 | ,059 | ,279 | 5,508 | ,000 | ,992 | 1,008 |
| OCom | ,254 | ,035 | ,573 | 7,284 | ,000 | ,412 | 2,429 |
| 1. Dependent Variable: Kinerja | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | OCB | WLB | OCom |
| 1 | 1 | 3,980 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,015 | 16,294 | ,03 | ,10 | ,05 | ,12 |
| 3 | ,004 | 32,636 | ,00 | ,86 | ,00 | ,88 |
| 4 | ,001 | 61,311 | ,97 | ,04 | ,95 | ,00 |
| a. Dependent Variable: Kinerja | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 26,87104 | 32,65438 | 29,94811 | 1,551051 | 62 |
| Std. Predicted Value | -1,984 | 1,745 | ,000 | 1,000 | 62 |
| Standard Error of Predicted Value | ,087 | ,283 | ,162 | ,046 | 62 |
| Adjusted Predicted Value | 26,87104 | 32,73613 | 29,94856 | 1,555226 | 62 |
| Residual | -1,628502 | 1,265994 | ,000000 | ,645572 | 62 |
| Std. Residual | -2,460 | 1,912 | ,000 | ,975 | 62 |
| Stud. Residual | -2,544 | 1,937 | ,000 | 1,002 | 62 |
| Deleted Residual | -1,741360 | 1,299098 | -,000447 | ,681539 | 62 |
| Stud. Deleted Residual | -2,675 | 1,986 | -,004 | 1,019 | 62 |
| Mahal. Distance | ,058 | 10,144 | 2,952 | 2,212 | 62 |
| Cook's Distance | ,000 | ,112 | ,014 | ,020 | 62 |
| Centered Leverage Value | ,001 | ,166 | ,048 | ,036 | 62 |
| a. Dependent Variable: Kinerja | | | | | |

**LAMPIRAN 6**

**R Tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

**LAMPIRAN 7**

**Tabel Durbin Watson, α = 5%**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 |

**LAMPIRAN 8**

**t Tabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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 9**

**F Tabel**

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |