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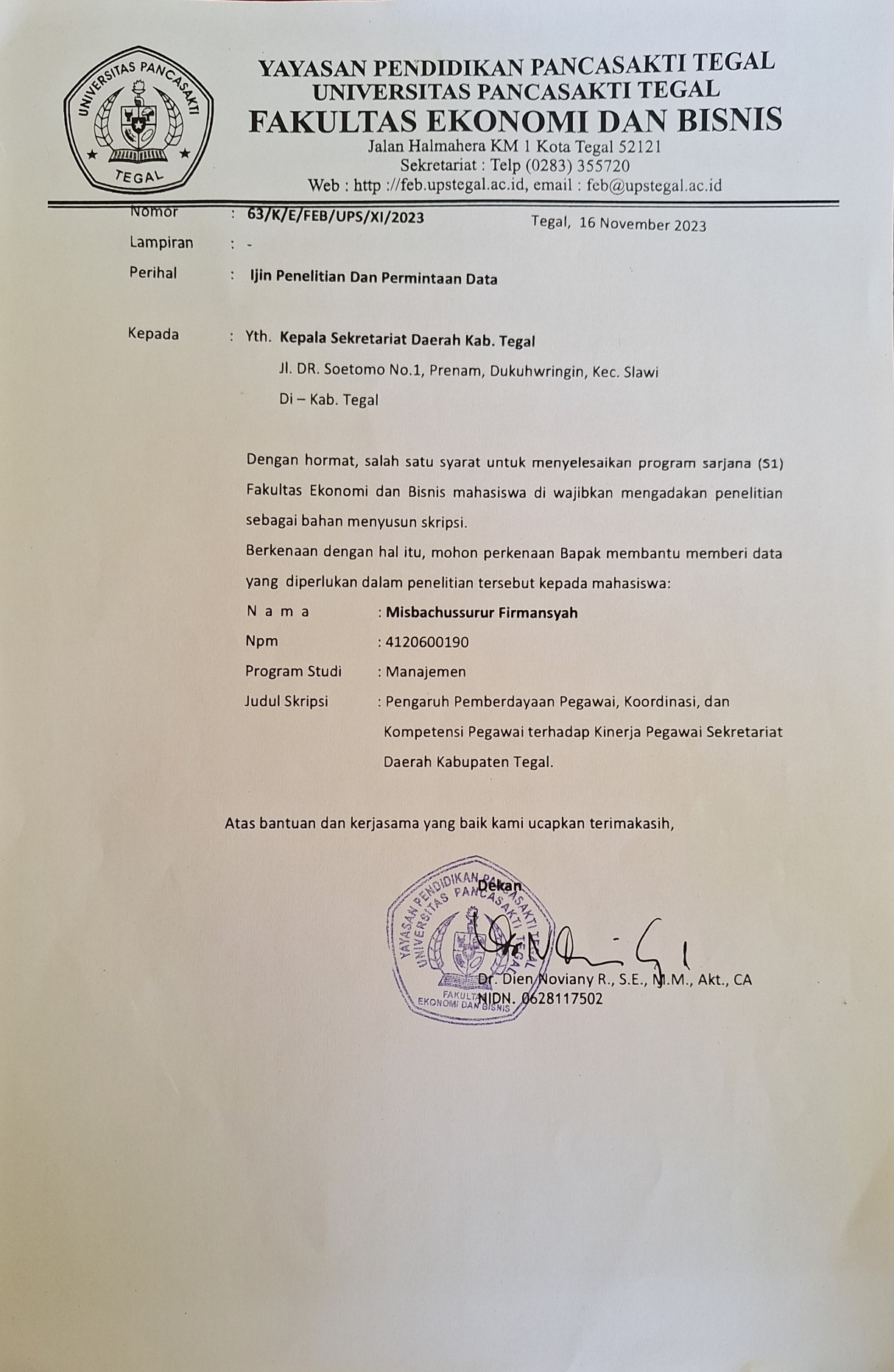
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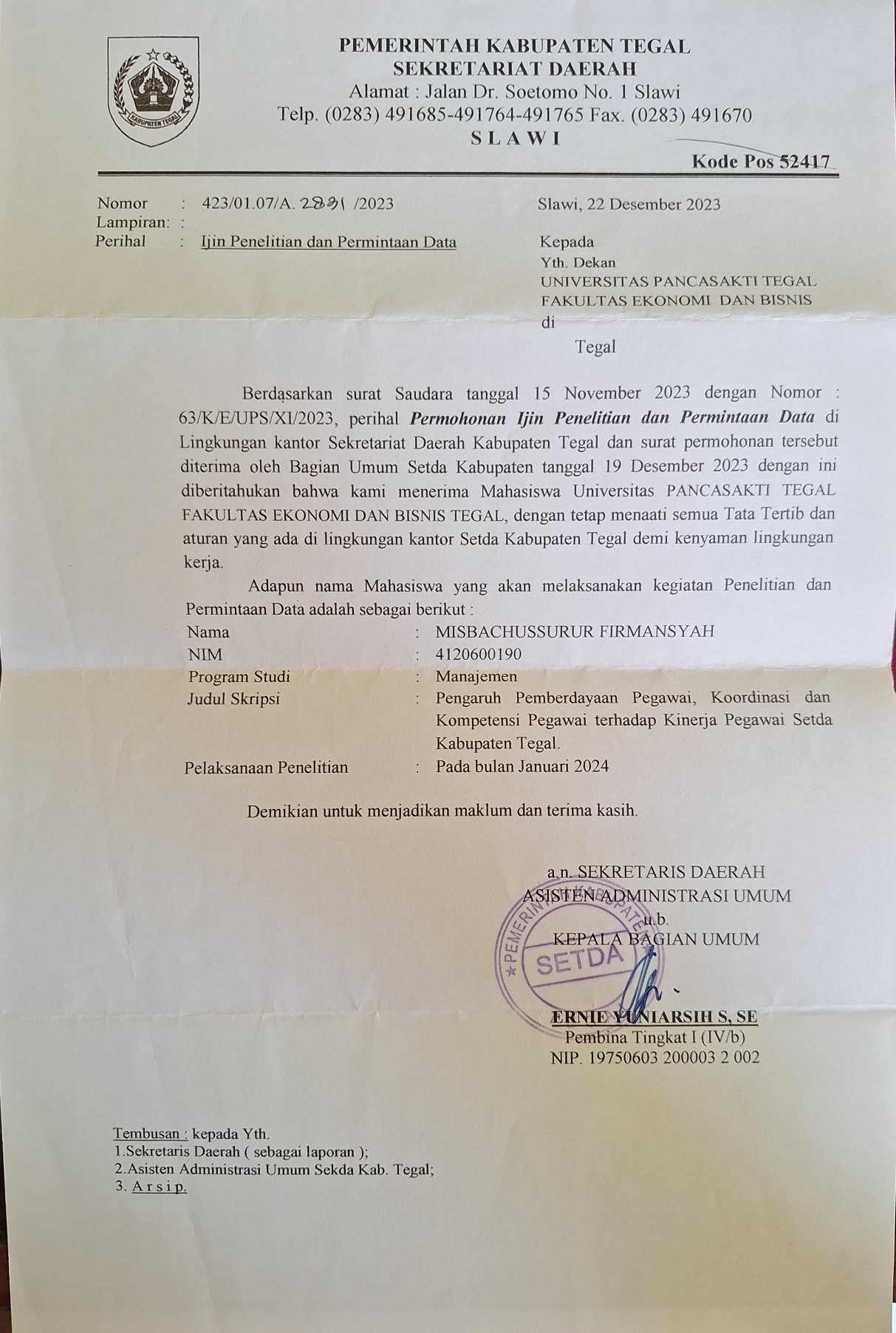
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**LAMPIRAN**

Lampiran 1 Surat Izin Penelitian



Lampiran 2 Balasan Surat Izin Penelitian



Lampiran 3 Lembar Kuesioner Penelitian

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Pemberdayaan Pegawai, Koordinasi, dan Kompetensi Pegawai terhadap Kinerja Pegawai Sekretariat Daerah Kabupaten Tegal

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Misbachussurur Firmansyah mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

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

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

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 17 Mei 2024

Hormat Saya,

Misbachussurur Firmansyah

1. **IDENTITAS RESPONDEN**
2. Nama :
3. Jenis Kelamin : Laki-laki Perempuan
4. Usia : <25 Tahun 25-30 Tahun
   1. Tahun 41-50 Tahun

>50 Tahun

1. Tingkat Pendidikan : SD SMP SMA/SMK

D3 S1 S2

1. **PETUNJUK PENGISIAN**
2. Mohon memberi tanda centang (√) pada jawaban yang Bapak/Ibu/Sdr anggap paling sesuai.
3. Keterangan alternatif jawaban:
   1. SS = Sangat Setuju
   2. S = Setuju
   3. N = Netral
   4. TS = Tidak Setuju
   5. STS = Sangat Tidak Setuju
4. **Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Alternatif Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mampu menyelesaikan tugas sesuai dengan target jumlah pekerjaan yang ditentukan |  |  |  |  |  |
| 2 | Saya mampu melaksanakan tugas diatas beban kerja saat kondisi mendesak |  |  |  |  |  |
| 3 | Saya mampu bekerja sesuai dengan standar kualitas yang telah ditetapkan |  |  |  |  |  |
| 4 | Saya dapat menghasilkan pekerjaan yang berkualitas |  |  |  |  |  |
| 5 | Saya dapat bekerja sesuai persyaratan pekerjaan (SOP) yang ditetapkan |  |  |  |  |  |
| 6 | Saya tidak pernah menunda pekerjaan yang telah menjadi tanggung jawab saya |  |  |  |  |  |
| 7 | Saya selalu menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 8 | Saya selalu hadir tepat waktu dalam bekerja |  |  |  |  |  |
| 9 | Saya bekerja sesuai jam kerja yang telah ditentukan |  |  |  |  |  |
| 10 | Saya tidak pulang lebih awal sebelum jam kerja berakhir |  |  |  |  |  |
| 11 | Saya selalu menjaga hubungan baik dengan sesama rekan kerja |  |  |  |  |  |
| 12 | Saya mampu bekerjasama dengan baik saat bekerja |  |  |  |  |  |

1. **Pemberdayaan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Alternatif Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya diberi kesempatan mengidentifikasi masalah yang sedang berkembang |  |  |  |  |  |
| 2 | Saya diberikan tugas penting oleh atasan |  |  |  |  |  |
| 3 | Saya mampu memberikan ide terhadap pekerjaan yang dilakukan |  |  |  |  |  |
| 4 | Saya diberi kesempatan memberikan saran terhadap pekerjaan |  |  |  |  |  |
| 5 | Saya diberikan tugas yang berhubungan dengan departemen lain |  |  |  |  |  |
| 6 | Saya memiliki relasi pekerjaan antar departemen |  |  |  |  |  |
| 7 | Saya menganggap pegawai lain sebagai partner strategis |  |  |  |  |  |
| 8 | Saya merasa dihargai dalam melaksanakan pekerjaan |  |  |  |  |  |
| 9 | Saya mampu meningkatkan target pekerjaan pada bagian pekerjaan saya |  |  |  |  |  |
| 10 | Saya bertanggungjawab atas tugas yang telah diberikan kepada saya |  |  |  |  |  |
| 11 | Saya selalu menyelesaikan tugas yang telah diberikan |  |  |  |  |  |
| 12 | Saya diberikan kesempatan untuk dapat mendiskusikan permasalahan dengan komunikasi terbuka |  |  |  |  |  |

1. **Koordinasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Alternatif Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya tetap melaksanakan koordinasi ketika ada maupun tidak ada informasi (perintah) |  |  |  |  |  |
| 2 | Saya selalu merespon informasi dengan cepat yang disampaikan melalui saluran informasi |  |  |  |  |  |
| 3 | Saya melakukan proses koordinasi sesuai prosedur yang berlaku |  |  |  |  |  |
| 4 | Saya memiliki pengetahuan terhadap pelaksanaan kordinasi dalam menunjang proses pekerjaan |  |  |  |  |  |
| 5 | Saya dapat mematuhi hasil dari koordinasi |  |  |  |  |  |
| 6 | Saya dapat bertanggung jawab terhadap hasil koordinasi yang telah dilakukan |  |  |  |  |  |
| 7 | Saya terlibat dalam melaksanakan program kerja |  |  |  |  |  |
| 8 | Saya sepakat dengan proses koordinasi yang telah diputuskan |  |  |  |  |  |
| 9 | Saya mampu melaksanakan program perencanaan hasil kesepakatan dalam koordinasi |  |  |  |  |  |
| 10 | Saya diberi insentif oleh kantor ketika saya ikut melaksanakan proses koordinasi |  |  |  |  |  |
| 11 | Saya mendapat *feedback* yang baik dari organisasi dan pegawai lain dalam proses pelaksanaan program |  |  |  |  |  |
| 12 | Saya merasa terjadi perubahan pada program yang dilaksanakan setelah hasil kesepakatan yang ditentukan |  |  |  |  |  |

1. **Kompetensi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Alternatif Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memiliki pengetahuan tentang bidang pekerjaan saya |  |  |  |  |  |
| 2 | Saya selalu berupaya mencari informasi lebih banyak yang dibutuhkan untuk melaksanakan pekerjaan saya |  |  |  |  |  |
| 3 | Saya mampu memahami tugas dalam bidang pekerjaan saya |  |  |  |  |  |
| 4 | Saya dapat menggunakan sarana dan prasarana dengan baik pada bidang pekerjaan saya |  |  |  |  |  |
| 5 | Saya mampu memahami permasalah yang sedang terjadi dalam pekerjaan |  |  |  |  |  |
| 6 | Saya mampu memecahkan masalah dalam pekerjaan dengan pengetahuan yang dimiliki |  |  |  |  |  |
| 7 | Saya selalu menjunjung tinggi etika organisasi |  |  |  |  |  |
| 8 | Saya selalu siap membantu rekan kerja dalam memecahkan persoalan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 9 | Saya mampu berkomunikasi dengan baik dengan rekan kerja |  |  |  |  |  |
| 10 | Saya selalu menghindari bersikap emosional ketika terjadi permasalahan dalam pekerjaan |  |  |  |  |  |
| 11 | Saya serius dalam menghadapi keluhan yang terjadi atas pekerjaan saya |  |  |  |  |  |
| 12 | Saya mampu menanggapi dengan cepat dan tepat terhadap permintaan dan pertanyaan dari pihak yang membutuhkan |  |  |  |  |  |

Lampiran 4 Jawaban Non Responden Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Kinerja Pegawai (Y) | | | | | | | | | | | | Total |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 3 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 50 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 51 |
| 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| 7 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 8 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 50 |
| 9 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 42 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 53 |
| 11 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 50 |
| 12 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 56 |
| 13 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 50 |
| 14 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 48 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 16 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 1 | 1 | 5 | 43 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 57 |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 52 |
| 21 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 43 |
| 22 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 49 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 24 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 55 |
| 27 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 54 |
| 28 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 56 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 58 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 53 |

Lampiran 5 Jawaban Non Responden Variabel Pemberdayaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Pemberdayaan Pegawai (X1) | | | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 51 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 42 |
| 6 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 7 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 56 |
| 8 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 52 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 10 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 47 |
| 11 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 52 |
| 12 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 54 |
| 13 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 47 |
| 14 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 50 |
| 15 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 56 |
| 16 | 2 | 3 | 5 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 44 |
| 17 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 18 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 56 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 54 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 53 |
| 21 | 1 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 1 | 44 |
| 22 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 52 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 54 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 27 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 28 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 54 |
| 29 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 30 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 52 |

Lampiran 6 Jawaban Non Responden Variabel Koordinasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Koordinasi (X2) | | | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 53 |
| 3 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 7 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 56 |
| 8 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 38 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 11 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 54 |
| 13 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 14 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 54 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 57 |
| 16 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 44 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 18 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 19 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 55 |
| 20 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| 21 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 38 |
| 22 | 2 | 2 | 3 | 1 | 1 | 3 | 1 | 3 | 3 | 4 | 5 | 5 | 33 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 53 |
| 24 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 53 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 58 |
| 27 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 53 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 55 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 57 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 53 |

Lampiran 7 Jawaban Non Responden Variabel Kompetensi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Kompetensi Pegawai (X3) | | | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 51 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 50 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 56 |
| 8 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 45 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 49 |
| 11 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 56 |
| 12 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 13 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 14 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 56 |
| 16 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 46 |
| 17 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 56 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 56 |
| 20 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 55 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 23 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 56 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 27 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 59 |
| 29 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 57 |
| 30 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 57 |

Lampiran 8 Hasil Uji Validitas Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y01 | Y02 | Y03 | Y04 | Y05 | Y06 | Y07 | Y08 | Y09 | Y10 | Y11 | Y12 | Total |
| Y01 | Pearson Correlation | 1 | .469\*\* | .612\*\* | .235 | .171 | .241 | .332 | .382\* | .202 | .465\*\* | .627\*\* | .508\*\* | .727\*\* |
| Sig. (2-tailed) |  | .009 | .000 | .211 | .367 | .199 | .073 | .037 | .283 | .010 | .000 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y02 | Pearson Correlation | .469\*\* | 1 | .389\* | .380\* | .512\*\* | .091 | .444\* | .211 | .547\*\* | .075 | .137 | .540\*\* | .632\*\* |
| Sig. (2-tailed) | .009 |  | .033 | .038 | .004 | .633 | .014 | .263 | .002 | .692 | .470 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y03 | Pearson Correlation | .612\*\* | .389\* | 1 | .326 | .171 | .241 | .332 | .293 | .202 | .465\*\* | .565\*\* | .292 | .679\*\* |
| Sig. (2-tailed) | .000 | .033 |  | .079 | .367 | .199 | .073 | .116 | .283 | .010 | .001 | .117 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y04 | Pearson Correlation | .235 | .380\* | .326 | 1 | .212 | .164 | .487\*\* | .298 | .406\* | .385\* | .487\*\* | .141 | .637\*\* |
| Sig. (2-tailed) | .211 | .038 | .079 |  | .261 | .387 | .006 | .110 | .026 | .036 | .006 | .457 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y05 | Pearson Correlation | .171 | .512\*\* | .171 | .212 | 1 | .067 | .150 | .052 | .647\*\* | .039 | .147 | .570\*\* | .470\*\* |
| Sig. (2-tailed) | .367 | .004 | .367 | .261 |  | .724 | .429 | .785 | .000 | .836 | .438 | .001 | .009 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y06 | Pearson Correlation | .241 | .091 | .241 | .164 | .067 | 1 | .400\* | .221 | .116 | .396\* | .272 | .115 | .442\* |
| Sig. (2-tailed) | .199 | .633 | .199 | .387 | .724 |  | .029 | .241 | .541 | .030 | .146 | .545 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y07 | Pearson Correlation | .332 | .444\* | .332 | .487\*\* | .150 | .400\* | 1 | .226 | .345 | .318 | .477\*\* | .199 | .656\*\* |
| Sig. (2-tailed) | .073 | .014 | .073 | .006 | .429 | .029 |  | .229 | .062 | .087 | .008 | .291 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y08 | Pearson Correlation | .382\* | .211 | .293 | .298 | .052 | .221 | .226 | 1 | .438\* | .241 | .344 | -.030 | .512\*\* |
| Sig. (2-tailed) | .037 | .263 | .116 | .110 | .785 | .241 | .229 |  | .016 | .200 | .062 | .876 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y09 | Pearson Correlation | .202 | .547\*\* | .202 | .406\* | .647\*\* | .116 | .345 | .438\* | 1 | .145 | .159 | .287 | .592\*\* |
| Sig. (2-tailed) | .283 | .002 | .283 | .026 | .000 | .541 | .062 | .016 |  | .445 | .403 | .124 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .465\*\* | .075 | .465\*\* | .385\* | .039 | .396\* | .318 | .241 | .145 | 1 | .682\*\* | .008 | .627\*\* |
| Sig. (2-tailed) | .010 | .692 | .010 | .036 | .836 | .030 | .087 | .200 | .445 |  | .000 | .969 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .627\*\* | .137 | .565\*\* | .487\*\* | .147 | .272 | .477\*\* | .344 | .159 | .682\*\* | 1 | .349 | .761\*\* |
| Sig. (2-tailed) | .000 | .470 | .001 | .006 | .438 | .146 | .008 | .062 | .403 | .000 |  | .058 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y12 | Pearson Correlation | .508\*\* | .540\*\* | .292 | .141 | .570\*\* | .115 | .199 | -.030 | .287 | .008 | .349 | 1 | .511\*\* |
| Sig. (2-tailed) | .004 | .002 | .117 | .457 | .001 | .545 | .291 | .876 | .124 | .969 | .058 |  | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .727\*\* | .632\*\* | .679\*\* | .637\*\* | .470\*\* | .442\* | .656\*\* | .512\*\* | .592\*\* | .627\*\* | .761\*\* | .511\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .009 | .014 | .000 | .004 | .001 | .000 | .000 | .004 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

Lampiran 9 Hasil Uji Validitas Variabel Pemberdayaan (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X1.01 | X1.02 | X1.03 | X1.04 | X1.05 | X1.06 | X1.07 | X1.08 | X1.09 | X1.10 | X1.11 | X1.12 | Total |
| X1.01 | Pearson Correlation | 1 | .502\*\* | -.108 | .078 | .387\* | .009 | .351 | .012 | .345 | .179 | .203 | .521\*\* | .494\*\* |
| Sig. (2-tailed) |  | .005 | .570 | .682 | .035 | .963 | .057 | .948 | .062 | .343 | .282 | .003 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.02 | Pearson Correlation | .502\*\* | 1 | .130 | .339 | .757\*\* | .339 | .491\*\* | .472\*\* | .608\*\* | .225 | .322 | .502\*\* | .763\*\* |
| Sig. (2-tailed) | .005 |  | .494 | .067 | .000 | .067 | .006 | .008 | .000 | .231 | .082 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.03 | Pearson Correlation | -.108 | .130 | 1 | .532\*\* | .158 | .184 | .371\* | .428\* | .214 | .300 | .235 | .049 | .445\* |
| Sig. (2-tailed) | .570 | .494 |  | .002 | .404 | .330 | .044 | .018 | .257 | .107 | .211 | .798 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.04 | Pearson Correlation | .078 | .339 | .532\*\* | 1 | .153 | .284 | .311 | .359 | .223 | .311 | .180 | .286 | .533\*\* |
| Sig. (2-tailed) | .682 | .067 | .002 |  | .420 | .128 | .095 | .051 | .235 | .095 | .341 | .125 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.05 | Pearson Correlation | .387\* | .757\*\* | .158 | .153 | 1 | .382\* | .585\*\* | .498\*\* | .673\*\* | .009 | .153 | .418\* | .692\*\* |
| Sig. (2-tailed) | .035 | .000 | .404 | .420 |  | .037 | .001 | .005 | .000 | .964 | .419 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.06 | Pearson Correlation | .009 | .339 | .184 | .284 | .382\* | 1 | .633\*\* | .800\*\* | .347 | .557\*\* | .345 | .156 | .646\*\* |
| Sig. (2-tailed) | .963 | .067 | .330 | .128 | .037 |  | .000 | .000 | .060 | .001 | .062 | .410 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.07 | Pearson Correlation | .351 | .491\*\* | .371\* | .311 | .585\*\* | .633\*\* | 1 | .688\*\* | .444\* | .479\*\* | .447\* | .414\* | .820\*\* |
| Sig. (2-tailed) | .057 | .006 | .044 | .095 | .001 | .000 |  | .000 | .014 | .007 | .013 | .023 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.08 | Pearson Correlation | .012 | .472\*\* | .428\* | .359 | .498\*\* | .800\*\* | .688\*\* | 1 | .424\* | .548\*\* | .276 | .157 | .730\*\* |
| Sig. (2-tailed) | .948 | .008 | .018 | .051 | .005 | .000 | .000 |  | .020 | .002 | .139 | .408 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.09 | Pearson Correlation | .345 | .608\*\* | .214 | .223 | .673\*\* | .347 | .444\* | .424\* | 1 | .298 | .404\* | .263 | .688\*\* |
| Sig. (2-tailed) | .062 | .000 | .257 | .235 | .000 | .060 | .014 | .020 |  | .109 | .027 | .161 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .179 | .225 | .300 | .311 | .009 | .557\*\* | .479\*\* | .548\*\* | .298 | 1 | .522\*\* | .022 | .573\*\* |
| Sig. (2-tailed) | .343 | .231 | .107 | .095 | .964 | .001 | .007 | .002 | .109 |  | .003 | .907 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .203 | .322 | .235 | .180 | .153 | .345 | .447\* | .276 | .404\* | .522\*\* | 1 | .401\* | .585\*\* |
| Sig. (2-tailed) | .282 | .082 | .211 | .341 | .419 | .062 | .013 | .139 | .027 | .003 |  | .028 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .521\*\* | .502\*\* | .049 | .286 | .418\* | .156 | .414\* | .157 | .263 | .022 | .401\* | 1 | .583\*\* |
| Sig. (2-tailed) | .003 | .005 | .798 | .125 | .021 | .410 | .023 | .408 | .161 | .907 | .028 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .494\*\* | .763\*\* | .445\* | .533\*\* | .692\*\* | .646\*\* | .820\*\* | .730\*\* | .688\*\* | .573\*\* | .585\*\* | .583\*\* | 1 |
| Sig. (2-tailed) | .006 | .000 | .014 | .002 | .000 | .000 | .000 | .000 | .000 | .001 | .001 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

Lampiran 10 Hasil Uji Validitas Variabel Koordinasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X2.01 | X2.02 | X2.03 | X2.04 | X2.05 | X2.06 | X2.07 | X2.08 | X2.09 | X2.10 | X2.11 | X2.12 | Total |
| X2.01 | Pearson Correlation | 1 | .530\*\* | .586\*\* | .536\*\* | .591\*\* | .418\* | .691\*\* | .493\*\* | .455\* | .418\* | .155 | .126 | .710\*\* |
| Sig. (2-tailed) |  | .003 | .001 | .002 | .001 | .021 | .000 | .006 | .012 | .022 | .413 | .508 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.02 | Pearson Correlation | .530\*\* | 1 | .702\*\* | .625\*\* | .720\*\* | .793\*\* | .497\*\* | .598\*\* | .460\* | .523\*\* | .540\*\* | .247 | .852\*\* |
| Sig. (2-tailed) | .003 |  | .000 | .000 | .000 | .000 | .005 | .000 | .011 | .003 | .002 | .188 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.03 | Pearson Correlation | .586\*\* | .702\*\* | 1 | .459\* | .605\*\* | .575\*\* | .600\*\* | .596\*\* | .188 | .517\*\* | .533\*\* | .428\* | .796\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .011 | .000 | .001 | .000 | .001 | .321 | .003 | .002 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.04 | Pearson Correlation | .536\*\* | .625\*\* | .459\* | 1 | .742\*\* | .779\*\* | .583\*\* | .495\*\* | .289 | .378\* | .282 | .163 | .767\*\* |
| Sig. (2-tailed) | .002 | .000 | .011 |  | .000 | .000 | .001 | .005 | .121 | .039 | .131 | .390 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.05 | Pearson Correlation | .591\*\* | .720\*\* | .605\*\* | .742\*\* | 1 | .730\*\* | .720\*\* | .603\*\* | .551\*\* | .380\* | .431\* | .272 | .872\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .002 | .039 | .017 | .146 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.06 | Pearson Correlation | .418\* | .793\*\* | .575\*\* | .779\*\* | .730\*\* | 1 | .466\*\* | .512\*\* | .404\* | .424\* | .621\*\* | .364\* | .834\*\* |
| Sig. (2-tailed) | .021 | .000 | .001 | .000 | .000 |  | .010 | .004 | .027 | .019 | .000 | .048 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.07 | Pearson Correlation | .691\*\* | .497\*\* | .600\*\* | .583\*\* | .720\*\* | .466\*\* | 1 | .598\*\* | .533\*\* | .356 | .132 | .107 | .749\*\* |
| Sig. (2-tailed) | .000 | .005 | .000 | .001 | .000 | .010 |  | .000 | .002 | .054 | .487 | .573 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.08 | Pearson Correlation | .493\*\* | .598\*\* | .596\*\* | .495\*\* | .603\*\* | .512\*\* | .598\*\* | 1 | .314 | .491\*\* | .520\*\* | .112 | .741\*\* |
| Sig. (2-tailed) | .006 | .000 | .001 | .005 | .000 | .004 | .000 |  | .091 | .006 | .003 | .556 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.09 | Pearson Correlation | .455\* | .460\* | .188 | .289 | .551\*\* | .404\* | .533\*\* | .314 | 1 | .265 | .123 | .185 | .540\*\* |
| Sig. (2-tailed) | .012 | .011 | .321 | .121 | .002 | .027 | .002 | .091 |  | .157 | .516 | .328 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .418\* | .523\*\* | .517\*\* | .378\* | .380\* | .424\* | .356 | .491\*\* | .265 | 1 | .581\*\* | .289 | .645\*\* |
| Sig. (2-tailed) | .022 | .003 | .003 | .039 | .039 | .019 | .054 | .006 | .157 |  | .001 | .122 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | .155 | .540\*\* | .533\*\* | .282 | .431\* | .621\*\* | .132 | .520\*\* | .123 | .581\*\* | 1 | .528\*\* | .615\*\* |
| Sig. (2-tailed) | .413 | .002 | .002 | .131 | .017 | .000 | .487 | .003 | .516 | .001 |  | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | .126 | .247 | .428\* | .163 | .272 | .364\* | .107 | .112 | .185 | .289 | .528\*\* | 1 | .413\* |
| Sig. (2-tailed) | .508 | .188 | .018 | .390 | .146 | .048 | .573 | .556 | .328 | .122 | .003 |  | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .710\*\* | .852\*\* | .796\*\* | .767\*\* | .872\*\* | .834\*\* | .749\*\* | .741\*\* | .540\*\* | .645\*\* | .615\*\* | .413\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .023 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

Lampiran 11 Hasil Uji Validitas Variabel Kompetensi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X3.01 | X3.02 | X3.03 | X3.04 | X3.05 | X3.06 | X3.07 | X3.08 | X3.09 | X3.10 | X3.11 | X3.12 | Total |
| X3.01 | Pearson Correlation | 1 | .247 | .400\* | .095 | .263 | .120 | .355 | .545\*\* | .503\*\* | .219 | .109 | .351 | .570\*\* |
| Sig. (2-tailed) |  | .189 | .028 | .618 | .161 | .527 | .054 | .002 | .005 | .246 | .567 | .058 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.02 | Pearson Correlation | .247 | 1 | .317 | .044 | .232 | .413\* | .115 | .116 | .380\* | .044 | .229 | .210 | .446\* |
| Sig. (2-tailed) | .189 |  | .088 | .817 | .218 | .023 | .545 | .541 | .038 | .817 | .225 | .265 | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.03 | Pearson Correlation | .400\* | .317 | 1 | .388\* | -.099 | .112 | .238 | .476\*\* | .626\*\* | .495\*\* | .523\*\* | .682\*\* | .727\*\* |
| Sig. (2-tailed) | .028 | .088 |  | .034 | .602 | .557 | .205 | .008 | .000 | .005 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.04 | Pearson Correlation | .095 | .044 | .388\* | 1 | .205 | .008 | .102 | .199 | .241 | .680\*\* | .566\*\* | .573\*\* | .585\*\* |
| Sig. (2-tailed) | .618 | .817 | .034 |  | .276 | .967 | .591 | .291 | .200 | .000 | .001 | .001 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.05 | Pearson Correlation | .263 | .232 | -.099 | .205 | 1 | .420\* | .135 | .243 | .192 | .099 | .439\* | .141 | .451\* |
| Sig. (2-tailed) | .161 | .218 | .602 | .276 |  | .021 | .476 | .195 | .310 | .602 | .015 | .458 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.06 | Pearson Correlation | .120 | .413\* | .112 | .008 | .420\* | 1 | .102 | .159 | .216 | .008 | .318 | .166 | .407\* |
| Sig. (2-tailed) | .527 | .023 | .557 | .967 | .021 |  | .593 | .403 | .252 | .967 | .086 | .381 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.07 | Pearson Correlation | .355 | .115 | .238 | .102 | .135 | .102 | 1 | .390\* | .154 | -.011 | .414\* | .226 | .443\* |
| Sig. (2-tailed) | .054 | .545 | .205 | .591 | .476 | .593 |  | .033 | .418 | .953 | .023 | .231 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.08 | Pearson Correlation | .545\*\* | .116 | .476\*\* | .199 | .243 | .159 | .390\* | 1 | .435\* | .392\* | .503\*\* | .395\* | .685\*\* |
| Sig. (2-tailed) | .002 | .541 | .008 | .291 | .195 | .403 | .033 |  | .016 | .032 | .005 | .031 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.09 | Pearson Correlation | .503\*\* | .380\* | .626\*\* | .241 | .192 | .216 | .154 | .435\* | 1 | .337 | .369\* | .522\*\* | .698\*\* |
| Sig. (2-tailed) | .005 | .038 | .000 | .200 | .310 | .252 | .418 | .016 |  | .068 | .045 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .219 | .044 | .495\*\* | .680\*\* | .099 | .008 | -.011 | .392\* | .337 | 1 | .475\*\* | .573\*\* | .615\*\* |
| Sig. (2-tailed) | .246 | .817 | .005 | .000 | .602 | .967 | .953 | .032 | .068 |  | .008 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .109 | .229 | .523\*\* | .566\*\* | .439\* | .318 | .414\* | .503\*\* | .369\* | .475\*\* | 1 | .481\*\* | .772\*\* |
| Sig. (2-tailed) | .567 | .225 | .003 | .001 | .015 | .086 | .023 | .005 | .045 | .008 |  | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .351 | .210 | .682\*\* | .573\*\* | .141 | .166 | .226 | .395\* | .522\*\* | .573\*\* | .481\*\* | 1 | .752\*\* |
| Sig. (2-tailed) | .058 | .265 | .000 | .001 | .458 | .381 | .231 | .031 | .003 | .001 | .007 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total | Pearson Correlation | .570\*\* | .446\* | .727\*\* | .585\*\* | .451\* | .407\* | .443\* | .685\*\* | .698\*\* | .615\*\* | .772\*\* | .752\*\* | 1 |
| Sig. (2-tailed) | .001 | .013 | .000 | .001 | .012 | .025 | .014 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |

Lampiran 12 Hasil Uji Reliabilitas Variabel Kinerja (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .842 | 12 |

Lampiran 13 Hasil Uji Reliabilitas Variabel Pemberdayaan (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .858 | 12 |

Lampiran 14 Hasil Uji Reliabilitas Variabel Koordinasi (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .915 | 12 |

Lampiran 15 Hasil Uji Reliabilitas Variabel Kompetensi (X3)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .841 | 12 |

Lampiran 16 Jawaban Responden Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Kinerja Pegawai (Y) | | | | | | | | | | | | Skor |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 |
| 1 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 52 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 54 |
| 3 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 7 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 55 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 51 |
| 9 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 57 |
| 10 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 50 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 52 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 50 |
| 13 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 55 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 54 |
| 16 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 51 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 51 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 53 |
| 19 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 57 |
| 20 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 55 |
| 22 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 23 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 55 |
| 25 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 54 |
| 26 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 56 |
| 28 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 52 |
| 29 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 51 |
| 30 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 31 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 47 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 50 |
| 33 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 50 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 49 |
| 35 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 52 |
| 36 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 53 |
| 37 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 56 |
| 38 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 54 |
| 39 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 53 |
| 40 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 48 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 54 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 43 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 53 |
| 44 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 48 |
| 45 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 49 |
| 46 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| 47 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 48 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 53 |
| 49 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 53 |
| 50 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 47 |
| 52 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 48 |
| 54 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 47 |
| 55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 56 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 54 |
| 57 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 54 |
| 58 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 55 |
| 59 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 54 |
| 60 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 52 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 62 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 54 |
| 63 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 49 |

Lampiran 17 Jawaban Responden Variabel Pemberdayaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Pemberdayaan Pegawai (X1) | | | | | | | | | | | | Total |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 |
| 1 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 48 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 7 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 54 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 51 |
| 10 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 55 |
| 11 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 49 |
| 12 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 53 |
| 13 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 53 |
| 14 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 15 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| 16 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| 17 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 53 |
| 18 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 52 |
| 19 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 54 |
| 20 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| 21 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 55 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 54 |
| 23 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 53 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 25 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 52 |
| 26 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 53 |
| 27 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 53 |
| 28 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 52 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 52 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 55 |
| 31 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 50 |
| 32 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 48 |
| 33 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 49 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 51 |
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 54 |
| 36 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 37 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 38 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 51 |
| 39 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 40 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 54 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 54 |
| 42 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 51 |
| 43 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 53 |
| 44 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 52 |
| 45 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 53 |
| 46 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 53 |
| 47 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 49 |
| 48 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| 49 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 54 |
| 50 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 48 |
| 51 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 52 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 54 |
| 53 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 52 |
| 54 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 49 |
| 55 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 53 |
| 56 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 57 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 55 |
| 58 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| 59 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 54 |
| 60 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 54 |
| 61 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 55 |
| 62 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 63 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 52 |

Lampiran 18 Jawaban Responden Variabel Koordinasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Koordinasi (X2) | | | | | | | | | | | | Total |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 2 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 50 |
| 3 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 46 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 45 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 46 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 50 |
| 11 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 50 |
| 12 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 50 |
| 13 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 51 |
| 14 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 53 |
| 15 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 53 |
| 16 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 17 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 54 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 51 |
| 19 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 48 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 51 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 52 |
| 22 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 54 |
| 23 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 53 |
| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 50 |
| 25 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 52 |
| 26 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| 27 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 55 |
| 28 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 50 |
| 29 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 53 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 53 |
| 31 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| 32 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 53 |
| 33 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 52 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 50 |
| 35 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 53 |
| 36 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 48 |
| 37 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 38 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 49 |
| 39 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 40 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 49 |
| 41 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 51 |
| 42 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 43 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 4 | 53 |
| 44 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 49 |
| 45 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 52 |
| 46 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |
| 47 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 52 |
| 48 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 48 |
| 49 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 51 |
| 50 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 49 |
| 51 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 47 |
| 52 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 52 |
| 53 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 50 |
| 54 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 52 |
| 55 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 49 |
| 56 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 52 |
| 57 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 3 | 46 |
| 58 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 51 |
| 59 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 52 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 52 |
| 61 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 51 |
| 62 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| 63 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 50 |

Lampiran 19 Jawaban Responden Variabel Kompetensi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Kompetensi Pegawai (X3) | | | | | | | | | | | | Total |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 49 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 49 |
| 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 1 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 9 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 50 |
| 10 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 53 |
| 11 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 52 |
| 12 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 49 |
| 13 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 53 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 56 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 53 |
| 16 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 54 |
| 17 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 51 |
| 18 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 53 |
| 19 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 54 |
| 20 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 56 |
| 21 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 54 |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 51 |
| 23 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 54 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 54 |
| 25 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 49 |
| 26 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 53 |
| 27 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 54 |
| 28 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 55 |
| 29 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| 30 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 55 |
| 31 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 53 |
| 32 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 54 |
| 34 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 51 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 53 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 55 |
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 54 |
| 38 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 51 |
| 39 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 53 |
| 40 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 52 |
| 41 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 54 |
| 42 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 55 |
| 43 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 50 |
| 44 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 56 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 52 |
| 46 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 51 |
| 47 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 52 |
| 48 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| 49 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 55 |
| 50 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 49 |
| 51 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 53 |
| 52 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 49 |
| 53 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| 54 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 55 |
| 55 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |
| 56 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 52 |
| 57 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |
| 58 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 55 |
| 59 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 53 |
| 60 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| 61 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 53 |
| 62 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 54 |
| 63 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |

Lampiran 20 Transformasi Data Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Total** |
| 1,000 | 4,186 | 1,000 | 2,674 | 1,000 | 1,000 | 3,396 | 4,026 | 2,603 | 3,991 | 2,596 | 1,000 | 28,471 |
| 2,596 | 2,652 | 2,606 | 2,674 | 2,597 | 2,516 | 2,176 | 4,026 | 2,603 | 3,991 | 1,000 | 2,598 | 32,034 |
| 2,596 | 2,652 | 2,606 | 4,223 | 1,000 | 1,000 | 4,730 | 4,026 | 2,603 | 3,991 | 2,596 | 2,598 | 34,620 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 3,991 | 2,596 | 2,598 | 26,967 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 22,304 |
| 2,596 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 23,900 |
| 2,596 | 4,186 | 2,606 | 4,223 | 2,597 | 1,000 | 4,730 | 1,000 | 2,603 | 2,521 | 2,596 | 2,598 | 33,254 |
| 2,596 | 2,652 | 1,000 | 2,674 | 2,597 | 2,516 | 3,396 | 1,000 | 1,000 | 2,521 | 2,596 | 2,598 | 27,145 |
| 2,596 | 2,652 | 2,606 | 4,223 | 1,000 | 3,985 | 4,730 | 4,026 | 2,603 | 3,991 | 2,596 | 1,000 | 36,007 |
| 2,596 | 2,652 | 1,000 | 2,674 | 2,597 | 1,000 | 3,396 | 1,000 | 1,000 | 3,991 | 1,000 | 2,598 | 25,502 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 3,985 | 4,730 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 28,301 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 2,176 | 2,545 | 1,000 | 3,991 | 2,596 | 2,598 | 25,747 |
| 2,596 | 4,186 | 1,000 | 2,674 | 2,597 | 3,985 | 3,396 | 4,026 | 2,603 | 3,991 | 1,000 | 1,000 | 33,052 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 2,516 | 2,176 | 2,545 | 1,000 | 2,521 | 2,596 | 2,598 | 25,874 |
| 1,000 | 2,652 | 1,000 | 4,223 | 2,597 | 2,516 | 4,730 | 2,545 | 2,603 | 2,521 | 2,596 | 2,598 | 31,579 |
| 1,000 | 4,186 | 1,000 | 4,223 | 1,000 | 2,516 | 2,176 | 2,545 | 2,603 | 2,521 | 1,000 | 2,598 | 27,367 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 2,516 | 3,396 | 4,026 | 1,000 | 2,521 | 2,596 | 1,000 | 26,977 |
| 2,596 | 2,652 | 2,606 | 4,223 | 1,000 | 2,516 | 3,396 | 2,545 | 2,603 | 2,521 | 2,596 | 1,000 | 30,253 |
| 2,596 | 2,652 | 2,606 | 4,223 | 2,597 | 3,985 | 4,730 | 4,026 | 1,000 | 3,991 | 1,000 | 2,598 | 36,002 |
| 1,000 | 1,000 | 1,000 | 2,674 | 1,000 | 2,516 | 4,730 | 4,026 | 2,603 | 3,991 | 2,596 | 2,598 | 29,733 |
| 2,596 | 4,186 | 2,606 | 4,223 | 2,597 | 3,985 | 3,396 | 2,545 | 1,000 | 3,991 | 1,000 | 1,000 | 33,123 |
| 1,000 | 2,652 | 2,606 | 4,223 | 1,000 | 3,985 | 3,396 | 2,545 | 2,603 | 2,521 | 1,000 | 2,598 | 30,128 |
| 2,596 | 2,652 | 1,000 | 2,674 | 1,000 | 3,985 | 4,730 | 4,026 | 2,603 | 3,991 | 2,596 | 2,598 | 34,449 |
| 2,596 | 2,652 | 2,606 | 4,223 | 2,597 | 3,985 | 3,396 | 4,026 | 1,000 | 2,521 | 2,596 | 1,000 | 33,197 |
| 2,596 | 2,652 | 2,606 | 2,674 | 2,597 | 2,516 | 4,730 | 2,545 | 2,603 | 2,521 | 1,000 | 2,598 | 31,637 |
| 2,596 | 4,186 | 1,000 | 2,674 | 1,000 | 2,516 | 4,730 | 2,545 | 1,000 | 3,991 | 1,000 | 1,000 | 28,237 |
| 2,596 | 4,186 | 2,606 | 4,223 | 2,597 | 3,985 | 3,396 | 2,545 | 2,603 | 3,991 | 1,000 | 1,000 | 34,726 |
| 1,000 | 1,000 | 2,606 | 2,674 | 1,000 | 2,516 | 2,176 | 4,026 | 2,603 | 3,991 | 2,596 | 2,598 | 28,786 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 3,985 | 4,730 | 2,545 | 1,000 | 2,521 | 2,596 | 1,000 | 26,702 |
| 2,596 | 4,186 | 1,000 | 2,674 | 1,000 | 3,985 | 4,730 | 4,026 | 1,000 | 3,991 | 2,596 | 1,000 | 32,783 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 1,000 | 2,176 | 2,545 | 1,000 | 2,521 | 2,596 | 1,000 | 21,164 |
| 1,000 | 2,652 | 1,000 | 1,000 | 1,000 | 2,516 | 3,396 | 2,545 | 2,603 | 2,521 | 2,596 | 2,598 | 25,426 |
| 1,000 | 2,652 | 2,606 | 2,674 | 2,597 | 3,985 | 3,396 | 2,545 | 1,000 | 1,000 | 1,000 | 1,000 | 25,454 |
| 2,596 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 1,000 | 2,596 | 1,000 | 23,974 |
| 2,596 | 2,652 | 2,606 | 4,223 | 2,597 | 2,516 | 2,176 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 29,029 |
| 1,000 | 2,652 | 2,606 | 4,223 | 1,000 | 2,516 | 3,396 | 4,026 | 2,603 | 2,521 | 2,596 | 1,000 | 30,139 |
| 2,596 | 4,186 | 2,606 | 2,674 | 2,597 | 2,516 | 3,396 | 4,026 | 2,603 | 3,991 | 2,596 | 1,000 | 34,786 |
| 2,596 | 4,186 | 2,606 | 2,674 | 1,000 | 3,985 | 4,730 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 31,440 |
| 1,000 | 4,186 | 2,606 | 2,674 | 2,597 | 2,516 | 3,396 | 4,026 | 1,000 | 3,991 | 1,000 | 1,000 | 29,991 |
| 1,000 | 2,652 | 1,000 | 1,000 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 22,228 |
| 2,596 | 2,652 | 2,606 | 2,674 | 1,000 | 2,516 | 3,396 | 4,026 | 2,603 | 3,991 | 2,596 | 1,000 | 31,655 |
| 2,596 | 2,652 | 2,606 | 4,223 | 2,597 | 3,985 | 4,730 | 4,026 | 2,603 | 3,991 | 2,596 | 2,598 | 39,201 |
| 2,596 | 4,186 | 2,606 | 2,674 | 2,597 | 2,516 | 2,176 | 2,545 | 1,000 | 2,521 | 2,596 | 2,598 | 30,610 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 3,985 | 3,396 | 2,545 | 1,000 | 1,000 | 1,000 | 1,000 | 22,251 |
| 1,000 | 1,000 | 1,000 | 2,674 | 2,597 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 23,846 |
| 2,596 | 4,186 | 2,606 | 2,674 | 1,000 | 2,516 | 3,396 | 4,026 | 2,603 | 2,521 | 2,596 | 2,598 | 33,318 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 23,900 |
| 2,596 | 2,652 | 1,000 | 2,674 | 2,597 | 3,985 | 4,730 | 2,545 | 1,000 | 2,521 | 1,000 | 2,598 | 29,897 |
| 2,596 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 4,026 | 2,603 | 3,991 | 1,000 | 2,598 | 30,051 |
| 1,000 | 2,652 | 1,000 | 1,000 | 2,597 | 3,985 | 3,396 | 4,026 | 2,603 | 2,521 | 1,000 | 1,000 | 26,779 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 2,516 | 2,176 | 2,545 | 1,000 | 1,000 | 1,000 | 1,000 | 21,159 |
| 2,596 | 4,186 | 2,606 | 2,674 | 2,597 | 2,516 | 3,396 | 4,026 | 1,000 | 2,521 | 2,596 | 2,598 | 33,311 |
| 2,596 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 2,176 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 22,680 |
| 1,000 | 2,652 | 1,000 | 1,000 | 1,000 | 2,516 | 1,000 | 2,545 | 1,000 | 2,521 | 2,596 | 2,598 | 21,428 |
| 1,000 | 2,652 | 2,606 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 23,910 |
| 1,000 | 2,652 | 1,000 | 2,674 | 2,597 | 3,985 | 3,396 | 2,545 | 2,603 | 3,991 | 2,596 | 2,598 | 31,635 |
| 2,596 | 4,186 | 2,606 | 2,674 | 1,000 | 2,516 | 3,396 | 4,026 | 2,603 | 2,521 | 1,000 | 2,598 | 31,722 |
| 2,596 | 4,186 | 1,000 | 4,223 | 2,597 | 2,516 | 3,396 | 4,026 | 1,000 | 2,521 | 2,596 | 2,598 | 33,254 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 3,985 | 4,730 | 4,026 | 2,603 | 3,991 | 1,000 | 2,598 | 31,258 |
| 2,596 | 4,186 | 1,000 | 2,674 | 2,597 | 2,516 | 3,396 | 4,026 | 1,000 | 2,521 | 1,000 | 1,000 | 28,511 |
| 1,000 | 2,652 | 1,000 | 2,674 | 1,000 | 2,516 | 3,396 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 22,304 |
| 1,000 | 1,000 | 1,000 | 2,674 | 2,597 | 3,985 | 4,730 | 4,026 | 2,603 | 2,521 | 2,596 | 2,598 | 31,329 |
| 1,000 | 2,652 | 2,606 | 4,223 | 1,000 | 2,516 | 2,176 | 2,545 | 1,000 | 2,521 | 1,000 | 1,000 | 24,239 |

Lampiran 21 Transformasi Data Pemberdayaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **Total** |
| 2,630 | 2,656 | 1,000 | 2,603 | 1,000 | 1,000 | 4,218 | 1,000 | 2,603 | 2,596 | 2,647 | 2,473 | 26,425 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 2,596 | 4,202 | 3,922 | 30,998 |
| 2,630 | 4,174 | 2,600 | 2,603 | 4,026 | 2,598 | 2,696 | 4,026 | 4,124 | 2,596 | 4,202 | 2,473 | 38,748 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 26,399 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 26,399 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 26,399 |
| 2,630 | 2,656 | 1,000 | 2,603 | 4,026 | 2,598 | 4,218 | 4,026 | 2,603 | 2,596 | 4,202 | 2,473 | 35,631 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 26,399 |
| 2,630 | 2,656 | 2,600 | 4,124 | 4,026 | 1,000 | 1,000 | 1,000 | 4,124 | 2,596 | 4,202 | 1,000 | 30,957 |
| 4,151 | 4,174 | 1,000 | 4,124 | 4,026 | 2,598 | 2,696 | 4,026 | 1,000 | 2,596 | 2,647 | 3,922 | 36,960 |
| 4,151 | 4,174 | 1,000 | 1,000 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 2,596 | 2,647 | 1,000 | 27,957 |
| 2,630 | 2,656 | 2,600 | 2,603 | 2,545 | 2,598 | 4,218 | 2,545 | 4,124 | 2,596 | 2,647 | 2,473 | 34,235 |
| 2,630 | 2,656 | 2,600 | 2,603 | 4,026 | 2,598 | 2,696 | 4,026 | 2,603 | 2,596 | 2,647 | 2,473 | 34,155 |
| 2,630 | 1,000 | 2,600 | 2,603 | 4,026 | 2,598 | 4,218 | 2,545 | 2,603 | 2,596 | 2,647 | 2,473 | 32,539 |
| 2,630 | 4,174 | 1,000 | 1,000 | 2,545 | 2,598 | 2,696 | 2,545 | 1,000 | 1,000 | 2,647 | 2,473 | 26,309 |
| 2,630 | 4,174 | 2,600 | 2,603 | 4,026 | 2,598 | 2,696 | 4,026 | 4,124 | 2,596 | 4,202 | 3,922 | 40,197 |
| 1,000 | 2,656 | 2,600 | 2,603 | 4,026 | 2,598 | 4,218 | 4,026 | 2,603 | 2,596 | 2,647 | 2,473 | 34,046 |
| 2,630 | 4,174 | 2,600 | 2,603 | 2,545 | 1,000 | 4,218 | 4,026 | 2,603 | 2,596 | 2,647 | 1,000 | 32,642 |
| 4,151 | 2,656 | 1,000 | 4,124 | 4,026 | 2,598 | 4,218 | 4,026 | 4,124 | 1,000 | 1,000 | 2,473 | 35,395 |
| 4,151 | 2,656 | 1,000 | 1,000 | 2,545 | 2,598 | 2,696 | 2,545 | 2,603 | 1,000 | 4,202 | 2,473 | 29,469 |
| 4,151 | 4,174 | 1,000 | 4,124 | 4,026 | 1,000 | 2,696 | 4,026 | 2,603 | 2,596 | 2,647 | 3,922 | 36,965 |
| 2,630 | 4,174 | 2,600 | 2,603 | 4,026 | 2,598 | 4,218 | 2,545 | 2,603 | 1,000 | 2,647 | 3,922 | 35,566 |
| 4,151 | 2,656 | 2,600 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 4,124 | 1,000 | 4,202 | 3,922 | 34,044 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 26,399 |
| 2,630 | 2,656 | 1,000 | 2,603 | 4,026 | 2,598 | 4,218 | 2,545 | 2,603 | 1,000 | 2,647 | 3,922 | 32,448 |
| 2,630 | 4,174 | 1,000 | 4,124 | 2,545 | 1,000 | 4,218 | 4,026 | 2,603 | 2,596 | 2,647 | 2,473 | 34,036 |
| 4,151 | 4,174 | 1,000 | 4,124 | 4,026 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 4,202 | 2,473 | 33,994 |
| 4,151 | 4,174 | 2,600 | 2,603 | 2,545 | 1,000 | 2,696 | 4,026 | 1,000 | 1,000 | 2,647 | 3,922 | 32,364 |
| 2,630 | 2,656 | 1,000 | 2,603 | 4,026 | 2,598 | 2,696 | 2,545 | 4,124 | 2,596 | 2,647 | 2,473 | 32,594 |
| 4,151 | 4,174 | 1,000 | 4,124 | 4,026 | 2,598 | 4,218 | 2,545 | 4,124 | 1,000 | 2,647 | 2,473 | 37,079 |
| 2,630 | 1,000 | 1,000 | 2,603 | 2,545 | 1,000 | 2,696 | 4,026 | 2,603 | 2,596 | 2,647 | 3,922 | 29,269 |
| 2,630 | 2,656 | 2,600 | 2,603 | 2,545 | 2,598 | 2,696 | 2,545 | 1,000 | 1,000 | 1,000 | 2,473 | 26,347 |
| 2,630 | 2,656 | 1,000 | 1,000 | 2,545 | 2,598 | 2,696 | 1,000 | 2,603 | 2,596 | 2,647 | 3,922 | 27,893 |
| 2,630 | 2,656 | 1,000 | 2,603 | 1,000 | 1,000 | 4,218 | 4,026 | 2,603 | 2,596 | 2,647 | 3,922 | 30,900 |
| 2,630 | 2,656 | 2,600 | 2,603 | 4,026 | 2,598 | 2,696 | 4,026 | 2,603 | 2,596 | 4,202 | 2,473 | 35,710 |
| 1,000 | 2,656 | 1,000 | 2,603 | 2,545 | 2,598 | 2,696 | 2,545 | 2,603 | 2,596 | 2,647 | 2,473 | 27,963 |
| 2,630 | 4,174 | 1,000 | 2,603 | 4,026 | 1,000 | 4,218 | 4,026 | 2,603 | 2,596 | 2,647 | 3,922 | 35,445 |
| 2,630 | 2,656 | 2,600 | 2,603 | 4,026 | 2,598 | 4,218 | 2,545 | 2,603 | 1,000 | 2,647 | 1,000 | 31,126 |
| 1,000 | 2,656 | 1,000 | 2,603 | 2,545 | 2,598 | 2,696 | 2,545 | 2,603 | 2,596 | 2,647 | 2,473 | 27,963 |
| 4,151 | 2,656 | 2,600 | 4,124 | 2,545 | 2,598 | 4,218 | 4,026 | 1,000 | 1,000 | 2,647 | 3,922 | 35,486 |
| 4,151 | 4,174 | 2,600 | 2,603 | 4,026 | 2,598 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 3,922 | 35,565 |
| 4,151 | 2,656 | 2,600 | 2,603 | 2,545 | 2,598 | 4,218 | 2,545 | 2,603 | 1,000 | 1,000 | 2,473 | 30,992 |
| 2,630 | 2,656 | 2,600 | 2,603 | 4,026 | 1,000 | 2,696 | 2,545 | 4,124 | 2,596 | 2,647 | 3,922 | 34,045 |
| 2,630 | 4,174 | 1,000 | 1,000 | 2,545 | 2,598 | 2,696 | 4,026 | 4,124 | 2,596 | 2,647 | 2,473 | 32,509 |
| 4,151 | 4,174 | 2,600 | 2,603 | 2,545 | 1,000 | 4,218 | 2,545 | 2,603 | 1,000 | 4,202 | 2,473 | 34,114 |
| 2,630 | 2,656 | 2,600 | 4,124 | 2,545 | 2,598 | 2,696 | 4,026 | 2,603 | 1,000 | 2,647 | 3,922 | 34,047 |
| 2,630 | 2,656 | 1,000 | 2,603 | 4,026 | 1,000 | 4,218 | 2,545 | 2,603 | 1,000 | 1,000 | 2,473 | 27,754 |
| 4,151 | 4,174 | 1,000 | 2,603 | 2,545 | 2,598 | 2,696 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 31,035 |
| 4,151 | 2,656 | 2,600 | 4,124 | 2,545 | 1,000 | 4,218 | 4,026 | 4,124 | 2,596 | 2,647 | 1,000 | 35,686 |
| 4,151 | 4,174 | 1,000 | 4,124 | 1,000 | 1,000 | 1,000 | 2,545 | 2,603 | 1,000 | 1,000 | 2,473 | 26,069 |
| 2,630 | 2,656 | 2,600 | 2,603 | 2,545 | 1,000 | 4,218 | 2,545 | 2,603 | 1,000 | 2,647 | 2,473 | 29,520 |
| 2,630 | 1,000 | 2,600 | 2,603 | 4,026 | 2,598 | 4,218 | 4,026 | 2,603 | 2,596 | 4,202 | 2,473 | 35,575 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 2,598 | 2,696 | 4,026 | 4,124 | 1,000 | 2,647 | 3,922 | 32,447 |
| 1,000 | 2,656 | 1,000 | 4,124 | 2,545 | 1,000 | 2,696 | 2,545 | 2,603 | 1,000 | 4,202 | 2,473 | 27,844 |
| 2,630 | 4,174 | 2,600 | 2,603 | 2,545 | 2,598 | 4,218 | 2,545 | 2,603 | 2,596 | 2,647 | 2,473 | 34,232 |
| 2,630 | 2,656 | 2,600 | 4,124 | 4,026 | 1,000 | 4,218 | 4,026 | 4,124 | 1,000 | 2,647 | 2,473 | 35,524 |
| 4,151 | 2,656 | 2,600 | 4,124 | 2,545 | 1,000 | 2,696 | 4,026 | 2,603 | 2,596 | 4,202 | 3,922 | 37,121 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 2,598 | 2,696 | 4,026 | 2,603 | 1,000 | 2,647 | 2,473 | 29,478 |
| 2,630 | 2,656 | 1,000 | 2,603 | 2,545 | 2,598 | 4,218 | 4,026 | 4,124 | 2,596 | 2,647 | 3,922 | 35,564 |
| 4,151 | 4,174 | 2,600 | 4,124 | 2,545 | 1,000 | 2,696 | 2,545 | 4,124 | 1,000 | 2,647 | 3,922 | 35,527 |
| 2,630 | 2,656 | 2,600 | 4,124 | 4,026 | 2,598 | 4,218 | 2,545 | 4,124 | 1,000 | 4,202 | 2,473 | 37,195 |
| 2,630 | 4,174 | 1,000 | 2,603 | 4,026 | 1,000 | 2,696 | 4,026 | 2,603 | 2,596 | 2,647 | 3,922 | 33,923 |
| 2,630 | 2,656 | 1,000 | 2,603 | 4,026 | 2,598 | 2,696 | 2,545 | 2,603 | 2,596 | 2,647 | 3,922 | 32,522 |

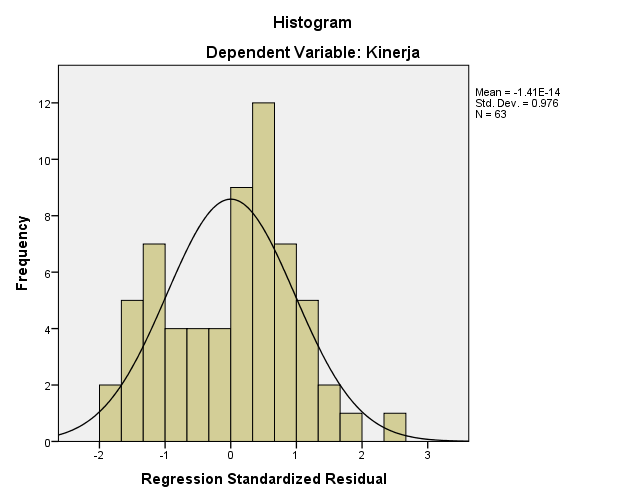
Lampiran 22 Transformasi Data Koordinasi (X2)

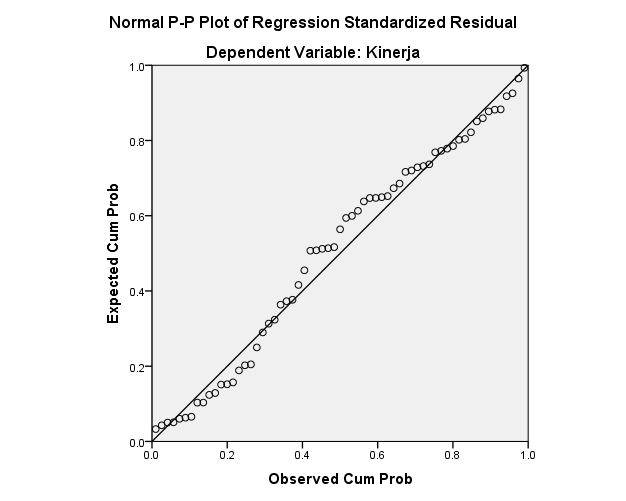
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** | **Total** |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 2,939 | 2,497 | 28,910 |
| 2,444 | 4,369 | 1,000 | 4,189 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 2,939 | 2,497 | 33,488 |
| 1,000 | 1,000 | 1,000 | 2,674 | 1,000 | 4,367 | 1,000 | 1,000 | 3,030 | 2,539 | 1,000 | 1,000 | 20,609 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 1,000 | 1,000 | 3,030 | 2,539 | 2,939 | 2,497 | 27,364 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 29,989 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 29,989 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 1,000 | 2,939 | 2,497 | 27,371 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 29,989 |
| 2,444 | 2,808 | 2,616 | 1,000 | 4,113 | 1,000 | 1,000 | 1,000 | 3,030 | 3,617 | 2,939 | 1,000 | 26,566 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 4,040 | 1,000 | 4,627 | 3,617 | 2,939 | 2,497 | 33,080 |
| 2,444 | 1,000 | 1,000 | 4,189 | 4,113 | 4,367 | 2,546 | 1,000 | 3,030 | 2,539 | 4,505 | 2,497 | 33,229 |
| 1,000 | 2,808 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 1,000 | 1,000 | 3,617 | 4,505 | 3,999 | 32,643 |
| 2,444 | 2,808 | 1,000 | 4,189 | 4,113 | 2,823 | 4,040 | 1,000 | 3,030 | 2,539 | 4,505 | 2,497 | 34,987 |
| 2,444 | 2,808 | 1,000 | 4,189 | 4,113 | 4,367 | 4,040 | 2,655 | 3,030 | 4,861 | 2,939 | 1,000 | 37,445 |
| 3,880 | 4,369 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 4,627 | 2,539 | 2,939 | 2,497 | 38,219 |
| 2,444 | 2,808 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 33,049 |
| 2,444 | 2,808 | 2,616 | 4,189 | 4,113 | 2,823 | 2,546 | 2,655 | 3,030 | 3,617 | 4,505 | 3,999 | 39,344 |
| 3,880 | 2,808 | 1,000 | 2,674 | 2,612 | 2,823 | 4,040 | 1,000 | 3,030 | 3,617 | 4,505 | 2,497 | 34,484 |
| 1,000 | 2,808 | 1,000 | 2,674 | 4,113 | 4,367 | 1,000 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 30,044 |
| 2,444 | 4,369 | 1,000 | 2,674 | 2,612 | 2,823 | 4,040 | 1,000 | 3,030 | 4,861 | 2,939 | 2,497 | 34,287 |
| 3,880 | 2,808 | 2,616 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 4,627 | 2,539 | 2,939 | 1,000 | 36,777 |
| 3,880 | 4,369 | 2,616 | 2,674 | 4,113 | 2,823 | 2,546 | 2,655 | 3,030 | 3,617 | 4,505 | 2,497 | 39,322 |
| 3,880 | 4,369 | 2,616 | 4,189 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 2,939 | 3,999 | 38,041 |
| 2,444 | 2,808 | 1,000 | 2,674 | 4,113 | 4,367 | 1,000 | 1,000 | 3,030 | 3,617 | 4,505 | 2,497 | 33,054 |
| 2,444 | 4,369 | 1,000 | 2,674 | 2,612 | 4,367 | 4,040 | 1,000 | 4,627 | 2,539 | 4,505 | 2,497 | 36,673 |
| 2,444 | 4,369 | 2,616 | 2,674 | 4,113 | 2,823 | 4,040 | 1,000 | 3,030 | 3,617 | 2,939 | 2,497 | 36,160 |
| 3,880 | 2,808 | 1,000 | 4,189 | 2,612 | 2,823 | 2,546 | 2,655 | 4,627 | 4,861 | 4,505 | 3,999 | 40,504 |
| 2,444 | 2,808 | 2,616 | 4,189 | 2,612 | 4,367 | 2,546 | 1,000 | 4,627 | 1,710 | 2,939 | 2,497 | 34,356 |
| 2,444 | 2,808 | 1,000 | 2,674 | 4,113 | 2,823 | 4,040 | 2,655 | 4,627 | 3,617 | 2,939 | 3,999 | 37,737 |
| 3,880 | 4,369 | 2,616 | 2,674 | 2,612 | 4,367 | 2,546 | 2,655 | 3,030 | 2,539 | 2,939 | 3,999 | 38,223 |
| 1,000 | 2,808 | 2,616 | 2,674 | 2,612 | 4,367 | 2,546 | 1,000 | 3,030 | 3,617 | 4,505 | 2,497 | 33,271 |
| 2,444 | 4,369 | 2,616 | 4,189 | 2,612 | 4,367 | 4,040 | 2,655 | 3,030 | 2,539 | 2,939 | 2,497 | 38,295 |
| 2,444 | 4,369 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 3,030 | 1,710 | 4,505 | 3,999 | 37,425 |
| 3,880 | 2,808 | 2,616 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 4,627 | 2,539 | 2,939 | 2,497 | 33,559 |
| 2,444 | 2,808 | 2,616 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 4,627 | 2,539 | 4,505 | 2,497 | 38,404 |
| 2,444 | 4,369 | 1,000 | 2,674 | 1,000 | 2,823 | 4,040 | 1,000 | 3,030 | 1,710 | 2,939 | 3,999 | 31,027 |
| 2,444 | 2,808 | 2,616 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 4,627 | 3,617 | 4,505 | 2,497 | 39,483 |
| 3,880 | 2,808 | 1,000 | 4,189 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 4,505 | 1,000 | 31,930 |
| 2,444 | 4,369 | 1,000 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 4,627 | 3,617 | 2,939 | 2,497 | 33,147 |
| 2,444 | 2,808 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 1,000 | 3,030 | 2,539 | 2,939 | 2,497 | 31,970 |
| 3,880 | 2,808 | 2,616 | 2,674 | 2,612 | 2,823 | 4,040 | 1,000 | 4,627 | 3,617 | 2,939 | 1,000 | 34,634 |
| 2,444 | 2,808 | 1,000 | 2,674 | 2,612 | 4,367 | 2,546 | 1,000 | 3,030 | 4,861 | 2,939 | 2,497 | 32,777 |
| 2,444 | 4,369 | 2,616 | 2,674 | 4,113 | 4,367 | 4,040 | 2,655 | 3,030 | 1,710 | 4,505 | 2,497 | 39,018 |
| 1,000 | 4,369 | 1,000 | 4,189 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 1,000 | 4,505 | 3,999 | 33,573 |
| 3,880 | 2,808 | 1,000 | 2,674 | 2,612 | 4,367 | 2,546 | 1,000 | 3,030 | 4,861 | 4,505 | 2,497 | 35,778 |
| 3,880 | 2,808 | 1,000 | 2,674 | 4,113 | 4,367 | 4,040 | 2,655 | 4,627 | 3,617 | 2,939 | 2,497 | 39,215 |
| 2,444 | 4,369 | 2,616 | 2,674 | 2,612 | 2,823 | 2,546 | 2,655 | 4,627 | 3,617 | 4,505 | 1,000 | 36,486 |
| 1,000 | 2,808 | 1,000 | 2,674 | 2,612 | 4,367 | 2,546 | 2,655 | 3,030 | 2,539 | 2,939 | 2,497 | 30,665 |
| 2,444 | 4,369 | 2,616 | 4,189 | 2,612 | 2,823 | 2,546 | 1,000 | 4,627 | 2,539 | 2,939 | 2,497 | 35,200 |
| 3,880 | 4,369 | 1,000 | 2,674 | 1,000 | 4,367 | 2,546 | 1,000 | 3,030 | 1,710 | 2,939 | 3,999 | 32,512 |
| 2,444 | 2,808 | 1,000 | 1,000 | 2,612 | 2,823 | 1,000 | 1,000 | 3,030 | 3,617 | 4,505 | 2,497 | 28,335 |
| 2,444 | 2,808 | 1,000 | 4,189 | 2,612 | 4,367 | 2,546 | 2,655 | 4,627 | 3,617 | 2,939 | 2,497 | 36,301 |
| 1,000 | 4,369 | 1,000 | 4,189 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 4,505 | 2,497 | 33,610 |
| 1,000 | 2,808 | 1,000 | 2,674 | 4,113 | 4,367 | 2,546 | 2,655 | 4,627 | 3,617 | 4,505 | 2,497 | 36,408 |
| 3,880 | 2,808 | 2,616 | 2,674 | 2,612 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 4,505 | 1,000 | 32,030 |
| 2,444 | 4,369 | 1,000 | 2,674 | 4,113 | 4,367 | 2,546 | 1,000 | 4,627 | 3,617 | 2,939 | 2,497 | 36,192 |
| 2,444 | 2,808 | 2,616 | 2,674 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 1,000 | 2,939 | 1,000 | 28,991 |
| 2,444 | 2,808 | 2,616 | 4,189 | 2,612 | 2,823 | 2,546 | 1,000 | 4,627 | 2,539 | 4,505 | 2,497 | 35,206 |
| 1,000 | 2,808 | 2,616 | 2,674 | 4,113 | 4,367 | 4,040 | 1,000 | 4,627 | 3,617 | 2,939 | 2,497 | 36,297 |
| 2,444 | 2,808 | 2,616 | 4,189 | 4,113 | 4,367 | 4,040 | 1,000 | 3,030 | 3,617 | 2,939 | 1,000 | 36,162 |
| 3,880 | 4,369 | 1,000 | 4,189 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 2,539 | 2,939 | 2,497 | 34,923 |
| 2,444 | 2,808 | 2,616 | 4,189 | 2,612 | 2,823 | 4,040 | 2,655 | 3,030 | 3,617 | 4,505 | 2,497 | 37,835 |
| 2,444 | 2,808 | 2,616 | 2,674 | 4,113 | 2,823 | 2,546 | 1,000 | 3,030 | 4,861 | 2,939 | 1,000 | 32,852 |

Lampiran 23 Transformasi Data Kompetensi (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **Total** |
| 2,628 | 4,595 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 2,597 | 1,000 | 1,000 | 2,870 | 2,318 | 27,046 |
| 2,628 | 4,595 | 1,000 | 4,448 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 1,000 | 2,870 | 2,318 | 27,005 |
| 1,000 | 3,007 | 1,000 | 4,448 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 4,108 | 1,000 | 3,652 | 29,554 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 25,466 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 25,466 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 25,466 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 25,466 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 25,466 |
| 1,000 | 3,007 | 1,000 | 4,448 | 2,608 | 2,538 | 2,597 | 1,000 | 1,000 | 4,108 | 4,420 | 1,000 | 28,726 |
| 4,135 | 3,007 | 1,000 | 4,448 | 2,608 | 4,018 | 2,597 | 2,597 | 1,000 | 2,605 | 2,870 | 2,318 | 33,201 |
| 4,135 | 3,007 | 2,611 | 2,893 | 1,000 | 1,000 | 2,597 | 1,000 | 2,600 | 4,108 | 2,870 | 3,652 | 31,472 |
| 4,135 | 3,007 | 1,000 | 2,893 | 1,000 | 1,000 | 2,597 | 1,000 | 2,600 | 4,108 | 2,870 | 1,000 | 27,209 |
| 4,135 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 2,597 | 1,000 | 2,600 | 4,108 | 2,870 | 3,652 | 33,007 |
| 4,135 | 3,007 | 2,611 | 4,448 | 2,608 | 2,538 | 2,597 | 2,597 | 2,600 | 4,108 | 4,420 | 2,318 | 37,986 |
| 2,628 | 3,007 | 2,611 | 4,448 | 2,608 | 2,538 | 1,000 | 1,000 | 2,600 | 4,108 | 4,420 | 2,318 | 33,286 |
| 2,628 | 4,595 | 1,000 | 4,448 | 2,608 | 4,018 | 2,597 | 2,597 | 2,600 | 4,108 | 2,870 | 1,000 | 35,068 |
| 4,135 | 3,007 | 1,000 | 2,893 | 1,000 | 1,000 | 2,597 | 1,000 | 1,000 | 4,108 | 4,420 | 3,652 | 29,812 |
| 4,135 | 3,007 | 2,611 | 2,893 | 2,608 | 4,018 | 2,597 | 1,000 | 2,600 | 2,605 | 2,870 | 2,318 | 33,260 |
| 2,628 | 4,595 | 2,611 | 4,448 | 2,608 | 4,018 | 2,597 | 2,597 | 1,000 | 2,605 | 2,870 | 2,318 | 34,893 |
| 2,628 | 4,595 | 1,000 | 4,448 | 4,117 | 4,018 | 1,000 | 1,000 | 2,600 | 4,108 | 4,420 | 3,652 | 37,586 |
| 2,628 | 3,007 | 2,611 | 4,448 | 4,117 | 2,538 | 1,000 | 2,597 | 2,600 | 4,108 | 2,870 | 2,318 | 34,840 |
| 4,135 | 3,007 | 2,611 | 2,893 | 2,608 | 2,538 | 1,000 | 2,597 | 2,600 | 2,605 | 2,870 | 1,000 | 30,462 |
| 4,135 | 4,595 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 2,597 | 1,000 | 2,605 | 4,420 | 2,318 | 34,785 |
| 4,135 | 4,595 | 2,611 | 2,893 | 2,608 | 4,018 | 1,000 | 1,000 | 2,600 | 2,605 | 4,420 | 2,318 | 34,803 |
| 4,135 | 3,007 | 1,000 | 2,893 | 1,000 | 2,538 | 1,000 | 2,597 | 1,000 | 4,108 | 2,870 | 1,000 | 27,147 |
| 4,135 | 3,007 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 1,000 | 1,000 | 4,108 | 2,870 | 3,652 | 32,887 |
| 2,628 | 4,595 | 2,611 | 4,448 | 4,117 | 2,538 | 2,597 | 1,000 | 1,000 | 2,605 | 4,420 | 2,318 | 34,876 |
| 2,628 | 4,595 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 2,597 | 2,600 | 4,108 | 2,870 | 3,652 | 36,165 |
| 4,135 | 4,595 | 1,000 | 2,893 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 2,605 | 4,420 | 2,318 | 33,305 |
| 2,628 | 4,595 | 2,611 | 2,893 | 4,117 | 4,018 | 2,597 | 1,000 | 1,000 | 4,108 | 2,870 | 3,652 | 36,087 |
| 2,628 | 4,595 | 2,611 | 2,893 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 2,605 | 4,420 | 2,318 | 33,409 |
| 2,628 | 3,007 | 2,611 | 4,448 | 2,608 | 1,000 | 2,597 | 1,000 | 1,000 | 2,605 | 2,870 | 2,318 | 28,691 |
| 4,135 | 4,595 | 2,611 | 2,893 | 2,608 | 2,538 | 1,000 | 2,597 | 2,600 | 2,605 | 4,420 | 2,318 | 34,919 |
| 4,135 | 3,007 | 1,000 | 2,893 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 2,605 | 4,420 | 1,000 | 30,399 |
| 4,135 | 4,595 | 1,000 | 2,893 | 2,608 | 2,538 | 1,000 | 2,597 | 2,600 | 2,605 | 4,420 | 2,318 | 33,309 |
| 2,628 | 3,007 | 2,611 | 4,448 | 4,117 | 4,018 | 1,000 | 1,000 | 2,600 | 4,108 | 4,420 | 2,318 | 36,275 |
| 4,135 | 3,007 | 2,611 | 2,893 | 2,608 | 2,538 | 1,000 | 2,597 | 2,600 | 4,108 | 2,870 | 3,652 | 34,618 |
| 4,135 | 4,595 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 1,000 | 1,000 | 2,605 | 2,870 | 1,000 | 30,320 |
| 2,628 | 3,007 | 1,000 | 4,448 | 4,117 | 4,018 | 1,000 | 2,597 | 2,600 | 4,108 | 2,870 | 1,000 | 33,392 |
| 2,628 | 3,007 | 2,611 | 4,448 | 2,608 | 4,018 | 1,000 | 2,597 | 1,000 | 2,605 | 4,420 | 1,000 | 31,941 |
| 4,135 | 3,007 | 2,611 | 4,448 | 4,117 | 2,538 | 1,000 | 1,000 | 1,000 | 4,108 | 2,870 | 3,652 | 34,485 |
| 2,628 | 4,595 | 1,000 | 4,448 | 4,117 | 2,538 | 2,597 | 2,597 | 1,000 | 4,108 | 4,420 | 2,318 | 36,366 |
| 2,628 | 3,007 | 2,611 | 2,893 | 4,117 | 2,538 | 1,000 | 1,000 | 2,600 | 2,605 | 2,870 | 1,000 | 28,867 |
| 4,135 | 4,595 | 2,611 | 4,448 | 4,117 | 2,538 | 2,597 | 1,000 | 2,600 | 2,605 | 4,420 | 2,318 | 37,983 |
| 2,628 | 3,007 | 2,611 | 2,893 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 2,605 | 4,420 | 2,318 | 31,821 |
| 4,135 | 3,007 | 1,000 | 4,448 | 4,117 | 2,538 | 1,000 | 1,000 | 1,000 | 4,108 | 2,870 | 1,000 | 30,222 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 2,597 | 2,600 | 2,605 | 2,870 | 2,318 | 31,739 |
| 4,135 | 4,595 | 1,000 | 4,448 | 2,608 | 2,538 | 1,000 | 2,597 | 2,600 | 2,605 | 4,420 | 3,652 | 36,198 |
| 4,135 | 3,007 | 2,611 | 2,893 | 4,117 | 2,538 | 2,597 | 2,597 | 2,600 | 4,108 | 2,870 | 2,318 | 36,389 |
| 2,628 | 3,007 | 1,000 | 1,000 | 4,117 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 4,420 | 2,318 | 26,632 |
| 2,628 | 3,007 | 1,000 | 4,448 | 4,117 | 2,538 | 2,597 | 1,000 | 1,000 | 4,108 | 2,870 | 3,652 | 32,964 |
| 2,628 | 3,007 | 1,000 | 2,893 | 2,608 | 1,000 | 1,000 | 2,597 | 2,600 | 2,605 | 2,870 | 2,318 | 27,125 |
| 2,628 | 1,000 | 1,000 | 4,448 | 2,608 | 2,538 | 2,597 | 2,597 | 2,600 | 4,108 | 4,420 | 2,318 | 32,862 |
| 4,135 | 3,007 | 2,611 | 2,893 | 2,608 | 4,018 | 1,000 | 1,000 | 2,600 | 4,108 | 4,420 | 3,652 | 36,052 |
| 4,135 | 3,007 | 1,000 | 2,893 | 2,608 | 4,018 | 2,597 | 2,597 | 2,600 | 2,605 | 2,870 | 2,318 | 33,246 |
| 2,628 | 3,007 | 1,000 | 4,448 | 4,117 | 2,538 | 1,000 | 2,597 | 1,000 | 2,605 | 2,870 | 3,652 | 31,460 |
| 4,135 | 3,007 | 1,000 | 2,893 | 4,117 | 2,538 | 2,597 | 1,000 | 2,600 | 2,605 | 4,420 | 2,318 | 33,229 |
| 4,135 | 4,595 | 1,000 | 4,448 | 4,117 | 2,538 | 2,597 | 2,597 | 1,000 | 4,108 | 4,420 | 1,000 | 36,555 |
| 2,628 | 3,007 | 1,000 | 4,448 | 2,608 | 4,018 | 1,000 | 1,000 | 1,000 | 4,108 | 4,420 | 3,652 | 32,889 |
| 2,628 | 4,595 | 2,611 | 2,893 | 4,117 | 2,538 | 1,000 | 1,000 | 1,000 | 2,605 | 2,870 | 3,652 | 31,507 |
| 4,135 | 3,007 | 1,000 | 4,448 | 4,117 | 4,018 | 1,000 | 1,000 | 1,000 | 4,108 | 2,870 | 2,318 | 33,020 |
| 2,628 | 3,007 | 2,611 | 2,893 | 2,608 | 2,538 | 2,597 | 2,597 | 1,000 | 4,108 | 4,420 | 3,652 | 34,658 |
| 2,628 | 4,595 | 2,611 | 2,893 | 2,608 | 2,538 | 2,597 | 1,000 | 2,600 | 2,605 | 4,420 | 2,318 | 33,412 |

Lampiran 24 Hasil Uji Normalitas



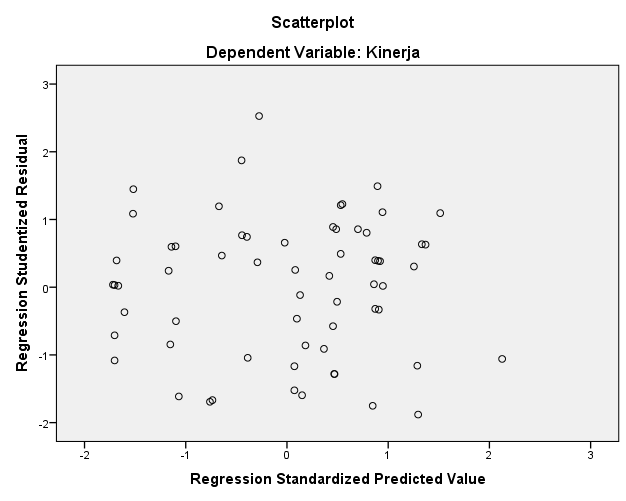


|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 63 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.38298241 |
| Most Extreme Differences | Absolute | .095 |
| Positive | .071 |
| Negative | -.095 |
| Test Statistic | | .095 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Lampiran 25 Hasil Uji Multikolinieritas

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Pemberdayaan | .948 | 1.055 |
| Koordinasi | .872 | 1.147 |
| Kompetensi | .854 | 1.170 |
| a. Dependent Variable: Kinerja | | | | |

Lampiran 26 Hasil Uji Heteroskedastisitas



Lampiran 27 Hasil Uji Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .485a | .236 | .197 | 1.418 | 1.918 |
| a. Predictors: (Constant), Kompetensi, Pemberdayaan, Koordinasi | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

Lampiran 28 Analisis Regresi Linier Berganda

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 34.654 | 5.513 |  |
| Pemberdayaan | .311 | .076 | .476 |
| Koordinasi | .006 | .077 | .010 |
| Kompetensi | .022 | .084 | .031 |
| a. Dependent Variable: Kinerja | | | | | |

Lampiran 29 Hasil Uji t

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 34.654 | 5.513 |  | 6.286 | .000 |
| Pemberdayaan | .311 | .076 | .476 | 4.071 | .000 |
| Koordinasi | .006 | .077 | .010 | .082 | .935 |
| Kompetensi | .022 | .084 | .031 | .256 | .799 |
| a. Dependent Variable: Kinerja | | | | | | | |

Lampiran 30 Hasil Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 36.554 | 3 | 12.185 | 6.062 | .001b |
| Residual | 118.584 | 59 | 2.010 |  |  |
| Total | 155.138 | 62 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Kompetensi, Pemberdayaan, Koordinasi | | | | | | |

Lampiran 31 Hasil Uji Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .485a | .236 | .197 | 1.418 | 1.918 |
| a. Predictors: (Constant), Kompetensi, Pemberdayaan, Koordinasi | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

Lampiran 32 Hasil Wawancara

|  |  |  |
| --- | --- | --- |
| **NO** | **PERTANYAAN** | **JAWABAN** |
| 1. | Apakah para pegawai dapat menyelesaikan tugas sesuai dengan target dan standar pekerjaan yang ditentukan? | Ya, pegawai menyelesaikan pekerjaannya sesuai standar dan target yang telah ditentukan. |
| 2. | Apakah para pegawai tidak menunda dalam menyelesaikan tugas yang telah menjadi tanggung jawabnya dan dapat menyelesaikan tepat waktu? | Pegawai menyelesaikan pekerjaan yang menjadi tanggungjawabnya tepat waktu. |
| 3. | Bagaimana tingkat kehadiran para pegawai di Setda Kab.Tegal? | Ada beberapa pegawai yang tidak hadir tanpa keterangan dan masih banyak pegawai yang terlambat melakukan presensi. |
| 4. | Bagaimana hubungan kerja para pegawai Setda Kab.Tegal sesama rekan kerjanya? Apakah dapat bekerjasama dengan baik? | Sesama rekan kerja mempunyai hubungan yang harmonis dan mampu bekerjasama. |
| 5. | Apakah para pegawai Setda Kab.Tegal diberi kesempatan oleh pimpinan untuk berpartisipasi dan mengidentifikasi masalah dalam pembuatan suatu kebijakan di lingkungan kerjanya? | Ya, pegawai diberikan kesempatan berpartisipasi dan diberi pembinaan oleh pimpinan tetapi tidak semua pegwai. |
| 6. | Apakah para pegawai Setda Kab.Tegal diberikan tugas penting  dengan jadwal instruksi kerja yang jelas dan mampu menyelesaikan tugasnya dengan baik? | Ya, pegawai melaksanakan pekerjaannya dengan istruksi yang jelas. |
| 7. | Apakah para pegawai Setda Kab.Tegal diberikan kesempatan oleh pimpinan dalam menyampaikan ide dan saran terhadap pekerjaan? | Ya, pegawai diberi kesempatan untuk menyampaikan ide dan saran terhaadap pekerjaannya. |
| 8. | Apakah para pegawai Setda.Kab.Tegal menganggap pegawai lain sebagai partner strategis dan mau memberikan bantuan kepada rekan kerja dalam penyelesaian pekerjaannya? | Ya, pegawai lain dianggap partner strategis untuk sarana belajar satu sama lain dan dapat saling membantu dalam penyelesaian pekerjaan. |
| 9. | Bagaimana proses koordinasi di Setda Kab.Tegal? Apakah alur informasinya sesuai dengan prosedur yang telah ditetapkan? | Ya, informasi yang diberikan sesuai prosedur. |
| 10. | Bagaimana komunikasi para pegawai Setda Kab.Tegal ketika membahas permasalahan dalam pembuatan kebijakan? Apakah berkomunikasi secara terbuka? | Ya, dalam membahas dalam pembuatan kebijakan, para pegawai berkomunikasi secara terbuka. |
| 11. | Bagaimana peran pejabat yang berwenang dalam proses koordinasi di Setda Kab.Tegal? Apakah aktif terlibat? | Pejabat yang berwenang aktif terlibat dalam proses koordinasi. |
| 12. | Apakah para pegawai Setda Kab.Tegal bersikap disiplin terhadap hasil koordinasi yang telah disepakati? | Ya, pegawai disiplin terhadap hasil koordinasi. |
| 13. | Apakah para pegawai Setda Kab.Tegal memiliki pengetahuan dan mampu memahami pekerjaan yang diberikan? | Ya, pegawai memahami pekerjaan yang diberikan dan menjadi tanggungjawabnya. |
| 14. | Bagaimana cara para pegawai Setda Kab.Tegal dalam menghadapi keluhan (*coplain*) terhadap pekerjaan yang sudah mereka laksanakan? | Berkoordinasi dengan rekan kerja dan pimpinan secara langsung |
| 15. | Apakah Setda Kab.Tegal memberikan pelatihan kepada para pagawainya setiap tahunnya? | Tidak setiap tahun pegawai diberikan pelatihan |



Peneliti

Misbachussurur Firmansyah

Lampiran 33 Data Pendukung Latar Belakang Masalah

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Bulan** | **Jumlah Hari Kerja** | **Jumlah Pegawai** | **Ketidak- hadiran** | | **Persentase Ketidak- hadiran** | **Keterlambatan** | **Persentase Keterlambatan** |
| **TK** | **CT** |
| Januari | 21 | 136 | 9 | 30 | 29% | 76 | 55,88% |
| Februari | 20 | 136 | 6 | 28 | 25% | 83 | 61,02% |
| Maret | 21 | 136 | 10 | 37 | 30,88% | 69 | 50,73% |
| April | 14 | 136 | 7 | 24 | 22,79% | 63 | 46,32% |
| Mei | 21 | 136 | 8 | 25 | 24,26% | 72 | 52,94% |
| Juni | 17 | 136 | 7 | 21 | 20,58% | 64 | 47,05% |
| Juli | 21 | 136 | 14 | 21 | 25,73% | 74 | 54,41% |
| Agustus | 22 | 136 | 4 | 27 | 22,79% | 60 | 44,11% |
| September | 20 | 136 | 5 | 40 | 33,08% | 49 | 36,02% |
| Oktober | 22 | 136 | 5 | 36 | 30,14% | 46 | 33,82% |
| November | 22 | 136 | 3 | 30 | 24,26% | 60 | 44,11% |
| Desember | 19 | 136 | 4 | 41 | 30,14% | 62 | 45,58% |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | BAGIAN | TINGKAT PENDIDIKAN | | | | | | JUMLAH |
| SD | SLTP | SLTA | D3 | S-1 | S-2 |  |
| 1 | Sekretariat Daerah |  |  |  |  |  | 1 | 1 |
| 2 | Asisten I, II, III |  |  |  |  |  | 3 | 3 |
| 3 | Staf Ahli Bupati |  |  |  |  |  | 3 | 3 |
| 4 | Pemerintahan |  |  | 3 |  | 5 | 2 | 10 |
| 5 | Hukum |  |  |  | 1 | 7 | 3 | 11 |
| 6 | Protokol dan Komunikasi Pimpinan |  | 1 | 9 | 2 | 5 | 5 | 22 |
| 7 | Perekonomian dan Pembangunan |  |  | 2 |  | 4 | 3 | 9 |
| 8 | Kesra |  |  | 4 |  | 3 | 1 | 8 |
| 9 | Pengadaan Barang dan Jasa |  |  | 4 |  | 11 | 6 | 21 |
| 10 | Organisasi |  |  | 2 | 1 | 5 | 1 | 9 |
| 11 | Perencanaan dan Keuangan |  |  | 2 | 2 | 8 |  | 12 |
| 12 | Umum | 1 | 2 | 16 |  | 8 |  | 27 |
|  | Jumlah | 1 | 2 | 42 | 6 | 56 | 28 | 136 |
|  | Persentase | 1% | 2% | 31% | 4% | 41% | 21% | 100% |

