**DAFTAR PUSTAKA**

Aprilia, Rezky. 2022. “Pengaruh Motivasi Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Di Kantor Polisi Pamong Praja (Satpol PP) Kota Bandung Provinsi Jawa Barat.” *Jurnal Tatapamong* 1(1): 105–21.

Arikunto, Suharsimi. 2021. *Prosedur Penelitian : Suatu Pendekatan Praktek*. Jakarta: Rineka Cipta.

Badriyah, Mila. 2021. *Manajemen Sumber Daya Manusia*. Bandung: CV. Pustaka Setia.

Bahri, M. Saiful, Bachtiar Irawan, Tumini, and Zianatin Nuri. 2022. “Pengaruh Pengembangan Karir Dan Kompensasi Terhadap Kinerja Pegawai Satuan Polisi Pamong Praja Kota Probolinggo.” *PUBLIK: Jurnal Manajemen Sumber Daya Manusia, Adminsitrasi dan Pelayanan Publik Universitas Bina Taruna Gorontalo* 9(4).

Bangun, Wilson. 2019. *Manajemen Sumber Daya Manusia*. Bandung: Erlangga.

Dessler, Gary. 2020. *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.

Fahrizal, Angga Hafiidh. 2023. “Strategi Pengembangan Talenta Dan Karier ASN Pasca Diundangkannya UU Nomor 20 Tahun 2023 Tentang ASN.” *Jurnal Kebijakan dan Manajemen PNSanajemen PNS* 17(2).

Fariyadi, Nanang, Trecy Austin, and Ibrahim. 2022. “Pengaruh Budaya Organisasi Dan Disiplin Kerja Terhadap Kinerja Satuan Polisi Pamong Praja Kabupaten Musi Banyuasin.” *Jurnal Pemerintahan dan Politik* 7(4): 34–39.

Furqon, Ardika Nur. 2020. “Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Kinerja Anggota Satuan Polisi Pamong Praja Kota Cirebon.” *Jurnal Pemerintahan dan Keamanan Publik* 2(1): 11–31.

Ghozali, Imam. 2020. *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 (9th Ed.)*. Semarang: BP. UNDIP.

Gomes, Faustino Cardoso. 2018. *Manajemen Sumber Daya Manusia*. Yogyakarta: Andi.

Handoko, Hani T. 2020. *Manajemen Personalia Dan Sumber Daya Manusia*. Yogyakarta: BPFE.

Harlena, Tanti, Eska Prima Monique, and Siti Hanila. 2023. “Pengaruh Kompensasi Dan Pengalaman Kerja Terhadap Kinerja Pegawai ASN Pada Satpol PP Dan Damkar Kabupaten Bengkulu Selatan.” *Jurnal Multidisiplin Dehasen* 2(1): 42–50.

Hasibuan, Malayu S.P. 2020. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

Heliansah, Senen Mustakim, and Junaidi. 2022. “Pengaruh Disiplin Kerja Dan Tunjangan Kinerja Terhadap Kinerja Anggota Satuan Polisi Pamong Praja (Satpol PP) Kota Bandar Lampung.” *Dikombis : Jumal Dinamika Ekonomi, Manajemen dan Bisnis Pascasarjana Saburai* 1(1): 223–27.

Hutajulu, Yossi Maria Marintan, Lelo Sintani, and Meitiana. 2020. “Pengaruh Disiplin Dan Budaya Kerja Terhadap Kinerja ASN Melalui Motivasi Kerja Satpol PP Provinsi Kalimantan Tengah.” *Journal of Environment and Management* 2(1): 44–52.

Mangkunegara, Anwar Prabu. 2019. *Evaluasi Kinerja Sumber Daya Manusia*. Bandung: Refika Aditama.

Maria, Lusiana Putri Ahmadi, and Raden Arlend Setiawan. 2022. *Perilaku Dan Budaya Organisasi*. Lombok: Seval Literindo Kreasi.

Moenir, HAS. 2020. *Manajemen Pelayanan Umum Di Indonesia*. Jakarta: Bumi Aksara.

Priansa, Doni Juni, and Agus Garnida. 2020. *Manajemen Perkantoran Efektif, Efisien Dan Profesiona*. Bandung: Alfabeta.

Ramadhan, Rifki, Susi Hendriani, and Yulia Efni. 2019. “Pengaruh Budaya Organisasi, Kepemimpinan Dan Kompensasi Non Finansial Terhadap Disiplin Kerja Serta Implikasinya Pada Kinerja Anggota Satuan Polisi Pamong Praja Provinsi Riau.” *Jurnal Tepak Manajemen Bisnis* XI(1): 210–28.

Riduwan. 2018. *Dasar-Dasar Statistika*. Bandung: Alfabeta.

Rivai, Veithzal. 2021. *Manajemen Sumber Daya Manusia*. Jakarta: Rajawali Pers.

Rivai, Veithzal, and Ella Jauvani Sagala. 2021. *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori Ke Praktik*. Jakarta: PT. Raja Grasindo Persada.

Robbins, Stephen P., and Timothy A. Judge. 2020. *Perilaku Organisasi*. Jakarta: Salemba Empat.

Samsudin, Sadili. 2020. *Manajemen Sumber Daya Manusia*. Bandung: CV. Pustaka Setia.

Sastrohadiwiryo, Siswanto. 2018. *Manajemen Tenaga Kerja Indonesia Pendekatan Administrasi Dan Operasional*. Jakarta: Bumi Aksara.

Sedarmayanti. 2017. *Manajemen Sumber Daya Manusia*. Bandung: Refika Aditama.

Siagian, Sondang P. 2020. *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.

Simamora, Henry. 2019. *Manajemen Sumber Daya Manusia*. Yogyakarta: STIEY.

Sinungan, Muchdarsyah. 2019. *Produktivitas Apa Dan Bagaimana*. Jakarta: Bumi Aksara.

Soedjono, Imam. 2019. *Teknik Memimpin Pegawai Dan Pekerja*. Jakarta: Aksara Baru.

Sugiyono. 2020. *Metode Penelitian Bisnis*. Bandung: Alfabeta.

Sunyoto, Danang. 2020. *Manajemen Dan Pengembangan Sumber Daya Manusia*. Yogyakarta: Center for Academic Publishing Service.

Supomo, R., and Eti Nurhayati. 2020. *Manajemen Sumber Daya Manusia Untuk Mahasiswa Dan Umum*. Bandung: Yrama Widya.

Tika, Moh. Pabundu. 2020. *Budaya Organisasi Dan Peningkatan Kinerja Perusahaan*. Jakarta: Bumi Aksara.

Waha, Celvin Yehezkiel. 2021. “Pengaruh Motivasi Dan Disiplin Pegawai Terhadap Kinerja Satuan Polisi Pamong Praja Di Kabupaten Minahasa Provinsi Sulawesi Utara.” *Jurnal Pemerintahan dan Keamanan Publik* 1(1): 11–15.

Wibowo. 2019. *Budaya Organisasi: Sebuah Kebutuhan Untuk Meningkatkan Kinerja Jangka Panjang*. Jakarta: Rajawali Pers.

———. 2020. *Manajemen Kinerja*. Jakarta: Rajawali Pers.

Widiyanto, Rizki, Budi Rismayadi, and Neni Sumarni. 2022. “Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Satuan Polisi Pamong Praja (Satpol PP) Karawang.” *Jurnal Mahasiswa Manajemen dan Akuntansi* 2(1): 123–28.

Wirawan. 2021. *Evaluasi Kinerja Sumber Daya Manusia (Teori, Aplikasi, Dan Penelitian)*. Jakarta: Salemba Empat.

**KUESIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner

Judul penelitian : Pengaruh Kompensasi, Budaya Organisasi, Dan Disiplin Kerja Terhadap Kinerja Pegawai Non-ASN Satuan Polisi Pamong Praja Kota Tegal.

Kepada

Yth. Bapak / Ibu Responden Penelitian

Pegawai Non-ASN Satuan Polisi Pamong Praja Kota Tegal

Dengan hormat,

Dalam rangka menyelesaikan penelitian untuk skripsi, Saya Ismul Arif Muhrodin mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi Bapak / Ibu untuk mengisi kuesioner yang telah saya sediakan. Saya memohon Bapak/Ibu mengisi kuesioner sesuai dengan kondisi yang dirasakan selama ini. Saya akan menjaga kerahasiaan jawaban kuesioner 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 mengucapkan terima kasih.

Hormat saya,

**Ismul Arif Muhrodin**

**NPM : 4120600232**

**Identitas Responden**

1. Usia :

17 – 30 Tahun

31 – 40 Tahun

41 – 50 Tahun

Lebih dari 51 Tahun

1. Jenis Kelamin

Perempuan

Laki-laki

1. Pendidikan

SMA / sederajat

Diploma

Sarjana

**Petunjuk Pengisian Angket**

Untuk pernyataan di bawah ini, isilah jawaban dengan memberikan tanda (√) pada kolom yang mewakili jawaban Bapak/Ibu. Untuk variabel kinerja dan disiplin kerja maka alternative jawaban adalah sebagai berikut:

Keterangan:

SL = Selalu

SR = Sering

B = Biasanya

KD = Kadang-kadang

BP = Belum pernah

Untuk variabel kompensasi dan budaya organisasi maka alternative jawaban adalah sebagai berikut:

SS = Sangat setuju

S = Setuju

KS = Kurang setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

**Variabel Kinerja Pegawai (Y)**

| **No** | **Pernyataan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SL** | **SR** | **B** | **KB** | **BP** |
| 1. | Memiliki kesesuaian dengan syarat-syarat bekerja yang ditentukan oleh instansi |  |  |  |  |  |
| 2. | Siap melaksanakan setiap pekerjaan yang diberikan |  |  |  |  |  |
| 3. | Dapat menyelesaikan setiap pekerjaan sesuai target yang diberikan |  |  |  |  |  |
| 4. | Memiliki pengetahuan untuk pekerjaan yang diberikan |  |  |  |  |  |
| 5. | Memiliki keterampilan untuk dapat menyelesaikan setiap pekerjaan yang diberikan |  |  |  |  |  |
| 6. | Memiliki gagasan dalam menyelesaikan permasalahan yang timbul di tempat kerja |  |  |  |  |  |
| 7. | Dapat Segera mengambil tindakan jika ada permasalahan yang timbul di tempat kerja |  |  |  |  |  |
| 8. | Menyadari pentingnya bekerja sama dengan orang lain dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 9. | Menyampaikan ide atau gagasan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10. | Dapat dipercaya dalam hal kehadiran di tempat kerja |  |  |  |  |  |
| 11. | Membutuhkan penjelasan dan arahan dari atasan ketika bekerja |  |  |  |  |  |
| 12. | Bersemangat dalam melakukan tugas |  |  |  |  |  |
| 13. | Memiliki jiwa kepemimpinan |  |  |  |  |  |
| 14. | Memiliki kemampuan untuk dapat menyelesaikan setiap pekerjaan yang diberikan |  |  |  |  |  |
| 15. | Memiliki Integritas pribadi dalam menyelesaikan setiap pekerjaan yang diberikan |  |  |  |  |  |

**Variabel Kompensasi**

| **No** | **Pernyataan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Instansi memberikan gaji sesuai dengan ketentuan perundang-undanan |  |  |  |  |  |
| 2. | Instansi memberikan komisi kepada pegawai yang berprestasi |  |  |  |  |  |
| 3. | Instansi memberikan bonus kepada pegawai yang berprestasi |  |  |  |  |  |
| 4. | Instansi memberikan tabungan hari tua kepada semua pegawai |  |  |  |  |  |
| 5. | Instansi memberikan asuransi kesehatan kepada semua pegawai |  |  |  |  |  |
| 6. | Instansi memberikan pesangon kepada pegawai yang keluar |  |  |  |  |  |
| 7. | Instansi memberikan jaminan uang pensiun kepada semua pegawai |  |  |  |  |  |
| 8. | Instansi memberikan insentif lembur kepada pegawai yang menyelesaikan pekerjaan melebihi jam kerja |  |  |  |  |  |
| 9. | Instansi memberikan cuti tahunan kepada pegawai |  |  |  |  |  |
| 10. | Instansi memberikan inventaris kendaraan kepada pegawai |  |  |  |  |  |
| 11. | Instansi memberikan jaminan keamanan jabatan kepada semua pegawai |  |  |  |  |  |
| 12. | Instansi memberikan pujian kepada pegawai yang berprestasi |  |  |  |  |  |
| 13. | Pimpinan bersikap ramah dan bersahabat kepada semua pegawai |  |  |  |  |  |
| 14. | Instansi menyediakan fasilitas tempat kerja yang nyaman ketika bertugas |  |  |  |  |  |
| 15. | Instansi menyediakan lingkungan kerja yang menyenangkan |  |  |  |  |  |
| 16. | Instansi memberikan lingkungan kerja yang kondusif |  |  |  |  |  |

**Variabel Budaya Organisasi**

| **No** | **Pernyataan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Instansi mendorong setiap pegawai untuk inovatif dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 2. | Instansi mendorong setiap pegawai untuk berani mengambil risiko dari setiap pekerjaan yang diberikan |  |  |  |  |  |
| 3. | Instansi mendorong setiap pegawai untuk cermat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Instansi mendorong setiap pegawai untuk melakukan analisis sebelum mengambil keputusan |  |  |  |  |  |
| 5. | Instansi mendorong setiap pegawai untuk bekerja dengan teliti |  |  |  |  |  |
| 6. | Intansi mendorong pegawai untuk focus pada hasil yang diperoleh |  |  |  |  |  |
| 7. | Instansi mendorong pegawai untuk dapat bekerja dengan dalam tim dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 8. | Instansi mendorong pegawai untuk dapat bekerja dengan baik dalam tim kerja |  |  |  |  |  |
| 9. | Instansi mendorong pegawai untuk memiliki keinginan maju dan berprestasi |  |  |  |  |  |
| 10. | Instansi mendorong mengedepankan visi dan misi instansi daripada kepentingan pribadi demi stabilitas instansi |  |  |  |  |  |

**Variabel Disiplin Kerja**

| **No** | **Pernyataan** | **Jawaban** | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **SL** | **SR** | **B** | **KB** | **BP** |
| 1. | Datang ke tempat kerja tepat waktu |  |  |  |  |  |
| 2. | Pulang kerja tepat waktu |  |  |  |  |  |
| 3. | Menggunakan waktu istirahat sesuai jam istirahat yang disediakan |  |  |  |  |  |
| 4. | Mematuhi aturan berpakaian yang ditetapkan instansi |  |  |  |  |  |
| 5. | Berpakaian rapi ketika sedang bekerja |  |  |  |  |  |
| 6. | Bertingkah laku sesuai dengan ketentuan yang ditetapkan instasi ketika bekerja |  |  |  |  |  |
| 7. | Berhubungan baik dengan unit kerja lain dalam instansi |  |  |  |  |  |
| 8. | Berhubungan baik dengan masyarakat ketika sedang bekerja |  |  |  |  |  |
| 9. | Melaksanakan pekerjaan sesuai dengan prosedur kerja yang telah ditetapkan instansi |  |  |  |  |  |
| 10. | Mematuhi semua peraturan yang ada di instansi |  |  |  |  |  |

Lampiran 2

Data Untuk Pengujian Instrumen Penelitian

Variabel Kinerja Pegawai

| No. Resp | KP01 | KP02 | KP03 | KP04 | KP05 | KP06 | KP07 | KP08 | KP09 | KP10 | KP11 | KP12 | KP13 | KP14 | KP15 | KP |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 67 |
| 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 67 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 5 | 2 | 2 | 2 | 55 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 6 | 5 | 5 | 4 | 3 | 2 | 4 | 5 | 5 | 2 | 1 | 2 | 4 | 3 | 1 | 2 | 48 |
| 7 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 67 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 9 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 70 |
| 10 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 2 | 4 | 5 | 64 |
| 11 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 42 |
| 12 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 3 | 50 |
| 13 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 3 | 50 |
| 14 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 45 |
| 15 | 3 | 4 | 2 | 1 | 2 | 4 | 3 | 5 | 3 | 4 | 3 | 5 | 2 | 1 | 2 | 44 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 17 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 70 |
| 18 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 19 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 63 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 61 |
| 21 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 67 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 72 |
| 24 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 67 |
| 25 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 58 |
| 26 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 58 |
| 27 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 57 |
| 28 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 2 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 51 |
| 29 | 5 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 61 |
| 30 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 3 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 52 |

Lampiran 3

Data Untuk Pengujian Instrumen Penelitian

Variabel Kompensasi

| No. Resp | Kom01 | Kom02 | Kom03 | Kom04 | Kom05 | Kom06 | Kom07 | Kom08 | Kom09 | Kom10 | Kom11 | Kom12 | Kom13 | Kom14 | Kom15 | Kom16 | Kompensasi |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 33 |
| 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 68 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 6 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 1 | 2 | 3 | 4 | 4 | 4 | 52 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 70 |
| 8 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 80 |
| 10 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 70 |
| 12 | 2 | 1 | 1 | 1 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 39 |
| 13 | 2 | 1 | 1 | 1 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 39 |
| 14 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 39 |
| 15 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 53 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 65 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 66 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 19 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 20 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 55 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 22 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 29 |
| 23 | 2 | 2 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 63 |
| 24 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 52 |
| 25 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 73 |
| 26 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 27 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |
| 28 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |
| 29 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 72 |
| 30 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |

Lampiran 4

Data Untuk Pengujian Instrumen Penelitian

Variabel Budaya Organisasi

| No. Resp | BO01 | BO02 | BO03 | BO04 | BO05 | BO06 | BO07 | BO08 | BO09 | BO10 | BO |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 1 | 1 | 2 | 3 | 2 | 3 | 4 | 4 | 5 | 3 | 28 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 12 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 13 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 14 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 28 |
| 15 | 4 | 1 | 1 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 29 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 18 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 23 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 24 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 |
| 25 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

Lampiran 5

Data Untuk Pengujian Instrumen Penelitian

Variabel Disiplin Kerja

| No. Resp | DK01 | DK02 | DK03 | DK04 | DK05 | DK06 | DK07 | DK08 | DK09 | DK10 | DK |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 6 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 40 |
| 7 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 30 |
| 12 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 13 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 14 | 4 | 3 | 2 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 35 |
| 15 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 2 | 30 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 18 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 20 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 21 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 2 | 3 | 5 | 42 |
| 22 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 25 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 40 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

Lampiran 6

Hasil Perhitungan Uji Validitas Instrumen

Variabel Kinerja Pegawai

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | KP01 | KP02 | KP03 | KP04 | KP05 | KP06 | KP07 | KP08 | KP09 | KP10 | KP11 | KP12 | KP13 | KP14 | KP15 | KP |
| KP01 | Pearson Correlation | 1 | .659\*\* | .589\*\* | .402\* | .394\* | .308 | .569\*\* | .353 | .269 | .211 | .452\* | .037 | .441\* | .215 | .346 | .604\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .028 | .031 | .098 | .001 | .056 | .150 | .263 | .012 | .848 | .015 | .255 | .061 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP02 | Pearson Correlation | .659\*\* | 1 | .595\*\* | .439\* | .497\*\* | .444\* | .443\* | .247 | .020 | .392\* | .285 | .230 | .259 | .364\* | .498\*\* | .622\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .015 | .005 | .014 | .014 | .188 | .916 | .032 | .127 | .221 | .166 | .048 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP03 | Pearson Correlation | .589\*\* | .595\*\* | 1 | .606\*\* | .553\*\* | .250 | .424\* | .076 | .212 | .390\* | .396\* | .036 | .252 | .546\*\* | .545\*\* | .655\*\* |
| Sig. (2-tailed) | .001 | .001 |  | .000 | .002 | .183 | .019 | .688 | .260 | .033 | .030 | .852 | .179 | .002 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP04 | Pearson Correlation | .402\* | .439\* | .606\*\* | 1 | .893\*\* | .599\*\* | .238 | .411\* | .493\*\* | .385\* | .100 | .359 | .336 | .774\*\* | .781\*\* | .837\*\* |
| Sig. (2-tailed) | .028 | .015 | .000 |  | .000 | .000 | .205 | .024 | .006 | .036 | .599 | .051 | .070 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP05 | Pearson Correlation | .394\* | .497\*\* | .553\*\* | .893\*\* | 1 | .668\*\* | .243 | .476\*\* | .459\* | .429\* | .172 | .437\* | .318 | .732\*\* | .789\*\* | .859\*\* |
| Sig. (2-tailed) | .031 | .005 | .002 | .000 |  | .000 | .195 | .008 | .011 | .018 | .365 | .016 | .086 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP06 | Pearson Correlation | .308 | .444\* | .250 | .599\*\* | .668\*\* | 1 | .500\*\* | .501\*\* | .333 | .304 | -.082 | .417\* | .284 | .371\* | .498\*\* | .670\*\* |
| Sig. (2-tailed) | .098 | .014 | .183 | .000 | .000 |  | .005 | .005 | .072 | .102 | .666 | .022 | .128 | .044 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP07 | Pearson Correlation | .569\*\* | .443\* | .424\* | .238 | .243 | .500\*\* | 1 | .121 | .116 | .328 | .246 | -.199 | .293 | .254 | .369\* | .487\*\* |
| Sig. (2-tailed) | .001 | .014 | .019 | .205 | .195 | .005 |  | .524 | .541 | .076 | .191 | .292 | .116 | .175 | .045 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP08 | Pearson Correlation | .353 | .247 | .076 | .411\* | .476\*\* | .501\*\* | .121 | 1 | .345 | -.137 | .055 | .526\*\* | .444\* | .197 | .393\* | .511\*\* |
| Sig. (2-tailed) | .056 | .188 | .688 | .024 | .008 | .005 | .524 |  | .062 | .471 | .773 | .003 | .014 | .296 | .032 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP09 | Pearson Correlation | .269 | .020 | .212 | .493\*\* | .459\* | .333 | .116 | .345 | 1 | .277 | .217 | .477\*\* | .517\*\* | .480\*\* | .438\* | .614\*\* |
| Sig. (2-tailed) | .150 | .916 | .260 | .006 | .011 | .072 | .541 | .062 |  | .138 | .250 | .008 | .003 | .007 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP10 | Pearson Correlation | .211 | .392\* | .390\* | .385\* | .429\* | .304 | .328 | -.137 | .277 | 1 | .095 | -.077 | -.021 | .449\* | .437\* | .481\*\* |
| Sig. (2-tailed) | .263 | .032 | .033 | .036 | .018 | .102 | .076 | .471 | .138 |  | .619 | .688 | .914 | .013 | .016 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP11 | Pearson Correlation | .452\* | .285 | .396\* | .100 | .172 | -.082 | .246 | .055 | .217 | .095 | 1 | .064 | .356 | .340 | .361\* | .395\* |
| Sig. (2-tailed) | .012 | .127 | .030 | .599 | .365 | .666 | .191 | .773 | .250 | .619 |  | .737 | .053 | .066 | .050 | .031 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP12 | Pearson Correlation | .037 | .230 | .036 | .359 | .437\* | .417\* | -.199 | .526\*\* | .477\*\* | -.077 | .064 | 1 | .483\*\* | .379\* | .436\* | .493\*\* |
| Sig. (2-tailed) | .848 | .221 | .852 | .051 | .016 | .022 | .292 | .003 | .008 | .688 | .737 |  | .007 | .039 | .016 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP13 | Pearson Correlation | .441\* | .259 | .252 | .336 | .318 | .284 | .293 | .444\* | .517\*\* | -.021 | .356 | .483\*\* | 1 | .558\*\* | .547\*\* | .630\*\* |
| Sig. (2-tailed) | .015 | .166 | .179 | .070 | .086 | .128 | .116 | .014 | .003 | .914 | .053 | .007 |  | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP14 | Pearson Correlation | .215 | .364\* | .546\*\* | .774\*\* | .732\*\* | .371\* | .254 | .197 | .480\*\* | .449\* | .340 | .379\* | .558\*\* | 1 | .929\*\* | .821\*\* |
| Sig. (2-tailed) | .255 | .048 | .002 | .000 | .000 | .044 | .175 | .296 | .007 | .013 | .066 | .039 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP15 | Pearson Correlation | .346 | .498\*\* | .545\*\* | .781\*\* | .789\*\* | .498\*\* | .369\* | .393\* | .438\* | .437\* | .361\* | .436\* | .547\*\* | .929\*\* | 1 | .889\*\* |
| Sig. (2-tailed) | .061 | .005 | .002 | .000 | .000 | .005 | .045 | .032 | .015 | .016 | .050 | .016 | .002 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP | Pearson Correlation | .604\*\* | .622\*\* | .655\*\* | .837\*\* | .859\*\* | .670\*\* | .487\*\* | .511\*\* | .614\*\* | .481\*\* | .395\* | .493\*\* | .630\*\* | .821\*\* | .889\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .004 | .000 | .007 | .031 | .006 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | |

Lampiran 7

Hasil Perhitungan Uji Validitas Instrumen

Variabel Kompensasi

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | |
|  | | Kom01 | Kom02 | Kom03 | Kom04 | Kom05 | Kom06 | Kom07 | Kom08 | Kom09 | Kom10 | Kom11 | Kom12 | Kom13 | Kom14 | Kom15 | Kom16 | Kompensasi |
| Kom01 | Pearson Correlation | 1 | .785\*\* | .834\*\* | .671\*\* | .554\*\* | .526\*\* | .460\* | .511\*\* | .424\* | .274 | .433\* | .637\*\* | .284 | .559\*\* | .672\*\* | .552\*\* | .724\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .001 | .003 | .010 | .004 | .019 | .144 | .017 | .000 | .128 | .001 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom02 | Pearson Correlation | .785\*\* | 1 | .951\*\* | .879\*\* | .252 | .587\*\* | .719\*\* | .713\*\* | .642\*\* | .537\*\* | .619\*\* | .705\*\* | .092 | .409\* | .575\*\* | .432\* | .814\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .180 | .001 | .000 | .000 | .000 | .002 | .000 | .000 | .628 | .025 | .001 | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom03 | Pearson Correlation | .834\*\* | .951\*\* | 1 | .860\*\* | .419\* | .633\*\* | .700\*\* | .751\*\* | .653\*\* | .584\*\* | .680\*\* | .777\*\* | .253 | .543\*\* | .690\*\* | .534\*\* | .882\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .021 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .177 | .002 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom04 | Pearson Correlation | .671\*\* | .879\*\* | .860\*\* | 1 | .389\* | .641\*\* | .804\*\* | .850\*\* | .806\*\* | .602\*\* | .595\*\* | .650\*\* | .277 | .535\*\* | .630\*\* | .510\*\* | .872\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .034 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .139 | .002 | .000 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom05 | Pearson Correlation | .554\*\* | .252 | .419\* | .389\* | 1 | .653\*\* | .304 | .452\* | .247 | .134 | .228 | .399\* | .649\*\* | .591\*\* | .405\* | .423\* | .537\*\* |
| Sig. (2-tailed) | .001 | .180 | .021 | .034 |  | .000 | .102 | .012 | .188 | .481 | .227 | .029 | .000 | .001 | .026 | .020 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom06 | Pearson Correlation | .526\*\* | .587\*\* | .633\*\* | .641\*\* | .653\*\* | 1 | .712\*\* | .737\*\* | .663\*\* | .618\*\* | .615\*\* | .682\*\* | .523\*\* | .418\* | .318 | .380\* | .787\*\* |
| Sig. (2-tailed) | .003 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .022 | .086 | .038 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom07 | Pearson Correlation | .460\* | .719\*\* | .700\*\* | .804\*\* | .304 | .712\*\* | 1 | .781\*\* | .804\*\* | .751\*\* | .833\*\* | .743\*\* | .370\* | .454\* | .483\*\* | .471\*\* | .859\*\* |
| Sig. (2-tailed) | .010 | .000 | .000 | .000 | .102 | .000 |  | .000 | .000 | .000 | .000 | .000 | .044 | .012 | .007 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom08 | Pearson Correlation | .511\*\* | .713\*\* | .751\*\* | .850\*\* | .452\* | .737\*\* | .781\*\* | 1 | .780\*\* | .734\*\* | .701\*\* | .664\*\* | .479\*\* | .455\* | .493\*\* | .449\* | .864\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 | .000 | .012 | .000 | .000 |  | .000 | .000 | .000 | .000 | .007 | .011 | .006 | .013 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom09 | Pearson Correlation | .424\* | .642\*\* | .653\*\* | .806\*\* | .247 | .663\*\* | .804\*\* | .780\*\* | 1 | .872\*\* | .791\*\* | .742\*\* | .373\* | .461\* | .553\*\* | .510\*\* | .852\*\* |
| Sig. (2-tailed) | .019 | .000 | .000 | .000 | .188 | .000 | .000 | .000 |  | .000 | .000 | .000 | .042 | .010 | .002 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom10 | Pearson Correlation | .274 | .537\*\* | .584\*\* | .602\*\* | .134 | .618\*\* | .751\*\* | .734\*\* | .872\*\* | 1 | .899\*\* | .739\*\* | .312 | .318 | .391\* | .354 | .768\*\* |
| Sig. (2-tailed) | .144 | .002 | .001 | .000 | .481 | .000 | .000 | .000 | .000 |  | .000 | .000 | .093 | .087 | .032 | .055 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom11 | Pearson Correlation | .433\* | .619\*\* | .680\*\* | .595\*\* | .228 | .615\*\* | .833\*\* | .701\*\* | .791\*\* | .899\*\* | 1 | .873\*\* | .428\* | .446\* | .517\*\* | .491\*\* | .842\*\* |
| Sig. (2-tailed) | .017 | .000 | .000 | .001 | .227 | .000 | .000 | .000 | .000 | .000 |  | .000 | .018 | .014 | .003 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom12 | Pearson Correlation | .637\*\* | .705\*\* | .777\*\* | .650\*\* | .399\* | .682\*\* | .743\*\* | .664\*\* | .742\*\* | .739\*\* | .873\*\* | 1 | .465\*\* | .606\*\* | .667\*\* | .637\*\* | .891\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .029 | .000 | .000 | .000 | .000 | .000 | .000 |  | .010 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom13 | Pearson Correlation | .284 | .092 | .253 | .277 | .649\*\* | .523\*\* | .370\* | .479\*\* | .373\* | .312 | .428\* | .465\*\* | 1 | .753\*\* | .475\*\* | .601\*\* | .556\*\* |
| Sig. (2-tailed) | .128 | .628 | .177 | .139 | .000 | .003 | .044 | .007 | .042 | .093 | .018 | .010 |  | .000 | .008 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom14 | Pearson Correlation | .559\*\* | .409\* | .543\*\* | .535\*\* | .591\*\* | .418\* | .454\* | .455\* | .461\* | .318 | .446\* | .606\*\* | .753\*\* | 1 | .854\*\* | .795\*\* | .701\*\* |
| Sig. (2-tailed) | .001 | .025 | .002 | .002 | .001 | .022 | .012 | .011 | .010 | .087 | .014 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom15 | Pearson Correlation | .672\*\* | .575\*\* | .690\*\* | .630\*\* | .405\* | .318 | .483\*\* | .493\*\* | .553\*\* | .391\* | .517\*\* | .667\*\* | .475\*\* | .854\*\* | 1 | .881\*\* | .744\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .026 | .086 | .007 | .006 | .002 | .032 | .003 | .000 | .008 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kom16 | Pearson Correlation | .552\*\* | .432\* | .534\*\* | .510\*\* | .423\* | .380\* | .471\*\* | .449\* | .510\*\* | .354 | .491\*\* | .637\*\* | .601\*\* | .795\*\* | .881\*\* | 1 | .691\*\* |
| Sig. (2-tailed) | .002 | .017 | .002 | .004 | .020 | .038 | .009 | .013 | .004 | .055 | .006 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kompensasi | Pearson Correlation | .724\*\* | .814\*\* | .882\*\* | .872\*\* | .537\*\* | .787\*\* | .859\*\* | .864\*\* | .852\*\* | .768\*\* | .842\*\* | .891\*\* | .556\*\* | .701\*\* | .744\*\* | .691\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | |

Lampiran 8

Hasil Perhitungan Uji Validitas Instrumen

Variabel Budaya Organisasi

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | BO01 | BO02 | BO03 | BO04 | BO05 | BO06 | BO07 | BO08 | BO09 | BO10 | BO |
| BO01 | Pearson Correlation | 1 | .585\*\* | .587\*\* | .574\*\* | .725\*\* | .670\*\* | .525\*\* | .417\* | .325 | .663\*\* | .743\*\* |
| Sig. (2-tailed) |  | .001 | .001 | .001 | .000 | .000 | .003 | .022 | .079 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO02 | Pearson Correlation | .585\*\* | 1 | .703\*\* | .638\*\* | .459\* | .473\*\* | .394\* | .491\*\* | .236 | .353 | .669\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .000 | .011 | .008 | .031 | .006 | .210 | .056 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO03 | Pearson Correlation | .587\*\* | .703\*\* | 1 | .788\*\* | .701\*\* | .744\*\* | .566\*\* | .692\*\* | .487\*\* | .646\*\* | .844\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 | .000 | .001 | .000 | .006 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO04 | Pearson Correlation | .574\*\* | .638\*\* | .788\*\* | 1 | .800\*\* | .849\*\* | .830\*\* | .853\*\* | .726\*\* | .737\*\* | .933\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO05 | Pearson Correlation | .725\*\* | .459\* | .701\*\* | .800\*\* | 1 | .851\*\* | .810\*\* | .710\*\* | .603\*\* | .839\*\* | .895\*\* |
| Sig. (2-tailed) | .000 | .011 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO06 | Pearson Correlation | .670\*\* | .473\*\* | .744\*\* | .849\*\* | .851\*\* | 1 | .769\*\* | .727\*\* | .669\*\* | .845\*\* | .908\*\* |
| Sig. (2-tailed) | .000 | .008 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO07 | Pearson Correlation | .525\*\* | .394\* | .566\*\* | .830\*\* | .810\*\* | .769\*\* | 1 | .887\*\* | .839\*\* | .855\*\* | .876\*\* |
| Sig. (2-tailed) | .003 | .031 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO08 | Pearson Correlation | .417\* | .491\*\* | .692\*\* | .853\*\* | .710\*\* | .727\*\* | .887\*\* | 1 | .796\*\* | .749\*\* | .862\*\* |
| Sig. (2-tailed) | .022 | .006 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO09 | Pearson Correlation | .325 | .236 | .487\*\* | .726\*\* | .603\*\* | .669\*\* | .839\*\* | .796\*\* | 1 | .698\*\* | .739\*\* |
| Sig. (2-tailed) | .079 | .210 | .006 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO10 | Pearson Correlation | .663\*\* | .353 | .646\*\* | .737\*\* | .839\*\* | .845\*\* | .855\*\* | .749\*\* | .698\*\* | 1 | .873\*\* |
| Sig. (2-tailed) | .000 | .056 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BO | Pearson Correlation | .743\*\* | .669\*\* | .844\*\* | .933\*\* | .895\*\* | .908\*\* | .876\*\* | .862\*\* | .739\*\* | .873\*\* | 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). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

Lampiran 9

Hasil Perhitungan Uji Validitas Instrumen

Variabel Disiplin Kerja

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | DK01 | DK02 | DK03 | DK04 | DK05 | DK06 | DK07 | DK08 | DK09 | DK10 | DK |
| DK01 | Pearson Correlation | 1 | .841\*\* | .292 | .375\* | .248 | .280 | .332 | .258 | .296 | .369\* | .615\*\* |
| Sig. (2-tailed) |  | .000 | .118 | .041 | .186 | .134 | .073 | .169 | .112 | .045 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK02 | Pearson Correlation | .841\*\* | 1 | .256 | .183 | .130 | .224 | .332 | .172 | .194 | .231 | .521\*\* |
| Sig. (2-tailed) | .000 |  | .172 | .334 | .494 | .234 | .073 | .364 | .304 | .220 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK03 | Pearson Correlation | .292 | .256 | 1 | .637\*\* | .743\*\* | .669\*\* | .617\*\* | .712\*\* | .678\*\* | .468\*\* | .827\*\* |
| Sig. (2-tailed) | .118 | .172 |  | .000 | .000 | .000 | .000 | .000 | .000 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK04 | Pearson Correlation | .375\* | .183 | .637\*\* | 1 | .844\*\* | .677\*\* | .570\*\* | .468\*\* | .383\* | .781\*\* | .789\*\* |
| Sig. (2-tailed) | .041 | .334 | .000 |  | .000 | .000 | .001 | .009 | .036 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK05 | Pearson Correlation | .248 | .130 | .743\*\* | .844\*\* | 1 | .722\*\* | .520\*\* | .608\*\* | .517\*\* | .526\*\* | .777\*\* |
| Sig. (2-tailed) | .186 | .494 | .000 | .000 |  | .000 | .003 | .000 | .003 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK06 | Pearson Correlation | .280 | .224 | .669\*\* | .677\*\* | .722\*\* | 1 | .553\*\* | .667\*\* | .504\*\* | .499\*\* | .770\*\* |
| Sig. (2-tailed) | .134 | .234 | .000 | .000 | .000 |  | .002 | .000 | .004 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK07 | Pearson Correlation | .332 | .332 | .617\*\* | .570\*\* | .520\*\* | .553\*\* | 1 | .521\*\* | .675\*\* | .642\*\* | .773\*\* |
| Sig. (2-tailed) | .073 | .073 | .000 | .001 | .003 | .002 |  | .003 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK08 | Pearson Correlation | .258 | .172 | .712\*\* | .468\*\* | .608\*\* | .667\*\* | .521\*\* | 1 | .885\*\* | .499\*\* | .781\*\* |
| Sig. (2-tailed) | .169 | .364 | .000 | .009 | .000 | .000 | .003 |  | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK09 | Pearson Correlation | .296 | .194 | .678\*\* | .383\* | .517\*\* | .504\*\* | .675\*\* | .885\*\* | 1 | .475\*\* | .758\*\* |
| Sig. (2-tailed) | .112 | .304 | .000 | .036 | .003 | .004 | .000 | .000 |  | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK10 | Pearson Correlation | .369\* | .231 | .468\*\* | .781\*\* | .526\*\* | .499\*\* | .642\*\* | .499\*\* | .475\*\* | 1 | .737\*\* |
| Sig. (2-tailed) | .045 | .220 | .009 | .000 | .003 | .005 | .000 | .005 | .008 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| DK | Pearson Correlation | .615\*\* | .521\*\* | .827\*\* | .789\*\* | .777\*\* | .770\*\* | .773\*\* | .781\*\* | .758\*\* | .737\*\* | 1 |
| Sig. (2-tailed) | .000 | .003 | .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). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

Lampiran 10

Hasil Perhitungan Uji Reliabilitas Instrumen

Variabel Kompensasi

**Reliability**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .956 | 16 |

Lampiran 11

Hasil Perhitungan Uji Reliabilitas Instrumen

Variabel Budaya Organisasi

**Reliability**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .947 | 10 |

Lampiran 12

Hasil Perhitungan Uji Reliabilitas Instrumen

Variabel Disiplin Kerja

**Reliability**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .897 | 10 |

**Regression**

Lampiran 13

Data Untuk Penelitian Variabel Kinerja Pegawai

| No. | Usia | Jenis Kelamin | Pendidikan | KP01 | KP02 | KP03 | KP04 | KP05 | KP06 | KP07 | KP08 | KP09 | KP10 | KP11 | KP12 | KP13 | KP14 | KP15 | KP |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 64 |
| 2 | 1 | 2 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 54 |
| 3 | 1 | 2 | 1 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 66 |
| 4 | 1 | 2 | 1 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 60 |
| 5 | 1 | 2 | 1 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 2 | 2 | 3 | 57 |
| 6 | 1 | 2 | 1 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 2 | 2 | 3 | 57 |
| 7 | 1 | 2 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 5 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 45 |
| 8 | 1 | 2 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 5 | 2 | 3 | 2 | 4 | 2 | 3 | 3 | 46 |
| 9 | 1 | 2 | 1 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 67 |
| 10 | 1 | 2 | 1 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 67 |
| 11 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 12 | 1 | 2 | 1 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 5 | 2 | 2 | 2 | 55 |
| 13 | 1 | 2 | 1 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 14 | 1 | 2 | 1 | 5 | 5 | 4 | 3 | 2 | 4 | 5 | 5 | 2 | 1 | 2 | 4 | 3 | 1 | 2 | 48 |
| 15 | 3 | 2 | 1 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 67 |
| 16 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 17 | 1 | 2 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 70 |
| 18 | 1 | 2 | 1 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 2 | 4 | 5 | 64 |
| 19 | 1 | 2 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 46 |
| 20 | 1 | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 3 | 50 |
| 21 | 1 | 1 | 2 | 4 | 4 | 3 | 2 | 2 | 2 | 3 | 5 | 3 | 1 | 5 | 5 | 5 | 3 | 3 | 50 |
| 22 | 1 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 47 |
| 23 | 1 | 1 | 2 | 3 | 4 | 2 | 1 | 2 | 4 | 3 | 5 | 3 | 4 | 3 | 5 | 4 | 1 | 2 | 46 |
| 24 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 25 | 1 | 1 | 1 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 70 |
| 26 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 27 | 1 | 2 | 1 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 63 |
| 28 | 3 | 2 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 61 |
| 29 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 67 |
| 30 | 1 | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 31 | 1 | 1 | 1 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 72 |
| 32 | 1 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 67 |
| 33 | 1 | 1 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 58 |
| 34 | 1 | 1 | 1 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 58 |
| 35 | 1 | 2 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 69 |
| 36 | 1 | 2 | 3 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 5 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 54 |
| 37 | 1 | 2 | 2 | 5 | 4 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 61 |
| 38 | 1 | 1 | 1 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 5 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 54 |
| 39 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 5 | 2 | 5 | 5 | 2 | 3 | 3 | 3 | 54 |
| 40 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 71 |
| 41 | 1 | 1 | 1 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 67 |
| 42 | 1 | 2 | 1 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 63 |
| 43 | 1 | 2 | 1 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 53 |
| 44 | 1 | 2 | 1 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 70 |
| 45 | 1 | 2 | 1 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 68 |
| 46 | 1 | 2 | 1 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 53 |
| 47 | 1 | 1 | 1 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 4 | 48 |
| 48 | 1 | 2 | 1 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 2 | 4 | 5 | 4 | 3 | 4 | 3 | 55 |
| 49 | 1 | 2 | 1 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 62 |
| 50 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 51 | 1 | 2 | 1 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 69 |
| 52 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 65 |
| 53 | 1 | 1 | 2 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 70 |
| 54 | 1 | 2 | 1 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 67 |
| 55 | 1 | 2 | 1 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 55 |
| 56 | 1 | 2 | 1 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 60 |
| 57 | 1 | 2 | 1 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 59 |
| 58 | 1 | 1 | 2 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 69 |
| 59 | 1 | 2 | 1 | 5 | 5 | 3 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 3 | 57 |
| 60 | 1 | 2 | 1 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 58 |
| 61 | 1 | 2 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 53 |
| 62 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 54 |
| 63 | 1 | 2 | 1 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 59 |

Lampiran 14

Data Untuk Penelitian Variabel Kompensasi

| No. Resp | Kom01 | Kom02 | Kom03 | Kom04 | Kom05 | Kom06 | Kom07 | Kom08 | Kom09 | Kom10 | Kom11 | Kom12 | Kom13 | Kom14 | Kom15 | Kom16 | Kompensasi |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 66 |
| 2 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 52 |
| 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 75 |
| 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 61 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 61 |
| 6 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 61 |
| 7 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |
| 8 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |
| 9 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 33 |
| 10 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 33 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 68 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 14 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 1 | 2 | 3 | 4 | 4 | 4 | 52 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 70 |
| 16 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 80 |
| 18 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 70 |
| 20 | 2 | 1 | 1 | 1 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 39 |
| 21 | 2 | 1 | 1 | 1 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 39 |
| 22 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 39 |
| 23 | 2 | 3 | 2 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 53 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 65 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 66 |
| 26 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 79 |
| 27 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 28 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 55 |
| 29 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 30 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 29 |
| 31 | 2 | 2 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 63 |
| 32 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 52 |
| 33 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 73 |
| 34 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 65 |
| 36 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |
| 37 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 72 |
| 38 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |
| 39 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 4 | 4 | 4 | 4 | 48 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 77 |
| 41 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 42 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 76 |
| 44 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 66 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 72 |
| 46 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 47 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 48 |
| 48 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 37 |
| 49 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 50 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 64 |
| 51 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 70 |
| 52 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 71 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 71 |
| 54 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 73 |
| 55 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 71 |
| 56 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 72 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 80 |
| 58 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 |
| 59 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 60 | 4 | 3 | 3 | 3 | 5 | 3 | 1 | 3 | 2 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 48 |
| 61 | 3 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 3 | 46 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |

Lampiran 15

Data Untuk Penelitian Variabel Budaya Organisasi

| No. Resp | BO01 | BO02 | BO03 | BO04 | BO05 | BO06 | BO07 | BO08 | BO09 | BO10 | BO |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 36 |
| 3 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 3 | 44 |
| 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 42 |
| 5 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 6 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 7 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 8 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 33 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 10 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 1 | 1 | 2 | 3 | 2 | 3 | 4 | 4 | 5 | 3 | 28 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 20 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 21 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 28 |
| 23 | 4 | 1 | 1 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 29 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 31 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 32 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 |
| 33 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 42 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 44 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 45 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 47 | 4 | 2 | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 4 | 35 |
| 48 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 34 |
| 49 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 5 | 35 |
| 50 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 52 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 39 |
| 53 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 54 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 55 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 40 |
| 56 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 42 |
| 57 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 40 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 36 |
| 62 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 63 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |

Lampiran 16

Data Untuk Penelitian Variabel Disiplin Kerja

| No. Resp | DK01 | DK02 | DK03 | DK04 | DK05 | DK06 | DK07 | DK08 | DK09 | DK10 | DK |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 44 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 7 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 8 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 36 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 14 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 40 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 31 |
| 20 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 21 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 22 | 4 | 3 | 2 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 35 |
| 23 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 5 | 33 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 28 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 29 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 2 | 3 | 5 | 42 |
| 30 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 33 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 37 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 45 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 38 |
| 48 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 45 |
| 49 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 50 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 51 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 52 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 53 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 44 |
| 54 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 55 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 42 |
| 56 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 42 |
| 57 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 43 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 48 |
| 63 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 44 |

Lampiran 17

Data Hasil Tranformasi Menggunakan Analisis MSI

Variabel Kinerja Pegawai

| No. Resp | KP01 | KP02 | KP03 | KP04 | KP05 | KP06 | KP07 | KP08 | KP09 | KP10 | KP11 | KP12 | KP13 | KP14 | KP15 | KP |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 2.150 | 1.755 | 1.911 | 2.584 | 3.734 | 2.505 | 2.211 | 47.552 |
| 2 | 1.943 | 2.219 | 2.360 | 2.721 | 1.973 | 2.062 | 2.178 | 2.706 | 2.150 | 2.694 | 3.919 | 2.584 | 2.065 | 3.328 | 3.124 | 38.024 |
| 3 | 3.957 | 3.745 | 4.420 | 3.363 | 2.660 | 2.062 | 3.877 | 2.706 | 2.150 | 3.999 | 2.727 | 3.771 | 2.785 | 4.369 | 3.124 | 49.716 |
| 4 | 1.943 | 3.745 | 3.299 | 3.363 | 1.973 | 2.935 | 3.877 | 1.000 | 3.682 | 2.694 | 3.919 | 2.584 | 2.065 | 3.328 | 2.211 | 42.619 |
| 5 | 1.943 | 3.745 | 4.420 | 4.393 | 1.973 | 2.935 | 2.921 | 2.706 | 1.000 | 2.694 | 3.919 | 3.771 | 1.000 | 1.702 | 2.211 | 41.336 |
| 6 | 1.943 | 3.745 | 4.420 | 4.393 | 1.973 | 2.935 | 2.921 | 2.706 | 1.000 | 2.694 | 3.919 | 3.771 | 1.000 | 1.702 | 2.211 | 41.336 |
| 7 | 1.943 | 3.745 | 2.360 | 2.721 | 1.973 | 2.062 | 1.000 | 2.706 | 1.000 | 1.755 | 1.000 | 1.836 | 1.000 | 2.505 | 2.211 | 29.817 |
| 8 | 1.943 | 3.745 | 2.360 | 2.721 | 1.973 | 2.062 | 1.000 | 2.706 | 1.000 | 1.755 | 1.000 | 2.584 | 1.000 | 2.505 | 2.211 | 30.565 |
| 9 | 2736 | 3.745 | 4.420 | 4.393 | 3.639 | 2.935 | 2.921 | 2.706 | 2.150 | 3.999 | 1.911 | 3.771 | 2.785 | 4.369 | 4.174 | 50.656 |
| 10 | 2.736 | 3.745 | 4.420 | 4.393 | 3.639 | 2.935 | 2.921 | 2.706 | 2.150 | 3.999 | 1.911 | 3.771 | 2.785 | 4.369 | 4.174 | 50.656 |
| 11 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 2.883 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 57.550 |
| 12 | 3.957 | 3.745 | 3.299 | 3.363 | 2.660 | 2.062 | 1.000 | 1.000 | 2.883 | 3.999 | 2.727 | 3.771 | 1.000 | 1.702 | 1.000 | 38.169 |
| 13 | 3.957 | 3.745 | 3.299 | 4.393 | 3.639 | 2.935 | 3.877 | 2.706 | 2.883 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 55.402 |
| 14 | 3.957 | 3.745 | 3.299 | 2.721 | 1.000 | 2.935 | 3.877 | 2.706 | 1.000 | 1.000 | 1.000 | 2.584 | 2.065 | 1.000 | 1.000 | 33.889 |
| 15 | 2.736 | 3.745 | 4.420 | 4.393 | 3.639 | 2.935 | 2.921 | 1.000 | 3.682 | 2.694 | 2.727 | 3.771 | 2.785 | 4.369 | 3.124 | 48.943 |
| 16 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 3.962 | 2.921 | 2.706 | 2.883 | 3.999 | 2.727 | 3.771 | 3.734 | 4.369 | 4.174 | 55.402 |
| 17 | 3.957 | 3.745 | 3.299 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 2.883 | 3.999 | 2.727 | 2.584 | 2.785 | 4.369 | 4.174 | 53.100 |
| 18 | 3.957 | 3.745 | 3.299 | 4.393 | 3.639 | 2.935 | 3.877 | 2.706 | 2.150 | 2.694 | 3.919 | 1.836 | 1.000 | 3.328 | 4.174 | 47.653 |
| 19 | 1.000 | 1.000 | 2.360 | 2.721 | 1.000 | 1.000 | 2.178 | 1.000 | 2.150 | 2.694 | 1.911 | 1.836 | 2.785 | 3.328 | 2.211 | 29.173 |
| 20 | 2.736 | 2.219 | 2.360 | 1.933 | 1.000 | 1.000 | 2.178 | 2.706 | 2.150 | 1.000 | 3.919 | 3.771 | 3.734 | 2.505 | 2.211 | 35.423 |
| 21 | 2.736 | 2.219 | 2.360 | 1.933 | 1.000 | 1.000 | 2.178 | 2.706 | 2.150 | 1.000 | 3.919 | 3.771 | 3.734 | 2.505 | 2.211 | 35.423 |
| 22 | 1.000 | 2.219 | 2.360 | 2.721 | 1.973 | 2.062 | 2.178 | 1.000 | 1.000 | 2.694 | 1.911 | 1.836 | 2.785 | 2.505 | 2.211 | 30.453 |
| 23 | 1.943 | 2.219 | 1.000 | 1.000 | 1.000 | 2.935 | 2.178 | 2.706 | 2.150 | 2.694 | 1.911 | 3.771 | 2.785 | 1.000 | 1.000 | 30.293 |
| 24 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 3.682 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 58.349 |
| 25 | 3.957 | 3.745 | 4.420 | 3.363 | 3.639 | 2.935 | 3.877 | 2.706 | 2.883 | 3.999 | 3.919 | 3.771 | 2.785 | 3.328 | 4.174 | 53.503 |
| 26 | 3.957 | 3.745 | 4.420 | 4.393 | 1.973 | 2.935 | 3.877 | 2.706 | 3.682 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 55.656 |
| 27 | 2.736 | 2.219 | 4.420 | 3.363 | 2.660 | 2.062 | 2.921 | 2.706 | 3.682 | 2.694 | 3.919 | 3.771 | 2.065 | 3.328 | 3.124 | 45.670 |
| 28 | 3.957 | 2.219 | 4.420 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 2.150 | 1.755 | 2.727 | 1.836 | 2.065 | 2.505 | 2.211 | 44.423 |
| 29 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 2.062 | 2.921 | 2.706 | 2.150 | 3.999 | 2.727 | 3.771 | 2.065 | 4.369 | 4.174 | 51.099 |
| 30 | 3.957 | 3.745 | 3.299 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 2.883 | 3.999 | 2.727 | 3.771 | 3.734 | 4.369 | 4.174 | 55.236 |
| 31 | 3.957 | 3.745 | 4.420 | 3.363 | 3.639 | 2.935 | 3.877 | 2.706 | 3.682 | 2.694 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 54.987 |
| 32 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 2.062 | 2.178 | 2.706 | 2.150 | 1.755 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 50.974 |
| 33 | 2.736 | 3.745 | 3.299 | 3.363 | 2.660 | 2.062 | 2.178 | 2.706 | 2.150 | 2.694 | 2.727 | 2.584 | 2.065 | 3.328 | 3.124 | 41.420 |
| 34 | 3.957 | 2.219 | 2.360 | 2.721 | 1.973 | 2.062 | 3.877 | 2.706 | 3.682 | 3.999 | 1.911 | 1.836 | 3.734 | 2.505 | 2.211 | 41.752 |
| 35 | 3.957 | 3.745 | 4.420 | 2.721 | 1.973 | 2.062 | 3.877 | 2.706 | 1.000 | 3.999 | 3.919 | 1.000 | 2.065 | 2.505 | 2.211 | 42.160 |
| 36 | 3.957 | 3.745 | 4.420 | 1.933 | 1.000 | 1.000 | 3.877 | 2.706 | 1.000 | 3.999 | 3.919 | 1.000 | 2.065 | 2.505 | 2.211 | 39.339 |
| 37 | 3.957 | 2.219 | 4.420 | 4.393 | 2.660 | 1.000 | 2.178 | 2.706 | 3.682 | 2.694 | 2.727 | 1.836 | 2.785 | 3.328 | 3.124 | 43.710 |
| 38 | 3.957 | 3.745 | 4.420 | 1.933 | 1.000 | 1.000 | 3.877 | 2.706 | 1.000 | 3.999 | 3.919 | 1.000 | 2.065 | 2.505 | 2.211 | 39.339 |
| 39 | 3.957 | 3.745 | 4.420 | 1.933 | 1.000 | 1.000 | 3.877 | 2.706 | 1.000 | 3.999 | 3.919 | 1.000 | 2.065 | 2.505 | 2.211 | 39.339 |
| 40 | 3.957 | 3.745 | 4.420 | 4.393 | 3.639 | 3.962 | 3.877 | 2.706 | 3.682 | 3.999 | 2.727 | 2.584 | 3.734 | 3.328 | 3.124 | 53.879 |
| 41 | 3.957 | 3.745 | 3.299 | 4.393 | 3.639 | 2.935 | 2.178 | 2.706 | 2.150 | 3.999 | 3.919 | 2.584 | 3.734 | 3.328 | 4.174 | 50.742 |
| 42 | 2.736 | 3.745 | 3.299 | 3.363 | 2.660 | 2.935 | 2.178 | 2.706 | 2.150 | 3.999 | 3.919 | 3.771 | 2.065 | 3.328 | 4.174 | 47.029 |
| 43 | 3.957 | 1.000 | 2.360 | 2.721 | 2.660 | 2.062 | 2.921 | 1.000 | 2.150 | 1.755 | 1.911 | 1.836 | 2.785 | 3.328 | 3.124 | 35.569 |
| 44 | 3.957 | 3.745 | 3.299 | 2.721 | 3.639 | 3.962 | 3.877 | 2.706 | 3.682 | 2.694 | 2.727 | 3.771 | 3.734 | 4.369 | 4.174 | 53.057 |
| 45 | 3.957 | 2.219 | 3.299 | 4.393 | 3.639 | 3.962 | 3.877 | 1.000 | 2.150 | 3.999 | 3.919 | 3.771 | 3.734 | 3.328 | 3.124 | 50.372 |
| 46 | 2.736 | 2.219 | 2.360 | 3.363 | 2.660 | 2.062 | 2.178 | 1.000 | 1.000 | 2.694 | 2.727 | 2.584 | 2.065 | 2.505 | 3.124 | 35.276 |
| 47 | 2.736 | 2.219 | 2.360 | 2.721 | 1.973 | 1.000 | 1.000 | 1.000 | 1.000 | 2.694 | 2.727 | 2.584 | 2.065 | 1.702 | 3.124 | 30.903 |
| 48 | 2.736 | 2.219 | 2.360 | 3.363 | 1.973 | 2.935 | 2.178 | 2.706 | 1.000 | 2.694 | 3.919 | 2.584 | 2.065 | 3.328 | 2.211 | 38.270 |
| 49 | 2.736 | 3.745 | 3.299 | 3.363 | 1.973 | 2.062 | 2.921 | 2.706 | 2.883 | 2.694 | 3.919 | 2.584 | 2.785 | 4.369 | 3.124 | 45.162 |
| 50 | 3.957 | 3.745 | 4.420 | 4.393 | 2.660 | 3.962 | 2.178 | 2.706 | 2.150 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 4.174 | 54.139 |
| 51 | 3.957 | 3.745 | 4.420 | 4.393 | 2.660 | 3.962 | 2.178 | 2.706 | 2.150 | 3.999 | 3.919 | 3.771 | 3.734 | 4.369 | 3.124 | 53.089 |
| 52 | 2.736 | 2.219 | 3.299 | 3.363 | 2.660 | 2.935 | 2.921 | 1.000 | 3.682 | 2.694 | 2.727 | 3.771 | 3.734 | 4.369 | 4.174 | 46.285 |
| 53 | 1.943 | 3.745 | 4.420 | 4.393 | 3.639 | 2.935 | 3.877 | 2.706 | 3.682 | 2.694 | 2.727 | 3.771 | 3.734 | 4.369 | 4.174 | 52.812 |
| 54 | 2.736 | 3.745 | 3.299 | 4.393 | 2.660 | 2.935 | 3.877 | 2.706 | 3.682 | 3.999 | 2.727 | 2.584 | 2.785 | 3.328 | 4.174 | 49.632 |
| 55 | 3.957 | 2.219 | 2.360 | 3.363 | 1.973 | 2.062 | 2.178 | 1.000 | 2.150 | 2.694 | 2.727 | 2.584 | 2.065 | 3.328 | 3.124 | 37.782 |
| 56 | 2.736 | 3.745 | 3.299 | 4.393 | 2.660 | 2.062 | 2.178 | 2.706 | 2.150 | 2.694 | 3.919 | 3.771 | 2.065 | 2.505 | 3.124 | 44.008 |
| 57 | 2.736 | 3.745 | 3.299 | 4.393 | 2.660 | 2.062 | 2.178 | 1.000 | 2.150 | 2.694 | 3.919 | 3.771 | 2.065 | 2.505 | 3.124 | 42.302 |
| 58 | 3.957 | 3.745 | 4.420 | 2.721 | 3.639 | 3.962 | 3.877 | 1.000 | 3.682 | 2.694 | 3.919 | 3.771 | 3.734 | 3.328 | 3.124 | 51.574 |
| 59 | 3.957 | 3.745 | 2.360 | 1.933 | 1.000 | 1.000 | 3.877 | 2.706 | 3.682 | 3.999 | 1.911 | 2.584 | 3.734 | 2.505 | 2.211 | 41.205 |
| 60 | 3.957 | 3.745 | 2.360 | 2.721 | 1.973 | 2.062 | 3.877 | 2.706 | 2.883 | 3.999 | 1.911 | 1.836 | 3.734 | 2.505 | 2.211 | 42.479 |
| 61 | 1.943 | 2.219 | 2.360 | 2.721 | 1.973 | 2.062 | 2.178 | 2.706 | 2.150 | 2.694 | 3.919 | 2.584 | 1.000 | 3.328 | 3.124 | 36.960 |
| 62 | 2.736 | 2.219 | 3.299 | 3.363 | 1.973 | 2.062 | 2.178 | 1.000 | 2.150 | 2.694 | 2.727 | 2.584 | 2.065 | 2.505 | 3.124 | 36.678 |
| 63 | 3.957 | 3.745 | 3.299 | 4.393 | 2.660 | 2.935 | 2.178 | 1.000 | 2.150 | 2.694 | 2.727 | 2.584 | 2.065 | 3.328 | 2.211 | 41.927 |

Lampiran 18

Data Hasil Tranformasi Menggunakan Analisis MSI

Variabel Kompensasi

| No, Resp | Kom01 | Kom02 | Kom03 | Kom04 | Kom05 | Kom06 | Kom07 | Kom08 | Kom09 | Kom10 | Kom11 | Kom12 | Kom13 | Kom14 | Kom15 | Kom16 | Kompensasi |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 4,766 | 3,854 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 53,528 |
| 2 | 2,682 | 3,336 | 3,421 | 1,797 | 1,687 | 3,848 | 2,358 | 3,194 | 3,221 | 2,225 | 2,139 | 3,735 | 1,698 | 2,997 | 1,869 | 2,057 | 42,265 |
| 3 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 3,848 | 4,005 | 3,194 | 4,766 | 2,827 | 3,722 | 3,735 | 3,764 | 4,273 | 4,223 | 4,586 | 64,839 |
| 4 | 3,505 | 3,336 | 2,547 | 2,547 | 2,486 | 2,746 | 4,005 | 3,900 | 4,766 | 2,827 | 2,696 | 3,735 | 2,514 | 1,946 | 2,918 | 2,057 | 48,530 |
| 5 | 4,766 | 3,336 | 3,421 | 4,383 | 3,771 | 3,848 | 4,005 | 2,291 | 3,752 | 1,808 | 1,000 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 51,790 |
| 6 | 4,766 | 3,336 | 3,421 | 4,383 | 3,771 | 3,848 | 4,005 | 2,291 | 3,752 | 1,808 | 1,000 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 51,790 |
| 7 | 2,682 | 2,397 | 2,547 | 2,547 | 2,486 | 2,746 | 2,358 | 3,194 | 3,221 | 2,225 | 2,139 | 3,049 | 2,514 | 1,946 | 1,869 | 2,057 | 39,978 |
| 8 | 2,682 | 2,397 | 2,547 | 2,547 | 2,486 | 2,746 | 2,358 | 3,194 | 3,221 | 2,225 | 2,139 | 3,049 | 2,514 | 1,946 | 1,869 | 2,057 | 39,978 |
| 9 | 2,089 | 2,397 | 1,797 | 1,797 | 1,000 | 1,725 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 1,000 | 1,000 | 1,000 | 1,000 | 27,376 |
| 10 | 2,089 | 2,397 | 1,797 | 1,797 | 1,000 | 1,725 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 1,000 | 1,000 | 1,000 | 1,000 | 27,376 |
| 11 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 51,487 |
| 12 | 3,505 | 3,336 | 3,421 | 3,352 | 3,771 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 4,845 | 3,764 | 4,273 | 2,918 | 3,246 | 56,408 |
| 13 | 3,505 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 4,766 | 2,827 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 67,519 |
| 14 | 3,505 | 3,336 | 2,547 | 4,383 | 2,486 | 2,746 | 2,954 | 2,291 | 3,752 | 1,000 | 1,000 | 2,326 | 1,698 | 2,997 | 2,918 | 3,246 | 43,185 |
| 15 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 4,766 | 2,827 | 2,696 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 58,782 |
| 16 | 4,766 | 3,336 | 3,421 | 2,547 | 3,771 | 2,746 | 4,005 | 3,194 | 2,484 | 1,808 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 57,491 |
| 17 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 4,766 | 3,854 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 69,808 |
| 18 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 19 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 3,848 | 2,954 | 4,845 | 3,752 | 2,225 | 2,696 | 3,735 | 3,764 | 2,997 | 2,918 | 3,246 | 58,877 |
| 20 | 2,089 | 1,000 | 1,000 | 1,000 | 3,771 | 3,848 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 3,764 | 1,946 | 1,000 | 2,057 | 34,046 |
| 21 | 2,089 | 1,000 | 1,000 | 1,000 | 3,771 | 3,848 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 3,764 | 1,946 | 1,000 | 2,057 | 34,046 |
| 22 | 2,089 | 1,662 | 1,797 | 1,797 | 2,486 | 1,725 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 1,698 | 1,946 | 1,869 | 3,246 | 32,887 |
| 23 | 2,089 | 2,397 | 1,797 | 3,352 | 1,687 | 2,746 | 2,954 | 4,845 | 3,752 | 2,827 | 2,139 | 2,326 | 2,514 | 1,946 | 1,869 | 3,246 | 42,484 |
| 24 | 4,766 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 52,748 |
| 25 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,225 | 2,696 | 4,845 | 3,764 | 2,997 | 2,918 | 4,586 | 54,586 |
| 26 | 3,505 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 4,766 | 3,854 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 68,546 |
| 27 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 3,848 | 2,358 | 3,194 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 48,853 |
| 28 | 3,505 | 3,336 | 3,421 | 2,547 | 1,687 | 2,746 | 2,358 | 3,194 | 3,752 | 2,827 | 2,696 | 3,735 | 1,000 | 1,000 | 2,918 | 3,246 | 43,967 |
| 29 | 3,505 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 3,221 | 2,225 | 2,139 | 3,049 | 1,698 | 1,946 | 1,869 | 2,057 | 52,718 |
| 30 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,514 | 2,997 | 2,918 | 3,246 | 23,675 |
| 31 | 2,089 | 1,662 | 1,797 | 3,352 | 3,771 | 3,848 | 4,005 | 4,845 | 4,766 | 2,827 | 2,696 | 3,735 | 3,764 | 2,997 | 2,918 | 3,246 | 52,320 |
| 32 | 2,682 | 2,397 | 2,547 | 2,547 | 2,486 | 2,746 | 2,358 | 2,291 | 3,221 | 2,225 | 2,139 | 3,735 | 1,698 | 2,997 | 2,918 | 3,246 | 42,234 |
| 33 | 3,505 | 3,336 | 4,510 | 4,383 | 3,771 | 2,746 | 2,954 | 4,845 | 4,766 | 3,854 | 3,722 | 3,735 | 3,764 | 4,273 | 4,223 | 3,246 | 61,632 |
| 34 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 35 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,869 | 3,194 | 2,484 | 1,000 | 1,000 | 2,326 | 2,514 | 2,997 | 2,918 | 3,246 | 41,062 |
| 36 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,869 | 3,194 | 2,484 | 1,000 | 1,000 | 2,326 | 2,514 | 2,997 | 2,918 | 3,246 | 41,062 |
| 37 | 3,505 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 3,752 | 2,827 | 2,696 | 4,845 | 2,514 | 2,997 | 2,918 | 3,246 | 60,308 |
| 38 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,869 | 3,194 | 2,484 | 1,000 | 1,000 | 2,326 | 2,514 | 2,997 | 2,918 | 3,246 | 41,062 |
| 39 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,869 | 3,194 | 2,484 | 1,000 | 1,000 | 2,326 | 2,514 | 2,997 | 2,918 | 3,246 | 41,062 |
| 40 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 3,900 | 3,752 | 3,854 | 3,722 | 3,735 | 3,764 | 4,273 | 4,223 | 4,586 | 66,739 |
| 41 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 42 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 43 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 2,954 | 4,845 | 4,766 | 3,854 | 2,696 | 3,735 | 2,514 | 4,273 | 4,223 | 4,586 | 65,370 |
| 44 | 2,089 | 1,662 | 1,797 | 1,797 | 3,771 | 5,029 | 4,005 | 4,845 | 4,766 | 3,854 | 3,722 | 3,735 | 3,764 | 4,273 | 4,223 | 3,246 | 56,579 |
| 45 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 4,845 | 4,766 | 3,854 | 3,722 | 3,735 | 3,764 | 4,273 | 4,223 | 4,586 | 60,670 |
| 46 | 3,505 | 3,336 | 2,547 | 3,352 | 2,486 | 2,746 | 2,358 | 2,291 | 2,484 | 2,225 | 1,793 | 2,326 | 1,000 | 1,946 | 1,869 | 2,057 | 38,322 |
| 47 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 2,326 | 1,698 | 1,946 | 1,869 | 2,057 | 40,089 |
| 48 | 2,089 | 1,662 | 1,797 | 1,797 | 1,000 | 2,746 | 1,869 | 2,291 | 2,484 | 2,225 | 1,793 | 2,326 | 1,000 | 1,946 | 1,869 | 2,057 | 30,952 |
| 49 | 2,682 | 2,397 | 2,547 | 2,547 | 2,486 | 2,746 | 2,358 | 3,194 | 3,221 | 2,827 | 2,139 | 2,326 | 1,000 | 2,997 | 2,918 | 2,057 | 40,443 |
| 50 | 4,766 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 2,291 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 4,586 | 52,479 |
| 51 | 4,766 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 3,854 | 3,722 | 4,845 | 3,764 | 4,273 | 2,918 | 3,246 | 58,437 |
| 52 | 4,766 | 3,336 | 3,421 | 4,383 | 2,486 | 5,029 | 2,954 | 3,900 | 3,752 | 3,854 | 3,722 | 3,735 | 3,764 | 2,997 | 4,223 | 3,246 | 59,569 |
| 53 | 4,766 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 4,766 | 2,827 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 3,246 | 59,730 |
| 54 | 3,505 | 4,465 | 3,421 | 3,352 | 3,771 | 3,848 | 4,005 | 3,900 | 4,766 | 3,854 | 2,696 | 4,845 | 2,514 | 4,273 | 4,223 | 4,586 | 62,023 |
| 55 | 4,766 | 4,465 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 60,159 |
| 56 | 4,766 | 4,465 | 4,510 | 3,352 | 2,486 | 3,848 | 2,954 | 4,845 | 4,766 | 2,827 | 2,696 | 4,845 | 3,764 | 4,273 | 2,918 | 3,246 | 60,562 |
| 57 | 4,766 | 4,465 | 4,510 | 4,383 | 3,771 | 5,029 | 4,005 | 4,845 | 4,766 | 3,854 | 3,722 | 4,845 | 3,764 | 4,273 | 4,223 | 4,586 | 69,808 |
| 58 | 3,505 | 3,336 | 3,421 | 3,352 | 1,687 | 3,848 | 2,954 | 3,900 | 3,221 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 50,156 |
| 59 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 60 | 3,505 | 2,397 | 2,547 | 2,547 | 3,771 | 2,746 | 1,000 | 3,194 | 2,484 | 1,000 | 1,000 | 3,049 | 2,514 | 2,997 | 2,918 | 3,246 | 40,916 |
| 61 | 2,682 | 3,336 | 3,421 | 1,797 | 1,687 | 3,848 | 1,869 | 2,291 | 2,484 | 1,808 | 1,793 | 3,735 | 1,000 | 2,997 | 1,869 | 2,057 | 38,674 |
| 62 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 51,487 |
| 63 | 3,505 | 3,336 | 3,421 | 3,352 | 2,486 | 3,848 | 2,954 | 3,900 | 3,752 | 2,827 | 2,696 | 3,735 | 2,514 | 2,997 | 2,918 | 3,246 | 51,487 |

Lampiran 19

Data Hasil Tranformasi Menggunakan Analisis MSI

Variabel Budaya Organisasi

| No, Resp | BO01 | BO02 | BO03 | BO04 | BO05 | BO06 | BO07 | BO08 | BO09 | BO10 | BO |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 2 | 2,308 | 3,496 | 2,345 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 2,021 | 2,089 | 27,332 |
| 3 | 3,551 | 4,951 | 4,887 | 2,057 | 4,766 | 4,730 | 4,003 | 2,412 | 4,508 | 2,089 | 37,953 |
| 4 | 3,551 | 3,496 | 2,345 | 3,268 | 1,989 | 4,730 | 4,003 | 2,412 | 4,508 | 4,730 | 35,031 |
| 5 | 1,725 | 1,809 | 1,725 | 3,268 | 3,323 | 4,730 | 2,524 | 2,412 | 4,508 | 3,350 | 29,374 |
| 6 | 1,725 | 1,809 | 1,725 | 3,268 | 3,323 | 4,730 | 2,524 | 2,412 | 4,508 | 3,350 | 29,374 |
| 7 | 2,308 | 2,416 | 3,482 | 3,268 | 3,323 | 2,424 | 1,000 | 1,000 | 2,021 | 2,089 | 23,331 |
| 8 | 2,308 | 2,416 | 3,482 | 3,268 | 3,323 | 2,424 | 1,000 | 1,000 | 2,021 | 2,089 | 23,331 |
| 9 | 3,551 | 2,416 | 2,345 | 2,057 | 1,989 | 2,424 | 1,000 | 1,000 | 2,021 | 2,089 | 20,891 |
| 10 | 3,551 | 2,416 | 2,345 | 2,057 | 1,989 | 2,424 | 1,000 | 1,000 | 2,021 | 2,089 | 20,891 |
| 11 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 12 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 13 | 5,084 | 4,951 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 46,113 |
| 14 | 1,000 | 1,000 | 1,725 | 2,057 | 1,000 | 2,424 | 2,524 | 2,412 | 4,508 | 2,089 | 20,738 |
| 15 | 5,084 | 4,951 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 46,113 |
| 16 | 5,084 | 4,951 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 46,113 |
| 17 | 3,551 | 4,951 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 3,181 | 3,350 | 41,873 |
| 18 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 19 | 3,551 | 3,496 | 3,482 | 2,057 | 1,989 | 3,547 | 1,000 | 1,000 | 2,021 | 2,089 | 24,231 |
| 20 | 5,084 | 2,416 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 43,578 |
| 21 | 5,084 | 2,416 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 43,578 |
| 22 | 1,725 | 2,416 | 2,345 | 2,057 | 1,989 | 1,000 | 1,000 | 2,412 | 2,021 | 1,000 | 17,965 |
| 23 | 3,551 | 1,000 | 1,000 | 1,000 | 3,323 | 2,424 | 2,524 | 1,000 | 2,021 | 3,350 | 21,193 |
| 24 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 25 | 5,084 | 4,951 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 3,181 | 4,730 | 44,786 |
| 26 | 5,084 | 3,496 | 4,887 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 44,658 |
| 27 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 28 | 3,551 | 3,496 | 4,887 | 2,057 | 3,323 | 2,424 | 2,524 | 2,412 | 3,181 | 3,350 | 31,204 |
| 29 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 30 | 2,308 | 1,809 | 4,887 | 3,268 | 4,766 | 4,730 | 2,524 | 2,412 | 3,181 | 4,730 | 34,615 |
| 31 | 3,551 | 3,496 | 3,482 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 4,508 | 4,730 | 41,721 |
| 32 | 2,308 | 3,496 | 3,482 | 3,268 | 1,989 | 2,424 | 2,524 | 2,412 | 2,021 | 3,350 | 27,274 |
| 33 | 3,551 | 3,496 | 3,482 | 4,628 | 4,766 | 3,547 | 4,003 | 2,412 | 4,508 | 3,350 | 37,743 |
| 34 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 35 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 36 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 37 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 4,003 | 3,827 | 4,508 | 4,730 | 37,734 |
| 38 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 39 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 40 | 5,084 | 3,496 | 3,482 | 3,268 | 3,323 | 2,424 | 2,524 | 3,827 | 4,508 | 3,350 | 35,286 |
| 41 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 42 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 43 | 3,551 | 3,496 | 3,482 | 4,628 | 3,323 | 3,547 | 2,524 | 3,827 | 3,181 | 4,730 | 36,289 |
| 44 | 3,551 | 3,496 | 3,482 | 4,628 | 4,766 | 4,730 | 4,003 | 3,827 | 3,181 | 4,730 | 40,394 |
| 45 | 3,551 | 3,496 | 4,887 | 2,057 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,327 |
| 46 | 3,551 | 2,416 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 2,021 | 3,350 | 29,894 |
| 47 | 3,551 | 1,809 | 2,345 | 1,000 | 3,323 | 2,424 | 2,524 | 3,827 | 3,181 | 3,350 | 27,334 |
| 48 | 2,308 | 1,809 | 3,482 | 3,268 | 3,323 | 2,424 | 2,524 | 2,412 | 1,000 | 3,350 | 25,901 |
| 49 | 3,551 | 1,809 | 3,482 | 2,057 | 3,323 | 2,424 | 2,524 | 2,412 | 1,000 | 4,730 | 27,313 |
| 50 | 3,551 | 3,496 | 3,482 | 3,268 | 4,766 | 4,730 | 4,003 | 3,827 | 3,181 | 4,730 | 39,033 |
| 51 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 4,508 | 3,350 | 33,460 |
| 52 | 3,551 | 2,416 | 2,345 | 2,057 | 3,323 | 3,547 | 2,524 | 3,827 | 3,181 | 4,730 | 31,500 |
| 53 | 3,551 | 3,496 | 4,887 | 3,268 | 3,323 | 2,424 | 2,524 | 1,000 | 3,181 | 3,350 | 31,003 |
| 54 | 3,551 | 4,951 | 3,482 | 4,628 | 4,766 | 4,730 | 2,524 | 3,827 | 3,181 | 4,730 | 40,370 |
| 55 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 2,424 | 2,524 | 3,827 | 3,181 | 3,350 | 32,426 |
| 56 | 3,551 | 3,496 | 3,482 | 3,268 | 4,766 | 2,424 | 4,003 | 3,827 | 3,181 | 3,350 | 35,348 |
| 57 | 5,084 | 3,496 | 3,482 | 2,057 | 1,989 | 2,424 | 4,003 | 3,827 | 3,181 | 3,350 | 32,893 |
| 58 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 59 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 60 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 3,181 | 3,350 | 32,134 |
| 61 | 2,308 | 3,496 | 2,345 | 3,268 | 3,323 | 3,547 | 2,524 | 2,412 | 2,021 | 2,089 | 27,332 |
| 62 | 3,551 | 3,496 | 3,482 | 3,268 | 3,323 | 2,424 | 2,524 | 2,412 | 3,181 | 3,350 | 31,011 |
| 63 | 3,551 | 2,416 | 3,482 | 2,057 | 3,323 | 2,424 | 2,524 | 2,412 | 3,181 | 3,350 | 28,720 |

Lampiran 20

Data Hasil Tranformasi Menggunakan Analisis MSI

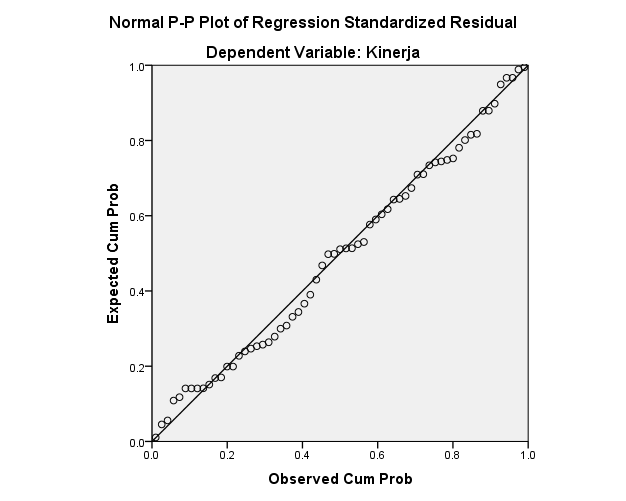
Variabel Disiplin Kerja

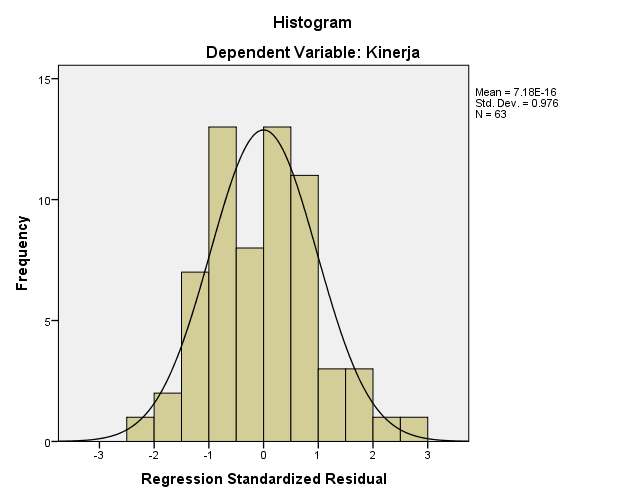
| No, Resp | DK01 | DK02 | DK03 | DK04 | DK05 | DK06 | DK07 | DK08 | DK09 | DK10 | DK |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 2,063 | 1,962 | 34,016 |
| 2 | 2,384 | 2,472 | 2,021 | 2,628 | 1,936 | 1,797 | 1,872 | 2,832 | 2,063 | 3,414 | 23,419 |
| 3 | 3,722 | 3,770 | 3,933 | 2,628 | 3,300 | 1,000 | 2,609 | 4,073 | 3,454 | 1,000 | 29,490 |
| 4 | 3,722 | 3,770 | 2,763 | 4,027 | 1,936 | 3,184 | 2,609 | 4,073 | 2,063 | 3,414 | 31,562 |
| 5 | 3,722 | 3,770 | 3,933 | 2,628 | 3,300 | 3,184 | 2,609 | 4,073 | 3,454 | 3,414 | 34,087 |
| 6 | 3,722 | 3,770 | 3,933 | 2,628 | 3,300 | 3,184 | 2,609 | 4,073 | 3,454 | 3,414 | 34,087 |
| 7 | 1,758 | 1,710 | 2,763 | 2,628 | 1,000 | 1,000 | 1,872 | 2,089 | 1,000 | 1,000 | 16,821 |
| 8 | 1,758 | 2,472 | 2,763 | 1,803 | 1,000 | 1,797 | 2,609 | 2,832 | 2,063 | 1,000 | 20,098 |
| 9 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 10 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 11 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 12 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 13 | 3,722 | 3,770 | 2,763 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 1,962 | 34,236 |
| 14 | 2,384 | 3,770 | 2,021 | 2,628 | 1,936 | 1,000 | 3,980 | 2,089 | 2,063 | 3,414 | 25,285 |
| 15 | 3,722 | 2,472 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 35,559 |
| 16 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 17 | 3,722 | 2,472 | 2,021 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 33,647 |
| 18 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 19 | 1,758 | 1,710 | 2,021 | 1,803 | 1,936 | 1,797 | 1,000 | 2,089 | 1,000 | 1,000 | 16,114 |
| 20 | 1,000 | 1,000 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 31,365 |
| 21 | 1,000 | 1,000 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 31,365 |
| 22 | 2,384 | 1,710 | 1,000 | 4,027 | 1,936 | 1,000 | 1,872 | 2,089 | 1,000 | 3,414 | 20,431 |
| 23 | 1,758 | 2,472 | 1,000 | 1,000 | 1,000 | 1,000 | 2,609 | 2,089 | 2,063 | 3,414 | 18,404 |
| 24 | 3,722 | 2,472 | 2,763 | 2,628 | 1,936 | 1,797 | 3,980 | 2,832 | 3,454 | 1,962 | 27,547 |
| 25 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 26 | 3,722 | 3,770 | 3,933 | 4,027 | 1,936 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 35,493 |
| 27 | 2,384 | 2,472 | 3,933 | 2,628 | 1,936 | 1,797 | 3,980 | 2,832 | 2,063 | 1,962 | 25,988 |
| 28 | 3,722 | 3,770 | 2,021 | 1,803 | 1,000 | 1,797 | 2,609 | 4,073 | 3,454 | 3,414 | 27,663 |
| 29 | 3,722 | 3,770 | 2,021 | 4,027 | 1,936 | 3,184 | 3,980 | 1,000 | 1,000 | 3,414 | 28,054 |
| 30 | 1,758 | 1,710 | 2,021 | 2,628 | 1,936 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 28,159 |
| 31 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 32 | 2,384 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 35,519 |
| 33 | 2,384 | 2,472 | 2,763 | 4,027 | 3,300 | 3,184 | 3,980 | 2,832 | 2,063 | 3,414 | 30,420 |
| 34 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 35 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 36 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 37 | 2,384 | 3,770 | 2,021 | 2,628 | 1,936 | 3,184 | 2,609 | 2,832 | 1,000 | 1,962 | 24,327 |
| 38 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 39 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 40 | 3,722 | 3,770 | 2,763 | 2,628 | 1,936 | 1,797 | 3,980 | 2,832 | 2,063 | 3,414 | 28,906 |
| 41 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 42 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 43 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 44 | 3,722 | 1,000 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 34,087 |
| 45 | 3,722 | 2,472 | 2,763 | 4,027 | 3,300 | 3,184 | 3,980 | 2,832 | 2,063 | 1,962 | 30,306 |
| 46 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 47 | 2,384 | 2,472 | 2,763 | 1,803 | 1,000 | 1,000 | 1,872 | 2,832 | 3,454 | 3,414 | 22,994 |
| 48 | 3,722 | 3,770 | 2,763 | 4,027 | 3,300 | 3,184 | 3,980 | 2,089 | 2,063 | 1,962 | 30,861 |
| 49 | 3,722 | 2,472 | 2,021 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 2,063 | 1,962 | 30,805 |
| 50 | 3,722 | 2,472 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 35,559 |
| 51 | 3,722 | 2,472 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 1,962 | 34,108 |
| 52 | 3,722 | 3,770 | 2,763 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 1,962 | 34,236 |
| 53 | 2,384 | 1,710 | 2,763 | 4,027 | 3,300 | 3,184 | 2,609 | 4,073 | 2,063 | 3,414 | 29,528 |
| 54 | 3,722 | 2,472 | 3,933 | 2,628 | 3,300 | 3,184 | 3,980 | 2,832 | 2,063 | 3,414 | 31,529 |
| 55 | 3,722 | 2,472 | 2,763 | 2,628 | 1,000 | 3,184 | 3,980 | 2,832 | 2,063 | 1,962 | 26,608 |
| 56 | 3,722 | 2,472 | 2,021 | 4,027 | 3,300 | 1,797 | 3,980 | 2,089 | 2,063 | 1,962 | 27,433 |
| 57 | 2,384 | 2,472 | 2,763 | 2,628 | 3,300 | 3,184 | 2,609 | 2,089 | 3,454 | 3,414 | 28,297 |
| 58 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 59 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 60 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 3,980 | 4,073 | 3,454 | 3,414 | 36,857 |
| 61 | 2,384 | 2,472 | 2,021 | 2,628 | 1,936 | 1,797 | 1,872 | 2,832 | 2,063 | 3,414 | 23,419 |
| 62 | 3,722 | 3,770 | 3,933 | 4,027 | 3,300 | 3,184 | 2,609 | 4,073 | 2,063 | 3,414 | 34,095 |
| 63 | 3,722 | 2,472 | 3,933 | 4,027 | 1,936 | 3,184 | 2,609 | 2,089 | 3,454 | 1,962 | 29,388 |

Lampiran 21

Output SPSS Uji Asumsi Klasik Uji Normalitas

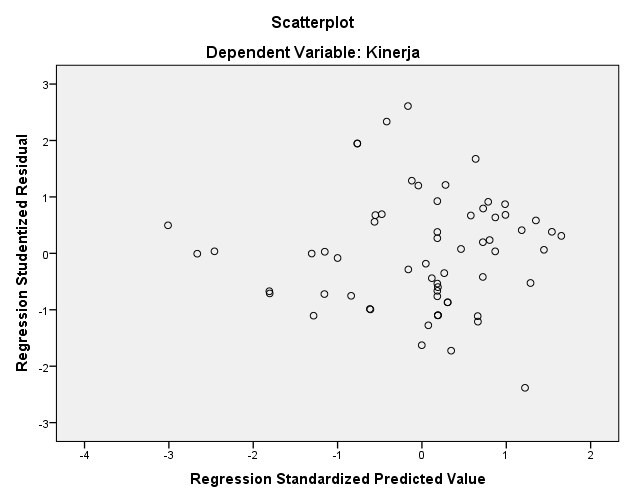
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 63 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 5.62811094 |
| Most Extreme Differences | Absolute | .062 |
| Positive | .062 |
| Negative | -.056 |
| Test Statistic | | .062 |
| 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 22

Output SPSS Uji Asumsi Klasik Uji Heteroskedastisitas



Lampiran 23

Output SPSS Uji Asumsi Klasik Uji Multikolinieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Kompensasi | .380 | 2.634 |
| Budaya Organisasi | .328 | 3.046 |
| Disiplin Kerja | .793 | 1.261 |
| a. Dependent Variabel: Kinerja | | | |

**Lampiran 24**

Output SPSS Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 10.014 | 4.638 |  | 2.159 | .035 |
| Kompensasi | .246 | .097 | .377 | 2.547 | .014 |
| Budaya Organisasi | .187 | .182 | .164 | 1.031 | .307 |
| Disiplin Kerja | .527 | .144 | .375 | 3.660 | .001 |
| a. Dependent Variabel: Kinerja | | | | | | |

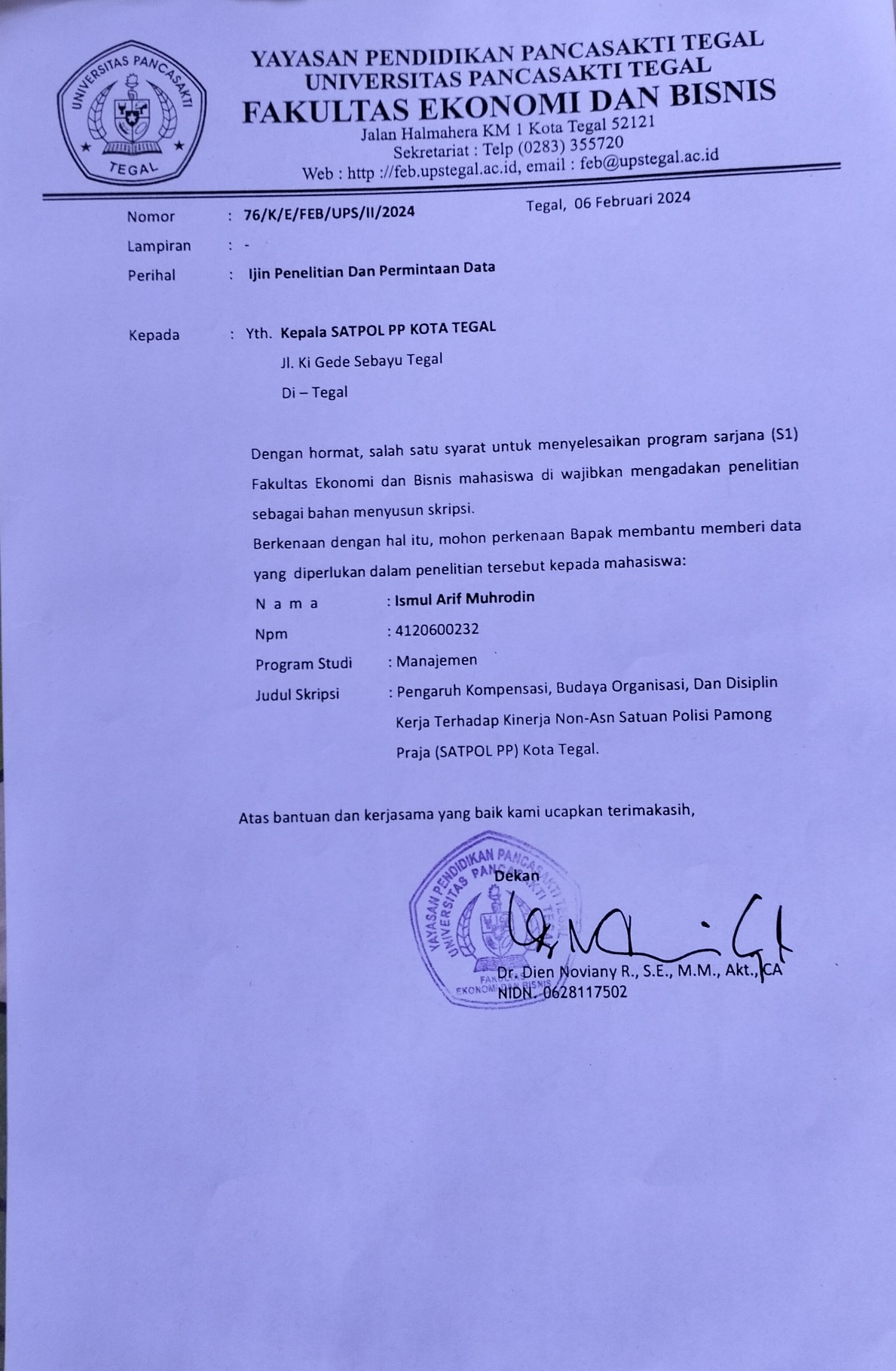
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .713a | .509 | .484 | 5.76942 |
| a. Predictors: (Constant), Disiplin Kerja, Kompensasi, Budaya Organisasi | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **ANOVAa** | | | |
| Sum of Squares | df | Mean Square |
| 2,034.363 | 3 | 678.121 |
| 1,963.889 | 59 | 33.286 |
| 3,998.253 | 62 |  |
| a. Dependent Variabel: Kinerja | | | |
| b. Predictors: (Constant), Disiplin Kerja, Kompensasi, Budaya Organisasi | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 10.014 | 4.638 |  | 2.159 | .035 |
| Kompensasi | .246 | .097 | .377 | 2.547 | .014 |
| Budaya Organisasi | .187 | .182 | .164 | 1.031 | .307 |
| Disiplin Kerja | .527 | .144 | .375 | 3.660 | .001 |
| a. Dependent Variabel: Kinerja | | | | | | |

**Lampiran 25**

Surat Izin Penelitian



**Lampiran 26**

Surat Balasan Izin Penelitian

