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LAMPIRAN

**KUESIONER PENGARUH MOTIVASI KERJA, BEBAN KERJA, TUNJANGAN KINERJA TERHADAP KINERJA KARYAWAN**

**KARAKTERISTIK RESPONDEN**

1. Jenis kelamin :
2. Perempuan
3. Laki-laki
4. Usia
5. 17-30 Tahun
6. 30-40 Tahun
7. > 40 Tahun
8. Pendidikan
9. S1
10. SMA/SMK
11. SMP
12. SD/Sederajat

**Keterangan**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

### PETUNJUK PENGISIAN

1. Isilah identitas secara lengkap
2. Bacalah pertanyaan dengan teliti sebelum menjawab.
3. Berilah jawaban sesuai dengan kondisi yang bapak/Ibu/Saudara rasakan agar diperoleh daya yang benar, akurat dan objektif.
4. Isilah pernyataan dibawah ini dengan memberi tanda (√) pada kolom yang telah tersedia :

STS (Skor 1) : Sangat tidak setuju

TS (Skor 2) : Tidak setuju

N (Skor 3) : Netral

S (Skor 4) : Setuju

SS (Skor 5) : Sangat setuju

**DAFTAR PERNYATAAN KOESIONER**

1. **Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
|  | **Pelaksanaan Tugas** |  | | | |  |
| **1** | Saya dapat menyelesaikan pekerjaan sesuai dengan yang ditetapkan oleh perusahaan |  |  |  |  |  |
| **2** | Saya selalu menyelesaikan tugas sesuai dengan setandar kerja perusahaan |  |  |  |  |  |
| **Kualitas dan Kuantitas Kerja** | | | | | | |
| **3** | Saya memiliki pengalaman kerja yang tidak perlu diragukan lagi dalam melaksanakan tugas |  |  |  |  |  |
| **4** | Saya memiliki keahlian dalam bekerja |  |  |  |  |  |
|  | **Komunikasi antar karyawan** |  | | | |  |
| **5** | Dalam bekerja saya selalu berkomunikasi dengan karyawan lain |  |  |  |  |  |
| **6** | Dalam berkomunikasi, saya selalu meningkatkan hubungan interpersonal |  |  |  |  |  |
| **Tugas tambahan** | | | | | | |
| **7** | Saya melakukan pekerjaan tambahan yang diberikan oleh perusahaan |  |  |  |  |  |
| **8** | Saya selalu bertanggung jawab atas pekerjaan yang telah diberikan oleh atasan |  |  |  |  |  |
| **Kesadaran untuk bekerja sama** | | | | | | |
| **9** | Saya dapat membina kerjasama yang baik dengan rekan kerja yang lain |  |  |  |  |  |
| **10** | Saya melukan tugas yang diberikan perusahaan bersama karyawan yang lainya |  |  |  |  |  |
| **11** | Dalam bekerja, saya membantu pekerjaan karyawan yang lain |  |  |  |  |  |

1. **Motivasi Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
|  | **Promosi** |  | | | |  |
| 1 | Saya melaksankan pekerjaan dengan penuh rasa tanggung jawab untuk menambatkan imbalan yang wajar |  |  |  |  |  |
| 2 | Saya suka melaksanakan pekerjaan yang menantang untuk mengembangkan keterampilan |  |  |  |  |  |
| **Kenaikan gaji** | | | | | | |
| 3 | Karyawan yang sudah lama bekerja mendapatkan kenaikan gaji |  |  |  |  |  |
| 4 | Saya bekerja keras untuk mendapatkan kenaikan gaji |  |  |  |  |  |
|  | **Promosi kenaikan jabatan** |  | | | |  |
| 4 | Karyawan yang sudah lama bekerja mendapatkan kenaikan jabatan |  |  |  |  |  |
| 5 | Saya bekerja dengan baik untuk diberikan promosi kenaikan jabatan |  |  |  |  |  |
| **Kehadiran pemimpin** | | | | | | |
| 6 | Pemimpin diharapkan selalu berangkat dijam kerja |  |  |  |  |  |
| 7 | Kehadiran manajer dalam bekerja, dapat memberikan dorongan atau motivasi |  |  |  |  |  |
| 8 | Manajer memberikan contoh untuk tidak datang terlambat |  |  |  |  |  |

1. **Beban Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
|  | **Pandangan mengenai tugas** |  | | | |  |
| 1 | Saya merasa mampu menyelesaikan pekerjaan sesuai dengan target yang harus dicapai |  |  |  |  |  |
| 2 | Saya bertanggung jawab dan menyelesaikan tugas dengan tepat waktu |  |  |  |  |  |
|  | **Mengambil keputusan dengan cepat** |  | | | |  |
| 3 | Saya dituntut untuk dapat setiap saat mengambil keputusan dengan cepat |  |  |  |  |  |
| 4 | Saya dituntut untuk dapat setiap saat mengambil keputusan dengan cepat tepat |  |  |  |  |  |
| **Waktu yang digunakan menyelesaikan tugas** | | | | | | |
| 5 | Dalam melaksanakan pekerjaan,saya melaksanakan tugas tepat waktu |  |  |  |  |  |
| 6 | Saya dituntut melaksnakan tugas dengan tepat waktu |  |  |  |  |  |

1. **Tunjangan Kinerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Tanggapan** | | | |  |
| **STS** | **TS** | **N** | **S** | **SS** |
|  | **Waktu pemberian tunjangan** |  | | | |  |
| 1 | Perusahaan memberikan tunjangan tepat waktu |  |  |  |  |  |
| 2 | Pemberian tunjangan kepada setiap bagian yang ada |  |  |  |  |  |
| 3 | Ketepatan pemberian tunjangan hari raya pada karyawan |  |  |  |  |  |
|  | **Persaingan pemberian tunjangan** |  | | | |  |
| 3 | Adanya persaingan untuk mendapatkan reward (bonus) |  |  |  |  |  |
| 4 | Saya menerima tunjangan berdasarkan prestasi kerja dan tanggung jawab saya terhadap pekerjaan |  |  |  |  |  |
| **Pemberian tunjangan** | | | | | | |
| 5 | Saya merasa perusahaan sudah memberikan tunjangan sesuai dengan setandar yang berlaku |  |  |  |  |  |
| 6 | Pemberian tunjangan yang sesuai dengan kemampuan perusahaan |  |  |  |  |  |

**Lampiran 1**

**Deskripsi Hasil Tanggapan Responden (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Total (Y)** |
| 1 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 2 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 3 | 5 | 41 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 39 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 5 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 45 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 7 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 48 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 49 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 10 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 43 |
| 11 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 38 |
| 12 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 38 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 14 | 2 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 36 |
| 15 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 51 |
| 16 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 46 |
| 17 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 45 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 47 |
| 19 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 48 |
| 20 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 49 |
| 21 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 22 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 23 | 4 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 45 |
| 24 | 4 | 5 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 25 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 48 |
| 26 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 49 |
| 27 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 28 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 29 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 48 |
| 30 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 48 |
| 31 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 49 |
| 32 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 33 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 34 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 35 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 45 |
| 36 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 47 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 51 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 52 |
| 39 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 49 |
| 40 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 52 |
| 41 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 42 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 50 |
| 43 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 51 |
| 44 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 50 |
| 45 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 52 |
| 46 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 48 |
| 47 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 50 |
| 48 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 49 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 49 |
| 50 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 51 |
| 51 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 1 | 39 |
| 52 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 53 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 41 |
| 54 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 40 |
| 55 | 3 | 5 | 2 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 56 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 5 | 1 | 37 |
| 57 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 2 | 3 | 5 | 5 | 40 |
| 58 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 38 |
| 59 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 41 |
| 60 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 42 |
| 61 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 62 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 63 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 64 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 65 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 38 |
| 66 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 43 |
| 67 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 46 |
| 68 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 45 |
| 69 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 40 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 46 |
| 74 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 75 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 45 |
| 76 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 45 |
| 77 | 5 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 45 |
| 78 | 3 | 5 | 3 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 42 |
| 79 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 45 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 45 |

Deskripsi Hasil Tanggapan Responden (X1)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total (X1) |
| 1 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 36 |
| 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 27 |
| 4 | 3 | 4 | 1 | 4 | 1 | 4 | 4 | 2 | 23 |
| 5 | 1 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 32 |
| 6 | 5 | 3 | 4 | 4 | 1 | 4 | 4 | 2 | 27 |
| 7 | 3 | 5 | 3 | 3 | 3 | 5 | 4 | 3 | 29 |
| 8 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 33 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 11 | 3 | 3 | 5 | 4 | 2 | 4 | 4 | 4 | 29 |
| 12 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 28 |
| 13 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 33 |
| 14 | 4 | 2 | 4 | 2 | 1 | 5 | 5 | 4 | 27 |
| 15 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 16 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 17 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 18 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 19 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 20 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 32 |
| 21 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 22 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 34 |
| 23 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 33 |
| 24 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 25 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 27 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 35 |
| 28 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 35 |
| 29 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 35 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 31 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 34 |
| 32 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 34 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 35 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 37 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 35 |
| 38 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 33 |
| 39 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 33 |
| 40 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 32 |
| 41 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 42 | 5 | 5 | 4 | 4 | 1 | 5 | 4 | 4 | 32 |
| 43 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 4 | 34 |
| 44 | 4 | 5 | 4 | 5 | 1 | 4 | 5 | 4 | 32 |
| 45 | 4 | 5 | 4 | 5 | 2 | 4 | 5 | 4 | 33 |
| 46 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 35 |
| 47 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 35 |
| 48 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 35 |
| 49 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 50 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 51 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 52 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 53 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 54 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 26 |
| 55 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 29 |
| 56 | 4 | 3 | 4 | 4 | 1 | 3 | 4 | 4 | 27 |
| 57 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 31 |
| 58 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 60 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 30 |
| 61 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 31 |
| 62 | 2 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 26 |
| 63 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 5 | 28 |
| 64 | 2 | 4 |  | 4 | 4 | 2 | 3 | 4 | 23 |
| 65 | 3 | 5 | 5 | 2 | 3 | 4 | 3 | 4 | 29 |
| 66 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 28 |
| 67 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 5 | 34 |
| 68 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 34 |
| 69 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 32 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 76 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 32 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 32 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 33 |
| 79 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 32 |
| 80 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 34 |

**Deskripsi Hasil Tanggapan Responden (X2)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | Total (X2) |
| 1 | 5 | 5 | 4 | 5 | 4 | 3 | 26 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 4 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 6 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 7 | 5 | 4 | 5 | 5 | 4 | 3 | 26 |
| 8 | 5 | 4 | 5 | 5 | 4 | 3 | 26 |
| 9 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 10 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 11 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 12 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 13 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 15 | 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 16 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 20 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 21 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 22 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 23 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 24 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 25 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 27 | 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 28 | 5 | 4 | 4 | 5 | 3 | 5 | 26 |
| 29 | 5 | 4 | 4 | 5 | 3 | 5 | 26 |
| 30 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 31 | 5 | 4 | 4 | 5 | 3 | 4 | 25 |
| 32 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 34 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 35 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 37 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 38 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 39 | 4 | 5 | 5 | 4 | 3 | 4 | 25 |
| 40 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 41 | 5 | 5 | 4 | 4 | 3 | 4 | 25 |
| 42 | 5 | 5 | 4 | 4 | 1 | 5 | 24 |
| 43 | 5 | 5 | 4 | 5 | 1 | 5 | 25 |
| 44 | 4 | 5 | 4 | 5 | 1 | 4 | 23 |
| 45 | 4 | 5 | 4 | 5 | 2 | 4 | 24 |
| 46 | 4 | 5 | 4 | 5 | 3 | 4 | 25 |
| 47 | 4 | 5 | 4 | 5 | 3 | 4 | 25 |
| 48 | 4 | 5 | 4 | 5 | 3 | 4 | 25 |
| 49 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 50 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 51 | 1 | 4 | 4 | 4 | 4 | 4 | 21 |
| 52 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 53 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 54 | 4 | 2 | 4 | 4 | 2 | 4 | 20 |
| 55 | 4 | 4 | 4 | 2 | 3 | 4 | 21 |
| 56 | 4 | 3 | 4 | 4 | 1 | 3 | 19 |
| 57 | 3 | 4 | 5 | 4 | 4 | 3 | 23 |
| 58 | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 60 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 61 | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| 62 | 2 | 4 | 4 | 2 | 3 | 3 | 18 |
| 63 | 2 | 4 | 4 | 2 | 3 | 4 | 19 |
| 64 | 2 | 4 |  | 4 | 4 | 2 | 16 |
| 65 | 3 | 5 | 5 | 2 | 3 | 4 | 22 |
| 66 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 67 | 4 | 4 | 5 | 5 | 2 | 5 | 25 |
| 68 | 2 | 4 | 4 | 5 | 4 | 5 | 24 |
| 69 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 76 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 78 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 79 | 5 | 4 | 3 | 5 | 4 | 4 | 25 |
| 80 | 5 | 4 | 3 | 5 | 5 | 4 | 26 |

Deskripsi Hasil Tanggapan Responden (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| RESPONDEN | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Total (X3) |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 2 | 2 | 4 | 3 | 3 | 14 |
| 3 | 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 3 | 2 | 2 | 2 | 2 | 11 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 |
| 6 | 5 | 4 | 3 | 3 | 4 | 19 |
| 7 | 5 | 4 | 4 | 3 | 3 | 19 |
| 8 | 5 | 5 | 3 | 3 | 4 | 20 |
| 9 | 4 | 4 | 4 | 4 | 4 | 20 |
| 10 | 3 | 4 | 4 | 4 | 3 | 18 |
| 11 | 3 | 4 | 4 | 3 | 3 | 17 |
| 12 | 4 | 3 | 5 | 4 | 3 | 19 |
| 13 | 4 | 4 | 4 | 4 | 3 | 19 |
| 14 | 2 | 4 | 3 | 2 | 4 | 15 |
| 15 | 4 | 4 | 5 | 4 | 4 | 21 |
| 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 4 | 4 | 4 | 3 | 4 | 19 |
| 23 | 4 | 4 | 4 | 3 | 4 | 19 |
| 24 | 5 | 4 | 5 | 3 | 5 | 22 |
| 25 | 5 | 4 | 5 | 3 | 5 | 22 |
| 26 | 5 | 4 | 5 | 3 | 5 | 22 |
| 27 | 4 | 4 | 5 | 4 | 5 | 22 |
| 28 | 4 | 4 | 5 | 4 | 5 | 22 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 4 | 5 | 4 | 4 | 4 | 21 |
| 31 | 4 | 5 | 4 | 4 | 4 | 21 |
| 32 | 3 | 5 | 4 | 4 | 4 | 20 |
| 33 | 3 | 4 | 4 | 3 | 4 | 18 |
| 34 | 3 | 4 | 4 | 3 | 4 | 18 |
| 35 | 3 | 4 | 5 | 3 | 4 | 19 |
| 36 | 4 | 4 | 5 | 3 | 4 | 20 |
| 37 | 4 | 5 | 5 | 4 | 4 | 22 |
| 38 | 4 | 5 | 5 | 4 | 4 | 22 |
| 39 | 3 | 5 | 4 | 4 | 4 | 20 |
| 40 | 3 | 4 | 5 | 3 | 4 | 19 |
| 41 | 3 | 4 | 5 | 3 | 4 | 19 |
| 42 | 4 | 5 | 5 | 3 | 4 | 21 |
| 43 | 4 | 4 | 5 | 4 | 4 | 21 |
| 44 | 4 | 4 | 5 | 4 | 4 | 21 |
| 45 | 5 | 4 | 5 | 4 | 4 | 22 |
| 46 | 5 | 4 | 4 | 3 | 4 | 20 |
| 47 | 5 | 4 | 4 | 3 | 4 | 20 |
| 48 | 5 | 4 | 4 | 3 | 4 | 20 |
| 49 | 5 | 4 | 4 | 3 | 4 | 20 |
| 50 | 5 | 4 | 4 | 4 | 4 | 21 |
| 51 | 4 | 4 | 4 | 4 | 4 | 20 |
| 52 | 4 | 4 | 4 | 4 | 4 | 20 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 4 | 4 | 4 | 4 | 4 | 20 |
| 55 | 4 | 4 | 4 | 4 | 4 | 20 |
| 56 | 4 | 4 | 4 | 4 | 4 | 20 |
| 57 | 4 | 4 | 4 | 4 | 4 | 20 |
| 58 | 4 | 3 | 4 | 4 | 4 | 19 |
| 59 | 4 | 3 | 4 | 3 | 4 | 18 |
| 60 | 4 | 3 | 4 | 3 | 4 | 18 |
| 61 | 4 | 4 | 4 | 3 | 4 | 19 |
| 62 | 4 | 4 | 5 | 3 | 4 | 20 |
| 63 | 4 | 4 | 5 | 4 | 3 | 20 |
| 64 | 4 | 4 | 5 | 4 | 3 | 20 |
| 65 | 4 | 4 | 5 | 3 | 4 | 20 |
| 66 | 5 | 4 | 4 | 3 | 4 | 20 |
| 67 | 5 | 3 | 4 | 4 | 4 | 20 |
| 68 | 5 | 3 | 4 | 4 | 4 | 20 |
| 69 | 5 | 4 | 5 | 4 | 4 | 22 |
| 70 | 5 | 4 | 4 | 4 | 4 | 21 |
| 71 | 4 | 4 | 4 | 4 | 5 | 21 |
| 72 | 4 | 4 | 4 | 4 | 5 | 21 |
| 73 | 4 | 4 | 4 | 4 | 5 | 21 |
| 74 | 4 | 4 | 4 | 4 | 5 | 21 |
| 75 | 4 | 4 | 5 | 3 | 5 | 21 |
| 76 | 4 | 4 | 5 | 3 | 4 | 20 |
| 77 | 4 | 4 | 5 | 4 | 4 | 21 |
| 78 | 5 | 4 | 4 | 4 | 4 | 21 |
| 79 | 5 | 3 | 4 | 4 | 4 | 20 |
| 80 | 5 | 4 | 4 | 4 | 4 | 21 |

**Lampiran 2**

**Transformasi dataordinal menjadi data skala likert menggunakan *Methode***

***Succesive Interval* (MSI)**

Variabel kinerja karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **5** | **5** | **4** | **4** | **3** | **5** | **5** | **5** | **5** | **5** | **5** |
| 4,867 | 4,056 | 2,778 | 2,381 | 2,332 | 4,959 | 4,479 | 4,803 | 4,120 | 3,942 | 4,141 |
| 3,422 | 1,000 | 2,778 | 2,381 | 2,332 | 2,072 | 4,479 | 2,260 | 2,618 | 1,000 | 4,141 |
| 3,422 | 1,000 | 1,870 | 2,381 | 2,332 | 3,404 | 1,704 | 3,428 | 2,618 | 1,000 | 2,666 |
| 4,867 | 4,056 | 3,985 | 3,768 | 4,936 | 4,959 | 4,479 | 4,803 | 4,120 | 3,942 | 4,141 |
| 4,867 | 2,566 | 1,000 | 2,381 | 4,936 | 3,404 | 4,479 | 1,000 | 4,120 | 3,942 | 4,141 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 4,120 | 2,487 | 2,666 |
| 3,422 | 2,566 | 3,985 | 2,381 | 3,596 | 2,072 | 4,479 | 4,803 | 4,120 | 2,487 | 4,141 |
| 4,867 | 2,566 | 3,985 | 3,768 | 4,936 | 3,404 | 3,014 | 3,428 | 4,120 | 3,942 | 1,533 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 2,072 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 1,870 | 1,000 | 2,332 | 2,072 | 3,014 | 3,428 | 2,618 | 1,000 | 1,533 |
| 3,422 | 2,566 | 2,778 | 1,000 | 2,332 | 1,000 | 3,014 | 2,260 | 2,618 | 1,000 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 1,000 | 2,566 | 1,870 | 2,381 | 1,000 | 2,072 | 3,014 | 2,260 | 2,618 | 1,000 | 2,666 |
| 4,867 | 2,566 | 2,778 | 3,768 | 4,936 | 2,072 | 4,479 | 4,803 | 4,120 | 3,942 | 4,141 |
| 4,867 | 2,566 | 2,778 | 2,381 | 2,332 | 2,072 | 4,479 | 3,428 | 2,618 | 3,942 | 4,141 |
| 4,867 | 2,566 | 2,778 | 2,381 | 2,332 | 2,072 | 3,014 | 3,428 | 2,618 | 3,942 | 4,141 |
| 4,867 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 3,942 | 4,141 |
| 2,051 | 4,056 | 3,985 | 3,768 | 4,936 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 4,141 |
| 2,051 | 4,056 | 3,985 | 3,768 | 4,936 | 3,404 | 3,014 | 3,428 | 2,618 | 3,942 | 4,141 |
| 3,422 | 4,056 | 3,985 | 3,768 | 4,936 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 4,867 | 4,056 | 3,985 | 3,768 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 4,056 | 1,000 | 3,768 | 3,596 | 3,404 | 3,014 | 4,803 | 2,618 | 2,487 | 2,666 |
| 3,422 | 4,056 | 1,000 | 3,768 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 2,666 |
| 4,867 | 4,056 | 1,000 | 3,768 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 2,666 |
| 4,867 | 4,056 | 1,870 | 3,768 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 2,666 |
| 4,867 | 1,000 | 2,778 | 2,381 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 2,666 |
| 4,867 | 1,000 | 2,778 | 2,381 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 1,000 | 3,985 | 2,381 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 1,000 | 3,985 | 2,381 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 4,141 |
| 4,867 | 2,566 | 3,985 | 1,000 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 3,985 | 2,381 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 2,666 |
| 3,422 | 4,056 | 2,778 | 2,381 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 2,666 |
| 2,051 | 4,056 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 2,666 |
| 2,051 | 2,566 | 2,778 | 2,381 | 3,596 | 4,959 | 4,479 | 3,428 | 4,120 | 1,000 | 2,666 |
| 3,422 | 2,566 | 3,985 | 2,381 | 4,936 | 4,959 | 3,014 | 3,428 | 2,618 | 1,000 | 4,141 |
| 4,867 | 4,056 | 3,985 | 3,768 | 4,936 | 4,959 | 4,479 | 3,428 | 2,618 | 1,000 | 4,141 |
| 4,867 | 4,056 | 3,985 | 3,768 | 4,936 | 4,959 | 4,479 | 3,428 | 2,618 | 2,487 | 4,141 |
| 4,867 | 4,056 | 1,000 | 3,768 | 4,936 | 4,959 | 4,479 | 3,428 | 2,618 | 2,487 | 4,141 |
| 4,867 | 4,056 | 2,778 | 2,381 | 4,936 | 4,959 | 4,479 | 3,428 | 4,120 | 3,942 | 4,141 |
| 3,422 | 4,056 | 3,985 | 3,768 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 3,942 | 4,141 |
| 3,422 | 4,056 | 3,985 | 3,768 | 3,596 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 2,666 |
| 4,867 | 4,056 | 3,985 | 3,768 | 3,596 | 3,404 | 4,479 | 3,428 | 4,120 | 3,942 | 2,666 |
| 4,867 | 4,056 | 3,985 | 2,381 | 3,596 | 3,404 | 4,479 | 3,428 | 4,120 | 3,942 | 2,666 |
| 4,867 | 4,056 | 3,985 | 3,768 | 4,936 | 3,404 | 3,014 | 3,428 | 4,120 | 3,942 | 4,141 |
| 2,051 | 2,566 | 3,985 | 2,381 | 4,936 | 3,404 | 3,014 | 3,428 | 4,120 | 3,942 | 4,141 |
| 2,051 | 2,566 | 2,778 | 3,768 | 4,936 | 4,959 | 3,014 | 4,803 | 4,120 | 3,942 | 4,141 |
| 3,422 | 2,566 | 2,778 | 3,768 | 4,936 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 3,768 | 3,596 | 3,404 | 3,014 | 4,803 | 4,120 | 3,942 | 4,141 |
| 4,867 | 4,056 | 3,985 | 3,768 | 3,596 | 3,404 | 3,014 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 1,000 | 3,596 | 2,072 | 3,014 | 2,260 | 2,618 | 3,942 | 1,000 |
| 2,051 | 2,566 | 1,870 | 1,000 | 3,596 | 3,404 | 1,704 | 2,260 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 1,870 | 1,000 | 2,332 | 2,072 | 3,014 | 3,428 | 2,618 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 1,000 | 2,332 | 2,072 | 3,014 | 3,428 | 2,618 | 1,000 | 2,666 |
| 2,051 | 4,056 | 1,000 | 1,000 | 2,332 | 3,404 | 3,014 | 4,803 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 1,870 | 1,000 | 3,596 | 1,000 | 3,014 | 2,260 | 2,618 | 3,942 | 1,000 |
| 3,422 | 2,566 | 1,870 | 2,381 | 3,596 | 1,000 | 3,014 | 1,596 | 1,000 | 3,942 | 4,141 |
| 3,422 | 2,566 | 1,870 | 2,381 | 3,596 | 2,072 | 1,000 | 1,596 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 1,870 | 1,000 | 2,332 | 3,404 | 3,014 | 2,260 | 2,618 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,870 | 2,381 | 3,596 | 3,404 | 1,000 | 3,428 | 2,618 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,870 | 1,000 | 2,332 | 3,404 | 3,014 | 4,803 | 2,618 | 3,942 | 4,141 |
| 3,422 | 2,566 | 1,000 | 2,381 | 4,936 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,000 | 2,381 | 4,936 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,000 | 2,381 | 4,936 | 3,404 | 4,479 | 4,803 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,870 | 1,000 | 2,332 | 1,000 | 1,704 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 2,332 | 2,072 | 3,014 | 3,428 | 2,618 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 1,000 | 4,936 | 2,072 | 3,014 | 3,428 | 4,120 | 3,942 | 4,141 |
| 3,422 | 2,566 | 3,985 | 2,381 | 3,596 | 3,404 | 1,704 | 3,428 | 2,618 | 2,487 | 4,141 |
| 3,422 | 2,566 | 1,870 | 1,000 | 3,596 | 2,072 | 1,704 | 3,428 | 1,000 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 3,428 | 2,618 | 2,487 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 4,479 | 3,428 | 2,618 | 3,942 | 2,666 |
| 3,422 | 2,566 | 2,778 | 2,381 | 2,332 | 3,404 | 4,479 | 3,428 | 2,618 | 3,942 | 2,666 |
| 4,867 | 4,056 | 1,870 | 1,000 | 2,332 | 2,072 | 4,479 | 3,428 | 2,618 | 3,942 | 4,141 |
| 4,867 | 4,056 | 1,870 | 1,000 | 2,332 | 2,072 | 4,479 | 3,428 | 2,618 | 3,942 | 4,141 |
| 4,867 | 4,056 | 1,870 | 2,381 | 2,332 | 2,072 | 4,479 | 3,428 | 2,618 | 2,487 | 4,141 |
| 2,051 | 4,056 | 1,870 | 2,381 | 2,332 | 2,072 | 4,479 | 2,260 | 2,618 | 2,487 | 4,141 |
| 2,051 | 4,056 | 2,778 | 2,381 | 3,596 | 2,072 | 4,479 | 2,260 | 4,120 | 2,487 | 4,141 |
| 3,422 | 2,566 | 2,778 | 2,381 | 3,596 | 3,404 | 3,014 | 2,260 | 4,120 | 2,487 | 4,141 |

**Lampiran 3**

**Transformasi dataordinal menjadi data skala likert menggunakan *Methode***

***Succesive Interval* (MSI)**

Variabel Motivasi Kerja (X1)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | |
| **5** | **5** | **5** | **5** | **3** | **5** | **5** | **3** |
| 4,696 | 4,402 | 5,461 | 4,201 | 2,296 | 4,985 | 3,749 | 2,029 |
| 2,147 | 3,000 | 2,223 | 2,779 | 2,296 | 2,089 | 1,000 | 2,029 |
| 3,282 | 1,818 | 2,223 | 2,779 | 2,296 | 3,506 | 1,000 | 2,029 |
| 2,147 | 3,000 | 1,000 | 2,779 | 1,000 | 3,506 | 2,366 | 1,000 |
| 1,000 | 4,402 | 3,771 | 4,201 | 1,603 | 4,985 | 3,749 | 4,849 |
| 4,696 | 1,818 | 3,771 | 2,779 | 1,000 | 3,506 | 2,366 | 1,000 |
| 2,147 | 4,402 | 2,223 | 1,648 | 2,296 | 4,985 | 2,366 | 2,029 |
| 3,282 | 4,402 | 3,771 | 2,779 | 2,296 | 2,089 | 3,749 | 4,849 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 2,147 | 3,000 | 3,771 | 2,779 | 2,296 | 2,089 | 2,366 | 3,378 |
| 2,147 | 1,818 | 5,461 | 2,779 | 1,603 | 3,506 | 2,366 | 3,378 |
| 2,147 | 3,000 | 3,771 | 1,648 | 4,903 | 2,089 | 1,000 | 2,029 |
| 4,696 | 3,000 | 2,223 | 2,779 | 3,455 | 3,506 | 3,749 | 3,378 |
| 3,282 | 1,000 | 3,771 | 1,000 | 1,000 | 4,985 | 3,749 | 3,378 |
| 1,000 | 3,000 | 3,771 | 4,201 | 4,903 | 4,985 | 3,749 | 3,378 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 3,378 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 3,378 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 3,378 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 3,378 |
| 3,282 | 1,818 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 3,378 |
| 4,696 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 | 3,749 | 3,378 |
| 4,696 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 | 3,749 | 3,378 |
| 3,282 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 | 3,749 | 3,378 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 | 3,749 | 4,849 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 | 2,366 | 4,849 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 | 2,366 | 4,849 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 | 2,366 | 4,849 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 | 2,366 | 4,849 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 | 2,366 | 4,849 |
| 4,696 | 3,000 | 3,771 | 4,201 | 3,455 | 4,985 | 2,366 | 4,849 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 | 2,366 | 4,849 |
| 4,696 | 3,000 | 5,461 | 4,201 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 3,000 | 3,771 | 4,201 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 3,749 | 3,378 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 3,749 | 3,378 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 | 3,749 | 4,849 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 | 3,749 | 2,029 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 | 3,749 | 2,029 |
| 3,282 | 4,402 | 3,771 | 2,779 | 2,296 | 3,506 | 2,366 | 3,378 |
| 4,696 | 4,402 | 3,771 | 2,779 | 2,296 | 3,506 | 2,366 | 3,378 |
| 4,696 | 4,402 | 3,771 | 2,779 | 1,000 | 4,985 | 2,366 | 3,378 |
| 4,696 | 4,402 | 3,771 | 4,201 | 1,000 | 4,985 | 3,749 | 3,378 |
| 3,282 | 4,402 | 3,771 | 4,201 | 1,000 | 3,506 | 3,749 | 3,378 |
| 3,282 | 4,402 | 3,771 | 4,201 | 1,603 | 3,506 | 3,749 | 3,378 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 4,849 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 4,849 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 | 3,749 | 4,849 |
| 3,282 | 4,402 | 3,771 | 4,201 | 3,455 | 4,985 | 2,366 | 3,378 |
| 3,282 | 4,402 | 3,771 | 4,201 | 3,455 | 3,506 | 2,366 | 4,849 |
| 1,000 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 1,818 | 2,223 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 1,818 | 2,223 | 1,648 | 2,296 | 2,089 | 1,000 | 3,378 |
| 3,282 | 1,000 | 3,771 | 2,779 | 1,603 | 3,506 | 1,000 | 2,029 |
| 3,282 | 3,000 | 3,771 | 1,000 | 2,296 | 3,506 | 2,366 | 3,378 |
| 3,282 | 1,818 | 3,771 | 2,779 | 1,000 | 2,089 | 2,366 | 3,378 |
| 2,147 | 3,000 | 5,461 | 2,779 | 3,455 | 2,089 | 3,749 | 2,029 |
| 3,282 | 1,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 2,147 | 1,818 | 2,223 | 1,648 | 2,296 | 2,089 | 1,000 | 3,378 |
| 3,282 | 3,000 | 2,223 | 2,779 | 3,455 | 3,506 | 1,000 | 3,378 |
| 3,282 | 1,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 4,849 |
| 1,612 | 3,000 | 3,771 | 1,000 | 2,296 | 2,089 | 2,366 | 3,378 |
| 1,612 | 3,000 | 3,771 | 1,000 | 2,296 | 3,506 | 2,366 | 4,849 |
| 1,612 | 3,000 | 0,000 | 2,779 | 3,455 | 1,000 | 1,000 | 3,378 |
| 2,147 | 4,402 | 5,461 | 1,000 | 2,296 | 3,506 | 1,000 | 3,378 |
| 3,282 | 3,000 | 2,223 | 1,648 | 2,296 | 2,089 | 2,366 | 3,378 |
| 3,282 | 3,000 | 5,461 | 4,201 | 1,603 | 4,985 | 2,366 | 4,849 |
| 1,612 | 3,000 | 3,771 | 4,201 | 3,455 | 4,985 | 3,749 | 4,849 |
| 3,282 | 3,000 | 2,223 | 1,648 | 2,296 | 2,089 | 2,366 | 2,029 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 2,366 | 3,378 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 3,749 | 2,029 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 | 3,749 | 3,378 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 1,000 | 3,378 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 1,000 | 3,378 |
| 4,696 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 | 1,000 | 3,378 |
| 4,696 | 3,000 | 2,223 | 4,201 | 3,455 | 3,506 | 1,000 | 3,378 |
| 4,696 | 3,000 | 2,223 | 4,201 | 4,903 | 3,506 | 2,366 | 3,378 |

**Lampiran 4**

**Transformasi dataordinal menjadi data skala likert menggunakan *Methode***

***Succesive Interval* (MSI)**

Variabel Beban Kerja (X2)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | |
| **5** | **5** | **5** | **5** | **3** | **5** |
| 4,696 | 4,402 | 5,461 | 4,201 | 2,296 | 4,985 |
| 2,147 | 3,000 | 2,223 | 2,779 | 2,296 | 2,089 |
| 3,282 | 1,818 | 2,223 | 2,779 | 2,296 | 3,506 |
| 2,147 | 3,000 | 1,000 | 2,779 | 1,000 | 3,506 |
| 1,000 | 4,402 | 3,771 | 4,201 | 1,603 | 4,985 |
| 4,696 | 1,818 | 3,771 | 2,779 | 1,000 | 3,506 |
| 2,147 | 4,402 | 2,223 | 1,648 | 2,296 | 4,985 |
| 3,282 | 4,402 | 3,771 | 2,779 | 2,296 | 2,089 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 2,147 | 3,000 | 3,771 | 2,779 | 2,296 | 2,089 |
| 2,147 | 1,818 | 5,461 | 2,779 | 1,603 | 3,506 |
| 2,147 | 3,000 | 3,771 | 1,648 | 4,903 | 2,089 |
| 4,696 | 3,000 | 2,223 | 2,779 | 3,455 | 3,506 |
| 3,282 | 1,000 | 3,771 | 1,000 | 1,000 | 4,985 |
| 1,000 | 3,000 | 3,771 | 4,201 | 4,903 | 4,985 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 |
| 2,147 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 |
| 3,282 | 1,818 | 3,771 | 4,201 | 2,296 | 3,506 |
| 4,696 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 |
| 4,696 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 |
| 3,282 | 1,818 | 3,771 | 2,779 | 3,455 | 4,985 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 4,985 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 4,985 |
| 4,696 | 3,000 | 3,771 | 4,201 | 3,455 | 4,985 |
| 4,696 | 3,000 | 3,771 | 4,201 | 2,296 | 3,506 |
| 4,696 | 3,000 | 5,461 | 4,201 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 4,201 | 3,455 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 |
| 3,282 | 4,402 | 5,461 | 2,779 | 2,296 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 2,296 | 3,506 |
| 4,696 | 4,402 | 3,771 | 2,779 | 2,296 | 3,506 |
| 4,696 | 4,402 | 3,771 | 2,779 | 1,000 | 4,985 |
| 4,696 | 4,402 | 3,771 | 4,201 | 1,000 | 4,985 |
| 3,282 | 4,402 | 3,771 | 4,201 | 1,000 | 3,506 |
| 3,282 | 4,402 | 3,771 | 4,201 | 1,603 | 3,506 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 |
| 3,282 | 4,402 | 3,771 | 4,201 | 2,296 | 3,506 |
| 3,282 | 4,402 | 3,771 | 4,201 | 3,455 | 4,985 |
| 3,282 | 4,402 | 3,771 | 4,201 | 3,455 | 3,506 |
| 1,000 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 1,818 | 2,223 | 2,779 | 3,455 | 3,506 |
| 3,282 | 1,818 | 2,223 | 1,648 | 2,296 | 2,089 |
| 3,282 | 1,000 | 3,771 | 2,779 | 1,603 | 3,506 |
| 3,282 | 3,000 | 3,771 | 1,000 | 2,296 | 3,506 |
| 3,282 | 1,818 | 3,771 | 2,779 | 1,000 | 2,089 |
| 2,147 | 3,000 | 5,461 | 2,779 | 3,455 | 2,089 |
| 3,282 | 1,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 2,147 | 1,818 | 2,223 | 1,648 | 2,296 | 2,089 |
| 3,282 | 3,000 | 2,223 | 2,779 | 3,455 | 3,506 |
| 3,282 | 1,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 1,612 | 3,000 | 3,771 | 1,000 | 2,296 | 2,089 |
| 1,612 | 3,000 | 3,771 | 1,000 | 2,296 | 3,506 |
| 1,612 | 3,000 | 0,000 | 2,779 | 3,455 | 1,000 |
| 2,147 | 4,402 | 5,461 | 1,000 | 2,296 | 3,506 |
| 3,282 | 3,000 | 2,223 | 1,648 | 2,296 | 2,089 |
| 3,282 | 3,000 | 5,461 | 4,201 | 1,603 | 4,985 |
| 1,612 | 3,000 | 3,771 | 4,201 | 3,455 | 4,985 |
| 3,282 | 3,000 | 2,223 | 1,648 | 2,296 | 2,089 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 3,000 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 3,282 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 4,696 | 4,402 | 3,771 | 2,779 | 3,455 | 3,506 |
| 4,696 | 3,000 | 2,223 | 4,201 | 3,455 | 3,506 |
| 4,696 | 3,000 | 2,223 | 4,201 | 4,903 | 3,506 |

**Lampiran 5**

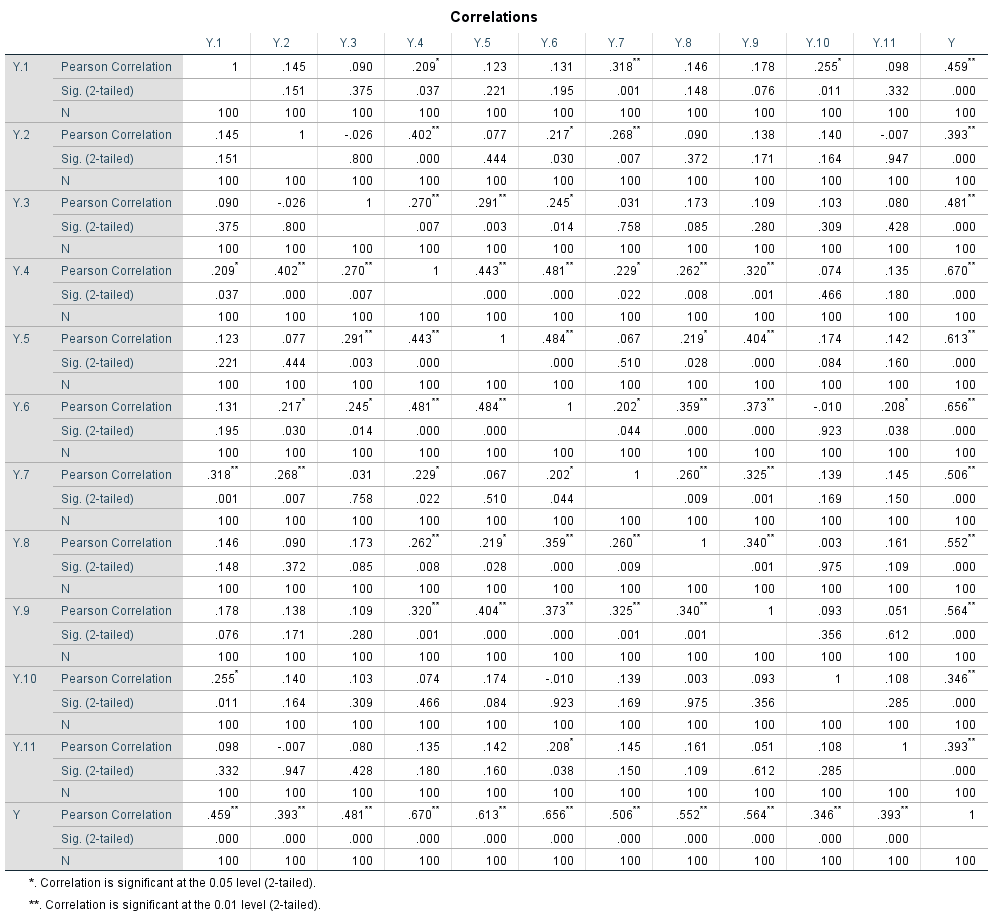
**Transformasi dataordinal menjadi data skala likert menggunakan *Methode***

***Succesive Interval* (MSI)**

Variabel Tunjangan Kinerja (X3)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | |
| **5** | **5** | **5** | **5** | **5** |
| 4,716 | 5,176 | 4,846 | 5,842 | 5,332 |
| 1,000 | 1,000 | 3,303 | 2,390 | 2,011 |
| 1,938 | 1,832 | 1,753 | 2,390 | 2,011 |
| 1,938 | 1,000 | 1,000 | 1,000 | 1,000 |
| 4,716 | 5,176 | 4,846 | 5,842 | 5,332 |
| 4,716 | 3,421 | 1,753 | 2,390 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,390 | 2,011 |
| 4,716 | 5,176 | 1,753 | 2,390 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 1,938 | 3,421 | 3,303 | 3,889 | 2,011 |
| 1,938 | 3,421 | 3,303 | 2,390 | 2,011 |
| 3,263 | 1,832 | 4,846 | 3,889 | 2,011 |
| 3,263 | 3,421 | 3,303 | 3,889 | 2,011 |
| 1,000 | 3,421 | 1,753 | 1,000 | 3,634 |
| 3,263 | 3,421 | 4,846 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 2,390 | 3,634 |
| 3,263 | 3,421 | 3,303 | 2,390 | 3,634 |
| 4,716 | 3,421 | 4,846 | 2,390 | 5,332 |
| 4,716 | 3,421 | 4,846 | 2,390 | 5,332 |
| 4,716 | 3,421 | 4,846 | 2,390 | 5,332 |
| 3,263 | 3,421 | 4,846 | 3,889 | 5,332 |
| 3,263 | 3,421 | 4,846 | 3,889 | 5,332 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 5,176 | 3,303 | 3,889 | 3,634 |
| 3,263 | 5,176 | 3,303 | 3,889 | 3,634 |
| 1,938 | 5,176 | 3,303 | 3,889 | 3,634 |
| 1,938 | 3,421 | 3,303 | 2,390 | 3,634 |
| 1,938 | 3,421 | 3,303 | 2,390 | 3,634 |
| 1,938 | 3,421 | 4,846 | 2,390 | 3,634 |
| 3,263 | 3,421 | 4,846 | 2,390 | 3,634 |
| 3,263 | 5,176 | 4,846 | 3,889 | 3,634 |
| 3,263 | 5,176 | 4,846 | 3,889 | 3,634 |
| 1,938 | 5,176 | 3,303 | 3,889 | 3,634 |
| 1,938 | 3,421 | 4,846 | 2,390 | 3,634 |
| 1,938 | 3,421 | 4,846 | 2,390 | 3,634 |
| 3,263 | 5,176 | 4,846 | 2,390 | 3,634 |
| 3,263 | 3,421 | 4,846 | 3,889 | 3,634 |
| 3,263 | 3,421 | 4,846 | 3,889 | 3,634 |
| 4,716 | 3,421 | 4,846 | 3,889 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,390 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,390 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,30 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,90 | 3,634 |
| 4,716 | 3,421 | 3,303 | 3889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 1,832 | 3,303 | 3,889 | 3,634 |
| 3,263 | 1,832 | 3,303 | 2,390 | 3,634 |
| 3,263 | 1,832 | 3,303 | 2,390 | 3,634 |
| 3,263 | 3,421 | 3,303 | 2,390 | 3,634 |
| 3,263 | 3,421 | 4,846 | 2,390 | 3,634 |
| 3,263 | 3,421 | 4,846 | 3,889 | 2,011 |
| 3,263 | 3,421 | 4,846 | 3,889 | 2,011 |
| 3,263 | 3,421 | 4,846 | 2,390 | 3,634 |
| 4,716 | 3,421 | 3,303 | 2,390 | 3,634 |
| 4,716 | 1,832 | 3,303 | 3,889 | 3,634 |
| 4,716 | 1,832 | 3,303 | 3,889 | 3,634 |
| 4,716 | 3,421 | 4,846 | 3,889 | 3,634 |
| 4,716 | 3,421 | 3,303 | 3,889 | 3,634 |
| 3,263 | 3,421 | 3,303 | 3,889 | 5,332 |
| 3,263 | 3,421 | 3,303 | 3,889 | 5,332 |
| 3,263 | 3,421 | 3,303 | 3,889 | 5,332 |
| 3,263 | 3,421 | 3,303 | 3,889 | 5,332 |
| 3,263 | 3,421 | 4,846 | 2,390 | 5,332 |
| 3,263 | 3,421 | 4,846 | 2,390 | 3,634 |
| 3,263 | 3,421 | 4,846 | 3,889 | 3,634 |
| 4,716 | 3,421 | 3,303 | 3,889 | 3,634 |
| 4,716 | 1,832 | 3,303 | 3,889 | 3,634 |
| 4,716 | 3,421 | 3,303 | 3,889 | 3,634 |

**Lampiran 5**

**Uji Validitas Y**

**Uji Validitas X1**



**Uji Validitas X2**

**Uji Validitas X3**

Uji Reliabilitas Y

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's |  |
| Alpha | N of Items |
| .606 | 11 |

Uji Reliabilitas X1

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's |  |
| Alpha | N of Items |
| .712 | 8 |

Uji Reliabilitas X2

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's |  |
| Alpha | N of Items |
| .607 | 6 |

Uji Reliabilitas X3

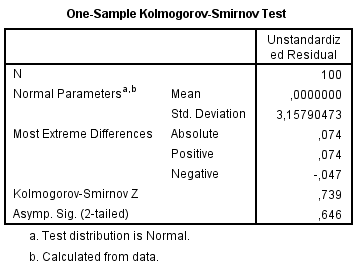
**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's |  |
| Alpha | N of Items |
| .604 | 5 |

**Lampiran 6**

**Uji Asumsi Klasik**

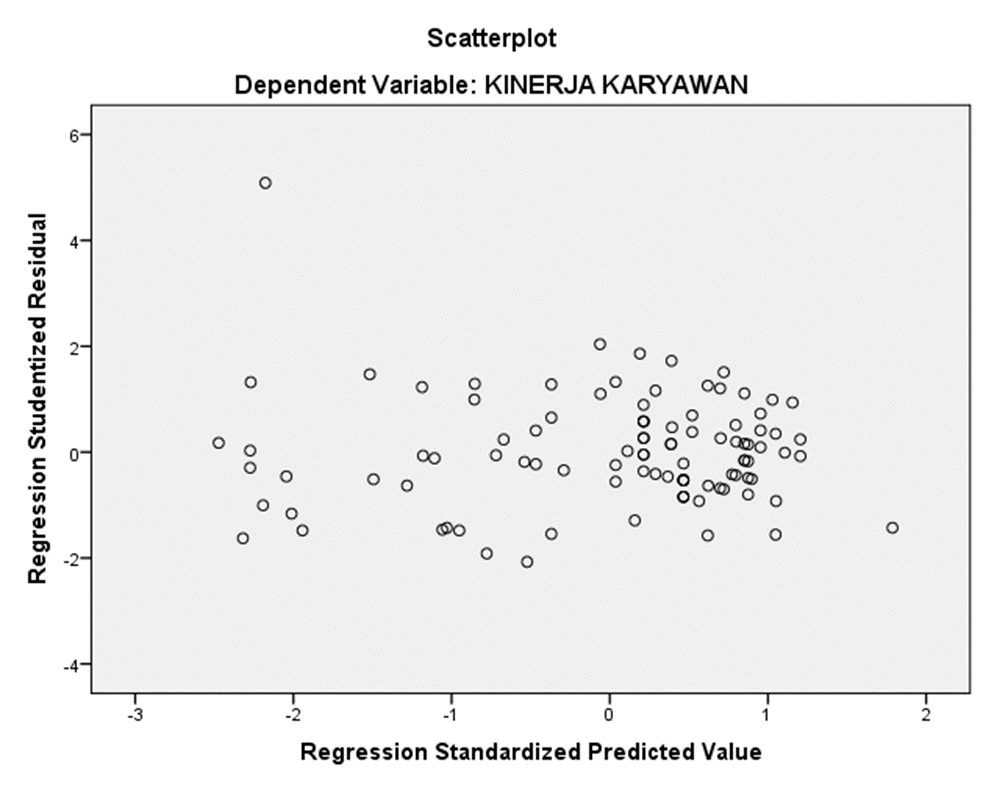
1. **Uji Normalitas**



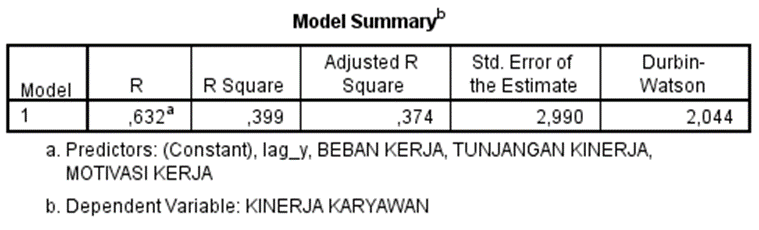
1. **Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| Model |  | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant)  Motivasi Kerja  Beban Kerja |  |  |
| .679 | 1.472 |
| .720 | 1.388 |
| Tunjangan Kinerja | .588 |  |

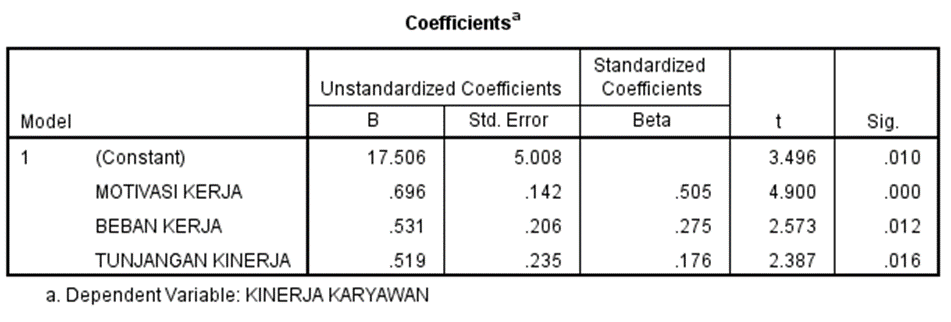
1. Dependent Variable: Kinerja Karyawan
2. **Uji Heteroskedastisitas**

****

1. **Uji autokolerasi**

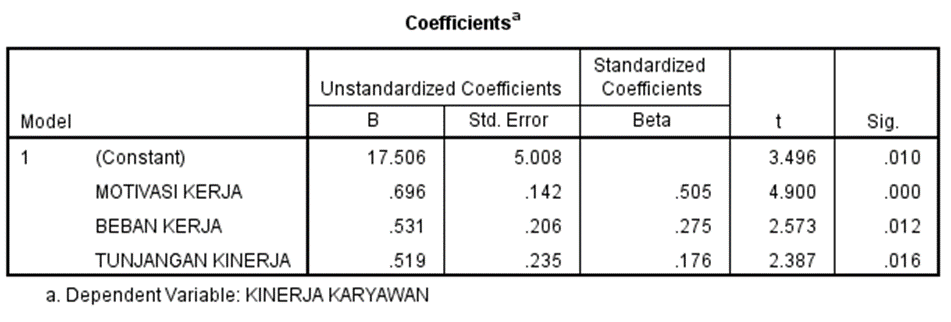
****

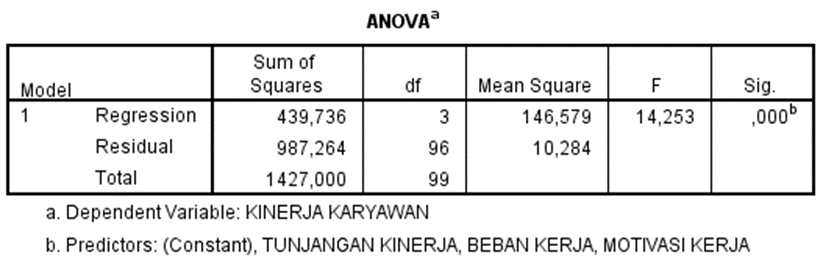
**Lampiran 7**

**Analisi Regresi Linier Berganda**

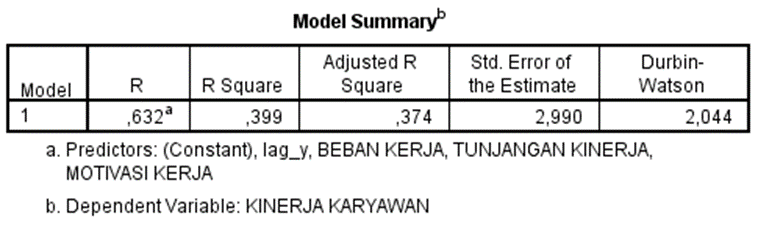
**Lampiran 8**

**Uji Hipotesis**

1. Uji t (Parsial)
2. Uji F (Simultan)



3. Uji Koefisien Determinasi (R2)



**Lampiran 9**

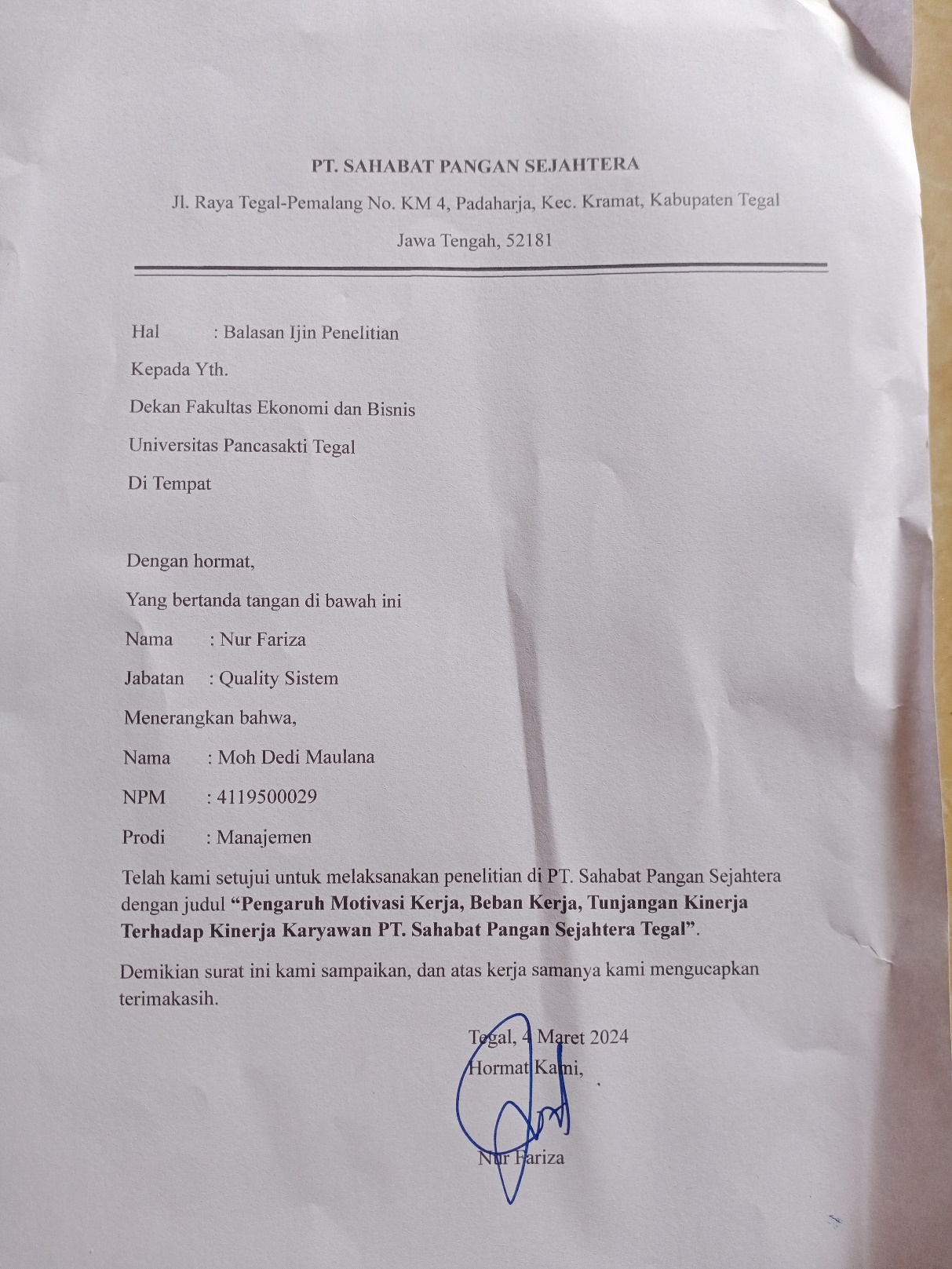
**Gambar 3 Area Bersih**

**Gambar 4 Foto Bersama Manajer Dan Karyawan Pt Sahabat Pangan Sejahtera Tegal**

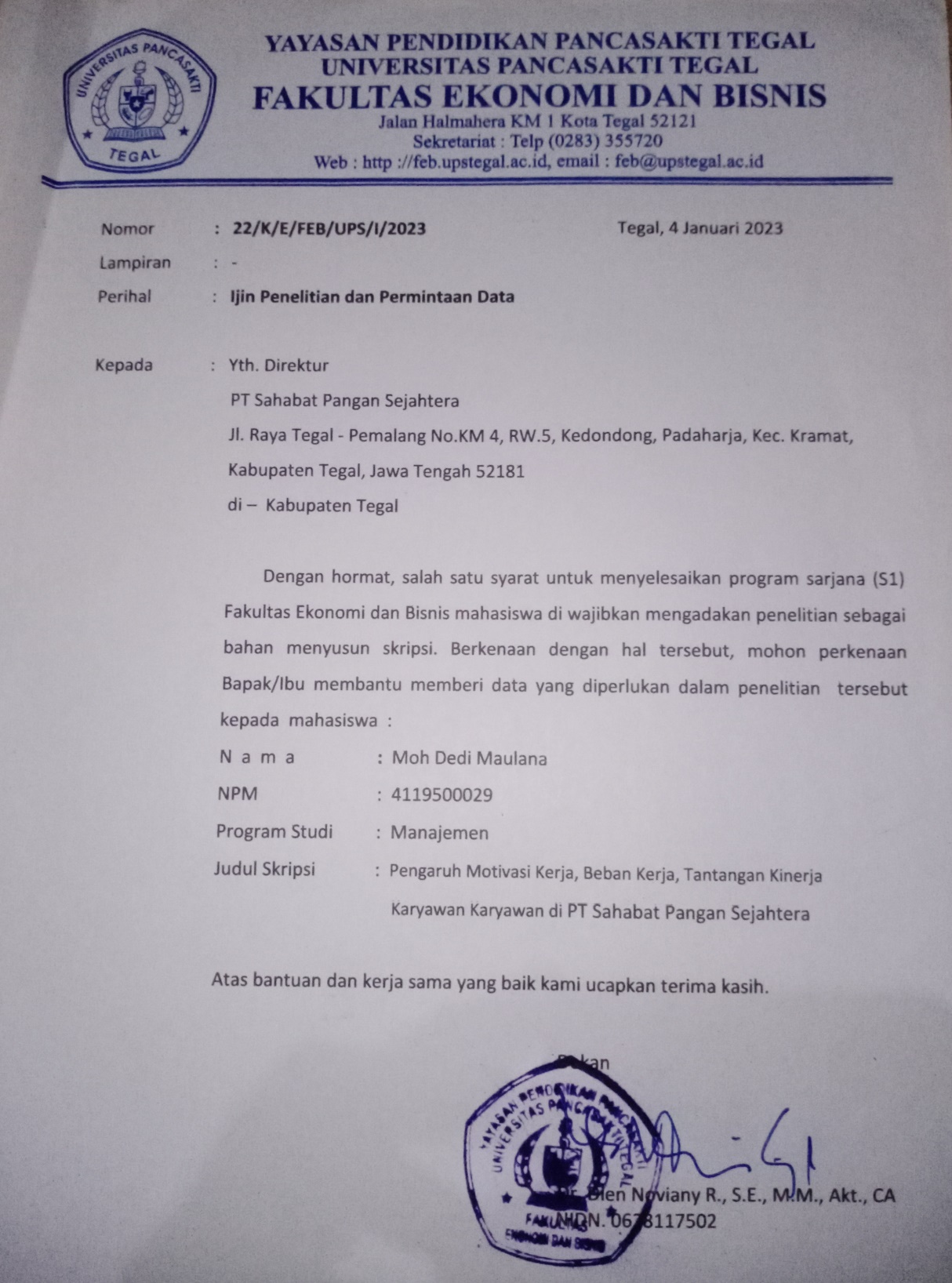
**Gambar 5 Area Parkir Truk Pengangkut Ayam**

**Gambar 6 Area Kotor**

****

**Gambar 7 Surat Balasan PT Sahabat Pangan Sejahtera Tegal**

**Gambar 8 izin penelitian dan Permintaan Data**

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