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**LAMPIRAN**

**LAMPIRAN**

Lampiran. 1

Lembar Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Self efficacy, Self esteem*  dan Komitmen Organisasi Terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Brebes

Kepada Yth

Sdr. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr untuk mengisi kuesioner yang telah saya sediakan. Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terimakasih.

Tegal, 24 Mei 2024

Hormat Saya,

Nadila Purnama

**KARAKTERISTIK RESPONDEN**

1. Nama :
2. Jenis Kelamin
3. Perempuan
4. Laki-laki
5. Usia
6. 21-30 tahun
7. 31-40 tahun
8. > 40 tahun
9. Pendidikan
10. SMA/SMK
11. D3
12. S1
13. S2
14. Masa bekerja
15. < 5 tahun
16. 5–10 tahun
17. 10–15 tahun
18. > 15 tahun

**Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudaras

**Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memiliki sikap menjunjung tinggi norma-norma kerja |  |  |  |  |  |
| 2 | Saya selalu bersikap baik dengan karyawan lain |  |  |  |  |  |
| 3 | Saya mengerjakan tugas dengan penuh tanggung jawab |  |  |  |  |  |
| 4 | Saya bertanggung jawab dalam menyelesaikan setiap pekerjaan |  |  |  |  |  |
| 5 | Saya selalu taat kepada atasan |  |  |  |  |  |
| 6 | Saya taat terhadap tugas yang diberikan atasan |  |  |  |  |  |
| 7 | Saya melaksanakan pekerjaan sesuai dengan prosedur kerja |  |  |  |  |  |
| 8 | Saya mengikuti SOP sesuai dengan prosedur kerja |  |  |  |  |  |
| 9 | Saya bertanggung jawab dalam menjaga fasilitas kerja |  |  |  |  |  |
| 10 | Fasilitas kerja di perusahaan saya memadai |  |  |  |  |  |

***Self efficacy* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saiyai merasa yakin dapat membantu memenuhi target pekerjaan |  |  |  |  |  |
| 2 | Saya dapat melakukan pekerjaan yang dirasakan sulit |  |  |  |  |  |
| 3 | Saya dapat memilih pekerjaan yang dirasakan sesuai |  |  |  |  |  |
| 4 | Saiyai mempunyai keyakinan diri mampu berusaha keras |  |  |  |  |  |
| 5 | Saiyai maimpunyai keyakinan yang gigih |  |  |  |  |  |
| 6 | Saiyai mempunyai keyakinan yang tekun |  |  |  |  |  |
| 7 | Saiyai mempunyaii keyaikinain yaing optimis dailaim menghaidaipi haimbaitain dain kesulitain i |  |  |  |  |  |
| 8 | Saiyai mempunyai keyakinan menyelesaiikain tugais yaing memiliki rainge yaing luais aitaiupun sempit |  |  |  |  |  |
| 9 | Saiyai selalu bersikap tenaing dailaim menghaidaipi pekerjaiain yaing sulit |  |  |  |  |  |

***Self esteem*  (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1 | Saya mampu menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya dapat memecahkan masalah pekerjaan |  |  |  |  |  |
| 3 | Saya memahami prosedur dalam bekerja |  |  |  |  |  |
| 4 | Saya senang melakukan pekerjaan yang berat |  |  |  |  |  |
| 5 | Saya siap diberi pekerjaan yang menantang |  |  |  |  |  |
| 6 | Saya merasa puas saat menemukan solusi dalam bekerja |  |  |  |  |  |
| 7 | Saya merasa mampu atas kemampuan sendiri untuk menyelesikan pekerjaan |  |  |  |  |  |
| 8 | Saya merasa diterima di lingkungan pekerjaan |  |  |  |  |  |

**Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya mempunyai ikatan emosional dengan perusahaan |  |  |  |  |  |
| 2 | Saya mempunyai kedudukan dengan perusahaan karena merasa terikat secara emosional |  |  |  |  |  |
| 3 | Saya berkomunikasi dengan perusahaan karena merasa mempunyai nilai yang sama dengan perusahaan |  |  |  |  |  |
| 4 | Saya bertahan di pekerjaan karena mempunyai visi misi yang sama dengan perusahaan |  |  |  |  |  |
| 5 | Saya akan menyelesaikan biaya jika keluar dari perusahaan |  |  |  |  |  |
| 6 | Saya tetap berkomitmen untuk tetap bekerja diperusahaan karena jika keluar perusahaan akan menimbulkan kerugian finansial |  |  |  |  |  |
| 7 | Saya bersedia untuk mengabdikan hidupnya kepada organisasi |  |  |  |  |  |

**Lampiran 2**

**Data Penelitian Variabel *Self efficacy* (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel *Self efficacy* (X1) | | | | | | | | | Total |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1** |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 31 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 39 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 33 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 39 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 30 |
| 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 41 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 32 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 40 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 39 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 1 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 41 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 32 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 40 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 1 | 36 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 31 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 33 |
| 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 37 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 34 |
| 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 37 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 33 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 36 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 31 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 41 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 31 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 32 |

**Lampiran 3**

**Data Penelitian Variabel *Self esteem*  (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel *Self esteem*  (X2) | | | | | | | | Total |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2** |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 28 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 36 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 27 |
| 5 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 33 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 27 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 28 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 26 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 38 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |
| 5 | 1 | 5 | 3 | 4 | 4 | 4 | 3 | 29 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 34 |
| 4 | 1 | 2 | 2 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 2 | 4 | 5 | 5 | 5 | 4 | 33 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 32 |
| 2 | 4 | 1 | 4 | 4 | 4 | 5 | 3 | 27 |
| 2 | 1 | 2 | 3 | 5 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 2 | 4 | 1 | 1 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 31 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 4 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 33 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 5 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 32 |
| 5 | 4 | 1 | 3 | 4 | 4 | 3 | 1 | 25 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 33 |
| 5 | 1 | 4 | 4 | 4 | 1 | 5 | 5 | 29 |
| 4 | 4 | 4 | 1 | 5 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 32 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 26 |
| 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 33 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 29 |

**Lampiran 4**

**Data Penelitian Variabel Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel Komitmen Organisasi (X3) | | | | | | | Total |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3** |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 32 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 32 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 23 |
| 5 | 3 | 3 | 4 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 32 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 31 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 24 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 25 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 22 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 23 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 33 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 26 |
| 5 | 1 | 5 | 3 | 4 | 4 | 4 | 26 |
| 3 | 5 | 5 | 5 | 4 | 5 | 3 | 30 |
| 4 | 1 | 2 | 2 | 4 | 5 | 4 | 22 |
| 4 | 4 | 2 | 4 | 5 | 5 | 5 | 29 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3 | 28 |
| 2 | 4 | 1 | 4 | 4 | 4 | 5 | 24 |
| 2 | 1 | 2 | 3 | 5 | 4 | 4 | 21 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 2 | 4 | 1 | 1 | 4 | 4 | 4 | 20 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 3 | 2 | 4 | 5 | 4 | 4 | 4 | 26 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 |
| 4 | 3 | 4 | 5 | 4 | 3 | 5 | 28 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 5 | 5 | 4 | 4 | 4 | 4 | 1 | 27 |
| 5 | 4 | 1 | 3 | 4 | 4 | 3 | 24 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 28 |
| 5 | 1 | 4 | 4 | 4 | 1 | 5 | 24 |
| 4 | 4 | 4 | 1 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 2 | 4 | 5 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 4 | 4 | 1 | 4 | 3 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 3 | 3 | 4 | 1 | 4 | 3 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 4 | 4 | 4 | 2 | 4 | 4 | 4 | 26 |
| 3 | 4 | 2 | 4 | 4 | 3 | 4 | 24 |
| 4 | 2 | 4 | 4 | 4 | 1 | 4 | 23 |
| 3 | 4 | 4 | 1 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |

**Lampiran 5**

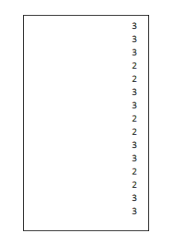
**Data Penelitian Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel Kinerja Pegawai (Y) | | | | | | | | | | Total |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 1 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 37 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 43 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 37 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 34 |
| 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 41 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 46 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 1 | 32 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 43 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 34 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 1 | 42 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 1 | 33 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 1 | 39 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 1 | 42 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 35 |
| 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 36 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 1 | 35 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 36 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 42 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 1 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 44 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 1 | 32 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 1 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 1 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 35 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 1 | 42 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 1 | 31 |
| 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 41 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |

**Lampiran 5**

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

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



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

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

• Buka excel

• Klik file stat97.xla > klik Enable Macro

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

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

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

• Tekan Next

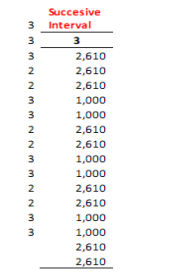
• Pilih Select all

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

• Tekan Next

• Tekan Finish

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

****

**Lampiran 7**

**Tabulasi Data MSI Penelitian Responden Variabel *Self efficacy* (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** |  |
| 1,000 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 24,118 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,883 |
| 3,231 | 2,311 | 1,000 | 1,000 | 2,292 | 2,348 | 1,000 | 1,000 | 1,998 | 16,180 |
| 2,088 | 1,000 | 2,246 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 2,968 | 17,278 |
| 4,523 | 3,648 | 3,509 | 3,618 | 3,580 | 3,700 | 2,401 | 2,266 | 4,202 | 31,447 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 3,804 | 3,568 | 2,968 | 25,077 |
| 2,088 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,401 | 2,266 | 1,998 | 13,753 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 1,000 | 1,000 | 2,968 | 19,705 |
| 4,523 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 27,641 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,883 |
| 4,523 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 27,641 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 1,998 | 26,679 |
| 3,231 | 2,311 | 1,000 | 1,000 | 2,292 | 2,348 | 1,000 | 1,000 | 4,202 | 18,384 |
| 2,088 | 1,000 | 2,246 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 4,202 | 18,512 |
| 4,523 | 3,648 | 3,509 | 3,618 | 3,580 | 3,700 | 2,401 | 2,266 | 1,998 | 29,243 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 3,804 | 3,568 | 2,968 | 25,077 |
| 2,088 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,401 | 2,266 | 1,998 | 13,753 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 1,000 | 1,000 | 2,968 | 19,705 |
| 4,523 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 4,202 | 28,875 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 1,998 | 26,679 |
| 2,088 | 1,000 | 1,000 | 2,309 | 2,292 | 1,000 | 1,000 | 1,000 | 2,968 | 14,657 |
| 4,523 | 3,648 | 3,509 | 1,000 | 1,000 | 2,348 | 2,401 | 2,266 | 2,968 | 23,663 |
| 3,231 | 3,648 | 3,509 | 3,618 | 2,292 | 2,348 | 2,401 | 3,568 | 4,202 | 28,817 |
| 3,231 | 3,648 | 2,246 | 3,618 | 2,292 | 3,700 | 2,401 | 3,568 | 2,968 | 27,672 |
| 3,231 | 2,311 | 1,000 | 1,000 | 1,000 | 2,348 | 2,401 | 2,266 | 1,998 | 17,555 |
| 4,523 | 2,311 | 3,509 | 2,309 | 3,580 | 2,348 | 3,804 | 2,266 | 2,968 | 27,618 |
| 2,088 | 2,311 | 2,246 | 1,000 | 1,000 | 2,348 | 2,401 | 2,266 | 2,968 | 18,628 |
| 3,231 | 3,648 | 3,509 | 2,309 | 2,292 | 3,700 | 3,804 | 2,266 | 1,998 | 26,757 |
| 4,523 | 2,311 | 2,246 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,912 |
| 2,088 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,968 | 12,056 |
| 2,088 | 2,311 | 1,000 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 1,000 | 15,375 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 2,401 | 2,266 | 4,202 | 23,606 |
| 4,523 | 3,648 | 3,509 | 3,618 | 3,580 | 3,700 | 3,804 | 3,568 | 1,000 | 30,950 |
| 4,523 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 2,401 | 3,568 | 2,968 | 24,966 |
| 2,088 | 1,000 | 1,000 | 1,000 | 1,000 | 2,348 | 2,401 | 2,266 | 4,202 | 17,305 |
| 3,231 | 2,311 | 2,246 | 2,309 | 3,580 | 3,700 | 3,804 | 3,568 | 2,968 | 27,717 |
| 3,231 | 3,648 | 2,246 | 2,309 | 3,580 | 2,348 | 3,804 | 2,266 | 1,000 | 24,432 |
| 2,088 | 2,311 | 1,000 | 1,000 | 2,292 | 1,000 | 2,401 | 1,000 | 2,968 | 16,060 |
| 4,523 | 2,311 | 3,509 | 3,618 | 2,292 | 3,700 | 2,401 | 3,568 | 2,968 | 28,890 |
| 3,231 | 1,000 | 2,246 | 2,309 | 1,000 | 2,348 | 1,000 | 2,266 | 2,968 | 18,368 |
| 3,231 | 2,311 | 2,246 | 1,000 | 2,292 | 2,348 | 2,401 | 2,266 | 1,493 | 19,588 |
| 3,231 | 3,648 | 1,000 | 2,309 | 2,292 | 2,348 | 2,401 | 3,568 | 4,202 | 24,999 |
| 3,231 | 3,648 | 2,246 | 2,309 | 2,292 | 2,348 | 2,401 | 3,568 | 1,998 | 24,041 |
| 4,523 | 3,648 | 3,509 | 2,309 | 2,292 | 2,348 | 2,401 | 3,568 | 2,968 | 27,566 |
| 3,231 | 2,311 | 1,000 | 2,309 | 2,292 | 1,000 | 2,401 | 1,000 | 4,202 | 19,746 |
| 3,231 | 2,311 | 3,509 | 1,000 | 3,580 | 2,348 | 2,401 | 2,266 | 2,968 | 23,614 |
| 4,523 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 2,401 | 1,000 | 2,968 | 22,398 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 2,401 | 2,266 | 1,000 | 20,404 |
| 3,231 | 2,311 | 2,246 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 2,968 | 19,732 |
| 3,231 | 2,311 | 2,246 | 2,309 | 1,000 | 2,348 | 2,401 | 2,266 | 2,968 | 21,080 |
| 1,000 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 24,118 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,883 |
| 3,231 | 2,311 | 1,000 | 1,000 | 2,292 | 2,348 | 1,000 | 1,000 | 1,998 | 16,180 |
| 2,088 | 1,000 | 2,246 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 2,968 | 17,278 |
| 4,523 | 3,648 | 3,509 | 3,618 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 30,213 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 26,311 |
| 2,088 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,401 | 2,266 | 2,968 | 14,723 |
| 3,231 | 2,311 | 2,246 | 2,309 | 2,292 | 2,348 | 1,000 | 1,000 | 1,998 | 18,735 |
| 4,523 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 4,202 | 28,875 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,883 |
| 4,523 | 3,648 | 2,246 | 2,309 | 3,580 | 3,700 | 2,401 | 2,266 | 2,968 | 27,641 |
| 3,231 | 2,311 | 3,509 | 3,618 | 2,292 | 2,348 | 3,804 | 3,568 | 4,202 | 28,883 |
| 3,231 | 2,311 | 1,000 | 1,000 | 2,292 | 2,348 | 1,000 | 1,000 | 1,998 | 16,180 |
| 2,088 | 1,000 | 2,246 | 2,309 | 1,000 | 1,000 | 2,401 | 2,266 | 2,968 | 17,278 |

**Lampiran 8**

**Tabulasi Data MSI Penelitian Responden Variabel *Self Esteem* (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** |  |
| 3,069 | 2,968 | 4,439 | 4,523 | 4,781 | 4,781 | 3,468 | 3,405 | 31,434 |
| 4,324 | 4,202 | 3,215 | 3,273 | 3,446 | 3,401 | 4,745 | 4,676 | 31,282 |
| 2,007 | 1,998 | 3,215 | 3,273 | 3,446 | 3,401 | 2,287 | 2,250 | 21,877 |
| 3,069 | 2,968 | 2,236 | 2,201 | 2,212 | 2,130 | 3,468 | 3,405 | 21,689 |
| 4,324 | 4,202 | 4,439 | 4,523 | 4,781 | 4,781 | 4,745 | 4,676 | 36,471 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 3,468 | 3,405 | 26,245 |
| 2,007 | 1,998 | 2,236 | 2,201 | 2,212 | 2,130 | 2,287 | 2,250 | 17,321 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 3,468 | 3,405 | 26,245 |
| 3,069 | 2,968 | 4,439 | 4,523 | 4,781 | 4,781 | 3,468 | 3,405 | 31,434 |
| 4,324 | 4,202 | 3,215 | 3,273 | 3,446 | 3,401 | 4,745 | 4,676 | 31,282 |
| 2,007 | 2,968 | 3,215 | 2,201 | 2,212 | 2,130 | 2,287 | 3,405 | 20,425 |
| 4,324 | 1,998 | 2,236 | 3,273 | 4,781 | 4,781 | 4,745 | 2,250 | 28,388 |
| 4,324 | 4,202 | 3,215 | 3,273 | 3,446 | 4,781 | 4,745 | 4,676 | 32,662 |
| 3,069 | 4,202 | 3,215 | 4,523 | 3,446 | 4,781 | 3,468 | 4,676 | 31,380 |
| 2,007 | 1,998 | 2,236 | 3,273 | 3,446 | 3,401 | 2,287 | 2,250 | 20,898 |
| 4,324 | 2,968 | 4,439 | 3,273 | 4,781 | 3,401 | 4,745 | 3,405 | 31,336 |
| 3,069 | 1,998 | 2,236 | 3,273 | 2,212 | 3,401 | 3,468 | 2,250 | 21,907 |
| 4,324 | 2,968 | 3,215 | 4,523 | 3,446 | 4,781 | 4,745 | 3,405 | 31,407 |
| 3,069 | 4,202 | 3,215 | 3,273 | 4,781 | 3,401 | 3,468 | 4,676 | 30,085 |
| 2,007 | 1,998 | 2,236 | 2,201 | 2,212 | 2,130 | 2,287 | 2,250 | 17,321 |
| 2,007 | 2,968 | 2,236 | 2,201 | 2,212 | 3,401 | 2,287 | 3,405 | 20,717 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 3,468 | 3,405 | 26,245 |
| 4,324 | 4,202 | 4,439 | 4,523 | 4,781 | 4,781 | 4,745 | 4,676 | 36,471 |
| 3,069 | 2,968 | 3,215 | 3,273 | 4,781 | 3,401 | 3,468 | 3,405 | 27,580 |
| 2,007 | 1,998 | 2,236 | 3,273 | 2,212 | 2,130 | 2,287 | 2,250 | 18,393 |
| 3,069 | 2,968 | 4,439 | 4,523 | 3,446 | 3,401 | 3,468 | 3,405 | 28,719 |
| 3,069 | 2,968 | 4,439 | 3,273 | 3,446 | 4,781 | 3,468 | 3,405 | 28,849 |
| 2,007 | 1,998 | 3,215 | 2,201 | 2,212 | 3,401 | 2,287 | 2,250 | 19,571 |
| 4,324 | 4,202 | 3,215 | 4,523 | 4,781 | 3,401 | 4,745 | 4,676 | 33,867 |
| 3,069 | 2,968 | 2,236 | 3,273 | 3,446 | 2,130 | 3,468 | 3,405 | 23,995 |
| 4,324 | 1,000 | 4,439 | 2,201 | 3,446 | 3,401 | 3,468 | 2,250 | 24,529 |
| 2,007 | 4,202 | 4,439 | 4,523 | 3,446 | 4,781 | 2,287 | 3,405 | 29,090 |
| 3,069 | 1,000 | 1,608 | 1,488 | 3,446 | 4,781 | 3,468 | 3,405 | 22,265 |
| 3,069 | 2,968 | 1,608 | 3,273 | 4,781 | 4,781 | 4,745 | 3,405 | 28,630 |
| 3,069 | 4,202 | 3,215 | 3,273 | 3,446 | 3,401 | 2,287 | 3,405 | 26,298 |
| 1,000 | 2,968 | 1,000 | 3,273 | 3,446 | 3,401 | 4,745 | 2,250 | 22,083 |
| 1,000 | 1,000 | 1,608 | 2,201 | 4,781 | 3,401 | 3,468 | 3,405 | 20,864 |
| 4,324 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 3,468 | 3,405 | 27,500 |
| 1,000 | 2,968 | 1,000 | 1,000 | 3,446 | 3,401 | 3,468 | 3,405 | 19,688 |
| 3,069 | 2,968 | 2,236 | 3,273 | 3,446 | 3,401 | 3,468 | 3,405 | 25,266 |
| 2,007 | 1,493 | 3,215 | 4,523 | 3,446 | 3,401 | 3,468 | 4,676 | 26,229 |
| 3,069 | 4,202 | 3,215 | 3,273 | 4,781 | 3,401 | 3,468 | 3,405 | 28,814 |
| 3,069 | 1,998 | 3,215 | 4,523 | 3,446 | 2,130 | 4,745 | 4,676 | 27,802 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 4,781 | 3,468 | 3,405 | 27,625 |
| 4,324 | 4,202 | 3,215 | 3,273 | 3,446 | 3,401 | 1,000 | 4,676 | 27,537 |
| 4,324 | 2,968 | 1,000 | 2,201 | 3,446 | 3,401 | 2,287 | 1,000 | 20,627 |
| 3,069 | 2,968 | 3,215 | 2,201 | 4,781 | 3,401 | 3,468 | 4,676 | 27,779 |
| 4,324 | 1,000 | 3,215 | 3,273 | 3,446 | 1,000 | 4,745 | 4,676 | 25,679 |
| 3,069 | 2,968 | 3,215 | 1,000 | 4,781 | 3,401 | 3,468 | 3,405 | 25,307 |
| 3,069 | 2,968 | 3,215 | 3,273 | 1,000 | 3,401 | 4,745 | 4,676 | 26,347 |
| 3,069 | 2,968 | 4,439 | 4,523 | 3,446 | 3,401 | 4,745 | 4,676 | 31,267 |
| 3,069 | 2,968 | 2,236 | 2,201 | 3,446 | 3,401 | 2,287 | 2,250 | 21,858 |
| 2,007 | 1,998 | 3,215 | 3,273 | 2,212 | 2,130 | 3,468 | 3,405 | 21,708 |
| 4,324 | 4,202 | 4,439 | 4,523 | 4,781 | 4,781 | 3,468 | 3,405 | 33,923 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 4,745 | 4,676 | 28,793 |
| 2,007 | 1,998 | 2,236 | 2,201 | 2,212 | 2,130 | 3,468 | 3,405 | 19,657 |
| 3,069 | 2,968 | 3,215 | 3,273 | 3,446 | 3,401 | 2,287 | 2,250 | 23,909 |
| 4,324 | 4,202 | 3,215 | 3,273 | 4,781 | 4,781 | 3,468 | 3,405 | 31,449 |
| 3,069 | 2,968 | 4,439 | 4,523 | 3,446 | 3,401 | 4,745 | 4,676 | 31,267 |
| 2,007 | 1,998 | 2,236 | 3,273 | 3,446 | 2,130 | 2,287 | 2,250 | 19,627 |
| 4,324 | 4,202 | 4,439 | 2,201 | 2,212 | 3,401 | 3,468 | 3,405 | 27,652 |
| 3,069 | 4,202 | 4,439 | 4,523 | 3,446 | 3,401 | 3,468 | 4,676 | 31,224 |
| 3,069 | 4,202 | 3,215 | 4,523 | 3,446 | 4,781 | 3,468 | 4,676 | 31,380 |
| 3,069 | 2,968 | 2,236 | 2,201 | 2,212 | 3,401 | 3,468 | 3,405 | 22,960 |

**Lampiran 9**

**Tabulasi Data MSI Penelitian Responden Variabel Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** |  |
| 3,132 | 3,032 | 4,623 | 4,305 | 4,819 | 4,601 | 3,467 | 27,979 |
| 4,399 | 4,359 | 3,242 | 2,977 | 3,376 | 3,208 | 4,819 | 26,380 |
| 2,038 | 2,005 | 3,242 | 2,977 | 3,376 | 3,208 | 2,212 | 19,058 |
| 3,132 | 3,032 | 2,189 | 1,969 | 2,038 | 1,980 | 3,467 | 17,807 |
| 4,399 | 4,359 | 4,623 | 4,305 | 4,819 | 4,601 | 4,819 | 31,925 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 2,038 | 2,005 | 2,189 | 1,969 | 2,038 | 1,980 | 2,212 | 14,431 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 3,132 | 3,032 | 4,623 | 4,305 | 4,819 | 4,601 | 3,467 | 27,979 |
| 4,399 | 4,359 | 3,242 | 2,977 | 3,376 | 3,208 | 4,819 | 26,380 |
| 2,038 | 3,032 | 3,242 | 1,969 | 2,038 | 1,980 | 2,212 | 16,511 |
| 4,399 | 2,005 | 2,189 | 2,977 | 4,819 | 4,601 | 4,819 | 25,809 |
| 4,399 | 4,359 | 3,242 | 2,977 | 3,376 | 4,601 | 4,819 | 27,773 |
| 3,132 | 4,359 | 3,242 | 4,305 | 3,376 | 4,601 | 3,467 | 26,482 |
| 2,038 | 2,005 | 2,189 | 2,977 | 3,376 | 3,208 | 2,212 | 18,005 |
| 4,399 | 3,032 | 4,623 | 2,977 | 4,819 | 3,208 | 4,819 | 27,877 |
| 3,132 | 2,005 | 2,189 | 2,977 | 2,038 | 3,208 | 3,467 | 19,016 |
| 4,399 | 3,032 | 3,242 | 4,305 | 3,376 | 4,601 | 4,819 | 27,774 |
| 3,132 | 4,359 | 3,242 | 2,977 | 4,819 | 3,208 | 3,467 | 25,204 |
| 2,038 | 2,005 | 2,189 | 1,969 | 2,038 | 1,980 | 2,212 | 14,431 |
| 2,038 | 3,032 | 2,189 | 1,969 | 2,038 | 3,208 | 2,212 | 16,686 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 4,399 | 4,359 | 4,623 | 4,305 | 4,819 | 4,601 | 4,819 | 31,925 |
| 3,132 | 3,032 | 3,242 | 2,977 | 4,819 | 3,208 | 3,467 | 23,877 |
| 2,038 | 2,005 | 2,189 | 2,977 | 2,038 | 1,980 | 2,212 | 15,439 |
| 3,132 | 3,032 | 4,623 | 4,305 | 3,376 | 3,208 | 3,467 | 25,143 |
| 3,132 | 3,032 | 4,623 | 2,977 | 3,376 | 4,601 | 3,467 | 25,208 |
| 2,038 | 2,005 | 3,242 | 1,969 | 2,038 | 3,208 | 2,212 | 16,712 |
| 4,399 | 4,359 | 3,242 | 4,305 | 4,819 | 3,208 | 4,819 | 29,151 |
| 3,132 | 3,032 | 2,189 | 2,977 | 3,376 | 1,980 | 3,467 | 20,153 |
| 4,399 | 1,000 | 4,623 | 1,969 | 3,376 | 3,208 | 3,467 | 22,042 |
| 2,038 | 4,359 | 4,623 | 4,305 | 3,376 | 4,601 | 2,212 | 25,514 |
| 3,132 | 1,000 | 1,660 | 1,549 | 3,376 | 4,601 | 3,467 | 18,785 |
| 3,132 | 3,032 | 1,660 | 2,977 | 4,819 | 4,601 | 4,819 | 25,040 |
| 3,132 | 4,359 | 3,242 | 2,977 | 3,376 | 3,208 | 2,212 | 22,506 |
| 1,000 | 3,032 | 1,000 | 2,977 | 3,376 | 3,208 | 4,819 | 19,412 |
| 1,000 | 1,000 | 1,660 | 1,969 | 4,819 | 3,208 | 3,467 | 17,123 |
| 4,399 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 23,701 |
| 1,000 | 3,032 | 1,000 | 1,000 | 3,376 | 3,208 | 3,467 | 16,083 |
| 3,132 | 3,032 | 2,189 | 2,977 | 3,376 | 3,208 | 3,467 | 21,381 |
| 2,038 | 1,547 | 3,242 | 4,305 | 3,376 | 3,208 | 3,467 | 21,183 |
| 3,132 | 4,359 | 3,242 | 2,977 | 4,819 | 3,208 | 3,467 | 25,204 |
| 3,132 | 2,005 | 3,242 | 4,305 | 3,376 | 1,980 | 4,819 | 22,859 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 4,601 | 3,467 | 23,827 |
| 4,399 | 4,359 | 3,242 | 2,977 | 3,376 | 3,208 | 1,000 | 22,561 |
| 4,399 | 3,032 | 1,000 | 1,969 | 3,376 | 3,208 | 2,212 | 19,196 |
| 3,132 | 3,032 | 3,242 | 1,969 | 4,819 | 3,208 | 3,467 | 22,869 |
| 4,399 | 1,000 | 3,242 | 2,977 | 3,376 | 1,000 | 4,819 | 20,813 |
| 3,132 | 3,032 | 3,242 | 1,000 | 4,819 | 3,208 | 3,467 | 21,900 |
| 3,132 | 3,032 | 3,242 | 2,977 | 1,000 | 3,208 | 4,819 | 21,410 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 2,038 | 3,032 | 3,242 | 1,000 | 3,376 | 1,980 | 3,467 | 18,135 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 3,132 | 3,032 | 3,242 | 4,305 | 3,376 | 3,208 | 3,467 | 23,762 |
| 2,038 | 2,005 | 3,242 | 1,000 | 3,376 | 1,980 | 2,212 | 15,853 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |
| 3,132 | 3,032 | 4,623 | 2,977 | 3,376 | 3,208 | 3,467 | 23,815 |
| 4,399 | 4,359 | 3,242 | 2,977 | 4,819 | 4,601 | 4,819 | 29,216 |
| 3,132 | 3,032 | 3,242 | 1,549 | 3,376 | 3,208 | 3,467 | 21,006 |
| 2,038 | 3,032 | 1,660 | 2,977 | 3,376 | 1,980 | 3,467 | 18,530 |
| 3,132 | 1,547 | 3,242 | 2,977 | 3,376 | 1,000 | 3,467 | 18,741 |
| 2,038 | 3,032 | 3,242 | 1,000 | 3,376 | 3,208 | 3,467 | 19,363 |
| 3,132 | 3,032 | 3,242 | 2,977 | 3,376 | 3,208 | 3,467 | 22,434 |

**Lampiran 10**

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** |  |
| 1,000 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 2,704 | 25,956 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 31,917 |
| 3,447 | 2,290 | 1,000 | 1,000 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 1,986 | 17,384 |
| 2,250 | 1,000 | 2,226 | 2,288 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 2,704 | 19,270 |
| 4,745 | 3,616 | 3,475 | 3,580 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 3,745 | 33,283 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 2,704 | 28,335 |
| 2,250 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 1,986 | 16,038 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 2,704 | 20,616 |
| 4,745 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 3,390 | 2,704 | 30,929 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 31,917 |
| 4,745 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 2,704 | 29,701 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 31,917 |
| 3,447 | 2,290 | 1,000 | 1,000 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 1,986 | 17,384 |
| 2,250 | 1,000 | 2,226 | 2,288 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 2,704 | 19,270 |
| 4,745 | 3,616 | 3,475 | 3,580 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 3,745 | 33,283 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 2,704 | 28,335 |
| 2,250 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 1,986 | 16,038 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 2,704 | 20,616 |
| 4,745 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 3,390 | 2,704 | 30,929 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 31,917 |
| 2,250 | 1,000 | 1,000 | 2,288 | 2,292 | 1,000 | 1,000 | 1,000 | 2,162 | 2,704 | 16,696 |
| 4,745 | 3,616 | 3,475 | 1,000 | 1,000 | 2,369 | 2,395 | 2,245 | 3,390 | 1,986 | 26,221 |
| 3,447 | 3,616 | 3,475 | 3,580 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 3,745 | 31,846 |
| 3,447 | 3,616 | 2,226 | 3,580 | 2,292 | 3,740 | 2,395 | 3,537 | 2,162 | 3,745 | 30,740 |
| 3,447 | 2,290 | 1,000 | 1,000 | 1,000 | 2,369 | 2,395 | 2,245 | 1,000 | 1,986 | 18,732 |
| 4,745 | 2,290 | 3,475 | 2,288 | 3,580 | 2,369 | 3,792 | 2,245 | 3,390 | 2,704 | 30,878 |
| 2,250 | 2,290 | 2,226 | 1,000 | 1,000 | 2,369 | 2,395 | 2,245 | 1,000 | 1,986 | 18,761 |
| 3,447 | 3,616 | 3,475 | 2,288 | 2,292 | 3,740 | 3,792 | 2,245 | 2,162 | 2,704 | 29,761 |
| 4,745 | 2,290 | 2,226 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 2,162 | 3,745 | 30,738 |
| 2,250 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,986 | 12,236 |
| 2,250 | 2,290 | 1,000 | 2,288 | 1,000 | 1,000 | 2,395 | 2,245 | 1,000 | 2,704 | 18,172 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 2,395 | 2,245 | 2,162 | 2,704 | 24,418 |
| 4,745 | 3,616 | 3,475 | 3,580 | 3,580 | 3,740 | 3,792 | 3,537 | 3,390 | 1,000 | 34,455 |
| 4,745 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 2,704 | 28,236 |
| 2,250 | 1,000 | 1,000 | 1,000 | 1,000 | 2,369 | 2,395 | 2,245 | 2,162 | 1,000 | 16,421 |
| 3,447 | 2,290 | 2,226 | 2,288 | 3,580 | 3,740 | 3,792 | 3,537 | 1,000 | 2,704 | 28,604 |
| 3,447 | 3,616 | 2,226 | 2,288 | 3,580 | 2,369 | 3,792 | 2,245 | 3,390 | 2,704 | 29,657 |
| 2,250 | 2,290 | 1,000 | 1,000 | 2,292 | 1,000 | 2,395 | 1,000 | 2,162 | 1,986 | 17,375 |
| 4,745 | 2,290 | 3,475 | 3,580 | 2,292 | 3,740 | 2,395 | 3,537 | 2,162 | 1,000 | 29,216 |
| 3,447 | 1,000 | 2,226 | 2,288 | 1,000 | 2,369 | 1,000 | 2,245 | 1,000 | 1,000 | 17,575 |
| 3,447 | 2,290 | 2,226 | 1,000 | 2,292 | 2,369 | 2,395 | 2,245 | 1,000 | 1,986 | 21,250 |
| 3,447 | 3,616 | 1,000 | 2,288 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 1,000 | 25,334 |
| 3,447 | 3,616 | 2,226 | 2,288 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 2,704 | 28,264 |
| 4,745 | 3,616 | 3,475 | 2,288 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 1,000 | 29,107 |
| 3,447 | 2,290 | 1,000 | 2,288 | 2,292 | 1,000 | 2,395 | 1,000 | 2,162 | 1,634 | 19,508 |
| 3,447 | 2,290 | 3,475 | 1,000 | 3,580 | 2,369 | 2,395 | 2,245 | 2,162 | 1,986 | 24,949 |
| 4,745 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 2,395 | 1,000 | 2,162 | 1,986 | 23,753 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 2,395 | 2,245 | 1,000 | 1,000 | 21,552 |
| 3,447 | 2,290 | 2,226 | 2,288 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 1,000 | 20,053 |
| 3,447 | 2,290 | 2,226 | 2,288 | 1,000 | 2,369 | 2,395 | 2,245 | 2,162 | 1,000 | 21,422 |
| 3,447 | 2,290 | 2,226 | 3,580 | 3,580 | 2,369 | 1,000 | 3,537 | 2,162 | 2,704 | 26,895 |
| 4,745 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 1,000 | 27,997 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 1,986 | 30,158 |
| 3,447 | 2,290 | 1,000 | 1,000 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 1,000 | 16,398 |
| 2,250 | 1,000 | 2,226 | 2,288 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 2,704 | 19,270 |
| 4,745 | 3,616 | 3,475 | 3,580 | 3,580 | 3,740 | 2,395 | 2,245 | 2,162 | 1,000 | 30,538 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 29,376 |
| 2,250 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,395 | 2,245 | 2,162 | 1,000 | 15,052 |
| 3,447 | 2,290 | 2,226 | 2,288 | 2,292 | 2,369 | 1,000 | 1,000 | 1,000 | 1,634 | 19,546 |
| 4,745 | 3,616 | 2,226 | 2,288 | 3,580 | 3,740 | 2,395 | 2,245 | 3,390 | 1,000 | 29,225 |
| 3,447 | 2,290 | 3,475 | 3,580 | 2,292 | 2,369 | 3,792 | 3,537 | 3,390 | 3,745 | 31,917 |
| 2,250 | 1,000 | 1,000 | 2,288 | 2,292 | 1,000 | 1,000 | 1,000 | 2,162 | 1,000 | 14,992 |
| 4,745 | 3,616 | 3,475 | 1,000 | 1,000 | 2,369 | 2,395 | 2,245 | 3,390 | 1,986 | 26,221 |
| 3,447 | 3,616 | 3,475 | 3,580 | 2,292 | 2,369 | 2,395 | 3,537 | 3,390 | 3,745 | 31,846 |

**Lampiran 11**

**Uji Validitas Variabel *Self efficacy* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | *Self efficacy* |
| X1.1 | Pearson Correlation | 1 | .482\*\* | .411\* | .301 | .420\* | .447\* | .224 | .171 | .154 | .626\*\* |
| Sig. (2-tailed) |  | .007 | .024 | .105 | .021 | .013 | .234 | .367 | .418 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .482\*\* | 1 | .535\*\* | .362\* | .666\*\* | .938\*\* | .172 | .239 | .127 | .750\*\* |
| Sig. (2-tailed) | .007 |  | .002 | .049 | .000 | .000 | .362 | .204 | .503 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .411\* | .535\*\* | 1 | .707\*\* | .386\* | .447\* | .619\*\* | .555\*\* | .184 | .807\*\* |
| Sig. (2-tailed) | .024 | .002 |  | .000 | .035 | .013 | .000 | .001 | .332 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .301 | .362\* | .707\*\* | 1 | .504\*\* | .387\* | .500\*\* | .627\*\* | .303 | .780\*\* |
| Sig. (2-tailed) | .105 | .049 | .000 |  | .005 | .035 | .005 | .000 | .103 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .420\* | .666\*\* | .386\* | .504\*\* | 1 | .768\*\* | .142 | .074 | .194 | .690\*\* |
| Sig. (2-tailed) | .021 | .000 | .035 | .005 |  | .000 | .455 | .697 | .305 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .447\* | .938\*\* | .447\* | .387\* | .768\*\* | 1 | .196 | .196 | .067 | .735\*\* |
| Sig. (2-tailed) | .013 | .000 | .013 | .035 | .000 |  | .299 | .299 | .724 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .224 | .172 | .619\*\* | .500\*\* | .142 | .196 | 1 | .864\*\* | .000 | .612\*\* |
| Sig. (2-tailed) | .234 | .362 | .000 | .005 | .455 | .299 |  | .000 | 1.000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .171 | .239 | .555\*\* | .627\*\* | .074 | .196 | .864\*\* | 1 | .130 | .634\*\* |
| Sig. (2-tailed) | .367 | .204 | .001 | .000 | .697 | .299 | .000 |  | .492 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .154 | .127 | .184 | .303 | .194 | .067 | .000 | .130 | 1 | .362\* |
| Sig. (2-tailed) | .418 | .503 | .332 | .103 | .305 | .724 | 1.000 | .492 |  | .049 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| *Self efficacy* | Pearson Correlation | .626\*\* | .750\*\* | .807\*\* | .780\*\* | .690\*\* | .735\*\* | .612\*\* | .634\*\* | .362\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .049 |  |
| N | 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 12**

**Uji Validitas Variabel *Self esteem*  (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Self *Esteem* |
| X2.1 | Pearson Correlation | 1 | .668\*\* | .431\* | .582\*\* | .646\*\* | .564\*\* | 1.000\*\* | .668\*\* | .868\*\* |
| Sig. (2-tailed) |  | .000 | .018 | .001 | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .668\*\* | 1 | .502\*\* | .470\*\* | .486\*\* | .391\* | .668\*\* | 1.000\*\* | .808\*\* |
| Sig. (2-tailed) | .000 |  | .005 | .009 | .007 | .033 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .431\* | .502\*\* | 1 | .616\*\* | .614\*\* | .602\*\* | .431\* | .502\*\* | .728\*\* |
| Sig. (2-tailed) | .018 | .005 |  | .000 | .000 | .000 | .018 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .582\*\* | .470\*\* | .616\*\* | 1 | .713\*\* | .686\*\* | .582\*\* | .470\*\* | .791\*\* |
| Sig. (2-tailed) | .001 | .009 | .000 |  | .000 | .000 | .001 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .646\*\* | .486\*\* | .614\*\* | .713\*\* | 1 | .627\*\* | .646\*\* | .486\*\* | .812\*\* |
| Sig. (2-tailed) | .000 | .007 | .000 | .000 |  | .000 | .000 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .564\*\* | .391\* | .602\*\* | .686\*\* | .627\*\* | 1 | .564\*\* | .391\* | .746\*\* |
| Sig. (2-tailed) | .001 | .033 | .000 | .000 | .000 |  | .001 | .033 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | 1.000\*\* | .668\*\* | .431\* | .582\*\* | .646\*\* | .564\*\* | 1 | .668\*\* | .868\*\* |
| Sig. (2-tailed) | .000 | .000 | .018 | .001 | .000 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .668\*\* | 1.000\*\* | .502\*\* | .470\*\* | .486\*\* | .391\* | .668\*\* | 1 | .808\*\* |
| Sig. (2-tailed) | .000 | .000 | .005 | .009 | .007 | .033 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Self *Esteem* | Pearson Correlation | .868\*\* | .808\*\* | .728\*\* | .791\*\* | .812\*\* | .746\*\* | .868\*\* | .808\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 13**

**Uji Validitas Variabel Komitmen Organisasi (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | Komitmen Organisasi |
| X3.1 | Pearson Correlation | 1 | .668\*\* | .431\* | .582\*\* | .646\*\* | .564\*\* | 1.000\*\* | .870\*\* |
| Sig. (2-tailed) |  | .000 | .018 | .001 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .668\*\* | 1 | .502\*\* | .470\*\* | .486\*\* | .391\* | .668\*\* | .743\*\* |
| Sig. (2-tailed) | .000 |  | .005 | .009 | .007 | .033 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .431\* | .502\*\* | 1 | .616\*\* | .614\*\* | .602\*\* | .431\* | .739\*\* |
| Sig. (2-tailed) | .018 | .005 |  | .000 | .000 | .000 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .582\*\* | .470\*\* | .616\*\* | 1 | .713\*\* | .686\*\* | .582\*\* | .817\*\* |
| Sig. (2-tailed) | .001 | .009 | .000 |  | .000 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .646\*\* | .486\*\* | .614\*\* | .713\*\* | 1 | .627\*\* | .646\*\* | .837\*\* |
| Sig. (2-tailed) | .000 | .007 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .564\*\* | .391\* | .602\*\* | .686\*\* | .627\*\* | 1 | .564\*\* | .779\*\* |
| Sig. (2-tailed) | .001 | .033 | .000 | .000 | .000 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | 1.000\*\* | .668\*\* | .431\* | .582\*\* | .646\*\* | .564\*\* | 1 | .870\*\* |
| Sig. (2-tailed) | .000 | .000 | .018 | .001 | .000 | .001 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Komitmen Organisasi | Pearson Correlation | .870\*\* | .743\*\* | .739\*\* | .817\*\* | .837\*\* | .779\*\* | .870\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 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 14**

**Uji Validitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kinerja Pegawai |
| Y.1 | Pearson Correlation | 1 | .482\*\* | .411\* | .301 | .420\* | .447\* | .224 | .171 | .307 | .301 | .584\*\* |
| Sig. (2-tailed) |  | .007 | .024 | .105 | .021 | .013 | .234 | .367 | .099 | .105 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .482\*\* | 1 | .535\*\* | .362\* | .666\*\* | .938\*\* | .172 | .239 | .272 | .362\* | .695\*\* |
| Sig. (2-tailed) | .007 |  | .002 | .049 | .000 | .000 | .362 | .204 | .146 | .049 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .411\* | .535\*\* | 1 | .707\*\* | .386\* | .447\* | .619\*\* | .555\*\* | .621\*\* | .707\*\* | .833\*\* |
| Sig. (2-tailed) | .024 | .002 |  | .000 | .035 | .013 | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .301 | .362\* | .707\*\* | 1 | .504\*\* | .387\* | .500\*\* | .627\*\* | .515\*\* | 1.000\*\* | .820\*\* |
| Sig. (2-tailed) | .105 | .049 | .000 |  | .005 | .035 | .005 | .000 | .004 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .420\* | .666\*\* | .386\* | .504\*\* | 1 | .768\*\* | .142 | .074 | .317 | .504\*\* | .662\*\* |
| Sig. (2-tailed) | .021 | .000 | .035 | .005 |  | .000 | .455 | .697 | .087 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .447\* | .938\*\* | .447\* | .387\* | .768\*\* | 1 | .196 | .196 | .176 | .387\* | .680\*\* |
| Sig. (2-tailed) | .013 | .000 | .013 | .035 | .000 |  | .299 | .299 | .353 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .224 | .172 | .619\*\* | .500\*\* | .142 | .196 | 1 | .864\*\* | .724\*\* | .500\*\* | .682\*\* |
| Sig. (2-tailed) | .234 | .362 | .000 | .005 | .455 | .299 |  | .000 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .171 | .239 | .555\*\* | .627\*\* | .074 | .196 | .864\*\* | 1 | .724\*\* | .627\*\* | .700\*\* |
| Sig. (2-tailed) | .367 | .204 | .001 | .000 | .697 | .299 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .307 | .272 | .621\*\* | .515\*\* | .317 | .176 | .724\*\* | .724\*\* | 1 | .515\*\* | .719\*\* |
| Sig. (2-tailed) | .099 | .146 | .000 | .004 | .087 | .353 | .000 | .000 |  | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .301 | .362\* | .707\*\* | 1.000\*\* | .504\*\* | .387\* | .500\*\* | .627\*\* | .515\*\* | 1 | .820\*\* |
| Sig. (2-tailed) | .105 | .049 | .000 | .000 | .005 | .035 | .005 | .000 | .004 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Pegawai | Pearson Correlation | .584\*\* | .695\*\* | .833\*\* | .820\*\* | .662\*\* | .680\*\* | .682\*\* | .700\*\* | .719\*\* | .820\*\* | 1 |
| 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 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

**Lampiran 15**

**Uji Reliabilitas Variabel *Self efficacy* (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .841 | 9 |

**Lampiran 16**

**Uji Reliabilitas Variabel *Self esteem*  (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .922 | 8 |

**Lampiran 17**

**Uji Reliabilitas Variabel Komitmen Organisasi (X3)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .911 | 7 |

**Lampiran 18**

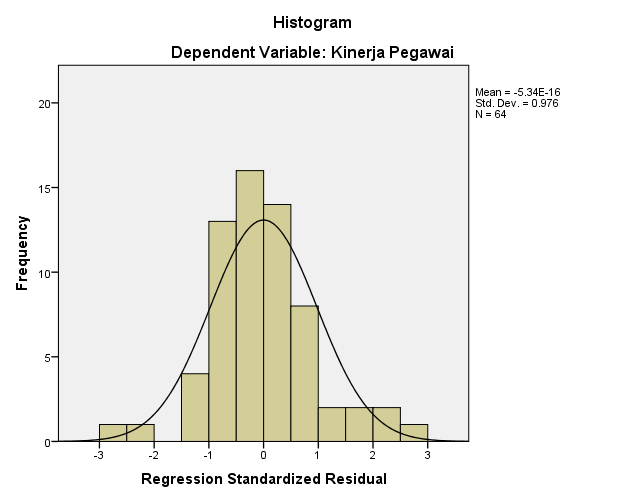
**Uji Reliabilitas Variabel Kinerja Pegawai (Y)**

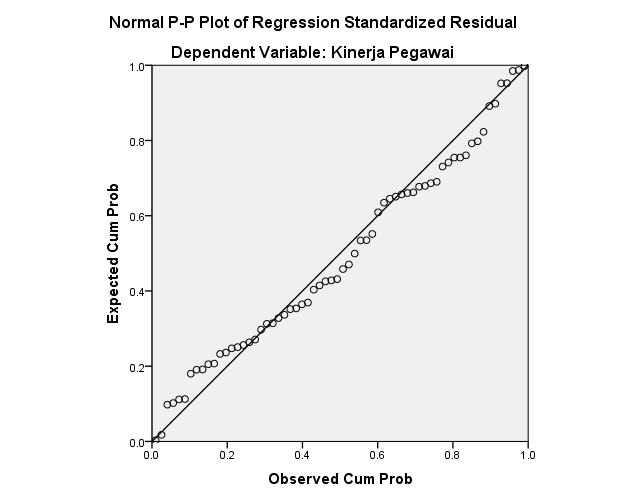
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .894 | 10 |

**Lampiran 19**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 64 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.47469219 |
| Most Extreme Differences | Absolute | .080 |
| Positive | .078 |
| Negative | -.080 |
| Kolmogorov-Smirnov Z | | .644 |
| Asymp. Sig. (2-tailed) | | .802 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

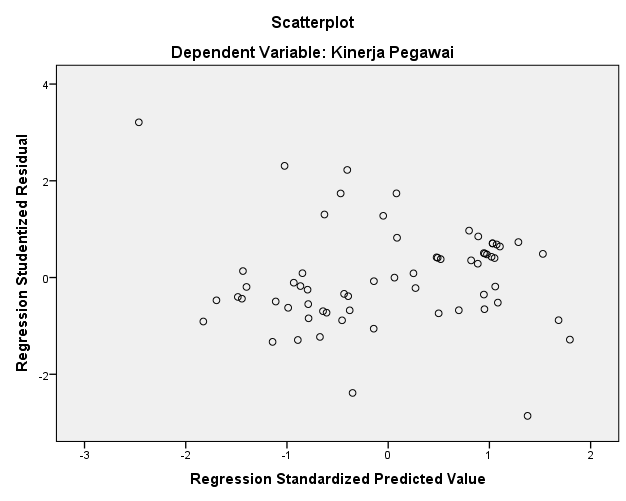
**Lampiran 20**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | 11.170 | 4.851 |  | 2.303 | .025 |  |  |
| *Self efficacy* | .834 | .110 | .689 | 7.598 | .000 | .962 | 1.040 |
| Self *Esteem* | .595 | .179 | .504 | 3.324 | .002 | .345 | 2.900 |
| Komitmen Organisasi | .631 | .205 | .462 | 3.075 | .003 | .351 | 2.850 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | | |

**Lampiran 21**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.468 | 3.016 |  | 1.150 | .255 |
| *Self efficacy* | -.038 | .068 | -.072 | -.562 | .577 |
| Self *Esteem* | .192 | .111 | .370 | 1.729 | .089 |
| Komitmen Organisasi | -.202 | .128 | -.336 | -1.585 | .118 |
| a. Dependent Variable: ABS\_RES1 | | | | | | |

**Lampiran 22**

**Analisis Regresi Linier Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Komitmen Organisasi, *Self efficacy*, Self *Esteem*b | . | Enter |
| a. Dependent Variable: Kinerja Pegawai | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | 11.170 | 4.851 |  | 2.303 | .025 |  |  |
| *Self efficacy* | .834 | .110 | .689 | 7.598 | .000 | .962 | 1.040 |
| Self *Esteem* | .595 | .179 | .504 | 3.324 | .002 | .345 | 2.900 |
| Komitmen Organisasi | .631 | .205 | .462 | 3.075 | .003 | .351 | 2.850 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | *Self efficacy* | Self *Esteem* | Komitmen Organisasi |
| 1 | 1 | 3.973 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .017 | 15.141 | .05 | .31 | .08 | .09 |
| 3 | .006 | 26.160 | .93 | .67 | .04 | .00 |
| 4 | .003 | 34.214 | .02 | .03 | .88 | .91 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**Lampiran 23**

**Uji signifikasi parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Tolerance | VIF |
| 1 | (Constant) | 11.170 | 4.851 |  | 2.303 | .025 |  |  |
| *Self efficacy* | .834 | .110 | .689 | 7.598 | .000 | .962 | 1.040 |
| Self *Esteem* | .595 | .179 | .504 | 3.324 | .002 | .345 | 2.900 |
| Komitmen Organisasi | .631 | .205 | .462 | 3.075 | .003 | .351 | 2.850 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | | |

**Lampiran 24**

**Uji signifikasi simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 840.308 | 3 | 280.103 | 22.095 | .000b |
| Residual | 760.630 | 60 | 12.677 |  |  |
| Total | 1600.937 | 63 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Komitmen Organisasi, *Self efficacy*, Self *Esteem* | | | | | | |

**Lampiran 25**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .724a | .525 | .501 | 3.560 | 2.130 |
| a. Predictors: (Constant), Komitmen Organisasi, *Self efficacy*, Self *Esteem* | | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | | |

**Lampiran 26**

**Data-Data Dinas Kesehatan Kabupaten Brebes**

**Data Absensi dan Keterlambatan Pegawai Dinas Kesehatan 2023**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Bulan | Jumlah Pegawai  (orang) | Izin  (orang) | Sakit  (orang) | Terlambat  (orang) |
| 1 | Januari | 64 | 4 | 2 | 2 |
| 2 | Februari | 64 | 5 | 1 | 1 |
| 3 | Maret | 64 | 3 | 2 | 2 |
| 4 | April | 64 | 2 | 4 | - |
| 5 | Mei | 64 | 3 | - | 2 |
| 6 | Juni | 64 | 2 | 2 | - |
| 7 | Juli | 64 | 2 | - | - |
| 8 | Agustus | 64 | 2 | 3 | 3 |
| 9 | SePTember | 64 | 3 | 1 | 5 |
| 10 | Oktober | 64 | 2 | 2 | 6 |
| 11 | November | 64 | 2 | 5 | 7 |
| 12 | Desember | 64 | 4 | 2 | 9 |

Sumber : Dinas Kesehatan Kabupaten Brebes 2023

|  |  |
| --- | --- |
|  | **Siti Khalimah** |

**Lampiran 27**

**Data Wawancara Dinas Kesehatan Kabupaten Brebes**

**Daftar Pertanyaan Wawancara**

Nama : Nadila Purnama

Npm : 4120600154

Fakultas/Prodi : Ekonomi Dan Bisnis/ Manajemen SDM

Perguruan Tinggi : Universitas Pancasakti Tegal

Judul : Pengaruh *Self efficacy*, *Self esteem* Dan Komitmen Organisasi Terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Brebes.”

**WAWANCARA PENELITI**

Dalam Penelitian ini, Peneliti melakukan wawancara kepada Pegawai Dinas Kesehatan Kabupaten Brebes untuk mendapatkan informasi yang memberikan kontribusi kedalam penelitian ini. Salah satu Pegawai Dinas Kesehatan Kabupaten Brebes yang menjadi subjek Peneliti ini.

**Pernyataan Peneliti:**

Peneliti : Assalamualikum wr. wb…. Sebelumnya perkenalkan nama saya Nadila Purnama, mahasiswa Universitas Panacasakti Tegal Program studi manajemen ingin melakukan observasi dan wawancara mengenai permaslahan yang terjadi pada Dinas Kesehatan Kabupaten Brebes. Mohon izin bantuanya untuk diperkenakan melakukan observasi dan wawancara.

Pegawai :Walikumsalam wr.wb….iya dengan senang hati saya akan membantu mba Nadila

Peneliti : Saya mau bertanya bu, disini jumlah Pegawai ASN ada berapa?

Pegawai : Ada sekitar 64 Pegawai

Peneliti : Apakah pegawai di Dinas Kesehatan Kabupaten Brebes sering terjadi pegawai yang datang terlambat atau tidak hadir?

Pegawai : Ya kadang-kadang ada yang tidak berangkat karena alasan sakit atau ada juga karyawan yang sering terlambat

Peneliti : Apa saja permasalahan mengenai *Self efficacy* di Dinas Kesehatan Kabupaten Brebes?

Pegawai : Permasalahan yang sering terjadi pada Pegawai Dinas Keshatan Kabupaten Brebes mengenai *Self efficacy* yang rendah. Masih adanya pegawai yang merasa diri mereka tidak memiliki kemampuan untuk melakukan pelayanan yang ditugaskan dari instansi. Rendahnya kesadaran pegawai dalam melaksanakan pelayanan dalam menyelesaikan tugas-tugasnya yang pada akhirnya tugas tersebut dikerjakan pegawai lain. Hal tersebut berdampak pada menurunnya pelayanan kepada masyarakat akibat penurunan kinerja pegawai.

Peneliti : Apa saja permasalahan mengani *Self esteem*  di Dinas Kesehatan Kabupaten Brebes?

Pegawai : Permasalahan yang sering terjadi pada Pegawai Dinas Keshatan Kabupaten Brebes mengenai *Self esteem*  yang rendah. *Self esteem* yaitudimensi Perasaan diterima (*feeling of belonging* ) dan dimensi Perasaan berharga (*feeling of worth*). Dimensi Perasaan diterima (*feeling of belonging*) berkaitan dengan rasa kepercayaan yang di dapat dari atasan. Pegawai merasa kurang diberikan kepercayaan dari atasan mengenai tugas yang harus diselesaikannya, terkadang adanya ketidakadilan dalam pembagian tugas yang membuat terjadinya perselisihan dengan atasan. Adapun dimensi Perasaan berharga (*feeling of worth*) yaitu kurangnya rasa berharga atau bernilai baik yang dimiliki pegawainya, pegawai masih merasa dirinya kurang berharga karena tidak dapat menyelesaikan pekerjaan yang diberikan oleh atasan.

Peneliti : Apa saja permasalahan menganai Komitmen Organisasi di Dinas Kesehatan Kabupaten Brebes?

Pegawai : Permasalahan yang sering terjadi pada Pegawai Dinas Keshatan Kabupaten Brebes mengenai Komitmen Organisasi yang rendah. Kurangnya ikatan emosional pegawai dengan perusahaan sehingga komunikasi dengan atasan yang tidak baik, karena pegawai tuntut untuk mengeluarkan biaya dalam menyelesaikan pekerjaan, pegawai juga tidak setuju jika hidupnya untuk mengabdikan kepada perusahaan.

Peneliti : Baik bu, terimakasih atas wawancaranya sangat membantu saya dalam penelitian in?

Pegawai : Sama-sama mba Nadila senang bisa membantu dalam penelitian

Peneliti : Nggih bu maaf mengganggu waktunya ibu, Assalamualaikum wr.wb

Pegawai: Waalikumsalam wr.wb

**Tanda Tangan**

|  |  |
| --- | --- |
|  | **Siti Khalimah** |

**Lampiran 28**

**Surat Ijin Balasan Penelitian Dinas Kesehatan Kabupaten Brebes**

