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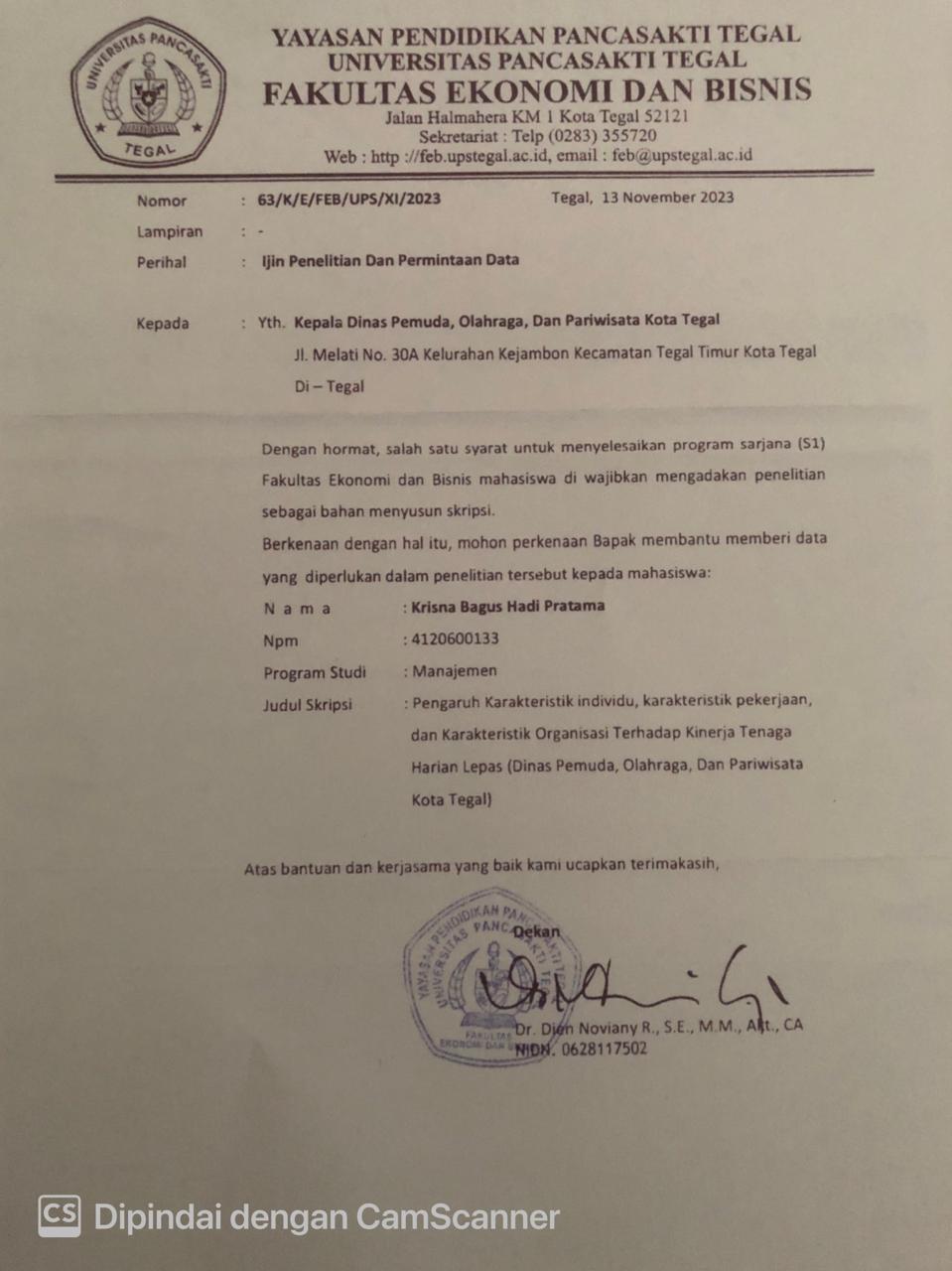
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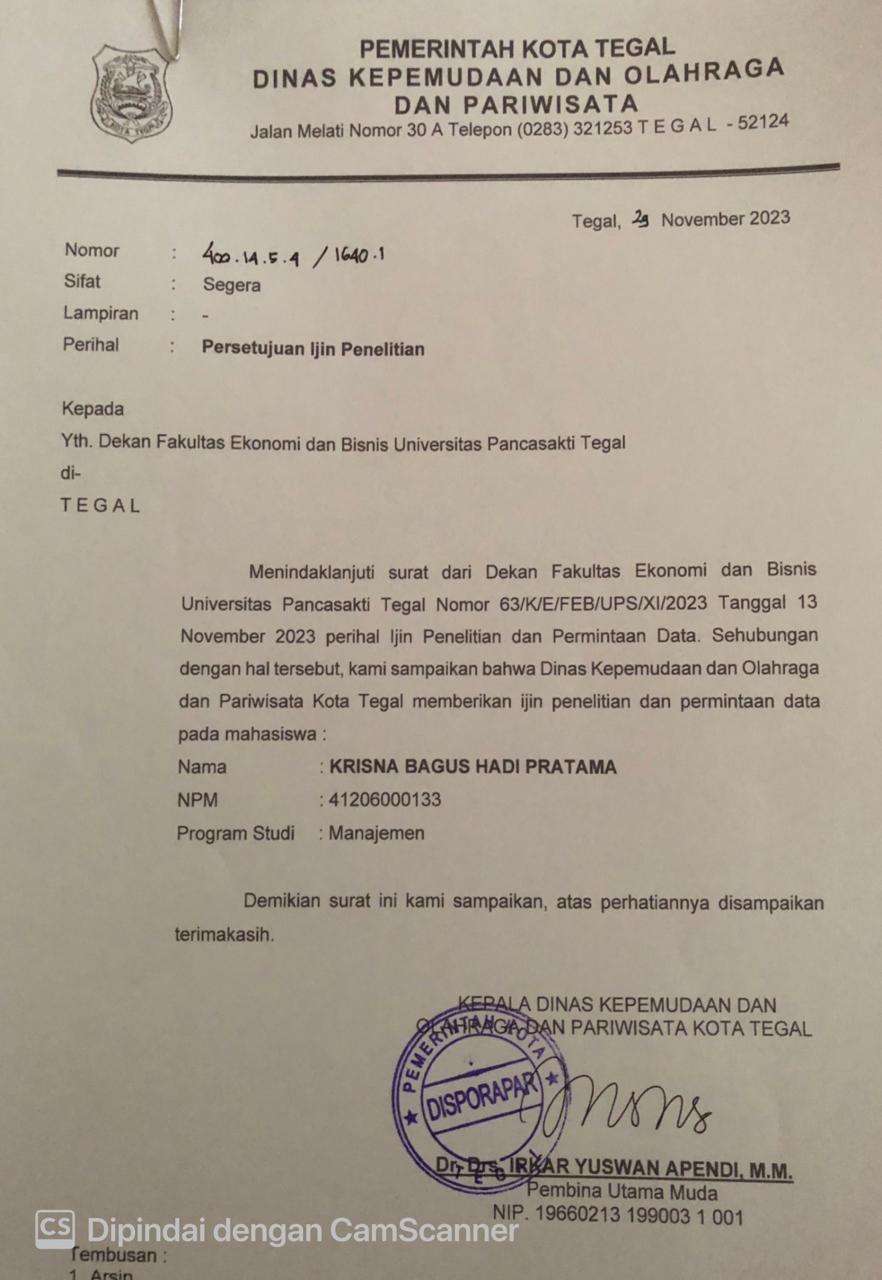
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# LAMPIRAN

**Lampiran 1, Surat Izin Penelitian**

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**Lampiran 2,** Surat Balasan Penelitian



**LAMPIRAN**

**Lampiran 3**

Lembar Kuesioner Penelitian

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : pengaruh Karakteristik Individu, Karakteristik Pekerjaan, dan Karakteristik Organisasi terhadap Kinerja Tenaga Harian Lepas Dinas Pemuda Olahraga dan Pariwisata Kota Tegal

Kepada Yth.,

Sdr. Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Krisna Bagus Hadi Pratama mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

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

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

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 2024

Hormat Saya,

Krisna Bagus Hadi Pratama

**KUESIONER PENELITIAN**

1. **IDENTITAS RESPONDEN**
2. Nama :
3. Jenis Kelamin : A. Laki-laki

B. Perempuan

1. Usia : A. 17 - 25 Tahun D. 41-50 Tahun

B. 25-30 Tahun E. >50 Tahun

C. 31-40 Tahun

1. Tingkat Pendidikan : A. SD D. D3

B. SMP E. S1

C. SMA/SMK

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

**Formulir Kuesioner**

1. **Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memiliki keterampilan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 2 | Saya dapat menyelesaikan tugas berdasarkan kemampuan yang saya miliki |  |  |  |  |  |
| 3 | Saya dapat menyelesaikan berbagai pekerjaan yang diberikan |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan tugas berdasarkan waktu yang telah ditetapkan |  |  |  |  |  |
| 5 | Saya mampu bekerja sesuia dengan tenaga yang saya miliki |  |  |  |  |  |
| 6 | Saya mendapatkan upah yang sesuai dengan pekerjaan yang di berikan kepada saya |  |  |  |  |  |
| 7 | Saya memiliki komitmen dalam menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 8 | Saya memiliki komitmen dalam menyelesaikan pekerjaan dengan sendiri |  |  |  |  |  |
| 9 | Saya memiliki rasa tanggung jawab atas setiap pekerjaan yang diberikan organisasi |  |  |  |  |  |
| 10 | Saya menerima konsekuensi atas tugas yang saya kerjakan dalam organisasi |  |  |  |  |  |

1. **Variabel Karakteristik Individu (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memiliki pengetahuan yang mumpuni berkaitan dengan pekerjaan |  |  |  |  |  |
| 2 | Saya memiliki keterampilan yang cukup untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Saya merasa nyaman berinteraksi dengan orang-orang baru |  |  |  |  |  |
| 4 | Saya dapat mengembangkan intelektual yang dibutuhkan pekerjaan |  |  |  |  |  |
| 5 | Saya memanfaatkan waktu libur agar tenaga kembali segar saat bekerja |  |  |  |  |  |
| 6 | Saya merasa tertantang untuk menyelesaikan suatu pekerjaan dengan baik |  |  |  |  |  |
| 7 | Saya mampu bekerja secara tim atau kelompok |  |  |  |  |  |
| 8 | saya merasa selalu diberikan arahan oleh atasan saya |  |  |  |  |  |
| 9 | Saya menjaga nama baik dalam bekerja dengan selalu berbuat baik |  |  |  |  |  |
| 10 | Saya merasa pekerjaan yang saya dapatkan sesuai dengan apa yang saya inginkan |  |  |  |  |  |

1. **Variabel Karakteristik Pekerjaan (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Instansi memberikan kebebasan kepada saya untuk melakukan pekerjaan |  |  |  |  |  |
| 2 | Instansi memberikan kebebasan kepada saya dalam merencanakan pekerjaan |  |  |  |  |  |
| 3 | Saya diberi kebebasan dalam menyelesaikan pekerjaan dengan cara saya sendiri |  |  |  |  |  |
| 4 | Saya diberi kebebasan mencari variasi untuk menyelesaikan suatu pekerjaan |  |  |  |  |  |
| 5 | Instansi mendorong saya untuk memahami prosedur kerja |  |  |  |  |  |
| 6 | Instansi mendorong saya untuk terlibat dalam setiap pekerjaan |  |  |  |  |  |
| 7 | Saya berusaha aktif dan terlibat dalam setiap pekerjaan tanpa di perintah |  |  |  |  |  |
| 8 | Pekerjaan yang saya lakukan memiliki dampak positif terhadap saya sendiri |  |  |  |  |  |
| 9 | Saya selalu diapresiasi jika saya mengerjakan tugas sesuai standar instansi |  |  |  |  |  |
| 10 | Saya selalu mengerjakan pekerjaan sesuai dengan standar dan keinginan pimpinan |  |  |  |  |  |

1. **Variabel Karakteristik Organisasi** (X3**)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Saya memilah-milah suatu tingkat pekerjaan sesuai dengan kemampuan saya |  |  |  |  |  |
| 2 | Atasan memilah tingkat pekerjaan sesuai dengan keahlian pegawai supaya lebih efisien dalam bekerja |  |  |  |  |  |
| 3 | Tingkat keahlian para pegawai disesuaikan dengan tugas yang diberikan |  |  |  |  |  |
| 4 | Saya mengerti dengan jelas tugas dan tanggung jawab yang berkaitan dengan fungsi atau departemen |  |  |  |  |  |
| 5 | Saya merasa bahwa pembagian kerja berdasarkan fungsi membantu dalam mencapai tujuan departemen |  |  |  |  |  |
| 6 | Instansi menyusun setiap job des untuk setiap pegawai |  |  |  |  |  |
| 7 | Saya merasa bahwa struktur departemen berdasarkan lokasi mendukung kerja tim dan kolaborasi lintas lokasi |  |  |  |  |  |
| 8 | Saya merasa bahwa pembagian kerja berdasarkan lokasi memungkinkan saya untuk bekerja secara efisien dan efektif |  |  |  |  |  |
| 9 | Jumlah pegawai sesuai dengan beban tugas yang dibebankan setiap departemen |  |  |  |  |  |
| 10 | Pembagian kewenangan antar bagian dilakukan dengan jelas sesuai dengan tugasnya masing-masing |  |  |  |  |  |

**Lampiran 4 karakteristik repsonden**

Data Karakteristik responden berdasarkan jenis kelamin

|  |  |  |  |
| --- | --- | --- | --- |
| No | Jenis kelamin | jumlah | Presentase (%) |
| 1 | Laki – Laki | 71 | 73% |
| 2 | Perempuan | 25 | 27% |
| Jumlah | | 96 | 100% |

*Sumber : data primer yang diolah 2024*

Data karakteristik responden berdasarkan umur

|  |  |  |  |
| --- | --- | --- | --- |
| No | Umur | Jumlah | Presentase (%) |
| 1 | 17 - 25 tahun | 15 | 16% |
| 2 | 25 - 30 tahun | 34 | 35% |
| 3 | 31 - 40 Tahun | 27 | 28% |
| 4 | 41 - 50 Tahun | 13 | 14% |
| 5 | >51 Tahun | 7 | 7% |
| Jumlah | | 96 | 100% |

*Sumber : Data primer yang diolah 2024*

Data Karakteristik Responden Berdasarkan Pendidikan

|  |  |  |  |
| --- | --- | --- | --- |
| No | Pendidikan | Jumlah | Presentas (%) |
| 1 | SMP | 33 | 34% |
| 2 | SMA/SMK | 42 | 43% |
| 3 | D3 | 9 | 10% |
| 4 | S1 | 12 | 13% |
| Jumlah | | 96 | 100% |

*Sumber : Data yang diolah 2024*

**Lampiran 5**, Tabulasi Data Penelitian

**KINERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | TOTAL |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 8 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 9 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 46 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 13 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 43 |
| 16 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 42 |
| 17 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 42 |
| 18 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 19 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 43 |
| 20 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 21 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 22 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 42 |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 24 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 37 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 46 |
| 39 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 40 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 44 |
| 41 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 42 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 39 |
| 44 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 45 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 46 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 52 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 44 |
| 53 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 54 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 43 |
| 55 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 41 |
| 56 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 59 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 60 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 61 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 62 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 43 |
| 63 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 44 |
| 64 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 43 |
| 65 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 42 |
| 66 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 67 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 40 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 75 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 77 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 78 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 79 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 80 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 46 |
| 82 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 83 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 44 |
| 84 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 85 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 39 |
| 87 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 88 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 89 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 90 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 91 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 92 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 46 |
| 93 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 94 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 44 |
| 95 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 96 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |

**KARAKTERISTIK INDIVIDU (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 41 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 9 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 43 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 11 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 12 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 13 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 16 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 18 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 19 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 20 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 21 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 22 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 24 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | ~~5~~ | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 30 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 38 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 39 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 40 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 41 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 44 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 44 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 45 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 46 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 47 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| 50 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 51 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 52 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 53 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 54 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 55 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 56 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 59 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 60 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 61 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 62 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 63 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 43 |
| 64 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 65 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 66 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 67 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 68 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 40 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | ~~5~~ | 5 | 50 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 74 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 76 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 77 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 81 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 82 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 83 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 84 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 85 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 86 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 44 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 88 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 89 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 90 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 91 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 92 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 94 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 95 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 96 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |

**KARAKTERISTIK PEKERJAAN (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
| 1 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 2 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 42 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 43 |
| 6 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 43 |
| 8 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 9 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 10 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 13 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 14 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 40 |
| 17 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 40 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 19 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 41 |
| 20 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 38 |
| 21 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 41 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 41 |
| 24 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 37 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 38 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 39 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 39 |
| 42 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 37 |
| 44 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 40 |
| 45 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 39 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 47 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 50 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 51 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 39 |
| 52 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 41 |
| 53 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 41 |
| 54 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 40 |
| 55 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 56 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 58 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 59 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 60 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 61 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 41 |
| 62 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 40 |
| 68 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 37 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 73 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 75 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 76 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |
| 77 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 78 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 79 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 39 |
| 80 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 40 |
| 81 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 37 |
| 82 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 40 |
| 83 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 39 |
| 84 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 85 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 88 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 89 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 39 |
| 90 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 41 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 93 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 94 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 95 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 96 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 40 |

**KARAKTERISTIK ORGANISASI (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| N0 | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL |
| 1 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 2 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 41 |
| 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 36 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 8 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 41 |
| 9 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 40 |
| 10 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 13 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 14 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 41 |
| 15 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 16 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 38 |
| 17 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 37 |
| 18 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 19 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 21 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 22 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 38 |
| 24 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 29 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 37 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 38 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 39 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 40 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 41 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |
| 42 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 37 |
| 43 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 38 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 45 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 46 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 39 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 50 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 51 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 37 |
| 52 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 53 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 54 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 41 |
| 55 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 41 |
| 56 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 42 |
| 59 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 60 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 61 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 62 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 39 |
| 63 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 64 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 38 |
| 65 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 70 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 29 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 77 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 78 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 79 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 80 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 81 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 82 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |
| 83 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 37 |
| 84 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 38 |
| 85 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 86 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 42 |
| 87 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 39 |
| 88 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 90 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 38 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 37 |
| 92 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 42 |
| 93 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 94 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 41 |
| 95 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 96 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 41 |

**Lampiran 6,** Hasil Uji Validitas Kinerja

**Data Hasil Uji Validitas Kinerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| No. Item | Rhitung | Rtabel | Keterangan |
| 1 | 0,778 | 0,361 | VALID |
| 2 | 0,576 | 0,361 | VALID |
| 3 | 0,769 | 0,361 | VALID |
| 4 | 0,787 | 0,361 | VALID |
| 5 | 0,657 | 0,361 | VALID |
| 6 | 0,655 | 0,361 | VALID |
| 7 | 0,598 | 0,361 | VALID |
| 8 | 0,643 | 0,361 | VALID |
| 9 | 0,436 | 0,361 | VALID |
| 10 | 0,636 | 0,361 | VALID |

Sumber: Data primer yang diolah, 2024

**Lampiran 7,** Hasil Uji Karakteristik Individu

Data Hasil Uji ValiditasKarakteristik Individu (X1)

|  |  |  |  |
| --- | --- | --- | --- |
| No. Item | Rhitung | Rtabel | Keterangan |
| 1 | 0,752 | 0,361 | VALID |
| 2 | 0,790 | 0,361 | VALID |
| 3 | 0,760 | 0,361 | VALID |
| 4 | 0,746 | 0,361 | VALID |
| 5 | 0,526 | 0,361 | VALID |
| 6 | 0,629 | 0,361 | VALID |
| 7 | 0,444 | 0,361 | VALID |
| 8 | 0,670 | 0,361 | VALID |
| 9 | 0,553 | 0,361 | VALID |
| 10 | 0,798 | 0,361 | VALID |

**Lampiran 8** hasil uji validitas Karakteristik Pekerjaan

Data hasil uji validitas Lingkungan Kerja(X2)

|  |  |  |  |
| --- | --- | --- | --- |
| No. Item | Rhitung | Rtabel | Keterangan |
| 1 | 0,804 | 0,361 | VALID |
| 2 | 0,865 | 0,361 | VALID |
| 3 | 0,804 | 0,361 | VALID |
| 4 | 0,619 | 0,361 | VALID |
| 5 | 0,808 | 0,361 | VALID |
| 6 | 0,806 | 0,361 | VALID |
| 7 | 0,898 | 0,361 | VALID |
| 8 | 0,638 | 0,361 | VALID |
| 9 | 0,781 | 0,361 | VALID |
| 10 | 0,852 | 0,361 | VALID |

*Sumber : Data primer yang diolah, 2024*

**Lampiran 9** hasil uji validitas Karakteristik Organisasi

Data hasil uji validitas Karakteristik Organisasi(X3)

|  |  |  |  |
| --- | --- | --- | --- |
| No. Item | Rhitung | Rtabel | Keterangan |
| 1 | 0,785 | 0,361 | VALID |
| 2 | 0,823 | 0,361 | VALID |
| 3 | 0,785 | 0,361 | VALID |
| 4 | 0,680 | 0,361 | VALID |
| 5 | 0,726 | 0,361 | VALID |
| 6 | 0,788 | 0,361 | VALID |
| 7 | 0,796 | 0,361 | VALID |
| 8 | 0,794 | 0,361 | VALID |
| 9 | 0,817 | 0,361 | VALID |
| 10 | 0,709 | 0,361 | VALID |

**Lampiran 10**, Hasil Uji Reliabilitas

Data hasil uji Reliabilitas

|  |  |  |  |
| --- | --- | --- | --- |
| **Variabel** | **Cronbach’s Alpha** | **Nilai Alpha** | **Keterangan** |
| Kinerja (Y) | 0,851 | 0,60 | Reliabel |
| Karakteristik Individu (X1) | 0,879 | 0,60 | Reliabel |
| Karakteristik Pekerjaan (X2) | 0,934 | 0,60 | Reliabel |
| Karakteristik Organisasi (X3) | 0,923 | 0,60 | Reliabel |

*Sumber: data Primer Yang diolah 2024*

**Lampiran 11*, Method Successive Interval***(MSI)

*Method Successive Interval* (MSI) **KINERJA**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **4** | **5** | **5** | **4** | **5** | **5** | **5** | **5** | **5** | **4** | TOTAL |
| 2,909 | 2,654 | 2,596 | 1,000 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 1,000 | 28,637 |
| 4,466 | 2,654 | 1,000 | 1,000 | 4,204 | 4,456 | 3,593 | 2,296 | 2,603 | 2,601 | 28,874 |
| 4,466 | 1,000 | 1,000 | 2,601 | 4,204 | 2,891 | 2,294 | 2,296 | 2,603 | 2,601 | 25,956 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 1,000 | 1,000 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 2,603 | 2,601 | 22,454 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 1,000 | 1,000 | 2,601 | 4,204 | 4,456 | 2,294 | 3,621 | 1,000 | 2,601 | 27,243 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 3,593 | 3,621 | 2,603 | 2,601 | 26,980 |
| 4,466 | 1,000 | 2,596 | 2,601 | 2,678 | 4,456 | 2,294 | 3,621 | 2,603 | 1,000 | 27,315 |
| 4,466 | 2,654 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 1,000 | 2,601 | 25,971 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 1,000 | 2,601 | 4,204 | 2,891 | 2,294 | 2,296 | 2,603 | 1,000 | 26,009 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 3,621 | 2,603 | 1,000 | 25,644 |
| 4,466 | 1,000 | 2,596 | 2,601 | 2,678 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 27,351 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 4,456 | 2,294 | 1,000 | 2,603 | 1,000 | 23,137 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 1,000 | 2,296 | 2,603 | 1,000 | 21,459 |
| 4,466 | 1,000 | 1,000 | 2,601 | 2,678 | 2,891 | 1,000 | 2,296 | 1,000 | 2,601 | 21,533 |
| 2,909 | 2,654 | 1,000 | 1,000 | 2,678 | 4,456 | 1,000 | 1,000 | 1,000 | 1,000 | 18,697 |
| 2,909 | 2,654 | 2,596 | 2,601 | 4,204 | 2,891 | 1,000 | 1,000 | 1,000 | 2,601 | 23,456 |
| 4,466 | 1,000 | 2,596 | 2,601 | 4,204 | 2,891 | 2,294 | 1,000 | 2,603 | 1,000 | 24,655 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 1,000 | 3,621 | 2,603 | 1,000 | 22,785 |
| 2,909 | 1,000 | 2,596 | 1,000 | 4,204 | 4,456 | 1,000 | 2,296 | 1,000 | 1,000 | 21,460 |
| 4,466 | 2,654 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 2,603 | 1,000 | 25,973 |
| 4,466 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,296 | 2,603 | 2,601 | 17,966 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 33,396 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 33,396 |
| 4,466 | 1,000 | 1,000 | 1,000 | 2,678 | 4,456 | 2,294 | 3,621 | 2,603 | 2,601 | 25,720 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 1,000 | 2,596 | 1,000 | 4,204 | 2,891 | 3,593 | 2,296 | 2,603 | 1,000 | 25,649 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 3,593 | 3,621 | 2,603 | 2,601 | 23,897 |
| 2,909 | 1,000 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 30,185 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 30,532 |
| 2,909 | 1,000 | 2,596 | 2,601 | 4,204 | 2,891 | 3,593 | 2,296 | 1,000 | 1,000 | 24,090 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 1,000 | 2,296 | 2,603 | 1,000 | 27,876 |
| 2,909 | 2,654 | 2,596 | 1,000 | 4,204 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 27,373 |
| 4,466 | 2,654 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 24,789 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 4,456 | 3,593 | 2,296 | 1,000 | 1,000 | 24,129 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 23,173 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 1,000 | 1,000 | 1,000 | 2,601 | 17,079 |
| 4,466 | 1,000 | 2,596 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 1,000 | 1,000 | 24,311 |
| 4,466 | 1,000 | 2,596 | 1,000 | 2,678 | 2,891 | 1,000 | 2,296 | 2,603 | 2,601 | 23,131 |
| 4,466 | 2,654 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 2,296 | 2,603 | 2,601 | 26,084 |
| 2,909 | 1,000 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 3,621 | 1,000 | 1,000 | 20,994 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 2,294 | 2,296 | 1,000 | 1,000 | 27,567 |
| 2,909 | 1,000 | 1,000 | 2,601 | 2,678 | 2,891 | 3,593 | 2,296 | 1,000 | 1,000 | 20,968 |
| 2,909 | 1,000 | 2,596 | 1,000 | 2,678 | 2,891 | 1,000 | 2,296 | 1,000 | 1,000 | 18,369 |
| 2,909 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 2,294 | 2,296 | 2,603 | 1,000 | 21,196 |
| 4,466 | 1,000 | 2,596 | 1,000 | 4,204 | 2,891 | 1,000 | 3,621 | 2,603 | 1,000 | 24,381 |
| 2,909 | 1,000 | 2,596 | 1,000 | 2,678 | 4,456 | 3,593 | 2,296 | 1,000 | 1,000 | 22,528 |
| 4,466 | 1,000 | 2,596 | 1,000 | 2,678 | 2,891 | 3,593 | 1,000 | 2,603 | 1,000 | 22,827 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 2,891 | 1,000 | 1,000 | 2,603 | 1,000 | 20,278 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 2,294 | 3,621 | 1,000 | 1,000 | 22,476 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 33,396 |
| 2,909 | 1,000 | 2,596 | 1,000 | 4,204 | 2,891 | 3,593 | 3,621 | 2,603 | 2,601 | 27,018 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 1,000 | 2,601 | 24,317 |
| 2,909 | 2,654 | 1,000 | 1,000 | 2,678 | 4,456 | 1,000 | 1,000 | 1,000 | 1,000 | 18,697 |
| 2,909 | 2,654 | 2,596 | 2,601 | 4,204 | 2,891 | 1,000 | 1,000 | 1,000 | 2,601 | 23,456 |
| 4,466 | 1,000 | 2,596 | 2,601 | 4,204 | 2,891 | 2,294 | 1,000 | 2,603 | 1,000 | 24,655 |
| 4,466 | 1,000 | 1,000 | 1,000 | 4,204 | 2,891 | 1,000 | 3,621 | 2,603 | 1,000 | 22,785 |
| 2,909 | 1,000 | 2,596 | 1,000 | 4,204 | 4,456 | 1,000 | 2,296 | 1,000 | 1,000 | 21,460 |
| 4,466 | 2,654 | 1,000 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 2,603 | 1,000 | 25,973 |
| 4,466 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,296 | 2,603 | 2,601 | 17,966 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 33,396 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 33,396 |
| 4,466 | 1,000 | 1,000 | 1,000 | 2,678 | 4,456 | 2,294 | 3,621 | 2,603 | 2,601 | 25,720 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 1,000 | 2,596 | 1,000 | 4,204 | 2,891 | 3,593 | 2,296 | 2,603 | 1,000 | 25,649 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 3,593 | 3,621 | 2,603 | 2,601 | 23,897 |
| 2,909 | 1,000 | 2,596 | 2,601 | 4,204 | 4,456 | 3,593 | 3,621 | 2,603 | 2,601 | 30,185 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 2,294 | 2,296 | 1,000 | 1,000 | 18,067 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 30,532 |
| 2,909 | 1,000 | 2,596 | 2,601 | 4,204 | 2,891 | 3,593 | 2,296 | 1,000 | 1,000 | 24,090 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 1,000 | 2,296 | 2,603 | 1,000 | 27,876 |
| 2,909 | 2,654 | 2,596 | 1,000 | 4,204 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 27,373 |
| 4,466 | 2,654 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 24,789 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 4,456 | 3,593 | 2,296 | 1,000 | 1,000 | 24,129 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 23,173 |
| 2,909 | 1,000 | 1,000 | 1,000 | 2,678 | 2,891 | 1,000 | 1,000 | 1,000 | 2,601 | 17,079 |
| 4,466 | 1,000 | 2,596 | 1,000 | 4,204 | 4,456 | 2,294 | 2,296 | 1,000 | 1,000 | 24,311 |
| 4,466 | 1,000 | 2,596 | 1,000 | 2,678 | 2,891 | 1,000 | 2,296 | 2,603 | 2,601 | 23,131 |
| 4,466 | 2,654 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 2,296 | 2,603 | 2,601 | 26,084 |
| 2,909 | 1,000 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 3,621 | 1,000 | 1,000 | 20,994 |
| 2,909 | 1,000 | 2,596 | 2,601 | 4,204 | 2,891 | 3,593 | 2,296 | 1,000 | 1,000 | 24,090 |
| 4,466 | 2,654 | 2,596 | 2,601 | 4,204 | 4,456 | 1,000 | 2,296 | 2,603 | 1,000 | 27,876 |
| 2,909 | 2,654 | 2,596 | 1,000 | 4,204 | 2,891 | 2,294 | 3,621 | 2,603 | 2,601 | 27,373 |
| 4,466 | 2,654 | 1,000 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 24,789 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 4,456 | 3,593 | 2,296 | 1,000 | 1,000 | 24,129 |
| 2,909 | 1,000 | 2,596 | 2,601 | 2,678 | 2,891 | 2,294 | 1,000 | 2,603 | 2,601 | 23,173 |

*Method Successive Interval* (MSI) **KARAKTERISTIK INDIVIDU** **(X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **4** | **4** | **5** | **5** | **5** | **4** | **5** | **5** | **4** | **5** | TOTAL |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 4,364 | 4,059 | 1,000 | 2,601 | 29,500 |
| 2,364 | 4,343 | 1,000 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 1,000 | 2,601 | 26,320 |
| 2,364 | 4,343 | 2,598 | 4,497 | 2,650 | 2,596 | 4,364 | 2,569 | 2,603 | 2,601 | 31,184 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 1,000 | 2,791 | 1,000 | 4,497 | 4,227 | 2,596 | 1,000 | 2,569 | 1,000 | 1,000 | 21,680 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 2,791 | 2,598 | 2,920 | 1,000 | 2,596 | 2,805 | 2,569 | 2,603 | 1,000 | 24,666 |
| 3,783 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 4,364 | 4,059 | 1,000 | 2,601 | 26,167 |
| 2,364 | 4,343 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 2,603 | 1,000 | 27,920 |
| 2,364 | 4,343 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 2,601 | 31,117 |
| 3,783 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 21,519 |
| 3,783 | 2,791 | 1,000 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 27,870 |
| 2,364 | 4,343 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 1,000 | 2,601 | 29,513 |
| 2,364 | 4,343 | 2,598 | 4,497 | 2,650 | 1,000 | 4,364 | 4,059 | 2,603 | 1,000 | 29,477 |
| 2,364 | 2,791 | 2,598 | 4,497 | 2,650 | 2,596 | 4,364 | 4,059 | 1,000 | 2,601 | 29,518 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 2,603 | 2,601 | 29,388 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 28,048 |
| 2,364 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 2,601 | 29,564 |
| 1,000 | 2,791 | 1,000 | 2,920 | 4,227 | 1,000 | 4,364 | 4,059 | 1,000 | 2,601 | 24,962 |
| 3,783 | 2,791 | 1,000 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 1,000 | 24,692 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 2,603 | 2,601 | 29,388 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 2,805 | 2,569 | 2,603 | 1,000 | 26,455 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 4,364 | 2,569 | 2,603 | 2,601 | 29,457 |
| 1,000 | 2,791 | 1,000 | 1,000 | 4,227 | 2,596 | 1,000 | 1,000 | 2,603 | 2,601 | 19,818 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 35,671 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 1,000 | 29,419 |
| 1,000 | 1,000 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 26,370 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 24,695 |
| 3,783 | 4,343 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 23,071 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 35,671 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 32,623 |
| 3,783 | 4,343 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 29,444 |
| 2,364 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 1,000 | 27,963 |
| 3,783 | 4,343 | 1,000 | 2,920 | 2,650 | 2,596 | 4,364 | 4,059 | 1,000 | 1,000 | 27,714 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 2,805 | 2,569 | 2,603 | 1,000 | 26,455 |
| 3,783 | 2,791 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 4,059 | 1,000 | 1,000 | 27,740 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 1,000 | 2,603 | 1,000 | 26,481 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 1,000 | 1,000 | 1,000 | 18,530 |
| 3,783 | 2,791 | 1,000 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 29,473 |
| 3,783 | 2,791 | 1,000 | 4,497 | 2,650 | 1,000 | 4,364 | 2,569 | 1,000 | 2,601 | 26,255 |
| 3,783 | 4,343 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 2,569 | 1,000 | 2,601 | 29,404 |
| 2,364 | 1,000 | 1,000 | 2,920 | 4,227 | 1,000 | 4,364 | 4,059 | 1,000 | 1,000 | 22,934 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 2,364 | 4,343 | 1,000 | 2,920 | 4,227 | 1,000 | 4,364 | 4,059 | 1,000 | 1,000 | 26,277 |
| 2,364 | 4,343 | 1,000 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 1,000 | 1,000 | 24,718 |
| 2,364 | 2,791 | 1,000 | 4,497 | 2,650 | 1,000 | 4,364 | 2,569 | 2,603 | 1,000 | 24,837 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 29,495 |
| 2,364 | 4,343 | 1,000 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 1,000 | 24,825 |
| 2,364 | 4,343 | 1,000 | 4,497 | 2,650 | 1,000 | 4,364 | 2,569 | 2,603 | 2,601 | 27,991 |
| 3,783 | 4,343 | 1,000 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 1,000 | 27,848 |
| 2,364 | 2,791 | 2,598 | 2,920 | 2,650 | 1,000 | 4,364 | 2,569 | 1,000 | 1,000 | 23,256 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 26,271 |
| 3,783 | 2,791 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 2,569 | 2,603 | 1,000 | 27,854 |
| 2,364 | 4,343 | 1,000 | 4,497 | 2,650 | 2,596 | 4,364 | 2,569 | 2,603 | 1,000 | 27,985 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 28,048 |
| 2,364 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 2,601 | 29,564 |
| 1,000 | 2,791 | 1,000 | 2,920 | 4,227 | 1,000 | 4,364 | 4,059 | 1,000 | 2,601 | 24,962 |
| 3,783 | 2,791 | 1,000 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 1,000 | 24,692 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 4,059 | 2,603 | 2,601 | 29,388 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 2,805 | 2,569 | 2,603 | 1,000 | 26,455 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 4,364 | 2,569 | 2,603 | 2,601 | 29,457 |
| 1,000 | 2,791 | 1,000 | 1,000 | 4,227 | 2,596 | 1,000 | 1,000 | 2,603 | 2,601 | 19,818 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 35,671 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 1,000 | 29,419 |
| 1,000 | 1,000 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 26,370 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 2,791 | 2,598 | 2,920 | 4,227 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 24,695 |
| 3,783 | 4,343 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 23,071 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 35,671 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 32,623 |
| 3,783 | 4,343 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 29,444 |
| 2,364 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 1,000 | 27,963 |
| 3,783 | 4,343 | 1,000 | 2,920 | 2,650 | 2,596 | 4,364 | 4,059 | 1,000 | 1,000 | 27,714 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 1,000 | 2,805 | 2,569 | 2,603 | 1,000 | 26,455 |
| 3,783 | 2,791 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 4,059 | 1,000 | 1,000 | 27,740 |
| 2,364 | 2,791 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 1,000 | 2,603 | 1,000 | 26,481 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 1,000 | 1,000 | 1,000 | 18,530 |
| 3,783 | 2,791 | 1,000 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 29,473 |
| 3,783 | 2,791 | 1,000 | 4,497 | 2,650 | 1,000 | 4,364 | 2,569 | 1,000 | 2,601 | 26,255 |
| 3,783 | 4,343 | 1,000 | 2,920 | 4,227 | 2,596 | 4,364 | 2,569 | 1,000 | 2,601 | 29,404 |
| 3,783 | 4,343 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 23,071 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 4,364 | 4,059 | 2,603 | 2,601 | 35,671 |
| 2,364 | 2,791 | 1,000 | 2,920 | 2,650 | 1,000 | 2,805 | 2,569 | 1,000 | 1,000 | 20,099 |
| 3,783 | 4,343 | 2,598 | 4,497 | 4,227 | 2,596 | 2,805 | 2,569 | 2,603 | 2,601 | 32,623 |
| 3,783 | 4,343 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 2,569 | 1,000 | 2,601 | 29,444 |
| 2,364 | 2,791 | 2,598 | 2,920 | 4,227 | 2,596 | 2,805 | 4,059 | 2,603 | 1,000 | 27,963 |

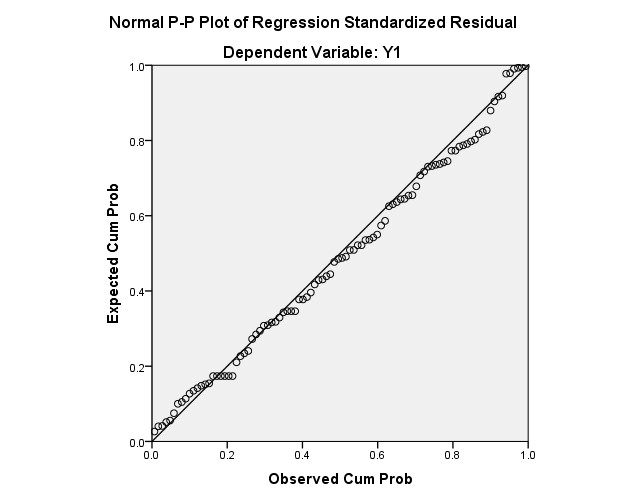
*Method Successive Interval* (MSI) **KARAKTERISTIK PEKERJAAN (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **5** | **5** | **4** | **4** | **5** | **4** | **5** | **4** | **4** | **4** | TOTAL |
| 4,178 | 4,162 | 2,832 | 2,889 | 3,676 | 2,237 | 3,893 | 2,567 | 2,714 | 2,362 | 31,510 |
| 4,178 | 2,622 | 2,832 | 4,543 | 2,349 | 1,000 | 3,893 | 2,567 | 2,714 | 2,362 | 29,061 |
| 2,656 | 4,162 | 4,481 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 4,268 | 3,726 | 33,289 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 4,481 | 2,889 | 1,000 | 1,000 | 3,893 | 4,067 | 4,268 | 3,726 | 30,603 |
| 2,656 | 4,162 | 2,832 | 4,543 | 2,349 | 3,469 | 3,893 | 4,067 | 2,714 | 3,726 | 34,412 |
| 4,178 | 2,622 | 2,832 | 4,543 | 2,349 | 2,237 | 3,893 | 4,067 | 2,714 | 1,000 | 30,436 |
| 4,178 | 4,162 | 4,481 | 2,889 | 2,349 | 3,469 | 3,893 | 4,067 | 4,268 | 2,362 | 36,120 |
| 4,178 | 2,622 | 1,000 | 4,543 | 2,349 | 2,237 | 1,000 | 4,067 | 2,714 | 2,362 | 27,073 |
| 4,178 | 2,622 | 4,481 | 2,889 | 3,676 | 3,469 | 2,454 | 2,567 | 4,268 | 2,362 | 32,967 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 2,567 | 2,714 | 1,000 | 21,733 |
| 4,178 | 4,162 | 2,832 | 4,543 | 2,349 | 3,469 | 3,893 | 2,567 | 4,268 | 2,362 | 34,625 |
| 2,656 | 2,622 | 4,481 | 2,889 | 3,676 | 3,469 | 2,454 | 4,067 | 4,268 | 3,726 | 34,308 |
| 2,656 | 2,622 | 4,481 | 4,543 | 2,349 | 2,237 | 2,454 | 4,067 | 2,714 | 3,726 | 31,849 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 4,268 | 2,362 | 26,150 |
| 2,656 | 2,622 | 4,481 | 2,889 | 2,349 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,232 |
| 2,656 | 2,622 | 4,481 | 4,543 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 3,726 | 33,021 |
| 2,656 | 4,162 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 3,726 | 27,499 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 23,233 |
| 4,178 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 4,268 | 2,362 | 27,672 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 2,237 | 2,454 | 2,567 | 2,714 | 1,000 | 22,970 |
| 4,178 | 2,622 | 2,832 | 2,889 | 2,349 | 1,000 | 2,454 | 4,067 | 2,714 | 2,362 | 27,467 |
| 4,178 | 4,162 | 2,832 | 2,889 | 1,000 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 27,395 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 4,268 | 3,726 | 30,099 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 40,465 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 24,424 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 2,567 | 1,000 | 2,362 | 21,382 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 27,181 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 40,465 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 2,362 | 28,354 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,296 |
| 2,656 | 2,622 | 4,481 | 4,543 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,537 |
| 2,656 | 2,622 | 1,000 | 1,000 | 1,000 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 20,611 |
| 2,656 | 4,162 | 2,832 | 2,889 | 2,349 | 2,237 | 3,893 | 2,567 | 2,714 | 2,362 | 28,661 |
| 2,656 | 2,622 | 2,832 | 4,543 | 2,349 | 2,237 | 1,000 | 2,567 | 1,000 | 2,362 | 24,168 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 3,469 | 2,454 | 1,000 | 4,268 | 2,362 | 25,553 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 1,000 | 4,067 | 2,714 | 1,000 | 21,780 |
| 4,178 | 4,162 | 2,832 | 2,889 | 2,349 | 1,000 | 1,000 | 4,067 | 2,714 | 1,000 | 26,191 |
| 4,178 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 24,756 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 4,067 | 4,268 | 2,362 | 31,408 |
| 2,656 | 1,000 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 3,726 | 28,096 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 1,000 | 2,832 | 2,889 | 2,349 | 2,237 | 1,000 | 2,567 | 4,268 | 2,362 | 24,160 |
| 2,656 | 1,000 | 2,832 | 2,889 | 3,676 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 26,886 |
| 1,000 | 2,622 | 2,832 | 2,889 | 3,676 | 2,237 | 1,000 | 2,567 | 2,714 | 2,362 | 23,898 |
| 4,178 | 2,622 | 4,481 | 2,889 | 2,349 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 27,754 |
| 1,000 | 2,622 | 2,832 | 2,889 | 3,676 | 2,237 | 2,454 | 2,567 | 2,714 | 3,726 | 26,716 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 3,469 | 2,454 | 4,067 | 2,714 | 1,000 | 25,702 |
| 4,178 | 2,622 | 2,832 | 2,889 | 1,000 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 27,355 |
| 4,178 | 4,162 | 2,832 | 4,543 | 3,676 | 3,469 | 2,454 | 4,067 | 4,268 | 3,726 | 37,376 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 18,348 |
| 4,178 | 2,622 | 2,832 | 4,543 | 3,676 | 3,469 | 2,454 | 2,567 | 4,268 | 2,362 | 32,972 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 2,237 | 3,893 | 2,567 | 4,268 | 3,726 | 37,732 |
| 4,178 | 2,622 | 2,832 | 2,889 | 2,349 | 1,000 | 2,454 | 4,067 | 2,714 | 2,362 | 27,467 |
| 4,178 | 4,162 | 2,832 | 2,889 | 1,000 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 27,395 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 4,268 | 3,726 | 30,099 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 40,465 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 24,424 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 2,567 | 1,000 | 2,362 | 21,382 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 27,181 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 40,465 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 2,362 | 28,354 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,296 |
| 2,656 | 2,622 | 4,481 | 4,543 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,537 |
| 2,656 | 2,622 | 1,000 | 1,000 | 1,000 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 20,611 |
| 2,656 | 4,162 | 2,832 | 2,889 | 2,349 | 2,237 | 3,893 | 2,567 | 2,714 | 2,362 | 28,661 |
| 2,656 | 2,622 | 2,832 | 4,543 | 2,349 | 2,237 | 1,000 | 2,567 | 1,000 | 2,362 | 24,168 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 3,469 | 2,454 | 1,000 | 4,268 | 2,362 | 25,553 |
| 2,656 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 1,000 | 4,067 | 2,714 | 1,000 | 21,780 |
| 4,178 | 4,162 | 2,832 | 2,889 | 2,349 | 1,000 | 1,000 | 4,067 | 2,714 | 1,000 | 26,191 |
| 4,178 | 2,622 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 24,756 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 4,067 | 4,268 | 2,362 | 31,408 |
| 2,656 | 1,000 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 3,726 | 28,096 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 2,656 | 1,000 | 2,832 | 2,889 | 2,349 | 2,237 | 1,000 | 2,567 | 4,268 | 2,362 | 24,160 |
| 2,656 | 1,000 | 2,832 | 2,889 | 3,676 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 26,886 |
| 1,000 | 2,622 | 2,832 | 2,889 | 3,676 | 2,237 | 1,000 | 2,567 | 2,714 | 2,362 | 23,898 |
| 4,178 | 2,622 | 4,481 | 2,889 | 2,349 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 27,754 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 4,067 | 2,714 | 2,362 | 27,181 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 4,481 | 4,543 | 3,676 | 3,469 | 3,893 | 4,067 | 4,268 | 3,726 | 40,465 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 3,469 | 3,893 | 2,567 | 2,714 | 2,362 | 28,354 |
| 2,656 | 2,622 | 2,832 | 2,889 | 2,349 | 2,237 | 2,454 | 2,567 | 2,714 | 2,362 | 25,681 |
| 4,178 | 4,162 | 2,832 | 2,889 | 1,000 | 1,000 | 2,454 | 4,067 | 2,714 | 1,000 | 26,296 |

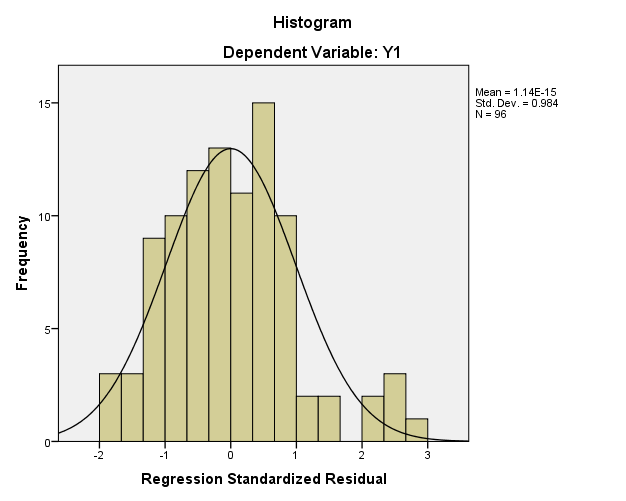
*Method Successive Interval* (MSI) **KARAKTERISTIK ORGANISASI (X3)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **5** | **5** | **4** | **5** | **4** | **5** | **4** | **5** | **4** | **4** | TOTAL |
| 4,518 | 3,699 | 2,598 | 3,911 | 2,670 | 4,549 | 2,547 | 2,661 | 2,646 | 2,938 | 32,736 |
| 2,935 | 3,699 | 4,101 | 2,453 | 2,670 | 4,549 | 4,075 | 1,000 | 4,171 | 2,938 | 32,589 |
| 4,518 | 2,348 | 2,598 | 3,911 | 4,188 | 2,923 | 2,547 | 2,661 | 4,171 | 2,938 | 32,802 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 2,348 | 2,598 | 1,000 | 2,670 | 1,000 | 4,075 | 2,661 | 1,000 | 2,938 | 24,807 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 3,699 | 4,101 | 2,453 | 4,188 | 4,549 | 2,547 | 1,000 | 4,171 | 2,938 | 32,580 |
| 4,518 | 3,699 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 1,000 | 2,646 | 2,938 | 32,495 |
| 4,518 | 2,348 | 2,598 | 3,911 | 4,188 | 2,923 | 2,547 | 1,000 | 4,171 | 4,575 | 32,778 |
| 4,518 | 2,348 | 4,101 | 3,911 | 2,670 | 2,923 | 2,547 | 2,661 | 4,171 | 2,938 | 32,786 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 1,000 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 1,000 | 2,646 | 2,938 | 28,214 |
| 2,935 | 3,699 | 4,101 | 2,453 | 4,188 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 32,482 |
| 2,935 | 2,348 | 4,101 | 3,911 | 2,670 | 4,549 | 4,075 | 1,000 | 4,171 | 4,575 | 34,334 |
| 2,935 | 2,348 | 4,101 | 3,911 | 4,188 | 2,923 | 4,075 | 1,000 | 4,171 | 4,575 | 34,226 |
| 2,935 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 28,220 |
| 2,935 | 1,000 | 2,598 | 2,453 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 1,000 | 24,824 |
| 2,935 | 2,348 | 4,101 | 3,911 | 4,188 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 32,589 |
| 2,935 | 2,348 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 2,646 | 4,575 | 32,869 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,568 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 4,575 | 31,439 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 1,000 | 2,598 | 2,453 | 2,670 | 2,923 | 4,075 | 2,661 | 4,171 | 1,000 | 26,485 |
| 4,518 | 2,348 | 1,000 | 1,000 | 2,670 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 31,565 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 3,699 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 40,447 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,646 | 2,938 | 13,584 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 3,699 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 40,447 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 4,171 | 4,575 | 28,219 |
| 2,935 | 3,699 | 4,101 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 34,077 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 3,699 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 32,574 |
| 2,935 | 1,000 | 4,101 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,723 |
| 2,935 | 3,699 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 2,646 | 2,938 | 32,583 |
| 2,935 | 2,348 | 2,598 | 2,453 | 1,000 | 4,549 | 2,547 | 2,661 | 2,646 | 2,938 | 26,674 |
| 4,518 | 1,000 | 2,598 | 2,453 | 4,188 | 2,923 | 2,547 | 1,000 | 4,171 | 2,938 | 28,334 |
| 4,518 | 2,348 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 1,000 | 4,171 | 4,575 | 37,434 |
| 4,518 | 2,348 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 4,171 | 4,575 | 35,976 |
| 2,935 | 2,348 | 1,000 | 2,453 | 4,188 | 2,923 | 4,075 | 2,661 | 4,171 | 2,938 | 29,692 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,568 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 2,646 | 2,938 | 28,044 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 29,705 |
| 2,935 | 3,699 | 2,598 | 2,453 | 2,670 | 4,549 | 2,547 | 1,000 | 1,000 | 2,938 | 26,388 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 3,699 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 2,661 | 2,646 | 2,938 | 28,069 |
| 4,518 | 2,348 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 4,575 | 34,443 |
| 4,518 | 2,348 | 4,101 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 32,653 |
| 4,518 | 3,699 | 4,101 | 3,911 | 2,670 | 2,923 | 4,075 | 2,661 | 4,171 | 4,575 | 37,302 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 2,348 | 4,101 | 2,453 | 4,188 | 2,923 | 4,075 | 2,661 | 4,171 | 2,938 | 34,375 |
| 4,518 | 3,699 | 4,101 | 2,453 | 4,188 | 4,549 | 2,547 | 2,661 | 4,171 | 2,938 | 35,823 |
| 2,935 | 2,348 | 4,101 | 3,911 | 4,188 | 4,549 | 2,547 | 1,000 | 4,171 | 4,575 | 34,324 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,568 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 4,575 | 31,439 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 1,000 | 2,598 | 2,453 | 2,670 | 2,923 | 4,075 | 2,661 | 4,171 | 1,000 | 26,485 |
| 4,518 | 2,348 | 1,000 | 1,000 | 2,670 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 31,565 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 3,699 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 40,447 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,646 | 2,938 | 13,584 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 4,518 | 3,699 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 2,661 | 4,171 | 4,575 | 40,447 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 4,171 | 4,575 | 28,219 |
| 2,935 | 3,699 | 4,101 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 34,077 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 3,699 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 32,574 |
| 2,935 | 1,000 | 4,101 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,723 |
| 2,935 | 3,699 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 2,646 | 2,938 | 32,583 |
| 2,935 | 2,348 | 2,598 | 2,453 | 1,000 | 4,549 | 2,547 | 2,661 | 2,646 | 2,938 | 26,674 |
| 4,518 | 1,000 | 2,598 | 2,453 | 4,188 | 2,923 | 2,547 | 1,000 | 4,171 | 2,938 | 28,334 |
| 4,518 | 2,348 | 4,101 | 3,911 | 4,188 | 4,549 | 4,075 | 1,000 | 4,171 | 4,575 | 37,434 |
| 4,518 | 2,348 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 4,171 | 4,575 | 35,976 |
| 2,935 | 2,348 | 1,000 | 2,453 | 4,188 | 2,923 | 4,075 | 2,661 | 4,171 | 2,938 | 29,692 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,568 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 2,646 | 2,938 | 25,057 |
| 2,935 | 2,348 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 2,646 | 2,938 | 28,044 |
| 2,935 | 2,348 | 2,598 | 2,453 | 2,670 | 2,923 | 2,547 | 1,000 | 4,171 | 4,575 | 28,219 |
| 2,935 | 3,699 | 4,101 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 34,077 |
| 4,518 | 1,000 | 2,598 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,802 |
| 2,935 | 3,699 | 2,598 | 3,911 | 4,188 | 2,923 | 4,075 | 2,661 | 2,646 | 2,938 | 32,574 |
| 2,935 | 1,000 | 4,101 | 3,911 | 2,670 | 2,923 | 4,075 | 1,000 | 4,171 | 2,938 | 29,723 |
| 2,935 | 3,699 | 4,101 | 2,453 | 4,188 | 4,549 | 4,075 | 1,000 | 2,646 | 2,938 | 32,583 |

**Lampiran 12, Hasil Uji Normalitas** P-P Plot



**Lampiran13**, hasil grafik histogram



**Lampiran 14, Hasil Normalitas** Kolmogorov-smirnov

Hasil Uji Normalitas Kolmogorov-Smirnov

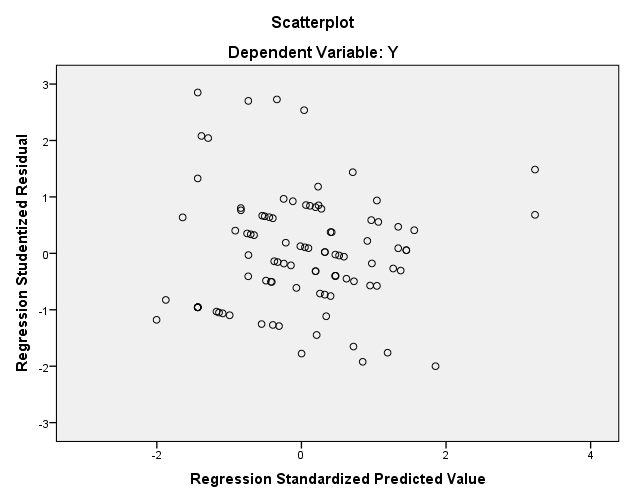
|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | Unstandardized Residual | |
| N | | 96 | |
| Normal Parametersa,b | Mean | .0000000 | |
| Std. Deviation | 2,63260045 | |
| Most Extreme Differences | Absolute | .065 | |
| Positive | .065 | |
| Negative | -.042 | |
| Test Statistic | | .065 | |
| Asymp. Sig. (2-tailed) | | .200c,d | |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |
| d. This is a lower bound of the true significance.  *Sumber : data primer yang diolah, 2024* | | | |

**Lampiran 15,** Hasil Multikolinieritas

Hasil Multikolinearitas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 27,366 | 2.391 |  | 12.265 | .000 |  |  |
| Karakteristik Individu | .211 | .043 | .435 | 4.910 | .000 | .869 | 1,151 |
| Karakteristik Pekerjaan | .119 | .036 | .285 | 3,322 | .001 | .929 | 1,077 |
| Karakteristik Organisasi | .054 | .042 | .116 | 1,277 | .205 | .827 | 1,210 |
| Sumber: Data Olah SPSS 2024 | | | | | | | | |

**Lampiran 16,** **Hasil Uji Heteroskedastisitas**



**Lampiran 17,** **Hasil Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 27,366 | 2.231 |  | 12.265 | .000 |
| Karakteristik Individu | .211 | .043 | .435 | 4.910 | .000 |
| Karakteristik Pekerjaan | .119 | .036 | .285 | 3,322 | .001 |
| Karakteristik Organisasi | .054 | .042 | .116 | 1,277 | .205 |
| Sumber: Data Olah SPSS 2024 | | | | | | |

**Lampiran 18, Hasil Uji Parsial (uji T)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | |
| B | Std. Error | Beta |
| 1 | (Constant) | 27,366 | 2.231 |  | 12.265 | | .000 |
| Karakteristik Individu | .211 | .043 | .435 | 4.910 | | .000 |
| Karakteristik Pekerjaan | .119 | .036 | .285 | 3,322 | | .001 |
| Karakteristik Organisasi | .054 | .042 | .116 | 1,277 | | .205 |
| Sumber: Data Olah SPSS 2024 | | | | | | | |

**Lampiran 19, Hasil Uji Simultan (Uji F)**

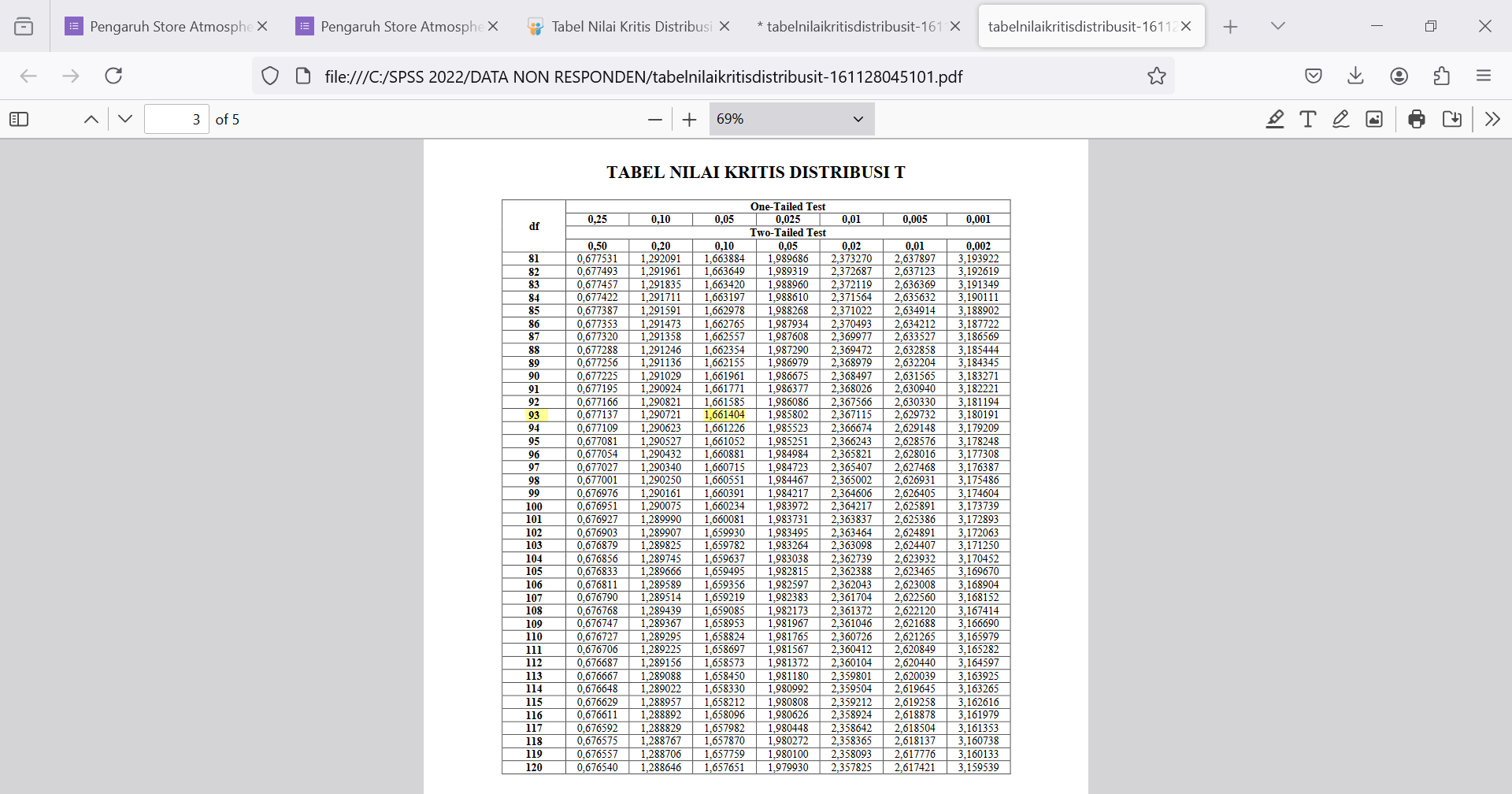
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 62.584 | 3 | 20.861 | 18.219 | .000b |
| Residual | 105.345 | 92 | 1.145 |  |  |
| Total | 167.929 | 95 |  |  |  |
| Sumber: Data Olah SPSS 2024 | | | | | | |

**Lampiran 20, Koefisien Determinasi (R2)**

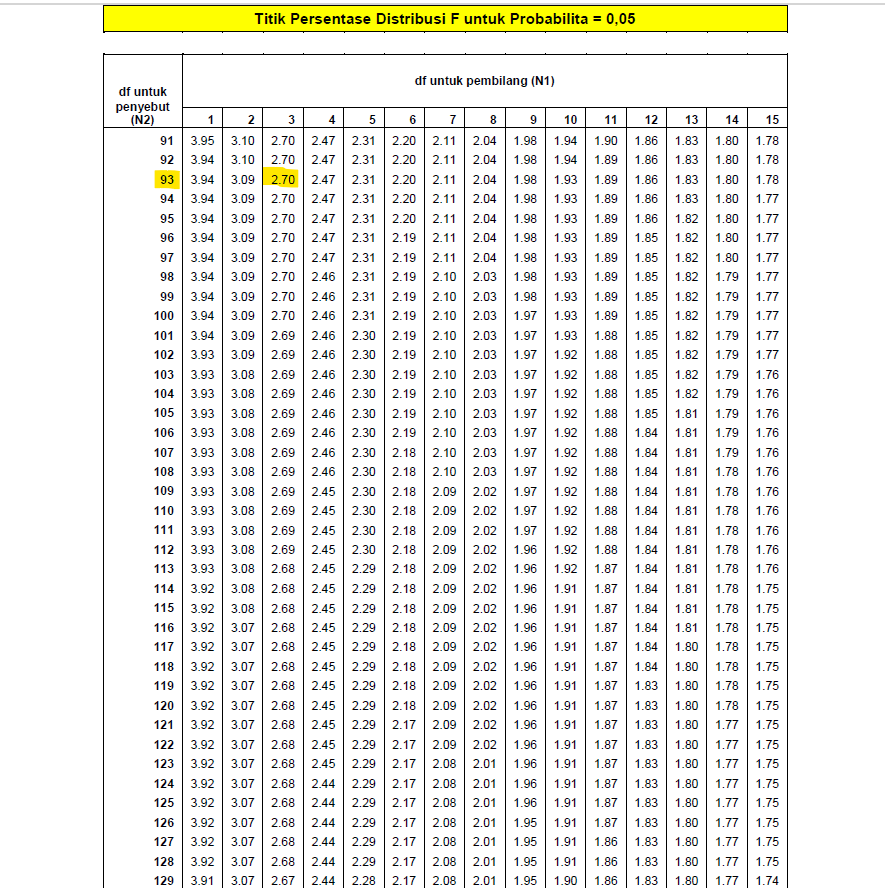
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .610a | .373 | .352 | 1.07007 |
| Sumber: Data Olah SPSS 2024 | | | | |

**Lampiran 21, Disitribusi T table**

Titik Persentase Distribusi t (df = 81 – 120)



**Lampiran 22, F table**

**TableUji F**