



PROGRAM STUDI EKONOMI SYARIAH  
FAKULTAS EKONOMI DAN BISNIS ISLAM  
UIN RADEN FATAH PALEMBANG

Alamat : JL. Prof. K.H Zainal Abidin Fikri, Telepon(0711)353276, Palembang 30126

LEMBAR KONSULTASI SKRIPSI

Nama : Sari Rohana Indah  
Nim : 1536200279  
Fakultas : Ekonomi dan Bisnis Islam  
Jurusan : Ekonomi Syariah  
Judul Skripsi : Pengaruh Motivasi, Kepuasan dan Budaya Organisasi terhadap Kinerja Karyawan dengan Disiplin Kerja sebagai Variabel Mediasi pada PT Kereta Api Indonesia (Persero) Divisi Regional III Palembang  
Pembimbing I : Dinnul Alfian Akbar, SE.,M.Si

| No. | Hari/Tanggal | Hal Yang Dikonsultasikan                       | Paraf |
|-----|--------------|--|-------|
| ①   | 8 Juni 2019  | Az proposal<br>Syg Vb I - II                   |       |
| ②   | 17 Juni 2019 | Revisi Vb I - II<br>ketr belung<br>perk<br>kew |       |
| ③   | 24 Juni 2019 | Az Vb I - II<br>Syg & Vb IV<br>Revisi kum      |       |
| ④   | 18/6-2019    | Az kum.<br>lagut old data                      |       |



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Pembimbing I : Dinnul Alfian Akbar, SE.M.Si

| No. | Hari/Tanggal | Hal Yang Dikonsultasikan        | Paraf |
|-----|--------------|---------------------------------|-------|
| (5) | 09/07 2019   | Revisi bab II                   |       |
| (6) | 10/07 2019   | Revisi bab I - II<br>dan bab IV |       |



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Pembimbing II : Fernando Apricano, S.E., M.Si

| No. | Hari/Tanggal | Hal Yang Dikonsultasikan   | Paraf |
|-----|--------------|--|-------|
| 1.  | 5 April 2019 | Acc Proposal   |       |
| 2.  | 16 May 2019  | Revisi Bab I<br>Fenomena diperkuat lagi<br>tambahkan research gap<br>Penggantian objek penelitian  |       |
| 3.  | 23 May 2019  | Acc Bab I Lanjut Bab II  |       |
| 4.  | 25 May 2019  | Revisi Bab II<br>tambahkan teori tentang indikator<br>variabel dan perkuat hipotesis<br>penelitian |       |
| 5.  | 29 May 2019  | Acc Bab II Lanjut Bab III  |       |
| 6.  | 31 May 2019  | Revisi Bab III<br>Sesuaikan indikator di bab III<br>dengan teori yg ada di bab II                  |       |



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Pembimbing II : Fernando Apricano, S.E., M.Si

| No. | Hari/Tanggal | Hal Yang Dikonsultasikan  | Paraf |
|-----|--------------|---|-------|
| 7.  | 10 Juni 2015 | Revisi Bab III<br>Tambahkan uji curval step<br>Asumsi kelasik diperjelas lagi |       |
| 8.  | 12 Juni 2015 | Ace Bab I-III   |       |
| 9.  | 18 Juni 2015 | Ace Kuesioner<br>Uji asumsi kelasik dilakukan<br>u/ 2 persamaan               |       |
|     |              | pembahasan lebih diperjelas<br>dan tambahkan penelitian<br>pendukung          |       |
|     |              | Ace Bab I-III   |       |

**Lampiran- Lampiran****KUESIONER PENELITIAN**

Responden yang terhormat,

Dengan ini saya Sari Rohana Indah Fakultas ekonomi dan Bisnis Islam Jurusan Ekonomi Syariah Universitas Islam Negeri Raden Fatah Palembang. Saat ini saya sedang melakukan penelitian guna menyusun skripsi dengan judul “Pengaruh Motivasi, Kepuasan dan Budaya Organisasi terhadap Kinerja Karyawan dengan Disiplin Kerja Sebagai Variabel Mediasi Pada PT. Kereta Api Indonesia (Persero) Divisi Regional III Palembang”. Untuk itu saya mohon kesediaan Bapak/Ibu untuk meluangkan sedikit waktunya guna memberikan pendapat dengan mengisi kuesioner yang telah diberikan. Pendapat Bapak/Ibu berikan hanya semata-mata untuk digunakan sebagai data penelitian ilmiah. Identitas dan jawaban Bapak/Ibu akan dirahasiakan dan tidak dipublikasikan. Peran dari Bapak/Ibu akan sangat bermanfaat bagi keberhasilan penelitian yang saya lakukan.

Demikian atas bantuan dan kerja sama yang baik dari Bapak/Ibu, saya ucapkan terima kasih. Dan apabila terdapat kekurangan atau kesalahan pada penulisan ataupun perkataan saya mohon maaf.

Hormat Saya,

Peneliti

Sari Rohana Indah

## KUESIONER

### “PENGARUH MOTIVASI, KEPUASAN DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN DENGAN DISIPLIN KERJA SEBAGAI VARIABEL MEDIASI PADA PT. KERETA API INDONESIA (PERSERO) DIVISI REGIONAL III PALEMBANG”

#### IDENTITAS RESPONDEN

1. Nama :
2. Umur :
 

|  |  |
|--|--|
| <input type="checkbox"/> < 25 tahun        | <input type="checkbox"/> > 25 s.d 32 tahun |
| <input type="checkbox"/> > 32 s.d 45 tahun | <input type="checkbox"/> > 45 tahun        |
3. Jenis kelamin :
 

|                               |                                 |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Pria | <input type="checkbox"/> Wanita |
|-------------------------------|---------------------------------|
4. Tingkat Pendidikan :
 

|                               |                              |                             |
|-------------------------------|------------------------------|-----------------------------|
| <input type="checkbox"/> SD   | <input type="checkbox"/> SMU | <input type="checkbox"/> S1 |
| <input type="checkbox"/> SLTP | <input type="checkbox"/> D3  | <input type="checkbox"/> S2 |
5. Lama Bekerja :
 

|  |  |
|--|--|
| <input type="checkbox"/> < 2 tahun     | <input type="checkbox"/> 2 s.d 3 tahun |
| <input type="checkbox"/> 3 s.d 4 tahun | <input type="checkbox"/> > 4 tahun     |

#### PETUNJUK PENGISIAN DAFTAR PERTANYAAN

1. Pilihlah jawaban pertanyaan di bawah ini yang sesuai dengan kondisi sebenarnya.
2. Saudara dapat memberikan tanda (√) pada salah satu jawaban **STS, TS, N, S,** dan **SS** pada kolom yang telah disediakan. Bila Saudara ingin memperbaiki jawaban yang telah Saudara buat, maka berilah tanda samadengan (=), kemudian pilih dan berilah tanda silang pada jawaban terbarudan benar, dimana :

|                           |                    |
|---------------------------|--------------------|
| STS = Sangat Tidak Setuju | S = Setuju         |
| TS = Tidak setuju         | SS = Sangat Setuju |
| N = Netral                |                    |

**“PENGARUH MOTIVASI, KEPUASAN DAN BUDAYA ORGANISASI  
TERHADAP KINERJA KARYAWAN DENGAN DISIPLIN KERJA  
SEBAGAI VARIABEL MEDIASI PADA PT. KERETA API INDONESIA  
(PERSERO) DIVIRI REGIONAL III PALEMBANG”**

**Petunjuk Pengisian Kuesioner :**

Berilah tanda  $\surd$  pada salah satu alternative jawaban yang sesuai dengan pendapat Bapak/Ibu berdasarkan apa yang Bapak/Ibu rasakan sebagai karyawan PT. Kereta Api Indonesia (Persero) Divisi Regional III Palembang sesuai dengan nomor kodenya. Berikan pendapat anda berdasarkan kriteria berikut ini :

|     |         |   |   |   |    |  |
|-----|---------|---|---|---|----|--|
|     | 1       | 2 | 3 | 4 | 5  |  |
| STS | ←—————→ |   |   |   | SS |  |

Apabila jawaban responden mendekati 5 dikategorikan sangat setuju dan jawaban yang mendekati 1 diaktegorikan sangat tidak setuju.

**Variabel Motivasi (X<sub>1</sub>)**

| No.  | Pernyataan   | Alternatif Jawaban |   |   |   |   |
|--|--|--------------------|---|---|---|---|
|  |  | 1                  | 2 | 3 | 4 | 5 |
| <b>Kebutuhan untuk berprestasi</b>                           |  |                    |   |   |   |   |
| 1.   | Saya menikmati tantangan yang sulit  |                    |   |   |   |   |
| 2.   | Saya ingin tahu bagaimana kemajuan yang saya capai ketika sedang menyelesaikan tugas |                    |   |   |   |   |
| 3.   | Saya suka menetapkan tujuan dan mencapai tujuan yang realistis                       |                    |   |   |   |   |
| 4.   | Saya menikmati kepuasan dari penyelesaian tugas yang sulit                           |                    |   |   |   |   |
| <b>Kebutuhan untuk berkuasa</b>                              |  |                    |   |   |   |   |
| 5.   | Saya menikmati persaingan  |                    |   |   |   |   |
| 6.   | Saya menikmati tanggung jawab  |                    |   |   |   |   |
| 7.   | Saya suka memengaruhi orang lain agar mengikuti cara saya melakukan sesuatu          |                    |   |   |   |   |
| <b>Kebutuhan untuk berafiliasi/berhubungan secara sosial</b> |  |                    |   |   |   |   |
| 8.   | Saya cenderung membangun hubungan yang erat dengan para rekan kerja                  |                    |   |   |   |   |
| 9.   | Saya menikmati bagian dari kelompok  |                    |   |   |   |   |

| No. | Pernyataan  | Alternatif Jawaban |   |   |   |   |
|-----|---|--------------------|---|---|---|---|
|     |   | 1                  | 2 | 3 | 4 | 5 |
|     | organisasi  |                    |   |   |   |   |
| 10. | Saya lebih menikmati bekerja sama dengan orang lain dari pada bekerja sendiri |                    |   |   |   |   |

### Variabel Kepuasan ( $X_2$ )

| No.                            | Pernyataan   | Alternatif Jawaban |   |   |   |   |
|--------------------------------|--|--------------------|---|---|---|---|
|                                |  | 1                  | 2 | 3 | 4 | 5 |
| <b>Pekerjaan itu sendiri</b>   |  |                    |   |   |   |   |
| 1.                             | Pekerjaan saya sangat menarik  |                    |   |   |   |   |
| 2.                             | Saya merasa sedikit mencapai keberhasilan dalam pekerjaan saya   |                    |   |   |   |   |
| <b>Gaji</b>                    |  |                    |   |   |   |   |
| 3.                             | Saya puas dengan gaji yang saya terima untuk tanggung jawab pekerjaan saya                             |                    |   |   |   |   |
| 4.                             | Saya merasa usaha saya tidak diberikan imbalan yang seharusnya saya terima                             |                    |   |   |   |   |
| <b>Kesempatan atau promosi</b> |  |                    |   |   |   |   |
| 5.                             | Kesempatan untuk memperoleh promosi kenaikan jabatan sering diadakan di perusahaan tempat saya bekerja |                    |   |   |   |   |
| 6.                             | Promosi kenaikan jabatan jarang terjadi di perusahaan tempat saya bekerja                              |                    |   |   |   |   |
| <b>Supervisor</b>              |  |                    |   |   |   |   |
| 7.                             | Atasan bersikap adil dengan semua bawahannya   |                    |   |   |   |   |
| 8.                             | Atasan saya selalu mendengar keluhan saya  |                    |   |   |   |   |
| <b>Rekan kerja</b>             |  |                    |   |   |   |   |
| 9.                             | Rekan kerja saya menunjukkan sikap bersahabat dan saling mendukung dalam lingkungan kerja              |                    |   |   |   |   |
| 10.                            | Saya sering merasa dikucilkan oleh teman kerja saya  |                    |   |   |   |   |

### Variabel Budaya Organisasi ( $X_3$ )

| No.                      | Pernyataan                            | Alternatif Jawaban |   |   |   |   |
|--------------------------|---------------------------------------|--------------------|---|---|---|---|
|                          |                                       | 1                  | 2 | 3 | 4 | 5 |
| <b>Pelaksanaan norma</b> |                                       |                    |   |   |   |   |
| 1.                       | Saya selalu mentaati norma-norma yang |                    |   |   |   |   |



| No.                             | Pernyataan  | Alternatif Jawaban |   |   |   |   |
|---------------------------------|---|--------------------|---|---|---|---|
|                                 |   | 1                  | 2 | 3 | 4 | 5 |
|                                 | berlaku di dalam perusahaan   |                    |   |   |   |   |
| 2.                              | Dalam organisasi ini sanksi diberikan bagi pegawai yang melanggar norma                                 |                    |   |   |   |   |
| <b>Pelaksanaan nilai-nilai</b>  |   |                    |   |   |   |   |
| 3.                              | Saya selalu jujur dalam melaksanakan pekerjaan  |                    |   |   |   |   |
| 4.                              | Saya selalu menerapkan nilai-nilai yang ada di dalam perusahaan   |                    |   |   |   |   |
| <b>Kepercayaan dan filsafat</b> |   |                    |   |   |   |   |
| 5.                              | Saya merasa aman dengan posisi pekerjaan saya saat ini  |                    |   |   |   |   |
| 6.                              | Perusahaan memberikan sanksi yang tegas kepada karyawan yang sering melanggar ketentuan atau peraturan. |                    |   |   |   |   |

#### Variabel Kinerja Karyawan (Y)

| No.                    | Pernyataan  | Alternatif Jawaban |   |   |   |   |
|------------------------|---|--------------------|---|---|---|---|
|                        |   | 1                  | 2 | 3 | 4 | 5 |
| <b>Kualitas</b>        |   |                    |   |   |   |   |
| 1.                     | Saya berusaha dengan seluruh kemampuan saya dalam menyelesaikan pekerjaan                 |                    |   |   |   |   |
| 2.                     | Saya berusaha menyelesaikan pekerjaan sesuai dengan perintah atasan                       |                    |   |   |   |   |
| <b>Kuantitas</b>       |   |                    |   |   |   |   |
| 3.                     | Saya berusaha menyelesaikan pekerjaan sesuai dengan target dari perusahaan                |                    |   |   |   |   |
| 4.                     | Pekerjaan yang saya tekuni dapat memunculkan gagasan baru untuk meningkatkan kinerja saya |                    |   |   |   |   |
| <b>Ketepatan Waktu</b> |   |                    |   |   |   |   |
| 5.                     | Saya berusaha menyelesaikan pekerjaan saya dengan baik dan cepat                          |                    |   |   |   |   |
| 6.                     | Saya berusaha menyelesaikan pekerjaan tepat waktu   |                    |   |   |   |   |
| <b>Efektivitas</b>     |   |                    |   |   |   |   |
| 7.                     | Saya menjaga dan merawat fasilitas kantor dengan baik                                     |                    |   |   |   |   |
| 8.                     | Saya berusaha menggunakan sumber daya perusahaan dengan efektif                           |                    |   |   |   |   |
| 9.                     | Saya menggunakan fasilitas kantor sesuai dengan peraturan kantor                          |                    |   |   |   |   |
| <b>Kemandirian</b>     |   |                    |   |   |   |   |

| No. | Pernyataan  | Alternatif Jawaban |   |   |   |   |
|-----|---|--------------------|---|---|---|---|
|     |   | 1                  | 2 | 3 | 4 | 5 |
| 10. | Saya mengerjakan pekerjaan dengan penuh tanggung jawab          |                    |   |   |   |   |
| 11. | Saya bertanggung jawab dengan hasil pekerjaan yang saya lakukan |                    |   |   |   |   |

#### Variabel Disiplin Kerja (M)

| No.                      | Pernyataan   | Alternatif Jawaban |   |   |   |   |
|--------------------------|--|--------------------|---|---|---|---|
|                          |  | 1                  | 2 | 3 | 4 | 5 |
| <b>Absensi</b>           |  |                    |   |   |   |   |
| 1.                       | Saya tidak pernah absen apabila tidak ada hal yang mendesak                            |                    |   |   |   |   |
| 2.                       | Disiplin kerja saya yang berkaitan dengan absensi atau kehadiran sudah baik            |                    |   |   |   |   |
| 3.                       | Pimpinan selalu menyetujui apabila pegawai mengajukan surat izin karena sakit          |                    |   |   |   |   |
| <b>Sikap dan Prilaku</b> |  |                    |   |   |   |   |
| 4.                       | Disiplin kerja saya yang berkaitan dengan ketaatan dan peraturan sudah saya laksanakan |                    |   |   |   |   |
| 5.                       | Saya selalu datang tepat waktu di tempat kerja   |                    |   |   |   |   |
| 6.                       | Saya selalu bersikap sesuai dengan peraturan yang ada di dalam perusahaan              |                    |   |   |   |   |
| <b>Tanggung Jawab</b>    |  |                    |   |   |   |   |
| 7.                       | Saya selalu melaksanakan tanggung jawab yang diberikan oleh atasan                     |                    |   |   |   |   |
| 8.                       | Saya tidak pernah meninggalkan pekerjaan saya selama jam kerja berlangsung             |                    |   |   |   |   |
| 9.                       | Saya menyelesaikan tugas sesuai dengan waktu yang telah ditetapkan                     |                    |   |   |   |   |



| Motivasi (X <sub>1</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X11                        | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X110 |
| 4                          | 5   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 2    |
| 4                          | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4    |
| 4                          | 4   | 4   | 3   | 4   | 5   | 5   | 5   | 5   | 5    |
| 5                          | 5   | 5   | 4   | 3   | 3   | 4   | 3   | 4   | 4    |
| 4                          | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 5    |
| 2                          | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 2   | 3   | 2   | 4   | 4   | 3   | 4   | 3   | 2    |
| 4                          | 4   | 4   | 4   | 2   | 4   | 5   | 4   | 5   | 2    |
| 4                          | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 4    |
| 4                          | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 5    |
| 3                          | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 3   | 3    |
| 4                          | 4   | 4   | 3   | 4   | 2   | 4   | 2   | 4   | 4    |
| 5                          | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5    |
| 2                          | 4   | 2   | 2   | 2   | 3   | 4   | 3   | 4   | 4    |
| 4                          | 4   | 4   | 2   | 4   | 3   | 4   | 3   | 4   | 4    |
| 3                          | 3   | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 4    |
| 4                          | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4    |
| 4                          | 4   | 3   | 4   | 3   | 5   | 4   | 5   | 4   | 3    |
| 5                          | 5   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 2    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4    |
| 4                          | 3   | 3   | 4   | 2   | 2   | 5   | 2   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 5   | 5   | 5   | 5   | 4    |
| 2                          | 2   | 4   | 5   | 2   | 4   | 4   | 4   | 4   | 4    |
| 2                          | 2   | 2   | 2   | 3   | 5   | 5   | 5   | 5   | 4    |
| 4                          | 3   | 3   | 4   | 3   | 5   | 4   | 5   | 4   | 4    |
| 5                          | 5   | 5   | 5   | 3   | 3   | 2   | 3   | 2   | 3    |
| 4                          | 3   | 3   | 4   | 5   | 2   | 2   | 2   | 2   | 3    |
| 3                          | 4   | 3   | 4   | 4   | 3   | 4   | 2   | 3   | 2    |
| 5                          | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 2    |
| 3                          | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 5   | 3   | 5   | 4   | 3   | 2   | 3   | 2   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2    |
| 4                          | 4   | 3   | 4   | 3   | 5   | 5   | 5   | 5   | 4    |
| 2                          | 4   | 4   | 4   | 4   | 2   | 2   | 2   | 2   | 5    |
| 5                          | 5   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 3    |
| 2                          | 3   | 4   | 4   | 4   | 2   | 3   | 2   | 3   | 4    |



| Motivasi (X <sub>1</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X11                        | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X110 |
| 4                          | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 5   | 4   | 4   | 3   | 5   | 5   | 2   | 5   | 5    |
| 4                          | 4   | 4   | 4   | 2   | 2   | 3   | 2   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 5   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 5    |
| 4                          | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 4    |
| 2                          | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 4   | 2    |
| 2                          | 3   | 2   | 2   | 4   | 4   | 3   | 4   | 3   | 2    |
| 4                          | 5   | 3   | 4   | 2   | 3   | 4   | 3   | 4   | 4    |
| 5                          | 3   | 5   | 5   | 4   | 4   | 2   | 4   | 2   | 5    |
| 3                          | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5    |
| 4                          | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 4   | 4    |
| 4                          | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 5   | 4   | 3   | 4   | 3   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 3   | 4   | 5   | 5   | 4   | 5   | 4   | 3    |
| 2                          | 4   | 2   | 4   | 3   | 3   | 4   | 3   | 4   | 2    |
| 3                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 5   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4    |
| 3                          | 2   | 2   | 4   | 5   | 5   | 5   | 5   | 5   | 3    |
| 3                          | 2   | 2   | 2   | 4   | 2   | 4   | 2   | 4   | 3    |
| 2                          | 2   | 4   | 3   | 2   | 2   | 2   | 2   | 2   | 2    |
| 2                          | 3   | 4   | 2   | 2   | 2   | 2   | 2   | 2   | 2    |
| 4                          | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 3   | 3   | 2   | 4   | 3   | 4   | 3   | 4    |
| 4                          | 4   | 3   | 3   | 4   | 5   | 4   | 3   | 4   | 4    |
| 2                          | 2   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 2    |
| 4                          | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4    |
| 5                          | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5    |
| 3                          | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4   | 3    |
| 4                          | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 4   | 4    |
| 2                          | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2    |
| 4                          | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    |

| Motivasi (X <sub>1</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X11                        | X12 | X13 | X14 | X15 | X16 | X17 | X18 | X19 | X110 |
| 5                          | 5   | 4   | 4   | 3   | 3   | 5   | 2   | 5   | 5    |
| 4                          | 4   | 4   | 4   | 2   | 2   | 3   | 2   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 5   | 4   | 4   | 3   | 3   | 4   | 3   | 4   | 5    |
| 4                          | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 4    |
| 2                          | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 4   | 2    |
| 2                          | 3   | 2   | 2   | 4   | 4   | 3   | 4   | 3   | 2    |
| 4                          | 5   | 3   | 4   | 2   | 3   | 4   | 3   | 4   | 4    |
| 5                          | 3   | 5   | 5   | 4   | 4   | 2   | 4   | 2   | 5    |
| 3                          | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5    |
| 4                          | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 4   | 4    |
| 4                          | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 5   | 4   | 3   | 4   | 3   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 3   | 4   | 5   | 5   | 4   | 5   | 4   | 3    |
| 2                          | 4   | 2   | 4   | 3   | 3   | 4   | 3   | 4   | 2    |
| 3                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 2    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 5   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4    |
| 3                          | 2   | 2   | 4   | 5   | 5   | 5   | 5   | 4   | 3    |
| 3                          | 2   | 2   | 2   | 4   | 2   | 4   | 4   | 5   | 3    |
| 2                          | 2   | 4   | 3   | 2   | 2   | 2   | 4   | 4   | 2    |
| 2                          | 4   | 5   | 2   | 2   | 2   | 2   | 5   | 1   | 2    |
| 4                          | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 5   | 4    |
| 4                          | 4   | 3   | 3   | 2   | 4   | 3   | 3   | 5   | 4    |
| 4                          | 4   | 3   | 3   | 2   | 3   | 4   | 3   | 4   | 4    |
| 2                          | 2   | 4   | 4   | 3   | 3   | 4   | 5   | 5   | 5    |
| 4                          | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4    |
| 5                          | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4    |
| 4                          | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 3   | 3    |
| 2                          | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4    |
| 4                          | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 3    |

## 2. Tabulasi Jawaban Kusioner Kepuasan ( $X_2$ )

| Kepuasan ( $X_2$ ) |     |     |     |     |     |     |     |     |      |
|--------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X21                | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X210 |
| 3                  | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 5   | 2    |
| 3                  | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4    |
| 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                  | 4   | 4   | 3   | 3   | 4   | 5   | 5   | 5   | 4    |
| 4                  | 4   | 2   | 2   | 2   | 3   | 4   | 5   | 5   | 5    |
| 4                  | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 5   | 4    |
| 3                  | 4   | 4   | 4   | 3   | 5   | 4   | 4   | 5   | 4    |
| 4                  | 5   | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 4    |
| 4                  | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 5   | 5    |
| 5                  | 4   | 4   | 3   | 4   | 5   | 5   | 5   | 5   | 5    |
| 3                  | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 4    |
| 4                  | 4   | 3   | 4   | 4   | 5   | 5   | 4   | 4   | 4    |
| 3                  | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 4    |
| 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    |
| 4                  | 4   | 3   | 3   | 4   | 3   | 3   | 3   | 4   | 4    |
| 3                  | 3   | 3   | 4   | 4   | 2   | 4   | 3   | 4   | 4    |
| 4                  | 4   | 3   | 4   | 4   | 4   | 2   | 3   | 3   | 3    |
| 4                  | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                  | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3    |
| 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 4    |
| 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                  | 4   | 3   | 5   | 5   | 3   | 4   | 4   | 4   | 4    |
| 4                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    |
| 4                  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                  | 4   | 5   | 4   | 5   | 5   | 5   | 4   | 2   | 2    |
| 4                  | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 2   | 2    |
| 4                  | 4   | 5   | 3   | 3   | 5   | 5   | 2   | 3   | 3    |
| 3                  | 4   | 4   | 4   | 4   | 4   | 3   | 2   | 3   | 3    |
| 4                  | 3   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 4    |
| 5                  | 5   | 4   | 3   | 5   | 5   | 5   | 3   | 5   | 5    |
| 4                  | 4   | 3   | 3   | 3   | 3   | 5   | 3   | 4   | 4    |
| 2                  | 2   | 1   | 3   | 3   | 3   | 4   | 2   | 4   | 4    |
| 2                  | 2   | 1   | 2   | 4   | 4   | 2   | 3   | 4   | 4    |
| 1                  | 1   | 5   | 3   | 4   | 4   | 4   | 4   | 3   | 4    |
| 4                  | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 3   | 3    |
| 4                  | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4    |
| 4                  | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 2   | 4    |



| Kepuasan (X <sub>2</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X21                        | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X210 |
| 2                          | 4   | 2   | 3   | 3   | 5   | 5   | 3   | 4   | 5    |
| 4                          | 4   | 1   | 4   | 4   | 5   | 4   | 2   | 3   | 3    |
| 5                          | 5   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 3    |
| 2                          | 2   | 3   | 3   | 5   | 5   | 4   | 5   | 5   | 5    |
| 2                          | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 4   | 2   | 2   | 2   | 2   | 5   | 4   | 4    |
| 4                          | 4   | 4   | 2   | 2   | 2   | 4   | 3   | 2   | 3    |
| 4                          | 3   | 2   | 3   | 3   | 3   | 3   | 5   | 3   | 4    |
| 3                          | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 2    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3    |
| 4                          | 4   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 3    |
| 4                          | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 3   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4    |
| 5                          | 5   | 5   | 3   | 4   | 3   | 4   | 3   | 5   | 5    |
| 3                          | 3   | 4   | 3   | 3   | 3   | 5   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 3   | 5    |
| 4                          | 3   | 4   | 2   | 4   | 2   | 2   | 5   | 5   | 5    |
| 5                          | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 3   | 3    |
| 4                          | 4   | 5   | 3   | 3   | 3   | 4   | 5   | 3   | 3    |
| 3                          | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 5   | 5    |
| 4                          | 3   | 4   | 4   | 3   | 2   | 3   | 4   | 3   | 3    |
| 2                          | 3   | 3   | 5   | 5   | 5   | 5   | 4   | 4   | 3    |
| 4                          | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 5   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4    |
| 4                          | 4   | 3   | 2   | 3   | 3   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 3   | 3   | 4   | 3   | 3   | 2   | 5   | 5    |
| 4                          | 4   | 3   | 3   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 3   | 3   | 3   | 3   | 3   | 4   | 3   | 4   | 4    |
| 3                          | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4    |
| 4                          | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 3   | 4    |
| 4                          | 4   | 2   | 4   | 4   | 4   | 5   | 5   | 3   | 3    |
| 3                          | 3   | 3   | 3   | 5   | 5   | 5   | 3   | 4   | 4    |
| 3                          | 3   | 5   | 4   | 4   | 3   | 3   | 4   | 4   | 3    |
| 4                          | 4   | 5   | 3   | 1   | 1   | 1   | 4   | 3   | 3    |



| Kepuasan (X <sub>2</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X21                        | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X210 |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 4   | 4    |
| 4                          | 3   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 4   | 2   | 2   | 2   | 3   | 5   | 5   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4    |
| 4                          | 4   | 3   | 3   | 3   | 4   | 5   | 5   | 4   | 5    |
| 5                          | 5   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 4   | 3   | 3   | 5   | 4   | 4   | 4   | 5    |
| 2                          | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 3   | 2    |
| 5                          | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 4    |
| 5                          | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 2    |
| 3                          | 5   | 4   | 4   | 4   | 3   | 4   | 3   | 3   | 3    |
| 4                          | 4   | 3   | 3   | 3   | 2   | 4   | 3   | 3   | 4    |
| 3                          | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 2   | 2   | 2   | 4   | 4   | 3   | 4   | 3    |
| 2                          | 2   | 3   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 5    |
| 4                          | 3   | 1   | 2   | 3   | 4   | 4   | 4   | 3   | 4    |
| 4                          | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 3   | 2   | 2   | 2   | 4   | 5   | 5   | 4   | 5    |
| 3                          | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 2   | 3   | 3   | 3   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3    |
| 4                          | 4   | 4   | 2   | 3   | 3   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 3   | 3   | 3   | 5   | 5   | 5   | 5   | 5    |
| 4                          | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 3    |
| 4                          | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   | 3    |
| 4                          | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 4    |
| 5                          | 5   | 5   | 5   | 5   | 3   | 2   | 3   | 2   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3    |
| 4                          | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 4    |
| 2                          | 2   | 2   | 2   | 2   | 4   | 4   | 3   | 3   | 3    |
| 3                          | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 4    |

| Kepuasan (X <sub>2</sub> ) |     |     |     |     |     |     |     |     |      |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|
| X21                        | X22 | X23 | X24 | X25 | X26 | X27 | X28 | X29 | X210 |
| 3                          | 2   | 2   | 2   | 2   | 3   | 4   | 4   | 4   | 4    |
| 5                          | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5    |
| 2                          | 2   | 3   | 2   | 2   | 3   | 3   | 3   | 3   | 4    |
| 2                          | 2   | 2   | 2   | 2   | 5   | 5   | 5   | 4   | 4    |
| 3                          | 3   | 3   | 3   | 3   | 4   | 3   | 2   | 3   | 4    |
| 2                          | 2   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 3    |
| 3                          | 2   | 2   | 2   | 2   | 3   | 3   | 3   | 3   | 2    |
| 5                          | 5   | 4   | 3   | 2   | 3   | 4   | 4   | 4   | 4    |
| 1                          | 1   | 1   | 2   | 2   | 4   | 4   | 4   | 3   | 3    |
| 3                          | 2   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 4   | 4    |
| 5                          | 5   | 5   | 4   | 4   | 5   | 4   | 4   | 5   | 5    |
| 4                          | 5   | 5   | 5   | 4   | 4   | 4   | 2   | 4   | 4    |
| 5                          | 5   | 4   | 5   | 5   | 4   | 4   | 4   | 2   | 5    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    |
| 5                          | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 5    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    |
| 4                          | 4   | 4   | 4   | 4   | 5   | 3   | 5   | 3   | 4    |
| 3                          | 4   | 3   | 2   | 3   | 4   | 3   | 4   | 4   | 5    |
| 5                          | 5   | 4   | 4   | 5   | 3   | 3   | 3   | 3   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 5                          | 4   | 5   | 4   | 5   | 2   | 3   | 2   | 2   | 4    |
| 4                          | 4   | 4   | 3   | 4   | 3   | 3   | 3   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 5   | 4   | 4   | 1    |
| 4                          | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4    |
| 3                          | 3   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3    |
| 4                          | 4   | 4   | 4   | 5   | 3   | 3   | 3   | 3   | 2    |
| 5                          | 5   | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3    |
| 4                          | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    |
| 2                          | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 4   | 4    |
| 4                          | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 4   | 4    |
| 4                          | 4   | 2   | 2   | 2   | 3   | 5   | 5   | 3   | 4    |
| 4                          | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4    |

### 3. Tabulasi Jawaban Kusioner Budaya Organisasi (X<sub>3</sub>)

| Budaya Organisasi (X <sub>3</sub> ) |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| X31                                 | X32 | X33 | X34 | X35 | X36 |
| 5                                   | 4   | 4   | 4   | 4   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 5                                   | 4   | 5   | 5   | 5   | 5   |
| 5                                   | 3   | 4   | 4   | 4   | 5   |
| 5                                   | 4   | 4   | 4   | 4   | 5   |
| 5                                   | 5   | 4   | 4   | 4   | 4   |
| 4                                   | 3   | 4   | 4   | 4   | 4   |
| 5                                   | 4   | 5   | 5   | 5   | 5   |
| 5                                   | 5   | 5   | 5   | 5   | 4   |
| 4                                   | 5   | 4   | 4   | 5   | 5   |
| 4                                   | 5   | 4   | 4   | 4   | 4   |
| 5                                   | 4   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 2   | 2   | 2   | 2   |
| 3                                   | 5   | 2   | 2   | 2   | 4   |
| 3                                   | 3   | 3   | 3   | 3   | 3   |
| 3                                   | 3   | 3   | 3   | 4   | 4   |
| 3                                   | 3   | 4   | 4   | 4   | 4   |
| 5                                   | 5   | 5   | 5   | 5   | 4   |
| 5                                   | 5   | 4   | 4   | 4   | 4   |
| 3                                   | 3   | 4   | 4   | 3   | 3   |
| 3                                   | 3   | 4   | 4   | 4   | 4   |
| 2                                   | 4   | 3   | 4   | 3   | 4   |
| 2                                   | 2   | 3   | 3   | 3   | 5   |
| 2                                   | 4   | 4   | 4   | 4   | 5   |
| 3                                   | 3   | 2   | 4   | 2   | 2   |
| 4                                   | 4   | 4   | 5   | 4   | 4   |
| 4                                   | 4   | 3   | 3   | 3   | 4   |
| 5                                   | 4   | 4   | 4   | 3   | 4   |
| 4                                   | 4   | 4   | 3   | 2   | 3   |
| 3                                   | 3   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 5   | 4   | 4   | 3   | 3   |
| 4                                   | 5   | 2   | 3   | 3   | 4   |
| 2                                   | 2   | 3   | 4   | 3   | 3   |

| Budaya Organisasi (X <sub>3</sub> ) |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| X31                                 | X32 | X33 | X34 | X35 | X36 |
| 4                                   | 4   | 3   | 2   | 4   | 4   |
| 3                                   | 4   | 3   | 3   | 3   | 4   |
| 3                                   | 4   | 4   | 3   | 4   | 4   |
| 2                                   | 3   | 4   | 3   | 4   | 4   |
| 5                                   | 5   | 3   | 3   | 3   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 5   |
| 4                                   | 4   | 5   | 5   | 4   | 5   |
| 3                                   | 3   | 4   | 4   | 5   | 4   |
| 3                                   | 4   | 3   | 5   | 3   | 3   |
| 3                                   | 3   | 5   | 5   | 4   | 4   |
| 4                                   | 4   | 3   | 3   | 3   | 4   |
| 3                                   | 4   | 3   | 3   | 4   | 4   |
| 4                                   | 4   | 5   | 5   | 4   | 4   |
| 4                                   | 4   | 3   | 3   | 3   | 3   |
| 3                                   | 4   | 4   | 3   | 4   | 4   |
| 4                                   | 5   | 4   | 3   | 4   | 4   |
| 4                                   | 5   | 4   | 4   | 4   | 4   |
| 5                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 3   | 4   | 3   | 4   | 4   |
| 4                                   | 4   | 5   | 5   | 4   | 4   |
| 3                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 3   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 3                                   | 3   | 4   | 4   | 4   | 3   |
| 4                                   | 4   | 3   | 4   | 4   | 4   |
| 4                                   | 4   | 3   | 3   | 3   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 3   |
| 4                                   | 4   | 5   | 3   | 3   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 3   | 4   | 3   | 3   |
| 4                                   | 3   | 4   | 5   | 4   | 5   |
| 3                                   | 4   | 4   | 3   | 4   | 3   |
| 4                                   | 3   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 3   | 2   | 1   | 2   |
| 3                                   | 4   | 5   | 5   | 5   | 5   |
| 4                                   | 3   | 4   | 4   | 5   | 5   |
| 5                                   | 5   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 5   | 5   | 4   | 5   |

| Budaya Organisasi (X <sub>3</sub> ) |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| X31                                 | X32 | X33 | X34 | X35 | X36 |
| 2                                   | 2   | 3   | 3   | 3   | 3   |
| 2                                   | 2   | 2   | 2   | 2   | 2   |
| 1                                   | 1   | 1   | 1   | 2   | 2   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 3   | 4   | 4   |
| 2                                   | 4   | 4   | 2   | 3   | 2   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 5                                   | 5   | 5   | 5   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 2                                   | 2   | 2   | 2   | 2   | 2   |
| 2                                   | 3   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 3   | 3   | 3   | 3   | 4   |
| 4                                   | 4   | 4   | 4   | 1   | 1   |
| 4                                   | 3   | 3   | 3   | 3   | 3   |
| 3                                   | 4   | 4   | 3   | 3   | 2   |
| 4                                   | 4   | 5   | 5   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 5                                   | 5   | 5   | 3   | 4   | 5   |
| 3                                   | 3   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 3   | 3   | 4   | 3   | 4   |
| 5                                   | 5   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 5   | 5   |
| 3                                   | 3   | 4   | 4   | 4   | 4   |
| 4                                   | 3   | 4   | 4   | 3   | 5   |
| 2                                   | 3   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 3   | 3   |
| 4                                   | 4   | 3   | 3   | 3   | 3   |
| 4                                   | 5   | 5   | 4   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 3   | 3   |
| 4                                   | 4   | 5   | 5   | 3   | 3   |
| 4                                   | 3   | 3   | 3   | 3   | 3   |
| 3                                   | 4   | 3   | 3   | 3   | 3   |

| Budaya Organisasi (X <sub>3</sub> ) |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| X31                                 | X32 | X33 | X34 | X35 | X36 |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 3                                   | 3   | 4   | 4   | 2   | 4   |
| 3                                   | 3   | 3   | 3   | 4   | 4   |
| 4                                   | 4   | 5   | 5   | 4   | 4   |
| 4                                   | 2   | 3   | 3   | 3   | 4   |
| 4                                   | 5   | 4   | 4   | 4   | 4   |
| 3                                   | 4   | 2   | 2   | 3   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 3   |
| 3                                   | 3   | 3   | 4   | 4   | 4   |
| 3                                   | 3   | 3   | 2   | 2   | 2   |
| 3                                   | 3   | 3   | 3   | 4   | 4   |
| 3                                   | 2   | 3   | 2   | 2   | 3   |
| 3                                   | 4   | 3   | 4   | 3   | 4   |
| 4                                   | 3   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 3   | 2   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 3   | 3   | 4   | 3   | 3   |
| 3                                   | 4   | 3   | 3   | 3   | 4   |
| 4                                   | 4   | 4   | 3   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 3   | 3   | 4   |
| 4                                   | 4   | 4   | 4   | 3   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 3   | 4   | 3   | 3   | 4   |
| 3                                   | 4   | 3   | 2   | 2   | 2   |
| 4                                   | 3   | 4   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 3   | 3   | 3   |
| 5                                   | 5   | 5   | 5   | 5   | 5   |
| 3                                   | 4   | 3   | 3   | 3   | 2   |
| 4                                   | 4   | 4   | 2   | 2   | 2   |
| 3                                   | 3   | 3   | 3   | 3   | 3   |
| 3                                   | 3   | 3   | 2   | 3   | 2   |
| 2                                   | 3   | 2   | 3   | 3   | 3   |
| 3                                   | 4   | 3   | 3   | 3   | 3   |
| 3                                   | 4   | 3   | 4   | 5   | 5   |
| 3                                   | 4   | 3   | 2   | 2   | 1   |
| 3                                   | 4   | 3   | 3   | 3   | 3   |



| Budaya Organisasi (X <sub>3</sub> ) |     |     |     |     |     |
|-------------------------------------|-----|-----|-----|-----|-----|
| X31                                 | X32 | X33 | X34 | X35 | X36 |
| 4                                   | 3   | 4   | 3   | 3   | 3   |
| 4                                   | 5   | 4   | 5   | 5   | 5   |
| 3                                   | 3   | 3   | 2   | 3   | 3   |
| 4                                   | 5   | 4   | 3   | 3   | 3   |
| 3                                   | 4   | 3   | 4   | 4   | 3   |
| 4                                   | 4   | 4   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 3                                   | 3   | 3   | 3   | 2   | 2   |
| 4                                   | 3   | 4   | 2   | 2   | 4   |
| 3                                   | 4   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 5                                   | 5   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 2                                   | 4   | 1   | 1   | 4   | 4   |
| 5                                   | 4   | 5   | 5   | 5   | 4   |
| 5                                   | 4   | 5   | 5   | 4   | 3   |
| 5                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 5   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 3                                   | 3   | 3   | 3   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 2   |
| 4                                   | 4   | 3   | 3   | 3   | 4   |
| 2                                   | 2   | 2   | 2   | 4   | 4   |
| 3                                   | 3   | 3   | 3   | 3   | 4   |
| 4                                   | 3   | 5   | 5   | 4   | 4   |
| 4                                   | 4   | 5   | 5   | 5   | 5   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 3                                   | 3   | 3   | 3   | 2   | 2   |
| 4                                   | 3   | 2   | 2   | 2   | 4   |
| 3                                   | 4   | 3   | 3   | 3   | 3   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 4   | 4   |
| 4                                   | 4   | 4   | 4   | 3   | 4   |
| 3                                   | 3   | 4   | 4   | 2   | 4   |
| 3                                   | 3   | 3   | 3   | 4   | 4   |

#### 4. Tabulasi Jawaban Kusiner Disiplin Kerja (M)

| Disiplin Kerja (M) |    |    |    |    |    |    |    |    |
|--------------------|----|----|----|----|----|----|----|----|
| M1                 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 |
| 4                  | 4  | 3  | 5  | 2  | 5  | 4  | 4  | 4  |
| 4                  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 5  |
| 3                  | 4  | 5  | 5  | 5  | 5  | 3  | 4  | 4  |
| 4                  | 4  | 4  | 5  | 4  | 5  | 4  | 4  | 4  |
| 5                  | 4  | 4  | 5  | 4  | 5  | 5  | 4  | 4  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  |
| 4                  | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 5  |
| 5                  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  |
| 5                  | 5  | 5  | 4  | 4  | 4  | 5  | 4  | 4  |
| 5                  | 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4  |
| 4                  | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 5  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  |
| 5                  | 4  | 4  | 3  | 5  | 5  | 5  | 5  | 5  |
| 3                  | 4  | 4  | 2  | 2  | 2  | 2  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 3  |
| 5                  | 5  | 4  | 3  | 5  | 3  | 3  | 4  | 4  |
| 5                  | 5  | 4  | 3  | 3  | 3  | 2  | 4  | 4  |
| 3                  | 3  | 4  | 4  | 3  | 4  | 4  | 3  | 4  |
| 4                  | 3  | 3  | 3  | 4  | 5  | 3  | 5  | 5  |
| 4                  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 3  |
| 4                  | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 3  |
| 4                  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  |
| 4                  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 4  |
| 4                  | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 4  |
| 5                  | 5  | 5  | 3  | 5  | 5  | 5  | 4  | 4  |
| 4                  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 4  |
| 5                  | 5  | 5  | 3  | 3  | 4  | 1  | 3  | 3  |
| 3                  | 5  | 4  | 4  | 3  | 3  | 3  | 3  | 2  |
| 4                  | 5  | 4  | 3  | 4  | 5  | 3  | 4  | 4  |
| 4                  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3  |
| 4                  | 4  | 3  | 3  | 4  | 4  | 3  | 3  | 3  |
| 3                  | 3  | 3  | 3  | 3  | 4  | 2  | 1  | 2  |
| 4                  | 3  | 3  | 3  | 2  | 2  | 2  | 5  | 5  |
| 3                  | 5  | 4  | 3  | 3  | 3  | 3  | 4  | 4  |
| 4                  | 4  | 3  | 3  | 4  | 4  | 3  | 5  | 5  |



| Disiplin Kerja (M) |    |    |    |    |    |    |    |    |
|--------------------|----|----|----|----|----|----|----|----|
| M1                 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 |
| 2                  | 2  | 4  | 4  | 1  | 1  | 1  | 4  | 4  |
| 5                  | 4  | 4  | 4  | 5  | 5  | 5  | 5  | 5  |
| 2                  | 4  | 4  | 5  | 5  | 5  | 5  | 4  | 3  |
| 3                  | 5  | 4  | 4  | 3  | 4  | 3  | 4  | 4  |
| 3                  | 3  | 4  | 4  | 5  | 4  | 3  | 5  | 3  |
| 5                  | 3  | 4  | 4  | 5  | 4  | 3  | 3  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 3  | 3  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4  |
| 4                  | 1  | 1  | 4  | 4  | 4  | 2  | 2  | 2  |
| 3                  | 1  | 2  | 2  | 2  | 2  | 2  | 2  | 2  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 5  | 3  | 5  | 4  | 4  |
| 3                  | 2  | 3  | 4  | 3  | 4  | 3  | 3  | 3  |
| 3                  | 3  | 3  | 4  | 3  | 4  | 3  | 3  | 5  |
| 3                  | 4  | 4  | 4  | 3  | 3  | 3  | 5  | 3  |
| 1                  | 2  | 1  | 2  | 1  | 1  | 1  | 1  | 1  |
| 2                  | 1  | 1  | 1  | 1  | 2  | 3  | 3  | 4  |
| 4                  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 4                  | 3  | 4  | 5  | 3  | 4  | 5  | 3  | 3  |
| 4                  | 5  | 4  | 3  | 2  | 3  | 3  | 3  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  |
| 5                  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 3  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  |
| 4                  | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 4  |
| 5                  | 4  | 4  | 5  | 5  | 5  | 5  | 5  | 5  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 5                  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 4  |
| 4                  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 3  |
| 5                  | 4  | 4  | 4  | 5  | 5  | 5  | 4  | 4  |
| 5                  | 4  | 4  | 4  | 2  | 2  | 2  | 4  | 4  |
| 4                  | 2  | 3  | 2  | 4  | 2  | 4  | 2  | 3  |
| 3                  | 4  | 4  | 3  | 3  | 4  | 4  | 3  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 4                  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 3  |

| Disiplin Kerja (M) |    |    |    |    |    |    |    |    |
|--------------------|----|----|----|----|----|----|----|----|
| M1                 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 5  | 5  | 3  | 4  | 3  | 3  | 4  | 4  |
| 3                  | 4  | 4  | 3  | 4  | 3  | 3  | 3  | 3  |
| 4                  | 5  | 5  | 4  | 5  | 4  | 4  | 5  | 5  |
| 2                  | 4  | 4  | 4  | 3  | 4  | 2  | 3  | 3  |
| 5                  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4  |
| 4                  | 4  | 4  | 3  | 2  | 3  | 4  | 2  | 2  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 4  | 4  | 3  | 4  | 3  | 3  | 3  | 4  |
| 3                  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 2  |
| 3                  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 2                  | 4  | 3  | 3  | 4  | 3  | 2  | 3  | 2  |
| 4                  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 4  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  |
| 4                  | 4  | 3  | 4  | 3  | 4  | 4  | 4  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 4  | 4  | 3  | 5  | 3  | 3  | 3  | 4  |
| 4                  | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  |
| 4                  | 5  | 5  | 4  | 5  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 3  |
| 4                  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 2  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  |
| 5                  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  |
| 4                  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 2  |
| 3                  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 3                  | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 2  |
| 3                  | 2  | 3  | 2  | 3  | 2  | 3  | 2  | 3  |
| 4                  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3  |
| 4                  | 3  | 4  | 3  | 4  | 3  | 4  | 3  | 4  |
| 4                  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 2  |
| 4                  | 4  | 3  | 3  | 4  | 3  | 4  | 3  | 3  |

| Disiplin Kerja (M) |    |    |    |    |    |    |    |    |
|--------------------|----|----|----|----|----|----|----|----|
| M1                 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 3  |
| 5                  | 5  | 5  | 4  | 5  | 4  | 5  | 4  | 5  |
| 3                  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 2  |
| 5                  | 5  | 5  | 4  | 4  | 4  | 5  | 4  | 3  |
| 4                  | 3  | 2  | 3  | 4  | 3  | 4  | 3  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  |
| 3                  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 2  |
| 4                  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  |
| 5                  | 4  | 4  | 5  | 5  | 5  | 5  | 5  | 5  |
| 4                  | 4  | 2  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 2  | 5  | 2  | 4  | 1  | 1  |
| 4                  | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 5  |
| 4                  | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 5  |
| 4                  | 5  | 5  | 5  | 5  | 5  | 4  | 4  | 4  |
| 5                  | 3  | 5  | 3  | 4  | 3  | 5  | 5  | 5  |
| 4                  | 3  | 4  | 4  | 5  | 4  | 4  | 4  | 4  |
| 3                  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  |
| 4                  | 2  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3  |
| 2                  | 3  | 2  | 2  | 4  | 2  | 2  | 2  | 2  |
| 3                  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  |
| 3                  | 5  | 4  | 4  | 1  | 4  | 3  | 5  | 5  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  |
| 4                  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  |
| 3                  | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  |
| 3                  | 4  | 4  | 4  | 4  | 4  | 3  | 2  | 2  |
| 4                  | 4  | 4  | 3  | 3  | 3  | 4  | 3  | 3  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  |
| 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3                  | 5  | 5  | 3  | 4  | 3  | 3  | 4  | 4  |
| 3                  | 4  | 4  | 3  | 4  | 3  | 3  | 3  | 3  |

### 5. Tabulasi Jawaban Kusiner Kinerja Karyawan (Y)

| Karyawan (Y) |    |    |    |    |    |    |    |    |     |     |
|--------------|----|----|----|----|----|----|----|----|-----|-----|
| Y1           | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 4            | 3  | 4  | 4  | 3  | 5  | 2  | 5  | 4  | 4   | 4   |
| 4            | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 5            | 5  | 4  | 5  | 5  | 5  | 4  | 5  | 4  | 5   | 5   |
| 4            | 5  | 3  | 4  | 5  | 5  | 5  | 5  | 3  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4   | 4   |
| 4            | 4  | 5  | 4  | 4  | 5  | 4  | 5  | 5  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 4   |
| 5            | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 5   | 5   |
| 5            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   |
| 5            | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 4   | 4   |
| 5            | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 5  | 4   | 4   |
| 5            | 5  | 4  | 5  | 5  | 5  | 4  | 5  | 4  | 5   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 4   |
| 3            | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 2   | 2   |
| 4            | 3  | 2  | 4  | 3  | 4  | 4  | 3  | 5  | 2   | 2   |
| 2            | 3  | 4  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3   | 3   |
| 4            | 4  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4   | 4   |
| 4            | 5  | 4  | 4  | 5  | 5  | 4  | 5  | 5  | 5   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 3  | 3  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 5  | 5  | 3  | 3  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 2  | 4  | 3   | 4   |
| 5            | 4  | 5  | 5  | 4  | 2  | 2  | 2  | 2  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 2  | 2  | 2  | 4  | 4   | 4   |
| 5            | 2  | 5  | 5  | 2  | 3  | 3  | 3  | 3  | 2   | 4   |
| 3            | 2  | 4  | 3  | 2  | 3  | 3  | 4  | 4  | 4   | 5   |
| 4            | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 3   |
| 5            | 3  | 5  | 5  | 3  | 5  | 5  | 5  | 4  | 4   | 4   |
| 5            | 3  | 3  | 5  | 3  | 4  | 4  | 4  | 4  | 4   | 3   |
| 4            | 2  | 3  | 4  | 2  | 4  | 4  | 3  | 3  | 5   | 5   |
| 2            | 3  | 4  | 2  | 3  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 4   | 4   |
| 3            | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 5  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 5  | 2   | 3   |
| 4            | 4  | 3  | 4  | 4  | 2  | 4  | 2  | 2  | 3   | 4   |

| Karyawan (Y) |    |    |    |    |    |    |    |    |     |     |
|--------------|----|----|----|----|----|----|----|----|-----|-----|
| Y1           | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 5            | 3  | 5  | 5  | 3  | 4  | 5  | 4  | 4  | 3   | 2   |
| 4            | 2  | 5  | 4  | 2  | 3  | 3  | 3  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 3   |
| 4            | 5  | 4  | 4  | 5  | 4  | 3  | 2  | 3  | 4   | 3   |
| 4            | 5  | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 3   | 3   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 5   |
| 2            | 5  | 2  | 2  | 5  | 4  | 4  | 3  | 3  | 4   | 4   |
| 4            | 3  | 2  | 4  | 3  | 2  | 3  | 3  | 4  | 3   | 5   |
| 3            | 5  | 3  | 3  | 5  | 3  | 4  | 3  | 3  | 5   | 5   |
| 4            | 3  | 4  | 4  | 3  | 3  | 2  | 4  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   |
| 4            | 4  | 5  | 4  | 4  | 4  | 3  | 4  | 4  | 5   | 5   |
| 4            | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 3   | 3   |
| 3            | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 4   | 3   |
| 4            | 2  | 4  | 4  | 2  | 4  | 4  | 4  | 5  | 4   | 3   |
| 4            | 3  | 3  | 4  | 3  | 5  | 5  | 4  | 5  | 4   | 4   |
| 5            | 4  | 3  | 5  | 4  | 4  | 4  | 5  | 4  | 4   | 4   |
| 5            | 4  | 4  | 5  | 4  | 3  | 5  | 3  | 3  | 4   | 3   |
| 2            | 5  | 2  | 2  | 5  | 5  | 5  | 4  | 4  | 5   | 5   |
| 4            | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4   | 4   |
| 4            | 5  | 3  | 4  | 5  | 3  | 3  | 4  | 4  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 5  | 5  | 4  | 4  | 4   | 4   |
| 3            | 4  | 2  | 3  | 4  | 3  | 3  | 3  | 3  | 4   | 4   |
| 5            | 4  | 5  | 5  | 4  | 4  | 3  | 4  | 4  | 3   | 4   |
| 4            | 5  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 3            | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 5   | 3   |
| 4            | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 4   |
| 3            | 2  | 3  | 3  | 2  | 5  | 5  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 4   |
| 4            | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 4   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 3   |
| 4            | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 3  | 3   | 3   |
| 4            | 5  | 3  | 4  | 5  | 3  | 4  | 4  | 4  | 3   | 2   |
| 5            | 5  | 4  | 5  | 5  | 3  | 3  | 3  | 4  | 5   | 5   |
| 5            | 3  | 5  | 5  | 3  | 4  | 4  | 4  | 3  | 4   | 4   |
| 3            | 4  | 3  | 3  | 4  | 4  | 3  | 5  | 5  | 4   | 4   |
| 1            | 4  | 1  | 1  | 4  | 3  | 3  | 4  | 4  | 5   | 5   |



| Karyawan (Y) |    |    |    |    |    |    |    |    |     |     |
|--------------|----|----|----|----|----|----|----|----|-----|-----|
| Y1           | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 1            | 4  | 1  | 1  | 4  | 4  | 4  | 2  | 2  | 3   | 3   |
| 5            | 5  | 5  | 5  | 5  | 5  | 5  | 2  | 2  | 2   | 2   |
| 5            | 4  | 5  | 5  | 4  | 3  | 4  | 1  | 1  | 1   | 1   |
| 3            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 3            | 5  | 4  | 3  | 5  | 3  | 3  | 4  | 4  | 4   | 4   |
| 3            | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 4  | 4   | 3   |
| 3            | 4  | 3  | 3  | 4  | 4  | 4  | 2  | 4  | 4   | 2   |
| 3            | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 4  | 4   | 4   |
| 3            | 3  | 4  | 3  | 3  | 3  | 3  | 5  | 5  | 5   | 5   |
| 2            | 2  | 2  | 2  | 2  | 2  | 2  | 4  | 4  | 4   | 4   |
| 3            | 3  | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 2   | 2   |
| 4            | 3  | 4  | 4  | 3  | 4  | 3  | 2  | 3  | 3   | 3   |
| 3            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 3            | 5  | 3  | 3  | 5  | 5  | 5  | 3  | 3  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 3            | 3  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 5   |
| 3            | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 5            | 2  | 5  | 5  | 2  | 2  | 2  | 4  | 4  | 4   | 4   |
| 3            | 5  | 4  | 3  | 5  | 5  | 3  | 4  | 4  | 4   | 4   |
| 3            | 5  | 4  | 3  | 5  | 5  | 3  | 5  | 5  | 5   | 3   |
| 4            | 4  | 5  | 4  | 4  | 4  | 4  | 3  | 3  | 3   | 3   |
| 4            | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 5   | 5   |
| 1            | 4  | 4  | 1  | 4  | 4  | 2  | 4  | 4  | 4   | 4   |
| 3            | 3  | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 4   | 4   |
| 3            | 4  | 3  | 3  | 4  | 4  | 2  | 4  | 3  | 4   | 4   |
| 3            | 4  | 3  | 3  | 4  | 4  | 4  | 2  | 3  | 3   | 3   |
| 3            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 3            | 5  | 3  | 3  | 5  | 5  | 3  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 5   |
| 3            | 4  | 4  | 3  | 4  | 5  | 4  | 4  | 3  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   |

| Karyawan (Y) |    |    |    |    |    |    |    |    |     |     |
|--------------|----|----|----|----|----|----|----|----|-----|-----|
| Y1           | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 5            | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 5            | 5  | 3  | 5  | 5  | 3  | 4  | 3  | 3  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 3  | 3   | 3   |
| 5            | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 4  | 5   | 5   |
| 4            | 4  | 2  | 4  | 4  | 4  | 3  | 4  | 2  | 3   | 3   |
| 4            | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 3  | 2  | 3  | 4  | 2   | 2   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 3  | 3   | 4   |
| 3            | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 2   |
| 4            | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3   | 3   |
| 4            | 3  | 2  | 4  | 3  | 3  | 4  | 3  | 2  | 3   | 2   |
| 4            | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 3   | 4   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 4   |
| 4            | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 4   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 3  | 5  | 3  | 3  | 3   | 4   |
| 4            | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 3   |
| 5            | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 3   |
| 4            | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 2   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 3   |
| 5            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 5   |
| 3            | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 2   |
| 3            | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   |
| 4            | 3  | 3  | 4  | 3  | 3  | 4  | 3  | 3  | 3   | 2   |
| 2            | 3  | 3  | 2  | 3  | 2  | 3  | 2  | 3  | 2   | 3   |
| 4            | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 3   |
| 3            | 4  | 4  | 3  | 4  | 3  | 4  | 3  | 4  | 3   | 4   |
| 4            | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3   | 2   |
| 4            | 3  | 4  | 4  | 3  | 3  | 4  | 3  | 4  | 3   | 3   |

| Karyawan (Y) |    |    |    |    |    |    |    |    |     |     |
|--------------|----|----|----|----|----|----|----|----|-----|-----|
| Y1           | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 3   |
| 5            | 5  | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 4   | 5   |
| 3            | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 2   |
| 5            | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 4   | 3   |
| 3            | 2  | 4  | 3  | 2  | 3  | 4  | 3  | 4  | 3   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 4   |
| 3            | 3  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 2   |
| 4            | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 5            | 5  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 5  | 4  | 4  | 5  | 5  | 5  | 5  | 5   | 5   |
| 4            | 2  | 4  | 4  | 2  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 2  | 5  | 2  | 4  | 1   | 1   |
| 5            | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 5   | 5   |
| 5            | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 5   | 5   |
| 5            | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 4   | 4   |
| 3            | 5  | 5  | 3  | 5  | 3  | 4  | 3  | 5  | 5   | 5   |
| 3            | 4  | 4  | 3  | 4  | 4  | 5  | 4  | 4  | 4   | 4   |
| 3            | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 3   |
| 2            | 4  | 4  | 2  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 3   |
| 3            | 2  | 2  | 3  | 2  | 2  | 4  | 2  | 2  | 2   | 2   |
| 3            | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 3   |
| 5            | 4  | 3  | 5  | 4  | 4  | 1  | 4  | 3  | 5   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 5   | 5   |
| 4            | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 4   |
| 5            | 5  | 3  | 3  | 3  | 3  | 2  | 3  | 3  | 3   | 3   |
| 4            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 2   | 2   |
| 4            | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 3   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   |
| 4            | 4  | 3  | 5  | 5  | 3  | 4  | 3  | 3  | 4   | 4   |
| 4            | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 3  | 3   | 3   |



Palembang, 1 Juli 2019

Nomor : KG.204/VII/2/DV.3-2019  
 Sifat : Terbatas  
 Lampiran : -  
 Perihal : Persetujuan penelitian mahasiswa Universitas Islam Negeri (UIN) Raden Fatah Palembang an Sari Rohana Indah



Kepada Yth

DEKAN FAKULTAS EKONOMI DAN BISNIS ISLAM UNIVERSITAS ISLAM NEGERI RADEN FATAH PALEMBANG

di  
 Tempat

- 1 Bersama ini kami sampaikan bahwa kami telah menerima surat dari Dekan Fakultas Ekonomi dan Bisnis Islam Universitas Islam Negeri (UIN) Raden Fatah Palembang nomor : B-1205/Un.09/V.1.1/PP.009/6/2019 tanggal 13 Juni 2019 perihal permohonan izin penelitian. Dengan ini dibentahukan bahwa kami bersedia menerima mahasiswa Universitas Islam Negeri Raden Fatah Palembang sebagai berikut :

| No | Nama              | Nim        | Program Studi   |
|----|-------------------|------------|-----------------|
| 1  | Sari Rohana Indah | 1536200279 | Ekonomi Syariah |

2. Untuk melaksanakan Penelitian pada PT KAI (Persero) Divisi Regional III Palembang pada Tanggal 10 Juni s/d 09 Agustus dengan ketentuan sebagai berikut :
- Menaati tata tertib yang berlaku di PT KAI selama melaksanakan Penelitian;
  - Memberikan Fotocopy Kartu Tanda Mahasiswa dan Pas Foto 3 x 4 masing-masing 1 Lember;
  - Memakai Tanda Pengenal pada saat melakukan Penelitian dan melengkapi diri dengan alat pelindung diri (APD);
  - Melaporkan selesainya Penelitian tersebut kepada Assistant Manager Sumber Daya Manusia Divisi Regional III Palembang dan memberikan peringgal 1 (satu) set laporan yang telah selesai;
  - Ikut berperan aktif dengan memberikan sumbang saran/masukan yang berguna bagi kemajuan PT.KERETA API INDONESIA (PERSERO) Divisi Regional III Palembang;
  - Tidak memberikan informasi yang telah diterima dari Perusahaan kepada pihak lain.
3. Untuk Pelaksanaan Penelitian tersebut, diminta agar kepada yang bersangkutan dapat menghadap kepada Manager SDM & Umum Divisi Regional III Palembang PT.Kereta Api Indonesia (Persero)

s.n. Manager Sumber Daya Manusia dan Umum  
 Asistant Manager Sumber Daya Manusia,



## LAMPIRAN

Hasil Uji Validitas dan Reliabilitas Variabel Motivasi ( $X_1$ )

## Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X11  | 33.01                      | 17.254                         | .529                             | .699                             |
| X12  | 32.98                      | 18.714                         | .358                             | .727                             |
| X13  | 33.08                      | 19.978                         | .197                             | .750                             |
| X14  | 33.00                      | 18.349                         | .458                             | .712                             |
| X15  | 33.02                      | 18.825                         | .343                             | .729                             |
| X16  | 32.92                      | 17.406                         | .569                             | .694                             |
| X17  | 32.84                      | 18.885                         | .443                             | .716                             |
| X18  | 32.92                      | 18.105                         | .463                             | .711                             |
| X19  | 32.85                      | 18.913                         | .415                             | .719                             |
| X110 | 32.97                      | 19.131                         | .277                             | .740                             |

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .741             | 10         |

Hasil Uji Validitas dan Reliabilitas Variabel Kepuasan ( $X_2$ )

## Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X21  | 33.17                      | 15.337                         | .334                             | .668                             |
| X22  | 33.11                      | 14.702                         | .450                             | .647                             |
| X23  | 33.27                      | 14.443                         | .388                             | .657                             |
| X24  | 33.30                      | 14.222                         | .476                             | .640                             |
| X25  | 33.29                      | 13.839                         | .483                             | .637                             |
| X26  | 33.10                      | 15.794                         | .267                             | .679                             |
| X27  | 32.98                      | 15.661                         | .275                             | .678                             |
| X28  | 32.95                      | 16.003                         | .229                             | .686                             |
| X29  | 33.07                      | 15.768                         | .290                             | .675                             |
| X210 | 33.09                      | 15.726                         | .271                             | .678                             |

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .688             | 10         |

Hasil Uji Validitas dan Reliabilitas Variabel Budaya Organisasi ( $X_3$ )

## Item-Total Statistics

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X31 | 18.40                      | 10.559                         | .591                             | .836                             |
| X32 | 18.29                      | 11.288                         | .493                             | .852                             |
| X33 | 18.34                      | 9.824                          | .743                             | .808                             |
| X34 | 18.43                      | 9.473                          | .729                             | .809                             |
| X35 | 18.51                      | 9.828                          | .682                             | .819                             |

|     |       |        |      |      |
|-----|-------|--------|------|------|
| X36 | 18.32 | 10.228 | .592 | .837 |
|-----|-------|--------|------|------|

**Reliability Statistics**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .852             | 6          |

**Hasil Uji Validitas dan Reliabilitas Variabel Disiplin Kerja (M)**

**Item-Total Statistics**

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| M1 | 29.21                      | 25.955                         | .585                             | .864                             |
| M2 | 29.21                      | 24.664                         | .602                             | .863                             |
| M3 | 29.25                      | 24.560                         | .684                             | .855                             |
| M4 | 29.40                      | 24.749                         | .675                             | .856                             |
| M5 | 29.32                      | 24.863                         | .591                             | .864                             |
| M6 | 29.35                      | 24.822                         | .684                             | .856                             |
| M7 | 29.44                      | 24.692                         | .645                             | .859                             |
| M8 | 29.31                      | 25.409                         | .581                             | .865                             |
| M9 | 29.38                      | 25.772                         | .502                             | .872                             |

**Reliability Statistics**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .875             | 9          |

**Hasil Uji Validitas dan Reliabilitas Variabel Kinerja Karyawan (Y)**

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y1  | 37.52                      | 23.214                         | .454                             | .807                             |
| Y2  | 37.49                      | 22.854                         | .520                             | .801                             |
| Y3  | 37.64                      | 23.862                         | .377                             | .814                             |
| Y4  | 37.52                      | 23.055                         | .471                             | .805                             |
| Y5  | 37.49                      | 22.696                         | .537                             | .799                             |
| Y6  | 37.61                      | 22.600                         | .585                             | .795                             |
| Y7  | 37.63                      | 23.800                         | .377                             | .814                             |
| Y8  | 37.69                      | 22.330                         | .583                             | .794                             |
| Y9  | 37.59                      | 23.704                         | .436                             | .808                             |
| Y10 | 37.64                      | 22.550                         | .540                             | .799                             |
| Y11 | 37.72                      | 22.689                         | .458                             | .807                             |

**Reliability Statistics**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .819             | 11         |

### Hasil Uji Asumsi Klasik Persamaan 1

#### Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 190                     |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 4.85326925              |
|                                  | Absolute       | .095                    |
| Most Extreme Differences         | Positive       | .083                    |
|                                  | Negative       | -.095                   |
| Kolmogorov-Smirnov Z             |                | 1.315                   |
| Asymp. Sig. (2-tailed)           |                | .063                    |

a. Test distribution is Normal.

b. Calculated from data.

#### Uji Multikolinieritas

##### Coefficients<sup>a</sup>

| Model |    | Collinearity Statistics |       |
|-------|----|-------------------------|-------|
|       |    | Tolerance               | VIF   |
| 1     | X1 | .974                    | 1.027 |
|       | X2 | .949                    | 1.054 |
|       | X3 | .931                    | 1.074 |

a. Dependent Variable: M

#### Uji Heterokedastisitas

##### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error |                           |       |      |
| 1     | (Constant) | -.463                       | 1.364      |                           | -.339 | .735 |
|       | X1         | .028                        | .023       | .122                      | 1.216 | .227 |
|       | X2         | .017                        | .024       | .073                      | .711  | .479 |
|       | X3         | -.019                       | .029       | -.068                     | -.642 | .523 |

a. Dependent Variable: Ln\_Res1

#### Uji Linearitas

##### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .012 <sup>a</sup> | .000     | -.016             | 4.89187520                 |

a. Predictors: (Constant), X3\_Kuadrat, X1\_Kuadrat, X2\_Kuadrat

### Hasil Uji Asumsi Klasik Persamaan 2

#### Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 190                     |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 2.59192912              |
| Most Extreme Differences         | Absolute       | .055                    |
|                                  | Positive       | .039                    |
|                                  | Negative       | -.055                   |
| Kolmogorov-Smirnov Z             |                | .759                    |
| Asymp. Sig. (2-tailed)           |                | .612                    |

a. Test distribution is Normal.

b. Calculated from data.

### Uji Multikolinieritas

| Coefficients <sup>a</sup> |    |                         |       |
|---------------------------|----|-------------------------|-------|
| Model                     |    | Collinearity Statistics |       |
|                           |    | Tolerance               | VIF   |
| 1                         | X1 | .974                    | 1.027 |
|                           | X2 | .840                    | 1.191 |
|                           | X3 | .832                    | 1.202 |
|                           | M  | .754                    | 1.326 |

a. Dependent Variable: Y

### Uji Heterokedastisitas

| Coefficients <sup>a</sup> |            |                             |            |                           |        |      |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                           |            | B                           | Std. Error | Beta                      |        |      |
| 1                         | (Constant) | 1.348                       | 1.552      |                           | .869   | .387 |
|                           | X1         | .002                        | .025       | .008                      | .077   | .939 |
|                           | X2         | -.058                       | .030       | -.221                     | -1.951 | .054 |
|                           | X3         | .020                        | .032       | .069                      | .615   | .540 |
|                           | M          | .015                        | .021       | .079                      | .689   | .493 |

a. Dependent Variable: Ln\_Res2

### Uji Linearitas

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .014 <sup>a</sup> | .000     | -.021             | 2.61953410                 |

a. Predictors: (Constant), M\_Kuadrat, X1\_Kuadrat, X2\_Kuadrat, X3\_Kuadrat

### Hasil Uji Regresi Persamaan 1 (Uji F, t dan Koefisien Determinasi)

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | .496 <sup>a</sup> | .246     | .233              | 4.892                      |



a. Predictors: (Constant), X3, X1, X2

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 1449.205       | 3   | 483.068     | 20.183 | .000 <sup>b</sup> |
|       | Residual   | 4451.748       | 186 | 23.934      |        |                   |
|       | Total      | 5900.953       | 189 |             |        |                   |

a. Dependent Variable: M

b. Predictors: (Constant), X3, X1, X2

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 7.678                       | 4.707      |                           | 1.631 | .105 |
|       | X1         | -.010                       | .076       | -.009                     | -.135 | .893 |
|       | X2         | .422                        | .086       | .321                      | 4.914 | .000 |
|       | X3         | .460                        | .098       | .311                      | 4.707 | .000 |

a. Dependent Variable: M

### Hasil Uji Regresi Persamaan 2 (Uji F, t dan Koefisien Determinasi)

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .869 <sup>a</sup> | .755     | .749              | 2.620                      |

a. Predictors: (Constant), M, X1, X2, X3

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 3903.653       | 4   | 975.913     | 142.192 | .000 <sup>b</sup> |
|       | Residual   | 1269.720       | 185 | 6.863       |         |                   |
|       | Total      | 5173.374       | 189 |             |         |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), M, X1, X2, X3

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | -1.517                      | 2.538      |                           | -.597  | .551 |
|       | X1         | .066                        | .041       | .060                      | 1.616  | .108 |
|       | X2         | .403                        | .049       | .327                      | 8.236  | .000 |
|       | X3         | .775                        | .055       | .559                      | 14.005 | .000 |
|       | M          | .259                        | .039       | .276                      | 6.586  | .000 |

a. Dependent Variable: Y

**Hasil Uji Mediasi (X<sub>1</sub>)**

Dependent, Independent, and Proposed Mediator Variables:

DV = Y  
 IV = X1  
 MEDS = M  
 Sample size  
 190

IV to Mediators (a paths)

|   | Coeff  | se    | t       | p     |
|---|--------|-------|---------|-------|
| M | -.0963 | .0861 | -1.1184 | .2648 |

Direct Effects of Mediators on DV (b paths)

|   | Coeff | se    | t       | p     |
|---|-------|-------|---------|-------|
| M | .5729 | .0542 | 10.5707 | .0000 |

Total Effect of IV on DV (c path)

|    | Coeff  | se    | t       | p     |
|----|--------|-------|---------|-------|
| X1 | -.0826 | .0806 | -1.0243 | .3070 |

Direct Effect of IV on DV (c' path)

|    | Coeff  | se    | t      | p     |
|----|--------|-------|--------|-------|
| X1 | -.0274 | .0642 | -.4276 | .6695 |

Model Summary for DV Model

| R-sq  | Adj R-sq | F       | df1    | df2      | p     |
|-------|----------|---------|--------|----------|-------|
| .3775 | .3709    | 56.7038 | 2.0000 | 187.0000 | .0000 |

**Hasil Uji Mediasi (X<sub>2</sub>)**

Dependent, Independent, and Proposed Mediator Variables:

DV = Y  
 IV = X2  
 MEDS = M  
 Sample size  
 190

IV to Mediators (a paths)

|   | Coeff | se    | t      | p     |
|---|-------|-------|--------|-------|
| M | .5141 | .0882 | 5.8281 | .0000 |

Direct Effects of Mediators on DV (b paths)

|   | Coeff | se    | t      | p     |
|---|-------|-------|--------|-------|
| M | .4385 | .0529 | 8.2875 | .0000 |

Total Effect of IV on DV (c path)

|    | Coeff | se    | t      | p     |
|----|-------|-------|--------|-------|
| X2 | .6835 | .0746 | 9.1595 | .0000 |

Direct Effect of IV on DV (c' path)

|    | Coeff | se    | t      | p     |
|----|-------|-------|--------|-------|
| X2 | .4581 | .0695 | 6.5886 | .0000 |

Model Summary for DV Model

| R-sq | Adj R-sq | F | df1 | df2 | p |
|------|----------|---|-----|-----|---|
|------|----------|---|-----|-----|---|

|       |       |         |        |          |       |
|-------|-------|---------|--------|----------|-------|
| .4943 | .4889 | 91.3913 | 2.0000 | 187.0000 | .0000 |
|-------|-------|---------|--------|----------|-------|

### Hasil Uji Mediasi (X3)

Dependent, Independent, and Proposed Mediator Variables:

DV = Y

IV = X3

MEDS = M

Sample size

190

IV to Mediators (a paths)

|   | Coeff | se    | t      | p     |
|---|-------|-------|--------|-------|
| M | .5675 | .0996 | 5.6955 | .0000 |

Direct Effects of Mediators on DV (b paths)

|   | Coeff | se    | t      | p     |
|---|-------|-------|--------|-------|
| M | .3671 | .0431 | 8.5189 | .0000 |

Total Effect of IV on DV (c path)

|    | Coeff  | se    | t       | p     |
|----|--------|-------|---------|-------|
| X3 | 1.0096 | .0692 | 14.5955 | .0000 |

Direct Effect of IV on DV (c' path)

|    | Coeff | se    | t       | p     |
|----|-------|-------|---------|-------|
| X3 | .8012 | .0637 | 12.5702 | .0000 |

Model Summary for DV Model

| R-sq  | Adj R-sq | F        | df1    | df2      | p     |
|-------|----------|----------|--------|----------|-------|
| .6623 | .6587    | 183.3507 | 2.0000 | 187.0000 | .0000 |