

## LAMPIRAN

### LAMPIRAN I KUESIONER (ANGKET) PENELITIAN

Responden yang terhormat,

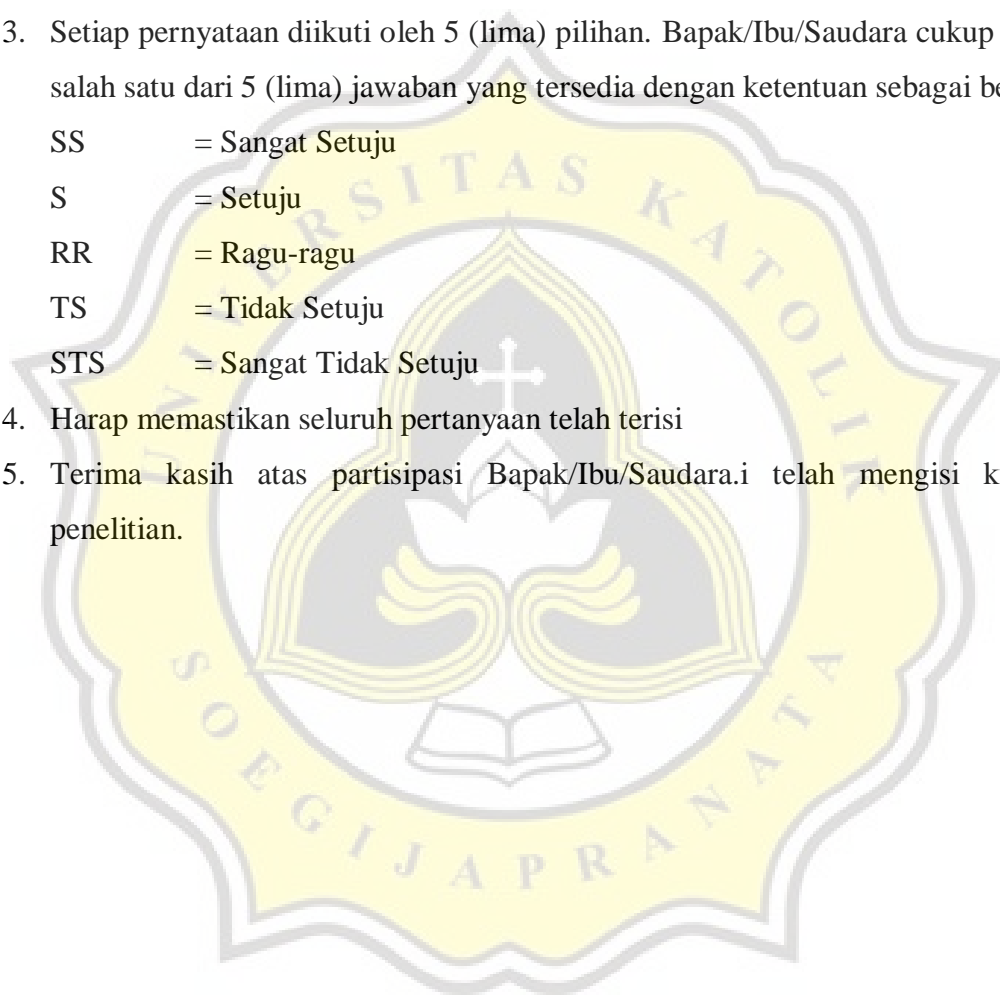
Perkenalkan saya mahasiswi Universitas Katolik Soegijapranata Semarang Program Studi Manajemen yang sedang mengadakan penelitian tentang **“Pengaruh Budaya Organisasi dan Motivasi Kerja terhadap Kinerja Karyawan Perusahaan Umum BULOG Kantor Cabang Madiun”**. Dengan segala rasa hormat, saya selaku peneliti memohon kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktu sejenak guna mengisi angket penelitian yang saya lakukan. Saya berharap dalam proses menjawab dapat dilakukan secara jujur serta sesuai dengan keadaan yang sebenarnya, sebab tidak adanya jawaban yang benar maupun salah. Sesuai dengan kode etik penelitian, segala sumber informasi dari kuesioner ini akan terjaga kerahasiannya. Penelitian ini dilakukan semata-mata untuk penyelesaian Skripsi yang saya lakukan di Universitas Katolik Soegijapranata. Atas kesediaan serta kerjasama Bapak/Ibu/Saudara/i untuk mengisi angket ini saya ucapkan terimakasih.

Peneliti,

HELENA DESVIARTHA

A. Petunjuk Pengisian Kuesioner.

1. Pernyataan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya serta dibandingkan dengan praktek kerja atau keadaan kerja Bapak/Ibu/Saudara/i yang sebenarnya
2. Mohon menjawab sesuai opini Bapak/Ibu/Saudara/i pada kolom yang tersedia dengan tanda (√)
3. Setiap pernyataan diikuti oleh 5 (lima) pilihan. Bapak/Ibu/Saudara cukup memilih salah satu dari 5 (lima) jawaban yang tersedia dengan ketentuan sebagai berikut :  
SS = Sangat Setuju  
S = Setuju  
RR = Ragu-ragu  
TS = Tidak Setuju  
STS = Sangat Tidak Setuju
4. Harap memastikan seluruh pertanyaan telah terisi
5. Terima kasih atas partisipasi Bapak/Ibu/Saudara.i telah mengisi kuesioner penelitian.



### IDENTITAS RESPONDEN

1. Nomor Responden :.....
2. Nama Karyawan :.....
3. Usia :..... Tahun
4. Jenis Kelamin :  Pria  Wanita
5. Masa Kerja :.....Tahun
6. Tingkat Pendidikan :  S2  S1  D3  SLTA

#### MATERI KUESIONER (ANGKET)

SS = Sangat Setuju, S = Setuju, RR = Ragu-Ragu, TS = Tidak Setuju, STS = Sangat Tidak Setuju

#### PERTANYAAN PENELITIAN

##### A. Budaya Organisasi (X<sub>1</sub>)

NO	PERTANYAAN	JAWABAN				
		SS	S	R	TS	STS
<b>Inovasi dan Pengambilan Resiko</b>						
1.	Dalam bekerja, saya diberi kesempatan untuk berinovasi					
2.	Perusahaan mendukung saya untuk mencoba ide-ide baru dengan tetap memperhatikan resiko yang akan terjadi					
3.	Bila terjadi kesalahan maka saya berani menanggung resikonya					
4.	Dalam bekerja saya dituntut untuk selalu melakukan inovasi dan berani mengambil resiko dari pekerjaan saya					
<b>Perhatian Secara Detail</b>						
5.	Saya melakukan pekerjaan yang diberikan secara teliti					

6.	Setiap melakukan pekerjaan, saya selalu memperhatikan sedetail mungkin pekerjaan tersebut					
7.	Perusahaan memotivasi saya untuk lebih perhatian terhadap detail dalam melakukan pekerjaan					
8.	Setiap permasalahan /segala hal yang terjadi dalam perusahaan diperhatikan secara detail					
<b>Orientasi Hasil</b>						
9.	Saya senantiasa bekerja dengan menekankan hasil yang optimal					
10.	Saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang optimal					
11.	Saya selalu menekankan pada hasil kerja, tetapi tetap memperhatikan proses kerja untuk mencapai hasil yang optimal					
12.	Perusahaan memberikan fasilitas dalam menunjang penyelesaian pekerjaan secara optimal					
<b>Orientasi Individu</b>						
13.	Saya berusaha mengerjakan pekerjaan dengan sungguh-sungguh					
14.	Saya bekerja sesuai dengan target yang telah ditentukan oleh pihak manajemen perusahaan					
15.	Saya selalu dituntut untuk mandiri dalam					

	menyelesaikan tugas pekerjaan					
16.	Dalam menyelesaikan pekerjaan, saya selalu melakukan sesuai dengan prosedur yang ditetapkan oleh perusahaan					
<b>Orientasi terhadap Tim</b>						
17.	Saya lebih senang menyelesaikan pekerjaan dengan kerjasama tim					
18.	Saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi perusahaan					
19.	Saya dituntut untuk menjadi anggota satuan kerja yang kompak dan handal dalam menjalankan pekerjaan untuk mendapatkan hasil yang optimal					
20.	Dalam melaksanakan pekerjaan, saya melakukan koordinasi dengan rekan kerja dan pimpinan					
<b>Agresivitas</b>						
21.	Saya senantiasa datang tepat pada waktunya dan disiplin waktu agar pekerjaan terselesaikan dengan baik					
22.	Saya selalu berusaha untuk mematuhi peraturan yang ada walaupun tanpa ada pengawasan					
23.	Perusahaan tempat saya bekerja memiliki kesepakatan yang jelas mengenai pedoman pelaksanaan tugas yang benar dan salah					
	Perusahaan tempat saya bekerja memiliki peraturan					

24.	yang harus ditaati serta penjelasan nilai-nilai maupun makna dari peraturan tersebut.					
<b>Stabilitas</b>						
25.	Saya merasa nyaman dengan kondisi organisasi yang ada saat ini					
26.	Perusahaan ini memiliki strategi yang jelas untuk masa depan karir karyawan					
27.	Saya akan merekomendasikan perusahaan ini sebagai tempat yang baik untuk membangun karir					
28.	Saya merasa dihargai dan bukan sebagai alat untuk memperoleh keuntungan sehingga terwujudnya lingkungan kerja yang baik					

B. Motivasi Kerja (X<sub>2</sub>)

NO	PERTANYAAN	JAWABAN				
		SS	S	R	TS	STS
<b>Kebutuhan Fisiologis</b>						
1.	Perusahaan tempat saya bekerja menyediakan sarana dan prasarana yang mendukung segala aktivitas kegiatan tugas					
2.	Sarana dan prasarana yang dimiliki perusahaan bersifat layak untuk digunakan setiap harinya					
3.	Gaji yang saya terima setiap bulannya dapat memenuhi kebutuhan hidup bersama keluarga					

4.	Saya merasa cukup akan jam istirahat yang diberikan oleh perusahaan					
<b>Kebutuhan Rasa Aman</b>						
5.	Saya merasa aman di semua lingkungan kerja perusahaan.					
6.	Saya merasa aman dalam melakukan pekerjaan di setiap lingkup kerja perusahaan					
7.	Perusahaan bersifat <i>transparent</i> (terbuka) untuk memberikan sanksi bagi karyawan yang melakukan kesalahan dalam melaksanakan tugas					
8.	Saya mendapat jaminan hari tua, asuransi kesehatan hingga asuransi keselamatan dari perusahaan					
<b>Kebutuhan Sosial</b>						
9.	Saya dapat membaur di setiap lingkungan kerja perusahaan					
10.	Saya mempunyai rekan kerja yang kompak dalam menyelesaikan pekerjaan					
11.	Saya memiliki rekan kerja yang saling membantu bila terjadi kendala/ masalah dalam melaksanakan tugas					
12.	Saya merasa perusahaan tidak membeda-bedakan saya dengan rekan kerja dalam melakukan pekerjaan					
<b>Kebutuhan Penghargaan Diri</b>						
13.	Saya mendapat pujian dari pimpinan atas hasil kerja yang memuaskan					
14.	Perusahaan memberikan bonus pada saya maupun karyawan lain atas hasil kerja yang memuaskan					

15.	Pendapat yang saya ajukan didengar secara baik oleh perusahaan					
16.	Dalam mendengar pendapat para karyawan, perusahaan melakukan secara adil dan terbuka					
<b>Kebutuhan Aktualisasi Diri</b>						
17.	Perusahaan memberikan kesempatan bagi saya untuk mengembangkan keterampilan serta kemampuan dalam bekerja					
18.	Perusahaan memfasilitasi karyawan yang akan mengembangkan keterampilan serta kemampuan bekerja yang dimiliki					
19.	Motivasi yang diberikan oleh pimpinan membuat saya lebih semangat dalam bekerja.					
20.	Saran dan kritik yang diberikan oleh pimpinan membuat saya berpikir secara visioner (maju).					



## KUESIONER (ANGKET) PENELITIAN

Bapak/Ibu pimpinan yang terhormat,

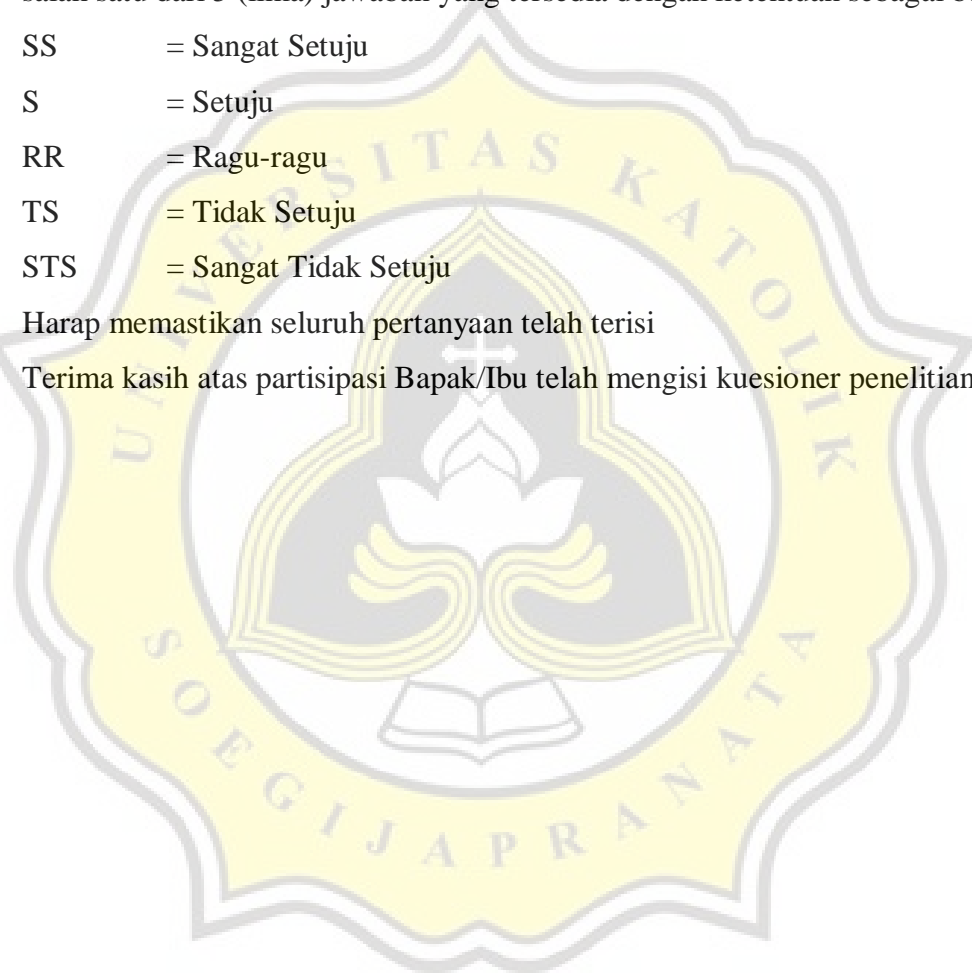
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Peneliti,

HELENA DESVIARTHA

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4. Harap memastikan seluruh pertanyaan telah terisi
5. Terima kasih atas partisipasi Bapak/Ibu telah mengisi kuesioner penelitian



### IDENTITAS RESPONDEN

1. Nama :.....
2. Jabatan :.....
3. Nama Karyawan yang dinilai :.....

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#### MATERI KUESIONER (ANGKET)

SS = Sangat Setuju, S = Setuju, RR = Ragu-Ragu, TS = Tidak Setuju, STS = Sangat Tidak Setuju

#### PERTANYAAN PENELITIAN

Kinerja Karyawan (Y)

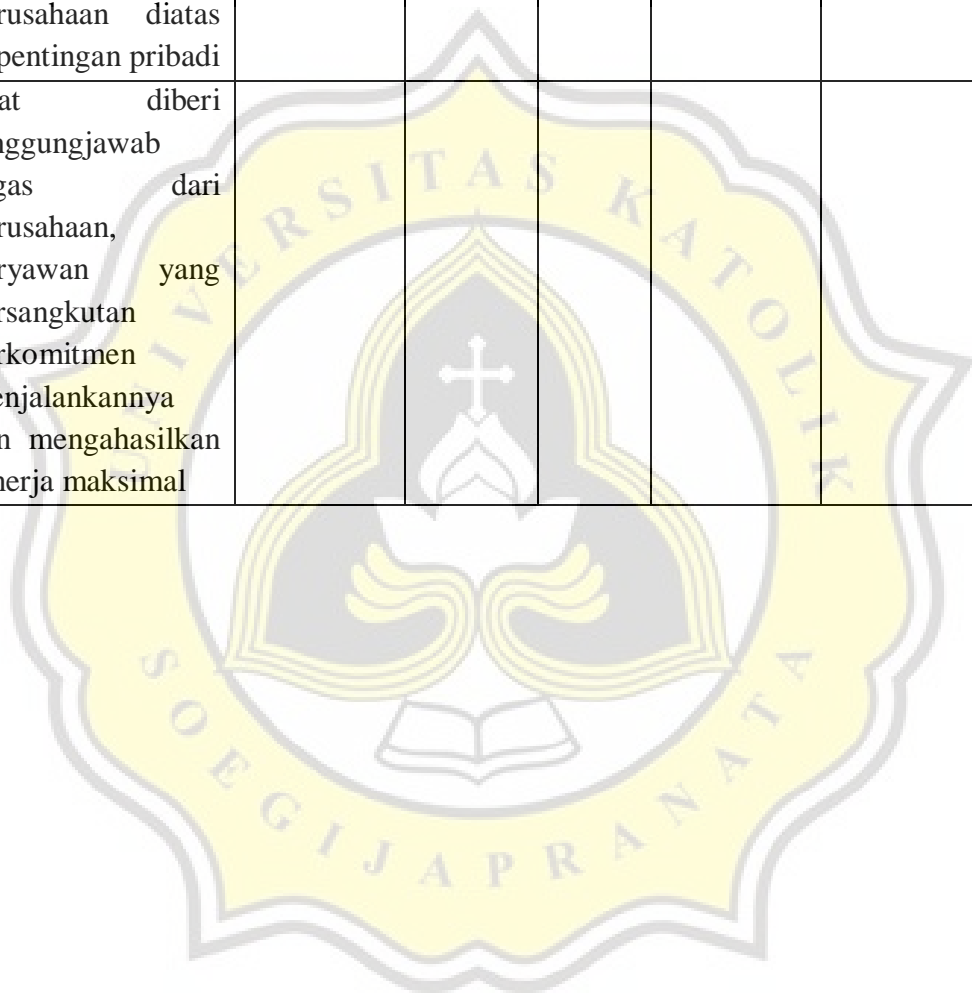
NO	PERTANYAAN	JAWABAN				
		SS	S	RR	TS	STS
<b>Kuantitas</b>						
1.	Karyawan yang bersangkutan dapat menyelesaikan tugas diatas target yang diberikan perusahaan					
2.	Karyawan yang bersangkutan dapat melakukan pekerjaan di berbagai bidang					
3.	Karyawan yang bersangkutan dapat bekerja sesuai prosedur dan jadwal yang telah ditetapkan oleh perusahaan					
4.	Karyawan yang bersangkutan bekerja dengan cekatan					
<b>Kualitas</b>						
5.	Karyawan yang bersangkutan melakukan					

	pekerjaan secara sungguh – sungguh dan menghasilkan kinerja yang optimal					
6.	Karyawan yang bersangkutan selalu mengutamakan kualitas dalam menjalankan aktivitas kerja					
7.	Dalam melaksanakan pekerjaan, karyawan yang bersangkutan melakukan secara fokus dan teliti sehingga menghasilkan kinerja secara maksimal					
8.	Hasil kerja yang dimiliki karyawan yang bersangkutan tidak pernah mengecewakan perusahaan					
<b>Ketepatan Waktu</b>						
9.	Karyawan yang bersangkutan mampu menyelesaikan pekerjaan tepat waktu (sesuai tenggat waktu yang ditetapkan)					
10.	Karyawan yang bersangkutan dapat menggunakan waktu yang ditetapkan perusahaan secara maksimal untuk bekerja					
11.	Karyawan yang bersangkutan dapat					

	memprioritaskan pekerjaan yang memiliki skala terpenting tanpa mengganggu pekerjaan lainnya					
12.	Karyawan yang bersangkutan selalu menyelesaikan pekerjaan lebih cepat dari waktu yang ditetapkan agar dapat mengerjakan tugas berikutnya					
<b>Efektivitas</b>						
13.	Karyawan yang bersangkutan dapat melakukan pekerjaan secara efektif guna menghasilkan kinerja maksimal					
14.	Karyawan yang bersangkutan mampu mengefektifkan sumber daya yang ada (tenaga, materi, teknologi, sarana-prasarana kantor) untuk memaksimalkan kinerja bagi perusahaan					
15.	Karyawan ini dapat bekerja secara efektif untuk mengejar target yang telah diberikan perusahaan					
16.	Karyawan ini memiliki integritas					

	tinggi sehingga memiliki efektivitas yang tinggi dalam bekerja					
<b>Kemandirian</b>						
17.	Karyawan yang bersangkutan mampu bekerja secara mandiri dan tetap menghasilkan kinerja maksimal					
18.	Karyawan yang bersangkutan dapat memecahkan masalah pekerjaan yang dimiliki tanpa bantuan orang lain					
19.	Saat diberi tugas baru, karyawan yang bersangkutan menyanggupi untuk melakukannya dan mempelajari hal baru secara mandiri					
20.	Karyawan yang bersangkutan memiliki kemampuan secara mandiri untuk menyelesaikan pekerjaan yang dibebankan kepada dirinya					
<b>Komitmen Kerja</b>						
21.	Karyawan yang bersangkutan tampak bangga menjadi bagian dari perusahaan					
22.	Karyawan yang bersangkutan tampak memiliki					

	keinginan yang kuat untuk selalu bekerja di perusahaan ini					
23.	Karyawan yang bersangkutan secara professional dapat mengutamakan kepentingan perusahaan diatas kepentingan pribadi					
24.	Saat diberi tanggungjawab tugas dari perusahaan, karyawan yang bersangkutan berkomitmen menjalankannya dan menghasilkan kinerja maksimal					



**LAMPIRAN 2**  
**Tabel Nama Karyawan yang Menilai dan Karyawan yang Dinilai**

No	Jabatan	Nama Penilai	Nama Karyawan yang Dinilai
1.	Pemimpin Cabang	Ferdian D. Atmaja	Denny Jose
2.	Wakil Pemimpin Cabang	Denny Jose	Febrika Riskanjaya Ahmad Rofi'i Noly Aliffian Yoga Prastyadi Broto Yuana Firdaus Aprian Z. Agam Baihaqi Habib Anas Hery K. Didik Sumartono Hayu B. Santoso
3.	Asisten Manager Pengadaan Komoditi dan On Farm	Febrika Riskanjaya	Hendriawan Yuliana Laulida
4.	Asisten Manager Operasional dan Pelayanan Publik	Ahmad Rofi'i	Nimas Ayu Okky Tanaya
5.	Asisten Manager Penjualan Distributor	Noly Aliffian	M. Angga C. Tommy Indrayanto
6.	Asisten Manager Penjualan Jaringan Ritel, Langsung dan E- Commerce	Yoga Prastyadi	Diana Nayla Herony Asmanda
7.	Asisten Manager Administrasi dan Keuangan	Broto Yuana	Arlinda Mayasari Agustina D. K. Rika Rusian
8.	Asisten Manager Akuntansi	Firdaus Aprian Zuhdi	Uzzy
9.	Kepala Gudang Jeruk Gulung	Agam Baihaqi Habib	Arista Yudhistira Dwi Cahyono
10.	Kepala Gudang Nambangan Kidul	Anas Hery K.	Sonjaya Dony Al Aziz Hudi S.
11.	Kepala Gudang Geneng	Didik Sumartono	Radhit Setia B. Deddy K.
12.	Kepala Gudang Kenten	Hayu B. Santono	Ibnu Rusyidi M. Abdulloh





Y1.4	Pearson Correlation	.39 1*	.47 1**	.07 8	1	.69 5**	.31 3	.39 1*	.38 7*	.42 2*	.61 8**	.26 9	.52 2**	.36 0*	.40 9*	.52 2**	.48 3**	.60 0**	.48 5**	.29 6	.41 9*	.20 3	.11 5	.08 1	.115	.68 4**
	Sig. (2- tailed)	.02 7	.00 7	.67 0		.00 0	.08 1	.02 7	.02 9	.01 6	.00 0	.13 6	.00 2	.04 3	.02 0	.00 2	.00 5	.00 0	.00 5	.10 0	.01 7	.26 4	.53 1	.66 0	.531	.00 0
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.5	Pearson Correlation	.50 7**	.57 1**	.33 9	.69 5**	1	.58 3**	.63 9**	.53 2**	.40 7*	.81 3**	.35 3*	.30 5	.14 1	.30 5	.52 3**	.33 0	.56 6**	.35 3*	.50 3**	.45 2**	.16 2	.26 7	.25 5	.139	.75 0**
	Sig. (2- tailed)	.00 3	.00 1	.05 8	.00 0		.00 0	.00 0	.00 2	.02 1	.00 0	.04 8	.09 0	.44 1	.09 0	.00 2	.06 5	.00 1	.04 8	.00 3	.00 9	.37 6	.14 0	.15 9	.447	.00 0
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.6	Pearson Correlation	.08 0	.56 4**	.28 7	.31 3	.58 3**	1	.79 0**	.47 2**	.40 6*	.35 7*	.47 8**	.14 0	.33 2	.14 0	.14 0	.11 5	.17 4	- 0.084	.40 2*	.20 4	- 0.046	.14 6	.22 8	.009	.50 3**
	Sig. (2- tailed)	.66 4	.00 1	.11 2	.08 1	.00 0		.00 0	.00 6	.02 1	.04 5	.00 6	.44 5	.06 3	.44 5	.44 5	.53 2	.34 1	.64 6	.02 3	.26 3	.80 5	.42 6	.20 9	.963	.00 3
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.7	Pearson Correlation	.16 9	.74 1**	.37 2*	.39 1*	.63 9**	.79 0**	1	.55 9**	.35 8*	.42 3*	.53 5**	.21 9	.40 2*	.33 4	.21 9	.06 3	.39 1*	.09 6	.22 6	.13 6	- 0.096	.06 3	.15 2	.063	.57 6**
	Sig. (2- tailed)	.35 6	.00 0	.03 6	.02 7	.00 0	.00 0		.00 1	.04 4	.01 6	.00 2	.22 8	.02 3	.06 1	.22 8	.73 0	.02 7	.60 1	.21 3	.45 7	.60 0	.73 3	.40 5	.733	.00 1
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.8	Pearson Correlation	.16 4	.37 5*	.09 1	.38 7*	.53 2**	.47 2**	.55 9**	1	.02 6	.44 1*	.31 3	.19 1	.26 8	.41 0*	.51 9**	.31 2	.38 7*	.31 3	.45 9**	.19 6	.28 1	.28 6	.34 4	.159	.59 5**







Y1.2	Pearson Correlation	.063	-.102	.081	.115	.267	.146	.063	.286	.158	.345	-.013	.184	.116	.295	.407*	.379*	.246	.305	.453**	.673**	.537**	1	.626**	.611**	.509**	
	Sig. (2-tailed)	.733	.577	.659	.531	.140	.426	.733	.112	.388	.053	.943	.313	.527	.101	.021	.032	.174	.089	.009	.000	.002	1	.000	.000	.003	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.2	Pearson Correlation	.284	-.034	.148	.081	.255	.228	.152	.344	.122	.323	-.039	.133	.181	.352*	.571**	.579**	.210	.483**	.417*	.670**	.627**	.626**	1	.753**	.596**	
	Sig. (2-tailed)	.115	.855	.418	.660	.159	.209	.405	.054	.505	.071	.831	.467	.321	.048	.001	.001	.248	.005	.018	.000	.000	.000	1	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y.1.2	Pearson Correlation	.197	-.102	-.043	.115	.139	.009	.063	.159	.050	.216	-.226	.184	.116	.295	.518**	.610**	.246	.517**	.219	.559**	.537**	.611**	.753**	1	.475**	
	Sig. (2-tailed)	.280	.577	.817	.531	.447	.963	.733	.385	.784	.234	.215	.313	.527	.101	.002	.000	.174	.002	.229	.001	.002	.000	.000	1	.006	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y	Pearson Correlation	.445*	.529**	.325	.684**	.750**	.503**	.576**	.595**	.512**	.723**	.344	.635**	.550**	.672**	.767**	.645**	.684**	.664**	.669**	.713**	.518**	.509**	.596**	1	.475**	
	Sig. (2-tailed)	.011	.002	.070	.000	.000	.003	.000	.000	.003	.000	.054	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.003	.000	1	.006	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\* . Correlation is significant at the 0.01 level (2-tailed).

### Hasil Pengujian Kedua Validitas Kinerja Karyawan







	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.9	Pearson Correlation	.135	.232	.422*	.407*	.406*	.358*	.026	1	.446*	.360*	.413*	.360*	.268	.051	.313	.165	.278	.393*	.113	.158	.122	.050	.512**
	Sig. (2-tailed)	.460	.201	.016	.021	.021	.044	.886		.011	.043	.019	.043	.138	.782	.081	.367	.123	.026	.539	.388	.505	.784	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.10	Pearson Correlation	.423*	.284	.618**	.813**	.357*	.423*	.441*	1	.337	.176	.447*	.558**	.379*	.488**	.499**	.434*	.515**	.099	.345	.323	.216	.723**	
	Sig. (2-tailed)	.016	.116	.000	.000	.045	.016	.012		.059	.336	.010	.001	.033	.005	.004	.013	.003	.589	.053	.071	.234	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.12	Pearson Correlation	-.011	.299	.522**	.305	.140	.219	.191	.360*	.337	1	.674**	.618**	.618**	.431*	.635**	.604**	.464**	.413*	.301	.184	.133	.184	.635**
	Sig. (2-tailed)	.953	.097	.002	.090	.445	.228	.294	.043	.059		.000	.000	.000	.014	.000	.000	.008	.019	.094	.313	.467	.313	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.13	Pearson Correlation	-.162	.356*	.360*	.141	.332	.402*	.268	.413*	.176	.674**	1	.674**	.392*	.286	.360*	.380*	.320	.162	.157	.116	.181	.116	.550**





N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.21 Pearson Correlation	.259	.060	.203	.162	-.046	-.096	.281	.113	.099	.301	.157	.301	.498**	.440*	.320	.446*	.490**	.661**	1	.537**	.627**	.537**	.518**
Sig. (2-tailed)	.152	.743	.264	.376	.805	.600	.119	.539	.589	.094	.391	.094	.004	.012	.075	.011	.004	.000	1	.002	.000	.002	.002
N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.22 Pearson Correlation	.063	-.102	.115	.267	.146	.063	.286	.158	.345	.184	.116	.295	.407*	.379*	.246	.305	.453**	.673**	.537**	1	.626**	.611**	.509**
Sig. (2-tailed)	.733	.577	.531	.140	.426	.733	.112	.388	.053	.313	.527	.101	.021	.032	.174	.089	.009	.000	.002	1	.000	.000	.003
N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y1.23 Pearson Correlation	.284	-.034	.081	.255	.228	.152	.344	.122	.323	.133	.181	.352*	.571**	.579**	.210	.483**	.417*	.670**	.627**	.626**	1	.753**	.596**
Sig. (2-tailed)	.115	.855	.660	.159	.209	.405	.054	.505	.071	.467	.321	.048	.001	.001	.248	.005	.018	.000	.000	.000	1	.000	.000
N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Y.1.24 Pearson Correlation	.197	-.102	.115	.139	.009	.063	.159	.050	.216	.184	.116	.295	.518**	.610**	.246	.517**	.219	.559**	.537**	.611**	.753**	1	.475**

	Sig. (2-tailed)	.280	.577	.531	.447	.963	.733	.385	.784	.234	.313	.527	.101	.002	.000	.174	.002	.229	.001	.002	.000	.000		.006	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Kinerja Karya	Pearson Correlation	.445*	.529**	.684**	.750**	.503**	.576**	.595**	.512**	.723**	.635**	.550**	.672**	.767**	.645**	.684**	.664**	.669**	.713**	.518**	.509**	.596**	.475**		1
	Sig. (2-tailed)	.011	.002	.000	.000	.003	.001	.000	.003	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.002	.003	.000	.006		
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

**Hasil Pengujian Pertama Validitas Budaya Organisasi**  
**Correlations**

	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	X1
X1.1	1	.466**	.036	.512**	.187	.364*	.364*	.297	.488**	.394*	.272	.072	.365*	.376*	.111	.332	.294	.277	.222	.184	.476**	.222	.455**	.242	.454**	.228	.344	.400*	.520**
		.007	.847	.003	.305	.040	.040	.098	.005	.026	.133	.695	.040	.034	.547	.063	.102	.125	.222	.312	.006	.222	.009	.183	.009	.210	.054	.023	.020



N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X1 Pears .5 on Corre lation Sig. (2- tailed ) N	.1 87	.2 15	.1 97	.2 42	1	.3 94 *	.3 94 *	.3 10	.1 59	.39 6*	.22 6	.27 3	.39 9*	.18 3	.03 6	.50 5**	.21 8	.21 0	.42 4*	.22 7	.15 4	.27 3	.36 8*	.1 24	.35 1*	.01 6	.35 9*	.21 0	.4 49 **				
	.3 05	.2 37	.2 81	.1 82		.0 26	.0 26	.0 85	.3 86	.02 5	.21 4	.13 0	.02 4	.31 6	.84 5	.00 3	.23 1	.24 9	.01 6	.21 2	.39 9	.13 1	.03 8	.4 98	.04 9	.93 0	.04 4	.24 9	.0 10				
X1 Pears .6 on Corre lation Sig. (2- tailed ) N	.3 64 *	.2 70	.2 26	.0 44	.3 94 *	.5 76 **	.7 89 **	.3 26	.18 7	.27 2	.20 0	.65 3**	.37 6*	.11 1	.50 7**	.29 4	.40 0*	.37 7*	.44 1*	.32 2	.22 2	.45 5**	.5 23 **	.45 4**	.05 0	.34 4	.40 0*	.6 05 **					
	.0 40	.1 35	.2 15	.8 12	.0 26	.0 01	.0 00	.0 69	.30 5	.13 3	.27 1	.00 0	.03 4	.54 7	.00 3	.10 2	.02 3	.03 4	.01 2	.07 2	.22 2	.00 9	.0 02	.00 9	.78 6	.05 4	.02 3	.0 00					
X1 Pears .7 on Corre lation Sig. (2- tailed ) N	.3 64 *	.2 70	.2 26	.2 78	.3 94 *	.5 76 **	.6 1 25 **	.3 26	.39 4*	.48 3**	.32 9	.65 3**	.56 4**	.11 1	.50 7**	.29 4	.52 3**	.37 7*	.44 1*	.16 8	.37 7*	.45 5**	.5 23 **	.32 9	.05 0	.34 4	.40 0*	.6 43 **					
	.0 40	.1 35	.2 15	.1 24	.0 26	.0 01	.0 00	.0 69	.02 6	.00 5	.06 6	.00 0	.00 1	.54 7	.00 3	.10 2	.00 2	.03 4	.01 2	.35 8	.03 4	.00 9	.0 02	.06 6	.78 6	.05 4	.02 3	.0 00					

















N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X1 Pears on Correlation Sig. (2-tailed)	.520**	.311	.202	.530**	.449**	.605**	.643**	.640**	.655**	.615**	.730**	.368*	.831**	.739**	.426*	.737**	.764**	.764**	.785**	.732**	.731**	.633**	.725**	.785**	.775**	.350*	.588**	.588**	1	
N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

**Hasil Pengujian Kedua Validitas Budaya Organisasi Correlations**

	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	X1	Budaya Organisasi
	.1	.4	.5	.6	.7	.8	.9	.10	.11	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.28				
X1.1 Pears on Correlation Sig. (2-tailed)	1	.512**	.187	.364*	.364*	.297	.488**	.394*	.272	.072	.365*	.376*	.111	.332	.294	.277	.222	.184	.476**	.222	.455**	.242	.454**	.228	.344	.400*				.520**
		.003	.305	.040	.040	.098	.005	.026	.133	.695	.040	.034	.547	.063	.102	.125	.222	.312	.006	.222	.009	.183	.009	.210	.054	.023				.002







X1.1 0	Pears on Correl ation Sig. (2- tailed) N	.39 4*	.47 0**	.39 6*	.18 7	.39 4*	.15 0	.63 4**	1	.63 9**	.39 9*	.39 9*	.54 9**	.20 0	.50 5**	.46 2**	.33 0	.57 4**	.22 7	.45 4**	.27 3	.36 8*	.39 8*	.35 1*	.01 6	.35 9*	.45 0**	.615* *	.000	32
X1.1 1	Pears on Correl ation Sig. (2- tailed) N	.27 2	.42 4*	.22 6	.27 2	.48 3**	.35 9*	.81 4**	.63 9**	1	.31 3	.64 4**	.75 2**	.56 3**	.54 0**	.45 9**	.46 1**	.55 0**	.45 7**	.60 0**	.39 6*	.36 1*	.60 2**	.42 3*	.30 5	.41 5*	.33 8	.730* *	.000	32
X1.1 2	Pears on Correl ation Sig. (2- tailed) N	.07 2	.08 8	.27 3	.20 0	.32 9	.13 7	.29 6	.39 9*	.31 3	1	.34 3	.34 1	.07 0	.44 2*	.32 7	.33 5	.38 6*	.24 3	.16 9	.01 2	.10 8	.30 3	.05 7	- 8	- 2	- 7	.368* *	.038	32

X1.1 3	Pears on Correl ation Sig. (2- tailed) N	.36 5*	.20 9	.39 9*	.65 3**	.65 3**	.63 4**	.55 3**	.39 9*	.64 4**	.34 3	1	.63 9**	.35 4*	.57 4**	.58 9**	.73 2**	.74 2**	.70 3**	.43 4*	.42 7*	.54 6**	.62 4**	.62 8**	.17 7	.47 6**	.39 7*	.831* *	.000	32
X1.1 4	Pears on Correl ation Sig. (2- tailed) N	.37 6*	.41 5*	.18 3	.37 6*	.56 4**	.43 6*	.72 2**	.54 9**	.75 2**	.34 1	.63 9**	1	.44 8*	.61 9**	.55 6**	.54 6**	.68 5**	.45 5**	.54 5**	.41 1*	.48 2**	.62 3**	.33 3	.00 0	.16 8	.43 6*	.739* *	.000	32
X1.1 5	Pears on Correl ation Sig. (2- tailed) N	.11 1	.47 6**	.03 6	.11 1	.11 1	.05 7	.51 7**	.20 0	.56 3**	.07 0	.35 4*	.44 8*	1	.30 8	.25 2	.26 9	.28 4	.23 6	.34 0	.16 1	.16 5	.29 7	.18 7	.19 0	.06 6	-. 02 4	.426* *	.015	32

X1.1 6	Pears on Correl ation Sig. (2- tailed) N	.33 2	.20 4	.50 5**	.50 7**	.50 7**	.39 7*	.53 6**	.50 5**	.54 0**	.44 2*	.57 4**	.61 9**	.30 8	1	.49 4**	.58 2**	.61 2**	.40 2*	.51 0**	.48 5**	.53 5**	.56 8**	.50 3**	.16 0	.14 7	.38 0*	.737* *	.000	32
X1.1 7	Pears on Correl ation Sig. (2- tailed) N	.29 4	.47 6**	.21 8	.29 4	.29 4	.44 3*	.38 5*	.46 2**	.45 9**	.32 7	.58 9**	.55 6**	.25 2	.49 4**	1	.74 6**	.79 5**	.58 4**	.65 7**	.42 9*	.52 0**	.52 8**	.67 7**	.27 9	.40 0*	.31 0	.764* *	.000	32
X1.1 8	Pears on Correl ation Sig. (2- tailed) N	.27 7	.20 4	.21 0	.40 0*	.52 3**	.42 9*	.37 8*	.33 0	.46 1**	.33 5	.73 2**	.54 6**	.26 9	.58 2**	.74 6**	1	.67 3**	.70 8**	.55 8**	.49 3**	.57 2**	.67 3**	.58 2**	.18 0	.27 6	.28 6	.764* *	.000	32





X1.2 5	Pears on Correl ation Sig. (2- tailed) N	.45 4**	.31 1	.35 1*	.45 4**	.32 9	.55 8**	.28 9	.35 1*	.42 3*	.05 7	.62 8**	.33 3	.18 7	.50 3**	.67 7**	.58 2**	.57 1**	.62 6**	.64 8**	.66 2**	.65 3**	.55 1**	1	.56 4**	.64 6**	.50 9**	.775* *	.000	32
X1.2 6	Pears on Correl ation Sig. (2- tailed) N	.22 8	.15 9	.01 6	.05 0	.05 0	.16 3	.27 3	.01 6	.30 5	-.16 8	.17 7	.00 0	.19 0	.16 0	.27 9	.18 0	-.05 7	.27 6	.37 4*	.46 1**	.18 9	.26 9	.56 4**	1	.50 7**	.28 4	.350* *	.049	32
X1.2 7	Pears on Correl ation Sig. (2- tailed) N	.34 4	.44 5*	.35 9*	.34 4	.34 4	.42 3*	.29 2	.35 9*	.41 5*	-.07 2	.47 6**	.16 8	.06 6	.14 7	.40 0*	.27 6	.36 4*	.41 7*	.42 2*	.50 2**	.55 6**	.35 4*	.64 6**	.50 7**	1	.60 6**	.588* *	.000	32

X1.2 8	Pears on Correl ation Sig. (2- tailed) N	.40 0*	.33 9	.21 0	.40 0*	.40 0*	.52 4**	.37 8*	.45 0**	.33 8	- 03 7	.39 7*	.43 6*	- 02 4	.38 0*	.31 0	.28 6	.40 4*	.33 5	.37 9*	.58 3**	.49 3**	.42 9*	.50 9**	.28 4	.60 6**	1	.588* *	.000	32
Buda ya Orga nisasi	Pears on Correl ation Sig. (2- tailed) N	.52 0**	.53 0**	.44 9**	.60 5**	.64 3**	.64 0**	.65 5**	.61 5**	.73 0**	.36 8*	.83 1**	.73 9**	.42 6*	.73 7**	.76 4**	.76 4**	.78 5**	.73 2**	.73 1**	.63 3**	.72 5**	.78 5**	.77 5**	.35 0*	.58 8**	.58 8**	1		32

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



### Hasil Pengujian Validitas Motivasi Kerja

#### Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	Motivasi Kerja
X2.1 Pearson Correlation	1	.692**	.264	.426*	.274	.274	.222	.207	.247	.073	.192	-.061	-.004	.427*	.084	.271	.205	.218	.455**	.466**	.450**
X2.1 Sig. (2-tailed)		.000	.144	.015	.128	.128	.223	.255	.172	.693	.292	.740	.981	.015	.646	.134	.261	.231	.009	.007	.010
X2.1 N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X2.2 Pearson Correlation	.692**	1	.382*	.408*	.485**	.573**	.082	.299	.056	.281	.376*	.176	.097	.353*	.122	.391*	.394*	.216	.559**	.574**	.587**
X2.2 Sig. (2-tailed)	.000		.031	.020	.005	.001	.656	.096	.759	.119	.034	.335	.596	.048	.506	.027	.026	.235	.001	.001	.000



X2.7	Pearson Correlation Sig. (2- tailed) N	.222 .223 32	.082 .656 32	.215 .238 32	.254 .161 32	.304 .090 32	.304 .090 32	1 .023 32	.400 .005 32	.486 .596 32	.097 .287 32	.194 .266 32	.203 .019 32	.413 .058 32	.338 .487 32	.128 .496 32	.125 .033 32	.378 .150 32	.260 .080 32	.314 .053 32	.346 .053 32	.442* .011 32	
X2.8	Pearson Correlation Sig. (2- tailed) N	.207 .255 32	.299 .096 32	.552** .001 32	.496** .004 32	.654** .000 32	.453** .009 32	.400* .023 32	1 .000 32	.608** .010 32	.447* .023 32	.402* .093 32	.302 .152 32	.259 .022 32	.403* .298 32	.190 .309 32	.186 .001 32	.563** .128 32	.275 .000 32	.695** .000 32	.740** .000 32	.690** .000 32	
X2.9	Pearson Correlation Sig. (2- tailed) N	.247 .172 32	.056 .759 32	.411* .020 32	.473** .006 32	.199 .274 32	.199 .274 32	.486** .005 32	.608** .000 32	1 .064 32	.331 .025 32	.394* .114 32	.285 .260 32	.205 .024 32	.398* .411 32	.150 .890 32	- .076 32	.026 .180 32	.318 .006 32	.243 .002 32	.473** .002 32	.522** .002 32	.511** .003 32
X2.10	Pearson Correlation Sig. (2- tailed) N	.073 .693 32	.281 .119 32	.390* .027 32	.335 .061 32	.526** .002 32	.426* .015 32	.097 .596 32	.447* .010 32	.331 .064 32	1 .000 32	.789** .001 32	.551** .232 32	.217 .049 32	.351* .175 32	.246 .027 32	.392* .003 32	.504** .062 32	.333 .023 32	.402* .009 32	.452** .009 32	.632** .000 32	
X2.11	Pearson Correlation	.192	.376* .469**	.416* .416*	.532** .532**	.532** .194	.194	.402* .394*	.394* .789**	.789** 1	.616** .152	.152	.392* .289	.289	.544** .438*	.438* .255	.255	.560** .498**	.498** .701**	.701**	.701**		



X2.16	Pearson Correlation Sig. (2- tailed) N	.271 .134 32	.391* .027 32	.196 .283 32	.238 .190 32	.538** .001 32	.618** .000 32	.125 .496 32	.186 .309 32	- .890 32	.392* .027 32	.544** .001 32	.359* .044 32	.238 .190 32	.598** .000 32	.587** .000 32	1 .000 32	.669** .002 32	.528** .000 32	.601** .000 32	.544** .001 32	.681** .000 32
X2.17	Pearson Correlation Sig. (2- tailed) N	.205 .261 32	.394* .026 32	.387* .029 32	.461** .008 32	.559** .001 32	.671** .000 32	.378* .033 32	.563** .001 32	.318 .076 32	.504** .003 32	.438* .012 32	.447* .010 32	.461** .008 32	.671** .000 32	.563** .001 32	.669** .000 32	1 .001 32	.564** .000 32	.756** .000 32	.814** .000 32	.834** .000 32
X2.18	Pearson Correlation Sig. (2- tailed) N	.218 .231 32	.216 .235 32	.049 .792 32	.375* .034 32	.140 .445 32	.252 .164 32	.260 .150 32	.275 .128 32	.243 .180 32	.333 .062 32	.255 .159 32	.168 .358 32	.243 .180 32	.728** .000 32	.500** .004 32	.528** .002 32	.564** .001 32	1 .001 32	.576** .001 32	.506** .003 32	.570** .001 32
X2.19	Pearson Correlation Sig. (2- tailed) N	.455** .009 32	.559** .001 32	.423* .016 32	.506** .003 32	.507** .003 32	.507** .003 32	.314 .080 32	.695** .000 32	.473** .006 32	.402* .023 32	.560** .001 32	.338 .058 32	.373* .035 32	.676** .000 32	.354* .047 32	.601** .000 32	.756** .000 32	.576** .001 32	1 .000 32	.939** .000 32	.844** .000 32
X2.20	Pearson Correlation	.466**	.574**	.469**	.548**	.532**	.532**	.346	.740**	.522**	.452**	.498**	.280	.416*	.616**	.289	.544**	.814**	.506**	.939**	1	.846**

	Sig. (2-tailed)	.007	.001	.007	.001	.002	.002	.053	.000	.002	.009	.004	.121	.018	.000	.109	.001	.000	.003	.000		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Motivasi Kerja	Pearson Correlation	.450**	.587**	.601**	.697**	.741**	.758**	.442*	.690**	.511**	.632**	.701**	.608**	.449**	.778**	.600**	.681**	.834**	.570**	.844**	.846**	1
	Sig. (2-tailed)	.010	.000	.000	.000	.000	.000	.011	.000	.003	.000	.000	.000	.010	.000	.000	.000	.000	.001	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Hasil Pengujian Validitas Motivasi Kerja

**Correlations**

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	Motivasi Kerja	
X2.1	1	.692**	.264	.426*	.274	.274	.222	.207	.247	.073	.192	-.061	-.004	.427*	.084	.271	.205	.218	.455**	.466**	.450**	
			.000	.144	.015	.128	.128	.223	.255	.172	.693	.292	.740	.981	.015	.646	.134	.261	.231	.009	.007	.010
			32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
X2.2	.692**	1	.382*	.408*	.485**	.573**	.082	.299	.056	.281	.376*	.176	.097	.353*	.122	.391*	.394*	.216	.559**	.574**	.587**	



X2.7	Pearson Correlation Sig. (2- tailed) N	.222 .223 32	.082 .656 32	.215 .238 32	.254 .161 32	.304 .090 32	.304 .090 32	1 .023 32	.400 .005 32	.486 .596 32	.097 .287 32	.194 .266 32	.203 .019 32	.413 .058 32	.338 .487 32	.128 .496 32	.125 .033 32	.378 .150 32	.260 .080 32	.314 .053 32	.346 .053 32	.442* .011 32	
X2.8	Pearson Correlation Sig. (2- tailed) N	.207 .255 32	.299 .096 32	.552** .001 32	.496** .004 32	.654** .000 32	.453** .009 32	.400* .023 32	1 .000 32	.608** .010 32	.447* .023 32	.402* .093 32	.302 .152 32	.259 .022 32	.403* .298 32	.190 .309 32	.186 .001 32	.563** .128 32	.275 .000 32	.695** .000 32	.740** .000 32	.690** .000 32	
X2.9	Pearson Correlation Sig. (2- tailed) N	.247 .172 32	.056 .759 32	.411* .020 32	.473** .006 32	.199 .274 32	.199 .274 32	.486** .005 32	.608** .000 32	1 .064 32	.331 .025 32	.394* .114 32	.285 .260 32	.205 .024 32	.398* .411 32	.150 .890 32	- .076 32	.026 .180 32	.318 .006 32	.243 .002 32	.473** .002 32	.522** .002 32	.511** .003 32
X2.10	Pearson Correlation Sig. (2- tailed) N	.073 .693 32	.281 .119 32	.390* .027 32	.335 .061 32	.526** .002 32	.426* .015 32	.097 .596 32	.447* .010 32	.331 .064 32	1 .000 32	.789** .001 32	.551** .232 32	.217 .049 32	.351* .175 32	.246 .027 32	.392* .003 32	.504** .062 32	.333 .023 32	.402* .009 32	.452** .009 32	.632** .000 32	
X2.11	Pearson Correlation	.192	.376* .469**	.416* .416*	.532** .532**	.532** .194	.194	.402* .394*	.394* .789**	.789** 1	.616** .152	.152	.392* .289	.289	.544** .438*	.438* .255	.255	.560** .498**	.498** .701**	.701**	.701**	.701**	



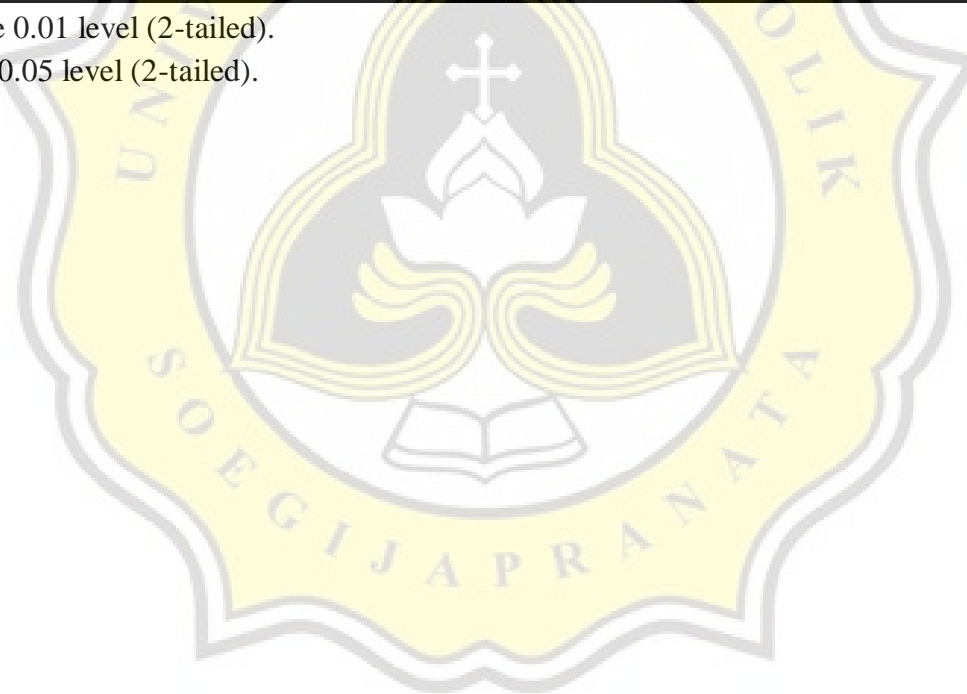


X2.16	Pearson Correlation Sig. (2- tailed) N	.271 .134 32	.391* .027 32	.196 .283 32	.238 .190 32	.538** .001 32	.618** .000 32	.125 .496 32	.186 .309 32	- .890 32	.392* .027 32	.544** .001 32	.359* .044 32	.238 .190 32	.598** .000 32	.587** .000 32	1 .000 32	.669** .002 32	.528** .000 32	.601** .000 32	.544** .001 32	.681** .000 32
X2.17	Pearson Correlation Sig. (2- tailed) N	.205 .261 32	.394* .026 32	.387* .029 32	.461** .008 32	.559** .001 32	.671** .000 32	.378* .033 32	.563** .001 32	.318 .076 32	.504** .003 32	.438* .012 32	.447* .010 32	.461** .008 32	.671** .000 32	.563** .001 32	.669** .000 32	1 .001 32	.564** .000 32	.756** .000 32	.814** .000 32	.834** .000 32
X2.18	Pearson Correlation Sig. (2- tailed) N	.218 .231 32	.216 .235 32	.049 .792 32	.375* .034 32	.140 .445 32	.252 .164 32	.260 .150 32	.275 .128 32	.243 .180 32	.333 .062 32	.255 .159 32	.168 .358 32	.243 .180 32	.728** .000 32	.500** .004 32	.528** .002 32	.564** .001 32	1 .001 32	.576** .001 32	.506** .003 32	.570** .001 32
X2.19	Pearson Correlation Sig. (2- tailed) N	.455** .009 32	.559** .001 32	.423* .016 32	.506** .003 32	.507** .003 32	.507** .003 32	.314 .080 32	.695** .000 32	.473** .006 32	.402* .023 32	.560** .001 32	.338 .058 32	.373* .035 32	.676** .000 32	.354* .047 32	.601** .000 32	.756** .000 32	.576** .001 32	1 .000 32	.939** .000 32	.844** .000 32
X2.20	Pearson Correlation	.466**	.574**	.469**	.548**	.532**	.532**	.346	.740**	.522**	.452**	.498**	.280	.416*	.616**	.289	.544**	.814**	.506**	.939**	1	.846**

	Sig. (2-tailed)	.007	.001	.007	.001	.002	.002	.053	.000	.002	.009	.004	.121	.018	.000	.109	.001	.000	.003	.000		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Motivasi Kerja	Pearson Correlation	.450**	.587**	.601**	.697**	.741**	.758**	.442*	.690**	.511**	.632**	.701**	.608**	.449**	.778**	.600**	.681**	.834**	.570**	.844**	.846**	1
	Sig. (2-tailed)	.010	.000	.000	.000	.000	.000	.011	.000	.003	.000	.000	.000	.010	.000	.000	.000	.000	.001	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



## LAMPIRAN 4 UJI RELIABILITAS

Uji Reliabilitas Kinerja Karyawan

### Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.921	22

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	92.22	50.176	.364	.921
Y1.2	92.25	49.097	.416	.921
Y1.4	92.19	48.222	.649	.916
Y1.5	92.09	47.765	.696	.915
Y1.6	92.25	49.935	.412	.920
Y1.7	92.22	49.402	.481	.919
Y1.8	92.31	48.802	.541	.918
Y1.9	92.22	49.015	.418	.921
Y1.10	92.13	47.984	.668	.915
Y1.12	92.28	47.693	.607	.916
Y1.13	92.25	48.581	.481	.919
Y1.14	92.28	47.370	.649	.916
Y1.15	92.28	46.467	.769	.913
Y1.16	92.16	47.749	.625	.916
Y1.17	92.19	48.157	.659	.916
Y1.18	92.19	47.125	.646	.916
Y1.19	92.19	47.706	.639	.916
Y1.20	92.03	47.128	.700	.915
Y1.21	92.13	48.694	.493	.919
Y1.22	91.97	49.322	.475	.919
Y1.23	92.03	48.612	.570	.917
Y.1.24	91.97	49.386	.465	.919

## Uji Reliabilitas Budaya Organisasi

**Case Processing Summary**

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.943	26

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	101.47	69.676	.471	.942
X1.4	101.63	70.048	.461	.942
X1.5	101.53	70.064	.399	.943
X1.6	101.47	69.096	.563	.941
X1.7	101.47	68.838	.604	.941
X1.8	101.50	67.677	.599	.941
X1.9	101.56	67.415	.626	.941
X1.10	101.53	68.902	.577	.941
X1.11	101.66	68.104	.721	.940
X1.12	101.75	69.226	.304	.946
X1.13	101.41	65.023	.815	.938
X1.14	101.56	67.480	.723	.940
X1.15	101.78	69.789	.350	.944
X1.16	101.53	67.160	.710	.940
X1.17	101.34	64.684	.734	.939
X1.18	101.31	64.480	.738	.939
X1.19	101.38	65.919	.770	.939
X1.20	101.38	65.081	.712	.939
X1.21	101.59	66.378	.711	.939
X1.22	101.38	67.274	.608	.941
X1.23	101.34	65.652	.698	.940
X1.24	101.47	65.225	.772	.939
X1.25	101.44	64.512	.750	.939
X1.26	101.66	70.297	.306	.944
X1.27	101.50	68.710	.554	.941
X1.28	101.44	69.673	.555	.942

## Uji Reliabilitas Motivasi Kerja

## Uji Reliabilitas Motivasi Kerja

		N	%
Cases	Valid	32	100.0
	Excluded <sup>a</sup>	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

## Reliability Statistics

Cronbach's Alpha	N of Items
.928	20



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	83.72	46.402	.395	.928
X2.2	83.63	44.242	.521	.927
X2.3	83.44	45.222	.553	.926
X2.4	83.47	44.644	.659	.924
X2.5	83.56	43.544	.701	.923
X2.6	83.56	43.415	.720	.922
X2.7	83.59	46.701	.392	.928
X2.8	83.38	43.984	.644	.924
X2.9	83.41	45.797	.456	.928
X2.10	83.34	44.426	.579	.925
X2.11	83.28	44.402	.661	.924
X2.12	83.31	44.609	.553	.926
X2.13	83.47	46.322	.391	.929
X2.14	83.31	43.254	.743	.922
X2.15	83.38	44.694	.545	.926
X2.16	83.41	42.830	.621	.925
X2.17	83.31	43.448	.809	.921
X2.18	83.34	45.330	.518	.926
X2.19	83.25	43.419	.821	.921
X2.20	83.28	43.370	.823	.921

**LAMPIRAN 5**  
**GAMBARAN UMUM RESPONDEN**

**Hasil Pengujian Crosstabulation Berdasarkan Usia dan Jenis Kelamin**

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia * Jenis Kelamin	32	100.0%	0	0.0%	32	100.0%

**Usia \* Jenis Kelamin Crosstabulation**

Count

		Jenis Kelamin		Total
		Wanita	Pria	
Usia	21 - 30	6	5	11
	31 - 40	1	12	13
	41 - 50	0	6	6
	51 - 60	0	2	2
	Total	7	25	32

**Hasil Pengujian Crosstabulation Berdasarkan Usia dan Masa Kerja**

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia * Masa Kerja	32	100.0%	0	0.0%	32	100.0%

**Usia \* Masa Kerja Crosstabulation**

Count

		Masa Kerja				Total
		1 - 5	6 - 10	11 - 15	21 - 25	
Usia	21 - 30	5	6	0	0	11
	31 - 40	0	8	5	0	13
	41 - 50	0	1	4	1	6
	51 - 60	0	0	2	0	2
	Total	5	15	11	1	32

### Hasil Pengujian Crosstabulation Berdasarkan Usia dan Tingkat Pendidikan

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia * Tingkat Pendidikan	32	100.0%	0	0.0%	32	100.0%

#### Usia \* Tingkat Pendidikan Crosstabulation

Count

		Tingkat Pendidikan			Total
		SLTA	D3	S1	
Usia	21 - 30	6	1	4	11
	31 - 40	6	0	7	13
	41 - 50	5	0	1	6
	51 - 60	2	0	0	2
Total		19	1	12	32

### Hasil Pengujian Crosstabulation Berdasarkan Jenis Kelamin dan Masa Kerja

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Jenis Kelamin * Masa Kerja	32	100.0%	0	0.0%	32	100.0%

#### Jenis Kelamin \* Masa Kerja Crosstabulation

Count

		Masa Kerja				Total
		1 - 5	6 - 10	11 - 15	21 - 25	
Jenis Kelamin	Wanita	2	4	1	0	7
	Pria	3	11	10	1	25
Total		5	15	11	1	32

### Hasil Pengujian Crosstabulation Berdasarkan Jenis Kelamin dan Tingkat Pendidikan

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Jenis Kelamin * Tingkat Pendidikan	32	100.0%	0	0.0%	32	100.0%

#### Jenis Kelamin \* Tingkat Pendidikan Crosstabulation

Count

		Tingkat Pendidikan			Total
		SLTA	D3	S1	
Jenis Kelamin	Wanita	4	0	3	7
	Pria	15	1	9	25
Total		19	1	12	32

### Hasil Pengujian Crosstabulation Berdasarkan Jenis Kelamin dan Tingkat Pendidikan

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Masa Kerja * Tingkat Pendidikan	32	100.0%	0	0.0%	32	100.0%

#### Masa Kerja \* Tingkat Pendidikan Crosstabulation

Count

		Tingkat Pendidikan			Total
		SLTA	D3	S1	
Masa Kerja	1 - 5	4	1	0	5
	6 - 10	8	0	7	15
	11 - 15	6	0	5	11
	21 - 25	1	0	0	1
Total		19	1	12	32

**LAMPIRAN 6**  
**ANALISIS DESKRIPTIF**

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	21	65.6	65.6	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	18	56.3	56.3	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	20	62.5	62.5	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	17	53.1	53.1	53.1
	5	15	46.9	46.9	100.0
	Total	32	100.0	100.0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	68.8	68.8	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	21	65.6	65.6	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**Y1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	22	68.8	68.8	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

**Y1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	17	53.1	53.1	59.4
	5	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

**Y1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	18	56.3	56.3	56.3
	5	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

**Y1.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	19	59.4	59.4	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**Y1.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	18	56.3	56.3	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

**Y1.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	19	59.4	59.4	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**Y1.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	19	59.4	59.4	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**Y1.16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	17	53.1	53.1	56.3
	5	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

**Y1.17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	20	62.5	62.5	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

**Y1.18**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	16	50.0	50.0	56.3
	5	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

**Y1.19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	18	56.3	56.3	59.4
	5	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

**Y1.20**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	13	40.6	40.6	43.8
	5	18	56.3	56.3	100.0
	Total	32	100.0	100.0	

**Y1.21**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	16	50.0	50.0	53.1
	5	15	46.9	46.9	100.0
	Total	32	100.0	100.0	



**Y1.22**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	13	40.6	40.6	40.6
	5	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

**Y1.23**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	15	46.9	46.9	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

**Y.1.24**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	13	40.6	40.6	40.6
	5	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	27	84.4	84.4	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	28	87.5	87.5	96.9
	5	1	3.1	3.1	100.0
	Total	32	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	27	84.4	84.4	90.6
	5	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	27	84.4	84.4	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	27	84.4	84.4	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	24	75.0	75.0	84.4
	5	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

**X1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	24	75.0	75.0	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	27	84.4	84.4	90.6
	5	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

**X1.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	27	84.4	84.4	96.9
	5	1	3.1	3.1	100.0
	Total	32	100.0	100.0	

**X1.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.3	6.3	6.3
	3	4	12.5	12.5	18.8
	4	24	75.0	75.0	93.8
	5	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

**X1.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	21	65.6	65.6	75.0
	5	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

**X1.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	26	81.3	81.3	90.6
	5	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

**X1.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1	3.1
	3	5	15.6	15.6	18.8
	4	26	81.3	81.3	100.0
	Total	32	100.0	100.0	

**X1.16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	25	78.1	78.1	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	17	53.1	53.1	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**X1.18**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	16	50.0	50.0	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

**X1.19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	22	68.8	68.8	75.0
	5	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

**X1.20**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	18	56.3	56.3	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**X1.21**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	15.6	15.6	15.6
	4	23	71.9	71.9	87.5

	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.22**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	22	68.8	68.8	75.0
	5	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

**X1.23**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	19	59.4	59.4	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**X1.24**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	21	65.6	65.6	78.1
	5	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

**X1.25**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	15.6	15.6	15.6
	4	18	56.3	56.3	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

**X1.26**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	15.6	15.6	15.6
	4	25	78.1	78.1	93.8
	5	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

**X1.27**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	26	81.3	81.3	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X1.28**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	28	87.5	87.5	87.5
	5	4	12.5	12.5	100.0
	Total	32	100.0	100.0	

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	25	78.1	78.1	84.4
	5	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	12.5	12.5	12.5
	4	18	56.3	56.3	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	20	62.5	62.5	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	21	65.6	65.6	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	20	62.5	62.5	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	20	62.5	62.5	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	25	78.1	78.1	78.1
	5	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	16	50.0	50.0	53.1
	5	15	46.9	46.9	100.0
	Total	32	100.0	100.0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	19	59.4	59.4	59.4
	5	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

**X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	15	46.9	46.9	50.0
	5	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

**X2.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	15	46.9	46.9	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

**X2.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	14	43.8	43.8	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

**X2.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	21	65.6	65.6	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

**X2.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	14	43.8	43.8	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

**X2.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	16	50.0	50.0	53.1
	5	15	46.9	46.9	100.0
	Total	32	100.0	100.0	

**X2.16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.1	3.1	3.1
	3	1	3.1	3.1	6.3
	4	14	43.8	43.8	50.0
	5	16	50.0	50.0	100.0



Total	32	100.0	100.0
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**X2.17**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	16	50.0	50.0	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

**X2.18**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	17	53.1	53.1	53.1
5	15	46.9	46.9	100.0
Total	32	100.0	100.0	

**X2.19**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	14	43.8	43.8	43.8
5	18	56.3	56.3	100.0
Total	32	100.0	100.0	

**X2.20**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	15	46.9	46.9	46.9
5	17	53.1	53.1	100.0
Total	32	100.0	100.0	

## Analisis Deskriptif

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	32	4	5	4.34	.483
Y1.2	32	3	5	4.31	.592
Y1.4	32	4	5	4.38	.492
Y1.5	32	4	5	4.47	.507
Y1.6	32	4	5	4.31	.471
Y1.7	32	4	5	4.34	.483
Y1.8	32	3	5	4.25	.508
Y1.9	32	3	5	4.34	.602
Y1.10	32	4	5	4.44	.504
Y1.12	32	3	5	4.28	.581
Y1.13	32	3	5	4.31	.592
Y1.14	32	3	5	4.28	.581
Y1.15	32	3	5	4.28	.581
Y1.16	32	3	5	4.41	.560
Y1.17	32	4	5	4.37	.492
Y1.18	32	3	5	4.38	.609
Y1.19	32	3	5	4.38	.554
Y1.20	32	3	5	4.53	.567
Y1.21	32	3	5	4.44	.564
Y1.22	32	4	5	4.59	.499
Y1.23	32	4	5	4.53	.507
Y1.24	32	4	5	4.59	.499
X1.1	32	3	5	4.09	.390
X1.4	32	3	5	3.94	.354
X1.5	32	3	5	4.03	.400
X1.6	32	3	5	4.09	.390
X1.7	32	3	5	4.09	.390
X1.8	32	3	5	4.06	.504
X1.9	32	3	5	4.00	.508
X1.10	32	3	5	4.03	.400
X1.11	32	3	5	3.91	.390
X1.12	32	2	5	3.81	.644
X1.13	32	3	5	4.16	.574
X1.14	32	3	5	4.00	.440
X1.15	32	2	4	3.78	.491
X1.16	32	3	5	4.03	.474
X1.17	32	3	5	4.22	.659
X1.18	32	3	5	4.25	.672
X1.19	32	3	5	4.19	.535
X1.20	32	3	5	4.19	.644

X1.21	32	3	5	3.97	.538
X1.22	32	3	5	4.19	.535
X1.23	32	3	5	4.22	.608
X1.24	32	3	5	4.09	.588
X1.25	32	3	5	4.13	.660
X1.26	32	3	5	3.91	.466
X1.27	32	3	5	4.06	.435
X1.28	32	4	5	4.13	.336
X2.1	32	3	5	4.09	.466
X2.2	32	3	5	4.19	.644
X2.3	32	4	5	4.38	.492
X2.4	32	4	5	4.34	.483
X2.5	32	3	5	4.25	.568
X2.6	32	3	5	4.25	.568
X2.7	32	4	5	4.22	.420
X2.8	32	3	5	4.44	.564
X2.9	32	4	5	4.41	.499
X2.10	32	3	5	4.47	.567
X2.11	32	4	5	4.53	.507
X2.12	32	3	5	4.50	.568
X2.13	32	4	5	4.34	.483
X2.14	32	3	5	4.50	.568
X2.15	32	3	5	4.44	.564
X2.16	32	2	5	4.41	.712
X2.17	32	4	5	4.50	.508
X2.18	32	4	5	4.47	.507
X2.19	32	4	5	4.56	.504
X2.20	32	4	5	4.53	.507
Valid N (listwise)	32				

**LAMPIRAN 7**  
**ANALISIS REGRESI LINIER BERGANDA**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.607 <sup>a</sup>	.369	.325	6.247

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	661.639	2	330.819	8.476	.001 <sup>b</sup>
	Residual	1131.830	29	39.029		
	Total	1793.469	31			

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.343	16.767		2.167	.039
	x1	.315	.145	.361	2.168	.038
	x2	.378	.181	.348	2.090	.045

## LAMPIRAN 8

## UJI T

## Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.607 <sup>a</sup>	.369	.325	6.247

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	661.639	2	330.819	8.476	.001 <sup>b</sup>
	Residual	1131.830	29	39.029		
	Total	1793.469	31			

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.343	16.767		2.167	.039
	x1	.315	.145	.361	2.168	.038
	x2	.378	.181	.348	2.090	.045

## LAMPIRAN 9

## UJI F

## Uji F

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.615 <sup>a</sup>	.378	.335	5.761

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	585.514	2	292.757	8.822	.001 <sup>b</sup>
	Residual	962.361	29	33.185		
	Total	1547.875	31			

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.440	15.037		2.224	.034
	x1	.295	.140	.357	2.114	.043
	x2	.361	.172	.354	2.101	.044

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