

## Lampiran 01. Surat Pelaksanaan Penelitian



**KEMENTERIAN PENDIDIKAN, KEBUDAYAAN, RISET,  
DAN TEKNOLOGI  
UNIVERSITAS PENDIDIKAN GANESHA  
FAKULTAS EKONOMI**

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Nomor : 1938/UN48.13.1/DL/2021  
Lamp. : -  
Hal : *Pengumpulan Data*

Kepada Yth. LPD Kecamatan Kubutambahan  
di tempat.

Dengan hormat, yang bertanda tangan dibawah ini Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa/i tersebut dibawah ini :

Nama : Putu Rika Aryoni  
NIM. : 1817041203  
Fakultas : Ekonomi  
Program Studi : Manajemen

bermaksud mengadakan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon ijin agar mahasiswa kami dapat diterima dan diberikan data ditempat yang Bapak / Ibu pimpin.

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

a.n Dekan,  
Wakil Dekan I  
Fakultas Ekonomi Undiksha,



Dr. Dra. Ni Made Suci, M.Si.  
NIP. 196810291993032001

## Lampiran 02. Kuisiner Penelitian

### KUESIONER

#### **PENGARUH GAYA KEPEMIMPINAN DAN KOMPETENSI PEGAWAI TERHADAP KINERJA PEGAWAI PADA LEMBAGA PERKREDITAN DESA DI KECAMATAN KUBUTAMBAHAN**

Kepada Yth. Para Responden

Dengan hormat,

Saya adalah mahasiswa Program Studi S1 Manajemen Universitas Pendidikan Ganesha yang sedang melakukan penelitian untuk memenuhi tugas akhir sebagai mahasiswa. Penelitian saya ini mengenai “Pengaruh Gaya Kepemimpinan dan Kompetensi Pegawai Terhadap Kinerja Pegawai pada Lembaga Perkreditan Desa di Kecamatan Kubutambahan”. Bersama ini saya mohon kesediaan Bapak/Ibu untuk dapat membantu pengisian kuisiner dalam rangka penelitian yang menjadi tugas akhir berupa skripsi ini.

Identitas Bapak/Ibu sebagai responden akan saya rahasiakan. Informasi yang saya peroleh semata-mata untuk kepentingan akademis. Sehubungan dengan keterbatasan penelitian ini, saya mohon Bapak/Ibu mengisi kuisiner ini dengan segera. Dengan kerendahan hati saya mohon setelah selesai pengisian kuisiner ini, saya harap Bapak/Ibu mengembalikannya. Terimakasih atas perhatiannya.

Peneliti

(Putu Rika Arioni)  
NIM 1817041203

## I. Identitas Responden

1. Nama Responden : .....(boleh tidak diisi)
2. Jabatan : .....
3. Usia : ..... tahun
4. Jenis Kelamin :  Laki-Laki  Perempuan
5. Pendidikan Formal :  SMA/SMK  S1  
 Diploma  S2/S3  
 Lainnya
6. Masa Kerja .....tahun

## II. Petunjuk Pengisian

Berilah jawaban pertanyaan berikut sesuai dengan pendapat anda, dengan cara memberi tanda *checklist* () pada kolom yang tersedia di lembar jawab yang telah disediakan.

Keterangan :

- SS : Sangat Setuju  
S : Setuju  
RG : Ragu-Ragu  
TS : Tidak Setuju  
STS : Sangat Tidak Setuju



### A. Gaya Kepemimpinan

| No | Pernyataan   | Jawaban |   |    |    |     |
|----|--|---------|---|----|----|-----|
|    |  | SS      | S | RG | TS | STS |
| 1  | Pimpinan selalu mengambil keputusan yang tepat sesuai kondisi yang terjadi                     |         |   |    |    |     |
| 2  | Pimpinan dituntut cepat dalam mengambil keputusan  |         |   |    |    |     |
| 3  | Pimpinan harus selalu berupaya mengambil keputusan yang terbaik dalam situasi apapun           |         |   |    |    |     |
| 4  | Pimpinan selalu menghargai pekerjaan pegawai dengan cara memberikan penghargaan/ <i>reward</i> |         |   |    |    |     |
| 5  | Pimpinan selalu memberikan semangat kerja kepada pegawai                                       |         |   |    |    |     |
| 6  | Pimpinan selalu memotivasi pegawai agar bekerja lebih baik                                     |         |   |    |    |     |
| 7  | Pimpinan dalam memberikan instruksi kerja menggunakan bahasa yang mudah dipahami               |         |   |    |    |     |
| 8  | Pimpinan mudah untuk diajak berkomunikasi dan berdiskusi                                       |         |   |    |    |     |
| 9  | Pimpinan memiliki kemampuan yang memadai dalam mengontrol kerja pegawai                        |         |   |    |    |     |
| 10 | Pimpinan harus menunjukkan ketegasan dalam mengendalikan kerja pegawai                         |         |   |    |    |     |
| 11 | Pimpinan selalu bertanggungjawab atas kesalahan yang telah diperbuat                           |         |   |    |    |     |
| 12 | Pimpinan yang baik memiliki kemampuan dalam mengatur emosinya                                  |         |   |    |    |     |
| 13 | Pemimpin menekankan hubungan personal sesama pegawai   |         |   |    |    |     |

## B. Kompetensi

| No | Pernyataan  | Jawaban |   |    |    |     |
|----|---|---------|---|----|----|-----|
|    |   | SS      | S | RG | TS | STS |
| 1  | Pengalaman kerja yang saya miliki dapat memudahkan saya mengerjakan pekerjaan                             |         |   |    |    |     |
| 2  | Pengalaman kerja yang saya miliki dapat membantu mengurangi kesalahan yang saya lakukan pada saat bekerja |         |   |    |    |     |
| 3  | Saya paham dengan pekerjaan yang saya jalani karena sesuai dengan pendidikan yang pernah saya pelajari    |         |   |    |    |     |
| 4  | Latar belakang pendidikan sesuai dengan bidang pekerjaan saya sekarang                                    |         |   |    |    |     |
| 5  | Saya selalu berusaha untuk berpikir strategis demi kemajuan diri saya                                     |         |   |    |    |     |
| 6  | Saya berusaha memunculkan ide baru untuk kemajuan organisasi/instansi tempat saya bekerja                 |         |   |    |    |     |
| 7  | Saya memiliki keterampilan yang baik untuk menyelesaikan pekerjaan saya                                   |         |   |    |    |     |
| 8  | Saya memperoleh pelatihan dan pengembangan keterampilan untuk mendukung pekerjaansaya                     |         |   |    |    |     |

## C. Kinerja Pegawai

| No | Pernyataan  | Jawaban |   |    |    |     |
|----|---|---------|---|----|----|-----|
|    |   | SS      | S | RG | TS | STS |
| 1  | Saya selaluberusaha menunjukkan kualitas kerja yang baik          |         |   |    |    |     |
| 2  | Saya selalu melakukan pekerjaan dengan hasil kerja yang memuaskan |         |   |    |    |     |
| 3  | Saya dapat menyelesaikan pekerjaan yang banyak                    |         |   |    |    |     |
| 4  | Saya tidak pernah menolak pekerjaan apapun                        |         |   |    |    |     |
| 5  | Saya selalu hadir tepat waktu pada saat bekerja                   |         |   |    |    |     |

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 6  | Saya selalu berusaha untuk menyelesaikan tugas yang diberikan secara tepat waktu       |  |  |  |  |  |
| 7  | Saya selaluberusaha beradaptasi dan menyesuaikan diri dengan lingkungan kerja saya     |  |  |  |  |  |
| 8  | Saya selalubekerja sesuai dengan standar mutu yang ditetapkan di tempat saya bekerja   |  |  |  |  |  |
| 9  | Saya berusaha menyelesaikan pekerjaan dengan efektif dan efisien                       |  |  |  |  |  |
| 10 | Saya selaluberusahan menyelesaikan sendiri pekerjaan saya                              |  |  |  |  |  |
| 11 | Saya berusaha mandiri dalam melakukan pekerjaan  |  |  |  |  |  |
| 12 | Saya tidak pernah merepotkan orang lain untuk pekerjaanyang menjadi tanggungjawab saya |  |  |  |  |  |



### Lampiran 03. Data Penelitian

#### 1. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Gaya Kepemimpinan

##### Data Ordinal

| No. | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----------|
| 1   | 5    | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 3     | 4     | 4     | 49       |
| 2   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 4     | 4     | 4     | 51       |
| 3   | 4    | 4    | 4    | 2    | 4    | 4    | 2    | 4    | 2    | 4     | 4     | 2     | 4     | 44       |
| 4   | 5    | 4    | 4    | 4    | 2    | 4    | 4    | 3    | 4    | 2     | 4     | 4     | 2     | 46       |
| 5   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 3     | 4     | 4     | 51       |
| 6   | 4    | 3    | 5    | 3    | 4    | 5    | 3    | 4    | 3    | 4     | 5     | 3     | 4     | 50       |
| 7   | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 3     | 4     | 47       |
| 8   | 3    | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 3     | 4     | 4     | 47       |
| 9   | 3    | 3    | 3    | 3    | 3    | 3    | 5    | 4    | 3    | 3     | 3     | 5     | 3     | 44       |
| 10  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 3     | 4     | 51       |
| 11  | 5    | 5    | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 60       |
| 12  | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 5    | 3    | 3     | 4     | 3     | 5     | 47       |
| 13  | 4    | 2    | 2    | 3    | 3    | 2    | 3    | 3    | 3    | 4     | 2     | 3     | 3     | 37       |
| 14  | 2    | 4    | 5    | 4    | 4    | 2    | 4    | 4    | 4    | 4     | 2     | 4     | 4     | 47       |
| 15  | 2    | 4    | 4    | 3    | 2    | 5    | 3    | 2    | 4    | 2     | 5     | 3     | 2     | 41       |
| 16  | 4    | 4    | 3    | 4    | 5    | 4    | 4    | 4    | 5    | 5     | 4     | 3     | 4     | 53       |
| 17  | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 3     | 4     | 47       |
| 18  | 3    | 4    | 3    | 5    | 3    | 3    | 4    | 3    | 5    | 3     | 3     | 4     | 3     | 46       |
| 19  | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 4     | 4     | 4     | 52       |

| No. | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----------|
| 20  | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3     | 3     | 4     | 3     | 45       |
| 21  | 3    | 4    | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 3     | 4     | 2     | 3     | 37       |
| 22  | 4    | 4    | 4    | 3    | 4    | 5    | 4    | 4    | 5    | 4     | 3     | 4     | 3     | 51       |
| 23  | 3    | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 58       |
| 24  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 4     | 28       |
| 25  | 3    | 2    | 3    | 2    | 2    | 3    | 2    | 2    | 2    | 2     | 3     | 4     | 2     | 32       |
| 26  | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 4     | 3     | 4     | 48       |
| 27  | 3    | 5    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3     | 3     | 4     | 3     | 45       |
| 28  | 4    | 5    | 3    | 5    | 4    | 3    | 3    | 4    | 5    | 4     | 3     | 5     | 4     | 52       |
| 29  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 52       |
| 30  | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 4    | 4    | 5     | 4     | 5     | 4     | 54       |





**Data Interval**

| No. | X1.1  | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9  | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 1   | 4.370 | 1.894 | 2.168 | 3.143 | 3.096 | 2.052 | 3.096 | 3.042 | 2.981 | 2.937 | 2.101 | 3.177 | 3.087 | 37.145   |
| 2   | 3.077 | 2.989 | 3.306 | 3.143 | 3.096 | 3.122 | 3.096 | 3.042 | 2.981 | 1.924 | 3.166 | 3.177 | 3.087 | 39.206   |
| 3   | 3.077 | 2.989 | 3.306 | 1.000 | 3.096 | 3.122 | 1.000 | 3.042 | 1.000 | 2.937 | 3.166 | 1.000 | 3.087 | 31.822   |
| 4   | 4.370 | 2.989 | 3.306 | 3.143 | 1.000 | 3.122 | 3.096 | 1.894 | 2.981 | 1.000 | 3.166 | 3.177 | 1.000 | 34.243   |
| 5   | 3.077 | 2.989 | 3.306 | 3.143 | 3.096 | 3.122 | 3.096 | 3.042 | 2.981 | 2.937 | 2.101 | 3.177 | 3.087 | 39.154   |
| 6   | 3.077 | 1.894 | 4.554 | 2.021 | 3.096 | 4.370 | 1.973 | 3.042 | 1.973 | 2.937 | 4.370 | 2.052 | 3.087 | 38.446   |
| 7   | 3.077 | 1.894 | 3.306 | 2.021 | 3.096 | 3.122 | 1.973 | 3.042 | 1.973 | 2.937 | 3.166 | 2.052 | 3.087 | 34.747   |
| 8   | 2.001 | 1.894 | 2.168 | 3.143 | 3.096 | 2.052 | 3.096 | 3.042 | 2.981 | 2.937 | 2.101 | 3.177 | 3.087 | 34.777   |
| 9   | 2.001 | 1.894 | 2.168 | 2.021 | 1.973 | 2.052 | 4.554 | 3.042 | 1.973 | 1.924 | 2.101 | 4.510 | 1.949 | 32.163   |
| 10  | 3.077 | 2.989 | 3.306 | 3.143 | 3.096 | 3.122 | 3.096 | 3.042 | 2.981 | 2.937 | 3.166 | 2.052 | 3.087 | 39.094   |
| 11  | 4.370 | 4.370 | 4.554 | 3.143 | 3.096 | 4.370 | 3.096 | 4.510 | 2.981 | 4.229 | 4.370 | 3.177 | 4.510 | 50.775   |
| 12  | 2.001 | 2.989 | 3.306 | 2.021 | 1.973 | 3.122 | 1.973 | 4.510 | 1.973 | 1.924 | 3.166 | 2.052 | 4.510 | 35.520   |
| 13  | 3.077 | 1.000 | 1.000 | 2.021 | 1.973 | 1.000 | 1.973 | 1.894 | 1.973 | 2.937 | 1.000 | 2.052 | 1.949 | 23.849   |
| 14  | 1.000 | 2.989 | 4.554 | 3.143 | 3.096 | 1.000 | 3.096 | 3.042 | 2.981 | 2.937 | 1.000 | 3.177 | 3.087 | 35.102   |
| 15  | 1.000 | 2.989 | 3.306 | 2.021 | 1.000 | 4.370 | 1.973 | 1.000 | 2.981 | 1.000 | 4.370 | 2.052 | 1.000 | 29.061   |
| 16  | 3.077 | 2.989 | 2.168 | 3.143 | 4.554 | 3.122 | 3.096 | 3.042 | 4.229 | 4.229 | 3.166 | 2.052 | 3.087 | 41.955   |
| 17  | 3.077 | 1.894 | 3.306 | 2.021 | 3.096 | 3.122 | 1.973 | 3.042 | 1.973 | 2.937 | 3.166 | 2.052 | 3.087 | 34.747   |
| 18  | 2.001 | 2.989 | 2.168 | 4.554 | 1.973 | 2.052 | 3.096 | 1.894 | 4.229 | 1.924 | 2.101 | 3.177 | 1.949 | 34.108   |
| 19  | 4.370 | 2.989 | 3.306 | 3.143 | 3.096 | 3.122 | 3.096 | 3.042 | 1.973 | 2.937 | 3.166 | 3.177 | 3.087 | 40.503   |
| 20  | 3.077 | 2.989 | 2.168 | 3.143 | 1.973 | 2.052 | 3.096 | 1.894 | 2.981 | 1.924 | 2.101 | 3.177 | 1.949 | 32.525   |
| 21  | 2.001 | 2.989 | 2.168 | 1.000 | 1.973 | 2.052 | 1.000 | 1.894 | 1.000 | 1.924 | 3.166 | 1.000 | 1.949 | 24.116   |
| 22  | 3.077 | 2.989 | 3.306 | 2.021 | 3.096 | 4.370 | 3.096 | 3.042 | 4.229 | 2.937 | 2.101 | 3.177 | 1.949 | 39.391   |

| <b>No.</b> | <b>X1.1</b> | <b>X1.2</b> | <b>X1.3</b> | <b>X1.4</b> | <b>X1.5</b> | <b>X1.6</b> | <b>X1.7</b> | <b>X1.8</b> | <b>X1.9</b> | <b>X1.10</b> | <b>X1.11</b> | <b>X1.12</b> | <b>X1.13</b> | <b>Total X1</b> |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|-----------------|
| 23         | 2.001       | 4.370       | 4.554       | 3.143       | 4.554       | 3.122       | 3.096       | 4.510       | 2.981       | 4.229        | 4.370        | 3.177        | 4.510        | 48.616          |
| 24         | 1.000       | 1.000       | 1.000       | 1.000       | 1.000       | 1.000       | 1.000       | 1.000       | 1.000       | 1.000        | 1.000        | 1.000        | 3.087        | 15.087          |
| 25         | 2.001       | 1.000       | 2.168       | 1.000       | 1.000       | 2.052       | 1.000       | 1.000       | 1.000       | 1.000        | 2.101        | 3.177        | 1.000        | 19.500          |
| 26         | 3.077       | 2.989       | 3.306       | 2.021       | 3.096       | 3.122       | 1.973       | 3.042       | 1.973       | 2.937        | 3.166        | 2.052        | 3.087        | 35.841          |
| 27         | 2.001       | 4.370       | 2.168       | 3.143       | 1.973       | 2.052       | 3.096       | 1.894       | 2.981       | 1.924        | 2.101        | 3.177        | 1.949        | 32.830          |
| 28         | 3.077       | 4.370       | 2.168       | 4.554       | 3.096       | 2.052       | 1.973       | 3.042       | 4.229       | 2.937        | 2.101        | 4.510        | 3.087        | 41.197          |
| 29         | 3.077       | 2.989       | 3.306       | 3.143       | 3.096       | 3.122       | 3.096       | 3.042       | 2.981       | 2.937        | 3.166        | 3.177        | 3.087        | 40.219          |
| 30         | 3.077       | 2.989       | 3.306       | 3.143       | 1.973       | 3.122       | 4.554       | 3.042       | 2.981       | 4.229        | 3.166        | 4.510        | 3.087        | 43.179          |



## 2. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kompetensi Pegawai

### Data Ordinal

| No. | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total X2 |
|-----|------|------|------|------|------|------|------|------|----------|
| 1   | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 33       |
| 2   | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 27       |
| 3   | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 30       |
| 4   | 5    | 4    | 3    | 2    | 3    | 3    | 2    | 3    | 25       |
| 5   | 4    | 2    | 4    | 3    | 3    | 4    | 3    | 3    | 26       |
| 6   | 3    | 4    | 3    | 2    | 2    | 5    | 2    | 2    | 23       |
| 7   | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 3    | 27       |
| 8   | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 20       |
| 9   | 2    | 5    | 4    | 3    | 3    | 4    | 3    | 3    | 27       |
| 10  | 4    | 4    | 4    | 2    | 3    | 4    | 2    | 3    | 26       |
| 11  | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 30       |
| 12  | 4    | 4    | 5    | 4    | 5    | 4    | 5    | 5    | 36       |
| 13  | 3    | 4    | 3    | 2    | 5    | 3    | 2    | 3    | 25       |
| 14  | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 28       |
| 15  | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 4    | 35       |
| 16  | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 26       |
| 17  | 3    | 3    | 3    | 2    | 4    | 3    | 5    | 4    | 27       |
| 18  | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 31       |
| 19  | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 33       |
| 20  | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 31       |

| No. | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total X2 |
|-----|------|------|------|------|------|------|------|------|----------|
| 21  | 2    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 17       |
| 22  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 23  | 4    | 4    | 2    | 3    | 3    | 2    | 3    | 5    | 26       |
| 24  | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 29       |
| 25  | 4    | 4    | 2    | 5    | 4    | 2    | 2    | 4    | 27       |
| 26  | 2    | 3    | 2    | 2    | 3    | 2    | 2    | 3    | 19       |
| 27  | 4    | 4    | 5    | 3    | 3    | 2    | 3    | 3    | 27       |
| 28  | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 26       |
| 29  | 4    | 2    | 2    | 3    | 2    | 2    | 3    | 2    | 20       |
| 30  | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 31       |



**Data Interval**

| No. | X2.1  | X2.2  | X2.3  | X2.4  | X2.5  | X2.6  | X2.7  | X2.8  | Total X2 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 1   | 4.695 | 3.376 | 3.170 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 26.526   |
| 2   | 3.237 | 3.376 | 2.096 | 1.974 | 3.285 | 1.959 | 1.974 | 2.159 | 20.059   |
| 3   | 3.237 | 2.116 | 2.096 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 22.735   |
| 4   | 4.695 | 3.376 | 2.096 | 1.000 | 2.159 | 1.959 | 1.000 | 2.159 | 18.443   |
| 5   | 3.237 | 1.000 | 3.170 | 1.974 | 2.159 | 2.975 | 1.974 | 2.159 | 18.646   |
| 6   | 2.052 | 3.376 | 2.096 | 1.000 | 1.000 | 4.339 | 1.000 | 1.000 | 15.864   |
| 7   | 3.237 | 2.116 | 3.170 | 1.974 | 2.159 | 2.975 | 1.974 | 2.159 | 19.762   |
| 8   | 2.052 | 2.116 | 2.096 | 1.000 | 1.000 | 1.959 | 1.000 | 1.000 | 12.223   |
| 9   | 1.000 | 4.879 | 3.170 | 1.974 | 2.159 | 2.975 | 1.974 | 2.159 | 20.288   |
| 10  | 3.237 | 3.376 | 3.170 | 1.000 | 2.159 | 2.975 | 1.000 | 2.159 | 19.075   |
| 11  | 2.052 | 3.376 | 2.096 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 22.810   |
| 12  | 3.237 | 3.376 | 4.439 | 2.903 | 4.554 | 2.975 | 3.987 | 4.554 | 30.024   |
| 13  | 2.052 | 3.376 | 2.096 | 1.000 | 4.554 | 1.959 | 1.000 | 2.159 | 18.196   |
| 14  | 2.052 | 3.376 | 3.170 | 2.903 | 2.159 | 2.975 | 1.974 | 2.159 | 20.766   |
| 15  | 3.237 | 3.376 | 3.170 | 4.172 | 3.285 | 4.339 | 3.987 | 3.285 | 28.851   |
| 16  | 2.052 | 2.116 | 2.096 | 2.903 | 2.159 | 1.959 | 2.838 | 2.159 | 18.281   |
| 17  | 2.052 | 2.116 | 2.096 | 1.000 | 3.285 | 1.959 | 3.987 | 3.285 | 19.781   |
| 18  | 3.237 | 3.376 | 3.170 | 2.903 | 2.159 | 2.975 | 2.838 | 3.285 | 23.942   |
| 19  | 3.237 | 4.879 | 3.170 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 26.571   |
| 20  | 3.237 | 2.116 | 3.170 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 23.808   |
| 21  | 1.000 | 2.116 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 9.116    |
| 22  | 3.237 | 3.376 | 3.170 | 2.903 | 3.285 | 2.975 | 2.838 | 3.285 | 25.068   |

| <b>No.</b> | <b>X2.1</b> | <b>X2.2</b> | <b>X2.3</b> | <b>X2.4</b> | <b>X2.5</b> | <b>X2.6</b> | <b>X2.7</b> | <b>X2.8</b> | <b>Total X2</b> |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| 23         | 3.237       | 3.376       | 1.000       | 1.974       | 2.159       | 1.000       | 1.974       | 4.554       | 19.273          |
| 24         | 2.052       | 3.376       | 2.096       | 2.903       | 3.285       | 1.959       | 2.838       | 3.285       | 21.794          |
| 25         | 3.237       | 3.376       | 1.000       | 4.172       | 3.285       | 1.000       | 1.000       | 3.285       | 20.355          |
| 26         | 1.000       | 2.116       | 1.000       | 1.000       | 2.159       | 1.000       | 1.000       | 2.159       | 11.434          |
| 27         | 3.237       | 3.376       | 4.439       | 1.974       | 2.159       | 1.000       | 1.974       | 2.159       | 20.316          |
| 28         | 2.052       | 2.116       | 2.096       | 2.903       | 2.159       | 1.959       | 2.838       | 2.159       | 18.281          |
| 29         | 3.237       | 1.000       | 1.000       | 1.974       | 1.000       | 1.000       | 1.974       | 1.000       | 12.184          |
| 30         | 3.237       | 3.376       | 3.170       | 1.974       | 3.285       | 2.975       | 2.838       | 3.285       | 24.139          |



### 3. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kinerja pegawai

#### Data Ordinal

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 1   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 3    | 4    | 46      |
| 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 4    | 4    | 47      |
| 3   | 2   | 3   | 4   | 3   | 3   | 4   | 4   | 2   | 3   | 4    | 3    | 2    | 37      |
| 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 3   | 4   | 4    | 3    | 3    | 43      |
| 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 4    | 47      |
| 6   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 46      |
| 7   | 5   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3    | 3    | 4    | 44      |
| 8   | 3   | 4   | 5   | 4   | 4   | 2   | 5   | 3   | 4   | 2    | 5    | 3    | 44      |
| 9   | 2   | 4   | 3   | 2   | 4   | 3   | 3   | 3   | 4   | 3    | 3    | 3    | 37      |
| 10  | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 47      |
| 11  | 4   | 5   | 4   | 4   | 4   | 5   | 3   | 5   | 4   | 5    | 5    | 5    | 53      |
| 12  | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 4    | 4    | 3    | 43      |
| 13  | 4   | 3   | 2   | 2   | 3   | 2   | 2   | 3   | 3   | 4    | 2    | 3    | 33      |
| 14  | 5   | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 3   | 4    | 4    | 3    | 43      |
| 15  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 4   | 3   | 3    | 2    | 3    | 35      |
| 16  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 17  | 3   | 3   | 4   | 5   | 3   | 5   | 3   | 3   | 3   | 5    | 3    | 3    | 43      |
| 18  | 4   | 2   | 4   | 4   | 5   | 4   | 2   | 4   | 5   | 4    | 2    | 3    | 43      |
| 19  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 20  | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3    | 3    | 4    | 42      |

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 21  | 4   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 4   | 2    | 3    | 2    | 33      |
| 22  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 4    | 3    | 46      |
| 23  | 5   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 4    | 3    | 4    | 51      |
| 24  | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 3   | 2   | 2    | 2    | 4    | 28      |
| 25  | 4   | 2   | 3   | 3   | 2   | 3   | 2   | 2   | 2   | 3    | 4    | 2    | 32      |
| 26  | 4   | 5   | 3   | 3   | 4   | 3   | 4   | 4   | 4   | 3    | 4    | 5    | 46      |
| 27  | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4    | 3    | 3    | 41      |
| 28  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 29  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 30  | 4   | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |





**Data Interval**

| No. | Y.1   | Y.2   | Y.3   | Y.4   | Y.5   | Y.6   | Y.7   | Y.8   | Y.9   | Y.10  | Y.11  | Y.12  | Total Y |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| 1   | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 1.961 | 3.259 | 3.330 | 3.145 | 2.114 | 3.330 | 36.201  |
| 2   | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 2.061 | 3.145 | 3.237 | 3.330 | 37.122  |
| 3   | 1.000 | 2.052 | 3.191 | 1.873 | 2.116 | 3.005 | 3.027 | 1.000 | 2.061 | 3.145 | 2.114 | 1.000 | 25.584  |
| 4   | 3.181 | 3.237 | 3.191 | 1.000 | 3.443 | 3.005 | 3.027 | 2.001 | 3.330 | 3.145 | 2.114 | 2.149 | 32.825  |
| 5   | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 2.114 | 3.330 | 37.268  |
| 6   | 3.181 | 2.052 | 2.001 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 36.016  |
| 7   | 4.695 | 3.237 | 2.001 | 3.005 | 3.443 | 1.873 | 1.961 | 3.259 | 3.330 | 1.949 | 2.114 | 3.330 | 34.196  |
| 8   | 1.943 | 3.237 | 4.695 | 3.005 | 3.443 | 1.000 | 4.439 | 2.001 | 3.330 | 1.000 | 4.554 | 2.149 | 34.797  |
| 9   | 1.000 | 3.237 | 2.001 | 1.000 | 3.443 | 1.873 | 1.961 | 2.001 | 3.330 | 1.949 | 2.114 | 2.149 | 26.059  |
| 10  | 3.181 | 2.052 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 37.206  |
| 11  | 3.181 | 4.695 | 3.191 | 3.005 | 3.443 | 4.554 | 1.961 | 4.982 | 3.330 | 4.695 | 4.554 | 4.695 | 46.286  |
| 12  | 3.181 | 2.052 | 3.191 | 3.005 | 2.116 | 3.005 | 3.027 | 2.001 | 2.061 | 3.145 | 3.237 | 2.149 | 32.172  |
| 13  | 3.181 | 2.052 | 1.000 | 1.000 | 2.116 | 1.000 | 1.000 | 2.001 | 2.061 | 3.145 | 1.000 | 2.149 | 21.707  |
| 14  | 4.695 | 2.052 | 3.191 | 1.873 | 2.116 | 3.005 | 3.027 | 2.001 | 2.061 | 3.145 | 3.237 | 2.149 | 32.553  |
| 15  | 1.943 | 2.052 | 2.001 | 1.873 | 2.116 | 1.873 | 1.000 | 3.259 | 2.061 | 1.949 | 1.000 | 2.149 | 23.276  |
| 16  | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 38.391  |
| 17  | 1.943 | 2.052 | 3.191 | 4.554 | 2.116 | 4.554 | 1.961 | 2.001 | 2.061 | 4.695 | 2.114 | 2.149 | 33.392  |
| 18  | 3.181 | 1.000 | 3.191 | 3.005 | 5.167 | 3.005 | 1.000 | 3.259 | 4.879 | 3.145 | 1.000 | 2.149 | 33.982  |
| 19  | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 38.391  |
| 20  | 1.943 | 3.237 | 2.001 | 3.005 | 3.443 | 1.873 | 1.961 | 3.259 | 3.330 | 1.949 | 2.114 | 3.330 | 31.445  |
| 21  | 3.181 | 2.052 | 1.000 | 1.873 | 2.116 | 1.000 | 1.961 | 1.000 | 3.330 | 1.000 | 2.114 | 1.000 | 21.627  |
| 22  | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 1.949 | 3.237 | 2.149 | 36.014  |

| No. | Y.1   | Y.2   | Y.3   | Y.4   | Y.5   | Y.6   | Y.7   | Y.8   | Y.9   | Y.10  | Y.11  | Y.12  | Total Y |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| 23  | 4.695 | 3.237 | 3.191 | 4.554 | 3.443 | 3.005 | 4.439 | 3.259 | 4.879 | 3.145 | 2.114 | 3.330 | 43.291  |
| 24  | 1.943 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.001 | 1.000 | 1.000 | 1.000 | 3.330 | 16.274  |
| 25  | 3.181 | 1.000 | 2.001 | 1.873 | 1.000 | 1.873 | 1.000 | 1.000 | 1.000 | 1.949 | 3.237 | 1.000 | 20.114  |
| 26  | 3.181 | 4.695 | 2.001 | 1.873 | 3.443 | 1.873 | 3.027 | 3.259 | 3.330 | 1.949 | 3.237 | 4.695 | 36.563  |
| 27  | 1.943 | 3.237 | 2.001 | 3.005 | 2.116 | 3.005 | 1.961 | 3.259 | 2.061 | 3.145 | 2.114 | 2.149 | 29.997  |
| 28  | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 38.391  |
| 29  | 3.181 | 3.237 | 3.191 | 3.005 | 3.443 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 38.391  |
| 30  | 3.181 | 3.237 | 4.695 | 3.005 | 2.116 | 3.005 | 3.027 | 3.259 | 3.330 | 3.145 | 3.237 | 3.330 | 38.567  |





| No. | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----------|
| 21  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 22  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 23  | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 64       |
| 24  | 2    | 1    | 2    | 1    | 2    | 1    | 2    | 2    | 1    | 2     | 1     | 2     | 1     | 20       |
| 25  | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 64       |
| 26  | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 4     | 62       |
| 27  | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 4     | 62       |
| 28  | 5    | 2    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 62       |
| 29  | 2    | 2    | 1    | 1    | 2    | 1    | 2    | 1    | 1    | 2     | 1     | 2     | 1     | 19       |
| 30  | 5    | 2    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 62       |
| 31  | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 56       |
| 32  | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4    | 5     | 5     | 5     | 5     | 63       |
| 33  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 34  | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 61       |
| 35  | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 56       |
| 36  | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 5     | 5     | 5     | 64       |
| 37  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5     | 5     | 5     | 5     | 64       |
| 38  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 39  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 40  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 41  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 58       |
| 42  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 1     | 2     | 25       |
| 43  | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3     | 4     | 4     | 3     | 49       |
| 44  | 4    | 2    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 57       |

| No. | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----------|
| 45  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 52       |
| 46  | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 4     | 3     | 4     | 4     | 47       |
| 47  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 48  | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5     | 4     | 4     | 5     | 56       |
| 49  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 50  | 5    | 4    | 3    | 5    | 5    | 3    | 5    | 3    | 5    | 5     | 3     | 5     | 5     | 56       |
| 51  | 2    | 2    | 2    | 2    | 1    | 2    | 1    | 2    | 2    | 2     | 2     | 1     | 2     | 23       |
| 52  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 53  | 5    | 4    | 3    | 5    | 5    | 3    | 5    | 3    | 5    | 5     | 3     | 5     | 5     | 56       |
| 54  | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 4     | 61       |
| 55  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 5     | 5     | 5     | 64       |
| 56  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 2     | 2     | 2     | 26       |
| 57  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 52       |
| 58  | 2    | 2    | 1    | 2    | 1    | 2    | 1    | 1    | 2    | 1     | 2     | 1     | 1     | 19       |
| 59  | 4    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 56       |
| 60  | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 4     | 61       |
| 61  | 2    | 1    | 1    | 2    | 1    | 2    | 1    | 1    | 2    | 1     | 2     | 1     | 2     | 19       |
| 62  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 63  | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 61       |
| 64  | 2    | 2    | 2    | 1    | 2    | 2    | 1    | 2    | 2    | 2     | 2     | 1     | 2     | 23       |
| 65  | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 60       |
| 66  | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 61       |
| 67  | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 60       |
| 68  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 58       |

| No. | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----------|
| 69  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 70  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 58       |
| 71  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 72  | 5    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1     | 1     | 1     | 1     | 17       |
| 73  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 58       |
| 74  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 5     | 64       |
| 75  | 2    | 2    | 2    | 1    | 2    | 1    | 2    | 2    | 1    | 2     | 1     | 2     | 2     | 22       |
| 76  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 77  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 4     | 5     | 4     | 58       |
| 78  | 2    | 2    | 1    | 2    | 1    | 2    | 1    | 2    | 1    | 2     | 1     | 2     | 2     | 21       |
| 79  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |
| 80  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 52       |
| 81  | 4    | 4    | 2    | 4    | 4    | 2    | 4    | 2    | 4    | 4     | 2     | 4     | 4     | 44       |
| 82  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 52       |
| 83  | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 5     | 61       |
| 84  | 2    | 2    | 1    | 2    | 1    | 2    | 1    | 2    | 2    | 1     | 2     | 1     | 2     | 21       |
| 85  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 5     | 4     | 5     | 61       |

**Data Interval**

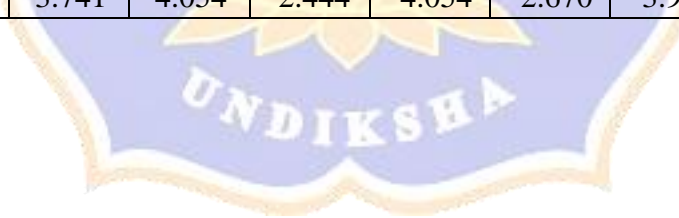
| No. | X1.1  | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9  | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 1   | 1.632 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 33.976   |
| 2   | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 3   | 3.358 | 3.895 | 3.859 | 2.655 | 2.592 | 4.054 | 2.444 | 4.054 | 2.670 | 2.781 | 3.859 | 2.429 | 2.671 | 41.322   |
| 4   | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 5   | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 6   | 3.358 | 2.799 | 2.731 | 2.655 | 3.741 | 2.920 | 2.444 | 2.920 | 2.670 | 3.933 | 2.731 | 2.429 | 3.820 | 39.152   |
| 7   | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 8   | 2.187 | 2.799 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 47.167   |
| 9   | 1.632 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 24.212   |
| 10  | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 11  | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 12  | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 13  | 1.632 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 47.708   |
| 14  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 49.434   |
| 15  | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 16  | 2.187 | 2.799 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 39.193   |
| 17  | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 18  | 2.187 | 2.799 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 47.167   |
| 19  | 1.632 | 1.000 | 2.230 | 2.214 | 2.154 | 1.976 | 1.000 | 2.404 | 2.214 | 2.327 | 1.000 | 1.000 | 1.000 | 22.151   |
| 20  | 3.358 | 2.799 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.338   |
| 21  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |
| 22  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |

| No. | X1.1  | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9  | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 23  | 2.187 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.263   |
| 24  | 1.000 | 1.000 | 1.844 | 1.000 | 1.820 | 1.000 | 1.772 | 1.952 | 1.000 | 1.926 | 1.000 | 1.772 | 1.000 | 18.085   |
| 25  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 2.920 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.300   |
| 26  | 3.358 | 3.895 | 3.859 | 3.820 | 2.592 | 4.054 | 3.610 | 4.054 | 3.839 | 2.781 | 3.859 | 3.591 | 2.671 | 45.984   |
| 27  | 3.358 | 3.895 | 3.859 | 3.820 | 2.592 | 4.054 | 3.610 | 4.054 | 3.839 | 2.781 | 3.859 | 3.591 | 2.671 | 45.984   |
| 28  | 3.358 | 2.024 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 47.563   |
| 29  | 1.000 | 2.024 | 1.000 | 1.000 | 1.820 | 1.000 | 1.772 | 1.000 | 1.000 | 1.926 | 1.000 | 1.772 | 1.000 | 17.313   |
| 30  | 3.358 | 2.024 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 47.563   |
| 31  | 2.187 | 2.799 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 39.193   |
| 32  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 3.610 | 4.054 | 2.670 | 3.933 | 3.859 | 3.591 | 3.820 | 47.099   |
| 33  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |
| 34  | 3.358 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 44.910   |
| 35  | 2.187 | 2.799 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 39.193   |
| 36  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 2.444 | 4.054 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.269   |
| 37  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 2.920 | 3.839 | 3.933 | 3.859 | 3.591 | 3.820 | 48.300   |
| 38  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 39  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 40  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |
| 41  | 3.358 | 3.895 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 41.460   |
| 42  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.000 | 1.892 | 22.808   |
| 43  | 2.187 | 2.799 | 2.731 | 2.655 | 2.154 | 2.920 | 2.444 | 2.920 | 2.670 | 2.327 | 2.731 | 2.429 | 2.253 | 33.221   |
| 44  | 2.187 | 2.024 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 41.868   |
| 45  | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 46  | 2.187 | 2.459 | 2.230 | 2.655 | 2.592 | 2.422 | 2.444 | 2.404 | 2.670 | 2.781 | 2.249 | 2.429 | 2.671 | 32.193   |



| No. | X1.1  | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9  | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 47  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 48  | 2.187 | 3.895 | 2.731 | 2.655 | 3.741 | 2.920 | 2.444 | 2.920 | 2.670 | 3.933 | 2.731 | 2.429 | 3.820 | 39.077   |
| 49  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |
| 50  | 3.358 | 2.799 | 2.230 | 3.820 | 3.741 | 2.422 | 3.610 | 2.404 | 3.839 | 3.933 | 2.249 | 3.591 | 3.820 | 41.816   |
| 51  | 1.000 | 2.024 | 1.844 | 1.867 | 1.000 | 1.976 | 1.000 | 1.952 | 1.867 | 1.926 | 1.868 | 1.000 | 1.892 | 21.216   |
| 52  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 53  | 3.358 | 2.799 | 2.230 | 3.820 | 3.741 | 2.422 | 3.610 | 2.404 | 3.839 | 3.933 | 2.249 | 3.591 | 3.820 | 41.816   |
| 54  | 2.187 | 3.895 | 3.859 | 3.820 | 2.592 | 4.054 | 3.610 | 4.054 | 3.839 | 2.781 | 3.859 | 3.591 | 2.671 | 44.813   |
| 55  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 2.670 | 3.933 | 3.859 | 3.591 | 3.820 | 48.265   |
| 56  | 1.000 | 2.024 | 1.844 | 1.867 | 1.820 | 1.976 | 1.772 | 1.952 | 1.867 | 1.926 | 1.868 | 1.772 | 1.892 | 23.579   |
| 57  | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 58  | 1.000 | 2.024 | 1.000 | 1.867 | 1.000 | 1.976 | 1.000 | 1.000 | 1.867 | 1.000 | 1.868 | 1.000 | 1.000 | 17.602   |
| 59  | 2.187 | 2.799 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 39.193   |
| 60  | 2.187 | 3.895 | 3.859 | 3.820 | 2.592 | 4.054 | 3.610 | 4.054 | 3.839 | 2.781 | 3.859 | 3.591 | 2.671 | 44.813   |
| 61  | 1.000 | 1.000 | 1.000 | 1.867 | 1.000 | 1.976 | 1.000 | 1.000 | 1.867 | 1.000 | 1.868 | 1.000 | 1.892 | 17.470   |
| 62  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 63  | 3.358 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 44.910   |
| 64  | 1.000 | 2.024 | 1.844 | 1.000 | 1.820 | 1.976 | 1.000 | 1.952 | 1.867 | 1.926 | 1.868 | 1.000 | 1.892 | 21.169   |
| 65  | 2.187 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 43.739   |
| 66  | 3.358 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 44.910   |
| 67  | 2.187 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 43.739   |
| 68  | 3.358 | 3.895 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 41.460   |
| 69  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 70  | 3.358 | 3.895 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 41.460   |

| No. | X1.1  | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9  | X1.10 | X1.11 | X1.12 | X1.13 | Total X1 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 71  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 72  | 3.358 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 15.358   |
| 73  | 3.358 | 3.895 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 41.460   |
| 74  | 3.358 | 3.895 | 3.859 | 3.820 | 3.741 | 4.054 | 3.610 | 4.054 | 3.839 | 2.781 | 3.859 | 3.591 | 3.820 | 48.281   |
| 75  | 1.000 | 2.024 | 1.844 | 1.000 | 1.820 | 1.000 | 1.772 | 1.952 | 1.000 | 1.926 | 1.000 | 1.772 | 1.892 | 20.001   |
| 76  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 77  | 3.358 | 3.895 | 2.731 | 3.820 | 2.592 | 2.920 | 3.610 | 2.920 | 3.839 | 2.781 | 2.731 | 3.591 | 2.671 | 41.460   |
| 78  | 1.000 | 2.024 | 1.000 | 1.867 | 1.000 | 1.976 | 1.000 | 1.952 | 1.000 | 1.926 | 1.000 | 1.772 | 1.892 | 19.408   |
| 79  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |
| 80  | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 81  | 2.187 | 2.799 | 1.844 | 2.655 | 2.592 | 1.976 | 2.444 | 1.952 | 2.670 | 2.781 | 1.868 | 2.429 | 2.671 | 30.869   |
| 82  | 2.187 | 2.799 | 2.731 | 2.655 | 2.592 | 2.920 | 2.444 | 2.920 | 2.670 | 2.781 | 2.731 | 2.429 | 2.671 | 34.531   |
| 83  | 3.358 | 3.895 | 2.731 | 3.820 | 3.741 | 2.920 | 3.610 | 2.920 | 3.839 | 3.933 | 2.731 | 3.591 | 3.820 | 44.910   |
| 84  | 1.000 | 2.024 | 1.000 | 1.867 | 1.000 | 1.976 | 1.000 | 1.952 | 1.867 | 1.000 | 1.868 | 1.000 | 1.892 | 19.445   |
| 85  | 3.358 | 3.895 | 3.859 | 2.655 | 3.741 | 4.054 | 2.444 | 4.054 | 2.670 | 3.933 | 3.859 | 2.429 | 3.820 | 44.772   |







| No. | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total X2 |
|-----|------|------|------|------|------|------|------|------|----------|
| 50  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 51  | 3    | 2    | 3    | 2    | 3    | 2    | 3    | 2    | 20       |
| 52  | 3    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 34       |
| 53  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 54  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 55  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 56  | 3    | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 21       |
| 57  | 5    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 36       |
| 58  | 3    | 2    | 2    | 3    | 3    | 2    | 3    | 3    | 21       |
| 59  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 36       |
| 60  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 61  | 2    | 3    | 2    | 3    | 3    | 2    | 3    | 3    | 21       |
| 62  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 36       |
| 63  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 64  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 65  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 66  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 67  | 5    | 5    | 2    | 5    | 5    | 2    | 5    | 5    | 34       |
| 68  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 69  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 38       |
| 70  | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 38       |
| 71  | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 38       |
| 72  | 3    | 3    | 2    | 3    | 2    | 2    | 3    | 2    | 20       |
| 73  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 36       |
| 74  | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 38       |
| 75  | 4    | 4    | 2    | 4    | 4    | 2    | 4    | 4    | 28       |

| No. | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total X2 |
|-----|------|------|------|------|------|------|------|------|----------|
| 76  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 36       |
| 77  | 5    | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 38       |
| 78  | 3    | 3    | 2    | 3    | 2    | 2    | 3    | 2    | 20       |
| 79  | 5    | 5    | 3    | 5    | 5    | 3    | 5    | 5    | 36       |
| 80  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 81  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32       |
| 82  | 5    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 36       |
| 83  | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 36       |
| 84  | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 25       |
| 85  | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 38       |



**Data Interval**

| No. | X2.1  | X2.2  | X2.3  | X2.4  | X2.5  | X2.6  | X2.7  | X2.8  | Total X2 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 1   | 4.398 | 2.328 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.566   |
| 2   | 3.223 | 1.000 | 2.371 | 3.859 | 4.050 | 2.238 | 4.187 | 3.820 | 24.747   |
| 3   | 3.223 | 3.461 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.523   |
| 4   | 3.223 | 3.461 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.523   |
| 5   | 4.398 | 3.461 | 2.371 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.538   |
| 6   | 3.223 | 1.000 | 2.371 | 3.859 | 4.050 | 2.238 | 4.187 | 3.820 | 24.747   |
| 7   | 4.398 | 3.461 | 1.000 | 3.859 | 4.050 | 1.000 | 4.187 | 3.820 | 25.775   |
| 8   | 3.223 | 2.328 | 3.531 | 2.634 | 2.811 | 3.393 | 2.970 | 2.585 | 23.475   |
| 9   | 2.448 | 1.000 | 1.717 | 1.000 | 1.920 | 1.000 | 2.060 | 1.000 | 12.145   |
| 10  | 3.223 | 3.461 | 3.531 | 2.634 | 4.050 | 3.393 | 4.187 | 3.820 | 28.298   |
| 11  | 4.398 | 3.461 | 3.531 | 3.859 | 2.811 | 3.393 | 4.187 | 3.820 | 29.460   |
| 12  | 4.398 | 3.461 | 1.717 | 3.859 | 4.050 | 1.666 | 4.187 | 3.820 | 27.158   |
| 13  | 4.398 | 3.461 | 3.531 | 3.859 | 4.050 | 2.238 | 4.187 | 3.820 | 29.544   |
| 14  | 3.223 | 3.461 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.523   |
| 15  | 4.398 | 3.461 | 2.371 | 3.859 | 4.050 | 2.238 | 4.187 | 3.820 | 28.384   |
| 16  | 2.448 | 2.328 | 3.531 | 2.634 | 2.811 | 3.393 | 2.970 | 2.585 | 22.700   |
| 17  | 4.398 | 3.461 | 3.531 | 3.859 | 4.050 | 3.393 | 2.970 | 3.820 | 29.481   |
| 18  | 4.398 | 2.328 | 2.371 | 3.859 | 2.811 | 2.238 | 4.187 | 2.585 | 24.778   |
| 19  | 1.696 | 1.000 | 1.000 | 1.000 | 4.050 | 1.000 | 1.000 | 3.820 | 14.566   |
| 20  | 3.223 | 3.461 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.523   |
| 21  | 4.398 | 3.461 | 2.371 | 2.634 | 2.811 | 2.238 | 2.970 | 2.585 | 23.469   |
| 22  | 2.448 | 1.000 | 1.717 | 1.000 | 1.920 | 1.000 | 2.060 | 1.788 | 12.933   |
| 23  | 3.223 | 2.328 | 2.371 | 2.634 | 2.811 | 2.238 | 2.970 | 2.585 | 21.160   |
| 24  | 1.696 | 1.000 | 1.000 | 1.000 | 4.050 | 1.000 | 1.000 | 3.820 | 14.566   |

| <b>No.</b> | <b>X2.1</b> | <b>X2.2</b> | <b>X2.3</b> | <b>X2.4</b> | <b>X2.5</b> | <b>X2.6</b> | <b>X2.7</b> | <b>X2.8</b> | <b>Total X2</b> |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| 25         | 4.398       | 2.328       | 3.531       | 3.859       | 4.050       | 3.393       | 4.187       | 3.820       | 29.566          |
| 26         | 4.398       | 3.461       | 3.531       | 3.859       | 4.050       | 3.393       | 4.187       | 2.585       | 29.464          |
| 27         | 3.223       | 3.461       | 3.531       | 3.859       | 4.050       | 3.393       | 4.187       | 3.820       | 29.523          |
| 28         | 4.398       | 1.000       | 3.531       | 3.859       | 4.050       | 3.393       | 4.187       | 3.820       | 28.238          |
| 29         | 2.448       | 1.765       | 1.000       | 1.815       | 1.000       | 1.000       | 2.060       | 1.788       | 12.876          |
| 30         | 3.223       | 3.461       | 3.531       | 3.859       | 2.811       | 3.393       | 4.187       | 2.585       | 27.050          |
| 31         | 4.398       | 3.461       | 2.371       | 3.859       | 4.050       | 2.238       | 4.187       | 3.820       | 28.384          |
| 32         | 4.398       | 3.461       | 3.531       | 3.859       | 2.811       | 3.393       | 4.187       | 2.585       | 28.225          |
| 33         | 2.448       | 1.765       | 1.717       | 1.815       | 1.920       | 1.666       | 2.060       | 1.788       | 15.179          |
| 34         | 4.398       | 2.328       | 2.371       | 3.859       | 4.050       | 2.238       | 4.187       | 3.820       | 27.251          |
| 35         | 3.223       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 24.735          |
| 36         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 37         | 4.398       | 3.461       | 2.371       | 3.859       | 4.050       | 2.238       | 4.187       | 3.820       | 28.384          |
| 38         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 39         | 4.398       | 2.328       | 2.371       | 3.859       | 4.050       | 2.238       | 4.187       | 3.820       | 27.251          |
| 40         | 2.448       | 1.765       | 1.717       | 1.815       | 1.920       | 1.666       | 2.060       | 1.788       | 15.179          |
| 41         | 4.398       | 2.328       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 27.124          |
| 42         | 2.448       | 1.765       | 1.000       | 1.815       | 1.920       | 1.000       | 2.060       | 1.788       | 13.796          |
| 43         | 3.223       | 2.328       | 3.531       | 2.634       | 2.811       | 3.393       | 2.970       | 2.585       | 23.475          |
| 44         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 4.187       | 3.820       | 29.474          |
| 45         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 46         | 1.000       | 3.461       | 3.531       | 2.634       | 1.920       | 3.393       | 2.970       | 1.788       | 20.697          |
| 47         | 3.223       | 3.461       | 2.371       | 2.634       | 2.811       | 3.393       | 4.187       | 3.820       | 25.900          |
| 48         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 49         | 2.448       | 1.765       | 1.717       | 1.815       | 1.920       | 1.666       | 2.060       | 1.788       | 15.179          |
| 50         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |



| <b>No.</b> | <b>X2.1</b> | <b>X2.2</b> | <b>X2.3</b> | <b>X2.4</b> | <b>X2.5</b> | <b>X2.6</b> | <b>X2.7</b> | <b>X2.8</b> | <b>Total X2</b> |
|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| 51         | 2.448       | 1.000       | 1.717       | 1.000       | 1.920       | 1.000       | 2.060       | 1.000       | 12.145          |
| 52         | 2.448       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 23.960          |
| 53         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 54         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 55         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 56         | 2.448       | 1.765       | 1.000       | 1.815       | 1.920       | 1.000       | 2.060       | 1.000       | 13.008          |
| 57         | 4.398       | 3.461       | 3.531       | 2.634       | 2.811       | 3.393       | 2.970       | 2.585       | 25.783          |
| 58         | 2.448       | 1.000       | 1.000       | 1.815       | 1.920       | 1.000       | 2.060       | 1.788       | 13.031          |
| 59         | 4.398       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 25.910          |
| 60         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 61         | 1.696       | 1.765       | 1.000       | 1.815       | 1.920       | 1.000       | 2.060       | 1.788       | 13.044          |
| 62         | 4.398       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 25.910          |
| 63         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 64         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 65         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 66         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 67         | 4.398       | 3.461       | 1.000       | 3.859       | 4.050       | 1.000       | 4.187       | 3.820       | 25.775          |
| 68         | 3.223       | 2.328       | 2.371       | 2.634       | 2.811       | 2.238       | 2.970       | 2.585       | 21.160          |
| 69         | 4.398       | 3.461       | 3.531       | 2.634       | 4.050       | 3.393       | 2.970       | 3.820       | 28.257          |
| 70         | 4.398       | 3.461       | 3.531       | 3.859       | 2.811       | 3.393       | 4.187       | 2.585       | 28.225          |
| 71         | 4.398       | 3.461       | 2.371       | 3.859       | 4.050       | 2.238       | 4.187       | 3.820       | 28.384          |
| 72         | 2.448       | 1.765       | 1.000       | 1.815       | 1.000       | 1.000       | 2.060       | 1.000       | 12.088          |
| 73         | 4.398       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 25.910          |
| 74         | 4.398       | 3.461       | 3.531       | 3.859       | 2.811       | 3.393       | 4.187       | 2.585       | 28.225          |
| 75         | 3.223       | 2.328       | 1.000       | 2.634       | 2.811       | 1.000       | 2.970       | 2.585       | 18.551          |
| 76         | 4.398       | 3.461       | 2.371       | 3.859       | 2.811       | 2.238       | 4.187       | 2.585       | 25.910          |

| No. | X2.1  | X2.2  | X2.3  | X2.4  | X2.5  | X2.6  | X2.7  | X2.8  | Total X2 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| 77  | 4.398 | 1.765 | 3.531 | 3.859 | 4.050 | 3.393 | 4.187 | 3.820 | 29.003   |
| 78  | 2.448 | 1.765 | 1.000 | 1.815 | 1.000 | 1.000 | 2.060 | 1.000 | 12.088   |
| 79  | 4.398 | 3.461 | 1.717 | 3.859 | 4.050 | 1.666 | 4.187 | 3.820 | 27.158   |
| 80  | 3.223 | 2.328 | 2.371 | 2.634 | 2.811 | 2.238 | 2.970 | 2.585 | 21.160   |
| 81  | 3.223 | 2.328 | 2.371 | 2.634 | 2.811 | 2.238 | 2.970 | 2.585 | 21.160   |
| 82  | 4.398 | 3.461 | 2.371 | 3.859 | 2.811 | 2.238 | 4.187 | 2.585 | 25.910   |
| 83  | 4.398 | 3.461 | 2.371 | 2.634 | 4.050 | 2.238 | 2.970 | 3.820 | 25.942   |
| 84  | 3.223 | 1.765 | 1.717 | 1.815 | 1.920 | 1.666 | 2.060 | 1.788 | 15.954   |
| 85  | 4.398 | 3.461 | 3.531 | 3.859 | 2.811 | 3.393 | 4.187 | 2.585 | 28.225   |



## 6. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Kinerja Pegawai

### Data Ordinal

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 1   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 2   | 4   | 2   | 5   | 4   | 5   | 4   | 2   | 5   | 5   | 4    | 2    | 5    | 47      |
| 3   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4    | 4    | 5    | 53      |
| 4   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 5   | 4    | 4    | 5    | 53      |
| 5   | 5   | 2   | 4   | 5   | 4   | 5   | 2   | 4   | 4   | 5    | 2    | 4    | 46      |
| 6   | 5   | 2   | 4   | 5   | 4   | 5   | 2   | 4   | 4   | 5    | 2    | 4    | 46      |
| 7   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 3    | 4    | 45      |
| 8   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 9   | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 2   | 2   | 4    | 4    | 2    | 38      |
| 10  | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 11  | 2   | 4   | 5   | 2   | 5   | 2   | 4   | 5   | 5   | 2    | 4    | 5    | 45      |
| 12  | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 3    | 4    | 4    | 44      |
| 13  | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5    | 4    | 5    | 57      |
| 14  | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5    | 5    | 4    | 57      |
| 15  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 16  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 17  | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 5    | 4    | 5    | 56      |
| 18  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 19  | 3   | 2   | 4   | 3   | 4   | 3   | 2   | 4   | 4   | 3    | 2    | 4    | 38      |
| 20  | 4   | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 5    | 5    | 56      |

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 21  | 5   | 4   | 2   | 5   | 2   | 5   | 4   | 2   | 2   | 5    | 4    | 2    | 42      |
| 22  | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 2   | 3   | 4    | 3    | 2    | 37      |
| 23  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 24  | 5   | 4   | 2   | 5   | 2   | 5   | 4   | 2   | 2   | 5    | 4    | 2    | 42      |
| 25  | 5   | 4   | 5   | 5   | 5   | 4   | 4   | 4   | 5   | 5    | 4    | 5    | 55      |
| 26  | 4   | 3   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4    | 2    | 4    | 43      |
| 27  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 28  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 29  | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3    | 3    | 3    | 35      |
| 30  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 31  | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 3   | 3   | 4    | 4    | 3    | 43      |
| 32  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 33  | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4    | 3    | 3    | 40      |
| 34  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 35  | 2   | 5   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 2    | 5    | 4    | 43      |
| 36  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 37  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 38  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 39  | 2   | 5   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 2    | 5    | 4    | 43      |
| 40  | 4   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4    | 3    | 3    | 40      |
| 41  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 42  | 2   | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 4   | 2    | 4    | 4    | 40      |
| 43  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 44  | 2   | 5   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 2    | 5    | 4    | 43      |

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 45  | 2   | 5   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 2    | 5    | 4    | 43      |
| 46  | 2   | 5   | 4   | 2   | 4   | 2   | 5   | 4   | 4   | 2    | 5    | 4    | 43      |
| 47  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 48  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 49  | 2   | 2   | 5   | 2   | 5   | 2   | 2   | 5   | 5   | 2    | 2    | 5    | 39      |
| 50  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 51  | 4   | 4   | 2   | 4   | 2   | 4   | 4   | 2   | 2   | 4    | 4    | 2    | 38      |
| 52  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 53  | 5   | 4   | 2   | 5   | 2   | 5   | 4   | 2   | 2   | 5    | 4    | 2    | 42      |
| 54  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 48      |
| 55  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 56  | 4   | 2   | 3   | 4   | 3   | 4   | 2   | 3   | 3   | 4    | 2    | 3    | 37      |
| 57  | 5   | 4   | 2   | 5   | 2   | 5   | 4   | 2   | 2   | 5    | 4    | 2    | 42      |
| 58  | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 36      |
| 59  | 5   | 4   | 2   | 5   | 2   | 5   | 4   | 2   | 2   | 5    | 4    | 2    | 42      |
| 60  | 5   | 5   | 2   | 5   | 2   | 5   | 5   | 2   | 2   | 5    | 5    | 2    | 45      |
| 61  | 3   | 3   | 3   | 3   | 2   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 35      |
| 62  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 63  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 64  | 4   | 2   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4    | 2    | 4    | 42      |
| 65  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 66  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 67  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 4    | 4    | 52      |
| 68  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |

| No. | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Total Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 69  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 55      |
| 70  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 71  | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5    | 5    | 4    | 54      |
| 72  | 4   | 3   | 2   | 4   | 2   | 4   | 3   | 3   | 2   | 4    | 3    | 2    | 36      |
| 73  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 74  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 75  | 4   | 5   | 2   | 4   | 2   | 4   | 5   | 2   | 2   | 4    | 5    | 2    | 41      |
| 76  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 77  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 78  | 4   | 3   | 2   | 4   | 3   | 4   | 3   | 2   | 2   | 4    | 3    | 2    | 36      |
| 79  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 80  | 5   | 5   | 2   | 5   | 2   | 5   | 5   | 2   | 2   | 5    | 5    | 2    | 45      |
| 81  | 5   | 5   | 2   | 5   | 2   | 5   | 5   | 2   | 2   | 5    | 5    | 2    | 45      |
| 82  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 83  | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 5    | 4    | 51      |
| 84  | 4   | 5   | 2   | 4   | 2   | 4   | 5   | 2   | 2   | 4    | 5    | 2    | 41      |
| 85  | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 4    | 4    | 4    | 51      |

**Data Interval**

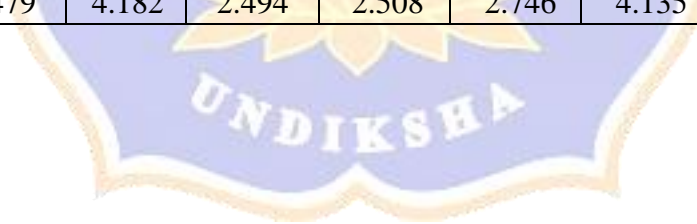
| No. | Y.1   | Y.2   | Y.3   | Y.4   | Y.5   | Y.6   | Y.7   | Y.8   | Y.9   | Y.10  | Y.11  | Y.12  | Total Y |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| 1   | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 2   | 2.512 | 1.000 | 4.182 | 2.479 | 4.182 | 2.494 | 1.000 | 4.289 | 4.135 | 2.479 | 1.000 | 4.196 | 33.948  |
| 3   | 2.512 | 2.594 | 4.182 | 2.479 | 4.182 | 2.494 | 2.508 | 4.289 | 4.135 | 2.479 | 2.548 | 4.196 | 38.598  |
| 4   | 2.512 | 2.594 | 4.182 | 2.479 | 4.182 | 2.494 | 2.508 | 4.289 | 4.135 | 2.479 | 2.548 | 4.196 | 38.598  |
| 5   | 3.814 | 1.000 | 2.708 | 3.792 | 2.708 | 3.814 | 1.000 | 2.746 | 2.690 | 3.792 | 1.000 | 2.690 | 31.753  |
| 6   | 3.814 | 1.000 | 2.708 | 3.792 | 2.708 | 3.814 | 1.000 | 2.746 | 2.690 | 3.792 | 1.000 | 2.690 | 31.753  |
| 7   | 2.512 | 1.757 | 2.708 | 2.479 | 2.708 | 2.494 | 1.697 | 2.746 | 2.690 | 2.479 | 1.725 | 2.690 | 28.684  |
| 8   | 2.512 | 2.594 | 2.708 | 2.479 | 2.708 | 2.494 | 2.508 | 2.746 | 2.690 | 2.479 | 2.548 | 2.690 | 31.155  |
| 9   | 2.512 | 2.594 | 1.000 | 2.479 | 1.000 | 2.494 | 2.508 | 1.000 | 1.000 | 2.479 | 2.548 | 1.000 | 22.613  |
| 10  | 2.512 | 3.832 | 2.708 | 3.792 | 2.708 | 3.814 | 2.508 | 2.746 | 2.690 | 3.792 | 2.548 | 2.690 | 36.339  |
| 11  | 1.000 | 2.594 | 4.182 | 1.000 | 4.182 | 1.000 | 2.508 | 4.289 | 4.135 | 1.000 | 2.548 | 4.196 | 32.635  |
| 12  | 1.649 | 2.594 | 2.708 | 1.622 | 2.708 | 1.622 | 2.508 | 2.746 | 2.690 | 1.622 | 2.548 | 2.690 | 27.707  |
| 13  | 3.814 | 2.594 | 4.182 | 3.792 | 4.182 | 3.814 | 2.508 | 4.289 | 4.135 | 3.792 | 2.548 | 4.196 | 43.846  |
| 14  | 3.814 | 3.832 | 2.708 | 3.792 | 4.182 | 3.814 | 3.758 | 2.746 | 4.135 | 3.792 | 3.792 | 2.690 | 43.055  |
| 15  | 3.814 | 2.594 | 2.708 | 3.792 | 2.708 | 3.814 | 2.508 | 2.746 | 2.690 | 3.792 | 2.548 | 2.690 | 36.404  |
| 16  | 3.814 | 2.594 | 2.708 | 3.792 | 2.708 | 3.814 | 2.508 | 2.746 | 2.690 | 3.792 | 2.548 | 2.690 | 36.404  |
| 17  | 3.814 | 2.594 | 4.182 | 3.792 | 2.708 | 3.814 | 2.508 | 4.289 | 4.135 | 3.792 | 2.548 | 4.196 | 42.372  |
| 18  | 3.814 | 2.594 | 2.708 | 3.792 | 2.708 | 3.814 | 2.508 | 2.746 | 2.690 | 3.792 | 2.548 | 2.690 | 36.404  |
| 19  | 1.649 | 1.000 | 2.708 | 1.622 | 2.708 | 1.622 | 1.000 | 2.746 | 2.690 | 1.622 | 1.000 | 2.690 | 23.056  |
| 20  | 2.512 | 3.832 | 4.182 | 2.479 | 4.182 | 2.494 | 3.758 | 4.289 | 4.135 | 2.479 | 3.792 | 4.196 | 42.330  |
| 21  | 3.814 | 2.594 | 1.000 | 3.792 | 1.000 | 3.814 | 2.508 | 1.000 | 1.000 | 3.792 | 2.548 | 1.000 | 27.862  |
| 22  | 1.649 | 1.757 | 1.702 | 2.479 | 1.702 | 2.494 | 1.697 | 1.000 | 1.702 | 2.479 | 1.725 | 1.000 | 21.384  |

| <b>No.</b> | <b>Y.1</b> | <b>Y.2</b> | <b>Y.3</b> | <b>Y.4</b> | <b>Y.5</b> | <b>Y.6</b> | <b>Y.7</b> | <b>Y.8</b> | <b>Y.9</b> | <b>Y.10</b> | <b>Y.11</b> | <b>Y.12</b> | <b>Total Y</b> |
|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|----------------|
| 23         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 24         | 3.814      | 2.594      | 1.000      | 3.792      | 1.000      | 3.814      | 2.508      | 1.000      | 1.000      | 3.792       | 2.548       | 1.000       | 27.862         |
| 25         | 3.814      | 2.594      | 4.182      | 3.792      | 4.182      | 2.494      | 2.508      | 2.746      | 4.135      | 3.792       | 2.548       | 4.196       | 40.984         |
| 26         | 2.512      | 1.757      | 2.708      | 2.479      | 2.708      | 2.494      | 1.000      | 2.746      | 2.690      | 2.479       | 1.000       | 2.690       | 27.262         |
| 27         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 28         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 29         | 1.649      | 1.757      | 1.702      | 1.622      | 1.702      | 1.622      | 1.000      | 1.702      | 1.702      | 1.622       | 1.725       | 1.686       | 19.488         |
| 30         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 31         | 2.512      | 2.594      | 1.702      | 2.479      | 1.702      | 2.494      | 2.508      | 1.702      | 1.702      | 2.479       | 2.548       | 1.686       | 26.105         |
| 32         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 33         | 2.512      | 1.757      | 1.702      | 2.479      | 1.702      | 2.494      | 1.697      | 1.702      | 1.702      | 2.479       | 1.725       | 1.686       | 23.634         |
| 34         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 35         | 1.000      | 3.832      | 2.708      | 1.000      | 2.708      | 1.000      | 3.758      | 2.746      | 2.690      | 1.000       | 3.792       | 2.690       | 28.924         |
| 36         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 37         | 3.814      | 2.594      | 2.708      | 3.792      | 2.708      | 3.814      | 2.508      | 2.746      | 2.690      | 3.792       | 2.548       | 2.690       | 36.404         |
| 38         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 39         | 1.000      | 3.832      | 2.708      | 1.000      | 2.708      | 1.000      | 3.758      | 2.746      | 2.690      | 1.000       | 3.792       | 2.690       | 28.924         |
| 40         | 2.512      | 1.757      | 1.702      | 2.479      | 1.702      | 2.494      | 1.697      | 1.702      | 1.702      | 2.479       | 1.725       | 1.686       | 23.634         |
| 41         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 42         | 1.000      | 2.594      | 2.708      | 1.000      | 2.708      | 1.000      | 2.508      | 2.746      | 2.690      | 1.000       | 2.548       | 2.690       | 25.192         |
| 43         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 44         | 1.000      | 3.832      | 2.708      | 1.000      | 2.708      | 1.000      | 3.758      | 2.746      | 2.690      | 1.000       | 3.792       | 2.690       | 28.924         |
| 45         | 1.000      | 3.832      | 2.708      | 1.000      | 2.708      | 1.000      | 3.758      | 2.746      | 2.690      | 1.000       | 3.792       | 2.690       | 28.924         |
| 46         | 1.000      | 3.832      | 2.708      | 1.000      | 2.708      | 1.000      | 3.758      | 2.746      | 2.690      | 1.000       | 3.792       | 2.690       | 28.924         |



| <b>No.</b> | <b>Y.1</b> | <b>Y.2</b> | <b>Y.3</b> | <b>Y.4</b> | <b>Y.5</b> | <b>Y.6</b> | <b>Y.7</b> | <b>Y.8</b> | <b>Y.9</b> | <b>Y.10</b> | <b>Y.11</b> | <b>Y.12</b> | <b>Total Y</b> |
|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|----------------|
| 47         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 48         | 3.814      | 2.594      | 2.708      | 3.792      | 2.708      | 3.814      | 2.508      | 2.746      | 2.690      | 3.792       | 2.548       | 2.690       | 36.404         |
| 49         | 1.000      | 1.000      | 4.182      | 1.000      | 4.182      | 1.000      | 1.000      | 4.289      | 4.135      | 1.000       | 1.000       | 4.196       | 27.984         |
| 50         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 51         | 2.512      | 2.594      | 1.000      | 2.479      | 1.000      | 2.494      | 2.508      | 1.000      | 1.000      | 2.479       | 2.548       | 1.000       | 22.613         |
| 52         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 53         | 3.814      | 2.594      | 1.000      | 3.792      | 1.000      | 3.814      | 2.508      | 1.000      | 1.000      | 3.792       | 2.548       | 1.000       | 27.862         |
| 54         | 2.512      | 2.594      | 2.708      | 2.479      | 2.708      | 2.494      | 2.508      | 2.746      | 2.690      | 2.479       | 2.548       | 2.690       | 31.155         |
| 55         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 56         | 2.512      | 1.000      | 1.702      | 2.479      | 1.702      | 2.494      | 1.000      | 1.702      | 1.702      | 2.479       | 1.000       | 1.686       | 21.455         |
| 57         | 3.814      | 2.594      | 1.000      | 3.792      | 1.000      | 3.814      | 2.508      | 1.000      | 1.000      | 3.792       | 2.548       | 1.000       | 27.862         |
| 58         | 1.649      | 1.757      | 1.702      | 1.622      | 1.702      | 1.622      | 1.697      | 1.702      | 1.702      | 1.622       | 1.725       | 1.686       | 20.185         |
| 59         | 3.814      | 2.594      | 1.000      | 3.792      | 1.000      | 3.814      | 2.508      | 1.000      | 1.000      | 3.792       | 2.548       | 1.000       | 27.862         |
| 60         | 3.814      | 3.832      | 1.000      | 3.792      | 1.000      | 3.814      | 3.758      | 1.000      | 1.000      | 3.792       | 3.792       | 1.000       | 31.594         |
| 61         | 1.649      | 1.757      | 1.702      | 1.622      | 1.000      | 1.622      | 1.697      | 1.702      | 1.702      | 1.622       | 1.725       | 1.686       | 19.484         |
| 62         | 3.814      | 2.594      | 2.708      | 3.792      | 2.708      | 3.814      | 2.508      | 2.746      | 2.690      | 3.792       | 2.548       | 2.690       | 36.404         |
| 63         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 64         | 2.512      | 1.000      | 2.708      | 2.479      | 2.708      | 2.494      | 1.000      | 2.746      | 2.690      | 2.479       | 1.000       | 2.690       | 26.505         |
| 65         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 66         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 67         | 3.814      | 2.594      | 2.708      | 3.792      | 2.708      | 3.814      | 2.508      | 2.746      | 2.690      | 3.792       | 2.548       | 2.690       | 36.404         |
| 68         | 2.512      | 3.832      | 2.708      | 2.479      | 2.708      | 2.494      | 3.758      | 2.746      | 2.690      | 2.479       | 3.792       | 2.690       | 34.887         |
| 69         | 3.814      | 3.832      | 2.708      | 3.792      | 2.708      | 3.814      | 3.758      | 2.746      | 2.690      | 3.792       | 3.792       | 2.690       | 40.136         |
| 70         | 2.512      | 3.832      | 2.708      | 2.479      | 2.708      | 2.494      | 3.758      | 2.746      | 2.690      | 2.479       | 3.792       | 2.690       | 34.887         |

| No. | Y.1   | Y.2   | Y.3   | Y.4   | Y.5   | Y.6   | Y.7   | Y.8   | Y.9   | Y.10  | Y.11  | Y.12  | Total Y |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| 71  | 3.814 | 3.832 | 2.708 | 3.792 | 2.708 | 3.814 | 2.508 | 2.746 | 2.690 | 3.792 | 3.792 | 2.690 | 38.885  |
| 72  | 2.512 | 1.757 | 1.000 | 2.479 | 1.000 | 2.494 | 1.697 | 1.702 | 1.000 | 2.479 | 1.725 | 1.000 | 20.844  |
| 73  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 74  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 75  | 2.512 | 3.832 | 1.000 | 2.479 | 1.000 | 2.494 | 3.758 | 1.000 | 1.000 | 2.479 | 3.792 | 1.000 | 26.345  |
| 76  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 77  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 78  | 2.512 | 1.757 | 1.000 | 2.479 | 1.702 | 2.494 | 1.697 | 1.000 | 1.000 | 2.479 | 1.725 | 1.000 | 20.844  |
| 79  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 80  | 3.814 | 3.832 | 1.000 | 3.792 | 1.000 | 3.814 | 3.758 | 1.000 | 1.000 | 3.792 | 3.792 | 1.000 | 31.594  |
| 81  | 3.814 | 3.832 | 1.000 | 3.792 | 1.000 | 3.814 | 3.758 | 1.000 | 1.000 | 3.792 | 3.792 | 1.000 | 31.594  |
| 82  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 83  | 2.512 | 3.832 | 2.708 | 2.479 | 2.708 | 2.494 | 3.758 | 2.746 | 2.690 | 2.479 | 3.792 | 2.690 | 34.887  |
| 84  | 2.512 | 3.832 | 1.000 | 2.479 | 1.000 | 2.494 | 3.758 | 1.000 | 1.000 | 2.479 | 3.792 | 1.000 | 26.345  |
| 85  | 2.512 | 2.594 | 4.182 | 2.479 | 4.182 | 2.494 | 2.508 | 2.746 | 4.135 | 2.479 | 2.548 | 2.690 | 35.549  |



## 7. Tabulasi Data Analisis Regresi Linier Berganda

| No. | X <sub>1</sub> | X <sub>2</sub> | Y      |
|-----|----------------|----------------|--------|
| 1   | 33.976         | 29.566         | 34.887 |
| 2   | 34.531         | 24.747         | 33.948 |
| 3   | 41.322         | 29.523         | 38.598 |
| 4   | 48.263         | 29.523         | 38.598 |
| 5   | 48.263         | 29.538         | 31.753 |
| 6   | 39.152         | 24.747         | 31.753 |
| 7   | 34.531         | 25.775         | 28.684 |
| 8   | 47.167         | 23.475         | 31.155 |
| 9   | 24.212         | 12.145         | 22.613 |
| 10  | 48.263         | 28.298         | 36.339 |
| 11  | 34.531         | 29.460         | 32.635 |
| 12  | 48.263         | 27.158         | 27.707 |
| 13  | 47.708         | 29.544         | 43.846 |
| 14  | 49.434         | 29.523         | 43.055 |
| 15  | 48.263         | 28.384         | 36.404 |
| 16  | 39.193         | 22.700         | 36.404 |
| 17  | 48.263         | 29.481         | 42.372 |
| 18  | 47.167         | 24.778         | 36.404 |
| 19  | 22.151         | 14.566         | 23.056 |
| 20  | 48.338         | 29.523         | 42.330 |
| 21  | 23.579         | 23.469         | 27.862 |
| 22  | 23.579         | 12.933         | 21.384 |
| 23  | 48.263         | 21.160         | 31.155 |
| 24  | 18.085         | 14.566         | 27.862 |
| 25  | 48.300         | 29.566         | 40.984 |
| 26  | 45.984         | 29.464         | 27.262 |
| 27  | 45.984         | 29.523         | 40.136 |
| 28  | 47.563         | 28.238         | 31.155 |
| 29  | 17.313         | 12.876         | 19.488 |
| 30  | 47.563         | 27.050         | 31.155 |
| 31  | 39.193         | 28.384         | 26.105 |
| 32  | 47.099         | 28.225         | 40.136 |
| 33  | 23.579         | 15.179         | 23.634 |
| 34  | 44.910         | 27.251         | 31.155 |
| 35  | 39.193         | 24.735         | 28.924 |
| 36  | 48.269         | 28.257         | 40.136 |
| 37  | 48.300         | 28.384         | 36.404 |
| 38  | 44.772         | 28.257         | 40.136 |
| 39  | 44.772         | 27.251         | 28.924 |
| 40  | 23.579         | 15.179         | 23.634 |
| 41  | 41.460         | 27.124         | 31.155 |
| 42  | 22.808         | 13.796         | 25.192 |
| 43  | 33.221         | 23.475         | 31.155 |
| 44  | 41.868         | 29.474         | 28.924 |

| No. | X <sub>1</sub> | X <sub>2</sub> | Y      |
|-----|----------------|----------------|--------|
| 45  | 34.531         | 21.160         | 28.924 |
| 46  | 32.193         | 20.697         | 28.924 |
| 47  | 44.772         | 25.900         | 31.155 |
| 48  | 39.077         | 28.257         | 36.404 |
| 49  | 23.579         | 15.179         | 27.984 |
| 50  | 41.816         | 28.257         | 31.155 |
| 51  | 21.216         | 12.145         | 22.613 |
| 52  | 44.772         | 23.960         | 31.155 |
| 53  | 41.816         | 21.160         | 27.862 |
| 54  | 44.813         | 21.160         | 31.155 |
| 55  | 48.265         | 28.257         | 40.136 |
| 56  | 23.579         | 13.008         | 21.455 |
| 57  | 34.531         | 25.783         | 27.862 |
| 58  | 17.602         | 13.031         | 20.185 |
| 59  | 39.193         | 25.910         | 27.862 |
| 60  | 44.813         | 21.160         | 31.594 |
| 61  | 17.470         | 13.044         | 19.484 |
| 62  | 44.772         | 25.910         | 36.404 |
| 63  | 44.910         | 28.257         | 40.136 |
| 64  | 21.169         | 21.160         | 26.505 |
| 65  | 43.739         | 28.257         | 40.136 |
| 66  | 44.910         | 28.257         | 40.136 |
| 67  | 43.739         | 25.775         | 36.404 |
| 68  | 41.460         | 21.160         | 34.887 |
| 69  | 44.772         | 28.257         | 40.136 |
| 70  | 41.460         | 28.225         | 34.887 |
| 71  | 44.772         | 28.384         | 38.885 |
| 72  | 15.358         | 12.088         | 20.844 |
| 73  | 41.460         | 25.910         | 34.887 |
| 74  | 48.281         | 28.225         | 34.887 |
| 75  | 20.001         | 18.551         | 26.345 |
| 76  | 44.772         | 25.910         | 34.887 |
| 77  | 41.460         | 29.003         | 34.887 |
| 78  | 19.408         | 12.088         | 20.844 |
| 79  | 44.772         | 27.158         | 34.887 |
| 80  | 34.531         | 21.160         | 31.594 |
| 81  | 30.869         | 21.160         | 31.594 |
| 82  | 34.531         | 25.910         | 34.887 |
| 83  | 44.910         | 25.942         | 34.887 |
| 84  | 19.445         | 15.954         | 26.345 |
| 85  | 44.772         | 28.225         | 35.549 |

**Lampiran 04. Hasil Output SPSS**

**1. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Gaya Kepemimpinan**

**Output SPSS Uji Validitas Kuesioner Gaya Kepemimpinan**

|      |                     | Correlations |       |       |       |       |       |       |       |        |           |           |           |           |          |
|------|---------------------|--------------|-------|-------|-------|-------|-------|-------|-------|--------|-----------|-----------|-----------|-----------|----------|
|      |                     | X1.1         | X1.2  | X1.3  | X1.4  | X1.5  | X1.6  | X1.7  | X1.8  | X1.9   | X1.1<br>0 | X1.1<br>1 | X1.1<br>2 | X1.1<br>3 | Total_X1 |
| X1.1 | Pearson Correlation | 1            | .148  | .186  | .281  | .318  | .379* | .244  | .353  | .168   | .397*     | .275      | .191      | .172      | .507**   |
|      | Sig. (2-tailed)     |              | .434  | .325  | .132  | .087  | .039  | .194  | .055  | .374   | .030      | .141      | .313      | .364      | .004     |
|      | N                   | 30           | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30        | 30        | 30        | 30        | 30       |
| X1.2 | Pearson Correlation | .148         | 1     | .454* | .553* | .355  | .349  | .309  | .439* | .527** | .343      | .407*     | .303      | .308      | .676**   |
|      | Sig. (2-tailed)     | .434         |       | .012  | .002* | .054  | .059  | .096  | .015  | .003   | .063      | .026      | .103      | .098      | .000     |
|      | N                   | 30           | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30        | 30        | 30        | 30        | 30       |
| X1.3 | Pearson Correlation | .186         | .454* | 1     | .128  | .436* | .663* | .202  | .614* | .116   | .413*     | .654*     | .089      | .449*     | .666**   |
|      | Sig. (2-tailed)     | .325         | .012  |       | .501  | .016  | .000* | .286  | .000* | .543   | .023      | .000*     | .639      | .013      | .000     |
|      | N                   | 30           | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30        | 30        | 30        | 30        | 30       |
| X1.4 | Pearson Correlation | .281         | .553* | .128  | 1     | .330  | -.012 | .634* | .281  | .826** | .328      | -.019     | .649*     | .184      | .635**   |
|      | Sig. (2-tailed)     | .132         | .002* | .501  |       | .075  | .948  | .000* | .133  | .000   | .077      | .922      | .000      | .330      | .000     |

|      |                     |       |      |            |       |      |      |      |            |      |            |            |       |            |        |
|------|---------------------|-------|------|------------|-------|------|------|------|------------|------|------------|------------|-------|------------|--------|
|      | N                   | 30    | 30   | 30         | 30    | 30   | 30   | 30   | 30         | 30   | 30         | 30         | 30    | 30         | 30     |
| X1.5 | Pearson Correlation | .318  | .355 | .436*      | .330  | 1    | .281 | .232 | .731*<br>* | .355 | .818*<br>* | .285       | .046  | .661*<br>* | .718** |
|      | Sig. (2-tailed)     | .087  | .054 | .016       | .075  |      | .132 | .218 | .000       | .054 | .000       | .127       | .810  | .000       | .000   |
|      | N                   | 30    | 30   | 30         | 30    | 30   | 30   | 30   | 30         | 30   | 30         | 30         | 30    | 30         | 30     |
| X1.6 | Pearson Correlation | .379* | .349 | .663*<br>* | -.012 | .281 | 1    | .112 | .397*<br>* | .202 | .280       | .827*<br>* | -.037 | .190       | .572** |



|       |                     |       |       |       |       |       |       |       |       |       |       |       |       |        |        |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|
|       | Sig. (2-tailed)     | .039  | .059  | .000  | .948  | .132  |       | .556  | .030  | .284  | .134  | .000  | .844  | .315   | .001   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30     |
| X1.7  | Pearson Correlation | .244  | .309  | .202  | .634* | .232  | .112  | 1     | .355  | .598* | .367* | .008  | .745* | .093   | .602** |
|       | Sig. (2-tailed)     | .194  | .096  | .286  | .000  | .218  | .556  |       | .054  | .000  | .046  | .967  | .000  | .624   | .000   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30     |
| X1.8  | Pearson Correlation | .353  | .439* | .614* | .281  | .731* | .397* | .355  | 1     | .216  | .729* | .407* | .210  | .846** | .808** |
|       | Sig. (2-tailed)     | .055  | .015  | .000  | .133  | .000  | .030  | .054  |       | .251  | .000  | .025  | .265  | .000   | .000   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30     |
| X1.9  | Pearson Correlation | .168  | .527* | .116  | .826* | .355  | .202  | .598* | .216  | 1     | .329  | -.002 | .543* | .030   | .605** |
|       | Sig. (2-tailed)     | .374  | .003  | .543  | .000  | .054  | .284  | .000  | .251  |       | .076  | .990  | .002  | .876   | .000   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30     |
| X1.10 | Pearson Correlation | .397* | .343  | .413* | .328  | .818* | .280  | .367* | .729* | .329  | 1     | .284  | .178  | .668** | .754** |
|       | Sig. (2-tailed)     | .030  | .063  | .023  | .077  | .000  | .134  | .046  | .000  | .076  |       | .128  | .346  | .000   | .000   |
|       | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30     |
| X1.11 | Pearson Correlation | .275  | .407* | .654* | -.019 | .285  | .827* | .008  | .407* | -.002 | .284  | 1     | -.139 | .297   | .529** |
|       | Sig. (2-tailed)     | .141  | .026  | .000  | .922  | .127  | .000  | .967  | .025  | .990  | .128  |       | .463  | .111   | .003   |

|       |                     |      |      |       |       |       |       |       |       |       |       |       |       |       |        |
|-------|---------------------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|       | N                   | 30   | 30   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| X1.12 | Pearson Correlation | .191 | .303 | .089  | .649* | .046  | -.037 | .745* | .210  | .543* | .178  | -.139 | 1     | -.048 | .459*  |
|       | Sig. (2-tailed)     | .313 | .103 | .639  | .000  | .810  | .844  | .000  | .265  | .002  | .346  | .463  |       | .801  | .011   |
|       | N                   | 30   | 30   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |
| X1.13 | Pearson Correlation | .172 | .308 | .449* | .184  | .661* | .190  | .093  | .846* | .030  | .668* | .297  | -.048 | 1     | .594** |
|       | Sig. (2-tailed)     | .364 | .098 | .013  | .330  | .000  | .315  | .624  | .000  | .876  | .000  | .111  | .801  |       | .001   |
|       | N                   | 30   | 30   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     |





|                             |       |       |       |       |       |       |       |       |        |       |       |       |       |    |
|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|----|
| Total_X Pearson Correlation | .507* | .676* | .666* | .635* | .718* | .572* | .602* | .808* | .605** | .754* | .529* | .459* | .594* | 1  |
| 1                           | *     | *     | *     | *     | *     | *     | *     | *     | *      | *     | *     | *     | *     |    |
| Sig. (2-tailed)             | .004  | .000  | .000  | .000  | .000  | .001  | .000  | .000  | .000   | .000  | .003  | .011  | .001  |    |
| N                           | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30     | 30    | 30    | 30    | 30    | 30 |

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

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

**Output SPSS Uji Reliabilitas Kuesioner Gaya Kepemimpinan**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .870             | 13         |





|      |                     |      |      |        |      |      |    |       |      |        |
|------|---------------------|------|------|--------|------|------|----|-------|------|--------|
| X2.6 | Pearson Correlation | .184 | .292 | .569** | .265 | .214 | 1  | .386* | .169 | .588** |
|      | Sig. (2-tailed)     | .329 | .118 | .001   | .157 | .257 |    | .035  | .373 | .001   |
|      | N                   | 30   | 30   | 30     | 30   | 30   | 30 | 30    | 30   | 30     |



|          |                     |        |        |        |        |        |        |        |        |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2.7     | Pearson Correlation | .193   | .058   | .442*  | .576** | .524** | .386*  | 1      | .651** | .735** |
|          | Sig. (2-tailed)     | .306   | .759   | .014   | .001   | .003   | .035   |        | .000   | .000   |
|          | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.8     | Pearson Correlation | .377*  | .361*  | .280   | .556** | .729** | .169   | .651** | 1      | .789** |
|          | Sig. (2-tailed)     | .040   | .050   | .134   | .001   | .000   | .373   | .000   |        | .000   |
|          | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Total_X2 | Pearson Correlation | .518** | .511** | .677** | .677** | .737** | .588** | .735** | .789** | 1      |
|          | Sig. (2-tailed)     | .003   | .004   | .000   | .000   | .000   | .001   | .000   | .000   |        |
|          | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

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

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

### Output SPSS Uji Reliabilitas Kuesioner Kompetensi Pegawai

#### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .810       | 8          |



|     |                     |      |       |        |        |      |      |      |        |        |        |      |       |        |
|-----|---------------------|------|-------|--------|--------|------|------|------|--------|--------|--------|------|-------|--------|
| Y.5 | Pearson Correlation | .221 | .450* | .363*  | .356   | 1    | .277 | .333 | .588** | .847** | .197   | .168 | .435* | .677** |
|     | Sig. (2-tailed)     | .241 | .013  | .049   | .054   |      | .138 | .072 | .001   | .000   | .297   | .374 | .016  | .000   |
|     | N                   | 30   | 30    | 30     | 30     | 30   | 30   | 30   | 30     | 30     | 30     | 30   | 30    | 30     |
| Y.6 | Pearson Correlation | .158 | .255  | .541** | .594** | .277 | 1    | .250 | .461*  | .198   | .885** | .319 | .272  | .675** |
|     | Sig. (2-tailed)     | .405 | .174  | .002   | .001   | .138 |      | .183 | .010   | .294   | .000   | .085 | .146  | .000   |
|     | N                   | 30   | 30    | 30     | 30     | 30   | 30   | 30   | 30     | 30     | 30     | 30   | 30    | 30     |



|      |                     |      |        |        |        |        |        |        |        |        |       |        |        |        |
|------|---------------------|------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|
| Y.7  | Pearson Correlation | .255 | .468** | .656** | .423*  | .333   | .250   | 1      | .131   | .413*  | .113  | .609** | .234   | .638** |
|      | Sig. (2-tailed)     | .174 | .009   | .000   | .020   | .072   | .183   |        | .491   | .023   | .551  | .000   | .213   | .000   |
|      | N                   | 30   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30     |
| Y.8  | Pearson Correlation | .288 | .598** | .258   | .479** | .588** | .461*  | .131   | 1      | .488** | .391* | .251   | .815** | .745** |
|      | Sig. (2-tailed)     | .123 | .000   | .169   | .007   | .001   | .010   | .491   |        | .006   | .032  | .181   | .000   | .000   |
|      | N                   | 30   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30     |
| Y.9  | Pearson Correlation | .333 | .423*  | .353   | .418*  | .847** | .198   | .413*  | .488** | 1      | .115  | .108   | .357   | .654** |
|      | Sig. (2-tailed)     | .072 | .020   | .055   | .022   | .000   | .294   | .023   | .006   |        | .545  | .572   | .053   | .000   |
|      | N                   | 30   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30     |
| Y.10 | Pearson Correlation | .181 | .183   | .395*  | .459*  | .197   | .885** | .113   | .391*  | .115   | 1     | .165   | .262   | .563** |
|      | Sig. (2-tailed)     | .340 | .334   | .031   | .011   | .297   | .000   | .551   | .032   | .545   |       | .384   | .162   | .001   |
|      | N                   | 30   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30     |
| Y.11 | Pearson Correlation | .205 | .483** | .561** | .313   | .168   | .319   | .609** | .251   | .108   | .165  | 1      | .312   | .589** |
|      | Sig. (2-tailed)     | .278 | .007   | .001   | .092   | .374   | .085   | .000   | .181   | .572   | .384  |        | .094   | .001   |
|      | N                   | 30   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30     |
| Y.12 | Pearson Correlation | .307 | .637** | .150   | .307   | .435*  | .272   | .234   | .815** | .357   | .262  | .312   | 1      | .661** |

|        |                 |       |        |        |        |        |        |        |        |        |        |        |        |      |
|--------|-----------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------|
|        | Sig. (2-tailed) | .099  | .000   | .428   | .099   | .016   | .146   | .213   | .000   | .053   | .162   | .094   |        | .000 |
|        | N               | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30   |
| Total_ | Pearson         | .449* | .672** | .680** | .697** | .677** | .675** | .638** | .745** | .654** | .563** | .589** | .661** | 1    |
| Y      | Correlation     |       |        |        |        |        |        |        |        |        |        |        |        |      |
|        | Sig. (2-tailed) | .013  | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .001   | .001   | .000   |      |
|        | N               | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30   |

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

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





### Output SPSS Uji Reliabilitas Kuesioner Kinerja Pegawai

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .870             | 12         |

#### Reliability Statistics



#### 4. Output SPSS Uji Asumsi Klasik

##### Hasil Uji Normalitas

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

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 85                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .000000C                |
|                                  | Std. Deviation | 3.48612396              |
| Most Extreme Differences         | Absolute       | .081                    |
|                                  | Positive       | .043                    |
|                                  | Negative       | -.081                   |
| Test Statistic                   |                | .081                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

##### Hasil Uji Multikolinieritas

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

|       |    | Collinearity Statistics |       |
|-------|----|-------------------------|-------|
| Model |    | Tolerance               | VI F  |
| 1     | X1 | .253                    | 3.947 |
|       | X2 | .253                    | 3.947 |

- a. Dependent Variable: Y

##### Hasil Uji Heteroskedastisitas

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

|                | Standardize  |  |
|----------------|--------------|--|
| Unstandardized | d            |  |
|                | Coefficients |  |

| Model |            | Coefficients |            | Beta | t     | Sig. |
|-------|------------|--------------|------------|------|-------|------|
|       |            | B            | Std. Error |      |       |      |
| 1     | (Constant) | -.909        | .947       |      | -.961 | .340 |
|       | X1         | .010         | .042       | .049 | .244  | .808 |
|       | X2         | .135         | .076       | .356 | 1.767 | .081 |

a. Dependent Variable: ABS



## 5. Output SPSS Analisis Regresi Linier Berganda

### Model Summary

| Model | R    | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics |     |     | Sig. F Change |
|-------|------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|
|       |      |          |                   |                            |                 | F Change          | df1 | df2 |               |
| 1     | .828 | .686     | .678              | 3.5283                     | .686            | 89.484            | 2   | 82  | .000          |

a. Predictors: (Constant), X2, X1

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig. |
|-------|------------|----------------|----|-------------|--------|------|
| 1     | Regression | 2228.067       | 2  | 1114.034    | 89.484 | .000 |
|       | Residual   | 1020.857       | 82 | 12.449      |        |      |
|       | Total      | 3248.924       | 84 |             |        |      |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |            |         |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|------------|---------|
|       |            | B                           | Std. Error |                           |       |      | Beta         | Zero-order | Partial |
| 1     | (Constant) | 10.770                      | 1.661      |                           | 6.484 | .000 |              |            |         |
|       | X1         | .219                        | .074       | .364                      | 2.961 | .004 | .790         | .311       | .183    |
|       | X2         | .537                        | .134       | .493                      | 4.008 | .000 | .808         | .405       | .248    |

a. Dependent Variable: Y

Lampiran 05 Dokumentasi





## RIWAYAT HIDUP



Putu Rika Arioni lahir di Tamblang pada tanggal 4 juni 2000. Penulis lahir dari pasangan suami istri Ketut Sidiassa dan Made Sukardiasih. Penulis berkebangsaan Indonesia dan beragama Hindu. Kini penulis beralamat di Banjar Dinas Tangkid Desa Tamblang, Kecamatan Kubutambahan, Kabupaten Buleleng, Provinsi Bali. Penulis menyelesaikan pendidikan dasar di TK Bina Putra pada tahun 2006, SD Negeri 5 Tamblang dan lulus pada tahun 2012. Kemudian penulis melanjutkan di SMP Negeri 2 Kubutambahan dan lulus pada tahun 2015. Pada tahun 2018, penulis lulus dari SMA Negeri 1 Kubutambahan dan melanjutkan ke Jurusan Manajemen di Universitas Pendidikan Ganesha. Pada semester 8 penulis telah menyelesaikan Skripsi yang berjudul “Pengaruh Gaya Kepemimpinan Dan Kompetensi Pegawai Terhadap Kinerja Pegawai Pada Lembaga Perkreditan Desa Di Kecamatan Kubutambahan”

