**Lampiran 01. Kuisioner Penelitian**

**KUESIONER PENELITIAN**

**PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT BAYU JAYA KUSUMA BALI**

Kepada

Yth. Bapak/Ibu, Saudara/i

Hal :Pengisian Kuesioner

Dengan Hormat,

Dalam rangka menyelesaikan studi di Undiksha pada Jurusan Manajemen, dengan ini saya mengadakan penelitian yang berjudul **"Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Bayu Jaya Kusuma Bali"**

Maka dengan ini, saya mohon kesediaan Bapak/Ibu, Saudara/i untuk berkenan mengisi kuesioner ini. Atas kesediaan Bapak/Ibu, Saudara/i untuk berkenan mengisi kuesioner ini. Atas kesediaan dan bantuan Bapak/Ibu, Saudara/i yang turut berpartisipasi dalam mengisi kuesioner penelitian ini, saya ucapkan terimakasih.

Singaraja, Februari 2022
Peneliti,

Kadek Jimmy Lorensa
NIM. 1717041240

**A. Identitas Responden**

Nama :

Jenis Kelamin : (_____) 1. Laki-laki 2.Perempuan

Umur : _____ Tahun

Jabatan :

Pengalamandan lama bekerja : _____ Bulan / Tahun

**B. Petunjuk Pengisian Kuisioner**

1) Sebelum mengisi kuesioner ini, mohon Bapak/Ibu membaca setiap butir pertanyaan dengan cermat.
2) Bapak/Ibu tinggal beri tanda check list( √ ) pada kolom yang sesuai dengan pilihan.
3) Untuk setiap butir pertanyaan hanya diperbolehkan memilih satu alternatif jawaban.
4) Jika ada kesalahan dalam memilih alternatif jawaban,beri tanda (X) pada kolom yang salah kemudian beri tanda check list( √ ) pada kolom yang sesuai.
5) Semua pertanyaan yang ada, mohon di jawab tanpa ada satupun yang terlewat.

   Keterangan Jawaban

   a) STS : Sangat Tidak Setuju
   b) TS : Tidak Setuju
   c) KS : Kurang Setuju
   d) S : Setuju
   e) SS : Setuju

**C. Draft Pernyataan**

**Kinerja**

| No. | Pernyataan | STS | TS | KS | S | SS |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya merasa bahwa hasil kualitas pekerjaan saya sesuai dengan keterampilan yang saya miliki | | | | | |
| 2 | Saya mampu mencapai target | | | | | |

| No. | Pernyataan | STS | TS | KS | S | SS |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| | pekerjaan yang telah ditetapkan atasan saya | | | | | |
| 3 | Saya selalu mengoptimalkan tenaga dan pikiran atau konsentrasi saya secara penuh untuk efektivitas bekerja | | | | | |

**Kompensasi**

| No. | Pernyataan | STS | TS | KS | S | SS |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya merasa bahwa gaji yang saya terima sesuai dengan tanggung jawab saya | | | | | |
| 2 | Saya merasa bahwa insentif yang diterima sesuai dengan pencapaian kerja selama ini | | | | | |
| 3 | Saya merasakan fasilitas yang telah diberikan perusahaan sesuai dengan pekerjaan saya | | | | | |
| 4 | Saya merasa puas dengan jaminan sosial tenaga kerja yang diberikan perusahaan | | | | | |

**Disiplin Kerja**

| No. | Pernyataan | STS | TS | KS | S | SS |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya hadir ditempat bekerja tepat waktu sebelum jam kerja yang telah ditetapkan | | | | | |
| 2 | Saya selalu mengenakan pakaian kerja atau seragam yang telah ditetapkan perusahaan | | | | | |
| 3 | Saya selalu mengikuti aturan yang berlaku yang telah ditetapkan perusahaan | | | | | |

**Lampiran 02. Data Kuisioner Skala Ordinal dan Skala Interval**

**1. Skala Ordinal**

| NO | X1.1 | X1.2 | X1.3 | X1.4 | TX1 |
|---|---|---|---|---|---|
| 1 | 5 | 5 | 4 | 5 | 19 |
| 2 | 5 | 5 | 5 | 5 | 20 |
| 3 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 5 | 20 |
| 6 | 5 | 5 | 5 | 4 | 19 |
| 7 | 5 | 5 | 4 | 5 | 19 |
| 8 | 5 | 5 | 5 | 5 | 20 |
| 9 | 4 | 5 | 4 | 5 | 18 |
| 10 | 5 | 5 | 5 | 5 | 20 |
| 11 | 5 | 4 | 5 | 4 | 18 |
| 12 | 4 | 4 | 4 | 4 | 16 |
| 13 | 5 | 5 | 5 | 4 | 19 |
| 14 | 4 | 5 | 4 | 4 | 17 |
| 15 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 4 | 4 | 4 | 16 |
| 17 | 5 | 5 | 4 | 5 | 19 |
| 18 | 5 | 5 | 5 | 4 | 19 |
| 19 | 3 | 4 | 5 | 5 | 17 |
| 20 | 1 | 1 | 1 | 1 | 4 |
| 21 | 4 | 4 | 4 | 5 | 17 |
| 22 | 5 | 5 | 4 | 4 | 18 |
| 23 | 4 | 3 | 4 | 4 | 15 |
| 24 | 5 | 5 | 5 | 5 | 20 |
| 25 | 5 | 5 | 5 | 5 | 20 |
| 26 | 5 | 4 | 4 | 4 | 17 |
| 27 | 4 | 4 | 4 | 4 | 16 |
| 28 | 4 | 4 | 4 | 4 | 16 |
| 29 | 4 | 4 | 4 | 4 | 16 |
| 30 | 4 | 4 | 4 | 4 | 16 |
| 31 | 4 | 5 | 4 | 4 | 17 |
| 32 | 5 | 4 | 5 | 4 | 18 |
| 33 | 4 | 4 | 5 | 4 | 17 |
| 34 | 4 | 4 | 4 | 4 | 16 |
| 35 | 5 | 5 | 5 | 5 | 20 |
| 36 | 5 | 5 | 5 | 5 | 20 |

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| 37 | 4 | 4 | 4 | 4 | 16 |
| 38 | 1 | 1 | 1 | 1 | 4 |
| 39 | 5 | 4 | 4 | 4 | 17 |
| 40 | 4 | 4 | 4 | 4 | 16 |
| 41 | 5 | 4 | 5 | 5 | 19 |
| 42 | 4 | 4 | 4 | 4 | 16 |
| 43 | 4 | 4 | 4 | 5 | 17 |
| 44 | 4 | 4 | 4 | 4 | 16 |
| 45 | 4 | 5 | 4 | 4 | 17 |
| 46 | 5 | 5 | 5 | 5 | 20 |
| 47 | 5 | 5 | 5 | 5 | 20 |
| 48 | 5 | 5 | 5 | 4 | 19 |
| 49 | 4 | 5 | 5 | 4 | 18 |
| 50 | 4 | 4 | 4 | 4 | 16 |
| 51 | 4 | 4 | 4 | 4 | 16 |
| 52 | 4 | 4 | 4 | 4 | 16 |
| 53 | 4 | 4 | 4 | 4 | 16 |
| 54 | 5 | 4 | 5 | 4 | 18 |
| 55 | 5 | 4 | 5 | 4 | 18 |
| 56 | 5 | 5 | 5 | 5 | 20 |
| 57 | 4 | 4 | 4 | 4 | 16 |
| 58 | 5 | 5 | 4 | 5 | 19 |
| 59 | 5 | 5 | 5 | 5 | 20 |
| 60 | 4 | 4 | 4 | 4 | 16 |
| 61 | 4 | 4 | 4 | 4 | 16 |
| 62 | 5 | 5 | 5 | 5 | 20 |
| 63 | 5 | 5 | 5 | 5 | 20 |
| 64 | 5 | 4 | 5 | 5 | 19 |
| 65 | 5 | 5 | 5 | 5 | 20 |
| 66 | 5 | 5 | 4 | 4 | 18 |
| 67 | 4 | 4 | 4 | 4 | 16 |
| 68 | 4 | 4 | 4 | 4 | 16 |
| 69 | 5 | 5 | 5 | 4 | 19 |
| 70 | 4 | 4 | 5 | 3 | 16 |
| 71 | 5 | 5 | 5 | 5 | 20 |
| 72 | 5 | 4 | 5 | 5 | 19 |
| 73 | 4 | 4 | 4 | 4 | 16 |
| 74 | 5 | 5 | 5 | 5 | 20 |
| 75 | 5 | 5 | 5 | 5 | 20 |
| 76 | 5 | 5 | 5 | 4 | 19 |
| 77 | 5 | 5 | 5 | 4 | 19 |

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| 78 | 5 | 4 | 5 | 4 | 18 |
| 79 | 5 | 5 | 5 | 5 | 20 |
| 80 | 5 | 5 | 4 | 5 | 19 |
| 81 | 5 | 5 | 4 | 4 | 18 |
| 82 | 5 | 5 | 5 | 5 | 20 |
| 83 | 4 | 4 | 4 | 4 | 16 |
| 84 | 5 | 5 | 4 | 4 | 18 |
| 85 | 4 | 4 | 5 | 4 | 17 |
| 86 | 4 | 4 | 4 | 4 | 16 |
| 87 | 4 | 5 | 4 | 4 | 17 |
| 88 | 5 | 5 | 5 | 5 | 20 |
| 89 | 5 | 5 | 5 | 5 | 20 |
| 90 | 4 | 4 | 4 | 4 | 16 |
| 91 | 4 | 4 | 4 | 4 | 16 |
| 92 | 4 | 4 | 4 | 4 | 16 |
| 93 | 5 | 5 | 5 | 5 | 20 |
| 94 | 1 | 1 | 1 | 1 | 4 |
| 95 | 4 | 5 | 4 | 5 | 18 |
| 96 | 5 | 5 | 5 | 3 | 18 |
| 97 | 5 | 4 | 5 | 5 | 19 |
| 98 | 5 | 5 | 5 | 5 | 20 |
| 99 | 4 | 4 | 4 | 4 | 16 |
| 100 | 4 | 5 | 5 | 4 | 18 |
| 101 | 5 | 5 | 5 | 5 | 20 |
| 102 | 4 | 4 | 4 | 3 | 15 |
| 103 | 5 | 5 | 4 | 5 | 19 |
| 104 | 4 | 4 | 4 | 4 | 16 |
| 105 | 5 | 5 | 5 | 5 | 20 |
| 106 | 4 | 3 | 4 | 4 | 15 |
| 107 | 5 | 5 | 5 | 5 | 20 |
| 108 | 5 | 5 | 4 | 5 | 19 |
| 109 | 5 | 5 | 5 | 5 | 20 |
| 110 | 4 | 4 | 4 | 4 | 16 |
| 111 | 4 | 4 | 4 | 4 | 16 |
| 112 | 5 | 5 | 5 | 5 | 20 |
| 113 | 5 | 5 | 5 | 4 | 19 |
| 114 | 5 | 5 | 4 | 5 | 19 |
| 115 | 5 | 5 | 5 | 5 | 20 |
| 116 | 4 | 5 | 4 | 5 | 18 |
| 117 | 5 | 5 | 5 | 5 | 20 |
| 118 | 5 | 4 | 5 | 4 | 18 |

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| 119 | 4 | 4 | 4 | 4 | 16 |
| 120 | 5 | 5 | 5 | 4 | 19 |
| 121 | 4 | 5 | 4 | 4 | 17 |
| 122 | 4 | 4 | 4 | 4 | 16 |
| 123 | 4 | 4 | 4 | 4 | 16 |
| 124 | 5 | 5 | 4 | 5 | 19 |
| 125 | 5 | 5 | 5 | 4 | 19 |
| 126 | 3 | 4 | 5 | 5 | 17 |
| 127 | 1 | 1 | 1 | 1 | 4 |
| 128 | 4 | 4 | 4 | 5 | 17 |
| 129 | 5 | 5 | 4 | 4 | 18 |
| 130 | 4 | 3 | 4 | 4 | 15 |
| 131 | 5 | 5 | 5 | 5 | 20 |
| 132 | 5 | 5 | 5 | 5 | 20 |
| 133 | 5 | 4 | 4 | 4 | 17 |
| 134 | 4 | 4 | 4 | 4 | 16 |
| 135 | 4 | 4 | 4 | 4 | 16 |

| NO | X2.1 | X2.2 | X2.3 | TX2 |
|---|---|---|---|---|
| 1 | 3 | 4 | 5 | 12 |
| 2 | 4 | 5 | 2 | 11 |
| 3 | 4 | 4 | 3 | 11 |
| 4 | 4 | 4 | 3 | 11 |
| 5 | 4 | 5 | 1 | 10 |
| 6 | 5 | 5 | 3 | 13 |
| 7 | 4 | 5 | 1 | 10 |
| 8 | 5 | 5 | 1 | 11 |
| 9 | 4 | 4 | 2 | 10 |
| 10 | 5 | 5 | 3 | 13 |
| 11 | 4 | 5 | 2 | 11 |
| 12 | 4 | 4 | 3 | 11 |
| 13 | 3 | 5 | 2 | 10 |
| 14 | 4 | 5 | 3 | 12 |
| 15 | 4 | 4 | 3 | 11 |
| 16 | 4 | 4 | 2 | 10 |
| 17 | 4 | 5 | 1 | 10 |
| 18 | 5 | 5 | 3 | 13 |
| 19 | 5 | 5 | 2 | 12 |
| 20 | 4 | 4 | 2 | 10 |
| 21 | 5 | 4 | 3 | 12 |
| 22 | 5 | 4 | 2 | 11 |

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| 23 | 5 | 4 | 3 | 12 |
| 24 | 4 | 5 | 3 | 12 |
| 25 | 4 | 5 | 2 | 11 |
| 26 | 4 | 4 | 2 | 10 |
| 27 | 4 | 4 | 3 | 11 |
| 28 | 3 | 4 | 3 | 10 |
| 29 | 4 | 5 | 2 | 11 |
| 30 | 4 | 4 | 3 | 11 |
| 31 | 4 | 5 | 2 | 11 |
| 32 | 3 | 4 | 2 | 9 |
| 33 | 4 | 4 | 2 | 10 |
| 34 | 2 | 4 | 2 | 8 |
| 35 | 5 | 4 | 1 | 10 |
| 36 | 5 | 5 | 3 | 13 |
| 37 | 5 | 5 | 2 | 12 |
| 38 | 3 | 5 | 2 | 10 |
| 39 | 5 | 4 | 2 | 11 |
| 40 | 4 | 4 | 2 | 10 |
| 41 | 4 | 5 | 1 | 10 |
| 42 | 4 | 4 | 2 | 10 |
| 43 | 4 | 5 | 2 | 11 |
| 44 | 3 | 4 | 2 | 9 |
| 45 | 3 | 5 | 2 | 10 |
| 46 | 5 | 4 | 1 | 10 |
| 47 | 5 | 5 | 1 | 11 |
| 48 | 5 | 5 | 2 | 12 |
| 49 | 5 | 5 | 2 | 12 |
| 50 | 4 | 4 | 3 | 11 |
| 51 | 4 | 5 | 2 | 11 |
| 52 | 4 | 4 | 2 | 10 |
| 53 | 3 | 4 | 2 | 9 |
| 54 | 4 | 5 | 2 | 11 |
| 55 | 4 | 4 | 2 | 10 |
| 56 | 4 | 5 | 1 | 10 |
| 57 | 4 | 4 | 3 | 11 |
| 58 | 5 | 5 | 3 | 13 |
| 59 | 5 | 5 | 2 | 12 |
| 60 | 4 | 4 | 3 | 11 |
| 61 | 4 | 4 | 3 | 11 |
| 62 | 3 | 4 | 1 | 8 |
| 63 | 3 | 5 | 2 | 10 |

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| 64 | 5 | 5 | 3 | 13 |
| 65 | 1 | 5 | 2 | 8 |
| 66 | 5 | 5 | 1 | 11 |
| 67 | 4 | 4 | 3 | 11 |
| 68 | 4 | 4 | 2 | 10 |
| 69 | 4 | 4 | 2 | 10 |
| 70 | 4 | 4 | 2 | 10 |
| 71 | 4 | 5 | 2 | 11 |
| 72 | 3 | 5 | 3 | 11 |
| 73 | 4 | 4 | 3 | 11 |
| 74 | 4 | 5 | 2 | 11 |
| 75 | 4 | 4 | 4 | 12 |
| 76 | 4 | 4 | 3 | 11 |
| 77 | 3 | 4 | 1 | 8 |
| 78 | 4 | 5 | 2 | 11 |
| 79 | 4 | 4 | 1 | 9 |
| 80 | 4 | 4 | 1 | 9 |
| 81 | 4 | 5 | 3 | 12 |
| 82 | 4 | 5 | 2 | 11 |
| 83 | 4 | 4 | 2 | 10 |
| 84 | 3 | 4 | 3 | 10 |
| 85 | 4 | 4 | 2 | 10 |
| 86 | 4 | 4 | 3 | 11 |
| 87 | 4 | 4 | 3 | 11 |
| 88 | 3 | 5 | 2 | 10 |
| 89 | 2 | 5 | 1 | 8 |
| 90 | 4 | 4 | 3 | 11 |
| 91 | 4 | 4 | 3 | 11 |
| 92 | 5 | 4 | 3 | 12 |
| 93 | 3 | 4 | 3 | 10 |
| 94 | 1 | 1 | 1 | 3 |
| 95 | 4 | 4 | 2 | 10 |
| 96 | 5 | 4 | 3 | 12 |
| 97 | 4 | 5 | 1 | 10 |
| 98 | 5 | 5 | 5 | 15 |
| 99 | 3 | 4 | 2 | 9 |
| 100 | 5 | 5 | 3 | 13 |
| 101 | 1 | 5 | 2 | 8 |
| 102 | 4 | 4 | 4 | 12 |
| 103 | 4 | 5 | 1 | 10 |
| 104 | 4 | 4 | 3 | 11 |

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| 105 | 4 | 5 | 3 | 12 |
| 106 | 5 | 4 | 3 | 12 |
| 107 | 4 | 5 | 2 | 11 |
| 108 | 3 | 4 | 5 | 12 |
| 109 | 4 | 5 | 2 | 11 |
| 110 | 4 | 4 | 3 | 11 |
| 111 | 4 | 4 | 3 | 11 |
| 112 | 4 | 5 | 1 | 10 |
| 113 | 5 | 5 | 3 | 13 |
| 114 | 4 | 5 | 1 | 10 |
| 115 | 5 | 5 | 1 | 11 |
| 116 | 4 | 4 | 2 | 10 |
| 117 | 5 | 5 | 3 | 13 |
| 118 | 4 | 5 | 2 | 11 |
| 119 | 4 | 4 | 3 | 11 |
| 120 | 3 | 5 | 2 | 10 |
| 121 | 4 | 5 | 3 | 12 |
| 122 | 4 | 4 | 3 | 11 |
| 123 | 4 | 4 | 2 | 10 |
| 124 | 4 | 5 | 1 | 10 |
| 125 | 5 | 5 | 3 | 13 |
| 126 | 5 | 5 | 2 | 12 |
| 127 | 4 | 4 | 2 | 10 |
| 128 | 5 | 4 | 3 | 12 |
| 129 | 5 | 4 | 2 | 11 |
| 130 | 5 | 4 | 3 | 12 |
| 131 | 4 | 5 | 3 | 12 |
| 132 | 4 | 5 | 2 | 11 |
| 133 | 4 | 4 | 2 | 10 |
| 134 | 4 | 4 | 3 | 11 |
| 135 | 3 | 4 | 3 | 10 |

| NO | Y1 | Y2 | Y3 | TY |
|---|---|---|---|---|
| 1 | 4 | 4 | 5 | 13 |
| 2 | 5 | 5 | 5 | 15 |
| 3 | 4 | 4 | 4 | 12 |
| 4 | 4 | 4 | 4 | 12 |
| 5 | 5 | 5 | 5 | 15 |
| 6 | 5 | 5 | 4 | 14 |
| 7 | 5 | 5 | 5 | 15 |
| 8 | 5 | 5 | 5 | 15 |

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| 9 | 4 | 4 | 4 | 12 |
| 10 | 4 | 4 | 5 | 13 |
| 11 | 5 | 5 | 5 | 15 |
| 12 | 4 | 4 | 5 | 13 |
| 13 | 4 | 4 | 5 | 13 |
| 14 | 3 | 2 | 3 | 8 |
| 15 | 4 | 4 | 4 | 12 |
| 16 | 4 | 4 | 4 | 12 |
| 17 | 5 | 5 | 5 | 15 |
| 18 | 5 | 5 | 5 | 15 |
| 19 | 5 | 5 | 5 | 15 |
| 20 | 4 | 4 | 4 | 12 |
| 21 | 5 | 5 | 5 | 15 |
| 22 | 4 | 4 | 5 | 13 |
| 23 | 5 | 4 | 4 | 13 |
| 24 | 5 | 5 | 5 | 15 |
| 25 | 5 | 5 | 5 | 15 |
| 26 | 5 | 5 | 4 | 14 |
| 27 | 4 | 4 | 4 | 12 |
| 28 | 4 | 4 | 4 | 12 |
| 29 | 5 | 5 | 5 | 15 |
| 30 | 4 | 4 | 4 | 12 |
| 31 | 5 | 5 | 5 | 15 |
| 32 | 5 | 4 | 4 | 13 |
| 33 | 4 | 4 | 4 | 12 |
| 34 | 4 | 4 | 4 | 12 |
| 35 | 5 | 5 | 5 | 15 |
| 36 | 5 | 5 | 5 | 15 |
| 37 | 4 | 4 | 4 | 12 |
| 38 | 5 | 5 | 5 | 15 |
| 39 | 5 | 4 | 4 | 13 |
| 40 | 5 | 4 | 5 | 14 |
| 41 | 5 | 4 | 5 | 14 |
| 42 | 5 | 5 | 4 | 14 |
| 43 | 5 | 4 | 4 | 13 |
| 44 | 4 | 4 | 4 | 12 |
| 45 | 5 | 5 | 5 | 15 |
| 46 | 5 | 4 | 5 | 14 |
| 47 | 5 | 5 | 5 | 15 |
| 48 | 5 | 5 | 5 | 15 |
| 49 | 3 | 3 | 3 | 9 |

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| 50 | 4 | 4 | 4 | 12 |
| 51 | 5 | 5 | 5 | 15 |
| 52 | 4 | 5 | 4 | 13 |
| 53 | 4 | 4 | 4 | 12 |
| 54 | 4 | 4 | 4 | 12 |
| 55 | 4 | 5 | 4 | 13 |
| 56 | 5 | 5 | 5 | 15 |
| 57 | 4 | 4 | 4 | 12 |
| 58 | 5 | 5 | 5 | 15 |
| 59 | 5 | 5 | 5 | 15 |
| 60 | 4 | 4 | 4 | 12 |
| 61 | 4 | 4 | 5 | 13 |
| 62 | 3 | 3 | 3 | 9 |
| 63 | 5 | 5 | 5 | 15 |
| 64 | 5 | 5 | 5 | 15 |
| 65 | 4 | 4 | 4 | 12 |
| 66 | 5 | 5 | 5 | 15 |
| 67 | 5 | 4 | 5 | 14 |
| 68 | 4 | 4 | 4 | 12 |
| 69 | 5 | 4 | 5 | 14 |
| 70 | 4 | 4 | 4 | 12 |
| 71 | 5 | 5 | 5 | 15 |
| 72 | 3 | 3 | 3 | 9 |
| 73 | 3 | 3 | 3 | 9 |
| 74 | 5 | 5 | 5 | 15 |
| 75 | 4 | 4 | 4 | 12 |
| 76 | 4 | 4 | 4 | 12 |
| 77 | 5 | 4 | 5 | 14 |
| 78 | 5 | 4 | 5 | 14 |
| 79 | 4 | 4 | 5 | 13 |
| 80 | 4 | 5 | 5 | 14 |
| 81 | 5 | 5 | 5 | 15 |
| 82 | 5 | 5 | 4 | 14 |
| 83 | 4 | 4 | 4 | 12 |
| 84 | 5 | 4 | 4 | 13 |
| 85 | 5 | 4 | 5 | 14 |
| 86 | 5 | 4 | 4 | 13 |
| 87 | 5 | 5 | 5 | 15 |
| 88 | 5 | 5 | 5 | 15 |
| 89 | 5 | 5 | 5 | 15 |
| 90 | 4 | 4 | 4 | 12 |

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| 91 | 4 | 4 | 4 | 12 |
| 92 | 5 | 4 | 4 | 13 |
| 93 | 5 | 5 | 5 | 15 |
| 94 | 1 | 1 | 1 | 3 |
| 95 | 4 | 4 | 4 | 12 |
| 96 | 4 | 4 | 5 | 13 |
| 97 | 5 | 5 | 5 | 15 |
| 98 | 5 | 5 | 5 | 15 |
| 99 | 4 | 4 | 4 | 12 |
| 100 | 5 | 5 | 5 | 15 |
| 101 | 5 | 5 | 5 | 15 |
| 102 | 4 | 4 | 5 | 13 |
| 103 | 5 | 5 | 5 | 15 |
| 104 | 5 | 4 | 4 | 13 |
| 105 | 4 | 4 | 4 | 12 |
| 106 | 5 | 4 | 4 | 13 |
| 107 | 5 | 5 | 4 | 14 |
| 108 | 4 | 4 | 5 | 13 |
| 109 | 5 | 5 | 5 | 15 |
| 110 | 4 | 4 | 4 | 12 |
| 111 | 4 | 4 | 4 | 12 |
| 112 | 5 | 5 | 5 | 15 |
| 113 | 5 | 5 | 4 | 14 |
| 114 | 5 | 5 | 5 | 15 |
| 115 | 5 | 5 | 5 | 15 |
| 116 | 4 | 4 | 4 | 12 |
| 117 | 4 | 4 | 5 | 13 |
| 118 | 5 | 5 | 5 | 15 |
| 119 | 4 | 4 | 5 | 13 |
| 120 | 4 | 4 | 5 | 13 |
| 121 | 3 | 2 | 3 | 8 |
| 122 | 4 | 4 | 4 | 12 |
| 123 | 4 | 4 | 4 | 12 |
| 124 | 5 | 5 | 5 | 15 |
| 125 | 5 | 5 | 5 | 15 |
| 126 | 5 | 5 | 5 | 15 |
| 127 | 4 | 4 | 4 | 12 |
| 128 | 5 | 5 | 5 | 15 |
| 129 | 4 | 4 | 5 | 13 |
| 130 | 5 | 4 | 4 | 13 |
| 131 | 5 | 5 | 5 | 15 |

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| 132 | 5 | 5 | 5 | 15 |
| 133 | 5 | 5 | 4 | 14 |
| 134 | 4 | 4 | 4 | 12 |
| 135 | 4 | 4 | 4 | 12 |

**2. Skala Interval**

| NO | X1.1 | X1.2 | X1.3 | X1.4 | TX1 |
|---|---|---|---|---|---|
| 1 | 1.000 | 1.450 | 1.450 | 2.809 | 6.709 |
| 2 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 3 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 4 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 5 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 6 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 7 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 8 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 9 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 10 | 2.492 | 4.110 | 2.665 | 4.284 | 13.551 |
| 11 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 12 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 13 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 14 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 15 | 2.492 | 4.110 | 2.665 | 2.809 | 12.077 |
| 16 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 17 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 18 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 19 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 20 | 1.453 | 2.666 | 4.156 | 4.284 | 12.558 |
| 21 | 1.000 | 1.000 | 1.000 | 1.000 | 4.000 |
| 22 | 2.492 | 2.666 | 2.665 | 4.284 | 12.107 |
| 23 | 3.954 | 4.110 | 2.665 | 2.809 | 13.539 |
| 24 | 2.492 | 1.613 | 2.665 | 2.809 | 9.580 |
| 25 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 26 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 27 | 3.954 | 2.666 | 2.665 | 2.809 | 12.094 |
| 28 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 29 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 30 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 31 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 32 | 2.492 | 4.110 | 2.665 | 2.809 | 12.077 |

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|---|---|---|---|---|---|
| 33 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 34 | 2.492 | 2.666 | 4.156 | 2.809 | 12.123 |
| 35 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 36 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 37 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 38 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 39 | 1.000 | 1.000 | 1.000 | 1.000 | 4.000 |
| 40 | 3.954 | 2.666 | 2.665 | 2.809 | 12.094 |
| 41 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 42 | 3.954 | 2.666 | 4.156 | 4.284 | 15.059 |
| 43 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 44 | 2.492 | 2.666 | 2.665 | 4.284 | 12.107 |
| 45 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 46 | 2.492 | 4.110 | 2.665 | 2.809 | 12.077 |
| 47 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 48 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 49 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 50 | 2.492 | 4.110 | 4.156 | 2.809 | 13.568 |
| 51 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 52 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 53 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 54 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 55 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 56 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 57 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 58 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 59 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 60 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 61 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 62 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 63 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 64 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 65 | 3.954 | 2.666 | 4.156 | 4.284 | 15.059 |
| 66 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 67 | 3.954 | 4.110 | 2.665 | 2.809 | 13.539 |
| 68 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 69 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 70 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 71 | 2.492 | 2.666 | 4.156 | 1.559 | 10.873 |
| 72 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 73 | 3.954 | 2.666 | 4.156 | 4.284 | 15.059 |

| | | | | | |
|---|---|---|---|---|---|
| 74 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 75 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 76 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 77 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 78 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 79 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 80 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 81 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 82 | 3.954 | 4.110 | 2.665 | 2.809 | 13.539 |
| 83 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 84 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 85 | 3.954 | 4.110 | 2.665 | 2.809 | 13.539 |
| 86 | 2.492 | 2.666 | 4.156 | 2.809 | 12.123 |
| 87 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 88 | 2.492 | 4.110 | 2.665 | 2.809 | 12.077 |
| 89 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 90 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 91 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 92 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 93 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 94 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 95 | 1.000 | 1.000 | 1.000 | 1.000 | 4.000 |
| 96 | 2.492 | 4.110 | 2.665 | 4.284 | 13.551 |
| 97 | 3.954 | 4.110 | 4.156 | 1.559 | 13.779 |
| 98 | 3.954 | 2.666 | 4.156 | 4.284 | 15.059 |
| 99 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 100 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 101 | 2.492 | 4.110 | 4.156 | 2.809 | 13.568 |
| 102 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 103 | 2.492 | 2.666 | 2.665 | 1.559 | 9.382 |
| 104 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 105 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 106 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 107 | 2.492 | 1.613 | 2.665 | 2.809 | 9.580 |
| 108 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 109 | 1.000 | 1.450 | 1.450 | 2.809 | 6.709 |
| 110 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 111 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 112 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 113 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 114 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |

| | | | | | |
|---|---|---|---|---|---|
| 115 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 116 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 117 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 118 | 2.492 | 4.110 | 2.665 | 4.284 | 13.551 |
| 119 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 120 | 3.954 | 2.666 | 4.156 | 2.809 | 13.585 |
| 121 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 122 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 123 | 2.492 | 4.110 | 2.665 | 2.809 | 12.077 |
| 124 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 125 | 2.492 | 2.666 | 2.665 | 2.809 | 10.633 |
| 126 | 3.954 | 4.110 | 2.665 | 4.284 | 15.013 |
| 127 | 3.954 | 4.110 | 4.156 | 2.809 | 15.029 |
| 128 | 1.453 | 2.666 | 4.156 | 4.284 | 12.558 |
| 129 | 1.000 | 1.000 | 1.000 | 1.000 | 4.000 |
| 130 | 2.492 | 2.666 | 2.665 | 4.284 | 12.107 |
| 131 | 3.954 | 4.110 | 2.665 | 2.809 | 13.539 |
| 132 | 2.492 | 1.613 | 2.665 | 2.809 | 9.580 |
| 133 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 134 | 3.954 | 4.110 | 4.156 | 4.284 | 16.503 |
| 135 | 3.954 | 2.666 | 2.665 | 2.809 | 12.094 |

| NO | X2.1 | X2.2 | X2.3 | TX2 |
|---|---|---|---|---|
| 1 | 1.000 | 2.000 | 3.000 | 6,000 |
| 2 | 2.031 | 3.026 | 4.948 | 10.00593756 |
| 3 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 4 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 5 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 6 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 7 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 8 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 9 | 4.502 | 4.565 | 1.000 | 10.06626667 |
| 10 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 11 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 12 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 13 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 14 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 15 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 16 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 17 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 18 | 3.147 | 4.565 | 1.000 | 8.711401808 |

| | | | | |
|---|---|---|---|---|
| 19 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 20 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 21 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 22 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 23 | 4.502 | 3.026 | 2.187 | 9.714582184 |
| 24 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 25 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 26 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 27 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 28 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 29 | 2.031 | 3.026 | 3.344 | 8.401342276 |
| 30 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 31 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 32 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 33 | 2.031 | 3.026 | 2.187 | 7.244356644 |
| 34 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 35 | 1.501 | 3.026 | 2.187 | 6.713648009 |
| 36 | 4.502 | 3.026 | 1.000 | 8.528028521 |
| 37 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 38 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 39 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 40 | 4.502 | 3.026 | 2.187 | 9.714582184 |
| 41 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 42 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 43 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 44 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 45 | 2.031 | 3.026 | 2.187 | 7.244356644 |
| 46 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 47 | 4.502 | 3.026 | 1.000 | 8.528028521 |
| 48 | 4.502 | 4.565 | 1.000 | 10.06626667 |
| 49 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 50 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 51 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 52 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 53 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 54 | 2.031 | 3.026 | 2.187 | 7.244356644 |
| 55 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 56 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 57 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 58 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 59 | 4.502 | 4.565 | 3.344 | 12.40980597 |

| | | | | |
|---|---|---|---|---|
| 60 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 61 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 62 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 63 | 2.031 | 3.026 | 1.000 | 6.057802981 |
| 64 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 65 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 66 | 1.000 | 4.565 | 2.187 | 7.751114521 |
| 67 | 4.502 | 4.565 | 1.000 | 10.06626667 |
| 68 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 69 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 70 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 71 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 72 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 73 | 2.031 | 4.565 | 3.344 | 9.939580427 |
| 74 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 75 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 76 | 3.147 | 3.026 | 4.421 | 10.59370649 |
| 77 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 78 | 2.031 | 3.026 | 1.000 | 6.057802981 |
| 79 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 80 | 3.147 | 3.026 | 1.000 | 7.173163658 |
| 81 | 3.147 | 3.026 | 1.000 | 7.173163658 |
| 82 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 83 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 84 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 85 | 2.031 | 3.026 | 3.344 | 8.401342276 |
| 86 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 87 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 88 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 89 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 90 | 1.501 | 4.565 | 1.000 | 7.065332496 |
| 91 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 92 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 93 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 94 | 2.031 | 3.026 | 3.344 | 8.401342276 |
| 95 | 1.000 | 1.000 | 1.000 | 3.0000 |
| 96 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 97 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 98 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 99 | 4.502 | 4.565 | 4.948 | 14.01440125 |
| 100 | 2.031 | 3.026 | 2.187 | 7.244356644 |

| | | | | |
|---|---|---|---|---|
| 101 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 102 | 1.000 | 4.565 | 2.187 | 7.751114521 |
| 103 | 3.147 | 3.026 | 4.421 | 10.59370649 |
| 104 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 105 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 106 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 107 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 108 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 109 | 1.000 | 1.484 | 3.344 | 5.82785535 |
| 110 | 2.031 | 3.026 | 4.948 | 10.00593756 |
| 111 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 112 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 113 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 114 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 115 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 116 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 117 | 4.502 | 4.565 | 1.000 | 10.06626667 |
| 118 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 119 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 120 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 121 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 122 | 2.031 | 4.565 | 2.187 | 8.782594794 |
| 123 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 124 | 3.147 | 3.026 | 3.344 | 9.516702953 |
| 125 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 126 | 3.147 | 4.565 | 1.000 | 8.711401808 |
| 127 | 4.502 | 4.565 | 3.344 | 12.40980597 |
| 128 | 4.502 | 4.565 | 2.187 | 11.25282033 |
| 129 | 3.147 | 3.026 | 2.187 | 8.359717321 |
| 130 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 131 | 4.502 | 3.026 | 2.187 | 9.714582184 |
| 132 | 4.502 | 3.026 | 3.344 | 10.87156782 |
| 133 | 3.147 | 4.565 | 3.344 | 11.0549411 |
| 134 | 3.147 | 4.565 | 2.187 | 9.897955471 |
| 135 | 3.147 | 3.026 | 2.187 | 8.359717321 |

| NO | Y1 | Y2 | Y3 | TY |
|---|---|---|---|---|
| 1 | 1.000 | 1.590 | 1.862 | 4.453 |
| 2 | 2.742 | 3.170 | 4.460 | 10.371 |
| 3 | 4.160 | 4.612 | 4.460 | 13.232 |
| 4 | 2.742 | 3.170 | 3.038 | 8.950 |

| | | | | |
|---|---|---|---|---|
| 5 | 2.742 | 3.170 | 3.038 | 8.950 |
| 6 | 4.160 | 4.612 | 4.460 | 13.232 |
| 7 | 4.160 | 4.612 | 3.038 | 11.810 |
| 8 | 4.160 | 4.612 | 4.460 | 13.232 |
| 9 | 4.160 | 4.612 | 4.460 | 13.232 |
| 10 | 2.742 | 3.170 | 3.038 | 8.950 |
| 11 | 2.742 | 3.170 | 4.460 | 10.371 |
| 12 | 4.160 | 4.612 | 4.460 | 13.232 |
| 13 | 2.742 | 3.170 | 4.460 | 10.371 |
| 14 | 2.742 | 3.170 | 4.460 | 10.371 |
| 15 | 1.696 | 1.590 | 1.862 | 5.149 |
| 16 | 2.742 | 3.170 | 3.038 | 8.950 |
| 17 | 2.742 | 3.170 | 3.038 | 8.950 |
| 18 | 4.160 | 4.612 | 4.460 | 13.232 |
| 19 | 4.160 | 4.612 | 4.460 | 13.232 |
| 20 | 4.160 | 4.612 | 4.460 | 13.232 |
| 21 | 2.742 | 3.170 | 3.038 | 8.950 |
| 22 | 4.160 | 4.612 | 4.460 | 13.232 |
| 23 | 2.742 | 3.170 | 4.460 | 10.371 |
| 24 | 4.160 | 3.170 | 3.038 | 10.368 |
| 25 | 4.160 | 4.612 | 4.460 | 13.232 |
| 26 | 4.160 | 4.612 | 4.460 | 13.232 |
| 27 | 4.160 | 4.612 | 3.038 | 11.810 |
| 28 | 2.742 | 3.170 | 3.038 | 8.950 |
| 29 | 2.742 | 3.170 | 3.038 | 8.950 |
| 30 | 4.160 | 4.612 | 4.460 | 13.232 |
| 31 | 2.742 | 3.170 | 3.038 | 8.950 |
| 32 | 4.160 | 4.612 | 4.460 | 13.232 |
| 33 | 4.160 | 3.170 | 3.038 | 10.368 |
| 34 | 2.742 | 3.170 | 3.038 | 8.950 |
| 35 | 2.742 | 3.170 | 3.038 | 8.950 |
| 36 | 4.160 | 4.612 | 4.460 | 13.232 |
| 37 | 4.160 | 4.612 | 4.460 | 13.232 |
| 38 | 2.742 | 3.170 | 3.038 | 8.950 |
| 39 | 4.160 | 4.612 | 4.460 | 13.232 |
| 40 | 4.160 | 3.170 | 3.038 | 10.368 |
| 41 | 4.160 | 3.170 | 4.460 | 11.790 |
| 42 | 4.160 | 3.170 | 4.460 | 11.790 |
| 43 | 4.160 | 4.612 | 3.038 | 11.810 |
| 44 | 4.160 | 3.170 | 3.038 | 10.368 |
| 45 | 2.742 | 3.170 | 3.038 | 8.950 |

| | | | | |
|---|---|---|---|---|
| 46 | 4.160 | 4.612 | 4.460 | 13.232 |
| 47 | 4.160 | 3.170 | 4.460 | 11.790 |
| 48 | 4.160 | 4.612 | 4.460 | 13.232 |
| 49 | 4.160 | 4.612 | 4.460 | 13.232 |
| 50 | 1.696 | 1.999 | 1.862 | 5.557 |
| 51 | 2.742 | 3.170 | 3.038 | 8.950 |
| 52 | 4.160 | 4.612 | 4.460 | 13.232 |
| 53 | 2.742 | 4.612 | 3.038 | 10.392 |
| 54 | 2.742 | 3.170 | 3.038 | 8.950 |
| 55 | 2.742 | 3.170 | 3.038 | 8.950 |
| 56 | 2.742 | 4.612 | 3.038 | 10.392 |
| 57 | 4.160 | 4.612 | 4.460 | 13.232 |
| 58 | 2.742 | 3.170 | 3.038 | 8.950 |
| 59 | 4.160 | 4.612 | 4.460 | 13.232 |
| 60 | 4.160 | 4.612 | 4.460 | 13.232 |
| 61 | 2.742 | 3.170 | 3.038 | 8.950 |
| 62 | 2.742 | 3.170 | 4.460 | 10.371 |
| 63 | 1.696 | 1.999 | 1.862 | 5.557 |
| 64 | 4.160 | 4.612 | 4.460 | 13.232 |
| 65 | 4.160 | 4.612 | 4.460 | 13.232 |
| 66 | 2.742 | 3.170 | 3.038 | 8.950 |
| 67 | 4.160 | 4.612 | 4.460 | 13.232 |
| 68 | 4.160 | 3.170 | 4.460 | 11.790 |
| 69 | 2.742 | 3.170 | 3.038 | 8.950 |
| 70 | 4.160 | 3.170 | 4.460 | 11.790 |
| 71 | 2.742 | 3.170 | 3.038 | 8.950 |
| 72 | 4.160 | 4.612 | 4.460 | 13.232 |
| 73 | 1.696 | 1.999 | 1.862 | 5.557 |
| 74 | 1.696 | 1.999 | 1.862 | 5.557 |
| 75 | 4.160 | 4.612 | 4.460 | 13.232 |
| 76 | 2.742 | 3.170 | 3.038 | 8.950 |
| 77 | 2.742 | 3.170 | 3.038 | 8.950 |
| 78 | 4.160 | 3.170 | 4.460 | 11.790 |
| 79 | 4.160 | 3.170 | 4.460 | 11.790 |
| 80 | 2.742 | 3.170 | 4.460 | 10.371 |
| 81 | 2.742 | 4.612 | 4.460 | 11.813 |
| 82 | 4.160 | 4.612 | 4.460 | 13.232 |
| 83 | 4.160 | 4.612 | 3.038 | 11.810 |
| 84 | 2.742 | 3.170 | 3.038 | 8.950 |
| 85 | 4.160 | 3.170 | 3.038 | 10.368 |
| 86 | 4.160 | 3.170 | 4.460 | 11.790 |

| | | | | |
|---|---|---|---|---|
| 87 | 4.160 | 3.170 | 3.038 | 10.368 |
| 88 | 4.160 | 4.612 | 4.460 | 13.232 |
| 89 | 4.160 | 4.612 | 4.460 | 13.232 |
| 90 | 4.160 | 4.612 | 4.460 | 13.232 |
| 91 | 2.742 | 3.170 | 3.038 | 8.950 |
| 92 | 2.742 | 3.170 | 3.038 | 8.950 |
| 93 | 4.160 | 3.170 | 3.038 | 10.368 |
| 94 | 4.160 | 4.612 | 4.460 | 13.232 |
| 95 | 1.000 | 1.000 | 1.000 | 3.000 |
| 96 | 2.742 | 3.170 | 3.038 | 8.950 |
| 97 | 2.742 | 3.170 | 4.460 | 10.371 |
| 98 | 4.160 | 4.612 | 4.460 | 13.232 |
| 99 | 4.160 | 4.612 | 4.460 | 13.232 |
| 100 | 2.742 | 3.170 | 3.038 | 8.950 |
| 101 | 4.160 | 4.612 | 4.460 | 13.232 |
| 102 | 4.160 | 4.612 | 4.460 | 13.232 |
| 103 | 2.742 | 3.170 | 4.460 | 10.371 |
| 104 | 4.160 | 4.612 | 4.460 | 13.232 |
| 105 | 4.160 | 3.170 | 3.038 | 10.368 |
| 106 | 2.742 | 3.170 | 3.038 | 8.950 |
| 107 | 4.160 | 3.170 | 3.038 | 10.368 |
| 108 | 4.160 | 4.612 | 3.038 | 11.810 |
| 109 | 1.000 | 1.590 | 1.862 | 4.453 |
| 110 | 2.742 | 3.170 | 4.460 | 10.371 |
| 111 | 4.160 | 4.612 | 4.460 | 13.232 |
| 112 | 2.742 | 3.170 | 3.038 | 8.950 |
| 113 | 2.742 | 3.170 | 3.038 | 8.950 |
| 114 | 4.160 | 4.612 | 4.460 | 13.232 |
| 115 | 4.160 | 4.612 | 3.038 | 11.810 |
| 116 | 4.160 | 4.612 | 4.460 | 13.232 |
| 117 | 4.160 | 4.612 | 4.460 | 13.232 |
| 118 | 2.742 | 3.170 | 3.038 | 8.950 |
| 119 | 2.742 | 3.170 | 4.460 | 10.371 |
| 120 | 4.160 | 4.612 | 4.460 | 13.232 |
| 121 | 2.742 | 3.170 | 4.460 | 10.371 |
| 122 | 2.742 | 3.170 | 4.460 | 10.371 |
| 123 | 1.696 | 1.590 | 1.862 | 5.149 |
| 124 | 2.742 | 3.170 | 3.038 | 8.950 |
| 125 | 2.742 | 3.170 | 3.038 | 8.950 |
| 126 | 4.160 | 4.612 | 4.460 | 13.232 |
| 127 | 4.160 | 4.612 | 4.460 | 13.232 |

| | | | | |
|---|---|---|---|---|
| 128 | 4.160 | 4.612 | 4.460 | 13.232 |
| 129 | 2.742 | 3.170 | 3.038 | 8.950 |
| 130 | 4.160 | 4.612 | 4.460 | 13.232 |
| 131 | 2.742 | 3.170 | 4.460 | 10.371 |
| 132 | 4.160 | 3.170 | 3.038 | 10.368 |
| 133 | 4.160 | 4.612 | 4.460 | 13.232 |
| 134 | 4.160 | 4.612 | 4.460 | 13.232 |
| 135 | 4.160 | 4.612 | 3.038 | 11.810 |

**Lampiran 03. Uji Validitas dan Reabilitas**

## A. Uji Validitas

| Correlations | | | | | | |
|---|---|---|---|---|---|---|
| | | X1.1 | X1.2 | X1.3 | X1.4 | TX1 |
| X1.1 | Pearson Correlation | 1 | -.098 | .353** | -.003 | .403** |
| | Sig. (2-tailed) | | .260 | .000 | .976 | .000 |
| | N | 135 | 135 | 135 | 135 | 135 |
| X1.2 | Pearson Correlation | -.098 | 1 | .150 | .212* | .612** |
| | Sig. (2-tailed) | .260 | | .083 | .014 | .000 |
| | N | 135 | 135 | 135 | 135 | 135 |
| X1.3 | Pearson Correlation | .353** | .150 | 1 | .179* | .659** |
| | Sig. (2-tailed) | .000 | .083 | | .038 | .000 |
| | N | 135 | 135 | 135 | 135 | 135 |
| X1.4 | Pearson Correlation | -.003 | .212* | .179* | 1 | .660** |
| | Sig. (2-tailed) | .976 | .014 | .038 | | .000 |
| | N | 135 | 135 | 135 | 135 | 135 |
| TX1 | Pearson Correlation | .403** | .612** | .659** | .660** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 135 | 135 | 135 | 135 | 135 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

| Correlations | | | | | |
|---|---|---|---|---|---|
| | | X2.1 | X2.2 | X2.3 | TX2 |
| X2.1 | Pearson Correlation | 1 | .829** | .826** | .951** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 135 | 135 | 135 | 135 |
| X2.2 | Pearson Correlation | .829** | 1 | .746** | .923** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 135 | 135 | 135 | 135 |
| X2.3 | Pearson Correlation | .826** | .746** | 1 | .919** |

| | | | | | |
|---|---|---|---|---|---|
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 135 | 135 | 135 | 135 |
| TX2 | Pearson Correlation | .951** | .923** | .919** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 135 | 135 | 135 | 135 |

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

**Correlations**

| | | Y1 | Y2 | Y3 | TY |
|---|---|---|---|---|---|
| Y1 | Pearson Correlation | 1 | .764** | .761** | .923** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 135 | 135 | 135 | 135 |
| Y2 | Pearson Correlation | .764** | 1 | .714** | .907** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 135 | 135 | 135 | 135 |
| Y3 | Pearson Correlation | .761** | .714** | 1 | .904** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 135 | 135 | 135 | 135 |
| TY | Pearson Correlation | .923** | .907** | .904** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 135 | 135 | 135 | 135 |

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

## B. Uji Reabilitas

($X_1$)

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .373 | 4 |

($X_2$)

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .898 | 3 |

(Y)

| Reliability Statistics | |
|---|---|
| Cronbach's Alpha | N of Items |
| .923 | 3 |

## Lampiran 03. Analisis Jalur

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .957[a] | .916 | .915 | .53176 |

a. Predictors: (Constant), TX2, TX1

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 407.520 | 2 | 203.760 | 720.580 | .000[b] |
| | Residual | 37.326 | 132 | .283 | | |
| | Total | 444.846 | 134 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), TX2, TX1

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -.208 | .275 | | -.757 | .451 |
| | TX1 | .294 | .033 | .369 | 8.805 | .000 |
| | TX2 | .629 | .041 | .636 | 15.185 | .000 |

a. Dependent Variable: Y

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .799[a] | .638 | .635 | 1.38027 |

a. Predictors: (Constant), TX2

**ANOVA[a]**

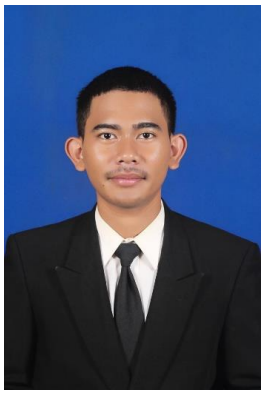
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 446.606 | 1 | 446.606 | 234.422 | .000[b] |

| | | | | | | |
|---|---|---|---|---|---|---|
| | Residual | 253.383 | 133 | 1.905 | | |
| | Total | 699.990 | 134 | | | |
| a. Dependent Variable: TX1 | | | | | | |
| b. Predictors: (Constant), TX2 | | | | | | |

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.327 | .652 | | 5.105 | .000 |
| | TX2 | .991 | .065 | .799 | 15.311 | .000 |
| a. Dependent Variable: TX1 | | | | | | |

**RIWAYAT HIDUP**



Kadek Jimmy Lorensa lahir di Galiran pada tanggal 05 Oktober 1999. Penulis lahir dari pasangan suami istri Putu Anteng dan Nyoman Suartini. Penulis berkebangsaan Indonesia dan beragama Hindu. Penulis tinggal di Banjar Dinas Galiran, Desa Baktiseraga, Kabupaten Buleleng, Provinsi Bali. Penulis menyelesaikan pendidikan dasar di SD Negeri 1 Baktiseraga dan lulus pada tahun 2011. Kemudian penulis melanjutkan di SMP Negeri 2 Singaraja dan lulus pada tahun 2014. Pada tahun 2017, penulis lulus dari SMA Negeri 3 Singaraja Jurusan IPS dan melanjutkan ke Universitas Pendidikan Ganesha, di Program Studi Manajemen, Jurusan Manajemen. Pada semester akhir tahun 2022 penulis telah menyelesaikan skripsi yang berjudul “Pengaruh Kompensasi dan Displin kerja terhadap Kinerja karyawan pada PT Bayu Jaya Kusuma Bali”.