



**LAPORAN KINERJA KANTOR DESA ANTURAN**  
**KAB. BULELENG 2019/2020**

**Kinerja Kantor Desa Anturan Kab Buleleng Tahun 2019-2020**

**Lampiran 1**

Kondisi infrastruktur irigasi					
NO	Uraian	Kondisi (2019)		Kondisi (2020)	
		Rusak (km)		Rusak (km)	
1	Saluran primer	0		2	
2	Saluran sekunder	0		4	
3	Jumlah kerusakan	0		6	

**Kinerja Pegawai (ABSENSI) di Kantor Desa Anturan 2019-2021**

**Lampiran 2**

Absensi						
NO	2019			2020		
1	S	I	A	S	IA	
2	21	16	10	40	34	23
Jumlah Absensi	47			97		

**HASIL WAWAN CARA (Budaya Organisasi)**

**Lampiran 3**

No	Nama	Pekerjaan	Warga	Hasil wawan cara
1	Ibu Putu	di rumah tangga	Desa anturan	mengatakan disaat dia mengurus surat kartu keluarga ibu putu berada di kantor desa jam 08.00 wita yang dimana ibu putu datang lebih pagi agar cepat terurusin suratnya, tapi yang terjadi staf pelayanan desa jug belum datang semua, hanya saja seberapa yang hadir pegawainya

2	Ketut Merta	Petani	Desa anturan	mengatakan bahwa di saat dia mengurus surat miskin untuk keperluan anaknya sekolah, hal hasil suratnya lama jadinya, dan bapak ketut merta ini mengatakan surat miskinnya baru jadi tujuh hari, hal ini yang di rasa bapak merta kurang ke agresifan dari pihak pegawai kantor desa.
3	Bapak Nengah	wiraswasta	Desa anturan	yang dimana bapak nengah bercerita tentang uangnya raib di kantor LPD desa anturan, bapak nengah mengatakan bahwa ketika kejadian yang dimana bapak nengah dan warga di rugikan oleh pihak LPD desa anturan, pihak dari kantor desa lambatmenanganin dan lambat mencari jalan tengah, nah itu yang membuat bapak nengahdi sesalkan.

### Data Ordinal Budaya Organisasi

#### Lampiran 4

Budaya Organisasi													
N0	1	2	3	4	5	6	7	8	9	10	11	12	jumlah
1	2	2	3	3	3	4	3	3	3	3	4	2	35
2	2	4	3	4	4	4	3	4	3	3	2	2	38
3	2	2	2	3	4	3	3	2	3	3	3	1	31
4	2	2	2	2	2	2	2	2	2	2	2	2	24
5	4	4	4	4	3	4	2	4	4	2	3	3	41
6	2	2	2	2	2	2	2	2	3	3	3	3	28
7	2	3	3	3	3	3	3	3	4	3	3	2	35
8	3	3	3	3	3	3	3	3	3	3	3	3	36
9	3	3	4	4	3	2	3	4	3	3	4	3	39
10	4	4	3	3	3	5	4	4	4	4	4	3	45
11	4	4	4	4	4	4	5	5	5	5	5	5	54
12	3	3	3	3	3	3	3	3	3	3	3	3	36
13	2	3	3	2	3	3	4	4	3	2	2	2	33
14	4	4	4	5	4	4	4	4	4	5	4	4	50
15	3	2	3	3	2	3	3	2	4	2	2	3	32
16	3	2	4	4	3	3	3	4	3	2	3	3	37
17	2	2	4	4	3	3	4	2	3	4	4	3	38
18	1	2	2	2	2	2	2	2	2	2	2	2	23
19	1	2	2	2	2	2	2	2	2	1	2	1	21
20	3	2	2	2	2	2	3	2	2	2	2	2	26

### Data Ordinal Motivasi

#### Lampiran 5

Motivasi							
N0	1	2	3	4	5	6	jumlah
1	1	2	1	2	2	1	9
2	2	3	2	1	2	2	12
3	3	3	2	3	3	3	17
4	2	3	2	3	2	2	14
5	4	3	3	3	3	3	19
6	3	2	3	3	3	4	18
7	3	4	3	3	3	3	19
8	3	3	3	3	3	3	18
9	3	4	4	3	3	3	20
10	3	4	3	3	4	2	19
11	4	4	3	4	3	2	20
12	4	4	4	4	5	5	26
13	2	3	2	3	3	2	15
14	4	5	4	4	4	4	25
15	2	3	2	3	2	3	15
16	2	4	3	2	3	3	17
17	2	1	2	1	2	2	10
18	2	2	2	2	2	2	12
19	1	1	1	1	1	1	6
20	1	2	1	1	1	1	7

### Data Ordinal Kinerja Pegawai

#### Lampiran 6

Kinerja Pegawai										
N0	1	2	3	4	5	6	7	8	9	jumlah
1	2	3	3	3	3	1	2	2	3	22
2	3	3	3	3	2	3	3	1	3	24
3	5	3	3	3	3	2	3	3	3	28
4	2	2	2	4	3	3	2	2	2	22
5	4	4	4	3	4	4	3	3	3	32
6	2	2	2	1	1	2	3	3	3	19
7	4	3	3	4	2	3	4	4	4	31

8	4	3	3	3	3	3	3	3	3	28
9	4	4	4	4	4	4	2	3	3	32
10	4	4	4	3	3	4	3	3	4	32
11	4	4	4	4	3	4	4	4	4	35
12	4	4	4	4	5	4	5	4	5	39
13	3	3	3	3	3	3	2	2	2	24
14	5	5	5	5	5	5	5	4	4	43
15	4	4	3	3	3	3	2	2	2	26
16	2	3	3	2	2	2	3	2	2	21
17	3	3	3	2	2	2	2	2	2	21
18	2	2	3	1	2	3	2	2	3	20
19	3	3	3	1	2	2	1	1	1	17
20	2	2	3	1	1	2	2	2	2	17

Hasil pengujian validitas dapat dilihat pada tabel berikut.

Tabel 3. 2 hasil uji Validitas Item Soal Variabel Budaya Organisasi

#### Lampiran 7

Item	Ryx	P-value	$\alpha = 0,05$	Keputusan
1	0.793	0,000	0,05	Valid
2	0.787	0,000	0,05	Valid
3	0.823	0,000	0,05	Valid
4	0.824	0,000	0,05	Valid
5	0.767	0,000	0,05	Valid
6	0.779	0,000	0,05	Valid
7	0.762	0,000	0,05	Valid
8	0.821	0,000	0,05	Valid
9	0.848	0,000	0,05	Valid
10	0.821	0,000	0,05	Valid
11	0.794	0,000	0,05	Valid
12	0.793	0,000	0,05	Valid

Sumber: Hasil data dari SPSS 19

Tabel 3. 3 hasil uji Validitas Item Soal Variabel Motivasi

**Lampiran 8**

Item	Ryx	<i>P-value</i>	$\alpha= 0,05$	Keputusan
1	0.919	0,000	0,05	Valid
2	0.843	0,000	0,05	Valid
3	0.938	0,000	0,05	Valid
4	0.884	0,000	0,05	Valid
5	0.930	0,000	0,05	Valid
6	0.855	0,000	0,05	Valid

Sumber: Hasil data dari SPSS 19

Tabel 3. 4 hasil uji Validitas Item Soal Variabel Kinerja pegawai

**Lampiran 9**

Item	Ryx	<i>P-value</i>	$\alpha= 0,05$	Keputusan
1	0.813	0,000	0,05	Valid
2	0.844	0,000	0,05	Valid
3	0.824	0,000	0,05	Valid
4	0.837	0,000	0,05	Valid
5	0.841	0,000	0,05	Valid
6	0.837	0,000	0,05	Valid
7	0.811	0,000	0,05	Valid
8	0.816	0,000	0,05	Valid
9	0.801	0,000	0,05	Valid

Sumber: Hasil data dari SPSS 19

Hasil dari pengujian reliabilitas kuesioner dengan bantuan SPSS dapat di lihat pada tabel 3.5 berikut ini.

Tabel 3. 5 Hasil Uji Reliabilitas

**Lampiran 10**

Variabel	Nilai Uji Reliabilitas	Keputusan
Budaya Organisasi (X1)	0.948	Reliabel
Motivasi (X2)	0.949	Reliabel

Kinerja Pegawai (Y)	0.938	Reliabel
Kriteria = ( $r_{11}$ ) > 0,60		Reliabel

Sumber : Hasil data dari SPSS 19

## Hasil output Uji Validitas

### Budaya Organisasi

#### Lampiran 11

	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1.11	x1.12	jumlah X1
x1.1 Pearson Correlation	1	.658*	.634*	.602**	.405*	.593*	.502*	.639*	.702**	.527*	.549*	.762**	.793**
Sig. (2-tailed)		.002	.003	.005	.076	.006	.024	.002	.001	.017	.012	.000	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.2 Pearson Correlation	.658**	1	.547*	.576*	.646*	.715*	.468*	.821*	.666**	.550*	.405*	.526*	.787**
Sig. (2-tailed)	.002		.013	.008	.002	.000	.037	.000	.001	.012	.077	.017	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.3 Pearson Correlation	.634**	.545*	1	.871*	.553*	.523*	.562*	.729*	.652**	.509*	.650**	.704**	.823**
Sig. (2-tailed)	.003	.013		.000	.011	.018	.010	.000	.002	.022	.002	.001	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.4 Pearson Correlation	.602**	.577*	.871*	1	.739*	.579*	.482*	.630*	.618**	.627**	.629**	.602**	.824**
Sig. (2-tailed)	.005	.008	.000		.000	.007	.031	.003	.004	.003	.003	.005	.000

	N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.5	Pearson Correlation	.4056*	.646*	.553*	.739*	.1669*	.630*	.668*	.568**	.684**	.559*	.327	.767**	
	Sig. (2-tailed)	.076	.002	.011	.000	.001	.003	.001	.009	.001	.010	.159	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	
x1.6	Pearson Correlation	.593**	.715*	.523*	.579*	.669*	.1571*	.651*	.719**	.579**	.517*	.404	.779**	
	Sig. (2-tailed)	.006	.000	.018	.007	.001	.008	.002	.000	.007	.020	.077	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	
x1.7	Pearson Correlation	.502*	.468*	.562*	.482*	.630*	.571*	.1571*	.616**	.745**	.625**	.569**	.762**	
	Sig. (2-tailed)	.024	.037	.010	.031	.003	.008	.009	.004	.000	.003	.009	.000	
x1.8	Pearson Correlation	.639**	.821*	.729*	.630*	.668*	.651*	.571*	.1639**	.464*	.517*	.583**	.821**	
	Sig. (2-tailed)	.002	.000	.000	.003	.001	.002	.009	.002	.039	.020	.007	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	
x1.9	Pearson Correlation	.702**	.666*	.652*	.618*	.568*	.719*	.619*	.639*	.1651**	.635**	.702**	.848**	
	Sig. (2-tailed)	.001	.001	.002	.004	.009	.000	.004	.002	.002	.003	.001	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	
x1.10	Pearson Correlation	.527*	.550*	.509*	.627*	.684*	.579*	.745*	.464*	.651**	.1827**	.689**	.821**	



	Sig. (2-tailed)	.017	.012	.022	.003	.001	.007	.000	.039	.002		.000	.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.1	Pearson Correlation	.549*	.405	.650*	.629*	.559*	.517*	.625*	.517*	.635**	.827**	1	.671**	.794**
	Sig. (2-tailed)	.012	.077	.002	.003	.010	.020	.003	.020	.003	.000		.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
x1.1	Pearson Correlation	.762**	.524*	.704*	.602*	.327	.404	.569*	.583*	.702**	.689**	.671**	1	.793**
	Sig. (2-tailed)	.000	.017	.001	.005	.159	.077	.009	.007	.001	.001	.001		.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
JumlahX1	Pearson Correlation	.793**	.787*	.823*	.824*	.767*	.779*	.762*	.821*	.848**	.821**	.794**	.793**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

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

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

## Motivasi

### Correlations

#### Lampiran 12

	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	jumlahX2
x2.1							
	Pearson Correlation		1.686*	.864*	.816*	.824**	.750**
	Sig. (2-tailed)		.001	.000	.000	.000	.000
	N	20	20	20	20	20	20

x2.2	Pearson Correlation	.686*	1	.776*	.738*	.750**	.559*	.843**
	Sig. (2-tailed)	.001		.000	.000	.000	.010	.000
	N	20	20	20	20	20	20	20
x2.3	Pearson Correlation	.864*	.776*	1	.727*	.853**	.821**	.938**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	20	20	20	20	20	20	20
x2.4	Pearson Correlation	.816*	.738*	.727*	1	.789**	.675**	.884**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.000
	N	20	20	20	20	20	20	20
x2.5	Pearson Correlation	.824*	.750*	.853*	.789*	1	.784**	.930**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	20	20	20	20	20	20	20
x2.6	Pearson Correlation	.750*	.559*	.821*	.675*	.784**	1	.855**
	Sig. (2-tailed)	.000	.010	.000	.001	.000		.000
	N	20	20	20	20	20	20	20
jumlah X2	Pearson Correlation	.919*	.843*	.938*	.884*	.930**	.855**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20

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

## Lampiran 13

## Correlations

	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	jumlahX2
x2.1 Pearson Correlation	1	.686*	.864*	.816*	.824**	.750**	.919**
Sig. (2-tailed)		.001	.000	.000	.000	.000	.000
N	20	20	20	20	20	20	20
x2.2 Pearson Correlation	.686*	1	.776*	.738*	.750**	.559*	.843**
Sig. (2-tailed)	.001		.000	.000	.000	.010	.000
N	20	20	20	20	20	20	20
x2.3 Pearson Correlation	.864*	.776*	1	.727*	.853**	.821**	.938**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
N	20	20	20	20	20	20	20
x2.4 Pearson Correlation	.816*	.738*	.727*	1	.789**	.675**	.884**
Sig. (2-tailed)	.000	.000	.000		.000	.001	.000
N	20	20	20	20	20	20	20
x2.5 Pearson Correlation	.824*	.750*	.853*	.789*	1	.784**	.930**
Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
N	20	20	20	20	20	20	20
x2.6 Pearson Correlation	.750*	.559*	.821*	.675*	.784**	1	.855**
Sig. (2-tailed)	.000	.010	.000	.001	.000		.000
N	20	20	20	20	20	20	20
jumlahX2 Pearson Correlation	.919*	.843*	.938*	.884*	.930**	.855**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
N	20	20	20	20	20	20	20

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

## Kinerja Pegawai

## Correlations

## Lampiran 14

	y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	jumlah Y
y1.1 Pearson Correlation Sig. (2- tailed) N	1 .784* .000 20	.784* .000 20	.677* .001 20	.643* .002 20	.656* .002 20	.629* .003 20	.541* .014 20	.619* .004 20	.506* .023 20	.813** .000 20
y1.2 Pearson Correlation Sig. (2- tailed) N	.784* .000 20	1 .881* .000 20	.881* .000 20	.673* .001 20	.789* .000 20	.708* .000 20	.526* .017 20	.510* .021 20	.483* .031 20	.844** .000 20
y1.3 Pearson Correlation Sig. (2- tailed) N	.677* .001 20	.881* .000 20	1 .544* .013 20	.544* .013 20	.731* .000 20	.754* .000 20	.556* .011 20	.547* .013 20	.569* .009 20	.824** .000 20
y1.4 Pearson Correlation Sig. (2- tailed) N	.643* .002 20	.673* .001 20	.544* .013 20	1 .782* .000 20	.782* .000 20	.662* .001 20	.607* .005 20	.606* .005 20	.584* .007 20	.837** .000 20
y1.5 Pearson Correlation Sig. (2- tailed) N	.656* .002 20	.789* .000 20	.731* .000 20	.782* .000 20	1 .706* .001 20	.706* .001 20	.505* .023 20	.527* .017 20	.522* .018 20	.841** .000 20
y1.6 Pearson Correlation	.629* .003 20	.708* .000 20	.754* .000 20	.662* .000 20	.706* .001 20	1 .589* .001 20	.589* .001 20	.594* .001 20	.593* .001 20	.837** .000 20

	Sig. (2-tailed)	.003	.000	.000	.001	.001		.006	.006	.006	.000
	N	20	20	20	20	20	20	20	20	20	20
Y1.7	Pearson Correlation	.541*	.526*	.556*	.607*	.505*	.589*	1	.816*	.855*	.811**
	Sig. (2-tailed)	.014	.017	.011	.005	.023	.006		.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20
Y1.8	Pearson Correlation	.619*	.510*	.547*	.606*	.527*	.594*	.816*	1	.821*	.816**
	Sig. (2-tailed)	.004	.021	.013	.005	.017	.006	.000		.000	.000
	N	20	20	20	20	20	20	20	20	20	20
Y1.9	Pearson Correlation	.506*	.483*	.569*	.584*	.522*	.593*	.855*	.821*	1	.801**
	Sig. (2-tailed)	.023	.031	.009	.007	.018	.006	.000	.000		.000
	N	20	20	20	20	20	20	20	20	20	20
Jumlah	Pearson Correlation	.813*	.844*	.824*	.837*	.841*	.837*	.811*	.816*	.801*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20	20	20	20

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

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

## Hasil Output Uji Reabilitas

### Budaya Organisasi

#### Case Processing Summary

##### Lampiran 15

	N	%
Cases Valid	20	100.0
Excluded <sup>a</sup>	0	.0
Total	20	100.0

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

#### Reliability Statistics

##### Lampiran 16

Cronbach's Alpha	N of Items
.948	12

#### Item-Total Statistics

##### Lampiran 17

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	32.5000	60.895	.746	.944
x1.2	32.3500	62.029	.744	.944
x1.3	32.1000	62.200	.789	.943
x1.4	32.0000	60.737	.785	.943
x1.5	32.2000	63.853	.728	.945
x1.6	32.0500	61.734	.732	.944
x1.7	32.0500	62.682	.716	.945
x1.8	32.0500	59.734	.777	.943
x1.9	31.9500	61.629	.818	.942
x1.10	32.2500	59.250	.774	.943

x1.11	32.1000	61.147	.748	.944
x1.12	32.5000	60.895	.746	.944

## Motivasi

### Case Processing Summary

#### Lampiran 18

	N	%
Cases Valid	20	100.0
Excluded <sup>a</sup>	0	.0
Total	20	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
	.949 6

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	13.3500	20.239	.880	.935
x2.2	12.9000	20.516	.767	.949
x2.3	13.4000	20.463	.910	.932
x2.4	13.3000	20.642	.832	.941
x2.5	13.2000	20.274	.898	.933
x2.6	13.3500	20.555	.787	.946

## KINERJA PEGAWAI

### Case Processing Summary

#### Lampiran 19

	N	%

Cases Valid	20	100.0
Excluded <sup>a</sup>	0	.0
Total	20	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.938	9

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1.1	23.3500	41.924	.756	.931
y1.2	23.4500	43.524	.806	.929
y1.3	23.4000	44.989	.789	.932
y1.4	23.8000	40.063	.777	.931
y1.5	23.8500	40.766	.786	.930
y1.6	23.7000	41.905	.787	.929
y1.7	23.8500	41.713	.751	.932
y1.8	24.0500	42.787	.765	.931
y1.9	23.7500	42.724	.745	.932

### Hasil Output Regresi Berganda

#### Variables Entered/Removed<sup>b</sup>

#### Lampiran 20

Model	Variables Entered	Variables Removed	Method
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1	X2, X1 <sup>a</sup>		.Enter
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a. All requested variables entered.

b. Dependent Variable: Y

### Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.919 <sup>a</sup>	.844	.825	3.04399

a. Predictors: (Constant), X2, X1

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	851.030	2	425.515	45.923	.000 <sup>a</sup>
	Residual	157.520	17	9.266		
	Total	1008.550	19			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.881	2.977		.632	.536
	X1	.306	.104	.358	2.945	.009
	X2	.883	.164	.655	5.389	.000

a. Dependent Variable: Y

Coefficients<sup>a</sup>

## Lampiran 21

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance
1 (Constant)	1.881	2.977		.632	.536	-4.399	8.162					
x1	.306	.104	.358	2.945	.009	-.087	.524	.760	.581	.282	.623	1.605
x2	.883	.164	.655	5.389	.000	-.537	1.229	.874	.794	.517	.623	1.605

a. Dependent Variable: Y

## Lampiran 22





## RIWAYAT HIDUP



Kadek Darma Sudi Arta lahir di Singaraja pada tanggal 05 April 1999. Penulis lahir dari pasangan suami istri Bapak Gede Artawan dan Kadek Sri Les Ayu Pramowardani. Penulis berkebangsaan Indonesia dan beragama Hindu. Kini penulis bertempat di Desa Anturan, Kecamatan Buleleng, Kabupaten Buleleng, Provinsi Bali. Penulis menyelesaikan pendidikan Taman Kanak-Kanak di TK Kumara Kerti Anturan pada tahun 2005. Kemudian penulis melanjutkan di SDN 3 Anturan dan lulus pada tahun 2012. Kemudian penulis melanjutkan di SMP Negeri 2 Singaraja dan lulus pada tahun 2014. Pada tahun 2017, penulis lulus dari SMA Negeri 2 Singaraja dan melanjutkan ke S1 Jurusan Manajemen di Universitas Pendidikan Ganesha. Pada semester akhir pada tahun 2022 penulis telah menyatakan skripsi yang berjudul “Pengaruh Budaya Organisasi dan Motivasi terhadap Kinerja Pegawai di Kantor Desa Anturan Kabupaten Buleleng”.