



LAMPIRAN

Lampiran 1.

Data Ordinal kepemimpinan tranformasional

Butir Item

Resp	1	2	3	4	5	6	7	8	total
1	3	5	5	5	5	4	4	5	36
2	5	4	4	5	5	5	5	4	37
3	5	5	5	5	5	5	4	5	39
4	5	5	5	5	5	5	5	4	39
5	5	5	5	4	5	5	4	5	38
6	5	4	4	5	5	5	5	5	38
7	5	5	5	5	5	5	4	5	39
8	5	5	4	4	5	5	4	4	36
9	4	3	3	4	4	4	3	3	28
10	3	5	4	4	4	4	3	4	31
11	3	4	4	4	4	4	4	4	31
12	3	4	4	4	3	5	3	4	30
13	3	4	4	3	4	3	4	4	29
14	3	4	3	4	5	4	4	5	32
15	3	5	5	4	5	4	4	4	34
16	3	4	4	4	3	5	3	5	31
17	3	3	5	5	5	3	5	3	32
18	3	3	4	4	3	4	4	3	28
19	4	3	3	4	4	4	3	3	28
20	3	5	4	4	4	4	3	4	31
21	3	4	4	4	4	4	4	4	31
22	3	4	4	4	3	5	3	4	30
23	3	4	4	3	4	3	4	4	29
24	3	4	3	4	5	4	4	5	32
25	3	5	5	4	5	4	4	4	34
26	3	4	4	4	3	5	3	5	31
27	3	3	5	5	5	3	5	3	32
28	3	3	4	4	3	4	4	3	28
29	4	3	3	4	4	4	3	3	28
30	3	5	4	4	4	4	3	4	31

Data interval

Resp	1	2	3	4	5	6	7	8	total
1	1.000	3.339	3.658	4.172	3.252	2.292	2.318	3.471	23.50138
2	2.857	2.136	2.316	4.172	3.252	3.641	3.590	2.223	24.18613
3	2.857	3.339	3.658	4.172	3.252	3.641	2.318	3.471	26.70763
4	2.857	3.339	3.658	4.172	3.252	3.641	3.590	2.223	26.73112
5	2.857	3.339	3.658	2.641	3.252	3.641	2.318	3.471	25.17652
6	2.857	2.136	2.316	4.172	3.252	3.641	3.590	3.471	25.43425
7	2.857	3.339	3.658	4.172	3.252	3.641	2.318	3.471	26.70763
8	2.857	3.339	2.316	2.641	3.252	3.641	2.318	2.223	22.58597
9	2.120	1.000	1.000	2.641	2.047	2.292	1.000	1.000	13.1004
10	1.000	3.339	2.316	2.641	2.047	2.292	1.000	2.223	16.85677
11	1.000	2.136	2.316	2.641	2.047	2.292	2.318	2.223	16.9725
12	1.000	2.136	2.316	2.641	1.000	3.641	1.000	2.223	15.95618
13	1.000	2.136	2.316	1.000	2.047	1.000	2.318	2.223	14.03962
14	1.000	2.136	1.000	2.641	3.252	2.292	2.318	3.471	18.10962
15	1.000	3.339	3.658	2.641	3.252	2.292	2.318	2.223	20.72215
16	1.000	2.136	2.316	2.641	1.000	3.641	1.000	3.471	17.2043
17	1.000	1.000	3.658	4.172	3.252	1.000	3.590	1.000	18.67148
18	1.000	1.000	2.316	2.641	1.000	2.292	2.318	1.000	13.56683
19	2.120	1.000	1.000	2.641	2.047	2.292	1.000	1.000	13.1004
20	1.000	3.339	2.316	2.641	2.047	2.292	1.000	2.223	16.85677
21	1.000	2.136	2.316	2.641	2.047	2.292	2.318	2.223	16.9725
22	1.000	2.136	2.316	2.641	1.000	3.641	1.000	2.223	15.95618
23	1.000	2.136	2.316	1.000	2.047	1.000	2.318	2.223	14.03962
24	1.000	2.136	1.000	2.641	3.252	2.292	2.318	3.471	18.10962
25	1.000	3.339	3.658	2.641	3.252	2.292	2.318	2.223	20.72215
26	1.000	2.136	2.316	2.641	1.000	3.641	1.000	3.471	17.2043
27	1.000	1.000	3.658	4.172	3.252	1.000	3.590	1.000	18.67148
28	1.000	1.000	2.316	2.641	1.000	2.292	2.318	1.000	13.56683
29	2.120	1.000	1.000	2.641	2.047	2.292	1.000	1.000	13.1004
30	1.000	3.339	2.316	2.641	2.047	2.292	1.000	2.223	16.85677

Lampiran 2. Data Ordinal Validitas Kinerja Karyawan

Butir Item

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	total
1	4	5	5	5	5	4	4	5	5	5	4	5	5	5	5	4	5	5	85
2	5	4	4	5	5	5	5	4	5	5	5	5	5	5	5	5	4	4	85
3	5	5	5	4	5	4	5	5	4	5	4	5	4	4	5	5	5	4	83
4	5	5	5	5	5	5	5	5	5	5	5	4	4	4	5	4	5	4	85
5	5	5	5	4	5	5	4	5	4	5	5	5	4	4	5	5	5	4	84
6	5	4	4	5	5	5	5	5	5	5	5	5	4	5	5	5	4	4	85
7	5	5	5	5	5	5	5	5	5	4	4	4	5	4	4	5	4	4	83
8	5	5	4	4	5	5	4	4	5	4	4	5	5	5	4	5	4	4	81
9	4	3	3	4	4	4	3	3	4	4	4	4	4	3	3	4	3	3	64
10	3	5	4	4	4	4	3	4	4	4	4	4	4	4	5	3	5	4	72
11	3	4	4	4	4	4	4	4	4	4	4	4	4	5	4	3	4	4	71
12	3	4	4	4	3	5	3	4	3	4	4	4	4	4	4	3	4	4	68
13	3	4	4	3	4	3	4	4	3	4	3	4	4	4	4	3	4	4	66
14	3	4	3	4	5	4	4	5	3	4	5	4	4	4	4	3	4	3	70
15	3	5	5	4	5	4	4	4	4	4	5	5	4	4	5	3	5	5	78
16	3	4	4	4	3	5	3	5	3	5	5	3	4	5	5	3	4	4	72
17	3	3	5	5	5	3	5	3	4	3	4	4	3	4	3	3	3	5	68
18	3	3	4	4	3	4	4	3	5	4	3	4	4	3	4	3	3	4	65
19	4	3	3	4	4	4	3	3	4	4	4	4	4	3	3	4	3	3	64
20	3	5	4	4	4	4	3	4	4	4	4	4	4	4	5	3	5	4	72
21	3	4	4	4	4	4	4	4	4	4	4	4	4	5	4	3	4	4	71
22	3	4	4	4	3	5	3	4	3	4	4	4	4	4	4	3	4	4	68
23	3	4	4	3	4	3	4	4	3	4	3	4	4	4	4	3	4	4	66
24	3	4	3	4	5	4	4	5	3	4	5	4	4	4	4	3	4	3	70
25	3	5	5	4	5	4	4	4	4	4	5	5	4	4	5	3	5	5	78
26	3	4	4	4	3	5	3	5	3	5	5	3	4	5	5	3	4	4	72
27	3	3	5	5	5	3	5	3	4	3	4	4	3	4	3	3	3	5	68
28	3	3	4	4	3	4	4	3	5	4	3	4	4	3	4	3	3	4	65
29	5	4	4	5	5	5	5	4	5	5	5	5	5	5	5	5	4	4	85
30	2	2	2	2	3	3	2	2	2	2	3	2	2	2	2	3	2	2	40

Lampiran 3. Data Interval Validitas Kinerja Karyawan

Butir Item

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	total
1	3.706	4.318	4.386	4.459	3.110	2.228	3.271	4.318	4.386	4.386	2.228	4.386	4.726	4.386	4.135	2.122	4.459	4.726	69.73441
2	4.459	3.094	3.044	4.459	3.110	3.526	4.459	3.094	4.386	4.386	3.526	4.386	4.726	4.386	4.135	2.906	3.182	3.227	68.49043
3	4.459	4.318	4.386	2.985	3.110	2.228	4.459	4.318	3.227	4.386	2.228	4.386	3.126	3.044	4.135	2.906	4.459	3.227	65.38533
4	4.459	4.318	4.386	4.459	3.110	3.526	4.459	4.318	4.386	4.386	3.526	2.940	3.126	3.044	4.135	2.122	4.459	3.227	68.384
5	4.459	4.318	4.386	2.985	3.110	3.526	3.271	4.318	3.227	4.386	3.526	4.386	3.126	3.044	4.135	2.906	4.459	3.227	66.79313
6	4.459	3.094	3.044	4.459	3.110	3.526	4.459	4.318	4.386	4.386	3.526	4.386	3.126	4.386	4.135	2.906	3.182	3.227	68.11344
7	4.459	4.318	4.386	4.459	3.110	3.526	4.459	4.318	4.386	2.940	2.228	2.940	4.726	3.044	2.868	2.906	3.182	3.227	65.48103
8	4.459	4.318	3.044	2.985	3.110	3.526	3.271	3.094	4.386	2.940	2.228	4.386	4.726	4.386	2.868	2.906	3.182	3.227	63.04147
9	3.706	2.068	1.910	2.985	1.964	2.228	2.201	2.068	3.227	2.940	2.228	2.940	3.126	1.910	1.910	2.122	2.068	1.910	43.50837
10	2.723	4.318	3.044	2.985	1.964	2.228	2.201	3.094	3.227	2.940	2.228	2.940	3.126	3.044	4.135	1.000	4.459	3.227	52.8816
11	2.723	3.094	3.044	2.985	1.964	2.228	3.271	3.094	3.227	2.940	2.228	2.940	3.126	4.386	2.868	1.000	3.182	3.227	51.52639
12	2.723	3.094	3.044	2.985	1.000	3.526	2.201	3.094	2.201	2.940	2.228	2.940	3.126	3.044	2.868	1.000	3.182	3.227	48.42323
13	2.723	3.094	3.044	1.708	1.964	1.000	3.271	3.094	2.201	2.940	1.000	2.940	3.126	3.044	2.868	1.000	3.182	3.227	45.42555
14	2.723	3.094	1.910	2.985	3.110	2.228	3.271	4.318	2.201	2.940	3.526	2.940	3.126	3.044	2.868	1.000	3.182	1.910	50.37519
15	2.723	4.318	4.386	2.985	3.110	2.228	3.271	3.094	3.227	2.940	3.526	4.386	3.126	3.044	4.135	1.000	4.459	4.726	60.6827
16	2.723	3.094	3.044	2.985	1.000	3.526	2.201	4.318	2.201	4.386	3.526	1.708	3.126	4.386	4.135	1.000	3.182	3.227	53.76761
17	2.723	2.068	4.386	4.459	3.110	1.000	4.459	2.068	3.227	1.708	2.228	2.940	1.708	3.044	1.910	1.000	2.068	4.726	48.83027
18	2.723	2.068	3.044	2.985	1.000	2.228	3.271	2.068	4.386	2.940	1.000	2.940	3.126	1.910	2.868	1.000	2.068	3.227	44.85028
19	3.706	2.068	1.910	2.985	1.964	2.228	2.201	2.068	3.227	2.940	2.228	2.940	3.126	1.910	1.910	2.122	2.068	1.910	43.50837
20	2.723	4.318	3.044	2.985	1.964	2.228	2.201	3.094	3.227	2.940	2.228	2.940	3.126	3.044	4.135	1.000	4.459	3.227	52.8816
21	2.723	3.094	3.044	2.985	1.964	2.228	3.271	3.094	3.227	2.940	2.228	2.940	3.126	4.386	2.868	1.000	3.182	3.227	51.52639
22	2.723	3.094	3.044	2.985	1.000	3.526	2.201	3.094	2.201	2.940	2.228	2.940	3.126	3.044	2.868	1.000	3.182	3.227	48.42323

23	2.723	3.094	3.044	1.708	1.964	1.000	3.271	3.094	2.201	2.940	1.000	2.940	3.126	3.044	2.868	1.000	3.182	3.227	45.42555
24	2.723	3.094	1.910	2.985	3.110	2.228	3.271	4.318	2.201	2.940	3.526	2.940	3.126	3.044	2.868	1.000	3.182	1.910	50.37519
25	2.723	4.318	4.386	2.985	3.110	2.228	3.271	3.094	3.227	2.940	3.526	4.386	3.126	3.044	4.135	1.000	4.459	4.726	60.6827
26	2.723	3.094	3.044	2.985	1.000	3.526	2.201	4.318	2.201	4.386	3.526	1.708	3.126	4.386	4.135	1.000	3.182	3.227	53.76761
27	2.723	2.068	4.386	4.459	3.110	1.000	4.459	2.068	3.227	1.708	2.228	2.940	1.708	3.044	1.910	1.000	2.068	4.726	48.83027
28	2.723	2.068	3.044	2.985	1.000	2.228	3.271	2.068	4.386	2.940	1.000	2.940	3.126	1.910	2.868	1.000	2.068	3.227	44.85028
29	4.459	3.094	3.044	4.459	3.110	3.526	4.459	3.094	4.386	4.386	3.526	4.386	4.726	4.386	4.135	2.906	3.182	3.227	68.49043
30	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	18.000



x1_tota	Pearson	.642**	.643**	.647**	.697**	.730**	.541**	.562**	.592**	1
1	Correlation Sig.	.000	.000	.000	.000	.000	.002	.001	.001	
	(2-tailed)	30	30	30	30	30	30	30	30	30
	N									

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



Reliability

Scale: ALL VARIABLES

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.755	.849	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
x1_1	35.88108	71.760	.584	1.000	.732
x1_2	35.11435	70.753	.578	1.000	.729
x1_3	34.92712	70.717	.582	1.000	.729
x1_4	34.48652	70.411	.642	1.000	.726
x1_5	35.02645	69.521	.678	1.000	.722
x1_6	34.81202	72.485	.464	1.000	.739
x1_7	35.33572	72.093	.487	1.000	.737
x1_8	35.11435	71.551	.520	1.000	.734
x1_total	18.71347	20.107	1.000	1.000	.784

Mean	Variance	Std. Deviation	N of Items
3.74264 E1	80.42 5	8.9679 90	9



soal18 Pearson Correlation	.120	.406*	.864**	.481**	.338	-.040	.470**	.120	.387*	.121	.137	.468**	.131	.401*	.402*	-.059	.422*	1	.500**
Sig. (2-tailed)	.529	.026	.000	.007	.068	.833	.009	.527	.035	.525	.472	.009	.491	.028	.028	.755	.020		.005
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total Pearson Correlation	.815**	.762**	.659**	.700**	.672**	.610**	.662**	.707**	.670**	.763**	.628**	.764**	.704**	.673**	.785**	.653**	.716**	.500**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.005	
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

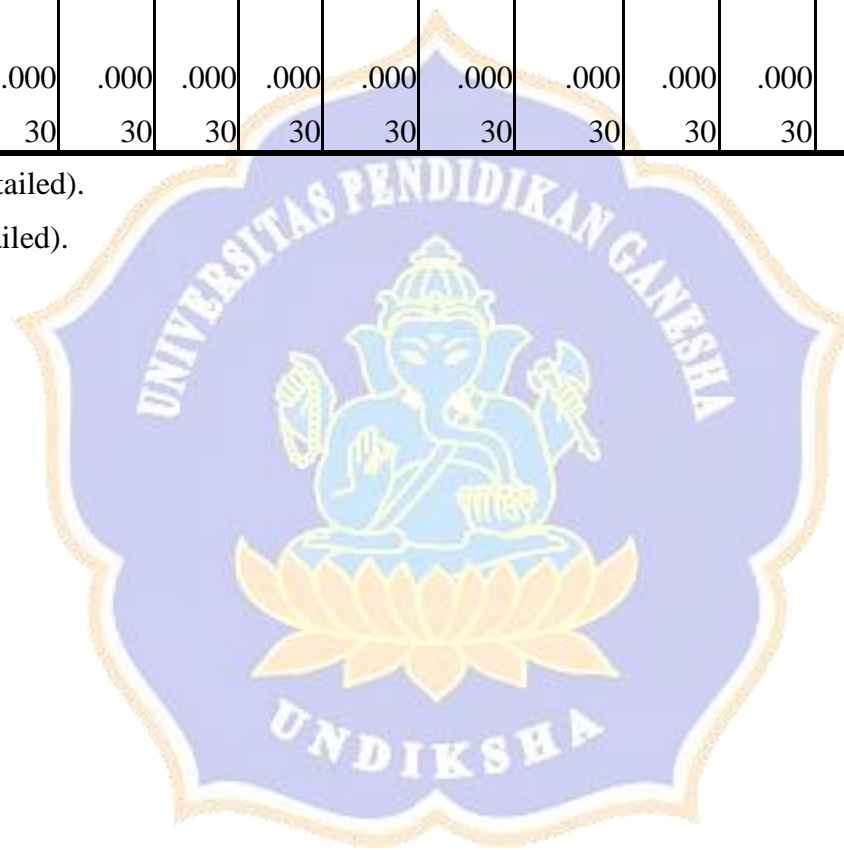
** . Correlation is significant at the 0.01 level (2-tailed).

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

Reliability

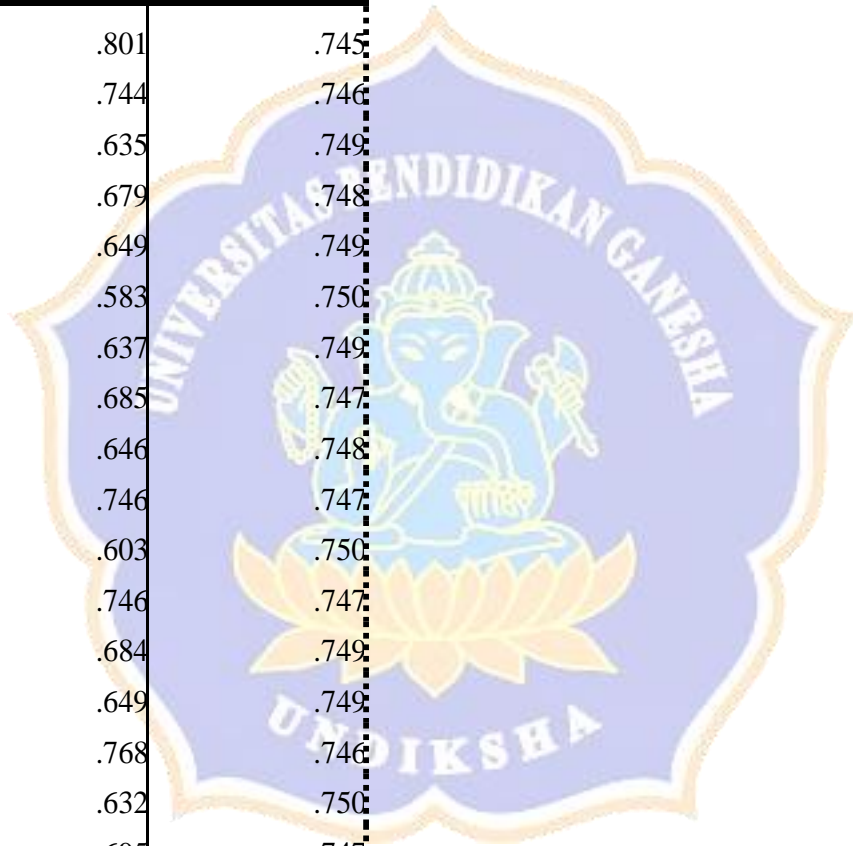
Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.761	.945	19



Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
y_1	104.93803	473.048	.801	.745
y_2	104.93783	473.399	.744	.746
y_3	104.93757	478.023	.635	.749
y_4	104.93807	477.291	.679	.748
y_5	105.85277	478.577	.649	.749
y_6	105.66557	480.403	.583	.750
y_7	104.93807	477.393	.637	.749
y_8	104.93783	475.724	.685	.747
y_9	104.93797	477.080	.646	.748
y_10	104.93783	474.590	.746	.747
y_11	105.66557	479.637	.603	.750
y_12	104.93783	474.575	.746	.747
y_13	104.93757	478.200	.684	.749
y_14	104.93757	477.470	.649	.749
y_15	104.93780	473.074	.768	.746
y_16	106.57050	480.808	.632	.750
y_17	104.93783	475.317	.695	.747
y_18	104.93783	485.149	.469	.753
y_total	54.08297	126.106	1.000	.936



Scale Statistics

Mean	Variance	Std. Deviation	N of Items
1.08165	504.4	22.4592	19
E2	17	25	





Lampiran 6: Data Hasil Kompensasi

Pegawai Data Ordinal Kompensasi

Resp	Kom pens asi	Resp	Kom pens asi	Resp	Kom pens asi
1	1200000.0	23	1035000.0	45	935000.0
2	735000.0	24	935000.0	46	1035000.0
3	935000.0	25	1035000.0	47	1535000.0
4	735000.0	26	935000.0	48	1035000.0
5	935000.0	27	1535000.0	49	735000.0
6	1350000.0	28	535000.0	50	935000.0
7	1135000.0	29	735000.0	51	735000.0
8	935000.0	30	735000.0	52	1035000.0
9	1035000.0	31	735000.0	53	935000.0
10	1035000.0	32	1035000.0	54	1035000.0
11	935000.0	33	735000.0	55	935000.0
12	915000.0	34	1535000.0	56	935000.0
13	735000.0	35	935000.0	57	535000.0
14	935000.0	36	1035000.0	58	935000.0
15	1035000.0	37	1035000.0	59	535000.0
16	1035000.0	38	900000.0	60	735000.0
17	1035000.0	39	1035000.0	61	935000.0
18	735000.0	40	1035000.0	62	735000.0
19	1035000.0	41	1035000.0	63	1035000.0
20	1135000.0	42	1035000.0	64	735000.0
21	1035000.0	43	1535000.0	65	1035000.0
22	935000.0	44	935000.0	66	710000.0

67	710000.0	93	935000.0	119	1035000.0
68	935000.0	94	935000.0	120	1035000.0
69	710000.0	95	935000.0	121	1035000.0
70	1010000.0	96	1535000.0	122	935000.0
71	1350000.0	97	935000.0	123	1035000.0
72	1350000.0	98	935000.0	124	935000.0
73	1350000.0	99	935000.0	125	1035000.0
74	1010000.0	100	735000.0	126	935000.0
75	710000.0	101	735000.0	127	1535000.0
76	1135000.0	102	735000.0	128	935000.0
77	735000.0	103	735000.0	129	1035000.0
78	935000.0	104	735000.0	130	935000.0
79	750000.0	105	1135000.0	131	1035000.0
80	1135000.0	106	735000.0	132	1035000.0
81	1135000.0	107	1035000.0	133	735000.0
82	1135000.0	108	735000.0	134	1035000.0
83	1135000.0	109	935000.0	135	735000.0
84	1135000.0	110	1135000.0	136	1535000.0
85	1135000.0	111	735000.0	137	735000.0
86	935000.0	112	735000.0	138	1035000.0
87	1000000.0	113	1135000.0	139	1035000.0
88	1135000.0	114	935000.0	140	1035000.0
89	1135000.0	115	1135000.0	141	1035000.0
90	935000.0	116	1535000.0	142	1035000.0
91	735000.0	117	1450000.0	143	1035000.0
92	935000.0	118	1350000.0	144	1035000.0

145	1535000.0
146	1035000.0
147	935000.0
148	1035000.0
149	935000.0
150	935000.0
151	935000.0
152	935000.0
153	1300000.0
154	935000.0
155	935000.0
156	1035000.0
157	1400000.0
158	1035000.0
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160	1035000.0
161	1035000.0
162	935000.0
163	735000.0
164	1035000.0
165	1035000.0
166	750000.0
167	1035000.0
168	750000.0
169	1035000.0
170	935000.0





Lampiran 7. Data Ordinal gaya kepemimpinan Transformasional

s1	s2	s3	s4	s5	s6	s7	s8	tot
4	4	5	5	4	5	4	4	35
2	5	4	3	4	5	4	3	30
5	3	5	4	5	4	5	4	35
4	4	3	5	5	3	5	3	32
4	4	5	5	5	4	4	1	32
5	4	5	5	4	5	5	5	38
5	5	2	5	4	5	3	5	34
4	4	3	3	3	4	5	4	30
4	4	4	5	4	5	5	4	35
5	3	2	3	2	4	5	4	28
5	4	5	5	4	5	5	5	38
4	4	4	5	5	5	5	3	35
3	3	4	2	3	5	5	5	30
3	3	3	5	5	5	5	5	34
4	3	5	5	5	5	5	5	37
4	3	5	5	5	5	5	5	37
2	5	5	5	4	5	5	5	36
3	2	2	5	5	5	5	5	32
5	5	5	5	5	4	4	4	37
3	3	3	2	5	5	5	5	31
5	5	5	5	5	5	3	5	38
3	5	2	5	5	5	5	5	35
4	4	5	5	4	4	5	4	35
3	4	4	3	5	5	5	4	33
4	5	3	5	5	4	5	4	35
4	4	5	5	5	5	5	5	38
3	3	5	5	5	5	5	4	35
3	1	4	3	3	3	1	3	21
3	3	4	3	1	3	1	2	20
4	3	4	3	3	1	1	3	22
4	2	2	2	4	1	1	3	19
2	3	4	3	4	4	4	5	29
3	3	4	4	3	3	2	1	23
4	4	5	5	5	5	5	5	38
4	4	4	4	4	2	2	2	26
4	4	2	5	2	5	5	2	29
5	3	5	5	5	5	5	5	38
4	4	3	3	5	5	5	5	34

1	4	2	2	4	4	1	4	22
5	5	3	5	4	4	2	3	31
5	4	1	3	3	5	5	3	29
4	4	5	5	5	4	5	2	34
3	5	5	5	5	5	5	5	38
3	1	3	3	1	3	3	3	20
4	3	4	3	3	4	2	3	26
4	3	4	3	5	4	4	3	30
3	5	5	5	5	5	5	5	38
3	4	4	3	5	4	4	3	30
3	1	5	4	4	1	4	4	26
3	3	4	4	3	3	4	4	28
5	5	5	5	5	4	2	3	34
3	4	4	3	3	3	4	3	27
4	1	2	2	4	4	1	2	20
3	4	5	5	4	4	5	4	34
4	4	3	4	4	1	3	4	27
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3	3	4	3	3	3	4	3	26
3	3	1	3	4	3	4	3	24
3	3	1	3	1	3	3	3	20
4	5	2	4	4	5	4	5	33
2	3	4	3	1	1	1	3	18
3	5	5	4	3	5	5	4	34
4	1	5	4	4	4	5	5	32
4	4	5	5	5	4	4	4	35
2	2	5	5	5	5	5	5	34
4	4	5	5	5	5	5	5	38
4	4	3	3	3	3	5	3	28
4	4	4	4	4	2	4	4	30
5	5	2	3	5	4	3	3	30
5	4	5	3	4	5	5	5	36
4	4	5	3	3	3	1	3	26
3	3	4	3	4	5	4	3	29
3	3	3	1	3	3	3	3	22
4	3	2	1	1	4	2	3	20
4	3	4	3	5	4	4	3	30
2	1	1	4	5	5	5	5	28

5	4	4	3	4	3	4	3	30
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3	3	3	1	3	3	4	4	24
3	3	2	5	5	3	2	5	28
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3	5	5	3	4	5	5	3	33
2	4	3	4	4	4	3	4	28
1	3	2	4	4	4	2	4	24
3	3	4	2	2	2	1	2	19
3	3	4	5	3	3	4	3	28
3	3	4	3	4	5	4	3	29
3	3	4	3	4	5	4	3	29
4	4	5	4	4	1	4	4	30
2	3	4	4	4	4	4	5	30
3	3	2	4	3	3	5	4	27
4	5	5	5	5	4	5	5	38
4	4	1	1	4	4	4	4	26
2	2	2	2	4	3	2	2	19
5	5	4	5	2	1	1	5	28
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5	5	2	3	4	4	2	3	28
4	4	1	4	4	1	4	4	26
2	1	2	3	4	4	4	3	23
3	3	5	4	5	4	5	4	33
4	5	5	5	5	4	1	5	34
4	4	5	5	5	5	4	4	36
2	2	5	5	5	5	5	5	34
5	5	5	5	5	5	2	1	33
4	4	3	1	3	1	3	3	22
4	4	5	2	1	4	1	4	25
5	5	2	3	4	5	2	3	29
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4	3	5	2	3	4	2	3	26
1	3	4	1	3	4	4	3	23

2	5	5	5	5	5	5	5	37
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3	3	4	5	5	5	4	4	33
3	3	4	4	3	3	5	4	29
3	3	2	5	5	3	4	3	28
3	1	2	3	3	3	2	3	20
4	4	3	3	4	4	1	2	25
3	4	5	3	2	3	5	3	28
4	4	5	5	4	4	3	4	33
4	3	2	4	1	3	2	4	23
3	3	1	2	2	3	3	2	19
3	3	4	3	1	3	2	1	20
3	3	4	3	4	3	4	5	29
3	3	4	3	3	1	2	1	20
4	4	5	4	4	5	4	4	34
2	3	4	3	3	1	4	3	23
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4	4	4	1	4	4	4	4	29
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5	4	5	5	4	5	5	3	36
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3	3	4	3	3	3	4	5	28
3	3	3	3	3	3	4	5	27
4	4	5	5	5	5	5	5	38
4	3	4	3	5	4	4	3	30
2	3	1	2	3	4	5	5	25
3	4	4	1	1	3	4	3	23
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3	3	4	4	3	2	1	4	24
3	3	2	5	3	3	5	4	28
3	4	2	3	3	3	4	5	27
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4	4	3	4	4	5	5	4	33

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4	5	4	5	3	4	5	5	35
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2	2	2	2	4	5	5	2	24
5	4	4	2	2	5	5	5	32
4	3	3	1	3	3	3	3	23
5	5	5	4	4	4	4	4	35
5	5	5	5	5	3	5	5	38



Lampiran 8. Data ordinal variabel kinerja (y)

S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13	S14	S15	S16	S17	S18	TOTAL
5	5	5	5	5	5	5	5	5	5	4	5	5	5	4	5	5	5	88
3	3	4	3	5	3	3	4	5	5	3	5	5	3	5	3	5	5	72
4	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	88
3	3	4	4	5	5	5	4	4	5	5	4	5	5	5	4	5	5	80
4	3	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	85
5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	88
4	5	3	5	5	4	5	3	5	5	4	5	3	3	4	5	3	5	76
4	5	4	5	5	4	3	4	2	3	5	3	3	5	5	3	3	4	70
5	4	5	4	5	5	4	5	4	5	5	5	5	5	5	5	5	4	85
5	4	5	3	5	5	4	5	3	5	5	3	4	4	5	3	4	3	75
4	4	5	5	5	4	4	5	5	5	5	5	5	4	5	5	5	3	83
5	5	4	4	5	5	5	4	4	5	3	5	5	5	3	5	2	4	78
3	5	4	5	5	3	5	4	5	3	2	4	3	3	3	4	5	4	70
4	4	5	5	5	4	4	5	5	5	5	4	3	5	5	4	4	4	80
4	5	5	5	4	5	5	5	5	5	5	5	4	5	5	5	4	4	85
4	4	5	5	5	4	4	5	5	5	3	5	5	4	3	5	5	4	80
5	5	4	5	5	5	5	4	5	5	4	3	5	5	4	3	5	5	82
5	5	3	3	4	5	5	3	3	4	5	3	4	3	5	3	4	3	70
4	3	5	5	5	4	3	5	5	5	5	5	3	4	5	5	3	4	78
3	5	4	5	3	4	5	5	5	5	5	5	5	5	5	5	5	5	84
3	5	4	5	5	3	5	4	5	5	4	3	3	5	4	3	3	5	74
4	5	3	4	5	4	5	5	4	5	4	4	5	5	5	4	5	3	79
5	5	5	3	4	5	5	5	3	4	4	5	5	3	4	5	5	3	78
3	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	86
4	5	4	5	5	4	5	4	5	5	4	4	5	3	4	4	5	3	78
4	4	5	4	5	5	4	5	4	5	4	5	5	4	5	4	4	4	80
4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	88
3	4	4	1	1	1	3	2	3	1	3	4	3	4	3	3	3	4	50
3	3	3	3	3	3	3	3	3	1	3	4	3	4	3	3	3	4	55
1	2	4	3	1	2	4	2	3	1	4	4	3	4	3	3	3	4	51
3	3	3	3	3	3	3	3	3	1	4	4	3	4	3	3	2	4	55
4	5	3	5	5	4	5	3	5	5	4	4	5	3	4	4	5	5	78
3	3	4	3	5	3	3	4	3	5	3	3	3	4	3	3	3	4	62
4	5	5	5	4	4	5	5	5	4	4	4	3	5	4	4	3	5	78
3	3	4	4	5	3	3	4	4	5	5	4	3	3	5	4	3	3	68
4	3	5	5	3	4	3	5	5	3	3	5	5	4	3	5	5	4	74
5	5	5	4	3	5	5	5	4	3	4	5	3	5	4	5	3	4	77

4	5	3	5	5	4	5	3	5	5	4	5	3	3	4	5	3	5	76
4	5	4	5	5	4	5	4	5	5	5	3	3	5	5	3	3	4	77
5	4	5	4	5	5	4	5	4	5	5	5	3	5	5	5	3	4	81
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4	4	5	5	5	4	4	5	5	5	5	5	5	4	5	5	5	3	83
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3	5	4	5	5	3	5	4	5	5	5	4	3	3	5	4	3	4	75
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4	3	5	5	5	4	3	5	5	5	5	5	3	4	5	5	3	4	78
3	5	4	5	3	3	5	4	5	3	3	3	3	5	3	3	3	4	67
3	5	4	5	5	3	5	4	5	5	4	3	3	5	4	3	3	5	74
4	5	3	4	3	4	5	3	4	3	4	4	3	3	4	4	3	3	66
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3	3	4	4	5	3	3	4	4	5	5	4	3	3	5	4	3	3	68
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4	5	3	5	5	4	5	3	5	5	4	4	5	3	4	4	5	5	78
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4	3	5	5	3	4	3	5	5	3	3	5	5	4	3	5	5	4	74
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4	3	5	5	5	4	3	5	5	5	5	3	4	5	5	3	4	78	
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3	5	4	5	5	3	5	4	5	5	4	3	3	5	4	3	3	5	74
4	5	3	4	3	4	5	3	4	3	4	4	3	3	4	4	3	3	66
5	5	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	88
3	3	4	4	5	3	3	4	4	4	5	3	3	3	4	3	3	4	64
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3	3	3	3	3	3	3	3	3	3	1	4	4	3	4	3	3	2	55
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3	3	4	3	5	3	3	4	3	5	3	3	3	4	3	3	3	4	62
4	5	5	5	4	4	5	5	5	4	4	4	3	5	4	4	3	5	78
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5	4	5	4	5	5	4	5	4	5	5	5	3	5	5	5	3	4	81

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5	5	4	4	5	5	5	4	4	5	3	5	5	5	3	5	5	4	81
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4	5	3	4	3	4	5	3	4	3	4	4	3	3	4	4	3	3	66
5	5	5	3	4	5	5	5	3	4	4	5	5	3	4	5	5	3	78
3	3	4	4	5	3	3	4	4	5	3	3	3	4	3	3	3	4	64



Lampiran 9. Data interval Kinerja

Succesive Interval	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13	S14	S15	S16	S17	S18	TOTAL
5	5	5	5	5	5	5	5	5	5	4	5	5	5	4	5	5	5	88
4.888	4.610	3.358	4.583	4.227	4.999	3.049	4.504	4.583	3.279	3.686	4.806	4.927	4.607	2.030	4.453	4.577	4.794	75.960323
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	4.583	3.279	2.614	4.806	4.927	2.437	3.142	2.488	4.577	4.794	58.395616
3.649	4.610	3.358	4.583	4.227	4.999	3.049	4.504	4.583	2.184	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	75.912115
2.462	2.544	2.120	3.405	4.227	4.999	3.049	3.255	3.431	3.279	4.860	3.648	4.927	4.607	3.142	3.421	4.577	4.794	66.749093
3.649	2.544	3.358	4.583	4.227	3.778	3.049	4.504	4.583	3.279	3.686	4.806	4.927	4.607	3.142	4.453	4.577	4.794	72.546363
4.888	4.610	3.358	3.405	4.227	4.999	3.049	4.504	3.431	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	75.917864
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	1.000	3.255	1.000	1.759	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	57.074485
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	3.465	72.299227
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	2.239	62.2612
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	2.239	69.790464
4.888	4.610	2.120	3.405	4.227	4.999	3.049	3.255	3.431	3.279	2.614	4.806	4.927	4.607	1.000	4.453	1.567	3.465	64.703562
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	1.759	1.000	3.648	3.094	2.437	1.000	3.421	4.577	3.465	55.931933
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	3.648	3.094	4.607	3.142	3.421	3.722	3.465	67.289014
3.649	4.610	3.358	4.583	3.053	4.999	3.049	4.504	4.583	3.279	4.860	4.806	4.072	4.607	3.142	4.453	3.722	3.465	72.793557
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	66.628178
4.888	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	3.686	2.614	4.927	4.607	2.030	2.488	4.577	4.794	69.315718
4.888	4.610	1.000	2.499	3.053	4.999	3.049	2.223	2.544	2.184	4.860	2.614	4.072	2.437	3.142	2.488	3.722	2.239	56.622265
3.649	2.544	3.358	4.583	4.227	3.778	1.000	4.504	4.583	3.279	4.860	4.806	3.094	3.456	3.142	4.453	2.824	3.465	65.604163
2.462	4.610	2.120	4.583	2.285	3.778	3.049	4.504	4.583	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	71.418531
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	3.686	2.614	3.094	4.607	2.030	2.488	2.824	4.794	60.946069
3.649	4.610	1.000	3.405	4.227	3.778	3.049	4.504	3.431	3.279	3.686	3.648	4.927	4.607	3.142	3.421	4.577	2.239	65.181428
4.888	4.610	3.358	2.499	3.053	4.999	3.049	4.504	2.544	2.184	3.686	4.806	4.927	2.437	2.030	4.453	4.577	2.239	64.84382
2.462	3.455	2.120	4.583	4.227	4.999	3.049	4.504	4.583	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	73.426482

3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	2.239	64.097855
3.649	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	3.686	4.806	4.927	3.456	3.142	3.421	3.722	3.465	66.848597
3.649	4.610	3.358	4.583	4.227	4.999	3.049	4.504	3.431	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	75.85623
2.462	3.455	2.120	1.000	1.000	1.000	1.000	1.000	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	39.169272
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	42.788184
1.000	1.000	2.120	2.499	1.000	1.461	1.915	1.000	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	2.824	3.465	39.200905
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	1.567	3.465	42.603696
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	4.794	64.500421
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	61.340928
4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	2.239	69.790464
4.888	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	75.759159
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	61.700003
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	64.220745
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	4.610	3.358	4.583	4.227	4.999	3.049	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	4.794	75.856353
1.000	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	3.686	2.614	4.927	4.607	2.030	2.488	4.577	4.794	65.427911
4.888	4.610	1.000	2.499	3.053	4.999	3.049	2.223	2.544	2.184	4.860	2.614	4.072	2.437	3.142	2.488	3.722	2.239	56.622265
3.649	2.544	3.358	4.583	4.227	3.778	1.000	4.504	4.583	3.279	4.860	4.806	3.094	3.456	3.142	4.453	2.824	3.465	65.604163
2.462	4.610	2.120	4.583	2.285	2.642	3.049	3.255	4.583	1.759	2.614	2.614	3.094	4.607	1.000	2.488	2.824	3.465	54.053227

2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	3.686	2.614	3.094	4.607	2.030	2.488	2.824	4.794	60.946069
3.649	4.610	1.000	3.405	2.285	3.778	3.049	2.223	3.431	1.759	3.686	3.648	3.094	2.437	2.030	3.421	2.824	2.239	52.569663
4.888	4.610	3.358	2.499	3.053	4.999	3.049	4.504	2.544	2.184	3.686	4.806	4.927	2.437	2.030	4.453	4.577	2.239	64.84382
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	49.92004
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	2.239	64.097855
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	1.000	1.000	1.000	48.95424
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	3.421	3.722	3.465	56.561849
2.462	3.455	2.120	3.405	2.285	3.778	1.000	3.255	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	47.893196
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	42.788184
3.649	3.455	1.000	2.499	3.053	2.642	1.915	3.255	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	2.824	3.465	48.674082
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	1.567	3.465	42.603696
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	4.794	64.500421
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	1.000	4.927	1.000	1.000	1.000	1.000	3.465	48.048159
4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	4.794	64.500421
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	61.340928

4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	2.239	69.790464
4.888	4.610	2.120	3.405	4.227	4.999	3.049	3.255	3.431	3.279	2.614	4.806	4.927	4.607	1.000	4.453	4.577	3.465	67.713654
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	61.700003
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	64.220745
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	66.628178
4.888	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	3.686	2.614	4.927	4.607	2.030	2.488	4.577	4.794	69.315718
4.888	4.610	1.000	2.499	3.053	4.999	3.049	2.223	2.544	2.184	4.860	2.614	4.072	2.437	3.142	2.488	3.722	2.239	56.622265
3.649	2.544	3.358	4.583	4.227	3.778	1.000	4.504	4.583	3.279	4.860	4.806	3.094	3.456	3.142	4.453	2.824	3.465	65.604163
2.462	4.610	2.120	4.583	2.285	2.642	3.049	3.255	4.583	1.759	2.614	2.614	3.094	4.607	1.000	2.488	2.824	3.465	54.053227
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	3.686	2.614	3.094	4.607	2.030	2.488	2.824	4.794	60.946069
3.649	4.610	1.000	3.405	2.285	3.778	3.049	2.223	3.431	1.759	3.686	3.648	3.094	2.437	2.030	3.421	2.824	2.239	52.569663
4.888	4.610	3.358	4.583	3.053	4.999	3.049	4.504	4.583	2.184	4.860	4.806	4.927	4.607	3.142	4.453	4.577	4.794	75.976624
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	49.92004
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	2.239	64.097855
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	3.421	3.722	3.465	56.561849
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	3.421	3.722	3.465	56.561849
2.462	3.455	2.120	3.405	2.285	3.778	1.000	3.255	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	47.893196
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	42.788184
3.649	3.455	1.000	2.499	3.053	2.642	1.915	3.255	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	2.824	3.465	48.674082
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	1.567	3.465	42.603696
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	4.794	64.500421

2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	61.340928
4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	2.239	69.790464
4.888	4.610	2.120	3.405	4.227	4.999	3.049	3.255	3.431	3.279	2.614	4.806	4.927	4.607	1.000	4.453	4.577	3.465	67.713654
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	61.700003
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	64.220745
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	66.628178
4.888	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	3.686	2.614	4.927	4.607	2.030	2.488	4.577	4.794	69.315718
4.888	4.610	1.000	2.499	3.053	4.999	3.049	2.223	2.544	2.184	4.860	2.614	4.072	2.437	3.142	2.488	3.722	2.239	56.622265
3.649	2.544	3.358	4.583	4.227	3.778	1.000	4.504	4.583	3.279	4.860	4.806	3.094	3.456	3.142	4.453	2.824	3.465	65.604163
2.462	4.610	2.120	4.583	2.285	2.642	3.049	3.255	4.583	1.759	2.614	2.614	3.094	4.607	1.000	2.488	2.824	3.465	54.053227
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	3.686	2.614	3.094	4.607	2.030	2.488	2.824	4.794	60.946069
3.649	4.610	1.000	3.405	2.285	3.778	3.049	2.223	3.431	1.759	3.686	3.648	3.094	2.437	2.030	3.421	2.824	2.239	52.569663
4.888	4.610	3.358	4.583	4.227	4.999	3.049	4.504	4.583	3.279	3.686	4.806	4.927	4.607	2.030	4.453	4.577	4.794	75.960323
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	49.92004
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	2.239	64.097855
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	3.421	3.722	3.465	56.561849
3.649	3.455	2.120	3.405	3.053	3.778	1.915	3.255	3.431	1.000	3.686	3.648	4.072	3.456	2.030	3.421	3.722	3.465	56.561849
2.462	3.455	2.120	3.405	2.285	3.778	1.000	3.255	2.544	1.000	4.860	3.648	4.927	3.456	3.142	4.453	4.577	3.465	57.83264

2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	1.000	2.614	3.648	3.094	3.456	1.000	2.488	2.824	3.465	42.788184
3.649	3.455	1.000	2.499	3.053	2.642	1.915	3.255	2.544	1.000	3.686	3.648	3.094	3.456	1.000	2.488	2.824	3.465	48.674082
2.462	2.544	1.000	2.499	2.285	2.642	1.000	2.223	2.544	2.184	3.686	3.648	4.927	3.456	3.142	2.488	4.577	3.465	50.77277
3.649	4.610	3.358	4.583	4.227	4.999	3.049	4.504	4.583	3.279	4.860	4.806	4.927	4.607	3.142	3.421	4.577	4.794	75.975301
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	61.340928
4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	4.806	3.094	2.437	2.030	4.453	2.824	4.794	63.104026
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	4.610	1.000	4.583	4.227	3.778	3.049	2.223	4.583	3.279	3.686	3.648	4.927	2.437	2.030	3.421	4.577	4.794	64.500421
2.462	2.544	2.120	2.499	4.227	2.642	1.000	3.255	2.544	3.279	2.614	2.614	3.094	3.456	1.000	2.488	2.824	3.465	48.12675
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	3.686	3.648	3.094	4.607	2.030	3.421	2.824	4.794	65.45463
2.462	2.544	2.120	3.405	4.227	2.642	1.000	3.255	3.431	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	2.239	54.030679
3.649	2.544	3.358	4.583	2.285	3.778	1.000	4.504	4.583	1.759	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	61.340928
4.888	4.610	3.358	3.405	2.285	4.999	3.049	4.504	3.431	1.759	3.686	4.806	3.094	4.607	2.030	4.453	2.824	3.465	65.255332
3.649	3.455	3.358	4.583	4.227	3.778	3.049	4.504	4.583	3.279	3.686	4.806	4.927	4.607	3.142	4.453	4.577	4.794	73.457044
3.649	4.610	2.120	4.583	4.227	3.778	3.049	3.255	4.583	3.279	4.860	2.614	3.094	4.607	3.142	2.488	2.824	3.465	64.225863
4.888	3.455	3.358	3.405	4.227	4.999	1.915	4.504	3.431	3.279	4.860	4.806	3.094	4.607	3.142	4.453	2.824	3.465	68.713049
4.888	3.455	3.358	2.499	4.227	4.999	1.915	4.504	2.544	3.279	4.860	2.614	4.072	3.456	3.142	2.488	3.722	4.794	64.816176
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	4.806	4.927	3.456	3.142	4.453	4.577	2.239	69.790464
4.888	4.610	2.120	3.405	4.227	4.999	3.049	3.255	3.431	3.279	2.614	4.806	4.927	4.607	1.000	4.453	4.577	3.465	67.713654
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	61.700003

3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	4.860	3.648	3.094	2.437	3.142	3.421	2.824	3.465	64.220745
3.649	4.610	3.358	4.583	3.053	3.778	3.049	4.504	4.583	2.184	2.614	4.806	4.072	4.607	1.000	4.453	3.722	3.465	66.08879
3.649	3.455	3.358	4.583	4.227	3.778	1.915	4.504	4.583	3.279	2.614	4.806	4.927	3.456	1.000	4.453	4.577	3.465	66.628178
4.888	4.610	2.120	4.583	4.227	4.999	3.049	3.255	4.583	3.279	3.686	2.614	4.927	4.607	2.030	2.488	4.577	4.794	69.315718
4.888	4.610	1.000	2.499	3.053	4.999	3.049	2.223	2.544	2.184	4.860	2.614	4.072	2.437	3.142	2.488	3.722	2.239	56.622265
3.649	2.544	3.358	4.583	4.227	3.778	1.000	4.504	4.583	3.279	4.860	4.806	3.094	3.456	3.142	4.453	2.824	3.465	65.604163
2.462	4.610	2.120	4.583	2.285	2.642	3.049	3.255	4.583	1.759	2.614	2.614	1.000	1.000	1.000	1.000	1.000	1.000	42.575167
2.462	4.610	2.120	4.583	4.227	2.642	3.049	3.255	4.583	3.279	3.686	2.614	3.094	4.607	2.030	2.488	2.824	4.794	60.946069
3.649	4.610	1.000	3.405	2.285	3.778	3.049	2.223	3.431	1.759	3.686	3.648	3.094	2.437	2.030	3.421	2.824	2.239	52.569663
4.888	4.610	3.358	2.499	3.053	4.999	3.049	4.504	2.544	2.184	3.686	4.806	4.927	2.437	2.030	4.453	4.577	2.239	64.84382
4.888	4.610	2.120	3.405	4.227	4.999	3.049	3.255	4.583	3.279	2.614	4.806	4.927	3.456	3.142	4.453	4.577	4.794	71.185088



Lampiran 10. Data interval gaya kepemimpinan transformasional

Succesive Interval	s2	s3	s4	s5	s6	s7	s8	tot
4	4	5	5	4	5	4	4	35
3.738	3.431	4.114	4.040	3.062	3.945	2.686	3.404	28.419232
1.818	4.504	3.039	2.442	3.062	3.945	2.686	2.597	24.091854
4.840	2.429	4.114	3.132	4.149	2.899	3.780	3.404	28.747655
3.738	3.431	2.432	4.040	4.149	2.128	3.780	2.597	26.294618
3.738	3.431	4.114	4.040	4.149	2.899	2.686	1.000	26.057787
4.840	3.431	4.114	4.040	3.062	3.945	3.780	4.386	31.597739
4.840	4.504	1.882	4.040	3.062	3.945	2.168	4.386	28.82708
3.738	3.431	2.432	2.442	2.233	2.899	3.780	3.404	24.360082
3.738	3.431	3.039	4.040	3.062	3.945	3.780	3.404	28.437727
4.840	2.429	1.882	2.442	1.583	2.899	3.780	3.404	23.259636
4.840	3.431	4.114	4.040	3.062	3.945	3.780	4.386	31.597739
3.738	3.431	3.039	4.040	4.149	3.945	3.780	2.597	28.718241
2.742	2.429	3.039	1.693	2.233	3.945	3.780	4.386	24.24661
2.742	2.429	2.432	4.040	4.149	3.945	3.780	4.386	27.902879
3.738	2.429	4.114	4.040	4.149	3.945	3.780	4.386	30.580773
3.738	2.429	4.114	4.040	4.149	3.945	3.780	4.386	30.580773
1.818	4.504	4.114	4.040	3.062	3.945	3.780	4.386	29.648078
2.742	1.566	1.882	4.040	4.149	3.945	3.780	4.386	26.490021
4.840	4.504	4.114	4.040	4.149	2.899	2.686	3.404	30.636477
2.742	2.429	2.432	1.693	4.149	3.945	3.780	4.386	25.556214
4.840	4.504	4.114	4.040	4.149	3.945	2.168	4.386	32.146813
2.742	4.504	1.882	4.040	4.149	3.945	3.780	4.386	29.427884
3.738	3.431	4.114	4.040	3.062	2.899	3.780	3.404	28.467687
2.742	3.431	3.039	2.442	4.149	3.945	3.780	3.404	26.931791
3.738	4.504	2.432	4.040	4.149	2.899	3.780	3.404	28.946448
3.738	3.431	4.114	4.040	4.149	3.945	3.780	4.386	31.583193
2.742	2.429	4.114	4.040	4.149	3.945	3.780	3.404	28.602147
2.742	1.000	3.039	2.442	2.233	2.128	1.000	2.597	17.180193
2.742	2.429	3.039	2.442	1.000	2.128	1.000	1.716	16.49544
3.738	2.429	3.039	2.442	2.233	1.000	1.000	2.597	18.477716
3.738	1.566	1.882	1.693	3.062	1.000	1.000	2.597	16.537619
1.818	2.429	3.039	2.442	3.062	2.899	2.686	4.386	22.760627
2.742	2.429	3.039	3.132	2.233	2.128	1.769	1.000	18.472
3.738	3.431	4.114	4.040	4.149	3.945	3.780	4.386	31.583193
3.738	3.431	3.039	3.132	3.062	1.524	1.769	1.716	21.410969
3.738	3.431	1.882	4.040	1.583	3.945	3.780	1.716	24.115093

4.840	2.429	4.114	4.040	4.149	3.945	3.780	4.386	31.682896
3.738	3.431	2.432	2.442	4.149	3.945	3.780	4.386	28.304016
1.000	3.431	1.882	1.693	3.062	2.899	1.000	3.404	18.370699
4.840	4.504	2.432	4.040	3.062	2.899	1.769	2.597	26.143305
4.840	3.431	1.000	2.442	2.233	3.945	3.780	2.597	24.268242
3.738	3.431	4.114	4.040	4.149	2.899	3.780	1.716	27.867607
2.742	4.504	4.114	4.040	4.149	3.945	3.780	4.386	31.660041
2.742	1.000	2.432	2.442	1.000	2.128	2.168	2.597	16.509163
3.738	2.429	3.039	2.442	2.233	2.899	1.769	2.597	21.146375
3.738	2.429	3.039	2.442	4.149	2.899	2.686	2.597	23.979131
2.742	4.504	4.114	4.040	4.149	3.945	3.780	4.386	31.660041
2.742	3.431	3.039	2.442	4.149	2.899	2.686	2.597	23.985435
2.742	1.000	4.114	3.132	3.062	1.000	2.686	3.404	21.13968
2.742	2.429	3.039	3.132	2.233	2.128	2.686	3.404	21.792356
4.840	4.504	4.114	4.040	4.149	2.899	1.769	2.597	28.912662
2.742	3.431	3.039	2.442	2.233	2.128	2.686	2.597	21.297626
3.738	1.000	1.882	1.693	3.062	2.899	1.000	1.716	16.989902
2.742	3.431	4.114	4.040	3.062	2.899	3.780	3.404	27.471572
3.738	3.431	2.432	3.132	3.062	1.000	2.168	3.404	22.367788
3.738	2.429	2.432	3.132	3.062	2.899	2.686	3.404	23.782302
1.000	4.504	3.039	3.132	4.149	3.945	3.780	4.386	27.935241
2.742	2.429	3.039	2.442	2.233	2.128	2.686	2.597	20.295207
2.742	2.429	1.000	2.442	3.062	2.128	2.686	2.597	19.084916
2.742	2.429	1.000	2.442	1.000	2.128	2.168	2.597	16.505791
3.738	4.504	1.882	3.132	3.062	3.945	2.686	4.386	27.335237
1.818	2.429	3.039	2.442	1.000	1.000	1.000	2.597	15.32411
2.742	4.504	4.114	3.132	2.233	3.945	3.780	3.404	27.854213
3.738	1.000	4.114	3.132	3.062	2.899	3.780	4.386	26.111521
3.738	3.431	4.114	4.040	4.149	2.899	2.686	3.404	28.461391
1.818	1.566	4.114	4.040	4.149	3.945	3.780	4.386	27.797791
3.738	3.431	4.114	4.040	4.149	3.945	3.780	4.386	31.583193
3.738	3.431	2.432	2.442	2.233	2.128	3.780	2.597	22.781214
3.738	3.431	3.039	3.132	3.062	1.524	2.686	3.404	24.015377
4.840	4.504	1.882	2.442	4.149	2.899	2.168	2.597	25.482266
4.840	3.431	4.114	2.442	3.062	3.945	3.780	4.386	30.000341
3.738	3.431	4.114	2.442	2.233	2.128	1.000	2.597	21.683051
2.742	2.429	3.039	2.442	3.062	3.945	2.686	2.597	22.940857
2.742	2.429	2.432	1.000	2.233	2.128	2.168	2.597	17.72903
3.738	2.429	1.882	1.000	1.000	2.899	1.769	2.597	17.314309
3.738	2.429	3.039	2.442	4.149	2.899	2.686	2.597	23.979131

1.818	1.000	1.000	3.132	4.149	3.945	3.780	4.386	23.209918
4.840	3.431	3.039	2.442	3.062	2.128	2.686	2.597	24.224293
2.742	4.504	4.114	3.132	3.062	2.899	2.686	3.404	26.543349
2.742	2.429	2.432	1.000	2.233	2.128	2.686	3.404	19.053686
2.742	2.429	1.882	4.040	4.149	2.128	1.769	4.386	23.524654
2.742	3.431	1.882	2.442	2.233	2.128	2.168	2.597	19.623256
3.738	3.431	1.000	1.693	3.062	1.000	1.769	1.716	17.409303
2.742	4.504	4.114	2.442	3.062	3.945	3.780	2.597	27.185491
1.818	3.431	2.432	3.132	3.062	2.899	2.168	3.404	22.346628
1.000	2.429	1.882	3.132	3.062	2.899	1.769	3.404	19.576949
2.742	2.429	3.039	1.693	1.583	1.524	1.000	1.716	15.725565
2.742	2.429	3.039	4.040	2.233	2.128	2.686	2.597	21.892605
2.742	2.429	3.039	2.442	3.062	3.945	2.686	2.597	22.940857
2.742	2.429	3.039	2.442	3.062	3.945	2.686	2.597	22.940857
3.738	3.431	4.114	3.132	3.062	1.000	2.686	3.404	24.56716
1.818	2.429	3.039	3.132	3.062	2.899	2.686	4.386	23.450713
2.742	2.429	1.882	3.132	2.233	2.128	3.780	3.404	21.729451
3.738	4.504	4.114	4.040	4.149	2.899	3.780	4.386	31.610738
3.738	3.431	1.000	1.000	3.062	2.899	2.686	3.404	21.220216
1.818	1.566	1.882	1.693	3.062	2.128	1.769	1.716	15.633378
4.840	4.504	3.039	4.040	1.583	1.000	1.000	4.386	24.392423
3.738	3.431	2.432	4.040	2.233	2.128	2.168	2.597	22.767147
3.738	3.431	3.039	1.000	2.233	2.899	2.686	3.404	22.430427
4.840	4.504	1.882	2.442	3.062	2.899	1.769	2.597	23.99553
3.738	3.431	1.000	3.132	3.062	1.000	2.686	3.404	21.453064
1.818	1.000	1.882	2.442	3.062	2.899	2.686	2.597	18.385329
2.742	2.429	4.114	3.132	4.149	2.899	3.780	3.404	26.649417
3.738	4.504	4.114	4.040	4.149	2.899	1.000	4.386	28.830796
3.738	3.431	4.114	4.040	4.149	3.945	2.686	3.404	29.506809
1.818	1.566	4.114	4.040	4.149	3.945	3.780	4.386	27.797791
4.840	4.504	4.114	4.040	4.149	3.945	1.769	1.000	28.361539
3.738	3.431	2.432	1.000	2.233	1.000	2.168	2.597	18.600028
3.738	3.431	4.114	1.693	1.000	2.899	1.000	3.404	21.279548
4.840	4.504	1.882	2.442	3.062	3.945	1.769	2.597	25.040948
4.840	3.431	2.432	2.442	3.062	2.128	3.780	2.597	24.711765
3.738	3.431	4.114	2.442	2.233	2.128	3.780	2.597	24.462994
2.742	4.504	4.114	2.442	2.233	2.128	2.686	2.597	23.445967
2.742	2.429	2.432	1.000	4.149	3.945	3.780	4.386	24.863298
3.738	2.429	4.114	1.693	2.233	2.899	1.769	2.597	21.472487
1.000	2.429	3.039	1.000	2.233	2.899	2.686	2.597	17.882718

1.818	4.504	4.114	4.040	4.149	3.945	3.780	4.386	30.735655
2.742	3.431	3.039	4.040	3.062	2.128	2.686	2.597	23.723452
2.742	2.429	3.039	4.040	4.149	3.945	2.686	3.404	26.432896
2.742	2.429	3.039	3.132	2.233	2.128	3.780	3.404	22.88623
2.742	2.429	1.882	4.040	4.149	2.128	2.686	2.597	22.651831
2.742	1.000	1.882	2.442	2.233	2.128	1.769	2.597	16.792732
3.738	3.431	2.432	2.442	3.062	2.899	1.000	1.716	20.72091
2.742	3.431	4.114	2.442	1.583	2.128	3.780	2.597	22.817107
3.738	3.431	4.114	4.040	3.062	2.899	2.168	3.404	26.856221
3.738	2.429	1.882	3.132	1.000	2.128	1.769	3.404	19.481837
2.742	2.429	1.000	1.693	1.583	2.128	2.168	1.716	15.459265
2.742	2.429	3.039	2.442	1.000	2.128	1.769	1.000	16.54881
2.742	2.429	3.039	2.442	3.062	2.128	2.686	4.386	22.913208
2.742	2.429	3.039	2.442	2.233	1.000	1.769	1.000	16.654377
3.738	3.431	4.114	3.132	3.062	3.945	2.686	3.404	27.51192
1.818	2.429	3.039	2.442	2.233	1.000	2.686	2.597	18.243284
2.742	2.429	1.882	3.132	2.233	2.128	3.780	3.404	21.729451
3.738	4.504	4.114	4.040	4.149	2.899	3.780	4.386	31.610738
3.738	3.431	3.039	2.442	4.149	3.945	3.780	4.386	28.910417
2.742	4.504	4.114	4.040	4.149	3.945	3.780	4.386	31.660041
1.000	3.431	4.114	4.040	4.149	3.945	3.780	4.386	28.844968
3.738	4.504	3.039	2.442	2.233	2.128	2.168	2.597	22.849113
3.738	3.431	3.039	1.000	3.062	2.899	2.686	3.404	23.258854
4.840	4.504	3.039	2.442	3.062	2.899	1.769	2.597	25.152308
4.840	3.431	4.114	4.040	3.062	3.945	3.780	2.597	29.808165
3.738	3.431	4.114	2.442	2.233	2.128	1.769	2.597	22.452369
2.742	2.429	3.039	2.442	2.233	2.128	2.686	4.386	22.084781
2.742	2.429	2.432	2.442	2.233	2.128	2.686	4.386	21.47838
3.738	3.431	4.114	4.040	4.149	3.945	3.780	4.386	31.583193
3.738	2.429	3.039	2.442	4.149	2.899	2.686	2.597	23.979131
1.818	2.429	1.000	1.693	2.233	2.899	3.780	4.386	20.238088
2.742	3.431	3.039	1.000	1.000	2.128	2.686	2.597	18.622339
2.742	2.429	3.039	3.132	4.149	3.945	3.780	3.404	26.619457
2.742	2.429	3.039	3.132	2.233	1.524	1.000	3.404	19.502346
2.742	2.429	1.882	4.040	2.233	2.128	3.780	3.404	22.636764
2.742	3.431	1.882	2.442	2.233	2.128	2.686	4.386	21.930422
4.840	2.429	4.114	4.040	4.149	3.945	3.780	4.386	31.682896
2.742	3.431	4.114	2.442	3.062	3.945	3.780	2.597	26.112528
3.738	3.431	2.432	3.132	3.062	3.945	3.780	3.404	26.924014
3.738	2.429	2.432	4.040	4.149	3.945	3.780	4.386	28.898994

2.742	4.504	4.114	4.040	4.149	3.945	3.780	4.386	31.660041
2.742	2.429	3.039	2.442	2.233	2.128	1.769	2.597	19.378455
2.742	2.429	3.039	2.442	3.062	3.945	3.780	4.386	25.824304
2.742	2.429	3.039	2.442	3.062	3.945	2.686	2.597	22.940857
3.738	3.431	4.114	3.132	3.062	3.945	3.780	4.386	29.588304
1.818	2.429	3.039	2.442	3.062	2.899	2.686	4.386	22.760627
2.742	2.429	4.114	3.132	2.233	2.899	3.780	4.386	25.715922
3.738	4.504	3.039	4.040	2.233	2.899	3.780	4.386	28.619355
3.738	3.431	3.039	3.132	4.149	3.945	2.686	4.386	28.506629
1.818	1.566	1.882	1.693	3.062	3.945	3.780	1.716	19.461225
4.840	3.431	3.039	1.693	1.583	3.945	3.780	4.386	26.697497
3.738	2.429	2.432	1.000	2.233	2.128	2.168	2.597	18.725146
4.840	4.504	4.114	3.132	3.062	2.899	2.686	3.404	28.641587
4.840	4.504	4.114	4.040	4.149	2.128	3.780	4.386	31.941057



Lampiran 11.Data SPSS Output Keseluruhan Dengan Jumlah Sampel Sejumlah 170 orang. Regression

Descriptive Statistics

	Mean	Std. Deviation	N
y	74.4118	8.59585	170
x1	29.8000	5.37758	170
x2	9.8788E5	2.08302E5	170

Correlations

		Y	x1	x2
Pearson Correlation	y	1.000	.412	.688
	x1	.412	1.000	.240
	x2	.688	.240	1.000
Sig. (1-tailed)	y	.	.000	.000
	x1	.000	.	.001
	x2	.000	.001	.
N	y	170	170	170
	x1	170	170	170
	x2	170	170	170



Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df 1	df 2	Sig. F Change	
1	.734 ^a	.538	.533	5.87567	.538	97.350	2	167	.000	1.364

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
-------	----------------	----	-------------	---	------

1	Regression	6721.754	2	3360.877	97.350	.000 ^a
	Residual	5765.422	167	34.523		
	Total	12487.176	169			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y



Coefficients^a

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	VIF	
1	(Constant)	36.433	3.001		12.142	.000	30.509	42.357					
	x ₁	.419	.087	.262	4.840	.000	.248	.590	.412	.351	.255	.943	1.061
	x ₂	2.581E-5	.000	.625	11.547	.000	.000	.000	.688	.666	.607	.943	1.061

a. Dependent Variable: y

Coefficient Correlations^a

Model		x2	x1
1	Correlations		
		x2	x1
		1.000	-.240
		-.240	1.000
	Covariances		
		x2	x1
		4.995E-12	-4.634E-8
			.007

	-	
	4.634E-	
	8	

a. Dependent Variable: y



Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x ₁	x ₂
1	1	2.956	1.000	.00	.00	.00
	2	.029	10.114	.03	.36	.85
	3	.015	14.209	.97	.64	.15

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	59.0377	91.9661	74.4118	6.30664	170
Std. Predicted Value	-2.438	2.783	.000	1.000	170
Standard Error of Predicted Value	.453	1.766	.737	.258	170
Adjusted Predicted Value	59.4307	92.2371	74.4330	6.31463	170
Residual	-1.80635E1	13.19211	.00000	5.84080	170
Std. Residual	-3.074	2.245	.000	.994	170
Stud. Residual	-3.105	2.265	-.002	1.004	170
Deleted Residual	-1.84277E1	13.42952	-.02124	5.95576	170

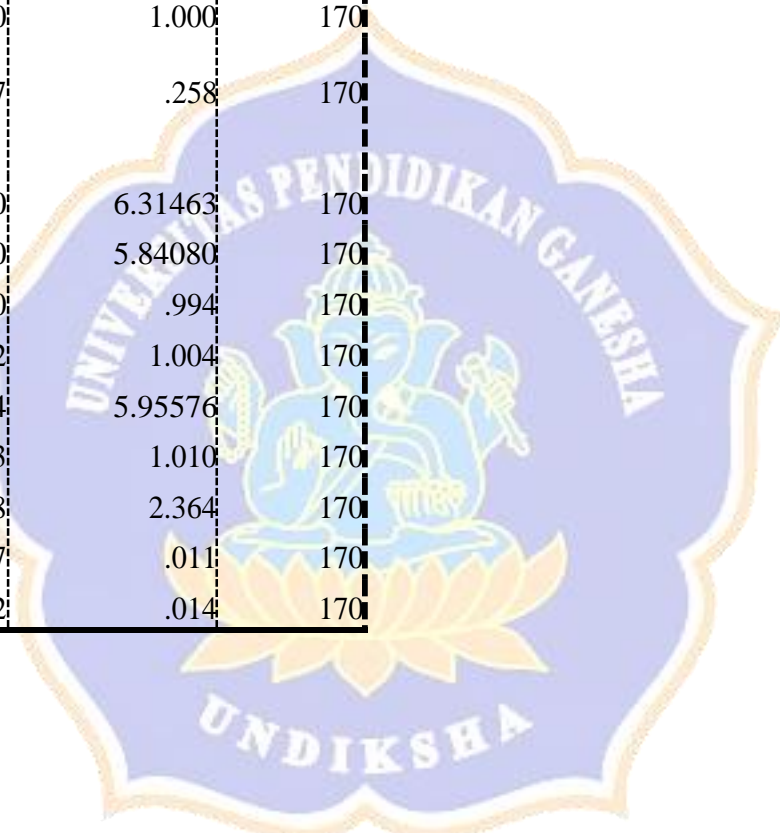
Stud. Deleted Residual	-3.189	2.294	-.003	1.010	170
Mahal. Distance	.011	14.279	1.988	2.364	170
Cook's Distance	.000	.084	.007	.011	170
Centered Leverage Value	.000	.084	.012	.014	170



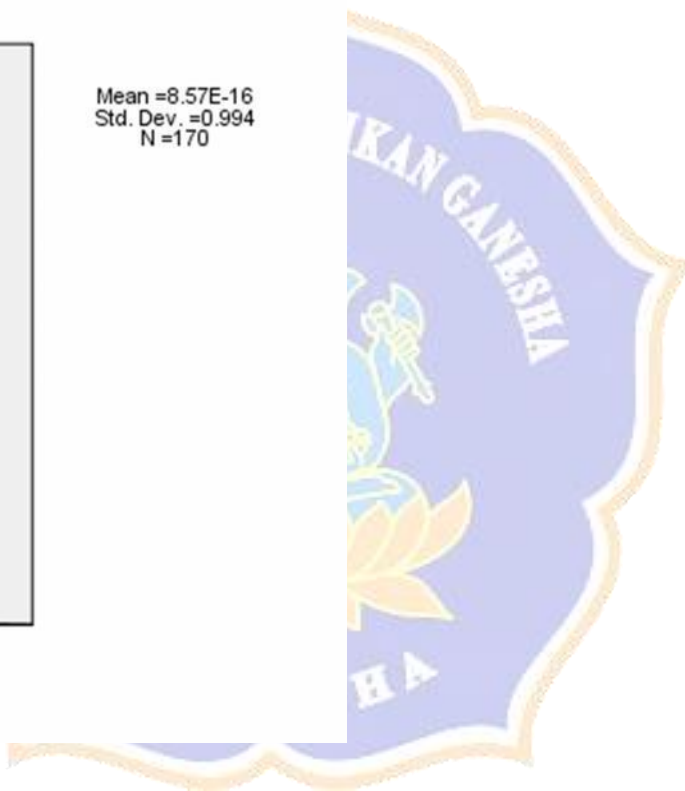
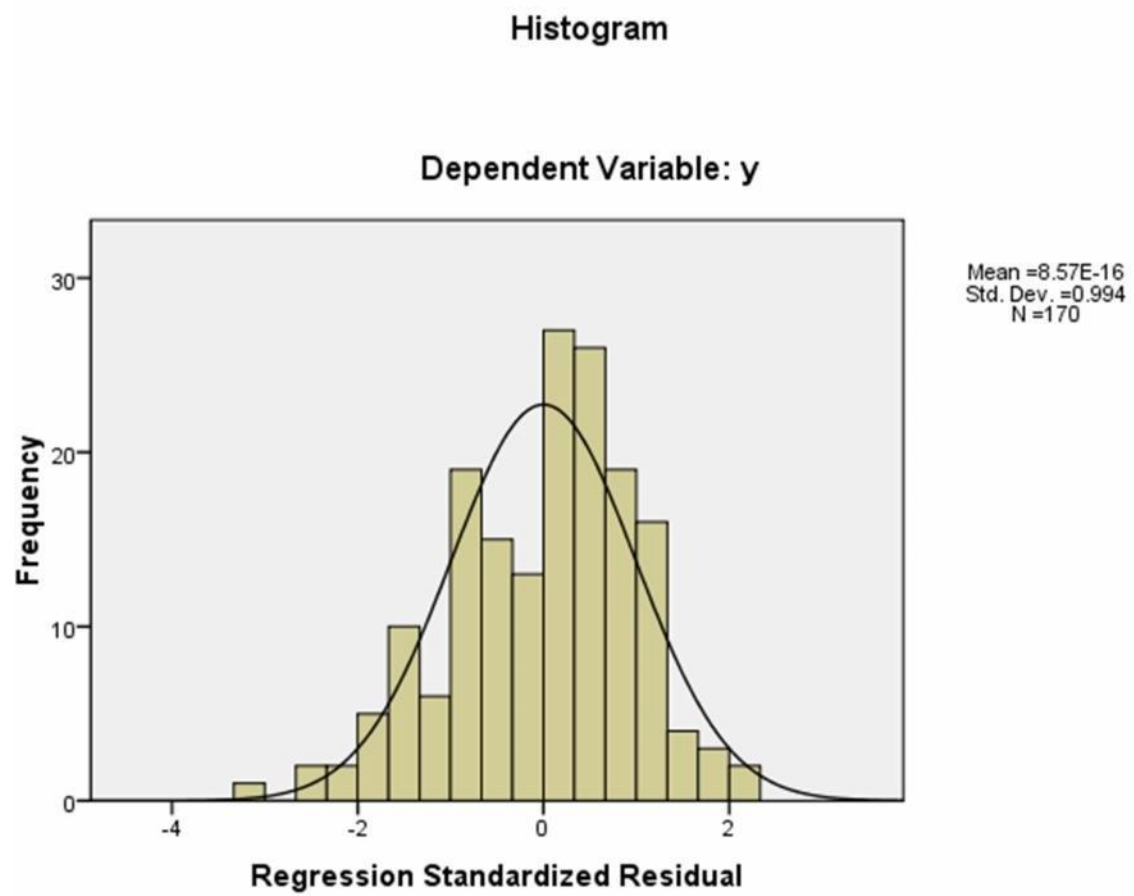
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	59.0377	91.9661	74.4118	6.30664	170
Std. Predicted Value	-2.438	2.783	.000	1.000	170
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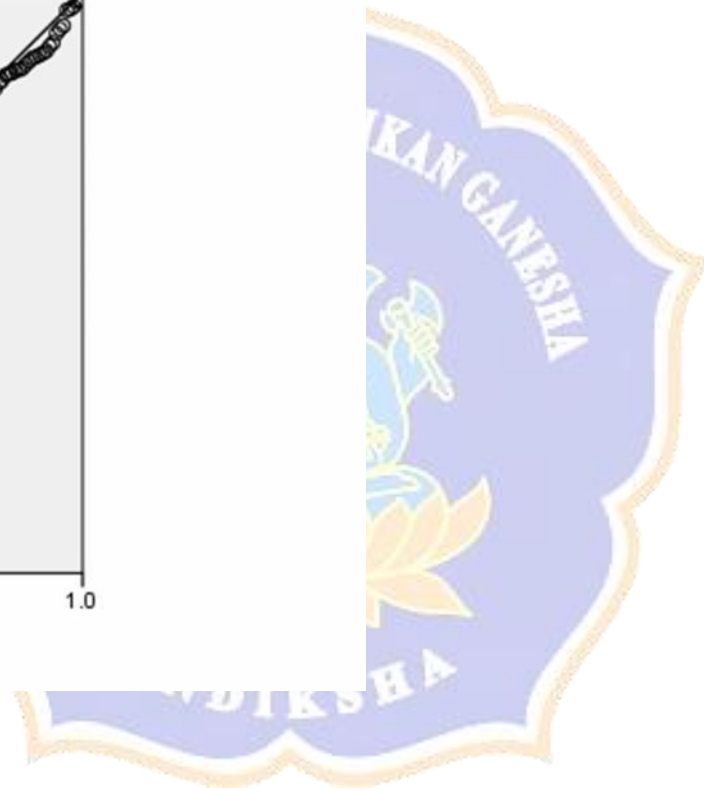
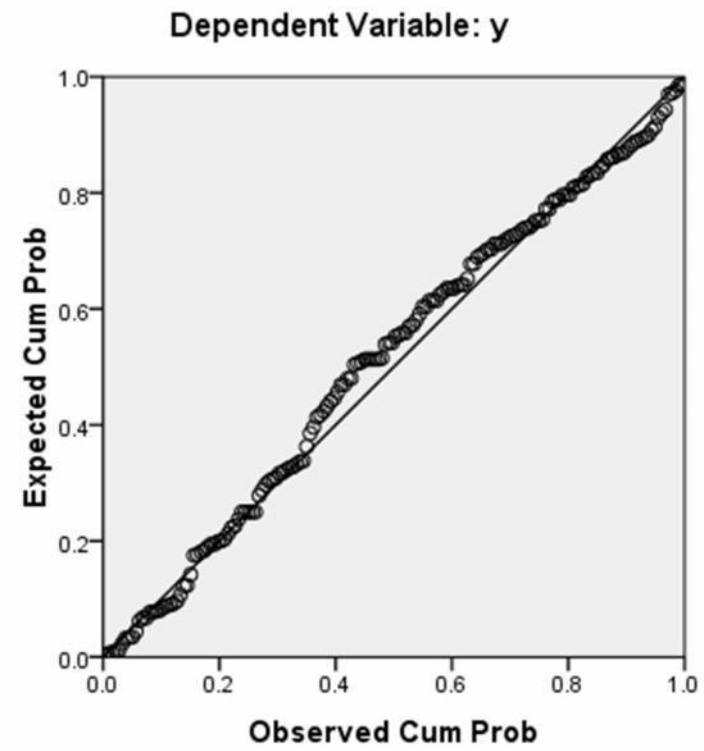
a. Dependent Variable: y



Charts

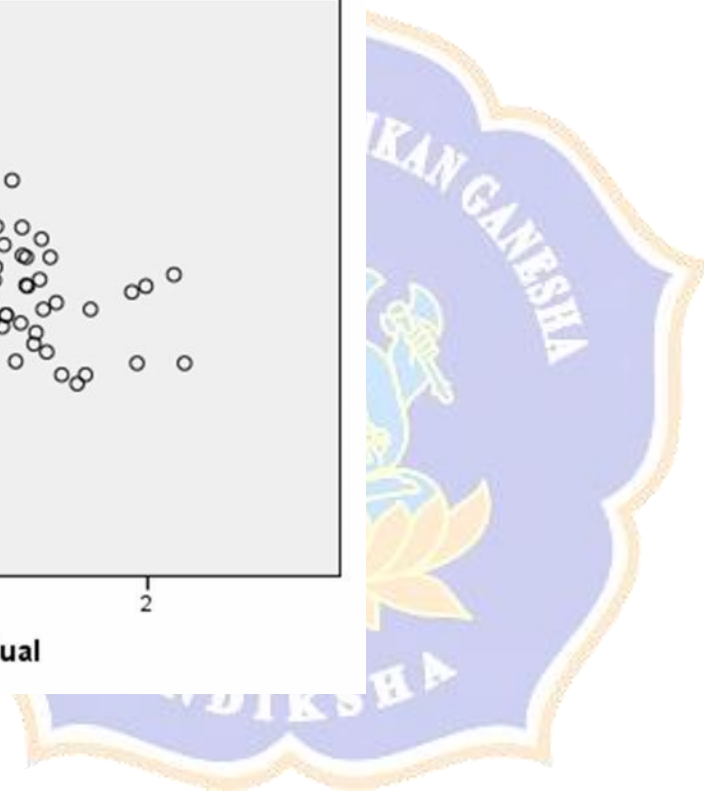
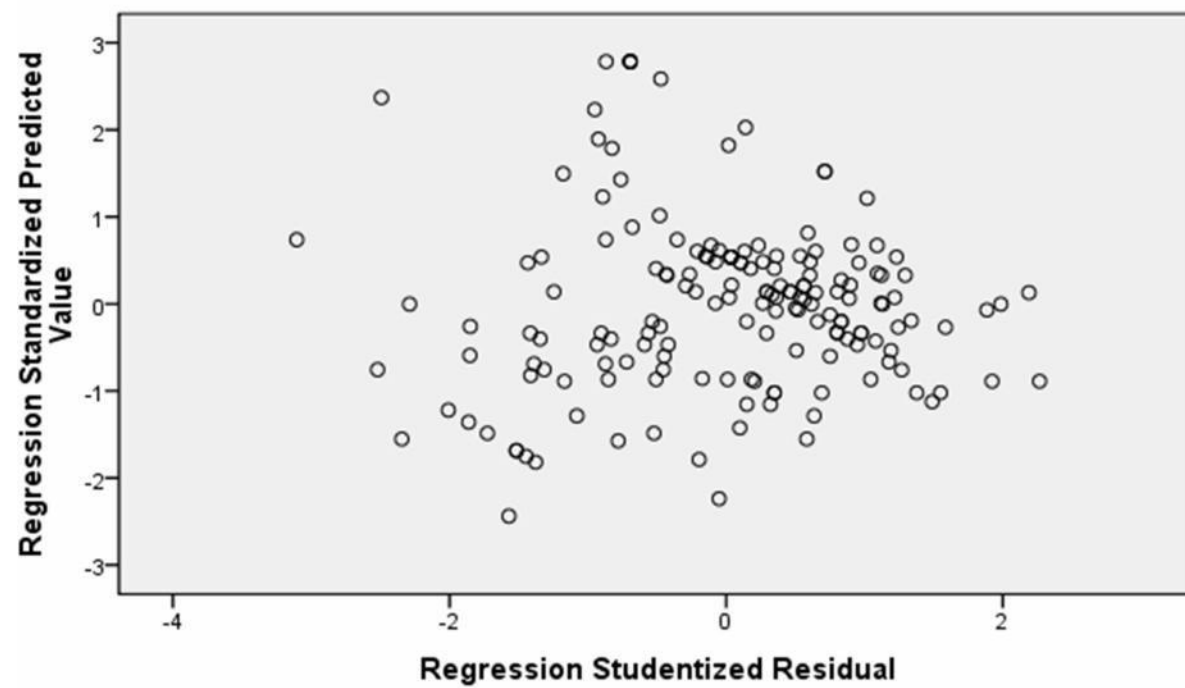


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: y



KUESIONER (UNTUK KARYAWAN)

I. IDENTITAS RESPONDEN

Petunjuk:

Pada bagian ini Bapak/Ibu dimohon dengan sungguh-sungguh dan jujur untuk mengisi data dan identitas Bapak/Ibu untuk nilai tingkat komunikasi internal dengan jelas. Data identitas Bapak/Ibu akan saya jaga kerahasiaanya dan tidak akan mempengaruhi pekerjaan yang Bapak/Ibu lakukan di Instansi terkait.

Karyawan

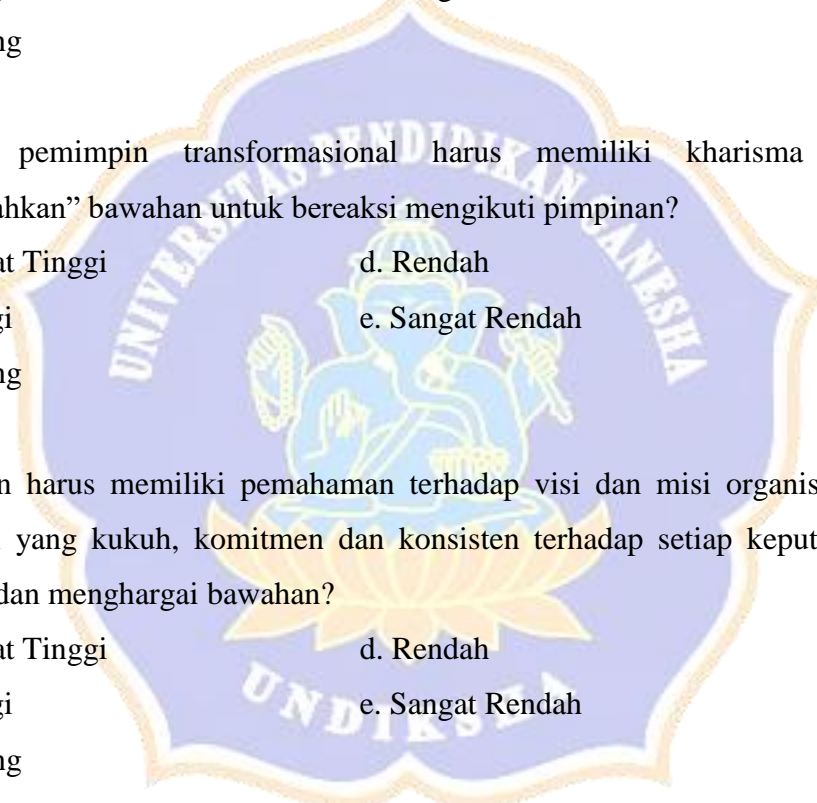
- (1) Nama :
(2) Jabatan :
(3) Unit Kerja :

II. VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIONAL

Petunjuk:

Pada kuesioner ini Bapak/Ibu diminta untuk menilai komunikasi internal yang terjadi antara sesama rekan kerja maupun komunikasi internal terhadap atasan karyawan saat ini secara objektif dan jujur dengan memberikan tanda (X) pada pilihan 1,2,3,4, atau 5 yang anda anggap paling cocok atau sesuai dengan kondisi sebenarnya di Instansi terkait.

1. Pemimpin selalu bersikap objektif kepada semua karyawan serta selalu berusaha membangun hubungan kerjasama yang baik diantara karyawan?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

2. Pemimpin memiliki kemampuan dalam pengambilan keputusan yang tepat serta pembagian tugas yang sesuai di dalam setiap kegiatan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
3. Kepemimpinan yang dilakukan selalu mampu mewujudkan pencapaian tujuan yang diinginkan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
4. Seorang pemimpin transformasional harus memiliki kharisma yang mampu “mengarahkan” bawahan untuk bereaksi mengikuti pimpinan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
5. Pemimpin harus memiliki pemahaman terhadap visi dan misi organisasi, mempunyai pendirian yang kukuh, komitmen dan konsisten terhadap setiap keputusan yang telah diambil, dan menghargai bawahan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
6. Pemimpin harus mampu membangkitkan optimisme dan antusiasme yang tinggi dari pawa bawahan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
- 

7. Pemimpin harus mampu mendorong para bawahan untuk menemukan cara baru yang lebih efektif dalam menyelesaikan masalah?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
8. Pemimpin transformasional mau dan mampu untuk mendengar aspirasi, mendidik, dan melatih bawahan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah



I. IDENTITAS RESPONDEN

Petunjuk:

Pada bagian ini Bapak/Ibu dimohon dengan sungguh-sungguh dan jujur untuk mengisi data dan identitas Bapak/Ibu untuk nilai tingkat komunikasi internal dengan jelas. Data identitas Bapak/Ibu akan saya jaga kerahasiaanya dan tidak akan mempengaruhi pekerjaan yang Bapak/Ibu lakukan di Instansi terkait.

Karyawan

- (1) Nama :
- (2) Jabatan :
- (3) Unit Kerja :

II. VARIABEL KINERJA PEGAWAI

Petunjuk:

Pada kuesioner ini Bapak/Ibu diminta untuk menilai komunikasi internl yang terjadi antara sesama rekan kerja maupun komunikasi internal terhadap atasan karyawan saat ini secara objektif dan jujur dengan memberikan tanda (X) pada pilihan 1,2,3,4, atau 5 yang anda anggap paling cocok atau sesuai dengan kondisi sebenarnya di Instansi terkait.

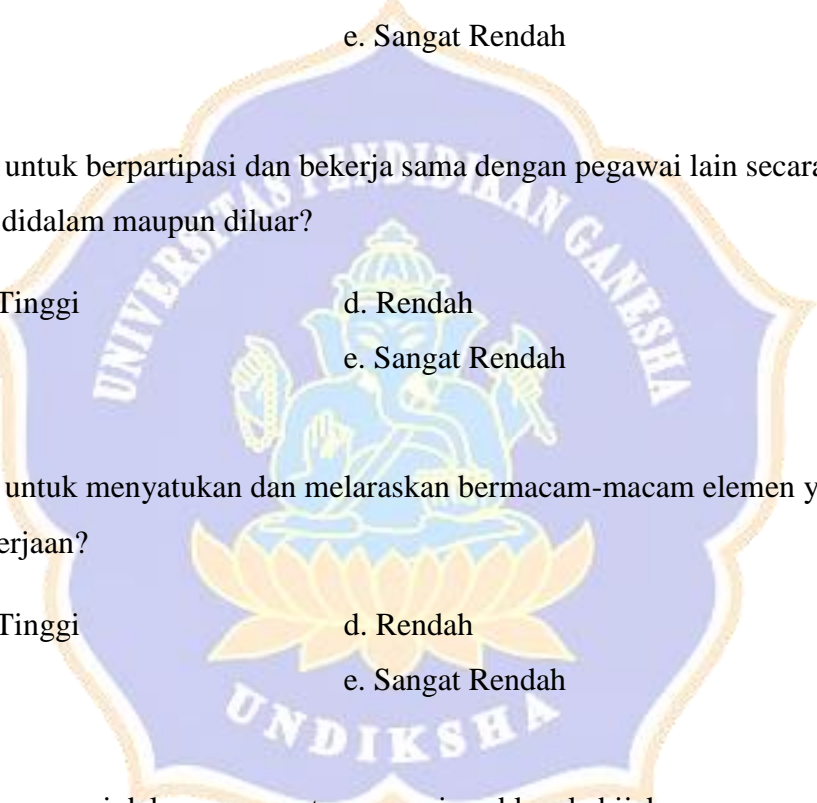
1. Kinerja pegawai dapat dilihat dari kualitas maupun kuantitas yang dapat dihasilkan?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

2. Dalam melaksanakan tugas pegawai mematuhi peraturan-peraturan yang ada dan melakukan pekerjaan sesuai dengan intruksi yang diberikan kepadanya?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

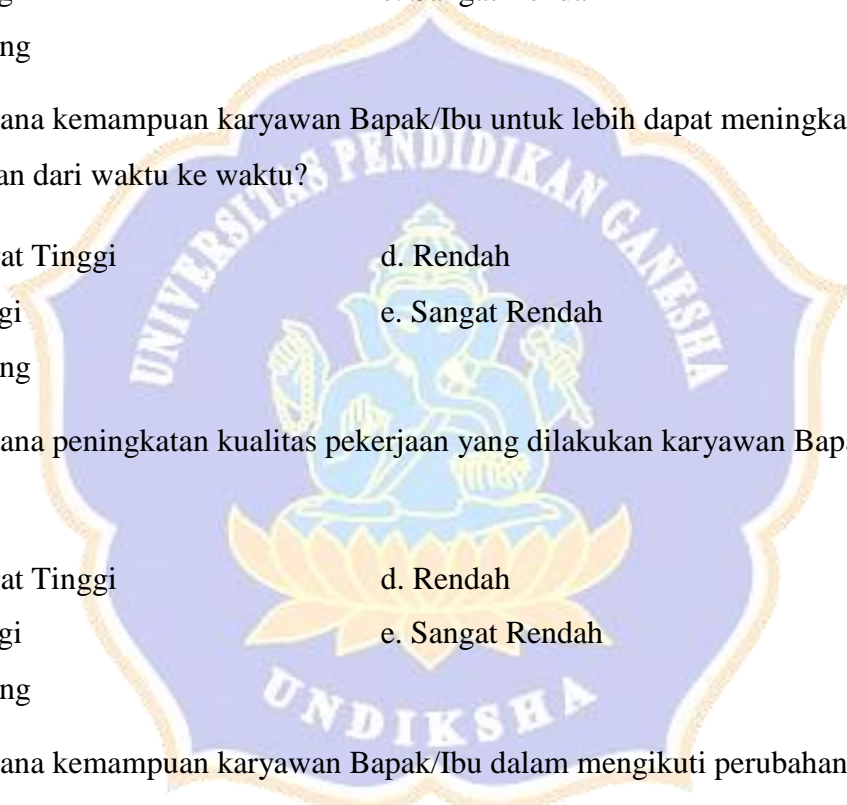
 3. Pegawai memiliki kemampuan dalam mengembangkan kreatifitas untuk menyelesaikan pekerjaannya?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

 4. Kesiediaan untuk berpartisipasi dan bekerja sama dengan pegawai lain secara vertikal atau horizontal didalam maupun diluar?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

 5. Kesiediaan untuk menyatukan dan melaraskan bermacam-macam elemen yang terlibat dalam pekerjaan?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah

 6. Kesiediaan pegawai dalam mempertanggung jawabkan kebijaksanaannya, pekerjaan dan hasil kerjanya, sarana dan prasarana yang digunakan, serta perilaku pekerjaannya?
 - a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
- 

7. Bagaimana kemampuan karyawan Bapak/Ibu untuk menyelesaikan pekerjaan tepat waktu atau bahkan lebih awal dari waktu yang ditentukan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
8. Bagaimana tingkat frekuensi karyawan Bapak/Ibu dalam melakukan kesalahan yang sama secara berulang-ulang dalam menyelesaikan pekerjaan?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
9. Bagaimana kemampuan karyawan Bapak/Ibu untuk lebih dapat meningkatkan kualitas pekerjaan dari waktu ke waktu?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
10. Bagaimana peningkatan kualitas pekerjaan yang dilakukan karyawan Bapak/Ibu tiap waktu?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah
11. Bagaimana kemampuan karyawan Bapak/Ibu dalam mengikuti perubahan dan belajar secara terus menerus terhadap pekerjaan yang ditekuninya sekarang?
- a. Sangat Tinggi
 - b. Tinggi
 - c. Sedang
 - d. Rendah
 - e. Sangat Rendah



12. Bagaimana kemampuan karyawan Bapak/Ibu mengembangkan gagasan baru dalam memecahkan masalah pada pekerjaan yang ditekuninya sekarang?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

13. Bagaimana kemampuan karyawan Bapak/Ibu dalam bertanggung jawab terhadap kesalahan dalam menyelesaikan pekerjaan?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

14. Bagaimana kemampuan kerjasama karyawan Bapak/Ibu terhadap kerjasama yang diberikan oleh pimpinan selaku Bapak/Ibu dalam memerintahkan untuk menyelesaikan pekerjaan?

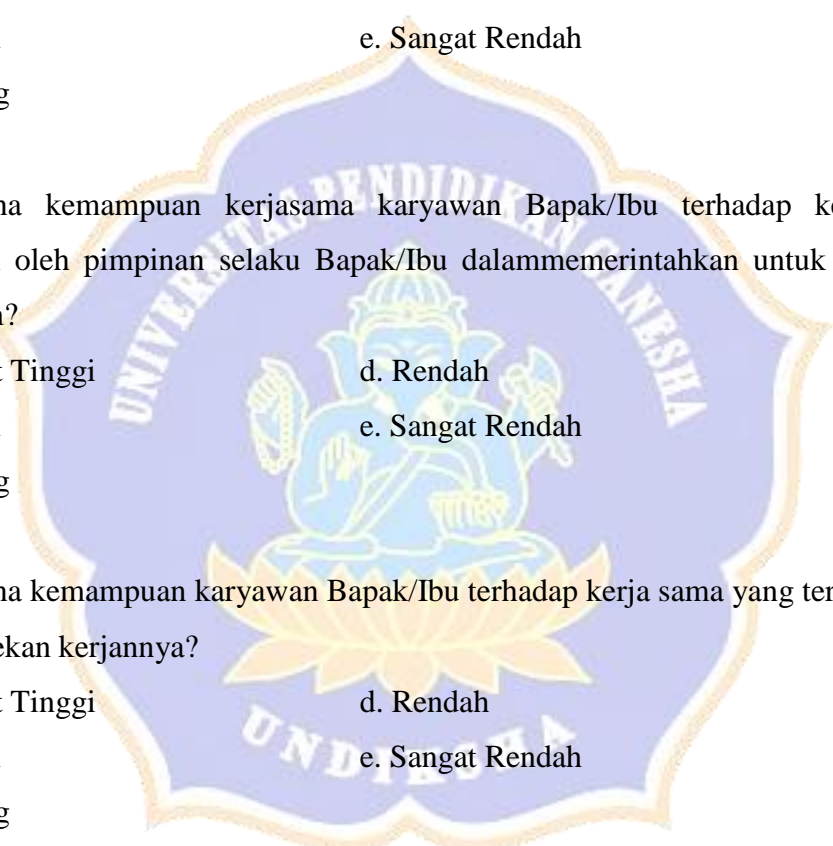
- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

15. Bagaimana kemampuan karyawan Bapak/Ibu terhadap kerja sama yang terjadi antara sesama rekan kerjanya?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

16. Bagaimana inisiatif karyawan Bapak/Ibu dalam meminta tanggung jawab dalam menyelesaikan tugas?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah



17. Bagaimana tanggung jawab karyawan Bapak/Ibu menyelesaikan tugas-tugas pekerjaannya?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

18. Bagaimana inisiatif karyawan Bapak/Ibu untuk melakukan pekerjaan sebelum diperintah oleh atasan?

- a. Sangat Tinggi
- b. Tinggi
- c. Sedang
- d. Rendah
- e. Sangat Rendah

