

LAMPIRAN

Lampiran 1. Instrumen Kepemimpinan

Petunjuk Teknis!

1. Di bawah ini terdapat sejumlah pernyataan tentang **Kepemimpinan**. Sebelum mengisi pernyataan-pernyataan berikut, dimohon kesediaan Bapak/Ibu untuk membaca petunjuk pengisian ini.
2. Bapak/Ibu dimohon mengisi **tanda silang (X)** dari setiap pernyataan pada kolom jawaban yang tersedia sesuai dengan keadaan yang sebenarnya.
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| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 1. | Pimpinan dapat menyelesaikan dengan cepat dan tepat data yang diperlukan. | | | | | |
| 2. | Pimpinan kurang berani mengambil resiko dan tanggung jawab dalam mengambil keputusan | | | | | |
| 3. | Pimpinan dalam mengatasi permasalahan yang mendesak dengan bertindak cepat. | | | | | |
| 4. | Pimpinan kurang bertanggung jawab atas tujuan keberhasilan lembaga | | | | | |
| 5. | Pimpinan memberikan tugas kepada bawahan sesuai dengan bidangnya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|-----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 6. | Pimpinan jarang memberikan petunjuk kepada bawahan tentang cara melaksanakan tugasnya | | | | | |
| 7. | Pimpinan memotivasi pegawai untuk melaksanakan tugas secara optimal | | | | | |
| 8. | Pimpinan menyerap informasi bawahan/staf, sebelum mengambil keputusan | | | | | |
| 9. | Pimpinan memantau semua perilaku pegawai/staf sesuai dengan aturan | | | | | |
| 10. | Pimpinan menjalin hubungan kerja sama yang baik dengan komite sekolah, dan masyarakat setempat | | | | | |
| 11. | Pimpinan mengusahakan biaya untuk pengadaan dan pemeliharaan sarana prasarana tempat kerja. | | | | | |
| 12. | Pimpinan jarang mengadakan rapat dengan para pegawai | | | | | |
| 13. | Pimpinan memperhatikan dengan sungguh-sungguh pada program-program yang mengalami hambatan | | | | | |
| 14. | Pimpinan menyarankan kepada pegawai/staf agar disiplin dalam melaksanakan tugas. | | | | | |
| 15. | Pimpinan dalam menyusun jadwal kegiatan tidak pernah mengikut sertakan pegawai/staf | | | | | |
| 16. | Pimpinan menyusun program jangka pendek dan jangka panjang. | | | | | |
| 17. | Pimpinan penuh perhatian terhadap tugas yang dilakukan pegawai | | | | | |
| 18. | Pimpinan menghargai setiap gagasan dari bawahan dalam memajukan lembaga | | | | | |
| 19. | Pimpinan berusaha menyenangkan bawahan meskipun melalui hal-hal yang kecil | | | | | |
| 20. | Pimpinan memberikan pujian atas keberhasilan tugas bawahan | | | | | |
| 21. | Pimpinan tidak pernah menghargai jerih payah yang dilakukan oleh bawahan dalam usaha memajukan lembaga | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|-----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 22. | Pimpinan dengan senang hati menerima saran, kritik dari bawahan dalam memajukan Lembaga | | | | | |
| 23. | Pimpinan jarang memberikan kesempatan kepada bawahan untuk menyampaikan perasaan dan perhatiannya | | | | | |
| 24. | Pimpinan bersikap jujur, adil dan terbuka terhadap bawahan | | | | | |
| 25. | Pimpinan memperhatikan dan menindaklanjuti keluhan pegawai/staf | | | | | |
| 26. | Pimpinan tidak mau menerima masukan dari pegawai/staf dalam menentukan kebijakan | | | | | |
| 27. | Pimpinan meminta saran dan tanggapan dari pegawai/staf terhadap suatu program sebelum memutuskannya | | | | | |
| 28. | Pimpinan mengarahkan pegawai agar berkerjasama dan berpartisipasi dalam setiap kegiatan | | | | | |
| 29. | Pimpinan bekerja sesuai dengan program yang telah ditetapkan | | | | | |
| 30. | Pimpinan jarang melibatkan seluruh aspek dalam mengambil keputusan yang terkait dengan kemajuan lembaga | | | | | |

Lampiran 2. Instrumen Lingkungan Kerja

Petunjuk Teknis!

1. Di bawah ini terdapat sejumlah pernyataan tentang **Lingkungan Kerja**. Sebelum mengisi pernyataan-pernyataan berikut, dimohon kesediaan Bapak/Ibu untuk membaca petunjuk pengisian ini.
2. Bapak/Ibu dimohon mengisi **tanda silang (X)** dari setiap pernyataan pada kolom jawaban yang tersedia sesuai dengan keadaan yang sebenarnya.
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| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 1 | Penerangan di tempat kerja saya sudah bagus | | | | | |
| 2 | Cahaya yang ada di ruang kerja saya membuat saya nyaman dalam bekerja | | | | | |
| 3 | Penerangan yang ada di tempat kerja saya kurang baik | | | | | |
| 4 | Temperature udara ruangan kerja saya bisa saya atur sesuai dengan kebutuhan saya | | | | | |
| 5 | Temperature udara tempat kerja saya sesuai dengan standar ruangan | | | | | |
| 6 | Temperature udara di tempat kerja saya agak panas | | | | | |
| 7 | Kelembapan udara di tempat kerja saya sangat baik | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 8 | Kelembapan udara di tempat kerja saya membuat saya semangat dalam bekerja | | | | | |
| 9 | Kelembapan udara di tempat kerja saya kurang baik | | | | | |
| 10 | Tempat kerja saya memiliki sirkulasi udara yang baik | | | | | |
| 11 | Sirkulasi udara di tempat saya kerja membuat ruangan menjadi adem | | | | | |
| 12 | Sirkulasi udara di tempat saya kerja kurang bekerja dengan baik | | | | | |
| 13 | Getaran mekanis di tempat kerja saya tidak terlalu terasa | | | | | |
| 14 | Saya merasa nyaman di tempat kerja, karena tidak ada getaran yang mengganggu saat saya bekerja | | | | | |
| 15 | Tempat kerja saya, sering dilalui mobil besar, sehingga getaran lumayan keras terasa saat mobil besar melintas | | | | | |
| 16 | Tempat kerja saya bersih, sehingga tidak tercium bau yang tidak baik | | | | | |
| 17 | Tempat kerja saya memiliki parfum ruangan, sehingga udara terasa segar | | | | | |
| 18 | Saya sering mencium bau yang tidak sedap di tempat saya bekerja | | | | | |
| 19 | Penataan warna di tempat kerja saya sangat baik | | | | | |
| 20 | Perpaduan warna di tempat saya bekerja, membuat saya bersemangat dalam bekerja | | | | | |
| 21 | Perpaduan warna di tempat saya bekerja kurang menarik | | | | | |
| 22 | Dekorasi tempat kerja saya sangat baik | | | | | |
| 23 | Dekorasi tempat kerja saya memudahkan saya dalam bekerja | | | | | |
| 24 | Dekorasi tempat saya bekerja kurang membuat nyaman dalam bekerja | | | | | |
| 25 | Apabila ada yang menghidupkan musik di tempat saya bekerja, mereka menghidupkannya dengan suara kecil, sehingga tidak mengganggu teman kerja yang lain | | | | | |
| 26 | Apabila saya ingin mendengarkan musik, tempat kerja saya menyediakan fasilitasnya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 27 | Musik di tempat saya bekerja membuat saya kurang fokus dalam bekerja | | | | | |
| 28 | Di tempat kerja saya tidak pernah ada pencurian | | | | | |
| 29 | Keamanan di tempat kerja saya sangat baik | | | | | |
| 30 | Tempat kerja saya jarang dijaga oleh satpam | | | | | |



Lampiran 3. Instrumen Disiplin Kerja

Petunjuk Teknis!

1. Di bawah ini terdapat sejumlah pernyataan tentang **Disiplin Kerja**. Sebelum mengisi pernyataan-pernyataan berikut, dimohon kesediaan Bapak/Ibu untuk membaca petunjuk pengisian ini.
2. Bapak/Ibu dimohon mengisi **tanda silang (X)** dari setiap pernyataan pada kolom jawaban yang tersedia sesuai dengan keadaan yang sebenarnya.
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| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 1 | Saya memahami apa pekerjaan yang saya harus lakukan | | | | | |
| 2 | Pekerjaan saya sesuai dengan bidang saya | | | | | |
| 3 | Riwayat pendidikan saya sesuai dengan pekerjaan saya | | | | | |
| 4 | Saya kurang menguasai komponen-komponen dalam pekerjaan saya | | | | | |
| 5 | Segala prosedur yang harus saya lakukan dalam pekerjaan, kurang saya pahami | | | | | |
| 6 | Saya terkadang tidak melaksanakan pekerjaan sesuai dengan peraturan yang ada | | | | | |
| 7 | Pekerjaan yang saya kerjakan harus saya selesaikan dengan maksimal | | | | | |
| 8 | Saya berusaha untuk bekerja sebaik mungkin | | | | | |
| 9 | Apabila ada kekeliruan dalam pekerjaan saya, saya kurang siap memperbaikinya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 10 | Pekerjaan yang saya lakukan, bukan merupakan tanggung jawab saya | | | | | |
| 11 | Saya datang ke kantor tepat waktu | | | | | |
| 12 | Saya bekerja sesuai dengan segala peraturan/ketentuan yang ada di tempat saya bekerja | | | | | |
| 13 | Saya menjunjung tinggi segala peraturan dan ketentuan yang berlaku di tempat kerja | | | | | |
| 14 | Saya tidak ingin diberikan sanksi walaupun saya melanggar peraturan yang ada di tempat kerja | | | | | |
| 15 | Dalam bekerja, saya jarang mematuhi norma-norma yang ada di tempat kerja | | | | | |
| 16 | Saya sering mendahului pulang kerja sebelum jam pulang yang sudah ditentukan oleh tempat kerja | | | | | |
| 17 | Saya senang melakukan inovasi baru pada pekerjaan saya | | | | | |
| 18 | Saya berusaha mencari alternatif-alternatif pemecahan masalah apabila saya menghadapi permasalahan dalam melaksanakan tugas saya | | | | | |
| 19 | Saya sering memberikan saran/pendapat untuk memecahkan permasalahan yang ada di tempat kerja saya | | | | | |
| 20 | Saya malas mencari ide-ide baru untuk kelancaran tugas yang saya kerjakan | | | | | |
| 21 | Saya tidak mampu merencanakan pekerjaan yang akan saya lakukan | | | | | |
| 22 | Saya jarang mencari inovasi dalam mempelancar tugas-tugas saya | | | | | |
| 23 | Saya merasa nyaman dengan pekerjaan yang saya lakukan | | | | | |
| 24 | Saya merasa senang dengan lingkungan tempat saya bekerja | | | | | |
| 25 | Saya sering merasa terpaksa dalam bekerja | | | | | |
| 26 | Saya bekerja dengan setengah hati saya | | | | | |
| 27 | Saya siap menerima sanksi apabila ada kesalahan yang saya perbuat | | | | | |
| 28 | Sanksi yang saya dapatkan dari kesalahan saya, saya akan laksanakan dengan sepenuh hati | | | | | |
| 29 | Sanksi dalam pekerjaan membuat saya malas bekerja | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 30 | Adanya sanksi dalam bekerja membuat saya takut dalam bekerja | | | | | |



Lampiran 4. Instrumen Etos Kerja

Petunjuk Teknis!

1. Di bawah ini terdapat sejumlah pernyataan tentang **Etos Kerja**. Sebelum mengisi pernyataan-pernyataan berikut, dimohon kesediaan Bapak/Ibu untuk membaca petunjuk pengisian ini.
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| No | Pernyataan | Alternatif Jawaban | | | | |
|----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 1 | Saya terdorong untuk bekerja keras agar kelak bisa menjadi pemimpin | | | | | |
| 2 | Saya berusaha maksimal dalam belajar sesuai dengan kemampuan yang ada untuk mengejar kekurangan | | | | | |
| 3 | Dalam menyelesaikan tugas yang berat saya cepat menyerah | | | | | |
| 4 | Tidak ada dorongan yang kuat dalam diri saya untuk memperlihatkan prestasi kerja yang baik | | | | | |
| 5 | Saya mengerjakan tugas-tugas dengan cermat dan teliti | | | | | |
| 6 | Tanpa disuruh atasan, saya kerjakan tugas-tugas yang menjadi tanggungjawab saya | | | | | |
| 7 | Pekerjaan yang diberikan kepada saya sering terbengkalai | | | | | |
| 8 | Kalau ada tugas yang sulit, saya malas mengerjakannya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 9 | Saya siap memberikan pelayanan kepada siswa, sesuai dengan kemampuan yang saya miliki | | | | | |
| 10 | Saya merasa yakin bahwa kualitas kerja saya dapat memenuhi standar yang di gariskan oleh lembaga | | | | | |
| 11 | Saya merasa terpanggil untuk membantu pekerjaan rekan-rekan sejawat yang belum tuntas | | | | | |
| 12 | Saya kurang merasa bangga atas tugas dan tanggungjawab yang diberikan oleh atasan | | | | | |
| 13 | Saya tidak suka hasil karya saya dimuat di media massa | | | | | |
| 14 | Semua tugas pengajaran dapat saya selesaikan dengan tanpa kekurangan yang berarti | | | | | |
| 15 | Tugas yang saya kerjakan sudah sesuai dengan pengalaman dan pendidikan saya | | | | | |
| 16 | Saya kurang terbiasa bekerja secara profesional | | | | | |
| 17 | Dalam bekerja saya sering mengeluh dalam diri saya | | | | | |
| 18 | Saya suka mengisi waktu luang dengan mempelajari berbagai metode yang bisa mengembangkan pembelajaran | | | | | |
| 19 | Saya berusaha keras untuk mencapai cita-cita tanpa bantuan orang lain | | | | | |
| 20 | Saya mengisi waktu luang dengan bersantai | | | | | |
| 21 | Waktu luang saya manfaatkan dengan bermain game | | | | | |
| 22 | Saya mengharap kritik dan pendapat orang lain tentang prestasi dan usaha yang saya lakukan | | | | | |
| 23 | Saya tertarik membaca sejarah hidup tokoh-tokoh terkenal | | | | | |
| 24 | Saya memerlukan ketekunan yang lebih tinggi, untuk menjadi pegawai yang berprestasi | | | | | |
| 25 | Bila saya mengalami kesulitan dalam melakukan sesuatu saya akan meminta bantuan kepada teman untuk mengerjakannya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 26 | Saya jarang memiliki ide-ide yang baik, dalam menyelesaikan permasalahan | | | | | |
| 27 | Untuk mengatasi kekurangan saya dalam suatu pekerjaan, saya membaca buku tentang apa saja yang berhubungan dengan pekerjaan tersebut | | | | | |
| 28 | Saya menyukai tugas-tugas yang menuntut ide-ide atau gagasan yang baru | | | | | |
| 29 | Tugas yang diberikan kepada saya, sering tidak terselesaikan dengan baik | | | | | |
| 30 | Saya memilih-milih tugas yang saya siap kerjakan | | | | | |



Lampiran 5. Instrumen Kinerja Pegawai

Petunjuk Teknis!

1. Di bawah ini terdapat sejumlah pernyataan tentang **Kinerja Pegawai**. Sebelum mengisi pernyataan-pernyataan berikut, dimohon kesediaan Bapak/Ibu untuk membaca petunjuk pengisian ini.
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| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 1 | Saya memiliki kesadaran mengerjakan sesuatu tanpa harus disuruh terlebih dahulu | | | | | |
| 2 | Saya mampu memulai pemikiran dan aktivitas yang tepat untuk mencapai tujuan lembaga | | | | | |
| 3 | Saya lambat dalam menyelesaikan masalah yang dihadapi dalam pekerjaan di kantor | | | | | |
| 4 | Saya memiliki ide-ide baru dalam menyelesaikan masalah atau dalam melaksanakan tugas untuk mencapai tujuan | | | | | |
| 5 | Saya mengerjakan sesuatu dengan cara yang lebih efektif dan efisien bagi organisasi | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 6 | Saya jarang memberikan alternatif solusi yang tepat sasaran dalam menyelesaikan suatu masalah | | | | | |
| 7 | Saya mampu menyampaikan argumentasi dan pendapat secara jelas kepada orang lain dengan baik, secara lisan dan tulisan | | | | | |
| 8 | Saya dapat berbicara/presentasi di depan umum dengan baik | | | | | |
| 9 | Saya tidak mampu memberikan ide-ide inovatif dalam rapat dikantor | | | | | |
| 10 | Saya mampu menguasai dan menggunakan teknologi untuk meningkatkan efektifitas dan efisiensi kerja dalam mencapai tujuan organisasi | | | | | |
| 11 | Penyesuaian diri saya terhadap lingkungan kerja dan tugas yang baru sangat cepat | | | | | |
| 12 | Saya kurang mengerti dan kurang memahami tugas yang diberikan | | | | | |
| 13 | Saya tidak dapat menyelesaikan tugas yang baru diberikan dengan baik dan tepat | | | | | |
| 14 | Saya menunjukkan kemauan untuk mengerjakan pekerjaan dengan sebaik-baiknya | | | | | |
| 15 | Secara saya konsisten dapat menjaga irama kerja dan semangat kerja, baik untuk diri sendiri maupun orang lain | | | | | |
| 16 | Saya berusaha sebaik mungkin dalam menyelesaikan pekerjaan yang diberikan | | | | | |
| 17 | Saya tidak pernah motivasi yang baik terhadap teman | | | | | |
| 18 | Saya menunjukkan etos dan semangat kerja yang rendah | | | | | |
| 19 | Saya dapat membina hubungan kerja/berinteraksi dengan rekan kerja dengan baik | | | | | |
| 20 | Saya dapat membina hubungan kerja/berinteraksi dengan atasan dengan baik (kooperatif). | | | | | |
| 21 | Saya memberikan kontribusi positif dalam bekerja | | | | | |
| 22 | Saya sering kurang teliti dalam bekerja, sehingga pernah merugikan pihak lain dalam bekerja | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| 23 | Saya kurang produktif dalam bekerja | | | | | |
| 24 | Saya malas memberikan bantuan kepada teman yang membutuhkan bantuan saya dalam bekerja | | | | | |
| 25 | Saya dapat mengerjakan tugas dengan baik dan benar | | | | | |
| 26 | Saya bertanggung jawab atas tugas yang telah diberikan oleh atasan | | | | | |
| 27 | Saya tidak memberikan tugas sendiri kepada orang lain | | | | | |
| 28 | Saya bekerja dengan baik apabila ada pengawasan dari pimpinan | | | | | |
| 29 | Saya kurang mampu menyelesaikan masalah sendiri sehingga sering dibantu atasan | | | | | |
| 30 | Saya kurang mandiri dalam memecahkan permasalahan dalam pekerjaan saya. | | | | | |



Lampiran 6. Validasi dan Reliabilitas Instrumen

| RESPONDEN | VALIDITAS INSTRUMEN KEPEMIMPINAN | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | TOTAL | | |
|-----------------|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|
| | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 124 |
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| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 130 | |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 129 | |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 126 | |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 126 | |
| 8 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 127 | |
| 9 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 131 | |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 126 | |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 126 | |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 127 | |
| 13 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 127 | |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 128 | |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 127 | |
| 16 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 87 | |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 127 | |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 127 | |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 127 | |
| 20 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 129 | |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 125 | |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 128 | |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 127 | |
| 24 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 130 | |
| 25 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 128 | |
| 26 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 128 | |
| 27 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 129 | |
| 28 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 83 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 129 | |
| 30 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 128 | |
| R _{xy} | 0.70 | 0.71 | 0.67 | 0.60 | 0.66 | 0.62 | 0.71 | 0.63 | 0.59 | 0.70 | 0.69 | 0.57 | 0.63 | 0.72 | 0.67 | 0.65 | 0.60 | 0.57 | 0.71 | 0.66 | 0.43 | 0.57 | 0.61 | 0.60 | 0.59 | 0.80 | 0.62 | 0.74 | 0.65 | 0.46 | | | |
| R-tabel | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | | | |
| Status | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | | |



RELIABILITAS INSTRUMEN KEPEMIMPINAN

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total | |
|-------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 124 | |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 129 | |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 127 | |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 130 | |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 129 | |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 126 | |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 126 | |
| 8 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 127 | |
| 9 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 131 | |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 126 | |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 126 | |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 127 | |
| 13 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 127 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 128 | |
| 15 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 127 | |
| 16 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 87 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 127 | |
| 18 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 127 | |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 127 | |
| 20 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 129 |
| 21 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 125 | |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 128 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 127 | |
| 24 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 130 | |
| 25 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 128 | |
| 26 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 | |
| 27 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 129 |
| 28 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 83 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 129 | |
| 30 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 | |
| k | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDtot2 | 119,24 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDt2 | 0,20 | 0,44 | 0,46 | 0,28 | 0,20 | 0,30 | 0,37 | 0,30 | 0,26 | 0,40 | 0,42 | 0,30 | 0,37 | 0,46 | 0,17 | 0,20 | 0,34 | 0,30 | 0,40 | 0,20 | 0,25 | 0,30 | 0,28 | 0,26 | 0,30 | 0,53 | 0,30 | 0,34 | 0,49 | 0,45 | | |
| Sigma SDt2 | 3,30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| r1.1 | 0,95 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| klasifikasi | Sangat Tinggi | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



| VALIDITAS INSTRUMEN LINGKUNGAN KERJA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | TOTAL | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 128 |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
| 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 128 | |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 130 | |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 124 | |
| 6 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 131 | |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 126 | |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 128 | |
| 9 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 130 | |
| 10 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 127 | |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 130 | |
| 12 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 126 | |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 125 | |
| 14 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 128 | |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 125 | |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 127 | |
| 17 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 126 | |
| 18 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 129 | |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 124 | |
| 20 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 83 | |
| 21 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 130 | |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 125 | |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 128 | |
| 24 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 127 | |
| 25 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 129 | |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 127 | |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 128 | |
| 28 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 124 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 126 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
| R _{xy} | 0.46 | 0.76 | 0.97 | 0.53 | 0.42 | 0.49 | 0.70 | 0.49 | 0.49 | 0.49 | 0.68 | 0.48 | 0.51 | 0.52 | 0.43 | 0.73 | 0.53 | 0.47 | 0.54 | 0.72 | 0.51 | 0.50 | 0.52 | 0.66 | 0.54 | 0.49 | 0.54 | 0.65 | 0.48 | 0.53 | | |
| R _{tabel} | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | | | |
| Status | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | | |



RELIABILITAS INSTRUMEN LINGKUNGAN KERJA

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total | |
|-------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 | |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
| 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 128 | |
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| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 128 |
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| 17 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 126 |
| 18 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 129 |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 |
| 20 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 83 | |
| 21 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 130 | |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 125 | |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 128 | |
| 24 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 127 |
| 25 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 129 | |
| 26 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 127 | |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 128 | |
| 28 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 124 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 126 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
| k | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDtot2 | 69.01 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDt2 | 0.32 | 0.30 | 0.03 | 0.25 | 0.27 | 0.23 | 0.35 | 0.16 | 0.21 | 0.25 | 0.37 | 0.27 | 0.23 | 0.25 | 0.23 | 0.31 | 0.21 | 0.25 | 0.13 | 0.35 | 0.21 | 0.25 | 0.25 | 0.37 | 0.16 | 0.23 | 0.23 | 0.39 | 0.27 | 0.19 | | |
| Sigma SDt2 | 7.59 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| r1.1 | 0.92 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Klasifikasi | Sangat Tinggi | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



VALIDITAS INSTRUMEN DISIPLIN KERJA

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | TOTAL | |
|-----------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 1 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 122 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 125 |
| 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 129 | |
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| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 130 | |
| 6 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 126 | |
| 7 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 83 | |
| 8 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 127 | |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 127 | |
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| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 126 | |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 129 | |
| 13 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 127 | |
| 14 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 129 | |
| 15 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 64 | |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 128 | |
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| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 129 | |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 126 | |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 128 | |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 128 | |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 132 | |
| 23 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 126 | |
| 24 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 132 | |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 128 | |
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| 27 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 84 | |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 124 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 128 | |
| 30 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 128 | |
| Rxy | 0.79 | 0.69 | 0.77 | 0.78 | 0.81 | 0.74 | 0.82 | 0.79 | 0.76 | 0.78 | 0.82 | 0.75 | 0.82 | 0.78 | 0.79 | 0.74 | 0.81 | 0.80 | 0.80 | 0.68 | 0.85 | 0.65 | 0.76 | 0.77 | 0.65 | 0.85 | 0.63 | 0.79 | 0.71 | 0.52 | | |
| R-tabel | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | | |
| Status | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | |



RELIABILITAS INSTRUMEN DISIPLIN KERJA

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total | | |
|-------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
| 1 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 122 | |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 125 | |
| 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 129 | |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 129 | |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 129 | |
| 6 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 130 | |
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 126 | |
| 8 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 83 | | |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 127 | |
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| 11 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 130 |
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| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 129 |
| 14 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 127 |
| 15 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 129 |
| 16 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 64 | |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 128 | |
| 18 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 127 | |
| 19 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 129 | |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 126 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 |
| 22 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 132 |
| 23 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 126 |
| 24 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 132 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 128 |
| 26 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 132 | |
| 27 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 84 | |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 124 | |
| 29 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 128 | |
| 30 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 128 | |
| k | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDtot2 | 254.79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDt2 | 0.55 | 0.45 | 0.41 | 0.62 | 0.55 | 0.51 | 0.78 | 0.55 | 0.44 | 0.38 | 0.65 | 0.60 | 0.62 | 0.41 | 0.41 | 0.58 | 0.34 | 0.51 | 0.52 | 0.37 | 0.52 | 0.40 | 0.44 | 0.46 | 0.33 | 0.76 | 0.30 | 0.44 | 0.48 | 0.55 | | | |
| Sigma SDt2 | 14.89 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| r1.1 | 0.97 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| klasifikasi | Sangat Tinggi | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



| VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|
| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | TOTAL | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
| 1 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 129 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 125 | |
| 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 129 | |
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| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 127 | |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 127 | |
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| Ray | 0.64 | 0.71 | 0.63 | 0.69 | 0.64 | 0.67 | 0.84 | 0.62 | 0.62 | 0.57 | 0.61 | 0.74 | 0.63 | 0.64 | 0.65 | 0.52 | 0.74 | 0.64 | 0.64 | 0.71 | 0.58 | 0.60 | 0.65 | 0.69 | 0.57 | 0.39 | 0.69 | 0.61 | 0.80 | 0.70 | | | |
| R-tabel | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | | | |
| Status | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | | |



RELIABILITAS INSTRUMEN ETOS KERJA

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total | | |
|-------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
| 1 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 129 |
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| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 124 | |
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| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 127 | |
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| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
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| h | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDtot2 | 103.43 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDt2 | 0.23 | 0.40 | 0.20 | 0.42 | 0.28 | 0.20 | 0.41 | 0.26 | 0.28 | 0.30 | 0.32 | 0.37 | 0.23 | 0.38 | 0.20 | 0.37 | 0.14 | 0.60 | 0.20 | 0.40 | 0.30 | 0.30 | 0.20 | 0.17 | 0.28 | 0.41 | 0.17 | 0.30 | 0.10 | 0.17 | | | |
| Sigma SDt2 | 8.62 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| r1.1 | 0.95 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Klasifikasi | Sangat Tinggi | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



VALIDITAS INSTRUMEN KINERJA PEGAWAI

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | TOTAL | | |
|-----------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
| 1 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 127 | |
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| 7 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 84 | |
| 8 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 128 | |
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| 13 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 129 | |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 128 | |
| 15 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 128 | |
| 16 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 115 | |
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| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 126 | |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 127 | |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 | |
| 21 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 129 | |
| 22 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 128 | |
| 23 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 98 | |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 125 | |
| 25 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 129 | |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 | |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 129 | |
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| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 125 | |
| Rxy | 0.65 | 0.48 | 0.53 | 0.37 | 0.62 | 0.66 | 0.40 | 0.46 | 0.42 | 0.45 | 0.44 | 0.40 | 0.45 | 0.45 | 0.73 | 0.58 | 0.65 | 0.64 | 0.61 | 0.76 | 0.48 | 0.53 | 0.63 | 0.76 | 0.73 | 0.73 | 0.73 | 0.66 | 0.62 | 0.64 | 0.50 | | |
| R-tabel | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.36 | 0.361 | 0.36 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | 0.361 | | | |
| Status | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | | |



RELIABILITAS INSTRUMEN KINERJA PEGAWAI

| RESPONDEN | BUTIR SOAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | Total | |
|-------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 1 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 127 |
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| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 127 | |
| 7 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 84 | |
| 8 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 128 | |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 129 | |
| 10 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 128 | |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 125 | |
| 12 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 129 | |
| 13 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 129 |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 128 | |
| 15 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 128 |
| 16 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 119 |
| 17 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 131 | |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 126 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 127 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 128 |
| 21 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 129 |
| 22 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 128 |
| 23 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 98 | |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 125 | |
| 25 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 129 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 124 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 129 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 124 |
| 29 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 127 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 125 |
| k | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDtot2 | 95,26 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SDt2 | 0,24 | 0,21 | 0,30 | 0,23 | 0,23 | 0,41 | 0,29 | 0,13 | 0,29 | 0,33 | 0,30 | 0,33 | 0,39 | 0,25 | 0,37 | 0,24 | 0,26 | 0,40 | 0,26 | 0,34 | 0,32 | 0,28 | 0,30 | 0,44 | 0,43 | 0,58 | 0,30 | 0,23 | 0,51 | 0,39 | | |
| Sigma SDt2 | 3,64 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| r11 | 0,93 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| klasifikasi | Sangat Tinggi | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



Lampiran 7. Data Hasil Penelitian

DATA HASIL PENELITIAN

| NO | X1 | X2 | X3 | X4 | Y |
|----|-----|-----|-----|-----|-----|
| 1 | 132 | 121 | 120 | 131 | 128 |
| 2 | 144 | 125 | 138 | 138 | 141 |
| 3 | 139 | 131 | 126 | 135 | 139 |
| 4 | 142 | 132 | 127 | 143 | 140 |
| 5 | 133 | 121 | 124 | 132 | 132 |
| 6 | 121 | 108 | 115 | 121 | 129 |
| 7 | 138 | 132 | 130 | 131 | 140 |
| 8 | 138 | 116 | 124 | 125 | 132 |
| 9 | 139 | 119 | 115 | 123 | 128 |
| 10 | 121 | 109 | 117 | 121 | 126 |
| 11 | 122 | 119 | 125 | 121 | 130 |
| 12 | 132 | 124 | 126 | 130 | 138 |
| 13 | 144 | 137 | 135 | 142 | 143 |
| 14 | 120 | 109 | 112 | 126 | 127 |
| 15 | 139 | 132 | 129 | 135 | 138 |
| 16 | 127 | 127 | 121 | 122 | 132 |
| 17 | 131 | 125 | 126 | 123 | 134 |
| 18 | 135 | 126 | 116 | 119 | 129 |
| 19 | 125 | 121 | 111 | 112 | 127 |
| 20 | 136 | 120 | 113 | 130 | 137 |
| 21 | 133 | 111 | 114 | 126 | 134 |
| 22 | 137 | 131 | 122 | 131 | 138 |
| 23 | 143 | 137 | 129 | 138 | 141 |
| 24 | 137 | 132 | 125 | 131 | 136 |
| 25 | 132 | 111 | 114 | 126 | 132 |
| 26 | 139 | 135 | 129 | 142 | 141 |
| 27 | 127 | 109 | 112 | 131 | 129 |
| 28 | 127 | 129 | 115 | 127 | 132 |
| 29 | 134 | 115 | 127 | 130 | 135 |
| 30 | 140 | 132 | 130 | 138 | 140 |
| 31 | 127 | 129 | 124 | 121 | 135 |
| 32 | 136 | 131 | 127 | 132 | 138 |
| 33 | 144 | 139 | 136 | 138 | 142 |

Lampiran 8. Analisis Data Hasil Penelitian

1) Deskripsi Data Hasil Penelitian

| | | Statistics | | | | |
|----------------|---------|---------------------|------------------|---------------------|------------|----------|
| | | kepemimpinan | lingkungan kerja | disiplin kerja | etos kerja | kinerja |
| N | Valid | 33 | 33 | 33 | 33 | 33 |
| | Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | | 133.7576 | 124.0909 | 122.8485 | 129.4242 | 134.6364 |
| Median | | 135.0000 | 125.0000 | 124.0000 | 130.0000 | 135.0000 |
| Mode | | 127.00 ^a | 132.00 | 115.00 ^a | 131.00 | 132.00 |
| Std. Deviation | | 7.10647 | 9.22417 | 7.43354 | 7.45415 | 5.11015 |
| Variance | | 50.502 | 85.085 | 55.258 | 55.564 | 26.114 |
| Range | | 24.00 | 31.00 | 27.00 | 31.00 | 17.00 |
| Minimum | | 120.00 | 108.00 | 111.00 | 112.00 | 126.00 |
| Maximum | | 144.00 | 139.00 | 138.00 | 143.00 | 143.00 |
| Sum | | 4414.00 | 4095.00 | 4054.00 | 4271.00 | 4443.00 |

a. Multiple modes exist. The smallest value is shown

Frequency Table

| | | kepemimpinan | | | Cumulative Percent |
|-------|--------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 120.00 | 1 | 3.0 | 3.0 | 3.0 |
| | 121.00 | 2 | 6.1 | 6.1 | 9.1 |
| | 122.00 | 1 | 3.0 | 3.0 | 12.1 |
| | 125.00 | 1 | 3.0 | 3.0 | 15.2 |
| | 127.00 | 4 | 12.1 | 12.1 | 27.3 |
| | 131.00 | 1 | 3.0 | 3.0 | 30.3 |
| | 132.00 | 3 | 9.1 | 9.1 | 39.4 |
| | 133.00 | 2 | 6.1 | 6.1 | 45.5 |
| | 134.00 | 1 | 3.0 | 3.0 | 48.5 |
| | 135.00 | 1 | 3.0 | 3.0 | 51.5 |
| | 136.00 | 2 | 6.1 | 6.1 | 57.6 |
| | 137.00 | 2 | 6.1 | 6.1 | 63.6 |
| | 138.00 | 2 | 6.1 | 6.1 | 69.7 |
| | 139.00 | 4 | 12.1 | 12.1 | 81.8 |
| | 140.00 | 1 | 3.0 | 3.0 | 84.8 |
| | 142.00 | 1 | 3.0 | 3.0 | 87.9 |
| | 143.00 | 1 | 3.0 | 3.0 | 90.9 |
| | 144.00 | 3 | 9.1 | 9.1 | 100.0 |
| | Total | | 33 | 100.0 | 100.0 |

lingkungan kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 108.00 | 1 | 3.0 | 3.0 | 3.0 |
| | 109.00 | 3 | 9.1 | 9.1 | 12.1 |
| | 111.00 | 2 | 6.1 | 6.1 | 18.2 |
| | 115.00 | 1 | 3.0 | 3.0 | 21.2 |
| | 116.00 | 1 | 3.0 | 3.0 | 24.2 |
| | 119.00 | 2 | 6.1 | 6.1 | 30.3 |
| | 120.00 | 1 | 3.0 | 3.0 | 33.3 |
| | 121.00 | 3 | 9.1 | 9.1 | 42.4 |
| | 124.00 | 1 | 3.0 | 3.0 | 45.5 |
| | 125.00 | 2 | 6.1 | 6.1 | 51.5 |
| | 126.00 | 1 | 3.0 | 3.0 | 54.5 |
| | 127.00 | 1 | 3.0 | 3.0 | 57.6 |
| | 129.00 | 2 | 6.1 | 6.1 | 63.6 |
| | 131.00 | 3 | 9.1 | 9.1 | 72.7 |
| | 132.00 | 5 | 15.2 | 15.2 | 87.9 |
| | 135.00 | 1 | 3.0 | 3.0 | 90.9 |
| | 137.00 | 2 | 6.1 | 6.1 | 97.0 |
| | 139.00 | 1 | 3.0 | 3.0 | 100.0 |
| | Total | | 33 | 100.0 | 100.0 |

disiplin kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 111.00 | 1 | 3.0 | 3.0 | 3.0 |
| | 112.00 | 2 | 6.1 | 6.1 | 9.1 |
| | 113.00 | 1 | 3.0 | 3.0 | 12.1 |
| | 114.00 | 2 | 6.1 | 6.1 | 18.2 |
| | 115.00 | 3 | 9.1 | 9.1 | 27.3 |
| | 116.00 | 1 | 3.0 | 3.0 | 30.3 |
| | 117.00 | 1 | 3.0 | 3.0 | 33.3 |
| | 120.00 | 1 | 3.0 | 3.0 | 36.4 |
| | 121.00 | 1 | 3.0 | 3.0 | 39.4 |
| | 122.00 | 1 | 3.0 | 3.0 | 42.4 |
| | 124.00 | 3 | 9.1 | 9.1 | 51.5 |
| | 125.00 | 2 | 6.1 | 6.1 | 57.6 |
| | 126.00 | 3 | 9.1 | 9.1 | 66.7 |
| | 127.00 | 3 | 9.1 | 9.1 | 75.8 |
| | 129.00 | 3 | 9.1 | 9.1 | 84.8 |
| | 130.00 | 2 | 6.1 | 6.1 | 90.9 |
| | 135.00 | 1 | 3.0 | 3.0 | 93.9 |
| | 136.00 | 1 | 3.0 | 3.0 | 97.0 |
| | 138.00 | 1 | 3.0 | 3.0 | 100.0 |
| Total | | 33 | 100.0 | 100.0 | |

etos kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 112.00 | 1 | 3.0 | 3.0 | 3.0 |
| | 119.00 | 1 | 3.0 | 3.0 | 6.1 |
| | 121.00 | 4 | 12.1 | 12.1 | 18.2 |
| | 122.00 | 1 | 3.0 | 3.0 | 21.2 |
| | 123.00 | 2 | 6.1 | 6.1 | 27.3 |

| | | | | |
|--------|----|-------|-------|-------|
| 125.00 | 1 | 3.0 | 3.0 | 30.3 |
| 126.00 | 3 | 9.1 | 9.1 | 39.4 |
| 127.00 | 1 | 3.0 | 3.0 | 42.4 |
| 130.00 | 3 | 9.1 | 9.1 | 51.5 |
| 131.00 | 5 | 15.2 | 15.2 | 66.7 |
| 132.00 | 2 | 6.1 | 6.1 | 72.7 |
| 135.00 | 2 | 6.1 | 6.1 | 78.8 |
| 138.00 | 4 | 12.1 | 12.1 | 90.9 |
| 142.00 | 2 | 6.1 | 6.1 | 97.0 |
| 143.00 | 1 | 3.0 | 3.0 | 100.0 |
| Total | 33 | 100.0 | 100.0 | |

kinerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 126.00 | 1 | 3.0 | 3.0 | 3.0 |
| | 127.00 | 2 | 6.1 | 6.1 | 9.1 |
| | 128.00 | 2 | 6.1 | 6.1 | 15.2 |
| | 129.00 | 3 | 9.1 | 9.1 | 24.2 |
| | 130.00 | 1 | 3.0 | 3.0 | 27.3 |
| | 132.00 | 5 | 15.2 | 15.2 | 42.4 |
| | 134.00 | 2 | 6.1 | 6.1 | 48.5 |
| | 135.00 | 2 | 6.1 | 6.1 | 54.5 |
| | 136.00 | 1 | 3.0 | 3.0 | 57.6 |
| | 137.00 | 1 | 3.0 | 3.0 | 60.6 |
| | 138.00 | 4 | 12.1 | 12.1 | 72.7 |
| | 139.00 | 1 | 3.0 | 3.0 | 75.8 |
| | 140.00 | 3 | 9.1 | 9.1 | 84.8 |
| | 141.00 | 3 | 9.1 | 9.1 | 93.9 |
| | 142.00 | 1 | 3.0 | 3.0 | 97.0 |
| | 143.00 | 1 | 3.0 | 3.0 | 100.0 |
| | Total | | 33 | 100.0 | 100.0 |



Lampiran 9. Hasil Pengujian Prasyarat Analisis

a) Uji Normalitas Sebaran Data

| | Kolmogorov-Smirnov ^a | | | Shapiro-Wilk | | |
|------------------|---------------------------------|----|-------|--------------|----|------|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| kepemimpinan | .109 | 33 | .200* | .942 | 33 | .079 |
| lingkungan kerja | .137 | 33 | .122 | .937 | 33 | .054 |
| disiplin kerja | .137 | 33 | .118 | .947 | 33 | .109 |
| etos kerja | .107 | 33 | .200* | .970 | 33 | .471 |
| kinerja | .139 | 33 | .108 | .940 | 33 | .068 |

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

b) Uji Linieritas

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------------------|----------------|--------------------------|----------------|--------|-------------|--------|------|
| kinerja * kepemimpinan | Between Groups | (Combined) | 622.970 | 17 | 36.645 | 2.585 | .035 |
| | | Linearity | 534.145 | 1 | 534.145 | 37.675 | .000 |
| | | Deviation from Linearity | 88.825 | 16 | 5.552 | .392 | .964 |
| | Within Groups | 212.667 | 15 | 14.178 | | | |
| Total | | | 835.636 | 32 | | | |

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------------|----------------|--------------------------|----------------|-------|-------------|---------|------|
| kinerja * lingkungan kerja | Between Groups | (Combined) | 768.503 | 17 | 45.206 | 10.101 | .000 |
| | | Linearity | 501.129 | 1 | 501.129 | 111.970 | .000 |
| | | Deviation from Linearity | 267.374 | 16 | 16.711 | 3.734 | .057 |
| | Within Groups | 67.133 | 15 | 4.476 | | | |
| Total | | | 835.636 | 32 | | | |

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------------------|----------------|--------------------------|----------------|-------|-------------|---------|------|
| kinerja * disiplin kerja | Between Groups | (Combined) | 766.303 | 18 | 42.572 | 8.596 | .000 |
| | | Linearity | 548.897 | 1 | 548.897 | 110.835 | .000 |
| | | Deviation from Linearity | 217.406 | 17 | 12.789 | 2.582 | .060 |
| | Within Groups | 69.333 | 14 | 4.952 | | | |
| Total | | | 835.636 | 32 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|--------------------------|----------------|--------|-------------|--------|------|
| kinerja * etos kerja | Between Groups | (Combined) | 605.670 | 14 | 43.262 | 3.386 | .008 |
| | | Linearity | 552.434 | 1 | 552.434 | 43.240 | .000 |
| | | Deviation from Linearity | 53.236 | 13 | 4.095 | .321 | .979 |
| | Within Groups | 229.967 | 18 | 12.776 | | | |
| | Total | 835.636 | 32 | | | | |

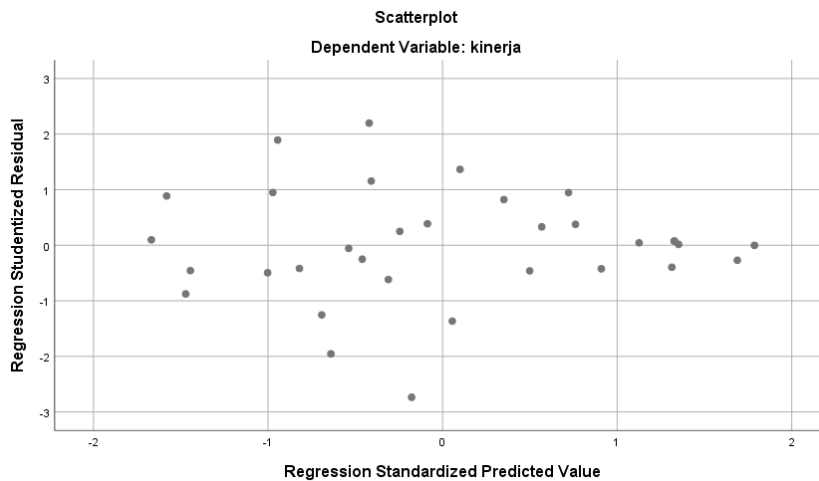
c) Uji Multikolinieritas

| Model | Collinearity Statistics | |
|------------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 (Constant) | | |
| kepemimpinan | .933 | 1.003 |
| lingkungan kerja | .820 | 1.379 |
| disiplin kerja | .875 | 1.470 |
| etos kerja | .874 | 1.473 |

d) Uji Autokorelasi

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .917 ^a | .841 | .818 | 2.18092 | 1.802 |

e) Uji Heterokedastisitas



Lampiran 10. Hasil Analisis Uji Hipotesis

Uji Hipotesis I

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
| | | | | | | F Change | df1 | df2 | | |
| 1 | .800 ^a | .639 | .628 | 3.11858 | .639 | 54.922 | 1 | 31 | .000 | 1.752 |

a. Predictors: (Constant), kepemimpinan

b. Dependent Variable: kinerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 534.145 | 1 | 534.145 | 54.922 | .000 ^b |
| | Residual | 301.492 | 31 | 9.726 | | |
| | Total | 835.636 | 32 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), kepemimpinan

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|--------------|-----------------------------|------------|--------------------------------|-------|------|--------------|---------|------|-------------------------|-------|--|
| | | B | Std. Error | | | | Zero-order | Partial | Part | Tolerance | VIF | |
| 1 | (Constant) | 57.738 | 10.391 | | 5.557 | .000 | | | | | | |
| | kepemimpinan | .575 | .078 | .800 | 7.411 | .000 | .800 | .800 | .800 | 1.000 | 1.000 | |

a. Dependent Variable: kinerja

Uji Hipotesis II

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
| | | | | | | F Change | df1 | df2 | | |
| 1 | .774 ^a | .600 | .587 | 3.28490 | .600 | 46.441 | 1 | 31 | .000 | 1.817 |

a. Predictors: (Constant), lingkungan kerja

b. Dependent Variable: kinerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 501.129 | 1 | 501.129 | 46.441 | .000 ^b |
| | Residual | 334.508 | 31 | 10.791 | | |
| | Total | 835.636 | 32 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), lingkungan kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|------|-------------------------|-------|--|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF | |
| 1 | (Constant) | 81.399 | 7.833 | | 10.392 | .000 | | | | | | |
| | lingkungan kerja | .429 | .063 | .774 | 6.815 | .000 | .774 | .774 | .774 | 1.000 | 1.000 | |

a. Dependent Variable: kinerja

Uji Hipotesis III

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
| | | | | | | F Change | df1 | df2 | | |
| 1 | .810 ^a | .657 | .646 | 3.04132 | .657 | 59.342 | 1 | 31 | .000 | 1.651 |

a. Predictors: (Constant), disiplin kerja

b. Dependent Variable: kinerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 548.897 | 1 | 548.897 | 59.342 | .000 ^b |
| | Residual | 286.739 | 31 | 9.250 | | |
| | Total | 835.636 | 32 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), disiplin kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|----------------|-----------------------------|------------|--------------------------------|-------|------|--------------|---------|------|-------------------------|-------|--|
| | | B | Std. Error | | | | Zero-order | Partial | Part | Tolerance | VIF | |
| 1 | (Constant) | 66.191 | 8.901 | | 7.436 | .000 | | | | | | |
| | disiplin kerja | .557 | .072 | .810 | 7.703 | .000 | .810 | .810 | .810 | 1.000 | 1.000 | |

a. Dependent Variable: kinerja

Uji Hipotesis IV

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
| | | | | | | F Change | df1 | df2 | | |
| 1 | .813 ^a | .661 | .650 | 3.02251 | .661 | 60.471 | 1 | 31 | .000 | 1.601 |

a. Predictors: (Constant), etos kerja

b. Dependent Variable: kinerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 552.434 | 1 | 552.434 | 60.471 | .000 ^b |
| | Residual | 283.202 | 31 | 9.136 | | |
| | Total | 835.636 | 32 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), etos kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|--|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF | |
| 1 | (Constant) | 62.495 | 9.292 | | 6.726 | .000 | | | | | | |
| | etos kerja | .557 | .072 | .813 | 7.776 | .000 | .813 | .813 | .813 | 1.000 | 1.000 | |

a. Dependent Variable: kinerja



Uji Hipotesis V

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics | | | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
| | | | | | | F Change | df1 | df2 | | |
| 1 | .917 ^a | .841 | .818 | 2.18092 | .841 | 36.922 | 4 | 28 | .000 | 1.802 |

a. Predictors: (Constant), etos kerja, lingkungan kerja, disiplin kerja, kepemimpinan

b. Dependent Variable: kinerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 702.457 | 4 | 175.614 | 36.922 | .000 ^b |
| | Residual | 133.179 | 28 | 4.756 | | |
| | Total | 835.636 | 32 | | | |

a. Dependent Variable: kinerja

b. Predictors: (Constant), etos kerja, lingkungan kerja, disiplin kerja, kepemimpinan

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | Sig. | Correlations | | | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|------|
| | | B | Std. Error | Beta | t | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 46.511 | 7.647 | | 6.082 | .000 | | | | | |
| | kepemimpinan | .130 | .094 | .180 | 2.380 | .029 | .800 | .252 | .104 | .933 | .933 |
| | lingkungan kerja | .146 | .064 | .264 | 2.268 | .031 | .774 | .394 | .171 | .820 | .820 |
| | disiplin kerja | .182 | .085 | .265 | 2.153 | .040 | .810 | .377 | .162 | .875 | .875 |
| | etos kerja | .233 | .085 | .341 | 2.761 | .010 | .813 | .463 | .208 | .874 | .874 |

a. Dependent Variable: kinerja

Lampiran 11. Hasil Analisis Sumbangan Efektif Variabel Bebas Terhadap Variabel Terikat

Sumbangan Efektif Masing-Masing Variabel Bebas Terhadap Variabel Terikat

Rumus yang digunakan adalah:

$$SE_{x_1} = SR_{x_1} \cdot R^2$$

$$SE_{x_2} = SR_{x_2} \cdot R^2$$

$$SE_{x_3} = SR_{x_3} \cdot R^2$$

$$SE_{x_4} = SR_{x_4} \cdot R^2$$

Berdasarkan data penelitian maka diperoleh:

$$\sum X_1 = 4414$$

$$\sum X_2 = 4095$$

$$\sum X_3 = 4054$$

$$\sum X_4 = 4271$$

$$\sum Y = 4443$$

$$\sum X_1 Y = 595214$$

$$\sum X_2 Y = 552504$$

$$\sum X_3 Y = 546801$$

$$\sum X_4 Y = 576023$$

$$R_{1234y} = 0,917 \rightarrow R^2_{1234y} = 0,841$$

$$\begin{aligned} \sum x_1 y &= \sum X_1 Y - \frac{(\sum X_1)(\sum Y)}{N} \\ &= 595214 - \frac{(4414)(4443)}{33} \\ &= 595214 - 594284,91 \\ &= 929,09 \end{aligned}$$

$$\sum x_2 y = \sum X_2 Y - \frac{(\sum X_2)(\sum Y)}{N}$$

$$\begin{aligned}
&= 552504 - \frac{(4095)(4443)}{33} \\
&= 552504 - 551335.91 \\
&= 1168.09
\end{aligned}$$

$$\sum x_3y = \sum X_3Y - \frac{(\sum X_3)(\sum Y)}{N}$$

$$\begin{aligned}
&= 546801 - \frac{(4054)(4443)}{33} \\
&= 546801 - 545815.82 \\
&= 985.18
\end{aligned}$$

$$\sum x_4y = \sum X_4Y - \frac{(\sum X_4)(\sum Y)}{N}$$

$$\begin{aligned}
&= 576023 - \frac{(4271)(4443)}{33} \\
&= 576023 - 575031.91 \\
&= 991.09
\end{aligned}$$

$$JK_{reg} = 702,457$$

$$a_1 = 0,130$$

$$a_2 = 0,146$$

$$a_3 = 0,182$$

$$a_4 = 0,233$$

Menghitung sumbangan relative (SR):

$$SR_{x_1} = \frac{a_1 (\sum x_1y)}{JK_{reg}} = \frac{0.130 \times 929.09}{702,457} = 0.1719 = 17,19\%$$

$$SR_{x2} = \frac{a2 (\sum x_2y)}{JK \text{ reg}} = \frac{0.146 \times 1168.09}{702,457} = 0.2428 = 24,28\%$$

$$SR_{x3} = \frac{a3 (\sum x_3y)}{JK \text{ reg}} = \frac{0.182 \times 985.18}{702,457} = 0.2553 = 25,53\%$$

$$SR_{x4} = \frac{a4 (\sum x_4y)}{JK \text{ reg}} = \frac{0.233 \times 991.09}{702,457} = 0.3287 = 32,87\%$$

_____ +
100%

Menghitung sumbangan efektif (SE):

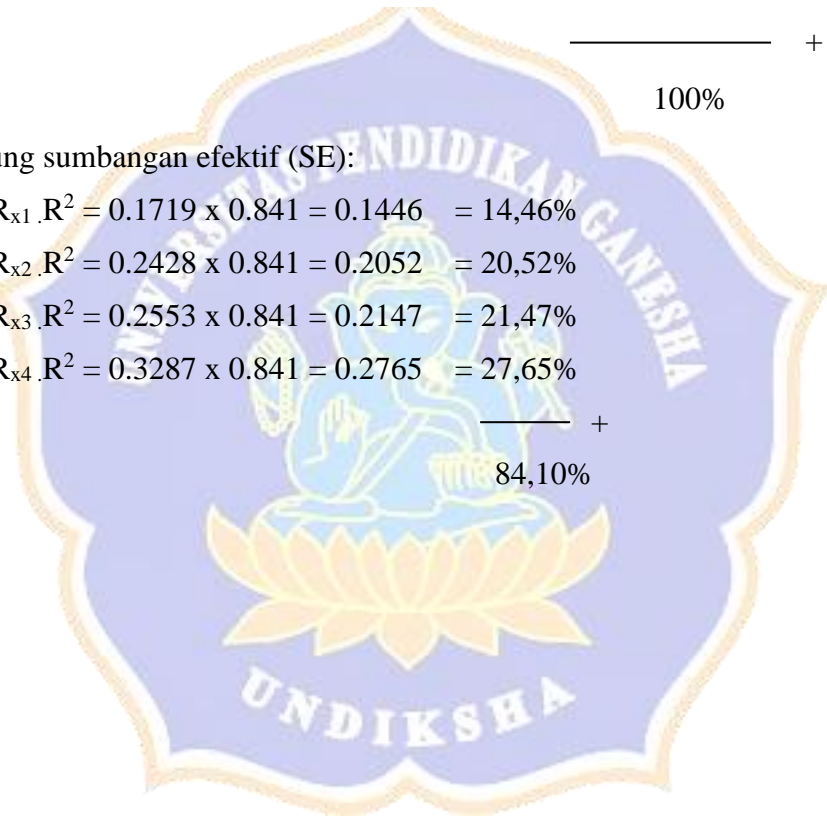
$$SE_{x1} = SR_{x1} \cdot R^2 = 0.1719 \times 0.841 = 0.1446 = 14,46\%$$

$$SE_{x2} = SR_{x2} \cdot R^2 = 0.2428 \times 0.841 = 0.2052 = 20,52\%$$

$$SE_{x3} = SR_{x3} \cdot R^2 = 0.2553 \times 0.841 = 0.2147 = 21,47\%$$

$$SE_{x4} = SR_{x4} \cdot R^2 = 0.3287 \times 0.841 = 0.2765 = 27,65\%$$

_____ +
84,10%



Lampiran 12: Surat Ijin Penelitian



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Nomor : 2696/UN48.11.1/PL/2022

23 November 2022

Perihal : Ijin Penelitian

Yth. Wakil Direktur I Pascasarjana
di Tempat

Dengan hormat, menindaklanjuti surat dari Wakil Direktur I Pascasarjana Universitas Pendidikan Ganesha Nomor: 4120/UN48.14.1/KM/2022, tanggal 21 November 2022 perihal tersebut di atas, bahwa mahasiswa tersebut di bawah ini:

Nama : K. Ary Trisnayanti
NIM : 2129031028
Program Studi : Administrasi Pendidikan (S2)
Judul Tesis : Kontribusi Kepemimpinan, Lingkungan Kerja, Disiplin Kerja, dan Etos Kerja terhadap Kinerja Pegawai di lingkungan Fakultas Teknik dan Kejuruan Universitas Pendidikan Ganesha

diberikan ijin untuk mengadakan penelitian dan mohon didalam pelaksanaannya agar mematuhi peraturan dan kebijakan yang ada untuk menghindari hal-hal yang tidak diinginkan.

Demikian kami sampaikan, atas perhatian dan kerjasamanya, diucapkan terima kasih.

a.n. Dekan,

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