

## LAMPIRAN

### Lampiran 01

Tabel Jumlah Desa, Luas wilayah dan Jumlah Penduduk Provinsi Bali

No	Kode	N a m a Kabupaten / Kota	J u m l a h			Luas wilayah (km <sup>2</sup> )*	Jumlah penduduk (jiwa)**
			Kec	Kel	Desa		
1	51.01	KABUPATEN JEMBRANA	5	10	41	849.13	325,456
2	51.02	KABUPATEN TABANAN	10	0	133	849.31	462,652
3	51.03	KABUPATEN BADUNG	6	16	46	398.75	512,485
4	51.04	KABUPATEN GIANYAR	7	6	64	364.36	501,317
5	51.05	KABUPATEN KLUNGKUNG	4	6	53	313.96	216,538
6	51.06	KABUPATEN BANGLI	4	4	68	526.76	254,738
7	51.07	KABUPATEN KARANGASEM	8	3	75	839.32	521,954
8	51.08	KABUPATEN BULELENG	9	19	129	1,322.75	826,613
9	51.71	KOTA DENPASAR	4	16	27	125.87	652,239
		<b>JUMLAH</b>	<b>57</b>	<b>80</b>	<b>636</b>	<b>5,590.21</b>	<b>4,273,992</b>

Sumber: Data Primer 2022.

Lampiran 02

Tabel Pagu Dana Desa di wilayah Provinsi Bali

KABUPATEN	JML KEC	JML DESA	PAGU DD 2021 (Rp)	PAGU DD 2022 (Rp)	Pers. %
JEMBRANA	5	41	54,539,683,000	42,432,139,000	7.06
TABANAN	10	133	124,114,971,000	117,486,524,000	19.56
BADUNG	5	46	58,486,546,000	47,501,659,000	7.91
GIANYAR	7	64	65,196,455,000	58,985,409,000	9.82
KLUNGKUNG	4	53	55,854,813,000	45,857,734,000	7.63
BANGLI	4	68	65,113,263,000	55,559,929,000	9.25
KARANGASEM	8	75	85,289,248,000	77,843,710,000	12.96
BULELENG	9	129	130,380,171,000	126,128,286,000	21.00
KOTA DENPASAR	4	27	40,148,467,000	28,925,497,000	4.82
<b>TOTAL</b>	<b>56</b>	<b>636</b>	<b>679,123,617,000</b>	<b>600,720,887,000</b>	<b>100%</b>

Sumber: Data Primer 2022.



Lampiran 03

Dokumentasi wawancara

Wawancara dengan salah satu Pegawai an. I RAI GEDE ARISUDANA, ST sebagai analis kebijakan ahli muda substansi peningkatan kapasitas aparatur pemerintah desa di dinas PMD Kabupaten Buleleng



Lampiran 04

Butir Pernyataan

### KUISIONER PENELITIAN

#### Identitas Responden:

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

Umur : ..... Tahun

Pendidikan Terakhir : .....

1. SMP
2. SMA/SMK
3. D1/D2/D3
4. S1/S2/S3

Pengalaman dan Lama Bekerja : ..... Bulan/ Tahun

#### Petunjuk Pengisian Angket

Berilah tanda (√) pada pilihan di dalam kolom tersebut

Keterangan

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. N : Netral
4. S : Setuju
5. SS : Sangat Setuju

#### KOMPETENSI (X<sub>1</sub>)

NO	PERNYATAAN	STS	TS	N	S	SS
1	Saya memiliki watak yang baik (menerapkan sopan santun) dalam memberikan pelayanan kepada masyarakat					
2	Saya memiliki konsep dan citra diri agar pekerjaan dan tanggungjawab yang diberikan selesai dengan baik					
3	Dengan pengetahuan dan pengalaman yang saya miliki dimasyarakat, saya dapat menyelesaikan pekerjaan dan permasalahan dengan baik					
4	Dengan keterampilan yang saya miliki, saya mampu bekerja sama dengan rekan kerja dan menyelesaikan pekerjaan dengan sebaik-baiknya					

**MOTIVASI KERJA (X<sub>2</sub>)**

NO	PERNYATAAN	STS	TS	N	S	SS
5	Gaji yang saya terima tepat waktu dan sudah bisa memenuhi kebutuhan pangan keluarga Saya					
6	Saya membutuhkan keamanan dan keselamatan selama saya bekerja menjadi perangkat desa					
7	Saya membutuhkan hubungan yang baik antar sesama pegawai dan dengan atasan saya di dalam melaksanakan pekerjaan dan tanggungjawab saya					
8	Saya membutuhkan pujian dari atasan saya atas kinerja yang saya lakukan					
9	Saya membutuhkan kemampuan, kreatifitas dan inovasi di dalam menyelesaikan tugas dan tanggungjawab saya					

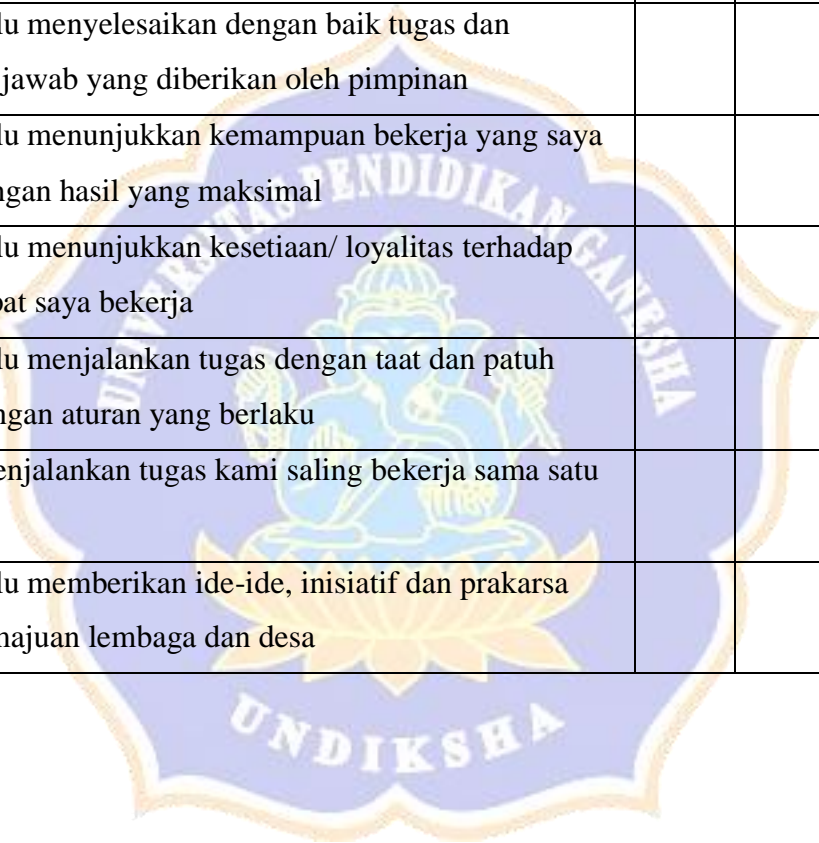
**GAYA KEPEMIMPINAN (X<sub>3</sub>)**

NO	PERNYATAAN	STS	TS	N	S	SS
10	Saya memiliki kemampuan yang baik untuk mengambil sebuah keputusan dalam penyelesaian masalah yang dihadapi					
11	Saya memiliki kemampuan untuk mendorong dan memotivasi kerabat kerja untuk bersama sama mengerjakan tugas yang diberikan					
12	Saya memiliki kemampuan untuk berkomunikasi dengan atasan dan kerabat kerja saya demi kelancaran tugas dan tanggungjawab yang diberikan					
13	Saya memiliki kemampuan dalam mengandalikan bawahan dan rekan kerja saya ketika terjadi permasalahan internal					

14	Saya memiliki kemampuan untuk mengendalikan amarah atau emosi saya ketika adanya keluhan dari masyarakat					
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**KINERJA (Y)**

NO	PERNYATAAN	STS	TS	N	S	SS
15	Menurut saya absen/kehadiran saya ditempat kerja sangat penting untuk menunjukkan kinerja saya					
16	Saya selalu mempertahankan kejujuran saya dalam bekerja untuk menunjukkan kinerja terbaik saya.					
17	Saya selalu menyelesaikan dengan baik tugas dan tanggung jawab yang diberikan oleh pimpinan					
18	Saya selalu menunjukkan kemampuan bekerja yang saya miliki dengan hasil yang maksimal					
19	Saya selalu menunjukkan kesetiaan/ loyalitas terhadap desa tempat saya bekerja					
20	Saya selalu menjalankan tugas dengan taat dan patuh sesuai dengan aturan yang berlaku					
21	Dalam menjalankan tugas kami saling bekerja sama satu sama lain					
22	Saya selalu memberikan ide-ide, inisiatif dan prakarsa untuk kemajuan lembaga dan desa					



Lampiran 05

Dokumentasi Penelitian

Desa Sambirenteng, Kecamatan Tejakula





Desa Alasangker, Kecamatan Buleleng



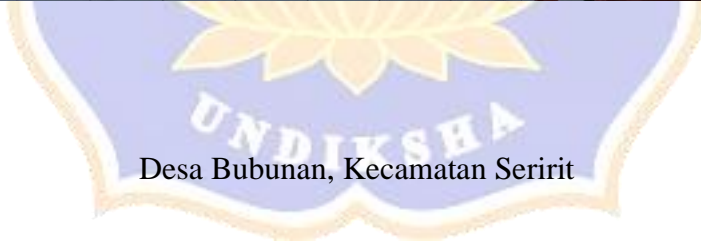
Desa Tegallinggah, Kecamatan Sukasada





Desa Dencarik, Kecamatan Banjar







Desa Busungbiu, Kecamatan Busungbiu







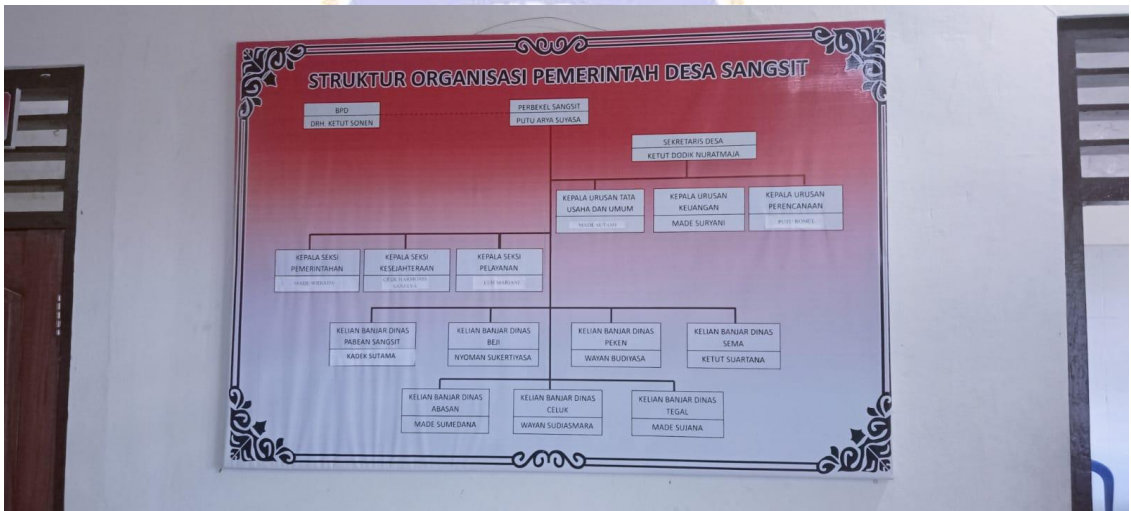
Desa Musi, Kecamatan Gerokgak



Desa Bontihing, Kecamatan Kubutambahan



## Desa Sangsit, Kecamatan Sawan



## Lampiran 06

### Hasil Uji Validitas Item

#### CORRELATIONS

```
/VARIABLES=s1 s2 s3 s4 s5 s6 s7 s8 s9 s10 s11 s12 s13 s14 s15 s16 s17 s18 s19 s20 s21  
s22 skortotal
```

```
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```

### Correlations

#### Notes

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	N of Rows in Working Data File 94
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing.
	Cases Used Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS  /VARIABLES=s1 s2 s3 s4 s5 s6 s7 s8 s9 s10 s11 s12 s13 s14 s15 s16 s17 s18 s19 s20 s21 s22 skortotal  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.



Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

[DataSet0]

**Correlations**

		s1	s2	s3	s4	s5	s6
s1	Pearson Correlation	1	.573**	-.025	.280**	.443**	.523**
	Sig. (2-tailed)		.000	.812	.006	.000	.000
	N	94	94	94	94	94	94
s2	Pearson Correlation	.573**	1	.147	.149	.400**	.330**
	Sig. (2-tailed)	.000		.156	.151	.000	.001
	N	94	94	94	94	94	94
s3	Pearson Correlation	-.025	.147	1	.251*	.240*	.032
	Sig. (2-tailed)	.812	.156		.015	.020	.758
	N	94	94	94	94	94	94
s4	Pearson Correlation	.280**	.149	.251*	1	.181	.023
	Sig. (2-tailed)	.006	.151	.015		.081	.826
	N	94	94	94	94	94	94
s5	Pearson Correlation	.443**	.400**	.240*	.181	1	.693**
	Sig. (2-tailed)	.000	.000	.020	.081		.000
	N	94	94	94	94	94	94
s6	Pearson Correlation	.523**	.330**	.032	.023	.693**	1
	Sig. (2-tailed)	.000	.001	.758	.826	.000	
	N	94	94	94	94	94	94
s7	Pearson Correlation	.052	.072	.369**	.432**	.455**	.559**
	Sig. (2-tailed)	.616	.489	.000	.000	.000	.000
	N	94	94	94	94	94	94

s8	Pearson Correlation	.477**	.616**	.153	.037	.530**	.547**
	Sig. (2-tailed)	.000	.000	.140	.726	.000	.000
	N	94	94	94	94	94	94
s9	Pearson Correlation	-.023	.107	.952**	.227*	.197	.033
	Sig. (2-tailed)	.827	.306	.000	.028	.057	.751
	N	94	94	94	94	94	94
s10	Pearson Correlation	.162	-.020	.268**	-.181	.182	.149
	Sig. (2-tailed)	.118	.851	.009	.081	.080	.152
	N	94	94	94	94	94	94
s11	Pearson Correlation	.143	-.076	.058	-.051	-.016	.340**
	Sig. (2-tailed)	.169	.467	.579	.624	.881	.001
	N	94	94	94	94	94	94

**Correlations**

		s7	s8	s9	s10	s11	s12
s1	Pearson Correlation	.052	.477**	-.023	.162**	.143**	.869**
	Sig. (2-tailed)	.616	.000	.827	.118	.169	.000
	N	94	94	94	94	94	94
s2	Pearson Correlation	.072**	.616	.107	-.020	-.076**	.535**
	Sig. (2-tailed)	.489	.000	.306	.851	.467	.000
	N	94	94	94	94	94	94
s3	Pearson Correlation	.369	.153	.952	.268*	.058*	-.115
	Sig. (2-tailed)	.000	.140	.000	.009	.579	.268
	N	94	94	94	94	94	94
s4	Pearson Correlation	.432**	.037	.227*	-.181	-.051	.179
	Sig. (2-tailed)	.000	.726	.028	.081	.624	.083
	N	94	94	94	94	94	94

s5	Pearson Correlation	.455**	.530**	.197*	.182	-.016	.312**
	Sig. (2-tailed)	.000	.000	.057	.080	.881	.002
	N	94	94	94	94	94	94
s6	Pearson Correlation	.559**	.547**	.033	.149	.340**	.399
	Sig. (2-tailed)	.000	.000	.751	.152	.001	.000
	N	94	94	94	94	94	94
s7	Pearson Correlation	1	.262	.370**	.121**	.416**	.012**
	Sig. (2-tailed)		.011	.000	.244	.000	.909
	N	94	94	94	94	94	94
s8	Pearson Correlation	.262**	1**	.129	.282	.360**	.392**
	Sig. (2-tailed)	.011		.214	.006	.000	.000
	N	94	94	94	94	94	94
s9	Pearson Correlation	.370	.129	1**	.287*	.096	-.110
	Sig. (2-tailed)	.000	.214		.005	.359	.293
	N	94	94	94	94	94	94
s10	Pearson Correlation	.121	.282	.287**	1	.569	.182
	Sig. (2-tailed)	.244	.006	.005		.000	.079
	N	94	94	94	94	94	94
s11	Pearson Correlation	.416	.360	.096	.569	1	.161**
	Sig. (2-tailed)	.000	.000	.359	.000		.120
	N	94	94	94	94	94	94

**Correlations**

		s13	s14	s15	s16	s17	s18
s1	Pearson Correlation	.096	-.088**	.282	.476**	.478**	.461**
	Sig. (2-tailed)	.355	.397	.006	.000	.000	.000
	N	94	94	94	94	94	94

	Pearson Correlation	-.155**	-.116	.109	.487	.459**	.651**
s2	Sig. (2-tailed)	.135	.267	.294	.000	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.325	-.096	-.205	.052*	.116*	.106
s3	Sig. (2-tailed)	.001	.356	.047	.621	.266	.309
	N	94	94	94	94	94	94
	Pearson Correlation	-.116**	.097	.135*	-.023	-.008	-.064
s4	Sig. (2-tailed)	.265	.354	.195	.824	.939	.543
	N	94	94	94	94	94	94
	Pearson Correlation	.304**	.279**	.204*	.322	.311	.339**
s5	Sig. (2-tailed)	.003	.006	.048	.002	.002	.001
	N	94	94	94	94	94	94
	Pearson Correlation	.451**	.523**	.314	.418	.436**	.391
s6	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.497	.551	.125**	.276**	.254**	.268**
s7	Sig. (2-tailed)	.000	.000	.231	.007	.013	.009
	N	94	94	94	94	94	94
	Pearson Correlation	.145**	.011**	.313	.685	.618**	.703**
s8	Sig. (2-tailed)	.164	.915	.002	.000	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.329	-.058	-.185**	.061*	.069	.085
s9	Sig. (2-tailed)	.001	.580	.075	.557	.512	.413
	N	94	94	94	94	94	94
	Pearson Correlation	.642	-.084	.197**	.372	.284	.279
s10	Sig. (2-tailed)	.000	.420	.057	.000	.006	.006

	N	94	94	94	94	94	94
	Pearson Correlation	.591	.268	.056	.324	.398	.407**
s11	Sig. (2-tailed)	.000	.009	.591	.001	.000	.000
	N	94	94	94	94	94	94

**Correlations**

		s19	s20	s21	s22	skortotal
s1	Pearson Correlation	-.111	.335**	.591	.475**	.589**
	Sig. (2-tailed)	.287	.001	.000	.000	.000
	N	94	94	94	94	94
s2	Pearson Correlation	-.129**	.290	.378	.374	.485**
	Sig. (2-tailed)	.217	.005	.000	.000	.000
	N	94	94	94	94	94
s3	Pearson Correlation	-.125	.381	.269	.193*	.376*
	Sig. (2-tailed)	.232	.000	.009	.063	.000
	N	94	94	94	94	94
s4	Pearson Correlation	.001**	.272	.036*	.314	.258
	Sig. (2-tailed)	.996	.008	.732	.002	.012
	N	94	94	94	94	94
s5	Pearson Correlation	.090**	.317**	.409*	.529	.656
	Sig. (2-tailed)	.386	.002	.000	.000	.000
	N	94	94	94	94	94
s6	Pearson Correlation	.259**	.116**	.486	.281	.712**
	Sig. (2-tailed)	.012	.266	.000	.006	.000
	N	94	94	94	94	94
s7	Pearson Correlation	.411	.279	.312**	.124**	.635**
	Sig. (2-tailed)	.000	.007	.002	.235	.000

s8	N	94	94	94	94	94
	Pearson Correlation	-.149**	.497**	.443	.432	.674**
	Sig. (2-tailed)	.153	.000	.000	.000	.000
s9	N	94	94	94	94	94
	Pearson Correlation	-.127	.347	.253**	.169*	.366
	Sig. (2-tailed)	.221	.001	.014	.102	.000
s10	N	94	94	94	94	94
	Pearson Correlation	-.012	.217	.395**	.494	.464
	Sig. (2-tailed)	.906	.036	.000	.000	.000
s11	N	94	94	94	94	94
	Pearson Correlation	.221	.310	.294	.053	.495
	Sig. (2-tailed)	.032	.002	.004	.612	.000
	N	94	94	94	94	94

### Correlations

		s1	s2	s3	s4	s5	s6
s12	Pearson Correlation	.869	.535**	-.115	.179**	.312**	.399**
	Sig. (2-tailed)	.000	.000	.268	.083	.002	.000
	N	94	94	94	94	94	94
s13	Pearson Correlation	.096**	-.155	.325	-.116	.304**	.451**
	Sig. (2-tailed)	.355	.135	.001	.265	.003	.000
	N	94	94	94	94	94	94
s14	Pearson Correlation	-.088	-.116	-.096	.097*	.279*	.523
	Sig. (2-tailed)	.397	.267	.356	.354	.006	.000
	N	94	94	94	94	94	94
s15	Pearson Correlation	.282**	.109	-.205*	.135	.204	.314
	Sig. (2-tailed)	.006	.294	.047	.195	.048	.002

	N	94	94	94	94	94	94
s16	Pearson Correlation	.476**	.487**	.052*	-.023	.322	.418**
	Sig. (2-tailed)	.000	.000	.621	.824	.002	.000
	N	94	94	94	94	94	94
s17	Pearson Correlation	.478**	.459**	.116	-.008	.311**	.436
	Sig. (2-tailed)	.000	.000	.266	.939	.002	.000
	N	94	94	94	94	94	94
s18	Pearson Correlation	.461	.651	.106**	-.064**	.339**	.391**
	Sig. (2-tailed)	.000	.000	.309	.543	.001	.000
	N	94	94	94	94	94	94
s19	Pearson Correlation	-.111**	-.129**	-.125	.001	.090**	.259**
	Sig. (2-tailed)	.287	.217	.232	.996	.386	.012
	N	94	94	94	94	94	94
s20	Pearson Correlation	.335	.290	.381**	.272*	.317	.116
	Sig. (2-tailed)	.001	.005	.000	.008	.002	.266
	N	94	94	94	94	94	94
s21	Pearson Correlation	.591	.378	.269**	.036	.409	.486
	Sig. (2-tailed)	.000	.000	.009	.732	.000	.000
	N	94	94	94	94	94	94
s22	Pearson Correlation	.475	.374	.193	.314	.529	.281**
	Sig. (2-tailed)	.000	.000	.063	.002	.000	.006
	N	94	94	94	94	94	94

**Correlations**

		s7	s8	s9	s10	s11	s12
s12	Pearson Correlation	.012	.392**	-.110	.182**	.161**	1**
	Sig. (2-tailed)	.909	.000	.293	.079	.120	

	N	94	94	94	94	94	94
	Pearson Correlation	.497**	.145	.329	.642	.591**	.106**
s13	Sig. (2-tailed)	.000	.164	.001	.000	.000	.311
	N	94	94	94	94	94	94
	Pearson Correlation	.551	.011	-.058	-.084*	.268*	-.119
s14	Sig. (2-tailed)	.000	.915	.580	.420	.009	.253
	N	94	94	94	94	94	94
	Pearson Correlation	.125**	.313	-.185*	.197	.056	.302
s15	Sig. (2-tailed)	.231	.002	.075	.057	.591	.003
	N	94	94	94	94	94	94
	Pearson Correlation	.276**	.685**	.061*	.372	.324	.512**
s16	Sig. (2-tailed)	.007	.000	.557	.000	.001	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.254**	.618**	.069	.284	.398**	.467
s17	Sig. (2-tailed)	.013	.000	.512	.006	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.268	.703	.085**	.279**	.407**	.537**
s18	Sig. (2-tailed)	.009	.000	.413	.006	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.411**	-.149**	-.127	-.012	.221**	.027**
s19	Sig. (2-tailed)	.000	.153	.221	.906	.032	.793
	N	94	94	94	94	94	94
	Pearson Correlation	.279	.497	.347**	.217*	.310	.325
s20	Sig. (2-tailed)	.007	.000	.001	.036	.002	.001
	N	94	94	94	94	94	94
s21	Pearson Correlation	.312	.443	.253**	.395	.294	.547



s22	Sig. (2-tailed)	.002	.000	.014	.000	.004	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.124	.432	.169	.494	.053	.386**
	Sig. (2-tailed)	.235	.000	.102	.000	.612	.000
	N	94	94	94	94	94	94

**Correlations**

		s13	s14	s15	s16	s17	s18
s12	Pearson Correlation	.106	-.119**	.302	.512**	.467**	.537**
	Sig. (2-tailed)	.311	.253	.003	.000	.000	.000
	N	94	94	94	94	94	94
s13	Pearson Correlation	1**	.251	.046	.305	.291**	.245**
	Sig. (2-tailed)		.015	.657	.003	.004	.017
	N	94	94	94	94	94	94
s14	Pearson Correlation	.251	1	.160	.041*	.091*	.022
	Sig. (2-tailed)	.015		.123	.698	.383	.833
	N	94	94	94	94	94	94
s15	Pearson Correlation	.046**	.160	1*	.536	.475	.347
	Sig. (2-tailed)	.657	.123		.000	.000	.001
	N	94	94	94	94	94	94
s16	Pearson Correlation	.305**	.041**	.536*	1	.813	.847**
	Sig. (2-tailed)	.003	.698	.000		.000	.000
	N	94	94	94	94	94	94
s17	Pearson Correlation	.291**	.091**	.475	.813	1**	.775
	Sig. (2-tailed)	.004	.383	.000	.000		.000
	N	94	94	94	94	94	94
s18	Pearson Correlation	.245	.022	.347**	.847**	.775**	1**

	Sig. (2-tailed)	.017	.833	.001	.000	.000	
	N	94	94	94	94	94	94
	Pearson Correlation	.179**	.689**	.115	.091	.143**	.124**
s19	Sig. (2-tailed)	.084	.000	.268	.382	.170	.234
	N	94	94	94	94	94	94
	Pearson Correlation	.219	.035	.361**	.585*	.703	.650
s20	Sig. (2-tailed)	.034	.735	.000	.000	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.343	.050	.435**	.786	.825	.666
s21	Sig. (2-tailed)	.001	.630	.000	.000	.000	.000
	N	94	94	94	94	94	94
	Pearson Correlation	.329	-.003	.385	.483	.357	.387**
s22	Sig. (2-tailed)	.001	.980	.000	.000	.000	.000
	N	94	94	94	94	94	94

### Correlations

		s19	s20	s21	s22	skortotal
	Pearson Correlation	.027	.325**	.547	.386**	.541**
s12	Sig. (2-tailed)	.793	.001	.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	.179**	.219	.343	.329	.551**
s13	Sig. (2-tailed)	.084	.034	.001	.001	.000
	N	94	94	94	94	94
	Pearson Correlation	.689	.035	.050	-.003*	.348*
s14	Sig. (2-tailed)	.000	.735	.630	.980	.001
	N	94	94	94	94	94
s15	Pearson Correlation	.115**	.361	.435*	.385	.419

	Sig. (2-tailed)	.268	.000	.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	.091**	.585**	.786*	.483	.743
s16	Sig. (2-tailed)	.382	.000	.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	.143**	.703**	.825	.357	.742**
s17	Sig. (2-tailed)	.170	.000	.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	.124	.650	.666**	.387**	.733**
s18	Sig. (2-tailed)	.234	.000	.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	1**	.039**	.178	-.094	.290**
s19	Sig. (2-tailed)		.706	.085	.368	.005
	N	94	94	94	94	94
	Pearson Correlation	.039	1	.559**	.357*	.650
s20	Sig. (2-tailed)	.706		.000	.000	.000
	N	94	94	94	94	94
	Pearson Correlation	.178	.559	1**	.365	.776
s21	Sig. (2-tailed)	.085	.000		.000	.000
	N	94	94	94	94	94
	Pearson Correlation	-.094	.357	.365	1	.585
s22	Sig. (2-tailed)	.368	.000	.000		.000
	N	94	94	94	94	94

**Correlations**

		s1	s2	s3	s4	s5	s6
	Pearson Correlation	.589	.485**	.376	.258**	.656**	.712**
skortotal	Sig. (2-tailed)	.000	.000	.000	.012	.000	.000
	N	94	94	94	94	94	94

**Correlations**

		s7	s8	s9	s10	s11	s12
	Pearson Correlation	.635	.674**	.366	.464**	.495**	.541**
skortotal	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	94	94	94	94	94	94

**Correlations**

		s13	s14	s15	s16	s17	s18
	Pearson Correlation	.551	.348**	.419	.743**	.742**	.733**
skortotal	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000
	N	94	94	94	94	94	94

**Correlations**

		s19	s20	s21	s22	skortotal
	Pearson Correlation	.290	.650**	.776	.585**	1**
skortotal	Sig. (2-tailed)	.005	.000	.000	.000	
	N	94	94	94	94	94

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

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

## Lampiran 07

### Hasil uji Reliabilitas item

#### RELIABILITY

/VARIABLES=s1 s2 s3 s4 s5 s6 s7 s8 s9 s10 s11 s12 s13 s14 s15 s16 s17 s18 s19 s20 s21  
s22

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

### Reliability



#### Notes

Output Created		15-FEB-2023 20:13:26
Comments		
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
Input	Split File	<none>
	N of Rows in Working Data File	94
	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling		
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY	
		/VARIABLES=s1 s2 s3 s4 s5 s6 s7 s8 s9 s10 s11 s12 s13 s14 s15 s16 s17 s18 s19 s20 s21 s22	
		/SCALE('ALL VARIABLES') ALL	
		/MODEL=ALPHA	
		/SUMMARY=TOTAL.	
Resources	Processor Time		00:00:00.02
	Elapsed Time		00:00:00.01

[DataSet0]

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
	Valid	94	100.0
Cases	Excluded <sup>a</sup>	0	.0
	Total	94	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.879	22

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
s1	89.46	40.444	.532	.872
s2	89.41	41.428	.424	.875
s3	89.76	41.606	.288	.880
s4	89.57	42.978	.189	.881
s5	89.82	38.967	.592	.870
s6	89.97	38.117	.652	.867
s7	90.04	40.213	.583	.871
s8	89.54	40.057	.628	.870
s9	89.71	41.626	.275	.881
s10	89.64	41.760	.407	.876
s11	89.56	40.786	.421	.875
s12	89.47	40.918	.482	.874
s13	89.81	40.737	.491	.873
s14	89.80	41.862	.260	.881
s15	89.79	42.363	.368	.877
s16	89.53	39.757	.707	.868
s17	89.63	40.000	.708	.868
s18	89.56	39.883	.696	.868
s19	89.86	41.798	.164	.890
s20	89.52	40.360	.603	.870
s21	89.63	39.376	.743	.866
s22	89.80	40.443	.527	.872

## Lampiran 08

### Pengujian Asumsi Klasik dan Analisis Regresi Linear Berganda

#### Regression

##### Notes

Output Created		11-MAR-2023 15:01:42
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	94
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.





Syntax		REGRESSION  /DESCRIPTIVES MEAN STDDEV CORR SIG N  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER X1 X2 X3  /SCATTERPLOT=(*SRESID ,*ZPRED)  /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).
Resources	Processor Time	00:00:04,28
	Elapsed Time	00:00:01,97
	Memory Required	1956 bytes
	Additional Memory Required for Residual Plots	896 bytes

[DataSet0]

### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	34,28	2,890	94
Kompetensi	17,60	1,347	94
Motivasi	20,91	2,067	94
Gaya Kepemimpinan	21,43	1,769	94



### Correlations

		Kinerja	Kompetensi	Motivasi	Gaya Kepemimpinan
Pearson Correlation	Kinerja	1,000	,463	,594	,599
	Kompetensi	,463	1,000	,621	,249
	Motivasi	,594	,621	1,000	,522
	Gaya Kepemimpinan	,599	,249	,522	1,000
Sig. (1-tailed)	Kinerja	.	,000	,000	,000
	Kompetensi	,000	.	,000	,008
	Motivasi	,000	,000	.	,000
	Gaya Kepemimpinan	,000	,008	,000	.
N	Kinerja	94	94	94	94
	Kompetensi	94	94	94	94
	Motivasi	94	94	94	94
	Gaya Kepemimpinan	94	94	94	94

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

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Gaya Kepemimpinan, Motivasi <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,702 <sup>a</sup>	,493	,476	2,091

a. Predictors: (Constant), , Kompetensi, Motivasi Kerja, Gaya Kepemimpinan

b. Dependent Variable: Kinerja

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	383,233	3	127,744	29,212	,000 <sup>b</sup>
	Residual	393,576	90	4,373		
	Total	776,809	93			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Gaya Kepemimpinan, Kompetensi, Motivasi

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

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	4,642	3,496		1,328	,188
	Kompetensi	,437	,207	,204	2,113	,037
	Motivasi	,349	,153	,250	2,283	,025
	Gaya Kepemimpinan	,684	,145	,418	4,727	,000

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kompetensi	,607	1,649
	Motivasi	,471	2,125
	Gaya Kepemimpinan	,719	1,392

a. Dependent Variable: Kinerja

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kepemimpinan	Motivasi
1	1	3,989	1,000	,00	,00	,00
	2	,005	28,108	,15	,10	,33
	3	,005	29,671	,22	,19	,19
	4	,002	47,247	,64	,71	,48

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance Proportions
		Gaya Kepemimpinan
1	1	,00
	2	,28
	3	,33
	4	,39



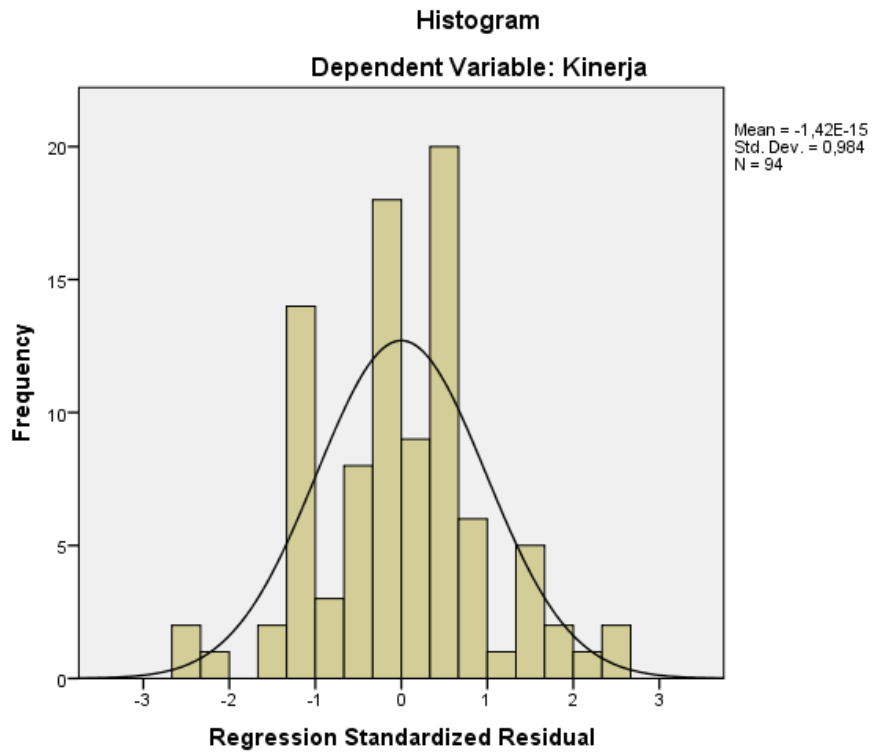
a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

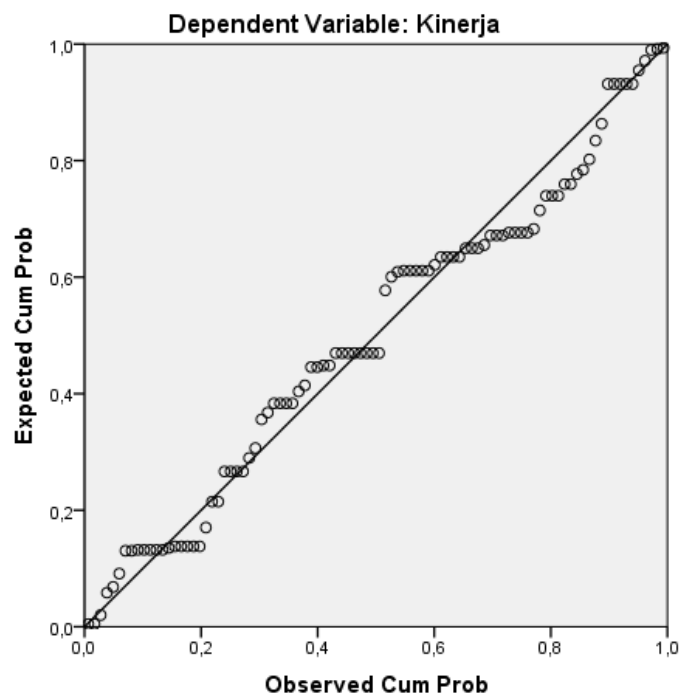
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	30,47	39,20	34,28	2,030	94
Std. Predicted Value	-1,877	2,424	,000	1,000	94
Standard Error of Predicted Value	,241	,662	,423	,087	94
Adjusted Predicted Value	30,43	39,13	34,27	2,041	94
Residual	-5,430	5,204	,000	2,057	94
Std. Residual	-2,596	2,489	,000	,984	94
Stud. Residual	-2,707	2,624	,001	1,012	94
Deleted Residual	-5,903	5,784	,003	2,179	94
Stud. Deleted Residual	-2,809	2,715	,001	1,028	94
Mahal. Distance	,243	8,335	2,968	1,633	94
Cook's Distance	,000	,192	,015	,034	94
Centered Leverage Value	,003	,090	,032	,018	94

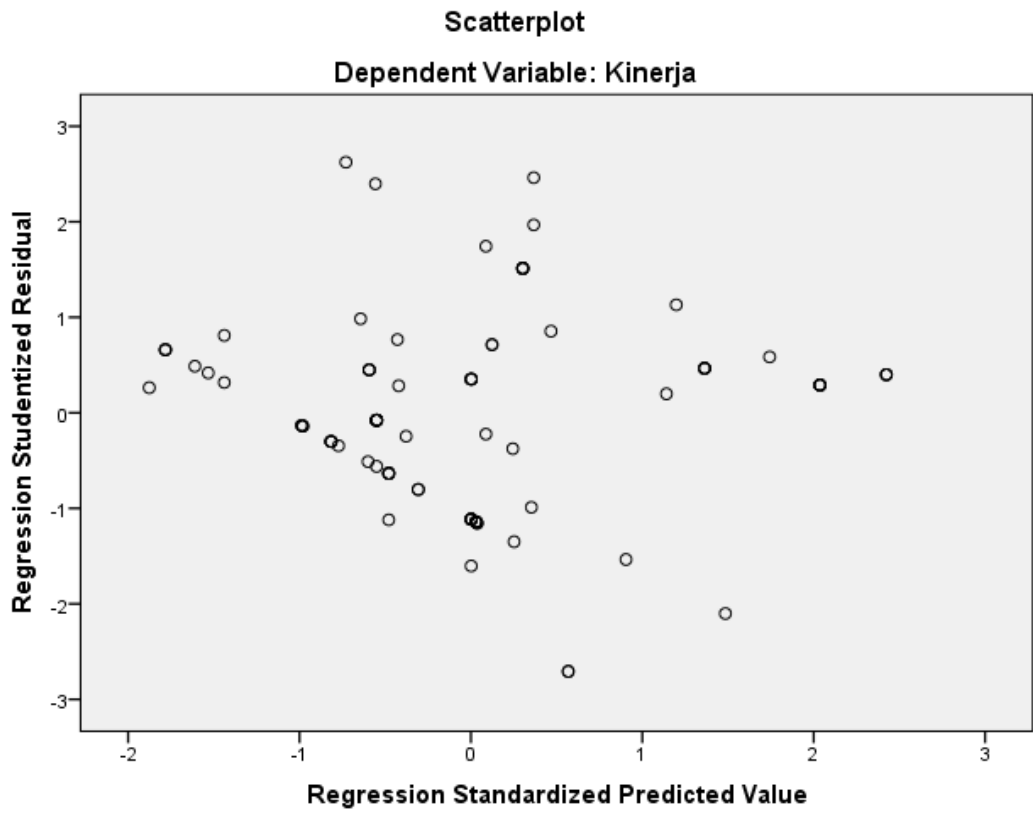
a. Dependent Variable: Kinerja

## Charts



Normal P-P Plot of Regression Standardized Residual





Lampiran 09

Hasil Kuisioer Indikator Masing-Masing Variabel Penelitian

NO	NAMA DESA	JABATAN	JK	UMUR	PEND.	MASA KERJA	HASIL KUISIOER VARIABEL															
							KOMPETENSI					MOTIVASI KERJA					GAYA KEPEMIMPINAN					
							1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	ALASANGKER	SEKDES	L	40	SMA	6	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	4
2	ALASANGKER	KAUR KEU	L	41	S1	5	4	4	4	5	4	4	4	4	4	4	4	5	5	4	5	5
3	ALASANGKER	KASI KESRA	L	29	S1	4	3	5	5	4	4	5	5	3	5	4	4	5	4	3	5	3
4	ALASANGKER	KASI PEM	L	30	SMA	4	5	5	5	5	5	5	4	5	5	4	4	4	4	4	4	4
5	ALASANGKER	KASI PEL	L	29	SMA	5	4	5	4	5	4	5	4	4	5	5	4	5	4	4	4	4
6	ALASANGKER	KAUR PER	L	44	SMA	21	5	5	4	5	5	5	5	5	5	4	5	4	4	4	5	5
7	ALASANGKER	KELIAN BD	L	43	SMA	18	5	4	4	4	5	4	5	5	4	4	4	5	4	4	4	4
8	ALASANGKER	KELIAN BD	L	51	S1	22	5	5	5	5	5	5	4	5	5	4	4	4	4	4	4	4
9	ALASANGKER	KELIAN BD	L	51	S1	22	5	5	4	4	5	4	5	5	5	5	5	5	5	5	4	4
10	ALASANGKER	KELIAN BD	L	55	SMA	10	4	5	4	4	3	3	4	4	5	4	4	4	5	4	4	4
11	SAMBIRENTENG	SEKDES	L	30	SMA	8	4	4	4	4	4	4	4	4	4	5	5	4	5	5	5	5
12	SAMBIRENTENG	KAUR TU	P	32	SMA	7	4	4	4	5	4	4	4	4	4	4	4	4	5	4	4	4
13	SAMBIRENTENG	KASI PEM	P	30	SMA	7	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
14	SAMBIRENTENG	KASI PEL	P	25	D1	3	5	5	4	5	4	4	4	4	4	4	4	5	4	4	4	4
15	SAMBIRENTENG	KAUR PER	L	32	SMA	3	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4
16	SAMBIRENTENG	KASI KESRA	P	31	D1	8	4	4	4	4	3	4	4	4	4	3	5	4	4	5	4	5
17	SAMBIRENTENG	KAUR KEU	L	47	D1	8	5	5	4	5	4	4	4	4	4	4	4	5	4	4	4	4
18	SAMBIRENTENG	KELIAN BD	L	39	SMA	8	4	4	5	5	4	3	4	4	5	4	4	4	4	4	4	4
19	SAMBIRENTENG	KELIAN BD	L	42	SMA	8	4	4	4	4	3	4	4	4	4	4	5	4	4	5	4	5
20	SAMBIRENTENG	KELIAN BD	L	46	SMA	8	5	5	4	5	5	5	5	5	4	4	5	5	4	5	4	5
21	SAMBIRENTENG	KELIAN BD	L	56	SMA	8	4	5	4	4	4	4	4	5	4	4	4	4	4	4	4	4
22	BONTIHING	SEKDES	L	55	SMA	10	5	5	4	5	4	4	4	4	4	4	4	5	4	4	4	4
23	BONTIHING	KASI KESRA	L	40	SMA	6	4	4	5	5	4	3	4	4	5	4	4	4	4	4	4	4
24	BONTIHING	KAUR KEU	P	29	S1	6	4	4	4	4	3	4	4	4	5	4	5	4	4	5	4	5
25	BONTIHING	KAUR TU	P	59	SMA	10	5	5	3	5	4	3	4	5	2	4	5	5	3	4	4	4
26	BONTIHING	KASI PEM	P	57	SMA	10	4	4	5	5	4	3	4	4	5	4	4	4	4	4	4	4
27	BONTIHING	KASI PEL	P	35	SMA	7	4	4	4	4	3	4	4	4	5	4	5	4	4	5	4	5
28	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	5	5	4	3	4	4	5	4	4	4	4	4	4	4
29	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	4	4	3	4	4	4	4	4	5	4	4	5	4	5
30	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	5	5	4	3	4	4	5	4	4	4	4	4	4	4
31	TEGALLINGGAH	SEKDES	L	34	S1	7	4	4	4	4	3	4	4	4	4	4	5	4	4	5	4	5
32	TEGALLINGGAH	KAUR KEU	L	35	SMA	7	5	5	3	5	3	3	4	5	2	4	5	5	3	4	4	4
33	TEGALLINGGAH	KAUR PER	L	46	SMA	7	5	4	4	5	4	4	4	4	4	5	4	5	4	4	4	4
34	TEGALLINGGAH	KASI PEL	L	38	S1	7	5	5	4	5	5	5	5	5	4	4	5	5	4	5	4	5



35	TEGALLINGGAH	KASI KESRA	L	31	S1	7	4	5	4	4	4	4	4	5	4	4	4	4	4	4
36	TEGALLINGGAH	KAUR TU	L	30	SMA	6	5	5	5	5	5	5	4	5	5	4	4	5	4	4
37	TEGALLINGGAH	KASI PEM	L	34	D1	7	5	5	4	4	5	4	4	5	4	5	5	5	5	4
38	TEGALLINGGAH	KELIAN BD	L	43	SMA	7	3	4	4	4	3	3	4	4	4	4	4	3	4	4
39	TEGALLINGGAH	KELIAN BD	L	45	SMA	7	4	4	4	4	4	4	4	4	4	5	5	4	5	5
40	TEGALLINGGAH	KELIAN BD	L	45	SMA	7	4	4	4	4	4	4	4	4	4	4	4	4	5	4
41	TEGALLINGGAH	KELIAN BD	L	48	SMA	7	4	4	4	4	4	4	4	4	4	4	4	4	4	4
42	TEGALLINGGAH	KELIAN BD	L	38	SMA	3	5	5	4	5	4	4	4	4	4	4	4	5	4	4
43	TEGALLINGGAH	KELIAN BD	L	37	SMA	3	4	4	5	5	4	3	4	4	5	4	4	4	4	4
44	TEGALLINGGAH	KELIAN BD	L	40	SMA	3	4	4	4	4	3	4	4	4	4	4	5	4	4	5
45	BUSUNGBIU	SEKDES	P	32	SMA	12	5	5	4	5	4	4	4	4	4	4	4	5	4	4
46	BUSUNGBIU	KASI PEM	L	56	D2	32	4	4	5	5	4	3	4	4	5	4	4	4	4	4
47	BUSUNGBIU	KASI KESRA	L	52	SMA	32	4	4	4	4	3	4	4	4	4	4	5	4	4	5
48	BUSUNGBIU	KASI PEL	P	48	SMA	13	5	5	4	5	5	5	5	5	4	4	5	5	4	5
49	BUSUNGBIU	KAUR PER	L	46	SMA	8	4	5	4	4	4	4	4	5	4	4	4	4	4	4
50	BUSUNGBIU	KAUR KEU	P	26	SMA	5	5	5	4	5	4	4	4	4	4	4	4	5	4	4
51	BUSUNGBIU	KAUR TU	L	28	D3	6	4	4	5	5	4	4	4	4	5	4	4	4	4	4
52	BUSUNGBIU	KELIAN BD	L	57	S1	10	4	4	5	5	4	3	4	4	5	4	4	4	4	4
53	BUSUNGBIU	KELIAN BD	L	51	SMA	8	5	5	5	5	5	5	5	5	5	5	5	5	5	5
54	BUSUNGBIU	KELIAN BD	L	58	SMA	13	4	4	4	4	5	4	4	5	4	5	5	4	4	4
55	SANGSIT	SEKDES	L	41	S1	6	5	5	5	4	3	3	4	5	5	5	5	5	4	2
56	SANGSIT	KAUR TU	L	58	SMA	30	5	5	5	5	5	5	5	5	5	5	5	5	5	5
57	SANGSIT	KASI PEM	P	42	SMA	5	5	4	4	4	5	4	4	5	4	5	5	4	4	4
58	SANGSIT	KASI PEL	P	54	SMA	6	5	5	5	4	3	4	3	5	5	5	5	5	4	2
59	SANGSIT	KAUR PER	L	58	S1	30	5	5	5	5	5	5	5	5	5	5	5	5	5	5
60	SANGSIT	KAUR KEU	L	33	SMA	6	4	4	4	4	5	4	4	5	4	5	5	4	4	4
61	SANGSIT	KELIAN BD	L	43	SMA	2	5	5	5	4	3	4	3	5	5	5	5	5	4	2
62	SANGSIT	KELIAN BD	L	53	SMA	25	5	5	5	4	3	4	3	5	5	5	5	5	4	2
63	SANGSIT	KELIAN BD	L	55	SMA	25	5	5	4	4	5	5	4	5	4	4	4	5	4	4
64	SANGSIT	KELIAN BD	L	37	SMA	6	4	5	4	4	5	5	4	5	4	4	4	5	4	4
65	SANGSIT	KELIAN BD	L	59	SMA	30	5	4	3	4	4	4	4	4	3	4	4	5	4	4
66	DENCARIK	SEKDES	L	31	S1	6	4	5	4	4	4	3	3	4	4	4	3	4	3	4
67	DENCARIK	KASI PEM	L	33	S1	5	5	5	5	4	5	5	4	5	5	5	5	5	5	5
68	DENCARIK	KASI KESRA	P	33	SMA	7	4	4	4	4	4	4	4	4	4	5	5	4	5	4
69	DENCARIK	KASI PEL	L	29	SMA	7	5	4	3	4	4	4	3	4	3	4	4	5	4	4
70	DENCARIK	KAUR TU	P	39	D3	7	4	5	4	4	4	3	4	4	4	4	3	4	3	4
71	DENCARIK	KAUR KEU	L	37	D3	6	5	5	4	4	5	5	4	5	4	4	4	5	4	4
72	DENCARIK	KAUR PER	L	55	SMA	7	5	4	3	4	4	4	4	4	3	4	4	5	4	4
73	DENCARIK	KELIAN BD	L	42	SMA	5	4	5	4	4	4	3	3	4	4	4	3	4	3	4
74	DENCARIK	KELIAN BD	L	52	SMA	7	5	5	5	4	5	5	4	5	5	5	5	5	5	5
75	DENCARIK	KELIAN BD	L	33	SMA	1	4	4	4	4	4	4	4	4	4	5	5	4	5	4

76	MUSI	SEKDES	L	47	SMA	26	5	5	4	4	5	5	4	5	4	4	4	5	4	4
77	MUSI	KAUR KEU	L	32	SMA	8	5	4	3	4	4	4	4	4	3	4	4	5	4	4
78	MUSI	KAUR PER	L	37	SMA	5	4	5	4	4	4	3	3	4	4	4	3	4	3	4
79	MUSI	KAUR TU	P	42	SMA	8	5	5	5	4	5	5	4	5	5	5	5	5	5	5
80	MUSI	KASI PEM	L	32	S1	5	4	4	4	4	4	4	4	4	4	5	5	4	5	4
81	MUSI	KASI KESRA	L	32	SMA	8	5	5	4	4	5	5	4	5	4	4	4	5	4	4
82	MUSI	KASI PEL	L	32	SMA	8	5	4	3	4	4	4	3	4	3	4	4	5	4	4
83	MUSI	KELIAN BD	L	46	SMA	8	4	5	4	4	4	4	4	4	4	4	3	4	3	4
84	MUSI	KELIAN BD	L	39	SMA	8	5	5	5	4	5	5	4	5	5	5	5	5	5	5
85	BUBUNAN	SEKDES	L	47	S1	8	4	4	3	4	4	4	4	4	4	3	5	4	3	4
86	BUBUNAN	KAUR TU	P	39	D3	8	5	5	4	4	5	5	4	5	4	4	4	5	4	4
87	BUBUNAN	KAUR PER	L	34	S1	6	5	4	4	4	4	4	3	4	3	4	4	5	4	4
88	BUBUNAN	KAUR KEU	L	39	SMA	11	4	5	4	4	4	4	4	4	4	4	3	4	3	4
89	BUBUNAN	KASI PEM	P	46	SMA	15	5	5	5	4	5	5	4	5	5	5	5	5	5	5
90	BUBUNAN	KASI KESRA	P	37	SMA	7	4	4	4	4	4	4	4	4	4	5	5	4	5	4
91	BUBUNAN	KASI PEL	L	33	SMA	8	4	4	4	4	4	4	4	4	4	5	5	4	5	4
92	BUBUNAN	KELIAN BD	L	36	S1	8	5	4	5	5	5	5	4	5	5	4	4	4	4	4
93	BUBUNAN	KELIAN BD	L	45	SMA	15	5	4	4	5	4	4	4	4	4	5	4	5	4	4
94	BUBUNAN	KELIAN BD	L	53	S1	12	5	5	4	5	5	5	5	5	4	4	5	5	4	5

### Hasil Kuisioer Indikator Kinerja

NO	NAMA DESA	JABATAN	JK	UMUR	PEND.	MASA KERJA	HASIL KUISIOER INDIKATOR							
							KINERJA							
							1	2	3	4	5	6	7	8
1	ALASANGKER	SEKDES	L	40	SMA	6	4	5	5	5	5	5	5	5
2	ALASANGKER	KAUR KEU	L	41	S1	5	4	4	4	5	5	4	4	4
3	ALASANGKER	KASI KESRA	L	29	S1	4	3	4	4	5	5	4	5	4
4	ALASANGKER	KASI PEM	L	30	SMA	4	4	4	4	4	1	4	4	5
5	ALASANGKER	KASI PEL	L	29	SMA	5	5	5	4	4	5	4	5	5
6	ALASANGKER	KAUR PER	L	44	SMA	21	5	5	5	5	5	5	5	4
7	ALASANGKER	KELIAN BD	L	43	SMA	18	4	5	4	5	4	4	4	4
8	ALASANGKER	KELIAN BD	L	51	S1	22	4	4	4	4	1	4	4	5
9	ALASANGKER	KELIAN BD	L	51	S1	22	4	5	4	5	1	5	4	5
10	ALASANGKER	KELIAN BD	L	55	SMA	10	4	4	5	4	4	4	3	4
11	SAMBIRENTENG	SEKDES	L	30	SMA	8	5	5	5	5	5	5	5	4
12	SAMBIRENTENG	KAUR TU	P	32	SMA	7	4	5	5	4	4	4	5	4
13	SAMBIRENTENG	KASI PEM	P	30	SMA	7	4	4	4	4	4	4	4	4
14	SAMBIRENTENG	KASI PEL	P	25	D1	3	4	4	4	4	4	4	4	4
15	SAMBIRENTENG	KAUR PER	L	32	SMA	3	4	4	4	4	4	5	4	4

16	SAMBIRENTENG	KASI KESRA	P	31	D1	8	4	4	4	4	5	4	4	3
17	SAMBIRENTENG	KAUR KEU	L	47	D1	8	4	4	4	4	4	4	4	4
18	SAMBIRENTENG	KELIAN BD	L	39	SMA	8	4	4	4	4	4	5	4	4
19	SAMBIRENTENG	KELIAN BD	L	42	SMA	8	4	4	4	4	4	4	4	3
20	SAMBIRENTENG	KELIAN BD	L	46	SMA	8	4	5	5	5	5	5	5	4
21	SAMBIRENTENG	KELIAN BD	L	56	SMA	8	4	5	4	5	4	4	4	4
22	BONTIHING	SEKDES	L	55	SMA	10	4	4	4	4	4	4	4	4
23	BONTIHING	KASI KESRA	L	40	SMA	6	4	4	4	4	4	5	4	4
24	BONTIHING	KAUR KEU	P	29	S1	6	4	4	4	4	5	4	4	3
25	BONTIHING	KAUR TU	P	59	SMA	10	5	5	5	5	4	5	4	5
26	BONTIHING	KASI PEM	P	57	SMA	10	4	4	4	4	4	5	4	4
27	BONTIHING	KASI PEL	P	35	SMA	7	4	4	4	4	5	4	4	3
28	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	4	4	4	5	4	4
29	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	4	4	5	4	4	3
30	BONTIHING	KELIAN BD	L	43	SMA	7	4	4	4	4	4	5	4	4
31	TEGALLINGGAH	SEKDES	L	34	S1	7	4	4	4	4	5	4	4	3
32	TEGALLINGGAH	KAUR KEU	L	35	SMA	7	5	5	5	5	4	5	4	5
33	TEGALLINGGAH	KAUR PER	L	46	SMA	7	5	5	4	4	4	4	5	5
34	TEGALLINGGAH	KASI PEL	L	38	S1	7	4	5	5	5	5	5	5	4
35	TEGALLINGGAH	KASI KESRA	L	31	S1	7	4	5	4	5	4	4	4	4
36	TEGALLINGGAH	KAUR TU	L	30	SMA	6	4	4	4	4	4	4	4	5
37	TEGALLINGGAH	KASI PEM	L	34	D1	7	4	5	4	5	5	5	4	5
38	TEGALLINGGAH	KELIAN BD	L	43	SMA	7	4	4	4	4	4	4	3	4
39	TEGALLINGGAH	KELIAN BD	L	45	SMA	7	5	5	5	5	5	5	5	5
40	TEGALLINGGAH	KELIAN BD	L	45	SMA	7	4	5	5	4	4	4	5	4
41	TEGALLINGGAH	KELIAN BD	L	48	SMA	7	4	4	4	4	4	4	4	4
42	TEGALLINGGAH	KELIAN BD	L	38	SMA	3	4	4	4	4	4	4	4	4
43	TEGALLINGGAH	KELIAN BD	L	37	SMA	3	4	4	4	4	4	5	4	4
44	TEGALLINGGAH	KELIAN BD	L	40	SMA	3	4	4	4	4	5	4	4	3
45	BUSUNGBIU	SEKDES	P	32	SMA	12	4	4	4	4	4	4	4	4
46	BUSUNGBIU	KASI PEM	L	56	D2	32	4	4	4	4	4	5	4	4
47	BUSUNGBIU	KASI KESRA	L	52	SMA	32	4	4	4	4	5	4	4	3
48	BUSUNGBIU	KASI PEL	P	48	SMA	13	4	5	5	5	5	5	5	4
49	BUSUNGBIU	KAUR PER	L	46	SMA	8	4	5	4	5	4	4	4	4
50	BUSUNGBIU	KAUR KEU	P	26	SMA	5	4	4	4	4	3	4	4	4
51	BUSUNGBIU	KAUR TU	L	28	D3	6	4	4	4	4	4	5	4	4
52	BUSUNGBIU	KELIAN BD	L	57	S1	10	4	4	4	4	3	5	4	4
53	BUSUNGBIU	KELIAN BD	L	51	SMA	8	5	5	5	5	5	5	5	5
54	BUSUNGBIU	KELIAN BD	L	58	SMA	13	4	4	4	4	4	4	4	4
55	SANGSIT	SEKDES	L	41	S1	6	4	5	5	5	2	5	5	4
56	SANGSIT	KAUR TU	L	58	SMA	30	5	5	5	5	5	5	5	5

57	SANGSIT	KASI PEM	P	42	SMA	5	4	4	4	4	4	4	4	4
58	SANGSIT	KASI PEL	P	54	SMA	6	4	5	5	5	2	5	5	4
59	SANGSIT	KAUR PER	L	58	S1	30	5	5	5	5	5	5	5	5
60	SANGSIT	KAUR KEU	L	33	SMA	6	4	4	4	4	4	4	4	4
61	SANGSIT	KELIAN BD	L	43	SMA	2	4	5	5	5	2	5	5	4
62	SANGSIT	KELIAN BD	L	53	SMA	25	4	5	5	5	2	5	5	4
63	SANGSIT	KELIAN BD	L	55	SMA	25	5	5	5	5	4	5	5	4
64	SANGSIT	KELIAN BD	L	37	SMA	6	5	5	5	5	4	5	5	4
65	SANGSIT	KELIAN BD	L	59	SMA	30	4	4	4	4	4	4	4	4
66	DENCARIK	SEKDES	L	31	S1	6	4	4	4	4	4	4	4	4
67	DENCARIK	KASI PEM	L	33	S1	5	4	5	5	5	5	5	5	5
68	DENCARIK	KASI KESRA	P	33	SMA	7	4	4	4	4	4	4	4	4
69	DENCARIK	KASI PEL	L	29	SMA	7	4	4	4	4	4	4	4	4
70	DENCARIK	KAUR TU	P	39	D3	7	4	4	4	4	4	4	4	4
71	DENCARIK	KAUR KEU	L	37	D3	6	5	5	5	5	4	5	5	4
72	DENCARIK	KAUR PER	L	55	SMA	7	4	4	4	4	4	4	4	4
73	DENCARIK	KELIAN BD	L	42	SMA	5	4	4	4	4	4	4	4	4
74	DENCARIK	KELIAN BD	L	52	SMA	7	4	5	5	5	5	5	5	5
75	DENCARIK	KELIAN BD	L	33	SMA	1	4	4	4	4	4	4	4	4
76	MUSI	SEKDES	L	47	SMA	26	5	5	5	5	4	5	5	4
77	MUSI	KAUR KEU	L	32	SMA	8	4	4	4	4	4	4	4	4
78	MUSI	KAUR PER	L	37	SMA	5	4	4	4	4	4	4	4	4
79	MUSI	KAUR TU	P	42	SMA	8	4	5	5	5	5	5	5	5
80	MUSI	KASI PEM	L	32	S1	5	4	4	4	4	4	4	4	4
81	MUSI	KASI KESRA	L	32	SMA	8	5	5	5	5	4	5	5	4
82	MUSI	KASI PEL	L	32	SMA	8	4	4	4	4	4	4	4	4
83	MUSI	KELIAN BD	L	46	SMA	8	4	4	4	4	4	4	4	4
84	MUSI	KELIAN BD	L	39	SMA	8	4	5	5	5	5	5	5	5
85	BUBUNAN	SEKDES	L	47	S1	8	4	4	4	4	4	4	4	4
86	BUBUNAN	KAUR TU	P	39	D3	8	5	5	5	5	4	5	5	4
87	BUBUNAN	KAUR PER	L	34	S1	6	4	4	4	4	4	4	4	4
88	BUBUNAN	KAUR KEU	L	39	SMA	11	4	4	4	4	4	4	4	5
89	BUBUNAN	KASI PEM	P	46	SMA	15	4	5	5	5	5	5	5	5
90	BUBUNAN	KASI KESRA	P	37	SMA	7	4	4	4	4	4	4	4	4
91	BUBUNAN	KASI PEL	L	33	SMA	8	4	4	4	4	4	4	4	4
92	BUBUNAN	KELIAN BD	L	36	S1	8	4	4	4	4	4	4	4	5
93	BUBUNAN	KELIAN BD	L	45	SMA	15	5	5	4	4	4	4	5	5
94	BUBUNAN	KELIAN BD	L	53	S1	12	4	5	5	5	5	5	5	4