



LAMPIRAN

Lampiran 1. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Kinerja Pegawai

1 Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Kinerja Pegawai

- (a) Apabila jawaban A diberikan skor 5
- (b) Apabila jawaban B diberikan skor 4
- (c) Apabila jawaban C diberikan skor 3
- (d) Apabila jawaban D diberikan skor 2
- (e) Apabila jawaban E diberikan skor 1

- a) Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden
- b) Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

$$\text{Nilai tertinggi} = 5$$

$$\text{Nilai terendah} = 1$$

$$\text{Jumlah Responden} = 1$$

$$\text{Jumlah Pertanyaan} = 6$$

$$\text{Skor tertinggi} = 5 \times 6 \times 1 = 30$$

$$\text{Skor terendah} = 1 \times 6 \times 1 = 6$$

$$\text{Interval} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{\text{Kategori}} = \frac{30 - 6}{5} = 4,8$$

$$\text{Kategori} = 5$$

2 Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Kinerja Pegawai Secara Total

$$\text{Nilai tertinggi} = 5$$

$$\text{Nilai terendah} = 1$$

$$\text{Jumlah Responden} = 10$$

$$\text{Jumlah Pertanyaan} = 6$$

$$\text{Skor tertinggi} = 5 \times 6 \times 10 = 300$$

Skor terendah = $1 \times 6 \times 10 = 60$

Interval = $\frac{\text{Skor tertinggi} - \text{Skor terendah}}{5} = \frac{300 - 60}{5} = 48$

Kategori 5

Hasil Kuesioner Awal Kinerja Pegawai

No	Nama Pegawai	Kinerja Pegawai						Total Skor	Kategori Kinerja
		Output		Sikap Kerja		Kematangan Pribadi			
1	Luh Indrawasih	1	1	3	3	1	2	11	Rendah
2	Nyoman Widarma	2	2	2	2	2	3	13	Rendah
3	Nyoman Genep	1	1	2	3	2	3	12	Rendah
4	Luh Sukarniti	3	1	2	2	1	1	10	Sangat Rendah
5	Gede Suyasa	2	1	2	1	3	1	10	Sangat Rendah
6	Gede Astutiyasa	1	2	2	2	2	2	11	Sangat Rendah
7	Made Ekawati	2	2	2	2	2	2	12	Rendah
8	Putu Dewi Puspitawati	1	2	3	1	2	3	12	Rendah
9	Made Sadani	2	1	2	2	1	3	11	Sangat Rendah
10	Made Astawa	1	2	2	3	3	2	13	Rendah
Total		15	15	21	21	19	22	115	Rendah

Rentang skor variabel kinerja pegawai

Rentangan Skor	Kinerja Pegawai
25 – 30	Sangat tinggi
21 – 24	Tinggi
16 – 20	Cukup tinggi
11 – 15	Rendah
6 – 10	Sangat rendah

Rentang skor variabel kinerja pegawai secara total

Rentangan Skor	Kategori Kinerja Pegawai
258 - 300	Sangat tinggi
209 - 257	Tinggi
160 - 208	Cukup tinggi

111 – 159	Rendah
60 - 100	Sangat rendah

Pada tabel tersebut dapat dilihat bahwa hasil skor kuesioner awal pada kinerja pegawai pada Dinas Arsip dan Perpustakaan Daerah Kab adalah 115 dengan rentang skor 111 – 159 termasuk dalam kategori rendah.



Lampiran 2. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Komunikasi Internal

1. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Komunikasi Internal.

- (a) Apabila jawaban A diberikan skor 5
- (b) Apabila jawaban B diberikan skor 4
- (c) Apabila jawaban C diberikan skor 3
- (d) Apabila jawaban D diberikan skor 2
- (e) Apabila jawaban E diberikan skor 1

a) Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden

b) Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

Nilai tertinggi = 5

Nilai terendah = 1

Jumlah Responden = 1

Jumlah Pertanyaan = 5

Skor tertinggi = $5 \times 5 \times 1 = 25$

Skor terendah = $1 \times 5 \times 1 = 5$

Interval = $\frac{\text{Skor tertinggi} - \text{Skor terendah}}{5} = \frac{25 - 5}{5} = 4$

Kategori 5

2. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Komunikasi Internal Karyawan Secara Total

Nilai tertinggi = 5

Nilai terendah = 1

Jumlah Responden = 10

Jumlah Pertanyaan = 5

$$\text{Skor tertinggi} = 5 \times 5 \times 10 = 250$$

$$\text{Skor terendah} = 1 \times 5 \times 10 = 50$$

$$\text{Interval} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{5} = \frac{250 - 50}{5} = 40$$

Kategori 5

Hasil Kuesioner Awal Komunikasi Internal

No	Responden	Item soal					Total Skor	Kategori
		Komunikasi Internal						
		1	2	3	4	5		
1	Luh Indrawasih	3	2	2	2	2	11	Rendah
2	Nyoman Widarma	1	2	3	2	2	10	Rendah
3	Nyoman Genep	2	2	2	2	3	11	Rendah
4	Luh Sukarniti	2	3	2	1	2	10	Rendah
5	Gede Suyasa	2	3	3	1	1	10	Rendah
6	Gede Astutiyasa	4	2	2	2	1	11	Rendah
7	Made Ekawati	3	4	2	2	2	13	Rendah
8	Putu Dewi Puspitawati	1	2	2	3	2	10	Rendah
9	Made Sadani	2	4	2	3	2	13	Rendah
10	Made Astawa	4	2	2	1	2	11	Rendah
Jumlah							110	Rendah

Rentang skor variabel komunikasi internal

Rentangan Skor	Kategori komunikasi internal
21 - 25	Sangat tinggi
15 - 20	Tinggi
10 - 14	Cukup tinggi
5 - 9	Rendah
1 - 4	Sangat rendah

Rentang skor variabel komunikasi internal secara total

Rentangan Skor	Kategori komunikasi internal
214 - 250	Sangat tinggi
173 - 213	Tinggi
132 - 172	Cukup tinggi
91 - 131	Rendah
50 - 90	Sangat rendah

Dari tabel tersebut dapat dilihat bahwa hasil skor keseluruhan kuesioner awal pada kompetensi interpersonal kerja pada adalah 110 dengan rentang skor 91 – 131 termasuk dalam kategori rendah.



Lampiran 3. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuesioner Awal Motivasi Kerja

1. Ketentuan Skor Tertinggi, Skor Terendah dan Interval Rentangan Skor Kuisisioner Awal Motivasi Kerja

- (a) Apabila jawaban A diberikan skor 5
- (b) Apabila jawaban B diberikan skor 4
- (c) Apabila jawaban C diberikan skor 3
- (d) Apabila jawaban D diberikan skor 2
- (e) Apabila jawaban E diberikan skor 1

- a. Skor tertinggi = nilai tertinggi x jumlah pertanyaan x jumlah responden
- b. Skor terendah = nilai terendah x jumlah pertanyaan x jumlah responden

- Nilai tertinggi = 5
- Nilai terendah = 1
- Jumlah responden = 1
- Jumlah pertanyaan = 10

- a. Skor tertinggi = $5 \times 10 \times 1 = 50$
- b. Skor terendah = $1 \times 10 \times 1 = 10$

$$\text{Interval} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{\text{Kategori}} = \frac{50 - 10}{5} = 8$$

2. Ketentuan Skor Tertinggi, Skor Terendah, dan Interval Rentangan Skor Kuisisioner Awal Motivasi Kerja Karyawan Secara Total

- Nilai Tertinggi = 5
- Nilai Terendah = 1
- Jumlah Responden = 10
- Jumlah Pertanyaan = 10

- a. Skor tertinggi = $5 \times 10 \times 10 = 500$
- b. Skor terendah = $1 \times 10 \times 10 = 100$

$$\text{Interval} = \frac{\text{Skor tertinggi} - \text{Skor terendah}}{\text{Kategori}} = \frac{500 - 100}{5} = 80$$

Hasil Kuesioner Awal Motivasi Kerja

No	Nama Pegawai	Motivasi Kerja						Total Skor	Kategori
		Kebutuhan untuk berprestasi		Kebutuhan untuk berafiliasi		Kebutuhan untuk berkuasa			
1	Luh Indrawasih	3	2	3	2	3	3	16	Rendah
2	Nyoman Widarma	3	2	3	3	2	4	17	Rendah
3	Nyoman Genep	3	3	2	3	2	2	15	Rendah
4	Luh Sukarniti	3	2	2	2	2	3	14	Rendah
5	Gede Suyasa	2	2	3	2	4	3	16	Rendah
6	Gede Astutiyasa	2	2	3	3	2	3	15	Rendah
7	Made Ekawati	3	3	2	2	2	3	15	Rendah
8	Putu Dewi Puspitawati	3	2	3	2	2	2	14	Rendah
9	Made Sadani	2	2	2	2	3	3	14	Rendah
10	Made Astawa	3	3	2	3	2	2	15	Rendah
Total		50		49		52		151	Rendah

Rentang skor variabel motivasi kerja

Rentangan Skor	Kategori Motivasi Kerja
43 - 50	Sangat Tinggi
42 - 35	Tinggi
34 - 27	Cukup Tinggi
26 - 19	Rendah
18 - 10	Sangat Rendah

Rentang skor variabel motivasi kerja secara total

Rentangan Skor	Kategori Motivasi Kerja
500 - 421	Sangat Tinggi
420 - 341	Tinggi
340 - 261	Cukup Tinggi
260 - 181	Rendah
180 - 100	Sangat Rendah

Dari tabel tersebut dapat dilihat bahwa hasil skor keseluruhan kuesioner awal pada kompetensi interpersonal kerja pada adalah 151 dengan rentang skor 180 – 100 termasuk dalam kategori sangat rendah.



24	3	3	3	3	3	3	3	3	3	3	24
25	4	4	4	4	3	3	4	4	4	4	30
26	4	4	4	4	4	4	4	4	4	4	32
27	4	4	4	4	4	4	4	4	4	4	32
28	4	4	4	4	4	4	4	4	4	4	32
29	4	4	4	4	4	4	4	4	4	4	32
30	4	4	4	4	4	4	4	4	4	4	32
31	4	5	5	3	4	3	5	5	4	3	32
32	4	4	5	5	4	5	4	4	4	5	36
33	4	3	5	2	4	4	3	5	4	4	31
34	3	3	5	3	3	3	3	3	3	3	26
35	4	4	4	2	4	4	4	4	4	4	30
36	4	5	5	5	4	3	5	5	4	3	34
37	4	4	4	5	4	4	4	4	4	4	33
38	3	3	5	4	3	3	3	3	3	3	27
39	3	4	5	4	3	3	4	4	3	3	29
40	3	4	5	4	3	3	4	4	3	3	29
41	4	4	3	4	4	4	4	4	5	4	32
42	4	4	3	4	5	4	4	4	3	3	30
43	3	3	3	4	3	4	5	3	3	3	28
44	3	3	3	3	3	3	4	3	3	3	25
45	4	4	5	4	4	4	4	4	3	4	32
46	4	4	5	4	3	4	4	4	3	4	31
47	3	3	4	4	3	3	3	5	3	3	28
48	4	4	3	3	4	4	4	4	3	4	29

49	4	4	3	3	4	4	4	4	3	4	29
50	3	3	3	3	3	3	3	3	4	4	26
51	4	4	3	3	4	4	4	4	4	4	30
52	5	5	3	3	5	5	5	5	4	5	35
53	3	3	4	5	3	3	3	3	4	3	28
54	4	4	4	5	4	4	4	4	5	4	34
55	4	4	4	5	4	4	4	5	5	4	35
56	4	4	5	5	4	4	4	4	5	4	35

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	19	0.339	0.339	0.366	-0.414	1.000
	4	32	0.571	0.911	0.161	1.345	2.437
	5	5	0.089	1.000	0.000		3.887
2	3	18	0.321	0.321	0.358	-0.464	1.000
	4	30	0.536	0.857	0.226	1.068	2.362
	5	8	0.143	1.000	0.000		3.694
3	3	19	0.339	0.339	0.366	-0.414	1.000
	4	21	0.375	0.714	0.340	0.566	2.149
	5	16	0.286	1.000	0.000		3.269
4	2	2	0.036	0.036	0.079	-1.803	1.000
	3	19	0.339	0.375	0.379	-0.319	2.314
	4	22	0.393	0.768	0.305	0.732	3.388
	5	13	0.232	1.000	0.000		4.515
5	3	19	0.339	0.339	0.366	-0.414	1.000
	4	32	0.571	0.911	0.161	1.345	2.437

	5	5	0.089	1.000	0.000		3.887
6	3	19	0.339	0.339	0.366	-0.414	1.000
	4	31	0.554	0.893	0.185	1.242	2.407
	5	6	0.107	1.000	0.000		3.801
7	3	16	0.286	0.286	0.340	-0.566	1.000
	4	31	0.554	0.839	0.244	0.992	2.363
	5	9	0.161	1.000	0.000		3.708
8	3	17	0.304	0.304	0.350	-0.514	1.000
	4	28	0.500	0.804	0.277	0.854	2.297
	5	11	0.196	1.000	0.000		3.561
9	3	22	0.393	0.393	0.384	-0.272	1.000
	4	26	0.464	0.857	0.226	1.068	2.321
	5	8	0.143	1.000	0.000		3.558
10	3	22	0.393	0.393	0.384	-0.272	1.000
	4	28	0.500	0.893	0.185	1.242	2.379
	5	6	0.107	1.000	0.000	8.161	3.701

C. Data Interval Variabel Komunikasi Internal

Resp	1	2	3	4	5	6	7	8	9	10	total
1	1.000	2.362	3.269	4.515	2.437	1.000	3.708	3.561	2.321	1.000	25.173
2	1.000	2.362	2.149	4.515	2.437	2.407	2.363	2.297	2.321	2.379	24.229
3	1.000	2.362	2.149	3.388	1.000	3.801	2.363	2.297	2.321	2.379	23.059
4	1.000	1.000	1.000	2.314	1.000	1.000	1.000	1.000	1.000	1.000	11.314
5	3.887	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	25.990
6	3.887	2.362	2.149	2.314	3.887	3.801	2.363	1.000	2.321	2.379	26.462
7	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540

8	1.000	1.000	1.000	2.314	1.000	1.000	1.000	1.000	1.000	1.000	11.314
9	1.000	1.000	1.000	2.314	2.437	2.407	1.000	1.000	1.000	1.000	14.158
10	1.000	1.000	1.000	2.314	2.437	2.407	1.000	1.000	1.000	1.000	14.158
11	1.000	1.000	1.000	2.314	1.000	1.000	1.000	1.000	1.000	1.000	11.314
12	1.000	1.000	1.000	2.314	2.437	2.407	1.000	1.000	1.000	1.000	14.158
13	2.437	3.694	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	25.872
14	2.437	3.694	3.269	4.515	2.437	2.407	3.708	3.561	3.558	3.701	33.287
15	2.437	3.694	3.269	4.515	2.437	2.407	3.708	3.561	3.558	3.701	33.287
16	3.887	3.694	3.269	4.515	3.887	3.801	3.708	3.561	3.558	3.701	37.581
17	2.437	2.362	2.149	3.388	1.000	1.000	2.363	2.297	2.321	2.379	21.695
18	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
19	2.437	2.362	2.149	3.388	1.000	1.000	2.363	2.297	2.321	2.379	21.695
20	3.887	3.694	3.269	4.515	3.887	3.801	3.708	3.561	3.558	3.701	37.581
21	2.437	1.000	1.000	2.314	2.437	2.407	1.000	1.000	1.000	1.000	15.595
22	2.437	1.000	1.000	2.314	2.437	2.407	1.000	1.000	1.000	1.000	15.595
23	2.437	1.000	1.000	2.314	1.000	1.000	1.000	1.000	1.000	1.000	12.751
24	1.000	1.000	1.000	2.314	1.000	1.000	1.000	1.000	1.000	1.000	11.314
25	2.437	2.362	2.149	3.388	1.000	1.000	2.363	2.297	2.321	2.379	21.695
26	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
27	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
28	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
29	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
30	2.437	2.362	2.149	3.388	2.437	2.407	2.363	2.297	2.321	2.379	24.540
31	2.437	3.694	3.269	2.314	2.437	1.000	3.708	3.561	2.321	1.000	25.741
32	2.437	2.362	3.269	4.515	2.437	3.801	2.363	2.297	2.321	3.701	29.502
33	2.437	1.000	3.269	1.000	2.437	2.407	1.000	3.561	2.321	2.379	21.811
34	1.000	1.000	3.269	2.314	1.000	1.000	1.000	1.000	1.000	1.000	13.582
35	2.437	2.362	2.149	1.000	2.437	2.407	2.363	2.297	2.321	2.379	22.152

36	2.437	3.694	3.269	4.515	2.437	1.000	3.708	3.561	2.321	1.000	27.942
37	2.437	2.362	2.149	4.515	2.437	2.407	2.363	2.297	2.321	2.379	25.666
38	1.000	1.000	3.269	3.388	1.000	1.000	1.000	1.000	1.000	1.000	14.657
39	1.000	2.362	3.269	3.388	1.000	1.000	2.363	2.297	1.000	1.000	18.679
40	1.000	2.362	3.269	3.388	1.000	1.000	2.363	2.297	1.000	1.000	18.679
41	2.437	2.362	1.000	3.388	2.437	2.407	2.363	2.297	3.558	2.379	24.628
42	2.437	2.362	1.000	3.388	3.887	2.407	2.363	2.297	1.000	1.000	22.141
43	1.000	1.000	1.000	3.388	1.000	2.407	3.708	1.000	1.000	1.000	16.503
44	1.000	1.000	1.000	2.314	1.000	1.000	2.363	1.000	1.000	1.000	12.677
45	2.437	2.362	3.269	3.388	2.437	2.407	2.363	2.297	1.000	2.379	24.339
46	2.437	2.362	3.269	3.388	1.000	2.407	2.363	2.297	1.000	2.379	22.901
47	1.000	1.000	2.149	3.388	1.000	1.000	1.000	3.561	1.000	1.000	16.098
48	2.437	2.362	1.000	2.314	2.437	2.407	2.363	2.297	1.000	2.379	20.996
49	2.437	2.362	1.000	2.314	2.437	2.407	2.363	2.297	1.000	2.379	20.996
50	1.000	1.000	1.000	2.314	1.000	1.000	1.000	1.000	2.321	2.379	14.013
51	2.437	2.362	1.000	2.314	2.437	2.407	2.363	2.297	2.321	2.379	22.316
52	3.887	3.694	1.000	2.314	3.887	3.801	3.708	3.561	2.321	3.701	31.874
53	1.000	1.000	2.149	4.515	1.000	1.000	1.000	1.000	2.321	1.000	15.984
54	2.437	2.362	2.149	4.515	2.437	2.407	2.363	2.297	3.558	2.379	26.904
55	2.437	2.362	2.149	4.515	2.437	2.407	2.363	3.561	3.558	2.379	28.168
56	2.437	2.362	3.269	4.515	2.437	2.407	2.363	2.297	3.558	2.379	28.023



X1.9	Pearson Correlation	.538**	.654**	.406**	.567**	.450**	.403**	.565**	.614**	1	.724**	.805**
	Sig. (2-tailed)	.000	.000	.002	.000	.001	.002	.000	.000		.000	.000
	N	56	56	56	56	56	56	56	56	56	56	56
X1.10	Pearson Correlation	.685**	.677**	.320*	.360**	.500**	.673**	.545**	.565**	.724**	1	.820**
	Sig. (2-tailed)	.000	.000	.016	.006	.000	.000	.000	.000	.000		.000
	N	56	56	56	56	56	56	56	56	56	56	56
TOTAL	Pearson Correlation	.747**	.896**	.558**	.599**	.690**	.632**	.811**	.801**	.805**	.820**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	56	56	56	56	56	56	56	56	56	56	56

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

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

E. Hasil SPSS Uji Reliabilitas Variabel Komunikasi Internal

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.793
		N of Items	5 ^a
	Part 2	Value	.823
		N of Items	5 ^b
	Total N of Items		10
Correlation Between Forms			.909
Spearman-Brown Coefficient	Equal Length		.952
	Unequal Length		.952
Guttman Split-Half Coefficient			.952

a. The items are: X1.1, X1.3, X1.5, X1.7, X1.9.

b. The items are: X1.2, X1.4, X1.6, X1.8, X1.10.

24	3	3	3	3	3	3	3	3	3	3	3	3	36
25	4	4	4	4	3	3	4	4	4	4	4	4	46
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	4	4	3	3	4	4	4	4	3	3	3	3	42
28	4	4	3	3	4	4	4	4	3	3	3	3	42
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	4	4	4	4	4	4	4	4	4	4	4	4	48
31	4	5	3	3	5	3	3	5	5	5	4	3	48
32	4	4	5	4	5	5	4	4	4	4	4	5	52
33	3	3	4	4	4	3	3	3	3	5	4	4	43
34	3	3	3	3	3	3	3	3	3	3	3	3	36
35	4	4	4	4	4	4	4	4	4	4	4	4	48
36	4	4	4	4	4	4	4	4	5	5	4	3	49
37	3	3	4	4	4	4	3	3	4	4	4	4	44
38	4	4	3	3	3	3	4	4	3	3	3	3	40
39	4	4	3	3	3	3	4	4	4	4	3	3	42
40	3	3	3	3	3	3	3	3	4	4	3	3	38
41	3	4	5	5	4	3	5	5	4	3	4	4	49
42	3	4	4	5	4	4	4	4	4	4	4	4	48
43	3	4	4	4	3	5	4	4	4	4	3	3	45
44	3	3	3	3	3	3	3	3	3	3	3	3	36
45	5	4	4	4	4	4	4	4	4	4	4	4	49
46	5	4	4	3	5	5	4	3	4	4	4	4	49
47	4	4	4	4	4	4	4	4	4	4	3	3	46
48	3	3	3	3	3	3	3	3	3	3	4	4	38

49	3	3	3	3	4	4	3	3	3	3	4	4	40
50	3	3	3	3	4	4	3	3	3	3	3	3	38
51	3	3	3	3	3	3	3	3	3	3	4	4	38
52	3	3	3	3	4	4	3	3	3	3	5	5	42
53	4	5	4	4	4	4	4	4	4	4	4	3	47
54	4	5	5	5	4	4	5	5	5	5	4	4	55
55	4	5	5	5	4	4	5	5	5	5	4	4	55
56	5	5	5	5	5	5	5	5	5	5	4	4	58

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	23	0.411	0.411	0.389	-0.226	1.000
	4	24	0.429	0.839	0.244	0.992	2.285
	5	9	0.161	1.000	0.000	8.161	3.465
2	3	22	0.393	0.393	0.384	-0.272	1.000
	4	24	0.429	0.821	0.261	0.921	2.267
	5	10	0.179	1.000	0.000		3.441
3	3	25	0.446	0.446	0.395	-0.135	1.000
	4	24	0.429	0.875	0.206	1.150	2.328
	5	7	0.125	1.000	0.000		3.532
4	3	25	0.446	0.446	0.395	-0.135	1.000
	4	23	0.411	0.857	0.226	1.068	2.299
	5	8	0.143	1.000	0.000		3.465
5	3	17	0.304	0.304	0.350	-0.514	1.000
	4	31	0.554	0.857	0.226	1.068	2.375
	5	8	0.143	1.000	0.000		3.731

6	3	18	0.321	0.321	0.358	-0.464	1.000
	4	29	0.518	0.839	0.244	0.992	2.335
	5	9	0.161	1.000	0.000		3.633
7	3	21	0.375	0.375	0.379	-0.319	1.000
	4	27	0.482	0.857	0.226	1.068	2.330
	5	8	0.143	1.000	0.000		3.591
8	3	23	0.411	0.411	0.389	-0.226	1.000
	4	23	0.411	0.821	0.261	0.921	2.258
	5	10	0.179	1.000	0.000		3.409
9	3	23	0.411	0.411	0.389	-0.226	1.000
	4	25	0.446	0.857	0.226	1.068	2.313
	5	8	0.143	1.000	0.000		3.526
10	3	21	0.375	0.375	0.379	-0.319	1.000
	4	27	0.482	0.857	0.226	1.068	2.330
	5	8	0.143	1.000	0.000		3.591
11	3	20	0.357	0.357	0.373	-0.366	1.000
	4	32	0.571	0.929	0.136	1.465	2.459
	5	4	0.071	1.000	0.000		3.954
12	3	23	0.411	0.411	0.389	-0.226	1.000
	4	27	0.482	0.893	0.185	1.242	2.371
	5	6	0.107	1.000	0.000	8.161	3.669

25	2.285	2.267	2.328	2.299	1.000	1.000	2.330	2.258	2.313	2.330	2.459	2.371	25.238
26	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	27.948
27	2.285	2.267	1.000	1.000	2.375	2.335	2.330	2.258	1.000	1.000	1.000	1.000	19.850
28	2.285	2.267	1.000	1.000	2.375	2.335	2.330	2.258	1.000	1.000	1.000	1.000	19.850
29	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	27.948
30	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	27.948
31	2.285	3.441	1.000	1.000	3.731	1.000	1.000	3.409	3.526	3.591	2.459	1.000	27.442
32	2.285	2.267	3.532	2.299	3.731	3.633	2.330	2.258	2.313	2.330	2.459	3.669	33.105
33	1.000	1.000	2.328	2.299	2.375	1.000	1.000	1.000	1.000	3.591	2.459	2.371	21.422
34	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	12.000
35	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	27.948
36	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	3.526	3.591	2.459	1.000	29.052
37	1.000	1.000	2.328	2.299	2.375	2.335	1.000	1.000	2.313	2.330	2.459	2.371	22.809
38	2.285	2.267	1.000	1.000	1.000	1.000	2.330	2.258	1.000	1.000	1.000	1.000	17.139
39	2.285	2.267	1.000	1.000	1.000	1.000	2.330	2.258	2.313	2.330	1.000	1.000	19.782
40	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.313	2.330	1.000	1.000	14.642
41	1.000	2.267	3.532	3.465	2.375	1.000	3.591	3.409	2.313	1.000	2.459	2.371	28.781
42	1.000	2.267	2.328	3.465	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	27.830
43	1.000	2.267	2.328	2.299	1.000	3.633	2.330	2.258	2.313	2.330	1.000	1.000	23.756
44	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	12.000
45	3.465	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	2.459	2.371	29.129
46	3.465	2.267	2.328	1.000	3.731	3.633	2.330	1.000	2.313	2.330	2.459	2.371	29.225
47	2.285	2.267	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	1.000	1.000	25.119
48	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.459	2.371	14.830
49	1.000	1.000	1.000	1.000	2.375	2.335	1.000	1.000	1.000	1.000	2.459	2.371	17.540
50	1.000	1.000	1.000	1.000	2.375	2.335	1.000	1.000	1.000	1.000	1.000	1.000	14.711
51	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.459	2.371	14.830

52	1.000	1.000	1.000	1.000	2.375	2.335	1.000	1.000	1.000	1.000	3.954	3.669	20.333
53	2.285	3.441	2.328	2.299	2.375	2.335	2.330	2.258	2.313	2.330	1.000	1.000	26.293
54	2.285	3.441	3.532	3.465	2.375	2.335	3.591	3.409	3.526	3.591	2.459	2.371	36.380
55	2.285	3.441	3.532	3.465	2.375	2.335	3.591	3.409	3.526	3.591	2.459	2.371	36.380
56	3.465	3.441	3.532	3.465	3.731	3.633	3.591	3.409	3.526	3.591	2.459	2.371	40.214



D. Hasil SPSS Uji Validitas Variable Motivasi Kerja

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TOTAL
X2.1 Pearson Correlation	1	.766**	.245	.245	.526**	.506**	.769**	.682**	.374**	.330*	.124	.181	.694**
Sig. (2-tailed)		.000	.069	.069	.000	.000	.000	.000	.005	.013	.362	.181	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.2 Pearson Correlation	.766**	1	.442**	.367**	.457**	.332*	.843**	.916**	.523**	.405**	.020	.129	.748**
Sig. (2-tailed)	.000		.001	.005	.000	.012	.000	.000	.000	.002	.886	.342	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.3 Pearson Correlation	.245	.442**	1	.877**	.326*	.277*	.489**	.419**	.762**	.726**	.524**	.585**	.802**
Sig. (2-tailed)	.069	.001		.000	.014	.039	.000	.001	.000	.000	.000	.000	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.4 Pearson Correlation	.245	.367**	.877**	1	.323*	.275*	.484**	.382**	.751**	.715**	.521**	.546**	.779**
Sig. (2-tailed)	.069	.005	.000		.015	.040	.000	.004	.000	.000	.000	.000	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.5 Pearson Correlation	.526**	.457**	.326*	.323*	1	.716**	.399**	.329*	.300*	.319*	.206	.308*	.628**
Sig. (2-tailed)	.000	.000	.014	.015		.000	.002	.013	.025	.016	.129	.021	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.6 Pearson Correlation	.506**	.332*	.277*	.275*	.716**	1	.464**	.251	.178	.234	.200	.214	.560**
Sig. (2-tailed)	.000	.012	.039	.040	.000		.000	.062	.190	.083	.140	.112	.000
N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.7 Pearson Correlation	.769**	.843**	.489**	.484**	.399**	.464**	1	.859**	.400**	.310*	.099	.205	.763**

	Sig. (2-tailed)	.000	.000	.000	.000	.002	.000		.000	.002	.020	.468	.130	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.8	Pearson Correlation	.682**	.916**	.419**	.382**	.329*	.251	.859**	1	.507**	.357**	.090	.113	.712**
	Sig. (2-tailed)	.000	.000	.001	.004	.013	.062	.000		.000	.007	.511	.408	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.9	Pearson Correlation	.374**	.523**	.762**	.751**	.300*	.178	.400**	.507**	1	.850**	.465**	.379**	.780**
	Sig. (2-tailed)	.005	.000	.000	.000	.025	.190	.002	.000		.000	.000	.004	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.10	Pearson Correlation	.330*	.405**	.726**	.715**	.319*	.234	.310*	.357**	.850**	1	.546**	.369**	.740**
	Sig. (2-tailed)	.013	.002	.000	.000	.016	.083	.020	.007	.000		.000	.005	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.11	Pearson Correlation	.124	.020	.524**	.521**	.206	.200	.099	.090	.465**	.546**	1	.706**	.538**
	Sig. (2-tailed)	.362	.886	.000	.000	.129	.140	.468	.511	.000	.000		.000	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
X2.12	Pearson Correlation	.181	.129	.585**	.546**	.308*	.214	.205	.113	.379**	.369**	.706**	1	.567**
	Sig. (2-tailed)	.181	.342	.000	.000	.021	.112	.130	.408	.004	.005	.000		.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56
TOTAL	Pearson Correlation	.694**	.748**	.802**	.779**	.628**	.560**	.763**	.712**	.780**	.740**	.538**	.567**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	56	56	56	56	56	56	56	56	56	56	56	56	56

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

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

E. Hasil SPSS Uji Relibilitas Variable Motivasi Kerja

Reliability Statistics			
Cronbach's Alpha	Part 1	Value	.801
		N of Items	6 ^a
	Part 2	Value	.782
		N of Items	6 ^b
	Total N of Items		12
Correlation Between Forms			.961
Spearman-Brown Coefficient	Equal Length		.980
	Unequal Length		.980
Guttman Split-Half Coefficient			.980

a. The items are: X2.1, X2.3, X2.5, X2.7, X2.9, X2.11.

b. The items are: X2.2, X2.4, X2.6, X2.8, X2.10, X2.12.



23	3	4	3	3	3	3	3	3	3	3	3	3	3	3	43
24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
25	4	4	4	4	3	4	4	4	4	4	4	4	4	4	55
26	4	3	4	4	4	4	4	4	4	4	4	4	4	4	55
27	4	4	3	3	4	4	4	4	3	3	4	3	4	4	51
28	4	4	3	3	4	4	4	4	3	3	4	3	4	4	51
29	4	3	4	4	4	3	4	3	4	4	3	4	4	5	53
30	4	4	4	3	4	4	4	3	4	4	3	4	3	4	52
31	4	4	4	4	3	3	3	3	4	4	3	3	4	4	50
32	5	5	4	4	3	3	4	4	4	4	4	4	3	3	54
33	5	5	3	3	3	3	4	4	4	4	4	4	4	4	54
34	4	4	5	5	4	4	4	4	3	3	4	4	5	5	58
35	5	5	4	4	3	3	4	4	4	4	4	4	5	5	58
36	3	2	3	2	3	2	1	2	2	3	3	3	5	5	39
37	3	3	2	3	2	1	2	1	1	2	2	1	4	4	31
38	4	4	4	4	5	5	4	4	4	4	3	3	4	4	56
39	4	4	4	4	3	3	3	3	4	4	3	3	3	3	48
40	5	5	4	4	3	3	4	4	4	4	4	4	3	3	54
41	4	4	3	4	4	4	4	4	5	4	3	4	5	3	55
42	4	4	3	4	5	4	4	4	3	3	4	4	4	3	53
43	3	3	3	4	3	4	5	3	3	3	5	3	4	3	49
44	3	3	3	3	3	3	4	3	3	3	3	3	4	3	44
45	4	4	5	4	4	4	4	4	3	4	4	4	4	4	56
46	4	4	5	4	3	4	4	4	3	4	4	5	4	4	56
47	3	3	4	4	3	3	3	5	3	3	3	5	3	3	48

48	4	4	3	3	4	4	4	4	3	4	3	3	3	4	50
49	4	4	3	3	4	4	4	4	3	4	4	4	3	4	52
50	3	3	3	3	3	3	3	3	4	4	3	4	3	4	46
51	4	4	3	3	4	4	4	4	4	4	4	3	3	4	52
52	5	5	3	3	5	5	5	5	4	5	5	4	3	5	62
53	3	3	4	5	3	3	3	3	4	3	3	4	5	4	50
54	4	4	4	5	4	4	4	4	5	4	4	4	5	4	59
55	4	4	4	5	4	4	4	5	5	4	4	3	4	4	58
56	4	4	5	5	4	4	4	4	5	4	4	5	5	4	61

B. Tansformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	20	0.357	0.357	0.373	-0.366	1.000
	4	27	0.482	0.839	0.244	0.992	2.312
	5	9	0.161	1.000	0.000		3.563
2	2	1	0.018	0.018	0.044	-2.100	1.000
	3	18	0.321	0.339	0.366	-0.414	2.460
	4	27	0.482	0.821	0.261	0.921	3.680
	5	10	0.179	1.000	0.000		4.924
3	2	1	0.018	0.018	0.044	-2.100	1.000
	3	25	0.446	0.464	0.397	-0.090	2.671
	4	24	0.429	0.893	0.185	1.242	3.959
	5	6	0.107	1.000	0.000	8.161	5.184
4	2	1	0.018	0.018	0.044	-2.100	1.000
	3	23	0.411	0.429	0.393	-0.180	2.614
	4	24	0.429	0.857	0.226	1.068	3.852
	5	8	0.143	1.000	0.000		5.042
5	2	1	0.018	0.018	0.044	-2.100	1.000
	3	26	0.464	0.482	0.399	-0.045	2.699

	4	22	0.393	0.875	0.206	1.150	3.953
	5	7	0.125	1.000	0.000		5.109
6	1	1	0.018	0.018	0.044	-2.100	1.000
	2	1	0.018	0.036	0.079	-1.803	1.525
	3	24	0.429	0.464	0.397	-0.090	2.718
	4	25	0.446	0.911	0.161	1.345	3.991
	5	5	0.089	1.000	0.000		5.270
7	1	1	0.018	0.018	0.044	-2.100	1.000
	2	1	0.018	0.036	0.079	-1.803	1.525
	3	18	0.321	0.357	0.373	-0.366	2.546
	4	29	0.518	0.875	0.206	1.150	3.785
	5	7	0.125	1.000	0.000		5.109
8	1	1	0.018	0.018	0.044	-2.100	1.000
	2	1	0.018	0.036	0.079	-1.803	1.525
	3	20	0.357	0.393	0.384	-0.272	2.606
	4	26	0.464	0.857	0.226	1.068	3.804
	5	8	0.143	1.000	0.000		5.042
9	1	1	0.018	0.018	0.044	-2.100	1.000
	2	1	0.018	0.036	0.079	-1.803	1.525
	3	23	0.411	0.446	0.395	-0.135	2.691
	4	25	0.446	0.893	0.185	1.242	3.934
	5	6	0.107	1.000	0.000	8.161	5.184
10	2	1	0.018	0.018	0.044	-2.100	1.000
	3	21	0.375	0.393	0.384	-0.272	2.554
	4	30	0.536	0.929	0.136	1.465	3.925
	5	4	0.071	1.000	0.000		5.371
11	2	1	0.018	0.018	0.044	-2.100	1.000
	3	24	0.429	0.446	0.395	-0.135	2.642
	4	24	0.429	0.875	0.206	1.150	3.904
	5	7	0.125	1.000	0.000		5.109
12	1	1	0.018	0.018	0.044	-2.100	1.000

	3	23	0.411	0.429	0.393	-0.180	2.614
	4	27	0.482	0.911	0.161	1.345	3.942
	5	5	0.089	1.000	0.000		5.270
13	3	20	0.357	0.357	0.373	-0.366	1.000
	4	25	0.446	0.804	0.277	0.854	2.260
	5	11	0.196	1.000	0.000		3.454
14	3	20	0.357	0.357	0.373	-0.366	1.000
	4	26	0.464	0.821	0.261	0.921	2.286
	5	10	0.179	1.000	0.000		3.507

C. Data Interval Variabel Kinerja Karyawan

Resp	1	2	3	4	5	6	7	8	9	10	11	12	13	14	TOTAL
1	1.000	3.680	3.959	5.042	2.699	2.718	5.109	2.606	2.691	5.371	2.642	3.942	2.260	1.000	44.719
2	2.312	4.924	3.959	3.852	5.109	3.991	5.109	5.042	3.934	3.925	5.109	3.942	2.260	3.507	56.975
3	1.000	2.460	2.671	2.614	3.953	3.991	3.785	2.606	2.691	2.554	2.642	2.614	2.260	2.286	38.125
4	1.000	3.680	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	33.034
5	2.312	2.460	2.671	3.852	3.953	3.991	2.546	3.804	3.934	2.554	3.904	2.614	2.260	2.286	43.141
6	1.000	3.680	3.959	2.614	3.953	3.991	2.546	3.804	3.934	3.925	3.904	3.942	2.260	1.000	44.512
7	2.312	3.680	2.671	2.614	2.699	3.991	3.785	3.804	2.691	2.554	3.904	2.614	2.260	2.286	41.864
8	1.000	2.460	3.959	3.852	2.699	2.718	2.546	2.606	3.934	3.925	2.642	3.942	1.000	1.000	38.283
9	1.000	2.460	3.959	3.852	2.699	2.718	2.546	2.606	3.934	3.925	2.642	3.942	1.000	1.000	38.283
10	1.000	2.460	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	31.814
11	1.000	2.460	3.959	3.852	2.699	2.718	2.546	2.606	3.934	3.925	2.642	3.942	1.000	1.000	38.283
12	1.000	2.460	5.184	5.042	2.699	2.718	2.546	2.606	5.184	5.371	2.642	5.270	1.000	1.000	44.723
13	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	2.554	3.904	2.614	2.260	2.286	43.118
14	3.563	4.924	3.959	3.852	5.109	5.270	5.109	5.042	3.934	3.925	5.109	3.942	3.454	3.507	60.699
15	3.563	4.924	3.959	3.852	5.109	5.270	5.109	5.042	3.934	3.925	5.109	3.942	3.454	3.507	60.699
16	3.563	4.924	3.959	3.852	5.109	5.270	5.109	5.042	3.934	3.925	5.109	3.942	3.454	3.507	60.699
17	2.312	3.680	3.959	3.852	3.953	3.991	3.785	3.804	3.934	3.925	3.904	3.942	2.260	2.286	49.587
18	2.312	3.680	5.184	5.042	3.953	2.718	2.546	3.804	5.184	5.371	3.904	5.270	2.260	2.286	53.516
19	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	2.554	3.904	2.614	2.260	2.286	43.118

20	3.563	4.924	2.671	2.614	3.953	2.718	3.785	5.042	2.691	2.554	5.109	2.614	3.454	3.507	49.198
21	1.000	2.460	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	31.814
22	1.000	2.460	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	31.814
23	1.000	3.680	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	33.034
24	1.000	2.460	2.671	2.614	2.699	2.718	2.546	2.606	2.691	2.554	2.642	2.614	1.000	1.000	31.814
25	2.312	3.680	3.959	3.852	2.699	3.991	3.785	3.804	3.934	3.925	3.904	3.942	2.260	2.286	48.333
26	2.312	2.460	3.959	3.852	3.953	3.991	3.785	3.804	3.934	3.925	3.904	3.942	2.260	2.286	48.367
27	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	2.554	3.904	2.614	2.260	2.286	43.118
28	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	2.554	3.904	2.614	2.260	2.286	43.118
29	2.312	2.460	3.959	3.852	3.953	2.718	3.785	2.606	3.934	3.925	2.642	3.942	2.260	3.507	45.855
30	2.312	3.680	3.959	2.614	3.953	3.991	3.785	2.606	3.934	3.925	2.642	3.942	1.000	2.286	44.629
31	2.312	3.680	3.959	3.852	2.699	2.718	2.546	2.606	3.934	3.925	2.642	2.614	2.260	2.286	42.033
32	3.563	4.924	3.959	3.852	2.699	2.718	3.785	3.804	3.934	3.925	3.904	3.942	1.000	1.000	47.010
33	3.563	4.924	2.671	2.614	2.699	2.718	3.785	3.804	3.934	3.925	3.904	3.942	2.260	2.286	47.029
34	2.312	3.680	5.184	5.042	3.953	3.991	3.785	3.804	2.691	2.554	3.904	3.942	3.454	3.507	51.804
35	3.563	4.924	3.959	3.852	2.699	2.718	3.785	3.804	3.934	3.925	3.904	3.942	3.454	3.507	51.971
36	1.000	1.000	2.671	1.000	2.699	1.525	1.000	1.525	1.525	2.554	2.642	2.614	3.454	3.507	28.716
37	1.000	2.460	1.000	2.614	1.000	1.000	1.525	1.000	1.000	1.000	1.000	1.000	2.260	2.286	20.144
38	2.312	3.680	3.959	3.852	5.109	5.270	3.785	3.804	3.934	3.925	2.642	2.614	2.260	2.286	49.433
39	2.312	3.680	3.959	3.852	2.699	2.718	2.546	2.606	3.934	3.925	2.642	2.614	1.000	1.000	39.487
40	3.563	4.924	3.959	3.852	2.699	2.718	3.785	3.804	3.934	3.925	3.904	3.942	1.000	1.000	47.010
41	2.312	3.680	2.671	3.852	3.953	3.991	3.785	3.804	5.184	3.925	2.642	3.942	3.454	1.000	48.196
42	2.312	3.680	2.671	3.852	5.109	3.991	3.785	3.804	2.691	2.554	3.904	3.942	2.260	1.000	45.555
43	1.000	2.460	2.671	3.852	2.699	3.991	5.109	2.606	2.691	2.554	5.109	2.614	2.260	1.000	40.614
44	1.000	2.460	2.671	2.614	2.699	2.718	3.785	2.606	2.691	2.554	2.642	2.614	2.260	1.000	34.313
45	2.312	3.680	5.184	3.852	3.953	3.991	3.785	3.804	2.691	3.925	3.904	3.942	2.260	2.286	49.569
46	2.312	3.680	5.184	3.852	2.699	3.991	3.785	3.804	2.691	3.925	3.904	5.270	2.260	2.286	49.644
47	1.000	2.460	3.959	3.852	2.699	2.718	2.546	5.042	2.691	2.554	2.642	5.270	1.000	1.000	39.433
48	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	3.925	2.642	2.614	1.000	2.286	41.967
49	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	2.691	3.925	3.904	3.942	1.000	2.286	44.557
50	1.000	2.460	2.671	2.614	2.699	2.718	2.546	2.606	3.934	3.925	2.642	3.942	1.000	2.286	37.042

51	2.312	3.680	2.671	2.614	3.953	3.991	3.785	3.804	3.934	3.925	3.904	2.614	1.000	2.286	44.473
52	3.563	4.924	2.671	2.614	5.109	5.270	5.109	5.042	3.934	5.371	5.109	3.942	1.000	3.507	57.165
53	1.000	2.460	3.959	5.042	2.699	2.718	2.546	2.606	3.934	2.554	2.642	3.942	3.454	2.286	41.842
54	2.312	3.680	3.959	5.042	3.953	3.991	3.785	3.804	5.184	3.925	3.904	3.942	3.454	2.286	53.222
55	2.312	3.680	3.959	5.042	3.953	3.991	3.785	5.042	5.184	3.925	3.904	2.614	2.260	2.286	51.937
56	2.312	3.680	5.184	5.042	3.953	3.991	3.785	3.804	5.184	3.925	3.904	5.270	3.454	2.286	55.776



	N	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56
Y.12	Pearson Correlation	.200	.204	.759**	.579**	.198	.175	.213	.353**	.556**	.651**	.262	1	.097	.050	.573**
	Sig. (2-tailed)	.140	.132	.000	.000	.144	.197	.115	.008	.000	.000	.051		.479	.716	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56
Y.13	Pearson Correlation	.363**	.236	.191	.293*	.354**	.288*	.320*	.306*	.119	-.083	.402**	.097	1	.601**	.485**
	Sig. (2-tailed)	.006	.080	.158	.029	.007	.031	.016	.022	.382	.545	.002	.479		.000	.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56
Y.14	Pearson Correlation	.584**	.371**	.112	-.014	.517**	.387**	.385**	.438**	.044	.099	.498**	.050	.601**	1	.548**
	Sig. (2-tailed)	.000	.005	.410	.918	.000	.003	.003	.001	.747	.469	.000	.716	.000		.000
	N	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56
TOTAL	Pearson Correlation	.761**	.721**	.584**	.536**	.737**	.725**	.746**	.819**	.608**	.606**	.778**	.573**	.485**	.548**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56

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

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



E. Hasil SPSS Uji Reliabilitas Variabel Kinerja Karyawan

Reliability Statistics			
Cronbach's Alpha	Part 1	Value	.810
		N of Items	7 ^a
	Part 2	Value	.784
		N of Items	7 ^b
	Total N of Items		14
Correlation Between Forms			.928
Spearman-Brown Coefficient	Equal Length		.963
	Unequal Length		.963
Guttman Split-Half Coefficient			.962

a. The items are: Y.1, Y.3, Y.5, Y.7, Y.9, Y.11, Y.13.

b. The items are: Y.2, Y.4, Y.6, Y.8, Y.10, Y.12, Y.14.



Lampiran 7. Hasil Kuesioner Variabel Komunikasi Internal pada Dinas Arsip dan Perpustakaan Daerah Kab. Buleleng

a. Data Ordinal Variabel Komunikasi Internal

Resp	1	2	3	4	5	Total
1	5	5	3	3	5	21
2	3	4	3	3	5	18
3	5	5	3	3	4	20
4	5	5	3	5	4	22
5	4	4	3	3	4	18
6	4	5	3	3	4	19
7	5	5	3	5	5	23
8	4	5	5	4	4	22
9	4	4	2	2	4	16
10	4	4	5	5	3	21
11	4	5	5	5	3	22
12	5	4	5	5	4	23
13	4	5	5	5	4	23
14	3	4	5	4	4	20
15	5	4	5	4	4	22
16	4	3	3	3	3	16
17	4	3	3	4	4	18
18	3	4	3	3	3	16
19	3	4	4	3	4	18
20	3	4	3	3	3	16
21	3	4	3	3	3	16
22	3	4	2	3	4	16
23	4	4	3	2	3	16
24	3	3	3	2	5	16
25	5	3	5	3	5	21
26	4	3	5	5	5	22
27	5	4	4	5	3	21
28	5	5	5	5	3	23
29	5	2	5	3	5	20
30	5	5	5	5	2	22
31	3	4	2	2	4	15
32	4	4	3	3	4	18
33	3	4	3	3	4	17
34	4	4	2	4	3	17
35	4	3	2	4	3	16
36	4	4	3	3	4	18

37	4	5	3	3	4	19
38	5	5	3	5	5	23
39	4	5	5	4	4	22
40	4	4	2	2	4	16
41	4	4	5	5	3	21
42	4	5	5	5	3	22
43	5	4	5	5	4	23
44	4	5	5	5	4	23
45	3	4	5	4	4	20
46	5	4	5	4	4	22
47	4	3	3	3	3	16
48	4	3	3	4	4	18
49	3	4	3	3	3	16
50	3	4	4	3	4	18
51	3	4	3	3	3	16
52	3	4	3	3	3	16
53	3	4	2	3	4	16
54	4	4	3	2	3	16
55	3	3	3	2	5	16
56	5	3	5	3	5	21

B. Transformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	17	0.304	0.304	0.350	-0.514	1.000
	4	24	0.429	0.732	0.329	0.619	2.199
	5	15	0.268	1.000	0.000		3.381
2	2	1	0.018	0.018	0.044	-2.100	1.000
	3	10	0.179	0.196	0.277	-0.854	2.158
	4	30	0.536	0.732	0.329	0.619	3.364
	5	15	0.268	1.000	0.000		4.692
3	2	7	0.125	0.125	0.206	-1.150	1.000
	3	26	0.464	0.589	0.389	0.226	2.253
	4	3	0.054	0.643	0.373	0.366	2.942
	5	20	0.357	1.000	0.000		3.691
4	2	7	0.125	0.125	0.206	-1.150	1.000
	3	24	0.429	0.554	0.395	0.135	2.205
	4	10	0.179	0.732	0.329	0.619	3.017
	5	15	0.268	1.000	0.000		3.876
5	2	1	0.018	0.018	0.044	-2.100	1.000
	3	18	0.321	0.339	0.366	-0.414	2.460
	4	27	0.482	0.821	0.261	0.921	3.680

	5	10	0.179	1.000	0.000		4.924
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C. Data Interval Variabel Komunikasi Internal

Resp	1	2	3	4	5	Total
1	3.381	4.692	2.253	2.205	4.924	17.454
2	1.000	3.364	2.253	2.205	4.924	13.746
3	3.381	4.692	2.253	2.205	3.680	16.210
4	3.381	4.692	2.253	3.876	3.680	17.882
5	2.199	3.364	2.253	2.205	3.680	13.700
6	2.199	4.692	2.253	2.205	3.680	15.028
7	3.381	4.692	2.253	3.876	4.924	19.126
8	2.199	4.692	3.691	3.017	3.680	17.278
9	2.199	3.364	1.000	1.000	3.680	11.243
10	2.199	3.364	3.691	3.876	2.460	15.591
11	2.199	4.692	3.691	3.876	2.460	16.918
12	3.381	3.364	3.691	3.876	3.680	17.993
13	2.199	4.692	3.691	3.876	3.680	18.138
14	1.000	3.364	3.691	3.017	3.680	14.752
15	3.381	3.364	3.691	3.017	3.680	17.133
16	2.199	2.158	2.253	2.205	2.460	11.273
17	2.199	2.158	2.253	3.017	3.680	13.305
18	1.000	3.364	2.253	2.205	2.460	11.282
19	1.000	3.364	2.942	2.205	3.680	13.191
20	1.000	3.364	2.253	2.205	2.460	11.282
21	1.000	3.364	2.253	2.205	2.460	11.282
22	1.000	3.364	1.000	2.205	3.680	11.249
23	2.199	3.364	2.253	1.000	2.460	11.276
24	1.000	2.158	2.253	1.000	4.924	11.334
25	3.381	2.158	3.691	2.205	4.924	16.359
26	2.199	2.158	3.691	3.876	4.924	16.848
27	3.381	3.364	2.942	3.876	2.460	16.024
28	3.381	4.692	3.691	3.876	2.460	18.100
29	3.381	1.000	3.691	2.205	4.924	15.201
30	3.381	4.692	3.691	3.876	1.000	16.640
31	1.000	3.364	1.000	1.000	3.680	10.044
32	2.199	3.364	2.253	2.205	3.680	13.700
33	1.000	3.364	2.253	2.205	3.680	12.502
34	2.199	3.364	1.000	3.017	2.460	12.040
35	2.199	2.158	1.000	3.017	2.460	10.833
36	2.199	3.364	2.253	2.205	3.680	13.700
37	2.199	4.692	2.253	2.205	3.680	15.028

38	3.381	4.692	2.253	3.876	4.924	19.126
39	2.199	4.692	3.691	3.017	3.680	17.278
40	2.199	3.364	1.000	1.000	3.680	11.243
41	2.199	3.364	3.691	3.876	2.460	15.591
42	2.199	4.692	3.691	3.876	2.460	16.918
43	3.381	3.364	3.691	3.876	3.680	17.993
44	2.199	4.692	3.691	3.876	3.680	18.138
45	1.000	3.364	3.691	3.017	3.680	14.752
46	3.381	3.364	3.691	3.017	3.680	17.133
47	2.199	2.158	2.253	2.205	2.460	11.273
48	2.199	2.158	2.253	3.017	3.680	13.305
49	1.000	3.364	2.253	2.205	2.460	11.282
50	1.000	3.364	2.942	2.205	3.680	13.191
51	1.000	3.364	2.253	2.205	2.460	11.282
52	1.000	3.364	2.253	2.205	2.460	11.282
53	1.000	3.364	1.000	2.205	3.680	11.249
54	2.199	3.364	2.253	1.000	2.460	11.276
55	1.000	2.158	2.253	1.000	4.924	11.334
56	3.381	2.158	3.691	2.205	4.924	16.359



Lampiran 8. Data Hasil Kuesioner Variabel Motivasi Kerja

A. Data Ordinal Variabel Motivasi Kerja

Resp	1	2	3	4	5	6	Total
1	5	5	3	3	5	4	25
2	3	4	3	3	5	5	23
3	5	5	3	3	4	4	24
4	5	5	3	5	4	4	26
5	4	4	3	3	4	4	22
6	4	5	3	3	4	4	23
7	5	5	3	5	5	5	28
8	4	5	5	4	4	4	26
9	4	4	2	2	4	4	20
10	4	4	5	5	3	3	24
11	4	5	5	5	3	3	25
12	5	4	5	5	4	4	27
13	4	5	5	5	4	3	26
14	3	4	5	4	4	4	24
15	5	4	5	4	4	3	25
16	4	3	3	3	3	4	20
17	4	3	3	4	4	4	22
18	3	4	3	3	3	4	20
19	3	4	4	3	4	4	22
20	3	4	3	3	3	4	20
21	3	4	3	3	3	4	20
22	3	4	2	3	4	5	21
23	4	4	3	2	3	3	19
24	3	3	3	2	5	4	20
25	5	3	5	3	5	3	24
26	4	3	5	5	5	4	26
27	5	4	4	5	3	4	25
28	5	5	5	5	3	5	28
29	5	2	5	3	5	5	25
30	5	5	5	5	2	3	25
31	3	4	2	2	4	4	19
32	4	4	3	3	4	4	22
33	3	4	3	3	4	3	20
34	4	4	2	4	3	4	21
35	4	3	2	4	3	3	19
36	5	4	3	3	3	4	22
37	4	3	4	3	4	4	22
38	4	3	3	3	3	4	20

39	3	4	3	3	3	4	20
40	3	4	2	3	4	5	21
41	3	4	3	2	3	3	18
42	3	4	3	2	5	4	21
43	3	4	5	3	5	3	23
44	4	4	5	5	5	4	27
45	3	3	4	5	3	4	22
46	5	3	5	5	3	5	26
47	4	3	5	3	5	5	25
48	5	4	5	5	2	3	24
49	5	5	2	2	4	4	22
50	5	2	3	3	4	4	21
51	5	5	3	3	4	3	23
52	3	4	2	4	3	4	20
53	4	4	2	4	3	3	20
54	3	4	4	5	3	4	23
55	4	4	5	5	3	5	26
56	4	3	5	3	5	5	25

B. Transformasi Data Ordinal ke Data Interval.

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	18	0.321	0.321	0.358	-0.464	1.000
	4	21	0.375	0.696	0.350	0.514	2.138
	5	17	0.304	1.000	0.000		3.266
2	2	2	0.036	0.036	0.079	-1.803	1.000
	3	12	0.214	0.250	0.318	-0.674	2.083
	4	30	0.536	0.786	0.292	0.792	3.249
	5	12	0.214	1.000	0.000		4.561
3	2	9	0.161	0.161	0.244	-0.992	1.000
	3	23	0.411	0.571	0.393	0.180	2.157
	4	5	0.089	0.661	0.366	0.414	2.814
	5	19	0.339	1.000	0.000		3.597
4	2	7	0.125	0.125	0.206	-1.150	1.000
	3	25	0.446	0.571	0.393	0.180	2.229
	4	8	0.143	0.714	0.340	0.566	3.015
	5	16	0.286	1.000	0.000	8.161	3.836
5	2	2	0.036	0.036	0.079	-1.803	1.000
	3	21	0.375	0.411	0.389	-0.226	2.372
	4	21	0.375	0.786	0.292	0.792	3.459
	5	12	0.214	1.000	0.000		4.561
6	3	14	0.250	0.250	0.318	-0.674	1.000

	4	32	0.571	0.821	0.261	0.921	2.370
	5	10	0.179	1.000	0.000		3.733

C. Data Interval Variabel Motivasi Kerja

Resp	1	2	3	4	5	6	Total
1	3.266	4.561	2.157	2.229	4.561	2.370	19.143
2	1.000	3.249	2.157	2.229	4.561	3.733	16.928
3	3.266	4.561	2.157	2.229	3.459	2.370	18.042
4	3.266	4.561	2.157	3.836	3.459	2.370	19.649
5	2.138	3.249	2.157	2.229	3.459	2.370	15.601
6	2.138	4.561	2.157	2.229	3.459	2.370	16.913
7	3.266	4.561	2.157	3.836	4.561	3.733	22.114
8	2.138	4.561	3.597	3.015	3.459	2.370	19.141
9	2.138	3.249	1.000	1.000	3.459	2.370	13.216
10	2.138	3.249	3.597	3.836	2.372	1.000	16.192
11	2.138	4.561	3.597	3.836	2.372	1.000	17.505
12	3.266	3.249	3.597	3.836	3.459	2.370	19.778
13	2.138	4.561	3.597	3.836	3.459	1.000	18.592
14	1.000	3.249	3.597	3.015	3.459	2.370	16.691
15	3.266	3.249	3.597	3.015	3.459	1.000	17.586
16	2.138	2.083	2.157	2.229	2.372	2.370	13.349
17	2.138	2.083	2.157	3.015	3.459	2.370	15.223
18	1.000	3.249	2.157	2.229	2.372	2.370	13.376
19	1.000	3.249	2.814	2.229	3.459	2.370	15.121
20	1.000	3.249	2.157	2.229	2.372	2.370	13.376
21	1.000	3.249	2.157	2.229	2.372	2.370	13.376
22	1.000	3.249	1.000	2.229	3.459	3.733	14.670
23	2.138	3.249	2.157	1.000	2.372	1.000	11.915
24	1.000	2.083	2.157	1.000	4.561	2.370	13.171
25	3.266	2.083	3.597	2.229	4.561	1.000	16.736
26	2.138	2.083	3.597	3.836	4.561	2.370	18.586
27	3.266	3.249	2.814	3.836	2.372	2.370	17.908
28	3.266	4.561	3.597	3.836	2.372	3.733	21.366
29	3.266	1.000	3.597	2.229	4.561	3.733	18.386
30	3.266	4.561	3.597	3.836	1.000	1.000	17.261
31	1.000	3.249	1.000	1.000	3.459	2.370	12.078
32	2.138	3.249	2.157	2.229	3.459	2.370	15.601
33	1.000	3.249	2.157	2.229	3.459	1.000	13.093
34	2.138	3.249	1.000	3.015	2.372	2.370	14.144
35	2.138	2.083	1.000	3.015	2.372	1.000	11.609
36	3.266	3.249	2.157	2.229	2.372	2.370	15.642

37	2.138	2.083	2.814	2.229	3.459	2.370	15.094
38	2.138	2.083	2.157	2.229	2.372	2.370	13.349
39	1.000	3.249	2.157	2.229	2.372	2.370	13.376
40	1.000	3.249	1.000	2.229	3.459	3.733	14.670
41	1.000	3.249	2.157	1.000	2.372	1.000	10.777
42	1.000	3.249	2.157	1.000	4.561	2.370	14.336
43	1.000	3.249	3.597	2.229	4.561	1.000	15.635
44	2.138	3.249	3.597	3.836	4.561	2.370	19.751
45	1.000	2.083	2.814	3.836	2.372	2.370	14.476
46	3.266	2.083	3.597	3.836	2.372	3.733	18.889
47	2.138	2.083	3.597	2.229	4.561	3.733	18.341
48	3.266	3.249	3.597	3.836	1.000	1.000	15.949
49	3.266	4.561	1.000	1.000	3.459	2.370	15.656
50	3.266	1.000	2.157	2.229	3.459	2.370	14.481
51	3.266	4.561	2.157	2.229	3.459	1.000	16.671
52	1.000	3.249	1.000	3.015	2.372	2.370	13.006
53	2.138	3.249	1.000	3.015	2.372	1.000	12.774
54	1.000	3.249	2.814	3.836	2.372	2.370	15.642
55	2.138	3.249	3.597	3.836	2.372	3.733	18.926
56	2.138	2.083	3.597	2.229	4.561	3.733	18.341



Lampiran 9. Data Hasil Kuesioner Variabel Kinerja Karyawan

A. Data Ordinal Variabel Kinerja Karyawan

Resp	1	2	3	4	5	6	7	Total
1	5	3	3	5	4	3	3	26
2	4	3	3	5	5	3	3	26
3	5	3	3	4	4	3	3	25
4	5	3	5	4	4	5	5	31
5	4	3	3	4	4	3	5	26
6	5	3	3	4	4	2	3	24
7	5	3	5	5	5	2	3	28
8	5	5	4	4	4	3	5	30
9	4	2	2	4	4	3	5	24
10	4	5	5	3	3	5	5	30
11	5	5	5	3	3	5	4	30
12	4	5	5	4	4	4	5	31
13	5	5	5	4	3	5	5	32
14	4	5	4	4	4	3	5	29
15	4	5	4	4	3	3	5	28
16	3	3	3	3	4	3	5	24
17	3	3	4	4	4	3	5	26
18	4	3	3	3	4	3	3	23
19	4	4	3	4	4	3	3	25
20	4	3	3	3	4	3	3	23
21	4	3	3	3	4	3	3	23
22	4	2	3	4	5	3	3	24
23	4	3	2	3	3	3	3	21
24	3	3	2	5	4	2	4	23
25	3	5	3	5	3	5	5	29
26	3	5	5	5	4	5	5	32
27	4	4	5	3	4	4	4	28
28	5	5	5	3	5	5	5	33
29	2	5	3	5	5	5	5	30
30	5	5	5	2	3	5	5	30
31	4	2	2	4	4	2	2	20
32	4	3	3	4	4	3	2	23
33	4	3	3	4	3	2	2	21
34	4	2	4	3	4	3	2	22
35	3	2	4	3	3	2	2	19
36	4	3	3	5	5	3	3	26
37	5	3	3	4	4	3	3	25
38	5	3	5	4	4	5	5	31

39	4	3	3	4	4	3	5	26
40	5	3	3	4	4	2	3	24
41	5	3	5	5	5	2	3	28
42	5	5	4	4	4	3	5	30
43	4	2	2	4	4	3	5	24
44	4	5	5	3	3	5	5	30
45	5	5	5	3	3	5	4	30
46	4	5	5	4	4	4	5	31
47	5	5	5	4	3	5	5	32
48	4	5	4	4	4	3	5	29
49	4	5	4	4	3	3	5	28
50	3	3	3	3	4	3	5	24
51	3	3	4	4	4	3	5	26
52	4	3	3	3	4	3	3	23
53	4	4	3	4	4	3	3	25
54	4	3	3	3	4	3	3	23
55	4	3	3	3	4	3	3	23
56	4	2	3	4	5	3	3	24

B. Transformasi Data Ordinal ke Data Interval.

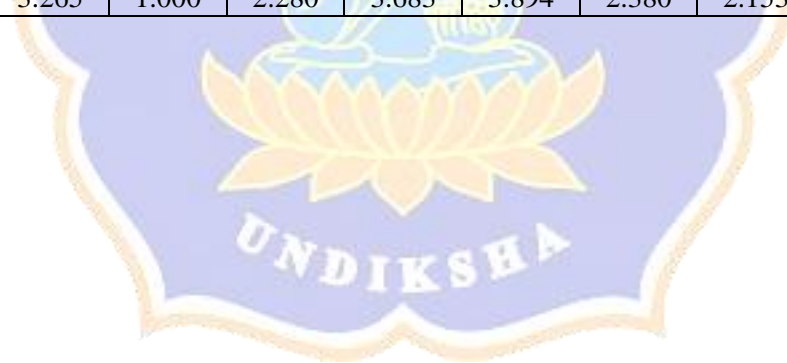
Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	2	1	0.018	0.018	0.044	-2.100	1.000
	3	8	0.143	0.161	0.244	-0.992	2.062
	4	30	0.536	0.696	0.350	0.514	3.265
	5	17	0.304	1.000	0.000		4.614
2	2	7	0.125	0.125	0.206	-1.150	1.000
	3	27	0.482	0.607	0.384	0.272	2.276
	4	3	0.054	0.661	0.366	0.414	2.989
	5	19	0.339	1.000	0.000		3.726
3	2	5	0.089	0.089	0.161	-1.345	1.000
	3	25	0.446	0.536	0.397	0.090	2.280
	4	10	0.179	0.714	0.340	0.566	3.130
	5	16	0.286	1.000	0.000		3.998
4	2	1	0.018	0.018	0.044	-2.100	1.000
	3	17	0.304	0.321	0.358	-0.464	2.427
	4	29	0.518	0.839	0.244	0.992	3.683
	5	9	0.161	1.000	0.000		4.981
5	3	13	0.232	0.232	0.305	-0.732	1.000
	4	35	0.625	0.857	0.226	1.068	2.442
	5	8	0.143	1.000	0.000		3.894

6	2	8	0.143	0.143	0.226	-1.068	1.000
	3	32	0.571	0.714	0.340	0.566	2.380
	4	3	0.054	0.768	0.305	0.732	3.227
	5	13	0.232	1.000	0.000		3.894
7	2	5	0.089	0.089	0.161	-1.345	1.000
	3	20	0.357	0.446	0.395	-0.135	2.153
	4	4	0.071	0.518	0.399	0.045	2.763
	5	27	0.482	1.000	0.000		3.635

C. Data Interval Variabel Kinerja Karyawan

Resp	1	2	3	4	5	6	7	Total
1	4.614	2.276	2.280	4.981	2.442	2.380	2.153	21.125
2	3.265	2.276	2.280	4.981	3.894	2.380	2.153	21.229
3	4.614	2.276	2.280	3.683	2.442	2.380	2.153	19.827
4	4.614	2.276	3.998	3.683	2.442	3.894	3.635	24.542
5	3.265	2.276	2.280	3.683	2.442	2.380	3.635	19.960
6	4.614	2.276	2.280	3.683	2.442	1.000	2.153	18.448
7	4.614	2.276	3.998	4.981	3.894	1.000	2.153	22.916
8	4.614	3.726	3.130	3.683	2.442	2.380	3.635	23.608
9	3.265	1.000	1.000	3.683	2.442	2.380	3.635	17.404
10	3.265	3.726	3.998	2.427	1.000	3.894	3.635	21.945
11	4.614	3.726	3.998	2.427	1.000	3.894	2.763	22.422
12	3.265	3.726	3.998	3.683	2.442	3.227	3.635	23.975
13	4.614	3.726	3.998	3.683	1.000	3.894	3.635	24.549
14	3.265	3.726	3.130	3.683	2.442	2.380	3.635	22.260
15	3.265	3.726	3.130	3.683	1.000	2.380	3.635	20.818
16	2.062	2.276	2.280	2.427	2.442	2.380	3.635	17.501
17	2.062	2.276	3.130	3.683	2.442	2.380	3.635	19.607
18	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
19	3.265	2.989	2.280	3.683	2.442	2.380	2.153	19.192
20	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
21	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
22	3.265	1.000	2.280	3.683	3.894	2.380	2.153	18.655
23	3.265	2.276	1.000	2.427	1.000	2.380	2.153	14.501
24	2.062	2.276	1.000	4.981	2.442	1.000	2.763	16.524
25	2.062	3.726	2.280	4.981	1.000	3.894	3.635	21.577
26	2.062	3.726	3.998	4.981	2.442	3.894	3.635	24.737
27	3.265	2.989	3.998	2.427	2.442	3.227	2.763	21.111
28	4.614	3.726	3.998	2.427	3.894	3.894	3.635	26.187
29	1.000	3.726	2.280	4.981	3.894	3.894	3.635	23.409
30	4.614	3.726	3.998	1.000	1.000	3.894	3.635	21.866

31	3.265	1.000	1.000	3.683	2.442	1.000	1.000	13.390
32	3.265	2.276	2.280	3.683	2.442	2.380	1.000	17.326
33	3.265	2.276	2.280	3.683	1.000	1.000	1.000	14.504
34	3.265	1.000	3.130	2.427	2.442	2.380	1.000	15.643
35	2.062	1.000	3.130	2.427	1.000	1.000	1.000	11.618
36	3.265	2.276	2.280	4.981	3.894	2.380	2.153	21.229
37	4.614	2.276	2.280	3.683	2.442	2.380	2.153	19.827
38	4.614	2.276	3.998	3.683	2.442	3.894	3.635	24.542
39	3.265	2.276	2.280	3.683	2.442	2.380	3.635	19.960
40	4.614	2.276	2.280	3.683	2.442	1.000	2.153	18.448
41	4.614	2.276	3.998	4.981	3.894	1.000	2.153	22.916
42	4.614	3.726	3.130	3.683	2.442	2.380	3.635	23.608
43	3.265	1.000	1.000	3.683	2.442	2.380	3.635	17.404
44	3.265	3.726	3.998	2.427	1.000	3.894	3.635	21.945
45	4.614	3.726	3.998	2.427	1.000	3.894	2.763	22.422
46	3.265	3.726	3.998	3.683	2.442	3.227	3.635	23.975
47	4.614	3.726	3.998	3.683	1.000	3.894	3.635	24.549
48	3.265	3.726	3.130	3.683	2.442	2.380	3.635	22.260
49	3.265	3.726	3.130	3.683	1.000	2.380	3.635	20.818
50	2.062	2.276	2.280	2.427	2.442	2.380	3.635	17.501
51	2.062	2.276	3.130	3.683	2.442	2.380	3.635	19.607
52	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
53	3.265	2.989	2.280	3.683	2.442	2.380	2.153	19.192
54	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
55	3.265	2.276	2.280	2.427	2.442	2.380	2.153	17.223
56	3.265	1.000	2.280	3.683	3.894	2.380	2.153	18.655



Lampiran 10. Data Input SPSS Analisis Jalur (*Path Analysis*)

Resp	Komunikasi Internal (X ₁)	Motivasi Kerja (X ₂)	Kinerja Pegawai (Y)
1	17.454	19.143	21.125
2	13.746	16.928	21.229
3	16.210	18.042	19.827
4	17.882	19.649	24.542
5	13.700	15.601	19.960
6	15.028	16.913	18.448
7	19.126	22.114	22.916
8	17.278	19.141	23.608
9	11.243	13.216	17.404
10	15.591	16.192	21.945
11	16.918	17.505	22.422
12	17.993	19.778	23.975
13	18.138	18.592	24.549
14	14.752	16.691	22.260
15	17.133	17.586	20.818
16	11.273	13.349	17.501
17	13.305	15.223	19.607
18	11.282	13.376	17.223
19	13.191	15.121	19.192
20	11.282	13.376	17.223
21	11.282	13.376	17.223
22	11.249	14.670	18.655
23	11.276	11.915	14.501
24	11.334	13.171	16.524
25	16.359	16.736	21.577
26	16.848	18.586	24.737
27	16.024	17.908	21.111
28	18.100	21.366	26.187
29	15.201	18.386	23.409
30	16.640	17.261	21.866
31	10.044	12.078	13.390
32	13.700	15.601	17.326
33	12.502	13.093	14.504
34	12.040	14.144	15.643
35	10.833	11.609	11.618
36	13.700	15.642	21.229
37	15.028	15.094	19.827
38	19.126	13.349	24.542
39	17.278	13.376	19.960
40	11.243	14.670	18.448
41	15.591	10.777	22.916
42	16.918	14.336	23.608

43	17.993	15.635	17.404
44	18.138	19.751	21.945
45	14.752	14.476	22.422
46	17.133	18.889	23.975
47	11.273	18.341	24.549
48	13.305	15.949	22.260
49	11.282	15.656	20.818
50	13.191	14.481	17.501
51	11.282	16.671	19.607
52	11.282	13.006	17.223
53	11.249	12.774	19.192
54	11.276	15.642	17.223
55	11.334	18.926	17.223
56	16.359	18.341	18.655



Lampiran 11. Output Analisis Jalur (*Path Analysis*)

- a. Pengaruh Komunikasi Internal (X₁) dan Motivasi Kerja (X₂) terhadap Kinerja Karyawan (Y)

Descriptive Statistics

	Mean	Std. Deviation	N
Y	20.0816	3.20953	56
X1	14.3695	2.73333	56
X2	15.9503	2.60419	56

Correlations

		Y	X1	X2
Pearson Correlation	Y	1.000	.716	.652
	X1	.716	1.000	.630
	X2	.652	.630	1.000
Sig. (1-tailed)	Y	.	.000	.000
	X1	.000	.	.000
	X2	.000	.000	.
N	Y	56	56	56
	X1	56	56	56
	X2	56	56	56

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.798 ^a	.637	.563	2.12061	.579	36.493	2	53	.000

a. Predictors: (Constant), X2, X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	328.220	2	164.110	36.493	.000 ^a
	Residual	238.340	53	4.497		
	Total	566.560	55			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients^a

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics							
					R Square Change	F Change	df1	df2	Sig. F Change			
1	.798 ^a	.637	.563	2.12061	.579	36.493	2	53	.000			
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations		Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Partial	Tolerance	VIF
1 (Constant)	5.001	1.847		2.707	.009	1.296	8.706					
X1	.595	.135	.507	4.416	.000	.325	.865	.716	.519	.393	.603	1.659
X2	.409	.141	.332	2.895	.005	.126	.693	.652	.370	.258	.603	1.659

a. Dependent Variable: Y



b. Pengaruh Komunikasi Internal (X_1) terhadap Motivasi Kerja (X_2)

Descriptive Statistics

	Mean	Std. Deviation	N
X2	15.9503	2.60419	56
X1	14.3695	2.73333	56

Correlations

		X2	X1
Pearson Correlation	X2	1.000	.630
	X1	.630	1.000
Sig. (1-tailed)	X2	.	.000
	X1	.000	.
N	X2	56	56
	X1	56	56

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.630 ^a	.397	.386	2.04047	.397	35.588	1	54	.000

a. Predictors: (Constant), X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	148.170	1	148.170	35.588	.000 ^a
	Residual	224.829	54	4.164		
	Total	372.999	55			

a. Predictors: (Constant), X1

b. Dependent Variable: X2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance
1 (Constant)	7.322	1.472		4.974	.000	4.371	10.273					
X1	.600	.101	.630	5.966	.000	.399	.802	.630	.630	.630	1.000	1.000

a. Dependent Variable: X2

