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Lampiran 1.

KUESIONER PENELITIAN

Kepada Yth.

Bapak/Ibu/Saudara/i

Di

Tempat

Dalam rangka memenuhi salah satu persyaratan akademik untuk memperoleh gelar Sarjana Manajemen pada Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Bengkulu, saya yang bertanda tangan dibawah ini:

Nama : Nurul Anisyah

NPM : 2261201125

Program Studi : Manajemen

Judul Penelitian : Pengaruh Pengawasan, Akuntabilitas, dan Etika Kerja terhadap kinerja Pegawai di Dinas Perpustakaan dan Kearsipan Provinsi Bengkulu

Dengan ini memohon kesediaan Bapak/Ibu/Saudara/i untuk berpartisipasi sebagai responden dalam penelitian yang saya lakukan. Informasi dan jawaban yang diberikan akan digunakan sepenuhnya untuk kepentingan ilmiah dan dijamin kerahasiaannya. Tidak terdapat jawaban benar maupun salah, sehingga saya sangat berharap Bapak/Ibu/Saudara/i dapat mengisi kuesioner ini secara jujur sesuai kondisi yang sebenarnya.

Partisipasi Anda sangat membantu kelancaran penyusunan skripsi ini. Atas perhatian, waktu, dan kesediaannya, saya mengucapkan terima kasih.

Hormat Saya

(Nurul Anisyah)

A. Identitas Responden

1. **Nama:**

2. **Usia Saat Ini** (*pilih salah satu*)

☐ 21–30 tahun

☐ 31–40 tahun

☐ 41–50 tahun

☐ >50 tahun

3. **Pendidikan Terakhir**

☐ SMA/SMK

☐ Diploma (D1/D2/D3)

☐ Sarjana S1

☐ Pascasarjana

4. **Lama Bekerja** (*pilih salah satu*)

☐ <1 tahun

☐ 1-5 tahun

☐ 6-10 tahun

☐ > 10 Tahun

B. Petunjuk Pengisian

Mohon kesediaan anda untuk menjawab pernyataan sesuai dengan keadaan anda dengan memberilah tanda centang (✓) pada salah satu jawaban yang tersedia dengan kriteria pengukuran yaitu:

1 Sangat Tidak Setuju (STS)

2 Tidak Setuju (TS)

3 Netral (N)

4 Setuju (S)

5 Sangat Setuju (SS)

C. Pernyataan Penelitian

No.	Pernyataan	Jawaban				
	Pengawasan (X1)	STS (1)	TS (2)	N (3)	S (4)	SS (5)
Akurat						
1.	Pengawasan yang dilakukan berdasarkan data dan informasi yang benar.					
2.	Penilaian pimpinan terhadap kinerja pegawai dilakukan secara tepat dan objektif.					
Ketepatan waktu						
1.	Pengawasan dilakukan pimpinan secara tepat waktu tanpa menunda pelaksanaan pemeriksaan.					
2.	Pimpinan memberikan evaluasi terhadap hasil pekerjaan pegawai tepat pada waktunya.					
Objektif Serta Menyeluruh						
1.	Penilaian pimpinan dalam pengawasan dilakukan secara adil tanpa memihak.					
2.	Pimpinan menilai kinerja pegawai berdasarkan hasil kerja yang dicapai.					
Terpusat Pada Titik Pengawasan Statagic						
1.	Pengawasan difokuskan pada bagian pekerjaan yang sering menimbulkan permasalahan.					
2.	Pimpinan memfokuskan pengawasan pada kegiatan kerja yang paling penting.					
Realistik Secara Organisasional						
1.	Pengawasan yang dilakukan pimpinan sesuai dengan kondisi kerja yang ada di organisasi.					
2.	Pengawasan yang diterapkan realistik dan dapat dilaksanakan.					
Fleksibel						
1.	Pimpinan menyesuaikan cara pengawasan dengan kondisi pekerjaan yang ada.					

1.	Penatausahaan kegiatan kerja dapat dipertanggungjawabkan.					
2.	Penatausahaan dilakukan sesuai dengan prosedur yang berlaku.					
Pelaporan						
1.	Laporan pekerjaan disampaikan tepat waktu.					
2.	Laporan yang disusun dapat dipertanggungjawabkan kebenarannya.					
3.	Penyusunan laporan kerja dilakukan secara tertib dan sistematis.					
Pertanggungjawaban						
1.	Saya siap mempertanggungjawabkan hasil pekerjaan yang saya laksanakan.					
2.	Saya menyampaikan pertanggungjawaban kerja secara jujur dan terbuka.					

No.	Pernyataan	Jawaban				
	Etika Kerja (X3)	STS (1)	TS (2)	N (3)	S (4)	SS (5)
Kerja Yang Positif						
1.	Saya memiliki sikap positif dalam melaksanakan pekerjaan sehari-hari.					
2.	Saya berusaha memberikan hasil kerja yang terbaik.					
3.	Saya menjaga sikap profesional dalam setiap pelaksanaan pekerjaan.					
Disiplin Kerja						
1.	Saya datang bekerja tepat waktu sesuai dengan ketentuan yang berlaku.					
2.	Saya menaati peraturan dan tata tertib kerja yang berlaku.					
3.	Saya menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan.					
Tekun						
1.	Saya menyelesaikan pekerjaan dengan sungguh-sungguh.					
2.	Saya berusaha menyelesaikan pekerjaan sampai tuntas.					
3.	Saya tetap fokus dalam bekerja hingga pekerjaan selesai					
Pendidikan						
1.	Saya menerapkan nilai-nilai etika kerja yang saya peroleh dari pendidikan dalam					

	pekerjaan sehari-hari.					
2.	Pendidikan mendorong saya untuk bekerja sesuai dengan aturan dan norma yang berlaku.					

No.	Pernyataan	Jawaban				
	Kinerja Pegawai (Y)	STS (1)	TS (2)	N (3)	S (4)	SS (5)
Kualitas Kerja						
1.	Hasil pekerjaan yang saya lakukan sesuai dengan standar kerja yang ditetapkan.					
2.	Hasil pekerjaan saya jarang mengalami kesalahan.					
3.	Saya memperhatikan detail dalam setiap pekerjaan yang saya lakukan.					
Kuantitas Kerja						
1.	Saya mampu menyelesaikan pekerjaan sesuai dengan target yang ditetapkan.					
2.	Saya dapat menyelesaikan seluruh pekerjaan yang menjadi tanggung jawab saya.					
3.	Saya mampu menyelesaikan pekerjaan sesuai dengan target waktu dan jumlah pekerjaan.					
Kerja Sama						
1.	Saya mampu bekerja sama dengan rekan kerja dalam menyelesaikan tugas.					
2.	Saya bersedia membantu rekan kerja ketika mengalami kesulitan.					
3.	Saya menjalin komunikasi yang baik dengan rekan kerja.					
Inisiatif						
1.	Saya berusaha menyelesaikan pekerjaan tanpa harus selalu menunggu perintah atasan.					
2.	Saya menunjukkan kreativitas dalam melaksanakan tugas.					
3.	Saya memiliki inisiatif untuk mencari solusi ketika menghadapi masalah pekerjaan.					

Lampiran 2.

TABULASI SAMPEL AWAL

1. Pengawasan (X1)

No	Pengawasan																		Total
	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1.11	x1.12	x1.13	x1.14	x1.15	x1.16	x1.17	x1.18	
1	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	5	5	5	79
2	1	3	4	3	2	4	5	4	5	4	3	5	3	5	4	4	3	5	67
3	5	3	3	3	4	3	3	2	4	1	3	3	3	3	3	2	4	5	57
4	2	5	4	4	3	3	1	3	3	4	4	4	3	3	3	3	3	4	59
5	1	4	4	3	5	3	3	2	2	3	4	3	5	4	3	3	1	3	56
6	5	5	5	5	5	5	5	4	5	5	2	5	5	5	5	5	5	5	86
7	3	4	3	4	2	4	3	2	5	4	4	5	1	4	5	4	4	5	66
8	1	1	3	3	1	4	3	5	2	3	2	2	3	2	3	1	3	3	45
9	3	4	4	5	4	5	4	4	3	4	4	3	3	4	5	3	5	4	71
10	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
11	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
12	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	71
13	3	4	4	5	5	4	5	5	4	4	5	4	3	3	4	5	5	5	77
14	2	4	5	3	3	4	5	4	5	5	5	4	4	4	4	5	3	4	73
15	5	4	4	5	5	4	5	4	5	5	5	5	5	5	4	4	4	4	82
16	5	5	5	5	4	4	4	5	4	4	4	5	4	5	5	4	4	4	80
17	3	5	5	4	3	5	5	4	5	5	3	4	4	4	4	4	5	4	76
18	1	4	3	3	4	3	3	3	4	3	3	3	4	3	4	4	3	3	58
19	5	5	5	4	4	5	5	5	4	5	5	5	4	5	5	4	5	4	84
20	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
21	5	5	5	5	5	5	4	5	5	4	5	4	5	4	5	5	5	5	86
22	4	5	4	4	4	5	5	5	4	5	4	5	4	5	4	5	5	5	82
23	2	5	4	1	5	4	3	3	3	3	4	4	4	5	4	4	4	5	67
24	5	5	5	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	88
25	2	5	5	4	4	4	4	4	4	4	4	3	4	5	5	3	4	4	72
26	3	4	5	5	5	4	5	5	4	4	3	5	3	4	5	5	4	4	77
27	3	4	4	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	84
28	5	4	4	3	3	4	4	4	4	5	4	4	4	4	4	4	4	4	72
29	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	87
30	5	4	5	5	5	5	4	5	4	5	5	5	5	5	4	5	5	5	86

2. Akuntabilitas (X2)

No	Akuntabilitas												Total
	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.11	x2.12	
1	4	5	4	5	4	5	4	5	4	5	4	5	54
2	4	4	5	3	4	3	4	4	5	5	3	5	49
3	3	5	4	5	3	3	3	4	3	4	1	4	42
4	4	4	4	4	4	5	4	5	4	4	4	5	51
5	2	1	2	3	2	4	5	3	2	3	3	3	33
6	4	5	5	5	5	5	5	5	5	5	5	5	59
7	3	3	4	4	2	3	2	3	4	4	3	4	39
8	3	3	4	5	4	3	3	4	4	4	4	4	45
9	4	4	5	4	4	5	4	4	4	4	5	4	51
10	5	5	5	5	5	5	5	5	5	5	5	5	60
11	5	5	5	5	5	5	5	5	5	5	5	5	60
12	4	3	3	4	3	4	4	3	4	3	3	4	42
13	4	3	5	5	4	4	5	4	4	4	3	3	48
14	4	1	2	4	5	5	4	2	4	4	2	4	41
15	5	4	4	5	5	5	5	5	4	4	4	4	54
16	4	5	5	4	5	5	5	4	4	4	4	5	54
17	4	4	5	5	5	5	4	4	4	4	4	4	52
18	4	3	4	3	4	4	3	5	4	3	5	5	47
19	4	5	5	5	4	5	4	5	4	5	5	4	55
20	5	5	5	5	5	5	5	5	5	5	5	5	60
21	5	5	5	5	5	5	5	5	5	5	4	5	59
22	4	4	5	5	5	5	4	4	5	5	5	4	55
23	5	5	5	4	4	5	4	4	5	4	5	4	54
24	5	5	4	5	5	5	5	5	5	5	5	5	59
25	5	5	5	5	5	4	4	4	5	5	5	5	57
26	4	3	5	3	4	5	4	5	5	4	5	4	51
27	3	4	3	4	3	4	4	5	5	5	4	4	48
28	4	4	4	4	4	3	3	4	4	4	4	4	46
29	5	5	5	5	5	5	5	4	5	5	5	5	59
30	5	3	4	5	4	4	4	4	5	4	4	4	50

3. Etika Kerja (X3)

No	Etika Kerja											Total
	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	x3.9	x3.10	x3.11	
1	4	5	4	5	4	5	4	5	4	5	5	50
2	3	3	3	2	3	4	5	3	4	3	4	37
3	1	2	3	3	3	3	3	4	4	3	4	33
4	4	2	4	4	4	4	4	3	4	3	3	39
5	3	4	3	4	5	3	3	2	4	4	4	39
6	5	5	5	5	5	5	5	5	5	5	5	55
7	4	5	4	4	4	4	4	4	3	5	5	46
8	4	5	5	5	5	5	5	5	5	5	5	54
9	4	4	5	5	4	5	3	4	4	3	5	46
10	5	5	5	5	5	5	5	5	5	5	5	55
11	5	5	5	5	4	4	5	5	4	4	5	51
12	4	4	4	4	4	4	4	4	4	4	4	44
13	3	3	3	4	4	4	1	4	4	4	4	38
14	4	5	4	4	4	5	4	5	5	4	4	48
15	5	4	4	4	5	5	5	5	5	5	4	51
16	5	4	4	4	5	4	4	4	4	5	4	47
17	4	4	5	4	4	4	3	4	4	4	4	44
18	3	4	3	4	3	3	4	3	4	3	4	38
19	4	4	5	4	4	4	5	5	4	4	4	47
20	5	4	5	5	5	5	5	5	5	5	5	54
21	5	5	5	4	5	5	5	5	5	5	5	54
22	4	5	4	5	5	5	4	5	5	4	5	51
23	4	5	5	4	4	4	4	4	4	4	4	46
24	5	4	5	5	5	5	5	4	5	5	4	52
25	4	5	5	5	5	5	5	5	5	4	5	53
26	4	5	4	4	5	5	5	5	5	4	4	50
27	5	5	4	5	4	5	5	4	4	4	4	49
28	4	4	4	4	4	4	4	4	4	4	4	44
29	5	5	5	5	5	5	4	5	5	5	5	54
30	5	5	4	4	5	3	5	5	5	5	5	51

4. Kinerja Karyawan (Y)

No	Kinerja Karyawan												Total
	y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	y1.10	y1.11	y1.12	
1	4	5	5	5	5	5	4	4	4	5	4	4	54
2	4	4	4	3	2	3	4	5	4	3	3	2	41
3	4	3	5	5	3	3	5	4	3	3	4	2	44
4	5	4	4	4	4	5	4	5	3	4	4	4	50
5	4	4	2	3	4	2	5	3	4	5	3	4	43
6	5	5	5	5	5	5	5	5	5	5	5	5	60
7	4	3	4	4	4	4	4	3	3	4	5	4	46
8	5	5	5	4	5	4	5	5	5	5	5	5	58
9	4	2	4	5	5	3	3	3	4	4	3	3	43
10	5	5	5	5	5	5	5	5	5	5	5	5	60
11	5	3	5	5	5	5	5	5	5	4	5	5	57
12	4	4	4	4	4	4	4	4	4	4	4	3	47
13	5	5	4	4	3	3	4	4	4	5	5	4	50
14	4	5	5	4	5	3	5	4	4	5	4	4	52
15	4	5	5	5	4	4	4	5	5	5	5	5	56
16	5	3	4	5	4	4	5	5	5	5	5	4	54
17	5	5	5	4	4	4	4	4	4	4	4	4	51
18	4	3	4	3	3	4	3	4	5	4	4	5	46
19	5	5	5	5	5	4	5	5	5	4	4	4	56
20	5	5	5	5	5	5	5	5	5	5	5	5	60
21	5	5	5	4	5	5	4	5	5	5	4	5	57
22	5	5	4	5	5	4	4	5	5	5	4	4	55
23	4	4	3	3	3	4	5	4	4	4	5	5	48
24	5	5	5	5	5	5	5	4	4	5	5	4	57
25	4	5	5	5	5	5	4	4	5	5	5	5	57
26	4	4	4	5	4	4	3	5	5	5	4	3	50
27	4	3	4	4	4	3	4	5	4	3	3	4	45
28	4	4	4	3	3	4	4	4	4	4	4	4	46
29	5	5	5	5	5	5	5	5	5	5	5	5	60
30	5	5	5	5	4	5	5	5	5	4	5	5	58

Lampiran 3.

Hasil Uji Sampel
Uji Validitas dan Reabilitas

1. Pengawasan(X1)

		Correlations																		
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1.11	x1.12	x1.13	x1.14	x1.15	x1.16	x1.17	x1.18	VAR00039
x1.1	Pearson Correlation	1	.459 [*]	.441 [*]	.566 ^{**}	.470 ^{**}	.522 ^{**}	.433 [*]	.427 [*]	.512 ^{**}	.424 [*]	.433 [*]	.574 ^{**}	.440 [*]	.436 [*]	.473 ^{**}	.475 ^{**}	.735 ^{**}	.543 ^{**}	.757 ^{**}
	Sig. (2-tailed)		.011	.015	.001	.009	.003	.017	.019	.004	.020	.017	<.001	.015	.016	.008	.008	<.001	.002	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.2	Pearson Correlation	.459 [*]	1	.640 ^{**}	.335	.571 ^{**}	.357	.235	.171	.396 [*]	.487 ^{**}	.465 ^{**}	.509 ^{**}	.431 [*]	.581 ^{**}	.530 ^{**}	.645 ^{**}	.487 ^{**}	.383 [*]	.674 ^{**}
	Sig. (2-tailed)	.011		<.001	.070	<.001	.053	.212	.365	.030	.006	.010	.004	.017	<.001	.003	<.001	.006	.037	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.3	Pearson Correlation	.441 [*]	.640 ^{**}	1	.513 [*]	.488 ^{**}	.514 ^{**}	.535 [*]	.558 ^{**}	.383 [*]	.605 ^{**}	.368 [*]	.465 ^{**}	.536 ^{**}	.547 ^{**}	.523 ^{**}	.609 ^{**}	.454 [*]	.262	.732 ^{**}
	Sig. (2-tailed)	.015	<.001		.004	.006	.004	.002	.001	.037	<.001	.046	.010	.002	.002	.003	<.001	.012	.162	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.4	Pearson Correlation	.566 ^{**}	.335	.513 [*]	1	.457 [*]	.491 ^{**}	.453 [*]	.567 ^{**}	.432 [*]	.515 ^{**}	.356	.470 ^{**}	.279	.245	.561 ^{**}	.457 [*]	.576 ^{**}	.316	.683 [*]
	Sig. (2-tailed)	.001	.070	.004		.011	.006	.012	.001	.017	.004	.054	.009	.135	.192	.001	.011	<.001	.089	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.5	Pearson Correlation	.470 ^{**}	.571 ^{**}	.488 ^{**}	.457 [*]	1	.237	.329	.240	.192	.179	.468 ^{**}	.334	.651 ^{**}	.427 [*]	.355	.550 ^{**}	.374 [*]	.358	.617 ^{**}
	Sig. (2-tailed)	.009	<.001	.006	.011		.207	.076	.202	.309	.345	.009	.071	<.001	.019	.055	.002	.042	.052	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.6	Pearson Correlation	.522 ^{**}	.357	.514 ^{**}	.491 ^{**}	.237 [*]	1	.671 ^{**}	.692 ^{**}	.472 ^{**}	.700 ^{**}	.335	.509 ^{**}	.400 [*]	.594 ^{**}	.654 ^{**}	.491 ^{**}	.747 ^{**}	.480 ^{**}	.759 ^{**}
	Sig. (2-tailed)	.003	.053	.004	.006	.207		<.001	<.001	.008	<.001	.070	.004	.029	<.001	<.001	.006	<.001	.007	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.7	Pearson Correlation	.433 [*]	.235	.535 ^{**}	.453 [*]	.329	.671 ^{**}	1	.667 ^{**}	.656 ^{**}	.651 ^{**}	.315	.574 ^{**}	.423 [*]	.560 ^{**}	.584 ^{**}	.625 ^{**}	.533 ^{**}	.377 [*]	.748 ^{**}
	Sig. (2-tailed)	.017	.212	.002	.012	.076	<.001		<.001	<.001	<.001	.090	<.001	.020	.001	<.001	<.001	.002	.040	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.8	Pearson Correlation	.427 [*]	.171	.558 ^{**}	.567 ^{**}	.240	.692 ^{**}	.667 ^{**}	1	.316	.630 ^{**}	.360	.430 [*]	.429 [*]	.324	.508 ^{**}	.463 [*]	.582 ^{**}	.249	.674 ^{**}
	Sig. (2-tailed)	.019	.365	.001	.001	.202	<.001	<.001		.089	<.001	.051	.018	.018	.081	.004	.010	<.001	.184	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.9	Pearson Correlation	.512 ^{**}	.396 [*]	.383 [*]	.432 [*]	.192	.472 ^{**}	.656 ^{**}	.316	1	.566 ^{**}	.354	.690 ^{**}	.274	.489 ^{**}	.602 ^{**}	.664 ^{**}	.518 ^{**}	.596 ^{**}	.705 ^{**}
	Sig. (2-tailed)	.004	.030	.037	.017	.309	.008	<.001	.089		.001	.055	<.001	.143	.006	<.001	<.001	.003	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.10	Pearson Correlation	.424 [*]	.487 ^{**}	.605 ^{**}	.515 ^{**}	.179	.700 ^{**}	.651 ^{**}	.630 [*]	.566 ^{**}	1	.491 [*]	.685 ^{**}	.450 [*]	.585 ^{**}	.553 ^{**}	.661 ^{**}	.483 [*]	.270	.768 ^{**}
	Sig. (2-tailed)	.020	.006	<.001	.004	.345	<.001	<.001	<.001	<.001	.001	.006	<.001	.013	<.001	.002	<.001	.007	.149	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.11	Pearson Correlation	.433 [*]	.465 ^{**}	.368 [*]	.356	.468 ^{**}	.335	.315	.360	.354	.491 ^{**}	1	.439 [*]	.422 [*]	.415 [*]	.368 [*]	.504 ^{**}	.326	.369 [*]	.614 ^{**}
	Sig. (2-tailed)	.017	.010	.046	.054	.009	.070	.090	.051	.055	.006		.015	.020	.022	.046	.005	.078	.045	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.12	Pearson Correlation	.574 ^{**}	.509 ^{**}	.465 ^{**}	.470 ^{**}	.334	.509 ^{**}	.574 ^{**}	.430 [*]	.690 ^{**}	.685 ^{**}	.439 [*]	1	.277	.713 ^{**}	.577 ^{**}	.746 ^{**}	.471 ^{**}	.616 ^{**}	.782 ^{**}
	Sig. (2-tailed)	<.001	.004	.010	.009	.071	.004	<.001	.018	<.001	<.001	.015		.138	<.001	<.001	<.001	.009	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.13	Pearson Correlation	.440 [*]	.431 [*]	.536 ^{**}	.279	.651 ^{**}	.400 [*]	.423 [*]	.429 [*]	.274	.450 [*]	.422 [*]	.277	1	.507 ^{**}	.235	.421 [*]	.216	.135	.601 ^{**}
	Sig. (2-tailed)	.015	.017	.002	.135	<.001	.029	.020	.018	.143	.013	.020	.138		.004	.212	.021	.252	.476	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.14	Pearson Correlation	.436 [*]	.581 ^{**}	.547 ^{**}	.245	.427 [*]	.594 ^{**}	.560 ^{**}	.324	.489 ^{**}	.585 ^{**}	.415 [*]	.713 ^{**}	.507 ^{**}	1	.605 ^{**}	.535 ^{**}	.364 [*]	.462 [*]	.719 ^{**}
	Sig. (2-tailed)	.016	<.001	.002	.192	.019	<.001	.001	.081	.006	<.001	.022	<.001	.004		<.001	.002	.048	.010	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.15	Pearson Correlation	.473 ^{**}	.530 ^{**}	.523 ^{**}	.561 ^{**}	.355	.654 ^{**}	.584 ^{**}	.508 ^{**}	.602 ^{**}	.553 ^{**}	.368 [*]	.577 ^{**}	.235	.605 ^{**}	1	.561 ^{**}	.605 ^{**}	.405 [*]	.744 ^{**}
	Sig. (2-tailed)	.008	.003	.003	.001	.055	<.001	<.001	.004	<.001	.002	.046	<.001	.212	<.001		.001	<.001	.027	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.16	Pearson Correlation	.475 ^{**}	.645 ^{**}	.609 ^{**}	.457 [*]	.550 ^{**}	.491 ^{**}	.625 ^{**}	.463 [*]	.664 ^{**}	.661 ^{**}	.504 ^{**}	.746 ^{**}	.421 [*]	.535 ^{**}	.561 ^{**}	1	.541 ^{**}	.568 ^{**}	.819 ^{**}
	Sig. (2-tailed)	.008	<.001	<.001	.011	.002	.006	<.001	.010	<.001	<.001	.005	<.001	.021	.002	.001		.002	.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.17	Pearson Correlation	.735 ^{**}	.487 ^{**}	.454 [*]	.576 ^{**}	.374 [*]	.747 ^{**}	.533 ^{**}	.582 ^{**}	.518 ^{**}	.483 [*]	.326	.471 ^{**}	.216	.364 [*]	.605 ^{**}	.541 ^{**}	1	.655 ^{**}	.760 ^{**}
	Sig. (2-tailed)	<.001	.006	.012	<.001	.042	<.001	.002	<.001	.003	.007	.078	.009	.252	.048	<.001	.002		<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x1.18	Pearson Correlation	.543 ^{**}	.383 [*]	.262	.316	.358	.480 ^{**}	.377 [*]	.249	.596 ^{**}	.270	.369 [*]	.616 ^{**}	.135	.462 [*]	.405 [*]	.568 ^{**}	.655 ^{**}	1	.621 ^{**}
	Sig. (2-tailed)	.002	.037	.162	.089	.052	.007	.040	.184	<.001	.149	.045	<.001	.476	.010	.027	.001	<.001		<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00039	Pearson Correlation	.757 ^{**}	.674 ^{**}	.732 ^{**}	.683 [*]	.617 ^{**}	.759 ^{**}	.748 ^{**}	.674 ^{**}	.705 ^{**}	.768 ^{**}	.614 ^{**}	.782 ^{**}	.601 ^{**}	.719 ^{**}	.744 ^{**}	.819 ^{**}	.760 ^{**}	.621 ^{**}	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.761	19

2. Akuntabilitas (X2)

		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	VAR00001
x2.1	Pearson Correlation	1	.543**	.536**	.444*	.762**	.532**	.468**	.392*	.713**	.448*	.544**	.544**	.806**
	Sig. (2-tailed)		.002	.002	.014	<.001	.002	.009	.032	<.001	.013	.002	.002	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.2	Pearson Correlation	.543**	1	.716**	.538**	.476**	.311	.266	.652**	.503**	.684**	.468**	.637**	.806**
	Sig. (2-tailed)	.002		<.001	.002	.008	.094	.155	<.001	.005	<.001	.009	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.3	Pearson Correlation	.536**	.716**	1	.357	.528**	.286	.214	.513**	.561**	.511**	.569**	.402*	.742**
	Sig. (2-tailed)	.002	<.001		.053	.003	.126	.257	.004	.001	.004	.001	.028	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.4	Pearson Correlation	.444*	.538**	.357	1	.502**	.267	.289	.274	.279	.550**	.170	.172	.561**
	Sig. (2-tailed)	.014	.002	.053		.005	.153	.121	.143	.135	.002	.368	.363	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.5	Pearson Correlation	.762**	.476**	.528**	.502**	1	.623**	.540**	.367*	.585**	.530**	.506**	.557**	.809**
	Sig. (2-tailed)	<.001	.008	.003	.005		<.001	.002	.046	<.001	.003	.004	.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.6	Pearson Correlation	.532**	.311	.286	.267	.623**	1	.666**	.371*	.325	.315	.550**	.307	.648**
	Sig. (2-tailed)	.002	.094	.126	.153	<.001		<.001	.044	.080	.090	.002	.099	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.7	Pearson Correlation	.468**	.266	.214	.289	.540**	.666**	1	.315	.253	.352	.318	.224	.566**
	Sig. (2-tailed)	.009	.155	.257	.121	.002	<.001		.090	.178	.057	.087	.233	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.8	Pearson Correlation	.392*	.652**	.513**	.274	.367*	.371*	.315	1	.432*	.487**	.606**	.505**	.699**
	Sig. (2-tailed)	.032	<.001	.004	.143	.046	.044	.090		.017	.006	<.001	.004	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.9	Pearson Correlation	.713**	.503**	.561**	.279	.585**	.325	.253	.432*	1	.678**	.602**	.544**	.748**
	Sig. (2-tailed)	<.001	.005	.001	.135	<.001	.080	.178	.017		<.001	<.001	.002	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.10	Pearson Correlation	.448*	.684**	.511**	.550**	.530**	.315	.352	.487**	.678**	1	.406*	.537**	.747**
	Sig. (2-tailed)	.013	<.001	.004	.002	.003	.090	.057	.006	<.001		.026	.002	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.11	Pearson Correlation	.544**	.468**	.569**	.170	.506**	.550**	.318	.606**	.602**	.406*	1	.431*	.737**
	Sig. (2-tailed)	.002	.009	.001	.368	.004	.002	.087	<.001	<.001	.026		.018	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.12	Pearson Correlation	.544**	.637**	.402*	.172	.557**	.307	.224	.505**	.544**	.537**	.431*	1	.674**
	Sig. (2-tailed)	.002	<.001	.028	.363	.001	.099	.233	.004	.002	.002	.018		<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00001	Pearson Correlation	.806**	.806**	.742**	.561**	.809**	.648**	.566**	.699**	.748**	.747**	.737**	.674**	1
	Sig. (2-tailed)	<.001	<.001	<.001	.001	<.001	<.001	.001	<.001	<.001	<.001	<.001	<.001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics	
Cronbach's Alpha	N of Items
.767	13

3. Etika Kerja (X3)

		Correlations											
		x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	x3.9	x3.10	x3.11	VAR00001
x3.1	Pearson Correlation	1	.603**	.670**	.590**	.661**	.562**	.577**	.510**	.436*	.688**	.368*	.832**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	.001	<.001	.004	.016	<.001	.046	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.2	Pearson Correlation	.603**	1	.510**	.577**	.512**	.476**	.458*	.588**	.377*	.589**	.656**	.784**
	Sig. (2-tailed)	<.001		.004	<.001	.004	.008	.011	<.001	.040	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.3	Pearson Correlation	.670**	.510**	1	.637**	.493**	.588**	.455*	.600**	.397*	.457*	.480**	.772**
	Sig. (2-tailed)	<.001	.004		<.001	.006	<.001	.011	<.001	.030	.011	.007	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.4	Pearson Correlation	.590**	.577**	.637**	1	.565**	.595**	.205	.490**	.384*	.465**	.558**	.731**
	Sig. (2-tailed)	<.001	<.001	<.001		.001	<.001	.278	.006	.036	.010	.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.5	Pearson Correlation	.661**	.512**	.493**	.565**	1	.500**	.355	.471**	.696**	.739**	.421*	.770**
	Sig. (2-tailed)	<.001	.004	.006	.001		.005	.054	.009	<.001	<.001	.020	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.6	Pearson Correlation	.562**	.476**	.588**	.595**	.500**	1	.381*	.618**	.562**	.424*	.392*	.740**
	Sig. (2-tailed)	.001	.008	<.001	<.001	.005		.038	<.001	.001	.019	.032	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.7	Pearson Correlation	.577**	.458*	.455*	.205	.355	.381*	1	.444*	.471**	.373*	.275	.637**
	Sig. (2-tailed)	<.001	.011	.011	.278	.054	.038		.014	.009	.042	.141	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.8	Pearson Correlation	.510**	.588**	.600**	.490**	.471**	.618**	.444*	1	.610**	.571**	.610**	.792**
	Sig. (2-tailed)	.004	<.001	<.001	.006	.009	<.001	.014		<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.9	Pearson Correlation	.436*	.377*	.397*	.384*	.696**	.562**	.471**	.610**	1	.437*	.348	.681**
	Sig. (2-tailed)	.016	.040	.030	.036	<.001	.001	.009	<.001		.016	.060	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.10	Pearson Correlation	.688**	.589**	.457*	.465**	.739**	.424*	.373*	.571**	.437*	1	.521**	.764**
	Sig. (2-tailed)	<.001	<.001	.011	.010	<.001	.019	.042	<.001	.016		.003	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
x3.11	Pearson Correlation	.368*	.656**	.480**	.558**	.421*	.392*	.275	.610**	.348	.521**	1	.671**
	Sig. (2-tailed)	.046	<.001	.007	.001	.020	.032	.141	<.001	.060	.003		<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
VAR00001	Pearson Correlation	.832**	.784**	.772**	.731**	.770**	.740**	.637**	.792**	.681**	.764**	.671**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.773	12

4. Kinerja Karyawan (Y)

		Correlations												VAR00001
		x4.1	x4.2	x4.3	x4.4	x4.5	x4.6	x4.7	x4.8	x4.9	x4.10	x4.11	x4.12	
x4.1	Pearson Correlation	1	.448*	.419*	.399*	.434*	.522**	.456*	.549**	.402*	.350	.477**	.427*	.709**
	Sig. (2-tailed)		.013	.021	.029	.016	.003	.011	.002	.028	.058	.008	.019	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.2	Pearson Correlation	.448*	1	.446*	.202	.360	.414*	.345	.366*	.383*	.590**	.392*	.420*	.679**
	Sig. (2-tailed)	.013		.014	.284	.051	.023	.062	.047	.037	<.001	.032	.021	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.3	Pearson Correlation	.419*	.446*	1	.634**	.495**	.600**	.229	.444*	.337	.165	.444*	.262	.686**
	Sig. (2-tailed)	.021	.014		<.001	.005	<.001	.223	.014	.069	.383	.014	.162	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.4	Pearson Correlation	.399*	.202	.634**	1	.653**	.475**	.200	.348	.374*	.348	.401*	.112	.639**
	Sig. (2-tailed)	.029	.284	<.001		<.001	.008	.289	.060	.042	.060	.028	.557	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.5	Pearson Correlation	.434*	.360	.495**	.653**	1	.490**	.266	.176	.429*	.590**	.264	.452*	.711**
	Sig. (2-tailed)	.016	.051	.005	<.001		.006	.155	.353	.018	<.001	.159	.012	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.6	Pearson Correlation	.522**	.414*	.600**	.475**	.490**	1	.177	.463**	.411*	.343	.631**	.584**	.771**
	Sig. (2-tailed)	.003	.023	<.001	.008	.006		.349	.010	.024	.064	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.7	Pearson Correlation	.456*	.345	.229	.200	.266	.177	1	.246	.122	.170	.459*	.305	.480**
	Sig. (2-tailed)	.011	.062	.223	.289	.155	.349		.191	.520	.370	.011	.102	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.8	Pearson Correlation	.549**	.366*	.444*	.348	.176	.463**	.246	1	.587**	.102	.262	.281	.583**
	Sig. (2-tailed)	.002	.047	.014	.060	.353	.010	.191		<.001	.591	.162	.133	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.9	Pearson Correlation	.402*	.383*	.337	.374*	.429*	.411*	.122	.587**	1	.512**	.359	.585**	.681**
	Sig. (2-tailed)	.028	.037	.069	.042	.018	.024	.520	<.001		.004	.051	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.10	Pearson Correlation	.350	.590**	.165	.348	.590**	.343	.170	.102	.512**	1	.476**	.513**	.651**
	Sig. (2-tailed)	.058	<.001	.383	.060	<.001	.064	.370	.591	.004		.008	.004	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.11	Pearson Correlation	.477**	.392*	.444*	.401*	.264	.631**	.459*	.262	.359	.476**	1	.629**	.720**
	Sig. (2-tailed)	.008	.032	.014	.028	.159	<.001	.011	.162	.051	.008		<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
x4.12	Pearson Correlation	.427*	.420*	.262	.112	.452*	.584**	.305	.281	.585**	.513**	.629**	1	.705**
	Sig. (2-tailed)	.019	.021	.162	.557	.012	<.001	.102	.133	<.001	.004	<.001		<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00001	Pearson Correlation	.709**	.679**	.686**	.639**	.711**	.771**	.480**	.583**	.681**	.651**	.720**	.705**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	.007	<.001	<.001	<.001	<.001	<.001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics	
Cronbach's Alpha	N of Items
.761	13

Variabel	Item Pernyataan	Total Pearson Correlation	R. Tabel	Keterangan
Pengawasan (X1)	1	0,761	0,361	Valid
	2	0,674	0,361	Valid
	3	0,732	0,361	Valid
	4	0,687	0,361	Valid
	5	0,617	0,361	Valid
	6	0,759	0,361	Valid
	7	0,748	0,361	Valid
	8	0,674	0,361	Valid
	9	0,750	0,361	Valid
	10	0,768	0,361	Valid
	11	0,614	0,361	Valid
	12	0,782	0,361	Valid
	13	0,601	0,361	Valid
	14	0,719	0,361	Valid
	15	0,744	0,361	Valid
	16	0,819	0,361	Valid
	17	0,760	0,361	Valid
	18	0,621	0,361	Valid
Akuntabilitas (X2)	1	0,806	0,361	Valid
	2	0,806	0,361	Valid
	3	0,742	0,361	Valid
	4	0,561	0,361	Valid
	5	0,809	0,361	Valid
	6	0,648	0,361	Valid
	7	0,566	0,361	Valid
	8	0,699	0,361	Valid
	9	0,748	0,361	Valid
	10	0,747	0,361	Valid
	11	0,737	0,361	Valid
	12	0,674	0,361	Valid
Etika Kerja (X3)	1	0,832	0,361	Valid
	2	0,784	0,361	Valid
	3	0,772	0,361	Valid
	4	0,731	0,361	Valid
	5	0,770	0,361	Valid
	6	0,740	0,361	Valid
	7	0,637	0,361	Valid
	8	0,792	0,361	Valid
	9	0,681	0,361	Valid
	10	0,764	0,361	Valid
	11	0,671	0,361	Valid
Kinerja Karyawan (Y)	1	0,709	0,361	Valid
	2	0,679	0,361	Valid
	3	0,686	0,361	Valid
	4	0,639	0,361	Valid
	5	0,711	0,361	Valid

Variabel	Item Pernyataan	Total Pearson Correlation	R. Tabel	Keterangan
	6	0,711	0,361	Valid
	7	0,480	0,361	Valid
	8	0,583	0,361	Valid
	9	0,681	0,361	Valid
	10	0,615	0,361	Valid
	11	0,720	0,361	Valid
	12	0,705	0,361	Valid

Variabel	Cronbach's Alpha.	Cronbach's Alpha.	Ket
Pengawasan (X1)	761	0,60	Reliabel
Akuntabilitas (X2)	767	0,60	Reliabel
Etika Kerja (X3)	773	0,60	Reliabel
Kinerja Pengawasan (Y)	761	0,60	Reliabel

Lampiran 4.

TABULASI DATA PENELITIAN DINAS PERPUSTAKAAN DAN KEARSIPAN PROVINSI BENGKULU

1.Pengawasan(X1)

no	Pengawasan																		Total
	xl.1	xl.2	xl.3	xl.4	xl.5	xl.6	xl.7	xl.8	xl.9	xl.10	xl.11	xl.12	xl.13	xl.14	xl.15	xl.16	xl.17	xl.18	
1	5	4	5	5	5	5	5	4	4	5	5	3	4	4	4	4	5	5	81
2	4	5	5	4	5	4	5	4	5	4	3	4	3	4	3	4	5	5	76
3	4	5	4	4	4	5	4	5	4	3	3	4	4	4	4	3	4	3	71
4	4	3	3	3	3	3	3	4	3	3	3	4	4	4	4	4	4	4	63
5	5	4	5	4	4	4	4	5	5	5	4	4	4	4	4	5	5	5	80
6	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4	4	76
7	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
8	3	3	4	4	3	4	3	4	4	4	3	3	3	4	3	4	4	4	64
9	4	4	5	4	5	5	5	4	5	5	5	5	4	4	5	5	5	5	84
10	3	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	86
11	5	4	4	4	4	4	4	4	5	4	4	5	4	5	5	5	5	5	80
12	3	3	4	4	5	5	4	3	3	3	4	3	3	3	4	5	3	4	66
13	3	3	3	3	4	3	3	4	4	5	5	3	3	3	4	4	4	4	65
14	4	4	4	3	5	4	3	5	5	4	5	3	4	3	5	4	3	3	71
15	3	5	5	4	5	3	3	5	5	5	3	4	5	5	5	4	4	5	78
16	3	3	4	4	4	4	4	3	3	4	3	3	4	5	4	4	4	3	66
17	3	4	4	4	3	4	4	4	5	4	5	3	4	5	4	3	4	5	72
18	4	4	3	4	5	3	3	3	3	3	3	4	3	3	4	3	4	3	62
19	3	3	4	4	3	4	3	4	3	4	3	3	3	3	3	3	3	3	59
20	3	3	3	3	3	4	4	4	5	3	5	3	5	3	5	3	4	5	68
21	5	3	3	4	4	4	5	3	3	3	4	4	5	4	5	5	5	5	74
22	4	4	4	4	4	4	4	5	4	4	5	5	5	5	4	5	4	5	79
23	4	4	3	4	4	3	3	4	3	3	4	4	4	4	4	3	4	3	65
24	3	4	3	3	4	4	3	3	3	3	3	4	3	3	4	4	4	4	62
25	4	4	4	4	4	4	4	4	5	3	4	4	4	4	4	4	4	3	71
26	5	5	5	5	4	4	4	5	4	4	5	5	5	5	5	4	4	4	82
27	3	4	5	3	4	3	4	4	3	4	4	3	3	4	4	3	3	3	64
28	4	4	3	3	4	4	4	4	4	4	4	5	4	4	3	4	4	4	70
29	5	5	4	4	4	4	4	4	4	5	5	5	5	4	4	5	4	4	79
30	4	4	4	5	5	5	5	5	4	4	4	5	5	5	4	4	4	4	80
31	5	5	4	4	4	5	4	5	5	4	4	5	4	4	4	4	4	4	78
32	5	5	5	4	4	4	4	5	5	5	5	5	3	4	4	4	5	5	81
33	3	3	3	4	5	3	3	4	3	5	3	3	4	3	5	5	4	3	66
34	3	3	4	4	3	4	3	4	3	4	5	3	3	5	5	5	4	3	68
35	5	5	5	5	4	5	3	5	4	5	5	3	5	3	4	4	5	5	80
36	3	3	4	4	4	4	5	4	3	3	3	3	4	5	3	4	3	4	66
37	3	3	4	5	5	4	3	4	3	4	5	3	3	4	5	5	4	4	71
38	3	5	4	4	4	4	5	5	4	3	4	4	4	5	4	4	4	5	75
39	3	3	3	3	4	3	3	4	5	4	3	3	3	5	5	3	3	3	63
40	5	5	4	4	5	4	5	3	3	3	3	5	5	3	3	3	4	4	71

Lanjutan lampiran 4.

41	3	3	3	4	4	4	4	5	4	5	4	5	4	4	4	4	3	3	70
42	5	5	5	4	4	4	3	3	5	3	3	3	3	4	5	4	4	3	70
43	5	3	4	4	5	4	5	3	5	5	5	5	5	4	4	4	5	5	80
44	5	3	4	4	3	3	4	3	5	3	4	4	3	3	3	3	3	3	63
45	5	4	4	4	4	4	4	5	4	5	5	4	4	4	4	4	4	4	76
46	3	3	3	3	3	3	5	3	3	3	4	3	4	3	5	3	3	3	60
47	4	4	5	5	5	5	5	4	4	5	5	5	5	5	4	4	4	4	82
48	4	4	5	4	4	4	4	4	4	5	3	5	4	4	4	4	4	3	73
49	5	4	4	4	4	4	4	5	5	4	5	4	4	4	5	4	5	4	78
50	5	4	4	5	4	4	4	5	4	5	4	4	5	4	5	5	5	5	81
51	5	5	5	4	5	4	5	4	5	4	5	4	5	4	5	5	5	5	84
52	4	3	3	3	3	4	4	3	4	4	4	3	4	4	4	4	4	3	65
53	5	5	4	4	3	4	3	5	4	3	4	5	4	5	3	4	4	4	73
54	4	3	5	3	3	4	4	4	4	4	4	4	4	5	5	5	4	4	73
55	4	4	4	5	5	5	4	4	4	5	3	3	5	3	3	5	3	4	73
56	5	5	4	4	5	3	3	3	3	3	3	3	3	3	4	4	4	4	66
57	5	4	4	4	4	5	5	5	5	4	3	3	3	3	3	4	4	4	72
58	3	4	4	3	3	3	3	4	4	5	5	3	4	4	3	4	5	5	69
59	3	3	3	3	3	4	5	4	3	3	4	4	4	3	5	3	3	5	65
60	3	3	3	4	4	3	4	3	4	3	5	5	5	3	3	3	3	3	64
61	4	3	3	3	4	4	4	4	4	5	5	4	5	5	3	5	3	5	73
62	5	4	4	4	3	3	3	5	3	3	5	4	4	4	3	3	3	4	67
63	3	3	3	4	3	3	3	4	4	3	5	3	3	4	4	3	3	3	61
64	3	3	5	5	4	4	3	5	4	4	4	5	3	4	5	4	3	4	72
65	4	4	5	4	4	4	4	4	3	3	2	4	4	2	1	3	3	4	62
66	4	5	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	59
67	5	5	5	5	5	5	5	4	5	4	5	4	4	5	5	5	4	5	85
68	5	3	3	4	3	4	5	4	5	4	5	3	4	3	4	4	4	3	70
69	4	4	3	3	3	3	3	3	3	3	3	5	3	3	3	5	5	3	62
70	4	4	4	5	4	4	4	4	5	5	5	5	4	4	4	5	5	5	80
71	3	4	5	4	5	3	5	5	3	3	5	4	5	4	5	5	5	5	78
72	5	4	4	4	4	3	3	3	3	3	3	5	3	5	4	3	4	5	68
73	4	3	2	3	4	5	5	5	5	4	4	3	4	4	3	4	5	5	72
74	4	4	4	4	3	4	5	5	4	5	5	3	4	5	5	5	5	5	79
75	4	4	5	4	5	5	4	4	4	4	4	4	4	3	3	3	3	3	70
76	5	4	4	4	4	4	3	4	3	4	4	3	4	5	4	3	4	5	71
77	3	4	4	3	3	3	5	5	4	5	5	5	4	4	4	4	3	5	73
78	3	3	3	3	3	3	3	4	3	4	5	4	3	3	3	3	3	3	59
79	5	4	5	4	3	4	4	4	4	5	5	3	5	3	5	4	4	3	74
Jumlah	315	306	314	310	314	309	311	324	314	313	327	306	314	312	319	317	313	319	
Rata - rata	3.98	3.87	3.97	3.92	3.97	3.91	3.93	4.10	3.97	3.96	4.13	3.87	3.97	3.94	4.03	4.01	3.96	4.03	3.97

2. Akuntabilitas (X2)

no	AKUNTABILITAS												Total
	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x3.10	x2.11	x2.12	
1	5	5	5	5	5	4	4	4	5	5	4	4	55
2	5	5	4	3	4	4	5	3	4	4	5	4	50
3	4	4	3	4	4	4	4	4	4	5	4	3	47
4	4	4	4	4	4	3	3	4	4	4	4	4	46
5	5	5	4	5	4	4	4	4	5	5	5	5	55
6	5	5	5	5	5	5	5	5	4	4	4	4	56
7	4	4	4	5	3	4	3	5	4	4	4	4	48
8	5	5	4	3	4	5	5	5	3	3	3	4	49
9	3	3	3	4	4	5	5	5	3	3	4	5	47
10	3	3	5	3	3	3	4	5	3	3	4	5	44
11	4	4	4	4	3	3	3	3	3	5	5	3	44
12	3	3	4	5	4	3	5	5	3	3	4	4	46
13	4	4	3	3	3	3	3	4	5	4	4	5	45
14	4	4	4	4	5	5	3	3	4	4	3	5	48
15	3	4	5	4	3	4	3	4	4	3	4	4	45
16	3	5	4	4	3	4	4	5	3	4	4	5	48
17	3	4	4	4	5	5	4	5	2	4	5	4	49
18	3	3	3	3	3	3	4	4	5	5	5	5	46
19	3	3	4	4	5	3	5	5	3	3	3	4	45
20	1	3	2	4	5	3	4	5	3	3	4	5	42
21	3	3	3	4	4	5	3	4	3	3	4	5	44
22	4	5	4	4	4	5	3	4	5	5	5	5	53
23	5	5	5	5	5	5	5	3	5	3	4	3	53
24	5	5	5	4	4	4	4	4	5	5	5	5	55
25	4	4	4	3	3	3	3	3	4	4	4	4	43
26	4	3	3	3	3	4	4	4	4	4	4	5	45
27	3	3	3	3	4	4	4	4	5	5	5	5	48
28	4	4	5	4	5	4	5	4	4	5	5	5	54
29	4	4	4	4	4	3	3	3	5	3	5	5	47
30	4	4	3	4	3	3	3	4	4	4	4	4	44
31	4	5	4	4	4	4	4	5	5	5	5	5	54
32	3	2	2	3	1	3	3	2	4	4	4	4	35
33	3	4	5	5	4	3	4	5	3	4	4	4	48
34	3	4	5	4	3	4	5	4	3	4	5	4	48
35	3	3	3	4	5	5	4	3	3	4	5	4	46
36	3	3	3	4	5	4	3	3	3	4	5	4	44
37	3	4	5	3	4	5	5	5	2	3	4	5	48
38	3	4	5	4	3	4	5	4	3	4	5	4	48
39	3	4	5	5	4	5	4	5	3	4	5	5	52
40	4	3	3	3	4	4	4	4	5	5	5	5	49

Lanjutan lampiran 4.

41	3	3	3	3	3	3	3	3	4	4	4	4	40
42	4	4	3	3	3	2	2	3	4	4	4	3	39
43	4	5	3	5	3	5	5	4	5	3	4	4	50
44	3	3	4	4	4	3	3	4	4	4	3	5	44
45	4	4	4	4	4	4	3	3	4	4	3	1	42
46	4	4	5	5	5	5	5	5	4	4	4	4	54
47	4	4	4	4	3	3	3	3	5	5	4	4	46
48	4	4	4	4	4	4	4	4	4	4	4	4	48
49	4	5	4	4	4	4	4	4	4	4	5	4	50
50	4	4	4	4	4	4	4	4	4	4	4	4	48
51	4	4	4	4	4	4	4	4	5	5	5	5	52
52	4	4	4	5	4	4	4	4	5	5	4	4	51
53	4	3	4	4	4	3	3	4	5	3	4	4	45
54	3	3	3	3	3	3	3	3	4	4	4	4	40
55	3	2	3	3	3	3	4	5	5	5	5	4	45
56	4	4	4	3	3	3	3	4	5	5	4	3	45
57	3	4	5	5	5	5	5	5	5	5	4	4	55
58	3	4	4	4	4	4	3	4	3	4	4	4	45
59	3	4	4	4	4	3	5	3	4	3	4	5	46
60	4	4	4	4	3	3	3	3	4	4	2	4	42
61	4	4	4	3	3	4	4	4	5	5	4	4	48
62	4	4	4	4	4	5	5	5	5	5	5	4	54
63	4	5	4	5	5	5	4	4	4	4	3	4	51
64	4	4	3	4	3	4	4	4	5	5	5	5	50
65	5	5	5	4	4	5	5	4	5	4	4	4	54
66	4	4	3	4	4	4	3	4	5	4	4	4	47
67	4	5	5	4	5	4	5	3	3	3	3	3	47
68	4	4	4	4	3	4	3	4	4	3	4	3	44
69	3	4	5	5	5	5	5	5	4	5	4	5	55
70	4	4	4	4	3	4	4	4	5	5	5	5	51
71	4	4	3	4	3	5	4	4	5	4	4	5	49
72	5	5	5	4	4	5	5	5	4	4	4	4	54
73	3	3	3	3	4	4	4	5	5	3	5	5	47
74	4	4	4	4	3	4	4	5	5	5	4	4	50
75	5	4	4	4	4	3	3	3	4	4	4	3	45
76	5	5	5	5	5	5	5	4	4	5	5	5	58
77	4	4	5	4	5	4	5	4	4	4	4	5	52
78	4	4	3	4	4	4	5	4	4	4	4	4	48
79	4	4	5	4	4	4	4	4	5	5	5	5	53
Jumlah	297	312	312	313	304	312	312	319	324	324	333	335	
Rata - rata	3.75	3.94	3.94	3.97	3.84	3.94	3.94	4.03	4.10	4.10	4.21	4.24	4.00

3. Etika Kerja (X3)

no	ETIKA KERJA											Total
	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	x3.9	x3.10	x3.11	
1	5	4	4	5	5	5	5	5	4	5	5	52
2	5	5	5	5	5	5	4	4	4	4	4	50
3	3	3	5	3	4	3	4	3	4	3	3	38
4	5	4	4	4	5	5	4	4	5	4	4	48
5	4	3	4	4	3	4	4	3	4	4	5	42
6	5	3	3	5	3	5	4	5	3	3	5	44
7	5	5	5	5	5	5	5	5	5	5	5	55
8	3	4	3	4	4	3	4	3	3	5	3	39
9	3	3	3	4	5	3	4	5	4	3	3	40
10	3	4	5	4	3	4	4	3	3	5	4	42
11	5	3	3	3	3	4	3	4	3	5	5	41
12	3	3	4	3	5	5	3	3	3	3	3	38
13	5	5	4	5	4	3	3	3	3	3	4	42
14	4	4	4	4	4	3	5	3	4	4	5	44
15	5	4	4	3	4	4	4	4	4	4	3	43
16	4	4	3	3	4	4	3	3	3	4	3	38
17	4	3	4	3	3	3	4	4	4	4	4	40
18	4	4	4	4	4	4	4	5	4	4	4	45
19	5	5	4	4	4	4	5	5	4	4	5	49
20	3	3	4	4	4	4	5	5	3	4	4	43
21	3	4	5	3	4	3	4	3	5	3	4	41
22	4	4	4	4	4	4	5	5	5	4	5	48
23	4	4	4	4	4	5	5	3	5	5	5	48
24	3	3	3	3	3	4	4	4	4	4	4	39
25	5	3	5	5	5	4	5	5	3	5	5	50
26	3	3	4	4	3	4	5	5	5	4	4	44
27	4	4	4	5	5	5	5	5	4	5	5	51
28	4	4	4	4	5	4	4	4	4	4	4	45
29	4	4	4	4	5	4	5	3	5	5	3	46
30	4	4	5	5	4	3	4	5	5	5	4	48
31	3	3	3	3	4	3	3	3	3	3	4	35
32	3	3	3	4	4	3	4	5	5	5	5	44
33	3	4	5	4	4	3	4	4	3	4	3	41
34	3	4	5	5	4	3	4	4	4	3	4	43
35	3	3	3	4	5	4	5	4	5	4	4	44
36	3	4	5	4	4	4	4	3	5	4	3	43
37	3	3	3	4	5	4	3	4	4	3	3	39
38	3	4	5	3	4	5	4	3	3	3	4	41
39	3	4	4	3	4	3	4	5	3	5	3	41
40	5	5	5	5	3	4	4	4	5	4	5	49

Lanjutan lampiran 4.

41	3	3	3	3	3	2	3	3	3	2	3	31
42	3	2	3	3	3	4	5	4	5	4	5	41
43	3	4	4	3	3	3	3	3	4	4	3	37
44	4	3	5	3	4	5	3	5	5	5	5	47
45	5	5	4	5	4	5	5	5	5	5	5	53
46	4	4	4	5	5	5	5	5	5	5	5	52
47	4	4	5	5	5	5	5	5	5	5	5	53
48	5	5	5	5	4	5	5	4	4	4	5	51
49	4	5	3	4	4	4	4	4	4	4	4	44
50	4	4	4	4	4	4	5	5	5	5	4	48
51	4	4	4	4	4	4	5	5	5	5	4	48
52	4	5	5	3	3	5	3	5	3	4	4	44
53	5	5	5	5	5	5	4	5	4	4	5	52
54	4	5	4	4	3	4	5	3	4	4	5	45
55	4	5	3	5	4	4	4	5	5	3	4	46
56	3	3	4	5	5	4	5	5	5	5	5	49
57	4	3	3	3	3	3	4	3	5	3	3	37
58	3	4	4	3	4	5	5	5	4	3	3	43
59	4	5	5	4	3	5	3	4	4	5	5	47
60	4	5	5	5	4	4	4	4	4	3	3	45
61	4	4	4	4	4	5	3	5	3	5	5	46
62	2	3	2	3	3	3	3	2	2	2	3	28
63	4	3	3	3	5	4	4	3	5	5	3	42
64	5	5	5	5	5	5	5	5	4	5	5	54
65	5	4	5	5	4	5	5	5	4	5	4	51
66	4	3	5	4	4	4	4	4	4	4	5	45
67	4	5	5	4	5	4	4	4	4	4	4	47
68	4	5	4	4	4	5	4	4	4	3	4	45
69	4	3	3	3	4	3	4	3	4	4	4	39
70	5	5	5	5	5	4	5	5	5	5	5	54
71	5	4	3	5	4	5	5	5	5	4	5	50
72	4	4	2	3	5	3	3	4	4	4	5	41
73	4	4	4	4	4	5	5	4	4	5	5	48
74	3	3	3	3	3	4	3	3	3	4	3	35
75	4	3	3	3	3	4	4	2	3	4	4	37
76	5	4	3	4	4	4	4	3	3	3	4	41
77	5	5	4	5	5	5	4	5	5	5	4	52
78	4	5	5	4	3	4	3	4	5	5	5	47
79	3	3	3	3	4	3	4	4	4	4	3	38
Jumlah	309	308	315	314	319	320	327	321	322	324	327	
Rata - rata	3.91	3.89	3.98	3.97	4.03	4.05	4.13	4.06	4.07	4.10	4.13	4.02

4. Kinerja Pegawai (Y)

no	KINERJA PEGAWAI												Total
	y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	y1.10	y1.11	y1.12	
1	4	5	5	5	5	4	4	5	3	3	3	5	51
2	4	4	3	5	4	5	5	4	4	3	4	4	49
3	4	3	4	4	4	3	5	5	4	5	4	3	48
4	4	4	5	4	3	4	3	5	5	5	3	3	48
5	4	4	4	4	4	3	5	3	4	5	5	5	50
6	4	4	4	4	4	5	4	4	4	5	3	5	50
7	4	5	5	3	4	5	4	4	4	4	4	4	50
8	3	3	3	5	4	5	5	5	3	4	3	4	47
9	3	4	5	3	4	4	5	5	4	4	4	3	48
10	3	4	3	3	3	4	4	5	5	5	4	5	48
11	4	4	4	5	4	4	5	4	3	4	3	4	48
12	3	3	3	5	3	5	3	5	5	5	4	3	47
13	3	3	4	3	3	4	4	4	5	5	5	5	48
14	5	5	4	4	5	4	3	4	3	3	5	3	48
15	3	3	4	4	4	4	4	5	4	5	4	4	48
16	3	4	4	4	3	5	5	4	4	4	5	3	48
17	4	3	3	4	4	5	5	5	4	3	4	4	48
18	5	4	4	4	4	4	4	4	4	4	4	4	49
19	5	4	4	4	4	5	5	5	3	3	3	3	48
20	3	3	3	4	4	3	5	4	5	5	5	3	47
21	3	3	4	4	3	3	4	4	5	5	5	5	48
22	4	5	5	5	3	5	4	3	4	4	4	4	50
23	4	3	3	4	5	4	3	4	5	4	5	4	48
24	5	5	5	4	4	4	4	3	5	4	3	3	49
25	4	4	3	5	5	4	5	3	4	4	4	4	49
26	4	4	5	4	5	3	3	4	4	5	5	3	49
27	5	5	5	5	5	3	3	4	4	3	3	4	49
28	5	5	4	4	4	4	5	4	4	4	3	4	50
29	5	4	3	5	5	3	5	4	4	5	3	3	49
30	3	4	5	3	5	4	5	4	4	4	4	4	49
31	3	3	3	5	4	4	4	4	5	5	4	4	48
32	5	5	5	4	4	3	3	3	3	4	4	4	47
33	3	4	4	4	5	4	4	5	4	3	4	4	48
34	3	4	5	5	4	3	4	5	4	3	4	4	48
35	3	3	3	4	4	5	4	5	5	4	4	4	48
36	3	3	4	5	4	3	4	5	4	5	5	3	48
37	3	3	3	4	4	5	4	5	4	4	4	5	48
38	4	4	4	3	5	3	3	4	5	4	4	5	48
39	4	4	4	5	5	4	5	3	4	4	4	3	49
40	4	4	4	3	3	3	4	3	5	5	5	5	48

Lanjutan lampiran 4.

41	4	4	4	4	4	5	4	3	4	3	3	4	46
42	5	4	4	4	4	3	3	3	4	4	5	4	47
43	4	4	4	5	5	4	4	3	4	4	5	3	49
44	4	4	4	5	3	5	5	3	5	3	5	3	49
45	4	4	4	4	3	5	3	5	4	4	5	4	49
46	4	5	4	4	5	4	4	3	4	3	5	5	50
47	5	5	5	4	3	4	4	5	3	4	4	4	50
48	4	4	4	4	5	4	5	4	3	4	4	4	49
49	4	4	5	4	4	4	4	4	4	4	4	4	49
50	4	4	5	3	3	5	4	4	4	4	4	4	48
51	4	4	4	4	4	4	4	4	4	4	5	4	49
52	4	4	4	4	4	4	4	4	4	4	4	5	49
53	4	5	3	4	5	4	3	4	5	4	4	4	49
54	3	4	3	5	5	4	3	3	4	5	5	3	47
55	4	4	5	5	5	5	4	4	3	3	3	3	48
56	4	3	4	4	3	5	3	5	4	5	4	5	49
57	5	5	5	5	4	4	4	3	3	4	3	4	49
58	3	3	4	4	4	4	3	4	5	4	5	4	47
59	4	3	3	4	4	4	4	4	4	5	5	4	48
60	3	3	3	4	4	4	5	5	5	4	4	4	48
61	5	3	5	3	4	3	4	5	5	5	5	3	50
62	5	5	5	4	4	3	5	4	3	4	4	3	49
63	3	4	4	4	3	5	3	5	4	4	5	5	49
64	4	4	3	4	5	4	4	4	4	4	4	5	49
65	4	3	4	4	4	3	5	5	4	5	4	4	49
66	4	4	5	5	5	4	3	3	3	5	5	3	49
67	3	3	4	4	5	4	4	5	4	5	4	4	49
68	4	4	4	5	4	5	4	4	3	3	5	3	48
69	4	4	4	5	5	4	4	3	5	4	4	3	49
70	4	5	4	3	5	5	3	4	5	4	4	4	50
71	5	4	4	4	4	4	4	4	4	4	4	4	49
72	4	5	4	5	3	4	4	4	4	4	4	4	49
73	3	3	3	4	4	4	4	4	5	4	5	5	48
74	4	4	3	4	4	4	4	4	5	4	5	3	48
75	4	4	3	3	3	3	3	4	5	5	5	5	47
76	5	5	5	5	5	3	3	4	4	4	3	4	50
77	4	5	4	4	5	4	3	4	5	4	4	4	50
78	4	4	4	4	4	4	3	3	3	5	5	5	48
79	5	5	5	4	4	4	4	4	4	3	4	3	49
Jumlah	310	313	317	328	324	318	315	322	325	326	329	309	
Rata - rata	3.92	3.96	4.01	4.15	4.10	4.02	3.98	4.07	4.11	4.12	4.16	3.91	4.04

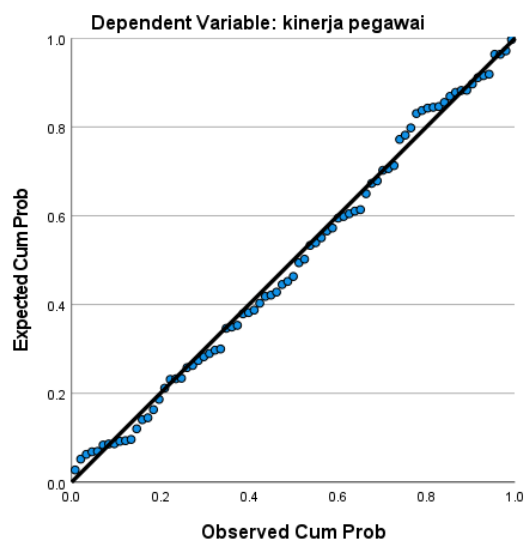
Lampiran 5.

HASIL OLAH DATA PENELITIAN

Hasil uji Normalitas

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			79
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		.45615152
Most Extreme Differences	Absolute		.063
	Positive		.047
	Negative		-.063
Test Statistic			.063
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		.608
	99% Confidence Interval	Lower Bound	.596
		Upper Bound	.621
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			
e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.			

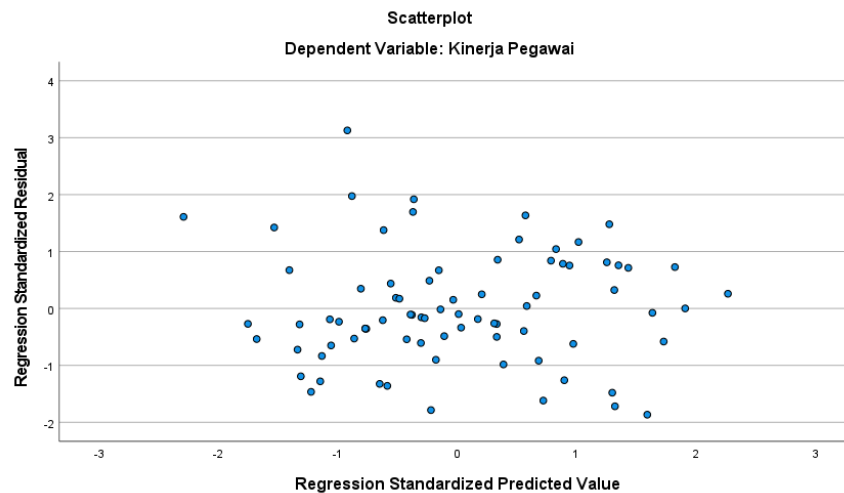
Normal P-P Plot of Regression Standardized Residual



Hasil Uji Multikolinearitas

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	pengawasan	.992	1.008
	akuntabilitas	.992	1.008
	etika kerja	.994	1.006
a. Dependent Variable: kinerja pegawai			

Hasil Uji Heteroskedastisitas



Hasil Analisis Regresi Linear Berganda dan Uji T

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	35.925	.921		39.027	.000
	pengawasan	.031	.007	.250	4.234	.000
	akuntabilitas	.145	.012	.720	12.185	.000
	etika kerja	.076	.010	.460	7.801	.000
a. Dependent Variable: kinerja pegawai						

Hasil Koefisien Determinasi (R^2)

