

DAFTAR PUSTAKA

- Abubakar, F. (2015). Pengaruh Komunikasi Interpersonal Antara Dosen dan Mahasiswa Terhadap Motivasi Belajar dan Prestasi Akademik Mahasiswa. *Jurnal Pekommas*, 18(1).
- Andayani, I., & Tirtayasa, S. (2019). Pengaruh Kepemimpinan, Budaya Organisasi dan Motivasi terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(1), 45–54.
- Awaluddin. (2021). *Pengaruh Budaya Organisasi Dan Kompensasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja PT.Bank Rakyat Indonesia (Persero) Tbk Cabang Sidrap*. Universitas Hasanuddin Makassar.
- Azizah, A. N. (2022). *Pengaruh Budaya Organisasi dan Beban Kerja Terhadap Kinerja Pegawai Pada Kantor Balai Besar Pelaksanaan Jalan Nasional Sulawesi Selatan*. Universitas Bosowa Makassar.
- Edison, E., Anwar, Y., & Komariyah, I. (2018). *Manajemen Sumber Daya Manusia*. Alfabeta.
- Effendy. (2003). *Ilmu Teori dan Filsafat Komunikasi*. PT. Citra Aditya Bakti.
- Elvir Sahic. Savo, S. (2014). Employee Perceptions of Organizational Culture and Individual Values Based on Examples of Companies in Bosnia and Herzegovina. *International Journal of Business and Social Science*, 5(7), 179–190.
- Fanani, A. D. A., Martaleni, M., & Astuti, R. (2023). Pengaruh Kepemimpinan, Budaya Organisasi dan Motivasi Kerja Terhadap Kinerja Pegawai Dengan kepuasan Kerja Sebagai Variabel Intervening. *Economics And Business Management Journal (EBMJ)*, 2(1), 118–129.
- Herlambang, E., & Fuadi, F. (2018). Pengaruh Budaya Organisasi Dan Komunikasi Interpersonal Terhadap Kinerja Guru SMK Swasta Di Kota Serang Dengan Variabel Mediasi Komitmen Organisasi. *CENDEKIA: Journal of Education and Teaching*, 12(1), 33–50. <https://doi.org/10.30957/cendekia.v12i1.437>
- Kartono. (2017). *Personality, Employee Engagement, Emotional Intelligence, Job Burnout Pendekatan Dalam Melihat Turnover Intention*. Deepublish.
- Maghfirah, N. (2018). *Buku Ajar Komunikasi Interpersonal*. Universitas

Muhammadiyah Sidoarjo.

- Moeljono. (2005). *Budaya Organisasi Dalam Tantangan*. Elex Media Komputindo\.
- Mondy, & No. (2012). *Manajemen Sumber Daya Manusia (Alih bahasa Marwansyah)*. Erlangga.
- Muis, M. R., Jufrizen, J., & Fahmi, M. (2018). Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Pegawai. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 1(1), 9–25.
- Munawarah, M. (2021). Pengaruh etos kerja, pendidikan dan pengalaman kerja terhadap produktivitas kerja guru ypp sabilal muhtadin balikpapan. *Jurnal Manajerial Bisnis*, 5(2).
- Priansa, D. J. (2018). *Perencanaan & Pengembangan SDM*. Alfabeta.
- Putro, S. R. S. (2019). Pengaruh Kepemimpinan , Budaya Organisasi Dan (Studi Di Sekolah Tinggi Dibawah Yayasan Bani Saleh). *Gerbang*, 9(2), 75–85.
- Rivai, V. (2013). *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori Ke Praktek*. Rajagrafindo Persada.
- Sagala, S. (2007). *Manajemen Stategik Dalam Peningkatan Mutu Pendidikan*. Alfabeta.
- Sulaksono, H. (2015). *Budaya Organisasi dan Kinerja*. Deepublish.
- Sulistyorini, D. E. (2021). *Pengaruh Kepemimpinan Perempuan dan Partisipasi Masyarakat Terhadap Meningkatnya Kualitas Sekolah Di SD/MI MUHAMMADIYAH Kabupaten Ponogoro Tahun Pelajaran 2021-2022*. Universitas Muhammadiyah Ponogoro.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media Group.
- Utami, S. P. (2015). Pengaruh Kepemimpinan, Motivasi dan Komunikasi Interpersonal Terhadap Kinerja Pegawai Pada Biro Perjalanan Wisata “Panen Tour.” *Jurnal Ilmiah WIDYA*, 3(1), 1–9.
- Wibowo, U. B. (2011). *Kepemimpinan 5 “Teori kepemimpinan.”* Badan Kepegawaian Daerah. <https://doi.org/10.31219/osf.io/bzvqu>
- Widjaja, W. (2021). Analisis Kinerja Pegawai dan Faktor-Faktor yang Memengaruhinya: Studi Kasus di PT X. *Jurnal Perspektif*, 19(1), 32–40.

<https://doi.org/10.31294/jp.v19i1.9527>

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

Bapak ibu yang kami hormati. Kami memohon perkenan bapak ibu meluangkan sedikit waktu untuk dapat membantu peneliti mengisi kuesioner penelitian ini. Adapun penelitian ini dilakukan dalam rangka penyelesaian studi Magister di Universitas Muhammadiyah Bengkulu. Adapun data yang bapak ibu berikan merupakan data peneliti dan bukan data umum yang dipeblish. Atas perkenan bapak ibu, diucapka terima kasih.

Identitas Responden:

Jenis Kelamin :

☐ Laki-laki ☐ Perempuan

Lama bekerja :

☐ 1 s.d 5 tahun ☐ 5,1 tahun s.d 10 tahun
☐ 10,1 tahun s.d 15 tahun
☐ Lebih dari 15 tahun

Daftar Kuesioner:

1. Kinerja Pegawai

No	Item Pernyataan	Nilai Pernyataan				
		STS	TS	N	S	SS
Kuantitas Hasil Kerja						
1	Saya dapat mencapai target yang ditetapkan pimpinan					
2	Dalam bekerja, saya menetapkan target yang realistis untuk diri sendiri					
3	Saya menetapkan strategi kerja untuk mencapai target yang telah ada					
Kualitas Hasil Kerja						
1	Saya memiliki keyakinan bahwa hasil kerja saya sesuai dengan standar yang ditetapkan					

2	Karena keyakinan saya dalam bekerja sesuai dengan standar kerja, maka saya juga percaya bahwa pekerjaan saya sedikit yang memerlukan revisi					
3	Saya sangat menerima <i>feedback</i> dari pimpinan maupun rekan kerja demi meningkatkan kualitas kerja saya					
Efisiensi Dalam Pelaksanaan Kerja						
1	Saya mampu menyelesaikan tugas-tugas saya dalam waktu yang ditentukan					
2	Saya selalu mencari cara untuk meningkatkan efisiensi dalam pelaksanaan tugas-tugas saya					
3	Saya menggunakan teknologi atau alat bantu dengan baik untuk meningkatkan efisiensi dalam pekerjaan saya					
Disiplin Kerja						
1	Saya selalu hadir tepat waktu di tempat kerja					
2	Saya mematuhi aturan dan kebijakan perusahaan dengan konsisten.					
3	Saya mematuhi kode etik dan norma-norma perilaku yang berlaku di tempat kerja.					
Kreativitas						
1	Saya mampu menghasilkan ide-ide baru dan inovatif dalam menyelesaikan tugas-tugas saya					
2	Saya mengembangkan ide-ide kreatif untuk meningkatkan efisiensi atau kualitas dalam pekerjaan saya					
3	Saya mendorong diskusi dan kolaborasi untuk menghasilkan ide-ide baru di tempat kerja					

2. Gaya Kepemimpinan

No	Item Pernyataan	Nilai Pernyataan				
		STS	TS	N	S	SS
Memiliki kemampuan dalam mengambil keputusan						
1	Pimpinan kami selalu mengambil langkah strategi untuk organisasi dalam rangka menjalankan visi dan misi organisasi					
Kemampuan Memotivasi						

2	Pemimpin kami memiliki kemampuan dalam memotivasi tim/organisasi untuk mencapai tujuan bersama					
Kemampuan Komunikasi						
3	Pemimpin kami mampu menyampaikan ide atau gagasan dan pesan kepada bawahan sehingga bawahan dapat memahaminya					
Kemampuan Mengendalikan Bawahan						
4	Pemimpin kami mampu mengendalikan pegawai untuk senantiasa mendukung kesuksesan program kerja jangka panjang					
Tanggung Jawab						
5	Pemimpin kami sangat bertanggung jawab terhadap seluruh komponen organisasi tentunya untuk dapat mencapai tujuan organisasi					
Kemampuan Mengendalikan Emosional						
6	Pemimpin kami mengontrol emosinya dengan baik akan lebih objektif dan realistis dalam menyelesaikan suatu masalah					

3. Budaya Organisasi

Pernyataan Tentang Budaya Organisasi (X1)						
No.		STS	TS	KS	S	SS
Sikap Terhadap Pekerjaan						
1.	Dalam mengerjakan tugas Karyawan mengerjakan pekerjaan dahulu daripada urusan pribadi					
2.	Karyawan selalu memilih-milih suatu pekerjaan yang perlu dahulu untuk diselesaikan					
3.	Karyawan percaya bahwa mempersiapkan sebuah tugas sebelum mulai mengerjakannya karena itu penting					
4.	Karyawan menyelesaikan pekerjaan dengan baik					
Perilaku Pada waktu Bekerja						
5.	Karyawan selalu menggunakan seragam kerja					

6.	Karyawan selalu meminta izin pada atasan apabila ada kegiatan diluar kantor					
7.	Karyawan selalu mengisi daftar hadir					
8.	Dalam menangani masalah kerja Karyawan selalu menggunakan teori yang ada tetapi berdasarkan realita					

4. Komunikasi Interpersonal

No	Item Pernyataan	Nilai Pernyataan				
		STS	TS	N	S	SS
Keterbukaan						
1	Saya terbuka terhadap gagasan atau pendapat baru yang berbeda dengan pendapat saya					
2	Saya merasa nyaman menerima kritik atau saran dari orang lain					
3	Saya memiliki keinginan untuk belajar dari pengalaman dan pandangan orang lain					
Empati						
4	Saya secara aktif mencoba untuk memahami perasaan dan perspektif rekan kerja saya					
5	Saya sering mencoba untuk melihat situasi dari sudut pandang orang lain sebelum mengambil keputusan					
6	Saya sering menunjukkan rasa hormat dan penghargaan terhadap pendapat dan ide-ide rekan kerja saya					
Dukungan						
7	Saya merasa didukung oleh atasan saya dalam menjalankan tugas sehari-hari					
8	Saya merasa memiliki akses yang memadai terhadap sumber daya dan informasi yang dibutuhkan untuk melakukan pekerjaan saya.					
9	Atasan saya memberikan umpan balik yang konstruktif dan membantu dalam memperbaiki kinerja saya					
Rasa Positif						
10	Saya memiliki sikap yang optimis terhadap tugas-tugas yang dihadapi di tempat kerja					
11	Saya merasa energik dan termotivasi untuk bekerja dengan baik setiap hari.					

12	Saya cenderung memandang masalah sebagai peluang untuk belajar dan tumbuh.					
Kesetaraan						
13	Di tempat kerja ini, semua karyawan memiliki kesempatan yang sama untuk maju dalam karir mereka					
14	Kebijakan dan prosedur di tempat kerja ini diterapkan secara adil kepada semua karyawan, tanpa memandang latar belakang atau identitas mereka					
15	Saya merasa bahwa di tempat kerja ini, tidak ada diskriminasi berdasarkan jenis kelamin, ras, agama, orientasi seksual, atau faktor lainnya					

Lampiran 2 Tabulasi Data Penelitian

No	Gaya Kepemimpinan						
	alam menga	puan mem	puan kom	hengenda	ggung jaw	mengendalik	
	GK1	GK2	GK3	GK4	GK5	GK6	
1	3	3	2	1	2	2	13
2	3	3	2	4	4	2	18
3	3	4	3	5	4	3	22
4	2	3	2	4	3	2	16
5	4	4	2	4	2	2	18
6	3	3	2	4	3	2	17
7	4	4	3	4	4	3	22
8	5	4	3	3	3	3	21
9	4	3	2	4	4	2	19
10	4	4	2	2	2	2	16
11	4	4	2	3	3	2	18
12	4	4	2	4	4	2	20
13	4	4	2	4	4	2	20
14	5	5	3	5	1	3	22
15	3	3	2	1	2	2	13
16	2	3	2	1	3	2	13
17	4	3	3	5	4	3	22
18	3	3	2	5	1	2	16
19	4	3	2	3	3	2	17
20	2	3	2	2	1	1	11
21	2	3	2	2	1	1	11
22	4	4	2	4	4	2	20
23	3	3	2	3	3	2	16
24	4	4	2	4	4	2	20
25	4	3	3	5	5	3	23
26	4	4	2	4	3	2	19
27	4	4	2	4	3	2	19
28	3	4	2	4	3	2	18
29	4	4	3	4	5	3	23
30	4	4	2	4	4	2	20
31	4	4	2	3	3	2	18
32	2	3	2	3	3	2	15
33	4	4	3	4	4	3	22
34	4	4	2	3	3	2	18
35	4	3	2	3	3	2	17
36	3	3	2	3	3	2	16
37	3	3	2	3	1	1	13
38	3	3	2	3	3	2	16
39	3	2	2	3	3	2	15
40	4	4	2	3	3	2	18
41	4	5	2	1	1	2	15
42	3	3	2	3	3	2	16
43	3	4	2	4	4	2	19
44	5	4	2	2	3	2	18
45	4	4	2	3	3	2	18
46	3	3	2	3	3	2	16
47	3	5	2	4	4	2	20
48	4	4	2	4	3	2	19
49	4	4	2	3	4	2	19
50	3	3	2	3	3	2	16
51	3	3	2	1	3	2	14

52	3	4	3	3	5	3	21
53	3	3	2	5	4	2	19
54	5	5	3	5	5	3	26
55	4	3	2	3	3	2	17
56	3	3	2	4	4	2	18
57	4	4	3	5	5	3	24
58	3	3	2	4	3	2	17
59	3	4	2	3	4	2	18
60	5	5	3	3	5	3	24
61	3	3	2	3	3	2	16
62	3	4	3	5	5	3	23
63	3	3	2	3	2	2	15
64	3	3	2	3	3	2	16
65	3	3	2	2	3	2	15
66	3	3	2	3	3	2	16
67	5	5	3	5	5	3	26
68	4	3	2	3	3	2	17
69	2	2	2	2	3	2	13
70	2	3	2	3	4	2	16
71	5	5	3	4	4	3	24
72	3	3	2	3	3	2	16
73	2	2	2	3	3	2	14
74	3	2	2	1	2	1	11
75	5	5	3	4	4	3	24
76	3	3	2	3	3	2	16
77	4	4	2	5	1	2	18
78	3	3	2	2	3	2	15
79	1	1	2	4	4	2	14
80	3	3	2	4	5	2	19
81	4	3	2	3	4	2	18
82	4	4	3	5	4	3	23
83	4	4	2	4	4	2	20
84	2	3	2	3	4	2	16
85	3	4	2	4	4	2	19
86	1	5	2	2	2	2	14
87	3	3	2	3	3	2	16
88	2	2	2	5	4	2	17
89	5	5	2	1	1	2	16
90	3	4	2	3	4	2	18
91	3	3	2	4	4	2	18
92	3	4	2	2	3	2	16
93	4	4	3	5	5	3	24
94	2	5	2	3	2	2	16
95	3	2	2	4	3	2	16
96	4	4	2	4	3	2	19
97	3	4	2	3	2	2	16
98	4	4	3	3	5	3	22
99	2	3	2	3	3	2	15
100	5	5	3	4	4	3	24
101	5	5	3	3	5	3	24
102	4	4	3	4	4	3	22
103	3	3	2	4	4	2	18
104	3	3	2	4	4	2	18
105	3	3	2	4	4	2	18
106	3	3	2	4	4	2	18

107	4	4	2	4	3	2	19
108	3	3	2	3	2	2	15
109	3	3	2	3	2	2	15
110	3	3	2	3	2	2	15
111	3	3	2	4	3	2	17
112	3	3	2	4	2	2	16
113	4	4	2	3	2	2	17
114	4	4	3	4	3	3	21
115	4	4	3	4	3	3	21
116	4	4	2	4	3	2	19
117	4	4	2	3	3	2	18
118	3	3	2	4	3	2	17
119	4	3	2	4	3	2	18
120	3	3	2	4	3	2	17
121	3	3	2	3	2	2	15
122	4	4	2	3	3	2	18
123	4	4	2	3	3	2	18
124	4	4	3	4	3	3	21
125	4	4	2	4	3	2	19
126	4	4	2	4	3	2	19
127	4	4	3	5	3	3	22
128	3	3	2	3	3	2	16
129	3	2	2	3	2	2	14
130	4	3	2	2	3	2	16
131	4	4	2	5	2	2	19
132	4	3	2	2	2	2	15
133	3	3	2	2	2	2	14
134	4	4	2	2	2	2	16
135	4	4	2	2	2	2	16
136	5	5	3	5	5	3	26
137	4	4	2	2	2	2	16
138	3	3	2	3	3	2	16
139	4	3	2	2	3	2	16
140	4	3	2	2	2	2	15
141	5	4	3	5	5	3	25
142	3	3	2	3	3	2	16
143	4	4	3	5	5	3	24
144	1	1	1	1	1	1	6
145	4	5	3	5	5	3	25
146	4	4	2	2	2	2	16
147	3	3	2	2	3	2	15
148	4	4	2	2	2	2	16
149	4	3	2	2	3	2	16
150	4	4	2	4	3	2	19
151	4	4	2	4	4	2	20
152	4	4	2	4	4	2	20
153	4	4	2	4	4	2	20
154	4	4	2	4	4	2	20
155	4	4	2	4	4	2	20
156	3	3	2	3	4	2	17
157	5	4	3	4	3	3	22
158	4	4	2	4	4	2	20
159	4	4	2	4	4	2	20

160	4	4	2	4	4	2	20
161	4	4	3	4	4	3	22
162	5	5	3	5	4	3	25
163	5	4	3	4	5	3	24
164	4	4	3	4	4	3	22
165	4	4	2	4	4	2	20
166	3	3	2	3	4	2	17
167	4	4	3	4	4	3	22
168	5	5	3	5	4	3	25
169	4	4	3	4	5	3	23
170	3	3	2	3	4	2	17
171	5	5	3	5	4	3	25
172	3	3	2	3	5	2	18
173	5	5	3	5	4	3	25
174	5	5	3	5	5	3	26
175	3	3	2	3	5	2	18
176	3	3	2	3	4	2	17
177	4	4	3	4	4	3	22
178	5	5	3	5	4	3	25
179	4	4	3	4	5	3	23
180	4	4	3	4	4	3	22
181	5	5	3	5	4	3	25
182	4	4	3	4	5	3	23
183	4	4	2	4	4	2	20
184	5	5	3	5	4	3	25
185	4	4	3	4	5	3	23
186	5	4	3	4	4	3	23
187	5	4	3	4	5	3	24
188	5	4	3	4	5	3	24
189	4	4	3	4	5	3	23
190	3	3	2	3	4	2	17
191	5	5	3	5	4	3	25
192	5	5	3	5	5	3	26
193	5	5	3	5	5	3	26
194	5	5	3	5	5	3	26
195	3	3	2	3	5	2	18
196	4	4	2	4	3	2	19
197	3	3	2	4	4	2	18
198	4	4	3	4	4	3	22
199	5	5	3	5	4	3	25
200	5	5	3	5	5	3	26
201	5	5	3	5	5	3	26
202	4	4	3	4	5	3	23
203	4	4	2	4	4	2	20
204	4	4	3	4	4	3	22
205	5	5	3	5	4	3	25
206	4	4	3	4	5	3	23
207	4	4	2	4	4	2	20
208	3	3	2	3	4	2	17

209	5	5	3	5	4	3	25
210	4	4	3	4	5	3	23
211	4	4	2	4	4	2	20
212	3	3	2	4	4	2	18
213	4	4	2	4	4	2	20
214	3	3	2	3	4	2	17
215	5	5	3	5	4	3	25
216	3	3	3	4	5	3	21
217	3	3	2	3	4	2	17
218	4	4	3	4	4	3	22
219	5	5	3	5	4	3	25
220	5	5	3	5	5	3	26
221	4	4	3	4	5	3	23
222	4	4	2	4	4	2	20
223	4	4	3	4	4	2	21
224	4	4	3	4	4	2	21
225	5	5	3	5	4	3	25
226	5	5	3	5	5	3	26
227	5	5	3	5	5	3	26
228	5	5	3	5	5	3	26
229	3	4	3	4	5	3	22
230	4	4	3	4	4	3	22
231	5	5	3	5	4	3	25
232	5	5	3	5	5	3	26
233	5	5	3	5	5	3	26
234	5	5	3	5	5	3	26
235	4	4	3	4	5	3	23
236	4	4	3	4	4	2	21
237	4	4	3	4	4	2	21
238	5	5	3	5	4	3	25
239	5	5	3	5	5	3	26
240	4	4	3	4	5	3	23
241	4	4	3	4	4	2	21
242	4	4	2	4	3	2	19
243	5	5	3	5	4	3	25
244	5	5	3	5	5	3	26
245	5	5	3	5	5	3	26
246	4	4	3	4	5	3	23
247	4	4	3	4	4	2	21
248	4	4	3	4	4	2	21
249	4	4	3	4	4	2	21
250	5	5	3	5	4	3	25
251	5	5	3	5	5	3	26
252	5	5	3	5	5	3	26
253	4	4	3	4	5	3	23
254	4	4	3	4	4	2	21
255	5	5	3	5	4	3	25
256	4	4	3	4	5	3	23

257	5	5	3	5	4	3	25
258	5	5	3	5	5	3	26
259	5	5	3	5	5	3	26
260	4	4	3	4	5	3	23
261	5	5	3	5	4	3	25
262	5	5	3	5	5	3	26
263	5	5	3	5	5	3	26
264	5	5	3	5	5	3	26
265	5	5	3	5	5	3	26
266	5	5	3	5	5	3	26
267	5	5	3	5	5	3	26
268	5	5	3	5	5	3	26
269	3	3	2	3	5	2	18
270	3	3	2	3	4	2	17
271	5	5	3	5	4	3	25
272	5	5	3	5	5	3	26
273	4	4	3	4	5	3	23
274	5	5	3	5	4	3	25
275	5	5	3	5	5	3	26
276	5	5	3	5	5	3	26
277	5	5	3	5	5	3	26
278	4	4	3	4	5	3	23
279	4	4	2	4	3	2	19
280	5	5	3	5	3	3	24
281	3	3	3	3	5	2	19
282	5	5	3	5	4	3	25
283	4	4	3	4	5	3	23
284	5	5	3	5	4	3	25
285	5	5	3	5	5	3	26
286	5	5	3	5	5	3	26
287	3	3	2	3	5	2	18
288	5	5	3	5	4	3	25
289	4	4	3	4	5	3	23
290	5	5	3	5	4	3	25
291	3	3	2	3	5	2	18
292	3	3	2	3	4	2	17
293	4	4	3	4	4	3	22
294	4	4	3	4	4	2	21
295	4	4	3	4	3	2	20
296	4	4	3	4	3	2	20
297	4	4	2	4	3	2	19
298	4	4	3	4	3	3	21
299	4	4	2	4	3	2	19
300	4	4	3	4	3	3	21
301	4	4	3	4	3	3	21
302	5	5	3	5	4	3	25
303	4	4	3	4	5	3	23
304	5	5	3	5	4	3	25
305	3	3	3	3	5	3	20
306	4	4	3	4	4	3	22
307	4	4	3	4	4	3	22
308	4	4	3	4	4	3	22
309	5	5	3	5	4	3	25
310	5	5	3	5	5	3	26

311	3	3	3	3	5	3	20
312	4	4	3	4	3	3	21
313	3	3	2	3	4	2	17
314	5	5	3	5	4	3	25
315	3	3	3	3	5	3	20
316	5	5	3	5	4	3	25
317	5	5	3	5	5	3	26
318	5	5	3	5	5	3	26
319	4	4	3	4	5	3	23
320	5	5	3	5	4	3	25
321	5	5	3	5	5	3	26
322	5	5	3	5	5	2	25
323	5	5	3	5	5	3	26
324	5	5	3	5	5	3	26
325	5	5	3	5	5	3	26
326	5	5	3	5	5	3	26
327	5	5	3	5	5	3	26
328	3	3	2	3	5	2	18
329	3	3	2	3	4	3	18
330	5	5	3	5	4	3	25
331	4	4	3	4	5	3	23
332	3	3	2	3	4	3	18
333	5	5	3	5	4	3	25
334	5	5	3	5	5	2	25
335	5	5	3	5	5	2	25
336	5	5	3	5	5	2	25
337	4	4	3	4	5	3	23
338	4	4	2	4	3	3	20
339	4	4	2	4	3	3	20
340	5	5	2	5	4	3	24
341	4	4	3	4	5	2	22
342	5	4	2	5	4	2	22
343	5	4	2	5	5	3	24
344	4	4	3	4	5	3	23
345	5	5	2	5	4	2	23
346	5	5	3	5	5	2	25
347	4	4	3	4	5	2	22
348	5	5	2	5	4	2	23
349	4	4	3	4	5	2	22
350	5	5	2	5	4	2	23
351	5	5	3	5	5	3	26
352	5	5	3	5	5	3	26
353	4	4	3	4	5	2	22
354	4	4	2	4	3	2	19

355	3	3	2	3	3	3	17
356	4	4	3	4	3	2	20
357	4	4	2	4	3	3	20
358	4	4	2	4	3	2	19
359	4	4	2	4	3	3	20
360	4	4	2	4	3	2	19
361	4	4	2	4	3	3	20
362	3	3	2	3	3	2	16
363	4	4	3	4	3	2	20
364	4	4	2	4	3	3	20
365	3	3	3	3	4	3	19
	109	104	0	111	110	0	
	151	156	0	146	130	0	
	90	96	186	79	91	173	
	12	7	178	21	25	187	
	3	2	1	8	9	5	

No	Budaya Organisasi								
	Sikap terhadap Pekerjaan				Perilaku pada Waktu Belajar				
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	2	3	2	1	2	1	1	1	13
2	3	3	3	3	3	3	3	3	24
3	4	3	4	4	3	4	3	3	28
4	3	4	4	4	3	3	3	3	27
5	3	4	4	4	4	4	4	4	31
6	3	4	4	4	4	4	4	4	31
7	4	4	4	4	4	4	4	4	32
8	3	3	3	3	3	3	3	3	24
9	4	4	4	4	4	4	4	4	32
10	3	3	2	5	5	4	4	4	30
11	2	2	2	2	4	4	3	3	22
12	3	5	3	3	3	3	3	3	26
13	5	1	2	1	5	2	2	2	20
14	2	3	4	1	4	3	3	3	23
15	3	4	2	1	2	2	2	1	17
16	5	4	3	3	3	4	3	3	28
17	1	4	4	5	4	4	4	4	30
18	2	4	3	3	3	3	3	3	24
19	3	3	3	4	3	4	3	3	26
20	4	3	4	4	3	3	3	3	27
21	4	3	4	4	3	3	3	3	27
22	3	4	4	4	4	4	4	4	31
23	3	3	3	3	3	3	3	3	24
24	4	4	3	4	3	3	3	3	27
25	5	5	5	5	4	4	5	5	38
26	3	3	4	3	3	3	3	3	25
27	3	3	3	3	3	3	3	3	24
28	3	4	4	3	4	5	3	3	29
29	5	4	4	4	4	4	4	4	33
30	4	4	4	4	4	4	4	4	32
31	3	3	3	3	3	3	3	3	24
32	3	3	3	3	3	3	3	3	24
33	5	3	3	3	5	4	4	4	31
34	3	3	3	3	3	4	3	3	25
35	3	3	4	4	4	3	4	4	29
36	3	4	4	3	2	3	3	3	25
37	2	5	1	5	2	5	3	3	26
38	3	3	3	3	4	4	3	3	26
39	3	4	4	3	3	3	3	3	26
40	3	3	3	3	4	4	3	3	26
41	3	3	4	4	3	4	4	4	29
42	4	4	4	4	4	4	4	4	32
43	3	4	2	3	3	3	3	3	24
44	5	5	4	4	4	4	5	5	36
45	1	1	2	2	2	2	1	1	12
46	3	4	4	4	2	2	3	3	25
47	3	3	3	3	3	4	3	3	25
48	3	4	4	4	4	4	4	4	31
49	3	4	4	4	5	5	5	5	35
50	3	4	4	4	2	2	3	3	25
51	3	3	3	3	4	2	3	3	24
52	4	4	4	3	4	5	4	4	32
53	4	4	4	4	4	3	4	4	31
54	5	5	5	5	4	4	5	5	38
55	3	2	5	2	3	3	3	3	24
56	4	4	4	5	2	2	3	3	27

207	5	5	5	5	5	5	5	5	40
208	5	5	5	5	5	4	5	5	39
209	5	5	5	5	5	5	5	5	40
210	3	3	3	3	3	3	3	3	24
211	3	3	3	3	4	4	4	4	28
212	3	3	3	3	4	3	3	3	25
213	4	4	4	4	4	3	4	4	31
214	3	3	3	3	4	3	4	4	27
215	3	3	3	3	4	4	3	3	26
216	3	3	3	3	4	3	3	3	25
217	4	4	4	4	3	4	5	5	33
218	4	4	4	4	3	4	4	4	31
219	3	3	3	3	4	4	4	4	28
220	3	3	3	3	4	3	4	4	27
221	3	3	3	3	3	3	3	3	24
222	5	5	5	5	5	5	5	5	40
223	3	3	3	3	4	3	3	3	25
224	3	3	3	3	4	3	4	4	27
225	4	4	4	4	4	3	4	4	31
226	3	3	3	3	4	3	3	3	25
227	3	3	3	3	4	4	4	4	28
228	3	3	3	3	4	3	3	3	25
229	4	4	4	4	4	4	4	4	32
230	3	3	3	3	3	3	4	4	26
231	3	3	3	3	4	3	4	4	27
232	3	3	3	3	3	3	3	3	24
233	3	3	3	3	4	3	4	4	27
234	4	4	4	4	3	3	4	4	30
235	3	3	3	3	4	3	4	4	27
236	4	4	4	4	3	3	4	4	30
237	3	3	3	3	4	3	3	3	25
238	3	3	3	3	3	3	3	3	24
239	3	3	3	3	3	3	3	3	24
240	4	4	4	4	3	3	4	4	30
241	4	4	4	4	3	3	4	4	30
242	4	3	4	4	3	3	4	4	29
243	3	3	3	3	4	3	3	3	25
244	3	5	3	3	4	3	4	4	29
245	4	3	4	4	3	3	4	4	29
246	3	5	3	3	3	3	3	3	26
247	3	3	3	3	3	3	4	4	26
248	3	3	3	3	3	3	4	4	26
249	3	5	3	3	3	3	4	4	28
250	3	3	3	3	3	3	3	3	24
251	4	3	4	4	3	3	4	4	29
252	3	5	5	5	4	3	4	4	33
253	3	3	5	5	3	4	4	4	31
254	4	3	3	3	3	3	4	4	27
255	3	5	3	3	3	3	4	4	28
256	4	3	3	3	3	3	3	3	25

308	2	2	2	3	3	3	3	3	21
309	5	5	5	5	5	5	5	5	40
310	4	4	5	5	5	5	5	5	38
311	5	4	5	5	5	5	5	5	39
312	4	4	5	4	4	4	5	5	35
313	5	5	5	5	5	5	5	5	40
314	5	5	5	5	5	5	5	5	40
315	3	3	3	3	4	4	4	4	28
316	4	4	4	5	4	5	5	5	36
317	5	4	5	4	4	5	5	5	37
318	4	4	5	5	5	5	5	5	38
319	4	4	4	5	5	5	5	5	37
320	3	3	3	4	4	4	4	4	29
321	3	3	3	5	4	5	4	4	31
322	5	5	5	5	5	5	5	5	40
323	4	4	4	4	5	5	5	5	36
324	3	3	4	5	5	4	4	4	32
325	3	3	4	5	5	5	5	5	35
326	4	4	5	5	5	5	5	5	38
327	4	4	5	5	5	5	4	5	37
328	3	2	3	3	3	3	3	3	23
329	4	4	5	5	5	5	5	5	38
330	3	3	4	4	4	4	4	4	30
331	5	5	5	5	5	5	5	5	40
332	3	3	3	3	4	4	4	4	28
333	3	3	4	4	4	4	5	4	31
334	5	5	5	5	5	5	5	5	40
335	4	4	4	5	5	5	4	5	36
336	3	2	3	3	3	3	3	3	23
337	5	5	5	5	5	5	5	5	40
338	4	4	4	4	4	4	4	4	32
339	3	3	4	5	5	4	4	4	32
340	5	5	5	5	5	5	5	5	40
341	5	4	5	5	5	5	5	5	39
342	5	5	5	5	5	5	5	5	40
343	2	2	2	2	2	2	3	3	18
344	4	4	5	5	5	5	5	5	38
345	4	4	5	5	5	5	4	4	36
346	4	4	4	4	4	5	4	4	33
347	4	4	4	5	5	5	4	4	35
348	5	5	5	5	5	5	5	5	40
349	4	4	4	5	5	5	4	4	35
350	5	4	5	5	5	5	4	4	37
351	4	4	4	5	5	5	3	4	34
352	4	4	5	5	4	5	5	4	36
353	4	4	4	4	4	4	4	4	32
354	4	4	4	5	5	5	4	4	35
355	4	4	5	5	5	5	4	4	36
356	4	4	4	5	5	5	5	4	36
357	5	5	5	5	5	5	5	5	40
358	4	4	4	4	4	4	4	4	32
359	4	4	4	5	5	5	5	5	37
360	4	4	5	5	5	5	5	5	38
361	5	4	5	4	4	4	4	5	35
362	3	2	3	4	2	4	3	3	24
363	4	4	4	4	4	4	4	4	32
364	4	4	4	5	4	5	5	5	36
365	4	4	4	5	5	5	4	4	35
	47	38	61	94	83	99	78	81	
	137	151	152	134	159	130	177	175	
	160	153	126	119	108	122	96	95	
	15	18	21	8	12	11	11	7	
	6	5	5	10	3	3	3	7	

No	Budaya Organisasi								
	Sikap terhadap Pekerjaan				Perilaku pada Waktu Belajar				
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	2	3	2	1	2	1	1	1	13
2	3	3	3	3	3	3	3	3	24
3	4	3	4	4	3	4	3	3	28
4	3	4	4	4	3	3	3	3	27
5	3	4	4	4	4	4	4	4	31
6	3	4	4	4	4	4	4	4	31
7	4	4	4	4	4	4	4	4	32
8	3	3	3	3	3	3	3	3	24
9	4	4	4	4	4	4	4	4	32
10	3	3	2	5	5	4	4	4	30
11	2	2	2	2	4	4	3	3	22
12	3	5	3	3	3	3	3	3	26
13	5	1	2	1	5	2	2	2	20
14	2	3	4	1	4	3	3	3	23
15	3	4	2	1	2	2	2	1	17
16	5	4	3	3	3	4	3	3	28
17	1	4	4	5	4	4	4	4	30
18	2	4	3	3	3	3	3	3	24
19	3	3	3	4	3	4	3	3	26
20	4	3	4	4	3	3	3	3	27
21	4	3	4	4	3	3	3	3	27
22	3	4	4	4	4	4	4	4	31
23	3	3	3	3	3	3	3	3	24
24	4	4	3	4	3	3	3	3	27
25	5	5	5	5	4	4	5	5	38
26	3	3	4	3	3	3	3	3	25
27	3	3	3	3	3	3	3	3	24
28	3	4	4	3	4	5	3	3	29
29	5	4	4	4	4	4	4	4	33
30	4	4	4	4	4	4	4	4	32
31	3	3	3	3	3	3	3	3	24
32	3	3	3	3	3	3	3	3	24
33	5	3	3	3	5	4	4	4	31
34	3	3	3	3	3	4	3	3	25
35	3	3	4	4	4	3	4	4	29
36	3	4	4	3	2	3	3	3	25
37	2	5	1	5	2	5	3	3	26
38	3	3	3	3	4	4	3	3	26
39	3	4	4	3	3	3	3	3	26
40	3	3	3	3	4	4	3	3	26
41	3	3	4	4	3	4	4	4	29
42	4	4	4	4	4	4	4	4	32
43	3	4	2	3	3	3	3	3	24
44	5	5	4	4	4	4	5	5	36
45	1	1	2	2	2	2	1	1	12
46	3	4	4	4	2	2	3	3	25
47	3	3	3	3	3	4	3	3	25
48	3	4	4	4	4	4	4	4	31
49	3	4	4	4	5	5	5	5	35
50	3	4	4	4	2	2	3	3	25
51	3	3	3	3	4	2	3	3	24

52	4	4	4	3	4	5	4	4	32
53	4	4	4	4	4	3	4	4	31
54	5	5	5	5	4	4	5	5	38
55	3	2	5	2	3	3	3	3	24
56	4	4	4	5	2	2	3	3	27
57	2	3	3	3	3	4	3	3	24
58	3	3	4	3	3	3	3	3	25
59	5	3	3	4	3	4	4	4	30
60	5	3	5	3	5	5	4	4	34
61	3	4	4	4	4	3	3	3	28
62	3	3	3	4	3	4	4	4	28
63	1	2	2	4	3	3	2	2	19
64	3	3	5	4	4	4	4	4	31
65	4	3	4	3	3	4	4	4	29
66	3	2	3	2	3	3	3	3	22
67	5	5	5	5	5	3	5	5	38
68	3	3	3	3	3	3	3	3	24
69	3	3	3	3	4	3	4	4	27
70	3	3	4	4	4	5	4	4	31
71	3	4	4	4	4	4	4	4	31
72	3	3	4	5	4	3	4	4	30
73	3	3	3	3	3	4	3	3	25
74	2	2	2	2	3	3	3	3	20
75	5	1	1	3	4	5	4	4	27
76	4	3	4	4	4	4	4	4	31
77	1	1	1	1	1	3	1	1	10
78	3	3	3	3	3	3	3	3	24
79	4	3	4	5	4	3	4	4	31
80	3	3	2	1	2	1	2	1	15
81	4	4	5	5	3	5	4	4	34
82	4	4	4	3	4	3	4	4	30
83	3	3	3	3	3	3	3	3	24
84	4	4	4	4	4	4	4	4	32
85	4	3	1	1	1	3	2	2	17
86	5	4	4	3	3	4	4	5	32
87	3	3	3	3	3	3	3	3	24
88	4	4	5	1	1	1	2	1	19
89	3	2	3	4	5	5	4	4	30
90	1	2	1	1	2	3	2	1	13
91	5	5	5	4	4	3	4	4	34
92	2	3	2	3	3	2	2	2	19
93	3	3	2	3	3	3	3	3	23
94	4	3	3	2	4	5	4	4	29
95	5	4	3	3	3	3	4	4	29
96	4	2	2	2	3	3	3	3	22
97	1	1	2	3	3	2	2	2	16
98	3	3	3	4	3	2	2	2	22
99	3	4	4	5	4	4	4	4	32
100	5	4	4	1	3	3	3	3	26
101	5	3	5	3	5	5	4	4	34
102	4	4	5	5	5	4	4	5	36
103	3	3	4	4	5	3	4	4	30
104	4	4	5	5	4	4	5	5	36
105	4	4	4	4	4	4	4	4	32
106	4	4	4	4	4	4	4	4	32
107	4	4	4	4	4	4	4	4	32
108	3	4	4	4	4	4	4	4	31
109	3	3	4	4	4	4	4	4	30
110	3	3	4	4	4	4	4	4	30

111	4	4	4	4	4	4	4	4	32
112	4	4	4	4	4	4	4	4	32
113	4	4	4	4	4	4	4	4	32
114	4	4	4	4	4	4	4	4	32
115	4	4	4	4	4	4	4	4	32
116	4	4	4	4	4	4	4	4	32
117	4	4	4	4	4	4	4	4	32
118	4	4	4	4	4	4	4	4	32
119	3	3	4	4	4	4	4	4	30
120	4	4	3	4	4	4	4	4	31
121	4	4	3	4	4	4	4	4	31
122	4	4	3	4	4	4	4	4	31
123	4	4	3	4	4	4	4	4	31
124	4	4	3	4	4	4	4	4	31
125	4	4	4	4	4	4	4	4	32
126	4	4	4	4	4	4	4	4	32
127	4	4	3	4	4	4	4	4	31
128	4	4	3	4	4	4	4	4	31
129	2	2	2	3	3	3	2	2	19
130	3	3	3	5	5	4	4	4	31
131	4	4	4	5	5	4	5	5	36
132	3	3	4	4	4	4	4	4	30
133	3	3	4	5	4	5	4	4	32
134	4	3	4	5	5	3	4	4	32
135	4	3	4	4	4	4	4	4	31
136	5	5	5	5	5	5	5	5	40
137	3	3	4	5	5	5	5	5	35
138	3	3	3	3	4	4	3	3	26
139	3	3	3	3	3	3	3	3	24
140	4	4	4	4	4	5	4	4	33
141	4	4	4	4	3	4	4	4	31
142	4	4	4	4	3	3	4	4	30
143	4	4	4	4	3	3	4	4	30
144	4	4	4	4	3	3	3	3	28
145	3	3	3	3	3	3	3	3	24
146	4	4	4	4	3	3	4	4	30
147	3	3	3	3	4	4	3	3	26
148	3	3	3	3	3	3	3	3	24
149	3	3	3	3	4	4	3	3	26
150	3	3	3	3	4	4	4	4	28
151	3	3	3	3	4	5	4	4	29
152	3	3	3	3	3	3	3	3	24
153	3	3	3	3	4	5	4	4	29
154	4	4	4	4	4	5	4	4	33
155	3	3	3	3	4	5	3	3	27
156	3	3	3	3	3	4	3	3	25
157	3	3	3	3	4	5	4	4	29
158	4	4	4	4	3	3	4	4	30
159	3	3	3	3	3	3	3	3	24
160	4	4	4	4	3	4	4	5	32

161	4	4	3	3	3	3	4	4	28
162	4	4	4	4	3	3	4	4	30
163	3	3	3	3	3	4	3	3	25
164	3	3	3	3	3	3	3	3	24
165	4	4	4	4	3	4	4	4	31
166	4	4	4	4	3	3	4	4	30
167	3	3	3	3	3	4	3	3	25
168	3	3	3	3	4	3	4	4	27
169	3	3	3	3	3	3	3	3	24
170	4	4	4	4	4	5	5	5	35
171	4	4	4	4	3	3	4	4	30
172	3	3	3	3	3	3	3	3	24
173	3	3	3	3	4	3	3	3	25
174	4	4	4	4	3	3	4	4	30
175	4	4	4	4	4	4	5	5	34
176	3	3	3	3	4	4	4	4	28
177	3	3	3	3	3	3	3	3	24
178	3	3	3	3	4	4	4	4	28
179	4	4	4	4	4	5	5	5	35
180	4	4	4	4	4	5	5	5	35
181	3	3	3	3	4	4	4	4	28
182	4	4	3	3	3	3	4	4	28
183	3	3	3	3	4	3	4	4	27
184	4	4	4	4	4	5	5	5	35
185	3	3	3	3	4	5	4	4	29
186	3	3	3	3	4	4	3	3	26
187	4	4	4	4	4	5	4	4	33
188	4	4	4	4	3	4	4	4	31
189	3	4	3	3	3	4	3	3	26
190	3	3	3	3	4	3	4	4	27
191	4	4	4	4	4	3	4	4	31
192	4	4	4	4	4	5	5	5	35
193	3	3	3	3	3	3	4	4	26
194	3	3	3	3	3	3	4	4	26
195	4	4	4	4	4	3	5	5	33
196	3	3	3	3	4	3	3	3	25
197	4	4	4	4	4	4	4	4	32
198	3	3	3	3	4	4	4	4	28
199	3	3	3	3	4	3	3	3	25
200	3	3	3	3	4	4	4	4	28
201	5	5	5	5	5	5	5	5	40
202	4	4	4	4	4	5	4	4	33
203	5	5	5	5	5	4	5	5	39
204	4	4	4	4	4	3	4	4	31
205	4	4	4	4	4	3	4	4	31
206	5	5	5	5	5	5	5	5	40
207	5	5	5	5	5	5	5	5	40
208	5	5	5	5	5	4	5	5	39
209	5	5	5	5	5	5	5	5	40
210	3	3	3	3	3	3	3	3	24
211	3	3	3	3	4	4	4	4	28
212	3	3	3	3	4	3	3	3	25
213	4	4	4	4	4	3	4	4	31
214	3	3	3	3	4	3	4	4	27
215	3	3	3	3	4	4	3	3	26
216	3	3	3	3	4	3	3	3	25
217	4	4	4	4	3	4	5	5	33
218	4	4	4	4	3	4	4	4	31

219	3	3	3	3	4	4	4	4	28
220	3	3	3	3	4	3	4	4	27
221	3	3	3	3	3	3	3	3	24
222	5	5	5	5	5	5	5	5	40
223	3	3	3	3	4	3	3	3	25
224	3	3	3	3	4	3	4	4	27
225	4	4	4	4	4	3	4	4	31
226	3	3	3	3	4	3	3	3	25
227	3	3	3	3	4	4	4	4	28
228	3	3	3	3	4	3	3	3	25
229	4	4	4	4	4	4	4	4	32
230	3	3	3	3	3	3	4	4	26
231	3	3	3	3	4	3	4	4	27
232	3	3	3	3	3	3	3	3	24
233	3	3	3	3	4	3	4	4	27
234	4	4	4	4	3	3	4	4	30
235	3	3	3	3	4	3	4	4	27
236	4	4	4	4	3	3	4	4	30
237	3	3	3	3	4	3	3	3	25
238	3	3	3	3	3	3	3	3	24
239	3	3	3	3	3	3	3	3	24
240	4	4	4	4	3	3	4	4	30
241	4	4	4	4	3	3	4	4	30
242	4	3	4	4	3	3	4	4	29
243	3	3	3	3	4	3	3	3	25
244	3	5	3	3	4	3	4	4	29
245	4	3	4	4	3	3	4	4	29
246	3	5	3	3	3	3	3	3	26
247	3	3	3	3	3	3	4	4	26
248	3	3	3	3	3	3	4	4	26
249	3	5	3	3	3	3	4	4	28
250	3	3	3	3	3	3	3	3	24
251	4	3	4	4	3	3	4	4	29
252	3	5	5	5	4	3	4	4	33
253	3	3	5	5	3	4	4	4	31
254	4	3	3	3	3	3	4	4	27
255	3	5	3	3	3	3	4	4	28
256	4	3	3	3	3	3	3	3	25
257	3	3	3	3	3	3	3	3	24
258	3	3	3	3	3	3	3	3	24
259	3	3	4	4	4	4	4	4	30
260	3	3	3	4	4	4	4	4	29
261	3	3	4	4	4	4	4	4	30
262	2	2	2	3	3	3	3	3	21
263	3	3	3	4	4	4	4	4	29
264	3	3	3	5	3	5	4	4	30
265	4	4	4	5	5	5	5	5	37
266	3	3	4	5	5	5	5	5	35
267	5	5	5	5	5	5	5	5	40
268	4	4	5	5	5	5	5	5	38
269	4	4	4	5	5	5	5	5	37
270	4	4	4	5	5	5	5	5	37
271	5	5	5	5	5	5	5	5	40
272	3	3	4	5	5	5	4	4	33
273	3	3	4	4	4	4	4	4	30
274	3	3	3	4	4	4	4	4	29
275	5	5	5	5	5	5	5	5	40
276	4	4	4	5	5	5	5	5	37
277	4	4	4	5	5	5	5	5	37
278	3	3	4	5	5	5	5	5	35

279	3	3	3	4	4	4	3	3	27
280	4	4	4	5	5	4	5	5	36
281	4	4	4	5	5	5	5	5	37
282	4	4	5	5	5	5	5	5	38
283	3	3	3	4	4	4	4	4	29
284	3	3	4	4	3	4	4	4	29
285	5	5	5	5	5	5	5	5	40
286	4	4	4	4	4	4	4	4	32
287	4	4	4	5	5	5	5	5	37
288	5	5	5	5	5	5	5	5	40
289	2	2	2	4	4	4	3	3	24
290	3	3	4	4	4	5	4	4	31
291	3	3	3	5	5	5	4	4	32
292	2	2	2	5	5	4	3	3	26
293	3	3	4	5	5	5	4	4	33
294	3	3	4	5	4	5	4	4	32
295	4	4	4	4	4	4	4	4	32
296	4	4	4	4	4	4	5	5	34
297	3	3	3	4	4	4	4	4	29
298	5	5	5	5	5	5	5	5	40
299	4	4	5	5	5	5	5	5	38
300	4	4	4	4	4	4	4	4	32
301	4	4	4	4	4	4	5	5	34
302	4	4	5	5	5	5	5	5	38
303	3	3	4	4	4	4	4	4	30
304	4	4	4	4	4	4	4	4	32
305	2	2	2	3	3	3	3	3	21
306	4	4	5	4	4	4	5	5	35
307	5	5	5	5	5	5	5	5	40
308	2	2	2	3	3	3	3	3	21
309	5	5	5	5	5	5	5	5	40
310	4	4	5	5	5	5	5	5	38
311	5	4	5	5	5	5	5	5	39
312	4	4	5	4	4	4	5	5	35
313	5	5	5	5	5	5	5	5	40
314	5	5	5	5	5	5	5	5	40
315	3	3	3	3	4	4	4	4	28
316	4	4	4	5	4	5	5	5	36
317	5	4	5	4	4	5	5	5	37
318	4	4	5	5	5	5	5	5	38
319	4	4	4	5	5	5	5	5	37
320	3	3	3	4	4	4	4	4	29
321	3	3	3	5	4	5	4	4	31
322	5	5	5	5	5	5	5	5	40
323	4	4	4	4	5	5	5	5	36
324	3	3	4	5	5	4	4	4	32
325	3	3	4	5	5	5	5	5	35
326	4	4	5	5	5	5	5	5	38
327	4	4	5	5	5	5	4	5	37
328	3	2	3	3	3	3	3	3	23
329	4	4	5	5	5	5	5	5	38
330	3	3	4	4	4	4	4	4	30
331	5	5	5	5	5	5	5	5	40
332	3	3	3	3	4	4	4	4	28
333	3	3	4	4	4	4	5	4	31
334	5	5	5	5	5	5	5	5	40
335	4	4	4	5	5	5	4	5	36
336	3	2	3	3	3	3	3	3	23
337	5	5	5	5	5	5	5	5	40
338	4	4	4	4	4	4	4	4	32
339	3	3	4	5	5	4	4	4	32
340	5	5	5	5	5	5	5	5	40
341	5	4	5	5	5	5	5	5	39
342	5	5	5	5	5	5	5	5	40
343	2	2	2	2	2	2	3	3	18
344	4	4	5	5	5	5	5	5	38
345	4	4	5	5	5	5	4	4	36
346	4	4	4	4	4	5	4	4	33
347	4	4	4	5	5	5	4	4	35
348	5	5	5	5	5	5	5	5	40
349	4	4	4	5	5	5	4	4	35
350	5	4	5	5	5	5	4	4	37
351	4	4	4	5	5	5	3	4	34
352	4	4	5	5	4	5	5	4	36
353	4	4	4	4	4	4	4	4	32
354	4	4	4	5	5	5	4	4	35
355	4	4	5	5	5	5	4	4	36
356	4	4	4	5	5	5	5	4	36
357	5	5	5	5	5	5	5	5	40

358	4	4	4	4	4	4	4	4	32
359	4	4	4	5	5	5	5	5	37
360	4	4	5	5	5	5	5	5	38
361	5	4	5	4	4	4	4	5	35
362	3	2	3	4	2	4	3	3	24
363	4	4	4	4	4	4	4	4	32
364	4	4	4	5	4	5	5	5	36
365	4	4	4	5	5	5	4	4	35
	47	38	61	94	83	99	78	81	
	137	151	152	134	159	130	177	175	
	160	153	126	119	108	122	96	95	
	15	18	21	8	12	11	11	7	
	6	5	5	10	3	3	3	7	

No	Komunikasi Interpersonal															
	Keterbukaan			Empati			Dukungan			Rasa Positif			Kesetaraan			
	M1.1	M1.2	M1.3	M1.4	M1.5	M1.6	M1.7	M1.8	M1.9	M1.10	M1.11	M1.12	M1.13	M1.14	M1.15	
1	3	3	3	4	4	3	4	3	3	3	2	3	4	2	3	47
2	4	3	2	4	4	3	4	3	3	2	4	2	4	3	2	47
3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	59
4	4	4	3	4	3	3	3	3	3	3	3	3	3	3	3	48
5	4	3	4	4	4	4	4	4	4	4	4	4	4	3	4	58
6	4	2	4	4	4	4	5	5	4	3	4	4	4	3	3	57
7	5	5	5	5	5	5	3	3	5	5	5	5	4	4	4	68
8	3	3	3	3	4	3	4	5	3	3	3	3	3	3	3	49
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
10	4	3	3	4	5	3	3	3	3	3	4	3	4	3	3	51
11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
12	4	4	3	4	3	3	4	3	3	4	3	4	3	3	3	51
13	3	3	3	3	2	3	2	4	3	4	3	3	3	3	3	45
14	3	4	3	3	4	3	4	4	3	3	3	3	3	3	3	49
15	2	4	2	2	2	2	2	2	2	2	2	2	2	2	2	32
16	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	46
17	5	4	4	4	4	4	4	4	4	4	4	5	4	4	4	62
18	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3	45
19	3	4	3	3	4	3	3	4	3	3	3	3	3	3	3	48
20	3	4	2	3	4	3	3	2	2	3	3	2	3	3	2	42
21	2	3	2	3	3	3	3	3	3	3	3	2	3	3	3	42
22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
23	3	4	2	3	3	3	3	4	3	3	3	3	3	3	2	45
24	3	4	4	3	5	4	4	3	4	3	3	4	3	3	4	54
25	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
26	3	3	3	3	4	3	4	3	3	4	3	3	3	3	3	48
27	3	4	3	3	3	3	3	4	3	4	3	3	3	3	3	48
28	3	3	4	3	4	4	4	4	4	4	3	4	3	3	4	54
29	5	5	5	5	4	5	5	5	5	4	5	5	4	4	4	70
30	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4	62
31	2	4	3	2	3	3	5	3	3	3	3	4	3	3	3	47
32	3	3	2	3	3	3	3	3	3	3	3	2	3	3	3	43
33	5	5	4	4	3	4	5	5	4	4	4	5	4	4	4	64
34	4	3	3	4	3	3	3	3	3	4	3	3	3	3	3	48
35	4	5	3	4	3	3	3	4	3	3	3	4	3	3	3	51
36	3	2	3	3	3	3	3	4	3	4	3	3	3	3	3	46

37	3	4	2	3	3	3	3	3	3	3	3	2	3	3	3	44
38	3	3	3	3	4	3	3	3	3	4	3	3	3	3	3	47
39	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	46
40	3	3	3	3	5	3	4	4	3	2	3	3	3	3	3	48
41	3	4	3	3	2	3	4	4	3	4	3	3	3	3	3	48
42	4	3	4	4	4	4	4	4	4	4	4	4	4	3	3	57
43	2	3	3	2	4	3	4	4	3	4	3	4	3	3	3	48
44	5	5	5	5	4	5	5	4	5	4	5	5	4	4	4	69
45	2	3	2	2	4	2	2	2	2	2	2	2	2	2	2	33
46	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	46
47	4	3	3	4	4	3	2	3	3	3	4	3	4	4	3	50
48	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	59
49	5	5	5	5	5	5	4	4	5	4	5	5	4	4	4	69
50	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	46
51	2	3	2	3	3	3	3	3	3	3	3	2	3	3	3	42
52	4	5	4	4	3	4	5	5	4	5	4	5	4	4	4	64
53	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	59
54	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
55	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	46
56	3	3	3	3	4	3	4	4	3	4	3	4	3	3	3	50
57	4	4	4	4	4	4	4	4	4	3	4	4	4	3	3	57
58	3	4	3	3	3	3	3	3	3	4	3	3	3	3	3	47
59	4	3	4	4	3	4	4	4	4	3	4	4	4	4	4	57
60	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
61	3	3	3	3	3	3	4	4	3	4	3	4	3	3	3	49
62	4	4	4	4	4	4	4	5	4	3	4	4	4	4	4	60
63	3	2	3	3	2	2	3	3	2	3	3	2	3	3	2	39
64	4	4	3	4	4	3	4	4	3	4	4	4	3	3	3	54
65	3	2	3	3	4	3	4	4	3	4	3	4	3	3	3	49
66	3	3	2	3	3	3	3	3	3	3	3	2	3	3	3	43
67	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
68	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	46
69	3	3	3	3	3	3	4	2	3	3	3	3	3	3	3	45

70	4	4	3	4	3	3	5	5	3	3	4	4	3	3	3	54
71	5	4	5	5	5	5	4	5	5	5	5	5	4	4	4	70
72	4	3	3	4	3	3	3	4	3	4	4	4	3	3	3	51
73	2	3	3	2	3	3	4	4	3	4	3	3	2	2	3	44
74	2	2	2	2	3	2	3	3	2	3	2	2	2	2	2	34
75	4	4	4	4	5	4	5	3	4	3	4	4	4	4	4	60
76	4	4	3	4	5	3	2	4	3	4	4	4	4	3	3	54
77	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	31
78	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	44
79	3	4	3	3	4	3	4	4	3	4	3	3	3	3	3	50
80	3	4	2	3	3	2	3	3	2	3	3	2	3	3	2	41
81	4	4	4	4	3	4	5	5	4	5	4	4	4	4	4	62
82	4	4	5	3	5	5	5	5	5	5	3	5	3	3	5	65
83	3	3	3	3	3	3	4	3	3	5	3	4	3	3	3	49
84	4	4	4	4	3	4	4	4	4	4	4	4	4	3	3	57
85	3	3	2	3	3	3	3	3	2	3	3	2	3	3	3	42
86	3	3	4	3	4	4	4	3	4	4	3	4	3	3	3	52
87	3	4	3	3	2	3	4	3	3	2	3	3	3	3	3	45
88	4	3	2	4	3	3	3	3	2	2	3	2	3	3	2	42
89	4	3	3	4	4	3	4	4	3	2	4	3	4	4	3	52
90	2	3	2	2	3	2	3	3	2	3	2	2	2	2	2	35
91	4	5	4	4	3	4	5	4	4	5	4	4	4	4	4	62
92	3	4	2	3	3	3	2	2	3	2	3	3	3	3	2	41
93	4	3	4	4	5	4	3	2	4	3	4	4	4	3	3	54
94	3	4	3	3	3	3	4	4	3	4	3	4	3	3	3	50
95	4	4	3	4	4	3	4	3	3	3	3	3	3	3	3	50
96	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	46
97	2	3	2	2	2	2	3	3	2	3	2	2	2	2	3	35

98	4	3	2	4	3	3	4	3	3	3	4	2	4	4	3	49
99	5	3	3	5	4	3	4	3	3	3	5	3	4	4	3	55
100	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	59
101	5	5	5	5	5	5	5	5	5	4	5	5	4	4	4	71
102	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
103	4	4	4	4	3	4	4	4	4	4	4	4	4	3	3	57
104	4	5	5	4	5	5	5	5	5	5	4	5	4	4	5	70
105	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	59
106	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	59
107	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
108	4	3	3	4	5	3	4	4	3	3	3	4	3	3	3	52
109	4	3	3	4	3	3	3	3	3	3	4	3	4	4	3	50
110	3	3	3	3	4	3	4	4	3	4	3	4	3	3	3	50
111	4	3	4	4	4	4	3	4	4	4	4	4	4	4	4	58
112	4	3	4	4	4	4	4	4	4	4	4	4	4	3	3	57
113	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	58
114	5	4	4	4	5	4	5	5	4	4	4	5	4	4	4	65
115	5	4	5	4	5	4	5	5	5	2	4	5	4	4	4	65
116	4	4	4	4	5	4	5	3	4	3	4	4	4	4	4	60
117	4	4	4	4	5	4	3	3	4	4	4	4	4	4	4	59
118	4	4	4	4	5	4	3	5	4	3	4	4	4	3	3	58
119	4	3	4	4	4	4	4	4	4	4	4	4	4	3	3	57
120	4	4	4	4	4	4	4	3	4	4	4	4	4	3	3	57
121	4	3	3	4	3	3	4	4	3	4	4	4	3	3	3	52
122	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	58
123	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	58
124	4	5	4	4	3	4	4	4	4	5	4	5	4	4	4	62
125	4	4	4	4	5	4	4	3	4	4	4	4	4	4	4	60
126	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
127	5	5	4	4	3	4	5	5	4	5	4	5	4	4	4	65
128	4	3	3	4	5	3	4	5	3	3	4	4	4	3	3	55
129	3	2	2	3	3	2	3	3	2	3	3	2	3	3	2	39
130	4	4	3	4	3	4	4	4	3	4	4	4	4	3	3	55

[illegible]

164	3	3	4	3	4	4	4	4	4	4	3	4	3	3	3	53
165	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	61
166	3	5	4	3	4	4	4	4	4	4	3	4	3	3	4	56
167	4	3	4	4	4	4	3	4	4	4	4	4	4	3	3	56
168	4	5	4	4	4	4	4	4	4	4	4	5	4	4	4	62
169	4	3	4	4	3	4	4	4	4	4	4	4	4	3	3	56
170	4	4	4	4	4	4	5	4	4	5	4	5	4	4	4	63
171	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	70
172	3	4	3	3	4	3	3	3	3	4	3	3	3	3	3	48
173	4	5	4	4	4	4	4	4	4	4	4	4	4	3	4	60
174	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
175	4	4	4	4	5	4	5	5	4	3	4	5	4	4	4	63
176	4	3	3	4	3	3	3	3	3	4	4	3	4	4	3	51
177	5	3	3	5	2	3	3	3	3	3	5	3	5	5	2	53
178	4	4	5	4	5	5	5	5	5	5	3	5	3	3	5	66
179	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
180	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
181	5	5	5	4	5	4	4	4	5	4	4	5	4	4	4	66
182	4	4	4	4	5	4	5	4	4	3	4	4	4	4	4	61
183	4	3	4	4	3	4	4	4	4	4	4	4	4	3	3	56
184	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	73
185	5	4	4	4	5	4	4	3	4	5	4	5	4	4	4	63
186	4	4	4	3	4	4	5	5	4	5	3	4	3	3	4	59
187	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
188	5	5	5	5	4	5	4	5	5	5	5	5	4	4	4	70
189	4	2	4	4	4	4	4	5	4	5	4	4	4	3	4	59
190	4	4	3	4	2	3	2	3	3	3	4	3	4	4	3	49
191	5	5	5	5	5	5	4	4	5	5	5	5	4	4	5	71
192	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
193	5	4	4	4	3	4	5	5	4	5	4	5	4	4	4	64
194	5	5	5	4	4	4	4	4	4	4	4	5	4	4	4	64
195	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	61
196	3	3	3	3	3	3	5	3	3	4	3	4	3	3	3	49
197	5	5	4	4	5	4	3	3	4	4	4	4	4	4	3	60
198	4	5	4	4	4	4	4	4	4	4	4	4	4	3	4	60
199	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
200	5	5	5	5	3	5	5	5	5	5	5	5	4	4	4	70

201	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
202	5	5	5	5	4	5	5	5	5	5	5	4	4	4	4	71
203	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	72
204	5	5	5	4	4	4	5	4	5	4	4	5	4	4	4	66
205	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
206	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
207	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	73
208	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
209	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
210	4	5	3	4	2	3	5	4	3	5	4	4	4	3	3	56
211	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	58
212	3	3	3	3	4	3	4	4	3	3	3	3	3	3	3	48
213	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	61
214	4	3	3	4	3	3	3	3	3	4	3	4	3	3	3	49
215	4	4	4	4	4	4	5	5	4	3	4	4	4	4	4	61
216	3	3	3	3	5	3	5	5	3	5	3	3	3	3	3	53
217	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
218	5	5	4	4	4	4	5	5	4	5	4	5	4	4	4	66
219	4	5	5	4	4	5	5	5	5	4	4	5	4	4	4	67
220	5	5	5	5	4	5	4	4	5	4	5	5	4	4	4	68
221	4	4	4	4	4	4	4	4	4	4	3	4	3	3	4	57
222	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	74
223	4	4	3	4	3	3	4	4	3	4	4	4	3	3	3	53
224	3	5	4	3	5	4	4	4	4	4	3	5	3	3	4	58
225	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
226	4	5	4	4	3	4	4	4	4	5	4	4	4	4	4	61
227	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	70
228	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	61
229	5	5	5	5	4	5	5	5	5	4	5	5	4	4	4	70
230	4	5	4	4	5	4	3	3	4	3	4	4	4	4	3	58
231	5	4	4	4	4	4	5	5	4	4	4	5	4	4	4	64
232	4	4	4	4	3	4	4	5	4	4	4	4	4	4	4	60

233	5	4	5	5	4	4	5	5	5	5	4	5	4	4	4	68
234	5	5	5	5	5	5	5	5	5	4	5	5	4	4	4	71
235	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
236	4	4	4	4	4	4	3	4	4	5	4	5	4	4	4	61
237	4	4	3	4	3	3	4	4	3	4	4	4	3	3	3	53
238	4	4	4	4	4	4	3	4	4	5	4	4	4	3	4	59
239	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
240	5	5	5	5	5	4	5	4	5	4	4	5	4	4	4	68
241	4	4	4	4	5	4	4	4	4	3	4	5	4	4	4	61
242	5	4	3	5	3	3	4	4	3	4	5	3	5	4	3	58
243	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
244	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	70
245	5	5	5	5	3	5	5	5	5	5	5	5	4	4	4	70
246	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	59
247	3	5	4	3	4	4	4	4	4	4	3	5	3	3	4	57
248	5	4	3	5	3	3	4	3	3	4	5	4	4	4	3	57
249	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	59
250	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	59
251	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
252	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
253	5	5	5	5	5	5	4	4	5	4	5	5	4	4	4	69
254	4	4	4	4	5	4	3	3	4	3	4	4	4	3	3	56
255	3	4	3	3	3	3	4	4	3	3	3	4	3	3	3	49
256	5	5	4	4	4	4	4	4	4	5	4	5	4	4	4	64
257	5	5	5	5	4	5	5	5	5	3	5	5	4	4	4	69
258	5	4	5	5	5	4	4	4	5	3	4	5	4	4	4	65
259	5	5	5	5	4	5	5	5	5	5	5	5	4	4	4	71
260	5	4	4	4	5	4	3	3	4	4	4	5	4	4	4	61
261	4	4	4	4	4	4	3	3	4	4	4	4	4	3	3	56
262	5	5	5	5	4	4	5	5	5	5	5	5	4	4	4	70
263	4	3	3	4	5	3	2	2	3	3	3	4	3	3	3	48
264	3	3	2	3	3	3	3	3	3	3	3	2	3	3	3	43
265	2	3	2	2	2	2	3	3	2	3	2	2	2	2	2	34
266	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	58
267	4	4	4	4	4	4	4	4	4	3	4	4	4	3	3	57
268	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	59
269	4	4	4	4	4	4	4	4	4	5	4	5	4	4	4	62
270	4	4	4	4	4	4	4	4	4	5	4	5	4	4	4	62
271	4	4	5	4	4	4	4	3	4	4	4	4	4	4	4	60

[illegible]

304	4	4	4	5	4	4	4	4	4	3	4	5	4	4	4	61
305	5	5	5	4	5	5	5	5	5	5	5	5	4	4	4	71
306	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
307	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	74
308	5	5	4	5	5	4	4	4	4	4	4	5	4	4	2	63
309	5	5	4	4	5	5	5	4	4	5	5	5	4	4	4	68
310	5	5	5	5	5	5	5	4	4	5	5	5	5	5	5	73
311	5	5	5	5	5	5	5	4	4	5	5	5	4	4	4	70
312	4	4	4	5	4	4	4	3	3	5	4	4	4	4	3	57
313	3	3	3	4	3	3	3	3	3	3	3	2	2	2	2	42
314	3	4	4	3	3	3	4	4	4	3	3	4	3	3	4	52
315	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
316	5	5	5	4	5	4	5	5	5	5	5	5	4	4	2	68
317	4	4	3	4	3	5	3	3	3	3	3	4	3	3	2	50
318	5	5	5	3	5	3	5	5	5	5	5	5	4	4	4	68
319	5	5	4	5	4	5	4	4	4	4	4	5	4	4	2	63
320	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	57
321	5	5	5	4	5	4	4	4	4	5	5	5	4	4	4	67
322	3	3	3	5	3	4	3	3	3	3	3	3	3	3	3	49
323	2	3	3	3	3	3	3	3	3	3	3	2	3	3	4	44
324	3	3	5	2	3	3	3	3	3	5	3	3	3	3	4	49
325	4	4	3	4	4	3	5	5	5	3	4	4	4	4	3	57
326	4	4	4	4	4	5	4	4	4	3	4	4	4	4	4	60
327	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	60
328	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	60
329	4	4	4	4	3	4	3	3	3	4	4	4	4	4	3	55
330	4	4	4	4	4	3	4	4	4	5	4	4	4	4	3	57
331	4	4	4	4	3	4	3	3	3	4	4	4	4	4	3	55
332	4	4	4	4	3	3	4	3	3	4	3	3	3	3	3	50
333	4	4	3	4	4	3	4	4	4	4	4	3	4	4	3	56

[illegible]

No	Kinerja Pegawai															
	Kuantitas Hasil Kerja			Kualitas Hasil Kerja			Efisiensi Dalam Pelaksanaan Pekerjaan			Disiplin Kerja			Kreativitas			
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	
1	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	34
2	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38
3	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
4	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
5	4	4	4	4	3	4	3	3	4	2	2	2	4	4	4	51
6	4	4	4	4	3	3	3	3	3	2	2	2	4	4	4	49
7	5	5	5	5	3	4	3	3	4	4	4	4	5	5	5	64
8	3	3	3	3	2	3	3	3	3	2	2	2	3	3	3	41
9	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
10	4	3	3	4	2	2	2	2	3	2	2	2	4	4	4	43
11	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
12	4	3	3	4	2	2	2	2	3	2	2	2	4	4	4	43
13	3	3	3	3	2	2	2	2	3	2	2	2	2	3	2	36
14	3	3	3	4	2	2	2	2	3	2	2	2	4	4	3	41
15	2	2	1	2	2	2	2	2	3	2	2	2	1	1	1	27
16	2	2	2	2	4	3	4	4	3	4	2	2	1	1	1	37
17	4	4	4	4	3	4	3	3	4	3	4	4	4	4	4	56
18	3	3	3	3	2	2	2	2	3	2	2	2	2	3	2	36
19	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
20	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
21	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
22	4	4	4	4	3	3	3	3	3	3	3	4	4	4	4	53
23	3	3	3	3	2	2	2	2	3	2	2	2	2	3	2	36
24	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
25	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
26	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
27	3	3	3	4	2	2	2	2	2	2	2	2	4	3	3	39
28	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
29	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
30	4	4	4	5	3	4	3	3	4	3	4	4	4	4	4	57
31	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38

[illegible]

68	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38
69	3	3	3	3	2	2	2	2	3	2	2	2	2	3	2	36
70	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
71	4	5	5	5	4	4	4	4	4	4	4	4	5	5	5	66
72	3	3	3	3	3	2	3	3	3	2	2	5	3	3	3	44
73	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
74	2	2	2	2	2	2	2	2	3	2	2	2	1	2	1	29
75	4	4	4	4	4	3	3	3	3	3	4	2	4	4	4	53
76	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
77	1	1	1	1	2	2	2	2	3	2	2	2	1	1	1	24
78	2	2	2	2	3	3	3	3	3	2	3	3	1	2	1	35
79	3	3	3	4	2	2	2	2	4	4	2	2	3	3	3	42
80	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	34
81	4	4	4	5	3	3	3	3	4	3	3	4	5	5	4	57
82	4	4	4	5	3	4	3	3	4	3	4	4	5	5	5	60
83	3	3	3	3	3	3	3	3	3	2	2	3	2	2	2	40
84	4	4	4	4	5	2	3	3	2	4	2	2	2	4	4	49
85	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
86	4	3	4	4	2	2	2	2	3	2	2	2	4	4	4	44
87	3	3	3	3	2	2	2	2	3	2	2	2	2	3	2	36
88	3	3	3	3	2	2	3	2	3	2	2	2	1	2	2	35
89	4	3	4	4	2	2	2	2	3	2	2	2	4	4	4	44
90	2	2	2	2	2	2	2	2	3	2	2	2	1	2	2	30
91	4	4	4	5	3	3	3	4	5	3	3	4	4	4	4	57
92	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
93	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
94	3	3	3	4	2	2	3	2	3	2	2	2	4	4	3	42
95	3	3	3	4	2	2	2	2	4	2	2	2	4	4	3	42
96	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38
97	2	2	2	3	2	2	2	2	3	2	2	2	1	2	2	31
98	3	3	3	4	2	2	2	2	3	2	2	2	4	3	3	40
99	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
100	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
101	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
102	5	5	5	5	5	4	4	4	4	5	5	5	5	5	5	71
103	4	4	4	4	3	3	3	3	3	2	3	2	4	4	4	50
104	4	5	4	5	4	4	4	4	4	4	4	4	5	5	5	65
105	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
106	4	4	4	5	2	3	3	3	3	2	2	5	4	4	4	52
107	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
108	4	4	4	4	2	2	2	2	2	2	2	2	4	4	4	44
109	3	3	3	3	3	2	2	2	4	3	3	3	3	3	3	43
110	3	3	3	3	2	3	2	3	4	3	3	2	3	3	3	43

111	4	4	4	4	3	3	3	3	3	3	3	2	4	4	4	51
112	3	3	3	4	3	3	3	3	4	3	4	4	4	3	3	50
113	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
114	4	4	4	4	4	4	4	3	4	4	5	4	4	4	4	60
115	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
116	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
117	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
118	4	4	4	4	3	4	3	3	4	2	2	2	4	4	4	51
119	4	4	4	4	2	4	3	3	4	2	2	2	4	4	4	50
120	4	4	4	4	3	3	3	3	4	2	2	2	4	4	4	50
121	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	44
122	4	4	4	4	2	4	2	2	4	2	2	5	4	4	4	51
123	4	4	4	4	3	3	3	2	4	2	2	5	4	4	4	52
124	4	4	4	5	4	5	5	2	5	2	2	2	5	4	4	57
125	4	4	4	4	2	2	4	3	4	4	3	3	4	4	4	53
126	4	4	4	4	3	3	3	3	3	3	3	4	4	4	4	53
127	4	5	5	5	3	3	3	3	4	3	3	4	5	5	5	60
128	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
129	2	3	2	3	2	2	2	2	3	2	2	2	1	2	2	32
130	3	3	3	3	3	3	3	3	4	5	2	2	3	3	3	46
131	5	5	5	5	4	3	4	3	3	4	5	5	5	5	5	66
132	3	3	3	4	3	3	3	3	3	2	2	2	3	3	3	43
133	3	3	3	3	3	3	3	3	3	3	4	4	2	2	2	44
134	4	3	3	4	3	3	3	3	3	3	3	3	4	4	4	50
135	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	46
136	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
137	4	4	4	5	3	3	3	3	3	3	3	4	4	4	4	54
138	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
139	3	3	3	3	2	2	2	2	2	2	2	2	3	3	3	37
140	4	3	3	4	3	3	3	3	3	3	3	3	4	4	4	50
141	5	5	5	5	4	4	4	4	4	4	5	4	5	5	5	68
142	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
143	5	5	5	5	4	4	4	3	4	4	4	4	5	5	5	66
144	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35

145	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
146	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
147	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38
148	3	3	3	3	2	2	3	2	3	2	2	2	2	3	2	37
149	3	3	3	3	2	2	3	2	3	2	2	2	3	3	3	39
150	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	46
151	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
152	3	3	3	4	2	2	2	2	3	2	2	2	4	3	3	40
153	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
154	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
155	4	4	4	4	2	2	2	3	3	2	2	2	4	4	4	46
156	3	3	3	3	2	2	3	2	3	2	2	2	3	3	3	39
157	4	4	4	5	3	3	3	3	3	2	3	3	5	5	4	54
158	4	4	4	4	2	4	3	2	4	3	4	2	4	4	4	52
159	3	3	3	4	2	2	2	2	3	2	2	2	4	3	3	40
160	4	5	4	5	3	3	3	3	3	3	3	3	5	5	5	57
161	4	4	4	4	3	3	3	3	3	2	2	5	4	4	4	52
162	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
163	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
164	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
165	4	4	4	5	3	3	3	3	3	2	3	3	5	5	4	54
166	4	4	4	4	2	2	3	2	3	2	2	2	4	4	4	46
167	3	3	3	3	3	4	3	3	4	3	4	4	2	2	2	46
168	4	5	4	5	3	3	3	3	3	3	3	3	5	5	5	57
169	4	4	4	4	2	2	3	2	3	2	2	2	4	4	4	46
170	4	4	4	4	3	4	3	3	4	3	4	4	5	4	4	57
171	4	4	4	5	4	4	4	4	4	5	5	5	5	5	5	67
172	3	3	3	3	2	2	3	2	3	2	2	2	3	3	3	39
173	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
174	5	5	5	5	4	4	4	4	4	4	5	4	5	5	5	68
175	4	4	4	5	3	3	3	3	3	2	5	5	5	4	4	57
176	4	3	3	4	2	2	2	2	3	2	2	2	4	4	4	43
177	3	3	3	4	3	3	3	3	3	2	2	2	4	4	3	45
178	4	4	4	5	3	4	3	3	4	4	4	4	5	5	5	61
179	4	5	5	5	5	5	4	4	4	5	5	5	5	5	5	71
180	5	5	5	5	5	4	4	3	4	5	5	5	5	5	5	70
181	4	4	4	5	3	4	3	3	4	4	4	4	5	5	5	61

182	4	4	4	5	3	3	3	3	4	3	5	2	4	4	4	55
183	4	4	4	4	2	2	3	3	3	2	2	2	4	4	4	47
184	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	72
185	4	4	4	5	3	3	3	3	4	3	3	4	5	5	5	58
186	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
187	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
188	4	4	4	5	4	4	4	4	4	5	5	5	5	5	5	67
189	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
190	3	3	3	4	2	2	2	2	3	2	2	2	4	3	3	40
191	5	5	5	5	4	4	4	4	4	4	5	4	5	5	5	68
192	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
193	4	4	4	5	3	3	3	3	3	2	5	5	5	5	4	58
194	4	4	4	5	3	4	3	3	4	3	4	4	5	4	4	58
195	4	4	4	4	3	3	3	3	4	4	4	3	4	4	4	55
196	3	3	3	4	2	2	2	2	3	2	2	2	4	3	3	40
197	3	3	3	4	2	2	2	2	4	5	5	5	4	4	4	52
198	4	4	4	5	3	3	3	3	4	3	3	2	4	4	4	53
199	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
200	5	5	5	5	4	4	4	3	4	4	4	4	5	5	5	66
201	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
202	4	4	4	5	5	5	4	4	4	5	5	5	5	5	5	69
203	4	5	4	5	5	5	4	4	5	5	5	5	5	5	5	71
204	4	4	4	5	3	3	3	2	3	5	5	5	5	5	5	61
205	4	5	5	5	4	4	4	4	4	5	5	5	5	5	5	69
206	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
207	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	73
208	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
209	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
210	4	4	4	4	2	3	3	3	3	2	2	2	4	4	4	48
211	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
212	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
213	4	4	4	5	3	5	3	3	4	3	3	2	4	4	4	55
214	3	3	3	3	2	2	3	3	4	2	2	2	3	3	3	41
215	4	4	4	5	3	3	3	3	3	3	3	3	5	5	4	55

216	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
217	4	4	4	5	2	2	2	2	5	5	2	4	4	4	4	53
218	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	61
219	4	4	4	5	3	4	4	3	4	4	4	4	5	5	5	62
220	4	4	4	5	3	4	4	3	4	4	4	4	5	5	5	62
221	4	4	4	4	2	2	2	2	4	3	3	2	4	4	4	48
222	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
223	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
224	4	4	4	4	3	4	3	3	4	2	2	2	4	4	4	51
225	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
226	4	4	4	5	3	5	3	2	4	3	3	3	4	4	4	55
227	4	5	5	5	4	4	4	4	4	4	4	4	5	5	5	66
228	4	4	4	5	2	4	3	2	3	3	4	2	5	5	5	55
229	4	5	5	5	4	4	4	4	4	4	4	4	5	5	5	66
230	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
231	4	4	4	5	3	4	3	3	4	3	4	4	5	5	4	59
232	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
233	5	5	5	5	3	4	3	3	4	3	4	4	5	5	5	63
234	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
235	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
236	4	4	4	4	3	3	3	3	3	2	5	5	4	4	4	55
237	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
238	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
239	4	4	4	4	3	3	3	2	5	3	3	3	4	4	4	53
240	5	5	5	5	3	4	3	3	3	4	4	4	5	5	5	63
241	4	4	4	5	3	4	3	3	4	2	2	5	4	4	4	55
242	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
243	4	4	4	4	3	3	3	3	4	3	3	3	4	4	4	53
244	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
245	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
246	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
247	4	4	4	5	2	2	3	3	3	2	2	2	4	4	4	48

248	4	4	4	4	3	3	3	3	3	2	2	2	4	4	4	49
249	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
250	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4	52
251	5	5	5	5	5	5	5	2	4	5	5	5	5	5	5	71
252	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
253	4	5	4	5	4	4	4	3	4	4	4	4	5	5	5	64
254	4	4	4	4	3	3	3	2	3	2	3	2	4	4	4	49
255	3	3	3	4	3	3	3	3	3	2	3	3	4	3	3	46
256	4	4	4	5	3	3	3	3	3	5	4	2	4	4	4	55
257	4	4	4	5	3	4	4	3	4	4	4	4	5	4	4	60
258	4	4	4	5	3	3	3	3	4	3	3	5	5	5	4	58
259	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
260	4	4	4	4	3	4	3	3	4	3	4	4	4	3	4	55
261	4	4	4	4	3	3	3	3	4	3	3	4	4	4	4	54
262	4	4	4	5	3	3	3	3	4	3	4	4	5	5	5	59
263	3	3	3	4	3	3	3	3	3	3	3	3	4	4	3	48
264	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
265	4	3	4	4	2	2	2	2	3	2	2	2	4	4	4	44
266	4	4	4	5	2	4	4	4	4	2	5	5	5	5	4	61
267	4	5	4	5	4	4	4	4	4	4	4	4	5	5	5	65
268	5	5	5	5	3	3	3	3	3	5	5	5	5	5	5	65
269	4	4	4	5	3	4	3	3	4	3	4	4	5	5	4	59
270	4	4	4	5	3	3	3	3	4	3	4	4	5	5	5	59
271	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
272	5	5	5	5	3	3	3	3	3	3	3	3	5	5	5	59
273	4	4	4	5	3	4	3	3	4	3	4	3	4	4	4	56
274	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
275	5	5	5	5	5	5	5	4	5	5	5	2	5	5	5	71
276	4	5	4	5	4	4	4	3	4	4	4	4	5	5	5	64
277	4	4	4	5	3	3	3	3	3	3	3	3	5	5	5	56
278	4	4	4	4	3	3	3	3	3	2	2	2	4	4	4	49
279	3	3	3	3	2	2	2	2	3	2	2	2	2	2	2	35
280	4	4	4	4	3	3	3	3	3	2	2	3	4	4	4	50
281	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
282	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
283	3	3	3	3	2	2	2	2	3	2	2	2	3	3	3	38

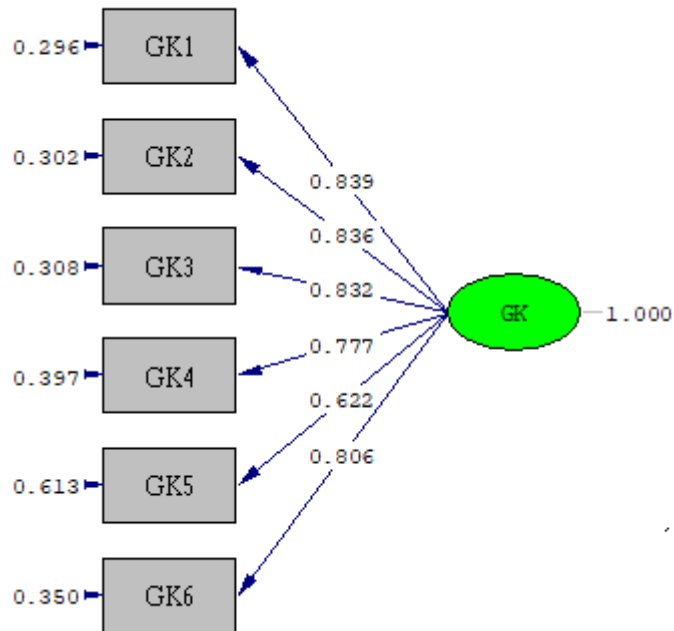
284	3	3	3	4	2	2	2	2	3	2	2	2	3	3	3	39
285	2	2	2	3	4	4	4	4	4	5	5	5	4	1	1	50
286	4	4	4	4	2	4	2	2	4	3	3	4	4	4	4	52
287	4	5	4	5	4	4	4	3	4	4	4	4	5	5	5	64
288	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
289	5	5	5	5	3	4	4	2	4	4	4	4	5	5	5	64
290	4	4	4	5	3	4	3	3	4	3	4	4	5	4	4	58
291	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
292	4	4	4	4	2	2	2	2	3	2	2	2	4	4	4	45
293	4	4	4	5	3	4	3	3	4	3	4	4	5	5	5	60
294	4	4	4	5	3	4	3	3	4	4	4	4	4	4	4	58
295	4	5	5	5	4	4	4	3	4	4	4	4	5	5	5	65
296	4	4	4	4	3	3	3	3	4	3	4	4	4	4	4	55
297	3	3	3	4	2	2	2	2	3	2	2	2	4	4	3	41
298	4	4	4	5	3	3	3	3	3	3	3	3	4	4	4	53
299	4	4	4	5	5	4	4	4	4	5	5	5	5	5	5	68
300	4	4	4	4	2	3	2	3	3	3	4	4	4	4	4	52
301	4	4	4	4	5	5	5	5	2	5	3	4	2	5	5	62
302	5	5	5	5	5	5	5	5	5	3	4	4	5	5	5	71
303	5	5	5	5	4	4	4	4	4	5	5	5	5	5	5	70
304	4	4	4	5	4	4	4	3	4	4	4	5	4	4	4	61
305	4	4	4	4	3	3	3	3	4	3	4	4	4	4	4	55
306	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	72
307	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
308	4	4	4	4	3	3	3	3	3	2	3	3	4	4	4	51
309	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	73
310	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
311	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	74
312	4	4	4	4	5	5	4	4	4	5	5	5	4	4	4	65
313	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	72
314	5	5	5	5	4	4	4	4	4	4	4	4	5	5	5	67
315	4	4	4	5	5	5	5	5	5	5	5	5	4	4	4	69
316	4	4	4	4	5	5	4	4	4	5	5	5	4	4	4	65
317	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
318	4	4	4	5	3	3	3	3	3	3	3	3	5	5	4	55
319	5	5	4	5	4	4	4	4	4	4	4	4	5	5	5	66
320	4	5	4	5	5	5	4	4	4	5	5	5	5	5	4	69
321	4	4	4	4	5	5	5	5	5	5	5	5	5	5	4	70

322	5	5	5	5	3	3	3	3	3	3	3	3	5	5	5	59
323	4	4	4	5	4	4	4	4	5	5	5	5	5	4	4	66
324	4	3	4	4	5	4	3	3	4	5	5	5	4	4	4	61
325	3	3	3	5	5	5	5	5	5	5	5	5	3	3	3	63
326	4	4	4	5	5	5	5	5	5	5	5	5	5	5	4	71
327	4	4	4	5	5	5	5	5	5	5	5	5	5	4	4	69
328	3	3	3	4	4	4	4	4	4	4	4	4	4	4	3	55
329	5	5	4	5	4	4	4	4	4	4	4	4	4	5	5	66
330	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	74
331	4	4	4	5	3	3	3	3	3	3	3	3	3	5	4	54
332	4	4	4	5	3	3	3	3	3	2	2	2	4	4	3	49
333	4	4	4	3	2	3	3	3	4	2	2	2	4	4	4	48
334	4	4	4	5	3	4	4	4	4	4	4	2	4	3	3	56
335	4	3	4	5	3	2	3	3	4	2	3	2	4	4	4	50
336	4	4	4	3	4	4	4	4	4	4	4	4	5	4	3	59
337	5	5	5	5	5	5	3	5	5	2	5	5	5	5	3	68
338	4	4	4	5	4	4	4	4	4	5	5	5	4	4	2	62
339	4	4	4	5	4	4	4	3	3	4	4	4	4	4	3	58
340	5	5	5	5	4	4	4	4	4	4	4	4	5	4	1	62
341	5	5	4	5	5	5	4	4	4	5	5	5	5	5	3	69
342	5	5	5	5	3	3	3	3	3	2	3	3	5	4	2	54
343	2	2	2	2	4	4	4	3	4	4	5	2	1	1	4	44
344	5	5	5	5	3	3	3	3	4	3	4	4	5	5	3	60
345	4	4	4	5	3	3	3	3	3	2	2	3	5	5	4	53
346	4	4	4	5	3	2	3	3	4	3	4	4	4	4	4	55
347	4	4	4	5	4	4	4	4	4	4	4	4	5	5	5	64
348	4	5	4	5	4	4	4	4	4	4	4	4	5	5	4	64
349	5	5	4	5	3	3	3	3	3	2	2	3	5	5	3	54
350	5	5	5	5	3	3	3	3	3	3	3	2	5	5	4	57
351	3	3	3	3	4	4	4	4	4	4	5	4	4	5	4	58
352	5	5	5	5	4	4	4	4	4	4	5	4	5	4	3	65
353	4	4	4	5	3	3	3	3	4	3	3	4	4	4	4	55

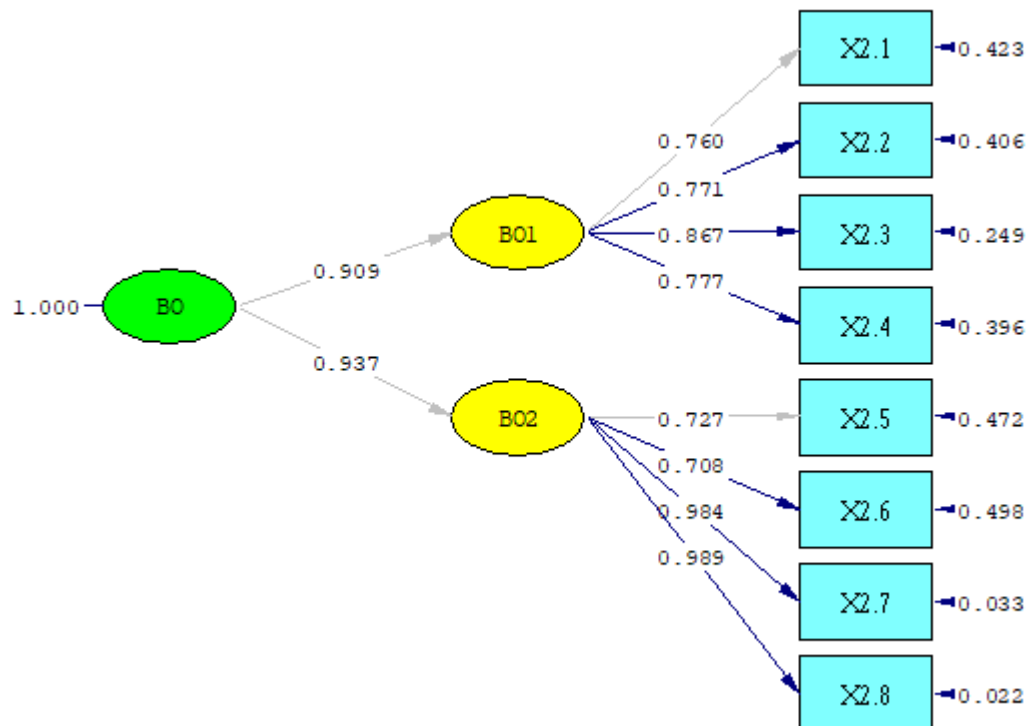
354	4	5	4	5	5	4	4	4	4	5	5	5	5	5	4	68
355	4	4	4	4	4	4	4	4	5	4	4	3	4	4	4	60
356	4	4	4	5	3	3	3	3	3	3	3	3	5	5	3	54
357	5	5	5	5	4	4	4	4	4	4	4	4	5	4	4	65
358	4	4	4	5	3	3	3	3	3	3	3	4	4	2	2	50
359	4	5	4	5	3	3	3	3	3	3	3	4	5	5	3	56
360	5	5	5	5	3	3	3	3	3	3	3	3	5	5	5	59
361	4	4	4	4	4	4	4	3	4	4	4	4	5	5	3	60
362	3	3	3	3	4	4	4	3	4	4	4	5	5	5	5	59
363	4	4	4	4	3	3	3	3	3	3	3	3	5	4	3	52
364	5	5	5	5	4	4	4	4	4	4	4	4	4	5	4	65
365	4	4	4	4	5	5	4	4	4	5	5	5	5	5	5	68
	67	88	68	163	44	42	28	25	34	61	72	71		121	93	
	198	167	192	135	63	99	83	63	139	60	79	87	153	152	159	
	89	100	94	59	140	115	156	162	184	93	80	67	43	61	73	
	10	9	9	7	118	109	98	115	8	151	134	140	25	26	32	
	1	1	2	1	0	0	0	0	0	0	0	0	11	5	8	

Lampiran 3 Output Pengolahan Data

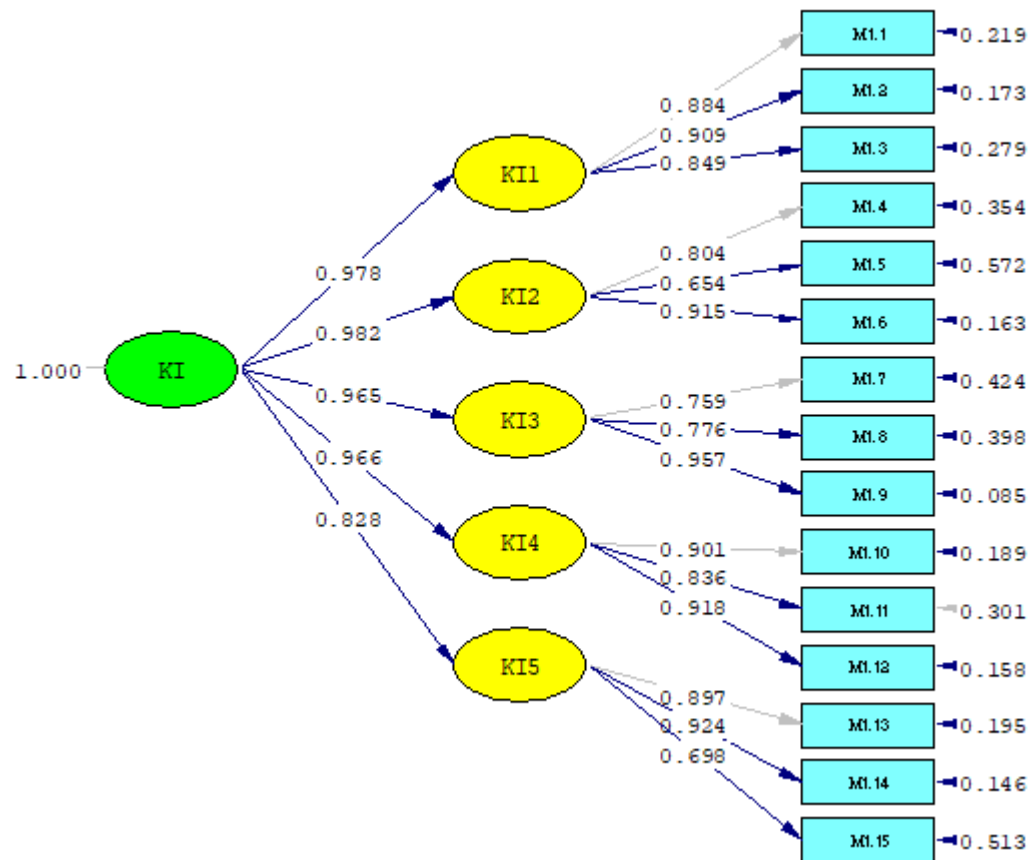
MODEL PENGUKURAN



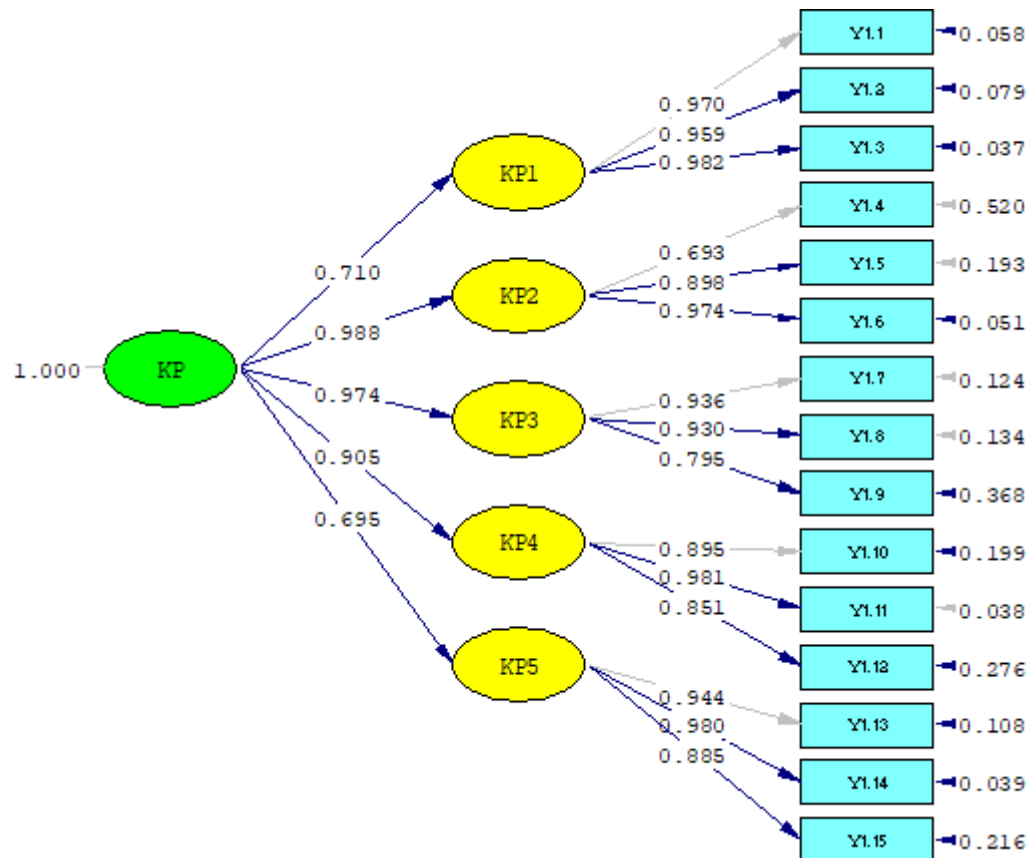
BUDAYA ORGANISASI



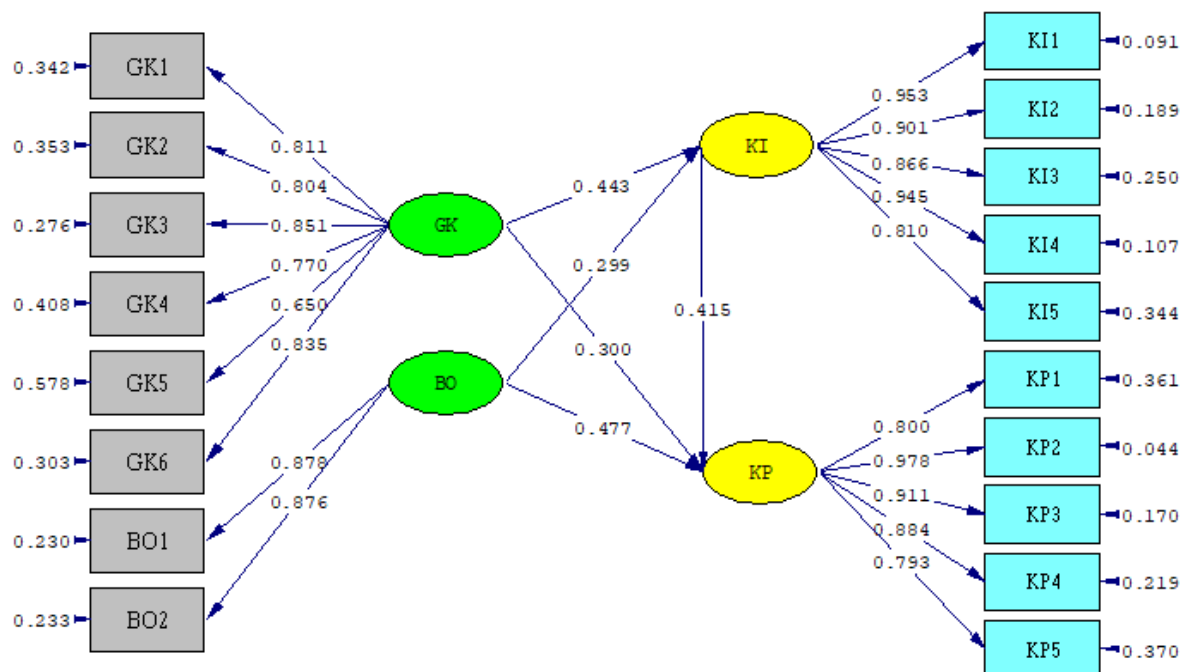
CFA KOMUNIKASI INTERPERSONAL

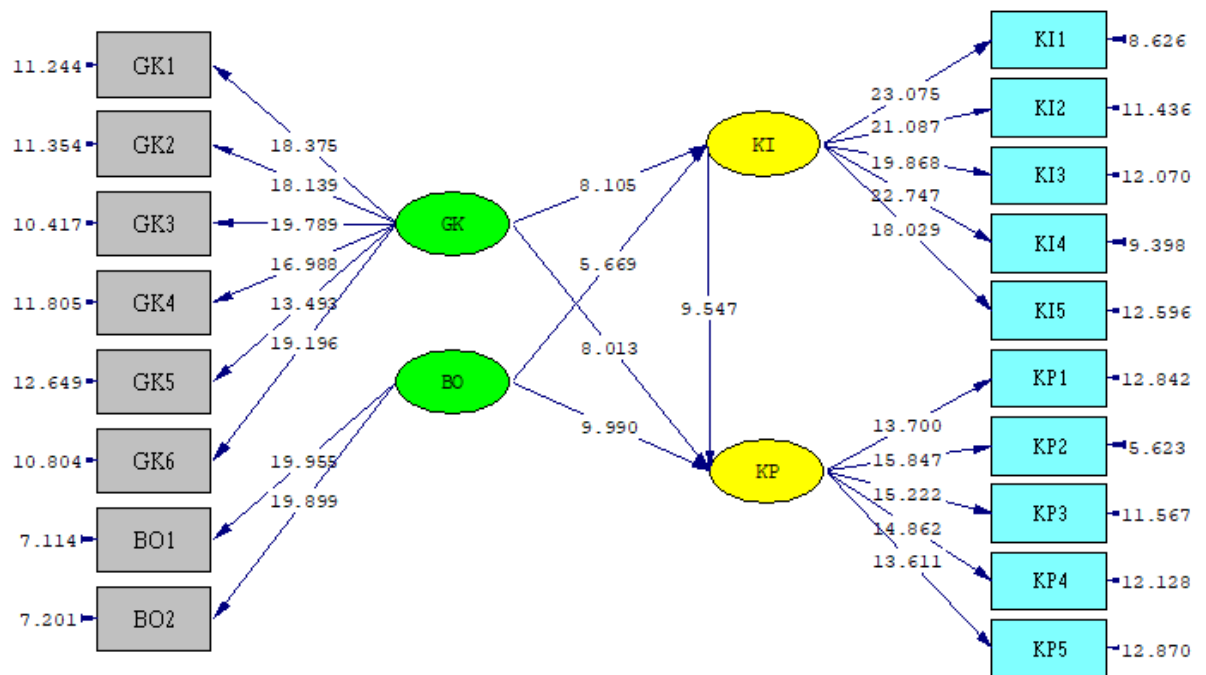


CFA KINERJA PEGAWAI



MODEL STRUKTURAL





DATE: 4/23/2024

TIME: 11:34

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

This program is published exclusively by
Scientific Software International, Inc.

7383 N. Lincoln Avenue, Suite 100
Lincolnwood, IL 60712, U.S.A.

Phone: (800)247-6113, (847)675-0720, Fax: (847)675-2140

Copyright by Scientific Software International, Inc., 1981-2004

Use of this program is subject to the terms specified in the
Universal Copyright Convention.

Website: www.ssicentral.com

The following lines were read from file D:\KLIEN VITA\IBU MEY PUNYA
YANTO\MODEL STRUKTURAL.SPJ:

Raw Data from file 'D:\KLIEN VITA\IBU MEY PUNYA YANTO\DATA MODEL
STRUKTURAL.psf'

Sample Size = 365

Latent Variables GK BO KI KP

Relationships

KI=GK BO

KP=GK BO KI

GK1 = GK

GK2 = GK

GK3 = GK

GK4 = GK

GK5 = GK

GK6 = GK

BO1 = BO

BO2 = BO

KI1 = KI

KI2 = KI

KI3 = KI

KI4 = KI

KI5 = KI

KP1 = KP

KP2 = KP

KP3 = KP

KP4 = KP

KP5 = KP

Set the Variance of GK to 1.000

Set the Variance of BO to 1.000

Set the Variance of KI to 1.000

Set the Variance of KP to 1.000

Path Diagram

Number of Decimals = 3

Admissibility Check = Off

End of Problem

Sample Size = 365

Covariance Matrix

	KI1	KI2	KI3	KI4	KI5	KP1
KI1	5.253					
KI2	4.199	4.552				
KI3	4.249	3.648	5.052			
KI4	4.720	4.151	4.287	5.207		
KI5	3.218	2.991	2.873	3.175	3.426	
KP1	3.608	3.181	3.169	3.404	2.853	5.053
KP2	4.088	3.497	3.563	3.859	3.235	4.305
KP3	3.359	2.958	2.901	3.191	2.656	3.262
KP4	4.931	4.215	4.118	4.508	3.735	4.523
KP5	4.807	4.137	4.166	4.567	3.638	5.509
GK1	0.774	0.610	0.648	0.668	0.589	0.871
GK2	0.694	0.540	0.584	0.610	0.522	0.818
GK3	0.555	0.429	0.457	0.495	0.359	0.546
GK4	0.871	0.655	0.748	0.764	0.665	1.044

GK5	1.014	0.781	0.848	0.965	0.710	1.084
GK6	0.595	0.440	0.501	0.502	0.386	0.574
BO1	2.240	2.049	2.009	2.177	2.205	3.958
BO2	2.568	2.127	2.238	2.463	2.281	4.163

Covariance Matrix

	KP2	KP3	KP4	KP5	GK1	GK2
KP2	6.222					
KP3	5.155	5.162				
KP4	6.989	6.214	10.306			
KP5	5.349	3.910	5.761	7.987		
GK1	1.086	0.879	1.261	1.196	0.751	
GK2	0.974	0.769	1.099	1.115	0.606	0.675
GK3	0.661	0.531	0.780	0.735	0.278	0.264
GK4	1.176	0.948	1.325	1.384	0.554	0.527
GK5	1.228	1.032	1.481	1.440	0.368	0.335
GK6	0.744	0.611	0.903	0.765	0.279	0.260
BO1	4.443	3.822	4.933	4.467	0.401	0.349
BO2	4.922	4.068	5.281	5.296	0.764	0.695

Covariance Matrix

	GK3	GK4	GK5	GK6	BO1	BO2
GK3	0.256					
GK4	0.303	0.942				
GK5	0.317	0.557	1.024			
GK6	0.214	0.307	0.307	0.277		
BO1	0.199	0.606	0.561	0.218	8.470	
BO2	0.353	0.680	0.735	0.395	6.802	9.245

Number of Iterations = 66

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$KI1 = 1.745 * KI$, Errorvar.= 0.478 , $R^2 = 0.909$
 (0.0756) (0.0554)
 23.075 8.626

$KI2 = 1.534 * KI$, Errorvar.= 0.859 , $R^2 = 0.811$
 (0.0728) (0.0751)
 21.087 11.436

$$\begin{array}{l} \text{KI3} = 1.554 * \text{KI}, \text{Errorvar.} = 1.262, R^2 = 0.750 \\ (0.0782) \quad (0.105) \\ 19.868 \quad 12.070 \end{array}$$

$$\begin{array}{l} \text{KI4} = 1.721 * \text{KI}, \text{Errorvar.} = 0.558, R^2 = 0.893 \\ (0.0757) \quad (0.0594) \\ 22.747 \quad 9.398 \end{array}$$

$$\begin{array}{l} \text{KI5} = 1.197 * \text{KI}, \text{Errorvar.} = 1.179, R^2 = 0.656 \\ (0.0664) \quad (0.0936) \\ 18.029 \quad 12.596 \end{array}$$

$$\begin{array}{l} \text{KP1} = 0.639 * \text{KP}, \text{Errorvar.} = 1.822, R^2 = 0.639 \\ (0.0467) \quad (0.142) \\ 13.700 \quad 12.842 \end{array}$$

$$\begin{array}{l} \text{KP2} = 0.867 * \text{KP}, \text{Errorvar.} = 0.275, R^2 = 0.956 \\ (0.0547) \quad (0.0489) \\ 15.847 \quad 5.623 \end{array}$$

$$\begin{array}{l} \text{KP3} = 0.736 * \text{KP}, \text{Errorvar.} = 0.878, R^2 = 0.830 \\ (0.0484) \quad (0.0759) \\ 15.222 \quad 11.567 \end{array}$$

$$\begin{array}{l} \text{KP4} = 1.009 * \text{KP}, \text{Errorvar.} = 2.255, R^2 = 0.781 \\ (0.0679) \quad (0.186) \\ 14.862 \quad 12.128 \end{array}$$

$$\begin{array}{l} \text{KP5} = 0.797 * \text{KP}, \text{Errorvar.} = 2.959, R^2 = 0.630 \\ (0.0586) \quad (0.230) \\ 13.611 \quad 12.870 \end{array}$$

$$\begin{array}{l} \text{GK1} = 0.703 * \text{GK}, \text{Errorvar.} = 0.257, R^2 = 0.658 \\ (0.0383) \quad (0.0228) \\ 18.375 \quad 11.244 \end{array}$$

$$\begin{array}{l} \text{GK2} = 0.661 * \text{GK}, \text{Errorvar.} = 0.238, R^2 = 0.647 \\ (0.0364) \quad (0.0210) \\ 18.139 \quad 11.354 \end{array}$$

$$\begin{array}{l} \text{GK3} = 0.431 * \text{GK}, \text{Errorvar.} = 0.0706, R^2 = 0.724 \\ (0.0218) \quad (0.00678) \\ 19.789 \quad 10.417 \end{array}$$

$$\begin{array}{l} \text{GK4} = 0.747 * \text{GK}, \text{Errorvar.} = 0.384, R^2 = 0.592 \\ (0.0440) \quad (0.0325) \\ 16.988 \quad 11.805 \end{array}$$

$$\begin{array}{l} \text{GK5} = 0.657 * \text{GK}, \text{Errorvar.} = 0.592, R^2 = 0.422 \\ (0.0487) \quad (0.0468) \end{array}$$

13.493 12.649

GK6 = 0.439*GK, Errorvar.= 0.0838 , R² = 0.697
 (0.0229) (0.00776)
 19.196 10.804

BO1 = 2.554*BO, Errorvar.= 1.947 , R² = 0.770
 (0.128) (0.274)
 19.955 7.114

BO2 = 2.663*BO, Errorvar.= 2.153 , R² = 0.767
 (0.134) (0.299)
 19.899 7.201

Structural Equations

KI = 0.443*GK + 0.299*BO, Errorvar.= 0.637, R² = 0.363
 (0.0684) (0.0661)
 8.105 5.669

KP = 0.415*KI + 0.300*GK + 0.477*BO, Errorvar.= 0.126, R² = 0.874
 (0.0975) (0.105) (0.134)
 9.547 8.013 9.990

Reduced Form Equations

KI = 0.555*GK + 0.375*BO, Errorvar.= 1.000, R² = 0.363
 (0.0684) (0.0661)
 8.105 5.669

KP = 1.359*GK + 1.690*BO, Errorvar.= 1.867, R² = 0.764
 (0.135) (0.163)
 10.034 10.391

Correlation Matrix of Independent Variables

	GK	BO
GK	1.000	
BO	0.291 (0.054) 5.349	1.000

Covariance Matrix of Latent Variables

	KI	KP	GK	BO
KI	1.569			
KP	2.739	7.907		
GK	0.664	1.850	1.000	
BO	0.536	2.086	0.291	1.000

Goodness of Fit Statistics

Degrees of Freedom = 129

Minimum Fit Function Chi-Square = 960.388 (P = 0.0)

Normal Theory Weighted Least Squares Chi-Square = 1079.686 (P = 0.0)

Estimated Non-centrality Parameter (NCP) = 950.686

90 Percent Confidence Interval for NCP = (849.558 ; 1059.267)

Minimum Fit Function Value = 2.638

Population Discrepancy Function Value (F0) = 2.612

90 Percent Confidence Interval for F0 = (2.334 ; 2.910)

Root Mean Square Error of Approximation (RMSEA) = 0.142

90 Percent Confidence Interval for RMSEA = (0.135 ; 0.150)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.000

Expected Cross-Validation Index (ECVI) = 3.197

90 Percent Confidence Interval for ECVI = (2.919 ; 3.495)

ECVI for Saturated Model = 0.940

ECVI for Independence Model = 46.108

Chi-Square for Independence Model with 153 Degrees of Freedom = 16747.380

Independence AIC = 16783.380

Model AIC = 1163.686

Saturated AIC = 342.000

Independence CAIC = 16871.579

Model CAIC = 1369.482

Saturated CAIC = 1179.882

Normed Fit Index (NFI) = 0.943

Non-Normed Fit Index (NNFI) = 0.941

Parsimony Normed Fit Index (PNFI) = 0.795

Comparative Fit Index (CFI) = 0.950

Incremental Fit Index (IFI) = 0.950

Relative Fit Index (RFI) = 0.932

Critical N (CN) = 65.159

Root Mean Square Residual (RMR) = 0.284

Standardized RMR = 0.0637

Goodness of Fit Index (GFI) = 0.752

Adjusted Goodness of Fit Index (AGFI) = 0.671

Parsimony Goodness of Fit Index (PGFI) = 0.567

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
KI4	KP	8.7	-0.09
KI5	KP	27.6	0.19
KP1	KI	29.0	0.53
KP2	KI	17.1	-0.27
KP5	KI	56.0	0.94
BO1	GK	11.3	-0.40
BO2	GK	11.3	0.42

The Modification Indices Suggest to Add an Error Covariance

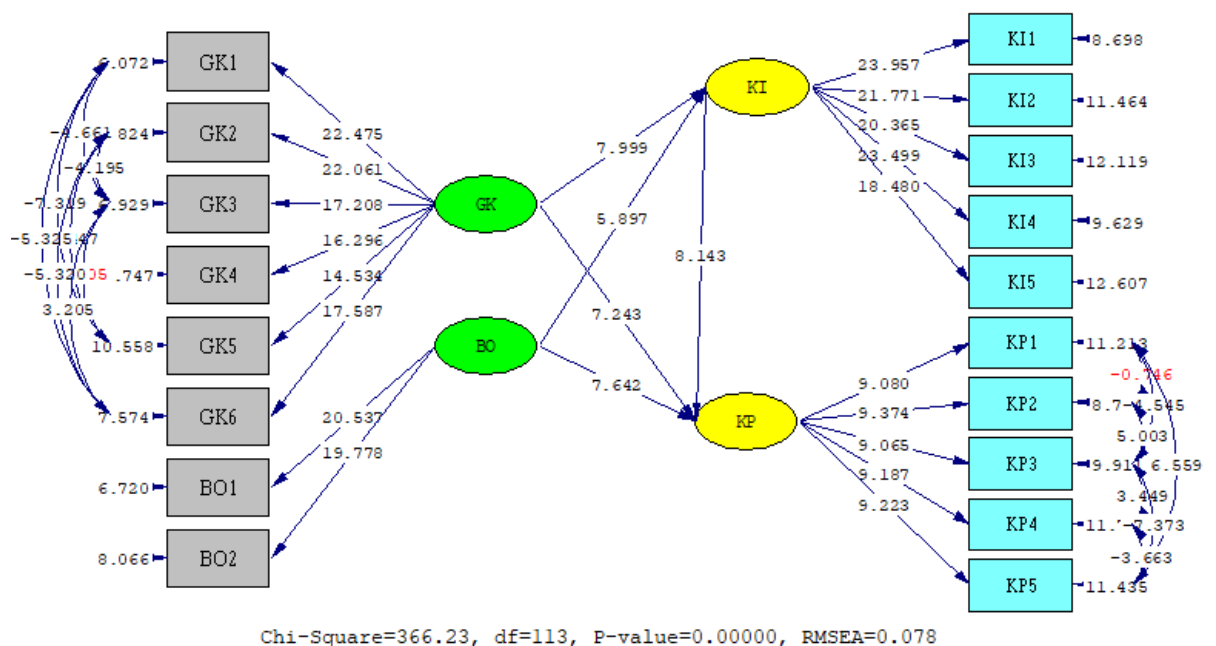
Between	and	Decrease in Chi-Square	New Estimate
KI4	KI3	7.9	0.17
KP2	KP1	13.5	-0.24
KP3	KP1	60.7	-0.58
KP3	KP2	94.6	0.58
KP4	KP1	35.5	-0.69
KP4	KP2	11.8	0.29
KP4	KP3	30.9	0.49
KP5	KP1	164.4	1.65
KP5	KP2	19.0	-0.36
KP5	KP3	94.7	-0.92
KP5	KP4	23.6	-0.72
GK2	GK1	192.0	0.23
GK3	GK1	24.1	-0.05
GK3	GK2	17.1	-0.04
GK4	GK3	8.1	-0.03
GK5	GK1	28.7	-0.13
GK5	GK2	33.4	-0.13
GK5	GK3	14.7	0.05
GK5	GK4	8.7	0.08
GK6	GK1	27.1	-0.05
GK6	GK2	29.3	-0.05
GK6	GK3	77.5	0.05
GK6	GK4	8.1	-0.03
BO1	KP1	19.8	0.57
BO1	GK4	10.4	0.20
BO2	KP5	28.5	0.91
BO2	GK2	9.2	0.15

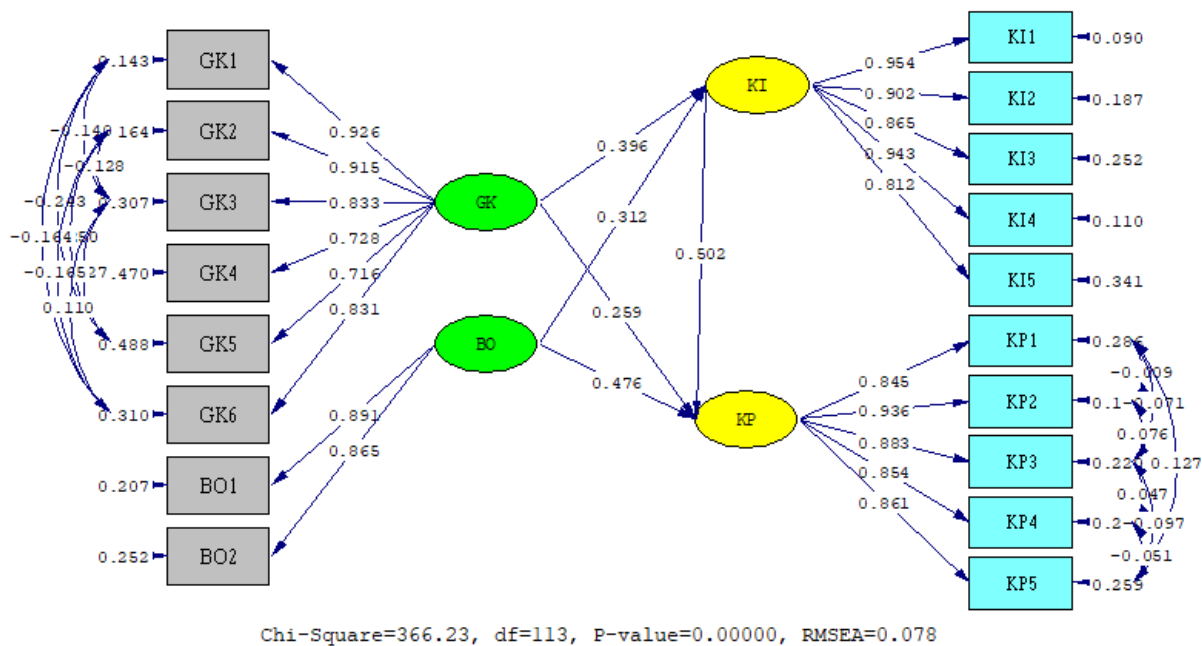
Time used: 0.047 Seconds

RESPESIFIKASI MODEL

Set the Error Covariance between KP2 and KP1 Free
Set the Error Covariance between KP3 and KP1 Free
Set the Error Covariance between KP3 and KP2 Free
Set the Error Covariance between KP4 and KP3 Free
Set the Error Covariance between KP5 and KP1 Free
Set the Error Covariance between KP5 and KP3 Free
Set the Error Covariance between KP5 and KP4 Free
Set the Error Covariance between GK2 and GK2 Free

Set the Error Covariance between GK5 and GK1 Free
 Set the Error Covariance between GK3 and GK1 Free
 Set the Error Covariance between GK5 and GK2 Free
 Set the Error Covariance between GK6 and GK1 Free
 Set the Error Covariance between GK6 and GK2 Free
 Set the Error Covariance between GK6 and GK3 Free
 Set the Error Covariance between BO2 and KP5 Free
 Set the Error Covariance between GK3 and GK2 Free
 Set the Error Covariance between GK3 and GK5 Free





DATE: 4/23/2024
TIME: 13:11

L I S R E L 8.70

BY

Karl G. Jöreskog & Dag Sörbom

This program is published exclusively by
Scientific Software International, Inc.
7383 N. Lincoln Avenue, Suite 100
Lincolnwood, IL 60712, U.S.A.
Phone: (800)247-6113, (847)675-0720, Fax: (847)675-2140
Copyright by Scientific Software International, Inc., 1981-2004
Use of this program is subject to the terms specified in the
Universal Copyright Convention.
Website: www.ssicentral.com

The following lines were read from file D:\KLIEN VITA\BU MEY PUNYA
YANTO\MODEL STRUKTURAL MODIF.SPJ:

Raw Data from file 'D:\KLIEN VITA\IBU MEY PUNYA YANTO\DATA MODEL STRUKTURAL.psf'

Sample Size = 365

Latent Variables GK BO KI KP

Relationships

Set the Error Covariance between KP2 and KP1 Free

Set the Error Covariance between KP3 and KP1 Free

Set the Error Covariance between KP3 and KP2 Free

Set the Error Covariance between KP4 and KP3 Free

Set the Error Covariance between KP5 and KP1 Free

Set the Error Covariance between KP5 and KP3 Free

Set the Error Covariance between KP5 and KP4 Free

Set the Error Covariance between GK2 and GK2 Free

Set the Error Covariance between GK5 and GK1 Free

Set the Error Covariance between GK3 and GK1 Free

Set the Error Covariance between GK5 and GK2 Free

Set the Error Covariance between GK6 and GK1 Free

Set the Error Covariance between GK6 and GK2 Free

Set the Error Covariance between GK6 and GK3 Free

Set the Error Covariance between BO2 and KP5 Free

Set the Error Covariance between GK3 and GK2 Free

Set the Error Covariance between GK3 and GK5 Free

KI=GK BO

KP=GK BO KI

GK1 = GK

GK2 = GK

GK3 = GK

GK4 = GK

GK5 = GK

GK6 = GK

BO1 = BO

BO2 = BO

KI1 = KI

KI2 = KI

KI3 = KI

KI4 = KI

KI5 = KI

KP1 = KP

KP2 = KP

KP3 = KP

KP4 = KP

KP5 = KP

Set the Variance of GK to 1.000

Set the Variance of BO to 1.000

Set the Variance of KI to 1.000

Set the Variance of KP to 1.000

Path Diagram

Number of Decimals = 3

Admissibility Check = Off

End of Problem

Sample Size = 365

Covariance Matrix

	KI1	KI2	KI3	KI4	KI5	KP1
	-----	-----	-----	-----	-----	
KI1	5.253					
KI2	4.199	4.552				
KI3	4.249	3.648	5.052			
KI4	4.720	4.151	4.287	5.207		
KI5	3.218	2.991	2.873	3.175	3.426	
KP1	3.608	3.181	3.169	3.404	2.853	5.053
KP2	4.088	3.497	3.563	3.859	3.235	4.305
KP3	3.359	2.958	2.901	3.191	2.656	3.262
KP4	4.931	4.215	4.118	4.508	3.735	4.523
KP5	4.807	4.137	4.166	4.567	3.638	5.509
GK1	0.774	0.610	0.648	0.668	0.589	0.871
GK2	0.694	0.540	0.584	0.610	0.522	0.818
GK3	0.555	0.429	0.457	0.495	0.359	0.546
GK4	0.871	0.655	0.748	0.764	0.665	1.044
GK5	1.014	0.781	0.848	0.965	0.710	1.084
GK6	0.595	0.440	0.501	0.502	0.386	0.574
BO1	2.240	2.049	2.009	2.177	2.205	3.958
BO2	2.568	2.127	2.238	2.463	2.281	4.163

Covariance Matrix

	KP2	KP3	KP4	KP5	GK1	GK2
	-----	-----	-----	-----	-----	
KP2	6.222					
KP3	5.155	5.162				
KP4	6.989	6.214	10.306			
KP5	5.349	3.910	5.761	7.987		
GK1	1.086	0.879	1.261	1.196	0.751	
GK2	0.974	0.769	1.099	1.115	0.606	0.675
GK3	0.661	0.531	0.780	0.735	0.278	0.264
GK4	1.176	0.948	1.325	1.384	0.554	0.527
GK5	1.228	1.032	1.481	1.440	0.368	0.335
GK6	0.744	0.611	0.903	0.765	0.279	0.260
BO1	4.443	3.822	4.933	4.467	0.401	0.349
BO2	4.922	4.068	5.281	5.296	0.764	0.695

Covariance Matrix

	GK3	GK4	GK5	GK6	BO1	BO2
	-----	-----	-----	-----	-----	
GK3	0.256					
GK4	0.303	0.942				
GK5	0.317	0.557	1.024			
GK6	0.214	0.307	0.307	0.277		

BO1	0.199	0.606	0.561	0.218	8.470	
BO2	0.353	0.680	0.735	0.395	6.802	9.245

Number of Iterations = 72

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KI1 = 1.803*KI, Errorvar.= 0.472 , R² = 0.910
(0.0753) (0.0543)
23.957 8.698

KI2 = 1.586*KI, Errorvar.= 0.851 , R² = 0.813
(0.0729) (0.0742)
21.771 11.464

KI3 = 1.603*KI, Errorvar.= 1.271 , R² = 0.748
(0.0787) (0.105)
20.365 12.119

KI4 = 1.775*KI, Errorvar.= 0.573 , R² = 0.890
(0.0755) (0.0595)
23.499 9.629

KI5 = 1.239*KI, Errorvar.= 1.170 , R² = 0.659
(0.0670) (0.0928)
18.480 12.607

KP1 = 0.483*KP, Errorvar.= 1.440 , R² = 0.714
(0.0532) (0.128)
9.080 11.213

KP2 = 0.594*KP, Errorvar.= 0.770 , R² = 0.876
(0.0633) (0.0878)
9.374 8.778

KP3 = 0.502*KP, Errorvar.= 1.097 , R² = 0.780
(0.0553) (0.111)
9.065 9.911

KP4 = 0.697*KP, Errorvar.= 2.789 , R² = 0.729
(0.0759) (0.237)
9.187 11.745

KP5 = 0.610*KP, Errorvar.= 2.013 , R² = 0.741
(0.0661) (0.176)

9.223 11.435

GK1 = 0.808*GK, Errorvar.= 0.109 , R² = 0.857
(0.0359) (0.0180)
22.475 6.072

GK2 = 0.757*GK, Errorvar.= 0.112 , R² = 0.836
(0.0343) (0.0164)
22.061 6.824

GK3 = 0.420*GK, Errorvar.= 0.0778 , R² = 0.693
(0.0244) (0.0112)
17.208 6.929

GK4 = 0.707*GK, Errorvar.= 0.442 , R² = 0.530
(0.0434) (0.0322)
16.296 13.747

GK5 = 0.712*GK, Errorvar.= 0.483 , R² = 0.512
(0.0490) (0.0457)
14.534 10.558

GK6 = 0.434*GK, Errorvar.= 0.0843 , R² = 0.690
(0.0247) (0.0111)
17.587 7.574

BO1 = 2.592*BO, Errorvar.= 1.750 , R² = 0.793
(0.126) (0.260)
20.537 6.720

BO2 = 2.652*BO, Errorvar.= 2.368 , R² = 0.748
(0.134) (0.294)
19.778 8.066

Error Covariance for KP2 and KP1 = -0.048
(0.0649)
-0.746

Error Covariance for KP3 and KP1 = -0.354
(0.0779)
-4.545

Error Covariance for KP3 and KP2 = 0.424
(0.0848)
5.003

Error Covariance for KP4 and KP3 = 0.335
(0.0970)
3.449

Error Covariance for KP5 and KP1 = 0.793
(0.121)
6.559

Error Covariance for KP5 and KP3 = -0.604
(0.0819)
-7.373

Error Covariance for KP5 and KP4 = -0.453
(0.124)
-3.663

Error Covariance for GK3 and GK1 = -0.061
(0.0132)
-4.661

Error Covariance for GK3 and GK2 = -0.053
(0.0127)
-4.195

Error Covariance for GK5 and GK1 = -0.211
(0.0288)
-7.319

Error Covariance for GK5 and GK2 = -0.206
(0.0276)
-7.447

Error Covariance for GK5 and GK3 = 0.0137
(0.0136)
1.005

Error Covariance for GK6 and GK1 = -0.075
(0.0140)
-5.325

Error Covariance for GK6 and GK2 = -0.071
(0.0134)
-5.320

Error Covariance for GK6 and GK3 = 0.0290
(0.00906)
3.205

Error Covariance for BO2 and KP5 = 0.398
(0.131)
3.030

Structural Equations

KI = 0.480*GK + 0.379*BO, Errorvar.= 1.000, R² = 0.320
(0.0600) (0.0643)

7.999 5.897

KP = 1.628*KI + 1.019*GK + 1.873*BO, Errorvar.= 1.000, R² = 0.935
 (0.200) (0.141) (0.245)
 8.143 7.243 7.642

Reduced Form Equations

KI = 0.480*GK + 0.379*BO, Errorvar.= 1.000, R² = 0.320
 (0.0600) (0.0643)
 7.999 5.897

KP = 1.800*GK + 2.490*BO, Errorvar.= 3.650, R² = 0.764
 (0.230) (0.321)
 7.823 7.763

Correlation Matrix of Independent Variables

	GK	BO
GK	1.000	
BO	0.265 (0.051) 5.219	1.000

Covariance Matrix of Latent Variables

	KI	KP	GK	BO
KI	1.471			
KP	3.934	15.467		
GK	0.581	2.461	1.000	
BO	0.506	2.967	0.265	1.000

Goodness of Fit Statistics

Degrees of Freedom = 113
 Minimum Fit Function Chi-Square = 362.406 (P = 0.0)
 Normal Theory Weighted Least Squares Chi-Square = 366.235 (P = 0.0)
 Estimated Non-centrality Parameter (NCP) = 253.235
 90 Percent Confidence Interval for NCP = (199.098 ; 314.981)

Minimum Fit Function Value = 0.996
 Population Discrepancy Function Value (F0) = 0.696
 90 Percent Confidence Interval for F0 = (0.547 ; 0.865)
 Root Mean Square Error of Approximation (RMSEA) = 0.0785
 90 Percent Confidence Interval for RMSEA = (0.0696 ; 0.0875)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.000

Expected Cross-Validation Index (ECVI) = 1.325
90 Percent Confidence Interval for ECVI = (1.176 ; 1.494)
ECVI for Saturated Model = 0.940
ECVI for Independence Model = 46.108

Chi-Square for Independence Model with 153 Degrees of Freedom = 16747.380

Independence AIC = 16783.380
Model AIC = 482.235
Saturated AIC = 342.000
Independence CAIC = 16871.579
Model CAIC = 766.429
Saturated CAIC = 1179.882

Normed Fit Index (NFI) = 0.978
Non-Normed Fit Index (NNFI) = 0.980
Parsimony Normed Fit Index (PNFI) = 0.723
Comparative Fit Index (CFI) = 0.985
Incremental Fit Index (IFI) = 0.985
Relative Fit Index (RFI) = 0.971

Critical N (CN) = 152.546

Root Mean Square Residual (RMR) = 0.196
Standardized RMR = 0.0532
Goodness of Fit Index (GFI) = 0.899
Adjusted Goodness of Fit Index (AGFI) = 0.848
Parsimony Goodness of Fit Index (PGFI) = 0.594

The Modification Indices Suggest to Add the

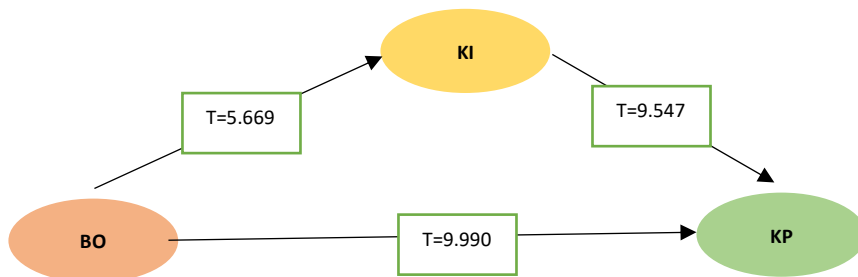
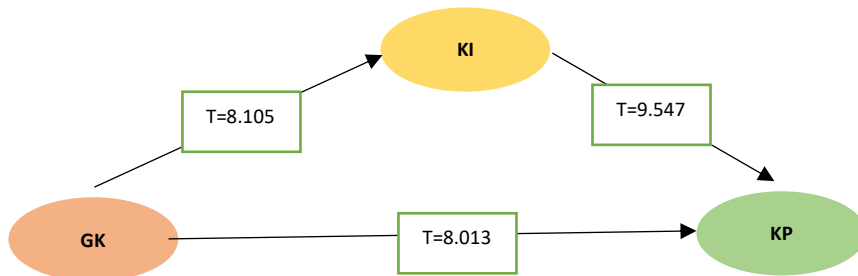
Path to	from	Decrease in Chi-Square	New Estimate
KI4	KP	8.2	-0.07
KI5	KP	27.8	0.15
KP5	KI	17.9	0.47
BO1	GK	16.2	-0.43
BO2	GK	16.2	0.43

The Modification Indices Suggest to Add an Error Covariance

Between	and	Decrease in Chi-Square	New Estimate
KI4	KI3	9.3	0.18
KP4	KP1	59.7	-1.02
KP4	KP2	143.6	1.63
KP5	KP2	35.5	-0.76
GK2	GK1	24.4	0.17
GK6	GK5	7.9	-0.06
BO1	KP1	17.2	0.47
BO2	GK4	13.4	-0.22

Time used: 0.016 Seconds

Set the Error Variance of X2.8 to 0.200





UNIVERSITAS MUHAMMADIYAH BENGKULU FAKULTAS EKONOMI DAN BISNIS

● Kampus IV, Jl. Adam Malik KM 8.5, Sido Mulyo, Gading Cempaka, Kota Bengkulu, 38221
● febi.umb.ac.id
● febi@umb.ac.id

☎ (0736) 22765
☎ (0736) 26161

SURAT KEPUTUSAN DEKAN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS MUHAMMADIYAH BENGKULU Nomor : 1204/KEP/DF.2/IL.3.AU/C/2023

T E N T A N G PENETAPAN PEMBIMBING TESIS MAHASISWA BISMILLAHIRRAHMANIRRAHIM

DEKAN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS MUHAMMADIYAH BENGKULU

- Menimbang : 1. Bahwa untuk menyelesaikan perkuliahan di Program Pasca Sarjana Program Studi Magister Manajemen, mahasiswa wajib menyusun Tesis.
2. Bahwa untuk kelancaran proses pembimbingan Tesis maka dipandang perlu untuk ditetapkan dengan Surat Keputusan Dekan.
- Mengingat : 1. UU Nomor : 20 Tahun 2003, Tentang SISDIKNAS.
2. UU Nomor : 12 Tahun 2012, Tentang Perguruan Tinggi
3. Undang-Undang Nomor 20 Tahun 2012, Tentang Sistem Pendidikan Nasional
4. Peraturan Pemerintah Nomor : 60 Tahun 1999.
5. Izin Program Studi Manajemen Program Magister No.773/E/O/2022
6. Peraturan Perguruan Tinggi Muhammadiyah Tahun 2012.
7. Statuta Universitas Muhammadiyah Bengkulu.

M E M U T U S K A N

- Menetapkan :
Pertama : Menunjuk Dosen Pembimbing Tesis Atas Nama Mahasiswa sebagai berikut :
Pembimbing 1 : Dr. Sri Ekowati, SE., MM
Pembimbing 2 : Dr. Meilaty Fintariasari, SE., MM
Nama : Eko Sugiyanto
NPM : 2261101004
Judul : Mediasi Komunikasi Interpersonal pada Variabel Kepemimpinan, Budaya Organisasi dan Kinerja Pegawai
- Ketiga : Mahasiswa tersebut diizinkan bimbingan selama 9 (Sembilan) bulan terhitung mulai tanggal ditetapkan dan jika belum selesai pada waktu tersebut maka, dapat diperpanjang selama 3 (tiga) bulan sebagai perpanjangan tahap I
- Keempat : Pembimbing wajib membimbing dari sejak proposal sampai dengan perbaikan Tesis, jika tidak hadir pada waktu seminar proposal agar menyerahkan tugasnya ke fakultas
- Kelima : Biaya bimbingan Tesis termasuk honor pembimbing dibebankan sepenuhnya kepada mahasiswa yang bersangkutan, besar biaya dan rinciannya didasarkan pada Surat Keputusan Rektor tentang Anggaran Universitas Muhammadiyah Bengkulu
- Keenam : Biaya penyelenggaraan ujian dibebankan kepada anggaran Universitas Muhammadiyah Bengkulu sesuai dengan aturan yang berlaku.
- Keenam : Surat Keputusan ini berlaku sejak tanggal, **22 Desember 2023 s/d 22 September 2024** dengan ketentuan segala sesuatunya akan diubah dan diperbaiki sebagaimana mestinya apabila terdapat kekeliruan dalam penetapan ini.

DITETAPKAN DI : Bengkulu
PADA TANGGAL : 22 Desember 2023

Dekan,



Furganti Ranidiana, S.E., M.M.
NBK.052.804.269

EKO SUGIANTO

ORIGINALITY REPORT

23%
SIMILARITY INDEX

25%
INTERNET SOURCES

8%
PUBLICATIONS

12%
STUDENT PAPERS

PRIMARY SOURCES

1	repository.iainbengkulu.ac.id Internet Source	3%
2	id.123dok.com Internet Source	2%
3	Submitted to Universitas Pamulang Student Paper	1%
4	Submitted to Universitas Diponegoro Student Paper	1%
5	jurnal.unived.ac.id Internet Source	1%
6	123dok.com Internet Source	1%
7	Submitted to Binus University International Student Paper	1%
8	Submitted to Universitas Muria Kudus Student Paper	1%
9	eprints.undip.ac.id Internet Source	1