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LAMPIRAN

Lampiran 1

BIODATA

Identitas Diri

Nama Lengkap : Anita Ainun Pratiwi Hukman Suriani

Tempat tanggal lahir : Jakarta, 29 Agustus 1998

Jenis Kelamin : Perempuan

Alamat : Insignia Oasis BTP Blok B22 No. 33

No. Telp : 082188235115

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Riwayat Pendidikan

1. SD Cakra Buana Depok : Tahun 2004-2010
2. SMP Negeri 1 Tarakan : Tahun 2010-2013
3. SMA Negeri 21 Makassar : Tahun 2013-2016
4. Universitas Hasanuddin : Tahun 2017-Sekarang

Riwayat Organisasi

1. Anggota Keluarga Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Hasanuddin (KEMA FEB-UH).
2. Pengurus Senat Mahasiswa (SEMA) Fakultas Ekonomi dan Bisnis Universitas Hasanuddin Periode 2019/2020.
3. Pengurus Ekowowits Futsal Club Periode 2019/2020 dan periode 2020/2021.

Riwayat Prestasi/Penghargaan

1. Mendapatkan penghargaan Best Manager Ekowowits FC Periode 2019/2020.
2. Mendapatkan penghargaan Best Manager Ekowowits FC Periode 2020/2021.

Demikian biodata ini dibuat dengan sebenar-benarnya,

Makassar, 14 September 2022

Anita Ainun Pratiwi Hukman Suriani

Lampiran 2: Kuesioner Penelitian

KUESIONER PENELITIAN SKRIPSI

PENGARUH GAYA KEPEMIMPINAN, KOMPENSASI, DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA KARYAWAN PADA KANTOR PUSAT PT. BANK SULSELBAR DI MAKASSAR

Dengan hormat,

Saya Anita Ainun Pratiwi Hukman Suriani (NIM: A021171522), sehubungan dengan penyusunan tugas akhir skripsi pada departemen Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin yang berjudul “**Pengaruh Gaya Kepemimpinan, Kompensasi, dan Komitmen Organisasional terhadap Kinerja Karyawan Pada Kantor Pusat PT. Bank Sulselbar di Makassar**”, memohon kesediaan bapak/ibu untuk dapat mengisi kuesioner penelitian berikut sesuai dengan pengalaman Anda.

Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat dan menjadi referensi guna mempelajari permasalahan yang berhubungan dengan kinerja karyawan. Oleh karena itu, dimohon kesediaannya untuk mengisi pernyataan persetujuan dan kuesioner ini dengan sejujur-jujurnya dan sebenarnya. Segala informasi yang Anda berikan akan dijamin kerahasiaannya dan hanya untuk kepentingan penelitian ilmiah.

Atas kesediaan bapak/ibu dalam mengisi kuesioner, saya ucapkan terimakasih.

(Pernyataan Persetujuan)

Dengan ini menyatakan bahwa saya bersedia untuk menjadi partisipan dalam penelitian ini.

- a. Bersedia
- b. Tidak bersedia

A. Identitas Responden

1. Nama :
2. Usia :
3. Jenis Kelamin :
4. Pendidikan :
5. Masa Kerja :

Petunjuk Pengisian Kuesioner

Pilihlah salah satu jawaban yang Anda anggap paling tepat dan sesuai dengan pengalaman Anda. Adapun setiap jawaban memiliki arti sebagai berikut :

- Sangat Setuju (SS) : 5 poin
Setuju (S) : 4 poin
Kurang Setuju (KS) : 3 poin
Tidak Setuju (TS) : 2 poin
Sangat Tidak Setuju (STS) : 1 poin

1. Variabel Gaya Kepemimpinan (X1)

| No. | Pernyataan | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| | Gaya Kepemimpinan Otokratis | | | | | |
| 1. | Atasan saya bertindak dengan cara menunjukkan kapasitasnya sebagai pemimpin | | | | | |
| 2. | Atasan saya tidak memberikan kesempatan kepada karyawan untuk berpartisipasi dalam pengambilan keputusan | | | | | |
| 3. | Atasan memberikan tugas kepada karyawan dengan <i>deadline</i> yang ditetapkan, dan disertai <i>award</i> dan <i>punishment</i> | | | | | |

2. Variabel Kompensasi (X2)

| No. | Pernyataan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| | Gaji/Upah | | | | | |
| 1. | Besarnya gaji yang saya terima sesuai dengan hasil pekerjaan yang saya berikan kepada perusahaan | | | | | |
| | Insentif | | | | | |
| 2. | Perusahaan memberikan insentif sesuai dengan jumlah yang sudah dikomunikasikan sebelumnya dengan karyawan | | | | | |
| | Tunjangan | | | | | |
| 3. | Perusahaan memberikan jaminan hari tua atau tunjangan pensiun yang memadai untuk menjamin kehidupan karyawan pada masa pensiun nanti | | | | | |
| | Fasilitas | | | | | |
| 4. | Kelengkapan fasilitas kantor difasilitasi dengan sangat memadai | | | | | |

3. Variabel Komitmen Organisasional (X3)

| No. | Pernyataan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| | Affective Commitment | | | | | |
| 1. | Saya akan sangat bahagia menghabiskan sisa karir saya di perusahaan ini | | | | | |
| 2. | Saya benar-benar merasakan seakan-akan permasalahan organisasi adalah juga permasalahan saya sendiri | | | | | |
| 3. | Saya merasa terikat secara emosional pada perusahaan ini | | | | | |
| | Continuance Commitment | | | | | |
| 4. | Akan sangat berat bagi saya untuk meninggalkan perusahaan ini sekarang, sekalipun saya menginginkannya | | | | | |
| 5. | Saat ini bekerja di perusahaan ini merupakan kebutuhan sekaligus juga keinginan saya | | | | | |
| 6. | Salah satu akibat serius meninggalkan perusahaan ini adalah langkanya peluang alternatif yang ada | | | | | |

| | Normative Commitment | | | | | |
|----|--|--|--|--|--|--|
| 7. | Berpindah dari perusahaan satu ke perusahaan lain tampaknya tidak etis bagi saya | | | | | |
| 8. | Saya dididik untuk percaya terhadap nilai tetap setia pada satu perusahaan | | | | | |
| 9. | Salah satu alasan utama untuk melanjutkan bekerja pada perusahaan ini adalah bahwa saya percaya loyalitas adalah penting dan oleh karena itu saya merasa tetap bekerja di perusahaan merupakan kewajiban moral | | | | | |

4. Variabel Kinerja Karyawan (Y)

| No. | Pernyataan | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| | Kuantitas Pekerjaan | | | | | |
| 1. | Pekerjaan yang saya lakukan selalu mencapai target yang telah ditentukan | | | | | |
| 2. | Kuantitas kerja yang diberikan sesuai dengan kemampuan saya | | | | | |
| | Kualitas Pekerjaan | | | | | |
| 3. | Saya mengerjakan pekerjaan dengan penuh perhitungan, cermat dan teliti | | | | | |
| 4. | Hasil pekerjaan saya tidak mengecewakan perusahaan | | | | | |
| | Ketepatan Waktu | | | | | |
| 5. | Saya menyelesaikan pekerjaan yang diberikan tepat waktu | | | | | |
| 6. | Saya membuat target waktu untuk penyelesaian pekerjaan dan kegiatan | | | | | |
| | Kehadiran | | | | | |
| 7. | Saya datang ke kantor dan pulang dari kantor tepat waktu | | | | | |
| 8. | Saya tidak pernah keluar tanpa izin saat jam kerja kantor | | | | | |
| | Kemampuan Kerja Sama | | | | | |
| 9. | Saya selalu terbuka untuk menerima kritikan dan saran atas hasil kerja yang saya peroleh | | | | | |
| 10. | Saya berusaha untuk lebih mengutamakan kepentingan pekerjaan daripada kepentingan pribadi | | | | | |



Nomor : SR/014 /B/DHC/VIII/2022
Lampiran : -
Perihal : Surat Keterangan Telah Melakukan Penelitian

Makassar, 01 Agustus 2022

Kepada Yth,
**Dekan Fakultas Ekonomi dan Bisnis
Universitas Hasanuddin**
di –
MAKASSAR

Menunjuk surat nomor SR/920/B/DHC/VII/2022 pada tanggal 13 Juli 2022 Perihal Persetujuan Izin Pengambilan Data , dengan ini kami menyatakan saudara (i):

- **Anita Ainun Pratiwi Hukman Suriani** (A021171522)

Telah selesai melaksanakan kegiatan penelitian dan mengambil data pada PT. Bank Sulselbar untuk kepentingan penyelesaian tugas akhir atau Skripsi dengan judul **“Pengaruh Gaya Kepemimpinan, Kompensasi, dan Komitmen Organisasional Terhadap Kinerja Karyawan Kantor Pusat PT. Bank Sulselbar”**.

Demikian surat keterangan ini dibuat, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

PT. BANK SULSELBAR
Divisi Human Capital, *ef*

Bank Sulselbar
Kantor Pusat

Hendra Saad
Pemimpin

Tembusan :

➤ Arsip

Lampiran 4: Tabulasi Kuesioner

1. Variabel Gaya Kepemimpinan (X1)

| Responden | Gaya Kepemimpinan | | | TOTAL |
|-----------|-------------------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | |
| 1 | 5 | 4 | 5 | 14 |
| 2 | 5 | 5 | 4 | 14 |
| 3 | 3 | 2 | 3 | 8 |
| 4 | 3 | 1 | 3 | 7 |
| 5 | 3 | 2 | 3 | 8 |
| 6 | 4 | 5 | 4 | 13 |
| 7 | 2 | 2 | 2 | 6 |
| 8 | 5 | 4 | 5 | 14 |
| 9 | 5 | 5 | 4 | 14 |
| 10 | 5 | 5 | 4 | 14 |
| 11 | 4 | 4 | 3 | 11 |
| 12 | 4 | 5 | 3 | 12 |
| 13 | 5 | 5 | 3 | 13 |
| 14 | 4 | 4 | 3 | 11 |
| 15 | 3 | 3 | 3 | 9 |
| 16 | 3 | 2 | 4 | 9 |
| 17 | 5 | 3 | 5 | 13 |
| 18 | 4 | 3 | 3 | 10 |
| 19 | 2 | 2 | 2 | 6 |
| 20 | 4 | 3 | 3 | 10 |
| 21 | 3 | 3 | 3 | 9 |
| 22 | 3 | 2 | 3 | 8 |
| 23 | 3 | 3 | 2 | 8 |
| 24 | 2 | 2 | 3 | 7 |
| 25 | 3 | 1 | 3 | 7 |
| 26 | 3 | 1 | 3 | 7 |
| 27 | 2 | 2 | 2 | 6 |
| 28 | 4 | 4 | 4 | 12 |
| 29 | 4 | 4 | 4 | 12 |
| 30 | 4 | 4 | 4 | 12 |
| 31 | 5 | 4 | 4 | 13 |
| 32 | 4 | 4 | 4 | 12 |
| 33 | 4 | 4 | 3 | 11 |
| 34 | 4 | 4 | 4 | 12 |
| 35 | 4 | 4 | 4 | 12 |
| 36 | 4 | 4 | 4 | 12 |
| 37 | 4 | 4 | 4 | 12 |
| 38 | 4 | 4 | 4 | 12 |

| Responden | Gaya Kepemimpinan | | | TOTAL |
|-----------|-------------------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | |
| 39 | 4 | 4 | 4 | 12 |
| 40 | 4 | 5 | 4 | 13 |
| 41 | 4 | 4 | 4 | 12 |
| 42 | 4 | 5 | 4 | 13 |
| 43 | 4 | 5 | 4 | 13 |
| 44 | 5 | 3 | 4 | 12 |
| 45 | 4 | 5 | 4 | 13 |
| 46 | 4 | 4 | 3 | 11 |
| 47 | 4 | 4 | 3 | 11 |
| 48 | 4 | 5 | 4 | 13 |
| 49 | 2 | 1 | 2 | 5 |
| 50 | 3 | 3 | 3 | 9 |
| 51 | 4 | 5 | 4 | 13 |
| 52 | 4 | 4 | 3 | 11 |
| 53 | 4 | 4 | 4 | 12 |
| 54 | 4 | 5 | 5 | 14 |
| 55 | 4 | 2 | 4 | 10 |
| 56 | 5 | 4 | 4 | 13 |
| 57 | 5 | 5 | 5 | 15 |
| 58 | 4 | 3 | 4 | 11 |
| 59 | 3 | 2 | 2 | 7 |
| 60 | 4 | 4 | 4 | 12 |
| 61 | 4 | 4 | 5 | 13 |
| 62 | 4 | 4 | 4 | 12 |
| 63 | 4 | 3 | 3 | 10 |
| 64 | 4 | 4 | 4 | 12 |
| 65 | 4 | 2 | 4 | 10 |
| 66 | 4 | 4 | 5 | 13 |
| 67 | 4 | 2 | 4 | 10 |
| 68 | 5 | 5 | 4 | 14 |
| 69 | 4 | 3 | 3 | 10 |
| 70 | 4 | 2 | 4 | 10 |
| 71 | 4 | 4 | 3 | 11 |
| 72 | 4 | 4 | 4 | 12 |
| 73 | 4 | 4 | 5 | 13 |
| 74 | 4 | 4 | 4 | 12 |
| 75 | 4 | 4 | 3 | 11 |
| 76 | 5 | 2 | 4 | 11 |
| 77 | 4 | 5 | 4 | 13 |
| 78 | 5 | 3 | 4 | 12 |
| 79 | 4 | 4 | 5 | 13 |
| 80 | 5 | 3 | 4 | 12 |

| Responden | Gaya Kepemimpinan | | | TOTAL |
|-----------|-------------------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | |
| 81 | 4 | 5 | 4 | 13 |
| 82 | 3 | 3 | 3 | 9 |
| 83 | 4 | 4 | 3 | 11 |
| 84 | 5 | 2 | 4 | 11 |
| 85 | 4 | 4 | 4 | 12 |
| 86 | 4 | 4 | 4 | 12 |
| 87 | 2 | 2 | 3 | 7 |
| 88 | 4 | 4 | 4 | 12 |
| 89 | 4 | 5 | 3 | 12 |
| 90 | 4 | 4 | 4 | 12 |
| 91 | 5 | 4 | 4 | 13 |
| 92 | 5 | 4 | 5 | 14 |
| 93 | 5 | 5 | 5 | 15 |
| 94 | 4 | 4 | 3 | 11 |
| 95 | 3 | 1 | 3 | 7 |
| 96 | 3 | 3 | 2 | 8 |
| 97 | 5 | 4 | 2 | 11 |
| 98 | 4 | 5 | 4 | 13 |
| 99 | 4 | 3 | 4 | 11 |
| 100 | 4 | 3 | 4 | 11 |
| 101 | 4 | 3 | 4 | 11 |
| 102 | 4 | 4 | 4 | 12 |
| 103 | 5 | 3 | 3 | 11 |
| 104 | 4 | 5 | 3 | 12 |
| 105 | 4 | 4 | 4 | 12 |
| 106 | 5 | 2 | 4 | 11 |
| 107 | 5 | 1 | 4 | 10 |
| 108 | 5 | 1 | 4 | 10 |
| 109 | 5 | 2 | 5 | 12 |
| 110 | 5 | 1 | 5 | 11 |
| 111 | 4 | 4 | 4 | 12 |
| 112 | 4 | 4 | 4 | 12 |
| 113 | 5 | 4 | 3 | 12 |
| 114 | 4 | 3 | 3 | 10 |
| 115 | 4 | 4 | 4 | 12 |
| 116 | 4 | 4 | 4 | 12 |
| 117 | 4 | 4 | 4 | 12 |
| 118 | 4 | 2 | 4 | 10 |
| 119 | 4 | 4 | 4 | 12 |
| 120 | 4 | 4 | 4 | 12 |
| 121 | 4 | 4 | 4 | 12 |
| 122 | 4 | 4 | 4 | 12 |

| Responden | Gaya Kepemimpinan | | | TOTAL |
|-----------|-------------------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | |
| 123 | 4 | 4 | 4 | 12 |
| 124 | 4 | 4 | 4 | 12 |
| 125 | 4 | 4 | 4 | 12 |
| 126 | 4 | 5 | 4 | 13 |
| 127 | 4 | 4 | 4 | 12 |
| 128 | 4 | 5 | 4 | 13 |
| 129 | 4 | 4 | 4 | 12 |
| 130 | 5 | 4 | 4 | 13 |
| 131 | 4 | 5 | 4 | 13 |
| 132 | 4 | 4 | 4 | 12 |
| 133 | 4 | 5 | 4 | 13 |
| 134 | 5 | 5 | 5 | 15 |
| 135 | 4 | 4 | 3 | 11 |
| 136 | 4 | 4 | 4 | 12 |
| 137 | 4 | 4 | 4 | 12 |
| 138 | 4 | 4 | 3 | 11 |
| 139 | 4 | 4 | 4 | 12 |
| 140 | 4 | 5 | 4 | 13 |
| 141 | 5 | 3 | 4 | 12 |
| 142 | 4 | 4 | 4 | 12 |
| 143 | 5 | 4 | 4 | 13 |
| 144 | 4 | 4 | 4 | 12 |
| 145 | 4 | 4 | 4 | 12 |

2. Variabel Kompensasi (X2)

| Responden | Kompensasi | | | | TOTAL |
|-----------|------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | |
| 1 | 4 | 4 | 5 | 5 | 18 |
| 2 | 4 | 5 | 4 | 4 | 17 |
| 3 | 2 | 2 | 3 | 2 | 9 |
| 4 | 2 | 1 | 1 | 2 | 6 |
| 5 | 2 | 2 | 3 | 2 | 9 |
| 6 | 5 | 4 | 5 | 5 | 19 |
| 7 | 3 | 2 | 2 | 3 | 10 |
| 8 | 5 | 4 | 5 | 5 | 19 |
| 9 | 5 | 4 | 4 | 5 | 18 |
| 10 | 5 | 5 | 5 | 5 | 20 |
| 11 | 5 | 5 | 5 | 5 | 20 |
| 12 | 3 | 3 | 3 | 3 | 12 |

| Responden | Kompensasi | | | | TOTAL |
|-----------|------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | |
| 13 | 4 | 1 | 2 | 2 | 9 |
| 14 | 4 | 4 | 3 | 4 | 15 |
| 15 | 3 | 2 | 2 | 3 | 10 |
| 16 | 5 | 4 | 4 | 4 | 17 |
| 17 | 5 | 3 | 3 | 4 | 15 |
| 18 | 5 | 4 | 4 | 4 | 17 |
| 19 | 4 | 3 | 4 | 4 | 15 |
| 20 | 2 | 2 | 3 | 3 | 10 |
| 21 | 4 | 2 | 4 | 3 | 13 |
| 22 | 2 | 2 | 1 | 2 | 7 |
| 23 | 4 | 3 | 3 | 4 | 14 |
| 24 | 4 | 2 | 4 | 4 | 14 |
| 25 | 2 | 2 | 2 | 2 | 8 |
| 26 | 2 | 2 | 1 | 2 | 7 |
| 27 | 5 | 4 | 3 | 3 | 15 |
| 28 | 3 | 4 | 3 | 4 | 14 |
| 29 | 4 | 4 | 4 | 4 | 16 |
| 30 | 4 | 5 | 4 | 5 | 18 |
| 31 | 3 | 3 | 3 | 4 | 13 |
| 32 | 4 | 4 | 4 | 4 | 16 |
| 33 | 4 | 4 | 3 | 4 | 15 |
| 34 | 4 | 4 | 4 | 5 | 17 |
| 35 | 5 | 3 | 3 | 3 | 14 |
| 36 | 4 | 4 | 4 | 4 | 16 |
| 37 | 4 | 5 | 4 | 4 | 17 |
| 38 | 2 | 3 | 2 | 3 | 10 |
| 39 | 2 | 2 | 2 | 2 | 8 |
| 40 | 4 | 4 | 4 | 5 | 17 |
| 41 | 4 | 3 | 3 | 4 | 14 |
| 42 | 5 | 5 | 5 | 5 | 20 |
| 43 | 3 | 5 | 3 | 5 | 16 |
| 44 | 4 | 5 | 4 | 4 | 17 |
| 45 | 2 | 1 | 1 | 1 | 5 |
| 46 | 2 | 2 | 2 | 2 | 8 |
| 47 | 4 | 5 | 5 | 4 | 18 |
| 48 | 4 | 4 | 3 | 3 | 14 |
| 49 | 3 | 3 | 3 | 4 | 13 |
| 50 | 4 | 3 | 3 | 3 | 13 |
| 51 | 4 | 3 | 3 | 3 | 13 |
| 52 | 5 | 4 | 4 | 5 | 18 |
| 53 | 4 | 4 | 4 | 5 | 17 |

| Responden | Kompensasi | | | | TOTAL |
|-----------|------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | |
| 54 | 4 | 5 | 5 | 5 | 19 |
| 55 | 4 | 4 | 3 | 4 | 15 |
| 56 | 5 | 5 | 5 | 5 | 20 |
| 57 | 4 | 4 | 4 | 4 | 16 |
| 58 | 4 | 4 | 3 | 4 | 15 |
| 59 | 3 | 3 | 3 | 3 | 12 |
| 60 | 5 | 4 | 4 | 4 | 17 |
| 61 | 3 | 2 | 2 | 3 | 10 |
| 62 | 3 | 4 | 3 | 4 | 14 |
| 63 | 3 | 3 | 2 | 2 | 10 |
| 64 | 3 | 3 | 3 | 4 | 13 |
| 65 | 4 | 5 | 3 | 5 | 17 |
| 66 | 4 | 3 | 3 | 4 | 14 |
| 67 | 4 | 4 | 3 | 4 | 15 |
| 68 | 5 | 5 | 4 | 5 | 19 |
| 69 | 4 | 4 | 4 | 4 | 16 |
| 70 | 5 | 4 | 4 | 4 | 17 |
| 71 | 5 | 5 | 5 | 5 | 20 |
| 72 | 5 | 5 | 5 | 5 | 20 |
| 73 | 3 | 3 | 3 | 3 | 12 |
| 74 | 4 | 4 | 4 | 4 | 16 |
| 75 | 3 | 3 | 3 | 3 | 12 |
| 76 | 3 | 3 | 2 | 3 | 11 |
| 77 | 3 | 4 | 3 | 3 | 13 |
| 78 | 4 | 4 | 4 | 4 | 16 |
| 79 | 3 | 3 | 2 | 3 | 11 |
| 80 | 4 | 4 | 3 | 4 | 15 |
| 81 | 2 | 2 | 2 | 3 | 9 |
| 82 | 3 | 3 | 2 | 3 | 11 |
| 83 | 4 | 4 | 4 | 4 | 16 |
| 84 | 4 | 3 | 4 | 4 | 15 |
| 85 | 3 | 3 | 3 | 4 | 13 |
| 86 | 4 | 4 | 4 | 4 | 16 |
| 87 | 4 | 4 | 4 | 5 | 17 |
| 88 | 5 | 5 | 5 | 5 | 20 |
| 89 | 4 | 4 | 4 | 5 | 17 |
| 90 | 4 | 5 | 3 | 4 | 16 |
| 91 | 4 | 5 | 3 | 4 | 16 |
| 92 | 4 | 3 | 3 | 5 | 15 |
| 93 | 4 | 4 | 4 | 5 | 17 |
| 94 | 4 | 4 | 4 | 4 | 16 |

| Responden | Kompensasi | | | | TOTAL |
|-----------|------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | |
| 95 | 2 | 2 | 2 | 2 | 8 |
| 96 | 3 | 3 | 3 | 3 | 12 |
| 97 | 2 | 2 | 2 | 3 | 9 |
| 98 | 3 | 3 | 2 | 3 | 11 |
| 99 | 2 | 4 | 3 | 3 | 12 |
| 100 | 2 | 2 | 2 | 3 | 9 |
| 101 | 4 | 4 | 4 | 5 | 17 |
| 102 | 4 | 4 | 3 | 4 | 15 |
| 103 | 4 | 4 | 4 | 5 | 17 |
| 104 | 3 | 4 | 2 | 4 | 13 |
| 105 | 4 | 5 | 4 | 5 | 18 |
| 106 | 4 | 4 | 4 | 4 | 16 |
| 107 | 5 | 5 | 4 | 5 | 19 |
| 108 | 3 | 3 | 3 | 5 | 14 |
| 109 | 4 | 5 | 3 | 4 | 16 |
| 110 | 4 | 5 | 2 | 4 | 15 |
| 111 | 4 | 4 | 4 | 5 | 17 |
| 112 | 5 | 4 | 4 | 5 | 18 |
| 113 | 4 | 4 | 2 | 4 | 14 |
| 114 | 5 | 5 | 2 | 4 | 16 |
| 115 | 5 | 5 | 3 | 5 | 18 |
| 116 | 4 | 3 | 3 | 3 | 13 |
| 117 | 4 | 4 | 4 | 4 | 16 |
| 118 | 5 | 5 | 5 | 5 | 20 |
| 119 | 5 | 5 | 5 | 5 | 20 |
| 120 | 3 | 3 | 3 | 3 | 12 |
| 121 | 4 | 4 | 4 | 4 | 16 |
| 122 | 3 | 3 | 3 | 3 | 12 |
| 123 | 3 | 3 | 2 | 3 | 11 |
| 124 | 3 | 3 | 3 | 4 | 13 |
| 125 | 4 | 4 | 4 | 4 | 16 |
| 126 | 3 | 3 | 2 | 3 | 11 |
| 127 | 4 | 4 | 3 | 4 | 15 |
| 128 | 2 | 4 | 1 | 2 | 9 |
| 129 | 3 | 3 | 2 | 3 | 11 |
| 130 | 4 | 4 | 4 | 4 | 16 |
| 131 | 4 | 4 | 3 | 4 | 15 |
| 132 | 4 | 3 | 3 | 3 | 13 |
| 133 | 4 | 4 | 4 | 4 | 16 |
| 134 | 5 | 5 | 2 | 5 | 17 |
| 135 | 5 | 5 | 5 | 5 | 20 |

| Responden | Kompensasi | | | | TOTAL |
|-----------|------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | |
| 136 | 4 | 4 | 4 | 5 | 17 |
| 137 | 4 | 4 | 3 | 5 | 16 |
| 138 | 4 | 4 | 4 | 4 | 16 |
| 139 | 4 | 4 | 4 | 3 | 15 |
| 140 | 2 | 2 | 2 | 3 | 9 |
| 141 | 3 | 3 | 2 | 3 | 11 |
| 142 | 5 | 5 | 1 | 5 | 16 |
| 143 | 4 | 4 | 3 | 4 | 15 |
| 144 | 3 | 4 | 2 | 4 | 13 |
| 145 | 4 | 4 | 4 | 4 | 16 |

3. Variabel Komitmen Organisasional (X3)

| Responden | Komitmen Organisasional | | | | | | | | | TOTAL |
|-----------|-------------------------|------|------|------|------|------|------|------|------|-------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | |
| 1 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 42 |
| 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 43 |
| 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 21 |
| 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 6 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 8 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 11 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 12 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 13 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 14 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 15 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 16 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 17 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 19 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 20 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 20 |
| 21 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 19 |
| 22 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 1 | 13 |
| 23 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 21 |
| 24 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 19 |
| 25 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |

| Responden | Komitmen Organisasional | | | | | | | | | TOTAL |
|-----------|-------------------------|------|------|------|------|------|------|------|------|-------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | |
| 26 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 15 |
| 27 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 14 |
| 28 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 30 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 31 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 32 |
| 35 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 36 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 37 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 36 |
| 38 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 35 |
| 39 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 20 |
| 40 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 33 |
| 41 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 42 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 35 |
| 43 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 34 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 45 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 15 |
| 46 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 47 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 25 |
| 49 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 22 |
| 50 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 36 |
| 52 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 32 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 54 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 30 |
| 55 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 21 |
| 56 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 57 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 58 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 59 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 16 |
| 60 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 24 |
| 61 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 63 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 29 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 66 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 67 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 29 |

| Responden | Komitmen Organisasional | | | | | | | | | TOTAL |
|-----------|-------------------------|------|------|------|------|------|------|------|------|-------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | |
| 68 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 25 |
| 69 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 70 | 3 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 28 |
| 71 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 72 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 24 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 29 |
| 74 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 29 |
| 75 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 76 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 36 |
| 77 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 38 |
| 78 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 79 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 28 |
| 80 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 29 |
| 81 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 25 |
| 82 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 3 | 4 | 26 |
| 83 | 2 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 84 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 32 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 86 | 2 | 5 | 3 | 4 | 1 | 3 | 3 | 3 | 3 | 27 |
| 87 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 3 | 3 | 27 |
| 88 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 89 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 91 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 34 |
| 92 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 93 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 94 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 95 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 96 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 22 |
| 97 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 98 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 21 |
| 99 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 17 |
| 100 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 101 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 32 |
| 102 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 103 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| 104 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 105 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 106 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 107 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 40 |
| 108 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 109 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |

| Responden | Komitmen Organisasional | | | | | | | | | TOTAL |
|-----------|-------------------------|------|------|------|------|------|------|------|------|-------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | |
| 110 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 111 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 112 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 113 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 42 |
| 114 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 115 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 116 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 40 |
| 117 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 118 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 41 |
| 119 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 120 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 121 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 38 |
| 122 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 37 |
| 123 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 124 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 125 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 126 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 127 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 128 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 129 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 130 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 13 |
| 131 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 132 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 10 |
| 133 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 10 |
| 134 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 11 |
| 135 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 11 |
| 136 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 137 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 41 |
| 138 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 139 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 140 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 141 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| 142 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| 143 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 144 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 145 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |

4. Variabel Kinerja Karyawan (Y)

| Responden | Kinerja Karyawan | | | | | | | | | | | TOTAL |
|-----------|------------------|----|----|----|----|----|----|----|----|-----|-----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 3 | 3 | 2 | 2 | 1 | 2 | 2 | 3 | 5 | 3 | 2 | 3 | 28 |
| 4 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 2 | 1 | 1 | 20 |
| 5 | 3 | 1 | 3 | 1 | 1 | 4 | 1 | 2 | 2 | 1 | 1 | 20 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| 7 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 12 |
| 8 | 5 | 5 | 5 | 3 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 11 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 50 |
| 12 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 1 | 20 |
| 13 | 2 | 4 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 19 |
| 14 | 2 | 4 | 3 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 18 |
| 15 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 16 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 16 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 48 |
| 18 | 3 | 5 | 4 | 4 | 3 | 1 | 3 | 4 | 4 | 4 | 4 | 39 |
| 19 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 20 |
| 20 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 20 |
| 21 | 2 | 1 | 3 | 2 | 2 | 1 | 2 | 1 | 3 | 2 | 1 | 20 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 12 |
| 23 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 20 |
| 24 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 2 | 20 |
| 25 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 12 |
| 26 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 12 |
| 27 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 16 |
| 28 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 48 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |
| 30 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 2 | 5 | 5 | 48 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 32 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 41 |
| 33 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 49 |
| 34 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 5 | 41 |
| 35 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 49 |
| 36 | 5 | 4 | 4 | 4 | 5 | 1 | 4 | 3 | 4 | 4 | 4 | 42 |
| 37 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 3 | 47 |
| 38 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 43 |
| 39 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 16 |
| 40 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 41 |

| Responden | Kinerja Karyawan | | | | | | | | | | | TOTAL |
|-----------|------------------|----|----|----|----|----|----|----|----|-----|-----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | |
| 41 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 49 |
| 42 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 41 |
| 43 | 4 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 49 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 42 |
| 45 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 12 |
| 46 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 16 |
| 47 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 48 |
| 48 | 3 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 30 |
| 49 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 25 |
| 50 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 41 |
| 51 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 49 |
| 52 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 41 |
| 53 | 5 | 5 | 5 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 49 |
| 54 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 42 |
| 55 | 2 | 2 | 2 | 2 | 5 | 2 | 4 | 2 | 2 | 2 | 2 | 27 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 57 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 5 | 4 | 45 |
| 58 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 49 |
| 59 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 19 |
| 60 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 30 |
| 61 | 2 | 3 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 4 | 24 |
| 62 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 40 |
| 63 | 3 | 3 | 3 | 4 | 4 | 1 | 4 | 2 | 3 | 3 | 4 | 34 |
| 64 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 5 | 40 |
| 65 | 4 | 4 | 3 | 3 | 4 | 1 | 4 | 3 | 3 | 3 | 3 | 35 |
| 66 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 33 |
| 67 | 5 | 5 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 39 |
| 68 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 33 |
| 69 | 4 | 4 | 3 | 3 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 39 |
| 70 | 4 | 4 | 3 | 3 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 34 |
| 71 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 3 | 40 |
| 72 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 34 |
| 73 | 4 | 4 | 3 | 3 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 40 |
| 74 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 35 |
| 75 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 35 |
| 76 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 40 |
| 77 | 4 | 4 | 4 | 3 | 3 | 1 | 5 | 4 | 4 | 4 | 4 | 40 |
| 78 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 36 |
| 79 | 4 | 4 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 36 |
| 80 | 4 | 4 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 36 |
| 81 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 37 |
| 82 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 40 |

| Responden | Kinerja Karyawan | | | | | | | | | | | TOTAL |
|-----------|------------------|----|----|----|----|----|----|----|----|-----|-----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | |
| 83 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 37 |
| 84 | 4 | 4 | 3 | 4 | 3 | 1 | 4 | 4 | 4 | 3 | 3 | 37 |
| 85 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 38 |
| 86 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 40 |
| 87 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 38 |
| 88 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 41 |
| 89 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 4 | 49 |
| 90 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 41 |
| 91 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 49 |
| 92 | 3 | 3 | 3 | 3 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 42 |
| 93 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 49 |
| 94 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 42 |
| 95 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 22 |
| 96 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 3 | 29 |
| 97 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 22 |
| 98 | 2 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 2 | 29 |
| 99 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 23 |
| 100 | 4 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 101 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 44 |
| 102 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 50 |
| 103 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 45 |
| 104 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 105 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 106 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 107 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 50 |
| 108 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 2 | 2 | 26 |
| 109 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 110 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 46 |
| 111 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 47 |
| 112 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 44 |
| 113 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 50 |
| 114 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 45 |
| 115 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 50 |
| 116 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 117 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 118 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 50 |
| 119 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 51 |
| 120 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 51 |
| 121 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 51 |
| 122 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 52 |
| 123 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 52 |
| 124 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 52 |

| Responden | Kinerja Karyawan | | | | | | | | | | | TOTAL |
|-----------|------------------|----|----|----|----|----|----|----|----|-----|-----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | |
| 125 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 52 |
| 126 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 52 |
| 127 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 53 |
| 128 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 53 |
| 129 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 53 |
| 130 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 17 |
| 131 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 13 |
| 132 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 17 |
| 133 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 134 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 11 |
| 135 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 21 |
| 136 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 54 |
| 137 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 44 |
| 138 | 5 | 5 | 5 | 5 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 50 |
| 139 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 45 |
| 140 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 141 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 142 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 143 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 50 |
| 144 | 5 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 49 |
| 145 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 50 |

Lampiran 5: Uji Validitas dan Reliabilitas

Uji Validitas

1. Variabel Gaya Kepemimpinan (X1)

| | | Correlations | | | |
|-------------------|---------------------|--------------|--------|--------|-------------------|
| | | X1_1 | X1_2 | X1_3 | Gaya_Kepemimpinan |
| X1_1 | Pearson Correlation | 1 | .367** | .593** | .773** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 |
| X1_2 | Pearson Correlation | .367** | 1 | .333** | .810** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 145 | 145 | 145 | 145 |
| X1_3 | Pearson Correlation | .593** | .333** | 1 | .756** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 145 | 145 | 145 | 145 |
| Gaya_Kepemimpinan | Pearson Correlation | .773** | .810** | .756** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 145 | 145 | 145 | 145 |

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

2. Variabel Kompensasi (X2)

Correlations

| | | X2_1 | X2_2 | X2_3 | X2_4 | Kompensasi |
|------------|---------------------|--------|--------|--------|--------|------------|
| X2_1 | Pearson Correlation | 1 | .706** | .677** | .733** | .882** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 |
| X2_2 | Pearson Correlation | .706** | 1 | .598** | .765** | .875** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 |
| X2_3 | Pearson Correlation | .677** | .598** | 1 | .695** | .850** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 |
| X2_4 | Pearson Correlation | .733** | .765** | .695** | 1 | .907** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 145 | 145 | 145 | 145 | 145 |
| Kompensasi | Pearson Correlation | .882** | .875** | .850** | .907** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 145 | 145 | 145 | 145 | 145 |

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

3. Variabel Komitmen Organisasional (X3)

Correlations

| | | X3_1 | X3_2 | X3_3 | X3_4 | X3_5 | X3_6 | X3_7 | X3_8 | X3_9 | Komitmen_Oragnisasi onal |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------------------------|
| X3_1 | Pearson Correlation | 1 | .885** | .883** | .842** | .802** | .818** | .813** | .776** | .803** | .917** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_2 | Pearson Correlation | .885** | 1 | .924** | .842** | .788** | .811** | .808** | .750** | .794** | .914** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_3 | Pearson Correlation | .883** | .924** | 1 | .888** | .848** | .860** | .851** | .783** | .816** | .945** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_4 | Pearson Correlation | .842** | .842** | .888** | 1 | .870** | .879** | .855** | .781** | .815** | .935** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_5 | Pearson Correlation | .802** | .788** | .848** | .870** | 1 | .871** | .855** | .791** | .815** | .918** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_6 | Pearson Correlation | .818** | .811** | .860** | .879** | .871** | 1 | .914** | .855** | .847** | .943** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |

| | | | | | | | | | | | |
|-----------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_7 | Pearson Correlation | .813** | .808** | .851** | .855** | .855** | .914** | 1 | .889** | .856** | .941** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_8 | Pearson Correlation | .776** | .750** | .783** | .781** | .791** | .855** | .889** | 1 | .882** | .899** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| X3_9 | Pearson Correlation | .803** | .794** | .816** | .815** | .815** | .847** | .856** | .882** | 1 | .914** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Komitmen_Oragnis asional | Pearson Correlation | .917** | .914** | .945** | .935** | .918** | .943** | .941** | .899** | .914** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |

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

4. Variabel Kinerja Karyawan (Y)

Correlations

| | | Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Y_6 | Y_7 | Y_8 | Y_9 | Y_10 | Y_11 | Kinerja_Kar yawan |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------------------|
| Y_1 | Pearson Correlation | 1 | .904** | .888** | .871** | .854** | .488** | .848** | .824** | .861** | .870** | .843** | .930** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_2 | Pearson Correlation | .904** | 1 | .910** | .877** | .836** | .453** | .828** | .834** | .838** | .864** | .840** | .924** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_3 | Pearson Correlation | .888** | .910** | 1 | .913** | .872** | .507** | .834** | .841** | .863** | .877** | .868** | .942** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_4 | Pearson Correlation | .871** | .877** | .913** | 1 | .904** | .470** | .856** | .837** | .882** | .898** | .879** | .945** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_5 | Pearson Correlation | .854** | .836** | .872** | .904** | 1 | .479** | .873** | .816** | .858** | .879** | .859** | .928** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_6 | Pearson Correlation | .488** | .453** | .507** | .470** | .479** | 1 | .439** | .509** | .515** | .498** | .491** | .581** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |

| | | | | | | | | | | | | | |
|------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y_7 | Pearson Correlation | .848** | .828** | .834** | .856** | .873** | .439** | 1 | .865** | .887** | .880** | .848** | .922** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_8 | Pearson Correlation | .824** | .834** | .841** | .837** | .816** | .509** | .865** | 1 | .912** | .888** | .839** | .923** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_9 | Pearson Correlation | .861** | .838** | .863** | .882** | .858** | .515** | .887** | .912** | 1 | .936** | .895** | .951** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_10 | Pearson Correlation | .870** | .864** | .877** | .898** | .879** | .498** | .880** | .888** | .936** | 1 | .931** | .959** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Y_11 | Pearson Correlation | .843** | .840** | .868** | .879** | .859** | .491** | .848** | .839** | .895** | .931** | 1 | .936** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |
| Kinerja_Karyawan | Pearson Correlation | .930** | .924** | .942** | .945** | .928** | .581** | .922** | .923** | .951** | .959** | .936** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 | 145 |

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

Uji Reliabilitas

1. Variabel Gaya Kepemimpinan (X1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 145 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 145 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .810 | 4 |

2. Variabel Kompensasi (X2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 145 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 145 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .836 | 5 |

3. Variabel Komitmen Organisasional (X3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 145 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 145 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .797 | 10 |

4. Variabel Kinerja Karyawan (Y)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 145 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 145 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .788 | 12 |

Lampiran 6: Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 145 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.94655327 |
| Most Extreme Differences | Absolute | .061 |
| | Positive | .031 |
| | Negative | -.061 |
| Test Statistic | | .061 |
| Asymp. Sig. (2-tailed) | | .200 ^c |

2. Uji Multikolonieritas

| Model | | Collinearity Statistics | |
|-------|-------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Gaya Kepemimpinan | .777 | 1.288 |
| | Kompensasi | .825 | 1.213 |
| | Komitmen Organisasional | .731 | 1.368 |

3. Uji Heterokedasitisitas

| Coefficients ^a | | | | | | |
|---------------------------|-------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.938 | 1.261 | | 3.123 | .002 |
| | Gaya Kepemimpinan | -.013 | .114 | -.011 | -.115 | .908 |
| | Kompensasi | -.104 | .064 | -.150 | 1.641 | .103 |
| | Komitmen Organisasional | .028 | .023 | .119 | 1.218 | .225 |

a. Dependent Variable: Abs_Res

Lampiran 7: Analisis Regresi Linear Berganda

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -6.970 | 2.132 | | -3.270 | .001 |
| | X1 | .427 | .192 | .063 | 2.226 | .028 |
| | X2 | .264 | .108 | .068 | 2.454 | .015 |
| | X3 | 1.203 | .039 | .896 | 30.538 | .000 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 8: Uji Hipotesis

1. Uji T

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -6.970 | 2.132 | | -3.270 | .001 |
| | X1 | .427 | .192 | .063 | 2.226 | .028 |
| | X2 | .264 | .108 | .068 | 2.454 | .015 |
| | X3 | 1.203 | .039 | .896 | 30.538 | .000 |

a. Dependent Variable: Kinerja Karyawan

2. Uji F

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|-----|-------------|---------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 23051.408 | 3 | 7683.803 | 483.055 | .000 ^b |
| | Residual | 2242.841 | 141 | 15.907 | | |
| | Total | 25294.248 | 144 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Komitmen Organisasional, Kompensasi, Gaya Kepemimpinan

3. Uji Koefisien Determinasi (R²)

| Model Summary ^b | | | | |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .955 ^a | .911 | .909 | 3.98832 |

a. Predictors: (Constant), Komitmen Organisasional, Kompensasi, Gaya Kepemimpinan

b. Dependent Variable: Kinerja Karyawan

Lampiran 9: Tabel Statistik

1. Tabel r statistik

Tabel r untuk df = 101 - 150

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 101 | 0.1630 | 0.1937 | 0.2290 | 0.2528 | 0.3196 |
| 102 | 0.1622 | 0.1927 | 0.2279 | 0.2515 | 0.3181 |
| 103 | 0.1614 | 0.1918 | 0.2268 | 0.2504 | 0.3166 |
| 104 | 0.1606 | 0.1909 | 0.2257 | 0.2492 | 0.3152 |
| 105 | 0.1599 | 0.1900 | 0.2247 | 0.2480 | 0.3137 |
| 106 | 0.1591 | 0.1891 | 0.2236 | 0.2469 | 0.3123 |
| 107 | 0.1584 | 0.1882 | 0.2226 | 0.2458 | 0.3109 |
| 108 | 0.1576 | 0.1874 | 0.2216 | 0.2446 | 0.3095 |
| 109 | 0.1569 | 0.1865 | 0.2206 | 0.2436 | 0.3082 |
| 110 | 0.1562 | 0.1857 | 0.2196 | 0.2425 | 0.3068 |
| 111 | 0.1555 | 0.1848 | 0.2186 | 0.2414 | 0.3055 |
| 112 | 0.1548 | 0.1840 | 0.2177 | 0.2403 | 0.3042 |
| 113 | 0.1541 | 0.1832 | 0.2167 | 0.2393 | 0.3029 |
| 114 | 0.1535 | 0.1824 | 0.2158 | 0.2383 | 0.3016 |
| 115 | 0.1528 | 0.1816 | 0.2149 | 0.2373 | 0.3004 |
| 116 | 0.1522 | 0.1809 | 0.2139 | 0.2363 | 0.2991 |
| 117 | 0.1515 | 0.1801 | 0.2131 | 0.2353 | 0.2979 |
| 118 | 0.1509 | 0.1793 | 0.2122 | 0.2343 | 0.2967 |
| 119 | 0.1502 | 0.1786 | 0.2113 | 0.2333 | 0.2955 |
| 120 | 0.1496 | 0.1779 | 0.2104 | 0.2324 | 0.2943 |
| 121 | 0.1490 | 0.1771 | 0.2096 | 0.2315 | 0.2931 |
| 122 | 0.1484 | 0.1764 | 0.2087 | 0.2305 | 0.2920 |
| 123 | 0.1478 | 0.1757 | 0.2079 | 0.2296 | 0.2908 |
| 124 | 0.1472 | 0.1750 | 0.2071 | 0.2287 | 0.2897 |
| 125 | 0.1466 | 0.1743 | 0.2062 | 0.2278 | 0.2886 |
| 126 | 0.1460 | 0.1736 | 0.2054 | 0.2269 | 0.2875 |
| 127 | 0.1455 | 0.1729 | 0.2046 | 0.2260 | 0.2864 |
| 128 | 0.1449 | 0.1723 | 0.2039 | 0.2252 | 0.2853 |
| 129 | 0.1443 | 0.1716 | 0.2031 | 0.2243 | 0.2843 |
| 130 | 0.1438 | 0.1710 | 0.2023 | 0.2235 | 0.2832 |
| 131 | 0.1432 | 0.1703 | 0.2015 | 0.2226 | 0.2822 |
| 132 | 0.1427 | 0.1697 | 0.2008 | 0.2218 | 0.2811 |
| 133 | 0.1422 | 0.1690 | 0.2001 | 0.2210 | 0.2801 |
| 134 | 0.1416 | 0.1684 | 0.1993 | 0.2202 | 0.2791 |
| 135 | 0.1411 | 0.1678 | 0.1986 | 0.2194 | 0.2781 |
| 136 | 0.1406 | 0.1672 | 0.1979 | 0.2186 | 0.2771 |
| 137 | 0.1401 | 0.1666 | 0.1972 | 0.2178 | 0.2761 |
| 138 | 0.1396 | 0.1660 | 0.1965 | 0.2170 | 0.2752 |
| 139 | 0.1391 | 0.1654 | 0.1958 | 0.2163 | 0.2742 |
| 140 | 0.1386 | 0.1648 | 0.1951 | 0.2155 | 0.2733 |
| 141 | 0.1381 | 0.1642 | 0.1944 | 0.2148 | 0.2723 |
| 142 | 0.1376 | 0.1637 | 0.1937 | 0.2140 | 0.2714 |
| 143 | 0.1371 | 0.1631 | 0.1930 | 0.2133 | 0.2705 |
| 144 | 0.1367 | 0.1625 | 0.1924 | 0.2126 | 0.2696 |
| 145 | 0.1362 | 0.1620 | 0.1917 | 0.2118 | 0.2687 |
| 146 | 0.1357 | 0.1614 | 0.1911 | 0.2111 | 0.2678 |
| 147 | 0.1353 | 0.1609 | 0.1904 | 0.2104 | 0.2669 |
| 148 | 0.1348 | 0.1603 | 0.1898 | 0.2097 | 0.2660 |
| 149 | 0.1344 | 0.1598 | 0.1892 | 0.2090 | 0.2652 |
| 150 | 0.1339 | 0.1593 | 0.1886 | 0.2083 | 0.2643 |

2. Tabel t statistik

Titik Persentase Distribusi t (df = 121 –160)

| Pr df | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
|----------|---------|---------|---------|---------|---------|---------|---------|
| | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
| 121 | 0.67652 | 1.28859 | 1.65754 | 1.97976 | 2.35756 | 2.61707 | 3.15895 |
| 122 | 0.67651 | 1.28853 | 1.65744 | 1.97960 | 2.35730 | 2.61673 | 3.15838 |
| 123 | 0.67649 | 1.28847 | 1.65734 | 1.97944 | 2.35705 | 2.61639 | 3.15781 |
| 124 | 0.67647 | 1.28842 | 1.65723 | 1.97928 | 2.35680 | 2.61606 | 3.15726 |
| 125 | 0.67646 | 1.28836 | 1.65714 | 1.97912 | 2.35655 | 2.61573 | 3.15671 |
| 126 | 0.67644 | 1.28831 | 1.65704 | 1.97897 | 2.35631 | 2.61541 | 3.15617 |
| 127 | 0.67643 | 1.28825 | 1.65694 | 1.97882 | 2.35607 | 2.61510 | 3.15565 |
| 128 | 0.67641 | 1.28820 | 1.65685 | 1.97867 | 2.35583 | 2.61478 | 3.15512 |
| 129 | 0.67640 | 1.28815 | 1.65675 | 1.97852 | 2.35560 | 2.61448 | 3.15461 |
| 130 | 0.67638 | 1.28810 | 1.65666 | 1.97838 | 2.35537 | 2.61418 | 3.15411 |
| 131 | 0.67637 | 1.28805 | 1.65657 | 1.97824 | 2.35515 | 2.61388 | 3.15361 |
| 132 | 0.67635 | 1.28800 | 1.65648 | 1.97810 | 2.35493 | 2.61359 | 3.15312 |
| 133 | 0.67634 | 1.28795 | 1.65639 | 1.97796 | 2.35471 | 2.61330 | 3.15264 |
| 134 | 0.67633 | 1.28790 | 1.65630 | 1.97783 | 2.35450 | 2.61302 | 3.15217 |
| 135 | 0.67631 | 1.28785 | 1.65622 | 1.97769 | 2.35429 | 2.61274 | 3.15170 |
| 136 | 0.67630 | 1.28781 | 1.65613 | 1.97756 | 2.35408 | 2.61246 | 3.15124 |
| 137 | 0.67628 | 1.28776 | 1.65605 | 1.97743 | 2.35387 | 2.61219 | 3.15079 |
| 138 | 0.67627 | 1.28772 | 1.65597 | 1.97730 | 2.35367 | 2.61193 | 3.15034 |
| 139 | 0.67626 | 1.28767 | 1.65589 | 1.97718 | 2.35347 | 2.61166 | 3.14990 |
| 140 | 0.67625 | 1.28763 | 1.65581 | 1.97705 | 2.35328 | 2.61140 | 3.14947 |
| 141 | 0.67623 | 1.28758 | 1.65573 | 1.97693 | 2.35309 | 2.61115 | 3.14904 |
| 142 | 0.67622 | 1.28754 | 1.65566 | 1.97681 | 2.35289 | 2.61090 | 3.14862 |
| 143 | 0.67621 | 1.28750 | 1.65558 | 1.97669 | 2.35271 | 2.61065 | 3.14820 |
| 144 | 0.67620 | 1.28746 | 1.65550 | 1.97658 | 2.35252 | 2.61040 | 3.14779 |
| 145 | 0.67619 | 1.28742 | 1.65543 | 1.97646 | 2.35234 | 2.61016 | 3.14739 |
| 146 | 0.67617 | 1.28738 | 1.65536 | 1.97635 | 2.35216 | 2.60992 | 3.14699 |
| 147 | 0.67616 | 1.28734 | 1.65529 | 1.97623 | 2.35198 | 2.60969 | 3.14660 |
| 148 | 0.67615 | 1.28730 | 1.65521 | 1.97612 | 2.35181 | 2.60946 | 3.14621 |
| 149 | 0.67614 | 1.28726 | 1.65514 | 1.97601 | 2.35163 | 2.60923 | 3.14583 |
| 150 | 0.67613 | 1.28722 | 1.65508 | 1.97591 | 2.35146 | 2.60900 | 3.14545 |
| 151 | 0.67612 | 1.28718 | 1.65501 | 1.97580 | 2.35130 | 2.60878 | 3.14508 |
| 152 | 0.67611 | 1.28715 | 1.65494 | 1.97569 | 2.35113 | 2.60856 | 3.14471 |
| 153 | 0.67610 | 1.28711 | 1.65487 | 1.97559 | 2.35097 | 2.60834 | 3.14435 |
| 154 | 0.67609 | 1.28707 | 1.65481 | 1.97549 | 2.35081 | 2.60813 | 3.14400 |
| 155 | 0.67608 | 1.28704 | 1.65474 | 1.97539 | 2.35065 | 2.60792 | 3.14364 |
| 156 | 0.67607 | 1.28700 | 1.65468 | 1.97529 | 2.35049 | 2.60771 | 3.14330 |
| 157 | 0.67606 | 1.28697 | 1.65462 | 1.97519 | 2.35033 | 2.60751 | 3.14295 |
| 158 | 0.67605 | 1.28693 | 1.65455 | 1.97509 | 2.35018 | 2.60730 | 3.14261 |
| 159 | 0.67604 | 1.28690 | 1.65449 | 1.97500 | 2.35003 | 2.60710 | 3.14228 |
| 160 | 0.67603 | 1.28687 | 1.65443 | 1.97490 | 2.34988 | 2.60691 | 3.14195 |

3. Tabel f statistik

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|------------------------|-------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 136 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.77 | 1.74 |
| 137 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 138 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.16 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 139 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.16 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 140 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.16 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 141 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.16 | 2.08 | 2.00 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 142 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.16 | 2.07 | 2.00 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 143 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 144 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 145 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.94 | 1.90 | 1.86 | 1.82 | 1.79 | 1.76 | 1.74 |
| 146 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.94 | 1.90 | 1.85 | 1.82 | 1.79 | 1.76 | 1.74 |
| 147 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.94 | 1.90 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 148 | 3.91 | 3.06 | 2.67 | 2.43 | 2.28 | 2.16 | 2.07 | 2.00 | 1.94 | 1.90 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 149 | 3.90 | 3.06 | 2.67 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 150 | 3.90 | 3.06 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 151 | 3.90 | 3.06 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 152 | 3.90 | 3.06 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.79 | 1.76 | 1.73 |
| 153 | 3.90 | 3.06 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.78 | 1.76 | 1.73 |
| 154 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.78 | 1.76 | 1.73 |
| 155 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.82 | 1.78 | 1.76 | 1.73 |
| 156 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.76 | 1.73 |
| 157 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.76 | 1.73 |
| 158 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 159 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 160 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 161 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.16 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 162 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 163 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 164 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.07 | 2.00 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 165 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.07 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 166 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.07 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 167 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.06 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 168 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.06 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 169 | 3.90 | 3.05 | 2.66 | 2.43 | 2.27 | 2.15 | 2.06 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 170 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.94 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 171 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.89 | 1.85 | 1.81 | 1.78 | 1.75 | 1.73 |
| 172 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.89 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 173 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.89 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 174 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.89 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 175 | 3.90 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.89 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 176 | 3.89 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.88 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 177 | 3.89 | 3.05 | 2.66 | 2.42 | 2.27 | 2.15 | 2.06 | 1.99 | 1.93 | 1.88 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 178 | 3.89 | 3.05 | 2.66 | 2.42 | 2.26 | 2.15 | 2.06 | 1.99 | 1.93 | 1.88 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 179 | 3.89 | 3.05 | 2.66 | 2.42 | 2.26 | 2.15 | 2.06 | 1.99 | 1.93 | 1.88 | 1.84 | 1.81 | 1.78 | 1.75 | 1.72 |
| 180 | 3.89 | 3.05 | 2.65 | 2.42 | 2.26 | 2.15 | 2.06 | 1.99 | 1.93 | 1.88 | 1.84 | 1.81 | 1.77 | 1.75 | 1.72 |