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DAFTAR LAMPIRAN

Lampiran 1. Biodata Penulis

Identitas Diri

Nama : Adinda Dwi Arfika
Tempat, Tanggal Lahir : Makassar, 18 Februari 2000
Jenis Kelamin : Perempuan
Agama : Islam
Alamat : Jl. Barawaja No. 11
No. Telepon : 082187366806
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Riwayat Pendidikan

2006 – 2012 : SD NEGERI SUDIRMAN 2 MAKASSAR
2012 – 2015 : SMP ISLAM ATHIRAH 2 MAKASSAR
2015 – 2018 : SMA NEGERI 1 MAKASSAR

Pengalaman Organisasi

1. ANGGOTA KPA KALPATARU SMANSA MAKASSAR
2. ANGGOTA UKM BULUTANGKIS UNHAS TAHUN 2020
3. ANGGOTA HIPMI (HIMPUNAN PENGUSAHA MUDA INDONESIA) PT UNHAS TAHUN 2021

Makassar, 25 Agustus 2022

Adinda Dwi Arfika

Lampiran 2. Lampiran Kuesioner

KUESIONER

PENGARUH BUDAYA ORGANISASI DAN POLITIK ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT. SINAR GALESONG PRATAMA

Kepada Yth.

Bapak/Ibu

Perkenalkan nama saya Adinda Dwi Arfika, mahasiswa S1 Fakultas Ekonomi dan Bisnis Universitas Hasanuddin jurusan Manajemen Sumber Daya Manusia. Berikut saya sampaikan kuesioner penelitian untuk tugas akhir (skripsi) saya yang berjudul "Pengaruh Budaya Organisasi dan Politik Organisasi terhadap Kinerja Karyawan pada PT. Sinar Galesong Pratama". Demi melengkapi kesempurnaan tugas akhir (skripsi) saya, tentunya bantuan dari berbagai pihak sangat membantu termasuk kesediaan Bapak/Ibu mengisi kuesioner ini. Adapun manfaat mengisi kuesioner ini ialah untuk memberikan kontribusi dalam hal pengembangan kualitas individu dan perusahaan.

Terima kasih saya ucapkan atas kesediaan Bapak/Ibu telah membantu mengisi kuesioner ini. Saya mempersilahkan untuk tidak menuliskan nama demi menjamin kerahasiaan identitas Bapak/Ibu. Bapak/Ibu cukup mengisi data yang telah kami sajikan di bawah.

Petunjuk pengisian :

1. Mohon kesediaan Bapak/Ibu untuk memberikan jawaban dengan tanda *checklist* (✓) pada kolom yang tersedia dan dianggap paling sesuai.
SS = Sangat Setuju
S = Setuju
N = Netral
TS = Tidak Setuju
STS = Sangat Tidak Setuju
2. Setiap pernyataan hanya membutuhkan satu jawaban saja dan tidak ada jawaban yang salah. Oleh karena itu, diusahakan agar tidak ada jawaban yang dikosongkan.

3. Mohon agar memberikan jawaban yang sebenarnya karena tidak akan mempengaruhi pekerjaan anda.
4. Setelah mengisi kuesioner, mohon Bapak/Ibu berikan kepada yang menyerahkan kuesioner.
5. Terima kasih atas partisipasi anda.

Identitas Responden

1. Jenis Kelamin : a. Laki – laki b. Perempuan
2. Pendidikan Terakhir :
3. Usia : Tahun
4. Masa Kerja :
5. Posisi / Jabatan :

BUDAYA ORGANISASI

No.	Pernyataan	STS	TS	N	S	SS
Great						
1.	Saya berkontribusi dalam mengembangkan setiap unit usaha menjadi perusahaan yang besar.					
Accelerator						
2.	Saya berkontribusi dalam mempercepat pertumbuhan perusahaan.					
Learning						
3.	Saya tidak pernah berhenti belajar dalam bekerja.					
Empathy						
4.	Saya menolong rekan kerja saya apabila ada yang mengalami kesulitan.					
5.	Jika saya mengalami kesulitan, rekan kerja saya akan menolong saya.					
Solution						
6.	Jika timbul permasalahan di perusahaan ini, saya dan rekan kerja saya menyelesaikan secara bersama – sama.					

7.	Jika timbul permasalahan di perusahaan ini, saya akan berusaha memberikan solusi.					
Opportunity						
8.	Saya berfikir kreatif dan inovatif agar mampu melihat peluang yang ada.					
Networking						
9.	Saya mampu membangun jaringan bisnis yang baik.					
Growth						
10.	Saya berkontribusi dalam memacu pertumbuhan perusahaan menjadi lebih baik.					

POLITIK ORGANISASI

No.	Pernyataan	STS	TS	N	S	SS
Attacking or blaming others						
1.	Saya suka menyerang atau menyalahkan orang lain.					
Using information as a political too						
2.	Saya menggunakan informasi sebagai alat politik.					
Impression management						
3.	Saya mempertahankan norma – norma organisasi agar menarik perhatian pimpinan.					
Developing a base support						
4.	Saya selalu memberi dukungan untuk sebuah keputusan agar selalu diikutsertakan dalam pengambilan keputusan.					
5.	Saya membangun komitmen untuk sebuah keputusan agar selalu diikutsertakan dalam pengambilan keputusan.					
Praising others						
6.	Saya mengagresiasi pencapaian orang lain agar dianggap baik.					
Forming power coalitions with strong allies						
7.	Saya bergabung dengan kelompok yang kuat dan berpengaruh agar dapat meningkatkan kekuasaan.					

Associating with influential people						
8.	Saya bersatu dengan orang – orang yang membuat perusahaan ini menjadi efisien.					
9.	Saya membangun suatu jaringan pendukung baik di dalam maupun di luar perusahaan.					
Creating obligation						
10.	Apabila saya melakukan kebaikan, maka mereka akan berhutang kebaikan pula kepada saya.					

KINERJA KARYAWAN

No.	Pernyataan	STS	TS	N	S	SS
Quantity of work						
1.	Saya mampu menyelesaikan jumlah pekerjaan yang telah ditetapkan oleh perusahaan.					
Quality of work						
2.	Hasil kerja saya sesuai dengan kualitas yang telah ditentukan.					
Job knowledge						
3.	Dengan pengetahuan yang saya miliki, saya dapat menguasai bidang tugas yang saya kerjakan dengan hasil yang baik.					
Creativeness						
4.	Saya mampu menciptakan ide – ide yang kreatif dalam menyelesaikan pekerjaan.					
Cooperation						
5.	Saya mampu bekerjasama dengan karyawan lain.					
6.	Saya bersedia menerima keputusan yang diambil secara kelompok meski tidak sependapat.					
Dependability						
7.	Saya mampu memaksimalkan keberadaan dan keahlian ketika dibutuhkan					
Initiative						

8.	Saya berinisiatif mencari cara terbaik untuk meningkatkan kualitas kerja saya.					
<i>Personal qualities</i>						
9.	Saya mengutamakan kepentingan pekerjaan daripada kepentingan pribadi.					
10.	Saya mampu bekerja secara jujur dalam mengerjakan tugas.					

Lampiran 3. Lampiran Tabulasi Data Hasil Kuesioner

No.	Budaya Organisasi										Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1	5	5	5	5	4	5	5	5	5	5	49
2	4	4	4	5	5	3	4	4	4	4	41
3	3	3	5	5	5	4	4	4	3	4	40
4	5	4	4	4	2	2	4	5	5	4	39
5	5	5	5	4	3	4	5	5	4	4	44
6	5	4	4	3	4	4	3	3	3	4	37
7	5	5	4	4	4	4	3	4	4	4	41
8	5	4	5	5	3	5	5	4	4	4	44
9	4	5	4	4	4	5	4	3	4	4	41
10	4	5	4	4	4	4	4	4	4	4	41
11	5	4	4	4	3	4	4	4	4	5	41
12	5	4	4	4	4	4	4	4	4	4	41
13	5	5	4	4	3	4	4	5	4	4	42
14	5	4	5	5	4	5	4	5	4	5	46
15	5	5	3	5	3	2	3	3	4	5	38
16	5	5	5	5	5	5	5	5	5	5	50
17	4	4	4	5	4	5	4	4	4	5	43
18	3	5	4	4	4	4	4	4	3	3	38
19	4	4	4	4	4	4	4	4	4	4	40
20	4	3	4	4	4	4	4	4	4	4	39
21	4	4	5	3	3	4	4	4	3	4	38
22	5	4	5	4	4	5	5	5	5	5	47
23	4	4	4	5	4	4	5	4	4	2	40
24	4	5	4	4	4	4	4	4	4	4	41
25	4	4	4	4	4	5	4	4	4	4	41
26	5	4	5	4	3	5	5	5	4	3	43
27	4	4	4	4	4	4	4	4	4	4	40
28	4	5	5	5	5	5	5	5	5	5	49
29	4	4	5	4	4	5	4	4	5	5	44
30	5	5	5	4	4	5	5	4	4	5	46
31	4	5	5	5	4	5	3	3	4	5	43
32	5	5	5	5	5	5	5	5	5	5	50
33	5	5	5	3	3	5	4	5	5	5	45
34	5	5	5	5	3	5	5	5	5	5	48
35	4	4	4	4	4	4	4	4	4	4	40
36	5	5	5	5	5	5	5	5	5	5	50
37	4	3	4	5	5	4	3	4	4	4	40
38	4	5	5	4	4	5	5	5	3	5	45
39	4	4	4	4	4	4	4	4	4	4	40
40	5	5	5	5	5	5	5	5	5	5	50
41	4	4	4	4	4	5	5	4	4	5	43
42	4	4	4	4	4	4	3	3	3	4	37
43	5	5	5	5	5	5	5	5	5	5	50
44	5	5	5	5	5	5	5	5	4	5	49
45	4	4	5	4	4	5	3	4	4	5	42
46	5	5	5	5	5	5	5	5	5	5	50
47	4	4	4	4	3	4	4	4	4	4	39
48	5	5	4	5	4	5	4	4	4	5	45
49	5	5	5	5	4	4	5	5	4	5	47
50	4	4	4	4	4	4	4	4	3	3	38

51	4	4	5	5	5	5	5	5	5	5	48
52	4	4	5	3	2	4	4	4	4	4	38
53	4	4	4	4	4	4	4	4	3	4	39

No.	Politik Organisasi										Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	1	2	4	3	4	2	2	4	3	1	26
2	2	2	3	3	3	2	3	3	3	1	25
3	1	2	3	4	3	3	2	3	3	1	25
4	1	2	2	2	4	2	2	4	5	1	25
5	3	3	4	2	2	2	1	4	4	2	27
6	1	2	3	2	2	2	2	3	3	2	22
7	1	3	2	3	3	1	1	3	3	1	21
8	1	3	1	1	3	1	1	3	3	1	18
9	1	3	3	3	3	3	2	3	3	1	25
10	2	2	4	4	4	2	2	4	4	4	32
11	3	4	3	3	5	3	2	4	3	1	31
12	1	1	2	2	2	2	2	2	4	2	20
13	1	2	3	4	3	4	1	4	4	1	27
14	1	1	1	1	4	3	1	4	4	1	21
15	1	3	3	3	4	3	2	3	4	1	27
16	1	1	1	1	1	1	1	2	1	1	11
17	1	2	1	2	2	2	2	3	3	2	20
18	1	3	3	3	3	2	3	3	4	1	26
19	2	2	2	4	3	3	4	3	4	3	30
20	1	1	3	4	4	2	1	2	2	1	21
21	2	3	3	2	3	2	1	4	5	1	26
22	1	2	2	4	4	2	2	4	4	2	27
23	1	3	2	4	3	4	4	5	5	2	33
24	2	3	4	3	4	4	3	4	4	2	33
25	2	2	4	4	4	2	2	4	4	2	30
26	1	3	2	3	3	1	1	4	3	1	22
27	1	1	2	2	2	2	2	2	2	2	18
28	1	4	4	4	4	3	2	4	4	1	31
29	1	1	1	1	1	1	1	3	3	1	14
30	1	3	4	2	4	4	2	4	3	2	29
31	1	1	3	3	3	2	2	3	3	1	22
32	3	2	5	3	3	3	3	3	3	1	29
33	1	3	3	3	4	1	5	5	3	3	31
34	1	1	1	1	1	1	1	3	5	1	16
35	1	1	3	3	3	2	1	3	3	2	22
36	1	1	1	2	2	1	1	5	5	1	20
37	2	2	3	3	3	4	3	4	4	2	30
38	1	1	1	2	2	1	1	4	5	1	19
39	4	4	4	4	4	4	4	4	4	4	40
40	1	2	2	4	4	4	1	4	5	1	28
41	1	2	2	3	3	2	2	3	3	2	23
42	1	3	3	3	3	3	3	5	4	2	30
43	1	4	4	3	4	2	3	4	4	2	31
44	2	2	2	2	4	2	2	4	4	2	26
45	1	3	3	4	4	3	3	3	4	3	31
46	1	2	2	5	4	4	4	4	5	2	33
47	2	2	3	3	4	2	1	5	4	1	27

48	2	1	3	3	3	3	2	4	4	1	26
49	1	2	2	2	3	2	2	4	3	1	22
50	1	2	3	2	2	2	2	3	2	2	21
51	1	1	1	1	1	1	1	3	4	1	15
52	2	4	2	3	3	2	2	3	3	2	26
53	2	4	3	4	4	3	2	4	4	2	32

No.	Kinerja Karyawan										Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1	4	4	5	5	5	4	5	5	5	5	47
2	4	3	4	4	4	4	4	4	3	4	38
3	4	4	3	3	4	4	4	5	4	4	39
4	4	4	4	3	5	3	4	5	4	4	40
5	4	4	4	4	4	5	5	5	4	4	43
6	5	4	5	3	4	3	4	4	4	5	41
7	4	4	4	4	5	4	5	5	4	5	44
8	5	5	4	4	5	4	5	5	3	5	45
9	4	3	4	4	5	3	3	4	3	5	38
10	4	4	4	4	4	4	4	4	4	4	40
11	5	5	5	5	5	5	4	5	3	5	47
12	4	4	4	4	4	4	4	4	4	1	37
13	4	4	4	4	4	4	4	4	3	5	40
14	5	5	5	5	5	5	5	5	4	5	49
15	4	4	4	3	4	4	3	4	3	5	38
16	4	4	4	4	5	4	4	4	4	5	42
17	4	4	4	3	5	3	4	2	2	4	35
18	4	3	4	3	4	4	4	4	3	5	38
19	4	3	4	4	4	3	4	5	3	4	38
20	4	4	4	4	5	4	4	4	4	4	41
21	4	3	4	4	5	3	4	5	3	5	40
22	4	4	4	4	5	4	5	4	4	5	43
23	5	4	5	4	5	4	3	4	4	4	42
24	4	4	4	4	4	4	4	4	4	4	40
25	4	4	4	3	4	4	4	3	4	4	38
26	5	4	3	4	5	1	5	5	4	5	41
27	4	4	4	4	4	4	4	4	4	4	40
28	4	4	4	4	5	4	4	4	4	4	41
29	4	4	4	4	4	4	4	4	3	5	40
30	4	4	4	4	4	4	4	4	4	4	40
31	4	3	4	4	4	3	3	4	3	5	37
32	5	4	4	5	5	4	5	5	5	5	47
33	4	4	4	4	5	3	4	5	3	4	40
34	5	5	5	5	5	5	5	5	5	5	50
35	4	4	4	3	4	4	4	4	3	4	38
36	5	5	5	5	5	5	5	5	5	5	50
37	4	4	4	3	4	3	4	4	4	4	38
38	5	5	5	5	5	5	5	5	4	5	49
39	4	4	4	4	4	4	4	4	4	4	40
40	5	5	5	5	5	4	5	5	5	5	49
41	4	3	4	3	5	4	4	4	4	4	39
42	4	4	4	3	4	4	5	5	3	5	41
43	4	4	4	4	4	4	4	4	4	4	40

44	5	4	4	5	4	4	5	5	3	5	44
45	4	4	4	4	4	4	4	4	3	4	39
46	4	4	5	4	5	4	4	5	4	5	44
47	5	4	4	4	5	4	4	5	4	4	43
48	4	3	3	3	3	3	3	4	3	4	33
49	4	4	4	4	4	3	4	4	3	5	39
50	3	4	3	3	4	3	4	3	3	4	34
51	4	4	4	4	4	4	4	4	4	4	40
52	3	4	3	4	3	3	4	4	4	4	36
53	4	2	4	3	4	3	4	4	3	4	35

Lampiran 4. Lampiran Hasil Output SPSS

Frequencies

FREKUENSI VARIABEL BUDAYA ORGANISASI (X1)

		Statistics									
		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10
N	Valid	53	53	53	53	53	53	53	53	53	53
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4.4340	4.3962	4.4717	4.3396	3.9623	4.3962	4.2453	4.2830	4.1132	4.3774
Std. Error of Mean		.07858	.08233	.07428	.08495	.10420	.09839	.09295	.08678	.08796	.09419
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	4.00 ^a	4.00	4.00	5.00	4.00	4.00	4.00	5.00
Std. Deviation		.57209	.59935	.54079	.61842	.75860	.71628	.67669	.63177	.64032	.68575
Variance		.327	.359	.292	.382	.575	.513	.458	.399	.410	.470
Range		2.00	2.00	2.00	2.00	3.00	3.00	2.00	2.00	2.00	3.00
Minimum		3.00	3.00	3.00	3.00	2.00	2.00	3.00	3.00	3.00	2.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Sum		235.00	233.00	237.00	230.00	210.00	233.00	225.00	227.00	218.00	232.00

a. Multiple modes exist. The smallest value is shown

Frequency Table

		X1P1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.8	3.8	3.8
	4.00	26	49.1	49.1	52.8
	5.00	25	47.2	47.2	100.0
	Total	53	100.0	100.0	

X1P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	5.7	5.7	5.7
	4.00	26	49.1	49.1	54.7
	5.00	24	45.3	45.3	100.0
	Total	53	100.0	100.0	

X1P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.9	1.9	1.9
	4.00	26	49.1	49.1	50.9
	5.00	26	49.1	49.1	100.0
	Total	53	100.0	100.0	

X1P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	7.5	7.5	7.5
	4.00	27	50.9	50.9	58.5
	5.00	22	41.5	41.5	100.0
	Total	53	100.0	100.0	

X1P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.8	3.8	3.8
	3.00	10	18.9	18.9	22.6
	4.00	29	54.7	54.7	77.4
	5.00	12	22.6	22.6	100.0
	Total	53	100.0	100.0	

X1P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.8	3.8	3.8
	3.00	1	1.9	1.9	5.7
	4.00	24	45.3	45.3	50.9
	5.00	26	49.1	49.1	100.0
	Total	53	100.0	100.0	

X1P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	13.2	13.2	13.2
	4.00	26	49.1	49.1	62.3
	5.00	20	37.7	37.7	100.0
	Total	53	100.0	100.0	

X1P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	9.4	9.4	9.4
	4.00	28	52.8	52.8	62.3
	5.00	20	37.7	37.7	100.0
	Total	53	100.0	100.0	

X1P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	15.1	15.1	15.1
	4.00	31	58.5	58.5	73.6
	5.00	14	26.4	26.4	100.0
	Total	53	100.0	100.0	

X1P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	3	5.7	5.7	7.5
	4.00	24	45.3	45.3	52.8
	5.00	25	47.2	47.2	100.0
	Total	53	100.0	100.0	

Frequencies

FREKUENSI VARIABEL POLITIK ORGANISASI (X2)

Statistics

	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10
N Valid	53	53	53	53	53	53	53	53	53	53
Missing	0	0	0	0	0	0	0	0	0	0
Mean	1.3962	2.2453	2.6038	2.8113	3.1132	2.3396	2.0377	3.5660	3.6226	1.6038
Std. Error of Mean	.09463	.13171	.14085	.13751	.13103	.13182	.13459	.10609	.12115	.10551
Median	1.0000	2.0000	3.0000	3.0000	3.0000	2.0000	2.0000	4.0000	4.0000	1.0000
Mode	1.00	2.00	3.00	3.00	3.00 ^a	2.00	2.00	4.00	4.00	1.00
Std. Deviation	.68891	.95888	1.02544	1.00109	.95395	.95964	.97984	.77234	.88201	.76811
Variance	.475	.919	1.052	1.002	.910	.921	.960	.597	.778	.590
Range	3.00	3.00	4.00	4.00	4.00	3.00	4.00	3.00	4.00	3.00
Minimum	1.00	1.00	1.00	1.00	1.00	1.00	1.00	2.00	1.00	1.00
Maximum	4.00	4.00	5.00	5.00	5.00	4.00	5.00	5.00	5.00	4.00
Sum	74.00	119.00	138.00	149.00	165.00	124.00	108.00	189.00	192.00	85.00

a. Multiple modes exist. The smallest value is shown

Frequency Table

X2P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	37	69.8	69.8	69.8
	2.00	12	22.6	22.6	92.5
	3.00	3	5.7	5.7	98.1
	4.00	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

X2P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	13	24.5	24.5	24.5
	2.00	20	37.7	37.7	62.3
	3.00	14	26.4	26.4	88.7
	4.00	6	11.3	11.3	100.0
	Total	53	100.0	100.0	

X2P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	17.0	17.0	17.0
	2.00	14	26.4	26.4	43.4
	3.00	20	37.7	37.7	81.1
	4.00	9	17.0	17.0	98.1
	5.00	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

X2P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	11.3	11.3	11.3
	2.00	13	24.5	24.5	35.8

	3.00	20	37.7	37.7	73.6
	4.00	13	24.5	24.5	98.1
	5.00	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

X2P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.5	7.5	7.5
	2.00	8	15.1	15.1	22.6
	3.00	20	37.7	37.7	60.4
	4.00	20	37.7	37.7	98.1
	5.00	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

X2P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	18.9	18.9	18.9
	2.00	23	43.4	43.4	62.3
	3.00	12	22.6	22.6	84.9
	4.00	8	15.1	15.1	100.0
	Total	53	100.0	100.0	

X2P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	17	32.1	32.1	32.1
	2.00	23	43.4	43.4	75.5
	3.00	8	15.1	15.1	90.6
	4.00	4	7.5	7.5	98.1
	5.00	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

X2P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	7.5	7.5	7.5
	3.00	20	37.7	37.7	45.3
	4.00	24	45.3	45.3	90.6
	5.00	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

X2P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	2.00	3	5.7	5.7	7.5
	3.00	19	35.8	35.8	43.4
	4.00	22	41.5	41.5	84.9
	5.00	8	15.1	15.1	100.0
	Total	53	100.0	100.0	

X2P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	28	52.8	52.8	52.8
	2.00	20	37.7	37.7	90.6
	3.00	3	5.7	5.7	96.2
	4.00	2	3.8	3.8	100.0
	Total	53	100.0	100.0	

Frequencies

FREKUENSI VARIABEL KINERJA KARYAWAN (Y)

		Statistics									
		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10
N	Valid	53	53	53	53	53	53	53	53	53	53
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4.2075	3.9434	4.0943	3.9057	4.4151	3.7925	4.1698	4.3208	3.6792	4.4151
Std. Error of Mean		.06793	.08266	.07261	.09041	.07823	.09846	.07962	.08842	.09243	.09499
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		.49453	.60176	.52857	.65821	.56955	.71679	.57965	.64371	.67293	.69154
Variance		.245	.362	.279	.433	.324	.514	.336	.414	.453	.478
Range		2.00	3.00	2.00	2.00	2.00	4.00	2.00	3.00	3.00	4.00
Minimum		3.00	2.00	3.00	3.00	3.00	1.00	3.00	2.00	2.00	1.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Sum		223.00	209.00	217.00	207.00	234.00	201.00	221.00	229.00	195.00	234.00

Frequency Table

		YP1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.8	3.8	3.8
	4.00	38	71.7	71.7	75.5
	5.00	13	24.5	24.5	100.0
	Total	53	100.0	100.0	

		YP2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	8	15.1	15.1	17.0
	4.00	37	69.8	69.8	86.8

	5.00	7	13.2	13.2	100.0
	Total	53	100.0	100.0	

YP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	9.4	9.4	9.4
	4.00	38	71.7	71.7	81.1
	5.00	10	18.9	18.9	100.0
	Total	53	100.0	100.0	

YP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	26.4	26.4	26.4
	4.00	30	56.6	56.6	83.0
	5.00	9	17.0	17.0	100.0
	Total	53	100.0	100.0	

YP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.8	3.8	3.8
	4.00	27	50.9	50.9	54.7
	5.00	24	45.3	45.3	100.0
	Total	53	100.0	100.0	

YP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	3.00	14	26.4	26.4	28.3
	4.00	32	60.4	60.4	88.7
	5.00	6	11.3	11.3	100.0

Total		53	100.0	100.0
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YP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	9.4	9.4	9.4
	4.00	34	64.2	64.2	73.6
	5.00	14	26.4	26.4	100.0
	Total	53	100.0	100.0	

YP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	2	3.8	3.8	5.7
	4.00	29	54.7	54.7	60.4
	5.00	21	39.6	39.6	100.0
	Total	53	100.0	100.0	

YP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.9	1.9	1.9
	3.00	20	37.7	37.7	39.6
	4.00	27	50.9	50.9	90.6
	5.00	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

YP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.9	1.9	1.9
	4.00	27	50.9	50.9	52.8
	5.00	25	47.2	47.2	100.0

Total	53	100.0	100.0
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Correlations

HASIL UJI VALIDITAS BUDAYA ORGANISASI (X1)

		Correlations										
		X1P 1	X1P 2	X1P 3	X1P 4	X1P 5	X1P 6	X1P 7	X1P 8	X1P 9	X1P1 0	TX1
X1P1	Pearson Correlation	1	.442*	.258	.173	-.139	.135	.316*	.452*	.493*	.408**	.529*
	Sig. (2-tailed)		.001	.062	.215	.322	.333	.021	.001	.000	.002	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P2	Pearson Correlation	.442*	1	.243	.201	.076	.254	.325*	.308*	.332*	.378**	.544*
	Sig. (2-tailed)	.001		.080	.150	.590	.066	.018	.025	.015	.005	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P3	Pearson Correlation	.258	.243	1	.202	.185	.650*	.571*	.615*	.398*	.444**	.707*
	Sig. (2-tailed)	.062	.080		.147	.185	.000	.000	.000	.003	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P4	Pearson Correlation	.173	.201	.202	1	.561*	.211	.349*	.291*	.387*	.327*	.589*
	Sig. (2-tailed)	.215	.150	.147		.000	.129	.011	.035	.004	.017	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P5	Pearson Correlation	-.139	.076	.185	.561*	1	.382*	.206	.143	.167	.250	.476*
	Sig. (2-tailed)	.322	.590	.185	.000		.005	.140	.307	.231	.071	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P6	Pearson Correlation	.135	.254	.650*	.211	.382*	1	.470*	.342*	.320*	.434**	.672*
	Sig. (2-tailed)	.333	.066	.000	.129	.005		.000	.012	.020	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53

N		53	53	53	53	53	53	53	53	53	53	53
X1P7	Pearson Correlation	.316*	.325*	.571*	.349*	.206	.470*	1	.734*	.467*	.211	.726*
	Sig. (2-tailed)	.021	.018	.000	.011	.140	.000		.000	.000	.129	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P8	Pearson Correlation	.452*	.308*	.615*	.291*	.143	.342*	.734*	1	.585*	.326*	.740*
	Sig. (2-tailed)	.001	.025	.000	.035	.307	.012	.000		.000	.017	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P9	Pearson Correlation	.493*	.332*	.398*	.387*	.167	.320*	.467*	.585*	1	.514**	.724*
	Sig. (2-tailed)	.000	.015	.003	.004	.231	.020	.000	.000		.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X1P10	Pearson Correlation	.408*	.378*	.444*	.327*	.250	.434*	.211	.326*	.514*	1	.674*
	Sig. (2-tailed)	.002	.005	.001	.017	.071	.001	.129	.017	.000		.000
	N	53	53	53	53	53	53	53	53	53	53	53
TX1	Pearson Correlation	.529*	.544*	.707*	.589*	.476*	.672*	.726*	.740*	.724*	.674**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53

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

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

Correlations

HASIL UJI VALIDITAS POLITIK ORGANISASI (X2)

		Correlations										
		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	TX2
X2P1	Pearson Correlation	1	.345*	.472*	.194	.252	.287*	.234	.185	.093	.339*	.516*

	Sig. (2-tailed)		.011	.000	.164	.068	.037	.092	.185	.510	.013	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P2	Pearson Correlation	.345*	1	.453*	.370*	.516*	.326*	.379*	.328*	.089	.265	.659*
	Sig. (2-tailed)	.011		.001	.006	.000	.017	.005	.016	.527	.055	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P3	Pearson Correlation	.472*	.453*	1	.507*	.519*	.452*	.360*	.192	-.062	.285*	.684*
	Sig. (2-tailed)	.000	.001		.000	.000	.001	.008	.170	.658	.038	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P4	Pearson Correlation	.194	.370*	.507*	1	.627*	.568*	.478*	.240	.201	.351**	.749*
	Sig. (2-tailed)	.164	.006	.000		.000	.000	.000	.083	.149	.010	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P5	Pearson Correlation	.252	.516*	.519*	.627*	1	.503*	.345*	.433*	.189	.220	.753*
	Sig. (2-tailed)	.068	.000	.000	.000		.000	.011	.001	.176	.114	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P6	Pearson Correlation	.287*	.326*	.452*	.568*	.503*	1	.436*	.255	.268	.238	.709*
	Sig. (2-tailed)	.037	.017	.001	.000	.000		.001	.066	.052	.086	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P7	Pearson Correlation	.234	.379*	.360*	.478*	.345*	.436*	1	.225	.106	.582**	.672*
	Sig. (2-tailed)	.092	.005	.008	.000	.011	.001		.105	.451	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53
X2P8	Pearson Correlation	.185	.328*	.192	.240	.433*	.255	.225	1	.574*	.126	.552*
	Sig. (2-tailed)	.185	.016	.170	.083	.001	.066	.105		.000	.369	.000

N		53	53	53	53	53	53	53	53	53	53	53
X2P9	Pearson Correlation	.093	.089	-.062	.201	.189	.268	.106	.574*	1	.059	.387*
	Sig. (2-tailed)	.510	.527	.658	.149	.176	.052	.451	.000		.675	.004
	N	53	53	53	53	53	53	53	53	53	53	53
X2P10	Pearson Correlation	.339*	.265	.285*	.351*	.220	.238	.582*	.126	.059	1	.539*
	Sig. (2-tailed)	.013	.055	.038	.010	.114	.086	.000	.369	.675		.000
	N	53	53	53	53	53	53	53	53	53	53	53
TX2	Pearson Correlation	.516*	.659*	.684*	.749*	.753*	.709*	.672*	.552*	.387*	.539**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.004	.000	
	N	53	53	53	53	53	53	53	53	53	53	53

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

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

Correlations

HASIL UJI VALIDITAS KINERJA KARYAWAN (Y)

		Correlations										
		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	TY
YP1	Pearson Correlation	1	.493*	.586*	.534*	.508*	.287*	.411*	.512*	.319*	.362*	.732*
	Sig. (2-tailed)		.000	.000	.000	.000	.037	.002	.000	.020	.008	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP2	Pearson Correlation	.493*	1	.440*	.520*	.350*	.507*	.524*	.296*	.429*	.196	.713*
	Sig. (2-tailed)	.000		.001	.000	.010	.000	.000	.031	.001	.159	.000
	N	53	53	53	53	53	53	53	53	53	53	53

YP3	Pearson Correlation	.586*	.440*	1	.524*	.506*	.560*	.261	.305*	.357*	.312*	.718*
	Sig. (2-tailed)	.000	.001		.000	.000	.000	.060	.026	.009	.023	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP4	Pearson Correlation	.534*	.520*	.524*	1	.414*	.447*	.496*	.527*	.451*	.299*	.788*
	Sig. (2-tailed)	.000	.000	.000		.002	.001	.000	.000	.001	.030	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP5	Pearson Correlation	.508*	.350*	.506*	.414*	1	.168	.365*	.364*	.304*	.335*	.633*
	Sig. (2-tailed)	.000	.010	.000	.002		.229	.007	.007	.027	.014	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP6	Pearson Correlation	.287*	.507*	.560*	.447*	.168	1	.318*	.230	.338*	.061	.603*
	Sig. (2-tailed)	.037	.000	.000	.001	.229		.020	.097	.013	.666	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP7	Pearson Correlation	.411*	.524*	.261	.496*	.365*	.318*	1	.521*	.438*	.301*	.697*
	Sig. (2-tailed)	.002	.000	.060	.000	.007	.020		.000	.001	.029	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP8	Pearson Correlation	.512*	.296*	.305*	.527*	.364*	.230	.521*	1	.375*	.343*	.675*
	Sig. (2-tailed)	.000	.031	.026	.000	.007	.097	.000		.006	.012	.000
	N	53	53	53	53	53	53	53	53	53	53	53
YP9	Pearson Correlation	.319*	.429*	.357*	.451*	.304*	.338*	.438*	.375*	1	.002	.611*
	Sig. (2-tailed)	.020	.001	.009	.001	.027	.013	.001	.006		.987	.000
	N	53	53	53	53	53	53	53	53	53	53	53

YP10	Pearson Correlation	.362*	.196	.312*	.299*	.335*	.061	.301*	.343*	.002	1	.487*
	Sig. (2-tailed)	.008	.159	.023	.030	.014	.666	.029	.012	.987		.000
	N	53	53	53	53	53	53	53	53	53	53	53
TY	Pearson Correlation	.732*	.713*	.718*	.788*	.633*	.603*	.697*	.675*	.611*	.487*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53

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

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

Reliability

RELIABILITAS VARIABEL X1, X2 DAN Y

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded ^a	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.794	30

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TX2, TX1 ^b	.	Enter

- a. Dependent Variable: TY
- b. All requested variables entered.

HASIL ANALISIS REGRESI BERGANDA DAN UJI PARSIAL (UJI T)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.081	5.945		3.210	.002
TX1	.526	.120	.530	4.388	.000
TX2	-.030	.087	-.042	-.346	.731

a. Dependent Variable: TY

HASIL UJI KOEFISIEN DETERMINASI R²

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539 ^a	.290	.262	3.49607

a. Predictors: (Constant), TX2, TX1

b. Dependent Variable: TY

HASIL UJI SIMULTAN (UJI F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	249.705	2	124.852	10.215	.000 ^b
	Residual	611.125	50	12.223		
	Total	860.830	52			

a. Dependent Variable: TY

b. Predictors: (Constant), TX2, TX1

HASIL UJI NORMALITAS

```

EXAMINE VARIABLES=TX1 TX2
  /PLOT BOXPLOT STEMLEAF HISTOGRAM NPLOT
  /COMPARE GROUPS
  /STATISTICS DESCRIPTIVES
  /CINTERVAL 95
  /MISSING LISTWISE
  /NOTOTAL.
    
```

Explore

Notes		
Output Created		29-OCT-2022 10:41:23
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	53
Missing Value Handling	Definition of Missing	User-defined missing values for dependent variables are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any dependent variable or factor used.
Syntax		EXAMINE VARIABLES=TX1 TX2 /PLOT BOXPLOT STEMLEAF HISTOGRAM NPLOT /COMPARE GROUPS /STATISTICS DESCRIPTIVES /CINTERVAL 95 /MISSING LISTWISE /NOTOTAL.
Resources	Processor Time	00:00:21,73
	Elapsed Time	00:00:17,76

Case Processing Summary

	Cases	Total
Valid		
Missing		

	N	Percent	N	Percent	N	Percent
TX1	53	100,0%	0	0,0%	53	100,0%
TX2	53	100,0%	0	0,0%	53	100,0%

Descriptives

		Statistic	Std. Error	
TX1	Mean	43,0189	,56346	
	95% Confidence Interval for Mean	Lower Bound	41,8882	
		Upper Bound	44,1495	
	5% Trimmed Mean	42,9518		
	Median	42,0000		
	Variance	16,827		
	Std. Deviation	4,10202		
	Minimum	37,00		
	Maximum	50,00		
	Range	13,00		
	Interquartile Range	6,50		
	Skewness	,448	,327	
	Kurtosis	-1,078	,644	
	TX2	Mean	25,3396	,77980
95% Confidence Interval for Mean		Lower Bound	23,7748	
		Upper Bound	26,9044	
5% Trimmed Mean		25,4465		
Median		26,0000		
Variance		32,229		
Std. Deviation		5,67702		
Minimum		11,00		
Maximum		40,00		
Range		29,00		
Interquartile Range		9,00		
Skewness		-,198	,327	
Kurtosis		,096	,644	

Tests of Normality

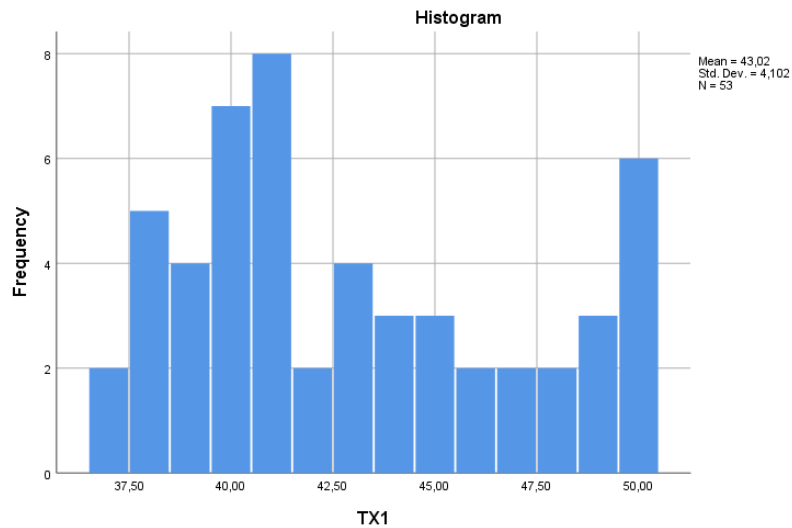
Kolmogorov-Smirnov ^a			
	Statistic	df	Sig.
TX1	,179	53	,000

TX2	,099	53	,200*
-----	------	----	-------

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

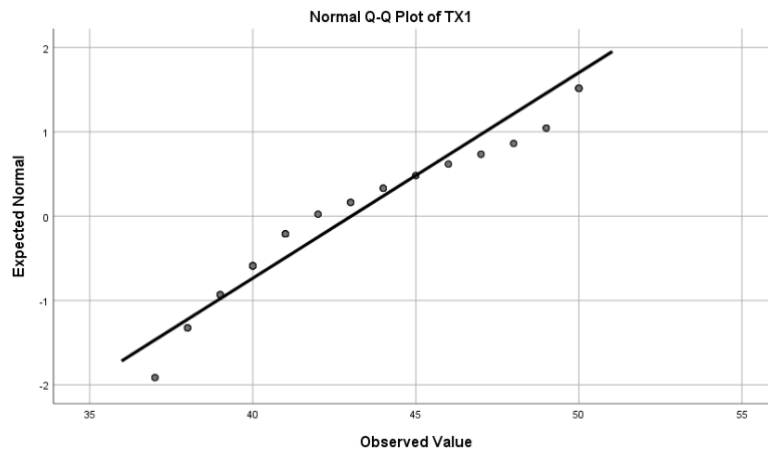
TX1

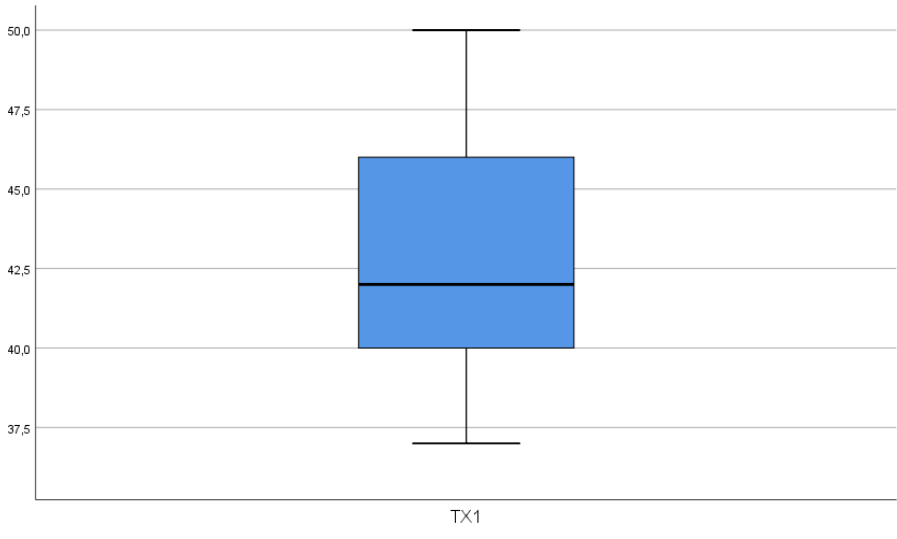
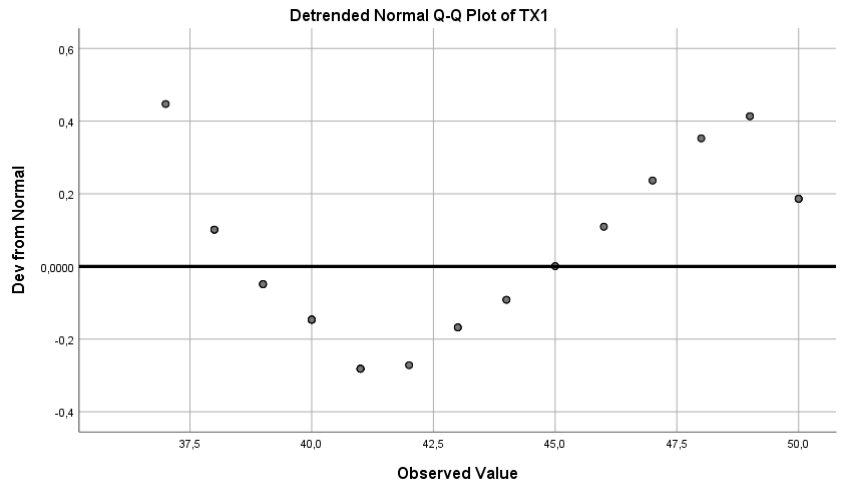


TX1 Stem-and-Leaf Plot

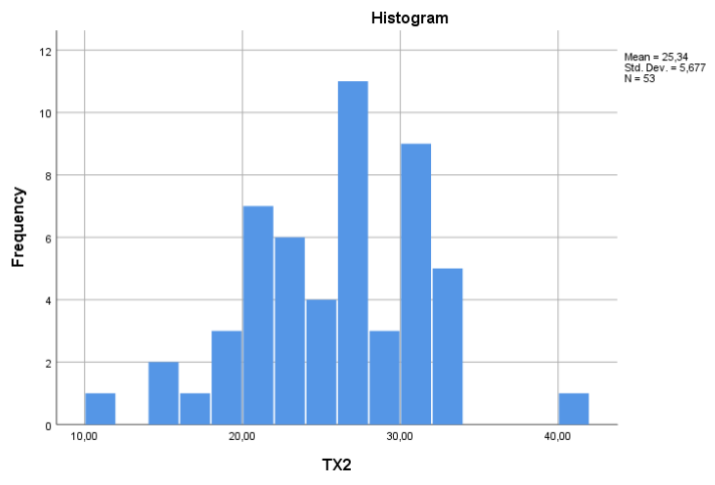
Frequency	Stem & Leaf
11,00	3 . 77888889999
24,00	4 . 00000001111111223333444
12,00	4 . 555667788999
6,00	5 . 000000

Stem width: 10,00
Each leaf: 1 case(s)





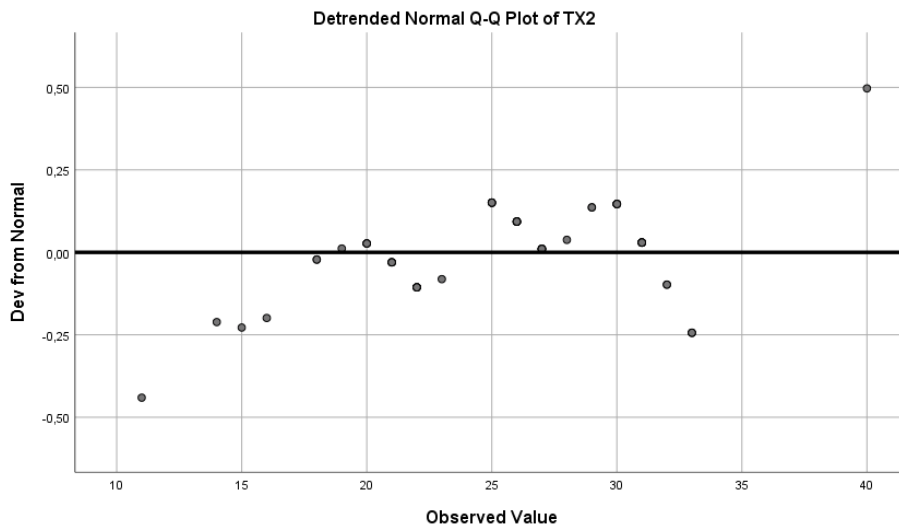
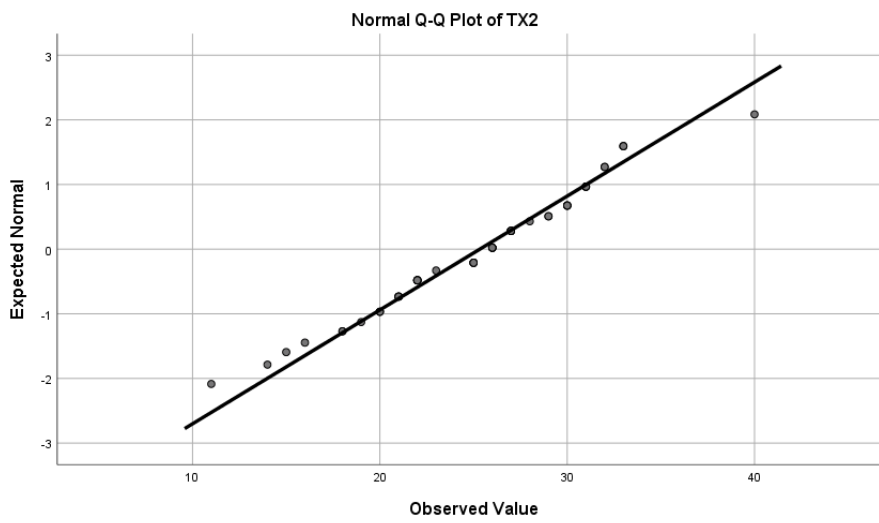
TX2

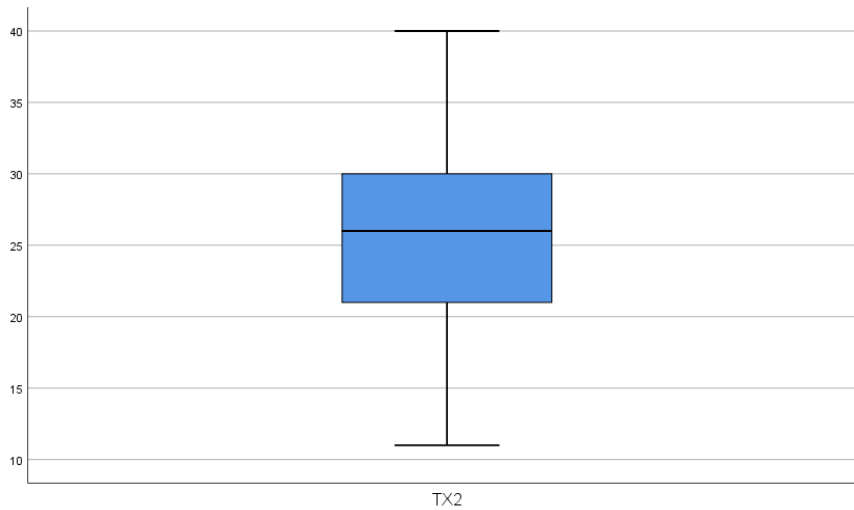


TX2 Stem-and-Leaf Plot

Frequency	Stem & Leaf
2,00	1 . 14
5,00	1 . 56889
13,00	2 . 0001111222223
18,00	2 . 555566666677777899
14,00	3 . 00001111122333
,00	3 .
1,00	4 . 0

Stem width: 10,00
 Each leaf: 1 case(s)





NPar Tests

Notes		
Output Created		29-OCT-2022 10:49:42
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	53
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=TX1 TX2 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,07
	Number of Cases Allowed ^a	314572

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		TX1	TX2
N		53	53
Normal Parameters ^{a,b}	Mean	43,0189	25,3396
	Std. Deviation	4,10202	5,67702
Most Extreme Differences	Absolute	,179	,099
	Positive	,179	,080
	Negative	-,097	-,099
Test Statistic		,179	,099
Asymp. Sig. (2-tailed)		,200 ^{c,d}	,000 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

HASIL UJI HETEROSEX

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,419	3,394		,123	,902
	TX1	,107	,068	,210	1,561	,125
	TX2	-,092	,049	-,249	-1,853	,070

a. Dependent Variable: Abs_RES