



UNIVERSITAS ESA UNGGUL

KUESIONER PENELITIAN

PENGARUH IKLIM KERJA ETIS, MOTIVASI BERPRESTASI  
DAN KOMITMEN ORGANISASI TERHADAP  
*BUDGETARY SLACK* DENGAN MODAL INTELEKTUAL  
SEBAGAI VARIABEL MODERATING  
(Studi Empiris pada Kementerian Dalam Negeri)

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PROGRAM STUDI MAGISTER AKUNTANSI  
FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS ESA UNGGUL

TAHUN 2021

Kepada:

Yth. Bapak/Ibu Responden

di -

Tempat

Dengan Hormat,

Perkenalkan saya Rizki Sari Eka Putri sebagai Mahasiswi Semester 3 (tiga) Magister Akuntansi Fakultas Ekonomi dan Bisnis Universitas Esa Unggul sedang melakukan penelitian dengan judul: **“PENGARUH IKLIM KERJA ETIS, MOTIVASI BERPRESTASI DAN KOMITMEN ORGANISASI TERHADAP BUDGETARY SLACK DENGAN MODAL INTELEKTUAL SEBAGAI VARIABEL MODERATING (Studi Empiris pada Kementerian Dalam Negeri)”**.

Sehubungan dengan hal tersebut, dimohon dengan hormat kesediaan Bapak/Ibu selaku pegawai pada Bagian Perencanaan untuk berkenan membantu mengisi beberapa pernyataan yang tersedia pada kuesioner sebagaimana terlampir. Adapun informasi/data Bapak/Ibu dijamin kerahasiaannya dan hanya digunakan untuk keperluan penelitian di bidang akademis.

Demikian saya sampaikan, atas perkenan dan bantuan Bapak/Ibu, saya mengucapkan terima kasih.

Hormat Saya,

Rizki Sari Eka Putri  
NIM. 20200104007

## PEDOMAN KUESIONER

### IDENTITAS RESPONDEN

1. Unit Kerja Eselon I : .....
2. Usia : .....Tahun
3. Jenis Kelamin :
  - a. Laki-laki
  - b. Perempuan
4. Pendidikan Terakhir :
  - a. SD
  - b. SMP
  - c. SMA
  - d. Diploma
  - e. Sarjana (S-1)
  - f. Magister (S-2)
  - g. Doktor (S-3)
5. Kategori Jabatan :
  - a. Pejabat Struktural (Eselon III)
  - b. Sub Koordinator 
    - Perencana Ahli Muda
    - Analis Anggaran Ahli Muda
    - Analis Hukum Ahli Muda
  - c. Jabatan Fungsional Tertentu (JFT)
  - d. Jabatan Fungsional Umum (JFU)
  - e. Lainnya

\*Keterangan: Beri tanda (√) salah satu

### PETUNJUK PENGISIAN

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Kepada Bapak/Ibu/Saudara(i) untuk menjawab seluruh pernyataan yang ada dengan jujur dan sebenar-benarnya.

- a. Berilah tanda (√) pada jawaban yang dianggap paling benar dan dipilih sesuai dengan keadaan yang sebenarnya, dengan ketentuan:
  - 6 = Sangat Setuju (SS);
  - 5 = Setuju (S);
  - 4 = Cukup Setuju (CS);
  - 3 = Kurang Setuju (KS);
  - 2 = Tidak Setuju (TS);
  - 1 = Sangat Tidak Setuju (STS).
- b. Jawaban yang Bapak/Ibu/Saudara(i) berikan, kami jamin kerahasiaannya.

- c. Terima kasih kami ucapkan kepada Bapak/Ibu/Saudara(i) atas bantuan dan kerja samanya dalam memberikan jawaban dalam rangka pelaksanaan penelitian.

**A. Variabel Iklim Kerja Etis ( $\xi_1$ )**

| No | Daftar Pernyataan   | Skor Penilaian |          |           |           |           |            |
|----|---|----------------|----------|-----------|-----------|-----------|------------|
|    |   | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 1. | Di unit kerja saya, setiap pegawai mengutamakan kepentingan pribadi dibandingkan kepentingan pegawai lain |                |          |           |           |           |            |
| 2. | Unit kerja saya selalu mempertimbangkan aspek benar atau salah dalam pengambilan keputusan                |                |          |           |           |           |            |
| 3. | Prosedur yang paling efisien adalah cara yang benar dalam unit kerja saya                                 |                |          |           |           |           |            |
| 4. | Unit kerja saya memberikan perhatian terhadap hal-hal terbaik yang dibutuhkan setiap individu             |                |          |           |           |           |            |
| 5. | Para pegawai di unit kerja saya secara aktif memperhatikan kepentingan publik                             |                |          |           |           |           |            |
| 6. | Di unit kerja saya, pegawai diharapkan patuh terhadap hukum dan kode etik profesi                         |                |          |           |           |           |            |

**B. Variabel Motivasi Berprestasi ( $\xi_2$ )**

| No | Daftar Pernyataan   | Skor Penilaian |          |           |           |           |            |
|----|---|----------------|----------|-----------|-----------|-----------|------------|
|    |   | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 1. | Saya mengambil risiko dan berusaha keras untuk maju di tempat kerja   |                |          |           |           |           |            |
| 2. | Saya berupaya sangat keras untuk meningkatkan kinerja di tempat kerja saya menjadi lebih baik dari sebelumnya |                |          |           |           |           |            |
| 3. | Saya melakukan pekerjaan saya dengan sebaik-baiknya meskipun tugas pekerjaan saya terasa cukup sulit          |                |          |           |           |           |            |
| 4. | Saya mencoba untuk menghindari tanggung jawab tambahan pada pekerjaan saya                                    |                |          |           |           |           |            |
| 5. | Saya berusaha untuk tampil lebih baik dari rekan kerja saya.  |                |          |           |           |           |            |

**C. Variabel Komitmen Organisasi ( $\xi_3$ )**

| No | Daftar Pernyataan   | Skor Penilaian |          |           |           |           |            |
|----|---|----------------|----------|-----------|-----------|-----------|------------|
|    |   | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 1. | Saya bersedia melakukan upaya-upaya terbaik untuk menunjang kesuksesan organisasi tempat saya bekerja |                |          |           |           |           |            |

| No | Daftar Pernyataan  | Skor Penilaian |          |           |           |           |            |
|----|--|----------------|----------|-----------|-----------|-----------|------------|
|    |  | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 2. | Saya menceritakan kepada orang-orang dekat saya bahwa organisasi tempat saya bekerja ini adalah organisasi terbaik |                |          |           |           |           |            |
| 3. | Saya akan menerima hampir semua jenis tugas pekerjaan untuk tetap bekerja di organisasi ini                        |                |          |           |           |           |            |
| 4. | Saya bangga menyampaikan kepada orang lain bahwa saya adalah bagian dari organisasi ini                            |                |          |           |           |           |            |
| 5. | Saya sangat senang bahwa saya memilih organisasi ini sebagai tempat saya bekerja                                   |                |          |           |           |           |            |
| 6. | Saya sangat peduli dengan prospek organisasi ini kedepan   |                |          |           |           |           |            |

#### D. Variabel *Budgetary Slack* ( $\eta$ )

| No | Daftar Pernyataan   | Skor Penilaian |          |           |           |           |            |
|----|---|----------------|----------|-----------|-----------|-----------|------------|
|    |   | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 1. | Saya berhasil merumuskan target keluaran ( <i>output</i> ) yang mudah dicapai dalam dokumen perencanaan   |                |          |           |           |           |            |
| 2. | Pengelolaan anggaran di unit kerja saya dilakukan secara hati-hati untuk mencapai target keluaran ( <i>output</i> )   |                |          |           |           |           |            |
| 3. | Adanya target keluaran ( <i>output</i> ) mampu mendorong produktivitas unit kerja saya  |                |          |           |           |           |            |
| 4. | Anggaran yang dikelola oleh unit kerja saya tidak mendorong efisiensi   |                |          |           |           |           |            |
| 5. | Saya melakukan revisi untuk mencapai target keluaran ( <i>output</i> ) dalam dokumen perencanaan  |                |          |           |           |           |            |
| 6. | Beberapa target keluaran ( <i>output</i> ) di unit kerja saya memiliki kesamaan dengan target keluaran ( <i>output</i> ) pada unit kerja lain dengan jumlah anggaran yang berbeda |                |          |           |           |           |            |

#### E. Variabel Modal Intelektual (Z)

| No | Daftar Pernyataan   | Skor Penilaian |          |           |           |           |            |
|----|---|----------------|----------|-----------|-----------|-----------|------------|
|    |   | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 1. | Unit kerja saya memiliki pegawai yang berwawasan luas mengenai tugas dan fungsinya            |                |          |           |           |           |            |
| 2. | Unit kerja saya memiliki pegawai yang berkompeten dalam menyelesaikan pekerjaannya            |                |          |           |           |           |            |
| 3. | Unit kerja saya memiliki pegawai yang cakap/cekatan untuk menyelesaikan pekerjaan sehari-hari |                |          |           |           |           |            |

| No | Daftar Pernyataan  | Skor Penilaian |          |           |           |           |            |
|----|--|----------------|----------|-----------|-----------|-----------|------------|
|    |  | SS<br>(6)      | S<br>(5) | CS<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
| 4. | Unit kerja saya memiliki sistem kerja yang baik  |                |          |           |           |           |            |
| 5. | Unit kerja saya menjalankan proses sesuai dengan prosedur  |                |          |           |           |           |            |
| 6. | Unit kerja saya memiliki fasilitas yang memadai dalam menunjang pelaksanaan kegiatan                 |                |          |           |           |           |            |
| 7. | Para pegawai di unit kerja saya mampu membangun hubungan baik dengan pihak-pihak yang berkepentingan |                |          |           |           |           |            |

Lampiran II

Tabulasi Kuesioner

| No | Iklim Kerja Etis |      |      |      |      |      | Motivasi Berprestasi |      |      |      |      | Komitmen Organisasi |      |      |      |      |      | Budgetary Slack |    |    |    |    |    | Modal Intelektual |    |    |    |    |    |    |   |   |
|----|------------------|------|------|------|------|------|----------------------|------|------|------|------|---------------------|------|------|------|------|------|-----------------|----|----|----|----|----|-------------------|----|----|----|----|----|----|---|---|
|    | ξ1.1             | ξ1.2 | ξ1.3 | ξ1.4 | ξ1.5 | ξ1.6 | ξ2.1                 | ξ2.2 | ξ2.3 | ξ2.4 | ξ2.5 | ξ3.1                | ξ3.2 | ξ3.3 | ξ3.4 | ξ3.5 | ξ3.6 | η1              | η2 | η3 | η4 | η5 | η6 | Z1                | Z2 | Z3 | Z4 | Z5 | Z6 | Z7 |   |   |
| 1  | 5                | 5    | 5    | 4    | 6    | 6    | 5                    | 6    | 6    | 5    | 6    | 6                   | 5    | 4    | 1    | 5    | 6    | 5               | 4  | 6  | 5  | 5  | 5  | 5                 | 5  | 6  | 6  | 5  | 5  | 1  | 6 |   |
| 2  | 4                | 6    | 4    | 3    | 4    | 5    | 4                    | 5    | 5    | 3    | 4    | 5                   | 3    | 3    | 4    | 5    | 5    | 4               | 4  | 5  | 2  | 5  | 2  | 4                 | 4  | 4  | 3  | 4  | 2  | 4  |   |   |
| 3  | 2                | 5    | 6    | 2    | 2    | 6    | 6                    | 6    | 6    | 5    | 6    | 5                   | 5    | 5    | 5    | 3    | 5    | 5               | 5  | 5  | 3  | 5  | 3  | 5                 | 5  | 5  | 4  | 5  | 5  | 3  |   |   |
| 4  | 3                | 5    | 3    | 4    | 4    | 5    | 4                    | 6    | 6    | 6    | 5    | 5                   | 5    | 4    | 5    | 6    | 4    | 5               | 4  | 4  | 3  | 5  | 3  | 4                 | 4  | 3  | 2  | 3  | 2  | 5  |   |   |
| 5  | 3                | 5    | 4    | 5    | 4    | 5    | 4                    | 6    | 6    | 6    | 5    | 6                   | 5    | 4    | 5    | 6    | 4    | 5               | 4  | 4  | 3  | 5  | 3  | 4                 | 4  | 5  | 2  | 3  | 2  | 5  |   |   |
| 6  | 5                | 4    | 4    | 3    | 3    | 6    | 5                    | 5    | 5    | 4    | 5    | 5                   | 5    | 5    | 5    | 5    | 4    | 6               | 6  | 6  | 5  | 5  | 3  | 5                 | 5  | 5  | 5  | 4  | 6  |    |   |   |
| 7  | 4                | 6    | 4    | 4    | 5    | 5    | 4                    | 4    | 4    | 4    | 3    | 5                   | 5    | 4    | 5    | 5    | 5    | 2               | 4  | 4  | 4  | 2  | 3  | 5                 | 5  | 5  | 4  | 4  | 3  | 5  |   |   |
| 8  | 4                | 4    | 5    | 6    | 5    | 5    | 5                    | 5    | 5    | 5    | 4    | 5                   | 4    | 4    | 5    | 5    | 4    | 5               | 4  | 5  | 4  | 4  | 3  | 6                 | 5  | 5  | 5  | 6  | 4  | 5  |   |   |
| 9  | 5                | 4    | 5    | 5    | 5    | 5    | 5                    | 5    | 5    | 5    | 5    | 5                   | 5    | 5    | 5    | 5    | 5    | 5               | 5  | 4  | 4  | 3  | 5  | 5                 | 5  | 5  | 5  | 4  | 5  | 5  |   |   |
| 10 | 4                | 3    | 5    | 4    | 6    | 4    | 5                    | 6    | 6    | 2    | 5    | 3                   | 1    | 3    | 4    | 4    | 4    | 6               | 5  | 6  | 5  | 3  | 5  | 5                 | 5  | 5  | 5  | 3  | 5  | 5  |   |   |
| 11 | 3                | 5    | 4    | 5    | 4    | 4    | 5                    | 5    | 4    | 3    | 4    | 5                   | 5    | 4    | 5    | 4    | 5    | 5               | 4  | 5  | 3  | 5  | 2  | 5                 | 5  | 4  | 4  | 3  | 4  | 5  | 3 |   |
| 12 | 5                | 3    | 3    | 5    | 5    | 5    | 3                    | 5    | 3    | 5    | 2    | 5                   | 3    | 3    | 5    | 5    | 5    | 5               | 5  | 5  | 6  | 5  | 2  | 5                 | 5  | 5  | 5  | 5  | 3  | 5  | 5 |   |
| 13 | 4                | 3    | 6    | 6    | 5    | 5    | 6                    | 6    | 6    | 6    | 5    | 6                   | 6    | 5    | 5    | 6    | 6    | 6               | 6  | 6  | 5  | 6  | 3  | 6                 | 6  | 6  | 5  | 5  | 4  | 5  | 5 |   |
| 14 | 6                | 4    | 5    | 6    | 4    | 5    | 5                    | 5    | 5    | 5    | 6    | 6                   | 3    | 3    | 4    | 5    | 5    | 3               | 4  | 4  | 3  | 4  | 3  | 5                 | 5  | 5  | 5  | 5  | 1  | 5  |   |   |
| 15 | 6                | 6    | 6    | 6    | 6    | 6    | 6                    | 6    | 6    | 6    | 6    | 6                   | 6    | 6    | 6    | 6    | 6    | 6               | 6  | 6  | 1  | 6  | 1  | 6                 | 6  | 6  | 6  | 6  | 6  | 6  | 6 |   |
| 16 | 5                | 3    | 4    | 2    | 2    | 4    | 3                    | 3    | 5    | 4    | 2    | 4                   | 3    | 4    | 4    | 3    | 3    | 4               | 4  | 4  | 4  | 4  | 4  | 3                 | 5  | 5  | 5  | 4  | 4  | 4  | 4 |   |
| 17 | 5                | 5    | 5    | 6    | 5    | 5    | 5                    | 5    | 5    | 5    | 5    | 5                   | 5    | 5    | 5    | 4    | 5    | 5               | 4  | 5  | 5  | 2  | 5  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 6 |   |
| 18 | 5                | 5    | 5    | 3    | 5    | 4    | 4                    | 5    | 5    | 3    | 5    | 3                   | 3    | 5    | 4    | 5    | 4    | 5               | 5  | 5  | 5  | 4  | 5  | 5                 | 5  | 5  | 4  | 5  | 5  | 5  | 5 |   |
| 19 | 3                | 6    | 6    | 3    | 4    | 6    | 5                    | 5    | 5    | 5    | 4    | 5                   | 6    | 6    | 4    | 5    | 4    | 5               | 5  | 5  | 3  | 5  | 4  | 5                 | 5  | 5  | 2  | 5  | 1  | 5  | 5 |   |
| 20 | 5                | 6    | 5    | 2    | 2    | 5    | 3                    | 5    | 5    | 6    | 3    | 6                   | 3    | 5    | 5    | 5    | 5    | 5               | 5  | 4  | 5  | 2  | 6  | 6                 | 6  | 6  | 6  | 6  | 1  | 4  | 4 |   |
| 21 | 5                | 5    | 6    | 4    | 5    | 5    | 4                    | 5    | 5    | 2    | 3    | 4                   | 3    | 3    | 5    | 4    | 5    | 4               | 5  | 5  | 2  | 5  | 3  | 6                 | 6  | 5  | 3  | 4  | 3  | 6  | 6 |   |
| 22 | 4                | 4    | 5    | 5    | 4    | 6    | 5                    | 5    | 4    | 3    | 6    | 5                   | 5    | 5    | 5    | 5    | 6    | 5               | 5  | 4  | 5  | 4  | 5  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 23 | 4                | 6    | 5    | 4    | 3    | 4    | 5                    | 5    | 5    | 6    | 3    | 6                   | 5    | 5    | 4    | 5    | 6    | 5               | 4  | 5  | 2  | 5  | 3  | 6                 | 4  | 4  | 4  | 4  | 5  | 3  | 3 |   |
| 24 | 4                | 5    | 5    | 4    | 4    | 5    | 6                    | 6    | 6    | 6    | 5    | 6                   | 5    | 6    | 5    | 6    | 6    | 5               | 5  | 4  | 5  | 6  | 1  | 6                 | 6  | 6  | 4  | 5  | 3  | 5  | 5 |   |
| 25 | 2                | 4    | 5    | 5    | 4    | 6    | 5                    | 5    | 6    | 4    | 4    | 5                   | 5    | 4    | 5    | 4    | 5    | 5               | 5  | 5  | 5  | 6  | 3  | 5                 | 5  | 4  | 5  | 5  | 4  | 5  | 5 |   |
| 26 | 3                | 3    | 5    | 3    | 3    | 5    | 5                    | 5    | 5    | 2    | 5    | 5                   | 4    | 5    | 5    | 4    | 4    | 5               | 5  | 5  | 3  | 5  | 2  | 4                 | 5  | 5  | 4  | 4  | 4  | 4  | 5 |   |
| 27 | 5                | 3    | 4    | 2    | 5    | 6    | 5                    | 5    | 5    | 3    | 5    | 5                   | 5    | 5    | 5    | 5    | 5    | 5               | 5  | 5  | 3  | 5  | 4  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 28 | 5                | 3    | 4    | 5    | 6    | 5    | 2                    | 5    | 5    | 6    | 5    | 5                   | 5    | 5    | 5    | 5    | 5    | 5               | 5  | 6  | 5  | 2  | 5  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 29 | 5                | 4    | 5    | 5    | 5    | 5    | 4                    | 4    | 4    | 3    | 4    | 4                   | 4    | 4    | 4    | 4    | 4    | 3               | 5  | 5  | 5  | 4  | 4  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 30 | 5                | 5    | 4    | 2    | 5    | 6    | 5                    | 5    | 6    | 3    | 4    | 5                   | 6    | 5    | 6    | 4    | 6    | 5               | 3  | 5  | 3  | 5  | 2  | 5                 | 6  | 6  | 3  | 4  | 4  | 4  | 5 |   |
| 31 | 3                | 4    | 4    | 3    | 4    | 4    | 5                    | 5    | 5    | 3    | 4    | 5                   | 3    | 4    | 4    | 4    | 4    | 3               | 4  | 3  | 4  | 4  | 3  | 3                 | 3  | 3  | 3  | 4  | 3  | 4  | 3 |   |
| 32 | 2                | 5    | 4    | 2    | 4    | 5    | 3                    | 2    | 2    | 2    | 3    | 2                   | 2    | 3    | 4    | 4    | 5    | 5               | 4  | 4  | 4  | 5  | 2  | 4                 | 4  | 4  | 4  | 4  | 5  | 2  | 5 |   |
| 33 | 4                | 4    | 3    | 4    | 5    | 6    | 6                    | 6    | 6    | 4    | 4    | 5                   | 4    | 4    | 6    | 6    | 6    | 4               | 4  | 2  | 2  | 5  | 2  | 5                 | 6  | 5  | 3  | 5  | 4  | 6  | 6 |   |
| 34 | 4                | 4    | 4    | 4    | 4    | 4    | 4                    | 5    | 5    | 4    | 2    | 4                   | 4    | 4    | 4    | 4    | 4    | 4               | 4  | 4  | 4  | 4  | 4  | 4                 | 3  | 3  | 4  | 3  | 4  | 4  | 4 |   |
| 35 | 4                | 4    | 4    | 4    | 4    | 5    | 4                    | 5    | 5    | 4    | 5    | 5                   | 4    | 4    | 4    | 4    | 5    | 4               | 4  | 5  | 2  | 4  | 4  | 4                 | 4  | 3  | 4  | 4  | 4  | 4  | 3 |   |
| 36 | 5                | 6    | 5    | 5    | 5    | 6    | 4                    | 6    | 6    | 5    | 4    | 5                   | 3    | 2    | 4    | 4    | 5    | 5               | 6  | 6  | 4  | 4  | 3  | 4                 | 5  | 5  | 5  | 6  | 3  | 5  | 5 |   |
| 37 | 5                | 6    | 5    | 5    | 5    | 6    | 4                    | 6    | 6    | 5    | 3    | 5                   | 5    | 5    | 5    | 5    | 6    | 5               | 6  | 6  | 6  | 4  | 3  | 5                 | 6  | 6  | 5  | 5  | 5  | 5  | 6 |   |
| 38 | 3                | 3    | 4    | 4    | 4    | 5    | 6                    | 6    | 6    | 5    | 6    | 6                   | 5    | 4    | 4    | 3    | 5    | 6               | 6  | 6  | 1  | 6  | 4  | 4                 | 4  | 4  | 3  | 3  | 3  | 3  | 5 |   |
| 39 | 6                | 6    | 6    | 6    | 6    | 6    | 6                    | 6    | 6    | 5    | 3    | 5                   | 5    | 3    | 5    | 5    | 5    | 4               | 5  | 5  | 5  | 4  | 5  | 5                 | 5  | 5  | 4  | 5  | 5  | 5  | 5 |   |
| 40 | 5                | 3    | 3    | 5    | 5    | 6    | 5                    | 5    | 6    | 4    | 3    | 6                   | 4    | 3    | 5    | 6    | 5    | 5               | 5  | 5  | 5  | 4  | 1  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 41 | 3                | 5    | 4    | 4    | 6    | 6    | 6                    | 6    | 6    | 6    | 6    | 6                   | 5    | 5    | 4    | 5    | 6    | 6               | 6  | 6  | 5  | 2  | 5  | 5                 | 5  | 5  | 6  | 4  | 4  | 6  | 6 |   |
| 42 | 1                | 4    | 2    | 1    | 4    | 6    | 2                    | 6    | 6    | 1    | 4    | 3                   | 3    | 3    | 4    | 4    | 4    | 2               | 2  | 2  | 1  | 2  | 3  | 5                 | 5  | 5  | 4  | 5  | 5  | 4  | 4 |   |
| 43 | 2                | 6    | 6    | 5    | 4    | 4    | 5                    | 6    | 6    | 6    | 6    | 4                   | 6    | 5    | 4    | 6    | 5    | 4               | 6  | 5  | 4  | 6  | 2  | 5                 | 5  | 5  | 6  | 4  | 6  | 5  | 5 |   |
| 44 | 4                | 3    | 5    | 5    | 4    | 5    | 5                    | 5    | 5    | 4    | 5    | 3                   | 2    | 4    | 5    | 5    | 5    | 4               | 5  | 5  | 4  | 3  | 4  | 4                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 45 | 5                | 5    | 4    | 5    | 4    | 5    | 5                    | 5    | 5    | 5    | 5    | 5                   | 4    | 4    | 5    | 4    | 4    | 5               | 5  | 3  | 2  | 3  | 2  | 5                 | 5  | 5  | 5  | 5  | 4  | 5  | 5 |   |
| 46 | 5                | 2    | 5    | 5    | 5    | 5    | 5                    | 6    | 5    | 5    | 4    | 5                   | 5    | 2    | 5    | 5    | 5    | 5               | 5  | 5  | 5  | 5  | 3  | 6                 | 6  | 6  | 5  | 5  | 5  | 4  | 4 |   |
| 47 | 5                | 2    | 3    | 5    | 5    | 6    | 5                    | 6    | 6    | 5    | 5    | 6                   | 5    | 3    | 6    | 6    | 6    | 6               | 6  | 6  | 5  | 5  | 4  | 6                 | 6  | 6  | 6  | 6  | 3  | 4  | 4 |   |
| 48 | 4                | 4    | 4    | 3    | 4    | 5    | 4                    | 4    | 4    | 4    | 3    | 4                   | 3    | 3    | 4    | 4    | 4    | 3               | 4  | 4  | 4  | 4  | 5  | 3                 | 4  | 4  | 4  | 4  | 4  | 4  | 4 |   |
| 49 | 4                | 4    | 4    | 5    | 5    | 4    | 4                    | 5    | 3    | 5    | 4    | 5                   | 5    | 4    | 4    | 4    | 4    | 5               | 4  | 4  | 2  | 4  | 3  | 5                 | 5  | 4  | 4  | 4  | 5  | 4  | 5 |   |
| 50 | 5                | 4    | 5    | 5    | 5    | 4    | 5                    | 5    | 5    | 3    | 5    | 5                   | 5    | 5    | 5    | 5    | 5    | 5               | 5  | 5  | 5  | 2  | 5  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 51 | 4                | 6    | 4    | 4    | 5    | 5    | 3                    | 4    | 5    | 4    | 3    | 4                   | 3    | 3    | 4    | 3    | 4    | 3               | 3  | 4  | 4  | 3  | 4  | 5                 | 5  | 5  | 4  | 5  | 5  | 5  | 5 |   |
| 52 | 4                | 5    | 4    | 3    | 4    | 5    | 5                    | 5    | 5    | 5    | 5    | 5                   | 4    | 5    | 5    | 5    | 4    | 5               | 5  | 3  | 4  | 2  | 5  | 4                 | 4  | 4  | 4  | 4  | 4  | 4  | 4 |   |
| 53 | 6                | 2    | 3    | 2    | 5    | 5    | 3                    | 4    | 5    | 4    | 5    | 6                   | 5    | 5    | 6    | 5    | 5    | 5               | 5  | 5  | 1  | 5  | 4  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 54 | 4                | 4    | 4    | 3    | 4    | 5    | 4                    | 4    | 4    | 5    | 4    | 5                   | 4    | 4    | 4    | 4    | 4    | 5               | 4  | 4  | 2  | 4  | 3  | 4                 | 4  | 4  | 3  | 4  | 3  | 4  | 4 |   |
| 55 | 6                | 6    | 6    | 3    | 5    | 3    | 3                    | 6    | 6    | 5    | 2    | 6                   | 5    | 4    | 5    | 5    | 5    | 5               | 4  | 4  | 4  | 5  | 2  | 6                 | 6  | 6  | 5  | 4  | 4  | 4  | 4 |   |
| 56 | 5                | 5    | 2    | 5    | 6    | 5    | 5                    | 5    | 5    | 2    | 5    | 2                   | 5    | 6    | 5    | 5    | 2    | 5               | 5  | 5  | 5  | 5  | 5  | 5                 | 5  | 5  | 5  | 5  | 5  | 5  | 5 |   |
| 57 | 5                | 6    | 5    | 5    | 5    | 5    | 5                    | 5    | 4    | 4    | 5    | 4                   | 4    | 4    | 4    | 4    | 4    | 5               | 4  | 3  | 4  | 3  | 4  | 4                 | 4  | 4  | 4  | 4  | 3  | 4  | 4 |   |
| 58 | 4                | 4    | 5    | 3    | 2    | 3    | 5                    | 4    | 2    | 2    | 4    | 2                   | 2    | 3    | 3    | 4    | 3    | 3               | 4  | 2  | 5  | 2  | 4  | 4                 | 3  | 4  | 3  | 3  | 4  | 4  | 4 |   |
| 59 | 2                | 5    | 5    | 5    | 5    | 5    | 5                    | 5    | 5    | 3    | 5    | 5                   | 5    | 5    | 5    | 5    | 5    | 5               | 4  | 5  | 2  | 4  | 3  | 5                 | 4  | 5  | 4  | 5  | 5  | 4  | 4 |   |
| 60 | 6                | 6    | 6    | 6    | 6    | 6    | 6                    | 6    | 6    | 1    | 6    | 1                   | 6    | 6    | 6    | 6    | 6    | 6               | 6  | 6  | 6  | 6  | 6  | 6                 | 6  | 6  | 6  | 6  | 6  | 6  | 6 | 6 |
| 61 | 4                | 5    | 6    | 5    | 4    | 6    | 6                    | 6    | 5    | 3    | 5    | 6                   |      |      |      |      |      |                 |    |    |    |    |    |                   |    |    |    |    |    |    |   |   |



| No  | Iklim Kerja Etis |   |   |   |   | Motivasi Berprestasi |   |   |   |   | Komitmen Organisasi |   |   |   |   | Budgetary Slack |   |   |   |   | Modal Intelektual |   |   |   |   |   |   |   |   |   |
|-----|------------------|---|---|---|---|----------------------|---|---|---|---|---------------------|---|---|---|---|-----------------|---|---|---|---|-------------------|---|---|---|---|---|---|---|---|---|
| 71  | 4                | 6 | 6 | 5 | 4 | 4                    | 6 | 6 | 6 | 3 | 4                   | 6 | 4 | 3 | 4 | 4               | 4 | 6 | 6 | 6 | 6                 | 5 | 6 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 72  | 4                | 3 | 6 | 6 | 5 | 5                    | 6 | 6 | 6 | 5 | 5                   | 6 | 5 | 3 | 6 | 6               | 6 | 5 | 6 | 6 | 6                 | 6 | 1 | 6 | 6 | 6 | 5 | 5 | 5 | 6 |
| 73  | 4                | 5 | 5 | 5 | 5 | 6                    | 5 | 5 | 5 | 5 | 5                   | 5 | 3 | 3 | 3 | 3               | 4 | 5 | 5 | 5 | 4                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 74  | 5                | 5 | 4 | 4 | 4 | 5                    | 4 | 5 | 5 | 3 | 4                   | 5 | 5 | 4 | 5 | 5               | 5 | 5 | 5 | 5 | 5                 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 75  | 5                | 5 | 4 | 4 | 4 | 5                    | 4 | 4 | 5 | 4 | 3                   | 4 | 4 | 4 | 4 | 5               | 5 | 3 | 5 | 5 | 4                 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 76  | 6                | 6 | 6 | 5 | 4 | 6                    | 5 | 5 | 5 | 4 | 3                   | 4 | 4 | 4 | 5 | 5               | 4 | 5 | 5 | 4 | 4                 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 77  | 6                | 1 | 5 | 6 | 6 | 5                    | 6 | 6 | 6 | 1 | 1                   | 6 | 5 | 5 | 6 | 6               | 6 | 5 | 6 | 6 | 6                 | 5 | 2 | 6 | 6 | 5 | 5 | 5 | 6 |   |
| 78  | 4                | 5 | 5 | 4 | 5 | 5                    | 4 | 5 | 5 | 2 | 4                   | 5 | 5 | 4 | 5 | 5               | 5 | 5 | 5 | 5 | 4                 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 79  | 3                | 5 | 4 | 3 | 4 | 5                    | 6 | 6 | 6 | 3 | 4                   | 6 | 4 | 4 | 5 | 5               | 4 | 4 | 4 | 4 | 2                 | 5 | 2 | 5 | 5 | 5 | 5 | 6 | 4 |   |
| 80  | 2                | 4 | 5 | 5 | 5 | 5                    | 5 | 4 | 4 | 3 | 5                   | 5 | 4 | 4 | 4 | 4               | 5 | 5 | 5 | 5 | 4                 | 2 | 4 | 2 | 4 | 4 | 5 | 4 | 5 |   |
| 81  | 6                | 6 | 5 | 3 | 5 | 5                    | 5 | 6 | 5 | 4 | 3                   | 5 | 4 | 3 | 4 | 4               | 4 | 5 | 5 | 3 | 5                 | 2 | 6 | 5 | 4 | 5 | 4 | 5 | 5 |   |
| 82  | 4                | 5 | 5 | 4 | 6 | 4                    | 5 | 6 | 6 | 4 | 5                   | 6 | 6 | 6 | 6 | 6               | 6 | 6 | 5 | 6 | 3                 | 6 | 2 | 5 | 6 | 6 | 5 | 4 | 4 |   |
| 83  | 3                | 5 | 4 | 3 | 4 | 5                    | 5 | 5 | 5 | 6 | 5                   | 5 | 4 | 3 | 5 | 3               | 4 | 4 | 5 | 5 | 3                 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 5 |   |
| 84  | 2                | 5 | 5 | 4 | 5 | 5                    | 5 | 5 | 5 | 5 | 5                   | 5 | 4 | 3 | 5 | 4               | 5 | 5 | 5 | 5 | 3                 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 5 |   |
| 85  | 5                | 4 | 4 | 4 | 4 | 4                    | 4 | 4 | 2 | 3 | 4                   | 4 | 4 | 4 | 4 | 4               | 4 | 4 | 4 | 4 | 3                 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 86  | 3                | 5 | 5 | 4 | 4 | 4                    | 5 | 5 | 5 | 4 | 4                   | 5 | 5 | 4 | 5 | 5               | 5 | 4 | 5 | 5 | 4                 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |   |
| 87  | 4                | 4 | 4 | 4 | 4 | 4                    | 5 | 5 | 6 | 5 | 5                   | 6 | 6 | 6 | 5 | 5               | 5 | 6 | 4 | 4 | 3                 | 2 | 1 | 5 | 4 | 4 | 4 | 4 | 1 |   |
| 88  | 6                | 5 | 4 | 5 | 4 | 4                    | 4 | 4 | 4 | 4 | 3                   | 4 | 4 | 3 | 4 | 3               | 2 | 4 | 5 | 4 | 5                 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |   |
| 89  | 4                | 5 | 5 | 5 | 5 | 5                    | 5 | 5 | 5 | 4 | 5                   | 5 | 5 | 3 | 6 | 5               | 5 | 4 | 5 | 5 | 4                 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 |
| 90  | 5                | 5 | 5 | 5 | 5 | 6                    | 5 | 5 | 5 | 5 | 5                   | 5 | 5 | 3 | 5 | 5               | 5 | 5 | 5 | 5 | 4                 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 91  | 5                | 5 | 5 | 5 | 5 | 6                    | 5 | 5 | 5 | 5 | 5                   | 5 | 5 | 6 | 5 | 5               | 5 | 5 | 5 | 5 | 5                 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 92  | 5                | 5 | 5 | 5 | 5 | 5                    | 6 | 6 | 6 | 5 | 5                   | 6 | 6 | 4 | 5 | 5               | 6 | 6 | 6 | 6 | 4                 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 93  | 1                | 5 | 5 | 1 | 3 | 5                    | 4 | 4 | 4 | 3 | 3                   | 4 | 3 | 3 | 4 | 4               | 4 | 3 | 4 | 4 | 3                 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 |   |
| 94  | 4                | 6 | 5 | 5 | 6 | 6                    | 6 | 5 | 5 | 5 | 5                   | 6 | 5 | 6 | 6 | 5               | 5 | 6 | 6 | 4 | 6                 | 4 | 4 | 6 | 5 | 5 | 6 | 5 | 5 |   |
| 95  | 3                | 5 | 6 | 5 | 6 | 6                    | 4 | 5 | 6 | 3 | 5                   | 6 | 6 | 3 | 6 | 5               | 6 | 5 | 6 | 6 | 4                 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 |   |
| 96  | 5                | 5 | 3 | 5 | 5 | 5                    | 5 | 6 | 5 | 4 | 3                   | 5 | 5 | 4 | 5 | 5               | 5 | 5 | 5 | 5 | 4                 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 97  | 6                | 4 | 6 | 5 | 6 | 6                    | 5 | 6 | 5 | 6 | 5                   | 6 | 5 | 4 | 5 | 5               | 6 | 5 | 6 | 5 | 5                 | 3 | 5 | 6 | 6 | 5 | 5 | 5 | 5 |   |
| 98  | 6                | 5 | 3 | 6 | 5 | 6                    | 6 | 6 | 6 | 5 | 5                   | 6 | 6 | 5 | 6 | 6               | 6 | 3 | 6 | 6 | 2                 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |   |
| 99  | 5                | 5 | 5 | 5 | 5 | 5                    | 3 | 4 | 5 | 4 | 4                   | 5 | 5 | 4 | 4 | 4               | 4 | 4 | 4 | 3 | 4                 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 100 | 5                | 5 | 4 | 5 | 6 | 6                    | 5 | 5 | 4 | 3 | 6                   | 5 | 3 | 5 | 5 | 5               | 3 | 6 | 3 | 4 | 5                 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 101 | 5                | 6 | 5 | 4 | 5 | 4                    | 6 | 6 | 5 | 6 | 6                   | 6 | 5 | 4 | 5 | 5               | 6 | 6 | 6 | 2 | 6                 | 1 | 4 | 4 | 5 | 4 | 4 | 6 | 5 |   |
| 102 | 3                | 5 | 6 | 5 | 5 | 6                    | 5 | 5 | 5 | 4 | 4                   | 5 | 4 | 4 | 5 | 5               | 4 | 5 | 5 | 4 | 5                 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |   |
| 103 | 5                | 5 | 3 | 3 | 3 | 4                    | 4 | 5 | 5 | 3 | 4                   | 5 | 4 | 3 | 3 | 4               | 4 | 4 | 5 | 5 | 5                 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |   |
| 104 | 4                | 5 | 5 | 5 | 5 | 5                    | 5 | 5 | 5 | 2 | 5                   | 5 | 5 | 5 | 5 | 5               | 5 | 5 | 5 | 5 | 2                 | 5 | 2 | 6 | 5 | 5 | 5 | 5 | 5 |   |
| 105 | 5                | 5 | 5 | 5 | 5 | 5                    | 5 | 5 | 5 | 5 | 5                   | 5 | 5 | 5 | 5 | 5               | 5 | 5 | 5 | 5 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 106 | 1                | 6 | 5 | 4 | 4 | 5                    | 6 | 5 | 5 | 3 | 1                   | 4 | 4 | 1 | 4 | 1               | 5 | 3 | 6 | 6 | 4                 | 6 | 4 | 6 | 6 | 4 | 1 | 1 | 4 |   |
| 107 | 5                | 6 | 6 | 5 | 6 | 6                    | 5 | 6 | 5 | 4 | 4                   | 5 | 5 | 4 | 3 | 5               | 5 | 5 | 6 | 6 | 4                 | 5 | 4 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 108 | 5                | 6 | 5 | 5 | 5 | 5                    | 5 | 6 | 5 | 3 | 4                   | 5 | 5 | 5 | 5 | 5               | 5 | 5 | 6 | 6 | 4                 | 5 | 4 | 5 | 5 | 6 | 5 | 5 | 5 |   |
| 109 | 5                | 5 | 5 | 6 | 6 | 6                    | 6 | 6 | 5 | 5 | 5                   | 6 | 5 | 2 | 6 | 6               | 5 | 4 | 3 | 4 | 2                 | 5 | 2 | 5 | 5 | 4 | 4 | 3 | 4 |   |
| 110 | 3                | 4 | 5 | 4 | 4 | 4                    | 5 | 6 | 5 | 1 | 6                   | 5 | 3 | 3 | 4 | 4               | 4 | 5 | 5 | 4 | 5                 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |   |
| 111 | 3                | 5 | 4 | 4 | 5 | 6                    | 6 | 6 | 6 | 6 | 6                   | 6 | 5 | 5 | 5 | 5               | 5 | 5 | 6 | 6 | 4                 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 6 |   |
| 112 | 4                | 4 | 4 | 4 | 4 | 4                    | 4 | 4 | 4 | 4 | 4                   | 4 | 4 | 4 | 4 | 4               | 4 | 4 | 4 | 3 | 4                 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 113 | 4                | 4 | 6 | 6 | 5 | 6                    | 6 | 6 | 6 | 5 | 3                   | 5 | 5 | 4 | 4 | 4               | 5 | 5 | 5 | 5 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |   |
| 114 | 2                | 4 | 4 | 3 | 4 | 5                    | 5 | 5 | 5 | 4 | 4                   | 4 | 4 | 3 | 4 | 4               | 4 | 4 | 4 | 3 | 4                 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |   |
| 115 | 6                | 4 | 5 | 6 | 6 | 6                    | 6 | 6 | 6 | 6 | 5                   | 6 | 6 | 6 | 6 | 6               | 6 | 6 | 6 | 4 | 5                 | 4 | 6 | 3 | 6 | 6 | 6 | 6 | 6 |   |
| 116 | 4                | 5 | 5 | 5 | 6 | 6                    | 5 | 6 | 6 | 4 | 5                   | 5 | 5 | 5 | 5 | 5               | 5 | 5 | 5 | 4 | 5                 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 117 | 6                | 4 | 5 | 6 | 6 | 6                    | 5 | 6 | 6 | 6 | 6                   | 6 | 6 | 6 | 6 | 6               | 5 | 5 | 6 | 5 | 3                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 118 | 6                | 4 | 5 | 6 | 6 | 6                    | 6 | 6 | 6 | 6 | 5                   | 6 | 6 | 6 | 6 | 5               | 6 | 4 | 5 | 4 | 6                 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 119 | 6                | 4 | 5 | 6 | 6 | 6                    | 6 | 6 | 6 | 6 | 5                   | 6 | 6 | 6 | 6 | 6               | 6 | 6 | 4 | 5 | 4                 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 120 | 6                | 4 | 5 | 6 | 6 | 6                    | 6 | 6 | 6 | 6 | 5                   | 5 | 5 | 5 | 6 | 5               | 5 | 6 | 4 | 5 | 4                 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 121 | 2                | 5 | 6 | 6 | 6 | 6                    | 5 | 6 | 5 | 5 | 3                   | 3 | 4 | 4 | 2 | 5               | 5 | 5 | 5 | 2 | 2                 | 6 | 6 | 6 | 5 | 5 | 4 | 6 | 6 |   |
| 122 | 6                | 4 | 5 | 6 | 6 | 6                    | 5 | 6 | 6 | 6 | 6                   | 6 | 6 | 6 | 6 | 6               | 5 | 5 | 6 | 5 | 3                 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 123 | 6                | 4 | 5 | 6 | 6 | 6                    | 5 | 6 | 6 | 6 | 6                   | 6 | 6 | 6 | 6 | 6               | 5 | 5 | 2 | 5 | 2                 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 124 | 4                | 5 | 5 | 4 | 5 | 5                    | 5 | 5 | 6 | 5 | 4                   | 5 | 5 | 5 | 5 | 5               | 5 | 5 | 5 | 4 | 4                 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |   |
| 125 | 4                | 6 | 6 | 5 | 6 | 6                    | 4 | 6 | 6 | 4 | 3                   | 6 | 4 | 3 | 6 | 6               | 5 | 6 | 6 | 6 | 4                 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 |   |
| 126 | 6                | 4 | 4 | 5 | 4 | 5                    | 4 | 5 | 5 | 4 | 5                   | 4 | 3 | 3 | 3 | 4               | 4 | 5 | 4 | 5 | 3                 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |   |
| 127 | 4                | 5 | 5 | 5 | 5 | 5                    | 5 | 5 | 5 | 5 | 4                   | 5 | 6 | 5 | 5 | 5               | 5 | 4 | 5 | 5 | 2                 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 128 | 5                | 4 | 5 | 5 | 5 | 5                    | 5 | 6 | 5 | 5 | 4                   | 5 | 5 | 5 | 6 | 6               | 5 | 5 | 6 | 5 | 5                 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 129 | 6                | 6 | 6 | 6 | 6 | 6                    | 5 | 6 | 6 | 6 | 5                   | 6 | 5 | 5 | 6 | 5               | 5 | 6 | 6 | 6 | 6                 | 1 | 6 | 6 | 6 | 6 | 6 | 5 | 6 |   |
| 130 | 5                | 6 | 6 | 6 | 6 | 6                    | 6 | 6 | 6 | 5 | 2                   | 6 | 6 | 6 | 6 | 6               | 6 | 6 | 6 | 6 | 5                 | 6 | 1 | 6 | 6 | 6 | 6 | 6 | 6 |   |
| 131 | 5                | 6 | 3 | 5 | 5 | 4                    | 6 | 6 | 6 | 6 | 6                   | 6 | 6 | 6 | 6 | 6               | 6 | 6 | 3 | 6 | 4                 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 |   |
| 132 | 2                | 6 | 5 | 4 | 6 | 5                    | 6 | 5 | 5 | 2 | 6                   | 6 | 5 | 5 | 6 | 5               | 6 | 6 | 5 | 5 | 2                 | 5 | 2 | 6 | 5 | 6 | 5 | 6 | 5 |   |
| 133 | 5                | 5 | 5 | 5 | 5 | 5                    | 5 | 5 | 5 | 6 | 5                   | 5 | 4 | 5 | 5 | 5               | 4 | 4 | 5 | 5 | 1                 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 134 | 5                | 6 | 4 | 5 | 6 | 6                    | 5 | 6 | 6 | 4 | 3                   | 6 | 5 | 5 | 6 | 6               | 4 | 6 | 6 | 5 | 3                 | 4 | 4 | 6 | 6 | 6 | 5 | 6 | 6 |   |
| 135 | 6                | 6 | 5 | 5 | 6 | 6                    | 6 | 6 | 6 | 5 | 5                   | 6 | 6 | 6 | 5 | 5               | 6 | 6 | 5 | 5 | 2                 | 5 | 6 | 6 | 5 | 6 | 5 | 6 | 6 |   |
| 136 | 6                | 6 | 6 | 2 | 6 | 6                    | 3 | 5 | 5 |   |                     |   |   |   |   |                 |   |   |   |   |                   |   |   |   |   |   |   |   |   |   |



**BIODATA PENULIS****I. Data Pribadi**

1. Nama : Rizki Sari Eka Putri, S.IP
2. Tempat/Tanggal Lahir : Bekasi/11 Agustus 1995
3. Jenis Kelamin : Perempuan
4. Agama : Islam
5. Status : Menikah
6. Alamat : Jl. Bendungan Jago RT.18/RW.01 Kel. Utan Panjang,  
Kec. Kemayoran, Kota Jakarta Pusat, DKI Jakarta
7. Nomor HP : 085348365685
8. Email : rizki.suwarno11@gmail.com

**II. Pendidikan**

1. SD SDN Loktabat 2 Banjarbaru
2. SMP SMPN 4 Banjarbaru
3. SMA SMAN 1 Pelaihari
4. Perguruan Tinggi (S1) Institut Pemerintahan Dalam Negeri (IPDN)

**III. Prestasi**

Kartika Pradnya Utama ke-2 Institut Pemerintahan Dalam Negeri Angkatan XXIV Tahun 2017

**IV. Pengalaman Kerja**

1. Staf pada Subbidang Pemindahtanganan, Pemusnahan, dan Penghapusan pada Bidang Penatausahaan Aset BPKAD Kabupaten Tanah Laut (2017-2018)
2. Pengolah Data pada Subbagian Penyusunan Program dan Anggaran Bagian Perencanaan Sekretariat Jenderal Biro Perencanaan Setjen Kemendagri (Oktober 2018 s.d. April 2019)
3. Penyusun Rencana Kegiatan dan Anggaran pada Subbagian Penyusunan Program dan Anggaran Bagian Perencanaan Sekretariat Jenderal Biro Perencanaan Setjen Kemendagri (Mei 2019 s.d. Desember 2020).
4. Analis Perencanaan pada Subbagian Penyusunan Program dan Anggaran Bagian Perencanaan Sekretariat Jenderal Biro Perencanaan Setjen Kemendagri (Januari 2021 s.d. November 2021)
5. Analis Monitoring dan Evaluasi Pelaksanaan Anggaran pada Subbagian Data, Monitoring, Evaluasi dan Pelaporan Kinerja Bagian Perencanaan Sekretariat Jenderal Biro Perencanaan Setjen Kemendagri (Desember 2021 s.d. sekarang)