

LAMPIRAN 1

KUESIONER PRA SURVEY

Responden yang terhormat, saya Hildan Maulana Syafi' mahasiswa fakultas Ekonomi dan Bisnis Universitas Esa Unggul angkatan 2015. Mohon kesediaan anda untuk mengisi kuesioner dalam penelitian ini terkait gaya kepemimpinan, budaya organisasi, kinerja karyawan dan kepuasan kerja karyawan. Terimakasih.

Petunjuk Pengisian

1. Isi data responden terlebih dahulu
2. Pilih salah satu antara puas dan tidak puas dari setiap pertanyaan
3. Jawablah dengan jujur sesuai kondisi yang sebenarnya

DATA DIRI RESPONDEN

1. Status

- Menikah
- Belum menikah

2. Umur

- Kurang dari 25 Tahun
- 26 – 30 Tahun
- 31 tahun ke atas

3. Lama Bekerja

- Kurang dari 5 Tahun
- 5 – 10 Tahun
- Lebih dari 10 Tahun

4. Grade :

PERNYATAAN

1. Gaya Kepemimpinan Transformasional

- Saya merasa tidak diperhatikan oleh pimpinan dalam bekerja maupun diluar pekerjaan
- Saya merasa diperhatikan pimpinan dalam pekerjaan maupun diluar pekerjaan

2. Budaya Organisasi

- Saya melakukan pekerjaan harus dengan hasil yang maksimal
- Saya menyelesaikan pekerjaan dengan tahapan proses dan ketentuan yang ada

3. Kepuasan Kerja Karyawan

- Saya merasa kurang diberikan kesempatan untuk naik *grade* dan memperoleh peningkatan kemampuan
- Saya puas dengan jabatan dan kemampuan yang saya miliki saat ini

LAMPIRAN 2

KUESIONER PENELITIAN

Responden yang terhormat, saya Hildan maulana Syafi' mahasiswa Fakultas Ekonomi dan Bisnis Universitas Esa Unggul angkatan 2015. Mohon kesediaan anda untuk mengisi kuesioner dalam penelitian skripsi saya, yang berjudul "**Pengaruh Gaya Kepemimpinan Transformasional, Budaya Organisasi, Terhadap kinerja Karyawan melalui Kepuasan Kerja sebagai variabel intervening (studi kasus di PT. HMS Tbk Tangerang)**". Terima kasih.

I. PETUNJUK PENGISIAN

1. Sebelum mengisi pernyataan dibawah, bacalah petunjuk pengisian dengan baik dan isi data reponden terlebih dahulu.
2. Kuesioner penelitian ini terdiri dari 35 pernyataan. Berilah tanda silang (X) atau centang (✓), pada kolom pernyataan **Sangat Setuju (SS) (4)**, **Setuju (S) (3)**, **Tidak Setuju (TS) (2)**, **Sangat Tidak Setuju (STS) (1)** sesuai dengan keadaan yang sebenarnya.
3. Semua jawaban adalah benar dan tidak ada yang salah, oleh karena itu jawablah semua pernyataan sesuai dengan keadaan yang anda alami dengan JUJUR.

II. DATA RESPONDEN

1. *Cost Center :*
2. Status
 - a. Menikah
 - b. Belum Menikah
3. Umur
 - a. 20 – 25 Tahun
 - b. 26 – 30 Tahun
 - c. > 30 Tahun
4. Lama bekerja
 - a. < 5 Tahun
 - b. 5-10 Tahun
 - c. > 10 Tahun
5. Pendidikan Terakhir
 - a. SMA / Sederajat
 - b. Diploma
 - c. S1
6. Grade :

III. PERNYATAAN

| No. | PERNYATAAN Gaya Kepemimpinan Transformasional (X1) | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 1 | Pemimpin merupakan <i>Role Model</i> (panutan) saya dalam perusahaan. | | | | |
| 2 | Pemimpin memberikan contoh yang baik terhadap bawahannya | | | | |
| 3 | Pemimpin menanamkan rasa bangga pada saya selama bergabung bersamanya. | | | | |
| 4 | Pemimpin membuat saya kagum sekaligus mempercayainya | | | | |
| 5 | Pemimpin memberikan motivasi kepada saya untuk bekerja lebih baik. | | | | |
| 6 | Pemimpin mengekspresikan tujuan-tujuan penting dengan cara sederhana | | | | |
| 7 | Pemimpin memberikan keyakinan kepada saya bahwa tujuan perusahaan akan tercapai. | | | | |
| 8 | Pemimpin mengkomunikasikan harapan - harapan yang tinggi pada saya | | | | |
| 9 | Pemimpin mendukung saya untuk menggunakan kreativitas dalam menyelesaikan pekerjaan. | | | | |
| 10 | Pemimpin mendukung saya untuk memikirkan cara - cara baru dalam menyelesaikan tugas | | | | |
| 11 | Pemimpin saya bersemangat untuk mendengarkan ide atau gagasan saya. | | | | |
| 12 | Pemimpin memberikan kesempatan pada saya untuk menyelesaikan pekerjaan dengan gagasan saya | | | | |
| 13 | Pemimpin memiliki hubungan baik dengan karyawan. | | | | |
| No. | PERNYATAAN Budaya Organisasi (X2) | STS | TS | S | SS |
| | | 1 | 2 | 3 | 4 |
| 14 | Perusahaan membangkitkan ide saya | | | | |
| 15 | Saya melakukan pekerjaan sesuai tanggung jawab yang dibebankan kepada saya | | | | |
| 16 | Perusahaan menghargai tindakan pengambilan resiko oleh karyawan | | | | |

| No. | PERNYATAAN Budaya Organisasi (X2) | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| | | 1 | 2 | 3 | 4 |
| 17 | Saya menyelesaikan pekerjaan dengan hasil yang memuaskan | | | | |
| 18 | Saya dapat menyelesaikan pekerjaan dengan akurat sesuai target yang ditetapkan | | | | |
| 19 | Saya merupakan asset terpenting perusahaan | | | | |
| 20 | Saya mendapat penghargaan apabila hasil kerja saya memenuhi harapan perusahaan | | | | |
| 21 | Pekerjaan saya diapresiasi perusahaan | | | | |
| 22 | Saya menyelesaikan pekerjaan dengan bekerja sama | | | | |
| No. | PERNYATAAN Kepuasan Kerja Karyawan (Z) | STS | TS | S | SS |
| | | 1 | 2 | 3 | 4 |
| 23 | Saya dapat menyelesaikan pekerjaan saya | | | | |
| 24 | Pengalaman yang saya miliki dapat digunakan untuk menyelesaikan pekerjaan | | | | |
| 25 | Hasil pekerjaan saya dihargai oleh pimpinan | | | | |
| 26 | Pemimpin memberikan nilai yang baik atas pekerjaan saya | | | | |
| 27 | Saya merasa pimpinan saya bisa juga dijadikan sebagai teman | | | | |
| 28 | Saya memiliki hubungan yang baik dengan pimpinan | | | | |
| 29 | Saya memiliki hubungan yang baik antar karyawan | | | | |
| 30 | Saya merasa puas dengan bantuan dari rekan kerja dalam menyelesaikan pekerjaan | | | | |
| 31 | Saya diberikan kesempatan untuk naik <i>grade</i> | | | | |
| 32 | Saya diberikan jabatan struktur yang sesuai dengan kemampuan yang saya miliki | | | | |
| 33 | Saya diberikan kesempatan untuk memperoleh peningkatan kemampuan | | | | |
| 34 | Saya mendapat kesempatan training baik internal maupun eksternal | | | | |
| 35 | Saya mendapatkan kompensasi jika melakukan kerja tambah dengan hasil memuaskan | | | | |
| 36 | Saya puas dengan gaji yang saya terima saat ini | | | | |

| No. | PERNYATAAN Kinerja Karyawan (Y) | STS | TS | S | SS |
|-----|---|------------|-----------|----------|-----------|
| | | 1 | 2 | 3 | 4 |
| 37 | Karyawan memiliki kemampuan yang relevan dan diperlukan dalam menyelesaikan pekerjaan | | | | |
| 38 | Karyawan bekerja dengan <i>Standart operasional prosedur</i> yang sudah ditetapkan | | | | |
| 39 | Karyawan menyelesaikan pekerjaan melebihi target yang diberikan | | | | |
| 40 | Karyawan menyelesaikan pekerjaan sesuai standar dengan kualitas yang baik | | | | |
| 41 | Karyawan selalu mentaati peraturan perusahaan yang berlaku | | | | |
| 42 | Karyawan selalu datang lebih awal dan pulang lebih lanjut | | | | |
| 43 | Karyawan bersemangat untuk memberikan terobosan baru demi kemajuan perusahaan | | | | |
| 44 | Karyawan melakukan perbaikan berkelanjutan dengan mengikuti QCC di perusahaan | | | | |

LAMPIRAN 3**Tabulasi Data Pre-test 30 Responden**

| No. Responden | BUTIR PERNYATAAN | | | | | | | | | | | | | | Tot |
|------------------|------------------------------------|---|---|---|---|---|---|---|----|----|----|----|----|----|-----|
| | Gaya Kepemimpinan Transformasional | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | |
| 1 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 45 | |
| 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 47 | |
| 3 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 30 | |
| 4 | 3 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 35 | |
| 5 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 47 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 46 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 43 |
| 8 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 49 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 42 |
| 10 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 11 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 46 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 13 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 14 | 3 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 33 |
| 15 | 1 | 4 | 2 | 2 | 4 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 39 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 18 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 49 |
| 19 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 39 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 21 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 45 |
| 22 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 3 | 2 | 40 |
| 23 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 44 |
| 25 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 40 |
| 26 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 28 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 44 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 30 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 39 |

Sumber : Data diolah, 2019

Tabulasi Data *Pre-test* 30 Responden

| No. Responden | BUTIR PERNYATAAN | | | | | | | | | | | | Tot |
|------------------|------------------|---|---|---|---|---|---|---|---|----|----|----|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 34 |
| 4 | 3 | 1 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 23 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 42 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 8 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 36 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 34 |
| 11 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 36 |
| 12 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 30 |
| 13 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 38 |
| 14 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 32 |
| 15 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 35 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 45 |
| 19 | 3 | 2 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 31 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 21 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 33 |
| 22 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 34 |
| 23 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 4 | 1 | 2 | 4 | 4 | 32 |
| 24 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 39 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 35 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 35 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 28 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 41 |
| 30 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 1 | 1 | 4 | 4 | 30 |

Sumber : Data diolah, 2019

Tabulasi Data *Pre-test* 30 Responden

| No. Responden | BUTIR PERNYATAAN | | | | | | | | | | | | | | | Tot | |
|------------------|-------------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|-----|----|
| | Kepuasan Kerja Karyawan | | | | | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 49 |
| 2 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 53 |
| 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 3 | 2 | 3 | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | 1 | 34 |
| 5 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 56 |
| 6 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 54 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 61 |
| 9 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 49 |
| 10 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 11 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 51 |
| 12 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 44 |
| 13 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 47 |
| 14 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 41 |
| 15 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 49 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 18 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 57 |
| 19 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 2 | 46 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 21 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 44 |
| 22 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 3 | 42 |
| 23 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 42 |
| 24 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 49 |
| 25 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 49 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 48 |
| 27 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 28 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 52 |
| 29 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 50 |
| 30 | 1 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 1 | 42 |

Sumber : Data diolah, 2019

Tabulasi Data *Pre-test* 30 Responden

| No. Responden | BUTIR PERNYATAAN | | | | | | | | Tot |
|------------------|------------------|----------|----------|----------|----------|----------|----------|----------|------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| 1 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 22 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 25 |
| 5 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 21 |
| 6 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 21 |
| 7 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 8 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 21 |
| 9 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 23 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 21 |
| 11 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 12 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 13 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 24 |
| 14 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 23 |
| 15 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 20 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 22 |
| 17 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 20 |
| 18 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 22 |
| 19 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 20 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 21 |
| 21 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 22 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 25 |
| 23 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 25 |
| 24 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 20 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 26 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 25 |
| 27 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 28 | 3 | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 18 |
| 29 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 21 |
| 30 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |

Sumber : Data diolah, 2019

LAMPIRAN 4
Tabulasi Data Penelitian 81 Responden

| No. Responden | Gaya Kepemimpinan Transformasional | | | | | | | | | | | | Budaya Organisasi | | | | | | Tot | | | |
|---------------|------------------------------------|---|---|---|---|---|---|---|---|----|----|----|-------------------|----|---|---|---|---|-----|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 2 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 43 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 30 |
| 3 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 34 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 25 |
| 4 | 3 | 3 | 1 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 32 | 1 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 16 |
| 5 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 44 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 31 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 43 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 31 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 8 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 46 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 9 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 40 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 10 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 38 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 25 |
| 11 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 40 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 27 |
| 12 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 36 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 24 |
| 13 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 28 |
| 14 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 31 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 23 |
| 15 | 2 | 4 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 17 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 18 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 19 | 3 | 3 | 3 | 1 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 34 | 2 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 23 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 26 |
| 21 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 37 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 4 | 25 |
| 22 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 4 | 2 | 3 | 38 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 24 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | Gaya Kepemimpinan Transformasional | | | | | | | | | | | | Tot | Budaya Organisasi | Tot | |
|---------------|------------------------------------|---|---|---|---|---|---|---|---|----|----|----|-----|-------------------|-----|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | | | | |
| 23 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 38 | 3 | 1 | 3 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 41 | 3 | 4 | 3 | 3 | 3 |
| 25 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 3 | 4 |
| 26 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 39 | 3 | 3 | 3 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 3 |
| 28 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 41 | 3 | 4 | 2 | 3 | 4 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 40 | 3 | 3 | 4 | 3 | 4 |
| 30 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 37 | 2 | 1 | 3 | 3 | 4 |
| 31 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 36 | 3 | 4 | 3 | 3 | 3 |
| 32 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 41 | 3 | 3 | 2 | 3 | 3 |
| 33 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 40 | 3 | 3 | 2 | 3 | 3 |
| 34 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 40 | 3 | 4 | 3 | 3 | 4 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 38 | 3 | 3 | 4 | 3 | 4 |
| 36 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 39 | 3 | 3 | 3 |
| 37 | 2 | 2 | 1 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 35 | 3 | 2 | 2 | 3 | 4 |
| 38 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 2 | 4 | 3 |
| 39 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 42 | 3 | 3 | 3 | 2 | 4 |
| 40 | 3 | 2 | 3 | 3 | 1 | 2 | 3 | 3 | 3 | 3 | 35 | 3 | 3 | 3 | 2 | 3 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 41 | 3 | 3 | 3 | 3 | 3 |
| 42 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 36 | 3 | 2 | 3 | 3 | 3 |
| 43 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 39 | 3 | 3 | 4 | 4 | 3 |
| 44 | 3 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 2 | 33 | 3 | 2 | 3 | 2 | 3 |
| 45 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 1 | 4 | 3 | 3 | 3 | 2 | 3 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | Gaya Kepemimpinan Transformasional | | | | | | | | | | Budaya Organisasi | | | | | Tot | | | | | | |
|---------------|------------------------------------|---|---|---|---|---|---|---|---|----|-------------------|----|----|---|---|-----|---|---|---|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 38 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 27 |
| 47 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 48 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 40 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 28 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 50 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 37 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 26 |
| 51 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 36 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 25 |
| 52 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 1 | 33 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 53 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 54 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 42 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |
| 55 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 56 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 37 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 26 |
| 57 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 37 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 26 |
| 58 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 39 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 59 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 60 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 37 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 25 |
| 61 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 40 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 63 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 26 |
| 64 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 39 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 25 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 27 |
| 66 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 32 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 24 |
| 67 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 41 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 29 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | Gaya Kepemimpinan Transformasional | | | | | | | | | | Tot | Budaya Organisasi | | | | | | Tot | | | | | |
|---------------|------------------------------------|---|---|---|---|---|---|---|---|----|-----|-------------------|----|----|---|---|---|-----|---|---|---|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| 68 | 3 | 3 | 3 | 2 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 35 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 26 | |
| 69 | 3 | 3 | 3 | 2 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 1 | 33 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 1 | 3 | 22 |
| 70 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 38 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 71 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 37 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 25 |
| 72 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 38 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 26 |
| 73 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 36 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 25 |
| 74 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 | 3 | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 28 |
| 75 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 37 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 25 |
| 76 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 27 |
| 77 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 78 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 3 | 4 | 2 | 39 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 26 |
| 79 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 38 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 27 |
| 80 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 37 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 24 | |
| 81 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 36 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 24 | |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | Kepuasan Karyaawan | | | | | | | | | | Kinerja Karyawan | | | | | | | Tot Tot | | | | |
|------------------|--------------------|---|---|---|---|---|---|---|---|----|------------------|----|----|----|---|---|---|------------|---|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 41 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 47 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 26 |
| 3 | 3 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 36 | 3 | 3 | 2 | 3 | 1 | 3 | 3 | 3 | 21 |
| 4 | 3 | 3 | 1 | 1 | 2 | 3 | 3 | 2 | 1 | 2 | 1 | 1 | 28 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 18 |
| 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 51 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 28 |
| 6 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 47 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 27 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 29 |
| 9 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 44 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 11 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 43 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 24 |
| 12 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 39 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 22 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 43 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 14 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 35 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 19 |
| 15 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 41 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 18 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 53 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 19 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 39 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 2 | 22 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 23 |
| 21 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 41 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 24 |
| 22 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 39 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 22 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | BUTIR PERNYATAAN | | | | | | | | | | | | | | Tot | Kinerja Karyawan | Tot |
|---------------|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-----|------------------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | | |
| 23 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 40 | 3 | 3 | 2 |
| 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 43 | 2 | 4 | 3 | 3 |
| 25 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 42 | 3 | 3 | 3 | 3 | 3 |
| 26 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 2 | 2 | 3 | 42 | 3 | 3 | 4 | 2 |
| 27 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 3 | 4 | 2 | 3 |
| 28 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 45 | 3 | 3 | 2 | 4 | 3 |
| 29 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 45 | 3 | 4 | 2 | 3 |
| 30 | 3 | 2 | 2 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 1 | 38 | 3 | 3 | 4 | 2 |
| 31 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 38 | 3 | 3 | 3 | 3 |
| 32 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 43 | 3 | 3 | 3 | 4 |
| 33 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 42 | 3 | 4 | 3 | 2 |
| 34 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 4 |
| 35 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 42 | 3 | 2 | 4 | 3 |
| 36 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 42 | 3 | 3 | 4 | 3 |
| 37 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 37 | 3 | 3 | 2 | 3 |
| 38 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 41 | 4 | 3 | 3 | 3 |
| 39 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 44 | 4 | 3 | 3 | 3 |
| 40 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 40 | 3 | 2 | 3 | 3 |
| 41 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 45 | 3 | 4 | 3 | 3 |
| 42 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 2 | 3 |
| 43 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 40 | 3 | 3 | 2 | 4 |
| 44 | 3 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 1 | 3 | 36 | 3 | 2 | 3 | 1 |
| 45 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 40 | 3 | 3 | 2 | 4 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. Responden | BUTIR PERNYATAAN | | | | | | | | | | | | | | Tot Kineria Karyawan | Tot | |
|------------------|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-------------------------|-----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | | |
| 46 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 41 | 3 | 3 | 3 | 3 | 3 | 24 |
| 47 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 39 | 2 | 3 | 3 | 4 | 3 | 23 |
| 48 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 42 | 3 | 4 | 2 | 3 | 3 | 24 |
| 49 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 3 | 3 | 24 |
| 50 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 37 | 3 | 2 | 3 | 3 | 3 | 23 |
| 51 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 39 | 3 | 2 | 3 | 2 | 3 | 22 |
| 52 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 1 | 3 | 38 | 3 | 3 | 2 | 3 | 3 | 21 |
| 53 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 42 | 3 | 4 | 3 | 2 | 3 | 24 |
| 54 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 44 | 4 | 3 | 3 | 3 | 3 | 25 |
| 55 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 41 | 3 | 3 | 2 | 3 | 3 | 23 |
| 56 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 39 | 3 | 3 | 2 | 3 | 3 | 23 |
| 57 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 42 | 3 | 3 | 3 | 2 | 3 | 23 |
| 58 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 41 | 3 | 2 | 3 | 3 | 3 | 24 |
| 59 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 42 | 3 | 2 | 3 | 4 | 3 | 24 |
| 60 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 41 | 3 | 3 | 4 | 3 | 2 | 23 |
| 61 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 2 | 3 | 4 | 3 | 3 | 24 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 43 | 4 | 3 | 3 | 2 | 3 | 25 |
| 63 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 41 | 3 | 3 | 4 | 2 | 3 | 23 |
| 64 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 41 | 2 | 3 | 3 | 4 | 3 | 24 |
| 65 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 39 | 3 | 3 | 2 | 3 | 3 | 23 |
| 66 | 3 | 2 | 3 | 1 | 1 | 3 | 2 | 3 | 3 | 2 | 35 | 2 | 3 | 2 | 2 | 3 | 21 |
| 67 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 44 | 3 | 3 | 3 | 3 | 3 | 25 |

Sumber : Data diolah, 2019

Tabulasi Data Penelitian 81 Responden

| No. | BUTIR PERNYATAAN | | | | | | | | | | | | | | Tot | Kinerja Karyawan | Tot |
|-----|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|-----|------------------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | | |
| 68 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 38 | 2 | 3 |
| 69 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 3 | 3 | 35 | 2 | 3 |
| 70 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 40 | 3 | 2 |
| 71 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 37 | 3 | 2 |
| 72 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 41 | 2 | 4 |
| 73 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 41 | 3 | 2 |
| 74 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 42 | 3 | 3 |
| 75 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 42 | 2 | 3 | 42 | 2 | 3 |
| 76 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 42 | 3 | 3 |
| 77 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 41 | 3 | 4 |
| 78 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 42 | 3 | 3 | 42 | 3 |
| 79 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 40 | 3 | 3 |
| 80 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 38 | 3 | 3 |
| 81 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 40 | 3 | 4 |

Sumber : Data diolah, 2019

LAMPIRAN 5
Hasil Uji Validitas 30 Responden
Gaya Kepemimpinan Transformasional

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | TOTAL |
|------------------------|-------|--------|--------|--------|--------|-------|--------|--------|--------|-------|--------|-------|--------|-------|--------|
| P1 Pearson Correlation | 1 | ,244 | ,299 | ,387* | ,173 | ,133 | ,225 | ,455* | ,209 | ,017 | ,493** | ,128 | ,184 | ,112 | ,523** |
| Sig. (2-tailed) | | ,194 | ,108 | ,035 | ,361 | ,484 | ,232 | ,012 | ,267 | ,928 | ,006 | ,499 | ,331 | ,556 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 Pearson Correlation | ,244 | 1 | ,291 | ,312 | ,500** | ,216 | ,441* | ,015 | ,340 | -,010 | ,437* | ,165 | ,562** | ,163 | ,602** |
| Sig. (2-tailed) | | ,194 | ,119 | ,093 | ,005 | ,252 | ,015 | ,937 | ,066 | ,957 | ,016 | ,383 | ,001 | ,390 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 Pearson Correlation | ,299 | ,291 | 1 | ,472** | ,364* | ,193 | ,508** | ,408* | ,531** | ,399* | ,143 | ,203 | ,407* | ,200 | ,686** |
| Sig. (2-tailed) | | ,108 | ,119 | ,008 | ,048 | ,308 | ,004 | ,025 | ,003 | ,029 | ,451 | ,283 | ,026 | ,290 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 Pearson Correlation | ,387* | ,312 | ,472** | 1 | ,018 | ,195 | ,230 | ,687** | ,197 | -,317 | ,138 | -,052 | ,235 | ,461* | ,506** |
| Sig. (2-tailed) | | ,035 | ,093 | ,008 | ,927 | ,302 | ,222 | ,000 | ,296 | ,088 | ,468 | ,785 | ,211 | ,010 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 Pearson Correlation | ,173 | ,500** | ,364* | ,018 | 1 | ,386* | ,414* | ,050 | ,524** | ,356 | ,212 | ,141 | ,447* | ,089 | ,614** |
| Sig. (2-tailed) | | ,361 | ,005 | ,048 | ,927 | ,035 | ,023 | ,794 | ,003 | ,054 | ,260 | ,459 | ,013 | ,640 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 Pearson Correlation | ,133 | ,216 | ,193 | ,195 | ,386* | 1 | ,480** | ,202 | ,635** | ,129 | ,000 | ,128 | ,163 | ,047 | ,484** |
| Sig. (2-tailed) | | ,484 | ,252 | ,308 | ,302 | ,035 | ,007 | ,286 | ,000 | ,495 | 1,000 | ,502 | ,391 | ,805 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**Hasil Uji Validitas 30 Responden
Gaya Kepemimpinan Transformasional**

| | | | | | | | | | | | | | | | | |
|----|---------------------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|--------|--------|-------|--------|
| P7 | Pearson Correlation | ,225 | ,441* | ,508** | ,230 | ,414* | ,480** | 1 | ,209 | ,632** | ,346 | ,309 | ,161 | ,434* | ,140 | ,688** |
| | Sig. (2-tailed) | ,232 | ,015 | ,004 | ,222 | ,023 | ,007 | | ,268 | ,000 | ,061 | ,096 | ,395 | ,017 | ,459 | ,000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P8 | Pearson Correlation | ,455* | ,015 | ,408* | ,687** | ,050 | ,202 | ,209 | 1 | ,214 | ,127 | ,260 | ,221 | ,097 | ,263 | ,501** |
| | Sig. (2-tailed) | ,012 | ,937 | ,025 | ,000 | ,794 | ,286 | ,268 | | ,257 | ,503 | ,165 | ,240 | ,611 | ,160 | ,005 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P9 | Pearson Correlation | ,209 | ,340 | ,531** | ,197 | ,524** | ,635** | ,632** | ,214 | 1 | ,621** | ,265 | ,452* | ,605** | ,074 | ,791** |
| | Sig. (2-tailed) | ,267 | ,066 | ,003 | ,296 | ,003 | ,000 | ,000 | ,257 | | ,000 | ,156 | ,012 | ,000 | ,697 | ,000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P1 | Pearson Correlation | ,017 | ,-010 | ,399* | ,-317 | ,356 | ,129 | ,346 | ,-127 | ,621** | 1 | ,175 | ,430* | ,452* | ,-268 | ,398* |
| 0 | Sig. (2-tailed) | ,928 | ,957 | ,029 | ,088 | ,054 | ,495 | ,061 | ,503 | ,000 | | ,356 | ,018 | ,012 | ,152 | ,029 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P1 | Pearson Correlation | ,493** | ,437* | ,143 | ,138 | ,212 | ,000 | ,309 | ,260 | ,265 | ,175 | 1 | ,473** | ,548** | ,175 | ,578** |
| 1 | Sig. (2-tailed) | ,006 | ,016 | ,451 | ,468 | ,260 | ,1,000 | ,096 | ,165 | ,156 | ,356 | | ,008 | ,002 | ,356 | ,001 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P1 | Pearson Correlation | ,128 | ,165 | ,203 | ,-052 | ,141 | ,128 | ,161 | ,221 | ,452* | ,430* | ,473** | 1 | ,332 | ,-099 | ,448* |
| 2 | Sig. (2-tailed) | ,499 | ,383 | ,283 | ,785 | ,459 | ,502 | ,395 | ,240 | ,012 | ,018 | ,008 | | ,073 | ,602 | ,013 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P1 | Pearson Correlation | ,184 | ,562** | ,407* | ,235 | ,447* | ,163 | ,434* | ,097 | ,605** | ,452* | ,548** | ,332 | 1 | ,352 | ,742** |
| 3 | Sig. (2-tailed) | ,331 | ,001 | ,026 | ,211 | ,013 | ,391 | ,017 | ,611 | ,000 | ,012 | ,002 | ,073 | | ,056 | ,000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P1 | Pearson Correlation | ,112 | ,163 | ,200 | ,461* | ,089 | ,047 | ,140 | ,263 | ,074 | ,-268 | ,175 | ,-099 | ,352 | 1 | ,337 |
| 4 | Sig. (2-tailed) | ,556 | ,390 | ,290 | ,010 | ,640 | ,805 | ,459 | ,160 | ,697 | ,152 | ,356 | ,602 | ,056 | | ,069 |

Hasil Uji Validitas 30 Responden Budaya Organisasi

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | TOTAL |
|----|---------------------|-------|-------------------|-------|-------------------|--------------------|--------------------|-------|-------------------|--------------------|--------------------|-------|--------|
| P1 | Pearson Correlation | 1 | ,230 | ,000 | ,069 | ,302 | ,241 | -,289 | ,000 | ,107 | ,009 | ,239 | ,025 |
| | Sig. (2-tailed) | | ,304 | 1,000 | ,760 | ,173 | ,279 | ,193 | 1,000 | ,636 | ,967 | ,284 | ,914 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P2 | Pearson Correlation | ,230 | 1 | ,349 | ,528 [*] | ,527 [*] | ,303 | -,088 | ,154 | ,708 ^{**} | ,594 ^{**} | -,034 | ,157 |
| | Sig. (2-tailed) | | ,304 | | ,111 | ,011 | ,012 | ,163 | ,698 | ,494 | ,000 | ,004 | ,485 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P3 | Pearson Correlation | ,000 | ,349 | 1 | ,396 | ,274 | ,189 | -,237 | -,094 | ,615 ^{**} | ,642 ^{**} | ,000 | ,106 |
| | Sig. (2-tailed) | | 1,000 | ,111 | | ,068 | ,218 | ,400 | ,288 | ,676 | ,002 | ,001 | ,639 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P4 | Pearson Correlation | ,069 | ,528 [*] | ,396 | 1 | ,449 [*] | ,262 | ,090 | ,131 | ,603 ^{**} | ,506 ^{**} | ,130 | ,-134 |
| | Sig. (2-tailed) | | ,760 | ,011 | ,068 | | ,036 | ,238 | ,692 | ,561 | ,003 | ,016 | ,553 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P5 | Pearson Correlation | ,302 | ,527 [*] | ,274 | ,449 [*] | 1 | ,724 ^{**} | -,289 | ,000 | ,368 | ,419 | ,239 | ,295 |
| | Sig. (2-tailed) | | ,173 | ,012 | ,218 | ,036 | | ,000 | ,193 | 1,000 | ,092 | ,052 | ,284 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P6 | Pearson Correlation | ,241 | ,308 | ,189 | ,262 | ,724 ^{**} | 1 | ,000 | ,250 | ,181 | ,425 [*] | ,000 | ,280 |
| | Sig. (2-tailed) | | ,279 | ,163 | ,400 | ,238 | ,000 | | ,1,000 | ,262 | ,421 | ,049 | ,1,000 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| P7 | Pearson Correlation | -,289 | -,088 | -,237 | ,090 | -,289 | ,000 | 1 | ,470 [*] | -,031 | ,012 | -,069 | ,032 |
| | | | | | | | | | | | | | ,085 |
| | | | | | | | | | | | | | --- |

Hasil Uji Validitas 30 Responden Budaya Organisasi

| | | | | | | | | | | | | | | |
|-----------------|---------------------|-------|--------------------|--------------------|--------------------|--------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | Sig. (2-tailed) | ,193 | ,698 | ,288 | ,692 | ,193 | 1,000 | | ,027 | ,891 | ,957 | ,760 | ,888 | ,706 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| P8 | Pearson Correlation | ,000 | ,154 | -,094 | ,131 | ,000 | ,250 | ,470 [*] | 1 | ,181 | ,318 | ,303 | ,420 | ,478 [*] |
| Sig. (2-tailed) | | 1,000 | ,494 | ,676 | ,561 | 1,000 | ,262 | ,027 | | ,421 | ,149 | ,171 | ,051 | ,024 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| P9 | Pearson Correlation | ,107 | ,708 ^{**} | ,615 ^{**} | ,603 ^{**} | ,368 | ,181 | -,031 | ,181 | 1 | ,823 ^{**} | ,229 | ,055 | ,821 ^{**} |
| Sig. (2-tailed) | | ,636 | ,000 | ,002 | ,003 | ,092 | ,421 | ,891 | ,421 | | ,000 | ,306 | ,807 | ,000 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| P10 | Pearson Correlation | ,009 | ,594 ^{**} | ,642 ^{**} | ,506 ^{**} | ,419 | ,425 [*] | ,012 | ,318 | ,823 ^{**} | 1 | ,210 | ,141 | ,852 ^{**} |
| Sig. (2-tailed) | | ,967 | ,004 | ,001 | ,016 | ,052 | ,049 | ,957 | ,149 | ,000 | | ,347 | ,532 | ,000 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| P11 | Pearson Correlation | ,239 | -,034 | ,000 | ,130 | ,239 | ,000 | -,069 | ,303 | ,229 | ,210 | 1 | ,555 ^{**} | ,426 [*] |
| Sig. (2-tailed) | | ,284 | ,881 | 1,000 | ,564 | ,284 | 1,000 | ,760 | ,171 | ,306 | ,347 | | ,007 | ,048 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| P12 | Pearson Correlation | ,025 | -,157 | ,106 | -,134 | ,295 | ,280 | ,032 | ,420 | -,055 | ,141 | ,555 ^{**} | 1 | ,339 |
| Sig. (2-tailed) | | ,914 | ,485 | ,639 | ,553 | ,182 | ,206 | ,888 | ,051 | ,807 | ,532 | ,007 | | ,123 |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |
| TOT | Pearson Correlation | ,276 | ,656 ^{**} | ,597 ^{**} | ,646 ^{**} | ,577 ^{**} | ,499 [*] | ,085 | ,478 [*] | ,821 ^{**} | ,852 ^{**} | ,426 [*] | ,339 | 1 |
| AL | Sig. (2-tailed) | ,213 | ,001 | ,003 | ,001 | ,005 | ,018 | ,706 | ,024 | ,000 | ,000 | ,048 | ,123 | |
| N | | 22 | 22 | 22 | 22 | 22 | 22 | | 22 | 22 | 22 | 22 | 22 | 22 |

Hasil Uji Validitas 30 Responden Kepuasan Kerja Karyawan

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | TOTAL |
|------------------------|------|--------------------|-------------------|--------------------|--------------------|--------------------|-------------------|-------------------|-------------------|------|--------------------|--------------------|-------------------|-------------------|-------------------|-------------------|--------------------|
| P1 Pearson Correlation | 1 | ,177 | ,175 | ,037 | ,177 | ,024 | -,203 | ,241 | -,036 | ,032 | ,192 | -,218 | ,033 | -,116 | -,046 | ,204 | ,211 |
| Sig. (2-tailed) | | ,349 | ,356 | ,845 | ,349 | ,899 | ,281 | ,200 | ,850 | ,866 | ,310 | ,246 | ,863 | ,541 | ,808 | ,280 | ,263 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P2 Pearson Correlation | ,177 | 1 | ,437 [*] | ,522 ^{**} | ,466 ^{**} | ,179 | ,125 | ,109 | ,308 | ,337 | ,191 | ,478 ^{**} | ,372 [*] | ,125 | ,045 | -,035 | ,505 ^{**} |
| Sig. (2-tailed) | | ,349 | ,016 | ,003 | ,010 | ,344 | ,512 | ,565 | ,098 | ,068 | ,312 | ,007 | ,043 | ,512 | ,813 | ,853 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P3 Pearson Correlation | ,175 | ,437 [*] | 1 | ,082 | ,243 | ,173 | -,112 | ,198 | ,158 | ,018 | ,035 | ,285 | ,018 | -,016 | -,063 | ,000 | ,292 |
| Sig. (2-tailed) | | ,356 | ,016 | ,668 | ,196 | ,362 | ,557 | ,293 | ,405 | ,926 | ,854 | ,127 | ,924 | ,933 | ,739 | ,1,000 | ,118 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P4 Pearson Correlation | ,037 | ,522 ^{**} | ,082 | 1 | ,384 [*] | ,222 | ,162 | ,118 | ,341 | ,042 | ,356 | ,492 ^{**} | ,302 | ,448 [*] | ,189 | -,022 | ,480 ^{**} |
| Sig. (2-tailed) | | ,845 | ,003 | ,668 | ,036 | ,239 | ,393 | ,533 | ,065 | ,825 | ,054 | ,006 | ,104 | ,013 | ,316 | ,907 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P5 Pearson Correlation | ,177 | ,466 ^{**} | ,243 | ,384 [*] | 1 | ,786 ^{**} | ,413 [*] | ,399 [*] | ,427 [*] | ,350 | ,597 ^{**} | ,585 ^{**} | ,687 [*] | ,498 [*] | ,563 [*] | ,410 [*] | ,885 ^{**} |
| Sig. (2-tailed) | | ,349 | ,010 | ,196 | ,036 | ,000 | ,023 | ,029 | ,019 | ,058 | ,000 | ,001 | ,000 | ,005 | ,001 | ,025 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P6 Pearson Correlation | ,024 | ,179 | ,173 | ,222 | ,786 ^{**} | 1 | ,467 [*] | ,371 [*] | ,313 | ,160 | ,686 ^{**} | ,537 ^{**} | ,628 [*] | ,467 [*] | ,603 [*] | ,375 [*] | ,788 ^{**} |
| Sig. (2-tailed) | | ,899 | ,344 | ,362 | ,239 | ,000 | ,009 | ,043 | ,092 | ,397 | ,000 | ,002 | ,000 | ,009 | ,000 | ,041 | ,000 |

Hasil Uji Validitas 30 Responden Kepuasan Kerja Karyawan

| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
|-----|---------------------|-------|--------------------|-------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|-------------------|-------------------|-------------------|--------|--------------------|----|
| P7 | Pearson Correlation | -,203 | ,125 | -,112 | ,162 | ,413 [*] | ,467 [*] | 1 | ,632 ^{**} | ,037 | ,299 | ,482 ^{**} | ,611 ^{**} | ,637 [*] | ,442 [*] | ,340 | ,069 | ,567 ^{**} | |
| | Sig. (2-tailed) | ,281 | ,512 | ,557 | ,393 | ,023 | ,009 | | ,000 | ,847 | ,108 | ,007 | ,000 | ,000 | ,014 | ,066 | ,715 | ,001 | |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P8 | Pearson Correlation | ,241 | ,109 | ,198 | ,118 | ,399 [*] | ,371 [*] | ,532 ^{**} | 1 | ,419 [*] | ,459 [*] | ,485 ^{**} | ,217 | ,332 | ,169 | ,061 | ,072 | ,546 ^{**} | |
| | Sig. (2-tailed) | ,200 | ,565 | ,293 | ,533 | ,029 | ,043 | ,000 | | ,021 | ,011 | ,007 | ,249 | ,073 | ,371 | ,748 | ,706 | ,002 | |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P9 | Pearson Correlation | -,036 | ,308 | ,158 | ,341 | ,427 [*] | ,313 | ,037 | ,419 [*] | 1 | ,537 [*] | ,283 | ,173 | ,115 | ,313 | ,256 | ,-,043 | ,463 | |
| | Sig. (2-tailed) | ,850 | ,098 | ,405 | ,065 | ,019 | ,092 | ,0847 | ,021 | | ,002 | ,130 | ,362 | ,546 | ,093 | ,172 | ,822 | ,010 | |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P10 | Pearson Correlation | ,032 | ,337 | ,018 | ,042 | ,350 | ,160 | ,299 | ,459 [*] | ,537 ^{**} | 1 | ,117 | ,135 | ,358 | ,176 | ,016 | ,057 | ,403 [*] | |
| | Sig. (2-tailed) | ,866 | ,068 | ,926 | ,825 | ,058 | ,397 | ,108 | ,011 | ,002 | | ,537 | ,478 | ,052 | ,351 | ,932 | ,763 | ,027 | |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P11 | Pearson Correlation | ,192 | ,191 | ,035 | ,356 | ,597 ^{**} | ,686 ^{**} | ,482 ^{**} | ,485 ^{**} | ,283 | ,117 | 1 | ,499 ^{**} | ,566 [*] | ,564 [*] | ,618 [*] | ,280 | ,779 ^{**} | |
| | Sig. (2-tailed) | ,310 | ,312 | ,854 | ,054 | ,000 | ,000 | ,007 | ,007 | ,130 | ,537 | | ,005 | ,001 | ,001 | ,000 | ,134 | ,000 | |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P12 | Pearson Correlation | -,218 | ,478 ^{**} | ,285 | ,492 ^{**} | ,585 ^{**} | ,537 ^{**} | ,611 ^{**} | ,217 | ,173 | ,135 | ,499 ^{**} | 1 | ,614 [*] | ,506 | ,514 [*] | ,245 | ,726 ^{**} | |
| | Sig. (2-tailed) | ,246 | ,007 | ,127 | ,006 | ,001 | ,002 | ,000 | ,249 | ,362 | ,478 | ,005 | | ,000 | ,004 | ,004 | ,193 | ,000 | |

Hasil Uji Validitas 30 Responden Kepuasan Kerja Karyawan

| | | | | | | | | | | | | | | | | | | |
|----------------------------|-------|--------------------|-------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|-------------------|-------------------|--------------------|----|
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P13 Pearson Correlation | ,033 | ,372 [*] | ,018 | ,302 | ,687 ^{**} | ,628 ^{**} | ,637 ^{**} | ,332 | ,115 | ,358 | ,566 ^{**} | ,614 ^{**} | ,1 | ,637 [*] | ,520 [*] | ,414 [*] | ,791 ^{**} | |
| Sig. (2-tailed) | ,863 | ,043 | ,924 | ,104 | ,000 | ,000 | ,000 | ,073 | ,546 | ,052 | ,001 | ,000 | ,000 | ,000 | ,003 | ,023 | ,000 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| P14 Pearson Correlation | -,116 | ,125 | -,016 | ,448 [*] | ,498 ^{**} | ,467 ^{**} | ,442 [*] | ,169 | ,313 | ,176 | ,564 ^{**} | ,506 ^{**} | ,637 [*] | ,1 | ,606 [*] | ,156 | ,647 ^{**} | |
| Sig. (2-tailed) | ,541 | ,512 | ,933 | ,013 | ,005 | ,009 | ,014 | ,371 | ,093 | ,351 | ,001 | ,004 | ,000 | ,000 | ,410 | ,000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| P15 Pearson Correlation | -,046 | ,045 | -,063 | ,189 | ,563 ^{**} | ,603 ^{**} | ,340 | ,061 | ,256 | ,016 | ,618 ^{**} | ,514 ^{**} | ,520 [*] | ,606 [*] | 1 | ,207 | ,624 ^{**} | |
| Sig. (2-tailed) | ,808 | ,813 | ,739 | ,316 | ,001 | ,000 | ,066 | ,748 | ,172 | ,932 | ,000 | ,004 | ,003 | ,000 | ,272 | ,000 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| P16 Pearson Correlation | ,204 | -,035 | ,000 | -,022 | ,410 [*] | ,375 [*] | ,069 | ,072 | -,043 | ,057 | ,280 | ,245 [*] | ,414 [*] | ,156 | ,207 | 1 | ,413 [*] | |
| Sig. (2-tailed) | ,280 | ,853 | 1,00 | ,907 | ,025 | ,041 | ,715 | ,706 | ,822 | ,763 | ,134 | ,193 | ,023 | ,410 | ,272 | ,023 | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| TOT Pearson Correlation AL | ,211 | ,505 ^{**} | ,292 | ,480 ^{**} | ,885 ^{**} | ,788 ^{**} | ,567 ^{**} | ,546 ^{**} | ,463 [*] | ,403 [*] | ,779 ^{**} | ,726 ^{**} | ,791 [*] | ,647 [*] | ,624 [*] | ,413 [*] | 1 | |
| Sig. (2-tailed) | ,263 | ,004 | ,118 | ,007 | ,000 | ,000 | ,001 | ,002 | ,010 | ,027 | ,000 | ,000 | ,000 | ,000 | ,023 | | | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |

Hasil Uji Validitas 30 Responden Kinerja karyawan

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | TOTAL |
|----|--------------------|--------------------|-------------------|--------------------|--------------------|-------------------|-------|-------------------|--------------------|
| P1 | Person Correlation | 1 | ,000 | ,438 [*] | ,569 ^{**} | ,000 | ,000 | ,000 | ,394 |
| | Sig. (2-tailed) | | 1,000 | ,037 | ,005 | 1,000 | 1,000 | 1,000 | ,063 |
| N | | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P2 | Person Correlation | ,000 | 1 | ,421 [*] | ,230 | ,313 [*] | ,203 | ,453 [*] | ,548 ^{**} |
| | Sig. (2-tailed) | 1,000 | | ,046 | ,291 | ,146 | ,353 | ,030 | ,007 |
| N | | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P3 | Person Correlation | ,438 [*] | ,421 [*] | 1 | ,722 ^{**} | ,440 [*] | -,047 | ,315 | ,724 ^{**} |
| | Sig. (2-tailed) | ,037 | ,046 | | ,000 | ,036 | ,833 | ,144 | ,358 |
| N | | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P4 | Person Correlation | ,569 ^{**} | ,230 | ,722 ^{**} | 1 | ,265 | -,006 | ,096 | ,167 |
| | Sig. (2-tailed) | ,005 | ,291 | ,000 | | ,221 | ,980 | ,661 | ,447 |
| N | | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P5 | Person Correlation | ,000 | ,313 | ,440 [*] | ,265 | 1 | ,234 | ,167 | ,482 [*] |
| | Sig. (2-tailed) | 1,000 | ,146 | ,036 | ,221 | | ,283 | ,447 | ,504 |
| N | | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P6 | Person Correlation | ,000 | ,203 | -,047 | -,006 | ,234 | 1 | ,085 | ,449 [*] |
| | Sig. (2-tailed) | 1,000 | ,353 | ,833 | ,980 | ,283 | | ,700 | ,017 |
| N | | 23 | 23 | 23 | 23 | 23 | | 23 | 23 |
| P7 | Person Correlation | ,000 | ,453 [*] | ,315 | ,096 | ,167 | ,085 | 1 | ,730 ^{**} |
| | | | | | | | | | ,658 ^{**} |

Hasil Uji Validitas 30 Responden Kinerja karyawan

| | Sig. (2-tailed) | 1,000 | ,030 | ,144 | ,661 | ,447 | ,700 | ,000 | ,001 |
|-----|---------------------|-------|--------------------|--------------------|--------------------|-------------------|-------------------|--------------------|--------------------|
| | N | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| P8 | Pearson Correlation | ,000 | ,197 | ,201 | ,167 | ,147 | ,494 [*] | ,730 ^{**} | ,722 ^{**} |
| | Sig. (2-tailed) | 1,000 | ,368 | ,358 | ,447 | ,504 | ,017 | ,000 | ,000 |
| | N | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |
| TOT | Pearson Correlation | ,394 | ,548 ^{**} | ,724 ^{**} | ,629 ^{**} | ,482 [*] | ,449 [*] | ,656 ^{**} | ,722 ^{**} |
| AL | Sig. (2-tailed) | ,063 | ,007 | ,000 | ,001 | ,020 | ,032 | ,001 | ,000 |
| | N | 23 | 23 | 23 | 23 | 23 | 23 | 23 | 23 |

LAMPIRAN 6
Hasil Uji Reliabilitas 30 Responden

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x1p1 | 145,9333 | 148,064 | ,428 | ,906 |
| x1p2 | 145,6333 | 149,068 | ,433 | ,906 |
| x1p3 | 146,0667 | 147,030 | ,586 | ,904 |
| x1p4 | 146,1000 | 151,610 | ,217 | ,908 |
| x1p5 | 145,7000 | 144,562 | ,569 | ,904 |
| x1p6 | 145,8333 | 149,868 | ,434 | ,906 |
| x1p7 | 145,9333 | 147,099 | ,632 | ,904 |
| x1p8 | 146,1667 | 150,489 | ,281 | ,907 |
| x1p9 | 145,7667 | 143,633 | ,795 | ,902 |
| x1p10 | 145,7667 | 149,289 | ,507 | ,905 |
| x1p11 | 145,9000 | 148,438 | ,560 | ,905 |
| x1p12 | 145,8000 | 149,476 | ,438 | ,906 |
| x1p13 | 145,6333 | 143,275 | ,670 | ,903 |
| x1p14 | 146,0333 | 152,861 | ,168 | ,908 |
| x2p1 | 145,7667 | 150,944 | ,255 | ,907 |
| x2p2 | 146,1000 | 146,162 | ,630 | ,904 |
| x2p3 | 145,8667 | 149,154 | ,295 | ,907 |
| x2p4 | 146,1000 | 146,921 | ,571 | ,904 |
| x2p5 | 145,8333 | 148,282 | ,724 | ,904 |
| x2p6 | 145,8667 | 148,189 | ,644 | ,904 |
| x2p7 | 146,2333 | 150,392 | ,275 | ,907 |
| x2p8 | 145,8333 | 146,489 | ,514 | ,905 |
| x2p9 | 146,1333 | 138,740 | ,692 | ,902 |
| x2p10 | 146,1667 | 138,213 | ,820 | ,900 |
| x2p11 | 145,5000 | 146,948 | ,556 | ,904 |
| x2p12 | 145,6000 | 149,972 | ,351 | ,906 |
| zp1 | 146,2333 | 153,357 | ,056 | ,910 |
| zp2 | 145,8000 | 149,614 | ,369 | ,906 |
| zp3 | 146,0667 | 152,685 | ,109 | ,909 |

| | | | | |
|------|----------|---------|-------|------|
| zp4 | 145,7667 | 150,392 | ,401 | ,906 |
| zp5 | 146,0333 | 140,102 | ,822 | ,900 |
| zp6 | 145,8667 | 143,568 | ,676 | ,903 |
| zp7 | 145,9333 | 146,892 | ,568 | ,904 |
| zp8 | 145,8000 | 149,338 | ,544 | ,905 |
| zp9 | 145,6333 | 149,964 | ,425 | ,906 |
| zp10 | 145,4667 | 148,947 | ,459 | ,905 |
| zp11 | 146,0000 | 140,759 | ,751 | ,901 |
| zp12 | 146,0667 | 145,099 | ,659 | ,903 |
| zp13 | 145,8667 | 145,913 | ,735 | ,903 |
| zp14 | 145,9333 | 146,823 | ,573 | ,904 |
| zp15 | 146,0667 | 145,444 | ,529 | ,904 |
| zp16 | 146,1000 | 147,334 | ,404 | ,906 |
| yp1 | 145,8667 | 159,016 | -,415 | ,912 |
| yp2 | 145,8333 | 154,626 | ,010 | ,909 |
| yp3 | 146,4667 | 155,982 | -,094 | ,912 |
| yp4 | 145,9333 | 159,651 | -,407 | ,913 |
| yp5 | 145,8000 | 155,407 | -,085 | ,909 |
| yp6 | 145,9333 | 156,892 | -,169 | ,912 |
| yp7 | 146,2000 | 155,269 | -,052 | ,911 |
| yp8 | 146,1667 | 161,730 | -,359 | ,917 |

Case Processing Summary

| Cases | N | | % | |
|-----------------------|-------|----|-------|--|
| | Valid | 30 | 100,0 | |
| Excluded ^a | | 0 | ,0 | |
| Total | | 30 | 100,0 | |

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

Reliability Statistics

Cronbach's

| Alpha | N of Items |
|-------|------------|
| ,908 | 50 |

LAMPIRAN 7**Tabel Distribusi Durbin Watson $\alpha = 5\%$**

| n | k=1 | | k=2 | | k=3 | | k=4 | |
|----|--------|--------|--------|--------|--------|--------|--------|--------|
| | dL | dU | dL | dU | dL | dU | dL | dU |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 |

Tabel Distribusi Durbin Watson $\alpha = 5\%$

| n | k=1 | | k=2 | | k=3 | | k=4 | |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|
| | dL | dU | dL | dU | dL | dU | dL | dU |
| 71 | 1.5865 | 1.6435 | 1.5577 | 1.6733 | 1.5284 | 1.7041 | 1.4987 | 1.7358 |
| 72 | 1.5895 | 1.6457 | 1.5611 | 1.6751 | 1.5323 | 1.7054 | 1.5029 | 1.7366 |
| 73 | 1.5924 | 1.6479 | 1.5645 | 1.6768 | 1.5360 | 1.7067 | 1.5071 | 1.7375 |
| 74 | 1.5953 | 1.6500 | 1.5677 | 1.6785 | 1.5397 | 1.7079 | 1.5112 | 1.7383 |
| 75 | 1.5981 | 1.6521 | 1.5709 | 1.6802 | 1.5432 | 1.7092 | 1.5151 | 1.7390 |
| 76 | 1.6009 | 1.6541 | 1.5740 | 1.6819 | 1.5467 | 1.7104 | 1.5190 | 1.7399 |
| 77 | 1.6036 | 1.6561 | 1.5771 | 1.6835 | 1.5502 | 1.7117 | 1.5228 | 1.7407 |
| 78 | 1.6063 | 1.6581 | 1.5801 | 1.6851 | 1.5535 | 1.7129 | 1.5265 | 1.7415 |
| 79 | 1.6089 | 1.6601 | 1.5830 | 1.6867 | 1.5568 | 1.7141 | 1.5302 | 1.7423 |
| 80 | 1.6114 | 1.6620 | 1.5859 | 1.6882 | 1.5600 | 1.7153 | 1.5337 | 1.7430 |
| 81 | 1.6139 | 1.6639 | 1.5888 | 1.6898 | 1.5632 | 1.7164 | 1.5372 | 1.7438 |
| 82 | 1.6164 | 1.6657 | 1.5915 | 1.6913 | 1.5663 | 1.7176 | 1.5406 | 1.7446 |
| 83 | 1.6188 | 1.6675 | 1.5942 | 1.6928 | 1.5693 | 1.7187 | 1.5440 | 1.7454 |
| 84 | 1.6212 | 1.6693 | 1.5969 | 1.6942 | 1.5723 | 1.7199 | 1.5472 | 1.7462 |
| 85 | 1.6235 | 1.6711 | 1.5995 | 1.6957 | 1.5752 | 1.7210 | 1.5505 | 1.7470 |
| 86 | 1.6258 | 1.6728 | 1.6021 | 1.6971 | 1.5780 | 1.7221 | 1.5536 | 1.7478 |
| 87 | 1.6280 | 1.6745 | 1.6046 | 1.6985 | 1.5808 | 1.7232 | 1.5567 | 1.7485 |
| 88 | 1.6302 | 1.6762 | 1.6071 | 1.6999 | 1.5836 | 1.7243 | 1.5597 | 1.7493 |
| 89 | 1.6324 | 1.6778 | 1.6095 | 1.7013 | 1.5863 | 1.7254 | 1.5627 | 1.7501 |
| 90 | 1.6345 | 1.6794 | 1.6119 | 1.7026 | 1.5889 | 1.7264 | 1.5656 | 1.7508 |
| 91 | 1.6366 | 1.6810 | 1.6143 | 1.7040 | 1.5915 | 1.7275 | 1.5685 | 1.7516 |
| 92 | 1.6387 | 1.6826 | 1.6166 | 1.7053 | 1.5941 | 1.7285 | 1.5713 | 1.7523 |
| 93 | 1.6407 | 1.6841 | 1.6188 | 1.7066 | 1.5966 | 1.7295 | 1.5741 | 1.7531 |
| 94 | 1.6427 | 1.6857 | 1.6211 | 1.7078 | 1.5991 | 1.7306 | 1.5768 | 1.7538 |
| 95 | 1.6447 | 1.6872 | 1.6233 | 1.7091 | 1.6015 | 1.7316 | 1.5795 | 1.7546 |
| 96 | 1.6466 | 1.6887 | 1.6254 | 1.7103 | 1.6039 | 1.7326 | 1.5821 | 1.7553 |
| 97 | 1.6485 | 1.6901 | 1.6275 | 1.7116 | 1.6063 | 1.7335 | 1.5847 | 1.7560 |
| 98 | 1.6504 | 1.6916 | 1.6296 | 1.7128 | 1.6086 | 1.7345 | 1.5872 | 1.7567 |
| 99 | 1.6522 | 1.6930 | 1.6317 | 1.7140 | 1.6108 | 1.7355 | 1.5897 | 1.7575 |
| 100 | 1.6540 | 1.6944 | 1.6337 | 1.7152 | 1.6131 | 1.7364 | 1.5922 | 1.7582 |
| 101 | 1.6558 | 1.6958 | 1.6357 | 1.7163 | 1.6153 | 1.7374 | 1.5946 | 1.7589 |
| 102 | 1.6576 | 1.6971 | 1.6376 | 1.7175 | 1.6174 | 1.7383 | 1.5969 | 1.7596 |
| 103 | 1.6593 | 1.6985 | 1.6396 | 1.7186 | 1.6196 | 1.7392 | 1.5993 | 1.7603 |
| 104 | 1.6610 | 1.6998 | 1.6415 | 1.7198 | 1.6217 | 1.7402 | 1.6016 | 1.7610 |
| 105 | 1.6627 | 1.7011 | 1.6433 | 1.7209 | 1.6237 | 1.7411 | 1.6038 | 1.7617 |
| 106 | 1.6644 | 1.7024 | 1.6452 | 1.7220 | 1.6258 | 1.7420 | 1.6061 | 1.7624 |
| 107 | 1.6660 | 1.7037 | 1.6470 | 1.7231 | 1.6277 | 1.7428 | 1.6083 | 1.7631 |
| 108 | 1.6676 | 1.7050 | 1.6488 | 1.7241 | 1.6297 | 1.7437 | 1.6104 | 1.7637 |
| 109 | 1.6692 | 1.7062 | 1.6505 | 1.7252 | 1.6317 | 1.7446 | 1.6125 | 1.7644 |
| 110 | 1.6708 | 1.7074 | 1.6523 | 1.7262 | 1.6336 | 1.7455 | 1.6146 | 1.7651 |

LAMPIRAN 8**Tabel Nilai t**

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|------------|------------|------------|-------------|------------|-------------|
| 1 | 3,078 | 6,314 | 12,706 | 31,821 | 63, 657 |
| 2 | 1,886 | 2,920 | 4,303 | 6,965 | 9,925 |
| 3 | 1,638 | 2,353 | 3,182 | 4,541 | 5,841 |
| 4 | 1,533 | 2,132 | 2,776 | 3,747 | 4,604 |
| 5 | 1,476 | 2,015 | 2,571 | 3,365 | 4,032 |
| 6 | 1,440 | 1,943 | 2,447 | 3,143 | 3,707 |
| 7 | 1,415 | 1,895 | 2,365 | 2,998 | 3,499 |
| 8 | 1,397 | 1,860 | 2,306 | 2,896 | 3,355 |
| 9 | 1,383 | 1,833 | 2,262 | 2,821 | 3,250 |
| 10 | 1,372 | 1,812 | 2,228 | 2,764 | 3,169 |
| 11 | 1,363 | 1,796 | 2,201 | 2,718 | 3,106 |
| 12 | 1,356 | 1,782 | 2,179 | 2,681 | 3,055 |
| 13 | 1,350 | 1,771 | 2,160 | 2,650 | 3,012 |
| 14 | 1,345 | 1,761 | 2,145 | 2,624 | 2,977 |
| 15 | 1,341 | 1,753 | 2,131 | 2,602 | 2,947 |
| 16 | 1,337 | 1,746 | 2,120 | 2,583 | 2,921 |
| 17 | 1,333 | 1,740 | 2,110 | 2,567 | 2,898 |
| 18 | 1,330 | 1,734 | 2,101 | 2,552 | 2,878 |
| 19 | 1,328 | 1,729 | 2,093 | 2,539 | 2,861 |
| 20 | 1,325 | 1,725 | 2,086 | 2,528 | 2,845 |
| 21 | 1,323 | 1,721 | 2,080 | 2,518 | 2,831 |
| 22 | 1,321 | 1,717 | 2,074 | 2,508 | 2,819 |
| 23 | 1,319 | 1,714 | 2,069 | 2,500 | 2,807 |
| 24 | 1,318 | 1,711 | 2,064 | 2,492 | 2,797 |
| 25 | 1,316 | 1,708 | 2,060 | 2,485 | 2,787 |
| 26 | 1,315 | 1,706 | 2,056 | 2,479 | 2,779 |
| 27 | 1,314 | 1,703 | 2,052 | 2,473 | 2,771 |
| 28 | 1,313 | 1,701 | 2,048 | 2,467 | 2,763 |
| 29 | 1,311 | 1,699 | 2,045 | 2,462 | 2,756 |
| 30 | 1,310 | 1,697 | 2,042 | 2,457 | 2,750 |
| 31 | 1,309 | 1,696 | 2,040 | 2,453 | 2,744 |
| 32 | 1,309 | 1,694 | 2,037 | 2,449 | 2,738 |
| 33 | 1,308 | 1,692 | 2,035 | 2,445 | 2,733 |
| 34 | 1,307 | 1,691 | 2,032 | 2,441 | 2,728 |
| 35 | 1,306 | 1,690 | 2,030 | 2,438 | 2,724 |
| 36 | 1,306 | 1,688 | 2,028 | 2,434 | 2,719 |

Tabel Nilai t

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|------------|------------|------------|-------------|------------|-------------|
| 37 | 1,305 | 1,687 | 2,026 | 2,431 | 2,715 |
| 38 | 1,304 | 1,686 | 2,024 | 2,429 | 2,712 |
| 39 | 1,303 | 1,685 | 2,023 | 2,426 | 2,708 |
| 40 | 1,303 | 1,684 | 2,021 | 2,423 | 2,704 |
| 41 | 1,303 | 1,683 | 2,020 | 2,421 | 2,701 |
| 42 | 1,302 | 1,682 | 2,018 | 2,418 | 2,698 |
| 43 | 1,302 | 1,681 | 2,017 | 2,416 | 2,695 |
| 44 | 1,301 | 1,680 | 2,015 | 2,414 | 2,692 |
| 45 | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 |
| 46 | 1,300 | 1,679 | 2,013 | 2,410 | 2,687 |
| 47 | 1,300 | 1,678 | 2,012 | 2,408 | 2,685 |
| 48 | 1,299 | 1,677 | 2,011 | 2,407 | 2,682 |
| 49 | 1,299 | 1,677 | 2,010 | 2,405 | 2,680 |
| 50 | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 |
| 51 | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 |
| 52 | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 |
| 53 | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 |
| 54 | 1,297 | 1,674 | 2,005 | 2,397 | 2,670 |
| 55 | 1,297 | 1,673 | 2,004 | 2,396 | 2,668 |
| 56 | 1,297 | 1,673 | 2,003 | 2,395 | 2,667 |
| 57 | 1,297 | 1,672 | 2,002 | 2,394 | 2,665 |
| 58 | 1,296 | 1,672 | 2,002 | 2,392 | 2,663 |
| 59 | 1,296 | 1,671 | 2,001 | 2,391 | 2,662 |
| 60 | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 |
| 61 | 1,296 | 1,670 | 2,000 | 2,389 | 2,659 |
| 62 | 1,295 | 1,670 | 1,999 | 2,388 | 2,657 |
| 63 | 1,295 | 1,669 | 1,998 | 2,387 | 2,656 |
| 64 | 1,295 | 1,669 | 1,998 | 2,386 | 2,655 |
| 65 | 1,295 | 1,669 | 1,997 | 2,385 | 2,654 |
| 66 | 1,295 | 1,668 | 1,997 | 2,384 | 2,652 |
| 67 | 1,294 | 1,668 | 1,996 | 2,383 | 2,651 |
| 68 | 1,294 | 1,668 | 1,995 | 2,382 | 2,650 |
| 69 | 1,294 | 1,667 | 1,995 | 2,382 | 2,649 |
| 70 | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 |
| 71 | 1,294 | 1,667 | 1,994 | 2,380 | 2,647 |
| 72 | 1,293 | 1,666 | 1,993 | 2,379 | 2,646 |
| 73 | 1,293 | 1,666 | 1,993 | 2,379 | 2,645 |

Tabel Nilai t

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-------------|------------|------------|-------------|------------|-------------|
| 74 | 1,293 | 1,666 | 1,993 | 2,378 | 2,644 |
| 75 | 1,293 | 1,665 | 1,992 | 2,377 | 2,643 |
| 76 | 1,293 | 1,665 | 1,992 | 2,376 | 2,642 |
| 77 | 1,293 | 1,665 | 1,991 | 2,376 | 2,641 |
| 78 | 1,292 | 1,665 | 1,991 | 2,375 | 2,640 |
| 79 | 1,292 | 1,664 | 1,990 | 2,374 | 2,640 |
| 80 | 1,292 | 1,664 | 1,990 | 2,374 | 2,639 |
| 81 | 1,292 | 1,664 | 1,990 | 2,373 | 2,638 |
| 82 | 1,292 | 1,664 | 1,989 | 2,373 | 2,637 |
| 83 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 |
| 84 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 |
| 85 | 1,292 | 1,663 | 1,988 | 2,371 | 2,635 |
| 86 | 1,291 | 1,663 | 1,988 | 2,370 | 2,634 |
| 87 | 1,291 | 1,663 | 1,988 | 2,370 | 2,634 |
| 88 | 1,291 | 1,662 | 1,987 | 2,369 | 2,633 |
| 89 | 1,291 | 1,662 | 1,987 | 2,369 | 2,632 |
| 90 | 1,291 | 1,662 | 1,987 | 2,368 | 2,632 |
| 91 | 1,291 | 1,662 | 1,986 | 2,368 | 2,631 |
| 92 | 1,291 | 1,662 | 1,986 | 2,368 | 2,630 |
| 93 | 1,291 | 1,661 | 1,986 | 2,367 | 2,630 |
| 94 | 1,291 | 1,661 | 1,986 | 2,367 | 2,629 |
| 95 | 1,291 | 1,661 | 1,985 | 2,366 | 2,629 |
| 96 | 1,290 | 1,661 | 1,985 | 2,366 | 2,628 |
| 97 | 1,290 | 1,661 | 1,985 | 2,365 | 2,627 |
| 98 | 1,290 | 1,661 | 1,984 | 2,365 | 2,627 |
| 99 | 1,290 | 1,660 | 1,984 | 2,365 | 2,626 |
| Inf. | 1,290 | 1,660 | 1,984 | 2,364 | 2,626 |