BAB V

KESIMPULAN DAN SARAN

5.1 Kesimpulan

Berdasarkan hasil penelitian yang telah dilakukan, maka penelitian ini mendapatkan beberapa kesimpulan yaitu sebagai berikut:

1. Iklim organisasi baik, motivasi tinggi, dan kinerja tinggi pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPM-PTSP) Provinsi Jambi
2. Iklim organisasi dan motivasi secara bersama-sama berpengaruh signifikan terhadap kinerja pegawai pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPM-PTSP) Provinsi Jambi.
3. Iklim organisasi dan motivasi secara parsial berpengaruh signifikan terhadap kinerja pegawai pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPM-PTSP) Provinsi Jambi.

5.2 Saran

Beberapa saran yang dapat disampaikan berdasarkan hasil penelitian yang didapatkan yaitu sebagai berikut:

1. Kepala DPM-PTSP Provinsi Jambi diharapkan dapat memperbaiki dan meningkatkan iklim organisasi sebab variabel ini memiliki pengaruh terhadap terbentuknya kinerja pegawai. Adapun upaya yang dapat dilakukan yaitu dengan cara meningkatkan struktur, standar, tanggungjawab, penghargaan, dukungan dan komitmen.
2. Peneliti selanjutnya dapat menambahkan variabel lain yang tidak dimasukkan dalam penelitian ini serta menggunakan teknik analisis data yang lebih bervariasi, seperti menggunakan variabel moderasi.

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LAMPIRAN

Lampiran 1. Kuesioner Penelitian

SURAT PERMOHONAN PENGISIAN KUESIONER

Kepada Yth,

Bapak/Ibu/Sdr.

Pegawai Kantor DPM-PTSP Provinsi Jambi

Dengan Hormat,

Dalam rangka penelitian penyusunan tugas akhir skripsi yang merupakan salah satu syarat akademis untuk memperoleh gelar sarjana ekonomi pada fakultas ekonomi universitas batanghari Jambi. Maka bersama ini saya mohon kesediaan waktu Bapak/Ibu/Sdr untuk menjadi responden dalam penelitian yang saya lakukan. Adapun identitas saya adalah sebagai berikut:

Nama	:	Putri valentina sijabat
NIM	:	1900861201269
Judul Skripsi	:	Pengaruh Iklim Organisasi dan Motivasi Terhadap Kinerja Pegawai pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Jambi.

Kuisioner ini ditunjukkan untuk diisi oleh Bapak/Ibu/Sdr dengan menjawab seluruh pertanyaan yang telah disediakan. Saya mengharapkan jawaban yang Bapak/Ibu/Sdr berikan nantinya menurut pendapat anda masing-masing. Perlu diketahui bahwa seluruh informasi dan jawaban yang diberikan dijamin kerahasiaannya dan hanya dipergunakan untuk kepentingan penyusunan skripsi ini, serta bukan merupakan penilaian pekerjaan, sehingga tidak mempengaruhi status dan jabatan Bapak/Ibu/Sdr.

Demikianlah surat pengantar ini saya sampaikan, atas partisipasi dan ketulusan hati Bapak/Ibu/Sdr, saya ucapkan terimakasih.

Jambi, September 2023

Hormat Saya

Putri valentina sijabat

Identitas Responden

1. Nomor Responden : ☐

2. Jenis Kelamin : ☐ Laki-Laki

   ☐ Perempuan

2. Umur : ☐ 20 – 24 tahun

   ☐ 25-29 tahun

   ☐ 30-35 tahun

   ☐ > 35 tahun

3. Masa Kerja : ☐ < 1 tahun

   ☐ 3 – 3 tahun

   ☐ 4 – 5 tahun

   ☐ > 6 tahun

Petunjuk Kuesioner

Berikan penilaian terhadap pernyataan dibawah ini yang menyangkut pengalaman yang anda rasakan selama bekerja pada Dinas Peananaman Modal dan PTSP Provinsi Jambi berilah tanda √ (ceklis) pada kolom yang sesuai dengan pendapat anda.

1. Sangat Tidak Setuju (STS) / Sangat Rendah (SR)
2. Tidak Setuju (TS) / Rendah (R)
3. Cukup Setuju (CS) / Sedang (S)
4. Setuju (S) / Tinggi (T)
5. Sangat Setuju (SS) / Sangat Tinggi (ST)

KUESIONER PENELITIAN

A. Iklim Organisasi

No	Pernyataan	STS	TS	CS	S	SS
1	Pekerjaan di organisasi ini didefenisikan secara jelas, terstruktur dan logis.					
2	Produktivitas pegawai terorganisasi dan terencana dengan baik.					
Dimensi 1: Struktur						
3	Dalam organisasi ini kami menentukan standar kerja tinggi					
4	Dalam organisasi ini pegawai merasa bangga mengenai kinerjanya					
Dimensi 2: Standart						
5	Di organisasi ini saya tidak akan maju tanpa melakukan sesuatu sendiri					
6	Pegawai bertanggung jawab atas tugas dan pekerjaan kantor.					
` Dimensi 3: Tanggung Jawab						
7	Pegawai diberi imbalan apabila proporsi kinerja mereka terbaik					
8	Gaji yang saya terima cukup layak serta sesuai dengan pusisi jabatan.					
Dimensi 4: Penghargaan						
9	Jika melakukan pekerjaan yang sulit biasanya saya mendapatkan bantuan dari atasan dan teman sekerja					
10	Saya merasa bahwa saya anggota tim yang berfungsi dengan baik					
Dimensi 5: Dukungan						
11	Pegawai merasa bangga menjadi anggota organisasi ini.					
12	Yang saya ketahui adalah pegawai tidak loyal pada organisasi ini.					
Dimensi 6: Komitmen						

B. Motivasi

No	Pernyataan	SR	R	S	T	ST
1	Adanya keinginan menyelesaikan pekerjaan tepat waktu.					
2	Pekerjaan yang diberikan sangat menantang					
3	Pegawai mendapatkan kesempatan untuk belajar hal-hal baru					
Dimensi 1: Motif						
4	Dalam menyelesaikan masalah atasan bertindak bijaksana					
5	Pekerjaan yang diselesaikan merupakan tanggung jawab bersama					
6	Pegawai memiliki peluang dan kesempatan untuk mengembangkan keterampilan dan kemampuan.					
Dimensi 2: Harapan						
7	Sarana pendukung dan peralatan bekerja sangat memadai					
8	Tunjangan dari pemerintah cukup besar bagi pegawai..					
9	Adanya Pelatihan bagi pegawai untuk meningkatkan kemampuan dan keahlian					
Dimensi 3: Intensif						

C.Kinerja Karyawan

1,) Apakah kamu rajin bekerja?

A : Ya

B : Tidak

2.) Bagaimana tingkat kerapian dalam bekerja?

A : Sangat Tinggi

B : Tinggi

C : Sedang

D : Rendah

E : Sangat Rendah

3.) Saya adalah orang yang rajin bekerja.

A : Sangat Setuju

B : Setuju

C : Ragu-Ragu

D : Tidak Setuju

E : Sangat Tidak Setuju

No	Pernyataan	SR	R	S	T	ST
1	Memahami pekerjaan yang diberikan dengan baik					
2	Senantiasa selalu teliti dalam melaksanakan pekerjaan yang diberikan					
3	Senantiasa selalu berupaya untuk dapat menyesuaikan hasil kerja dengan perintah					
Dimensi 1: Kualitas						
4	Mampu dalam menyelesaikan pekerjaan dengan baik					
5	Mampu menyelesaikan pekerjaan dengan tepat waktu					
6	Senantiasa selalu rapi rapi dalam menyelesaikan pekerjaan					
Dimensi 2: Kuantitas						
7	Dapat menjalin kerjasama yang baik dengan rekan kerja dan atasan					
8	Mampu mendiskusikan permasalahan dalam pekerjaan secara bersama					
9	Dapat menjalin komunikasi yang baik dengan rekan kerja maupun atasan					
Dimensi 3 : Ketepatan Waktu						
10	Mampu bekerja sesuai dengan prosedur dan bertanggung jawab atas hasil kerja					
11	Senantiasa bertanggung jawab Terhadap tugas yang diberikan					
12	Senantiasa bertanggung jawab pada hasil kerja yang dilaksanakan					
Dimensi 4: Kehadiran						
13	Dapat bekerja atas inisiatif sendiri, Tanpa harus menunggu perintah dari atasan					
14	Memiliki inisiatif pribadi dalam mengambil tindakan dalam bekerja					
15	Memiliki kemampuan untu memberikan ide-ide ataupun gagasan dalam melaksanakan tugas					
Dimensi 5 : Kemampuan Bekerjasama						

Lampiran 2. Jawaban Responden terhadap Iklim Organisasi

NO	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	TOTAL
1	5	3	4	5	5	4	4	5	3	3	3	3	44
2	4	5	5	4	3	5	5	5	3	4	4	3	49
3	5	5	4	5	4	5	5	4	3	3	3	3	48
4	4	4	4	4	5	5	4	4	2	3	3	3	46
5	5	4	4	5	4	4	4	5	3	4	4	4	49
6	5	5	5	4	5	4	4	5	3	3	3	3	48
7	4	4	5	5	4	4	5	4	3	3	3	3	48
8	4	3	3	2	2	2	3	3	4	4	4	4	37
9	4	4	2	3	4	3	3	3	2	3	3	2	35
10	5	3	3	2	2	2	2	3	3	4	4	4	36
11	4	4	4	2	3	3	2	3	1	1	1	1	29
12	5	4	3	4	4	4	4	4	3	3	3	3	43
13	4	4	3	2	3	3	3	3	2	2	3	3	35
14	5	4	4	2	2	2	2	2	1	3	3	3	31
15	4	4	4	4	3	3	3	3	2	2	2	2	36
16	4	4	4	1	1	2	2	3	2	3	3	2	31
17	2	3	3	4	3	4	4	3	2	2	2	2	34
18	5	3	2	1	1	1	1	1	4	4	4	4	29
19	4	3	3	3	3	3	3	3	2	3	3	3	35
20	4	4	4	2	2	2	2	2	1	3	3	3	32
21	4	3	3	1	1	1	1	1	3	3	3	3	27
22	4	2	3	2	2	2	1	1	1	1	2	3	23
23	5	4	3	2	2	2	3	3	2	2	2	2	31

24	4	3	3	2	2	2	2	2	3	3	3	3	31
25	2	4	4	4	4	4	4	4	1	3	4	4	44
26	4	4	3	2	2	2	2	3	3	3	3	3	34
27	5	2	3	1	1	1	2	3	2	3	3	3	26
28	5	3	3	2	2	3	3	2	2	3	3	3	32
29	5	3	2	1	2	1	1	2	4	4	4	4	32
30	4	4	2	2	2	2	2	2	2	2	3	3	30
31	5	4	4	2	2	2	2	3	2	2	2	2	31
32	4	4	4	1	2	1	1	1	2	3	3	3	29
33	5	3	3	3	3	3	2	3	2	3	3	3	34
34	5	4	2	1	1	1	1	1	3	3	3	3	27
35	4	4	4	2	2	2	2	3	2	3	3	3	34
36	5	4	4	4	2	1	3	3	2	2	2	2	33
37	4	3	2	3	2	3	3	3	3	3	3	3	34
38	5	4	3	2	1	1	2	2	4	4	4	4	35
39	4	3	2	2	2	2	2	3	3	3	3	4	32
40	4	3	2	3	2	3	3	3	3	3	3	4	35
41	4	3	3	2	3	3	3	3	4	3	3	4	38
42	3	3	3	2	2	2	2	3	4	3	3	3	32
43	3	4	2	2	2	2	2	2	3	3	3	3	32
44	4	4	2	3	3	3	3	3	3	3	3	3	37
45	5	4	4	3	4	4	4	4	3	3	3	3	43
46	4	4	3	4	4	3	3	3	2	3	3	3	39
47	3	3	3	3	3	3	3	3	3	3	3	3	37
48	5	4	3	3	3	4	4	4	4	4	3	3	43
49	4	3	3	3	3	3	4	4	4	3	4	4	41

50	5	3	3	2	2	2	2	2	4	4	4	3	33
51	3	3	2	3	2	2	2	3	3	3	3	3	33
52	4	3	3	3	3	3	3	3	1	3	3	3	33
53	3	4	4	3	3	3	2	2	3	3	3	3	37
54	5	3	2	3	3	3	3	3	3	3	3	3	36
55	3	4	4	4	4	4	4	4	2	2	2	3	41
56	4	4	3	4	3	4	3	3	3	3	3	3	40
57	3	4	4	4	4	4	4	4	3	3	3	3	44
58	5	3	2	2	3	2	2	3	2	2	2	3	30
59	4	3	2	1	1	1	1	2	4	4	4	4	31
60	4	3	3	3	3	3	3	3	4	4	4	4	41
61	3	3	3	3	3	4	3	3	4	4	4	4	42
62	5	3	3	2	1	1	2	2	4	4	4	3	32
63	3	4	2	3	3	3	4	3	4	3	4	4	40
64	4	4	4	4	4	3	4	3	4	4	4	4	46
65	3	3	2	2	2	2	2	2	4	4	4	4	33
66	4	4	4	3	4	4	4	4	3	3	3	3	42
67	3	4	4	4	4	4	4	4	4	4	4	4	48
68	4	4	4	4	4	4	4	4	4	4	4	4	48
69	5	4	4	4	4	4	4	3	4	4	4	4	47
70	3	3	4	4	4	4	3	4	4	4	4	4	46
71	4	3	3	3	4	4	3	4	4	4	4	4	44
72	4	4	3	4	4	4	4	4	4	4	4	4	47
73	4	3	3	3	3	3	3	3	4	4	4	4	40

Lampiran 3, Jawaban Responden Terhadap Motivasi

NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TOTAL
1	4	5	5	4	4	5	4	5	4	40
2	4	4	5	4	4	4	4	4	5	38
3	5	5	3	5	4	4	5	5	5	41
4	4	5	5	4	5	4	4	5	4	40
5	5	4	4	5	4	3	5	4	4	38
6	5	5	4	4	5	5	5	5	4	42
7	4	4	5	5	4	4	4	4	5	39
8	4	5	4	5	4	5	4	5	3	39
9	2	3	2	3	3	3	2	3	3	24
10	3	3	4	4	3	4	3	3	2	29
11	2	3	3	3	3	3	2	3	2	24
12	2	3	3	3	3	4	2	3	4	27
13	4	4	4	4	4	4	4	4	3	35
14	3	3	3	3	3	3	3	3	2	26
15	3	3	3	3	3	3	3	3	3	27
16	3	4	4	4	4	4	3	4	2	32
17	2	3	3	3	2	3	2	3	4	25
18	3	3	4	3	3	4	3	3	1	27
19	1	1	1	1	1	1	1	1	3	11
20	3	3	3	3	3	3	3	3	2	26
21	2	2	2	2	3	3	2	2	1	19
22	1	3	2	3	2	3	1	3	1	19

23	2	3	2	3	2	2	2	3	3	22
24	3	3	2	2	2	2	3	3	2	22
25	2	2	2	2	2	2	2	2	4	20
26	4	4	4	4	4	4	4	4	2	34
27	3	3	2	3	2	3	3	3	2	24
28	2	3	3	2	1	3	2	3	3	22
29	3	2	3	3	3	3	3	2	1	23
30	3	2	3	3	2	2	3	2	2	22
31	2	2	2	3	2	3	2	2	2	20
32	3	3	3	3	3	3	3	3	1	25
33	1	3	3	3	2	3	1	3	2	21
34	3	3	3	3	3	3	3	3	1	25
35	3	3	3	3	3	3	3	3	2	26
36	2	3	3	3	2	3	2	3	3	24
37	3	3	2	3	2	4	3	3	3	26
38	3	3	3	3	3	3	3	3	2	26
39	2	2	2	3	1	3	2	2	2	19
40	3	3	3	3	3	3	3	3	3	27
41	3	3	3	3	3	3	3	3	3	27
42	2	3	3	3	3	3	2	3	2	24
43	2	3	3	3	2	3	2	3	2	23
44	2	2	2	2	2	2	2	2	3	19
45	3	3	3	3	3	3	3	3	4	28
46	4	4	4	4	4	4	4	4	3	35
47	4	4	4	4	3	3	4	4	3	33
48	3	3	3	4	3	4	3	3	4	30

49	4	4	3	3	3	4	4	4	4	33
50	4	3	3	3	3	3	4	3	2	28
51	3	3	2	3	3	3	3	3	2	25
52	3	2	3	3	3	3	3	2	3	25
53	3	3	3	3	3	3	3	3	2	26
54	2	3	3	3	2	3	2	3	3	24
55	3	3	3	3	3	3	3	3	4	28
56	4	4	3	3	4	4	4	4	3	33
57	4	4	3	4	3	4	4	4	4	34
58	4	4	4	4	4	3	4	4	2	33
59	2	3	3	3	3	3	2	3	1	23
60	2	3	3	3	2	3	2	3	3	24
61	3	3	3	3	3	3	3	3	3	27
62	3	3	3	3	3	3	3	3	2	26
63	2	3	3	3	2	2	2	3	4	24
64	3	3	3	3	3	3	3	3	4	28
65	3	3	3	3	3	3	3	3	2	26
66	2	3	3	3	3	3	2	3	4	26
67	4	4	4	4	4	4	4	4	4	36
68	4	4	4	4	4	4	4	4	4	36
69	4	4	4	4	4	4	4	4	4	36
70	4	4	3	4	4	3	4	4	3	33
71	3	4	3	4	4	4	3	4	3	32
72	3	4	3	4	4	4	3	4	4	33
73	3	4	4	4	4	4	3	4	3	33

Lampiran 4, Jawaban Responden Terhadap Kinerja

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	total y
1	5	4	5	5	5	3	5	4	4	5	3	4	5	4	4	65
2	4	4	4	4	4	4	5	4	5	4	3	4	5	4	5	63
3	4	5	5	4	5	4	5	3	4	5	5	5	5	4	5	68
4	5	5	4	5	4	4	4	3	5	5	4	5	4	5	4	66
5	4	4	5	5	5	5	5	4	4	3	4	4	5	4	5	66
6	5	4	4	4	5	4	5	4	5	4	3	5	4	5	5	66
7	4	5	3	5	5	4	4	4	4	3	5	4	5	4	5	64
8	4	4	5	5	4	3	4	5	5	5	4	5	4	5	5	67
9	5	4	4	5	5	4	5	5	4	4	5	4	5	4	4	67
10	4	5	4	5	5	5	5	5	5	2	4	4	5	4	4	66
11	5	4	4	5	5	4	5	5	4	4	4	3	5	5	4	66
12	5	4	4	4	5	5	5	4	4	3	5	4	4	4	5	65
13	4	5	3	5	5	4	4	4	5	5	4	3	5	4	5	65
14	4	4	5	3	5	5	4	5	4	3	5	5	3	5	4	64
15	4	5	4	4	4	4	5	3	5	5	4	5	5	4	5	66
16	5	4	5	5	3	5	4	5	4	5	5	3	4	4	5	66
17	4	5	4	4	4	4	5	4	3	5	4	5	5	4	4	64
18	4	4	4	5	4	4	3	4	5	5	5	4	4	5	5	65
19	5	5	3	4	5	4	4	5	4	4	5	5	5	4	3	65
20	4	4	4	4	3	5	4	4	5	5	5	5	4	5	5	66
21	5	5	5	4	5	5	5	4	4	5	3	5	5	4	5	69

22	4	4	4	5	5	3	5	5	5	4	4	5	3	5	5	66
23	5	5	4	5	5	5	5	4	4	5	4	3	5	4	5	68
24	4	4	5	4	5	4	5	5	5	3	5	4	5	5	4	67
25	3	5	4	4	5	3	5	5	4	4	5	5	5	4	3	64
26	4	4	5	5	4	5	4	3	4	5	4	5	3	5	5	65
27	5	5	3	4	5	5	5	4	5	4	5	5	5	4	4	68
28	5	4	5	3	5	5	4	5	4	5	4	5	5	5	3	67
29	3	4	4	5	3	4	5	5	5	3	5	5	5	4	5	65
30	5	5	5	5	5	4	5	4	4	5	3	4	4	5	4	67
31	4	4	5	3	5	5	5	3	4	4	5	5	4	4	5	65
32	4	5	5	5	3	4	5	4	5	5	4	4	3	5	4	65
33	5	4	5	4	4	5	3	5	4	4	4	5	5	4	3	64
34	4	5	3	5	4	5	2	4	5	5	5	4	5	5	5	66
35	5	4	3	5	4	4	5	5	4	4	3	5	4	4	5	64
36	4	4	4	5	4	5	5	4	5	5	5	4	5	5	5	69
37	5	3	5	4	5	5	4	4	4	4	3	5	5	4	5	65
38	4	4	3	5	5	5	3	5	4	5	5	4	3	5	4	64
39	4	5	3	4	5	5	4	4	5	3	4	5	5	4	4	64
40	3	5	3	5	4	5	4	5	4	5	5	4	4	5	3	64
41	5	4	5	5	4	4	2	4	4	4	5	4	4	4	5	63
42	4	4	3	5	5	3	4	4	5	5	5	4	3	5	5	64
43	5	5	3	5	4	5	5	5	4	4	3	4	5	4	4	65
44	4	3	4	5	4	4	4	4	5	5	5	4	3	5	5	64
45	4	5	4	4	5	3	5	4	4	3	4	4	4	5	4	62
46	3	4	5	3	5	5	4	5	5	5	5	5	4	4	2	64
47	4	5	5	3	4	5	4	4	4	4	4	4	5	3	5	63

48	5	5	4	5	3	5	4	5	5	5	5	3	4	4	4	66
49	4	5	5	4	3	4	4	4	4	4	4	3	5	5	4	62
50	5	5	4	4	5	5	4	5	4	4	5	4	4	4	3	65
51	4	3	5	4	3	3	3	4	5	2	4	5	4	5	4	58
52	5	4	5	5	5	4	4	3	5	5	5	4	5	3	4	66
53	4	3	4	3	3	3	3	5	5	5	3	5	3	4	4	57
54	5	5	5	5	3	4	5	5	5	5	5	4	5	4	5	70
55	4	4	5	3	4	5	5	4	4	5	4	4	3	3	5	62
56	4	3	3	5	4	4	3	4	5	3	5	4	5	5	5	62
57	3	4	5	4	2	3	4	3	3	4	4	5	4	3	4	55
58	5	5	5	5	5	5	5	4	5	5	5	5	5	4	4	72
59	4	4	3	4	3	3	4	3	5	3	4	3	5	5	3	56
60	4	3	3	5	4	4	3	3	4	5	5	3	5	3	3	57
61	5	3	4	4	5	3	4	4	5	5	3	4	2	4	5	60
62	3	4	3	4	4	4	5	3	3	3	3	3	4	3	5	54
63	5	5	5	5	5	4	4	4	5	5	5	5	3	5	5	70
64	3	3	4	3	4	5	3	3	3	4	4	4	3	3	3	52
65	5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	72
66	5	3	4	5	4	4	3	3	4	3	3	4	3	4	3	55
67	4	4	4	4	5	5	3	3	5	5	5	5	5	5	5	67
68	4	5	5	5	5	2	5	5	4	5	5	5	4	5	4	68
69	4	3	4	5	4	5	3	4	4	3	3	5	4	3	3	57
70	3	4	3	3	4	3	5	4	3	4	3	3	5	4	4	55
71	4	4	4	4	4	5	4	4	3	3	4	3	4	3	4	57
72	3	3	3	3	4	3	3	3	3	4	3	3	3	4	3	48
73	4	3	4	4	4	3	3	4	4	5	3	4	3	3	4	55

Lampiran 6. Konversi Data Skala Ordinal ke Skala Interval dengan Metode MSI (Method Succesive Interval)

Iklim Organisasi	4	4	4	4	4	4	4	X9	X10	X11	X12	Total
X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	0.000
1.000	2.519	3.228	4.735	4.855	3.576	3.775	4.952	2.882	3.094	3.269	3.247	41.131
1.975	5.446	4.491	3.674	2.888	4.744	4.918	4.952	2.882	4.459	4.657	3.247	48.333
3.258	5.446	3.228	4.735	3.737	4.744	4.918	3.941	2.882	3.094	3.269	3.247	46.500
5.078	3.911	3.228	3.674	4.855	4.744	3.775	3.941	2.017	3.094	3.269	3.247	44.833
3.258	3.911	3.228	4.735	3.737	3.576	3.775	4.952	2.882	4.459	4.657	4.657	47.826
3.258	5.446	4.491	3.674	4.855	3.576	3.775	4.952	2.882	3.094	3.269	3.247	46.519
5.078	3.911	4.491	4.735	3.737	3.576	4.918	3.941	2.882	3.094	3.269	3.247	46.879
1.975	2.519	2.148	2.063	2.063	1.962	2.898	2.891	3.974	4.459	4.657	4.657	36.265
1.975	3.911	1.000	2.870	3.737	2.706	2.898	2.891	2.017	3.094	3.269	1.966	32.334
3.258	2.519	2.148	2.063	2.063	1.962	2.060	2.891	2.882	4.459	4.657	4.657	35.617
3.258	3.911	3.228	2.063	2.888	2.706	2.060	2.891	1.000	1.000	1.000	1.000	27.005
3.258	3.911	2.148	3.674	3.737	3.576	3.775	3.941	2.882	3.094	3.269	3.247	40.511
3.258	3.911	2.148	2.063	2.888	2.706	2.898	2.891	2.017	1.918	3.269	3.247	33.214
1.975	3.911	3.228	2.063	2.063	1.962	2.060	1.898	1.000	3.094	3.269	3.247	29.769
3.258	3.911	3.228	3.674	2.888	2.706	2.898	2.891	2.017	1.918	2.016	1.966	33.372
3.258	3.911	3.228	1.000	1.000	1.962	2.060	2.891	2.017	3.094	3.269	1.966	29.656
1.000	2.519	2.148	3.674	2.888	3.576	3.775	2.891	2.017	1.918	2.016	1.966	30.389
1.975	2.519	1.000	1.000	1.000	1.000	1.000	1.000	3.974	4.459	4.657	4.657	28.240
1.975	2.519	2.148	2.870	2.888	2.706	2.898	2.891	2.017	3.094	3.269	3.247	32.522
3.258	3.911	3.228	2.063	2.063	1.962	2.060	1.898	1.000	3.094	3.269	3.247	31.051
3.258	2.519	2.148	1.000	1.000	1.000	1.000	1.000	2.882	3.094	3.269	3.247	25.416
1.975	1.000	2.148	2.063	2.063	1.962	1.000	1.000	1.000	1.000	2.016	3.247	20.473
3.258	3.911	2.148	2.063	2.063	1.962	2.898	2.891	2.017	1.918	2.016	1.966	29.111
1.975	2.519	2.148	2.063	2.063	1.962	2.060	1.898	2.882	3.094	3.269	3.247	29.178
3.258	3.911	3.228	3.674	3.737	3.576	3.775	3.941	1.000	3.094	4.657	4.657	42.508

3.258	3.911	2.148	2.063	2.063	1.962	2.060	2.891	2.882	3.094	3.269	3.247	32.846
1.000	1.000	2.148	1.000	1.000	1.000	2.060	2.891	2.017	3.094	3.269	3.247	23.726
1.975	2.519	2.148	2.063	2.063	2.706	2.898	1.898	2.017	3.094	3.269	3.247	29.897
3.258	2.519	1.000	1.000	2.063	1.000	1.000	1.898	3.974	4.459	4.657	4.657	31.483
3.258	3.911	1.000	2.063	2.063	1.962	2.060	1.898	2.017	1.918	3.269	3.247	28.664
3.258	3.911	3.228	2.063	2.063	1.962	2.060	2.891	2.017	1.918	2.016	1.966	29.352
3.258	3.911	3.228	1.000	2.063	1.000	1.000	1.000	2.017	3.094	3.269	3.247	28.087
1.975	2.519	2.148	2.870	2.888	2.706	2.060	2.891	2.017	3.094	3.269	3.247	31.684
3.258	3.911	1.000	1.000	1.000	1.000	1.000	1.000	2.882	3.094	3.269	3.247	25.659
3.258	3.911	3.228	2.063	2.063	1.962	2.060	2.891	2.017	3.094	3.269	3.247	33.062
3.258	3.911	3.228	3.674	2.063	1.000	2.898	2.891	2.017	1.918	2.016	1.966	30.841
1.975	2.519	1.000	2.870	2.063	2.706	2.898	2.891	2.882	3.094	3.269	3.247	31.413
3.258	3.911	2.148	2.063	1.000	1.000	2.060	1.898	3.974	4.459	4.657	4.657	35.083
1.975	2.519	1.000	2.063	2.063	1.962	2.060	2.891	2.882	3.094	3.269	4.657	30.433
1.975	2.519	1.000	2.870	2.063	2.706	2.898	2.891	2.882	3.094	3.269	4.657	32.823
3.258	2.519	2.148	2.063	2.888	2.706	2.898	2.891	3.974	3.094	3.269	4.657	36.364
1.000	2.519	2.148	2.063	2.063	1.962	2.060	2.891	3.974	3.094	3.269	3.247	30.289
3.258	3.911	1.000	2.063	2.063	1.962	2.060	1.898	2.882	3.094	3.269	3.247	30.705
3.258	3.911	1.000	2.870	2.888	2.706	2.898	2.891	2.882	3.094	3.269	3.247	34.913
3.258	3.911	3.228	2.870	3.737	3.576	3.775	3.941	2.882	3.094	3.269	3.247	40.787
3.258	3.911	2.148	3.674	3.737	2.706	2.898	2.891	2.017	3.094	3.269	3.247	36.851
3.258	2.519	2.148	2.870	2.888	2.706	2.898	2.891	2.882	3.094	3.269	3.247	34.669
3.258	3.911	2.148	2.870	2.888	3.576	3.775	3.941	3.974	4.459	3.269	3.247	41.315
1.975	2.519	2.148	2.870	2.888	2.706	3.775	3.941	3.974	3.094	4.657	4.657	39.203
1.000	2.519	2.148	2.063	2.063	1.962	2.060	1.898	3.974	4.459	4.657	3.247	32.049
3.258	2.519	1.000	2.870	2.063	1.962	2.060	2.891	2.882	3.094	3.269	3.247	31.113
1.000	2.519	2.148	2.870	2.888	2.706	2.898	2.891	1.000	3.094	3.269	3.247	30.530
3.258	3.911	3.228	2.870	2.888	2.706	2.060	1.898	2.882	3.094	3.269	3.247	35.309

3.258	2.519	1.000	2.870	2.888	2.706	2.898	2.891	2.882	3.094	3.269	3.247	33.521
3.258	3.911	3.228	3.674	3.737	3.576	3.775	3.941	2.017	1.918	2.016	3.247	38.298
3.258	3.911	2.148	3.674	2.888	3.576	2.898	2.891	2.882	3.094	3.269	3.247	37.735
3.258	3.911	3.228	3.674	3.737	3.576	3.775	3.941	2.882	3.094	3.269	3.247	41.592
3.258	2.519	1.000	2.063	2.888	1.962	2.060	2.891	2.017	1.918	2.016	3.247	27.838
3.258	2.519	1.000	1.000	1.000	1.000	1.000	1.898	3.974	4.459	4.657	4.657	30.420
3.258	2.519	2.148	2.870	2.888	2.706	2.898	2.891	3.974	4.459	4.657	4.657	39.924
3.258	2.519	2.148	2.870	2.888	3.576	2.898	2.891	3.974	4.459	4.657	4.657	40.794
1.975	2.519	2.148	2.063	1.000	1.000	2.060	1.898	3.974	4.459	4.657	3.247	30.999
1.975	3.911	1.000	2.870	2.888	2.706	3.775	2.891	3.974	3.094	4.657	4.657	38.396
3.258	3.911	3.228	3.674	3.737	2.706	3.775	2.891	3.974	4.459	4.657	4.657	44.926
1.000	2.519	1.000	2.063	2.063	1.962	2.060	1.898	3.974	4.459	4.657	4.657	32.310
1.975	3.911	3.228	2.870	3.737	3.576	3.775	3.941	2.882	3.094	3.269	3.247	39.504
3.258	3.911	3.228	3.674	3.737	3.576	3.775	3.941	3.974	4.459	4.657	4.657	46.846
3.258	3.911	3.228	3.674	3.737	3.576	3.775	3.941	3.974	4.459	4.657	4.657	46.846
3.258	3.911	3.228	3.674	3.737	3.576	3.775	2.891	3.974	4.459	4.657	4.657	45.796
3.258	2.519	3.228	3.674	3.737	3.576	2.898	3.941	3.974	4.459	4.657	4.657	44.578
3.258	2.519	2.148	2.870	3.737	3.576	2.898	3.941	3.974	4.459	4.657	4.657	42.693
3.258	3.911	2.148	3.674	3.737	3.576	3.775	3.941	3.974	4.459	4.657	4.657	45.766
1.975	2.519	2.148	2.870	2.888	2.706	2.898	2.891	3.974	4.459	4.657	4.657	38.641

Lampiran 7. Konversi Data Skala Ordinal ke Skala Interval dengan Metode MSI (Method Succesive Interval)

Motivasi (X2)									
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
4.169	5.484	5.581	4.472	4.211	5.700	4.169	5.484	3.775	43.046
4.169	4.439	5.581	4.472	4.211	4.484	4.169	4.439	4.918	40.881
5.287	5.484	3.443	5.581	4.211	4.484	5.287	5.484	4.918	44.179
4.169	5.484	5.581	4.472	5.446	4.484	4.169	5.484	3.775	43.065
5.287	4.439	4.596	5.581	4.211	3.206	5.287	4.439	3.775	40.820
5.287	5.484	4.596	4.472	5.446	5.700	5.287	5.484	3.775	45.532
4.169	4.439	5.581	5.581	4.211	4.484	4.169	4.439	4.918	41.990
4.169	5.484	4.596	5.581	4.211	5.700	4.169	5.484	2.898	42.294
2.143	3.269	2.184	3.200	3.107	3.206	2.143	3.269	2.898	25.420
3.161	3.269	4.596	4.472	3.107	4.484	3.161	3.269	2.060	31.579
2.143	3.269	3.443	3.200	3.107	3.206	2.143	3.269	2.060	25.840
2.143	3.269	3.443	3.200	3.107	4.484	2.143	3.269	3.775	28.833
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	2.898	37.877
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.898	28.715
3.161	4.439	4.596	4.472	4.211	4.484	3.161	4.439	2.060	35.023
2.143	3.269	3.443	3.200	2.065	3.206	2.143	3.269	3.775	26.513
3.161	3.269	4.596	3.200	3.107	4.484	3.161	3.269	1.000	29.248
1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	2.898	10.898
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	2.016	2.184	1.853	3.107	3.206	2.143	2.016	1.000	19.668
1.000	3.269	2.184	3.200	2.065	3.206	1.000	3.269	1.000	20.192
2.143	3.269	2.184	3.200	2.065	1.912	2.143	3.269	2.898	23.084
3.161	3.269	2.184	1.853	2.065	1.912	3.161	3.269	2.060	22.934
2.143	2.016	2.184	1.853	2.065	1.912	2.143	2.016	3.775	20.107
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	2.060	37.038
3.161	3.269	2.184	3.200	2.065	3.206	3.161	3.269	2.060	25.575
2.143	3.269	3.443	1.853	1.000	3.206	2.143	3.269	2.898	23.224

3.161	2.016	3.443	3.200	3.107	3.206	3.161	2.016	1.000	24.311
3.161	2.016	3.443	3.200	2.065	1.912	3.161	2.016	2.060	23.035
2.143	2.016	2.184	3.200	2.065	3.206	2.143	2.016	2.060	21.033
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	1.000	26.816
1.000	3.269	3.443	3.200	2.065	3.206	1.000	3.269	2.060	22.511
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	1.000	26.816
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	3.269	3.443	3.200	2.065	3.206	2.143	3.269	2.898	25.636
3.161	3.269	2.184	3.200	2.065	4.484	3.161	3.269	2.898	27.692
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	2.016	2.184	3.200	1.000	3.206	2.143	2.016	2.060	19.968
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.898	28.715
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.898	28.715
2.143	3.269	3.443	3.200	3.107	3.206	2.143	3.269	2.060	25.840
2.143	3.269	3.443	3.200	2.065	3.206	2.143	3.269	2.060	24.797
2.143	2.016	2.184	1.853	2.065	1.912	2.143	2.016	2.898	19.230
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	3.775	29.591
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	2.898	37.877
4.169	4.439	4.596	4.472	3.107	3.206	4.169	4.439	2.898	35.495
3.161	3.269	3.443	4.472	3.107	4.484	3.161	3.269	3.775	32.141
4.169	4.439	3.443	3.200	3.107	4.484	4.169	4.439	3.775	35.225
4.169	3.269	3.443	3.200	3.107	3.206	4.169	3.269	2.060	29.892
3.161	3.269	2.184	3.200	3.107	3.206	3.161	3.269	2.060	26.618
3.161	2.016	3.443	3.200	3.107	3.206	3.161	2.016	2.898	26.209
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	3.269	3.443	3.200	2.065	3.206	2.143	3.269	2.898	25.636
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	3.775	29.591
4.169	4.439	3.443	3.200	4.211	4.484	4.169	4.439	2.898	35.452
4.169	4.439	3.443	4.472	3.107	4.484	4.169	4.439	3.775	36.496
4.169	4.439	4.596	4.472	4.211	3.206	4.169	4.439	2.060	35.760
2.143	3.269	3.443	3.200	3.107	3.206	2.143	3.269	1.000	24.780
2.143	3.269	3.443	3.200	2.065	3.206	2.143	3.269	2.898	25.636
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.898	28.715

3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	3.269	3.443	3.200	2.065	1.912	2.143	3.269	3.775	25.219
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	3.775	29.591
3.161	3.269	3.443	3.200	3.107	3.206	3.161	3.269	2.060	27.876
2.143	3.269	3.443	3.200	3.107	3.206	2.143	3.269	3.775	27.555
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	3.775	38.754
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	3.775	38.754
4.169	4.439	4.596	4.472	4.211	4.484	4.169	4.439	3.775	38.754
4.169	4.439	3.443	4.472	4.211	3.206	4.169	4.439	2.898	35.445
3.161	4.439	3.443	4.472	4.211	4.484	3.161	4.439	2.898	34.708
3.161	4.439	3.443	4.472	4.211	4.484	3.161	4.439	3.775	35.585
3.161	4.439	4.596	4.472	4.211	4.484	3.161	4.439	2.898	35.861

Lampiran 8. Konversi Data Skala Ordinal ke Skala Interval dengan Metode MSI (Method Succesive Interval)

Kinerja Y	4	4	4	4	4	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Total
Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	0.000
2.882	3.094	3.269	3.247	3.261	3.082	2.519	3.228	4.735	4.855	3.576	3.775	4.952	5.581	4.472	56.527
2.882	4.459	4.657	3.247	3.261	4.527	5.446	4.491	3.674	2.888	4.744	4.918	4.952	5.581	4.472	64.199
2.882	3.094	3.269	3.247	3.261	3.082	5.446	3.228	4.735	3.737	4.744	4.918	3.941	3.443	5.581	58.609
2.017	3.094	3.269	3.247	3.261	3.082	3.911	3.228	3.674	4.855	4.744	3.775	3.941	5.581	4.472	56.151
2.882	4.459	4.657	4.657	4.713	4.527	3.911	3.228	4.735	3.737	3.576	3.775	4.952	4.596	5.581	63.986
2.882	3.094	3.269	3.247	3.261	3.082	5.446	4.491	3.674	4.855	3.576	3.775	4.952	4.596	4.472	58.672
2.882	3.094	3.269	3.247	3.261	3.082	3.911	4.491	4.735	3.737	3.576	4.918	3.941	5.581	5.581	59.306
3.974	4.459	4.657	4.657	4.713	4.527	2.519	2.148	2.063	2.063	1.962	2.898	2.891	4.596	5.581	53.707
2.017	3.094	3.269	1.966	3.261	4.527	3.911	1.000	2.870	3.737	2.706	2.898	2.891	2.184	3.200	43.532
2.882	4.459	4.657	4.657	3.261	3.082	2.519	2.148	2.063	2.063	1.962	2.060	2.891	4.596	4.472	47.771
1.000	1.000	1.000	1.000	1.000	1.000	3.911	3.228	2.063	2.888	2.706	2.060	2.891	3.443	3.200	32.390
2.882	3.094	3.269	3.247	3.261	3.082	3.911	2.148	3.674	3.737	3.576	3.775	3.941	3.443	3.200	50.240
2.017	1.918	3.269	3.247	1.912	3.082	3.911	2.148	2.063	2.888	2.706	2.898	2.891	4.596	4.472	44.019
1.000	3.094	3.269	3.247	3.261	3.082	3.911	3.228	2.063	2.063	1.962	2.060	1.898	3.443	3.200	40.780
2.017	1.918	2.016	1.966	1.912	1.786	3.911	3.228	3.674	2.888	2.706	2.898	2.891	3.443	3.200	40.456
2.017	3.094	3.269	1.966	3.261	3.082	3.911	3.228	1.000	1.000	1.962	2.060	2.891	4.596	4.472	41.809
2.017	1.918	2.016	1.966	1.912	1.786	2.519	2.148	3.674	2.888	3.576	3.775	2.891	3.443	3.200	39.731
3.974	4.459	4.657	4.657	4.713	4.527	2.519	1.000	1.000	1.000	1.000	1.000	1.000	4.596	3.200	43.302
2.017	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.870	2.888	2.706	2.898	2.891	1.000	1.000	38.890
1.000	3.094	3.269	3.247	3.261	1.786	3.911	3.228	2.063	2.063	1.962	2.060	1.898	3.443	3.200	39.484
2.882	3.094	3.269	3.247	3.261	3.082	2.519	2.148	1.000	1.000	1.000	1.000	1.000	2.184	1.853	32.538
1.000	1.000	2.016	3.247	3.261	3.082	1.000	2.148	2.063	2.063	1.962	1.000	1.000	2.184	3.200	30.226
2.017	1.918	2.016	1.966	1.912	3.082	3.911	2.148	2.063	2.063	1.962	2.898	2.891	2.184	3.200	36.232
2.882	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.063	2.063	1.962	2.060	1.898	2.184	1.853	37.584
1.000	3.094	4.657	4.657	4.713	4.527	3.911	3.228	3.674	3.737	3.576	3.775	3.941	2.184	1.853	52.527
2.882	3.094	3.269	3.247	3.261	3.082	3.911	2.148	2.063	2.063	1.962	2.060	2.891	4.596	4.472	45.000
2.017	3.094	3.269	3.247	3.261	3.082	1.000	2.148	1.000	1.000	1.000	2.060	2.891	2.184	3.200	34.454
2.017	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.063	2.063	2.706	2.898	1.898	3.443	1.853	39.561
3.974	4.459	4.657	4.657	3.261	3.082	2.519	1.000	1.000	2.063	1.000	1.000	1.898	3.443	3.200	41.212
2.017	1.918	3.269	3.247	3.261	3.082	3.911	1.000	2.063	2.063	1.962	2.060	1.898	3.443	3.200	38.393
2.017	1.918	2.016	1.966	1.912	1.786	3.911	3.228	2.063	2.063	1.962	2.060	2.891	2.184	3.200	35.178

2.017	3.094	3.269	3.247	3.261	4.527	3.911	3.228	1.000	2.063	1.000	1.000	1.000	3.443	3.200	39.261
2.017	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.870	2.888	2.706	2.060	2.891	3.443	3.200	42.695
2.882	3.094	3.269	3.247	3.261	3.082	3.911	1.000	1.000	1.000	1.000	1.000	1.000	3.443	3.200	35.388
2.017	3.094	3.269	3.247	3.261	3.082	3.911	3.228	2.063	2.063	1.962	2.060	2.891	3.443	3.200	42.791
2.017	1.918	2.016	1.966	1.912	4.527	3.911	3.228	3.674	2.063	1.000	2.898	2.891	3.443	3.200	40.666
2.882	3.094	3.269	3.247	3.261	4.527	2.519	1.000	2.870	2.063	2.706	2.898	2.891	2.184	3.200	42.611
3.974	4.459	4.657	4.657	4.713	4.527	3.911	2.148	2.063	1.000	1.000	2.060	1.898	3.443	3.200	47.709
2.882	3.094	3.269	4.657	3.261	3.082	2.519	1.000	2.063	2.063	1.962	2.060	2.891	2.184	3.200	40.186
2.882	3.094	3.269	4.657	3.261	3.082	2.519	1.000	2.870	2.063	2.706	2.898	2.891	3.443	3.200	43.834
3.974	3.094	3.269	4.657	4.713	4.527	2.519	2.148	2.063	2.888	2.706	2.898	2.891	3.443	3.200	48.990
3.974	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.063	2.063	1.962	2.060	2.891	3.443	3.200	42.275
2.882	3.094	3.269	3.247	3.261	3.082	3.911	1.000	2.063	2.063	1.962	2.060	1.898	3.443	3.200	40.433
2.882	3.094	3.269	3.247	3.261	3.082	3.911	1.000	2.870	2.888	2.706	2.898	2.891	2.184	1.853	42.035
2.882	3.094	3.269	3.247	3.261	3.082	3.911	3.228	2.870	3.737	3.576	3.775	3.941	3.443	3.200	50.515
2.017	3.094	3.269	3.247	3.261	4.527	3.911	2.148	3.674	3.737	2.706	2.898	2.891	4.596	4.472	50.450
2.882	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.870	2.888	2.706	2.898	2.891	4.596	4.472	46.823
3.974	4.459	3.269	3.247	4.713	4.527	3.911	2.148	2.870	2.888	3.576	3.775	3.941	3.443	4.472	55.212
3.974	3.094	4.657	4.657	3.261	4.527	2.519	2.148	2.870	2.888	2.706	3.775	3.941	3.443	3.200	51.660
3.974	4.459	4.657	3.247	4.713	4.527	2.519	2.148	2.063	2.063	1.962	2.060	1.898	3.443	3.200	46.932
2.882	3.094	3.269	3.247	3.261	3.082	2.519	1.000	2.870	2.063	1.962	2.060	2.891	2.184	3.200	39.583
1.000	3.094	3.269	3.247	3.261	3.082	2.519	2.148	2.870	2.888	2.706	2.898	2.891	3.443	3.200	42.516
2.882	3.094	3.269	3.247	3.261	3.082	3.911	3.228	2.870	2.888	2.706	2.060	1.898	3.443	3.200	45.038
2.882	3.094	3.269	3.247	3.261	3.082	2.519	1.000	2.870	2.888	2.706	2.898	2.891	3.443	3.200	43.250
2.017	1.918	2.016	3.247	3.261	3.082	3.911	3.228	3.674	3.737	3.576	3.775	3.941	3.443	3.200	48.027
2.882	3.094	3.269	3.247	3.261	3.082	3.911	2.148	3.674	2.888	3.576	2.898	2.891	3.443	3.200	47.464
2.882	3.094	3.269	3.247	3.261	3.082	3.911	3.228	3.674	3.737	3.576	3.775	3.941	3.443	4.472	52.591
2.017	1.918	2.016	3.247	3.261	3.082	2.519	1.000	2.063	2.888	1.962	2.060	2.891	4.596	4.472	39.991
3.974	4.459	4.657	4.657	4.713	4.527	2.519	1.000	1.000	1.000	1.000	1.000	1.898	3.443	3.200	43.046
3.974	4.459	4.657	4.657	4.713	4.527	2.519	2.148	2.870	2.888	2.706	2.898	2.891	3.443	3.200	52.550
3.974	4.459	4.657	4.657	4.713	4.527	2.519	2.148	2.870	2.888	3.576	2.898	2.891	3.443	3.200	53.420
3.974	4.459	4.657	3.247	4.713	4.527	2.519	2.148	2.063	1.000	1.000	2.060	1.898	3.443	3.200	44.907
3.974	3.094	4.657	4.657	4.713	4.527	3.911	1.000	2.870	2.888	2.706	3.775	2.891	3.443	3.200	52.305
3.974	4.459	4.657	4.657	4.713	4.527	3.911	3.228	3.674	3.737	2.706	3.775	2.891	3.443	3.200	57.552

3.974	4.459	4.657	4.657	4.713	4.527	2.519	1.000	2.063	2.063	1.962	2.060	1.898	3.443	3.200	47.194
2.882	3.094	3.269	3.247	3.261	3.082	3.911	3.228	2.870	3.737	3.576	3.775	3.941	3.443	3.200	50.515
3.974	4.459	4.657	4.657	4.713	4.527	3.911	3.228	3.674	3.737	3.576	3.775	3.941	4.596	4.472	61.897
3.974	4.459	4.657	4.657	4.713	4.527	3.911	3.228	3.674	3.737	3.576	3.775	3.941	4.596	4.472	61.897
3.974	4.459	4.657	4.657	4.713	4.527	3.911	3.228	3.674	3.737	3.576	3.775	2.891	4.596	4.472	60.847
3.974	4.459	4.657	4.657	4.713	4.527	2.519	3.228	3.674	3.737	3.576	2.898	3.941	3.443	4.472	58.475
3.974	4.459	4.657	4.657	4.713	4.527	2.519	2.148	2.870	3.737	3.576	2.898	3.941	3.443	4.472	56.590
3.974	4.459	4.657	4.657	4.713	4.527	3.911	2.148	3.674	3.737	3.576	3.775	3.941	3.443	4.472	59.663
3.974	4.459	4.657	4.657	4.713	4.527	2.519	2.148	2.870	2.888	2.706	2.898	2.891	4.596	4.472	54.975

Lampiran 9. Hasil olah data SPSS 20

1. UJI INSTRUMEN
VALIDITAS DAN REALIBILITAS

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1
Pearson Correlation	1	.486**	.281*	.191	.256*	.198	.146	.160	-.021	-.039	-.074	-.007	.353**
Sig. (2-tailed)		.000	.016	.106	.029	.093	.218	.177	.862	.744	.537	.954	.002
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.486**	1	.513**	.389**	.383**	.409**	.465**	.373**	-.129	-.068	-.087	-.243*	.487**
Sig. (2-tailed)	.000		.000	.001	.001	.000	.000	.001	.275	.566	.464	.038	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.281*	.513**	1	.478**	.467**	.471**	.496**	.503**	-.199	-.031	-.080	-.195	.523**
Sig. (2-tailed)	.016	.000		.000	.000	.000	.000	.000	.092	.791	.499	.098	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.191	.389**	.478**	1	.826**	.818**	.855**	.763**	.042	.043	.035	.042	.779**
Sig. (2-tailed)	.106	.001	.000		.000	.000	.000	.000	.727	.715	.767	.723	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.256*	.383**	.467**	.826**	1	.854**	.767**	.772**	.011	.010	.019	.070	.771**
Sig. (2-tailed)	.029	.001	.000	.000		.000	.000	.000	.928	.932	.873	.557	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.198	.409**	.471**	.818**	.854**	1	.864**	.794**	.036	.070	.058	.057	.799**
Sig. (2-tailed)	.093	.000	.000	.000	.000		.000	.000	.760	.556	.623	.630	.000

N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.146	.465**	.496**	.855**	.767**	.864**	1	.839**	.118	.098	.110	.066	.826**
Sig. (2-tailed)	.218	.000	.000	.000	.000	.000		.000	.319	.408	.355	.579	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.160	.373**	.503**	.763**	.772**	.794**	.839**	1	.100	.110	.086	.068	.790**
Sig. (2-tailed)	.177	.001	.000	.000	.000	.000	.000		.399	.353	.467	.566	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	-.021	-.129	-.199	.042	.011	.036	.118	.100	1	.754**	.708**	.657**	.421**
Sig. (2-tailed)	.862	.275	.092	.727	.928	.760	.319	.399		.000	.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	-.039	-.068	-.031	.043	.010	.070	.098	.110	.754**	1	.908**	.725**	.489**
Sig. (2-tailed)	.744	.566	.791	.715	.932	.556	.408	.353	.000		.000	.000	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	-.074	-.087	-.080	.035	.019	.058	.110	.086	.708**	.908**	1	.829**	.479**
Sig. (2-tailed)	.537	.464	.499	.767	.873	.623	.355	.467	.000	.000		.000	.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73

Pearson Correlation	-.007	-.243*	-.195	.042	.070	.057	.066	.068	.657**	.725**	.829**	1	.418**
Sig. (2-tailed)	.954	.038	.098	.723	.557	.630	.579	.566	.000	.000	.000		.000
N	73	73	73	73	73	73	73	73	73	73	73	73	73
Pearson Correlation	.353**	.487**	.523**	.779**	.771**	.799**	.826**	.790**	.421**	.489**	.479**	.418**	1
Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73	73	73	73	73	73	73	73

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

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded[a]	0	.0
	Total	73	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.838	12

Correlations											
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
X2.1	Pearson Correlation	1	.733**	.643**	.720**	.776**	.599**	1.000**	.733**	.382**	.874**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.001	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.2	Pearson Correlation	.733**	1	.731**	.812**	.792**	.769**	.733**	1.000**	.446**	.929**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.3	Pearson Correlation	.643**	.731**	1	.747**	.737**	.674**	.643**	.731**	.332**	.826**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.004	.000

	N	73	73	73	73	73	73	73	73	73	73
X2.4	Pearson Correlation	.720**	.812**	.747**	1	.754**	.727**	.720**	.812**	.409**	.887**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.5	Pearson Correlation	.776**	.792**	.737**	.754**	1	.712**	.776**	.792**	.311**	.881**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.007	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.6	Pearson Correlation	.599**	.769**	.674**	.727**	.712**	1	.599**	.769**	.310**	.814**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.008	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.7	Pearson Correlation	1.000**	.733**	.643**	.720**	.776**	.599**	1	.733**	.382**	.874**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.001	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.8	Pearson Correlation	.733**	1.000**	.731**	.812**	.792**	.769**	.733**	1	.446**	.929**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	73	73	73	73	73	73	73	73	73	73
X2.9	Pearson Correlation	.382**	.446**	.332**	.409**	.311**	.310**	.382**	.446**	1	.535**
	Sig. (2-tailed)	.001	.000	.004	.000	.007	.008	.001	.000		.000
	N	73	73	73	73	73	73	73	73	73	73
X2	Pearson Correlation	.874**	.929**	.826**	.887**	.881**	.814**	.874**	.929**	.535**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	73	73	73	73	73	73	73	73	73	73

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

Case Processing Summary			
		N	%
Cases	Valid	73	100.0
	Excluded[a]	0	.0
	Total	73	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.947	9

Correlations																	
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y
Y.1	Pearson Correlation	1	.754**	.708**	.657**	.691**	.618**	-.129	-.199	.042	.011	.036	.118	.100	.211	.241*	.527**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.275	.092	.727	.928	.760	.319	.399	.073	.040	.000

	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.2	Pearson Correlation	.754**	1	.908**	.725**	.824**	.691**	-.068	-.031	.043	.010	.070	.098	.110	.275*	.260*	.614**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.566	.791	.715	.932	.556	.408	.353	.019	.026	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.3	Pearson Correlation	.708**	.908**	1	.829**	.837**	.742**	-.087	-.080	.035	.019	.058	.110	.086	.249*	.196	.606**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.464	.499	.767	.873	.623	.355	.467	.034	.096	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.4	Pearson Correlation	.657**	.725**	.829**	1	.811**	.640**	-.243*	-.195	.042	.070	.057	.066	.068	.172	.162	.525**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.038	.098	.723	.557	.630	.579	.566	.147	.171	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.5	Pearson Correlation	.691**	.824**	.837**	.811**	1	.790**	-.164	-.115	.060	.060	.080	.092	.048	.157	.178	.578**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.167	.332	.613	.612	.500	.441	.685	.184	.131	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.6	Pearson Correlation	.618**	.691**	.742**	.640**	.790**	1	-.055	-.100	.105	.061	.032	.158	.091	.148	.191	.552**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.644	.399	.374	.609	.787	.182	.443	.212	.105	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.7	Pearson Correlation	-.129	-.068	-.087	-.243*	-.164	-.055	1	.513**	.389**	.383**	.409**	.465**	.373**	.285*	.280*	.378**
	Sig. (2-tailed)	.275	.566	.464	.038	.167	.644		.000	.001	.001	.000	.000	.001	.015	.016	.001

	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.8	Pearson Correlation	-.199	-.031	-.080	-.195	-.115	-.100	.513**	1	.478**	.467**	.471**	.496**	.503**	.381**	.345**	.446**
	Sig. (2-tailed)	.092	.791	.499	.098	.332	.399	.000		.000	.000	.000	.000	.000	.001	.003	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.9	Pearson Correlation	.042	.043	.035	.042	.060	.105	.389**	.478**	1	.826**	.818**	.855**	.763**	.300**	.400**	.697**
	Sig. (2-tailed)	.727	.715	.767	.723	.613	.374	.001	.000		.000	.000	.000	.000	.010	.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.10	Pearson Correlation	.011	.010	.019	.070	.060	.061	.383**	.467**	.826**	1	.854**	.767**	.772**	.335**	.381**	.682**
	Sig. (2-tailed)	.928	.932	.873	.557	.612	.609	.001	.000	.000		.000	.000	.000	.004	.001	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.11	Pearson Correlation	.036	.070	.058	.057	.080	.032	.409**	.471**	.818**	.854**	1	.864**	.794**	.325**	.390**	.709**
	Sig. (2-tailed)	.760	.556	.623	.630	.500	.787	.000	.000	.000	.000		.000	.000	.005	.001	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.12	Pearson Correlation	.118	.098	.110	.066	.092	.158	.465**	.496**	.855**	.767**	.864**	1	.839**	.332**	.409**	.753**
	Sig. (2-tailed)	.319	.408	.355	.579	.441	.182	.000	.000	.000	.000	.000		.000	.004	.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.13	Pearson Correlation	.100	.110	.086	.068	.048	.091	.373**	.503**	.763**	.772**	.794**	.839**	1	.356**	.502**	.724**
	Sig. (2-tailed)	.399	.353	.467	.566	.685	.443	.001	.000	.000	.000	.000	.000		.002	.000	.000

	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.14	Pearson Correlation	.211	.275*	.249*	.172	.157	.148	.285*	.381**	.300**	.335**	.325**	.332**	.356**	1	.747**	.586**
	Sig. (2-tailed)	.073	.019	.034	.147	.184	.212	.015	.001	.010	.004	.005	.004	.002		.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.15	Pearson Correlation	.241*	.260*	.196	.162	.178	.191	.280*	.345**	.400**	.381**	.390**	.409**	.502**	.747**	1	.633**
	Sig. (2-tailed)	.040	.026	.096	.171	.131	.105	.016	.003	.000	.001	.001	.000	.000	.000		.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73
Y	Pearson Correlation	.527**	.614**	.606**	.525**	.578**	.552**	.378**	.446**	.697**	.682**	.709**	.753**	.724**	.586**	.633**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	
	N	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73	73

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

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

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded[a]	0	.0
	Total	73	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.875	15

Variables Entered/Removed[a]			
Model	Variables Entered	Variables Removed	Method
1	Motivasi, Iklim Organisasi[b]	.	Enter
a. Dependent Variable: Kinerja			
b. All requested variables entered.			

2.Regresi Linier Berganda

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.972[a]	.944	.943	1.99460
a. Predictors: (Constant), Motivasi, Iklim Organisasi				
b. Dependent Variable: Kinerja				

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4735.513	2	2367.757	595.146	.000[b]
	Residual	278.491	70	3.978		
	Total	5014.005	72			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi, Iklim Organisasi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	3.173	1.289		2.462	.016					
	Iklim Organisasi	1.060	.047	.847	22.454	.000	.963	.937	.633	.557	1.795
	Motivasi	.205	.045	.174	4.604	.000	.738	.482	.130	.557	1.795

a. Dependent Variable: Kinerja

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Iklim Organisasi	Motivasi
1	1	2.961	1.000	.00	.00	.00
	2	.026	10.593	.68	.00	.49
	3	.013	15.384	.32	.99	.51

a. Dependent Variable: Kinerja

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

df untuk penyebut (N2)	Titik Persentase Distribusi F untuk Probabilita = 0,05 df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

Titik Persentase Distribusi t (df = 1- 40)

Pr / Df	0.25 / 0.50	0.10 / 0.20	0.05 / 0.10	0.025 / 0.050	0.01 / 0.02	0.005 / 0.010	0.001 / 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

Titik Persentase Distribusi t (df = 41- 80)

Pr / Df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Tabel r untuk df = 1-3
Tabel r untuk df = 38-75

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3701
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678