Lampiran 1

## SURAT IZIN PENELITIAN

**Cekeran Midun**

**Sarang I Jl. Singaperbangsa No. 103c Dipatiukur - Sarang II Jl. Cikutra No. 209 - Sarang III Jl. Jend. H. Amir Machmud No. 603 Cimahi - Sarang IV Jl. Pajajaran No. 80 E – Sarang V Jl. Kopo Bihbul No. 37B – Sarang VI Jl. Lurah No. 22 Cimahi – Sarang VII Jl. Sasak Gantung No. 92**

**www.cekeranmidun.com**

Hal : Balasan

No. 065/SP-CM/III/19

Kepada Yth :

**Ketua Program Studi Administrasi Bisnis**

**Universitas Sangga Buana YPKP Bandung**

Yang bertanda tangan dibawah ini :

Nama : Tiara Puspita Indah, SE.

Jabatan : Direktur SDM Cekeran Midun

Menerangkan bahwa,

Nama : Agus Gustiana

NIM : C1011511RB1003

Telah diberikan izin untuk penelitian pada perusahaan kami sebagai bahan untuk penyusunan skripsi. Demikian surat ini kami sampaikan dan atas kerjasamanya kami mengucapkan terima kasih.

Bandung, 19 Maret 2019

Hormat kami,

**Cekeran Midun**

Tiara Puspita Indah, SE.

Direktur SDM

Lampiran 2

**KUISIONER PENELITIAN**
**PENGARUH EFEKTIVITAS STANDAR OPERASIONAL PROSEDUR (SOP) TERHADAP KINERJA KARYAWAN DI CEKERAN MIDUN**

Bersama ini saya mohon kesediaan Saudara/i untuk mengisi daftar kuisioner yang telah diberikan. Kuisioner ini terdiri dari beberapa daftar pernyataan yang akan membantu Saudara/i dalam memilih jawaban. Data informasi yang diberikan oleh Saudara/i merupakan bantuan yang terpenting dalam menyelesaikan penelitian ini. Atas bantuan dan perhatian yang diberikan, saya ucapkan terima kasih.

1. Identifikasi Responden

   Nama :

   Jenis Kelamin :

   Usia :

2. Petunjuk Pengisian

   Berikut ini terdapat sejumlah pernyataan yang berhubungan dengan keadaaan diri Saudara/i. Setiap pernyataan disini memiliki lima kemungkinan jawaban. Saudara/i diminta untuk memilih kode kata yang dapat menggambarkan diri Saudara/i secara tepat. Kemungkinan jawaban tersebut adalah:

   **Keterangan:**

   **(STS) = Sangat Tidak Setuju**

   **(TS) = Tidak Setuju**

   **(CS) = Cukup Setuju**

   **(S) = Setuju**

   **(SS) = Sangat Setuju**

3. Daftar Pernyataan

| **Kuisioner Penelitian**<br>**Pengaruh Efektivitas Standar Operasional Prosedur (SOP)**<br>**Terhadap Kinerja Karyawan**<br>**Di Cekeran Midun** | | | | | | |
|---|---|---|---|---|---|---|
| **No.** | **Uraian Pernyataan Variabel X ( Efektivitas )** | **STS** | **TS** | **CS** | **S** | **SS** |
| 1. | Saya merasa kesesuaian isi SOP sudah sesuai dengan pelaksanaan | | | | | |
| 2 | Saya merasa SOP yang dilaksanakan bersifat objektif | | | | | |
| 3 | Saya memahami isi SOP | | | | | |
| 4 | Saya merasa maksud dan tujuan isi SOP sudah jelas | | | | | |
| 5 | SOP dapat meminimalisir kesalahan yang terjadi | | | | | |
| 6 | SOP dapat memberikan kemudahan dalam pelaksanaan kerja | | | | | |
| 7 | SOP yang diterapkan sudah tersusun secara sistematis | | | | | |
| 8 | Saya merasa isi SOP sudah rinci | | | | | |
| 9 | Saya merasa SOP yang diterapkan sudah dijalankan tepat waktu | | | | | |
| 10 | SOP yang diterapkan memiliki batas waktu | | | | | |
| 11 | Saya merasa SOP yang diterapkan sudah dilaksanakan sesuai dengan waktunya | | | | | |
| 12 | Saya merasa dengan melaksanakan SOP dapat memberikan hasil kerja yang sesuai dengan perusahaan | | | | | |
| 13 | Saya selalu jujur dalam menjalankan SOP | | | | | |
| 14 | Saya merasa hasil kinerja saya selalu diinformasikan seacara akurat | | | | | |
| | **Uraian Pernyataan Variabel Y ( Kinerja Karyawan)** | | | | | |
| 15 | Saya merasa banyaknya pekerjaan yang saya lakukan sesuai dengan kemampuan saya | | | | | |

| Kuisioner Penelitian<br>Pengaruh Efektivitas Standar Operasional Prosedur (SOP)<br>Terhadap Kinerja Karyawan<br>Di Cekeran Midun | | | | | | |
|---|---|---|---|---|---|---|
| **No.** | **Uraian Pernyataan Variabel X ( Efektivitas )** | **STS** | **TS** | **CS** | **S** | **SS** |
| 16 | Saya merasa memiliki beban kerja | | | | | |
| 17 | Saya merasa pekerjaan yang saya lakukan sesuai dengan target | | | | | |
| 18 | Saya merasa hasil kerja saya sesuai dengan ketentuan perusahaan | | | | | |
| 19 | Saya selalu rapih dalam melakukan pekerjaan | | | | | |
| 20 | Saya merasa sudah teliti dalam melaksanakan pekerjaan | | | | | |
| 21 | Saya bekerja sesuai dengan penggunaan masa kerja yang diberikan perusahaan. | | | | | |
| 22 | Saya selalu menyelesaiakan pekerjaan tepat pada waktu yang telah ditetapkan. | | | | | |
| 23 | Saya selalu menanamkan sikap menghargai terhadap rekan kerja yang lain dalam bekerja. | | | | | |
| 24 | Saya selalu bekerja sama denga rekan kerja saya yang lain dalam menyelesaikan suatu pekerjaan | | | | | |
| 25 | Saya selalu memberikan kepercayaan yang penuh terhadap sesama rekan kerja | | | | | |

Terima kasih

Semoga Amal dan Ibadah Kita dibalas Oleh Allah SWT

Salam Midun Brother

Agus Gustiana

(Midun Brother Sarang Cikutra)

Lampiran 3

## TABULASI DATA

| Hasil Perhitungan dan Penilaian Kuisioner Variabel X (Efektivitas) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **x1** | **x2** | **x3** | **x4** | **x5** | **x6** | **x7** | **x8** | **x9** | **x10** | **x11** | **x12** | **x13** | **x14** |
| 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 7 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 2 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 12 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 2 | 2 | 3 | 2 | 3 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 14 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 1 | 4 | 4 | 4 | 3 |
| 15 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 |
| 16 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel X (Efektivitas) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **x1** | **x2** | **x3** | **x4** | **x5** | **x6** | **x7** | **x8** | **x9** | **x10** | **x11** | **x12** | **x13** | **x14** |
| 17 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 |
| 19 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 |
| 20 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 |
| 21 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 23 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 5 | 3 |
| 25 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 3 |
| 27 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 28 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 |
| 30 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 2 |
| 31 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 32 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 33 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 3 |
| 34 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 |
| 35 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel X (Efektivitas) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **x1** | **x2** | **x3** | **x4** | **x5** | **x6** | **x7** | **x8** | **x9** | **x10** | **x11** | **x12** | **x13** | **x14** |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 52 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 54 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel X (Efektivitas) | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **x1** | **x2** | **x3** | **x4** | **x5** | **x6** | **x7** | **x8** | **x9** | **x10** | **x11** | **x12** | **x13** | **x14** |
| 55 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel Y (Kinerja Karyawan) | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **y1** | **y2** | **y3** | **y4** | **y5** | **y6** | **y7** | **y8** | **y9** | **y10** | **y11** |
| 1 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 3 | 5 | 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 3 | 4 |
| 6 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 7 | 5 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 1 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| 9 | 5 | 1 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 5 |
| 10 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 |
| 11 | 5 | 1 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 12 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 13 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 |
| 15 | 4 | 1 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 17 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 18 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 19 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel Y (Kinerja Karyawan) | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **y1** | **y2** | **y3** | **y4** | **y5** | **y6** | **y7** | **y8** | **y9** | **y10** | **y11** |
| 20 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 21 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 23 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 3 | 3 | 4 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 26 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 3 | 3 |
| 27 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 30 | 2 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 31 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 |
| 32 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 33 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 34 | 5 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 |
| 35 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 |
| 36 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 38 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

| Hasil Perhitungan dan Penilaian Kuisioner Variabel Y (Kinerja Karyawan) | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **y1** | **y2** | **y3** | **y4** | **y5** | **y6** | **y7** | **y8** | **y9** | **y10** | **y11** |
| 39 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 47 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 52 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 54 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 55 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

Lampiran 4

## HASIL PENGUKURAN INTERVAL DATA MSI

| Hasil Interval Data MSI Variabel X (Efektivitas) | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **x1** | **x2** | **x3** | **x4** | **x5** | **x6** | **x7** | **x8** | **x9** | **x10** | **x11** | **x12** | **x13** | **x14** | **X TOTAL** |
| 1 | 1.000 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 2.591 | 3.613 | 2.506 | 3.508 | 3.302 | 4.161 | 4.763 | 41.082 |
| 2 | 4.060 | 4.856 | 3.757 | 3.437 | 4.328 | 3.540 | 3.611 | 3.918 | 2.247 | 2.506 | 2.161 | 3.302 | 2.630 | 3.246 | 47.598 |
| 3 | 4.060 | 4.856 | 3.757 | 3.437 | 1.000 | 3.540 | 3.611 | 3.918 | 5.094 | 5.255 | 4.965 | 4.716 | 4.161 | 3.246 | 55.615 |
| 4 | 2.560 | 3.430 | 2.376 | 2.218 | 4.328 | 3.540 | 2.310 | 3.918 | 2.247 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 43.382 |
| 5 | 4.060 | 3.430 | 3.757 | 3.437 | 4.328 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 4.965 | 4.716 | 4.161 | 1.925 | 51.930 |
| 6 | 2.560 | 3.430 | 3.757 | 2.218 | 3.092 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 4.716 | 2.630 | 3.246 | 46.307 |
| 7 | 2.560 | 3.430 | 2.376 | 3.437 | 4.328 | 3.540 | 3.611 | 5.255 | 5.094 | 3.770 | 3.508 | 4.716 | 4.161 | 4.763 | 54.549 |
| 8 | 4.060 | 3.430 | 3.757 | 3.437 | 4.328 | 3.540 | 3.611 | 5.255 | 3.613 | 3.770 | 3.508 | 4.716 | 4.161 | 4.763 | 55.949 |
| 9 | 4.060 | 4.856 | 3.757 | 3.437 | 4.328 | 3.540 | 3.611 | 5.255 | 5.094 | 5.255 | 4.965 | 4.716 | 4.161 | 4.763 | 61.797 |
| 10 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 1.000 | 2.591 | 2.247 | 1.644 | 2.161 | 2.012 | 2.630 | 1.000 | 31.175 |
| 11 | 4.060 | 4.856 | 3.757 | 3.437 | 4.328 | 3.540 | 3.611 | 5.255 | 5.094 | 5.255 | 4.965 | 4.716 | 4.161 | 4.763 | 61.797 |
| 12 | 1.000 | 3.430 | 3.757 | 1.000 | 3.092 | 1.000 | 2.310 | 1.000 | 1.000 | 2.506 | 1.000 | 2.012 | 2.630 | 3.246 | 28.981 |
| 13 | 4.060 | 4.856 | 3.757 | 3.437 | 4.328 | 3.540 | 3.611 | 5.255 | 5.094 | 5.255 | 4.965 | 4.716 | 4.161 | 4.763 | 61.797 |
| 14 | 1.000 | 4.856 | 2.376 | 3.437 | 4.328 | 2.213 | 1.000 | 2.591 | 3.613 | 1.000 | 3.508 | 3.302 | 2.630 | 1.925 | 37.777 |
| 15 | 2.560 | 2.115 | 2.376 | 2.218 | 4.328 | 1.000 | 2.310 | 2.591 | 3.613 | 2.506 | 3.508 | 2.012 | 4.161 | 3.246 | 38.542 |

| Hasil Interval Data MSI Variabel X (Efektivitas) | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 2.560 | 2.115 | 1.000 | 1.000 | 4.328 | 3.540 | 2.310 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 39.511 |
| 17 | 2.560 | 3.430 | 2.376 | 1.000 | 4.328 | 3.540 | 1.000 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 40.892 |
| 18 | 4.060 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 3.918 | 2.247 | 3.770 | 3.508 | 4.716 | 2.630 | 3.246 | 43.734 |
| 19 | 4.060 | 3.430 | 2.376 | 2.218 | 4.328 | 2.213 | 2.310 | 3.918 | 3.613 | 2.506 | 3.508 | 3.302 | 4.161 | 3.246 | 45.188 |
| 20 | 2.560 | 2.115 | 1.000 | 1.000 | 3.092 | 2.213 | 1.000 | 2.591 | 3.613 | 2.506 | 3.508 | 3.302 | 2.630 | 1.925 | 33.053 |
| 21 | 2.560 | 2.115 | 1.000 | 1.000 | 3.092 | 2.213 | 1.000 | 2.591 | 2.247 | 2.506 | 3.508 | 3.302 | 2.630 | 3.246 | 33.008 |
| 22 | 4.060 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 42.358 |
| 23 | 2.560 | 2.115 | 2.376 | 2.218 | 2.115 | 2.213 | 2.310 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 38.565 |
| 24 | 2.560 | 4.856 | 2.376 | 3.437 | 2.115 | 3.540 | 3.611 | 2.591 | 2.247 | 3.770 | 4.965 | 2.012 | 4.161 | 1.925 | 44.166 |
| 25 | 2.560 | 4.856 | 2.376 | 3.437 | 3.092 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 46.156 |
| 26 | 4.060 | 3.430 | 2.376 | 2.218 | 4.328 | 3.540 | 2.310 | 3.918 | 3.613 | 2.506 | 4.965 | 4.716 | 1.000 | 1.925 | 44.905 |
| 27 | 1.000 | 2.115 | 1.000 | 1.000 | 2.115 | 2.213 | 1.000 | 2.591 | 2.247 | 2.506 | 2.161 | 2.012 | 2.630 | 1.925 | 26.515 |
| 28 | 2.560 | 4.856 | 3.757 | 3.437 | 4.328 | 2.213 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 47.444 |
| 29 | 2.560 | 3.430 | 2.376 | 2.218 | 4.328 | 3.540 | 3.611 | 3.918 | 5.094 | 3.770 | 2.161 | 3.302 | 2.630 | 3.246 | 46.184 |
| 30 | 1.000 | 1.000 | 1.000 | 1.000 | 2.115 | 1.000 | 1.000 | 3.918 | 3.613 | 1.644 | 2.161 | 1.000 | 1.000 | 1.000 | 22.451 |
| 31 | 2.560 | 3.430 | 3.757 | 3.437 | 4.328 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 2.161 | 3.302 | 2.630 | 3.246 | 46.000 |
| 32 | 2.560 | 3.430 | 3.757 | 3.437 | 4.328 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 4.716 | 2.630 | 3.246 | 48.761 |
| 33 | 4.060 | 4.856 | 3.757 | 3.437 | 2.115 | 2.213 | 3.611 | 3.918 | 3.613 | 2.506 | 3.508 | 4.716 | 4.161 | 1.925 | 48.394 |
| 34 | 2.560 | 3.430 | 2.376 | 2.218 | 4.328 | 2.213 | 2.310 | 2.591 | 3.613 | 3.770 | 4.965 | 4.716 | 4.161 | 4.763 | 48.013 |
| 35 | 2.560 | 3.430 | 2.376 | 1.000 | 4.328 | 3.540 | 2.310 | 3.918 | 2.247 | 3.770 | 2.161 | 3.302 | 1.000 | 3.246 | 39.188 |

| Hasil Interval Data MSI Variabel X (Efektivitas) | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 36 | 4.060 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 3.611 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 44.986 |
| 37 | 2.560 | 3.430 | 2.376 | 1.000 | 4.328 | 3.540 | 1.000 | 2.591 | 2.247 | 2.506 | 3.508 | 3.302 | 2.630 | 3.246 | 38.263 |
| 38 | 2.560 | 3.430 | 1.000 | 1.000 | 4.328 | 2.213 | 1.000 | 2.591 | 3.613 | 2.506 | 2.161 | 3.302 | 2.630 | 3.246 | 35.578 |
| 39 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 40.857 |
| 40 | 2.560 | 3.430 | 2.376 | 2.218 | 4.328 | 2.213 | 1.000 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 40.783 |
| 41 | 4.060 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 43.685 |
| 42 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 42.184 |
| 43 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 43.512 |
| 44 | 2.560 | 4.856 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 3.918 | 5.094 | 5.255 | 4.965 | 4.716 | 4.161 | 4.763 | 52.496 |
| 45 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 1.000 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 39.548 |
| 46 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 1.000 | 2.310 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 39.645 |
| 47 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 43.512 |
| 48 | 2.560 | 2.115 | 1.000 | 1.000 | 4.328 | 2.213 | 1.000 | 2.591 | 2.247 | 2.506 | 2.161 | 2.012 | 1.000 | 1.925 | 28.658 |
| 49 | 2.560 | 2.115 | 1.000 | 1.000 | 2.115 | 1.000 | 1.000 | 2.591 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 33.448 |
| 50 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 2.213 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 42.184 |
| 51 | 2.560 | 3.430 | 2.376 | 2.218 | 4.328 | 3.540 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 44.748 |
| 52 | 2.560 | 3.430 | 1.000 | 1.000 | 2.115 | 2.213 | 2.310 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 38.613 |
| 53 | 2.560 | 3.430 | 2.376 | 1.000 | 2.115 | 1.000 | 1.000 | 2.591 | 2.247 | 2.506 | 2.161 | 2.012 | 2.630 | 3.246 | 30.873 |
| 54 | 2.560 | 2.115 | 1.000 | 1.000 | 2.115 | 1.000 | 2.310 | 3.918 | 2.247 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 34.719 |
| 55 | 2.560 | 3.430 | 2.376 | 2.218 | 3.092 | 3.540 | 3.611 | 3.918 | 3.613 | 3.770 | 3.508 | 3.302 | 2.630 | 3.246 | 44.813 |

| Hasi Interval Data MSI Variabel Y (Kinerja Karyawan) | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Res** | **y1** | **y2** | **y3** | **y4** | **y5** | **y6** | **y7** | **y8** | **y9** | **y10** | **y11** | **Y TOTAL** |
| 1 | 3.024 | 2.788 | 3.399 | 2.695 | 4.147 | 3.571 | 2.681 | 2.570 | 4.328 | 2.621 | 3.024 | 34.848 |
| 2 | 3.024 | 4.113 | 1.000 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 4.129 | 3.024 | 33.719 |
| 3 | 4.634 | 1.000 | 4.830 | 4.438 | 4.147 | 3.571 | 2.681 | 4.141 | 4.328 | 4.129 | 4.634 | 42.532 |
| 4 | 3.024 | 4.113 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.156 |
| 5 | 3.024 | 1.793 | 3.399 | 1.000 | 1.000 | 1.000 | 2.681 | 1.000 | 1.000 | 1.000 | 3.024 | 19.921 |
| 6 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 4.252 | 2.570 | 4.328 | 2.621 | 3.024 | 34.856 |
| 7 | 4.634 | 1.793 | 4.830 | 4.438 | 4.147 | 3.571 | 4.252 | 4.141 | 4.328 | 4.129 | 4.634 | 44.896 |
| 8 | 4.634 | 1.000 | 2.124 | 2.695 | 4.147 | 3.571 | 4.252 | 2.570 | 4.328 | 4.129 | 4.634 | 38.084 |
| 9 | 4.634 | 1.000 | 2.124 | 1.000 | 1.000 | 2.012 | 4.252 | 2.570 | 4.328 | 4.129 | 4.634 | 31.683 |
| 10 | 3.024 | 2.788 | 1.000 | 1.000 | 1.000 | 2.012 | 2.681 | 1.000 | 4.328 | 2.621 | 4.634 | 26.088 |
| 11 | 4.634 | 1.000 | 4.830 | 2.695 | 2.584 | 3.571 | 4.252 | 4.141 | 4.328 | 4.129 | 4.634 | 40.797 |
| 12 | 3.024 | 1.793 | 3.399 | 2.695 | 2.584 | 3.571 | 4.252 | 4.141 | 4.328 | 4.129 | 4.634 | 38.549 |
| 13 | 4.634 | 2.788 | 4.830 | 4.438 | 4.147 | 5.357 | 4.252 | 4.141 | 4.328 | 4.129 | 4.634 | 47.677 |
| 14 | 3.024 | 4.113 | 2.124 | 2.695 | 2.584 | 3.571 | 4.252 | 1.000 | 4.328 | 4.129 | 4.634 | 36.454 |
| 15 | 3.024 | 1.000 | 3.399 | 2.695 | 2.584 | 3.571 | 4.252 | 2.570 | 4.328 | 4.129 | 3.024 | 34.576 |
| 16 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 4.129 | 3.024 | 33.339 |
| 17 | 3.024 | 1.793 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 2.621 | 3.024 | 32.290 |

| Hasi Interval Data MSI Variabel Y (Kinerja Karyawan) | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 18 | 3.024 | 1.793 | 2.124 | 2.695 | 2.584 | 2.012 | 1.000 | 1.000 | 2.873 | 2.621 | 3.024 | 24.750 |
| 19 | 4.634 | 2.788 | 3.399 | 4.438 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 4.129 | 4.634 | 39.755 |
| 20 | 3.024 | 2.788 | 4.830 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 4.129 | 4.634 | 37.834 |
| 21 | 3.024 | 2.788 | 3.399 | 2.695 | 1.000 | 3.571 | 2.681 | 2.570 | 2.873 | 4.129 | 3.024 | 31.755 |
| 22 | 3.024 | 4.113 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.156 |
| 23 | 3.024 | 1.793 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 30.835 |
| 24 | 3.024 | 4.113 | 4.830 | 2.695 | 4.147 | 2.012 | 4.252 | 1.000 | 1.644 | 1.000 | 3.024 | 31.742 |
| 25 | 3.024 | 4.113 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 2.621 | 3.024 | 34.610 |
| 26 | 3.024 | 4.113 | 3.399 | 1.000 | 4.147 | 5.357 | 1.000 | 1.000 | 2.873 | 1.000 | 1.000 | 27.913 |
| 27 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 4.141 | 2.873 | 2.621 | 3.024 | 33.401 |
| 28 | 4.634 | 4.113 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 34.766 |
| 29 | 3.024 | 1.000 | 2.124 | 1.000 | 2.584 | 3.571 | 2.681 | 1.000 | 2.873 | 2.621 | 3.024 | 25.502 |
| 30 | 1.000 | 2.788 | 2.124 | 1.000 | 2.584 | 5.357 | 2.681 | 2.570 | 4.328 | 4.129 | 4.634 | 33.194 |
| 31 | 3.024 | 2.788 | 3.399 | 2.695 | 4.147 | 3.571 | 2.681 | 4.141 | 4.328 | 2.621 | 4.634 | 38.028 |
| 32 | 3.024 | 1.793 | 2.124 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 4.129 | 3.024 | 32.522 |
| 33 | 3.024 | 4.113 | 2.124 | 2.695 | 4.147 | 3.571 | 4.252 | 4.141 | 2.873 | 2.621 | 4.634 | 38.195 |
| 34 | 4.634 | 1.793 | 2.124 | 1.000 | 1.000 | 3.571 | 2.681 | 1.000 | 4.328 | 4.129 | 4.634 | 30.893 |
| 35 | 4.634 | 2.788 | 2.124 | 4.438 | 2.584 | 2.012 | 4.252 | 2.570 | 4.328 | 4.129 | 3.024 | 36.882 |
| 36 | 3.024 | 2.788 | 2.124 | 2.695 | 1.000 | 2.012 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 27.413 |
| 37 | 3.024 | 2.788 | 3.399 | 2.695 | 1.000 | 2.012 | 1.000 | 2.570 | 1.644 | 2.621 | 3.024 | 25.778 |

| Hasi Interval Data MSI Variabel Y (Kinerja Karyawan) | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 38 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 39 | 3.024 | 4.113 | 2.124 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.881 |
| 40 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 41 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 2.621 | 4.634 | 34.895 |
| 42 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 43 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 44 | 4.634 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.441 |
| 45 | 3.024 | 4.113 | 2.124 | 2.695 | 2.584 | 5.357 | 2.681 | 2.570 | 4.328 | 2.621 | 3.024 | 35.121 |
| 46 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 4.328 | 2.621 | 3.024 | 33.285 |
| 47 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 48 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 49 | 4.634 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.441 |
| 50 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |
| 51 | 4.634 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.441 |
| 52 | 4.634 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.441 |
| 53 | 4.634 | 2.788 | 4.830 | 2.695 | 2.584 | 3.571 | 1.000 | 2.570 | 2.873 | 2.621 | 3.024 | 33.192 |
| 54 | 4.634 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 33.441 |
| 55 | 3.024 | 2.788 | 3.399 | 2.695 | 2.584 | 3.571 | 2.681 | 2.570 | 2.873 | 2.621 | 3.024 | 31.831 |

Lampiran 5

# LAMPIRAN HASIL ANALISIS DATA

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .313[a] | .098 | .081 | 4.552122 |

a. Predictors: (constant) Efektifitas...

b. Dependent Variable: Kinerja

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Significance |
|---|---|---|---|---|---|---|
| 1 | Regression | 119.280 | 1 | 119.280 | 5.756 | .020[b] |
| | Residual | 1098.256 | 53 | 20.722 | | |
| | Total | 1217.536 | 54 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (constant) Efektifitas...

**Coefficients[a]**

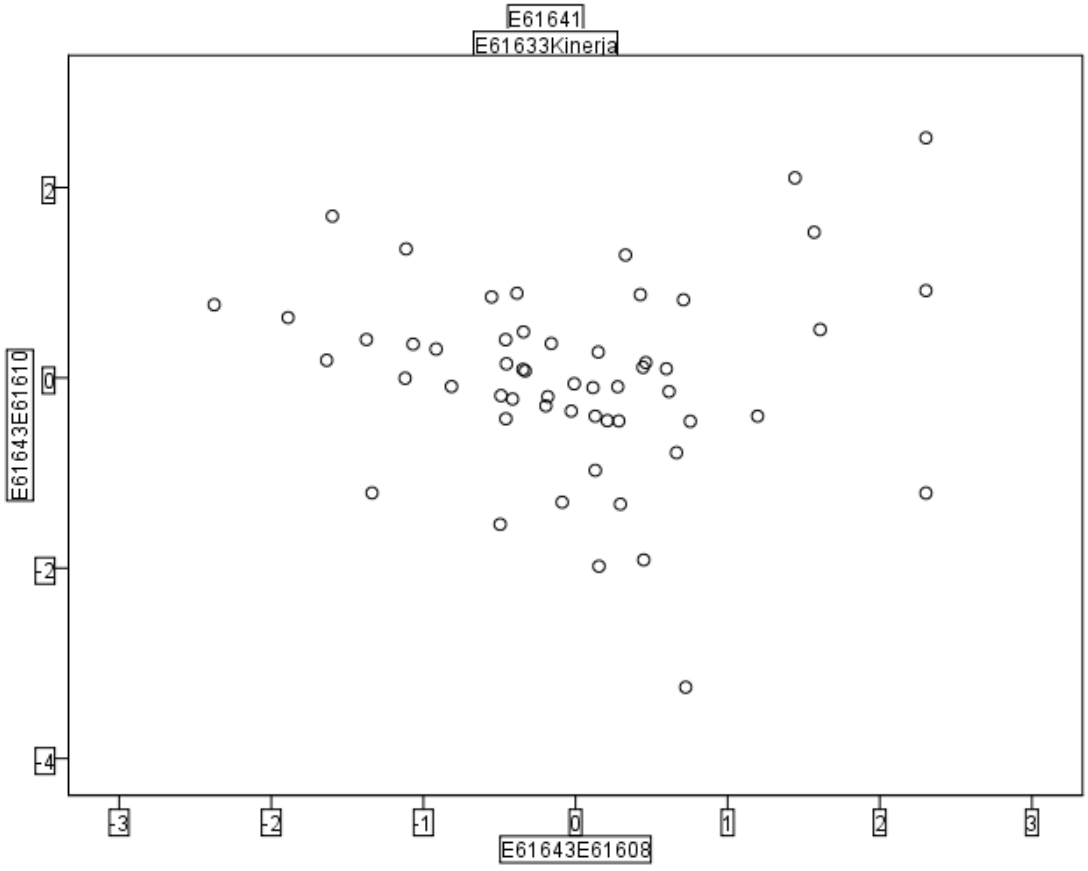
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Significance |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 25.939 | 3.188 | | 8.136 | .000 |
| | Efektifitas | .177 | .074 | .313 | 2.399 | .020 |

a. Dependent Variable: Kinerja

**Residuals Statistics**[a]

| | Minimum | Maximum | Mean | Std. Deviation | N |
|---|---|---|---|---|---|
| Unstandardized Predicted Value | 29.91449 | 36.86933 | 33.44513 | 1.486232 | 55 |
| Standardized Predicted Value | -2.376 | 2.304 | .000 | 1.000 | 55 |
| Standard Error of Predicted Value | .614 | 1.594 | .823 | .277 | 55 |
| Adjusted Predicted Value | 29.45727 | 37.55308 | 33.39462 | 1.485085 | 55 |
| Unstandardized Residual | -14.600242 | 10.788671 | .000000 | 4.509776 | 55 |
| Standardized Residual | -3.207 | 2.370 | .000 | .991 | 55 |
| Studentized Residual | -3.253 | 2.521 | .005 | 1.015 | 55 |
| Deleted Residual | -15.019130 | 12.211028 | .050503 | 4.737796 | 55 |
| Studentized Deleted Residual | -3.602 | 2.662 | .001 | 1.052 | 55 |
| Mahalanobis Distance | .000 | 5.643 | .982 | 1.511 | 55 |
| Cook's Distance | .000 | .419 | .026 | .064 | 55 |
| Centered Leverage Value | .000 | .105 | .018 | .028 | 55 |

a. Dependent Variable: Kinerja



Lampiran 6

## Tabel t

| d.f. | TINGKAT SIGNIFIKANSI | | | | | | |
|---|---|---|---|---|---|---|---|
| dua sisi | 20% | 10% | 5% | 2% | 1% | 0,2% | 0,1% |
| satu sisi | 10% | 5% | 2,5% | 1% | 0,5% | 0,1% | 0,05% |
| 1 | 3,078 | 6,314 | 12,706 | 31,821 | 63,657 | 318,309 | 636,619 |
| 2 | 1,886 | 2,920 | 4,303 | 6,965 | 9,925 | 22,327 | 31,599 |
| 3 | 1,638 | 2,353 | 3,182 | 4,541 | 5,841 | 10,215 | 12,924 |
| 4 | 1,533 | 2,132 | 2,776 | 3,747 | 4,604 | 7,173 | 8,610 |
| 5 | 1,476 | 2,015 | 2,571 | 3,365 | 4,032 | 5,893 | 6,869 |
| 6 | 1,440 | 1,943 | 2,447 | 3,143 | 3,707 | 5,208 | 5,959 |
| 7 | 1,415 | 1,895 | 2,365 | 2,998 | 3,499 | 4,785 | 5,408 |
| 8 | 1,397 | 1,860 | 2,306 | 2,896 | 3,355 | 4,501 | 5,041 |
| 9 | 1,383 | 1,833 | 2,262 | 2,821 | 3,250 | 4,297 | 4,781 |
| 10 | 1,372 | 1,812 | 2,228 | 2,764 | 3,169 | 4,144 | 4,587 |
| 11 | 1,363 | 1,796 | 2,201 | 2,718 | 3,106 | 4,025 | 4,437 |
| 12 | 1,356 | 1,782 | 2,179 | 2,681 | 3,055 | 3,930 | 4,318 |
| 13 | 1,350 | 1,771 | 2,160 | 2,650 | 3,012 | 3,852 | 4,221 |
| 14 | 1,345 | 1,761 | 2,145 | 2,624 | 2,977 | 3,787 | 4,140 |
| 15 | 1,341 | 1,753 | 2,131 | 2,602 | 2,947 | 3,733 | 4,073 |
| 16 | 1,337 | 1,746 | 2,120 | 2,583 | 2,921 | 3,686 | 4,015 |
| 17 | 1,333 | 1,740 | 2,110 | 2,567 | 2,898 | 3,646 | 3,965 |
| 18 | 1,330 | 1,734 | 2,101 | 2,552 | 2,878 | 3,610 | 3,922 |
| 19 | 1,328 | 1,729 | 2,093 | 2,539 | 2,861 | 3,579 | 3,883 |
| 20 | 1,325 | 1,725 | 2,086 | 2,528 | 2,845 | 3,552 | 3,850 |
| 21 | 1,323 | 1,721 | 2,080 | 2,518 | 2,831 | 3,527 | 3,819 |
| 22 | 1,321 | 1,717 | 2,074 | 2,508 | 2,819 | 3,505 | 3,792 |
| 23 | 1,319 | 1,714 | 2,069 | 2,500 | 2,807 | 3,485 | 3,768 |
| 24 | 1,318 | 1,711 | 2,064 | 2,492 | 2,797 | 3,467 | 3,745 |
| 25 | 1,316 | 1,708 | 2,060 | 2,485 | 2,787 | 3,450 | 3,725 |
| 26 | 1,315 | 1,706 | 2,056 | 2,479 | 2,779 | 3,435 | 3,707 |
| 27 | 1,314 | 1,703 | 2,052 | 2,473 | 2,771 | 3,421 | 3,690 |
| 28 | 1,313 | 1,701 | 2,048 | 2,467 | 2,763 | 3,408 | 3,674 |
| 29 | 1,311 | 1,699 | 2,045 | 2,462 | 2,756 | 3,396 | 3,659 |
| 30 | 1,310 | 1,697 | 2,042 | 2,457 | 2,750 | 3,385 | 3,646 |
| 31 | 1,309 | 1,696 | 2,040 | 2,453 | 2,744 | 3,375 | 3,633 |
| 32 | 1,309 | 1,694 | 2,037 | 2,449 | 2,738 | 3,365 | 3,622 |
| 33 | 1,308 | 1,692 | 2,035 | 2,445 | 2,733 | 3,356 | 3,611 |
| 34 | 1,307 | 1,691 | 2,032 | 2,441 | 2,728 | 3,348 | 3,601 |
| 35 | 1,306 | 1,690 | 2,030 | 2,438 | 2,724 | 3,340 | 3,591 |
| 36 | 1,306 | 1,688 | 2,028 | 2,434 | 2,719 | 3,333 | 3,582 |
| 37 | 1,305 | 1,687 | 2,026 | 2,431 | 2,715 | 3,326 | 3,574 |
| 38 | 1,304 | 1,686 | 2,024 | 2,429 | 2,712 | 3,319 | 3,566 |
| 39 | 1,304 | 1,685 | 2,023 | 2,426 | 2,708 | 3,313 | 3,558 |
| 40 | 1,303 | 1,684 | 2,021 | 2,423 | 2,704 | 3,307 | 3,551 |
| 41 | 1,303 | 1,683 | 2,020 | 2,421 | 2,701 | 3,301 | 3,544 |
| 42 | 1,302 | 1,682 | 2,018 | 2,418 | 2,698 | 3,296 | 3,538 |
| 43 | 1,302 | 1,681 | 2,017 | 2,416 | 2,695 | 3,291 | 3,532 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 44 | 1,301 | 1,680 | 2,015 | 2,414 | 2,692 | 3,286 | 3,526 |
| 45 | 1,301 | 1,679 | 2,014 | 2,412 | 2,690 | 3,281 | 3,520 |
| 46 | 1,300 | 1,679 | 2,013 | 2,410 | 2,687 | 3,277 | 3,515 |
| 47 | 1,300 | 1,678 | 2,012 | 2,408 | 2,685 | 3,273 | 3,510 |
| 48 | 1,299 | 1,677 | 2,011 | 2,407 | 2,682 | 3,269 | 3,505 |
| 49 | 1,299 | 1,677 | 2,010 | 2,405 | 2,680 | 3,265 | 3,500 |
| 50 | 1,299 | 1,676 | 2,009 | 2,403 | 2,678 | 3,261 | 3,496 |
| 51 | 1,298 | 1,675 | 2,008 | 2,402 | 2,676 | 3,258 | 3,492 |
| 52 | 1,298 | 1,675 | 2,007 | 2,400 | 2,674 | 3,255 | 3,488 |
| 53 | 1,298 | 1,674 | 2,006 | 2,399 | 2,672 | 3,251 | 3,484 |
| 54 | 1,297 | 1,674 | 2,005 | 2,397 | 2,670 | 3,248 | 3,480 |
| 55 | 1,297 | 1,673 | 2,004 | 2,396 | 2,668 | 3,245 | 3,476 |
| 56 | 1,297 | 1,673 | 2,003 | 2,395 | 2,667 | 3,242 | 3,473 |
| 57 | 1,297 | 1,672 | 2,002 | 2,394 | 2,665 | 3,239 | 3,470 |
| 58 | 1,296 | 1,672 | 2,002 | 2,392 | 2,663 | 3,237 | 3,466 |
| 59 | 1,296 | 1,671 | 2,001 | 2,391 | 2,662 | 3,234 | 3,463 |
| 60 | 1,296 | 1,671 | 2,000 | 2,390 | 2,660 | 3,232 | 3,460 |
| 61 | 1,296 | 1,670 | 2,000 | 2,389 | 2,659 | 3,229 | 3,457 |
| 62 | 1,295 | 1,670 | 1,999 | 2,388 | 2,657 | 3,227 | 3,454 |
| 63 | 1,295 | 1,669 | 1,998 | 2,387 | 2,656 | 3,225 | 3,452 |
| 64 | 1,295 | 1,669 | 1,998 | 2,386 | 2,655 | 3,223 | 3,449 |
| 65 | 1,295 | 1,669 | 1,997 | 2,385 | 2,654 | 3,220 | 3,447 |
| 66 | 1,295 | 1,668 | 1,997 | 2,384 | 2,652 | 3,218 | 3,444 |
| 67 | 1,294 | 1,668 | 1,996 | 2,383 | 2,651 | 3,216 | 3,442 |
| 68 | 1,294 | 1,668 | 1,995 | 2,382 | 2,650 | 3,214 | 3,439 |
| 69 | 1,294 | 1,667 | 1,995 | 2,382 | 2,649 | 3,213 | 3,437 |
| 70 | 1,294 | 1,667 | 1,994 | 2,381 | 2,648 | 3,211 | 3,435 |
| 71 | 1,294 | 1,667 | 1,994 | 2,380 | 2,647 | 3,209 | 3,433 |
| 72 | 1,293 | 1,666 | 1,993 | 2,379 | 2,646 | 3,207 | 3,431 |
| 73 | 1,293 | 1,666 | 1,993 | 2,379 | 2,645 | 3,206 | 3,429 |
| 74 | 1,293 | 1,666 | 1,993 | 2,378 | 2,644 | 3,204 | 3,427 |
| 75 | 1,293 | 1,665 | 1,992 | 2,377 | 2,643 | 3,202 | 3,425 |
| 76 | 1,293 | 1,665 | 1,992 | 2,376 | 2,642 | 3,201 | 3,423 |
| 77 | 1,293 | 1,665 | 1,991 | 2,376 | 2,641 | 3,199 | 3,421 |
| 78 | 1,292 | 1,665 | 1,991 | 2,375 | 2,640 | 3,198 | 3,420 |
| 79 | 1,292 | 1,664 | 1,990 | 2,374 | 2,640 | 3,197 | 3,418 |
| 80 | 1,292 | 1,664 | 1,990 | 2,374 | 2,639 | 3,195 | 3,416 |
| 81 | 1,292 | 1,664 | 1,990 | 2,373 | 2,638 | 3,194 | 3,415 |
| 82 | 1,292 | 1,664 | 1,989 | 2,373 | 2,637 | 3,193 | 3,413 |
| 83 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 | 3,191 | 3,412 |
| 84 | 1,292 | 1,663 | 1,989 | 2,372 | 2,636 | 3,190 | 3,410 |
| 85 | 1,292 | 1,663 | 1,988 | 2,371 | 2,635 | 3,189 | 3,409 |
| 86 | 1,291 | 1,663 | 1,988 | 2,370 | 2,634 | 3,188 | 3,407 |
| 87 | 1,291 | 1,663 | 1,988 | 2,370 | 2,634 | 3,187 | 3,406 |
| 88 | 1,291 | 1,662 | 1,987 | 2,369 | 2,633 | 3,185 | 3,405 |
| 89 | 1,291 | 1,662 | 1,987 | 2,369 | 2,632 | 3,184 | 3,403 |
| 90 | 1,291 | 1,662 | 1,987 | 2,368 | 2,632 | 3,183 | 3,402 |