**Lampiran 1**

**KUISIONER PENELITIAN**

1. **PENGANTAR**

Kepada Yth. :

# Bapak/Ibu/Sdr PNS Tenaga

# Kependidikan UIN RM Said

# Surakarta

Dengan hormat,

Memohon kesediaan bantuan Bapak/Ibu/Sdr. untuk bersedia mengisi angket yang saya sediakan. Adapun tujuan dari pengisian angket ini yaitu sebagai upaya untuk mendapatkan informasi tentang Pengaruh Kedisplinan, Kepemimpinan, dan Komunikasi Vertikal terhadap Efektivitas Kinerja pada PNS tenaga kependidikan UIN RM Said Surakarta. Data yang didapatkan melalui angket ini semata-mata hanya ditujukan untuk keperluan tesis saya, bukan untuk maksud lain.

Jawaban yang Bapak/Ibu/Sdr. berikan dengan menjawab secara sesungguhnya dan sesuai dengan keadaan sebenarnya merupakan bantuan yang sangat besar bagi tercapainya tujuan penulisan tesis ini, dan saya sangat menghargai setiap jawaban yang Bapak/Ibu/Sdr. berikan.

Akhirnya saya ucapkan banyak terima kasih atas bantuan yang Bapak/Ibu/Sdr. berikan. Semoga amal baik Bapak/Ibu/Sdr. memperoleh pahala dari Tuhan Yang Maha Kuasa. Amin.

Hormat saya, **KUSNIANTO**

# IDENTITAS RESPONDEN

1. Nomor Responden : ……… (jangan diisi)

2. Jenis Kelamin Responden : ( L / P )

3. Umur Responden : ………Tahun

4. Pendidikan Responden : …………

5. Masa Kerja : ………Tahun

6. Golongan Kepangkatan : …………

1. **DAFTAR PERTANYAAN**

**PETUNJUK PENGISIAN**

Berilah tanda centang (√) salah satu huruf di depan jawaban yang telah tersedia di dalam setiap pertanyaan yang dianggap benar-benar sesuai dengan pendapat Bapak/Ibu/ Sdr.

Di mana :

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

1. **KEDISIPLINAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERTANYAAN | JAWABAN | | | | |
| SS | S | N | TS | STS |
| 1 | Absensi kehadiran menurut anda sangat penting dalam penegakan disiplin kerja |  |  |  |  |  |
| 2 | Bapak/Ibu harus hadir tepat waktu di kantor setiap hari jam kerja |  |  |  |  |  |
| 3 | Bapak/ibu harus pulang kantor sesuai dengan jam kantor |  |  |  |  |  |
| 4 | Bapak/Ibu harus melaksanakan tugas-tugas dengan tanggung jawab dan sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| 5 | Bapak/Ibu selalu mengenakan seragam kerja sesuai hari yang telah ditentukan |  |  |  |  |  |
| 6 | Bapak/Ibu harus mengenakan tanda pengenal di kantor |  |  |  |  |  |
| 7 | Peraturan yang ditetapkan menjadikan Bapak/Ibu termotivasi dalam menyelesaikan tugas yang diberikan |  |  |  |  |  |
| 8 | Bapak/Ibu harus bersedia dikenakan sanksi sesuai dengan peraturan jika melanggar peraturan tersebut |  |  |  |  |  |

1. **KEPEMIMPINAN**

| NO | PERTANYAAN | JAWABAN | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| SS | S | N | TS | STS |
| 1. | Pimpinan Bapak/Ibu/ Sdr. mau menerima bila terjadi adanya perubahan dalam pekerjaan yang dihadapi |  |  |  |  |  |
| 2. | Pimpinan Bapak/Ibu/ Sdr. mau menerima saran-saran dari bawahan secara terbuka? |  |  |  |  |  |
| 3. | Pimpinan Bapak/Ibu/ Sdr. mampu membagi pekerjaan sesuai dengan uraian tugas dari masing-masing bawahan. |  |  |  |  |  |
| 4. | Pimpinan Bapak/Ibu/ Sdr. dalam batas-batas tertentu sering mendelegasikan kewenangannya kepada bawahan. |  |  |  |  |  |
| 5. | Pimpinan Bapak/Ibu/ Sdr. selalu memperhatikan kebutuhan bawahan yang sedang mengalami kesulitan dalam pelaksanaan pekerjaan. |  |  |  |  |  |
| 6. | Pimpinan Bapak/Ibu/ Sdr. sering memperhatikan kesejahteraan bawahannya. |  |  |  |  |  |
| 7. | Pimpinan Bapak/Ibu/ Sdr. selalu memperhatikan bawahan yang sedang melaksanakan pekerjaan. |  |  |  |  |  |
| 8. | Pimpinan Bapak/Ibu/ Sdr. sering memberikan saran-saran untuk perbaikan pelaksanaan pekerjaan yang dilakukan oleh bawahan. |  |  |  |  |  |
| 9. | Pimpinan Bapak/Ibu/ Sdr. sering marah terhadap bawahan yang melakukan kesalahan dalam pelaksanaan pekerjaannya. |  |  |  |  |  |
| 10. | Pimpinan Bapak/Ibu/ Sdr. mampu menekan konflik antar pegawai serendah mungkin. |  |  |  |  |  |
| 11. | Dalam melaksanakan pekerjaan, pimpinan Saudara selalu memberikan bimbingan, pengarahan, ataupun petunjuk tentang pelaksanaan tugas yang belum dimengerti. |  |  |  |  |  |
| 12. | Pimpinan saudara selalu melibatkan bawahan dalam diskusi yang bersifat memberi dan menerima tentang aktivitas kerja. |  |  |  |  |  |
| 13. | Pimpinan saudara selalu memberi perhatian pada kelompok pegawai yang tidak sukses dalam bekerja. |  |  |  |  |  |
| 14. | Dalam melaksanakan pekerjaan pimpinan selalu menggunakan partisipasi dari pegawai untuk melancarkan komunikasi di kantor. |  |  |  |  |  |
| 15. | Pimpinan saudara selalu memberikan pengarahan terhadap pegawainya saat melakukan kesalahan. |  |  |  |  |  |

1. **Komunikasi VERTIKAL**

| NO. | PERTANYAAN | JAWABAN | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| SS | S | N | TS | STS |
| 1. | Saya menyimak rekan yang sulit menyampaikan pendapatnya |  |  |  |  |  |
| 2. | Saya memberikan instruksi dengan rinci |  |  |  |  |  |
| 3. | Saya memberikan instruksi dengan jelas |  |  |  |  |  |
| 4. | Saya menggunakan bahasa yang sopan |  |  |  |  |  |
| 5. | Saya tidak menggosipkan rekan sekelompok |  |  |  |  |  |
| 6. | Saya dapat mengendalikan emosi |  |  |  |  |  |
| 7. | Saya menyampaikan penghargaan pada rekan yang berhasil dalam suatu tugas |  |  |  |  |  |
| 8. | Saya menyampaikan penghargaan pada rekan yang memperlihatkan perkembangan diri |  |  |  |  |  |
| 9. | Saya menyampaikan penghargaan pada rekan yang bekerja keras |  |  |  |  |  |
| 10. | Saya tidak menggurui orang lain |  |  |  |  |  |
| 11. | Pimpinan bersedia membantu memecahkan masalahnya apabila Bapak/Ibu/Saudara di dalam melaksanakan tugas pekerjaan menemui kesulitan-kesulitan. |  |  |  |  |  |
| 12. | pimpinan menegur apabila Bapak/Ibu/Saudara melanggar atau melakukan kesalahan. |  |  |  |  |  |
| 13. | Komunikasi yang sudah tertanamkan oleh Bapak/Ibu/Saudara baik dilakukan dalam setiap aktivitas sehari-hari. |  |  |  |  |  |
| 14. | Komunikasi Bapak/Ibu/Saudara dapat diterima oleh pimpinan atau kerabat teman bekerja. |  |  |  |  |  |
| 15. | Pimpinan selalu mengadakan diskusi untuk memecahkan masalah. |  |  |  |  |  |

1. **EFEKTIFITAS KINERJA**

| NO. | PERTANYAAN | Jawaban | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| SS | S | N | TS | STS |
| 1. | Saya selalu berusaha bekerja sama yang baik dengan sesama teman dalam mengerjakan pekerjaan yang diberikan agar hasil lebih berkualitas |  |  |  |  |  |
| 2. | Saya selalu merencakan waktu penyelesaian dan melaksanakan pekerjaan dengan disiplin agar semua pekerjaan bisa selesai tepat waktu. |  |  |  |  |  |
| 3. | Mutu kinerja di pengaruhi oleh keseksamaan tahap evaluasi dan perencanaan yang tepat serta disiplin dalam pengerjaanya. |  |  |  |  |  |
| 4. | Inisiatif dan inovasi dalam melaksanakan pekerjaan sangat diperlukan untuk memudahkan dan menghemat waktu serta hasil yang lebih berkualitas. |  |  |  |  |  |
| 5. | Saya selalu mendiskusikan dengan teman jika ada hambatan dalam pekerjaan, agar bisa mendapatkan solusi dan segera bisa menyelesaikan sesuai target. |  |  |  |  |  |
| 6. | Saya selalu bertanggungjawab dengan semua pekerjaan yang diberikan dengan mengerjakannya sebaik mungkin. |  |  |  |  |  |
| 7. | Kedisiplinan dalam melaksanakan pekerjaan akan mempercepat target penyelesaian pekerjaan dan tidak mengganggu waktu pelaksanaan kerjaan berikutnya. |  |  |  |  |  |
| 8. | Kerjasama dalam tim yang baik dan komunikasi yang lancar akan menghasilkan pekerjaan berkualitas. |  |  |  |  |  |
| 9. | Sebanyak apapun pekerjaan jika dikerjakan dengan kesungguhan, rasa nyaman dan kerjasama yang baik akan selesai semua tepat waktu dan sesuai target |  |  |  |  |  |
| 10. | Menyegerakan bertindak, serta kejelasan instruksi dari atasan akan memudahkan dan mempercepat penyelesaian dalam menangani suatu pekerjaan. |  |  |  |  |  |
| 11. | Saya selalu menerima masukan dari teman agar semua pekerjaan menjadi mudah untuk diselesaikan. |  |  |  |  |  |
| 12. | Saya selalu berusaha disiplin dalam mengerjakan pekerjaan jika memang ada batas waktu yang sudah ditentukan. |  |  |  |  |  |
| 13. | Saya merasa senang bekerja sama dengan teman yang bekerja dengan semangat sehingga mendukung efisiensi waktu penyelesaian pekerjaan. |  |  |  |  |  |
| 14. | Perasaan malas akan sangat merugikan dengan adanya penumpukan pekerjaan yang mengganggu kinerja tim. |  |  |  |  |  |
| 15. | Dalam penyelesaian banyak tugas maka kerja tim yang solid dan penuh rasa tangungjawab akan sangat terasa mudah dan cepat. |  |  |  |  |  |

**Lampiran 2**

**DATA PENELITIAN**

| **NO** | **NAMA** | **L/P** | **USIA** | **MASA KERJA** | **PEND.** | **PANGKAT** |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Drs. H. Muhammad Lutfi Hamid, M.Ag. | L | 53 | 26 | S2 | P. Utama Muda (IV/c) |
| 2 | Nur Kholis Majid, M.Hum. | L | 50 | 19 | S2 | Pembina Tk.I (IV/b) |
| 3 | H. Pudji Rahardjo Rudi Hartono, AKS. | L | 51 | 30 | S2 | Pembina Tk.I (IV/b) |
| 4 | Muhlis, M.Ag. | L | 46 | 16 | S2 | Pembina Tk.I (IV/b) |
| 5 | Nur Hidayatiningsih, S.Ag., M.H. | P | 49 | 24 | S2 | Pembina Tk.I (IV/b) |
| 6 | Hj. Fauziyah D., S.Ag., M.H. | P | 51 | 27 | S2 | Pembina Tk.I (IV/b) |
| 7 | AY Asmara, S.Ag., M.Si | L | 47 | 18 | S2 | Pembina (IV/a) |
| 8 | Tri S., S.Ag., M.AP. | L | 45 | 24 | S2 | Pembina (IV/a) |
| 9 | Diana Rusmayanti, S.E. | P | 49 | 23 | S1 | Pembina (IV/a) |
| 10 | Dwidjo Martono, S.E., M.M. | L | 49 | 27 | S2 | Penata Tk.I (III/d) |
| 11 | Mukhibur Rohman, S.H. | L | 54 | 15 | S1 | Penata Tk.I (III/d) |
| 12 | Sukoco E. Sasmito, S.E. | L | 54 | 12 | S1 | Penata Tk.I (III/d) |
| 13 | Ikhsan, S.Pd.I., M.AB. | L | 42 | 15 | S2 | Penata Tk.I (III/d) |
| 14 | Joko Susanto, S.T. | L | 39 | 12 | S1 | Penata Tk.I (III/d) |
| 15 | Awaluddin, S.E. | L | 41 | 13 | S1 | Penata Tk.I (III/d) |
| 16 | Mariyo, S.Pd.I.,M.Pd.I | L | 55 | 16 | S2 | Penata Tk.I (III/d) |
| 17 | M. Mudrikah, S.E. | P | 52 | 23 | S1 | Penata Tk.I (III/d) |
| 18 | Siti Mukodimah, S.H. | P | 54 | 30 | S1 | Penata Tk.I (III/d) |
| 19 | Hj. Farida Barik, S.Ag. | P | 49 | 24 | S1 | Penata Tk.I (III/d) |
| 20 | Muntafi'ah, S.E. | P | 47 | 16 | S1 | Penata Tk.I (III/d) |
| 21 | Siti Umroh, S.Ag. | P | 51 | 30 | S1 | Penata Tk.I (III/d) |
| 22 | Dra. Imaniarsih Yuni H. | P | 55 | 21 | S1 | Penata Tk.I (III/d) |
| 23 | Widyanti Yuliandari, ST | P | 43 | 19 | S1 | Penata Tk.I (III/d) |
| 24 | Hj. Islia, S.E. | P | 44 | 15 | S1 | Penata Tk.I (III/d) |
| 25 | M Abdurrahman S, S.E. | L | 37 | 12 | S1 | Penata (III/c) |
| 26 | Imam M., S.H.I., M.S.I. | L | 42 | 12 | S2 | Penata (III/c) |
| 27 | Didik Setyawan, S.Kom. | L | 38 | 10 | S1 | Penata (III/c) |
| 28 | Muis Zunanto, S.E. | L | 48 | 21 | S1 | Penata (III/c) |
| 29 | Edi Purwanto, S.E. | L | 49 | 21 | S1 | Penata (III/c) |
| 30 | Supiyatun, A.Md. | P | 47 | 23 | D3 | Penata (III/c) |
| 31 | Indah Puji R, A.Md. | P | 56 | 30 | D3 | Penata (III/c) |
| 32 | N. Hasanah, S.IP., M.IP | P | 42 | 21 | S2 | Penata (III/c) |
| 33 | Ike L. Hayati, S.Sos. | P | 39 | 12 | S1 | Penata (III/c) |
| 34 | F. Indri W., S.Pd., M.Pd. | P | 36 | 13 | S2 | Penata (III/c) |
| 35 | Sri Nurmiyati, S.Kep. | P | 42 | 12 | S1 | Penata (III/c) |
| 36 | Sunarti, S.E. | P | 40 | 10 | S1 | Penata (III/c) |
| 37 | Umi Muslikhah, S.E. | P | 35 | 10 | S1 | Penata (III/c) |
| 38 | Aryani Eka P., S.H. | P | 33 | 10 | S1 | Penata (III/c) |
| 39 | Mira Mardhany, S.T. | P | 38 | 10 | S1 | Penata (III/c) |
| 40 | Endang Rahmawati, S.E. | P | 38 | 10 | S1 | Penata (III/c) |
| 41 | Isnaini Sholikhah, S.E. | P | 41 | 16 | S1 | Penata (III/c) |
| 42 | N. Amaliyah, A.Md. | P | 42 | 16 | D3 | Penata (III/c) |
| 43 | Rina W., S.Pd., M.Pd. | P | 50 | 14 | S2 | Penata (III/c) |
| 44 | Samirin | L | 56 | 36 | SLTA | Penata Muda Tk.I (III/b) |
| 45 | Sugeng Setiyoko, S.Pd.I | L | 49 | 15 | S1 | Penata Muda Tk.I (III/b) |
| 46 | Joko Suranto, S.S. | L | 44 | 7 | S1 | Penata Muda Tk.I (III/b) |
| 47 | Kristyanto DP., S.E. | L | 49 | 15 | S1 | Penata Muda Tk.I (III/b) |
| 48 | Dewi Nuria K, A.Md. | P | 44 | 16 | D3 | Penata Muda Tk.I (III/b) |
| 49 | Djazilah, S.Pd.I. | P | 42 | 7 | S1 | Penata Muda Tk.I (III/b) |
| 50 | Budi Kuntjoro Adi | L | 52 | 18 | SLTA | Penata Muda (III/a) |
| 51 | Agung Wibowo | L | 46 | 18 | SLTA | Penata Muda (III/a) |
| 52 | Sri Haryono | L | 57 | 16 | SLTA | Penata Muda (III/a) |
| 53 | Agus Sugiyarto | L | 42 | 16 | SLTA | Penata Muda (III/a) |
| 54 | ‌Dody P. Mukti, S.E. | L | 28 | 1 | S1 | Penata Muda (III/a) |
| 55 | Ida Faridah | P | 46 | 18 | SLTA | Penata Muda (III/a) |
| 56 | ‌Felyna Priyanka, S.E. | P | 30 | 1 | S1 | Penata Muda (III/a) |
| 57 | Nur Asyik Nahroni | L | 52 | 28 | SLTA | Pengatur Tk.I (II/d) |
| 58 | Mujiyanto | L | 55 | 32 | SLTA | Pengatur Tk.I (II/d) |
| 59 | Agus Riyanto, A.Md. | L | 45 | 7 | D3 | Pengatur Tk.I (II/d) |
| 60 | Awan Apriyanto | L | 40 | 12 | SLTA | Pengatur Tk.I (II/d) |
| 61 | Agus Basuki | L | 45 | 12 | SLTA | Pengatur Tk.I (II/d) |
| 62 | Isdi Suprijanto | L | 48 | 14 | SLTA | Pengatur Tk.I (II/d) |
| 63 | Purnomo | L | 41 | 14 | SLTA | Pengatur (II/c) |
| 64 | Ahmad Ihsan Rosidi | L | 40 | 7 | SLTA | Peng. Muda Tk.I (II/b) |
| 65 | Zaenal | L | 38 | 7 | SLTA | Peng. Muda Tk.I (II/b) |
| 66 | Kusnadi | L | 41 | 7 | SLTP | Juru Tk.I (I/d) |

**Variabel Kedisiplinan**

| **NO** | **KD1** | **KD2** | **KD3** | **KD4** | **KD5** | **KD6** | **KD7** | **KD8** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 10 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 16 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 17 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 19 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 25 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 27 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| 28 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 |
| 29 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| 30 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| 31 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 34 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 38 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 |
| 41 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 |
| 42 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 45 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 47 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| 48 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 51 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 54 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 57 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 58 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 |
| 59 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 60 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 |
| 61 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 63 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 |
| 64 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |

**Variabel Kepemimpinan**

| **NO** | **KP1** | **KP2** | **KP3** | **KP4** | **KP5** | **KP6** | **KP7** | **KP8** | **KP9** | **KP10** | **KP11** | **KP12** | **KP13** | **KP14** | **KP15** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| 16 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 17 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 19 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 21 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 22 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 23 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 27 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 28 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 29 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 |
| 30 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 |
| 33 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 |
| 45 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 47 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 48 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 50 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 |
| 55 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 |
| 58 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 60 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 61 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 63 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 64 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

**Variabel Komunikasi Vertikal**

| **NO** | **KV1** | **KV2** | **KV3** | **KV4** | **KV5** | **KV6** | **KV7** | **KV8** | **KV9** | **KV10** | **KV11** | **KV12** | **KV13** | **KV14** | **KV15** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 10 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 11 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 3 |
| 15 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 3 | 1 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 17 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 19 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 25 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 27 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 3 | 3 |
| 28 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 |
| 29 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 35 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 38 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 41 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 45 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 46 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 47 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 54 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 58 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 59 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 60 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 61 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 62 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 64 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

**Variabel Efektifitas Kinerja**

| **NO** | **EK1** | **EK2** | **EK3** | **EK4** | **EK5** | **EK6** | **EK7** | **EK8** | **EK9** | **EK10** | **EK11** | **EK12** | **EK13** | **EK14** | **EK15** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 27 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 29 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |
| 34 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 38 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 42 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 45 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 54 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 55 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 58 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 60 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 64 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

**Lampiran 3**

**HASIL UJI RELIABILITAS - VALIDITAS**

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 66 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 66 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,874 | 8 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| KD1 | 4,06 | ,605 | 66 |
| KD2 | 4,12 | ,512 | 66 |
| KD3 | 4,12 | ,645 | 66 |
| KD4 | 4,12 | ,569 | 66 |
| KD5 | 4,21 | ,541 | 66 |
| KD6 | 3,97 | ,581 | 66 |
| KD7 | 4,15 | ,614 | 66 |
| KD8 | 4,12 | ,621 | 66 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KD1 | 28,82 | 9,105 | ,613 | ,860 |
| KD2 | 28,76 | 9,325 | ,679 | ,854 |
| KD3 | 28,76 | 9,171 | ,543 | ,869 |
| KD4 | 28,76 | 8,894 | ,734 | ,847 |
| KD5 | 28,67 | 9,241 | ,661 | ,855 |
| KD6 | 28,91 | 9,715 | ,457 | ,876 |
| KD7 | 28,73 | 8,971 | ,642 | ,857 |
| KD8 | 28,76 | 8,586 | ,752 | ,844 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Scale Statistics** | | | |
| Mean | Variance | Std. Deviation | N of Items |
| 32,88 | 11,708 | 3,422 | 8 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 66 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 66 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,916 | 15 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| KP1 | 3,97 | ,525 | 66 |
| KP2 | 4,11 | ,500 | 66 |
| KP3 | 4,11 | ,434 | 66 |
| KP4 | 3,94 | ,677 | 66 |
| KP5 | 4,12 | ,481 | 66 |
| KP6 | 4,08 | ,615 | 66 |
| KP7 | 4,14 | ,523 | 66 |
| KP8 | 4,14 | ,605 | 66 |
| KP9 | 3,67 | ,709 | 66 |
| KP10 | 4,02 | ,644 | 66 |
| KP11 | 4,12 | ,412 | 66 |
| KP12 | 4,09 | ,575 | 66 |
| KP13 | 3,98 | ,620 | 66 |
| KP14 | 4,08 | ,590 | 66 |
| KP15 | 4,03 | ,554 | 66 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KP1 | 56,61 | 30,058 | ,583 | ,912 |
| KP2 | 56,47 | 30,284 | ,574 | ,912 |
| KP3 | 56,47 | 30,191 | ,694 | ,910 |
| KP4 | 56,64 | 28,358 | ,677 | ,909 |
| KP5 | 56,45 | 30,252 | ,607 | ,911 |
| KP6 | 56,50 | 29,392 | ,588 | ,912 |
| KP7 | 56,44 | 29,542 | ,682 | ,909 |
| KP8 | 56,44 | 29,296 | ,616 | ,911 |
| KP9 | 56,91 | 29,499 | ,479 | ,917 |
| KP10 | 56,56 | 28,558 | ,686 | ,909 |
| KP11 | 56,45 | 30,683 | ,623 | ,912 |
| KP12 | 56,48 | 29,515 | ,617 | ,911 |
| KP13 | 56,59 | 28,769 | ,683 | ,909 |
| KP14 | 56,50 | 28,962 | ,691 | ,908 |
| KP15 | 56,55 | 29,544 | ,638 | ,910 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Scale Statistics** | | | |
| Mean | Variance | Std. Deviation | N of Items |
| 60,58 | 33,694 | 5,805 | 15 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 66 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 66 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,931 | 15 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| KV1 | 3,92 | ,535 | 66 |
| KV2 | 3,95 | ,689 | 66 |
| KV3 | 4,02 | ,568 | 66 |
| KV4 | 4,27 | ,482 | 66 |
| KV5 | 3,95 | ,711 | 66 |
| KV6 | 4,05 | ,567 | 66 |
| KV7 | 4,14 | ,654 | 66 |
| KV8 | 4,09 | ,601 | 66 |
| KV9 | 4,18 | ,579 | 66 |
| KV10 | 4,24 | ,583 | 66 |
| KV11 | 4,15 | ,533 | 66 |
| KV12 | 4,12 | ,541 | 66 |
| KV13 | 4,14 | ,552 | 66 |
| KV14 | 4,09 | ,575 | 66 |
| KV15 | 4,06 | ,579 | 66 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| KV1 | 57,45 | 35,975 | ,490 | ,931 |
| KV2 | 57,42 | 33,510 | ,680 | ,927 |
| KV3 | 57,36 | 34,820 | ,636 | ,928 |
| KV4 | 57,11 | 35,050 | ,723 | ,926 |
| KV5 | 57,42 | 34,279 | ,555 | ,931 |
| KV6 | 57,33 | 34,472 | ,694 | ,926 |
| KV7 | 57,24 | 32,956 | ,803 | ,922 |
| KV8 | 57,29 | 33,900 | ,736 | ,925 |
| KV9 | 57,20 | 34,345 | ,696 | ,926 |
| KV10 | 57,14 | 34,981 | ,592 | ,929 |
| KV11 | 57,23 | 34,855 | ,678 | ,926 |
| KV12 | 57,26 | 34,502 | ,726 | ,925 |
| KV13 | 57,24 | 34,648 | ,686 | ,926 |
| KV14 | 57,29 | 34,147 | ,734 | ,925 |
| KV15 | 57,32 | 35,020 | ,592 | ,929 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Scale Statistics** | | | |
| Mean | Variance | Std. Deviation | N of Items |
| 61,38 | 39,408 | 6,278 | 15 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 66 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 66 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,955 | 15 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| EK1 | 4,38 | ,489 | 66 |
| EK2 | 4,20 | ,588 | 66 |
| EK3 | 4,21 | ,569 | 66 |
| EK4 | 4,35 | ,511 | 66 |
| EK5 | 4,20 | ,533 | 66 |
| EK6 | 4,32 | ,501 | 66 |
| EK7 | 4,33 | ,536 | 66 |
| EK8 | 4,32 | ,586 | 66 |
| EK9 | 4,35 | ,511 | 66 |
| EK10 | 4,33 | ,506 | 66 |
| EK11 | 4,23 | ,457 | 66 |
| EK12 | 4,24 | ,528 | 66 |
| EK13 | 4,27 | ,482 | 66 |
| EK14 | 4,32 | ,559 | 66 |
| EK15 | 4,45 | ,532 | 66 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| EK1 | 60,12 | 33,616 | ,809 | ,951 |
| EK2 | 60,30 | 32,799 | ,787 | ,951 |
| EK3 | 60,29 | 32,854 | ,807 | ,951 |
| EK4 | 60,15 | 33,207 | ,844 | ,950 |
| EK5 | 60,30 | 33,722 | ,717 | ,953 |
| EK6 | 60,18 | 33,505 | ,807 | ,951 |
| EK7 | 60,17 | 33,341 | ,777 | ,952 |
| EK8 | 60,18 | 32,982 | ,760 | ,952 |
| EK9 | 60,15 | 33,238 | ,838 | ,950 |
| EK10 | 60,17 | 34,479 | ,623 | ,955 |
| EK11 | 60,27 | 35,001 | ,597 | ,955 |
| EK12 | 60,26 | 33,456 | ,770 | ,952 |
| EK13 | 60,23 | 34,148 | ,721 | ,953 |
| EK14 | 60,18 | 33,751 | ,673 | ,954 |
| EK15 | 60,05 | 33,767 | ,710 | ,953 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Scale Statistics** | | | |
| Mean | Variance | Std. Deviation | N of Items |
| 64,50 | 38,438 | 6,200 | 15 |

**Lampiran 4**

**HASIL ANALISIS REGRESI**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | KV, KP, KDb | . | Enter |
| a. Dependent Variable: EK | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,827a | ,684 | ,669 | 3,567 | ,684 | 44,794 | 3 | 62 | ,000 |
| a. Predictors: (Constant), KV, KP, KD | | | | | | | | | |
| b. Dependent Variable: EK | | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1709,690 | 3 | 569,897 | 44,794 | ,000b |
| Residual | 788,810 | 62 | 12,723 |  |  |
| Total | 2498,500 | 65 |  |  |  |
| a. Dependent Variable: EK | | | | | | |
| b. Predictors: (Constant), KV, KP, KD | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 9,859 | 4,820 |  | 2,046 | ,045 |  |  |  |  |  |
| KD | ,587 | ,275 | ,324 | 2,135 | ,037 | ,789 | ,262 | ,152 | ,222 | 4,515 |
| KP | ,305 | ,136 | ,286 | 2,238 | ,029 | ,760 | ,273 | ,160 | ,313 | 3,200 |
| KV | ,275 | ,129 | ,278 | 2,125 | ,038 | ,761 | ,261 | ,152 | ,297 | 3,372 |
| a. Dependent Variable: EK | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | KD | KP | KV |
| 1 | 1 | 3,990 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,007 | 24,705 | ,94 | ,05 | ,01 | ,04 |
| 3 | ,002 | 40,921 | ,02 | ,00 | ,60 | ,61 |
| 4 | ,002 | 51,431 | ,04 | ,95 | ,39 | ,34 |
| a. Dependent Variable: EK | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 56,33 | 76,82 | 64,50 | 5,129 | 66 |
| Residual | -5,800 | 9,927 | ,000 | 3,484 | 66 |
| Std. Predicted Value | -1,592 | 2,403 | ,000 | 1,000 | 66 |
| Std. Residual | -1,626 | 2,783 | ,000 | ,977 | 66 |
| a. Dependent Variable: EK | | | | | |

**Lampiran 5**

**HASIL UJI NORMALITAS**

**NPar Tests**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 66 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,48361047 |
| Most Extreme Differences | Absolute | ,077 |
| Positive | ,077 |
| Negative | -,072 |
| Test Statistic | | ,077 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**Lampiran 6**

**HASIL UJI HETEROSKEDASTISITAS**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | KV, KP, KDb | . | Enter |
| a. Dependent Variable: ABSut | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summary** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,194a | ,037 | -,009 | 2,23711 | ,037 | ,805 | 3 | 62 | ,496 |
| a. Predictors: (Constant), KV, KP, KD | | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 12,088 | 3 | 4,029 | ,805 | ,496b |
| Residual | 310,290 | 62 | 5,005 |  |  |
| Total | 322,378 | 65 |  |  |  |
| a. Dependent Variable: ABSut | | | | | | |
| b. Predictors: (Constant), KV, KP, KD | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| B | | Std. Error | Beta | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | | 7,029 | 3,023 |  | 2,325 | ,023 |  |  |  |  |  |
| KD | | ,021 | ,172 | ,032 | ,121 | ,904 | -,146 | ,015 | ,015 | ,222 | 4,515 |
| KP | | -,086 | ,086 | -,224 | -1,003 | ,320 | -,192 | -,126 | -,125 | ,313 | 3,200 |
| KV | | ,002 | ,081 | ,006 | ,028 | ,978 | -,135 | ,004 | ,003 | ,297 | 3,372 |
| a. Dependent Variable: ABSut | | | | | | | | | | | | | |

**Lampiran 7**

**HASIL UJI AUTOKORELASI**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | LAGut, KD, KP, KVb | . | Enter |
| a. Dependent Variable: Unstandardized Residual | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summary** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,075a | ,006 | -,061 | 3,61553867 | ,006 | ,085 | 4 | 60 | ,987 |
| a. Predictors: (Constant), LAGut, KD, KP, KV | | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4,448 | 4 | 1,112 | ,085 | ,987b |
| Residual | 784,327 | 60 | 13,072 |  |  |
| Total | 788,775 | 64 |  |  |  |
| a. Dependent Variable: Unstandardized Residual | | | | | | |
| b. Predictors: (Constant), LAGut, KD, KP, KV | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
| B | Std. Error | Beta |  |  | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | -,628 | 5,008 |  | -,125 | ,901 |  |  |  |  |  |
| KD | -,035 | ,285 | -,035 | -,125 | ,901 | ,000 | -,016 | -,016 | ,212 | 4,724 |
| KP | ,017 | ,141 | ,028 | ,120 | ,905 | ,000 | ,015 | ,015 | ,298 | 3,352 |
| KV | ,013 | ,134 | ,023 | ,095 | ,925 | ,000 | ,012 | ,012 | ,287 | 3,484 |
| LAGut | -,080 | ,136 | -,079 | -,583 | ,562 | -,072 | -,075 | -,075 | ,909 | 1,100 |
| a. Dependent Variable: Unstandardized Residual | | | | | | | | | | | |