**LAMPIRAN**

**Lampiran 1**

**KUISONER PENELITIAN**

Kepada :

Yth. Bapak/Ibu

Pegawai Kantor Dinas Pendidikan Kalikotes Kabupaten Klaten

Di Klaten

Saya Purwaningsih, Mahasiswa Pascasarjana Fakultas Ekonomi Manajemen Universitas Islam Batik Surakarta sedang melaksanakan penelitian dalam rangka pengerjaan tesis yang berjudul “kinerja pegawai ditinjau dari kepemimpinan, disiplin, kemampuan informasi teknologi dan motivasi”.

Responden saya adalah Pegawai Kantor Dinas Pendidikan Kalikotes Kabupaten Klaten. Saya mohon kesediaan Bapak/Ibu untuk mengisi daftar Kuisoner. Informasi yang Bapak/Ibu berikan hanya untuk data penelitian dalam menyusun Tesis.

Atas kerjasama diucapkan terima kasih.

Peneliti

Purwaningsih

Data responden

1. Nama Responden : .............................
2. Usia : O < 30Tahun

O 31 – 39 Tahun

O >40 Tahun

1. Jenis Kelamin : O L

O P

1. Pengalaman Kerja : O <10 Tahun

O 11 – 19 Tahun

O > 20 Tahun

Cara pengisian

Pilihlah alternatif yang sesuai menurut pendapat Bapak/Ibu/Sdr/i dan berikan tanda ceklist (√) pada kolom jawaban yang tersedia. Dengan pilihan alternatif jawaban sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Singkatan | Keterangan | Skor |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| KS | Kurang Setuju | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. Pernyataan mengenai variabel
2. Kinerja pegawai

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu selalu berusaha memperbaiki terhadap kesalahan yang pernah Bapak/Ibu lakukan dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 2 | Bapak/Ibu selalu berusaha untuk meningkatkan kualitas kerja Bapak/Ibu. |  |  |  |  |  |
| 3 | Bapak/Ibu menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan-pekerjaan Bapak/Ibu. |  |  |  |  |  |
| 4 | Jumlah dari hasil pekerjaan yang Bapak/Ibu tangani selalu memenuhi target yang telah ditetapkan. |  |  |  |  |  |
| 5 | Bapak/Ibu merasa puas dan nyaman dengan lingkungan tempat kerja Bapak/Ibu. |  |  |  |  |  |

1. Kepemimpinan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Pimpinan selalu memberikan rasa nyaman ketika berdiskusi dalam setiap permasalahan |  |  |  |  |  |
| 2 | Pimpinan selalu mempertimbangkan segala aspek kebutuhan pegawai |  |  |  |  |  |
| 3 | Pimpinan memberikan motivasi untuk mendorong seluruh pegawai dalam menyelesaiakan semua tugas |  |  |  |  |  |
| 4 | Pimpinan mendorong perspektif ide dari pegawai |  |  |  |  |  |
| 5 | Pimpinan selalu memberikan inspirasi kepada seluruh pegawai dalam melihat masalah – masalah yang sulit untuk dipecahkan. |  |  |  |  |  |

1. Disiplin

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu selalu hadir tepat waktu saat bekerja. |  |  |  |  |  |
| 2 | Bapak/Ibu selalu mentaati jam kerja yang telah ditentukan oleh perusahaan. |  |  |  |  |  |
| 3 | Dalam bekerja kami selalu saling menghormati antar karyawan. |  |  |  |  |  |
| 4 | Bapak/Ibu bekerja sesuai aturan yang ada, yaitu lima hari kerja dalam satu minggu |  |  |  |  |  |
| 5 | Bapak/Ibu selalu berusaha membuat suasana yang baru dalam bekerja agar tidak merasa jenuh. |  |  |  |  |  |

1. Kemampuan Informasi Teknologi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu terbantu dengan menggunakan perangkat komputer dalam menyelesaikan administrasi. |  |  |  |  |  |
| 2 | Bapak/Ibu merasakan manfaat yang diberikan dengan adanya teknologi. |  |  |  |  |  |
| 3 | Bapak/Ibu merasa kinerja semakin meningkat dengan adanya kemudahan teknologi. |  |  |  |  |  |
| 4 | Efektifitas kinerja meningkat dengan adanya kemudahan teknoligi |  |  |  |  |  |
| 5 | Bapak/Ibu mendapatkan tambahan wawasan dengan teknologi yang ada. |  |  |  |  |  |

1. Motivasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu memperoleh upah yang sesuai dengan pekerjaan |  |  |  |  |  |
| 2 | Bapak/Ibu diberi penghargaan atas prestasi yang diraih |  |  |  |  |  |
| 3 | Bapak/Ibu selalu berusaha untuk mencapai keunggulan dalam bekerja |  |  |  |  |  |
| 4 | Bapak/Ibu diberi insentif atas prestasi yang diraih. |  |  |  |  |  |
| 5 | Bapak/Ibu siap menerima tanggung jawab yang lebih tinggi |  |  |  |  |  |

**Lampiran 2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RES | KINERJA PEGAWAI | | | | | JMLH | KEPEMIMPINAN | | | | | JMLH |
| KP1 | KP2 | KP3 | KP4 | KP5 | K1 | K2 | K3 | K4 | K5 |
| 1 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 2 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 4 | 5 | 5 | 23 |
| 3 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 5 | 4 | 5 | 22 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 4 | 5 | 22 |
| 6 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 4 | 4 | 4 | 22 |
| 7 | 4 | 5 | 5 | 5 | 4 | 23 | 5 | 4 | 5 | 5 | 4 | 23 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 5 | 24 |
| 9 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 5 | 5 | 24 |
| 10 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 4 | 23 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 4 | 5 | 23 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 14 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 4 | 5 | 4 | 23 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 5 | 5 | 22 |
| 16 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 4 | 4 | 5 | 5 | 22 |
| 17 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 4 | 3 | 3 | 17 |
| 18 | 3 | 4 | 5 | 4 | 5 | 21 | 4 | 5 | 4 | 3 | 3 | 19 |
| 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 5 | 24 |
| 21 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 5 | 23 |
| 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 24 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 5 | 4 | 23 |
| 25 | 4 | 5 | 4 | 5 | 4 | 22 | 5 | 5 | 4 | 4 | 4 | 22 |
| 26 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 5 | 4 | 4 | 4 | 21 |
| 27 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 3 | 5 | 5 | 3 | 20 |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 5 | 24 |
| 29 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 5 | 4 | 4 | 21 |
| 30 | 5 | 5 | 4 | 4 | 4 | 22 | 3 | 3 | 4 | 5 | 4 | 19 |
| 31 | 5 | 3 | 5 | 4 | 4 | 21 | 3 | 3 | 4 | 4 | 4 | 18 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 4 | 22 |
| 33 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 34 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 3 | 3 | 3 | 17 |
| 35 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 38 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 39 | 5 | 4 | 4 | 4 | 5 | 22 | 4 | 4 | 5 | 5 | 4 | 22 |
| 40 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 41 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 5 | 24 |
| 42 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 45 | 5 | 4 | 4 | 5 | 3 | 21 | 3 | 3 | 4 | 4 | 4 | 18 |
| 46 | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 |
| 47 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 5 | 4 | 4 | 21 |
| 48 | 5 | 4 | 3 | 3 | 5 | 20 | 3 | 3 | 4 | 4 | 4 | 18 |
| 49 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 50 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 51 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 4 | 4 | 4 | 18 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 5 | 5 | 4 | 5 | 4 | 23 | 5 | 4 | 5 | 4 | 5 | 23 |
| 55 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 56 | 3 | 3 | 5 | 4 | 4 | 19 | 4 | 4 | 3 | 3 | 3 | 17 |
| 57 | 3 | 5 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 3 | 18 |
| 58 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 3 | 5 | 19 |
| 59 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 3 | 3 | 5 | 5 | 20 |
| 60 | 5 | 4 | 3 | 3 | 4 | 19 | 4 | 4 | 3 | 3 | 3 | 17 |
| 61 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 4 | 4 | 5 | 5 | 22 |
| 62 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 63 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 5 | 4 | 5 | 5 | 23 |
| 64 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 5 | 5 | 22 |
| 65 | 5 | 3 | 5 | 4 | 4 | 21 | 4 | 4 | 4 | 3 | 4 | 19 |
| 66 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 67 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 5 | 5 | 23 |
| 68 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 69 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 5 | 3 | 4 | 22 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RES | DISIPLIN | | | | | JMLH | KEMAMPUAN IT | | | | | JMLH |
| D1 | D2 | D3 | D4 | D5 | IT1 | IT2 | IT3 | ITO4 | IT5 |
| 1 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 4 | 5 | 22 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 |
| 5 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 5 | 5 | 22 |
| 7 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 |
| 8 | 5 | 5 | 5 | 3 | 5 | 23 | 4 | 4 | 5 | 5 | 5 | 23 |
| 9 | 5 | 5 | 4 | 5 | 4 | 23 | 5 | 4 | 3 | 5 | 5 | 22 |
| 10 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 4 | 18 |
| 11 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 3 | 4 | 4 | 21 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 5 | 5 | 23 |
| 13 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 14 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 4 | 4 | 4 | 5 | 21 |
| 15 | 4 | 5 | 4 | 5 | 5 | 23 | 4 | 5 | 4 | 5 | 5 | 23 |
| 16 | 4 | 5 | 4 | 5 | 4 | 22 | 5 | 4 | 5 | 4 | 5 | 23 |
| 17 | 3 | 3 | 3 | 4 | 4 | 17 | 5 | 3 | 3 | 3 | 4 | 18 |
| 18 | 3 | 4 | 3 | 4 | 5 | 19 | 4 | 5 | 4 | 4 | 4 | 21 |
| 19 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 20 | 4 | 5 | 4 | 5 | 4 | 22 | 5 | 5 | 4 | 5 | 5 | 24 |
| 21 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 4 | 5 | 22 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 24 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 |
| 25 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 5 | 5 | 22 |
| 27 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 |
| 28 | 5 | 5 | 5 | 3 | 5 | 23 | 4 | 4 | 5 | 5 | 5 | 23 |
| 29 | 5 | 5 | 4 | 5 | 4 | 23 | 5 | 4 | 3 | 5 | 5 | 22 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 4 | 18 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 3 | 4 | 4 | 21 |
| 32 | 5 | 5 | 4 | 3 | 5 | 22 | 5 | 5 | 5 | 4 | 4 | 23 |
| 33 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 34 | 4 | 4 | 5 | 3 | 3 | 19 | 4 | 4 | 3 | 3 | 3 | 17 |
| 35 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 5 | 24 |
| 38 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 39 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 21 |
| 40 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 41 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 4 | 23 |
| 42 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 3 | 4 | 4 | 21 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 4 | 4 | 21 |
| 45 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 46 | 4 | 4 | 5 | 4 | 4 | 21 | 3 | 4 | 4 | 4 | 4 | 19 |
| 47 | 5 | 5 | 4 | 4 | 3 | 21 | 3 | 5 | 5 | 5 | 4 | 22 |
| 48 | 4 | 4 | 4 | 5 | 3 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 49 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 5 | 5 | 22 |
| 50 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 5 | 4 | 4 | 4 | 22 |
| 51 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 4 | 22 |
| 55 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 5 | 3 | 3 | 4 | 20 |
| 56 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 3 | 5 | 20 |
| 57 | 3 | 3 | 4 | 4 | 3 | 17 | 4 | 4 | 4 | 3 | 3 | 18 |
| 58 | 5 | 5 | 3 | 3 | 3 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 59 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 3 | 4 | 4 | 4 | 20 |
| 60 | 3 | 4 | 3 | 4 | 3 | 17 | 3 | 3 | 4 | 4 | 4 | 18 |
| 61 | 3 | 3 | 4 | 4 | 5 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 4 | 5 | 23 |
| 63 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 |
| 64 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 5 | 5 | 22 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 67 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 5 | 4 | 4 | 23 |
| 68 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 3 | 4 | 3 | 4 | 18 |
| 69 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 4 | 4 | 19 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| RES | MOTIVASI | | | | | JMLH |
| M1 | M2 | M3 | M4 | M5 |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 5 | 5 | 5 | 23 |
| 5 | 4 | 5 | 4 | 5 | 4 | 22 |
| 6 | 4 | 5 | 4 | 5 | 4 | 22 |
| 7 | 5 | 4 | 5 | 4 | 5 | 23 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 5 | 5 | 4 | 5 | 24 |
| 10 | 5 | 5 | 4 | 4 | 4 | 22 |
| 11 | 5 | 3 | 5 | 4 | 4 | 21 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 4 | 4 | 4 | 4 | 3 | 19 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 17 | 5 | 5 | 5 | 5 | 5 | 25 |
| 18 | 4 | 4 | 5 | 4 | 5 | 22 |
| 19 | 5 | 4 | 4 | 4 | 5 | 22 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 5 | 5 | 5 | 5 | 5 | 25 |
| 22 | 5 | 5 | 4 | 4 | 4 | 22 |
| 23 | 5 | 5 | 5 | 5 | 5 | 25 |
| 24 | 5 | 5 | 4 | 4 | 4 | 22 |
| 25 | 5 | 4 | 4 | 5 | 3 | 21 |
| 26 | 5 | 4 | 4 | 5 | 5 | 23 |
| 27 | 4 | 5 | 5 | 4 | 4 | 22 |
| 28 | 5 | 4 | 3 | 3 | 5 | 20 |
| 29 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 5 | 5 | 4 | 4 | 4 | 22 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 4 | 4 | 4 | 4 | 4 | 20 |
| 34 | 5 | 5 | 4 | 5 | 4 | 23 |
| 35 | 4 | 5 | 4 | 4 | 4 | 21 |
| 36 | 3 | 3 | 5 | 4 | 4 | 19 |
| 37 | 3 | 5 | 4 | 4 | 4 | 20 |
| 38 | 4 | 4 | 4 | 4 | 4 | 20 |
| 39 | 5 | 5 | 4 | 4 | 4 | 22 |
| 40 | 5 | 4 | 3 | 3 | 4 | 19 |
| 41 | 5 | 5 | 4 | 5 | 4 | 23 |
| 42 | 5 | 5 | 5 | 5 | 5 | 25 |
| 43 | 4 | 4 | 5 | 5 | 5 | 23 |
| 44 | 5 | 5 | 5 | 5 | 5 | 25 |
| 45 | 5 | 3 | 5 | 4 | 4 | 21 |
| 46 | 5 | 5 | 5 | 5 | 5 | 25 |
| 47 | 5 | 5 | 5 | 5 | 5 | 25 |
| 48 | 4 | 4 | 4 | 4 | 4 | 20 |
| 49 | 4 | 4 | 4 | 5 | 5 | 22 |
| 50 | 4 | 4 | 4 | 4 | 4 | 20 |
| 51 | 5 | 5 | 5 | 5 | 5 | 25 |
| 52 | 5 | 4 | 5 | 4 | 5 | 23 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 5 | 5 | 5 | 5 | 5 | 25 |
| 55 | 4 | 4 | 5 | 5 | 5 | 23 |
| 56 | 3 | 3 | 3 | 3 | 3 | 15 |
| 57 | 4 | 5 | 4 | 3 | 3 | 19 |
| 58 | 5 | 5 | 4 | 3 | 4 | 21 |
| 59 | 5 | 5 | 5 | 5 | 5 | 25 |
| 60 | 5 | 5 | 5 | 5 | 5 | 25 |
| 61 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 5 | 4 | 5 | 4 | 5 | 23 |
| 63 | 4 | 4 | 3 | 3 | 3 | 17 |
| 64 | 4 | 4 | 4 | 4 | 4 | 20 |
| 65 | 5 | 5 | 5 | 5 | 5 | 25 |
| 66 | 5 | 5 | 5 | 4 | 4 | 23 |
| 67 | 4 | 3 | 4 | 4 | 4 | 19 |
| 68 | 5 | 4 | 5 | 5 | 5 | 24 |
| 69 | 5 | 5 | 5 | 4 | 4 | 23 |

**Lampiran 3**

**Uji Validitas**

1. **Kinerja Pegawai (Y)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | KP1 | KP2 | KP3 | KP4 | KP5 | KP |
| KP1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,567\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| KP2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,670\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| KP3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,490\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| KP4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,732\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| KP5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,633\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| P | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

1. **Kepemimpinan**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | K1 | K2 | K3 | K4 | K5 | K |
| K1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,653\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| K2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,765\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| K3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,987\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| K4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,575\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| K5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,693\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| P | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

1. **Disiplin**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | D1 | D2 | D3 | D4 | D5 | D |
| D1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,795\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| D2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,765\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| D3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,823\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| D4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,666\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| D5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,793\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| D | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

1. **Kemampuan Informasi Teknologi**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | IT1 | IT2 | IT3 | IT4 | IT5 | IT |
| IT1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,496\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| IT2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,585\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| IT3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,643\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| IT4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,792\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| IT5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,803\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| IIT | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

1. **Motivasi**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | M1 | M2 | M3 | M4 | M5 | M |
| M1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,696\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| M2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,673\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| M3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,755\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| M4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,842\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| M5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,780\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| M | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 69 | 69 | 69 | 69 | 69 | 69 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

**Lampiran 5**

**Uji Reliabilitas**

1. **Kinerja Pegawai**

| **Case Processing Summary** | | | |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,759 | 5 |

1. **Kepemimpinan**

| **Case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 20 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 20 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,738 | | 5 | |

1. **Disiplin**

| **case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 20 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 20 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,756 | | 5 | |

1. **Kemampuan Informasi Teknologi**

| **Case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 70 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 70 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,665 | | 5 | |

1. **Motivasi**

| **Case Processing Summary** | | | |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| **reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,805 | 5 |

**Lampiran 6**

**Uji Asumsi Klasik**

1. **Uji Normalitas**

| **One-Sample Kolmogorov-Smirnov Test** | | |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N | | 70 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,87586345 |
| Most Extreme Differences | Absolute | ,082 |
| Positive | ,082 |
| Negative | -,062 |
| Kolmogorov-Smirnov Z | | ,708 |
| Asymp. Sig. (2-tailed) | | ,798 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

1. **Uji Multikolinearitas**

| **Coefficientsa** | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,215 | 1,222 |  | 4,270 | ,000 |  |  |
| K | ,408 | ,071 | ,462 | 5,787 | ,012 | ,667 | 2,506 |
| D | ,269 | ,074 | ,300 | 3,623 | ,005 | ,423 | 5,093 |
| IT | ,217 | ,074 | ,228 | 2,934 | ,007 | ,624 | 2,084 |
| M | ,175 | ,040 | ,178 | 1,870 | ,011 | ,793 | 2,261 |
| a. Dependent Variable: P | | | | | | | | | | |

1. **Uji Heterokedastisitas**

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,215 | 1,222 |  | 4,270 | ,000 |
| K | ,408 | ,071 | ,462 | 5,787 | ,012 |
| DK | ,269 | ,074 | ,300 | 3,623 | ,005 |
| IT | ,217 | ,074 | ,228 | 2,934 | ,007 |
| M | ,175 | ,040 | ,178 | 1,870 | ,011 |
| a. Dependent Variable: KP | | | | | | | |

**Analisis Regresi Berganda dan Uji t**

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,215 | 1,222 |  | 4,270 | ,000 |
| K | ,408 | ,071 | ,462 | 5,787 | ,012 |
| DK | ,269 | ,074 | ,300 | 3,623 | ,005 |
| IT | ,217 | ,074 | ,228 | 2,934 | ,007 |
| M | ,175 | ,040 | ,178 | 1,870 | ,011 |
| a. Dependent Variable: KP | | | | | | | |

**Uji F**

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 239,139 | 4 | 59,785 | 66,445 | ,000a |
| Residual | 52,932 | 65 | ,814 |  |  |
| Total | 292,071 | 69 |  |  |  |
| a. Predictors: (Constant), LK, K, KO, M | | | | | | |
| b. Dependent Variable: P | | | | | | |

**Koefisien Determinasi**

| **Model Summaryb** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Model | | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| dimension0 | 1 | ,781a | ,812 | ,891 | ,93279 |
| a. Predictors: (Constant), KK, BK, P, D | | | | | |
| b. Dependent Variable: PK | | | | | |

**Lampiran 7**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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 |
| **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 |

**Lampiran 8**

**Distribusi Nilai ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40 | 1.00000  0.81650  0.76489  0.74070  0.72669  0.71756  0.71114  0.70639  0.70272  0.69981  0.69745  0.69548  0.69383  0.69242  0.69120  0.69013  0.68920  0.68836  0.68762  0.68695  0.68635  0.68581  0.68531  0.68485  0.68443  0.68404  0.68368  0.68335  0.68304  0.68276  0.68249  0.68223  0.68200  0.68177  0.68156  0.68137  0.68118  0.68100  0.68083  0.68067 | 3.07768  1.88562  1.63774  1.53321  1.47588  1.43976  1.41492  1.39682  1.38303  1.37218  1.36343  1.35622  1.35017  1.34503  1.34061  1.33676  1.33338  1.33039  1.32773  1.32534  1.32319  1.32124  1.31946  1.31784  1.31635  1.31497  1.31370  1.31253  1.31143  1.31042  1.30946  1.30857  1.30774  1.30695  1.30621  1.30551  1.30485  1.30423  1.30364  1.30308 | 6.31375  2.91999  2.35336  2.13185  2.01505  1.94318  1.89458  1.85955  1.83311  1.81246  1.79588  1.78229  1.77093  1.76131  1.75305  1.74588  1.73961  1.73406  1.72913  1.72472  1.72074  1.71714  1.71387  1.71088  1.70814  1.70562  1.70329  1.70113  1.69913  1.69726  1.69552  1.69389  1.69236  1.69092  1.68957  1.68830  1.68709  1.68595  1.68488  1.68385 | 12.70620  4.30265  3.18245  2.77645  2.57058  2.44691  2.36462  2.30600  2.26216  2.22814  2.20099  2.17881  2.16037  2.14479  2.13145  2.11991  2.10982  2.10092  2.09302  2.08596  2.07961  2.07387  2.06866  2.06390  2.05954  2.05553  2.05183  2.04841  2.04523  2.04227  2.03951  2.03693  2.03452  2.03224  2.03011  2.02809  2.02619  2.02439  2.02269  2.02108 | 31.82052  6.96456  4.54070  3.74695  3.36493  3.14267  2.99795  2.89646  2.82144  2.76377  2.71808  2.68100  2.65031  2.62449  2.60248  2.58349  2.56693  2.55238  2.53948  2.52798  2.51765  2.50832  2.49987  2.49216  2.48511  2.47863  2.47266  2.46714  2.46202  2.45726  2.45282  2.44868  2.44479  2.44115  2.43772  2.43449  2.43145  2.42857  2.42584  2.42326 | 63.65674  9.92484  5.84091  4.60409  4.03214  3.70743  3.49948  3.35539  3.24984  3.16927  3.10581  3.05454  3.01228  2.97684  2.94671  2.92078  2.89823  2.87844  2.86093  2.84534  2.83136  2.81876  2.80734  2.79694  2.78744  2.77871  2.77068  2.76326  2.75639  2.75000  2.74404  2.73848  2.73328  2.72839  2.72381  2.71948  2.71541  2.71156  2.70791  2.70446 | 318.30884  22.32712  10.21453  7.17318  5.89343  5.20763  4.78529  4.50079  4.29681  4.14370  4.02470  3.92963  3.85198  3.78739  3.73283  3.68615  3.64577  3.61048  3.57940  3.55181  3.52715  3.50499  3.48496  3.46678  3.45019  3.43500  3.42103  3.40816  3.39624  3.38518  3.37490  3.36531  3.35634  3.34793  3.34005  3.33262  3.32563  3.31903  3.31279  3.30688 |
| 41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80 | 0.68052  0.68038  0.68024  0.68011  0.67998  0.67986  0.67975  0.67964  0.67953  0.67943  0.67933  0.67924  0.67915  0.67906  0.67898  0.67890  0.67882  0.67874  0.67867  0.67860  0.67853  0.67847  0.67840  0.67834  0.67828  0.67823  0.67817  0.67811  0.67806  0.67801  0.67796  0.67791  0.67787  0.67782  0.67778  0.67773  0.67769  0.67765  0.67761  0.67757 | 1.30254  1.30204  1.30155  1.30109  1.30065  1.30023  1.29982  1.29944  1.29907  1.29871  1.29837  1.29805  1.29773  1.29743  1.29713  1.29685  1.29658  1.29632  1.29607  1.29582  1.29558  1.29536  1.29513  1.29492  1.29471  1.29451  1.29432  1.29413  1.29394  1.29376  1.29359  1.29342  1.29326  1.29310  1.29294  1.29279  1.29264  1.29250  1.29236  1.29222 | 1.68288  1.68195  1.68107  1.68023  1.67943  1.67866  1.67793  1.67722  1.67655  1.67591  1.67528  1.67469  1.67412  1.67356  1.67303  1.67252  1.67203  1.67155  1.67109  1.67065  1.67022  1.66980  1.66940  1.66901  1.66864  1.66827  1.66792  1.66757  1.66724  1.66691  1.66660  1.66629  1.66600  1.66571  1.66543  1.66515  1.66488  1.66462  1.66437  1.66412 | 2.01954  2.01808  2.01669  2.01537  2.01410  2.01290  2.01174  2.01063  2.00958  2.00856  2.00758  2.00665  2.00575  2.00488  2.00404  2.00324  2.00247  2.00172  2.00100  2.00030  1.99962  1.99897  1.99834  1.99773  1.99714  1.99656  1.99601  1.99547  1.99495  1.99444  1.99394  1.99346  1.99300  1.99254  1.99210  1.99167  1.99125  1.99085  1.99045  1.99006 | 2.42080  2.41847  2.41625  2.41413  2.41212  2.41019  2.40835  2.40658  2.40489  2.40327  2.40172  2.40022  2.39879  2.39741  2.39608  2.39480  2.39357  2.39238  2.39123  2.39012  2.38905  2.38801  2.38701  2.38604  2.38510  2.38419  2.38330  2.38245  2.38161  2.38081  2.38002  2.37926  2.37852  2.37780  2.37710  2.37642  2.37576  2.37511  2.37448  2.37387 | 2.70118  2.69807  2.69510  2.69228  2.68959  2.68701  2.68456  2.68220  2.67995  2.67779  2.67572  2.67373  2.67182  2.66998  2.66822  2.66651  2.66487  2.66329  2.66176  2.66028  2.65886  2.65748  2.65615  2.65485  2.65360  2.65239  2.65122  2.65008  2.64898  2.64790  2.64686  2.64585  2.64487  2.64391  2.64298  2.64208  2.64120  2.64034  2.63950  2.63869 | 3.30127  3.29595  3.29089  3.28607  3.28148  3.27710  3.27291  3.26891  3.26508  3.26141  3.25789  3.25451  3.25127  3.24815  3.24515  3.24226  3.23948  3.23680  3.23421  3.23171  3.22930  3.22696  3.22471  3.22253  3.22041  3.21837  3.21639  3.21446  3.21260  3.21079  3.20903  3.20733  3.20567  3.20406  3.20249  3.20096  3.19948  3.19804  3.19663  3.19526 |

**Lampiran 9**

**Distribusi Nilai Ftabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 |