

LAMPIRAN

KUESIONER DETERMINAN KECERDASAN EMOSIONAL YANG MEMPENGARUHI KINERJA PEGAWAI DIVISI SUMBER DAYA MANUSIA PADA PTPN VII UNIT KEDATON BANDAR LAMPUNG

Nama (inisial) :
Umur :
Pendidikan :
Jenis Kelamin :

Petunjuk pengisian

1. Tulislah identitas Bapak/Ibu/Saudara/Saudari secara lengkap
2. Bacalah dengan seksama setiap pernyataan dibawah ini
3. Jawablah pernyataan-pernyataan dibawah ini dengan jujur, menurut Bapak/ibu/Saudara/Saudari paling sesuai dengan memberikan tanda (V) pada kolom jawaban yang tersedia
4. Jawaban Bapak/Ibu/Saudara/Saudari tidak akan mempengaruhi Nilai Kinerja

Keterangan :

SS : Sangat Setuju
S : Setuju
N : Netral
TS : Tidak Setuju
STS : Sangat Tidak Setuju

| No | MENGENALI EMOSI (X ₁) | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Mengenali emosi sesuai dengan kebutuhan dan keterampilan kerja karyawan | | | | | |
| 2 | Mengenali emosi sesuai dengan tingkat pendidikan karyawan | | | | | |
| 3 | Mengenali emosi sesuai dengan penunjang penyelesaian masalah dalam pekerjaan | | | | | |
| 4 | Mengenali emosi dapat meningkatkan keahlian kerja karyawan | | | | | |
| 5 | Mengenali emosi dapat mengembangkan kemampuan karyawan dalam menyelesaikan pekerjaan | | | | | |
| 6 | Mengenali emosi dapat meningkatkan keterampilan karyawan dalam bekerja | | | | | |
| 7 | Mengenali emosi diri baik untuk membangun diri karyawan | | | | | |
| 8 | Mengenali emosi berguna bagi lingkungan kerja | | | | | |
| 9 | Dibekali materi untuk karyawan dalam mengenali emosi diri | | | | | |
| 10 | Adanya pelatihan khusus untuk mengenali emosi diri | | | | | |

| No | MENGELOLA EMOSI (X ₂) | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung memiliki tingkat tanggung jawab pribadi yang tinggi pada pekerjaanya | | | | | |
| 2 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung Memiliki tingkat tanggung jawab pribadi akan hasil pekerjaan | | | | | |
| 3 | Selalu penuh rasa tanggung jawab untuk menyelesaikan tugas dengan baik | | | | | |
| 4 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung bertanggung jawab terhadap kegagalan dalam menjalankan tugas | | | | | |
| 5 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung dapat bersaing dengan rekan sejawat secara wajar demi meningkatkan karir | | | | | |
| 6 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung memiliki tujuan pekerjaan yang sesuai dengan tanggung jawabnya | | | | | |
| 7 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung membuat rencana kerja dan melakukan pekerjaan tepat waktu dengan hasil yang baik dan maksimal | | | | | |
| 8 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung bersungguh-sungguh dalam melaksanakan tugas baik itu operasi sar atau pun tugas administrasi | | | | | |
| 9 | Setiap kegiatan yang dilakukan karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung memanfaatkan unmpan balik sebagai koreksi diri sendiri agar lebih baik | | | | | |
| 10 | Hasil pekerjaan karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung selalu menunjukkan peningkatan secara kualitas | | | | | |

| No | KINERJA (Y) | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung berusaha belajar dan mengembangkan ilmu yang didapat sehingga lebih memudahkan dalam penyelesaian pekerjaan yang karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung hadapi. | | | | | |
| 2 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung akan menggunakan segenap pengetahuan, kemampuan, dan pengalaman karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung dalam melaksanakan proses pekerjaan maupun operasi | | | | | |
| 3 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung Sangat Menguasai bidang pekerjaan karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung | | | | | |
| 4 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung memiliki keyakinan pada kemampuan karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung dalam memecahkan masalah secara kreatif | | | | | |
| 5 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung memiliki inovasi dan mempunyai etos kerja yang tinggi | | | | | |
| 6 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung dapat memunculkan ide-ide baru untuk meningkatkan hasil kerja karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung. | | | | | |
| 7 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung mempunyai keterampilan untuk menyelesaikan tugas yang telah menjadi tanggung jawab karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung. | | | | | |
| 8 | Jika karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung melaksanakan pekerjaan dengan baik dan menciptakan inovasi, karyawan PT Perkebunan Nusantara VII (PTPN VII) | | | | | |

| No | KINERJA (Y) | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | Bandar Lampung akan membuat bangga diri sendiri, keluarga dan instansi/kantor | | | | | |
| 9 | Karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung mendahulukan pekerjaan-pekerjaan yang merupakan prioritas kerja. | | | | | |
| 10 | Untuk menghasilkan suatu pekerjaan yang praktis, karyawan PT Perkebunan Nusantara VII (PTPN VII) Bandar Lampung proaktif di dalam mencari tata kerja baru. | | | | | |

LAMPIRAN PENGOLAHAN DATA

Tabel 4.1
Karakteristik Responden Menurut Umur

| Umur | Frekuensi | Persentase (%) |
|---------------|------------|----------------|
| 26 - 30 tahun | 62 | 39,5 |
| 31 - 40 tahun | 50 | 31,8 |
| 41 - 45 tahun | 45 | 28,7 |
| Total | 157 | 100 |

Sumber : Data Diolah, Kuesioner (2022)

Tabel 4.2
Data Responden Menurut Pendidikan Terakhir

| Pendidikan | Frekuensi | Persentase (%) |
|--------------|------------|----------------|
| SMA | 10 | 6,4 |
| D3 | 64 | 40,8 |
| Strata 1 | 83 | 52,9 |
| Total | 157 | 100 |

Sumber : Data Diolah, Kuesioner (2022)

Tabel 4.3
Data Responden Menurut Jenis Kelamin

| Jenis Kelamin | Frekuensi | Persentase (%) |
|---------------|------------|----------------|
| Laki-laki | 98 | 62,4 |
| Perempuan | 59 | 37,6 |
| Total | 157 | 100 |

Sumber : Data Diolah, Kuesioner (2022)

Analisis Regresi Berganda

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,660 ^a | ,436 | ,416 | 2,00302 |

a. Predictors: (Constant), Mengenal emosi, Mengelola emosi,

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7,100 | 1,855 | | 10,830 | ,000 |
| | Mengenal emosi | ,657 | ,122 | ,083 | 3,536 | ,031 |
| | Mengelola emosi | ,713 | ,063 | ,141 | 4,127 | ,026 |

a. Dependent Variable: Kinerja karyawan

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 272,621 | 2 | 90,874 | 22,650 | ,000 ^a |
| | Residual | 353,063 | 155 | 4,012 | | |
| | Total | 625,685 | 157 | | | |

a. Predictors: (Constant), Mengenal emosi, Mengelola emosi

b. Dependent Variable: Kinerja karyawan

| NO | Mengenali Emosi | | | | | | | | | | Σ | Mengelola Emosi | | | | | | | | | | Σ | Kinerja | | | | | | | | | | Σ |
|----|-----------------|---|---|---|---|---|---|---|---|----|----|-----------------|---|---|---|---|---|---|---|---|----|----|---------|---|---|---|---|---|---|---|---|----|----|
| | X1 | | | | | | | | | | | X2 | | | | | | | | | | | Y | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 44 | 2 | 2 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 33 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 32 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 34 |
| 45 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 42 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 44 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 46 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 43 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 47 | 4 | 2 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 37 | 4 | 2 | 4 | 4 | 3 | 1 | 4 | 1 | 5 | 3 | 31 | 4 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 38 |
| 48 | 4 | 3 | 3 | 1 | 4 | 3 | 3 | 4 | 3 | 4 | 32 | 4 | 3 | 3 | 1 | 3 | 2 | 4 | 1 | 4 | 1 | 26 | 4 | 3 | 3 | 1 | 4 | 1 | 3 | 4 | 3 | 4 | 30 |
| 49 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 34 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 1 | 4 | 1 | 27 | 3 | 3 | 3 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 32 |
| 50 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 35 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 1 | 30 | 4 | 3 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 34 |
| 51 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 32 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 4 | 2 | 28 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 4 | 3 | 32 |
| 52 | 4 | 2 | 3 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 27 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 1 | 29 | 4 | 2 | 3 | 2 | 3 | 1 | 1 | 4 | 4 | 2 | 26 |
| 53 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 35 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 35 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 34 |
| 54 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 39 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 41 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 38 |
| 55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 41 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 56 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 44 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 41 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 44 |
| 57 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 38 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 42 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 58 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 47 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 47 |
| 59 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 45 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| 60 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 42 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 44 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 40 |
| 61 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 42 | 4 | 3 | 5 | 5 | 4 | 2 | 4 | 1 | 5 | 3 | 36 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 42 |
| 62 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 2 | 4 | 4 | 33 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 5 | 36 | 4 | 4 | 4 | 2 | 4 | 1 | 1 | 4 | 4 | 3 | 31 |
| 63 | 5 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 4 | 5 | 40 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 36 | 5 | 5 | 4 | 3 | 4 | 2 | 2 | 5 | 4 | 3 | 37 |
| 64 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 5 | 35 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 2 | 31 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 5 | 5 | 4 | 35 |
| 65 | 2 | 4 | 4 | 2 | 4 | 4 | 2 | 2 | 4 | 4 | 32 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 5 | 33 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 31 |
| 66 | 5 | 5 | 4 | 2 | 4 | 5 | 2 | 3 | 4 | 4 | 38 | 5 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 2 | 39 | 5 | 5 | 4 | 2 | 4 | 2 | 2 | 4 | 1 | 3 | 32 |
| 67 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 43 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 42 |
| 68 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 42 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 39 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 41 |
| 69 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 42 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 37 |
| 70 | 4 | 3 | 3 | 1 | 4 | 3 | 3 | 4 | 3 | 4 | 32 | 4 | 3 | 3 | 1 | 3 | 2 | 4 | 1 | 4 | 1 | 26 | 4 | 3 | 3 | 1 | 4 | 1 | 3 | 4 | 3 | 4 | 30 |
| 71 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 34 | 3 | 3 | 3 | 2 | 4 | 4 | 2 | 1 | 4 | 1 | 27 | 3 | 3 | 3 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 32 |
| 72 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 35 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 1 | 30 | 4 | 3 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 34 |
| 73 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 32 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 1 | 4 | 2 | 28 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 4 | 3 | 32 |
| 74 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 45 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 39 |
| 75 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 5 | 40 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 76 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 39 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 3 | 33 |
| 77 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 37 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 | 2 | 3 | 5 | 1 | 2 | 4 | 3 | 4 | 2 | 4 | 30 |
| 78 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 30 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 34 |
| 79 | 1 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 29 | 1 | 1 | 1 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 26 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 30 |
| 80 | 1 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 28 | 3 | 3 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 32 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 33 |
| 81 | 1 | 2 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 28 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 24 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 34 |
| 82 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 27 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 28 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 32 |
| 83 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 34 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 36 | 3 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 4 | 38 |
| 84 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 36 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 30 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 85 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 | 1 | 2 | 2 | 5 | 4 | 4 | 4 | 5 | 2 | 3 | 32 | 4 | 2 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 40 |
| 86 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 41 | 4 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 37 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |

| NO | Mengenali Emosi | | | | | | | | | | Σ | Mengelola Emosi | | | | | | | | | | Σ | Kinerja | | | | | | | | | | Σ |
|-----|-----------------|---|---|---|---|---|---|---|---|----|----|-----------------|---|---|---|---|---|---|---|---|----|----|---------|---|---|---|---|---|---|---|---|----|----|
| | X1 | | | | | | | | | | | X2 | | | | | | | | | | | Y | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 87 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 40 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 39 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 43 |
| 88 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 45 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 89 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 45 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 46 |
| 90 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 44 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 | 5 | 3 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 40 |
| 91 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 45 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 42 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 40 |
| 92 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 39 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 37 | 3 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 39 |
| 93 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 4 | 5 | 40 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 37 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 94 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 41 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 37 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 45 | |
| 95 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 41 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 39 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 40 |
| 96 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 41 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 41 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 40 |
| 97 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 43 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 40 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 41 |
| 98 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 41 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 37 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 99 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 40 | 4 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 40 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 43 |
| 100 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 101 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 39 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 40 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 43 |
| 102 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 103 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 42 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 104 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 42 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 38 |
| 105 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 3 | 39 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 41 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 106 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 39 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 39 |
| 107 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 37 |
| 108 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 39 | 5 | 3 | 5 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 35 |
| 109 | 1 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 1 | 28 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 2 | 34 | 3 | 4 | 3 | 2 | 4 | 2 | 2 | 4 | 2 | 5 | 31 |
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| 120 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | 40 |
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| 122 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 38 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 43 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 37 |
| 123 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 3 | 39 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 42 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
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| 128 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 3 | 40 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 3 | 5 | 4 | 40 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 129 | 4 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 40 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 44 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 43 |

| NO | Mengenali Emosi | | | | | | | | | | Σ | Mengelola Emosi | | | | | | | | | | Σ | Kinerja | | | | | | | | | | Σ |
|-----|-----------------|---|---|---|---|---|---|---|---|----|-----------|-----------------|---|---|---|---|---|---|---|---|----|-----------|---------|---|---|---|---|---|---|---|---|-----------|-----------|
| | X1 | | | | | | | | | | | X2 | | | | | | | | | | | Y | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
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| 137 | 1 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 1 | 28 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 5 | 40 | 3 | 5 | 5 | 2 | 4 | 2 | 2 | 4 | 2 | 5 | 34 |
| 138 | 1 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 3 | 29 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 30 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 2 | 5 | 40 |
| 139 | 1 | 2 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 2 | 28 | 1 | 1 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 26 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 5 | 38 |
| 140 | 1 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 27 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 35 | 3 | 4 | 5 | 3 | 2 | 3 | 4 | 4 | 3 | 5 | 36 |
| 141 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 34 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 2 | 31 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 41 | |
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| 147 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 41 | 5 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 148 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 43 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 | 4 | 4 | 4 | 1 | 2 | 4 | 3 | 4 | 3 | 4 | 33 |
| 149 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 45 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 44 | 4 | 3 | 5 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 33 |
| 150 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 45 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 33 |
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| 152 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 44 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 41 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 153 | 5 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 38 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 32 |
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| 156 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 41 | 5 | 3 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 43 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 41 |
| 157 | 4 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 5 | 36 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 43 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 41 |