

# LAMPIRAN

## Lampiran 1 kuesioner penelitian



## KUESIONER PENELITIAN

No. Responden

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH KOMITMEN ORGANISASI DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI BADAN PENGELOLA PAJAK DAN RETRIBUSI DAERAH KOTA BANDAR LAMPUNG”**.

Bersama ini saya,

Nama : IRVAN OKTAPIA AKBAR

NPM : 1922311011  
Email : irvanaoktapiaakbar@gmail.com  
Fakultas/Jurusan : Magister Manajemen IIB Darmajaya  
Dosen Pembimbing : 1.Dr. Lukmanul Hakim, SE., M.Si.  
2.Dr. Mieke Rahayu, SE., M.M.

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih

### **Format Pengisian Kuesioner**

Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.  
Berilah tanda (√) pada salah satu jawaban yang paling benar.  
Pertanyaan/ pernyataan harus dijawab semua.

Identitas Responden

Nama responden :

1. Jenis Kelamin : Laki-Laki  Perempuan

2. Usia :

< 20 Tahun . 31<sup>th</sup> – 40<sup>th</sup>   
20<sup>th</sup> – 30<sup>th</sup> . 41<sup>th</sup> – 50<sup>th</sup>

3. Pendidikan :

SMP  Diploma (D3)  Pasca Sarjana (S2)  
 SMA  Strata 1 (S1)

Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

- SS : Sangat Setuju  
S : Setuju  
CS : Cukup Setuju  
TS : Tidak Setuju  
STS : Sangat Tidak Setuju

### 1. Komitmen Organisasi (X<sub>1</sub>)

No	Pernyataan	SS	S	CS	TS	STS
1	Saya ingin menghabiskan karir di perusahaan ini					
2	Saya senang membicarakan tempat kerja saya pada orang lain					
3	Saya merasa masalah yang dialami perusahaan adalah masalah saya juga					
4	Saya merasa “bagian dari keluarga” dalam perusahaan					
5	Saya merasa terdapat kelekatan emosional antara saya dan organisasi					
6	Perusahaan ini sangat berarti bagi saya					
7	Sangat sulit bagi saya untuk meninggalkan perusahaan saat ini meskipun saya ingin					

8	Hidup saya akan terganggu jika meninggalkan perusahaan					
9	Salah satu akibat buruk meninggalkan perusahaan adalah langkanya alternatif tempat kerja lain yang tersedia					
10	Saya belum menemukan pekerjaan lain yang memberikan bayaran lebih tinggi dibanding tempat saya bekerja sekarang					
11	Bagi saya loyalitas itu penting, maka saya memiliki kewajiban untuk tetap bekerja pada perusahaan					
12	Menurut saya orang – orang saat ini terlalu sering berpindah tempat					
13	Lompat dari satu perusahaan ke perusahaan lainnya menurut saya tidak etis					

## 2. Budaya Organisasi (X<sub>2</sub>)

No	Pernyataan	SS	S	CS	TS	STS
1	Setiap bekerja saya lebih mengutamakan terhadap pelayanan umum daripada kepentingan pribadi/kelompok					
2	Saya memotivasi karyawan yang lain untuk bekerja lebih keras lagi agar kinerja meningkat					
3	Jika timbul permasalahan di tempat kerja selalu diselesaikan bersama-sama					
4	Saya mampu memberikan ide kreatif untuk kemajuan perusahaan					
5	Pelayanan yang diberikan sesuai dengan prosedur yang telah ditetapkan					
6	Saya mematuhi aturan yang ada di perusahaan					

7	Setiap pekerjaan selesai kita mengevaluasi masalah yang ada di perusahaan					
8	Saya menyampaikan masukan di dalam lingkungan kerja guna memajukan perusahaan					
9	Dalam bekerja saya dituntut untuk berpikir inovatif dan berani dalam mengambil resiko kerja					
10	Setiap kali melakukan pekerjaan saya selalu mengutamakan kecermatan, analisis dan perhatian terhadap detail					
11	Sejauh ini saya merasa bahwa manajemen di perusahaan lebih mengutamakan pada hasil dan keluaran					
12	Pekerjaan yang ada selalu menekankan pada kestabilan daripada pertumbuhan					

### 3. Kinerja Pegawai (Y)

No	Pernyataan	SS	S	KS	TS	STS
1.	Saya bekerja dengan cara yang inovatif					
2.	Saya memiliki banyak cara dalam menyelesaikan pekerjaan					
3.	Saya bekerja dengan penuh inisiatif					
4.	Saya memiliki kemampuan yang baik untuk menyelesaikan pekerjaan					
5	Saya bekerja tanpa perlu menunggu perintah atasan					
6.	Latar belakang pendidikan saya sesuai dengan tuntutan pekerjaan					
7.	Saya mampu menyelesaikan pekerjaan tepat waktu					

8.	Saya mampu menyelesaikan pekerjaan tepat waktu					
9.	Hasil kerja saya sesuai dengan standar perusahaan					
10.	Saya mampu menyelesaikan pekerjaan sesuai dengan target yang diberikan perusahaan					
11.	Saya memahami tujuan perusahaan					
12.	Saya mampu membantu perusahaan memenuhi tujuan perusahaan					

Lampiran 2 Hasil jawaban karakteristik responden

**Jenis\_Kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	43	43,0	43,0	43,0
Valid Perempuan	57	57,0	57,0	100,0
Total	100	100,0	100,0	

**Usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 Tahun - 30 Tahun	40	40,0	40,0	40,0

31 Tahun - 40 Tahun	43	43,0	43,0	83,0
41 Tahun - 50 Tahun	17	17,0	17,0	100,0
Total	100	100,0	100,0	

**Pendidikan\_Terakhir**

	Frequency	Percent	Valid Percent	Cumulative Percent
S1	67	67,0	67,0	67,0
Valid S2	33	33,0	33,0	100,0
Total	100	100,0	100,0	

Lampiran 3 jawaban responden

**X1P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	8,0	8,0	8,0
3	26	26,0	26,0	34,0
Valid 4	34	34,0	34,0	68,0
5	32	32,0	32,0	100,0
Total	100	100,0	100,0	

**X1P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	7	7,0	7,0	9,0
3	21	21,0	21,0	30,0
Valid 4	36	36,0	36,0	66,0
5	34	34,0	34,0	100,0
Total	100	100,0	100,0	

**X1P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	9	9,0	9,0	9,0
2	5	5,0	5,0	14,0
3	23	23,0	23,0	37,0
Valid 4	26	26,0	26,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

**X1P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
Valid 2	17	17,0	17,0	19,0
3	9	9,0	9,0	28,0



4	35	35,0	35,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

**X1P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	12	12,0	12,0	12,0
2	10	10,0	10,0	22,0
3	14	14,0	14,0	36,0
4	31	31,0	31,0	67,0
5	33	33,0	33,0	100,0
Total	100	100,0	100,0	

**X1P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	5,0	5,0	5,0
2	7	7,0	7,0	12,0
3	7	7,0	7,0	19,0
4	44	44,0	44,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

**X1P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	7	7,0	7,0	8,0
3	23	23,0	23,0	31,0
Valid 4	37	37,0	37,0	68,0
5	32	32,0	32,0	100,0
Total	100	100,0	100,0	

**X1P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	6	6,0	6,0	8,0
3	27	27,0	27,0	35,0
Valid 4	29	29,0	29,0	64,0
5	36	36,0	36,0	100,0
Total	100	100,0	100,0	

**X1P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	2	2,0	2,0	4,0
3	13	13,0	13,0	17,0
Valid 4	45	45,0	45,0	62,0
5	38	38,0	38,0	100,0
Total	100	100,0	100,0	

**X1P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	10,0	10,0	10,0
Valid 4	43	43,0	43,0	53,0
5	47	47,0	47,0	100,0
Total	100	100,0	100,0	

**X1P11**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	4,0	4,0	4,0
2	4	4,0	4,0	8,0
Valid 3	22	22,0	22,0	30,0
4	43	43,0	43,0	73,0
5	27	27,0	27,0	100,0

Total	100	100,0	100,0
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**X1P12**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	1	1,0	1,0	3,0
3	5	5,0	5,0	8,0
Valid 4	55	55,0	55,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

**X1P13**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	6,0	6,0	6,0
2	5	5,0	5,0	11,0
3	24	24,0	24,0	35,0
Valid 4	39	39,0	39,0	74,0
5	26	26,0	26,0	100,0
Total	100	100,0	100,0	

**X2P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	16	16,0	16,0	16,0
3	16	16,0	16,0	32,0
Valid 4	32	32,0	32,0	64,0
5	36	36,0	36,0	100,0
Total	100	100,0	100,0	

**X2P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4,0	4,0	4,0
3	23	23,0	23,0	27,0
Valid 4	24	24,0	24,0	51,0
5	49	49,0	49,0	100,0
Total	100	100,0	100,0	

**X2P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	6	6,0	6,0	7,0
Valid 3	23	23,0	23,0	30,0
4	37	37,0	37,0	67,0
5	33	33,0	33,0	100,0

Total	100	100,0	100,0
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**X2P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	5,0	5,0	5,0
2	12	12,0	12,0	17,0
3	13	13,0	13,0	30,0
Valid 4	30	30,0	30,0	60,0
5	40	40,0	40,0	100,0
Total	100	100,0	100,0	

**X2P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	3,0	3,0	3,0
2	10	10,0	10,0	13,0
3	18	18,0	18,0	31,0
Valid 4	31	31,0	31,0	62,0
5	38	38,0	38,0	100,0
Total	100	100,0	100,0	

**X2P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5,0	5,0	5,0
3	19	19,0	19,0	24,0
Valid 4	38	38,0	38,0	62,0
5	38	38,0	38,0	100,0
Total	100	100,0	100,0	

**X2P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	7,0	7,0	7,0
3	12	12,0	12,0	19,0
Valid 4	37	37,0	37,0	56,0
5	44	44,0	44,0	100,0
Total	100	100,0	100,0	

**X2P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	6	6,0	6,0	7,0
Valid 3	9	9,0	9,0	16,0
4	35	35,0	35,0	51,0
5	49	49,0	49,0	100,0

Total	100	100,0	100,0
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**X2P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	4	4,0	4,0	5,0
3	12	12,0	12,0	17,0
Valid 4	40	40,0	40,0	57,0
5	43	43,0	43,0	100,0
Total	100	100,0	100,0	

**X2P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	3,0	3,0	3,0
3	13	13,0	13,0	16,0
Valid 4	44	44,0	44,0	60,0
5	40	40,0	40,0	100,0
Total	100	100,0	100,0	

**X2P11**



	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5,0	5,0	5,0
3	8	8,0	8,0	13,0
Valid 4	56	56,0	56,0	69,0
5	31	31,0	31,0	100,0
Total	100	100,0	100,0	

**X2P12**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	6,0	6,0	6,0
3	23	23,0	23,0	29,0
Valid 4	47	47,0	47,0	76,0
5	24	24,0	24,0	100,0
Total	100	100,0	100,0	

**YP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	2	2,0	2,0	3,0
Valid 3	19	19,0	19,0	22,0
4	44	44,0	44,0	66,0
5	34	34,0	34,0	100,0

Total	100	100,0	100,0
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**YP2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	8,0	8,0	8,0
3	18	18,0	18,0	26,0
Valid 4	35	35,0	35,0	61,0
5	39	39,0	39,0	100,0
Total	100	100,0	100,0	

**YP3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	14	14,0	14,0	16,0
Valid 3	29	29,0	29,0	45,0
4	28	28,0	28,0	73,0
5	27	27,0	27,0	100,0
Total	100	100,0	100,0	

**YP4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	6,0	6,0	6,0
3	35	35,0	35,0	41,0
Valid 4	36	36,0	36,0	77,0
5	23	23,0	23,0	100,0
Total	100	100,0	100,0	

**YP5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	3	3,0	3,0	4,0
Valid 3	29	29,0	29,0	33,0
4	38	38,0	38,0	71,0
5	29	29,0	29,0	100,0
Total	100	100,0	100,0	

**YP6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
Valid 2	6	6,0	6,0	8,0
3	36	36,0	36,0	44,0

4	36	36,0	36,0	80,0
5	20	20,0	20,0	100,0
Total	100	100,0	100,0	

**YP7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	14	14,0	14,0	15,0
3	21	21,0	21,0	36,0
Valid 4	33	33,0	33,0	69,0
5	31	31,0	31,0	100,0
Total	100	100,0	100,0	

**YP8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	11	11,0	11,0	12,0
3	22	22,0	22,0	34,0
Valid 4	29	29,0	29,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

**YP9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	11	11,0	11,0	12,0
3	21	21,0	21,0	33,0
Valid 4	36	36,0	36,0	69,0
5	31	31,0	31,0	100,0
Total	100	100,0	100,0	

**YP10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	8,0	8,0	8,0
3	26	26,0	26,0	34,0
Valid 4	34	34,0	34,0	68,0
5	32	32,0	32,0	100,0
Total	100	100,0	100,0	

**YP11**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
Valid 2	7	7,0	7,0	9,0
3	21	21,0	21,0	30,0

4	36	36,0	36,0	66,0
5	34	34,0	34,0	100,0
Total	100	100,0	100,0	

**YP12**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	9	9,0	9,0	9,0
2	5	5,0	5,0	14,0
3	23	23,0	23,0	37,0
4	26	26,0	26,0	63,0
5	37	37,0	37,0	100,0
Total	100	100,0	100,0	

Lampiran 4 uji validitas dan reliabilitas

Variabel Komitmen Organisasi

**Correlations**

	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	X1P11	X1P12	X1P13	TOTAL X1	
X1P1	Pearson Correlation	1	,382*	,240	,163	-,044	,284	,442**	,356*	,292	,626**	,352*	,514**	,635**	,621**
	Sig. (1-tailed)		,019	,100	,195	,408	,064	,007	,027	,059	,000	,028	,002	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P2	Pearson Correlation	,382*	1	,029	,272	,042	,388*	,321*	,982**	,170	,223	,068	,217	,308*	,533**

	Sig. (1-tailed)	,019		,440	,073	,412	,017	,042	,000	,184	,118	,360	,125	,049	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,240	,029	1	,162	,551**	,236	,358*	,034	,668**	,207	,040	,487**	,331*	,574**
X1P3	Sig. (1-tailed)	,100	,440		,196	,001	,105	,026	,430	,000	,136	,416	,003	,037	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,163	,272	,162	1	,665**	,450**	,356*	,266	,204	,314*	,127	,203	,161	,571**
X1P4	Sig. (1-tailed)	,195	,073	,196		,000	,006	,027	,077	,139	,046	,253	,141	,198	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-,044	,042	,551**	,665**	1	,465**	,325*	,050	,522**	,165	,062	,404*	-,044	,572**
X1P5	Sig. (1-tailed)	,408	,412	,001	,000		,005	,040	,396	,002	,192	,373	,013	,408	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,284	,388*	,236	,450**	,465**	1	,493**	,376*	,549**	,601**	,330*	,510**	,160	,738**
X1P6	Sig. (1-tailed)	,064	,017	,105	,006	,005		,003	,020	,001	,000	,037	,002	,198	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,442**	,321*	,358*	,356*	,325*	,493**	1	,304	,647**	,578**	,254	,549**	,296	,731**
X1P7	Sig. (1-tailed)	,007	,042	,026	,027	,040	,003		,051	,000	,000	,088	,001	,056	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,356*	,982**	,034	,266	,050	,376*	,304	1	,149	,158	,051	,186	,297	,513**
X1P8	Sig. (1-tailed)	,027	,000	,430	,077	,396	,020	,051		,217	,202	,394	,162	,055	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P9	Pearson Correlation	,292	,170	,668**	,204	,522**	,549**	,647**	,149	1	,520**	,066	,802**	,149	,723**

	Sig. (1-tailed)	,059	,184	,000	,139	,002	,001	,000	,217		,002	,365	,000	,216	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,626**	,223	,207	,314*	,165	,601**	,578**	,158	,520**	1	,354*	,605**	,393*	,683**
X1P10	Sig. (1-tailed)	,000	,118	,136	,046	,192	,000	,000	,202	,002		,027	,000	,016	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,352*	,068	,040	,127	,062	,330*	,254	,051	,066	,354*	1	,151	,602**	,427**
X1P11	Sig. (1-tailed)	,028	,360	,416	,253	,373	,037	,088	,394	,365	,027		,213	,000	,009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,514**	,217	,487**	,203	,404*	,510**	,549**	,186	,802**	,605**	,151	1	,263	,727**
X1P12	Sig. (1-tailed)	,002	,125	,003	,141	,013	,002	,001	,162	,000	,000	,213		,080	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,635**	,308*	,331*	,161	-,044	,160	,296	,297	,149	,393*	,602**	,263	1	,556**
X1P13	Sig. (1-tailed)	,000	,049	,037	,198	,408	,198	,056	,055	,216	,016	,000	,080		,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,621**	,533**	,574**	,571**	,572**	,738**	,731**	,513**	,723**	,683**	,427**	,727**	,556**	1
TOTAL															
_X1	Sig. (1-tailed)	,000	,001	,000	,000	,000	,000	,000	,002	,000	,000	,009	,000	,001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (1-tailed).

\*\*. Correlation is significant at the 0.01 level (1-tailed).

### Reliability Statistics







X2P9	Pearson Correlation	,484**	,498**	,699**	,612**	,510**	,580**	,689**	,833**	1	,899**	,672**	,407*	,862**
	Sig. (1-tailed)	,003	,003	,000	,000	,002	,000	,000	,000		,000	,000	,013	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2P10	Pearson Correlation	,410*	,486**	,642**	,723**	,629**	,648**	,742**	,831**	,899**	1	,723**	,388*	,889**
	Sig. (1-tailed)	,012	,003	,000	,000	,000	,000	,000	,000	,000		,000	,017	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2P11	Pearson Correlation	,245	,254	,399*	,724**	,594**	,581**	,675**	,699**	,672**	,723**	1	,241	,739**
	Sig. (1-tailed)	,096	,088	,014	,000	,000	,000	,000	,000	,000	,000		,100	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2P12	Pearson Correlation	,279	,115	,370*	,251	,151	,188	,233	,318*	,407*	,388*	,241	1	,412*
	Sig. (1-tailed)	,068	,272	,022	,090	,213	,159	,108	,043	,013	,017	,100		,012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	,580**	,675**	,804**	,830**	,714**	,804**	,838**	,899**	,862**	,889**	,739**	,412*	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,012	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

### Reliability Statistics

Cronbach's Alpha	N of Items

,929	12
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### Variabel Kinerja Pegawai

#### Correlations

	YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	YP11	YP12	TOTAL_ Y
YP1 Pearson Correlation	1	,513**	,478**	,120	,405*	,025	,256	,344*	,335*	,478**	,120	,405*	,654**
Sig. (1-tailed)		,002	,004	,263	,013	,448	,086	,031	,035	,004	,263	,013	,000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,513**	1	,407*	,307*	,288	,214	,223	,084	,194	,407*	,307*	,288	,600**
YP2	Sig. (1-tailed)	,002		,013	,050	,061	,128	,118	,330	,152	,013	,050	,061	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,478**	,407*	1	,298	,141	-,091	,127	,241	,349*	1,000**	,298	,141	,633**
YP3	Sig. (1-tailed)	,004	,013		,055	,228	,316	,252	,100	,029	,000	,055	,228	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,120	,307*	,298	1	,483**	,222	-,012	-,053	,048	,298	1,000**	,483**	,551**
YP4	Sig. (1-tailed)	,263	,050	,055		,003	,119	,475	,390	,401	,055	,000	,003	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,405*	,288	,141	,483**	1	,299	,248	,280	,249	,141	,483**	1,000**	,670**
YP5	Sig. (1-tailed)	,013	,061	,228	,003		,054	,093	,067	,092	,228	,003	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,025	,214	-,091	,222	,299	1	,272	,341*	,266	-,091	,222	,299	,381*
YP6	Sig. (1-tailed)	,448	,128	,316	,119	,054		,073	,032	,078	,316	,119	,054	,019
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,256	,223	,127	-,012	,248	,272	1	,715**	,634**	,127	-,012	,248	,562**
YP7	Sig. (1-tailed)	,086	,118	,252	,475	,093	,073		,000	,000	,252	,475	,093	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,344*	,084	,241	-,053	,280	,341*	,715**	1	,679**	,241	-,053	,280	,594**
YP8	Sig. (1-tailed)	,031	,330	,100	,390	,067	,032	,000		,000	,100	,390	,067	,000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
YP9	Pearson Correlation	,335*	,194	,349*	,048	,249	,266	,634**	,679**	1	,349*	,048	,249	,639**
	Sig. (1-tailed)	,035	,152	,029	,401	,092	,078	,000	,000		,029	,401	,092	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
YP10	Pearson Correlation	,478**	,407*	1,000**	,298	,141	-,091	,127	,241	,349*	1	,298	,141	,633**
	Sig. (1-tailed)	,004	,013	,000	,055	,228	,316	,252	,100	,029		,055	,228	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
YP11	Pearson Correlation	,120	,307*	,298	1,000**	,483**	,222	-,012	-,053	,048	,298	1	,483**	,551**
	Sig. (1-tailed)	,263	,050	,055	,000	,003	,119	,475	,390	,401	,055		,003	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
YP12	Pearson Correlation	,405*	,288	,141	,483**	1,000**	,299	,248	,280	,249	,141	,483**	1	,670**
	Sig. (1-tailed)	,013	,061	,228	,003	,000	,054	,093	,067	,092	,228	,003		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTA	Pearson Correlation	,654**	,600**	,633**	,551**	,670**	,381*	,562**	,594**	,639**	,633**	,551**	,670**	1
	L_Y Sig. (1-tailed)	,000	,000	,000	,001	,000	,019	,001	,000	,000	,000	,001	,000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).

### Reliability Statistics

Cronbach's Alpha	N of Items
,833	12

Lampiran 5 uji normalitas dan linieritas

Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

	Komitmen Organisasi	Budaya Organisasi	Kinerja Pegawai
N	30	30	30

Normal Parameters <sup>a,b</sup>	Mean	44,47	47,23	44,20
	Std. Deviation	8,443	7,436	5,122
	Absolute	,089	,101	,133
Most Extreme Differences	Positive	,089	,093	,133
	Negative	-,085	-,101	-,075
Kolmogorov-Smirnov Z		,490	,552	,728
Asymp. Sig. (2-tailed)		,970	,921	,664

a. Test distribution is Normal.

b. Calculated from data.

### Uji Linieritas

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
(Combined)		550,467	20	27,523	1,178	,418
Kinerja * Komitmen Organisasi	Between Groups	39,785	1	39,785	1,702	,224
	Deviation from Linearity	510,682	19	26,878	1,150	,433
	Within Groups	210,333	9	23,370		
Total		760,800	29			

**ANOVA Table**

	Sum of Squares	df	Mean Square	F	Sig.



	(Combined)	490,633	17	28,861	1,282	,336
Kinerja * Budaya Organisasi	Between Groups	353,261	1	353,261	15,691	,002
	Linearity					
	Deviation from Linearity	137,372	16	8,586	,381	,963
	Within Groups	270,167	12	22,514		
Total	760,800	29				

Lampiran 6 uji analisis regresi linear berganda

Variabel Budaya Organisasi dan Komitmen Organisasi terhadap Kinerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,796 <sup>a</sup>	,634	,626	3,053

a. Predictors: (Constant), Budaya Organisasi, Komitmen Organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1563,958	2	781,979	83,881	,000 <sup>b</sup>
	Residual	904,282	97	9,322		
	Total	2468,240	99			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Budaya Organisasi, Komitmen Organisasi

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	(Constant)	11,133	2,745		4,056	,000
1	Komitmen Organisasi	,325	,036	,554	8,985	,000
	Budaya Organisasi	,378	,045	,523	8,474	,000

a. Dependent Variable: Kinerja

Variabel Komitmen Organisasi Terhadap Kinerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,602 <sup>a</sup>	,362	,356	4,007

a. Predictors: (Constant), Komitmen Organisasi

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	894,544	1	894,544	55,707	,000 <sup>b</sup>
	Residual	1573,696	98	16,058		
	Total	2468,240	99			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Komitmen Organisasi

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28,129	2,459		11,437	,000
	Komitmen Organisasi	,353	,047	,602	7,464	,000

a. Dependent Variable: Kinerja

Variabel Budaya Organisasi Terhadap Kinerja

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,573 <sup>a</sup>	,329	,322	4,112

a. Predictors: (Constant), Budaya Organisasi

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	811,422	1	811,422	47,995	,000 <sup>b</sup>
	Residual	1656,818	98	16,906		
	Total	2468,240	99			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Budaya Organisasi

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,037	2,945		8,841	,000
	Budaya Organisasi	,414	,060	,573	6,928	,000

a. Dependent Variable: Kinerja