

LAMPIRAN

Lampiran

Bandar Lampung, Juni 2023

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Fitriyana

NPM : 19121110198

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Pegawai yang bekerja di Puskesmas Jabung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA TERHADAP KINERJA PEGAWAI DI PUSKESMAS JABUNG”** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

DAFTAR PERNYATAAN

Budaya Organisasi						
No	Pernyataan	STS	TS	N	S	SS
Pelaksanaan Norma						
1	Mempunyai pedoman kepercayaan yang kuat dalam menentukan pilihan					
2	Tanggap mentaati peraturan yang di terapkan di organisasi					
Pelaksanaan Nilai-Nilai						
3	Mampu menjaga dalam memperkuat nilai-nilai budaya yang ada dalam organisasi					
4	Saya memiliki sikap yang baik					
5	Saya mampu menjalankan tugas dengan baik dan benar					
Kepercayaan						
6	Organisasi memberikan penghargaan kepada pegawai yang menunjukkan hasil kerja yang baik					
7	Atasan memberi kepercayaan dan kesempatan dalam member pendapat					
8	Saya diberi reward karena peningkatan dalam menyelesaikan pekerjaan					
Pelaksanaan Kode Etik						
9	Mempunyai kebiasaan atau kode etik yang baik dalam bekerja					
10	Saya mampu meningkatkan sikap ramah dalam berperilaku					

Sumber : (wati 2022)

Kepuasan Kerja						
No	Pernyataan	STS	TS	N	S	SS
Pekerjaan						
1	Pekerjaan yang diberikan perusahaan kepada saya dapat diselesaikan dengan baik					
2	Pekerjaan yang diberikan perusahaan kepada saya menambah kemampuan dan keterampilan					
Upah Kerja						
3	Gaji yang saya terima sudah sesuai dengan harapan					
4	Menerima gaji sesuai waktu yang ditentukan perusahaan					
Promosi						
5	Keadailan kebijakan promosi karyawan sudah ditetapkan dengan baik oleh perusahaan					
6	Kenaikan jabatan di perusahaan dilakukan secara objektif					
Rekan Kerja						
7	Adanya persaingan yang sehat diantara pegawai					
8	Senang bekerja dengan rekan kerja yang memberikan dukungan yang cukup kepada saya					
Pengawasan						
9	Atasan secara obyektif menilai prestasi kerja karyawan					
10	Atasan diperusahaan memperlakukan dengan baik bawahannya					

Sumber : (Maulida 2019)

Kinerja Karyawan						
No	Pernyataan	STS	TS	N	S	SS
Kualitas Kerja						
1	Selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh organisasi					
2	Mampu melaksanakan pekerjaan dengan baik dengan pengetahuan yang dimiliki					
Kuantitas Kerja						
3	Target pekerjaan dan tugas dari perusahaan dapat dipenuhi dengan baik					
4	Dapat mengerjakan pekerjaan dengan efektif dan efisien					
Ketepatan Waktu						
5	Saya tidak pernah menunda-nunda pekerjaan yang di berikan					
6	Saya mengerjakan tugas selalu tepat dengan waktu yang ditentukan					
Efektivitas						
7	Saya berusaha secara maksimal memanfaatkan waktu untuk menyelesaikan pekerjaan					
8	Saya mengoptimalkan penggunaan sumber daya dengan tepat dalam menyelesaikan pekerjaan					
Kemandirian						
9	Dapat menyelesaikan masalah yang terjadi dalam pekerjaan					
10	Bertanggung jawab penuh atas tugas dan tanggung jawab yang diberikan organisasi kepada saya					

Sumber : (wati 2022)

Lampiran II

Hasil Jawaban Responden Budaya Organisasi

No.	P.1	P.2	P.3	P.4	P.5	P.6	P.7	P.8	P.9	P.10	Jumlah
1	4	4	4	4	4	4	4	4	4	4	40
2	4	4	3	4	5	3	4	4	3	4	38
3	4	4	4	4	4	4	4	4	4	4	40
4	5	5	5	5	5	5	5	5	5	5	50
5	5	5	4	4	5	5	4	4	4	4	44
6	4	4	4	4	4	4	4	4	4	4	40
7	5	5	5	5	5	5	5	5	5	5	50
8	5	5	5	5	5	5	5	5	5	5	50
9	4	5	5	4	5	4	4	5	5	5	46
10	5	5	5	5	5	4	5	5	5	5	49
11	5	4	4	4	4	4	4	4	4	4	41
12	5	5	5	4	5	5	5	4	5	5	48
13	5	5	5	4	5	5	5	5	5	5	49
14	5	4	5	4	4	4	5	4	5	5	45
15	5	5	5	5	5	4	4	5	5	5	48
16	4	5	4	4	5	5	4	4	5	4	44
17	4	5	4	4	5	4	4	4	4	4	42
18	3	4	4	5	5	4	5	4	5	4	43
19	5	5	4	5	5	5	5	5	5	5	49
20	5	3	4	4	5	4	4	5	5	5	44
21	5	4	4	3	5	5	5	5	5	4	45
22	4	4	4	4	4	4	4	4	4	4	40
23	5	4	4	4	5	5	5	4	5	4	45
24	5	5	5	5	5	5	5	5	5	5	50
25	5	5	4	4	5	5	5	4	5	5	47
26	5	5	4	4	5	4	4	5	4	5	45
27	4	5	4	4	3	5	4	4	5	4	42
28	5	5	4	4	5	5	5	5	4	5	47
29	5	5	4	5	5	5	5	3	4	5	46
30	5	4	4	5	5	4	4	4	4	5	44
31	5	4	4	5	5	5	4	5	5	4	46
32	5	5	4	4	5	4	5	4	5	4	45
TOTAL	149	146	137	138	152	143	144	141	147	145	1442

Hasil Jawaban Responsen Kepuasan Kerja

No.	P.1	P.2	P.3	P.4	P.5	P.6	P.7	P.8	P.9	P.10	Jumlah
1	4	4	4	4	4	4	4	4	4	4	40
2	4	4	3	3	3	4	3	4	4	4	36
3	4	4	4	4	4	4	4	4	4	4	40
4	4	5	5	4	5	5	5	4	5	5	47
5	5	5	5	5	5	4	5	5	4	5	48
6	4	4	4	4	4	4	4	4	4	4	40
7	4	4	4	4	5	5	4	4	5	4	43
8	5	5	5	5	5	5	5	5	5	5	50
9	5	4	5	5	4	5	4	5	5	4	46
10	4	4	4	4	4	4	4	4	4	4	40
11	3	4	4	4	4	4	4	4	4	4	39
12	4	4	4	4	5	5	4	4	5	4	43
13	5	4	5	5	4	4	4	5	4	4	44
14	5	5	5	5	4	4	4	4	5	5	46
15	4	3	5	4	4	4	3	4	4	3	38
16	5	4	5	5	4	4	4	5	4	4	44
17	5	4	5	5	5	4	4	5	4	4	45
18	4	4	5	4	4	4	4	4	4	4	41
19	5	4	5	5	4	5	4	5	5	4	46
20	5	4	5	5	4	4	4	5	4	4	44
21	4	4	4	4	4	4	4	4	4	4	40
22	4	4	4	4	5	5	4	4	5	4	43
23	4	5	4	4	5	4	5	4	4	5	44
24	4	4	5	4	4	5	4	5	4	4	43
25	4	5	5	4	5	4	5	4	4	5	45
26	4	3	5	4	4	4	3	4	4	3	38
27	4	4	4	4	4	4	4	4	4	4	40
28	4	4	4	4	4	4	4	4	4	4	40
29	4	5	4	4	5	5	5	4	5	5	46
30	4	4	5	4	4	4	4	4	4	4	41
31	4	4	4	4	5	5	4	4	5	4	43
32	4	4	5	4	5	4	4	4	4	4	42
TOTAL	136	133	144	136	139	138	131	137	138	133	1365

Hasil Jawaban Responden Kinerja Pegawai

No.	P.1	P.2	P.3	P.4	P.5	P.6	P.7	P.8	P.9	P.10	Jumlah
1	4	4	4	4	4	4	4	4	4	4	40
2	3	4	4	3	3	4	4	3	4	4	36
3	4	4	4	4	4	4	4	4	4	4	40
4	5	5	5	5	5	4	5	4	5	5	48
5	5	5	5	5	5	5	5	5	5	4	49
6	4	4	4	4	4	4	4	4	4	4	40
7	4	5	5	4	5	4	5	4	4	5	45
8	5	5	5	5	5	5	5	5	5	5	50
9	5	4	5	5	5	5	5	5	4	5	48
10	4	5	4	4	4	4	4	4	4	4	41
11	4	4	4	4	4	4	4	4	4	4	40
12	5	5	5	4	5	4	5	5	4	5	47
13	5	5	5	5	4	5	4	5	4	4	46
14	4	4	4	4	4	4	4	4	4	4	40
15	5	3	4	4	4	4	5	5	3	4	41
16	5	5	5	5	4	5	4	5	4	4	46
17	5	5	5	5	5	5	4	5	4	4	47
18	5	5	5	4	4	4	4	4	4	4	43
19	5	4	3	5	5	5	5	5	4	5	46
20	5	4	4	5	4	5	4	5	4	4	44
21	4	4	4	4	4	4	4	4	4	4	40
22	4	5	5	4	5	4	5	4	4	5	45
23	4	5	5	4	5	4	4	4	5	4	44
24	5	5	5	5	5	4	3	4	4	4	44
25	5	5	5	4	5	4	4	3	5	4	44
26	5	4	4	4	4	4	4	4	3	4	40
27	5	5	5	5	5	4	5	5	5	4	48
28	4	4	4	4	4	4	4	4	4	4	40
29	5	5	5	4	5	4	5	4	5	5	47
30	5	4	5	4	4	4	4	4	4	4	42
31	4	4	4	5	5	4	5	4	4	5	44
32	5	4	5	4	5	4	5	5	4	4	45
TOTAL	146	143	145	139	143	136	140	138	133	137	1400

Lampiran III

Uji Karakteristik Responden

JENIS.KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	29	90.6	90.6	90.6
	2	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	25.0	25.0	25.0
	2	11	34.4	34.4	59.4
	3	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	18	56.3	56.3	56.3
	2	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

MASA.KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.3	6.3	6.3
	2	1	3.1	3.1	9.4
	3	8	25.0	25.0	34.4
	4	21	65.6	65.6	100.0
	Total	32	100.0	100.0	

Lampiran IV

Hasil Frekuensi Jawaban Responden Budaya Organisasi (X1)

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	9	28.1	28.1	31.3
	5	22	68.8	68.8	100.0
	Total	32	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	12	37.5	37.5	40.6
	5	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	21	65.6	65.6	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	20	62.5	62.5	65.6
	5	11	34.4	34.4	100.0
	Total	32	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	6	18.8	18.8	21.9
	5	25	78.1	78.1	100.0
	Total	32	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	15	46.9	46.9	50.0
	5	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	16	50.0	50.0	50.0
	5	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	17	53.1	53.1	56.3
	5	14	43.8	43.8	100.0
	Total	32	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	11	34.4	34.4	37.5
	5	20	62.5	62.5	100.0
	Total	32	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	15	46.9	46.9	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

Hasil Frekuensi Jawaban Kepuasan Kerja (X2)

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	22	68.8	68.8	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	23	71.9	71.9	78.1
	5	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	14	43.8	43.8	46.9
	5	17	53.1	53.1	100.0
	Total	32	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	22	68.8	68.8	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	19	59.4	59.4	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	9.4	9.4	9.4
	4	23	71.9	71.9	81.3
	5	6	18.8	18.8	100.0
	Total	32	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	68.8	68.8	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	23	71.9	71.9	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	68.8	68.8	68.8
	5	10	31.3	31.3	100.0
	Total	32	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	23	71.9	71.9	78.1
	5	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

Hasil Frekuensi Jawaban Kinerja Pegawai (Y)

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	13	40.6	40.6	43.8
	5	18	56.3	56.3	100.0
	Total	32	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	15	46.9	46.9	50.0
	5	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	12	37.5	37.5	40.6
	5	19	59.4	59.4	100.0
	Total	32	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	19	59.4	59.4	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	15	46.9	46.9	50.0
	5	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	23	71.9	71.9	78.1
	5	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	3.1	3.1	3.1
	4	18	56.3	56.3	59.4
	5	13	40.6	40.6	100.0
	Total	32	100.0	100.0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.3	6.3	6.3
	4	18	56.3	56.3	62.5
	5	12	37.5	37.5	100.0
	Total	32	100.0	100.0	

Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	24	75.0	75.0	75.0
	5	8	25.0	25.0	100.0
	Total	32	100.0	100.0	

Y.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	23	71.9	71.9	71.9
	5	9	28.1	28.1	100.0
	Total	32	100.0	100.0	

Lampiran V

Hasil Uji Validitas

Hasil Uji Validitas Budaya Organisasi (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	JUMLAH. X1
X1.1	Pearson Correlation	1	.229	.350*	.159	.378*	.434*	.408*	.366*	.267	.565*	.647**
	Sig. (2-tailed)		.207	.049	.385	.033	.013	.021	.039	.139	.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.2	Pearson Correlation	.229	1	.431*	.254	.281	.460*	.338	.172	.236	.388*	.595**
	Sig. (2-tailed)	.207		.014	.161	.119	.008	.059	.346	.193	.028	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.3	Pearson Correlation	.350*	.431*	1	.368*	.152	.303	.425*	.479*	.623*	.635*	.742**
	Sig. (2-tailed)	.049	.014		.038	.407	.092	.015	.006	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.4	Pearson Correlation	.159	.254	.368*	1	.297	.140	.237	.209	.222	.438*	.514**
	Sig. (2-tailed)	.385	.161	.038		.099	.446	.191	.252	.222	.012	.003
	N	32	32	32	32	32	32	32	32	32	32	32
X1.5	Pearson Correlation	.378*	.281	.152	.297	1	.196	.375*	.369*	.198	.407*	.562**
	Sig. (2-tailed)	.033	.119	.407	.099		.282	.034	.038	.276	.021	.001
	N	32	32	32	32	32	32	32	32	32	32	32
X1.6	Pearson Correlation	.434*	.460*	.303	.140	.196	1	.504*	.194	.518*	.228	.629**

	Sig. (2-tailed)	.013	.008	.092	.446	.282		.003	.288	.002	.210	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.7	Pearson Correlation	.408*	.338	.425*	.237	.375*	.504*	1	.170	.510*	.438*	.682**
	Sig. (2-tailed)	.021	.059	.015	.191	.034	.003		.352	.003	.012	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.8	Pearson Correlation	.366*	.172	.479*	.209	.369*	.194	.170	1	.441*	.465*	.605**
	Sig. (2-tailed)	.039	.346	.006	.252	.038	.288	.352		.012	.007	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.9	Pearson Correlation	.267	.236	.623*	.222	.198	.518*	.510*	.441*	1	.330	.683**
	Sig. (2-tailed)	.139	.193	.000	.222	.276	.002	.003	.012		.065	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X1.10	Pearson Correlation	.565*	.388*	.635*	.438*	.407*	.228	.438*	.465*	.330	1	.756**
	Sig. (2-tailed)	.001	.028	.000	.012	.021	.210	.012	.007	.065		.000
	N	32	32	32	32	32	32	32	32	32	32	32
JUMLA H.X1	Pearson Correlation	.647*	.595*	.742*	.514*	.562*	.629*	.682*	.605*	.683*	.756*	1
	Sig. (2-tailed)	.000	.000	.000	.003	.001	.000	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

	Sig. (2-tailed)	.414	.000	.380	.136	.000	.141		.400	.141	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.8	Pearson Correlation	.799*	.081	.560*	.799*	-.012	.178	.154	1	.028	.081	.572**
	Sig. (2-tailed)	.000	.658	.001	.000	.947	.330	.400		.879	.658	.001
	N	32	32	32	32	32	32	32	32	32	32	32
X2.9	Pearson Correlation	.202	.324	.000	.202	.447*	.855*	.266	.028	1	.324	.563**
	Sig. (2-tailed)	.267	.070	1.000	.267	.010	.000	.141	.879		.070	.001
	N	32	32	32	32	32	32	32	32	32	32	32
X2.10	Pearson Correlation	.216	1.000	.055	.216	.492*	.191	.890*	.081	.324	1	.715**
	Sig. (2-tailed)	.235	.000	.764	.235	.004	.294	.000	.658	.070		.000
	N	32	32	32	32	32	32	32	32	32	32	32
TOTAL X2	Pearson Correlation	.646*	.715*	.521*	.705*	.621*	.499*	.756*	.572*	.563*	.715**	1
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.004	.000	.001	.001	.000	
	N	32	32	32	32	32	32	32	32	32	32	32

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Hasil Uji Validitas Kinerja Pegawai (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOT AL.Y
Y.1	Pearson Correlation	1	.258	.447*	.609**	.460**	.455**	.232	.615**	.132	.117	.692**
	Sig. (2- tailed)		.154	.010	.000	.008	.009	.201	.000	.472	.523	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.2	Pearson Correlation	.258	1	.705**	.297	.498**	.162	.039	.030	.625**	.222	.610**
	Sig. (2- tailed)	.154		.000	.099	.004	.377	.834	.870	.000	.222	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.3	Pearson Correlation	.447*	.705**	1	.225	.505**	.097	.167	.162	.480**	.152	.635**
	Sig. (2- tailed)	.010	.000		.216	.003	.597	.361	.375	.005	.407	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.4	Pearson Correlation	.609**	.297	.225	1	.505**	.706**	.200	.655**	.262	.247	.738**
	Sig. (2- tailed)	.000	.099	.216		.003	.000	.272	.000	.147	.173	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.5	Pearson Correlation	.460**	.498**	.505**	.505**	1	.162	.552**	.318	.514**	.595**	.809**
	Sig. (2- tailed)	.008	.004	.003	.003		.377	.001	.076	.003	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.6	Pearson Correlation	.455**	.162	.097	.706**	.162	1	.132	.681**	.107	.120	.556**
	Sig. (2- tailed)	.009	.377	.597	.000	.377		.470	.000	.561	.512	.001
	N	32	32	32	32	32	32	32	32	32	32	32
Y.7	Pearson Correlation	.232	.039	.167	.200	.552**	.132	1	.418*	.240	.718**	.578**

	Sig. (2-tailed)	.201	.834	.361	.272	.001	.470		.017	.185	.000	.001
	N	32	32	32	32	32	32	32	32	32	32	32
Y.8	Pearson Correlation	.615**	.030	.162	.655**	.318	.681**	.418*	1	-.059	.142	.628**
	Sig. (2-tailed)	.000	.870	.375	.000	.076	.000	.017		.746	.440	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y.9	Pearson Correlation	.132	.625**	.480**	.262	.514**	.107	.240	-.059	1	.219	.553**
	Sig. (2-tailed)	.472	.000	.005	.147	.003	.561	.185	.746		.229	.001
	N	32	32	32	32	32	32	32	32	32	32	32
Y.10	Pearson Correlation	.117	.222	.152	.247	.595**	.120	.718**	.142	.219	1	.541**
	Sig. (2-tailed)	.523	.222	.407	.173	.000	.512	.000	.440	.229		.001
	N	32	32	32	32	32	32	32	32	32	32	32
TOT AL.Y	Pearson Correlation	.692**	.610**	.635**	.738**	.809**	.556**	.578**	.628**	.553**	.541**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.001	.000	.001	.001	
	N	32	32	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran VI

Hasil Uji Reabilitas

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	0.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
0.840	10

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	0.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
0.832	10

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	0.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
0.836	10

Lampiran VII

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		X1	X2	Y
N		32	32	32
Normal Parameters ^{a,b}	Mean	45.06	42.66	43.75
	Std. Deviation	3.445	3.219	3.427
Most Extreme Differences	Absolute	0.098	0.139	0.144
	Positive	0.085	0.139	0.144
	Negative	-0.098	-0.105	-0.123
Test Statistic		0.098	0.139	0.144
Asymp. Sig. (2-tailed)		.200 ^{c,d}	.119 ^c	.088 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran VIII

Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	219.117	11	19.920	2.750	0.024
		Linearity	70.900	1	70.900	9.787	0.005
		Deviation from Linearity	148.217	10	14.822	2.046	0.083
Within Groups			144.883	20	7.244		
Total			364.000	31			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	256.321	12	21.360	3.769	0.005
		Linearity	234.149	1	234.149	41.316	0.000
		Deviation from Linearity	22.172	11	2.016	0.356	0.959
Within Groups			107.679	19	5.667		
Total			364.000	31			

Lampiran IX

Hasil Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.325	5.807		0.917	0.367		
X1	0.085	0.124	0.085	0.683	0.500	0.781	1.280
X2	0.811	0.132	0.762	6.125	0.000	0.781	1.280

a. Dependent Variable: Y

Lampiran X

Hasil Uji Regresi linear berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	0.649	0.625	2.099

a. Predictors: (Constant), X2, X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	236.204	2	118.102	26.800	.000 ^b
	Residual	127.796	29	4.407		
	Total	364.000	31			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.325	5.807		0.917	0.367
	X1	0.085	0.124	0.085	0.683	0.500
	X2	0.811	0.132	0.762	6.125	0.000

a. Dependent Variable: Y

Lampiran XI

Hasil Uji t

Budaya Organisasi (X1)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	23.967	7.364		3.254	0.003
X1	0.439	0.163	0.441	2.694	0.011

a. Dependent Variable: Y

Kepuasan Kerja (X2)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.331	4.965		1.476	0.150
X2	0.854	0.116	0.802	7.355	0.000

a. Dependent Variable: Y

Hasil Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	0.649	0.625	2.099

a. Predictors: (Constant), X2, X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	236.204	2	118.102	26.800	.000 ^b
	Residual	127.796	29	4.407		
	Total	364.000	31			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1