

LAMPIRAN

Lampiran 1 Kuesioner

Bandar Lampung, 12 Juni 2023

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth
Bapak/Ibu
Di Tempat

Dengan ini saya :

Nama : Data Feba Anaya.D
NPM : 1812110230
Fakultas : Ekonomi dan Bisnis IIB Darmajaya

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Visi Prima Artha. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya, konsentrasi Manajemen Sumber Daya Manusia. Dengan judul skripsi **“PENGARUH IKLIM ORGANISASI DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT. VISI PRIMA ARTHA BANDAR LAMPUNG”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan bapak/ibu untuk bersedia mengisi instrument 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 bapak/ibu diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi bapak/ibu.

Bantuan dan partisipasi bapak/ibu merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu saya ucapkan terimakasih.

Hormat saya,

Data Feba Anaya
1812110230

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH IKLIM ORGANISASI DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT.VISI PRIMA ARTHA BANDAR LAMPUNG

Petunjuk pengisian :

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

I. KRITERIA PENILAIAN

SS = Sangat Setuju S = Setuju N = Netral

TS = Tidak Setuju STS = Sangat Tidak Setuju

II. IDENTITAS RESPONDEN

1. Nomor Responden :
2. Umur : 20 – 30 tahun 41 – 50 tahun
 31 – 40 tahun
3. Jenis Kelamin : Laki-Laki Perempuan
4. Pendidikan Terakhir : SMA S1
 Diploma S2

DAFTAR PERNYATAAN

IKLIM ORGANISASI (X1)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1	Pekerjaan saya di perusahaan ini didefinisikan secara jelas dan tersruktur					
2	Saya mengetahui dengan jelas siapa yang memiliki kewenangan secara formal untuk mengambil keputusan.					
3	Pekerjaan saya di perusahaan ini memiliki standar kinerja yang tinggi.					
4	Saya tidak merasa ditekan dalam memperbaiki kinerja baik individu maupun kelompok.					
5	Saya memiliki kesempatan untuk memutuskan suatu masalah dalam pekerjaan sendiri tanpa harus bertanya kepada atasan saya					
6	Saya mendapat imbalan yang sesuai bila saya dapat menyelesaikan tugas dengan baik.					
7	Saya mendapat dukungan dari rekan – rekan dalam menyelesaikan tugas sehari – hari.					
8	Terdapat rasa saling percaya antar karyawan dalam perusahaan ini.					
9	Saya mengetahui tujuan yang ingin dicapai oleh perusahaan					
10	Organisasi tempat saya bekerja telah menyediakan fasilitas elektronik guna mendukung pekerjaan para karyawan					

KOMITMEN ORGANISASI (X2)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1	Saya memilih tinggal dalam organisasi karena nilai-nilai yang saya miliki sama dengan nilai-nilai yang ada dalam organisasi					
2	Saya merasa menjadi bagian keluarga pada perusahaan ini.					
3	Saya tetap tinggal dalam organisasi karena jika pergi akan kehilangan manfaat dalam organisasi					
4	Akan terlalu merugikan bagi saya untuk meninggalkan perusahaan ini					
5	Berpindah dari satu organisasi ke yang lain tampak tidak etis bagi saya					
6	Saya bersedia terlibat dalam setiap kegiatan organisasi					

KINERJA KARYAWAN (Y)

No	Pernyataan	Alternatif Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1	Saya selalu memperhatikan petunjuk yang diberikan atasan dalam menyelesaikan tugas					
2.	Saya telah mencapai standar kerja yang ditetapkan perusahaan sehingga hasilnya memuaskan.					
3	Saya selalu berusaha mencapai target kerja yang telah ditetapkan oleh perusahaan					
4.	Saya mampu dan memahami tugas-tugas rutin yang saya kerjakan setiap harinya di perusahaan					
5.	Saya bekerja sesuai dengan prosedur dan jadwal yang sudah ditetapkan					
6.	Saya selalu mengerjakan tugas dengan tuntas sesuai dengan waktu					
7.	Saya mampu menyelesaikan pekerjaan dengan cepat dan efisien					
8.	Saya selalu bersungguh-sungguh dan teliti dalam menyelesaikan tugas					
9.	Dapat melaksanakan kewajiban dan tanggung jawab tanpa pertolongan orang lain					
10.	Selalu berusaha menyelesaikan masalah tanpa meminta pendapat rekan kerja					

Lampiran 2 Data Jawaban Responden
Variabel Iklim Organisasi (X₁)

NO	ITEM PERNYATAAN										JUMLAH
	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	
1	4	4	5	4	5	5	4	5	5	5	46
2	4	4	4	5	5	4	4	5	3	4	42
3	3	4	5	4	4	4	4	4	2	2	36
4	3	4	4	2	4	4	4	4	4	3	36
5	5	4	4	4	4	4	5	4	5	5	44
6	1	4	4	4	4	4	5	4	5	5	40
7	1	4	4	3	4	3	3	4	2	2	30
8	1	2	2	2	4	2	4	4	4	4	29
9	1	2	2	2	4	2	4	4	4	4	29
10	3	4	4	3	4	4	2	4	4	3	35
11	3	2	4	4	4	3	2	3	1	2	28
12	2	2	3	4	4	3	1	2	1	1	23
13	3	3	4	4	4	3	1	3	3	4	32
14	3	3	4	4	3	4	3	4	3	3	34
15	4	5	5	4	5	5	3	4	5	4	44
16	4	4	5	5	5	5	4	4	4	4	44
17	4	4	5	5	5	5	3	5	5	4	45
18	4	4	5	5	5	5	3	4	4	4	43
19	3	3	5	3	5	4	2	5	3	2	35
20	4	4	5	3	5	5	2	4	4	3	39
21	4	4	4	3	5	5	3	5	4	4	41
22	3	3	4	3	5	4	3	4	4	5	38
23	4	3	5	4	5	4	3	5	4	4	41
24	4	4	5	5	4	5	4	4	4	4	43
25	4	4	4	3	5	4	2	4	3	3	36
26	4	3	5	3	5	4	3	5	3	3	38
27	4	4	5	3	5	4	3	5	3	3	39
28	2	3	4	4	5	5	2	4	4	4	37
29	3	4	5	5	5	5	2	4	5	5	43
30	4	4	4	5	3	4	5	5	5	5	44
31	4	4	4	5	3	4	5	5	3	4	41
32	4	2	3	5	3	4	5	4	5	5	40
33	1	4	4	5	3	4	5	5	5	5	41
34	3	3	4	3	2	4	3	4	3	3	32
35	4	3	5	3	5	4	3	4	3	3	37
36	4	4	5	5	4	5	3	4	4	4	42
37	3	3	3	3	5	3	3	3	3	3	32

38	3	3	4	3	4	4	3	4	4	3	35
39	4	4	5	3	4	4	4	4	4	3	39
40	3	4	3	4	4	4	4	4	3	4	37
41	5	5	5	5	5	5	3	4	4	4	45
42	5	5	5	5	5	4	4	4	5	5	47
43	4	3	4	4	4	3	4	2	3	3	34
44	3	3	3	3	4	4	3	4	4	4	35
45	4	4	4	3	4	4	4	4	4	3	38
46	3	4	5	5	5	3	4	4	4	4	41
47	3	3	4	4	5	5	3	4	4	5	40
48	3	1	3	1	4	2	1	2	3	1	21
49	2	2	3	2	4	1	1	3	4	1	23
50	2	3	4	4	2	3	1	4	3	2	28
51	3	2	3	3	4	2	2	4	3	3	29
52	4	2	3	2	3	3	1	4	2	3	27
53	2	2	3	4	4	3	3	4	3	2	30
54	4	4	4	4	3	4	4	3	4	4	38
55	4	5	5	4	4	4	4	3	3	4	40
56	5	5	5	5	5	4	4	4	3	4	44
57	3	3	3	4	3	3	4	3	5	4	35
58	4	4	5	4	5	4	5	5	4	5	45
59	5	5	5	5	5	5	5	4	5	4	48
60	3	4	5	4	4	4	3	3	4	4	38
61	5	5	5	5	5	5	3	4	5	5	47
62	2	2	4	2	4	4	1	3	3	3	28
63	2	3	4	3	4	4	2	3	3	4	32
64	3	4	4	3	4	4	2	4	4	4	36
65	1	3	4	2	4	4	2	4	3	3	30
66	3	3	4	2	4	3	2	2	2	3	28
67	5	3	4	5	4	4	4	3	4	3	39
68	4	5	5	4	5	4	3	3	4	4	41
69	4	4	3	3	4	3	4	4	4	4	37
70	4	4	3	3	4	3	4	4	4	4	37
71	4	4	3	3	4	3	4	4	4	4	37
72	5	5	4	4	5	4	5	5	5	5	47
73	5	5	4	4	5	4	5	5	5	5	47
74	4	4	3	3	4	3	4	4	4	4	37
75	4	4	3	3	4	3	4	4	4	4	37
76	5	5	5	5	5	5	5	5	5	5	50
77	4	4	4	4	5	4	4	5	4	4	42

Variabel Komitmen Organisasi (X₂)

NO	ITEM PERNYATAAN						TOTAL_X2
	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	
1	4	4	4	4	4	5	25
2	3	4	4	4	5	4	24
3	4	4	4	4	4	4	24
4	3	3	4	4	4	4	22
5	2	2	2	2	2	2	12
6	1	1	1	1	1	4	9
7	3	3	4	4	4	3	21
8	2	2	4	4	4	4	20
9	2	2	4	4	4	4	20
10	3	3	3	3	4	4	20
11	3	2	2	2	4	4	17
12	1	2	2	2	4	3	14
13	4	3	2	2	4	4	19
14	3	3	3	4	3	4	20
15	3	4	4	4	5	5	25
16	5	4	4	4	5	5	27
17	4	4	4	3	5	5	25
18	3	4	5	5	5	5	27
19	3	3	3	4	5	4	22
20	3	3	3	3	4	4	20
21	3	3	3	4	5	5	23
22	3	3	4	3	4	5	22
23	3	3	4	3	5	5	23
24	3	4	4	5	5	5	26
25	3	3	3	4	4	4	21
26	4	3	3	3	5	4	22
27	4	4	4	4	5	4	25
28	3	4	3	3	4	4	21
29	3	4	4	2	5	5	23
30	4	5	4	4	4	5	26
31	4	5	4	4	4	5	26
32	4	5	4	4	4	5	26
33	4	5	4	4	4	5	26
34	4	4	4	4	4	4	24
35	4	4	4	4	4	4	24
36	4	5	5	4	5	5	28
37	3	3	3	3	3	3	18
38	4	4	4	4	4	4	24

39	4	4	4	4	4	4	24
40	4	4	4	4	4	4	24
41	3	4	3	3	5	5	23
42	4	4	4	3	5	5	25
43	4	4	4	4	4	4	24
44	4	4	4	4	4	4	24
45	2	2	2	2	4	4	16
46	4	4	4	3	4	4	23
47	3	3	3	2	5	5	21
48	3	3	2	3	4	4	19
49	3	4	4	2	5	3	21
50	3	4	5	4	4	3	23
51	3	4	5	4	4	3	23
52	3	4	4	4	3	3	21
53	4	4	4	3	4	3	22
54	2	2	2	2	2	2	12
55	5	4	5	4	5	4	27
56	4	3	4	4	4	5	24
57	2	1	3	3	4	3	16
58	4	2	3	3	3	5	20
59	3	2	3	3	4	4	19
60	2	3	3	2	4	4	18
61	3	4	4	3	5	5	24
62	1	2	1	1	4	4	13
63	3	4	2	2	4	4	19
64	3	4	3	3	5	5	23
65	1	3	2	1	4	3	14
66	2	4	3	4	3	4	20
67	4	4	4	4	4	4	24
68	3	4	3	3	4	4	21
69	3	3	3	3	4	4	20
70	3	3	3	3	4	4	20
71	3	3	3	3	4	4	20
72	4	4	4	4	5	5	26
73	4	4	4	4	5	5	26
74	3	3	3	3	4	4	20
75	3	3	3	3	4	4	20
76	5	5	5	5	5	5	30
77	4	4	4	4	5	5	26

Variabel Kinerja Karyawan (Y)

No	ITEM PERNYATAAN										TOTAL_Y
	YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	
1	5	4	5	5	4	4	5	5	3	3	44
2	5	4	4	4	4	5	5	3	3	3	41
3	3	4	1	4	2	2	3	2	3	2	25
4	4	3	4	4	4	4	3	3	2	3	35
5	4	2	4	4	4	4	4	2	4	3	37
6	4	1	3	3	2	4	4	4	4	3	35
7	4	3	4	4	3	4	2	4	1	2	32
8	3	2	4	4	4	3	3	4	3	4	36
9	4	2	4	4	4	3	3	4	3	4	37
10	5	3	4	4	5	5	3	3	3	3	39
11	5	2	5	4	4	4	1	1	1	1	30
12	5	2	4	4	5	4	1	1	1	1	30
13	5	3	4	4	4	5	1	1	1	1	30
14	3	3	4	4	4	4	4	4	3	3	37
15	5	4	5	5	5	5	4	4	3	3	43
16	5	4	4	5	5	5	4	4	4	4	45
17	5	4	5	5	5	5	2	3	2	2	39
18	5	4	5	4	5	5	3	3	3	3	40
19	5	3	3	4	4	4	2	3	2	3	33
20	4	3	5	5	5	5	3	3	2	2	39
21	5	3	3	4	5	5	3	3	3	3	37
22	5	3	5	5	5	5	2	1	2	1	35
23	5	3	5	5	5	5	3	2	3	2	40
24	3	4	3	5	3	4	2	2	2	2	29
25	5	3	4	4	5	5	3	4	3	3	40
26	4	3	4	4	4	5	2	2	2	2	33
27	5	4	4	4	4	5	3	3	2	2	37
28	4	4	5	5	4	4	2	1	3	2	34
29	3	4	5	5	3	3	3	3	3	3	35
30	5	5	5	5	5	4	5	4	4	4	45
31	4	5	5	5	5	4	5	4	4	4	44
32	3	5	5	5	5	4	5	4	4	4	42
33	3	5	4	4	4	4	5	4	4	4	39
34	4	4	4	4	5	4	3	3	3	3	37
35	3	4	4	4	5	4	3	3	3	3	35
36	4	5	5	5	4	4	3	2	2	1	34
37	4	3	4	5	4	3	3	3	3	2	35
38	4	4	4	5	3	3	3	3	4	4	37
39	5	4	4	4	4	5	3	3	3	3	38
40	4	4	4	4	5	5	3	3	3	3	38

41	5	4	4	4	4	3	2	2	2	2	33
42	5	4	3	4	3	3	3	3	3	3	35
43	4	4	4	4	5	5	3	3	3	3	38
44	4	4	4	4	5	5	3	3	3	3	38
45	3	2	3	3	3	3	3	3	3	3	30
46	4	4	4	4	3	3	3	3	3	3	34
47	4	3	4	4	3	3	3	2	2	2	31
48	4	3	3	4	4	4	2	3	2	3	33
49	3	4	4	4	3	4	3	3	2	3	33
50	4	4	4	4	3	4	2	3	2	4	35
51	4	4	4	3	3	3	2	4	2	4	33
52	4	4	4	2	2	2	2	2	2	2	26
53	4	4	4	3	3	4	4	2	4	2	34
54	4	2	4	4	2	2	4	3	3	2	32
55	5	4	5	4	3	4	3	4	4	2	38
56	4	3	5	5	2	5	3	4	5	4	42
57	4	1	4	4	5	4	4	4	3	3	39
58	4	2	5	5	2	5	5	4	4	5	42
59	5	2	5	5	5	4	4	5	4	4	44
60	5	3	3	4	3	2	2	1	1	1	27
61	5	4	4	5	4	4	3	2	2	2	36
62	3	2	2	4	3	3	3	2	1	1	27
63	4	4	3	4	3	3	3	2	2	1	30
64	5	4	4	5	5	3	3	3	3	3	39
65	3	3	3	4	2	2	1	1	1	1	21
66	3	4	3	4	3	4	2	3	1	2	29
67	5	4	4	3	2	2	3	4	2	4	33
68	5	4	4	4	3	3	3	2	2	2	33
69	4	3	4	4	4	4	3	3	3	3	36
70	3	3	4	4	4	4	3	3	3	3	35
71	3	3	4	4	4	4	3	3	3	3	35
72	4	4	5	5	5	5	4	4	4	4	45
73	4	4	5	5	5	5	4	4	4	4	43
74	4	3	4	4	4	4	3	3	3	3	36
75	4	3	4	4	4	4	3	3	3	3	36
76	5	5	5	5	5	5	3	3	2	2	40
77	5	4	5	5	5	5	4	4	3	3	44

Lampiran 3 Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	48	62.3	62.3	62.3
Perempuan	29	37.7	37.7	100.0
Total	77	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	32	41.6	41.6	41.6
Diploma	12	15.6	15.6	57.1
Strata 1	31	40.3	40.3	97.4
Magister	2	2.6	2.6	100.0
Total	77	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 Tahun	53	68.8	68.8	68.8
31-40 Tahun	20	26.0	26.0	94.8
41-50 Tahun	4	5.2	5.2	100.0
Total	77	100.0	100.0	

Status Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Karyawan Tetap	30	39.0	39.0	39.0
Karyawan Tidak Tetap	47	61.0	61.0	100.0
Total	77	100.0	100.0	

Lampiran 4 Deskripsi Jawaban Responden

Variabel Ikilm Organisasi (X₁)

X1_P1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	6	7.8	7.8	7.8
TS	7	9.1	9.1	16.9
N	22	28.6	28.6	45.5
S	32	41.6	41.6	87.0
SS	10	13.0	13.0	100.0
Total	77	100.0	100.0	

X1_P2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.3	1.3	1.3
TS	10	13.0	13.0	14.3
N	20	26.0	26.0	40.3
S	35	45.5	45.5	85.7
SS	11	14.3	14.3	100.0
Total	77	100.0	100.0	

X1_P3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.6	2.6	2.6
N	16	20.8	20.8	23.4
S	32	41.6	41.6	64.9
SS	27	35.1	35.1	100.0
Total	77	100.0	100.0	

X1_P4

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.3	1.3	1.3
TS	8	10.4	10.4	11.7
N	24	31.2	31.2	42.9
S	25	32.5	32.5	75.3
SS	19	24.7	24.7	100.0
Total	77	100.0	100.0	

X1_P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.6	2.6	2.6
N	8	10.4	10.4	13.0
S	36	46.8	46.8	59.7
SS	31	40.3	40.3	100.0
Total	77	100.0	100.0	

X1_P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.3	1.3	1.3
TS	4	5.2	5.2	6.5
N	17	22.1	22.1	28.6
S	39	50.6	50.6	79.2
SS	16	20.8	20.8	100.0
Total	77	100.0	100.0	

X1_P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	7	9.1	9.1	9.1
TS	12	15.6	15.6	24.7
N	22	28.6	28.6	53.2
S	25	32.5	32.5	85.7
SS	11	14.3	14.3	100.0
Total	77	100.0	100.0	

X1_P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	5.2	5.2	5.2
N	12	15.6	15.6	20.8
S	45	58.4	58.4	79.2
SS	16	20.8	20.8	100.0
Total	77	100.0	100.0	

X1_P9

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	STS	2	2.6	2.6	2.6
	TS	4	5.2	5.2	7.8
	N	22	28.6	28.6	36.4
	S	33	42.9	42.9	79.2
	SS	16	20.8	20.8	100.0
	Total	77	100.0	100.0	

X1_P10

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	STS	3	3.9	3.9	3.9
	TS	6	7.8	7.8	11.7
	N	20	26.0	26.0	37.7
	S	33	42.9	42.9	80.5
	SS	15	19.5	19.5	100.0
	Total	77	100.0	100.0	

Variabel Komitmen Organisasi (X₂)

X2_P1

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	STS	4	5.2	5.2	5.2
	TS	8	10.4	10.4	15.6
	N	35	45.5	45.5	61.0
	S	27	35.1	35.1	96.1
	SS	3	3.9	3.9	100.0
	Total	77	100.0	100.0	

X2_P2

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	STS	2	2.6	2.6	2.6
	TS	10	13.0	13.0	15.6
	N	23	29.9	29.9	45.5
	S	36	46.8	46.8	92.2
	SS	6	7.8	7.8	100.0
	Total	77	100.0	100.0	

X2_P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2.6	2.6

TS	9	11.7	11.7	14.3
N	23	29.9	29.9	44.2
S	37	48.1	48.1	92.2
SS	6	7.8	7.8	100.0
Total	77	100.0	100.0	

X2_P4

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.9	3.9	3.9
TS	11	14.3	14.3	18.2
N	24	31.2	31.2	49.4
S	36	46.8	46.8	96.1
SS	3	3.9	3.9	100.0
Total	77	100.0	100.0	

X2_P5

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.3	1.3	1.3
TS	2	2.6	2.6	3.9
N	5	6.5	6.5	10.4
S	45	58.4	58.4	68.8
SS	24	31.2	31.2	100.0
Total	77	100.0	100.0	

X2_P6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.6	2.6	2.6
N	10	13.0	13.0	15.6
S	39	50.6	50.6	66.2
SS	26	33.8	33.8	100.0
Total	77	100.0	100.0	

Variabel Kinerja Karyawan (Y)

YP1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	15	19.5	19.5	19.5

S	33	42.9	42.9	62.3
SS	29	37.7	37.7	100.0
Total	77	100.0	100.0	

YP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.6	2.6	2.6
TS	10	13.0	13.0	15.6
N	23	29.9	29.9	45.5
S	36	46.8	46.8	92.2
SS	6	7.8	7.8	100.0
Total	77	100.0	100.0	

YP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.3	1.3	1.3
TS	1	1.3	1.3	2.6
N	11	14.3	14.3	16.9
S	42	54.5	54.5	71.4
SS	22	28.6	28.6	100.0
Total	77	100.0	100.0	

YP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	1.3	1.3	1.3
N	5	6.5	6.5	7.8
S	46	59.7	59.7	67.5
SS	25	32.5	32.5	100.0
Total	77	100.0	100.0	

YP5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	8	10.4	10.4	10.4
N	18	23.4	23.4	33.8
S	25	32.5	32.5	66.2
SS	26	33.8	33.8	100.0
Total	77	100.0	100.0	

YP6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	7.8	7.8	7.8
N	15	19.5	19.5	27.3
Valid S	32	41.6	41.6	68.8
SS	24	31.2	31.2	100.0
Total	77	100.0	100.0	

YP7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	5.2	5.2	5.2
TS	14	18.2	18.2	23.4
Valid N	40	51.9	51.9	75.3
S	12	15.6	15.6	90.9
SS	7	9.1	9.1	100.0
Total	77	100.0	100.0	

YP8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	7	9.1	9.1	9.1
TS	14	18.2	18.2	27.3
Valid N	33	42.9	42.9	70.1
S	21	27.3	27.3	97.4
SS	2	2.6	2.6	100.0
Total	77	100.0	100.0	

YP9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	8	10.4	10.4	10.4
TS	21	27.3	27.3	37.7
Valid N	33	42.9	42.9	80.5
S	14	18.2	18.2	98.7
SS	1	1.3	1.3	100.0
Total	77	100.0	100.0	

YP10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	9	11.7	11.7	11.7
TS	20	26.0	26.0	37.7
N	32	41.6	41.6	79.2
S	15	19.5	19.5	98.7
SS	1	1.3	1.3	100.0
Total	77	100.0	100.0	

Lampiran 5 Hasil Uji Validitas

Correlations

		X1_P1	X1_P2	X1_P3	X1_P4	X1_P5	X1_P6	X1_P7	X1_P8	X1_P9	X1_P10	Iklm Organisasi
X1_P1	Pearson Correlation	1	.568**	.434**	.428**	.356**	.427**	.376**	.236*	.319**	.352**	.676**
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.001	.039	.005	.002	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P2	Pearson Correlation	.568**	1	.585**	.518**	.375**	.589**	.527**	.395**	.475**	.546**	.824**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P3	Pearson Correlation	.434**	.585**	1	.502**	.461**	.716**	.084	.263*	.169	.198	.621**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.465	.021	.141	.084	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P4	Pearson Correlation	.428**	.518**	.502**	1	.157	.553**	.456**	.272*	.360**	.493**	.711**
	Sig. (2-tailed)	.000	.000	.000		.173	.000	.000	.017	.001	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P5	Pearson Correlation	.356**	.375**	.461**	.157	1	.389**	.043	.255*	.206	.235*	.475**
	Sig. (2-tailed)	.001	.001	.000	.173		.000	.713	.025	.073	.040	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P6	Pearson Correlation	.427**	.589**	.716**	.553**	.389**	1	.227*	.411**	.390**	.485**	.744**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.047	.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P7	Pearson Correlation	.376**	.527**	.084	.456**	.043	.227*	1	.433**	.535**	.617**	.671**

	Sig. (2-tailed)	.001	.000	.465	.000	.713	.047		.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P8	Pearson Correlation	.236*	.395**	.263*	.272*	.255*	.411**	.433**	1	.406**	.441**	.588**
	Sig. (2-tailed)	.039	.000	.021	.017	.025	.000	.000		.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P9	Pearson Correlation	.319**	.475**	.169	.360**	.206	.390**	.535**	.406**	1	.727**	.688**
	Sig. (2-tailed)	.005	.000	.141	.001	.073	.000	.000	.000		.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
X1_P10	Pearson Correlation	.352**	.546**	.198	.493**	.235*	.485**	.617**	.441**	.727**	1	.768**
	Sig. (2-tailed)	.002	.000	.084	.000	.040	.000	.000	.000	.000		.000
	N	77	77	77	77	77	77	77	77	77	77	77
Iklm	Pearson Correlation	.676**	.824**	.621**	.711**	.475**	.744**	.671**	.588**	.688**	.768**	1
Organisasi	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77	77	77	77

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

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

Variabel Komitmen Organisasi (X₂)

Correlations

		X2_P1	X2_P2	X2_P3	X2_P4	X2_P5	X2_P6	Komitmen Organisasi
X2_P1	Pearson Correlation	1	.679**	.649**	.598**	.418**	.447**	.826**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	77	77	77	77	77	77	77
X2_P2	Pearson Correlation	.679**	1	.678**	.556**	.469**	.421**	.830**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	77	77	77	77	77	77	77
X2_P3	Pearson Correlation	.649**	.678**	1	.779**	.489**	.323**	.859**
	Sig. (2-tailed)	.000	.000		.000	.000	.004	.000
	N	77	77	77	77	77	77	77
X2_P4	Pearson Correlation	.598**	.556**	.779**	1	.325**	.332**	.790**
	Sig. (2-tailed)	.000	.000	.000		.004	.003	.000
	N	77	77	77	77	77	77	77
X2_P5	Pearson Correlation	.418**	.469**	.489**	.325**	1	.560**	.682**
	Sig. (2-tailed)	.000	.000	.000	.004		.000	.000
	N	77	77	77	77	77	77	77
X2_P6	Pearson Correlation	.447**	.421**	.323**	.332**	.560**	1	.640**
	Sig. (2-tailed)	.000	.000	.004	.003	.000		.000
	N	77	77	77	77	77	77	77
Komitmen Organisasi	Pearson Correlation	.826**	.830**	.859**	.790**	.682**	.640**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77

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

Variabel Kinerja Karyawan (Y)

Correlations

		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	Kinerja Karyawan
YP1	Pearson Correlation	1	.075	.320**	.163	.331**	.304**	-.051	-.027	-.061	-.115	.345**
	Sig. (2-tailed)		.518	.005	.157	.003	.007	.661	.817	.597	.318	.002
	N	77	77	77	77	77	77	77	77	77	77	77
YP2	Pearson Correlation	.075	1	.231*	.255*	.168	.100	.169	.065	.098	.095	.229*
	Sig. (2-tailed)	.518		.044	.025	.145	.385	.141	.576	.397	.411	.045
	N	77	77	77	77	77	77	77	77	77	77	77
YP3	Pearson Correlation	.320**	.231*	1	.505**	.438**	.472**	.278*	.286*	.324**	.243*	.672**
	Sig. (2-tailed)	.005	.044		.000	.000	.000	.014	.012	.004	.033	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP4	Pearson Correlation	.163	.255*	.505**	1	.441**	.386**	.265*	.146	.247*	.108	.550**
	Sig. (2-tailed)	.157	.025	.000		.000	.001	.020	.206	.030	.350	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP5	Pearson Correlation	.331**	.168	.438**	.441**	1	.635**	.171	.160	.154	.122	.610**
	Sig. (2-tailed)	.003	.145	.000	.000		.000	.136	.164	.180	.290	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP6	Pearson Correlation	.304**	.100	.472**	.386**	.635**	1	.183	.208	.237*	.169	.636**
	Sig. (2-tailed)	.007	.385	.000	.001	.000		.110	.070	.038	.141	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP7	Pearson Correlation	-.051	.169	.278*	.265*	.171	.183	1	.656**	.742**	.591**	.698**
	Sig. (2-tailed)	.661	.141	.014	.020	.136	.110		.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP8	Pearson Correlation	-.027	.065	.286*	.146	.160	.208	.656**	1	.591**	.787**	.694**
	Sig. (2-tailed)	.817	.576	.012	.206	.164	.070	.000		.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP9	Pearson Correlation	-.061	.098	.324**	.247*	.154	.237*	.742**	.591**	1	.703**	.697**
	Sig. (2-tailed)	.597	.397	.004	.030	.180	.038	.000	.000		.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
YP10	Pearson Correlation	-.115	.095	.243*	.108	.122	.169	.591**	.787**	.703**	1	.646**
	Sig. (2-tailed)	.318	.411	.033	.350	.290	.141	.000	.000	.000		.000
	N	77	77	77	77	77	77	77	77	77	77	77
Kinerja Karyawan	Pearson Correlation	.345**	.229*	.672**	.550**	.610**	.636**	.698**	.694**	.697**	.646**	1
	Sig. (2-tailed)	.002	.045	.000	.000	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77	77	77	77

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

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

Lampiran 6 Hasil Uji Reliabilitas

Variabel Iklim Organisasi (X₁)

Reliability Statistics

Cronbach's Alpha	N of Items
.868	10

Variabel Komitmen Organisasi (X₂)

Reliability Statistics

Cronbach's Alpha	N of Items
.867	6

Variabel Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.793	10

Lampiran 7 Hasil Uji Linieritas

Variabel Iklim Organisasi (X₁) Terhadap Kinerja Karyawan (Y)

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	1076.624	22	48.937	3.150	.000
Between Groups	626.999	1	626.999	40.360	.000
Kinerja Karyawan * Iklim Organisasi	449.626	21	21.411	1.378	.171
Deviation from Linearity					
Within Groups	838.908	54	15.535		
Total	1915.532	76			

Variabel Komitmen Organisasi (X₂) Terhadap Kinerja Karyawan (Y)

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	901.362	17	53.021	3.085	.001
Between Groups	461.630	1	461.630	26.856	.000
Kinerja Karyawan * Komitmen Organisasi	439.732	16	27.483	1.599	.098
Deviation from Linearity					
Within Groups	1014.170	59	17.189		
Total	1915.532	76			

Lampiran 8 Hasil Uji Multikolinieritas

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	14.863	3.069			
Iklm Organisasi	.347	.080	.440	.796	1.257
Komitmen Organisasi	.369	.128	.292	.796	1.257

a. Dependent Variable: Kinerja Karyawan

Lampiran 9 Hasil Uji Analisis Regresi Linier Berganda

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	14.863	3.069	
Iklm Organisasi	.347	.080	.440
Komitmen Organisasi	.369	.128	.292

a. Dependent Variable: Kinerja Karyawan

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.629 ^a	.395	.379	3.957

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

Lampiran 10 Hasil Uji t

Variabel Iklm Organisasi (X₁) Terhadap Kinerja Karyawan (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.992	2.842		6.683	.000
Iklm Organisasi	.451	.075	.572	6.041	.000

a. Dependent Variable: Kinerja Karyawan

Variabel Komitmen Organisasi (X₂) Terhadap Kinerja Karyawan (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	22.409	2.814		7.963	.000
Komitmen Organisasi	.621	.127	.491	4.880	.000

a. Dependent Variable: Kinerja Karyawan

Lampiran 11 Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	756.835	2	378.417	24.168	.000 ^b
	Residual	1158.698	74	15.658		
	Total	1915.532	76			

a. Dependent Variable: Kinerja Karyawan

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

Lampiran 12 R Tabel

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
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724

74	0.1901	0.2257	0.2664	0.2938	0.3701
75		0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226

100	0.1638	0.1946	0.2301	0.2540	0.3211
-----	--------	--------	--------	--------	--------

Lampiran 13 t Tabel

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	1.00000	3.07768	6.31375	12.70620	31.8205 2	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260

70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75			1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374

Lampiran 14 F Tabel

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
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88

49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74		3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80

76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77