

# LAMPIRAN

Lampiran 2a. Tabulasi Jawaban Responden Profil Responden

| Noresp | Jenis Kelamin | Umur | Masa Kerja | Pendidikan |
|--------|---------------|------|------------|------------|
| 1      | 1             | 4    | 2          | 1          |
| 2      | 2             | 2    | 2          | 2          |
| 3      | 2             | 4    | 3          | 3          |
| 4      | 1             | 4    | 3          | 3          |
| 5      | 2             | 4    | 3          | 4          |
| 6      | 1             | 2    | 2          | 1          |
| 7      | 2             | 4    | 2          | 2          |
| 8      | 1             | 2    | 2          | 2          |
| 9      | 1             | 3    | 2          | 2          |
| 10     | 1             | 4    | 2          | 3          |
| 11     | 2             | 4    | 2          | 3          |
| 12     | 1             | 4    | 2          | 2          |
| 13     | 2             | 4    | 2          | 3          |
| 14     | 2             | 3    | 2          | 3          |
| 15     | 2             | 4    | 2          | 4          |
| 16     | 2             | 4    | 4          | 4          |
| 17     | 2             | 2    | 4          | 3          |
| 18     | 2             | 3    | 4          | 3          |
| 19     | 1             | 4    | 4          | 4          |
| 20     | 2             | 4    | 4          | 4          |
| 21     | 2             | 4    | 4          | 4          |
| 22     | 1             | 3    | 4          | 4          |
| 23     | 2             | 4    | 4          | 3          |
| 24     | 2             | 4    | 4          | 3          |
| 25     | 2             | 4    | 4          | 3          |
| 26     | 1             | 3    | 4          | 3          |
| 27     | 2             | 4    | 4          | 3          |
| 28     | 2             | 4    | 2          | 1          |
| 29     | 1             | 2    | 4          | 1          |
| 30     | 1             | 3    | 4          | 3          |
| 31     | 1             | 3    | 2          | 1          |
| 32     | 2             | 3    | 2          | 3          |
| 33     | 2             | 4    | 4          | 3          |
| 34     | 2             | 4    | 4          | 3          |
| 35     | 2             | 4    | 4          | 3          |
| 36     | 2             | 4    | 4          | 3          |
| 37     | 2             | 4    | 4          | 1          |
| 38     | 2             | 3    | 4          | 4          |
| 39     | 2             | 2    | 3          | 1          |
| 40     | 2             | 4    | 4          | 3          |
| 41     | 1             | 4    | 4          | 3          |
| 42     | 2             | 2    | 2          | 3          |
| 43     | 1             | 4    | 2          | 3          |
| 44     | 1             | 4    | 2          | 3          |
| 45     | 2             | 4    | 2          | 3          |
| 46     | 2             | 2    | 4          | 3          |
| 47     | 2             | 2    | 4          | 3          |
| 48     | 2             | 2    | 4          | 3          |
| 49     | 1             | 3    | 4          | 3          |
| 50     | 1             | 2    | 4          | 3          |
| 51     | 1             | 4    | 4          | 3          |
| 52     | 1             | 2    | 3          | 3          |
| 53     | 1             | 2    | 3          | 3          |
| 54     | 1             | 2    | 4          | 3          |
| 55     | 1             | 3    | 3          | 3          |
| 56     | 1             | 2    | 3          | 3          |
| 57     | 1             | 3    | 4          | 3          |

Lampiran 2b. Tabulasi Jawaban Responden Variabel Budaya Organisasi

| No | Budaya Organisasi |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |      |
|----|-------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|
|    | BO1               | BO2 | BO3 | BO4 | BO5 | BO6 | BO7 | BO8 | BO9 | BO10 | BO11 | BO12 | BO13 | BO14 | BO15 | BO16 | BO17 | BO18 | BO19 | BO20 |
| 1  | 4                 | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 2  | 3                 | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3    |
| 3  | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    |
| 4  | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    |
| 5  | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    |
| 6  | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 4    |
| 7  | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    |
| 8  | 4                 | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 9  | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 10 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 11 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 12 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 13 | 3                 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 14 | 4                 | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 15 | 4                 | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 16 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 17 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 18 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 19 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 20 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 21 | 4                 | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 22 | 3                 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 23 | 4                 | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 24 | 4                 | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 25 | 4                 | 3   | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 26 | 3                 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 27 | 3                 | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    |
| 28 | 3                 | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 4    | 3    | 3    | 4    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 29 | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    |
| 30 | 3                 | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 3    | 3    | 3    |
| 31 | 4                 | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    |
| 32 | 3                 | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 3   | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 3    |
| 33 | 4                 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 38 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 39 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 43 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 |
| 52 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 52 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |

Lampiran 2d. Tabulasi Jawaban Responden Variabel Produktivitas

| Noresp | KP1 | KP2 | KP3 | KP4 | KP5 | KP6 | KP7 | KP8 | KP9 |
|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1      | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   |
| 2      | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 3   | 3   |
| 3      | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4   |
| 4      | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   |
| 5      | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   |
| 6      | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 4   |
| 7      | 3   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   |
| 8      | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 9      | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 10     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 11     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 12     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 13     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 14     | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   |
| 15     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 16     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 17     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 18     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 19     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 20     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 21     | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   |
| 22     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 23     | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   |
| 24     | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 25     | 3   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   |
| 26     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 27     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 28     | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 3   |
| 29     | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   |
| 30     | 3   | 4   | 3   | 4   | 3   | 4   | 4   | 3   | 3   |
| 31     | 4   | 4   | 4   | 3   | 3   | 3   | 4   | 4   | 4   |
| 32     | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   |
| 33     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 34     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 35     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 36     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 37     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 38     | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   |
| 39     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 40     | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 41     | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 42     | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 43     | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   |
| 44     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 45     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 46     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 47     | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 3   |
| 48     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 49     | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   |
| 50     | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   |
| 51     | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   |
| 52     | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   |
| 53     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 54     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 55     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 56     | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   |
| 57     | 3   | 3   | 4   | 4   | 4   | 3   | 3   | 4   | 4   |

Lampiran 3. Frekuensi Jawaban Responden  
Tables

|  | Pria  |       | Wanita |       | Total |        |
|--|-------|-------|--------|-------|-------|--------|
|  | Count | %     | Count  | %     | Count | %      |
|  | 25    | 43,9% | 32     | 56,1% | 57    | 100,0% |

|  | 21-30 tahun |       | 31-40 tahun |       | >41 tahun |       | Total |        |
|--|-------------|-------|-------------|-------|-----------|-------|-------|--------|
|  | Count       | %     | Count       | %     | Count     | %     | Count | %      |
|  | 15          | 26,3% | 12          | 21,1% | 30        | 52,6% | 57    | 100,0% |

|  | 1-3 Tahun |       | 3-7 Tahun |       | > 7 Tahun |       | Total |        |
|--|-----------|-------|-----------|-------|-----------|-------|-------|--------|
|  | Count     | %     | Count     | %     | Count     | %     | Count | %      |
|  | 19        | 33,3% | 8         | 14,0% | 30        | 52,6% | 57    | 100,0% |

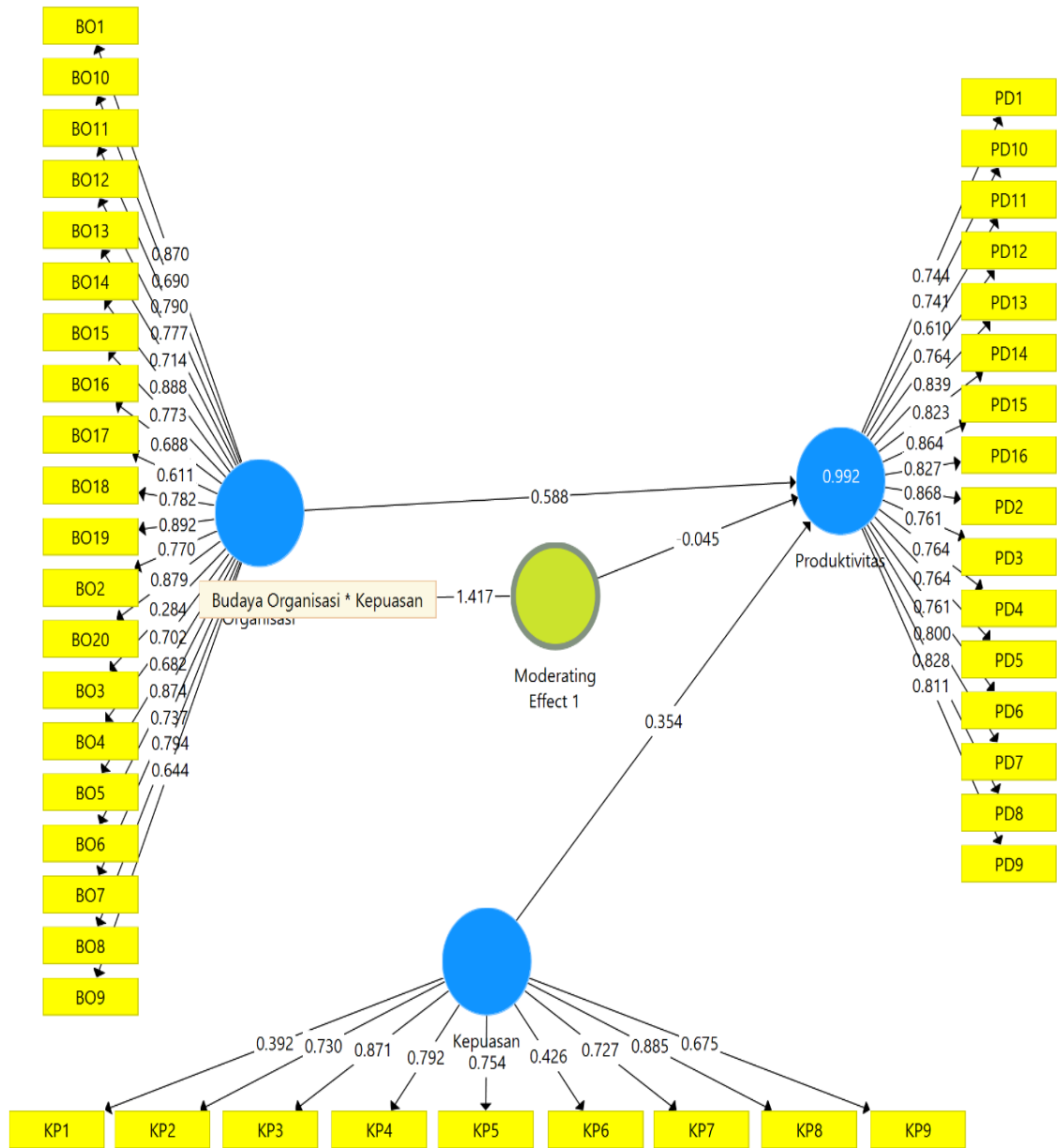
|  | SMA/SMK |       | Diploma |      | S1    |       | S2    |       | Total |        |
|--|---------|-------|---------|------|-------|-------|-------|-------|-------|--------|
|  | Count   | %     | Count   | %    | Count | %     | Count | %     | Count | %      |
|  | 7       | 12,3% | 5       | 8,8% | 37    | 64,9% | 8     | 14,0% | 57    | 100,0% |

|      | S     |       | SS    |       | Total |        |
|------|-------|-------|-------|-------|-------|--------|
|      | Count | %     | Count | %     | Count | %      |
| BO1  | 13    | 22,8% | 44    | 77,2% | 57    | 100,0% |
| BO2  | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| BO3  | 25    | 43,9% | 32    | 56,1% | 57    | 100,0% |
| BO4  | 16    | 28,1% | 41    | 71,9% | 57    | 100,0% |
| BO5  | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| BO6  | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| BO7  | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| BO8  | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| BO9  | 13    | 22,8% | 44    | 77,2% | 57    | 100,0% |
| BO10 | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| BO11 | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| BO12 | 16    | 28,1% | 41    | 71,9% | 57    | 100,0% |
| BO13 | 13    | 22,8% | 44    | 77,2% | 57    | 100,0% |
| BO14 | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| BO15 | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| BO16 | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| BO17 | 24    | 42,1% | 33    | 57,9% | 57    | 100,0% |
| BO18 | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| BO19 | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| BO20 | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |

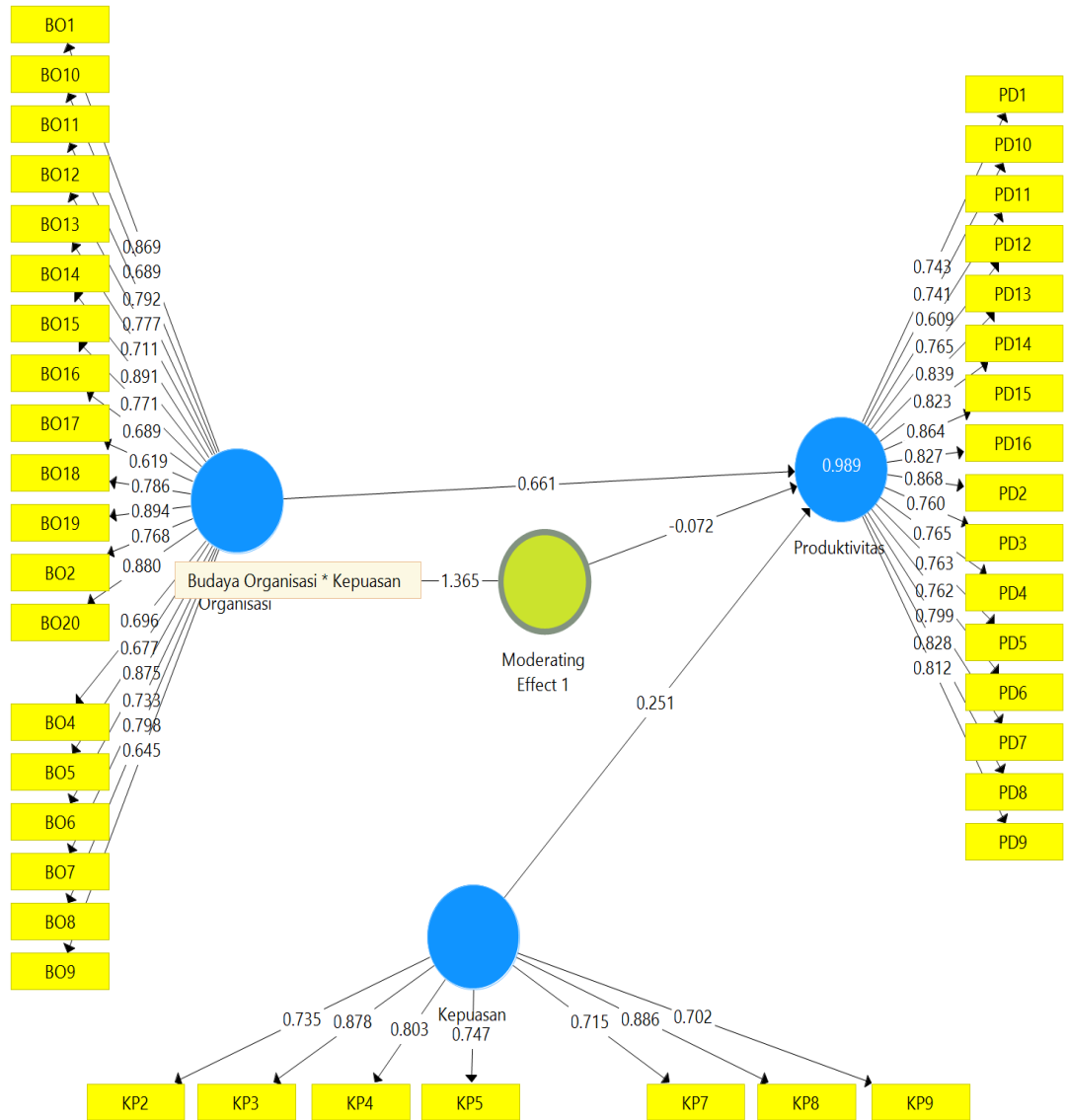


|      | S     |       | SS    |       | Total |        |
|------|-------|-------|-------|-------|-------|--------|
|      | Count | %     | Count | %     | Count | %      |
| PD1  | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| PD2  | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| PD3  | 13    | 22,8% | 44    | 77,2% | 57    | 100,0% |
| PD4  | 8     | 14,0% | 49    | 86,0% | 57    | 100,0% |
| PD5  | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| PD6  | 8     | 14,0% | 49    | 86,0% | 57    | 100,0% |
| PD7  | 8     | 14,0% | 49    | 86,0% | 57    | 100,0% |
| PD8  | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| PD9  | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| PD10 | 9     | 15,8% | 48    | 84,2% | 57    | 100,0% |
| PD11 | 11    | 19,3% | 46    | 80,7% | 57    | 100,0% |
| PD12 | 8     | 14,0% | 49    | 86,0% | 57    | 100,0% |
| PD13 | 9     | 15,8% | 48    | 84,2% | 57    | 100,0% |
| PD14 | 10    | 17,5% | 47    | 82,5% | 57    | 100,0% |
| PD15 | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| PD16 | 8     | 14,0% | 49    | 86,0% | 57    | 100,0% |
| KP1  | 24    | 42,1% | 33    | 57,9% | 57    | 100,0% |
| KP2  | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| KP3  | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| KP4  | 15    | 26,3% | 42    | 73,7% | 57    | 100,0% |
| KP5  | 16    | 28,1% | 41    | 71,9% | 57    | 100,0% |
| KP6  | 23    | 40,4% | 34    | 59,6% | 57    | 100,0% |
| KP7  | 14    | 24,6% | 43    | 75,4% | 57    | 100,0% |
| KP8  | 12    | 21,1% | 45    | 78,9% | 57    | 100,0% |
| KP9  | 17    | 29,8% | 40    | 70,2% | 57    | 100,0% |

Lampiran 4. Hasil Analisis dengan SmartPLS 3.3.3  
PLS ALGORITMA pertama



PLS ALGORITMA dipakai



*Outer Loadings*

|                     |       |
|---------------------|-------|
| BO1                 | 0,844 |
| BO10                | 0,586 |
| BO11                | 0,788 |
| BO12                | 0,719 |
| BO13                | 0,671 |
| BO14                | 0,880 |
| BO15                | 0,722 |
| BO16                | 0,668 |
| BO17                | 0,559 |
| BO18                | 0,727 |
| BO19                | 0,876 |
| BO2                 | 0,717 |
| BO20                | 0,829 |
| BO4                 | 0,693 |
| BO5                 | 0,692 |
| BO6                 | 0,862 |
| BO7                 | 0,718 |
| BO8                 | 0,781 |
| BO9                 | 0,598 |
| Budaya Organisasi * | 1,457 |
| Kepuasan            |       |
| KP2                 | 0,653 |

|      |       |
|------|-------|
| KP3  | 0,872 |
| KP4  | 0,788 |
| KP5  | 0,760 |
| KP7  | 0,726 |
| KP8  | 0,878 |
| KP9  | 0,666 |
| PD1  | 0,763 |
| PD10 | 0,713 |
| PD11 | 0,633 |
| PD12 | 0,819 |
| PD13 | 0,819 |
| PD14 | 0,809 |
| PD15 | 0,814 |
| PD16 | 0,772 |
| PD2  | 0,817 |
| PD3  | 0,753 |
| PD4  | 0,749 |
| PD5  | 0,733 |
| PD6  | 0,721 |
| PD7  | 0,761 |
| PD8  | 0,813 |
| PD9  | 0,798 |

*Discriminant Validity*

| Fornell-Larcker Criterion | Budaya Organisasi | Kepuasan | Moderating Effect 1 | Produktivitas |
|---------------------------|-------------------|----------|---------------------|---------------|
| Budaya Organisasi         | 0,739             |          |                     |               |
| Kepuasan                  | 0,773             | 0,768    |                     |               |
| Moderating Effect 1       | -0,889            | -0,835   | 1,000               |               |
| Produktivitas             | 0,892             | 0,879    | -0,890              | 0,989         |

*Cross Loadings*

|      | Budaya Organisasi | Kepuasan | Moderating Effect 1 | Produktivitas |
|------|-------------------|----------|---------------------|---------------|
| BO1  | 0,844             | 0,846    | -0,680              | 0,833         |
| BO10 | 0,586             | 0,534    | -0,571              | 0,607         |
| BO11 | 0,788             | 0,780    | -0,755              | 0,776         |
| BO12 | 0,719             | 0,731    | -0,615              | 0,724         |
| BO13 | 0,671             | 0,644    | -0,603              | 0,676         |
| BO14 | 0,880             | 0,845    | -0,777              | 0,855         |
| BO15 | 0,722             | 0,657    | -0,705              | 0,737         |
| BO16 | 0,668             | 0,612    | -0,650              | 0,674         |
| BO17 | 0,559             | 0,645    | -0,452              | 0,569         |

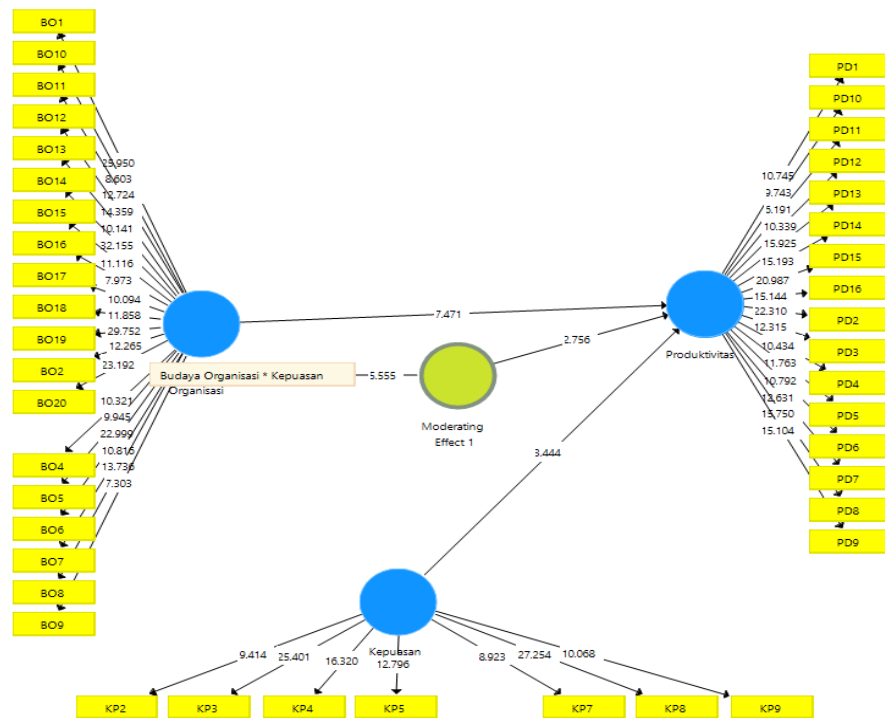
|   |        |        |        |        |
|---|--------|--------|--------|--------|
| BO18                                    | 0,727  | 0,661  | -0,660 | 0,695  |
| BO19                                    | 0,876  | 0,852  | -0,791 | 0,839  |
| BO2                                     | 0,717  | 0,634  | -0,595 | 0,719  |
| BO20                                    | 0,829  | 0,845  | -0,701 | 0,821  |
| BO4                                     | 0,693  | 0,730  | -0,513 | 0,694  |
| BO5                                     | 0,692  | 0,692  | -0,555 | 0,697  |
| BO6                                     | 0,862  | 0,847  | -0,778 | 0,832  |
| BO7                                     | 0,718  | 0,708  | -0,643 | 0,733  |
| BO8                                     | 0,781  | 0,743  | -0,742 | 0,757  |
| BO9                                     | 0,598  | 0,539  | -0,618 | 0,609  |
| <b>Budaya Organisasi *<br/>Kepuasan</b> | -0,889 | -0,835 | 1,000  | -0,890 |
| KP2                                     | 0,607  | 0,653  | -0,636 | 0,643  |
| KP3                                     | 0,835  | 0,872  | -0,701 | 0,833  |
| KP4                                     | 0,760  | 0,788  | -0,588 | 0,757  |
| KP5                                     | 0,730  | 0,760  | -0,564 | 0,719  |
| KP7                                     | 0,726  | 0,726  | -0,663 | 0,757  |
| KP8                                     | 0,881  | 0,878  | -0,752 | 0,875  |
| KP9                                     | 0,651  | 0,666  | -0,571 | 0,625  |
| PD1                                     | 0,735  | 0,740  | -0,761 | 0,763  |
| PD10                                    | 0,699  | 0,735  | -0,551 | 0,713  |
| PD11                                    | 0,614  | 0,617  | -0,517 | 0,633  |
| PD12                                    | 0,844  | 0,825  | -0,769 | 0,819  |
| PD13                                    | 0,792  | 0,748  | -0,788 | 0,819  |
| PD14                                    | 0,783  | 0,736  | -0,762 | 0,809  |
| PD15                                    | 0,806  | 0,833  | -0,626 | 0,814  |
| PD16                                    | 0,786  | 0,737  | -0,714 | 0,772  |
| PD2                                     | 0,809  | 0,838  | -0,626 | 0,817  |
| PD3                                     | 0,744  | 0,732  | -0,616 | 0,753  |
| PD4                                     | 0,778  | 0,768  | -0,686 | 0,749  |
| PD5                                     | 0,718  | 0,708  | -0,643 | 0,733  |
| PD6                                     | 0,747  | 0,725  | -0,637 | 0,721  |
| PD7                                     | 0,737  | 0,706  | -0,696 | 0,761  |
| PD8                                     | 0,786  | 0,741  | -0,761 | 0,813  |
| PD9                                     | 0,807  | 0,797  | -0,775 | 0,798  |

Reliabilitas Indikator Konstruk

|                     | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) |
|---------------------|------------------|-------|-----------------------|----------------------------------|
| Budaya Organisasi   | 0,961            | 0,956 | 0,965                 | 0,546                            |
| Kepuasan            | 0,894            | 0,891 | 0,919                 | 0,590                            |
| Moderating Effect 1 | 1,000            | 1,000 | 1,000                 | 1,000                            |
| Produktivitas       | 0,960            | 0,955 | 0,964                 | 0,592                            |

|               | R Square | R Square Adjusted |
|---------------|----------|-------------------|
| Produktivitas | 0,988    | 0,988             |

Hasil Bootstrapping



|                                      | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values |
|--------------------------------------|---------------------|-----------------|----------------------------|--------------------------|----------|
| Budaya Organisasi -> Produktivitas   | 0,661               | 0,662           | 0,088                      | 7,471                    | 0,000    |
| Kepuasan -> Produktivitas            | 0,251               | 0,245           | 0,073                      | 3,444                    | 0,001    |
| Moderating Effect 1 -> Produktivitas | -0,072              | -0,076          | 0,026                      | 2,576                    | 0,006    |

Lampiran 5. Tabel Uji t ( $\sigma = 0.05$ )

| df       | t.100 | t.050 | t.025  | t.010  | t.005  |
|----------|-------|-------|--------|--------|--------|
| 1        | 3.078 | 6.314 | 12.706 | 31.821 | 63.657 |
| 2        | 1.886 | 2.920 | 4.303  | 6.965  | 9.925  |
| 3        | 1.638 | 2.353 | 3.182  | 4.541  | 5.841  |
| 4        | 1.533 | 2.132 | 2.776  | 3.747  | 4.604  |
| 5        | 1.476 | 2.015 | 2.571  | 3.365  | 4.032  |
| 6        | 1.44  | 1.943 | 2.447  | 3.143  | 3.707  |
| 7        | 1.415 | 1.895 | 2.365  | 2.998  | 3.499  |
| 8        | 1.397 | 1.860 | 2.306  | 2.896  | 3.355  |
| 9        | 1.383 | 1.833 | 2.262  | 2.821  | 2.250  |
| 10       | 1.372 | 1.812 | 2.228  | 2.764  | 3.169  |
| 11       | 1.363 | 1.796 | 2.201  | 2.718  | 3.106  |
| 12       | 1.356 | 1.782 | 2.179  | 2.681  | 3.055  |
| 13       | 1.35  | 1.771 | 2.16   | 2.65   | 3.012  |
| 14       | 1.345 | 1.761 | 2.145  | 2.624  | 2.977  |
| 15       | 1.341 | 1.753 | 2.131  | 2.602  | 2.947  |
| 16       | 1.337 | 1.746 | 2.12   | 2.583  | 2.921  |
| 17       | 1.333 | 1.74  | 2.11   | 2.567  | 2.898  |
| 18       | 1.33  | 1.734 | 2.101  | 2.552  | 2.878  |
| 19       | 1.328 | 1.729 | 2.093  | 2.539  | 2.861  |
| 20       | 1.325 | 1.725 | 2.086  | 2.528  | 2.845  |
| 21       | 1.323 | 1.721 | 2.08   | 2.518  | 2.831  |
| 22       | 1.321 | 1.717 | 2.074  | 2.508  | 2.819  |
| 23       | 1.319 | 1.714 | 2.069  | 2.500  | 2.807  |
| 24       | 1.318 | 1.711 | 2.064  | 2.492  | 2.797  |
| 25       | 1.316 | 1.708 | 2.06   | 2.485  | 2.787  |
| 26       | 1.315 | 1.706 | 2.056  | 2.479  | 2.779  |
| 27       | 1.314 | 1.703 | 2.052  | 2.473  | 2.771  |
| 28       | 1.313 | 1.701 | 2.048  | 2.467  | 2.763  |
| 29       | 1.311 | 1.699 | 2.045  | 2.462  | 2.756  |
| 30       | 1.310 | 1.697 | 2.042  | 2.457  | 2.75   |
| 35       | 1.306 | 1.69  | 2.030  | 2.438  | 2.724  |
| 40       | 1.303 | 1.684 | 2.021  | 2.423  | 2.705  |
| 45       | 1.301 | 1.679 | 2.014  | 2.412  | 2.690  |
| 50       | 1.299 | 1.676 | 2.009  | 2.403  | 2.678  |
| 60       | 1.296 | 1.671 | 2.000  | 2.390  | 2.66   |
| 70       | 1.294 | 1.667 | 1.994  | 2.381  | 2.648  |
| 80       | 1.292 | 1.664 | 1.990  | 2.374  | 2.639  |
| 90       | 1.291 | 1.662 | 1.987  | 2.369  | 2.632  |
| 100      | 1.290 | 1.660 | 1.984  | 2.364  | 2.626  |
| 120      | 1.289 | 1.658 | 1.980  | 2.358  | 2.617  |
| 140      | 1.288 | 1.656 | 1.977  | 2.353  | 2.611  |
| 160      | 1.287 | 1.654 | 1.975  | 2.350  | 2.607  |
| 180      | 1.286 | 1.653 | 1.973  | 2.347  | 2.603  |
| 200      | 1.286 | 1.653 | 1.972  | 2.345  | 2.601  |
| $\infty$ | 1.282 | 1.645 | 1.960  | 2.326  | 2.576  |

## Lampiran 6. Dokumentasi Penelitian