

# LAMPIRAN

## Lampiran 1

### Kuesioner Penelitian

**Kepada:**

**Yth Bapak/Ibu/Saudara/i**

**Ditempat,-**

Dengan hormat,

Saya adalah mahasiswa dari Fakultas Ekonomi Jurusan Manajemen Institut Informatika Dan Bisnis Darmajaya yang saat ini sedang melakukan penelitian dalam rangka penyelesaian pendidikan yang sedang saya tempuh.

Sehubungan dengan kegiatan penelitian yang saya lakukan dengan judul **“Pengaruh Komunikasi, Motivasi, dan Disiplin Kerja terhadap Kinerja Karyawan pada Perusahaan Daerah Air Minum “Way Rilau” Bandar Lampung”**. Saya bermaksud mengajukan permohonan pengisian kuesioner. Adapun tujuan dari kuesioner ini adalah sebagai masukan untuk memperoleh data yang akurat dalam penyusunan skripsi. Semua pendapat yang telah Bapak/Ibu/Saudara/i berikan dalam kuesioner akan dijamin kerahasiaannya karena kuesioner ini hanya digunakan untuk kegiatan penelitian.

Saya memohon kuesioner diisi dengan lengkap. Atas bantuan dan kerjasama Bapak/Ibu/Saudara/i, saya mengucapkan terima kasih. Tanpa bantuan Bapak/Ibu/Saudara/i, penelitian ini tidak mungkin akan terselesaikan.

Salam Hormat

Peneliti,

**Kepi Setiawan**

**1312110390**

## 1. IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin :  Laki-laki       Perempuan
3. Pendidikan :  
 SMA                                       Diploma  
 S1                                          S2  
 Lainnya, Sebutkan.....
4. Lama bekerja diperusahaan ini :.....Tahun

### **Petunjuk Pengisian**

Keterangan :

- SS = Sangat Setuju  
S = Setuju  
R = Ragu-ragu  
TS = Tidak Setuju  
STS = Sangat Tidak Setuju

### 1. Komunikasi (X1)

No	Item Pertanyaan	SS	S	R	TS	STS
		5	4	3	2	1
	<b>Pengetahuan (<i>knowledge</i>)</b>					
1.	Karyawan harus mampu menguasai bidang pekerjaan yang sesuai dengan keahliannya					
2.	Mampu menggunakan informasi dan peralatan yang ada di perusahaan					
	<b>Keterampilan (<i>skill</i>)</b>					
1.	Mampu berkomunikasi dengan baik antara karyawan dan atasan					
2.	Karyawan mampu menyelesaikan tugas yang diberikan atasan walaupun bukan keahliannya					
	<b>Sikap (<i>Attitude</i>)</b>					
1.	Keharmonisan antara karyawan dengan pimpinan sudah terjaga dengan baik					
2.	Kedekatan antar karyawan dengan pimpinan dicerminkan oleh keharmonisan yang terjadi					

## 2. Motivasi (X2)

No	Item Pertanyaan	SS	S	R	TS	STS
		5	4	3	2	1
	<b>Motif (<i>motif</i>)</b>					
1.	Setiap karyawan mendapatkan kesempatan untuk mengembangkan karir					
2.	Perusahaan memberikan kesempatan kepada karyawan untuk mengikuti pelatihan					
	<b>Harapan (<i>Expectancy</i>)</b>					
1.	Perusahaan memberikan jaminan karyawan tetap jika memiliki kinerja yang tinggi					
2.	Setiap karyawan yang memiliki kinerja yang tinggi akan mendapatkan kesempatan dalam mengembangkan karirnya					
	<b>Insentife (<i>Incentive</i>)</b>					
1.	Upah yang diterima sesuai dengan pekerjaan yang di lakukan					
2.	Sistem pemberian bonus sesuai dengan prestasi kerja karyawan					

### 3. Disiplin Kerja (X3)

No	Item Pertanyaan	SS	S	R	TS	STS
		5	4	3	2	1
	<b>Disiplin Preventif</b>					
1.	Setiap karyawan datang dan pulang tepat pada waktu yang telah di tetapkan perusahaan					
2.	Karyawan yang bekerja harus menjaga keamanan peralatan yang ada di perusahaan					
	<b>Disiplin Korektif</b>					
1.	Setiap karyawan yang melakukan pelanggaran dan aturan yang di tetapkan di perusahaan akan diberikan peringatan yang bersifat positif					
2.	Perusahaan memberikan peringatan dengan mengomunikasikan peraturan-peraturan kepada semua karyawan					
	<b>Disiplin Progresif</b>					
1.	Pimpinan wajib memberi hukuman yang berat jika karyawan masih mengulangi kesalahan yang sama					
2.	Pimpinan memberikan contoh teladan yang baik bagi peningkatan kedisiplinan karyawan					

#### 4. Kinerja (Y)

No	Item Pertanyaan	SS	S	R	TS	STS
		5	4	3	2	1
	<b>Kualitas</b>					
1.	Menyelesaikan setiap pekerjaan dengan tekun dan teliti					
2.	Mampu menyelesaikan pekerjaan dengan baik sesuai target perusahaan					
	<b>Kuantitas</b>					
1.	Mampu menyelesaikan pekerjaan yang lebih banyak dari biasanya					
2.	Pekerjaan yang dihasilkan sesuai dengan target yang telah ditetapkan perusahaan					
	<b>Pelaksanaan Tugas</b>					
1.	Mampu menyelesaikan tugas yang telah diberikan atasan					
2.	Siap bertanggung jawab bila tugas yang diberikan masih salah dan harus diperbaiki					
	<b>Tanggung Jawab</b>					
1.	Selalu datang tepat waktu dan mengikuti peraturan perusahaan					
2.	Menyelesaikan pekerjaan dan tugas yang diberikan oleh atasan					

## Lampiran 2

Hasil Jawaban Kuesioner Responden Komunikasi (X1) 30 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	4	5	5	4	3	4	25
2	4	5	5	5	5	5	29
3	5	5	5	4	5	5	29
4	5	4	5	4	5	4	27
5	5	5	4	2	5	4	25
6	4	4	4	3	3	3	21
7	4	4	5	5	4	5	27
8	5	5	5	5	5	5	30
9	4	4	4	4	4	4	24
10	5	5	4	2	4	4	24
11	5	5	5	4	5	5	29
12	4	4	5	4	3	3	23
13	5	5	5	5	4	4	28
14	5	4	4	2	4	5	24
15	5	5	4	4	5	5	28
16	5	5	4	4	4	5	27
17	4	4	4	4	4	4	24
18	3	4	4	3	4	4	22
19	4	5	5	4	4	4	26
20	5	4	4	2	5	4	24
21	5	5	5	5	5	5	30
22	5	5	5	3	3	3	24
23	5	4	4	4	4	4	25
24	5	4	4	4	4	4	25
25	5	4	4	4	4	4	25
26	5	5	5	2	5	4	26
27	5	4	4	4	5	5	27
28	5	4	4	3	4	4	24
29	5	5	5	5	5	5	30
30	5	5	5	4	4	4	27
Jumlah	140	136	135	112	128	128	779



Hasil Jawaban Kuesioner Responden Motivasi (X2) 30 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	4	5	5	5	5	5	29
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	4	4	5	4	4	4	25
5	5	5	5	5	4	4	28
6	3	4	4	4	4	3	22
7	5	5	4	5	5	5	29
8	4	5	5	5	5	5	29
9	5	4	4	4	4	2	23
10	5	4	5	5	5	4	28
11	5	5	5	5	5	5	30
12	3	5	4	3	4	2	21
13	4	4	5	5	5	5	28
14	5	4	4	4	4	4	25
15	5	4	5	5	4	4	27
16	5	4	5	4	5	4	27
17	4	4	5	4	4	2	23
18	5	4	4	4	4	4	25
19	4	4	5	5	4	5	27
20	5	4	5	5	4	4	27
21	5	5	5	5	5	5	30
22	5	5	5	5	3	3	26
23	4	4	5	3	4	3	23
24	5	4	4	4	4	4	25
25	5	4	4	4	4	4	25
26	2	2	2	2	2	2	12
27	4	4	4	4	4	4	24
28	4	4	3	3	4	4	22
29	5	5	5	5	5	5	30
30	5	5	5	5	5	5	30
Jumlah	134	130	136	131	129	120	780

Hasil Jawaban Kuesioner Responden Disiplin Kerja (X3) 30 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	5	4	5	5	5	5	29
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	5	4	5	5	5	5	29
5	4	5	5	5	5	5	29
6	3	4	4	4	4	5	24
7	3	3	4	4	2	5	21
8	5	4	4	3	4	4	24
9	4	4	4	4	4	4	24
10	4	4	4	4	5	5	26
11	5	5	5	5	5	5	30
12	5	5	4	5	5	5	29
13	4	5	5	5	5	5	29
14	4	4	4	4	4	4	24
15	5	4	4	4	4	5	26
16	5	4	4	4	4	5	26
17	4	4	5	4	4	5	26
18	4	4	4	3	4	4	23
19	5	5	5	4	4	5	28
20	5	4	4	4	5	5	27
21	5	5	5	5	5	5	30
22	5	5	5	3	5	5	28
23	4	4	5	5	5	5	28
24	4	4	5	4	4	5	26
25	4	4	5	4	4	5	26
26	4	4	4	4	4	5	25
27	5	5	5	5	5	5	30
28	5	5	5	5	4	5	29
29	5	5	5	5	5	5	30
30	5	5	5	5	5	5	30
Jumlah	135	132	138	131	134	146	816

Hasil Jawaban Kuesioner Responden Kinerja (Y) 30 Data

NO RESPONDEN	BUTIR PERNYATAAN								TOTAL SKOR
	1	2	3	4	5	6	7	8	
1	5	5	4	4	4	4	4	4	34
2	5	5	5	5	5	5	5	5	40
3	4	5	5	5	5	5	5	5	39
4	4	4	4	4	4	4	4	4	32
5	4	4	4	4	4	4	4	4	32
6	4	4	3	4	4	3	4	4	30
7	4	3	5	4	3	5	5	5	34
8	5	5	5	5	5	4	4	4	37
9	4	4	4	4	4	4	4	4	32
10	4	4	2	4	4	4	4	4	30
11	5	5	4	4	4	4	5	5	36
12	4	4	4	5	4	5	5	5	36
13	5	5	5	5	5	5	5	5	40
14	4	5	4	5	4	4	4	4	34
15	5	4	4	4	5	4	4	5	35
16	4	4	1	3	4	4	5	4	29
17	4	4	2	4	4	4	4	4	30
18	4	4	3	3	3	4	4	4	29
19	5	5	3	3	4	5	5	4	34
20	5	5	5	4	5	4	5	5	38
21	5	5	5	5	5	5	5	5	40
22	4	4	4	4	4	5	5	5	35
23	4	5	3	4	4	4	5	4	33
24	4	4	3	3	3	4	4	4	29
25	4	4	3	3	3	4	4	4	29
26	4	4	4	4	4	4	4	4	32
27	5	4	4	4	4	4	5	4	34
28	4	4	3	4	4	4	4	4	31
29	5	5	5	5	5	5	5	5	40
30	5	5	4	5	4	4	5	5	37
Jumlah	132	132	114	124	124	128	135	132	1021

Hasil Jawaban Kuesioner Responden Komunikasi (X1) 73 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	4	5	5	4	3	4	25
2	4	5	5	5	5	5	29
3	5	5	5	4	5	5	29
4	5	4	5	4	5	4	27
5	5	5	4	2	5	4	25
6	4	4	4	3	3	3	21
7	4	4	5	5	4	5	27
8	5	5	5	5	5	5	30
9	4	4	4	4	4	4	24
10	5	5	4	2	4	4	24
11	5	5	5	4	5	5	29
12	4	4	5	4	3	3	23
13	5	5	5	5	4	4	28
14	5	4	4	2	4	5	24
15	5	5	4	4	5	5	28
16	5	5	4	4	4	5	27
17	4	4	4	4	4	4	24
18	3	4	4	3	4	4	22
19	4	5	5	4	4	4	26
20	5	4	4	2	5	4	24
21	5	5	5	5	5	5	30
22	5	5	5	3	3	3	24
23	5	4	4	4	4	4	25
24	5	4	4	4	4	4	25
25	5	4	4	4	4	4	25
26	5	5	5	2	5	4	26
27	5	4	4	4	5	5	27
28	5	4	4	3	4	4	24
29	5	5	5	5	5	5	30
30	5	5	5	4	4	4	27
31	5	5	5	5	4	4	28
32	5	4	4	4	5	4	26
33	5	4	4	5	4	5	27
34	5	4	4	4	4	4	25

35	5	4	5	4	4	4	26
36	5	4	5	4	4	4	26
37	5	4	5	4	4	4	26
38	5	4	4	4	4	4	25
39	5	4	4	4	4	4	25
40	5	5	5	4	3	3	25
41	5	4	5	4	4	4	26
42	5	4	4	2	5	4	24
43	5	4	5	4	3	4	25
44	5	5	4	4	3	4	25
45	5	4	4	4	4	4	25
46	5	4	4	4	4	4	25
47	5	4	4	4	4	4	25
48	5	5	4	5	4	4	27
49	5	4	5	4	4	4	26
50	5	4	4	4	4	4	25
51	5	5	4	4	4	4	26
52	5	5	3	2	4	4	23
53	5	5	5	2	4	4	25
54	5	4	5	3	4	4	25
55	5	5	5	5	5	5	30
56	5	5	5	5	5	5	30
57	5	5	4	4	4	5	27
58	5	4	4	4	4	4	25
59	5	5	5	5	5	5	30
60	5	4	4	5	4	4	26
61	5	4	4	3	4	3	23
62	5	4	4	3	4	3	23
63	5	3	4	5	5	5	27
64	5	4	4	5	4	3	25
65	5	4	5	4	5	4	27
66	5	4	5	3	4	3	24
67	5	3	4	2	4	5	23
68	5	4	4	3	3	4	23
69	5	4	5	3	4	5	26
70	5	1	3	4	4	2	19
71	5	4	5	4	4	4	26
72	5	5	5	3	4	4	26

73	5	3	5	1	3	3	20
Jumlah	355	314	324	275	302	300	1870

Hasil Jawaban Kuesioner Responden Motivasi (X2) 73 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	4	5	5	5	5	5	29
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	4	4	5	4	4	4	25
5	5	5	5	5	4	4	28
6	3	4	4	4	4	3	22
7	5	5	4	5	5	5	29
8	4	5	5	5	5	5	29
9	5	4	4	4	4	2	23
10	5	4	5	5	5	4	28
11	5	5	5	5	5	5	30
12	3	5	4	3	4	2	21
13	4	4	5	5	5	5	28
14	5	4	4	4	4	4	25
15	5	4	5	5	4	4	27
16	5	4	5	4	5	4	27
17	4	4	5	4	4	2	23
18	5	4	4	4	4	4	25
19	4	4	5	5	4	5	27
20	5	4	5	5	4	4	27
21	5	5	5	5	5	5	30
22	5	5	5	5	3	3	26
23	4	4	5	3	4	3	23
24	5	4	4	4	4	4	25
25	5	4	4	4	4	4	25
26	2	2	2	2	2	2	12
27	4	4	4	4	4	4	24
28	4	4	3	3	4	4	22
29	5	5	5	5	5	5	30

30	5	5	5	5	5	5	30
31	4	3	4	4	3	3	21
32	5	4	4	4	3	3	23
33	5	4	4	4	4	4	25
34	4	5	4	4	4	4	25
35	4	4	5	5	4	3	25
36	5	4	4	5	4	4	26
37	4	4	4	4	2	2	20
38	5	5	4	4	4	4	26
39	4	5	4	4	4	4	25
40	5	4	5	5	5	5	29
41	4	5	4	5	4	4	26
42	4	4	4	4	4	2	22
43	5	4	5	5	4	3	26
44	4	5	5	5	4	5	28
45	4	4	4	4	4	4	24
46	4	4	4	4	4	4	24
47	5	4	4	4	4	4	25
48	4	4	4	5	4	3	24
49	5	5	4	5	4	4	27
50	4	4	4	4	4	4	24
51	5	4	4	4	3	4	24
52	4	4	4	4	4	3	23
53	5	4	4	4	4	4	25
54	5	4	4	4	3	3	23
55	4	5	4	5	5	5	28
56	5	5	5	5	5	5	30
57	4	5	4	5	5	5	28
58	5	5	4	4	4	4	26
59	4	5	5	5	5	5	29
60	4	4	4	4	2	5	23
61	4	3	3	4	4	4	22
62	5	4	5	4	4	3	25
63	4	5	5	5	3	3	25
64	5	4	3	4	4	4	24
65	4	5	4	3	5	4	25
66	5	4	5	4	4	4	26
67	4	5	3	4	4	3	23

68	5	3	4	4	3	4	23
69	3	4	4	4	5	5	25
70	4	5	4	3	5	3	24
71	5	5	3	4	5	3	25
72	5	4	4	5	4	3	25
73	4	4	5	4	5	5	27
Jumlah	324	315	314	315	301	284	1853

Hasil Jawaban Kuesioner Responden Disiplin Kerja (X3) 73 Data

NO RESPONDEN	BUTIR PERNYATAAN						SKOR TOTAL
	1	2	3	4	5	6	
1	5	4	5	5	5	5	29
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	5	4	5	5	5	5	29
5	4	5	5	5	5	5	29
6	3	4	4	4	4	5	24
7	3	3	4	4	2	5	21
8	5	4	4	3	4	4	24
9	4	4	4	4	4	4	24
10	4	4	4	4	5	5	26
11	5	5	5	5	5	5	30
12	5	5	4	5	5	5	29
13	4	5	5	5	5	5	29
14	4	4	4	4	4	4	24
15	5	4	4	4	4	5	26
16	5	4	4	4	4	5	26
17	4	4	5	4	4	5	26
18	4	4	4	3	4	4	23
19	5	5	5	4	4	5	28
20	5	4	4	4	5	5	27
21	5	5	5	5	5	5	30
22	5	5	5	3	5	5	28
23	4	4	5	5	5	5	28
24	4	4	5	4	4	5	26



25	4	4	5	4	4	5	26
26	4	4	4	4	4	5	25
27	5	5	5	5	5	5	30
28	5	5	5	5	4	5	29
29	5	5	5	5	5	5	30
30	5	5	5	5	5	5	30
31	4	4	3	3	3	4	21
32	5	4	4	3	5	5	26
33	4	5	4	5	4	4	26
34	4	4	5	5	4	4	26
35	3	4	4	4	3	4	22
36	4	5	4	5	5	5	28
37	5	4	4	4	5	4	26
38	5	4	5	4	4	4	26
39	4	5	3	4	3	4	23
40	4	4	5	3	4	5	25
41	5	5	3	4	3	5	25
42	4	5	4	4	3	5	25
43	5	5	5	5	5	5	30
44	5	5	5	5	5	5	30
45	5	5	4	5	4	4	27
46	5	3	4	5	4	4	25
47	5	5	5	5	5	5	30
48	5	4	5	5	4	5	28
49	4	4	4	4	5	5	26
50	5	4	5	3	4	3	24
51	5	4	4	4	4	4	25
52	3	3	4	4	5	5	24
53	4	4	5	5	4	5	27
54	4	4	5	3	5	4	25
55	5	5	4	3	5	5	27
56	4	5	5	4	5	5	28
57	4	5	4	5	5	5	28
58	4	4	4	4	4	4	24
59	4	5	3	5	3	5	25
60	5	3	4	4	3	4	23
61	3	5	4	5	4	5	26
62	4	4	3	3	4	4	22

63	4	4	5	3	4	4	24
64	4	3	4	4	3	5	23
65	5	4	4	5	5	4	27
66	4	4	5	4	4	4	25
67	5	5	4	4	4	5	27
68	5	4	3	3	4	5	24
69	4	4	5	4	4	2	23
70	5	4	5	5	4	5	28
71	5	5	4	4	3	3	24
72	5	4	4	3	5	4	25
73	3	3	4	3	3	4	20
Jumlah	323	315	319	307	310	335	1909

Hasil Jawaban Kuesioner Responden Kinerja (Y) 73 Data

NO RESPONDEN	BUTIR PERNYATAAN								TOTAL SKOR
	1	2	3	4	5	6	7	8	
1	5	5	4	4	4	4	4	4	34
2	5	5	5	5	5	5	5	5	40
3	4	5	5	5	5	5	5	5	39
4	4	4	4	4	4	4	4	4	32
5	4	4	4	4	4	4	4	4	32
6	4	4	3	4	4	3	4	4	30
7	4	3	5	4	3	5	5	5	34
8	5	5	5	5	5	4	4	4	37
9	4	4	4	4	4	4	4	4	32
10	4	4	2	4	4	4	4	4	30
11	5	5	4	4	4	4	5	5	36
12	4	4	4	5	4	5	5	5	36
13	5	5	5	5	5	5	5	5	40
14	4	5	4	5	4	4	4	4	34
15	5	4	4	4	5	4	4	5	35
16	4	4	1	3	4	4	5	4	29
17	4	4	2	4	4	4	4	4	30
18	4	4	3	3	3	4	4	4	29



57	5	5	5	5	5	5	5	5	40
58	4	4	4	4	4	4	4	4	32
59	5	5	5	5	5	5	5	5	40
60	4	4	4	4	4	4	4	4	32
61	3	4	4	4	4	3	3	4	29
62	4	5	2	4	4	2	3	4	28
63	4	4	3	5	5	4	5	5	35
64	4	4	3	3	4	4	4	4	30
65	5	5	5	5	4	4	5	4	37
66	4	4	3	4	3	3	5	5	31
67	4	4	3	3	5	5	2	4	30
68	4	4	3	4	4	5	3	5	32
69	4	4	3	4	3	4	5	4	31
70	5	3	5	4	4	5	3	5	34
71	5	5	2	4	4	4	4	4	32
72	5	5	3	4	5	4	4	5	35
73	5	4	2	4	5	2	5	4	31
Jumlah	317	317	272	303	306	304	314	314	2447

### Lampiran 3

#### Karakteristik Responden Berdasarkan Jenis Kelamin

Jenis_Kelamin				
	Frequency	Percent	Valid Percent	Cumulative Percent
	Laki-laki	44	60.3	60.3
Valid	Perempuan	29	39.7	100.0
	Total	73	100.0	100.0

#### Karakteristik Responden Berdasarkan Pendidikan

Pendidikan				
	Frequency	Percent	Valid Percent	Cumulative Percent
	SMA	39	53.4	53.4
	Diploma	5	6.8	60.3
Valid	S1	27	37.0	97.3
	Lain-lain	2	2.7	100.0
	Total	73	100.0	100.0

## Lampiran 4

### Deskripsi Jawaban Responden variabel Komunikasi (X1)

**Komunikasi\_1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	8	11.0	11.0	12.3
5	64	87.7	87.7	100.0
Total	73	100.0	100.0	

**Komunikasi\_2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.4	1.4	1.4
3	3	4.1	4.1	5.5
Valid 4	41	56.2	56.2	61.6
5	28	38.4	38.4	100.0
Total	73	100.0	100.0	

**Komunikasi\_3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	2.7	2.7	2.7
Valid 4	37	50.7	50.7	53.4
5	34	46.6	46.6	100.0
Total	73	100.0	100.0	

**Komunikasi\_4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	1.4	1.4
2	9	12.3	12.3	13.7
3	11	15.1	15.1	28.8
4	37	50.7	50.7	79.5
5	15	20.5	20.5	100.0
Total	73	100.0	100.0	

**Komunikasi\_5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	12.3	12.3	12.3
4	45	61.6	61.6	74.0
5	19	26.0	26.0	100.0
Total	73	100.0	100.0	

**Komunikasi\_6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	9	12.3	12.3	13.7
4	44	60.3	60.3	74.0
5	19	26.0	26.0	100.0
Total	73	100.0	100.0	

Deskripsi Jawaban Responden variabel Motivasi (X2)

**Motivasi\_1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	3	4.1	4.1	5.5
Valid 4	32	43.8	43.8	49.3
5	37	50.7	50.7	100.0
Total	73	100.0	100.0	

**Motivasi\_2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	3	4.1	4.1	5.5
Valid 4	41	56.2	56.2	61.6
5	28	38.4	38.4	100.0
Total	73	100.0	100.0	

**Motivasi\_3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	5	6.8	6.8	8.2
Valid 4	38	52.1	52.1	60.3
5	29	39.7	39.7	100.0
Total	73	100.0	100.0	



**Motivasi\_4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	5	6.8	6.8	8.2
Valid 4	37	50.7	50.7	58.9
5	30	41.1	41.1	100.0
Total	73	100.0	100.0	

**Motivasi\_5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.1	4.1	4.1
3	7	9.6	9.6	13.7
Valid 4	41	56.2	56.2	69.9
5	22	30.1	30.1	100.0
Total	73	100.0	100.0	

**Motivasi\_6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	8.2	8.2	8.2
3	16	21.9	21.9	30.1
Valid 4	31	42.5	42.5	72.6
5	20	27.4	27.4	100.0
Total	73	100.0	100.0	

Deskripsi Jawaban Responden variabel Disiplin Kerja (X3)

**DisiplinKerja\_1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	8.2	8.2	8.2
Valid 4	30	41.1	41.1	49.3
5	37	50.7	50.7	100.0
Total	73	100.0	100.0	

**DisiplinKerja\_2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	8.2	8.2	8.2
Valid 4	38	52.1	52.1	60.3
5	29	39.7	39.7	100.0
Total	73	100.0	100.0	

**DisiplinKerja\_3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	8.2	8.2	8.2
Valid 4	34	46.6	46.6	54.8
5	33	45.2	45.2	100.0
Total	73	100.0	100.0	

**DisiplinKerja\_4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	19.2	19.2	19.2
Valid 4	30	41.1	41.1	60.3
5	29	39.7	39.7	100.0
Total	73	100.0	100.0	

**DisiplinKerja\_5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	10	13.7	13.7	15.1
Valid 4	32	43.8	43.8	58.9
5	30	41.1	41.1	100.0
Total	73	100.0	100.0	

**DisiplinKerja\_6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	2	2.7	2.7	4.1
Valid 4	23	31.5	31.5	35.6
5	47	64.4	64.4	100.0
Total	73	100.0	100.0	

Deskripsi Jawaban Responden variabel Kinerja (Y)

**Kinerja\_1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	46	63.0	63.0	64.4
5	26	35.6	35.6	100.0
Total	73	100.0	100.0	

**Kinerja\_2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	2.7	2.7	2.7
Valid 4	44	60.3	60.3	63.0
5	27	37.0	37.0	100.0
Total	73	100.0	100.0	

**Kinerja\_3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.4	1.4	1.4
2	8	11.0	11.0	12.3
Valid 3	17	23.3	23.3	35.6
4	31	42.5	42.5	78.1
5	16	21.9	21.9	100.0
Total	73	100.0	100.0	

**Kinerja\_4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	9.6	9.6	9.6
Valid 4	48	65.8	65.8	75.3
5	18	24.7	24.7	100.0
Total	73	100.0	100.0	

**Kinerja\_5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	8.2	8.2	8.2
Valid 4	47	64.4	64.4	72.6
5	20	27.4	27.4	100.0
Total	73	100.0	100.0	

**Kinerja\_6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.1	4.1	4.1
3	4	5.5	5.5	9.6
Valid 4	44	60.3	60.3	69.9
5	22	30.1	30.1	100.0
Total	73	100.0	100.0	

**Kinerja\_7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	5	6.8	6.8	8.2
Valid 4	38	52.1	52.1	60.3
5	29	39.7	39.7	100.0
Total	73	100.0	100.0	

**Kinerja\_8**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	1.4	1.4	1.4
Valid 4	49	67.1	67.1	68.5
5	23	31.5	31.5	100.0
Total	73	100.0	100.0	

## Lampiran 5

### Hasil Uji Validitas Komunikasi (X1)

		Correlations						
		K_1	K_2	K_3	K_4	K_5	Ki_6	Total
Komunikasi_1	Pearson Correlation	1	.290	.000	-.107	.426*	.263	.433*
	Sig. (2-tailed)		.120	1.000	.573	.019	.160	.017
	N	30	30	30	30	30	30	30
Komunikasi_2	Pearson Correlation	.290	1	.535**	.157	.269	.290	.603**
	Sig. (2-tailed)	.120		.002	.407	.151	.120	.000
	N	30	30	30	30	30	30	30
Komunikasi_3	Pearson Correlation	.000	.535**	1	.484**	.098	.106	.572**
	Sig. (2-tailed)	1.000	.002		.007	.606	.577	.001
	N	30	30	30	30	30	30	30
Komunikasi_4	Pearson Correlation	-.107	.157	.484**	1	.109	.392*	.648**
	Sig. (2-tailed)	.573	.407	.007		.568	.032	.000
	N	30	30	30	30	30	30	30
Komunikasi_5	Pearson Correlation	.426*	.269	.098	.109	1	.691**	.683**
	Sig. (2-tailed)	.019	.151	.606	.568		.000	.000
	N	30	30	30	30	30	30	30
Komunikasi_6	Pearson Correlation	.263	.290	.106	.392*	.691**	1	.761**
	Sig. (2-tailed)	.160	.120	.577	.032	.000		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.433*	.603**	.572**	.648**	.683**	.761**	1
	Sig. (2-tailed)	.017	.000	.001	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

### Hasil Uji Validitas Motivasi (X2)

#### Correlations

		M_1	M_2	M_3	M_4	M_5	M_6	Total
Motivasi_1	Pearson Correlation	1	.493**	.519**	.652**	.494**	.481**	.740**
	Sig. (2-tailed)		.006	.003	.000	.006	.007	.000
	N	30	30	30	30	30	30	30
Motivasi_2	Pearson Correlation	.493**	1	.619**	.667**	.669**	.513**	.788**
	Sig. (2-tailed)	.006		.000	.000	.000	.004	.000
	N	30	30	30	30	30	30	30
Motivasi_3	Pearson Correlation	.519**	.619**	1	.767**	.619**	.464**	.799**
	Sig. (2-tailed)	.003	.000		.000	.000	.010	.000
	N	30	30	30	30	30	30	30
Motivasi_4	Pearson Correlation	.652**	.667**	.767**	1	.650**	.713**	.910**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
Motivasi_5	Pearson Correlation	.494**	.669**	.619**	.650**	1	.724**	.844**
	Sig. (2-tailed)	.006	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
Motivasi_6	Pearson Correlation	.481**	.513**	.464**	.713**	.724**	1	.821**
	Sig. (2-tailed)	.007	.004	.010	.000	.000		.000
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.740**	.788**	.799**	.910**	.844**	.821**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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



### Hasil Uji Validitas Disiplin Kerja (X3)

#### Correlations

		DK_1	DK_2	DK_3	DK_4	DK_5	DK_6	Total
DisiplinKerja_1	Pearson Correlation	1	.583**	.330	.287	.562**	.158	.690**
	Sig. (2-tailed)		.001	.075	.125	.001	.403	.000
	N	30	30	30	30	30	30	30
DisiplinKerja_2	Pearson Correlation	.583**	1	.590**	.513**	.665**	.283	.835**
	Sig. (2-tailed)	.001		.001	.004	.000	.129	.000
	N	30	30	30	30	30	30	30
DisiplinKerja_3	Pearson Correlation	.330	.590**	1	.559**	.467**	.480**	.747**
	Sig. (2-tailed)	.075	.001		.001	.009	.007	.000
	N	30	30	30	30	30	30	30
DisiplinKerja_4	Pearson Correlation	.287	.513**	.559**	1	.520**	.517**	.768**
	Sig. (2-tailed)	.125	.004	.001		.003	.003	.000
	N	30	30	30	30	30	30	30
DisiplinKerja_5	Pearson Correlation	.562**	.665**	.467**	.520**	1	.273	.821**
	Sig. (2-tailed)	.001	.000	.009	.003		.144	.000
	N	30	30	30	30	30	30	30
DisiplinKerja_6	Pearson Correlation	.158	.283	.480**	.517**	.273	1	.542**
	Sig. (2-tailed)	.403	.129	.007	.003	.144		.002
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.690**	.835**	.747**	.768**	.821**	.542**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	
	N	30	30	30	30	30	30	30

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

## Hasil Uji Validitas Kinerja (Y)

### Correlations

	Kinerja_1	Kinerja_2	Kinerja_3	Kinerja_4	Kinerja_5	Kinerja_6	Kinerja_7	Kinerja_8	Total
Kinerja_1 Pearson Correlation	1	.639**	.497**	.345	.594**	.239	.408*	.444*	.693**
Kinerja_1 Sig. (2-tailed)		.000	.005	.062	.001	.203	.025	.014	.000
Kinerja_1 N	30	30	30	30	30	30	30	30	30
Kinerja_2 Pearson Correlation	.639**	1	.380*	.485**	.623**	.212	.361*	.270	.664**
Kinerja_2 Sig. (2-tailed)	.000		.038	.007	.000	.262	.050	.149	.000
Kinerja_2 N	30	30	30	30	30	30	30	30	30
Kinerja_3 Pearson Correlation	.497**	.380*	1	.678**	.521**	.488**	.329	.631**	.826**
Kinerja_3 Sig. (2-tailed)	.005	.038		.000	.003	.006	.076	.000	.000
Kinerja_3 N	30	30	30	30	30	30	30	30	30
Kinerja_4 Pearson Correlation	.345	.485**	.678**	1	.681**	.382*	.299	.548**	.788**
Kinerja_4 Sig. (2-tailed)	.062	.007	.000		.000	.037	.109	.002	.000
Kinerja_4 N	30	30	30	30	30	30	30	30	30
Kinerja_5 Pearson Correlation	.594**	.623**	.521**	.681**	1	.309	.323	.484**	.779**
Kinerja_5 Sig. (2-tailed)	.001	.000	.003	.000		.097	.081	.007	.000
Kinerja_5 N	30	30	30	30	30	30	30	30	30
Kinerja_6 Pearson Correlation	.239	.212	.488**	.382*	.309	1	.651**	.638**	.648**
Kinerja_6 Sig. (2-tailed)	.203	.262	.006	.037	.097		.000	.000	.000
Kinerja_6 N	30	30	30	30	30	30	30	30	30
Kinerja_7 Pearson Correlation	.408*	.361*	.329	.299	.323	.651**	1	.680**	.640**
Kinerja_7 Sig. (2-tailed)	.025	.050	.076	.109	.081	.000		.000	.000
Kinerja_7 N	30	30	30	30	30	30	30	30	30
Kinerja_8 Pearson Correlation	.444*	.270	.631**	.548**	.484**	.638**	.680**	1	.788**
Kinerja_8 Sig. (2-tailed)	.014	.149	.000	.002	.007	.000	.000		.000
Kinerja_8 N	30	30	30	30	30	30	30	30	30
Total Pearson Correlation	.693**	.664**	.826**	.788**	.779**	.648**	.640**	.788**	1
Total Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
Total N	30	30	30	30	30	30	30	30	30

\*\* . 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 Komunikasi (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.658	6

Hasil Uji Reliabilitas Motivasi (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.895	6

Hasil Uji Reliabilitas Disiplin Kerja (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.829	6

Hasil Uji Reliabilitas Kinerja (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.863	8

## Lampiran 7

### Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		Komunikasi_x1	Motivasi_x2	disiplin_kerja_x 3	kinerja_y
N		73	73	73	73
Normal Parameters <sup>a,b</sup>	Mean	25.62	25.38	26.15	33.52
	Std. Deviation	2.265	2.970	2.537	3.408
	Absolute	.132	.127	.113	.179
Most Extreme Differences	Positive	.131	.127	.113	.179
	Negative	-.132	-.106	-.096	-.095
Kolmogorov-Smirnov Z		1.132	1.083	.963	1.530
Asymp. Sig. (2-tailed)		.154	.192	.312	.018

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 8

### Hasil Uji Homogenitas

**Test of Homogeneity of Variances**

	Levene Statistic	df1	df2	Sig.
Komunikasi_x1	1.256	9	60	.279
Motivasi_x2	1.130	9	60	.356
disiplin_kerja_x3	1.785	9	60	.090

## Lampiran 9

### Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		408.378	11	37.125	5.293	.000
	Between Groups	Linearity	290.596	1	290.596	41.432	.000
Kinerja * Komunikasi		Deviation from Linearity	117.782	10	11.778	1.679	.106
	Within Groups		427.841	61	7.014		
	Total		836.219	72			

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
	(Combined)		410.418	11	37.311	5.345	.000
	Between Groups	Linearity	246.136	1	246.136	35.261	.000
kinerja_y * Motivasi_x2		Deviation from Linearity	164.281	10	16.428	2.353	.020
	Within Groups		425.801	61	6.980		
	Total		836.219	72			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		365.670	10	36.567	4.818	.000
	Between Groups	Linearity	202.450	1	202.450	26.675	.000
kinerja_y * disiplin_kerja_x3		Deviation from Linearity	163.220	9	18.136	2.390	.022
	Within Groups		470.549	62	7.590		
	Total		836.219	72			

## Lampiran 10

### Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	.688	3.902		.176	.860		
	Komunikasi_x1	.564	.144	.375	3.922	.000	.767	1.304
	Motivasi_x2	.322	.110	.280	2.916	.005	.758	1.319
	disiplin_kerja_x3	.390	.121	.291	3.235	.002	.869	1.151

a. Dependent Variable: kinerja\_y

## Lampiran 11

### Hasil Uji Regresi Berganda

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.718 <sup>a</sup>	.516	.495	2.421

a. Predictors: (Constant), disiplin\_kerja\_x3, Komunikasi\_x1, Motivasi\_x2

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	431.647	3	143.882	24.539	.000 <sup>b</sup>
	Residual	404.572	69	5.863		
	Total	836.219	72			

a. Dependent Variable: kinerja\_y

b. Predictors: (Constant), disiplin\_kerja\_x3, Komunikasi\_x1, Motivasi\_x2

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.688	3.902		.176	.860		
	Komunikasi_x1	.564	.144	.375	3.922	.000	.767	1.304
	Motivasi_x2	.322	.110	.280	2.916	.005	.758	1.319
	disiplin_kerja_x3	.390	.121	.291	3.235	.002	.869	1.151

a. Dependent Variable: kinerja\_y



## Lampiran 12

## R tabel

Interval Kepercayaan			Interval Kepercayaan			Interval Kepercayaan		
n	95%	99%	n	95%	99%	n	95%	99%
3	0,997	0,999	26	0,388	0,496	55	0,266	0,345
4	0,950	0,990	27	0,381	0,487	60	0,254	0,330
5	0,878	0,959	28	0,374	0,478	65	0,244	0,317
6	0,811	0,917	29	0,367	0,470	70	0,235	0,306
7	0,754	0,874	30	0,361	0,463	75	0,227	0,296
8	0,707	0,874	31	0,355	0,456	80	0,220	0,286
9	0,666	0,798	32	0,349	0,449	85	0,213	0,278
10	0,632	0,765	33	0,344	0,442	90	0,207	0,270
11	0,602	0,735	34	0,339	0,436	95	0,202	0,263
12	0,576	0,708	35	0,334	0,430	100	0,195	0,256
13	0,553	0,684	36	0,329	0,424	125	0,176	0,230
14	0,532	0,661	37	0,325	0,418	150	0,157	0,210
15	0,514	0,641	38	0,320	0,413	175	0,148	0,194
16	0,497	0,623	39	0,316	0,408	200	0,138	0,181
17	0,482	0,606	40	0,312	0,403	300	0,113	0,148
18	0,468	0,590	41	0,308	0,396	400	0,098	0,128
19	0,456	0,575	42	0,304	0,393	500	0,088	0,115
20	0,444	0,561	43	0,301	0,389	600	0,080	0,105
21	0,433	0,549	44	0,297	0,384	700	0,074	0,097
22	0,423	0,537	45	0,294	0,380	800	0,070	0,091
23	0,413	0,526	46	0,291	0,276	900	0,065	0,086
24	0,404	0,515	47	0,288	0,372	000	0,062	0,081
25	0,396	0,505	48	0,284	0,368			
			49	0,281	0,364			
			50	0,297	0,361			

Lampiran 13

**T tabel**

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	2.160	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
∞	1.282	1.645	1.960	2.326	2.576

**Lampiran 14**  
**F Tabel**

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

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

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	3.97	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