

LAMPIRAN

Lampiran 1. Karakteristik Responden

| No. | Nama Responden | Usia | Jenis Kelamin | Pendidikan Terakhir | Masa Kerja |
|-----|-----------------------|------|---------------|---------------------|------------|
| 1 | Rushan | 32 | Laki-Laki | S1 | 4 Tahun |
| 2 | Diah Eko | 35 | Laki-Laki | S1 | 4 Tahun |
| 3 | Sukamto | 34 | Laki-Laki | S1 | 12 Tahun |
| 4 | Ria Rachmawati | 30 | Perempuan | S1 | 5 Tahun |
| 5 | Setiono | 38 | Laki-Laki | S2 | 2 Tahun |
| 6 | Siti Markamah | 40 | Perempuan | S2 | 6 Tahun |
| 7 | Ripaidah | 37 | Perempuan | D3 | 38 Tahun |
| 8 | Mastitin | 36 | Laki-Laki | D3 | 30 Tahun |
| 9 | Fitri Astuti | 36 | Perempuan | S1 | 27 Tahun |
| 10 | Eka Kuralia Putra | 49 | Laki-Laki | S1 | 13 Tahun |
| 11 | R. Wasit Prabu Kusuma | 43 | Laki-Laki | S1 | 13 Tahun |
| 12 | Linda Warina | 40 | Perempuan | S2 | 10 Tahun |
| 13 | Windayana | 30 | Perempuan | S1 | 11 Tahun |
| 14 | Aminudin | 41 | Laki-Laki | S2 | 9 Tahun |
| 15 | Anggi | 34 | Perempuan | S1 | 8 Tahun |
| 16 | Lyni | 37 | Perempuan | S2 | 1 Tahun |
| 17 | Mailani | 51 | Perempuan | S1 | 4 Tahun |
| 18 | Sherly Anggraini | 42 | Perempuan | S2 | 18 Tahun |
| 19 | Mutiah | 48 | Perempuan | S2 | 13 Tahun |
| 20 | Ermawati | 46 | Perempuan | S1 | 4 Tahun |
| 21 | Erma lokalena | 43 | Perempuan | S2 | 23 Tahun |
| 22 | Putri | 35 | Perempuan | S1 | 15 Tahun |
| 23 | Herry Lesmana | 48 | Laki-Laki | S1 | 15 Tahun |
| 24 | Muhammad Mayudi | 50 | Laki-Laki | S1 | 12 Tahun |
| 25 | Widya | 51 | Perempuan | S2 | 20 Tahun |
| 26 | Etha | 38 | Perempuan | D3 | 11 Tahun |
| 27 | Agnes | 25 | Perempuan | D3 | 11 Tahun |
| 28 | Naini | 50 | Perempuan | S2 | 17 Tahun |
| 29 | Serly | 30 | Perempuan | S1 | 18 Tahun |
| 30 | Putri Priyani | 30 | Perempuan | S1 | 24 Tahun |
| 31 | Tiara | 30 | Perempuan | S1 | 18 Tahun |
| 32 | Rina Susanti | 49 | Perempuan | S1 | 17 Tahun |
| 33 | Ahmad Haris | 53 | Laki-Laki | S1 | 8 Tahun |
| 34 | Lili Halida | 48 | Perempuan | S2 | 19 Tahun |
| 35 | Sri Suprianti Ningsih | 41 | Perempuan | D3 | 19 Tahun |
| 36 | Ayu Nur Indah Sari | 30 | Perempuan | S1 | 21 Tahun |
| 37 | Dian Margaretha | 35 | Perempuan | S1 | 11 Tahun |
| 38 | Desi | 34 | Perempuan | S1 | 12 Tahun |
| 39 | Imas Anggraeni | 28 | Perempuan | S1 | 7 Tahun |
| 40 | Aan Aditya | 39 | Laki-Laki | S1 | 12 Tahun |
| 41 | Siska Yolanda | 25 | Perempuan | S1 | 13 Tahun |
| 42 | Selvy Friana | 28 | Perempuan | S1 | 13 Tahun |
| 43 | Dian | 44 | Perempuan | S1 | 10 Tahun |
| 44 | Aprilistia | 38 | Perempuan | S1 | 11 Tahun |
| 45 | Etty Yuliarna | 39 | Perempuan | S1 | 9 Tahun |
| 46 | Firdaus Ali | 41 | Laki-Laki | S2 | 8 Tahun |
| 47 | Barizi | 42 | Laki-Laki | D3 | 1 Tahun |
| 48 | Dony hermansyah | 35 | Laki-Laki | S1 | 4 Tahun |

Lampiran 2. Tabulasi X1

| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | Total_X1 |
|------|------|------|------|------|------|----------|
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 3 | 5 | 4 | 4 | 5 | 5 | 26 |
| 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 5 | 2 | 5 | 5 | 5 | 27 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 4 | 4 | 3 | 4 | 5 | 5 | 25 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 3 | 4 | 4 | 3 | 20 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |

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|---|---|---|---|---|---|-----------|
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 4 | 4 | 4 | 5 | 5 | 3 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |

Lampiran 3. Tabulasi X2

| X2.1 | X2.2 | X2.3 | X2.4 | Total_X2 |
|------|------|------|------|-----------|
| 4 | 4 | 4 | 4 | 16 |
| 3 | 4 | 4 | 3 | 14 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 3 | 3 | 4 | 4 | 14 |
| 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 5 | 4 | 17 |
| 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 4 | 5 | 19 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 3 | 4 | 13 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 5 | 5 | 19 |
| 5 | 5 | 4 | 5 | 19 |
| 2 | 2 | 2 | 5 | 11 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 5 | 4 | 17 |
| 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 5 | 5 | 20 |

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|---|---|---|---|-----------|
| 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 4 | 5 | 17 |
| 5 | 5 | 5 | 5 | 20 |
| 5 | 4 | 5 | 4 | 18 |
| 4 | 4 | 5 | 5 | 18 |
| 5 | 4 | 3 | 4 | 16 |
| 5 | 5 | 3 | 3 | 16 |
| 5 | 4 | 4 | 4 | 17 |
| 5 | 5 | 5 | 4 | 19 |
| 4 | 5 | 5 | 5 | 19 |
| 3 | 5 | 5 | 4 | 17 |
| 4 | 4 | 4 | 5 | 17 |
| 5 | 4 | 4 | 5 | 18 |

Lampiran 4. Tabulasi X3

| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Total_X3 |
|------|------|------|------|------|------|----------|
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 3 | 5 | 4 | 4 | 24 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 3 | 3 | 4 | 5 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |

| | | | | | | |
|---|---|---|---|---|---|-----------|
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 3 | 3 | 4 | 5 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 5 | 5 | 4 | 4 | 27 |

Lampiran 5. Tabulasi X4

| X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 | X4.8 | X4.9 | X4.1 0 | X4.1 1 | Total_X 4 |
|------|------|------|------|------|------|------|------|------|-----------|-----------|--------------|
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 46 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 52 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 47 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 51 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 50 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 50 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 50 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 50 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 50 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 50 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 50 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 51 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 51 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 50 |

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|---|---|---|---|---|---|---|---|---|---|---|-----------|
| 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 50 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |

Lampiran 6. Tabulasi Y

| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Total_Y |
|-----|-----|-----|-----|-----|-----|---------|
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 3 | 3 | 2 | 4 | 4 | 19 |
| 4 | 3 | 3 | 2 | 4 | 4 | 20 |
| 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 4 | 4 | 3 | 5 | 3 | 3 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 2 | 2 | 5 | 5 | 5 | 5 | 24 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 3 | 5 | 3 | 3 | 22 |
| 4 | 4 | 3 | 5 | 5 | 5 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 5 | 5 | 5 | 27 |

| | | | | | | |
|---|---|---|---|---|---|-----------|
| 4 | 4 | 3 | 4 | 5 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 3 | 3 | 2 | 4 | 4 | 19 |
| 4 | 3 | 3 | 2 | 4 | 4 | 20 |
| 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 4 | 4 | 3 | 5 | 3 | 3 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 5 | 5 | 4 | 5 | 27 |

Lampiran 7. Hasil Uji SPSS

Tabel 4.3 Statistik Deskriptif

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------------------------|----------|----------------|----------------|-------------|-----------------------|
| Kejelasan Sasaran Anggaran | 48 | 2 | 5 | 4,40 | ,644 |
| Pengendalian Akuntansi | 48 | 2 | 5 | 4,42 | ,577 |
| Sistem Pelaporan | 48 | 3 | 5 | 4,35 | ,483 |
| Pengawasan Kualitas Laporan Keuangan | 48 | 3 | 5 | 4,48 | ,613 |
| Akuntabilitas Kinerja | 48 | 3 | 5 | 4,35 | ,601 |
| Valid N(liswise) | 48 | | | | |

Sumber : Data primer yang diolah, 2023 (SPSS 25)

Tabel 4. 1 Uji Validitas Data

| Variabel | Item Pertanyaan | r hitung | r tabel | Kesimpulan |
|---------------------------------|------------------------|-----------------|----------------|-------------------|
| Akuntabilitas Kinerja (Y) | Pertanyaan_Y1 | 0,713 | 0,284 | Valid |
| | Pertanyaan_Y2 | 0,786 | 0,284 | Valid |
| | Pertanyaan_Y3 | 0,821 | 0,284 | Valid |
| | Pertanyaan_Y4 | 0,735 | 0,284 | Valid |
| | Pertanyaan_Y5 | 0,579 | 0,284 | Valid |
| | Pertanyaan_Y6 | 0,612 | 0,284 | Valid |
| Kejelasan Sasaran Anggaran (X1) | Pertanyaan_X1.1 | 0,756 | 0,284 | Valid |
| | Pertanyaan_X1.2 | 0,730 | 0,284 | Valid |
| | Pertanyaan_X1.3 | 0,683 | 0,284 | Valid |
| | Pertanyaan_X1.4 | 0,799 | 0,284 | Valid |
| | Pertanyaan_X1.5 | 0,704 | 0,284 | Valid |

| | | | | |
|---|------------------|-------|-------|-------|
| | Pertanyaan_X1.6 | 0,688 | 0,284 | Valid |
| Pengendalian Akuntansi (X2) | Pertanyaan_X2.1 | 0,815 | 0,284 | Valid |
| | Pertanyaan_X2.2 | 0,839 | 0,284 | Valid |
| | Pertanyaan_X2.3 | 0,731 | 0,284 | Valid |
| | Pertanyaan_X2.4 | 0,552 | 0,284 | Valid |
| Sistem Pelaporan (X3) | Pertanyaan_X3.1 | 0,617 | 0,284 | Valid |
| | Pertanyaan_X3.2 | 0,654 | 0,284 | Valid |
| | Pertanyaan_X3.3 | 0,822 | 0,284 | Valid |
| | Pertanyaan_X3.4 | 0,780 | 0,284 | Valid |
| | Pertanyaan_X3.5 | 0,739 | 0,284 | Valid |
| | Pertanyaan_X3.6 | 0,459 | 0,284 | Valid |
| Pengawasan Kualitas Laporan Keuangan (X4) | Pertanyaan_X4.1 | 0,667 | 0,284 | Valid |
| | Pertanyaan_X4.2 | 0,751 | 0,284 | Valid |
| | Pertanyaan_X4.3 | 0,614 | 0,284 | Valid |
| | Pertanyaan_X4.4 | 0,597 | 0,284 | Valid |
| | Pertanyaan_X4.5 | 0,749 | 0,284 | Valid |
| | Pertanyaan_X4.6 | 0,478 | 0,284 | Valid |
| | Pertanyaan_X4.7 | 0,727 | 0,284 | Valid |
| | Pertanyaan_X4.8 | 0,651 | 0,284 | Valid |
| | Pertanyaan_X4.9 | 0,590 | 0,284 | Valid |
| | Pertanyaan_X4.10 | 0,342 | 0,284 | Valid |
| | Pertanyaan_X4.11 | 0,420 | 0,284 | Valid |

Sumber : Data primer yang diolah, 2023 (SPSS 25)

Tabel 4. 2 Uji Reliabilitas Data

| Variabel | Cronbach's | Kesimpulan |
|---|------------|------------|
| | Alpha | |
| Akuntabilitas Kinerja (Y) | 0,803 | Realibel |
| Kejelasan Sasaran Anggaran (X1) | 0,815 | Realibel |
| Pengendalian Akuntansi (X2) | 0,723 | Realibel |
| Sistem Pelaporan (X3) | 0,771 | Realibel |
| Pengawasan Kualitas Laporan Keuangan (X4) | 0,825 | Realibel |

Sumber : Data primer yang diolah, 2023 (SPSS 25)

Tabel 4. 3 Uji Normalitas Data

| | | Unstandardize d Residual |
|----------------------------------|----------------------|-----------------------------|
| N | | 48 |
| Normal Parameters ^{a,b} | Mean | 0E-4 |
| | Std. Deviation | 2,43275351 |
| | Absolute | ,088 |
| Most Extreme Differences | Positive | ,080 |
| | Negative | -,088 |
| | Kolmogorov-Smirnov Z | ,760 |
| Asymp. Sig. (2-tailed) | | ,200 |

a. Test distribution is Normal.

b. Calculated from data.

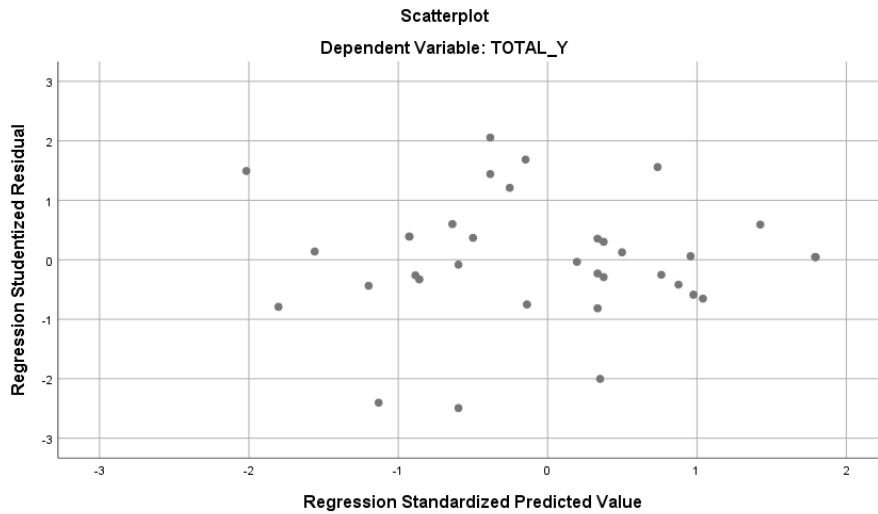
Sumber: Data primer yang diolah, 2023 (SPSS 25)

Tabel 4.7 Uji Multikolinieritas

| Model | Collinearity Statistic | |
|--------------------------------------|------------------------|-------|
| | Tolerance | VIF |
| Kejelasan Sasaran Anggaran | 0,941 | 1,063 |
| Pengendalian Akuntansi | 0,781 | 1,281 |
| Sistem Pelaporan | 0,650 | 1,538 |
| Pengawasan Kualitas Laporan Keuangan | 0,559 | 1,788 |

Sumber: Data primer yang diolah, 2023 (SPSS 25)

Tabel 4. 4 Uji Heterokedastisitas



Sumber: Data primer yang diolah, 2023 (SPSS 25)

Tabel 4.9 Uji Regresi Linier Berganda

| Coefficients ^a | | | | | | |
|---------------------------|----------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.589 | 6.512 | | .258 | .797 |
| | Kejelasan sasaran anggaran | .012 | .142 | .011 | .086 | .932 |
| | Pengendalian Akuntansi | .704 | .216 | .443 | 3.262 | .002 |
| | Sistem Pelaporan | .131 | .205 | .095 | .641 | .525 |

| | | | | | | |
|--------------------------------|--------------------------------------|------|------|------|-------|------|
| | Pengawasan kualitas laporan keuangan | .165 | .129 | .205 | 1.278 | .208 |
| a. Dependent Variable: TOTAL_Y | | | | | | |

Sumber: Data primer yang diolah, 2023 (SPSS 25)

Tabel 4.10 Uji Koefisien Determinasi (R²)

| Model Summary ^b | | | | |
|---|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .618 ^a | .382 | .324 | 2.543 |
| a. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2 | | | | |
| b. Dependent Variable: TOTAL_Y | | | | |

Sumber: Data primer yang diolah, 2023 (SPSS 25)

Tabel 4.11 Uji Kelayakan Model

| ANOVA ^a | | | | | | |
|---|------------|----------------|----|-------------|-------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 171.840 | 4 | 42.960 | 6.641 | .000 ^b |
| | Residual | 278.160 | 43 | 6.469 | | |
| | Total | 450.000 | 47 | | | |
| a. Dependent Variable: Akuntabilitas_Kinerja | | | | | | |
| b. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2 | | | | | | |

Sumber : Data primer yang diolah, 2023 (SPSS 25)

Tabel 4.12 Uji Hipotesis

| Coefficients^a | | | | | | |
|---------------------------------|-------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.589 | 6.152 | | .258 | .797 |
| | Total_X1 | .012 | .142 | .011 | .086 | .932 |
| | Total_X2 | .704 | .216 | .443 | 3.262 | .002 |
| | Total_X3 | .131 | .205 | .095 | .641 | .525 |
| | Total_X4 | .165 | .129 | .205 | 1.278 | .002 |

a. Dependent Variable: Akuntabilitas_Kinerja

Sumber : Data primer yang diolah, 2023 (SPSS 25)