

## Lampiran2

Tabel 2.1

Deskripsi Data Berdasarkan Jenis Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	38	76.0	76.0	76.0
	Perempuan	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

Tabel 2.2

Deskripsi Data Berdasarkan Umur					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	31	62.0	62.0	62.0
	31-40	19	38.0	38.0	100.0
	Total	50	100.0	100.0	

Tabel 2.3

Deskripsi Data Berdasarkan Tingkat pendidikan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	10	20.0	20.0	20.0
	S1	13	26.0	26.0	46.0
	SMA	27	54.0	54.0	100.0
	Total	50	100.0	100.0	

Tabel 2.4

Deskripsi Data Berdasarkan Masa Kerja					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>10 th	12	24.0	24.0	24.0
	1-5 th	24	48.0	48.0	72.0
	5-10 th	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

### Lampiran 3

Tabel 3.1

#### Deskripsi Jawaban Responden Variabel Budaya Organisasi (X1)

<b>Pernyataan X1.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	34.0	34.0	34.0
	4	33	66.0	66.0	100.0
	Total	50	100.0	100.0	

<b>X1.2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	22.0	22.0	22.0
	4	39	78.0	78.0	100.0
	Total	50	100.0	100.0	

<b>X1.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	29	58.0	58.0	60.0
	4	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

<b>X1.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	16	32.0	32.0	34.0
	4	33	66.0	66.0	100.0
	Total	50	100.0	100.0	

<b>X1.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	22.0	22.0	22.0
	4	39	78.0	78.0	100.0
	Total	50	100.0	100.0	

<b>X1.6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	32.0	32.0	32.0
	4	34	68.0	68.0	100.0
	Total	50	100.0	100.0	

<b>X1.7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	18.0	18.0	18.0
	4	41	82.0	82.0	100.0
	Total	50	100.0	100.0	

<b>X1.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	29	58.0	58.0	60.0
	4	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

**Tabel 3.2****Deskripsi Jawaban Responden Variabel Person – Organization Fit (X2)**

<b>X2.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	42.0	42.0	42.0
	4	29	58.0	58.0	100.0
	Total	50	100.0	100.0	

<b>X2.2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.0	4.0	4.0
	3	31	62.0	62.0	66.0
	4	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

<b>X2.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	34.0	34.0	34.0
	4	32	64.0	64.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

<b>X2.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	22.0	22.0	22.0
	4	38	76.0	76.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

<b>X2.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	29	58.0	58.0	60.0
	4	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

<b>X2.6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	24	48.0	48.0	50.0
	4	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

<b>X2.7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	44.0	44.0	44.0
	4	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

<b>X2.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	29	58.0	58.0	60.0
	4	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

**Tabel 3.3****Deskripsi Jawaban Responden Variabel Produktivitas Kerja (Y)**

<b>Y1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.0	6.0	6.0
	3	30	60.0	60.0	66.0
	4	16	32.0	32.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

<b>Y2</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	19	38.0	38.0	40.0
	4	29	58.0	58.0	98.0
	5	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

<b>Y3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	40.0	40.0	40.0
	4	30	60.0	60.0	100.0
	Total	50	100.0	100.0	

<b>Y4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	38.0	38.0	38.0
	4	31	62.0	62.0	100.0
	Total	50	100.0	100.0	

<b>Y5</b>					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	3	21	42.0	42.0	42.0
	4	29	58.0	58.0	100.0
	Tota l	50	100.0	100.0	

<b>Y6</b>					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.0	4.0	4.0
	3	31	62.0	62.0	66.0
	4	17	34.0	34.0	100.0
	Tota l	50	100.0	100.0	

<b>Y7</b>					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.0	6.0	6.0
	3	30	60.0	60.0	66.0
	4	16	32.0	32.0	98.0
	5	1	2.0	2.0	100.0
	Tota l	50	100.0	100.0	

<b>Y8</b>					
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.0	4.0	4.0
	3	19	38.0	38.0	42.0
	4	27	54.0	54.0	96.0
	5	2	4.0	4.0	100.0
	Tota l	50	100.0	100.0	

<b>Y9</b>					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Vali d	3	30	60.0	60.0	60.0
	4	20	40.0	40.0	100.0
	Tota l	50	100.0	100.0	

<b>Y10</b>					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Vali d	2	1	2.0	2.0	2.0
	3	23	46.0	46.0	48.0
	4	25	50.0	50.0	98.0
	5	1	2.0	2.0	100.0
	Tota l	50	100.0	100.0	

<b>Y11</b>					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Vali d	3	22	44.0	44.0	44.0
	4	28	56.0	56.0	100.0
	Tota l	50	100.0	100.0	

<b>Y12</b>					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Vali d	2	1	2.0	2.0	2.0
	3	29	58.0	58.0	60.0
	4	20	40.0	40.0	100.0
	Tota l	50	100.0	100.0	

## Lampiran 4

Tabel 4.1

### UjivaliditasVariabelBudayaOrganisasi (X1)

		Correlations								
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1total
x1.1	Pearson Correlation	1	-.182	-.101	1.000**	-.182	.892**	-.105	-.169	.536*
	Sig. (2-tailed)		.444	.673	.000	.444	.000	.660	.475	.015
	N	20	20	20	20	20	20	20	20	20
x1.2	Pearson Correlation	-.182	1	-.050	-.182	1.000**	-.126	.866**	.104	.459*
	Sig. (2-tailed)	.444		.833	.444	.000	.597	.000	.664	.042
	N	20	20	20	20	20	20	20	20	20
x1.3	Pearson Correlation	-.101	-.050	1	-.101	-.050	-.172	.087	.926**	.496*
	Sig. (2-tailed)	.673	.833		.673	.833	.469	.714	.000	.026
	N	20	20	20	20	20	20	20	20	20
x1.4	Pearson Correlation	1.000**	-.182	-.101	1	-.182	.892**	-.105	-.169	.536*
	Sig. (2-tailed)	.000	.444	.673		.444	.000	.660	.475	.015
	N	20	20	20	20	20	20	20	20	20
x1.5	Pearson Correlation	-.182	1.000**	-.050	-.182	1	-.126	.866**	.104	.459*
	Sig. (2-tailed)	.444	.000	.833	.444		.597	.000	.664	.042
	N	20	20	20	20	20	20	20	20	20
x1.6	Pearson Correlation	.892**	-.126	-.172	.892**	-.126	1	-.055	-.235	.434
	Sig. (2-tailed)	.000	.597	.469	.000	.597		.819	.318	.056
	N	20	20	20	20	20	20	20	20	20
x1.7	Pearson Correlation	-.105	.866**	.087	-.105	.866**	-.055	1	.045	.497*
	Sig. (2-tailed)	.660	.000	.714	.660	.000	.819		.851	.026
	N	20	20	20	20	20	20	20	20	20
x1.8	Pearson Correlation	-.169	.104	.926**	-.169	.104	-.235	.045	1	.510*
	Sig. (2-tailed)	.475	.664	.000	.475	.664	.318	.851		.022
	N	20	20	20	20	20	20	20	20	20
x1total	Pearson Correlation	.536*	.459*	.496*	.536*	.459*	.434	.497*	.510*	1
	Sig. (2-tailed)	.015	.042	.026	.015	.042	.056	.026	.022	
	N	20	20	20	20	20	20	20	20	20

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

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

**Tabel 4.2**  
**Ujivaliditas Variabel Person – Organization Fit (X2)**

		Correlations								
		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	X2total
x2.1	Pearson Correlation	1	.414	.533*	.158	.394	.332	.903**	.302	.841**
	Sig. (2-tailed)		.069	.015	.507	.086	.152	.000	.196	.000
	N	20	20	20	20	20	20	20	20	20
x2.2	Pearson Correlation	.414	1	.082	.237	-.192	.861*	.533*	-.302	.460*
	Sig. (2-tailed)	.069		.731	.315	.418	.000	.015	.196	.041
	N	20	20	20	20	20	20	20	20	20
x2.3	Pearson Correlation	.533*	.082	1	.080	.328	.104	.458*	.204	.519*
	Sig. (2-tailed)	.015	.731		.737	.158	.663	.042	.388	.019
	N	20	20	20	20	20	20	20	20	20
x2.4	Pearson Correlation	.158	.237	.080	1	-.039	.466*	.120	.000	.461*
	Sig. (2-tailed)	.507	.315	.737		.869	.038	.614	1.000	.041
	N	20	20	20	20	20	20	20	20	20
x2.5	Pearson Correlation	.394	-.192	.328	-.039	1	-.350	.287	.905**	.504*
	Sig. (2-tailed)	.086	.418	.158	.869		.131	.220	.000	.024
	N	20	20	20	20	20	20	20	20	20
x2.6	Pearson Correlation	.332	.861**	.104	.466*	-.350	1	.416	-.424	.466*
	Sig. (2-tailed)	.152	.000	.663	.038	.131		.068	.062	.038
	N	20	20	20	20	20	20	20	20	20
x2.7	Pearson Correlation	.903**	.533*	.458*	.120	.287	.416	1	.204	.803**
	Sig. (2-tailed)	.000	.015	.042	.614	.220	.068		.388	.000
	N	20	20	20	20	20	20	20	20	20
x2.8	Pearson Correlation	.302	-.302	.204	.000	.905**	-.424	.204	1	.456*
	Sig. (2-tailed)	.196	.196	.388	1.000	.000	.062	.388		.044
	N	20	20	20	20	20	20	20	20	20
X2total	Pearson Correlation	.841**	.460*	.519*	.461*	.504*	.466*	.803**	.456*	1
	Sig. (2-tailed)	.000	.041	.019	.041	.024	.038	.000	.044	
	N	20	20	20	20	20	20	20	20	20

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

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

**Tabel 4.3**  
**Ujivaliditas Variabel Produktivitas Kerja (Y)**

		Correlations												
		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	ytota
y1	Pearson Correlation	1	.343	.469*	-.034	.201	.090	.200	.112	.167	.167	.238	.500*	.449*
	Sig. (2-tailed)		.139	.037	.888	.395	.706	.398	.637	.482	.482	.312	.025	.047
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y2	Pearson Correlation	.343	1	.793**	.621**	.931**	.533*	.559*	.578**	.857**	.857**	.840**	.171	.807**
	Sig. (2-tailed)	.139		.000	.004	.000	.016	.010	.008	.000	.000	.000	.470	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y3	Pearson Correlation	.469*	.793**	1	.596**	.818**	.401	.621**	.474*	.704**	.704**	.739**	.503*	.894**
	Sig. (2-tailed)	.037	.000		.006	.000	.080	.004	.035	.001	.001	.000	.024	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y4	Pearson Correlation	-.034	.621**	.596**	1	.818**	.537*	.621**	.474*	.905**	.905**	.739**	.302	.757**
	Sig. (2-tailed)	.888	.004	.006		.000	.015	.004	.035	.000	.000	.000	.196	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y5	Pearson Correlation	.201	.931**	.818**	.818**	1	.550*	.586**	.610**	.905**	.905**	.903**	.302	.883**
	Sig. (2-tailed)	.395	.000	.000	.000		.012	.007	.004	.000	.000	.000	.196	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y6	Pearson Correlation	.090	.533*	.401	.537*	.550*	1	.185	.957**	.608**	.608**	.634**	.068	.564**
	Sig. (2-tailed)	.706	.016	.080	.015	.012		.434	.000	.004	.004	.003	.777	.010
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y7	Pearson Correlation	.200	.559*	.621**	.621**	.586**	.185	1	.116	.686**	.686**	.490*	.343	.621**
	Sig. (2-tailed)	.398	.010	.004	.004	.007	.434		.627	.001	.001	.028	.139	.004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y8	Pearson Correlation	.112	.578**	.474*	.474*	.610**	.957**	.116	1	.539*	.539*	.688**	.135	.605**
	Sig. (2-tailed)	.637	.008	.035	.035	.004	.000	.627		.014	.014	.001	.571	.005
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y9	Pearson Correlation	.167	.857**	.704**	.905**	.905**	.608**	.686**	.539*	1	1.000**	.816**	.200	.816**
	Sig. (2-tailed)	.482	.000	.001	.000	.000	.004	.001	.014		.000	.000	.398	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y10	Pearson Correlation	.167	.857**	.704**	.905**	.905**	.608**	.686**	.539*	1.000**	1	.816**	.200	.816**
	Sig. (2-tailed)	.482	.000	.001	.000	.000	.004	.001	.014	.000		.000	.398	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y11	Pearson Correlation	.238	.840**	.739**	.739**	.903**	.634**	.490*	.688**	.816**	.816**	1	.204	.850**
	Sig. (2-tailed)	.312	.000	.000	.000	.000	.003	.028	.001	.000	.000		.388	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
y12	Pearson Correlation	.500*	.171	.503*	.302	.302	.068	.343	.135	.200	.200	.204	1	.490*
	Sig. (2-tailed)	.025	.470	.024	.196	.196	.777	.139	.571	.398	.398	.388		.028
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
ytota l	Pearson Correlation	.449*	.807**	.894**	.757**	.883**	.564**	.621**	.605**	.816**	.816**	.850**	.490*	1
	Sig. (2-tailed)	.047	.000	.000	.000	.000	.010	.004	.005	.000	.000	.000	.028	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

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

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

## Lampiran 5

Tabel 5.1

### UjiReliabilitasBudayaOrganisasi (X1)

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.584	8

Tabel 5.2

### UjiReliabilitas Person – Organization Fit (X2)

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.684	8

**Tabel 5.3**  
**UjiReliabilitasProduktivitasKerja (Y)**

**Case Processing Summary**

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

**Reliability Statistics**

Cronbach's	
Alpha	N of Items
.815	12

**Lampiran 6**

**Tabel 6.1**

**HasilUjiNormalitas**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		50
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.29967854
Most Extreme Differences	Absolute	.070
	Positive	.070
	Negative	-.070
Test Statistic		.070
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

## Lampiran 7

Tabel 7.1

### Hasil Uji Linieritas Budaya Organisasi (X1) dan Produktivitas Kerja (Y)

ANOVA Table							
	Sum of Squares	df	Mean Square	F	Sig.		
Produktivitas Kerja * Budaya Organisasi	Between Groups	(Combined)	321.645	6	53.608	6.035	.000
		Linearity	278.777	1	278.777	31.383	.000
		Deviation from Linearity	42.868	5	8.574	.965	.450
	Within Groups		381.975	43	8.883		
	Total		703.620	49			

Tabel 7.2

### Hasil Uji Linieritas Po - Fit (X1) dan Produktivitas Kerja (Y)

ANOVA Table							
	Sum of Squares	df	Mean Square	F	Sig.		
Produktivitas Kerja * Person - Organization Fit	Between Groups	(Combined)	632.870	8	79.109	45.844	.000
		Linearity	606.367	1	606.367	351.393	.000
		Deviation from Linearity	26.503	7	3.786	2.194	.055
	Within Groups		70.750	41	1.726		
	Total		703.620	49			

## Lampiran 8

Tabel 8.1

### Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Coefficients			Lower Bound	Upper Bound	Tolerance	VIF
				Beta						
1	(Constant)	3.555	2.895		1.228	.226	2.270			
	Budaya Organisasi	.450	.157	.227	2.868	.006	.766	.143	.398	2.510
	Person - Organization Fit	1.822	.131	1.105	13.937	.000	1.559	.697	.398	2.510

## Lampiran 9

Tabel 9.1

### Hasil Uji Regresi Linier Berganda Model Summary<sup>b</sup>

Model		Unstandardized	Standardized	T	Sig.	
		Coefficients	Coefficients			
		B	Std. Error	Beta		
1	(Constant)	3.555	2.895		1.228	.226
	Budaya Organisasi	.450	.157	.227	2.868	.006
	Person - Organization Fit	1.822	.131	1.105	13.937	.000

## Lampiran 9.2

### Hasil Uji Determinasi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 <sup>a</sup>	.882	.877	1.327

## Lampiran 10

Tabel 10.1

### Hasil Uji T (Parsial)

Model		Coefficients <sup>a</sup>												
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error				Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	3.555	2.895		1.228	.226	2.270	9.379						
	Budaya Organisasi	.450	.157	.227	2.868	.006	.766	.134	.629	.386	.143	.398	2.510	
	Person - Organization Fit	1.822	.131	1.105	13.937	.000	1.559	2.085	.928	.897	.697	.398	2.510	

a. Dependent Variable: Produktivitas Kerja

**Tabel 10.2**  
**Hasil Uji F (Simultan)**

		<b>ANOVA<sup>a</sup></b>				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	620.851	2	310.425	176.274	.000 <sup>b</sup>
	Residual	82.769	47	1.761		
	Total	703.620	49			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Person - Organization Fit, Budaya Organisasi